



BOKAMOSO

DEBSWANA PENSION FUND NEWSLETTER

ISSUE 35 SEPTEMBER 2010

Kgaboetsile elected to the DPF board

TINY KGATLWANE CLOSING CHAPTER ON DEBSWANA PENSION FUND

DPF HAS STARTED IN-HOUSE ADMINISTRATION, WHAT DOES THIS MEAN FOR YOU THE MEMBER?

BBMPA Constitution handed to Pensioners

HEALTH TIPS FOR YOU
Foods and Arthritis



DEBSWANA PENSION FUND
Your fund: your security for your future



Israel Kgosidiile



Let's welcome the joyous spring of 2010 and spring back into action with yet another issue of our renewed and freshened BOKAMOSO publication that brings the fund closer to you.

Just like the previous publications this issue brings to you a collection of informative and educative topics that you will surely enjoy.

This issue covers the election of Mr. Emmanuel Kgaboetsile by Orapa Letlhakane Damtshaa and Morupule mines to Debswana Pension Fund Board of Trustees making him the youngest Trustee ever elected. In our interview the new Trustee outlines his election promises to his constituency.

Also captured in this publication is the message from the outgoing Principal Executive Officer of DPF Ms Tiny M. Kgatlwane affectionately known as "TMK" as she bids farewell to the DPF Board of Directors, Management, Staff and members after her four successful years with the Fund. Speaking to Bokamoso, TMK admits that parting ways with the Fund was one of the most difficult decisions to take in her career life. She however has confidence that the incoming Principal Executive Officer will continue with the good work and urged the Board and Staff to accord all the support she enjoyed while working for the DPF.

Also find in this issue an update of the ongoing implementation of the Benefit administration system

towards Go Live and most importantly how this implementation might affect the day to day operation within the Fund. Meanwhile The Fund makes an undertaking to ensure minimal disruptions to member services during the transition through our interactive communication channels.

We also bring to you the handing over of Badiri Ba Meepo Pensioners Association and the constitution to 13 branches countrywide. Pensioners jubilantly welcomed the association and praised DPF for the initiative and commitment to their Association.

You will also find a list of all Pensioner Association (BBMPA) branch's executives and their contacts for your information to contact the branch nearest to you and become a member if you have not registered.

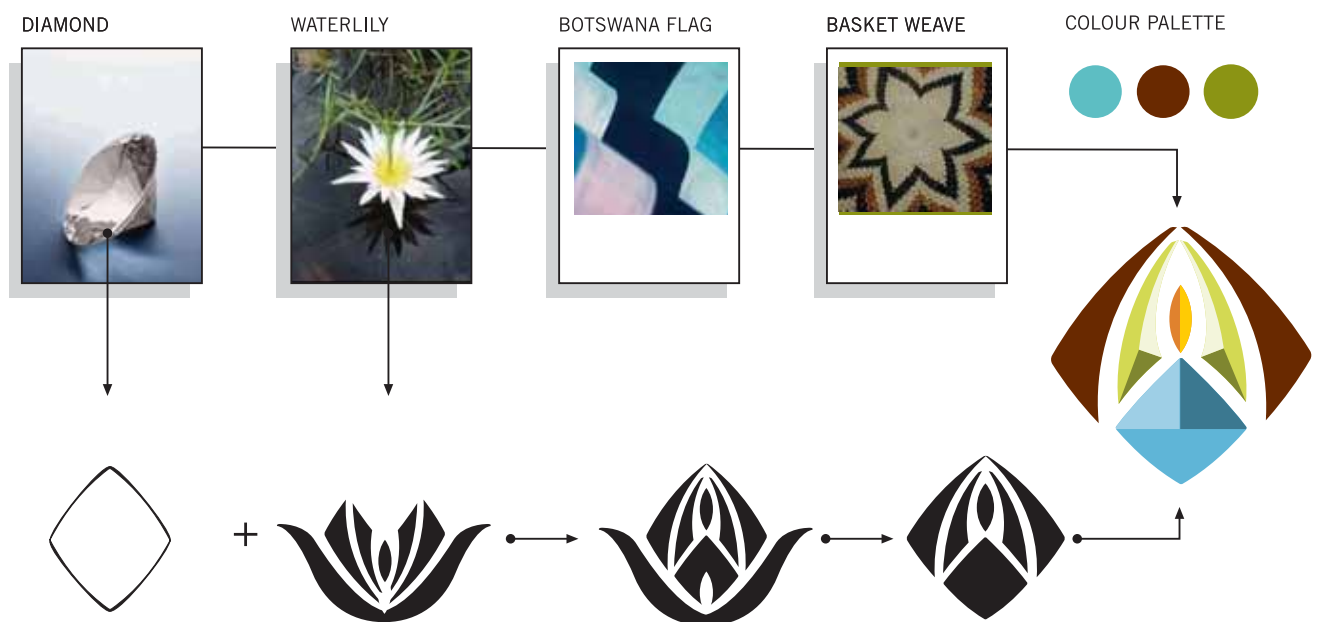
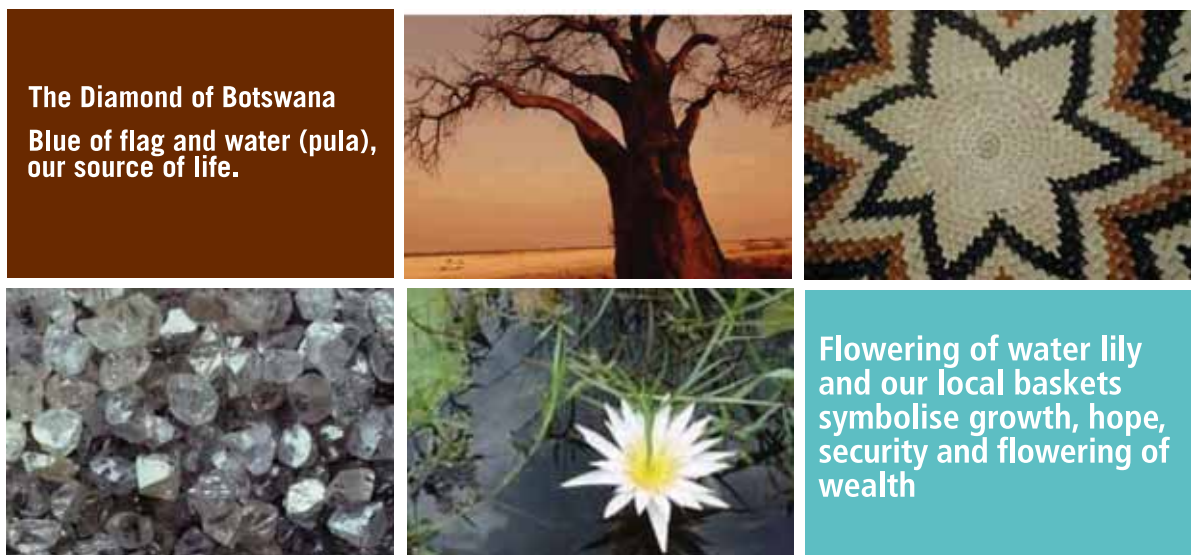
Lastly we give you the occasional health awareness tips on how to prevent some of the common old age ailments that are preventable like arthritis.

I urge you to sit back and enjoy this edition of Bokamoso and provide us with feedback at bokamoso@debswana.bw or ikgosidiile@debswana.bw.



OUR NEW LOGO

The board proudly presents the *refreshed, revamped and rejuvenated* DPF logo. The following is the creative rationale for the logo to help you familiarise yourself with it.





DPF

DEBSWANA • PENSION • FUND

Your Fund, Your Security, Your Future



KGABOETSILE ELECTED TO THE DPF BOARD

EMMANUEL KGABOETSILE - A newly member elected Trustee for the Orapa Letlhakane Morupule and Damtshaa constituency: is the latest addition to the DPF Board of Trustees.



EMMANUEL KGABOETSILE

Old mines constituency recently elected Mr. Emanuel Kgaboetsile to the DPF Board of Trustees giving him a mammoth responsibly as their representative, but the new Trustee is confident that he shall deliver his campaign promises timely and diligently. In this interview Mr. Kgaboetsile outlines his “to do list” of his campaign platform.

Kgaboetsile reckons that Pension Funds are increasingly becoming important players in financial markets for the foreseeable future. He promises to bring new ideas and help improve on the old ones to make the Pension Fund board of trustees more accountable. “I would like to start from the beginning by introducing the Pension Fund to people in Orapa, Letlhakane, Morupule and Damtshaa constituency, improving the level of understanding of the retirement plans that the Fund offers.” According to Kgaboetsile, he would like to work hand in hand with employees of all the mines so that he would be able to help them better and also present their problems in the Board.

“In fact, I want to make the case that, for all of its occasional frustrations, being a trustee is an important and rewarding role. I am responsible for something that matters hugely to the people whose interests I represent - the safety and security of their retirement income. And whereas being a

trustee was once rather unexciting, these days it can be surprisingly challenging and fulfilling. If you are involved in a pension scheme for example, the chances are you will be negotiating, sometimes tensely, at the highest levels in your company over millions of pulas in the form of recovery plans and contribution levels. You may well be in fairly constant communications with the board of directors at employer and shareholder forums.

When asked about the risks that could put the Debswana Pension Fund in jeopardy, the young I.T officer in Orapa said most Pension Funds develop risk principles, guidelines, standards, and other directives in attempt to control investment risks and prevent the occurrence of such losses. Most of these standards and guidelines, however, do not account for the unique considerations of private Pension systems.

Kgaboetsile went on to explain that his three year term would bring a lot of improvement as he aims to make a mark in the board room and help improve relations between management, workers and pensioners.

Kgaboetsile said pension funds will be increasingly important factors in financial markets for the foreseeable future and pensioners and workers both our mines would be the biggest winners and if goals of pension managers and retirees are not the same-as is often the case-then pension plans should not engage in consultation with stakeholders.

“control investment risks and prevent the occurrence of such losses”

KGATLWANE CLOSURES CHAPTER ON DEBSWANA PENSION FUND.



On July 31st 2010, the curtain closed on a long and hard but fruitful journey for Tiny Kgatlwane as she bid farewell to Debswana Pension Fund.

The outgoing Principal Executive Officer hailed the team that she worked with during her tenure as the best. Speaking to Bokamoso, Mrs Kgatlwane, spoke of her memorable times and the challenges that they encountered as a team during her term. Kgatlwane spoke proudly of steering the fund from its infancy to being a disciplined and well oiled machine.

When asked what impact the global economic meltdown had on Debswana Pension Fund, Kgatlwane said the risk management strategies put together by the team worked and helped beat the global meltdown. Debswana Pension Fund assets are spread over nine experienced Asset managers both locally and internationally as part of a diversified investment portfolio. The local investments did well during the meltdown and losses were minimal. "Changing investment strategies to adopt the life stage model in 2004 was the best decision we ever made as a Fund as it had a positive impact during the 2008 market downturn by minimizing the losses for our most vulnerable membership category, being the near retirees aged 57 to 60 years. We saw a minimal loss on their assets as the strategy had intended" Kgatlwane said.

