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INTRIGUE AND DECEIT IN CMB SAGA

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PRINCE HARRY LAMENTS 'WRONGS' BRITAIN INFLICTED ON COLONIAL BOTSWANA

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UK's Survival renews fight against Botswana

THOBO MOTLHOKA

Claims of human rights violations against Basarwa (Bushmen) by a United Kingdom based non-governmental organisation are being resurrected in the third presidency of Botswana.

Former President Festus Mogae tried to fend them off, his successor Ian Khama, with his presumed conservation credentials, somehow survived the fury from Survival International (SI) but it remains to be seen if the incumbent Mokgweetsi Masisi can put up a spirited fight against the NGO.

SI's long-time director Stephen Cory has cautioned Masisi to desist from arresting Basarwa (Bushmen) over their nostalgic activities in the Central Kalahari Game Reserve (CKGR) – an area they regard as ancestral land.

In a letter penned by Corry addressed to Masisi, the organisation reminds the government about the 2006 Roy Sesana vs The Attorney General land mark High Court ruling that upheld the Basarwa's right to hunt in the CKGR.

Corry's warning follows the arrest of five men on charges of unlawful possession of government trophy in May, 2020 contrary to the Wildlife Conservation and National Parks Act.

"The accused persons Tshoganetso Sesana, Monyaku Modumedi, Lefifi Roy, Tsharae Kelebatseand another one before court acting together and in concert on or about 7th day of May 2020 at or near New Xade in the Ghanzi Administrative District of the Republic of Botswana, being persons not authorised, licenced or exempted under the Wildlife Conservation and National Parks Act unlawfully possessed game meat which is a government trophy," the particulars of offense reads.

In their response to the arrests Survival International said they hoped the arrests and charges have been made by individual game scouts and court martials who maybe unaware of the 2006 High Court ruling.

"In March, four Bushmen from Gope community in CKGR were detained for hunting and subsequently released without charge. In May, four Bushmen from Molapo community were arrested and remanded in custody in Ghanzi. They have now been charged with 'unlawful possession of government trophy' and are due in court in August. We understand that several Bushmen from Xere have also been harassed recently for hunting in the CKGR," Corry's letter listed several incidents of 'harassment' against Basarwa. He described the reports as disturbing.

The organisation also alluded to reports that Basarwa have been stopped from planting melons and other foods in the CKGR saying they hope the it is not government policy to deny Basarwa the opportunity.

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UDC in line for big a score as Minister faces imprisonment

Court gives Minister Mokgethi a 30 day ultimatum to have accounted for dead man's estate ■ Judge points out that violation of Administration of Estate Act is a criminal offence ■ Judge finds that Mokgethi has been violating the Act for six years ■ Boko expected to cash in on Mokgethi's fall

MP for Gaborone Bonington North and Minister of Nationality Immigration & Gender Affairs, Annah Mokgethi

KHONANI ONTEBETSE

Botswana Democratic Party (BDP) leadership is hoping for the best and bracing for the worst as party Member of Parliament for Gaborone Bonington North and Minister of Nationality Immigration & Gender Affairs Annah Mokgethi faces possible imprisonment following suspicions that she stole from a dead man.

Mokgethi's imprisonment would send Botswana politics into a tailspin. It would give Umbrella for Democratic Change (UDC) President Duma Boko another shot at a parliamentary seat and possibly rock the power dynamics inside the opposition coalition.

With Boko outside parliament, UDC vice president and president of the Botswana Congress Party (BCP) Dumelang Saleshando is now the official leader of opposition.

Identified in court records as Annah Motlhagodi, the minister was cited for failing to account for the Estate of one Abdul Joseph who died in 2012. Mokgethi who was a practicing attorney before ascending to Cabinet is the Executrix of Abdul Joseph's estate.

Justice Godfrey Nthomiwa of the High Court found that Minister Mokgethi has been violating the Administration of Estate Act for more than six years.

The judge stopped shot of accusing the minister of trying to hide the deceased man's assets.

"To day the estate has been under administration for almost 7 years. It does appear to me that 2nd Respondent (Mokgethi) thought she could selectively report assets to the Master. This cannot be so as executor is obliged to account for the estate and all its assets including newly discovered assets," said the judge.

Justice Nthomiwa said it was not in dispute that the inventory provided by Mokgethi was "inaccurate in a significant way. She admitted so and undertook to correct it which she has not done notwithstanding the requirements of the law."

The judge ruled that Mokgethi should within 30 days "of the granting of this Order furnish the Master of the Court and the Applicant a full and current accounting in respect of the assets and liabilities of Deceased Estate of late Abdul Joseph and shall provide details of all transactions relating to the Estate from the date of issue of the Letters of Administration up to the date of accounting and shall provide an updated an accurate inventory of the Estate."

The Court also among other things ordered Mokgethi to: "Provide details of trades or transactions in respect of any securities or shares forming part of the Estate from the date of the issuing of the letters of administration to the date of the accounting, together with copies all supporting by vouchers."

The late Abdul's granddaughter Dawn Mpho Masenya had

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Truckers planned strike to inflame Botswana's fuel crisis

KHONANI ONTEBETSE

Botswana's fuel crisis is expected to get worse before it gets better as scores of drivers employed by international freight transportation company, Unitrans threaten to down tools should government fail to address their grievances.

This comes at a time when Botswana is facing crippling fuel shortages as a result of, among others, COVID-19 protocols imposed by neighbouring South Africa from where the country imports the bulk of its fuel. The country continues to witness long queues at fuel stations in Gaborone as some ran dry.

Sunday Standard can reveal that the disgruntled truck drivers on Monday delivered

Sunday Standard can reveal that the disgruntled truck drivers on Monday delivered a petition to President Mokgweetsi Masisi's office over what they term deficiency of leadership at the logistics company.

a petition to President Mokgweetsi Masisi's office over what they term deficiency of leadership at the logistics company. This publication has learnt that the employees of Unitrans Botswana demand that Unitrans Botswana should forthwith comply with COVID-19 protocols as per the World Health Organisation (WHO) guidelines.

According to the petition, a copy of which was intercepted by *Sunday Standard*, they also demand that the company should comply with an Industrial Court Order. In May this year, Unitrans Botswana truck drivers approached the Industrial Court to challenging the legality of ferrying fuel from South Africa into Botswana without following World Health Organization (WHO) COVID-19 guidelines. The Court ordered the company to comply with such health protocols.

In their current petition which will be delivered to Masisi's office on Monday, the employees and truck drivers also call for the immediate resignations of Moses Sebolai and Mike Schelin who are apparently some of the top executives of the company.

They also demand immediate payment of subsistence allowances as per a 2015 collective wage agreement. The employees also demand immediate payment of risk allow-

CONTINUES ON PG 3

WEATHER & INFO

WEATHER FORECAST GABORONE

SUNDAY	MONDAY	TUESDAY
Max: 19°C	Max: 23°C	Max: 20°C
Min: 01°C	Min: 03°C	Min: 01°C

Source: www.weather.com

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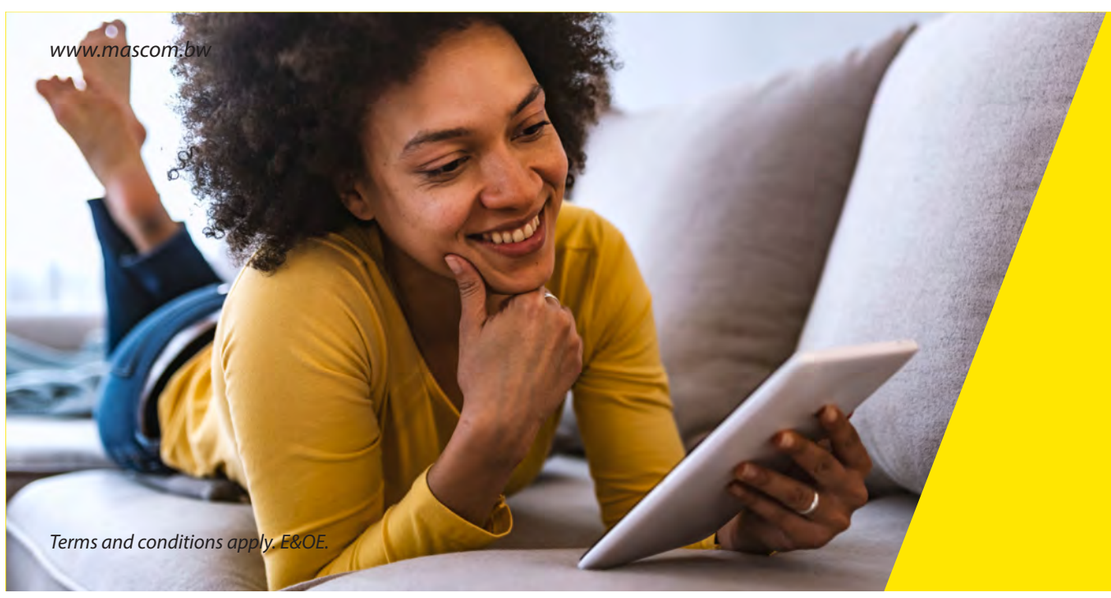

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Reviewing ISIPAAD would amount to more wastage of public resources

It has emerged that the government's plan to spend time, money, energy and effort on reviewing the Integrated Support Programme for Arable Agriculture Development (ISIPAAD) would be a waste of all those resources because such process has already been undertaken. Hailed as a huge success by the man who introduced it – former president Ian Khama – ISIPAAD is actually a huge failure because it didn't achieve its objectives.

The Minister of Agricultural Development and Food Security, Dr. Edwin Dikoloti, has indicated that ISPAAD is not productive and is being reviewed. However, such review tantamount to reinventing the wheel because a similar process has already been undertaken by two credible institutions, which both gave the programme a thumbs down.

In 2012, UNDP-UNEP Poverty-Environment Initiative (PEI) Botswana commissioned a Poverty and Social Impact Analysis of ISPAAD with the aim of analysing the performance of the programme. The study's particular focus was on key programme activities and the impact on poor people, vulnerable groups and the environment. The findings indicate that the choice and

Dr. Edwin Dikoloti

distribution of seed was not based on agro-ecological zone considerations; that the majority of farmers received maize seed and grew it in areas not suitable for the crop and that this resulted in high incidence of crop failure and a reduction in yield; and that the size of most arable lands was relatively small for mechanical ploughing even though about 60 percent of ISPAAD beneficiaries utilized tractor draught power, mainly to produce crops for subsistence purposes.

On the whole, UNDP found that while the objectives and service packages of ISPAAD programme seemed desirable from a national agricultural development perspective, the execution and outcomes of the programme had failed to achieve the intended objectives making it a sub-economical and inefficient intervention from an investment and agricultural development point of view.

Likewise, the Botswana Institute for Development Policy Analysis (BIDPA) has concluded that ISPAAD failed to reduce acreage diversity and may have depleted soil nutrients. While ISIPAAD should have been an improvement on the failed Accelerated Rainfed Arable Programme (ARAP), BIDPA found that that the programmes are essentially the same and yielded about the same results.

"First, reduced cultivation of legumes induced by ARAP and ISPAAD suggests that these programmes may have yielded the depletion of soil nutrients since legumes may be used to restore nitrogen in soils. Second, the ISPAAD-induced reduction in maize acreage share implies that the programme may have led to reduced exposure of subsistence producers to climate risk, since maize performs poorly during harsher climatic conditions. Finally, while ISPAAD may have induced output growth through expanding cultivated acreage, it may have worked against the achievement of the government objective of promoting acreage and broader agricultural diversification," the BIDPA research says.

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Brief
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- Bidders are required to attend a compulsory site visit to familiarize themselves with the site, the scope of work and the conditions under which the works are to be executed.
- Compulsory site visit will be held on **Wednesday 15th July 2020** at **10:00hrs**. Tenderers are to meet Ms. Bonkie Baeletse at Minergy Coal, MASAMA COAL MINE (Medie Community Hall).
- Tender Documents are to be picked at Plot 43175, Phakalane Industrial (Telephone No. 3972891) from 13th July 2020. **PROOF OF PAYMENT IS REQUIRED TO COLLECT THE TENDER**
- Tenderers are required to arrange their own transport and appropriate PPE for the site visit.
- Bidders who wish to participate in this tender will need to pay a non-refundable fee of **P500.00** (inclusive of VAT)

NOTE THAT COVID 19 PROTOCOLS WILL BE OBSERVED DURING THE SITE VISIT

Payment shall be made to
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Masisi and Mogae's different approaches to insurgent talk

When the movement devoted to the political philosophy of Karl Marx, Friedrich Engels, Vladimir Lenin and Joseph Stalin (MELS) made loose talk about "going to the bush", the government of President Festus Mogae just ignored it. In private conversation, a senior Tsholetsa House would explain that public criticism of such talk or punitive action would have legitimised what was mere gimmickry. At freedom square level, what MELS had said was reduced to a joke, with one speaker at a ruling party rally saying that had the Marxist movement actually gone to the bush, they would have so bungled their military campaign that it would have been very easy to lure them back into peaceful civilian life by bartering food for weapons. Denied the attention it craved, MELS stopped bush talk.

Many, many years later, an artist who has admitted using hard drugs but one with 180 000 Facebook followers has threatened insurgency of unclear nature. Singling out two Indian businessmen and one Iranian, A.T.I has delivered a single word command to all three men: "Run!"

During his national address on *Btv* last Thursday night, President Mokgweetsi Masisi expressed concern about "persons who, in their pursuit of a Botswana they say they yearn for themselves and all others, are dishing out unbridled promotion of hate and incitement directed at some race or nationality." He didn't mention A.T.I's name but the youthful artist is the most high profile figure to have done what can be described in those words.

Mogae would likely have ignored A.T.I, who is really in no position to start any kind of insurgency because he hasn't built any sort of structure, hasn't articulated any ideology, doesn't have popular support and is allegedly merely being used by some opposition politicians to stir up trouble. What Masisi said on Thursday night keeps A.T.I in the news cycle and heightens the profile of his campaign – such as it is.

However, Masisi is not the only

President Mokgweetsi Masisi

person who should ignore A.T.I. The mainstream media and the opposition parties would also be very helpful in not giving him the attention he wants and in not amplifying his message. Besides, they know the demons that this young man has publicly admitted to fighting. In a court case in which A.T.I was charged with taking a picture of State House, the presidential mansion in Gaborone, the prosecutor said it plans to refer him to the S'brana Psychiatric Hospital for psychiatric evaluation.

Masisi's statement is remarkable in another dimension. While he criticised racial talk, he has himself been implicated in the use of similar talk. Speaking at a public event in early April as COVID-19 began to upend commerce and everyday life, the president lamented that some people who had come to Botswana wearing *bo-rampeechane* - sandals made from reuse tyres – but were now filthy rich, had shown that they don't have national interest at heart. Those people, he added, cared only about milking Botswana of its riches and not the welfare of Botswana and their Batswana employees. He didn't refer to any one race or nationality but he provided way too much detail as to compromise the identity of the race and nationality he was referring to. That is because he used the same set of words that is used in the street to complain about a particular race. As a matter of fact, there was public reporting about that race complaining bitterly to Masisi behind closed doors about the *bo-rampeechane* remark.

UDC in line for big a score as Minister faces imprisonment

CONTINUED FROM PG 1

dragged Mokgethi to the High Court accusing the minister of understating the estate and refusing to render an account of the estate's inventory.

Masenya asked the Court to compel Mokgethi to render an account of the estate under the Executrix Act. An executrix is a female executor of a will. Some of the offences relating to the violation of the Act in Botswana carry prison terms not exceeding six months.

Justice Nthomiwa rapped the minister on the knuckles for violating the Act.

"What became of concern was that several requests in writing were made to the Executrix. It was following the numerous requests for accounting by the Master to the 2nd Respondent (Mokgethi) and her failure to do so that the Applicant (Masenya) filed an application to compel her to, in her official capacity as Executrix of the deceased Estate," Nthomiwa noted in his judgement. According to Nthomiwa, Masenya had observed a clear defiance by Mokgethi to account to the Master the status of the estate.

"Although none of the parties brough this to the fore this was a serious matter which the Master ought to have taken up with the 2nd Respondent in terms of Section 34b (v) of the Administration of Estate Act," said Nthomiwa.

The Act empowers the Master to remove an executor from office if he or she fails to perform satisfactorily any duty imposed upon him or her.

Masenya also enquired about the estate account particularly whether Mokgethi opened one as she was required to by the Act.

Justice Nthomiwa noted that as a demonstration of the seriousness of this requirement the Act states that "Anyone who fails to comply with the provisions of subsection (1), (2) and (3) or any requirement or direction of the Master under subsection (4) (5) shall be guilty of an offence and liable to a fine not exceeding (100 or to be imprisonment for a term not exceeding six months or to both."

Justice Nthomiwa noted that a lot of time had lapsed from the time Mokgethi was appointed, and the instructions from the Master to account and requiring some accounting or updating from the Master to account and requiring some of accounting or updating of the accounts of states.

He said it was also undisputed that Mokgethi has to date not accounted as directed by the Master notwithstanding the deadline she was given.

Nthomiwa found that Mokgethi has also not accounted for the Barclays Bank Shares which she sold.

According to court records, Abdul passed away on 7th July 2010 and Mokgethi was soon thereafter issued with letter of administration.

"To day the estate has been under administration for almost 7 years. It does appear to me that 2nd Respondent (Mokgethi) thought she could selectively report assets to the Master. This cannot be so as executor is obliged to account for the estate and all its assets including newly discovered assets," said the judge.

He said it is not in dispute that the inventory provided by Mokgethi was inaccurate in a significant way. She admitted so and undertook to correct it which she has not done notwithstanding the requirements of the law, the judge found.

Mokgethi's position was that Masenya lacked locus standing (the right or capacity to bring an action or to appear in a court) arguing that for a plaintiff to participate in a case he or she must have an adequate interest or direct interest in the relief sought.

Applicant's position is that she has sufficient interest in the matter, Nthomiwa said.

"The applicant herein seeks not to protect the interest she may have in the estate of her late grandfather but also those vested in her by the Act in terms of her interest in the estate…" the judge said.

He said: "In my judgement, the ambit of an interested person goes beyond just creditors and the heirs. It also covers persons with interest like the Applicant. In my judgement, there is good reasons why the deceased estate ought to be protected. It is because the 2nd Respondent has not accounted for the estate for the past six and seven years. "

Nthomiwa also accused Mokgethi of defying the Masters. He said Masenya falls in the category of "persons with interest…"

In one week, police charge 167 for failure to wear masks

The chief spokesperson of the Botswana Police Service, Dipheko Motube, says that the police charged 167 people across the country for failure to wear face masks between June 22 and 27.

"Most of the offences occurred in South Central," said Motube, who holds the rank of Assistant Commissioner of Police.

Part of the Greater Gaborone area according to the COVID-19 map, South Central excludes Molepolole, Kanye and Lobatse. As regards why the offense rate for mask law is highest in Gaborone, Motube gave population size as the reason. The 2011 population and housing census puts the Gaborone population at 231 000 but it would be much higher a decade later.

While he didn't have figures at his fingertips, Motube also revealed that some other people have been charged for failing to observe social distancing as stipulated in the Emergency Powers (COVID-19) (Amendment) (No.4) Regulations 2020. The latter is a COVID-19 law whose enforcement is the responsibility of the police. On the whole, Motube says that the police are responsible for the enforcement of all public health guidelines that are stipulated in the Regulations, which gained legislative passage at a special sitting of parliament in May. The latter revelation was prompted by a question of whether the police are also responsible for enforcing social distancing. At least from our determination, most members of the public (especially drinker groups that have gone back to forming hazardous knots outside bars in the evenings) don't seem to realise that failing to observe social distancing is an offence. The Regulations also stipulate trading hours and permissible number of people at gatherings. Motube mentions the latter among provisions that they have had to enforce.

An already overwhelmed police service has had to take on additional law enforcement challenges as a direct result of COVID-19. When President Mokgweetsi Masisi imposed an incremental stay-at-home order that started with just 28 days but was extended, some people took liberties with the COVID-19 regulations. With all liquor establishments shut down, home breweries (themselves presenting a food-security threat) popped up across the country. Motube says that between April and June in the North Central (Tswapong) area, the police had to tamp down the brewing of traditional beer, notably a type of wine made from water melons which is called *setopoti*. It so happened that the period in question is the harvest season and there were more than enough water melons to make *setopoti*. The BPS spokesperson adds that towards the end of that three-month period, the *setopoti* problem spread to the neighbouring villages of Palapye and Mahalapye.

Despite effort by the Ministry of Health and Wellness to educate members of the public about the deadliness of COVID-19 and the enactment of the Emergency Powers (COVID-19) (Amendment) (No.4) Regulations 2020, there are still people who ignore recommended public health protocols and wilfully disobey the law. Ironically, these people are aware of the dysfunction of an overwhelmed public health system that they would have to turn to if they get infected.

Much to the chagrin of the Sefhare-Ramokgonami MP, Dr. Kesitegile Gobotswang, those caught breaking mask-wearing law have had to pay between P1000 and P5000. Contributing to the debate of the COVID-19 regulations during a special parliamentary sitting, Gobotswang, who is also the Deputy President of the Botswana Congress Party, said that rather than punish people, the government should instead provide education for why it was necessary for them to wear masks.

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Intrigue and deceit in CMB saga

KHONANI ONTEBETSE

The intrigue behind the misappropriation of more than P477 million in public servants' pensions that was administered by liquidated Capital Management Botswana (CMB) deepened last week with its directors and investors trading accusations.

The plot unraveled at a creditor's hearing held at Travel Lodge in Gaborone before Masters of the High Court, Chipo Gaobatwe and Nomsa Moatswi.

CMB Director Rapula Okaile was the first to draw blood when he threw Kawena PTY Ltd Managing Director Clementino Dos Santos under the bus, claiming that the money that Botswana Public Officers Pension Fund (BPOPF) had invested in the entity did not belong to pensioners but to Dos Santos.

Replying later, whilst being interrogated by Advocate Stefan Vivian who represents BPOPF, Dos Santos distanced himself from such claims. As the interrogation unfolded, he lost his cool and accused Okaile of having "been smoking some interesting stuff."

Earlier on when being interrogated by Panayiotis Stais who also represents BPOPF, Okaile also threw his bosom business partner Timothy Marsland to the wolves saying the latter should take responsibility for some of the controversial transactions that occurred at the asset management firm.

The controversy started after CMB won a bid to partner with BPOPF, which resulted in Botswana Opportunities Partnership (BOP), an investment company in which CMB was the general partner while BPOPF was the limited partner and sole investor.

According to Stais, Okaile wrote a letter to BPOPF that they must pay immediately because "shares on the stock exchange are climbing." Funds were then deposited into CMB Fund 1, an affiliate of CMB.

"Millions of Pula are paid and they are not paid to BOP. They are held for several months and they are sold to BOP. A profit of P15 million did not go to BOP," he said.

The inquiry also heard that at one stage funds from BOP were used to buy its own shares. Stais said shares were migrated from Johannesburg Stock Exchange to Botswana Stock Exchange. The shares valued at P143 million, he said, were sold to BOP.

Rapula Okaile

Asked by Stais to comment on this, Okaile said "our job is to identify skills in the market. Mr. Makgathe (Motswedi Securities founder Martin Makgatlhe) was employed to do a technical job. We paid him a fee. That was to buy shares from the stock exchange…"

A visibly agitated Stais who was interrogating Okaile from his office in South Africa via a virtual conference told the latter to take responsibility as the director of CMB.

"This does not help us…you are the director of the company and not Makgathe…"

Okaile interjected by stating that "It will help. I didn't deal with these specific issues because we had employed the service of a broker…."

Stais was not impressed.

"Let me tell you why I'm concerned. CMB had requested for a drawdown of P150 million to buy shares. CMB had migrated shares using BOP money. Do you accept that P143 million remained; the remainder was not issued to buy shares."

Replying Okaile said "When we were still buying shares from the market then came the litigation."

The inquiry also heard that CMB also purchased shares valued at P20 million.

"It did not pay the dividends to BOP. Mr. Okaile does not know what happened to the missing money," said Stais.

