

Bokamoso



3rd Pensioners Conference 2016

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Vol.03 | Nov/Dec.2016



Key note address by NBFIRA CEO Mr Oaitse Ramasedi

DPF has hosted the annual pensioners' conference for the past two years and 2016's conference is the third edition of hosting this significant event.

Given the wide geographical distribution of DPF pensioners across the country, traditional communication mediums such as face to face meetings have proven costly and time consuming for the Fund over the years. To mitigate this challenge, the DPF initiated the annual conference as a key communication medium between the Fund and its pensioners.

The Fund uses this platform every year to provide pensioners with feedback and updates on Fund performance, strategic developments and other issues affecting the pensioners. The Pensioners also have the opportunity to interact with the Fund Management and Board and air their concerns or seek clarification about their own burning issues.

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Another first for DPF; Deferred Members contributions launched

The year 2017 comes with life changing opportunities for all Debswana Pension Fund Deferred Members. With effect from January 2017, all Deferred Members who have been yearning to make regular monthly contributions into their deferred account will be able to do so. This development gives Deferred Members an opportunity to grow their fund credits for better pension salaries upon retirement. Only Deferred Members of Debswana Pension Fund registered as such in the Fund's records will be eligible for contributing into their pension fund account.

To find out more on this thrilling and life changing opportunity you may contact:

Ms Pearl Makhao
Benefits and Contributions Officer
Tel: 361 4318
Tel: 3614267 (Reception)
Email: pmakhao@debswana.bw



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- Customer Focused
- Trust & Integrity
- Innovation
- Agility
- Self-Driven & Motivated

Editorial



Greetings from the Bokamoso team!

Festive season is upon us and its time we assess all those resolutions we made at the beginning of the year. All those resolutions that we did not manage to accomplish can always be carried over to the New Year, 2017.

Just because you did not achieve your resolutions in 2016, it does not translate to you simply tossing them to the side. Assess why you failed and put more effort going forward.

2016 was year full of developments and the highlight of them all was experiencing the joyful celebrations for our 50th Anniversary of independence. It was truly an honour and privilege to have been part of this historic and wonderful occasion. Despite all the challenges the country is going through we may take pride in the democracy and peace that continues to reign in our country.

Stories that will be covered in this third edition of Bokamoso newsletter for 2016 range from:

3rd Pensioners Conference, Three ways to planning your festive season spending, Member Portal journey utilisation update, BBMPA feedback and HR Village of learning just to mention a few.

The Financial literacy articles will help us remember that we are saving for tomorrow, though never promised, we are making hay while the sun shines.

We hope that you will enjoy this informative and enlightening issue of Bokamoso. Please make it your responsibility to guide on the type of information you would like the DPF to cover in the newsletter.

Let us all have a blessed festive season and come back rejuvenated to take 2017 head on.

Have a Merry Christmas and a happy new year...

Regards,

Ogomoditse G. Letsholo
Communication Coordinator



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ANNOUNCEMENTS:

Farewell:

DPF Management and Staff bid farewell to Wangu Mmerekhi and Legodile Motlhako who left the Fund in September 2016. We are very proud to have worked with these two amazing ladies and wish them success in all their endeavours;



Wangu Mmerekhi - Communications Intern

Wangu joined DPF in 2014 on the internship programme. She served as an intern in the DPF Communications Department. During her internship period, Wangu was very instrumental in holding forte in the Communications Department as she assumed the role of Communication Coordinator while the organisation was looking to hire. She also helped set up and maintain DPF's Social Media pages amongst other demanding activities of the office. DPF would like to wish Wangu all the best in her future career prospects.



Legodile Motlhako - Receptionist

Legodile left the fund in September 2016 to pursue new career prospects after seven fruitful years of working for the Fund. Legodile had been the 'face of DPF' diligently manning the front desk, she was a versatile employee who also acted in the position of Member Relations Officer for a considerable period. We would like to wish Legodile the best of luck in her future endeavours.

New Employees:



Ogomoditse G. Letsholo - Communication Coordinator

Ogomoditse joined the Fund in October 2016 as a Communication Coordinator. She possesses a Bachelor Degree in Public Relations Management from the Durban Institute of Technology, RSA. Ogomoditse brings to the role more than eleven years' experience of working in the communication field. She has worked in diverse sectors/industries during her career.

Among the different sectors she has worked in the Banking industry to Government and even in a regulatory body. While working for Government, Ogomoditse was instrumental in setting up the Public Relations Unit at Selebi Phikwe Town Council. A married mother of two, Letsholo enjoys travelling with her family.

In her last role she was working as a Specialist Public Relations Officer. Ogomoditse is a Chartered Public Relations Practitioner with PRISA since 2013.

