



BOKAMOSO

DEBSWANA PENSION FUND NEWSLETTER
ISSUE 38 SEPTEMBER 2011



native • Impressions

OUR PENSIONERS OUR PRIDE

THE NEW KID ON THE BLOCK: Mr Baliki Bakgobokanye

MAUN PENSIONERS ASSOCIATION: THE NEWBORN BRANCH

YOUR RETIREMENT PLAN- Are You Too Young To Be Bothered About It?





Israel Kgosidiile

You will agree with me that there are two types of newsletters, those that get read, and those that get tossed! BOKAMOSO is one of those that members patiently wait for; every quarter in and out and when they get it they read it from beginning to the end. Some readers even feel that the 4 months interval is just too long to wait before catching a glimpse of the next publication, with its ever exciting news.

Guess why?

At all times we endeavour to ensure that the contents of our publication are presented in clear and simple Setswana and English languages, our articles are designed to reflect on everyday lives our members in the most educative manner; we try to keep the articles interesting and informative. To capture the attention of our readers and stakeholders, and retain their continued interest. We continue this tradition with our cover page story in this publication which gives you an insightful look into the lives of our DPF pensioners' as they tell their stories in their own words.

Debswana Pension Fund prides itself as a competitive and sustainable retirement fund with a strong focus on effective member education, and for this credit goes to the Fund Management Board of Trustees, Fund Staff, Stakeholders

and general membership for their commitment towards the growth of the Fund. This year the Trustees have declared a 4% increment on pensioner salaries despite the Fund's modest performance in 2010 and we trust that the Pensioners will appreciate the gesture.

In the latter part of the second quarter 2011 we embarked on a tour to all Pensioners Associations' branches across the country. The tour was a combination of member education sessions, Operational and Financial update as well gathering progress reports from the various Pensioners Association branches. Read more about it on page 6.

Lastly I also wish to remind you that the Fund has relocated to new offices located at plot 50361, Block D, Carlton House, Fairgrounds.

For comments and questions please contact: bokamoso@dpf.co.bw or ikgosidiile@dpf.co.bw

BOARD MOVEMENTS

The Debswana Pension Fund Board of Trustees has made some changes to its composition in the following areas;

1. Main Board

Following the resignation of **Mr Calistas Chijoro**¹ from the Debswana Diamond company, the DPF held elections for his replacement on the main board. Chijoro was a member elected Trustee for the Gaborone constituency. Consequent to Chijoro's resignation, his alternate Enoch Shabane has also stepped down and his replacement will be announced at the same time with Chijoro's.

The names of the newly elected Trustees are currently undergoing vetting process with the regulators and will be announced to the membership as soon as the regulatory approval has been received.

Also in the main Board, **Mr Ezekiel Moumakwa**² announced his resignation from the Board of Trustees as an alternate to company appointed Trustee Nchidzi Mmolawa. Mr Moumakwa was also the Chairperson of the Audit and Finance Committee. The Fund is currently seeking his replacement and will advise members in due course.

2. Investment Committee

In 2010 the Board of Trustees passed a resolution to recruit and appoint Independent Trustees as an when found necessary to augment the skills required to execute its mandate. The Investment committee was identified as

an important organ in the Board of Trustees that required additional competencies. As a results, **Ms Wanjiru Kirima**³ was appointed to sit on the Investment committee as an independent Trustee. In the second quarter of 2011 Ms. Kirima was elected as Chairperson of the DPF Investment Committee.

3. Audit and Finance Committee

Following from the resignation of Mr Ezekiel Moumakwa, the Audit and Finance Committee has elected **Mrs Vuyisile Garekwe**⁴, who is also an alternate Trustee to Richard Moroka, as their new Chairperson Kennedy Ndiane, who has since been seconded by Debswana, has also stepped down from his seat as an additional member.

4. Human Resources Committee

After the resignation of **Mr Enoch Shabane**⁵ from the Board, the DPF Board of Trustees further appointed **Mr Tom Mongale**⁶, an HR Manager at the Debswana Diamond Company, to sit on the DPF Human Resources Committee in his replacement. Mr Mongale was further elected by the committee as it new Chairperson.

5. Pension Benefits Review Committee

The Board of Trustees has also appointed **Mr Stephen Seitshiro**⁷ to the Pension Benefits Review Committee. Mr. Seitshiro is also a member of the DPF Tender Review Committee.



PENSIONER SALARY INCREMENT

Although the year 2010 yielded a positive investment return, due to rising inflation and sluggish market performance, the yield was marginal compared to previous periods. The Fund grew by 7.4%, at par with a 7.4 % inflation rate. The Board determines pensioner salary increments on an annual basis guided by the level of growth/decline in Funding levels (i.e.: ability of the Fund to meet its future pensioner liabilities). As a result, the Board has approved a modest **4% salary increase** to DPF pensioners with effect from 1st July 2011.

