

BOTSWANA Daily News

THE PAPER THAT INFORMS AND EDUCATES

Inaugural animé focused event
March
Page 22



Absa Summer Kids Marathon launches nationwide activation
Page 23



BUSINESS

Zutswa residents endorse proposed salt and soda ash partnership

Page 7

DIKGANG

Tlhaelo ya metsi e tlaa bona tharabololo

Tsebe 11

NEWS

JC results show improvement

Page 18

ARTS & CULTURE

Lunchbox Hub revolutionises school meals

Page 21

HEALTH ANALYSIS | PART 1 OF 6

Power, Profits and Prescriptions

Inside the elite capture of Botswana's health system

STORY PAGE 3



Minister of Health, Dr Stephen Modise

Govt acts to decongest Princess Marina

GABORONE

Government has launched an urgent reset of Botswana's public health system, moving to take over Sir Ketumile Masire Teaching Hospital (SKMTH), decongest Princess Marina Hospital and clear long-standing surgical backlogs, as pressure mounts across major referral facilities.

Addressing the nation on Thursday, Minister of Health Dr Stephen Modise said the reforms signal a shift from

crisis containment to structural recovery, guided by President Duma Gideon Boko and aligned with National Development Plan 12 and the Botswana Economic Transformation Programme.

At the centre of the intervention is the rapid conversion of SKMTH from a private facility into a fully public hospital by April 1, 2026. The phased takeover begins immediately and is intended to relieve congestion at Princess Marina Hospital, where limited bed space, theatre capacity and diagnostic constraints have delayed surgeries and increased patient safety risks.

Cont...page 3

It's cross border (PRETORIA & JOBURG)

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Citizens rise to the occasion to plug gaps

Keonee Majoto
FRANCISTOWN

As the country continues to grapple with shortages of medical supplies in public healthcare facilities, some Batswana have rolled up their sleeves to help their countrymen

While their actions may come across as a tiny drop in the vast and endless ocean, they are content that they are able to touch one life at a time; their intervention often preventing a further deterioration of health and in the worst-case scenario, a loss of life.

Motherhood Botswana Organisation, a non-governmental organisation (NGO) registered in 2018 with a mandate to improve the psychological wellbeing and social welfare status of women, has seen the ongoing drugs shortage challenges in the public healthcare system, force it to widen its range of services.

Initially, the NGO focused on offering free counseling services

To discharge this added responsibility, Motherhood Botswana relies on monetary contributions from its Facebook page members.



Ms Lindiwe Nkomo

and implementing an anti-Gender-Based Violence (GBV) programme in addition to its social empowerment initiative through which it helps deserving women to start businesses to support their families.

Still in the pursuit to protect the dignity of women, the organisation would also help pregnant less-privileged women with essentials necessary for themselves and their newborns whenever circumstances called for its intervention.

However, since November last year, Motherhood Botswana founder, Ms Lindiwe Nkomo started to note a new phenomenon of women pleading to be assisted



Cattle grazing between the Foot and Mouth Disease (FMD) prevention cordon fence between Dikhukhung and Leporung. Good Hope District agricultural coordinator, Mr Phetogo Molefi-Tshuma said investigations revealed that 17 cattle had crossed into South Africa on Wednesday and were scheduled to be culled and burnt yesterday in line with Veterinary Services FMD protocols. Photo: Calviniah Kgautlhe

to purchase medicines and other medical commodities.

Despite being alive to months-long reports of drug shortages in public health facilities, Ms Nkomo was at first reluctant to intervene given the sensitivity of issues of health.

Nonetheless, when the requests quickly added up, she knew that a matter of life and death was knocking at Motherhood Botswana's door and that the NGO being a champion of issues of the welfare of women, it would be amiss for it to play deaf to the growing pleas for help.

"The shortage of vital health products has significantly increased

the burden on our organisation. And even though we do not have support in the form of sponsors, we cannot sit back and watch another woman suffer," she said.

To discharge this added responsibility, Motherhood Botswana relies on monetary contributions from members of its Facebook page, who spring into action whenever a call for contributions is made, raising the necessary amounts to purchase the required medications.

"The numbers (of those seeking help) are really high. We get on average 15 to 20 requests per day and mostly it's cases of cancer, diabetes, hypertension, and kidney diseases," Ms Nkomo explained, saying the high volume of requests pointed to the gravity of the situation.

Ms Nkomo wished government could put into place several interventions including going into effective partnerships with civil society organisations so that they could help carry the burden of support whenever the nation came face-to-face with any sort of crisis.

As the reality of drug shortages continue to test the nation's resilience, some citizens are trying to come up with ways of mitigating the crisis.

A Facebook user, one Kushatha Melanie Schroeder suggests, 'If it was possible, this is the time for families to consider motshelo wa medication'.

During a fact-finding mission by President Advocate Duma Boko at Nyangabwe Referral Hospital on Friday, it emerged that the hospital is grappling with several challenges.

From drug shortages to old medical equipment, constrained spaces and personnel shortages, the case of Nyangabwe reflects a broader situation that is prevailing across other public health facilities.

And a report published last week by the Office of the Ombudsman

presents a picture of a public healthcare system that requires urgent attention.

It acknowledges the above-mentioned problems and shows how their combined effect costs government through referrals and outsourcing of services that could otherwise not be necessary.

The Ombudsman reports that government spends P300 million on referrals and P12 million on private Emergency Medical Services (EMS), annually.

Corruption is also blamed for the breakdown of healthcare service delivery, with one of the findings being that some health personnel sabotage service delivery by tempering with medical equipment in order to force referrals to private hospitals.

The Ombudsman also shone the light on public laboratories' failure to obtain and maintain accreditation.

Only the National Tuberculosis Reference Laboratory, Athlone, Sekgoma Memorial, Bamalete Lutheran and Nyangabwe Referral Hospitals are currently accredited; with the rest of the labs having lost their accreditation due to persistent shortages of reagents and the poor state of their lab equipment.

During President Boko's tour of Nyangabwe Hospital, Hospital Superintendent Dr Ivan Kgetse reported that the facility's laboratory was left with just a month's worth of reagents; a worrying development.

President Boko has nevertheless assured the nation that despite the enormity of the crisis, government would face it courageously, adopting where necessary, drastic and unorthodox measures to address it.

The ultimate target of the aggressive and targeted solutions that will be deployed will be to save the nation and restore its confidence in the public healthcare system. **BOPA**

Drug availability stands at 50 per cent in Moshupa District

Marvin Motlhabane
MOSHUPA

Overall drug availability at Moshupa District Pharmacy Warehouse stands at 50 per cent.

This was revealed by Principal Pharmacist at Moshupa District Pharmacy Warehouse, Ms Thato Aliu during Assistant Minister of Local Government and Traditional Affairs, Mr Ignatius Moswaane tour of the facility and Moshupa Clinic Council on Tuesday.

Breaking down the availability by category, she noted that essential medications were accessible at 52 per cent, vital medications at 62 per cent, and non-essential medications at 36 per cent.

In his address, Assistant Minister Moswaane encouraged healthcare workers in Moshupa District to evaluate surplus stock at various facilities, so that if possible, any excess supplies could be redistributed to other areas facing drug shortages.

He stressed efficient resource

management as a practical step toward improving access.

Mr Moswaane further assured staff and the community that government continued to prioritise the health sector.

In addition, Mr Moswaane appealed to the public to avoid spreading negative or unverified information about drug shortages on social media platforms.

spreading negative or unverified information about drug shortages on social media platforms, noting that such reports could create unnecessary alarm and undermine confidence in the health sector.

Moshupa District deputy Council Secretary for Primary Health Services, Mr Mphapi Mbulawa highlighted the critical need to equip nurses and doctors with accurate, real-time information of drug stock levels.

This transparency, he said was essential for effective patient care and timely decision-making at clinics and health posts.

The tour and discussions come at a time when Botswana's health system is addressing supply chain challenges, including efforts to implement digital tools for better tracking of medicines from central warehouses to remote areas.

Stakeholders continue to focus on collaboration, stock redistribution, and public communication to maintain service delivery in districts like Moshupa. **BOPA**

Power, Profits and Prescriptions

Inside the elite capture of Botswana's health system

Tshireletso Motlogelwa
GABORONE

On a Thursday evening, Minister of Health Dr Stephen Modise walked into the Btv studio to address the nation.

He appeared composed, almost Zen-like. This was striking for a man widely known within political circles as The Hurricane: restless, kinetic, always in motion. On this night, however, the storm had slowed. The posture was calm. The language measured. The reassurance deliberate.

But the 30-something-year-old minister is burdened with a crisis that did not begin with him, nor with his administration. It did not even begin with the political moment that brought him to office. It is a crisis decades in the making, shaped under a political order that governed Botswana continuously for 58 years, the era of the Botswana Democratic Party.

This matters, because much of the anger now directed at a new generation of leadership is historically misdirected. The collapse now visible in hospitals and clinics was designed, normalised, and defended long before this minister was born, through policies, procurement choices, and administrative cultures entrenched over successive administrations.

For a long time, Botswana's health system survived on trust.

Trust that the clinic would be there.

Trust that the referral hospital would function.

Trust that illness, though frightening, would not automatically become punishment.

That trust did not disappear suddenly. It was worn down through repeated exposure to institutional harm, one missing drug at a time, one broken machine left unrepaired, one referral that felt less like care and more like abandonment.

What citizens experienced was not a single failure, but a pattern of injury, repeated, predictable, and largely uncorrected.

A Crisis with a Political Lineage

From the late 1990s through to the end of BDP rule, Botswana's health system was shaped under successive presidencies, those of Festus Mogae, Ian Khama and Mokgweetsi Masisi.

These administrations differed in style, rhetoric, and political temperament. What they shared was institutional continuity: the same ruling party, overlapping political elites, entrenched procurement systems, and a bureaucratic culture shaped by long incumbency.

It was during this period that key features of the current crisis hardened:

- Procurement systems that tolerated fragmentation and opacity,
- Maintenance regimes that allowed public infrastructure to decay,
- Referral pathways that quietly redirected patients into private care,
- Policy choices that insulated commercial intermediaries from competition and consequence.

These were not momentary lapses. They were governance choices sustained over time.

What the Record Shows

Over successive years, Botswana's own oversight institutions raised alarms.

The Auditor General repeatedly documented weaknesses in health-sector procurement and contract management, delays, irregularities, poor value for money, and the normalisation of emergency purchasing that bypassed safeguards. Findings reappeared across audit cycles, recommendations acknowledged but not implemented, weaknesses identified but left structurally intact.

The Office of the Ombudsman investigated cases of maladministration in public hospitals, identifying equipment failures, dysfunctional referral systems, and administrative neglect that directly harmed patients.

These reports were produced, tabled, and debated during the BDP's long tenure in government. The evidence was available. The

patterns were visible. The corrective action was partial at best.

Individually, these findings read like technical shortcomings. Taken together, they reveal something more serious: a system that absorbed damage without resisting it, because the damage did not threaten those with the power to change it.

From Failure to Capture

It is tempting, convenient even, to explain Botswana's health crisis as incompetence, capacity strain, or fiscal pressure. But such explanations collapse under scrutiny.

Botswana was not uniquely poor during this period. It did not lack trained professionals. It did not lack rules, audits, or warnings. What it lacked was the political will, across administrations, to dismantle a system that increasingly rewarded private gain from public failure.

This is where the language of elite capture becomes unavoidable.

Elite capture describes a condition

in which public institutions are bent toward the interests of a narrow, powerful group, even as they continue to operate in the name of the public. It does not require overt illegality. It requires self-seeking behaviour protected by proximity to power.

Under prolonged one-party dominance, that proximity became stable, predictable, and difficult to challenge.

Collaborative Destruction under Long Rule

There was no dramatic dismantling of public healthcare under BDP rule. What occurred was more dangerous: collaborative destruction.

Political elites controlled policy direction and appointments. Commercial actors positioned themselves to profit from shortages, breakdowns, and the steady outsourcing of care. Bureaucratic discretion expanded where enforcement weakened.

Each group benefited differently, but all benefited from the same harm.

When medicine was unavailable, patients suffered.

When equipment remained broken, treatment was delayed.

When referrals became routine, families absorbed the cost.

This harm was not accidental. It was reproduced through tolerance.

The Ecosystem That Endured

By the time BDP rule ended, the health sector had become an ecosystem of extraction.

Public hospitals failed reliably. Private providers expanded predictably. Public money followed patients out of the system.

This did not require conspiracy. It required time, continuity, and greed disciplined by access to power.

Why This Series Matters Now

This article marks the beginning of a six-part investigative series that will examine Botswana's collapsed health system as a product of historical governance, not recent surprise.

Over the coming weeks, the series will trace:

- how political power under long BDP rule converged with commercial interests,
- how procurement became a site of extraction,
- how public hospitals were allowed to decay,
- how professionals and insurers navigated, and benefited from, the harm,
- how key policy decisions protected profiteers,
- and ultimately, who did what, when, and how.

This is not an exercise in partisan score-settling. It is an effort to restore historical accuracy.

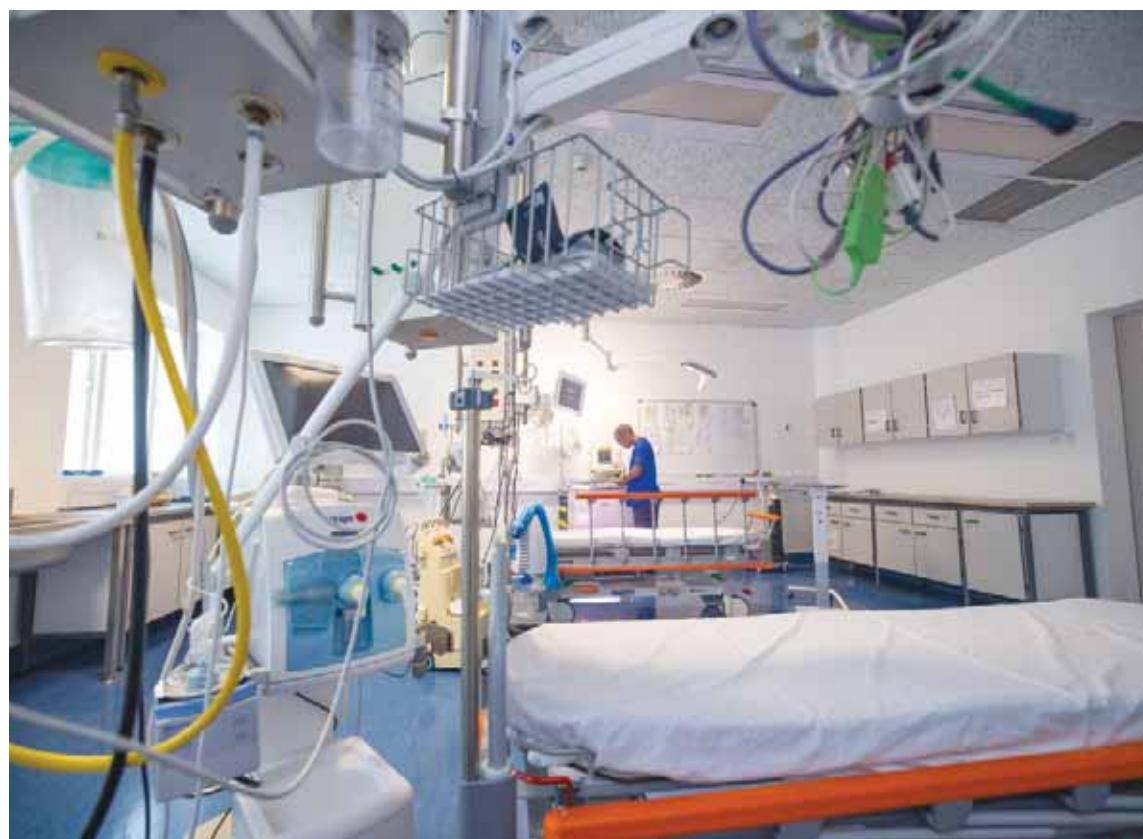
The crisis confronting the current minister was not inherited from the election cycle. It was inherited from 58 years of accumulated decisions.

The evidence is not hidden.

The timeline is clear.

The responsibility is structural and traceable.

What has been missing is the courage to say so plainly. **BOPA**



Sir Ketumile Masire Teaching Hospital. Photo: Thalefang Charles BGCIS

Govt acts to decongest Princess Marina

...from page 1

From early February, Government will relocate key services to SKMTH, including accident and emergency care, radiology, dialysis, audiology and selected surgical services. Pharmacy and laboratory support services will operate from both hospitals from February 2 to ease bottlenecks. More than 20 specialist outpatient clinics — including cardiology, nephrology, neurology, infectious diseases and paediatric subspecialties — will also be transferred in the first phase.

Government is prioritising the clearance of surgical backlog, starting with orthopaedics. At Princess Marina Hospital, 70 orthopaedic patients are awaiting surgery, including 54 fracture cases. The ministry expects to clear

the backlog between February 2 and February 20 by using theatres and specialist staff at both PMH and SKMTH.

Orthopaedic bed capacity will increase from 66 to 106, enabling up to 10 operations per day, double current output. Similar measures will be applied to other pressured specialties, including gynaecology, where about 800 patients are awaiting surgery.

To stabilise diagnostics, Government will temporarily outsource laboratory tests that public hospitals cannot perform due to obsolete or malfunctioning equipment, while long-term solutions under NDPI2 and BETP are pursued. Three mobile X-ray machines have been deployed to Bobonong, Pandamatenga and Gumare.

On medicines, Dr Modise said Botswana has secured more

than 338 essential drugs from the United Arab Emirates, with deliveries beginning February 6 and expected to last up to 7.5 months. Additional supplies are arriving from Zambia, while HIV, TB and cancer medicines are secured for at least 12 months.

Acknowledging public concern, Dr Modise said Government's response is now time-bound and action-driven.

"We are on top of these issues," he said. On medicines, Government said it has secured 338 essential medicines from the United Arab Emirates, with deliveries starting on February 6, 2026, alongside additional supplies from Zambia. Officials also confirmed that 12 months' worth of antiretroviral drugs have been secured.

Government said medicine stocks are now expected to remain stable well into 2026. **BOPA**

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Debate on ConCourt evokes mixed reactions

The proposed establishment of a Constitutional Court through Constitutional Amendment Bill of 2025, has been a topic of significant debate, revolving around issues of legal framework, judicial independence and constitutionalism as well as prioritisation of needs. Proponents of the Constitutional Court argue that it will enhance legal certainty and accountability by providing a specialised forum for constitutional disputes.

They also believe it will contribute to the development of constitutional law in Botswana, while opponents express concerns about the piece meal amendments instead of the holistic approach into the review of the country's constitution. This week government consultations with various stakeholders, district councils and MPs kgotla meetings has revealed that the establishment of a Constitutional Court remains a complex topic.

In Lobatse Calviniah Kgautlhé reports that Lobatse councillors have unanimous expressed support for the establishment of a Constitutional Court, with a call for its location to be set in Lobatse.

They made the resolution during a special full council meeting addressed by the Minister of Justice and Correctional Services, Mr Nelson Ramaotwana, on Tuesday.

During their submissions, nominated councillor, Mr Kago Malele emphasised the importance of ConCourt in strengthening Botswana's legal framework and democratic ideals. He stated that as the country moved toward electoral reforms, the establishment of the Constitutional Court was crucial for safeguarding the constitutional rights of its citizens.

Councillor Malele further argued that financial considerations related to the Constitutional Court's budget should not hinder its establishment. He proposed that Lobatse, previously home to the Court of Appeal, was an ideal location for this new court, suggesting that it could revitalise economy in Lobatse, a sentiment echoed by his fellow councillors.

Kgaboesele Ward Councillor, Ms Mathara Moreeng highlighted the historical significance of Lobatse, noting that it was where Botswana's Constitution was first read. She asserted that setting the Constitutional Court in Lobatse would stimulate much-needed development in a town that had lagged behind in progress.

The endorsement for the court's establishment was supported by Thema/Motswedi Ward Councillor Mr Velem Heii, who said government was committed to human rights and the protection of minority groups. He noted that a specialised court would enhance accountability and help combat corruption at all levels of government.

