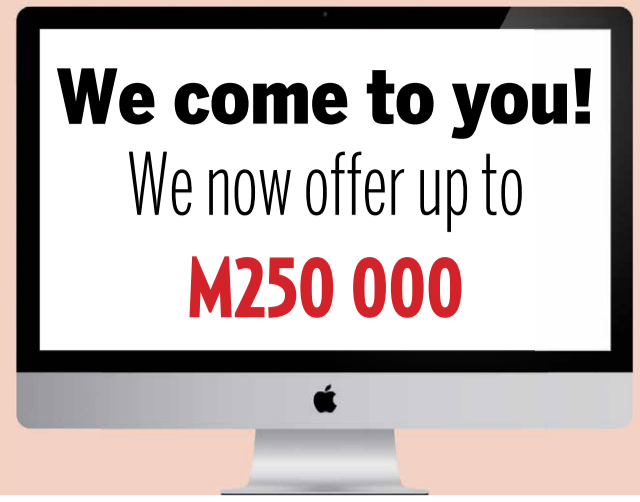


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**NETCARE PREDICTS LOOMING DISASTER**

*...as government takes over the Queen 'Mamohato Memorial Hospital*  
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**Tsepong hands over operations to government** 8

# Regulars

# Get your own NEWS everyday

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- Parly not yet back from winter break
- Teachers hopeful to get COVID vaccine
- Police to enforce alcohol regulations



## BORN ON THIS DAY August 5

- 1985** - Salomon Kalou, Ivorian footballer (Chelsea), born in Oumé, Ivory Coast
- 1986** - Paula Creamer, American golfer (US Open 2010), born in Mountain View, California
- 1987** - Genelia D'Souza, Indian actress (Bommarillu), born in Bombay, India
- 1987** - Xenia Tchoumitcheva, Swiss model, born in Magnitogorsk, Russia
- 1988** - Federica Pellegrini, Italian swimmer (world record 200 meters, Olympic Gold 2008), born in Mirano, Italy
- 1989** - Shanshan Feng, Chinese golfer (Women's PGA C'ship 2012), born in Guangzhou, China
- 1990** - Patrick Reed, American golfer (2018 Masters), born in San Antonio, Texas

## NewsBriefs

### Khetheng murder trial rescheduled to Aug 9

**MASERU** – The four police officers who are accused of the 2016 murder of their subordinate, Police Constable Mokalekale Khetheng are expected to re-appear in High Court next week Monday, after their trial failed to take off this week.

The case was scheduled to run until Friday next week but was postponed because the prosecutor, Senior Counsel Shaun Abrahams was not available this week.

The prosecution was this week expected to among others introduce a new witness in the matter.

Other witnesses who have already testified include the Lesotho Mounted Police (LMPS)'s Senior Superintendent Phahla Letsosa, Senior Inspector 'Mabohlokoa Makotoko and Sergeant Khothatso Mphutlane.

The three officers were all stationed at the Hlotse Police Station in Leribe in 2016 when Khetheng disappeared.

Khetheng who was at the time of his disappearance stationed in Mokhotlong was arrested on March 26, 2016 on arson charges and was thereafter never seen alive again.

Senior Superintendent Thabo Tsukulu along with Mabitle Matona, Mothibeli Mofolo and Haleokoe Taasoane are charged with his



The late PC Mokalekale Khetheng

murder.

The four are also accused of perjury and defeating ends of justice.

The case is before Judge Charles Hungwe.

LeNA

### Factory retrenches 2 600 workers

**MASERU** - NIENHSING 2 International Lesotho has retrenched a total of 2 600 of its workers after the textile factory suspended operations this week.

According to the workers' termination letter dated August 2, the firm was forced to close shop due to unstable and decreasing market demands caused by the COVID-19 pandemic.

The letter shows that after numerous consultations, the management of the factory was forced to close the business with only one month's notice.

It has however, promised that as soon as job vacancies are available in future, the factory will inform the retrenched workers about them.

The firm therefore thanked the employees for their service, wishing them the best in their future endeavours.

The National Allied Clothing and Textile

Workers Union (NACTWU) Secretary General, Samuel Mokhele has confirmed the retrenchment, saying they are negotiating with the factory to find alternatives that could save the situation.

"We had advised the firm to seek government's intervention before it could stop operations but it indicated that even if the government could step in financially, the market is still unstable."

Mr Mokhele said they tried in vain to save people's jobs especially now when they thought things were getting back to normal as the world is beginning to adapt and live with the COVID-19 pandemic.

Efforts to get a comment from NIENHSING 2 management were unsuccessful as their phone rang unanswered.

LeNA

## FastFACTS

### New Zealanders have more pets per household than any other country

Over the years, pets have evolved from being a strange and wonderful distraction to an integral part of families all over the world. As human populations have grown, so too have pet populations, and with so many pets on the planet it's fascinating to see just how this population is dispersed.

It's no surprise that man's best friend, the dog, is the most loved household pet, but did you know fish and birds were a close second? What drives certain countries to be so pet obsessed, while others are seemingly uninterested? Did you know that Brazilians love small dogs while Saudis prefer the bigger breeds?

People who live in New Zealand seem to love having an animal companion around. That's why 68 percent of households in the country have a pet, which is more than any other nation in the world. Americans also happen to love furry friends, which is why more than half of all U.S. homes have either a dog or cat (or both).

Nearly two thirds of Kiwi households have at least one companion animal, a figure unchanged in the last five years.

## On This Day in History

### 1914

August 5

#### German assault on Liege begins first battle of World War I

On August 5, 1914, the German army launches its assault on the city of Liege in Belgium, violating the latter country's neutrality and beginning the first battle of World War I.

By August 4, the German 1st, 2nd and 3rd Armies - some 34 divisions of men - were in the process of aligning themselves on the right wing of the German lines, poised to move into Belgium. In total, seven German armies, with a total of 1.5 million soldiers, were being assembled along the Belgian and French frontiers, ready to put the long-held Schlieffen Plan - a sweeping advance through Belgium into France envisioned by former German Chief of Staff Alfred von Schlieffen - into practice. The 2nd Army, commanded by Field Marshal Karl von Bulow, was charged with taking the city of Liege, located at the gateway into Belgium from Germany. Built on a steep 500-foot slope rising up from the Meuse River, some 200 yards wide, and defended by 12 heavily armed forts - six on either side of the river, stretching along a 30-mile circumference - Liege was considered by many to be the most heavily fortified spot in Europe.

Bulow's 2nd Army, numbering some 320,000 men, began its attack on Liege and its 35,000 garrison troops on August 5.

## ALL JOKES ASIDE

### Sitting next to attractive nun

A man gets on a bus, and ends up sitting next to a very attractive nun.

Charmed by her, he asks if he can have sex with her. Naturally, she says no, and gets off the bus.

The man goes to the bus driver and asks him if he knows of a way for him to have sex with the nun.

"Well," says the bus driver, "every night at 8 o'clock, she goes to the cemetery to pray. If you dress up as God, I'm sure you could convince her to have sex with you."

The man decides to try it, and dresses up in his best God costume.

At eight, he sees the nun and appears before her. "Oh, God!" she exclaims. "Take me with you!"

The man tells the nun that she must first have sex with him to prove her loyalty. The nun says yes, but tells him she prefers anal sex.

Before you know it, they're getting down to it, having nasty, grumpy, loud sex.

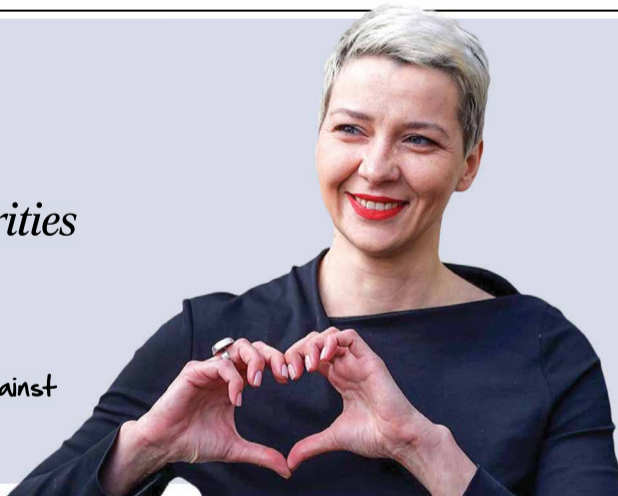
After it's over, the man pulls off his God disguise. "Ha, ha!" he says, "I'm the man from the bus!"

"Ha, ha!" says the nun, removing her costume, "I'm the bus driver!"

## Quotes & Quips!

*"The authorities are terrified of an open trial, where everyone will see that, in fact, the authorities themselves are the main danger and threat for Belarusians, Belarus and national security,"*

Says Maria Kolesnikova, one of the leaders of mass street protests against Belarusian President Alexander Lukashenko, as she went on trial on Wednesday, facing up to 12 years in prison on charges of extremism



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## Union sue factory owners

5

# Metro BUSINESS

## CURRENCIES

(How Lesotho's Loti fared against world major currencies this week)

Loti/SDR	Special Drawing Right (SDR)	23.22
Loti/Dollar	United States (US\$)	14.49
Loti/Rands	South African (ZAR)	1.00
Loti/Euro	European Union (€)	17.21
Loti/Yuan	Chinese (¥)	2.24
Loti/Yen	Japanese (¥)	0.13
Loti/Pound Sterling	British (£)	20.14
Loti/Dollar	Australian (A\$)	10.66
Loti/Dollar	Hong Kong (HK\$)	1.86
Loti/Dollar	Singapore (S\$)	10.71
Loti/Naira	Nigeria's (₦)	0.04
Loti/Kwanza	Angola's (Kz)	0.02
Loti/Birr	Ethiopia's (Br)	0.34
Loti/Pound	Egypt (E£)	0.98
Loti/Ruble	Russia (RUB)	0.22
Loti/Riyal	Saudi Arabia (SR)	3.98
Loti/Shekel	Israel (₪)	4.61
Loti/Real	Brazilian (R\$)	2.91
Loti/Rupee	India (₹)	0.21
Loti/Dirham	UAE (د.إ.)	4.11
Loti/Rupee	Mauritius (Rs)	0.43

## COMMODITIES (International Rates in US\$)

STOCKS		PRECIOUS METALS	
S&P500	4,414.09	Gold p/ounce	1,810.78
NASDAQ100	15,039.18	Platinum p/ounce	1,054.00
Nikkei225	27,641.83	Silver p/ounce	25.54
Dow Jones30	35,052.10	Copper p/ounce	0.22
FTSE 100	7,105.72	Brent Oil p/barrel	72.28
JSE	68,706.00	EQUITIES	
Hang Seng	26,107.69	Bonds	18.44
		Treasury Bills	3.67
		Interest Rates	91

## AGRICULTURE (Rates in Maloti/Rands)

Maize Meal p/kg	M7.00	Eggs p/tray	M45.00
Wheat Meal p/kg	M10.00	Milk (fresh) p/litre	M16.00
Cabbage p/kg	M14.00	Milk (sour) p/litre	M20.00
Potatoes p/kg	M10.50	Rice p/kg	M30.00
Brown Bread p/loaf	M10.00	White Sugar p/kg	M22.00
White Bread p/loaf	M11.00	Brown Sugar p/kg	M25.00
Sorghum Meal p/kg	M25.00	Beef p/kg	M85.00
Brown Beans p/kg	M30.00	Mutton p/kg	M90.00
Tomato p/kg	M15.00		

## ENERGY (Rates in Maloti/Rands)

Petrol Unleaded 93 p/litre	M14.35
Unleaded 95 p/litre	M14.25
Diesel 50PPm p/litre	M14.25
Paraffin p/litre	M9.90
Water (Domestic) p/litre	M5.53
Water (Industrial) p/litre	M15.03
Electricity (Domestic) p/unit	M1.38
Electricity (Industrial) p/unit	M0.26
Gas p/kg	M20.00

# LRA explains exporter, importer code



Member of Parliament, Tšepang Tšita-Mosena

## NEO SENOKO

[business@maserumetro.com](mailto:business@maserumetro.com)

**MASERU** - With confusion mounting in respect of cross border trade between Lesotho and South Africa, the Lesotho Revenue Authority (LRA) has taken time to clarify all the essential prerequisites for trading across the border.

