

**BOTSWANA UNIFIED LOCAL GOVERNMENT**  
**SERVICE ASSOCIATION**

**MINUTES OF THE BOTSWANA UNIFIED LOCAL GOVERNMENT**  
**SERVICE ASSOCIATION (BULGSA) HELD ON 9 – 14<sup>TH</sup>**  
**DECEMBER 2002 AT TONOTA COLLEGE OF EDUCATION IN**  
**TONOTA**

PRESENT WERE:

**CENTRAL EXECUTIVE COMMITTEE MEMBERS:-**

G. Lebitsa	-	President
D. Kanje	-	Vice President
M. Mokalake	-	Treasurer General
D. Mogotlhwane	-	Acting Secretary General
S. J. Rutherford	-	Vice Secretary General
M. Motelebane	-	Acting Publicity Secretary

**ABSENT WITH APOLOGIES**

K. P. D. Kote	-	Publicity Secretary (on training)
A. C. N. Ndaba	-	Secretary General (on PMS duties)
M. Tsetse	-	Recording Secretary (Not released)

**CONSULTATIVE MEMBERS**

C. M. Tombale  
C. M. Makgopa

**WOMEN'S WING COMMITTEE**

B. Maripe	-	Acting Chairperson
S. Mojanaga	-	Acting Secretary

## BRANCHES PRESENT

### *REGION ONE*

#### FRANCISTOWN

G. Lelang	-	Chairman
I. William	-	Member
K. Lekoba	-	Member
C. Mmapadi	-	Member
K. Baphuthegi	-	Member
K. Petrus	-	Member
W. Phampa	-	Member
N. Motlogelwa	-	Member
B. Kamanga	-	Member
C. Molobeng	-	Member
R. Moeti	-	Member
L. Gaofetoge	-	Member
L. Baruti	-	Member
T. Baaname	-	Member
M. Nakedi	-	Member
N. Mooketsi	-	Member
D. Morupisi	-	Member
O. Motlhagodi	-	Member
G. Jenjele	-	Member
B. Mothibamele	-	Member
O. Lesole	-	Member
S. Duta	-	Member
B. Malele	-	Member
B. Lekota	-	Member
N. Mmereki	-	Member
G. Dubane	-	Member
P. Kalanka	-	Member
T. Kabelo	-	Member
D. Ikaneng	-	Member
O. Nkgaswa	-	Member
S. Masuo	-	Member

## **NORTH EAST**

A. Kaisara	-	Chairaman
H. Mhotsha	-	Secretary
L. Mpho	-	Chairperson (Womens Wing)
B.M. Ratsiripe	-	Member
V. Thake	-	Member
G. Koontse	-	Member
R. Kgotlane	-	Member
L. Phala	-	Member
D.R. Oakile	-	Member

## **SOWA**

O.B. Mlelu	-	Chairman
G.G. Sechele	-	Vice Chairperson
C.G. Matshediso	-	Secretary
C. Mokaraoke	-	Member
V. Oabile	-	Member
L. Wame	-	Member
H. Ramatotodi	-	Member
T. Motsomatshukudu	-	Member
G. Lucas	-	member

## **SELEBI PHIKWE**

J. Senamolela	-	Chairperson
K. James	-	Secretary
D. Sanana	-	Treasurer
G. Maswe	-	Chairperson (w/w)
T. Lentswe	-	Publicity Secretary
M. Mangadi	-	Member
M. Makwati	-	Member
O. Thato	-	Member
J. Segopa	-	Member
J. Chilume	-	Member
M. Shubo	-	Member

K. Kgosi	-	Member
G. Ngwako	-	Member
H. Sansam	-	member
M. Selepeng	-	Member
J. Kgosi	-	Member
L. Maphane	-	Member
I. Ntsosa	-	Member

## **TUTUME**

L. Molatlhegi	-	Secretary
P. Medupe	-	Vice Secretary
L. Masie	-	Treasurer
N. Ncube	-	Vice Chairperson
M. Noga	-	Additional member
J. Tlhase	-	Member
D. Mokalake	-	Member
B. Rateise	-	Member
D. Mokenane	-	Member
B. Sethatho	-	Member
K. Kgaswane	-	Member
T. Sentshebeng	-	Member
O. Kadi	-	Member
K. Mothukutha	-	Member
B. Ratsiepe	-	Member
B. Rapekenene	-	Member
D. Mandase	-	Member

## **REGION TWO**

### **BOBIRWA**

P. Oleseng	-	Acting Chairperson
T. Mmopi	-	Secretary
B. Mpitse	-	Chairperson (w/w)
G. Olatotse	-	Publicity Secretary (w/w)
K. Nthobatsang	-	Consultative member
S. Digate	-	Treasurer

S. Molosiwa - Member  
**PALAPYE**

K. Motlhanka - Delegate  
G. Tshiamo - Delegate  
T. Molefhe - Delegate  
P.S. Keakile - Delegate  
G.K. Moroke - Delegate  
K. Mpheke - Delegate  
A. Chamme - Delegate  
M. Moruti - Delegate  
G. Mosupi - Delegate  
M. Mathiba - Delegate  
B. Moloji - Delegate  
T.P. Monametsi - Delegate  
T. Makhanyela - Delegate  
L. Mmusi - Observer  
B.G. Motemane - Observer

**MAHALAPYE**

J. Asekeng  
P. Paledi  
M. Mosimanyana  
B. Mokgoloke  
K. Phele  
M. Vanzyl  
G. Jongman  
A. Ithuteng  
A. Keoratile  
N. Otsetswe  
O. Maikano  
D.M. Segaletsho  
W. Petroos  
S.R. Moreki

## **BOTETI**

G. Goretetse	-	delegate
G. Pheresi	-	"
K.B. Keolopile	-	"
G.B. Molatatshipa	-	"
L. Merafhe	-	"
R. Mojanaga	-	"
M. Morapedi	-	"
G. Motswetla	-	"
T. Molelo	-	"
O. Botshelo	-	"
E. Botshelo	-	"
C. Tshikinya	-	"
K.S. Moalosi	-	"
K. Tebele	-	"
A.M. Habona	-	Observer
L. Israel	-	Observer

## **SEROWE**

B.S. Kgomotso	-	Chairman
D.C. Koketso	-	secretary
S. Modibedi	-	Vice Secretary
T. Thamasi	-	Chairperson (w/w)
G. Gaebolae	-	Publicity Secretary
Fani	-	delegate
Mogopa	-	"
B. Matlapeng	-	"
Madi	-	"
Kalaloka	-	"
Gabanamotse	-	"
T. Keatshole	-	Secretary (w/w)
G. Baikalafi	-	delegate
K. Phuthego	-	"
K. Madikwane	-	"
E. Malaudi	-	"

M. Dithobane	-	"
B. Leteane	-	"
M. Ketlogetswe	-	"
R. Mokange	-	delegate

## REGION THREE

### SOUTH EAST

O.C. Selolwane	-	Interim Chairperson
O. Masie	-	Treasurer
P. Morwagabuse	-	Publicity Secretary
F. Setlhare	-	Additional member
B. Teemane	-	delegate
M. Batsalelwang	-	"
G. Mongae	-	"
B. Nkwe	-	"
L. Machacha	-	Secretary (w/w)
S. Mampori	-	Chairperson (w/w)
B. Kelaeng	-	delegate
M. Moremi	-	"
W. Kesebonye	-	"
D. Molelekwa	-	"

