


BOTSWANA

Daily News

THE PAPER THAT INFORMS AND EDUCATES

Tonota FC extend lead after defeating Ferry Wanderers



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NEWS

Weak procurement plans delay project delivery

Lorato Gaofise
GABORONE


Botswana's Public Procurement Regulatory Authority (PPRA) has warned that weak planning, limited capacity in procuring entities and the lack of an e procurement system are undermining the country's public procurement framework, two years after the Public Procurement Act of 2021 came into force

Briefing the media in Gaborone recently, PPRA CEO Tumelo Motsumi said the Act, effective from April 14, 2022, expanded the Authority's regulatory mandate but exposed serious compliance gaps across government ministries, councils, land boards and state-owned enterprises.

She stressed that procurement decisions now rest fully with procuring entities' accounting officers, while the PPRA functions solely as a regulator and no longer handles tender awards or asset disposal, the latter now falling under the Public Finance Management framework.

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Francistown-Nata Road:
Key transit node for SADC



UNIK Construction employees working on the reconstruction of the 200km Francistown-Nata Road also known as A3 Road. According to Okavango Africa Consortium development manager and team leader, Mr Moemedi Gabana, the project, which started in November 2024 and scheduled for completion by the end of 2027, was 34 per cent complete. The progress was slowed down by heavy rains affecting the construction of new bridges across the Tati and Shashe rivers. SADC head of communications and public relations, Ms Barbara Lopi, said the road upgrade underscored Botswana's commitment to strengthening regional trade connectivity. Once completed, the A3 Francistown-Nata Road will reinforce Botswana's position as a key transit hub for goods moving across Southern Africa, linking South Africa, Namibia, Zambia and Zimbabwe. The project not only supports domestic economic growth, but also facilitates seamless cross-border trade, directly advancing SADC's objectives of promoting intra-regional commerce, deeper integration and sustainable development.



Photo: Ogopoleng Kgomoethata

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Government commits to modernise BDF

Gontle Merafhe

GABORONE

Government's commitment to maintaining a robust, modern and professional Botswana Defence Force (BDF) while simultaneously prioritising national development goals was the central theme at the recent BDF Senior Commander and Staff Programme, Class 17 of 2025, graduation ceremony in Gaborone.

Minister for State President, Mr Moeti Mohwasa, said the BDF must evolve its defence capabilities in line with emerging threats, critically maintaining a balance with other vital national priorities, including health, education, infrastructure and social welfare.

Minister Mohwasa emphasised the need for foundational role of a strong security apparatus in achieving national aspirations.

He added that the strength of security institutions was fundamental to the success of the national Vision 2036, Sustainable Development Goals (SDGs) and the Botswana Economic Transformation Programme (BTEP).

He commended the Commander-in-Chief of the Armed Forces for his unwavering support of professional military education, owing to the exceptional quality of officers being produced.

He also highlighted that a modern and responsible defence force necessitated a significant investment in human capital to

position it as a cornerstone of military leadership.

Thus, he urged the graduating officers to embody the qualities demanded by their profession, including integrity, accountability, courage, humility, empathy and resilience.

He further stated that their strategic thinking, innovation and problem-solving skills would be essential in environments where prudence and efficiency were not optional, but imperative.

On the graduation, he said the ceremony was a testament to the continent's shared commitment to collective security, with participants from across the region.

Minister Mohwasa highlighted the importance of the continental participation, stating that it demonstrated the strength of continental bonds and played a crucial role of military diplomacy.

For his part, Commandant of the BDF Defence Command and Staff College, Colonel Dumisani Ndzingi, expressed gratitude to the staff for their commitment to excellence and for creating a conducive learning environment.

Col. Ndzingi said the curriculum ensured that graduates were prepared for the complex modern threat landscape.

He said the Strategic Studies curriculum, delivered by the University of Botswana's Department of Political and Administrative Studies, alongside the core Military Curriculum, was key to such effort.



Minister for State President, Mr Moeti Mohwasa (centre) presenting Major Puso Kenyaetse (left) with the Best Overall student award during Botswana Defence Force senior command and staff programme, class 17 of 2025 graduation ceremony in Gaborone on Friday. Major Kenyaetse was recognised for his research paper on the prospects of tourism as a driver of socio-economic change. Mr Mohwasa said the graduates were emerging at a critical time marked by shifting geopolitics and evolving national priorities. Photo: Tshoganetso Mokowe

Military diplomacy of this nature strengthens regional cooperation, improves interoperability and enhances our readiness for multinational missions such as those in Mozambique and the Democratic Republic of Congo

He explained that such collaboration ensured that they produced robust war fighters who were also academically skilled with deep understanding

of the geopolitical and strategic environment within which the military operated.

A key highlight of the event was the presentation of the best research paper award to Major Kehumile Modimoosi, whose work focused on the assessment of psychological stress on officers returning from war zones.

Inspired by her role as a mother, Major Modimoosi's research shed light on how post-deployment challenges can significantly affect an officer's cognitive mentality and prevent them from executing their duties effectively.

She emphasised that there was critical need for the organisation to formally address traumas, noting her focus on the issue of

extended separation from families and the subsequent difficulty of reintegration due to changed family dynamics. Major Modimoosi acknowledged the BDF's proactive measures, including established programmes to assist remaining families and conducting orientations prior to deployment.

Meanwhile, the graduating cohort comprised 60 officers, a group that included civil servants from local institutions like the Ministry of International Relations, Botswana Police Service and the Directorate on Corruption and Economic Crime.

The cohort included military officers from Lesotho, Kenya, Malawi, Nigeria, Rwanda, Zambia and Zimbabwe. **BOPA**

Water project offers glimmer of hope

Esther Mmolai

MAUN

When the Maun Water Supply and Sanitation Phase II started in 2021, Maun residents celebrated with high hopes that it would offer a long-awaited solution to inconsistent water access.

They pinned their hopes on the project, envisaging that it would improve economic opportunities, health and livelihoods, among other benefits, after years of experiencing persistent water shortages despite the area having water sources such as rivers. The situation forced the Water Utilities Corporation (WUC) to undertake measures like rationing. However, that was not satisfactory, as many residents believed that water was a fundamental right and everyone had the right to sufficient, safe and accessible water for personal and domestic use.

However, government's implementation of the multi-billion Pula project, intended to provide reliable access to clean, quality water and improve sanitation services in Maun and surrounding areas, brought hope to residents and fostered resilience against water scarcity.

The project was originally planned to be completed in 2023, but this was not the case as it is still ongoing due to several challenges encountered by contractors. It was unbundled into four components and awarded to four different contractors. Recently, the Ministry of Water and Human Settlement took the district leadership

and other stakeholders on a tour to review the project's progress and the challenges that had caused the delay.

Deputy director from the Department of Technical Services, Mr Vincent Kinnear, recently admitted that the project had experienced delays but noted that some components were almost complete. Updating the gathering on the progress of the components implemented by Contractor 1 and 2, he highlighted that they intended to secure water sources, treat and distribute water to Maun and satellite villages to meet their water demand and improve sanitation infrastructure.

The gathering learned that the delay in the extension of power to nine boreholes in the Gogomoga-Chuchubega wellfields by the Botswana Power Corporation (BPC) was one of the major challenges causing water shortages in Maun and surrounding villages.

Mr Kinnear informed them that they had engaged BPC to provide adequate power for the operation of the aeration or filtration process, but were experiencing some delays. He said once the boreholes were electrified, shortage of water would be a thing of the past, as there would be water security and residents would enjoy reliable supply of quality potable water. He also acknowledged other challenges that contributed to the project delays, which he said were, however, beyond their control. He cited the COVID-19 outbreak, the contractor's difficulty in accessing boreholes due to high water levels in the river channel, change in borehole

water quality as well as poor condition of borehole casings and screens, which compromised the integrity of the boreholes to the design horizon.

To mitigate the situation, he said works were reprogrammed to take cognisance of the water levels, and the contractor had to drill 13 additional boreholes to ensure that water supply can be secured to the 2038 design horizon.

"The project is almost complete and the actual progress stood at 99.7 per cent. We had anticipated it to be complete by the end of November this year, but we now anticipate an extension to February 28, 2026, pending the completion of works by BPC," he added.

Mr Kinnear further explained that Contractor 1 was responsible for water distribution and sanitation networks in Maun, while Contractor 2 focused on water source development, treatment and storage, including supply to Nxaraga, Komana and Somelo villages. Earlier, Kgosi Tawana Moremi thanked officials from the Ministry of Water and Human Settlement for the update, noting that two years ago, there were many complaints from community members as they experienced severe water shortages, but with time, the situation had improved.

Moreover, Kgosi Tawana said he wished contractors could accelerate their efforts to complete the project, and was optimistic that it would help alleviate the village's persistent water shortage. He emphasised the urgency of the project, urging authorities to avoid any more delays. **BOPA**

Germany lauds Botswana for climate action efforts

Portia Keetile

KASANE

The German government has lauded Botswana through the Ministry of Environment and Tourism for committing funds into sustainable projects that championed conservation.

Speaking during a recent visit at the Department of Environment and Wildlife in Kasane, the German Ambassador to Botswana, Ms Gabriela Bennemann said it was imperative for them as the funders of SADC Transfrontier Conservation Areas to appreciate the projects they had invested in.

Ms Bennemann said Botswana was an important partner in fighting climate change and preserving the flora and fauna. She added that Botswana was a model of conservation of natural resources which she attributed to the human wildlife coexistence frameworks that were crafted by the government.

She stated that the German government had injected over €200 million financing Kavango Zambezi Transfrontier (KAZA) Conservation Areas for wildlife management and biodiversity management projects.

She said she was happy that German tourists were benefactors of the riverfront road maintenance inside the Chobe National Park

which was funded by German government. For his part, Department of Wildlife and National Parks regional director-Chobe, Mr Batshani Nduchwa stated that Chobe was endowed with diverse and rich wildlife species which attracted an influx of tourists to the region.

However, Mr Nduchwa said due to communal land sitting between Chobe river and the national park, there was a plight of human wildlife conflict caused by wildlife traversing through farms and cattleposts.

He said the funding from the German government impacted positively in mitigating human wildlife conflict. He said Germany funded his department through KAZA to build three solar powered boreholes Kazuma-Chobe wildlife dispersal area to safeguard communities and de-concentrate wildlife from communal areas. Also, he said the German government had funded maintenance of Chobe riverfront roads and purchased a grader that was dedicated to maintaining roads inside the park.

Furthermore, he indicated that they were funded for construction of eight staff houses at Chobe National Park and Pandamatenga staff houses. He thanked the German government for addressing the critical needs for conservation to attain biodiversity. **BOPA**

BOB maintains 3.5 per cent monetary policy rate

Kelebogile Taolo
FRANCISTOWN

Monetary Policy Rate remains at 3.5 per cent to help manage inflation and safeguard economic stability, says Governor Lesego Moseki at MPC meeting

Speaking during a Monetary Policy Committee (MPC) media briefing Governor Moseki said the MPC met at a time when the global economy continued to face shifting trading patterns and heightened geopolitical tensions.

Despite these challenges, he noted that the global economy had shown stronger-than-expected resilience in 2025.

“Domestically, increased uncertainty and continued weakness in the diamond market have put pressure on Botswana’s fiscal and external buffers,” he said.

Looking ahead, Mr Moseki stressed that accelerating growth-enhancing initiatives and economic diversification efforts, as outlined in the Botswana Economic Transformation Programme (BTEP) and National Development Plan 12, was essential for supporting a sustainable recovery in 2026.

He added that Botswana’s strong institutions and sound macroeconomic policy framework provided an opportunity to attract investments capable of driving economic transformation.

The Governor also revealed that Botswana’s real Gross Domestic Product (GDP) contracted by three per cent in the 12 months to June 2025, a sharper decline compared to the 0.6 per cent contraction reported at the end of 2024.

“The weak performance was mainly due to the continued contraction in mining output and subdued non-mining sector activity,” he explained.

On inflation, Mr Moseki said headline inflation rose slightly from 3.7 per cent in September to 3.9 per cent in October 2025, remaining within the medium-term objective range of three to six percent.

“The marginal increase in

inflation was attributable to higher price increases for alcoholic beverages, tobacco and transport, mainly due to price pressures stemming from the July 2025 adjustment of exchange rate parameters,” he noted.

The MPC forecasts inflation to increase into medium term averaging 2.7 per cent in 2025 and 5.3 per cent in 2026. However, Mr Moseki cautioned that the overall risk of inflation exceeding current projections remains elevated.

He added that the economy is

...ACCELERATING GROWTH-ENHANCING INITIATIVES AND ECONOMIC DIVERSIFICATION EFFORTS, AS OUTLINED IN THE BOTSWANA ECONOMIC TRANSFORMATION PROGRAMME (BTEP) AND NATIONAL DEVELOPMENT PLAN 12, IS ESSENTIAL FOR SUPPORTING A SUSTAINABLE RECOVERY IN 2026.

expected to continue operating below full capacity in the short to medium term, which should limit demand-driven inflationary pressures. The Governor announced that the MPC has also directed that the seven-day Bank of Botswana Certificates, repos and reverse repos will be conducted at the policy rate of 3.5 per cent. The standing deposit facility (SDF) rate will remain at 2.5 percent with 100 basis points below the policy rate. Commercial banks have been instructed not to increase their prime lending rates. **BOPA**



Bank of Botswana Governor, Mr Lesego Moseki (right) and Francistown branch regional manager, Ms Sabata Legwaila at a Monetary Policy Communication media training in Francistown recently. The session aimed to equip journalists with a deeper understanding of the monetary policy, its framework and the monetary policy statement to enhance informed and accurate reporting. Photo: Ogoopoleng Kgomoethata

Weak procurement plans and limited oversight capacity affects delivery

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Ms Motsumi emphasised that the Act places full responsibility for procurement decisions on procuring entities, represented by accounting officers, while the PPRA serves strictly as a regulator.

Despite its national oversight mandate, the Authority is currently operating with only five staff members. As a result, Ms Motsumi said the PPRA was unable to conduct regular audits, investigations and monitoring.

“We do not have an e-procurement system. Everything is manual. This makes oversight difficult and increases the cost of monitoring,” she added.

She further noted that poor procurement planning remained one of the biggest contributors to delays and wastage. Many entities either failed to submit procurement plans on time or disregarded them entirely, resulting in emergency purchasing and in some cases, directed appointments that bypass competitive bidding.

She described most of these emergencies as “man-made, created by internal inefficiencies rather than unavoidable circumstances.”

According to PPRA statistics, 78 800 procurement processes were

recorded across public entities in the 2023/24 financial year. While 74 per cent of tenders were awarded to citizen-owned companies, these accounted for only 38 per cent of the total contract value.

“Citizen companies continue to dominate in low-value contracts, while high-value projects are mostly awarded to foreign contractors due to capacity gaps,” Ms Motsumi said.

She also raised concern about the increasing reliance on micro-procurement, which accounted for 25 per cent of all awards, amounting to P8 billion. This trend, she warned, may point to tender splitting and poor planning, both of which undermine transparency and competition.

Addressing recurring public allegations of interference by the Directorate of Intelligence and Security (DIS), Ms Motsumi clarified that the agency has no legal authority in procurement.

“The DIS is not a procuring entity. It does not award or cancel tenders. Its role is limited to offering intelligence advice where security or fraud risks are identified,” she stated.

In the last financial year, PPRA investigated 23 complaints, many involving alleged irregularities,

delays and non-compliance. The Authority subsequently suspended 43 contractors for fraudulent practices and blacklisted eight companies.

To strengthen the system, Ms Motsumi said the PPRA had developed a new procurement audit manual, conducted more than 60 capacity-building workshops and issued 24 price guides to help government entities with standardised cost estimations. The Authority is also working with the Ministry of Finance to develop a national e-procurement system that will enable real-time tracking of tenders and reduce manual processes.

The PPRA’s long-term goal, she added, is to professionalise the procurement function across the public service through clear career pathways, standard qualifications and accreditation for procurement officers.

Ms Motsumi warned that procurement failures continue to affect service delivery, noting that weak supervision and contract management contribute to stalled projects, cost overruns and poor workmanship.

“Procurement is central to government performance. Where it fails, service delivery suffers,” she said. **BOPA**

Collective action crucial to peace restoration

Ndingililo Gaoswediwe
GABORONE

University of Botswana Vice Chancellor, Professor David Norris, has called for collective action to restore the country’s cherished peace amid growing social challenges.

Delivering welcome remarks at a two-day Peace Conference and Festival, Professor Norris noted that Botswana is grappling with rising gender-based violence, increasing divorce rates, and the proliferation of illicit drugs, issues that are deeply affecting families, communities, and the nation at large.

He said the troubling realities of child-headed households, high unemployment, and the rising incidence of white-collar crime, corruption, and organised criminal activity serve as reminders that peace is more than the absence of conflict; it is the presence of justice, compassion, and shared responsibility.

Emphasising the conference theme: Let Us Heal; We Owe It to Ourselves, Professor Norris described it as a rallying call for self-reflection and unified effort. He said the gathering offers an invaluable platform for learning, dialogue, and reflection on fostering peace within relationships, institutions, and the broader national fabric.

Expressing concern, he noted that Botswana’s long-held pride as a peaceful and vibrant nation appears to be fading, citing recent incidents of violence and social unrest as troubling signs of a society in need of moral renewal. He urged participants to serve as catalysts for change, stressing that ordinary citizens hold the power to help rebuild trust and social cohesion.

He condemned recent divisions and violent acts, saying they are uncharacteristic of Botswana and contrary to the country’s core values. Moral renewal, social justice, and collective responsibility, he said, are essential ingredients for lasting peace and stability.

Little Eden’s Justice and Peace Centre board chairperson, Rev Dr Enole Ditsheko, shared how a 2013 encounter between his family and five boys commonly referred to as bo bashi (street children) led to the establishment of the centre. He recounted how the boys spoke of dropping out of school, illness, and substance addiction.

While some dismissed them as delinquents, Rev. Dr Ditsheko said they were children in need of love, care, and guidance. He urged society to reflect on where things went wrong, noting that the breakdown of modern family support systems had worsened vulnerabilities among young people. **BOPA**

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Kanye Main Clinic has a teen club that caters for individuals aged from 0 to 24 years who were born with HIV. Photos: Relief Lephutshi

Health official talks HIV disclosure in adolescents

Relief Lephutshi

KANYE

Thato Masogo not her real name, represents the many adolescents across the country who are learning to come to terms with their HIV status. Born with the virus, a fact that she was unaware of, she has been on Anti-Retroviral (ART) treatment most of her life. No one ever told her what the medication was for.

According to the Kanye Main Clinic principal registered nurse and also Anti-Retroviral coordinator Ms Evelyn Kehupets'e, the situation that Thato finds herself in called for timely disclosure and the need to make children and adolescents aware of their status.

She said the existing challenge of defaulting on antiretroviral medication, common within the youth traced back to lack of open communication in the family.

She acknowledged that disclosure

for children and adolescents was multifaceted and should take into consideration their age, psychosocial maturity, cultural and clinical context.

However, she said the process of disclosure should occur over a period of time before the children discover their own diagnosis.

"Often when a child learns more about their life in relation to HIV, they resort to defaulting from medication," she said and noted that more than this, they also went through other challenges associated with self-discovery.

She emphasised that disclosure of HIV status should start with parents or caregivers bearing in mind the developmental stages of each child.

According to Ms Kehupetse, caregivers are assisted to gradually continue disclosing to

the child as they mature to close communication gaps.

She said despite the developmental stages of a child, some guardians had not been able to freely disclose to children their health status while others opt not to do so as a way of protecting their relationship with the child.

She noted that this often led to children developing anger upon learning about their status, sometimes through health officials.

"We end up calling for a counseling session for parents and the concerned child, to explain to the child on what has really happened to them", she said.

Ms Kehupetse said oftentimes after counseling, most of them were able to comprehend and continued taking the medication.

She said Baylor Children's

Clinic had always been of assistance through offering counselling and support services as well as HIV aids awareness education.

She said adolescent centered facilities such as teen clubs had been designed to reduce social stigma and improve adherence and retention in HIV care.

Ms Kehupetse said often, children born with HIV battled with accepting the reality and in the process became prone to various challenges that further affected their life.

She highlighted that about 452 children were on ART programme in the Kanye District. However, she said in the district there were no registered defaulters yet. **BOPA**

Principal registered nurse and also Anti-Retroviral coordinator, Ms Evelyn Kehupetse has called for timely disclosure of children's HIV status.