THE NEW KID ON THE BLOCK:

Mr Baliki Bakgobokanye



Baliki Bakgobokanye is the latest addition to the DPF team. Baliki will be working as the Administrations Officer Services in the Operations Department. He is entrusted with providing customer services for members, visiting or through calls and other contact as well as contribute to the overall duties of the department. We took some time to find out more about him in the following interview.

Please Tell Us More About Yourself.

I was born in Tsau 26 years ago. I finished my Cambridge at Maun Senior Secondary School in 2003 and was admitted at the University of Botswana the following year pursuing Bachelor's degree in Business Administration majoring in Human Resource Management. I obtained my degree in May 2008 and was recruited by the Department of Government Printing and Publishing Services in June 2008 as an Administration officer.

I performed wide array of human resource functions including recruitment, processing of terminal and retirement benefits, assisting in the interpretations and implementation of the Public Service Act, Regulations and General Orders. I was also in the Quality Management Systems tasked with monitoring quality assurance products and drawing of processes related to analysis of job profile so as to improve performance.

Where Did You Begin Your Career And What Are Your Achievements So Far?

I chose my career when I was at senior school. One of my options was Business Studies, thanks to my teacher Mrs Agra who made me who I am now. She made me believe that career wise business studies can mould someone to greater heights and I am still pursuing that. I believe that I am still on the right path. Finishing my degree in 2008 is one of my achievements and I am looking forward to do my Masters in 2012. Actually I would have been happier if I had started them this year but due to other commitments I sacrificed them.

What Are Your Daily Duties/Challenges And How Do You Overcome Them?

My current job as Administration Officer in DPF entails among other things; attending to member queries, capturing member records and proper record keeping, educates members on pension fund products, providing counselling to retirees and giving advice on pension products and extracts and provide member information such as quotations and fund credits. My job mainly is to interact with clients and the challenge is that human beings are different in many ways, the way they behave and react to certain issues is different from one person to another but at the end of the day I have to please all of them no matter how difficult that person might be at that moment.

Most painfully my job depends on other people and this on its own makes things difficult as someone there might not understand the needs of a certain customer compared to me, and to help that client it must be done by that person I depend on. It is different if I directly assist the client than asking another person to do the job. I have learnt to be flexible and to treat people differently due to their difference in nature. This has worked well with me as I accommodate all or most of them depending on the current situation.

Why Did You Choose Debswana Pension Fund?

As a business minded person who believes in utilization of resources and profit maximization I felt that I needed a new environment especially in a private sector. Fortunately for me I was welcomed by Debswana Pension Fund and I believe that through our team effort and different backgrounds, we will take DPF somewhere very far.

Are There Areas You Feel Should Be Improved And How?

I cannot specifically point at a certain area but what I can say is that the period I have been here now, I think our processes are not clear and well documented. I believe with

THE NEW KID ON THE BLOCK:

Mr Baliki Bakgobokanye *(continued)*

the team I found in DPF we will achieve our mission through our dedication to work. I would like to see DPF being certified for ISO 9000 as this will not only show our efficiency but the commitment to serving our customers to their best interest. Quality Management System is very important in any organisation either profit or non-profit and most importantly in this volatile environment ISO certification is one of the tools used to improve quality. ISO certification will partly address the situation above.

What Drives You?

I have my own signature which drives me every day to accomplish my dream. That signature is to "Improve where I am and make a difference". It is a mark which I have to be remembered with in my absence.

What do you look forward to now? Life after DPF?

Strong team work is what I am looking forward to, so that we can achieve our goal as DPF employees. As of now I have not yet figured out life after DPF. I believe I have a long way to go with DPF and as such it is still very early for me to think about life after DPF as of now.



OUR PENSIONERS, OUR PRIDE

▪By Israel Kgosidiile

The month of July is the busiest in the Fund Communications Department as it marks the regular annual visit to our valued member pensioners. On the 4th July I kicked off a member education tour of all 14 pensioner branches countrywide and even went as far as Maun where the 15th branch was commissioned members in the area immediately joined the association bandwagon.

When the first Pensioner Association meeting adjourned on the 4th July in Khakhea I realized that the work had just begun the excitement and drive to prepare for the next meeting the following morning mounted. Pensioners responded to the invitations fairly well attending in high numbers and eager to acquaint themselves with the latest developments from the Fund first hand. They brought to the meeting queries, some which were resolved immediately, some referred.

Halfway into the scheduled meeting I had already gotten a clue of our Members common challenges and expectations. Nonetheless they told me how grateful they are to be members of DPF and Badiri Ba Meepo Pensioners Association. Some told me they were sceptical about the formation of the association and its objectives, but their thoughts were changed by the presentation they received about the Association and were encouraged to see the stride already other members have made.

By the time the tour came to an end it was clear that I had touched and won many hearts of our pensioners during the tour. They praised the Debswana Pension Fund for thorough, transparent and thoughtful processes. Firstly the good news that I delivered to the members that the fund has once again yielded positive returns and as a results their salaries have been hiked by 4% effective 01 July 2011. Members also embraced the news that the fund has new changes to the common COE form, that instead of submitting the form 31st March every year, it will now be due on each member's anniversary. Lastly the formation of a branch in Maun was viewed by its members as a befitting and a demonstration that we are committed to excellence and reaching out to them.

