



Zim opposition calls for Botswana's voice

PAGE 2

BACKBENCHERS SHUT TSOGGWANE OUT OF MEETING WITH MASISI

- Say he would have prevented them from airing their views
- Accuse VP of being a self-seeker too eager to please Masisi
- Balopi says there was nothing wrong in wanting the VP out of meeting

STORY ON PAGE 6

**BDP BACKBENCHERS WARN MASISI
AGAINST RISING SUSPENSIONS** PAGE 2

**MASA HOTEL SUSPENDS EMPLOYEES
FOR "LACK OF BUSINESS"** PAGE 4

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BDP Backbenchers Warn Masisi Against Rising Suspensions

- Say suspensions could bring more division to ailing party
- Want consultation in government affairs

LETLHOGILE MPUANG

Renegade MP for Francistown West, Ignatius Moswaane, cast his shadow over the Botswana Democratic Party yesterday (Tuesday) when the party's backbenchers warned President Mokgweetsi Masisi against his suddenly hardline approach to 'wayward' members, *The Botswana Gazette* has established.

Although details have been hard to come by beyond confirmation of the meeting by chief whip Liakat Kablay and the MP for Mmadinare Molebatsi Molebatsi, news of this serious concern has been filtering through to *The Gazette* since. Some of the backbenchers reportedly told Masisi that his uncompromising attitude may breed more division within the BDP at a time when the party is already ailing.

A few who asked for anonymity say a great deal of concern was expressed around two main issues: the recent spate of suspensions from membership of the party by Masisi and his lack of consultation in the running of the government.

Led by Molebatsi, the backbenchers reportedly took Masisi to task over his suspension of Moswaane and the MP for Jwaneng-Mabutsane Mephato Reatile, demanding a clear explanation from the President. In their letters of suspension signed by Masisi, who is also the President of the BDP, said the two had brought the party into disrepute. Moswaane has since resigned from the BDP while Reatile has confirmed that he has been in contact with opposition parties. The MP for Nata-Gweta, Paulson Majaga, remains under suspension after he attracted police attention for allegations of sexual offences.

Some of the backbenchers who cannot be openly quoted say Masisi was told that continued suspensions could bring instability to the party. "President Masisi needs to tone down a bit and stop these suspensions," said one of the backbenchers. "He needs to find better and amicable ways of resolving issues. As backbenchers, we are extremely worried that these suspensions may force some MPs to defect."

Although the BDP constitution empowers the party President with powers to suspend a member, Reatile and Moswaane hold the view that their suspensions were unconstitutional. They also say democracy within the BDP has deteriorated under Masisi.

Regarding consultation in governance, the backbenchers reportedly decried not being involved in cabinet decisions before and after they are made. "Together with cabinet minister, we are all MPs of the BDP and we also want what is in the best interests of the BDP manifesto," said another backbencher. "We made promises during election campaigns that we now need to fulfil."

It has emerged that government's decision for live parliamentary sessions to be broadcast live was also an issue because the backbenchers were not consulted beforehand. Ahead of the July Parliament sitting, reports suggested that some MPs of the BDP were poised to block broadcasting proceedings live.

It is said in the end, Masisi promised to revert to the backbenchers with answers in due course. The Secretary General of the party, Mpho Balopi, said the gathering should not be misinterpreted as having been a crisis meeting but should be regarded as a part of Masisi's efforts to promote consultation among stakeholders.

Chamisa Calls On Botswana To Speak Up

- MDC says Botswana is a beacon on a hill for human rights
- Botswana says it will speak through SADC

TEFO PHEAGE

The Zimbabwe's main opposition, the Movement for Democratic Change (MDC), has called on Botswana to speak up on the humanitarian crisis in its neighbour, saying Botswana's voice is not like any other.

"Botswana is a key stalwart in the task to develop this re-

gion and a beacon on the hill for human rights and democracy," the MDC said in a written response to questions sent to its president, Nelson Chamisa, yesterday (Tuesday). "Botswana must uphold and promote her values, which Zimbabweans deserve too. The arrest of journalists, the rape of women and girls, the degrading treatment of men and women and the use of brutal force on unarmed citizens harms our common humanity and must be fought against by all."

Zimbabwe, the MDC said, "is a member of the family of nations within the (Southern African) region" and that "we are each other's keepers". President Chamisa was therefore calling "on everyone to speak for progress, peace, de-

mocracy and development".

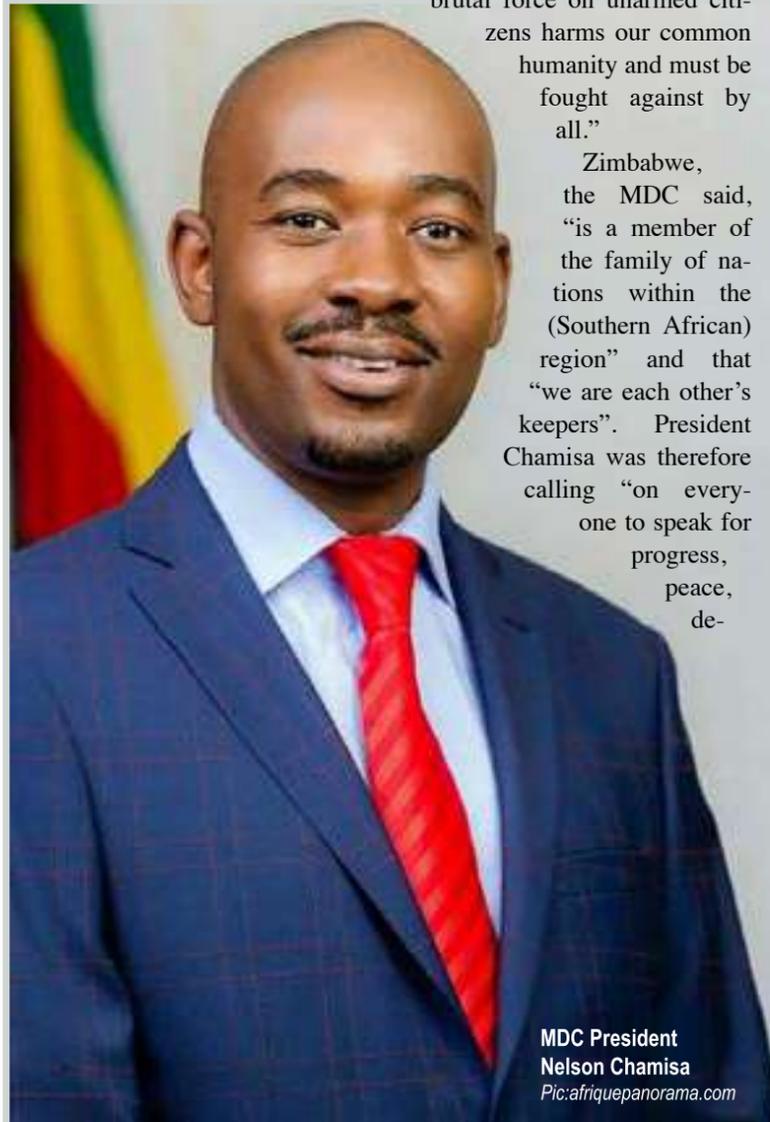
The MDC also called on the opposition in Botswana, which has already made a statement that was read in Parliament on Monday this week, to speak up. "Every voice matters," the MDC urged through its spokesperson, Dr Nku Sibanda. "The people of Botswana and the people of Zimbabwe are a common people. The opposition in Botswana has an important voice to amplify our challenges and help us deal with an armed regime."

The MDC said the party and its president, Chamisa, welcomed efforts by the region to intervene in the deepening governance and human rights crisis in Zimbabwe. The crisis, the party said, is characterised by a de facto state of emergency, a crackdown on citizens, abductions, arbitrary arrest of citizens and persecution of journalists.

The MDC response comes against the backdrop of a war of words that erupted in Parliament on Monday this week when the Leader of the Opposition, Dumelang Saleshando, accused the government and ruling Botswana Democratic Party of being too quiet on the Zimbabwean crisis despite the northern part of the Botswana always bearing the consequences whenever there is political chaos in Zimbabwe.

According to Saleshando, the Government of Botswana cannot speak out against the Zimbabwean government because the ruling parties in both countries, the Botswana Democratic Party and ZANU PF, are friends, as are President Emmerson Mnangagwa and President Masisi.

But unlike his Ian Khama his predecessor, Masisi is averse to rooftop diplomacy and says he prefers the soft approach. In the present issue of Zimbabwe, Masisi has said Botswana will speak through the Southern African Development Community.



MDC President Nelson Chamisa
Pic:afriquepanorama.com

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Tensions Loom Over Suspension Of Party Congresses

- There are fears that conflicts over 'illegitimate' leadership may arise
- Political parties say COVID-19 justifies deferring congresses

TEFO PHEAGE

Internal party squabbles are likely to emerge from widespread use of COVID-19 and the lockdowns that accompany the pandemic for postponement of party congresses across the political divide, *The Botswana Gazette* has established.

It is feared that the situation could lead to challenges of legitimacy because existing office bearers will extend their terms without the authority of elective congresses, which are the supreme forums for conferring legitimacy on leaders for defined tenures.

Lawyer Dick Bayford says the postponement may jeopardise internal democratic processes. "Inner party democracy requires that the will of the people be revisited periodically and the period that is set for a particular party leadership to be running the affairs of a political organisation be limited in terms of its constitution," Bayford, who is also an opposition activist, said.

"In other words, the lifespan of a given leadership will be extended without the involvement of the people. We do not know for how long the pandemic will be with us, so we run a risk whereby organisations will be run by decree, so to speak, because there would not have been the involvement of the voice of the people in choosing their leaders."

But political parties say postponement is justified in light of COVID-19 protocols that disallow mass gatherings. The Secretary General of the ruling Botswana Democratic Party, Mpho Balopi, has told this publication that it is not only political parties that have suspended gatherings but all sectors of society. "All organisations or institutions have suspended their gatherings," Balopi emphasised. "While we recognise that internal democratic processes are vital, we equally admit that the pandemic is alive, hence the need to adhere to set protocols."

In his view, it would be unreasonable for anyone to ignore the reality of COVID-19, its implications on gatherings and consequently the need to postpone gatherings. "Members of the BDP are fully aware that the party was looking forward to the party congresses and the fact that the Central Committee, which is led by the President, is in control until such time that convening a congress comes," Balopi pointed out.

This view is also held by the spokesman of the Umbrella for Democratic Change, Moeti Mohwasa, who says COVID-19 protocols proscribe congresses. "We respect democratic processes but we are faced with a pandemic that has already claimed multitudes of lives," Mohwasa told *The Gazette*. "And that, in our view,

is justification enough to postpone."

The atmosphere is reported to be tense at both parties over this issue because some of their members were itching for change in certain leadership positions. But with postponement of their congresses a reality, it is feared that some of these 'agitators' may resort to mounting litigation to challenge certain unpopular decisions made by 'illegitimate' structures.



Mpho Balopi



Moeti Mohwasa



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Over 50 workers face Job losses at Masa Hotel

- Employees suspended for lack of business
- Cites COVID-19, closed borders and state of emergency
- Says it has failed to secure alternative business
- Masa Hotel is one of gov't's quarantine centres

GAZETTE REPORTER

Over 50 employees at Masa Square Hotel, now Protea Hotel, have been suspended with immediate effect from 10 August due to lack of business caused by COVID-19, *The Botswana Gazette* can reveal.

"I regret to inform you that the management of the company has taken a decision to suspend operations due to challenges presented by COVID-19," reads a savigram signed by the Chief Operations Officer, Andrew Kamanga. "The business has not been operating at its maximum for more than six months, despite efforts by the company to secure alternative business due to the pandemic, the state of emergency and the fact that the borders are closed.

The Minister of Employment, Labour Productivity and Skills Development, Mpho Balopi, said he was unaware of the developments but promised to engage relevant authorities at his ministry. Several employees who spoke to this publication on the condition of anonymity said they were stunned by their suspensions.

"We have never been consulted," said one. "We were shocked when we were told that our contracts had been suspended and we were told not to come to work until further notice."

Protea Hotel has been one of the government's quarantine centres for Botswana returning from high risk countries for COVID-19.

Meanwhile, the MP for Maun West who is also the Leader of Opposition, (LOO), Dumelang Saleshando, recently asked the Minister of Finance and Economic Development, Dr. Thapelo Matsheka, if government had outlined plans to assist employees in the tourism and hospitality industry as one of the hardest hit by COVID-19.

"Tourism is one of the sectors that have been massively affected, so you cannot adopt a 'one-size-fit-all' approach in assisting companies in that particular sector," Matsheka said. "The three-month wage subsidy was not enough for companies in that sector. It is going to be difficult for employers in that sector to pay employees."

Matsheka said government's proposed Economic Response Plan includes assistance to all businesses, workers and households.