The challenge of defaulting on antiretroviral medication among adolescents and young people living with HIV, has been traced back to lack of open communication as they struggle to accept their status.

Serowe District registers 89 teenage pregnancies

Keamogetse Setilo

SEROWE

Serowe District Development Committee (DDC) reports that the district documented 89 cases of teenage pregnancies.

Speaking during Serowe District Council Full session recently, Principal District Officer-Development, Mr Mmoloki Batlang said they discovered that Swaneng Hill Senior Secondary School was topping the list for registered pregnancies in schools.

He shared that a significant number of pregnancies stemmed from younger girls being exploited by older men, primarily from the working class, like taxi drivers, who enticed the girls into sexual encounters by promising them

money, electronic devices, and various material possessions.

Furthermore, he said in many instances, parents knew about the defilement but decide to ignore it in return for the culprit purchasing groceries and other necessities, as well as sending money to the victim's family.

In addition, he said such actions undermined justice in the process of protecting the offender.

"Many parents do not report instances of defilement, much less underage pregnancies stemming from defilement; they prefer to accept the offender as their child's partner. They just require the offender to support their family's maintenance," said Mr Batlang.

Mr Batlang said the district was pleased with the increase in HIV testing, noting that in the last

quarter, 1 702 individuals were tested, while the current quarter recorded 2 470 individuals.

He also mentioned that out of the 2 470 individuals who tested, 39 were found to be HIV positive; 26 women and 13 men.

Over and above, he disclosed that there were currently 15 794 HIV positive individuals actively receiving Antiretroviral Therapy.

Mr Batlang shared that at present, there were 110 children under 12 on Highly Active Antiretroviral Therapy (HAART).

He also disclosed that 35 patients began Antiretroviral Therapy this quarter, emphasising that, regrettably, a total of 12 patients (including adults and children) had passed away while receiving HAART.

Regarding drug availability, Mr

Batlang mentioned that there had been a decline, pointing out that last quarter the district recorded 68 per cent drug availability, while this quarter they noted 65 per cent drug availability.

He mentioned that the availability of essential drugs stood at 78 per cent, non-essential drugs at 59 per cent, and vital drugs at 68 per cent.

He remarked that despite shortage of antiretroviral, the outlook appeared to improve as additional medications had been secured, allowing some patients to receive a month's supply.

However, he pointed out that they continued to face a shortage of antiretroviral drugs, particularly for clients with renal issues, but remained hopeful that the situation would improve in the near future. **BOPA**

Boago finds purpose to live

Relief Lephutshi
KANYE

Twenty-eight-year-old Mr Boago Tsietsi was raised by his loving grandmother, Ms Obabaletse Malema in Ramokgonami after the demise of his mother.

He was one-year-old at the time. Fast forward, Mr Tsietsi is currently a guidance and counseling teacher and lives openly about his HIV-positive status. He recently took to social media platforms to disclose his health status.

This comes at the backdrop of a prolonged battle with emotions, self-rejection, and sometimes suicidal thoughts that made it difficult to accept his HIV status. Mr Tsietsi relays that ever since going public and posting about his HIV status on Instagram, many people, especially those within the age bracket of 20 to 35 year have started reaching out to him about their HIV status.

“The fact that some people did not believe what I narrated concerning my HIV status led me to ask my Mama to make a full reference video to cater for the doubtful,” he said.

The video is a testimony of how Mr Tsietsi’s life has evolved over the years. It is a rare journey that many caregivers and few individuals born with HIV have not embarked on yet, to acknowledge and live openly with their positive status for fear of victimisation. “I started my antiretroviral (ART) medication at standard six,” he said adding that he only started learning about HIV/AIDS years later during school lessons.

According to him, the lessons were delivered in a manner that instilled fear. “Obviously when taught about something as deadly and scary as it was purported, it sticks to your mind as a kid,” he said.

Mr Tsietsi recalls one time he and his ‘Mama’ visited the doctor in one of the regular checkups and was asked by the latter if he knew why he was taking HIV treatment.

HIV was news to him, let alone his HIV status. His ‘Mama’ had never mentioned anything about this condition to him. “I told the doctor that I was not aware why I took the medication. “Ke ne ke itse gore, Olady ga a ise a mpoletsele

le fa e le sepe”, he said, literally translating, I knew that my mother had never mentioned anything to me.

After the disclosure, the young Mr Tsietsi started looking at himself differently from the rest of his fellow classmates and friends. He wanted to quit taking the medication so that he could die quickly and save himself from the shame of the condition.

In fact, while doing Form One, he fell sick to a point he could not even walk because he defaulted on the medication, a secret he kept to himself.

“I took my ART tablets from the container and threw them away,” he said.

He said his health situation cost him the opportunity to undergo circumcision.

Although the officers could not properly communicate to him the reasons he could not

undergo the operation at the time, he deciphered his status to be a blockage, a situation he said worsened his condition as his stress level hit an all-time high.

He, however, persevered with his educational journey and managed to write his Form Five examinations.

Although he appeared weak most of the time, he says did not like being pitied. Mr Tsietsi feels strongly that children born with HIV should be told and taught about their health status from an early age and that secrecy has to be done away with for progress’s sake.

Ms Malema is now breathing a sigh of relief to learn that her grandson has turned over a new leaf and is now an HIV/AIDS activist, giving others hope where there was despair.

His message to those facing similar predicament like him is simple and crisp: take the medication prescribed by the doctors religiously and with passion to lead healthy and robust lives. **BOPA**



Just like the World AIDS Day candle, Mr Tsietsi’s journey is a symbol of hope for those who continue to be affected. He relays that ever since going public about his HIV status, many people, especially those within the age bracket of 20 to 35 years have started reaching out to him about their status.
Photo-Relief Lephutshi

Ministry initiates measures to address TB treatment failure

GABORONE
The Ministry of Health has initiated measures to address the unusual rise of Tuberculosis (TB) treatment failure.

In a press release, the ministry notes that the specific batch of the TB drugs with the poor outcomes were quarantined and taken for testing.

The results shows that the concerned Fixed Dose Combination (FDC) drugs are deficient of two critical anti-TB molecules: Rifampicin and Ethambutol.

Although it is possible for some patients not to respond to treatment for various reasons, investigations discovered that the 40 patients affected are nearly double the 22 patients reported with similar issues at the same time last year.

MOH also reveals that all

patients who are exposed to the concerned drugs are currently being clinically re-assessed and managed with alternative drugs according to their stage of treatment.

“In addition, clinical guidelines have been developed to guide clinicians and health care workers across the country on the appropriate steps to take, including psychosocial support,” states the release.

The press release further notes that contact tracing

and routine community TB screening continue as part of the Ministry’s prevention efforts, hence advice to the public not to panic, but to take precautions to reduce TB transmission by avoiding congregated settings, staying in well-ventilated spaces and practicing cough etiquette.

It says anyone experiencing signs and symptoms of TB like cough, unintentional weight loss, fever and night sweats, is advised to report to the nearest

health facility so that they can be screened and or tested for TB.

The Ministry of Health assures the public of its strong medicine quality-assurance systems that are in place to protect the public.

These include routine post-marketing surveillance conducted by BoMRA, along with disease-outcome monitoring, the same process that detected the recent TB treatment failures. **BOPA**



DailyBusiness

Mukuru fuels women-led businesses

Thamani Shabani
FRANCISTOWN

In the small village of Tatisiding near Francistown, a quiet revolution is taking place. Women like Ms Goitse Monyatsi are breaking down barriers and seizing economic opportunities, thanks to Mukuru's Gazang initiative.

As an agent of Mukuru, a non-banking financial institution operating in the Southern African Development Community (SADC) region, Ms Monyatsi has transformed her life and the lives of many women in her community.

Before joining the Mukuru, Ms Monyatsi and 10 other women from Tatisiding and Shashe Bridge were running a community-based savings group called Motshelo Financial Scheme, largely run by women in Botswana.

For the last five years, she has dedicated herself to fostering financial inclusion and economic empowerment within her community, inspired by a model she learned from a friend in Zimbabwe, where Mukuru was born in 2004.

"The Gazang initiative of Mukuru has transformed not just my life but those of many women in our community," said Ms Monyatsi. From humble beginnings, she has witnessed first-hand how this innovative financial solution has facilitated cross-border transactions and promoted regional trade, creating opportunities for women to save, invest, and support one another financially.

The Mukuru's Gazang initiative has rapidly spread its wings across different countries, cementing its positions as a significant force among non-banking financial institutions (NBFIs) in the SADC region allowing members to access financial services and conduct business across borders.

Ms Monyatsi explained that with the Gazang's trans-border transaction capabilities, women in business could now purchase goods and services from suppliers in other countries, and receive payments from customers in different currencies.

"It has been incredible to see our members' businesses grow and expand into new markets," Ms Monyatsi said.

Shedding more light into how Mukuru operates, she said a member from Botswana could now buy crops from a farmer in Zimbabwe, and pay for them in Botswana Pula.

The Mukuru's non-banking financial institution model has also provided women with access to financial services that were previously out of reach.

"Many of our members were previously excluded from traditional banking services, but the Mukuru business initiative has given them a secure and

reliable way to manage their finances," she explained.

Ms Monyatsi added that Mukuru's impact went beyond just facilitating transactions as it also served as a beacon for collective empowerment.

"It is also about empowering women to take control of their finances and make informed decisions about their businesses. We have been seeing women become more confident and independent, and that is the greatest reward for us," she said.

Another woman using Mukuru's Gazang initiative from Francistown, Ms Nyaladzani Maluke of Sekokwe near Matshelagabedi, said most of her clients were Zambians and Zimbabweans.

She explained that on a good day, she can have 20 clients transacting huge sums of money to their respective countries.

Ms Maluke stated that Mukuru appeared to be the cheapest and easiest method of money transfer, and was particularly convenient.

"Many people prefer Mukuru because it is convenient and accessible, their outlets are scattered everywhere," said Ms Maluke.

Ms Maluke further praised Mukuru as a game-changer for cross-border transactions, offering a remarkably swift and user-friendly experience that had significantly simplified remittances for clients.

"With the Gazang's trans-border transaction capabilities, women in business could now purchase goods and services from suppliers in other countries, and receive payments from customers in different currencies."

She spoke highly of Mukuru's impact, noting that its simplicity and speed had revolutionised how her clients handled international money transfers. She added that the extensive network of Mukuru outlets across the region made it an indispensable service for her customers, offering them unmatched convenience and reliability.

The narrative of local financial initiatives like Mukuru is intertwined with the historical journey of regional integration that SADC has embarked upon since its inception in 1981.

Former leaders such as Botswana's Sir Seretse Khama and Angola's Eduardo Dos Santos, King Sobhuza II of eSwatini,

Moshoeshe II of Lesotho, convened in Lusaka, Zambia for a pivotal meeting that laid the groundwork for what would evolve into SADC, which today encompasses 16 member states, each represented by its own NBFI, such as Botswana's NBFIRA.

At an Annual General Meeting (AGM) held in Maun in October, chairperson of the Committee of Insurance, Securities and Non-Banking Financial Authorities (CISNA) Mr Kenneth Matomola, emphasised the importance of building on the foundation laid by the founding fathers.

"We are enjoying the fruits of our founding presidents who are no longer with us. Today, let us honour their legacy by putting into practice the foundation they have laid so that our region becomes prosperous; where economic growth can thrive with an inclusive financial system," he added.

Mr Matomola explained that as the region looked to the future, it was clear that the power of regional integration would be a key driver of growth and prosperity. Each nation, represented by its own NBFI, contributes to this collective vision, which Mr Matomola emphasised as crucial for economic growth and integration. The impact of NBFIs on regional economies cannot be overstated. Their footprints in emerging economies like Egypt, South Africa, and Nigeria clearly show that NBFIs can drive growth through offering innovative financial solutions.

In Zambia, for example, mobile-based financial services similar in nature to Mukuru, have enhanced credit access for small businesses and underserved populations, promoting inclusive economic growth.

Botswana's Vice President, Mr Ndaba Gaolathe highlighted the importance at the same CISNA AGM that was held in Maun.

He reiterated that regional integration was pivotal for economic advancement and that NBFIs played a vital role in Botswana's Economic Transformation Programme (BETP).

"Through BETP, the nation aims to move beyond its dependency on diamonds, striving for diverse, export-driven growth and financial innovation," he said.

Mr Gaolathe underscored the impressive growth of NBFIs in Botswana, with total assets increasing from approximately P35 billion in 2013 to P185 billion in 2024. Nevertheless, he acknowledged the challenges, including outdated regulatory frameworks and limited product offerings. "Addressing these obstacles is essential for creating a more dynamic financial environment," said the Vice President.

He explained that it was time for SADC countries to embrace



Mukuru, a Zimbabwe-born Non-Banking Financial Institution specialising in money transfers, continues to expand its footprint across Botswana, including its outlet at Sunshine Plaza in Francistown. NBFIRA board chairperson, Mr Thabo Gaadingwe urged deeper regional collaboration to strengthen digital assets regulation and support cross-border trade in the SADC region. Photo Ogopoleng Kgomoethata

the potential of NBFIs as a means of fostering economic growth and regional integration.

He called for a collective effort to close the gap between the world of high finance and community trust, ensuring that financial inclusion became a lived experience for every citizen.

Mr Gaolathe stated that the journey toward regional integration and economic prosperity was one of progress, innovation, and community spirit. “By continuing to build on the foundations laid by pioneering leaders and fostering home-grown solutions, SADC can unlock its true potential for growth and prosperity,” he said.

He explained that the road ahead was illuminated by the remarkable stories of local champions rising to meet the challenges of the future.

“Together, we can harness the spirit of community and innovation, paving the way toward a bright and financially inclusive future for the entire SADC region,” he said.

Mr Gaolathe identified the non-banking sector as a key contributor to Botswana’s economic turnaround, through BETP). “The BETP aims to diversify Botswana’s economy beyond diamond dependency, with a focus on export-driven growth, technology-enabled innovation, and financial inclusion. NBFIs are expected to play a vital role in driving this transformation,” said the Vice President.

The board chairperson of Botswana’s NBFIRA, Mr Thabo Gaadingwe, has admitted that the global financial ecosystem was undergoing a period of rapid and profound transformation.

“The rise of digital assets, decentralised finance, and other innovations continuously challenges our regulatory agility.

Yet, within this challenge lies our greatest opportunity, to collaborate more deeply, harmonise our standards, and ensure that the citizens of the SADC region are not only protected, but are active participants in this new financial era,” he said. Mr Gaadingwe emphasised the critical role that NBFIs played in facilitating cross-border transactions and driving economic growth in the region.

“NBFIs, such as microfinance institutions, insurance companies, and pension funds, are becoming increasingly important players in the financial sector, providing essential services to underserved populations and driving economic growth,” he said.

To fully harness the potential of NBFIs in regional trade, Mr Gaadingwe also called for the development of harmonised regulatory frameworks, investment in digital infrastructure, and greater collaboration between NBFIs, governments, and other stakeholders. Some of the specific solutions that can be implemented include streamlining cross-border payment systems where NBFIs can work with governments and private sector companies to develop efficient and secure cross-border payment systems, reducing transaction costs and increasing the speed of remittances.

For example, this can be achieved through the implementation of block chain-based payment systems, which can increase transparency and reduce costs.

However, Mr Gaadingwe also indicated that there was need in developing trade finance solutions so that NBFIs could provide trade finance solutions, such as letters of credit, guarantees, and factoring, to support small and medium-sized enterprises engaged in cross-border trade.

This, he said could be achieved through partnerships with international trade finance institutions and the development of specialised trade finance products.

In addition, he said there was need to enhance financial literacy so that NBFIs could invest in financial literacy programmes to educate citizens on the benefits and risks of cross-border transactions, as well as the services offered by NBFIs.

“The future of finance is digital, and we must work together to ensure that our regulatory frameworks, infrastructure and financial institutions are equipped to harness the benefits of this new era.”

“This can be achieved through the development of online educational resources and community outreach programmes. The SADC region

has significant potential for cross-border trade, with intra-regional trade accounting for over 50 per cent of the region’s total trade,” he said. However, the region faces significant challenges in facilitating cross-border transactions, including regulatory hurdles. Differences in regulatory frameworks and standards across countries can create challenges for NBFIs and other financial institutions seeking to operate across borders.

By addressing these challenges and harnessing the potential of digital assets and cross-border trade, the SADC region can unlock significant economic growth and development opportunities.

“The future of finance is digital, and we must work together to ensure that our regulatory

frameworks, infrastructure, and financial institutions are equipped to harness the benefits of this new era, “said Mr Gaadingwe.

He explained further that non-banking financial institutions had stood as a beacon of regional cooperation for years.

The challenge ahead is clear - to bridge the world of high finance with the world of community trust and to make financial inclusion a lived reality for every citizen across the region.

For NBFi users, the future is indeed bright. With the support of governments and regulatory bodies, Ms Monyatsi, Ms Maluke and their fellows are poised to unlock the full potential of NBFIs, driving economic growth and prosperity for generations to come. **BOPA**



AGENDA

NOTICE IS HEREBY GIVEN THAT

The 2023/2024 Annual General Meeting (AGM) of members of the Botswana Public Officer's Medical Aid Scheme (BPOMAS) will be held in Gaborone at Fairgrounds, Boipuso Hall and Francistown at Cresta Thapama Hotel on **19th December 2025 at 09:00HRS**

1. NOTICE AND CONSTITUTION OF THE MEETING
2. CONSTITUTION OF THE MANAGEMENT COMMITTEE (MANCO)
3. ADOPTION OF AGENDA
4. APOLOGIES FOR NON - ATTENDANCE
5. CONFIRMATION OF THE MINUTES OF THE ANNUAL GENERAL MEETING (AGM) HELD ON 22 SEPTEMBER 2023
6. MATTERS ARISING FROM THE MINUTES
7. RECEIPT AND ADOPTION OF THE MANAGEMENT COMMITTEE (MANCO) REPORT FOR THE YEAR ENDED 31 MARCH 2024
8. RECEIPT AND ADOPTION OF THE AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
9. RECEIPT AND ADOPTION OF APPROVED RULE CHANGES
10. APPOINTMENT/RE-APPOINTMENT OF EXTERNAL AUDITORS
11. ANY OTHER BUSINESS FOR WHICH DUE NOTICE HAS BEEN GIVEN

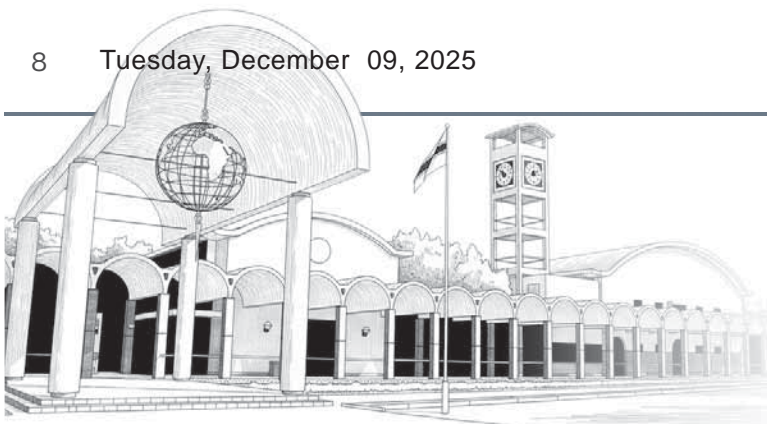
*Note: Notices of motions to be placed before the meeting must reach BPOMAS at agm@bpomas.co.bw or the BPOMAS Registered Office, Plot Floor 3, Plot 70667 Fairscape Precinct, Fairgrounds, Gaborone or HRMB Office, The Fields, Lot 54349, Block A, Gaborone no later than seven (7) days prior to the date of the meeting.

In terms of the Rules, a member may appoint a proxy to attend the Annual General Meeting and vote in their stead. A proxy form is attached and must be received by the Scheme, less than twenty-four (24) hours, prior to the meeting. Completed proxy forms can be emailed to agm@bpomas.co.bw

QUESTION AND ANSWER SESSION

There shall be a question and answer session after the meeting

BY ORDER OF THE MANAGEMENT COMMITTEE



PARLIAMENT 2025

No legal framework for expungement of fingerprints

The Assistant Minister for State President, Ms Maipelo Mophuting says there is no established legal framework for the expungement of fingerprints or records to minor offences, though government is aware that reformed and rehabilitated ex-offenders continue to experience persistent stigma and discrimination. The ex-offenders experience stigma particularly in accessing employment and other opportunities, she said. These challenges, Ms Mphuting said undermined ex-offenders reintegration into society and might in some cases reverse the progress made through rehabilitation initiatives. However, she said there was presidential pardon where individuals might apply for pardon to the President and depending on the gravity of the matter, such pardon might be granted allowing employment of the said individual. In the light of these concerns Ms Mophuting said the proposal to develop legal framework for the expungement of records for minor offences was worthy of careful consideration. In addition, she the government was committed to exploring the matter with a view to Determining an appropriate and comprehensive policy approach that safeguarded public interest and supported the restoration of dignity for rehabilitated individuals. Kgatleng Central MP, Mr Mpho Morolong, inquired if the minister would consider the development of a legal framework that allowed for individuals with minor or civil convictions to apply for expungement of finger prints after a period of demonstrated rehabilitation.

