

Dr. Gale meets external stakeholders



Pg 3

Orapa Mine Hospital supports early detection of Breast Cancer



Pg 5

OLM dresses in PINK



Pg 8

MYSC participant to various Sport Protocols



Pg 12

Zimbabwe to learn from Debswana



The Zimbabwean Deputy Prime Minister, Hon. Thokozani Khupe, (3rd from left) with her delegation and the OLM team.

The Deputy Prime Minister of Zimbabwe Honourable Thokozani Khupe, says it is evident that Botswana diamonds have contributed immensely to the country's growth. Honourable Khupe was speaking at a dinner hosted in her honour by the Orapa and Lethakane Mines General Manager, Dr Adrian Gale, in Orapa on November 2nd, 2010.

She said "it is clear that Botswana is developing very fast, Zimbabwe would love to be where Botswana is today and we are hopeful that our

visit to Orapa and Lethakane Mines will give us an insight of diamond mining at its best." She hoped that her benchmarking visit to Debswana's largest operation is the beginning of a strategic partnership between her Government and that of Botswana, adding that it is vital for the two neighbours to share what they have for further transformation and development.

For his part, the Mines General Manager, Dr Adrian Gale, expressed gratitude at the visit saying it gives his operation

and Debswana as a whole, confidence that the Company is on the right track with regard to achieving its vision of being a global benchmark diamond business.

Honourable Khupe is on a three-day visit to Orapa and Lethakane Mines as part of her country's efforts to learn from Botswana how she operates her diamond mines and how these operations have subsequently contributed to the country's development.

Prior to her visit to Orapa, she had been to the Diamond

Trading Company Botswana where she had an opportunity to have a close appreciation of Botswana's diamonds.

She was accompanied by, among others, the Zimbabwean Minister of Public Service Honourable Elphasias Mukonoweshuro, three Deputy Ministers and the country's Ambassador to Botswana,

The delegation visited Orapa No.1 and No.2 plants on November 3rd, prior to their visit to Lethakane and Damtshaa Mines on November 4th, 2010.

Editorial

The Botswana diamond industry continues to attract interest from both the region and the world. This week OLM hosted the Deputy Prime Minister of Zimbabwe, Honourable Thokozani Khupe, and her entourage who came to the country on a diamond benchmarking exercise. This confirms our vision of being the global benchmark diamond business and our position among the leaders in the industry.

Another highlight of the week was the stakeholders meeting

held on Monday. The purpose of this meeting augments our value, 'Show We Care', as the Mines continue to enhance their impact and involvement in the community. I would like to call upon all

employees to live our values and be true ambassadors of OLM, especially in the light of the interest that our operation and its excellence attracts, both nationally and outside our borders.

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Be Passionate



Dumelang betsho...I do believe that some of you do know the Debswana values and what they mean, from the top of your heads. It can be quite an exercise trying to memorise them hey! The most important thing is that we all know what they mean and actually practice that. It is crucial that we all appreciate that values are principles that organisations and indeed individuals set for themselves and uphold them to ensure an achievement of the overall business strategy. They are thus elements that each member of a certain team should have and demonstrate in their day to day activities.

Your Company, Debswana, is driven by five brand values that are infact common across the DeBeers Family of Companies, which we are also a member of. These brand values are; Be Passionate, Show we Care, Pull Together, Build Trust and Shape the Future. Today I will talk specifically to the 'Be Passionate' brand value. This

value commits that we will be exhilarated by the product we sell, the challenges we face and the opportunities we create. It denotes that we will execute everything we do with the much needed passion in order for us to realise optimum team work and thus world class delivery in our various areas of work. Being passionate comes naturally, it is a quality that you and I need and should demonstrate at all times to enable Debswana to realise its vision of being a global benchmark diamond business.

It is about understanding your work environment and constantly seeing how you can make positive change for enhanced results. It is working with your team and making your contribution in a manner that will not deter progress; giving the best in you, adhering to Company policies and procedures and living by example to all the people you work with. Being passionate is about always going the extra mile in the assignments you've been given and completing them on time and on budget. It is all about you being a true

Debswana ambassador and dealing with your customers, be it internal or external in a manner that will leave them amazed at your service!

I have seen passion at its best in this Operation; I have worked with colleagues from across various departments who never fail to demonstrate how passionate they are about their jobs. I'm talking about colleagues from the Airport; Kitso Moswela, Tawana Motshewa, Max Sechoni, China Abel from Business Services, Seikaego Mosokotso of PCA, Jackson Baatlhodi, Molemisi Sechaba from Business Excellence, Gobakwang Kepu from Sustainability (SHE), Kebantshitse Nkgolang from Security, Benson Bonang from Mineral Resources Management and Lesego Thankane from Human Resources.

These stars are just an example of passionate employees who always do the best they can do deliver beyond the call of duty. Well done to you team, you make us proud. You really are epitomes of being passionate!

Contents

Dr. Gale meets external stakeholders
Pg 3

Orapa Mine Hospital supports early detection of Breast Cancer
Pg 5

OLM dresses in PINK
Pg 8

MYSC participant to various Sport Protocols
Pg 12

Note

The Weekly News is published on Friday, and the deadline for articles to be included is FRIDAY 12 noon. Late articles will be carried over to the next edition.

