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PARLIAMENT



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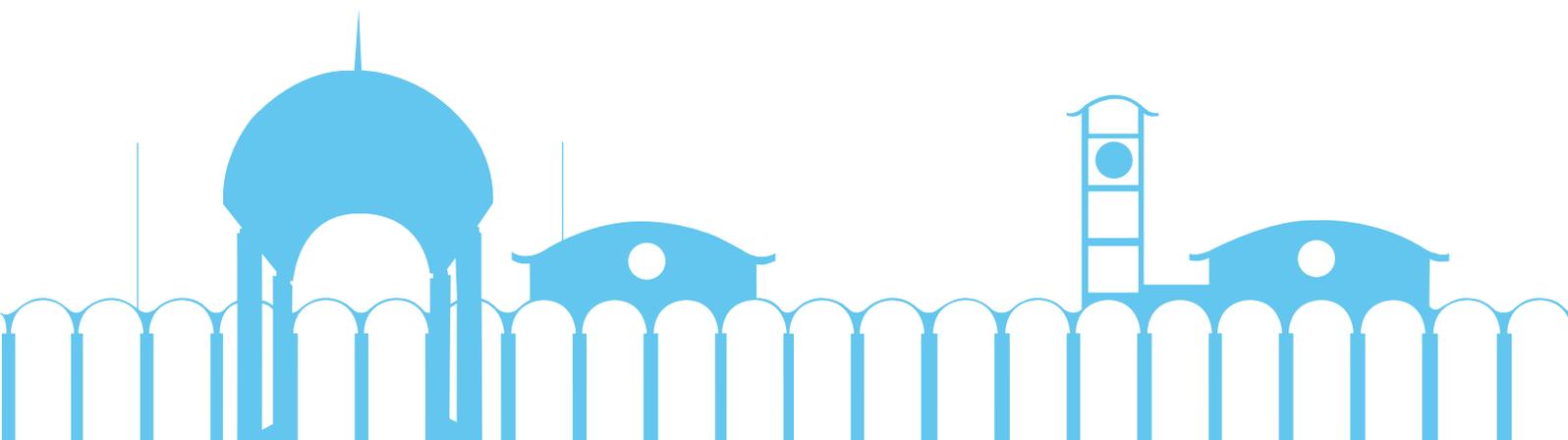
YOUR VOICE IN PARLIAMENT

**THE FIRST MEETING OF THE SECOND
SESSION OF THE THIRTEENTH PARLIAMENT**

WEDNESDAY 3 DECEMBER 2025

MIXED VERSION

HANSARD NO: 219



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Hon. N. Ramaotwana, MP.	- Minister of Justice and Correctional Services
Hon. K. Motshegwa, MP.	- Minister of Local Government and Traditional Affairs
Vacant	- Minister of Lands and Agriculture
Hon. D. Tshere, MP.	- Minister of Communications and Innovation
Hon. N. Kgafela-Mokoka, MP.	- Minister of Child Welfare and Basic Education
Hon. P. Maele, MP.	- Minister of Higher Education
Hon. W. B. Mmolotsi, MP.	- Minister of Environment and Tourism
Hon. Dr S. Modise, MP.	- Minister of Health
Hon. Maj. Gen. P. Mokgware, MP.	- Minister of Labour and Home Affairs
Hon. O. Ramogapi, MP.	- Minister of Water and Human Settlement
Hon. B. J. Kenewendo, MP.	- Minister of Minerals and Energy
Hon. T. Ntsima, MP.	- Minister of Trade and Entrepreneurship
Hon. L. Chombo, MP.	- Minister of Youth and Gender Affairs
Hon. J. Kelebeng, MP.	- Minister of Sport and Arts
Hon. N. S. L. M. Salakae, MP.	- Minister of Transport and Infrastructure
Hon. M. B. Mophuting, MP.	- Assistant Minister, State President
Hon. A. Nyatanga, MP.	- Assistant Minister, Justice and Correctional Services
Hon. M. I. Moswaane, MP.	- Assistant Minister, Local Government and Traditional Affairs
Hon. Dr E. G. Dikoloti, MP.	- Assistant Minister, Lands and Agriculture
Hon. S. Ntlhaile, MP.	- Assistant Minister, Communications and Innovation
Hon. L. Ookeditse, MP.	- Assistant Minister, Health
Hon. B. Mathoothe, MP.	- Assistant Minister, Trade and Entrepreneurship
Hon. J. Hunyepa, MP.	- Assistant Minister, Child Welfare and Basic Education
Hon. M. G. J. Motsamai, MP.	- Assistant Minister, Water and Human Settlement
Hon. K. Atamelang, MP.	- Assistant Minister, Transport and Infrastructure

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Names	Constituency
RULING PARTY (Umbrella for Democratic Change)	
The President Adv. D. G. Boko, MP.	President
His Honour N. N. Gaolathe, MP.	Vice President (Gaborone Bonnington South)
Hon. S. O. Digwa, MP. (Government Whip)	Boteti West
Hon. W. B. Mmolotsi, MP.	Francistown South
Hon. M. I. Moswaane, MP.	Francistown West
Hon. M. G. J. Motsamai, MP.	Charles Hill
Hon. O. Ramogapi, MP.	Palapye
Hon. D. Tshere, MP.	Mahalapye West
Hon. Dr P. Butale, MP.	Gaborone Central
Hon. P. Maele, MP.	Tswapong North
Hon. S. Ntlhaile, MP.	Gaborone North
Hon. N. S. L. M. Salakae, MP.	Ghanzi
Hon. K. Atamelang, MP.	Boteti East
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Hon. L. Barongwang, MP.	Mogoditshane East
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Hon. C. K. Jacobs, MP.	Lobatse
Hon. J. Hunyepa, MP.	Tati West
Hon. J. Kelebeng, MP.	Takatokwane
Hon. A. K. Khan, MP.	Molepolole North
Hon. O. Kwapa, MP.	Jwaneng-Mabutsane
Hon. G. Lekau, MP.	Mogoditshane West
Hon. R. M. Lekutlane, MP.	Kgalagadi North
Hon. H. P. Manyeneng, MP.	Mmopane-Metsimotlhabe
Hon. Brig. D. Mokgwathi	Lethakeng
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Hon. K. Motshegwa, MP.	Mmadinare
Hon. T. Ntsima, MP.	Francistown East
Hon. A. Nyatanga, MP.	Mahalapye East
Hon. N. Ramaotwana, MP.	Gaborone South
Hon. V. B. Phologolo, MP.	Kanye West
Hon. G. Sedombo, MP.	Tonota
Hon. P. M. Segokgo, MP.	Tlokweng
Hon. J. T. I. Modise, MP.	Kgalagadi South

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(Botswana Congress Party)

Hon. D. Saleshando, MP. (Leader of the Opposition)	Maun North
Hon. C. K. Hikuama, MP. (Opposition Whip)	Maun West
Hon. Dr U. Dow, MP.	Kgatlang West
Hon. Dr K. Gobotswang, MP.	Tswapong South
Hon. K. K. Kapinga, MP.	Okavango West
Hon. G. Kekgonegile, MP.	Maun East
Hon. T. B. Lucas, MP.	Bobirwa
Hon. K. Nkawana, MP.	Selebi Phikwe East
Hon. P. Aaron, MP.	Ngami
Hon. G. Disho, MP.	Okavango East
Hon. T. Furniture, MP.	Tati East
Hon. R. W. Kaizer, MP.	Selebi Phikwe West
Hon. B. B. Mabeo, MP.	Gamalete
Hon. S. O. Mapulanga, MP.	Chobe
Hon. M. Moalosi, MP.	Nkange

(Botswana Patriotic Front)

Hon. L. Lesedi, MP.	Serowe South
Hon. B. Mathoothe, MP.	Serowe North
Hon. O. Kedikilwe, MP.	Serowe West
Hon. J. J. Frenzel, MP.	Shashe West
Hon. L. Ookeditse, MP.	Nata-Gweta

(Botswana Democratic Party)

Hon. K. S. Gare, MP.	Moshupa-Manyana
Hon. K. T. Mmusi, MP.	Gabane-Mmankgodi
Hon. P. K. Motaosane, MP.	Thamaga-Kumakwane
Hon. M. M. Pule, MP.	Kgatlang East

(Independent Member of Parliament)

Hon. Dr E. G. Dikoloti, MP.	Goodhope- Mmathethe
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SPECIALLY ELECTED MEMBERS OF PARLIAMENT

Hon. Maj. Gen. P. Mokgware, MP.	Specially Elected
Hon. B. J. Kenewendo, MP.	Specially Elected
Hon. M. C. Mohwasa, MP.	Specially Elected
Hon. N. Kgafela-Mokoka, MP.	Specially Elected
Hon. Dr S. Modise, MP.	Specially Elected
Hon. L. Chombo, MP.	Specially Elected

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Wednesday 3rd December, 2025

THE ASSEMBLY met at 2:00 p.m.