Allocation based on land tenure type

The type of land tenure in areas under the Chobe and Tawana land boards determines which authority is responsible for land allocation, Minister of Lands and Agriculture, Dr Edwin Dikoloti, has told Parliament. Responding to a question from Chobe MP, Mr Simasiku Mapulanga, on Thursday, Dr Dikoloti said some allocations in the Chobe District fall under state land as they lie within the Chobe National Park, while others in the North West District were administered by the Tawana Land Board. He said the Chobe Land Board made allocations only on portions that are designated as tribal land. "The Savuti and Linyanti are river channels that cut across two districts, being the North West and Chobe," he said, adding that this geographical reality explains the dual jurisdiction. Dr Dikoloti said Chobe Land Board holds one lease for CHI, which is between the board and the Chobe Enclave Conservation Trust. Tawana Land Board, he added, also holds one lease in the area, for NG15, which is leased to Linyanti Investments trading as Wilderness Safaris. In addition, there are 11 leases in the area under the jurisdiction of the Department of Lands. The minister explained that Tawana Land board did not allocate land that fell within the Chobe Land board area of jurisdiction. Chobe MP, Mr Simasiku Mapulanga had asked the minister to state who between Chobe and Tawana land board was responsible for allocating land in the Savuti and Linyanti areas, the number of leases held by each authority; and why Tawana Land board allocated land in areas that fell within the Chobe jurisdiction.

Ramogapi outlines five-pronged strategy

The Ministry of Water and Human Settlement is pursuing a five-fold strategy to deliver 100 000 houses in five years, Minister Onneetse Ramogapi has told Parliament.

Minister Onneetse Ramogapi has told Parliament recently when responding to a question from Molepolole North MP, Mr Arafat Khan.

He said the strategy comprised Botswana Housing Corporation (BHC) commercial projects, social housing schemes including the Bonno turnkey programme, a D4 salary scale and below housing scheme, private sector-led initiatives and donated houses.

He said the social housing scheme targeted individuals earning between P4 400 and P95 000 per annum. Under this category, beneficiaries paid P90 000 while government covered any cost above that threshold.

For the D4 salary scale and below, or equivalent housing scheme, aimed at those earning between P95 001 and P282 120 annually, beneficiaries were required to meet the full cost of the house.

The minister said government had rebranded and revamped the existing low-income housing

programme into the Bonno National Housing Programme. Under the Bonno turnkey scheme, 353 housing units were planned for construction across all constituencies in the current financial year.

"Fifty-eight houses are under construction and are on course to be completed by the end of December," said Minister Ramogapi, saying that the remaining 295 units would start this month due to late approval of funding.

He said 61 houses under D4 and below or equivalent housing scheme would commence this month owing to late approval of funds as well, while a total of 924 units were under construction and 11 494 at preconstruction stage, making a total of 12 418 units.

Under the private sector led investment, Minister Ramogapi said 19 344 housing units had been allocated to 154 investors across 52 constituencies, and implementation was at contracting

stage.

Additionally, he said four houses had been donated by Morupule Coal Mine, Choppies and Obakeng Construction.

Mr Ramogapi also informed the House that government purchased 1 226 units of former BCL and Tati Nickel mines.

Regarding the number allocated to Molepolole, Mr Ramogapi said 1 288 housing units were allocated for construction in the said village through the different housing schemes; mostly by the private sector led investment at 1 200 houses, followed by 80 under the BHC commercial, and eight under Bonno turnkey.

Molepolole North MP, Mr Arafat Khan, had asked the minister to share with the House, the status of the pledge to deliver 100 000 houses within five years as stated in the Umbrella for Democratic Change 2024 manifesto, progress made towards the commitment as well as the number of houses allocated to Molepolole. **BOPA**



The Minister of Water and Human Settlement Mr Onneetse Ramogapi said government had rebranded and revamped the existing low-income housing programme into the Bonno National Housing Programme. Under the Bonno turnkey scheme, 353 housing units were planned for construction across all constituencies in the current financial year.

NCQF facilitates learner mobility - Maele

GABORONE

The National Credit and Qualifications Framework (NCQF) developed and maintained by the Botswana Qualification Authority (BQA), exists to ensure that all qualifications offered in Botswana are quality assured and standardised to other qualification frameworks in the region and globally.

"It provides clear levels and criteria for learning, making it easier to understand and compare qualifications across the fields of learning and the three subsystems of education and training: General

Education, Higher Education and Technical and Vocational Education and Training (TVET)," said the Minister of Higher learning, Mr Prince Maele in Parliament.

He said it also facilitated learner mobility and ensured that Botswana's qualifications were competitive, recognised locally and regionally, as well as being comparable with international qualifications.

BQA has been implementing the NCQF since 2017, as such, 2025 marks its eighth year of implementation and since inception the authority has received 1 745 application for registration of qualifications, Mr Maele said.

Out of the number, he said 1 146 qualifications had been registered, 373 rejected and 226 were being processed.

The figures translate to 66 per cent of qualifications aligned to the Human Resource sector skills and registered on the NCQF.

Mr Maele said that to date, there had not been a full-scale, comprehensive evaluation of the NCQF since its inception however, periodic monitoring and stakeholder consultations had been ongoing to assess progress and identify areas for improvement.

He said among the monitoring activities undertaken were the Graduate Tracer Studies and

Learner Enrolment Surveys.

The minister further explained that the NCQF system's maturity level was still in its infancy and the first cohort graduated in 2021 for qualifications registered in 2017.

This stage he said did not warrant a compressive evaluation, more so that the institutions, professionals bodies and the relevant stakeholders were still undergoing capacitation and transition to the NCQF.

Mr Maele said BQA had commenced plans to conduct a study on the implementation and impact of the NCQF with an estimated budget requirement of P2 million, and the evaluation was scheduled to commence in the

2026/27 subject to availability of funds.

The sturdy will focus on the effectiveness, relevance and impact of the framework on education quality and employability.

Maun west MP, Mr Caterpillar Hikuama had asked the minister to provide a comprehensive account on the current status of the implementation of the NCQF and state the percentage of all national qualifications that were now aligned and registered on the framework.

He also wanted to know if there had been any comprehensive evaluation of the NCQF since it was established and if not, plans to evaluate it. **BOPA**

BEC to issue new BGCSE certificate

The Botswana Examinations Council (BEC) is in the process of developing a new Botswana General Certificate of Secondary Education (BGCSE) certificate, as the education parastatal will no longer be offering joint certification with Cambridge University Press and Assessment (CUPA).

Pako Lebanna

GABORONE

The Botswana Examinations Council (BEC) is in the process of developing a new Botswana General Certificate of Secondary Education (BGCSE) certificate, as the education parastatal will no longer be offering joint certification with Cambridge University Press and Assessment (CUPA).

This was revealed by Minister of Child Welfare and Basic Education, Ms Nono Kgafela-Mokoka while delivering a statement in Parliament on Thursday.

Ms Kgafela-Mokoka said subsequent to a BEC board resolution of August 2024 to approve a strategy to gradually withdraw from the CUPA Accreditation with Certification contract, a decision endorsed by Cabinet in October, BEC entered into a new contract with the British institution.

"BEC entered a three-year Accreditation without Certification contract. This was done to ensure that BEC continues to receive independent quality assurance of the assessment operations for the delivery of credible qualifications. This is a scaled down contract, which will cost about £562 000 (P10 million) annually compared to the previous contract, which cost P27 million annually," said Ms Kgafela-Mokoka.

She clarified that the amendment of the contract meant that from the 2025 examination series, BEC and Cambridge would no longer issue a joint certificate to BGCSE candidates and that BEC would independently design and issue a new certificate under their own

authority.

Ms Kgafela-Mokoka said the BEC board had approved the new design of the 2025 BGCSE certificate at their sitting in August, and that the current Accreditation without Certification CUPA contract would run until the 2027 examination cycle.

"While the down scaled quality assurance contract is running, BEC has begun the process of identifying a local partner with capacity to assume the role of external quality assurance to the BEC qualifications starting 2028 examination cycle," said Ms Kgafela-Mokoka.

She said external quality assurance of assessment processes was critical as it ensured that standards for both the assessment and its associated curriculum did not drift over time as well as instilling the confidence stakeholders had in the qualification.

Ms Kgafela-Mokoka said BEC, a parastatal under her ministry, was mandated to manage and conduct examinations and assessments in general education, technical vocational education and training and to award certificates in respect of the said examinations and assessments.

She further said the BEC and CUPA partnership dated back to the time BEC functions were operated by the Examinations, Research & Testing Division of the then ministry of education.

Over the years, CUPA assisted the Botswana government to replace the then Cambridge Overseas School Certificate by developing a localised qualification that would be recognised internationally and also equivalent to International General Certificate of Secondary Education as recommended in the Revised

National Policy on Education of 1994.

This led to the establishment of BGCSE.

Further to developing BGCSE, CUPA was to monitor the application of assessment standards across all examination processes on yearly basis, to ensure that the BGCSE qualification maintains international recognition and global competitiveness.

From 1999 to 2011, the ERTD, and later BEC, worked in collaboration with CUPA across all examination processes.

As from 2012 to 2025, the relationship between BEC and CUPA developed into a three-year and lately two-year contract cycles that were down scaled in scope.

"Since inception of the relationship, BEC pays an annual fee that is currently around £1 400 000, (about P27 million), subject

to exchange rate at the point of payment.

The main cost driver in this agreement is certifying at individual candidate level. The cost has escalated to a level that is unsustainable to BEC.

Further to that, BEC has matured overtime and now has the capacity to conduct some of the examination processes without support from CUPA. It is on the basis of the forgoing that the council found it prudent to scale down further and gradually withdraw from the accreditation agreement," said Ms Kgafela-Mokoka.

She stressed that other than the engagement of local external quality assurance, BEC would participate in the regional quality assurance processes of the Southern Africa Association for Educational Assessment, a network of Southern African

examination bodies.

While legislators appreciated the move, Meanwhile, Molepolole South MP, Mr Shima Monageng said learners should be paying less examination fees since BEC would be paying less to CUPA.

For his part, Kanye East legislator, Mr Prince Mosasana raised concern of BEC engaging teachers to assist with the invigilation and marking of examinations yet their payments were occasionally being processed late.

Kgatleng East legislator, Mr Mabuse Pule said the move was satisfactory as long as BGCSE certificates would still be recognised internationally.

Tswapong South legislator, Dr Kesitegile Gotswang also had no qualms with the development but stressed the importance of peer review, saying it should continue. **BOPA**

Bill overhauls pharmaceutical laws

Bonang Masolotatse

GABORONE

In a move to transform the country's healthcare landscape, Botswana is on the cusp of overhauling its pharmaceutical laws, with a new bill set to revamp the nation's medicine regulatory system.

The proposed law, Medicines and Related Substances Bill 2025, which received unequivocal backing from parliamentarians on Thursday, has been passed to the Committee Stage, where members will scrutinise its clauses before Parliament votes for its passage.

Presenting the bill, Assistant Minister of Health, Mr Lawrence Ookeditse, said it would adequately address shortfalls identified in the existing act and achieve World Health Organisation maturity level three regulatory standards, align with the African Union (AU) model law on medical products regulation and address local regulatory environment challenges.

He said it represented a comprehensive modernisation of Botswana's pharmaceutical regulatory framework.

He noted that the current act lacked legal framework required for World Health Organisation Global Benchmarking Tool (GBT), cross-cutting quality and risk management systems. It is also insufficient in terms of legal provisions for risk-based legislative approaches across all regulatory functions, Mr Ookeditse stated, adding that there was also an absence of mandatory quality management systems provisions for the national regulatory authority as well as limited legal authority for comprehensive post-market surveillance and vigilance systems.

Thus, he said government was looking at alignment with the AU model law, which necessitated integration of harmonised regulatory standards to facilitate regional trade, implementation of mutual recognition frameworks for pharmaceutical products, establishment of risk-based classification systems consistent with AU standards, and legal provisions enabling participation in continental regulatory initiatives.

In terms of local environment

adaptation, he said the bill would address Botswana's unique market characteristics and public health priorities, strengthen local pharmaceutical manufacturing capabilities, enhance regulatory capacity for emerging product categories such as cannabis-derived products and biologics.

The proposed law will address systematic gaps in the current legislation that exhibits critical limitations that restrict effective regulation, as regulation is currently fragmented.

Mr Ookeditse said the law treated medicines, medical devices, and cosmetics as separate domains, thus creating enforcement challenges.

He said currently, the authority lacked explicit authority to mandate recourse or impose graduated penalties, a deficiency that would be addressed.

There are currently outdated technical standards, where quality control provisions do not reflect modern international organisation standardisation.

Mr Ookeditse stated that reforms in the bill directly supported Vision 2036 goals for health system strengthening, economic diversification through pharmaceutical sector development, and African Continental Free Trade Area implementation by meeting regional harmonisation requirements.

The bill includes a sanctions framework that will create a deterrence against pharmaceutical crimes in the country, adding that there shall be a national quality control laboratory that ensured that reliance on foreign laboratories was a thing of the past.

The proposed law will also bring about cosmetics regulation, adding that currently, the environment of cosmetic markets posed public health risks; with studies showing that up to 22 per cent of sample products contain prohibited substances.

Mr Ookeditse said the current inadequate law had failed to address this and added that the bill also brought about innovative approaches, including risk-based classification.

Meanwhile, Tswapong South MP, Dr Kesitegile Gobotswang

welcomed the bill, commending the ministry for adequate consultations and engagements and terming it, forward-looking.

He said the proposed law leveraged on the Pan-African Parliament models and embraced African medicines in the mainstream health sector.

Most countries, such as China, he said were advanced in promoting and benefiting from their traditional and indigenous medicines.

However, he said there was a need to build trust for use of indigenous medicine, as it was predominantly associated with witchcraft.

Dr Gobotswang said collaborations between medical schools and traditional medicine could help dispel the stigma through research.

MP Onnetse Ramogapi of Palapye, who is also Minister of Water and Human Settlement, supported the bill, saying it would take the country forward.

He said through the implementation of the proposed law, government would also create employment opportunities for Batswana, aligning with the ruling Umbrella for Democratic Change manifesto.

Mr Ramogapi said the bill would ensure the safety and protection of Batswana through testing and quality control measures, adding that it came at the right time and would ensure the enjoyment of a quality life.

MP Mabuse Pule of Kgatleng East also supported the bill, for the good of the country.

He stressed the need to promote traditional medicine and called for research to enhance the acceptability and credibility of indigenous medicine.

He said some traditional herbs could prove important in preventing non-communicable diseases, thus the need for further research.

He spoke of the need to promote recognition of herbs and traditional healers in the health sector, adding that some people came to the country for indigenous healing.

Mr Pule indicated that the country had many resources on indigenous knowledge and medicine and needed to dispel the evil connotation associated with traditional healers. **BOPA**



Minister of Child Welfare and Basic Education, Ms Nono Kgafela-Mokoka told Parliament that Botswana Examinations Council would independently design and issue a new Botswana General Certificate of Secondary Education under their own authority.

Dikgang

PAMPIRI YA THUTO LE DIKITSISO

Maloko a BOPEU a
le kwa bokopanong
jwa ngwaga le
ngwaga kwa Palapye
bosheng. Rre Lucas
o ba gwethile go nna
le kitso ka tsamaiso
ya itsholelo le go
ipha sebaka sa go
tlhaloganya puso
ya batho ka batho.
Dinepe: Portia
Rapitsenyane



Go nna le kitso go botlhokwa - Lucas

Portia Rapitsenyane
PALAPYE

Motshwarelela moeteledipele wa ba kganetso kwa Palamenteng, e bile e le Mopalamente wa Bobirwa, Rre Taolo Lucas a re go nna le kitso ya dilo tse di farologanyeng go botlhokwa. O buile se kwa bokopanong jwa boeteledipele jwa mokgatlo wa babereki wa Botswana Public Services Employees Union (BOPEU) kwa Palapye bosheng.

O supile fa mmereki a tshwanetse a tsaya karolo mo dikgannyeng tse di amang lefatshe la gagwe tsa puso ya batho ka batho, di akaretsa tsamaiso ya itsholelo ya lefatshe, le go itse gore e tsamaya ka tsela e e ntseng jang le gore e gola ka selekanyo se se kananggang.

A re mmereki o tshwanetse go itse le go tlhaloganya dikgang tse di amanang le letlhoko la ditiro le gore letlhoko leo la ditiro le selekanyo se se kahe e bile le gore ba ba sa direng ba kae ka palo.

O gwethile babereki go tlhaloganya tsamaiso ya puso ya batho ka batho le gore e tsamaya fa kae e bile a ke yone sentle.

A re mmereki o tshwanetse gape a tseye karolo mo dikgannyeng tse di tshwanang le tsa ditlhopho.

Rre Lucas o supile fa babereki ba tshwanetse ba tsaya karolo mo dikgannyeng tse dingwe di tshwana le tsa go fetola molao motheo wa lefatshe.

O supile matshwenyego ka babereki ba a tlhalositseng fa ba tlogeletse mapolotiki dikgang tse ba tshwanetseng go tsaya karolo mo go tsone.

A re lentswe la bone le tshwanetse la utlwala e bile ba



Motshwarelela moeteledipele wa ba kganetso kwa Palamenteng e bile gape e le mopalamente wa Bobirwa, Rre Taolo Lucas a buisa bokopano jwa maloko a bagolwane ba BOPEU kwa Palapye bosheng.

tshwanetse go nna ba kanoka gore a lefatshe la bone le tsamaisiwa sentle.

A re mekgatlo ya babereki e nale boikarabelo jwa go tsenya leitlho go bona gore a ditsholofetso tsa bone di a diragadiwa.

A re dikgang tse dingwe tse mekgatlo ya babereki e tshwanetseng e itebaganye le tsone ke tsa gore a meamuso mo lefatsheng e abiwa sentle le dikgang di tshwana le dipharologanyo tse di leng teng mo go ba ba amogelang mo go kwa tlase le ba ba kwa godimo.

Ka jalo, a re lentswe la babereki le tshwanetse go utlwala go feta la sepolotiki.

O supile fa a tshepa gore babereki ba ka kgona go utlwala thata go feta mapolotiki fa ba ka bua ka dikgang tse ba tlhwaafetse e bile ba sa bonyabonye.

Mo go tse dingwe, Rre Lucas o kopile baeteledipele ba BOPEU go diragatsa tse ba neng ba di kgobokanetse kwa bokopanong jwa bone.

A re o na le tumelo ya gore ba buile dikgang di le dintsi tse di molelo kwa bokapong joo. **BOPA**

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‘Tuelo ya lekgetho ke ya botlhe’

Goweditse Kome
MASUNGA

Dikgwebo tsa diaparo, didirisiwa tsa motlakase, tsa marekisetso a dikoloi le tse dingwe tsa batswakwa di tla lekgetlho, se se builwe ke mogolwane wa tsa makgetho, Mme Lydia Magama.

E rile a buisa khansela ya bokone botlhaba bosheng, Mme Magama a tlhalosa fa dikgwebo tseo di sa boloke dipampitshana tse di supang gore ba rekile kana ba rekisitse dithoto.

O tlhalositse fa bagwebi ba letso la China, Somalia le ba bangwe ba rekisetsa mo dipateng ka ba duelwa ka seatla mme gape ba sa letelele go duelwa ka karata ya banka mme se, se ba thusa gore ba kgone go tla lekgetho.

“Fa ba rekisa mme go duelwa ka seatla jaana, go a kgonagala gore ka nako ya go bega lekgetho, ba seka ba bega sentle ka go sena bosupi jwa gore o ntse o rekisa jang tsatsi le letsatsi,” ga tlhalosa Mme Magama.