As part of ensuring continuous improvement and service delivery in the Fund, the DPF actively uses the Balance Score Card. This has in the long term benefited the Fund immensely and the Fund is able to identify gaps timely and formulate interventions. Another new initiative which Kgatlwane introduced prior to her departure was to give the Fund a new strategic direction by moving it from third party administration to becoming a fully self administered Fund.

The DPF is currently installing a high-end business administration solution that will see its rules and processes fully automated, thus cutting down turnaround times and improving service delivery significantly. Kgatlwane is very proud of this development saying 'The Fund which is the largest privately owned in the country, must be seen to be innovative and constantly leading the industry into new and profitable territories for their members. Pension Funds have to be constantly looking for new ways to optimize benefits for their members and through this development, I have no doubt that the DPF will in the long term set a great example for its peers in the market regarding what they can do for their members'

The DPF has contributed to national developments due to its widespread investments in the local market, and in this regard, Kgatlwane has been a key player in the pensions industry managing the 3 billion Pula Fund. She is proud of her achievement as the DPF has only gotten stronger during her tenure, particularly after having moved from being managed in-house by the founding employer Debswana, to becoming a secretariat. This transformation included the challenging but fulfilling role of putting up structures in place for the new environment. Explaining further how the Fund has progressed during her term, Kgatlwane said she was satisfied with the fund's current status.

Kgatlwane paid tribute to those who put a lot of work in realizing the ship was on course. These included and not limited to the board she worked with who did a wonderful job in helping the team move forward. All in all it's a job well done for the iron lady of the Pension Funds industry. She believes that she left the Fund in good shape and is confident that the next person to take the baton is inheriting a sound entity with well defined strategies in place, and things can only get better for the DPF, even in her absence.

DPF HAS STARTED IN-HOUSE ADMINISTRATION WHAT DOES THIS MEAN FOR YOU THE MEMBER?



Please take the following pointers and remember them going forward;

- I. All telephone enquiries must now go directly to Debswana Pension Fund. Alexander Forbes Financial Services will no longer be able to assist you with effect from 1st August 2010.
 - a. Use the following contacts:
 - i. 3614267, 3614253, 3614265, 3614217 or 3614236
 - ii. Fax number 3936239
 - iii. Email: bokamoso@dpf.co.bw
 - iv. Post office private bag 00512, Gaborone (Please do not mail your correspondences to Alexander Forbes address anymore)
 2. All Active members must go through HR and DSS Walk-in Centres for their applications and amendments etc.
3. All Deferred and Pensioner Members must visit the

Fund directly to make applications and amendments.
4. The DPF website is currently being developed and will be available soon to all members for detailed and easy access to information, and on-line enquiries.

WHAT CAN YOU EXPECT TO BENEFIT FROM THIS SYSTEM?

1. Improved turnaround times on all services and;
2. Improved operational efficiency and customer service due to;
 - a. Automated archives - better records management
 - b. Automated business rules and processes - enhanced data integrity and member communication
 - c. Systems interface to business partners, e.g. employers, medical aid and banks; reduced human intervention in Fund processes
 - d. Total ownership of data; Direct and immediate access to member records by DPF personnel

TRADE SILENT PERIOD NOTIFICATION - BENEFITS ADMINISTRATION

The Debswana Pension Fund informs members that the Fund is currently in the course of the GO LIVE transition period to the new pension benefits administration system. As a result, there will be a trade silent period for all new pension fund transactions received from members and employers between the 16th August 2010 and 26th August 2010. This will subsequently lead to an added two weeks delay to the current business calendar, particularly for benefit claims and the related transactions. As an example, a member exiting employment during this period should expect an additional two week waiting period to the normal turnaround times for their claim/lump sum encashment.

The trade silent period is necessary for the reason that before day to day administration begins on the new system, data transferred from the old system (Alexander Forbes) onto the new DPF system has to be verified and confirmed to ensure the following (amongst others);

- a. Accuracy and consistency of members personal data between the two systems
- b. Accuracy of individual member fund balances brought

forward against current valuations

- c. Reconciliation of book balances to management accounts.

The lost time will eventually be recovered soon after administration begins. Pensioner salary payments and Funeral advance Claims will not be affected by this transition and the scheduled monthly salary dates shall remain unchanged.

KEY DATES TO NOTE:

- 31ST JULY 2010 ADMINISTRATION HAS ENDED AT ALEXANDER FORBES
- 01st AUGUST GO LIVE TRANSITION STARTED
- 16th AUGUST TRADE SILENT PERIOD STARTS
- 26th AUGUST DAY TO DAY ADMINISTRATION BEGINS

The Fund makes an undertaking to ensure minimal disruptions to member services during the transition. Our offices continue to remain open for all submissions and enquiries as per norm. Member contact telephone numbers: 3614267 (Reception) 3614236; 3614217; 3614265 email: bokamoso@dpf.co.bw





BBMPA Constitution handed to Pensioners

Debswana Pension Fund embarked on a nationwide consultative tour of its deferred members and pensioners from the 04th to 16th July 2010.

The main objectives of the tour were to:

- Officially hand over the newly registered association (BBMPA) and the constitution to pensioners.
- Use the platform to brief pensioners on the latest developments taking place within the fund and how they will affect them.
- Address any other issues that are of concern to the affected. (Personal Queries)

The tour started in Khakhea and ended in Bobobong. A five minutes courtesy call to the local authority (Kgosi) was observed in all areas before meeting our members. The warm reception and participation by Dikgosi was a motivation to the members and the Fund, a true picture of the blossoming mutual relationship between this stakeholder and DPF.

In Khakhea, Kgosi Sakgotla Inajame hailed the initiative as a positive and empowering one, that will make it easier for him to continue assisting our pensioners better and faster through the association.

Kgosi Baruntshi Kegapetswe of Letlhakane urged pensioners to work hard and ensure that the effort and association serves all its membership well and also contributes to the local communities.

For his part Mahalapye Senior Sub Tribal Authority Mr. Duncan T Segotsi said that pensioners are a valuable asset to their localities, they possess different skills and expertise that can still be put to use effectively for the benefit of their villages. He challenged them to use the association to impart and share these skills and drive the national vision of 2010 pillar of an informed and educated nation.

On the other hand pensioners embraced the Association and its draft set of rules that it has come at the right time when their challenges are galore and can only be solved by the association.

For its part Debswana Pension Fund pledged full support to the Association at this "take off" stage until it demonstrates the capacity to run itself, reminding pensioners that the success and realization of this rests entirely on the members and committees who are eventually expected to run the association on their own.

BBMPA Constitution handed to Pensioners



1. Opening prayer by one of the Pensioners - Jwaneng Branch
2. Members of Lobatse Pensioners Association Branch
3. Gaborone Branch
4. Palapye Branch
5. A pensioner from Letlhakane posing a question
6. Kgosi Kgwetsi of Mopipi giving welcome remarks
7. Francistown Branch members during the meeting
8. Kgosi Mmirwa Malema of Bobirwa Sub District giving the welcome remarks
9. Pensioners from Mochudi Branch engaged in a discussion

CONTACT THE ASSOCIATION NEAREST TO YOU AND BECOME A MEMBER

BBMPA COMMITTEE MEMBERS LIST

REGION	NAMES	PORTFOLIO	CONTACTS
MAHALAPYE	Mr. M. Mogana Mr. G. Mpeo	Chairperson Deputy	71600853 71791490
SEROWE	Mr. R. Seeletso Mr. D. Onkabetse	Chairperson Deputy	74104460 71646416
FRANCISTOWN	Mr. T. Machacha Mr. N. Seisa	Chairperson Deputy	71681746 72141255
KANYE	Mr. L. Motuka Mr. S. Kelatile	Chairperson Deputy	71705411 71922676
BOBONONG	Mr. K. Marumo Mr. T. Rantsho	Chairperson Deputy	71420009 72413718
LOBATSE	Ms. M. Mogotsi Mr. T. Lekhane	Chairperson Deputy	75194181
KHAKHEA	Mr. O. Motsemme Mr. Pebele	Chairperson Deputy	71579117 71845566
JWANENG	Mr. S. Keepetse M. Motlhabane	Chairperson Deputy	72167251 72156786
GABORONE	Mr. A. Sengwaketse	Chairperson	
MOPIPI	Mr. M. Lefatshe Mr. N. Gopolang	Chairperson Deputy	71457364 71845566
LETLHAKANE	Mr. G. Mokopi Mr. G. Setlhapelo	Chairperson Deputy	72653927 74075386
PALAPYE	Mr. O. Modikwa Mr. C. Masole	Chairperson Deputy	71400023 71385049



HEALTH TIPS FOR YOU: Foods and Arthritis

By Dr Kiran Baghat

Millions of people suffer from painful and swollen joints associated with arthritis. In the past, many doctors told arthritis patients that dietary changes would not help them. However, this conclusion was based on older research with diets that included dairy products, oil, poultry, or meat. New research shows that foods may be a more frequent contributor to arthritis than is commonly recognized. It is clear that, at least for some people, a healthier menu is the answer.

Different Types of Arthritis

Arthritis is actually a group of different diseases. Osteoarthritis is a gradual loss of cartilage and overgrowth of bone in the joints, especially the knees, hips, spine, and fingertips. Osteoarthritis seems to be the result of accumulated wear and tear. Although it can cause painful episodes, it is characterized by only transient stiffness and does not cause major interference with the use of the hands.

Rheumatoid arthritis is a more aggressive form of the disease. It causes painful, inflamed joints, which sometimes become damaged. Rheumatoid arthritis is one of medicine's mysteries. There were no medical reports of the disease until the early 1800s. Some have suspected that a virus or bacterium may play a role, perhaps by setting off an autoimmune reaction. Genetics may also be a factor, in that it may influence susceptibility to the disease.



The Role of Diet

For years people have suspected that foods are an important factor in the development of rheumatoid arthritis. Many notice an improvement in their condition when they avoid dairy products, citrus fruits, tomatoes, eggplant and certain other foods.

A 1989 survey in the USA over one thousand arthritis patients revealed that the foods most commonly believed to worsen the condition were red meat, sugar, fats, salt, caffeine, and nightshade plants (e.g., tomatoes, eggplant). Once the offending food is eliminated completely, improvement usually comes within a few weeks. Dairy foods are one of the principle offenders, and the problem is the dairy protein, rather than the fat, so skim products are as much a problem as whole milk.

An increasing volume of research shows that certain dietary changes do in fact help. For example, polyunsaturated oils and omega-3 supplements have a mild beneficial effect, and researchers have found that vegan diets are beneficial. One 2002 study looked at the influence of a very low-fat vegan diet on subjects with moderate-to-severe RA. After only four weeks on the diet, almost all measures of RA symptoms decreased significantly. The journal *Rheumatology* published a study that found a gluten-free vegetarian diet improved the signs and symptoms of RA. An uncooked vegetarian diet, rich in antioxidants and fiber was shown in another study to decrease joint stiffness and pain in patients with RA. Some research studies have looked at fasting followed by a vegetarian. A review of multiple research studies concluded that this dietary treatment might be useful in the treatment of RA.