The misunderstanding is largely related to importing and exporting of goods between the two countries, with local traders having previously slammed the LRA of sloppiness and ineffectiveness towards protecting their interests.

The same issues were debated in the National Assembly a few months ago, with a member of the portfolio committee on the economic and development cluster, Tšepang Tšita-Mosena warning that the LRA should be capacitated in order to be able to impose and exercise its powers against the South African Revenue Service (SARS).

On Monday, the revenue authority among others described the importer/exporter code as a mandatory requirement for facilitating clearance of goods for import and export purposes.

"So today we want to clarify the issue surrounding a proof of export, which goes together with the exporter/importer code. This is the number that helps traders to import and export goods out of South Africa. A person needs this code to demonstrate that revenue has been paid in South Africa and now coming into Lesotho. He or she is

entirely responsible for moving such goods and therefore should be in possession of the importer/exporter code," said LRA Manager, Client Services Department, Rentseng 'Mamotlanfe Mosaase.

The importer/exporter code, she said is available at the SARS offices through the use of the DA185 forms, which are also available on SARS website.

The absence of the SARS importer/exporter code renders invalid the Tax Inclusive Invoice, as a method of payment for VAT on imported goods at the border.

The requirement further entails that importers and exporters have to register with SARS in order to access services within its clearance system.

SARS indicated previously that it is obliged by law to deal directly with only entities registered as taxpayers in South Africa. This means that only South African entities, duly registered as taxpayers may directly access the custom services.

According to SARS, all other foreign entities have to appoint these registered entities to represent them in accessing services including import and export, or they can apply to be registered as agents too.

Any South African individual or registered company may make application to become a registered exporter agent to act on behalf of a foreign principal, who in this case would be an importer or exporter from Lesotho.

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# Business

# Netcare predicts looming disaster

## ...as government takes over the Queen 'Mamohato Memorial Hospital

NEO SENOKO

business@maserumetro.com

**MASERU** - Netcare Group, a major shareholder in the Public Private Partnership (PPP) between the government and the Tšepong Consortium, has accused the former of breaching the provisions of the agreement, saying it ignored the crucial transitional arrangements that the group contends are essential for a seamless handover of the Queen 'Mamohato Memorial Hospital (QMMH).

The transition follows the government's premature termination of the PPP agreement on disputed grounds.

On Monday, the government announced that the hospital is now under its control, effective from Sunday.

Dr Chale Moji has been appointed as the new Managing Director of the hospital while Dr Lipontšo Makakole heads the facility's clinical services.

Colonel 'Mammohi Mofelehetsi has been appointed as the Deputy Director Administration and Support Services, with Sister Catherine Lebina holding the new position of Head of Nursing Services for the Maseru district.

The decision, which has been lamented by Netcare, brought forward the untimely handover of the hospital, which was initially scheduled for August 31.

This, Netcare says is a total disregard and breach of the provisions of the agreement.

The handover has been accelerated and services have been downscaled, as the government has failed to pay the contracted unitary fees for the past five months.

"It ignores crucial transitional arrangements and agreements that are essential for a seamless handover to secure the safe continuation of healthcare services to the Basotho citizens," Netcare says in a media statement this week.

These include clarity on the transfer of over 800 Tšepong employees, comprising clinicians, nurses, other staff and sub-contractor employees who are expecting formal offer letters of employment from the government as contemplated in the PPP agreement.

This improper handover, Netcare says further ignores the basic employment rights of Tšepong workers, who have loyally provided health care services for the past 11 years.

Without the application of appropriate care and due process in this handover, Netcare is of the view that the government is acting without due and careful consideration of the possible consequences.

Netcare has therefore urged the government to rethink this hasty decision given its adverse implications and to reconsider its request for an orderly and legally compliant transition.

Key actions that include the issuing of offer of employment letters to fully trained staff members who are essential to maintaining capacity in the health system as well as engagement with key supply chain members required to ensure continuity of essential support services and technical maintenance of the estate have all not been considered, according to Netcare.

These further include the handover of medical equipment such as service agreement to mitigate preventable downtime of life

saving equipment, handover of medical drugs, consumables and durables, some of which have long replenishment lead times or are in short supply.

Engagement with information and management system providers to ensure appropriate transfer of system licenses to maintain electronic record keeping was also not considered, the group further shows.

"We are all concerned by the government's recent actions and especially this recent decision. We have now written to the Prime Minister of Lesotho, the Right Honourable Dr Moeketsi Majoro as well as our government and the South African High Commissioner in Lesotho to express our concern.

"We have given repeated assurances that we will in no way endanger patient safety and care through this transition process, but are now faced with this irresponsible decision that creates significant risk to the lives of patients under our care and the livelihoods of employees," Netcare Chief Executive Officer, Dr Richard Friedland said.

The commercial risks associated with this decision by the government and the unilateral disregard for the terms and conditions of the PPP agreement, originally instituted by government, are also unacceptable to sub-contractors and supply chain members, according to Netcare.

Notwithstanding that the merits for termination and repudiation of the PPP agreement are disputed, Netcare has repeatedly stated that it will support an orderly handover process by August 31.

"We wish to warn against the hasty manner in which the government is seeking to expedite



Netcare CEO, Richard Friedland

the handover process. This has the potential to create an unsafe operational environment, which may compromise the safety and care of patients. As Netcare, we will also not abandon or turn a blind eye to the infringement of employees' rights by the government," the CEO added.

The consortium of Tšepong shareholders comprises Netcare, which holds a 40 percent interest, while the remaining 60 percent shareholding is held by Afrinnai Health (Pty) Ltd with 20 percent, Excel Health Services (Pty) Ltd with 20 percent as well as DIO Investments (Pty) Ltd with 10 percent and the Women Investment Company with 10 percent.

The respective entities represent consortiums of their own shareholders and are clustered to represent shareholders with common interest.

## VACANCY

### Head of Interpretation Division

**Location:** Addis Ababa, Ethiopia  
**Organization:** African Union Commission - AUC

**AU Values**

- Respect for Diversity and Team Work
- Think Africa Above all
- Transparency and Accountability
- Integrity and Impartiality
- Efficiency and Professionalism
- Information and Knowledge Sharing

**Organization Information**  
Reports to: Director, Conference Management and Publications

Directorate: Conference Management and Publications

Division: Interpretation

Number of Direct Reports: 39

Number of Indirect Reports: 0

Job Grade: P5

Contract Type: Regular

Location: Addis Ababa, Ethiopia

**Purpose of Job**

Directs and manages the daily operations of the Interpretation Division in order to achieve the strategic objectives of the directorate and the AU's overall goals.

**Main Functions**

- Designs and implements policies, programs and projects to achieve the directorate's strategic objectives.
- Manages and supervises employees within the division, ensures the timely delivery of the directorate's goals and effective staff performance evaluation;
- Designs policies, strategies and programs to contribute to the effective implementation of relevant AU Policy Organs Decisions;
- Ensures the delivery of the division's annual targets in line with the directorate's overall goals and ensures robust and timely monitoring and reporting;
- Provides technical leadership and ensures efficient functioning of all Units within the Division
- Manages the work of the Division and supervises direct reports to ensure their effective performance in line with the organization's performance management policy and system;
- Engages stakeholders within Members States and Regional Economic Communities (RECs)/Regional Mechanisms(RMs) and relevant international organisations in designing and implementing strategies.
- Maintains thematic partnerships in support of the mandate of the Division;
- Maintains regular working relations with senior stakeholders in Member States and partner institutions in the execution of the Division's mandate.
- Represents the organisation and communicates its position at conferences.
- Contributes to the preparation of periodic financial and budget execution reports and

monitor budget execution at division level.

- Ensures the effective management of funds contributed to the organization;
- Manages risk within the division and recommends mitigation strategies
- Contributes to the development of the departmental business continuity plan and ensures implementation at division level
- Maintains a positive work environment that facilitates collaboration and information sharing and is conducive to attracting, retaining, and motivating diverse talent.

**Specific Responsibilities**

- Formulate policies and guidelines governing interpretations and work programmes in close consultation with the Director;
- Develop a database of reputable interpreters in AU Member States;
- Organise and coordinate the work of regular, Short Term and freelance interpreters;
- Assess interpreters as well as interpretation equipment technicians and submit to the Director regular reports on the performance and efficiency of interpreters and technicians;
- Analyze interpretation services and procedures quality and develop improvements
- Advise the Director on interpretation equipment acquisition, maintenance and development of database to ensure the availability of adequate interpretation facilities at all times;
- Advise the Director on all matters relating to Interpretation;
- Oversee the overall management of the Division: personnel, budget, performance, quality, discipline etc. in accordance with the relevant rules and procedure in force;
- Ensure that activities of the Division are organized with maximum efficiency and cost-effectiveness.
- Develop manuals on procedures and best practices
- Undertake any other tasks that may be assigned by the supervisor.

**Academic Requirements and Relevant Experience**

- Master's Degree in Conference Interpretation/Translation, or in a language related field, with twelve (12) years of progressive responsible experience in interpretation out of which seven (7) years should be at managerial level and five (5) at supervisory level in similar international organizations;
- Experience in facilitating intergovernmental conference processes and multicultural diplomacy is an added advantage

**Required Skills**

- A demonstrated knowledge in interpretation equipment/platforms/software



- A demonstrated ability to initiate and promote collaborative approaches between geographically and culturally disparate partners
- Ability to establish and maintain effective partnerships and working relations both internally and externally
- Ability to develop and delegate clear program goals, plans and actions, including budgets, that are consistent with agreed strategies
- Ability to effectively lead, supervise, mentor, develop and evaluate staff;
- Excellent interpersonal skills;
- Ability to work under pressure and in a multicultural environment;
- Strong organizational, managerial and leadership qualities;
- Proficiency in a minimum of two of the AU official working languages (Arabic, English, French, Portuguese, Spanish) and fluency in a third AU language(s) is an added advantage

**Leadership Competencies**

Strategic Perspective:

Developing Others:

Change Management:

Managing Risk:

**Core Competencies**

Building relationships:

Foster Accountability Culture:

Learning Orientation:

Communicating with impact:

**Functional Competencies**

Conceptual thinking:

Job Knowledge and information sharing:

Drive for result:

Fosters Innovation:

**TENURE OF APPOINTMENT:**

The appointment will be made on a regular term contract for a period of three (3) years, of which the first twelve months shall be considered as a probationary period. Thereafter, the contract will be for a period of two years renewable, subject to satisfactory performance and deliverables.

**GENDER MAINSTREAMING:**

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

**REMUNERATION:**

Indicative basic salary of US\$ 50,746.00 (P5 Step1) per annum plus other related entitlements e.g. Post adjustment (46% of basic salary), Housing allowance US\$ 26,208.00 (per annum), and education allowance (100% of tuition and other education-related expenses for every eligible dependent up to a maximum of US\$ 10,000.00 per child per annum), for internationally recruited staff and a maximum of \$3,300 per child per annum for locally recruited staff.

Applications must be made not later than 9 August 2021

**Requisition ID:** 683



## Lesotho Highlands Development Authority

### Lesotho Highlands Water Project PHASE II

#### Procurement of Construction Contract

The Lesotho Highlands Water Project (LHWP) is a multi-billion Maloti/Rand bi-national project which was established by the treaty of 1986 signed between the governments of the Kingdom of Lesotho and the Republic of South Africa. The LHWP includes large scale civil engineering, socio-economic, public health and environmental disciplines. The **Lesotho Highlands Development Authority** (the implementing Authority of the LHWP) intends to procure the following Construction Contract:

Contract Number and Name	Availability of Documents	Date of Virtual Pre-Tender Meeting and of Site Visit	Deadline for Submission
<b>Contract LHDA No.4020: Construction of Polihali Dam and Appurtenant Works</b>	02 August 2021 to 05 November 2021	16 August 2021 at 10:00 hours and 24 August 2021	12 November 2021 at 11:00 hours (Lesotho Time)

#### COLLECTION OF DOCUMENTS

All Tender documents may be obtained during the periods indicated above at NO COST, from the Phase II project website <http://www.lhda.org.ls/tenderbulletin/>.

