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Bonno project on track

34 567 houses are currently at different phases of construction

By Lorato Gaofise

GABORONE - A total of 34 567 houses are currently under construction through the Bonno National Housing Programme.

Ultimately, the programme aims to deliver 100 000 affordable housing units nationwide, for citizens.

Addressing a press conference Monday in Gaborone, the Minister

of Water and Human Settlement, Mr Onneetse Ramogapi explained that there were also 2 819 BHC Commercial houses, 4 743 BHC partnership houses, 58 Bonno Turnkey development scheme houses, 27 002 targeted housing by private investors' houses and three houses donated toward attainment of the 100 000 target for Bonno houses.

Construction of the Bonno

houses, he said was made possible through partnership with private developers, appealing for the participation of the business community.

The press conference was meant to provide an update on the progress made and challenges faced by the ministry over the past 12 months in delivering its mandate that includes; housing development, water and sanitation

and infrastructure, among others.

Currently, Mr Ramogapi said the ministry was faced with a challenge of unavailability of land and shortage of manpower to successfully accelerate the delivery of affordable housing across the country under the programme.

In line with the government's promise to Batswana, to create 100 000 jobs, he said the ministry

had so far created 3 392 jobs under water and sanitation.

Additionally, Mr Ramogapi said the installation of Smart Prepaid Water Metres, outsourced to the private sector had also created eight 850 jobs.

The housing programme, he said was expected to create 300 000 jobs, toward government's promise to create 450 000 to 500 000 jobs within five years, across new and existing sectors.

Furthermore, Minister Ramogapi highlighted that about 1 225 BHC houses were currently under construction, generating 1 518 employment opportunities.

Of these houses, he said 557 had surpassed 50 per cent completion and were expected to be ready for beneficial use during the second half of the financial year.

"Additionally, 1 594 more units are at the pre-construction stage, further demonstrating the ministry's commitment to addressing housing challenges," said Mr Ramogapi.

Despite government's commitment to meeting the diverse housing needs of the population and some private investors ready and waiting to hit the ground running, the minister expressed concern that the ministry still faced persistent challenge of non-payment and delayed settlement of water bills by some government institutions and other companies.

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Minister of Water and Human Settlement, Mr Onneetse Ramogapi (centre), Water Utilities Corporation CEO, Mr Gaselemogwe Senai (left) and acting permanent secretary in the ministry, Mr Nchidzi Mmolawa at a press briefing in Gaborone yesterday. Mr Ramogapi said a total of 34 567 houses were at different stages of construction under the Bonno National Housing Programme, which aimed to construct 100 000 housing units nationwide to address the country's housing needs. Photo: Godfrey Mpuse

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MCE celebrates 40 years of shaping Botswana future

By Lindi Morwaeng

MOLEPOLOLE - Molepolole College of Education (MCE) on Thursday celebrated 40 years of academic excellence, marked by years of producing thousands of teachers who have gone on to shape this country’s education landscape.

Mohwasa welcomes resuscitation of bargaining council

GABORONE - The Minister for State President, Mr Moeti Mohwasa, has commended the Public Service Unions; Botswana Public Employees Union (BOPEU), Botswana Nurses Union (BONU), Botswana Teachers Union (BTU), Botswana Sectors of Educators Trade Union (BOSETU), National Amalgamated Local and Central Government and Parastatal Workers Union (NALCGPWU), Botswana Doctors Union (BDU), and Botswana Land and Local Authorities and Health Workers Union (BLLAHWU) together with the Employer Party for successfully concluding the negotiation process that has led to the signing of the Constitution of the Public Service Bargaining Council (PSBC) on October 17.

A press release from the state president ministry, says the milestone marks a new chapter in the resuscitation of the Public Service Bargaining Council and represents a renewed commitment by all parties to strengthen dialogue, collaboration, and mutual respect in addressing matters affecting the welfare and conditions of service of public officers.

The release further says, the signing of the constitution paves way for its registration with the Commissioner of Labour, expected to be completed by the end of November 2025.

Mr Mohwasa commends all parties for patience, professionalism, and spirit of constructive engagement demonstrated throughout the

The milestone celebration held under the theme: A Legacy of Learning; 40 Years and Beyond, drew past and present students and lecturers from various parts of the country as well as the Minister of Higher Education Mr Prince Maele who was also the guest speaker. Addressing the gathering,

Minister Maele commended the college for its four decades of dedicated service to teacher training and nation building, describing MCE as one of the finest institutions in Botswana’ that continued to produce educators of integrity and distinction. Minister Maele stressed that the celebration was not only about the passage of time but about the legacy of learning and enduring impact that Molepolole College of Education has had on Botswana’s education system, on communities and on the thousands of teachers who had walked through its gates. Tracing the college’s journey, Mr Maele recalled that the ground-breaking ceremony for MCE was held in 1983 and presided over by the late Dr Gaositwe Chiepe while the official opening took place in 1985 under the leadership of the late, President Sir Ketumile Masire. He praised the college for maintaining high academic standards and producing teachers who have served the country with dedication. He said as Botswana moved toward the Fourth Industrial Revolution, investing in education and human capital remained essential. “It is people, not

negotiation process. “Their collective dedication reflects a deep sense of duty to the public service and to the broader national interest,” the release states.

According to the release, the recently concluded negotiations focused on salary adjustments for public officers within Salary Scales A to D.

Employees within Salary Scales E1 and above did not receive any salary increase as part of this round of negotiations.

Significantly, the agreement ensures that no public officer earns below the minimum living wage of P4,000, marking a progressive step toward improving the livelihoods of lower-income employees within the public service.

The resuscitation of the PSBC reaffirms the centrality of social dialogue as a cornerstone of good governance, labour peace, and sustainable development. It is through such cooperation that lasting and equitable solutions can be achieved, ensuring that progress benefits all stakeholders in the Public Service.

The minister reaffirms government’s unwavering commitment to improving the conditions of service for public officers.

This achievement, the release says is a reflection of the UDC’s government broader agenda to build a fair, inclusive and dignified public service that rewards hard work and upholds the principles of social justice and shared prosperity. **BOPA**

infrastructure that drive progress. When we invest in education, in our teachers, our youth and our innovators, we create the very engine that propels Botswana’s economic growth and prosperity,” he said. Mr Maele reaffirmed government’s commitment to transforming tertiary education to meet modern needs, highlighting key priorities such as strengthening research partnerships, promoting lifelong learning and reorienting education towards digital and critical thinking skills.

Earlier, MCE principal Ms Bawisisi Nchabe reflected on the college’s legacy and called for the introduction of Bachelors’ Degree programmes in colleges of education to align with the country’s evolving needs.

“Introducing a credit system in 2023 was not enough. A diploma qualification is now outdated and does not suit the 21st-century learner. We call upon the minister to ensure that colleges of education offer Bachelors’ Degree qualifications,” she said.

Ms Nchabe said MCE had enrolled a total of 7 748 students since 1985 with 7 630 graduating, representing a 99.6 per cent success

rate. She noted that the class of 2025 achieved 16 distinctions with a progression rate of 99.8 per cent. She described MCE as a trailblazer in education that continued to nurture responsible global citizens.

In his remarks, Kgosi Lawrence Mhaladi said MCE remained a source of pride for Bakwena, noting that the college had lived up to its founding purpose of producing teachers who mould future generations.

Representing the alumni, Mr Selefo Mosanako of the pioneer class of 1987 reminisced about the early days of the college, recalling that their class had just about 70 students when lessons began on March 4, 1985.

“Our motto, ‘Lesedi le apotswe’ meant that where you see a teacher, you see light. “We were taught that teaching is a calling; something you do because you love it, not just because you need a job,” he said.

The Student Representative Council (SRC) president, Mr Matthews Batlhatswe encouraged students and decision makers to embrace innovation and collaboration in shaping their future. **BOPA**



Minister of Higher Education, Mr Prince Maele (right) during Molepolole College of Education’s 40 years celebrations of academic excellence recently. He praised the college for maintaining high academic standards and producing teachers who served the country with dedication.
Photo: Courtesy of Molepolole College of Education

Debswana restructures amid poor diamond sales

By Thandy Tebogo

KANYE - Termed the ‘Future Fit Structure,’ Debswana’s new, future-focused organisational structure and operating model is expected to be finalised and fully resourced by December 2025.

According to a Debswana official Ms Agatha Sejoe, the restructuring exercise entails an organisational redesign which would ensure long-term business sustainability and operational resilience.

Ms Sejoe said all Debswana operations across the three sites being Orapa, Letlhakane and Jwaneng were included in the redesign process.

She revealed that as part of the ongoing austerity measures to respond to a decline in diamond sales, a total of 15 companies engaged by Debswana had been affected to varying degrees,

including outright termination of two contracts and reduction in activity of 13 contracts.

She said evaluation was still ongoing to determine the need for more contracts rationalisation that would support further organisational realignment as dictated by the evolving business climate.

According to Ms Sejoe, as part of the demobilisation of contractors, it was a requirement that employees were properly released from employment prior to their final payments being settled by Debswana, including completion of exit medicals, and settling their dues from their employment in line with their employment contracts.

She stated that a deliberate campaign to prepare employees for voluntary separation was launched prior to the commencement of voluntary separation process,

which began in December 2024.

She indicated that through Debswana wellness service, a tailored programme of care was created, which ensured that every individual departing the company left not just with a financial package, but with emotional readiness and practical tools to thrive in the next chapter of their lives. When commenting, general secretary of Botswana Mine Workers Union Mr Mbiganyi Gaekgotswe advocated for a change of laws to limit contracts to a minimum of one year as opposed to the current three months, which he said could be renewed over a period of three years in many instances.

He indicated that terminal benefits were not protected in terms of the law, and that as such a lot of companies terminated workers’ contracts without paying them their

benefits. Mr Gaekgotswe further expressed concern that companies owned by locals often times failed to pay their employees, noting that as a result, many of their members preferred to work for foreigner-owned companies.

Ministry of Labour and Home Affairs public relations officer, Mr Moreri Moesi said the ministry did not have cases of employees who were not fairly compensated for voluntary separation.

Mr Moesi said the voluntary separation process was a negotiated and consultative process done by Debswana management and the Botswana Mine Workers Union.

He said the ministry had registered only two trade disputes from former employees who alleged they were coerced into opting for voluntary separation by the employer when Debswana outsourced the services of the

department of transport.

Mr Moesi said the former employees who re-surfaced and demanded to be reinstated to their former positions had their disputes mediated at the district labour office in Letlhakane and Jwaneng, respectively.

Shedding light on employment contracts, Mr Moesi said employment contracts in Botswana could either be fixed term or indefinite, with a fixed contract being valid for a specific period while an indefinite term contract did not have a set end date.

Moesi said there was no statutory restriction on the duration of an employment contract or the number of times it can be renewed.

Nonetheless, he said employers were encouraged to offer long-term contracts where possible, in alignment with the duration of their projects. **BOPA**



Acting President Ndaba Gaolathe (second right) Minister for International Relations, Dr Pheny Butale (centre) and United Nations (UN) resident coordinator, Ms Wenyan Yang (right) during the UN 80th Anniversary Walk and Run for Sustainable Development Goals in Gaborone on Saturday. Mr Gaolathe said government and UN had expanded access to education, empowering women and promoting good governance. He also said through the 2030 Agenda for Sustainable Development, they had worked together to improve lives and build capacity. Photo: Pheny Moalosi

Sustainable dev. part of Botswana story

By Gontle Merafhe

GABORONE - Acting President, also Minister of Finance, Ndaba Gaolathe says Sustainable Development in Botswana is not an imported idea but part of the Botswana story, vision and National Development Plan 12.

Speaking at the UN 10km Walk and Run to mark the UN 80th anniversary in Gaborone on Saturday, Mr Gaolathe said Botswana's, sustainable development aligned directly with Sustainable Development Goals (SDGs) ensuring that every national effort reflected the people's aspirations for prosperity, equality and resilience.

He said Botswana's progress as a nation demonstrated what persistence could achieve.

"The proportion of Batswana now living below the poverty line has dropped. Primary school enrolment remains above 95 per cent. Women now occupy nearly half of senior positions in the public service, showing that empowerment is a driver of better governance," he added.

He said through the Botswana Economic Transformation Program (BETP) government was creating an economy that could generate jobs and add value to communities, guided by a vision to create the best governed country in the African continent.

He said that UN and Botswana joint initiatives strengthened livelihoods with over P440 million, stating that through such initiatives access to education had been expanded and that empowerment of women and youth was also being realised.

Mr Gaolathe said through the 2030 Agenda for Sustainable Development government and the UN had worked together to improve lives and build capacity.

He said development thrived where partnerships were real, inclusive and focused on impact, hence government was deepening its collaboration with the UN, the private sector and the civil society for the good of communities across the nation.

In her remarks, UN Resident Coordinator Ms Wenyan Yang said the Walk and Run for the SDGs was symbolic of the UN vision of a world united in peace, dignity and prosperity.

Ms Yang said they were reminded that achieving the SDGs was not a sprint but a marathon of collective effort.

She said each step represented their shared journey towards ending poverty, protecting the planet and ensuring that no one was left behind.

She also said the presence of the Mr Gaolathe underscored the government's commitment to partnership and multilateralism.

She further said the UN's engagement in Botswana spanned a wide range of sectors; from urban planning, environmental resilience and public health, to refugee support, child welfare, youth empowerment and governance.

She also said as they marked the 80th anniversary of the UN, they also looked ahead to the Summit of the Future in 2026 and to the Decade of Action, the global call to accelerate solutions to the world's most pressing challenges by 2030.

BOPA

Medicines availability at 36 per cent - Modise

By Lesedi Thatayamodimo

GABORONE - The Minister of Health, Dr Stephen Modise, has assured the nation that the supply of drugs and other essential medicines has significantly improved, following months of critical shortages that led to the declaration of a State of Public Health Emergency in August this year.

Giving an update on the state of medicines and medical commodities in the country on Friday, Dr Modise said the situation, which had severely disrupted service delivery in public health facilities, was now stabilising.

He said medicine availability was increasing from 17 per cent in August to 36 per cent by early October.

"Our target is 97 percent by December and we are confident we will get there," he said.

He said the situation at clinics had

improved, particularly for chronic conditions such as diabetes and hypertension, as well as antibiotics and pain medication," Dr Modise noted.

He however said hospitals remained the most affected due to their reliance on specialised commodities, where he said shortages of specialised theatre, laboratory and emergency care commodities remain critical.

Despite these hurdles, he said the ministry was working towards long term stability through restructuring the Central Medical Stores, adopting pooled procurement strategies, exploring innovative financing and even considering local manufacturing to reduce dependence on imports.

Dr Modise had outlined a combination of global, financial and logistical factors behind the shortage of medicines and medical commodities, saying the crisis was the result of both international disruptions and local systemic challenges.

"The declaration was necessary to focus the country's attention and resources on addressing the urgent need for medicines and medical commodities," Dr Modise said, saying at the time, critical supplies across hospitals including theatre, laboratory, ICU and emergency items were at only 17 per cent availability.

He reiterated that medicine shortages in the country were triggered by among others, the global supply chain breakdowns, delayed procurement, financial constraints and operational inefficiencies within the health system.

According to Dr Modise, the procurement of medical supplies is a complex and delicate process that required strict compliance with safety and quality regulations.

Even in emergencies, those checks cannot be skipped, which slows delivery.

"It is an intentionally slow, meticulous and highly regulated process, designed to protect public health safety," he said.

Adding to the complexity, he said Botswana's relatively small population and limited purchasing power made it difficult to meet the minimum order quantities set by manufacturers.

"This makes our orders less attractive to respond to, particularly for laboratory reagents and supplies, which have a short shelf life and very specific manufacturing requirements," Dr Modise noted.

The minister also revealed that the country's current fiscal situation has compounded the problem, saying suppliers were now demanding upfront payment before shipment, which further delays delivery, further saying, 'we are operating in a global market affected by wars, tariffs and inflation, all of which continue to disrupt international supply chains.'

Locally, he pointed out that some of the shortages have been worsened by administrative bottlenecks. Dr Modise pointed out that communication lapses between health facilities and the Central Medical Stores (CMS) had occasionally caused medicines to 'sit in warehouses while patients went without.'

"We are working to close gaps because it is unacceptable for medicines to be available at CMS yet not reach the facilities they are needed," he said.

However, he confirmed that recent deliveries had started to ease the strain, and full stabilisation was expected before Christmas.

He said the ministry planned

to introduce long-term measures, including pooled procurement, innovative financing models, and local manufacturing of essential drugs.

"We must ensure Botswana is never this vulnerable again," Dr Modise emphasised, saying the medicine shortage has taught painful lessons, "but we are now on the path to recovery."

The minister expressed gratitude to all development partners and neighbouring countries that supported Botswana during the challenging period.

Meanwhile, Dr Modise confirmed that recent shortages of antiretroviral (ARV) drugs led to temporary rationing earlier this month, but supply levels have since stabilised following new deliveries.

"We have now received new ARV consignments this week, and additional supplies are expected before the end of the year," said Dr Modise, adding that marked a significant breakthrough in efforts to ensure uninterrupted treatment for all patients.

Riding on the ARV medication issue, CMS Director, Ms Keletso Israel clarified that there was never a complete lack of ARVs, but rather a precautionary measure to ration available stocks.

"There was never a point when ARVs were unavailable, they were in stock, but we had to implement temporary rationing to manage supplies responsibly until new consignments arrived," she explained.

Ms Israel also dispelled circulating rumors about a shortage of condoms in public health facilities.

She said they continued to ensure consistent availability of condoms across all distribution points. **BOPA**

Bonno project on track

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In an effort to ensure access to water by all, Mr Ramogapi said the ministry, through Water Utilities Corporation (WUC), introduced a Debt Amnesty Campaign to customers' bills, from December 2024 and earlier, where customers could pay 50 per cent of their outstanding amount to clear the debt.

The campaign, he said saw WUC receiving water bills payments amounting to P405 million. **BOPA**

DailyNews

Published by: Department of Information Services
37795 Wellie Seboni Drive
Private Bag BR 139 Gaborone
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dailynews@gov.bw

Online Edition: <https://dailynews.gov.bw>

Printed by: Government Printing and Publishing Services

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Circulation 20 000 per day except Saturdays, Sundays and Public Holidays.



A1 highway to have toll gates

By **Thato Mosinyi**

GABORONE - As part of government’s commitment to mobilise funding and ensure road network maintenance, tolling will be considered through partnership with the private sector.

In this regard, A1 highway has been identified as a candidate for tolling through Public Private Partnership (PPP) where the investor will recoup their capital investment from toll fees.

Presenting the chapter for Ministry of Transport and Infrastructure in the draft National Development Plan 12 (NDP 12), Minister Noah Salakae indicated that efforts were also underway to assess the viability of tolling other roads around the country through a feasibility study.

He said Botswana currently relied on 32 500 kilometers network, out of which 10 725 kilometres are tarred, thus admitting that this was not nearly enough and created a bottleneck for other sectors such as tourism, agriculture and mining by limiting production and increasing transport costs.

Minister Salakae said the focus therefore would be on the rehabilitation and upgrading of these roads to not only improve access but also ensure safety for the communities.

“As part of the transformation drive in the transport sector, 2 722 kilometers of roads will be upgraded and rehabilitated during NDP 12. This will increase the current Road Condition Index (RCI) of 65 per cent to more than 75 per cent,” he said.

He stated that some of the strategic roads geared towards facilitating trade were upgrading and reconstruction of the A1

highway, reconstruction of Palapye-Martin’s Drift, including Martin’s Drift bridge, reconstruction of Dikabeya-Lerala road, development of Tsabong-Hukuntsi Road and Shorobe-Kachikau Road as well as reconstruction of Kokotsha-Tsabong-McCathy’s Rust Road.

These roads, he said would remove bottlenecks and facilitate access for sectors such as tourism, agriculture and mining as well as facilitate connectivity and transportation of people, goods and services in general.

Mr Salakae highlighted the need for a well-developed infrastructure sector to facilitate economic sectors, improve access to key production areas and markets as well as improve movement of goods and services.

He however stated that the sector has been marred by project implementation challenges.

Such challenges included amongst others, poor performance of some contractors, inadequate supervision, monitoring and evaluation as well as limited implementation capacity. He said it was therefore government’s intention to ensure that these challenges were addressed.

“To achieve this, we have set our vision as a sector, which is to transform Botswana into a premier regional hub for trade, travel and investment by building world-class integrated infrastructure that ensures resource security, powers sustainable economic diversification and provides seamless connectivity to regional and global markets,” he said.

Mr Salakae said the focus during NDP 12 would be to enhance monitoring and evaluation, which has been lagging and therefore affecting service delivery. **BOPA**

Rail freight declines

By **Thato Mosinyi**

GABORONE - Botswana Railways is experiencing a decline in rail freight volumes, which is driven by reduced trade and rising road transport competition.

“Since 2015, imports and exports declined from their peak volumes of 843 000 tonnes and 738 000 tonnes respectively,” Minister of Transport and Infrastructure Mr Noah Salakae said in Parliament on Thursday presenting the Transport and Infrastructure chapter of the draft National Development Plan 12 (NDP 12).

This, he said was driven mainly by reduced trade, rail infrastructure limitations and rising road transport competition.

Minister Salakae further said the railway line, which ran from Ramatlabama to Varakaranga Border in Zimbabwe has been deteriorating overtime, resulting in increased maintenance costs.

As part of the government’s goal of expanding the rail network and enhancing connections with countries in the region, Minister Salakae noted that several infrastructure projects would be undertaken during NDP 12.

He said most of the said projects that would be implemented through

Public Private Partnerships (PPPs) included Mmamabula-Lephalale rail link, which would connect Botswana to the South African rail networks at Lephalale.

He said the project represented a crucial step in unlocking Botswana’s coal export potential through Richards Bay port in South Africa.

He said the Mosetse-Kazungula-Livingstone rail link was also planned to facilitate efficient movement of goods between Botswana and Zambia by reducing transit times and improving logistics efficiency along the North-South Corridor.

Mr Salakae also highlighted that the Trans Kalahari Rail (TKR) line, which was expected to bring significant economic benefits to Botswana and Namibia and the whole of SADC was also expected to be implemented.

He also indicated that priority will be given to upgrading of the Ramatlabama-Varakaranga border line and the rehabilitation of the Zimbabwe rail line to allow for higher axle loads, improved turnaround times and greater efficiency in freight movements.