(THE SPEAKER in the Chair)

PRAYERS

MADAM SPEAKER (MS MANYENENG): Pray be seated!

...Silence...

MADAM SPEAKER: *Palo e lekane*, we can continue. Let us start the business of today with questions.

QUESTIONS FOR ORAL ANSWER

TELECOMMUNICATION TOWERS

MR T. FURNITURE (TATI EAST): asked the Minister of Communications and Innovation to state:

- (i) the number of telecommunication towers located in Botswana;
- (ii) how often the maintenance is done;
- (iii) dates and years when those towers were bush cleared and underwent general maintenance; and
- (iv) what are the established procedures for the security guards of these towers to address basic needs, particularly concerning sanitation and protection from adverse weather conditions in the situation where guard rooms and toilets are not provided.

MINISTER OF COMMUNICATIONS AND INNOVATION (MR TSHERE): *Ke a leboga Madam Speaker. O tlaa re itshwarela, re ne re tshwere phage ka mangana kwa Cabinet, jaanong ke sone se e duleng thari.*

Madam Speaker, there are at least 3,000 communication towers across the country and they are largely owned by three mobile network operators being Botswana Telecommunications Corporation (BTC), Mascom, Orange, as well as Botswana Fibre Networks (BOFINET). Other towers are owned by broadcasters and some by security organs of the state.

Towers are maintained in accordance with standards prescribed by various equipment manufacturers or suppliers. The maintenance includes regular inspection

of installation and assessment of the condition. The operators have routine maintenance and planned maintenance scheduled and this vary from operator to operator.

Madam Speaker, it would be difficult to provide specific dates for de-bushing and maintenance of the 3000 sites, given the limited time available preparing for this response. However, it suffices to say, while maintenance follows a prescribed schedule as stated earlier, bush-clearing is done at least twice a year depending on vegetation and the rainfall amount. Mobile network operators usually engage local communities through Village Development Committees (VDCs) for bush clearing, de-bushing of sites, including clearing fire breaks.

As a standard requirement, all sites with physical security are provided with amenities for sanitation and shelter for protection against adverse weather. These are usually covered under a mutual agreement between the operator and security company. It should be noted however that mobile network operators are gradually moving away from deployment of security guards, where possible they use alternative measures, including enhanced remote monitoring systems; those are Closed-Circuit Televisions (CCTVs) with voice enhancement and improved access control and rapid response, as well as patrol solutions and periodic site inspections. I thank you Mr Speaker.

MR FURNITURE: *Supplementary. Ke a leboga Madam Speaker. Ke a leboga Tona. Supplementary ya me e nngwe e ntse jaana; are you aware gore kwa gate ya Bisoli; go tswa fela mo Bisoli, Mabudzani go ya go tsena kwa Francistown, ga go na network fa o le gone foo? Go na le mapodise teng ba ba tlhokanang le gore ba bo ba tlhaeletsana le ba bangwe fa go na le bothata.*

Sa bobedi ke gore ke utlwile o bua ka *standards*, go pala eng go dira *standards* tsa gore *each tower* go agiwe *guard room* ya *structure* se se siameng gore babereki ba ba tlhokometseng *towers* tse, ba nne fa go siameng teng? O fitlhela fa gongwe ba nna mo ditanteng, gape go sena matlo a boitiketso. A golo moo ga se selo se o ka se laolang mo lephateng la gago?

Sa bofelo ke gore o ne o bua ka maranyane, ke itse gore o motho wa one. Fa o bua ka *monitoring tool*, go na le *device* e nngwe e e bidiwang gotwe *mag-torch*, e gongwe mmereki fa a le mo *area* e *tower* e leng teng, o ka nna a ntse a lebelela kwa ofising ka yone. Le gone

gore pabalesego ya babereki ba e re ntswa e le *security guards*, e ntse jang ka fa tlase ga Puso ya lona ya ditshwanelo tsa setho ka gore gatwe *you protect life and property*, go tewa le jone botshelo jwa modisadikago yo o gone koo? Ke a leboga.

MR TSHERE: *Thank you Madam Speaker.* Mo go ya *no network*, I think go ka nna diphatsanyana gore ke e arabe ke sa tsaya *the true facts*. Le lone lefelo le la Bisoli, ga ke le tshware sentle. Jaanong gongwe go ne go ka nna botoka o ka tsenya potso fela e e buang ka *connection around that area so that I can explain it*. Kana ke yone kgang e ke neng ke bolelela *Honourable Dr Gobotswang the other day* gore kana fa gongwe *tower* e a neng a bua ka yone e e kwa Mhalapitsa, ke mo raya ke re ke 2G *site*. *Meaning* gore ga e na *internet*, e na le go letsa fela. Fa gongwe batho ba tlaabo ba re ga e bereke, *so* fa re bua dilo tse go batla re di tlhomamisa sentle gore go ntse jang. Ke ka kopa fela gore o tsenye potso mo go yone e gore ke tle ke go bolelele *the network availability in that area*.

In terms of structures tse re batlang go di aga *at the towers*, kana *towers* tsa rona di mo sekgweng, tse dingwe di mo *wildlife prone areas*. Ke sone se o bonang ba dikompone tse di tsamaela kwa go reng jaanong di dirise CCTVs le *monitoring tools* jaaka o bua ka e o e itseng ya *mag-torch* e o kgonang go bua. E bile ba tsentse le *voice enhancement*, mo o kgonang go bua le motho a le gone koo gore, “hei! monna o dira eng?” o le *at the site*, gongwe e bile o le mo Gaborone. *So they monitor them remotely* ka tsela e e ntseng jalo, tota e le go leka go fokotsa *costs* tsa *to have a man there, in most cases* e le gore o mo sekgweng fela ga go na gore o ka reng. Fa gongwe ba o ba bonang ba beile ditante ba e leng gore ke *technicians*, ba tlile *to attend it* fela ba bo ba tsamaya, *but the monitoring is done remotely*. So ke yone e ke ka e tlhalosang. Ke a leboga.

MR MAPULANGA: *Further supplementary.* Ke a leboga *Madam Speaker*. Ke a leboga Tona. Ke ne ke batla go latedisa mo kgannyeng ya *towers* e gore gone mme *what is the standard radius* e e tshwanetseng gore gongwe di kgaogane ka yone? *Towers* kana *transmitters* tsa rona mo *towers* tse, o fitlhela e le gore fa o e fapaanya fela 5 kilometres (km) *less or 7 km, network* e setse e pala. Gone mme *what is the standard radius* fela gore *network* o ka tsamaya ka yone, gore re itse gore fa le di baya di tsamaelane gore re se ka ra nna re kgaogelwa ke *network* fa re tsamayang teng?

MR TSHERE: Thank you Madam Speaker. Thank you very much honourable. These are technology specific, *jaanong* I would not want to give a blanket answer *fela* to say 20 km or so, *le yone* I will need to inform myself. In terms of the radius, most of our towers *di bewa mo metseng, ke tsone tse e leng* gore they transmit. *Ke gone mo o bonang e re fa o tswa mo metseng gongwe* bo 15 km, 20 km, if there is no other tower that can pick, then you lose connectivity.

What we are doing at the moment to address that one, re leka to improve bogolo jang mo ditseleng tse di tona tsa Trans-Kalahari le A1 tota. Ke gore re oketse *towers* tse. Ke tsaya gore ba ba tswang ka fa Trans-Kalahari Highway, o tlaa lemoga gore re tsenya *tower* mo tseleng *eo to improve* connectivity. *I would not want to misinform this House with a specific figure because these are all technology based. In most cases, o fitlhela the operator* yo o tshwanetseng *to deploy that and also the length of the tower determines as well* dikgang tse. Fa re bua ka *length of the tower*, go buiwa ka Civil Aviation Authority (CAA). *Civil Aviation will come, they will say no, the tower has to be restricted to a certain height for aviation purposes.* Ke *challenges* tse re nang le tsone.

