



FIRST EVER HOUSING CONFERENCE

Discusses sustainable affordable accommodation

Critical stakeholders in the property industry and related services gathered recently at the Gaborone International Convention Centre (GICC) in a conference hosted by BHC to discuss issues pertaining to the provision of sustainable affordable housing in Botswana.

INSIDE Molwapeng

BHC REWARDS CUSTOMERS

The Botswana Housing Corporation (BHC) successfully hosted its fourth and final quarter draws for the 'Sitting Tenants Campaign' on the 9th of May in Selebi-Phikwe, following draws conducted in Francistown, Gaborone and Lobatse throughout the year.

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BHC EMPOWERS CITIZENS TO INVEST IN PROPERTY

Botswana Housing Corporation (BHC) continued its shining strides of empowering citizens to invest on local property through its sitting tenants' campaign at the BOCCIM Northern Trade Fair.

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GOVERNMENT HOUSING INITIATIVES

The directive pronounced that all Government housing implementation programmes be transferred to BHC to operate as Government's Single Housing Authority (SiHA).

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BHC EXECUTIVE TOWNHOUSES AND FLATS



IN GABORONE'S PRIME LOCATIONS



The Botswana Housing Corporation (BHC), a statutory Corporation in Property Development and Estate Management business, invites citizens and majority citizen owned companies to apply to purchase properties from our newly developed Estates in Gaborone Village and Block 7 as follows:-

LOCATION	PROPERTY TYPE	PROPERTY DESCRIPTION	GUIDE PRICE RANGE (VAT INCLUSIVE)	AVAILABLE UNITS
GABORONE VILLAGE	4 Bedrooms BHC House Type TH239	<p>Construction and Accommodation</p> <p>► Entrance porch ► Lounge ► Dining ► Open plan kitchen fitted with wood cupboards with granite worktops ► 4 bedrooms with floor-to-ceiling built-in wardrobes ► all bedrooms balconies ► 2 of the bedrooms with en-suites ► Guest toilet ► Drying Yard. ► Common bathroom with bath tub, toilet and wash hand basin ► Attached maid's quarters with en-suite bathroom and fitted kitchenette ► Porcelain floor tiles (interior) and Ceramic floor tiles (Balconies and entrance porches) ► Plastered and painted walls with aluminium windows ► Concrete roof tiles with painted ceiling ► 150 litres hot water geyser ► Front yard ► Backyard with patio ► Integral Carport ► Interlocking pavers to carport, apron, sidewalk and driveway. ► Floor area approximately 239m².</p> <p>Security and Amenities</p> <p>► Brickwork boundary wall ► Guard house and single entry point ► 1200mm high palisade fence around each unit ► Large Children's Play Area provided</p>	P2,192,960.00	7
BLOCK 7, GABORONE	1 Bedroom BHC Flat Type A & B	<p>Construction and Accommodation</p> <p>► Lounge cum dining room ► 1 bedroom with built in wardrobes ► Kitchen fitted with wood cabinets ► Bath tub and toilet combined with hand wash basin ► Balcony ► Plastered and painted internal walls ► Face brick external walls ► Windows with burglar bars ► 150 litres hot water geyser. Floor area approximately 58/59m².</p>	P533,736.00 to P538,272.00	8
	2 Bedrooms BHC Flat Type C	<p>Construction and Accommodation</p> <p>► Lounge ► 2 bedroom with built in wardrobes ► Kitchen fitted with wood cabinets ► Bath tub with hand wash basin ► Separate toilet with hand wash basin ► Balcony ► Plastered and painted internal walls ► Face brick external walls ► Windows with burglar bars ► 150 litres hot water geyser. Floor area approximately 96m².</p> <p>Security and Amenities</p> <p>► Brickwork boundary wall with palisade fence ► Children's Play Area provided * Active Association with Managing Agent in place.</p>	P760,838.40	1