"This resulted in 209 destinations worldwide having adopted COVID-19 travel restrictions, including Botswana," the analysis showed. "The latest research from the World Travel and Tourism Council (WTTC) estimates that up to 75 million jobs are at immediate risk. The research reveals a potential Travel & Tourism GDP loss of up to \$2.1 trillion in 2020. For Botswana, tourism and hospitality is the third largest contributor to the national economy, accounting for almost 12 percent of GDP. The sector is a key contributor to job creation, skills transfer and the development of new competencies."

However, certain departments of the Gaborone CBD hotel will continue working for care and maintenance of the premises.

"Premised on the above, your contracts of employment are hereby suspended with immediate effect until further notice. You are therefore not required to report for duty during this period and the company would also not pay you monthly salaries until you are advised otherwise. You will not accumulate leave on leave not worked."

However, certain departments of the Gaborone CBD hotel will continue working for care and maintenance of the premises.

Kamanga has confirmed the letter but referred *The Botswana Gazette* to one Mr Mabina regarding enquiries about if the employees were consulted beforehand and if the suspensions were done in consultation with the office of the Commissioner of Labour but Mabina's phone was not answered.

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Botswana Railways and Minergy Coal recently launched a transportation partnership in which Absa Bank plays the critical role of financial partner for this project. During the partnership launch, Botswana Railways unveiled the newly constructed railway line at Tshele Rail Spur in a historic move. The new railway line is primarily built to facilitate the transportation of coal within the SADC region. It will serve as a critical transportation hub in the SADC region, also supporting overall trade growth in Southern Africa.

The momentous occasion was attended by the Minister of Transport and Communications, Honourable Thulaganyo Segokgo, who commended Absa Bank Botswana, Botswana Railways and Minergy Coal for their efforts. “It is evident that rail transport is critical in supporting economic development. Our country has vast coal reserves and there is a need for robust rail infrastructure to support the exportation of coal to international markets. As a Government, we welcome Public Private Partnerships such as this one,” Honourable Minister Segokgo concluded.

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1. Absa Bank Botswana, Managing Director, Keabetswe Pheko - Moshagane giving an address.



2. Minister of Transport and Communications, Hon. Thulaganyo Segokgo commending Botswana Railways and Minergy Coal on a successful partnership launch.



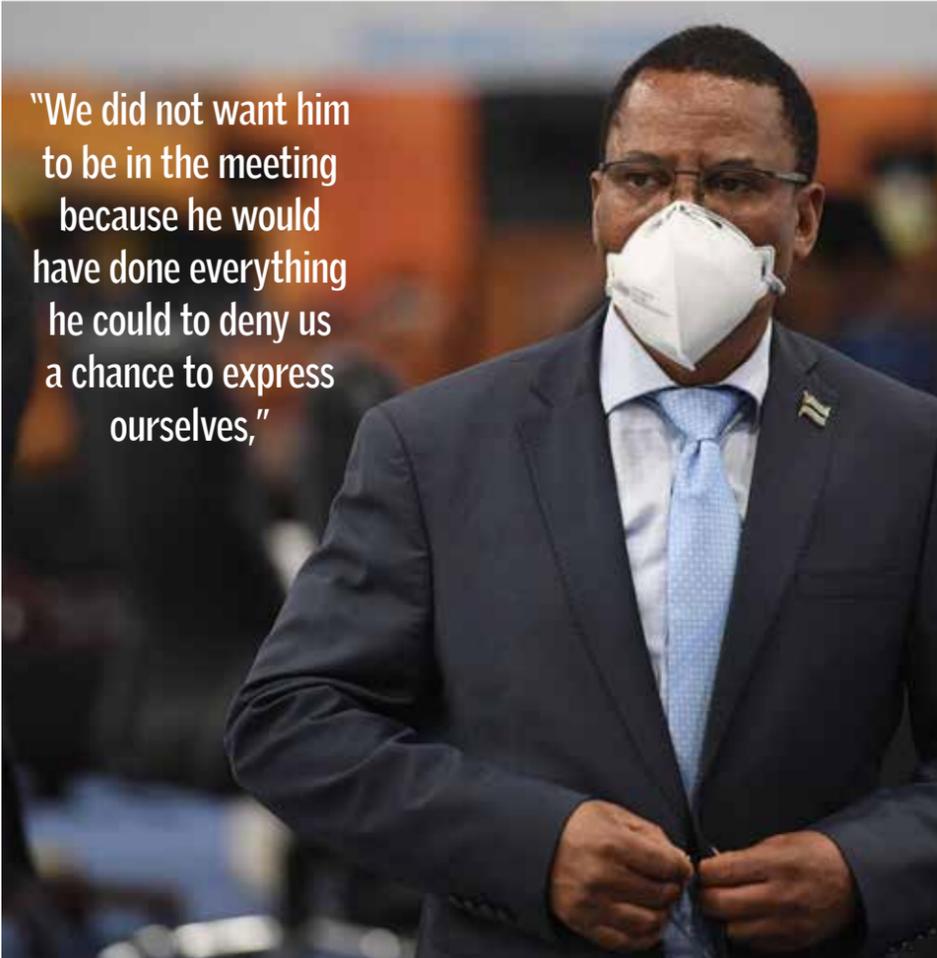
3. Guests witnessing the unveiling of the newly constructed railway line at Tshele Rail Spur.

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Backbenchers shut Tsogwane out of meeting with Masisi

- Say he would have prevented them from airing their views
- Accuse VP of being a self-seeker too eager to please Masisi
- Balopi says there was nothing wrong in wanting the VP out of meeting

"We did not want him to be in the meeting because he would have done everything he could to deny us a chance to express ourselves,"



Pic: MONIRUL BHUIYAN/PRESS PHOTO

LETLHOGILE MPUANG

Backbenchers of the Botswana Democratic Party (BDP) specifically asked for Vice President Slumber Tsogwane to be excluded from their meeting with President Mokgweetsi Masisi yesterday (Tuesday), The Botswana Gazette has established.

"You can even see how hard he tries in Parliament," a high ranking BDP member weighed in"

According to some of the backbenchers who attended the meeting but cannot be quoted, Tsogwane was not wanted in the meeting because MPs hold that he has failed to properly advance their issues to the President on several occasions for the reason that his abiding goal is to impress Masisi for himself.

"You can even see how hard he tries in Parliament," a high ranking BDP member weighed in. "He is trying hard to be what (the late vice president) Mompoti

Merafhe was for Ian Khama. Merafhe was Khama's attack dog but he did it with a lot of charisma and a high level of intelligence."

The MP for Mmadinare, Molebatsi Molebatsi, has confirmed that Tsogwane – who is also the Chairman of the BDP – was not a part of the meeting but would not elaborate.

"We did not want him to be in the meeting because he would have done everything he could to deny us a chance to express ourselves," said another backbencher who preferred anonymity. "Nk-are motho a tshaba Masisi (He is like one afraid of Masisi)."

According to other backbenchers, the stance against Tsogwane was also fuelled by a widely-held view among MPs that the Vice President is an underperformer. As a result, some MPs hardly ever consult the party leadership on key issues.

According to the Secretary General of the BDP, Mpho Balopi, the leadership of the party saw nothing wrong in the backbenchers asking to meet the President without the Vice President present.

Having first been elected to Parliament in 1999, Tsogwane is currently the longest serving MP. President Masisi has previously said his reasons for appointing Tsogwane as his number two was informed by a need to revive stability and unity in the BDP. Like Masisi, Tsogwane is a teacher by profession.



'Elephants Are A Menace To Babirwa Farmers'-Lucas

- Says elephants destroy farmers crops and boreholes something which makes it difficult for them to fend for themselves
- Lucas is of the view that the Gov't should explore culling elephants in the Bobirwa area
- Over 1000 elephants said to be roaming in the region

TLOTLO KEBINAKGABO

Elephants roaming in the Bobirwa area are causing a havoc to farmers and the general public in the region, Member of Parliament (MP) for the Bobonong constituency Taolo Lucas has said in an interview this week.

According to Lucas, there are large numbers of elephants in the region which cause harm to farms as they destroy their crops and boreholes, something which makes it difficult for them to fend for themselves.

It is estimated that there are between 1200 and 1500 elephants in Bobirwa area, this was said by the Minister of Environment, Natural Resources Conservation and Tourism Philda Kereng before parliament this week

"The real concern is that these elephants are largely found in the reserves of which means that they attract tourists for such reserves," he said. "However, what happens is that when they have overgrazed such game reserves, they go to the community and destroy the crops, environment as well as boreholes. With that, it means that the game reserve owners make money out of the elephants while farmers (community) lose a lot of their livelihoods to those elephants. The issue is that elephants are making money for some and destroying livelihoods for

a lot of people."

It is estimated that there are between 1200 and 1500 elephants in Bobirwa area, this was said by the Minister of Environment, Natural Resources Conservation and Tourism Philda Kereng before parliament this week. With that, Lucas is of the view that the government should explore removing some elephants from the area to other parts of Botswana. "Culling should also be considered as an option, I am not saying elephants should be killed but I am saying culling should be explored as an option," he said. Lucas's constituency (Bobonong) is the flagship village of the Bobirwa Sub District which is the home to the Tuli Block area where the Northern Tuli Game Reserve is located.

The Bobonong constituency MP's elephant concerns irked him to this week ask Kereng whether the population of elephants in Bobirwa has not exceeded the carrying capacity of the available land in the area. He also asked her the nature of elephant population management strategies employed by her Ministry in the Bobirwa area.

In response, Kereng noted that the elephant population in the area fluctuates because of movements depending on rainfall and range conditions. "Therefore, it is difficult to make a scientific or management determination as to whether the elephant population in Bobirwa has exceeded its ecological carrying capacity or not," Kereng noted. She also noted that the focus of elephant management in the area is on managing impacts that elephants have on people and their environment.

The excessive number of elephants in Botswana has always been a topical issue as after introducing the elephants hunting ban last year, President Mokgweetsi Masisi noted that the country's elephant population is exploding something which is a concern to the country's fragile environment. "With elephants moving out of their usual range in search of food and water, there has been a sharp increase in the number of dangerous human-elephant interactions, one result of which has been widespread destruction of crops, livestock, and property. In the north, marauding elephants have slashed maize yields by three-quarters," he said in a statement last year.

Wage Subsidy Scheme Unveiled Dubious Companies - BURS

- Due diligence at BURS reveals discrepancies in info provided
- Certain companies come under Finance investigation

SESUPO RANTSIMAKO

While some companies claim that Botswana Unified Revenue Service (BURS) owes them money in wage subsidies, the taxman says companies that provided suspicious information were not paid but were instead reported for investigation.

Some companies say they have not benefited for the entire three month period that was stipulated by BURS while others say they only partly benefitted from the government scheme to relieve companies affected by the nationwide lock down for COVID-19 in April.

The Managing Director of Motions Co. Investments, Tshoganetso Better, says his company benefitted for only two months, April and May. According to him, upon enquiring he was told that there was an error in the BURS system that captures information provided.

“The response we got from BURS was that their system was only picking applicants who submitted information the 15th of every month,” he says. “They told us that they had identified the problem and they would rectify it. For the month of June, I paid my employees half salaries with the intention of paying them the balance as soon as I received the outstanding subsidy. But BURS keeps telling us that the payment is being processed.”

Among other companies with similar complaints are Supa Force Supermarket, Senthufe’s Kompone (Pty) Ltd and Beauty Girls Investment. The MD of Supa Force Supermarket, Mathodi Modisapodi, says her company never received any subsidy from BURS despite submitting applications for each of the three months. “What I only receive from BURS are messages notifying me that payments will be made in due course,” she told *The Botswana Gazette*.

However, BURS is adamant that no company is still owed any subsidies. “No applicants who provided full information has not been paid,” said BURS spokesperson, Mable Bolele, adding that some of the companies making such claims would have provided wrong or inadequate information. “Some of the companies that did not receive their payments provided banks accounts with overdrafts or turned up to be dormant,” Bolele said. “What this means is that the money bounced back when we credited the bank accounts or it was channelled to clear the account’s debt.”

She disclosed that BURS forwarded the names of certain companies to the Ministry of Finance and Economic Development for further investigation arising from questionable information they provided and that such companies did not receive subsidies. “These companies provided questionable information and we did not approve them but forwarded them to the ministry for investigation,” she added.

A spokesperson of Finance, Fenny Letshwiti, has confirmed that BURS forwarded companies whose informa-

tion had discrepancies, especially in the course of the second batch of claims when due diligence was heightened. The discrepancies identified were in mismatch of information, dormant bank accounts and wrong identity numbers. “As a result, some of these companies benefitted only once or twice,” Letshwiti said.



Pic: burs.co.bw

PRESS RELEASE



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Onneetse R. Matebejane	30/11/2018	Mmadinare	Min. of Agriculture Development and Food Security	Fredrick Petros
Terrence Tsele	07/10/2019	Mochudi	Min. of Local Government & Rural Development	Unknown
Nkwana Tomeletso	01/08/2018	Tlokweg	Min. of Local Government & Rural Development	Olefile Thabiso

NB: Terence Tsele’s children are unknown.