Vegetarian diets dramatically reduce the overall amount of fat in the diet, and alter the composition of fats. This in turn can affect the immune processes that influence arthritis. The omega-3 fatty acids in vegetables may be a key factor, along with the near absence of saturated fat. The fact that patients also lose weight on a vegetarian diet contributes to the improvement.

In addition, vegetables are rich in antioxidants, which can neutralize free radicals. Oxygen free radicals attack many parts of the body and contribute to heart disease and

cancer, and intensify the aging processes generally, including of the joints.

Iron acts as a catalyst, encouraging the production of these dangerous molecules. Vitamins C and E, which are plentiful in a diet made of vegetables and grains, help neutralize free radicals. Meats supply an overload of iron, no vitamin C, and very little vitamin E, whereas vegetables contain more controlled amounts of iron, and generous quantities of antioxidant vitamins.

As well as being helpful in preventing arthritis, antioxidants may also have a role in reducing its symptoms. Some arthritis treatments, including non-steroidal anti-inflammatory drugs, work at least in part by neutralizing free radicals. For the most part, however, vitamins and other antioxidants will be of more use in preventing damage before it occurs, rather than in treating an inflamed joint.

A diet drawn from fruits, vegetables, grains, and beans therefore appears to be helpful in preventing and, in some cases, ameliorating arthritis.

Anti-Arthritis Diet

For four weeks, include generous amounts of foods from the pain-safe list in your routine. At the same time, scrupulously avoid the major triggers. It is important to avoid these foods completely, as even a small amount can cause symptoms. Foods that are not on either list can be consumed, so long as you are emphasizing the arthritis-safe foods and scrupulously avoiding the major triggers.

You may well experience benefits earlier than four weeks, but for some people it can take this long for chronically inflamed joints to cool down.

Pain-Safe Foods

Pain-safe foods virtually never contribute to arthritis or other painful conditions. These include

- Brown rice
- Cooked or dried fruits: pears, prunes (but not citrus fruits, bananas, peaches or tomatoes)

In addition, vegetables are rich in antioxidants, which can neutralize free radicals. Oxygen free radicals attack many parts of the body and contribute to heart disease and

It is not recommended to bring meats, dairy products, or eggs back into your diet. Not only are they major triggers, but they also encourage hormone imbalances that may contribute to joint pain, and also lead to many other health problems.

Avoid Major Arthritis Triggers

1. Dairy products*
2. Corn
3. Meats**
4. Wheat, oats, rye
5. Eggs
6. Citrus fruits
7. Potatoes
8. Tomatoes
9. Nuts
10. Coffee

*All dairy products should be avoided: skim or whole cow's milk, goat's milk, cheese, yogurt, etc.

**All meats should be avoided: beef, pork, chicken, turkey, fish, etc.

manager@hfb.org.bw

Events in pictures



HR Training workshop - Gaborone

1. Agatha Sejoje of DPF giving a presentation to Gaborone HR official on the Fund background and System implementation objectives
2. Pricilla Sejoje from TSC posing a question during the questions and comments session
3. Mr. Khuto Balosang responding to some of the questions on System functionality
4. Aletta Tshiamo giving a presentation on D.P.F's current operational issues



Trustee elections - Morupule Colliery

- 1, 2 and 3. Employees of Morupule Colliery casting their ballots during the recent Trustee election
4. Ms Fumani Makosha explaining the voting procedure to an employee
5. Mr. Kennedy Ncube counting the ballots



BOKAMOSO COMPETITION WINNERS

Otsile Gaaswediwe
P.O. Box 30784
Serowe

Fibion Mphinyane
P. O. Box 42
Ramokgwebana

TP Mothei
P.O. Box 265
Tonota

Tsabatho Raditloko
P. O. Box 749
Molepolole

Kabelo Matlotle
P.O. Box 228
Letlhakane

Mosekiemang Gaogane
P. O. Box 8
Mosu

Moindia Lesetedi
P.O. Box 44
Shoshong

France Chiepe
P o Box 10253
Palapye

Metlha Blessing Mokgatle
P.O. Box 97
Shoshong

Baakile Selelo
P. O. Box 601444
Gaborone

Bontle Thako
P. O. Box 3474
Serowe

Taetso Justice Moshe
P. O. Box 72
Tutume

Shathani Chajapo
P.O. Box 32
Sebina

Keneilwe Letshotelo
P. O. Box 402395
Gaborone

TRUSTEE ELECTION RESULTS

MR Emmanuel Kgaboetsile won the elections while Mr. Petrous Montshioa will serve as his alternate Trustee - we congratulate the new Trustees and welcome them to the Board.

COMPETITION QUESTIONS

1. Who is the newly elected Trustee for Orapa Letlhakane Damthasaa and Morupule Constituency?
2. What is the maximum amount that can be asked from the fund for funeral expenses of a deceased member?
3. How many pensioner association branches are there?

FUND CONTACT DETAILS

The Principal Officer, Debswana Pension Fund, Ground Floor Visible Edge (BP Building)

The Mall P/Bag 00512, Gaborone, Botswana

FUND OFFICES

Tel: 361 4267
Fax: 393 6239
Toll-free (landline): 0 800 600 681
Email: bokamoso@debswana.bw

FUND CONSULTATION HOURS

Monday - Friday
0800hrs - 1645hrs (Including lunch hour)

Our Vision

To be the preferred provider of retirement fund services in Botswana

Our Mission

We will provide members with competitive and sustainable retirement benefits through:

- Prudent management of member funds
- Efficient administration of member records
- Provision of focused communication

Our Values

1. Innovation
2. Trust and Integrity
3. Value Oriented
4. Member focused
5. Quality focused

UNCLAIMED BENEFITS

The following persons are requested to contact Debswana Pension Fund in connection with their benefits.

120103	PS	SEROJANE	DTC-B
794		Keitumetse	MORUPULE
735		Letoane	MORUPULE
14460	K	Lenkothwane	ORAPA
17056	G	Baitirile	ORAPA
15260	O	Tangane	ORAPA
1105446	S	Lesiapeto	ORAPA
1106241	B	Matsapa	ORAPA
15211	O	NTSHWARANG	ORAPA
16128	G	Khumomatlhare	ORAPA
1106103	KL	Moeng	ORAPA
1106929	RD	Emmanuel	ORAPA
15297	JM	Ditsele	ORAPA
1105683	T	Toto	ORAPA
15232	M	KETLHAOTSWE	ORAPA
15574	EJ	Leselwa	ORAPA
14997	T	Simankalele	JWANENG
6911	PC	Modise	JWANENG
6712	S	Rankgaba	JWANENG
4822	MS	Sekate	JWANENG
1105852	M	Seoke	JWANENG
7584	SS	Hirschfeld	JWANENG
6911	OJ	Ndzimu	JWANENG
5384	A	Malaolo	JWANENG
7222	O	Kedisang	JWANENG
5828	O	Obeilwe	JWANENG
76678	N	Pule	DTC-B
1107779	TC	MAANO	PEO
1106256	RB	SEANE	H/O
379093	R	KOLOBE	H/O
380040	T	LEBOGANG	H/O
1105959	B	KAMOGELO	H/O
176		Gabothokwe	MORUPULE
8473	O	Lesipeto	ORAPA
12341	LC	Ramarotse	ORAPA
15800	K	Gwapela	ORAPA
1106073	N	Kgoboki	ORAPA
1107007	T	Bakae	ORAPA
7881	Z	Anarea	ORAPA
6877	GA	Oageng	ORAPA
9723	G	Mosheti	ORAPA
7165	B	Tsuololo	ORAPA
9166	FL	Thobo	ORAPA
9591	O	Ntswapong	ORAPA
10107	M	Olebile	ORAPA
10422	MB	Mopalo	ORAPA
10475	I	Ndubiwa	ORAPA
12816	CG	Mogorosi	ORAPA
13250	G	Monapi	ORAPA
15231	D	Mosona	ORAPA
1020940	O	Moepeng	ORAPA
15789	PT	Mokgoro	ORAPA
4340	O	Gaboiphiwe	ORAPA
16222	T	Inambao	ORAPA
5338	K	Sefako	ORAPA
7943	M	Sigwele	ORAPA
12339	K	Ramagapu	ORAPA
16305	A	Gaboitsiwe	ORAPA
17294	TM	Modimowetsho	ORAPA
1105393	L	Ntalagwe	ORAPA
1105407	G	Nawe	ORAPA
308005	FS	Gaolekane	ORAPA
1106675	M	Maretela	ORAPA
644	GM	Mothomai	ORAPA
6511	M	Kekgathetse	JWANENG
1065144	M	Abeeng	JWANENG
7276	M	Afa	JWANENG
5915	R	Gaatsalelwe	JWANENG
1065390	CT	Gopane	JWANENG
3498	TD	Kebuang	JWANENG
5353	K	Masaka	JWANENG
1065447	B	Seane	JWANENG
6947	G	Tefiso	JWANENG
5214	CL	Sethebe	JWANENG

ISAGO & LETLOLE

Funeral advance cover



ISAGO: Hello Letlole, have you heard that Debswana Pension has introduced a new scheme that aims to provide some relief to families of deceased members who at times find it hard to meet the burial costs?

LETLOLE: No, I have not heard anything about that scheme, it sounds like a very positive policy if that is true. So how do I qualify for the advance and does it cover other members of my family?



ISAGO: All principal members of the fund are covered by the scheme; nonetheless it is subject to the availability of fund credit for the deceased member.

In addition to that the scheme covers principal members of the fund ONLY. It does not cover the extended family. Also note that pensioners, members who have selected the following option are not covered by the scheme

- Life only
- Members/pensioners who have exceeded 5 years or 10 years of their options
- Joint life option



LETLOLE: Ok, I see, this is very important to know so that I pass it on to my family so that in the event of my death they should contact the pension fund office.

Is there a limit to this scheme or It depends on the type of funeral I desire?



ISAGO: There is a limit of 20% or 20 000.00 maximum whichever is greater of all the fund credit.

Here is the procedure and the requirements:

- Letter from the family written by spouse or next of kin
- Death notification form or death certificate
- Affidavit signed by the district commissioner with a list of all family representative names

Once all documentation is presented the fund can release the money for burial.



BOKAMOSO

DEBSWANA PENSION FUND NEWSLETTER

ISSUE 35 LWETSE 2010

Kgaboetsile o tlohophilwe mo bolokong jwa bookamedi jwa DPF

TINY KGATLWANE O LAELA
DEBSWANA PENSION FUND

DPF E SIMOLOTSE GO
ITSAMAISA - SE SE RAYA
ENG MO GO WENA?