The inquiry also heard that there was a drawdown of P100 million for entities called Cell City and African graduate Institute of Leadership and Enterprises (Agile).

"What happened a drawdown of some millions of Pula for Agile," Stais asked.

Okaile said it was used for setting up an institution called Agile University. He explained that two professors who were assisting with the establishment of the institution were drawing salaries from that; it was P4 million.

"What happened to P46 million?" Stais asked again.

Replying, Okaile said "It is either with the liquidator or BPOPF."

"The P4 million spent on salaries of the two gentlemen, did you ever pay it to BOP," Stais sought to know.

"We paid it back to BPOPF," said Okaile.

Stais sought to know if Okaile or CMBD sold the interest from investment in Agile to a third party, to which Okaile answered in the affirmative.

Asked who the interest was sold to, Okaile said "That part was done by Tim. I can refer to him."

"In your affidavit you said the interest was sold for P50 million," asked Stais to which Okaile replied thus, "The third party is known by Tim, not that I don't know about the transaction."

Stais sought to know why the P120 million in respect of an entity called Kawena Holding transaction was not paid or returned to BOP.

Okaile pointed out that "You are now talking about funds that do not belong to BPOPF but to Dosantos."

Stais shot back "Can you say what happened to P120 million?"

Okaile stood his grounds as he insisted that "Those funds do not belong to BPOPF, but to Dosantos."

At this stage, the exchange between the two men boiled over, prompting Moatswi to intervene.

"Mr. Okaile, can you try to answer the questions as they are put to you," she said.

Stais asked Okaile to explain what happened to P120 million that was paid to Dosantos.

"That could be explained by him," he said.

Stains insisted and added that "You can't tell us what happened to these funds?"

Okaile said, "You are talking about P120 million that belongs to Dosantos. The moment BPOPF draws down for Kawena, its not its money but to Dosantos." Dosantos later denied this argument in a separate interrogation by Vivian.

The inquiry heard that there was a drawdown of P150 from BPOPF funds in the account of CMB Fund 1 to be invested in Manor Squad. Stais sought to know who gave Okaile the authority to give Dosantos funds to invest it in manor squad.

Okaile said "That was a discussion between Tim and Dosantos."

When interrogated by Vivian, Dos Santos said he and other shareholders owned an entity called Sherewa and other shareholders were keen to sell their shares. The result was that a knew entity called Kawena Holdings was set up. He became its director and held 40 percent while the remainder went to BOP. He said a payment of R32 million from Kawena to Sherewa was used to purchase shares of other shareholders with Dosantos in that entity.

The company did not have a bank account. It purchased all the shares by Dos Santos, his partners and took all the shares to Kawena Holdings. Vivian wondered how Dos Santos became a director without having invested cash. He also wanted to know if Dosantos injected any cash, to which the other man answered in the negative.

"They (CMB directors) paid 34 million Rands and not P150 million," Dosantos said.

Vivian told Dos Santos that "Mr. Okaile said it was your money, the P150 million," to which Dosantos said "It was not my money, that remained BOP money."

Vivian said Sherewa assets were worth more than R32 million but less than P150 million, to which Dosantos agreed. Asked if was aware of manor squad transactions as alluded to by Rapula, Dosantos said that he was not aware of such an entity.

"Let him show me a document. Its an absolute lie. He (Okaile) must have been smoking some interesting stuff," said Dos Santos.

UK's Survival renews fight against Botswana

CONTINUED FROM PG 1

Corry praised the lifting of the hunting ban by the Botswana government and "support for communities which find themselves in conflict with wildlife," adding "We sincerely hope that you will also ensure that the CKGR Bushman communities' right to hunt is upheld since their livelihood relies to a large extent on hunting for the pot for their families."

Roy Sesana took the government to court following the 2002 decision to terminate water, food and health services to Basarwa residing in the Central Kalahari Game Reserve.

The service cuts were followed by relocations to adjacent areas. Access to the reserve was restricted for those who relocated, resulting in some of the Kalahari Bushmen no longer being able to enter the land they had occupied or to pursue their hunter-gatherer lifestyle.

The Court held that the refusal to allow Basarwa access into the CKGR was unlawful. The Court stated that the simultaneous stoppage of the supply of food rations and the issuing of Special Game Licenses (SGLs) was tantamount to condemning the remaining residents of the CKGR to death by starvation, resulting in a violation of the right to life set out in Section 4(1) of the Botswana Constitution. The Court also found that Government's refusal to allow the Basarwa to enter the CKGR unless they are issued with permits was unlawful and unconstitutional. The High Court held that, as Basarwa were lawfully in the CKGR, it followed that the legislative provision that forbade entry into the reserve did not apply to permanent residents of the CKGR.

It also followed that refusal to allow the Applicants entry into the CKGR without permit was both unlawful and unconstitutional because it violated their right of freedom of movement guaranteed by Section 14(1) of the Constitution.

Truckers planned strike to inflame fuel crisis

CONTINUED FROM PG 1

ance occasioned by the fact that they continue to risk their lives in what they call high risk neighbouring South Africa.

They also demand an explanation as to "the deductions of some of the employees 'on tax which is not consistent with BURS standards." They also called on the Ministry of Employment Labour Productivity and Skills Development, the COVID-19 Presidential Task Force Office of the President.

They stated that if their demands are not addressed, "we may be tempted to explore other avenues which may include from work forthwith." The company is one of the leading trucking businesses and transporting companies that ferry essential goods such as fuel into Botswana. The employees also demand the reinstatement of their colleagues who were recently fired for speaking out against what they term deplorable working conditions.

Vacancy:
FRONT-END DEVELOPER

Join a growing web and app development agency based in Gaborone with an impressive client portfolio in a professional development role.

Job: Development of websites and apps.

Skills Required: HTML/CSS, JavaScript, Responsive Design. Good communication skills, teamwork, flexible attitude and problem solving. Knowledge of JavaScript frameworks, PHP, Flutter and Drupal is an advantage.

How to Apply:
Email your CV to gaboroneweb@gmail.com

Closing date: 31st July 2020

400 Batswana renounce their citizenship

CEDRIC SWANKA

Since Parliament deliberations last year on dual citizenship, around 400 Batswana have so far renounced their foreign citizenship.

While government is yet to take a firm stance on whether it approves or disapproves of its citizens possessing dual citizenship, the Ministry of Nationality, Immigration and Gender Affairs Permanent Secretary Molefi Keaja said the issue of dual citizenship is a sensitive matter.

He said it needs thorough consultations before the law can be amended to accommodate any more opportunities for dual citizenship. Currently the ministry is engaged in such consultations with stakeholders with a view to Amend the Act.

Presently the Citizenship Act cap 01.01.01 of the laws of Botswana, being the law governing acquisition and loss citizenship of Botswana, allows dual citizenship in respect of persons under the age of 21 years.

Keaja further said: "The Act also allows dual citizenship for Batswana married to non-citizens, where the law of the country requires that its foreign spouse be registered as a citizen or the law automatically confers citizenship on the foreign spouse, provided he/she continues to stay in Botswana after contracting marriage. However, the Act provides that persons who voluntarily acquire the citizenship of another country shall automatically cease to be citizens of Botswana."

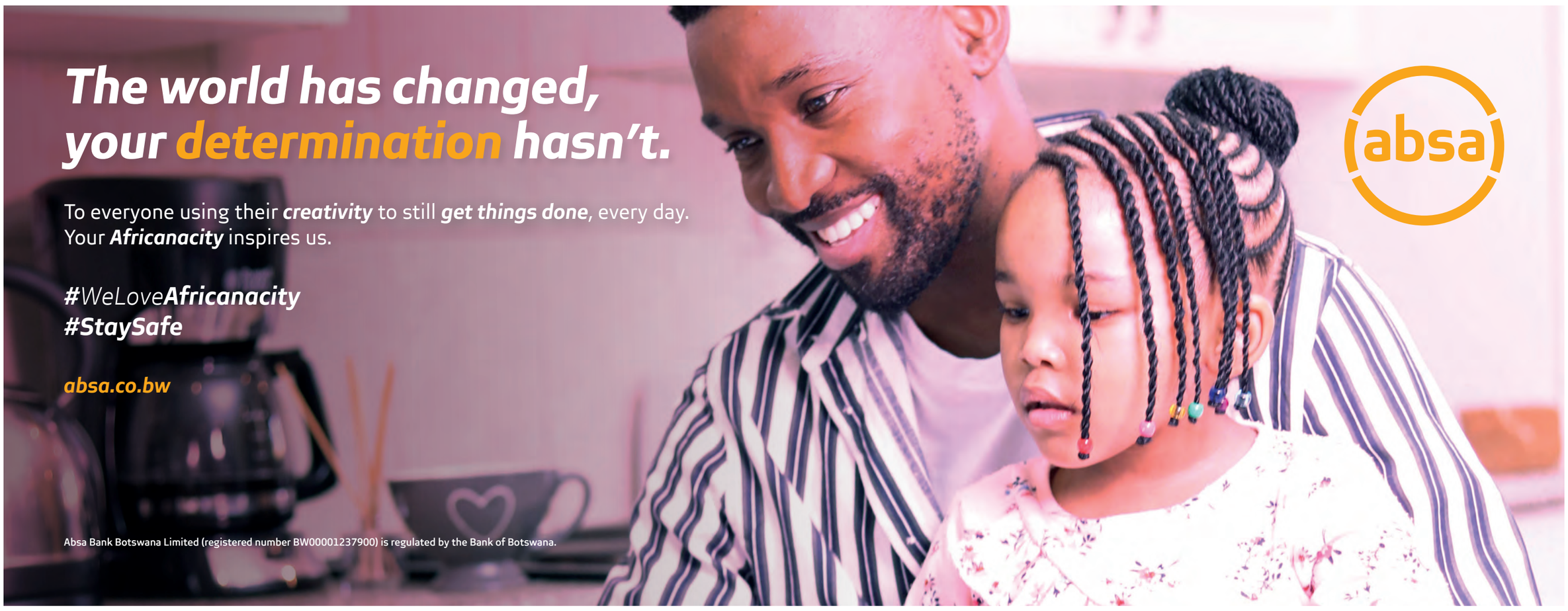
Some concerns over why some governments disapprove of dual citizens, is that those in possession use their indigenous citizenship to claim welfare provisions such as easy global travel, health care benefits, employment opportunities, social benefits and even government tenders. This act by some people who possess dual citizenship is considered a crime as it denies natives of both the foreign and indigenous land, that the dual citizenship holder may belong to.

For people who are not born in Botswana and what conditions they must meet to be considered for Botswana citizenship, Keaja explained that "non-citizens who are desirous of becoming Batswana may apply for Certificate of Naturalisation. Upon satisfying the residence requirement of having stayed legally in the country for periods amounting in aggregate to not less than ten (10) years. They must have resided in the country for a continuous period of twelve (12) month immediately preceding the submission of their applications."

"Furthermore, those who are married to Batswana may apply for Certificate of Naturalisation by a Foreign Spouse upon satisfying the residence requirement of five (5) years. However, they must notify the Minister that they are desirous of becoming citizens by making a declaration during 2 and half years of residence in Botswana," Keaja said.

The Ministry of Nationality has in 2019 encountered three cases of people who have contravened the law by being in possession of Botswana documents as well as those of other countries.

"In terms of section of 24 of the Citizenship Act, any person who fails to comply with any requirement imposed on him/her by instrument made under the Citizenship Act shall be guilty of an offence and on conviction thereof shall be liable to a term of imprisonment not exceeding 12 months or to a fine not exceeding P1000. Furthermore his/her Botswana Citizenship may be revoked," Keaja shared.



CEDRIC SWANKA

BOFINET boosts performing arts with internet tv

Local content producers and filmmakers are set to receive a new online video on demand streaming platform to assist them professionalise and generate revenue from their productions.

Botswana Fibre Networks (BOFINET) last week signed a memorandum of understanding with 12 local content producers partnering with them to create an Internet Protocol Television (IPTV) platform exclusively featuring Botswana content based on Batswana stories and lives.

Initially the IPTV is expected to start off with ninety television titles all sourced locally from Batswana registered companies.

BOFINET chief executive officer Mabua Mabua said they did an assessment of the ICT market space.

"As we imported content and distributed internet, there was a realisation that local content percentage that travels across our networks was around three to five percent. This was worrying because it means we pay to use the internet and its services and nobody pays us," he said.

"Because the network was well funded in terms of the parts played by government and there was a feeling that we needed to play in the content space to facilitate in generation of local content. We have signed twelve initial content producers and the beauty about internet platforms is that it is accessible to anybody from anywhere in the world," he added.

Local filmmaker and Deezone Productions chief executive officer Thabiso Maretlwaneng shared that this came at the right time as the creative industry is going through the most challenging time due to COVID 19.

"Our industry is the first one to close and it will be the last one to open up. It is a great opportunity for filmmakers, content producers because we are spread in terms of trying to tell our stories. BOFINET decided to pitch in and save us, at least with what we have we will be able to show tell the world what Botswana can do," said Maretlwaneng.

"Fellow filmmakers this is an opportunity for us to not only create content but to also unite and create content that the world can be proud of. The Nigerians have proven to the world that with unity they can create content that will be on the biggest platforms in the world."

Deputy Permanent Secretary Cecil Masiga in the Ministry of Transport and Communications challenged initial starting twelve content creators to make the best out the opportunity given.

"We want to see you grow into SMMEs that eventually become multi-nationals which can be exported to other markets elsewhere. You are being given this opportunity because and we sincerely ask of you to grab this opportunity because going forward we are encouraging competition as there will be other who enter this race," he said.

"If the content is appealing the direct contribution of the content creation industry in Botswana will be significant in the Gross Domestic Product. Creating high quality content will require significant skills and ingenuity, however do not be tempted to be copycats. We encourage you adopt a strategic approach based on professionalism, ethics and good conduct," Masiga said.

The IPTV is set to help further boost local content producers digital footprint, as majority of them depend on social media platforms for sharing their content and even engaging the audience. The IPTV will help provide a one stop shop for different titles based on Botswana stories and lives. BOFINET further shared that the platform will start off with ninety titles in the platforms first year and they will grow to a hundred and forty-four by the second year and then a further hundred and sixty-two in the third year. All content sourced from local will range from television dramas, to animated productions and many other forms of entertainment.

Expression of Interest
EOI/010/FNBB/2020
FNBB Kids Lounge Facility Management Services

FNB

First National Bank Botswana is soliciting proposals from locally registered citizen owned companies, for the provision of Facility Management Services for the FNBB Kids Lounge on a contractual basis. The Kids Lounge is intended to be an emergency relief and after care centre for moments when FNBB employees are challenged with child care support. The facility will cater for a maximum of 50 children per day aged between 2 to 12 years.

The scope of services will include amongst others:
- The overall management of the facility.
- Providing care, supervision, and an enabling environment for children to support appropriate development, safety and health of the children whilst in the care of the facility.
- To operate the facility in line with the provided policies and operational frameworks.
- To ensure that the policies and frameworks do not contravene any regulatory bye-laws, and are always updated to ensure operational effectiveness and efficiencies.
- To manage all admissions and exits from the facility in line with the facility policies.
- Running and managing all other day to day operations of the facility.

The EOI must be accompanied by the following;
1. Company Profile
2. Company Registration Certificate
3. List of Directors and Shareholders/ Company Extract
4. Certified I.D copies of Shareholders and Directors
5. Tax clearance certificate copy
6. Minimum 1 Centre Manager CV and ID copy. Must have basic First Aid, fire fighting and safety and health training. Medical Report to be provided.
7. Minimum 3 Play Facilitator CV and ID copy. Must have basic First Aid, fire fighting and safety and health training. Medical Report to be provided.
8. Minimum 1 staff with an Advanced First Aid Certificate.
9. Minimum 1 staff member with a Teacher's Permission to teach.

- Interested companies should send their submissions via email to fnbtenders@fnbbotswana.co.bw and request for the Tender Document not later than the **16th of July 2020, 16:00hrs.**
- The tender document will be sent to bidders on the **17th of July 2020** by **17:00hrs.**

All enquiries should be made via email to *fnbtenders@fnbbotswana.co.bw* with subject;
EOI/010/FNBB/2020– FNBB KIDS LOUNGE FACILITY MANAGEMENT SERVICES

First National Bank of Botswana Limited, Registration number BW00000790476

Another SADC government de-recognises a Bakgatla *kgosi*

Following in the lead of the former Minister of Local Government and Rural Development, Lebonaamang Mokalake, the Premier of the North West Province in South Africa has removed a senior Bakgatla-ba-ga-Kgafela *kgosi* from a plum position that he has held for 24 years.

"By virtue of the powers vested in me under section 14(3) of the North West Traditional Leadership and Governance Act, 2005 (Act No. 2 of 2005), and pursuant to the decision taken by the Bakgatla Ba Kgafela Royal Family in terms of section 14(2), read with section 14(1)(d), of the North West Traditional Leadership and Governance Act, 2005, and subject to affording Kgosi John Nyalala Pilane an opportunity to make written representations in terms of the Promotion of Administrative Justice Act, 2000 (Act No. 3 of 2000), I Tebogo Job Mokgoro, in my capacity as the Premier of the North West Province hereby, with effect from the date of publication of this notice, withdraw letter of designation as Kgosi of the Bakgatla Ba Kgafela, issued in favour of Kgosi John Nyalala Pilane," reads an Extraordinary Provincial Gazette of the North West Province issued by the premier, Professor Mokgoro.

Section 14 of the North West Traditional Leadership and Governance Act deals with the removal of *kgosi* – or *kgosigadi* for female traditional leaders. Section 14 (1) says that a *kgosi* or *kgosigadi* may be removed from office on the grounds of conviction of an offence with a sentence of imprisonment for more than 12 months without an option of a fine; mental infirmity which, based on acceptable medical evidence, makes it impossible for that *kgosi* or *kgosigadi* to function as such; wrongful appointment or recognition; or a transgression of a customary rule, principle or code of conduct that warrants the removal from office. Section 14 (2) says that whenever any of the grounds referred to in the latter provision come to the attention of the royal family and the royal family decides to remove the *kgosi* or *kgosigadi*, the royal family must within a reasonable time inform the premier of such decision and the reasons therefore.

Section 14.3 says that upon receipt of such decision and reasons, the premier shall withdraw the certificate of recognition of such a *kgosi* or *kgosigadi* by publishing a notice of withdrawal of recognition of such *kgosi* or *kgosigadi* in the Gazette. This section also mandates the premier to inform the royal family concerned, the *kgosi* or *kgosigadi* concerned as well as the Provincial House of Traditional Leaders of such removal.

Bakgatla-ba-ga-Kgafela have a peculiar tribal territory that straddles two countries. After he was publicly flogged by the future Transvaal president, Paul Kruger, Kgosi Kgamanyane of the Bakgatla fled into Botswana with some of his people, leaving a few behind in a place called Moruleng. Years later, his son, Kgosi Linchwe I, made the fateful decision of siding with the British during the Second Anglo-Boer War. The British, who had already established the Bechuanaland Protectorate, won the war and rewarded Linchwe by recognising his authority in the Protectorate and South Africa. The Union of South Africa kept this arrangement intact and in subsequent years, mineral wealth was discovered in Moruleng. Through the Bakgatla-Ba-Kgafela Traditional Authority, the Bakgatla have invested in the mining industry and have shares in large companies such as Anglo Platinum.

The late Bakgatla *kgosikgolo*, Kgosi Linchwe II made Pilane Moruleng *kgosi* in 1996 but questions have been raised about how the latter managed the tribe's vast wealth generated from one of the richest platinum deposits in the world. South Africa's *Mail & Guardian* has reported that "Not only did Pilane fail to deposit and account for the Bakgatla's monies, but the private companies he established did not submit audited consolidated financial reports or — frequently —annual financial statements."

It was Pilane's handling of tribal finances that brought Pilane into conflict with the current Bakgatla *kgosikgolo* and leader of the tribe's royal family, *Kgosi* Kgafela II. Pilane's de-recognition is the direct result of a campaign that Kgafela has been waging for a long time now. Ironically, Kgafela was himself been de-recognised by the Botswana government as the supreme tribal leader of the Bakgatla.

VACANCY

Join the Team.

JOB TITLE: CHIEF FINANCE OFFICER

Mascom, the leading mobile operator, aims to become the leading digital service provider and the provider of choice to all users. Our brand statement "Number 1 because of you" is an acknowledgement of the importance of the role played by customers and all stakeholders in the success of the company as an innovative and proudly Botswana corporate citizen. We are looking for a seasoned Finance leader with a passion for our corporate values of service excellence, innovation, open and effective communication, integrity, team work, and fun!

JOB SUMMARY

Reporting to the CEO, the CFO provides financial and operational advice to the CEO to maximize sustainable profitability and assist in the growth of the Company. The incumbent is responsible for implementing robust financial management information processes and controls which support delivery of business performance. As a seasoned Finance professional, the CFO should provide expert in-depth knowledge, leadership, insight and direction to the financial team to achieve their objectives. This role will develop and deliver annual plans and contribute to Corporate strategic business plans as a member of the leadership team.

KEY COMPETENCIES

The ideal candidate will display strong and agile communication and presentation skills and be astute and aware of global innovation and its impact on the digital telecommunications sector.
Success depends on high competence in:

- Strategy thinking
- Team leadership and motivation
- Communication, influence & impact
- Results focused and commitment
- Business orientation
- Decisiveness and assertiveness
- External environment orientation
- Budget and resource management

JOB REQUIREMENTS

- Finance/Accounting Degree, CA/CMA/ACCA/ CIMA
- Masters in a relevant field will be an added advantage
- BICA Accreditation mandatory
- Minimum of 10 years practical work experience in medium to large sized organisation preferably Telecoms/ICT of which 5 years must be in senior management role.

Applicants must send their CV's and certified certificates to the Chief Human Resources Officer. Email: **recruitment@mascom.bw**
Title of the job must be reflected on the subject of the email.
Only shortlisted applicants will be responded to.

Closing Date:26th July 2020

MASCOM
Number 1 because of you.

LEKORWE J.

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

CASE NO. CVHGB-000684-19

In the matter between:
PHUDUHUDU DRILLING COMPANY (PTY)LTD **PLAINTIFF**
And
SKILL SOFT (PTY) LTD **DEFENDANT**

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE, that pursuant to a judgment of the above Honourable Court, the movable property of the above-named Defendant will be sold by public auction by Deputy Sheriff BATHUSI BILLY to the highest bidder as follows;

DATE OF SALE: 07th August 2020
TIME: 1:00 am
VENUE: Magistrate Court, Ntshe House, Francistown

PROPERTY TO BE SOLD: 1 x1 Drilling Machine and Truck of registration number: B 699 AVS, 1X1 White Land Cruiser of registration number B 416 APY.

CONDITIONS OF SALE: Cash or Bank guaranteed cheques will be accepted and interested parties may arrange for viewing in advance.

DATED AT GABORONE THIS 10th DAY OF JULY 2020.

DEPUTY SHERIFF BATHUSI BILLY
CELL:76186390
C/O MAKHABENYANA ATTORNEYS
Plaintiff's Attorneys Herein
Plot No: 26704, Opposite Regent Hill School
P. O. Box 536 AAH, Masa Centre
GABORONE
TEL:3113236 CELL:73859859

Botswana petroleum strategy – a tragedy of good intentions

THOBO MOTLHOKA *tracks how government's plan to ensure security of fuel supply and citizen empowerment foundered off the drawing board into a multi-million pula flop*

The P100, 000 per month vacant first floor office space at Peelo House in the heart of Gaborone central business district remains a constant reminder of a national transformation project gone awry.

Botswana Oil Limited (BOL) acquired the office space in 2018. Their business case hinged on acquiring an import license to become the sole supplier of petroleum products in Botswana. Two years and more than P 2 million later, the business case is looking like a mirage and BOL continues to pay the monthly rent in a five-year no-exit lease agreement that will expire in 2023.

By the end of the contract Botswana Oil would have paid in excess of P5 million for an office space they never occupied. This is unless the company identifies a tenant, as they hope, to sub-lease the gigantic office space.