Councillor Gofaone Kedise underscored the urgency of the ConCourt, saying it was long-overdue and was one of the Umbrella for Democratic Change (UDC) pledges in the manifesto. He recounted past instances where the High Court failed to address constitutional appeals, highlighting the necessity for its necessity to ensure justice for the populace.

Supporting the call, Tsopeng North Councillor Gobuamang Motlogelwa reiterated Lobatse's historical significance in the drafting of the Constitution, insisting that the legacy must endure with the establishment of the Constitutional Court.

Minister Ramaotwana addressed councilors about the current limitations within the judicial system, noting that constitutional cases are presently handled by the High Court and the Court of Appeal, which lacked the specialised capacity needed.

He reaffirmed the ruling party's commitment to establishing a dedicated Constitutional Court to protect fundamental rights.

Kehumile Moekejo in Mabutsane captured the district council consultation meeting on



Minister of Justice and Correctional Services, Mr Nelson Ramaotwana (left), Gamalete District Council chairperson, Mr Mathomola Motsage (centre) and deputy chairperson, Mr Bernard Rantuana during a consultative meeting on the establishment of the ConCourt in Ramotswe on Tuesday. Councillors called for a holistic and comprehensive constitutional review. Photo: Baleseng Batlotleng

Monday addressed by the Assistant Minister of Justice and Correctional Services, Mr Augustine Nyatanga.

While councillors acknowledged the relevance and the value of a Constitutional Court to the country's judicial system, some councillors questioned the urgency of the Bill, as compared to other challenges the nation was currently facing.

They argued that the process should be deferred and priority be given to issues, particularly considering the current fiscal challenges. "The Constitutional Court is not an urgent matter, the government should focus on improving the health sector and investing in infrastructure development because that is what people currently need. Youth unemployment is very high and young people are expecting the government to create job opportunities for them, not the Constitutional Court," said councillor Keberekile Pule of Mabutsane/Kanaku ward. Mr Pule further noted that establishing the Constitutional Court would come with cost implications which would dent the already ailing economy.

Councillor for Sekoma, Mr Kekaetswe Mosarwa underscored the need for the government to focus on issues that needed urgent attention, such as availing medicines at health facilities across the country.

He said the Constitutional Court could be deferred to a later date when essential services such as the health sector had stabilised. Mr Mosarwa also emphasised the importance of exercising transparency when

appointing judicial officers for the proposed Constitutional Court. Specially nominated councillor, Ms Gorata Phakedi said introducing the Constitutional Court would align with the government's stance of being human rights based. She said in addition to speeding up the judicial process, the court would contribute towards enhancing democracy.

"The Constitutional Court is very important because it will have independent judges as a way of enhancing democracy. The current judicial system is not sufficient to protect fundamental rights," she said. For his part, the deputy council chairperson, Mr Obakeng Melome said the time had come for people's rights to be protected through the Constitutional Court. He said improving lives also meant reviewing laws and policies that created the red tape.

"A lot of people have been wrongfully convicted because all cases are handled by general courts," he noted. The Assistant Minister assured the councillors that the government was committed to providing services through all the sectors, hence various programmes had to run concurrently.

He noted that while he acknowledged that the health sector was facing challenges, plans were underway to address them.

From Gamalete District
Baleseng Batlotleng reports that councillors have called for a holistic and comprehensive constitutional review. In a meeting addressed by Minister of Justice and Correctional Services, Mr Nelson Ramaotwana

as part of the nationwide consultative engagement on the establishment of the Constitutional Court. Councillors expressed similar views on the proposed timing of the establishment of the ConCourt citing that more focus should be channeled to more pressing national issues like medicine shortages and dilapidated school infrastructure.

Taung East Cllr Mr Vincent Nawa said the way the proposed establishment was presented was a piece meal approach which could not be entertained and that there was a strong suspicion that someone was pushing their political agenda.

He categorically stated that there was a pressing need for a comprehensive review of the constitution and not the bit by bit approach proposed by government.

Cllr Nawa said the current judicial set up was sufficient to handle any legal matter and therefore there was no need for a specialised court to be established. Otse Cllr Mr Tom Isaacs cited wrong timing of the establishment of the ConCourt and said focus should be given to pressing matters like food security, animal health in the advent of FMD infections and the deteriorating health sector among others.

He urged government to restore trust in the current justice system and also equip it with human resource or make a complete overhaul for efficient service delivery by the judiciary. Mogobane Cllr Mr Sisimogang Abram expressed confidence on the set up of the ConCourt saying it would develop the country's constitutional democratic system and strengthen the judicial process.

He said government was seeking input from the public as part of the many steps taken towards the review of the constitution. Gamalete Deputy Paramount Chief Kgosi Tsimane Mokgosi said government was a powerful tool needed for checks and balances.

Kgosi Tsimane said from what he observed Batswana needed broader national consultation and be educated on matters relating to the ConCourt on a more transparent approach.

For his part Malete Land Board Chairperson Mr Kgotsi Mathe asked the minister on how the proposed institution would protect the customary land rights. He also questioned whether an individual would directly approach the ConCourt if they were not satisfied with the decision of the Land Tribunal, High Court or the Court of Appeal. Mr Mr Mathe also wanted clarity on how the supreme body would deal with the existing backlog on land related legal matters.

Minister Ramaotwana appreciated councillors' contributions and said the purpose of their engagement was aimed at gathering views and inputs. He said part of the intention to set up the ConCourt was to expedite the backlog of constitutional matters before the existing courts.

He said as a specialised court, the ConCourt had a specialised jurisdiction and that non constitutional matters would reach it only by way of appeal. He said the focus was also to engage experts in the field of constitutional matters.

BOPA

ConCourt to provide avenue for recourse - Sekai

While some residents of Mochudi agreed with its establishment, some were of the view that it was being prioritised over the more urgent constitutional review process. Others argued that it was an important step toward developing Botswana's constitutional democratic system, where Batswana would have the opportunity to hold government accountable for safeguarding fundamental human rights.

Mmoniemang Motsamai
MOCHUDI

During a packed kgotla meeting that was addressed by Minister of International Relations, Dr Phenyo Butale in Mochudi, the debate centred on some key questions such as whether a Constitutional Court was necessary; the legal processes required to establish one; and its relationship with existing courts and whether it would replace the Constitution.

Residents submitted that there was no urgency in consulting about the establishment of the Constitutional Court when there were more pressing matters to deal with such as the health crisis and bad roads, to mention, but a few.

Some viewed it as a court that would provide the leeway for murderers to do as they pleased, alleging that the court would provide room for them to escape death the penalty.

Most residents were of the idea that there was need for an immediate comprehensive review of the Constitution instead of channelling funds towards setting up a Constitutional Court.

Others, on one hand, argued that there has not been sufficient consultation regarding the urgency of establishing the court.

First to take the podium was Bakgatla Deputy Chief, Kgosi Bana Sekai, who rallied behind the Constitutional Court's establishment, reasoning that it was meant to provide an avenue for recourse. He alleged that there had been insinuations in the past that certain cases would have been resolved effectively had they been heard by a Constitutional Court.

Mr Bothhe Kgetse questioned the rationale for the court's establishment, and further insinuated that it was likely that it was going to serve some political interests. He argued that many issues had been resolved without a Constitutional Court in place hence it was unjustifiable to argue that not having it affected the dispensation of justice.

"The Unity Dow case law is the example in place that has showed that issues can be resolved without a Constitutional Court," he opined. Ms Kutlwano Odirile, a lawyer by profession, supported its establishment reasoning that it was an important step towards developing Botswana's constitutional democratic system, where Batswana would have the opportunity to hold government

accountable for safeguarding fundamental human rights.

For his part, Minister Butale explained that the Constitutional Court would not replace the Constitution.

"These are two different things; the Constitutional Court is meant to provide an avenue for fair arbitrary

process," he said.

In countering the argument that not sufficient consultation had been done with the public and other critical stakeholders, he said consultations were continuing countrywide and that there would be a referendum once the consultation process was completed.

Dr Butale acknowledged residents' concerns about the health crisis and assured them that government was working hard to improve the public health system through among others things, providing sufficient medicines.

"I appreciate your reservations, but this is the state we find

ourselves in as a government and we are working hard to bring about normalcy," he said, adding that the State of Public Health Emergency that President Advocate Duma Boko had enforced was one of the ways of restoring the optimal functionality of the public health system. **BOPA**

Mogoditshane residents welcome ConCourt

Keetile Bontsibokae
MOGODITSHANE

Some residents of Mogoditshane have expressed support for the proposed establishment of a Constitutional Court (ConCourt).

The residents shared their sentiments at a consultative kgotla meeting addressed by the Minister of International Relations, Dr Phenyo Butale on Tuesday. Dr Butale emphasised that dialogue was the cornerstone of Botswana's democracy. He noted that the culture of consultation extended beyond domestic affairs as it was also reflected in the country's foreign policy, earning Botswana international recognition.

"As we reassess the national Constitution, we want to establish a court that will be directly responsible for addressing violations of rights as

they arise," said Dr Butale.

Dr Butale also reassured residents who were suspicious that the ConCourt will primarily focus on abolishing death penalty that the Court's primary role will be to interpret the Constitution, safeguard fundamental human rights and expedite constitutional matters currently handled by the High Court. He stressed that any law conflicting with constitutional principles will be set aside, underscoring the importance of vigilance in protecting constitutional supremacy.

Dr Butale described the ConCourt as long overdue, calling it a redeemer for citizens who have been unfairly treated and denied justice. He emphasised that the court would be accessible to all, regardless of financial status or the formality of their submissions.

"If your case involves a violation

of human rights, you cannot be sidelined simply because you are poor or your documents are imperfect," he said.

He also highlighted the need to strengthen traditional courts, warning that reliance on foreign legal systems such as Dutch law and common law sometimes undermined Botswana's cultural heritage. One of the residents, Mr Pelonomi Molebatsi welcomed the initiative, even though noting that lack of clarity on communication from some public officers has fueled misunderstandings about the ConCourt, especially amid economic challenges.

While supportive of the ConCourt, Elizabeth Kenosi cautioned that adding another court could worsen existing case backlogs. Ms Dineo Phatsima endorsed the proposal, indicating that government's reasoning was

genuine. Some residents were hoping that the ConCourt will among others help restoring property rights, particularly land, which they felt had been unjustly taken from them.

Member of Parliament for Mogoditshane East, Mr Letlhogonolo Barongwang, concurred with residents who were in support of establishing the ConCourt. Mr Barongwang said he had long advocated for the establishment of the ConCourt, adding that the majority of the residents were in support of the proposed development.

Meanwhile some residents were challenging the timing of the proposal to establish ConCourt, urging government to focus on current pressing issues such as shortage of medicines in hospitals, poor road infrastructure and dilapidated public facilities. **BOPA**

Councillors voice mixed views on Constitutional Court

Marvin Motlhabane
KANYE

During nationwide consultations on establishing a Constitutional Court, councillors in Kanye expressed a mix of support and pointed criticisms regarding the proposal's process, timing, and potential implications.

The consultations held Monday at Tomela council chamber were led by Minister of Justice Mr Nelson Ramaotwana.

While ruling party-aligned councillors largely welcomed the initiative, others raised significant concerns.

Councillor Shimane Thelo of Lotlhakane East/Diabo questioned the urgency of the reform amid pressing national priorities. He highlighted the substantial financial costs of setting up and maintaining a specialised court, suggesting

that resources would be better allocated to urgent issues such as healthcare, unemployment, and service delivery.

Some councillors also expressed worries about risks of judicial overreach or politicisation, which could potentially undermine rather than strengthen the independence of the judiciary.

Despite these reservations, many councillors commended Minister Ramaotwana for his clear and accessible presentation. They praised his ability to explain complex legal concepts in relatable terms, which helped address initial doubts and foster understanding. They appreciated his patient, direct engagement with questions and his consultative approach.

Several councillors noted that the minister's emphasis on the court's advantages such as faster resolution of constitutional matters, reduced backlog pressure on the High

Court, and enhanced protections for citizens' rights, aligned well with local governance priorities.

The discussion reflected considerable enthusiasm among many attendees, who described the proposal as a forward-thinking reform consistent with Botswana's democratic values.

Others highlighted the minister's transparent handling of the process and his direct involvement in district-level consultations as evidence of genuine commitment to inclusive dialogue. In response, Minister Ramaotwana stressed that each sector of government has distinct responsibilities and urged citizens to segregate and address issues within their relevant ministries, for instance, health matters should be directed to the Ministry of Health.

He explained that his ministry operates under specific targets and priorities, one of which

was the establishment of the Constitutional Court within the current administration's five-year term.

Mr Ramaotwana described Botswana as a progressive nation whose development spans all sectors, including judicial structures as part of broader transformation.

He reiterated that the consultations aimed to gather diverse input and build consensus, emphasising the court's role in bolstering human rights protections and judicial efficiency as a progressive advancement.

The Kanye session underscores emerging divisions in the national debate, with enthusiastic local support in some quarters contrasting with scepticism or opposition elsewhere. As consultations continue through mid-February 2026, these varied perspectives are expected to influence the trajectory of any proposed constitutional amendment. **BOPA**

KGOTLA YA MOLAO MOTHEO KE ENG?

- Ke kgotla e e faphegileng e e itebaganyang le dikgang tse di amanang le molao motheo le ditshwanelo tsa batho
- Ke kgotla e e ikemetseng e na le dithata tse d pharologanyo
- E tlhomamisa gore melao yotlhe e tsamaelana le molao motheo e bile ke yone e nang le dithata tse di tona tsa ditshwanelo le kgololesego



MOTSWEDI REHABILITATION CENTRE

VACANCY: Rehabilitation Technician II

Applications are invited for suitably qualified candidates for the post of Rehabilitation Technician II.

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To assess, plan and execute treatment plans and manage clients in the community.

Core Responsibilities

1. Assess and develop treatment programmes for clients
2. Collaborate with Senior Rehabilitation Technician in providing client care
3. Ensure clients adjustment to social environment by providing treatment within the home environment
4. Educate clients and their care givers about how to prevent and/or improve their health
5. Keep clients records
6. Ensure adherence to infection control policies and procedures

Salary: B3/C4

Leave: 25 working days

Qualification: Diploma or 2 years Certificate in Rehabilitation Technician/Diploma in Occupational Therapy or Physiotherapy.

Experience: Four years working with people and youth with intellectual and physical disabilities and providing Community Based Rehabilitation

Duration of Contract: 5 Years

Applications: Applications should provide: Curriculum Vitae, certified copies of professional certificates, national identity document(Omang),prove of registration with Botswana Health Professions Council, two copies of work references(6months latest),and evidence of post training professional development.

NOTE: Application who do not meet requirements stipulated above will not be responded to.

Applications should be addressed OR hand delivered to:

Coordinator

Motswedi Rehabilitation Centre

P O Box 1396

Mochudi

OR

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Motswedi Rehabilitation Centre

Raserura Ward,Next to Bakgatle CJSS

Tel: 5729340

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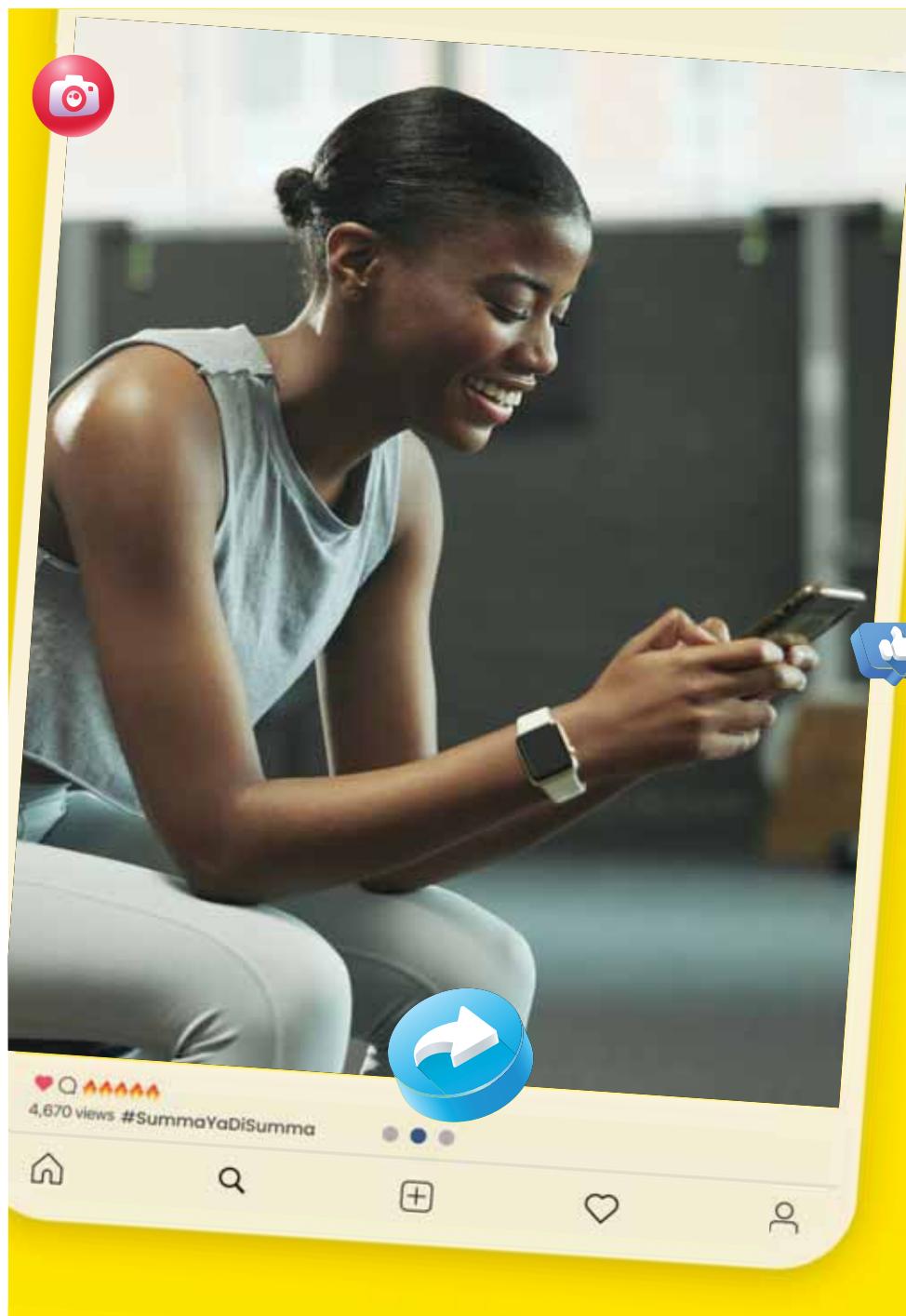


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DailyBusiness



More than 8 000 hectares of crops were submerged after heavy downpours in the area.

Hope remains for Pandamatenga farmers recovery

By Portia Keetile
PANDAMATENGA

Following the recent heavy downpours in Pandamatenga that left farms submerged in water, the path to recovery for Botswana's food basket hinges on water to recede and soil moisture to reach a workable consistency.

The one-in-200- years' storm on January 21 which dropped

over 150mm of rain submerged over 8 000 hectares of crops from sorghum, sunflower, maize, onion, tomatoes, beans.

Pandamatenga remains critical to national food security contributing 47 per cent to Botswana's national crop production mostly sorghum, millet, beans, wheat, chickpeas supported by the 90 000 metric tonnes grain storage silos hosted in Pandamatenga.

Department of Crop Production-agronomist for Pandamatenga Commercial Farmers, Ms Emelia Magosi told BOPA that there was hope for Botswana's food basket, as the window for replanting remained open to February and March for Pandamatenga.

However she said replanting would be enabled by a shift from heavy rains to scattered showers and warmer temperatures for the cotton soils to hold just adequate

moisture.

Farmers might be compelled to change cropping plans, to suit the high soil moisture and ideally plant wheat, chickpeas, sunflower and mung- beans, Ms Magosi said.

She explained that it was premature to analyse the damages suffered by the 8 000 hectares planted crops as mostly were still submerged in water.

This translates to a variation of risks from nutrients loss, stunted growth, and rotting.

Hope remains for farmers to return to full operations and optimise on their equipment because they have sufficient farming implements to accelerate production.

With Pandamatenga being a floods prone area, Ms Magosi said government installed drainage and roads infrastructure within the commercial farms to address such occurrences.