In terms of lefelo le re le fiwang; re e tsaya kwa *land board*. O fitlhela fa gongwe ba re fa ditsha tse di nnyenyanenyana fela *to install* gone foo. *There are so many dynamics around the tower construction.* Le wena fa o ka tsenya potso fela sentle, re tle re e tlhalosetse Batswana. *Thank you very much.*

IMPACT OF CLIMATE CHANGE

MR K. NKAWANA (SELEBI PHIKWE EAST): asked the Minister of Environment and Tourism what plans he has to address the impact of climate change on Botswana’s ecosystem and economy.

Later Date.

WORKMAN’S COMPENSATION

MR S. O. MAPULANGA (CHOBE): asked the Minister of Labour and Home Affairs to state:

- (i) how much has been paid out as workman’s compensation between 2019 to 2024;
- (ii) the number of people who were paid in the tourism, agricultural, mining and industrial sectors respectively; and
- (iii) what causes the delay in payments, if any, and what will be done to address such delays.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Thank you Madam Speaker. Ke kopile later date. Re dumalane. Ke a leboga.*

MR MAPULANGA: *Procedure.* Nnyaa, go raya gore gongwe o buile le ba sele *Madam Speaker*, ga ke ise ke kopane le ene. Legale fa e le gore ga a ipaakanya, gongwe re mo neele *benefit of the doubt*. Ke a leboga.

MADAM SPEAKER: Gatweng, le kopane rra le buisantse ka *later date*?

HONOURABLE MEMBERS: ...(Murmurs)...

MADAM SPEAKER: So, you are fine with later date Honourable Mapulanga?

HONOURABLE MEMBERS: ...(Murmurs)...

Later Date.

STOCK-THEFT CASES

MR J. J. FRENZEL (SHASHE WEST): asked the Minister for State President:

- (i) if he is aware of the lack of breakthrough by the police on the high rate of stock-theft cases in Jamataka, Shashemooke and surrounding villages;
- (ii) what measures are being put in place to address this situation that is crippling the communities;
- (iii) when this area will be provided with designated patrol vehicles to curb this high crime rate;
- (iv) if there is a police station planned for the area;
- (v) when stock-theft cases that have been lying dormant for over four to five years in the Shashe West Constituency will be disposed of and to state the number of such cases.

MR KEDIKILWE: O rile ke go kope, ga a yo. Motsamaisa Dipuisanyo tsa Palamente, o rile ke go kope, o mo kopele *Minister* yo o lebanyeng a e *later date* go fitlhelela a tla.

MADAM SPEAKER: A re nna ke mo kopele?

MR KEDIKILWE: Ee, o kopa gore e tle e arabiwe a sena go tla.

MADAM SPEAKER: Nnyaa, bua le ene sentle le dumalane *Honourable* Kedikilwe.

MR KEDIKILWE: Nnyaa, ka re o nkopile gore ke kope *Minister* gore e tsene a sena go tla.

MADAM SPEAKER: Ee, tanki.

Later Date.

IMPLEMENTATION OF THE NCQF

MR K. C. HIKUAMA (MAUN WEST): asked the Minister of Higher Education to provide a comprehensive account on the current status of the implementation of the National and Credit Qualifications Framework (NCQF); and to further state:

- (i) the percentage of all national qualifications that are now aligned and registered on the framework;
- (ii) if there has been any comprehensive evaluation of the NCQF since it was established, if not, what are the challenges; and
- (iii) if there is any plan to evaluate the NCQF.

MINISTER OF HIGHER EDUCATION (MR MAELE): *Ke a leboga Madam Speaker. Ke a leboga motlotlegi.* Madam Speaker, Botswana Qualifications Authority (BQA) is responsible for developing and maintaining the National Credit and Qualifications Framework (NCQF) and coordinating the education, training, and skills development quality assurance system in Botswana.

The NCQF was established to ensure that all qualifications offered in Botswana are quality-assured and standardised to other qualification frameworks in the region and globally. It provides clear levels and criteria for learning, making it easier to understand and compare qualifications and training: General Education (GE), Higher Education (HE) and Technical and Vocational Education and Training (TVET). In addition to the latter, the NCQF facilitates learner mobility and ensures that Botswana's qualifications are competitive, recognised locally and regionally, and comparable with international qualifications.

- (i) Current status and percentage of aligned qualifications Madam Speaker, BQA has been implementing the NCQF since 2017; as such, 2025 marks its eighth year of implementation. Since its inception, the Authority has:
 - Received a total of 1745 applications for registration of qualifications.

- Out of the 1745 applications, 1146 qualifications have been registered.
 - 373 have been rejected, while 226 are currently being processed.
 - This translates to 66 per cent of qualifications aligned to the Human Resources Sector Skills and registered on the NCQF.
- (ii) Madam Speaker, to date, there has not been a full-scale, comprehensive evaluation of the NCQF since its inception. However, periodic monitoring and stakeholder consultations have been ongoing to assess progress and identify areas of improvement. Among the monitoring activities undertaken are the Graduate Tracer Studies and Learner Enrolment Surveys. The NCQF system's maturity level was still in its infancy and the first cohort graduated in 2021 for qualifications registered in 2017. Madam Speaker, the infancy stage did not warrant a comprehensive evaluation, more so that the institutions, professional bodies and the relevant stakeholders were still undergoing capacitation and transition to the NCQF.
- (iii) Madam Speaker, yes, the ministry, through the BQA, has commenced plans to conduct a study on the implementation and impact of the NCQF, with an estimated budget requirement of BWP2 million. This evaluation is scheduled to commence in the next financial year (2026/2027) subject to availability of funds. The evaluation will focus on the effectiveness, relevance, and impact of the framework on education quality and employability. *Ke a leboga Madam Speaker.*

MR HIKUAMA: *Supplementary.* Ke a leboga Honourable Speaker. Ke a leboga Tona. Go na le fa ke sa utlwang sentle, mme ke lebogela karabo. Ke utlwile o bua *something like infancy something*, ga ke a utlwa sentle. O ne o re ke *infancy what?*

Gape ke batla go e gokaganya le e ke batlang go e botsa e, gore a mme go na le metlhale e mengwe e baithuti ba ka fitlhelelang dithuto tsa bone? Ga ke itse gore ke ka e baya jang sentle ka Setswana, se dingalonyana. Se ke batlang go se botsa ke gore, *are there established pathways for progression in education and training* tse le setseng le di simolodisitse? Fa ke utlwa yone ya *infancy, I did not understand it. If you can explain a bit* mo go yone.

Ya bobedi, fa ke bua ka tshekatsheko e le ka e dirang, e bile e supa gore gone le batla go dira tshekatsheko e e bidiwang *evaluation* go leba gore a mme go tsamaya sentle, le ka oketsa kae, le ka dira jang. Ga ke a utlwa gore a le setse le e simolotse kana le tlaa e simolola, mme mo lebakeng le le kae? Ke a leboga.

MR MAELE: *Madam Speaker, kgang ya infancy, jaaka ke ne ke tlhalosa, ke ne ke re, re simolotse NCQF ka 2017. Fa re sena go e simolola ka 2017 jaana, go raya gore the first cohort like I said, ba bo ba graduate ka 2021. That is why it was really difficult. Re tlaa leka gore re evaluate, assess eng, e santse process ya teng e le on. Now that re setse re na le experience-nyana ya gore ba ba dirileng jalo graduated ka 2021, ke gone fa re reng nnyaa, re ka simolola go e sekaseka. We are saying, we will do it in the next financial year. Ke gone mo re go buang.*

Ya bobedi, ga ke a e utlwa sentle motlotlegi. *Madam Speaker, ga ke a utlwa sentle question ya bobedi.*

MR HIKUAMA: The established pathways.

