Jwaneng Mine Hospital Scoops Position 2 Across All De Beers Operations for Safety Leadership
Commemorating Global Safety Day

In honour of the late former Debswana Managing Director, Mr. Albert Milton, De Beers Group of Companies celebrated his stellar non-negotiable safety performance during this year’s Global Safety Day. The commemorations of this year’s Global Safety Day featured an award dubbed the “Albert Milton Safety Award” in recognition of the greatest safety leader of the year.

Addressing employees across all De Beers operations, De Beers Chief Executive Officer, Bruce Cleaver, indicated that safety remains a priority for the overall business operations. Cleaver passionately called on all employees to continue by living our Values 24/7 and 365 days a year. He encouraged all to put our Values at the heart of our Safety Leadership, which firmly aligned with this year’s theme, being “Safety Behaviours as Drivers of Performance.” Announcing this year’s winners, the Cleaver indicated that he is glad safety across all De Beers operations continues to reflect growth in the intended direction of Zero Harm ambitions.

In a remarkable accomplishment, Jwaneng Mine Hospital scooped second position across All De Beers operations when it comes to safety. Reflecting on the resounding achievement by Jwaneng Mine Hospital, Jwaneng Mine General Manager, Koolatotse Koolatotse, delightedly narrated that the hospital has demonstrated excellence beyond par expectations. Koolatotse explained that COVID-19 is relatively new globally, however, Debswana Health Services have relentlessly managed to contain the virus as well as demonstrate that by scooping the second position in the awards. The highly competitive awards saw more than 110 De Beers operations.

Jwaneng Mine Hospital Superintendent, Dr. Kegomoditswe Maphane, highlighted teamwork as a leading factor in being able to severely manage the new COVID-19 pandemic. Dr. Maphane noted that the achievement of the second position will always be indebted to the resilient commitment put forth by the entire hospital staff through the COVID-19 pandemic.

“Well done, Jwaneng Mine Hospital team!
Welcome to the October 2020 edition of Teemane. It is once again a privilege to be able to compile this exciting piece of work for you, bringing you key updates from across the Debswana group of companies.

In this issue, you can look forward to reading more about how Debswana has commemorated Global Safety Day, our Inclusion and Diversity Drive and the Fatigue Monitoring System (FMS) at OLDM. There are profiles within this issue of some of the many sparkling gems in our Debswana family, and on how we as a business are embracing change in this new normal.

Across Debswana, we collectively work to put the safety, health and wellbeing of our people – colleagues, communities and all stakeholders – first, and our response to the current pandemic is a testament to that. Indeed, our very own Jwaneng Mine Hospital has scooped 2nd place across all De Beers operations for Safety leadership, and this is something we all celebrate.

Last but not least, as we bring the month of breast cancer awareness to a close, we urge everyone to do regular checks and examinations. Self-examination is key, so test it and beat it!

I hope you enjoy this issue, and encourage you to continue to #WearYorMask and #SocialDistance as we fight coronavirus together. Stay safe!

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Tell us how you are coping with the COVID-19 Pandemic

Less than 200 words, selected submissions will be published in Teemane. Send to teemanenews@debswana.bw
 According to Safety and Health Manager, Badiri Motlaleng, OLDM Leadership instituted the Quarterly QS rewards and recognition initiative to improve safety culture and sustain the Value of “Put Safety First,” ultimately working to achieve true safety leadership across OLDM. All sections at OLDM are eligible for these rewards and the top three winners would have achieved the highest scores against the QS rewards set criteria. These include:

- % Overdue Actions
- Near hits
- Legal Inspection
- Incidents Management
- Injury free days
- Safety & Health Stewards Inspections

For Quarter 2 recognition, OLDM held small ceremonies to recognise best performers, done in adherence to COVID-19 regulations.

Damtshaa Mine scooped all positions under the High-risk category:
1. Automation and Instrumentation Section
2. Plant Shift C
3. Plant Shift D

Medium risk:
1. Aircraft Services
2. Training Centre
3. Security Personnel Movement

All three positions for the Low risk areas went to Health Services:
1. Laboratory section
2. Pharmacy section
3. Dental section

Motlaleng said the sustained nature of OLDM’s safety performance is a result of individual inputs summed up as a solid and sustainable performance; hence, the need to continuously appreciate the efforts made. He therefore commended the winning teams and encouraged them to continue their sterling job. He also encouraged those sections and departments that have not performed well to take a leaf from those that did.
YOUR MENTAL WELLBEING MAY BE JUST A STROKE AWAY

MENTAL HEALTH

BENEFITS OF EXERCISING

- Reduces the risk of disease
- Alleviates anxiety
- Brings out your creativity
- Improves sleep
- Gives you more positive energy
According to Ronnie Moganetsi, Senior Mining Engineer, fatigue monitoring is one of the subprojects under the Accident Prevention Project. The primary purpose of this project is to address High Potential Incidents (HPIs) and accidents involving EMV and light vehicles as they interact across Debswana mining operations. “Debswana deployed FMS to continuously monitor operator condition, detect and alert operators as well as supervisors when the onset of fatigue is detected,” Moganetsi said.