### KGATLENG

K. Rammidi	-	Chairperson
M. Sibanda	-	delegate
O. Lebang	-	"
B. Motlhagodi	-	"
S. Kedise	-	"
B. Diseko	-	"
L. Peolwane	-	"
A. Lekoko	-	"
T. Mathibidi	-	"
T. Nchunga	-	"
J. Keipopele	-	"
R. Nkwe	-	"

G. Ngidi - "  
I. Koboyankwe - "

## **LETLHAKENG**

O.K. Dibe - Chairperson  
B. Onamile - Treasurer  
N. Mhale - Publicity Secretary  
M. Magama - Secretary  
M. Lesonya - Chairperson(W/W)  
R. Mokwape - Delegate  
G. Selwe - "  
B. Kebaepywe - "  
B. Molale - Consultative member  
M. Morupisi - Delegate  
G. Otsweleng - "  
B. Mothibakgomo - Observer  
S. Kaphepa - Observer

## **MOLEPOLOLE**

K.K. Mosarwa - Chairperson  
S. Sebonego - Treasury  
O. Thuto - Secretary  
N. Mokgoloke - Chairperson(W/W)  
S.M. Rmothokgwana - Secretary(W/W)  
G. Mogome - Delegate  
O.C. Moumakwa - Publicity Secretary  
T. Ramaloto - Delegate  
A. Pule - "  
M. Kgosimotho - "  
E.M. Phokoje - "

## **GABORONE**

M. Mooketsane - Delegate  
D. Mokoto - "  
S. Phirie - "

M. Gareebine	-	"
M.T. Ntumisang	-	"
T. Kelaeng	-	"
M. Gaelafswa	-	Delegate
S. Mokgweng	-	"
D. Seboko	-	"
O. Tlhomelang	-	"
M. Masisi	-	"
E. Ditlhobolo	-	"
P. Mangisi	-	"
K. Ketshubetswe	-	"
K. Moilwe	-	"
M. Maake	-	"
W. Mbise	-	"
I. Segopolo	-	"
L. Ramakoloi	-	"
L. Baakanyang	-	"
M. Rampori	-	"
J. Mpodi	-	"
N. Matlhodi	-	"
M. Meshack	-	"
K. Ntapu	-	"
M. Kgwathe	-	"
S. Sebokolodi	-	"
A. Mmelesi	-	"
J. Setswammung	-	"
G. Legae	-	"
S. Lekoko	-	"
T. Manabalala	-	"
P. Mokereputsa	-	"
D. Garekwe	-	"
P. Norwebb	-	"
Magama	-	"
T. Ganda	-	"
N. Ramasia	-	"
K.C. Kwena	-	"
G.C. Kekgonegile	-	"
M. Rankgomo	-	"

K. Mhapha	-	"
V. Masi	-	"
T. Moalosi	-	"
M. Letlhare	-	"
T. Oteng	-	"
P. Nkwe	-	"
R. Saku	-	"

## REGION FOUR

### TSABONG

L. Lore	-	Delegate
G. Motshegwe	-	"
W. Nyika	-	"
T. Mathiba	-	"
P. Molaodi	-	"
M. Moji	-	"
K. Gaopalelwe	-	"
N.N. Moapare	-	"
K. Motlhanke	-	"

### HUKUNTSI

S. Koolebetse	-	Chairman
A.B. Monthe	-	Treasurer
O. Kazondonge	-	Secretary
W. Lekoma	-	Vice Secretary
P. Letshwiti	-	Chairperson(W/W)
O.K.T. Mantle	-	Delegate
W. Mayane	-	"
E.Q. Saidoo	-	"
S. Motshoge	-	"
M.O.F. Gaetote	-	"
B.J. Dikgomo	-	Observer

## **MABUTSANE**

C.L. Thela	-	Chairman
G. Kaboeramodimo	-	Secretary
B. Kenalemang	-	Treasurer
K. Sepekere	-	Secretary(W/W)
M. Timela	-	Publicity Secretary
B. Keisang	-	Observer
L. Keoletile	-	Consultative Machinery
M. Baratedi	-	Observer

## **JWANENG**

R. Banda	-	Chairman
D. Siele	-	Vice Chairman
P. Ramontsana	-	Publicity Secretary
M. Ditshwene	-	Delegate
E. Sethato	-	"
C. Thibelang	-	"
S. Ramatu	-	"
T. Madziba	-	"
J. Mashumba	-	"
L. Motende	-	Observer
L. Dumedisang	-	Delegate
B. Baruti	-	"
A. Motukwa	-	"

## **SOUTHERN**

P. Phuduhutswana	-	Chairman
B. Ramatsipele	-	Member
O. Mosweu	-	Member
P. Matsake	-	Member
M. Ramasesane	-	Member
N.W.L. Mashaba	-	Member
N. Mooketsi	-	Member
D. Gasemotho	-	Member

J. Kgabanyane	-	Member
E. Sikalesele	-	Member
G. Seane	-	Member
B.B. Phalane	-	Member
M. Kgosintwa	-	Member
O. Setiko	-	Member
T. Morule	-	Member
M.O. Masepela	-	Member
L.M. Keikanetswe	-	Member
M.C. Mpotsang	-	Member
D. More	-	Member
L. Kapaletswe	-	Member
J. Kolagano	-	Member
S. Mosweu	-	Member
M. Rapulane	-	Member
W.J. Willie	-	Treasurer

## LOBATSE

A.B.C. Matlhabaphiri	-	Chairperson
M. Pine	-	Delegate
K.P. Khiba	-	"
B. Segogo	-	"
H. Tsile	-	"
O. Ditshupo	-	"
D. Sefako	-	"
T. Nombewu	-	"
N. Joao	-	"
S. Motshelanoka	-	Delegate
M. Seremane	-	"
L.M. Selelo	-	"
V.O. Phoga	-	"
L. Kemmapatse	-	"
D. Thebe	-	"
G. Basima	-	"
S. Zuze	-	"
B. Gosi	-	Delegate
U. Goutlwetse	-	"

M. Rapalai	-	"
P. Buthiyi	-	"
M. Keenao	-	"
O. Mafoko	-	"
L. Senwamadi	-	"
O. Mooketsi	-	"

## **REGION FIVE**

### **CHARLESHILL**

D. Thupe	-	Delegate
J. Mogomotsi	-	"
B. Kelebemang	-	"
T. Sengwaketse	-	"

### **GHANZI**

L. Mosarwa	-	Delegate
S. Modise	-	"
K. Makgatle	-	"
A.M. Motsumi	-	"
M. Osupeng	-	"
G. Mogwera	-	"
P. Khutla	-	"
R. Keitumetse	-	"
J. Mohurutshane	-	"
S. Khonou	-	"
D. Tshotelo	-	Delegate
G. Segokgo	-	"
M.T. Maphongo	-	"
T. Lesole	-	"
K. Tiego	-	"
S. Kabomo	-	"
M. Mashabela	-	"

### **OKAVANGO**

K. Morotsi	-	Secretary
L. Maletse	-	Treasurer
R. Gambule	-	Publicity Secretary
M. Setshabelo	-	Delegate
M. Keokilwe	-	"
M. Sebina	-	"
D. Kekwaletswe	-	"
M. Ditaba	-	"
L. Segone	-	"

