



Bokamoso

LEKWALO LA DIKGANG LA DEBSWANA PHENSHENE

KGATISO YA BO 39



Ba lelwapa la ga Kula, le mmereki wa DPF Aletta Tsiamo (fagare) le Kgosi Maruje Masunga III, wa boraro morago ga puisano ya patlisiso ee maleba ya loso.

Ditlhotlhomiso Tsa Loso Lwa Leloko Dintlhakgagolo tse o tshwanetseng go di itse

Debswana Pension Fund fela jaaka matlole otlhe a phenshene e tlamega go dira tlhotlhomiso e e tseneletseng fa go nna le loso la leloko pele go ka nna le dituelo dipe fela kwa go ba lelwapa lwa moswi. E re le fa gongwe maloko a a tle a leke go tlogela maina otlhe a bajaboswa ba bone le ba masika, tlhotlhomiso e e ntse e nna teng go rurifatsa seo. Gangwe le gape re ruta maloko ka ditsamaiso le tsotlhe tse di tlhokwang kwa letloleng go itsa tiego mo go dueleng ba losika segolo bogolo mo diemong tse di tshwanang le tsa loso lwa leloko.

Dintlha tse di latelang ke dingwe tsa mabaka a mantsi a a tleng a dire gore letlole le dire tlhotlhomiso e e tseneletseng:

1. Fa go sena mokwalo wa bajaboswa o o tlhomameng go ka dirisiwa kgotsa o sa supagale o kwadilwe bosheng ke leloko.
2. Fa se se kwadilweng mo fomong e e tlatswang ke ka nako ya loso bajaboswa se farologana le

mokwalo o leloko le o kwadileng wa bajaboswa ba a ba ithlophetseng.

3. Kgotsa fa e leng gore gona le bangwe bajaboswa ba ba sa kwalwang mo fomong ya bajaboswa mme ba ikopantse le letlole go tsaya karolo ya bone.
4. Fa go na le bajaboswa ba ba kwadilweng mme e se bana ba leloko kgotsa go sena kgoagano e e kafa molaong le bone go tlhokega bosupi jwa gore moswi o ne a batlhokomela.
5. Fa eleng gore gona tlhokakutlwisano fagare ga masika a leloko seo se ka dia ditsamaiso tsa letlole tsa go aba madi a moswi. Ghantsi letlole le ikgolaganya le ba bogosi go thusa mo tshereganyong gore masika a kgone go dumalana ba ba jaboswa..
6. Nako nngwe o kgona go fitlhela leloko le kwadile

Tswelelo mo tsebeng ya bosupa



02



04



03

Moteng

**DITLHOTLHOMISO TSA
LOSO LWA LELOKO**

**RE BOLELE KELETSO YA
GAGO KA GO TLATSA
FORMO YA BAJABOSWA**

**A O IPAAKENYEDITSE
GO TLOGELA TIRO KA
BOGODI:**

ALETTA TSIAMO

**SEIKIMETSE DOKOLOTO
MO BOGODING**

**BAFENYI BA KGAISSANO
LE DITIRAGALO**

KAKGELO YA MORULAGANYI Israel Kgosidiile



Fa o fetsa go bala padi e o bo o araba dipotso tse di kwa befelong gore le wena o tle o ikgapele nngwe ya mamphemphe are nag le one mo letlong.

Itumelele lekwalo le le nchafaditsweng la rona la Bokamoso resolofela o tlaa le rata jaaka rona..

Maiteko le ditlhabololo di ntse di tsweletse mo letlole yo jaaka le tla bona dipego tse di latelang bogolo jang diphetogo mo bodireding le boeteledi pele.

Kgato e tona mo ngwageng eno e ne ya nna go bula diofisi tsa letlole kwa meepong ya Jwaneng le Orapa. Diofisi tse di butswa ka kgwedi ya moranang mono ngwaga. Maikaelelo ya be e le go atumetsa letlole gaufi le maloko le go fokotsa mesepele e e meleele e maloko a ntseng a tshwanelwa ke go e tsamaya fa ba batla thuso mo phensheneng.

Bokamoso ke padi e e gaufi thata le maikutlo a gago, ke sone se re go sedimosetsang maitemogelo a rona go go ruta ka ditsamaiso tsa letlole. Jaaka re go tlišetsa puisano yarona le ba losika loora Kula ka ditlhotlhomiso tsa loso.

Bala puisanyo e otle o lemoge bomosola jwa go itse tsamaiso e e salwang morago fa go na le loso lwa leloko gammogo le kgaokano boswa mo go ba ba tshwanentseng .