Contributions, which can be in English or Setswana must be well typed (**not in capital letters please**), and should be clearly legible, as illegible material will not be published. Send your contributions to: Public and Corporate Affairs or fax to 2970375 or e-mail to weeklynews@debswana.bw and cc to smahupela@debswana.bw

Contributions must bear the name and telephone number of the contributor. You may request to remain anonymous when the article goes to print.

The Editor reserves the right to shorten, alter or hold back articles for the next issue. The views expressed in the Weekly News do not necessarily reflect those of the publishers or management.

Next Week's Diary

November 8th
November 11th
November 12th

Pre- Brief
Management Brief – Itsekeng Conference Centre
DSS Kgotla – Sports Hall

Dr. Gale meets external stakeholders

Orapa and Letlhakane Mines has, for the past few years, emphasised the role of stakeholders in the growth and well-being of both the Mines and the communities that they operate in. It was in this light that the General Manager of the Mines, Dr Adrian Gale, recently hosted lunch for OLM's external stakeholders.

The event also highlighted the role of stakeholder engagement which provides opportunities to further align business practices with societal needs and expectations, helping to drive long-term sustainability and shareholder value.



Dr. Gale (left) with external stakeholders and OLM Management team

In his brief welcome remarks the General Manager expressed his gratitude to the stakeholders for having taken time in their busy schedules to honour his invitation. He told the meeting that he has an open door policy and that they can come and see him whenever

they have issues of concern. He further said he hoped that his office and the Mines will continue to have a good, open, transparent and honest relationship with all stakeholders. For his part, the Orapa Court President, Kgosi Christina Moloi, thanked OLM for hosting

the event. She noted that stakeholders have always had a good relationship with the Mines. The First National Bank Branch Manager, Kelebile Mokalake, also expressed the bank's appreciation for the engagement meeting, saying that it consolidates the relationship

that they have with Debswana. Kgosi Kekgapetswe commended OLM for hosting such an event noting that it is a good platform to get to appreciate what both the Mines and the various stakeholders are doing. The meeting was attended by the OLM Senior Management team.

Debswana Managers undergo Diamond Pipeline Education Workshop

This week, Group Public and Corporate Affairs, in collaboration with Group Organisation Effectiveness and Talent Management, coordinated a workshop for E and Upper D band managers from across the company on the diamond pipeline. The workshop, which ran under the theme "Understand the diamond pipeline, understand the business," aimed to provide awareness and understanding of the journey of a rough diamond from exploration to the consumer. The specific objectives were to:

- Create awareness and broad understanding of the diamond value chain and an appreciation of all the other upstream and downstream activities outside mining and their interconnection/

interdependency.

- Protect Diamond Equity by equipping Managers with the knowledge and appreciation of the diamond pipeline interconnectedness and how our actions in the mining industry can impact the other upstream and downstream businesses.

When officially opening the workshop, the Managing Director of Debswana, Blackie Marole, commended the two (2) departments for having initiated the workshop, saying that it was very important that Debswana employees have an appreciation of the diamond pipeline, in order to be able to put into perspective the company's role in preserving the overall integrity and reputation of the product. Marole also

reminded the attendees of the workshop that in the interests of preserving diamond equity, the employees of this company need to understand how their actions can impact on the goodwill of the product, adding that we need to do more than just sell diamonds as a commodity, but we need to do things in a prescribed manner throughout the pipeline.

The pipeline education workshop was facilitated by experts from De Beers Holdings Botswana, Diamond Trading Company Botswana (DTCB), Debswana, Gemmological Institute of America in Botswana (GIA) and the Diamond Hub. The diamond pipeline, or value chain, follows the processes of prospecting, exploration, mining, sorting and valuing, aggregation,

cutting and polishing, jewellery manufacturing and retailing. Presentations at the workshop were based on these processes, as well as grading and synthetics, the Kimberly Process and the role of the Diamond Hub.

From the presentations, it is evident that the industry is facing challenges which include the declining supply of diamonds, the proliferation of synthetic diamonds in the market and changes in consumer demands. These challenges necessitate that as employees of the company, we take it upon ourselves to understand the diamond pipeline, the unique selling proposition of our product, its equity and the implications that our actions have on the present and future of the industry.

Bypass road opens to pave way for Tailings dump

A bypass gravel road to create space for Letlhakane Mine Tailings Dump Extension Project has been completed and was commissioned on Tuesday this week in what several speakers at the event noted as a major milestone for the project.

The blue area fence on the northern side of the dump is in the process of being relocated and this has resulted in a portion of the current access tarred road from the lease area gate to the parking lot at Letlhakane Mine falling within the “no-man’s” land and hence being inaccessible.

This portion of road has been closed effective Wednesday 3 November 2010 and motorists to and fro Letlhakane Mine will have to use the bypass road.