O ne a kaya se se ngomolang pelo ke gore ntswa ba lemogile seemo se, ba reteletse ke go se fema ka gore bangwe ba kgona go loma tsebe bagwebi bao, mme ba pallwe ke go ba tshwara fa ba boloditse letsholo ka ba kgona go fitlhela marekisetso a bone a tsweetswe.

“Mme re tshwenyegile re le lephata la makgetho le lefatshe, re fetlola melao gore go nne le maranyane a lekgetho a tla a bong a neelwa mogwebi mongwe le mongwe,” ga rialo Mme Magama a tlatsa ka gore a tlaa dira gore fa bagwebi ba rekisa dithoto a bo a bega kwa o ba makgetho thekiso nngwe le nngwe. O ne a rotloetsa botlhe ba ba tshwanelang go kgetha go dira jalo ka jaana lekgetho e le motshelo o e leng gore batho botlhe mo Botswana ba tsenya mo kgetsaneng e le nngwe go ka tsamaisa mananeo a puso ka madi oa.

Mo go tse dingwe, Mogolwane kwa Lephateng la Meepo, Rre Tshepiso Moremedi o ne a tlhalosa gore go gweba ka ditswa mmung go sena tseletso ke molato.

Mogolwane wa tsa makgetho,
Mme Lydia Magama. Senepe:
Goweditse Kome

“Fa ba rekisa mme go duelwa ka seatla jaana, go a kgonagala gore ka nako ya go bega lekgetlho, ba seka ba bega sentle ka go sena bosupi jwa gore o ntse o rekisa jang tsatsi le letsatsi,”

Rre Moremedi a re go epa motlhaba go o dirisa mo lapeng jaaka go aga e seng kgwebo go letelesega lefa motho a sena tseletso. O ne a re Lephata la Meepo le thusa ba ba batlang go beeletsa kana ba batla tseletso ya go ka epa ditswa mmung le go di rekisa. O tswelletse a tlhalosa fa go simolola moepo go tlhokana le madi a mantisi le go tsamaisa moepo go tura mo Batswana le babeeletsi ba tlhokang kgoro ya botso.

Rre Moremedi o ne a gwethla bana-le-seabe botlhe go tsaya karolo go netefatsa gore itsholelo ya beng gae e tloka fadiwa ka meepo.

O ne a re mongwe le mongwe o letelelwa go ka epa ditswammung, le yone khansela fa e na le khamphani, molao o a e letelele go ka epa ditswammung, mme motlhaba, mmu oo makgabana le o ne mahuti a go epiwang tseo mo go o ne di segetswa ha tlhoko go nna tsa Batswana fela.

“Makgotlana a metse le one a letelelwa go ka gweba ka tsa meepo e e mo kgaolong ya bone mme lephata le ka ba thusa go fitlha ba bona tseletso,” ga rialo Rre Moremedi. **BOPA**



Editorial

LETTERS TO THE EDITOR

DailyNews

WRITE TO:

Postal Address : Private Bag BR 139 BR
Gaborone
email: dailynews@gov.bw



Open advisory letter to the President of Botswana

Open advisory letter to His Excellency the President of Botswana on Agricultural Transformation & the Economic Revolution Dear Duma Gideon Boko, Your Excellency, please receive my first open advisory letter to you since you relocated to State House.

I no longer write to you as a comrade who once stood with you in the trenches fighting the moribund BDP system - today I write as a citizen, and as the self-declared President of the Poor and the Marginalised. Your Excellency, I have tried my level best to proofread this letter because I know very well your dislike for poorly written communication.

I also know that, during our days in the opposition trenches, you never missed any of my letters - and I trust that you will not miss them now. Out of respect for your busy schedule, I commit to sending you one advisory letter every quarter.

Applauding your decisive leadership on agricultural diversification Your Excellency, allow me to publicly applaud your bold and deliberate decision to diversify Botswana's economy through agriculture, especially by empowering small-scale producers. This is the kind of leadership our country has been crying for - practical, inclusive, transformative. Across the continent and beyond, small farmers have been the backbone of national production revolutions:

- Zimbabwe's Pfumvudza
- Zambia's sweet potato boom
- Malawi's maize revival
- India's mobile dairy system
- China's sugar beans model

Your vision - one hectare per farmer, well-managed, well-supported and commercially linked - places Botswana on the same path.

If implemented with discipline, it will turn our nation into a coordinated production factory, capable of feeding itself, reducing imports and creating meaningful jobs.

Key recommendations to strengthen this initiative

1. Establish a Dedicated Presidential Project Implementation Team Your Excellency, this initiative requires a special project team that reports directly to your office.

- The team should include:
- Business-minded individuals
 - Innovators
 - Practitioners with a proven record
 - People who bring solutions, not excuses

This must not be left entirely to traditional ministry structures. It needs

a new culture, new energy and private-sector speed.

2. Cluster the Country Based on Soil Tests and Environmental Suitability Every region must be assigned specific crops based on soil quality, water availability and climatic strengths. Each farmer should focus on one main product per ploughing season.

This creates order, consistency and economies of scale.

3. Set Clear Production Targets From Your Office Targets should flow as follows: Presidency - Regions - Clusters - Individual Farmers

This ensures accountability and measurable national progress. 4. Guarantee a Market for All Produce Everything produced must reach the market. This includes:

- Off-take agreements
- Retail partnerships
- Government procurement (schools, hospitals, prisons, army)
- Private sector contracts

No farmer should be left with unsold produce. 5. Prioritise Processing, Packaging, Distribution and Export Botswana must shift from raw production to full value chains. Produce must be:

- Processed
- Packaged
- Distributed nationwide
- Exported when surplus exists

This is where wealth and sustainable jobs are created. 6. Commercialise Indigenous Products Your vision must also extend to our own heritage crops:

- Morama
- Indigenous beans
- Lerotse
- Wild fruits
- Medicinal plants
- Traditional grains and vegetables

These can become major economic drivers if properly supported.

CONCLUSION

Your Excellency, your agricultural agenda marks a decisive turning point in Botswana's history. With the right team, clear targets and disciplined implementation, this initiative can become the greatest economic transformation of our generation.

We stand behind this vision. We stand behind the Botswana it will build.

"The political revolution is a betrayal if it does not deliver the economic revolution for us - the poor and the marginalised."

Yours truly,
Mbaakanyi Lenyatso
President of the Poor and Marginalised Citizens

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EDITOR'S NOTE



Why we redesigned the DailyNews

Dear Reader

Newspapers are living things. They breathe with the country, they age with us, they stumble and rise with us, and - if we are lucky they grow wiser with us. For generations, DailyNews has been part of Botswana's rhythm: particularly for the majority of our people outside of the urban and peri-urban centres. But even institutions with deep roots must pause, look in the mirror, and ask themselves whether they still serve the people who built them.

This redesign is the result of such a moment. Listening to a Nation That Has Changed.

Botswana has changed. Our readers have changed. Our conversations as a country have changed. Yet the DailyNews, in its old form, was beginning to carry the weight of habits that no longer served you. Some of you - especially our elderly readers who have been loyal companions to this paper - told us the font had grown too small, too cramped.

Others said we had become too busy, too cluttered, too focused on the narrow corridors of power and not enough on the real, ordinary lives being lived outside Gaborone's ring road.

We heard all of this. We took it seriously. And we acted. A Paper Built Around the Reader, Not the System.

The new design begins with a simple idea: the paper must serve the reader, not the other way around.

- You will notice:
- Larger, more generous type - not a cosmetic choice, but a nod of respect to the elders who built this country and deserve to read it comfortably.
 - A calmer layout - stories grouped

meaningfully, pages that breathe, photographs that tell a story without shouting.

- A restored sense of balance - government news clearly presented, but no longer the only voice in the room. You will now find opinions, reflections, community voices, rural perspectives, and the pulse of ordinary life.
- Alignment with our new digital home - so that what you read in print speaks effortlessly to what you find on the Mass Media website. DailyNews is not merely a bulletin. It is a national conversation - and conversations must have many voices.



Returning to the Heart of Public Service

DailyNews was born to explain government policy to citizens, to make national decisions accessible, to document who we are. Somewhere along the way, the distance between government and the citizen widened. The conversations became narrower, more formal, less interactive. This redesign is our effort to close that distance.

We are saying to the reader in Molepolole, in Nata, in Metsimothabe, in Tsabong: You too are part of this national story. Your concerns, your insights, your frustrations, your victories - they belong here.

A Call for Dialogue

This redesign is not the final word. It is the beginning of a new tone. Tell us what works.

Tell us what doesn't. Newspapers are shaped not only by editors and designers, but by the honesty of their readers.

A New Chapter for an Old Companion

DailyNews has walked with Botswana from the years of dust roads and post office queues to the era of fibre networks and live-streamed parliament. Through all those years, the paper never stopped being yours.

We redesigned DailyNews so that it may continue to walk with you - with clearer eyes, sharper ears, and a deeper sense of respect for the people it serves. Thank you for letting us be part of your daily life.

Ke a leboga, Batswana. This is your new DailyNews. Still familiar. But clearer, warmer, and closer to you.



Republic of Botswana

TENDERING PROCEDURES | T1.1 TENDER NOTICE and INVITATION TO TENDER

• **Tender Reference No: MJCS/OMB 004/2025-2029 (80)**

Tender Title: A SERVICE CONTRACT FOR THE PROCUREMENT OF 24- HOUR SECURITY GUARDING SERVICES AT THE OFFICE OF THE OMBUDSMAN HEADQUARTERS & GABORONE OFFICE FOR A PERIOD OF 36 MONTHS.

- Sealed Tender offers are invited from 100% wholly owned citizen companies duly incorporated under the company laws of Botswana and registered with the Public Procurement Regulatory Authority under **Code 100: Security services, Sub-code: 01 Guard services, for A Service Contract for the Procurement of 24- hour Security Guarding Services at the Office of the Ombudsman Headquarters & Gaborone Regional Office for a period of 36 months.**
- The Procuring Entity is **Office of the Ombudsman.**
- Procurement Method is **Open Domestic Bidding.**
- Tenderers who are domiciled in Botswana must, in order to be considered for the award of the contract, be registered with the Public Procurement Regulatory Authority in the following categories:
Code: 100 Security Services
Sub code(s): 01 Guard Services

The tender is reserved for citizens or citizen contractors as stated under Section 76 (2) Of the Public Procurement Act. Preference margins will be applied to qualifying bidders in line with the prescribed Preference Scheme.

Relevant Preference Schemes applicable in this tender:
LPS – will apply in this tender, to benefit attach proof.

The Economic Diversification Drive will apply in this tender as per the Presidential Directive CAB 34 (B) 2014. To benefit attach EDD certificate Bidders will benefit from the highest scheme

- The physical address for collection of tender documents is:
Office of the Ombudsman- Gaborone
Plot No 21, Main Mall, Office D2- 35
Corner of Khama Crescent & Queens Road

Next to South African High Commission
Tell: 395 3322 | Fax: 390 4109

- Documents may be collected on weekdays during working hours between 0080 to 1245hrs and 1345 to 1600 hours effective from **1 December 2025 at Office D2- 35.**
- A non-refundable deposit of BWP250.00 payable in cash is required upon collection of the tender documents. Payment should be made at the **OFFICE OF THE OMBUDSMAN- GABORONE, Administration office.**
- Youth companies will be required to **pay 50%** of the selling price (**P125.00**) as per Presidential Directive CAB 14 (B) of 2015.
- Payment can be made at Admin Accounts, Office D2- 35 in Gaborone from 0800hrs-1245hrs and 1345hrs-1600hrs with effect from **1 December 2025.**
- Queries or clarification relating to the issuance of these documents may be addressed in writing not later than 5 days before the tender closing date to **Mr. Keaikitse Tladi and Ms. Amantle Lecha at Tel No. 395 3322, email ketladi@gov.bw; alecha@gov.bw**
- A compulsory site visit and or pre tender meeting with the representatives of the Procuring Entity will take place at the Office of the Ombudsman- Gaborone premises Plot No 21 and Dalale House, Plot No 27 on the 10 December 2025 at 1000 hours and bidders will be registered at the site meeting. Only one person per company will be allowed.
- The closing date and time for the receipt of sealed tender offers is **10:00 hours on the 19 December 2025** at Ministry of Justice, **Plot 50371 Fairgrounds Office Park** next to Botswana Insurance Company offices, first floor Procurement Oversight, Office 25.
- Late tender offers will not be accepted.
- Telephone, telegraphic, telex or facsimile tenders will not be considered.
- Tender opening will be done same date in the presence of interested bidders at Ministry of Justice, Ministry of Justice, Plot 50371 Fairgrounds Office Park next to Botswana

Insurance Company offices, Ground floor, Boardroom at 1000hrs.

- The Bid submission method is Two Envelope. The tender communicated on paper shall be submitted as;

1. The first envelop, **One (1) original and two (2) copies** of the tender offers must be in a separate envelope containing the Technical bid (**WITHOUT ANY COST DETAILS**) clearly marked “technical bid”. The Second envelope, one (1) original and two (2) copies clearly marked “financial bid”. The two sealed envelopes are then placed in one outer securely sealed envelope.

Submit One (1) original tender document marked “ORIGINAL” and 2 duplicate copies of the original Document marked “COPY” in one sealed envelope clearly marked.

TENDER REFERENCE NO: “A Service Contract for the Procurement of 24- hours Security Guarding Services at the Office of the Ombudsman Headquarters & Gaborone Regional Office for a period of 36 months.” shall be delivered to:

Ministry of Justice and Correctional Services
Plot 50371 Fairgrounds Office Park next to
Botswana Insurance Company Offices
First floor Procurement Oversight, Office 25.

- The name and address of the bidder should be clearly marked on the envelope.

The Public Procurement Regulatory Authority Standardised Conditions of Tender for Services shall apply to this procurement, for which all the applicable Tender Data is contained in the tender documents.

{Notwithstanding anything in the foregoing, the Government of Botswana is not bound to accept the lowest or any tender offer nor incur expenses in the preparation thereof.}

Director Procurement Oversight
Ministry of Justice & Correctional Services



Republic of Botswana

TENDERING PROCEDURES | T1.1 TENDER NOTICE and INVITATION TO TENDER

• **Tender Reference No: MJCS/OMB 004/2025-2026 (81)**

Tender Title: A SERVICE CONTRACT FOR THE PROCUREMENT OF 24- HOUR SECURITY GUARDING SERVICES AT THE OFFICE OF THE OMBUDSMAN TSABONG FOR A PERIOD OF 36 MONTHS.

- Sealed Tender offers are invited from 100% wholly owned citizen companies duly incorporated under the company laws of Botswana and registered with the Public Procurement Regulatory Authority under Code 100: Security services, Sub-code: 01 Guard services, for A Service Contract for the Procurement of 24- hour Security Guarding Services at the Office of the Ombudsman Tsabong for a period of 36 months.
- The Procuring Entity is Office of the Ombudsman.
- Procurement Method is Open Domestic Bidding.
- Tenderers who are domiciled in Botswana must, in order to be considered for the award of the contract, be registered with the Public Procurement Regulatory Authority in the following categories:
Code: 100 Security Services
Sub code(s): 01 Guard Services

The tender is reserved for citizens or citizen contractors in Tsabong and Surrounding areas as stated under Section 76 (2). of the Public Procurement Act. Preference margins will be applied to qualifying bidders in line with the prescribed Preference Scheme.

Relevant Preference Schemes applicable in this tender:
LPS – will apply in this tender, to benefit attach proof.

The Economic Diversification Drive will apply for this tender as per the Presidential Directive CAB 34 (B) 2014. To benefit attach EDD certificate Bidders will benefit from the highest scheme

- The physical address for collection of tender documents is:
Office of the Ombudsman- Tsabong
Plot 37134, Kwesi Street opposite Tsabong Motovac
Tel: 654 2981 | Fax: 654 2983

- Documents may be collected on weekdays during working hours between 0800 to 1245hrs and 1345 to 1600 hours effective from (date) at Plot 37134, Kwesi Street opposite Tsabong Motovac- Admin/ Accounts Office.
- A non-refundable deposit of BWP150.00 payable in cash is required upon collection of the tender documents. Payment should be made at the Office of the Ombudsman- Tsabong, Admin/ Accounts Office.
- Youth companies will be required to pay 50% of the selling price (P75.00) as per Presidential Directive CAB 14(B) of 2015.
- Payment can be made at Admin/ Accounts Office in Tsabong from 0800 hours-1245 hours and 1345 hours-1600 hours with effect from 1 December 2025.
- Queries or clarification relating to the issuance of these documents may be addressed in writing not later than 5 days before the tender closing date to Mr. Keaikitse Tladi at Tel No: 395 3322 and Ms. Nthabiseng Meshar at Tel No. 654 2981, email ketladi@gov.bw; nmeshar@gov.bw
- A compulsory site visit and or pre tender meeting with the representatives of the Procuring Entity will take place at the Office of the Ombudsman- Tsabong premises Plot 37134, Kwesi Street opposite Tsabong Motovac on 9 December 2025 at 1000 hours and bidders will be registered at the site meeting. Only one person per company will be allowed.
- The closing date and time for the receipt of sealed tender offers is 10:00 hours on the 17 December 2025 at Office of the Ombudsman Tsabong, Plot 37134, Kwesi Street opposite Tsabong Motovac- Conference Room.
- Late tender offers will not be accepted.
- Telephone, telegraphic, telex or facsimile tenders will not be considered.
- Tender opening will be done same date (17 December 2025) in the presence of interested bidders at Office of the Ombudsman Tsabong, Plot 37134, Kwesi Street opposite

Tsabong Motovac, Conference Room at 1000 hours.

- The Bid submission method is Two Envelope. **The tender communicated on paper shall be submitted as;**

1. The first envelope, One (1) original and two (2) copies of the tender offers must be in a separate envelope containing the Technical bid (WITHOUT ANY COST DETAILS) clearly marked “technical bid”.

2. The Second envelope, one (1) original and two (2) copies clearly marked “financial bid”. The two sealed envelopes are then placed in one outer securely sealed envelope.

Submit One (1) original tender document marked “ORIGINAL” and 2 duplicate copies of the original Document marked “COPY” in one sealed envelope clearly marked.

TENDER REFERENCE NO: “A Service Contract for the Procurement of 24- hour Security Guarding Services at the Office of the Ombudsman Tsabong for a period of 36 months.” **shall be delivered to:**

Office of the Ombudsman Tsabong,
Plot 37134, Kwesi Street opposite Tsabong Motovac
Conference Room.

- The name and address of the bidder should be clearly marked on the envelope.

The Public Procurement Regulatory Authority Standardised Conditions of Tender for Services shall apply to this procurement, for which all the applicable Tender Data is contained in the tender documents.

{Notwithstanding anything in the foregoing, the Government of Botswana is not bound to accept the lowest or any tender offer nor incur expenses in the preparation thereof.}

Director Procurement Oversight
Ministry of Justice & Correctional Services



BOTSWANA PRISON SERVICE

EXTERNAL ADVERTISEMENT

VACANCY CIRCULAR NO. 3 OF 2025

REF: BPR 4/7/3 I (25)

Applications are invited from suitably qualified, results oriented,well experienced and self-driven citizens of Botswana for the below listed positions tenable at Botswana Prison Service.

GRADE	JOB TITLE	REQUIRED QUALIFICATIONS AND EXPERIENCE
D2 (P332 592 - P367 212)	SUPERINTENDENT (PRINCIPAL MANAGEMENT ANALYST I) X1	<ul style="list-style-type: none">Bachelor’s Degree in Management Services/Human Resource Management/industrial Psychology/ Public Administration/ Business Administration/ Management plus Certificate in Management Services.Member of Institute of Management ServicesAt least four (4) years’ post qualification experience of which one (1) year must be served at Salary Scale D3 or its equivalence.

BENEFITS

- Contributory Medical Aid Scheme (Government pays 50% and employee 50%).
- Contributory Pension Scheme for Permanent and Pensionable Staff (Government pays 15% and employee 5%).
- Professional) and Scarce Skills Allowances.
- Prison Overtime Allowance.
- Free accommodation.

LEAVE:

30 Working days per annum for C1 scale and above.

KEY COMPETENCIES

- Decisiveness and initiative
- Adhering to Principles and Values
- Writing and Reporting
- Execution
- Planning and Organizing
- Results orientated
- Knowledge of Relevant Standards and Regulations

APPLICATIONS

- Applicants should quote the Vacancy Circular Number, Position Title in their applications and provide the following details:
- Brief summary of career duties (Curriculum Vitae)
- In case of serving public officers; date of first appointment, present position, scale and date of appointment thereto
- Candidates from Parastatals and Private Sector Organisations should provide a statement of salary or pay
- Certified true copies of certificates and transcripts (Academic and Professional)
- At least two (2) related references of not more than six (6) months
- Certified true copy of National Identity Card (Omang)
- All applications from serving officers must be routed through their Heads of Department or Permanent Secretaries. Applications not so routed will not be considered.