The implementation of these projects, he said would strengthen economic ties and trade integration,

thereby positioning Botswana as a competitive regional player.

Similiarly, he said there was a pressing need for reforms to separate rail infrastructure management from rail operations as the Act only allowed Botswana Railways to be the sole rail operator.

“This will enable Botswana Railways to retain ownership of infrastructure while allowing multiple operators to provide rail services. The separation will lead to improved efficiency through competition and attract investment into both infrastructure and rolling stock,” he said.

In addition, he noted that in an effort to improve operational efficiency and in line with SADC Protocol on Transport, Communications and Meteorology of 1996, the Public Roads Act would be revised to introduce the National Roads Agency and National Road Fund. This, Minister Salakae said would allow for improved management of roads and their funding in a more commercial and market-oriented way.

He also cited that a new National Integrated Transport Policy would be introduced as a blueprint to guide on the development and management of a sustainable transport system. **BOPA**



Minister of Transport and Infrastructure, Mr Noah Salakae told Parliament that as part of government’s goal of expanding the rail network and enhancing connections with countries in the region, several infrastructure projects would be undertaken during National Development Plan 12.

Digital platform key driver in innovation

By **Khumile Moekejo**

GABORONE - The unified government e-services platform, which is currently being implemented, is expected to enhance the digitalisation drive across all sectors of the economy and offer an efficient and convenient way of accessing public services.

Through its associated infrastructure and initiatives, the project will also stimulate research and innovation, thereby realising the government’s aspirations of creating 100 000 decent Information and Communication Technology (ICT) jobs by 2030.

Presenting the Digitalisation chapter of the draft National Development Plan 12 (NDP 12), the Minister of Communications and Innovation, Mr David Tshere said the situation called for adequate capacity building and investing in enabling infrastructure to create a digital economy.

He said plans were underway

to connect government services through modern technologies and capacitate employees to close service delivery gaps.

“This will include hosting capability, connecting of government sites and offices through modern technologies, addressing obsolete systems and applications and capacity and capability of IT employees of government. This will address the perennial system down issue that has caused poor service delivery over time,” he said.

He said government will explore the Public Private Partnerships (PPPs) and transaction based cost models to drive the digital services.

In an endeavour to expand access to broadband internet services, the minister noted that resilient network routes would be built during NDP 12 to connect various parts of the country to the internet.

He also said enhancing internet services availability and accessibility would be achieved by

replacing obsolete components and upgrading the networks.

He also said his ministry will spearhead public campaigns to promote the use of digital services and enhance local solution in the digital space.

“To ensure widespread adoption, my ministry will launch awareness campaigns with the introduction of annual Digital Citizens Forums and incentives that promote digital service usage, especially among marginalised communities.

He said innovation hubs, incubators, digital sandboxes and digital service centres would be established in collaboration with the private sector to foster local tech talent and develop home-grown solutions to Botswana’s context.

Mr Tshere said government has developed the one-Gov one-Citizen platform and its associated services, which was achieved through an open source based approach led by a local developer.

He said his ministry would make

use of the internal processes for project formulation, contacting and management to improve the service to local companies.

He said in addition to being aligned with the national development goals, the monitoring and evaluation mechanisms would be sustainable and cost-effective. Additionally, Mr Tshere said investing in research and development was essential for creating a digital economy.

Consequently, he said the government was committed to establishing a National Research and Innovation Council aimed at overseeing funding and promoting collaboration between public and private research and innovation stakeholders.

He underscored the need for research collaborations with regional and international partners to augment the government’s efforts.

Minister Tshere noted that while the newly approved Digital Services

and Cyber Security Bills were the lead legal statutes in establishing structures for implementing the sector’s digitalisation drive, plans were underway for the development and immediate implementation of the digitalisation instruments.

“Specifically, holistic national digitalisation instruments are planned for development and implementation effective immediately. These measures are intended to catalyse innovation, enhance service delivery and expand citizen access to safe and secure, efficient digital services in line with government’s vision of building a digitally empowered knowledge-based economy,” he said.

Furthermore, the Minister said the implementation of the Artificial Intelligence (AI), in conjunction with the ICT Roadmap will improve access to government services to rural and marginalised communities, in the process closing the distance gap. **BOPA**

Dwindling revenue strains fiscal policy

By **Thato Mosinyi**

GABORONE - Acting President Ndaba Gaolathe has indicated that Botswana’s fiscal policy is under considerable strain due to declining government revenues, persistently high public expenditure and widening fiscal deficits.

Mr Gaolathe made the remarks in Parliament on Friday, saying the situation presented a macro-fiscal challenge as the country continued to require substantial investment toward key enabling sectors.

He said leveraging Public-Private Partnerships (PPPs) promised to be an important part of mobilising the resources needed to accelerate the government’s transformation agenda and deliver

projects effectively.

Government, he said was at an advanced stage of creating a legal framework for better management of PPP projects to reduce the strain on the budget and improve growth-investment nexus.

“We are in the process of finalising the draft Bill on PPP for consideration by Parliament. This is an essential tool to foster a strong private sector partnership and provide a platform for domestic and international consortia to optimise the full benefit of the PPP delivery model,” he said.

He said government was also considering alternative and innovative financing solutions.

“These include asset recycling, blended finance, green bonds and

asset-backed securitisation during the NDP 12. Such approaches combine public and private capital to monetise existing assets and reinvest the proceeds into new projects, often leveraging private sector expertise and risk-sharing mechanisms,” he said.

He stated government determination to transform the nation’s mindset to transition from a consumption mindset to a long-term wealth creation one.

The Acting President said this meant a more intentional way of saving some of the revenues, particularly mineral revenues towards investment in sustainable domestic and foreign assets across various industries and transforming resource wealth into financial wealth.

“We have started putting in place a Sovereign Wealth Fund mechanism whose components should take shape towards this aspiration. This model should create long-term macroeconomic stability, fostering inter-generational equity by preserving sufficient assets and wealth for future generations,” he said.

He said government would explore the possibility of creating a National Fund of Funds mechanism, which would enable the design of modernised and high-impact investment models to allocate resources strategically, targeting priority sectors in line with the national development objectives and also allowing disruptors and innovators including the creative industry to access funding.

Also, he cited government intent to empower citizens, particularly women and youth.

Through this approach, he said government was keen to create an environment where entrepreneurship thrived communities prospered and national investments deliver maximum returns in jobs, growth and innovation.

He noted that to create a supportive and modern financial environment during NDP 12 government would thus introduce several key policy and legal reforms as part of the plan to strengthen the financial sector, promote innovation, enhance consumer protection and align Botswana’s financial systems with international best practices. **BOPA**



Presenting the proposed priorities for the Financial Services Sector under the National Development Plan 12, together with its Indicator Framework for performance monitoring and evaluation, Vice President and Minister of Finance, Mr Ndaba Gaolathe said the size and composition of Botswana’s financial system continued to evolve, with Non-Bank Financial Institutions now accounting for a larger share of total financial assets than the banking sector.

Financial sector contribution to GDP increases

By **Thato Mosinyi**

GABORONE - The Financial services sector’s contribution to GDP increased from 4.7 per cent in 2017 to 6.5 percent in 2024, an upward trend reflecting an expanding role of financial intermediation and the mobilisation of long-term savings.

Presenting the proposed priorities for the Financial Services Sector under the National Development Plan 12 (NDP 12), together with its Indicator Framework for performance monitoring and evaluation, Vice President, Mr Ndaba Gaolathe said the size and composition of Botswana’s financial system continued to evolve, with Non-Bank Financial Institutions (NBFIs) now accounting for a larger share of total financial assets than the banking sector.

Mr Gaolathe, who is also the Minister of Finance said as at the end of 2023, total assets held by NBFIs stood at P160.6 billion, surpassing the P133.6 billion quantum of the banking sector.

He said digital financial services were also gaining momentum, adding that in 2024, the total value of mobile and internet banking transactions reached P85.6 billion, reflecting growing consumer adoption of digital platforms.

“As of March 2025, the value of mobile money transactions alone reached P42.3 billion, underscoring the increasing role of mobile-based financial services in enhancing access and convenience,” he said.

He indicated that several recent policy and legal reforms presented a solid foundation for progress, including the re-enactment of the Banking Act, (which commenced in August 2025), the Medical Aid Bill of 2025 and the Value Added Tax (Amendment) Bill, 2025 which were passed during the July 2025 Parliament session.

This, he said marked key legislative milestones in the financial sector reform agenda, adding that these milestones demonstrated government’s commitment to modernising the sector, enhancing inclusivity and embracing transformation.

Although the financial system remained safe, sound and instrumental in supporting economic activity, Mr Gaolathe cautioned that the sector continued to face challenges.

“These challenges include, among others, the high cost of infrastructure deployment, which hampers the expansion of financial services, elevated transaction costs that undermine efforts to promote financial inclusion, lack of interoperability within the financial ecosystem, which limits the seamless flow of data and of transactions across platforms and institutions,” he said.

He stated that weaknesses such as the under performance of most SOEs, governance gaps and fiscal pressures further constrained sectoral performance.

Furthermore, he said access to finance for MSMEs remained limited by informality, lack of collateral and cautious lending practices, adding that the banking sector’s reliance on short-term deposits from Non-Banking Financial Institutions also presented liquidity risks, while global uncertainties and subdued capital markets had dampened investor confidence.

MPs request briefing on boards dissolution

By **Thato Mosinyi**

GABORONE - MPs have requested the Minister of Transport and Infrastructure to urgently apprise them of the recent dissolution of both Air Botswana and Botswana Railways board of directors.

Debating the Transport and Infrastructure chapter in the draft National Development Plan 12 (NDP 12), Selebi Phikwe East MP, Mr Kgoberego Nkawana decried that the frequent dissolution of the two boards was a worrying factor, which impacted service delivery at the two State Owned Enterprises (SOEs).

“It is disappointing that the minister has since his appointment dissolved the boards of the two SOEs more than once in a space of 12 months and yet Parliament is kept in the dark as to the reasons behind any of the dissolutions,” decried Mr Nkawana.

Cognisant of the fact that the appointment of the board members reflected government’s commitment to ensuring that Air

Botswana was well positioned to deliver on its mandate, Mr Nkawana likewise called on the minister for transparency in the appointment process.

He also expressed disappointment on the exclusion from the NDP 12 of the proposed development and construction of an international cargo and passenger airport and a state-of-the-art industrial plus township in the Selebi Phikwe area.

The project, he said sought to develop a state-of-the-art air cargo and passenger aviation hubs that do not only address the current logistical challenges in the region but also significantly contributed to the economic development of Botswana and the SADC.

Similarly, with a strong focus on governance, accountability and transparency regarding board members appointments, Tonota MP, Mr Gaefele Sedombo pleaded with the minister to exercise transparency through gazetting an expression of interest when appointing the board.

Maun East MP, Mr Goretetse Kekgonengile commended

government for the projected expansion of the Maun airport, citing that the new airport infrastructure should nonetheless match its status as the second busiest airport in the region.

He said it was also important for government to promptly process the compensations payments for residents who were relocated, giving way for the expansion of the airport.

Responding the MP’s, Minister of Transport and Infrastructure, Mr Noah Salakae highlighted that the national airline had not been performing well, affecting its financial situation, hence the need to appoint a new board of directors with a clear instruction to provide a turnaround strategy.

He said the board’s collective expertise was instrumental in supporting competitive strategic objectives of the airline, overseeing their implementation and navigating the dynamic avenues of the aviation industry.

Mr Salakae stated that out of the four international airports, Maun was the most active, accounting

for 67 per cent of all aircraft movements in 2023.

The airport, he said has been showing significant improvements in aircraft and passenger movement over the years.

“As part of our objective of unlocking the high value export economy and establishing a regional logistics hub, the airport has been identified as a critical gateway to enhancing global connectivity across continents, further increasing traffic into Botswana,” he said.

He said they were finalising the feasibility study, which would guide implementation of the airport development project and also indicated that the development of the Sir Seretse Khama International Airport into a multi-modal air cargo and logistics hub was also on the cards, adding that the cargo facility will be upgraded to enhance Botswana’s appeal as an international distribution hub through enabling local logistics firms and exporters to scale their operations and compete on a global level. **BOPA**

Thus, he highlighted the need to address these constraints in an effort to build a more inclusive, innovative and resilient financial system under NDP 12.

Mr Gaolathe stated that one of the focus areas for the financial services sector under the Botswana Economic Transformation Programme (BETP) was the development of a comprehensive reinsurance ecosystem.

“Africa’s reinsurance market is valued at over US\$5.7 billion, yet Botswana contributes only 1.5 per cent of Africa’s total reinsurance pool, leaving substantial room for growth,” he said.

To that end, Mr Gaolathe stated that Africa’s reinsurance market presented an opportunity anchored by Botswana’s investment-grade sovereign credit rating, sound regulation and trusted governance.

He said government remained steadfast to position Botswana as Africa’s most secure and competitive reinsurance hub that created high-value jobs, attracted global investment and provided greater protection for the people and businesses. **BOPA**

Camphill stands test of time

By Ketshepile More

GABORONE - The Acting President, Ndaba Gaolathe says the story of Camphill Community Trust is that of resilience.

Speaking at the 51st fundraising gala dinner in Gaborone, Mr Gaolathe said Camphill Community Trust's story was similar to that of Botswana, as the organisation was also built

and rebuilt quietly by voices that were once unheard, in the process shaping the national conscience.

Mr Gaolathe said Camphill Community Trust's integrated model of combining education,

organic farming, social enterprise, and residential care offered a glimpse into the kind of economy envisioned under the Botswana Economic Transformation Programme (BETP).

He said it mirrored the enduring spirit of the brigades' practical learning that dignifies labour and turns skill into freedom.

Institutions like Camphill Community Trust Mr Gaolathe said, brought the True North vision to life; a vision to build a Botswana that was digitally-enabled, export-driven, people-centric, and economically-diversified as well as a Botswana in which every citizen enjoyed equal opportunity, employed, empowered and fulfilled.

He said Camphill Community Trust transformed abstract goals into lived realities, with its restoring dignity and purpose.

"They show that transformation is not measured by GDP, but by dignity, by how many hands are working, how many hearts are hopeful, and how many lives are made whole," he said.

"Through Motse wa Badiri Training, Camphill has equipped young men and women with

vocational skills, confidence and belonging. Since 2013, the institution's transition programme has assisted over 210 learners to find their path into the world, two now self-employed, 55 absorbed into Tirelo Setshaba, and others working with hope and determination toward their own ventures," Mr Gaolathe stated, in reference to how Motse Wa Badiri, a vocational arm of the trust is continuing to impact lives.

The fundraising dinner was aimed at supporting the construction and furnishing of four classrooms.

And the Acting President Mr Gaolathe encouraged stakeholder partnerships to provide opportunities of purpose and a Botswana where inclusion is not an afterthought but a way of life.

Located in Otse in the Ga-Malete Constituency, Camphill Community Trust is a school that enrolls individuals with disabilities and learning difficulties and operates two schools; Rankoromane School, a primary school and Motse Wa Badiri, which offers post-primary education and training. **BOPA**



Acting President Ndaba Gaolathe (left), Camphill Community Trust director, Ms Mpho Makutu (centre) and trustee, Dr Hildah Mokgolodi during the Trust's 51st fundraising gala dinner in Gaborone on Friday. Mr Gaolathe said since 2013, the institution's transition programme had assisted over 210 learners to find their path in life, with two now self-employed, 55 absorbed into Tirelo Setshaba programme and others working with hope and determination toward establishing their own ventures. Photo: Pheny Moalosi

'Promote food sovereignty'

By Thandy Tebogo

KANYE - Farmers have been implored to promote food sovereignty by ensuring sufficient food supply and reduction of the food import bill.

Speaking at a kgotla meeting held to review the 1991 Agricultural Development policy in Kanye on Friday, chief policy and research officer at the Ministry of Lands and Agriculture, Ms Lerato Sello urged farmers to transition from subsistence farming to maximising commodity production and profit.

Ms Sello stated that in the endeavour to achieve food sovereignty, it was critical to ensure a farm was a productive investment through practising meticulous care for both fields and livestock.

She said farmers should be able to shape their food systems and define their food policies.

Ms Sello implored farmers to shift from food self-sufficiency to food security, raising concern that local farmers produced food locally but were not able to produce sufficient supply, compelling government to import.

She called on farmers to value land, expressing concern that the youth sell land while they should instead lease it out in the event that they do not use it.

She said agriculture used to be the backbone of the local economy

and contributed 40 per cent to the GDP, while the sector now contributes 1.7 per cent to the GDP.

She said performance declined since 1987, which had necessitated the review of the policy to establish factors that could have contributed to such a development.

She stated that with ideas gathered from Batswana, the Agricultural Development Policy of 1991 was established and programmes such as ALDEP, ARAP, ISPAAD and Temo Letlotlo were developed in alignment with the policy.

She stated that the policy had since been obsolete, hence the need to review it as it has failed to address some of the challenges that came with global warming.

She also expressed concern at the low participation of the youth in the sector, observing that farmers were mostly cases elderly members of society.

Ms Sello implored farmers to shift from food self-sufficiency to food security, raising concern that local farmers produced food locally but were not able to produce sufficient supply, compelling government to import.

She said the import bill bruised government coffers, adding that the idea therefore, was to

ensure sufficient supply without importing.

When commenting, one of the farmers Mr Albert Lebaesirele proposed that government should divert funds which were being spent on seeds supplied to farmers to the Botswana Agricultural Marketing Board, and then increase the buying price for grains bought from farmers.

That he said, would empower farmers financially and put them in a position to improve agricultural production.

Mr Kentsenao Rutwane said crime escalation had defied their efforts to intensify agricultural production.

He also attributed poor output in agricultural production to lack of good roads and mobile networks connectivity.

Ms Joyce Goletlegwang proposed that government should supply seeds only to farmers who produced high yields.

Member of Parliament for Kanye East Mr Mogorosi Mosanana informed farmers that with the financial constraints that government was faced with, the idea was to empower farmers and nudge them towards self-reliance. **BOPA**

Mophane airport development private sector-led

By Chendzimu Manyepedza

SELEBI PHIKWE - The anticipated multi-billion Pula Mophane Cargo International Airport project in Selebi Phikwe will be developed through a strategic private sector-led partnership in collaboration with relevant government ministries, says the Minister for State President, Mr Moeti Mohwasa.

Speaking during the potential investor site visit meeting in Selebi Phikwe on Friday, Mr Mohwasa said the decision aimed not only to enhance the region's infrastructure but also to leverage the collaborative potential of the private sector synergy to fulfil key economic objectives.

Mr Mohwasa articulated that employing the private sector partnership model was also to attract substantial private sector investment and specialised expertise into the airport development, ensuring that the expected facility would be equipped to handle the increasing cargo demands, thus positioning the country as a vital logistics hub.

He said that preparations for the ground-breaking ceremony of the project were in full swing, with the event scheduled to take place in January.

Mr Mohwasa underscored that the Mophane Cargo International

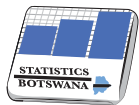
Airport project would not only mark a milestone for the region but also symbolise the fruitful collaboration between government and the private sector.

"This airport project represents a significant milestone in the continuous journey toward achieving the goals of collaborative efforts between the private sector and government ministries, paving the way for sustainable development in the region and the country," he said.

He further said the expected state-of-the-art facility is set to invigorate multiple sectors of the local economy, serving as a vital hub for trade and logistics both regionally and internationally, stimulating commerce and enhancing supply chain efficiencies.

Additionally, the airport's operations would foster innovation and generate a significant number of employment opportunities, providing local communities with access to jobs in various fields related to freight.

The project manager for Mophane Cargo International Airport, Mr Ramotlatsi Rakhudu said the purpose of the investor site visit was to facilitate a comprehensive due diligence process for various stakeholders interested in investing in the project. **BOPA**



STATISTICS BOTSWANA

Statistics Botswana is a Parastatal established under the Statistics Act of 2009. As the pre – eminent agency responsible for the development and management of official statistics and the coordination of the National Statistics System its duties include but are not limited to;

- The collection, processing, analysis, publishing, disseminating and archiving of official statistics in areas such as, commercial and industrial activities agricultural social, economic, environmental, energy, communications and household conditions.
- Advise Government and other agencies on policies and procedures relating to statistics.

Statistics Botswana is now seeking to recruit highly motivated, innovated, and experienced professionals to fill the following positions

REF NO: 1/2025 – KNOWLEDGE RESOURCES OFFICER

MAIN PURPOSE OF THE JOB

- Coordinate the activities of the Information Resource Centre (IRC) through provision of comprehensive library and information resources to support the information and knowledge needs of Statistics Botswana and its stakeholders.

KEY PERFORMANCE AREAS AND RESPONSIBILITIES

- Analyse and identify information needs of users, build and maintain a dynamic collection of information resources at the IRC in accordance with the identified content and technological needs of Statistics Botswana
- Negotiate and liaise with relevant stakeholders to acquire or procure information materials and documentation for the IRC
- Ascertain timely renewal of subscriptions and licences for information services and products
- Supervise the overall process of (a) cataloguing, labelling, indexing, classifying and shelving resources, (b) issuing and receiving returned materials, (c) stock and inventory control, and (d) weeding out and disposal of records as per established retention policies
- Prepare user manuals for database and online facilities in the IRC
- Evaluate technology and media support for the IRC, and liaise with the Information Systems division for the development, implementation and maintenance of an appropriate system
- Promote the use of IRC services among Statistics Botswana employees, stakeholders and the general public.

QUALIFICATIONS

- At least a Degree in Library and Information Science from a recognised institution.

