

Bokamoso



DPF Re-Organisation Complete

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Debswana Pension Fund Chief Executive Officer (CEO) Ms Gosego January during the launch of Project Anchor

By: Wangu Mmereki

The Debswana Pension Fund (DPF) re-organization process has been completed. This re-organization followed the implementation of the plans made in the Organizational Change Management (OCM) stream of the newly closed Project Anchor, a deliverable of the 2013 strategic Review.

As a result, adapting to the new system required change in the organizational structure. This followed the 2013 strategy review that was carried out by the DPF Board of Trustees.

The objectives of the strategy review were amongst others to assess the appropriateness of the Fund's operational strategy relative to its size and value, to assess the current operating model against the leading practice as well as relevant benchmarking, and to review the existing organizational structure in order to align people with processes and technology," said the DPF C.E.O, Mrs Gosego

January during the DPF Annual Stakeholder Business Breakfast held recently.

Mrs January added that the strategy review also sought to assess the current cost structure in comparison to the leading practice benchmarks and determine areas for improvement.

The DPF seeks to continuously improve its operations as well as improve service delivery whilst reducing associated costs. It is anticipated that this re-organization will ensure that this goal is achieved.

The changes on the organizational structure and the implementation of the new administration system have resulted in several job and staff changes. The rationale for the change was to have an improved productivity of staff, especially at the transactional level; improvements to workflow to optimize use of staff.

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Our Values:

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

Editor's Note:



Welcome...

To the 3rd and final issue of Bokamoso for the fading year of 2015. The countdown to the end of the year is now ticking.

Wangu Mmereki

We believe we cannot properly conclude 2015 without sharing some compelling news about your Fund, where it has progressed and where it is headed next at this juncture in its developments.

Our year began with a project that introduced the new administration system Everest. The project has now come to its conclusion and the system is performing well as expected.

Our lead story for the final edition of Bokamoso is on the organisation's restructuring outcomes. The implementation of Project Anchor necessitated a change in the organisational structure with the efforts of matching people, process and technology. As a result, you will learn in this edition that the new structure has resulted in some employee exits and recruitments. DPF is currently finalising recruitments to complete the new organogram in order to meet the needs of the change vision.

In this edition, you will find a report on the 2nd Annual Pensioners' Conference that was held in Boipuso hall on 23rd October 2015. At this year's conference, two milestones were reached which was the pensioner Trustee Elections and the elections for the BBMPA National Executive Committee. In addition to the conference, a number of other activities took place, one being DPF Educational video launch in October.

We hope that you will enjoy reading this issue. On behalf of the DPF Board, Management and Staff we wish you all happy new year and give sincere thanks for your support. May you and your family have a heartwarming and relaxing holiday season.

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BOARD ANNOUNCEMENTS:

Jwaneng Alternate Trustee:



Mr Thabo Motshabi's who was elected alternate Trustee to Mrs Esther Palai representing Jwaneng Constituency resigned from the Debswana Pension Fund Board in August 2015. This followed his transfer to Orapa Mine which according to the Fund Rules meant that he could not serve as a Jwaneng Trustee

while based in Orapa. His departure created a vacancy on the Board of Trustees as well as its Committees (Benefits and Communications Committee and Investment Committee.

The Fund held by-elections in Jwaneng on the 27th October 2015 to replace Mr Motshabi and the results will be announced once the vetting exercise for his replacement by the Regulator is completed.

Pensioner Trustee:

In line with the Rules of the Fund approved on 27th November 2015, the Fund also held elections for the pensioner Trustee on the 23rd October 2015. The names of the Principal and alternate Pensioner Trustee will be announced on the next edition of Bokamoso once approved by the Regulator together with the Committees they will be serving.

Rotation Policy of Board Members:

The Board of Trustees on the 8th September 2015 approved the rotation policy for members who served the same Committees for over 2.5 years and subsequent to that the following rotation of Members has been implemented;

- Mrs E Mpoloka was withdrawn from the Benefits and Communication Committee and was appointed a member of the Investment Committee
- Mr G Gakologelwang was withdrawn from the Investment Committee & appointed a member of the Nominations & Remunerations Committee
- Mr C Mokgware was withdrawn from the Audit, Risk & Finance Committee & appointed a member of the Nominations & Remunerations Committee
- Mrs L Armstrong was appointed the Audit, Risk & Finance Committee Chairperson following the departure of Mr C Mokgware
- Mrs E Palai was appointed a member of the Benefits & Communications Committee over & above been a member of Audit, Risk & Finance Committee

DPF Hosts 2nd Annual Pensioner's Conference



By: Wangu Mmereki

Recently, the Debswana Pension Fund (DPF) hosted the 2nd Annual Pensioner's Conference in Gaborone. The purpose of the conference was to address the issues affecting the pensioners. During this year's conference, elections for the Principal Pensioner Trustee and Alternate Trustee were also held. The two elected trustees will thus represent pensioners in the DPF Board of Trustees for a stipulated term once approved by the Non-Bank Financial Regulatory Authority (NBFIRA).