MR MAELE: *Oh! the established pathways. Okay. Madam Speaker, what we have done is that, we have got 10 levels tsa NCQF. These levels di simolola fela ka Level 1 up to Level 10. So, what it means is that, ke gore o simolola fela kwa tlaselase kwa Level 1. Kwa go bo 10 kwa, ke fa o setse jaanong e le moka o tsamayang mo go Doctorate. What we are saying is that, someone should be, fa a le mo line ya Technical Vocational and Education Training (TVET) e bo e le doctor, for instance, ya plumbing, a na le Level 10 le bo Level 9 gone koo. Rather than gore a bo a simolola a re ka gore ke batla gore jaanong ke bo ke nna doctor mme ke motho wa plumbing, ke batla go tlolela ka kwa level ya bo high education kana NCQF that deals with high education gore ke nne doctor. So pathways tse o neng o di bua motlotlegi, re di dirile in such a way that fa o batla to progress fela ka plumbing until o nna doctor of plumbing kana doctor ya motlakase, that is how we have done it. There are 10 levels; level one up to level 10.*

Again, one thing that is very interesting that you need to know is that you are able gore e re o le mo pathway e e leng gore gongwe ke ya TVET, o kgona go tlolela ka kwa pathway e e leng gore gongwe jaanong e tlaabo e go ntsha kwa TVET o tsena mo sector e nngwe kana higher education jalojalo. O ka tswa ka fa wa tsena ka fa, but if you want to concentrate fela mo pathway ya gago fela, we are concentrating mo pathway ya gago,

you can be a doctor or nurse or the other pathway, but if you want to cross to the other, you can also cross. Ke gone ka fa re dirileng ka teng Madam Speaker, ke gone ka fa NCQF e ntseng ka teng. Ke a leboga Madam Speaker.

MR MAPULANGA: *Supplementary. Ke a leboga Madam Speaker. Tona, ke a go leboga. Ke ne ke batla go latisisa thata mo kgannyeng ya examination ya tour guides. Ke dumela gore fa o bua ka this NCQF, e a goroga teng.*

Mo malobeng go ne ga nna le dikgogakogano tsa gore batho ba ba kwalang examinations tsa bo tour guide, courses tseo di tshwanetse to be accredited pele. Le fa kae ka tsone, a di setse di le accredited, kana ga di ise? Re batla go itse gore ditlathlho offered to the tour guides mo Botswana are accredited ka gore we always see companies tse dingwe di goroga di bo di tlhamalalela to the lodges tsone tseo ba re ba train batho mme re se aware gore ba train jang, rona re itse gore re na le standard sa rona sa lefatshe. Ke a leboga.

MR MAELE: *Madam Speaker, I want to start off by indicating that se re se dirang kwa BQA, for any institution kana Education Training Provider (ETP) gore e kgone go dira kana go ruta, re batla gore that institution e bo e le accredited. After being accredited, re batla gore courses le tsone di bo di le accredited. Fa e le gore batho ba tla mono ba re ba train tour guides, mme e le gore ga ba accredited le BQA, we have got issues le bone. Fa e le gore sekole sa bone is accredited se se rutang kana consultant ya bone is accredited, then the course le yone has to be accredited. Tota ke yone line e e leng gore malatsi a re tsamaya ka yone, ka gore ra re ga re batle ope a nna a ruta courses tse e leng gore ga di accredited, unless e le course e re e bitsang re re credit bearing, mo go khutshwane. Ke sone se e leng gore tota ga re tlhoke gore go bo go na le accreditations. Fa e le gore ke courses tsa bo tour guide tse di tsayang lebaka le le lee, re batla gore e bo e le accredited. Le yo o rutang kana sekole se se rutang, le sone se bo se le accredited. It is incumbent on the ETP gore e nne yone e e isang its courses kwa BQA for accreditation. Fa e le gore ba di tlisitse, go raya gore le rona re tlaabo re tshwanela ke to accredit them re bo re go ntshetsa ditlankana tsa go supa gore that particular course has been accredited. Ke a leboga.*

MR HIKUAMA: *Supplementary. Ke a leboga Madam Speaker. Ke a leboga Tona. E gwethlwa ke karabo ya bofelo; o bua o tlhalosa sentle gore tsamaiso ke gore before an ETP can provide or offer, e tshwanetse gore a*

bo e le accredited. Re ntse re na le ketsaetsego created by the legacy process or programme. Have you addressed these legacy issues versus the actual accreditation? A go simolotswe? Ka gore when we deal with these institutions, di na le yone kgang ya gore they are not accredited because they are still operating under the legacy programme. Have you addressed this legacy programme?

MR MAELE: *Thank you so much Madam Speaker. O boditse potso e e botlhokwa thata. Gore ke e beye in context gore Botswana ba tlhaloganye; ka dinako tsele before BQA e nna teng, e santse e le bo Botswana Training Authority (BOTA), motho o ne a tla fela gongwe a simolola a re o ka ruta. Now when BQA took over, go bo go raya gore kana ba bangwe ba sale ba letleletswe ke bo BOTA to be able to run processes tsone tseo. Ke tsone tse re di bitsang re re the legacy programmes tsa bogologolo tse e leng gore BQA e rile fa e tsena, e fitlhetse di ntse di le teng.*

The problem that we are facing is that, sometimes, I know what he is talking about, I know what is in his mind, and I know what particular ETP he is talking about. Problem ke gore jaanong fa re ntse re tswetsetse, re iphitlhela re tsena mo mathateng a gore jaanong ga di sa tlhola fitting sentle in terms of gongwe fa re setse re ba raya re re accredit, ba nna le mathata. Fa ba nna le mathata, ba bo ba re mme kana rona re ba re saleng re filwe ke bo BOTA bogologolo. Fa go ntse jalo, o fitlhela re nna le mathata a gore re tlaa ba raya re reng ka gore ba ne ba di filwe legally.

Personally, ke na le tumelo ya gore we now have to try to scrap these legacy programmes, re ba patike to accredit because dilo tse ke mathata, di re direla mathata one a o a itseng a re ntseng re deal le one nna le wena, a bana ba sekole sengwe se e leng gore re fitlhetse e le gore legacy programmes di re tsentse mo seemong sone seo. So, guidance e e leng gore ke e fa ministry ke gore tota we must now try to phase out these legacy programmes, jaanong batho ba accredit ka gore batho ba ntse ba ipata ka legacy programmes mme ba sa dire the right thing, mme e bile ba sa dire fa ka e leng gore gone jaanong jaana re batla ka teng. Jaanong go ipatikiwa fela ka gore but I got it legally ka nako ele ya bo BOTA.

Ke na le wena sir, I agree with you, we really need to step-up re bone gore re dira jang ka di legacy programmes. Personally, I want them to be phased out because ga di ka ke tsa re isa gope ka fa e leng go ntse go ntse ka teng. Ke a leboga Madam Speaker.

HRDC METHODOLOGY

MR M. M. MOROLONG (KGATLENG CENTRAL): asked the Minister of Higher Education:

- (i) to explain the methodology used by the Human Resource Development Council (HRDC) to allocate employment placements in internship referrals; and
- (ii) whether there are formal policies that guide the order of placements or prioritisation.

MINISTER OF HIGHER EDUCATION (MR MAELE): Madam Speaker, the Human Resource Development Council (HRDC) mandate is stipulated in the HRDC Act No. 17 of 2013 with four objectives being; to provide policy advice on human resource development, coordination and promotion of the implementation of the national human resource development strategy, sector human resource development planning, as well as financing of tertiary education and workplace learning.

Madam Speaker, workplace learning is a critical component of Botswana's broader skills development initiatives. It involves work place training, internships, apprenticeships, and continuous professional development aimed at enhancing the skills of the workforce. In recognition of the role of workplace training in shaping the workforce, the Human Resource Development Fund (HRDF) was established as a funding mechanism. The HRDF is a levy-based fund that was established as an incentive to encourage employer participation in human capital development. The Fund enables workplaces to train through the levy fund to enhance their skills.

Madam Speaker, I wish to clarify from the outset that the HRDC, under the Ministry of Higher Education, is not responsible for allocating or placing interns at workplaces. *Golo mo ke bona e kare go a re etsaetsisa*, so it is not us. The responsibility for internship placement and deployment of graduates lies with the Ministry of Labour and Home Affairs, through the Department of Employment Services - National Internship Programme. Furthermore, I wish to inform this Honourable House that HRDC does not allocate employment placements. HRDC's mandate in this area is limited to the hosting, management, and maintenance of the national jobseeker database through the Labour Market Observatory (LMO) Website. I think *ke kile ka e araba gape mo Palamenteng* along the same lines. *Ke one* mandate

wa rona, but in terms of placing *batho ba Internship kwa ditirong*, it is not us, *rona* we host system *fela*. The LMO Website serves as a central platform where jobseekers register their profiles and where employers; both public and private, can access these profiles when searching for potential candidates. Employers are the ones who directly interface with the system and make recruitment decisions based on their organisational needs, internal recruitment policies and established evaluation criteria. Therefore, HRDC does not match, assign or place jobs seekers into employment or internship opportunities. The Council only ensures that the data base is functional, accessible and up to date.