Alternatively, for a non-refundable fee of **MI 000.00**, the CDs containing the Tender documents may be collected from **Lesotho Highlands Development Authority, LHWP2 Project Management Unit, 9th Floor Lesotho Bank Tower, Kingsway Street, Maseru, Lesotho**, between the hours of 9:00 and 15:00 during the dates indicated above. Proof of payment to the LHDA account must be provided at the time of collection of document.

Banking details and specific information regarding this procurement can be obtained from LHDA's website: <http://www.lhda.org.ls/tenderbulletin/>.

# Union drags factory owners to court



NACTWU Secretary General, Samuel Mokhele

**STAFF REPORTER**  
news@maserumetro.com

**MASERU** - Factory workers through the National Clothing, Textile and Allied Workers Union (NACTWU), have dragged their employers to

the Directorate of Dispute Prevention and Resolution (DDPR) over salary hike.

The salary dispute involves three factories, Global Garments, CNY and Neising International that have been drawn into the negotiations for the wage

increase.

The workers demand a 10 percent salary increase from their employers.

Negotiations between the factories and the trade union are supposed to be finalised by the end of the month as per the labour law.

NACTWU Secretary General, Samuel Mokhele, says the factory workers also demand a 14 percent salary hike calculated beginning April 1, as stipulated by the law and not on July 1 as it has happened.

The workers, he said also demand 10 percent after their employers have given them the delayed 14 percent increase.

“The minimum wage is set by the government, but the salary hike comes from the employees,” Mr Mokhele said, adding that a demand over salary increase is directed to the employers.

So now that the employers have not heeded the workers’ demands, the union has approached the DDPR for

resolution of the matter.

Mr Mokhele said the negotiations started on July 22, and still continue.

He said if the employers do not bow to the workers’ demands, they will have no option but to take on an industrial action.

Mr Mokhele further said they still have members at other factories, adding however, that those members have not yet given them the go ahead to discuss the salary hike with their bosses.

He said though the wage hike is set at 10 percent, the union expects the employers to put something on the table, saying: “If they do not afford the 10 percent, then they should say how much they can afford as a starting point.”

The workers want the salary increase at the time when the textile sector is hard-hit by the COVID-19 pandemic, and because of the devastating impact of the corona virus on countries’ economies, most

factories lament that business is bad because of failure to secure international orders.

Many factories claim a drastic decline in orders from the US under the African Growth and Opportunity Act (AGOA), with the US being the buyer, while material procurement costs have reportedly risen.

Many workers in the country’s industrial areas have also reportedly contracted the virus and to contain the disease, some have shut down while others have laid-off employees owing to the devastating impact of the pandemic.

The combined textile, apparel and footwear manufacturing industry remains Lesotho’s largest formal private sector employer and employs about 40 000 people, mainly women.

In May, the factory workers took to the streets demanding a salary hike of 20 percent but the employers said they could only afford 5 percent. But it was later agreed that they would be given 14 percent.

Still baking & delivering your essential



during lockdown.



# Comments & Letters

## Will government rebuild Tšepong?

The editor

The Queen 'Mamohato Memorial Hospital staff was on Monday introduced to new management that will run the hospital. This was after the Ministry of Health had announced that the government would be taking over operations at the country's only referral hospital.

But the same government has failed to state clearly as to what will happen to the staff. That is, whether the workers will be re-engaged or lose their jobs in the swift take over.

While they were told to go to work like nothing had happened, the workers are however, keen to know how among others they will perform their duties without the essential health care service equipment.

Before this week official handover, Netcare took all its equipment from the hospital leaving both the staff and patients stranded. But how will the government convince the nation that it will efficiently run the hospital's daily operations without all the confiscated gear?

As a concerned citizen of this country, I am interested to know if our government will be able to re-build Tšepong into the referral hospital it used to be.

Nthathi Moisa

## COVID vaccine roll-out should be temporarily halted

The editor

I strongly believe that it is necessary for the government to temporarily halt the roll out of the Johnson & Johnson COVID-19 vaccine until new information about its side effects has come to light. I think the suspension will do a lot of good because the health care workers also have to be vaccinated first before they could offer services to the general public.

There are vulnerable people to consider like children, the elderly, as well as people with comorbidities and those with compromised immune system.

Vaccine hesitancy in Lesotho is a growing threat to fighting the COVID-19 pandemic, but health workers remain resolute that access to a vaccine will save lives. At the moment I am trying my best to stay calm and not panic, about the whole vaccination process. There is a possibility that there is nothing wrong with the vaccine, but at the same time, I am also scared that, should there be something wrong with the jab, we are in trouble.

There is no vaccine for HIV, after 40 years of research, no vaccine for the common cold, and when a mysterious virus appears, a vaccine is created within a year and we're all expected to take it.....? No, thanks. Sophie Nkomane

## BachaShutdown well represents youth

The Editor.

The formation of BachaShutdown in 2020, which saw local youth coming together to fight for issues that directly concern them was indeed a great move.

This initiative came about after the youth were denied a permit to hold a free demonstration to the National Assembly due to COVID-19 regulations.

Participants in the march were later dispersed by police who argued that their demonstration was unlawful.

At the end of that day, some of the marchers had been arrested though they were later released on free bail.

BachaShutdown has since been active and earnestly fighting to ensure that the government responds to the youth's demands, which include among others, creation of employment opportunities and the implementation of a debt waiver for students intending to further their studies in higher institutions of learning.

Finally, it seems like the government is now paying heed to the youth's demands. This became evident during the virtual multi-stakeholder dialogue on Youth Unemployment, which was organised by the Prime Minister's Office on Friday July 30. Various stakeholders such as BachaShutdown, the World Bank, the European Union (EU), development partners, the private sector and local banks met to discuss a sustainable youth employment stimulus programme meant to curb youth unemployment in Lesotho. Thapelo Selai

**Speak OUT!** Your opinions matter. This page is dedicated to those who wish to express their views.

## EDITOR'S NOTE

### Government must turn things around at Tšepong

Both the government of Lesotho and its former partner, Tšepong Consortium have finally parted ways some 10 years after the Queen 'Mamohato Memorial Hospital (QMMH) opened its doors to its first patients.

This week, the country's only referral hospital also known as Tšepong came under government control and a new set of managers was introduced to the staff.

But the problem is that the staff has no idea how to go about doing its job under the prevailing conditions, after the management of the Tšepong Consortium had earlier confiscated all health equipment and materials used at the health facility.

If the nation is to receive the essential services it is supposed to get at the health centre, it goes without saying that all systems should be in place and the staff must be well-equipped and psychologically conditioned.

Staff must also have a clear mandate of its roles to ensure smooth operation of the entire hospital.

But by the look of things, the government-controlled hospital only has new administrators with fancy titles to show and no clear course of action, given that the facility they are going to run among others, neither has drugs nor linen for patients' beds.

The government truly has to dig deep in its pocket if it is keen to retain all the professional staff in the hospital's payroll.

The hospital's new Managing Director Dr Chali Moji has shown that commitment, single-mindedness and hard work are the cornerstone to running a proficient and upright health facility.

He expects feed-back on every task performed so that the workers could improve on their work, which sounds fair but only in a situation where all necessary resources are readily available.

The end of the 18-year Private Public Partnership between the government and Tšepong Consortium could spell insurmountable adversity for Basotho unless sound intervention is made at the QMMH.

The relationship between the two parties had always been volatile from the very beginning.

The consortium had always been accused of swindling the government and violating provisions of their contract for years.

As if that was not enough, operations at the hospital were forever disrupted by rampant strikes for salary hikes by employees.

What is now left to be seen is whether or not the remaining partner in the deal that went south, (the government), will be in a position to turn things around and bring a change to the troubled hospital.

**IMPORTANT NOTICE**

Do not accept ink stained South African notes

Standard Lesotho Bank **IT CAN BE..**

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**Metro**



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# LEC proposes 'exorbitant' tariff increase - CPA



LEC power station

**MASERU** – The Consumer Protection Association (CPA) has strongly opposed Lesotho Electricity Company (LEC)'s proposed nominal tariff increase of 30.9% on both Energy and Maximum Demand (MD) charges across all customer categories for the 2021/22 financial year,

contending it is excessively high. The Chairperson of CPA, Khoabane Khalema said Lesotho's current economic status does not allow such an increase, adding that the COVID-19 pandemic has also heightened the situation through massive job losses and closure of several businesses.

He said consumers do not have money due to the sluggish economy and therefore if commodity prices keep on increasing, all consumers will end up not having enough to cover their basic needs.

"We understand that the tariff has not been increased like

the company had proposed for the past two years, however, LEC has to prioritise issues like maintenance," Mr Khalema said, adding that staff salary hikes should nonetheless not be the main reason for the proposed tariff.

"LEC should go back to the drawing board and propose a lower tariff, between 10 and 15 percent, which will be reasonable in the current financial situation," he said, adding that the CPA is against anything beyond 15 percent.

Meanwhile LEC's proposed tariff of 30.9% on both Energy and Maximum Demand charges across all customer categories translates into a M1.24 billion revenue requirement.

In its proposal, LEC states among others the need to strengthen its network and improve electricity reliability as well as replace old assets.

The company says it has to undertake high network repairs and maintenance costs.

In particular LEC has mentioned the following items as the main cost components of its revenue requirement: the Electricity Bulk Purchases costs M621 million, Operating Expenditure M125 million, Network repairs and Maintenance costs M66 million, Depreciation costs M137 million, Labour costs M216 million and Return on

assets costs M68 million.

In accordance with Section 24 (6) of the Act, Electricity Supply Industry (ESI) stakeholders and the public are informed and further invited to provide comments and inputs on the application for consideration before LEWA makes a final determination.

Interested people, who wish to present their views before the LEWA Board, during virtual public hearing sessions, are requested to express so in writing when submitting their comments. The deadline for receiving written comments is August 19.

LEC is a government entity that holds a composite licence issued in terms of Section 50 of the Lesotho Electricity Authority Act no. 12 of 2002 (LEA Act), as amended and this Application is in line with Section 24 of the LEA Act.

LEC buys electricity from the Lesotho Highlands Development Authority (LHDA) through its 'Muela Hydro-power station, ESKOM in South Africa and EDM in Mozambique through 132kv and 88kv networks.

In Qacha's Nek, LEC purchases electricity from ESKOM through a 22kv line from Matatiele in South Africa and Qacha's Nek is the only district that is not yet connected to the main national grid.