The objective of the Letlhakane Mine Tailings Dump Extension Project is to extend the available area for dumping tailings, hence enable continued sustainable operation of the Letlhakane Mine. The tailings dump area is being extended in the northern direction and the current plan will extend the dump to cater for the next five years.

Mogakolodi Maoketsa, the



The new bypass gravel road that motorists will use to access the Letlhakane Mine lease area

acting Senior Manager-Mining who was the guest speaker at the commissioning of the bypass road noted that they realised that they were going to run out of space to dump tailings.

“It was very important that this project is executed to enable continued operation of Letlhakane Mine,” Maoketsa said, adding that if this project is not implemented in time, the Mine will have to shut down as there will be nowhere to dump tailings from the plant.

Maoketsa mentioned that the decision to construct a gravel

road instead of a tarred road was driven by the life of the Letlhakane Mine as well as cost implications. He said the Mines have not yet come out of the woods yet following the recession adding that a tarred road could not be afforded at this point in time.

Maoketsa said the opening of the bypass road is a major milestone for the Letlhakane Mine Tailings Dump Extension Project. He therefore, commended all stakeholders who have been engaged in the project.

Earlier Abel Jhamba, Plant Superintendent, also mentioned

that the opening of the bypass road for use is a milestone for this project as it would now create space for the dump.

For his part, Mining Operations Manager responsible for Letlhakane and Damtshaa Mines, Thuso Mogotsi, urged everyone driving on the road to take note of the safety tips that have been compiled and circulated at LM for driving on a gravel road.

“Driving at high speed besides increasing the chances of accidents will also result in damage to the road,” he said.

Kapinga o leboga meepo ya Orapa le Letlhakane

Mothusa ramapodisi wa Botswana Kenny Kapinga o lebegotse meepo ya Orapa le Letlhakane (OLM) kemo nokeng e e neelwang mapodisi a a direlang mo Orapa. Kapinga o buile se bosheng, jaaka a ne a etetse meepo eno ele bontlha bongwe jwa leeto la gagwe la go tiisa tirisano mmogo gareng ga sepodisi sa Botswana, meepo ya OLM le Debswana ka kakaretso.

O tswelletse a re Botswana o se a leng sone ka ntata ya diteemane tsa lefatshe leno, mme ke ka moo go leng maleba gore Motswana mongwe le mongwe gammogo le banni

botlhe ba lefatshe le, ba ise kwa pele go tlhokomela le go sireletsa diteemane tsa Botswana kgatlhanong le borukhutlhi jwa mofuta ope fela.

“Diteemane tsa rona di dirile go le gontsi thata mme ebile di tswelletse ka go tiisa ditlhabololo mo mehameng e e farologanyeng ya itsholelo ya lefatshe leno. Go mo maruding a rona gore re nne seopo sengwe re di sireletse esere gongwe isago ya rona ya nna e e tlhobaetsang” ga bua Kapinga.

O thalositse gore botlhokwa jo jwa diteemane, ke bone bo dirang gore le bone e le ba sepodisi, ba dire ka mashetla

go sireletsa diteemane tse, ka go tlhomamisa gore ba di fa tshireletsego e e kwa godimo ka nako ya fa di tswa mo meepong.

Mo dipegong tsa bogodu tse di tswelletse go golela pele mo toropong ya Orapa, Kapinga o thalositse fa go le maswabi mme a tlatsa ka gore “toropo ya Orapa e nnye fela thata. Se se tshwanetse sa dira gore mapodisi, ba tshwaraganetse tiro le banni ba yone, ba kgone go lwantsha matshosetsi ape fela a borukhutlhi gore kagiso e Batswana ba tlwaetseng e rena mo toropong e, e tswellele e ntse e le teng”. A re e le ba

sepodisi, ba itlamile go lwantsha borukhutlhi bope fela, mme a lebogela thata go bo ba Meepo ya OLM le bone, ka seabe sa lephata la tshireletsego, ba tsenya letsogo mo go lwantsheng borukhutlhi.

“Kgong-kgolo ke gore fa re ka nna boitseme go tsibogela dikgang tsa borukhutlhi, e tlaa re kamoso jaanong magodu one a, a bo jaanong a bone methale ya go utswa konokono ya itsholelo ya rona e leng diteemane. Re itumile molomo wa tlase gore seo ga se kitla se diragala” a gatelela Kapinga. Fa

E tswellela mo tsebenng ya bo 6

Orapa Mine Hospital offers support for early detection of Breast Cancer



Dr. Mapaba Erasto Ruzemvya

The Breast Cancer awareness month came to an end last week but the campaign continues. This week, Orapa Weekly News continues a series of articles on Breast Cancer under the theme “Early detection second best to prevention.” This week’s focus is on services that Orapa Mine Hospital has to support early detection and prevention of breast cancer.

Medical Officer with the Orapa Mine Hospital, Dr. Mapaba Erasto Ruzemvya, notes that regular self breast examination remains the

most important method of discovering cancer of the breast. Self Breast Examination (SBE) is a screening method used in an attempt to detect early breast cancer which involves the women looking or feeling each breast for distortions, swelling or lumps.

