



# BOTASH BULLETIN

LATEST AND TRUSTED NEWS

January 31, 2023



**BOTASH SPONSORS  
WOMEN IN MINING  
PITSO**



## Top News

- MD'S BRIEF
- HC GIVE AWAY LAPTOPS TO BMWU
- BOTASH WOMEN PARTICIPATES IN THE WOMEN IN MINING PITSO
- NEW RECEPTIONS
- FINANCIAL LITERACY
- FLAMINGO NEWS

## 0. Safety

During Dec 2022 safety outcomes were satisfactory. The company did not record a lost time injury. Consistent supervisors' engagement in day-to-day oversight on safety in the workplace remains critical as is everyone's ownership for their and colleagues' safety. Employees are reminded that disregard for safety regulations is a serious offence. I wish to thank all managers who continue to play a constructive role in strengthening peer to peer inspections across our operation.

### 1. Introduction of new members of Team Botash

On behalf of the Botash community it is my pleasure to welcome the following to their new home:

NAME	DESIGNATION
Mr Kabelo Motlhalamme	Maintenance & Reliability Manager
Mrs Florah Magalella	Civil Engineer
Mr Tafadzwa Mutangadura	Projects Engineer
Ms Obotlhale Mpetang	Contracts Administrator

### 2. Botash Values

Botash has made some progress towards becoming a value-based business. Employees are reminded that behaviour in the workplace is expected to be in line with company values: Safety, Accountability, Customer focus, Excellence, Integrity, and Teamwork [Safely Ace It]. It is these values which should guide behaviour within the business. All employees are expected to live and model these values. Choosing to disregard these values may result in suboptimal performance or even offending the code of conduct which on its own may result in disciplinary action. Management is committed to recruiting only those employees who in addition to meeting other requirements share these values. Values shall also be considered in addition to other requirements [e.g., performance on the job] when promotion decisions are made.

2.1 Safety: There two [2] key behaviours which underpin safety at Botash

- 2.1.1 Taking ownership of own and others' safety.
- 2.1.2 Minimising hazards, risks and accidents.

2.2 Accountability: There are two [2] behaviours which underpin accountability at Botash:

- 2.2.1 Being answerable to own actions or inactions.
- 2.2.2 Holding others within the business answerable.

2.3 Customer Focus: There are three [3] behaviours which underpin customer focus at Botash:

- 2.3.1 Proactively engaging one's customers.
- 2.3.2 Delivering on promises made to customers.
- 2.3.3 Being responsive to customer needs.

2.4 Excellence: There are two [2] behaviours which underpin excellence at Botash:

- 2.4.1 Continuous Improvement - consistently delivering solutions with business impact [lower cost, higher revenue and better customer service].
- 2.4.2 Exceeding expectations and best demonstrated performance.

2.5 Integrity: There are three [4] behaviours which underpin integrity at Botash

- 2.5.1 Acknowledging others' ideas or contributions.
- 2.5.2 Putting organisational interest ahead of self in dealing with others.
- 2.5.3 Consistently doing the right thing regardless of consequences.

2.4 Teamwork: There are four [4] behaviours which underpin teamwork at Botash:

- 2.6.1 Contributing towards team objectives [being dependable].
- 2.6.2 Taking individual ownership of team decisions and results.
- 2.6.3 Being accommodative of others' contributions.
- 2.6.4 Recognising outstanding performance.

The challenge to all employees is to constantly examine our behaviour and determine whether we are living this value.

## Botash Women participates in the Women in Mining Pitso

Four women representatives from Botash [Sekgabo Modiakgotla, Abigail Tamu, Tshwanelo Molaodi and Lorato Paulos] attended the Inaugural Women in Mining Pitso held in Palapye from 26<sup>th</sup> - 27<sup>th</sup> January 2023, themed 'Empowerment of women in mining towards sustainable development'.

The event was organized by the Ministry of Minerals and Energy (MM & E) in conjunction with the Women in Mining Botswana Association (WIMBA).

The objective of the event was to provide a platform for dialogue for women in mining, facilitate, empower, and encourage active participation of women in the industry. Engagements centered around policy reforms, economic empowerment opportunities, injustices in the workplace, health and lack of voice in decision making on policy and regulation.