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DPF CEO Ms Gosego January giving the Fund Performance Report



Director of Ceremony Mr Benson Phuthego



Financial literacy by Managing Director, Money Matters Ms Edna Dambe



Vote of thanks offered by Principal Pensioner Trustee Mr Garekwe Mojaphoko

Mr Richard Vaka, Board of Trustees Chairperson said the following words when welcoming everyone to the Conference "The Pension Fund must demonstrate a better services proposition for annuities management and be competitive relative to any other annuities provider in order to attract DPF retirees to buy their Pension from the Fund hence the Vision to be the preferred provider of retirement fund services in Botswana". Mr Vaka asked all Pensioners who attended the 2016 Conference to fully utilise this once in a year opportunity to engage the Fund's Management in everything they need clarity on.

"The Pension Fund like the rest of the world has seen trying financial times and will forever implore all those engaged to look after the Fund's investments to forever have their ears on the ground in order to minimise any losses that could be experienced from the unstable market situations" these were the words reiterated by DPF's CEO, Ms Gosego January when giving the Fund Performance report. Ms January also highlighted that "despite these financial challenges, DPF Board of Trustees resolved to approve a pensioner salary increase of 7.1% effective 1st July 2016". DPF Management will keep looking for sound investment opportunities that is aimed at improving the benefits for all members.

In his key note address, NBFIRA CEO Mr Oaitse Ramasedi had this to say "The main reason NBFIRA regulates and supervises non-banking institutions is to ensure that these institutions are safe and sound, fair, efficient and orderly, have eliminated or at least reduced levels of financial crimes and ensure financial stability within the economy at large".

This is very vital as it the regulator being NBFIRA has to ensure that pension assets, including pensioners' assets, are handled appropriately so that they provide the intended benefits to members.

Mr Ramasedi reminded Pensioners that it is also their obligation to look after the pension assets as it is a shared responsibility between them and other owners of the assets, i.e. pension fund's members including active and deferred members, and NBFIRA.

The programme wouldn't have been complete without financial literacy motivation from an expert. Even though there is a saying "you cannot teach an old dog new tricks" this saying does not apply to DPF as we believe it's never too late to learn new ways of making our investments work for us. Ms Edna Dambe, Managing Director of Money matters implored Pensioners to approach financial issues with the objectivity they deserve "You have invested in property and you have leased or rented it out but do not have a written or lease agreement that manages the said arrangement. How are you going to claim what is owed to you through the legal system in the absence of an agreement?" This was a question Ms Dambe posed to all Pensioners. In closing Ms Dambe highlighted the importance of having a Will. This helps minimise squabbles that siblings get involved in once their parents have passed on.

All those that did not manage to attend 2016 Pensioners Conference, get ready for the 2017 installation of the Pensioners Conference.

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DPF
DEBSWANA · PENSION · FUND

CEO's Year End Message

To all our esteemed Stakeholders

As 2016 draws to a close, we are almost in the festive season, it is therefore a suitable time to reflect on what has been an interesting year for Debswana Pension Fund.

Operationally, DPF is on a high note. All our operations are fully functional. One of our major undertakings in 2016 was the successful launch of the Member Portal which forms part of our system enhancement following the successful completion of Project Anchor which ended in 2015. The Member Portal will provide members with easy access to their Fund records and will further become our leading communication medium going into the future as well as improve our effectiveness as a Fund in delivering a better service proposition.

From an investment perspective it has been an incredibly challenging year for the DPF on various fronts. The markets have not performed as well as we are historically accustomed to due to political and economic instabilities across Europe and the US. We envisage a very modest performance outcome relative to targeted outcomes by year end December 2016. As an indicator, our unaudited year to date overall investment results as at 30th September 2016 reflect an outcome of about 3%, which is almost at par with current inflation. We however remain largely optimistic given that our long term historical performance remains sound and on target.

Across the Pension Fund industry, we do not expect 2017 to be any less challenging but we remain committed to continue dealing head-on with the complexities of the industry and deliver on our objectives.

Coupled with the above was the tragic loss of our Investment Manager Bangidza Dhlwayo who died in a road accident in July. Bangidza was a core DPF employee and still had so much potential to help drive this Fund to much greater heights. He will be sorely missed. We have since made the necessary efforts to find a suitable successor and an announcement will be made in due course. My office is doing everything to ensure that the Investment Function remains fully functional during this time.

I would like to thank you the membership for your continued support and encouragement received throughout the year in various fora. Once again I implore you to come forward and update your nomination forms. The DPF is still challenged with a significant number of the membership that does not have nomination forms on record. This situation continues to make the work of the Trustees very difficult during death benefits distributions and you can make a difference by all updating regularly.