Fomo ya bajaboswa kgotsa (Nomination of Beneficiaries form) ke nngwe e e botlhokwa mo malokong a phenshene. Re gakolola

gangwe le gape gore maloko a rurifatse fa ba tladitse formo e, le gore ba netefatse gore ba kwadile bajaboswa botlhe ba ba letlelesegang ka fa melawaneng ya penshene. Ke sone se o kopanang le setlhogo se sereng "re itsese keletso ya gago o santse o le mo botshelong."

Go tlogela tiro ka bogodi ke tshwetso e e batlang gore fa o e tsaya ole monna kgotsa mosadi o bo o itshekatshekile pele ebile o dumalane le ba ba leng gaufi le matshelo a gago (bana le ba lelapa baba gaufi). Santlha o tlaa lemoga gore go tlogela tiro ka bogodi o tshwanetse wa ipaakanya go sa le gale mo dingwageng tsa gago tsa go bereka. Ipaakhanyo e e tshwanetse go nna teng le mo tlhologanyong. Bala polelo e e mo kgatisong e mme fa o fetsa o ipotse dipotso pele o akanya go tlogela tiro ka bogodi, o seka ware gongwe wa iphithela o tshotse pitsa e sa butswa.

Akola padi e mme fa o na le kakgelo o seka wa ipona tsapa go itshwaraganya le nna kwa atereseng e e latelang:



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Diphetogo mo bodireding



Baliki Bakgobokanye

O dule mo Gaborone goya go direla ofisi ya letlole kwa meepong ya Orapa letlhaka ne le Dantshaa a itebagantse le maloko a penshene ka kakaretso mo kgaolong eo



Charlotte Ntebele

Jaanong o direla ofisi ya letlole kwa moepong wa Jwaneng a itebagantse le dikgang tsothle tsa penshene le maloko



Omphile Macheng

O fudugetse kwa lephateng la Risk and Compliance goya go nna Risk and Compliance Officer



Dikitsiso

Badiri ba basha



Kgomotso Mangadi o sa tswa go thapiwa mo letloleng e le mokwaledi mogolo mo ofising ya moetelepedi pele wa Letlole

Badiri ba ba latelang ba thapilwe mo letloleng go dira ka nakwana.



Ethia Tshepo

"Ke dumela gore ke tla a tliša pharologanyo e ntsi fela thata mo letloleng ke lebile bokgoni jwame"



Onalenna Phologolo

"Ka thotloetso le bokaedi jwa badiri ka nna ke tsile go kgona go dira tiro yame ka botswerere mo lebakeng le ke tlhapilweng mo go lone"

BA ITHOTSE MARAPO

Tshegofatso Seilane, Dineo Mmelesi le Onkabetse Mphoeng ba tlogetse tiro morago ga go direla letlole mo maphateng a farologanyeng. Re ba eleletsa masego le mathogonolo.



Dineo Mmelesi



Tshegofatso Seilane



Onkabetse Mphoeng

Matshediso

Debswana Pension Fund e romela molaetsa wa kgothatso kwa go ba lolwapa laga **Rre Ontebogile Motsemme**. Rraetsho e ene e le modula setilo wa ntlha wa mokgatlho wa moloko kwa motseng wa Khakhea. Maiteko a gagwe a a atlegileng a go simolodisa lekgotla leo re a lebogela thata e bile ga a kitla a lebaesaga mo ditsong tsa letlole. O dirile ka bonatla fela thata le bopelotelele go kopanya maloko mo kgaolong eo. A moya wa gagwe o robale ka kagiso.



BAGOGI BA BA TLOGETSENG TIRO



Rre Tabake Kobedi o ne a kopa go ithola marapo a bodulasetilo jwa letlole morago ga a sena go tlhapiwa go nna mookamedi wa kompone ya Diamond Trading Company Botswana (DTCB).

Boeteledipele jwa letlole bo ne jwa galaetsa Rre Tabake mo tirong e a e dirileng mo sebakeng sa gagwe e le modulasetilo wa letlole. Rre Tabake o ne a tlhapiwa go tsena mo komiting ya letlole ka Mopitlo 6 2003, mme yare morago ga ngwaga tse tlhano ka 5 June 2008 a tllhatlogela kwa go nneng modulasetilo wa khuduthamaga e o. Mo lebakeng la bodulasetilo jwa gagwe re ne ra bona letlole le tswelela ka go gola gotswa mo go nneng lephatana mo komponeng ya Debswana go tla go nna letlole le le tletseng le ikemetse ka nosi ka 2007.

Ka yone nako e , Rre Kobedi o ne a nna le seabe se se golo fela thata mo go betleng tsela e e ntsha e letlole le tlaa tshwanelwang ke gore le e sale morago go ya kwa pele. O ne a thusa gape fela thata ka go tliša boitemogelo jwa gagwe go tswa kwa tirong ya gagwe go thusa letlole le go nna se e leng sone gompiano.