"Botswana Oil Limited rented unfitted office space at Peelo Place in 2018 for a period of five years in anticipation of being granted an import mandate which would have resulted in an increased staff complement and increased revenue for the Company," Head of Stakeholder Relations Matida Mmipi says.

BOL, incorporated under the Companies Act, is wholly owned by the Botswana Government, represented by the Ministry of Mineral Resources, Green Technology and Energy Security (MMGES).

The company was established in 2013 to achieve the government's broader economic objectives of ensuring security of fuel supply and facilitating active citizen involvement in the petroleum industry which is currently dominated by foreign nationals.

As the national petroleum company BOL serves as the Government's transformation agent charged with the responsibility to ensure security for fuel at all times while at the same time ensuring citizen economic empowerment by leveling the playing field and presenting an opportunity for Batswana owned companies to enjoy a larger share of the petroleum industry.

Matida Mmipi

Botswana Oil Limited now faces an imminent death at the hands of the very institution created to facilitate the transformation of the petroleum industry to benefit more Batswana, Botswana Energy Regulatory Authority (BERA).

Established in 2016 BERA's mandate is to provide an efficient energy regulatory framework for Electricity, Gas, Coal, Petroleum products, solar and all forms of renewable energy.

The refusal by BERA to grant BOL the license to be the main importer for fuel in accordance with Section 38 of the BERA ACT (2016) has been seen by many as driven by politics, corruption and selfish individual interests among others.

While BOL aims to be the sole provider of petroleum products in Botswana the implementation was expected to be done in stages starting from as little as 30 percent.

By procuring fuel directly from the source (Oman Trading, Middle East) BOL would end the monopoly of the multinational companies, control the supply chain, provide flexibility by diversifying supply routes through Namibia and Mozambique, and reduce the cost of fuel.

Currently Batswana owned companies constitute as little as five to ten percent of the petroleum industry with the rest falling under multi-national companies.

Part of the BOL strategic plans included renting out storage facilities to citizen owned companies as well as controlling depots in Namibia and Mozambique. The mandate of BOL has once again come under the spotlight as a result of the fuel crisis in the face of the COVID-19 pandemic.

The over dependence on South Africa for petroleum services has exposed Botswana's vulnerability. When the six South African oil refineries fail to meet demand, the repercussions are felt in Botswana usually more so than in SA itself as demonstrated by the status quo.

Botswana imports 1, 2 billion litres of fuel from South Africa annually. BOL had aimed to supply at least 1 billion litres of the fuel.

Armed by government with the mandate to take over the supply of fuel, Botswana Oil Limited had every reason to believe the granting of the import license by BERA would be a forgone conclusion. The company set out to recruit the necessary workforce and build capacity for operational readiness. "The rejection of BOL's application for an import license slowed down BOL's plans of fitting and occupying the place as this would have meant using capital expenditure for the project. The partitioning and fitting of the office space would have cost a significant amount," the company says in relation to the vacant office space at Peelo House in the CBD.

"The cost of fitting out the office translated higher than the cost of sitting out the initial contract without a guarantee that it would be extended. On evaluation, BOL resolved against spending any further money on the office space and instead vacate the offices in accordance with the contract provisions."

By applying for an import license, the company says, the aim was to ensure that they execute the government's objectives to transform the sector. By extension, BOL tells *Sunday Standard*, the government gets a significant control of imports of petroleum products into the country as was originally envisaged when the company was conceived.

"This would ensure security of supply and efficiency of petroleum products. In addition, with scale, BOL will have the leverage to reserve certain value chain activities such as fuel transportation to citizen companies as opposed to the current market structure where foreign registered trucks dominate imports into the country," the Head of Stakeholder Relations, Mmipi says.

"It will be noted that the offices BOL currently occupy are not adequate for the team, with Senior Management sharing offices in groups of up to four, indicating a need for additional office space."

The company however remains hopeful in their quest to be awarded the license.

"Should BOL give up the Peelo Place office space, and in the event of BOL being granted an import license, the process to secure office space would start all over again." Botswana Oil have been engaging in a never-ending war with the regulator BERA for years now over the import license.

Over 200 scientists from 32 countries question WHO's science on how corona spreads

A group of 239 scientists from 32 countries have alerted the World Health Organisation to the possibility of COVID-19 being spread through very small droplets (called aerosols) that can stay suspended in the air for long periods of time. Indeed, an early laboratory study carried out by the National Institute of Health in the United States found that the coronavirus can linger in the air for up to four hours in aerosol form. On the basis of this and many more studies, the scientists are warning that WHO and other public health organisations should review their health guidelines on COVID-19.

"The current guidance from numerous international and national bodies focuses on hand washing, maintaining social distancing, and droplet precautions. Most public health organizations, including the World Health Organization (WHO), do not recognize airborne transmission except for aerosol-generating procedures performed in healthcare settings. Hand washing and social distancing are appropriate, but in our view, insufficient to provide protection from virus-carrying respiratory micro-droplets released into the air by infected people," the scientists say in an open letter they have written to WHO.

Studies by the letter's signatories and other scientists have demonstrated that viruses are released during exhalation, talking, and coughing in micro-droplets small enough to remain aloft in air and pose a risk of exposure at distances beyond 1 to 2 metres from an infected individual. They warn that the possibility of infection is especially acute in indoor or enclosed environments, particularly those that are crowded and have inadequate ventilation relative to the number of occupants and extended exposure periods.

"For example, airborne transmission appears to be the only plausible explanation for several superspreading events investigated which occurred under such conditions e.g., and others where recommended precautions related to direct droplet transmissions were followed."

For their part, the scientists propose that in order to control the pandemic, pending the availability of a vaccine, all routes of transmission must be interrupted. The measures they recommend to mitigate airborne transmission risk include the following: providing sufficient and effective ventilation (supply clean outdoor air, minimize recirculating air) particularly in public buildings, workplace environments, schools, hospitals; supplementing general ventilation with airborne infection controls such as local exhaust, high efficiency air filtration, and germicidal ultraviolet lights and avoiding overcrowding, particularly in public transport and public buildings. They note that these measures are practical, can be easily implemented, many are not costly and offer more benefits than potential downsides even if they can only be partially implemented.

"For example, simple steps such as opening both doors and windows can dramatically increase air flow rates in many buildings," they state in the letter to WHO.

If WHO adopts recommendations made by these scientists, some Third World countries would still not be able to implement some of them. In order to reduce crowding in public transport vehicles, the Botswana government halved the number of passengers. While this measure may have been effective in controlling spread, it also crippled the public transport and was reviewed a day before operators threatened to go on strike.

iPhone SE

Small iPhone.
Huge performance.

iPhone SE is the most powerful 4.7-inch iPhone ever.
Launch apps, play games, and more — all with blazing speed. It's so much of what you love in a size you love and at a price you will love.

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JOB OPPORTUNITIES

SIR KETUMILE MASIRE TEACHING HOSPITAL INVITES APPLICATIONS FROM SUITABLY QUALIFIED AND EXPERIENCED INDIVIDUALS FOR THE FOLLOWING JOB OPPORTUNITIES.

1.ORGANISATIONAL DEVELOPMENT AND EFFECTIVENESS MANAGER (x1)

MAIN PURPOSE OF THE JOB

To review the organizational structures, methods and systems, human resource policies strategies and make recommendations for organizational developments which will enhance organisation efficiency, productivity and effective utilization of human and other resources.

KEY PERFORMANCE AREAS

- Facilitate the development of an organization structure that is aligned to the mandate, mission and vision of the organisation.
- Facilitate and coordinate the definition, analysis, evaluation, and grading of all jobs in the organization,
- Guide and facilitate a professional human resource planning function to support the emerging manpower, skill and varied occupational needs of the organization as it matures,
- Facilitate the conduct of salary and benefits surveys to determine the organisation's market competitiveness both internally and against the external market, and guide pay and benefits decision making,
- Drive the development and implementation of a performance management system and process, talent management system and process, career development planning,
- Facilitate the collection,analysis and interrogation of the information on business processes for effectiveness and efficiency, organization structures, spans of control.
- Facilitate the conduct of employee satisfaction surveys and engagement studies to determine the levels of engagement and interventions required,
- Guide on the development and implementation of change management frameworks and culture improvement strategies
- Guide the development and effective implementation of a robust talent management framework to attract, retain, develop, productively and creatively use talent to improve productivity,
- Continuously, creatively, and innovatively search for and implement world class frameworks and models to raise the performance of the organization overall-thus driving return on people and process improvement investment.

QUALIFICATIONS

- A Bachelor's Degree in Human Resources Management or equivalent

EXPERIENCE

- 5(five) years post graduate experience in the planning and organizing of training and development initiatives, culture and transformation as well as manpower planning, etc.

2.MEDICAL OFFICERS (x25)

MAIN PURPOSE OF THE JOB

To provide preventative and curative health services to patients.

KEY PERFOMANCE AREA

- Assesses the urgency and severity of presenting problems of inpatients and outpatients through history taking and examination
- Orders relevant investigation to aid diagnosis
- Institutes appropriate treatment options and interventions in line with the diagnosis
- Performs various operations and gives anesthesia within scope of practice and experience
- Provides care and support for people with chronic and terminal conditions
- Refers patients for diagnostic, therapeutic and support services as appropriate

QUALIFICATIONS

- Degree in Medicine (MD, MBBS, MBChB or MBBCh)

COMPETENCIES

- Patient Focus
- Collaborative Influence
- Team Leadership and Initiative

EXPERIENCE

- Five (5) years relevant experience with medical and surgical experience, in a hospital setting
- At least two years successful completion of internship

LEGAL CERTIFICATION/PROFESSIONAL

- Registered with the Botswana Health Professions Council

3.UNIT MANAGERS

- **Nephrology Unit Manager (x1)**
- **Pediatric Oncology Manager(x1)**
- **ICU unit Manager(x1)**
- **Neonatal ICU unit Manager(x1)**
- **Internal Medicine Unit Manager(x1)**
- **General Pediatric Unit Manager(x1)**
- **Adult Oncology Unit Manager(x1)**

MAIN PURPOSE OF THE JOB

- Provides leadership, management and clinical direction in the area of expertise
- Coordinates and ensures high quality services that are offered within allocated budget.
- Promotes continuous improvement of all departmental personnel
- Provides clinical assessment, developing, implementing, and monitoring the care plan, education, and follow-up.

COMPETENCIES

- Leadership experience
- Decisive leader, capable and committed to translating policy and analysis into practical actions.

POSITIONS REQUIREMENTS QUALIFICATIONS

- Diploma/Degree in Nursing plus post basic qualification in the respective specialize areas. Master's Degree will be an added advantage.

COMPETENCIES

- Patient Focus
- Collaborative Influence
- Team Leadership and Initiative

EXPERIENCE

- 5 years post qualification experience in nursing with 3 years at supervisory level

LEGAL CERTIFICATION/PROFESSIONAL REGISTRATION

- Registered with the Nursing and Midwifery Council of Botswana

4.SPECILISED NURSES IN THE FOLLOWING FIELDS

- **ICU SPECIALISED NURSES(X4)**
- **NEPHROLOGIST SPECIALISED NURSE (X1)**
- **INTERNAL MEDICINE SPECIALISED NURSE (X2)**
- **GENERAL PEDIATRIC SPECIALISED NURSE (X2)**
- **HIGH DEPENDENCY UNIT SPECIALISED NURSE (X2)**
- **ER SPECIALISED NURSE (X2)**
- **PEDIATRIC HAEMATOLOGY ONCOLOGY SPECIALISED NURSE (X4)**
- **NEONATAL ICU SPECIALISED NURSE (X2)**
- **CSSD NURSE (THEATRE SPECIALISED NURSE) (X2)**
- **ADULT ONCOLOGY SPECIALISED NURSE (X4)**

MAIN PURPOSE OF THE JOB

- Coordinate or conduct educational programs or in service training sessions on topics such as clinical procedures. Observe, interview, and assess patients to identify care needs.
- Evaluate the quality and effectiveness of nursing practice or organizational systems.
- Provide direct care by performing comprehensive health assessments, developing differential diagnoses, conducting specialized tests, or prescribing medications or treatments.
- Provide specialized direct and indirect care to inpatients and outpatients within a designated specialty such as neurology, oncology, or neonatal care.

QUALIFICATIONS

- Diploma/Degree in Nursing plus post basic qualification in the respective specialist areas.

EXPERIENCE

- At least 4 years' practical experience.

LEGAL CERTIFICATION/PROFESSIONAL

- Registered with the Nursing Council & Midwifery Council of Botswana

5.CLINICAL PHARMACIST (x1)

MAIN PURPOSE OF THE JOB

- Acts as a source of specialist advice/information and support Medicines Information for inpatient specialities.
- Works with the multidisciplinary team and educate clinical staff/patients (inpatient and discharge) about medication regimes with the aim of improving clinical outcomes.
- Advices other health care givers on appropriate disease therapy to optimise overall therapy goals.
- Provides and develop a Clinical Pharmacy service to a variety of Medical and Surgical Specialities.
- Participate in consultant ward rounds, providing pharmaceutical and clinical advice as appropriate
- Manages the Hospital Formulary through leading and coordinating the Drugs and Therapeutics Committee
- Ensure that protocols utilised are clinically based and patient focused
- Contributes to the co-ordination of the clinical services provided by the Pharmacy department as a whole and ensure medicines are issued and used in a safe and efficient manner

QUALIFICATIONS

- PharmD/DPharm/Masters in Clinical
- Pharmacy/Pharmacology or equivalent

EXPERIENCE

- 5 years post qualification with 2 years' experience as a Clinical Pharmacist

LEGAL CERTIFICATION/PROFESSIONAL

Registered with the Botswana Health Professions Council

6.LABORATORY MANAGER (X1)

MAIN PURPOSE OF THE JOB

- Responsible for management of day-to-day operations and activities of one or more laboratories, Point of care testing and Hospital laboratory and blood bank. May also be responsible for related functions such as phlebotomy, IV Team, Outpatient Labs, cytogenetic, Lab Information Systems, etc.
- Reports to the Director of Laboratory.

7.LABORATORY QUALITY MANAGER(X1)

MAIN PURPOSE OF THE JOB

- Organizes, executes and manages all aspects of quality assurance operations.
- Manages the calibration as all aspects of quality documentation inclusive of all laboratory logbooks and worksheets.
- Leads process for the execution, investigation and documentation of all laboratory Out Of Specification occurrences.
- Manages and approves all required change control requests and implementation of new SOPs.
- Reviews and approves validation protocols
- Provides oversight of quality programs and makes quality-related decisions.
- Conducts reviews of key quality indicating parameters and submit reports to management.

QUALIFICATIONS

- Bachelor of Science Degree in Medical Laboratory Technology/Sciences. Master's Degree will be an added advantage
- With Degree in general Management/Health Care management OR a minimum 5 years' experience in Laboratory Management position at a referral hospital laboratory

EXPERIENCE

- At least 10 years' experience in clinical/medical Laboratory

8.BIOMEDICAL ENGINEER (x1)

MAIN PURPOSE OF THE JOB

- Conduct medical equipment audits and Technology Assessments,
- Pre-purchase evaluations, lifecycle cost analysis for Medical Equipment,
- Education of Equipment End Users and technicians,
- Ensure Compliance to regulatory requirements and accreditation authorities,
- Medical Equipment Inventory Management and Device tracking (Hazards, Recalls),
- First line maintenance of Medical Equipment,
- Management of Risks and Incidents relating to medical Equipment,
- Ensures availability of equipment spare, accessories and related consumables
- Medical equipment maintenance contract and Vendor Management.

QUALIFICATIONS

- Bsc/BEng- Biomedical Engineering /Clinical Engineering

EXPERIENCE

- 3 Years post qualifications experience.

LEGAL CERTIFICATION/PROFESSIONAL

- Registered with the Botswana Health Professions Council

LABORATORY VACANCIES

9.LABORATORY SCIENTIST(X4)

MAIN PURPOSE OF THE JOB

- Performs various detailed medical/clinical laboratory tests related to area of specialty to obtain data for use in diagnosis, progress and treatment of disease, using prescribed methodologies which can be entirely automated, manual or a combination.
- Calculates test findings and maintains required records and reports.
- Analyses laboratory results, ensuring accurate laboratory results in a timely manner, and takes appropriate action.
- Prepares solutions and reagents used in conducting test procedures and conducts quality control on test procedures, equipment solutions and reagents.

10.LABORATORY SCIENTIST (MOLECULAR PATHOLOGY)(X1)

MAIN PURPOSE OF THE JOB

- Performs a full range of laboratory tests from simple prenatal blood tests to more complex tests to uncover diseases based on area of specialty.
- Operates complex electronic equipment, computers, and precision instruments.

11.HISTOTECHNOLOGIST (X3)

MAIN PURPOSE OF THE JOB

- Stain tissue specimens with dyes or other chemicals to make cell details visible under microscopes.
- Examine slides under microscopes to ensure tissue preparation meets laboratory requirements.
- Identify tissue structures or cell components to be used in the diagnosis, prevention, or treatment of diseases.

12.PHLEBOTOMIST(X2)

MAIN PURPOSE OF THE JOB

- Draws quality blood samples from patients and prepares those specimens for medical testing.

QUALIFICATIONS

- Certificate from a reputable training institute in Phlebotomy

EXPERIENCE

- At least 3 years' experience in performing phlebotomy
- Proven experience in effective venipuncture

13.CYTOTECHNOLOGIST(X1)

MAIN PURPOSE OF THE JOB

- Analyze fluid and tissue specimens for microscopic cellular abnormalities
- Evaluate pap smears and other non-gynecological specimen
- Collect, prepare, and interpret specimens for other types of fluid and tissue testing

QUALIFICATIONS

- Bachelor of Science Degree in Medical Laboratory Technology/Sciences. Master's Degree will be an added advantage.

EXPERIENCE

- At least 5 years' experience in Laboratory.

LEGAL CERTIFICATION/PROFESSIONA REGISTRATION

- Registered with the Botswana Health Professions Council

Sir Ketumile Masire Teaching Hospital's mission is to provide reliable, high quality medical education, research and clinical services at a quaternary level in Botswana and maintaining leadership by proviing quality service, offering innovative new approaches to clients and striving to be up to date with world class technology. The Hospital's number one focus is to ensure the highest level of care and deligence in providing service to the public as signified by our " committed to excellence" mantra. The hospital is a 450 bed subspecialty facility.

CLOSING DATE: 24 JULY 2020

APPLICATIONS SHOULD BE ADDRESSED TO: The Human Resources Manager
Sir Ketumile Masire Teaching Hospital ,Private Bag 001, UB Post Gaborone
Or Email to recruitment@skmth.org.bw

BOTSWANA ENERGY REGULATORY AUTHORITY

PUBLIC NOTICE – BPC APPLICATION FOR REVIEW OF ELECTRICITY TARIFFS

JULY 2020

1 Background

Botswana Energy Regulatory Authority (BERA) received an application for a tariff review from Botswana Power Corporation (BPC) on the 13th June 2020, pursuant to Section 57 of the BERA Act. In its application, BPC proposes a cost reflective tariff migration path to be implemented over three (3) years, from 2021/22 financial year to 2023/24 financial year.

2 Legal Basis for the Tariff Review

Botswana Energy Regulatory Authority (BERA) draws its mandate to determine electricity tariffs from BERA Act (Act No 13 of 2016) and as amended (BERA Act Amendment No 4 of 2020). The primary mandate to provide economic regulation of the sector is from section 4 of the Act. The functions that BERA needs to undertake to realise economic regulation visà-vis tariffs are from section 6 (2) (a) of the same Act, whereas its authority to define the methodology to be utilised, particularly in relation to the Rate of Return (RR) methodology is from section 5 (c). In relation to its ethos to protect and promote the interests of customers, consumers and other users of the services in the regulated sector, it gets this mandate from section 9 (2) (b)(i) of the Act.

In terms of providing a regulatory framework for tariff setting it gets its mandate from section (33)(2)(c) of the Act. The BERA act of 2016 also sets out the procedure, in broad details, for reviewing tariffs in section 57. When exercising its functions under this section, the Authority may, where it considers it necessary, conduct a public inquiry.

3 BPC's Proposed Tariff Adjustment

The table below shows a detailed breakdown of BPC's current and proposed tariffs per customer category.

ble 1: Breakdown of current and proposed BPC tariffs per customer category

Customer Category	Current Tariff (2020/21)	Proposed Tariff – 5% Increase (2021/22)	Proposed Tariff – 4% Increase (2022/23)	Proposed Tariff – 4% Increase (2023/24)
Domestic	P1.02	P1.07	P1.11	P1.16
Government	P2.09	P2.20	P2.29	P2.38
Commercial	P1.37	P1.44	P1.50	P1.56
Mining	P1.03	P1.09	P1.13	P1.17

4 Reasons for the Proposed Tariff Adjustment

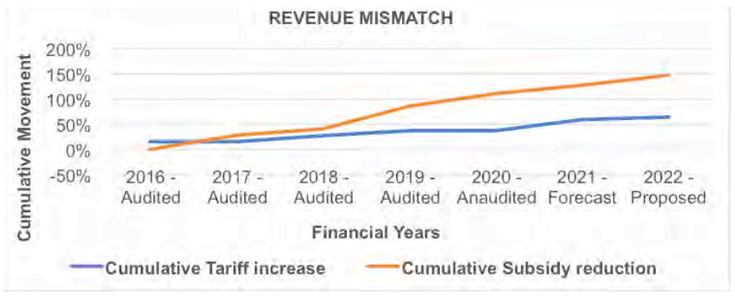
4.1 BPC Act [CAP 74:01]

In terms of Section 17 of the Botswana Power Corporation Act [CAP 74:01], the Corporation is required to conduct its affairs on sound commercial lines and to produce a net operating income by which a reasonable return can be measured. This is achievable through gradual migration of electricity tariffs to a cost reflective status on a yearly basis. This is also supported by the Government draft National Energy Policy, whilst ensuring affordable and appropriately priced energy for local consumption.

4.2 Financial Position

For the years (2007/08 to 2016/17), the Corporation incurred operating losses (Year 2007/08 - P 85 million and Year 2016/17 - P1.370 billion). In that period, consumer tariff subsidy to BPC increased from P454.00 million in the year 2010/11 to P2.321 billion in the year 2015/16 to ensure the Corporation's ability to continue as a going concern. BPC was also constrained to dedicate financial resources towards its capital expenditure plans due to its strained cash position on account of its recurring losses. Only during the year ended 31 March 2018 and 31 March 2019, BPC made an operating profit of P1.158 billion and P727.979 million respectively (inclusive of Government's Consumer Tariff Subsidy of P1.457 billion and P800.00 million respectively). Without the Tariff Subsidy, an Operating Loss of P299 million and P72 million would have been realized over the same years. The Corporation requires a healthy liquidity position to undertake overdue refurbishment of its transmission and distribution infrastructure.

Graph 1: Showing Cumulative Revenue Mismatch



BPC's precarious financial position commenced as far back as 2009 mainly due to non-cost reflective tariffs and continues to accumulate losses due to low availability of Morupule B Power Station and increasing cost of imported power. Government continues to subsidise the Corporation in order to cushion the impact of non-cost reflective tariffs, but as can be seen above, this subsidy has reduced significantly over the last 5 years. The cumulative tariff increase is lower than the cumulative subsidy reduction which is indicative of the revenue mismatch. The award of the 22% tariff increase and the proposed 5% tariff increases in 2020/21 and 2021/22 respectively contributes to the reduction of the under-recovery gap between the Total Cost of Electricity Supply and the Total Sales Revenue.

4.3 Basis for the Tariff Proposal

Therefore, the tariff proposal for financial year ending 31 March 2021 is based on computations which consider achievement of the BPC MASA 2020 strategy and progressive reduction in consumer tariff subsidy as evidenced by the 22% tariff increase effective 1st April 2020. This increase nonetheless, will not yield an immediate increase in revenue till recovery of the economy from the COVID impact as the Corporation's revenue is a function of tariff and energy consumption.

The tariff computation indicates a 5% average tariff adjustment for the year ending 31 March 2022 and the envisaged tariff trajectory of 4% for both 2022/23 and year 2023/24.

