

# DailyNews

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INFORMS  
AND  
EDUCATES

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#BwMindsetChange

## Gofhamodimo steps in



Legislators welcoming Ms Boitumelo Gofhamodimo after she was endorsed as Specially Elected Member of Parliament in Gaborone yesterday. Ms Gofhamodimo was elected by 34 legislators. She previously served at the SADC secretariat as the director of Trade, Industry, Finance and Investment. Ms Gofhamodimo was also Sustainable Development Goal project manager, UNDP Botswana. Photo: Godfrey Mpuse

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# Tsabong district hospital gets green light

By Calviniah Kgautlhe

TSABONG - The much anticipated construction of a hospital in Tsabong is gradually gaining traction with the contractor on site to design and build a 53-bed health facility in Tsabong East.

Speaking during Tsabong District full council session on Monday, chairperson, Mr Hendrick Jacobs said the construction of the hospital was given a green light with project design and construction carried out under the Development Manager Model.

He said project managers, Nama Consulting Engineers and Planners SA had already met with village authorities and conducted site inspection February 13.

On other major district projects, Mr Jacobs said Tsabong Multispecies Abattoir was almost complete with overall civil works at 97 per cent completion rate.

Water treatment plant for reverse osmosis has been installed and most structures of the main building components such as the administration block, a slaughterhouse and rendering area are close to completion, Mr Jacobs said.

He said currently, the contractor was paving the parking area within the abattoir, interior lairage and the air affluent plant and was also working on completing the main road bed.

“The only materials absent from the site are the two modules for air affluent that are to be transported from South Africa,” said Mr Jacobs.

As for the Bray Community Farm Project, he said it was completed and was awaiting handover from the company to the Department of Animal Production.

The project, he said, was funded through LIMID under



Mr Jacobs

the Water Development for Small Herd Owners in Communal Areas package.

The project was awarded to HHH Drilling company with a total cost of P5 765 290, which covered the cost for survey, drilling and borehole equipping.

Mr Jacobs said borehole drilling and equipping had been completed and water pipes reticulated to the watering point, covering a distance of 3.5 kilometres.

Responding to the council chairperson’s speech, Bray/ Boshoeck councillor, Mr Lawrence Tsebeng appreciated developments and pace of project implementation of Bray community farm, which he said would create employment opportunities. “The project has long been completed, but it is taking too long to be handed to the community. Many of Bray people have expressed optimism to put it to good use” he said.

Gakhibane’s Councillor Tirelo Pule said development of the road infrastructure in the district progressed well and would complement major projects being developed. He said Mmathethe-Bray road would connect the district with urban areas cost effectively.

He also said the construction of the new hospital was a welcome development, which was long overdue in the district, adding that it would reduce patient referrals to Princess Marina Hospital in Gaborone.

Cllr Pule appreciated that the abattoir was almost complete, but expressed concern over construction extensions.

He said they expected that by February the abattoir would have been completed.

Vaalhoek/Rappelspan’s Councillor Phillipus Morerwa appreciated that the district was making headway with major projects such as the abattoir, Tsabong mini stadium and now the commencement of the new hospital.

“To have a fully-fledged hospital in the district was our biggest dream and it has come true. We are slowly becoming urbanised,” he said.

Werda’s Councillor Obokeng Maletsi said the construction of a new hospital was one of the major achievements for the district albeit with government faced with financial resource constraints.

“Selo se ke kgatelopele e kgolo. Ke selo se sentle se se tlaa thusang metse yotlhe e e mo kgaolong. Ka jalo, se tshwanetse sa opelwa legofi,” Mr Maletsi added. **BOPA**



Ms Mokgwathi (left) and Mr Sefawe briefing the media on the latest developments and planned activities by the commission in Gaborone on Tuesday. Mr Sefawe said for Botswana to achieve sustainable economic development, there was need to diversify private sector-led export economy. Photo: Godfrey Mpuse

# 1+3 Model to enable high-income status

By Ketshepile More

GABORONE - Botswana’s aspirations of achieving a high-income economy status are dependent on the 1+3 Model.

The 1+3 model is Vision 2036 pillars for the strategy framework used to inform the National Transformation Strategy (NTS).

Explaining the model during the National Planning Commission (NPC) media brief on Tuesday, NPC Assistant Commissioner General-Policy and Strategy Mr David Sefawe said pillar 1 of the Vision 2036 (Sustainable Economic Development) was considered as the ultimate outcome to achieve the high-income economy status.

“The other three pillars; Human and Social Development, Sustainable Environment as well as Governance, Peace and Security are enablers to pillar 1, hence the 1+3 model,” explained Mr Sefawe.

He said to advance economic growth, inclusivity for all is important where all national stakeholders such as the public, private and development partners collaborate to achieve that.

Mr Sefawe said the 1+3 model was sector-based with the theme, ‘Innovating for Economic Growth,’ with eight sector priorities, which would lead to achieving the high-income economy.

Mining, tourism, agriculture, manufacturing, transport and logistics, trade, sports and creative industries, financial as well as real estate and business are the priority sectors to achieve the high income economy and they are divided into mature and growth sectors.

Mining, trade and financial are considered mature sectors whilst the rest of the sectors are classified as growth ones. Mr Sefawe said growth sectors had the potential to increase the GDP as well as create

employment.

Additionally, Mr Sefawe said to achieve a sustainable economic development, there was need to diversify private sector-led export economy.

He said Botswana had over the years failed to diversify from minerals, particularly diamonds. He said the time is now to diversify.

To achieve the high-income economy status, Mr Sefawe said the Commission had set targets.

He said achieving six per cent annual rate of growth of real GDP by 2030, compared to the current 4.2 per cent of 2022, and the GNI per capita of US\$10 000 by 2030 compared to US\$6 430 of 2022, being on top 50 of economic complexity ranking by 2030 compared to being ranked 115 in 2020 by Harvard, are some of the performance indicators under pillar 1 of Vision 2036.

Regarding targets under economic enablers of pillars two to four, Mr Sefawe highlighted to be in the top 20 in the world by 2030 compared to being number 57 in 2022 on gross domestic expenditure, to be ranked top 50 in the world by 2030 on quality infrastructure compared to 94 in 2021 as ranked by the Global Quality Infrastructure Index Programme.

He also added that the Commission was planning to improve delivery structures and have improved implementation of programmes/projects at 70 per cent by 2030 compared to 13 per cent in 2022.

Meanwhile, Assistant Commissioner General - National Planning Commission, Ms Koontse Mokgwathi said in order to accelerate Botswana’s economic performance, there is need to drive all four pillars of Vision 2036 and coordinate and monitor

implementation across all the affected sectors.

She said programmes and projects for NDP 12 should be aligned with the NTS 1+3 model and objectives.

“These include appraisal and selection of programmes and projects. Thorough adherence to this model will ensure that the programmes and projects implemented will deliver value and drive the attainment of NTSs strategic objectives,” Ms Mokgwathi said.

She said implementation has been a long-standing challenge for Botswana, wherein resources had been allocated each year to development projects.

However, deficiency in planning has contributed to poor implementation that has resulted in low return on investment.

Ms Mokgwathi said contributing factors to these challenges included programmes and project selection, project and planning implementation, policy development and coordination, high levels of corruption and monitoring and evaluation.

She therefore said the NPC would oversee the delivery of the NTS across the nation, playing a strategic coordinating role of providing inclusive leadership in national strategy development, planning, implementation coordination as well as performance monitoring and evaluation.

To drive the NTS and Vision 2036, it is important to have aligned systems to sustain national performance and Ms Mokgwathi said the planning cycle would align with the electoral cycle in that regard.

Subsequent to the approval of the NTS by Cabinet, Ms Mokgwathi said the NPC would cascade to all stakeholders to familiarise them with strategy direction, approaches, strategic objectives and their role in the implementation process.

“The importance of cascading the strategy is to cultivate its ownership and buy-in, and the objectives of the NTS are to be achieved through a sector-based strategy whose development will be guided by the NPC,” she said. Furthermore, she said the NTS has indicators, which will be used to monitor the progress of the implementation in every pillar of the strategy, and will be provided on semi-annual basis. **BOPA**

# Flu symptoms, COVID-19 reports increasing

GABORONE - There is an increasing number of people with influenza-like illness and COVID-19 cases at health facilities.

A statement from the Ministry of Health says in the past four weeks cases of influenza-like illnesses ranged between 5 300 and 8 627 per week, while those of COVID-19 ranged between two

and 41 per week.

The Ministry assures the public that the situation is under control, and that it remains steadfast in its commitment to closely monitor the situation and implement appropriate measures as may be necessary.

The statement requests members of the public to exercise vigilance

and protect themselves as may be advised by health authorities from time to time.

It says some of the protective measures include practising hand hygiene protocols, promptly seeking medical attention if experiencing symptoms such as fever, cough, sore throat, body aches, fatigue and difficulty in breathing, among

others and if necessary, observe physical distancing measures and wear masks.

Additionally, the statement advises the public to stay informed through credible sources of information such as updates from the Ministry of Health and reputable healthcare professionals. **BOPA**

# Citrus project secures European Union market

By Chendzimu Manyepedza

GABORONE - The Selebi-Phikwe Citrus project is expected to export its first harvest to the European Union (EU) markets starting next month.

This was revealed by Assistant Minister of Trade and Industry, Ms Beauty Manake in an interview on Wednesday.

Ms Manake said currently, a total of 800 hectares of land had been ploughed and the expected harvest included among others, lemons, oranges, grape fruits and naartjies.

She said all necessary logistics and arrangements in relation to

the exportation process had been concluded.

She said besides the EU market, another target market was the United States among other international countries.

“I am hopeful that the harvest will be done timely and reach the intended market.

This will be the first of its kind and will be of significant benefit to the country.

A large portion will be exported to EU and the remaining will be sold locally and to other African countries,” she added.

Ms Manake also said the project was a milestone achievement towards economic diversification,

new viable opportunities for farmers and entrepreneurs, which would in turn boost the overall economic growth of the country.

She said it was imperative for small scale business operators to take advantage of the newly introduced Chema-Chema initiative to grow their businesses as well as profit-making.

“There is a lot to benefit from this project, manufacturing of citrus products such as jam is one of the low hanging fruits that small scale entrepreneurs could benefit from, hence the need to make use of Chema-Chema because startup capital can be a challenge,” she said.

Ms Manake said production of citrus fruits locally had significantly contributed to food security and sufficiency.

“It has also enhanced nutrition from local produce and this is also a step towards reducing the import bill that the country has battled with over the years,” she said.

Furthermore, the assistant

minister said the project would also assist in efforts to address unemployment and would also promote skills transfer.

Ms Manake said prior to the harvest, there would be an exhibition intended to equip farmers and entrepreneurs with modes to engage in order to grow their project. **BOPA**

# Gofhamodimo new specially elected MP

By Thato Mosinyi

GABORONE - Parliament has elected Ms Boitumelo Gofhamodimo as the new Specially Elected Member of Parliament (SEMP).

A total of 47 MPs participated in the election yesterday with 34 voting in favour, 10 abstaining while there were two spoiled votes while one MP did not partake in the election process.

The election of Ms Gofhamodimo followed appointment of former SEMP and minister, Ms Philda Kereng as Botswana’s ambassador to Nigeria.

Prior to the election process, Speaker of the National Assembly, Mr Phandu Skelemani explained that Section (58)2 of the Constitution of Botswana provides that in addition to the President, the National Assembly shall consist of six specially elected members who shall be elected in

accordance with the first schedule to the Constitution and subject therefore in accordance with the provisions of an Act of Parliament.

“We are therefore gathered here today to fill in the sixth vacant seat created by the appointment of Ms Kereng to Nigeria,” Mr Skelemani said.

He said the meeting was convened to implement the first schedule of the constitution that gave effect to the provisions of Section 58, whose clauses governed the election of specially elected members.

Such provision, he said, empowers the Speaker to call the election of specially elected members.

Ms Gofhamodimo previously served at the SADC secretariat as the director of Trade, Industry, Finance and Investment.

She was also Sustainable Development Goal project manager, UNDP Botswana. **BOPA**



Selebi Phikwe Citrus project is expected to export its first harvest to the European Union (EU) markets starting next month. Ms Manake said besides the EU market, another target market was the United States among other international countries.