DPF Pensioners constitute former employees of Debswana Diamond Company, and its subsidiaries, Morupule Colliery and De beers Prospecting and Diamond Trading Company and Anglo Coal. The members' stories and experience are larger than life. Some among them joined Debswana in the 80s and 90s, and are proud of their up to 3 decades of service to the company. According to them their

contribution to the economy of the country is second to none.

Some of our pensioners even equate their contributions to the economy of Botswana to that of the three dikgosi who went to ask for protection from Britain supporting their case with figures, that mining industry grew GDP from 25% to about 38% in the 90s.

"We are happy to see the country developed today because we carried out prospecting on foot and with little technology and dug the deepest and richest diamond mines," said Mr Amos Sakaria from Rakops village.

My up close and personal interaction with pensioners was just what anyone might have hoped for; I realized how deep rooted and patriotic pensioners are in their villages and communities they live in.

The contributions and impact that Pensioners make in the lives of those they live with, and the communities individually and collectively through the Pensioner Associations does not need any explanation, in fact is a true testimony that they are a special group of pensioners. Pensioners said that BBMPA is a platform they use to advance programmes targeting community development in their villages and localities such as volunteerism, crime-prevention and home based care services for patients who are too ill to stay in the hospitals.

These members vowed to contribute in various fields using their work experience from the mines and will power some of which they are already involved in their Village Development Committee plans, community based care, crime prevention and poverty alleviation farming and thereby supporting the national vision 2016.

Amongst those luminaries who continue to serve even in their pension ages is Gaborone Mayor Veronica Lesole. Who is a true symbol for women empowerment, more importantly for continuing to remain active after retirement and contributing positively to her community. Ms. Lesole is a proudly member of the fund since her early days as an employee of Debswana. She explains to **BOKAMOSO** how she broke barriers to become the city Mayor:

Our Pensioners, Our Pride *(continued)*

BREAKING BARRIERS - Veronica Unami Lesole

Veronica Unami Lesole is proudly a member of Debswana Pension Fund and Gaborone City's third female Mayor. She talks to BOKAMOSO about her life in retirement.



PROFILE:

- *Full name:* Veronica Unami Lesole
- *Date of birth:* February 25th 1953
- *Home village:* Palapye
- *Family:* A daughter, elder sister and younger brother
- *Favorite dish:* Dikgobe and Seswaa
- *Inspiration:* The will to succeed

Editor: Ms. Lesole you were the City's third female mayor, how do you feel about this achievement?

I feel good and honoured that I represented women of this beloved country and hold in high esteem the two women predecessors, Mrs Dambe and Mrs. Mannathoko

Editor: What inspired you as a woman to contest the position of city mayoress and how did you break the barriers in the predominantly male field?

It was very easy because as a party we had caucused and

agreed that I take the position, and since we outnumbered the other guys everything went according to plan.

Editor: Debswana Pension Fund is proud of you as our member; your achievements and unparalleled service to the country! Are you proud to be a member of the Fund?

I am very proud to be a member of the fund because it keeps me going, and also encourages us to be more active and productive in our daily lives.

Editor: What inspiration message do you have to other fellow members of the Fund/ readers especially women who cannot do what they wish because they are women?

We should believe in ourselves and persevere, connect with people and adopt a positive attitude.

Editor: What do you think about the Pensioners Association, what do you reckon the Associations must do more to assist Pensioners, and their beneficiaries in their respective villages?

I believe in being visible and the Associations should be visible, conduct workshops to give encouragement and advice to pensioners on quality of life. The associations should raise funds to assist those in need and come up with viable projects to uplift themselves.

Editor: What message do you have for other women out there who look up to you as a role model and a beacon of hope for women empowerment?

Have a positive attitude and persevere in whatever you do, life is full of challenges and if you have a positive attitude you will always conquer. A positive attitude is the key tool for upward mobility.

Editor: Are there any specific areas where you think Debswana Pension Fund should improve or concentrate more on for the betterment of our members welfare and education?

I believe Debswana Pension Fund could revive all Associations and educate them on the fund and encourage them to be active and give them guidance on issues of investment and viable projects they could engage on.

MR EDWARD (JACK 47) MOITEELA MOGANANA

Another "proudly" DPF Pensioner who has dedicated his entire post career life to helping other people and the development of his community is non-other than the chairman of the Pensioners Association BBMPA Mahalapye Branch – Edward Jack 47 Moganana.

A second child in a family of six, Edward was born on the 24th June 1950 in the small village of Taupye about 25km east of Mahalapye Edward jack 47 mosinmane yo mosesane' as his friend call him, like all village boys he grew up playing with other boys and herding the family cattle.

Our Pensioners, Our Pride *(continued)*

Moganana began his career with Debswana in 1975 at Orapa mine as an operator; thanks to some experience he had in the mining industry, having previously worked part time at BCL mine in Selibe Phikwe in the early 70s. Moganana attests to seeing Debswana Orapa mine grow from strength to strength for the 25 years that he worked for the company. However a turning point in his career life was in 2002 when he retired after the death of his supportive wife Mmagwe Mary.