### **MAUN**

P.A.D. Baeng	-	Chairman
U. Hengari	-	Secretary
M. Keikabetse	-	Treasurer
L.B. Regonamanye	-	Chairperson(W/W)
N. Wilson	-	Delegate
G. Kuti	-	Delegate
L. Mopako	-	"
S. Joel	-	"
G. Ramoka	-	"
B. Balekane	-	"
B. Mbwe	-	"
G. Balapi	-	"
K. Keadireng	-	"
T. Taukobong	-	"
S. Samunzula	-	Publicity Secretary
B.F. Nfila	-	Delegate
G. Modibo	-	Observer
K. Mongadi	-	"
S. Gagosi	-	"
D. Sephutlo	-	"

### **CHOBE**

P.O. Moatlhodi	-	Delegate
J. Sinvula	-	"
O. Ntloesele	-	"

L. Tshireletso	-	"
O. Keneilwe	-	Observer
S. Pule	-	Delegate
O. Mokoba	-	"
J. Maswabi	-	"
G. Noge	-	"
M. Aleseng	-	"
K. Kealeboga	-	Observer
G. Molelowakgotla	-	Delegate



## **BOTETI**

P. Motlegelwa - FWE

## **BOBIRWA**

K.M. Mampe - Accountant  
C. Kelapile -  
K. Lorekang - Rehabilitation Officer  
N. Mogamisi - Matimela Master

## **SEROWE**

S. Ratshosa - A.O.  
G. Phuthego - Supplies  
Magapatona - Health Technician

## **MAUN**

Rulaganyang - Chief Personnel Officer  
B. Baroma - S.A.A. - Land Board  
M. Mankele - Deputy Clerk - Sub Land Board  
M.N. Matenge - Transport Officer - Land Board  
C.M. Matengu - FWE  
B. Dikgosana - FWE

## **LETLHAKENG**

O. Sechele - Assistant Council Secretary

## **MOLEPOLOLE**

B. Keipidile - S&CD  
M.L. Ofentse - Environmental Health

## **OKAVANGO**

K. Kootshotse - SCDA

M. Kgafela - T.O. - Water  
Y. Mateya - FWE  
I. Samaemo - FWE

### **SOUTHERN**

F. Gare  
C. Mutlwa  
M. Mmolotsi - T.O.A - Land Board

### **MABUTSANE**

E. Jatlhapi

### **JWANENG**

S. Ngakayaja - FWE

### **LOBATSE**

K. Motaung - Fire man  
P. Masilomangwe - Registered Nurse  
V.S. Makgetla - Fireman  
David Kole - Admin Assistant SHHA

## **REGIONAL CHAIRPERSON'S REMARKS**

Welcomed all delegates to Region one and informed the conference that it has been observed that there has been very significant increase in BULGSA membership after the strike and encouraged that everyone (member) should ensure these new members are retained.

The Chairperson raised a concern regarding the Women's Wing not standing to their obligation as evidenced by their non appearance at the top table and the visible division within the Wings leadership.

The Chairperson however apologized for the inconvenience that the delegates may have encountered at the hostels.

## **WOMEN'S WING THEME**

### **TOWARDS IMPROVING WOMEN'S PARTICIPATION IN BULGSA ACTIVITIES**

### **CORRECTIONS, CONFIRMATION AND MATTERS ARISING FROM MINUTES OF THE WOMEN WING 2001 CONFERENCE HELD AT OTSE**

Minutes of the conference were not available.

## **ADDRESS BY WOMEN'S WING CHAIRPERSON - B. MARIPE**

The Chairperson welcomed all delegates and the deputy Director for Women's Affairs and informed the conference that the Theme was chosen to raise Bo - Mme's awareness of the importance of their participation in the affairs of BULGSA without any fear.

The Chairperson informed the conference that most members of the Women's Wing Executive were on study leaves and encouraged members (Bo mme) to campaign for CEC posts.

A concern was raised of the gradual death of the Wing at Branches. But was optimistic that with more support from Bo Rre the wing will live to the Association's expectations.

All members were requested to come up with the way forward to instill life into the wing and that all those at the conference should feel free to air their views.

## **OFFICIAL OPENING ADDRESS - B.TJIYAPO**

Rre Tjiyapo informed the conference that it was an honour for him to be officiating on the event of the w/wing conference since he was he during his

time as a BULGSA member tasked to pioneer the establishment of the wing. The speaker indicated that just as much as BoMme were standing side by side with their male members in the struggle for the improvement in the working conditions, that Heroism should be maintained when that there was need to establish a burning platform where dialogue is for all stake holders. The conference was informed that the need to start from an unknown point is paramount to start a struggle and encourage the need for participation to reduce the being undermined demination in decision making.

The Women Wing conference was told of the need for participation to enhance transparency.

- ❖ Participation to enhance in control of the process
- ❖ Not to stay back to avoid being decided for
- ❖ The need to tap potential to its best.
- ❖ Governments had addressed gender disparities (an act by parliament in 1996) gender equality.
- ❖ The existence of a policy that promotes gender equality.
- ❖ Studies showing that 47% of households are female headed.
- ❖ The women's wing to advocate for men/women empowerment.
- ❖ To strive for the elimination of all existing discriminatory laws.
- ❖ The wing to call for its reflection in the form of annual plans and to avoid failing to implement projects.
- ❖ The wing to avoid being used to reinforce stereo type beliefs (where they are for catering at ceremonies)
- ❖ W/wing to ensure they contribute to a consultancy that is tasked with the assessment of gaps at the work place (male and female) and assured Bo Rre that this does not mean a policy is being made to marginalise them.

## DAY 2

NATIONAL ANTHEM - KGATLENG  
MOTTO SONG - GABORONE  
PRAYER - MAUN (BAENG)

RULES OF PROCEDURE - Kgatleng moved and Palapye seconded.

### AMENDMENT TO PROGRAMME

Maun moved that after his Excellency's President Mogae's address questions and comments be allowed.

The house unanimously adopted the proposal but, it was later reported that this is not in line with protocol requirements.

### WELCOME ADDRESS BY HOSTING REGION CHAIRPERSON

In his welcome address Rre Lelang indicated that they acknowledge the problems experienced at the hostels (accommodation) and that delegates should accept the basics (meals) that are being provided since there are not enough funds.

Rre Lelang further reminded the conference that it is time the labour movements in Botswana must inspire themselves with the thought of the heroes and heroine who were executed in 1887/11/11 for having lead a peaceful strike in May 1887 in Chicago America and that despite the strike action not taking capital punishment in Botswana it still has a punishment result in the form of no work no pay rule.

The chairman encouraged BULGSA to take themselves seriously, and remain a solid unit if they expect government to take them seriously.

**CORRECTION, CONFIRMATION AND MATTERS ARISING FROM  
MINUTES OF AGC 2001 - OTSE MINI CONFERENCE 2002 AND  
SPECIAL CONFERENCE.**

**PAGE 2**

1. By invitation
2. P. Molale to read E. Molale
3. M. Motsumi to read L. Motsumi

**BRANCHES PRESENT**

**REGION ONE**

Francistown and Masunga to indicate designation

**PAGE 5**

**REGION TWO**

W. Petros - member to be included in the list.(Mahalapye)

**REGION THREE**

South East

To show designations of delegates.

Monkganedi to read I. Mokganedi  
G.E Setlhare to read G.F. Setlhare

Page 7

**d) MOLEPOLOLE**

N. Makgolokwe to read N. Makgoloke

Page 9

**d) MABUTSANE**

G. Kenalemang - Treasurer to be deleted.

**f) HUKUNTSI**

E.P. Bethia and L. Mosarwa to be included in the Ghanzi list.

Page 10

**REGION FIVE**

**a) GHANZI**

E.P. Bettia and L. Mosarwa to be added to the list.

Delegates designations to be shown.