As such Madam Speaker, the Ministry of Labour and Home Affairs manages the matching of graduates to available placement opportunities, it engages with employers, for placement slots and issues the final deployment of interns across sectors. On the other hand, the role of the Ministry of Higher Education through HRDC is to provide funding support for the internship programme through payment of monthly allowances to interns placed in the private sector. Additionally, the Council continually confirms the placement in the private sector is duly undertaken at levy paying organisations as required by the fund operational instruments.

Madam Speaker, since the administration and placement function reside with the Ministry of Labour and Home Affairs, the policies and guidelines that determine the order of placement, prioritisation and eligibility are administered and enforced by that ministry. With respect to the system that we are using, the role of HRDC is a reminder of ensuring that the system website is operational, secure and support the labour market transparency by enabling employers to search for suitable candidates while giving jobs seekers a platform to present their qualifications and competences. As indicated above, the Ministry of Higher Education is responsible for funding the internship programme through the Human Resource Development Fund and operationalisation of the system while the Ministry of Labour and Home Affairs maintains the policies and standards operating procedures that govern the internship and placement programme.

In conclusion Madam Speaker, I wish to state that the two ministries work collaboratively with Labour and Home Affairs responsible for placement and Higher Education for administration of the system and funding support for Interns. *Ke a leboga* Madam Speaker.

MR MOROLONG: *Supplementary.* Nnyaa, mme ke a leboga Tona, o e arabile ka botswerere. Ke re gongwe o tlhalose gore mo tirong ya lona *of posting* ba e leng gore *they qualify for* diphatlha tse di ka tswang di le teng, jaaka o re HRDC ke tiro ya bone, *is there transparency in such processes?* Ke yone e ke neng ke re gongwe o fete ka yone, *but otherwise by and large* ke go utlwile motlotlegi.

MR MAELE: *Madam Speaker,* ke gore tota rona se re se dirang *is to host the system.* Rona ka re na le botsipa jwa *system* e batho ba netlang kwa go yone, *is to host the system.* So, *all that we are doing,* re emela *employer* fela gore a bo a re raya a re, ke batla ngwana yo o nang le *qualification* ya *environmental science.* Then *all that we do,* re tsena mo *system* re bo re re *okay, we have got 70 of them,* ke ba. So, *the employer will do all sorts of things* tsa go itlhophela gore o batla mang mo baneng bao. E bile gape *employer* o tlaabo a bona gore *no,* mo go bone ke batla yo, e seng yo.

So the problem that maybe setšhaba se nang le yone ke gore, ba tsaya gore ke rona re tlhophang gore semangmang o ka ya go bereka kwa bonnane. Nnyaa, ke *employer;* rona re a bo re mo reile re re *system* ya rona ke, e na le bana ba ba dirileng *environmental science* ba le 100. Ke ba bana ba teng, ba 100, ene a bo a tla mo go bone, fa a ba bona a bo a re, nnyaa mme ke batla yo wa *number seven,* a bo a tsaya wa *number seven.* E bo e nna ene a mo hirang, ba bo ba ya go dumalana koo. E bo e nna ene a mo hirang (*placement*). Tota *we are just hosting the system* e e leng gore ke yone e tsenyang bana ba mo *system* e. *We do not do the placement. The other thing* fela se se bothokwa se ke batlang ke se tlhalose ke gore, ke rona *that fund maintenance* wa *system* e. *In terms of placement, no,* ke gore ke rona fela ba e leng gore re serwadi, re rwele fela kana re rwele kgetsi e e nang le dilo mo teng. Ke wena o tlaa re bolelelang gore mo kgetsing e ya lona e, ke batla *one, two, three, four.* Re bo re go raya re re, nnyaa mme re na le tsone di le 10, mme ke tse. Ke wena o bo o tla o itlhophela gore, ke batla e, ya tlhogo e tona kana ya tlhogo e nnyennyane, kana ya tsebe e e ntseng jang. Ke ga gago moo, *then you place him* le ya go dumalana koo. Ke tsaya gore ke lekile go e tlhalosa *Madam Speaker. Thank you so much.*

SBRANA PSYCHIATRIC HOSPITAL

MR C. K. JACOBS (LOBATSE): asked the Minister of Health if he is aware of the state and situation at Sbrana Psychiatric Hospital particularly in terms of the health risk, patients' wellbeing, the state of the facility and the wellbeing of employees.

Later Date.

MADAM SPEAKER: Honourable Moalosi, MP for Nkange.

HONOURABLE MEMBER: ...(Inaudible)...question nine.

HONOURABLE MEMBER: ...(Inaudible)...

MADAM SPEAKER: *Gakere I am being corrected* gore ke tlodile, jaanong ke tshwanetse go baakanya *number nine,* jaanong ga ke itse gore le bua eng.

EMPLOYEES AT MINISTRY OF LANDS AND AGRICULTURE

MR T. B. LUCAS (BOBIRWA): asked the Minister of Lands and Agriculture to give a departmental breakdown of all employees under his ministry and the payment plan thereof.

Later Date.

NATIONAL HEALTH INSURANCE

MR A. K. KHAN (MOLEPOLOLE NORTH): asked the Minister of Health to apprise this Honourable House on the introduction of a comprehensive national health insurance scheme for every citizen, and to indicate the timelines, policy framework, and implementation strategy towards achieving universal health coverage in Botswana.

ASSISTANT MINISTER OF HEALTH (MR OOKEDITSE): Madam Speaker, let me appraise this Honourable House that Government has plans to introduce a comprehensive National Health Insurance (NHI) Scheme for every citizen. The rational and policy direction for this scheme is that Botswana has made significant gains in health outcomes over the years. However, we continue to face challenges of fragmented financing, variable quality of care, rising costs and inequities in access to essential services. Therefore, we have decided to establish a National Health Insurance Scheme which will serve the following purposes;

- It will serve as a health financing mechanism, and
- It will also act a reform tool to strengthen primary healthcare, improve efficiency, enhance quality and reinforce governance and accountability.

Our goal is that all Batswana regardless of where they are, and where they live and what they earn, be able to access much needed healthcare services without suffering any financial hardship.

Madam Speaker, with regards to the policy and legislative framework, the NHI reform is structured to deliver two key instruments;

- The first one is a National Health Insurance Policy which will define the vision and objectives of the NHI, the benefit package, financing arrangements, governance and institutional setup, and strategic purchasing approach.
- Secondly, the NHI Bill will establish the National Health Insurance Fund and provide the legal framework for implementation, regulation and oversight of the scheme.

The NHI Policy will directly inform the drafting of the NHI Bill and related regulations. Madam Speaker, the timelines are as follows; we will have policy formulation and stakeholder engagements which will run through until December 2025. This started in September this year. The Bill will be tabled in Parliament in February 2026 and this will then be followed by an institutional setup phase which run through until June 2026. This phase entails establishing the National Health Insurance Fund and its governance structures, developing enabling regulations, setting up core operational systems and preparing for the Proof of Concept. Between July 2026 and June 2027, the NHI Proof of Concept will be put to test such that we are able to ...(Inaudible)... prove of the key design elements which will include the primary healthcare centered benefits, strategic purchasing, provider payment mechanisms, claims processes and information systems, so that the scheme can be refined before we do a national scale-up rollout.

Between July 2027 and end of 2028, we will then have a phased rollout nationwide. By the end of 2028, we will have a full rollout and operationalisation of the scheme. The implementation strategy is anchored of the following principles; that primary health care is the foundation of our NHI; that we pull together and are able to purchase all that we need in a pool; that there be diversified and sustainable financing, phased expansion of benefits, strong governance, transparency and accountability; and that the scheme be underpinned by clear legislation, robust regulation, active oversight by the Steering Committee, Technical Advisory Committee and Policy Formulation Reference Committee.

In conclusion Madam Speaker, we respectfully request the continued guidance and support of this Honourable House, to ensure that Botswana establishes a nationally

owned, equitable and sustainable NHI Scheme that advances Universal Health Care Coverage for every citizen of our country. We believe that with your support and of all Members, we will be able to develop a truly remarkable transformation for our people. Thank you.