"The purpose of the drainage system in the farming area was to address unfavourable conditions such as floods and its only that the recent rains were a rare occurrence and without the trenches it could have been a calamity," she said.

Consequent to heavy rains, Ms Magosi said risks to be expected include pests outbreak, mostly quelea birds and army worms.

High humidity also poses a risk of fungus which demands a lot of output from farmers to spray their crops.

Recapping on last season's performance, Ms Magosi remarked that a total of 27 247 hectares of sorghum was planted by commercial farmers producing 81 369 tonnes.

She said a total of 5 568 hectares of cowpeas was planted producing 4 338 tonnes while 2 032 hectares of beans was planted and 1 902 tonnes harvested. **BOPA**



Part of the damaged roads, culverts and sections of farms destroyed by recent flood in Pandamatenga. The area contributes about 47 per cent to Botswana's national crop production, making the damage a concern for food security. Photos: Portia Keetile

Zutshwa residents endorse proposed salt and soda ash partnership

Thuso Kgakatsi
ZUTSHWA

For generations, the vast salt resources of Zutshwa have lain largely untapped, sustaining livelihoods on a modest scale but never quite unlocking their full potential. Now, residents of the village believe that moment has finally arrived.

The Zutshwa community has unanimously endorsed a proposal for the Qhaa-Qhing Conservation Trust to partner with a private company in the production of salt and soda ash, a move widely viewed as a turning point

for both the village and the wider Hukuntsi sub-district.

At the heart of the proposal is the expansion of operations at the Zutshwa Salt Mine, a community-based project run by the Qhaa-Qhing Conservation Trust.

Established in 1989 through the Rural Industrial Innovation Centre with support from the Cooperation for Research Development and Education, the mine has also benefited over the years from the Poverty Eradication Programme through the Rural Development Council.

Cont...page 8

BUSINESS BRIEFS

Flood halt
Zimbabwe-
Mozambique rail
traffic

HARARE - The National Railways of Zimbabwe (NRZ) said on Wednesday that it has temporarily closed the Harare-Mutare railway line following a major derailment at Odzi, a village in Manicaland Province. The closure of the Harare-Mutare line, as well as the Chicualacuala-Maputo railway line, which was closed two weeks ago, means that there is currently no rail traffic moving to and from Mozambique, the NRZ said in a post on social media. The derailment at Odzi occurred when tracks on the section were washed away due to heavy rains that fell on Sunday, affecting four wagons loaded with ferrochrome destined for the Port of Beira in neighboring Mozambique, the NRZ said. **Xinhua**

Kenya woos
Chinese investors
to boost film
sector

NAIROBI - Kenya is intensifying efforts to develop its film industry by seeking increased investment and collaboration with Chinese investors, a government official said on Wednesday. Sudi Wandabusi, chairperson of the Kenya Film Commission, told journalists in Nairobi, Kenya that the East African nation was keen to tap into China's financial and technological support to emerge as a regional hub for film production. "Through co-production with Chinese investors, we will also be able to showcase our movies in the vast Chinese market," Wandabusi said during a media briefing on the 14th edition of the Kalasha International Film and TV Market, Festival and Awards, which is scheduled to take place from April 28 to May 2. The Kalasha International Film and TV Market, Festival and Awards is Kenya's premier film industry event. **Xinhua**

US Federal
Reserve keeps
rates unchanged

WASHINGTON DC - The US Federal Reserve on Wednesday held rates steady, marking a pause in the recent cutting cycle. In line with expectations, the central bank's Federal Open Market Committee voted for key interest rates to remain in the range of 3.5 per cent to 3.75 per cent. That put a stop to three straight quarters of rate cuts, which were an effort to cushion risks to the economy, including labor weakness, but inflation and broad uncertainty were also concerns. "Available indicators suggest that economic activity has been expanding at a solid pace. Job gains have remained low, and the unemployment rate has shown some signs of stabilisation," according to a statement released after Wednesday's meeting. **Xinhua**

Zutswa residents endorse proposed salt and soda ash partnership

...from page 7

Despite producing 99.9 percent high-quality salt, the mine has struggled to operate at full capacity due to persistent financial constraints.

These challenges have resulted in lost sales and revenue, as production has consistently fallen short of market demand.

It is against this background that the trust has remained open to strategic partnerships, a stance that has now attracted interest from Zimbabwe-based Berhard Development Corporation, through its subsidiary, 9th Hour Projects.

Addressing residents at a kgotla meeting attended by key stakeholders, including the Embassy of Botswana in Zimbabwe, Botswana Investment and Trade Centre, Hukunsi District Council and the District Commissioner's Office, 9th Hour Projects Executive Officer, Mr Bernard Mutanga, outlined an ambitious proposal to develop a soda ash project alongside salt production.

Mr Mutanga said the project would tap into Zutshwa's abundant trona deposits to produce salt and high-quality soda ash for the global market.

He revealed that the company had already secured about 1 900 hectares of land in Tshesebe, where it plans to manufacture steel using by-products from salt production.

He further disclosed that Berhard Development Corporation intended to establish steel manufacturing, iron processing and lithium plants in Botswana, adding that Zutshwa's reputation for high-quality salt was a key factor in attracting the company's interest.

The proposed partnership, he explained, sought to leverage Botswana's position as the world's second-largest producer of soda ash, a resource that would also feed into lithium product manufacturing.

Beyond production, Mr Mutanga emphasised skills development and sustainability, noting that the company had partnered with local institutions such as the Botswana University of Science and Technology (BUiST) to promote skills transfer, training and research.

If implemented, the project is expected to create between 15 000 and 20 000 jobs nationally, with Zutshwa alone set to benefit from about 300 direct jobs and 450 indirect jobs. Annual output is projected at 200 000 tonnes of soda ash and 800 000 tonnes of salt.

Phase One of the project, pending approval, will begin at the existing mine site and focus on establishing management structures, conducting feasibility studies and securing funding to upgrade facilities. The first year will prioritise community development programmes, while years three to five will see expansion of initiatives such as maintenance of the Zutshwa–Hukunsi road. From years six to ten, attention will shift to sustaining

and evaluating these programmes.

Mr Mutanga assured residents that the company had the financial muscle to deliver the project, with lender commitments already secured. He stressed that the community's equity stake would be free-carried, meaning residents would not be required to contribute capital or bear financial risk.

"The percentage of equity stake for the community will be guided by industry benchmarks and comparable projects in Botswana," he said.

Supporting the initiative, Botswana's Ambassador to Zimbabwe, Ms Sarah Molosiwa, noted that Zuthswa's salt resources had existed for more than three generations but had never been exploited at scale.

She said the proposed partnership aligned with the embassy's mandate to strengthen bilateral relations and attract investments that deliver tangible benefits to Botswana. Ms Molosiwa added that negotiations with 9th Hour Projects began nearly two years ago, citing the company's strong credentials and its collaboration with BUiST as proof of

credibility.

"It is within this context that the embassy identified 9th Hour Projects as a potential partner due to its strong business credentials and proven capacity," she said.

She urged residents to carefully consider the opportunity, noting that successful implementation could see Zutshwa evolve into a fully-fledged town.

Echoing these sentiments, Qhaha-Qhing Conservation Trust chairperson Mr Taolo Gabohumisiwe called on the community to remain united as preparations move forward.

He said the trust was ready to engage and confident that, through collective commitment, challenges could be overcome.

For many residents, the proposal represents long-awaited hope.

As voices from the kgotla meeting made clear, the community believes the partnership could finally unlock economic growth and address the persistent unemployment that has shadowed the village for years.

If realised, Zutswa's salt may soon become the foundation of a transformed future. **BOPA**



CHENGDU - Workers at the construction site of Chengdu Railway Station upgrade project in southwest China's Sichuan Province on Wednesday. The upgrade project of Chengdu Railway Station is underway, 40 meters underground. After completion, the station will become a comprehensive transportation hub integrating railway, subway, long-distance bus and others. Photo: Xinhua

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Botswana

MINISTRY FOR STATE PRESIDENT

PUBLIC ANNOUNCEMENT

PUBLIC AUCTION SALE NOTICE FOR MINISTRY FOR STATE PRESIDENT, DEFENCE AND SECURITY

The **general public** is hereby informed that there will be a Public Auction Sale on the following dates:
Auction Dates

- 31 January 2026 – 01 February 2026
- 07 February 2026 – 08 February 2026

Venue: Central Supplies Depot, Gaborone West Industrial

Time: 08:00 hours

Conditions of Sale

1. Payment shall be **strictly cash**, and **card swiping will be accepted**.
2. Payment shall be made **during the auction process**.
3. Items are offered **"as is"** and **"where is"**, without any warranty, expressed or implied.
4. Items will be sold in **lot numbers** to the **highest bidder**.
5. Purchased items must be **removed from the premises within two (2) days** after purchase, failing which the items will be **forfeited to the Government**.
6. The Ministry shall **not be responsible for the safety** of goods purchased after sale.
7. The auction sale is **open to Batswana citizens only**, and a **valid National Identity Card** will be required.
8. **Viewing of items** will be conducted as follows:
 - **First Batch:** 30 January 2026 from **07:30–12:45hrs** and **13:45–16:30hrs**
 - **Second Batch:** 06 February 2026 from **07:30–12:45hrs** and **13:45–16:30hrs**

Items on sale include **office furniture, office equipment**, and **many other assorted items**.

NB: The auctioneer reserves the right to accept or reject any bid.

Any clarification contact: Desmond Ramontsho - 75 757 057 / 395 0912 Procurement Officer II

CHECKED AND APPROVED BY: Mr Boitshepo Puleng - 73 000 724
Director, Procurement and Project Management

BERLIN - Germany's federal government on Wednesday lowered its forecast for economic growth in 2026 to 1 per cent, down 0.3 percentage points from its previous autumn projection, while stressing the need for investment and reforms to revive the economy.

Presenting the government's annual economic report, Economy and Energy Minister Katherina Reiche said the downgrade reflected a weaker-than-expected recovery in the second half of 2025, which continued to weigh on the outlook entering the new year.

Also, large-scale fiscal spending on infrastructure and defense, rolled out last year, has so far delivered less economic stimulus than policymakers had hoped. "The economy is slowly picking up speed again," the report says.

After several years of contraction or stagnation, the expected growth in 2026 sends a positive signal, but does not yet amount to a decisive turning point, it added, as the expansion is set to rely mainly on higher public spending, including government investment in infrastructure, alongside tax relief and lower energy costs for businesses.

According to the report, inflation-adjusted public spending is forecast to rise by 2.4 per cent in 2026, while fixed capital investment

is expected to grow by 3 per cent, pointing to an investment-led recovery.

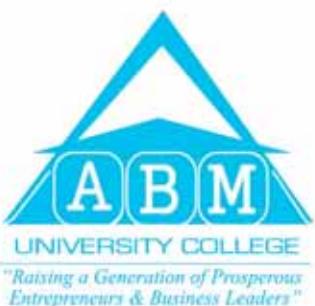
By contrast, exports could increase by just 0.8 per cent for the year, leaving foreign trade unlikely to provide a meaningful boost to growth, the report says.

Export-oriented sectors remain under pressure amid geopolitical tensions and persistent trade policy uncertainty, it adds. US tariffs introduced in early 2025 have already weighed on German exports, while economists expect their full impact to become more visible in 2026.

Data from the Federal Statistical Office showed that Germany's exports to the United States fell 9.4 per cent year-on-year in the first 11 months of 2025, with shipments of cars, car parts and machinery among the hardest hit.

To strengthen competitiveness and economic resilience, the federal government reiterated the need for structural reforms in its annual economic report, the flagship policy document setting out Berlin's economic strategy for the year ahead.

Outlining six priority areas on the supply side, the report highlights reform plans to cut red tape, modernise infrastructure, foster innovation, reduce energy costs, strengthen external economic resilience and expand labor supply through reforms to the social security system. **Xinhua**



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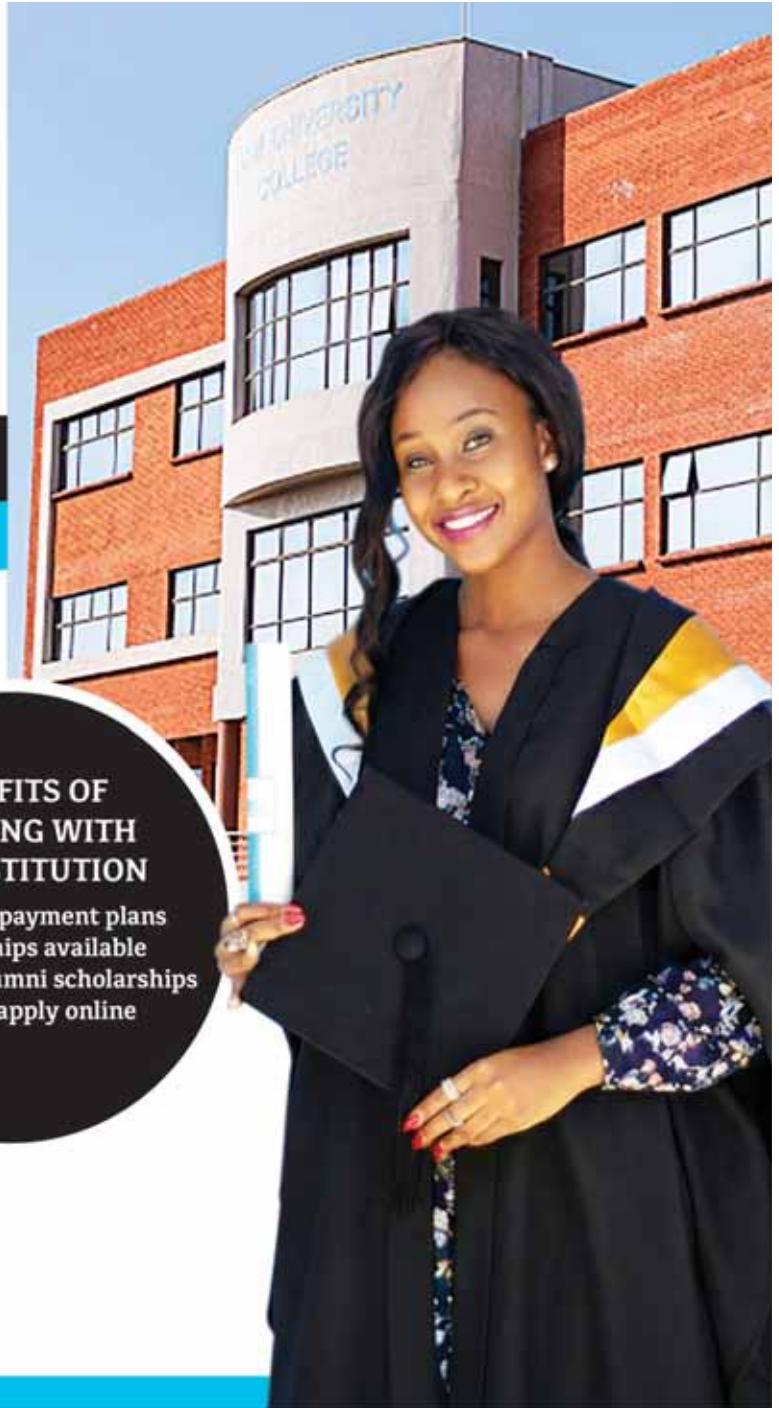
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EMPLOYMENT OPPORTUNITY

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:

WORKSHOP MANAGER

MAIN DUTY: Ensuring the efficient operation, maintenance, and management of all plant, equipment, and mechanical resources essential to road construction projects.

DELIVERABLES

- Ensure all repair works meet the set required standards and specifications.
- Budget: keep track of workshop expenses and ensure adherence to the same.
- Lead and manage the workshop team, ensuring the team is adequately skilled to deliver the optimum results.
- Supervision and coordination: Oversee daily workshop daily operations, ensuring tasks are completed efficiently and on time.
- Identify and resolve any issues that may arise during operations, including but not limited to technical, logistical, or interpersonal issues.
- Execute any other morally reasonable assignments to meet the exigencies of service.

COMPETENCIES

- Good communication.
- Planning and organizing.
- Excellent technical acumen.
- Problem-solving and analytical.
- Extensive knowledge of computer and maintenance related applications.

Qualifications:

- Beng Mechanical Engineering.
- Valid Class B driver's license.
- Business related qualification shall be an added advantage.

Experience:

- Minimum of 6 to 8 years' experience as a Workshop Manager with extensive knowledge in the routine repair and maintenance of Asphalt Batching, Drum Mix Plants, Road Surfacing equipment, Asphalt Pavers, Self-Propelled Chip Spreaders, Bitumen Distributor, Slurry Applications Continuous machines, yellow machines such as Rollers, Graders, Excavator, Dump Trucks, TLB's etc.

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.

PROJECT MANAGER

MAIN DUTY: To ensure successful completion of projects within budget and set time frame.

KEY RESPONSIBILITIES

- Develop detailed project plans and schedules on MSP/Primavera software, coordinating with various teams to ensure timely completion.
- Efficient resource allocation, including manpower, equipment, and materials to meet the project objectives.
- Prepare and manage project budget, ensuring cost control and that the project remains within financial constraints.
- Identify potential risks and develop mitigation strategies to minimize impacts on the project.
- Ensure that all construction activities comply with the set quality standards and project specifications.
- Serve as the main point of contact for the client, providing regular updates, and addressing any concerns.
- Lead and motivate the project team, fostering a collaborative and productive

work environment.

- Track project progress against milestones and take corrective actions as needed to stay on track.
- Prepare and present regular reports on project status, financials, and any issues that may arise.
- Ensure all project activities comply with all set statutory, contractual and safety standards.
- 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
- Compatibility with either MSP/Primavera software's
- 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 eight (8) years in civil engineering works related to road works.

NO	POSITION	EXPERIENCE	ELIGIBILITY
1.	Asphalt Surfacing Foreman	Minimum of 3 years in the same position	Open for non-citizens
2.	Slurry Asphalt Plant Operator (Micro surfacing)	Minimum of 3 years in the same position	Open for non-citizens
3.	Reclaimer Operator	Minimum of 3 years in the same position	Open for non-citizens
3.	Asphalt Scree Operator	Minimum of 3 years in the same position	Open for non-citizens
4.	Asphalt Paver Scree Operator	Minimum of 3 years in the same position	Open for non-citizens

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 to: hrm.bango@gmail.com
Closing date for applications: 14 days from the date of publication



Chief Justice Gaolapewo Ketlogetswe (left) bestowing Insignia of the Office of Judge Advocate General on Major Abel Motaung (centre) as Judge Advocate General and deputy Judge Advocate General, Colonel Ontsitsitse Ntloore at the launch of the Botswana Defence Force Military Justice System at the Sir Seretse Khama Barracks on Wednesday. Justice Ketlogetswe commended the Commander of the BDF, General Mpho Mophuting for his visionary leadership in championing the initiative, which guaranteed fundamental rights such as the right to life, liberty, the right to security and protection of the law. Photo: Thompson Keobaletswe

BDF Military Justice System transformative

Booster Mogapi
MOGODITSHANE

Chief Justice Gaolapewo Ketlogetswe has hailed the launch of the Botswana Defence Force (BDF) Military Justice System as an indication of a major transformative shift in the justice system of the military.

Speaking at the launch of the initiative at the Sir Seretse Khama Barracks on Wednesday, Justice Ketlogetswe said as a nation built on the pillars of democracy, peace and justice, the system marked a bold step taken toward making fairness and accountability in the heart of the military institution.

He said the rule of law and accountability were the foundation of discipline, service and public trust.

He said the system upheld due process for all service members, preventing bias and aligning with protraction against inhuman treatment and arbitrary violations of human rights enshrined in the Constitution of Botswana.

Furthermore, he said the military justice system protected the force by upholding discipline while simultaneously safeguarding the rights of all individuals.

He added that without fairness, it became a blind instrument of oppression, and without accountability it eroded the trust that bound soldiers together.

He further commended BDF

Commander, General Mpho Mophuting for his visionary leadership in championing the initiative, which guaranteed fundamental rights such as the right to life, liberty and the right to security and protection of the law.

Justice Ketlogetswe said when General Mophuting took over the command of the BDF, he promised, with resources permitting, to modernise and strengthen their defense capability.