# Botswana grateful for European Union support - Molao

By Lesedi Thatayamodimo

GABORONE - European Union (EU) has been hailed for supporting the implementation of the SADC Regional Agricultural Policy (RAP), which was funded through the European Development Fund.

Minister of Agriculture, Mr Fidelis Molao said the nine million Euro support provided in 2018 had enabled SADC to embark on a collaborative journey aimed at improving the performance of the region’s agricultural sector.

Mr Molao was speaking at a workshop to mark the end of the SADC-led project titled: Support Towards Operationalisation of the SADC Regional Agricultural Policy also known as STOSAR, in Gaborone on Tuesday.

The STOSAR project was designed to provide innovative, inclusive and sustainable solutions to challenges affecting food production, productivity and competitiveness of the region’s agriculture sector.

In that regard, Minister Molao said as the five-year journey of the project came to an end, there

had been a transformation in the landscape of agriculture in the SADC region.

“The project has demonstrated that collaboration among the EU, SADC and the Food and Agriculture Organisation (FAO) in partnership with the region’s centres of excellence can bring about the positive transformation of the agricultural sector, he said.

He said it was important to reflect on the progress made by the STOSAR project, particularly in steering SADC countries towards fulfilling the objectives outlined in the SADC regional agricultural policy.

Such objectives include sustainable agricultural production, improving regional and international trade as access to markets for agricultural products, as well as reducing social and economic vulnerability concerning food and nutrition security amid evolving economic and climatic conditions.

Highlighting some notable achievements of the STOSAR project in Botswana, Minister Molao talked about the facilitation

of a comprehensive Joint Sector Review of the country’s Ministry of Agriculture.

“The review has provided invaluable insights that have guided our strategic initiatives and fostered an environment conducive to evidence-based decision-making,” he said.

In addition, he pointed out that the targeted capacity-building efforts had equipped government officials with essential skills and knowledge in Agricultural Information Management Systems, Animal Health and Plant Health.

Furthermore, he said the project’s support for surveillance activities of transboundary animal diseases had facilitated swift action to mitigate disease outbreaks, ensuring the health and sustainability of livestock and agricultural enterprises.

Mr Molao also hailed the significant milestone achieved through the STOSAR project of installing a high-end server at the SADC headquarters for the Agricultural Information Management System, enhancing data management and decision-

making in agriculture. He pointed out that the initiative in collaboration with Statistics Botswana, held the potential to make Botswana’s agricultural data readily accessible to global markets.

For his part, the Deputy Head of Cooperation Delegation of the EU for Botswana and SADC, Mr Jose Becerra said they supported the project because they believed in the potential of an organised agricultural sector to contribute significantly to regional integration.

“I am happy to share with you that the EU is working with the SADC Secretariat at present to develop a new programme that will build on the successful outcomes of the current,” he said.

He said STOSAR II project would also contribute towards addressing Industrial Development and Market Integration through a transformed agricultural sector that practices sustainable management of the environment and its natural resources.

He noted that through STOSAR II the EU would continue its support for the SADC Regional Indicative Strategic Development

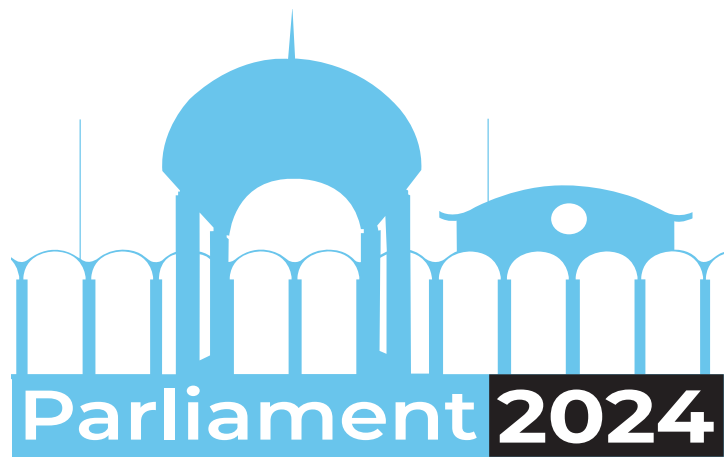
Plan (RISDP) 2020-2030, a comprehensive development and implementation framework developed to guide the regional integration agenda.

He highlighted that STOSAR II would support value chain actors and improve the policy environment to facilitate their access to global markets with high quality and safe products in line with the principles and approaches to agro-ecology.

On the just-ended STOSAR, Mr Becerra noted that the overall objective was to contribute to sustainable agricultural growth and socio-economic development for improved production, productivity, competitiveness, food and nutrition security, and agro-industry development.

Meanwhile, he urged attendees to recognise that challenges of food insecurity remained complex and evolving, exacerbated by factors such as climate change, conflict and economic instability.

He said it was imperative that SADC nations continued to build upon the foundations laid by the project, and redouble efforts to ensure food security for all. **BOPA**



## Question & answer

### Ministry to procure 73 vehicles

Assistant Minister of Agriculture, Mr Molebatsi Molebatsi says he is aware of the condition of agricultural offices throughout the country as well as the situation of transport for frontline extension workers. He said plans to address the challenges were ongoing and that his ministry was currently offering transportation for frontline extension workers and had embarked on determining the most convenient modality with which the service could be achieved. Mr Molebatsi said his ministry had requested replacement of 113 vehicles for the 2024/2025 financial year that would be distributed to various districts. He pointed out that the Central Transport Organisation had approved only the procurement of 73 vehicles amounting to over P49 million. Furthermore, he said about P15 million had been proposed to hire private vehicles and that government fleet management would facilitate the hiring from the private sector by using a one-year framework tender. The MP for Nata-Gweta, Mr Polson Majaga had asked the minister when the maintenance of all dilapidated offices throughout the country would be done and whether there were any plans to provide balemisi with transport.

### Appointment President prerogative

The appointment of the police commissioner is the prerogative of the President in terms of section 112 of the Constitution of the Republic of Botswana, says Minister of Defence and Security, Mr Kagiso Mmusi. He said the President was the one making the appointment after taking all critical factors that he needs, adding that the factors were not subject to discussion in the public. He said the past immediate commissioner of police was on suspension pending trial from March 2022 to October 2023, and that the position of commissioner could only be acted for during that period or until the case was resolved. He said there has not been any negative impact on service delivery during the time when an acting commissioner had been on charge. Okavango MP, Mr Kenny Kapinga had asked the minister to state the underlying reasons for not appointing a substantive commissioner of police and whether he did not appreciate the negative effects of having an acting commissioner for an excessive period of time.

### Ministry approves P855 000 for school furniture

Ministry of Local Government and Rural Development is aware that there is a shortage of furniture in primary schools in Serowe District with an average availability of 60 per cent. Assistant Minister of Local Government and Rural Development, Mr Mabuse Pule said P855 000 was approved for procurement of school furniture this financial year. He highlighted that a tender was awarded in January 2024 for procurement of 6 000 pupil chairs, 360 small pupils’ desks, 40 reception class tables and nine oval conference room tables. He added that the council was awaiting delivery of the same by the end of February 2024. Funds permitting, he said his ministry would continue to procure school furniture in the coming financial year. Mr Pule also noted that there was a provision under the handyman initiative and the maintenance of school furniture vote to repair used furniture. He said the allegation that pupils were asked to bring chairs from home was not true, adding that the steel chairs that were previously used in schools were available for use by pupils in instances where there was shortage of chairs. Member of Parliament for Serowe West, Mr Onalepelo Kedikilwe had asked the minister if he was aware that primary schools in

Serowe District Council were experiencing serious shortage of school furniture, and that pupils were asked to bring chairs from home as well as what was being done to address the situation.

By **Thato Mosinyi**

GABORONE - The 2024/2025 budget proposal has been hailed as a true indication of the developmental strides that the country has achieved under the leadership of President Dr Mokgweetsi Masisi. This was said by Gaborone South Member of Parliament, Mr Dumezweni Mthimkhulu when debating the budget proposal on Monday. He said it was credible that the proposed budget was a stimulus budget with an overall increase of 23.5 per cent compared to the current year’s approved budget. He added that the budget increase would stimulate growth, create employment and focus on sectors with the great potential to transform the lives of Batswana. Mr Mthimkhulu also said the historic Botswana-DeBeers Group new diamond sales deal

# Govt vows to resolve retired soldiers grievances

By **Thato Mosinyi**

GABORONE - President Dr Mokgweetsi Masisi has vowed to resolve retired Botswana Defence Force (BDF) pension grievances in an effort to improve their welfare. “As the Commander in Chief of the BDF, I would like to commend the military veterans for serving the country with distinction, commitment and diligence during their years of service, and I commit to ensure that a cordial decision on their retirement pension is reached,” President Masisi said when contributing to the 2024/2025 budget speech debate on Tuesday. He said government was committed to establishing systems and structures that would address challenges pertaining to the military veterans in recognition of their role towards the establishment of peace and tranquility that Botswana was renowned for. President Masisi said the country’s socio-economic plans were disrupted in the last five years due to the advent of COVID-19. Despite the challenges, President Masisi said significant milestones were achieved and that they positively touched the lives of Batswana.

One of the key achievements, President Masisi said was the Botswana and De Beers diamond deal. He described it as a transformational agreement that reflected the aspirations of Batswana. He said the deal underpinned the future of the Botswana/De Beers joint venture through long-term investment which would propel both Botswana forward. “The new chapter we are embarking on will see more skills development and job creation for Batswana and more diamond beneficiation done locally,” he said. President Masisi said other significant highlights of the past years were the improvement of access to water, sanitation, electricity as well as improved road networks. He added that the drive was on to position Botswana as a world class hub for Meetings, Incentives, Conferences and Exhibitions (MICE). He also noted the successful hosting of the Forbes Under-30 Summit, the US-Africa Business Summit and other high profile events. President Masisi also said Botswana’s improved foreign relations were yielding positive results and improving livelihoods.



**President Masisi (right) and Vice President Slumber Tsogwane in Parliament yesterday. Dr Masisi has vowed to resolve retired Botswana Defence Force pension grievances in an effort to improve their welfare.**  
Photo: Godfrey Mpuse

## Budget increase stimulates growth, creates jobs

spoke volumes of government’s commitment to increase Botswana’s presence and leadership position across the diamond value chain. “It is through the visionary leadership of President Masisi that for the first time in the history Botswana we managed to secure a diamond sales deal that will see Okavango Diamond Company allocation of rough diamonds increase from 25 per cent to 50 per cent over the course of the 10 year agreement,” he said. He also said the country had made a number of policy pronouncements which were part of the development roadmap which sought to propel Botswana to greater heights. He said chief amongst them was the national transformation strategy which was a blueprint for the government’s development agenda. Additionally, he said Botswana had also embarked on a vision

of transforming from an upper middle-income country to a high-income country by 2036. He said the vision was a clear ambition to charter a course driven by transformation and characterised by a knowledge-based and inclusive economy. Contributing to the debate, Okavango MP, Mr Kenny Kapinga dismissed the 2024/2025 budget proposal, saying it was off tune with the realisation of the country’s Vision 2036 aspirations and did not point to a relatively expansionary fiscal stance. “There is absolutely nothing stimulus about this budget as it lacks transformational strategies and how it is going to directly stimulate the economy, and it is also short of relatable timelines,” he said. He opposed the proposed establishment of the multibillion pula diamond for development fund, saying it would only be appropriate for all proceeds to

“I am well aware that my international travels have been questioned by many, however, it is of great importance to highlight that my travels are motivated by my desire to improve the livelihoods of Batswana,” President Masisi said. He said his job as the country’s chief diplomat was to create friends for Botswana and to work towards the country’s interests, adding that Botswana’s interests were his number one priority. He added that it was through the travels that he was able to meet with pioneers and other captains of the industry in an effort to lure foreign direct investment and to develop strong bonds that would benefit the citizenry. He commended the Ministry of Finance for coming up with a stimulus budget that would continue to drive other national priorities as outlined in the Reset and Reclaim Agenda. “It is commendable that for the first time in the history of this country, government proposes a substantial provision amounting to over P20 billion under both the development and recurrent budget,” he said, adding that the budget was destined to be a ‘game changer’. Although he acknowledged the high youth unemployment rate, President Masisi said his government had devised several initiatives to engage the youth in various economic activities. He cited the Youth Development Fund, which has experienced a 92.3 per cent budgetary increase in 2024/2025. To significantly transform the informal sector, President Masisi urged the Minister of Finance to call for an increment of P300 million on the Chema Chema revolving fund. “Clearly the P200 million proposed for the Chema Chema Fund seems to be short, therefore, it is only fitting for the ministry to propose for an extra P300 million during the sectoral committee of supply session,” President Masisi said. He also commended the proposed Motshelo scheme and the Intellectual Property Ideas Incubation centre to support indigenous research and innovation. **BOPA**

# Youth leader appeals to educators to change mindset

By Lindi Morwaeng

KOPONG - Mindset Change Youth Engagement Leader Mr Kaene Disepo has challenged educators to adopt the concept of 'growth mindset' in their professional workspace.