TRAINING

Successful candidates will be required to undergo an eighteen (18) months Diploma in Correctional Management.

TERMS AND CONDITIONS

- Permanent and pensionable.
- Transferrable between Divisions

SUBMISSION OF APPLICATIONS:

Applications should be addressed or hand delivered to:

The Commandant
Prison Staff College
Private Bag 30
Mahalapye

“Applications should be marked on the envelope for the position applied:

“RECRUITMENT 2025 - SUPERINTENDENT (MANAGEMENT ANALYST I)”

Closing Date: 19th December 2025

NB: Only successful candidates will be shortlisted for selection.

Classified Ads

REAL ESTATE | JOBS | FOR SALE | WANTED | SERVICES | LEGALS

AUTOMOTIVE

LOOKING FOR OAGENG Keone in conjunction with selling of his vehicle. The Omang has been expired so we are unable to change the ownership. Please contact : 77949570, 71303721, 72544887

FARM WORKES

FARM WORKER WANTED at Medie, Telekele. Contact M. S Setlai 72233986. P O Box 2694 Gaborone

FARM WORKER WANTED at Dintorokong farm. Write to Queen Njorobe, P.O Box 21271 Gaborone Bontleng

HERD BOY WANTED AT KACHIKAU CALL PHILLIMON PHALADI 74636012

FARMWORKER WANTED RASESA 74417583

HERDBOY WANTED IN 256. APPLY TO MR KASHWEEKA P.O. BOX 212, KASANE. CLOSING DATE 23/12/2025

URGENTLY REQUIRED THE services of farm worker at Mpho Ndzinge P.O Box 80702

HERD GIRL WANTED at Nata. Gabriel Office. Box 31 Nata. 77171706

LOOKING FOR A seasonal farm worker for a period of 6 months. Needed for weeding and harvesting of crops. Place Malopane Box 401858 Gaborone. 71311644..

FARM WORKERS WANTED for general farming at F & C Distributors, Gaborone North. P O Box 1823 Gaborone.

FARM EMPLOYEE WANTED. Qualification- BSC in Agronomy or Irrigation. Experience, 4 years. 73386699

FARM WORKER WANTED at Maokane/ Basarwa Lands for cattle and small stock. Contact 71728797

FARM WORKER WANTED .Tel: 71475040/72402413 around Radisele farms.

FARM WORKER REQUIRED at Logagane Lands, Borolong area. Male aged 40-50 years with 3 years experience.Contact O.P Mashiqua: 73345122, opmashiqua05@gmail.com.

WANTED 2 HERD BOY P O Box 40227 Gaborone 77112143

HERDBOY WANTED AT SATAU CONTACT JOST RUNGWE 73278788

MISCELLANEOUS

RESTAURANT FOR RENT in Mochudi . Contact 72558194

NEIGHBOUR CONSULTATION

MAUREEN NONG BEING owner of Lot 1507 would like to change land use Brick Moulding to Recreational, in Gaborone North. Any objections contact Physical Planning +267 5390671. P.O Box 137, Ramotswa within 14 days of this notice.

PLOT 6260 LOBATSE, Motswedi ward informs neighbour of plot 6259 about his wish to erect a boundary wall. Contact 5305800/01

PEARL DIJENG MATLHAPI LEBATHA being owner of Agriculture plot (Portion 10149) in Gaborone North intends to change land-use from Agricultural use to residential. Any objections contact Physical Planning +267 3657400. Fax: +267 3900141 P/Bag 0089 Gaborone within 14 days of this notice.

WENSHA HOLDINGS (PTY) LTD being owner of lots to be modified (87800 & 87801) would like to change land use from (Recreational and Civic and community respectively) to residential in Gaborone North. Any objections contact Physical Planning +267 3657400. Fax : +267 3900141 P/Bag 0089 Gaborone within 14 days of this notice.

LOT 161 (PTY) LTD being owner of lot 10113 would like to change land use from (Civic and Community, Commercial and Recreational) to residential in Gaborone North. Any objections contact Physical Planning +2673657400. Fax:+2673900141 P/Bag 0089 Gaborone within 14 days of this notice.

BERNADETTE JACQUELINE GHISLANE MICHA being owner of lots 74780 and remainder of lot 10151 in Gaborone North would like to change land use from agricultural to residential in Gaborone North. Any objections contact Physical Planning +2673657400. Fax: +2673900141 P/Bag 0089 Gaborone within 14 days of this notice.

RAMATEA VOCATIONAL SCHOOL T/A RAVOS TECHNICAL COLLEGE:
JANUARY 2026 INTAKE IS ON: CALL 540 3361 / 544 1752 : ENROLL NOW

NOW OFFERING PRIMARY AND SECONDARY DIPLOMA (TEACHING) PROGRAMS
GOVERNMENT SPONSORSHIP AVAILABLE FOR DIPLOMA PROGRAMS.
CURRENT COURSES OFFERED: ENROLLMENT NOW OPEN.

1. Certificate in Early Childhood Education(1 year)
2. Certificate in Early Childhood through Recognition of Prior Learning (RPL) 6 months
3. Certificate in Occupational Health and Safety (1 year)
4. Certificate in Refrigeration and Air-Conditioning (1 year)
5. Diploma in Early Childhood Education (2-3 years)
6. Diploma in Occupational Health and Safety (2 years)
7. Diploma in Primary Education (3 years)
8. Diploma in Secondary Education (3 years)

ENTRY REQUIREMENT: JC AND ABOVE: CAMPUS ACCOMODATION AVAILABLE
RAVOS IS REGISTERED AND ACCREDITED BY BQA AND HRDC.

ALL AVAILABLE ON FULLTIME, WEEKEND, CORRESPONDENCE AND ONLINE
SHORT PRACTICAL COURSES: with RESTAURANT, TUCKSHOP & ACCOMODATION

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2. Dressmaking & Fashion Design (6 weeks)
3. Small Stock Production (6 weeks)
4. Solar Energy (Design, installation, and maintenance) – 6 weeks
5. Training of Trainers – Accredited by HRDC
6. Assessor and moderator Training – Accredited by HRDC

VISIT WWW.RAVOSCOLLEGE.CO.BW

HOW TO APPLY: Cell/WhatsApp 74 132 016 Or Visit us at Ga-Kgolo Ward, Kanye
Email: ravoscollege@gmail.com | **FaceBook Ravos Technical College Official**

Re- advertisement

ARTHUR PORTLAND COLLEGE IS INVITING APPLICATIONS FROM SUITABLY QUALIFIED LIBRARIANS AND EXPERIENCED LECTURERS.

LECTURER VACANCIES

1. PROFESSIONAL ACCOUNTING
Expertise in at least 2 of the following areas: Strategic Business Leadership, Strategic Business Reporting, Advanced Performance Management, Advanced Financial Management, Advanced Audit and Assurance, Performance Management, Management Accounting and Botswana Tax.

QUALIFICATION: ACCA/CIMA/BICA
MUST BE A BICA MEMBER

DUTIES: TEACH FIA, APPLIED SKILLS AND STRATEGIC PROFESSIONAL LEVEL

2. AAT ACCOUNTING
QUALIFICATION: AAT PLUS ACCA/ BICA

3. FINANCE
QUALIFICATION: HONS IN FINANCIAL ANALYSIS AND PORTFOLIO MANAGEMENT DEGREE / MASTERS IN FINANCE AND/ OR CFA QUALIFICATION.
DUTIES: TEACH CFA LEVEL 2 & 3

4. LIBRARIAN
QUALIFICATION: DIPLOMA IN INFORMATION AND KNOWLEDGE MANAGEMENT (LIBRARY AND INFORMATION STUDIES).
DUTIES: MANAGING LIBRARY

COLLECTIONS BY SELECTING, ORDERING, AND CATALOGING BOTH PHYSICAL AND DIGITAL RESOURCES.

5. EXPERIENCE
MINIMUM OF 3 YEARS TEACHING EXPERIENCE AS A LECTURER AT TERTIARY LEVEL.
MINIMUM OF 1 YEAR EXPERIENCE AS A LIBRARIAN.

How to apply: Letter of applications are to address the stated qualifications and provide any other information to assist the Institution to determine your suitability for the position. You should quote the vacancy name and include Areas you can teach for the post applied for, provide current CVs (including telephone, and e-mail), certified true copies of educational certificates, transcripts and names and addresses of three referees. Send your application to:
hr@arthurportland.com

CLOSING DATE: 10 December 2025

Please note only short-listed candidates will be contacted.

Arthur Portland College, Plot 50364, Arthur Portland Building, Fairgrounds Gaborone Botswana Private Bag 254, Suite 585, Gaborone, Tel: +267 3500124
Email: hr@arthurportland.com www.arthurportland.com



NOTICE OF NEXT OF KIN MEETINGS

ADMINISTRATIVE OF ESTATES ACT

[Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the **Administrative of Estates Act (Cap.33:01)**, heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the **Master of the High Court at Francistown High Court** on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as **Executor/Executrix Dative** as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
SEPHONONO SMITH	ESHFT-001093-25	17-03-26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 03rd DAY OF DECEMBER 2025

MASTER OF THE HIGH COURT

REPUBLIC OF BOTSWANA REFERENCE NO. MoF/POU/2/10/25-28 MINISTRY OF FINANCE

Tender Addendum 1

EXPRESSION OF INTEREST (EOI) FOR PROVISION OF PROJECT MANAGEMENT SERVICES FOR THE EPROCUREMENT PROJECT

- BY ISSUANCE of this addendum bidders are informed that there are amendments to the above-mentioned tender.
- The amendments made to **EXPRESSION OF INTEREST (EOI)** are as tabulated below:

No.	Initial description	Amendment
1	Page 2 bullet 3; Coordinate with MoF, OAG service providers and other stakeholders for smooth execution	To read; Coordinate with MoF, OAG service providers, Project Consultants and other stakeholders for smooth execution
2	Page 3 bullet 2; Facilitate and change management, including stakeholder engagement and communication	To read; Facilitate sensitization and change management, including stakeholder engagement and communication
3	Page 3; Under "Qualification and Experience" – Sealed EOI from 100% Citizen Owned Companies are invited for the Development of Government eProcurement System to the Ministry	To read; Sealed EOI from 100% Citizen Owned Companies are invited for the Provision of Project Management Services for the eProcurement project
4	Page 4; Under "submission requirements" - Reference No. MOF/POU/2/10/25-28, Expression of Interest (EOI) for Provision of Project Management Services for the eProcurement project to the Office of Accountant General for a period of three (3) years	To read; MOF/POU/2/10/25-28, Expression of Interest (EOI) for Provision of Project Management Services for the eProcurement project to the Office of Accountant General
5	Page 5 under "Terms and Condition" Only bidders who met the minimum qualifying score in the EOI shall proceed to the Invitation to Tender (ITT) stage	To read; Only bidders who met the minimum qualifying score of 75% in the EOI shall proceed to the Invitation to Tender (ITT) stage

- The **Closing and Opening** date/time of the EOI has been extended from 03 December 2025 to **05 December 2025 at 1000 hours.**
- Late tender offers will NOT be accepted.
- Terms and conditions of the EOI remain the same.
- Any inconvenience caused is highly regretted.



NEIGHBOUR CONSULTATION

OWNER OF PLOT 1381 at Mabolongwe ward, Moiyabana wishes to change land from Commercial to Civic & Community. Any objection should be forwarded to Serowe District Council, Physical Planning or contact 463400/02 within fourteen (14) working days of publication of this notice.

OWNER OF PLOT 2937, Block 7 Mogoditshane wishes to change land use from residential to multi residential. For any objection contact Mogoditshane physical planning division within 14 days of publication of this notice. Telephone no. 3931538

I THE OWNER of lot 15997 Ramfurwa ward Tlokweng intend to erect boundary wall and i inform neighbours and public. Also can contact Tlokweng District Council office and 77161254/74204117 within 14 working days of publication

THE OWNER OF plot 1535 Phitshane Molopo, hereby informs the public if their intent to construct a road junction along the B101 road. Should you have any objections or concerns, please contact us at Phone 75548071/72229528

HSNV GROUP (Pty) Ltd, would like to consult the neighbours on Lot 7369, Tonota for change of land use from residential to selected service hotel. For any objections , please contact Tonota District Council, Physical Planning Office, Telephone No. 2484248 within 14 days of this publication.

MAIPELO CHENGETA OWNER lot # 2622 situated at Matebele would like to demarcate & utilize 50% of my agricultural land to be used as mixed land use. Contact Physical Planning Office at 5777411 for any objections during working hours within fourteen days of this publication notice

NOTICE TO DEBTORS AND CREDITORS

Masters Reference: ESHGB 001361-25

IN THE ESTATE of the Late **ELIZABETH FRANCES CARDWELL** who died at Boro 1 Ward, Maun, Ngamiland District, Botswana on the 14th September 2025.

NOTICE IS HEREBY 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 18th Day of November 2025.

The Executors
Peter Clyde Thorneycroft
& Terence Marshall
C/o Gaobatwe Law
P O BOX 1131 AAD
Gaborone
TEL: (+267) 71306 484/
(+267) 71793 5634

NOTICE FOR A CERTIFIED COPY OF LOST DEED

NOTICE IS HEREBY GIVEN THAT the undersigned to apply for a certified copy of **Deed NO: 685/2002** dated 2nd day of **APRIL 2002** made in favour of **MPEFU KENOSI** In respect of:

CERTAIN : Piece of land being LOT 36917
SITUATE : GABORONE
MEASURING : 408m2, FOUR HUNDRED AND EIGHT SQUARE, METER
HELD UNDER : 685/2002 Dated 2nd April 2002 made in Favour of MPEFU KENOSI

All persons having objection to the issue of such copy are hereby required to lodge the same in writing with the Registrar of Deeds, **PRIVATE BAG 0020 GABORONE** within three (3) weeks of the last publication of this notice hereof .

DATED AT _____ ON THIS _____ DAY OF _____ 20 _____

APPLICANT

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act [Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the **Administration of Estates Act (Cap: 33:01)**, heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the **Master of the High Court at Francistown High Court** on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
KENAOPE DABADI	GFHFT-000375/24-25	19/01/2026	0900HRS	SARM

DATED AT FRANCISTOWN THIS 20th NOVEMBER 2025

MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS

ADMINISTRATION OF Estates Act [Cap 31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of The High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for the purposes of recommending for appointment, a person or persons as **Executor/Executrix Dative** as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

NAME OF DECEASED PERSON	ESTATE NUMBER	DATE OF MEETING	TIME	MASTER
KEITSHOKILE OTENG	ESHFT-001270-25	26/02/2026	0900HRS	SARM

DATED AT FRANCISTOWN THIS 25th DAY OF NOVEMBER 2025

MASTER OF THE HIGH COURT

APPLICATION FOR LOST DEED OF FIXED PERIOD STATE GRANT

Notice is hereby given that the undersigned intends applying for a certified copy of: lost Deed of Fixed Period State Grant 248/80 dated 1st day of May, 1980 made in favour of PETER **BASIMANYANA MASIRE** in respect of:

CERTAIN: Piece of land being Lot 8502, Gaborone
SITUATE: in Gaborone Extension 26
MEASURING: 1609m² (One Thousand Six hundred and Nine Square Metres)

Any person having objection to the issue of such copy is hereby required to lodge the same in writing with the Registrar of Deeds within three (3) weeks from the last publication of this notice.

BRISCOE ATTORNEYS
Plot 133, Independence Avenue
P O Box 402492 **GABORONE**
Tel: 3953377
Our Ref: C.16704 – DKB/sd

NOTICE OF PROPOSAL TO ENTER INTO A CONTROLLED TRANSACTION

(In terms of Section 34 (1) of the Tribal Land Act No. 1 of 2018)

NOTICE is hereby given to the members of the Public of the following proposed transaction to be entered into between **ASIAN ALARM (PROPRIETARY) LIMITED (citizen)** and **SQUARE 2 SQUARE INVESTMENTS (PROPRIETARY) LIMITED** (Non-citizen), for the sale of the here-undermentioned property, that is to say:

CERTAIN: Tribal Lot 14419, Mogoditshane;
SITUATE: At Mogoditshane in the Bakwena Tribal Territory.
MEASURING: 2253m² (Two Thousand Two Hundred and Fifty-Three Square Metres)
HELD UNDER: Notarial Deed of Cession no. MA 79/2018 dated 29th January 2018, made in favour of **ASIAN ALRM (PROPRIETARY) LIMITED**.

FOR the consideration amount of **P1 300 000.00 (One Million and Three Hundred Thousand Pula)** to be paid in terms the deed of sale.

ANY citizen of Botswana who objects to or is interested in entering into a similar transaction in respect of the aforementioned property is afforded the right to register such objection or interest, in writing, to the Secretary of the Mogoditshane Sub Land Board, P O Box 2, Mogoditshane or submit at the offices of the here-undermentioned attorneys within 30 (THIRTY) DAYS of publication of this notice, to receive priority notwithstanding the proposed transaction set out above.

DATED AT GABORONE THIS 1st DAY OF DECEMBER 2025.
MAINA NYANGARI LEGAL PRACTICE,
Plot 36933, Nakalatlou Crescent, Block 8, GABORONE.
P O BOX 80342, GABORONE.

Urban Lifestyle Physiotherapy Clinic, a physiotherapy clinic located in Phase 2, Gaborone is seeking suitable candidates for the following positions:

1. Physiotherapist (x1)

KEY RESPONSIBILITIES

- Conducting patient assessments and diagnosis
- Treatment planning and implementation
- Maintain thorough, accurate and timely patient health records
- Comply with BHPC regulations

REQUIREMENTS

- A Bachelor's degree or equivalent in Physiotherapy from an accredited institution
- Must be registered with the Botswana Health Professions Council (BHPC)
- At least 2 years work experience

2. Internal controls accountant (x1)

KEY RESPONSIBILITIES

- Maintain organized records of patient accounts, treatments and billing information
- Track outstanding invoices and follow up on overdue accounts
- Conduct reconciliations of accounts to identify discrepancies and address them accordingly
- Prepare financial reports e.g. daily

cash flow statements

- Ensure that all accounting practices comply with relevant regulations and standards

REQUIREMENTS

- A degree in accounting/forensic accounting or a related field is typically required
- Must be registered with Botswana Institute of Chartered Accountants (BICA)
- At least one year of relevant experience
- High level of accuracy and attention to detail in financial record keeping and analysis to ensure data integrity and compliance
- Proficiency in Microsoft Excel and other accounting software/tools for data analysis, reporting and financial management

Apply now:
urbanlifestylephysiotherapy@gmail.com

Closing date: Wednesday 31 December 2025

Plot 18510, Tlhaadiboe Road, Phase 2, Gaborone
Contact details: 74 778 589 / 393 3918
P.O. Box 500054, Gaborone

NOTICE OF PROPOSAL TO ENTER INTO A CONTROLLED TRANSACTION

(In terms of Section 34 (1) of the Tribal Land Act No. 1 of 2018)

NOTICE is hereby given to the members of the Public of the following proposed transaction to be entered into between **TSHEGOFATSO MATSAKE** (citizen) and **SQUARE 2 SQUARE INVESTMENTS (PROPRIETARY) LIMITED** (Non-citizen), for the sale of the here-undermentioned property, that is to say:

CERTAIN: Lot 26174, Mogoditshane;
SITUATE: At Mogoditshane/Maulane (Cadstre 89) in the Bkwenana Tribal Territory.
MEASURING: 1018m² (One Thousand and Eighteen Square Metres)
HELD UNDER: Memorandum of Agreement of Grant of Lease no. TL 804/2018 dated 28th August 2018, made in favour of **TSHEGOFATSO MATSAKE**.

FOR the consideration amount of **P1 050 000.00 (One Million and Fifty Thousand Pula)** to be paid in terms the deed of sale.

ANY citizen of Botswana who objects to or is interested in entering into a similar transaction in respect of the aforementioned property is afforded the right to register such objection or interest, in writing, to the Secretary of the **Mogoditshane Sub Land Board, P O Box 2, Mogoditshane** or submit at the offices of the here-undermentioned attorneys within **30 (THIRTY) DAYS** of publication of this notice, to receive priority notwithstanding the proposed transaction set out above.

DATED AT GABORONE THIS 1st DAY OF DECEMBER 2025.