Finally I would like to acknowledge the tremendous guidance of the Trustees and the hard work of the DPF team in making 2016 a success. Our objective to become a high performance team is indeed approaching fruition.

For many Batswana, Christmas is a cherished religious and devoted family time. I wish you all a merry Christmas and a safe, happy and prosperous New Year to you all and your families.

We look forward to engaging further with you in 2017!

Gosego January
Chief Executive Officer – Debswana Pension Fund

DPF at the annual Debswana HR Village of Learning



Human Resource Village of Learning (HRVL) is one platform that provides active members with an opportunity to get a one on one consultation with their Member Relations Officer. Debswana Pension Fund is always honoured to impart knowledge of the different services that the Fund offers to the Members. 2016 was no different; DPF took part at this year's annual Debswana HR Village of learning that took place in Orapa and Jwaneng.

Due to the hectic schedule that Members often have both on the work and family front, it's often not easy to step into the Fund's Office to make an enquiry hence the Fund recognising the pivotal role this platform offers in order to carry out the important Member Education initiative.

HR Village of Learning - Orapa held on the 3rd November 2016

The Member Relations Officer for Orapa area, Mr Baliki Bakgobokanye, together with Member Relations and Investigations Coordinator; Mr Karabo Matala, got the pleasure of managing the DPF Stall at the Orapa HR Village of Learning on the 3rd November 2016.

The team shared with all the Members that visited the stall information ranging from ongoing Member Portal registration, importance of Member contact details update and importance of constantly updating the Member's Nomination of Beneficiaries Form once there are changes to their beneficiary's information just to mention a few.



Mr Karabo Matala, Member Relations and Investigations Coordinator with Stakeholders

HR Village of Learning - Jwaneng held on the 16th November 2016

The Member Relations Officer for Jwaneng area, Ms Maipelo Thamage, was accompanied by the Member Relations and Investigations Coordinator; Mr Karabo Matala, and Communications Coordinator; Ms Ogomoditse Letsholo to impart Fund knowledge to all the Active Members who visited the DPF stall.

Discussions with Members who visited the DPF stall were ranging from impact of additional voluntary contribution on the Member's taxable income, importance of the different retirement packages that one opts for once ready for retirement, disbursements of Death Benefits upon the death of a member just to mention a few.

At the DPF, being customer focused is at the core of the Fund's existence; therefore, it comes as no surprise that it forms part of the Fund's Values. The Fund looks forward to interacting with its Members again at the 2017 HR Village of Learning and implores upon its Members to seize this essential opportunity to know more about their "preferred retirement services provider".

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Fixed vs Living Annuities



There is little difference between the two from a tax point of view, but there's significant difference on the passing of a retiree. Traditionally, retirees opted for a fixed annuity which provided them with a fixed income until they died. This meant they did not need to worry about trying to estimate how long they would live and therefore how to allocate pension funds over the years of their retirement.

But while some people still choose to have a fixed income, fixed annuity pension, more and more people are choosing more flexible options. "The problem with fixed annuities is that the income they pay is often lower than what people were hoping they were going to live on, locking them into a lower-quality lifestyle" says David Lloyd, managing director for innovation at Liberty.

"If anything, their lifestyle will continue to get worse because of inflation." One could argue that as you get older you are going to spend less, but generally many people find their fixed income is not enough. "In essence, if the income that gets paid out is more than you thought, you will be happy. The reality is that most people get to retirement and find they cannot live on that income." In addition, if they die, they leave nothing to their children as fixed income funds do not get passed on to inheritors on death. There are, in essence, two things that determine how much a life company pays out in retirement.

The first, encapsulated in a fixed annuity, is that the life company invests your money in bonds, where you are getting a bond return, and because other people who are also invested die at various stages after retirement, their pot of money can be spread, resulting in a mortality pick up plus a bond return as an investment proposition.

Alternatively, people may invest in a living annuity. Here, they invest and keep control over their investment. They can switch into the stock market and the funds go to heirs should they die. Lloyd says, "The problem with this option is knowing how to invest in the stock market and a financial adviser typically suggests investment in funds via asset managers. There is inherent risk in this option.

If, let's say, there is a sovereign ratings downgrade or economic downturn, the stock market could potentially drop, as will the investment value." This is a potential disaster for someone who went into the stock market for potentially better returns who now finds themselves at the wrong stage of life to take that risk. A younger person still has some levers to pull in that situation – they can spend less, change jobs or take on more work.

Retirees are least able to withstand these dips – this is the investment conundrum retirees face. Yet more and more people are opting for living annuities. The risk may be greater, but they just cannot manage on the lower lifestyle option. Trying to manage the risk has become critical to this kind of investment.