General Mophuting, for his part, said the occasion represented the culmination of a deliberate and sustained reform journey anchored in the enactment of the BDF Act of 2018, which repealed and re-enacted the 1977 Act.

He said the Act reflected Parliament's intention to modernise military justice and to ensure that discipline within the defence force was administered lawfully, impartially and in full conformity with constitutional values.

"As we move into the implementation phase, we do so mindful that the credibility of this military justice system will ultimately be measured by its fair, consistent and impartial application," he said.

He said they valued the continued engagement, guidance and oversight of the judiciary and the legal fraternity as essential partners in sustaining legality, public confidence and institutional integrity.

In his welcome remarks, Judge Advocate General, Major Abel

Motaung said the development was a historic occasion that marked a significant milestone in the evolution of the BDF.

He said the launch came after the review of the BDF Act, which was an exercise that came with several changes among them the establishment of the BDF military justice system.

Major Motaung further said the system aligned with his intent of reforming the BDF.

He said the Office of the Judge Advocate General was a fully functional office and the launch formalised the military justice system.

He added the office would be operating through a Jury, under a free and fair justice system that promoted impartiality.

Meanwhile, the officers of the Judge Advocate General office took an oath and were sworn in.

Colonel Ontsitsitse Ntloore was sworn in as deputy judge advocate general, while Major Keorapetsi Sereetsi and Major Gaolathe Kgopa were sworn in as judicial officers.

Major Alfred Baikakedi was sworn in as court administration officer, while Lt. General Dr Joshua Gabothuse was sworn in as Directorate of Military Prosecutions director while Major Keitumetsi Lerothodi was sworn in as the deputy director.

Major Molathegi Jubilee was sworn in as Trial Defence Services officer. **BOPA**

'Let us up cervical cancer awareness'

Lesedi Thatayamodimo
GABORONE

Cervical cancer is deceptive. It grows quietly, deep in the body, where the sun does not shine, where no one can see the storm brewing.

Early stages rarely cause pain or obvious symptoms. And so many women delay screening, telling themselves they will go later.

"Kgang ya teng ha e ntsee sentle gotlhelele," says Dr Kesegofetse Chabaesele, a family specialist based at Premium Medical Centre in Gaborone.

Even women with better access to healthcare resources choose to postpone screening, simply because the danger feels distant and invisible, until it is not.

Some, she says delay screening, 'not out of ignorance, but because life is busy, the process feels uncomfortable and the risk feels abstract'.

In most cases, by the time the symptoms appear, the disease is often advanced and treatment becomes more aggressive with uncertain outcomes.

"Lives are forever changed, due to cervical cancer or lost," she said.

She reiterates that cervical cancer remained the number one cause of cancer-related deaths among women in Botswana.

"This is a fact that should shake us, yet, somehow, it continues to exist on the periphery of national attention," she says.

While October is drenched in pink for breast cancer awareness, and prostate cancer campaigns enjoy steady visibility despite far lower mortality rates, cervical cancer remains largely unspoken, quiet, overlooked and deadly.

She wonders why there are no nationwide urgency around it.

Why the corporate world is largely silent as well as reasons laboratories and health stakeholders do not push cervical cancer screening with the same intensity as other cancers? she asks rhetorically.

Dr Chabaesele says what is painful about cervical cancer is that it disproportionately affects younger women in their 30s and 40s.

Most of these women, she says are still building careers, raising children, supporting families and carrying entire households on their

backs.

Personally, she reveals that she lost a sister to cervical cancer, who died at the age of 38, who was also a breadwinner.

Her illness introduced me to a side of our healthcare system I had never known, from limited access to screening, to treatment delays,

"Lives are forever changed or lost due to cervical cancer."

to the immense economic strain that comes with prolonged illness, she says.

Another sister, she says survived, adding that survival did not mean restoration.

She lived with severe post-radiation complications that affected her quality of life every single day. Her body tells a story of what happens when diagnosis comes late," she adds.

Dr Chabaesele therefore calls for a collective responsibility, among all women that as part of January goals, they should do a life-saving action; to get cervical cancer screening, a decision, which may save their lives.

She points out that in March, her birthday month, she will offer free cervical cancer screening in the village where her sister is buried.

"It feels right that life-saving action should rise from a place of loss."

She says her firm intention is to organise healthcare professionals, screening equipment, transport, community mobilisation, awareness materials, funding, partnerships and any contribution, in any shape or form.

"This campaign will be a gift to myself and I hope, a gift to many women."

Dr Chabaesele is of the view that cervical cancer should not remain a silent emergency, 'but instead it should be talked about, and it should not be the one we postpone screening for, until it is too late'. **BOPA**



Dr Kesegofetse Chabaesele

Dikgang

PAMPIRI YA THUTO LE DIKTSISO

Ipapatse Fa
Leletsa

659 6315 | 625 0353 | 533 0379 | 297 8237
261 0480 | 241 3402 | 365 3500



Seemo sa sekole ga se itumedise banni



Banni ba kgotla ya Mathuba kwa Serowe ba kopile bodiredi jwa khansele le mopalamente wa kgaolo, Rre Onalepelo Kedikilwe go potlakela go baakanya sekole se se bottlana sa St Gabriel. Modulasetilo wa komiti ya ditlhabololo tsa motse, Rre Moses Monthe, a re sekole se tlhoka go agelwa matlwana a boitiketso a masha. Senepe: Baldwin Nyamande

Keamogetse Setilo
SEROWE

Banni ba kgotla ya Mathuba kwa Serowe ba kopile bodiredi jwa khansele le mopalamente Serowe West, Rre Onalepelo Kedikilwe go potlakela go baakanya sekole se se bottlana sa St Gabriel.

Modulasetilo wa komiti ya ditlhabololo tsa motse, Rre Moses Monthe a re sekole sa St Gabriel setlhoka go shafadiwa le go agelwa matlwana a boitiketso a masha ka a leng teng a le kotsi mo baithuting.

Rre Monthe y o a neng a bua kwa phuthegong ya kgotla e e neng e buisiwa ke mopalamente ka Mosupologo, o tlhalositse fa dikole kwa bontsi di le mo seimong se se tshwenyang.

Mo go tse dingwe, o kopile puso go potlakela theko le kanamiso ya melemo mo dikokeleng le dikokelwana.

A re bolwetse bo tshwana le jwa madi a matona bo tlhoka gore motho o nwe dipilisi tsatsi le letsatsi.

O boletse fa kokelo ya Sekgoma e tlhoka go tlamelwa ka didiriswi ka e sena ditlamelo jaaka palo ya bongaka e e tlhaelang, metshine e e bonesang (x-ray, scan) le metswako e e tlhethlang madi.

Rre Monthe a tlhalosa fa sepata sa Sekgoma ele sone boremelelo jwa kwa banni ba kgaolo ya legare ba thusiwang teng.

Fa a tswa la gagwe, modulasetilo wa khansele ya Serowe, Rre Atamelang Thaga

o boletse fa paakanyo ya ditsela e le mo lenaneong la khansele, a tlhalosa fa ditirelo jaaka go baakanya ditsela le go kaba dikhuti mo tseleng go le bonya ka khansele e tlhaelwa ke metshine.

Mopalamente wa Serowe Bophirima, Rre Kedikilwe o ne a tlhalosa fa puso a sena madi, a kopa bottle go kokobela le go fa puso sebaka go baakanya tse di senyegileng.

O ne a kgothsata morafe go ithutuntsha thata ka kgotla-kgolo ya molao, a bolela fa go le bottlakwa gore e re ba tlhophya gore ba a e batla kgotsa ga ba e batle, ba bo ba na le lesedi la se go buiwang ka sone.

O ne a boa a kgothsata morafe go buisa melao ya lefatshe le ditsamaiso tsa lone gore tsotlhe tse ba di dirang, ba di dire ka ktsio. **BOPA**

go buisa melao ya lefatshe le ditsamaiso tsa lone gore tsotlhe tse ba di dirang, ba di dire ka ktsio. **BOPA**

Sekole se tlhoka go shafadiwa le go agelwa matlwana a boitiketso a masha ka a leng teng, a le kotsi mo baithuting.

Tebogo Masuruke
NATA

Banni ba kgaolo ya Nata/Gweta ba boleletswe fa thulaganyo ya go siela metse ya bone metsi go tswa kwa didibeng tsa Dukwi e tsweletse.

Se, se tlhomamisetswe ke Tona ya Metsi le Bonno, Rre Onnetse Ramogapi kwa phuthegong ya kgotla kwa Nata ka Mosupologo.

A re tiro eo, e e tlaa lopang P500 million, e akaretsa go epiwa ga didiba, go agwa ga matamo a tlhotlhlang metsi le ditanka tsa metsi.

Rre Ramogapi yo gape a leng

Go tsholetsa Nata go tlaa gefosa ditirelo

Tebogo Masuruke
TUTUME

Makhanselara a kgaolo ya Tutume a dumalana ka bongwefela jwa pelo go re Nata/Gweta a tsholetsi go nna kgaolo.

Ba supile seo mo bokopanong jwa phuthego e e faphegileng ya khansele e e neng e buisiwa ke modulasetilo wa khansele ya Tutume, Rre Tabona Masole a patlilwe ke mopalamente wa Nata/Gweta, Rre Lawrence Ookeditse kwa Tutume ka Labobedi.

Ba re seo, se tla atumetsa ditirelo kwa bathong ka ba ntse ba latela ditirelo kwa Tutume, kwa ba kaileng go le kgakala thata.

Makhanselara wa Nata Botlhaba, Rre Thuso Tumalano o atile mogopolo oo, a supa fa ba sale ba o emetse go tswa bogologolo.

Rre Tumalano a re seo, se tlaa dira gore batho ba kgaolo eo ba bone ditlamelo gautshwane le go thuswa ka bonako.

A re go latela ditlamelo kwa Tutume go a ba turela e bile bangwe

ba felela ba sa thusuge sentle.

Makhanselara wa Sebina, Rre Mogomotsi Lemogang le ene o ne a dumalana le gore Nata/Gweta e nne kgaolo, a bolela fa seo se tlaa dira gore banni ba kgaolo eo ba akole ditlamelo ba sa sokole.

Makhanselara wa Mosetse, Rre Ntshima Jimane o ne a kopa gore morago ga go tsholetsi ga Nata go nna kgaolo, go sekasekwé motse wa Mosetse gore a o ka seke o nne boremelelo jwa ditirelo (service centre). A re seo se tlaa dira gore metse ya Kutamogoree, Lepashe le Dukwi e kgone go thusiwa gautshwane le yone. Rre Jimane a re kgaolo ya Nata/Gweta e lebanwe ke go tlhongwa mafelo a boremelelo jwa ditirelo a le mabedi, le lengwe le le kwa Gweta ka metse eo e katologane e bile e le bophara.

Makhanselara ba ne gape ba amogela gore go agiwe borogo kwa Sepako go namola banni bao mo seemong se ba kopanang le sone ngwaga le ngwaga go thusiwa go kgabaganya fa noka e tshela.

E ne e rile go le pele fa a lekodisa

makhanselara, modulasetilo Rre Masole o ne a bolela fa khansele e latlhegeliwa ke madi a mantsi a a dirisiwang go hira mekor le badirisi ba yone go tlodisa batho ba motse oo noka ngwaga le ngwaga.

O tlhalositse fa noka eo, e kgaoagantsé motse ka bogare, mme ditlamelo tsotlhe di tshwana le kokelwana, kgotla le sekole se sebotlana di le ntlha e nngwe ya motse oo. Mogodimo ga moo, Rre Masole a re ba lemogile gore go hudusa banni bao go ba battela lefelo le lengwe go ka turela puso.

Ka jalo, o tlhalositse go re mo bokopanong le banni, ba bolelse fa ba bone golo gongwe mo nokeng fa go ka dirwang motshelakgabeng teng.

Fa a tswa la gagwe, Rre Ookeditse o ne a leboga tirisanyo mmogo le neelano ya makhanselara, a re go bottlakwa gore batho ba bereke ka moono o le mongwe go thusa setshaba. A re go tsholetsi Nata go dira kgaolo go tlaa imolola kgaolo ya Tutume morwalo e bile gape go tlaa thusa batho go bona ditlamelo gautshwane ba sa sokole. **BOPA**

Tlhaelo ya metsi e tlaa bona tharabololo

Tebogo Masuruke
NATA

mopalamente wa Palapye, a re tiro eo e e setseng e simolotswe go dirwa, e sololetswe go wediwa monongwaga ka kgwedi ya Ngwanatsele.

A re seo e tlaa bo e le yone tharabololo ya sennelaruri, a supa gape fa go okeditse didiba tse di leng teng ka tse tlhano, seo e le go oketsa metswedi ya metsi.

Mo go tse dingwe, Rre Ramogapi o boleste fa go nnile le tlhagogo ya bolwetsi jwa tlhako le molomo kwa mafatsheng a Zimbabwe le South Africa.

O ne a gwetla banni go nna mathlo a puso mo go thibeling go anamela mono ga bolwetsi joo.

A re go a tshwenya go bona barui ba latlhegeliwa ke leruo la bone ka ntata ya bolwetsi joo.

O ne a kopa barui go nna le seabe ka go sala morago melawana e ba e beilweng pele ke ba lephata la taolo matlhoko a leruo.

Fa a ama ka lenaneo la Bonno, o kaile fa go segilwe ditsha di le 141 kwa Nata. A re rakonteraka o setse a neetswe tiro mme a tlaa thapa leng-gae.

O boletse fa matlo ao morago ga go wediwa a tlaa bulelwa Batswana bogolo jang ba ba senang ditsha tsa bonno go a reka, a re dituelo di kwa tlase ka go nale a a duelwang P375 ka kgwedi.

Fa a tsibogela mangwe a matshwenyego a banni, Rre Ramogapi o bolelse fa mo thulaganyong eo ya go atolosa go siela kgaolo metsi, go tlaa nna le fa go tlhatswiwang metsi teng go a fokotsa bokete jwa letsatsi gore a siamele go ka nowa.

Kgosi wa Nata, Rre Justin Ntuane a re metsi a kgaolo eo a letsatsi mo e bileng a senya didiriswi tsa bone.

Kgosi Ntuane a re seemo sa kgaogo ya motlakase le sone se a tshwenya, ka morago ga kgaogo eo, metsi le one a a kgaoga mme go tseye malatsi batho ba bolawa ke lenyora. **BOPA**

Vacancy Advertisement



A MEMBER OF THE ABOVAX GROUP



Contact Us:
 (+267) 390 3066
 Enquiries@mri.co.bw

Application Instructions:
 If you have the above capabilities, kindly email your application which include, cover letter, latest Curriculum Vitae, at least three contactable professional references and certified copies of certificates to recruitment@mri.co.bw. Applicants must have a clear criminal and credit record, as must be willing to consent to a full comprehensive reference check.

Closing Date: Friday 20 February 2026
 MRI is an equal opportunity employer. We celebrate diversity and are committed to fostering an inclusive environment for all employees.

RADIOGRAPHER x 2 | MRI BOTSWANA LIMITED (TENABLE IN GABORONE & MAUN)

ROLE DESCRIPTION

Reporting to the Clinic Manager, the incumbent will be responsible for providing radiology services within protocols and standards in accordance with company procedures, and the Botswana Health Professions Council as well as training and development of staff and external customers.

The role is responsible for conducting patient health risk assessments and performing diagnostic radiography and sonography procedures in line with professional and international standards. It ensures the production of high-quality images and reports to support effective diagnosis and treatment, oversees preventive maintenance of radiology equipment, and implements updates in national and international radiology standards. The role also drives improvements in service delivery and provides Continuous Medical Education (CME) to clinic staff, ensuring alignment with the latest protocols and best practices.

EXPERIENCE

Minimum of 5 years' work experience

EDUCATION

A Degree in Radiography
 • Diploma in Ultrasonography
 • Valid registration with Botswana Health Professions Council
 • A valid private practice licence will be an added advantage

SKILLS & COMPETENCIES

Clinical competence in health and health risk assessment and patient management;
 • Performance of key/mandatory imaging procedures and protocols
 • Computer literacy with excellent knowledge of Microsoft Office Suite Program
 • Clinical know-How
 • Customer service Ethics
 • Good communication skills and interpersonal skills are key
 • Good problem solving and decision skills
 • Analytical with attention to detail

MEDICAL OFFICERx4 | (TENABLE IN GABORONE & MAUN)

ROLE DESCRIPTION

Reporting to the Clinic manager, the incumbent shall be responsible for providing medical services to the highest standards of excellence to clients of MRI Botswana.

MRI is a Health Management Organisation (HMO) - delivering Clinical Primary Health Care (including Virtual Health Care), Pharmacy services, Emergency Medical Services and a BPO (Contact Centre). MRI is a member of the Abovax Group, who are the majority shareholder and technical partner. The Company is looking for suitably qualified, experienced, self-driven, and dynamic professionals for the following positions;

The Medical Officer is responsible for consulting with patients and providing autonomous clinical diagnoses and management while ensuring strict compliance with BHPC standards. The role includes accurate documentation, adherence to SOPs, effective stakeholder engagement, and oversight of clinic operations, including billing, reporting, and stock management. Additionally, the Medical Officer performs minor procedures within the scope of general practice to support high-quality patient care.

EXPERIENCE

- Four (4) years' experience in a clinical environment.
- Experience in Occupational Health would be an added advantage
- Practical experience in Emergency Medical Service will be an added advantage.

EDUCATION

- Bachelor's degree in medicine and surgery (MBChB, MBBS).
- Valid registration with Botswana Health Professions Council (BHPC)
- Valid certificates in BLS, ITLS/ ATLS, ACLS, and PALS will be added advantages.
- Valid Private Practice License

SKILLS & COMPETENCIES

- Patient Care and Procedural Skills
- Medical Knowledge
- Professionalism
- Relationship management
- Critical decision making
- Diagnostic and patient management skills of the full range of health conditions in a diverse range of patients, across the lifespan.
- Emergency care management skills and operating emergency equipment
- Clinical audit skills
- Good Communication skills
- Attention to details

ADVANCED LIFE SUPPORT PARAMEDIC & EMS SUPERVISOR | (TENABLE IN GABORONE & MAUN)

ROLE DESCRIPTION

To provide advanced life support and high-quality pre-hospital emergency care within the space of practice, EMS protocols and standards in accordance with the company policies and procedures, the Botswana Health Professional Council and Health Professional Act of Botswana, while supervising EMS operations, personnel, equipment, and service delivery to ensure compliance with clinical, operational, and regulatory

standards. The role ensures effective coordination of emergency response, continuous quality improvement, and operational readiness across EMS bases.

Key responsibilities include supervising and mentoring EMTs, maintaining accurate clinical documentation, managing fleet and medical supplies, and supporting quality assurance, audits, and risk management. The incumbent will liaise with the Call Centre, healthcare partners, and aviation teams to ensure efficient incident coordination, while also contributing to strategic planning, business growth opportunities, and the marketing of EMS services. This position requires strong clinical expertise, leadership capability, operational oversight, and a commitment to delivering safe, efficient, and high-quality emergency medical services.

EXPERIENCE

- Demonstrate knowledge and understanding of EMS protocols and standards.
- Pre-hospital Emergency Service expertise at an ALS Level
- Minimum of 5 years' work experience in flight operations or aeromedical evacuations.
- 8-10 years' work experience as an ALS in a pre-hospital medical care and EMS Company
- Experience applying quality assurance standards in the following areas:
- Patient observation and safety
- Standard Universal precautions
- Airway and trauma management
- Hygiene and infection control
- Clinical documentation and reporting

EDUCATION

- Advanced Life Support (ALS) Degree in Emergency Medical Service or equivalent from a recognized institution or Diploma in Nursing
- Must have a valid Class B driver's license
- Registered with Botswana Health Professional Council or Proof of registration with the Nursing and Midwifery Council of Botswana (NMCB)

SKILLS & COMPETENCIES

- Clinical competence and patient management
- Critical decision-making
- Leadership and supervisory skills
- Problem-solving and analytical thinking
- Strong communication and interpersonal skills
- Ability to work effectively under pressure
- Planning and organisational skills
- Assertiveness and sound judgement
- Attention to detail
- Teamwork and collaboration

Please Note: We only contact shortlisted candidates in line with data protection rules. Unsuccessful applications will be deleted or destroyed at the end of the recruitment process.