MAINA NYANGARI LEGAL PRACTICE,
Plot 36933, Nakalatlou Crescent, Block 8, GABORONE.
P O BOX 80342, GABORONE.

COLIC CONSTRUCTION DEVELOPMENT CO. (PTY) LTD is seeking for skilled and experienced professionals to join our dynamic team. We have exciting opportunities for individuals with a passion for excellence, problem solving and team work in the following roles:

1. **CIVIL ENGINEER**
B.Eng. / BSc Degree in Civil Engineering. Valid ERB Practicing Certificate. 8 years' working experience with regard to the relevant position.
 2. **SENIOR TECHNICIAN**
Certificate / Diploma in a relevant technical field.5 years' experience in a similar role.
 3. **PROJECT MANAGER**
B.Eng. / BSc Degree in Civil Engineering. ERB Practicing Certificate. 10 years' working experience as a project coordinator / manager.
 4. **SITE FOREMAN**
Applicants must have previous work experience as a Site Foreman with more than 5 years' experience in construction industry.
 5. **GENERAL FOREMAN**
Applicants must have previous work experience as a General Foreman with more than 7 years' experience in construction industry.
 6. **SENIOR CHEF**
Looking for a passionate and experienced Senior Chef specializing in Chinese cuisine. The ideal candidate will bring strong culinary expertise, creativity, and leadership.10 years' experience
 7. **QUANTITY SURVEYOR**
Bachelor's Degree in Quantity Survey. Valid QSRC Practicing Certificate. Minimum of 8 years working experience.
 8. **SITE AGENT**
Bachelor's Degree in engineering / Civil Engineering, Valid ERB Practicing Certificate. Proven working experience in civil works projects with a minimum of 7 years' experience.
 9. **INTERPRETER/TRANSLATOR**
A Diploma/Degree in translation, interpretation, linguistics or a related field with 8 or more years' experience. Fluent in Mandarin Chinese and English (spoken and written).
 10. **CONSTRUCTION TECHNICIAN**
Diploma in Construction Technology or equivalent is required with more than 8 years' experience.
- Please forward your applications with necessary documents to:
Colic Construction Development Co. (Pty) Ltd,
P. O. Box 47597,
Phakalane, Gaborone,
Email: coliccon@126.com

HIGH COMMISSION OF INDIA GABORONE

NOTICE OF SALE OF OFFICIAL VEHICLES

The High Commission of India, Gaborone, hereby announces the sale of two official vehicles (Mercedes Benz E 400, Black, 2017, 156473 Kms. & Grand Cherokee Station Wagon, White, 2015 & 250037 Kms).

The sale will be conducted through a minimum value quote system. Tender forms are available at the High Commission on payment of BWP 100 (non-refundable-for each car). Bidders are required to submit a refundable deposit of BWP 10,000 (in the form of bank draft-for each car), which will be adjusted against the final amount payable by the successful bidder. The deposit will be refunded to all unsuccessful bidders.

Vehicles are sold on an “as-is, where-is” basis.

Inspection & Submission:

Vehicles may be inspected at the High Commission premises (**Plot 5375, President’s Drive, Gaborone**) during working hours (08:30 Hrs to 17:00 Hrs) from 01.12.2025 to 09.12.2025. Completed tender forms must be submitted in sealed envelopes by 5 PM on 19.12.2025.

The High Commission reserves the right to reject any or all bids without assigning any reason.

For further details, please contact:
Mr. Gagan Gautam

Attache (Administration)
Phone: +267 397 26 76 / 395 28 10
Email: **adm.n.gaborone@mea.gov.in**
Cc: hoc.gaborone@mea.gov.in
hc.gaborone@mea.gov.in

High Commission of India, Gaborone (Botswana).

Classified Ads

REAL ESTATE | JOBS | FOR SALE | WANTED | SERVICES | LEGALS

NEIGHBOUR CONSULTATION

OWNER OF PLOT 34788 in Palapye would like to change land-use from residential to multi-residential. For queries please contact Palapye Council Physical Planning or 71491160

MAY OWNERS OF Plots 2300, 4316 & 4318, Kelele, Mmadinare please contact owner of Plot 4318 at 73808542 regarding screenwall development.

THE OWNER OF Lot No: 3411 located at Kazungula wishes to change land use from residential to Commercial Guest House. For any objection contact Physical Planning Department at CHDC.

SEDIRENG SERUMOLA OF Plot- 17829 Bokone Ward, Serowe would like to change land use from single family to multi-family residential units. Anyone with objections can call physical planning office or with Sedireng at 73800802 within 14 days of this notice.

THE OWNER OF Plot No 505 located at Kasane wishes to change land use from single residential to multi residential for any objection contact Physical Planning Department at CHDC.

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN
ESHFT-ESHFT-000403-23

NOTICE TO DEBTORS AND CREDITORS IN THE ESTATE of the late **GREEN NKETHWA ESHFT-000403-23** who died at **TUTUME PRIMARY HOSPITAL, CENTRAL – TUTUME DISTRICT, REPUBLIC OF BOTSWANA** on the **4th DAY OF OCTOBER 2023.**

NOTICE IS HEREBY given that Debtors and Creditors in the above Estate are hereby required to pay their claims of whatever nature with the undersigned within **30 days after the publication hereof.**

DATED AT FRANCISTOWN THIS 4TH DAY OF DECEMBER 2025

BATHUSI CHILIWA NKETHWA EXECUTOR DATIVE
P O BOX 3, MAITENGWE
72262013

AND TO: Master of the High Court
Private Bag F13, FRANCISTOWN

DOMINION DESTINY ACADEMY

3 Qualified PRIMARY teachers with 5 years experience wanted apply to P O BOX 20715 Gaborone or email academydominion@yahoo.com before 19 December 2025 Only qualified candidates will be responded to

NOTICE OF A TRANSACTION FOR THE TRANSFER OF RIGHTS, TITLE AND INTEREST IN RELATION TO IMMOVABLE PROPERTY SITUATED IN TLOKWENG BETWEEN TOMELETSO RAMATLAPENG AND ADEKUNLE OLASUPO EYITAYO

TAKE NOTICE THAT Adekunle Olasupo Eytayo is in the process of acquiring the rights, title and interest from Tomeletso Ramatlalpeng in relation to the following properties; **CERTAIN:** piece of land being Lot 17097, Tlokweng; **SITUATE:** in Cadastre 0003, Batlokwa Tribal Territory; **MEASURING:**1.0921 Ha (One point zero nine two one Hectare); **WHICH PROPERTY:** is held under Deed of Customary Land Grant No. DR004299331 dated 4th February 2025 made in favour of Tomeletso Ramatlalpeng; **FURTHER THAT** the consideration as agreed between the parties is BWP1, 000, 000.00 (One Million Pula). **ACCORDINGLY,** as per Section 34 of the Tribal Land Act (transactions involving non-citizens), the public in particular citizens of Botswana are notified of the transaction and any party having any interest to participate or have a claim, issue, objection and/or any other matter against the aforesaid transaction, is advised to submit same in writing within 30 days from the date of publication of this notice, by registered mail to the following address;

The Directors
Adekunle Olasupo Eytayo
C/o ANDRECK MOAKOFHI LAW
P.O Box 1534 AAD POSO HOUSE
Gaborone

THANK YOU
ADEKUNLE OLASUPO EYITAYO

NOTICE IS GIVEN to owners of Plot 76888 and 76890 that the owner of Plot 76889 in Gaborone North wishes to erect a boundary wall. For any objection contact Gaborone City Council within 14 days of publication.

OWNER OF PLOT No 2554, Mrs Doris Stock would like to inform owners of plot no 2548, 2549, 2550, 2553 and 2555 in Metlhabeng that she wish to change land use of her plot from residential to multi residential. Contact: Mrs Doris Stock 75036246.

I LORRAINE MOGI M.KULHLMAN wish to change land use from residential to multy family residential at lot 11731, kazungula. Any objections should be forwarded to Physical Planning Office , Chobe District Council or call: 6250275/76 within 14 days of this publication.

OWNER OF PLOT 15671 Letlapeng Tlokweg would like to change landuse from residential to multi-residential neighbours on plots 15670 & 15672 and neighbourhood are informed . For queries contact 71491160

OWNER OF PLOT 17791 at Mabele Ward, Serowe wishes to change land use from single residential to commercial use. Any objection should be forwarded to Serowe District Council, Physical Planning or contact 4638400/02 within fourteen (14) working days of publication of this notice.

OWNER OF PLOT No. 1030, Wenela Ward, Maun. Wishes to change Land use from single family residential to multi - family residential. For any objection, contact North -West District Council. Physical planning Office at telephone No.686241 within fourteen (14) days of Publication of this notice

**Kweneng International Secondary School**

Honour First

Teachers: The following teachers are required for Form 1 to Form 5: **French, Mathematics, English and Geography.**

Qualifications: Degree or equivalent plus a teaching qualification and accreditation from BQA.

Experience: Minimum of 5 years of teaching IGCSE, Verifiable records of success with past classes, ability to teach a second subject and Cambridge IGCSE teacher accreditation a big advantage.

Send or bring C.V. to: The Head, P. O. Box 586, Molepolole. (Lot No 1874, Masuaditshwene Ward, Molepolole)

Closing Date: 17 December 2025

**Cambridge Assessment International Education**
Cambridge International School

Tel: + 267 591 5 015
Fax: +267 591 5 016
Email: kweneng.international@gmail.com
 Kweneng International Secondary School(K.I.S.S)

NOTICE OF NEXT OF KIN MEETINGS
ADMINISTRATION OF Estates Act *[Cap 31:01]*

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of The High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for the purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date Of Meeting	Time	Master
GAKEBATSHWARE SELELO	ESHFT-000801-25	19/03/26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 4TH DAY OF DECEMBER 2025

MASTER OF THE HIGH COURT

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN
ESHFT 000165-24

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late **DONALD LAURENCE MOORE :000165-24** who died at East London, South Africa on the **22 SEPTEMBER 2021.**

NOTICE IS HEREBY given that **Debtors and Creditors** in the above Estate are hereby required to pay their claims of whatever nature with the undersigned within 30 days after the publication hereof.

DATED AT FRANCISTOWN THIS 3rd DAY OF DECEMBER 2025

SUSAN FOYA | EXECUTOR DATIVE
P O BOX 30656, SEROWE

AND TO: Master of the High Court
Private Bag F13, FRANCISTOWN

PUBLICATION OF APPLICATION FOR A LIQUOR LICENCE

NOTICE is hereby given that the undersigned has applied for a **BAR LIQUOR** Licence in terms of Section 13 of the Liquor Act (Act No. 9 of 2004) in respect of premises situated at **PLOT 3379, MAFITLHAKGODI WARD, TLOKWENG.**

And the Liquor Control Authority has determined that the application shall be heard by the Control Authority on the day of20.....

Any person who wishes to object to the grant of the licence should within 21 days of the last publication of this notice, give notice in writing to the said Control Authority of his/her intention to oppose the application and state the grounds in which his/her objection is based.

MACTONY INVESTMENTS (PTY) LTD T/A LEROTHODI TAVERN
Name
Address **PLOT 3379, MAFITLHAKGODI WARD, TLOKWENG.**
P. O. BOX 2072, GABORONE
Date

A. G. MASIRE
Director

NOTICE OF NEXT OF KIN MEETINGS
Administrative of Estates Act
[Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the Administrative of Estates Act (Cap.33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at **Francistown High Court** on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
MOLOI MADITSE	ESHFT-001275-25	26-02-26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 4TH DAY OF DECEMBER 2025

MASTER OF THE HIGH COURT

I THULI KGWANTHA FANE of plot 11773 Palapye would like to erect a boundary wall. Contact 72208040

VACANCIES

HERDBOY WANTED AT Mmamotsumi Cattlepost, Rakops. Preferably married cople. Contact Dorah M. Kebakgopile. Box 408 Letlhakane or call 73744758/ 74196464

SONOGRAPHER WANTED! HIGHWAY Medical Centre.A leading medical centre in Tonota is looking for a Sonographer (1) with 3 years’ experience, registered with BHPC having a Diploma in Imaging Medical Science OR Radiography. Email: hmctonota@gmail.com. Contact: 2484545/75661428 Before: 20/12/2025

SHINNERS PRE-SCHOOL AT Jacaranda, Lobatse. Qualification : Certificate in Early Childhood.Contact: 77810078. Closing Date: 19th December 2025

WANTED: QUALIFIED NURSE Aid with 5 years experience or more. Apply: Good Hope Farm Tuli Block Makwati. Contact: James O'Reily 74531337.

VCI-CAREERS (PTY) LTD : Motor Vehicle Engineer Trainer with 15 years work experience wanted. Qualification : Higher National Diploma plus BQA Assessor Registration and ERB Accreditation. Apply to the Manager, P O Box 1733 Mogoditshane, plot 360 Mogoditshane, Tel : 3132346. Closing date : 19/12/2025

INTENTION TO CHANGE MARRIAGE PROPERTY REGIME
(in terms of Section 8 (1)(f) of Married Persons Property Act)

1. **KAONE BRANDEN SENNA and BONOLO SENNA (NEE MOSHASHO)**, married in community of property on the **23rd November 2008** at Lobatse intend on making an application to the High Court of Botswana for leave to change their marital regime from “in community of property” to “out of community of property”.

2. The parties intend to apply to the High Court of Botswana after the expiration of the **three (3) weeks statutory** notice from the date of first publication hereof.

3.Any person, creditor or debtor, who may have an interest in the assets and/or liabilities of the parties’ estate, should they have objections to the parties changing their property regime, are to inform the parties Attorneys, Kgoadi and Partners Law Chamber, before the expiration of the said **three (3) weeks period**, or make representations before the High Court of Botswana once contemplated application is lodged.

DATED AT GABORONE THIS 18th DAY OF November 2025

KGOADI AND PARTNERS LAW CHAMBERS (Attorneys, Conveyancers and Notary Public) Plot 18736, Phase 2, Park, P O Box 1285 Gaborone +267 77 704 048 / +267 75 723 763 / +267 76 888 812

NOTICE OF NEXT OF KIN MEETINGS
ADMINISTRATION OF Estates Act *[Cap 31:01]*

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of The High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for the purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date Of Meeting	Time	Master
ONEELE LEBATSE	ESHFT-000964-25	18/03/26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 04TH DAY OF DECEMBER 2025


MASTER OF THE HIGH COURT

APPLICATION FOR LOST OF DEED OF FIXED PERIOD STATE GRANT

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified copy of: **Deed of Fixed Period State Grant No. 2081/2014** dated **13th day of October 2014** made in favour of **EDWARD MPETE** in respect of:

CERTAIN : Piece of land being Lot 59039 Gaborone;
SITUATE : In GABORONE Administrative District;
MEASURING :450m² (Four Hundred and Fifty Square Metres);
HELD :under Deed of Fixed Period State Grant No. 2081/2014 dated **13th day of October 2014** made in favour of **EDWARD MPETE.**

Any person having objection to the issue of such copy is hereby required to lodge the same in writing with the Registrar of Deeds within three (3) weeks from last publication of this notice.

**PUSOENTSI MORENG LEGAL**
ATTORNEYS, NOTARIES & CONVEYANCERS

PUSOENTSI MOREENG LEGAL | Plaintiff’s Attorneys
Plot 114/115, Unit 10, Kgale Mews
Gaborone International Finance Park
P O Box 53129, Broadhurst GABORONE | [Ref: MPM/tt/ 0145]

NOTICE OF NEXT OF KIN MEETINGS
ADMINISTRATION OF Estates Act *[Cap 31:01]*

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of The High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for the purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date Of Meeting	Time	Master
GAONE AZHANI FULUKANI	ESHFT-000603-25	19/03/26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 4TH DAY OF DECEMBER 2025

MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS
Administration of Estates Act
[Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
LAZARUS NYONI AND ELIZABETH T. MATHE	ESHFT-001044-25	25/02/26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 24TH NOVEMBER 2025

MASTER OF THE HIGH COURT

CHANGE OF LAND US

Owner of Tribal Land Grant No. 94 KP, Ramodibe Bakgatla Tribal Territory, Mr. Maclean Cortez Letshwiti intends to change land use from Horticulture and Poultry farm to Industrial Plot. Any enquiries/objections Should be forwarded to Kgatleng District Council Physical Planning office on Telephone No. 5777411 within 14 days of this publication.

APPLICATION FOR A CERTIFIED COPY OF LOST TITLE DEED

NOTICE IS HEREBY GIVEN that the undersigned intends applying for a certified copy of Deed of Transfer No: 640/2016 dated 10th day of March, 2016 made in favour of Annah Letshotelo in respect of:

CERTAIN: piece of land being Lot 72547, Gaborone

SITUATE: in Gaborone Administrative District

MEASURING: 382 m² (Three Hundred and Eighty-Two Square Metres)

HELD UNNDER Deed of Transfer Number: 640/2016 made in favour of Annah Letshotelo

All persons having objections to such copy being issue are required to lodge the same, in writing, to the Registrar of Deeds, Private Bag 0020, GABORONE within three (3) weeks from last publication of this notice.

DATED AT.... ON THIS DAY OF.....2025

Department of Deeds Registry
Private Bag 0020, Gaborone

APPLICANT

NOTICE TO DEBTORS AND CREDITORS

Master’s Reference: ESHGB 000422/24

IN THE ESTATE of the Late Puna Ontiretse Letebejane who died at Scottish Livingston Hospital, Molepolole, Kweneng District, Botswana on the 8th day of December 2019.

NOTICE IS HEREBY 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 _on this _Day of _2025

Lone Letebejane
P O Box 26
MOLEPOLOLE
Cell: 72627030/77746138

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master’s Ref: ESHGB-000827/23

IN THE ESTATE of the Late SENTSHO RAMAPULANA who died at Setshwane Ward, Bokaa, Kgatleng District, Botswana on the 26th July 2020.

THE FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie 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 publication hereof.

Any objection to the Estate Account may be lodged with the Master.

DATED at...on the ...day of...2025

The Executor
Modi Ramapulana
PO Box 127
Bokaa
Cell: 75417221

NOTICE OF NEXT OF KIN MEETINGS Administration of Estates Act [Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Francistown High Court on the date and time specified opposite the names of their deceased relative for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
TSHENOLO MATAKE	ESHFT-001214-25	24-03-26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 4TH DAY OF DECEMBER 2025

MASTER OF THE HIGH COURT

LOSS OF TITLE DEED

NOTICE is hereby given that undersigned intends applying for a certified copy of Deed No: 1045/2015 dated 28 April 2015 made in favour of JULIA MATSHWENYEGO MOKAPAPADI in the respect of the below mentioned property namely;

CERTAIN : piece of land being LOT 51843 Gaborone

SITUATE : in the Gaborone Administrative District

MEASURING : 481 m2, Four Hundred and Eighty-One square meters

WHICH PROPERTY : is held under Deed No: 1045/2015 dated 28 April 2015 made in favour of JULIA MATSHWENYEGO MOKAKAPADI.

All persons objecting to the issue of such copy are hereby requested to lodge such objection in writing with the Registrar of Deeds, Private Bag 0020, Gaborone within 3 (Three) weeks of last publication of the notice.

Dated at Gaborone on the 21st day of November 2025

Applicant: JULIA MATSHWENYEGO MOKAKAPADI

FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Reference: ESHGB-000401-22

IN THE ESTATE of the late BAKAANG TSHOGANETSO who died at Scottish Livingstone Hospital, Molepolole, Kweneng District, Republic of Botswana on 14th August 2019.

THE FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the 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 publication hereof.

Any objection to the Estate Account may be lodged with the Master within the 21 days stated above

DATED AT GABORONE this day 2025

Executrix Dative
Evelyn B. Tshoganetso
P O Box 164
GABORONE
CELL: 74153297/72607270

NOTICE OF NEXT OF KIN MEETINGS Administrative of Estates Act [Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the Administrative of Estates Act (Cap.33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
MOLOI MADITSE	ESHFT-001045-25	24-03-26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 4TH DAY OF DECEMBER 2025

MASTER OF THE HIGH COURT

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 000146/23

IN THE ESTATE of the late MEPAKO KGOGOMBI who died at Princess Marina Hospital, Gaborone, Gaborone District, Botswana on the 05th April 2020.

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

DATED at _on this _Day of _2025.

Thatayaone Mosianele
P O Box 248
Hukuntsi
Cell: 72168859

Executive Chef

Requirements include a combination of culinary expertise, strong management skills, and a business oriented mindset.

Key Requirements are extensive kitchen experience 5years +, advanced cooking and menu development skills

Leadership and communication abilities, and knowledge of food safety and cost control.