*Molao-motheo wa **BBMPA** o
neelwa Makgotla a Bagodi*

DITLHAGISO KA GA TSA
BOTSOGO



DEBSWANA PENSION FUND
Your fund: your security for your future



Israel Kgosidiile



Kakgelo ya Morulaganyi

A re amogeleng paka e e itumedisang ya dikgakologo ya 2010 re boe re nne matlhagatlhaga ka go go tlišetsa kgatiso e e nchafaditsweng e bile e tlıhabolotswe ya BOKAMOSO e e go tlišetsang dithuto le go atametsa letlole gaufi le wena. Fela jaaka e e sa tswang go feta, kgatiso e e go tlišetsa letlotlo la ditlhogo-kgolo tse di mosola tse re solofelang ebile re dumelang gore di tla go kgatlha ebile di go gape maikutlo.

Kgatiso e, e itebagantse segolo bogolo le go tlıhophiwa ga ga Rre Emmanuel Kgaboetsile mo bolokong jwa bookamedi jwa letlole Debswana Pension Fund; gape a le monana mo go botlhe ba ba kileng ba tlıhophelwa maemo a, se ele la ntlha mo ditsong tsa letlole le. Gape se se nankotsweng mo kgatisong e ke molaetsa go tswa mo Mookameding Mogolo yo o tlogetseng tiro wa DPF, Mme Tiny M. Kgatlwane, wa go sadisa sentle DPF, bookamedi, badiri le maloko a Letlole, a dira se morago ga go direla Letlole ka manontlıhotlho le botswerere dingwaga tse nne.

Mme Kgatlwane o amogela gore tshwetso e a e tsereng ya go kgaogana le Letlole ke nngwe ya ditshwetso tse di bokete ebile di le thata mo botshelong jwa gagwe e le mmereki. Mme le fa go tse jalo, le ene o na le tumelo e tletseng ya gore Mookamedi Mogolo yo o tlıleng go mo tlıhatlhama

o tlıle go tšweledisa ditiro tse di ntle, ka jalo o kopa bookamedi jwa Letlole ga mmogo le badiri go mo ema nokeng.

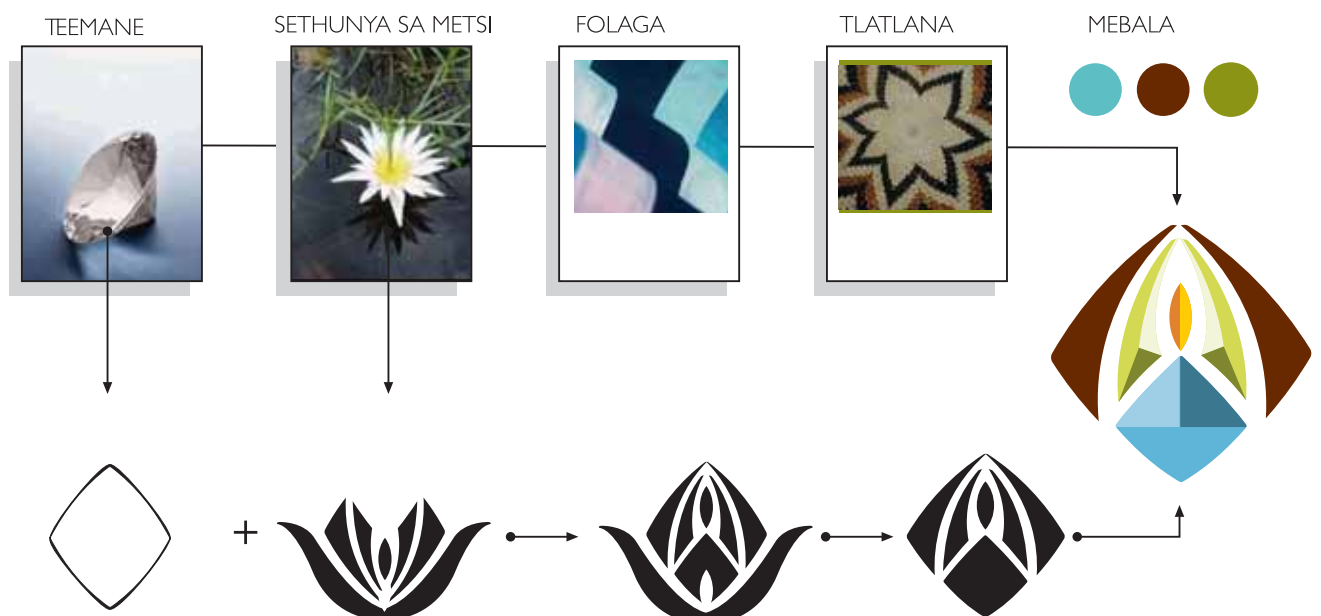
Kgatiso e, e na gape le kitsiso ka ga tiragatso le tsamaiso ya tsa dituelo e e tlıhabolotsweng. Se sengwe se se botlhokwa ke go itse gore tsamaiso ya lenaneo le, e tla ama jang ditsamaiso tsa letsatsi le letsatsi tsa Letlole. Gape re le tlišetsa go rolelwa marapo ga Lekgotla la Bagodi la Badiri ba Meepo ga mmogo le molao- motheo jaaka fa di ne di rolelwa makalana a lesome le boraro a anameng le lefatshe ka bophara.

Re tswala kgatiso e, ka go fa ditlhagiso tse di amanang le tsa botsogo le thibelo ya malwetse, segolo bogolo malwetse a amanang le botsofe jaaka bolwetse jo bo bakang go ruruga le go thunya ga ditokololo, Arthritis.

Ke rata go le rotloetsa go nama maoto mme le itumelele kgatiso ya Bokamoso mme le re fe dikakgelo kwa bokamoso@debswana.bw kana o kwalele ikgosidiile@debwana.bw

LETSHWAO LA RONA LE LESHA

Boeteledipele jwa Debswana Pension Fund bo itumelela go supa Letshwao la bone le le nchafaditsweng. Ditshwantsho tse di latelang di go fa tshedimosetso ya gore sekano se se dirilwe go lebilwe eng.





DPF

DEBSWANA • PENSION • FUND

Your Fund, Your Security, Your Future



KGABOETSILE O TLHOPHILWE MO BOLOKONG JWA BOOKAMEDI JWA DPF

EMMANUEL KGABOETSILE - leloko le le sa tswang go tlhophiwa go nna motlhokomedi wa letlole la kgaolo ya Orapa, Letlhakane, Morupule le Damtshaa

Kgaolo ya Meepo ya Orapa Letlhakane Damtshaa (OLD) e sa tswa go tlhophiwa Rre Emmanuel Kgaboetsile mo bolokong jwa botlhokomedi jwa letlole la DPF ka go mo fa tiro ya maikarabelo a magolo ya boemedi. Le ntswa go ntse jalo Motlhokomedi yo ga a na pelaelo ya gore o tla dira tsotlhe ka bonatla, ka manontlotlho le ka nako, tsotlhe tse a di tshepisitseng mo ipapatsong ya gagwe. O ne a bua jaana ka nako ya puisano ya gagwe mme gape a sedimosa kanoko e e tseneletseng e a e dirileng ka ga Letlole ya tse a tlileng go di dira mo tirong ya gagwe.

Kgaboetsile, o dumela gore matlole ke dilo tse di botlhokwa mo mebarakeng ya tsa madi mo go dupeng bokamoso. "Ke eletsa go simolola fela kwa ntlheng ka go fa bookamedi maikarabelo a go ruta le go itsese batho ba ba mo kgaolong ya Orapa, Letlhakane, Morupule le Damtshaa ka ga letlole. le go tliša megopolo e mesha le go tļhabolola e e teng. Kgaboetsile o eletsa go berekisana le babereki ba meepo yotļhe, se e le maiteko a go dira gore a tļe a kgone go ba thusa le gape gore a tļe a kgone go isa mathata kana dingongorego tsa bone fa pele ga bookamedi.

"Ebile, ke batla go lemotsha gore go nna motlhokomedi, le fa go na le makgwere le dikgoreletsi ka dinako tse dingwe, ke tiro e e botlhokwa, ebile e itumedisa gape e kgotsofatsa. Ke na le maikarabelo mo bathong ba ke tlhokometseng ebile ke emetse dikeletso tsa bone ka tlhokomelo le tshireletso ya dituelo tsa bone tsa fa ba sena go tlogela tiro ka lebaka la bogodi. Le ntswa boloko bo kile jwa bo bo sa kgatlhise ebile bo sa itumedise, malatsi a no, bo

gakgamatsa ka gore bo a gwetlha ebile bo a kgotsofatsa.

Fa a bodiwa ka diphatsa tse di ka bayang Letlole la tlhokomelo le peeletso ya madi a penshene ka fa mosing, mmereki wa boitsaanape jwa tsa maranyane kwa Orapa a tlhalosa gore go na le ditsamaiso mo matloleng a di phenshene a a itebagantseng leng le go thibela masaitseweng a ka tļhagang mo bobeeletsing ga mmogo le go thibela dikotsi tse di amanang le tsone jaaka tsa tatļhegelo madi. Le fa go ntse jalo, dikaelo tse ka bontsi ga di ame gape ga di na keleleo ya mananeo a sechaba a a faphegileng.

Kgaboetsile a tswelela ka go tlhalosa gore dingwaga tsa gagwe tse tharo tsa bodiredi di tļa a tliša ditļhabololo tse dintsi ka gore o ikaelela go tlogela letshwao mo ntlong ya phuthego ya bookamedi le go thusa go tļhabolola ditirisanyo mmogo magareng ga bookamedi, babereki le maloko. Go bereka le babeletsisi botļhe le ba ba amegang mo bobeeletsing le bathusi le batļhatļhami ba bone; Kgaboetsile o na le tumelo ya gore go dirisanya le go bereka gaufi le botļhe ba ba amegang, go tļa godisa Letlole.

Sa bofelo, Kgaboetsile, o ne a re matlole a dipenshene a tļa a tswelela ka go nna botļhokwa le go nna le mosola mo dimmarakeng tsa madi tsa ka moso le gore bagodi le babereki ba meepo ba tļa a nna bafenyi ba ba golo.



EMMANUEL KGABOETSILE

"go laola dipeeletso ke tsela ya go thibela ditatļhegelo"

TINY KGATLWANE O LAELA DEBSWANA PENSION FUND



E rile kgwedi ya Phukwi e ya fifing, Tiny Kgatlwane yo eneng ele mookamedi mogolo wa letlole la Debswana Pension Fund a bo a rola marapo a bookamedi jwa letlole.

Mme Kgatlwane o gakologelwa loeto lwa gagwe la dingwaga tse nne tsa bonatla tse a neng a berekela Letlole. O bua ka dikgwetlho tse a kileng a kopana le tsone le gore o kgonne jang go tla dikgwetlho tse, le go fetola jang Letlole ka dinako tsa fa go le thata ya lentsewe. A re tse tsotlhe ke dingwe tse di neng tsa tsholeletsa Letlole kwa godimo go tsaya maemo a bobedi mo kgo long le mo botoneng le gape go phala matlole otlhe ka go tsaya maemo a ntlha ka lebaka la go supa go bereka ka botswerere le manontlhotlho. (se e ne le mafoko a gagwe)

Mookamedi yo wa pele wa Letlole, o boka le go ntlafatsa sethlopha sa gagwe le botlhe ba a berekileng nabo mo dingwageng tsa fa a le Mookamedi mogolo. Fa a bua le Bokamoso, Mme Kgatlwane a bua ka tse tsotlhe tse a tla a se kitlang a di lebala le dikgwetlho tse ene le sethlopha sa gagwe ba kopaneng natsa fa a santse a berekela Letlole. Kgatlwane o ne a bua ka boitumelo le boipelo gore o fathositse Letlole go tswa kwa bonaneng go filha fa le le teng - le fathogile ebile le itsepetse.

