

Botswana Ash (Pty) Ltd



# BOTASH Bulletin

30 July 2022



His Excellency , Dr Mokgweetsi E. Masisi with his entourage at Makgadikgadi Epic

**1. Safety**

During June 2022 safety outcomes were satisfactory - with no incidents recorded. However, with 3 medical treatment incidents recorded during the shutdown, the year-to-date performance remains unfavourable to target. Ongoing inspections and vigilance by managers and supervisors are critical in ascertaining the effectiveness of controls against injury. It also remains critical that each employee takes ownership for their and colleagues' safety.

**2. Manufacturing Effectiveness [ME]**

This month we will again discuss 'reducing waste'. Many people think of waste as material waste, scrap rejects or anything else that ought to be thrown away. However, waste in business is much wider than indicated above and broadly covers 'any activity that does not add value'. In this context 'value add' means the act of changing a product or a piece of information in some way that is so useful to a customer (both internal and external) that they are willing to pay for it. There are seven deadly wastes in business including here at Botash:

**2.1 Waste of Defects:**

Defect arises whenever the level of work outcome is less than what a customer requires. For example, a salt bag has to be discarded because it was damaged by a conveyor.

**2.2 Waste of Inventory:**

This takes the form of any inventory or work on hand other than what is needed right now to satisfy customer requirements. Inventory includes work in progress, finished products, supplies, excess documentation, even unread e-mails. For example, Botash's holding of inventory at the materials warehouse is about double what would be expected of a business of its size and scope of operations.

**2.3 Waste of Processing:**

This occurs when more resources (space, energy, people) than really needed are deployed on a business activity. Think of the use of temporary employees when regular employees' manhours are not fully recovered. Or neglecting housekeeping until casuals are needed to clean up.

**2.4 Waste of Waiting:**

This arises in situations where materials (product runs out), machines (downtime), inspections (laboratory tests) or information (customs documents) are not ready for the next stage. The impact of this waste is felt by Botash's food grade salt customers every day.

**2.5 Waste of Motion:**

Any movement of people that does not add value. For example, going back to the workshop to collect tools, searching for items that have no designated storage place.

**2.6 Waste of Transportation:**

Not to be confused with waste of motion this is movement of materials using carts, trucks, forklifts, or even hands and legs.

**2.7 Waste of Overproduction:**

This occurs when more products than the customer needs right now are made.

As part of improving our manufacturing effectiveness, reducing waste will be critical. It is important, therefore, for all employees to continuously reassess their activities to identify waste and eliminate it. It is also important to note that all of us are involved in business activities, so this message is relevant to all employees.

**P2m to be spent on the first round of community projects**

Botash management has approved the two inaugural community projects to kick start our Towards Sustainable Mining (TSM) Initiative.

The selected projects are as follows:

- Nata Leobo la Kgotla revamping

We will assist by completing the current structure started by the community but not completed due to financial constraints. This will restore the dignity for the community and enable engagements under proper shelter.

- Grading of Malelejwe and Simuwani roads

The improved road infrastructure will facilitate easy access to designated points by farmers and communities, while the government will also benefit as they take services to the people especially health services. Preparations for the two project will kick start simultaneously before the end of the year.

Our commitment under TSM initiative is to ensure that we fully support communities within which we operate, guided by the actual needs requirements by the communities.

We will be deliberate in our sustainability agenda by ensuring that the initiatives that we support, fosters relationships with the communities and drive common goals towards sustainability.

-End\_



File pics:  
African Journals online



## The Epic sports and adventure event is back

Makgadikgadi Epic returned after a long 2 years break owing to covid-19. The event, which is organised by the Botswana Tourism Organisation (BTO) in collaboration with Botash and other sponsors was held on 1st - 3rd July 2022 in the Makgadikgadi pans. The event forms part of a series of annual sports and adventure tourism events aimed at diversifying the Botswana tourism product menu with a view to increase the average visitors' length of stay in host areas. The theme for this year was A 'Safari Chic' Lifestyle.

The main activity at the epic was skydiving by professional skydivers and Tandem jumps. Other additional adventure activities included Jet Ski & Hoover Craft, Fun Quads Rides, Horse Riding, Helicopter Flips and camping.

Local companies and business were given an opportunity to promote their products and services whilst communities also set food stalls to encourage local business.