Addressing Kweneng Region Educators in Kopong on Saturday, Mr Disepo from the Office of the President said people with growth mindset were more likely to be motivated to improve themselves and their skills.

"They are also more resilient in the face of setbacks and more likely to embrace challenges," he said. The workshop was organised by the area MP and also the assistant minister of education and skills development Ms Nnaniki Makwinja.

He said growth mindset was a way to go as opposed to 'fixed mindset'. "Such people think that they are who they are, and they cannot change that. This can lead to a feeling of stagnation and lack of motivation," he said.

As such, Mr Disepo, also the 2015 top achiever, noted that one way to improve the student-teacher relationship and the overall school ecosystem was to encourage a growth mindset in the classroom.

However, he said an enabling structure was necessary to effect mindset change, especially in the education sector.

He, therefore, challenged teachers to engage community leaders as well as local authorities and school management for everyone to take ownership and be accountable for the education of children in their communities.

"For instance, in trying to get people to change, focus should not only be placed on young people. Let us not focus on young people to change but also on older people,"

he said.

He again challenged the educators to look for opportunities that lie in the education sector that could help them improve adding that they could model a growth mindset themselves by admitting mistakes and sharing their learning process with a student.

Another way to improve the school ecosystem, he said was to promote collaboration and teamwork. He said schools could partner with private entities and work together on projects. This, he said could help them develop problem-solving skills.

Ms Makwinja said the workshop was meant for the participants to appreciate where the mindset change concept fits in their day-to-day jobs and how it fits in the vision of this country.

She said the Global Competitive Report rated Botswana as the poorest country in work ethic hence programmes such as Performance Based Regulation (PBR) were developed as a direct reaction to these ratings.

She said if workers continued to remain in the 'fixed mindset' the country would not progress.

Kweneng Regional Director - Education Mr Steve Bothasitse said mindset change starts at an individual level. As a result, he challenged all to change the way they have been doing things despite existing challenges. He also encouraged educators to move away from a 'prevailing mindset', the one that was common among a group of people and often reflected in the way people think, feel and behave.

For her part, Mindset Change Coach in Lentsweletau/Mmopane Ms Pono Moses challenged educators to introspect and move away from a fixed to a growth mindset. **BOPA**



Ms Makwinja said the private sector had a role to play in the provision of early childhood education.

## Govt commits to early childhood learning

By Bonang Masolotatse

GABORONE - Early childhood education is important to the development of every child and government is taking steps to ensure that they are exposed to early learning, says Member of Parliament for Lentsweletau-Mmopane, Ms Nnaniki Makwinja.

Debating the 2024/25 budget proposal on Monday, Ms Makwinja, however, said early childhood education was not the sole responsibility of government.

She said the private sector had a role to play in the provision of early childhood education and further said government was working alongside the private sector to provide the education.

Ms Makwinja noted that in her constituency government was setting up a learning facility for pre-primary schooling up to Standard Three in an effort to make early childhood education accessible and to shorten the distance young learners travelled to and from school.

The legislator, who is also Assistant Minister of Education

and Skills Development, said Mmakanke, Sasakwe and Ramanku would get such facilities in the coming financial year, adding that the Sasakwe facility was already being constructed.

The MP noted that in some instances learners travelled over 20 kilometers to and from the nearest primary school.

Ms Makwinja also said the education sector was faced with many challenges such as the provision of facilities for learning and teacher's accommodation.

The MP said she was hopeful that the newly introduced Development Manager (DM) model would assist in the delivery of projects within the education sector.

On other constituency projects, she said Dikgatlong would get a health post while the Gakoto caravan tender had been completed. However, she said there appeared to be efforts by some people to frustrate government's efforts to service communities. She said a classic example was the vandalism of Water Utilities Corporation infrastructure which delayed the provision of water to the

Lentsweletau-Mmopane cluster. She pleaded with community members to report such acts which hindered service delivery.

The MP was, nonetheless, optimistic that the Lentsweletau-Mmopane cluster would get water soon.

Ms Makwinja also said through her leadership her constituency managed to have more developments in the pipeline while others were under construction, citing roads linking Lentsweletau-Hatsalatladi and Kgope-Rasesa which she said were coming.

Furthermore, Ms Makwinja requested for the construction of the Kopong-Mmamashia road, saying the road was about five kilometers long.

On other issues, the MP thanked government for upgrading health posts in her constituency, adding that other challenges such as shortage of nurses had been addressed.

The MP, who supported the budget, said the ruling party has delivered on its past election promises and that other projects were ongoing. **BOPA**

# Rantopele retires after 38 years of public service

By Thato Modiakgotla

KANYE - Serving the public brings gratification to many Batswana, who feel honoured by the opportunity to do so.

These words best describe Ms Ikothlaeng Rantopele, who has worked for the then Department of Information and Broadcasting since 1986. *Mmaikho* as she was affectionately called by colleagues is retiring as a happy citizen.

She began her service as a cleaner and was later promoted to the position of Messenger in 1990. Seven years later, she was elevated to the Messenger Reporter position. In 2017, she was promoted again, becoming a Senior Technical Assistant I, due to her dedicated service to the nation.

Many will remember Rantopele as a popular voice from Radio Botswana's Tatedisa ya Dikgang.

Speaking uring her farewell party in Kanye on Friday, various speakers had only good things to say about her.

Mr Taolo Moshaga, the Executive

Director of Global Transformation and Networks (Pty) Ltd, mentioned that Ms Rantopele was a dedicated employee who went the extra mile in executing her job.

He stated that she played a crucial role in the country's development and it was fitting for her to be honored.

He believes she still has a lot to offer the country and urged her to use the skills and knowledge acquired over the years to continue serving the nation in different capacities.

"I sometimes get motivated when I think about her; she is a unique individual. What she stands for is what she lives," he added. He further urged her former colleagues to follow in her footsteps in order to propel the country to greater heights.

For his part, Mr Emmanuel Tlale, the Principal Information Officer in the Department of Information Services, Kanye, said it was an honor to have worked with Ms Rantopele.

He mentioned how she inspired

many individuals who later joined the media industry. He also noted that despite her age, she worked well with her colleagues and respected everyone, even those younger than her.

Another colleague, Mr Tiroyaone Letlhatshane, said he had worked with Ms Rantopele since 2008, and expressed how she gave him a warm welcome when he joined the department. He described her as a loving individual who created a conducive work environment.

"She inspired us and advised us where necessary, even on our social lives. She wanted to see others prosper in all they did," he said.

Ms Rantopele expressed her gratitude to her former colleagues for working well with her over the years. She emphasised the respect and camaraderie among the staff, even though she was older than many of them.

"We used to joke about different issues but there was respect among us; they kept in mind that I was older than them," she added.

She explained that despite not attending journalism school, she believed she effectively

carried out her duties and taught many seasoned reporters how to diligently fulfill their roles. **BOPA**



Ms Rantopele



# Sigh of relief as villages connect to national power grid

By Mmoniemang Motsamai

**MOCHUDI** - The Ministry of Minerals and Energy in collaboration with Botswana Power Corporation (BPC) will officially launch the Mochudi 132/33kV substation today (FEB 22), at Mochudi substation site.

The launch, according to a press release from the ministry, is expected to be conducted by President Dr Mokgweetsi Masisi.

The release states that the project comprises construction of 132/33kV transmission bulk supply substation in Mochudi and a 37.2km 132Kv overhead line from the existing Phakalane 132/11Kv substation to the newly constructed Mochudi 132/33Kv substation.

It says the project was undertaken to cater for the increasing electricity demand in Mochudi and surrounding villages.

"This project therefore improves the quality and reliability of power supply in Mochudi and its environs," says the release.

"The substation will also facilitate transfer of Kgatleng River villages of Mabalane, Sikwane, Mmathubudukwane, Ramonaka and Malolwane from the South African grid Eskom to the Botswana grid."

The release said this is in line with the objective to eradicate dependency on neighbouring countries for supply of electricity to villages along the border.

Meanwhile, residents of river villages are beaming in joy following electricity connectivity of their villages to the national power grid.

Kgosi Michael Balebetse of Mmathubudukwane said in an interview that residents heaved a sigh of relief when they started accessing electricity from the local grid early December, 2023.

"For the first time in many years, life has improved as electricity imported from Eskom was no longer reliable like before," he said.

Kgosi Balebetse said with increased load shedding in the neighbouring South Africa, people lived in uncertainty

of power, adding that most businesses that sold perishables had closed down.

He was hopeful that closed businesses would reopen especially that most resident eke living through horticultural produce and farming.

"I can safely say power supply has been generally restored to normalcy and we now experience normal power cuts and mostly from heavy storms or rain," he said.

Kgosi Balebetse said he was hopeful that this new state of affairs would be sustained if BPC properly manages its outputs and facilities.

Another resident of Mabalane who own a poultry and piggery farm, Ms Sae Ntoga said connection to the national grid had restored normal transmission of electricity to their area.

"We are delighted that power outages were resolved much quicker than we had anticipated because we suffered for the longest time since Eskom has its own deficit problems."

She said connection into the national power grid was a huge relief to her business as they had to scale down production of their poultry that incubates thousands of eggs owing to Eskom's unprecedented load shedding.

Another resident of Sikwane, Mr Lucky Moreetsi, said following decades of reliance on South Africa's Eskom, life had been restored to normalcy as they could safely plan without fear that their perishables would rot.

He said since the connection in December, most businesses started to resuscitate and that the villagers had an exciting festive season as most household appliances were safe because initially they were damaged by rampant power cuts.

Mr Moreetsi said power cuts during summer were more frustrating, and that even worst was lack of information about the power cuts from Eskom.

"Life has greatly improved," he said. "We no longer have problems that we experienced especially when Eskom started rationing electricity supply." **BOPA**



**FNBB chairman of board of directors, Mr Balisi Bonyongo (left), Mr Bogatsu (centre) and Dr Mbo during FNBB financial results announcement in Gaborone on Tuesday. Mr Bogatsu said to achieve operational efficiencies the bank leveraged off in-country development capabilities to enhance bank platforms such as ewallet pro and loan application on App.** Photo: Gothusang Lesego

## FNBB registers P879m half year profit

By Pako Lebanna

**GABORONE** - First National Bank Botswana (FNBB) has registered P879 million or 28 per cent rise in profit before tax for the six-month period ending December 31 last year.

Presenting the bank's consolidated financial statements and dividend announcement in Gaborone on Tuesday, FNBB Chief Executive Officer, Mr Steven Bogatsu, and Chief Operating Officer, Dr Mbako Mbo, said their bank had registered broad-based profit during the period under review with commercial lending, retail and online transaction, among the key sectors driving growth.

Dr Mbo said the bank's total balance sheet grew by 15 per cent annually as a result of growth in gross customer advances across its critical operating segments.

"The retail segment grew by seven per cent and this was driven by solid growth in the personal lending portfolio (secured and non-secured) following client value proposition enhancements on scheme lending and a refresh of the WesBank product offering. The commercial segment saw a 14 per cent growth in gross advances, with sectors like agriculture, retail and tourism, among others benefiting from this growth," Dr Mbo said.

He added that the corporate segment increased by 24 per cent yearly, after registering 14 per cent growth during the same period of the previous financial year, largely as a result of financial solutions extended to the financial services sector, property sector and some state owned enterprises.

Dr Mbo said the bank's client base increased by five per cent, while some of their key performance drivers in the transaction sectors included eWallet, where they registered 7.1 million transactions, and other online services such as airtime sales which recorded P340 million sales, CashPlus and the recently introduced eWallet Pro debit card.