Fa a bodiwa potso ya gore nako e maswe ya kwelo tlase ya dimmaraka mo lefatsheng ka bophara mo go bileng go apesitse mafatshe otlhe kobo ka letshoba, go amile jang Letlole la bothokomedi jwa madi a dipenshene la Debswana, Kgatlwane a bua gore sethlopha sa gagwe se dirile dithulaganyo le maano a go tla le go fokotsa dibetsa tse di ka bakang tatlhegelo ya madi mo Letloleng ka nako ya fa dimmaraka di santse di wetse kwa tlase mo lefatsheng lotlhe ka kakaretso. Dithoto tsa Letlole la bothokomedi jwa madi a dipenshene la Debswana di phatlaladitswe mo dikomponeng tse di farologaneng tsa baitsaanape ba tsa peeletso, ga mmogo le tse di kwa mafatsheng a sele, lobaka la se, e le go dibela go tsenya mae mo mogopong o le mongwe ga dipeeletso le dithoto. Dipeeletso tsa mo gae di ne tsa dira bontle ka nako e ya kwelo tlase ya dimmaraka, ebile ditatlhegelo ga di a nna dintsi go le kalo.

“Go fetola maano a dipeeletso go dirisa leano le ka Sekgoa le bidiwang, life stage model ka ngwaga wa 2004, e ne e le tshwetso e ntle thata ya maemo a ntlha e re kileng ra e tsaya re le Letlole ka ene ya dira tswelolepele e ntle ka nako ya ketsaetsego ga kwelo tlase ya dimmaraka ya 2008, ka go fokotsa ditatlhegelo tsa lekala la rona le le bothokwa la boloko ebong le le akaretsang batho ba ba tlogang ba tswa mo tiring ya ntata ya bogodi ba dingwaga tse di simololang ka masome a mathano le bosupa go ya kwa go tse di masome a marataro. Re ne ra bona ditatlhegelo tse e seng tsa sepe tsa madi le dipeeletso tsa bone ka go sala morago maikaelelo a leano le”, ga bua Kgatlwane. Letlole le dirisa Balance Score Card go tshabolola tsa pereko le go netefatsa tokafatso e e tswelletseng ya tsa pereko tsa Letlole le ya go fa dithuso tsa maemo a ntlha. Se se tswetse Letlole mosola fela thata ka sebaka se se leele ebile Letlole le kgona go bona fa le tlhaelang teng ka nako mme le

kgone go dira dipaakanyo. Se sengwe sa mangwe mananeo a masha a Kgatlwane a a simolotseng pele a tsamaya e ne le go fetola tsela e Letlole le gogelang teng ka go le ntsha mo botsamaising jwa motho wa boraro go nna Letlole le le itsamaisang le le ipusang ebile le ikemetse ka bo nosi. Mo nakong e, DPF e tsenya botegeniki le boitsaanape jwa “high-end business administration solution” e jo bo tla tsenyang ditsamaiso le melao ya DPF mo dikhomputareng, se e le go netefatsa le go tshomamisa tsamaiso sentle e e lolameng ya tshomamo ka go fokotsa nako ya go dira dilo dingwe le go tokafatsa dithuso le ditirelo tse Letlole e di fang thata thata.

Kgatlwane o ipela ka se, fa a re, “Letlole le ke lone le le tona go gaisa matlole otlhe a a sa ikaegang ka dithuso tsa ga goromente mo lefatsheng le; le tshwanetse go bonwa le inchafatsa gape le ikgodisa ka go etelelela pele madirelo ka go direla maloko a lone madi. Matlole a bothokomedi jwa dipenshene a tla a nna a batla mekgwa le ditsela tse di sha tsa go direla maloko a tsone madi ka go ba tlišetsa dipoelo; ka jalo ga ke na pelaelo ya gore tiriso ya lenaneo le, mo lobakeng lo lo leele, e tla a dira DPF go nna sekai mo matloleng otlhe a a phadisanang le one mo mmarakeng mabapi le se e se direlang maloko a yone ga mmogo le se e ka se ba direlang”.

DPF e thusitse mo ditlhabologong tse di mo sechabeng ka mananeo a yone a dipeeletso a a anameng le lefatsheng; ditlhabologo tse, di ntse di eteletsewe pele ke Mme Kgatlwane yo eleng ene konokono ebile e le motshameki mogolo mo madirelong a, fa a eteletse pele Letlole la selekanyo sa didikadike tse di leggolo tsa dipula. Mme Kgatlwane o motlotlo ka tiro e ntle e, e e tlotlomaditseng ebile e e thatafaditseng DPF, ka nako ya fa a le moeteledipele, segolo bogolo fa a sena go ntsha DPF ka fa tlase ga legwafa la motlhami wa yone Debswana, go nna lephata le le ikemetseng ka nosi. Ditlhabologo le diphetogo tse, di ne tsa akaretsa tiro e e thata ya go tlhama makalana a a tla a berekang mo nakong e ncha ya diphetogo. Fa a tlhalosetsa pele ka botswelolepele ya Letlole ka nako ya boeteledipele jwa gagwe, Kgatlwane a bua gore o kgotsofadiwa ke maduo le seemo se Letlole e leng mo go sone.

Kgatlwane o ne a akgola le go gakologelwa ba ba berekileng ka natla go diragatsa gore sekepe se, se emelele. Se ga se akaretse fela bagolwane ba a berekileng le bone ba Letlole ba ba dirileng tiro e ntle ka manontlhotlho a go thusa le go netefatsa tswelolepele ya sethlopha; se akaretsa gape le botlhe ba ba berekileng Letlole le. Ka tshoboko, se ke tiro e e dirilweng sentle thata ka manontlhotlho ke mosadi yo o busang ka letsogo la tshipi, wa madirelo a matlole a tsa bothokomedi jwa madi a dipenshene. O dumela gore o tlogetse Letlole le le mo maemong a ntlha ebile o na le tumelo ya gore motho yo o tllileng go mo tlhatlhamo o tla a ja boswa jwa selwana se se itshekileng; se se bothokwa; se se ikgantshang ka ditsamaiso le maano a a tlhalosegang sentle; a a mo maemong a ntlha; o dumela gore se se ka diragalang kwa DTF ke go tokafalela pele ga seemo, le fa a seo.

DPF E SIMOLOITSE GO TSAYA DITSWETSO LE GO DIRA DITIRO TSOTLHE MO DIKAGONG SE SE RAYA ENG GO WENA LELOKO?



Tsweetswee, tsaya dintlha tse di latelang mme o di gakologelwe mo tirisanyong mmogo ya gago le Letlole ya dinako tse di tlang:

- i. Tlhamalaletsa dingongorego le dipotso tsotlhe tsa mogala kwa Debswana Pension Fund. Lekalana la dithuso tsa madi le le itsegeng ka leina la Alexander Forbes Financial Services ga le sa tlhole le tla a go thusa, go simolola ka kgwedi Phatwe a tlhola bongwe ka ngwaga wa 2010 (1st August 2010)
- a. Dirisa megala e e latelang:
 - i. 3614267, 3614253, 3614265, 3614217 or 3614236
 - ii. Fax number 3936239
 - iii. Email: bokamoso@dpf.co.bw
 - iv. Kwa posong: Private bag 00512, Gaborone (Tsweetswee, se tlhole o romela makwalo a gago kwa atereseng ya Alexander Forbes)
2. Maloko otlhe a a santseng a dira dituelo ba tshwanetse ba tsena ka HR kana go ya kwa makalaneng a DSS mabapi le boikopelo jwa bone, dipaakanyo le tse dingwe.
3. Maloko otlhe a dituelo tsa bone di buseditsweng kwa morago le maloko a amogelang madi a penshene ba tshwanetse go etela kwa Letloleng mabapi le dithuso tsa boikopedi le dipaakanyo.
4. Lefelo la tiriso ke maloko otlhe ka kakaretso, le le bontshang

tsotlhe ka ga DPF, le le mo khompiutareng le santse le dirwa mme le tla a simolola go bereka mo nakong e e sa fediseng pelo. Lefelo le, le tla a bo le na le dintlha tsotlhe mabapi le Letlole le dithuso tsa lone, gape le e fa maloko tshono ya go dira dingongorego le dikakgelo.

O KA SOLOFELA GO THUSEGA JANG MO LENANEONG LE?

1. Tokafalo ya dithuso le ditirelo tsotlhe le;
2. Tokafalo ya tsa pereko le dithuso mo malokong ka lebaka la tse di latelang:
 - a. Go tsenya mekwalo e e teng mo Letloleng mo khompiutareng - Go tokafala ga go tlhokomelo ya mokwalo otlhe o o mo Letloleng
 - b. Go tsenya melao ya tsamaiso ya Letlole le ditsamaiso tsa letsatsi le letsatsi - Tokafalo, tlhabololo le seriti sa mokwalo o o mo Letloleng le go tokafatsa dithuso le ditirelo tsa maloko.
 - c. Kgokagano le ba Letlole le dirisanyang nabo, sekai, bahiri, ba tsa dithuso tsa dituelo tsa bongaka le dibanka; phokotsego le ngotlelo mo ditirong tsa ditsamaiso tsa Letlole.
 - d. Go nna le mokwalo le dintlha tsotlhe; kgonagalo ya babereki ba DTFgo bona mokwalo ka ga maloko nako nngwe le nngwe fa go tlhofakafala.

KITSISO MABAPI LE NAKO YA FA GO SA DIRAGALENG SEPE MO LETLOLENG KA NAKO YA FA LETLOLE LE DIRA DITLHABOLO TSA GO LIVE - DITSAMAISO KA GA TSA DITUELO

Letlole la botlhokomedi kwa madi a dipenshene la Debswana le itsise maloko gore Letlole le mo pakeng ya diphetogo ya go tsena mo pakeng e ncha ya tiragatso le tsamaiso ya tsa dituelo, e e tlhabolotsweng, e e itsegeng ka leina la GO live. Ka jalo, go tla a nna le nako e go tla a sekeng go diragale sepe mabapi le dithuso tsa dipeeletso tsa dituelo tsa maloko a masha le babereki tse di amogetsweng mo ngwageng ono wa 2010 mo kgweding ya Phatwe e tlhola lesome le borataro go fitlha e tlhola masome a mabedi le borataro. Se se tla a baka tshalelo morago ka dibeke tse pedi tsa malatsi a pereko a madirelo, segolo bogolo, se se tla a ama dituelo tse di ntshiwang ke Letlole le tse dingwe tse di tshwanang le tsone. Go fa sekai, leloko le le tswang mo tirong ka nako e, le itsisewe gore le solofele go ema dibeke tse pedi mo godimo ga tse di beilweng tsa tlwaelo, pele ga dituelo tsa gagwe tsa madi di kwa tswa.