Whenever the system detects fatigue, an alarm will go off in the operator’s cab to alert the operator. There will also be a Dispatcher per shift sitting in the Orapa control room monitoring the system 24 hours a day, 7 days a week. The Dispatchers will also receive the alert on their computer screen when fatigue is detected. “They will then be in a position to respond to the affected operator and come up with a plan for them (operator) to take a break and have some refreshments,” noted Moganetsi.

Moganetsi also mentioned that the benefits expected as a result of commissioning the system include reduced fatigue-related hazardous behaviour for a safer mine environment and increased operator alertness for an accident-free environment. Operations running the system i.e. Mogalakwena and Jwaneng Mine, have reported a major reduction in fatigue-related incidents since the inception of the FMS.

Moganetsi said the fatigue monitoring project was done starting with a trial (being early works) that took place in Orapa for a period of eight months between January 2015 and September 2015. “The purpose of early works was to cultivate the ground and capture learnings, collect baseline information necessary for Phase 1,” he said, adding that Phase 1 targeted frontline equipment such as trucks and loaders. Moganetsi said Phase 2 is an extension of phase 1, and targeted ancillary equipment such as graders and wheel dozers. A decision was made to fully implement the project at Jwaneng Mine then followed by OLDM. The idea was to ensure that OLDM uses the learnings from Jwaneng to aid for a smoother implementation this side (OLDM).

Initially the project was slated to “go-live” at the end of April 2020; sadly, COVID-19 and the subsequent lockdown derailed that plan. When operations resumed post-lockdown, most of the work was done remotely via platforms like Teams and we continue doing that in alignment to COVID-19 protocols. Moganetsi says commissioning at OLDM is planned for the 30th of October 2020, adding that in the meantime, project team and operations are preparing and refining the system for go-live.
Recently, Jwaneng Mine, through the Occupational Hygiene Office, extended its COVID-19 critical control measures to Jwaneng business communities as a way to mitigate the potentially catastrophic economic repercussions of COVID-19.

Jwaneng Mine Occupational Hygiene Manager, Pheto Mosinyi, inducted Pick ‘n’ Pay employees on Jwaneng Mine’s COVID-19 workflow, which has been paramount in enabling the Mine to fight and control the pandemic. Mosinyi highlighted that it is imperative for people to be proactive in practicing vigilant prevention measures to eliminate the virus. He lamented that human behaviour towards the virus remains the first line of defence, followed by the aggressive critical control measures put in place. Mosinyi clearly articulated and demonstrated to attendees how Jwaneng Mine has successfully implemented the COVID-19 workflow. He explained that, due to the accurate implementation of the workflow, employees adhere to daily self-monitoring and declarations of COVID-19. He emphasised that the workflow process spans almost the entire day of an employee. It starts at home by employees checking their temperature in the morning because it is mandatory to self-screen before leaving the house and reporting to work.

Having completed the symptom check at home, the next phase will be transport, where one is once again taken through the temperature check, then also ensuring 100% mask usage and sanitation accompanied by seat allocation within the bus as per the COVID-19 safety demarcation. Arriving at work will see registration through badging and repetition of the above mentioned critical control measures. The exercise will continue throughout the day with various other measures put in place such as the isolation room, incident management and case management, should the need arise.

Mosinyi encouraged Pick ‘n’ Pay employees to adhere to the safety health protocols and abide by the social distancing guidelines to help curb the virus in Jwaneng and surrounding communities.
The contributions towards the upgrade are as follows:

- Debswana OLDM: P1.7 million
- Lift Off: P200,000.00
- Orapa Golf Challenge: P100,000.00 from proceeds from the annual challenge
- DHMT - furnishing of the facility.

The upgrade started on the 13th of August 2020 and was completed on the 20th of September 2020.

OLDM General Manager, Bakani Motlhbabani, said the funding towards this initiative was to support DHMT to be better prepared as a District so as to be able to contain the disease. “We wanted to provide safe, comfortable place to isolate, help halt the spread, allow for appropriate isolation and recovery of COVID-19 positive patients and ultimately save lives,” he said adding this funding is a demonstration of Debswana’s unwavering commitment to the improvement of healthcare in communities.

Bakani Moesi, Lift Off Project Manager, mentioned that a quicker response to COVID-19 preparation was needed in order to control the spread of the disease in an area that is heavily rich with diamonds, hence their contribution towards the initiative. “We as Lift Off understood the Importance of donating P200,000 to this project to minimise the spread of the disease in this region since our country’s economy mostly depends on these precious stones. Furthermore, we wanted to ensure a better health for all,” he said.

Orapa Diamond Golf Challenge Chairman, Godfrey Gorogodo, mentioned that Orapa Diamond Golf Challenge prides itself in continuing to support the Boteti region. “It is a deliberate objective of golf and the Diamond Golf Challenge to grow the sport through engaging with the community and to assist where needed. This is the best way to raise awareness of challenges bigger than golf and sport.

Before sport can thrive, the community must be healthy. COVID-19 took everyone by surprise and no one was prepared for it. In this regard, we are proud to be identified in uplifting the community by contributing where it is necessary.”