JANUARY IS

CERVICAL CANCER Awareness Month

EARLY DETECTION SAVES LIVES

Cervical Cancer is preventable and treatable through early detection, regular screening can save lives. Join us in raising awareness and spreading the hope.

Get Informed, Get Vaccinated, Get Screened



VACANCY ADVERTISEMENT**PHARMACIST**

Hukuntsi Pharmacy is a new Retail Pharmacy located in Plot 17, Magobelelo Ward, Hukuntsi.

The Pharmacy has a vacancy for a **FULL TIME PHARMACIST**.

Qualifications and Experience:

- Degree in Pharmacy
- Current registration with the Botswana Health Professions Council
- At least 1-Year experience in a Retail Pharmacy.
- Proficiency in Touch Point Pharmacy Software will be an added advantage.

Submit Application, Curriculum Vitae and other relevant documents to : **hukuntsipharmacy@gmail.com**

Contact: 73 458 198

Closing Date: 21 February 2026

**VACANCY FOR TEACHERS**

Legae Academy, an Independent International Senior Secondary School has openings for the following positions:

A-Level teachers in the following subjects: Mathematics, Business Studies, English Language and Literature.

Requirements: Master's degree in relevant subjects with recognized professional qualification.

IGCSE teachers in the following subjects: Geography/History and French.

Requirements: At least a Batchelor's Degree in relevant subjects with professional qualification.

Please forward application letter, with C. V, certified copies of qualifications and the names of two referees to: **Recruitment@legaeacademy.co.bw**

P O Box 750, Mogoditshane, Botswana
Tel: (267)392 4333 **Fax:** (267) 392 3003
www.legaeacademy.co.bw

BulxGroup

Human Resources Vacancy

Qualifications

- Diploma or Degree in Human Resources Management, Industrial Relations, Business Administration, or a related field
- Additional HR certifications will be an advantage

Experience

- Minimum of 2–4 years' experience in an HR administrative or officer role
- Proven experience within the transport, logistics, fleet, or operational environment will be a strong advantage
- Hands-on experience dealing with drivers, mechanics, and operational staff

Key Competencies & Skills

- Sound knowledge of Botswana labour legislation, including:
 - Employment Act
 - Workers' Compensation
 - Trade Disputes Act
- Handling of disciplinary and grievance procedures
- Strong HR administration skills, including employee records management and HR reporting
- Experience with disciplinary hearings, investigations, and appeals
- Ability to manage recruitment and onboarding processes end-to-end
- Exposure to payroll inputs, leave administration, and benefits coordination
- Good understanding of industrial relations and union engagements (where applicable)
- Ability to work under pressure in a fast-paced operational environment
- High level of confidentiality, integrity, and professionalism
- Strong communication and interpersonal skills, with the ability to engage employees at all levels
- Excellent organisational and time management skills

Key Responsibilities

- Provide full HR administrative support to management and employees
- Maintain accurate and up-to-date employee records and HR files
- Coordinate recruitment, interviews, medicals, and onboarding of new employees
- Draft and issue employment contracts, letters, and HR correspondence
- Assist with disciplinary processes, including drafting notices, minutes, and outcomes
- Handle employee queries related to HR policies, procedures, and benefits
- Monitor leave, absenteeism, and attendance, particularly for operational staff
- Support management with performance management and probation reviews
- Ensure compliance with Botswana labour laws and company HR policies
- Prepare HR reports and statistics as required by management

Personal Attributes

- Professional, approachable, and firm
- Strong attention to detail
- Ability to handle sensitive matters with discretion
- Proactive and solution-oriented mindset
- Willingness to work extended hours when operationally required

Contact : Email - admin@bulxgroup.co.bw
 - ManusL@bulxgroup.co.bw
 - Call - +267 6597008



Republic of Botswana

PUBLIC NOTICE

The Government of Botswana recognises the importance of a free, independent, and ethical media as the backbone of democracy and as such seeks to solidify those commitments by establishing a legal framework that fosters press freedom, journalistic integrity, and responsible reporting and information dissemination. As such, the Government appointed a Task Team/Force in March, 2025 to review and reform existing media laws and such other laws that may adversely impact on media freedom, ensuring they uphold press freedom, access to information, and accountability.

Following its appointment, the Task Team has since submitted the Media Legislative Review Report and the Draft Media Bill. Consequently, the Government wishes to consult the general public/nation further on the Draft Media Bill and its pronouncement especially on the establishment of the Media Regulatory Council in Botswana, setting out its governance, membership, functions and funding model to ensure sustainability. The proposed framework combines self-regulation within a statutory framework, to safeguard media freedom of expression while maintaining accountability, respect for human rights and ethical standards to eliminate inaccurate reporting and violation of other persons rights across both traditional and digital media.

You may access the **Draft Media Bill** at <https://dailynews.gov.bw/dailynews.pdf> or visit the **Office of the District Commissioner** in your jurisdictions, **MISA Botswana and Editors Forum Offices**. Furthermore, you are requested to submit your comments through the following platforms:-

- **Email/Electronic:** to bgmotsamai@gov.bw and gubanabotlhe@gov.bw
- **Post Mail:** Ministry for State President, Defence & Security. Private Bag 001, Government Enclave. Gaborone.
- **Physical Address:** Hand Delivery Submissions to Ministry for State President, Defence & Security. Finance House Building. Khama Crescent Street. Gaborone West Ext. 9. Government Enclave.

The Deadline for the submissions is the 10th February 2026.

Classified Ads

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

AUTOMOTIVE

ANYONE REGARDING the whereabouts of the owner B 212 AYO contact: 71 878 985

SERVICE IN EXECUTION in the matter between City Delights Car Rental Pty Ltd Vs Boipuso Molobiseni. Item to be sold, Black Mazda Demio B711BNU on the 5th Feb 2026 under care of Deputy Sheriff Armstrong Zibochwa 72302770 / 77 512 962

FARM WORKES

FOUR (4) FARM WORKERS wanted at Manong Game Lodge. Apply to: P O Box 45006, Riverwalk. Cell: 74 741 590 Closing date: 31/01/2026

FARM WORKER WANTED *2, wanted in Mantshwabisi area Asap. Contacts: 72 100 640 P O Box 41642 Gaborone.

LOOKING FOR FARM WORKER at Moebotse cattle post Selebi Phikwe. 77 469 105

FARM WORKER WANTED, Shakwe contact 77 428 751

FARM WORKER (1). Required at Segakwane (Serowe) field to attend to various duties. Contact Ms. O. Kagiso at Box 1921, Serowe or 75 960 129 by 11 February 2026.

BUSINESS SERVICES

BOREHOLE DRILLING at low rates. We are in Tsabong and Morwamosu areas. 76 274 598 / 592 1684

2 FARM WORKERS NEEDED at Muchenje. Contact 77 408 000

SEASONAL FARM WORKER urgently needed in Leshibitse. Call Unity Dow 72 391 923

FARM WORKER WANTED at Tswagare. Contact no. 73 509 215 / 71 891 447

HERDBOY WANTED at Sebina village contact Anthony Toteng Box 10244 Ftown cell: 71 622 272

FARM WORKER. **FARM WORKER WANTED** at Dithobane Lands, Apply to P.O.Box 960 Jwaneng as soon as possible. Contact 73 509 393 or 75 186 534

FARM WORKER NEEDED Taunyane farms, Kweneng. Contact 72 404 234 / 73 276 791 / 75 002 312

WANTED FARM WORKER, Goats herd girl at Makomoto Lands. Apply: Gladys Mabongo 74 556 212

KE BATLA MODISA MABELE Chika Nkuba 71 404 628, 74657240

FARM WORKER WANTED at Ratlhong/Pitseng farms. apply to p. o. box 981 Moshupa. contact 72156634

IM LOOKING FOR FARM WORKER at Oodi farms at Melole. Can Call 71 265 225, 72 592 137

TWO FARM WORKERS WANTED Oletile Kekgomogetswe. Box 50 Sefhophe 77 607 471

HORTICULTURE FARM WORKER/ Supervisor needed. Experience in hydroponics. Apply Jane Tigelo Box 148 Thamaga

TWO HERD BOYS WANTED Maikano Mpho Maikano. Box 10397 Tatitown 77 607 471

WANTED FARM WORKER Lebala cattlepost Mmadinare area. 71112040

FARM WORKER NEEDED in Molepolole, Ditshukudu. Mr Ofana Shakale. 72 701 203

FARM WORKER NEEDED. Call: 72 865 007 / 71 779 252

FARM DRIVER WANTED in Gabane farms area. 2+ years' experience, clean driver's license. Email Cv, ID, certificates to daisyragency@gmail.com. Deadline: 14 February 2026

KE BATLA MODISA ko Bobonong ko merakeng Metsibothhoko 71731668

FARM WORKER/HANDYMAN wanted at Paje. Married, Sober Habits, Drivers License. Contact 76 451 718.

WANTED GENERAL/SEASONAL farm worker wanted. Apply P O Box 290 Goodhope. Talecha Mpolokeng

LOOKING FOR 2 farm workers at Jackalas no 1. Call 74 790 131

FARM WORKER WITH 10 years experience wanted apply to Joel Moragoshole P o Box 175 Ghanzi cell: 73 518 976 deadline 25 February 2026

FARM WORKERS and seasonal farm workers wanted at Mahetwe. Contact Baitlotli 75 999 573

FARM WORKERS and seasonal farm workers wanted at Malotwane. Contact Dube at 77 490 538

FARM WORKER WANTED Hainaveld Farm worker, Ngamiland +267 72 554 433, Box 959 Maun

HERDBOY/HERDGIRL WANTED at Mokgachawadinama cattle post. Apply to Manager Mr Marumo at Box 770 Bobonong. Cll: 74 087 255

FARM WORKER WANTED Kgatleng district. Apply Box 60674 Gaborone. Contact: 71 824 488

FARM WORKER WANTED at Goo-Thibedi lands. Apply to Tebogo Tlhalerwa 72 673 138, Box 45645 Gaborone

FARM WORKER NEEDED in Gasita. Apply to Mr Thato Galeboe, P O Box 1952 Gaborone. Cell 71313078 Deadline 15/02/2026

FARM WORKER NEED at Kweneng, Sorilatholo. Apply to Rosinah Kenewang Box 50628 Gaborone. Call 71 456 329

BAKHWI KRAGH **REQUIRES** farm worker in Senthane. Write enclosing cv to Box 81012 Gaborone

NOTICE OF LOST DEED OF FIXED PERIOD STATE GRANT

NOTICE is hereby given that the undermentioned intends applying for certified copy of **Deed of Transfer No: 2768/2000** dated **06th** day of **December 2000** made in favour of **Modisane Ramphaleng** in respect of:

CERTAIN: Piece of land being Lot 27362 Gaborone;

SITUATE: In Gaborone West Extension 30;

MEASURING: 405m² (Four Hundred and Five Square Metres);

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

DATED AT GABORONE THIS 20th DAY OF JANUARY 2026

S.G. MARIRI ATTORNEYS (Attorneys Notaries & Conveyancers)

Plot 7906, Maruapula: P.O. Box 793 AAH, Gaborone; Contacts: 3910606/71487747

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

OPELO SEEPADITLHARE ESHFT-000636-24 19/05/26 0900HRS SARM

DATED AT FRANCISTOWN THIS 26TH DAY OF JANUARY 2026

MASTER OF THE HIGH COURT

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

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

Name of Deceased Person Estate Number Date Of Meeting Time Master

OAGILE KEBABONYE ESHFT-000601-24 19/05/26 0900HRS SARM

DATED AT FRANCISTOWN THIS 26TH DAY OF JANUARY 2026

MASTER OF THE HIGH COURT

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

NOW OFFERING PRIMARY AND SECONDARY DIPLOMA (TEACHING) PROGRAMS GOVERNMENT SPONSORSHIP AVAILABLE FOR DIPLOMA PROGRAMS.

CURRENT COURSES OFFERED: ENROLLMENT NOW OPEN.

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

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

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

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

VISIT WWW.RAVOSCOLLEGE.CO.BW

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

NOTICE OF INTENTION TO ENTER INTO A SALE BETWEEN A CITIZEN AND A NON- CITIZEN IN TERMS OF SECTION 34 (1) OF THE TRIBAL LAND ACT, CAP 32:02

BE PLEASED TO TAKE NOTICE that the following transaction is proposed, namely, transfer/cession of the lease rights in the following property from **CHASEWOOD INVESTMENTS (PROPRIETARY) LIMITED** (the "Seller") to **TOTE (PROPRIETARY) LIMITED** (the "Purchaser") for a consideration in the sum of **P300,000.00** (Three Hundred and Thousand Pula):

THE SELLER: **CHASEWOOD INVESTMENTS (PROPRIETARY) LIMITED;**
THE PURCHASER: **TOTE (PROPRIETARY) LIMITED** owned as follows:

- Tatenda Caroline Dumba -51% (citizen)
- Lawrence Tonderai Muzanenhamo -49% (non-citizen)

CERTAIN: **SITUATE:** **MEASURING:** **WHICH PROPERTY:** piece of land being Portion B of Plot 9695 Oodi; at Oodi (Mosele field) in the Kgatleng Tribal Territory; 1.044 ha (One point Zero Four Four Hectares); is held under Agreement of Grant for Business Plots made in favour of the said

CHASEWOOD INVESTMENTS (PROPRIETARY) LIMITED.

SUBJECT TO: the conditions and reservations mentioned or referred to in the aforesaid Deed;

BE PLEASED TO TAKE NOTICE that:

- (a) Any Botswana Citizen interested in entering into a similar transaction in respect of the above property shall be given priority notwithstanding the agreement reached by the aforesigned parties;
- (b) Should any person wish to object to the proposed transaction, notice of objection with reasons thereof should be addressed to the Board Secretary, Oodi Sub Land Board, with copies to the undersigned within 30 (thirty) days from the date of publication hereof.

MINCHIN & KELLY (BOTSWANA),
The Fields Precinct, Lot 54349 CBD, Office Block B, 3rd Floor,
Corner of Molepolole Rd and
Western Commercial Rd, Gaborone, Botswana
P.O. Box 1339 Gaborone

TCD/Chasewood
Email: tdumba@minchinkelly.bw

Diamond Planner 13
years' experience in rough diamond planning.

Apply with references and Cv to:

HR Manager
M Suresh Botswana
(Pty) Ltd
P.O. Box 341AAD, Poso
House, Gaborone
or hand deliver to
BITC Factory Shells
Plot 61128-30 Unit A3,
Block 8, Gaborone

FARM WORKERS

KOBANI PHINDELA **REQUIRES** farm workers. Write Box 40866 Gaborone enclosing cv or call 72548163

HERD BOY WANTED at Tutume. Penet Ngongorego. Box 404161 Gaborone. 72 171 061

FARM WORKER WANTED at Senyawe village as intergrated farmer. Box 1592 ABG Gaborone. Call employer Dawiel Moalusi 76666764

AM LOOKING FOR A HERD BOY worker at Munga Contact Morongwe at 73 549 482 / 76779744

ONE FEMALE FARMWORKER wanted Steven Mawatle Box 11337 Francistown 74 081 007

FARM WORKER WANTED at Ledumadumane P O Box 405230 Gaborone

FARM WORKER REQUIRED at Portion 192, a portion of farm crocodile pools no.15-KO to look after poultry small stock, growing vegetables and subsistence farming. Reply to Euphemia Kerebotswe Makhulela, P O Box 80624 Gaborone before the 28th February 2026 or call 71 729 253

FARM WORKER WANTED Ghanzi District, must have horse experience and riding. send Cv to P O Box 361 Ghanzi. Closing date 15 February 2026.

URGENTLY WANTED, Moutloujane Ranch (Pty) Ltd. 4 Farm workers. Write to The Manager P/Bag 105, Selebi Phikwe. Closing date 13/02/2026

URGENTLY WANTED, BOWLANE Investments t/a Lotsane Safaris. 4 Farm workers. Write to The Manager P O Box 63, Sherwood. Closing date 13/02/2026

NEIGHBOUR CONSULTATION

LELOCH HOLDINGS (PTY) LTD, Owner of Plot 965 Satelite, Francistown intends to change land use of the plot from residential to commercial (Self-catering apartments). Any queries or objections should be submitted in writing or contact 241 1050 to City Of Francistown Council within 14 days of this publication.

RE: CHANGE OF LAND USE

I Silas Silas owner of ploughing field at Ga-thabuka, Ranaka wish to change land use from Agriculture to mixed used.

Whoever has any objection regarding the proposal should forward it to **Moshupa District Council**, Physical Planning Officer at Telephone No: **5449270** or in writing within **fourteen (14) days** of publication of this notice.

Vacancy 1 Post (Pharmacist)

A Pharmaceutical Retail Company based in Gaborone is urgently looking for a qualified and experience Pharmacist with the following attributes:

- A Bachelor's Degree in Pharmacy in Retail Pharmacy with minimum of 5 Years working experience in distribution and Retail Pharmacy.
- Registered with Botswana Health Professions Council.
- Well versed with ordering Software package, good communication skills, Pharmaceuticals industry will be an added advantage.

Qualified candidates to send their application, references & CV to:

The Director

P O Box 1052, Gaborone.

Email: ragutarun@gmail.com

Closing date: 13/02/2026

OWNER OF LOT 6994 situated at Block 7, Mogoditshane wishes to change land use from residential to multi-family residential. For any objection, contact Mogoditshane-Thamaga District Council, Physical Planning Office on +267 396 0790 within 14 days from this publication notice.

NEIGHBOURS OF PLOT 25197 Lotsane Ward, Palapye belong to Everette (Pty) L td are informed of change of landuse from single residential to commercial (Cornershop/Bakery) and a screen wall development. For objections contact: Brutch Architects on 73862965.

NOTICE TO DEBTORS AND CREDITORS

Masters Reference: ESHGB-000138/24

IN THE ESTATE of the Late Oabona Ako Mokone who died at Princess Marina Hospital, Gaborone, Gaborone District, Botswana on the 17th day of August 2020.

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 15TH DAY OF JANUARY 2026.

The Executrix | **Bosa Mokone**
P O Box 150, METSIMOTLHABE
Cell: +267 72 981 214 / 71 476 552

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
MASUPUTSA JOHN SAMOKOSE ESHFT-000081-25 20/05/26 0900HRS SARM

DATED AT FRANCISTOWN THIS 26th DAY OF JANUARY 2026

MASTER OF THE HIGH COURT

NOTICE OF INTENTION TO ENTER INTO A TRANSACTION IN TERMS OF SECTION 34 (1) OF THE TRIBAL LAND ACT, 2018

NOTICE IS HEREBY GIVEN to members of the public of the following proposed transaction between **DALINAH SATAU** (Herein representing Herself) and **LUISBEL CORREA MARTINEZ** for the sale of the following property, that is to say:

CERTAIN: Piece of Land being Lot 15470, Sexaxa, Maun;
SITUATE: at Sexaxa, Maun in the Batawana Tribal Area;

MEASURING: 800SQM;

HELD UNDER: Certificate of Customary Land Grant dated 11th May 2022 made in favour of DALINAH SATAU;

CONSIDERATIONS:

For the sum of P100,000.00 (One Hundred Thousand Pula)

Any citizen of Botswana who objects to or is interested in entering into a similar transaction in respect of the aforementioned property is entitled to register such objection or interest in writing to Maun Sub Land Board and copies to the below contacts within thirty (30) days of publication of this notice.

DATED AT MAUN ON THE 16th DAY OF JANUARY 2026

FARM LABORER VACANCY

Company: Sheild Enterprises

Location: Plot 7NQ 008, Monarch Siding, Francistown

Postal Address: P.O. Box 72641502, Francistown

Sheild Enterprises is seeking a reliable and experienced Farm Laborer to join our farming operations.

Minimum Requirements:

- At least 5 years' experience in:
- General farm work
- Handling livestock, particularly poultry and sheep
- Valid driver's license
- Physically fit, hardworking, and able to work independently
- Willingness to work flexible hours when required

How to Apply:

Interested applicants should contact:

Kylie: 72641502

William: 74290409

RHINO PLANT HIRE is looking for an experienced FITTER & TURNER MACHINIST/ HEAVY PLANT MECHANIC.