During the conference, the Badiri Ba Meepeo Association (BBMPA) also elected their National Executive Committee (NEC). The mandate of the newly elected NEC is to develop a strategy for building the organisation going forward. When giving the welcome remarks during the conference, the DPF Board Chairman, Mr Richard Vaka expressed great pleasure in welcoming pensioners to the gathering.

"A lot has happened since our last conference. For example, we have the new administration system which has been put in place for the purpose of improving our service to members. The pensioners received an increment of 7.8% of on their salaries due to good market performance and we therefore, hope to continue achieving good results even though we are uncertain of markets at times," said Mr Vaka.

Mr Vaka continued that the rules to have pensioners trustee on the Board had been submitted to NBFIRA which paved way for the elections that were held. "So many rules and policies have changed including that of death investigations which you will see reflecting on the new organizational structure where skilled personnel have been incorporated to run death investigations."

The DPF Risk & Compliance Coordinator, Mr Omphile Macheng who led the NEC elections of the BBMPA outlined the rules and regulations of the elections and advised all to abide by the set rules. The new Trustees were elected through the a ballot system whilst the BBMPA NEC election was done by raise of hands.

The Communications Manager of DPF, who directed the ceremony, stated that the new NEC committee is taking over from the longstanding interim committee.

The BBMPA elected the new National Executive Committee as follows:

NATIONAL CHAIRPERSON: Mr Bashi Sengwaketse stood unopposed and was therefore unanimously elected.

DEPUTY CHAIRPERSON: Mr Edward Moganana stood unopposed and was therefore unanimously elected.

SECRETARY GENERAL: Mr. Kobamelo Blackie Mompe stood unopposed and was therefore unanimously elected.

DEPUTY SECRETARY GENERAL: Ms Maria Matenge won the position with 94 votes against Ms Tebogo Thabolo who got 52 votes.

NATIONAL TREASURER: Ms Gasenna M. Mfusi stood unopposed for this position and was anonymously elected as treasurer.

PUBLICITY SECRETARY: Mr Teedzani Machacha was elected publicity secretary by 80 votes against Gaone Bashapi who got 48 votes.

Additional Members: The following contested for the post

- Mr. Kagiso Tselaesele, was elected additional member in absentia by 39 votes. He had written a letter indicating his intentions to stand for elections, particularly for this post.
- Ms. Gaone Bashapi, was elected an additional member by 30 votes.
- Mr. Serame Gaerobale was elected an additional member by 17 votes.
- Mr. Kabelo Gasennelwe was elected an additional member by 9 votes.

The following people contested for positions but lost:

- Ms. Iva Batlhoki got nil (0) votes
- Ms. Catherine Tahla got 4 votes
- Ms. Mavis Boshwaeng got 4 votes
- Ms. Eva Moshashane got 1 vote
- Mr. Isaac Omphile got 4 votes
- Ms. Keitumetse Mogale got nil (0) votes
- Mr. Keikanyeng Marata got 7 votes
- Ms. Monki Ramaselwana got nil (0) votes
- Ms. Catherine Motsage got 7 votes
- Ms. Lebogang Chilli Shadrack got 4 votes

In his closing remarks, the newly appointed Chairman, Mr Sengwaketse showed appreciation on the election of the committee. He continued to encourage the formation of branch committees, and emphasized the importance of their support to the national committee. He pointed out the availability of joining forms of the association which should be distributed to branches for completion by members.

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DPF Bids Farewell To Long Standing Employees

By: Kopano Sebenyane

Following a strategic review conducted in 2013/14 that led to the re-organization of the Debswana Pension Fund (DPF), the DPF has had to bid a sad farewell to a number of employees who have made significant contributions to the growth of the fund over the years.

The restructuring process followed the DPF 2013 strategy which sought to redefine the existing job roles in order to align people, processes and technology and thus this resulted in some jobs becoming redundant whilst others changed thus requiring new skill sets

Those who separated with the Fund contributed immensely towards Fund development in various ways, for example, some were instrumental in opening new in opening new satellite offices at the mines whilst others were part of the transition of the DPF into a secretariat in 2007. Their years spent at the DPF vary, but ranges from a minimum of two years and maximum of fifteen years. The DPF is immensely grateful for their valuable contribution.

“The DPF wish them all the best in their future endeavors”

A warm heartfelt farewell and thank you goes to the following employees that have left the fund or are in the process of leaving.