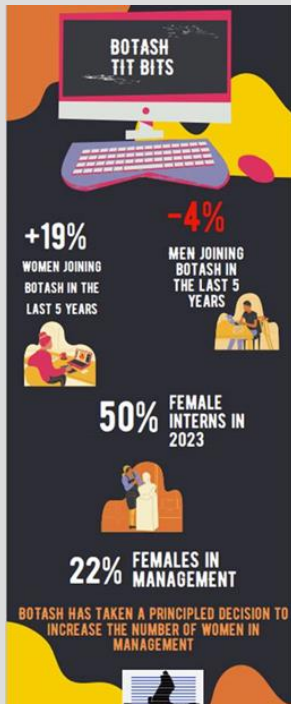
According to one of the panel moderators, Ms Esther Norris, statistically, women make 49.6% of world's population and only 8% of these women are involved in the mining industry. Women are still not being afforded equal opportunities compared to their male counterparts as they remain sidelined for technical roles. There is also evident issues of financial inequity in the mining workspace. On a complimentary note, WIMBA aims to create gender balance and financial equity by challenging the mining sector leadership to provide equal opportunities for both genders to create a diverse workforce, increase women inclusion, have women in management positions and provide opportunities to young professionals to showcase their skills.

A take home from one of the participants, Ms Abigail Tamu, is that 'as leadership strives to build the capacity for women to explore the mining workspace, women should exhaust opportunities that are in place especially in technical roles and demonstrate their competence in their respective fields'.

The Managing Director Mr Kangangwani Phatshwane also participated in the panel discussion which discussed effects of Mining on the environment, health, social climates.

Botash sponsored the event at a tune of P100,000.00

#Nothingforuswithoutus



Mr Phatshwane participating in a panel discussion on effects of mining.



Representatives from Botash Sekgabo (L), Abigail (R), Tshwanelo Molaodi and Lorato Paulos (not in pic)





# WE ARE BOTREC

RESPONSIBLE FOR MAKING YOUR TOWN LIVELY

## BOTSWANA ASH RECREATIONAL CLUB MANDATE

1. BotRec was formed to manage and coordinate the use of sports and recreational facilities provided by Botswana Ash.
2. The objective of BotRec is to assist in the planning and facilitation of entertainment, wellness recreational activities through contacts with other associations and clubs.
3. The club is also responsible for care, maintenance, development and management of Botswana Ash facilities.
4. Provides financial and other necessary assistance for all affiliated sub-clubs.



**NICHOLAS LENYATSO**  
Chairman



**JAMES OTLHAPILE**  
Vice Chairman



**MOABI MOTLHAJOE**  
Treasurer



**TUMAGOLE TUMAGOLE**  
Secretary



**TREVOR SEITISO**  
Facilities & Ground Rep



**VICTOR KEFENYANG**  
Sub Clubs Rep



**BALOPI KEBAPETSWE**  
Entertainment Rep



**NDULAMO NTOFO**  
Publicity Rep

**ONKABETSE LEKGWERE**  
Additional Member



## Union Office Receives Laptops from Botash



Union Chairperson Mr Tshwaragano Moalosi receiving a token from HC Business Partner Mr Kuswani



Attendees sharing notes during the handover session

On 13th January 2023, the Human Capital Team held a handover function at Tshephe lecture room to donate laptops to the Mine Workers Union, Botash Branch. The donation done in spirit of the Memorandum of Agreement, will help improve efficiencies for the union office business operations.

Among the attendees were the Human Capital Manager, Mr Sabelo Matikiti, ICT Manger Mr Michael Thekiso, Union Chairperson Mr. Tshwaragano Moalosi and representatives from other offices.

In his talking notes, Mr Matikiti stated that the support accorded to BMWU branch was progressive as its main objective is to improve the effectiveness of engagements between management and the union. He further stated that such gestures demonstrate the cordial relationship that exists between the two parties.

Mr. Thekiso promised that the ICT section would hold an induction to provide thorough guidance on how to efficiently and optimally use the devices. He also added that Botash is working on assisting with more resources to the union in line with the existing Memorandum of Agreement.

In appreciating the donation, the Branch Chairperson Mr Tshwaragano Molaosi thanked Botash management for the support and the existing cordial working relations. He promised that as the branch they will use of the gadgets effectively to advance the objectives of the union.

## 5 TIPS FOR GIVING EFFECTIVE 360 FEEDBACK

The next time your boss, colleague, direct report, or friend comes to you for input on a 360-degree feedback survey, remember these five tips to ensure your feedback is immediately conducive to the personal improvement of the recipient.