Since his retirement Moganana has been involved in various social and community development initiatives. He was once the chairman of Mahalapye Farmers Committee. He is the Deputy Chairperson of PTA and also involved in a lot of fund raising activities for vulnerable children and people living with poverty and disability in his area. Public holidays and Independence Day celebration are some of the busiest days in the calendar in terms of raising funds and making donations.

At the height of his post career life Moganana was elected a ward councillor for his area during the 2004 general elections. He held the seat for 5 years. During his tenure he contributed immensely in the various sub committees that he sat in including the Education, Health, Social Service as well as deputy chairman of the trading and licensing committee.

I was very proud once again to be contributing towards betterment of my area and I fully applied career skills such as the balanced score card, strategic objectives and risk analysis to execute duties."

Today Moganana is 61 years old and still soldering on. He is the founding Chairman for Mahalapye Branch –Badiri ba Meepo Pensioners Association, he maintains that the Association could not have come at a better time than now. "I sincerely believe that the association will close the gap, bringing together the old men and women member with a common goal and interest as well as grow the visibility of Debswana Pension fund in communities."

When quizzed to further outline his action plan as the chairperson and the committee of over 100 member pensioners that is what he said. Mahalapye branch has a packed and busy schedule in 2011.

Firstly they want to expand association's the membership base by taking it to the members the association to all pensioners and people of the Mahalapye region through a more supportive and visible approach that complements the village developments which include active involvement in agriculture sector, Crime Prevention, Safety, and security awareness, road shows, workshops kgotla meetings seminars and conferences and consultation meetings.

Once the branch is fully established they desire to carry out a corporate social investment initiatives geared towards the national Vision 2016 and demonstrate unmatched the commitment to serve. He argued that the vast experience pool in the association will be used to the maximum.

The branch has successfully applied for a plot from the Land Board Authority and are awaiting allocation, once allocate a branch association office will be commissioned, and a larger contributions of the resources for the project will come from the members themselves acquired from donations and fund raising activities he said.

In his conclusion Moganana called on corporate entities in Botswana to support the association in any way possible. He appealed for a gymnasium facilities that will be specifically designed for the elderly in Mahalapye to engage in fitness and healthy exercise which is crucial for people in their old age days.

He also appealed to Debswana Diamond Company to always recognize the pensioners legendary contribution and recognition to the company at all times and want to be honoured for their contributions.

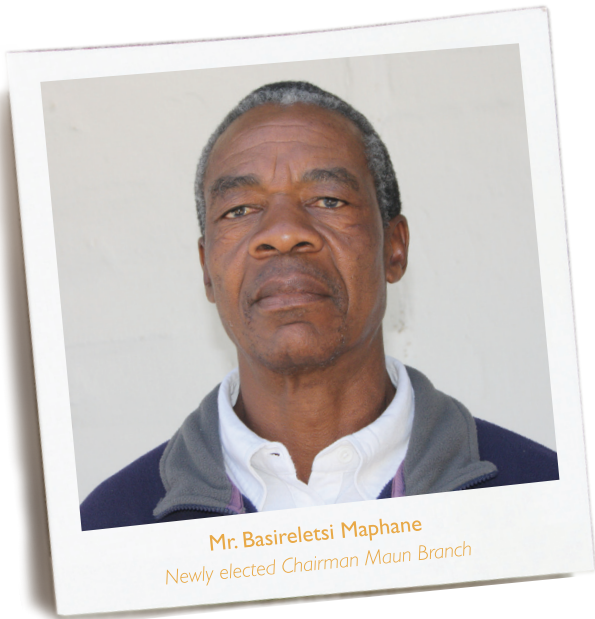
"I sincerely believe that the association will close the gap."

Mr Edward (Jack 47) Moiteela Moganana



Mr Edward (Jack 47) Moganana

MAUN PENSIONERS ASSOCIATION: THE NEWBORN BRANCH



Just like in other villages my experience in Maun fondly known as 'kwa motsing' was awesome. While in Maun I met some of the Fund's almost forgotten warriors, by distance they are the furthest from Gaborone and this distance has in the past been a great barrier between them and the Fund services, one of them being support for the formation of their association.

The decision to form a branch in Maun was coined at a Pensioner Association meeting held in July 2010 at Mopipi Kgotla when a certain member pensioner Ms. Boitumelo Moduwa stood up during a full Kgotla and announced that she had commuted from Maun to Mopipi earlier that morning to attend the meeting because Maun did not have a branch at the time.

Ms. Moduwa decried that Maun was a forgotten village by virtue of the distance. The Fund assured her that the criteria for formation of the Association has mainly been based on size of concentration of memberships across the geographical spread of the country, and that is the Maun area pensioners were willing to organize themselves to a sizeable number, the Fund would provide the necessary support to see the formation of the Branch there. Ms Moduwa's efforts were successful and early this year the Fund travelled to Maun to brief the pensioners residing there. The 500 kilometers trip took 5 hours, having left city of Francistown in the afternoon around 2:30pm.