Maipelo Motshwane le ene fela jaaka Rre Tabake o sa tswa go tlogela maemo a gagwe mo Khuduthamaga ya letlole morago ga dingwaga di le dintsi a sena go direla letlole. Mma Motshwane o ne a tshwere maemo a bodulasetilo jwa komiti e e sekasekang ditshwanelo ne sa tsa maloko le kabo madi a bajaboswa. O ne gape a direla mo komiting ee dupang dibuka. Sengwe sa dilo tse digolo tse retla a salang re gopola Mma Motshwane ka tsone ke go dira ka boineelo le botswapelo ga mmogo le go dumela gore maloko a tshwanetse a bona thuso ya maeme a a kwa godimo.

Rre Kaywa Namoshe le **Rre Otsenye Tsieso** le bone e nnile bangwe ba ba khuduthamaga ba ba neng ba ithola maemo a bone a go emela maloko kwa moepong wa Jwaneng, se se ne se sala morago dithopo tse di neng tsa tshwarwa kwa kgaolong eo. E tlaa re mo bogautshwaneng letlole le itsese baemedi ba basha ba kgaolo ya Jwaneng fa ditsamaiso tsotlhe di sena go salwa morago.



Rre David Reetsang le ene o tlogetse maemo a gagwe mo bogoging jwa letlole ka jaanong a a sa tlhole a berekela Debswana.

RE ITSISE DIKELETSO TSA GAGO KA GO TLATSA FOMO YA BAJABOSWA.



“Fomo ya bajaboswa e botlhokwa fela thata, e thusa bogogi jwa letlole go duela bajaboswa ntle le tiego fa e le gore e tladitswe sentle ka fa tshwanelong”

Letlole le gakolola gore maloko a tlatse fomo gangwe mo ngwageng tse pedi, Le fa go tlhokafalang teng, (sekai) go tsholwa ga ngwana yo mosh, go tswa kgotsa go tsema mo nyalong kana go tlhokafala ga mojaboswa. Fomo e ka tladiwa fela gone foo ntle le tiego.

Gona le mefuta e le mebedi ya bajaboswa e e ka fa molaong, gona le ba gotweng “Legal dependants” - bajaboswa ba ke ba molao o patikang leloko go ba tlhokomela le go ba tlamela. Bone ba akaretsa bana botlhe ba ba tshotsweng ke leloko go akarediwa le ba ba tsholelwang ko ntle ga lenyalo kgotsa ba motsadi a thokafalang a ba tlogela ba le gaufi le go tsholwa. Bajaboswa ba ba akaretsa gape le Mosadi kgotsa monna ba ba nyalaneng ka fa molaong.

Mofuta wa bobedi o bidiwa “Factual Dependents.” Pharologanyo ke gore molao ga o patike maloko go tlamela bajaboswa ba, mme leloko le ba tlamela fa le bona go tlhokafala batho ba ba akaretsa batsadi le ba masika a a kgakajana jaaka Malome, Rakgadi etc.

DINTLHA TSA BOTLHOKWA FA O TLATSA FOMO YA BAJABOSWA

1. Tlhomamisa ka nako tsotlhe fa o tlatse foromo gore o akaretsa bajaboswa botlhe ba gago ba o patelesegang ka fa molaong go ba tlhokomela (legal dependants.)
2. Bajaboswa ba mofuta wa bobedi (Factual dependants) ba ka akarediwa fela mo foromong fa o sena go abela ba molao o go patikang go ba fa seabe, gape e le gore ke wena o ntseng o ba tlamela fa o le mo botshelong .
3. Tlhomamisa gore fa o sena go ntshafatsa , kgotsa go tlatse fomo nngwe le nngwe ya bajaboswa oe baya monwana kwa tlase go rurifatsa fa se se kwadilweng se kwadilwe ke wena eseng ope gape.
4. Kwala maina a bajaboswa ba gago ka botlalo mo foromong ga mmogo le megala kgotsa di aterease kwa ba ka bonwang teng nako nngwe le nngwe fa go tlhokafala gore ba letlole ba itshwaraganye le bone.
5. Bajaboswa ba ba dingwaga tse di ka fa tlase ga dingwaga tse di masome a mabedi le bongwe (21 years) ba tshwanetswe ga kwalwa le maina a batsadi kgotsa batlhokomedi ba bana le megala ya bone ga mmogo le di aterease.
6. Bogogi jwa letlole bo na le dithata tsa go ka sekaseka mabaka aa farologanyeng mo diemong tse di farologanyeng mme fela gore kwa bofelong boswa bo abelwa ba bo ba tshwanetseng.
7. Fa leloko le ikgatholositse go tlatse fomo gotlhelele le santse le le mo botshelong, letlole le ka dira dipatlisiso tse di tseletseng le thusana le batsadi le ba masika gammogo le ba semolao jaaka bo Kgosi le bo Mmaboipelego go batla bajaboswa ba ba tshwanetseng mme e re gotswe foo ba abelwe boswa ka fa letlole le bonang ba tshwanetseng ka teng.