Business lending, particularly in the agricultural and mining sectors, small micro and medium enterprise (SMME) lending, as well as personal loans, home loans and WesBank loans were among the key performance drivers in lending. Mr Bogatsu said FNBB had heeded pleas from their customers to reduce some transactional costs which led to the bank removing charges on some of them including electricity purchase, eWallet withdrawal and for free swiping for the use of an FNBB card if the swiping machine used by a business was from the bank.

Mr Bogatsu added that they were working towards concluding their Vision 2025 strategy, which he said, hinged around digital transformation, and was anchored around the five pillars of solution-oriented people, operational efficiencies, shared value and sustainability, being customer-centred and value protection.

He further said although FNBB had looked to migrate to the digital space, the infrastructure of digital connectivity may not always support such, and therefore would maintain brick and mortar business in their 25 branches across the country, including the newly added Shakawe branch.

He said FNBB was particularly pleased to be involved with major projects that had strong potential for the economy, such as the Selebi Phikwe Citrus project.

He added that the bank had invested P12 million in corporate social initiatives and also engaged in sport sponsorship, notably P54 million recently injected into Botswana Premier League and women's football national team, the Mares, over a three year period, in addition to their existing backing of the FNB Botswana Golden Grand Prix, Kazungula Marathon and FNB World of Golf at the Blue Tree. **BOPA**



AN OPPORTUNITY FOR EMPLOYMENT EXISTS WITHIN MULTICHOICE BOTSWANA.

THE ORGANISATION

MultiChoice Group is a multinational media group headquartered in South Africa and Dubai with principal operations in pay television and video entertainment. The group operates in almost 50 countries across Sub-Saharan Africa. The Group is listed on the Johannesburg Stock Exchange (JSE).

As an African platform operator, MultiChoice Group’s expertise lies distributing media products, creating media content and selling advertising. Its key areas of operations are:

Pay Television: direct-to-home satellite and digital terrestrial television services; and

SVOD: subscription video on demand services across multiple online platforms with a focus on library and local content in developing markets. Operating in the majority of African countries, MultiChoice Group is the leading Pay TV provider in Sub-Saharan Africa, and clear market leader in most countries. Its strategy is to offer the best local and international content across multiple platforms to customers wherever they are.

The group’s strength lies in its focus on local language and culture, its entrepreneurial spirit and the quality of its workforce. Over the years MultiChoice Group has built a successful track record of identifying trends early, adapting them for the markets in which it operates and leveraging them to maximum advantage. The group generates revenues mainly by collecting subscription fees, with a moderate contribution from

advertising revenue. Its key objectives are to:

- Build its Pay TV and SVOD subscriber base.
- Focus on investment and technology.
- Maintain a local approach.
- Provide quality service.
- Attract innovative and motivated employees.

MultiChoice Africa (MAH or ROA) is a division of MultiChoice Group that manages the Pay TV subscriber business outside of South Africa, with headquarters in Dubai, corporate teams across Dubai and Johannesburg and regional/country teams in the markets we serve.

HEAD OF MODERN TRADE AND MANUFACTURING

REPORTS TO: MANAGING DIRECTOR

OBJECTIVE OF THE JOB

Implementation of the Route to market Strategy, by ensuring that the Modern Trade business plan is developed and targets are met.

To implement and meet DStv new business plan targets by generating customer opportunities to engage with the product. The role is responsible for sales pricing, planning, operational forecasting, partner management and subsidy spend, manage the respective teams in market and provide day to day leadership.

Technical expertise is required as we undertake to improve our repair capability in-country and critical broadcasting technology and future projects.

QUALIFICATIONS

A University degree in Marketing/Sales or Communications or any relevant bachelor’s degree, Business Management or similar.

MBA would be an added advantage.

EXPERIENCE

10+ years in a commerce, business administration, manufacturing or sales and marketing leadership role.

Strong financial acumen and experience in channel partner management.

Deep hands on technical & distribution knowledge including channels expansion and management, planning and forecasting, work force management, pricing and commissions.

Manufacturing track record.

Operational track record.

Strategic thinking and ability to drive change.

Previous or current experience in following industries is a plus; Beverages/Breweries, Telcom, Tobacco, FMCG.

Interested candidates are invited to send their applications to:

The Human Capital Manager  
MultiChoice Botswana (Pty) Ltd,  
Private Bag 450, Gaborone

or E-mail to: BotsEngage@bw.multichoice.com

NB: We will enter into correspondence only with the shortlisted candidates.

Closing date for the applications is the 7<sup>th</sup> March 2024.



AN OPPORTUNITY FOR EMPLOYMENT EXISTS WITHIN MULTICHOICE BOTSWANA.

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FINANCE DIRECTOR

OBJECTIVE OF THE JOB

Business partner to the relevant business MD/CFO or Head of Function and responsible for all financial leadership elements of the business unit including operations analysis, budgeting, forecasting and planning, controllership and finance organisation development.

QUALIFICATIONS

Post Grad Degree in financial Management.

MBA would be an added advantage.

EXPERIENCE

Minimum 10 years relevant experience.

Strategic thinking and ability to drive change.

Experience in a Finance role dealing with African countries.

Minimum 8 years’ experience of leading finance teams.

Sound knowledge of IFRS.

SAP system experience.

Previous or current experience in the following industries is a plus; Beverages/ Breweries. Telcom, Tobacco, FMCG.

Interested candidates are invited to send their applications to:

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MultiChoice Botswana (Pty) Ltd,  
Private Bag 450, Gaborone

or E-mail to: BotsEngage@bw.multichoice.com

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# BOTSWANA DEFENCE FORCE

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

VACANCY CIRCULAR NO. 2 OF 2024

EXTERNAL ADVERTISEMENT

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

1. DEPUTY CONTROLLER OF FIRE SERVICES D2 - X1 POSITION TENABLE AT THEBEPHATSHWA AIR BASE

**Qualifications:** BSc in Fire Engineering, BSc in Fire Safety or BSc Fire Safety Management

**Experience:** At least twelve (12) years' relevant work experience, two (2) of which should have been served as Chief Fire Officer at D3 salary scale.

**Salary:** D2 (P320,952 – 353,928) per annum

**Leave:** 30 working days per annum.

**Benefits:**

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

**Job Purpose:** Coordinate Fire, Crash and Rescue Services policies and procedures in the Botswana Defence Force to ensure attainment of BDF goals.

**Job Duties and Responsibility:**

- a. Facilitate the development of Fire, Crash and Rescue Services policies and procedures to ensure compliance to standards.
- b. Provide leadership and direction for the achievement of BDF Fire, Crash and Rescue Services mandate.
- c. Provide advice on the implementation of firefighting policies and procedures to ensure compliance to governing instruments.
- d. Manage the processing of all administrative issues and queries to ensure timely response in line with relevant policies and procedures.
- e. Oversee employee grievance/complaints and disciplinary action processes to ensure compliance to governing instruments.
- f. Liase with stakeholders to strengthen relationship for the achievement of the Fire, Crash and Rescue Services goals.
- g. Facilitate the training and development of the Fire, Crash and Rescue Services personnel to develop skills and competencies.
- h. Manage the implementation of performance Management System to ensure operational efficiency.

**Key Competencies:**

- a. Action Orientation
- b. Supervising and directing
- c. Working as a team
- d. Analysis and problem solving
- e. Supporting contributing to strategy
- f. Coordinating activities
- g. Ensuring and reviewing compliance
- h. Developing and applying technical expertise

2. PRINCIPAL DENTAL OFFICER D2 X1 – TENABLE AT SSKB

**Qualifications:** Degree in Dental Surgery (Dentistry) from a recognized institution.

**Experience:** Must have served at least two (2) years satisfactory service as Senior Dental Officer D3 salary scale or equivalent.

**Salary scale:** D2 (P320,952 – P353,928) per annum.

**Leave:** 30 working days per annum.

**Certification:** Membership with Botswana Health Professions Council is mandatory and must be licensed to practice.

**Benefits:**

- a. Optional Contributory Medical Aid Scheme (Government pays 50% while Employee pays 50%).
- b. Contributory Pension Scheme (Government pays 15% while Employee pays 5%)
- c. Housing and Upkeep Allowance of P309.00 per month.
- d. Scarce skill allowance at 40 % of basic salary.
- e. Doctors' overtime allowance at 15% of basic salary.
- f. Doctors private practice allowance at 10% of basic salary.
- g. Emergency duty call allowance at 10% of basic salary.

**Job purpose:** Coordinate the provision of preventive, curative and rehabilitative oral health care services in the Botswana Defence Force.

**Job Duties and Responsibilities**

- a. Provide advice on the implementation of oral health policies and procedures to ensure compliance to set standards.
- b. Manage the implementation of quality improvement initiatives to ensure operational efficiency.
- c. Coordinate oral health promotional and preventive interventions in order to improve health and prevent diseases.
- d. Collaborate with Level II health facilities and develop initiatives to enable patient centric coordinated care.

- e. Assess and administer appropriate oral health interventions to ensure optimal recovery of patients.
- f. Provide advice on the procurement and installation of oral and dental equipment, accessories and consumables to conform to set quality standards.
- g. Carry out research to create a body of knowledge and evidence based practice.
- h. Manage the implementation of Performance Management System to ensure operational efficiency.

**Key Competencies:**

- a. Ensuring High Ethical Principles & Values
- b. Supervising and directing
- c. Developing and Applying Technical Expertise
- d. Ensuring Customer Service and Delivery
- e. Analysis and Problem Solving
- f. Working as a Team
- g. Action Oriented

3. MEDICAL OFFICER D4 X1 – TENABLE AT 2 MILITARY GARRISON (FRANCISTOWN)

**Qualifications:** Degree of Bachelor of Medicine Bachelor of Surgery (MBBS) from a recognized institution. Active Advanced cardiac life support and Advanced trauma life support shall be an added advantage.

**Experience:** Must have served on internship at C1 salary scale for at least one (1) year.

**Salary scale:** D4 (P243,756 – P268,680) per annum.

**Leave:** 30 working days per annum.

**Certification:** Membership with Botswana Health Professions Council is mandatory and must be licensed to practice.

**Benefits:**

- a. Optional Contributory Medical Aid Scheme (Government pays 50% while Employee pays 50%).
- b. Contributory Pension Scheme (Government pays 15% while Employee pays 5%)
- c. Housing and Upkeep Allowance of P309.00 per month.
- d. Scarce skill allowance at 40 % of basic salary.
- e. Doctors' overtime allowance at 15% of basic salary.
- f. Doctors private practice allowance at 10% of basic salary.
- g. Emergency duty call allowance at 10% of basic salary.

**Job purpose:** To provide preventative, curative and rehabilitative health care services in the Botswana Defence Force.

**Job Duties and Responsibilities**

- a. Provide general medical consultations and holistic care to patients.
- b. Diagnose ailments and prescribe appropriate treatment, medications or interventions to ensure optimal recovery of patients.
- c. Implement health care policies and procedures to ensure compliance to set standard.
- d. Provide guidance on preventative health measures, diet and lifestyle choices to improve quality of life.
- e. Review patients and continuously update findings and make referrals to relevant health care providers for further assessment where necessary.
- f. Provide Physicians with assistance during surgery or complicated medical procedures.
- g. Interprets Laboratory, Radiology and other health care provider's results to the patient.
- h. Maintain comprehensive and accurate patient records to ensure continuity of care.
- i. Collaborate with nurses, specialists and other medical professionals for integrated patient care.
- j. Keep abreast with latest medical research, treatments and protocol (Current medical

**Key Competencies:**

- a. Ensuring High Ethical Principles & Values
- b. Effective Oral Communication
- c. Developing and Applying Technical Expertise
- d. Ensuring Customer Service and Delivery
- e. Analysis and Problem Solving
- f. Working as a Team
- g. Action Oriented

4. SENIOR SOCIAL WELFARE OFFICER D4 X1 – TENABLE AT SSKB

**Qualifications:** Degree in Social Work.

**Experience:** At least six (6) years' relevant work experience, two (2) years of which should have been served as Social Welfare Officer I at C1 salary scale or equivalent role.