Ms Madoh Ntesang: Ms Ntesang dedicated 15 years of her life to the DPF. She served in the Finance department at the time of her departure. Her contributions to the Finances of the Fund will always be remembered. Ms Ntesang retired from the fund on 7TH September 2015.



Mr Israel Kgosidile: Mr Kgosidile was the Communications Officer of the DPF having served the Fund for 5 years. He has contributed a lot towards the development of the Communications Department especially towards the establishment and mobilization of the Badiri Ba Meepo Pensioner's Association, an association of DPF pensioners. Mr Kgosidile left the Fund on 30th August 2015.



Mr Tshwaranang Molema: Mr. Molema was the Benefits and Contributions Officer in the Operations Department at the time of his departure having served the Fund for a period of 10 years. Molema was also instrumental towards member communication and education programs. He left the fund on 30th September 2015.



Ms Aletta Tshiamo: Ms Tshiamo also worked in Operations as Member Welfare Administrator for a period of 12 years. Ms Tshiamo's highlights includes her immense contribution to the Benefits investigations and distribution process as well as general member services. She left the Fund on 30 September 2015.



Ms Neo Ebineng: Worked in Compliance as Risk and Compliance Manager for 7 seven years and contributed greatly to the establishment of the Fund as an Independent Secretariat. Her last working day was on 18 September 2015.



Mr Diane Mongudi: Mr Mongudi served the Fund for 2 years as Finance Manager. He was the Project Lead in the restructuring process and also assisted in system design and procurement. He left the Fund on the 30th October 2015.



Ms Charlotte Ntebele: Ms Charlotte Ntebele Was the Member Welfare Administrator for 10 years and helped to set up the DPF Jwaneng office. She left the Fund on 30 November 2015.



Ms Barulaganyi Matome: Barulaganye Matome served the DPF for 12 years in Finance department as Accounts Assistant- Investments. Matome left the Fund on the 15th December 2015.



Mr Francis Seelo: Francis Seelo served as Fund Accountant for a long time and was also the Project Lead for Project Anchor which ushered in a new administration system as well as organizational restructuring. He started with DPF whilst working under Debswana Diamond Company. Seelo separates from the Fund as the longest serving employee of the DPF having worked for years having being part and parcel of the DPF through the many years of its important milestones. Mr Seelo will retire from the Fund on 17 December 2015.

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BENEFICIARY NOMINATION



DPF
DEBSWANA · PENSION · FUND

COMPLETION OF THIS FORM IS COMPULSORY

SECTION A MEMBER'S DETAILS

Omang No. Company No. _____

Title _____ Surname _____

Full Names _____

Date Of Birth (dd/mm/yyyy) ____ / ____ / ____

Marital Status: Married Single Widowed Cohabitation Divorced

Contact No. _____ Cellphone _____

Email Address _____

Contact Address _____

Headman _____ Chief _____ Village Ward _____

SECTION B THIS FORM SUPERSEDES ANY PREVIOUS NOMINATION MADE BY ME

Dependants:

Dependant 1:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

Dependant 2:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

Dependant 3:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

Dependant 4:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

Dependant 5:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

Dependant 6:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

Designated Nominees:

Nominee 1:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

Nominee 2:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

Nominee 3:
Surname _____ Full Names _____
Date Of Birth (dd/mm/yyyy) ____ / ____ / ____ Gender: Male Female Relationship _____
Contact No. _____ Cellphone _____ % Benefit _____

SECTION C DECLARATION BY MEMBER

I, (full names) _____ nominate the people indicated herein to receive the benefit payable by the Fund in the event of my death in the proportions indicated. I am fully aware that Trustees may exercise their discretion in the apportionment of lump sum death benefits amongst dependants and/or nominees. The nomination form will be used as a guide.

Consent for the Fund to pay a funeral advance to my dependants in the event of my death: Yes No

Member's Signature

Omang No. _____
Date(dd/mm/yyyy) ____ / ____ / ____

continues from page 1

Also, the rationale for change was also to have a standardized Everest Platform which is a single integrated technology with a familiar user interface as well as simple and cost effective support model with suppliers. Changes in the organizational structure meant that people could be redeployed, transferred, appointed to new role, or separated from the company.

During the reorganization process, there were a total of 13 placed positions, of which 10 were retained. There were 3 redeployments positions. Positions that were left vacant due to staff-separation with the Fund were 9, out of these 6 are retrenchments, 2 voluntary separations and 1 unplaced new position. At the moment, the Fund has completed 5 new recruitments and there are still 4 outstanding new recruitments.

The greatest benefit that members will benefit from Project Anchor will be the reduction of information cost per member as well as reduced cycle times of claims down and faster resolutions of queries. A member portal will also be launched in 2016 through which members can access their information.