District Management Team Public Health Specialist, Dr. Tegegne Solomon, appreciated the support from sponsors, noting they would be able to institute appropriate clinical case management of COVID-19 cases and reduce morbidity and mortality as well as minimise transmission to uninfected contacts. “The Isolation facility is highly important for implementation of Infection Prevention and Control (IPC) measures within facilities. Contact tracing, education on good cough hygiene and IPC at isolation facilities will help minimise onward transmission of the virus,” he said.

He noted that the Mmatshumo COVID-19 Isolation Centre is primarily intended to be used for isolation and as a care site for COVID 19 confirmed cases. However, in a post COVID-19 period, there is an intention to further adjust the structure to fit for the use of other healthcare service provision facilities which expands the range and complexity of healthcare services provided in the catchment area.

Dr. Solomon further said Debswana is closely working with the district authority and Regional Health Management team in fighting COVID-19 in the sub-district. “The upgrading of this structure is one of the many live examples of the close collaboration and support made by Debswana in the fight against the pandemic,” he said. He added that Debswana has been instrumental since the start of the pandemic both in terms of funding procurement and donation of PPE related equipment. “Orapa Mine Hospital being part of the District Rapid response team is cohesively working with the regional Health Management team. Therefore, I would like to appreciate the support that is availed by Debswana to fight COVID-19.”
H2 LOOKS UP TO SHAREPOINT ONLINE TO BOOST EFFICIENCIES

Lorato Motsaathebe

Anything that saves time and money is embraced in today’s economy, whether that involves efficient outsourcing or using Microsoft Teams as opposed to calls.

It is against this background that H2 Projects is continually in search of solutions that will improve operational efficiencies and productivity.

SharePoint Online has been identified as a system that can aid in achieving the 2024 strategic intent of projects execution.

“SharePoint Online greatly simplifies the way information can be managed and distributed, reducing that all-too common ‘can’t find it’ or ‘which is the latest document’ shared folders challenge,” says Lorato Motsaathebe.

The goal of the Debswana SharePoint Online Horizon 2 Portal is to deliver a platform that allows for the seamless provision and management of business information and documentation, creating a collaboration space for all Debswana entities. The new system is tailored for all Debswana operations based on the fact that document control systems, procedures and processes are the same, save for the current projects framework in use. Currently, two systems are in use being eB (Enterprise Bridge; a Bentley product) and SharePoint.

SharePoint is an enterprise business solution offering a collection of cloud and web-based technologies. This makes it easy to store, collaborate, share and manage digital information within an organisation by all departments. This also offers a holistic approach to document lifecycle management, from creation to disposition. In the projects space, use of shared drives has long been discontinued and documentation migrated to SharePoint and eB.

An essential part of any project is the written documentation that underpins its management. With data and documentation being at the centre of any project, it is vital that it is managed efficiently to make sure that project requirements are fulfilled and to establish traceability concerning what has been done, who has done it, and when it has been done. Thus, the involvement of the Document Control function, led by the Document Control Manager, Lorato Motsaathebe, with six teams from across our three sites.

Upon full implementation all project systems will be accessed from SharePoint Online. The system will also house the projects IDM framework.

Change management process is on-going. SharePoint Online Document Control Project team members include:

DCC
- Lesego Molefe-Ranaka
- Tumelo Mogomotsi
- Sheila Kepadisa
- Gorata Ziga

OLDM PMO
- Kitso Shamba

Jwaneng PMO
- Bonolo Kemorwale
“World Teachers’ Day is about celebrating effectiveness and, in my opinion, an effective teacher is one who is always prepared to teach a pupil. This takes into consideration the social, physical and mental status of the pupil. With regards to the reopening of Acacia Primary School post lockdown, we were prepared to welcome pupils back during the COVID-19 pandemic yet keep pupils safe, so I strongly believe that Acacia teachers are effective teachers.”

“Leading in Crisis, Reimagining the Future. What this theme means to me is that, as teachers, we should be able to work regardless of our circumstances. We are responsible for the education of the future leaders of this world and pandemic or not we must adjust and ensure that pupils are educationally equipped to move past this. We cannot afford to have a generation of uneducated youth and adults because we were uncomfortable with leaving our homes; it will hurt us more than help us. With that said, now is the time to keep up with modern educational trends and use those trends to deliver content to our pupils.”

“Celebrating World Teachers’ Day has made me realise that a new order of teaching and learning has been awakened, as the use of digitisation and technological methods of teaching have become the new order of business.”

CELEBRATING THE TEACHERS WHO SHAPE THE FUTURE

With World Teachers’ Day just ended, we spoke to some educators about what makes a passionate and effective teacher, and why they deserve our due recognition.

THANK YOU TO THE TEACHERS AND TEACHING ASSISTANTS WHO, IN MANY WAYS, HOLD THE FUTURES OF OUR CHILDREN IN THEIR HANDS AND HEARTS. THANK YOU FOR YOUR COMMITMENT AND YOUR PASSION!
COMMEMORATING GLOBAL SAFETY DAY

The theme of this year’s Global Safety Day is Safety Behaviours as Drivers of Performance.

The theme urges us to move from being the problem to being the solution and to being the strongest link and was wholeheartedly embraced by Jwaneng Mine at this year’s commemorative engagements.