Gakologelwa gore o kgona go fetola kabo ya boswa jwa gago jwa penshene nako nngwe le nngwe ebile fa go abiwa boswa batsamaise ba letlole batla sekegela tsebe mokwalo kgotsa fomo e e tladitsweng mo bosheng.

Mme ebile kwa bofelong – “formo ya bajaboswa ke sekao, se se supetsang bogogi dikeletso tsa leloko.”



A O IPAANYETSA GO TLOGELA TIRO KA BOGODI ?



Go ipaakanyetsa go tlogela tiro ke kgwetlho ka bo gone. O tshwanetse go ipotsa gore a o setse o fitheletse ditiro tsa gago tsotlhe tse o tswang kgakala o di lora le gore a tebelopele ya gago e supa fa o tla a tswelela o tshela sentle o setse o tlogetse tiro ka bogodi.

Go ipaakanyetsa go tlogela tiro ke kgwetlho ka bo gone. O tshwanetse go ipotsa gore a o setse o fitheletse ditiro tsa gago tsotlhe tse o tswang kgakala o di lora le gore a tebelopele ya gago e supa fa o tla a tswelela o tshela sentle o setse o tlogetse tiro ka bogodi.

Go bereka tiro e e siameng ga mmogo le go elets go nna le bonno jo bontle ke maikaelelo a mmereki mongwe le mongwe. Mme phoso e tona e batho ba e dirang ke gore ba bangwe ba ema lebaka le lelele ba santse ba

Tswelelo mo tsebeng ya borataro..



DITIRAGALO

...tswelelo go tswa ko tsebeng ya botlhano

Le mo tirong ba ise ba baakanyetse go tlogela tiro dingwaga di santse di ba letla, mme e bo e re fa ba atumela go tswa mo tirong e bo e le gone ba thanyang. Mme selo se e nne kgwethlo fela e e tona fa motho a akanya gore o saletswe ke dingwaga fela di se kafe a bo a patelesega go tlogela tiro ka bogodi ntateng ya dingwaga.

Fa nako ya bogodi e wela o tshwanetse wa itebaganya le tse dingwe dikgwethlo tsa go gola ga mmogo le go akola bogodi jwa gago le madi a gago mo lebakeng la gago le le setseng la botshelo e seng go aga kgotsa sepe fela se se ka lopang madi a mantsi mo go wena go nne tse o ka bo o ne o sa le o di dirile o santse o bereka.

Seemo se se tshwenya fela thata mo malatsing a gompieno a e leng gore itsholelo ga se e iketleng, e nna ka go wela tlase ka jalo bagodi ba tshwanetse ba somarela madi a bone fela thata mo mabeelong a bone segolo bogolo a phenshene gore e re mogang go nna maswe ba setse ba dule mo tirong ba kgone go itshetsa le go akola bogodi jwa bone.

Se sengwe gape se maloko a tshwanetseng a se ela tlhoko ke gore go gola , kgotsa go tlogela tiro gona le dikgwethlo tse dingwe fela ntle le madi tse botshelo di go kopanyang le tsone, jaaka kwelo tlase ya botsogo.

Mathata a go fuduga kwa ditoropong go ya kwa magaeng kwa go senang ditlamelo tse di rileng go kgona go diga jwa gago fa o sena go tswa mo tirong ka bogodi. Ka jalo se ke nngwe ya dilo tse o tshwanetseng wa di sekaseka fa o tswa mo tirong ka bogodi. O tshwanetse wa rurifatsa gore botsogo jwa gago bo tla a bo bo babalesegile fa o sena go tswa mo tirong. Se o ka se tlhomamisa le ba ba lebaganeng le ditlamelo tsa botsogo kgotsa Medical Aid. O ka itshwaraganya le bone kgotsa o kope thuso mo letloleng

Mme tota fela gone gore gotwe motho o akole bogodi jwa gagwe go tewa jang? Motho yo o akolang go tlogela tiro ga gagwe ke motho yo o phuthologile mo moeng a sena mathata a dikoloto tsa madi a a feteletseng. Baitseanape bana le dipalo tse ba di dirisang go dupa le go tlhola gore nako e e siameng ya maloko ya go tlogela ke e fe.

Ka jalo le wena o tshwanetse wa itshekatsheka thata, o ipotse gore a o setse o ipaakanyeditse go tlogela tiro ka bogodi ka go buisana le molekane wa gago, bana, bagakolodi ba madi le itsholelo le rona mo letloleng.