The following morning was straight to business as pensioners started pouring in good numbers, one after

the other to Riley's hotel, which is located just by the banks of the ever majestic Thamalakane River. Some pensioners came from as far as Gweta and Motopi and others from villages in North West to come and witness this historic moment. I still remember a certain Ms. Garebatho who came to the meeting in crutches, and when I asked how she managed to come all the way in that state, she told me that the meeting was very important to her and she was determined to give it her all to attend.

Maun will be put on the map through the Association

The meeting followed more casual proceedings that began with introductions before a presentation on the objectives of the meeting. It was reassuring to notice that the pensioners in attendance were very active and vibrant in the discussions hence the debates were very positive. By midday we were almost done with formal proceeding and went through the constitution of the Association and, the elections of the committee members.

From the elections Mr. Baireletsi Maphane was unanimously elected the first ever chairman of Maun BBMPA branch. Maphane who has worked for Orapa mine for over 23 years promised the members to put Maun on the map through the Association and ensure that it contributes positively to the north west community.

The Fund will conduct another tour of the Pensioner Associations in the latter part of 2011.



MEMBER EXIT MODES AND BENEFITS

Currently, the Debswana Pension Fund covers exclusively employees of Debswana and the related diamond companies. The DPF Board of Trustees however, in conjunction with the founding employer Debswana, has the mandate to decide from time to time who to accept onto the DPF member companies.

Eligible members include employees of the enrolled companies who are either on employment contracts longer than one year, or are permanently employed. It remains the discretion of the employer whether to enrol the employee onto the pension during or after probation.

For the purpose of disbursement of their pension fund credits in the event of their death, members are required to nominate beneficiaries at the time of enrolment and thereafter update them regularly, preferably on an annual basis, or whenever there is a change in status, such as marriage, divorce or death of a beneficiary.

The following are the various exit modes that one may use in the Fund when leaving employment;

Resignation From Employment:

Where the accumulated fund credit falls above the minimum, members resigning from employment have the option to withdraw a taxable **25%** lump sum from their pension fund credits or less. This is however not compulsory. The remaining balance is deferred until retirement and will continue to earn returns on investment.

Retrenchments And Voluntary Separation:

Where the accumulated fund credit falls above the minimum, members facing voluntary separation or retrenchment have the option to withdraw from their pension fund credits a taxable **33.33%** lump sum (one third of which is exempt from tax). Again, withdrawal is not compulsory and members may defer the whole amount or balance remaining until retirement.

Re-deployment/ Transfers:

There is no benefit withdrawal for re-deployments and transfers unless there is actual termination of employment. Members will continue their contributions under their new positions without any interruptions to their fund credits.

Normal Retirement:

Early retirement begins at 50 years of age and normal retirement should not be later than 60 years, however, the Fund is guided by the employment policies of the

respective employers registered under the fund, and may from time to time review this requirement following any changes initiated by the employer. A tax free 33.33% lump sum encasement option (or less) is allowed on their accumulated fund credits, with the remaining balance paid as a pension salary for life, and calculated according to their choice of retirement options (refer to part 4).

Ill-health Retirement:

Members who are medically boarded from their employment may retire on grounds of ill-health irrespective of their age. The terms of normal retirement will thereafter apply. Again the Fund is guided by the employer and therefore the decision for medical boarding will be accepted in faith by the Fund. There is currently also no legislation against re-entry into active employment post recovery hence members will continue to enjoy their pension without any limitations.



YOUR RETIREMENT PLAN

Are You Too Young To Be Bothered About It?



Youth has its perks—there's no need to worry about wrinkles, you don't have too many responsibilities and getting home in the wee hours after a massive party with only three hours to get ready for work doesn't hit you that hard. Sadly, as invincible as you may think you are, your youth isn't forever. One day things will change — your hairline could

start receding, your bones won't stop creaking and gravity will take its toll on some things.

In no time retirement will be knocking on your door; hence the need to start putting some money aside now while you are still young and fresh. The sooner you start the better. Because if you start later, you will definitely have to contribute much larger amounts and possibly end up with a much smaller pay out.

So how much should you be saving towards your retirement?

This is kinda tricky, but the guideline is that if you wanna get monthly pay outs that are equal to what you are earning now in your retirement, then you should contribute at least 16% of what you earn every single month before deductions. But make sure when there are increases in the inflation rate, you adjust the percentage accordingly. Also take into consideration the expenses that you will have at that age of retirement as you go along in order to make sure that you are financially afloat in your old age.

What is the difference between an RA (retirement annuity), pension and provident funds?

An RA is a type of pension fund contributed to by you. Whilst with pension and provident funds, your employer takes them out on your behalf and you both contribute towards them. An RA is usually flexible and allows you to choose how much you would like to pay and how often. Your contribution can even be a lump sum. Contributions are invested by trustees in equity, property and money markets.