**b) CHALES HILL**

M. Gaetole to read M. Gaetote and to show delegates designations.

**d) CHOBE**

To show delegates designations.

Page 11

**THEME: SMASH LOCAL VS CENTRAL GOVERNMENT  
DISPARITIES; A TIME FOR TRANSFORMATION**

**OBITUARY**

2. M. Mompa to read M. Mmokwa
3. V. to read V. Gabalebe

Page 12

**WELOCME REMARKS BY: HOSTING REGION CHAIRPERSON**

To read welcome remarks by hosting regional chairperson.

**ADDRESS BY BULGSA PRESIDENT**

Paragraph II The president to written The President.

Page 13

**OFFICIAL OPENING BY:** Honourable Vice President to read official opening by His Honour The Vice President

Page 16

**DISCUSSION (TREASURER GENERAL REPORT)**

Copy of the report to be attached to minutes.

Page 17

Introduction of members to read introduction of invitees.

Page 17

**INTRODUCTION OF GUESTS**

Mrs E. Moncho to be included as C.E.O. Sowa

**OFFICIAL CLOSING**

The title M.P. South East be inserted after the name Honourable Lesego Motsumi.

Resolutions to be attached.

There be no further corrections, the minutes were adopted as a true record subject to the above corrections.

## **OBITUARIES**

A total of 40 members names were announced a hymn Rock of Ages was sung followed by a moment of silence.

## **SECRETARY GENERALS REPORT (REFER TO ANNEX 1)**

## **QUESTIONS AND COMMENTS**

Member (Maun) - What were the reasons for BCSA not signing the Joint Petition letter.

CEC (BULGSA) - meeting with Nurses Association Botswana not included covered in the report.

BULGSA membership should always be briefed on consultative matters not to wait for the conference.

Why has the Permanent Secretary (PS) replied instead of the Minister.

Recommended for the rejection of the PS reply.

## **OFFICIAL OPENING**

**NATIONAL ANTHEM** - Kgatleng  
**MOTTO SONG** - Gaborone  
**PRAYER** - Maun (Baeng)

**WELCOME REMARKS BY** - Kgosi Radipitse Ramosinyi

Kgosi informed the conference that he will only restrict himself to the welcome. However the Kgosi cautioned the members of the HIV/AIDS which is now a national concern and pleaded with those who could not abstain to always use the condom. The Kgosi encouraged members to always resolve their differences with Government peacefully and thereby welcomed all to Tonota.

## **ADDRESS BY BULGSA PRESIDENT - G. LEBITSA**

Refer to Annex 2 attached

## **OFFICIAL OPENING SPEECH BY HIS EXCELLENCY THE PRESIDENT OF THE REPUBLIC OF BOTSWANA FESTUS G. MOGAE**

Refer to Annex 3 attached.

## **FRATERNAL MESSAGES**

### **BCSA = TIRELO RAMOKAPANE - PUBLICITY SECRETARY**

- Informed the conference that BCSA believes in discussions that are done on equal terms
- That BCSA believes in tolerance
- BCSA supports BULGSA and are looking forward to be further consulted on labour matters and they too call for BULGSA support and solidarity
- BCSA acknowledges of disparities
- Believes laws, as being amended are for the benefit of all workers as this may eventually lead to all workers movements uniting under one union

- Encouraged BULGSA to ensure the membership is well informed of the unionization benefits and disadvantages
- Was worried that Privatisation is coming at a very fast pace when at the same time it shows workers associations are not ready so as to reap the rewards in the process
- Encouraged the Association (BULGSA) to engage the incoming CEC in the Privatisation issue so as to weigh its benefits and shortcomings
- Wished BULGSA the best in their struggle

#### **BOFESETE - G. MOKOMANE, SECRETARY GENERAL**

- Is of the belief that workers movements should as of now always sit together to address programmes geared towards the welfare of the membership
- The conference theme showing that BULGSA has an action to measure more especially at this trying time
- Encourage BULGSA to come up with deliberate resolutions that will bring envisaged victory
- Thanked the President of Botswana to have indicated the cabinet will be discussing the amendments to the long ratified I.L.O. conventions (labour laws) and is therefore looking forward to seeing labour movements growing and having a say in the way their welfare is being shaped

#### **B.T.U. - R. KETSHABILE, DEPUTY SECRETARY GENERAL**

Botswana Teachers Union has resolved to engage all Teacher Organisations to come under one union and will be looking forward to seeing other Associations merging to form a National Workers Union.

- Workers are being deliberately subjected to uncalled for illtreatment since they don't contribute to the working conditions, pay packages on equal terms with the employer
- In view of their long promised allowances which have up to now not been effected BTU has resolved not to organize sports activities
- BTU had taken the Ministry of Education to court over unfair withholding of allowances and won the case but up to now there was nothing forthcoming from the employer.
- Wished BULGSA the best in their endeavour in the fight for the betterment of the membership welfare.

### **VOTE OF THANKS - SECRETARY GENERAL D. MOGOTLHWANE**

Whilst still believe Botswana is a country that respects the rule of law it is very suprising at the same time why is that there is feet dragging when it comes to implementing the Job Evaluation Exercise as was directed by the High Court of Botswana.

- The delay to act to the court order by the Government is tarnishing the good image of Botswana and very disappointing
- The Secretary General requested the President Rre Mogae not to allow dead woods to run the affairs of Government Offices
- That BULGSA had done everything in their powers to engage Government in their grievances regarding Job Evaluation but had to eventually withdraw their labour to show that enough was enough
- BULGSA does not need only money but want Government to do as the court ruling had instructed
- Thanked the President Rre Mogae to have at least instilled hope amongst BULGSA membership with the promise of the Amendment to the Labour and Trade Unions Bills that would if passed allow associations to convert to unions

- That the push type attitude displayed by the Ministry of Local Government is a concern to BULGSA and that this should not be tolerated.

Benediction was done by member Senatla Rutherford.

### **DAY 3**

**NATIONAL ANTHEM - CHARLESHILL**

**MOTTO SONG - TSABONG**

**PRAYER - T. KABELO (FRANCISTOWN)**

**PRESENTATION BY LEEPILE LEFENYA-EZEE FINANCIAL SERVICES**

The Ezee representative informed the conference that they want to consolidate the good working relationship with BULGSA.

- ◇ They know of the hardships BULGSA is going through
- ◇ Believes in the Setswana idiom that Moseka phofu yabo ga a swe lentswe , but cautioned BULGSA to tread with care in what they do
- ◇ That Ezee has transferred all their administrative duties to Botswana and hopes and believe everything will be in full operation by January 2003

**COMMENTS AND COMMENTS ON SECRETARY AND TREASURER  
GENERALS REPORTS CONTINUE**

**Member - SEROWE**

- Emphasised that strict monitoring of the fund be applied
- Wanted to know how much has been done regarding overtime for By Law Enforcement Officers

- That the Venson report has not yet reached

## **BULGSA MEMBERSHIP**

- The rejection of backdating of the Job Evaluation by the Permanent Secretary be challenged as this does not reflect the view of Government
- Members expect to be briefed on the meeting that was held with the President of Botswana

## **Member - GHANZI**

- The Secretary General Report not saying much about the Vision 2004 document and thus hope the need of a strategic plan as a way forward. The Vision document is a tool by which BULGSA measures and evaluates itself
- That a task force be put in place to look into the Vension Commission report and quickly report to the membership
- That VAT is above the inflation rate and therefore should expect an increase in inflation

**PENSION FUND** monies should not be invested outside the country and instead be invested in Botswana to help create employment and develop Botswana

- That Medical Aid is being abused by both service providers (doctors) and members
- The intentions of VAT were good but the application has destroyed all that and therefore need to be revised

- The Establishment Secretary cannot work and operate under the Director of DPSM and be expected to perform to the expectations of BULGSA
- The Permanent Secretary, Local Government is not operating basing his decisions on any legal basis but is more discretionary

**Member** - How is the BULGSA plot at Mogoditshane registered (classified)

**Member** - BULGSA to invite its attorney to always brief the conference on Legal and Technical matters

**Member (Gaborone)** - The Permanent Secretary response should not be treated as Official but as personal

The Association to continue fight for equal representation in the Consultative Council

BULGSA should continue to work with BCSA so as to help instill And facilitate change in their attitude

The Permanent Secretary be made aware that BULGSA members Love Botswana even more than the Permanent Secretary do

## **RESPONSE TO COMMENTS ON SECRETARY GENERAL REPORT**

The Secretary General thanked members to be showing that their level of awareness is high and is really appreciated.