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Vice President Slumber Tsogwane addresses the nation through the state media in Gaborone on 7 August 2020. Tsogwane said considering the difficulties to access the movement permit during the lockdown in greater Gaborone, people will be allowed to go buy essential items fulfilling the Covid 19 compliance. A screenshot shows Tsogwane delivering his address. (Pic:MONIRUL BHUIYAN/PRESS PHOTO)



BLLAHWU Drops action Against Gov't

Has joined other unions in new deal with the government

SESUPO RANTSIMAKO

The Botswana Land boards, Local Authorities and Health Workers Union (BLLAHWU) has gone back on its decision to sue the government over deferment of salary increments for its members as civil servants.

This comes after the government met with representatives of six public service unions over the weekend and made a commitment to pay the deferred increment effective September. After the government announced a decision to defer salary increments of the public sector in April, BLLAHWU broke ranks with cooperating unions, saying the government was acting in bad faith by breaking a collective bargaining agreement with unions.

BLLAHWU had already issued government with a statutory notice to sue for breach of the collective bargaining agreement that should have been effected on April 1st 2020. In the statutory notice, Rockfall Legkove law group (for BLLAHWU) cited the Attorney General as the first respondent and the Director of Public Service Management (DPSM) as the second respondent.

BLLAHWU was among the six unions at the weekend meeting with the government where it was represented by its Deputy Secretary General, Onyebbo Matshidiso Mafoko, while the government was represented by the Director of Public Service Management, Goitseone Moselekane, and a new deal was signed.

"We have decided to rescind the matter as the major component has been addressed," the Secretary General of BLLAHWU, Kethlalefile Motshegwa, told *The Botswana Gazette*. "It was the issue of salary increments together with arrears. We have to note that the lawsuit was meant to protect and advance the interests of workers because public servants are entitled to that increase as there is a collective bargaining agreement to that effect. The lawsuit helped because it piled pressure on government and it finally succumbed because they did not want to risk being embarrassed when ordered by a court to respect a collective bargaining agreement."

But a section of the union's membership was always against taking the legal route, saying it was unnecessary because the government had only deferred the salary increment. "We objected going to court but our leadership did not listen," said a member who asked to remain anonymous. "There was no need to do that because the government had said it would put the agreement into effect within six months."

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Nature Inger Steps Forward For Rape Victims

The celebrated model and human rights campaigner is outraged by the reality of Botswana as a leading nation for rape where the outrage is perpetrated every three hours and is rallying everyone to do something about it. Staff Writer **GOSEGO MOTSUMI** reports

The appalling statistics of rape that were released by Botswana Police Service (BPS) early this year and the 2020 World Population Review (WPR) ranking that was recently released have moved human rights activist, beauty queen and model, Nature Inger, to speak up. According to the BPS report, from December 20, 2019 until January 5, 2020 statistics revealed that a woman was raped every three hours between 20 December 2019 and 5 January 2020, leading to a shocking conclusion by the world Population Report that Botswana has the second highest rate of rape. WPR draws its unavoidable conclusion from the dreadful statistics of 92.9% incidents per 100 000 people.

"These statistics do not take into account rape incidents that go unreported to the police," Inger said in an interview. "Many of these cases are swept under the rug because there is the culture of victim-blaming and the victims are ashamed. The real situation is worse."

The beauty queen is drawing attention to the horror by means of a campaign styled #everythreehours that took off on social media last Saturday. It required the online community to post a picture with a caption stating that the person is taking part in the challenge. People were also asked to set their alarm clocks to ring every three hours and then take one minute to consider that someone just got raped and to ponder why that should be the case.

People from all walks of life joined the movement in solidarity with victims of rape and sexual assault, creating conversations around solutions for those tempted to rape. "As a nation, we are aware that we have this disturbing issue," Inger noted. "With this campaign, we want to hold everyone accountable, including the government. It is time we all stopped making excuses, stopped defending rapists and stopped silencing survivors."

She says the timing is right to speak up now because the situation is getting worse in the advent of COVID-19 where victims are stuck with the perpetrators. Inger, who is also a model and human rights activist, draws attention to police statistics that were released on 14 April this year that showed a spike in gender-based violence after they recorded 31 cases of defilement and 22 cases of rape in the course of the first lock down.

"I was also inspired to start this initiative after I saw survivors sharing their stories and confronting their abusers online," she explains. "This became heavy on my heart. I spoke up, calling out someone who defended a rapist. The support I received inspired me to want to do more. I am not saying I have all the answers but we are going to help each other find them."

The activist says the plan to inspire societal behavioural change is not a trend that will peter out because it goes beyond the campaign. They re-

cently met with the Minister of Nationality, Immigration and Gender Affairs, Anna Mokgethi, who expressed her support for the #everythreehours campaign.

The minister has agreed to meet Inger as soon as COVID-19 restrictions allow in order to map out a way forward for tackling the national crisis of rape and sexual assault. More projects are in the pipeline as

the initiative garners the support of celebrities, Mpho Sebina and Sasa Klaas being among those already behind it.

"We will not stop until the crisis does," says Inger. "This is why I am appealing to organizations that deal with similar issues to come on board so we take on this challenge as a unified movement."

The World Population Review 2020 sug-

gests that countries with high rape statistics need to look beyond just legislation to fix the problem. These countries need to look at the deep, systematic dysfunction of their cultures and social norms that have not prevented and do not prevent sexual violence.

It is estimated that approximately 35% of women worldwide have experienced some form of sexual harassment in their lifetime. Most countries that have data available on rape report that less than 40% of women who experience sexual violence seek help while less than 10% seek help from law enforcement. According to WPR, men around the world also experience sexual harassment, sexual assault and rape every day.



CHIEF EXECUTIVE OFFICER

Established in 1987, Botswana Railways (BR) forms a crucial link in the Southern African regional railway systems. Its strategically laid rail network, supported by good relationships with other rail operators makes Botswana Railways freight services the most suitable, reliable and cost-effective mode of transport to use for moving bulk commodities between Botswana and other neighbouring countries such as South Africa and Zimbabwe. BR also operates an overnight, as well as, a commuter train, which offers the most convenient passenger services daily between Lobatse and Gaborone. The organisation has a challenging and exciting opportunity for an individual driven by a quest for excellence to take on the position of **Chief Executive Officer**.

JOB PURPOSE

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THE JOB

The incumbent will be responsible for, among others, the following:

- Reviewing BR's business strategy and developing dynamic, innovative and customer driven business strategies and solutions.
- Proposing the yearly budget for Board approval and prudently managing organisation's resources within budget guidelines in line with strategic intent of the organisation.
- Overseeing the design, marketing, promotion, delivery and quality of programmes, products and services.
- Instituting processes and procedures for management reporting, as well as, monitoring monthly and other management reports to review and keep track of BR's business and operational performance.
- Negotiating with Government and other financing agencies on BR's capital expenditure requirements, as well as, ensuring BR's ability to meet financial changes and other demands on liquidity.
- Identifying opportunities for strategic alliances with appropriate freight transport service providers and other point-to-point logistics service providers locally and regionally.
- Reviewing and constantly monitoring of the implementation of BR's operational policies, procedures, rules and regulations.
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THE PERSON

The right candidate will possess the following:

- Masters Degree in Business Administration, preferably with specialisation in Logistics Management.
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THE TAX
DIALOGUE

JONATHAN
HORE

Churches & Other NGOs Pay Tax Too!

Internationally, churches, non-governmental organisations, public trusts etc (hereinafter called 'NGOs') do not pay tax. It is therefore not surprising why most people are of the view that such entities are exempt from tax in this country. What tends to happen is that people are swayed by the fact that these organisations are not profit-making and therefore no tax applies to them, as is the case in other countries. I will attempt to show you that these organ-

isations are not exempt from tax, despite them being not-for-profit by nature. In this article, words importing the masculine shall be deemed to include the feminine.

INCOME TAX

Income Tax is a tax that is payable on the profits that a taxable entity makes. Most NGOs depend on tithes, offerings, members' subscriptions and donations from well-wishers. Let me state in advance that such income is indeed exempt from income tax as it is regarded as non-business income. However, the organisations themselves are not exempt as entities, which means that they must register for income tax, prepare

accounts and file income tax returns.

Having established above that NGOs don't pay tax on non-business income, I now turn to the taxation of business income earned by NGOs. It often happens that some NGOs engage in income generating activities such as passenger transportation, rental of buildings or running schools. To that effect, the unused income or surplus of the business income at year-end may be taxed at 22% if an application is not granted by BURS for extension of time within which to utilise the excess business income. However, if approval of extension of time to use surplus business is granted, say up

to the following year, then the surplus business income escapes tax. Further, the late-submission of income tax returns by such entities may trigger late-return filing penalties. Ok, now you see that it is a fallacy that NGOs don't pay tax; right? Kudos to this writer; high 5 - Twaaa!

VAT

If an NGO engages in the trade of goods or services subject to VAT such as the letting out of commercial buildings, it may be subject to VAT if its annual revenue exceeds P1m in any 12month period. In such cases, the NGO is then required to comply with VAT filings, just like any other business.

Having established above that NGOs don't pay tax on non-business income, I now turn to the taxation of business income earned by NGOs.

On the other hand, NGOs which are not registered for VAT are required to pay a tax called VAT on imported services whenever they consume services such as consultancy provided by non-residents. This VAT is paid by the NGO at 12% of the value of the services imported from the non-residents. This is a complex matter which we can't finish in one article. Again, the fact that an entity is an NGO does not make it exempt from tax.

PAYE

Every employer, whether they are a company, trust, society or any other such organisation must deduct PAYE from employees who earn more than P3 000/month. It may also happen that employees may earn less than P3 000/month whilst enjoying benefits such as housing, private motoring and cell-phone usage, which makes their taxable income exceed P3 000 and thus liable to PAYE. NGOs are therefore required to deduct PAYE and pay it to BURS monthly, over and above filing an annual PAYE return by 31st July of each year. Non-compliance makes the NGO personally liable for the tax.

Tax on rent, entertainment fees etc

NGOs must also deduct the 5% tax on rental expenses which are least P3 000/month and pay the tax to BURS. They are also required to deduct a 10% tax on entertainment fees they pay to foreign-based singers and other entertainers etc. This means that they must make periodical tax payments as well as submitting annual Other-withholding tax returns.

Well folks, I hope that was insightful. As Yours Truly says goodbye, remember to pay to Caesar what belongs to him. If you want to join our Tax Whatsapp group, send me a text on the cell number below.

This article is of a general nature and is not meant to address particular matters of any person. Tax advice is recommended if transactions are contemplated. Jonathan Hore is a Managing Tax Consultant at Au-pracon Tax Specialists and feedback can be relayed to jhore@aupracontax.co.bw or 71815836.



SUPPLIER INVITATION FOR INCLUSION IN LIQUID TELECOMMUNICATIONS BOTSWANA (PTY) LTD'S SUPPLIER DATABASE

Liquid Telecom is the leading independent data, voice and IP provider in Eastern, Central and Southern Africa. It supplies fibre optic, satellite and international carrier services to Africa's largest mobile network operators, ISPs and businesses of all sizes. It also provides payment solutions to financial institutions and retailers, as well as award winning data storage and communication solutions to businesses across Africa and beyond. Liquid Telecommunication Botswana (Pty) Ltd is creating a supplier database that will be used for the next one (1) year and therefore invites Botswana registered companies to submit proposals. Citizen youth owned companies/suppliers are encouraged to submit their proposals. The categories for products and/or services are as follows;

- A. Computer equipment, hardware, software, networking equipment, server hardware & software, consumables and accessories.
- B. Electrical, plumbing, building materials, paints, personal protective equipment and general hardware.
- C. General office stationery and supplies, printed stationery, printing and photocopying services.
- D. Office furniture and equipment.
- E. Fixtures and fittings including but not limited to carpeting, tiling, partitioning, shop-fitting, electrical, air conditioning and plumbing services.
- F. Motor vehicle purchase, servicing, repairs, panel-beating, spares and accessories, crane and hoist equipment servicing, repairing and hiring.
- G. Telephone handsets, PABX supply and maintenance and cell-phone handsets.
- H. Hospitality and travel agents including transport and accommodation agencies, hotels, lodges, taxi and luxury coach services.
- I. Fire equipment, security services, cash in transit, alarm sales, installations and maintenance.
- J. Caterers, decorations, PA systems and tent hiring services and LED screens sales & hiring.
- K. Pest control and SHE services.
- L. Advertising, signage and promotional services.
- M. Fuels, lubricants, fuel tanks and pumps supply and services.
- N. Transport and logistics including transporters, freight forwarders, warehouses, clearing agents, courier services and third-party logistics service providers.
- O. Fibre deployment and general civil works, wireless technologies installations and maintenance (VSAT, Microwave, LTE and WiMAX).
- P. Skills development, motivational and team-building training, facilities hire and recruitment services.
- Q. Audit services, tax advisory services, legal advice services, debt collection and cleaning services.
- R. Overhead/OPGW stringing machine servicing and repairing, Fibre maintenance equipment and accessories (OTDR, splicing machines, VFLs, etc) supply and repairing.
- S. Metal fabricating companies for supply of brackets, poles and associated accessories.
- T. Groceries and toiletries