4.4 Key Assumptions

4.4.1 Revenue

- For the financial year 2020/21, due to impact of Covid-19, revenue is projected to reduce by P323 million (8%) compared to the budget.
- The 2021/22 revenue consumption is estimated to increase by 11% resulting in a net increase of 3% compared to the period before Covid-19.

4.4.2 Direct Input Costs

- Morupule B availability rate is estimated at 31%
- Morupule A availability rate is estimated at 70%
- Eskom to dispatch 150MW under a take and pay agreement
- 100MW Solar will dispatch for 5 hours per day and is assumed to be commissioned in 2nd quarter of 2022 at a tariff rate of 90 thebe (5% inflation over the years)
- 35MW Solar (12grid) will dispatch for 5 hours per day and is assumed to be commissioned by the 1st quarter of 2022 at a tariff rate of 77 thebe (5% inflation over the years)

4.4.3 Administrative Costs

- Administration expenses are escalated by 5%, largely driven by inflation adjustment.
- The Corporation is expected to achieve an efficiency level of 10% after taking into consideration the 5% inflation adjustment.
- From 2020/21, Operation and Maintenance will reduce as Morupule A Power Station (MAPS) operation will be taken by internal staff.

4.4.4 Manpower Costs

- Staff costs is estimated to have an annual inflationary adjustment of 5%
- Headcount is assumed to remain the same throughout the years

5 BPC 5 Year Financial Plan

FIVE-YEAR FINANCIAL PLAN

(Pula millions)

	Audited 2016/17	Audited 2017/18	Audited 2018/19	Unaudited 2019/20	Forecast 2020/21	2021/22	2022/23	2023/24	2024/25
Tariff Increases	0%	12%	10%	0%	22%	5%	4%	4%	0%
Increase in energy consumption	5%	4%	0%	1%	-8%	11%	1%	1%	1%
Electricity Sales	2,768.8	3,009.6	3,363.1	3,411.2	3,787.4	4,381.7	4,622.7	4,877.0	4,925.8
Other income	138.6	157.8	117.5	108.0	85.2	87.7	97.3	106.7	107.5
SAPP Wheeling Revenue	8.9	5.9	8.7	10.6	8.5	8.9	9.4	9.8	10.3
Consumer Financed Project-Recovery	44.8	53.5	51.2	57.6	43.0	45.2	47.5	45.1	42.8
SAPP Electricity Sales	31.6	38.5	19.7	17.3	15.8	14.9	20.8	31.1	32.7
Other (Interest on schemes, late payment fees)	53.3	59.9	38.0	22.4	17.9	18.8	19.7	20.7	21.7
Consumer Tariff subsidy	1,467.5	1,457.0	800.0	600.0	500.0	400.0	300.0	200.0	0.0
Total Operating Income	4,574.95	4,624.39	4,280.66	4,119.2	4,372.6	4,869.5	5,020.0	5,183.7	5,033.3
Direct Input Costs	2,435.4	1,491.9	1,746.3	2,968.2	2,461.6	2,270.6	2,219.7	2,182.9	2,071.2
Power Purchases	1,514.4	719.9	861.4	2,208.3	1,692.9	1,474.4	1,409.8	1,315.7	1,106.2
Generation Fuel Costs - Morupule A	160.2	147.2	172.6	136.4	283.6	293.7	304.5	286.2	297.2
Generation Fuel Costs - Morupule B	649.1	557.1	661.1	503.3	395.0	416.1	420.7	507.7	590.6
Other Generation costs (Orapa, Matshelagabedi Plants)	111.7	67.8	10.3	106.8	75.9	71.5	69.2	57.1	60.0
Other Cost of Sales	0.0	0.0	41.0	13.4	14.1	14.8	15.5	16.3	17.1
Gross Profit/(loss)	2,139.5	3,132.5	2,534.3	1,151.0	1,911.0	2,598.9	2,800.3	3,000.8	2,962.2
Administrative Expenses (excluding depreciation)	1,524.8	1,574.5	1,369.7	1,200.6	1,333.1	1,403.5	1,437.2	1,489.2	1,546.9
Staff costs&other indirect staff costs	526.3	490.6	510.9	585.8	621.0	658.3	691.2	725.7	762.0
Generation Operations & Maintenance fees	481.9	454.7	381.1	113.1	128.3	100.0	86.6	88.4	90.2
Other Administrative Overheads	518.6	630.2	477.7	501.7	583.8	645.3	659.4	675.1	694.7
Other maintenance	143.9	196.5	167.0	238.1	302.7	373.9	392.6	412.3	432.9
Transport	12.8	12.1	16.3	30.0	27.1	24.4	22.0	19.8	17.8
Travel	10.2	9.4	11.5	17.2	12.3	9.8	8.8	8.0	7.2
Other administrative expenses	246.6	309.3	177.5	81.9	69.0	62.1	55.9	50.3	45.3
Insurance & Risk	43.7	29.9	34.7	63.5	78.3	82.3	86.4	90.7	95.2
Consultancy & SAP consultancy	18.6	19.5	9.8	8.3	25.3	20.2	18.2	16.4	14.7
Commission to prepaid vendors	42.9	53.5	60.9	62.6	69.1	72.6	75.5	77.8	81.7
Depreciation (inclusive of armotisation of deferred income)	386.4	400.0	436.4	519.8	547.9	556.9	566.3	568.8	575.0
Operating profit/(loss)	228.3	1,157.9	728.2	(569.4)	29.9	638.4	796.9	942.8	840.3
Financial items	(407.7)	(339.3)	(485.5)	(788.5)	(457.2)	(407.8)	(377.1)	(344.7)	(313.3)
Impairments/Provisions	0.0	0.0	0.0	(50.0)	(50.0)	(50.0)	(50.0)	(50.0)	(50.0)
Total financial items/Provisions	(407.7)	(339.3)	(485.5)	(838.5)	(507.2)	(457.8)	(427.1)	(394.7)	(363.3)
Net Profit/(loss)	(179)	819	243	(1,408)	(477)	181	370	548	477
Income tax (charge)/credit	39	(144)	(41)	218	72	(27)	(55)	(82)	(72)
Profit/(Loss) for the Year	(140)	674	202	(1,189)	(406)	153	314	466	405
Deferred tax on revaluation of Property Plant and Equipment		(162)	(13)	0	0	0	0	0	0
Gains on revaluation of Property Plant and Equipment	0	1,096	87	0	0	0	0	0	0
Total Comprehensive Profit/(Loss) for the year	(140)	1,608	276	(1,189)	(406)	153	314	466	405
Regulated Rate Base/Asset Base and Working Capital	19,553.80	20,311.84	20,665.52	23,549.99	23,320.29	23,049.81	23,153.82	23,343.98	23,685.38
Rate of Return/WACC	7%	7%	9%	9%	14%	14%	14%	14%	14%
Return On Assets	1,368.77	1,421.83	1,805.47	2,057.47	3,320.67	3,282.15	3,296.96	3,324.04	3,372.65
Taxes	(39)	144	41	(218)	(72)	27	55	82	72
Total Expenses	4,346.6	3,466.5	3,552.4	4,688.6	4,342.6	4,231.1	4,223.1	4,241.0	4,193.0
Revenue Requirement (without taxes)	5,715.40	4,888.31	5,357.89	6,746.10	7,663.30	7,513.22	7,520.05	7,565.01	7,565.66
Revenue Requirement (with taxes)	5,676.29	5,032.72	5,398.44	6,527.62	7,591.71	7,540.31	7,575.52	7,647.22	7,637.21

6 Invitation for Public Comments on the Proposed Tariff

Stakeholders, interested parties and the general public, are hereby invited to review and comment through written submissions on the proposed BPC tariff application, by the 21st July 2020.

Those who wish to submit written comments on the BPC submission are invited to do so by sending them to malebogo.bakwena@bera.co.bw

The comments will be followed by a Public Hearing on the 31st July 2020, at a venue to be communicated in due course, where BERA will give both the stakeholders and BPC, the opportunity to be heard and their representations taken into account. The Public Hearing forms a crucial part of the approval process of the tariff review application, and will help inform BERA's recommendation on the application.

For more details on the tariff application by BPC please visit BERA's website at http://www.bera.co.bw/media.php

BERA
BOTSWANA ENERGY REGULATORY AUTHORITY
Regulating Energy with Integrity

www.bera.co.bw

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sundaystandard opinion

THE MILITARY VETERAN
RICHARD MOLEOFE

Redefining Botswana's Economy Post COVID-19

Our country is a facing a crisis that has affected every country in the world. Of course we are less at it because the government and the public have played a crucial role in preventing the spread of the Corona virus. We look at some countries where we find frustrated governments whose citizens have not had a buy in on the whole thing. Equally, we find certain countries where there national leaders act like there is nothing happening and its business as usual with bars and beaches open every day.

Listening to the president's speech this week, one can only read into the future speeches that will follow. All we can tell and say is that change is here with us as a nation. COVID-19 is certainly here to redefine the economy and our way of life. But in short one sees great prospects for this country with is small population and yet with a vast amount of natural resources.

One of the things he mentioned in his address is the use of bicycles as an alternative source of transport. When Gaborone was established as a capital in the 1960s, most of its labour was coming from the periphery from places like Gabane, Metsimotlhabe, Mmopane and Tlokweng. The small capital could not cope with providing accommodation for this labour force. So men were commuting every morning from these villages using bicycles.

The use of the bicycle was not only a trendy or fashionable thing, it was a way of life as there were very few cars in this country at the time. They served our economy in a great way and once we were lifted out of poverty we neglected them in a bad way.

China is one country that has a very long history in the use of bicycles. This mode of transport has been transformed along with a growing economy. In fact getting to the streets of Schengen which is their premier technology city, one finds all generations of bicycles in use. From the huge framed ones used for the transportation of goods to the modern electric bicycle.

Botswana does not only need to reflect on going back to the use of bicycles just to address this passing crisis. It may seem like they are most needed to address the problem of fuel. But with vision, this goes a long way as one of the mechanical items that can help fix our economy, environment and more particularly our health system. Over the years, the voices of those advocating for the creation of safe cycling lanes alongside our roads have been drowned in the silence of our urban planners who do not see the need for this mode of transport. The lack of such infrastructure has become a serious turn off for the young who still find the bicycles as something intriguing to use.

Where such lanes have been provided, motorists find this to be a convenient place for illegal parking and unfortunately the police never find anything wrong with this behaviour. For instance, the Western By-Pass has a pedestrian/cycling provision which has more often been taken from walkers and cyclists by truckers who have made it a habit to straddle these paths with their vehicles overnight.

Our economy was built by the bicycle and it can still play a crucial role in saving it from collapse. Back in the days, it was mandatory for every household to have at least one of their sons working in the mines. It was predictable what they would bring when they returned for their first end of contract leave. The bicycle was at the top of the list followed by a trunk (metal suit case).

In those days, the entire population was very healthy as walking and cycling was a way of life. Obesity was very rare and it was associated with affluence. As soon as the country came out of the woods in as far as poverty is concerned, motorised transportation almost totally displaced the bicycle. This machine has come to be associated with poverty and this is very unfortunate.

A large portion of China's economy is driven by bicycles. The electric bicycle has topped the charts in that country. The bicycle has become a symbol of health conscientiousness and come with great convenience when taking vehicle traffic into account. They are maneuvererable and do not take up a lot of parking space.

The electric bicycle has a rechargeable battery that can last as long as fifty kilometres in most cases. Businesses and government facilities in China do provide charging ports for the electric bicycle and therefore no one gets stuck trying to get home. In any case, the alternative on these machines is that the human effort can also help the battery to go so much further. The bicycle will come to turn our economy around.

Citizens are already having meaningful discussions among themselves on how they can reinvent the economy. One of the subjects that have preoccupied the discussions goes around the issue of food security. It is amazing how many people are seeing a great opportunity in this area and are willing to retire and get into productive farming.

In fact the government must create incentives for those aspiring to till the land to take an early exit. For instance, if government provides a fifty percent subsidy for tractors and implements for retiring civil servants, imagine what we will have. Everyone within the retirement age will be scrambling for the exits.

In any case, the generation born between the 1960 and 1970 were raised by agriculturalists who have themselves retired from the business. It is for the next generation to go and fill up the huge gap left by these old men and women who were so dedicated to tilling the land and tending to the flocks. In their day, the bicycle and the donkey cart were the backbone of the agricultural economy.

By the time the vaccine comes to our shores in 2021 it will find a healthy population cycling to work and to the fields. In the meantime the nation must be engaged in discussions on how we can emerge a better people out of this crisis.

editorial

Imagination and ambition can rescue the tourism sector

Coronavirus has dealt a deadly blow to Botswana's tourism sector.

Getting the sector back to life will require imagination and fortitude.

Domestic tourism has to be at the center of all attempts to bring the sector back to life.

And reviving tourism has to be at the center of all of economic revival.

Those expecting a "bounce back" will with time find that they were too optimistic.

The return of the sector will be slow and painful.

Summer and the Christmas Holidays are crucial for Botswana's tourism calendar.

Losing out on those would mean a whole year has been lost.

It would be foolhardy to expect European and American tourists to travel to Africa given the state of the pandemic in their countries. Many countries are still to emerge from extreme lockdowns.

These lockdowns have made people economically fragile. And travelling across the world has dropped too far below the latter in terms of priority rankings.

And fear still suppresses travel.

The calendar year is fast moving into an area where if not salvaged it might mean that an entire year is lost.

This is because tourism requires planning, booking and confirmations.

Visits from overseas are certainly going to be near zero.

This is because Botswana remains out of bounds for travelers from outside.

There are still no commercial flights coming in or out of the country.

And nobody wakes up one morning in California and jumps into a plane to the Okavango Delta. That requires onerous planning and coordination including by trip planners and coordinators.

The importance of tourism to the economy of Botswana cannot be overemphasized.

Tourism contributes handsomely to the GDP. And it also directly employs a significant number of people.

This is not to say there were no issues before the meltdown.

There is a need for structural reorganisation.

This will include ensuring that capital stays in Botswana to allow for further investments. And also ensuring that citizens become legitimate players in the sector.

Several months with no revenue will weaken the sector, but also government which is currently financing a wage relief for the sector and others in general.

Botswana Tourism Organisation, obviously assisted by government should move with speed to put in place an ambitious plan for the sector.

Campaigns by BTO especially for external tourism have to be more targeted.

Government has to give BTO a significant advertising budget. But BTO has to be smarter in how they expend the money, or there will be not much to show for it in the end.

Botswana is yet to get full results of its Visa upon arrival arrangement with China.

Where countries are open to it, Botswana Government should extend the arrangement to other countries.

We are moving into a situation where recovering lost revenue might become an impossible task.

But it is important to secure the future for the sector.

That would include ensuring that many of the businesses that were alive before covid-19 are able to come from it alive.

A failure to bring those businesses back to operational existence could prove catastrophic for Botswana – but more for tourism enclaves like Maun, Okavango, Kasane, Tuli-Block and Kgalagadi.

In the cities and major villages many businesses and households had accessed credit to develop Bed and Breakfast small lodges.

Even if they were to open today many of these businesses have to contend with Covid-19 protocols like social distancing which for small businesses are an operational cost and also a handicap.

opinion

Genocide in Europe: Consequences for Africa

GUEST COLUMN
SANJI MONAGENG

Twenty-five years ago this month, 8,000 men and boys were murdered in and around the eastern Bosnian town of Srebrenica and their bodies were disposed of in mass graves. This was not an isolated case. The last quarter of a century has witnessed more instances of bloodletting, including the horrors wrought by protracted conflicts in parts of Africa.

In Central America today, in the Mediterranean, and across South Asia, tens of thousands of people are missing as a result of irregular migration. At the same time, countries such as Iraq, Sri Lanka, Burundi, Rwanda, and – even after the passage of nearly half a century – Vietnam are striving to address a huge and painful legacy of missing persons from past conflicts. Meanwhile, citizens of Syria and Libya, to cite just two examples, are contending with the use of enforced disappearance as a weapon of war.

But just as the scale of the problem is becoming better known, so are the different strategies that can be applied to address it.

The unprecedented effort by the world's police forces to account for persons missing from the 2004 Southeast Asian Tsunami demonstrated an ability to pull together resources at an international level and account for a significant number of the missing. The International Commission on Missing Persons (ICMP) played a crucial role in that response: in the immediate aftermath of the tsunami, ICMP tested more than 1,200 bone samples and issued DNA identification reports for more than 900 individuals.

As the tsunami showed – brutally and graphically – the problem of missing persons does not respect borders. Whether persons are missing as a result of natural disasters, conflict, human rights violations, organized violence, or irregular migration, the issue of the missing is increasingly being understood as a global challenge that demands a structured and sustainable international response. Uncoordinated, *ad hoc* approaches are not enough.

In November 2018, ICMP presented eight principles at the Paris Peace Forum, which lay out the obligations of governments and which can serve as an invaluable peacebuilding tool: ICMP's Paris principles assert that:

- States have a responsibility to resolve the fate of missing persons;
- Fundamental human rights are invoked when a person goes missing;
- Investigations must be capable of establishing the facts;
- Effective responses require cooperation between states and with international institutions;
- Meaningful investigations ensure that individuals are not denied protections under the law;
- Establishing cause and manner of death is fundamental in upholding the right to the truth;
- All missing persons investigations are potential criminal investigations and must be conducted as such; and
- Actions to address the issue of missing and disappeared persons must uphold and advance the rule of law.

Victims of disappearance – and their families – suffer multiple human rights violations. Perpetrators seek to erase all evidence of the victim's existence on the premise that if there is no body there can be no criminal prosecution; relatives are denied all knowledge of what may have happened – their loved ones may be dead; they may be in captivity.

This is a problem that is all too evident in Africa, where large numbers of people have gone missing – and continue to go missing – as a result of conflict and irregular migration.

In the years after the Srebrenica Genocide, ICMP spearheaded an effort that has made it possible to account for more than 90 percent of those who died and this in turn made it possible to bring some of the perpetrators to justice. This means that as the problem of enforced disappearance and missing persons is better understood, so too are the various ways in which this issue can be effectively addressed.

The Srebrenica Genocide led to the evolution of an international system of justice designed to prevent recurrences. Among other things, this has resulted in the prosecution of political and military leaders in Africa accused of committing war crimes.

So, as we mark this anniversary, it is appropriate to consider practical steps that will bolster the international capacity to address scenarios where large numbers of people go missing. One of these steps is for countries to accede to the ICMP treaty, which does not entail financial obligations but allows states to participate more fully in a global dialogue on the issue of the missing. This issue presents a huge challenge to Africa, and I believe our continent should be at the forefront of efforts to address it.

Sanji Monageng has been an ICMP Commissioner since May 2017.

Motion of no confidence against Masisi will not succeed

GUEST COLUMN
KABO MORWAENG

The distinction of leading Botswana is one which His Excellency is committed to fulfilling. In October 2019, Batswana gave him and the Botswana Democratic Party a five-year mandate to lead government. Accordingly, this high mandate deserves to be jealously guarded against doomsayers and isolated minority pursuits.

Over and above Batswana's electoral approval, His Excellency the President has the full support of Members of Parliament from his side of the aisle, myself included. This support is derived not only from Members of Parliament, but from Batswana who constitutionally voted for him in an open democratic contest.

It is alleged that a certain minority, within the opposition, is hell-bent on tabling a motion of no confidence against His Excellency the President, Dr. Mokgweetsi Eric Keabetswe Masisi, at the upcoming sitting of Parliament. This latest public stunt, just like the previous similar attempts, will neither have a rational basis nor enough support on the floor. I affirm with confidence that the majority of Members of Parliament support His Excellency, and they accept that collective responsibility requires us to keep our eyes on the ball and join hands, focusing on advancing Botswana. Challenging times are no time for grand standing, self- centered political mileage and political stunts.

In a democratic dispensation such as ours, the legitimacy of leading a country is derived from popular vote, through multi-party elections held after every five years, as constitutionally stipulated. Pursuant to the same spirit, no institutions, cohort or personalities are above the law or contrary to the voice of the majority voters.

In Botswana, as is in other modern and progressive democracies, the rule of law and constitutionalism are the underpinnings of a genuine and majorities' government. Therefore, Botswana's ruling government is a creation of the popular aspirations of Batswana and the antithesis of totalitarianism and, so is the current president.

The latest sinister attempt, just like the previous ones, is devoid of any substance – there is no basis, save for an attitude that spells '**if not me, then nobody else deserves it**.' Undeniably, our nation is challenged, just like the rest of the world. The minority within the opposition, however, is not tabling any alternatives to the commendable work that His Excellency's leadership has done - keeping Covid-19 at bay, the preservation of many jobs through the wage subsidy, and assistance of households with food baskets, to mention but a few.

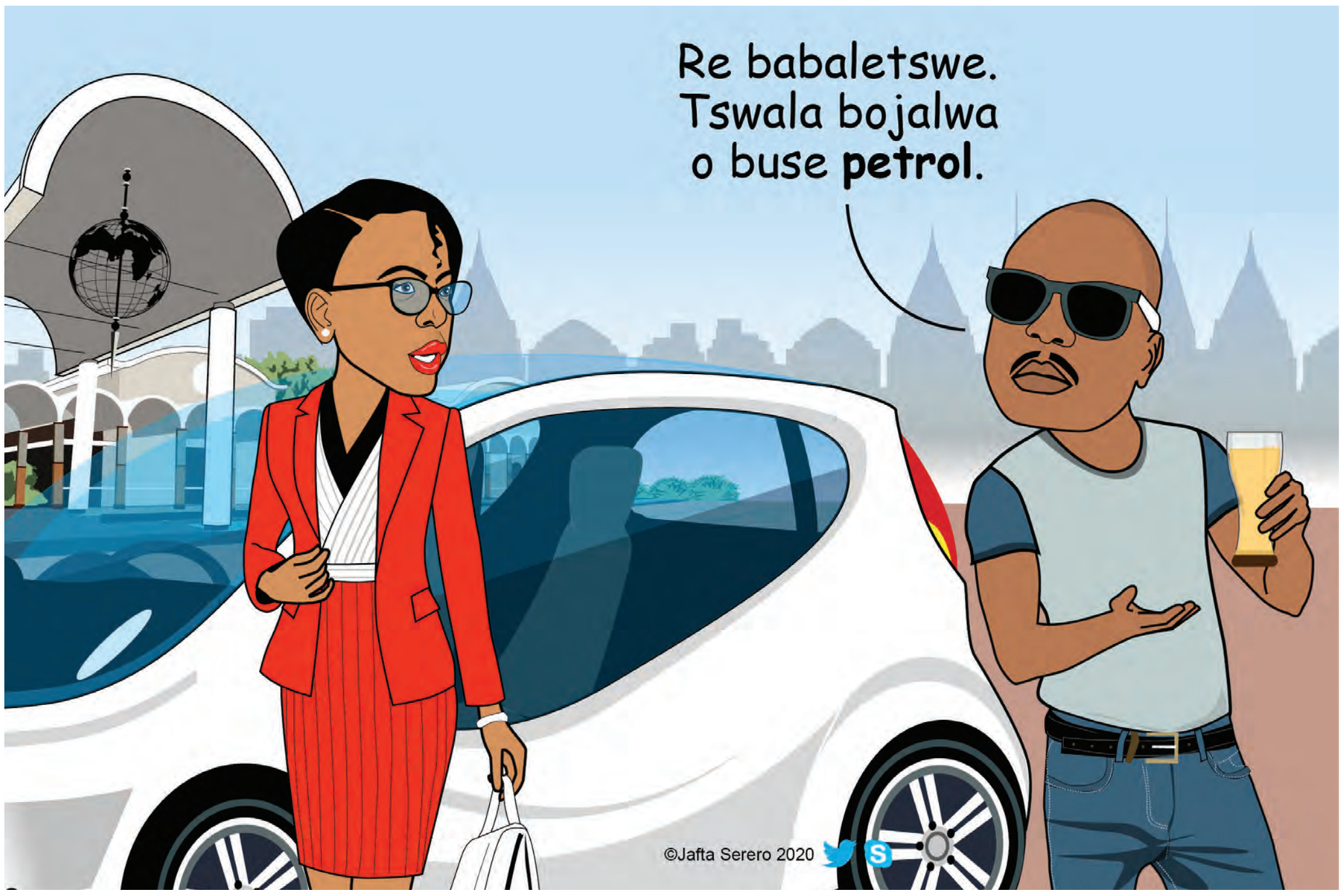
It must be noted that the minority have not previously tabled a single motion. Could their maiden motion be an attempt at redemption? If it is, then it is a failed attempt and a stooping low endeavor. Let us all note that the role of Members of Parliament, including those from the opposition, is to make laws, not to attempt to delegitimize a popular vote so as to create a chance to infiltrate democracy and subverting a legitimate government, duly elected by the masses.