On the issue of the Permanent Secretary rejecting the BULGSA request it has been looked into objectively and it has shown it has long term implications as it may bring with it a lot of complications in the form of pay back by those downgraded and those to benefit by being upgraded. It was therefore realized by both parties that a rationale decision be made to ensure all (Government and BULGSA) benefit.

The need to have the Publicity Secretary's report separate from Secretary Generals was not covered but it has to be realized that the problem was created by the vacant period the Publicity Secretary was away but the new officer may have to present what may be captured in the period he was in office.

The Central Executive Committee had still not found the need to invite an attorney to conferences but as time goes and the needs demand that will be catered for.

The plot in Mogoditshane is registered as commercial but BULGSA members are invited to come forward with proposals on how best the plot can be used.

The argument that the Permanent Secretary has taken over the responsibilities of the Establishment Secretary was an issue which need more scrutiny since the argument is that the appointment letters were written by Establishment Secretary as per ULGS act but the Establishment Secretary is doing this in consultation with Permanent Secretary as the immediate supervisor.

Agrees there is abuse of Medical Aid facility and cautioned members to stop abusing the scheme.

As for Vision 2004 the 2001 conference at Otse resolved to use the vision as a finance accrual tool and therefore members will get feedback from the Treasurer General's report.

As for the meeting with the President of Botswana separate briefing will be represented.

Consultative Council matters will be covered in the Consultative report.

The Vension Commision entirely agrees that a task force be put in place to look into the report and where possible make input and proposals and as such the conference resolution is needed.

The 50/50 representation in the Consultative Council/NEMIC is still in process and a commission will soon be appointed by the Establishment to formulate how that could be done.

As to why BCSA did not report like everybody the only answer available is the one we all heard over the radio, being that BCSA has different operating structures as compared to BULGSA.

On the issue of the Pension Fund monies being invested outside the country this is based on the market size and as any other investment is not risk free. However this is done in full faith that the market is stable by then. The Pension Fund Investment is not all externally based but there are other parts that are locally invested and that The Pension Fund is insured.

In addition the Publicity Secretary (Motelebane) cautioned that BULGSA should not allow for companies that do not observe worker's values to be given an opportunity to invest in our monies.

The Acting Publicity Secretary informed the conference that there would be no report from his office.

Adoption of the Secretary General report was moved by Kgatleng and seconded by south East.

## **COMMENTS ON TREASURER'S REPORT**

Member (South East)

- ◇ Lease for plot at Mogoditshane was not complete if BULGSA has no title deed yet
- ◇ Wanted to know if branches are still to pay 60% to Central Executive Committee
- ◇ Increase of subscription from P 5.00 to P 20.00 too high
- ◇ If branches were still expected to reimburse CEC on cards (membership)

### Member (South East)

- ◇ What benefits does BULGSA get from the Letshego/BULGSA funeral deal
- ◇ BULGSA to make use of meetings to fund raise (host dinner dance) to see to the development of the plot
- ◇ Request for football kit for use during conferences

### Member (Phikwe)

- ◇ Report does not mention anything about monies owed by Southway

### Member (Francistown)

- ◇ Appreciate and acknowledge the need for women empowerment, but, the Association need to first unveil the women's wing empowerment other than to agree on the recommendations of separating the women's wing account and have own Treasurer. Wanted to know how the women's wing will be financed.
- ◇ The proposal for subsistence will be more expensive as compare to the fixed rate as per each branch's choice
- ◇ BULGSA should not only look at its members for funding but should also utilize schemes like CEDA for the development of the plot

### Member

- ◇ The company that will be entrusted with this fund should not be left alone to administer it

### Member

- ◇ Encourage branches to contribute to the Central Executive Committee
- ◇ Central Executive Committee to continue getting the 60% and instead CEC to intensify its debt collection

- ◇ Agrees that subsistence be standard

#### Member (South East)

- ◇ BULGSA should see to its growth by best use of the little funds it has
- ◇ BULGSA should should apply for loans for development of the plot and to venture into the transport business

#### Member (Masunga)

- ◇ Propose that the P 500.00 per branch be reduced to atleast P 200.00
- ◇ BULGSA should not only insist on money for the development of the plot but should accept any kind of help that maybe given

#### Member (Southern)

- ◇ Wanted to know if there is any agreement between Cellnet and BULGSA
- ◇ Should show a breakdown on the subsistence of the individual CEC members
- ◇ Branches be encouraged to provide short term loans
- ◇ Agrees that the Ezee and Letshego agreemednts be revisited
- ◇ Opening of current accounts and call accounts be standardized
- ◇ The benefits for members from the Funeral Benefit Scheme be clarified
- ◇ The P 500.00 per branch is to high for small branches and should be reduced to P 150.00

- ◇ Doesn't accept the Regional recommended amount since it may not be easy to raise since branches are not yet functioning properly
- ◇ Feels joining fee and funeral benefit fees be separated
- ◇ Prefer regional contributions than branches
- ◇ Propose 70% of subscription to Central Executive Committee

## RESPONSES

- ◇ Accept the advice to change plot lease to title deed
- ◇ The joining fee still remains at P 5.00 and Letshego/BULGSA contribution is P 15.00 which is the insurance Letshego is middleman between BULGSA and Regent Insurance
- ◇ Branches shall not be expected to pay 60% if subscriptions are centralised
- ◇ Sales for membership cards will not be backdated
- ◇ The football kit as was agreed upon at Letlhakane is still being on hold
- ◇ Letshego will cover all the costs associated with the joint venture
- ◇ The fund raising has not succeeded for this year but will still be catered for in future
- ◇ The Womens Wing will be given a grant by the CEC as it is a subcommittee to the same
- ◇ The proposal for subsistence as proposed is much cheaper than as is the practice
- ◇ There is the need to come up with a plan (design) for the proposed building before applying for a loan

- ◇ The cost of sharing (conference) is based on the belief that regions have an opportunity to fund raise including during CEC organised functions
- ◇ The legal advice fund us and will continue to be monitored by the Treasurer General
- ◇ There is too much under utilization of funds at Branches since there are no projects to undertake
- ◇ There is no deal nor benefit from the Cellnet however this will be covered in the next report
- ◇ Agrees the operations between Ezee and BULGSA should be revisited and acknowledged the inconsistency
- ◇ Southway Life Insurance debt is still outstanding and as for now the company is still owing Gaborone City Council the cost for the Administrative Secretary
- ◇ The CEC has already taken a decision to take legal action as well as to weigh, the cost benefits of engaging lawyers on a company already not in Botswana.