To apply for the position the applicant should have the following Qualifications & Minimum 5 years' experience:

- Class one skilled worker fitter & turner, including machining
- Certificate in machine shop engineering training
- Certificate in hydraulics & Pneumatics
- Certificate in Supervisory Management
- Certificate in Principals & practice of supervisory management
- Certificate in Production & General Engineering
- Machining, Modifying & manufacturing various components in house for heavy plant machinery using lathes, milling machines, Grinders. Etc
- Experience in machining bushes & pins to required standard & quality
- Must be experienced in Hydraulics & Pneumatic Systems including fault finding and diagnostics.
- Experience with Hitachi Excavators (20-40ton), JCB, Shantui front end loaders, Hidromek & Komatsu Excavators, Cat Graders, Cat Dozers; including fault finding/ diagnostics & repairs of the above.
- Be able to Implement Maintenance systems for machinery/ service schedules.
- Management of site mechanics out of Gaborone.
- Procurement capabilities- sourcing & ordering parts
- Must have good communication skills

CV's to be submitted by 16th February 2026 to workshop@rhinoplantire.co.bw or Po Box 502130, Gaborone.

Newton International School



Join the NIS family!

Register now & find out how to save!

Pre-School

Primary

Secondary

2nd Child = 5%
3rd Child = 10%
4th Child = 15%
Ts & Cs Apply

NIS BLOCK 6
CAMPUS
GABORONE

100% Credit Pass in
PSLE SINCE INCEPTION!

Early Bird Discount 2.5 to 5%

3900261 / 76345042 / 74166328

MARANG HEALTH MART

GENERAL PHARMACIST – VACANCY ADVERTISEMENT (X1)

Marang Health Mart is a citizen-owned private retail pharmacy providing safe, reliable, and affordable healthcare services.

Duties and Responsibilities (Summary Points)

- Process prescriptions and dispense medicines in compliance with regulatory standards.
- Provide basic over-the-counter consultations and ensure accurate submission of claims and collection of applicable levies.
- Ensure compliance with BOMRA requirements, SOPs, professional practice standards, and proper management of habit-forming drugs.
- Maintain high clinical quality, customer service, effective stock control and prepare operational reports.

Job Requirements and Qualifications (Summary)

- Bachelor of Pharmacy (BPharm) with at least 2-year post-qualification experience and valid BHPC registration.
- Submit CV, cover letter, certified qualifications, and proof of professional registration to maranghealth@yahoo.com within 14 days of posting.

Addresses and Contacts

P.O.Box 70884 UB Gaborone, Plot 600, Moruti Complex Khunou Ward, Molepolole, TEL: +267 77094960

ANKIT GEMS BOTSWANA PTY LTD

www.ankitgems.com Buy from us. Be Assured

VACANCY: MANAGER – DIAMOND MANUFACTURING & POLISHING

A diamond manufacturing and polishing company seeks an experienced Manager.

Requirements:

- Minimum 20 years' experience in the diamond industry
- Strong knowledge of polishing, assorting, planning, grading, and factory operations
- Experience managing staff and production processes

Duties:

- Oversee daily factory operations
- Ensure quality, productivity, and compliance

VACANCY: EXPERIENCED DIAMOND POLISHERS

A diamond manufacturing and polishing company seeks experienced Diamond Polishers.

Requirements:

- Minimum of 10 years' experience in diamond polishing
- Ability to meet quality standards and production targets

Apply: Send CV to hr.ankitbotswana@gmail.com by 09 February 2026.

Only shortlisted candidates will be contacted.

VACANCY

INTERPROP (PTY) LTD t/a Q-FRESH

Invites suitably qualified candidates to apply for the following post tenable at Caltex Maruapula Filling Station.

Position: Quality Assurance & Inventory Control Manager

The main purpose of this role is to manage overall business and control of the stock. A successful candidate will be responsible for the following:

- Initiating long term strategic planning for the business; determining priorities and directing resources accordingly.
- Coordinating management of services & functions such as Organizational restructuring, Stock Take, Stock Rotation and Stock Distribution.
- Updating the routine selling prices of goods.
- Developing a system of monitoring manpower demand and supply to ensure optimum delivery.
- Reviewing margins and ensuring all are within thresholds.
- Measuring and managing stock accuracy.
- Actively managing negative on hand quantities.
- Managing slow moving and dead stock.
- Preparation, validation, administration and oversight of annual and perpetual counts.
- Assist external auditors to sign off stock accuracy for annual reports.

Experience, Skills And Qualifications Required

- Graduate in Science & Technology or Equivalent.
- Diploma in Audit & Inventory Control will be an added advantage.
- Advanced Ultisales and MS Excel skills.
- Attention to detail.
- Able to work long hours & without supervision.
- Good communication and interpersonal skills.
- A minimum of 10 years' experience in a Retail setup.

Interested Applicants are advised to send their applications to the below Postal Address:

Group Human Resources Manager,
The World Group of Companies
P/Bag 00479, Gaborone, Botswana

OR

email recruitment5652@gmail.com

Deadline: 16TH February 2026

NEIGHBOUR CONSULTATION

APPLICATION FOR BAR LIQUOR license at Lobodu Ward Kachikau village by Remmomye, any person who wishes to object this license can write to council secretary Chobe District Council P/Bag k30 Kasane the next meeting before February 2026.

NEIGHBOURS OF PLOT 6549, Block 4, Metsimothlape owner wishes to build boundary wall, contact Mogoditshane council on 316 6646 / 396 0790 for any objection.

NOTICE OF NEXT OF KIN MEETING FOR THE LATE VERONA LINDA LOTTERING

IN PURSUANCE of Section 31 of the Administration of Estates Act (Cap 31:01), the heirs and next of kin of the deceased persons specified above are hereby invited to attend a next of kin meeting on Thursday 5th March 2026 at 08.30 hours at the Office of the Master – Silibaziso Daramola located at the Gaborone High Court Division.

At the respective meeting, the next of kin are to recommend person(s) to be appointed as Executor(s)/Executrix Dative, identify beneficiaries and to discuss any other business relating to the estate of their deceased relative.

For any enquiries concerning the deceased person's estate please contact the Master's Office on 3718343, or **3718000/3718040** (switchboard).

NOTICE OF NEXT OF KIN MEETINGS Administration of Estates Act (Cap 31:01)

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

Name of Deceased Person	Estate Number	Date Of Meeting	Time	Master
LAMACHE KGALUSHI	ESHFT-000952-25	12/05/26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 26TH DAY OF JANUARY 2026

MASTER OF THE HIGH COURT

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

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

Name of Deceased Person	Estate Number	Date Of Meeting	Time	Master
IPOTSENG MABUNYANE	ESHFT-000451-25	25/03/26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 08TH DAY OF DECEMBER 2025

MASTER OF THE HIGH COURT

NOTICE FOR A CERTIFIED COPY OF LOST DEED

NOTICE IS HEREBY GIVEN THAT the undersigned intends to apply for a certified copy of Deed No: FTL897/2017 dated 17th day of November 2017 made in favour of **Samuel Tebogo Seelesto Sekgoma** in respect of:

CERTAIN: Piece of land being lot 1506 T.

SITUATE: Tewane

MEASURING: 36.9044, HA Thirty Six Point Nine Zero Four Four hectors

HELD UNDER: Samuel Tebogo Seelesto Sekgoma

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

DATED AT Gaborone on this 14 day of January 2026.

Nkemelang Lekhutile
APPLICANT

EMPLOYMENT OFFERED

Adansonia Hotel, Francistown

Invites applicants for the posts of **INDIAN CUISINE CHEF**, applicants must have requisite qualifications, experience and tracable references.

Write enclosing qualification certificates, references and cv to: **Hr Department**, Adansonia Hotel And Conference Center, P O Box 235, Francistown.

RSM
THE POWER OF BEING UNDERSTOOD
ASSESS. TEST. CONSULT.
www.rsm.co.bn

RSM House, Plot 39, Commerce Park, Gaborone, Botswana.
PO Box 1816, Gaborone, Botswana.
Phone: (+267) 3912805 / 27310333 Fax: 3959638
Website: <https://www.rsm-global/botswana/>

RSM Botswana requires an Audit Senior. Incumbent should have served articles with an audit firm and should be a fully qualified or at final stage completion of professional qualification ACA or BICA-CA or ACCA. Must have practiced as an audit senior with recognized audit firm.

We will prefer citizens to fill the vacancy. Salary and benefits will be performance based. Apply to recruitment@rsm.co.bn, RSM House, Plot 39, Commerce Park, **P O Box 1816, Gaborone**. Or email your application within 14 days of publication of this advertisement.

OWNER OF PLOT 6688, Metsimothlape, Block 4 intends to change land use from single residential to multi family residential. For any objection, contact Mogoditshane Council Physical planning office Telephone 316 6653 or Katlego Kate Busang at Cellphone no. 72 913 383

OWNER OF TRIBAL LOT 1540

Tlokweng wants to change land use from residential to multi-residential. All owners of neighbouring plots are asked to contact +267 73020006 or Tlokweng Sub District Council on +267 369 5000 within fourteen (14) days of publication of this notice.

I MOFFAT SEREKWA MOKGETHI owner of plot 8042 located at Mogoditshane Block 7 Lesirane ward, would like to change land use from single-family residential to multi-family residential. For any objection contact Mogoditshane District Council Physical Planning Office. Telephone no 310 5615 within fourteen days (14 days) of this publication.

OFENTSE JOSEPH MODISE of plot No. 16120 Methhabeng and 16121 Methhabeng/Tlokweng wish to erect boundary wall. Any objection to be forwarded to Tlokweng district council physical planning tel 369 5002

CHANGE OF LAND USE: I Kearoma Tebogo Monametsi owner of plot 18411 phase 2 Gaborone intends to change land use from single family residential to multi-family residential. Any objections should be forwarded to Gaborone city council at 3657400 within 14 days from date of publication of this notice.

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT ESHGB-000185/24

In the estate of the Late **WILLIAM THATAYAONE KGOSINKWE & MPHOPH CYNTHIA KGOSINKWE** who died at Digawana, Ngwaketsi District, Botswana and Molapowabojang, Ngwaketsi District on the 22nd February 2021 and 30th October 2022 respectively.

THE FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie open for inspection at the offices of the Master of the High Court at Gaborone for a period of twenty-one (21) days from the date of publication hereof.

DATED ATON THEDAY OF2026
The Executor
Onkabetsi Diutwileng
P O Box 286
OTSE
Cell: 75102444

Reliance Foundries (Pty) Ltd

VACANCY: PRODUCTION MANAGER

Reliance Foundries (Pty) Ltd seeks an experienced Production Manager: Candidate should have foundry-based experience, responsible for overall production from development of patterns in aluminum & wood, to running of molding lines, core shop, copula furnace, grinding, fettling, painting, dispatch, etc. Should meet production targets while maintaining quality.

Responsible to maintain cordial relationship between workers and management. Should be a degree / diploma holder in Engineering with a minimum of 7 years' experience and should be able to independently manage the production in the foundry.

Apply to: The Director, Reliance Foundries (Pty) Ltd, P.O. Box 2252, Gaborone.

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 at Francistown High Court** on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date Of Meeting	Time	Master
GILBERT MAMOKE	ESHFT-000437-23	12/05/26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 26TH DAY OF JANUARY 2026

MASTER OF THE HIGH COURT

NOTICE OF LOST DEED

Notice is hereby given that the undersigned intends to apply for a certified copy of deed no: Lot 13956 dated 14/05/2008 made in favor of Khatazo Maganyambo

In respect of:

CERTAIN: Piece of land being lot 13956 Francistown

MEASURING: 420 m² (four hundred and twenty square metres)

SITUATE: at Francistown extension 25

All persons having objection to the issue of such copy are hereby required to lodge the same in writing to the Registrar of Deeds, Francistown within three (3) weeks from last publication of notice.

Dated: 20 January 2026

ADDRESS: P O Box 76 Moroka

IN THE HIGH COURT OF THE REPUBLIC HELD AT FRANCISTOWN NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late Kereemang O.H Mmerekhi **ESHFT- 000192-25** who died at Serowe District on the 12th day of September 2024.

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 30 days after publication hereof.

DATED AT SEROWE THIS 23RD DAY OF JANUARY 2026

Etsang Keboletshe
Executor Dative
P O Box 32237
Serowe

Nurse Recruitment

Everest Social Services
P O Box 353 Mmankgodi
St Georges Medical Centre
Plot 3417 Extension 12 Gaborone phumlab@yahoo.com
72490746

Services: Home Care, Nursing Agency and Stepdown.

Qualifications: Diploma/Degree in General Nursing/Nursing Sciences Experience: Minimum two years for Private, Day Hospitals.

Non experience for institutes, clinics, surgeries and homes

Job titles: Oncology Nurse, Renal Care Nurse, Emergency Nurse, Home Care Nurse, Maternity Nurse, Medical Nurse, Surgical Nurse

Job Summary: acute and palliative care, procedures, patient education, management, mentoring,

Number required: **thirty**

Closing date 21 February 2026

OWNER OF PLOT 12862 Tlokweng wants to erect a boundary wall. All owners of neighbouring plots are asked to contact +267 72 497 968 or Tlokweng sub district council on +267 369 5000 for any comments

OWNER OF PLOT No. 2399 in Extension 9, Hospital way, Gaborone would like to change land use from residential to commercial. Any queries should be lodged with Gaborone city council on Tel: 365 7400 / 365 7550 within 14 days of this publication.

I W GUNDA AT DIKABEYA Lands in Palapye village would like to change use of land from Agriculture (field) to Mixed Land Use (Agriculture and Civic and Community, School). For any objections, please contact Palapye District Council, Physical Planning Office, telephone No: 493 0824 within 14 days of publication of this notice.

OWNER OF PLOT 540 in Artesia wishes to inform neighbours and stakeholders that they are applying for road access to property. Contact 72 592 287 for queries

NEIGHBOURS OF PLOT No: 2258 Phase 1, Lethlakane belongs to Thuto Mosalagae are informed of change of land use from single family residential to multi family residential and a screen wall development. For objections contact: Baruch Architects on 73862965.

MAINAH THINA OWNER of Plot 3397 at Tatisiding wishes to notify the public and neighbours of plot 3392,3396 and 3398 about the intention to erect a boundary wall.

CHANGE OF LAND USE. Moatshe Moatshe owner of plot no. 12102, Phase 1, Selebi Phikwe intends to change land use from single family residential to multi residential development. Any objections, please contact Selebi Phikwe Town Council on +267 2610570 / +267 71 233 614 within 14 days.

KEITUMETSE RAMASEDI SEEK to change land use from residential to civic and community at Thamaga plot 1674 Gasoko ward. For any objection contact Thamaga land board on 599 9254 or the owner at 72 172 365 / 71577447 within fourteen days (14) days this publication

PROPERTIES

PLOUGHING FIELD FOR SALE at Pitseng 1km from the village. 16 Hectares fully fenced with velspan. Call 71 982 449

TUITION

STEP BY STEP DAY CARE & Pre- School (English Medium) Registration now open!! We provide: Breakfast & Lunch, Computers & Swimming, Music & Educational Trips. To Register Contact: 392 3569 / 72 172 365 / 71 577 447

VACANCIES

PRODENT CLINIC, GABORONE has a full time vacancy available for a senior associate dentist with more than 20 years local experience/ Mail CV to: The Director, P/Bag 00161, Gaborone.

SHOP SECURITY GUARD wanted in Jackalas No.1, North east district. Male preferred, age 35-45, BGCSE minimum, 2+ years' experience. Email Cv, Id, certificates to daisyagency@gmail.com. Deadline: 14 February 2026

MOBILE CARWASH WORKERS with driver's license. Phakalane 77029887

COACH AND TWO PLAYERS needed at Royal Fighters in Mochudi. Call: 75 119 195 / 73311724

VACANCIES

ULTIMATE FUNERALS: We are looking for someone who can do embalming with experience of 5 years at Serowe. Contact 76789148 / 75 462 248

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act [Cap.31:01]

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

Name of Deceased Person: Mbiso Boka
Estate Number: ESHFT-0001070-25
Date of Meeting: 13-05-26
TIME: 0900
MASTER: SARM

DATED AT FRANCISTOWN THIS DAY
 26th OF JANUARY 2026
 MASTER OF THE HIGH COURT

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

Master's reference: ESHFT 00000190-23

FIRST AND FINAL DISTRIBUTION ACCOUNT

IN THE ESTATE of the late Samuel Mathlare - ESHFT 00000190-23 who died at Selibe Phikwe government Hospital, Selibe Phikwe District on the 17th of July 2020.

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 Registrar and Master of the High Court Francistown for period of Twenty-one (21) days from the date of the second publications thereof.

DATED AT FRANCISTOWN THIS 26th DAY OF JANUARY 2026

Executor Dative
 P O BOX 2149 Selebi Phikwe
AND TO: Master of the High Court
 Private Bag F13 Francistown

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act [Cap.31:01]

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

Name of Deceased Person: Kago Nkwaila Mathape
Estate Number: ESHFT-000502-25
Date of Meeting: 06-05-26
TIME: 0900
MASTER: SARM

DATED AT FRANCISTOWN THIS DAY
 26th OF JANUARY 2026
 MASTER OF THE HIGH COURT

LOOKING FOR A DATA CLERK with two or more years of experience with pastel accounting and excel. Apply to Goodwill Chickens bag 00244 Gaborone. Email: accountsadmin@naturesbasket.co.bw

BUNNIES ACADEMY TLOKWENG: Qualified four primary school teachers wanted. General school teachers including Setswana. Diploma in Education (Primary) with atleast five years experience. Degree is an added advantage. Apply to P O Box 501007 Gaborone. Email: tbunniesacademy@gmail.com. Closing date 10 March 2026

WANTED ELECTRICAL FOREMAN. Qualifications Diploma in Electrical Power Engineering. Duties- Designing electrical circuits and managing projects. Apply to: Boomtech Technical Service, P.O Box 653 Letlhakane. Email: bootech2019@gmail.com

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

ESHFT 000197-25

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late MBAKISO PAUL GOMBANI- ESHFT /000197-25 who died at Block 1-Mmopane, Kweneng District On the 06th February 2025

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

DATED AT FRANCISTOWN THIS 27th DAY OF JANUARY 2026

Wendy B. Gombani
 Executor Dative
 P O Box 117, Sebina

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

LOST MORTGAGE BOND

NOTICE is hereby given that the undersigned intends applying for a certified copy of Covering Sectional Mortgage Bond No. SB 61/2014 dated the 1st day of September 2014 passed by CITYSKAPES (PROPRIETARY) LIMITED in favour of SEAGA PROPERTY INVESTMENT (PROPRIETARY) LIMITED, in respect of Unit Consisting of Section 2 and Parking Bay Nos. P91, P92, P93, and P94 I-Towers Scheme.

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 12th DAY OF JANUARY 2026

BBL BOOKBINDER

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

ESHFT 000713-25

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late MMAPHUTI G PHAKEDI, ESHFT:000713-25 who died at Princess Marina Hospital, Gaborone District on the 12th day of July 2025.

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

DATED AT FRANCISTOWN THIS 27TH DAY OF JANUARY 2026.

BANNISTER MOKAKANGWE AND TO: Master of the High Court
 EXECUTOR DATIVE
 P O BOX 30131
 TLOKWENG

FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Reference: ESHGB-000162/25

IN THE ESTATE of the late THAPELO ALFRED MOKGOKO who died at Sedilega Hospital, Gaborone, Gaborone District, Republic of Botswana on 31st December 2024.

THE FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will be open for inspection at the offices of the Master of the High Court at Gaborone for a period of (Twenty-one) 21 days from the date of publication hereof.

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

DATED AT GABORONE this day 2026

Executrix Testamentary
 Setoki A. Mokgoko
 P O Box 1123, MOLEPOLOLE
 CELL: 71539249

H/W DESMOND RAKODI

IN THE MAGISTRATE COURT FOR THE DISTRICT OF GABORONE HELD AT VILLAGE CASE NO. CCMVL-002545-25

In the matter between
OPELO MOSALA DAVID NAWANE PLAINTIFF
 AND
LEBOGANG TSIETSO DEFENDANT

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to an Order of this Honorable Court dated 17th November 2025, the following movable property of the above mentioned Defendant will be sold in execution to the highest bidder by Deputy Sheriff Daniel Gabatlhokwe in the manner hereinafter set out.