Mme fa o tlhoka thuso, kgakololo ka sepe fela itshwaraganye le ba HR gone kwa o direlang teng kgotsa modiredi wa phenshene yo o gaufi le wena a go fe maele a botshelo morago ga go tlogela tiro ka bogodi – gakologelwa gore dingwaga tsone ga di bolele kwa morago.



Go itse letlole la gago

- 1 Rre Cliff Kapaletswe a ruta bodiredi jwa letlole ka magokonyane a go buisa kokoano ya batho ele maiteko a go ruta bodiredi jwa letlole
- 2 Moetediledipele wa di peeletso tsa letlole le ene o ne anna le sebaka sa go ruta bangwe ka ene ka dipeeletso tsa letlole
- 3 Mme Bekezela Mbakile gotswa kwa Debswana a ruta ka ART FUND

Thutuntsho ya moloko kwa Orapa

- 4 Modiri wa letlole yoo direlang kwa orapa mine rre Baliki Bakgobokanye a le mo go nngwe ya dithuto tsa maloko di rulagantswe ke moepo wa orapa
- 5 Tsebe go reelediwa e e gole - Maloko a ane a tshologile setlaagana sa letlole go tsaya molaetsa ka tsoo pedi

Team building

- 6 Lobelo ga se la motloga Pele, sethlopha sa DPF sese neng se tseeneletse lebelo la monna iteke la Gaborone mono ngwaga
- 7 Ene yare go tsweng fo ya nna nako ya go palama thaba yak gale kwa sethloeng mo go nngwe ya go itshidila mmele



..tswelelo go tswa ko tsebeng e e ko pele

maina a bajaboswa mme go sena di aterese tse di tlhomameng le megala ya kwa bajaboswa ba ka bonwang teng kgotsa ope fela wa masika a bone. Se se diragala segolo mo bathong ba ba nnang mo ditoropong.

O ka tla mathata a ka go:

1. Itsise ba lelwapa la gago le masika otlhe a a gaufi le wena ka mananeo otlhe a letlole le ditsamaiso ga mmogo le go itse gore bajaboswa ba gago ke bo mang fa o tlhokafala.
2. Tlhomamisa gore ga gona mojaboswa yo o sa kwalwang mo fomong ya bajaboswa ebile o etela ofisi ya phenshene go rurifatsa fa go ise go nne le phetogo epe mo bajabosweng ba gago.
3. Rarabolola mathata ape le bajaboswa kgotsa ba masika a e ka reng isago a sala a baka kgotlhang mo lapeng. Gape o ka baya bosupi bope fela jaaka ditlankana tsa tsholo ya bana, ditlankana tsa kgaogano kgotsa tsa nyalo.
4. Tshepha mongwe mo lapeng ka diphiri le boammaruri jwa botshelo jwa gago gore ere gongwe fa o thokafetse a sale a rurifatsa se se mo mokwalong le bosupi jo o bo tlogetseng kwa morago.

TSAMAIISO YA YA DITLHOTLHOMISO KA BOTLALO

Fa go nna le loso lwa leloko lengwe le lengwe letlole le tshwanetse la itsisewe ka loso ka bofefo. Mme gotsa gore leloko ke le le santeng le theogetse kgotsa le tlogetse tiro. Mme fa e le gore le santse le theogetse tsamaiso ya teng ke elatelang:

Tlhotlhomiso ya loso lwa leloko fa a santse a bereka

Mohiri o tlamega go itsise letlole ka loso lwa leloko ka go tlatsa fomo a na le ba masika a moswi. Fomo e e bidiwa gotwe "Death Notification Form." Fa e ena go tladiva e romelwa kwa letloleng le meriti ya omang, setlankana sa go rurifatsa loso le tse dingwe.

Fa difomo di goroga mo letloleng di a sekasekwa lantlha. Go tsweng foo letlole le itshwaraganya le ba masika a a gaufi le go ba itsise ka tsamaiso ga mmogo le go ba itsese ka legato la boraro mo tlhotlhomisong e leng go tlatsa fomo ya ditlhotlhomiso. (Questionnaire)

Fomo e ke nngwe ya tse di botlhokwa fela thata mo go thuseng khuduthamaga ya bogogi jwa letlole go aba boswa ntle le tiego fa ele gore sengwe le sengwe se se e batlang mo go yone se teng. Yone e botsolosa ka botshelo jwa moswi, bajaboswa ba gagwe masika ga mmogo le kafa a neng a tshela ka teng le bone fa a santse a le mo botshelong.