EXPERIENCE

- At least five (5) years practical and progressive experience of working in a library or resource/documentation centre

COMPETENCIES

Technical competencies

- Knowledge of library operations, procedures, systems and rules
- Computer literate.
- Experience with systems and applications relevant to the specific work area

Other competencies

- Team building, leadership and motivation
- People management and interpersonal skills
- Planning, organising, budgeting and resource management
- Results oriented and performance driven
- Service oriented and client focus
- Creativity, innovation, flexibility and analytical thinking
- Communication, influence, impact, and relationship building
- Decisiveness and assertiveness

REF NO: 2/2025 – GIS/CARTOGRAPHIC TECHNICIAN

MAIN PURPOSE OF THE JOB

- Provide technical and administrative assistance to the GIS Specialists in the production of enumeration area maps and maintenance of the GIS database

KEY PERFORMANCE AREAS AND RESPONSIBILITIES

- Undertake all logistic arrangements for mapping survey work
- Training of mappers as and when required
- Supervise of fieldwork and data capture for mapping surveys
- Perform surveying and mapping duties, under the direction of a GIS Specialists to obtain data used for mapmaking, and boundary location among others
- Help calculate mapmaking information and create maps from source data
- Check accuracy and completeness of maps before submission to GIS Specialists
- Update maps during the inter-censual periods
- Operate and help to maintain GIS system hardware, software, and the database
- Assist in the production of Population Census Atlas and other supplementary documents

QUALIFICATIONS

- At least a Diploma in Geography, GIS, or Cartography from a recognised institution or any other related field acceptable to Statistics Botswana

EXPERIENCE

- At least three (3) years of progressive work experience in GIS/mapping/cartography preferably within a statistical office

COMPETENCIES

Technical competencies

- Knowledge of a national statistics office operations
- Knowledge of principles, practices and GIS software systems, data collection.
- Computer literate.

Other competencies

- Creativity, innovation, flexibility and analytical thinking
- Results oriented and performance driven
- Decisiveness and assertiveness
- Communication, influence, impact
- Service oriented and client focus
- Teamwork and interpersonal skills

REF NO: 3/2025 GIS/MAPPING SPECIALIST

MAIN PURPOSE OF THE JOB

- Assist Senior Statistician to plan, implement, guide, supervise, analyse and produce statistical reports on the production and maintenance of sampling frames and maps for GIS data, censuses and household surveys.
- Prepare up to date enumeration area maps and manage data that are geographically referenced

DUTIES AND RESPONSIBILITIES

- Liaise with subject matter divisions to define data and mapping needs
- Collect geographical information system coordinates using methods such as GPS, satellite imagery, surveying, mapping etc.
- Produce accurate and complete enumeration area maps for censuses and surveys
- Research, analyse and evaluate source data for use in the preparation or revision of maps
- Collate spatial and environmental data, and determine how best the information can be displayed using GIS
- Revise and keep maps up to date
- Provide and disseminate spatial data and digital maps to all departments and external users as and when required
- Develop, populate and maintain a GIS database
- Clean, process and manipulate data sets as need arises to enable data integration, analysis, display and dissemination
- Interface with key stakeholders to enable efficient data sharing
- Suggest to Subject Matter departments on mapping and GIS related matters that could possibly help enhance decision-making in census and survey design, data collection and data analysis;
- Provide assistance to internal and external stakeholders on issues related to mapping
- Produce Population Census Atlas and thematic maps
- Operate and maintain GIS system hardware, software, etc.
- Supervise, monitor and motivate GIS Technicians and other GIS and Mapping Specialists to ensure high-quality output, adherence to standards, timely delivery and continuous professional development.

QUALIFICATIONS

At least a Degree in Geography, GIS, or Cartography from a recognised institution or any other related fields acceptable to Statistics Botswana

EXPERIENCE

At least five (5) years of progressive work experience in GIS/mapping/cartography, preferably in a statistical office

COMPETENCIES

- Knowledge of a national statistics office operations
- Creativity, innovation, flexibility and analytical thinking
- Results oriented and performance driven
- Decisiveness and assertiveness
- Communication, influence, impact and relationship building
- Team building, leadership and motivation

REMUNERATION

Statistics Botswana offers an attractive and competitive package

Prospective candidates meeting the above requirements should submit applications together with comprehensive Curriculum Vitae, Certified copies of Certificates, ID and names and provide names and contacts of two Referees to:

The Manager, Human Resources and Administration
Statistics Botswana
Private Bag 0024
Gaborone, Floor 1, Records Management Unit AND EMAIL A CV FORMAT TO:
recruitment@statsbots.org.bw

CV FORMAT TEMPLATE

NAME, SURNAME, ID NO, CONTACT NO	QUALIFICATION	CURRENT POSITION	EXPERIENCE
Boago Lesego ID No: 58880000 Contact No: 71000000	Bachelor of Arts in Social Sciences, (Economics) University of Botswana, 2006	Assistant Statistician, ICT, Ministry of Sports, 2021 to date	• Assistant Statistician, ICT, Ministry of Sports, 2021 to date • Research Assistant, Ministry of Economics, 2019 - 2020

CLOSING DATE: 20th November 2025

Drug shortage crisis eases - minister

By Lesedi Thatayamodimo

GABORONE - Botswana is beginning to recover from the severe shortage of medicines and medical commodities that prompted the declaration of a State of Public Health Emergency in August this year.

Giving an update on Friday, Minister of Health Dr Stephen Modise said the availability of essential medicines and medical supplies across public health facilities has improved from 17 per cent in August to 36 per cent by early October 2025.

Dr Modise assured the nation that government was working tirelessly to restore full supply levels and prevent a recurrence of the crisis.

“We are not out of the woods yet, but we are on a rebound mode, our target is to reach 97 per cent availability and maintain at least a three-month stock at Central Medical Stores (CMS) by December,” said Dr Modise.

Giving a background to the situation, he said President Advocate Duma Boko declared a State of Public Health Emergency on August 25, following widespread medicine shortages that crippled service delivery in hospitals and clinics.

He mentioned that the shortages affected key areas such as theatre, imaging, laboratory, intensive care units (ICUs) and emergency departments.

“To address the crisis, the President appointed a National Steering Committee and Task Force comprising experts from government and the private sector.”

Dr Modise revealed that the Health Task Force reached out to international partners for urgent support, adding that Cyprus and the United Arab Emirates were among the first to donate medicines and commodities, while local entities such as HB Botswana, Cospharm Investments, Maun Private Hospital and La Grace Medical Centre also contributed.

He highlighted that the World Health Organization (WHO) and other development partners continued to provide assistance, with additional consignments expected from the Antwerp Diamond Centre and other friendly nations.

He further said the Global Fund, European Union, United Kingdom, South Africa, China, India, Turkey, United States of America and Zimbabwe have also pledged support.

Dr Modise said the ministry planned to implement permanent structural reforms to prevent future crises, saying those included pooled procurement strategies, innovative financing models and the development of local pharmaceutical manufacturing.

“Our long-term goal is to ensure Botswana is never this vulnerable again, we will not rest until the situation is fully resolved,” he affirmed. Dr Modise thanked Batswana for their patience and partners for their continued solidarity. Meanwhile, the minister explained that the declaration of a state of emergency on medical supplies allowed government to save hundreds of millions of Pula by purchasing directly from international manufacturers.

He said that without the emergency powers, the ministry would have been “forced” to procure locally through

middlemen, a process that would have cost nearly P250 million.

“Imagine getting a procurement locally at close to P250 million, which is what you have in the pocket and not being able to go straight to the manufacturer to get that at about P30 million,” he said.

He further explained that many local suppliers sourced their products from the same international manufacturers that the ministry had now been able to approach directly, adding that the state of emergency, was designed to ensure that government “gets the best bang out of the buck” by cutting out intermediaries.

He highlighted that the savings realised through the direct procurement approach had enabled government to expand its purchasing power, adding that it would ensure that no gaps would arise in the nation’s medicine supply chain.

On the Health Task Force, permanent secretary in the Ministry of Health, Professor Oathokwa Nkomazana said the ministry had effectively managed the distribution of medicines to hospitals and clinics nationwide following the allocation of P250 million Pula for medical supplies.

“We have been allocated P250 million to source medicines and we have managed the process of delivery to hospitals and clinics across the country,” Prof. Nkomazana said, adding that the ministry had spent nearly all of the funds, with less than P60 million remaining.

She highlighted that shipments of medicines already purchased from Canada, Germany and other international suppliers were currently enroute, adding that their arrival would significantly boost the country’s stock levels and ease the shortage of essential drugs in various health facilities.



A P43 million medicine consignment arriving at Sir Seretse Khama International Airport in September. The consignment, sourced through BDC and Ministry of Health, was to address critical medicine shortages in the country. Minister of Health, Dr Stephen Modise, said the availability of essential medicines and medical supplies across public health facilities had improved from 17 per cent in August to 36 per cent by early October.

Prof.. Nkomazana acknowledged that the procurement process for medical supplies remained “complex and highly regulated,” emphasising that the procedures were in place to safeguard the integrity and quality of the products entering the country.

However, she assured the public that the ministry continued to monitor medicine supply

levels closely and remained in communication with suppliers and partners to maintain a steady flow of essential drugs throughout the country

Sharing the same sentiments, also in the Task Force, Professor Mogomotsi Matshaba stressed that the focus was not merely on the quantity of medicines procured but on maintaining strict quality

standards throughout the process.

“We are not looking at quantity but at quality when purchasing medicines,” said Prof. Matshaba, emphasising that the health and safety of Batswana remained top priority.

He explained that the Botswana Medicines Regulatory Authority (BoMRA) continued to play a crucial role in verifying the quality of all imported medical supplies.

“BoMRA has been involved to ensure that every batch of medicines that arrives in the country is of good quality,” he noted.

Prof. Matshaba said the Task Force and the ministry were determined to protect the lives of Batswana, ensuring that no shortcuts were taken during the procurement and approval processes.

“We did not cut any corners, the quality of the medicines was thoroughly ensured before they were approved for use,” he affirmed.

The Botswana Defence Force (BDF) has been instrumental in expediting the delivery of essential medicines across the country, ensuring that no medical supplies remained idle at CMS, said Brigadier Thomas Masunga.

He revealed that to expedite procurement and delivery, the BDF was assigned to work with CMS and Botswana Post in distributing supplies across the country.

He explained that the teams worked tirelessly to ensure that all medicines were dispatched to health facilities without delay.

“We made sure that no medicines were stocked at CMS. As soon as they arrived, they were immediately sent out to the respective health facilities,” he added. Brig Masunga commended the collaborative effort of the various agencies, noting that the partnership had greatly improved the efficiency of the medicine supply chain. **BOPA**



Minister of Health, Dr Stephen Modise (right), Kgosi David Toto II (left) and Tsabong District Council chairperson, Mr Elias Motlhanke during delivery of emergency medical supplies consignment in Tsabong in August.

UB murder accused cries prejudice

By **Bonang Masolotatse**

GABORONE - A lawyer representing Bantshuti Nkgarapi, charged with the murder of a University of Botswana (UB) employee, has accused the state of prejudicing his client's bail application.

The attorney, Mr Tiroyaone Sedimo told Chief Magistrate Kamogelo Mmesi of Extension II Magistrate Court on Thursday that the state had withheld the psychiatric assessment report, which is crucial to the bail application.

Mr Sedimo said that when his client was denied bail, the court had made it clear that it would consider the bail issue once it had been furnished with the psychiatric report.

"We are here in court without having been served with the report and our hands are tied when we are not furnished with the psychiatric

report," Mr Sedimo said, adding that the lack of the report was prejudicial to the defense team's bail application.

Mr Sedimo clarified that the defense would not be making a fresh bail application but would rather ask the court to reconsider his client's bail, as the report had been made available to the court.

The prosecutor, Mr Pascal Mhandu, when asked by Magistrate Mmesi to explain why the defense was not served with the report despite it having been filed with the court in September, said that he was not aware that the defense had not been served.

He told the magistrate that his office was served by the police and he had assumed that they had been served as well.

Thus, Magistrate Mmesi postponed the case to November 12 for a bail hearing and ordered that the defense be served with the report.

The 37-year-old Nkgarapi, a traditional healer, was previously denied bail by the same court on grounds that the matter was still new and investigations were ongoing.

He is charged with the murder of his 47-year-old girlfriend, Magadi Mokganelwa, a University of Botswana employee, who was stabbed to death in broad daylight earlier this year. He has been further remanded in custody pending his bail application.

Prior to the murder incident, Nkgarapi was on bail for threat to kill, having threatened to kill deceased. **BOPA**



University of Botswana murder accused, Bantshuti Nkgarapi appearing at Gaborone Extension II Magistrate Court recently. His lawyer, Mr Tiroyaone Sedimo accused the state of prejudicing his client's bail application by withholding the psychiatric assessment report crucial to the case. Photo: Teko Letsholo

Court denies quartet bail for unlawful dagga possession

By **Tshiamiso Mosetlha**

SEROWE - Four men, three Batswana and an eSwatini national, appeared before Serowe Magistrates Court on Friday on charged of unlawful possession of a substance suspected to be dagga.

The quartet, Kgomotso Nthela (25), Goarabile Samson (25), Thato Mosinyi (33) and Thembinkosi Mnisi (37) of eSwatini were arrested during a Stop-and-Search operation mounted by officers from Serowe Police Station along the Thabala-Mogorosi road on Thursday night.

Appearing before Magistrate Onneile Ntwayapelo, the four men asked to be granted bail after the charge sheet was read to them.

However, the investigating officer, Assistant Superintendent Eric Dambe of Serowe police, requested the court to deny them bail as the matter was still fresh and investigations were yet to be concluded.

He said if granted bail, they could interfere with witnesses and could also skip the country because of the severity of the offence and the possible stiff sentences that would result in the event they got convicted.

ASP Dambe further told the court that there was uncertainty regarding the permanent physical addresses of the accused persons, hence granting them bail would likely result in them absconding and therefore missing future court appearances.

He said the police were also still on the trail of others suspected to be working with the four accused persons, adding that there were allegations that the four men were part of a larger syndicate.

The eSwatini national, Mnisi will be arraigned separately on October 28 as the charge sheet could not be read to him on

Friday as he had indicated that he required a Zulu interpreter.

The other accused persons will appear for mention on November 6. The four accused remain in custody. **BOPA**

New narration throws spanner in the works

By **Ndingililo Gaoswediwe**

MOCHUDI - Rape accused pastor, Goitsekgosi Mojadigo of The Divine Anointing Church International has somersaulted on the version of events that his lawyer, Mr Olehile Manchwe presented before court in previous appearances.

Appearing before Magistrate Queen Moanga of Mochudi Magistrate Court on Friday, Mojadigo threw a spanner in the works, denying Mr Manchwe's version that the sexual encounter between him (the accused) and the complainant followed the duo's consent to engage in a sexual exorcism.

Instead, Mojadigo claimed that he had agreed with the complainant to engage in a transactional sexual encounter, for which he had offered to pay the victim P1,000.

Recounting the chronology of the events leading up to the sexual act in relation to which he is being tried, he explained that the victim had contacted him via Facebook in 2023, requesting prayer, and that he had provided his phone number.

During examination by his attorney, Mojadigo admitted to meeting the victim two days after their initial contact, and that their conversations then shifted from prayer to flirtation, leading to him arranging a lunch date, which however never happened.

He said when the victim disclosed during their conversation that she was unemployed and therefore in need of money, they

agreed to exchange money for sex and drove to his home in Morwa.

There, they watched a movie - The Intruder, and he admitted to caressing the victim, who did not resist. He said he had a condom and that they had sex until she complained that he was taking too long and that he had pleaded with her to allow him to at least ejaculate.

Afterwards, they showered and headed back to Gaborone. Mojadigo told court that they stopped at an ATM for him to withdraw P1,000 to pay for the sexual act but he could only access P400 via ewallet as it turned out that he had reached his daily withdrawal limit.

He said the victim agreed to take P200, with the remaining P800 to be paid later. Thereafter, he said he dropped her off in Gaborone before heading to Thamaga for a church service.

The accused said although he suggested a second encounter the following day, a call he made to check if the complainant was home safe was met with an accusation of rape.

Mojadigo, who has yet to settle the remaining P800 said the victim then involved her former boyfriend, leading to a conference call where both parties recounted their versions.

Later, Mojadigo said he travelled to Zimbabwe but never reached his

destination as he had to abort the trip after receiving a call from a Mochudi police officer, one Lesole, who informed him of an ongoing rape investigation.

During court proceedings, a prosecutor from the Directorate of Public Prosecutions, Ms Seeletso Ookeditse questioned Mojadigo about the inconsistencies in his account of events.

He struggled to answer, citing overwhelm from the multiple cases he is facing. Ms Ookeditse also asked why Mojadigo had not disclosed the alleged love relationship earlier, noting that some evidence, such as prayer requests to get a job at BDF, sprinkling water in her private parts and the victim's questions about sexual cleansing, were not explored in cross examination.

Despite the defence's protests to the line of questioning, the magistrate allowed the prosecution's questions, stressing that the defence should have questioned the victim on the points that were being raised.

Mojadigo's lawyer had also expressed frustration that key witnesses in the case remain in custody for an unrelated matter, which complicates the defence case. Magistrate Moanga however stated that it was the defence's responsibility to secure the appearance of its witnesses in court.

Mojadigo, who will be back in court on November 12 for delivery of judgment, will prior to that date on November 7, appear for a different cse relating to a defilement charge. **BOPA**



Rape accused, Goitsekgosi Mojadigo appearing for mention at Mochudi Magistrate Court on Friday. He is scheduled to appear again on November 7, for the commencement of the defilement case trial, while judgment in the rape case is expected to be delivered on November 12. Photo: Gaseitsiwe Moruakgomo

Seemo sa melemo se a tokafala

Ka Lesedi Thatayamodimo

GABORONE - Tona wa Lephata la Botsogo, Dr Stephen Modise o tthalositse fa seemo sa melemo le didiriswa tsa kalafi mo lefatsheng leno di simolotse go tokafala. A re puso e tswelitse ka go dira, go tihomamisa gore seemo seo ga se ipoeletse mo isagong.

Fa a bua kwa phuthegong ya bokopano le babega dikgang ka Labotlhano mo Gaborone, mabapi le seemo sa tshoganetso se se neng sa ntshiwa ke Tautona Advocate Duma Boko ka Phatwe monongwaga, Dr Modise a re puso e dirile ka ditsela tse di farologaneng go rarabolola

tlhaelo ya melemo e e neng e ama dikokelo lefatshe ka bophara.

“Ke itumelela go bolelela setshaba gore seemo se simolotse go tokafala. Re simolotse go bona melemo e amogelwa kwa dikokelong, mme re solofela gore kwa bofelong jwa ngwaga, seemo se tlaa nna se sentle thata,” ga bua Dr Modise.

O ne a tthalosa fa go ne gole boutsana ka tlhaelo e ne e le ntsi thata, a re go tswa ka kgwedi ya Phukwi dipilisi di ne dile kwa tlase fela thata ka selekanyo sa 17 per cent, mme seemo seo se a tsholetsega ka jaanong ka Phalane se le mo go 36 per cent. O kaile fa ba na le tsholofelo ya go fitlhelela 97 per cent ka

Sedimonthole ngwaga ono.

A re ditsholofetso tsa go tokafatsa seemo sa melemo di rurifaditswe ke mafatshe a a farologaneng a akaretsa a Cyprus le United Arab Emirates a a neng a nna a ntlha go tswa lefatshe leno thuso. A re le dikompone tsa mo gae di akaretsa tsa HB Botswana, Cospharm Investments, Maun Private Hospital le LaGrace Medical Centre le tsone di ne tsa thusa.

Dr Modise a re ba World Health Organization le bone ba tswelitse go ema Botswana

nokeng, a bolela fa mafatshe mangwe a santse a tlaa romela dithuso tsa one.

Mabapi le go phatlalatsa melemo go ralala lefatshe leno, tona o boletse fa Botswana Defence, Force Central Medical Stores le Botswana Post di ne tsa abelwa tiro ya go tsamaisa melemo eo.

O ne a tthalosa fa tsamaiso ya theko ya melemo e le botlhokwa e bile e patelediwa ke melao e e maleba.

A re ka jalo, ba ne ba netefatsa gore melemo e e tsenang mo

lefatsheng leno e bolokesebile e bile e siametse tiriso.

Tona o tihomamiseditse setshaba gore melemo e mentsi e setse e le mo tseleng, go akaretsa e e tswang kwa Canada, Germany le mafatshe a mangwe, mme e tlaa thusa kwa go nang le tlhaelo, go netefatsa gore lefatshe leno le seka la tlhola le kopana le seemo sepe gape sa tlhaelo ya melemo.

Dr Modise o ne a lebogela setshaba bopelotelele mo seemong se se neng se sa iketla. **BOPA**

Balemi ba gakololwa go dirisa methale e mesha ya temo-thuo

Ka Kefilwe Selotlegeng

MACHANENG - Balemi ba kgaolo ya Machaneng ba gakolotswe go dirisa methale e mesha ya temo-thuo go tokafatsa temo ya bone.

Ba gakolotswe jalo ke mogolwane wa pele wa lephata la dijjwalo, Rre Galeitsiwe Ramokapane kwa moletlong wa letsatsi la balemi kwa Machaneng bosheng.

Rre Ramokapane o rotloeditse balemi go dirisa thuto e ba e filweng mo letsatsing leo, a re fa ba ka e dirisa e ka tsisa maduo a a botoka.

O ne a ba rotloetsa go tshwaragana e le balemi-barui a supa fa tshwaragano ya ba-na-le-seabe ka kakaretso e ka ba thusa go tsosa temo-thuo ya lefatshe leno e a supileng e wetse tlase.

O boletse fa letsatsi la balemi le haphegile ka jaana le ba fa sebaka sa go tla go rutwa, go rutana, le go amogana maele ka temo-thuo.

A re gape ke go tla go rotloetsana le go lemotshana gore mongwe le mongwe o ka kgona go tsaa karolo mo temo thuong.

A re balemi ba tswa kgakala ba rutwa, a tthalosa fa ele nako ya gore ba itseye motlhala le gore ba dira eng go tlhabolola temo ya bone.

Rre Ramokapane a re di thuto di teng mathata balemi ga ba di dirise, a tthalosa fa mananeo a puso ka go farologana a tsile e bile a tsamaile motlhala one o sa bonale.

A re masimo ke matlotla, a ntse dikgwa e bile a medile ditlhare, mathata e le go tlhoka go fetola megopolo mme a ba kgothatsa go dira dilo tsa bogologolo tse dineng di nonotsha temo.

A re gompiano lefatshe le itemogela phetogo ya loapi ka dipula di sa na jaaka pele.

Rre Ramokapane a re masimo a fedile, le mmu o sule a tthalosa fa e le gone mo go dirang gore thobo e nne kwa tlase.

O rotloeditse balemi go baakanya le go nonotsha mmu le gore ba nne kwa masimong bogolo jang ka nako ya temo.

Rre Ramokapane o kgotlhaditse balemi go tshwaragana le go emana nokeng mme ka jalo ba fetole temo thuo gore e tle e godise itsholelo ya lefatshe leno.