On completion of the restructuring, we expect to move forward with a solid foundation and highly efficient. Planned change management initiatives and wellness strategies are expected to continue in 2016 to build a high performance organizational culture.

CALL FOR PERSONAL DETAILS UPDATE -ALL MEMBERS DEBSWANA PENSION FUND

All members of the Fund are urgently requested to contact the DPF and update their personal details. A form is included for your completion and return to DPF offices as per contact details below. A return envelope is also enclosed.

KITSISO

Maloko otlhe a letlole ba kopiwa go itshwaraganya le ofise ya Debswana Pension Fund ka bofelo mabapi le go shafatsa Bajaboswa le maina a bone mo letloleng.

Maloko a ka tlatsa fomo ee mabapi le kitsiso e mme ba e romele ko diofising tsa letlole.

Dirisa onfologo e e tsentsweng go busetsa fomo e ko letloleng.

Trustees: R.Vaka (Chairman), P Sebopelo, R Abel (Deputy Chairman), G. Gakologelwang, E Palai, I Mokobi, L Armstrongs, C Mokgware, W Kirima,

Alternates: E Mpoloka, K Phuthego, E Kgaboetsile, G Rantsilwane, M Menyatso, T Setlhare, L Ndwapi

Chief Executive Officer: G January

Debswana Pension Fund Contact Details

Gaborone Office

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Plot 50361, Block D, Carlton House
Fairgrounds, Gaborone Botswana
Tel: +267 361 4267, Fax: +267 3936239

Jwaneng Office

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

Orapa Office

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

The Purpose Of A Nomination Form In Death Investigations

Often members ask why they are requested to fill in and update their nomination forms when DPF is going to run an investigation parallel or against their wishes. The nomination form is a guide to evaluate against the submissions made by the surviving dependents. Trustees will always take the nominees in the form (if any) into consideration when identifying the dependents but will make a final allocation based on three key principles;

1. Compliance with the applicable pension rules, regulations and policy guidelines
2. Applying due consideration to the best interest of every dependents
3. Ensuring that the benefit distribution amongst dependents is fairly and equitably made.

UPDATE YOUR NOMINATION FORM

It is important to keep the nomination form up-to-date so your wishes are taken into account even if your circumstances change. This is especially important for newly-weds and new parents. In order to make this investigations easier, members are advised to also submit their beneficiaries' birth certificates and ID/Omang copies. These documents are an important tool during investigations as they are usually more reliable and valid compared to the nomination form alone. In situations where the deceased did not know their nominees' exact date of birth, these documents become sufficient. If the right age of the nominee is determined, then the payment is distributed rightfully. This is also to emphasize that age does affect the amount of pension payment and the time at which it will be distributed.

Accompanied by your nomination form, the Board of Trustees is responsible for deciding who amongst the claimants should receive the money. They take into consideration all dependents before they make a decision. The member may also have left a nomination form citing their beneficiaries however pension regulations and rules of the Fund obliges the Board to Consider all eligible dependents hence they cannot rely entirely on the deceased's nomination form. On the other hand, in case you had not updated your nomination form before your death, the investigations will help to identify those nominees that you would have liked to include in the nomination form had you still been alive.

YOUR WAY OF LIFE NOW DICTATES YOUR PENSION DISTRIBUTION AFTER DEATH

Despite the Board of trustees having the last call on your pension distribution upon your death, you as an individual can ensure that your wishes are considered if you can get your ducks in a row while you are still alive. Your pension will only be distributed according to how you used to live your life. Make it clear who your beneficiaries are and where you can, try to communicate that information with your spouse and other family members as you fill in this form. If there is no transparency about your nominees, this will only drag the investigations and increase the time frame at which a claim can be settled. Learn more on whom beneficiaries are in the pension industry and review your life to see the beneficiaries who feature in your life. If you are pleased with the results and they are absolutely truthful, then there is a high chance of similarity between your nomination and the final board allocation.

WHEN CAN YOU UPDATE YOUR NOMINATION FORM

All Active and Deferred Members of DPF can update their nomination form anytime when there are new developments in their family structures. The sooner you do that the better because you can never know when you are going to pass on.

On the other hand it is very important to note that unlike active employees and deferred members not all pensioners can update their beneficiary nominations. Among the four retirement options that we have, only two options allow the update of the beneficiaries. These options are ten and five year guarantee options. But it is also critical to note that for ten and five year options, updating of nomination forms should be done within those periods. As a result, before a pensioner can update their nomination form, administrators MUST check the option and note the elapse period. When the ten or five year period has elapsed then it means the pensioner cannot update his beneficiaries as there is nothing that can be given to them upon the death of the pensioner.