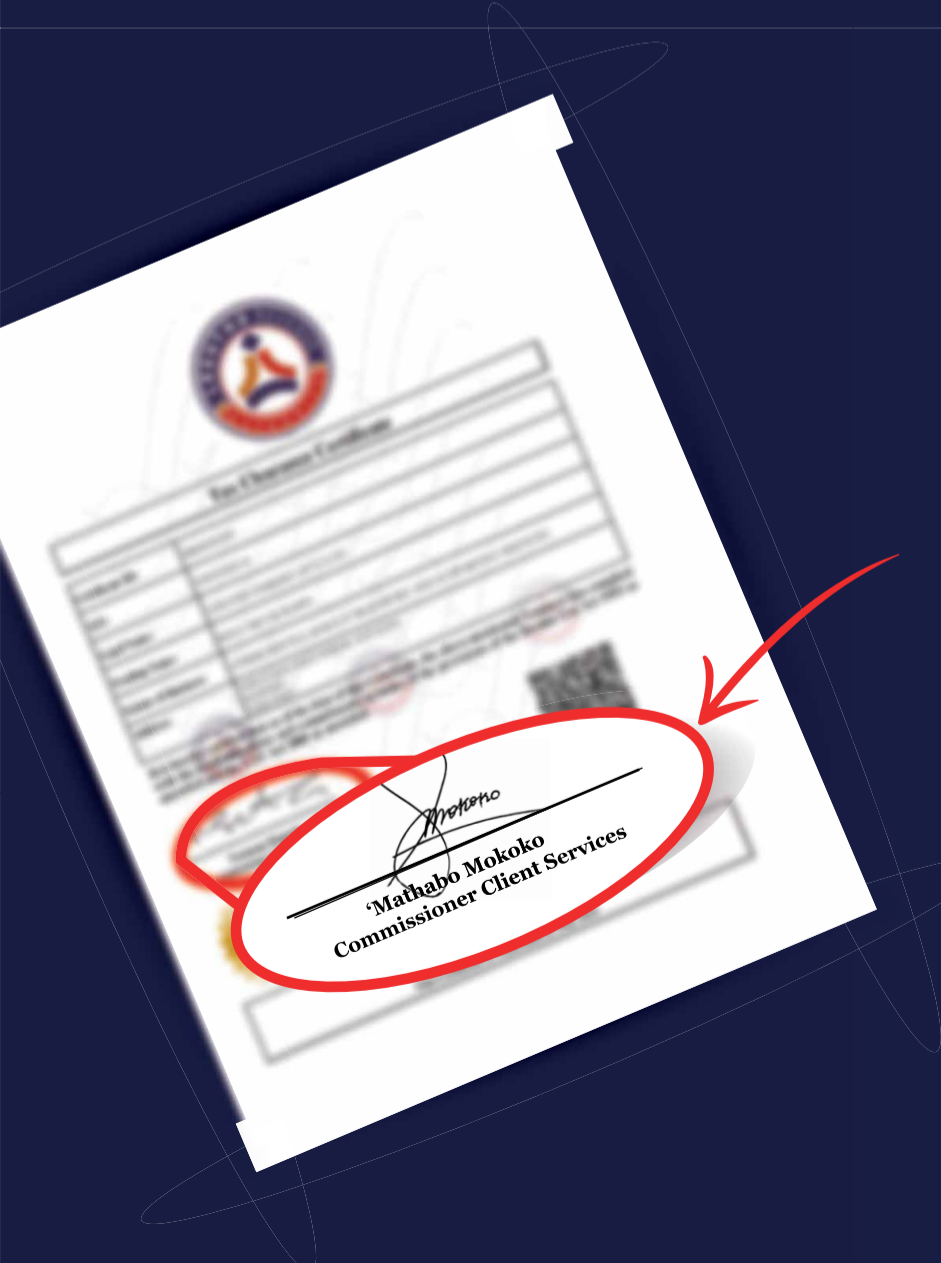


## NOTICE

**This is a new signature that will appear in the underlisted documents effective from 2nd August 2021:**

- Business Registration VAT letter
- Business Registration Certificate
- Business Registration VAT Approval
- Business Registration VAT Rejection letter
- Individual Registration Certificate
- Tax Clearance Certificate
- TIN Registration Certificate
- VAT Application Rejection Letter
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# Metro HEALTH

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## Tšepong hands over operations to govt

...as the hospital's new management is announced



The new Managing Director of QMMH, Dr Chali Moji

**LINEO MABEKEBEKE**  
health@maserumetro.com

**MASERU** – The new Managing Director of Queen 'Mamohato Memorial Hospital (Tšepong), Dr Chale Moji says hard work along with single mindedness and team work are the cornerstone that will turn around the country's only referral health facility. The hospital became

operational under government control effective from Sunday.

Dr Moji was speaking at the official handing over ceremony of operations from Tšepong Consortium to the Ministry of Health on Monday afternoon.

As part of the occasion, the health facility's new management was also introduced to the staff.

To run an efficient and reputable hospital, Dr Moji said

all that is needed is commitment, adding that each member of staff is expected to give it their all irrespective of the environment they operate in.

He said they are also expected to give feed-back on every single duty they perform so that they could improve on their work, appealing to the staff to prove to the world that Basotho can also do things better to improve health

services offered in the country.

Speaking at the same event, the Principal Secretary of the Ministry of Health, Khotatso Tšooana said the new management will among others ensure smooth operations of the facility while offering Basotho the best health services.

Dr Moji is responsible for the entire management and administration of the hospital.

His deputy Dr Lipontšo Makakole, is in-charge of the hospital's clinical services.

Colonel 'Mammohi Mofelehetsi holds the position of Deputy Director Administration and Support Services of the hospital. Colonel Mofelehetsi, who is a nurse by profession previously held an administrative position at the Makoanyane Military Hospital.

Sister Catherine Lebina from Paray Hospital is the new Head of Nursing Services for the Maseru District.

The Ministry of Health has urged all the appointees to use their essential skills and experience to smoothly run the hospital for the benefit of all stakeholders.

South African healthcare

group, Netcare, had formed a consortium with local companies.

In October 2008, the government of Lesotho and Tšepong Consortium signed an 18-year Private Public Partnership for the construction and operation of the QMMH.

Netcare had a 40 percent stake in the deal. Four other companies, including Afri'nai of South Africa, Excel Health, Women Investment and DIO Investments (all from Lesotho), held the rest of the shares.

However, the consortium came under fire for allegedly swindling the government and breaking the provisions of the agreement over the years.

The hospital's operations had also been stymied by widespread staff strikes for salary hikes since 2012, just a year after it opened doors to its first patients.

In March, the government cut ties with the consortium with the Minister of Health Semano Sekatle announcing that the government could no longer continue its 18-year PPP due to serious differences which had dogged the contract from the get go.

**Mabapi le ho tšela malibohong**

# Bo RAKHOEBO

**Ba hlokoa tse latelang:**

- **Lengolo la COVID-19 ( COVID-19 Certificate)**
- **Litokomane tsa khoebo**



**NACOSEC**  
NATIONAL COVID-19 SECRETARIAT





# VISIT MASERU MALL



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—MALL—

# SHOPRITE

# game



# goldrush



# The Cleaning Brothers

Dry Clean & Laundry



# Edgars



# ACKERMANS

# LEGIT



# TORGA OPTICAL



# Jet

# Standard Lesotho Bank

# LIBERTY

# NEDBANK



# DSTV

# ALO CaNN

A Lesotho Origin CaNNabis

# METROPOLITAN LESOTHO

# World News

## The world in 10 minutes

### ENGLAND

#### Mercedes-AMG G63 driver, nabbed at 209km/h, 'needed the toilet'

We can all sympathise with someone who urgently 'needs to go', but legally speaking that certainly won't serve as an excuse for driving at over 200km/h on the freeway. A driver in the UK recently found that out the hard way when she was caught driving at speeds of up to 209km/h.

According to social media posts by the Derbyshire Roads Policing Unit, the driver was caught doing an average speed of 181.8km/h, with speeds varying between 160km/h and 209 km/h, in her Mercedes-AMG G63.

The driver claimed she was driving that speed because she "needed the toilet", however police say she was driving so fast that she didn't even notice that she had passed a service station.



### KENYA

#### Kenya's deputy president barred from flying to Uganda

Kenya's deputy president was recently made to wait for clearance for hours before he was stopped from flying to neighbouring Uganda.

William Ruto was set to attend to private matters in Uganda when Kenyan immigration officers said he needed to get clearance from the government.

Recently, he has had a frosty relationship with government officials.

Mr Ruto in July visited Uganda on a private trip and was pictured with President Yoweri Museveni.

After he was stopped from leaving the country, he tweeted "it's alright, let's leave it to God".

Kenya's President Uhuru Kenyatta and his deputy no longer enjoy the brotherly relationship they had at the beginning of their time in office in 2013.



### LIBERIA

#### Minister invokes the Bible to defend lavish burial

A Liberian minister has reacted to mounting public criticism, following his decision last month to bury his mother in an expensive mausoleum while the country battles economic hardships and the pandemic.

Nathaniel McGill's critics called it a show of extravagance and wasteful spending.

But in a Facebook post the influential minister of presidential affairs defended his decision.

He said there was nothing wrong with giving his mother a befitting burial because, as number five of the Bible's Ten Commandments commands, one must "honour thy mother and father":

The Fifth of the Ten Commandments reads: "Honour your father and your mother."

This commandment is so important that it is one of the only commandments in the entire Bible that gives a reason for observing it: "That your days may be long in the land that the LORD your God is giving you."



### CHINA

#### Wuhan to test entire population after virus comeback

Authorities in the Chinese city of Wuhan will begin testing its entire population, after a handful of positive coronavirus cases were detected there.

Wuhan has recorded seven locally transmitted cases - the first local infections in more than a year.

The city of 11 million people shot into the spotlight after the coronavirus was first detected there in 2019.

China is currently seeing one of its biggest outbreaks in months, with 300 cases detected in 10 days.



### ISRAEL

#### Coronavirus: Israel to give third jab to people aged over 60

Israel will offer a third dose of Covid vaccines to people aged over 60. Prime Minister Naftali Bennett has said.

Those who got their second jab at least five months ago would be eligible for a Pfizer booster, he said.

President Isaac Herzog, who turns 61 in September, was the first to get the booster last Friday.

This comes amid a surge in infections in Israel, and concern in many countries over the highly contagious Delta variant.

"Findings show that there is a decline in the body's immunity over time," Mr Bennett said at a press briefing.

"The aim of the supplementary dose is to build it up again, and thus reduce the chances of infection and serious illness significantly."



### NORTH KOREA

#### Young North Koreans ordered to stop speaking, dressing and dancing like South Koreans - or else

Seoul's creeping influence on the secluded state's way of life "is even more dangerous than enemies who are taking guns", according to an official newspaper.

Young North Koreans have been warned they must follow traditional lifestyles and adhere to the country's dialect.

The secluded state's official newspaper made the demand in a column as Pyongyang tries to eradicate cultural influences from South Korea.

Kim Jong Un's regime is particularly focused on the speaking habits of millennials, with some mimicking their neighbours by referring to their husbands as "oppa" - a term that means "older brother".

The Rodong Sinmun newspaper said North Korea's standard language is superior and young people must use it correctly - all while ensuring their clothes, hairstyle, music preferences and dancing styles are acceptable.

# OBITUARIES + IN MEMORIAM

Tributes to family and friends

## Tšepo Tshola

### Tšepo 'Village Pope' Tshola, legendary jazz artiste dies

**DIED** aged 67, Tšepo Mobu Tshola, legendary jazz musician and composer, and long-running voice of Sankomota, died on Thursday July 15 at the Teyateyaneng Government Hospital in Berea from COVID-19 related complications.

The Tshola family confirmed that the musician died after he was admitted to the hospital on July 9.

Tshola had been in showbiz for over half a century: a career that stretched from Sesotho roots and popular music in the 1970s, through international tours and collaborations, to his most recent identity as an inspiring gospel singer, and the co-founder of independent music label, Killer Joe.

What characterised his work was a passionate desire to tell it as he saw it, whether that was about the evils of racism in the early days of his career, or the dangers of addiction and more recently, the need for self-reliance.

The late Tshola's close friend and the veteran radio personality Motlatsi Majara described him as person with a great sense of humour.

"He was a very good person who would always make one laugh. I happened to be with him in college at Lerotholi Polytechnic, where he was pursuing

joinery also known as carpentry. I used to call him Mobu. We have lost a giant in him indeed. May his soul rest in peace," he noted.

Tshola's death is a blow to South Africa's entertainment industry.

Sipho "Hotstix" Mabuse, another South African legend, also expressed his pain, stating that Tshola's death had left him shattered.

Mabuse, who was short of words, eulogised his friend saying, "I don't even know how to respond to this. Tšepo's passing has just left me shattered and in an empty space".

In his speech during the funeral on Friday, Prime Minister Dr Moeketsi Majoro said it is a sad day that all are in sorrow due to the loss of the legendary Tshola.

For his part, His Majesty King Letsie III, consoled Tšepo's brother Liteboho and the rest of the Tshola family for the loss of their loved one, saying it is heartening as the family had just buried one of its own, 'Malintle few weeks ago.