In an interview with the media Acting BTO Chief Executive Officer, Tshoganetso Carl-Ponoesele said the event offers three days of epic adventure in the Makgadikgadi Salt Pans. Carl-Ponoesele said the occasion, which is geared towards promoting adventure tourism also offer patrons the best of fun and excitement.

The event was graced by the His His Excellency President Mokgweetsi E. K. Masisi and the First Lady Neo Masisi, Minister of Environment, Natural Resources Conservation and Tourism Ms Philda Kereng as well as the Assistant Minister of Trade and Industry, Ms Beauty Manake.



Epic in lens



### Elephants sighted in the lease area



There have been sightings of elephants around the Mine lease area and Sowa Township. Employees are advised to be vigilant following recent elephants spotted behind the landfill and one was shot by the Department of Wildlife and National Parks to scare the away.

Furthermore, the Department of Wildlife and National Parks has been engaged in an exercise to drive elephants away from the operational and community areas. Employees are therefore warned not to use rifles to scare them or make any form of noise as these could agitate them and as a result pose danger to themselves. Any sightings of elephants should be reported to the nearest Wildlife office at 2470916 (Nata) as well as police at 999.

## JULY SHE PERFORMANCE

### SHE PERFORMANCE SUMMARY

- ⇒ The Total Recordable Injury Frequency Rate (TRIFR) for the month is 0.
- ⇒ Year to date-0.39

### SHE INCIDENTS FOR THE MONTH (July)

FIRST AID INJURY (FAI)	MEDICAL TREAT- MENT INJURY (MTI)	RESTRICTED WORK INJURY (RWI)	LOST TIME INJURY (LTI)	FATALITY (FA)
1	0	0	0	0



## Botash Participates in the Makgadikgadi Y Care walk



Makgadikgadi Y-Care walk saw companies and individuals participate in this event from the 15th -19th July 2022. Participants braced the winter and harsh terrain to walk 102 km and raise funds towards the underprivileged members of society. Beneficiaries are yet to be announced. This resonates well with Botash' CSR pillar of Sport development.

**Botash representatives shares their first experience from the activity.**



**Boswa Batisani**

BotRec Club: Gym

I have always known that I can do anything I put my mind to, but this walk made me realize that am much stronger than I thought and am a survivor. During this walk I learnt to respect walkers as a runner. The pain, muddy, slippery route, the wind, muscle pains the detox to my body mind and soul the camping experience was what I needed. The most important thing was love around participants that we shared working together for Charity. Did I LOVE it? YES, Can I repeat it? YES



**Ludo Tamuhla**

BotRec Club: Gym

Life is comprised by numerous challenges, which make it worthwhile and beautiful to partake in. The Makgadikgadi Pans walk bares true testament to that. The ever-changing terrain, climate and surge of body pains was exactly the challenge I needed to overcome to explore my strength and will power.

Life does not get easier of more forgiving; we only get stronger and more resilient. If you can't run, jog, if you can't jog, walk and if you can't walk, crawl. The point is to keep moving, eventually you will reach your destination a better person. I love walking and serving others, so to be given the opportunity to do both was a dream come true. 102km done and bagged with a lifetime of experiences.

**Mooketsi E. Buka**

BotRec Club: Gym

As a gym fanatic, I knew exactly what to expect, pain is my pleasure, and nothing comes better. Through it all... all the fun, the pain, the sweat and the unforgiving conditions of Makgadikgadi pans, I could not have chosen to do it for any better purpose than doing it for charity. PEACE & LOVE.





**Mr Craig Robertson** joins Botash as Head of Projects responsible for smooth planning and execution of projects.

He was previously employed at Debswana as Project Portfolio Manager.

Mr. Robertson was born on 31st August at Mangora , Zimbabwe. His hobbies include staying fit by indoor rowing and aim for 2.500km each year. He also enjoys outdoors and nature. He also keeps his brain exercised by playing scrabble.

Mr Robertson is married and have young kids including 5 year old triplets that keeps him energized.



**Mr Peter Hamilton Kgomotso** joins Botash as Head of Finance. Mr Kgomotso assumes responsibility for the overall leadership and management of the Finance function, drive financial strategies, lead license to trade initiatives as well as consolidating compliance issues.

He was previously employed at Air Botswana as Director of Finance. Mr. Kgomotso was born on 29th September and comes from Sefhophe. His hobbies include farming, watching soccer, participating in voluntary activities, motivation and public speaking.