The reason for the other two options (i.e. Joint life and life with surviving dependents) is that these two options take into consideration the names, the number and age of dependents in advance when calculating the monthly income of the pensioner hence the reason why the beneficiaries cannot be updated.

This then shows how critical it is for all active or deferred members to update their nominations forms just before retiring, as it will be their last opportunity to make any updates on their nomination forms as well as choosing the right option for them. At that time, you also need to provide all the information about your beneficiaries.

Members should know that death investigations are not meant to meddle into their lives but rather to ensure fairness and full inclusion of the deceased's eligible dependents. Fix what you can now and ensure that your money falls into the right and deserving hands when you are gone.

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How Inflation Affects Your Retirement



Younger South Africans who spent time with retirees as part of the Glacier by Sanlam #FutureFWD campaign have contemplated the effects of inflation on the cost of living in retirement.

In the project, Thoban Jappie, 42, a social media businessman, was paired with retired doctor Tommy Blake, 65, Bailey Schneider, 32, a radio and television presenter; with Sarah Ravenhill, 56, who formerly ran her own tourism business, and Candice Bresler, 29, a public relations executive, with former restaurateur, Michael Olivier, 69. On a shopping trip with Blake and his wife Sakina, Sakina told Jappie that when she started buying ostrich steak 20 years ago, it cost R6.99 a kilogram. It now costs over R60 a kilogram.

"This exercise made me starkly aware of the cost of living and the impact of rising inflation. My immediate thoughts are: what will the cost of food be in my retirement, and will I have saved enough to sustain my standard of living?" Jappie writes in an Instagram post.

Inflation is an important factor to consider when you plan your retirement, but you need to focus less on how many times the cost of your grocery basket will increase over your working life, and more on how your savings match your retirement needs and grow at an inflation-beating return. The earlier you start to save, the better your chances are of your savings meeting your retirement needs.

As you save for retirement, your aim should be to save enough to generate a decent income, and you will typically achieve this by targeting a certain income replacement ratio, which is your pension as a percentage of your final salary.

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Employer-sponsored retirement funds aim for target income replacement ratios of between 60 and 80 percent if you save for between 30 and 40 years. But there are problems with these targets, and self-employed people need to create their own targets. For these reasons, you should regularly check that what you are saving (your contributions) and the growth on your savings are on track to deliver your income needs in retirement.

Here are the things you, or your financial adviser, should regularly check and consider:

- What percentage of your income you will need to live on in retirement. Give some thought to:
 - What you want to do in retirement;
 - Your potential medical needs;
 - Who you will be supporting. The younger #FutureFWD participants discovered that retirees often
- support dependants – Ravenhill supports a sister with Down's syndrome and Blake supports his 95-year-old mother.
- How your retirement income will increase. Considering how long you may live, especially with increasing longevity, your income must at least keep up with inflation. Providing for an income that increases with inflation will require more savings than providing for a level income. The inflation you experience in retirement will differ from that which you experience as a working South African.
- * What you will accumulate at your current savings rate. Check that your savings returns are beating inflation by a sufficient margin.
- * The income your savings will provide at retirement. If you are not on track, there are only three things you can do to improve matters:
 - Save more;
 - Save for longer (delay your retirement); or
 - Take more risk by exposing your savings to a higher level of growth assets, such as listed equities. But bear in mind your own tolerance for risk, the prudential guidelines in the Pension Funds Act for retirement savings and the fact that exposure to higher-risk assets is a long-term strategy and may work against you in the short term.

Full Report:

<http://www.iol.co.za/business/personal-finance/how-inflation-affects-your-retirement-1.1941963#.VklamdLoQ6g>

By: Laura du Preez

“Tloga-Tloga Video Launched In Style”



By: Wangu Mmereki

For the purposes of educating members as well as using alternative communication mediums, the Debswana Pension Fund (DPF) produced an educational video for its members called, “Tloga Tloga e tloga gale, launched during October.

The film was produced based on the guidelines, rules and policies of the DPF as part of continuous efforts to improving communication with their members. The DPF team visited the three mines of Orapa, Jwaneng and Morupule mines and the Gaborone Campus where they did video screening to over one thousand members.

This tool exercise enabled them to vary their teaching styles and incorporate a range of delivery methods into their pedagogy.