MADAM SPEAKER: Honourable Kaizer, Selebi Phikwe West.

MR NKAWANA: Ke tlaa mo e tseela *Madam Speaker*.

MADAM SPEAKER: Honourable Mmusi for Honourable Mabuse Pule.

BoFiNet FIBRE OPTIC PROJECT

MR M. M. PULE (KGATLENG EAST): asked the Minister of Communications and Innovation to provide an update on the progress of the BoFiNet Fibre Optic Project from Oodi to Machaneng, passing through Kgatleng East and to further state:

- what benefits this will bring to the residents of Kgatleng East; and
- if there are any plans to further improve or expand this project in the future.

MINISTER OF COMMUNICATIONS AND INNOVATION (MR TSHERE): *Ke a leboga* Madam Speaker.

Madam Speaker, the Oodi-Machaneng sub-project is implemented under the National Backbone Network Project, and involves the supply, installation and commissioning of an Overhead Optical Fibre Link between Oodi to Machaneng. This project aimed to establish voice and data traffic connectivity from Oodi and Machaneng village, including various villages along the route. The connected villages are; Oodi, Modipane, Dikwididi, Mabalane, Sikwane, Mmathubudukwane, Ramonaka, Malolwane, Oliphant's Drift, Ramotlabaki, Mmaphashalala, Dovedale, Kudumatse, Makwate, Machaneng and Parr's Halt Border Post. The list of Government facilities to be connected to the fibre is attached as Table 1 in the annexure, I will give it to you Honourable Member.

The project was provisionally accepted and activated in December 2024, and is currently undergoing final acceptance with the exception of standalone diesel generators which are planned to be commissioned by 31st January 2026.

The main benefits include connection of communities along the route to a high-speed internet, thus expanding the Government's mandate to connect every Motswana from all corners of the country with high-capacity Information and Communications Technology (ICT) infrastructure and ecosystem. During the construction stage, 133 jobs were created and more jobs will be created as mobile operators and Internet Service Providers (ISPs) establish their operations along the route. Further, upgrades and network expansions will be undertaken to meet the required demand for ICT services as and when the need emerge. Thank you, very much Madam Speaker.

MR MMUSI: *Supplementary.* Legale ke tlaa ja magopelo fela ka ke mmoletsa Tona, ka fa go nna ka fa Gabane-Mmankgodi, tota o re beetse eng ka fa mosing o se ke o re gopola ka *optic fibre* rraetsho?

MR TSHERE: Nnyaa, mme o bua sentle, kana tota ke lebogela dipotso tsa Mapalamente ka gore fa ba ntse ba botsa jaana, ke gone ke ka ba fang *information*. Kana fa o ne o boditse potso le wena *Honourable* Mmusi, ke tsaya gore Batshweneng bagaetsho ka fa, le bone ke ba tsentse, o se ka wa tshwenyega. Fela ke tlaa go fa karabo gore Tona a ye go bontsha le ba ba kwa gae, a ipoke. Motse wa bo Oodi jaana, metse e yotlhe re tlaabo re dira *the standard* e re tsenyang kwa *clinic*, Dikgotla, dikole le *police*, kwa dilo tse tsotlhe di leng teng, re tsamaya re *connect internet, just like we did in all other villages*. Thank you.

MADAM SPEAKER: Honourable Mabeo for Honourable Moalosi.

VACANT POSITIONS ACROSS COUNCILS

MR M. MOALOSI (NKANGE): asked the Minister of Local Government and Traditional Affairs to state:

- (i) the number of vacant positions across councils in the country;
- (ii) the number of internal advertisements (advert) currently circulating to fill those positions;
- (iii) whether he is aware that internal advertising of jobs in district councils perpetuates the circle of vacancies across councils in the country;
- (iv) the wisdom behind advertising positions internally even for entry level positions such as cleaners, drivers and *Matimela* herdsmen; and

- (v) whether he is aware that the internal advertising of positions disadvantages graduates from attaining work from the ministry.

MINISTER OF LOCAL GOVERNMENT AND TRADITIONAL AFFAIRS (MR MOTSHEGWA):

Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Karabo ke gore dikhansela di na le diphatlha tsa mmereko di le sekete le metso e le mebedi mo palo kakaretso ya bodiredi ya dikete tse di lesome le borobabobedi lekgolo le metso e robang bobedi. Se se dira palo ya botlhano le sephatlo, ke gore 5.5 *per cent* mo lekgolong ya diphatlha tsa mmereko kगतलhanong le bobedi, 2 *per cent* mo lekgolong, e le seelo se se beilweng ke Goramente.

Mo sebakeng sa gompiano, go bapaditswe diphatlha tsa mmereko di le makgolo a mabedi le bongwe mo lephateng la ga Goramente wa Dikgaolo le Merero ya Ngwao, mme go hirela diphatlha tsa mmereko tse dingwe go mo seketeng le metso e le mebedi, go tswelotse ka magato a a farologaneng a ke tlaa a nankolang.

Legato la bobedi la karabo mo potsong e ke gore, Motsamaisa Dipuisanyo tsa Palamente, re a lemoga gore go bapadiwa ga ditiro mo dikhanseleng, go dira gore go nne le motseletsele wa diphatlha tse di sa kabiwang, mme tsamaiso ya go bapatsa ditiro mo dikhanseleng, ke e e leng teng mo go Goramente ka bophara. E diretswe go netefatsa gore diphatlha tse di tswang kwa seelong sa maemo a a fa godingwana ga D4 go ya kwa go D2 di bapadiwe, go phadisanelwe ke bodiredi jwa *council* pele, pele ga go ka lejwa kwa ntle. Se se direletswe gore dikhansela di kgone go boloka bodiredi jo bo tshotseng dikitso tsa dikhansela, mme go dirwa jalo ka phadisanyo e e netefatsang gore yo o tlaa tsewang ke yo o nang le nonofo. Nngwe ya dilo tse re di gatelelang ke gore, khiro le tlhatloso maemo mo dikhanseleng le makalana a mangwe mo lephateng le, e dirwe go lebeletswe nonofo le bokgoni jwa motho Ke gore *merit and competence*, mo go tlaa rotloetsa ngwao ya go dira dilo ka bonatla. Tsamaiso e gape e thusa mo kgolong ya bodiredi jo bo kwa tlase, kwa bofelelong e netefatsa gore bodiredi jo bo kwa tlase bo kgone gore bo felela bo ntse bo sutelela kwa godimo.

Motsamaisa Dipuisanyo tsa Palamente, fa ke tswelela ke supe gore tsamaiso e bontsi jwa nako e nna le madiadia kana ditiego ka mabaka a gore, *council* nngwe le nngwe e ntse e ipapaletsa diphatlha tse di kwa go yone. Mo go rayang gore bodiredi bo tswa ntlheng e nngwe ya lefatshe, bo ya kwa go e nngwe go tsenelela phadisano e.

Mo ka bo gone go tsaya nako, gape go lopa ditsompelo. Mo dinakong tse dingwe go kgona go nna le tiego e e bakwang ke dikgang tse di kgonang go nna teng mabapi le thulaganyo ya go bapatsa ditiro kana mokgwa o o dirisitsweng mo go tsa phadisanyo. Go tlhofofatsa le go fefosa tsamaiso e e fa godimo e re e tlhalositseng, dikhansele di neetswe bokaedi le dikgakololo tebang le go bapatsa diphatlha ka mokgwa o o netefatsang gore di tlaa kgona go dirisa maduo a diphadisano tse di tserweng mo dikhanseleng tse dingwe go thapa bodiredi go ya kwa dikhanseleng tse di farologaneng, *common goal*. Dikhansale gape di kopilwe go netefatsa gore ditiro di bapadiwa ka mokgwa o o bulegileng, *transparency*, o o neelang mongwe le mongwe sebaka sa go iteka lesego le go netefatsa gore go etelediwa pele dikitso le bokgoni kana botswerere, kana bonokopila, ke yone *merit-based and competence* mo go ba ba thapiwang mo diphatlheng tse di bapaditsweng.