Said General Manager, Koolatotse Koolatotse, during the commemoration of Global Safety Day with Red Area employees, “Now is the time to reflect on our safety culture and realise that safety can help to unlock excellent work performance. It is our responsibility as employees to each have a safety Pledge and Mine is “Everyone Who Enters Jwaneng Mine is Home; You Are Family.”

Koolatotse went on to note, “I am so proud of all Jwaneng Mine employees for demonstrating huge accountability in the fight against COVID-19. Jwaneng Town is a safe place to visit because we are aware of our COVID-19 status. We have tested 60% of Jwaneng Community and will extend testing to communities surrounding the Mine as well.”

According to Koolatotse, the Mine continues to embark on a robust re-entry testing process that demonstrates an embedded positive culture of self-declaration and compliance. “The important question that we need to ask is “Was the travel really necessary?” – Let us introspect and stop all non-essential travel,” he mused.

Koolatotse also took time to engage various departments and update them on business performance during these challenging and difficult times, saluting employees on their outstanding discipline in the fight against COVID-19.

Let us all continue to Put Safety First.

DEBSWANA COMMEMORATES WORLD MENTAL HEALTH DAY

Debswana joined the world in commemorating the World Mental Health Day earlier this month with the overall objective of raising awareness of mental health issues and mobilising efforts in support of mental health.

This day provided an opportunity for all stakeholders to engage on Mental Health related issues as well as drive discussions on what needs to be done to make Mental Health care a reality for everyone. The theme for this year’s mental health day was, “Mental Health for All, Greater Investment – Greater Access. Everyone, everywhere.”

According to the Acting Managing Director, Lynette Armstrong, mental health is an essential component to one’s overall health and wellbeing. “Just a few months ago, none of us had any idea that all our worlds would be turned upside-down by the COVID-19 pandemic, and that worry, isolation, loneliness, depression and anxiety would become collective experiences shared by literally everyone across the world.” Armstrong said it is for this reason, and as part of our broader wellness and diversity and inclusion programmes and strategies, that Debswana saw it befitting to commemorate the World Mental Health day in order to raise more awareness on mental health issues and inculcate a culture of compassion across our distinguished organization.

Moleko Majaha, Head of Projects indicated that the theme could not be more relevant and a good reminder that mental health is essential and that those living with mental health issues are deserving of care, understanding, compassion, healing, recovery, and fulfillment.

General Manager at OLDM, Bakani Motlhabani, highlighted that since COVID-19 instills fear and anxiety, it is important that we find new ways of coping and confront the current mental health issues before they worsen and result in more serious conditions like depression.

Meanwhile the Jwaneng General Manager, Koolatotse Koolatotse, took the opportunity to appreciate the hardworking and dedicated Wellness teams across the organisation who continue to provide important treatment, care and support to individuals living with mental illness or struggling with other social stressors.
During the COVID-19 pandemic, “agility” is a word that is circulated a lot around various response plans in different sectors of the economy.

The question is, how has the Debswana Audit Services (DAS) responded to the pandemic? DAS strives to maintain a proactive, flexible & agile auditing approach. The approach is in line with the DAS motto: “We aim to strongly drive business partnerships & collaborations both internally and externally, implement robust performance monitoring, drive efficiencies and effectiveness through innovation, define current and future resource needs and strengthen our resource capability in order to deliver strategic assurance and help Debswana achieve strategic goals through value addition.”

The Department is seeing an increased need to collaborate and partner with the business in order to identify and assess emerging risks for 2020 and beyond. This approach will positively affect the sustainability of Debswana operations. DAS remains committed and ready to assist the business to unlock the BWP10 billion additional value that the Debswana 2024 Strategy seeks to achieve.

COVID-19 has presented the business with new risk profiles. DAS has responded to this pandemic through the following:

- Revision of the 2020 Internal Audit Plans;
- Maintaining a risk-based auditing approach, as opposed to the traditional compliance route. The 2020 YTD completed assignments have been executed with “out of the box” thinking that challenged the status-quo and resulted in value-adding improvements;
- Remote auditing and adhering to COVID-19 protocols at all times;
- Auditing with emphasis on achieving absolute Zero Harm, BHAG & P101 objectives;
- Ensuring the audit scopes are not limited in any way, considering challenges brought about by COVID-19; and
- Acquisition and utilisation of Team-Mate audit management software, coupled with its data analytics package.

As we advance towards Making Life Brilliant with one dream in mind, DAS continues to be a trusted assurance, advisory and foresight provider.
“ENGAGED EMPLOYEES ARE HIGHLY PRODUCTIVE AND MOTIVATED” - SEAKANYO

OLDM Project Manager, Fidelix Seakanyo, has emphasised the importance of an engaged workforce, noting that when employees are engaged, they become highly productive and highly motivated. Seakanyo was speaking during the OLDM Project Management Office (PMO) Q3 employee engagement session held virtually on the 6th of Oct 2020.

Borrowing from Byrne’s 2014 definition of an engaged workforce, he said this is “A moment to moment state of motivation wherein one is psychologically present (in the moment) and psycho-physiologically aroused; is focused on and aligned with the goals and objectives of the job and organisation and channels his or her emotional and cognitive self to transform work into meaningful and purposeful accomplishment.”

Accordingly, he said that, as employees, we have to be motivated while at work, be physically present and psychologically aroused. Employees have to feel and believe what they are doing is meaningful and purposeful.