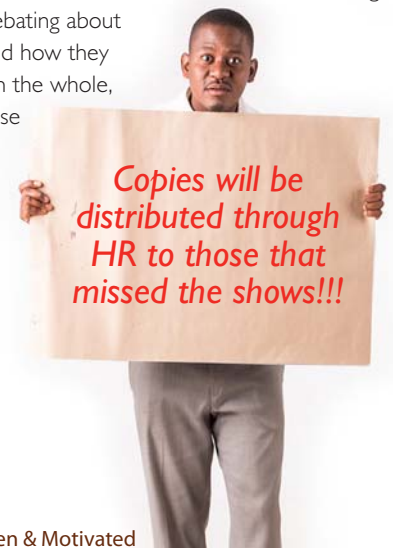
The objective of the video was to reinforce ongoing educational messages that are important particularly in the area of retirement planning and financial wellness in an interesting way as opposed to traditional communication methods used in past and current programs.

Through this initiative, the DPF as a whole hopes to leave a lasting impression and most importantly call to action the members who may be currently apathetic towards financial planning to make concerted efforts to plan their retirement needs earlier.

At the end of the video launch, discussions were held and they demonstrated a lot of understanding on the part of the attendees.

During and after the video screening, members were allowed to reflect on what they have learnt. The responses were an indication that the whole concept of the video was well comprehended. Contrary to the usual PowerPoint presentations, the discussions held were very interactive and productive.

Through videos, anybody can do self-study as some people prefer them as opposed to presentations as they have been previously done. After every session, members were allowed to discuss the video amongst themselves, conversing and debating about the characters in the video and how they related to them in general. On the whole, the DPF is appreciative of those who took part in the launch.



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Know Your Characters: Tloga -Tloga e Tloga Gale Cast:

John Mokandla
(Rra Dineo)



Q. Tell us a brief background about yourself and what you do?

I am John Mazabathi Mokandla. Born 57 years ago in the village of Palapye.

Q. What encouraged you to participate in the tloga-tloga play?

The love of action and experience

Q. Who's the funniest person in the cast in real life?

Molatlhegi Mojaboswa

Q. When did you first perform?

I started acting in 2002

Q. What is the hardest role you have ever played and why?

" Re bina mmogo" as Rragwe TebogoThat was my first time as a leading actor.

Q. Who do you look up to (as an actor/director/etc.)?

Morgan Freeman

Q. What's your perfect Sunday afternoon look like?

Relaxing at home cooking and listening to music

Q. What's the best piece of advice you've been given?

Follow your dreams and no matter how long it take you will get there.

Q. In your tloga-tloga script, what DPF educational material did you find interesting and one that you found strange to learn?

The point where the fund is to be distributed to all living beneficiaries.

Q. Following the tloga-tloga play, what do you think of our communication and member education?

Job well done. Excellent ideas

Q. Lastly, tell the DPF members who have not watched the video, what to expect in it and why they should watch it.

This is the video one cannot afford to miss... Action... Excitement, edutainment and drama!



Dithabelo Molosiwa-Mapplebeck
(Selinah)

Q. Tell us a brief background about yourself and what you do?

My real name is Dithabelo Molosiwa-Mapplebeck, I am a mother of four (3 boys and 1 girl) married and a grandmother of one. I was born and raised up in Serowe, I lived and worked in selebi-phikwe which I now call home then moved to Gaborone in 2000.

Q. What encouraged you to participate in the tloga-tloga play?

I was invited for auditions and when I read the script, I got interested because I am a retiree also and came to see the importance of pension. I have also come to realise that some of my colleagues who choose severance instead of pension are struggling to make ends meet because of their lack of knowledge on pension.

Q. Who's the funniest person in the cast in real life?

Rra Dineo

Q. When did you first perform?

2001

Q. What is the hardest role you have ever played and why?

Being a shabeen woman and drinking chibuku because I don't drink alcohol

Q. Who do you look up to (as an actor/director/etc.)?

Afentse Lekolwane of BOTSWOOD

Q. What's your perfect Sunday afternoon look like?

A good sermon in church and gospel music makes my perfect Sunday

Q. What's the best piece of advice you've been given?

Love yourself and Never to try to be somebody else just be yourself

Q. Following the tloga-tloga play, what do you think of our communication and member education?

I would rate the communication and member education the best and wish other companies can copy that...this shows that you have the interest of your members at heart.

Q. Lastly, tell the DPF members who have not watched the video, what to expect in it and why they should watch it.

They should expect a good educational material that they should take serious as these are real life issues.

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Tloga - Tloga Cast:



Tiro Charlie
(Mojaboswa Letlole)

Q. Tell us a brief background about yourself and what you do?

Tiro Charlie is my name, born on the 5th of May 1981.

Q. What encouraged you to participate in the tloga-tloga play?

I have performed a several plays for Debswana during their wellness campaigns. I was called by Provision media.

Q. Who's the funniest person in the cast in real life?

John, he is never serious and was never serious even with his lines.

Q. When did you first perform?

My first performance was at primary school when I was doing my standard 4 and had to act as Jesus Christ.