Full Report:

<http://www.moneyweb.co.za/in-depth/retire-well/fixed-versus-living-annuities/>
Moneyweb
10 October 2016

By Marcia Klein



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Rethink Retirement!



Have you thought about what you'll do after retirement?

What it means for your financial plan? Traditionally, the focus of every financial plan was retirement. Everything was built around the day that you have to leave formal employment at the age of 60 or 65. However, more and more people are having to ask what happens next. In a time when life expectancy is steadily increasing, the idea of throwing away your briefcase and putting your feet up to live out your golden years' in peace and quiet is looking increasingly less appealing, and less practical.

For a start, there is little point in retiring "to do nothing". Many retirees find that they are actually busier than they were during the working lives, but the difference is that they can do what they enjoy. "We are finding more and more people who are re-thinking retirement," says Kirsty Scully from Core Wealth Managers. "In most cases, they have been professionals in their careers and they want to stay employed to continue with their personal and professional growth and development, yet they don't want a typical work schedule. They are looking for flexible working arrangements so as to have a good balance between work and leisure."

Wouter Dalhouzie from Verso Wealth says that from both a mental and physical well-being point of view, it is important for retirees to keep themselves occupied. "I had a client whose health started failing shortly after retirement," he says. "He started a little side-line business and his health immediately improved. When he retired from doing that, his health went downhill and he passed away within a matter of months."

Verso Wealth's Allison Harrison adds that she recently attended a presentation that discussed how important it is for people to remain active. "The speaker explained that if we don't continue using our faculties, we lose them as part of the normal ageing process," Harrison says. "The expression she used was 'use it, or lose it!'" She relates the story of a retiree who had been in construction his entire working life.

"After a year in retirement, he decided to buy a second home, renovate it and sell it," Harrison says. "This was very successful, so he decided to repeat the exercise using his primary residence. This yielded a bigger return than the first one and thereafter then moved from house to house, renovating, selling and moving on." This way he ended up making more money in his 20 years of retirement than he did in his 40 year building career.



But what about the money?

Encouraging retirees to stay active for the sake of their health may be fairly uncontroversial, but the harsher reality is that many people in retirement have to find something to do for more than just the sake of keeping their minds ticking over. It is accepted that the vast majority of retirees will not have saved enough to retire comfortably. Many people will therefore need to look for some kind of work to supplement their incomes. This problem is only going to grow larger as people live longer and their money therefore has to last longer.

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The Year That Was, 2016:

STAKEHOLDER ENGAGEMENT SESSION – FEBRUARY 2016



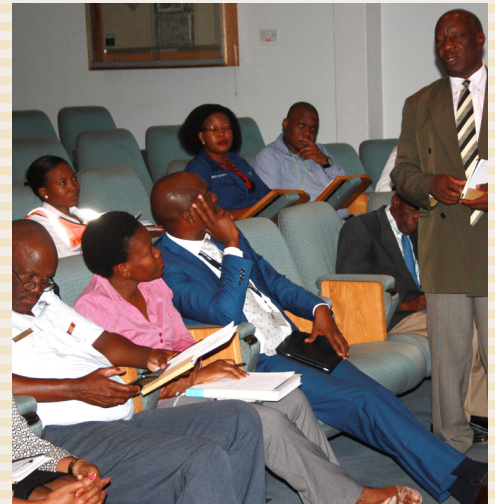
Welcome Remarks by Deputy Chairman
Mr China Reobonye Abel



Mr Karabo Matala addressing the audience



Member Relations Officer Mr Baliki Bakgobokanye



Stakeholders during the engagement session in Orapa

DPF AT THE ANNUAL DEBSWANA HR VILLAGE OF LEARNING – NOVEMBER 2016



Audience listening attentively to Member Relations Officer for Jwaneng Ms Maipelo Thamaga



Information is power

DPF 2016 WELLNESS DAY – AUGUST 2016



Exercising is not for the faint hearted



A healthy body translates into a happy soul



Enjoying a light moment

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3RD PENSIONERS CONFERENCE – NOVEMBER 2016



Aerial view of the Pensioners Conference venue



Mr Richard Vaka delivering Welcome Remarks



Pensioners listening attentively



Entertainment by Gabz Voce



Pensioner taking notes during the Conference

WANGU AND LEGODILE'S FAREWELL – SEPTEMBER 2016



Ms Wangu Mmerekhi during her farewell ceremony



Ms Legodile Motlhako at the ceremony



Ms Wangu Mmerekhi with her farewell gift



Ms Legodile Motlhako receiving her gift

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"Because of the way medical technology is developing, we now plan for money to last until our clients are 95," says Hesta van der Westhuizen, an advisory partner at Citadel. "But the way things are going life expectancy could be 120 for anyone being born today." Already many people retiring at 60 still have a 30 year time horizon, and that period is only going to grow longer. Van der Westhuizen argues that this means people need to start thinking about starting an entirely new phase in their lives.