The cool thing about an RA is that you will only get your pay out when you retire, which is between the ages of 50 and 60, or if it happens that you become disabled. So no

matter how tempted you will get, your money will be on serious lock down. Should you die, the payout will be made to your beneficiary. With an RA, only a third of your pay out can be made out in cash. The rest is transferred to your pension fund. You can also opt to include life and disability covers in your RA benefits at an extra fee of course.

A provident fund is also an alternative to a pension fund. The contributions made by your employer are tax deductible up to a certain amount, whilst your contributions aren't. Upon retirement, you will receive the full pay out which is subject to tax.

With a pension fund, Upon retirement, your cash payout is limited to only a third of the total with rest being used to purchase either an annuity or a pension fund for the remainder of your life.

Planning for your retirement is not too complicated if you do it with a reputable, experienced financial planner. Also make sure that the company you choose to invest your retirement savings with is legit and approved by the Regulator.

Young people must start saving for retirement.

The most important investment is investing in you.

It's important to start saving for retirement from an early age, in most instances young people often ignore saving for retirement because they don't see it as priority. Most people can remember the excitement of their first pay cheque.

Landing the first job opens a new horizon for young people, and while essential expenses such as repaying a study loan, transport and food costs are unavoidable, new spending patterns emerge. "It is easy to get excited at the prospect of what to buy if one has some extra cash left over. The temptations are boundless, including new clothes, the latest techno gadget or a new set of wheels. Newly employed young people seldom consider saving for retirement because the thought of needing to provide for old age is quite boring, and seems too far into the future to worry about.

But it's important to plan and the sooner the better.

YOUR RETIREMENT PLAN

Are You Too Young To Be Bothered About It? (continued)

Lesson 1:

If You Have It Now, Don't Spend It (All)!

You may think:

"Surely I have a lot of time before retirement to start saving?"

The short answer is - *The Sooner You Do, The Better.*

The reason for this is the impact of compound interest over time. The effect of compound interest is that the interest earned on your savings earns further interest in future years.

This compounding effect increases with time. As an example, say that if you started saving now you could secure a potential retirement income of P10,000 per month.

However, if you start in 10 years time you would only secure P6,000 per month. To appreciate this, just imagine taking a 40% cut in your current salary!

Perhaps you decide that starting to save is a good idea. How much is enough? Of course, the answer depends on the amount of cash you have left over at the end of the month.

The rule is simple: *The More You Save The Better Off You Will Be.*

source: IRF Bulletin



DPF HOSTS NORTHSIDE PRIMARY SCHOOL STANDARD 4 PUPILS ON LEARNING MISSION ABOUT FUND GOVERNANCE

The Debswana Pension Fund recently welcomed a request by the Northside Primary Standard 4 Pupils teachers in July to visit the Fund as part of a learning project. For an entire morning the Fund offices were abuzz with youth as the kids filed in and out of the DPF Boardroom one after the other in three group sessions. They also toured the newly branded DPF offices with keen interest. In the boardroom sessions the DPF Staff were not short of amazement at the level of intelligence displayed by the bright and energetic young ones as they answered and asked questions confidently about the business of the pension fund, including wanting to know the DPF strategy!

Interestingly, when invited to come work for the DPF one day, they all said they wanted to run their own businesses! Well, disappointing for DPF but great hope for Botswana as we can now look forward to a country full of entrepreneurs and a better chance for us realizing that ever elusive dream for economic diversification!