Requirements

- Only citizens and citizen controlled companies shall be considered.
- Applicants shall be treated on first come first serve basis.
- BHC first time buyers shall be considered first. Applicants who have already purchased property from BHC, spouse jointly counted, shall only be considered where there would be no applications/offers from first time buyers.
- Applicants are informed that the properties shall be sold strictly cash. Therefore, Applicants should arrange financing with Banks, their Employers and other reputable financing institutions.
- Applicants who are indebted to BHC will not be eligible for consideration.
- Applicants are informed that they need to pass BHC vetting processes in order to be considered.
- Application Forms shall be obtained and completed at BHC Property Sales Office upon submission of documents referred to under Clause 1 above. The Office is located along Molosiwa Road, off Old Lobatse Road, near DCEC Offices.
- Applicants shall be required to pay non-refundable administration fee of P672.00 (VAT inclusive) upon submission of Application Forms.
- Applicants are informed that their applications shall be specifically for the project advertised and shall not held for other projects being sold by BHC, now and in the future.
- Notwithstanding anything contained in the foregoing BHC is not bound to accept any application nor give any reason for not accepting same.
- Applicants are advised that BHC holds the properties under Certificate of Registered Sectional Titles and Certificate of Real Right for exclusive use areas. Development of the properties is complete and they are ready for occupation.
- Applicants are informed that viewing of properties should be arranged with Mr Gothusang Machola or Miss Tsholofelo Motswagole at the offices referred to under Clause 8 above, and who can be contacted @ 3646800/820/852.
- The closing date for this advertisement is Friday, 31st October 2014 @ 15:00 Hours.
- Terms and Conditions apply.

CONDITIONS OF SALE

APPLICANT	DOCUMENTS TO BE SUBMITTED ON APPLICATION
INDIVIDUALS	<ol style="list-style-type: none"> Certified copies of Omang, for both applicant and spouse, if married. Certified copy of Naturalization Certificate, if born outside Botswana Certified copy of Marriage Certificate, if married or widowed, and/or copy of decree absolute, if divorced. Letter from reputable Financier stating the maximum mortgage loan qualified for. Recent Bank statements as proof of sufficient funds, if self-financing. Affidavit declaring that neither applicant nor spouse has purchased property directly from BHC before Spouse's consent letter
COMPANIES	<ol style="list-style-type: none"> Copy of company registration certificate certified by the Registrar of Companies. Copies of share certificates and Identity Cards of shareholders certified. Certified copies of Certificates of Naturalization, if shareholders were born outside Botswana. Letter from reputable Financier stating the maximum mortgage loan qualified for. Recent Bank statements as proof of sufficient funds, if self-financing. Affidavit declaring number of properties purchased directly from BHC before. Company resolution to purchase property from BHC.



Botho



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Teamwork

Editors Note



The evaluation of Botswana VISION 2016, which was done with the help of the EU Delegation in Botswana, has revealed that, "Rapid Urbanization since independence has created pressures on housing requirements in Botswana's cities and towns." The above statement can't be truer, given the evident demand for affordable housing placed upon the BHC as the housing arm of the Government under a broader SIHA mandate. The mandate calls for BHC to take care of Government Housing Programs and Initiatives including amongst other things providing for housing, office and accommodation needs for local authorities.

Elsewhere in this print we run a story of the first ever housing conference, which convened in Gaborone to discuss affordable and sustainable housing. We also feature

an informative read on some of the most remarkable Government Housing Initiatives, soon to be administered by the BHC under their expanded SIHA mandate.

Take a flip through the pages and empower yourself with knowledge on these and many other interesting topics bordering on the provision of sustainable housing.

Enjoy the read.
Be blessed.

Tefo Kebabope
Editor
TKebabope@bhc.bw

TEAM: Michelle Moremedi
Onthatile Moathodi

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FIRST EVER HOUSING CONFERENCE DISCUSSES SUSTAINABLE AFFORDABLE ACCOMMODATION



LEFT: Attendants at the conference

CENTRE: Minister of Lands and Housing Hon. Prince Maele officially opening the Housing Conference

RIGHT: BHC CEO Mr Reginald Matswaiso presenting the Corporation's experience on providing affordable housing.