"These days a lot of people reach 60 and say they are going to retire now and do another job, but I think we need to start changing our mindset and think about the possibility of going back to university to get another qualification to do the things that we actually always wanted to do," she says. "We are going to be so much healthier for so much longer, and we need to think about what that means."

In other words, we may need to consider starting a whole new career post-retirement, and not just finding another job. This has big financial implications. "If you get to 60 and you say I am going to get another job, some companies might take you on a half day basis or as a consultant and you might continue earning income immediately, although perhaps at a lower level," Van der Westhuizen says.

"But if you start a new career, you might go to back to university, and you will have to provide for that. "My opinion is that in the future, we will have the ability and the health to do a second degree and launch another career and that will have exactly the same financial impact as when you started your first one".

This means that financial planners may also have to start having new kinds of discussions with their clients.

Moneyweb
30 September 2016

By Patrick Cairns



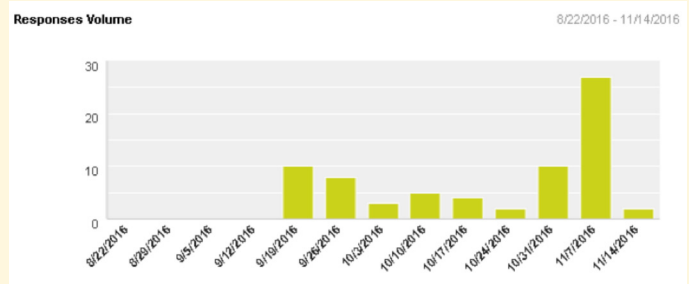
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Member Portal Journey

Not so long ago in June 2016 the DPF portal was rolled out to participating employers (DeBeers Holdings, DBGSS, DTCB, Jwaneng, Orapa, Lethakane, Morupule, DPF) including Deferred members and Pensioners. By far, all the participating employers have 100% access to the portal and are able to use the service at any given moment. We have so far rolled out to more than 17% of Deferred Members & Pensioner users. We need Deferred Members and Pensioners to come forward and register for the Member Portal.

Statistics echo the need to do more in order to get the Deferred Members & Pensioners to register their details and have access to their account details at any time of the day.



Once registered a Member will be able to do the following on the Portal:

- View benefit statement
- View beneficiary nomination form
- Updating one's personal details

The DPF is continuously working on improving the usability and functionality of the Member Portal by adding other special features which members should anticipate going forward.

Some of the features to be added will include:

- Projection Statement: statement predicting the likely future value of a pension from a defined contribution scheme which is based on assumptions relating to future contributions and investment returns, and the cost of buying an annuity when a member retires.
- Availability and accessibility of the web portal on mobile devices.
- An option for members to be able to nominate their beneficiaries within the portal.
- Annuity calculator: It calculates how much money you might receive from your pension annuity during your retirement. This will be available to members approaching retirement age only.

The portal was designed with the objective to make efficient the services our customers are highly demanding with great ease 24hrs of the day. This can only be done with our Members registering for this service. It is ready for your use, please use it to better your lives.

We implore all Deferred Members & Pensioners who haven't registered their details to please do so at the link:

<https://www.surveymonkey.com/r/Non-ActivesContactDetailsCampaign>

Know Your Association; BBMPA Branches



In his address at the 2016 Pensioners Conference, NEC Chairman Mr Bashi Sengwaketse appealed to DPF Pensioners to join the association. He said: "Badiri Ba Meepe Pensioner's Association need to re-prioritise and include Pensioner's life journey in the work of the Association. This should happen at Branch level all the way up to the National level. In order for the Association to exist and be able to do what it was formed to do, it needs members who are committed and pay monthly subscriptions. We need to realise that we can NOT continue requesting for any form of assistance without showing how many members we have on our register."

"We have set ourselves a target of at least 2000 members by the end of January 2017. If we achieve this target, our Association will be in a better position to do great things for ourselves and our communities. All Pensioners interested in being BBMPA members are requested to fill out the attached Member Application Form and select a branch."