Let there be no doubt – we respect the minority's right to freedom of speech and table motions, but they must be realistic and pragmatic; they have neither the numbers nor compelling reasons to oust a dedicated, focused State President. The latest plot to oust Dr. Masisi is a distraction from more pressing national issues to which His Excellency dedicates his time – something that we should all do. President Masisi will run his full course. Guaranteed!

Kabo N. S. Morwaeng is Member of Parliament for Molepolole South

& analysis sundaystandard

cartoon



opinion

Whose Presidency is it anyway?

GUEST COLUMN

BAKANG NTSHINGANE

The Botswana Presidency is too secretive for a modern democracy in which it exists. So we must talk about what the State house and many other public institutions represent in this here young democracy of ours, and why opening it up to the public is not only rational, but works to demystify an institution that should be open to the people in the first place.

The Presidency is a construct of citizens. Everyday the institution is faced with an opportunity to reinvent itself. Citizens must never think that they have to shrink themselves to fit to the expectations of the Presidency. In fact, the Presidency must evolve to fit their aspirations.

We are correct to wonder why it is difficult to have unfettered access to an office that belongs to the citizens. This conversation on people's ordeals with powerful institutions and that of many people who suffer economic & other injustices, is perhaps an aggressive indictment of whether the Presidency lacks commitment to true reform.

Closing off a public institution using legal frameworks from the 70s and 80s is a great disservice to the expectation that democracies must grow and evolve. Botswana's five decades old democracy remains young at heart with so much to discover about itself and those who shape it.

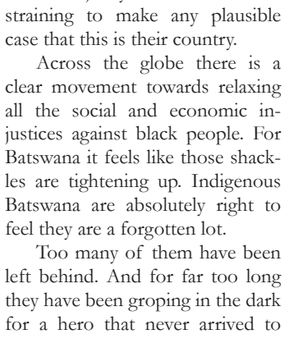
Fortunately, occupants of the presidency in their unique differences and similarities have indirectly opened up the institution to scrutiny. It is credible to argue that President Ian Khama's presidency exposed more of the unwanted traits than any other Presidency we have lived through. This isn't to say he was a completely bad President, but in this case, we must choose to embrace the lessons his presidency taught us, even if these lessons came to us in unwanted forms. There are several questions that have emerged, as naturally, enquiring citizens must. Why is the state house not open to the public? Calls to open up the state house and the Presidency aren't synonymous with deliberately asking to compromise the President's personal security and comfort.

The Presidency is a mirror image of the people it represents: their dreams, their fears, their hopes and aspirations. It only makes sense that the state house and any institution of significance to our democracy should be openly accessible to the public; not out of any malice, but out of pure constructive intent to build onto the fabric of the kind of presidency we want. What does the state house and the seal of the Botswana Presidency represent as a symbol of our democracy?

Residences of many heads of state and government across the world are a source of marvel and admiration. Many Batswana have been to 1600 Pennsylvania Avenue (the White House), Number 10 Downing Street (the official residence and the office of the British Prime Minister), Moscow Kremlin complex in Russia, Cheongwadae or the Blue House in South Korea. It is odd that the same number cannot say the same for Botswana's State House unless they have been privileged to dine with heads of business, government, political and international diplomatic corps.

The State House must represent a culmination of our founding fathers' dreams of self-governance and political independence. Opening it up must be an extension of those, and a commitment to democratic openness and more importantly, an opportunity for the Presidency to evolve. Who dresses the President? Does the State House have a special room that hosts visiting officials? Does the State House collect art and record its own history? What did Sir Seretse Khama, Sir Ketumile Masire, Festus Mogae and Ian Khama do in which part of the House that must be recorded down in our annuls of history? These are all pertinent questions that form a broader cohort of other questions about the Presidency and its performance as a critical institution for governing the country. Like, why is the office and its organogram so cluttered with departments and offices that don't need to be under the office of the President? Does the Presidency have a delivery and performance problem? A careful but quick study of the South African Presidency and its simple organogram (available on its website) points to the longstanding conversation on the need to reform the organizational structures of many top government institutions, chief among them, the Office of the President. At the moment, the President is surrounded by trusted political aides, his close confidants etc. and long-serving skilled bureaucrats who no-doubt help the with the Presidency's performance and overall governance of the country. I argue that the office needs neither of those, especially unqualified political appointees who only serve to whisper unproductive narratives into the institution and it's occupant's ear. The Presidency is desperate for disruptive thinkers who can navigate the political, diplomatic and bureaucratic nature and dynamics that the office demands. Deep within this thinking, is a need to take the Presidency back where it belongs, to the citizens!

Bakang Ntshingane is a Political Economist with interests in the intersections of politics and the economy. He writes in his capacity as a Motswana.



THE WATCHDOG

SPENCER MOGAPI
DEPUTY EDITOR SUNDAY STANDARD

There cannot be peace for the wealthy in the midst of such abject poverty for the masses

Botswana with its elaborate vagaries of inner-built democracy was always going to struggle with accepting as truthful the fact that a significant majority of citizens live like they are second class in their own country.

A majority of Batswana are straining to make any plausible case that this is their country.

Across the globe there is a clear movement towards relaxing all the social and economic injustices against black people. For Batswana it feels like those shackles are tightening up. Indigenous Batswana are absolutely right to feel they are a forgotten lot.

Too many of them have been left behind. And for far too long they have been groping in the dark for a hero that never arrived to help them fulfill their dreams of economic justice.

The economic divide between the indigenous Batswana and the settler merchants cum industrialists - or whatever they prefer to be called - now risks becoming a source of societal unrest.

Increasingly young Batswana have to come to terms with a harsh reality that like their parents they too have no meaningful role they can play in the economy of their country. They are spectators.

The inequality as exemplified by disparities in wealth between indigenous Batswana and their guests are too stark to ignore. Like a rickety old truss the system is inherently unsustainable. Anybody who speaks out against these injustices attracts labels of xenophobia, intolerant and even racist.

A majority of indigenous Batswana are not xenophobic. They are not intolerant. And certainly not racist. Otherwise they would not have allowed to stay under the economic jackboot for this long.

Now they are saying enough is enough. A system that survives on exclusionism cannot stay like that forever.

With a little effort from outside it will inevitably collapse on its own seeds of instability. The solution to Botswana's economic problems lies in removing the veneer of pretense.

And in different ways indigenous Batswana are on their own pushing for that. They are knocking at the door agitating to be allowed inside. Tokenism as in other similar calls is not the answer. What is needed is a clear game plan outlining how to give the country back to its true owners.

The unravelling of our systems on the back of Covid-19 is a resounding lesson on truth-telling. Our systems have never been subjected to stress-tests even as we endlessly talked them up. That unravelling also demonstrates how hard it will be to rebuild post-Corona.

Indigenous Batswana have been economically disadvantaged as a collective black african race. There is thus a case for economic reforms that unashamedly discriminate in favour of indigenous Batswana. Only deliberate discrimination can correct the current race induced imbalances.

A more coherent economic strategy to make Batswana feel hopeful is long overdue.

Indigenous Batswana look into the future and all they see is a thick cloud of destitution and mass unemployment coming their way. Ordinarily people look for scapegoats when confronted with such situations. And in this instance the natural targets are wealthy people especially those that do not look like indigenous people.

It is a moment of reckoning.

This is not unique to Botswana.

It happens everywhere during times like these. In fact there is nothing xenophobic about the current wave of anger against naturalized citizens. It was a big mistake from the beginning to deliberately, forcefully and actively exclude Batswana from the wealth of their country at such a massive industrial scale. Now we are trying to play catch-up. And time is not on our side. Indigenous elite cannot be exonerated from the mess. They collaborated with incomers.

Botswana's current problems can very easily be traced to a culture of self-congratulation. We are a nation accustomed to a shiny side of life - however fake. That is also clear among our leaders who are so hopelessly wedded to short-term public soft-soaping.

They are driven by a yearning for popular affection instead of doing what is right.

They like to be bearers of only the good news. Some people mistake this as infernal optimism, but it really is a sickening inability to confront the truth.

The paradox of exuberance and consumerism showcased to the outside world that is unmatched by material conditions of the populace in the inside is too palpable to miss.

Unvarnished truths that rattle people out of comfort zones are invariably looked at with suspicion and even askance. The upshot of it all is that we refuse to introspect and are forever closing our eyes to any signs of the bad news coming our way. That is how we got here. Some are already imploring indigenous Batswana to boycott poultry products from non-indigenous Batswana.

In a well-argued case for economic reforms on Mmegi Newspaper, Kgosi Ngakaagae writes; "To be sure, the poultry sector is not the only sector in critical need of reform. The problem is widespread. But it is important to focus on one problem at a time. More must come, and more, surely will."

There have in the past been cases of selling out. That will not stop. But the demographics are truly on the side of indigenous Batswana today; they are most young, educated, restless, impatient and forceful. It cannot be business as usual.

Much of the 1980s and a significant part of the 1990s were spent doing nothing except to boast how fast the economy of Botswana was growing. And also how well off the people were. This was when non-indigenous Batswana were fast accumulating.

Not much was expended on creating a strong middle class, thus in its place we have a rented merchant settler class calling the shots including controlling our political class.

That time was spent basking on empty complements coming from global bodies like Transparency International.

Botswana is developing country.

What differentiates Botswana from other poor countries in its class is extravagant hubris and self-absorption, plus a misguided notion among political elites to separate political independence from economic independence.

Other than hubris, it is difficult to account for this attitude because the country still has a living memory of abject poverty having attained independence in 1966 when there was nothing but countrywide destitution.

As economic success set in after independence, there arrived also rapacious settler merchant class from Asia that had a more sophisticated knowledge of running business.

From then on indigenous Batswana had no chance as their ruling elite literally sided with the Asians to the exclusion of indigenous majority. If parity can only be achieved by boycott of certain products from this class so be it.

As Ngakaagae puts it, Batswana have been bullied.

And that should be brought to an end.

TSHUKUDU METALS

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ABOUT SANDFIRE RESOURCES LTD:
Sandfire Resources Limited ("SFR") is an ASX listed copper Company, and we have recently completed the acquisition of the Motheo (T3) Copper project in Botswana. **Tshukudu Metals Botswana (Pty) Limited**, (Tshukudu) a 100% owned subsidiary will be the owner and operator of the Motheo Copper Project which is expected to produce up to 30,000 tonnes per annum of copper in concentrate starting with a 10-year mine life. The Companies' Optimised Feasibility Study is due for completion in the 2nd half of 2020 and the Company is actively preparing for the development and subsequent operation of the Motheo Copper Mine.

Tshukudu invites suitable candidates to apply for the position indicated below;

1. Project Engineer – Tenable in Ghanzi

Role Summary & Reporting
Supervises construction of the camp infrastructure and process plant construction by ensuring compliance to specifications, QA/QC standards and safety regulations. The role requires strong leadership skills, the ability to operate at a strategic level and identifying priorities. The position is site based (The mine site is located 70km NE of Ghanzi**)** and reports to the Construction Manager.

Key Performance Areas
- Ethical leadership of the workforce and promotion of Company values in the local community;
- Development and promotion of safe working practices;
- Making sure all work is done to specification and relevant QA/QC standards.
- Verifying quantity's for interim payment certificates, and making sure contractor adhere to schedule.
- Effective management of Subcontractors
- Assist with development and implementation of the Project Execution Plan.
- Initiating and maintaining accurate and timely reporting standards throughout the project build.
- Assist with any administrative work necessary.

Behavioural & Technical Competencies
- Proven achievement on previous projects.
- Excellent oral and written communication skills.
- Excellent leadership and social skills.
- Extensive knowledge of construction management.
- Strong understanding of OHS&T best practice.
- Appropriate organisational climate, morale and overall values alignment
- Sound environmental record
- Good presentation skills.
- English language

Experience & Qualifications
- Minimum of 5 years' experience in civil and building construction projects
- Degree in civil engineering or building construction
- Proficient in Microsoft office package and Auto Cad

Tshukudu pays a competitive salary. Should you be interested in applying for the positions herein and meet the minimum requirements, please forward your CV, certified copies of certificates and references to recruitment@tshukudumetals.co.bw by Sunday, 26th July 2020.

Below is the Company addressee;
Executive Director & Country Manager
Tshukudu Metals Botswana (Pty) Ltd
P/Bag 00427
Gaborone
Botswana

Note: Hand delivered and postal applications won't be accepted.

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Botswana Ash (Pty) Ltd

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Applications are invited from suitably qualified candidates for the following positions:

1. SAFETY, HEALTH & ENVIRONMENT MANAGER

Job Summary
Reporting to the General Manager (Maintenance & Projects), the successful candidate's responsibilities will be to:

- Develop and manage the implementation of the Safety, Occupational Health, and Environment (SHE) programs and standards to achieve compliance to the mine's standards and statutory requirements;
- Provide risk-based input into the operational SHE plans to ensure annual plans and KPIs address major risk areas;
- Develop SHE capability, including periodic performance contracting and appraisals as well as development and implementation of individual development plans.
- Coordinate the implementation of required systems, standards and procedures to achieve and maintain ISO 18001 and ISO 45001 certification;
- Ensure the company's emergency preparedness plans and capabilities (facilities and personnel) are in place and maintained in a high state of readiness to deal with identified risks;
- Provide guidance to line managers on SHE related matters, including hazard/aspects identification, risk assessment/management as well as risk impact control with emphasis on the management of long-term risk;
- Prepare and control SHE operational and CAPEX budgets, (including inputs into line managers' budgets) to facilitate effective SHE capability development;
- Report on company SHE performance to comply with Botash, BudChem Group and legal reporting requirements.

Requirements
- Degree in Safety Management or Occupational Health and Safety Degree or Environmental Science or equivalent
- Eight years' experience in a supervisory position with at least three years at Safety Coordinator or equivalent level.
- Safety Management Training Courses, Risk Assessment & Training Courses, Supervisory Training; Computer literacy are essential
- Broad knowledge of the Mines, quarries s, machinery and works act
- Broad knowledge of the ISO's
- Supervisory Development Programme or equivalent, Logistics, contract drafting.

2. PLANT ENGINEER (MECHANICAL SERVICES)

Job Summary
Reporting to the General Manager (Maintenance & Projects), the successful candidate's responsibilities will be to:

- Achieve and maintain high standards of legal compliance within the section.
- Provide a proactive and cost-effective maintenance service to the manufacturing facility.
- Ensure that optimized planned preventative maintenance is carried out on plant, equipment and mobile machinery to achieve safety, availability, reliability and production targets.
- Embed a culture of continuous improvement anchored on Lean, TPM and 5S implementation within the section.
- Prepare and control the section's operational and CAPEX budgets;
- Manage the section's staff capability development including periodic performance contracting and appraisals as well as development and implementation of individual development plans.

Education Requirements and Experience

- Ideally BSc Mechanical Engineering or equivalent, with a minimum of 8 years maintenance and management experience in a heavy industrial plant environment of which two years should have been in a managerial capacity.
- In depth knowledge of pumps, heat exchangers and large rotating machines and materials handling equipment.
- Knowledge of Reliability Centred Computerised Maintenance and Management Systems would be an advantage.
- Successful completion of a traceable engineer-in- training program will be an added advantage.

Competencies
- Planning and Operational Effectiveness
- Subordinate Effectiveness
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- Corporate Governance
- Safety Health Environment and Quality

The Company offers a competitive remuneration package commensurate with qualifications, skills and experience.

To apply, please forward your application with a detailed CV and your contact telephone numbers to:

Human Capital Manager
Private Bag Sow 7
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HUMAN RESOURCE DEVELOPMENT COUNCIL of BOTSWANA
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Prince Harry laments 'wrongs' Britain inflicted on colonial Botswana

The artificially high rent in urban areas is a direct result of towns that sprung up in and around land that has come into the possession of colonial settler communities

Prince Harry (Right)

An English prince who has demonstrated genuine love for Africa and African-origin princesses, is being unfairly hauled over the coals for saying something that would be very easy to prove in Botswana. To be perfectly clear from the get-go, nowhere in his interview with the Queen's Commonwealth Trust did Prince Harry mention Bechuanaland Protectorate. However, he used a set of words that left no doubt that he was talking about it when he said that a body headed by his grandmother must right "wrongs" of the past.

"When you look across the Commonwealth, there is no way that we can move forward unless we acknowledge the past," Harry said in an interview about the fight for racial equality that has drawn fierce criticism from the British press. The Commonwealth is a voluntary organisation involving 54 nations and all except Rwanda and Cameron are former British colonies. It was founded in 1949 and its ex-officio head is the English sovereign, currently Queen Elizabeth II, who is Harry's grandmother. Harry's comments were part of an ongoing debate around historical racism and racial injustice around the world. This debate is spearheaded by the Black Lives Matter movement and has been sparked by the death of George Floyd in the United States.

While some in the British press would rather the past was swept under the carpet, the effects of that past are still visible day. Ironically for people who lamented heathen practices by Batswana, there is ample evidence of the British engaging in human sacrifice themselves. In order to meet administrative costs of a national government that was set up to serve colonial interest, the British imposed a hut tax that compelled young Batswana men to work in South African mines as labourers. Some of these men perished in underground mines and those who lived were cruelly exploited. The health standards of the time, such as they were, were uniformly basic, leading to respiratory-diseases infection in most of those who returned.

This cross-border work programme brought social ills that that had the net effect of undoing the social fabric of local communities. Women were not allowed at the hostels that mine labourers lived in, which meant that married men couldn't move in with their husbands. It often happened that a man returning home from South African mines with badly-damaged lungs would find his wife pregnant by another man. This work programme also affected agricultural productivity because society's most able-bodied abandoned farming to work in mines and upon return, were almost drained of youthful energy. It is unclear how much of today's deficit in agricultural production can be attributed to this period in history but it was during the colonial era that such production dropped precipitously.

Colonialism also robbed Batswana of land that still remains in the hands of white settler communities. While some of the descendants of these settlers don't live in Botswana, they are still holding on to land that they have no connection with. One of the reasons why Lobatse has taken on the character of a ghost town (the town centre especially) is because of some land is owned by absentee landlords. This problem is most pronounced in and around urban areas and has led to severe land and accommodation shortage that affects indigenous people.

Land dispossession of indigenous people is most acute in the North East where, as former Tati East MP, Guma Moyo, stated in the past, white-owned farms take up 80 percent of the land. Local people have to use the remaining 20 percent for residential and agricultural purposes and when their cattle stray onto farms, have to pay as much as P500 for their release. One of Moyo's councillors, Kudzani Tobokani of Themashanga, said that while an ordinary person in the area has to make do with little more than a 40 metre by 30 metre residential plot, white commercial farmers can own a farm that measures 40 kilometres by 50 kilometres. Resultantly, this situation has led to near-collapse of agricultural life in the area. Sandy Grant, a historian who has studied the North East land issue traces the origin of this problem to 1866 when gold was discovered in the expanse of this area. Mining couldn't immediately begin because the land was claimed by four parties: the Bangwato, Ndebele, Boers and British. There were also the problems of lack of working capital, the "brighter attractions of the Reef and Kimberly and the difficulties of working the ore." Rather than resolve the dispute, the colonial authority resolved to give the land to Tati Concessions Ltd, renamed Tati Company. In terms of the Tati Concessions Land Act of 1911, the area in question is "from the place where the Shashe River rises to its junction with the Tati and Ramokgwebana Rivers, thence along the Ramokgwebana River to where it rises and thence along the watershed of those rivers." Writing in the newsletter of a British socialist organisation which espouses the principles of democratic socialism, Grant noted that "the Tati concession in northern Botswana was an example of colonial generosity to a private company with the property of local people."

Elsewhere, Dr. James Kirby of La Trobe University in Australia has written that the economic interests of a small white minority took precedence over those of the majority of indigenous black people when Botswana gained independence in 1966. The latter possibly explains why, in independent Botswana, the government of the founding president, Sir Seretse Khama, complicated this matter further by signing an agreement with and Tati Company in September 1970. Some 50 years later, this agreement restricts Francistown's growth and on occasion, the government has to buy land from Tati Company at prohibitive cost.

Not all in the British media disagree with what Prince Harry says. Writing in *The Guardian*, Afua Hirsch observed that both the new and old order are organised around British interests: "The Commonwealth is a vessel of former colonies with the former imperial master at its helm. Or, as I like to call it, Empire 2.0. All countries use diplomacy to lobby in their own interests – there is nothing wrong with that. In Britain's case, the Commonwealth has served very nicely to advocate its particular shopping list: liberalised, extractor-friendly regimes, low corporate tax rates, and a creative system of tax havens predominantly located in – you guessed it – other Commonwealth countries."

There has emerged a low-key, mostly underground campaign to have former colonial powers like Britain pay reparations for the colonial wrongs that Harry, who is married to a black woman, spoke about. If the US example is any guide, at a point where the reparations-for-colonialism movement gathers steam and its "our economies can't breathe" messages become more insistent and strident, a company previously called Tati Concessions will certainly be forced to make concessions.

Bifm

MARKETING AND CLIENT RELATIONS OFFICER

Applicants are invited from suitably qualified individuals for the position of **Marketing** and **Client Relations Officer.**

Job Purpose:
The role of the Marketing and Client Relations Officer is to drive the execution of the Public Relations, Communications and Marketing Strategy and plans to achieve strategic goals.

Key Performance Areas
- Execute marketing campaigns (product and brand) as per the marketing plan, campaign or schedule;
- Internal and external communication;
- Manage brand appeal according to brand manual and governance;
- Ensure merchandise and promotional items are well in line with the brand manual;
- Act as a brand champion by ensuring all stakeholders involved in displaying the Bifm brands conform to brand guidelines;
- Liaise closely with advertising agencies to ensure that merchandising material is produced in-line with brand guidelines and to ensure all new or revamped products are launched effectively. Also Liaises closely with advertising agencies to ensure that appropriate advertising material is developed in-line with product and brand campaigns;
- Brand at all Bifm events is visible and well positioned;
- Manage all advertising aspects of Bifm;
- Supply innovative ideas in market penetration;
- Guide the social media agency to develop monthly content calendars by ensuring that the content aligns to the advertising campaigns in addition to management of the online Marketing Platforms and content for Bifm website;
- Client Relations administration.

Qualification
Degree in Communications (Marketing) or related Business Degree.

Experience
A minimum of Four (4) years post qualification experience in a financial services environment,Corporate Entity or Advertising Agency.

Skills & Competencies
- Communication Skills;
- Analytical Skills with sense of urgency;
- Thoroughness & attention to detail;
- Presentation skills;
- Effective use of Microsoft Office;
- Ability to influence decisions;
- Ability to multi-task & work well under pressure.

Interested applicants should submit their application with a detailed CV no later than **21st July 2020 to:**

Senior Business Partner – People Management
Botswana Insurance Fund Management Limited
Plot 66458, Fairgrounds Office Park
Block A, third Floor
Gaborone

Complete documents can also be scanned and forwarded to recruitment@bifm.co.bw

Note: Communication will be made to shortlisted candidates only.

Sunday-Tuesday liquor trade emerges to fill gap in official trade

On the whole, there has been no creative problem-solving around alcohol abuse and the public education programme has persistently missed the cultural context of how people relate to alcohol

Government's plan to open up but limit liquor trade as part of the COVID-19 containment plan is not going as swimmingly as it had hoped.