Critical stakeholders in the property industry and related services gathered recently at the Gaborone International Convention Centre (GICC) in a conference hosted by BHC to discuss issues pertaining to the provision of sustainable affordable housing in Botswana.

Held under the theme: "Promoting sustainable affordable housing in Botswana," the two day conference provided a platform for panel discussions on issues of sustainable affordable housing to explore lessons and challenges from various industry experts. When officially opening the Conference, the Minister of Lands and Housing Hon. Prince Maele stated that the need for adequate and affordable housing remains a challenge which should be tackled jointly

and collectively by all stakeholders across the societal and economic spectrum.

The Minister noted that the thrust of the National Housing Policy is to facilitate provision of houses in partnership with stakeholders through more Government resources channelled to low and middle lower income housing groups and promote housing as an instrument for economic empowerment and poverty alleviation.

Presenting the Corporation's experience in providing affordable housing in Botswana, the BHC CEO Mr Reginald Matswaiso pointed out that the Corporation's delivery of housing has by in large been driven by demand patterns. He highlighted that the Corporation has and continues to develop housing to cater to various incomes groups of our population. Mr Matswaiso further

revealed that the Corporation has received enormous amounts of criticism towards its pricing models for its range of products and it has been accused of abandoning its mandate of providing affordable accommodation to Botswana.

“What we often tend to ignore is the fact that BHC just like any other business competes for resources such as land for development and often bears the cost of providing infrastructure such as water and sewerage reticulation, development of roads and associated services, which we believe should be the responsibility of local authorities and other service providers,” said Motswaiso. A lot of issues around the provision of sustainable affordable housing were put into perspective to

understand the real challenges and the Corporation had the opportunity to hear the experiences from similar Corporations of Lesotho, Swaziland and Namibia, which presented on how they are confronting sustainable affordable housing challenges in their respective countries.

The conference was attended by among others, delegates from the Ministry of Lands and Housing, Private Developers, Mortgage Lenders, Land Board Secretaries, District Commissioners and Insurance experts who offered insights on the topic of discussion. It is expected that forums of this nature will be held more often as a way of finding meaningful solutions to some of the challenges facing housing in general.



The conference attracted panelists from various sectors such as developers, mortgage lenders and local authorities who deliberated on the topics discussed.

BHC REWARDS CUSTOMERS – EXTENDS THE SITTING TENANTS CAMPAIGN



BHC CEO Mr Reginald Motswaiso giving keynote address



Attendants waiting for the draw

The Botswana Housing Corporation (BHC) successfully hosted its fourth and final quarter draws for the ‘Sitting Tenants Campaign’ on the 9th of May in Selebi-Phikwe, following draws conducted in Francistown, Gaborone and Lobatse throughout the year.

For the fourth quarter draw the BHC prizes of P5, 000 and P 10, 000 went to Kamogelo Tamokate and Wana-no Lumbile respectively. Dennson Gwafila was the biggest winner, scooping the P40, 000 grand prize for the year.

Waboraro Brie Mhaladi and Gaone Megale walked away with prizes worth P15, 000 and P5, 000 respectively from First National Bank (FNB) as a reward for purchasing their houses through the bank.

The event landed an opportunity for customers to meet with various local financial institutions, which had partnered with the Corporation through provision of financial assistance to tenants willing to

purchase their rented houses, and merchant partners who provided building materials and other products for the renovation of the houses after purchase.

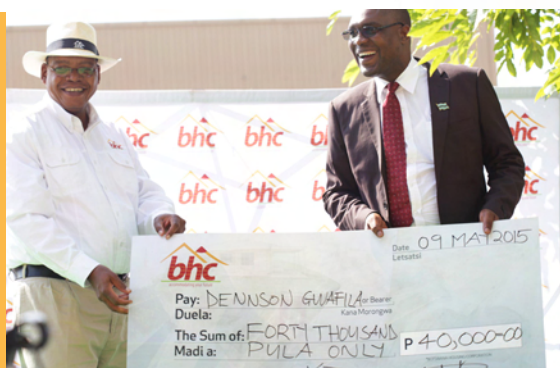
Speaking at the event the Deputy Mayor of Selibe-Phikwe, Mr. Pilane Molefi encouraged the audience that graced the occasion to invest in property as it increases in value with time instead of spending money on projects that depreciate with time. According to Molefi, acquiring property earns one dignity and gives one a sense of belonging. “I urge you to take advantage of BHC low prices to help transform your lives and to secure the future of generations to follow as property appreciates with time.” For his part, BHC C.E.O. Mr. Reginald Motswaiso said the platform provides