Rrabalemisi wa Kgaolong ya Machaneng, Rre Frederick Rantsho o boletse fa maikaelelo a letsatsi le ele go rotloetsa balemi go tsaya temo ka tlhwaafalo.

Rre Rantsho a re maikaelelo a letsatsi ke go ruta balemi go dirisa methale ya segompiano ya temo e e tshwanang le temo ya tshomarelo bokgola le e mengwe.

Letsatsi le, lene le tshwerwe ka setlhogo sese reng: Tiriso ya methale ya segompiano go oketsa thobo.

Molemi wa Sarflower, Rre Babusi Olatotse o ne a tthalosetsa balemi ka setlhatshana seo a supa fa sele bogadi bo gauafi.

A re temo ya Sarflower e botlhokwa ka jaana go se sepe sese latlhiwang mogo sone a tthalosa fa se jewa ele morogo, fa dithunya le medi di thusa mo botsogong.

Fa a fa leboga, mokhanselara wa kgaolo ya Machaneng Rre Keipeile Mathanjane o kopile balemi go emela temo ka dinao gore bantshe dijo tse di bonalang tse di ka jesang lefatshe leno.

A re temo - thuo e botlhokwa e bile e nonofile goka tsosolosa itsholelo. **BOPA**



Tona wa lephata la botsogo, Dr Stephen Modise (molemeng) le mokwaledi wa lephata leo, Professor Oatlhokwa Nkomazana kwa phuthegong ya babega dikgang ka Labotlhano. Dr Modise a re seemo sa melemo le didiriswa tsa kalafi se simolotse go tokafala, a supa fa puso e tswelitse ka go dira gotlhe go tihomamisa gore seemo seo ga se ipoeletse mo isagong. Senepe: Thompson Keobaletswe

Kopanelang thuto ya bana le barutabana

Ka Tshiamiso Mosetlha

SEROWE - Batsadi ba baithuti ba ba tsenang kwa sekoleng se botlana sa Motetshwane kwa Serowe ba rotloeditswe go rwala boikarabelo jwa go tshwaraganela bana le barutabana.

Go buile jalo morotloetsi mogolo wa sekolo seo, Moruti e bile ele morutabana wa pele, rre Kabelo Tawana yo gape e leng motlhokapono mo letsatsing la kabo dimpho ya baithuti le go leboga ba baneng ba kwala lekwalo la bosupa ngogola, le bana ba dithuto tsedi haphegileng ka Labone.

Rre Tawana o boletse fa batsadi ba file tshwane marapo mo go tlhokomeleng bana ba bone a bolela fa mokgwalelo o rwelwe ke barutabana.

A re batsadi ba re ba tshaba go tlhokomela bana ka mabaka a ditshwanelo tsa bone mme a bolela fa ele seipato fela ka batsadi ba tshaba go tsaya boikarabelo

mo tlhokomelong ya bana ba bone. Rre Tawana re baithuti ba dithuto tse di haphegileng ba saletse kwa morago thata ka gore go sokamelwa thata kwa go ba ba itekanetseng. A re baithuti bao ba ka palelwa ke go bala le go kwala mme ditiro tsa diatla ba tlhaga thata mo go tsone.

O boletse fa sekole sa Motetshwane e le sone fela se se nang le dithuto tsa bana ba ba-na-le-bogole mo kgaolong ya Serowe mme se dira sentle mo dithutong tsa lekwalo la bosupa jaaka ngogola se tsere maemo a bobedi ka 91.2 per cent, mo kgaolong ya Serowe.

Rre Tawana a re le mororo dikgwetlho di le teng, ga ba kgobege marapo ka ba tla tswelela ba di ralala fela go ya phenyong. O boletse fa ba tlhaelelwa ke dingwe tsa dikago le ditsompelo tsa sekole mme ba leka ka gotlhe mo ba nang le gone.

O rotloeditse batsadi le barutabana go itse le go bala

thata melao ya ditshwanelo tsa bana gore ka moso ba seka ba ipata ka gore ga ba kgaleme bana ka gore ba na le ditshwanelo.

Mothusa Mogokgo wa pele wa sekole seo, Mme Gogaufi Matlhogonolo o kaile fa ba ipelela phenyo ya bana ba Motetshwane ka go ba abela dimpho ele go ba rotloetsa go tswelela ka tlhoafalo mo dithutong tsa bone go ya pele.

A re sekole sa Motetshwane se simolotse ka ngwaga wa 1972, mme gompiano se na le baithuti ba le 619, ba special unit bale 82, le di reception class tse pedi.

Mongwe wa baithuti ba sekole seo yo o neng a dira sentle thata ngogola jaanong a tsena kwa sekoleng se se segolwane, Ame Gaoage o lebogile barutabana ba nako eo ba ba dirileng gore ba dire sentle mo dithutong tsa bone. O rotloeditse ba batlang kwa morago go tsenya moko mo dinameng, ba tlhwaafalele dithuto tsa bone le fa ditsompelo di tlhaela. **BOPA**

Bakgweetsi ba bomme ba rotloetsa tirisanyo mmogo

Ka Gaolethoo Kgatitswe

MAUN - Le fa bomme ba tsero dikgato go tsena mo kgwebong ya go tsamaisa dikoloi tsa setshaba, maikutlo a a kgethololang a santse a le teng.

Bomme bangwe ba ba dirang tiro eo mo Maun ba bolela fa ba sa ntse ba lebanwe ke go sa tshepiwa, le go nyadiwa ka mafoko a a reng basadi ga ba itse go laola dikoloi sentle.

Mme Kewame Mmusi (41), o tlhalositse fa bakgweetsi ba bomme ba sa ntse ba lebagane le matlhotlhapelo a a dirwang ke batho ba ba sa batleng go amogela gore basadi ba na le bokgoni jwa go dira tiro e e tlwaelegile e le ya borre, ya go kweetsa dipalamo tsa setshaba.

“Go santse go na le batho, bogolo jang bomme, ba ba sa batleng go tsena mo dikololing tse re di tsamaisang, ba feta fela ba emetse rre gore a ba bitse mme seo se supa lenyatso le ntswa re bereka ka bokgabane, re dira tiro ka boineelo,” ga bua Mme Mmusi.

O supile fa go le botlhokwa gore bomme ba itshepe, ka gore ditiro tsoitlhe di ka dirwa ke mongwe le mongwe yo o nang le keletso.

“Ga go na tiro ya monna kgotsa ya mosadi, fa o itse tiro ya gago, batho ba tlaa go tlotla e bile ba tlaa lemoga maiteko a gago mo go se o se dirang” a gatelela jalo.

Mokgweetsi yo mongwe, Mme Keabetswe Sego (31), le ene o dumalane le mme Mmusi, a bolela fa maikutlo a a kgatlhanong le bomme mo tirong eno a senya mowa wa tirisano mmogo.

“Bomme bangwe ga ba re tshepe, ba tsaya gore fa o le mosadi ga o kake wa kgona go tshwara tsela kgotsa go laola koloi sentle. Se se dira gore re lebagane le mathata a go bona bapalami kgotsa go tswelala mo kgwebong,” a tlhalosa jalo. Mme Sego o supile fa a sa ntse a tshepa gore setshaba se tlaa fetola maikutlo, mme batho ba tlaa simolola go bona bokgoni pele, e seng bong jwa motho.

Bakgweetsi bao ba bomme mo Maun ba supile fa tiro eo ya bokgweetsi, e na le tse di nonofileng tsa matshelo, mme ba ikaelela go tswelala ba e dira le go kgothatsa bomme ba bangwe go tsena mo go yone. **BOPA**



Statistics Botswana is seeking to recruit highly motivated, innovate and experienced professional to fill the following position;

REF NO: 4/2025 ASSISTANT MANAGER FINANCE (3 YEAR FIXED TERM CONTRACT)

MAIN PURPOSE OF THE JOB

- The purpose of the job is to implement financial management and accounting systems and procedures to ensure the accurate recording of financial transactions, and the timely maintenance and preparation of accounts and financial statements for Statistics Botswana in accordance with internationally accepted, accounting standards and conventions which will reflect the accurate financial status of Statistics Botswana, as well as, to maintain the cash books and expenditures.

DUTIES AND RESPONSIBILITIES

The position will be responsible for among other things the following;

- Reviewing payment documentation to ensure accuracy and that expenditure are authorised, and issue cheque for signature by Head and other relevant signatory.
- Ensuring proper allocation to allocated budget lines.
- Administering monthly staff payroll and salary payment including authorised deductions such as PAYE.
- Liaising with departments to develop individual budgets
- Preparing consolidated draft budgets and forecasts for Statistics Botswana and submitting to the Head for review.
- Preparing detailed reports as requested providing analytical information and recommendations relating to the financial status of Statistics Botswana.
- Preparing work plan, schedule work, allocating and delegating tasks to subordinates.
- Monitoring Projects reconciliation to ensure that projects funds are properly recorded.
- Ensuring that project managers receive monthly project expenditures and balances.
- Ensuring that projects costing is accurate.

QUALIFICATIONS CONSIDERED NECESSARY

- At least a Bachelor's degree in Accounting or Finance or equivalent. Or a professional qualification, CIMA, ACCA, CPA or any other equivalent/ related qualification from a recognised institution or any other equivalent/related qualification will be an added advantage.

WORK EXPERIENCE

- At least seven (7) years of post-qualification practical and progressive work experience in financial management and/or accounting, including four (4) years supervisory experience.

COMPETENCIES

- Results oriented and performance driven
- Effective interpersonal and communication skills
- Leadership skills
- High levels of integrity
- Good planning and organisation skills
- Assertive
- High attention to detail

REMUNERATION

Statistics Botswana offers an attractive and competitive package.

Prospective candidates meeting the above requirements should quote the reference number of the position and submit applications together with comprehensive Curriculum Vitae, Certified copies of Certificates, ID and names and addresses of two Referees to:

**The Manager, Human Resources and Administration
Statistics Botswana
Private Bag 0024
Gaborone, Floor 1, Records Management Unit AND
EMAIL A CV FORMAT TO; recruitment@statsbots.org.bw**

CV FORMAT TEMPLATE

NAME, SURNAME, ID NO, CONTACT NO	QUALIFICATION	CURRENT POSITION	EXPERIENCE
Boago Lesego ID No: 58880000 Contact No: 71000000	Bachelor of Arts in Social Sciences, (Economics) University of Botswana, 2006	Assistant Statistician, ICT, Ministry of Sports, 2021 to date	- Assistant Statistician, ICT, Ministry of Sports, 2021 to date - Research Assistant, Ministry of Economics, 2019 - 2020

CLOSING DATE: 20th November 2025



SCAN ME

TENDER ADVERTISEMENT



- TENDER NO: CEDA 018 / 2025 - 2026 INVITATION TO TENDER FOR THE SUPPLY, DELIVERY AND INSTALLATION OF SAP HANA CERTIFIED APPLIANCES
 - Sealed Tender offers are invited for the Supply, Delivery and Installation of SAP Hana Certified Appliances.
 - Procurement Method is: Open Domestic Bidding
 - This tender is reserved for 100% Citizen(s) or Citizen Contractor(s) in line with Section 76 of the Public Procurement Act. Bidders will be required the following documents in order to bid;
 - Tenderers must, in order to be considered for the award of the contract, be registered with the Public Procurement Regulatory Authority (PPRA) in the following categories: 203 (Electrical, Electronic, Mechanical, Fire and ICT Supplies) Sub code: 01 [Electrical and Electronic Equipment, Spares and Accessories (Including ICT, Photographic Equipment and Others)]. AND Provide a valid copy of supplier's/ reseller / distributor confirmation certificate for authorization to provide HPE Servers for SAP Hana. (Confirmation that the company is authorized to provide HPE Servers for SAP Hana).
 - Preference Margins will be applied to qualifying bidders in line with the following schemes:

- Citizen Economic Empowerment Policy (CEEP),
 - Economic Diversification Drive (EDD) or
 - Local Procurement Scheme (LPS)
- All Bids must be submitted no later than 10:00hrs on 21st of November 2025 (As per CEDA timepiece placed at Reception Area).
- The Tender document is available for purchase and collection at CEDA Head Office Only at a non-refundable fee of P500.00 (Five Hundred Pula Only) inclusive of VAT and P 250.00 (Two hundred and Fifty Pula Only) inclusive of VAT for youth owned companies as per Presidential Directive CAB (B) / 2015 from 17th of October 2025.
- The tender document is also available via online purchase as per the above non-refundable fee.
- The Public Procurement Regulatory Authority's Standardised conditions of Tender apply to this procurement, for which all the applicable Tender Data is contained in the Tender Document. Notwithstanding anything in the foregoing. CEDA is not bound to accept the lowest or any tender offer.
- To view full tender advert, please visit CEDA website www.ceda.co.bw or scan the QR code.
- For any further information regarding these tender, please contact: Procurement Office at procurement@ceda.co.bw



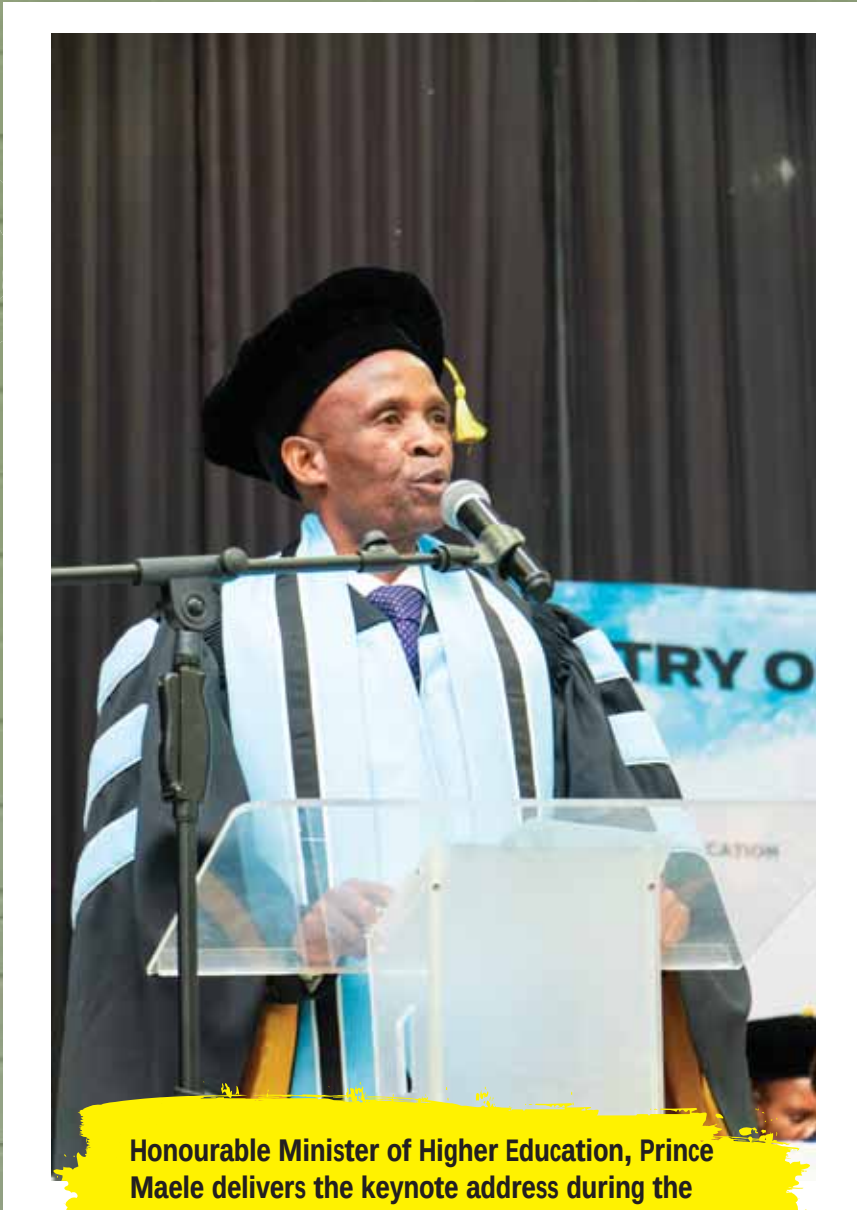
BUAN
BUAN extends
on the success



**BUAN ACTING CHANCELLOR:
Mr Neo Moroka**



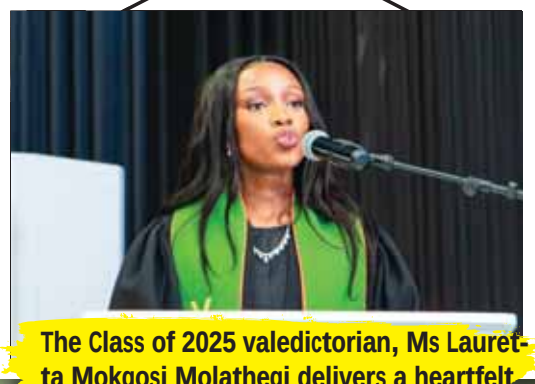
**Graduates
ceremony**



Honourable Minister of Higher Education, Prince Maele delivers the keynote address during the Botswana University of Agriculture and Natural Resources (BUAN) 2025 graduation ceremony, encouraging graduates to lead innovation and drive sustainable development in Botswana's agriculture and natural resources sectors



The Vice Chancellor, Professor Ketlhatlogile Mosepele delivers the welcome remarks at the graduation ceremony,



The Class of 2025 valedictorian, Ms Lauretta Mokgosi Molathegi delivers a heartfelt and motivational speech.



Best



**DEANS AND VICE CHANCELLORS
PROCESSION**



8th Graduation Ceremony

With its sincere congratulations to the Class of 2025
on the successful completion of your academic journey.



Students of BUAN proudly celebrate the successful completion of their academic journey during the 2025 graduation ceremony — a moment of joy, reflection, and new beginnings



Top student awardees



Parents

BDF Band

ClassifiedAds

FARM WORKERS

WANTED HERD BOY Tupana cattle post Box 21 Serowe Cell 71 707 070

FARM WORKER REQUIRED at Ramodiele lands, Mogapinyana, to look after small stocks and growing of vegetables. Reply to Onalenna Ojesi, P O Box 80 Maokatumo. Before 5th November 2025.

KE BATLA MODISA WA DIKGOMO kwa Mabele, Muchenje. 71 981 230 Mary Mowa

FARM WORKER NEEDED at Kavimba. 72 179 902 Kamwi

4 FARM WORKERS NEEDED in Mathangwane in a garden. P O Box 016 Mathangwane. Tell T. Ntambo 74 932 520.

CHANGE OF LAND USE

YEGGY INVESTMENTS PTY LTD the Owner of a ploughing field located in Malotwane in the Kgatleng Tribal Lands and measuring 5 Hectares, wishes to change Land use from Intergrated Farm use to Mixed Agricultural use - (Agriculture & Civic and Community)

For any objections against this application with reasons ,may do so in writing to Kgatleng District Council , Physical Planning Office or Telephone 5777411 within (14) days of publication of this notice

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA

HELD AT MAUN

ESHMN-000075-25

NOTICE OF DEBTORS AND CREDITORS

IN THE ESTATE of the late MOTHOOTSITE SETLHODI who died on transit (Near Radisele Village , Radisele), in the Republic of Botswana on the 29th of July 2024.

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

MS Gonnamang Setlhodi- Executor
P O Box 594, Maun
75105816

NOTICE OF INTENTION TO CHANGE MARITAL PROPERTY REGIME (In Terms of Section 8 (1) of the Married Persons Property Act, 2014)

1.MRS SENTHO SETOUTWE (Nee SEEISO) and MR SAMUEL SETHOKGO SETOUTWE, married in community of property on the 3rd October, 2013 at Molepolole, wish to change their marital property regime to “out of community of property.”

2. The parties intend to apply to the High Court of Botswana for leave to change their marital property regime as aforesaid, after the expiration of three (3) consecutive publications hereof.

3. Any person who may have an interest in the assets and/or liabilities of the parties’ joint estate, or who may object to the proposed change in the marital property regime, is hereby requested to communicate their objections to the undersigned Attorneys, University of Botswana Legal Clinic, in writing, before the expiration of the said **three (3) weeks period**, at the address provided below.

DATED at Gaborone this 8th day of October, 2025.
C/O UB LEGAL CLINIC, OFF MOBUTO ROAD
PRIVATE BAG 00705, GABORONE | Cellphone: 76 196 840

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

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

Name of Deceased Person	Estate Number	Date Of Meeting	Time	Master
LAME D. MOALOSI	GFHFT-000365/24-25	08-12-2025	0900HRS	SARM

DATED AT FRANCISTOWN THIS 21ST DAY OF OCTOBER 2025

MASTER OF THE HIGH COURT

Application for certified copy of Deed of Transfer

NOTICE IS HEREBY given that the undersigned intends applying for certified copy of Deed of Transfer No. 269/82 dated 15th day of June 1982 passed in favour of **Magwasi Gaangokwe** and **Marcus Gaangokwe** in respect of the following:

CERTAIN : Farm No. 129-NL called “Arak”
SITUATE : in the Ghanzi District of Botswana
MEASURING : 4126.4741 (Four Thousand One Hundred and Twenty Six decimal Four Seven Four One) Hectares

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

DATED at Gaborone this 16th day of February, 2025

SEROLE & PARTNERS, Plot 54513, Unit 1, The Courtyard, P.O. Box 1679 ABG, Sebele, Gaborone.

INTENTION TO SELL AND TRANSFER IMMOVABLE PROPERTY (SECTION 34 of the Tribal Land Act, 2018)

NOTICE is hereby given that **NAMETSO BONANG MACAULEY** has entered into a purchase and sale agreement with **KENIC HOLDINGS PROPRIETARY LIMITED** (the “Transaction”), in respect of the below mentioned property, namely;

CERTAIN :piece of land being Tribal Lot 4352 Mmopane;
SITUATE : at Mmopane in the Bakwena Tribal Territory;
MEASURING :787m² (Seven Hundred and Eighty Seven Square Metres);
HELD UNDER :Notarial Deed of Cession and Delegation No. MA 910/2016 dated the 15th day of December 2016 made in favour of NAMETSO BONANG MACAULEY;

hereafter referred to as (the “Property”)

The consideration of the property is the sum of **P420,000.00** (Four Hundred and Twenty Thousand Pula) excluding any VAT/ transfer duty consequential to the Transaction.