**Salary scale:** D4 (P243,756 – P268,680) per annum.

**Leave:** 30 working days per annum.

- Benefits:**
- a. Optional Contributory Medical Aid Scheme (Government pays 50% while Employee pays 50%)
  - b. Contributory Pension Scheme (Government pays 15% while Employee pays 5%)
  - c. Housing and Upkeep Allowance of P309.00 per month

**Job purpose:** To provide Psycho social support and counselling to members of the BDF and their families in order to improve their quality of life.

- Job Duties and Responsibilities**
- a. Assess and counsel individuals with mental illness or substance abuse problems, including abuse of alcohol, tobacco or other drugs through individual and or group therapy, outreach, crisis intervention and social rehabilitation.
  - b. Provide psycho-social support to clients in difficult circumstances through one on one and family counselling.
  - c. Review case histories, analyze and make proper recommendations to remedy the problems.
  - d. Monitor and supervise the implementation of social welfare standards to ensure compliance.
  - e. Process adoption cases, child custody cases, property claims in accordance with the requirements of the law and courts of law.
  - f. Analyze and determine cases requiring high level intervention and consult or refer client accordingly.
  - g. Undertake any other related duties as directed by the High Command.
  - h. Supervises and manages the administration of other non-uniformed Social Welfare Officers.
  - i. Interpret and implement Social Welfare policies and programmes.

- Key Competencies:**
- a. Action Orientated
  - b. Supervising and directing
  - c. Ensure high ethical principle and values
  - d. Influencing individuals
  - e. Analysis and problem solving
  - f. Facilitates change
  - g. Managing stress
  - h. Ensuring customer service and delivery

**5. CHIEF REGISTERED NURSE/ SENIOR NURSING OFFICER (INTENSIVE CARE UNIT X1 RENAL X1, THEATRE NURSE X1 AND PSYCHIATRIC – X1) D4 X4 - TENABLE AT SSKB AND THEBEPHATSHWA AIR BASE**

- Qualifications:** Diploma/Degree in General Nursing from an accredited institution plus post basic qualification in (Intensive Care Unit X1/, Renal X1/, Theatre Nurse X1 and Psychiatric Nurse X1)
- Experience:** At least (2) two years' experience as Principal Registered Nurse/ Nursing Officer I at C1 salary scale or four (4) years' experience on area of specialization.
- Salary scale:** D4 (P243,756 – P268,680) per annum.
- Leave:** 30 working days per annum.
- Certification:** Must be registered with Nursing and Midwifery Council of Botswana and licensed to practice.

- Benefits:**
- a. Optional Contributory Medical Aid Scheme (Government pays 50% while Employee pays 50%).
  - b. Contributory Pension Scheme (Government pays 15% while Employee pays 5%).
  - c. Housing and Upkeep Allowance of P309.00 per month.
  - d. Nurses overtime allowance of 30% of basic monthly salary
  - d. Post Basic Qualification Allowance of 10% of basic salary where applicable.

**Job purpose:** Provide quality patient care and nursing services in the BDF health facilities to ensure optimal recovery of patients.

- Job Duties and Responsibilities**
- a. Assist on the implementation of Intensive Care Unit/ Renal/ Obstetrics & Gynecology/ Psychiatry policies and procedures to ensure compliance to set standards.
  - b. Facilitate booked and emergency Intensive Care Unit/ Renal/ Obstetrics & Gynecology/ Psychiatry policies patients to determine appropriate treatment modality.
  - c. Evaluate patient's conditions, administering treatment and providing constant support during recovery.
  - d. Develop specific standards and guidelines on performance expectations for clinical teaching.
  - e. Prepare and takes clinical ward rounds with a multi-disciplinary team for continuity of patient care.
  - f. Deliver regular updates to Doctors, Patients and their family members.
  - g. Respond to a medical emergency and select appropriate drug when necessary
  - h. Manage the implementation of quality improvement initiatives to ensure operational efficiency.
  - i. Mediate in conflict situations for both patients and junior team members.

- Key Competencies:**
- a. Customer Service delivery
  - b. Effective Oral communication
  - c. Working as a Team
  - d. Analysis and problem solving
  - e. Action Oriented
  - f. Ensuring High Ethical Principles & Values
  - g. Developing and applying technical Expertise

**6. DEPUTY CHIEF FIRE OFFICER D4-X1 POSITION TENABLE AT THEBEPHATSHWA AIR BASE**

- Qualifications:** Diploma in Fire Engineering and Safety Management, BSc in Fire Engineering, BSc in Fire Safety or BSc Fire Safety Management
- Experience:** At least two (2) years' satisfactory experience as Divisional Fire Officer at C1 salary scale.
- Salary:** D4 (P243,756 – 268,680) per annum
- Leave:** 30 working days per annum.

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

**Job Purpose:** To manage the implementation of Fire, Crash and Rescue Services policies and procedures in the Botswana Defence Force.

- Job Duties and Responsibility:**
- a. Provide advice on the implementation of firefighting policies and procedures to ensure compliance to governing instruments.

- b. Manage the processing of all administrative issues and queries to ensure timely response in line with relevant policies and procedures.
- c. Manage the employee grievance/complaints and disciplinary action processes to ensure compliance to governing instruments.
- d. Liase with stakeholders to strengthen relationship for the achievement of the Fire, Crash and Rescue Services goals.
- e. Facilitate the training and development of the Fire, Crash and Rescue Services personnel to develop skills and competencies.
- f. Ensure alignment employees objectives to the Fire, Crash and Rescue Services goals to ensure productivity.

- Key Competencies**
- a. Action Orientation
  - b. Supervising and directing
  - c. Working as a team
  - d. Analysis and problem solving
  - e. Contributing to strategy
  - f. Coordinating activities
  - g. Ensuring and reviewing compliance
  - h. Managing stress

**7. PHYSIOTHERAPIST I C1 X2 – TENABLE AT SSKB AND 2 MILITARY GARRISON (FRANCISTOWN)**

- Qualifications:** Bachelor of Science/ Bachelor's degree in Physiotherapy from an accredited University
- Experience:** Four (4) years' relevant work experience, two (2) years of which should have been served as Physiotherapist II at C2 salary scale.
- Salary scale:** C1 (P174,672– P207,792) per annum.
- Leave:** 30 working days per annum
- Certification:** Must be registered with Botswana Health Professions Council

- Benefits:**
- a. Optional Contributory Medical Aid Scheme (Government pays 50% while Employee pays 50%)
  - b. Contributory Pension Scheme (Government pays 15% while Employee pays 5%)
  - c. Housing and Upkeep Allowance of P309.00 per month
  - d. Scarce Skill Allowance of 15% of basic monthly salary

**Job purpose:** Monitor the provision of evidence-based physiotherapy practice and rehabilitation in the BDF.

- Job Duties and Responsibility**
- a. Recommend the Installation of Mechanical aids and modification of physical barriers to patients in the BDF.
  - b. Rehabilitate patients though use of manual therapy, electro-physical modalities and exercises.
  - c. Conduct assessment, diagnose and treatment of referred patients.
  - d. Assist Junior staff with complex cases.
  - e. Train care-givers on home program.
  - f. Update Junior colleagues about the latest development within physiotherapy through literature review.

- Key Competencies:**
- a. Customer Service delivery
  - b. Effective Oral communication
  - c. Working as a Team
  - d. Analysis and problem solving
  - e. Action Oriented
  - f. Ensuring High Ethical Principles & Values
  - g. Developing and applying technical Expertise

**8. SENIOR TECHNICAL ASSISTANT II B1 (PLUMBING & PIPE-FITTING) X1 - TENABLE AT GLEN VALLEY BARRACKS**

- Qualifications:** Trade Test B (Plumbing & Pipe-Fitting)
- Experience:** Two (2) years' experience as Technical Assistant (Plumbing & Pipe-Fitting) at B3/2 salary scale or equivalent role
- Salary scale:** B1 (P87, 240 – P103, 068) per annum.
- Leave:** 20 working days per annum.

- Benefits:**
- a. Optional Contributory Medical Aid Scheme (Government pays 50% while employee pays 50%)
  - b. Contributory Pension Scheme (Government pays 15% while Employee pays 5%)
  - c. Housing and Upkeep Allowance of P398.80 per month

**Job purpose:** Provide plumbing and pipe fitting services in the BDF to ensure achievement of the 94 CMR goals.

- Job Duties and Responsibilities**
- a. Perform plumbing and pipe fitting activities in the BDF to ensure delivery of quality service.
  - b. Maintain the plumbing section inventory to prevent equipment loss.
  - c. Compile and provide material specifications to guide decision making.
  - d. Monitor adherence to safety standards to ensure compliance.
  - e. Implement quality improvement initiatives to ensure maintenance of standards of quality service.
  - f. Implement individual Performance Plan to ensure achievement of 94 CMR goals.
  - g. Provide on the job training for Technical Assistants to improve skills and competencies.

- Key Competencies:**
- a. Controlling and directing tasks
  - b. Technical knowledge and skills
  - c. Working with information
  - d. Learning quickly
  - e. Organizing own work
  - f. Reliability
  - g. Achieving Personal Work Goals and Objectives



# Di-tsa tlholego di ka tshetsa

## Ka Tshiamiso Mosetlha

SEROWE - Melapo, dithaba, mekgatsha, magaga, maungo a naga, puo, kapari, mebu le di-tswa mmung tse di fitlhelwang kwa kgaolong ya Serowe le metse e e sebapi, dika thusa go fetlha mebereko le go tokafatsa itsholelo.

Lenaneo la puso la Local Economic Development (LED), le le rotloetsang merafe go somarela le go dirisa di-tsa tlholego tse di mo mafelong a bone go di dirisa mme go ithababola.

Mogolwane wa ditogamaano go tswa khanseleng ya Serowe, Mme Lerato Gomotsegang, o tlhalositse fa bodiredi bo le teng go ba gakolola go tswa ka methale e e farologaneng gore di-tsa tlholego di ka ba solegela molemo jang.

Mme Gomotsegang, yo o neng a bua mo phuthegong e e neng e tshwerwe kwa kgotleng kgolo ya Serowe ka Labobedi a re lenaneo leo, le batla merafe e ikemela ka dinao ba ipelega ka bo bone e seng ba direlwa ke puso.

A re di-tsa tlholego tse ba di lemogile thata kwa kgaolong ya Serowe ke maungo jaaka mogorogorwana, mmilo, moretologa, moseme, bojang, mahubala, moretlwa, morula, sengaparegile, motsotsojane le phane ke dingwe tse di ka dira madirelo a a ka tlisang dijo le ditiro.

Mme Gomotsegang o boletse fa mogorogorwane le morula di dira ditee, jeme, mahura, dinotsididi le ditlolo, dilo tse di ka dirang madi a ditlhabololo mo metseng.

A re thaba ya Tlhatlaganyane kwa Serowe ke selo se se kgatlhang, go bo go nna gape le dithaba tsa Swaneng, e gonang le Swaneng wa monna le wa mosadi, matlapa a a kgabisang le metlhaba.

Go na gape le matlo a ditso a boora Seretse, dikereke tse dikgologolo jaaka ya London Missionary Society, tse di ka ngoka bajanala le go tsenya letseno la ditlhabololo.

O tlhalositse fa masimo le matlotla a a sa dirisiwang a ka adimiwa batho ba lema maungo mo teng ba rekisa ba bo ba thapa Batswana ba bangwe.

O ba kgothatitse go batla babeleetsi go ba thusa go tlhabolola dikgwebo tsa metse ya bone.

Modulasetilo wa komiti ya LED kwa khanseleng, Mokhanselara Atamelang Thaga, o rotloeditse banni go tlhama ditlhopha mme ba dirise ditsha tse di sa dirisweng go lema le go ngoka babeleetsi go thusa. Fa ba ntsha megopolo, bangwe ba banni ba ratile mogopolo thata ba bolela fa Serowe a tletse dikhumokhumo tsa ditsatlholego mo go ka tweng ‘mothala wa khumo o tlhoka balati.’

Mme Ookeditse Monyena, o boletse fa go na lefelo go bapa le kgotla ya bofelo ya Makolajane le bidiwa Leitlho, a bolela fa le kgatlhisa leitlho mme le tshwanetse la elwa tlhoka la tsennwa mo ditogamaanong go ngoka bajanala.

Mme Monyena o kaile fa masimo a a sa dirisiweng, puso e tshwanetse ya hirisa ya lema ya ntsha dijo ya hira batho mo teng.