REQUIREMENTS;

1. Cover Letter detailing the type of service/products or the company's product and services list.
2. Company profile (including director (s) profiles, company address and banking details).
3. A valid tax clearance certificate from the issuing authority
4. Certified Copy of Certificate of incorporation
5. Brief CV's of key staff
6. Certified copy (ies) of share certificates for company shareholders or equivalent.
7. Certified copy (ies) of identity documents for shareholders. In the event the company is a shareholder (shareholder company), a certificate of incorporation accompanied by the share certificates as well as identity documents of shareholders of the shareholder company must be submitted.
8. A minimum of three (3) Traceable trade references
9. Proof of accreditation/membership of any relevant industry association

Prospective suppliers/service providers are requested to physically submit two (2) hardcopies (Spiral bound) and one (1) Soft Copy of the requested information to;

ATTENTION: PROCUREMENT & LOGISTICS ADMINISTRATOR

Liquid Telecom Botswana

2nd Floor, Unit 6A

Plot No 54374

Grand Union Building, New CBD

Gaborone, Botswana

Telephone No. +267 7301 1575 or email: Mothusi.Gaofose@liquidtelecom.com

NB:

1. All applications to be submitted in clearly marked envelopes with the title of the Supplier Invitation and the code letter of the category that corresponds with the line of business.
2. Only successful candidates will be contacted.
3. Kindly note this is not an offer to do business but only an invitation for listing as a supplier with Liquid Telecommunications Botswana (Pty) Ltd.
4. Closing date and time: **Friday 4th September 2020; 1000hrs.**

Exposure to biological agents in the workplace is associated with numerous health problems, including infectious diseases and allergies and awareness in this area has particularly become pertinent given the current Coronavirus disease of 2019 (COVID-19) pandemic. From an occupational health point of view, some of the thematic areas involved in dealing with COVID-19 are discussed here:

1. Reducing Exposure to COVID-19 at the workplace

Infection prevention and control of COVID-19 in the workplace should take a risk-based approach. The first step is to conduct a baseline risk assessment in an effort to characterise the current and potential risks around a workplace and this will form the basis for the organisation emergency preparedness for the Pandemic. Organisations have a variety of different approaches they could take to do this. Large complex organisations may choose more formal processes like bow-tie analysis, but other simpler methods still exist and will serve many organisations very well. A risk assessment reduces the possibility of missing important areas in the organisation that need attention. Assessment of existing and proposed controls needs to be cognizant of the hierarchy of control which ensures that collective measures are given priority over individual measures like use of Personal Protective Equipment (PPE)

The hierarchy of infection prevention and control of COVID-19 in the workplace involves

(i) Elimination refers to total removal of a risk and at the current level of the pandemic this is not yet a feasible option. While the Botswana Government has put in place commendable effort towards containment of COVID-19 cases, recent events and have shown that elimination is truly a mammoth task.

(ii) Substitution involves reducing risk by using safer alternative processes and an example of this is use of telemedicine as opposed to the traditional visiting

of the doctors' rooms. It is always important to ensure that the new reportedly safer method does not introduce a different set of risks and in the current example, misdiagnosis of patient conditions due to lack of physical examination.

(iii) Engineering Controls in the workplace include installing of transparent glass or hard plastic screens protecting employees from direct contact with clients as well as simple foot-operated sanitizer dispensers we have seen in recent times. More sophisticated equipment that increases ventilation and extraction of contaminated air also falls under this category.

(iv) Administrative Controls approach risk control from an organisational change in work practises and includes putting in place policies and procedures that are fully shared with all employees, creating a work environment that fosters safe work practises and regular checks to ensure adherence. Administrative controls also include arranging work places foster maintenance of the recommended 1-2 meters social distancing, registration and temperature checks of employees and visitors, regular sanitization of surfaces and hand washing

(v) Personal Protective Equipment is the least effective but most commonly used control. It is very much reliant on the individual to make themselves safer and peer review can be used to improve adherence. Examples of PPE include masks, gloves, face shields, aprons etc. and these are used to varying degrees depending on the risk level of specific workplaces. It remains the employer's responsibility to ensure that employees are provided with appropriate and adequate PPE.

An action plan with deliverables, assigned responsibility, completion dates and resources required should be derived from the risk assessment and forms the basis of ensuring workplaces are ready to minimise risk of Covid-19 spread. Critical controls and legal requirements do not have to wait for the risk assessment and must be implemented immediately. The entire



Dealing with COVID-19 - A Practical Occupational Health Approach

organisational COVID-19 infection prevention and control program should be monitored through a suitable performance monitoring process, looking at leading, current and lagging indicators. Scheduled management reviews of the organisational COVID-19 infection prevention and control plan should be conducted with clear outcomes.

2. Occupational Health Considerations in Case Management

As the COVID-19 pandemic escalates, it may be unfortunate but inevitable that employees will get infected by the novel Coronavirus. While the clinical management of the disease itself remains the responsibility of medical team at the designated healthcare facilities, clear processes should guide how the case is managed from an occupational health point of view. The employer needs to have a clear line of communication

with the affected employee as well as the rest of the organisation. The process and nature of supporting the employee, their families and any other affected co-workers should also be clearly articulated and/or written. There is a need to have policies around workplace recovery and restoration that include rehabilitation of contaminated workspaces. A decision also needs to be made on whether this is an occupational acquired disease or not. This will require a proper assessment of whether the disease arose out of and in the course of the employee performing his duties. In cases where the COVID-19 case is a confirmed Occupational Disease, processes around filing for a compensation claim for the employee need to be completed. Supporting the affected employee on their return to work is a critical aspect in employee health and wellness and this needs to be managed adequately and appropriately.

3. Employee Mental Health Considerations

As workplaces reopen to new ways of work after the global lockdowns, employers need to gear themselves to addressing issues of employee wellbeing and mental health as well as ensure that workplace cultures and environment do not compound already existing such issues. Besides personal sources poor mental health including pre-existing mental diseases, worry over self and loved ones contracting disease, lifestyle changes imposed by the lockdown including substance abuses, the workplace is associated with its own risks for poor mental health. These include fear of increased risk of contracting the disease at the workplace, financial stress from salary cuts or looming job losses and feeling of isolation and poor social interaction imposed by use of masks and adherence to social distancing protocol. This may be worsened by implementation of working remotely. Employers can adopt the following to ensure the impact of mental health in the workplace is reduced:

- Proactively boosting employee wellness activities through Employee Assistance Programme (EAPs). It may be necessary to nominate a small group of to lead the workplace mental health efforts.

- Ensure regular, timely and accurate communication with employees providing information about mental health, reducing stigma, encouraging help-seeking behaviours and increasing awareness of available mental health resources. Furnishing employees with recommended sources of information about the pandemic also helps to allay anxiety from misinformation.

- Update and share workplace policies that have been modified because of the pandemic. Written protocols on steps to be taken in the unfortunate event of an employee being infected also helps reduce anxiety around the workplace.

As workplaces reopen to new ways of work after the global lockdowns, employers need to gear themselves to addressing issues of employee wellbeing and mental health as well as ensure that workplace cultures and environment do not compound already existing such issues.

- Where working remotely has been adopted, provide clear guidelines and expectations. Setting clear plans with key deliverables, sharing calendars, use of electronic timesheets and well-spaced virtual meetings are some of the ways of keeping employees engaged while working from home.

4. Ethical Considerations

Underpinning the entire management of COVID-19 are critical ethical considerations. Important issues of public vs individual interests, disclosure, confidentiality, consent need to be thought through carefully.

Thabo Mosipi Occupational Health Nurse and Dr Mogwera Mogalakwe Occupational Health Practitioner, CEO Storkfort Health



A Herero woman wearing a COVID-19 protective mask riding a donkey cart in the outskirts of Maun. (Pic:MONIRUL BHUIYAN/PRESS PHOTO)

OPINION FORUM

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Business Botswana Position On The Alcohol Ban

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Business Botswana (BB) expresses its concern over government's decision to ban the sale of alcohol which will further cripple the sector. Business Botswana has and is fully involved in the discussions regarding economic recovery during and post COVID-19, and decisions such as these will deepen the economic crisis.

The alcohol industry contributes significantly to the economy of Botswana. During the first lockdown, the industry is estimated to have lost in excess of P 40 million in due expired products which could not be sold as a result. BB is a partner to government and was fully engaged before a decision was made. However, despite demanding for facts that would lead to the ban, these were not provided and what was shared

was not convincing. BB made its position known that the ban would have a huge negative impact on the industry, GDP and employment in addition to a knock

on effect on other industries such as the hospitality and tourism sector. This was clearly experienced during the first lock down and the industry has not recovered from that.

The decision to ban the sale of alcohol was taken against contributions provided and the abrupt implementation did not help the situation either. We are certainly going to see the industry suffering huge losses just from their stocks getting expired before their sell by date! It is our considered view that a transition period should be provided in order to minimise the likely damage that would occur. The sudden

implementation of the ban will have unintended consequences on the sector's value chain. Although without exact employment facts, the sector directly and indirectly

employs a significant number of people across the country. The negative impact on businesses is recognised and we hope that as the situation unfolds, due consideration will be given to address the needs of enterprises better. Therefore we foresee high unemployment rates as some businesses might not be able to recover from this ban. Furthermore, the ban will fuel the growth of illicit trade and black market!

In conclusion, Business Botswana would like to reiterate its commitment to partner with government to create social compact that drives behavioural changes regarding the

use and consumption of alcohol.

Business Botswana together with industry players are ready to bring all stakeholders together to mount a campaign to educate and inform the public on the responsible use

of alcohol especially now when facing the COVID 19 challenges.

Business Botswana is also concerned about the rising COVID-19 cases and would continue to support government's efforts to curb this unprecedented pandemic. We however, request government to lift the ban to minimise the negative impact this would have on employment, revenue earnings to government and the GDP of the country.

BUSINESS BOTSWANA vehemently opposes the ban.



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A Culture of Compliance is No Longer Just a Nice-to-Have

While it may be necessary to explain what compliance is in short, it should suffice to say the noun means adhering or conforming to set standards, rules or procedures. These could refer to a company's operational policies or contracts, regulatory requirements and industry codes, writes **PATRICIA RADITHOLO***



Pic:www.compliancesolutionsstrategies.com

VACANCY

The Non-Bank Financial Institutions Regulatory Authority Act 2006 established the Non-Bank Financial Institutions Regulatory Authority (NBFIRA), to regulate and enforce compliance within the Non-Bank Financial Institutions sector in order to safeguard the stability, fairness and efficiency of the non-bank financial sector.

The **Authority** is in search of qualified individuals to fill the below position:

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Reports to: Deputy CEO – Corporate Services

Main Purpose of the Job

To provide strategic direction, plan, organise, implement, coordinate and control the management of the Authority's accounting, financial management and procurement functions. To ensure the timely preparation and maintenance of accurate budgets, accounting and financial reports as well as to adherence to established accounting procedures and standards.

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1. Negotiate recurrent and capital expenditure funds to finance the activities of the Authority and maximize revenues.
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3. Implement the financial management and accounting systems and procedures which will result in the accurate and timely preparation of accounts and financial statements that reflect the true financial status of the Authority.
4. Preparation of annual budgets, forecasting income and expenditure and the preparation of monthly, quarterly and annual accounts.
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6. Management of statutory audit.
7. Provide secretariat services to the Management Tender Committee.

Position Requirements

Bachelor's Degree in Accounting/Finance and a professional qualification (ACCA, CIMA, CA, BICA).

At least ten (10) years' experience, two (2) of which should have been at managerial level.

Eligible and interested candidates should send their CV, certified copies of their qualifications, and contact details of three referees to:

Email: recruitment@nbfira.org.bw or alternatively by post to,

Chief Executive Officer

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A compliance function in an organization is responsible for the management and oversight of compliance risk management in line with compliance methodologies. Overall, compliance gives assurance to management and stakeholders that the business operates within the confines of the law, rules, regulations, as well as set standards in order to achieve its strategic goals.

As the role of compliance continues to become more central to business operations, financial services sector entities are increasingly starting to realize the merit of investing in a sustainable compliance culture from an early stage. At the global level, Chief Compliance Officers are becoming a popular in-house fixture in addition to outsourced compliance consultancy work. For most, it is the much-needed opportunity to ensure dedicated responsibility for not only understanding and applying regulations but also for ensuring and instilling a culture that highlights the value of business ethics.

Companies that embed positive ethics and compliance practice within their corporate culture typically enjoy stronger returns through employee and customer loyalty. They oftentimes see a subsequent increase in brand reputation and affinity, which can sometimes translate into higher shareholder returns. Investing in a strong compliance culture lays the foundation for effective internal controls which stand to be beneficial for fit and proper clearances by regulatory bodies, particularly in the financial services space and for successful audit. Furthermore, it provides assurance to all interested parties in a business, including confidence with investors and shareholders. Compliance Officers may identify and mitigate risks or possible threats that save companies' potential loss in the form of regulatory penalties and even reputational damage.