Liquor trade was shut down a few days before the April-May national lockdown but reopened with limited hours and a three-day dry spell during the week. The trade occurs from Wednesday to Saturday but some enterprising individuals have stepped up to close the Sunday to Tuesday trading gap. While these people are keeping drinkers happy, they are also breaking two separate pieces of legislation. In addition to the law that criminalises the sale of alcohol on Sunday to Tuesday, price-gouging that is designed to take advantage of COVID-19-occasioned shortage is also an offence. The difficulty with the latter though is that officially, shebeens don't exist and for that reason, their trade is not recognised by the government.

For what it's worth, prices for the Sunday-to-Tuesday trade are not as exorbitant as those that were charged by the black market during the national lockdown. At the height of the lockdown, the prices of alcohol beverages that were sold on this market had gone up by as much as 200 percent. At one point, the black market was selling 750 milllilitre bottles of Chivas Regal Scotch Whiskey for P1200 while same-sized bottles of Beefeater London Gin, Cruz Vodka Black and Cruz Watermelon all sold for P1000. From what *Sunday Standard* learns, the Sunday-to-Tuesday trade inflates prices by no more than 50 percent – which still brings in good money.

Alcohol sale

While shebeens are a law enforcement challenge, the greater challenge comes from the fact that more and more households are going into the Sunday-to-Tuesday liquor trade as reality and survival instincts kick in. The reality is that COVID-19, whose full impact is yet to be felt, is devastating the economy and far too many revenue streams have either dried up or are drying up for many in a country where the poverty rate stands at 46 percent. Research from the Rand Merchant Bank of South Africa says that close to half the population (meaning well over 1million people) are "economically marginalised." As survival instincts kick in, some of these people have a choice between staying on the right of the law and making money to survive on the wrong side of it.

This trade is also imperiling the government's effort to contain the spread of coronavirus because it occurs in very private spaces where it is not easy for the police to enforce COVID-19 regulations on the size of gatherings, social distancing and mask-wearing. Owing to what it does to the human brain, alcohol is likelier to make drinkers reckless and thus become a public health threat. COVID-19 doesn't give governments too many options but in an alternative universe where it did, it would have made sense to keep liquor establishments closed. However, such decision would have been detrimental to the national economy as well as to the livelihood of thousands of people who work either in the liquor industry or in businesses aligned to it.

As with many more issues COVID-19-related issues that the government has to deal with, alcohol consumption has become the problem on account of long-standing problems that have been allowed to get out of hand. As a direct result of alcohol abuse, Botswana pays too high a price in terms of blood and treasure but where a robust public education programme would be more desirable to arrest thus problem, the government prefers to police alcohol sale.

The government also faces an unusual challenge because in Botswana, alcohol is more than just a recreational drug - it is also social glue that binds drinkers together. This adhesive function has potential to defeat the objectives of extreme social distancing. At a more substantive level, drinker communities that become networks of care and support are formed around drinking. Social football clubs, which use alcohol as standard sacrament, provide financial and other support to team members who are going through a rough patch.

On the whole, there has been no creative problem-solving around alcohol abuse and the public education programme has persistently missed the cultural context of how people relate to alcohol.

For a country that is frightfully keen on international benchmarking, Botswana has never sought to internationally benchmark how other cultures deal with alcohol abuse. In some Jewish sub-cultures, children are introduced to alcohol (red wine) at a young but medically safe age and always drink it under the supervision of their parents. The amount of alcohol a child is served at the dinner table increases with age but never goes beyond a three-quarter-full glass. Children raised this way learn a very important life lesson: that alcohol is taken in moderation and if they choose to drink in adult life, will always limit themselves to just one glass.

Conversely, Batswana children grow up thinking that alcohol is a magical if forbidden beverage that makes adults very happy. The precocious began indulging in secret, with no supervision and in most cases overindulge. When they are old enough and start working, they are already overindulging. In one respect, overindulging by Africans has a lot to do with colonialism. At least by deducing from what Robert Moffat writes in his memoirs about his first experiences of Kanye, only the *kgosi* drank strong alcohol. Moffat noticed that the alcohol that *Kgosi* Makaba II, the Bangwaketse *kgosi*, drank in the afternoon was of a stronger variety than that drunk by his subjects. This would have had the result of limiting over-indulgence to very few people in society. Today it is subjects who drink Stroh 80 while the *kgosi* drinks St. Louis 24.

The other possible solution to alcohol abuse (lowering the drinking age) is one that would shock most parents but one has been proposed by addiction experts and specifically targets teenagers who drink out of rebellion. In the particular case of Botswana, the latter would mean allowing children younger than 18 years to drink legally. The rationale for this proposal is that teenagers who drink out of rebellion would not find alcohol attractive if it can be easily bought and drunk like a can of Coke. To the extent, this proposal is valid, if style-walking is outlawed and drinking age lowered, teen rebels would be drawn to style-walking than drinking alcohol.

Not only did colonialism introduce stronger alcoholic beverages, it also introduced alien drinking sub-culture that led to alcohol abuse. Startled to find that western alcohol reduced adult Africans to mere children, British colonial settlers in Kenya coined the term "African drunkenness." What they didn't understand was that in African culture, a limited amount of alcohol is brewed and drunk to the last dregs within a day because otherwise it would go bad. Africans who came into contact with Europeans didn't adjust their drinking habits and treated a full bottle of whiskey the same they would a full cup of traditional beer: drink it up within a day. This habit persists to this day.

KBL BREWS PROGRAMMES TO AID BATSWANA DURING PANDEMIC

GABORONE - Acting Minister for Presidential Affairs, Governance and Public Administration, Hon. Dumezweni Meshack Mthimkhulu; Minister of Nationality, Immigration and Gender Affairs, Hon. Anna Mokgethi; and Minister of Health and Wellness, Hon. Dr. Lemogang Kwape visited Kgalagadi Breweries Limited (KBL) Head office on July 6th to share the brewery's latest Covid-19 contributions.

Hon. Mthimkhulu launched a P825,000 food relief program intended to assist employees of mainstream outlets (bars). Two employees from 1650 selected outlets will each receive a P250 Sefalana voucher to facilitate their household needs; the program will be rolled out in phases to avoid congestion at Sefalana stores. Mthimkhulu said this of the initiative, "This act of kindness is an indication that we are together in the fight against this scourge."

The Honourable Minister also helped to officially present KBL's Covd-19 prevention kits, distributed to outlets nationwide in early June. These kits are comprised of:

- Hand sanitizer,
- Leteisi face masks,
- Social distancing stickers and demarcation tape, and
- Chibuku drinking cups to prevent lovers of the traditional brew from drinking from the same carton as is customary.

Additionally, KBL has released responsibility adverts on print and social media to remind Batswana to observe social distancing regulations and drink at home.

Hon. Anna Mokgethi and Hon. Dr. Lemogang Kwape were also in attendance to accept donations for their respective ministries. Hon. Mokgethi accepted 1000 shields for border officials from various ministries, whom she described as the "key stakeholder[s] in the fight against Covid-19." Hon. Dr. Kwape received 4000 shields for health workers that have "sacrificed time with loved ones in order to ensure our safety and care for those infected."

KBL has spent more than P2million on this second round of contributions to support the country; an investment KBL CEO, Brenno Kliger-Diaz hopes will make a positive impact in the lives of Batswana.

ENQUIRIES:
Kgalagadi Breweries (Pty) Ltd
Masegonyana Madisa
Head - Corporate Affairs

Business
Analysis | Markets | News
July 12 - 18, 2020

Foreign Reserves take a knock

Bank Governor: Moses Pelaelo

SUNDAY STANDARD REPORTER

Botswana's share of foreign reserves exchange continues to decline at time when the country is planning a huge expenditure to boost the economy.

Bank of Botswana's statement of financial position for the year ended May 2020 shows the country's reserves at P66.1 billion, down from the previous month's P68.9 billion, and lower than P75.3 billion recorded in May 2019, marking a 12.2 percent fall.

The reserves are made up of the transactions balances tranche (TBT), liquidity investment tranche (LIT), the Pula fund and the International Monetary Fund (IMF) tranche. Much of the decline in foreign exchange reserves during May was due to a sharp 45 percent decrease in the transactions balance, falling from P7.5 billion to P4.5 billion, caused by domestic foreign exchange demand and net capital outflows.

The liquidity investment tranche retreated slightly by 1 percent to P8.3 billion, while the Pula fund remained the largest contributor to foreign reserves at P51.8 billion. From the total P66.1 billion reserves, the government's share is only 23 percent of total reserves, and this is held through the government investment account (GIA), established in 1997, representing government's share of the reserves in the Pula fund.

The government's share of reserves in May was P15 billion, a 19.7 percent drop from April's P18.8 billion. On a yearly level, the government's funds have dried up by nearly 40 percent from P25.1 billion registered in May 2019. The account has been declining due to withdrawals by the government to fund deficits due to lower revenues against high expenditure.

While the reserves are on the decline, the government has recently unveiled an ambitious Economic Recovery and Transformation Plan (ERTP) to jumpstart the sluggish economy, which is said to be operating below its potential, averaging 3.7 percent in gross domestic product (GDP) growth rate instead of the desired 6 percent growth rate.

The plan which will run from 2020/21 to 2022/23 is supposed to spearhead Botswana's economic transformation through private sector led economy, anchored by exports and citizen participation. The ERTP centres around accelerated development of facilitative infrastructure, support for increased agriculture and manufacturing output, growth of the creative industry, improving the business environment and accelerating regulatory reforms.

However, the plan requires at least P40 billion in government expenditure at a time when the country has been running deficits, with revenues expected to fall in the medium term. In April, Botswana's finance minister Dr. Thapelo Matsheka revised his initial February budget, cutting projected revenue for the 2020/21 financial year from P62.4 billion to P48.8 billion. The planned P67.6 billion government expenditure was reduced to P59.6 billion.

According to the finance ministry data, the projected budget deficits are expected to grow in size. The budget shortfall for the 2020/21 is now estimated to be P10.8 billion, ballooning from the P7.9 billion deficit registered in 2019/20 financial year, which was a slight reduction from 2018/2019's massive P8.8 billion budget shortage.

The government has been running budget deficits since 2017/2018, with that year's deficit recorded at P1.9 billion. Another shortfall of more than P4.4 billion is expected in 2021/22 but will likely be revised too in the coming months.

To raise the billions of pula needed for the economic recovery plan, the government economic advisors have proposed drawing money from the government's portion of the foreign reserves, taking on more external debts and increasing domestic borrowing, while also disposing some government properties, including privatisation of some institutions. The government also plans to raise revenue generation through increased taxes and other levy charges.

Beware, another electricity tariffs hike coming your way

BONNIE MODIAKGOTLA

The public uproar over increased electricity costs has not deterred Botswana Power Corporation (BPC) from pressing ahead with raising electricity costs in the next three years, arguing that it is the only way to get the struggling power utility out of a precarious financial position.

This week, Botswana Energy Regulatory Authority (BERA), laid bare BPC's plans to increase electricity tariffs by 13 percent between 2021 and 2023. The energy regulator has invited the public to comment on the proposed tariff adjustments, a development likely to attract a backlash.

BPC's decision to increase electricity costs by 22 percent in April drew a wave of criticism from consumers, decrying the excessive costs. BPC defended its move, explaining that the tariffs currently charged are not enough to cover operational costs of suppling electricity.

In pushing for additional increments to tariffs, BPC says its weakened financial position can be traced to the non-cost reflective charges, with other operational losses made worse by the defective Morupule B power station, which has led to high cost of imported electricity.

BPC is also feeling the pressure from government's anticipated belt tightening measures. The government, which is dealing with slow economic growth, has advised that it will reduce subsidies given to state owned entities (SOEs), while also planning to privatise some.

"Government continues to subsidise the corporation in order to cushion the impact of non-cost reflective tariffs, but this subsidy has reduced significantly over the last 5 years. The cumulative tariff increase is lower than the cumulative subsidy which is indicative of the revenue mismatch," said BPC in its submission to the energy regulator, seeking approval to increase electricity charges.

BPC believes that if BERA could approve its proposed tariff adjustments, which is a 5 percent tariff increase in 2021, then another 4 percent increase in 2022 and a 4 percent increment in 2023. The power supplier says it requires a healthy liquidity position to undertake overdue refurbishment of its transmission and distribution infrastructure.

If the tariffs are approved, BPC has projected a turnaround in the corporation's financials, anticipating operating profits in the next five years. The power utility is also planning to reduce imported electricity, something which will lower costs for the struggling entity.

With the country's average maximum demand of 610 MW and peak demand of 702 MW, BPC has failed to generate enough power to meet local demand, relying on imports to fill the gap. The corporation's owned power plants, the 600 MW Morupule B and the 132 MW Morupule A, are operating below capacity, with Morupule A's availability rate estimated at 70 percent while Morupule B's availability rate is 31 percent.

The big coal power plant is currently undergoing remediation process at the contractor's expense. Morupule B was commissioned in 2012, gobbling nearly P10 billion, but has never been fully functional, with only half of the four units functioning most at a time.

Morupule B

CAAB needs more birds in the sky

Mack Air

PORTIA NKANI

The Civil Aviation Authority of Botswana (CAAB) invites locals to tap into a new opportunity in domestic scheduled air services expected to boost tourism post COVID-19 lockdown.

Head of Public Relations & Communications, Modipe Chris Nkwe last week told Sunday Standard that one operator, Mack Air, has applied to enter the domestic scheduled services.

"There is still an opportunity in this market for other operators. CAAB calls for increased participation in this market," said Nkwe.

Mack Airline was lisenced by CAAB late 2019 to carry out scheduled services between Maun and Windhoek and between Kasane and Victoria Falls and was meant to resume in April this year. It could not go ahead to commence its operations as planned due to the current COVID-19 pandemic.

However, expectations are that the operator will soon start scheduled domestic flights as interest to resume domestic flights gains momentum. Air Botswana, the only domestic operator currently, last week announced it will resume domestic flights this Friday.

With the exception of Mack Air, it appears CAAB has not received any application to enter both regional and international scheduled market.

Said Nkwe: "Mack Air is currently the only applicant for the scheduled domestic route and its Air Transport License (ATL) has been approved. However, the only pending process is that which require the Operator to undergo certification process in order to vary their operator certificates from Charter to non- scheduled operations. This requirement has been communicated to Mack Air."

One may ask why there is low appetite in submission of more applications to fly commercially in the skies.

Nkwe said: "Generally scheduled air transport service is a costly market to operate on due to stringent regulatory requirements."

The recent draft of the 2020-2023 Economic Recovery and Transformation Plan (ERTP) suggested that CAAB should expedite the applications for scheduled air services on domestic routes.

The ERTP by the Ministry of Finance and Development Planning emphasized on the need for improved domestic scheduled air services and an opening up to operators other than Air Botswana.

It read: "There are a number of "thin" routes that require aircraft smaller than those operated by Air Botswana, as well as potential operators. The consideration of applications to provide scheduled air services on domestic routes should be expedited by the CAAB, and approval should not be dependent upon Air Botswana's agreement."

Who qualifies to become an operator?

The current regulations require that to be eligible for a scheduled air transport license, one shall be: a Statutory Corporation in Botswana or a Government Department; a corporation incorporated under the Companies Act and has a place of business in Botswana and; have at least 51 percent of voting rights (shareholding) held, and effective control exercised by citizens of Botswana or by Government department, an agency or a parastatal or entity which is under any Government department.

Suspended Letlole La Rona CEO faces criminal charges

PORTIA NKANI AND MPHO KELEBOGE

Suspended Letlole La Rona chief executive officer (CEO) Chikuni Shenjere-Mutiswa faces possible criminal charges.

The charges come hot on the heels of his suspension in May this year for possible misconduct relating to the company's Long-term Incentive Plan.

The company's notice to investors last week indicated that following the conclusion of an independent forensic investigation, it had instituted disciplinary proceedings against the suspended CEO and criminal charges have been laid with the Serious Crimes Squad at the Botswana Police.

Responding to an enquiry by Sunday Standard, LLR Independent director Fred Selolwane said: "Because of the on-going disciplinary proceedings and police investigation we are unable to comment beyond the published statement at this stage. We will however update all stakeholders from time to time as and when we are able to do so."

The LLR notice indicated that a committee comprising three non-executive members of the board, who were appointed post the conclusion of the LTIP, have been appointed to institute a disciplinary process on behalf of LLR.

The committee has engaged three independent, high-profile labour practitioners to constitute a disciplinary panel which will conduct the hearing. One of these practitioners will chair the disciplinary panel and the other two will be members of the panel. In addition, an independent secretariat has been appointed to record the proceedings and provide general secretarial services to the panel.

A lawyer from Armstrong Attorneys, Moemedi Tafa confirmed Armstrong Attorneys as the legal advisor to Letlole but said they have not been instructed on anything yet in relation to the company CEO, as the matter is still going through some internal process.

"I am aware of the suspension of the CEO and that the matter is heading for a disciplinary hearing, but there is nothing much to share as of now," said Tafa.

The first notice of the suspension in May read: "The preliminary findings of possible misconduct arising from the investigation relate to circumstances around the company's Long-term Incentive Plan during or around March this year and possible acts or omissions by an individual in a unique position of power."

Reports were that, the CEO had improperly claimed benefits of up to P30million for himself and his executive managers based on an incorrect interpretation of the long-term incentive plan.

LLR which boasts properties valued at about P819 million mainly in the industrial and retail sectors suspended Shenjere-Mutiswa with full benefits, pending the outcome of further and full investigations. LLR is 45 percent owned by Botswana Development Corporation

The Company is currently on a closed period as it has started preparing for the results for the financial year ended 30 June 2020 and are expected to continue until 30 September 2020 or thereabout when the results are expected to be published.

botswana tourism

TENDER NOTICE

"TENDER SUBMISSION FOR PROVISION OF THE PRODUCTION OF BOTSWANA DESTINATION VIRTUAL TOURS

BTO 001/2407-20-21/MVT.

PROFILE

Botswana Tourism Organisation (BTO) is a parastatal body set up through an Act of Parliament with the mandate to market the Botswana tourism product, grade and classify tourist accommodation facilities as well as to promote investment in the tourism sector.

INVITATION TO TENDER

BTO wishes to invite **100% Citizen Owned Companies** to tender for the **'Production of Botswana Destination Virtual Tours'** registered under **PPADB Code 138 Marketing & Public Relations Services**; **Sub-Code 01** Marketing Services and **Sub-Code 02** Advertising Services (Billboards, electronic, internet, signage, infomercials, promotional material)

1. The Physical address for submission & collection of documents is:

Botswana Tourism Organisation

Fairscape Precinct, Plot 70667, Fairgrounds Office Park

Unit 1A & 1B, First Floor

Gaborone, Botswana

4. Tender documents are available for collection at a non-refundable fee of **P250.00. (Two Hundred and Fifty Pula Only**) inclusive of VAT from **06 July 2020** at the above address.
5. Enquiries relating to the tenders may be addressed to; **The Procurement Manager,** Tel: + 267 3913111;Fax: +267 395 9220; e-mail:procurement@botswanatourism.co.bw not later than 7 days before the closing date.
7. Telegraphic, telephone, facsimile, e-mail and late submissions will not be accepted and no submissions will be received any later than **10:00hrs** on **July 24th 2020.**

www.botswanatourism.co.bw

CHOPPIES
Great value for your money!

TENDER NOTICE

Choppies Distribution Centre Pty Ltd is inviting tenders from experienced service providers for the Categories mentioned below. The contract is valid for a period of one year. After the expiry of the initial period of one year, this agreement may be renewed by the parties on mutually agreed terms. AMC or Callout charges will be mutually agreed upon. Each Category needs separate tenders from the service providers. Detailed scope of work can be provided upon request through mail

Sno	Category	Particular
1	Hardware Maintenance	PC and Accessories, Network Switch, Servers, Clocking Machines, Scales, UPS
2	Network Maintenance	Modem, Wi-Fi Routers, LAN and WAN service, Cloud management, ISP Services
3	Security Maintenance	CCTV Camera, Access Control, Alarms, Peppers spray
4	Software Maintenance	Mail service, Anti-virus, OS services, Clocking and Payrolls

Send your tenders and queries through mail to harikrishnanr@choppies.co.bw

Choppies reserves the right to reject any or all proposals or parts of proposals, to accept part or all of proposals.

All proposals submitted by parties will not be bound to an agreement unless and until Choppies review, approve, execute and deliver a final and definitive written agreement.

Fuel supply shortage triggers immense security questions

The ongoing fuel shortage crisis has triggered questions on what Botswana as an independent and sovereign country, has been doing over the years to ensure energy security, especially on petroleum products' efficient and reliable supply chain. In 1984, the World Bank advised government to transition from the country's almost complete dependence on imported petroleum to increased reliance on local sources, particularly coal – ***WRITES JOSEPH BALISE****.*

Botswana government has always been alive to the challenges confronting the country's energy sector and in 2012 produced the Energy Policy Brief whose aim was to raise awareness on the status, challenges and opportunities of the sector. The brief came at a time that government took cognizance of the need for a balance between the global demands for cleaner energy in the interest of humankind and those of national energy security from a complex interplay which the policy seeks to articulate for the benefit of appropriate reforms in the energy sector.

Ironically, Botswana's energy demand outstrips its supply, while her untapped energy sources are also high to meet both local and export volumes. Government has however, through its policy brief acknowledged that "the level of consumption of petroleum products represents a major challenge for Botswana.

"This challenge is more deep-rooted as it touches on the value of exports versus imports and the volatility of oil prices which has huge implications on the country's import bill. Inter-related factors contributing to the high consumption of petrol and diesel, mainly by the transport sector, include ineffective public transport, lack of non-motorized infrastructure and sprawled human settlements. In addition to the economic volatility, high consumption of petroleum products increases Botswana's Green House Gas (GHG) emissions with negative implications for wider human race in terms of climate change", stipulates the policy brief.

The policy brief further posits that Botswana's domestic energy-related resources present immense opportunities for addressing her energy insecurities and increasing access to energy services. The abundance of sunlight, coal and cow dung forms the basis of such opportunities. The most significant input is the technology required to leverage the energy latent in these resources.

Another interesting dimension in the policy brief is the acknowledgement of transport being the biggest consumer of petroleum products, especially petrol and diesel. Non-motorized transport and the wider transport policy agenda harbor further opportunities for Botswana's green economy.

"The statistics on ratio of cars to total number of vehicles and the levels of consumption of petrol are an indication of an unsustainable development path. The scale-up of the public transport systems an alternative to using private cars presents opportunities for an efficient urban transport system in Botswana. This thinking permeates the draft Botswana integrated Transport Policy", the policy brief articulates.

In a July 2012 conference paper titled "Energy overview of Botswana: Generation and Consumption", the paper authors, Eng Ofetotse and Emmanuel Assah lamented Botswana's dependence on imports as in their view "poses threats to the security of its energy supply.

Government this week banned use of Jerry Cans for purchase of fuel except on Thursdays

As a result, there is need to understand the bases for a possible generation expansion that would substantiate existing documentation", hence the needy for the study on energy sources as well as energy consumption and production levels which is further developed by making projections of the energy demand up until the year 2020".

In conclusion, the paper argues that Botswana's over-reliance on imports to sustain its economy influences the energy security. "This is rather unfortunate because in the event that Botswana dependent countries face shortages, Botswana would not be able to sustain its economic growth", it is argued and advised in the same vein that "there is need for Botswana to develop its own economy by meeting its energy challenges".

In a September 1984 World Bank Report titled: "Botswana: Issues and Options in the Energy Sector", it is stated in the executive summary that Botswana's energy problems, although not as severe as facing many developing countries, present three broad challenges: the first is sustaining an ongoing transition from the country's almost complete dependence on imported petroleum top increased reliance on local resources, particularly coal; the second is to devise and implement a strategy for exploring for and exploiting indigenous energy resources for exports as well as domestic markets; and the third is overcoming institutional fragmentation in energy planning and sector management, and the government is credited for the significant strides she has made in outlining the energy sector problems.

In clear cut terms, the World Bank observed that Botswana's ties to South Africa impinge on the energy sector in a number of ways and most concerning is that all petroleum imports are procured through SA under the SACU agreement and the prospects for large export-oriented development of Botswana's coals reserves depend on transportation either through SA to the port of Richards Bay on the Indian Ocean or through Namibia to Walvis Bay on the Atlantic.