Fa ba losika ba sena go tlatsa fomo e, ba ya go ikana fa pele ga lekgotla kgotsa mongwe yo o nang la maikarabelo a go ikanisa jaaka Kgosi, Molaodi, Moruti e le go rurufatsa semolao le go tlhomamisa se ba se kwadileng e le nnete e e tletseng e seng sepe gape. Go tswa foo jaanong fomo e e romelwa kwa letloleng e patilwe ke meriti ya tse di tlhokafalang jaaka thulaganyo ya phitho ya moswi, omang, wa moswi le ba losika ga mmogo le bajaboswa le tse dingwe jalo jalo.

Fela fa e goroga mo letloleng e sekasekwa la bobedi mo go

tseeneletseng go tlhola gore a mme se se kwadilweng ke sone se se tlhokafalang le gore a se ka fa melaong ee tsamaisang kabo ya boswa jwa dipenshene .Fa go sena selabe sepe mo tshakatsekong e , jaanong kopo e baakanyediwa go ya go reediwa ke komiti ya Khuduthamaga e e dirang dituelo. Fa komiti e sa kgotsofale e kgona go busa kopo gore e ye go tlhotlhomisiwa gape mo go tseeneletseng.

Mme fa go sena makgwere ape go tlaabo go raya gore tuelo ya bajaboswa e a bo e setse e le gaufi. Tlhotlhomiso e yotlhe fare e soboka e kgona go tsaya sebaka sa kgwedi di le nne kgotsa go feta, mme maikaelelo magolo ke go tlhomamisa gore ga go diriwe phoso epe fa go duelwa bajaboswa. Mongwe le mongwe yo e leng mojaboswa o tshwanetswe a duelwa se se mo lebaganeng.

Lenaneo la Phitlho

Ba lelwapa la moswi fa ba itemogela letlhoko la madi a go boloka fa ba santse ba emetse tlhotlhomiso ya loso ba kgona go kopa thuso mo letloleng mo lenaneong le la phitlho. Thuso e ka nna madi a a kanakang 20% mme a sa fete P20 000.00. Madi a a tsewa mo letloleng la leloko le le thokafetseng e bo e re kwa morago fa madi a kgaogannwa a bo a ntshiwa mo teng.

Lenaneo le le bofefo fela thata ke sone se letlole le amogelang dikopo fela pele ga phitlho ya moswi, se e le go rurifatsa gore madi a ga a tloge a ya go dirisediwa ditiro tse dingwe tse di sa amaneng le phitlho.

Maloko otlhe a letlole a na le tshwanelo e mme fela fa o batla go itse go feta fa ka lenaneo le o ka kopa bukana ya letlole e e buang ka lone.

Loso lwa leloko fa a sa tlhohle a bereka kgotsa e le mogodi

Go na le gore motho a tlhokafale mme a kile a bo a direla kompone ka nako nngwe mme a bo a tlogela sengwe mo letloleng. Gape go na le gore motho a tlhokafale a setse a amogela madi a phenshene mo letloleng. Batho ba botlho ke maloko a phenshene ka fa mola ong.

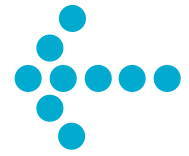
Tlhotlhomiso ya loso e tshwana fela le ya leloko le le tlhokafalelang mo tirong, Pharologanyo fela e ka nna gore mo seemomng se, motho yo a sa tlholeng a bereka, letlole le itsisewe ka loso ke ba masika. Go tsweng foo thulaganyo ya go tlhotlhomisa e tshwana fela ga mmogo le melao e e dirisiwang go seka seka kopo le tuelo ya bajaboswa.

Gape fela jaaka maloko otlhe ba na le tshwanelo ya gore lenaneo la phitlho, mme fela go botlhokwa gore ba ba leng mo phensheneng bone go sekasekwa gore ba tserere mofuta ofe fa ba simolola go amogela phenshene.

Kwa bofelong re gakolola fela gore maloko otlhe a a kileng a bo a bereka me ba ise ba amogele phenshene ba leke ka bojothe go itshwaraganya le letlole go nchafatsa maina a bajaboswa le di aterese tsa kwa ba leng teng gore go nne motlhofo go buisana le bone le gore ba itse gore madi a bone a dira jang kwa mebarakeng.

Fa ele bagodi le gakololwa go nna le ikgakolola mefuta ya phenshene e e le tlhopileng fa le tlogela tiro le go inaakanya fela thata le mokgatlho wa bagodi wa Badiri Ba Meepo Pensioners Association mo metseng ya lona kgotsa e e mabapi.

ELA TLHOKO BORAI JWA DIKOLOTO - SE IKIMETSE SEKOLOTO O LE GAUFI LE BOGODI!



“ Mo malatsing a sesha, itsholelo ya lefatshe e nna ka go reketla le go gomagomediwa ke go phuthama, mme se se tswellele ka go dira gore botshelo bonne turu thata fa o setse o tlogetse tiro. ”

Rotlhe re a itse gore go botlhokwa fela thata go simolola go baakanyetsa go tlogela tiro ka bogodi go santse go nale nako gore madi a gago a dipeletso le one a tle a go tswelle mosola, mme fa go sa nna jalo kgotsa o tlogela tiro o ise o fetse dikoloto se ga se na go go tswela mosola

SEKOLOTO KE ENG?