"I console you by thanking you for having among you the person of Tšepo's calibre, due to his works and footprints in Lesotho, South Africa and the rest of the world," the King commented.

Tshola was born on August 15, 1953, in Teyateyaneng, Lesotho. His father was a preacher and church organiser and his mother a chorister. He first honed his rich baritone in his late father Mobu's church choir. His righteous preaching earned him the soubriquet of 'The Village Pope'.

His music journey began back in the 70's while he was still a student. Mokoenyane Chele discovered Tshola in the early 70's. Chele is a musician and Basotho culture activist and connoisseur.

He recruited Tshola to join his band, Lesotho Blue Diamonds and he dropped out of Lerotholi Polytechnic where he was training as a carpenter.

Still a teenager, Tshola left the pop band Blue Diamonds and later hooked up with Anti-Antiques, formed by guitarist "Captain" Frank Leepa. The two first got talking in the streets.

They also shared opinions about music and although Anti-Antiques already

had a vocalist

– and was definitely

not earning enough

to support

two

– Leepa's dream of forming a super-group, and Tshola's striking voice, ensured his membership.

In that insecure, erratic

environment of the nascent Lesotho modern music scene, Anti-Antiques morphed into a second incarnation of Leepa's band, Uhuru.

A small but relatively successful 1979 tour of South Africa crashed and burned when they were banned for singing Africa Shall Unite". South Africa's apartheid rulers did not tolerate the song's Pan African liberation politics. Leepa's fourth band, Sankomota, was founded in the mid-1970s.

Tshola had been in the music industry for more than four decades and had entertained audiences on international stages.

He became a household name with his iconic 1994 debut album, "The Village Pope".

He never won a SAMA award, but still remained one of the most prominent jazz musicians in Southern Africa and his musical prowess earned him the Metro FM Lifetime Achievement award

He collaborated with local artistes such as Juvy, Maleh and South African stars including Cassper Nyovest, Jub Jub, Rebecca Malope, Joe Nina and Joyous Celebration among others.

He also worked with the late Zimbabwean singer Oliver Mtukudzi as well as South African vocalists like the late Brenda Fassie along with PJ Powers and, later, with vocal star Thandiswa Mazwai and London colleague/musician Julian Bahula as well as the late jazz trumpeter, the legendary Hugh Masekela.

Even though Tshola was born in Lesotho, he was a permanent resident of South Africa and lived in Kensington, East of Johannesburg where he produced his music.

The late Tshola had a special attachment towards his birth country. He used to commute between South Africa and Lesotho and admitted to owning a second home in Lesotho where his two sons live.

By the 20-teens, much of his time was being occupied by his label Killer Joe, co-founded with musician Joe Nina and lawyer, Stanley Letsela.

Tshola is survived by two adult sons, Kamohelo and Katleho. He was buried in a special official funeral at the Heroes' Acre, in Thaba Bosiu on Friday July 30.

**The Conversation/Metro**

#### VACANCY

### Head of Translation Division



**Location:** Addis Ababa  
**Organization:** African Union Commission - AUC  
**AU Values**  
• Respect for Diversity and Team Work  
• Think Africa Above all  
• Transparency and Accountability  
• Integrity and Impartiality  
• Efficiency and Professionalism  
• Information and Knowledge Sharing  
**Organization Information**  
Reports to: Director, Conference Management and Publications  
Directorate: Conference Management and Publications  
Division: Translation  
Number of Direct Reports: 64  
Number of Indirect Reports: 15  
Job Grade: P5  
Contract Type: Regular  
Location: Addis Ababa, Ethiopia

**Purpose of Job**  
Directs and manages the daily operations of the Translation Division in order to achieve the strategic objectives of the directorate and the AU's overall goals.  
**Main Functions**  
• Designs and implements policies, programs and projects to achieve the directorate's strategic objectives.  
• Manages and supervises employees within the division, ensures the timely delivery of the directorate's goals and effective staff performance evaluation;  
• Designs policies, strategies and programs to contribute to the effective implementation of relevant AU Policy Organs Decisions;  
• Ensures the delivery of the division's annual targets in line with the directorate's overall goals and ensures robust and timely monitoring and reporting;  
• Provides technical leadership and ensures efficient functioning of all Units within the Division  
• Manages the work of the Division and supervises direct reports to ensure their effective performance in line with the organization's performance management policy and system;  
• Engages stakeholders within Members States and Regional Economic Communities (RECs)/Regional Mechanisms (RMs) and relevant international organisations in designing and implementing strategies.  
• Maintains thematic partnerships in support of the mandate of the Division;  
• Maintains regular working relations with senior stakeholders in Member States and partner institutions in the execution of the Division's mandate.  
• Represents the organisation and communicates its position at conferences.  
• Contributes to the preparation of periodic financial and budget execution reports and

monitor budget execution at division level.  
• Ensures the effective management of funds contributed to the organization;  
• Manages risk within the division and recommends mitigation strategies  
• Contributes to the development of the departmental business continuity plan and ensures implementation at division level  
• Maintains a positive work environment that facilitates collaboration and information sharing and is conducive to attracting, retaining, and motivating diverse talent.

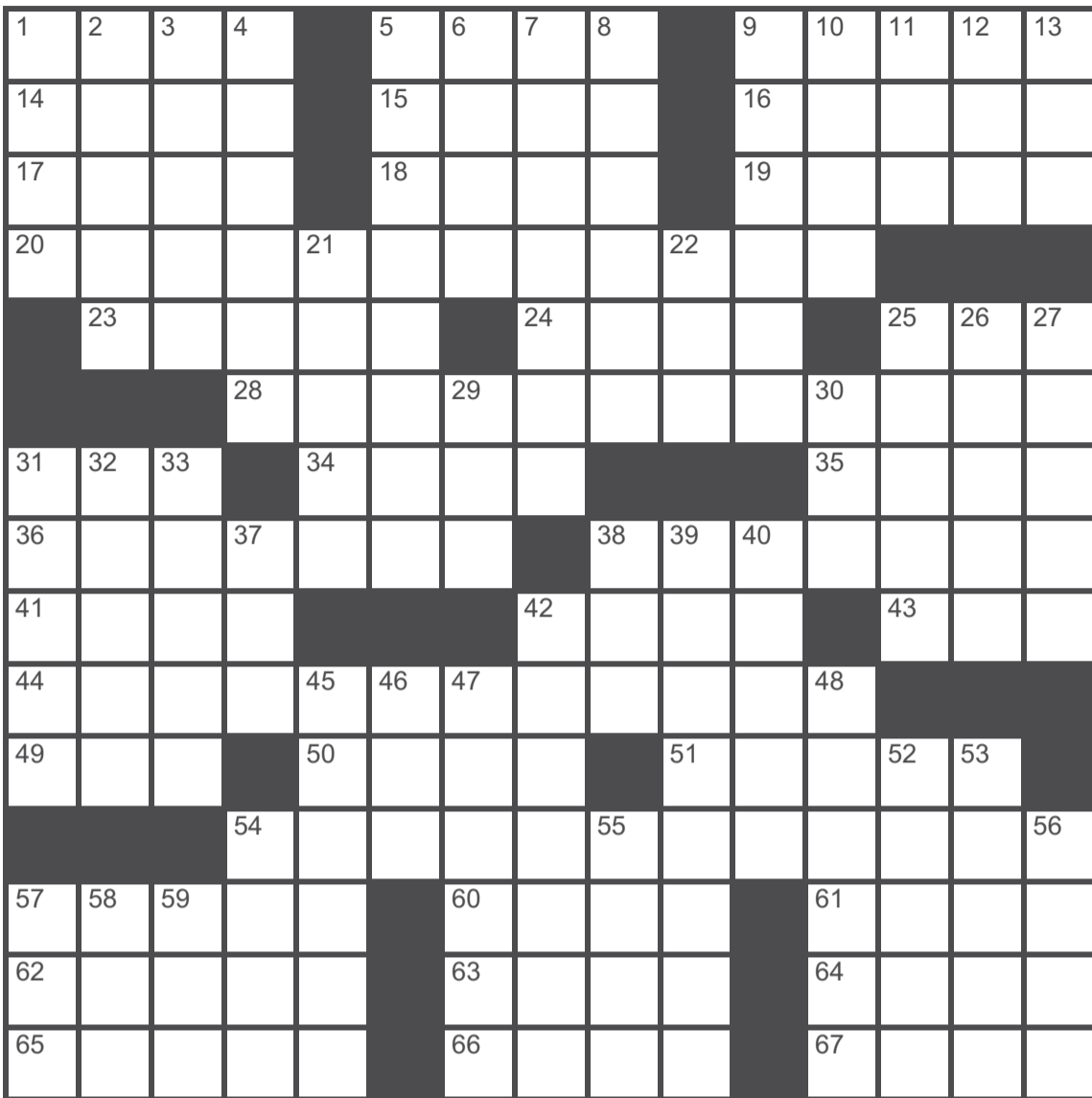
**Specific Responsibilities**  
• Formulate policies and guidelines governing translations and work programmes in close consultation with the Director;  
• Develop a database of reputable translators in AU Member States;  
• Organize and coordinate the work of Revisers and Translators both regular and freelance;  
• Analyze translation services and procedures quality and develop improvements;  
• Develop manuals on procedures and best practices;  
• Responsible for advising on the recruitment of freelancers for the Division and all translation activities, both outsourcing and in-house translations;  
• Introduce modern working methods in the Division;  
• Evaluate the performance of revisers, translators and secretaries regular/Short-term and freelance within the Translation Division;  
• Ensure timeliness of translation and delivery of documents to Departments and Units of the Commission as well as Member States;  
• Advise the Director on the acquisition of required translation tools, software and reference books for the use of Revisers and translators, with the ultimate objective of having a proper reference unit and database;  
• Undertake any other tasks assigned by the supervisory.

**Academic Requirements and Relevant Experience**  
• Master's Degree in Translation, Interpretation, Languages, or related fields from a recognized institution with twelve (12) years of progressive responsible experience in translation out of which seven (7) years at managerial level and five (5) at supervisory level in similar international organizations;  
• Experience in facilitating intergovernmental conference processes and multicultural diplomacy is desirable.

**Required Skills**  
• A demonstrated knowledge in translation software  
• A demonstrated ability to initiate and

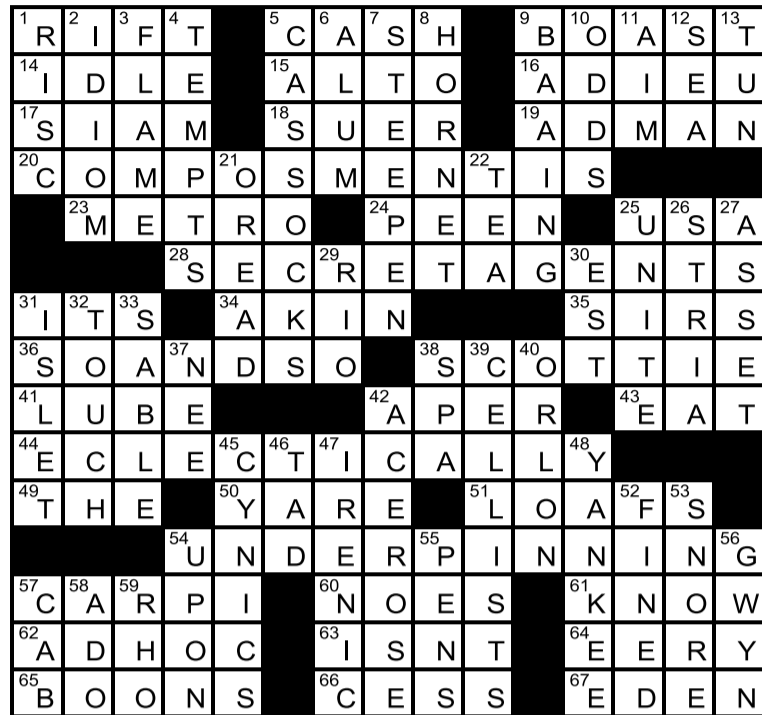
promote collaborative approaches between geographically and culturally disparate partners  
• Ability to establish and maintain effective partnerships and working relations both internally and externally  
• Ability to develop and delegate clear program goals, plans, and actions, including budgets, that are consistent with agreed strategies.  
• Ability to effectively lead, supervise, mentor, develop and evaluate staff;  
• Excellent Translation Skills;  
• Ability to work under pressure and in a multicultural environment;  
• Strong organizational, managerial, and leadership qualities;  
• Proficiency in one of the AU official working languages (French, English, Portuguese, Arabic, and Spanish); fluency in another AU language(s) is an added advantage.  
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Managing Risk:  
Developing Others:  
Change Management:  
**Core Competencies**  
Building relationships:  
Foster Accountability Culture:  
Learning Orientation:  
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**Functional Competencies**  
Conceptual thinking:  
Job Knowledge and information sharing:  
Drive for result:  
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Applications must be made not later than 9 August 2021  
**Requisition ID:** 682