Motsamaisa Dipuisanyo tsa Palamente, khiro ya diphatlha tsa mmereko tsa tshimologo kana matseno, jaaka tsa baphepafatsi le badisa ba maemo a A3, di dirwa ka go tsaya maina a ba ba ikwadiseditseng kwa go ba lephata la khiro, Labour Market Observatory (LMO). Mme khiro ya tlhatloso maemo jaaka bakgweetsi ba maemo a B5, e dirwa ka go bapatsa le go phadisanela diphatlha tsa mmereko mo bodireding jwa Lephata la ga Goramente wa Dikgaolo le Merero ya Ngwao.

Motsamaisa Dipuisanyo tsa Palamente, ke tlhalose gape gore khiro ya dialogane tsa dikole tse di kgolwane ga e dirwe mo lephateng la rona, e dirwa ka go tsaya maina a dialogane tse di ikwadiseditseng kwa maranyaneng, LMO. Se se dirwa ka tsamaiso ya lephata ya khiro ya bodirelapuso, Directorate of Public Service Management (DPSM) a gore maphata a Puso a hire dialogane ka sekale sa seelo sa 80 *per cent*, mme 20 *per cent* e dirisiwe mo go tlhatloseng maemo babereki ba ba setseng ba hirilwe mo bodirelapusong. Karabo e re e tshotseng e ke dumela gore ke tswerefetse mo go e neeleng motlotlegi. Re ikemiseditse go ka araba le dipe fela tse di ka latelang, re tlotla ka fa a boditseng ka teng. Re a leboga.

MR KAPINGA: *Supplementary.* A Tona o a itse gore *policy* ya ga Goramente fa a hira batho, babereki ba maemo a a kwa tlase, *preference* ke gore go tsewe mo kgaolong kgotsa mo motseng o e leng gore *the department or institution is situated at?* Tona, a o lemoga gore *this internal advertising violates that policy* ka gore o fitlhela e le gore jaanong go tsewa batho *internally* go tswa go sele...

MINISTER OF LOCAL GOVERNMENT AND TRADITIONAL AFFAIRS (MR MOTSHEGWA): *Procedure Madam Speaker.* Ke ne ke raya gore ke tle ke mo arabe sentle, fa a re *policy* a e tlhalose gore efe, ke tle ke kgone ke arabe.

MR KAPINGA: Nnyaa, fa o sa e itse rraetsho, o tlaa bua gore ga o e itse.

HONOURABLE MEMBER: ... (Inaudible)...

MR KAPINGA: Ee, fa o sa e itse o tlaa re ga o e itse. Yo o berekileng Goramente o a itse gore *policy* eo e teng. Ke tseela gore le Tona o tshwanetse gore a itse gore *policy* eo e teng, fa e le gore ke Tona a boleletswe sentle.

Jaanong ke ne ke re ke go botse rraetsho gore a o a itse gore *this internal advertising sabotages policy* e, o bo o fitlhela e le gore go tswa batho go sele ba tla go tsenngwa mo *posts* tseo ba e leng gore *they applied internally*, mme ba *apply for posts* tsa maemo a e leng gore go ka bo go hirwa batho ba ba tswang mo motseng o kana *whatever department* e leng mo go one? A re tsewe mo go tse dingwe tsele *honourable*.

MR MOTSHEGWA: Go thata gore ke e arabe, gakere fa Mopalamente a re *policy* go batla a tlhalosa gore efe, go tshwana le fa o re molao o bo o sa o bue leina, melao gakere e mentsi.

Sa bobedi fa a re *internal*, e ka raya *internal* mo *Local Government, public service*, le gone moo go batla ke e tlhalogantse. E rile ke araba ke bo ke bua ka *internal* ya dikhansele, ka bo ke kgaoganya le ka *scale* gore D4 go ya kwa go D2 go diragala eng, ba A *scale* go diragala eng, ba B *scale* go diragala ka tsela e. Ka mabaka a gore se ke neng ke leka go se tlhalosa ke gore *preference* kana se se botoka ke gore ba ba ntseng ba le gone foo, ke e atolose, sekai o tlaa fitlhela e le gore go na le yo mongwe e bile o ntse a bua le nna, go na le batho ba e leng gore o kgona gore go na le *post* gongwe *acting for it*, tlhaloso ya rona ke gore mme fa motho yoo a kgona tiro eo, kana o a bo a filwe sebaka sa go iteka, ga go a tshwanelwa gore go ye go batliwa motho yo mongwe go na le yo o ntseng a *act*. Ke dikgang tsa *human resource*, tse tlhaloso ya rona e nnileng gore dikgang tsa *human resource are not cast in stone*, yo o lebeleletseng tsamaiso ya khiro le tlhatloso maemo, o tshwanetse a lebelele se e leng gore se siame kana *reasonable or rational* go ka se dira gone ka nako e e ntseng jalo *but within the confines* tsa *the principles* tsa *policy* e tsala ya me Motlotlegi Kapinga a sa batleng go e bua ka leina. ... (Laughter!)...

HONOURABLE MEMBER: Supplementary.

MADAM SPEAKER: E tšhaile ya dipotso.

**FOREIGN EMPLOYEES AT SELEBI PHIKWE
CITRUS PROJECT**

MR R. W. KAIZER (SELEBI PHIKWE WEST): asked the Minister of Labour and Home Affairs if he is aware of foreigners employed at the Selebi Phikwe Citrus Project; if so, to state:

- (i) the number of foreign nationals versus Batswana currently employed as farm workers;
- (ii) the number of Batswana who occupy managerial and directorship positions respectively; and
- (iii) the reasons for importing labour from neighbouring countries.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Thank you very much Madam Speaker.* Ke ne ke re pele ga ke araba potso ya ga motlotlegi, ke kope go e alela jaana *so that we all get orientated.* Potso e e boditswe ke Motlotlegi Kaizer e leng Mopalamente wa kwa Selebi Phikwe West, mme e bile madirelo a a kwa Selebi Phikwe a a botsang ka one a. Rre Nkawana, yo o romilweng go tla go mo tseela potso fa le ene ke Mopalamente wa kwa Selebi Phikwe East, gone kwa madirelong a a leng teng. E bile ke tlhalose gore beng ba madirelo ba ba re ba a ba laletsa gore ba tle kwa go bone go tla go bona madirelo, ba bo ba ba tlhalosetse ka sengwe le sengwe se se teng kwa gore go berekiwa jang, babereki bao ba kae le gore ba tswa kae.

Jaanong madirelo a a dinamune, a dirilwe mo dingwageng tse tlhano tse di fetileng. Madirelo a a mo lefelong la 80 *hectares*, ba bo ba lema dinamune di ka nna 850,000, ditlhare tsa teng. 10 *per cent* ya ditlhare tse ba di rekisa *locally* mo Botswana, 90 *per cent* e rekisiwa kwa ntle.

Gompieno jaana ba dira 22,000 *tonnes* ya dinamune, ba batla gore mo ngwageng o o tlang kana *next season* ba bo ba ka dira 40,000 *tonnes* e le gore ba tlaabo ba bone lefelo le le kana ka 250 *hectares*.

Motlotlegi o ne a botsa gore ba hirile Batswana le batswakwa ba le kae. Babereki botlhe ba ba berekang mo *company* e ba 696, Batswana ba 320 ba ba hirilweng *permanently*. Ba le 110 ba, e ntse e le Batswana bone, bone ke ba ba hirilweng ka nakwana. Go bo go hirwa

Batswana, ba ba hirwang nako e go bapalwang, ba ka nna 200. Go hirilwe batswakwa ba le 66 ba ba hiretsweng go sela.

Motlotlegi a bo a boa a mpotsa gore mme mo maemong mangwe a a kwa godimo, Batswana le batswakwa ba kae? Ke batla gore ke tlhomamise jaana ke re Batswana ba ba mo maemong a a rileng ba 14, go bo go nna le a le mongwe yo e leng *Director*, go bo go nna le batswakwa ba ka nna *eight* ba le bone ba leng kwa maemong a a kwa godimo, *managerial positions*.

Madam Speaker, kgwebo e ba a solofetsa gore ba ntse ba tlaa tswela ba ruta Batswana ka go sela dinamune tse, *this is a special skill* e o tshwanetseng gore o e ithute o bo o boe o e tlwaele gore o tle e kgone go nna *productive*. Ba re ba tlaa ntsha, ba mo lenaneong la go bona gore jaanong ba rute Batswana ba bantsi gore ba se ka ba tlhola ba tsaya batswakwa jaaka ba ba nang nabo gompieno. Ba dumela gore ba tlaabo ba hirile batho ba le 450 mo thobong e e tlang go ya go sela dinamune tse. Mo go bone bao, ba dumela gore gongwe ba ya go tlhoka batswakwa ba le 150, ba direla gore go tsaya dinamune di le mo setlhareng ke nako e khutshwane.