Rre Tshepho Moloi o kopile

gore fa go dirwa moalo wa lenaneo la LED, go elwe letlhoko melwana (policies) ya mananeo mangwe a puso gore a seka a

kgopetsakgopetsana.

Rre Lengani Mathumo o kaile fa kwa masimong a bone go tletse mogorogorwane mme bangwe ba

tswa kgakala ba tla go o bapala le fa o sa butswa, ba o rwalelela kwa ga bone, a kopa gore o tshwanetse wa somarelwa. **BOPA**



Bagodi ba supa dikapetlana tsa dipampiri tse di rutang ka tse di ka ba thusang mo go tsa botsogo ka letsatsi la tshimolodiso ya lenaneo le le gokaganyang tlhokomelo ya bagodi ke ba Lephata la Botsogo mo Gaborone ka Laboraro. Tona Edwin Dikoloti o tlhalositse fa e tlaa nna la ntlha mo ditsong tsa Botswana go tlhatlhoa bagodi mo go tseletseng go tshwara bolwetse le go alafa go santse go na le nako. Senepe: Felicity Male

## Mapodisi a tlhotlhomisa dikgang tsa go ikgapela botshelo le dititeo

### Ka Pusetso Kenyaditswe

LETLHAKENG - Mapodisi a Letlhakeng a tlhotlhomisa tiragalo e mo go yone monna mongwe wa lefatshela Zimbabwe wa dingwaga tse di masome a mararo le bone, a iteileng a bo a gobatsa rre mongwe ka legong mo tlhogong.

Rre yoo, wa dingwaga tse di masome a mabedi le borobabongwe wa motse wa Sorilatholo.

Erile a bua mo potsolotsong mogolwane wa mapodisi a Letlhakeng Superintendent Amos Kekgathetse, o supile fa tiragalo eo e diragetse kgwedi eno e supa kwa motseng wa Sorilatholo, a supa fa banna boo babedi e ne e le badisa.

Rre yoo gobaditsweng o ne a ragosediya kwa sepateleng sa Scottish Livingstone kwa Molepolole mme a feta a fetisediya kwa go sa Marina kwa a santseng a lebeleletse teng.

Supt Kekgathetse o supile fa mmelaelwa a lebisitswe molato wa go tsena mo lefatsheng leno e se ka fa molaong e bile a sena dipampiri tsa go bereka gammogo le yo a mo hirileng.

O supile gape fa erile kgwedi eno e le lesome le botlhano, mmelaelwa a leka go ikgapela botshelo ka go nwa sengwe se ba belaelwang e le tipi, a sena go utlwa seemo sa rre yo a mo gobaditseng.

Supt Kekgathetse a re mmelaelwa o ne a ragosediya kwa sepateleng sa Scottish kwa a fetileng a robadiwa.

Mogolwane wa mapodisi o supile fa ba mo lebisitswe molato wa go leka go ikgapela botshelo mme a tlaa itshupa fa pele ga lekgotla kgwedi ya Mopitlo e le masome a mabedi le borobabobedi.

Mo go tse dingwe, Supt Kekgathetse o supile fa ba tlhotlhomisa tiragalo e mo go yone mme mongwe wa dingwaga tse di masome a mabedi le boraro, wa kgotla ya Badutlwe kwa Ditshegwane, a neng a itewa ka sengwe se se bogale mo tlhogong a robetse fa ntle le bontsalae.

Supt Kekgathetse o tlhalositse fa mme yoo a ne a ragosediya kwa sepateleng sa Scottish Livingstone kwa Molepolole ka dikgobalo tse di masisi, mme a fetisediya kwa sepateleng sa Marina.

O tlhalositse fa basupi ba tlhalositse fa ba sa bona yo a mo gobaditseng mme ba belaela moratiwa wa gagwe.

O tlhalositse fa tiragalo eo e diragetse kgwedi eno e le lesome le bosupa mme ba e begetswe kgwedi eno e le lesome le borobabobedi ka nako ya masome a mararo go tlogela nako ya bone mo mosong.

Mogolwane wa mapodisi o tlhalositse fa erile lone letsatsi

leo ba begelwa fa mmelaelwa a bonwa a ikaleditse kwa kgotleng ya Tlhaping kwa Ditshegwane.

O tlhalositse fa diithlotlhomiso di supa fa rre yoo a ne a ratana le mme yoo gobaditsweng, e bile rre a tlhologa kwa Moshaweng.

E ntse e le gone mo kgaolong ya Letlhakeng, mapodisi a tlhotlhomisa tiragalo e mo go yone mme mongwe wa dingwaga tse di masome a mararo le boraro wa kgotla ya Shageng, a neng a tsatsankiwa ka sengwe se se bogale, mme a ragosediya kwa kokelwaneng ya Letlhakeng kwa dingaka di rurifaditseng fa a tlhokafetse.

Supt Kekgathetse o supile fa ba tshegeditse rre mongwe wa dingwaga tse di masome a mararo le borobabongwe wa kgotla ya Tshosa kwa Letlhakeng mabapi le tiragalo eo.

O tlhalositse fa diithlotlhomiso di supa fa ba ne ba ratana. A re ba begetswe tiragalo eo kgwedi ya Tlhakole e le lesome le borobabobedi ka nako ya bobedi mo mosong.

Supt Kekgathetse o gakolotse banana gore fa ba na le dikgwetlho mo leratong ba kope dikgakololo mo batsading gore ba ba letlanye.

O ba kopile gape go se tseye ditshwetso ba itsheetse nnotagi. **BOPA**

The benefits of  
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THAT  
INFORMS  
AND  
EDUCATES

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Distribution:155 places

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# BOTSWANA DEFENCE FORCE

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

## VACANCY CIRCULAR NO. 2 OF 2024 EXTERNAL ADVERTISEMENT

**Applications are invited from suitably qualified and competent candidates to join BDF Non-Uniformed Personnel for the following positions:**

**9. CRAFTSMAN II B4 (REFRIGERATION & AIR CONDITIONING) X1 - TENABLE AT THEBEPHATSHWA AIR BASE**

**Qualifications:** Trade Test C (Refrigeration & Air Conditioning)  
**Experience:** Two (2) years' experience as Craft Improver A1 salary scale.  
**Salary scale:** B4 (P54, 612 – P62, 304) per annum  
**Leave:** 20 working days per annum

**Benefits:**

- a. Optional Contributory Medical Aid Scheme (Government pays 50% while employee pays 50%).
- b. Contributory Pension Scheme (Government pays 15% while Employee pays 5%)
- c. Housing and Upkeep Allowance of P398.80 per month.

**Job purpose:** Prepare construction sites for fitting of cooling systems in the Botswana Defence Force buildings.

**Job Duties and Responsibilities**

- a. Inspect and checks all appliances for faults.
- b. Refill gas for all air conditioners in need.
- c. Shovel materials to and from construction areas.
- d. Follow all safety procedures on the job site and report violations immediately to management.
- e. Maintain a safe and clean job site by handling materials and storing them properly, picking up and removing all tools and equipment when not in use, and securing the job site on a daily basis.
- f. Load and unload construction supplies from trucks both manually and with the use of equipment.
- g. Implement individual Performance Plan to ensure achievement of 94 CMR goals.

**Key Competencies:**

- a. Controlling and directing tasks
- b. Technical knowledge and skills
- c. Working with information
- d. Learning quickly
- e. Organizing own work
- f. Reliability
- g. Achieving Personal Work Goals and Objectives

**10. CRAFTSMAN II B4 (ELECTRICAL) - 1 POSITION TENABLE AT 2 MILITARY GARRISON (FRANCISTOWN)**

**Qualifications:** Trade Test C (Electrical)  
**Experience:** Two (2) years' experience as Craft Improver A1 salary scale  
**Salary scale:** B4 (P54, 612 – P62, 304) per annum.  
**Leave:** 20 working days per annum.

**Benefits:**

- a. Optional Contributory Medical Aid Scheme (Government pays 50% while employee pays 50%).
- b. Contributory Pension Scheme (Government pays 15% while Employee pays 5%)
- c. Housing and Upkeep Allowance of P398.80 per month.

**Job purpose:** Provide electrical services in the BDF to ensure achievement of the 94 CMR goals.

**Job duties and Responsibilities:**

- a. Receive faulty appliances from electrical section store man together with job card and tests electrical components to detect faults.
- b. Dismantle appliances to check that wiring is intact and terminals are properly connected.
- c. Identify parts needing replacement and requests stores staff to prepare acquisition
- d. Make cable extensions and fits plugs
- e. Shovel materials to and from construction areas.
- f. Follow all safety procedures on the job site and report violations immediately to management.
- g. Maintain a safe and clean job site by handling materials and storing them properly, picking up and removing all tools and equipment when not in use, and securing the job site on a daily basis.
- h. Load and unload construction supplies from trucks both manually and with the use of equipment.
- i. Implement individual Performance Plan to ensure achievement of 94 CMR goals.

**Key Competencies:**

- a. Controlling and directing tasks
- b. Technical knowledge and skills
- c. Working with information
- d. Learning quickly
- e. Organizing own work
- f. Reliability
- g. Achieving Personal Work Goals and Objectives

**NB: All applicants should include the following information:**

- a. Updated Curriculum Vitae
- b. Certified true copies of academic certificate(s), transcript(s) and at least two (2) work related references (not more than 6 months old).
- c. Certified true copy of National Identity Card.
- d. Where applicable proof of registration with relevant professional/governing body
- e. Also indicate; Date of first appointment, present post and date of appointment thereto.

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

**Closing Date: 29th February 2024**

Applicants should be addressed to,

The Commander  
Botswana Defence Force  
Civilian Personnel Registry  
Private Bag X06  
Gaborone

**NB: No hand deliveries will be accepted. Only shortlisted candidates will be responded to.**

For further information, Contact Recruitment Division at **3663093, 3663394, 3662716 or 3663167. NB: Only shortlisted candidates will be responded to.**

# ClassifiedAds

## AUTOMOTIVES

**CAR FOR SALE** . Toyota Surf, engine snd gearbox still solid  
Contacts 75202878 / 73584621

## BUSINESS SERVICES

**BOREHOLE DRILLING AT** low rates 76274598 / 5921684.

## FARM WORKERS

**2 FARM WORKERS** wanted at Moselele lands. Contact : 72244592 / 71700619.

**TWO HERDBOYS WANTED** Patikwane Mothasedi Onthusitse Box 250 Palapye 77607471

**THREE FARMWORKERS WANTED** at Moseitse, apply Box 250 Francistown Zila Kumbulani L. Mojiwa 76901767

**FARMWORKER WANTED AT** Legaragathana Farm in Mookane Village Call 75523714 /72850387

**FARM WORKER/ SUPERVISOR** needed with integrated farming experience. Apply Bompotse Kentshitsuwe, Box 115 Mogoditshane

**FARMWORKER WITH ICT** skills wanted at Lodi Spring family Gardens, Metsimothabe. Contact : 71702286, 76394098.

**2 FARM WORKS** needed in Diagane near Molepolole. Applications should be forwarded to P O Box 82199 Gaborone. Contact: 72240194

**I LOOKING FOR** farm worker Mabutswe land Tlokweng. Contact 72599566 / 75621466.

**HERDMAN WANTED URGENTLY** at Kgoronyane cattle post in central district with maitanance knowledge or diesel borehole pumps and solar pumps. Call Botshabelo Othusitse 71349134

**10 FARM WORKERS** ,one farm Manager and three farm Manager assistants. Knowledge of citrus trees is a must. The farm is located at Thotayamarula fields near Sojwe. Call : +267 72933393

**FARM WORKER NEEDED** at Kaduwe.Contact Kabelo I Samuel 71882634 P O Box 460 BCR Mogoditshane

**LOOKING FOR A** farm worker. Please contact 77661873

**FARM WORKERS WANTED** at Molongwana farms.Contact Mr Israel Joseph at P/Bag BR 307 Gaborone.Closing date 5 March 2024

**FARM WORKER REQUIRED.** Apply to Monkgogi Nkgowa. Box 1512 Letlhakane. Cell 75625003.

## NEIGHBOUR CONSULTATION

**OWNER OF PLOT** 3981 Lentsweletau, wishes to change use from Residential to Recreational Park. For any objection, contact Kweneng District Council Physical Planning Department at 5720200/ 201

**OWNERS OF PLOT** 13311, Mhiko, Kanye would like to notify their neighbours about their intention to erect a boundary wall on their plot. Any queries to be forwarded to Kanye district building control or physical planning unit

**THE OWNER OF** plot 68221 in Gaborone North, would like to erect a boundary wall. Any objection, contact Gaborone City Council

**THE OWNERS OF** Plots 9033 & 9047 Tlokweng Letlapeng please contact owner of Plot 9032 regarding wall erections contact 77151015.