## General Crosswords



- Across**
- 1. Insect in a colony
  - 5. Eyes, poetically
  - 9. Humiliate
  - 14. Like some hands
  - 15. Mrs. Dithers of the comics
  - 16. Avian chatterbox
  - 17. Boutique
  - 18. Hullabaloo
  - 19. Chessman
  - 20. Clay-shaping tool
  - 23. Some like it hot
  - 24. In the vicinity
  - 25. Frequently, in poetry
  - 28. Invariably
  - 31. Lanka
  - 34. Pasty
  - 35. At the summit of
  - 36. Life estate
  - 38. Swiss cheese
  - 41. Dwarf buffalo
  - 42. Shade of blue
  - 43. Circle meas.
  - 44. Ordinary
  - 49. Mole
  - 50. Butcher's cut
  - 51. An unwholesome atmosphere
  - 54. Extended
  - 57. Swipe
  - 60. Ancient Chinese capital
  - 61. Lacquered metalware
  - 62. Rice dish
  - 63. Give off
  - 64. Wrinkle remover
  - 65. Implement
  - 66. Cub Scout groups
  - 67. Small change
- Down**
- 1. Bit of smoke
  - 2. Literally, "for this"
  - 3. A deadly sin
  - 4. Digestion
  - 5. Egg-shaped wind instrument
  - 6. Fishing equipment
  - 7. Junior Girl Scout
  - 8. Waistbands
  - 9. Current amount
  - 10. Get-out-of-jail money
  - 11. Air hero
  - 12. Egg holder Dolly, for one
  - 21. Take the honey and run
  - 22. "Mangia!"

## Last Week's Solution



- 25. Playful aquatic animal
- 26. Plant life
- 27. Written with a keyboard
- 29. Foxy
- 30. Dissenting vote
- 31. Identifying marks
- 32. Increase
- 33. O. Henry device
- 37. Chinese principle
- 38. High school class
- 39. Garments
- 40. Pitch-black
- 42. Penny
- 45. Downy
- 46. Preschooler
- 47. Made a disapproving noise
- 48. Milk-related
- 52. Beach
- 53. Honeydew, e.g.
- 54. Kind of agreement
- 55. Parade spoiler
- 56. Bad impression?
- 57. Place to relax
- 58. Puppy's bite
- 59. Matterhorn, e.g.

## So You Think You are Genius

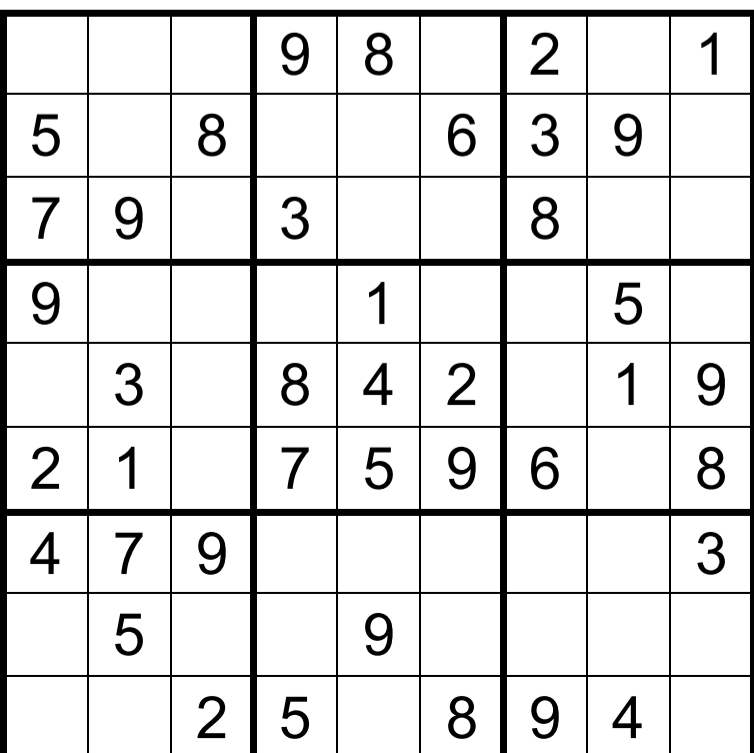
### Question (Answer next week)

I dig out tiny caves, and store gold and silver in them. I also build bridges of silver and make crowns of gold. They are the smallest you could imagine. Sooner or later everybody needs my help yet many people are afraid to let me help them. Who am I?



### Last Week's Answer

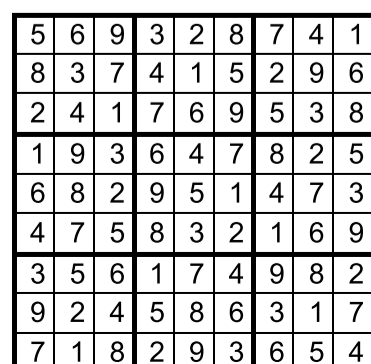
## Sudoku Puzzle



Fill in all the squares in the grid so that each row, each column and each 3x3 square contain all the from 1-9

This is the Quick Sudoku for the solver in a hurr: target time, ten minutes.

### Last Week's Solution



Very thick indeed! The paper doubles in thickness with each fold. If we could fold it 50 times, it would be around 70 million miles thick!

# Metro **Motoring**

For everything Car in Lesotho E-mail: motoring@maserumetro.com Tel: 266 2232 5494

## Be Car-Smart

### Drive with care

Do not accelerate your engine during start-up as this quickly adds to the wear of the car engine. Accelerate slowly when you begin your drive. Shift to neutral at red lights to give the engine some time to rest. Be car considerate and you will be rewarded with longer time between repairs.

Every behaviour behind the wheel that contributes to the safety of all on and around roadways, including pedestrians, children at play, cyclists, and passengers. As drivers we must always "Practice the Better!"

Practicing the better is

remembering the ones we love and the ones who love us. What we all want is for everyone to arrive home and at every destination safely.

Walk around your vehicle before every trip to make sure children (of any age) are not in harm in anyway.

Set aside the cell phone and any other distracting objects so that our sole focus is on driving (using a cellular device, even hands-free, causes tunnel vision where-in the driver focuses on what's ahead while being oblivious to what is going on around him/her. The brain is not wired to multi-task, so hang up and drive, help keep everyone alive.)

Buckle up everyone, every trip, no matter the distance.

Stop! Take 3 to see at all Stop signs. Make sure the coast really is clear before driving on. Observe all speed limits, and slow down accordingly when children, pedestrians, cyclists are present or when the weather turns nasty.

Observe all traffic signs and signals.

It's not a race! Practice safe space management - allow 4 seconds distance between you and the vehicle in front of you. This is the space needed in order to react to unexpected events on the road.

Be a thinker, use your blinker. This is a basic means of communicating on the road.

Don't drink and drive. This cannot be reiterated enough!

Whether you are a steadfast all-weather biker, a dedicated transit rider, the driver of your carpool, or you're just walking from the parking garage to the office one thing is for sure. Dark and rainy winter mornings and evenings make it harder to be seen.

If you are out walking and have trouble seeing others on the trail or on the sidewalk, drivers have the same challenge! It's easy for pedestrians to make themselves more visible to others, and for drivers to take the time to look out for bikers, and other people using the streets and sidewalks. We're all in it together to travel safely. When walking, you should try to: Wear light and reflective clothing to make it easier for drivers to see you, cross at crosswalks. Increase the chance that drivers are looking for you, utilize

sidewalks and walkways whenever available-even in parking lots, make eye contact with drivers before stepping into the street, check each lane for oncoming or turning traffic before entering it and, if walking a pet, take precautions and give them lights or reflective leashes/vests.

We all know how important it is to drive extra carefully when it is wet and or dark. Do yourself a favour and put that phone out of sight so you are not distracted by notifications. Slow down, especially when the weather is inclement and take extra care when moving through intersections.

We're all in this together. Take the pledge to commute with care. Whether you promise to drive extra cautiously or dress to be seen you'll help make yours and everyone else's commute safer.

## Volkswagen improves year-on-year sales to remain SA's leading passenger car brand

which consists of the T-Cross, T-Roc, Tiguan, Tiguan Allspace and the Touareg, continues to perform well in the local market with 6 609 units sold in the first half of the year. The T-Cross, is the top-selling model in the AO SUV segment and also our best-selling imported derivative with 3 893 units sold in the first six months of this year, amounting for over half of our SUV sales," concluded Knapp.

South Africa's most powerful double cab bakkie, the Amarok, is the best-selling model for Volkswagen Commercial Vehicles this year with 908 units sold in the first six months of 2021. The Volkswagen Commercial Vehicles T6.1 model range sold a combined 823 units in the first half of the year.

The Volkswagen vehicle portfolio in South Africa will be bolstered by new model introductions in the second half of the year. The new Tiguan was recently launched into the local market. Retail of the Golf 8 GTI, which is Volkswagen's most anticipated launch this year, will commence in September. Volkswagen Commercial Vehicles will be introducing the new generation Caddy in October.

The Volkswagen brand (Passenger Cars and Commercial Vehicles) sold a combined 32 603 vehicles in the first six months of 2021.

The Volkswagen Passenger Car brand sold 29 772 units and Volkswagen Commercial Vehicles sold a total of 2 881 units. The Volkswagen brand sold 6 824 more vehicles this year when compared to the same period in 2020 which was affected by the hard lockdown in April. The Volkswagen brand leads the South African passenger car market with a market share of 24.4%.

"The automotive industry has been severely affected by the worldwide shortage of semi-conductor chips and vehicle transportation related challenges this year, so to have increased our sales from last year is a remarkable achievement. I would like to commend the Volkswagen Dealer Network which accounted for over 70% of our sales in the first six months of 2021," said Steffen Knapp, Head of the Volkswagen Passenger Cars.

The locally-manufactured Polo Vivo is South Africa's best-selling passenger car with 11 560 units sold in the first six months of the year. The Polo, also manufactured at Volkswagen's plant in Kariëga (formerly Uitenhage) and exported to international markets, is the second best-selling passenger car in South Africa with 9 045 units sold in the same period.

"The Volkswagen T SUV model range



### VACANCY Head, Blue Economy Division



**Location:** Addis Ababa  
**Organization:** African Union Commission - AUC  
**AU Values**  
• Respect for Diversity and Team Work  
• Think Africa Above all  
• Transparency and Accountability  
• Integrity and Impartiality  
• Efficiency and Professionalism  
• Information and Knowledge Sharing  
**Organization Information**  
**Reports to:** Director, Sustainable Environment and Blue Economy  
**Directorate:** Sustainable Environment and Blue Economy  
**Division:** Blue Economy  
**Number of Direct Reports:** 2  
**Number of Indirect Reports:** 4  
**Job Grade:** P5  
**Contract Type:** Regular  
**Location:** Addis Ababa, Ethiopia

**Purpose of Job**  
Directs and manages the daily operations of the Blue Economy Division in order to achieve the strategic objectives of the directorate and the AU's overall goals.