Paka e, go sa dirafaleng sepe e, mabapi le dituelo tsa penshene le tse di amanang le tsone, e botlhokwa ka lobaka la gore pele ga tshimologo ya tiro le ditsamaiso tsa letsatsi le letsatsi tse di dirwang mo lenaneong le lesa di dirwa, mokwalo otlhe le tsotlhe mabapi le Letlole le tsamaiso ya lone, tse di ntshiwang mo tirisong ya lenaneo le le gologolo la Alexander Forbes di tsenngwa mo lenaneong le le sha la DPF. Pele ga se se ka diragala, mokwalo o, o tswanetse wa tlhomamisiwa le go netefadiwa go tlhomamisa le go tlhola tse di latelang:

- a. Bonnete jwa mokwalo ka ga maloko magareng ga mananeo a mabedi a.
- b. Bonnete jwa madi a dituelo tse maloko a setseng a di dirile a diriwang mabapi le ditlathobho tsa paka ya jaanong.
- c. Go tlhomamisa le go dira dipaakanyo go netefatsa tsamaelano ya dibuka fa di isiwa fa pele ga badira le madi.

Tatlhegelo ya nako e tla a baakanngwa ka tsamaiso ya nako fa ditsamaiso di simolola. Dituelo tsa kgwedi tsa ba ba amogelang madi a penshene le tsa diphetogo ga di na go amega ka nako e ya diphetogo, gape malatsi a dituelo di tshwanetseng go dirwa ka one ga a na go fetoga:

ELA TLHOKO MALATSI A A FA TLASE:

- 31st PHUKWI 2010 KEMISO YA BOTSAMAISI KWA ALEXANDER FORBES
- 01st PHATWE TSHIMOLOGO YA DIPHETOGO TSA GO LIVE
- 16th PHATWE TSHIMOLOGO YA PAKA LE NAKO E GO DIRWENG DITUELO DINGWE
- 26th PHATWE TSHIMOLOGO YA DITSAMAISO TSA LETSATSE LE LETSATSI

Letlole le tla a dira ka natla go netefatsa gore ka nako e ya diphetogo, dipheretlhego le di ketsaetsego tse di tla a bakwang ke go kgaolwa nakwana ga dithuso dingwe tsa maloko di nna tse di kwa tlase. Diofisi tsa rona di tla a tswelala di butswa go amogela boikopedi jwa dituelo le dipotso jaaka e le tlwaelo. Maloko a ka leletsatsi megala e e latelang: 3614267; 3614236; 3614217; 3614265 email: bokamoso@dpf.co.bw





Molao-motheo wa BBMPA o neelwa Makgotla a Bagodi

Letlole la botlhokomedi jwa madi a dipenshene la Debswana le ne la tsena mo loetong la lefatshe ka kakaretso ka maikaelelo a go etela maloko a dituelo tsa bone di santseng di seegetswe fa thoko le ba ba amogelang madi a penshene go simolola Phukwi a le 4 go fitlha a le 16.

Maikaelelo a loeto le e ne e le go:

- Rolela semmuso ba ba amogelang madi a penshene, lekgotla le le sa tswang go thongwa la BBMPA le molao-motheo wa lone.
- Go tsaya tshono go dirisetsa sebaka se go lotlegela ba ba amogelang madi a penshene ka ga ditlhabololo tse di diragalang mo Letloleng le gore ditlhabolo tse tllile go ba ma jang.
- Bua ka sengwe le sengwe se se amang kana se tshwenya ba ba amegang. (dingongorego tse di ba amang ka bonosi)

Loeto le simolotse kwa Khakhea mme la felela kwa Bobobong. Maeto a otlhe a ne a seegela metsotso e metlano mo lifelong lengwe le lengwe go ya go simolola ka go ya go dumedisana le go ikitsese Kgosi. Kamogelo ka 'atla tsoo pedi, ga mmogo, le bo-tsaya karolo jwa Dikgosi go ne ga tiisa maloko a Letlole moko, se e le sesupo sa go fatlhoga ga tshwaragano magareng ba na le seabe ba botlhe.

Kwa Khakhea, Kgosi Sakgotla Inajame o ne a boka a bo a tlotlomatsa kgato ya go dira Lekgotla le are ke selo se se ntle, se se tswelolepele, ebile se e fa dithata. A tswelole ka gore kgato e, e tla bula dikgoro tsa tirisanyo sentle le Lekgotla mme se, se dire motlhofo gore o ka thusa jang batho ba rona ba ba amogelang madi a penshene sentle le ka bonako.

Kgosi Baruntshi Kegapetswe wa kwa Letlhakane ene a gakolola

ba ba amoegelang madi a penshene go bereka ka bonatla go diragatsa gore maitoko a Lekgotla a direla sentle maloko a lotlhe ka kakaretso le go netefatsa gore dithuso tsa Lekgotla di tswela mosola ga mmogo le go thusa beng gae.

Fa a latlhela la gagwe mothusa moeteledipele wa tsa morafe wa Mahalapye Rre Duncan T. Segotsi a bua gore batho ba ba amogelang madi a penshene ba botlhokwa mo metseng ya bone; ba na le botsipa jo bo farologaneng le boitsaanape tse tsotlhe di ka dirisiwa go tswela metse ya bone mosola. O ne a ba gwetlha go dirisa Lekgotla le go ruta le go amogana botsipa le boitsaanape jo go kgona go dirafatsa tebelopele ya ngwaga wa 2010 ya sechaba se se rutegileng se se podi matseba.

Ka fa letlhakoreng le lengwe batho ba ba amogelang madi a penshene ba ne ba amogela Lekgotla ka botlalo le melao ya lone e iseng e nne semmuso, gore le tllile ka nako e e siameng ya fa dikgwetlho tsa bone di leng di ntsi, tse di ka kgonang fela go rarabololwa ke Lekgotla.

Fa e tsenya la yone Letlole la botlhokomedi jwa madi a dituelo tsa dipenshene (DPF) la itlama go ema Lekgotla nokeng fa e santse e fatlhoga go fitlha ka nako ya fa e supa gore e ka ikemela ka maoto a mabedi. DPF e ne ya tswelole ga go tsibosa le go gakolola gore tswelolepele le go bona maduo a mantle go mo diatleng tsa komiti le maloko ba e leng bone ba lebagangweng ke go diragatsa le go rurifatsa gore tsotlhe di a dirwa.

Loeto la BBMPA



1. Pulo ka thapelo ke mongwe wa baamogedi ba penshene ba Lekalana la Jwaneng
2. Maloko a lekgotla la baamogedi ba penshene ya Lobatse
3. Lekalana la Gaborone Branch
4. Lekalana la Palapye
5. Moamogedi wa penshene go tswa Letlhakane jaaka a ne a botsa potso
6. Kgosi Kgwetsi of Mopipi a fa madume le ditebogo
7. Maloko a lekalana la Francistown fa phuthego e ntse e tswelletse
8. Kgosi Mmirwa Malema wa kgwaolwana ya Bobirwa a fa madume le ditebogo
9. Batsei ba penshene go tswa kwa lekalaneng la Mochudi ba le mi dipuisanong magareng ga bone

MAINA A BAETELEDI PELE BA DIKOMITI TSA MAKGOTLA A BAGODI

IKOPANYE LE LEKGOTLA LE LE GAUFI LE WENA O NNE LELOKO

LEFELO	MAINA	MAEMO	MEGALA
MAHALAPYE	Mr. M. Mogana Mr. G. Mpeo	Chairperson Deputy	71600853 71791490
SEROWE	Mr. R. Seeletso Mr. D. Onkabetse	Chairperson Deputy	74104460 71646416
FRANCISTOWN	Mr. T. Machacha Mr. N. Seisa	Chairperson Deputy	71681746 72141255
KANYE	Mr. L. Motuka Mr. S. Kelatile	Chairperson Deputy	71705411 71922676
BOBONONG	Mr. K. Marumo Mr. T. Rantsho	Chairperson Deputy	71420009 72413718
LOBATSE	Ms. M. Mogotsi Mr. T. Lekhane	Chairperson Deputy	75194181
KHAKHEA	Mr. O. Motsemme Mr. Pebele	Chairperson Deputy	71579117 71845566
JWANENG	Mr. S. Keepetse Mr. M. Motlhabane	Chairperson Deputy	72167251 72156786
GABORONE	Mr. A. Sengwaketse	Chairperson	
MOPIPI	Mr. M. Lefatshe Mr. N. Gopolang	Chairperson Deputy	71457364 71845566
LETLHAKANE	Mr. G. Mokopi Mr. G. Setlhapelo	Chairperson Deputy	72653927 74075386
PALAPYE	Mr. O. Modikwa Mr. C. Masole	Chairperson Deputy	71400023 71385049



DITLHAGISO KA GA TSA BOTSOGO: Dijo le bolwetse jo bo bakang go ruruga le go thunya ga ditokololo - Arthritis

Pego ka: Dr Kiran Baghat

Didikadike tsa batho ba tshabelwa ke borurugo jo bo iponatsang mo ditokolong jo bo amanngwang le bolwetse jo bo bakang go ruruga le go thunya ga ditokolo jwa Arthritis. Bogologolo dingaka ka bontsi di ne ba raya balwetse ba Arthritis ba re go fetola mokgwa wa ka fa ba jang ka o ne ga go kake ga ba thusa. Le fa go ntse jalo, tshwetso e, e ne e ikaegile ka ditlhotlhomiso le dipatlisiso tse di kgologolo tse di neng di amana le mokgwa wa go ja dijo tse di tshwanang jaaka tse di dirilweng ka mashi, mafura, koko kana nama e khibidu. Dipatlisiso tse disha di bontsha gore dijo di ka tswa di na le seabe mo bolwetseng jwa Arthritis le go kekela ga jone go feta jaaka go akanngwa. Go a supagala gore karabo e nngwefela: ke dijo tse di nang le boleng, tse di agang ebile di na le dikotla tse di botlhokwa; tse di lekanetseng.

Mefuta e farologanyeng ya bolwetse jo bo bakang go thunya

le go ruruga ga ditokolo- Arthritis

Arthritis ke tshoboko ya malwetse a a farologaneng. Osteoarthritis ke bolwetse jwa go latlhegelwa ke lehihiri le go gola mo go sa tlwaelesegang ga marapo a a fitlhelwang mo ditokololong segolobogolo mo mangoleng, mo dinokeng, mo dintlheng tsa menwana le mo motlhaneng. Go lebege Osteoarthritis e bakwa ke go koafala ga marapo mo go diregang ka lebaka la tiriso ya ditokololo ga letsatsi le letsatsi. Le ntswa go na le dinako ya go thunya mo bo bakiwang ke bolwetse jo, bolwetse jo bo itsege ka go gagamala ga ditokololo ga nakwana, mme ebile ga go thibele tiriso e e kalo ya go ka dirisa diatla.