Notwithstanding the Transaction, priority is hereby given to any citizen of Botswana interested in entering into a similar transaction in respect of the Property.

All persons objecting to the Transaction are hereby requested to lodge such objection with reasons, in writing, with the Kweneng Land Board, Private Bag 006, Molepolole within 30 (Thirty days) from the last publication of this notice.

DATED AT GABORONE ON THIS 17TH DAY OF OCTOBER 2025



NEEDED URGENTLY FARM worker at Magotlhoadisa. Contact Onkabetse Daniel 71 392 015

FARM WORKER WANTED at Makwate/ Mogami. Apply to Oreeditse Sola Molebatsi. P O Box 22 Mahalapye 71 312 708

FARM WORKER WANTED at Telekele, Medie. To apply contact 71 344 949

FARM WORKER WANTED in Maitengwe. Apply to Labo Pearl Dikgosi. P O Box 10894 Francistown, 77 956 602

HERDBOY (MODISA) WANTED at Dikwididi farms. Call : 71 312 303 / 74 427 760

HERDBOY/ GIRL WANTED at Borobadilepe farms. Contact: 75010808, 71 722 300

URGENTLY NEEDED: FARM worker at Dipotongwane lands/ Lentsweletau. Apply to Siamang Nono Thela P O Box 138 Bokaa, call 76 280 339.

FARM WORKER WANTED at Shashemooke Majwana, contact 72 808 970 Box 30155 Francistown Nshathisi Tumelo

FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master’s Reference: **ESHGB 000530-22**

IN THE ESTATE of the **LORRAINE C.M. SAMU** who died at Princess Marina Hospital, Gaborone, Gaborone District, Republic of Botswana on the **27th October 2022.**

THE FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will be open for inspection at the office of the Master of 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 thisDay of.....2025

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN ESHFT 0000094/22 FIRST AND FINAL DISTRIBUTION ACCOUNT

IN THE ESTATEof the late **Godfrey Motsu – ESHFT 0000094/22** who died at Gaborone district on the **18th of December 2020.**

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

DATED AT FRANCISTOWN THIS 20TH DAY OF OCTOBER 2025

Shatisani Nzwalgwa AND TO: MASTER OF THE HIGH COURT
Executor Dative PRIVATE BAG F13
P O Box 11089 FRANCISTOWN
Tatitown

AKHEEL JINABHAI & ASSOCIATES

DRIVING SUCCESS THROUGH LEGAL STRATEGY

NOTICE IS HEREBY GIVEN that the undersigned intends applying for a certified copy of **DEED OF FIXED PERIOD STATE GRANT NO. 2544/2002** dated the **10th** day of **OCTOBER 2002** made in favour of **KEABETSWE RAMAKOKO** in respect of the below mentioned property, namely;

CERTAIN: piece of land being LOT 9041 Gaborone;
SITUATE: in Gaborone, Part of Extension 13m (Old Naledi);
MEASURING: 532 m² (Five hundred and thirty-two square);

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 20th DAY OF OCTOBER 2025

AJA House, Unit 2, Matante Mews
Plot 54373 (BD), Gaborone
P O Box 20575, Gaborone Botswana
Plot 17396 Boseja Ward Maun, Botswana

Tel: (+267) 316 3125 Fax: (+267) 316 3124
Email: info@aja.co.bw
Web: www.aja.co.bw

Partner Akheel Jinabhai
Consultant Partner Mark Mcken | Obrien Brindl | F I Abi
Associates: | Juwairiyah Maher | Khaled Khan | Lesedi
Kgaholelo | Gorata Major | Letika Nkolonyane | Ame Rindo

LOST TITLE DEED

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN ESHFT-000167-24

FIRST AND FINAL DISTRIBUTION ACCOUNT

IN THE ESTATE of the late **MUDONGO BUSANG ESHFT-000167-24** who died at NYANGABWE REFERRAL HOSPITAL, FRANCISTOWN, FRANCISTOWN DISTRICT on the 26 DECEMBER 1997. **NOTICE IS HEREBY** First and Final Liquidation and Distribution Account in the above Estate will lie open for inspection at the Chambers of the Assistant 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 21ST DAY OF OCTOBER 2025

THANDI MONTSHIWA AND TO: MASTER OF THE
EXECUTOR DATIVE HIGH COURT
P O BOX 11625 PRIVATE BAG F13
TATITOWN FRANCISTOWN

PROVISIONAL LIQUIDATOR'S NOTICE NOTICE OF THE FIRST MEETING OF CREDITORS OF HOPE SECURITY SOLUTION (PTY) LTD – UNDER PROVISIONAL LIQUIDATION Master's Reference – LQHGB – 000009 - 24

Notice is hereby given that pursuant to the direction of the Master of the High Court in terms of the Winding-Up Rules of the Companies Act, Chapter 42:01, the First Meeting of Creditors of the above-named company will be convened physically before the Master of the High Court, Gaborone at 09:00 hours on the 18th of November 2025 for the following purposes:

- Proof of claims
- Consideration of the Provisional Liquidator's Report
- Consideration of the remuneration of the Liquidator
- Appointment of Liquidator
- To consider and pass resolutions if deemed fit

Claims should be filed with the Master and copies with the Provisional Liquidator at least 24 hours before the time of the meeting

By the Provisional Liquidator,
Jethro Kamutsi
Prestige Business Consultants,
Sethloa Office Park, Unit 6,
P O Box 602430
Gaborone

Application for a Certified Copy of Deed of Fixed Period State Grant

NOTICE IS HEREBY given that the undersigned intends applying for a certified copy of Deed of Fixed Period State Grant **No. 423/2011** dated **10th** day of **March 2011** passed in favour of Estate Late **Lebani Ndanda Cephas** in respect of the following:

CERTAIN: piece of land being **Lot 27165 Gaborone;**
SITUATE: in **Gaborone West Extension 30;**
MEASURING: 783m2 (Seven Hundred and Eighty Three Square Metres);

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

DATED AT GABORONE THIS 11TH DAY OF SEPTEMBER 2025.

SEROLE & PARTNERS, Plot 54513, Unit 1, The Courtyard, P. O. Box 1679 ABG, Sebele, Gaborone.

HERDBOY/GIRL WANTED at Kgokgole farms (Lotlhakane East) Contact: 71 613 353 / 72 297 58

FARM WORKER WANTED at Setsile Box 665 Mahalapye Call Abraham Mahomed 71 620 506

WANTED: FARM WORKERS Apply George Domy Thwane. Box 111, Artesia. Closing date: 10/11/2025

FARM WORKER X1 WANTED at Mmadinare farm. P. O. Box 184 Selebi Phikwe. Cell: 75 565 122

HEDRBOY WANTED Matshelagabedi Dumisani Monamati Box 40108 Francistown 71 752 199

THREE FARM WORKERS wanted, Pelotshetlha Land (Kgatleng) Call Mathews Mbangiwa 71 632 201.

FARM WORKER WANTED, Tapalaphala. Contact 71 225 152 / 71 640 700

FARM WORKER WANTED Urgently. Apply to Gofaone Gadiutlwe. Postal address Box 34 Metlojane. Call 78 164 507

LOOKING FOR AN EXPERIENCED farm worker with min 1 (one) year experience in irrigated farming at Mmankgodi area. He / She should have proved reference of work in a farm. Interested candidates should send applications to P.O Box 10 ADC Kgale Gaborone before 05th November 2025.

5 FARM WORKERS NEEDED. Call Keshithletse 71 501 568

FARM WORKER URGENTLY wanted in Borabane. Apply to P.O Box 70493 UB Gaborone or call Mr Mogorosi at 71 768 873

LOOKING FOR A FARM WORKER, Kweneng Area: 72 673 138.

FARM WORKER WANTED in Mmathethe. Apply to: Prince Mosanana, Box 580, Kanye. Closing date 12/11/25.

2 FARM WORKERS REQUIRED at Tilwane. Apply: Kefilwe Molefe (nee Modise), Box M708, Kanye. Cell: 75046869.

2 FARM WORKERS REQUIRED at Tilwane. Apply to Onneile Carrie Makaya Box 504949 Gaborone. Cell: 72 725 302.

MISCELLANEOUS

NOTICE TO TRANSFER Tribal land to Non-Citizen section 34. Transferrer Kgomotso Garenne, Transferee Rita Mbuka certain Residential-plot, situated, Maun , Ngamiland, measuring 16061m2. held under meeting of Tawana LandBoard. consideration P525000.00 (Five hundred and twenty-five thousand pula pula only). Any Citizen interested, write to Tawana Landboard within 30 days.

NOTICE TO DEBTORS AND CREDITORS

Master’s reference: ESHGB 000645/23

IN THE ESTATE of the Late **GOLATLHWAMANG G. TSHEGISI** who died at Princess Marina Hospital, Gaborone, Gaborone District, Botswana on the 16th September 2023

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

DATED at _ on this _Day of _2025.

Executrix Bophelo Meshack Tshegisi
P O Box 4209 Gaborone
CELL: 71 663 723

NEIGHBOUR CONSULTATION

KATISO LESUPI OF PLOT 6834 Mmaratang, Tlokweng wishes to erect a boundary wall, any objections, contact Tlokweng Council Physical Planning unit, within 14 days.

MRS ITUMELENG MOTSHOLAPHEKO, owner of a ploughing field at Lefiswane Land in Sefhophe, wishies to change land use from agricultural (ploughing field) to mixed-use (Agricultural and Commercial). For objection contact Bobirwa District Council, Physical Planning Office On 2619282 within 14 days of publication.

OWNER OF PLOT 1311, Boatle-Ramotswa, informs neighbors with the intention to change land from single residential plot to multi-residential plot. For any objections please contact Ramotswa District Council Tel: 538 1200, within (14) days of publication of this notice.

OWNER OF PLOT 2665, Extension 9, Gaborone, intends to change land use from single-family residential to multi-family residential (Town houses). Any objection or clarifications should be forwarded to Gaborone City Council Physical Planning Office on telephone No. 395 3521 within fourteen (14) days of publication of this notice

OWNER OF PORTION 11 Q FARM 43-NQ at Tati wishes to change land use from Agricultural land use to Mixed-use residential (estate). For objection contact North East District Council Physical Planning Office on 248 2204 within 14 days of publication.

BUSANG MOTSHEGWA at Gobojango intends to change use of their plot from Residential to Civil and Community (Day care centre). Any objection should be forwarded to Physical Planning Office, Bobirwa District Council on 261 9274 within fourteen (14) Days of this publication.

SAMUEL TSHIRELETSO OWNER of vocational training centre in Kopong wishes to convert 25m x 40m portion of this plot to single residential. Any objections contact Kweneng District Council physical planning Molepolole.

CHANGE OF LAND USE Thapelo Tsheole wishes to change land use on their intergrated farm in Mochudi from agriculture to mixed use. For comments contact Urban Heights; 71 329 400 or Kgatleng District Council; 577 3512 within 14 days of this publication.

OWNER OF TRIBAL LOT 708 Metsimothabe Serameng ward intends to subdivide and change landuse of resultant Portion B from residential to multi family residential. For any objection contact Mogoditshane Council Physical Planning Office, telephone 316 6653 or Galebutswe Stephen Thumankwe on cellphone No. 73 986 735

NOTICE OF LOST DEED

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified copy of **Deed No. 72/2025** dated the **29-01-15** made in favour of **MALEBOGO LEKGOA** in respect of:

CERTAIN: Piece of land being LOT 33392 Francistown

MEASURING: 554m² (five hundred and fifty-four square metres)

SITUATE: In Francistown Extension 50 held under: deed of fixed period state grant no: 52/2015 dated 29/01/15 in favour of Malebogo Lekgoa

All persons having objection to the issue of such copy are hereby required to **lodge the same in writing** with the Registrar of Deeds Francistown **within three weeks** from the last publication of the notice.

Dated: 21/10/2025



Malebogo Lekgoa

ADDRESS

PO Box 502509

Gaborone

NOTICE

NEIGHBORHOOD CONSULTATION AND LAND USE

Icy Nicy (Pty) Ltd, owner of Portion 47 of Farm 85NQ , which is a layout with various plots, wishes to inform neighbors of their intention to consolidate plots **1,2,8,9 &10** which all are commercial plots and change land use for the resultant plot to Mixed use. The plot is located approximately **2km** from the built area of TatiSiding village heading south on the western side of the **A1 road**, North East District Council.

For any objection to the above proposal, contact the North East District Council, Physical Planning Office/ telephone no. **2489242** within **fourteen (14) days** of publication of this notice.

VACANCY

SABA’AH QARI (HOLY QUR’AN SPECIALIST)

URGENT TO FILL THE POSITION

BMA Masjid-ut-Taqwa, Block 6, Gaborone, Botswana, is seeking a dedicated and qualified Qari with the following qualifications:

Requirements:

- Expert in the recitation of the Holy Qur’an and Should have completed and qualified Saba’ah Qaari.
- Memorized the Qur’an completely.
- Proficient in reciting in all 7 Qira’at (approved modes of recitation).
- Strong understanding of Tajweed rules.
- Committed to leading prayers and serving the Masjid community.

Additional Responsibilities:

- Lead Taraweeh and other congregational prayers as required.
- Provide Qur’an fluency for children and adults.
- Participate in Masjid events and programs.

Application:

Interested candidates, please submit your CV and a brief recitation sample to

Email: secretary.masjidtaqwa@gmail.com

Application Deadline: **05TH Of November 2025**

VACANCY: PHARMACIST

We are urgently looking for an experienced pharmacist for our organization, to manage our pharmacy as the responsible Pharmacist In-charge. The applicant must be registered with Botswana Health Professions Council (BHPC) and have valid blue card as well as private practice license issued by ministry of health.

QUALIFICATION:

- * Registration Certificate issued by Botswana Health Professions Council (BHPC)
- * Valid blue card (permission to practice) issued by Botswana Health Professions Council (BHPC)
- * Valid private practice license issued by ministry of health for Tlokweng District to operate a retail/community pharmacy

EXPERIENCE:

- * Should have at least ten years work experience in any field of pharmacy practice which should include at least five years experience in retail pharmacy.

JOB SUMMARY:

- * To work as a responsible Pharmacist in-charge in the Retail/Community Pharmacy as per rules and regulations prescribed under the medicines and related substances act & other applicable laws of the country.
- * To provide all pharmaceutical services and oversee entire pharmacy operations to ensure compliance with all relevant laws.
- * To provide training to the citizen intern pharmacist as required by Botswana Health Professional Council (BHPC).

Please send your application, C.V and certificates to the address below either by post or email

The Director

WODGE INVESTMENT (PTY) LTD

Plot 3370, Unit 7, Nkaikela Ward, Tlokweng

P.O. Box 1486, Lobatse- Tel: 00267-3132223

email: tlokwengpharmacy786@gmail.com

NB: Only short listed candidates will be contacted for interview.

- Closing Date: 11th November 2025

PLOT 5627 LEJARA ROAD

BROADHURST INDUSTRIAL

CELL: +267 72 482 679.

EMAIL: ethanenglishmediumschool@gmail.com

P.O.BOX 47472

GABORONE

+267 76313940



SOWING THE SEED OF MENTAL STRENGTH

NOTICE TO TEACHING VACANCY

The School wishes to fill 5 (five) Teaching Vacancies: The candidate should be Primary School Trained. The candidate should have recognized CPD in Coaching Certificate in either Netball, Soccer, Tennis, Volleyball, Softball and First Aid. The candidate should have CPD’s in Education at Primary Level. Candidate should be computer literate.

Qualification

Degree or Diploma in Primary Education.

Minimum 3 (three) years of experience.

Closing Date: 11 November 2025

Candidates must send their application letters, CV’s with copies of **Academic Qualifications to:**

ethanenglishmediumschool@gmail.com or

The Principal at Plot 5627 Lejara Road, Broadhurst Industrial

P. O. Box 47472, Gaborone.

Contact Details

+267 72 482 679/ +267 72 971 769

Warm regards,

Administration

Ethan English Medium School.

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act

[Cap.31:01]

NOTICE IS HEREBY In 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 person 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 purpose of recommending for appointment, a person or persons as Executor/ Executrix Dative as well as identifying beneficiaries and to discuss any to discuss any other business relating to their deceased relative.

Deceased Person

Estate Number

Date of Meeting

Time

Location

Master

: Chikadzi Masole

: GFHFT-000372/24-25

: 8th December 2025

: 09:00 hrs

: Francistown High Court

: SARM

Date at Francistown this **21st October 2025**

MASTER OF THE HIGH COURT

NOTICE TO DEBTORS AND CREDITORS

Masters Reference: **ESHGB 000705 / 24**

IN THE ESTATE of the late Ronald Phoma who died at Princess Marina Hospital, Gaborone, in Gaborone District, Botswana on the **2nd of March 2017**.

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

DATED at Gaborone on this **22nd** _day of **October 2025**.

Gothaloganyamang Phoma

The Executor & Executrix

P.O Box 396, ABG

Gaborone

TEL: 76064324

VACANCY

Cross-Border Extra Heavy-Duty Drivers

Dynamic Road Services (DRS) is recruiting experienced Extra Heavy-Duty Drivers to operate cross-border routes across Botswana, South Africa, Namibia, Zimbabwe, Zambia, and beyond.

MINIMUM REQUIREMENTS

- Valid EC/CE licence with PrDP (Goods).
- Minimum 5 years proven cross-border experience.
- Valid passport (12+ months), and police clearance (≤3 months).
- Strong knowledge of SADC borders and cross-border documentation.
- Clean driving and disciplinary record.

combinations safely and efficiently.

- Ensure compliance with road, safety, and customs requirements.
- Complete trip inspections, manage documents, and safeguard cargo.

Submit your CV, certified copies of licence, PrDP, Omang/Passport, references to: recruitment@dynamicroad.co.bw

RESPONSIBILITIES

- Operate and maintain horse & trailer

DEADLINE:

31 October 2025

NOTICE OF INTENTION TO DNONATE TRIBAL LAND TO A NON CITIZEN RELIGIOUS TRUST .

Be PLEASED TO TAKE NOTICE that We the undersigned YEGGY INVESTMENTS PTY LTD do hereby give notice of our intention to Donate and transfer a Portion of our property Being an Intergrated Farm :

CERTAIN : Portion of land being Tribal Land being a Intergrated Farm

SITUATED : in the Kgatleng Tribal Territory , Malotwana

MEASURING: 50 000m² – (5 Hectares)

HELD UNDER : a Resolution of the Board of Directors dated 10th day of June , 2025 approving to sub-divide and transfer a portion of 20 000m² (2 Hectares) to THIRUMURUGAN TEMPLE TRUST - BOTSWANA . This is subject to such terms and considerations at the addresses of the undersigned Owner

Any person objecting to this kind Donation are herby requested to lodge such objections with reasons , in writing to Mochudi Sub Landboard P O BOX 1481 , Mochudi or the undersigned owners within (30) days from publication of this notice.

DATED this 23rd Day of June 2025.

YEGGY INVETMENTS (PTY) LTD , P O Box 30415 , Tlokweng

Cellphone : 77700626

VACANCY

JOB TITLE: PHARMACISTS

Aspec Enterprises (Pty) Ltd has an exciting opportunity for a qualified and experienced Pharmacists to operate Community/ Retail Pharmacy. Minimum requirements of a Degree in Pharmacy with at least three (3) years of experience in any field of pharmacy practice. At least one year working experience must be in Botswana.

QUALIFICATION:

- Bachelor of Pharmacy degree
- Registration with Botswana Health Professions Council (BHPC)
- Valid BHPC blue card.

EXPERIENCE:

Should have at least three (3) years experience in any field of pharmacy practice which should include retail pharmacy. at least one year working experience must be in Botswana.

Note: additional experience will be an added advantage

JOB SUMMARY:

- To work as a responsible Pharmacist in-charge in the Retail / Community Pharmacy as per rules and regulations under the medicines and related substances act & other applicable laws of the country.
- To provide all pharmaceutical services and oversee entire pharmacy operations to ensure compliance with all relevant laws.
- To provide training to the citizen Intern Pharmacist as well as other staff as required.

PLEASE SEND YOUR APPLICATION, C.V AND CERTIFICATES TO THE ADDRESS BELOW EITHER BY POST OR EMAIL

DIRECTOR

ASPEC ENTERPRISES (PTY) LTD

PLOT 435/2, THEMA 1, LOBATSE

P.O.BOX 1486, LOBATSE-

TEL:00267-5332654,EMAIL:pioneerpharmacy786@gmail.com

NB: Only short-listed candidates will be contacted for interview.

CLOSING DATE: **1 1th NOVEMBER 2025**

ClassifiedAds

NEIGHBOUR CONSULTATION

MOTSEI TEBO DINTWE owner of plot 81878 at Tati Siding informs neighbor of plot 81877 & 81879 intention to erect boundary wall. For any objections or clarifications call or contact Gaborone Building Control on telephone number 365 7400 within (14) days of publication of this notice.

OWNER OF PLOT Number 21586, Ntloolengwae ward, Molepolole would like to change land use from residential use to civic and community use. For any clarification contact Kweneng District Council, Physical Planning Office on Telephone (+267) 592 2100 / 592 1931 within fourteen (14) days of this publication.

OWNER OF PLOT Number 21586, Ntloolengwae ward, Molepolole would like to change land use from residential use to civic and community use. For any clarification contact Kweneng District Council, Physical Planning Office on Telephone (+267) 5922100 / 592 1931 within fourteen (14) days of this publication.

OWNER OF PLOT 4146 in Mogoditshane Block 4 would like to change landuse from single residential to multi residential. Whoever has an objection to the proposal should forward it to Physical Planning Office, Mogoditshane Council during working hours. 07.30 to 16.30 hours from this date 24.10.2025 to 12.10.2025

OWNER OF PLOT No. 6909, Lesunyana, Tlokweng intends to change land use from single family to multi-family residential. Any objections be forwarded to Tlokweng District Council, Physical Planning office, Mondays to Fridays on Telephone no. 3695000, within fourteen (140 days of publication of this notice.