the opportunity for tenants to gain valuable knowledge and advice about the importance of investing in property. "This project encourages tenants who have been occupying BHC houses for years to have full ownership of the houses", he said.

According to Motswaiso, owning a plot can help one acquire more as one could use the house as security to release equity and invest in other projects. Also speaking at the

event the Senior Estates Manager –North, Mr. Olefile Segokgo noted that it's crucial to own real estate as it is one of the basic needs and it dignifies lives of an individual.

The BHC CEO announced the extension of the campaign by another year up to March 2016 and encouraged tenants to take full advantage of the offer and purchase their leased houses.



1. Mr Thabo Molefe, Head Retail Sales, FNB handing over P15 000 cheque for Waboraro Mhaladi to Mr Nkaelang Matenge, BHC Deputy CEO (Operations)
3. BHC Property Sales Manager, Mr Gaotlhobogwe Baleseng awarding Loverland dancing crew a P2 000 cheque

2. BHC CEO Mr. Reginald Motswaiso doing a symbolic cheque hand over to Deputy Mayor, Mr Pilane Molefi
4. Dignitaries visiting the stalls

BHC EMPOWERS CITIZENS TO INVEST IN PROPERTY



Dignitaries Visiting the BHC Stall



BTCL Managing Director, Mr Paul Taylor officially opening the 2015 BOCCIM Northern Trade Fair

Botswana Housing Corporation (BHC) continued its shining strides of empowering citizens to invest on local property through its sitting tenants' campaign at the BOCCIM Northern Trade Fair.

The BHC's sitting tenants' campaign is a platform targeting legal tenants to partner with financial institutions and home improvement companies so to acquire property.

The campaign was launched in March 2014 as part of the Corporation's efforts to encourage home ownership amongst Botswana who are leasing BHC properties.

2014 as part of the Corporation's efforts to encourage home ownership amongst Botswana who are leasing BHC properties. The campaign which was planned to end this year March 2015, was extended to March 2016 after a significant increase of clients showing interest in the campaign. The Corporation's Marketing Manager, Pinkie Tau highlighted in an interview at the 21st BOCCIM Northern Trade Fair on Saturday that the campaign is aimed at empowering with homeownership opportunities.

"BHC on realizing that locals do not know the importance of property ownership came up with this campaign. The campaign encourages sitting tenants to occupy BHC houses with the intention of owning them so that the call for home ownership could be realized," she explained. Tau said BHC understands the importance of home ownership as it is a crucial investment, this therefore calling for the campaign. "It is high time locals began to make hay while the sun shines. Through the campaign we are trying to reach out to our customers to purchase the houses and benefit from our reduced prices. To add cherry on top, the campaign again offers exclusive packages through the provision of vouchers such as building materials. This is one rare opportunity that should be thronged by multitudes," said Ms Tau.

To give the best of the campaign, BHC has made partnerships with financial institutions

and home improvement companies so as to leave a lasting impression amongst the partakers of the campaign and give value to those whose interest is centered on property ownership. "In the previous year, as a result of this campaign we have seen a dramatic increase of house purchases by BHC tenants increase by 29%. We have however seen the need to extend the campaign by a further twelve months to encourage more tenants to take advantage of this opportunity," Tau highlighted.

Tau also lamented that Batswana do not value the importance of engaging in partnerships that can assist them through services such as sureties. "If only locals can utilize such services, a situation whereby one rents a house until retirement would be minimized. To educate the locals on this concern, BOCCIM fair is one of those platforms through which our message

is easily relayed to our clients. Apart from BOCCIM fairs, we have quite a number of activities, one of a kind being one on one approach which we recently held in Selibe Phikwe," she said.