The difference in costs to CEC members is due to transport (mileage) since some Chief Executives could not provide transport.

## **RESOLUTION**

South East moved for adoption and seconded by Francistown.

## **THEME PAPER - P. A. D. S. BAENG - MAUN**

See Annex 4 attached

## **COMMENTS ON THE THEME PAPER**

### **Member (GABORONE)**

- Very delighted and consoled by the contents of the theme presentation
- As FWE's they have always not benefited from their membership to BULGSA and have in most cases been down looked upon by the very officers (supervisors) they expect to get assistance from
- FWE's have resolved to stop doing after hours activities and see no difference between Permanent Secretary, Establishment Secretary and BULGSA
- FWE's will soon embark on another strike towards BULGSA activities

### **Member (FRANCISTOWN)**

There is not need to define the Womens Wing from the mainstream of BULGSA because by so doing they will not be empowered, but, have tor restrict ourselves to GENDER in total.

There should be no disciplinary action to those members who did not participate in the strike action but should instead be counseled so as not to be seen to intimidate as this might scare away potential members.

### **Member- MAHALAPYE**

Appreciate the highlight from the theme paper and it shows that we need to reduce to be so generous but should instead focus our resources to self development.

Consultative Machinery at branches do not utilize the available opportunities even where the Chief Executive is very cooperative.

## RESPONSES

Any social grouping is aware of the problems faced by women and should always be prepared to address these issues more objectively as women are our equals.

As for disciplinary hearing it can only be destructive only if not properly applied.

It is very important to have a record and documented history of BULGSA so that it should not go with those in office.

## PRESENTATION OF PROPOSED UNIONISATION CONSTITUTION - DAVID KANJI - VICE PRESIDENT

The Vice President informed the conference that branches had been awaited to make submissions but there has not been any feedback forthcoming. However the conference was given an opportunity to make submissions and observations.

See Annex 5 attached

- To have an article on definition and interpretations (engage legal/laws experts)
- Discipline to be clearly summed up (step by step stages to be followed for uniformity)
- Elections to await input from branches before finalization
- Article 1 should be made such that the CEC shall determine where and when the office can relocate
- Article 12 - to be gender neutral  
Article 12.7 - to encompass the role and duties of the Secretary General

- To look into the role of Recording Secretary vis a vis Administration Secretary
- Article 17 - to state the membership of the Gender Committee
- Article 20 - gives a lot of powers to the CEC and therefore should be clear on the role of branches (how they can apply themselves)
- The motto song and logo need to be changed
- Clarify the term of office and powers of each committee
- To ensure the Trade Unions Act include Local Authorities and to ensure proper definition of our designation

## RESPONSES

Very happy with observations and still encourage members (branches) to come forward with more input to make them own the final draft.

- The role of Recording Secretary and Administration Officer will depend on how other unions function
- The confence was encouraged that each and everyone member who is able to compose a motto song should do so
- The concern of the Association to be more democratic is paramount but the CEC has the mandate to initiate what is best for the Union and will be more appropriate to leave the CEC role as proposed.

## RESOLUTION

Maun proposed for adoption and seconded by Serowe.

DAY 4

NATIONAL ANTHEM - Kgatleng

MOTTO SONG - Francistown

PRAYER - Samuel Kedise - Kgatleng

### **ADDRESS BY PERMANENT SECRETARY - LOCAL GOVERNMENT**

Address by Permanent Secretary not done, no report why this could not be done.

Address by Establishment Secretary Representative - Mr Johnson  
See Annex 6

### **QUESTIONS AND COMMENTS FROM DLGSM PRESENTATION**

Member (Gaborone) - The posts for Councillors have been created at Central Government and the officers there are not locals and are paid higher than the most experienced locals.

- DLGSM together with BULGSA should have equitable representation on the training selection panel.
- Officers take too long to be trained and promoted.
- Wanted to know the cause for officers refusing transfers.
- Concerned of the inconsistent attendance to officers grievances.
- The increase in rentals by Permanent Secretary directive will worsen the problem of transfers to the remote areas as reduced rentals has been one of the incentives.

### **Member (KGATLENG)**

- The department (DLGSM) is recommending training in the SADC region but seems they (DLGSM) have not visited any of the institutions.
- Wanted to know if posts in the Engineering are reserved for non locals only.
- Encouraged DLGSM to discuss and request for reserved slots at UB, BIAC and others.

### **Member (SE)**

- When should the schemes of services for Local Authorities be expected.
- There seems the problem of loans for part time training is not attended to despite this being an action dating back to 2001.
- It is showing Local Authorities don't interpret and fit the part time training programme well and therefore a need for a uniform and standard slots available should be availed from DLGSM.
- Wanted to know why DLGSM take long to respond when an officer has submitted certificates for a successful completion of training (in regard upgrading and promotion)

### **RESPONSES**

- The posts for ARV have been created at DLGSM and filled with Officers already in service (Councils)
- The package with salaries is the responsibility of DLGSM and these came being a package of the ARV programme.
- The issue of relevance of some institutions in the SADC does not mean they are not accredited as said but it depends on how an individual sees the training there, however the department is planning to visit.

- The Establishment Secretary can allow or disallow an officer to benefit twice (training/promotion)
- DLGSM will take the slots allocation proposal with UB.
- As for part time training it has two areas (ie. Formal and Part time training) this therefore means anyone included for normal training plan does not straight away be in the part time training plan. It is the responsibility of the Local Authority to see to it that an officer recommended is placed at a convenient location to facilitate ease reach with minimum cost to the officer in traveling.
- The department of Foreign Affairs is the one which identifies institutions abroad.
- The reasons for officers declining transfers are many but in most instances they advance marital problems and children. It has to be noted that there are some fair officers who always take transfer after the child has completed at school. Where it shows there is need for further input the Social Welfare section is engaged to assess the situation and that any decision taken is based on their report.

**Member (KGATLENG)**

- It is showing decisions taken at DLGSM are not consistent as is the case with promotions.
- The department (DLGSM) has raised officers hopes that they will be sent for training abroad but have of late been written and told to find themselves schools at a very short notice and late.

**Member (BOBIRWA)**

- Urged DLGSM to observe the transfer policy.
- Need for consultation with Chief Executives where one is transferred to avoid the inconvenience the officer experience because the C.E.O does not want the officer at the District to go for reasons best know to them alone.

- DLGSM to show seriousness by attaching a time frame to the Job Evaluation Exercise. The Pension Fund scheme process has not been that smooth and this has led to some officers opting not knowing how much is their transfer value.
- Training should be arranged so that officers nearer where part time can be available are included for this and full time for officers at far places.
- DLGSM to ensure directives are interpreted consistently.
  - Wondered why DLGSM does not see the need to consult officers before writing them a transfer letter.
  - DLGSM to expedite the project of building their own institution or enter into an agreement (rent) an institute to provide this service.
  - Advocates for posts of Head of Department not to be held by an expatriate.
  - Non performing officers should not be subjected to punishment before establishing the root cause

**Member (MASUNGA)**

- Wanted to know the criteria used to employ EXPATRIATES.

**Member (FRANCISTOWN)**

- Why did DLGSM not ensure foreign placement training slots were not all utilized (taken by central government departments).
- Why was the post of Primary Health Care Officer filled with an officer who was not interviewed.
- Wanted to know if it is prudent for leave Encashment to be approved by DLGSM.
- Wanted the department (DLGSM) to state how many times BULGSA had been invited to the Training Panel meetings.