### #1 BE RESPECTFUL

Provide specifics, if appropriate and helpful, but try to only provide feedback you would be comfortable discussing further with the participant. **DO NOT ATTACK** the participant's motives or intent. Avoid absolutes like "always" or "never" in your 360-degree feedback. Such statements are never true and they always create bad feelings.

### #2 THINK AHEAD



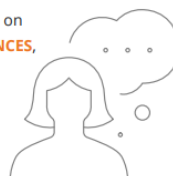
Take into consideration the personality, tendencies, and emotional intelligence of the 360-degree feedback recipients. Ensure the recipient will be able to hear your feedback as it is **INTENDED**.

Misconstrued feedback can lead to getting people stuck in the "surprise" or "anger" phases of the SARA (Surprise, Anger, Resistance, and Acceptance) Model, without receiving the **TRUE BENEFIT** of the feedback.

State your feedback in a way that shows you **CARE** about the participant's growth and development.

### #3 SPEAK FOR YOURSELF

Base your ratings or comments on your own **PERSONAL EXPERIENCES**, not on hearsay or gossip. You have been asked to provide 360-degree feedback based on your relationship with this individual.



### #4 FOCUS ON THE QUESTIONS

Base your ratings and comments on the questions that are being asked. A 360-degree feedback assessment is not a forum to make comments on other issues. Telling someone they are a "poor leader" is not helpful or **ACTIONABLE**. What, specifically, is it about the person's leadership that he or she may need to work on?



### #5 BE HONEST & DIRECT



Allow the feedback recipient the pleasure of **LEARNING** about his or her qualities and traits that you appreciate, in addition to those he or she may need to do differently. The process will only

be valuable to the recipient if the feedback received is open, direct, and respectful.

FOR MORE ON 360 DEGREE FEEDBACK:  
**DECISIONWISE.COM/360**

decisionwise

Contributed by Letlhogonolo Tshenyego

## Part One

### What is financial literacy?

Financial literacy is the ability to understand and effectively use various financial skills, including personal financial management, budgeting, and investing. The meaning of financial literacy is the foundation of your relationship with money, and it is a lifelong journey of learning.



### Key Components of Financial Literacy

- Interest...
- Budgeting...
- Debt Management...
- Credit...
- Identity Theft Protection...
- Savings...
- Financial Goals.

Now let's dive into each component:

#### 1. Interest

Whether you're earning it or paying it, interest can have a profound impact on your finances. For example, let's say you borrow BWP 100,000 to buy a car with an 11.76% interest rate and five-year repayment term. In this scenario, your monthly payment would be roughly BWP 2,212.34, and you'd owe about BWP32,740.15 in interest over those five years. But if you managed to get the same loan terms but with a 9.76% interest rate instead, the monthly payment would drop to about BWP 2,112.91, and you'd pay only BWP26,774.89 in interest.

On the flip side, if you're saving money for retirement, investing BWP100 per month for 30 years with a 7% return in the stock market would give you a BWP116,945 investment account balance. But if you wait ten years before you begin, you'd only have BWP50,754. This is all due to compound interest. If you have a loan, the interest the lender charges is calculated based on the principal balance of the loan plus interest that has accrued since your last payment, creating a compounding effect.

The same goes for investments. Over time, the interest you earn in the form of investment gains is compounded based on your contributions plus the gains you've earned in the past. As a result, it's important to try to avoid high-interest debt and try to invest your money early and often.

#### 2. Budgeting

Your budget is one of the most important components of your financial plan because it dictates where your money goes. If you don't have a budget, it's easy to spend money each day as you see fit. But at the end of the month, you may end up with little to no cash left over that you can use to work toward your financial goals. In some cases, you may even spend more than you earn, which often results in high-interest credit card debt.

With a budget, on the other hand, you can map out how you want to spend your money at the beginning of each month. You can budget for things like retirement contributions, emergency savings, or a down payment fund. You can also evaluate how you've spent money in recent months and make adjustments to be more effective with your money management.

To create a budget, start by calculating your average monthly income over the past few months. Then write out all of your expenses and categorize them, so you can get a basic understanding of where your money has been spent. Once you have this information, you'll know where you can cut back and reallocate those funds toward goals that are important to you.

To be continued...

Source:  
<https://www.investopedia.co>



A warm welcome to our new employees. We are happy to be joined by an enthusiastic new team like you. Let us work together and take Botash to greater heights. Congratulations on your appointments!

**Florah Magalela** joins Botash as a Civil Engineer. She was previously employed by Ministry of Defence, Justice and Security as Deputy Manager Projects.