Effective compliance culture cuts across the business. To ensure positive results, management of compliance risk must be realized in three broad levels:

- **First line of defence:** These are the business functions that own and manage risk by ensuring that robust controls, checks and balances are embedded in the business operational processes.
- **Second line of defence:** These are business functions that provide guidance, oversight and compliance expertise to support the first line with compliance methods and standards to fulfil their role. This includes compliance and risk management functions.

SECURITY REQUIREMENTS!

REVISED GUIDELINES

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Security will only be required for Medium Scale Projects & Large Scale Projects for loans over P5, 000, 000 & P10, 000, 000.



MICRO/SMALL SCALE PROJECTS

P500 - P1 000 000

Security/Collateral Requirements:

- Personal surety
- Security over assets financed

MEDIUM SCALE PROJECTS

P1 000 001 - P10 000 000

Security/Collateral Requirements:

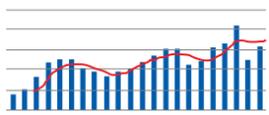
- Personal surety
- Security over assets finance
- Security will be mandatory for loans over **P5, 000, 000** except special sectors

LARGE SCALE PROJECTS

P10 000 001 - P50 000 000

Security/Collateral Requirements:

- Personal surety
- Security over assets financed
- Security will be mandatory for loans over **P5, 000, 000** -except special sectors
- Additional security requirements may be discounted based on:
 - a) Job creation
 - b) Economic diversification



Botswana Records Massive Trade Deficit In April

As COVID-19 pummels the economy, Botswana registered a mammoth trade deficit of P4 billion in April in the course of a slide that saw the country's foreign reserves decline by P2 billion and the Government Investment Account dip by P3bn

KEABETSWE NEWEL

After recording a P4 billion trade deficit in April and May 2020, independent economic think tank Econsult Botswana says the real impact of the COVID-19 will be felt in the second quarter (Q2) of 2020 (April to June), the results of which will be available around September.

Econsult, which is owned by former Bank of Botswana deputy governor Dr. Keith Jefferis who has since joined the public service as Senior Economic Policy Advisor in the Ministry of Finance and Economic Development, reveals this in its second quarter economic review.

The Econsult economic review is authored by Sethunya Sejoe and Kitso Mokhurutshe who note that while the GDP growth forecasts for the second quarter (April to June) will only be available at the end of September 2020, some data is available to assess the economic impact in the short-term. "Most critically, merchandise trade

data from Statistics Botswana showed that exports dropped to almost zero in April and May," the two write. "While imports also fell sharply in April - the main month of the lockdown - they rose in May."

Sejoe and Mokhurutshe say as a result, the country experienced a large trade deficit of over P4 billion in May 2020. "The impact of this can be seen on the country's foreign exchange reserves, which according to the Bank of Botswana (BoB) fell from P68.9 billion at the end of April 2020 to P66.1 billion at the end of May. This has also affected government revenues as little is being earned from the mining sector. As a result, the balance of the Government Investment Account at the BoB fell from P18.8 billion in April to P15.1 billion in May," the economic experts say.

They note that both of these developments illustrate the continued high level of dependence on diamonds and the extreme urgency of developing new sources of export earnings,



Minister of finance and Development Thapelo Matsheka (Pic:MONIRUL BHUIYAN/PRESS PHOTO)

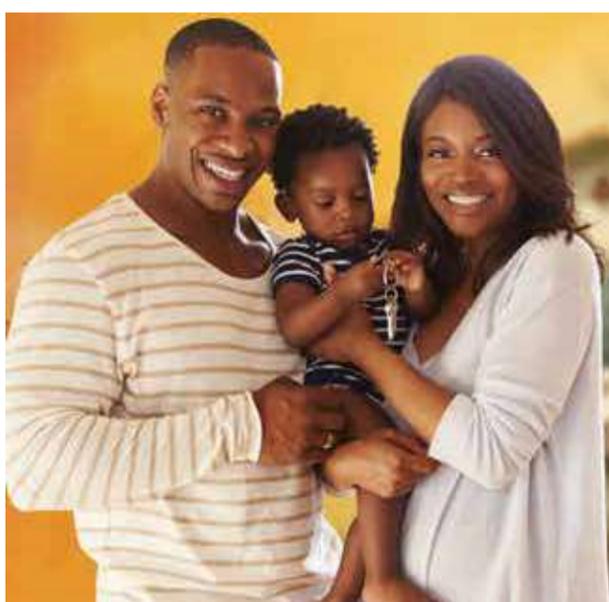
hence the need to focus on competitiveness.

De Beers experienced unprecedented challenges in the first half, the leading miner's total revenue decreased by 54 percent to \$1.2 billion (P13.9 billion), with rough diamond sales falling to \$1.0 billion (P11.6 billion) from the \$2.3 billion (P27 billion) seen during the 2019 H1.

According to De Beers financials, average realised rough diamond price decreased by 21 percent to \$119 per carat, reflecting an 8 percent decline in the average rough price index due to a higher proportion of lower value rough diamonds being sold in the first two sights of the year.

"The impact of this can be seen on the country's foreign exchange reserves, which according to the Bank of Botswana (BoB) fell from P68.9 billion at the end of April 2020 to P66.1 billion at the end of May."

However, according to Econsult, the tourism sector is the most likely to be the hardest hit by the pandemic as recovery is likely to be slow due to ongoing restrictions on international travel, as well as the need for customer confidence. This is because the northern part of Botswana is the primary destination for international tourism for its famous Okavango Delta and the luxurious safaris on the land. Tourism contributes about 5 percent to the domestic output.



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2020**



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- Bachelor of Science in Agricultural Extension
- Bachelor of Science in Range Science

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- OR

A minimum of grade BB in Science Double Award

iii) Have a minimum of grade D (Pass) in any other Subject

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Competition and Consumer Authority, Tebelelo Pule.

CCA Approves BDC's Pasdec Acquisition

BDC sees its acquisition of Lobatse-based automotive parts company as one that will elevate Botswana's appeal as an investment destination

TLOTLO KEBINAKGABO

The Competition and Consumer Authority (CCA) has un-

conditionally approved the acquisition of 60 percent shareholding in Pasdec Automotive Technologies Botswana (Pty) Ltd by the

government's investment arm, Botswana Development Corporation (BDC).

Based in Lobatse, Pasdec Botswana manufactures

and supplies automotive wiring harnesses for globally leading vehicle brands like Nissan and Volkswagen. The company relocated from South Africa to Botswana in 2015 in a move that was completed in June 2017 and cost P200 million. The company's commissioning later saw BDC signing a deal to take a stake valued at P52.1 million in the subsidiary while also agreeing to increase its stake in the future.

Media reports say the Pasdec deal was sealed after high level diplomacy involving trips to Malaysia by former trade minister Vincent Seretse and President Mokgweetsi Masisi when he was vice president. The company soon became BDC's flagship project after a period of turbulence at the government's investment agency. Several years later, BDC has now increased its stake in Pasdec.

"Pursuant to the provision of Section 53 of the Competition Act of 2018, the Authority has unconditionally approved the proposed acquisition of 60 percent shareholding in Pasdec Automotive Technologies Botswana (Pty) Ltd by Botswana Development Corporation," reads a statement signed by the

CEO of the Competition and Consumer Authority, Tebelelo Pule. "However, as stated under Section 61 of the Act, this approval does not override or negate any other mandatory statutory approvals or processes that any of the parties to this merger must comply with under the laws of Botswana."

According to CCA, the proposed transaction between Pasdec and BDC is not likely to result in the prevention or substantial lessening of competition or endanger the continuity of the services offered in the relevant market. "Furthermore, no public interest concerns have been identified," CCA stated.

Established in 1970 under the Companies Act, BDC is a company limited by shares and owned by the Government of Botswana. It is mandated to drive industrialisation of the country by providing financial assistance to investors with commercially viable projects. BDC provides both debt and equity financing to commercially viable projects that aim to pioneer new industries, unlock value in existing industries and create significant employment.

BDC is of the view that Pasdec will come in handy

in ensuring that the government's investment arm drives its mandate. "The corporation is taking a long-term strategic view of the business with the equity investment which will see it strengthen its balance sheet and position it for growth," BDC said in a recent statement. "Pasdec has potential for further growth, contributing towards economic activity, export promotion and job creation for locals. Its success will also further make Botswana an attractive investment destination."

Meanwhile, Pasdec Botswana is wholly controlled by Pasdec Resources SA Ltd, a South African-based company, which is in turn controlled by Pahang Off-Shore (Sdn) Bhd, a Malaysian registered company. Pahang is controlled by Pasdec Holdings Berhad, a company listed on the main board of the Bursa Malaysia Securities Berhad.

Pasdec Botswana has a manufacturing plant in Lobatse. The plant's capacities are customized to accommodate both high volume production lines and lesser volume jobbing shop-type orders. The 20 000m² plant is designed for current demand and future growth opportunities.

Firms Expect Business Deterioration in 2Q 2020

But while business outlook decidedly bearish, firms expect inflation to remain stable and within the Bank of Botswana's medium-term objective range of 3 - 6 percent in 2020 and 2021

GAZETTE REPORTER

According to the Business Expectation Survey (BES) compiled by the Bank of Botswana (BoB), businesses expect deterioration in all business condition indicators during the second quarter (Q2) of 2020.

The central bank sampled 100 businesses from eight economic sectors, namely agriculture mining, manufacturing, water and electricity, construction, trade, hotels and restaurants, transport and communications, as well as finance and business services and collected information on the domestic business community's perceptions about the prevailing state of the economy and prospects for the future.

According to BES, which BoB publishes quarterly, the results sug-

gest that firms are less optimistic about economic activity in the second quarter of 2020, compared to the previous quarter in 2019. "Overall, businesses expect deterioration in all business condition indicators," it says.

"Access to credit was anticipated to be much tighter in the domestic market compared to other markets. Meanwhile, firms expect cost pressures to fall significantly in the third quarter of 2020, mainly reflecting the anticipated reduction in costs of wages, transport, rent and materials. Firms also expect inflation to remain stable and within the Bank's medium-term objective range of 3 - 6 percent, in 2020 and 2021," BoB says.

Further, BoB says firms expect overall output to contract by 0.2 percent in 2020, compared to a

"In particular, firms expect the economy to have contracted by 1.1 percent in the second quarter of 2020, compared to the 3 percent growth reported by Statistics Botswana for the second quarter of 2019."

larger contraction of 8.9 percent projected by the Ministry of Finance and Economic Development (MFED) and a lower than the 3 percent growth in 2019. On a quarterly basis, firms expect GDP to contract in the second

quarter of 2020 consistent with the anticipated decline in production, sales, profitability, exports and imports of goods and services, as well as investment in buildings, vehicles and equipment, plant and machinery, and 'other' investments.

"In particular, firms expect the economy to have contracted by 1.1 percent in the second quarter of 2020, compared to the 3 percent growth reported by Statistics Botswana for the second quarter of 2019," says BoB in its quarterly

"The expected weak performance in the second quarter of 2020 is mainly influenced by the perceptions of lower economic growth in the mining and quarrying, the trade, hotels and restaurants and the transport and communications sectors, as well as the finance and

business services sectors between the first and second quarters of 2020," the quarterly notes.

Notably, the Bank says the mining and quarrying sector, which predominantly targets the export market, was significantly pessimistic about economic growth prospects in the second quarter of 2020, compared to an expected stagnation in the first quarter.

This is consistent with the unfavourable market conditions, especially with respect to the diamond industry, occasioned by, among others, weaker global demand for rough diamonds associated with the US-China trade war (since September 2018) and the interruption of trading due to the recent outbreak of the COVID-19 pandemic.

The Bank of Botswana

says the trade, hotels and restaurants and the transport and communications sectors, which have also been hard hit by travel restrictions and social distancing requirements, are the next highly pessimistic sectors.

This is followed by the finance and business services sector which expects poor economic performance consistent with firms' predicted decline in production and investment during the second quarter of 2020.

For the third quarter of 2020, the mining, manufacturing, and water and electricity sectors are optimistic about economic performance while the rest of the sectors are pessimistic, according to the Botswana's central bank.

However, BoB says firms across all sectors are optimistic about economic recovery in the 12-month period to June 2021, led by the mining and quarrying sector.

TENDER BPOMAS/3-2020/ BPOMAS DENTAL HEALTH RISK MANAGEMENT SOLUTIONS

BPOMAS invites proposals from suitably qualified companies for the provision of Dental Health Risk Management Solutions.