“If there is an abnormality in the breast it can be detected through the self breast examination,” Dr. Ruzemvya told Orapa Weekly News in an interview. He mentioned that the presence of an uneven lump in one of the breast or breast asymmetry or a dimple on the nipple area

could be a sign of cancer. He also added that a nipple bloody discharge could be a sign of cancer.

“A wound on the breast as well as a feeling of swollen lymph nodes under the armpit could also be an indication of cancer, the Medical officer added. Dr. Ruzemvya mentioned that the following services are offered at Orapa Mine Hospital:

Assisted Self Breast Examination- This is where a patient is assisted by a nurse or doctor to look for any distortions, swelling or lumps on the breast.

Ultrasound- The Ultrasound is available. “This method helps to pick up some of the early changes in breast lumps characterization,” Dr Ruzemvya noted.

Fine Needle Aspiration Biopsy (FNAB) - This service is also offered by the hospital. This is a diagnostic procedure where a special needle is inserted on the breast lump area to detect the presence of cancer.

Excision Biopsy of the lump - Orapa Hospital performs this procedure regularly. The removed breast lump is then sent for histological tests.

Mammography Services- This is special X-ray of the

breast which is intended to give details of the breast lump. Even though the service is currently not available at Orapa hospital; Dr Ruzemvya says they refer patients to other diagnostic centers such as Francistown Radiological Services or Gaborone Private Hospital.

General Blood Picture- This is where blood tests are done to check the general wellbeing of a patient.

Dr Ruzemvya advised those who are in doubt to visit the hospital and they would be attended to. He said all these services are available to both contributory and non-contributory patients.

He further informed the public that men do get breast cancer as well, although it accounts to about 1% of all the breast cancers. Dr. Ruzemvya mentioned that breast cancer in men present with similar symptoms as those found in women.

He emphasised that the earlier the diagnosis of the breast cancer, the higher the chances of survival. Dr Ruzemvya, therefore, called on women in their reproductive phase to see a doctor on regular basis or whenever they are in doubt.

Show We Care



‘The people whose lives we touch, their communities and nations and the environment we share, all matter deeply to us. We will always think through the consequences of what we do so that our contribution to the world is real, lasting and makes us proud’

The need for analysing jobs in preparation for placement into new structures

As we create a new business model that is fit for purpose, we started off by evaluating our business processes and where efficiencies need to be enhanced. We identified the right organisational structures to support the newly designed organisation.

This necessitated a review of all the jobs so that we have optimal staffing levels with the right skills and competencies, decision making at the appropriate level, and jobs properly profiled and graded. This will enable us to effectively deliver, have a culture of continuous business improvement and execution.

As such, one of the steps we have had to take before we implement is to analyse jobs. Bra Set's mate may ask the following about the job analysis exercise: "some of these jobs have been there and we have

been carrying out the tasks over time and meeting targets, so why go through this exercise?"

Before Bra Set could answer, his mate will interrogate, with some irritation: "How will this assist me to deliver on Ops Review requirements which are to create a high performance organisation by working safely, simply, faster and effectively, is this how the Company will enable me to take decisions at my level if I get placed?"

These are good questions because in actual fact each job is a building block which contributes towards achieving our business goals. So if we are to create a high performance organisation then we have to ensure that each job is designed in a way that it will enable the people carrying it out to perform as efficiently as possible, doing the right things

at the right time, as well as ensuring that the right people are placed in the right positions and are fully engaged.

Each one of us needs to fully understand what their job requires and how to carry out our day-to-day tasks. A job description guides how we carry out our day-to-day tasks.

Starting with the end in mind, job descriptions or how each job is defined is carried out through a process termed job analysis, which has two components: job descriptions and job specifications.

Job analysis entails a definition of a job in question and the behaviours which are required to perform the job. Badisa Shabane, who has been working with the Job Descriptions Workstream since September 2009, explains, "If thoroughly

and completely conducted, job analysis provides a deeper understanding of individual jobs and their behavioural requirements, and therefore creates a firm basis on which to make personnel decisions."

Shabane further explains that job analysis under-pins the organisation structure and design by clarifying roles. It is undertaken to gain understanding of the company's needs as they relate to the selection and placement into structures.

This exercise has been undertaken for all the jobs, initially from D to E Band as it was necessary to place the top structures first. It has recently been concluded for A-C band structures, with the exclusion of the Security department which will be finalised in the next few weeks.

Kapinga o leboga meepo ya Orapa le Letlhakane

E tswelela go tswa kwa tsebeng ya bo 4

a tswa la gagwe, Mookamela lephata la tshireletsego mo OLM, Sonny Mogojwa, o tthalositse gore magodu le dikebekwa ka kakaretso ga ba tshabe melao epe fela mme ebile ba kgona go utswa sengwe le sengwe. A re ke ka moo go lebaneng gore lephata la gagwe, le tshwaragane le ba sepodisi, ba tswelale ka go tswa ka ditsela tse di faphegileng tse ka tsone ba ka nnang ba le mo seemong sa go ka hema bogodou bope fela jwa diteemane.