**Main Functions**  
• Designs and implements policies, programs and projects to achieve the directorate's strategic objectives.  
• Manages and supervises employees within the division, ensures the timely delivery of the directorate's goals and effective staff performance evaluation;  
• Designs policies, strategies and programs to contribute to the effective implementation of relevant AU Policy Organs Decisions;  
• Ensures the delivery of the division's annual targets in line with the directorate's overall goals and ensures robust and timely monitoring and reporting;  
• Provides technical leadership and ensures efficient functioning of all Units within the Division  
• Manages the work of the Division and supervises direct reports to ensure their effective performance in line with the organization's performance management policy and system;  
• Engages stakeholders within Member States and Regional Economic Communities (RECs)/Regional Mechanisms (RMs) and relevant international organisations in designing and implementing strategies.  
• Maintains thematic partnerships in support of the mandate of the Division;  
• Maintains regular working relations with senior stakeholders in Member States and partner institutions in the execution of the Division's mandate.  
• Represents the organisation and communicates its position at conferences.  
• Contributes to the preparation of periodic financial and budget execution reports and monitor budget execution at division level.  
• Ensures the effective management of funds contributed to the organization;  
• Manages risk within the division and

recommends mitigation strategies  
• Contributes to the development of the departmental business continuity plan and ensures implementation at division level  
• Maintains a positive work environment that facilitates collaboration and information sharing and is conducive to attracting, retaining, and motivating diverse talent.

**Specific Responsibilities**  
• Leads the technical development of continental policies and programmes in blue economy;  
• Initiates and develops policies, strategies and programmes that contribute to the goals of the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment consistent with AUC vision and mandates;  
• Provides support for the implementation of policies, strategies and programs in terms of advocacy, coordination and guidance that contribute to effective implementation of relevant AU decision on matters related Blue Economy;  
• Provides overall guidance and management for the human, financial and material resources of the Blue Economy Division;  
• Builds and strengthens strategic partnerships to harness technical and financial resources necessary for effective implementation of policies, strategies and programs on Blue Economy;  
• Creates and strengthens various forums for stakeholders' consultations, exchange of experiences, lessons, and capacity building; and represent the AUC in such forums.  
• Prepares periodic reports on implementation of programs of the Division;  
• Represents the Directorate of Sustainable Environment and Blue Economy in AU missions as well as in taskforces/committees and meetings on matters of Blue Economy;  
• Provides support to the Director of Sustainable Environment and Blue Economy in preparing statements, proposals, reports and other relevant tasks;  
• Leads the development and implementation of Strategic initiatives and programs to contribute towards the achievement of AU/ARBE mandates, roles and strategies;  
• Oversees the development of mechanisms to enhance capacity for evidence-based planning, implementation, monitoring and evaluation;  
• Oversees strengthening capacity in terms of skills development, and streamlined/enhanced organizations, networks, and s stems;  
• Oversees and strengthens partnerships with relevant development institutions and stakeholders  
• Leads strategy for advocacy, and broadening support for initiatives, and resources mobilization for implementation of the programs  
• Ensures effective and efficient management of human, financial and material resources at the disposal of the division;  
• Performs any other related duties as assigned by the Director of Sustainable Environment and Blue Economy.

**Academic Requirements and Relevant Experience**  
• Master's Degree in Sustainable Development, Biology, Natural Resources, Environmental Studies, Fisheries Management or related fields with 12 years of relevant work experience with 7 years of at managerial level and 5 years at supervisory level.  
• Experience working in a national or an international organization dealing with relevant sub-sectors under blue economy issues

**Required Skills**  
• Leadership and management skills  
• Interpersonal and Negotiation skills  
• Analytical and research skills  
• Knowledge in international risk management strategies  
• Knowledge in the use of Microsoft Office suite  
• Communication, report writing and presentation skills  
• Knowledge and understanding of the policies, strategies and programmes of AU  
• Proficiency in one of the AU official working languages (French, English, Portuguese, Arabic, and Spanish); fluency in another AU language(s) is an added advantage.

**Leadership Competencies**  
**Strategic Perspective:**  
Developing Others:  
Change Management:  
Managing Risk:  
**Core Competencies**  
Building relationships:  
Foster Accountability Culture:  
Learning Orientation:  
Communicating with impact:  
**Functional Competencies**  
Conceptual thinking:  
Job Knowledge and information sharing:  
Drive for result:  
Fosters Innovation:

**TENURE OF APPOINTMENT:**  
The appointment will be made on a regular term contract for a period of three (3) years, of which the first twelve months shall be considered as a probationary period. Thereafter, the contract will be for a period of two years renewable, subject to satisfactory performance and deliverables.  
**GENDER MAINSTREAMING:**  
The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.  
**REMUNERATION:**  
Indicative basic salary of US\$ 50,746.00 (P5 Step1) per annum plus other related entitlements e.g. Post adjustment (46% of basic salary), Housing allowance US\$ 26,208.00 (per annum), and education allowance (100% of tuition and other education-related expenses for every eligible dependent up to a maximum of US\$ 10,000.00 per child per annum), for internationally recruited staff and a maximum of \$3,300 per child per annum for locally recruited staff.  
Applications must be made not later than 13 August 2021  
**Requisition ID:** 712

# Metro SPORTS



## Olympics

**The industrious female football administrator with big plans**

15



Former Black Leopards and Likuena forward, Tumelo Khutlang

## Khutlang linked with Moroka Swallows

**JOHANNESBURG** - Media reports show that South African giants Moroka Swallows FC are likely to sign former Black Leopards forward, Tumelo Khutlang and the club will be competitive this 2021/2022 season.

The relationship between Black Leopards and the team's striker, Tumelo Khutlang, is part of history. The 25-year-old Lesotho international revealed that his departure followed a sequence of meetings with the management of the team over the past weeks.

Khutlang said that after some lengthy discussions, the two parties finally came to an agreement that a parting of the ways would be to the benefit of both the player and the club. He also stated that saying goodbye to the club was not an easy thing to do.

Born in Teyateyaneng (TY), Berea on October 23, 1995, Khutlang joined Lidoda Duvha in July 2018.

He said that he had enjoyed his stay at

Black Leopards over the past years. Khutlang featured in 35 games for Leopards. He had played for several amateur teams in Lesotho before joining Premier League side, Mpharane Celtic FC, in 2014.

He moved to Lioli FC the following year. After spending three years at Tse Nala, the striker crossed the border to try his luck in South Africa where he settled at Leopards.

News KC



## AUSC Region 5 Games Troika Ministers inspect facilities

**MASERU** - The African Union Sports Council (AUSC) Troika of Ministers that met in Maseru on Sunday has decided to reconvene in Lesotho after 30 days to assess progress on the delivery of the regional games to be held in December.

This after the visit and inspection of the Maseru African Union Sports Council (AUSC) Region 5 Games facilities, inclusive of tennis courts, Setsoto stadium and the National University of Lesotho (NUL) campus on Saturday.

During their Sunday meeting, the AUSC Troika of Ministers made several resolutions on the upcoming games.

In a communiqué released later that day, the troika resolved that the Lesotho Minister of Gender, Youth, Sport and Recreation Likeleli

Tampane should urgently appoint Local Organising Committee (LOC) staff in line with the Regional Organising Committee (ROC) recommendations to build on the success registered to date towards the delivery of exceptional games, cognisant of the effects of the prevailing COVID-19 on athlete preparation and subsequent impact on the quality of competition.

According to the communiqué, the troika is committed to delivering safe, secure and exceptional youth games under the prevailing COVID-19 pandemic.

"The Lesotho government be implored to expedite processes required to speed up the preparations including release of funds and other resources to the LOC to finance their operations in accordance with the Protocol

Agreement. Troika reconvenes in Lesotho after 30 days to assess progress on the delivery of the games.

"Lesotho be encouraged to make alternative plans to secure competition equipment in case the suppliers fail to meet the anticipated delivery date and avoid working under panic," the communiqué reads in part.

The troika also resolved that it will request the government to find a way to cushion participating countries to the ninth edition of the Region 5 Games in the cost of COVID-19 tests by considering setting government facilities and avoid use of private facilities that charge exorbitant fees.

The AUSC Region 5 Troika meeting was chaired by Minister Tampane and attended by Malawi Minister of Youth and Sport, Ulemu

Msungama while the Botswana Minister of Youth Empowerment, Sport and Culture Development, Tumiso Rakgare attended virtually.

The AUSC Region 5 Games Maseru 2020 Games will be held in Lesotho from December 3 - 12. The Cooperative College will be used as the Nerve Centre and Information Centre while the NUL campus will be used as the home village for the much anticipated regional youth competition.

This competition which was previously set for December 2020 was postponed due to the prevailing COVID-19 pandemic.

Lesotho has not yet unveiled the new LOC after it earlier dissolved the Fusi Notoane-led committee in 2020, while the renovation of selected grounds has not yet commenced.

# The industrious female football administrator with big a heart

**MASERU** – It has been over a year since Baholo Motene (BM) took office as the President of the Lesotho Women's Football Executive Committee, a move that prematurely cut short her career to focus on the new role as the face of Women Football in the country. In the process, she became the youngest President of Lesotho Women's Football Executive Committee.

In this wide-ranging interview, the LeFA media team sat down with Ms. Motene to reflect on her first year at the helm of the women's football body and the disruptions brought about by the Corona virus pandemic.

**LeFA: President, thank you for making time to talk to us. Let's get straight into it and discuss especially the increasing number of female footballers who are getting opportunities to ply their trade outside of Lesotho. It surely makes you happy as the president of the committee.**

**BM:** Women football is now like a wildfire that is quickly spreading. It's a privilege to be pioneering that to support the girl child breaking stereotypes and redefining the impossible. But more so, ensuring that they emancipate themselves and their families from poverty, as we all know that here at home, female footballers make nothing or earn peanuts from the sport.

It's probably when they are with the national teams that they get camping and traveling allowances.

We need to keep on exporting more players so that our national teams are well fortified with players that will bring international exposure into the national team camps. This is all thanks to the Lesotho Football Association (LeFA), as the funder of women football leagues and other competitions. The more we play international competitions, the better the chances of women footballers getting scouted and securing contracts beyond our borders. I strongly hope that in the next camps, our women senior team, Mehalalitoe will showcase a better performance as our teams would have return to competitive football unlike the previous year and the pool of players will also be much broader.

**LeFA: Talking of Mehalalitoe, LeFA has registered the LDF Ladies team for the inaugural COSAFA Women Champions slated for August and September.**

**BM:** It will be a historic moment for women football in Lesotho and of course an eye opener. Our teams need to start working hard and look for quality players, assemble good coaches to improve their players and make them competitive in local and international competitions.

It's not going to be easy for other teams because there appears to be a big gap between both LDF and Kick4Life Ladies with the rest of the teams in the Women Super League. The ball is in their court to work hard on closing that gap.

**LeFA: How would you describe your journey since you were elected as the President?**

**BM:** A bag of mixed emotions. I would say. Administratively, things have been quite good as it has been a year of great content. We plan but most of the time fail to implement



because of the restrictions about brought by the pandemic. Our main task with the committee is to improve the standard of women football in all aspects to be more competitive. The FIFA and LeFA Relief Fund has been a blessing in disguise as it has helped us buy football equipment for our teams as well as PPE to protect them during the pandemic. Our teams have managed to come back and play successfully without any outstanding COVID-19 related issues.

There is no doubt that the long layoff did a lot of damage to our football, but we had to find ways to bounce back and that is why we sat down as a committee working with the Women Football Coordinator and decided to play using a new format after coming back.

We congratulate Kick4Life, who were recently crowned champions after defeating LDF 2-1 in the final. The number of women developmental teams has also increased. Most of the districts have managed to establish leagues for their developmental teams, but they have been forced to postpone their games on several occasions whenever there is a surge of infections in their respective districts.

**LeFA: Your career was prematurely ended after you were elected as the president of the committee. How was the transition from a player to management?**

**BM:** It hasn't been quite easy to be honest. I have been playing for a long time, from the girls U-17 team, U-20, and the senior team. I then joined the army hoping that I would rest, but that did not happen. I played a key role in the formation of the LDF Ladies team and instead of moving into the administration side of the game, I felt I still had a lot to offer as an experienced and quality left-back.