Submission Documents and Fee

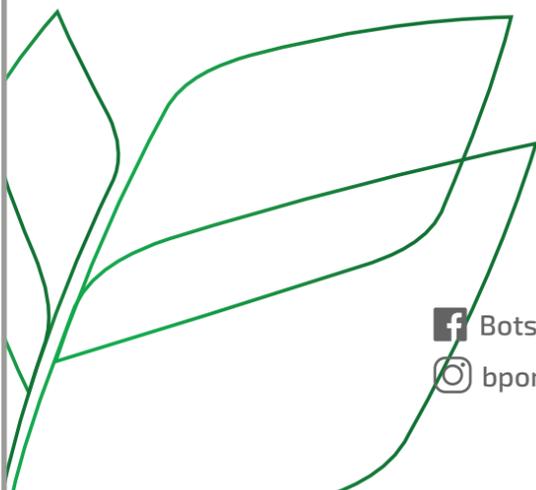
All applicants are required to pay a non-refundable fee of **P1,000.00** to the below details:

Account Name: BPOMAS
Bank: First National Bank Botswana (FNBB)
Branch: Corporate Branch
Account Number: 62763419324

Proof of payment must be emailed to tenders@bpomas.co.bw

Applicants must note the following:

- a) The subject of the email should be: **BPOMAS/3-2020/BPOMAS Dental Health Risk Management Solutions.**
- b) Payment should be made through the bank; cash will not be accepted.
- c) The detailed Terms of Reference will be distributed via email upon receipt of proof of payment.
- d) The tender closing date is **17th August 2020.**





Making healthy food choices is of the essence under lock down

A dietician says increased uncertainty induced by COVID-19 and the lock downs that it brings about, some people have found themselves stress eating whilst others are contending with a poor appetite, impacting their health negatively in both situations

GOSEGO MOTSUMI

In these unprecedented times of extreme social distancing, many people may be struggling to balance their relationship with food. With frequent fridge grazing and snacking on stockpiled treats, people have had their routines turned upside down and it gets harder to get back on a healthy lifestyle routine. Registered dietician of Accurate Wellness and blogger of Wellness With Goofy, Gofaone Moyo, says it is important to maintain a healthy lifestyle throughout and making healthy food choices.

"This is to ensure that our immune systems are working optimally as the threat of COVID-19 increases in our country," Moyo said in an interview. "We need to maintain a healthy weight because being at home under lock down or working from home can result in poor food choices, leading to

excessive weight gain that can end in other life-threatening conditions. Maintaining a healthy eating plan during lock down also ensures that we are well fueled and able to focus on our work from home or school."

According to this dietician, an ideal healthy diet is one that contains a variety of foods that provide the body with all the nutrients that it needs daily. A healthy diet would have whole grains for energy. Fibre is a better option to white bread and refined starches. It is in whole grains such as korong (whole wheat), lebelebele (millet), sorghum (mosutlhane or bopi jwa mabele), brown rice, whole wheat pastas and quinoa and helps with satiety and therefore is easily taken in reduced portions. Fibre is also a great way to aid digestion and thus reduced risk of constipation in a time of reduced physical activity under lockdown.

"But we need to be eating protein as

well," she notes. "Like fibre, not only does protein help with satiety but it also aids with digestion. Protein can be found in plant and animal sources. Letlhodi (lentils), black eyed peas, sugar beans, chickpeas, soya products, milk alternatives (soy milk and almond milk) are plant proteins while animal proteins are meats and milk products."

Fruits and vegetables are especially important during this time of COVID-19 because they ensure that the immune system works optimally. Moyo says this group of foods is important as it provides the body with the vitamins and minerals that it needs. Eating a variety of at least three different colours of fruits and vegetables throughout the day would ensure that one gets the necessary vitamins and minerals.

But due to the increased uncertainty brought about by COVID-19, the dietician

notes, a lot of people have found themselves stress eating while others have a poor appetite. In both situations, the impact on health is negative. However, on a positive note, Moyo says a lot of people are using this time to explore in the kitchen and to create amazing dishes. She encourages people to steer their exploration in the direction of creating healthy food.

She points out that keeping healthy is an all-encompassing exercise that involves body, mind and soul. Hence eating well under lock down should go with incorporating some kind of exercise into one's routine. This is largely to bring forth the good feeling that endorphins give to keep one in a good mood. Moyo recommends starting a small project to be motivated and looking forward to something every day. This could be a backyard garden or reorganizing a room in the house.

"Go outside," she urges. "Get some sun and fresh air. This is important because it is easy to just lock yourself in the house watching TV and working on a computer. Vitamin D has been found in some studies to provide mood-boosting abilities. So this can prove to be beneficial."

Asked about top tips for keeping a healthy lifestyle, she right away pointed to the right meal portions, choosing healthy snacks and keeping hydrated, especially under lock down.

Moyo is a registered dietitian who also runs a company called Accurate Wellness on whose 'menu' is found nutrition management, consultancy and corporate wellness services. She uses her online platform called Wellness With Goofy to promote healthy eating and wellness among Batswana by sharing recipes and educational videos on various health topics.

Audited Group Financial Results

for the year ended 30 April 2020 & dividend announcement



average of

46%

of earnings paid

in the form of dividends over the last 5 years

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Local Artivism Blog Expands With New Podcast For African Creatives

Banana Phone will become the latest offering from bananaemoji.com this week

Building on an already growing portfolio of efforts in promoting relevant and dynamic conversations in the creative industry, local ARTivism blog bananaemoji.com will this week launch a podcast titled “Banana Phone.” This platform is a fortnightly podcast which will see two leading African thinkers, culture changers and industry disruptors paired in conversations around shifting old paradigms and fostering a bold, free-spirited thinking mindset.

Officially launched on 11 August 2020, the premiere episode is titled “Writing to Purge Emotions” and featured musician Moonga K. from Zambia alongside writer and artist Ngozi

Chukura of Botswana. The podcast will be available on various streaming platforms with

“I am very excited to share with the world this new platform aimed at creating awareness around key issues through the voices of fellow African creatives,” said Tanlume Enyatseng, Bananemoji.com’s Curator and Creative Director.

a dedicated Instagram account curated by Tanlume Enyatseng

with design support from visual artists’ Meda Dargyte and Thato Mosekiemang. Every episode will showcase a new set of creative minds in conversation produced by Israel Walter Chona III.

“I am very excited to share with the world this new platform aimed at creating awareness around key issues through the voices of fellow African creatives,” said Tanlume Enyatseng, Bananemoji.com’s Curator and Creative Director.

“The last few months have seen us all have to adapt to rather unprecedented times. Now, more than ever, seems to be the time to be vocal around mistreatment and injustice everywhere, as well as to see where those

most vulnerable need assistance and support. Social distancing and/or isolation, particularly in creative and LGBTQI+ spaces, is hard.”

Bananaemoji.com is an ARTivism blog that illustrates today’s evolving culture through art, social commentary, fashion and humour. Central to the blog’s purpose in being a curator of African art and experiences, Banana Phone is the second spin-off of the blog following 2019’s debut of Banana Club as an LGBTQI+ safe space platform aimed at tackling pressing societal issues through strategic engagements that evoke a call for action towards creating visibility for Botswana’s queer community. Amongst some of

the themes being discussed on the podcast this season are toxic masculinity, racism and colourism, creative expression and African heritage.

Tanlume concluded: “When we share our stories, we foster visibility and wipe out myths. The visibility that comes from different people sharing experiences, queering and disrupting views of the world is a celebration of plurality. Using stories, intentionally and unintentionally, to counter erasure and to write and rewrite our realities lends a hand to shifting social consciousness. And when done properly, it offers people a better understanding of other people’s experiences and what occupying the world means for them.”

Audited Group Financial Results

for the year ended 30 April 2020 & dividend announcement



Our performance

Notwithstanding the difficult times, we have managed to close the year with a sterling performance. Last year we reported our best ever results and this year we have done it again, and are pleased to generate almost exactly the same profit despite the adverse impact of Covid-19.



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"We Are All Blue" Wins African Authors Award

Molosi is winning the award for the second year in a row, setting a record for the pan-African awards with this collection of award-winning off Broadway plays. "We Are All Blue," in which one play is about a conversation among Botswana diverse cultures, is currently taught at US universities

Donald Molosi's book, "We Are All Blue," won a trophy in the Best Narrative category at the African Authors Award that was held in Johannesburg, South Africa last weekend. This is the second year in a row that Molosi brings the coveted trophy home to Botswana after beating African authors from within the continent and around the world.

He won his first African Authors Award last year for "Dear Upright African." This sets a record for the African Authors Awards, this being the first time that an author wins the coveted trophy for two different bodies of work.

Molosi accepted the award in absentia because he was under lock down in Gaborone in accordance with COVID-19 regulations. Presenting Molosi with the award, the Organizer of African Authors Awards, Anthea Thyssen-Ambursley, characterized "We Are All Blue" as "an achievement in using storytelling to highlight how all humanity is connected".

In compliance with COVID-19 precautions, the ceremony was held in Sandton, Johannesburg and broadcast across the world online. Molosi attended the ceremony virtually by video-conferencing. "We Are All Blue" is published by The Mantle in New York City and also by Diamond Education Publishers in Gaborone.

At the ceremony, Molosi thanked his publishers and his readers as he did last year when he accepted his first trophy which was also in the coveted Best African Narrative category. "I am delighted that a book from Botswana and about Botswana has won," he said. "And I am happy

for this most amazing news during lock down here in Gaborone. 'We Are All Blue' is my documentation of what I learnt about recent Botswana history from around the world (by) consulting archives and at home in Botswana consulting my elders. I am honoured that our legendary elder, Sir Ketumile Masire, wrote the foreword for it. This book attempts to capture exactly the inter-generational dialogues going on in our homes in Botswana in my generation about our history."

Also in his acceptance speech at the ceremony, Molosi remarked that "We Are All Blue captures a small but foundational slice of Botswana's history for my generation. I wrote it to educate myself about Botswana through the eyes of Botswana, and I accept this award with gratitude and humility because this means that the process of my self-education impacted another person in a positive way. We are all interconnected as human beings and I am privileged to explore that interconnectivity for a living. I dedicate this award to my home country Botswana and I hope that this news brings Botswana joy in this rough year as we – like the rest of the world – fight COVID-19."

"We Are All Blue" is currently taught at several US universities. One of the plays in the collection is the award-winning off-Broadway sensation, "Blue, Black and White," which recounts the forbidden interracial romance of Sir Seretse and Lady Ruth Khama, Botswana's inaugural First Couple. In another play in the collection called "Motswana: Africa, Dream Again," Molosi puts the diverse cultures of Botswana in conversation with each other.

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CLOSING DATE: 21st August 2020



Escape the lockdown with Botswana 360 Visual Tours

The COVID-19 pandemic has inspired an imaginative quantity surveyor to create a means for people to savour the thrill of a safari at the touch of a button from the comfort of their home. StaffWriter **GOSEGO MOTSUMI** reports

With dream travel plans shelved because of the COVID-19 pandemic, a local company called

Botswana 360, Tumi Mogwe, in an interview. destinations and well-known landmarks, can now be explored on 3D interactive panoramas through a smart phone or a computer. “When I created these virtual tours, I wanted to bring more people into my experiences,” said the founder of Botswana 360, Tumi Mogwe, in an interview.

“From Gaborone to Chobe, Kanye to the Kgalagadi, the country’s finest attractions are revealed through digital technology. We have stepped up digitally to bring the sights and sounds of a safari experience to the comfort of your home.”

Before the current lockdown on Gaborone and Greater Gaborone, the company was creating virtual tours in events and was known for the best gaming virtual experiences in town. They have done more than 100 projects over the past two years, among them offering virtual experiences of colleges around the country that was launched at the Skills Fair and Career Clinics hosted by the Human Resource Development Council (HRDC) in Fran-

cistown last year.

To savour the experience, people can visit the company’s website that has various categories to explore, including tourism sites, shopping malls, schools, real estate and hotels.

Mogwe, who is a quantity surveyor by profession, says the virtual experience is not meant to replace the real safari but is a teaser to entice people to explore the real destinations

Botswana 360 has plans to include

stores where people will have the option of shopping while on tour.

“We were in the process of adding more spaces to explore virtually but our plans were disrupted by the lockdown,” Mogwe explained. “The platform caters for different groups of home-bound adventurers to experience the thrill of a safari trip to destinations such as the Chobe River, the Okavango Delta, Makgadikgadi and other sites.”

Mogwe, who is a quantity surveyor by profession, says the virtual experience is not meant to replace the real safari but is a teaser to entice people to explore the real destinations. Even so, the virtual experience can also be an educational experience for students who want to learn about historical sites in Botswana. In 2018 the company won the best ICT Company at Global Expo and scooped the 2019 Consumer Fair prize.

“If it wasn’t for the COVID-19 we could be far because we have bigger plans for the company,” he said adding that the platform has the potential to support communities and grow businesses. “For example, we managed to capture a small village called Tsutsubega whose community survives by catching fresh fish. This could be a business opportunity for a restaurant owner who wants supplies of fresh fish in Maun.”

Botswana 360 is offering free visual tours from the comfort of your home. This experience allows people to tick some of the country’s most impressive sites packed with wildlife and artistic culture off their bucket list.

This means Botswana, which is one of Africa’s most popular safari

SEZA Adopts a 'Jobs' Strategy

GAZETTE REPORTER

Botswana's Special Economic Zones (SEZs) model was anchored on the need to transform the national economy by stimulating foreign and domestic investment, accelerating innovation, industrialisation and technology transfer while creating sustainable employment.