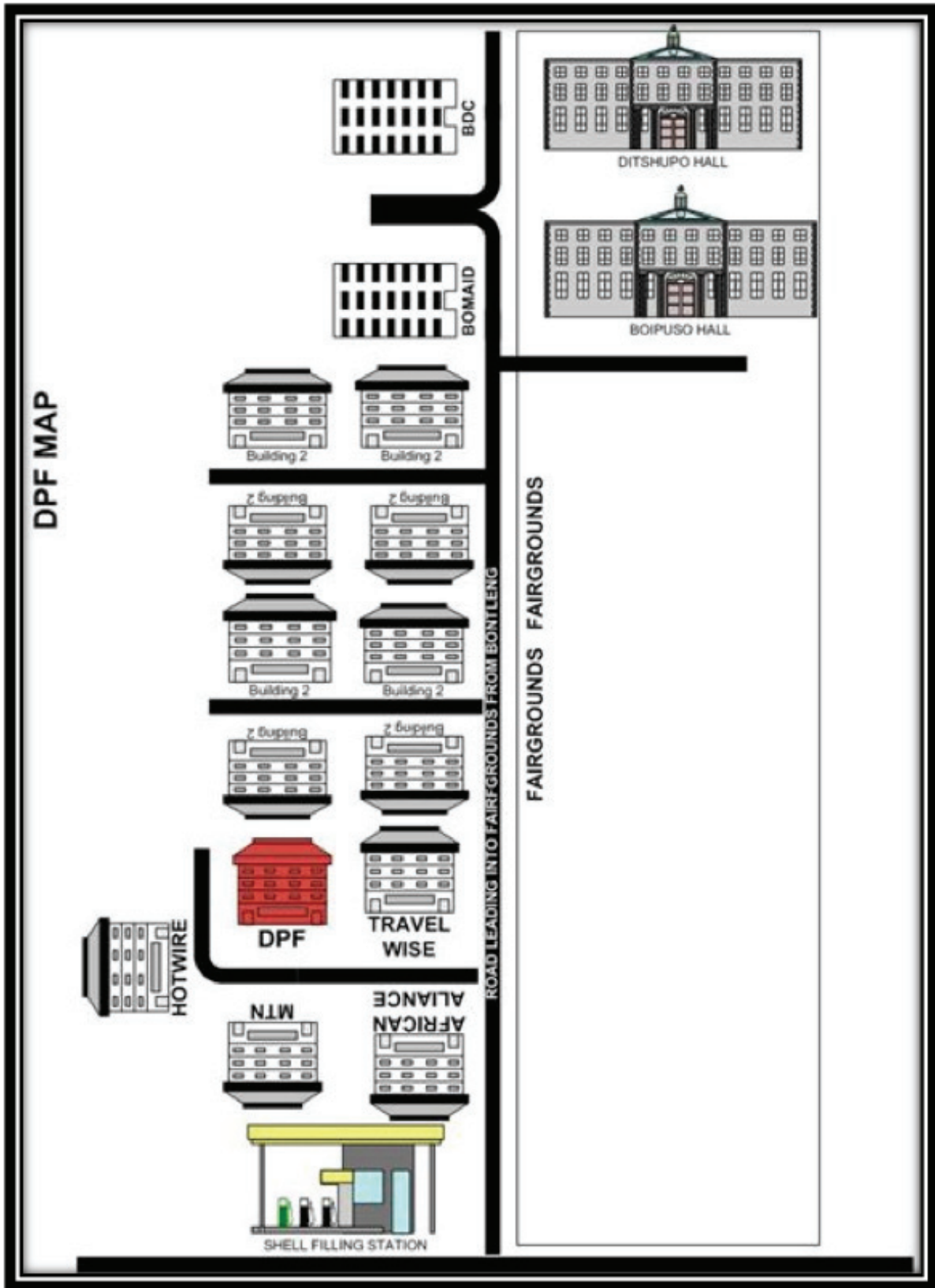
It was a fun day for us at the DPF as the Northside students provided some welcome distraction from the regular daily grind!

We hope you had a great time too kids!



DPF OFFICE RELOCATION

Follow us to our new office building now located at Plot 5036 I Block D Carlton House in Fairgrounds.



EVENTS IN PICTURES

- *Orapa Business Fair:*



- *BBMPA Meeting:*



- *Pensioner's Tour:*



EVENTS IN PICTURES *(continued)*

- Pensioner's Tour:



Bobonong Branch



Serowe Branch



Gaborone Branch



Lobatse Branch



Khakhea Branch



Rakops Branch



Mahalapye Branch



Jwaneng Branch



Tonota Branch



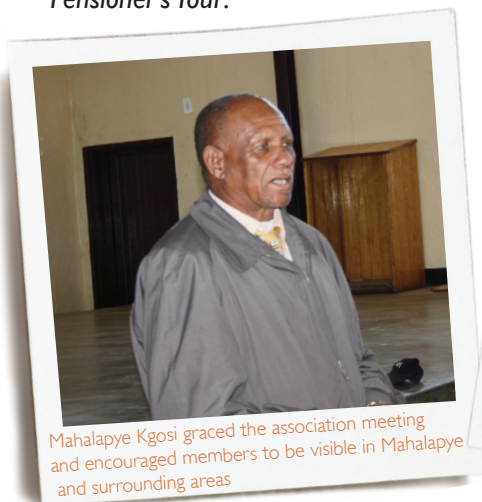
Maun Branch



Francistown Branch

EVENTS IN PICTURES *(continued)*

● Pensioner's Tour:



Mahalapye Kgosi graced the association meeting and encouraged members to be visible in Mahalapye and surrounding areas



The majestic Thamalakane River; life blood for the residents of Rakops



Metsinyana...

CONTACT YOUR NEAREST ASSOCIATION AND BECOME A MEMBER

Pensioners and deferred members are encouraged to join established Pensioner Associations around the country in order to stay in touch with other members and the Fund. It is also a good way of remaining active after retirement by participating in various social activities that the Associations come up with.