Seakanyo said that communication was key and the most effective way of ensuring employees are engaged. “How do you ensure employees are engaged? Communication, communication, communication,” he said emphasising that effective communication should be two-way instead of one-way, and with room for continuous feedback.

Brooks Kesalopa, Human Resources Officer, underscored the importance of improving team dynamics, noting that if improved, good performance is realised. However, she said, if not improved, they cause unproductive conflict, demotivation, and prevent the team from achieving its goals. “When we improve overall team dynamics, we get the best out of individual team members,” she said.

In his closing remarks, Bashi Alemarumo, Project Manager, mentioned that it was through these sort of employee engagements that, as an organisation, we become successful.

As part of the PMO team building initiatives, the team carried out a profiling exercise of their colleagues that was very well received. Three pairs of ladies volunteered and profiled three gentlemen from the PMO team and conversely three pairs of men volunteered and profiled three ladies from the team. “The team definitely enjoyed learning more about their colleagues,” said Seakanyo.

Let us keep working to help each other stay passionate, stay engaged and stay committed!
PEOPLE TRANSFORMATION
PEDRO KGOBE’S STORY

My name is Pedro Kgobe and I joined Debswana a decade ago as Safety and Health Manager. I have worked and gained experience from various companies before that as a trainer, auditor, wildlifer and country manager. However, I never envisaged myself as a blasting license holder, but, due to my passion to learn, today I am a proud miner holding a blasting license.

7 years in one job was no longer exciting to me, the then Assistant General Manager, Koolatotse Koolatotse, asked me to help at Post Cut 9 Drilling Projects and then at Mineral Resources Management (MRM). Project Management sounded appealing to me and I worked with various drillers and project managers at MRM and Mining. I then focused on Compliance Management (laws, standards, procedures, etc.) at Mining Department. It was during the Mining Department Strategy session that the Mining Manager Operations advised that I should consider obtaining a blasting license.

After advice and encouragement by my Head of Department, Goitseone Gadifele, I commenced training to obtain my license in July 2019. I wrote and passed the examinations in July 2020. I could have completed in April 2020, but due to the Nationwide lockdown and Mine shutdown, the Department of Mines was not ready to host candidates for examination writing at that time.

The training started with practicals at the pit with the Blasting Team to accumulate 150 shift hours and over 30 blasts as required by the law before going for theory classes at Mining Training. These are required before one applies to write examinations at Department of Mines. The processes include quality assurance of the drill holes, getting explosives from explosives storage (magazine), safe transporting of explosives to and from the pit using approved vehicles, priming, charging as per the charge plan, stemming, tagging, harnessing or tying in, testing, clearing the Blasting Team, pit clearance for the blast, pit entrances guarding, firing, clearing after blasting by the Blasting License Holder, and safe declaration for production to resume. This involves learning from all levels of personnel irrespective of position within the Blasting Team, and being willing to play any role, be led and be constantly vigilant.

The theory training portion includes being familiar with making it safe during blasting preparations, during blasting and after blasting, knowledge of explosives covering the physics behind them, and chemical composition of various categories of explosives, deep knowledge of the Explosives Act and related Regulations, knowledge and application of mine drilling and blasting procedures, and legal duties of a Blasting License Holder (BLH), and the legal duties of a miner in charge of who is a BLH, storage, transportation, characteristics of a magazine, labelling and signing of the magazine fence, acceptable behaviours of personnel working with explosives, security of explosives, reasons why explosives are used in mining.

I have now completed the training and am incredibly proud! This a true demonstration of Debswana delivering on its 2024 Strategy Pillar of People Transformation by giving me the opportunity to pursue obtaining a blasting license.

These are exciting times despite the challenges of COVID-19; as a miner, I am proud of what I do.
As a company with an aim to make a lasting and positive contribution to our communities and the people of Botswana, the Anglo Social Way has been a tool to help us understand the positive influences we can have on our communities as well as building and maintaining mutually beneficial relationships since 2015.

The framework has so far assisted the company to engage interested stakeholders in both the Boteti and Jwaneng areas, avoid, prevent and mitigate adverse social impacts and where some work needed to be done, remediate any adverse effects while maximising opportunities for social and economic developments in those areas.

Early this year, Anglo American introduced version 3 of the Social Way (AASW 3.0) with an improved focus, integrating social performance management into the business planning and management processes. This new version replaces the v2 as well as the Socio-Economic Assessment Tool.

Key Aspects of AASW 3.0

The new version of the Social Way takes into consideration key aspects of the business and the external environment in its design:

- It is informed by the Debswana Resource Development Plan as well as the Sustainability Strategy;
- It takes into consideration Vision 2036 goals; and
- It incorporates the UN Sustainable Development Goals (SDGs)

The AASW 3.0 features additional requirements to the previous version, while also making some material changes to some of the adopted requirements from version 2.0.

In addition, the AASW 3.0 provides even better guidance to all departments on how they are expected to play their part and who the intended users for specific requirements are.

Since the AASW 3.0 is intricately combined with strategic business imperatives, all departments will make a contribution to the achievement of the framework requirements.