- Cautioned DLGSM not to leave all their trust on the Foreign Affairs Ministry and that they DLGSM should visit all institutions to assess the quality and type of the training they provide.
- Wondered why there is a very big disparity for meat inspectors at Local Government and Central Government.

### **Member (CHOBE)**

- The decentralization on transfers is bringing more problems more especially that the CEO's have been given to transfer up to C3 this therefore requires DLGSM to ensure there is fairness.
- Transfers should not be based on marital settings.

### **Member (GABORONE)**

- Thankful for DLGSM having stayed in the conference.
- That without BULGSA being a member of the promotional panel finds no hope that corruption and nepotism can stop.

### **RESPONSES**

- Schemes of service and General orders clearly state how promotions are done.
- DLGSM does not initiate promotion but is done by Land Boards/Councils and that this is indicated in the Appraisal Form this therefore mean an officer who has not filled an appraisal form cannot be promoted despite availability of a vacant post.
- The problem of officers refusing to go on transfers is more at urban areas where they refuse to go to districts. It is where upon BULGSA as well need to standup against this type of attitude.
- As of now the department (DLGSM) has been unable not to separate sponse(s) but has listened to some appeals and this should not be seen to mean it is a permanent transfer policy.

- Expatriate officers are only recruited if there are no citizens and the normal vetting is done. Agrees that at times some expatriate officers are performing below the expected standard.
- Cannot give a definite answer as to when the Job evaluation Exercise can be expected.
- A plot has been secured for the Local Authorities Training School but cannot tell when the project will start.

## **REPORTS (REGIONS)**

### Region Two

The Regional Chairman presented his report.

### Region Three (South Western)

The chairman presented the report and it included a recommendation that Good Hope be given a branch status and Southern change name to Kanye.

## **RESOLUTION:**

Serowe moved for adoption and seconded by Hukuntsi.

**REGION ONE:** (North Central) presented their report.

## **COMMENTS:**

### **Member (SOUTH EAST)**

- Advised the regions to observe the BULGSA reporting period (this being the action which should not have been part of the report).

### **Member (Gaborone):**

- Reports welcomed but wanted to know what the region did to help the Lobatse branch during the strike.
- Region two report shows they have donated a lot to members of the community and disregarded capacity building amongst the membership and therefore feels there is need to stop donations.
- The report shows one branch has been writing to commissions and wanted to know if BULGSA constitution allows.

### **RESPONSES:**

- The Lobatse strike problem falls outside the reporting period but had to be covered in the CEC explanations from the President (BULGSA) due to its special relevance.
- Branches should not be identified along political boundaries.
- Region two believes that each branch has its own strategic plan and therefore feels it is in the best interest of the association to be known amongst the community it serves.
- The region has introduced the role of shop stewards (16) as one way of improving awareness amongst the memberships.
- To write to commissions is done in the right set procedures and is done in the interest of membership in that region. Despite this post not being provided for in the constitution
- It has to be further noted that the reports of the Secretary General and Treasurer General cannot be the same therefore to include some urgent and imported items than to wait for all these to times be reported than to wait for the next conference (strike).

## LETSHEGO PRESENTATION (MRS KETLOGETSWE)

The Letshego representative in her introduction informed the conference that :

- ❖ Letshego is and will always be present at BULGSA gatherings and thus has decided to donate for the conference.
- ❖ Letshego has bought and advertising space in the BULGSA news letter.
- ❖ The Otse conference made a recommendation that a joint venture (Letshego/BULGSA) be formed to cater for BULGSA members funeral benefit schemes.
- ❖ An insurance company has been identified (Regent Insurance)
- ❖ BULGSA members are expected to contribute P20.00 (P5.00) joining fee and P15.00 as member contribution to the funeral benefit packages.
- ❖ The company will be a 50/50 (equal partnership)
- ❖ The scheme is very important as members will be helped in funeral expenses as well as to benefit the association at this trying times of needed finances to its projects.
- ❖ As of 22 November 2002 matshediso has been put in place to help members where if a member dies Letshego will pay 20% to the family. However this will be only when the family of the dead member have produced a death certificate.
- ❖ To consolidate their good working relationship with BULGSA, Letshego donated a cheque of P1000.00 to Masunga (North East) branch for a court of injustice ruling where Letshego was charge for being the best micro lending provider. (Best Finance Service Institute)
- ❖ A cheque of P10 000.00 was donated to CEC being the quarterly donation and conference as well as Christmas presents and wished BULGSA growth and Merry Xmas. The President of BULGSA accepted the cheque on behalf of the Association and thanked Mrs Ketlogetswe.

See Annex 7

## **COMMENTS AND QUESTIONS ON LETSHEGO PROPOSAL**

Member (Boteti) what will be the surety as this is a risk business.

- What will be the waiting period for one to qualify for claim.
- Wanted to know the background of the company.

### **Member (BOBIRWA)**

- What are the breakdowns of the funeral scheme in comparison to other companies as well as the anticipated assistance before the death certificate.

### **RESPONSES:**

- It is true like any other business there is a risk factor but as for now can only talk of Letshego. The conference was further informed that BULGSA has shares of up to P10 000.00 and therefore the collapse would still befall BULGSA as well.
- Letshego is citizen owned (Public Company) and the chairman is Moses Lekaukau.
- The requirement of the death certificate is paramount and thus it will help family members to quickly claim.

### **REGION FIVE (WESTERN REGION)**

Presented their report.

### **REGION FOUR (SOUTH CENTRAL)**

Presented their report with a recommendation that Tlokweng Sub District be given branch status and that South East change name to Ramotswa.

## **RESOLUTION:**

Serowe moved for adoption and seconded by Southern.

Names to be Ramotswa and Tlokweng.

## **CONSULTATIVE REPORT - C. TOMBALE**

The member raised concern on the type of motions received. The member for motions to be brought beefed up so that they are not to be referred back and gave an example of a motion requiring a full salary while on training. He cautioned the membership that one should at the same time look at the type of training relevance in regard the disadvantages one would be subjected to (ie. How will the affected be disadvantaged upon completion and what can be done to compensate for the financial loss during training (skip some notches or scale to match the same period).

## **COMMENTS AND QUESTIONS**

Member

- Concerned of *General Orders* that are frequently amended.
- Public officers be allowed to venture into business just like at parastatals.

**Member (GABORONE)**

- Wondered if BULGSA does not see that FWEs are being cheated since they don't get full transfer allowance.

**Member (MAUN)**

- Worried that members (BULGSA) don't have access to Directives.

- General Orders need amendments since the old one need total overhaul.
- Encourage members to opt for the new pension scheme.
- Branches be encouraged to hold capacity building workshops.

### **Member (SEROWE)**

- All items for joint staff consultative council seem to be from BULGSA and wondered if DLGSM did not submit anything.
- Wanted to know what was the progress to the long outstanding nurses, FWE's and Bye - Law enforcement officers overtime.
- What answer had been given to the complaint of Fire Services Officers.
- What is the position on the Early Exit Policy (Final Draft)
- In view of the direct sending of Directives what type of Directives and circulars are JSCC referring to in view of the employer we are dealing with.

### **RESPONSES:**

- The issue of FWE's transfers being paid half of the set allowance should be a motion proposing that transfer allowance be standard and uniformly applied to all districts.
- The record on General Orders are clear regarding public and Government officers however the feeling that there is frequent change in the General Order that cannot be ignored.
- The request for Directives/Circulars copied to BULGSA is done to ensure the information reaches BULGSA in time. The overtime for Fire Services Officer was decided upon by the Court.
- It is true that JSCC items are from BULGSA and that the overtime issue is an agenda item for the next joint staff consultative meeting thus the need to put a person very conversant with the issue during the elections is very crucial. It is an advantage and good for the General Order not to be part of the Act for ease and smooth application.