Purpose of the job is to ensure the efficient and profitable running of the kitchen in cooperation with lodge management.

Perform all duties which are required for the convenience and comfort of our guests.

Implement and maintain the company standards with regards to the product and service offering.

Responsible for purchasing of all food and related items in cost-effective and systematic manner.

Receiving, issuing and controlling of all food and stock related items.

Ensure that wastage and stock losses in the department is eliminated and controlled

Ensure training is within department is ongoing, constructive and always aimed at improving levels of service.

Send an email to this address:

operationsmanager@bigvalleygamelodge.com

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act | [Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
GAOBONE SELEME	ESHFT-000973-25	19-03-26	0900Hrs	SARM

DATED AT FRANCISTOWN THIS 4th DECEMBER 2025

MASTER OF THE HIGH COURT

NOTICE OF INTENTION TO TRANSFER COMMERCIAL LAND RIGHTS

Notice is hereby given, in accordance with applicable Botswana land management and transfer regulations, that there is an intention to transfer the rights of a certain commercial property as detailed below:

Seller: team power (Pty) Ltd, a company registered in Botswana.

Purchaser: Mogadishu Holdings (Pty) Ltd, a company registered in Botswana.

Property Description: A piece of commercial land measuring approximately 5600 square meters (5600 sqm).

Plot Number: 38477

Location: Mogoditshane

Proposed Purchase Price: One Million Four Hundred Thousand Botswana Pula (BWP 1,400,000.00).

Any person or organization having a legitimate objection or claim of interest in the said property is required to submit their written representations or objections within 30 days from the date of the first publication of this notice to the contact person below:

Contact Person for Objections:
Name: Mr. Tebogo Koketso
Phone: 71253361
Email: tmoholwane@gmail.com

Application for a Certified Lost Deed

NOTICE IS HEREBY GIVEN THAT the designed intents to apply for a certified copy of Deed No.2470/ 2011 dated 01st day of December, 2011 made in favour of Ontefetse Nttholang in respect of:

CERTAIN: Piece of land being Lot No. 58835, Gaborone;

SITUATE: In Gaborone West, Extension 48;

MEASURING: 300 m² (Three hundred square meters);

HELD UNDER: Deed No. 2470/2011.

All persons having objection to the issue of such are hereby required to lodge the same in writing with the Registrar of Deeds, Private Bag 0020, Gaborone within three (3) weeks of the last publication of this notice hereof.

Dated at Gaborone on this 08th day of October, 2025.

Ontefetse Nttholang, Applicant.

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

ESHFT 00000 296-25

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the Late ALLISON PHALADZE -000 296-25 ESHFT/ who died at Selebi Phikwe District on the 7.1.02.1. 20.21

NOTICE IS HEREBY given that Debtors and Creditors in the above Estate are hereby required to pay their claims of whatever nature with the undersigned within 30 days after publication hereof.

DATED AT FRANCISTOWN THIS 30TH DAY OF AUGUST 2021

BAPASI PHALADZE
Executive Dative
P O Box
FRANCISTOWN

AND TO: MASTER OF THE HIGH COURT
PRIVATE BAG F13
FRANCISTOWN

NOTICE OF NEXT OF KIN MEETINGS Administrative of Estates Act [Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the Administrative of Estates Act (Cap.33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
PETER SEKOPA MOTHOMBI	ESHFT-000865-25	18-03-26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 04TH DAY OF DECEMBER 2025

MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS Administrative of Estates Act [Cap.31:01]

NOTICE IS HEREBY given that by virtue of of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Maun High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time
1.Diagelo Madima	ESHMN-000097-25	25-02-26	14:00HRS

DATED AT MAUN THISDAY OF2025

MASTER OF THE HIGH COURT

Mega Tech Pty Ltd is Hiring!

Position: Agriculture Equipment Technician

Join a forward-thinking company driving innovation in agriculture technology across Southern Africa.

What We're Looking For

Do you have expertise in:

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Then YOU might be the technician we need!

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- Be part of a team shaping the future of agriculture
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Apply Now!

Send your application to: tawanatech@gmail.com

Deadline: 07/12/2025

AU condemns attempted military coup in Benin

ADDIS ABABA

Chairperson of the African Union (AU) Commission Mahmoud Ali Youssouf has condemned an attempted military coup in Benin.

"Any form of military interference in political processes constitutes a grave violation of the fundamental principles and values of the African Union," the chairperson stressed in a press statement on Sunday.

Youssouf called on all actors involved in the coup attempt to immediately cease all unlawful actions, to fully respect the country's

constitution, and to return without delay to their legitimate barracks and professional obligations.

He further encouraged all national stakeholders in Benin to prioritise unity, dialogue, and the preservation of national peace. Meanwhile, the AUC chief expressed concern over the troubling proliferation of military coups and coup attempts across parts of the region.

He underscored that such actions continued to undermine continental stability, threatened democratic gains, and embolden military actors to act outside constitutional

mandates.

He emphasised that the pan-African bloc remained firm and consistent in defending democratic governance, the rule of law, and the sovereign will of the African people.

Benin's armed forces have foiled an attempted mutiny aimed at destabilising the state and its institutions, Minister of Interior and Public Security Alassane Seidou said in a statement.

Seidou made the remarks after a group of soldiers announced earlier in the day on state broadcaster that President Patrice Talon had been "removed from office." *Xinhua*



MOSCOW - Russia
Deputy Foreign Minister
Sergei Ryabkov during
a press conference in
Russia. Photo: Xinhua

Russia maintains solidarity with Venezuela

MOSCOW

Russia stands with Venezuela's leadership and calls on the US government

to refrain from "sliding" into a full-scale conflict with Caracas, Russian Deputy Foreign Minister Sergei Ryabkov said on Sunday.

Moscow views recent developments in Venezuela with deep concern, and tensions remain high and continue to grow.

"This is primarily linked to Washington's desire to assert unquestioned dominance in the region, a trademark of the Trump administration," Ryabkov was quoted by TASS news agency as saying.

Ryabkov stressed that Russia maintains strong solidarity with Venezuela, referring to the recently concluded agreement on strategic partnership and cooperation between the two countries.

"We support Venezuela, just as it supports us ... In this trying time, we stand with Caracas and its leadership shoulder to shoulder," Ryabkov said.

The US has increased its military presence in the Caribbean Sea.

The Pentagon has carried out at least 22 known strikes on alleged drug vessels in the Caribbean and eastern Pacific Ocean since Sept. 2, killing more than 87 people aboard. *Xinhua*

Police investigate shooting incident

JOHANNESBURG

At least 11 people were killed and 14 others wounded in a shooting early Saturday at a hostel in South Africa's administrative capital Pretoria.

Spokesperson for South African Police Service (SAPS), Brigadier Athlenda Mathe said 10 victims died at the scene in Saulsville, Atteridgeville, and another succumbed to gunshot wounds later in a hospital, while 14 others were receiving medical treatment.

The victims included a three-year-old child and two adolescents aged 12 and 16, she added. According to the SAPS, the shooting occurred at around 4:15am, when three unidentified gunmen stormed the building and opened fire indiscriminately.

Authorities have not yet confirmed a motive for the attack. The SAPS urged residents to remain vigilant as police continue efforts to apprehend the perpetrators. *Xinhua*

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www.burs.org.bw | Private Bag 0013, Gaborone, Botswana

VACANCIES

1. Mathematics Lecturer (4)

- Qualification & experience: Bachelor degree/ Master in Mathematics or Master in Education(Mathematics)
- The candidate should be able to teach Diploma Mathematics courses in business
- The candidates should be applying to teach Advanced Mathematics & statistics
- 3 – 5 years’ experience teaching experience at tertiary education level

2. Construction Lecturer (2)

- Qualification & experience: Bachelor Degree/ Masters in Civil or Construction Engineering or equivalent from a Recognized University
- 4 years’ teaching/lecturing experience at tertiary education level
- The candidates must be able to teach some of the following modules;
- Engineering science and mechanics, Structural Mechanics, Fluid Mechanics, Hydraulics, Structural design of reinforced concrete, steel and timber Elements, Quantity Surveying ,Construction Management, Science and materials for Construction and the built environment, Construction plant and equipment, Building services and science, Estimating

3. Technicians (2)

- Qualification & experience: Degree /Diploma in Electrical and Electronics Engineering
- Minimum of 3 years’ experience as a lab technician in a tertiary will be added advantage. The candidate Should have the experience in managing the following; Analog Circuit Design, Digital Electronics Design, Microprocessor Systems, Embedded System Design and PCB Design

4. Electrical & Electronics Engineering Lecturer (6)

- Qualification & Experience: Degree/Master’s Degree in Electrical and Electronics Engineering or equivalent from a Recognized University
- 4 years’ experience teaching experience at tertiary education level

The candidates must be able to teach some of the following modules: (3 Positions)

- Analogue Circuit Design, Digital Signal Processing, Digital Electronic Systems and Microprocessor Based Systems
- Embedded System Design, Network Theory, Electrical and Electronics Engineering Principles and Assist students in research and projects
- Electronic Devices, AC principles, Engineering Electromagnetics and Electricity and Magnetism

Candidate must be able to teach some of the following modules: (3 Positions)

- Electrical machines, Electrical measurements, Supply and distribution, Industrial motor control, Electrical and electronic Principles, Control Theory and Embedded system design.

5. Telecommunications Lecturers (7)

- Qualification & Experience: Diploma/Degree in Telecommunication or its equivalent or Master of Science in Information Technology Management will be added advantage
- 4 years’ experience teaching experience at tertiary education level

The candidates should be able to teach some of the following modules;

- Radio systems, Software Engineering Principles, Network planning and Optimization, Fundamentals of Electronic Communication and Electrical Machines and Electrical measurements
- ICT System integration and Management, Antenna & Propagations, Electricity & Magnetism, Advanced Radio System, Advanced Telecommunication, Computer Security, Engineering Science and Engineering Drawing

6. Mechanical Engineering Lecturer

- Qualifications: Master’s Degree in Mechanical Engineering or closely related discipline.
- Experience: At least 3-5 years of teaching/lecturing experience in Mechanical Engineering at tertiary level. Industry/research experience in areas such as thermodynamics, fluid mechanics, manufacturing, design, or robotics will be an added advantage.

7. Senior Admissions Officer

- Qualifications: Bachelor’s Degree in Education, Business Administration, Public Administration, or a related field.
- Experience: 5-7 years’ experience in student admissions, enrolment management, or academic administration.

8. Business Management lecturer (3)

- Qualification & experience: Masters in Business Administration or its equivalent from a recognized University
- 4 years’ experience teaching experience at tertiary education level
- The candidates should be able to teach at least Three (3) of the following courses: Strategic Management, Economics, Entrepreneurship, Human Resource Management, Business Ethics, Project Management, Corporate Governance, Financial Management, Statistics
- Communication, Marketing Management, Information Management, and E-Business Systems

9. Forensic Financial Accounting Lecturers (3)

- Qualification & Experience: Master in Forensic Financial Accounting
- 4 years teaching experience at tertiary level

The candidates must be applying to teach the following courses:

- Forensic Data Analytics and Electronic Evidence, Computer Crimes and Cyber Security, Money Laundering, Detection and Investigation, Financial Risk Management Software, Psychology of the Fraudster and Fraud Detection and Techniques and Introduction to Economic Crimes, Digital Forensics for the Fraud Examiner, Fraud, Waste, Abuse and Corruption in Public and Organizations

10. BSc in Hospital Administration Lecturers (3)

- Qualification & Experience: Masters in Hospital Administration or Masters in Medicine or, Masters of Nursing Science Degree or equivalent from a BQA Recognized University.
- 4 years teaching experience at tertiary level

The candidates must be able to teach some of the following modules;

- Introduction to Global health, Human Biology 2, Health Database management system, Principles of Hospital administration, Medical Records Department, Hospital services management-core, support and utility, Health Ethics, Law, and policy, Health Informatics and Epidemiology

11. The Faculty of Societal and Vocational Education

- Qualification & Experience: Must hold a Master’s Degree in Special Education or MPHIL in Special Education; a Bachelor’s degree in Special Education, Curriculum and Instruction.
- Applicants should have at least 10 years or more of teaching experience in tertiary institutions.


For all applicants, a PhD or a progress towards a PhD from a recognized institution will be an added advantage.

Mandatory requirement

- Must have BQA, Evaluation of Qualifications, and Assessor, Moderator certifications and ERB Registration Certificate and ERB Practicing License.

Application Requirements

- New Era Employment Application form
- Resume (CV)
- Cover letter
- Certified copies of educational and professional certificates and transcripts
- Certified copies of Omang/Passport
- Two (2) current references within the last 12 months
- Only shortlisted Candidate will be responded to
- New Era College reserves the rights to verify any license, qualifications related to this role, and reserves the right to perform any background checks, physical exams, or police clearances it may consider prudent at any time.


 Globally Empowered Graduates

Email to:

Human Resource Manager OR
careers@neweracollege.ac.bw
P.O. Box 402134, Gaborone
Plot 36158, Block 8, Gaborone

Deadline: 31st December 2025

Only shortlisted candidates will be responded to.



BOTLHALE

CAMBRIDGE INTERNATIONAL SCHOOL

PRE-PRIMARY · PRIMARY · SECONDARY

VACANCIES

BOTLHALE CAMBRIDGE INTERNATIONAL SCHOOL – GABORONE, BOTSWANA
CHEMISTRY / A-LEVEL MATHEMATICS TEACHER (2026)

BOTLHALE CAMBRIDGE INTERNATIONAL SCHOOL INVITES APPLICATIONS FROM SUITABLY QUALIFIED AND EXPERIENCED TEACHERS FOR THE POSITION OF CHEMISTRY / A-LEVEL MATHEMATICS TEACHER FOR THE 2026 ACADEMIC YEAR.

We are seeking a highly competent educator who can deliver A-Level Mathematics (Statistics & Mechanics) and IGCSE Chemistry, with the ability to support AS/A-Level Chemistry when required.

Key Responsibilities

Teach A-Level Mathematics, including Statistics and Mechanics.
Deliver IGCSE Chemistry and support AS/A-Level Chemistry.
Prepare schemes of work, lesson plans, assessments, and practical activities according to Cambridge standards.
Maintain high academic expectations and monitor student progress.
Participate in curriculum planning, departmental development, and academic reporting.
Support examination preparation and co-curricular academic activities.

Minimum Requirements

A recognised Bachelor’s Degree in Mathematics, Chemistry, or a related field.
A valid Teaching Qualification (PGCE, B.Ed., or equivalent).
Proven experience teaching Cambridge A-Level Mathematics (Statistics & Mechanics).
Experience teaching Cambridge IGCSE Chemistry.
Minimum 3 years of relevant teaching experience in a Cambridge or international curriculum.
Strong communication, organisational, and classroom management skills.
Preference will be given to citizens.

Added Advantages


Experience teaching AS/A-Level Chemistry.
Cambridge examination preparation experience.
Ability to support practical science requirements.

How to Apply

Please submit the following documents:


- A cover letter | A detailed CV
- Salary expectation
- Names and contact details of two professional referees

APPLICATIONS MAY BE SUBMITTED BY MAIL OR EMAIL TO:
Postal Address : P.O. Box 3076, Gaborone or **Plot 42485, Limpopo Drive Gaborone**
Email Contact | HR: m.phokoje@botlhale.ac.bw | **Principal:** a.jones@botlhale.ac.bw
Deadline: 23/12/2025





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REPUBLIC OF BOTSWANA









National AIDS and Health Promotion Agency
NAHPA Botswana



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NAHPABotswana



MINISTRY FOR STATE PRESIDENT

EXTERNAL ADVERTISEMENT

REF NO: MSP 4/6/14 I (13)

2nd December 2025

Applications are invited from suitably qualified candidates for the following position in the Office of the President:

1.Vacancy Circular No 35 of 2025

Position title: Assistant General Counsel (Civil Litigation)

Salary Scale: E1 (512 148-532 860) per annum

Leave: 30 working days per annum

Benefits:

- Optional contributory medical aid scheme with the Botswana Public Officers' Medical Aid Scheme (BPOMAS) (Government pays 50% and employee pays 50%)
- Government will also contribute 50% of the medical aid cover for individuals who are already members of a different Medical Aid Scheme other than the BPOMAS
- A contract of 24 to 36 months, with a gratuity of 30% payable upon expiry of contract.

Qualifications:

- Bachelor Degree in Law.
- Masters in Law will be an added advantage.

Experience:

- At least 14 years post qualification legal experience, of which two (2) years should have been served satisfactorily at E2 salary scale or equivalent in government or other sectors.

Main purpose of the job:

To advise on litigation on behalf of Office of the President on all complex suits including vetting of legal documents and rendering legal advice.

Key Performance Areas:

- Gives instructions on litigation matters on behalf of the Office of the President
- Drafts and vets court documents within the Office of the President on complex legal matters.
- Initiates and prepares case process before transmission of the case to Attorney General's Chambers
- Conducts legal research
- Drafts a writ of execution (instruct deputy sheriff to attach and execute writ of execution).
- Vet responses to all appeals, complaints, and queries grievances made to the President.
- Drafts responses on requests for clemency, and pardons to the President.
- Advises the Permanent Secretary to the President on appeals related to the public service.
- Provides secretarial services for NCCFI.
- Coordinates and manages staff performance by establishing and ensuring that contracts are signed with staff and that reviews are undertaken in accordance with Public Service PMS and agreed schedules.
- Fosters continual improvement of staff engagement by providing on-the job training, coaching and mentoring as needed, ensuring that all the staff meet or exceed the requirements of their performance contracts.
- Resolves all disciplinary and grievance issues in accordance with Botswana labour legislation, Public Service disciplinary policies, codes and agreed turn-around times.

Essential Competencies:

- Deciding and Initiating action
- Leading and Supervising
- Adhering to Principles and Value
- Analysin
- Formulating Strategies and Concepts
- Adapting and Responding to Change
- Delivering Resulting and Meeting Customer Expectatio
- Planning and Organising

2. Vacancy Circular No. 36 of 2025

Position title: Director (Governance Oversight Internal Affairs)

Salary Scale: E1 (P512 148-P532 860) per annum

Leave: 30 working days per annum

Benefits:

- Optional contributory medical aid scheme with the Botswana Public Officers' Medical Aid Scheme (BPOMAS) (Government pays 50% and employee pays 50%)
- Government will also contribute 50% of the medical aid cover for individuals who are already members of a different Medical Aid Scheme other than the BPOMAS
- A contract of 24 to 36 months, with a gratuity of 30% payable upon expiry of contract.

Qualifications:

- Degree in Sociology or in any other related field.
- Master's Degree will be an added advantage.

Experience:

- Minimum of sixteen (16) years' relevant work experience, two (2) years of which should have been served at Executive management level or equivalent in government or other sectors.

Main purpose of the Job

- To coordinate, manage and provide strategic leadership and guidance on interior or domestic affairs particularly relating to Botswana culture, traditions, norms and Setswana value system.

Key Performance Areas:

- Guides in the formulation, review and implementation of cultural policies and strategies.
- Analyses the effectiveness of the cultural policies, strategies and programmes and advises on improvements.
- Monitors policy implementation and to ensure that policies are executed in conformity with Government Agenda.
- Serves as an honest broker of policy options in the field of culture, rather than as an advocate for his or her own policy agenda
- Advises on Botswana culture, traditions, norms and Setswana value system.
- Advises on the implications of the various Government Policies, laws and Programmes on the Botswana culture and Setswana value system.Advises Government on cultural collaboration and exchange programmes with other Countries.Coordinates national activities for promoting Botswana culture, traditions, norms and value system
- Facilitates bodies responsible for promoting culture in Botswana.
- Develops new cultural programmes by strategically reviewing existing ones for relevance and adequacy.Collaborates with key stakeholders such as Traditional Leaders, Community Leaders and Educators in implementation of policies and programmes underpinning the national culture and value system.
- Undertakes any other related duties as required to meet exigencies of the service.

Essential Competencies

- Deciding and initiating actions
- Leading and supervising
- Working with people
- Adhering to principles and values
- Persuading and Influencing
- Analysing
- Formulating Strategies and Concepts
- Adapting and Responding to Change

APPLICATIONS:

Applicants should quote the number of this vacancy circular and provide the following details;

- Full names, address, date and place of birth
- Brief summary of career with duties (Curriculum Vitae)
- Certified true copies of certificates and National Identity Card
- Two (2) copies of recent work-related references (not more than six (6) months old)
- In case of serving officers;
 - i) Date of appointment
 - ii) Present post, scale and date of appointment thereto

In case of candidates from parastatals and private sector organizations, please provide statement of salary or pay.