Through this approach, Tau noted that they aggressively empower locals on methods to be used to acquire property and opportunities and benefits that come as a result of that. "BHC has also come up with survey to determine which would help us design the best prices for our houses. This basically is to try and meet the needs of our clients. We have also gone online as we want to meet our clients innovatively through platforms such as twitter and facebook by which we showcase the services available to our clients," She said ecstatically.

She finally noted that a platform such as BOCCIM Northern Trade Fair also creates awareness about future developments of Francistown and the surrounding areas.



Top Left:
Pinkie Tau and Tefo Kebabone conducting the puzzle draw

Bottom Left:
Goitseone Sebego interacting with clients

Top Right:
Lebogang Peters handing prize to a lucky winner

Bottom Right:
BHC Corporate Communications Manager Tebogo Mmokele assisting clients



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BHC Website Launch



BOCCIM

Boleswana Games



BHC Conference



Cultural Dinner



Gamodubu CSR Project



Molepolole Cultural Exchange Day



Sitting Tenants fourth draw



GOVERNMENT HOUSING INITIATIVES



On 1st April 2012, the Corporation's mandate was expanded in accordance with Presidential Directive Cab 20 (B)/2010. The directive pronounced that all Government housing implementation programmes be transferred to BHC to operate as Government's Single Housing Authority (SiHA).

In compliance with the directive, BHC is as from 1st April 2012 responsible for the construction of turnkey SHHA projects, Public Housing Initiative, Youth Housing as well as District Housing.

The Corporation has completed a number of SHHA projects in various constituencies around the country. Furthermore the corporation is in the process of identifying plot for the Public Housing Initiative which is expected to take off in 2015 once funds are availed.

SHHA Low Income Housing Programme

Self Help Housing Agency (SHHA) established in 1973 to assist the low-and middle lower income households to access housing in urban areas. Government took a decision to extend the SHHA programme to Non Township areas in terms of Govern-

ment Paper No. 2 of 2000 (National Policy on Housing in Botswana).

SHHA Home Improvement

This programme involves home improvement loans up P45, 000.00 to cover the cost of construction including labour cost of about 40% of the loan amount. The implementation of the programme is decentralized to District Councils with the Department of Housing providing policy guidance and funding. Beneficiaries' applications and the home improvement construction process is administered by the District Councils.

SHHA Turnkey

The programme involves the design and construction of basic core houses for eligible low income households. Upon occupation the beneficiaries pay the cost of the built houses for a period of 20 years at no interest save for a penalty interest charged on

beneficiaries who default. The loan amount has been increased from P60 000.00 to P90 000.00 effective April 2015. The implementation of the programme is decentralized to District Councils with the Department of Housing providing funding. The beneficiary identification and loan repayment administration process is handled by the District Councils. Construction of the beneficiary houses is undertaken by Botswana Housing Corporation.

Public Officers Housing Initiative

The Corporation has already acquired land and funds, and would be constructing the first 200 houses in June 2015. This is a project where BHC is going to build housing units in different parts of the country at a capped cost of just under P 153,000.00. The houses will be bought by citizens and rented out to Government to house civil servants. The rental amount will serve as repayment or mortgage for the house in each case. Where houses are not bought out right, Government will pay BHC the rental amount equivalent to the amount pay-

able under the Tenant Purchase Scheme (TPS) until such time that the outstanding amount has been fully paid off. So far a list of 540 plots has been submitted to BHC, 318 of which have been acquired and are ready for future development.

Installment Purchase Scheme

Just like the Tenant Purchase Scheme, this scheme will commence in August 2015. Finance for the implementation of the scheme is also being sourced through the PDSF loan. The Corporation is currently negotiating with the Ministry of Finance and Development Planning on the interest rate and the tenor with a view to making the loan cheaper.

Youth Housing Program

The Office of the President considers offering housing to the youth as one of the key priorities for the Government. The Corporation is continuing to engage the Ministry of Lands and Housing on the best way to proceed with housing for the youth.