Below are details for the BBMPA NEC and all the branches that have availed their information:

BBMPA National Executive Committee

Chairperson - Bashi Sengwaketse: 73970282
Secretary General - Kobamelo Mompe: 75021389

Francistown Branch

Chairperson - Kenny Moeti: 72405588
Secretary - Happy Bashe: 71653137

Kanye Branch

Chairperson - Mokgetla Marumo: 71818322
Secretary - Ofentse Solomon: 72287398

Palapye Branch

Chairperson - Pelotlhomogi Ntebang: 71657976
Secretary - Shine Namane: 71747547

Lethakane Branch

Chairperson - Gakesepe Mokopi: 72653927
Secretary - Stephen Kgobate: 72441913

Maun Branch

Chairperson - David S. Khumoetsile: 74440903
Secretary - Gasekgakge B. Garebatho: 75087422

Mmadinare Branch

Chairperson - Botumile Dikgang: 72142588
Secretary - Keiseng Lejowa: 71383877

Mahalapye Branch

Chairperson - Mpeo Mpeo: 71791491
Secretary - Metlha Mokgate: 73056042

Serowe Branch

Chairperson - Potoko Bogopa: 71291146
Secretary - Fisher Ntshebe: 72145099

Gaborone Branch

Chairperson - Richard Samu: 71317422
Secretary - Kgomotso Mpho: 71630974

Bobonong Branch

Chairperson - Pump Moikwathai: 77033081
Secretary - Letsweletse Hoki: 72144282

Goodhope Branch

Chairperson - Agnes Mmapula: 74351648
Secretary - Joyce Matsheka: 71383846

Tsienyane Branch

Chairperson - B. Manyoni: 73369471
Secretary - G. Moitlhobogi: 71410680

[Article by Mr Bashi Sengwaketse](#)

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NEWS:



Rre le Mme Kamfur

Kitsiso: letlole la Phenshene le kopa maitshwarelo mo go Rre le Mme Kamfur ka gobo re dirisitse senepe se e seng sone mo lokwalong lwa Bokamoso lo lo neng lwa gatisiwa ka kgwedi ya Lwetse le Diphlane ngwaga wa 2014. Letlole le ikopa maitshwarelo mabapi le phoso e diragetseng e. Ke ka moo re boeleditseng kgatiso e.

Leina lame ke **Petrour Kamfur**, ke leloko la phenshene ya Debswana Pension Fund. Ke na le dingwaga di feta masome a mebedi ke ntse ke le leloko la Phenshene. Selo se ke a se itumelela, ebile ke motlotlo fela thata.

Ke diretse Kompone ya DeBeers ka lobaka lo lo leele pele ke tsena mo phensheneg. Ka nako ya rona re ne re tsamaya ka dinao re batla metswedi ya diteemane. Go ne gole thata mme re ne re itshoka re itse fa gole botlhokwa go direla ba malapa a rona bokamoso. Mo malatsing a gompiono go dirisiwa maranyane le mechine ee botlhale go dira tiro e e neng e re tsaya dingwaga go e dira. Se ke go supa kgolo ya mohama wa meepe mo Botswana le ditlhabololo.

Ke eletsa go tsaya sebaka se ke dumedise maloko a mokgatlho wa bagodi ba Debswana lefatshe la Botswana ka bophara ga mmogo le go leboga letlole la Debswana Pension Fund le bodiredi jwa lone ka karetsa. Fa e sale ke tsena mo phensheneng, ga ke gakologelwe ka lepe letsatsi ke tsenya ngongorego kwa phensheneng, entse ele boitumelo fela. Ka seno sebaka ke tswelala ka go amogela madi a me a phenshene le go itshetsa ga mmogo le ba lelapa lame.

Bagodi Ba DPF Ba Eleletsa Letlole Masego Le Katlego

Ka one madi a, ke kgonne go aga bonno jwame le go reka leruo le letsomane, tse di tswelelang ka go ntlisetsa letsenonyana le tsa phenshene mme ele boitumelo fela.

Labofelo ke batla go eleletsa DPF masego le gore e tswelele go godisa merokotso ya maloko a a tlang kwa morago. Ke eletsa letlole ga mmogo le bodiredi masego le matlhogonolo.

Rre Gasegwe Nthomogelang o ne a kwalela mo letloleng go leboga Debswana Pension Fund go bo e tswelutse ka go mo tshetsa le morago ga go tlogela tiro bogolololo.

“Nna ke motlotlo fela thata go bo ke le mongwe wa maloko a letlole la bagodi la Debswana Pension Fund, ka gore madi a phenshene a ke a amogelang ke one pinagare ya botshelo jwa me fa e sale ke tlogela tiro ka bogodi dingwaga tse lesome tse di fetileng.

Ke nna fela mo lapeng mme le nna fela jaaka batho ba ba berekang fa kgwedi e fela ke oba lebogo. Fa ke lwala ke kgona go ikisa bongakeng kwa ke bonang thuso teng. Ke eleletsa letlole la rona katlego gore le tswelale lego feta le bo le gole thata.