This was explained by Special Economic Zones Authority (SEZA) Chief Executive Officer (CEO) Lonely Mogara in an interview this week. Mogara said that SEZA has adopted a 'jobs strategy' that will complement existing development initiatives and anchor Botswana's recovery plan going forward.

"We designated the first eight SEZs after conducting vigorous studies and benchmarking with the best in the world. We considered various factors, among them the dominant economic activities in the area, the comparative advantages of infrastructure and available natural resources," he said.

It was then that Lobatse, Palapye, Selebi Phikwe, Tuli Block, Francistown,

Pandamatenga as well as Sir Seretse Khama International Airport (SSKIA) and Fairgrounds in Gaborone were designated SEZs. Mogara further explained that Botswana's SEZ model encompasses Free Trade Zones, Export Processing Zones, Freeports, Single Factory Zones and Specialized Zones. Free Trade Zones (FTZs) - the oldest and most common form of SEZs - are typically fenced-in, duty-free areas that offer warehousing, storage and distribution facilities for trade, transshipment and re-export operations.

"Light processing operations such as packaging, labelling, quality control and sorting are also ideal for FTZs," said Mogara.

Export Processing Zones (EPZs) on the other hand are significantly larger in size and primarily targeted at promoting industries that produce for export markets.

"SEZA will boost large scale foreign investment in EPZs by offering industrial facilities, duty free imports and simplified administrative procedures for manufacturing and related activities.



Special Economic Zones Authority (SEZA) Chief Executive Officer (CEO) Lonely Mogara

EPZs have great potential to generate export revenue, facilitate technology and skills transfer, drive innovations and create employment," explained Mogara.

Other models include Enterprise Zones - which are intended to revitalize the economies of distressed urban or rural areas; and Single Factory Zones - which refer to cases where individual enterprises are awarded SEZ status even though they may not be located within the designated zones.

Freeports are the largest type of SEZ, typically encompassing much larger economic areas and able to accommodate all types of activities like transport, tourism and retail, with One Stop Services Centres.

"We also have specialized zones like the Science & Technology Park, petrochemical zones, logistics parks and airport-based zones," said Mogara.

He added: "The planning and development of SEZs was aligned and integrated with the national planning framework, right from Vision 2036, through the District and Urban Development Plans to the National Development Plan."

In that regard, said Mogara, SEZA will continue to align its strategies to these national policy documents so as to minimize duplication of resources and fast track the rollout of SEZs.

Sefalana Maintains Stellar Performance

The group recognises the contribution of the government's COVID-19 relief programme on its performance in that many donors selected them as their preferred supplier due to the competitive prices that they offer

TLOTLO KEBINAKGABO

Despite experiencing difficulties towards the end of their financial year due to the COVID-19 pandemic, Botswana's second largest retail outfit, Sefalana Holding Company Limited Group, have managed to close the year that ended 30 April 2020 with a sterling performance.

This is the group that achieved revenue of P5.8 billion for the period under review, which is a 10 percent increase on the P5.3 billion of the prior year. Sefalana's gross profit went up by 14 percent year-on-year as to reach P387 million whereas profit before tax was P259

million in line with that of the previous year.

The group's business in Botswana generated P135.6 million of profit, which is a 4 percent increase on that of the prior year. Sefalana's property portfolio in Botswana contributed 1 percent and 15 percent to the group's revenue and profit before tax respectively.

Commenting on the group's performance, Managing Director (MD) Chandra Chauhan said Sefalana was pleased to have generated almost the same profit as last year despite the adverse impact of COVID-19. "Notwithstanding the difficult times, we have managed to close the year with a sterling per-

formance," Chauhan said.

"Last year we reported our best ever results and this year we have done it again. All through the financial year the greatest focus has been of the Fast Moving Consumer Goods (FMCG) business in the various countries in which we operate, where we have placed considerable efforts to revive and improve margins and relative contribution to group results."

He noted that during they had noted positive signs of recovery in the market during the first half of the year as consumer spending and confidence appeared to be improving. "Our customers began visiting our stores more often and basket sizes increased," Chau-

han said. "The second half of the year was then impacted by the onset of the COVID-19 pandemic and many businesses suffered as a consequence."

Chauhan added that from a top line growth perspective, they benefited from the government COVID-19 relief programme where many donors selected Sefalana as their preferred supplier due to competitive prices that they offer.

Established in Botswana in 1974, the group has managed to spread its investment wings outside the country. They first operated outside Botswana in 2014 when they extended into neighbouring Namibia, opening their first store

in Katima Mulilo in January 2014. In July 2014, Sefalana purchased the Metro Group of 12 stores still in Namibia.

"The second half of the year was then impacted by the onset of the COVID-19 pandemic and many businesses suffered as a consequence."

In November 2015, they took over an additional store in Swakopmund, bringing their total store complement in Namibia to 14. According to the company's website, is still in

a constant lookout in Namibia as the group works towards its medium-term target of 20 stores across Namibia.

On top of the Namibian market, the company spread their investment wings to Lesotho in 2016, entering through a takeover of that country's largest distribution and logistics company, TFS Wholesalers, Distribution and Logistics, in Maseru. In April this year, Sefalana Group entered into an agreement to purchase 40 percent of the share capital of a Fast Moving Consumer Goods business in Australia. This Australian business, Seasons Group, consists of a chain of seven supermarkets in the Brisbane area.

Sefalana has a total of 74 stores across three countries along with three motor dealerships, MAN, TATA and Honda.

A Culture of Compliance is No Longer Just a Nice-to-Have

From Page 14

- Third line of defence: This is the internal/external audit function that provides independent assurance by checking and evaluating compliance risks and controls.

I read a piece on Forbes by Thomas Sehested that proves wholly relevant here, and which got me thinking about the issue of compliance adoption. "The importance of compliance needs to come from the top down in order for businesses to avoid white-collar crime, corruption and other missteps. A tone must be set from the top. Compliance and legal departments are working overtime on these matters, but it can't only be up to them. All members of your organization - and that includes contractors - must understand why compliance matters."

Often dismissed in the past as bureaucrats or as box-tickers who hampered progress, businesses are now starting to truly understand the importance of compliance in ensuring that corporate governance best practice is in place, and sustainably so. According to a report by Deloitte on Ethics and Compliance, "An ethical culture is the core element of an organization's ethics and compliance programme."

In the insurance space, the



Pic:www.compliancesolutionsstrategies.com

need for compliance protocols could not be greater, whether delivered through a dedicated function or embedded within another function in the business. It provides for greater focus on ensuring that regulatory and statutory constructs are being adhered to and a platform for innovative thinking on how to proactively engage business protocols and practices. As the financial services industry develops, the regulatory landscape

in Botswana has changed rapidly over the past few years in order to align with international standards and practice.

For instance, the most significant of these changes has been the introduction of stringent financial services laws relating to money laundering and financing of terrorism, being the Financial Intelligence Act and its Regulations of 2019, as well as the introduction of IFRS 17. It therefore goes without saying

that it is high time that businesses in non-banking financial services self-administer such an imperative function. If it stands to strengthen the industry and boost consumer confidence, then surely it is an investment worth making. The cost may be deterrent but it is critical in saving potential costs that could be avoided further down the proverbial road.

Not every business is the same or operates in the same

way. Some may need compliance to work as a dedicated function whilst others can embed the function into another existing operation. Perhaps the question we need to ask ourselves is, why we are not actively pursuing these considerations and opportunities sooner rather than later? It is no longer simply about ensuring that we work within the confines of the law, for that is required of us already in every way. It is about going beyond and doing business better and at a standard we hold ourselves to which is infinitely higher.

Ethics and compliance are vital to sustained business success and growth and nurturing the kind of culture that has this at the fore. Compliance is therefore no longer just a nice-to-have but a true imperative that may well spell the difference between a successful business and one which simply satisfies only one aspect or need of the market and/or consumer.

In my view, all our stakeholders - employees, customers and our communities - deserve businesses that always strive to uphold high ethical standards in a compliant environment.

*Patricia Raditholo is a Principal Officer at Botswana Life

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

CASE NO: CVHGB-003421-19

In the matter between:
BARCLAYS BANK OF BOTSWANA LIMITED
 and
CAPRI BAKERY (PTY) LTD
KAGO ASHLEY PHETHU
SOUTHERN HOLDINGS

Plaintiff
1st Defendant
2nd Defendant
3rd Defendant

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to the judgment of the above Honourable Court, the following will be sold by auction by Deputy Sheriff Nonofu Mabina to the highest bidder as follows:-

DATE OF SALE : 28th August 2020
TIME : 10:30 hours
VENUE : Lot 54183, Gaborone and Lot 54184, Gaborone
SITUATE : Gaborone Administrative District
MEASURING : 4325m² (Four Thousand Three Hundred and Twenty Five Square Meters).
PROPERTY TO BE SOLD : Lot 54183, Gaborone and Lot 54184, Gaborone, in the Gaborone Administrative District held under Deed of Transfer Number 835/96 dated 4th day of November 1996 made in favour of SOUTHERN HODINGS (PROPRIETARY) LIMITED together with developments thereon comprises of warehouse with eight office spaces, female toilets and male toilets.

CONDITIONS OF SALE : Conditions of sale will be viewed at the Deputy Sheriff Nonofu Mabina's Office,
TERMS OF SALE : CASH OR BANK GUARANTEED CHEQUES

DATED AT GABORONE ON THIS 17TH DAY OF JUNE 2020.

DEPUTY SHERIFF NONOFO MABINA
CONTACTS: 3912734 / 71657100 / 73280689
C/O: MINCHIN & KELLY (BOTSWANA)
 The Fields Precinct, Lot 54349 CBD,
 Office Block B, 3rd Floor
 P.O Box 1339
GABORONE
(FR/oak/1020083)



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

CASE NO: CVHGB-003421-19

In the matter between:
BARCLAYS BANK OF BOTSWANA LIMITED
 and
CAPRI BAKERY (PTY) LTD
KAGO ASHLEY PHETHU
SOUTHERN HOLDINGS

Plaintiff
1st Defendant
2nd Defendant
3rd Defendant

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to the judgment of the above Honourable Court, the following will be sold by auction by Deputy Sheriff Nonofu Mabina to the highest bidder as follows:-

DATE OF SALE : 28th August 2020
TIME : 14:30 hours
VENUE : Lot 6396, Extension 20, Gaborone
SITUATE : Gaborone Administrative District
MEASURING : 3500m² (Three Thousand Five Hundred Square Meters).
PROPERTY TO BE SOLD : Lot 6396, Gaborone, in the Gaborone Administrative District held under Deed of Fixed Period State Grant No. 319/78 dated 22nd day of November 1978 made in favour of CAPRI BAKERY (PROPRIETARY) LIMITED together with developments thereon comprising of warehouse with four office spaces, female toilets, male toilets and boundary wall.

CONDITIONS OF SALE : Conditions of sale will be viewed at the Deputy Sheriff Nonofu Mabina's Office.
TERMS OF SALE : CASH OR BANK GUARANTEED CHEQUES

DATED AT GABORONE ON THIS 17TH DAY OF JUNE 2020.

DEPUTY SHERIFF NONOFO MABINA
CONTACTS: 3912734 / 71657100 / 73280689
C/O: MINCHIN & KELLY (BOTSWANA)
 The Fields Precinct, Lot 54349 CBD,
 Office Block B, 3rd Floor
 P.O Box 1339
GABORONE
(FR/oak/1020083)



IN THE SUBORDINATE COURT FOR THE CENTRAL DISTRICT HELD AT SELEBI PHIKWE

CASE NO: CCMSP- 000040-20

In the matter between:
POWER CONTROL SYSTEM ELECTRICAL ENGINEERS & CONTRACTS (PTY)LTD
 And
BHARON CONSTRUCTION (PTY) LTD

PLAINTIFF
DEFENDANT

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to judgment granted by the above Honourable Court the following property shall be sold by public action by Deputy Sheriff Mr Richard Kenosi to the highest bidder as follows;

Date of Sale : 26th August 2020
Venue : In front of raffles complex Letlhakane
Time : 10:00AM
Property to be sold : NISSAN NP200-B573 AZV (White in Colour)

Terms of Sale : Strictly cash or bank guaranteed cheques only

DATED AT SELEBI PHIKWE ON THIS 10TH DAY OF AUGUST 2020.

DEPUTY SHERIFF:
RICHARD KENOSI
CELL: 76267273/74945411
CHINGWARA LAW CHAMBERS-SELEBI PHIKWE



INTENTION TO CHANGE MARRIAGE PROPERTY REGIME (in terms of section 8(1) of the Married persons Property Act 2013)

1. Boitshwarelo Batswana and Tebogo Maiyana, married in community of property on 13th December 2018, at Palapye, wish to change their marriage property regime from in community of property to out of community of property.
2. The parties intend to apply to the High Court of Botswana after the expiration of the three (3) weeks statutory notice from the date of the 1st Publication
3. Any person, or creditor or debtor, who may have an interest in the assets and/or liabilities of the parties' estate, should they have objections to the parties changing their property regime, they should inform the parties' attorneys, McErick Attorneys before the expiration of the said 3 weeks period, or make representations before the High Court of Botswana once the contemplated application is lodged.