CHANGE OF LAND USE. Owner of lot 8296, Gaborone intends to change landuse from single-residential to multi-residential family home. The public is being noticed. Enquiries should be directed to Gaborone physical planning office on 365 7400

PUBLIC NOTICE: TRIMLINE Projects (Pty) Ltd seeks approval to change land use plot 16353 Lekgwapheng ward Molepolole from residential to commercial and to subdivide it for a fuel station and guest house. Comments should be submitted within 14 days to Kweneng district physical planning. Cell: 71 843 031

VACANCIES

TURF SPECIALIST BOTSWANA (Pty) Ltd: Applications are invited for the post of project manager with stipulated experience minimum 5 years/standards Fifa, laaf, Fih and Wr. Botswana preferred. Plot No. 125 International park Gaborone. Email at: botswana@turfspecialist.co.za

WANTED: ACCOUNTANT with a Degree in Accounting, above 8 years experience in construction, manufacturing & distributor companies. Email to: powacomengineering@gmail.com. P/Bag 216. Gaborone.

INO TRACKING & MARKETING Consultant- to track trucks and market company in Southern Africa. Apply to Mokha Construction based in plot 11956 Mogoditshane offering logistic services. Closing date 30/03/2025. Qualifications: Communications Degree or similar plus history in Botswana, Lesotho and South Africa. Experience: none. Contact 72 311 152. Box 404508 Gaborone.

MEDICAL SUPERINTENDANT MBCHB/Mbbs, must have BHPC blue card, at least 5 years experience. Rehabilitation manager, BSc physiotherapy or occupational therapy + masters in healthcare management. At least 3 years managerial experience. Email: homelycare@gmail.com Boseja south, Mochudi. Closing: 11/11/25 preferably Motswana

CASHIERS WANTED BUUHE Letlhakane Box 632 Orapa email: chixautoworks@gmail.com attach CV/ references, closing date 30 October 2025

BUILDERS1stCHOICEHARDWARE has the following vacancies sales rep, stock controller, stock puller. Experience : We are looking for form five and above, young and energetic computer literate, who can help customers to pull their merchandise in time. Closing date: 30.10.25 send CV to topiabw@gmail.com

PHARMACIST POST- LEFIKA Pharmacy Molepolole. Requirements : BPHARM or equivalent, registered with BHPC, 6 months experience or more in community pharmacy, 12 months internship with public institutions / approved pharmacies. Send CVs to lefikapharmacy@outlook.com. Closing date : 30th November 2025.

ADVERT

Retail Shop Manager – Meat Industry *2

We are looking for dynamic and experienced Retail Shop Managers to lead our retail stores. If you’re passionate about customer service, quality products, and smooth operations, this could be the perfect opportunity for you!

Key Responsibilities:

Oversee daily shop operations and staff supervision
Ensure high standards of product quality, hygiene, and presentation are maintained
Manage stock levels and rotations, orders, and good customer relationships
Handle daily cash-ups, reports, stock takes and performance targets

Requirements:

- Proven experience in retail management (meat or fresh produce industry preferred)
- Strong leadership and communication skills
- Knowledge of food safety and hygiene standards
- Knowledge of Accpac and RMS advantageous
- Reliable, organized, and results-driven
- Willing to relocate if need be

We Offer:

- Competitive salary packages
- Supportive working environment
- Opportunities for growth within a well-established business

Location: Gaborone and Maun

To apply: Send your CV and references to: recruitment@dbh.co.bw
Only shortlisted applicants will be contacted.

Closing date: 22/11/2025

BATHOEN DAM NATURE SANCTUARY MANAGEMENT TRUST VACANCY ANNOUNCEMENT – TRUST MANAGER (1 POST)

Kanye, Southern District
Closing Date: 11/11/2025

ABOUT THE TRUST

Bathoen Dam Nature Management Trust is a registered Community-Based Organisation (CBO) c. We are seeking a highly self-driven and ethically grounded individual to lead the Trust’s programmes.

Reports to: Board of Trustees

Contract Type: 5 years (renewable based on performance and funding)

KEY RESPONSIBILITIES

- Unlock business opportunities within the trust’s value chain as well as drive commercial growth and sustainability.
- Spearhead resource mobilisation and project implementation to ensure financial sustainability and business growth.
- Oversee the planning, execution and monitoring of the Trust’s conservation, eco-tourism and community development projects.
- Ensure compliance with the CBNRM Act.
- Promote inclusive participation of community members in Trust activities.
- Maintain regular liaison with the Technical Advisory Committee, District institutions, donors, private sector partners and regulatory bodies.
- Champion environmental education.
- Ensure prudent asset management.
- Any other duties as may be reasonably assigned by the Board.

MINIMUM QUALIFICATIONS & COMPETENCIES

- Degree or Diploma in any of the following:
 - Environmental Science, Natural Resources Management, Economics, Community Development, or a related field.
- At least (Two) 2 years in a managerial position, preferably within a CBO, NGO, or development project context.
- Proven strong business acumen.
- Demonstrated understanding of CBNRM principles.
- Proficient in financial and project management.
- Strong leadership, communication and stakeholder coordination skills.
- Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint).
- Fluency in Setswana and English (written and spoken).
- High integrity and commitment to community-driven development and transparent governance.

REMUNERATION

A competitive salary will be offered, commensurate with qualifications and experience.

APPLICATION PROCESS

Interested applicants must submit:

- A signed Application Letter
- Curriculum Vitae (CV)
- Certified copies of academic qualifications, transcripts and Identity Document (ID)
- Two reference letters

Submit applications to:
The Board Chairman
Bathoen Trust
P.O. Box 11895, Kanye
Or email to: bathoenitrust@gmail.com
Or hand-deliver to: Kanye Brigade Old Site, Mafhikana Ward
Tel: 5440188

LIQUIDATOR’S NOTICE NOTICE OF THE SECOND MEETING OF CREDITORS OF BRENHAM (PTY) LTD – UNDER LIQUIDATION Master’s Reference – LQHGB – 000001 - 25

Notice is hereby given that pursuant to the direction of the Master of the High Court in terms of the Wind-ing-Up Rules of the Companies Act, Chapter 42:01, the Second Meeting of Creditors of the above-named company will be convened physically before the Master of the High Court, Gaborone at 11:30 hours on the 18th of November 2025 for the following purposes:

- Proof of claims
- Consideration of the Liquidator’s Progress Report
- To consider any other competent business

Claims should be filed with the Master and copies with the Liquidator at least 24 hours before the time of the meeting.

By the Liquidator,
Jethro Kamutsi
Prestige Business Consultants,
Sethloa Office Park, Unit 6,
P O Box 602430
Gaborone

Urgently wanted, Operations Advisor

Duties

- Overseeing and guiding technical operations around drilling.
- Assisting operators and staff with drilling methodologies and imparting skills to ensure successful project completion.
- Interaction with clients to ensure that company standards are aligned with client expectations.

Experience

- Must have minimum 10 years working experience in the field of drilling.
- Must have extensive knowledge in formulation and application of drilling to counter down hole.
- Must be able to establish and improve existing drilling methodologies.
- Must be able to understand and resolve technical down hole drilling challenges.
- Must be able to select appropriate equipment and practices to successfully and efficiently complete drilling programs in harsh and remote locations.

Apply to:
Comadev Botswana (Pty) Ltd
P. O. Box 448
Maun
Botswana



Shop No 14
Hillview Mall
Mogoditshane

A.O KWENENG CLINIC
Serving. Caring. Healing

P.O. Box 500790 Gaborone Station
aokweneng@gmail.com
(+267) 76543902

15 October 2025

JOB ADVERTISEMENT

Location: AO Kweneng Clinic, Hill View Mall, Shop 14, Mogoditshane
Employment Type: Full-Time
Salary: Competitive and negotiable based on experience

About AO Kweneng Clinic

AO Kweneng Clinic is a modern private healthcare facility located in Hill View Mall. We pride ourselves on delivering personalized, high-quality medical care to our community. Our clinic is staffed by a warm, professional team dedicated to patient wellness.

Role Summary

We are seeking a qualified and compassionate General Practitioner to join our team. This role offers the opportunity to work in a supportive environment where clinical excellence and patient trust are paramount.

Key Responsibilities

- Provide comprehensive primary care services to patients of all ages
- Diagnose and manage acute and chronic medical conditions
- Prescribe medications and develop treatment plans
- Refer patients to specialists when necessary
- Maintain accurate and confidential medical records
- Collaborate with clinic staff to ensure seamless patient care

Qualifications

- MBChB or equivalent medical degree
- Full registration with the Botswana Health Professions Council
- Minimum 2 years of clinical experience preferred
- Strong interpersonal and communication skills
- Commitment to ethical practice and continuous learning

What We Offer

- A welcoming and well-equipped clinical environment
- Flexible scheduling options
- Competitive remuneration and performance-based incentives
- Opportunities for professional development
- Convenient location with easy access and parking

How to Apply

Interested candidates should send their CV and a brief cover letter to aokweneng@gmail.com by **10 November 2025**. For inquiries, contact us at **76543902** or visit us at **Hill View Mall, Shop 14**.

NMCB, BQA cement partnership

By **Lesedi Thatayamodimo**

GABORONE - The Nursing and Midwifery Council of Botswana (NMCB) together with the Botswana Qualifications Authority (BQA) have signed a Memorandum of Understanding (MoU) to enhance collaboration and ensure the highest standards in nursing and midwifery training.

Speaking at the ceremony that marked a significant milestone in the regulation and development of Botswana’s healthcare education in Gaborone on Thursday, the Registrar of NMCB, Ms Opelo Rankopo expressed deep gratitude and optimism for the partnership, describing the occasion as signifying shared journey with BQA to ensure that nursing and midwifery education in Botswana remained of the highest quality, relevance and integrity.

She highlighted that while both NMCB and BQA operated under distinct mandates, their responsibilities were closely aligned in maintaining educational standards and ensuring that Botswana produced competent, ethical and professional healthcare graduates.

“We regulate education and practice, ensuring that nursing and midwifery programmes meet the highest standards, by doing so, we are not overstepping BQA’s mandate, rather, we are complementing each other in a shared responsibility,” she explained.

She noted that Botswana’s nursing and midwifery qualifications were recognised globally, with graduates successfully working in countries such as Australia, Ireland and the United States as a testament.

Tracing the history of nursing regulation in Botswana, she reflected on the council’s deep roots saying, “our regulation dates as far back as 1949, before Botswana’s independence, when nursing and midwifery in Bechuanaland, Basutoland, and Swaziland were jointly regulated. Over time, this evolved into the establishment of the Nursing and Midwifery Council of Botswana in 1995.”

Outlining the council’s regulatory work, Ms Rankopo explained that NMCB evaluated nursing and midwifery curricula, inspects training institutions and ensured that teaching staff and clinical practice sites met the required standards.

The newly signed MoU, she said, was intended to bring efficiency, clarity, quality improvement and accountability to the regulatory environment.

“This collaboration will harmonise processes and reduce duplication of effort, it will bring clarity to our respective

roles, ensure continuous quality improvement through joint reviews and promote accountability by maintaining national and international standards,” she said.

Ms Rankopo also reassured stakeholders that continuous professional development (CPD) remained mandatory for all nurses and midwives in Botswana.

“Nurses renew their licenses annually and they cannot do so without providing proof of ongoing professional development,” she affirmed, adding that healthcare was constantly evolving.

Sharing the same sentiments, the acting CEO of BQA, Ms Boitumelo Watlhaga reiterated that the partnership aimed at strengthening the quality and global competitiveness of nursing and midwifery training and practice. Ms Watlhaga said the partnership represented the beginning of a transformative alliance grounded in a shared vision of equality, professionalism and integrity within Botswana’s midwifery and nursing professions.

“Through this partnership, both institutions aim to align nursing and midwifery qualifications and professional standards with Botswana’s National Credit and Qualifications Framework (NCQF). The alignment will strengthen joint quality assurance mechanisms and promote mutual recognition of qualifications both nationally and internationally,” she said.

Beyond academic alignment, Ms Watlhaga said the collaboration will also foster joint research, policy engagement, data sharing, workforce planning and accreditation, adding it will support recognition of prior learning and the development of credit accumulation and transfer systems to enhance professional mobility.

“These initiatives demonstrate our shared commitment to an education system that not only meets national standards but also aligns with regional and global benchmarks,” she said.

She said they are laying the foundation for a qualification system that empowered healthcare professionals, strengthenend the integrity of the education system and enhanced the quality of healthcare delivered.

Ms Watlhaga said healthcare was not a field where people can be treated as mere subjects of technical training.

“We must produce graduates who are job-ready, compassionate and capable of delivering,” she said.

She called for continuous professional development to keep pace with technological innovation and global health challenges. **BOPA**

MINISTRY OF ENVIRONMENT AND TOURISM DEPARTMENT OF METEOROLOGICAL SERVICES EXTERNAL ADVERTISEMENT

VACANCY CIRCULAR NO: 13 of 2025
REF: DMS 4/8/3 IV (11) Date 16 October 2025
TO: All Permanent Secretaries
All Heads of Departments

VACANCY: PRINCIPAL METEOROLOGIST I- D2

The Department of Meteorological Services exists to provide quality meteorological information and advisory services for the protection of life and property and for sustainable development.

A talented, experienced, proactive, innovative, and self-driven citizen of Botswana is sought to fill the above-mentioned position in the Department of Meteorological Services

Salary Scale: D2 (P337,008- P371,628 per annum)
Leave: 30 working days per annum.
Benefits:
i. Optional Medical Aid Scheme with the Botswana Public Officers Medical Aid Scheme (BPOMAS - Government pays 50% and employee pays 50%)
ii. Contributory Pension Fund (Government pays 15%, Employee pays 5%)

Qualifications: BSc in Meteorology or related Atmospheric Sciences.
Experience: A of minimum of ten (10) years post qualification experience with at least two (2) years served at D3 salary scale.

Main Purpose of the Job
To plan and manage the implementation of Divisional plans, programmes and projects to ensure that weather and climate information is disseminated to all stakeholders for better decision-making and planning.

- Key Performance Areas**
- Manages the implementation of the operational goals and objectives of the Division.
 - Assesses existing legislations, policies and procedures for their adequacy/efficiency and makes recommendations for their reviews.
 - Monitors adherence to standards, technical regulations and procedures relating to observations and communication of meteorological data at national, regional and international level.
 - Ensures provision of meteorological services to the international aviation industry and to fulfil the international obligations of the Government under the Convention (Chicago Convention) of the International Civil Aviation Organisation (ICAO).
 - Develops and guides research on weather, climate and related fields as well as case studies on extreme weather and climate events.
 - Manages the exchange of weather and climate data with World Data Centres.
 - Monitors the implementation of a comprehensive multi-hazard early warning system.
 - Monitors Provision of meteorological information for safety, efficiency, regularity and economic operations of the National and International Air Navigational Services.
 - Manages public awareness and education on meteorological information.
 - Investigates and resolves customer queries and complaints.
 - Engages stakeholders on technical and operational matters as well as those related to the development of meteorology.
 - Reviews to ensure the alignment of all Divisions policies, procedures and interventions to comply with SHEQ legislation and protocols and the MDA's quality management systems.
 - Undertakes any other related duties as required to meet exigencies of the service.

- Competencies:**
- Formulating strategies and concepts
 - Planning and Organizing
 - Delivering Results and meeting customer expectations
 - Coping with pressures and setbacks
 - Relating and Networking
 - Deciding and Initiating Action
 - Leading and Supervising
 - Analysing
 - Applying expertise and Technology

VACANCY CIRCULAR NO 14 of 2025
VACANCY: PRINCIPAL METEOROLOGIST II- D3

Salary Scale: D3 (P293,652- P323,748 per annum)
Leave: 30 working days per annum.

Benefits:
i. Optional Medical Aid Scheme with the Botswana Public Officers Medical Aid Scheme (BPOMAS - Government pays 50% and employee pays 50%)
ii. Contributory Pension Fund (Government pays 15%, Employee pays 5%)

Qualifications: BSc in Meteorology or BSc in Physics and Mathematics with Post Graduate Diploma in Meteorology.

Experience: A of minimum of eight (8) years post qualification experience with at least two (2) years served at D4 salary scale.

- Main Purpose of the Job**
To manage activities and productivity of staff in the unit to ensure optimum performance and service delivery. Apply meteorological knowledge for socio-economic development of the country.
- Key Performance Areas**
1. Monitors and issues weather and climate information and reports to the media and users.
 2. Prepares and issues special forecasts and briefings for various users.
 3. Attends to special requests for weather and climate information.
 4. Packages and meteorological information for flight operations and other uses.
 5. Provides technical guidance in both graphical and text format to staff and other users.
 6. Provides guidance on the use and interpretation of meteorological and remotely sensed information to users.
 7. Communicates and coordinates with users of aviation weather forecasts, authorizes and assesses the adequacy of such forecasts.
 8. Monitors and issues severe weather warnings and advisories.
 9. Implements and maintains Quality Management System on meteorological products and services.
 10. Allocates duties and manages performance of junior staff.
 11. Coordinates the installation, testing, monitoring and upgrading of weather, climate and remote sensing models/ software.
 12. Provides guidance in data analyses and during weather discussions.
 13. Monitors and ensures compliance to licenses and permits issued by the department.
 14. Conducts and oversees induction training for new staff and also conducts refresher courses to staff.
 15. Undertakes research in meteorology and related disciplines to keep abreast with latest developments.
 16. Undertakes any other related duties as required to meet exigencies of the service.

- Competencies:**
- Leading and Supervision
 - Deciding and Initiating Action
 - Presenting and Communicating Information
 - Delivering Results and meeting customer expectations
 - Applying expertise and Technology
 - Writing and Reporting
 - Working with People

- Applications:**
Applicants should quote the reference and vacancy circular number and provide the following:
- Detailed
 - and updated Curriculum Vitae.
 - Certified true copy of the National Identity Card
 - Certified true copies of Certificates (academic and professional)
 - Two (2) recent work related references
 - Date of first appointment, current position, date into current position and salary scale

Important:
All applications from serving public officers should be routed through their Heads of Departments and Permanent Secretaries. Applications not so routed will not be considered.

Applicants who do not meet the minimum requirements stipulated above will not be responded to.

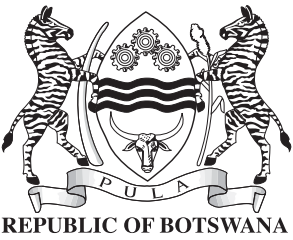
Applications should be addressed to:
The Director
Department of Meteorological Services
P. O Box 10100
Gaborone

OR

Hand deliver to:
Department of Meteorological Services
Records Management Unit
Plot No: 54216
Corner Maaloso/ Metsimotlhabe road

Closing Date: 10 November 2025

For any further enquiries contact the
Human Resource Management Division at
3612211/3612267



PRIVATE BAG 00517
GABORONE, BOTSWANA

MINISTRY OF HIGHER EDUCATION

EXTERNAL ADVERTISEMENT

Ref: MOHE 4/6/3 I (55)

Date: 21st October 2025

Applications are invited from suitably qualified self - driven locals and Non-citizens for the positions shown below in the Ministry of Higher Education under the Department of Institute of Health Sciences.

VACANCY CIRCULAR NO. 1 OF 2025

SENIOR LECTURER II (DENTAL THERAPY) - D4 X 2 POSTS, TENABLE AT INSTITUTE OF HEALTH SCIENCES, GABORONE

SALARY SCALE: D4 (P255, 948 – P282, 120 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

A Bachelor's Degree in Dental Therapy, Dental Therapy and Dental Hygiene, Doctor of Dental Surgery (DDS) or Bachelor of Dental Surgery (BDS).A Master's Degree, Teaching qualification or Higher Qualification in the above fields will be an added advantage. Applicants should be registered with Botswana Health Professions Council.

EXPERIENCE:

At least four (6) years' work experience in a relevant field of which two (2) years should have been served at CI salary scale in Government or its equivalent in the Parastatal or Private Sector.

MAIN PURPOSE OF THE JOB

To Plan, implement and evaluate teaching and learning activities in order to prepare personnel who will deliver quality Health Services.

KEY PERFORMANCE AREAS

1. Advises and counsels students.
2. Teaches and assesses students.
3. Creates a conducive teaching and learning environment.
4. Draws lesson and teaching plans.
5. Sets tests, assignments and examinations.
6. Assesses students' performance.
7. Provides input in the development, review and evaluation of curriculum.
8. Provides input in quality assurance activities
9. Provides input in the orientation of new students.
10. Undertakes research
11. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Deciding and Initiating Action
- Relating and Networking
- Writing and Reporting
- Applying Expertise and Technology
- Learning and Researching
- Planning and Organizing
- Delivering Results and Meeting Customer Expectation
- Presenting and communicating information

VACANCY CIRCULAR NO. 2 OF 2025

SENIOR LECTURER II (HEALTH EDUCATION) - D4 X 2 POSTS TENABLE AT INSTITUTE OF HEALTH SCIENCES, SEROWE.

SALARY SCALE: D4 (P255, 948 – P282, 120 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

Master's Degree in Health Promotion and Education, or Health Education or equivalent.A Teaching qualification will be an added advantage.

EXPERIENCE:

A minimum of six (6) years post qualification work experience in a related field of which two (2) years should have been served at CI salary scale in Government or its equivalent in the Parastatal or Private Sector

MAIN PURPOSE OF THE JOB

To Plan, implement and evaluate teaching and learning activities in order to prepare Personnel who will deliver quality Health Services.

KEY PERFORMANCE AREAS

1. Advises and counsels students.
2. Teaches and assesses students.
3. Creates a conducive teaching and learning environment.
4. Draws lesson and teaching plans.
5. Sets tests, assignments and examinations.
6. Assesses students' performance.
7. Provides input in the development, review and evaluation of curriculum.
8. Provides input in quality assurance activities
9. Provides input in the orientation of new students.
10. Undertakes research
11. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Leading and Supervising
- Working with People
- Adhering to Principles and Values

- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO.3 OF 2025:

SENIOR LECTURER II (MIDWIFERY) – D4 X 8 POSTS TENABLE AT INSTITUTE OF HEALTH SCIENCES - GABORONE (4), FRANCISTOWN (2) AND BAMALETE LUTHERAN SCHOOL OF NURSING (2)

SALARY SCALE: D4 (P255, 948 – P282, 120 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

A minimum of Masters of Midwifery, Masters of Nursing Science (Midwifery) or Masters of Midwifery and Neonatal Nursing.A Teaching qualification will be added advantage. Applicants should be registered with Nursing and Midwifery Council of Botswana.

EXPERIENCE:

A minimum of six (6) years' post qualification work experience in a related field of which two (2) years should have been served at CI salary scale in Government or its equivalent in the Parastatal or Private Sector.