BHC HANDS OVER INFRASTRUCTURE SERVICES AT GAPHATSHWA

The Botswana Housing Corporation recently handed over infrastructure services at Gaphatshwa to Kweneng District Council. The services were developed as part of the Corporation's housing development in the area some time back. Speaking during the handing over ceremony, BHC Chief Executive officer Mr Reginald Motswaiso

revealed that the Phase 1 of the infrastructure project which was constructed at a cost of P4.9 million by Letsatsi Investments started in 2005 and it covered roads, storm water and water reticulation.

He stated that sewer reticulation started later in Phase 2 with the construction of houses at a cost of P64.5 million while the installation of street lights followed at a cost of P1.6 million. He shared that in 2014 the Corporation further went on to upgrade and rehabilitate the existing roads and storm water drainage system at a cost of P9.8 million of which tender was awarded to Bathopele Projects.

“The project scope comprised of Cleaning and reconstructing lined storm water drainage channels, Demolishing and removing from site defunct structures, Constructing culverts and culvert headwalls, Constructing plot access slabs, Resurfacing and resealing the existing tarmac roads, Re-marking tarmac roads and Replacing road signs,” Mr Motswaiso said.

Mr Motswaiso acknowledged the assistance and guidance the Corporation receive from local Councils in undertaking such projects adding that he hopes to continue nurturing the relationship going forward. “The Corporation has a long standing

relationship with local councils throughout the country as evidenced by the many projects we since handed over to various councils,” Mr Motswaiso noted.

Kweneng District Council Chairman Mr Jeffrey Sibisibi thanked the Corporation for the proper implementation of the project. He said that the Corporation has gone beyond the scope of providing housing by delivering roads and street lights which will be essential in the Gaphatshwa community.



Top Left: BHC CEO Mr Reginald Motswaiso giving welcome remarks

Top Right: Tour of the area

Bottom Left: Attendants posing for a group photo

Bottom Right: Kweneng District Council Chairman Mr Jeffrey Sibisibi giving a word of appreciation

BHC EMPLOYEE OF THE YEAR

- Tebogo Nkwe



Tebogo Nkwe receiving his recognition award, looking on is the former MLH-DPS, Maotoanong Sebina



Tebogo Nkwe at workplace

Growing up in the village of Molepolole in a family of five as the eldest, Tebogo Nkwe has always had an unparalleled passion and love for Information Technology. He recalls he has always imagined himself working in an environment with a bunch of computers.

He started the journey to his dream at Suping Primary School and later moved to Gaborone where he completed his junior and senior education at Nanogang CJSS and Gaborone Secondary School. He would later enrol at Botho College in 2002 to study Diploma in Information Technology.

Despite his youth, Tebogo has almost a decade of experience in the IT Industry, having worked as a Technician for three years at Office Technique, a company that provide IT support for the government before moving to Botswana Housing Corporation as an IT Desk help officer, where he has been for the past six years.

His dedication, openness and willingness to give other employees his time to assist them, helped him scoop BHC Employee of the Year 2014/15 title. Tebogo's relationship with other employees marks him out as a top employee. Never complaining about helping a fellow

employee, he always makes sure that whoever needs his attention regarding computers gets help.

"I am passionate about what I do and I enjoy it, that's why helping my colleagues comes easy to me. The relationship I have with my colleagues gives me freedom to work with them and I strive to help anyone wherever I can," He said.

"I feel so honoured and it's a motivation on its own to be voted BHC employee of the year. I am very happy and it shows that other employees recognise what I do. I was voted by employees which motivates me to work even harder with love and passion. I am what I am because of them and I promise that I will keep working hard," Said Tebogo.

The challenges he faces everyday as an IT personnel makes his job even more exciting which makes him love the job even more. *"You always face some new challenges when helping users and figuring out new ways of dealing with them,"* He declared.

As an IT specialist he says it's important to be armed with new courses that upgrade one's knowledge to keep up with the Standard because technology is frequently changing. Tebogo owes his success to his parents who he declares sponsored him to do Diploma in Information Technology at Botho College. He also attributes his success to his work mates in the IT Department who have shown

tremendous support towards him since his employment in the Botswana Housing Corporation. The highlight of his life was when he got married recently. *"I was always looking forward to it and I prayed about it so that God can provide me with a wife,"* He announces with a smile.