Q. What is the hardest role you have ever played and why?

Being Mojaboswa, it was very difficult because I was the main character of the play and had to understand and know exactly what DPF does in order to deliver the right message better.

Q. Who do you look up to (as an actor/director/etc.)?

I look up to myself and some foreign artists like Menzie Ngubane.

Q. What's your perfect Sunday afternoon look like?

Sundays will always be Sundays. I do my laundry then go for jazz and chill with the boys.

Q. What's the best piece of advice you've been given?

Many of my directors have advised me to always be myself.

Q. In your tloga-tloga script, what DPF educational material did you find interesting and one that you found strange to learn?

Everything was strange at first, I had little knowledge on the Fund and I felt like my script was boring. Towards the end of the play, I started enjoying my role as i was starting to understand the role.

Q. Following the tloga-tloga play, what do you think of our communication and member education?

All I can say is that this play will be the unique marketing tool.

Q. Lastly, tell the DPF members who have not watched the video, what to expect in it and why they should watch it.

If you haven't watched it, you are missing out. If you do get to watch it, it might save you the trouble of having to read all the DPF educational material.



Natefo Keakantse
(Didimalang)

Q. Tell us a brief background about yourself and what you do?

My name is Natefo Daughter Keakantse. I am a young, brilliant gorgeous lady to ever exist planet earth, LOL.

Q. What encouraged you to participate in the tloga-tloga play?

Reading the script, not knowing what to do with my life.

Q. Who's the funniest person in the cast in real life?

In real life, i would say Kago Rasefako.

Q. When did you first perform?

I first performed at junior school, and professionally my first role was in 2010 in South Africa.

Q. What is the hardest role you have ever played and why?

The hardest role i ever played was when i had to be the meanest lady on character because, personal it is not my character.

Q. Who do you look up to (as an actor/director/etc.)?

The director i look up to is Ms Sihle.

Q. What's your perfect Sunday afternoon look like?

My perfect Sunday afternoon is coming from church, staying home and bonding with my children, cooking and baking.

Q. What's the best piece of advice you've been given?

To continue working hard and staying humble, as we love you more, best words my daughter ever said to me.

Q. In your tloga-tloga script, what DPF educational material did you find interesting and one that you found strange to learn?

When both Molatlhegi and Mojaboswa were both given what was rightfully theirs when their father died,

Q. Following the tloga-tloga play, what do you think of our communication and member education?

I think the play all in all is very educational to members because you will find that most people do not know the importance of a pension.

Q. Lastly, tell the DPF members who have not watched the video, what to expect in it and why they should watch it.

I would advise DPF members to watch the video as they will learn a lot from it, it is funny and easy to watch.

Our Values:

Tloga - Tloga Cast:



Kago Rasefako
(Molatlhegi, Isago)

Q. Tell us a brief background about yourself and what you do?

My name is Kago Rasefako a young man of 34years old from Ramotswa. I am an actor/ animator/musician/script writer/theatrical practitioner and director.

Q. What encouraged you to participate in the tloga-tloga play?

As an artist its my job to be the mirror of the society, when I was told about the play and the part I played I knew I had to stand up and reflect all crystal on behalf of DPF.

Q. Who's the funniest person in the cast in real life?

John Makhandla aka Mazabathi

Q. When did you first perform?

1993 Sejo Sennyne theatre group

Q. What is the hardest role you have ever played and why?

Ha ha! It was when I was doing an interactive theatre with Millennium Production house, I was narrating a play as a 'donkey'.

Q. Who do you look up to (as an actor/director/etc.)?

George Clooney of oh brother where art thou, John Hughes who started with home alone.

Q. What's your perfect Sunday afternoon look like?

Ha-ha it's always humble as I design it with some family time, music of Joan Kennedy and then later go play live jazz if I have a show.

Q. What's the best piece of advice you've been given?

That with a plan later can be greater.

Q. In your tloga-tloga script, what DPF educational material did you find interesting and one that you found strange to learn?

The whole script was educational and interesting.

Q. Following the tloga-tloga play, what do you think of our communication and member education?

I appreciate that members are educated in time, and they are given a chance to make an informative decision with regards to theirs retirement.

Q. Lastly, tell the DPF members who have not watched the video, what to expect in it and why they should watch it.

They should expect a lot of exciting, funny, informative play with a lot to learn from. They should definitely watch it because real life starts at retirement, and this is the play to help them make the right decisions.

Project Anchor Closure Report



You will know that the system Everest went live on the 03rd August, and is performing well as expected. We are working through some teething problems, and all issues are logged and worked through with the service provider EBSphere.

The admin team has been working on the system and we are now 'real time'; which means the previous regime of being 3 months behind is now up to date, and cycle times for claims have now been substantially reduced.