DATE OF SALE: 02nd February 2026

TIME OF SALE: 10:00 a.m.

PLACE OF SALE: Broadhurst Magistrate Court

TERMS OF SALE: Cash or bank guaranteed cheques

PROPERTY TO BE SOLD: sofa x 6 pieces, 40 inches TV, 1 x

TV stand, defy fridge water dispenser, stove x 1, Hisense microwave x 1, 1 x 4 burner stove, cylinder gas x 1, table x 1, ironing board x 1, 1 x mirror, 1 x chest of drawers, study table x 1, 2 x bed, fan x 1, picture frame x 1

The conditions of sale may be inspected at the Offices of Deputy Sheriff Gabatlhokwe

DATED AT GABORONE THIS 16th DAY OF JANUARY 2026.

DEPUTY SHERIFF DANIEL GABATLHOKWE
 CELL: 72816562/77815765, GABORONE

WANTED ELECTRICAL FOREMAN. Qualifications Diploma in Electrical Power Engineering. Duties- Designing electrical circuits and managing projects. Apply to: Boomtech Technical Service, P.O Box 653 Letlhakane. Email: bootech2019@gmail.com

NOTICE OF NEXT OF KIN MEETINGS

ADMINISTRATION OF Estates Act [Cap.31:01]

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of The High Court at Francistown High Court on the date and time specified opposite the names of their deceased relatives for 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
SIBONANI MLAMBO	ESHFT-001267-25	07/05/26	0900HRS	SARM

DATED AT FRANCISTOWN THIS 27th DAY OF JANUARY 2026
 MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act [Cap.31:01]

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

Name of Deceased Person	Estate Number	Date of Meeting	TIME	MASTER
WILLIAM MACHINYA	ESHFT-000668-24	07.05.26	0900	RAMPHA

DATED AT FRANCISTOWN THIS 23rd DAY OF JANUARY 2026

MASTER OF THE HIGH COURT

CENTRILIUM (PTY) LTD

We are glad to announce that we have a vacancy for the following:

OPERATIONS MANAGER

- Must have Mechanical Engineering Certificate
- HSE Leadership Training, contruction-Driven execution and environmental management
- Training in Legal liability and Hazard Identification & Risk Assessment
- Minimum 12 years in a heavy steel fabrication workshop environment and 10 years as a Manager/Site Manager
- Experience in managing heavy steel fabrication and installation of mining type equipment such as chutes, silos, Ultra-seps, bins, Pachukas, screens, crushers , mills, boilers, etc
- Technical competencies must include:
 - Ability to read/interpret Engineering drawings
 - Excellent HSE Knowledge
 - Thorough understanding of the MQWM Act, Botswana
 - Ability to develop basic risk assessment and associated risk mitigation strategies

GEAR MINING CONSTRUCTION (PTY) LTD

OHS MANAGER

- Must have Diploma in OHS Management, Diploma in Supervision and Diploma in Occupational Hygiene
- Certificate in Advanced first aid level 3, certificate in Fire Marshall and ISO45001
- Accident prevention and investigation is a must
- Minimum 10 years in a heavy steel fabrication workshop environment and 5 years as an OHS Manager
- Technical competencies must include:
 - Excellent HSE Knowledge
 - Thorough understanding of the MQWM Act, Botswana
 - Ability to develop basic risk assessment and associated risk mitigation strategies

Please note that we will only contact shortlisted candidates.

Apply to:

The Human Resources Department

Private Bag 047

LOBATSE

OR EMAIL TO:boitshwarelo@gearmc.africa

Closing Date: 22 September 2025

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Kweneng District Council will tomorrow kickstart an activation event dubbed: Tlatsa Bus Renke, as part of the efforts to transform the facility into a vibrant hub and market for small businesses. Photo: Keetile Bontsibokae



Republic of Botswana

MINISTRY FOR STATE PRESIDENT

Department of Broadcasting Services

TENDER NOTICE and INVITATION TO TENDER

REPUBLIC OF BOTSWANA

TENDERING PROCEDURES

T1.1 TENDER NOTICE and INVITATION TO TENDER

• Tender Reference No. SP/DBS/010/2025/2026

• Tender Title: A WORKS CONTRACT FOR THE INSTALLATION, EQUIPPING AND COMMISSIONING OF TWO (2) BOREHOLES (SOLAR-POWER, PUMPS, RESEVOIR, WATER DISTRIBUTION AND WATER KIOSK) AT MASS MEDIA COMPLEX

Sealed Tender offers are invited for A WORKS CONTRACT FOR THE INSTALLATION, EQUIPPING AND COMMISSIONING OF TWO (2) BOREHOLES (SOLAR-POWER, PUMPS, RESEVOIR, WATER DISTRIBUTION AND WATER KIOSK) AT MASS MEDIA COMPLEX

• The Procuring Entity is Department of Broadcasting Services

• Procurement Method is: OPEN DOMESTIC METHOD

The Tenderer shall furnish the following documentary evidence to demonstrate that it meets the compliance criteria:

(i) Local companies should be registered with the Public Procurement and Asset Disposal Board in the following categories:
Code: 09 Drilling Works
Sub codes: 01 Drilling, borehole development and equipping and 02 Test Pumping Grade: OC

• The tender is reserved for 100% citizens owned companies as stated under Section 76 (2) of the Public Procurement Act.

• Local Procurement Scheme Presidential Directive 19 (B)/2013 – which is in line with the Citizen Economic Empowerment Policy and Presidential Directive Cab no. 34 (B)/2014 on the "Economic Diversification Drive" will be applied in this tender.

• The physical address for collection of tender documents is:

Department of Broadcasting Services, Procurement Office no: 13, Transport Block, Mass Media Complex, Plot 37795, Wellie Seboni Rd, G/West Phase 2, Gaborone, Botswana from the 23/01/2026 until 06/02/2026 from 08:00-12:45hrs and 13:45-15:30hrs.

• A non-refundable deposit of P250.00 payable in cash or must be made out in favour of the Government of Botswana or the entity stated in the tender document and must be paid on collection of the tender documents. Youth Companies shall purchase the ITT at 50% of the fee as per Presidential Directive CAB 14 (B) 2015 (P125.00) should be paid to: **Revenue office ,029, Administration Block (GROUND FLOOR), Mass Media Complex, Plot 37795, Wellie Seboni Rd, G/West Phase 2 , Gaborone ,Botswana**

(Cheques will not be accepted)

• Queries or clarifications relating to the issuance of these documents may be addressed in writing not later than two (2) days before the tender closing date to M. M. R. Matula, Tel No. 365 3201 Email: mmatula@gov.bw; Vusa Ziga 365 8090 Email: vziga@gov.bw

• The closing date and time for receipt of sealed tender offers is **1000 hours on the 06/02/2026**.

• Late tender offers will not be accepted.

• The Bid Submission Method is: a single envelope or package submission, in which a tender document containing the financial and technical officer of a bidder is submitted together in one sealed envelope or packaging;

The Evaluation Method is: Least Cost Selection Works

• Withdrawal of bids: A bidder who wishes to withdraw, modify or replace a bid shall do so in writing, and submit in the same manner as the submission of a bid, in an envelope or package marked "WITHDRAWAL", "MODIFICATION" or "REPLACEMENT".

• The re-submission of a bid shall be marked "REPLACEMENT BID" or "SUPPLEMENTARY BID" on the outer envelope or package.

• Tender documents submitted by courier shall only be acceptable if they bear the appropriate tender number and description and the inscription "Tender Documents. Not to be opened before ..." on the face of the package.

• In addition to any other requirement in the bidding document, a bid submitted after the date and time of submission shall be returned, unopened, to the bidder immediately or after the bid opening with the words "Late Tender", together with the date and time on which the bid was so received.

• Submit One (1) original tender document marked "ORIGINAL" and 2 duplicate copies of the original document marked "COPY" in one sealed envelope clearly marked

• Tender Reference No. SP/DBS/010/2025/2026 - A WORKS CONTRACT FOR THE INSTALLATION, EQUIPPING AND COMMISSIONING OF TWO (2) BOREHOLES (SOLAR-POWER, PUMPS, RESEVOIR, WATER DISTRIBUTION AND WATER KIOSK) AT MASS MEDIA COMPLEX

• The Tender documents shall be delivered to:

**The Government Buyer, Ministry for State President, Defence and Security
Finance House Building, Floor 4, Office 402 Government Enclave, Gaborone**

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

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

(Notwithstanding anything in the foregoing, the Government of Botswana is not bound to accept the lowest or any tender offer)

**Office of the Government Buyer
Ministry for State President, Defence and Security**

Council determined to turn bus rank into vibrant hub

Keetile Bontsibokae

MOLEPOLOLE

Following the reopening of the Molepolole bus rank in December last year, council authorities are determined to turn the facility into a success story.

The bus rank will tomorrow, be a hive of activity as it hosts an activation event dubbed: Tlatsa Bus Renke, designed to transform the facility into a vibrant hub and market for small businesses.

The initiative, spearheaded by Kweneng District Council chairperson, Mr Ongefetse Rankhibidu, aims to encourage residents to embrace the bus rank's potential.

Mr Rankhibidu said the event could mark a turning point in revitalising the use of the open space at the bus rank as a market for small businesses.

He described Tlatsa Bus Renke as a family fun day packed with activities including horse racing, quad bike rides, children's games, aerobics and live performances from choirs and

folklore guitarists.

"We have about fifteen artists, mostly Molepolole natives, who volunteered to perform.

Their participation shows that if residents unite, this bus rank can be fully utilised and the memories of its abandonment erased," Mr Rankhibidu said.

He said the entertainment lineup would feature a blend of established names and emerging talent including Phempheretlhe, Scar, Ditiro, Tinnere, Ju-Matere, Ali Basha, Bafenyi, Ras Lista, Afro Convicts, Dikopane, Mokwepa, Kwenya Madiba, Alpha, Still Growing, Ntsweng Classic Pantsolas, Kgweba, Macrona, Mmurubele and King Infa C. Molepolole Bus Rank Association chairperson, Godfrey Ramokhaneng urged residents, transport operators and hawkers to attend in large numbers, highlighting the event's potential to unite the community.

Tlatsa Bus Rank will be held under the theme: Building Tomorrow Kweneng Today; Your Ride, Your Bus Rank, Your Future. **BOPA**

JC results show improvement

GABORONE

at Grade D or better and by 1.80 per cent at Grade E or better, respectively. Worth noting is that 16 per cent (7 239) of candidates, compared to 14.40 per cent (6 132) in the previous year, did not meet the minimum requirements for the award of Grade E and were assigned the letter 'U', the release adds.

A press release further states that individual grades, 43 candidates (0.10 per cent), compared to 16 in the previous year, attained Merit while 898 candidates (2.00 per cent) obtained Grade A, up from 617 candidates (1.50 per cent) in 2024.

The release says that 5 336 candidates (11.80 per cent) attained Grade B, compared to 4 800 (11.30 per cent) in the previous year while 11 568 candidates (25.60 per cent) attained Grade C, compared to 10 912 candidates (25.70 per cent) in 2024.

Grade D, according to the release was awarded to 14 001 candidates (31.00 per cent), down from 14 524 candidates (34.20 per cent), while 5 888 candidates (13.10 per cent) obtained Grade E, a slight increase from 5 420 candidates (12.80 per cent) in the previous year.

BEC further clarifies that candidates who did not meet the grading requirements at component level were assigned the letter X at syllabus and/or qualification level, which the council notes that this classification is usually temporary and is expected to be resolved during the enquiries period. **BOPA**

Donation strengthens conservation work

Gaoletshoo Kgatitswe
MAUN

The European Union (EU), through the Kavango-Zambezi Transfrontier Conservation Area (KAZA) has donated a vehicle to Communities Living Amongst Wildlife Sustainably (CLAWS) to strengthen the organisation's work in promoting coexistence between communities, livestock and wildlife across the KAZA landscape.

The vehicle will be used by a wildlife veterinarian to improve disease surveillance, prevention, and response at the livestock-wildlife interface.

Handing over the vehicle in Maun on Monday, KAZA executive director Dr Nyambe Nyambe said the donation represented more than material support as it symbolised partnership, shared responsibility and a collective commitment to sustainable conservation and development in the KAZA region.

Dr Nyambe further said CLAWS played a critical role in translating regional conservation strategies into practical, community-level interventions, noting that while many EU NaturAfrica initiatives operated at policy level, CLAWS delivered targeted technical support on the ground.

For her part, programme director at CLAWS, Ms Catja Orford said the organisation's mandate is to support communities living alongside wildlife by improving animal health, strengthening livestock management systems, and reducing human-wildlife conflict in ways that also protect livelihoods.

"One of our key interventions is the introduction of a communal herding system, where livestock is herded around the clock," she said, noting that the approach promoted human-wildlife coexistence, reduced conflicts, and helped manage grazing land for conservation purposes.

Furthermore, Ms Orford said limited mobility had previously made it difficult for CLAWS to consistently reach remote communities and implement its programmes effectively.

"The lack of reliable transport affected our ability to reach communities regularly and respond quickly to animal health and conflict-related issues," she said.

Speaking on behalf of the Permanent Secretary in the Ministry of Environment and Tourism, Dr Rentin Mafonko of the Ministry of Lands and Agriculture thanked the European Union for financing the project through the EU NaturAfrica Fund, describing the EU as a long-standing development partner in Botswana's conservation sector.

Dr Mafonko said the work carried out by CLAWS aligned with government priorities,

particularly in addressing veterinary challenges in red-zone areas where disease control affected access to export markets.

He highlighted initiatives such as Commodity-Based Trading and Herding for Health as practical models that promoted coexistence while supporting a private-sector-led and export-oriented economy.

North West District Council (NWDC) chairperson, Mr Itumeleng Kelebetseng called on Batswana to take collective responsibility for environmental protection, saying conservation efforts were vital for the benefit of future generations. **BOPA**



North West District Council chairperson, Mr Itumeleng Kelebetseng (centre), Communities Living Amongst Wildlife Sustainably (CLAWS) programme director, Ms Catja Orford (second right) and other officials during the vehicle handover in Maun on Monday. The vehicle, donated to CLAWS is expected to strengthen the organisation's work in promoting coexistence between communities, livestock and wildlife across the KAZA landscape. Photo: Gaoletshoo Kgatitswe

PUBLIC NOTICE



UNAUTHORISED LEASING OF SIM CARDS AND MOBILE MONEY WALLETS

BOCRA has noted, with concern, that some members of the public are leasing (hiring out) or re-selling registered SIM cards and mobile money wallets to third parties. This practice contravenes the ethos behind registration of SIM cards. BOCRA advises the public that the ramifications for contravention include:

- **Criminal Liability** – In case the SIM card or mobile wallet is used to commit fraud, money laundering, scams, or any other illegal activity, the registered owner will be held liable.
- **Identity Theft** – Sharing your registered SIM card exposes personal information and financial data to misuse.
- **Loss of Funds** – You may lose access to your mobile money account and any funds stored within it.
- **Service Suspension** – SIM cards found to be used in contravention of SIM Card Registration and KYC regulatory instruments will be deactivated by the respective service provider.

The public is therefore advised to desist and refrain from the leasing and/or re-selling of SIM cards and related mobile money wallets with immediate effect.

Mahama calls for stronger relations with China

ACCRA

Ghana President, John Dramani Mahama has called for stronger relations with China, stressing the need to deepen cooperation across key sectors.

Speaking Tuesday during a farewell visit by outgoing Chinese Ambassador to Ghana Tong Defa, Mahama underscored the importance of enhanced collaboration between the two countries in security, counterterrorism and trade to achieve mutual benefits.

Expressing appreciation for China's support, Mahama commended Beijing for its role

in negotiating Ghana's debt restructuring and for its continued assistance to the country's development.

He also suggested the establishment of a payment and settlement system between the two countries to further boost economic cooperation.

For his part, Tong praised Mahama for successfully steering Ghana's economic recovery during the first year of his tenure.

He said China's zero-tariff arrangement for Ghanaian exports would soon be implemented, and reiterated the need to further strengthen cooperation in areas including industry, trade, mining, science and technology. *Xinhua*



CAPE TOWN - African Penguins on a beach at Simon's Town in South Africa. An outbreak of highly pathogenic avian influenza (HPAI), commonly called bird flu, is threatening the survival of the critically endangered African penguins living off the coast of South Africa, local media reported. Photo: Xinhua



PARLIAMENT OF BOTSWANA

VACANCY ADVERTISEMENT | VACANCY CIRCULAR NO. 1 OF 2026

Background: The Parliament of Botswana wishes to recruit a Sexual and Reproductive Health and Rights (SRHR) Researcher/Project Officer. The Project Officer will be required to deliver the SRHR, HIV and AIDS Governance Project funded by the Embassy of Sweden under the SADC Parliamentary Forum. The SRHR, HIV and AIDS Governance Project aims at building the capacity of Members of Parliament in order to enhance parliamentary interventions on SRHR governance. The officer, who will be a focal point for the project will be expected to coordinate statutory committees, forums and networks or pressure groups that bring together Members of Parliament with interest in human rights, SRHR and HIV/AIDS.

Implementation will entail the following:

- a) Gender equality and Sexual Gender Based Violence
- b) Early and Unintended Pregnancy and Safe abortion
- c) Commodity Security and Access to SRHR and HIV related services with a view to reinforcing health systems and contributing to Universal Health Coverage.
- d) Comprehensive Sexuality Education
- e) Non-Discrimination and Key Populations.

Main vision of the Project

Universal access to integrated SRHR and HIV/AIDS services and related rights, including bringing forward social change, improved health and respect for human rights that are enjoyed by all in the SADC region.

Applications are therefore invited from suitable qualified citizens of Botswana for the position in the National Assembly:

Vacancy	: SRHR Researcher/Project Officer
Reference	: SG/SRHR/2019/0007
Salary	: USD 2000 per month
Leave	: 30 working days per annum
Qualifications	: Degree in Social Sciences, Public Health, Public Health Management and Law
Experience	: Minimum of 6 years on SRHR, Health, and Parliamentary Committee work.
Duration	: 8 months contract. The successful candidate will be expected to take up employment immediately.

Benefits:

- (i) A gratuity at the rate of 30%, payable at the end of contract.

Duties

1. Function as SRHR and HIV and AIDS Researcher attached to Parliamentary Portfolio Committees on Health and HIV/ AIDS, Education and Skills Development, Local Governance & Social Welfare and Youth, Sports, Arts & Culture
2. Report to the Clerk of the National Assembly with a view of assisting directly in the implementation of the SRHR, HIV and AIDS Governance Project within the national Assembly.
3. Provides technical and expert guidance to Members of Parliament on the SRHR and HIV and AIDS and the application of parliamentary practice and procedures
4. Researches and prepare Concept Notes and briefs for Project activities for onward programmatic approval by the Manager under the SRHR Project, and for approval by the Clerk of the National Assembly.
5. Ensure that Members of Parliament are linked to their communities and the public with regard to issues of national importance on SRHR and HIV and AIDS, including other governance issues
6. Liaises with identified stakeholders/ partners, in SRH, HIV and AIDS related issues for capacity development, technical support and knowledge sharing,
7. Assist in the logistics involved in project activities under the supervision of the office of the Clerk.
8. Ensure gathering and submission of financial data with respect to contributions made by partners under co-funded Project activities, if any.
9. Ensure publication in the media and in the Gazette, where applicable of matters on SRHR, HIV and AIDS
10. Prepare high level briefs for MPs on live SRHR, HIV and AIDS Governance issues which may be of interest at parliamentary level.
11. Assist in the establishment and conduct of regular meetings of the National Working Group (NWG) under the auspices of the National Assembly.
12. Prepare research papers, briefs and reports on SRHR, HIV and AIDS for submission to SADC-PF and Parliament for monitoring and evaluation purposes.
13. Keep abreast of all major SRH, HIV and AIDS development in other jurisdictions
14. Attend such regional meetings as may be required for purposes of training, peer learning, and benchmarking project results with other implanting countries.
15. Researches into matters of parliamentary practice and programmes and prepares written opinions and papers for review on SRH, HIV and AIDS

16. Assists Members of Parliament in the drafting of parliamentary questions and Motions related to SRH, HIV and AIDS
17. Notes the decisions on SRHR and HIV and AIDS arising from Committee meetings and ensures that all decisions are followed up and implemented.