"Gore re kgone se ke gone gore re nne botlhale go fetisa magodu a! Ke sone se tirisano mmogo ga reng ga rona le ba sepodisi e leng botlhokwa fela thata. Re kopana kgapetsa kgapetsa go buisana ka ditsela tse re ka sireletsang diteemane tsa rona botoka ka teng." a tthalosa.



Rre Kapinga (wa botlhano go tswa mo lebogong la moja) a na le badiri ba sepodisi mo Orapa, ba Kgotla le ba itshireletse mo Meepong ya OLM.

O tswelsetse a re o rotloetsa banni ba Orapa go nna seopo sengwe mogo lwantsheng borukhuthli le go inaakanya le

makgotla a tshwana la ntebele ke go lebele go fokotsa dikgang tsa bogodu. Mogojwa o weditse ka gore "re le batho ba Orapa

re itsege ka go bopagana. A re tshwareng ka thata re lwantshe dira tse gotweng dirukuthli tse."

The more you know...



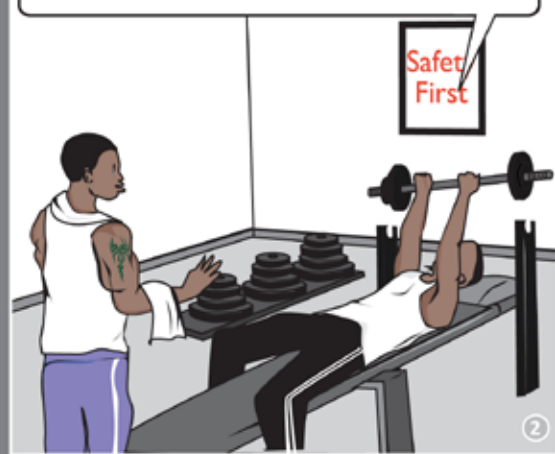
Sethakga, Rradikitso wa Ops Review...

Go baya tiro mo sekaleng le tshekatsheko ya tiro ya A-C Band e ya motsubong.

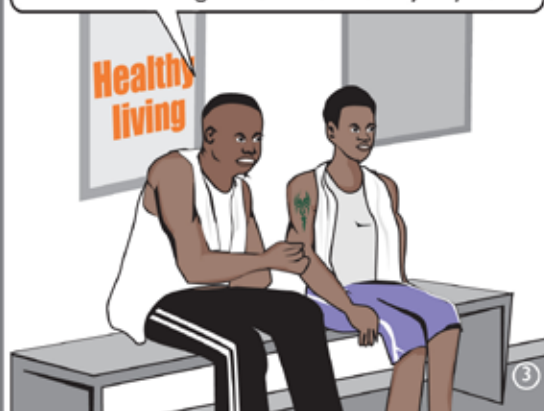
A re je tshipi ntate o ntse o nshapa ka the current news tsa Ops Review. A ko o mpolelele gore go tsamaya fa kae ka tshekatsheko ya boleng jwa tiro (job analysis) le gone gore job grading go buiwa ka eng?



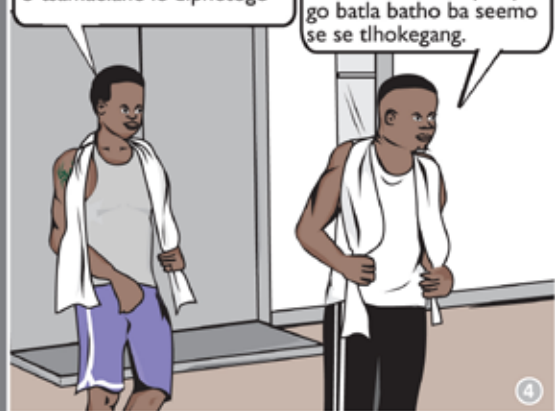
Big-man Di-interview tsa ditiro tsa D - band tse di neng di saletse ko morago di a feleletswa. Ko A - C gone tshekatsheko ya di tiro e a motsubong.



Job grading e raya go baya tiro mo sekaleng go dirisiwa Patterson System go bona gore ke ya maemo afe, a ke ya A Band, B band kana C band. Fa re tswa foo, go dirwa mo go tweng sub-grading go bona gore mo banding tiro ya teng e wela mo A1 kana A2. Mo go B band le C band jalo jalo.



E a utlwala Bra-Set, kana fa o le mo botshelong o tshwanelwa ke go dira dilo tsa gago ka mekgwa e e farologaneng, gore o kgone o tsamaelane le diphetogo



O bua jaaka monna jaanong. Le fa go ntse jalo ditiro tse di sa amiwang ke tshekatsheko ya tiro di tla a abiwa ka tshwanelo mme tse di amegileng di tla anamisiwa le dipampiri go batla batho ba seemo se se tlhokegang.

“Go bopa bokamoso: Go aga bodiredi jwa boleng jo bo kwa godimo”

OLM dresses in PINK

Orapa and Letlhakane Mines employees on Friday 29th October came to work dressed in pink to commemorate the Month of Breast Cancer Awareness. Employees donated P5 each. The money raised will be donated to the Cancer Association of Botswana. The Women in Mining and Women and AIDS, organisers of the event, would like to thank all employees who heeded their call to wear pink and to all those who contributed funds towards the campaign. Le ka moso betsho. Below are some of the employees who were captioned on the day wearing pink.