Dikoloto di mefuta ebile di farologanye, se se botlhokwa fela ke gore o tshaloganye dikoloto tsa gago le gore o ka tsaya dikoloto go ema fa kae ga mmogo le gore ke dife dikoloto tse di mosola. Fa o tlogetse tiro sekoloto sengwe le sengwe fela se nna bokete gore o se duele sentle. Tse di akaretsa dikoloto tse di merokotso e e kwa godimo jaaka di credit cards, kgotsa tsa marekisetso a a farologanyeng a diaparo. Fa o sa di ele tlhoko dikoloto tse di ka go tsisetso khumanego.

Gona le dikoloto dingwe tse gotweng ke tse di siameng, tsone ke tsa go reka kgotsa go aga bonno le dikago dipe fela. Go a twe di siame ka gore dikago di oketsega tlhathwa le boleng mme se se itepatepanye le merokotso. Go bo go nna le tse dingwe jaaka tsa go isa bana dikolong, le tsone di na le merokotso ee kwa tlase fela thata.

NNA KELO TLHOKO GORE O KOLOTA ENG

Go botlhokwa gore fa o batla dikoloto o di tlaole pele goya ka bo mosola le go sekaseka merokotso. Dikoloto tse o di tsayang go aga matlo le bonno ke tsone tse di botoka fela thata ebile di kgona go itepatepanya le merokotso ya sekoloto sa gago.

Mme fa ele tsa di credit cards tsone ga mmogo le tse di merokotso e e kwa godimo o tshwanetse wa di tla ka bojotlhe jwa gago segolo bogolo fa o setse o tlogetse tiro.

Fa e le gore o na le tsone, ke tsone tse o tshwanetseng wa di fetsa ka bofeho go tla merokotso ee kwa godimo ee kgonang go feta bo 12% le 25%. Fa o na le dikoloto tsa mofuta o ga o kitla o boelwa ke sepe se se mosola mo go tsone bontsi jwa sebaka.

DUELA DIKOLOTO BONOLO

Gore go nne bonolo mo go wena fa o setse o dule mo tirong, o tshwanetse wa duela dikoloto tsotlhe tsa gago fa go kgonagala pele o tswa mo tirong. Fa o setse o duetse dikoloto go nna motlhofo gore o kgone go dira di peeletso tse dingwe tse di ka go direlang merokotso bonolo e re morago o akole maduo a dipeletso tseo le merokotso.

O SEKA WA IKIMETSA GO DUELA

Ere mme lefa gole botlhokwa go duela dikoloto ka nako ga o a tshwanela go ikimetsa thata go di duela tsotlhe ka nako ele nngwe. Go dira jalo o ka nna wa iphitlhela o le mo mpaananeng fa go nna le mathata mangwe a botshelo a a diragalelang batho jaaka dintsho. E bo e re fa go nna fela jalo o bo o raelesega go ya go tsaya dikoloto tse dingwe tse di merokotso ee kwa godimo jaaka di credit card tse re leng kgathanong le tsone. Mme se e bo e se tlharabololo ya sepe mme ele go tsaya sekoloto se sesha go duela se segologolo fela le go oketsa merokotso. Ee tla go digelang le go feta mo lefuting la dikoloto.

Fa o kgona go duela sekoloto sa gago mo lebakeng le le khutshwane o ka dira jalo wa se fetsa gore o simolole go ipeela madinyana aa tla go tshetsang isago gore o akole malatsi a gago a phenshene.



MADUME GOTSWA KWA ENGELANE

4 April 2012

Bokamoso Bulletin

Debswana pension Fund

Private bag 00512

Gaborone

Dear Mr. Kgosiidiile

Madume a magolo go maloko kanna otlhe a Debswana Pension Fund

Ke bone goe bothokwa gore ke kwale lokwalo le go akgola letlole mo tirong e e ntle ya go re romelela Bokamoso gongwe le gongwe kwa re leng teng tota le ka maranyane a segompiano a e - mail.

Nna ke leloko ke nna kwa Engelane mme ga gona nako epe e ke tlhokang go bona Bokamoso jo bo romelwang kwa go nna ka email. Se se mpha sebaka sa go buisana le letlole ka sepe fela kwa ntle ga go bala bukana ya bokamoso.

Ke kgona go kopa go romelwa pego ya madi ame a a setseng kwa letloleng le go itse dikgang dipe fela tsa letlole kentse ke le kwano ,ebile bokgakala jwa me le kwa gae ga se sekgoreletsi sepe fela fa gare game le letlole lwa me fa gotla kwa go kopeng thuso ya letlole.