Key Competencies

- Functional
- Problem Solving
- Timely Decision Making
- Informing
- Drive for results
- Ethics and Values
- Interpersonal Skills
- Planning and Organising
- Confidentiality

APPLICATIONS:

Your application should include the following details:

- (a) Brief summary of career with duties (CV) and certified copy of Omang.
- (b) Certified copies of academic certificates and three (3) recent references (two years)

IMPORTANT

Quote the number of this vacancy circular, and reference of the post applied for and route your application through your Head of Department (where applicable).

Applications should be addressed to:-

Clerk of the National Assembly
P. O. Box 240, Gaborone.

OR

Hand delivered to the Main Records Management Unit at Annex 1, Parliament of Botswana

CLOSING DATE: 9th February 2026 at 1630hrs

For further information required contact the Human Resources Unit at 3616800 Extensions 587 and 557.

NB : ONLY SHORTLISTED APPLICANTS WILL BE RESPONDED TO.

Arts & Culture

Lunchbox Hub revolutionises school meals

Lorato Gaofise
GABORONE

As dawn breaks across Botswana, thousands of parents begin a familiar, frantic routine of rushing to get children ready, juggling work responsibilities and trying to pack lunchboxes that are nutritious, appealing and filling.

For the founders of Lunchbox Hub, Larona Mokgosi

and Thato Keipidile, this daily pressure point became the seed of a business that is quietly transforming school meal delivery. What began as a personal solution has blossomed into a 100 per cent female-owned enterprise dedicated to fueling the next generation.

Born out of the shared frustration of working parents, Lunchbox Hub addresses the challenge of providing balanced meals amidst demanding schedules.

Mokgosi, the company's strategic partnerships and assurance manager, explains in an interview that the idea emerged as a response to the mental and physical strain of early mornings dominated by meal planning and grocery shopping.

"Since we genuinely enjoy cooking, we decided to turn that passion into a solution for other parents facing the same challenge," says Mokgosi.

Today, the company supplies packed meals to over 100 students across 24 schools in the Gaborone area.

"To ensure we balance out the children's overall nutrition, especially their sugar intake, our menu is approved by a nutritionist and all our drinks are strictly served in 250ml bottles," she adds.

From Monday to Thursday, the focus is on health, featuring 100 per cent fruit juice, zero-sugar iced tea and flavoured or still water. The menu rotates daily and includes beef stir-fry, penne pasta with chicken drumsticks, wraps, croissants stuffed with chicken mayo and fresh salads.

On Fridays, they enjoy a 'cheat day' called

Co-founders of Lunchbox Hub, Larona Mokgosi said the company addressed challenges of providing balanced meals amidst demanding schedules.

Photos: Gaseitsiwe Moruakgomo



The menu rotates daily and includes beef stir-fry, penne pasta with chicken drumsticks, wraps, croissants stuffed with chicken mayo and fresh salads. On Fridays, they enjoy a 'cheat day' called Fun Food Friday, where learners are served a small treat such as a mocktail, dessert, cupcake, slice of pizza or a lollipop.

Fun Food Friday, where learners are served a small treat such as a mocktail, dessert, cupcake, slice of pizza or a lollipop.

The attention to detail extends to the packaging. Each eco-friendly box is labelled with the child's name and class and even includes educational stickers featuring matching games and fun facts to engage young minds during lunch.

Beyond convenience, Lunchbox Hub is rooted in social responsibility. Operations manager, Keipidile highlights their Feed-a-Child initiative, where unused meals are donated to children in need.

"We are also planning to launch a Sponsor-a-School programme aimed at supporting government schools in underserved areas," Keipidile adds.

Currently operating out of Block 8 Industrial in Gaborone, the company employs three Batswana chefs. While they have outsourced logistics to a local firm, Drop It Courier Services, they are leaning into technology, utilising a website and developing a mobile app to streamline ordering for busy parents.

"As parents ourselves, we understand the importance of knowing what our children eat daily. This is why our goal is peace of mind.

Lunchbox Hub chef, Phineas Raboijane doing what he does best in the kitchen.

subscribing. "I have always had time management challenges when it came to shopping and meal preparation. Ensuring variety was difficult. I used to prepare the same meals and, over time, they became monotonous and he wouldn't eat. Lunchbox Hub offers a wide range of food that Weno enjoys. It is an innovative, convenient and affordable solution," she says.

Weno now enjoys nutritious and varied meals daily.

Thebe is delighted as the service has been a 'lifesaver' that saved her hours of shopping and cooking.

"I would gladly recommend the service in a heartbeat to other parents because of its convenience, professionalism, healthy approach and the variety they offer," she adds.

Despite the hurdles of limited funding and complex logistics, Lunchbox Hub continues to grow. The founders envision expanding into a broader food solutions brand with a deep social impact. For now, they are content reshaping the school day, one box at a time. **BOPA**



Inaugural animé focused event March



Animé fandom is growing in Botswana. The country is now putting its best foot forward to celebrate a culture that has long existed within fans' bedrooms, group chats and online forums, but rarely in the country's public spaces.

Benita Magopane
GABORONE

Animé has found a home in Botswana, with emerging events such as Animé Afurotaku, taking centre stage and providing a platform for animé enthusiasts to network, exchange culture and have fun.

With animé fandom and cosplay rapidly growing globally in major hubs such as Tokyo and Los Angeles as well as in African countries including Nigeria and Senegal, Botswana is now putting its best foot forward to celebrate a culture that has long existed within fans' bedrooms, group chats and online forums, but rarely in the country's public spaces.

For the first time, on March 21, Animé Afurotaku will host Botswana's inaugural animé-focused event, giving fans the opportunity to express themselves through cosplay. Cosplay involves dressing up as favourite characters from anime or manga (Japanese

comics), recreating not only the clothing but also the character's personality, gestures, and presence.

Fans will also take part in anime trivia, a ramen-eating contest, manga discussions, and other interactive activities. In an interview, event organiser, Charity Segaise, explained that Afurotaku is a combination of the words Afro and otaku, with otaku meaning an anime fan and Afro stemming from the word African.

"Animé Afurotaku means African anime.

This event, which is open to fans of all ages and genders, will celebrate both Japanese and African cultures," said Segaise, adding that the event will be free to attend.

She highlighted that anime was not 'just cartoons' but a powerful storytelling medium that explores serious and adult themes such as war, trauma, and mental health.

It also spans a wide range of genres, including thrillers, documentaries, and political dramas.

While the venue for the event is yet to be announced, fans are encouraged to begin preparing their costumes to embody their favourite characters, whether from Naruto, Demon Slayer, or even recent anime-inspired aesthetic films such as K-Pop Demon Hunters. **BOPA**

China launches tourism campaign

BEIJING

As the Spring Festival **An**ears, China on Thursday launched a month-long cultural and tourism campaign, featuring a wide range of activities and promotional measures to better meet people's needs.

Running from late January to early March, the campaign will see about 30 000 activities held nationwide, offering seasonal cultural and tourism products and events focused on traditional New Year customs, performances and exhibitions.

More than US\$1.6 million in consumption vouchers and subsidies will be distributed, alongside measures such as ticket discounts, bundled ticket incentives, and cross-regional tourism promotions.

The campaign was launched in Quanzhou, east China's Fujian Province, by the Ministry of Culture and Tourism. **Xinhua**



REPUBLIC OF BOTSWANA

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES)

COUNTRY: BOTSWANA



PUBLIC INVESTMENT PROGRAMME IMPLEMENTATION DIAGNOSIS AND SKILLS CAPACITY ASSESSMENT PROJECT

Consultancy Services to conduct public investment programme implementation diagnosis and implementation skills capacity assessment

Financing Agreement reference: Grant No. 5500155016106
Project ID No.: P-BW-I00-006
Date: **20 January 2026**

The **Government of Botswana through the National Planning Commission** has received financing from the African Development Bank towards the cost of the **Public Investment Programme Implementation Diagnosis and Implementation Skills Capacity Assessment Project** and intends to apply part of the agreed amount for this grant to payments under the contract for **Consultancy services to conduct Public Investment Programme Implementation Diagnosis and Implementation Skills Capacity Assessment**.

The services included under this project include but are not limited to the following:

a. To comprehensively review and analyse the efficiency and effectiveness of the Current Implementation State of Public Investment Programmes

- Identify key strengths, gaps, and weaknesses in the current organizational, institutional, and functional PIP implementation processes.
- Assess the impact of weaknesses and gaps on the country's development agenda and objectives.
- Recommend improvements to arrest shortcomings and improve gaps and weaknesses.

b. To assess the institutional capacity of PIP coordinating and implementing agencies.

- Evaluate the capacity of institutions responsible for planning, executing, and monitoring public

- investment projects.
- Identify gaps in skills, resources, and organizational processes.
- Recommend improvements to enhance overall capacity.

c. To develop an implementation framework to guide improvements in project implementation from now on.

- Use the data analysis findings to develop a strategy.
- Put the proposed solutions and actionable items into tactics for enhancing PIP implementation.

d. To develop an implementation plan that includes risk management, skills development, and a change management plan to enhance the chances of succeeding in improving implementation.

- Put the proposed actionable items into a plan.
- Identify risk and develop a risk mitigation plan.
- Identify the key stakeholders and develop a communication and change management plan to manage the anticipated change.

The scope of the assignment covers provision of consultancy services for the Botswana National Planning Commission over a period of 12 months, to conduct a comprehensive diagnostic study on the implementation of Public Investment Programme (PIP) and develop an implementation framework and plan to guide improvements in projects implementation.

The **National Planning Commission** now invites eligible firms to indicate their interest in providing these services. Interested firms must provide information indicating that they are qualified to perform the services, including:

- company profiles or brochures,

- description of similar assignments,
- experience in similar conditions,
- availability of appropriate skills among staff, etc.

Consulting firms may constitute joint-ventures to enhance their chances of qualification.

Consultants **MUST NOT** submit technical and financial proposals at this stage, as this can lead to disqualification.

Eligibility criteria, establishment of the short-list and the selection procedure shall be in accordance with the African Development Bank's **"Procurement Framework for Bank Group Funded Operations"** dated 2015, which is available on the Bank's website at: <https://www.afdb.org/en/projects-and-operations/procurement/new-procurement-policy>.

A Consultant will be selected under **Quality and Cost Based Selection** method.

Interested consultants may obtain further information at the address below during office hours from 0730 to 1630 hours.

Expressions of interest must be delivered to the address or emails below by 20th, February, 2026 at 1600 hours and clearly labelled **"Consultancy on Botswana Public Investment Programme Implementation Diagnosis and Implementation Skills Capacity Assessment"**. Electronic submission of EOIs is encouraged

Attn: National Planning Commission
Private Bag 00274 and / or Plot 1188-1195
Debswana House, Main Mall
Gaborone, Botswana
Tel: +267 3631700 Facsimile (fax): +267 3973221
Email: npcprocurement@gov.bw

BTA hails Malak move to Tunisia

Anastacia Sibanda
GABORONE

Botswana Tennis Association (BTA) vice president has lauded Malak Macheng's move to Tunisia to join the African Regional Training Centre (ARTC) as a milestone achievement for the young athlete.

"This is obviously a great opportunity for Malak," said the BTA vice president, Nonofo Othusitse in an interview.

Othusitse noted that the scholarship was part of a prestigious International Tennis Federation (ITF) initiative.

"We understand that the centre can only take 16 players, eight boys and eight girls, so to make the cut was not easy, as admission was based on both ITF and CAT rankings," he added.

Again, he said the one-year scholarship placed Malak in a high-performance environment designed to bridge the gap between continental talent and international standards. At the Sousse-based facility, Malak will benefit from integrated sport science which entailed all-around access to Sports Medicine services and professional expertise. She will also benefit from Comprehensive Development, which is a curriculum that balanced elite training and high-level competition with off-court personal growth.

She will further have



Nonofo Othusitse,
BTA vice president

“
This is obviously a great opportunity for Malak...We understand that the centre can only take 16 players, eight boys and eight girls, so to make the cut was not easy, as admission was based on both ITF and CAT rankings. **”**



academic rigor, which is a mandatory requirement to maintain an acceptable level of academic performance alongside her athletic commitments.

Malak's mother, Bonnie Macheng, accompanied her daughter for the transition and confirmed in an interview their arrival in Sousse on Tuesday.

After an initial tour of the grounds, she noted that the facilities were user-friendly and well-equipped for elite athletes.

By Wednesday, Malak had already begun her integration, meeting with her new fitness and conditioning coach to outline her training schedule for the year.

The exclusivity of Malak's opportunity has highlighted a gap the BTA is eager to close. Othusitse explained that the limited spots at the ARTC had spurred the association to seek a local solution.

"The BTA is currently in the process of setting up a National Training Centre (NTC) and we have made the necessary applications to the ITF," he said.

He noted that a domestic NTC would allow Botswana to provide a larger number of athletes with the same high-performance training, sports science and medical expertise that Malak was currently accessing in Tunisia. **BOPA**



Absa Summer Marathon ambassador, Isaac Makwala, leading children during the marathon last year. The marathon, which will kickstart nationwide activation activities on Saturday, has grown beyond the track, transforming into a nationwide activation campaign with a mission to inspire healthier lifestyles and strengthen community bonds through sports. Photo: Courtesy of Absa Summer Kids Marathon

Absa Summer Kids Marathon launches nationwide activation

Keetile Bontsibokae
MOLEPOLOLE

embrace physical activity.

Through age-appropriate races, wellness education and community events, sport becomes a tool for wellbeing rather than competition alone," he said.

Beyond health, he added, the activation tour was designed as a nation-building exercise.

Madisa also said each stop became a community celebration, bringing together children, parents, schools, local authorities, and volunteers.

He explained that sport, in this context, acted as a universal language, breaking barriers, fostering inclusion and nurturing teamwork and respect.

Madisa added that the programme also supported youth development, teaching discipline, resilience, goal-setting and fair play.

For many children, Madisa said the marathon was their first taste of organised sport, sparking interest and opening pathways to future participation and talent development.

As the initiative expands nationwide, he said strategic partnerships were vital to sustaining its impact hence calling on stakeholders across the public and private sectors, including health institutions, schools, corporate and community organisations to join forces.

"By partnering with the Absa Summer Kids Marathon, stakeholders align with a purpose-driven initiative that delivers measurable social impact, healthier children, stronger communities and a more united nation.

Together, we can inspire a generation to live active, responsible and connected lives while building a healthier and more inclusive future," said Madisa. **BOPA**

First Division North League resumes tomorrow

from page 24

While acknowledging that Tonota FC have more experienced players, he trusted his technical team and players to rise to the occasion.

Pelokgosi also called on supporters to come out in numbers to support the team. Meanwhile, First Division North Secretary General, Daniel Nkoketsang, said everything was in place for

the league's resumption after the festive break on December 23. He noted that despite heavy rainfall in the northern region, all pitches were ready for play and expressed hope for favourable weather conditions to allow fixtures to proceed smoothly. In other fixtures, Eleven Angels will face BR Highlanders FC at Tagala Primary School Ground, while Mbalakalungu SC will host

Ferry Wonderers SC at Prisons Ground in Kasane. Tshikenyega Tigers will take on Enesia FC at Tshikenyega Primary School Ground in Mahalapye. JJ United FC will play Ndundu Young Fighters FC at Mmutle Primary School in Sefhare, while Motlakase Power FC will welcome Sankoye Bush Bucks at Palapye Swallows Grounds in Palapye. All matches will kick off at 15:30hrs. **BOPA**

Now in its 5th year running, Madisa said the marathon had to date engaged more than 20 000 children through its main race and activation events.

"Last year's flagship run attracted 2 000 participants at the iconic, Three Dikgosi Monument in CBD.

Madisa emphasised the importance of the initiative in tackling modern health challenges.

"In an era where sedentary habits and lifestyle-related health issues are on the rise, the marathon offers a fun and engaging platform for children to move, play and



INSIDE SPORT

BTA hails
Malak move to
Tunisia

Page 23

Raguin bows out of Australian Junior Open

Anastacia Sibanda
GABORONE

Ntungamili Raguin has bowed out of the last 16 of the Australian Junior Open tournament, but enjoyed an impressive debut at the prestigious event.

He made the country proud as the first Motswana to compete at a junior Grand Slam, delivering strong performances from the qualification rounds through to the main draw and into the last 16.

His achievement is commendable, especially considering that just a month ago he was still battling to secure a place in the Australian Open qualifying draw.

Throughout the tournament, Raguin demonstrated maturity, composure and the ability to perform under pressure, qualities that set him apart from many of his peers.

His run ended after he was eliminated by second seed and world number three, Luis Augusto Queiroz Miguel of Brazil, who won 6-4, 6-3.

Queiroz Miguel proved to be a tough opponent, having recently won the J300 tournament in Traralgon, where Ntungamili finished in the semi-finals. Last year in August, the Brazilian also reached the semi-finals of the US Junior Open.

Despite the loss, Raguin will take positives from his Australian Junior Open campaign. In the first round, he edged out Bulgaria's

Dimitar Kisimov 7-5, 1-6, 6-4. In the second round, he continued his good form, reaching the last 16 after beating tournament 15th seed Gavin Goode of the United States. He won the first set 6-2, lost the second 3-6, and came back strongly to claim the deciding set 6-4.

With the Australian Junior Open now behind him, Raguin will next compete in the J300 tournament in Ecuador on clay courts, followed by preparations for the 2026 French Junior Open.

Botswana Tennis Association president Oaitse Thipe said they were pleased with the player's performance.

He said that Raguin had been competing against stronger opponents and, with the tournament top seed eliminated, saying Queiroz Miguel was among the favourites to win the title.

Thipe added that expectations were that Ntungamili would learn from the experience and apply the lessons in upcoming competitions.

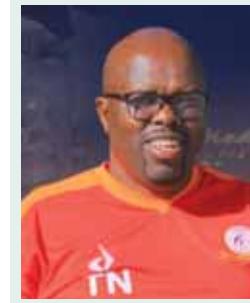
"He should hold his head high and now focus on preparing for the French Junior Open. He fought hard and his Australian Open run was good," he said.

Meanwhile, Ntungamili is currently ranked 75th, and his performance is expected to improve his ranking, as reaching the round of 16 earned him 180 points. **BOPA**



Throughout the tournament, Raguin demonstrated maturity, composure and the ability to perform under pressure, qualities that set him apart from many of his peers.

FOOTBALL



Tonota FC coach,
Thaloba Nthaga



Tsabotlhe FC coach,
Botshelo Pelokgosi

First Division North League resumes tomorrow

Kelebogile Taolo
FRANCISTOWN

The First Division North League will resume this weekend following a break for the festive holidays. Exciting fixtures are lined up across the northern region tomorrow, with football fans set to be treated to thrilling encounters as the race for promotion to the elite league gathers momentum. Among the highlights of the weekend's fixtures is a top-of-the-table clash between the league leaders and the second-placed team. Current log leaders Tonota FC will host Tsabotlhe FC at Tonota Grounds.

Both teams have played 13 matches, but Tonota FC enjoy an eight-point lead, positioning them as favourites for promotion. Tonota FC sit comfortably at the top with 33 points and a goal difference of 15, while Tsabotlhe FC are second with 25 points and a goal difference of 12. Notably, Tsabotlhe FC remain unbeaten this season.

The match is expected to be the centre of attraction, as fans anticipate whether Tonota FC will extend their lead or Tsabotlhe FC will narrow the gap. With both teams eager to secure maximum points, the fixture promises to be a thrilling and fiercely contested encounter. Although Tonota FC are favoured, Tsabotlhe FC will be seeking revenge after losing the first-round encounter 3-2. Tonota FC coach, Thaloba Nthaga, said preparations had been going well and the team's mission was to secure all three points. He noted that all players would be available except one who was serving a suspension. Nthaga added that the team had signed three new players.

He urged Tonota FC supporters to turn out in large numbers to rally behind the team, saying their support always boosted players' morale. Tsabotlhe FC coach, Botshelo Pelokgosi, expressed confidence ahead of the weekend's match and believes his side can achieve a positive result.

cont..page 23

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