Peer pressure



Keletso Masire, Clinical Psychologist

Peer groups are groups of friends of about the same age, often with similar interests. We all belong to a range of peer groups at different times throughout life. Peer pressure is the influence a group has on its members to fit into a particular way of thinking and acting. Many parents worry about peer pressure, but peer pressure is not about a group forcing someone to do something against their will. It is more about a person choosing to do something because they want acceptance and feel valued.

Benefits of peer groups

For young people, a peer group is a major source of security where they form their own identity and learn to become independent from parents. It is where they practice how to get on in the world and gradually become adults who are able to make their own decisions.

Peer groups are important because they help young people to:

- Meet new people and learn to make friends.
- Feel they belong and are valued and accepted for who they are.
- Get to know their limits and what they are willing to

accept.

- Improve their ability to make their own choices.
- Feel secure and increase their self confidence.
- Feel understood by others who are going through the same things.
- Have a safe place to test out values and ideas.
- Become more independent .

Things parents worry about

There are lots of things parents worry about during this period of their young person's development.

• The amount of time young people spend with friends:

Young people often spend all day with their friends at school or doing activities and then come home and spend hours on the phone or internet with them. It is normal for young people to spend more time with peers than with their families at this stage.

• Losing your influence:

Even though the information they get isn't always correct, young people will often seek the views and advice of their peers more than from parents. This is particularly so for things that are sensitive or embarrassing, or which they're scared their parents won't approve of; smoking, drinking alcohol, using drugs, or sex.

• A peer group making them do things they don't want to:

It is rare that a group forces a young person to act in a certain way. Young people tend to choose to do things to be popular, to gain approval from peers and to be part of a group.

The less confident and secure a young person is, the more they will want this approval. Young people who have low self-esteem are more likely to be drawn to groups which see "having fun" as taking negative risks and doing things to attract

negative attention. Young people with good self-esteem are more likely to want to belong to peer groups who have fun by taking positive risks and where achieving is the norm.

• **Young people not saying "no":** Even adults find it hard to go against their peer groups. A young person is more able to say "no" if they are confident and have more than one group of friends.

• **Young people giving up family values:** Young people explore values of friends and role models. For a while it may seem they have thrown out the important values you taught them, but they are really just testing these values out. In the end they will form their own individual identity and take on values from a mix of all they have learned.

What you can do

• Honest communication is the basis of all good relationships, including the relationship you have with your teenagers. It's important at this time to continue to be a positive influence in their life by keeping communication lines open.

• Support your teenager by letting them know you understand some of the pressures on them. By recognising that fitting in is very serious and important at this stage, you're not putting pressure on them to choose between family and friends.

• Be open to discussing any issue, no matter how sensitive. This can provide a good balance to the information provided by a peer group. If your teen knows you will listen without judging and will help them find their own answers, they will be more likely to come to you.

• Take time to spend with your teen.

• Support your teen to be confident and true to

themselves.

• Help them understand the values that are important to them when making decisions and to think about consequences.

• Encourage them to spend time with different people and groups.

• Help them think about ways they can say "no" when a group is doing something they are not comfortable with.

• Talk to them about how they would cope if they feel pressure to make risky choices.

• Do not take it personally that they want to spend more time with their friends.

• Keep the communication open. Be willing to listen. Get to know the friends and groups who are important to him.

• Think about whether your concerns about his friends are really important. Don't get caught up in minor things such as how they dress.

• If you believe your concerns are serious, talk to your teen about the behaviour in the group that worries you rather than criticising their friends.

• Talk with him about potential consequences of the behaviour. Look at both the short-term risks and consequences and also how this might affect his future, e.g. getting into trouble with Police.

• Show your teen that you trust him. If they break your trust ask them to suggest ways to earn it again. We all make mistakes and need the chance to learn from them.

• Talk to someone who can help if you feel unable to change a serious situation.

Reporting with Keletso Masire, Clinical Psychologist

Notices

FOR SALE

Nissan March

1998 model
Color: Dark blue
Full house
Good Condition
New mag wheels and tyres
Price: Neg
Contact: 75610384

Toyota Coaster Bus

1995 model,
32 Seater
Price: P70 000 neg,
contacts: 72141044/72466475

Toyota Hilux

Model: 1999
Engine: 1.8
Colour: White
Contact: 71652398

Peugeot 307

2003 model
Mileage: 8 000km
Four new tyres, radio, air-con
Accident free
Color: maroon
Contact: 72659932, 72801319
or 71431722

Parts

- Landcruiser bush-guard complete with front bumper. P3000
 - Hilux 2.7 nudge bar & Tow bar P2000
 - Hilux 3.0 KZTE Nudge bar P1000
 - Hilux 4x4 mag spare wheel with brand new tyre P1000
 - Isuzu KB roll bar P1200
 - Landcruiser roll bar P1000
 - Landrover front tow bar P1200
- Viewing at 5 Tshesebe.
Contact Stan on 71317530