Ke feleletse jalo *Madam Speaker* ke gatelele, ke kope bakaulengwe ke re taletso ke eo gore le ye kwa le ye go bona. Le ye go tsamaisiwa le madirelo a le lona le tle le kgone go tlhaloganya gore go diragala eng. Ke a leboga *Madam Speaker*.

MR NKAWANA: *Supplementary.* Ke a go leboga *Madam Speaker* gore o bo o mphile sebaka se, sa gore le nna ke je magopelo jaaka a jewa. Ee, go boammaaruri gore kgaolo e re e kopanetse le Mmadinare ka lefatshe ke la Mmadinare. Le *Honourable* Kaizer re mmogo. Tona, nna le *Honourable* Kaizer re nna koo. Le tsone dinamune ba ne ba e tle ba re ba a re neela mme re tshaba gore wena o ka nna wa re *we have been bribed*. Jaanong potso ke gore batho ba o reng batswakwa ba tlaabo ba le 200 ka nako ya thobo, go pala eng gore go rutwe Batswana, e nne bone ba ba ka kabang diphatlha tseo tse 200?

Sa bobedi, re a itse gore ka nako ya thobo *they get overwhelmed*, go bo go batla gore ba batle *unskilled labour*. Jaanong potso e nngwe ke yone ya gore go pala eng gore e re *before* nako ya thobo, kompone e rutuntshe Batswana ba ba mo gae ba bantsintsi ba ba kwa Phikwe le ba ba tswang kwa ntle, le ba ba tswang kwa Gabane? Ba bangwe e bile re ba file boroko gone ka kwa gore ba rutwe ba ipaakanyetse thobo, e se ka ya nna *accident*

gore jaanong thobo e ntsi, ga re na gore re ka e tshwara jang. Ke yone potso e e re tshwenyang yone eo ka gore ngwaga le ngwaga fa thobo e goroga, re bona batho ba ba tswang kwa ntle ba tshwara 200 or 300. Ofisi ya gago le ba o berekang le bone ba ntsha *permits*, ba tima Batswana tiro. Ke a leboga.

MAJ. GEN. MOKGWARE: *Thank you very much Madam Speaker.* Tanki motlotlegi. O botsa sentle, mme mma ke go baakanyetse, ga ke ise ke re 200 nna, ke rile 150. Ke kopa gore o kopane le *Mayor* wa Phikwe le Molaodi wa Phikwe, ba bo ba go tlhalosetsa gore ngogola fa go robiwa kwa, go ne ga hirwa batho ba le bantsi, e ne e le Batswana fela. E le gore ba tshwanetse go ya go sela dinamune tse. Bontsi jwa bone ba ne ba se ka ba dira jaaka fa go tshwanetse. Ba ne ba ngwega ba bona e le tiro e e thata. Go sela dinamune ga go motlhofo jaaka fa motlotlegi a bua jaana. *It is a skill* se o tshwanetseng gore o se rute motho. Kana dilo tse tsa tiro ya diatla, go batla o ruta motho nako e e leng teng, nako ya tiro yone eo. Ga o ka ke wa ruta motho go sela dinamune di seyo mo setlhareng.

Jaanong, ke sone se o bonang gore le dipalo ba di kgaotse. Ba re Batswana ba ya go nna 450, batswakwa ba bo ba nna 150. Go na le mabaka a mantsi a ba a tlhalositseng go ya go dira jalo ka *experience* e ba e buileng, e ba neng ba nna fa fatshe le bogogi jwa Phikwe. Ke a itse gore wena o ne o seyo. Ke a itse gore Motlotlegi Kaizer o ne a seyo, mme ba ne ba bitswa ba tsamaya, ba ya go bona kwa, kompone e bua gore dinamune di ne tsa bolela mo ditlhareng, *where they lost about 9 million*. Jaanong thotloetso ya me e tshwana le ya gago gore a ba rute Batswana le rona re rotloetse Batswana gore ba ye kwa.

Go ne ga nna le *incidents* tse go neng ga fitlhelwa bangwe ba robetse ka fa tlase ga ditlhare, dinamune tsone di le foo, e ne e le nako e ba ka bong ba ne ba bapala. Jaanong le rona re rute *change attitude* ya rona. Golo mo ga go bapala kana ga go sela, ga go simolole ka rona. Le rona bogologolo batsadi ba rona ba ne ba tswa fa ba ya mmiding kwa South Africa, mme ba ya teng ba itse gore *this is a skill* ya go sela fela gore o sela tse kae. Ke a leboga motlotlegi.

MADAM SPEAKER: Honourable Members, question time is over, we now proceed to Presentation of a Government Bill.

First Reading

PRESENTATION OF A GOVERNMENT BILL

The following Bill was presented and read a first time.

MEDICINES AND RELATED SUBSTANCES BILL, 2025 (NO. 29 OF 2025)

(Minister of Health)

Second Reading - **Later Date.**

MADAM SPEAKER: Honourable Members, *ke belaela gore le bone* notice *ya* General Assembly. We have now ended business of today. We need to adjourn and immediately get into the General Assembly. So, I would like to call the acting Leader of the House to call a Motion of adjournment.

MOTION

ADJOURNMENT

ACTING LEADER OF THE HOUSE (MR RAMOGAPI): Ke a leboga *Madam Speaker*. Ke ne ke re batlotlegi ka ba tsere nako ya bone yotlhe ba dira tiro e tona ya Palamente, ba eme fa ba dire tse dingwe tse di botlhokwa. Ke a leboga *Madam Speaker*.

Question put and **agreed to.**

The Assembly accordingly adjourned at 3:22 p.m. until Thursday 4th December, 2025 at 2:00 p.m.

ANNEXURE A

TABLE 1: LIST OF CUSTOMERS, OODI-MACHANENG

Village	No	Customer Name
Oodi	1	Oodi Primary School
	2	Oodi Clinic
	3	Main Clinic
	4	Library
	5	Oodima Cjss
	6	Kgotla
	7	Police
	8	Post Office
	9	S & CD
Modipane	1	Modipane Primary School
	2	Kgotla
	3	S & CD
	4	Clinic
Dikwididi	1	Dikwididi Primary School
	2	Clinic
	3	Library
	4	Kgotla
Mabalane	1	Kgotla
	2	Mabalane Primary School
	3	Library
	4	Agric Office
	5	Clinic
Sikwane	1	Kgotla
	2	Sikwane Primary School
	3	Kgabotshwene Primary School
	4	BURS
	5	S & CD
	6	Post Office
	7	Immigration
Mmathubudukwane	8	Police
	1	Kgotla
	2	Primary School
	3	CJSS
	4	Community Hall/ Omang Centre
	5	Clinic

	6	S & CD
	7	Agric Office
	8	Veterinary
	9	Library
	10	Sub- land Board
	11	Council Offices/ Water Unit
	12	Postal agency
	13	Police
Ramonaka	1	Kgotla
	2	Library
	3	Clinic
	4	Ramonaka Primary School
Malolwane	1	Kgotla
	2	Malolwane Primary School
	3	Agric Department
	4	S & CD
	5	Library
	6	Clinic
Oliphant's Drift	1	Kgotla
	2	Clinic
	3	Oliphants Primary School
	4	S & CD
	5	Police
	6	Library
	7	DBS
Ramotlabaki	1	Kgotla
	2	Clinic
	3	Library
	4	Ramotlabaki Primary School
Mmaphashalala	1	Mmaphashalala Primary
	2	Kgotla
	3	Clinic
Dovedale	1	Dovedale Primary School
	2	Clinic
	3	Kgotla
Kudumatse	1	Kgotla
	2	Clinic
	3	CJSS
	4	Kudumatse Primary School
Makwate	1	Kgotla
	2	Clinic



	3	Makwate Primary School
Parr's Halt	1	Immigration
	2	Customs
Machaneng	1	Kgotla
	2	Veterinary
	3	Prison
	4	Police
	5	Machaneng Primary School
	6	Department of Agriculture
	7	BAMB
	8	Library
	9	CJSS
	10	Clinic
	11	Wildlife
	12	CTO

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