La bofelo ke eletsa go tlhalosa fa ke eletsa go bona mokgatho wa bagodi o gola o nna le botsamaisa le kemedi kwa DPF gore dikgang tse di amang bagodi di sekegelwe tsebe ka bofefo.”

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MEMBER APPLICATION FORM

Badiri Ba Meepe Pensioners Association is an association formed in 31st May 2010 for the purpose of providing a common networking platform primarily for the retired employees of the Debswana and De Beers group of companies including DTCCB, De Beers, Debswana, MCM, DBGSS, DPF and others. The Association's main aims is to promote the interests of mining sector retirees through active advocacy for pensioner interests, stakeholder engagements, information sharing and collective participation in value adding activities that are for the benefit of pensioners and society at large.

Membership applications from other retirees in the general mining industry will be subject to review and discretion of the BBMPA National Executive Committee (NEC) in consultation with the relevant regional and branch committees.

By completing and signing this form you authorize the BBMPA NEC to enroll you as a member of the association and you further give them authority to request DPF (through presentation of this form) for the withdrawal of an initial once off joining fee of BWP100 and the required BWP20.00 monthly membership subscription from your salary. In order for your membership application to be considered please provide the following information.

First Name _____	Middle Name _____
Surname _____	Date Of Birth _____
Profession _____	Omang/Id No _____ Work Phone _____
Home Phone _____	Cell Phone _____
Current Residential Address (Where You Live) _____	
Current Postal Address _____	Home Village _____
Ward _____	Headman _____

Next Of Kin _____	Relationship _____
Next Of Kin Contact Number _____	Next Of Kin Cell Number _____
Next Of Kin Home Address _____	

Name Of Branch That You Would Like To Join _____
 when Would You Like The Membership To Effect? _____

Member Signature _____ Date _____

When complete please send this form to the following address or contact the following listed phone numbers for further guidance:

P O Box 404750, Broadhurst, Gaborone

NEC Committee Members

NEC Chairperson - **Mr Bashi Sengwaketse - Tel; 392 7957. Cell; 73970282**

Secretary General Assistant – **Mrs Maria Matenge - Cell; 71632972**

For official use only (Send copy to applicant after application review)

Approved

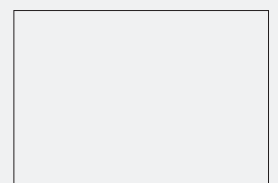
Not Approved

Give Reasons If Not Approved _____

Branch Secretary Name _____ Signature _____ Date _____

NEC Secretary Name _____ Signature _____ Date _____

BBMPA Membership Number _____ Effective Date _____ OFFICIAL STAMP





IKOPELO BOLOKO

Lekgotla la Badiri Ba Meepe Pensioners Association (BBMPA) le tlamilwe ka ngwaga wa 2010 kgwedi ya Motsheganong e ya fifing, maikaelelo e le go tlhoma serala se babereki ba ba tlogetseng tiro ka bogodi ba Debswana le De Beers Group of Companies ba ka ikopanyang le go tshwaragana mo go sone. Maikaelelo magolo a lekgotla ke go rotloetsa dikeletso tsa bagodi ba lefapha la meepe ka bobueledi le boemedi jwa tlhwatlhwa go lebeletswe dikeletso tsa bagodi, tomagono ya banaleseabe, dikitsiso le go tsaya karolo mo ditirong tse di ka tlisang kgolo le boleng mo malokong.

Difomo tsa boikopedi jwa boloko go tswa mo bagoding jwa meepe ka kakaretso di tla kanokiwa mme tshwetso ya boloko e tla tsewa ke komiti kgolo ya lekgotla (BBMPA NEC) mmogo le makgotlana a dikgaolo le dikgaolwana.

Fa o tlatsa le go saena fomo e, o fa lekgotla dithata tsa go go dira leloko le tseletso ya go kopa DPF go goga madi a ikwadiso e leng P100.00 le a boloko e leng P20.00 ka kgwedi le kgwedi go tswa mo dikamogelong tsa gago. Go netefatsa gore boikopedi jwa gago bo a sekasekiwa, o kopiwa go tlatsa tse di latelang:-

Leina _____ Leina la bobedi _____
 Sefane _____ Matsalo _____
 O ithutetseng _____ Omang _____ Mogala wa tiro _____
 Mogala wa kwa lwapeng _____ Mogala wa letheke _____
 Aterese ya ko o nnang teng _____
 Aterese ya poso _____

Wa losika _____ Losikana jang _____
 Mogala wa losika _____ Mogala wa letheke wa losika _____
 Aterese ya lwapa ya wa losika _____

Leina la kgaolwana e o batlang go ikwadisa mo go yone _____
 O batla boloko bo simologa leng _____

Saena _____ Letsatsi _____

Morago ga go tlatsa fomo e, e romele ko atereseng e e latelang kgotsa o leletse megala e e latelang go kopa thuso.