Toyota town ace truck

P32 000 Neg
View at Segalwane 1
Contact :71874626

Nissan Qashqai-1.6

Acenta
2008 model
Colour: Silver grey
Price: P155 000
Contact: 7130 5549

Dry Cleaning

Machinery

1. Dry Cleaning Machine X 1
 2. Dry Clean Steam Iron Presses X 3
 3. Boiler X 1
- Only serious offers
Contact: 71321137/71590332/
71356355/72412067

Plot in Letlhakane – Letsibogo Ward

3 roomed house (2 bedrooms & Sittingroom.
2 one room houses
1 Setswana hut.
Electricity,water and toilet
Price: P120 000 neg
Contact: 71698440/72537768

Wigs/Hair Pieces

100% Quality
Price: From P60.00 each
Contact:
72619139/75480235

Horses for Sale

Price: P2 500 each
Contact: 71794044/71774367

LOST & FOUND

Lost Puppy

Lost puppy found at Bathoen House 1. It is white in colour and about 2 months old.
Contact: 74787509 or come and see it at Falcon House 19.

The following ex-Debswana employees are requested to contact Debswana Shared Services on 3648888.

- | | |
|------------------------------|-------------------------------|
| 1 Ashok Doorgapershad | 30 Evans Bweupe |
| 2 Taruwana Shoko | 31 I. C. Pretorius |
| 3 M. M. Gordon | 32 Paul Molelekwa |
| 4 Daniel Weich Morrison | 33 Lesley Thebe |
| 5 R. C. Bryson | 34 Goilwamang Khumanego |
| 6 Baron la Vita | 35 Otlogetswa Mogomela |
| 7 Antony Laubascher | 36 Semakatso Thale |
| 8 Charmain Kear | 37 Baaitse Michael Molatlhegi |
| 9 P. van der Westhuizen | 38 T. Gaborone |
| 10 Mark Adam Barnard | 39 O. Mmono |
| 11 Carmen Winzar | 40 O. Ntshwarang |
| 12 Gert Hendrik Muller | 41 M. Gabathuse |
| 13 Theo H.H. Roussouw | 42 M. Kgopolo |
| 14 Davies T. Mbona | 43 T. Tholang |
| 15 Rodney Zenzo Mokwena | 44 T. L. Mogae |
| 16 D. Selelo | 45 B. Moshakga |
| 17 K. C. Staddon | 46 Goitseone Boemo |
| 18 Rene van Burren | 47 T. Gabolekane |
| 19 Charles Biccand | 48 Sentsho Leepile |
| 20 Robert Taruwona | 49 A. Jenkins |
| 21 Adrian Robinson | 50 Robert Kaisara |
| 22 R. Staal | 51 Michelle Chadwick |
| 23 P. J. Jacobs | 52 Tshenolo Mothelesi |
| 24 Geoffrey Gondai Zvinoera | 53 Tiroyaone Makuruetsa |
| 25 Seymour Lyle John Randall | 54 Francois J. Bruwer |
| 26 K. N. Small | 55 Goipona Modimoopele |
| 27 L. L. Ncede | 56 Loago Phitshana |
| 28 O. Emmanuel | 57 Benson T. Moleseng |
| 29 J. N. Kruger | 58 Omphithetse Dipholo |
| | 59 Mokgwati G. Mokgwathi |

Wendy House Creche

Wendy House Creche intake for 2011 has been concluded. Parents who applied for their children, should please check their mail and respond as soon as possible. You are also invited to the orientation meeting on the 30th November 2010 at 5:30pm at Wendy House Creche.

Pioneer Pharmacy

Please be advised that arrangements are underway to resume the services at Pioneer Pharmacy shortly. The temporary closure was due to difficulties in securing the services of a Pharmacist. We deeply regret any inconveniences caused by the closure.





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Gaborone

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or visit www.subaru.co.za

Notices

SERVICES

Quantum Beauty Parlour

Full facial P100.00
Mini facial P60.00
Eye lashes extension P100.00

Body massage;

Half body P80.00
Full body P150.00

Manicure P100.00
Pedicure P80.00
Painting P40.00
(+free art)

Contact: 71642334
Behind C.B Stores

Boteti Young Fighters General Meeting

Date : 10 November 2010

Venue: Duck n' Strum

Time: 17h30

Agenda: Financial report,
Committee Status
and any other business

Contact Oteng Sekeletu on
Ext 2617

Hongora IT Enterprises

All electrical repairs, warmers, fridges, irons, kettles, microwaves, fans, air conditioners, electric stoves, electric pots/pans, auto electricals & house wiring and many more electrical devices at the lower prices and guarantee.

Contact: 74751707/ 72908775

DEBSWANA
SHARED SERVICES

Come one, come all, Itekeng, Orapa

What's happening?
Its Lekgotla time!
Who? DSS is calling out to you all.

Why?
Come and air your views about the DSS. It's a free platform for you to talk about your challenges and anything else you may have to say about the DSS.