**PLOT 2152 WOODHALL** Industrial notifies neighbours of developments being proposed. Objections contact the Physical planning office Lobatse Town Council. Telephone 5305800.

**X2 162M2 WAREHOUSES** and X2 108 m2 warehouses available for immediate occupation in Ghanzi. Contact +267 77787829 for more details.

## PROPERTIES

**MULAMBAKWENA PLOT** FOR sale 76786281

## TUITION

**REGISTRATION IN PROGRESS** for form 1-5 at Terrence Private School. Call 3165299 / 74287440 / 73710931 or visit the school in Mogoditshane for more information.

## VACANCIES

**DATA ANALYST NEEDED for all LLA centres** in Botswana. Qualification: At least a degree in Pure and Applied Mathematics with a GPA of at least 3.5. Any commercial qualification is an added advantage: Send to llalearningcentres@gmail.com

**FITTER AND TURNER** wanted with 5 years experience. Must have knowledge and skills of boilers and hydraulics. Email your CVs at : olebile@steelbase.co.bw

**ADVANCED HYDRAULICS / PNEUMATICS Fitter.** Minimum 20yrs work experience in fitting/turning, pass in Advanced Hydraulics/ pneumatic, & fitting and turning. This job is high pressure with challenging high quality work, needs mature person. Email CV to admin@flounderbw.com

**W A N T E D : P R E - SCHOOL TEACHERS.** Qualifications:certificate/diploma in early childhood education. Experience: 2 years.Apply to: Principal,Hulala Pre-school Box 201100 Gaborone

### NOTICE OF NEXT OF KIN MEETING FOR THE LATE ROSE KERENG MOILWA-ESH-000734/23

**IN PURSUANCE of section 31 of the Administration of the Estates Act (cap 31:01)** the heirs and the next kin of the deceased persons specified above are hereby invited to attend a next of kin meeting on 08<sup>th</sup> day of April 2024 at 0830 hours at the **office of the master before -Patient S. Thuto located at the Gaborone High court Division.**

At respective meeting the Executors / Executrices Dative will be appointed and the master will discuss any other business relating to the estate of their deceased relative.

For more information concerning the deceased person's estate please contact the master's office on 3718358,378343 or 3718000(switchboard).

### 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    |
|-------------------------|-----------------|-----------------|---------|
| 1.NELSON TSAYANG        | ESHFT-000134/23 | 16-04-24        | 0900HRS |

DATED AT FRANCISTOWN THIS 19TH FEBRUARY 2024

MASTER OF THE HIGH COURT

## TRIPLE “C” SCHOOL ADMISSIONS 2024

**Capital Continuation Classes (Triple “C”)** school admissions are now on for the 2024 academic year. Spaces are available in the Day school for Junior and Senior secondary levels and in the evening school for senior level only. Forms 3 and 5 repeater classes are also available. With our low tuition fees, you can't afford to miss out!

For enquiries call: **3952114** (office) or **72690015** (mobile)  
Email: capitalcont@outlook.com

Triple “C”: over 50 Years Of Service To Batswana

TO PLACE ADS  
365 3599 • 365 3591

**NOTICE IS HEREBY GIVEN** that the undersigned intends applying for a certified copy of **Deed of Transfer no. 1798/2002** dated the **22<sup>nd</sup>** day of **July 2002** made in favour of **C.M.F. (Botswana) (Proprietary) Limited** in respect of the below mentioned properties, namely;

**CERTAIN:** piece of land being Lot 53718, Gaborone  
**SITUATE:** in the Gaborone Administrative District;  
**MEASURING:** 1097 m<sup>2</sup> (One Thousand and Ninety-Seven square metres);

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 from the last publication** of this notice.

DATED AT GABORONE ON THIS 16<sup>th</sup> DAY OF JANUARY 2024

|                                                                                                                                          |                                                                                          |                                                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| AJA House, Unit 2, Matante Mews<br>Plot 54373 CBD, Gaborone<br>P O Box 20575, Gaborone Botswana<br>Plot 17396 Boseja Ward Maun, Botswana | Tel: (+267) 316 3125 Fax: (+267) 316 3124<br>Email: info@aja.co.bw<br>Web: www.aja.co.bw | <br>AJA HOUSE & ASSOCIATES<br>MEMBER OF THE BOTSWANA ASSOCIATION OF REAL ESTATE AGENTS |
| Akheel Jinnabhai (Managing Partner)   Mark McKee (Consultant Partner)   Topiwa Chitume (Partner)   Obrien Dvindi (Partner)               |                                                                                          |                                                                                                                                                                           |

**NOTICE IS HEREBY GIVEN** that the undersigned intends applying for a certified copy of **Deed of Transfer no. 73/78** dated the **7<sup>th</sup>** day of **April 1978** made in favour of **Gerson Isaac Moate** in respect of the below mentioned properties, namely;

**CERTAIN:** piece of land being Lot 430, Lobatse  
**SITUATE:** in the Lobatse District;  
**MEASURING:** 3174 m<sup>2</sup> (Three Thousand and One Hundred and Seventy-Four Square Metres);

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** from the last publication of this notice.

DATED AT GABORONE ON THIS 10<sup>th</sup> DAY OF FEBRUARY 2024

|                                                                                                                                          |                                                                                          |                                                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| AJA House, Unit 2, Matante Mews<br>Plot 54373 CBD, Gaborone<br>P O Box 20575, Gaborone Botswana<br>Plot 17396 Boseja Ward Maun, Botswana | Tel: (+267) 316 3125 Fax: (+267) 316 3124<br>Email: info@aja.co.bw<br>Web: www.aja.co.bw | <br>AJA HOUSE & ASSOCIATES<br>MEMBER OF THE BOTSWANA ASSOCIATION OF REAL ESTATE AGENTS |
| Akheel Jinnabhai (Managing Partner)   Mark McKee (Consultant Partner)   Topiwa Chitume (Partner)   Obrien Dvindi (Partner)               |                                                                                          |                                                                                                                                                                           |

## BOSELE SECONDARY SCHOOL

### PLACES AVAILABLE 2024

JCE & BGCSE

Form 5, Form 4, Form 3 (Day)

Form 5 & Form 3 Repeater Classes Available

### CURRICULUM

English, Mathematics, Setswana, Sciences, Commerce, History, Geography, Development Studies, Social Studies, Agriculture, Accounting, Business Studies, Religious & Moral Education, Computer Lab, Science Lab, Library  
Free Computer Awareness Lessons  
Free Psychological Assessments

### STUDY FOR SUCCESS AT AFFORDABLE FEES

Registration in Progress.

Visit / call personally for more

**Information: 393 4875, 71 321 761, 72 329 229 (whatsapp)**  
Opposite Block 6 Clinic, Gaborone

### Bowlane Investments (Pty) Ltd Looking for Operations Manager

#### BASED AT LOTSANE SAFARIS

##### Responsibilities

- Reviewing and interpreting operational systems to assess the need for procedural and bring improvement.
- Participating in the design and implementation of specific systems to enhance revenue and operating efficiency.
- Supervising all other workers, field workers, and mechanical technicians
- Directing all operational duties, planning and financial analysis
- Monitoring the entire business and marketing the business
- Analyzing existing operations, Ranching, Restaurant, Farm and financial documents, making recommendations for improvements
- Preparing plans, schedules for tourism and conversation for customers ensuring staff understands expectations
- Recruiting, selecting, assigning, scheduling, coaching, counseling, and disciplining employees.

##### Requirements:

Technical **Certificate/diploma**. Wildlife and Game Reserve work experience will be a great advantage **10 – 15 years work experience** in Game Reserve

**Write to :** The Manager  
**P O Box 63, Sherwood**  
**Email:** michaelzimba75@gmail.com | **Call:** 71 528 375

**CLOSING DATE :** 07<sup>th</sup> MARCH 2024

## NOTICE

### ANNUAL GENERAL MEETING

Members of the Botswana Society for the Deaf are hereby invited for the Annual General Assembly on the 05<sup>th</sup> March 2024

Venue: Wood lane Hotel  
Time: 0830 hours.

All Members are invited to attend.

BOARD CHAIRPERSON



Alexforbes, Plot 203 Independence Avenue, Gaborone  
Private Bag 00410, Gaborone, Botswana  
Tel: (+267) 365 1901 and (+267) 3651948

KITSISO - ALEXANDER FORBES RETIREMENT FUND

Maloko otlhe a letlole la Alexander Forbes Retirement Fund a a tlogetseng tiro le a a santseng a bereka, a lalediwa phuthego ya seka thuto puisano mo mafelong a latelang;

| Letsatsi       | Lefelo                                                | Nako              |
|----------------|-------------------------------------------------------|-------------------|
| 6 Mopitlo 2024 | Lobatse – Cumberland Hotel                            | 0800hrs – 1130hrs |
| 7 Mopitlo 2024 | Kanye – Pitsakgolo Catering and Conference Facilities | 0800hrs – 1130hrs |
| 8 Mopitlo 2024 | Molepolole – Kodisa Lodge                             | 0800hrs – 1130hrs |

Fa o batla go botsa di potso o ka leletsa batlhokomedi ba penshene e bong Alexander Forbes Financial Services mo 365 1900, 365 1901 kana 365 1948.

BRIEFING NOTICE - ALEXANDER FORBES RETIREMENT FUND

The Active and Deferred Members of the Alexander Forbes Retirement Fund are invited to attend the Member Presentation scheduled to take place at the following regions;

| Date         | Place                                                 | Time              |
|--------------|-------------------------------------------------------|-------------------|
| 6 March 2024 | Lobatse – Cumberland Hotel                            | 0800hrs - 1130hrs |
| 7 March 2024 | Kanye – Pitsakgolo Catering and Conference Facilities | 0800hrs - 1130hrs |
| 8 March 2024 | Molepolole – Lemepe Lodge                             | 0800hrs - 1130hrs |

For more information concerning the Member Presentations, please contact the Pension Administrator at 365 1900, 365 1901 or 365 1948.

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FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Reference: ESHGB 000476-22

IN THE ESTATE of the Late TSHWAGO IKETSENG died at Bobididi Ward, Molepolole, Kweneng District, Botswana on the 15<sup>th</sup> January 1986.

THE FINAL LIQUIDATION AND DISTRIBUTION OF 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 on this Day of 2023

The Executrix  
Kago Benju Motshelanoka  
P O Box T3 Tlokweng  
Cell: 72987318/72960085

FIRST AND FINAL LIQUIDATION AND DISTIBUTION ACCOUNT

ESHGB – 000309/22

IN THE ESTATE of the Late PHEPANE MOLEBATSI who died at Shaudi Ward, Gabane, Kweneng District, Botswana on 21<sup>st</sup> day of May 2022.

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 of the High Court.

DATED AT ... on the ... day of ...2024

The Executrix  
Baratang Ponika Molebatsi  
P.O. Box 429 Gabane  
Cell: 72968442/75420817

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT  
FRANCISTOWN ESHFT 000107-22

FIRST AND FINAL DISTRIBUTION ACCOUNT

IN THE ESTATE of the late Boijane Sabokone – ESHFT 000107-22, who died at Nyangabgwe Referral Hospital, Francistown, Francistown District, Botswana on the 18<sup>th</sup> day of October 2021.

NOTICE IS HEREBY First and Final Liquidation and Distribution Account in the above Estate will lie open for inspection at chambers of the Assistant Registrar and Master of the High Court Francistown for period of twenty – one (21) days from the date of the second publications thereof.