As the business has been affected by the corona virus this year, the full implementation of the AASW 3.0 has been deferred to 2022 when full compliance will be expected. In 2020, however, the business has put together transition plans towards this and will therefore be undergoing assessments, though these will be viewed as learning and improvement exercises to track progress towards the 2022 compliance target.

In the coming weeks, we will be unpacking the requirements to provide more details. This will give everyone the opportunity to understand their role in the achievement of our targets over the next two years.
MAOKETSA MOTIVATES STUDENTS TO PERFORM TO THEIR FULL POTENTIAL

Botswana has a key National development goal to shift form a resource-driven economy to a highly diversified knowledge-based economy. To achieve this National development agenda, there is an urgent need for big operations such as Jwaneng Mine to invest and support education in knowledge transformation.

To support this National Vision, Jwaneng Mine, Jwaneng Council and the Department of Education delivered a tripartite approach in driving and promoting education in the Zone of Influence through the Mayor’s Candle Light initiative.

On the 8th of October 2020, the Mayor’s Candle Light initiative brought together final year students for Primary and Junior School leaving examinations to encourage and motivate them as they will be writing their examinations during COVID-19. Addressing students on behalf of the Mayor, Jwaneng Town Deputy Mayor, Koolopile, explained to students that the new normal has brought forth challenges in the learning environment and we must navigate these.

Jwaneng Mine Assistant General Manager, Mogakolodi Maoketsa, motivated learners to ensure readiness and be determined to pass, for the responsibility lays within their hands. Maoketsa encouraged learners to prepare well in time and avoid “The Student Syndrome” of leaving everything for the last minute.

Maoketsa also urged learners to manifest positive energy and thrive through the current situation. He reminded learners to understand their potential, and that it remains imperative for them to be vigilant and focused on passing with high grades despite the current situation. He concluded by further encouraging everyone to sail through the proverbial storm and shine bright.

“Best of luck to all our learners!”

THE STUDENT SYNDROME" OF LEAVING EVERYTHING FOR THE LAST MINUTE MUST BE AVOIDED."
Debswana Management is fully committed to greater inclusion and diversity by ensuring that employees at all levels are protected from undesirable situations of harassment and bullying.

Debswana’s efforts within the inclusion and diversity space include: Bullying, Harassment and Victimisation Awareness Training; Unconscious Bias Training (Awareness); Targeted Development; Socialisation of Flexible Work Framework and Men’s Study.

This approach of leading from the front has made it easier for all to fully appreciate the need to adopt and maintain acceptable behaviour that allows fellow employees to work in conducive environments, devoid of unwarranted intrusions of people’s personal spaces and violations of rights.

Bafana Lenkopane, Human Resource Manager OE & Talent (Acting), on Bullying, Harassment and Victimisation, “For consistent approach across the whole business as well as ensuring we uphold the same standards, it offers opportunity to define the behaviours, to warrant that there is clear and embedded understanding of what to look out for.” He continued, “The Bullying, Harassment and Victimisation (BHV) initiative and policy also indicates what the business is doing in this area and why, inclusive of the zero-tolerance approach. The policy itself makes clear that it applies across everyone.”

Lenkopane says the rationale behind such initiatives is to build a company where everyone feels valued and respected when they come to work.

So, who are the target beneficiaries of these projects? “All employees, because this is all about psychological safety; that is, when and where people feel a sense of belonging, feel free and comfortable to speak up, suggest improvements and call out when behaviours do not feel quite right,” he explains. Staff are being engaged on these initiatives through normal classroom awareness trainings, existing engagements/platforms such as briefings, and Managers engaging employees even on a one-on-one basis.

Lenkopane says Debswana Management is giving tremendous support. “Debswana Management fully supports [the] rollout of these projects at all levels, from [the] MD’s Desk through Senior Leadership Team, Operations Executive Teams, Middle Managers and Supervisors,” he says.

He also encourages employees to be part of the fight against harassment and bullying, “As Debswana employees, we are encouraged to take action at every level to create a safe, inclusive culture that really honours our Values of safety and treating everyone with care and respect,” he advises. “We are doing all of this because it is the right thing to do.”

To date, the projects have been well received within Debswana’s workforce and progress is being monitored at various levels.
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Tell us about yourself?
My name is Mpho Pheko and I originate from Serowe. I am a single mother of three. My hobbies include gardening, swimming, small stock farming, and keeping up with current affairs.

What does your role entail?
I am the Executive Secretary to the Jwaneng Mine General Manager. As an Executive Secretary, I have been trained to be a good time manager. For this, I use tools like to-do lists and sorting tasks between urgent, important and crucial. This helps me to clearly lay out the things I need to accomplish within the given time. Sometimes I consult my manager to seek his views and expert advice in dealing with some unique activities and assignments which I am not very familiar with.

Over the years, I have become quite skilled at multi-tasking without losing quality in my work. Based on my experience, every day brings a new set of requirements and unique challenges. Hence, I am quite aware that my day to day tasks will vary.

What are you currently working on?
For me, no two days are the same; there are often several different projects and tasks to be worked on at any time – multi-tasking is crucial! Predominantly, I am the gatekeeper for my manager; often organising their diary, international travel and liaising with both internal and external contacts on his behalf for any upcoming meetings, events and engagements. During this pandemic, I am making sure that the services of our office are on track and we are available for assistance where needed, as well as being an ambassador for my executive’s office.