MAIN PURPOSE OF THE JOB

To Plan, implement and evaluate Teaching and Learning activities in order to prepare Personnel who will deliver quality Health Services.

KEY PERFORMANCE AREAS

1. Advises and counsels students.
2. Teaches and assesses students.
3. Creates a conducive teaching and learning environment.
4. Draws lesson and teaching plans.
5. Sets tests, assignments and examinations.
6. Assesses students' performance.
7. Provides input in the development, review and evaluation of curriculum.
8. Provides input in quality assurance activities
9. Provides input in the orientation of new students.
10. Undertakes research
11. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Leading and Supervising
- Working with People
- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO.4 OF 2025

SENIOR LECTURER II (NURSE ANAESTHETIC PROGRAMME) D4 X 2 POSTS TENABLE AT INSTITUTE OF HEALTH SCIENCES, GABORONE.

SALARY SCALE: D4 (P255, 948 – P282, 120 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

A minimum of a Bachelor's Degree in Nurse Anaesthesia or equivalent.A Master's Degree and a Teaching qualification will be an added advantage.

EXPERIENCE:

A minimum of six (6) years post qualification work experience in a related field of which two (2) years should have been served at CI salary scale in Government or its equivalent in the Parastatal or Private Sector.

MAIN PURPOSE OF THE JOB

To Plan, implement and evaluate Teaching and Learning activities in order to prepare Personnel who will deliver quality Health Services.

KEY PERFORMANCE AREAS

1. Advises and counsels students.
2. Teaches and assesses students.
3. Creates a conducive Teaching and Learning environment.
4. Draws lesson and teaching plans.
5. Sets tests, assignments and examinations.
6. Assesses students' performance.
7. Provides input in the development, review and evaluation of curriculum.
8. Provides input in quality assurance activities
9. Provides input in the orientation of new students.
10. Undertakes research
11. Undertakes any other related duties as may be assigned by

management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Leading and Supervising
- Working with People
- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO. 5 OF 2025

SENIOR LECTURER II (OPHTHALMIC NURSING PROGRAMME) – D4 X 2 POSTS TENABLE AT INSTITUTE OF HEALTH SCIENCES, MOLEPOLOLE

SALARY SCALE: D4 (P255, 948 – P282, 120 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

Ophthalmic Specialisation/Master's Degree in Ophthalmology or equivalent.A Teaching qualification will be an added advantage.

EXPERIENCE:

A minimum of six (6) years post qualification work experience in a related field of which two (2) years should have been served at CI salary scale in Government or its equivalent in the Parastatal or Private Sector.

MAIN PURPOSE OF THE JOB

To Plan, implement and evaluate teaching and learning activities in order to prepare Personnel who will deliver quality Health Services.

KEY PERFORMANCE AREAS

1. Advises and counsels students.
2. Teaches and assesses students.
3. Creates a conducive teaching and learning environment.
4. Draws lesson and teaching plans.
5. Sets tests, assignments and examinations.
6. Assesses students' performance.
7. Provides input in the development, review and evaluation of curriculum.
8. Provides input in quality assurance activities
9. Provides input in the orientation of new students.
10. Undertakes research
11. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Leading and Supervising
- Working with People
- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO.6 OF 2025

SENIOR LECTURER II (PSYCHIATRIC NURSING PROGRAMME) D4 X 2 POSTS TENABLE AT INSTITUTE OF HEALTH SCIENCES, LOBATSE

SALARY SCALE: D4 (P255, 948 – P282, 120 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

A minimum of Master's Degree in Psychiatric Mental Health Nursing or equivalent.A Teaching qualification will be an added advantage.

EXPERIENCE:

A minimum of six (6) years post qualification work experience in a related field of which two (2) years should have been served at CI salary scale in Government or its equivalent in the Parastatal or Private Sector.

MAIN PURPOSE OF THE JOB

To Plan, implement and evaluate Teaching and Learning activities in order to prepare Personnel who will deliver quality Health Services.

KEY PERFORMANCE AREAS

1. Advises and counsels students.
2. Teaches and assesses students.
3. Creates a conducive Teaching and Learning environment.
4. Draws lesson and teaching plans.
5. Sets tests, assignments and examinations.
6. Assesses students' performance.
7. Provides input in the development, review and evaluation of curriculum.
8. Provides input in quality assurance activities

- 9. Provides input in the orientation of new students.
- 10. Undertakes research
- 11. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Leading and Supervising
- Working with People
- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO. 7 OF 2025

SENIOR LECTURER II (PHARMACY) – D4 X 1 POST TENABLE AT INSTITUTE OF HEALTH SCIENCES, GABORONE.

SALARY SCALE: D4 (P255, 948 – P282, 120 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

A Bachelor's Degree in Pharmacy or related field. A Postgraduate Degree or A Master's Degree and a Teaching qualification will be an added advantage. Applicants should be registered with Botswana Health Professions Council.

EXPERIENCE:

A minimum of six (6) years post qualification work experience in a related field of which two (2) years should have been served at C1 salary scale in Government or its equivalent in the Parastatal or Private Sector

MAIN PURPOSE OF THE JOB

To Plan, implement and evaluate teaching and learning activities in order to prepare Personnel who will deliver quality Health Services.

KEY PERFORMANCE AREAS

1. Advises and counsels students.
2. Teaches and assesses students.
3. Creates a conducive teaching and learning environment.
4. Draws lesson and teaching plans.
5. Sets tests, assignments and examinations.
6. Assesses students' performance.
7. Provides input in the development, review and evaluation of curriculum.
8. Provides input in quality assurance activities
9. Provides input in the orientation of new students.
10. Undertakes research.
11. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Working with People
- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO. 8 OF 2025

SENIOR LECTURER I (HEALTH EDUCATION) - D3 X 1 POST TENABLE AT INSTITUTE OF HEALTH SCIENCES, SEROWE.

SALARY SCALE: D3 (P293, 652 – P323, 748 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

Master's Degree in Health Promotion and Education, Health Education or equivalent. A Teaching qualification will be an added advantage.

EXPERIENCE:

A minimum of eight (8) years post qualification work experience in a related field of which two (2) years should have been served at D4 salary scale in Government or its equivalent in the Parastatal or Private Sector

MAIN PURPOSE OF THE JOB

To Plan, implement and evaluate teaching and learning activities in order to prepare Personnel who will deliver quality Health Services.

KEY PERFORMANCE AREAS

1. Plans and executes teaching and learning in the Health Education programme
2. Assumes full responsibility for supervising students in the clinical area and observe ethical standards of patient care.
3. Conducts clinical teaching, monitors and compiles students' progress in both theory and clinical practice for assigned courses and conducts remedial tutorials for students with special learning needs.
4. Collaborates with other members of health team to improve patient care, update own clinical performance skills to enhance clinical teaching and continuing education
5. Acts as a resource person and provide consultancy on areas of specialisation to support other programmes to achieve goals.
6. Provides students support services and counselling services to students with special needs.
7. Coordinates and participates in development of competency assessment tools for various training activities.
8. Participates in the clinical evaluation of Health Education programme to assess the impact of training on service and adjust curricula accordingly.
9. Facilitates the design, development, implementation and evaluation of Health Education curriculum and for other programmes.
10. Participates in the recruitment and selection of students for admission into various programmes.
11. Supervises and guides junior members of staff in the department and Institution to achieve set goals.
12. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Leading and Supervising
- Working with People

- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO. 9 OF 2025

SENIOR LECTURER I (OPHTHALMIC NURSING PROGRAMME) - D3 X 2 POSTS, TENABLE AT INSTITUTE OF HEALTH SCIENCES, MOLEPOLOLE

SALARY SCALE: D3 (P293, 652 – P323, 748 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

Ophthalmic Specialisation/Master's Degree in Ophthalmology or equivalent. A Teaching qualification will be an added advantage.

Applicants should be registered with Botswana Health Professions Council.

EXPERIENCE:

A minimum of eight (8) years post qualification work experience in a related field of which two (2) years should have been served at D4 salary scale in Government or its equivalent in the Parastatal or Private Sector.

MAIN PURPOSE OF THE JOB

To coordinate the planning, implementation and evaluation of Teaching and Learning activities in Dental programme.

KEY PERFORMANCE AREAS

1. Plans and executes teaching and learning in the Ophthalmic Nursing programme
2. Assumes full responsibility for supervising students in the clinical area and observe ethical standards of patient care.
3. Conducts clinical teaching, monitors and compiles students' progress in both theory and clinical practice for assigned courses and conducts remedial tutorials for students with special learning needs.
4. Collaborates with other members of health team to improve patient care, update own clinical performance skills to enhance clinical teaching and continuing education
5. Acts as a resource person and provide consultancy on areas of specialisation to support other programmes to achieve goals.
6. Provides students support services and counselling services to students with special needs.
7. Coordinates and participates in development of competency assessments tools for various training activities.
8. Participates in the clinical evaluation of Ophthalmic Nursing programme to assess the impact of training on service and adjust curricula accordingly.
9. Facilitates the design, development, implementation and evaluation of Dental Therapy curriculum and for other programmes.
10. Participates in the recruitment and selection of students for admission into various programmes.
11. Supervises and guides junior members of staff in the department and Institution to achieve set goals.
12. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Leading and Supervising
- Working with People
- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO. 10 OF 2025

SENIOR LECTURER I (MEDICAL LABORATORY TECHNOLOGY) – D3 X 1 POST TENABLE AT INSTITUTE OF HEALTH SCIENCES, GABORONE

SALARY SCALE: D3 (P293, 652 – P323, 748 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

A Bachelor's Degree in Medical Laboratory Sciences or equivalent. A Teaching qualification, Postgraduate Degree or Higher Qualification in the above fields will be an added advantage. Applicants should be registered with Botswana Health Professions Council.

EXPERIENCE:

A minimum of eight (8) years post qualification work experience in a related field of which two (2) years should have been served at D4 salary scale in Government or its equivalent in the Parastatal or Private Sector.

MAIN PURPOSE OF THE JOB

To coordinate the planning, implementation and evaluation of Teaching and Learning activities in Dental programme.

KEY PERFORMANCE AREAS

1. Plans and executes teaching and learning of Medical Laboratory Technology programme
2. Assumes full responsibility for supervising students in the clinical area and observe ethical standards of patient care.
3. Conducts clinical teaching, monitors and compiles students' progress in both theory and clinical practice for assigned courses and conducts remedial tutorials for students with special learning needs.
4. Collaborates with other members of health team to improve patient care, update own clinical performance skills to enhance clinical teaching and continuing education
5. Acts as a resource person and provide consultancy on areas of specialisation to support other programmes to achieve goals.
6. Provides students support services and counselling services to students with special needs.
7. Coordinates and participates in development of competency assessments tools for various training activities.
8. Participates in the clinical evaluation of Medical Laboratory Technology programme to assess the impact of training on service and adjust curricula accordingly.
9. Facilitates the design, development, implementation and evaluation

of Medical Laboratory Technology curriculum and for other programmes.

10. Participates in the recruitment and selection of students for admission into various programmes.
11. Supervises and guides junior members of staff in the department and Institution to achieve set goals.
12. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Working with People
- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

VACANCY CIRCULAR NO. 11 OF 2025

SENIOR LECTURER I (PHARMACY) – D3 X 1 POST TENABLE AT INSTITUTE OF HEALTH SCIENCES, GABORONE

SALARY SCALE: D3 (P293, 652 – P323, 748 per annum)
LEAVE: 30 working days per annum

BENEFITS:

- Optional Contributory Medical Aid Scheme with Botswana Public Officers Medical Aid Scheme - BPOMAS (Government contributes 50% and Employee 50%)
- Contributory Pension Fund (Government contributes 15% and Employee 5%)

QUALIFICATION:

A Bachelor's Degree in Pharmacy or related field. A Teaching qualification, Postgraduate Degree or Higher Qualification in the above fields will be an added advantage. Applicants should be registered with Botswana Health Professions Council.

EXPERIENCE:

A minimum of eight (8) years post qualification work experience in a related field of which two (2) years should have been served at D4 salary scale in Government or its equivalent in the Parastatal or Private Sector.

MAIN PURPOSE OF THE JOB

To coordinate the planning, implementation and evaluation of Teaching and Learning activities in Pharmacy programme.

KEY PERFORMANCE AREAS

1. Plans and executes teaching and learning in the Pharmacy Technology programme
2. Assumes full responsibility for supervising students in the clinical area and observe ethical standards of patient care.
3. Conducts clinical teaching, monitors and compiles students' progress in both theory and clinical practice for assigned courses and conducts remedial tutorials for students with special learning needs.
4. Collaborates with other members of health team to improve patient care, update own clinical performance skills to enhance clinical teaching and continuing education
5. Acts as a resource person and provide consultancy on areas of specialisation to support other programmes to achieve goals.
6. Provides students support services and counselling services to students with special needs.
7. Coordinates and participates in development of competency assessments tools for various training activities.
8. Participates in the clinical evaluation of Pharmacy Technology programme to assess the impact of training on service and adjust curricula accordingly.
9. Facilitates the design, development, implementation and evaluation of Pharmacy Technology curriculum and for other programmes.
10. Participates in the recruitment and selection of students for admission into various programmes.
11. Supervises and guides junior members of staff in the department and Institution to achieve set goals.
12. Undertakes any other related duties as may be assigned by management to meet the exigencies of service.

REQUIRED COMPETENCIES AND SKILLS:

- Working with People
- Adhering to Principles and Values
- Presenting and communicating information
- Applying Expertise and Technology
- Planning and Organizing
- Analyzing
- Learning and Researching

APPLICATIONS:

Applicants should quote the reference and vacancy circular number and provide the following:

- Updated Detailed Curriculum Vitae.
- Certified true copies of academic and professional Certificates together with their Transcripts.
- Certified copies of current practicing licences (NMCB/ BHPC)
- Two (2) recent work related references (not more than 6 months old).
- Date of first appointment, current position, date into current position and salary scale.
- Actual salary per month (attach proof) for applicants from Parastatals and the Private Sector.

IMPORTANT:

All applications should be routed through their Heads of Department. Applications not so routed will not be considered.

Applicants who do not meet minimum requirements stipulated above will not be responded to. Only shortlisted candidates will be responded to.

SUBMISSION OF APPLICATIONS:

Applications should be addressed to
Permanent Secretary
Ministry of Higher Education
Private Bag 00517
Gaborone

Or Hand delivered to:

Government enclave, Block 6
Ministry of Higher Education
Headquarters, Records Management Unit
Floor 8, (Office 28, Registry - RMU)

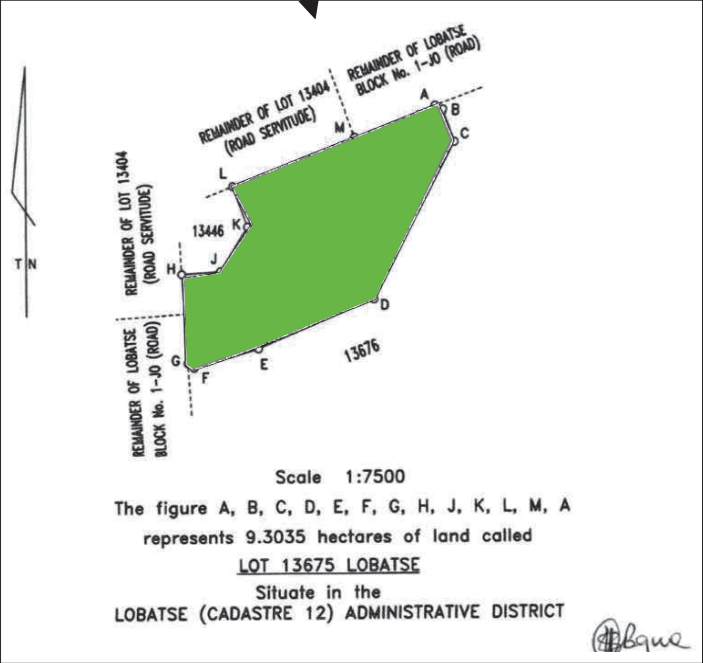
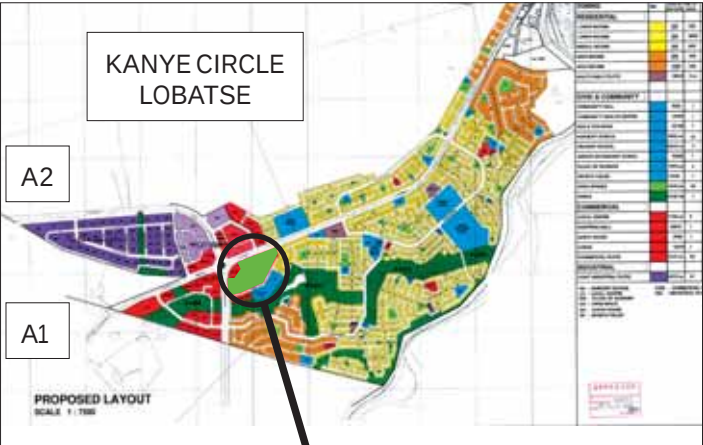
Closing Date: 14th November 2025

For further information contact The Human
Resource Office at 3960253/3995870/3995858

9.3 HA FREEHOLD PLOT FOR REGIONAL SHOPPING CENTRE + TRUCKSTOP

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MINISTRY FOR STATE PRESIDENT
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NOTICE OF BEST EVALUATED BIDDERS

NAME OF THE PROCURING ENTITY OFFICE OF THE PRESIDENT

A TENDER FOR PROCUREMENT OF ICT EQUIPMENT FOR THE MINISTRY FOR STATE PRESIDENT - FRAMEWORK CONTRACT FOR A PERIOD OF 24 MONTHS - TENDER REFERENCE NO. SP/OP/014/2024-2025

This notice serves to inform all bidders who participated in the above referenced tender that the evaluation and adjudication process has been done and concluded and below are the details of the Best Evaluated Bidders.

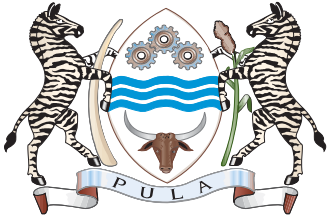
It is the intension of the Ministry for State President to place a contract with bidders named below after ten (10) working days from the date of display of this Notice.

Name of the Best Evaluated Bidders	Lot A – Frokane Investment (Pty) Ltd Lot B – Creation Tech Streetwise (Pty) Ltd Lot C – PC Net (Pty) Ltd
Method of Procurement	Open Domestic Bidding Method
Period of the Contract	24 Months
Date of Display	20 th October 2025
Date of Removal	04 th November 2025

Display of this Notice does not constitute an acceptance of the bid described above or the formation of a contract. Bid acceptance and contract placement shall be in accordance with the Regulation.

The 10 working days shall commence effectively from the date of first publication of this notice, which constitutes the cooling off period.

Office of the Government Buyer
Ministry for State President



Republic of Botswana
MINISTRY OF TRANSPORT AND INFRASTRUCTURE



REPUBLIC OF ZAMBIA
MINISTRY OF INFRASTRUCTURE, HOUSING AND URBAN DEVELOPMENT

TENDERING PROCEDURES

T1.1 TENDER NOTICE and INVITATION TO TENDER

- Tender Reference No.** KBPO/SP/03/2025-LOT 3A
- Tender Title:** A Tender for the Procurement of a 24 Hours Physical Security Guard Services for Kazungula Bridge Project Office at Kazungula One Stop Border Post-Botswana for a duration of twelve (12) Months
- Sealed Tender offers are invited from 100% citizen owned companies for the provision of Services of 24 Hours Physical Security Guards for Kazungula Bridge Project Office at Kazungula One Stop Border Post-Botswana for a duration of twenty-four (12) months.
- The Procuring Entity is Kazungula Bridge Project Office
- Procurement Method is: **Open Domestic Bidding**
- Tenderers must, in order to be considered for the award of the contract, be registered with the Public Procurement Regulatory Authority (PPRA) in the following categories:
 - Code:** 100 – Security Services (100% Citizen)
 - Sub code(s):** 01 – Security Guard Services
- The tender is reserved for 100% citizens or citizen owned contractors as stated under Section 76 (2) of the Public Procurement Act.
- Preference Margins will be applied to qualifying bidders in line with the following schemes:
 - Directive on the Economic Diversification Drive (EDD), Presidential Directive CAB 34 (B) 2014 will be applied in this tender.
 - Directive on Local Procurement Scheme (LPS) of Presidential Directive CAB 19 (B) 2013 will also apply to this tender.
- The physical address for collection of tender documents is: Administrator Office, Kazungula Bridge Project Office

- DRTS Plot, Along A33 Road, Kazungula, Botswana
- Documents may be collected from **16th October 2025** during working hours between
08:00hrs – 12:30hrs and 1400hrs - 17:00hrs
- A non-refundable deposit of P500.00 payable by cash or Bank deposit to the Account below and produce deposit proof upon collection of the tender documents in favour of the Kazungula Bridge Project Office is required on collection of the tender documents.
- Youth owned companies shall pay only P250.00 as per Presidential Directive CAB 14(B) 2015 In addition, youth companies shall provide certified copies of Omang for shareholders.
- Account Details:**
 - Account Name** : Kazungula Bridge Project
 - Bank Name** : Absa Bank of Botswana Account No. 1071042
 - Branch Name** : Maun Branch Code: 291967 Swift Code: BARCBWGX
 - Account** : Corporate Current Account
 - Currency** : BOTSWANA PULA (BWP)
- Queries or clarifications relating to the issuance of these documents may be addressed in writing not later than five (5) days before the tender closing date of **18th November 2025** to Mr. Mothusi Ntseme and Eng. Lazarous Nyawali at Tel No.6253029, email- records@kazungulabridgeproject.com.
- A compulsory site visit with representatives of the Procuring Entity will take place at Kazungula One Stop Border Post-Botswana on 30th October 2025 from 10:00hrs to 11:30hrs . (Site

- visit register will be used to register bidder’s attendance)
- The closing date and time for receipt of sealed tender offers is 1000 hours on 18th November 2025.
- Late tender offers will not be accepted.
- The Bid Submission Method is: One envelope Submission Method in which a single envelope or package method in which a bid is submitted in a one sealed envelope or package.
- One (1) original tender document marked ORIGINAL and 3 duplicate copies of the original Document marked copy in one sealed envelope clearly marked
- “Tender Reference No. KBPO/SP/03/2025-LOT 3A Procurement of 24 Hours Physical Security Guard Services for Kazungula Bridge Project Office at Kazungula One Stop Border Post-Botswana and shall be delivered to Kazungula Bridge Project Office at Administrator Office.
- The name and address of the bidder should be clearly marked on the envelope.
- The Public Procurement Regulatory Authority Standardised Conditions of Tender for Services shall apply to this procurement, for which all the applicable Tender Data is contained in the tender documents.**
- {Notwithstanding anything in the foregoing, the Kazungula Bridge Project Office is not bound to accept the lowest or any tender offer.}**
- Mr Mothusi Ntseme**
Project Manager
Kazungula Bridge Project Office
Botswana
- Eng. Lazarous Nyawali**
Project Manager
Kazungula Bridge Project Office
Zambia

EMPLOYMENT OPPORTUNITY

October 20, 2025

Bango Trading (Pty) Ltd is engaged in the construction and general maintenance of bitumen paved roads including new construction and surfacing works with its headquarters in Phakalane. The company urgently requires the services of the following personnel:

CONTRACTS MANAGER

MAIN DUTY: To ensure that all contractual aspects of a project are managed effectively and efficiently.