With particular attention to the petroleum products component, it was acknowledged that with the cooperation of the private oil companies, government was successfully implementing a major energy sector objective to construct strategic storage depots to hold both government-owned and industry owned buffer stocks.

The World Bank mission then recommended that government expedite its plans to develop contingency plans by establishing a plan of action for emergency movement of products through alternative routes such as Zimbabwe; and establish contingency product allocation plan based on improved and consistent data criteria.

Botswana is heavily dependent on South Africa for fuel supplies, directly and indirectly. Once SA if affected by production and supply interruptions, Botswana is caught up in the mix. Outlining "Energy security and liquid fuels in South Africa", Jabavu Clifford Nkomo warned that dependence on outside sources leaves the country vulnerable to factors beyond its control such as oil price shocks and supply disruptions due to political and other external factors.

In his article Nkomo argues that there are various approaches to the problem of energy security. One view is that energy security should focus on the proper functioning of the economy, with uninterrupted availability of the energy resource at an affordable price, as alluded to by the European Union.

In line with this view, the policy objective of security of supply is to reduce risks linked to dependence rather than attempting to maximize energy self-sufficiency or minimizing dependence. Another view accepts dependence on imports, but advocates for diverse sources of supply with no dominant supplier, enabling the economy to produce sufficient goods and services affordably. In yet another approach, the EIA places responsibility on governments to reduce the risk of supply disruptions.

BOTSWANA INVESTMENT & TRADE CENTRE

INVITATION TO TENDER

Botswana Investment and Trade Centre wishes to invite reputable companies to tender for the following tender:

1. **Tender No. BITC 003 /2020-21 Partnership with Botswana Investment and Trade Centre to organize Global Expo Botswana (GEB) Virtual Exhibition**

- **PPADB Registration Certificate under Code : 120-ICT Technical Support Services Sub codes: 01 – Systems Development Services and Maintenance, 02 – Server Management and Maintenance Services, 03 – Data Centre Maintenance & Hosting Facilities, 04 – Desktop Management and Maintenance Services, 05 - Network Management and Maintenance Services ,06 – ICT Security Management and Maintenance Services.**
- **Closing Date of Submission-** 4th August 2020 at 10:00 hours. A tender box will be kept at BITC Office 1st floor where the bidders are expected to submit their proposals.
- **Price:** P100.00

NB: THIS TENDER IS RESERVED FOR 100% CITIZEN OWNED COMPANIES ONLY.

Full details, requirements and specifications will be provided in the Tender Document that can be obtained from the address below:

THE SECRETARY
BITC TENDER COMMITTEE
PLOT 54351, CENTRAL BUSINESS DISTRICT,
GABORONE
PRIVATE BAG 00445
GABORONE
TELEPHONE: 3633357 FAX: 3170452
Email: botsangk@bitc.co.bw

Contact Person: Kgomotso Botsang

The tender documents may be collected on or after **Monday 06th July 2020** between the hours of **08:00 hours** to **12:30** hours and **14:30** to **16:30** hours between Monday and Friday (working days) from the above address.

CONDITIONS FOR ALL THE TENDERS

- BITC reserves the right to accept or reject any bid; and is not bound to accept the lowest or any tender or assign reasons for the acceptance or rejection of the tender.
- The Centre reserves the right not to proceed with the tender and may cancel the envisaged tender without providing any reason.
- The submitted proposal shall under no circumstances be returned to the bidders.
- Proposals received or delivered after the above-mentioned dates and time will not be considered nor will any telephonic, telex, facsimile or electronic mail submissions.
- No liability will be accepted by BITC for loss or late delivery of tender documents.
- BITC reserves the right to request for a site visits before the award of any tender.
- Tender documents and all supporting documents shall be submitted in **plain /unmarked and firmly sealed envelopes or packages.**
- Tenders shall be opened immediately after the tender closing at the BITC Head office, in the presence of bidders or any representatives who choose to attend.

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MANAGING DIRECTOR

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MRI Botswana Limited is a leading provider of integrated and innovative healthcare services and related healthcare solutions. Never has the future of healthcare services been so fraught with opportunity; MRI intends to act. Having initially established themselves as the leading emergency services provider through the Medical Rescue business, they have grown to become a leading provider of integrated healthcare solutions and a distributor of pharmaceutical products, with their Prime Health brand. In addition, they have introduced and grown to become a leading provider of outsourced inbound and outbound contact centre solutions.

Envisaging herself as a model healthcare organization leading with innovation and at the forefront of customer care, MRI seeks a Managing Director up for the challenge. They seek to attract a business-minded professional who has the drive and energy to lead strategically and boldly from the front, tackle strategic challenges, enhance operations, optimise the performance of profit centres and maximise profitability. Innovation will be key driver in delivery of spotting and identifying opportunities, business transformation, customer satisfaction and enhancing operational efficiency towards being fit for purpose for a new world of healthcare.

Leadership and managerial competence will be the key for success in this role. You will have entrepreneurial/ business experience (at least 10 years in progressive leadership roles); appropriately qualified, preferably to masters level in a business or a healthcare related discipline. You will be expected to possess the following competencies: strategic orientation, business acumen, networking and negotiation, stakeholder and relationship management, change management and collaboration.

To express your interest and view the full job profile, please visit **www.hrmc.co.bw.** To register your application enclose a letter of motivation and curriculum vitae. Closing date for applications is **31st July 2020**.

For a confidential enquiry regarding your interest, please feel free to email Naeem Bhamjee at naeem@hrmc.co.bw.

3407 fortune

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HRMC

‘Becoming’ a real estate entrepreneur – Katlego Mokgethi’s journey thus far

VICTOR BAATWENG

Becoming a real estate entrepreneur in Botswana can be utterly frightening at times as it entails a world of challenges, unpredictability and commitment to see things through to the end. It’s a tough road that many Batswana choose not to travel.

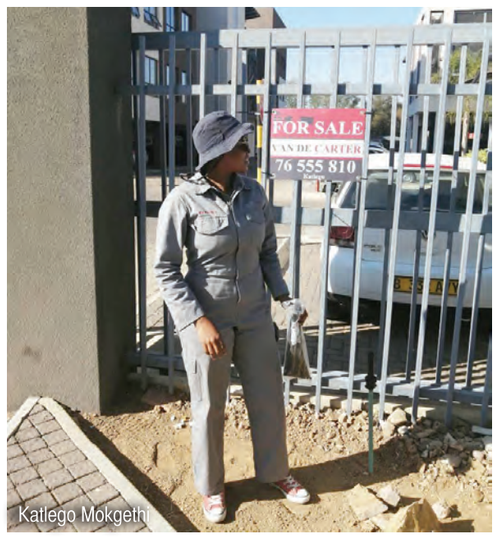
On the flip, becoming a REALTOR can be one of the best careers for young people who want to create their own destiny. It’s one of those careers where you can be your own boss, set your own working hours and see the rewards of all your hard-work.

For Katlego Mokgethi (29), Managing Director at Van De Carter Investments (PTY) LTD ‘becoming a real estate entrepreneur’ meant doing the unthinkable in this era: Quitting her 8-5pm. Making the leap from employee to Real Estate Entrepreneur meant not just surrendering a steady pay-cheque to pursue dreams of real estate gold but also selling her only car. The move, is clearly not for the faint-hearted.

“I quit my full-time job after working just for two years. I then used the severance cheque and later sold my car to start Van De Carter Investments which is a real estate company that was incorporated some four years ago.”, Mokgethi told ***Sunday Standard*** in the capital Gaborone.

While incorporating Van De Carter Investments might have been an easy task for the Gabane native, becoming a professional REALTOR did not come easily and cheap. For her first academic Degree Mokgethi sat for Accounting at the Botswana Accountancy College which later got her a job at a renowned local advertising agency - Leapfrog as Finance Manager.

At the age of 24, she took a giant leap into real estate industry, starting as facility manager for a prime commercial development hosting over 85 office units. In April 2016, Mokgethi founded Van De Carter with a vision to be the leading pan-African diversified real estate company in the world.



Katlego Mokgethi

“I believe that the growth of pan-African businesses is instrumental in the alleviation of unemployment and generational cycles of poverty in Africa. That is why at Van De Carter we have the ‘Market Players’ which is a corporate social initiative aimed at reducing the failure rate of citizen owned businesses in Botswana through incubation and acceleration programs”.

To become a REALTOR, Mokgethi self-sponsored for a Certificate in Real Estate at Ba-Isago University a move that helped her to obtain membership of the Real Estate Institute of Botswana (REIB) in 2019 and also becoming a bonafide a member of the Real Estate Advisory Council of Botswana (REAC).

The 29-year-old thought leader says she aspires to synergize her passion for strategy development and real estate to create a formidable empire that will be a yardstick for excellence in the African continent.

“Our long-term vision at Van De Carter is to develop and sell own property instead of just marketing and letting-out property owned by others. This will come at a later stage of our real estate enterprise development - a stage at which we also envision to provide the market with affordable product”

Mokgethi says there is need to come up with a product that would lower prices and make property affordable for a lot of Batswana. She maintains that such could come only when there is inclusive growth.

While at the time of going to press Van De Carter’s new website was about to go LIVE, Mokgethi said she has been heavily reliant on social media, word of mouth and business associates to keep the ball rolling.

“For you to get inside is not easy, it was another Motswana who gave me a chance. Modiredi Maruping wrote me a letter after probation which made it possible for me to be registered with REIB. In terms of marketing, we rely on the networking and branding we did over the past 4 years”, Mokgethi said.

Mokgethi’s Van De Carter becomes active player in the real estate sector at a time when it is being transformed by the twin crises of COVID-19 and the climate emergency. Several months after the first Covid-19 bell rang, the lives of so many have changed in ways they had never imagined. People can no longer meet, work, eat, shop, and socialize as they used to. In Botswana prospective property buyers are still reluctant to go out and physically ‘window shop’.

To respond to the current and urgent threat of COVID-19, and to lay the groundwork to deal with what may be permanent changes for the industry after the crisis, companies in the real estate sector like Van De Carter would have to look to innovation as part of the solution.

“We intend to use our soon to be launched website to conduct virtual sites-visits as part of our marketing tools. This would not only serve as a precautionary measure but also as time saving for prospective property buyers”, said Mokgethi.

While she admits that its been hard to sell, let alone to let-out, “As 2020 had her own script written out differently”, Mokgethi believes that should not be the reason why Batswana cannot own high value property.

Debswana empowers small citizen suppliers

OBUSITSE KOLOGWE

Debswana mining operations - Orapa Letlhakane and Damtshaa Mines (OLDM)-on last week launched the Tokafala Supplier Development initiative under the auspices of the Tokafala Programme.

Welcoming the participants during the launch, Senior Finance Manager at OLDM, Kgomotso Kereng said Debswana remains committed to matters of socio-economic development.

She said the programme is a commendable effort given that the Covid-19 pandemic has changed the operating environment of many institutions and businesses across the globe.

“I want to congratulate those who will be participating in this programme. Entry to this programme is competitive, with rigorous selection exercise which includes the use of robust criteria tools, interviews and field visits,” she said.

She encouraged the participants to make use of the progamme and learn as much as they can, keeping in mind how to adapt to the changing industry trends due to covid 19 pandemic. She said the onus solely lies on participants as agents of change to share the knowledge and skills they gain through innovative application in their various operations.

Giving a keynote address the General Manager of OLDM Bakani Motlhabani revealed that a total of 100 participants have since been enrolled on the Mining Supplier Development Programme of which 47 are from Boteti Sub District and 53 from Jwaneng/ Mabutsane area. He said it was pleasing to note that the programme made effort to enrol as many female owned businesses as possible adding that 31 percent of participants are women.

“Today 20 participants will do the training so that we are able to comply with the Covid 19 controls, the rest will continue during the year,” he said.

Motlhabani said since its inception, the Tokafala programme has made an impact towards development of SMME’s. Among others he said the programme attracted a diverse set of SMMEs from various sectors in which 54.6 percent were female owned and 44.6 percent were youth owned.

He said 130 enterprises were enrolled in Gaborone, Francistown, Maun and Letlhakane supporting 807 jobs and creating 91 new ones.

“300 youth in Jwaneng and Boteti areas were enrolled on the Tokafala STRYDE programme and 70 percent of the youth enrolled on these programme are women. There is improved partnership with financing and lending institutions such as CEDA and other government departments,” he said.

He said Debswana is committed into making a meaningful and lasting contribution to Botswana and communities around the mines. He emphasized that the diamond company has a Citizen Economic Empowerment Policy(CEEP) which aims to capacitate citizen companies to participate in Debswana Supply Chain.

He said they are currently developing a new CEEP framework, which will focus on Impact Analysis as well as ring fencing certain goods and services for citizens.

“I believe we can agree that all these efforts are indeed an integral part of developing the mining industry and it is an exciting time for local suppliers, despite the challenges we face with the Covid 19 pandemic,” said Motlhabani.

The Tokafala Supplier Development initiative will take 10 months and will include four months of entrepreneurship training followed by six months of aftercare support.

The objective of this programme is to develop capacity and competitiveness of citizen companies. This will help them improve their access to markets and ensure sustainable enterprises. The programme focuses on improving skills on sales, operations, financial, strategic business management and a 6-month after care support. Launched in 2014, Tokafala programme is a joint partnership between government, Debswana, Debeers group and Anglo American. The mandate of the programme is to support the government of Botswana’s citizen economic empowerment policy

Botswana International University of Science & Technology

PUBLIC NOTICE

COVID-19 CONTACT PERSONS

1. In response to the recent false and misleading statements circulating on social media regarding three students of the Botswana International University of Science (BIUST), we wish to inform the public that the students were identified as contact persons of a truck driver who has been diagnosed as COVID-19 positive.

2. The University wishes to clarify that the affected students were identified from the register of all those who visited the restaurant on the day the said truck driver had been there. Thus, the students have no personal knowledge of the identity of this truck driver.

3. It should be pointed out that the affected students are merely contact persons, and have not been confirmed as COVID-19 positive.

4. The public is reminded to ascertain the truth of statements they publish on social media to avoid false and misleading statements such as the ones relating to this matter in order to avoid the risk of reputational damage to those affected and raising unnecessary panic.

BIUST
BOTSWANA INTERNATIONAL UNIVERSITY OF SCIENCE & TECHNOLOGY

www.biust.ac.bw

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ALL MEDIA HOUSE

FORENSIC AUDIT –UPDATE

The Board of Directors of BABEREKI INVESTMENTS (PYY) LTD a company wholly owned by BOPEU hereby wishes to update and inform the public, clients and stakeholders on the progress of the forensic audit which was instituted almost 2 years ago on certain alleged improprieties regarding the company and its subsidiaries. The forensic audit was instituted at the instance of the shareholder.

A South African based Forensic Audit Company ENS Africa was engaged by Babereki Investments to uncover any governance gaps, financial misappropriation, embezzlement and corruption, if any, in the company and its subsidiaries. The forensic audit was submitted to the Botswana Police following the recommendation of the forensic auditors for further criminal investigations.

We are pleased to inform our clients and all stakeholders that the police has completed their investigations on the matter and the forensic audit report has been shared with the shareholders on the 3rd July 2020 for their perusal and consideration.

Ordinarily, Babereki Investments will not share such a sensitive forensic audit report with the public. However, owing to the various media speculation that the Board is concealing the forensic audit and refusing to release it to cover its tracks, we have found it necessary to make this update for transparency and accountability purposes. The board was constrained to release the forensic audit before the police could complete their investigations.

The Board and Management will engage all its stakeholders regarding the forensic audit and its implications. As a company, we cherish transparency, good corporate governance and accountability. As a board we will endeavour to close all gaps to ensure that there is no reoccurrence of the identified impropriety.

We trust that this update will put to rest the speculation on the forensic investigations audit.

MASEGO MOGWERA

BOARD CHAIRPERSON

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PUBLIC TENDER NOTICE

The **Non-Bank Financial Institutions Regulatory Authority** (**NBFIRA**) wishes to invite service providers to submit proposals for the below listed tender:

TENDER NO: NBFIRA 006/2021

TENDER FOR THE PROVISION OF RISK-BASED MARKET SURVEILLANCE/ INVESTIGATIONS AND ENFORCEMENT TRAINING TO CAPITAL MARKETS DEPARTMENT STAFF

The tender opens on **Monday 13th July 2020 at 08:30 Hrs** and closes on **Wednesday 12thAugust 2020 at 16:00 Hrs**.

Tender documentation will be sent to bidders via email between 08:30am and 16:30pm during week days for a non-refundable fee of **P250.00** (two hundred and fifty pula only), which is to be deposited to the NBFIRA Bank Account. Account details are stated below:

Non-Bank Financial Institutions Regulatory Authority
Stanbic Bank
Fairgrounds Branch
Account number: 9060001296510
Branch code: 064967
Swift code: SBICBWGX

Proof of payment, sent to procurement@nbfira.org.bw will be required, for issuing the tender documents. Tender documents will be sent once proof of payment has been received.

The **closing time** for tender submissions shall **not be later than 16:00 Hrs on Wednesday 12th August 2020**

3rd floor Exponential Building | Plot 54351 New CBD, Off PG Matante Road,
Opposite Masa Centre | Gaborone |
Private Bag 00314 | Gaborone | Botswana
Telephone: +267 310 2595 / 368 6100 | Fax: +267 310 2376 / 310 2353
Website: www.nbfira.org.bw

NBFIRA
Non-Bank Financial Institutions Regulatory Authority

VEOLIA

SITE QUALITY MANAGER

Our client, a leading specialist and innovator in water treatment is looking to fill in the position of **Site Quality Manager** for a water treatment plant installation. The position is tenable in Khoemacau Copper Mine and has a fixed term duration of 6 months.

Overview
Overall responsibility for quality planning, quality assurance, quality control, performance improvement, and management of all aspects of quality relevant to the project requirements.

Responsibilities
- Implement, monitor, document and maintain quality management systems in compliance with the project contract and in line with ISO standards
- Monitoring the contractor and sub contractor's compliance to the contract requirements
- Executing audits, inspections and reviews and follow up of necessary actions
- Identification, measurement and analysis of processes needed for the quality management systems

Key Requirements
- A Botswana citizen with a Degree in Mechanical Engineering.
- A degree or diploma in Quality Management or equivalent,
- Plus 3 years post graduate work experience on project sites.
- Experience in working in the mining industry and water treatment will be an added advantage.
- Competent and experienced in Microsoft applications, e.g. Word, Excel, Powerpoint
- In addition, the incumbent must possess strong managerial and leadership competencies. Interpersonal and analytical skills are important as is decisiveness and innovation

If you would like to be considered for this opportunity, please submit your curriculum vitae, qualification certificates, highlighting relevant experience, skills and knowledge and a motivational letter highlighting why you are best suited for the job. Submit to **connectresourcesptyltd@gmail.com** by the 24th of July 2020.

Connect Resources
Your HR Solutions Partner

Unit C46, Molapo Crossing, Gaborone, Botswana.
Tel: +267 391 1976 / Fax: + 267 391 1955
Recruitment - Assessment Centres - Training - Business Process Outsourcing - HR Consulting - Teambuilding - Succession Planning - Capacity Building

CHIEF DIGITAL TECHNOLOGY OFFICER

LEA
LOCAL ENTERPRISE AUTHORITY

The Local Enterprise Authority (LEA) was established by the Small Business Act of 2004 to carry out, on behalf of the Government of Botswana, the mandate of entrepreneurship and enterprise development through business plan facilitation, training and mentoring, promoting domestic and international linkages for SMME's. LEA's vision speaks to creation of innovative, sustainable, and competitive SMME sector in Botswana.

Recognising that businesses which adapt and adopt will reap rewards in today's business landscape, the Authority is looking for leadership in the digital transformation and knowledge management space to support LEA's operations and efforts towards SMME development. This is more of a strategic-change agent role than IT implementation. The role delivers the transformation of traditional approaches and operations using digital processes and technologies to generate new business opportunities, revenue streams and customer services. Replacing manual reporting and information gathering tasks with the digital equivalent all the way through to reorganising business units, SMME monitoring, tracking and reporting, information and knowledge management ensuring the accessibility of quality information and knowledge depositories and enhancing LEA's client's leveraging of technology.

You will need to be hybrid of a professional with deep digital knowledge and technology experience and a commercially astute individual capable of formulating and implementing a digital strategy successfully. Understanding culture change and complexity of digital transformation is critical. A Business or IT degree with significant experience being responsible for or overseeing the IT/Digital/ Technology transformation throughout an organisation is required. A Master's degree will be an added advantage. You will need to prove an exemplary track record of achievement gained in ever progressive roles over 10 years.

So, if challenge and opportunity speaks to you, please visit our website **www.hrmc.co.bw** to view the detailed job profile and apply.

Closing date for applications is **24th July 2020**.

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Lifestyle
July 12 - 18, 2020

Marriage ties women BFFs in knots

Straight from the isle, newly-weds have to contend with the new norm. For women it may mean severing ties with single women who have been friends for the longest time

– *Writes* **MPHO KUHLMANN**

There is nothing like marriage to throw off women's BFF routine. Newly-wed friends discover they suddenly "have to check with my husband before agreeing to plans with" their single BFFs.

Dr Sethunya Mosime, senior Sociology lecturer at the University of Botswana says, "I think quite honestly when you get married your life and focus shifts during that time and sometimes friendships are relegated to the backburner but not intentionally. In a few instances it could be the cultural practice of being inducted into marriage where a woman is given dos and don'ts of marriage. When you get married, your focus changes. It is no longer all about you, but about you two as a couple, and eventually about the children as well if you become parents. You will find that you may drift apart from your current friends if they remain single because your interests no longer are the same. Marriage has no blueprint and is really done by modelling (watching what other married people do). Usually soon after marriage a woman starts having babies, she is establishing herself professionally, learning new roles of parenting amongst a few. Priorities change when women get married. Some women however don't conform to the norm and just continue their friendships."

Dr Poloko Ntshwarang, Social Work senior lecturer at the University of Botswana shares Dr Mosime's views: "I'd say it is both common for women to drop their single friends and there is a certain level of expectation to do that. There are many reasons why this happens. Usually when a woman gets married, she is inducted into marriage with a practice we as Batswana know as go laiwa, which is done by older married women and where non married women are not allowed. The idea to drop one's single friends may stem from that. Another reason may be because of patriarchy and how there are power imbalances within the marriage. In this case the husband plays the dominant role in the union and whatever he says goes as he controls everything. You find that some men in their marriages tell their wives, "what are you doing with so and so she will teach you promiscuous ways', 'you are now a married woman, find friends of the same status'. This leads to women feeling isolated most of the time. But with men that is hardly the case."

This is one of the first hurdles married women get to jump over once they say 'I do'.

Botswana society places married women on a pedestal and beyond the league of single friends. Then there is the paranoia among married friends that their single friends may want to snatch their husbands.

Dr Ntshwarang says "some women personally make the choice to cut off their single friends and not influenced by anyone, maybe because they feel that they are not on the same level and have other priorities now. The most common reason though has to be the idea that when you keep your single friends when you are married then they envy what you have and will want it, which also includes your husband."

It is also believed that married women who dump their friends do it because upon marriage, their priorities change and would no longer be the same with that of their unmarried friends. There is a sense that married women are more comfortable making friends among themselves because married friends are less likely to steal husbands. Reality however is another story. Attraction is not a choice and spouses who want to cheat will do so with anyone in-spite of their marital status.

Marriage is regarded as a holy grail for women. The socio-cultural perspective of marriage as a whole package it as something women aspire to, and men give in to. Women are sometimes pressured to end all social contact with their unmarried friends. There are a lot of stereotypes about unmarried women, they are seen as she-devils ready to disrupt one's marital home. Married women are told to not heed advice from unmarried women, not to entrust the inner workings of their home to friends, to keep everything to themselves. We are accustomed to the idea of men moving in a pack, men needing their man time, men needing to escape, it is never questioned whether the men are hanging out with their single or married counterparts. In fact, the position of "bachelor" is admired more than that of a married man, and men are always ready to aid and cover up for their philandering friends.