As part of closing the project, the old Benchmark system must be retired and decommissioned, and the approach for decommissioning must be planned in an orderly manner. This requires that system documentation and data are properly archived; software is deleted/removed according to the license agreements, and the infrastructure (AS400) supporting these systems are disposed of. The project manager and associated business owners will then sign a certificate of decommissioning, acknowledging that all decommissioning activities have been successfully performed, we expect this exercise to be completed by mid-December.

Albeit the web portal was scheduled to be delivered to the greater community in December; It is being tested internally and it is more likely that it would be delivered at the end of Jan 2016.

By IT Manager, Melvyn Pensee Arnold

Our Values:

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

Pictures & Events:

"TLOGA - TLOGA VIDEO LAUNCHED"

Gaborone DTCB



Orapa Mine DPF Members watching the video



Jwaneng Mine DPF Members watching the video



Jwaneng Mine DPF Members watching the video



Jwaneng Mine DPF Members watching the video

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- Innovation
- Agility
- Self-Driven & Motivated

2015 PENSIONERS CONFERENCE & PENSIONER TRUSTEE ELECTIONS



DPF CEO Mrs Gosego January delivering the Annual Review speech



Pensioners voting for their pensioner principal and alternate trustee



Pensioners networking during the event



DPF Board chairperson Mr Richard Vaka welcoming the Pensioners



2015 PENSIONERS CONFERENCE



The victorious winners - Garekwe Mojaphoko won the position of Principal Trustee and Potoko Bogopa won the position of Alternate Trustee



The Trustee candidates verifying the ballot boxes and observing the vote counting process



Pensioners networking during the conference



Mr Bashi Sengwaketse, Chairperson of the BBMPA giving a report to members on the years's activities



Guest Speaker DTCB MD and DPF Pensioner Mr Tabake Kobedi giving an inspirational speech

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How To Make Your Leisure Time Productive



Every individual whether a student, an employee, or a businessman ideally finds some leisure time in a day. In most instances you spend your free time with your friends and families, which is good. You may also choose to play, read, or fulfill your other hobbies and interests. While you do all such activities, feel the excitement of you doing them in a productive manner. Making the right use of your time can not only be interesting but also be very satisfying if you can be a little more creative to come out with great productive ideas. There are many ideas that you can implement to make your leisure time very productive. Here are a few ideas on how you can make your free time productive.



1 Make some money. The best productive way of utilizing your spare time is to use your hobbies and interests you are skilled at and earn an income.

Writing a couple of articles for the websites I have registered with is my favorite leisure time investment that earns me. So, you too can have your interests keep earning you at your spare time.



2 Clean up your belongings. Do some cleaning work at your home, like reorganizing your books scattered in your study room or work space, cleaning your backyard garden, putting your clothes to clean, and many more. This not only helps you maintain cleanliness, but also lets you some good exercises for your body.



3 Revisit your favorite study materials. Keep the sections of your favorite articles and magazines clipped beforehand into one file. Any time you travel or are relatively free doing almost nothing, you can enjoy reading all your favorite collections while equally retuning your knowledge.

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Innovation

Agility

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4 Plan your important goals: When you have free time and your mind is quite relaxed, you are usually in the best mood to set your milestones and goals. It does not have to be only your professional goals; you can also plan how you want to achieve your personal goals.



5 Clean up your mail. Make use of your spare time to check all your mail to see what important messages you have received. Check all unread e-mails and postal mails if you see them important, and chunk out the irrelevant ones to manage you mails in a better way. This way you remain focused at your busy time without having to break in between to check mails you are yet to read.



6 Revisit your network. Free time is the best part of the day to re-look at your network connections and visit them by sending them a welcoming message. It really helps when you have been thinking of buzzing someone, but have not been able to do so. Revisiting your network at your leisure times can bring wonders in your relationships.



7 Call up your old time buddies. Most often, although you feel like talking to a few of your friends, things get postponed due to your busy schedules. During your spare time, you can buzz your old friends for a conversation and remake your friendship.



8 Remind yourself of any important tasks. Although you might have reminders set on Outlook and mobile phones, it can be of help to utilize some part of your free time to make a list of all your important activities and meetings you have in plan. This helps you prepare early for your meetings and other tasks.



9 Finish your due tasks. Whether it is your telephone bill or electricity bill that you make payments on a monthly basis, clear the dues at your leisure time without having to wait for the due dates. It saves a lot of time in the future without having you to run around for making payments at the last moment.



10 Stay healthy. Your regular work may keep you busy all the time and you tend to ignore your health. So, it makes lot of sense to do some useful exercise for your body and mind whenever you get some free time. You can go for a walk or run through the jogging track at your locality, meditate or yoga.

<http://www.wikihow.com>