KEY RESPONSIBILITIES

- Facilitate project closure and handover.
- Manage Project Managers, Site Agents and their teams.
- Set objectives together with site teams and ensure they are executed.
- Ensure that projects stay within budget and manage any financial discrepancies.
- Monitor contract performance to ensure compliance with all set terms and conditions.
- Plan the necessary workforce and ensure optimal resource allocation and management.
- Applying the principles for monitoring and controlling minor and major construction activities.
- Maintain detailed records of all contracts, including amendments and communications.
- Handle any disputes or conflicts that arise during the project and facilitate resolutions with stakeholders.
- Execute any other morally reasonable assignments to meet the exigencies of service.

COMPETENCIES

- Leadership
- Planning and scheduling
- Project management skills.
- Problem-solving and analytical
- Good communication/report writing
- Ability to work under pressure and meet deadlines.
- Ability to work under minimal supervision

Qualifications:

- Degree in Civil Engineering/Highway Engineering or any related field
- Valid ERB practising certificate
- Valid Class B driver's license

Experience: Minimum of ten (10) years in civil engineering works of which five (5) years are related to road works as a Contracts Manager.

Applicants with detailed CVs, certified copies of certificates and traceable references should be addressed to:

The Human Resources Manager
Bango Trading (Pty) Ltd
P.O. Box 501662, Station Road, Gaborone

Or email to: bangorecruitment@gmail.com and cc: hrm.bango@gmail.com

Closing date for applications: 14 days from the date of publication.



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EXPERIENCE: 2 – 4 years

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QUALIFICATION: Diploma in Education
EXPERIENCE: 2 – 4 years

SPECIALIST TEACHERS

Physical Education x 1
Life saver, first Aid certificate added advantage
QUALIFICATION: Diploma in Education
EXPERIENCE: 2 – 4 years

Setswana x 1
Breakthrough methods added advantage
QUALIFICATION: Diploma in Education
EXPERIENCE: 2 – 4 years

Music/Art and Design x 1
Ability to play instruments added advantage
QUALIFICATION: Diploma in Education
EXPERIENCE: 2 – 4 years

French x 1
French language Pedagogue added advantage
QUALIFICATION: Diploma in Education
EXPERIENCE: 2 – 4 years

Secondary Section: Combination of two subjects as listed below added advantage

- English
- Mathematics
- Biology
- Chemistry
- Physics
- Geography
- Global Citizenship
- Economics
- Accounts

Apply Now!

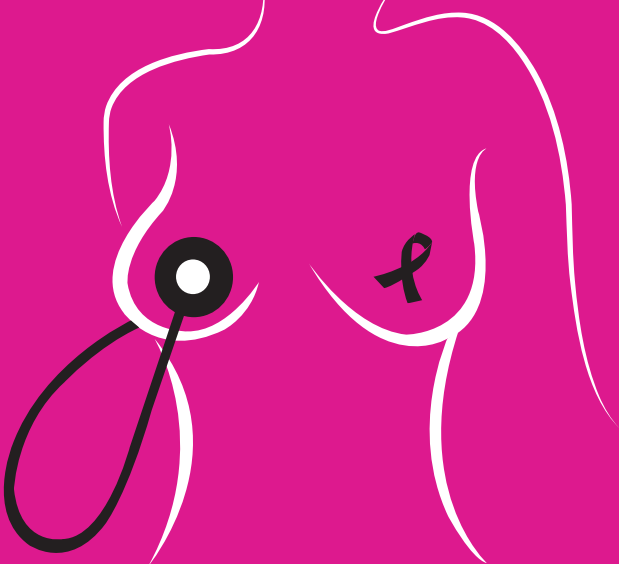
Our vision is to promote excellence in Academic, Physical and Moral Education.

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Enhance Mmakgodumo tourism potential

By Relief Lephutshi

KANYE - Dikgosi have been encouraged to be vision bearers for their communities, a role they are empowered to fulfill through Bogosi Act.

This was said by Mr Tumelo Seboko, Acting Deputy Director in Tribal Administration, during his address at the Mmakgodumo Festival on Saturday.

Mr Seboko referenced Kgosi Malope II's visionary statement expressing his desire to see the Mmakgodumo area fenced and for wildlife to be introduced within this secured environment to enhance the region's tourism potential.

He said maximising the area could help Bangwaketse generate income through lease rentals and other activities.

Mr Seboko noted that the current government encouraged councils to self-finance, thereby creating their own revenue streams.

He urged Bangwaketse to recognise that this principle was not limited to councils; communities can also adopt it.

Mr Seboko praised the business community for giving back to the areas in which they operated, noting that the community expected businesses to contribute similarly to cultural initiatives.

He described the festival as a return to the roots and heartbeat of Batswana, explaining that the Mmakgodumo site was sacred as it carried the stories of Bangwaketse ancestors, tales of courage, wisdom and unity that continued to shape both Bangwaketse and Batswana.

The festival's theme, 'Ngwao Lore, Seikokotlelo' (My Culture, My Pride), celebrated heritage, creativity, sustainable growth, and the importance of harnessing culture for Botswana.

It served as a reminder that identity was a greatest asset.

He stated that through cultural tourism, Botswana was unlocking new opportunities and attracting visitors to its rich heritage, diverse landscapes and warm hospitality.

According to him, the festival's diverse programme showcased vision in action, including traditional games, cultural music and dance, poetry recitals and exhibitions of crafts and heritage cuisine.

"Each activity rekindles Botswana's cultural flame while creating new pathways for entrepreneurship, tourism and social inclusion," he said.

Mr Seboko said that the government was inspired by the Mmakgodumo initiative, which aligned with broader development goals outlined in the National Development Plan 12 and the Botswana Economic Transformation Plan (BETP).

Furthermore, he noted that

these frameworks recognised the creative economy and cultural industries as powerful engines of transformation that created jobs, attracted investment and strengthened social cohesion while preserving Botswana's heritage.

He urged Bangwaketse to invest in cultural academies, creative workshops, heritage tourism ventures and small enterprises rooted in tradition.

"Let Mmakgodumo continue to serve as a gateway opportunity and a space where young people find inspiration, where entrepreneurs find markets and where culture has its rightful place in Botswana's economy", he said.

Bathoen II Trust chairperson Prince Chibana said culture is a non-tangible asset that could be packaged and sold both locally and internationally to better lives.

He said today locals have inter-relationships with internationals and further cautioned that in the pursuit towards selling cultural tourism, they should be vigilant that it is not exploited by foreigners on non-profitable basis. He said this would improve the socio- economic status without forgetting the cultural taboos of Bangwaketse.

Moreover, he said the trust should work hard to protect and preserve the environment and that it could only be achieved when the trust has funds to change the packaging of the assets for the market.

As the chairperson, he acknowledged the mismanagement of the Mmakgodumo environment by some locals hence Kgosi 'Malope II's concern over the need to fence the area.'

He pleaded with Debswana, who have always been supportive from the past year, to consider Kgosi Malope II 's request; to fence the bird sanctuary and stock wildlife.

He said it would reduce the trust's over dependence from the sponsor.

For his part, the senior Strategy, Transformation and Innovation, Mr Ponalo Tshosa, said Debswana was proud to be involved in a demonstration of Botswana's rich culture.

"We saw it fit to support again with P70 000," he said, adding that Kanye was a strategic partner to the mine as they have employed miners from the village and other villages in Ngwaketse area.

He said Debswana was a strong proponent of economic diversification and Mmakgodumo event has a high potential to grow cultural tourism as an economic activity in the area.

He said Debswana's future plans have a strong cultural and eco-tourism aspects and they at Jwaneng Mine believed the event would help as launch pad for that.

BOPA



Bangwaketse men demonstrating the traditional patlo/magadi process in Sengwaketse culture during Mmakgodumo Cultural Festival in Kanye on Saturday. Photo: Teko Letsholo



Make-up artists during Nora Cosmetics Make-Up Masterclass in Gaborone recently. Clicks Botswana area manager, Lebopo Bulayani urged players in the beauty and make-up industry to broaden their collective impact, drive innovation and address the diverse beauty needs of consumers worldwide. Photo: Felicity Male

Master class unlocks beauty industry

By Ketshepile More

GABORONE - Botswana Investment and Trade Centre (BITC) continues to support players in the beauty and cosmetics sector through various initiatives.

In an interview during the Nora Cosmetics Make-Up master class, BITC Brand Management director, Thuso Palai, said initiatives such as #PushaBW campaign, were available to promote locally made products and encourage consumer support for homegrown brands, as well as the Botswana Exporter Development Programme (BEDP).

He also said BITC had retailer engagement programmes aimed at improving market access for local beauty brands and ensuring their visibility on store shelves.

"Through these efforts, BITC remains committed to nurturing a sustainable and competitive beauty industry in Botswana, transforming passion into profitable, scalable businesses that contribute to national development," said Palai.

He said although Botswana relied heavily on imported beauty products, the industry was vibrant and steadily expanding.

Clicks area manager, Lebopo Bulayani, emphasised the impact of the beauty industry on Botswana's economy.

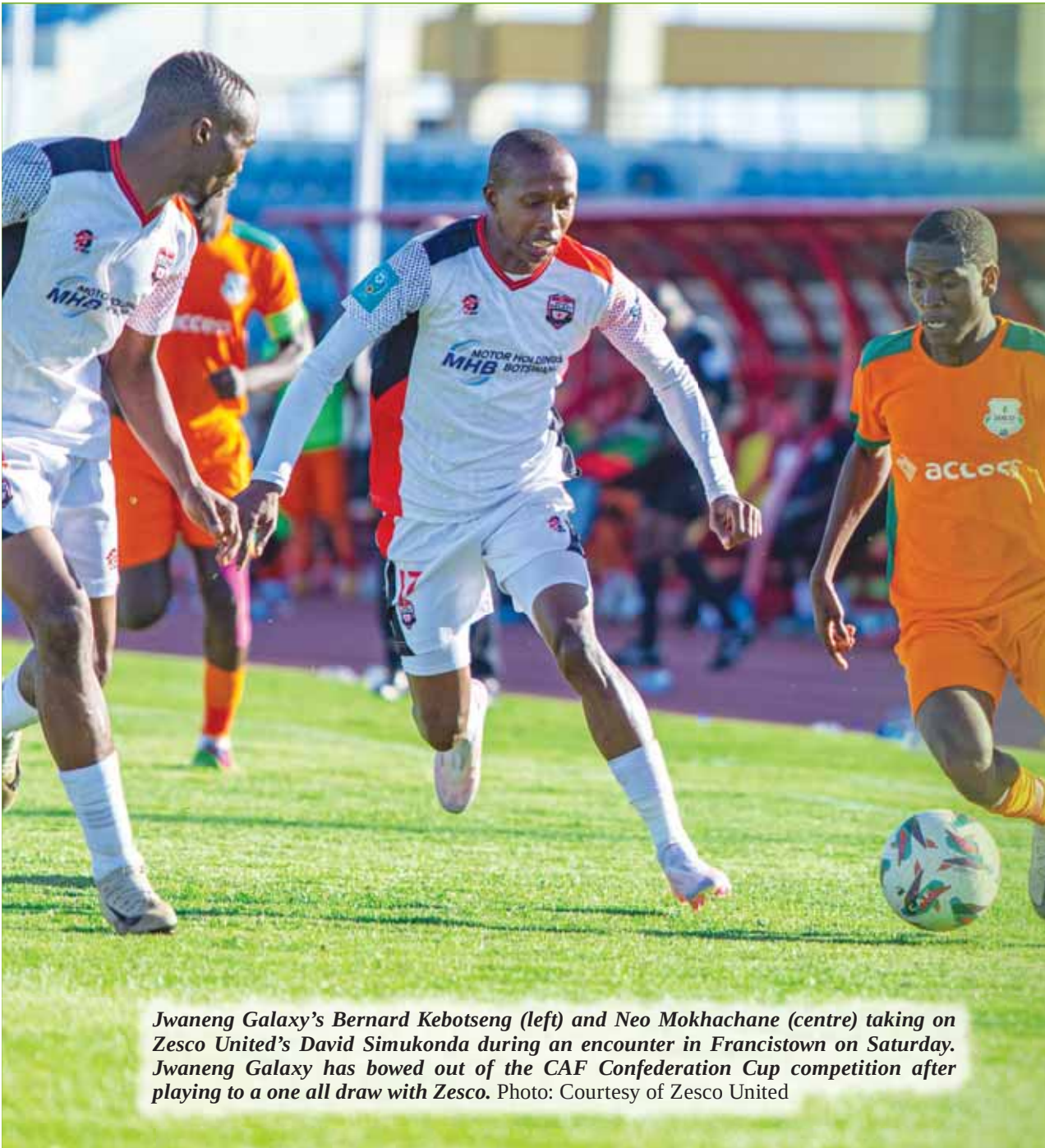
He said the beauty sector created employment opportunities, fostered entrepreneurial spirit, and contributed to the growth of numerous businesses.

"At Clicks Botswana, we are

continuously opening market and ensuring the local products have space on our shelves through our beauty halls. We can only remain hopeful that in the near future we will have brands such as Norah Cosmetics in Clicks," said Bulayani.

She said they recognised that the true potential of the beauty industry was in collaboration and unity and implored the beauty and make-up sector industry to widen their collective impact, drive innovation, and address the diverse beauty needs.

"Through partnerships and knowledge-sharing, we can create an environment that nurtures creativity and encourages the development of unique, effective solutions," said Bulayani. **BOPA**



Jwaneng Galaxy’s Bernard Kebotseng (left) and Neo Mokhachane (centre) taking on Zesco United’s David Simukonda during an encounter in Francistown on Saturday. Jwaneng Galaxy has bowed out of the CAF Confederation Cup competition after playing to a one all draw with Zesco. Photo: Courtesy of Zesco United

Jwaneng Galaxy out of CAF

By Kelebogile Taolo

FRANCISTOWN - Jwaneng Galaxy has bowed out of the CAF Confederation Cup competition after playing to a one all draw with Zambia’s Zesco United at Obed Itani Chilume Stadium in Francistown on Saturday.

The score line which ended in 5-4 on aggregate sent Zesco United to the group stages which both teams were eyeing.

Previously, Zesco United won by 4-3 against Galaxy in an encounter which was played at Mwanawasa Stadium in Ndola last weekend.

In a post press conference, Galaxy Head Coach, Sean Connor said he was disappointed for being eliminated out of the competition. He said although his team performed well, they struggled to create enough chances, which prevented them from scoring

more goals. He added that the goal they conceded came from a mistake that could have been avoided. Zesco United head coach expressed happiness for having qualified for the group stages of CAF Confederation Cup which has been their target.

He praised his players for delivering results and also thanked their sponsor and supporters for making it possible for the team to qualify for the group stages.

Meanwhile, both teams put on a good fight on the pitch though tactically Zesco United was more defensive which denied Galaxy scoring chances.

Zesco United was the first to score at dying minutes of the first half after having a set piece which was well headed in the net while Jwaneng Galaxy found an equaliser on the 82nd minute through Thabang Sesinyi. The game ended on 1-1 at full time. **BOPA**

Nkobolo appeals for support

By Ndingililo Gaoswediwe

GABORONE - Former 400m sprinter and national team athlete Onkabetse Nkobolo has called on companies to support his mission of changing perceptions about people with disabilities, ensuring they are truly seen and included.

In an interview with BOPA at the second edition of the Play Without Boundaries event at the University of Botswana on Saturday, Nkobolo explained that he launched the initiative after realising many individuals with disabilities were often kept at home, and being denied the opportunity to engage with the outside world.

He said that exposure was vital for their mental wellbeing and demonstrated that they could accomplish what able-bodied people could do.

Despite the scorching sun, teams from Mochudi, Ramotswa, and Gaborone participated in wheelchair basketball, tennis, and blind football, highlighting the event’s inclusive spirit.

“...able-bodied participants joined in the wheelchair games to gain a better understanding and experience of what those with disabilities face,” said Nkobolo.

He said that participation has increased since the inaugural event last year, with more people eager to get involved.

Nkobolo revealed that he received messages from as far

as Kasane and Francistown expressing interest in participating, but lack of sponsorship often prevented potential participants from attending due to lack of finances to cover transportation, accommodation and food costs.

He lamented the reluctance of many companies to proactively support such initiatives.

Nevertheless, Nkobolo has established regional groups aimed at providing motivation and ensuring a wider reach, visiting places like Moroka and Ramotswa to promote inclusion.

Looking ahead, his dream is to organise a tournament next year, bringing together participants from across different areas. **BOPA**



Play Without Boundaries organiser, Onkabetse Nkobolo (centre) during the second edition of the event in Gaborone on Saturday. He said the purpose of the event was to create a bond between able-bodied and people with disability as well as giving the latter an opportunity to showcase their talent. Photo: Gothusang Lesego

Rollers suffer first defeat to Chiefs

By Kelebogile Taolo

FRANCISTOWN - Township Rollers faced their first defeat of the FNB Premiership season on Saturday, losing 2-1 to Mochudi Centre Chiefs at Obed Itani Chilume Stadium in Francistown.

Both teams started strong, eager to get ahead early.

However, Rollers made a costly defensive mistake in the 17th minute, allowing Ronald Fortune to put Chiefs on the board with a 1-0 lead. Chiefs continued to threaten on the

counterattack, and against the run of play, Hendrick Moyo extended their lead to 2-0.

Towards the end of the first half, Rollers picked up their game, increasing the pressure and forcing the Chiefs keeper to make several saves.

This momentum carried into the second half, where Rollers were awarded a penalty after another defensive slip.

Marcel Papama stepped up and converted it calmly in the 54th minute, bringing the score to 2-1.

Rollers kept pushing for an equaliser, but Chiefs and their goalie, Keoagile Kgosipula, made some crucial stops to maintain their lead.

Despite a spirited effort and strong support from the fans at Obed Itani Chilume Stadium, the final score stayed 2-1 in favour of Chiefs. After the match, Chiefs coach Pontsho Moloi praised his team’s tactical discipline.

“We played well without the ball and managed our rotations when we had possession. I’m really pleased

with how they performed and the result,” he said. On the other hand, Rollers coach Srojan Zivojnov noted the defensive errors but highlighted his players’ determination.

“Two mistakes cost us the goals, but the players dominated and controlled much of the game. I commend them for their effort,” he stated.

This thrilling encounter saw a good turn-out of fans and supporters, who got treated to beautiful moments of local football. **BOPA**

Sitale promises swift action

By Anastacia Sibanda

GABORONE - Newly-elected Botswana National Olympic Committee (BNOC) president has promised to hit the ground running as there are major events coming which the country has to earnestly prepare for.

In an interview, Sitale cited the Africa Youth Games scheduled for December in Angola and the Commonwealth Games billed for Scotland in July 2026, highlighting that Botswana was already late into the preparations for the former.

He said other countries were currently in camp in preparations for the Africa Youth Games; games that he said Botswana had to equally prepare for fully as they were a building block that ensured, among other things, that athletes were competitive.

Sitale, who disclosed that they currently have at their disposal P2 million to prepare for the games, explained that they have requested for a budget of P9 million from government.

“We currently have P2 million, and we need to identify strategic and innovative ways of using these limited funds to prepare the team while still waiting for more funds to be availed,” he said, noting that they were alive to the budgetary constraints that government was faced with.

Regarding the Commonwealth Games, he said Botswana was still yet to start preparations while other countries had already started their training regimes for the games.

This he said, was despite the fact that the games were just nine months away. In that regard, Sitale said they needed to have a conversation with the relevant stakeholders so that preparations could start right away.

“We are aware that on the athletics side, they were still on their off season, but we need to come in as BNOC to look at our elite athletes and see how best



Botswana National Olympic Committee (BNOC) president, Tshepo Sitale (right) and senior vice president, Michael Moroka (second left) being congratulated by delegates during the BNOC quadrennial elective general meeting in Tlokweng on Saturday. Sitale garnered 20 votes while his contenders, Yarona Sharp and Ookeditse Malesu received nine and one vote respectively out of a total of 30 votes. Photo: Gaseitsiwe Moruakgomo

they can prepare,” he said.

On other issues, Sitale expressed excitement that parliament had passed the National Anti-Doping bill, saying once signed into law, it would go a long way in addressing doping, which was quickly becoming a national crisis.

“I believe it will be signed into law soon so that it gives lawful provision to legally institute appropriate measures to encounter incidents relating to doping,” he

said.

Furthermore, he rallied all stakeholders to actively contribute to efforts aimed at fighting doping, an enemy that threatened to undo the gains that had been made in developing sport.

Meanwhile, Sitale clinched the BNOC presidency after being voted by 20 delegates and Yarona Sharp on the other hand received nine votes while Ookeditse Malesu secured a solitary vote.

For the senior vice president position, Michael Moroka got 23 votes, with Moagi Sharp amassing seven.

For the first vice president position, Tebo Segaise ran unopposed in the second round after Oaitse Thipe and Bob Lekan were eliminated in order to allow her to satisfy the BNOC Constitution, which requires a candidate to have garnered votes in excess of 50 per cent in order to

be deemed to have won.

In the second round, Segaise got 19 votes, while for the first round she received 10 votes against nine each for Lekan and Thipe, respectively.

Game Mompe became the new BNOC second vice president after beating Unaswi Matebu by 15-14, while additional members are Boikobo Gaolebalwe, Kebalebile Ramontsho and Ofentse Bakwadi.

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