But this is the complete opposite with women: women are pitted against each other, groomed to distrust each other's motives, all of it is tangled in a tale of envy. Unmarried women are hyped up as irresponsible, having "failed" at dating, promiscuous if they still lead active social lives, bitter and envious of married friends and mostly having diabolical intentions.

When money makes your world go round

Money has become a crutch that most Batswana latch onto for a sense of validation. The believe opening the wallet is the best way to boost their confidence - Writes **MPHO KUHLMANN**

For most Batswana, net worth is a denomination for self - worth. A growing number measure their value by the figure on their bank balance.

Kgomotso Jongman of Jo'Speaks in Gaborone stops short of dismissing this as a warped sense of personal worth: "Unfortunately, in today's society, we evaluate a person through the lens of his achievement. We live in a world that is great at measuring and comparing externals. People who base their self-worth on their financial success feel pressure to focus most of their efforts in making more money rather than in building relationships with family and friends, and, as a result, often end up feeling isolated and lonely. Basically, when you see your self-worth as contingent on money, you view financial success as the core of who you are as a person. We tie self-worth to net-worth. The painful result is that we begin to make judgements about our own lives value by the possessions that we own. But, in reality, our life is far more valuable than the things that we own."

The anonymous quip that 'those who say money can't buy happiness don't know where to shop" seem to resonate with a lot of Batswana. This has spawned a legion of Batswana 'money worshippers' who believe that an increase in income will make everything better. This belief lands people in debt because they use whatever money they have to buy things that will impress others.

Money has become one of those crutches that many of us latch onto for a sense of validation. And money can interact with our self-esteem in a variety of ways. Most Batswana boost their self confidence by opening their wallets. Those who lack a sense of power, influence or status believe they only have to flash their wad and wallah! They would have it all.

Dr Poloko Ntshwarang, Social Work senior lecturer at the University of Botswana says, "Often times, people base their self-worth on money because they lack contentment in their lives. If you are not content in your life then your worth and value will always be attached to other things mostly material things which is very unhealthy. For some people to think they are worthy they use money to prove that which in turn makes them what to gain more and more because they are hardly satisfied. Sometimes these people don't even get to enjoy their money. Money is used to fill in gaps in people's lives to make themselves happy. "

Tying your self -esteem to money however has its down sides. This leads to financially-based social comparisons. It can be quite tempting to compare yourself to friends, acquaintances, siblings, or other family members. Most end up putting themselves down because they earn lease even though they are pursuing careers which would otherwise lead to self-fulfilment and self-actualisation.

As a result, they put themselves down if they're earning less than them. Regardless of whether you are passionate about what you do and it brings out your best abilities and qualities, the fact that you earn less compared to others doing what you're doing – or compared to close friends – can make you doubt yourself.

Scope of work

Botswana Agricultural Marketing Board would like to invite Botswana registered companies for the services of transportation, for both bulk and bagged trucks for 2020/21 financial year.

Consideration of registration will be based on the submission of the following documents;

- Company profile
- Company registration Documents
- Tax clearance certificate
- VAT registration
- Relevant PPADB registration
- Registration of directors
- Copies of blue books of the trucks
- Shareholding certificates
- Goods in transit insurance
- Minimum of two references where the service was provided
- Brief CV's of key personnel and their contact details
- A copy of the company's latest audited financial statements

Terms and Conditions

Citizen companies will be given priority

Note:

Companies who have registered with the Board before for similar service are advised to re-register as there are no exemption from this process.

Submission

Documents should be delivered at BAMB Gaborone West branch reception in a sealed envelope;

Plot 14395, New Lobatse Road, Gaborone West Industrial

Closing date

14 July 2020 at 1500hrs

For further enquiry and clarification contact:
Shirley Mmegwa 3922826/3951341

BAMB
BOTSWANA AGRICULTURAL MARKETING BOARD

BFA elections raise adrenaline levels

GUEST COLUMN

KITSO KEMOENG

In the past week, a local newspaper carried a story to the effect that the chairperson of the BFA electoral committee Rre Moemedi Letina has assured the nation that "his board will do its job without fear or favour" as the association heads for its elective congress that will be on 8 August this year.

Such is comforting coming from a retired district commissioner who also has experience as a returning officer of national elections, working with a team of reputable individuals also with national elections experience.

Almost at the same time we hear that the end of June deadline for making the list of candidates public was indefinitely moved as the electoral committee needed more time as "the process of examining candidates has taken longer than initially anticipated" something that did not go well with the football loving public, especially the candidates. With elections only due in less than five weeks (then) to come some of the candidates wondered how much time they would have to sell themselves to the electorates.

I guess as part of the "examining candidates" process the electoral committee has just released a communique to all applicants for positions in the BFA NEC, requesting each candidate to submit an affidavit confirming that they have been active in football activities, another affidavit by the structure they represent confirming the candidate's position and the date of appointment to the position in that structure/club and finally a letter of appointment or minutes supporting the appointment or election date to the said structure. This according to the communique is in accordance with Article 33.5 of the BFA constitutions.

The Article states in full: "The candidates for the NEC positions shall have already been active in football, must not have been previously found guilty of any criminal offence incompatible with the position or declared insolvent, or failed the integrity test determined by the BFA Electoral Committee and as stipulated in the BFA's Ethics Code, have residency within the territory of BFA, must not be less than 30 years and not more than 75 years old".

As the Electoral Committee only seems to want to verify one aspect of the stipulations of Article 33.5 of the BFA Constitution, one is tempted to believe that they have adequate verification of other requirements and that they would not have to seek access to solvency profiles and criminal records of the candidates as it is demanded by the article.

Of course the verification process is necessary if we are to have the right people voted into office, at least as far as integrity is concerned. But one is further tempted to ask if the timing is right. The nomination forms should have provided for this information to avoid belated follow-ups that create suspicion among some of the election hopefuls and the general football loving public, more so that the time allocated between the conclusion of the vetting process and the elections date is already limited. A recent media article quotes Rre Letina as saying he has "no date" as to when they will conclude the process.

Without downgrading the value of "examining candidates", the delay should not be seen to be an exercise to disadvantage any party against the other, especially against the background of the incumbent leadership being on a free ticket to tour the country on 'duty' or on some other 'just' courses; some if not all of which seem urgent, when they could have been done a lot earlier in the current leadership's tenure of office.

We have seen players who have long been incapacitated only visited recently, leaving many to wonder why the football leadership which has been in office for the past four years had to leave it till late to roll out this important philanthropic project.

FUB, a key player in player welfare matters, has also been in existence long before the current leadership came into office. So, they cannot be an excuse for the delayed visits. It is thus difficult to read more goodwill on this crusade than it being a mere campaign gimmick, especially taking advantage of our new sports loving minister who would not fail to play a parental role in matters close to his heart if called upon to do so.

The timing of the Ashford Mamelodi driven professionalization crusade in which the BFA president made it clear in a recent radio interview that that he would "personally"be part of the tour is also suspicious. It gives the incumbents an advantage over others as the electoral committee continues with their process of "examining candidates". I would not view this as suspicious if, like the 'Football Time for Change', it was done a lot earlier; although the latter project also raises its own suspicions.

One question that we need to ask ourselves is if all of those in the current BFA NEC would have met the requirements demanded by the latest communique from the elections committee. Prior to they becoming members of the NEC, had they all been active in football? Where? For how long? Are there any minutes to support their appointment, etc. If not, do they now qualify by virtue of theyhaving served in the current committee?

Maybe they all have been adequately active in football, whether they have record of it or not, after all they too have to provide affidavits, if they have lined themselves up for election come August 8.

From my experience in football, as a player, I have played for some clubs without requisite requirements and in some cases using other player's identities (I'm not proud of it though). As a coach, I have walked into clubs without any paper and left without any paper. It easily suggests that anybody in my situation would have an uphill struggle to produce any record that would support their candidature, had they stood for elections. Their way out would possibly be to step into the nearest police station for an affidavit.

They would then have to go back to their old club for their (club's) affidavit. Lucky would they be to find the club's committee in office (if any) supportive, especially in cases where they (clubs) would not have been happy with their departure. Without a letter of appointment and minutes at the time they came to the club, that would have been the end of them as candidates. But what if the candidates forge the minutes? Would the Electoral Committee be able to detect it? Would they have time to make the necessary follow-ups that may include tracking some of the past members of the structures to wherever they are; especially against the already lost time, and especially given the fact that somewhere Rre Letina confirms that the election date remains August 8 as set?

I could imagine how many out there are in this situation. Record keeping at clubs, especially those at the lower structures remains a challenge. But, perhaps, this is a measure of the capability and ability of anybody from such structures to serve in the national association.

Now, what if we test the current presidential candidates against Article 33.5?

The incumbent should be ruled compliant in so far as having "already been active in football", at least for his four years in office, if that is covered by the spirit of the Article 33.5.

Tebogo Sebego has been in the position before the incumbent took office. If that is not enough, he is currently the president of Notwane Football Club. Besides, he is the only presidential candidate whose body carries marks of Botswana football.

Ookeditse Malesu has been CEO of the BFA, appointed by the current leadership, obviously impressed by his football credentials. So, he too should be compliant, never mind the short period (6 months) he served in that position; after all the constitution does not state how long one should have served in order to qualify. And, again, if the spirit of Article 33.5 covers the BFA CEO which I suppose it does.

Article 33.5 constitution also puts issues of insolvency and failed integrity tests into perspective. It would be interesting to see where the electoral committee, in its process of "examining candidates", would place cases of 'In a Matter Between'; especially where the courts of law would have issued default judgements against candidates. I suppose the electoral committee deliberately left these out of their communique as they are not normally the issues of affidavits but of record that one supposes are accessible elsewhere. Somewhere it has been suggested that the police will be involved.

As the fever and temperature of the BFA elections rise to another level, and just out of interest; what if the all the presidential candidates fail the vetting process, either for Article 33.5 of the Constitution or for any other?God forbids. Adios.

FINAL WHISTLE

OLIBILE SIKWANE

BFA elections: We must vet and sieve

The Botswana Football Association is preparing for elections for the Executive Committee which will steer the industry into a new era of commercialisation.

I think we all agree that serious decisions must be made to catapult us into a new era in which football is not just played but is also managed and organised differently especially at club level. The whole mission of the NEC is to give direction, to regulate and make conditions conducive for football to run smoothly with fewer problems.

The elections are scheduled for 8th August 2020, if conditions permit. We hope that nothing changes to allow elections to take place. I am not quite worried about the circumstances under which we operate, which are made difficult by Covid-19 restrictions and regulations around social distancing; my worry is the quality and caliber of candidates before us.

It is important that we have quality candidates to be entrusted with football direction and mandate. I have been following football since 1993. I know people around football. I have been engaged in football, both within and without the country since 2003. I know the players, the coaches, administrators, supporters and the leadership we deserve.

Now, I am not quite sure if we deserve the names we have before us. I think we need more quality to raise hands to compete for NEC positions. I am told there is Ethics Committee in place to study and vet names that will contest. I wish I were part of that committee. We cannot risk. We must never compromise. We must be candid and honest.

We must vet and sieve. Football is a national treasure. We need fit and proper people to lead us in football. If we fail, we will get unfit people who will then regulate and direct football for the next four years. I think we need to give football the dignity and reputation it deserves. The big name it has in Europe and South America must continue to evolve and transform lives. Football therefore deserves to be respected and must be led by respectable people of integrity, credibility and credence. We need people with a proper background and a traceable track record in football, and their professional space. We must never go into football because we are looking for a job. Most people use football as a stepping stone to accumulate wealth or expand their social capital or to prepare a launch for a political journey.

These are the most dangerous people in football. I wish I was part of the vetting process to help sieve seriously the names before us as candidates. Football needs thinkers, liberal people who are prepared to go all the way to make it a possibility and a vehicle through which youngsters could eek out a living.

The way people have of late come to view football as a gateway to riches is regrettable. I put my hopes on the Ethics Committee and the Electoral Committee to do the right thing and give us a credible election. But before we even get to that election, we need only credible candidates to compete for space in the NEC.

JOB VACANCIES

Botswana National Olympic Committee are seeking candidates for a number of positions within the organisation. Based at the BNOC offices in Gaborone, the organisations seeks dynamic candidates who will add value and drive the strategic and operational effectiveness of the organisation.

Programmes Manager

Reporting to the CEO, the successful candidate is primarily responsible for leading the delivery of athlete development and welfare; with a special emphasis on elite athletes as well as effective administration of the unit.

Key responsibilities include:

- facilitating adequate education for athletes on anti-doping and testing,
- preparation of athletes and teams for major international competitions including performance, wellness, welfare and management
- Implementation of elite coach and athlete development programmes and assisting in acquiring international scholarships etc for Botswana athletes.
- Leads implementation of programmes covering elite coaching, sports technology, sport psychology, sport science and medicine.
- Monitoring and evaluation of athlete development programmes
- Forging strategic relationships for the development of high- performance sport in Botswana
- Participating in strategic planning and programme development.

Applicants are expected to be able to contribute substantially to the BNOC budget development process as well as the strategic planning and promotion of elite sport in Botswana and the management of the unit. The successful applicant will have a Bachelor's degree in Sport Science, Sports Administration of relevant equivalent; a post graduate qualification will be an added advantage. 5 years' experience, of which a minimum of 3 must be at a senior management level. Extensive knowledge or sports instruments in use in Botswana would be an added advantage.

Business Development and Strategy Manager

This position is primarily responsible for leading the development and providing oversight of the BNOC's corporate strategies to support the organisation's growth, whilst working in close collaboration with the CEO.

Key responsibilities include:

- Oversight of the corporate strategy
- Monitoring and reporting of performance against strategy
- Conducts research and identifies growth opportunities
- Advises on operational improvements for cost saving and value creation
- Promotes BNOC with stakeholders and prospective partners or sponsors
- Monitors communications
- Supports Income generation projects

The successful applicant, a natural collaborator who can build lasting relationships for the organisation will have either a Bachelor's degree in Business Admin, Industrial Management Finance, Economics or Finance, or the equivalent in relevant work experience. A relevant post graduate qualification would be an added advantage. A minimum of 5 years relevant experience, with at least two in a business development or corporate strategy position is essential.

Finance Manager

Responsible for organising, managing and controlling the financial management and accounting functions of the organisation and working closely with the CEO

Key responsibilities include:

- Providing and interpreting financial information
- Monitors and manages cash flow and predicts future trends
- Formulates strategic and long-term business plans
- Develops mechanisms to minimise financial risk
- Manages the financial accounting, monitoring and reporting systems
- Develops and manages budgets and produces accurate financial reports
- Liaises with stakeholders including auditors, bankers, and MYSC

Applicants are expected to hold a Bachelors degree in Accountancy, Finance, Economics or Professional Accountancy qualification or similar, and to hold current membership of BICA or other professional, internationally recognised accounting institute.

A minimum of 5 years' experience at Management level is required whilst extensive knowledge of Government budgeting and accounting procedures would be an added advantage.

Corporate Services Manager

Reporting to the CEO this position aims to provide strategic leadership in the provision of administration, procurement, human resources and ICT support services to the organisation

Key responsibilities include:

- Development and implementation of strategies, policies, programmes and procedures for the organisation in the areas of administration, procurement, human resources and ICT support and records management
- Develop and implement business plans and budgets for the department
- Ensure the development and implementation of transparent procurement procedures
- Deploying appropriate risk management strategies for the security of the organisations assets against loss
- Manages the Botswana Olympic and Commonwealth Museum and Hall of Fame
- Provides support to the BNOC Board
- Participates in the development of corporate strategies and objectives
- Facilitates and oversees BNOC interests in third party contracts

Applicants must have a Bachelors degree in Business Administration, Commerce or related qualification and at least five years' experience at management level. A post graduate qualification or membership of a professional body would be an added advantage.

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BFA electoral code requirements Smoke and Mirrors

'Rules are Changed midway through the Game'- Aspiring Candidates lament

BOTLHALE KOOTHUPILE

This past week, contestants for the Botswana Football Association (BFA) executive positions were left aghast as the BFA Electoral Committee sent them a letter seeking them to depose some affidavits.

The letter requiring affidavits was sent to all aspiring BFA National Executive Committee (NEC) members on the 6th July 2020 and was signed by the BFA electoral board Vice Chairperson Ntlogelang Modise.

In the letter, the aspirants are required to submit affidavits confirming that they 'have been active in football' and another affidavit by 'the structure they represent confirming their position and date of appointment to the position in the structure.'

According to the letter, this was in line with Article 33.5 of the BFA constitution of 2019. The article stipulates that 'in order for one to be eligible for election to a position in the BFA NEC, one has to have already been active in football before the elections.'

The aspirants were also required to submit 'a letter of appointment or minutes supporting the appointment or election date to the said structure.'

For the opponents of the current BFA regime, the new requirements were 'just an engineered witch hunt' targeting some opponents of the regime.

"Rules of the game are being changed midway through the game," one contender, who for the purpose of this article we will call contender Jay laments. "These are just knee-jerk requirements inclusions meant to target some of the contestants," another says.

For these contestants, who commented on a condition of anonymity for fear of reprisals, the change of rules midway through the election process is something alien.

For them, this is a signal of the extent to which the BFA Electoral Board would go to please the current regime, which they say is influencing the electoral board's decisions.

The BFA electoral committee is under fire as aspiring candidates question its delays to publish name of candidates *(FILE PICTURE)*

"These additional requirements from the BFA Electoral Board are something we have never seen previously. There is nothing in the Electoral Code concerning these codes," contender Jay decries.

These very same sentiments are shared by other contenders who say the requirements for affidavits by the BFA Electoral Board are very questionable.

"You can read the BFA Electoral Code, the BFA constitution or the BFA Ethics again and again and you will never see these anywhere," one says.

According to the contestants, when the registrations started, they were given two forms to fill as per the electoral code requirements.

"The first form we were given was personal information form. In it, we had to fill all our personal details. The second was an integrity check which is also a requirement," said the contestant.

Surprisingly, the contestant says when they were waiting for the release of names of potential candidates, the Electoral Committee shifted the goalposts.

"If you ask them, they will tell you they had an induction. At the said induction, they were supposed to compile the list of everything they would require from the candidates, which they did," the aspiring contestant opined.

"Now, almost two weeks after names had been submitted, they then turn around to tell us to submit other documents, which by the way are not prerequisites according to the electoral code. If they were so required, they would have required us to submit them from the onset and would have not waited a full two weeks before requiring them," said the contestant.

Interestingly, in the letter, there was no date set for the aspiring candidates to have submitted the said documents, sparking a fear that some documents may come late, thus delaying an already delayed process.

The contestants are worried that by the time the names are published, which may be a long time off as the BFA Electoral Committee still awaits all affidavits, they will be left with only two weeks to campaign, which would not be enough.

"Right now, we are left with less than four weeks before we go to the elections. For us, this is unfair. We cannot campaign as we are not supposed to say anything that may be deemed to be dragging the name of the association in the mud," the contestant said.

"If we criticize them before the names are released, we risk suspensions. They have literally tied our hands behind our backs while they continue fighting with us," the contestant continued.

"The current regime and those aligned to it are campaigning. We know that they have been given monies to traverse the country to make the so called COVID 19 relief assessments. They are using this as a cover to campaign," the contestant concluded.

Meanwhile, attempts by this publication to get a comment from the BFA Electoral Board Committee proved futile at the time of going to press as the Chairperson's number rang unanswered.

BCA plays by Covid-19 rules

PATIENCE LEPHOGOLE

With training having resumed two weeks back, the Botswana Cricket Association (BCA) is adamant that they are following all required health protocols from their mother body – the Botswana National Sports Council (BNSC).

The BCA secretary Sumod Damodar said they managed to submit their plan and it got approved, hence resuming their training sessions for national men and women teams as well as the under 19 team.

"We are following strict health measures to ensure that our players, coaches and administrator's health is well taken care of. We had a company sanitizing our premises thoroughly, and they also left some staff to ensure regular sanitizing hence adhering to good health," Damodar noted.

The BCA secretarysaid they ensure that during training their players do not share any equipment. Hesaid the International Cricket Council (ICC) has also made some changes due to the pandemic.

"Like every sport code affected by Covid19, cricket also had to alter their way of running things. ICC issued a memo that there will be no use of saliva on the ball as per some player's habit," he explained.

He went on to add that before players come back for training, the BCA 'asks for players' guardians' permission as their health comes first.'

"Although this is not compulsory, our player's parents are reacting well to this new norm," Damodar said. Our players have been training well and adhering to what is needed of them."

When asked on the mental assistance offered to players during these trying times, the BCA Secretary said the association did what it had to do despite the circumstances.

"During lockdown, there was not much that could be done due to the social distancing. Our development coaches however kept in touch with their respective players and groups, supportingthem emotionally to keep them in highspirits."

Batting COVID 19 Blues ..., cricket is resuming its activities following a coronavirus induced stoppage *(PIC: PRESS PHOTO)*

"Our coaches shared workouts plans with their players for home use, to try keep them in good shape and fit," he explained.

Moreover, he added that the BCA had through the Botswana National Sports Commission (BNSC) applied to the Ministry of Youth Empowerment, Sport and Culture Development (MYSC) for financial grants for national team players.

He added that the applications for players' COVID 19 relief have already been submitted and hopefully soon they will pay off their packages.

"Despite activities been nullified, and some postponed, soon they will be back in action hence the need to get the team ready."

"Our players are reacting very well to the new normal. They are all in high spirits and happy to be back on open fields after being indoors for a long time," he said.

"They also seem to have quickly learnt to adjust to their new normal. Nonetheless, only time will tell how well adjusted they are as we all try to fulfill our obligations for everyone's safety in any case."

Damodar further added that ICC has encouraged all stakeholders to follow their mother body and government's health protocols, as they continue to work on ways to normalize and make this time easier for everyone.

He added that the ICC is encouraging them to follow proposed and approved plans as well as align themselves to what needs to be done.

The BCA Secretary further added that they are aware that COVID 19 is here to stay, hence the need to learn to live with it.

Where possible, he said players are advised to stay away from social media as it seems to be more of a negative tool than a positive for people's mental health during these critical and challenging times.

In conclusion, Damodar noted that international, national and regional competitions that were postponed might be scheduled for this year in October, depending on how the pandemic goes.

"We shall see as August approaches how they are scheduled because good health comes first despite limited time," he concluded.

Nkobolo recuperates from home

Local 400m track athlete Onkabetse Nkobolo

GODFREY MOWANENG

Following a three-month spell in a hospital bed after a fatal car crash early this year, national team sprinter Onkabetse Nkobolo has been released from hospital.

Having spent days at the Bokamoso Private Hospital and Princess Marina Hospital, Nkobolo is reported to be recuperating from home.

The talented 400m sprinter was involved in a car crash after breaking camp protocols together with team mate Baboloki Thebe when they sneaked out of national team camp.

While attended at home by his doctors, it is not yet clear whether the athlete will return to track after suffering a spinal injury that left his lower body weakened.

It is said that his upper body has since recovered and currently working with a physiotherapist to strengthen his lower body with expectation that a report from the doctor will determine his athletics future soon.

In an interview with Sunday Standard, Botswana Athletics Association (BAA) Vice President (VP) Administration Oabona Theetso confirmed that Nkobolo is gradually recovering from home as they await a full report on the athlete's future.

"Nkobolo has been released from hospital and is doing well in his recovery program. We are currently awaiting a report from his doctor as he has started strength training of his lower body. His upper body is doing great and back to normal while his lower body is being monitored by a physiotherapist," Theetso told Sunday Standard.

However, Theetso said despite the gradual recovery, Nkobolo is not yet able to walk without assistance as he still uses crutches for support.

"There is still hope as he is not wheel chair bound despite the spine injury. He still uses crutches for walking and at times a wheel chair at home when he tires. We are still hopeful that he will fully recover and return to track but the doctor will determine his fate in the near future," revealed Theetso.

Amongst Nkobolo's top achievements in the athletics arena include Gold Coast Commonwealth Games Gold medal in the 4x400m relay and another Gold medal in the All Africa games in Rabat Morocco last year.

Nkobolo is one of the vital members of the national 4x 400m relay team as he was also instrumental when the team gunned down silver medal at the Bahamas IAAF World relays in 2017 and Gold medal at the 2016 African championships held in Durban, South Africa.

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