## ELECTION RESULTS

President	-	Parks Buthiyi	20
	-	Gabatsoswe Lebitsa	331
Vice President	-	Pelotshweu Baeng	176
	-	David Kanje	177
Secretary General	-	Ditiro Mogotlhwane	160
	-	Motelebane Motelebane	190
Treasurer General	-	Mogakolodi Mokalake - Unopposed	
Assistant Secretary General	-	Losika Mosarwa	205
	•	Senatla Rutherford	146
Publicity Secretary	-	Moshe Noga - Unopposed	
Recording Secretary	-	Olson K.T. Mantle - Unopposed	
Additional Members	-	Naledi Ramasia - unopposed	
	-	James Kolagano - unopposed	
Consultative Council	-	Bigani Shongwe Kgomotso	199
	-	Christopher Makgopa	141
	-	Abel C. Ndaba	73
	-	Collins Modiegi Tombale	273

## WOMENS WING

Chairperson	-	Nomsa Lefenya Palopalo - Unopposed	
Vice Chairperson	-	Sandy Molosiwa - Unopposed	
Recording Secretary	-	Miriam Maake - unopposed	
Publicity Secretary	-	Patience Letshiti - Unopposed	

Vice Secretary	-	Ontiretse Lebang	187
	-	Kesego Phuthego	159
Additional Members	-	Edlah Ndu Matlhodi	- Unopposed
	-	G. Balapi	- Unopposed

## DAY 5

NATIONAL ANTHEM - Gaborone

MOTTO SONG - Gaborone

PRAYER - S. Rutherford

## ANNOUNCEMENT OF ELECTION RESULTS

The elections presiding and returning officer Rre David Siele confirmed the result of the Central Executive Committee and women's wing held on 13/12/03 as there was no one who had registered any complain to his office as required by the BULGSA elections clause and thus invited those elected to take their seats at the top table.

## AUDIT REPORT

- The Auditors raised concern that most branches financial books were never done in order due to no handover by committees.
- Treasurers don't correct reports despite being adviced.
- No workshops had or are being planned or held to standadise the Association accounting policy (ies)

## COMMENTS

Member - Kgatleng branch that have problems are not doing enough nor the CEC in helping to address this problem of how to improve the way the finances of the Association are being used and thus recommend that the Treasurer General to annually visit branches and to also organize a workshop for Treasurers.

## RESPONSE

The workshop for Treasurers is planned for 2003 and that the problem arising from the Association accounts is the one that prompted the recommendation for formation of the Finance Committee.

## DEBATE ON MOTIONS

Refer to motions and resolutions attached.

## REMARKS BY PRESIDENT ELECT.

The President elect Rre Lebitsa paid tribute to the outgoing CEC and welcomed the incoming Central Executive Committee.

In welcoming the Guest Speaker for the official closing the President expressed happiness that what started on Tuesday is now coming to an end or reaching conclusion this Friday afternoon and a lot has been achieved. Among this achievements are:-

- ◇ The emergence of the new leadership to steer BULGSA for the coming two years and congratulated those who stood for their desire to nurture the growth of leadership within our Association. That those who won have 2 years of hardwork to look ahead to in the CEC and those who did not succeed have to work hard at branches in preparation for another chance to bid for leadership positions in the future.
- ◇ The conference to come out with resolutions to guide CEC and BULGSA membership during the year 2003.
- ◇ That the guest of honour to note that it has been BULGSA's practice to invite Member of Parliament in the area where we hold our Annual General Conference. This is with the purpose that the Member of Parliament being influential persons would assist us with areas of our working life which are a cause for concern to this end. Would like the

MP to assist us with the Job Evaluation exercise completion. What we basically wish to be assisted with are:-

- 1) The Ministry of Local Government give us a timetable telling us when the Job Evaluation exercise would be completed. In short we wish you help us be given a date of when we should expect the implementation of the whate paper. This is just a projection of dates which if BULGSA is taken seriously should be given to the leadership before Christmas but assuming that this urgent exercise await those charged with decision making to enjoy their holidays we are prepared to wait until 15 January 2003 failure of which we will be forced to take action. Without prejudicing and pre-empting the above said programme our patience would not wait for completion of the exercise beyond the end of March 2003.

The Member of Parliament has to take note that BULGSA are not strike lovers. We are not looking foreward to strike action but we only desire that our legitimate and reasonable demand be met

On our way forward as the leadership we wish to inform that the Annual General Conference which is the highest structure in terms of authority has mandated through resolutions, motions and manifestos of all successful candidates which our secretariat would convert into the BULGSA action program 2003.

Lastly we wish to make a request to our Honourable Member of Parliament to help us towards building a BULGSA house in a plot we neatly acquired in Mogoditshane.

Let me end by wishing you all a happy Christmas and a wonderful year 2003 without the need to strike !!!.

#### **OFFICIAL CLOSING OF THE CONFERENCE BY HONOURABLE PONO MOATLHODI MP FOR TONOTA**

In reacting to the President (BULGSA) remarks MP Moatlhodi said, it is important to thank the outgoing committee even if there could have been little progress and that it has to be realised that their dedication is the one

that steered the Association in the just ended strike. That the old committee members should continue to view themselves as members of the Association since "letlhaku le leshe le bewa fa godimo ga le legologolo".

The new committee should know that there is a long way to go with the struggle and thus a lot of commitment and that they be fully aware they were chosen amongst the many with the wisdom and blessing from God the Almighty. That they had to take any type of item that they may be directed to undertake. The MP and completed by pledging P 2 000.00 (Two Thousand Pula) towards the construction of the Association offices.

The pledge was greeted with a raptous ovation and the song: **"FA MOATLHODI A LE TENG GA AYO MATHATA"**

For the Member of Parliamentk closing speech see Annex 8.

#### **VOTE OF THANKS**

#### **MME NOMSA LEFENYA PALOPALO - WOMEN'S WING CHAIRPERSON ELECT**

Felt very overwhelmed by the honour bestowed on her and thanked the Womens Wing, the new Central Executive Committee, the delegates for having been there and their voting and hoped that we shall have a very good year. (Ngwaga o monamagadi). Thanked the school headmaster for having allowed BULGSA to use the school and went on to provide cleaners, kitchen staff and extended her gratitude to the drivers for their role in making it possible for us all to reach Tonota.

Acknowledged the hardships the hosting region went through preparing despite the late coming into action due to the strike.

The Chairperson quashed the misconception that the Womens Wing has collapsed but that it fainted and that with membership support it can be revived/resuscitated and that all means must be put in place to facilitate the smooth running of the committee by providing the necessary suggestions to empower the men and women for them to make informed decisions.

Mme Palopalo informed the Annual General Conference that she initiated the "MEN AGAINST AIDS" workshop in Jwaneng and that the support group for men has been formed and that a BULGSA member Rre Herman 'Shorty' Rabamma was the Chairperson and completed by encouraging the Women's Wing to be the drive force in the fight against HIV/AIDS.

Written and compiled by: \_\_\_\_\_

O. K. T. Mantle  
**(RECORDING SECRETARY)**

Checked by: \_\_\_\_\_

Approved by: \_\_\_\_\_

PRESIDENT

Date: \_\_\_\_\_