Her new role as Civil Engineer entails overall management of civil engineering projects.

Mrs Magalela was born on 24<sup>th</sup> February and comes from Nlaphwane. She enjoys church fellowship, watching football and rugby. She is married and has two daughters 30 and 35 years.



**Tafadzwa Mutangadura** joins Botash as a Projects Engineer responsible for planning, executing, commissioning and handing over of projects on area of responsibility.

Mutangadura previously worked for Botswana Power Corporation (Morupule B Power Station), responsible for the Mechanical maintenance department to ensure successful implementation of projects.

He was born on 30<sup>th</sup> April and comes from Kwekwe, Zimbabwe. Tafadzwa spends his free time reading motivational books taking walks and travelling the world. Mutangadura is married with two sons, 8 and 11 years old.



**Kabelo Motlhamme** joins Botash as Maintenance and reliability Engineer. He was previously employed by Botswana Power Corporation as Mechanical Maintenance Engineer responsible the power plant maintenance and management.

His new role as Maintenance and reliability Engineer entails planning maintenance and producing reports.

Mr Motlhamme comes from Lentsweletau and enjoys watching football. He is married to Lesego Minga Motlhamme and has 2 boys and 2 girls, 1, 5, 6 and 8 years old).

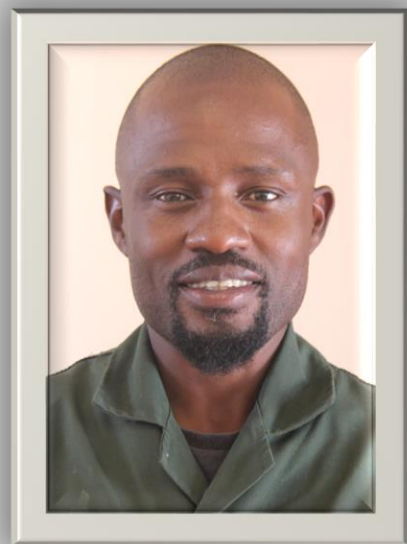




**Obotlhale Mpetang** has been hired by Botash as Contracts Administrator. Her role entails contracts administration in the Project Department.

She was previously employed by Professional Cost Consultants doing the same role.

Obotlhale was born on 21<sup>st</sup> June and comes from Gaborone. She enjoys reading running for leisure and horse riding.



**Keabaka Bontsibokae** has joined Botash as Semi-Skilled Filter. He was previously self-employed. His role entails performing day to day maintenance of the plant.

Bontsibokae comes from Serowe and was born on 10<sup>th</sup> March. His hobbies include watching football and softball.

He has two daughters 9 and 15 years.

## NOTICE

### Update of Personal Records

Human Capital has observed that there are some employees who do not regularly update their personal records as and when necessary. Employees are encouraged to update their records at Human Capital Records Office, in cases where personal circumstances have changed e.g. new born or adopted children, marriage, divorce or death of relatives i.e. dependents, spouse or parents.

It is important that information and records in employee's personal files with respect to relatives and dependents must be current, including information relating to beneficiaries.



Welcome to the start of a New Year, and our first year for a while where Covid has not had a devastating impact on our lives and school program. It's wonderful to see our children's faces, their smiles and watch our school community connecting face-to-face. Thank you to all parents who attended the 'Meet and Greet' evenings last week. These are important conversations where you learn more about your child's teacher, learn about the expectations of the year, and start building the critical relationship with the teacher that creates the foundation of academic success. International Junior Science Olympiad.

### **Thekiso represents Botswana at the International Junior Science Olympiad**



We start the academic year with the fantastic news that Tirolo Thekiso, who was chosen to represent Botswana as a member of the Botswana Junior Science Olympiad Team, was awarded the Bronze Medal in early December 2022, in Bogota, Columbia. This remarkable student competed against students from 35 countries and did himself, his parents, and the FIS community proud. When he was asked about his goal for 2023, he told the principal that he was planning on bringing back the gold! Thank you for being such a great ambassador for Flamingo and Botswana, Tirolo!



### **Mmele Competition**

Well done to our team that participated at in the recent mmele competition at Kgaswe School in Palaype.

Our students did not win the competition but represented our school with a great competitive spirit and with pride. Well done on being such great diplomats for FIS, Team Mmele!

A special thank you goes to Ms. Mophuting for accompanying our students safely on this overnight trip, and for taking such good care of them.