What is your biggest achievement?
It is my ability to identify problems and apply effective forms of resolution, as well as my ability to analyse and interpret data, and co-ordinate all department functions for teams of employees. I, have increased office organisation by developing more efficient filing systems and customer database protocols. Finally, obtaining my Diploma in Business Analysis was a great achievement.

What is on your wish list for the next few years?
The welfare of our community, especially eradication of poverty. I would like to also see more Economic growth in Botswana and other African countries across the continent so that we are able to self-sustain within our continent amidst challenging times such as this one.

What is your personal mantra?
Be in love with your life, every minute of it

What advice would you give to colleagues, both professional and personal?
Your hard work will speak for you but it does not mean you will be praised daily. Always be forthcoming, get involved and don’t be afraid to ask for more responsibility or assistance. Your boss might often ask for your opinions and recommendations regarding some business decision; be ready and open to fearlessly advise because it might go a long way to the benefit of others.

Thank you, Mpho!
Hailing from Mhalapswe, Chipo took an immediate liking to Debswana when she was first employed as a Learner Official in 2003 under an internship programme. This was after she graduated from the University of Botswana in 2002.

One could say it was love at first blush for Chipo, who says Debswana is now her home. “Since then, I have built great work experience in both the Management and Financial Accounting field, offering a strong attention to detail and accuracy, as well as strong problem solving skills,” she says.

The affable Chipo, who sees herself as a calm, mature, analytical, organised and focused problem-solver, said the first thing she fell in love with was the manner in which things are done at Debswana. “Everything was so well-coordinated and everybody played their part well,” she remembers. “I liked the Organisational Readiness workshop which was organised for graduates and new employees as a way of preparing them for the working environment. The Learner Official Programme was so well-organised with progress presentations to Management; I knew right there that this is my employer of choice.”

What exactly does Chipo, as a Management Accountant do? “My job entails planning, preparing budgets and forecasts; cost control, reporting and compliance with financial policies and regulations,” Chipo reveals. “So it requires strong business orientation, attention to detail and organisation. Additionally, I provide beneficial advice to the managers and executives on any finance related issues.”

She also notes, “For one to really deliver in an organisation, one needs to understand where they fit in in the value chain of the organisation; hence, you have to understand the business processes and apply the accounting principles,” she illuminates. “Learning the key factors in both the external and internal environment, different from your discipline, comes with an exciting challenge. We live in an ever-changing world, so being able to cope and have an input on any strategies also counts.”

The job is not without its challenges, however, but Chipo takes them in her stride. “There is a bit of repetitive work; however, automation is taking over. There are times when we have to deliver different assignments within a limited time and, at the same time, ensure quality,” she says, adding that there is always the challenge of being able to focus under pressure. “To me, success is all about when the outcome of my tasks/projects turns out well or even better than I expected. I firmly believe that it is easier to achieve a 100% success rate as a team, each doing their 1%, rather than one person trying to achieve the whole 100% alone.”

Ever the workaholic, Chipo notes that her job demands much of her time. “I like a lot of things about my current role,” she says. “However, if I could change one thing, I would improve on my work-life balance. Opportunities are there, but because the work is too demanding, the personal side tends to suffer at times.”

Chipo advises any would-be accountant thus: “Be yourself. Make time and be open to learning. Always look for better ways of doing things to avoid being bored by your job. Embrace change and share knowledge.” When Chipo does make the most of some down time, she loves reading, and if she were to write a book about herself, it would be titled ‘The Rainbow Gem’. She also enjoys farming and spending time with her daughter, especially when travelling.

Stay sparkling, Chipo!
SHEEDING KILOS AND BUILDING MORALE WITH BIGGEST LOSER

OLDM employees who participated in a wellness (weight loss) programme dubbed “Biggest Loser” were recently rewarded for their efforts following a demonstrated body weight decrease.

“The programme was intended to encourage employees to gain healthy habits and lose unhealthy ones as they participate in this fun, friendly competition against co-workers to see who can lose the most weight in a designated time,” says the Champion of the initiative, Kathy Pelotona.

Why weight loss? Pelotona mentioned that maintaining a healthy weight is important for one’s health. “It reduces the risk of heart disease, stroke, diabetes, and high blood pressure, and lowers the risk of many different cancers and depression,” she noted. Pelotona said there were 15 participating teams comprising five people per team. The winnings were categorised as follows:

1. Titans - P1,750.00
2. Weight Benders - P1,000.00
3. Kilo Game - P500.00

Kelebogile Moswela emerged the overall winner and walked away with P500 and a health body ball, plus the winnings from her team who earned position 1.

The judging criteria used, according to Pelotona, included monthly weight screening progress, waist circumference screening progress and team commitment, as well as compliance to the set rules.

Even beyond the health goals of Biggest Loser, this is an initiative that helps solidify the strength of the team in many ways. “It motivates when working as a team, also putting our Values of Pulling Together and Show We Care in practice.”

Congratulations to the victors and to all who were involved!
Recruiting is the bedrock of all HR functions. A mismatch compromises all HR efforts such as talent management, employee relations, company culture and overall company performance. The automation of our recruitment process has allowed us to review and align our ways of work with international best practice, as well as improve service delivery in the form of candidate experience and turnaround times.