Se ke a se lebogela fela thata ebile ke re tshwarang fela jalo.

Dulcie Goitsemang Bold

Dulcie G Bold.

Bold ke mongwe wa maloko a letlole a a kileng a bo a direla mo komponeng ya Debswana kwa kokelong ya moepo wa Jwaneng ele mooki gotswa ka 1989 go fitlhela ka Mopitlo 2000. O nna kwa Engelane mme ga a lebele go itshwaraganya le letlole la gagwe ka nako epe.

Ka molaetsa o wa gagwe re gakolola maloko otlhe a letlole go ntshafatsa maina a bone le bajaboswa ga mmogo le di aterese gore le lona le seka la salela kwa morago mo go itseng dikgang tsa letlole,

BAFENYI BA KGAISANO

Elizabeth Mazhani
P O Box 301488
Francistown

Otsile Gaasweiwe
P O Box 30784
Serowe

Mr T.P Mothei
P O Box 265
Tonota

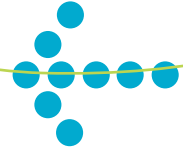
Kabelo Matlotle
P O Box 228
Letlhakane

Metlha Mokgatle
P O Box 97
Shoshong

Baakile Selelo
P O Box 60144
Gaborone

DIPOTSO

1. Maina ka botlalo a badiredi ba basha ba phenshene kwa Jwaneng le Orapa?
2. Ke ofe molao o o go patikang go tlatsa fomo ya bajaboswa fa o leloko la phenshene?
3. Ke eng se o eletsang go bona re kwadile ka sone mo bokamoso? Le gone mabaka a gago ke eng?
4. Dingwaga tsa go tswa mo tirong ka bogodi mo debswana ke bokae?
5. O ithutile eng mo thulaganyong ya go tlhotlhomisa loso fa leloko le sena go tlhokafala?



LETLOLE LE BUTSE DIOFISI KWA JWANENG LE ORAPA

Letlole: Dumela monna ao utwile dikgang tse di monate gore Debswana Pension Fund e butse diofisi kwa meepong wa Jwaneng le Orapa?

Isago: nyaa ga ke ise ke utlwe. A se se raya gore go ya go nna le bodiredi jwa Debswana Pension Fund kwa meepong?

Letlole: Ee go tla a bo go na le modiredi kwa Orapa le Jwaneng.

Isago: Dikgang tse dintle banna!

Letlole: Go ya ka ba ofisi ya Letlole, pulo e nnile ka April 2012!

Isago: A se se raya gore bodiredi jo bo tlaabo bo thusa maloko otlhe le a a setseng a dule mo tirong jaaka nna le wena?

Letlole: Ee , batla a bo ba thusa mongwe le mongwe yo o e leng leloko la Debswana Pension Fund , gape le:

- 1 Go fokoletsa maloko mesepele e melele ya go tla mo Gabaorone fa ba batla thuso e e amanang le pension ya bone.
- 2 Go thusa bodiredi jwa meepe mo go tse di amang Pension ya maloko / kgotsa bodiredi jwa bone.
- 3 Go nonotsha ithutuntsho ya maloko ka dikgang tsa pension le go rurifatsa gore maloko a bona thuso e e tlhathlwa ka bofefo jo bo kgonagalang.

Isago: A se se raya gore fa motho a batla thuso, kgotsa a eletsa go tlogela tiro o tlhamalala kwa diofising tse?

Letlole: Maloko otlhe a a santseng a le mo tirong a gakololwa go sala morago tsamaiso yotlhe e e ntseng e le teng fa ba batla thuso ya ba phenshene.

Isago: Jaanong dinomere le maina a badiredi ba di ka bonwa kae?

ONE KEA A LA TELANG

ORAPA:
Modiredi: Mr Baliki Bakgobokanye (Member Welfare Administrat)
Lefelo laOfisi: Administration Block, Office No. 17
Mogala: 2902323

JWANENG:
Modiredi: Ms Charlotte Ntebele (Member Welfare Administrator)
Lefelo la ofisi: Jwaneng Township Housing Office Block, Office no. 9
Mogala: 5884849

The Principle Executive Officer
 Debswana Pension Fund
 Plot 50361, Block D,
 Carlton House, Fairgrounds
 The Mall P/Bag 00512
 Gaborone Botswana

Mogala:
Tel: 361 4267
Tax: 393 6239
Toll Free: 0800 600 681
Email: bokamoso@dpf.co.bw

Nako E Maloko A Thusiwang Ka Yone:
 Mosupologo - Labothano
 0800Hrs - 1645Hrs (Le ka dijo tsa motoshegare)

Diaterese