DATED AT GABORONE THIS 10TH DAY OF AUGUST 2020

McERICK ATTORNEYS
 Applicant's Attorneys
 Plot 760667, 7th Floor,
 Fairscape precinct,
 Fairgrounds Office Park,
 P.O Box 612 AAH, Masa
GABORONE
 Tel: 3165472 / 72553210



Ditlhokwe's Club Confirms Positive COVID-19 Case

BONGANI MALUNGA

Thatayaone Ditlhokwe's club, Supersport United, has confirmed that one of their players has tested positive for the Coronavirus. The club is currently based in the Gauteng bio-bubble, which is an enclosed and biologically safe camp for all ABSA Premiership clubs made specifically for them to be able to finish the 2019/2020 season in a controlled environment.

Supersport United tested 40 members of their team, including non-playing staff, last week as they prepared to set up camp in Johannesburg but the club confirmed that one player's test came back positive during the final round of testing. As a result, the unnamed player will remain behind and undergo a mandatory 10 day quarantine, the player will then be retested before being allowed to join his teammates if all goes well.

In a report published by South African

publication KickOff, Supersport United said the following, "We would like to confirm one positive COVID-19 case from the second round of testing that was completed this week. The player has currently been put into quarantine for 10 days and will be retested thereafter. A group of 40 personnel were tested (25 players and 15 staff members). The rest of the squad will resume training and will continue to follow all protocols before heading into the bubble for the completion of the 2019/2020 season."

The club has elected to protect the identity of the player while confirming the news, the move is rather different compared to other parts of the world whereby football and basketball clubs disclosed the names of players who tested positive for COVID-19 to show transparency. Ditlhokwe and his teammates will return to competitive action on Sunday as they have a two game advantage over other clubs.

"We would like to confirm one positive COVID-19 case from the second round of testing that was completed this week."



Pic: Kickoff.com

COVID-19 Testing Disturbs Boxing Return

TLOTLO KEBINAKGABO

Botswana Boxing Association (BoBA)'s plan to return competitions has been disrupted by the need to test boxers by local boxing clubs, *Gazette Sport* has established.

BoBA, like some sporting codes (contact sporting codes) is only allowed to schedule competitive events and training when they meet the COVID-19 protocols and regulations which among others include the testing of athletes.

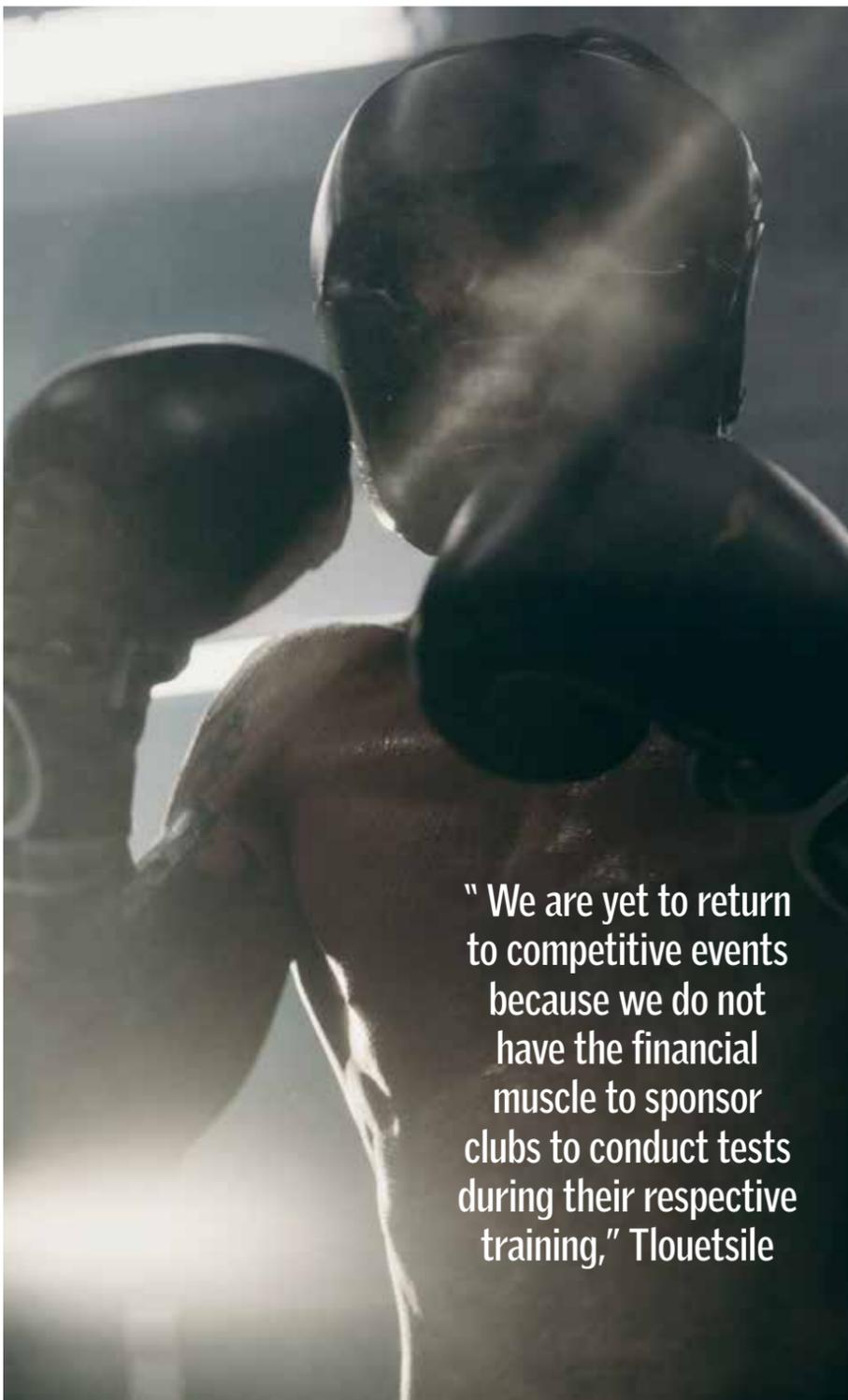
However, after months of hibernation, BoBA was plotting its return to competitive events with a club tournament that was scheduled to take place on July 25. "We are yet to return to competitive events because we do not have the financial muscle to sponsor clubs to conduct tests during their respective training," he said. "I mean clubs are obliged to conduct tests during their training as there is contact there and helping them could have been difficult for us as we have over 14 clubs which have more

than 20 boxers."

Tlouetsile noted that BoBA was ready to return to competitive events if it was not of the need to test boxers during training by clubs. "Our budget only catered for us to carry out tests during tournaments only," he said. Tlouetsile went on to note that his association is not certain if it should cancel the 2020 calendar of events, "that is because we do not know will happen with the pandemic in the near future."

The BoBA spokesperson highlighted that they are working on a national team training schedule that will be submitted at Botswana National Olympic Committee in the near future. "That is because we want our team to get on training camp as soon as we can as we continue to prepare for the Olympics," he noted. By far, only one boxer in Kemogetse Kenosi has qualified for the Tokyo Olympics being the first local woman boxer to qualify for the Olympics in the history of the country.

"We are yet to return to competitive events because we do not have the financial muscle to sponsor clubs to conduct tests during their respective training," Tlouetsile





Why Rollers Are Tight Lipped About Kavazovic's Return

BONGANI MALUNGA

Township Rollers have decided to keep their cards close to their chests in terms of announcing their new head coach with reliable sources informing this publication that the club has already signed a contract with Nikola Kavazovic, they have taken a coy stance while waiting for the Botswana Football Association to declare the re-

turn date of football activities.

Rollers are aware of rumours suggesting that a switch to a February to November season format is being discussed and they are not in a rush to make announcements while the return of football still has a question mark. Rollers president Jagdish Shah has maintained that they are in no rush to make an appointment while waiting for communication about when the 2020/2021 season

Rollers president Jagdish Shah has maintained that they are in no rush to make an appointment while waiting for communication about when the 2020/2021 season will start.

will start.

With local clubs struggling to generate revenue the club is wary of officially hiring a coach who would command a double figure salary while the wait for the new season drags on, the club does not want to continue paying a full salary for the next few months while the league is inactive. Rollers recently revealed salary cuts across the playing staff as the effects of the COVID-19 pan-

demie continue to ravage local football.

A source informed this publication that Kavazovic has already signed his Rollers deal and he currently resides in Gaborone (at Rollers' expense) while awaiting the commencement of the new season, however his appointment will not be announced pending a work permit and an official time frame for the resumption of football as stated above.

Gaolaolwe, Morake Unable To Meet TS Galaxy Deadline

- TS Galaxy, Sukazi unhappy as they feel the players are making excuses
- Players' agent insists that the situation was beyond their control

BONGANI MALUNGA

TS Galaxy pair Moshale Gaolaolwe and Ezekiel Morake will not be able to join their teammates in the Gauteng bio-bubble to finish the 2019/2020 season after being tied up due to the delay of their

travelling permits. As a result they have missed the club's August 6 deadline whereby all the players were instructed to report for camp to undergo COVID-19 testing before heading to their base in Johannesburg.

All the players who have completed the test-

ing process are now in Johannesburg and they will take part in the club's remaining games of the season. By virtue of missing the testing process, Gaolaolwe and Morake's season is effectively over as they will not be allowed into the Gauteng bio-bubble.

Last month this publication revealed that the players were still "stuck" in Botswana while awaiting travelling permits, the situation has not changed as the players are still in the country while awaiting the intervention of the Botswana National Sports Commission (BNSC).

The players' agent, Bakang Moipone, informed Gazette Sport that they have received a supporting letter from the Ministry of Youth, Sport and Culture and they will be able to travel to South Africa if the BNSC can grant them a travelling permit.

"The players are still in Botswana, we have been doing everything in our power to ensure that the players return to SA. We have received a supporting letter from MYSC, we are now awaiting the final approval from the BNSC. As it stands they will not make the cut for the list of players in Gauteng," Moipone stated.

The agent also revealed that the club's management and its owner Tim Sukazi are not happy that the players have not been able to return to camp. "TS Galaxy officials are not happy, they regard both players as important

members of the team who could have made a meaningful contribution in the remaining games. Sukazi believes that the players are making excuses, he asked why other Botswana players were able to return to their respective clubs well on time while Morake and Gaolaolwe could not do the same. It is unfair on the players because this is a situation that is beyond their control," Moipone concluded.

It remains to be seen whether or not the players will be fined by the club when they eventually return.

The Botswana Gazette SPORT

WEDNESDAY 12 AUGUST 2020

"My last race of the year was on Monday, these races that I have been taking part in were very important as they have drilled me on how to approach championship competitions," Nijel Amos.

No Diamond League Action For Amos This Year

- Athlete says he is taking advantage of the COVID-19 pandemic period to thoroughly prepare for the Tokyo 2021 Olympics
- There however will be deep financial consequences for him as it is races like the Diamond League that generate money for elite athletes

TLOTLO KEBINAKGABO

Local 800m sensation Nijel Amos will this year not take part in the World Athletics Diamond League (DL) but will rather use the current COVID-19 window to thoroughly prepare for the Tokyo 2021 Olympics, this publication has learnt.

Gazette Sport made the discovery in course of a telephonic interview with Amos who noted that he is taking advantage of the current situation (COVID-19) to desist from running at a higher level. "I have proved many times that I can run fast during serious races, I mean I was the world fastest 800m athlete last year," he said. "So with the pandemic now in place, I have decided that I will not compete in any Diamond League race this year."

Affectionately known as Zoro, Amos said he has been taking part in minor races where he is currently based in Oregon, USA (under Oregon Track Elite Club).

"My last race of the year was on Monday, these races that I have been taking part in were very important as they have drilled me on how to approach championship competitions," he said.

This is the athlete who has always been criticized for his inability to manage his pace during championships (World Championships and Olympics) something which usually led to him not performing well during such competitions. "He took a great decision by desisting from taking part in the diamond league this year but rather work on his approach to championship races," noted national team coach Kebonyemodisa 'Dose' Mosimanyane.

In Mosimanyane's observation, ever since Amos's rival (David Rudisha)' disappearance from the track, the local 800m sensation has been struggling to perform well during championships. "That is because he is not good at managing his pace

during such races and Rudisha helped him on that aspect," he said. "I mean he has been thriving on one day competitions and when it came to championships he struggled. I think it is a good thing for him to have decided to improve his tactical awareness in championship races and that might work for us during next year's Olympics."

Amos is the only athlete to have won the country a medal at the Olympics after bagging the 800m silver during the 2012 London Games.

Meanwhile, there will be deep financial disadvantages for not taking part during the DL. "It is only through races like the DL where we get to make money as elite athletes," Amos told this publication. "So I am going to be financially affected because of not competing during the DL, I however, do not regret that much as there is a bigger picture to this."