IMPORTANT:

All applications from serving Public Officers must be routed through their respective Heads of Departments and Permanent Secretaries. Applications not so routed will not be considered.

Applications should be addressed to:

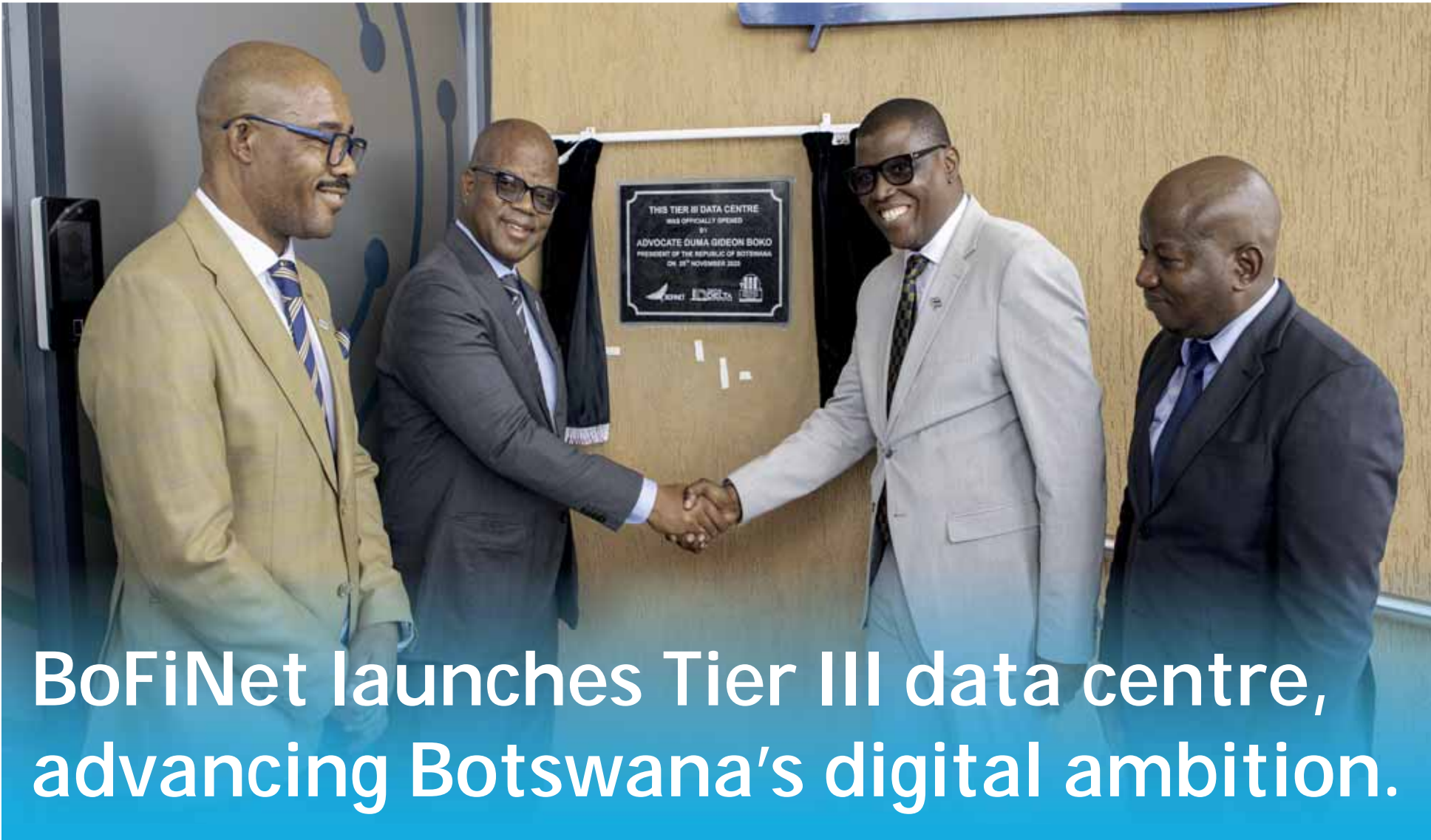
Permanent Secretary
Ministry for State President,
Private Bag 001,
Gaborone

Or hand deliver at Ministry for State President, Finance House, 1st Floor Records Management Unit, Office No 108

Only shortlisted candidates will be responded to

CLOSING DATE: 15th December 2025

For any enquiries, please contact 3950800



Botswana's digital landscape reached a defining moment this past week when Botswana Fibre Networks (BoFiNet) unveiled the Digital Delta Data Centre (DDDC), the country's first Tier III-certified carrier-neutral facility of its scale. The launch, graced by the Minister of Communications and Innovation, Honourable David Tshere, and attended by cabinet ministers, dignitaries and regional industry players, signalled a new era for Botswana's digital ambitions and its place within the global technology ecosystem.

The DDDC did not emerge overnight. Its story began in 2016, when BoFiNet recognised that Botswana's growing digital ecosystem required a modern, resilient and future-ready data infrastructure. Nearly a decade later, the vision materialised into a world-class data centre built entirely through revenue generated from BoFiNet's own operations, an achievement that Acting Chief Executive Officer, Mr. Keabetswe Segole, described as a defining moment for the organisation.

Reflecting on the journey, Mr. Segole said the milestone represented more than the completion of a technical project. It was, in his words, "a demonstration of the capability, dedication and perseverance of our teams, who worked tirelessly to deliver an asset worthy of national pride." He noted that the DDDC had been designed not only to support Botswana's digital future, but to anchor the country's position as a regional hub for high-reliability data hosting and digital innovation.

The facility earned its **Tier III Certification of Constructed Facility (TCCF)** from the Uptime Institute on 23 October 2025, an endorsement that placed Botswana in a select class of countries offering infrastructure capable of running uninterrupted even during planned maintenance. For enterprises and Government alike, this meant improved resilience, predictable uptime and the confidence to scale digital operations securely.

In his address, Minister Tshere emphasised that the DDDC aligned with Botswana's national agenda to expand digital access and modernise public service delivery. He highlighted that the migration of key Government systems to the DDDC would strengthen service availability, enhance data protection and accelerate the shift toward a fully digital State. He added that the facility completes an ICT ecosystem that includes extensive backbone fibre, undersea cable investments and regional connectivity partnerships, positioning Botswana for digital competitiveness.

The Chairperson of the BoFiNet Board of Directors, Mr. Molemisi Sechaba, expressed appreciation for the collaboration that made the project possible. He noted that the data centre enhances Botswana's attractiveness to global digital investors and reaffirmed the Board's commitment to supporting infrastructure that drives national transformation.

Beyond government systems, the DDDC has set the stage for private-sector innovation. As a vendor-neutral, high-security and energy-efficient environment, it offers businesses the opportunity to expand cloud capabilities, reduce capital expenditure on in-house data centres, and improve customer experience with lower latency and elevated reliability. For emerging sectors such as fintech, health tech, AI and IoT, the DDDC presents an enabling foundation for growth.



Arts & Culture

Mahogany Restaurant diners spoil for choice

Ketshepile More

GABORONE

This festive season, diners can look forward to a fresh burst of flavours and elevated culinary experiences as Avani Gaborone Resort and Casino unveils a refined new menu devoted to indulgence and innovation.

This festive season, diners can look forward to a fresh burst of flavours and elevated culinary experiences as Avani Gaborone Resort and Casino unveils a refined new menu devoted to indulgence and innovation.

The Mahogany Restaurant introduced its vibrant, stylish, and flavour-packed main menu on Friday, promising a pampering culinary journey for food enthusiasts.

Curated under the leadership of Chef Bernard Phuti, the bespoke menu features

premium ingredients, including corn, pickled vegetables, morula, Tswana chicken, Kapenta fish and beef complemented by carefully selected wines from Fine Brands (Pty) Ltd.

“We put together something a little bit different. This evening’s menu is a journey through various districts of Botswana. We took what is grown in different parts of the country and infused those elements into each dish,” said Avani Gaborone General Manager, Williem van Heerden.

Designed to elevate the dining experience, the comprehensive new menu offers sophisticated banqueting crafted to appeal

to both hotel guests and local patrons, setting a new standard for the revamped Mahogany Restaurant.

On the plate...

Guests were welcomed with an Amuse Bouche with venison carpaccio thinly sliced and marinated in olive oil, lemon juice, and micro herbs offering delicate flavours that set the tone for the feast ahead.

A beef biltong starter, featuring shredded dried beef, followed, while an alternative goat cheese bruschetta offered a creamy blend of goat cheese seasoned with salt, pepper, and herbs, topped with a drizzle of honey.

The Clemen Gold sorbet, served in elegant glassware with fresh mint, lime, and a hint of honey, offered a refreshing, smooth texture and effectively reset the palate for the main course.

The main dishes harmoniously blend local flavours with international culinary techniques.

A standout is the Tswana chicken roulade, chicken breast stuffed with crushed fillet, paired with bogobe jwa lerotse and morogo wa dinawa. Another culturally inspired but globally appealing dish is the wildebeest seswaa steak, crusted with avocado, coriander, and chilli, and served with traditional zengwe (lebelebele) and morogo.

The inclusion of bogobe jwa lerotse and zengwe as starch options brings a rich traditional touch to the menu, while the accompanying morogo wa d i n a w a offers a homely,



Goat cheese served on bruschetta with drizzle honey. Photos: Phenyo Moalosi



Amuse Bouche with venison carpaccio thinly sliced and marinated in olive oil, lemon juice and micro herbs.

comforting appeal. For beef lovers, the beef fillet was the undisputed highlight a tender slice sautéed and finished in mustard, Worcestershire sauce, mushrooms, herbs, and cream. Paired with corn and morogo, the melt-in-your-mouth fillet is likely to become a customer favourite.

The morula chilled yoghurt mousse stole the show — a light, creamy dessert made from strained yoghurt infused with morula juice and topped with chocolate shavings. Its refreshing taste and velvety texture left a memorable finish.

However, the Kapenta fish cake, though visually appealing, fell short on

flavour. Despite being served with pickled vegetables and cucumber salad, it did not impress and may benefit from reconsideration during menu refinement.

Overall, the curated dishes were both visually stunning and flavourful, complemented by exceptional wine pairings. Red meat dishes were matched with a Pinotage, celebrated as a proudly A f r i c a n wine. **BOPA**



Tswana chicken roulade.



Wildebeest seswaa served with Lebelebele.



Morula chilled yoghurt mousse.



Beef fillet served with corn and morogo.



Tonota FC's Odirile Lekoba (left) in action against Ferry Wanderers' Mothusi Sekgobokgobo during the First Division North encounter in Francistown on Saturday. Tonota FC won 1-0. Photo: Courtesy of Killer Pass

Tonota FC extend lead after defeating Ferry Wanderers

Kelebogile Taolo

TONOTA

Tonota FC, affectionately known as Sepondo se a debola, have on Saturday, secured a crucial 1-0 victory against Ferry Wanderers to extend their dominance and unbeaten streak at the top of the First Division North.

The result cements their commanding 10-point lead, taking their total to 32 points. While the league leaders celebrated the win, post-match interviews from both benches offered a pragmatic tactical assessment from the winning coach and encouragement for the defeated side.

In a post-match interview, Tonota FC head coach, Thaloba Nthaga, admitted that his players did not have their best game, which accounted for the narrow scoreline, courtesy of an early Odirile Lekoba goal in the 13th minute.

Nthaga said football was about collecting points and vowed to continue prioritising wins and leave no room for complacency.

Their current run, characterised by an unbeaten record and significant goal difference, reflects a focused drive to gain promotion to the FNB Premiership and

establish Tonota as a formidable force in elite football.

Their passionate fan base, who pack the grounds wearing club merchandise, are a crucial element of the club's identity and recent success.

On the opposing bench, Ferry Wanderers' coach, Murphy Maseko, said he was happy about his players' performance despite the defeat.

Maseko praised his side for creating chances that were often denied by Tonota's goalkeeper. He felt his team deserved at least a point, though he admitted they were up against a highly motivated and top-of-the-table side. Meanwhile, Tonota FC's unwavering pursuit of promotion now takes them to Mahalapye to face BR Highlanders.

The fixture represents a challenging test against an experienced club fighting to regain their former top-flight status.

BR Highlanders, alias Stimela, boast significant history, having first secured promotion to the Premier League in the 2012 season and winning the First Division North title again in the 2017-18 season.

Their current position means they are also aiming for an immediate return to the elite league.

The challenge for the Tonota side, however,

is that playing away in Mahalapye against a team with recent Premier League history would demand both resilience and discipline. The match would be a critical examination of Tonota FC's approach.

Tonota FC are currently on a run of at least five consecutive wins, a streak that reflects strong management, coaching and passionate supporter backing.

All eyes would be on whether Coach Nthaga's strategy of prioritising points over aesthetics can continue to deliver three points against the formidable BR Highlanders in their next fixture. **BOPA**

Botswana falls to South Africa in netball cup tournament

Botswana men's netball national team began their Africa Netball Cup tournament on a low note after suffering a 38-58 defeat to South Africa in their opening match played yesterday in Lilongwe, Malawi.

The continental tournament, which brings together top teams from across Africa, kicked off yesterday and is scheduled to run until December 14, 2025 at the Griffin Saenda Sports Complex. Botswana women's first game was yesterday against Uganda. Also, the ladies will tomorrow takes on Tanzania and later play Zimbabwe, whilst the Men's side takes on Uganda today, and face Zimbabwe on Thursday to complete their Pool games.

Despite facing tough fixtures, Botswana Netball Association (BONA) spokesperson Regent Pitso remains resolute that the teams were determined to deliver.

It is his strong conviction that the monthly camps that were held in Jwaneng have fully prepared the teams. **BOPA**

Dortmund tighten top-three grip with win over Hoffenheim

BERLIN

Borussia Dortmund produced a controlled, efficient display to secure a 2-0 home win over Hoffenheim on Sunday, strengthening their hold on a top-three position in the Bundesliga.

The visitors arrived in good form and began confidently, staying compact and matching Dortmund's intensity during an even first half that produced few clear chances.

Both sides pressed aggressively in midfield, with disciplined defending limiting openings in the final third. Dortmund broke the deadlock just before halftime with their sharpest move of the match.

Julian Brandt found space inside the penalty area and finished from close range after a well-timed overlap down the right created the opening.

The home side took greater control after the break, dictating the tempo and restricting Hoffenheim's attacking rhythm.

Their superiority was rewarded shortly after the hour when Nico Schlotterbeck reacted quickest to a set piece, sliding the ball into the corner to double the lead.

Hoffenheim pushed for a response and made attacking changes, briefly threatening with a late effort that flew over the bar, but Dortmund's defence remained composed as the hosts managed the closing stages with little alarm.

The result extends Dortmund's strong home run and keeps them firmly in the fight near the top of the table, while Hoffenheim saw their recent momentum checked despite a competitive display.

"We are of course satisfied because we won. We kept a clean sheet and allowed nothing tonight. We defended well and it was a deserved victory.

Nothing spectacular, but an important home win for us," said Niko Kovac. Elsewhere in the 13th round of the Bundesliga, the northern derby returned for the first time since February 2018 and ended in dramatic fashion.

Werder Bremen scored first before Hamburg responded with two goals. Justa Njinmah's late equaliser appeared to rescue a point for Bremen, but Yussuf Poulsen struck in the closing moments to give Hamburg a 3-2 victory. **Xinhua**



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Northside Primary School is an international school accredited by the Council of International Schools (CIS) and authorized by the International Baccalaureate (IB) to offer the Primary Years Programme (PYP). With approximately 580 students from over 36 nationalities, we are a vibrant, well-resourced community situated on an attractive campus in Gaborone, Botswana.

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Headteacher x1 | Job Description:

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Requirements:

- Minimum postgraduate qualification in Education
- Proven track record in school leadership, with at least 5 years in a senior leadership position
- Experience in international schools and deep understanding of the IB PYP framework
- Strong interpersonal, organizational, and strategic leadership skills

PYP Coordinator x1 | Job Description:

Lead the implementation and development of the IB Primary Years Programme. Facilitate curriculum planning, support teachers in PYP delivery, ensure programme integrity, and liaise with the IB and accreditation bodies.

Requirements:

- Minimum Bachelor's Degree in Education or related field
- Minimum 5 years of experience as a PYP Coordinator or equivalent
- In-depth knowledge of IB philosophy and PYP standards
- Strong communication and mentoring skills

General Requirements for All Positions:

- Advanced computer literacy and educational technology integration skills
- Fluency in English and proven experience teaching in English
- Active involvement in the afternoon co-curricular programme
- A strong commitment to the school's vision, mission, and values
- Flexibility, initiative, and the ability to work collaboratively in a team
- IB-PYP curriculum and CIS accreditation experience highly preferred

The school offers a competitive salary and benefits within the region.

In accordance with the school's Child Safeguarding and Safer Recruitment policies, a police clearance certificate, references and other related documents will be requested at any point during the recruitment process.

A letter of application with a CV and Portfolio highlighting key achievements in your teaching career (compiled into one document) should be addressed to:

Email: hr@northside.ac.bw | **Closing date:** 23rd December 2025

Only those short-listed will be contacted

Note: The names and contact details of two referees (one from your current school) must be included in your application.



Plot 2786, Tshakadi Crescent Ext 9, Gaborone, Botswana | P O Box 897 Gaborone | EMAIL: administration@northside.ac.bw | CONTACT: +267 3952440

TRANSFORMING LIVES

DailySport

Botswana International Cross-Country Saturday

“This is a professional event where participants expect to be awarded for their performance.

Therefore, the upgraded status comes with competitive prize money and senior men and women winners in the 10km race will walk away with US\$ 1 000, second runners-up with US\$ 600 and the third runner-up with US\$ 400.”

Booster Mogapi

MODIPANE

Glody Dube International School and Sports Academy in Modipane is set to host the Botswana International Cross-Country Marathon billed for December 13.

In an interview, Golden Door Sports Agency co-founder, Glody Dube, said they were ready to host the cross-country marathon and significant progress had been made in preparations for the meet.

Dube said it was important to share their event calendar with stakeholders now that their event marked its debut after World Athletics granted it Bronze status.

He said they were determined to organise world-class events

where talent was groomed and international athletes participated to give the event a higher status.

He added that athletes from countries like Kenya, South Africa, Zimbabwe, Lesotho, Namibia and South Sudan had confirmed their participation, and he was eager to see them take part in the cross-country event.

“This is a professional event where participants expect to be awarded for their performance. Therefore, the upgraded status comes with competitive prize money and senior men and women winners in the 10km race will walk away with US\$ 1 000 (about P14,700), second runners-up with US\$ 600 (about P8,800) and the third runner-up with US\$ 400 (about P5,900),” he said.

He further said there were junior categories, which would include an 8km race for men and a 6km race for women, while the youth category would feature a 6km race for boys and a 4km race for girls.

Currently, Dube said they did not have a title sponsor and called on potential sponsors to come forward and partner with them.

However, he thanked Modipane Guest House for partnering with them to accommodate all their athletes, which he said would simplify logistics like transportation during the event.

He also indicated that they had invited organisers who ran similar events so that they can share experiences and discuss the challenges of preparing meets of such magnitude.

Local Organising Committee (LOC) member, Harold



Athletes from countries like Kenya, South Africa, Zimbabwe, Lesotho, Namibia and South Sudan have confirmed participation at Botswana International cross-country this Saturday.



Glody Dube

Mosomane, said their duties included organising events under the umbrella of the Golden Door Sports Agency.

Mosomane said they were currently organising five annual events, and the Botswana International Cross-Country, which would be held at the Glody Dube International School and Sports Academy in Modipane, required a budget of over P700 000.

He confirmed that they currently had no sponsors for the event except, for a contribution

of P30,000 received from Abotle Juice.

He reiterated that they did not have a title sponsor and called on all sponsors to come on board, highlighting that they would be given marketing and publicity rights. Mosomane added that they were currently negotiating with other potential sponsors and remained hopeful of a positive outcome.

He pointed out that a significant setback was that some potential sponsors targeted more popular events like the Golden Prix,

and therefore, a lot of education must be done to show them the importance of supporting other events like the Botswana International Cross-Country.

“We will continue to seek sponsorship for other events in the sports agency’s calendar and we remain hopeful that sponsors will assist,” he said.

Mosomane further implored the corporate world to support locally organised events and would in turn reap the fruits of their labour in the near future.

BOPA



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