"Family is a blessing and I am always looking forward to seeing my family and as a married man you always know that there

are people waiting for you at home whenever you knock off from work," He shares.

In advising fellow colleagues who want to work as hard as him, Mr Nkwe says the key is to love one's job. "First of all you need to love what you do because if you don't love something you do daily, it becomes more difficult for you," He says.

BOLESWANA INTER-HOUSING GAMES HAILED



Awadees posing with the BHC CEO, Mr Reginald Motswaiso

The BHC CEO, Mr Reginald Motswaiso has hailed the BOLESWANA Inter-housing games hosted by the Corporation last month as a success. Giving a keynote address during the awards ceremony after the games, Mr Motswaiso applauded the games adding that they are very important as they provide employees with an opportunity to exercise as well as grow the interaction among Boleswana operations.

The event brought together staff members from the housing corporations of Namibia, Lesotho, Botswana and Swaziland to compete in a variety of sporting codes like football, netball, volleyball, tug of war, pool, egg and spoon and lastly sack race. The teams battled fiercely for the prizes.

Team Orange won in football and saw Mthobisi Shongwe from Swaziland National Housing Board scooping himself the best overall football player award and walked away with a cell phone

worth P2, 000.00 from Mascom who were one of the sponsors of this year's games. Volleyball best player award went to Lorato Ratsheko of Team Blue from Botswana Housing Corporation who also walked away with a cell phone worth P2, 000.00. Team Red won in Netball with Celesta Williams from the National Housing Enterprise of Namibia who won best Netball player and also received a cell phone worth the same amount.



Employees of the Housing Corporations competed in a variety of sporting codes activities such as Soccer, Netball, Volleyball, Pool and Darts

THE WINTER EFFECT: YOUR ENERGY LEVELS

Feeling more tired in the winter months isn't just psychological. "Seasonal variations in the amounts of light and darkness we're exposed to have a powerful effect on our biology," says Rubin Naiman, PhD, assistant professor of medicine at the University of Arizona and director of Circadian Health Associates.

Darkness prompts our bodies to produce the sleep hormone melatonin, making us feel fatigued. Add to that all the extra holiday tasks and obligations, and you're working with a double deficit. Work with it. Go with your seasonal rhythm: "Your mental and physical energy are influenced by the short days and long nights of winter," says Judith Wurtman, PhD, research scientist at MIT and coauthor of *The Serotonin Power Diet*. "People are more energetic earlier in the day." To that end, concentrate your highest-power tasks in the morning and early afternoon, and try to exercise later in the day to up your energy. Also make sure to eat protein at breakfast (think eggs with lowfat cheese, turkey bacon) and lunch to stay mentally alert. At dinner,

include healthy carbs (whole grains like brown rice), which are what your body craves when it gets dark by late

your head for just 20 or 30 seconds. Or, if you have time, take a 20-minute nap.



afternoon. Eating healthy carbs can also help head off cravings for the “bad” kind (cookies, cakes).

DON'T FIGHT THE FATIGUE. “This time of year, increased sleepiness is natural,” says Dr. Naiman. When you get tired, take a moment to close your eyes and drop

Either way, you'll give your body a chance to recharge. Dr. Naiman also suggests adding 10 to 20 minutes to your nighttime sleep schedule to compensate for changes in your circadian rhythm (the 24-hour physiological cycle your body goes through). You'll likely make up the lost time by being more efficient

TAKE A WALK—even if it's a quick jaunt around your office or house. “When you increase your heart rate, your blood pressure goes up, so the effect is like getting a shot of adrenaline,” says Dr. Rahl. Better yet, walk regularly: Researchers at the University of Georgia found that people who did low-intensity exercise (like walking) for 20 minutes three times a week reduced their fatigue levels by up to 65 percent. Another Stanford University study found that people who do moderate-intensity exercise like low-impact aerobics during the day feel more rested and energetic, and sleep better at night. One reason: Exercise reduces stress and anxiety hormones, making your slumber smoother.