Rheumatoid arthritis yone e e mashetla ebile e botlhoko. E baka ditokololo tse di botlhoko tse di rurang tse ka nako nngwe di felelang di kgagogile. Rheumatoid arthritis ke nngwe ya masaitsweweng a bongaka. Ga gona mokwalo ope wa bongaka ka ga bolwetse jo pele ga dingwaga tsa 1800. Bangwe ba belaela gore mogare kana ditshinekegi di na le seabe mo go bakeng bolwetse jo ka go tlhatlhakanya boleng jwa mmele. Tshika (losika) le yone e ka tswa e na le seabe mabapi le go bakega le go kekela ga bolwetse jo.



Seabe sa dijo

Ke lobaka la dingwaga di le dintsi batho ba belaela gore dijo di na le seabe se se bothokwa mo go bakeng tshimologo ya bolwetse jwa rheumatoid arthritis. Ba le bantsi ba lemoga gore seemo sa bolwetse jwa bone se a tokafala fa ba emisa go ja dijo tse di dirilweng ka mashi; maungo a losika la bo dinamune le di surumanume; ditamati, segwere sa eggplant le dijo tse dingwe tse di rileng.

Patlisiso maikutlo kwa lefatsheng la Amerika e e neng ya dirwa ka ngwaga wa 1989 mo balwetseng ba ba bolwang ke bolwetse jo bo bakang go thunya ga marapo ebong Arthritis e ne ya supa ka botlalo gore dijo tse di gakatsang bolwetse jo ke nama e e khibidu, sukiri, mafura, letswai, segwere sa eggplant, ditamati le kofi le ditee dingwe, dinotsididi le melemo kana dipilisi dingwe tse di ritibatsang bothoko.

Dipatlisiso di supa tokafalo ya seemo e e bonatshegang mo lobakeng lwa dibeke fa dijo tse di gatsakatsang bolwetse jo, di emisiwa gotholele. Diyo tse di dirilweng ka mashi ke nngwe ya tse di tona tse di sa tsamaisaneng le bolwetse jo, ebile ke tsone di bakang kgakalo ya bolwetse jo go menagane, go feta mafura, ka jalo dijo tse di dirilweng ka mashi mme di minnwe mafura di ntse di tshwana fela le tse dirilweng ka mashi a nang le dikarolo tsotlhe tsa yone.

Dipatlisiso ka bontsi di supa gore go fetola mokgwa o re jang ka one ka go emisa dijo tse di gakatsang bolwetse jo gotholele le go simolola go ja tse di siameng, go a thusa. Sekai, dijo di dirilweng ka selekanyo sa mafura se se kwa tlase le dipilisi kana melemo tse di nang le omega-3, di na le thuso le fa e se ntsi, mme fela badira-dipatlisiso ba bone gore dijo kwa ntle ga tse di akaretsang nama mo teng di mosola thata. Patlisiso nngwe e e neng ya dirwa ka 2002 e e neng e itebagantse le balwetse ba seemo sa bone sa rheumatoid arthritis se neng se le fa gare le ba bangwe ba sa bone se neng se le kwa godimo. Patlisiso e, e ne ya dirwa maleba le go bona gore a go sala morago lenaneo la go ja dijo tse di sa tsenyeng nama gotholele gape di na le selekanyo sa mafura se se kwa tlase, le na le seabe mo go tokafatseng bolwetseng jo. Go ne ga bonala tokafalo e e ntsi fela thata le kwelo tlase ya rheumatoid arthritis mo batsaya-karolong mo sebakeng sa dibeke tse nne ba simolotse go ja dijo tsa lenaneo le. Kgatiso ya bukana ya Rheumatology (Journal of Rheumatology) e neng ya dira ithuthuntsho- dipatlisiso, e ne ya bega gore dijo tse di senang korong kana matlhasedi a yone di tokafatsa bolwetse jwa rheumatoid arthritis le dikai tsa jone fela thata. Lenaneo la go ja dijo tse di sa tsenyeng nama; tse di nang nang le maungo le merogo e mentsi; tse di bopang boleng jwa mmele, le ne la supiwana mo ithuthuntsho- dipatlisisong e nngwe gore le ne la fokotsa go gagamala ga ditokololo le bothoko jwa tsone mo balwetseng ba RA. Diithuthuntsho- dipatlisiso dingwe di ne tsa leba lenaneo la go ja dijo tse di sa tsenyeng nama morago ga go itima dijo. Ditshoboko le kanoko tsa diithuthuntsho- dipatlisiso di ne tsa khutlisa ka gore tiriso ya lenaneo la kalafi

e go ka tswa go le mosola mo go alafeng bolwetse jwa rheumatoid arthritis.

Mananeo a a dirilweng a itebagantseng le dijo tse di senang nama gotholele a fokotsa selekanyo sa mafura mo dijong thata ga mmogo le gone go aga ga one mafura a mo mmeleng. Se se ama dilo tse di bopang mmele tsone tse di kuketsang arthritis. Dikarolo tsa mafura jaaka omega-3 tse di fitlhelwang mo merogong go lebege di ka tswa di le konokono, mabapi le gore di na le mafura a a kwa tlase fela thata. Lobaka la gore balwetse gape ba fokotsa mmele mo mananeong a, go supa tokafalo.

Mo godimo ga moo, merogo le digwere di aga boleng jwa motho mme se se thibela tsotlhe tse di ka ngotlang boleng jo jaaka tse di ka bakang malwetse a pelo le kankere, le go gakatsa kana tsa fefosa kgorogo ya botsofe jaana mo go amanang le bolwetse jwa ditokololo.

Iron e gakatsa seemo ka go baka le go gakatsa go bopega ga di oxygen free radicale. Dikotla tsa di bithamine tsa C le E tse di fitlhelwang di le di ntsi mo merogong le mo digwereng le mo mabeleng di thusa ga go ritibatsa go bopego ga di radicale tse. Dinama di na le iron e e feteletseng, di na le selekanyo sa bithamine E se se nnye fela thata gape ga di na bithamine C. Mme merogo le digwere tsone di na le selekanyo sa iron se se laolesegang le dibithamine tsotlhe tse di tlhokometseng go aga boleng jwa mmele go le go ntsi thata.

Di antioxidente di thusa go thibela bolwetse jo bo bakang borurugo le go thunya ga ditokololo ga mmogo le go fokotsa dikai tsa jone. Dikalafi tsa bolwetse jo, jaaka melemo kana dipilisi tse ka Sekgoa di bidiwang non-steroidal anti-inflammatory drugs, di bereka selekanyo sa sephatlo go ritibatsa di free radical. Le fa go ntse jalo dibithamine le di antioxidente di thusa ebile di mosola mo thibelong ya bolwetse thata go na le kalafi fa tokolo e setse e rurugile.

Go lebege dijo tse di nang le maungo, merogo le digwere, mabele le dinawa di le mosola gape di le bothokwa mo go thibeleng le go tokafatsa bolwetse jo bo bakang borurugo le go thunya ga ditokololo.

Lenaneo la dijo tse di bakang ebile di gakatsa bolwetse jo bo bakang go thuntshiwa le go ruruga ga ditokololo - Arthritis

Tsenya dijo tse di ntsi tse di ritibatsang seemo kana tse di sa go bakeleng bothoko le borurugo mo lenaneong la gago la dijo la letsatsi le letsatsi mme o ntshe tsotlhe tse di go gakaletsang bolwetse, gotholele. Go bothokwa go tswa mo dijong tse gotholele ka gore dijo tse, le ntswa di ka tswa di ka jewa di le dinnye di ka tsosolosa dikai tsa bolwetse. O ka a ja dijo tse di sa kwalwang fa tlase fa e le gore o netefatsa gore o ja dijo tse di seng diphatsa bontsi jwa nako.

○ ka bona maduo a nametsang pele ga sebaka sa dibeke tse nne e wela, le fa go tse jalo go kgona go tsaya lobaka mo bathong ba eleng gore ditokolo tsa bone di ne di rurugile fela thata.

Dijo tse di seng diphatsa tse di ka sekeng tsa baka go thuntshiwa ga ditokololo Dijo tse di se ka keng tsa baka go thuntshiwa ga di kake tsa baka arthritis gotlhelele kana go thuntshiwa gope fela. Dijo tse ke tse di latelang:

- Raese e sa tlhotlhiwang ebong brown rice
- Maungo a apeilweng kana a a omisitsweng: dipere, dipurune (eseng maungo a losika lwa dinamune le disurumanume , dipanana, diperekisi kana ditamati)
- Merogo le digwere tse di apeilweng, tsotlhe di le mmala wa botala jwa ditlhare, mmala wa lephutshe, kana mmala wa letsatsi le tlhaba: asparagus, borokholi, lethisi, sepinichi, nyebu le dipotata.
- Metsi: metsi a a sa tsennywang sepe kana a natefesitsweng a siame. Dino tse dingwe jaaka ditee tse dingwe (herbal teas).
- Matswai le dinatfisa dijo: letswai le le lekanetseng le a letlelesega

Kgato e e latelang, morago ga dibeke tse nne seemo sa gago sa bolwetse se tokafetse kana dikai di nyeletse gotlhelele, ke go batlisa gore ke dijo dife tse di ntseng di go bakela bothata. Fa o sena go dira jalo o ka itse go busetsa dijo tse o ntseng o di seegetse fa thoko mo lenaneong la gago, bongwe ka bongwe, ka bonya ka bonya, o dira jalo malatsi a mabedi mo bekeng.

○ na le tetla ya go ka a ja dijo tse o ntseng o di seegetse fa thoko di le dintsi go bona gore a ditokololo tsa gago di tla a boa di ruruga ebile di thunya gape. Fa ele gore go ntse jalo, ntsha dijo tse di go bakelang borurugo le bothoko tse gotlhelele o eme o fe seemo sa ditokololo tsa gago nako ya go ritibala.

○ bo o tswelala gape ka go busetsa dijo tse dingwe tse le tsone o ntseng o di seegetse fa thoko mo lenaneong la gago. ○ eme sebaka sa dibeke tse pedi go ka itse go busetsa gape dijo tse di neng tsa go bakela mathata legato la bobedi. Batho ba le bantsi ba na le mefuta e e fetang bongwe ya dijo e e bakang borurugo le go thuntshiwa ga ditokololo.

Ga go maleba go busetsa dinama, mashi le dijo tse di dirilweng ka one kana mae mo lenaneong la gago la dijo la thibelo le kalafi ya Arthritis. Dijo tse ga se fela gore ke dingwe tse di tona tse di gakatsang bolwetse jo, di kgona go rotloetsa tlhakatlhakano ya boleng jwa mmele jo bo amanang le bothoko mo ditokololong gape di ka baka makoa le matlhoko a mangwe a botsogo.

○ seka wa ja dijo tse di gakatsang kana tse di bakang Arthritis jaaka tse di fa tlase:

1. mashi le dijo tse di dirilweng ka one*
2. mmidi
3. dinama**
4. korong le dijo tse di dirilweng ka yone
5. mae
6. maungo a losika lwa dinamume le disurumanume
7. ditapole
8. ditamati
9. manoko
10. kofi

* Emisa mashi le dijo tsotlhe tse di dirilweng ka one jaaka: mashi a a ntshitsweng mafura, mashi a kgomo le a pudi, chisi, yokate le tse dingwe.