BADIRI BA MEEPO PENSIONERS ASSOCIATION COMMITTEE CHAIRPERSONS

REGION	NAMES	PORTFOLIO	CONTACTS
Mahalapye	Mr. E. Moganana	Chairperson	71600853
	Mr. G. Mpeo	Deputy	71791490
Serowe	Mr. R. Seeletso	Chairperson	74104460
	Ms. S. Makuku	Deputy	74133785
Francistown	Mr. T. Machacha	Chairperson	71681746
	Mr. N. Seisa	Deputy	72141255
Kanye	Mr. L. Motuka	Chairperson	71705411
	Mr. A. Kelatile	Deputy	71922676
Bobonong	Mr. Percy Marumo	Chairperson	71420009
	Mr. Marata	Deputy	71804375
Lobatse	Ms. M. Mogotsi	Chairperson	76354871
	Mr. T. Lekhane	Deputy	72210972
Khakhea	Mr. O. Motsemme	Chairperson	71579117
	Mr. N. Gabolekane	Deputy	73371943
Jwaneng	Mr. S. Keepetse	Chairperson	72167251
	M. Motlhabane	Deputy	72156786
Gaborone	Mr. A. Sengwaketse	Interim Chairman	73970282
	Mr. E. Lenong	Interim Deputy	72376396
Mopipi	Mr. Rhobin Ngalang	Chairman	71525499
	Mr. Justin Otimile	Deputy	71646413
Letlhakane	Mr. G. Mokopi	Chairman	72653927
	Mr. Marenga Marenga	Deputy	-
Tonota	Mr Trinity Bogatsu	Chairman	71626282
	Mr. B. Mannathoko	Deputy	72681989
Palapye	Mr. O. Modikwa	Chairman	71400023
	Mr. Shine Namane	Deputy	71747547
Maun	Mr. Basireletsi Maphane	Chairman	71602202
	Mr. T. Madikwe	Deputy	71621401
Rakops	Mr. B Manyuni	Chairman	71664308
	Mr. O. Gaboitsiwe	Deputy	71630373

If you experience any difficulty reaching any of the above associations, you may contact the Fund Communication department for further assistance at 3614264 or 3614267.

BOKAMOSO COMPETITION WINNERS

Metlha B. Mokgatle P O BOX 97 Shoshong	Patrick Meshack Talane P O box 10709 Lobatse	Sarah S. Mochoni P O Box 1765 Serowe	G. Siti P O Box 391 Shoshong
Fibion Mphinyane P O Box 42 Ramokgwebana	Looseboy M. Molaetsa P O Box 428 Kang	Moindia Lesetedi P O Box 44 Shoshong	
Dickson Batshole P O Box 294 Hukuntsi	George Katung P O Box 335 Letlhakane	M. Iketteng P O Box 566 Serowe	

GENERAL ADVICE TO MEMBERS:

- The 33.33% lump sum benefit is optional.
 - Member can cash a lesser percentage at the time of exit.
 - Member can defer the whole pension benefit at the time of exit until retirement age in order to accumulate more returns.
 - Members of the Fund are encouraged to open bank accounts to avoid inconvenience.
- Members are urged to inform the Fund of their intention to cash or defer the benefits.
- It is important for all members leaving employment to complete benefit nomination forms.

COMPETITION QUESTIONS:

- List five of the fifteen pensioner association branches.
- Name the newly formed branch and the chairman.
- Pensioner salaries were increased July 2011, please state the percentage increment.
- Who is the new face / kid on the block at Debswana Pension Fund and where does he come from?
- Which primary school was recently hosted by Debswana Pension Fund?

FUND CONTACT DETAILS:

- Plot 50361 Block D Carlton House, Fairgrounds Gaborone
- The Mall P/Bag 00512 Gaborone, Botswana

FUND OFFICES:

Tel: 361 4253 / 361 4267
Fax: 393 6239
Toll-free (landline): 0 800 600 681
Email: bokamoso@dpf.co.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

- Innovation
- Trust and Integrity
- Value Oriented
- Member focused
- Quality Focused

LETLOLE & ISAGO

Employee Voluntary Separation And Benefits



LETLOLE: Do you have any idea as to what pension benefits are due to me should I leave / exit employment on Voluntary Separation basis?

ISAGO: Yes, Members who exit employment on voluntary separation V.S are entitled to a maximum benefit of 33.33% lump sum of their total fund credit at the time of exit.



LETLOLE: Is this 33.33% pension benefit taxable and if so what is the percentage?



ISAGO: Voluntary Separation benefits are subject to a maximum tax of 25%.

However members who have reached retirement age (50 years and above) at the time of exit may opt for early retirement and their benefits are exempted from tax.



LETLOLE: Is it possible to avoid loss of revenue to tax at the time of exit?

ISAGO: Yes, The according to the Fund, members who are closer to their retirement age 50yrs are advised to defer their pension until retirement age when the benefits will be tax free.



LETLOLE: How soon will I receive the lump sum from the time of exit?

ISAGO: The process is supposed to take three months from the month of exit. Members who have opted for early retirement will be paid their pension salary in the following month after receiving the 33.33% lump sum.



LETLOLE: Is the monthly pension salary taxed once one is enrolled for pension?

ISAGO: Yes, Monthly Pension salary that is above P3000.00 will be taxed according to the tax table provided by the Commissioner of Taxes.



LETLOLE: Do I need to travel to Gaborone to collect my pension benefits?



ISAGO: No, members must provide their bank details when completing the benefit claim form so that the money is credited directly into their bank accounts.

Members without bank accounts will be issued with Cheques through registered mail.