DATED AT FRANCISTOWN THIS 19<sup>TH</sup> DAY FEBRUARY 2024

Gabriel Maifala  
P O Box 1177  
Tonota  
Cell: 76138961

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

APPLICATION FOR A CERTIFIED COPY OF LOST TRIBAL LEASE

NOTICE IS HEREBY GIVEN that the undersigned intends applying for a certified copy of a Memorandum of Agreement of Tribal Lease No. 36/86 dated 26<sup>th</sup> day of September 1986, entered into by and between:

NGWATO LAND BOARD

(Hereinafter referred to as "the Grantor")

and

MOMPATI SEBOGODI MERAFFE, OLEBILE MARAKADU GABORONE , SEFAPANO GABORONE

(Hereinafter referred to as "the Grantee")

in respect of the undermentioned property, namely:

CERTAIN :Tribal Grant No. 12 - MP  
SITUATE :Tiitiri in the Bangwato Tribal Territory  
MEASURING : 6977.8783 (Six Nine Seven Seven Point Eight Seven Eight Three Hectares)

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 F72, FRANCISTOWN within three (3) weeks of the last publication of this notice.

DATED AT GABORONE ON THIS 16<sup>th</sup> DAY OF FEBRUARY 2024.

MOTSUMI ATTORNEYS | APPLICANTS' ATTORNEYS

Plot 64268/9, Block 3 Industrial GABORONE  
P. O. Box 550370 MOGODITSHANE | TEL: 311 3863 | FAX: 311 3865  
Email: admin@motsumiattorneys.co.bw

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1VISION: A country with a Vision named 2036 that seeks to achieve prosperity for all at individual, community and country level.

1PLAN: National Development Plan offers the long-term perspective that defines how the desired destination in Vision 2036 will be achieved, as well as the recently approved National Transformation Strategy that identifies the different sectors needed to play a role in the delivery of the VISION.

# Dimawe Festival tomorrow

By Naomi Leepile

KANYE - Throughout the year, there are a number of cultural festivals held to celebrate and promote unique beliefs and cultures belonging to a specific area across Botswana.

Tomorrow, Dimawe Cultural Festival is set to take place at the foot of the Dimawe Hill between Bahurutshe villages of Mmankgodi and Manyana. The festival, which is expected to promote Bahurutshe culture and celebrate the itinerary of Batswana (Bakwena, Bangwaketsi, Bakgatla and Balete) as well as the Battle of Dimawe, would be, according to the organisers, a first of its kind and is dubbed Botswana's biggest festival.

In an interview, the festival organiser, Robert Mangope, said the event themed, Celebrating the triumph of Batswana tribes at Dimawe Hills, was inspired by the need to promote Bahurutshe culture and heritage experiences.

Mangope said the primary objective of the festival was to identify new value

chains in culture anchored on tourism potential spaces around Dimawe Hill.

He said the festival would also encourage the communities to take active interest in the development of their culture and language. He added that the festival would feature the best traditional folklore, dikhwaere, borankana, traditional music and cuisine. "As part of local empowerment, we will be having our talented local artistes, traditional dance, segaba, maboko, BDF band, mogolokwane parade from Mogolokwane association and horses parade," he said.

The event, he said, also had the potential to unlock Botswana's tourism potential by exposing tourists to the country's arts and culture. However, he said, the event did not only target audiences from Manyana and Mmankgodi community, but nationally.

He therefore appealed to Batswana to support the initiative.

He also appealed for sponsorship from interested businesses and individuals all over the country. **BOPA**



SHIYU - This image provided by the Institute of Vertebrate Paleontology and Paleoanthropology (IVPP) under the Chinese Academy of Sciences shows the artistic rendering of Homo sapiens living in north China's Shanxi Province dating back 45 000 years. Xinhua



REPUBLIC OF BOTSWANA  
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# Study reveals characteristics of East Asian Homo sapiens

BEIJING - The research on the origin, evolution and diffusion of Homo sapiens has long been a popular topic in the field of Paleoanthropology.

Led by Chinese scientists, an international research team's recent study of a site in north China's Shanxi Province has unveiled fresh insights into the characteristics of Homo sapiens dating back 45,000 years.

Located on the southwest margin of Nihewan Basin, the Shiyu Site in Shanxi's Shuozhou City was discovered in 1963. Since 2012, archaeologists from the Institute of Vertebrate Paleontology and Paleoanthropology (IVPP) under the Chinese Academy of Sciences, Peking University and various universities and research institutions in China, Australia, France, Britain, Japan, Spain and Germany have carried out comprehensive, multi-disciplinary and cross-platform international collaborative research at the site. The deposits found at the site indicate that the Shiyu Homo sapiens lived on flat terraces beside rivers, with grassland as the main vegetation.

The archaeologists conducted carbon-14 dating on three animal bone fragments with scratches to obtain direct evidence and establish an accurate timeline of human activity at the site.

They analyzed the data using the Bayesian model and extended the site's age from about 35,000 years ago to 45,000 years ago.

The study indicates that Shiyu Homo sapiens were skilled in hunting and resource utilization, said Yang Shixia, from the IVPP, who is the first author of the study.

They made and used composite tools to hunt equids, ate meat and bone marrow, and used animal skins, Yang added.

Archaeologists also found that the stone tools, ornaments and bone implements unearthed at the site exhibit both Eastern and Western characteristics, providing evidence of the complex human communication in East Asia at the time.

The study has updated the traditional understanding of the diffusion and cultural development of Homo sapiens in East Asia, Yang said.

This study is of great significance for advancing the understanding of the evolution and spread of Homo sapiens from a global perspective, Yang added. **Xinhua**

# Athletics remembers Raphutshe

By Anastacia Sibanda

GABORONE- The late former Botswana Athletics Association (BAA) administrator Moses ‘Paceman’ Raphutshe has been described as a workaholic who was dedicated to the sport.

Speaking at a memorial service, which was held at the National Stadium on Tuesday, BAA president, Moses Bantsi said Raphutshe had worked and volunteered for the nation relentlessly.

He said it was therefore important to thank Raphutshe’s family to have allowed him to work for the nation.

“Personally, I enjoyed working with Raphutshe, in fact he is one of the people who persuaded me to once again contest for the BAA presidency,” he said.

Former athlete Bobby Gaseitsiwe said Raphutshe during his days, was a smooth runner with good strides.

He said after hanging their spikes, he then worked with Raphutshe when he (Gaseitsiwe) was working for the BAA as a development officer.

“Paceman was very supportive in my quest to equip teachers with athletics development skills from the grassroots,” he said.

Gaseitsiwe said Raphutshe was a straight talker who never minced words, as he would speak his mind without hesitation.

He said Raphutshe loved athletics and athletes, adding that when appointed a team manager, there was always confidence that he would deliver his mandate.

Athlete Commission representative, Gaone ‘Lux’ Maotoanong said during his athletics days he travelled a lot with Raphutshe as he was appointed team manager on several occasions.

“During our travels, he would behave like us, but when the need arose for him to relay serious information we would know that

he meant business,” Maotoanong said.

He said Raphutshe gave athletes fatherly love, adding that what they also admired about him was that he was always neat. **BOPA**



Mourners attending Raphutshe’s memorial service at the National Stadium in Gaborone on Tuesday. Speakers described Raphutshe as a loving person and was committed in development athletes. He will be laid to rest in Mmadinare over the weekend. Photo: Phenyio Moalosi

# Seshoka on road to greatness

By Anastacia Sibanda

GABORONE - Botswana is evidently, moving in the right direction in producing sprinters of calibre evidenced by yet another 400m sensation, Kago



MAN ON A MISSION...  
Seshoka juggles sport and academics.  
Photo: Felicity Male

Seshoka alias Sanchoo making rounds in athletics meets.

The sprinter made his intentions known of being among the best 400m sprinters the country has produced as he rose to the occasion recently to be among the athletes who have qualified for the African Games slated for Accra, Ghana next month.

The African Games qualification its own is a morale booster for the athletes to aspire for greater things.

In an interview Seshoka could not suppress his excitement about making strides in

the world of athletics given that his road was a bit challenging.

Born in Mathathane in 2004, Sanchoo started running while at S Standard Four doing 100m and 200m respectively.

At Standard Seven, coaches realised that his speed and height were not suitable for the short sprints and converted him to 400m while he started competing in 400m in 2017.

Given his skill he managed to make it to Botswana Primary Schools Sports Association (BOPSSA) finals where he won a bronze medal.

“Only those who have won gold and silver were the only ones who qualified to compete at the Confederation of Southern Africa School Sports, and that alone dampened my spirit,” he said.

Whilst doing Form One, he took a bold decision that he was now done for good with athletics.

“Well, it was out of frustration, because a year later in 2019 I then gathered my strength and went back to the track after my primary school teachers inquired about my none participation in athletics,” he said.

Seshoka said coming back it was very difficult because he was struggling with fitness, hence he failed to qualify for the nationals that year, but finished at the sub zonal.

Unfortunately, everything was disrupted by COVID-19 pandemic in 2020, but everything changed in 2022 when he met William

Mokwena who was introduced to him by one of his school mate.

“My first race in 2022 was Debswana BAA Nationals that were held in Francistown, I came second after Letsile Tebogo in our heat, but I did not do well in the finals as I finished in position eight,” he said. Going back to the base, he said Mokwena told him that as an athlete he lacked mindset, and training as the potential was there.

Like the saying where there is a will there is a way, the next track and field he did very well and was selected to be part of the national team that was to compete at the Region 5 under 20 competition that in Lilongwe, Malawi.

He was part of the mixed relay team that won Botswana’s first ever 4x400m mixed relay Gold Medal and also a bronze medal for individual event.

The sensational sprinter said the 400m individual automatically qualified him for the 2023 Region 5 under 20 competition, which were held in Zambia last year where he won a bronze medal again, but the 4x400 men’s relay won a gold for the country. Seshoka is a first year Student at the University of Botswana doing Bachelor of Science-General and said it was not easy to mix academics and athletics.

“One has to be focused and know what he wants, I want to demystify the notion of saying sport and academics cannot mix,” he said. **BOPA**



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CEO Morupule Coal Mine



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## Sebele assumes higher challenge

By Moshe Galeragwe

GABORONE - Former table tennis player, Rita Sebele continues to serve the sport at a different level as an umpire.

After a playing career spanning 10 years, Sebele has been a certified international umpire since 2014. Guided by the philosophy to remain neutral and fair at all times, Sebele said her job as an umpire is to remain focused and make decisions guided by the rules of play.

Even though opinions of both parties and players matter, she said it was imperative that an official must take decisions that were guided by the rules of the game.

Sebele said officiating exposed one to complex situations, as at times tempers fly and the official had to remain calm to diffuse the situation. She explained that when making a decision in a controversy-clouded scenario, one ought to remain calm and objective.

"I cannot really explain why I stopped playing to venture into officiating, but I believe my love for the sport and still wanting to be part of it has driven my desire to become an umpire," she said.

Sebele said her pursuit towards sport administration was driven by dedication and commitment to realise her passion.

Her appeal to the current crop of players is to explore other opportunities beyond playing.

She said sport equipped one with valuable personal attributes such as teamwork, discipline and resilience, which were important in sport administration.

Therefore, she said it was important to embrace new challenges, pursue education and challenge one's abilities in areas like coaching, sports management or mentoring the next generation.

Sebele said being an umpire was

demanding as one was exposed to intense scrutiny all the time.

"The challenges that comes with it make it less appealing to some compared to playing," she said.

Sebele was of the view that even though sport administrators such as umpires played a critical role in sport, operating behind the scene made it difficult to be noticed and even get the well-deserved accolades for their contribution.

"The spotlight often falls on athletes while officials work behind the scenes. I am also of the view that officiating does not attract many as the service is most of the time done voluntarily, therefore less rewarding," she said.

Her journey into officiating in table tennis started in earnest in 2012 when she acquired the ITTF Level 1 and Level 2 umpire certifications.

Two years later, Sebele upgraded her officiating qualifications to ITTF Level 3 International Umpire.

As part of her officiating training, Sebele also attended a specialised training workshop in ITTF Competitions Management in 2022.

Armed with in-depth knowledge of ITTF rules and regulations, Sebele has over her 10-year career officiated at various table tennis tournaments locally, regionally and on the international arena.

Some of her initial assignments as an umpire was officiating at the Africa Youth Games and Africa region 5 Table Tennis Games in Lesotho in 2019.

"My biggest highlight so far was officiating at my first ITTF world championships tournament in Durban, South Africa in May 2023 and attending my first ever tournament beyond the borders of Africa in Qatar, Doha in 2024," said. **BOPA**



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