When?
The DSS Lekgotla chief, and his DSS family invites you all, on the 12/11/2010
Further Details will be posted closer to the date

Thitma Quantum Enterprises

Tel: 2978143/ 71642334
We offer the following services;
Company formation, Shelf companies, trade license, work and residence permits, annual returns, Cash flow projection, Management plan, VAT Registration, Tax Clearance Certificate, Typing, Scanning, Photocopying.

We are located next to Choppies along Letlhakane and Orapa road.

Kitsiso

Setshaba sa Orapa se itsisiwe fa badiri ba lekgotla la Orapa ba tlaabo ba phephafatsa motse ka di 6 tsa Ngwanatsele 2010, ka nako ya borataro go ema ka nako ya boferabongwe mo mosong (0600 hrs – 0900 hrs)

Phephafatso e tla simolola kwa bush camp fourway go ya kwa kgotleng ya Orapa. Mongwe le mongwe o kopiwa go tsaya karolo mo phephafatsong e. Phephafatsa Orapa. O ka ikopanya le Josephine Golebanye kgotsa Tshepo Segadimo mo dinomoreng 2970180 /2493

Letlhakane Mine New Bypass Access Road

All visitors and employees of Letlhakane mine are informed that access to the mine will be through the new bypass gravel road.

- Always make sure that you drive cautiously on the new road
- You are advised to drive with your beam lights on
- Watch out for the four (4) curves along the road
- Drive carefully, there are animals within the lease area
 - We have kudu's and bucks in the area
 - We have guinea fowls in the area
- Maintain safe distance from vehicle in front
- Watch out for loose stones
- Visibility might be poor due to dust
- Braking distance on gravel road is increased
- The road might be slippery when it rains
- The road can also be slippery due to sand or loose gravel accumulating on the road
- There are times when the sun will be directly ahead and making it difficult to see or blinding the driver (sunrise and sunset).
- Maintain the correct speed – reduce where necessary
- Avoid overtaking or only overtake when it is necessary
- There are times when mobile equipment will be used to maintain the road – drive with care
- Plan your journey wisely to avoid rushing to or from work

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2011 Diaries can be done for you.....

MYSC participant to various Sport Protocols



Minister of Youth, Sports and Culture, Hon. Shaw Kgathi

The Ministry of Youth, Sport and Culture is a signatory to various sport protocols which are of benefit to the country's athletes and sport organisations. These protocols, according to Minister Shaw Kgathi, included the United Nations Educational, Scientific and Cultural Organisation (UNESCO) convention against doping in sport and the Southern African Development Community (SADC) protocol on culture, information and sport.

Minister Kgathi said this when responding to a question asked by MP for Shoshong, Mr Phillip Makgalemele, who had asked the minister to state the various sport protocols which his ministry was signatory to and their main components and how these protocols had benefited sport development in rural areas.

Mr Kgathi said the main components of the UNESCO convention against doping in

sport were that Botswana could benefit from the UNESCO voluntary fund under which member countries enjoyed the right to apply for assistance from the fund for purposes of developing and implementing anti doping programmes at national level.

He also said Botswana now had access to relevant and up-to-date education and information to ensure that the country's athletes and organisations fully

understood their rights and obligations in relation to the promotion of drug free sport. He added that the UNESCO convention would also benefit the rural areas through the national sports associations who were the custodians of sport development amongst the rural communities.

"These associations are members of the regional, continental and international sport federations and are also affiliates of the Botswana National Olympic Committee which are the implementing agencies of the protocol," he said.

He noted that the main components of the SADC protocol on sport include national sports and recreation policies, where the protocol bound member states in the development, review and harmonisation of national policies on sports and recreation.

The minister told Parliament that under the SADC protocol, there were centres of excellence, which bound the state parties to establish centres of excellence for different sport disciplines "whose general objectives shall be to offer specialised training for outstanding athletes."

Source: BOPA

Premier League General Assembly date set

The Botswana Premier League (BPL) General Assembly, which was aborted in August, will be held in Palapye on November 13.

BPL General Manager, Phuthego Setete said the meeting will go ahead in Palapye next Saturday. The first meeting ended prematurely after the BPL failed to furnish the delegates with a copy of the minutes of the previous assembly while the

financial report arrived late. At one stage, the Premier League Committee (PLC) chairperson Mike Molefhe threatened to take action against Setete after the general assembly postponement.

Meanwhile, in a bid to expedite dispute resolution, the BPL invited South Africa Premier Soccer League prosecutor, Zola Majavu to share his experiences last week. Setete said after the

BPL set up a prosecutor's office recently, it was felt that they could benefit from Majavu's visit. The PSL prosecutor was in the country last Tuesday and Wednesday.

"We wanted to see what we could learn from them. He was impressed with what he saw, particularly the fact that we have set up a Disciplinary Committee (DC) and the office of the prosecutor," Setete said.

He said it is prudent for the BPL to benchmark on South Africa, which speedily resolves cases. "We have agreed that we need to move expeditiously on cases. We must regulate our DC in terms of how we operate. Our charges need to be tabulated so that teams are aware of the fines. All this will enhance the dispensing of justice," Setete said.

Source: Mmegi