Mr Kgomotso is married with three handsome boys, Leano (15), Legae (12) and Anele (9)



**Mr. Moabi Cyril Motlhajoe** has been engaged as a Financial Accountant.

He was previously employed by DIVFood Botswana (Pty) Ltd as an Administration Controller.

The new role entails end to end management of financial ac and project accounting.

He was born on 20th March and comes from Mogoditshane. He enjoys being actively engaged in nature and out outdoor activities.

## The right way to start a meeting

### Part 1

We all know there's a price to pay for making bad first impression: A limp handshake conveys low confidence; a wrinkled suit makes you seem lazy; oversharing comes across as emotional instability.

But do you ever think about the first impression your meetings make? Frequently restarting meetings for stragglers sends the message that participants have more control than you do. Issues opened for discussion with no clear purpose get hijacked by participants with a clearer agenda than yours.

Monologues validate everyone's fears that your meeting is going to be about as valuable (and as scintillating) as watching an hour of C-SPAN.

If you want to have a more productive meeting, focus on a strong opening. A good start to a meeting is like an overture: It sets the tone, introduces the major themes, and provides a preview of what you can expect.

Here are some best practices for starting your next meeting:

#### **Make the purpose of the meeting clear**

It's amazing how much time gets invested in meetings where no one really knows why the meeting is happening. Remember to state the purpose of the meeting in the agenda and then reiterate it at the start of the meeting.

Differentiate between idea generation sessions and decision-making forums; separate meetings driving long-term strategic thinking from those driving short-term action and accountability. (For more on how to create a fit-for-purpose meetings, see ["A Step-by-Step Guide to Structuring Better Meetings."](#)) While you're at it, talk about what the meeting is not about. "This is our monthly capacity-building session. We're working on the business today, not working in it. Any tactical issues need to be tabled until Wednesday's ops review."

#### **Be specific about the purpose of each agenda item.**

Although the types of agenda items in any one meeting should be similar, they might be at different stages and therefore require a very different conversation. Before each agenda item, take a moment to clarify the goal. If your goal is idea generation, say so, and facilitate the discussion appropriately.

Don't allow action-oriented team members to converge too quickly if you're trying to foster original thinking. In contrast, if an item requires a decision, be clear on the decision criteria and the process.

Specify whether everyone gets to vote or whether one person owns the decision and is looking for recommendations. "Barb owns this decision, so I'm going to ask Barb to halt the discussion when she has what she needs to make the call."

Source: Harvard Business Review,  
March 2017





## FIS Students Excel at the Botswana Science Association exams, again!



We are very proud that we received a letter from, Ms Thandie Lekone, the Botswana Science Association Olympiad Country Coordinator to announce that two of our Form 2 students, Tirelo Thekiso and Benedict Kapuya were placed joint second in the Botswana Science Association Olympiad that took place on the 23rd October 2021. Our two students will now move forward to write the final exam, and if successful, will represent Botswana and FIS at the International Junior Science Olympiad. (IJSO). FIS has a proud history of students being selected for this international competition, representing Botswana twice in the past few years. We wish Tirelo and Benedict the very best of luck when they write the qualifying exams.

## Top Achievers at the Epic

A special 'thank you!' to Mrs. Higgins, the Principal of Nxakato JSS who organised that our top achievers in Sowa Primary School, Nxakato CJSS and Flamingo International School take part in some of the Epic events as a reward for their commitment and also to motivate them.

The following students were selected from FIS:

- Ajeovic Kapuya F4
- Maatla Seamane F3
- Rafiwa Piyo F2
- Wayne Keleganne F1
- Lerako Moreri Std 7



## Waste Segregation

SHE Department colleagues at Botash are supporting the school's efforts to segregate waste and recycle and reuse.

Our first segregation bins arrived

In this thread, FIS continues to supply Waste Warriors with eco bricks and a special thank you to the Standard 4 students for all their commitment in compiling over 80 bricks for the last delivery to Kasane!

Parent Volunteers made and held an Easter Bonnet Parade. Well done to all the children and their moms and dads who put so much effort into making this a very special spectacle at FIS. It made our day!



# **Stop Think and Fix**



## **WORK SAFETY**

- ◇ Use appropriate tools, equipment and machinery.
- ◇ Report any unsafe acts and conditions.
- ◇ Wear all required safety gear.
- ◇ Keep your work area clear from clutter.
- ◇ Stay hydrated.
- ◇ Practice good posture when sitting or lifting.
- ◇ Inform yourself of safety policies and procedures.
- ◇ Be aware of changes in your surroundings.