** Emisa go ja dinama tsotlhe ka mefuta ya tsone: mana ya kgomo, ya kolobe, ya koko, ya kalakuma, tlhapi le tse dingwe .

Ditiragalo



Ithutuntsho-seka dipusano ya HR mo Gaborone

1. Agatha Sejoie wa DPF a fa ba HR thutuntsho-puisano ka tsa Letole, ditsamaiso le maikaelelo a lone
2. Pricilla Sejoie a botsa potso ka nako ya dipotso le dikakgelo
3. Rre Khutlo Balosang a araba dingwe tsa dipotso
4. Aletta Tshiamo a fa thutuntsho-puisano ka ga ditsamaiso tsa letsatsi le letsatsi tsa D.P.F., bosheng



Dithopho tsa bathokomedi ba leloko kwa moepong wa Morupule

- 1, 2 le 3 e supa babereki ba moepo wa Morupule jaaka fa ba ne ba tsenya ditalama tsa bone tsa tlhopho kwa dithophong tsa bothokomedi jwa Leloko, tse di neng di tshwerwe bosheng.
4. Mme Fumani Makosha a thalosesa modiri tsamaiso ya dithopho
5. Rre. Kennedy Ncube a bala ditalama tsa dithopho



BOKAMOSO KGAISANO

Bafenyi ba kgaisano

Otsile Gaaswediwe
P.O. Box 30784
Serowe

TP Mothei
P.O. Box 265
Tonota

Kabelo Matlotle
P.O. Box 228
Letlhakane

Moindia Lesetedi
P.O. Box 44
Shoshong

Metlha Blessing Mokgatle
P.O. Box 97
Shoshong

Bontle Thako
P.O. Box 3474
Serowe

Shathani Chajapo
P.O. Box 32
Sebina

Fibion Mphinyane
P.O. Box 42
Ramokgwebana

Tsabatho Raditloko
P.O. Box 749
Molepolole

Mosekiemang Gaogane
P.O. Box 8
Mosu

France Chiepe
P.O. Box 10253
Palapye

Baakile Selelo
P.O. Box 601444
Gaborone

Taetso Justice Moshe
P.O. Box 72
Tutume

Keneilwe Letshotelo
P.O. Box 402395
Gaborone

MADUO A DITLHOPHO

Rre Emmanuel Kgaboetsile o ne a fenywa ditlhopho fa Rre Petrous Montshioa o tla nna mothusi wa gagwe - re akgola batlhokomedi ba ba sa re bo re ba amogela mo bookameding.

DIPOTSO

1. Ke mang motlhokomedi o mosha wa dimmaene tsa Orapa, Letlhakane, Damtshaa le Morupule?
2. Lenaneo le ka ntsha selekanyo sa madi bo kae go duelela phitlho?
3. Go na makalana a le kae a maphata a ba ba tsayang madi a penshene?

DIATERESE

The Principal Officer, Debswana Pension Fund, Ground Floor Visible Edge (BP Building)
The Mall P/Bag 00512 Gaborone, Botswana

MEGALA

Tel: 361 4236/4267/4318/4366

Fax: 393 6239

Toll-free (landline): 0 800 600 681

Email: bokamoso@debswana.bw

NAKO E MALOKO A THUSIWANG KA YONE

Mosupologo - Labotlhana

0800hrs - 1645hrs (le ka dijo tsa motshagare)

Tebelapele Ya Rona

Ga nna letlole la dipenshene la mmamoratwa la maemo a ntsha mo sechabeng sa Botswana ka kakaretso

Maitlamo A Rona

Re itlamo go fa maloko thuso ya maemo a a kwa go dimo, le go thomamisa bokamoso jwa letlole ka ditsela tse di latelang;

- Botswerere mo tlhokomelong ya madi a maloko
- Bothakga mo tirong le tsamaiso ya letlole
- Go ruta le go buisana le maloko ka nako tsothe

Setho sa rona - re batla go itsegela koo:

1. Boitseanape le Boeteledipele
2. Boikanyego le Tshiamo
3. Botho
4. Tlotlo mo malokong
5. Botswerere mo tirong

Batho ba maina a latelang ba kopiwa go ikopanya le ofisi ya Letlole la dituelo tsa dipenshene tsa Debswana mabapi le dituelo tsa bone

120103	PS	SEROJANE	DTC-B
794		Keitumetse	MORUPULE
735		Letoane	MORUPULE
14460	K	Lenkothwane	ORAPA
17056	G	Baitirile	ORAPA
15260	O	Tangane	ORAPA
1105446	S	Lesiapeto	ORAPA
1106241	B	Matsapa	ORAPA
15211	O	NTSHWARANG	ORAPA
16128	G	Khumomatlhare	ORAPA
1106103	KL	Moeng	ORAPA
1106929	RD	Emmanuel	ORAPA
15297	JM	Ditsele	ORAPA
1105683	T	Toto	ORAPA
15232	M	KETLHAOTSWE	ORAPA
15574	EJ	Leselwa	ORAPA
14997	T	Simankalele	JWANENG
6911	PC	Modise	JWANENG
6712	S	Rankgaba	JWANENG
4822	MS	Sekate	JWANENG
1105852	M	Seoke	JWANENG
7584	SS	Hirschifeld	JWANENG
6911	OJ	Ndzimu	JWANENG
5384	A	Malaolo	JWANENG
7222	O	Kedisang	JWANENG
5828	O	Obeilwe	JWANENG
76678	N	Pule	DTC-B
1107779	TC	MAANO	PEO
1106256	RB	SEANE	H/O
379093	R	KOLOBE	H/O
380040	T	LEBOGANG	H/O
1105959	B	KAMOGELO	H/O
176		Gabothokwe	MORUPULE
8473	O	Lesipeto	ORAPA
12341	LC	Ramarotse	ORAPA
15800	K	Gwapela	ORAPA
1106073	N	Kgoboki	ORAPA
1107007	T	Bakae	ORAPA
7881	Z	Anarea	ORAPA
6877	GA	Oageng	ORAPA
9723	G	Mosheti	ORAPA
7165	B	Tsuololo	ORAPA
9166	FL	Thobo	ORAPA
9591	O	Ntswapong	ORAPA
10107	M	Olebile	ORAPA
10422	MB	Mopalo	ORAPA
10475	I	Ndubiwa	ORAPA
12816	CG	Mogorosi	ORAPA
13250	G	Monapi	ORAPA
15231	D	Mosona	ORAPA
1020940	O	Moepeng	ORAPA
15789	PT	Mokgoro	ORAPA
4340	O	Gaboiphiwe	ORAPA
16222	T	Inambao	ORAPA
5338	K	Sefako	ORAPA
7943	M	Sigwele	ORAPA
12339	K	Ramagapu	ORAPA
16305	A	Gaboitsiwe	ORAPA
17294	TM	Modimowetsho	ORAPA
1105393	L	Ntalagwe	ORAPA
1105407	G	Nawe	ORAPA
308005	FS	Gaolekane	ORAPA
1106675	M	Maretela	ORAPA
644	GM	Mothomai	ORAPA
6511	M	Kekgathetse	JWANENG
1065144	M	Abeeng	JWANENG
7276	M	Afa	JWANENG
5915	R	Gaatsalelwe	JWANENG
1065390	CT	Gopane	JWANENG
3498	TD	Kebuang	JWANENG
5353	K	Masaka	JWANENG
1065447	B	Seane	JWANENG
6947	G	Tefiso	JWANENG
5214	CL	Sethebe	JWANENG

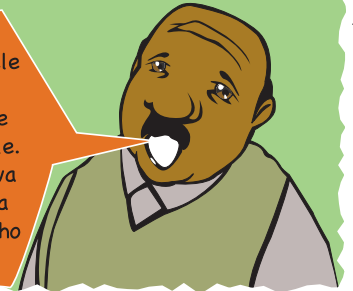
ISAGO & LETLOLE

Dituelo le dikatso tsa diphitlho - (puisano fa gare ga maloko a DPF ebong. Isago le Letlole ba ba setseng ba amogela madi penshene.



Isago: Dumela Letlole, a o utlwile gore lekalana la ba ba tlogelang tiro ka ntata ya bogodi la Debswana le simolodisitse lenaneo le le itebagantseng le go fa dithuso ba malwapa le masika a maloko sa tswang go tlhokafala ka mabaka a fa ba malwapa ba retelwa ke go duelela phitlho ka botlalo kana batlhaelwa ke madi a dituelo tsa phitlho.

Letlole: Nnyaya, ga ke ise ke utlwalele ka ga lenaneo leo, fa e le gore ke boammaruri lenaneo le le utwala e le sengwe se se botlhokwa sa tswelolepele. Jaanong ke tlhokana le eng go ka fiwa madi ka lenaneo le, gape a ke ka fiwa madi a lone lenaneo go a dirisetsa diphitlho tsa masika a mangwe ame?



Isago: Baduedi ba boloko jwa letlole botlhe ba na le tshwanelo le tshono mo lenaneong le; mme le fa go ntse jalo go tswa gape mo go reng a go na le madi a a fa thoko a ka dirisediwang leloko le le tlhokafetseng. Mo godimo ga moo, lenaneo le le lebagane fela baduedi ba boloko. Gape itse gore ba ba setseng ba amogela madi e penshene le maloko ba ba tlhophileng tse di latelang ga ba na tshono ya go duelwa ke lenaneo le:

- Botshelo fela
- Maloko kana batho ba ba amogelang madi a penshene - (Members/pensioners who have exceeded 5 years or 10 years of their options??)
- Ba ba tlhakanetseng boloko jwa botshelo



Letlole: Go siame, ke a bona. Se se botlhokwa go itsewe, ka gore ke tla a lotlegela ba lelwapa lame gore ere ga ke ka tlhokafala ba ikopanye le ofisi ya letlole la ba di penshene. A go na le tlhwatlhwa e e kwa godimo e e beilweng ya go tsaya karolo mo lenaneong le kana go tswa fela mo go reng ke eletsa phitlho e ntseng jang?



Isago: Go na le dithwathwa e e kwa godimo e e beilweng ya masome a mabedi mo lekgolong kana dikete tsa dipula di le masome a mabedi, se se tla tswa mo reng letlole botona bo kae.

Tse di fa tlase ke ditsamaiso le gore o tlhokana le eng go ikopela madi a dithuso tsa phitlho:

- Mokwalo go tswa mo lelapeng o dirilwe ke monna kana mosadi kana mongwe wa losika yo o ka go supelang
- Kitsiso ya loso kana setlankana sa tshupo ya loso.
- Sekano kana mokwalo yo o ka fa molaong o supa maina a botlhe ba lelapa le masika o na le monwana wa modirela- puso yo o okametseng kgaolo ka bophara.

Letlole le ka itse go rebola madi a phitlho fa mokwalo otlhe o sena go dirwa ka fa mokgweng e bilwe o dumeletswa.