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NEW EMPLOYEES

1



Thero Moroka joins BHC as an Internal Auditor in the Internal Audit Department. He previously held the same post at Botswana Power Corporation. Moroka comes from Moroka Village and enjoys jogging, soccer and reading during his spare time. He joins the Corporation because he wanted a change of environment and career growth.

2



Gorata Serole joins BHC as a Senior Corporate Counsel in the Legal Department. She was previously employed as an Attorney at MK Moesi & Co. Serole is married with two kids and enjoys cooking during her spare time. She joins the Corporation because of its ideal working environment and she also wanted a career change.

3



Pheny Mauchaza joins the Corporation as a Civil Engineer in the Property Development Department. He previously held the same post at ACE GIBB. Mauchaza is married and he is blessed with one child. His hobbies include running, jogging and soccer. He hails from Maun. He shares that he joined the Corporation to seek new challenges and broaden his experience.

4



Moses Serero hails from Kanye and joins the Corporation as an Estates Officer. Serero enjoys listening to music during his spare time. He was previously employed at Kweneng Landboard. He joins the Corporation because he wanted to gain experience in property development.

5



Tsholofelo Magosi hails from Mogobane and is currently pursuing her internship in the Finance Department. She joined BHC because she wanted to be exposed to the Accounting profession and learn more about the finance discipline which will help her add value to the finance team. Magosi aspires to secure a permanent job in a reputable organisation like BHC where she can share her skills. Her hobbies include playing table tennis, travelling, listening to music, reading and socializing with her peers.

6



Kefilwe Poomore hails from Thabala and is currently pursuing her internship under Finance Department (Corporate). She recently completed her BSc (Hons) in Finance and Accounting at ABM University. She shares that she joins the Corporation because of its ideal working environment. She also joined the Corporation to learn more about the competencies and skills required by the accounting profession.

WHERE
YOU CAN
REACH US



BHC Offices Contacts

Head Office

Corner Mmaraka &
Station Roads, Plot 4773
P. O. Box 412
Gaborone
Tel: (+267) 3605100
Fax: (+267) 3952070

Property Sales Office

P. O. Box 1197
Gaborone
Tel: (+267) 3952431/ 3646800
Fax: (+267) 3956649

Property Maintenance Office

P. O. Box 168
Gaborone
Tel: (+267) 3912330/
3646900
Fax: (+267) 3975931

BHC Call Centre

Tel: 1167 (From the
BTC landline only)
Tel: (+267) 3159902

Lobatse Office

P. O. Box 284
Lobatse
Tel: (+267) 5330460
Fax: (+267) 5333652

Jwaneng Office

P. O. Box 25
Jwaneng
Tel: (+267) 5880214
Fax: (+267) 5881755

Mahalapye Office

P. O. Box 1231
Mahalapye
Tel: (+267) 4711747
Fax: (+267) 4713925

Palapye Office

P. O. Box 894
Palapye
Tel: (+267) 4921075
Fax: (+267) 4921076

Selebi Phikwe Office

P. O. Box 133
Selebi Phikwe
Tel: (+267) 2610569
Fax: (+267) 2610814

Francistown Office

P. O. Box 603
P/Bag F120
Francistown
Tel: (+267) 2415080
Fax: (+267) 2415070

Sowa Office

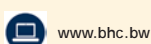
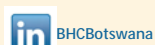
P/ Bag SW8
Sua Town
Tel: (+267) 6213533
Fax: (+267) 6213293

Kasane Office

P. O. Box 337
Kasane
Tel: (+267) 6250146
Fax: (+267) 6250146

Maun Office

P/ Bag 00124
Maun
Tel: (+267) 6860637
Fax: (+267) 6862251



Botho



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BOTSWANA HOUSING CORPORATION
HEAD OFFICE
Corner Mmaraka & Station Roads
PLOT 4773
P. O. BOX **412**, GABORONE
TEL: +267 360 5100 **FAX:** +267 395 2070
WEBSITE: www.bhc.bw