P O Box 404750, Broadhurst, Gaborone

Maloko a komiti kgolo

Modulasetilo wa komiti kgolo - **Mr Bashi Sengwaketse - Tel; 392 7957. Cell; 73970282**

Mothusa mokwaledi mogolo – **Mrs Maria Matenge - Cell; 71632972**

Karolo ya lekgotla (Romela moriti ko moikopeding morago ga tshekatsheko)

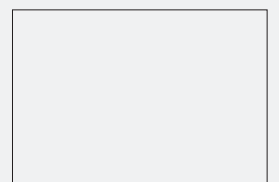
E atlegile Ga e a atlega
 Mabaka fa esa atlega _____

Leina la Mokwaledi wa Kgaolwana _____ Saena _____ Letsatsi _____

Leina la Mokwaledi Mogolo wa Komiti _____ Saena _____ Letsatsi _____

Nomoro ya Boloko _____ Tsatsi la tshimologo ya boloko _____

LETSHWAO LA KANTORO
(Official Stamp)



Festive Season Planning In Three Steps



The Festive season is an exciting time of year. Lots of food, friends, family, and more food. What more could you ask for? How about a Festive season without financial stress?

It's a little ironic that the very season that is meant to bring us joy is often accompanied by stress, worry, and anxiety, isn't it? That doesn't have to be the case, though. We know that Christmas is coming — it happens at the same time every year. By budgeting and planning ahead, we can focus on the reason for the season.

Minimize the financial stress of the season this year, and avoid paying for Christmas in the New Year with these steps.

1. Decide to Spend Within Your Means



This seems obvious; however, it's easy to bypass this simple step. Make the decision to stay within your means this year. That means you're not going to spend more money than you actually have to spend — under any circumstances.

Making this decision may require some brutal honesty on your part. If you have to use your credit card to buy Christmas presents, then you are spending beyond your means.

Once you've made the determination to keep the holidays within your means, all spending decisions should be made with that in mind.

2. Do a Zero-Based Holiday Budget



Have you in years past spent, spent, spent, only to be shocked by the total amount after you've added everything up? Don't spend blindly this year. Holiday expenses can be handled similarly to the way you would handle regularly monthly expenses.

Start by deciding the total amount you're going to spend. Ask yourself, is this a P300 Christmas? A P800 Christmas? Once you have that number, identify the categories you will need to spend on and decide on an amount for each until you have "spent" the total amount down to zero.

Keep the following categories in mind:

Food: This includes groceries you plan to buy (for your family, your parents and your in-laws).

Gifts: Make a list of everyone you have to shop for as per the number of "Secret Santas" you are involved in and assign an amount to each gift. Be sure to remember gifts you typically give to co-workers; any tipping you normally do, and any charitable giving and donations you plan to make.



Travel / Transportation: Estimate all transportation costs you expect to incur even if you're just driving a few hours to relative's house.

Entertainment: The Christmas season brings many opportunities for fun entertainment. Build in the cost of shows, movies, and other activities into your budget.

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Clothing: If you know you have nothing to wear to that party you were invited to or you need a new Christmas attire, then plan ahead.



Christmas Tree & Decorations: Whether you re-use the tree from last year's Christmas season include the cost of decorations.

Miscellaneous: If you want your budget to work, then set aside an amount for miscellaneous expenses that may pop up. Having this category built into your budget will reduce any stress that comes with an additional party to go to or a couple of expenses that weren't on your radar.



3. Maximize the Time You Have

I admire people who have Christmas accounts and save up year-round. That is an excellent approach, and if you already do that, good job. For the rest of us, not starting in January doesn't mean waiting until December.

Take the time you have and divide your budget equally by that time. You'll appreciate saving a third of your holiday budget over three months rather than leaving it all to one month. This is key if you're determined to keep the holiday season within your means. Consider setting up a savings account.



Following these steps for your Festive season spending will allow you to enjoy the holiday season the way it should be enjoyed.

Let January and February be about undoing the damage you did by overeating and not about undoing the financial damage you did by overspending!

Be wise, spend carefully this Festive season...

Contact Details:

Gaborone Office

Private Bag 00512, Gaborone Botswana
Plot 50361, Block D, Carlton House
Fairgrounds, Gaborone Botswana
Tel: +267 361 4267, Fax: +267 393 6239

Jwaneng Office

Township Housing Office Block,
Office No.9
Tel: +267 588 4849

Orapa Office

HR Block,
Office No.11
Tel: +267 290 2323



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