Candidates will enjoy a fully automated job application stage (complete cessation of paper and email applications) and other user benefits such as:

- Create a profile to simplify job application
- Track the status of your job application
- Set up job alerts for specific posts
- Rate interviews on your mobile
- Approve workflow from your mobile device

The value that this automation brings to the business will be felt in:

**Time Saving**
Automation of the sourcing and screening process allow the Recruiter to provide list of candidates to the Hiring Manager in a fraction of the time that was previously spent when recruiting manually. This results in more time for engagements with candidates and for the hiring team to improve the outcome of the recruitment.

**Single Document Repository**
The digital platform allows a candidate to create a profile that retains all candidate information, including attachments, in one place. The Recruiter can also add documents to the candidate’s application for internal use. This central document repository that is updated instantaneously ensures that information is captured correctly at source, throughout the process and is available to the relevant users constantly.

**Talent Pools**
Quality recruiting hinges on access to and identification of the right talent; the creation and maintenance of talent pools will drive the company’s ability to match the right candidates to its needs. Success Factors makes building talent pools easy, capacitating proactive talent searches locally and globally.

**Recruitment Marketing**
Success Factors has integration capacity across different digital spaces; candidates can be sourced from multiple platforms including social media, job boards and agents. Job posts (vacancies) can also be shared via email from source across an individual’s network. The reliance on traditional modes of marketing vacancies has been reduced, while benefitting from faster less costly digital information sharing.

We have ourselves a seamless integration. HR re gatetse pele! Evolve with us!
FREQUENTLY ASKED QUESTIONS ON COVID-19

During this challenging pandemic period, many of us have questions or clarifications we wish we could get answers. As information is indeed power, here, we share some of the most popular FAQs and insights.

How should we deal with people who believe they might have been in contact with people in isolation centres?
Individuals who have been in contact with people in isolation are being deemed as secondary contacts.

Debswana recommends 2 days of self-quarantine at home to make time for the contact tracing team to contact them if there is need.

Kindly clarify and define “contacts”? A contact is a person who experienced any one of the following exposures during the 4 days before and the 14 days after the onset of symptoms of a suspected, probable or confirmed case:

Primary Contact:
A person meeting any of the following criteria:
- had face-to-face contact with a positive COVID-19 case within 2 metres for more than 15 minutes or any other physical contact
- Was in a closed environment (home/meeting room with a positive COVID-19 case for more than 15 minutes
- Providing direct care to a positive COVID-19 case

Secondary Contact:
- Individuals who have had contact with a primary contact (contact of a contact). If the primary contact tests positive for COVID-19, then the secondary contact becomes the primary contact of that specific case.

What is the turnaround time for COVID-19 test, especially those returning from Red Zone?
People returning from red zones undergo mandatory quarantine for 2 days as well as testing. The individuals may return to work whilst awaiting results. Positive COVID-19 test results are given priority and shall be communicated with immediate effect.

If we are caught by ‘lockdown’ away from site, will the employer facilitate permits for us?
The employer does not issue permits for travelling back post lockdown.

If I am in institutional quarantine, should my family or those I stay with proceed to school and work?
Primary contacts are the ones that are taken in for quarantine unless the contact tracing team has deemed it necessary for other affected individuals.

Why are we not informed if one of our colleagues test positive?
A person’s health status is confidential. The information shared should be dealt with in confidence.

Is self-quarantine or isolation allowed at home?
Home quarantine or isolation are allowed, following the Government-set guidelines. Health Services conduct the assessment and issue the approval.

Is the 2 days quarantine serving the purpose of people returning from the Red Zone given that the incubation of COVID-19 is longer than the 2 days.
It is to enable contact tracing to take place in the event that individuals are deemed contacts.

What happens if they the hospital is inaccessible e.g. Hospital is a Red Zone
- Provision is made for collection of chronic medication; you must follow doctors’ advice and adhere to their medications
- Patients should adhere to their hospital bookings
- All other information will be communicated as and when it happens, or you may call the toll-free number 0800 600 555 and select option 3
- For flu-like symptoms, people are advised to call the toll-free number 0800 600 555

Kindly note that Debswana is offering counselling services via the toll-free line for all psycho-social support: 0800 600 555 option 4 or 0800 600 919

These FAQs are available for all staff and will be regularly updated. Let us all play our part to #StaySafe.
TO OUR LONG SERVING DIAMONDS
OCTOBER 2020

Thank you

5 YEARS
Larona Gofaone
Bogopa Selabe

10 YEARS
Keletso Maribe
Kutlwano Keneiwe
Maribe Molefe
Matjola

20 YEARS
Thebeitsile Paseka
Botsile John
Otsile Matoho
Polelo Jambo

35 YEARS
Aubrey Freddy Moeng
Solomon Bless
Moeng Ramalebang

30 YEARS
Phillip Lisindi

15 YEARS
Johannes Roselyn Sethunya
Gaotwesepe
golaolwe Ngakayagae
Calistus Ditsholto
Moses Godiraone
Tebatso Mystery
Otsile Abel
Khumomotse Moreti
Kgetse Seaye
Moreri Katukula
Ogaketse