I was a sort of a set piece specialist and scored many goals from freekicks. No defender has as many goals as I do in the Women Super League. LeFA Deputy Secretary General, Ntate Chris Bullock can attest to that, hahahahaha. After moving into administration, the

plan had always been to make a meaningful contribution towards the development of women football in Lesotho. I realised that I could not continue playing because I had a lot of responsibilities as the President. It was a sad choice to make having to let go of my career as a player and focus on the administration component of the sport. At the same time, I was happy that I would pave the way for a young player who was ready to take over from me and fulfil the dream that I also had as a young player. In the end, I was able to hang up my boots in peace knowing that I had created an opportunity for a young player.

Moving to management was bound to happen at one stage. I think that several young female administrators were afraid to contest elections and take up these administrative positions. We need to encourage more females to go into sports administration, coaching and refereeing. They can take up courses to prepare them for such roles when they are in the twilight of their careers.

That will make things easy for them to makes the transition once they hang their boots. FIFA is calling of more women to be involved, especially in their respective territories. We want to see more female administrators, coaches and referees. A good example is with the upcoming Champions League where CAF wants a female coach in the technical team of every club that will be competing in the tournament, but it's not just that, but it should be a qualified female coach and that by itself says, we need to invest in female coaches.

There are a lot of opportunities in football because I'm one of those that started as a volunteer at LeFA. I always availed myself to the then Women Football coordinator as well as the Secretary General and they were happy to utilise my services. That helped a lot and gave me the experience to grow as a young football administrator and as they say, the rest is history.



## VACANCY

### Policy Analysts

**Location:** South Africa  
**Organization:** African Union Commission - AUC  
**AU Values**

- Respect for Diversity and Team Work
- Think Africa Above all
- Transparency and Accountability
- Integrity and Impartiality
- Efficiency and Professionalism
- Information and Knowledge Shari

The Pan-African Parliament (PAP) was established as an organ of the African Union by the Protocol to the Treaty Establishing the African Economic Community relating to the Pan African Parliament to provide a common platform for the full participation of the African peoples, the diaspora and the grassroots organizations in discussions and decision-making on issues and challenges facing the continent. In seeking to achieve its objectives, the Pan African Parliament intends to strengthen its capacity to deliver by, among others, recruiting three (3) Policy Analysts under the African Governance Architecture Support Project (AGA-SP). The AGA project aims to contribute to good governance, respect for human rights, justice, and the rule of law in Africa, in accordance with Aspirations of African Union Agenda 2063. The AGA program which runs from 2021 to 2023, is supporting the development of policy research, analysis and documentation for the Pan African Parliament to strengthen the oversight function and ensure accountability in terms achieving the vision behind the AGA. The Pan African Parliament is therefore inviting applications from citizens of the African Union Member States with exceptional skills, competences, and track record of capacity to deliver cutting edge policy research, analysis, and dissemination in legal, political, socio and economic governance.

**Organization Information**  
 Reports to: Head of Committees, Research, Documentation & Library Division  
 Directorate/Department: Pan-African Parliament (PAP)  
 Job Grade: P2  
 Location: Midrand, Johannesburg, Republic of South Africa

**Purpose of Job**  
 To provide policy and strategic research support to Members, Permanent Committees and Secretariat to effectively execute its mandate as envisioned in article 3 (objectives) and 11 (powers and functions) of the Protocol establishing the PAP. The Analysts will examine, produce and disseminate cutting edge research products, memoranda, and policy briefs in support of PAP's oversight, legislative, public and international participation, and administrative functions.

**Main Functions**  
**Designation and Functional Roles**  
**Democratic Governance Analyst**

- Strengthen the research, analytical and documentation capacity of PAP to promote ratification, domestication and effective implementation of AU norms, policies and resolutions on democratic governance and human rights; The analyst will also support PAP in conducting relevant research and policy analysis to promote women, youth and persons with disability effective participation in democratic governance.

**Legal Analyst**

- Provide legal research, analytical and drafting support to PAP towards harmonisation and coordination of laws and policies of AU Member States, Regional Economic Communities as well as review and amendment of rules of procedure of AGA Platform Members.

**Socio-Economic Analyst**

- Undertake socio-economic research, analysis, and documentation in support of PAP's mandate of contributing to attainment of the objectives of the AU on regional integration. The analyst will enhance the capacity of PAP to promote among other issues – African Continental Free Trade Area (Affair); Free Movement of Persons in Africa; Effective Governance of Natural Resources, Climate Change and the Environment.

**Specific Responsibilities**  
 Under the direct supervision of the Head of Committees, Research, Documentation and Library, the Policy Analysts will be responsible for the following:

- Work with leadership of committees to agree on thematic issues to be considered by the Committees derived from AU agreed themes.
- Liaise with the Committees unit in coordinating the work of the Committees.
- Conduct policy research on themes of interest to the Parliamentary Committees.
- Provide proactive and on-demand institutional research support services.
- Review AU policies and legal instruments under consideration by the Committees and submit policy review papers to guide the Committees.
- Analyse policy and provide policy advice and support using systematic methods.
- Support the drafting and publication of parliamentary documents and information dissemination by the Committees.
- Produce oversight reports and background analysis on specific issues under the guidance of the leadership of the Committees.
- Review and improve the quality of documents presented by external stakeholders such as civil society organisations; and
- Support the publication of articles and papers on topics of interest to the Parliament.

**Academic Requirements and Relevant Experience**

- Master's degree in Political Science (Democratic Governance Analyst); Law (Legal Analyst), Economics or Sociology (Socio-Economic Analyst) or other relevant disciplines from a recognized University with two (2) years

of relevant work experience or a Bachelor's degree with five (5) years of relevant work experience preferably in a National or Regional Parliament, Public Sector or Private Sector in democratic governance, law and socio-economic policy research or analysis.

- Evidence of at least one single authored published article or knowledge product.

**Required Skills**

- Research and analytical skills in sectoral specific policy areas.
- Knowledge of research methods and methodologies.
- Excellent interpersonal, communication, presentation and report writing skills.
- Understanding of African Union processes.
- Understanding of Parliamentary processes.
- Legislative drafting skills would be an added advantage.
- Proficiency in one of the African Union working languages Arabic, English, French, Portuguese and Spanish) and fluency in another AU working language is an added advantage.
- Ability to simplify and repurpose information for senior policy makers, technical experts and the general public.
- Experience in designing and presenting research findings in visually appealing formats is an added advantage.
- Curiosity and willingness to learn new technologies and communication methods.

**Leadership Competencies**  
 Strategic Insight..  
 Developing Others..  
 Change Management..  
 Managing Risk..

**Core Competencies**  
 Teamwork and Collaboration..  
 Learning Orientation..  
 Communicating with Influence..  
 Foster Accountability Culture..

**Functional Competencies**  
 Analytical thinking and problem solving..  
 Drive for result..  
 Continuous improvement focus..  
 Job Knowledge Sharing..  
 Tenure of Appointment:  
 The appointment will be made on two (2) years fixed term contract, of which the first six (6) months be considered as a probationary period. Thereafter, the contract can be renewed subject to the duration of the project.

**Gender Mainstreaming:**  
 The PAP is an equal opportunity employer and qualified women are strongly encouraged to apply.

**Remuneration:**  
 An indicative lump sum salary of USS 88,381.02 (P2 Step 5) per annum plus other entitlements such as medical insurance, group life insurance among others in conformity with the rules and procedures applicable to the staff of the African Union on fixed term appointment.  
 Applications must be made not later than 9 August 2021  
**Requisition ID:** 681



# The tactical chess master with a mathematical mind, Mphetole Mona



**TEBOHO JAFETA**  
 sports@maserumetro.com

**MASERU** – Local chess guru and trainer, Mphetolele Mona is not only a formidable player/mentor in the game but he is also a top notch accountant, and a financial

reporting and management accounting lecturer.

He won the 2017 BMI Lesotho Open with an impressive score of 5.5 points ahead of Tšiu Matsepe and Tjamela Tšepo who both collected 5 points apiece.

The shrewd national coach

led Team Lesotho to several international campaigns including the Zone 4.5 Youth Championship that was held in 2019 in Teyateyaneng, Berea, where they appeared in second position.

In 2020, he led the team to the Zone 4.5 Virtual Senior Chess Championship that was held from October 16 – 18.

His charges comprised Candidate Master Tokelo Klaas, Sechaba Khalema, Candidate Master Chief Joang Molapo, Woman Candidate Master Maboloko Leboela, Naleli McPherson, 'Malehloa Likhomo, Lebajoa Tšephe, Mojakisane Lebakae, 'Malillo Phera, and Bonolo Ntsielo.

Mona is an International Chess Federation (FIDE) arbiter (trainer) and the National Chess Instructor, after obtaining the latter title in 2018.

He is the current Treasurer of the Chess Federation of Lesotho (CFL), a position he has held since May.

Born on April 19, 1995, Mphetole Mona is the son of Malefetsane and 'Mabereng Mona of Ha Khabo, Leribe. He is the last born in a family of six.

He did his primary education at Makokoane Primary School in Leribe from 2001 – 2007.

He then proceeded to St Agnes High School in Teyateyaneng, Berea where he obtained a Junior Certificate (JC) in 2010 and later a Cambridge Overseas School Certificate (COSC) in 2012.

He graduated with a Certified Accounting Technician (CAT) certificate from the Centre for Accounting Studies (CAS) in 2015

and a General Accounting (GA) certificate in 2016 before he received a Chartered Accounting (CA) qualification in 2019 from the same institution.

He was first introduced to chess in 2012 as a high school learner at St Agnes where he was groomed by the current CFL Secretary General, Tlhoriso Morienyane and later Motlatsi Motlohi.

In December 2019, he founded the Monafils Institute for Chess Excellence (MICE), a chess academy with a mission to promote education through chess, while also promoting women in chess.

The nifty Mona is also the academy's senior instructor.

He is the former trainer of the Under 16 National Chess squad team and the Chairperson of the Players Committee in Southern Africa (Zone 4.5).

After he graduated from CAS in 2017, he joined the Sky Blue Academy as a part-time lecturer and has been teaching financial reporting (ACCA FR) to date at the same institution.

In December 2019, he was engaged as a Finance Officer at Lesotho Housing and Land Development Corporation (LHLDC) to date.

He also works part-timely as a management accounting lecturer at the National University of Lesotho (NUL) after he joined the institution in November 2020.

His professional areas of expertise include among others, financial accounting, financial reporting and lecturing.

Mona is also the Finance Director of IQ Media Pty Ltd, a digital advertising application system screen branded on some local 4+1 taxis, advertising local businesses.

He developed the system from scratch in 2016 with

former NUL students including Kopano Mokoma, Lehlohonolo Sekokotoana, and Relebohile Morienyane.

As an upcoming chess player, Mona looked up to the late Mark Dvoretzky, a former notable Russian chess instructor.

"I have on several occasions been up against one of the best local chess players, Motlatsi Motlohi who has over the years been some sort of a benchmark for me as a player," Mona says.

One of the top players he has personally mentored at the national team is Tšephe Lebajoa, who describes him as a formidable player, hardworking coach and a person with a good sense of humour.

"He even invited me to join his academy but I couldn't as I had registered with another club," Lebajoa says.

Morienyane who has mentored Mona since his debut in chess circles in 2012 describes him as an individual who has great potential to grow chess in Lesotho.

"He is very ambitious and this became evident when he opened his own academy in 2019. The academy is both professional and efficient. Now that Mona is part of chess administration in the country, I am confident that the game will develop to greater heights," Morienyane says.

He adds: "He has been a consistent player in my club and we competed in several competitions together. He is a calm tactician who approaches every game mathematically," he says.

Mona considers losing any game as a worst moment in his chess career.

"Losing when you had the chance to win is the worst thing ever in any game," he says.

Apart from engaging in chess, Mona enjoys video games, travelling and teaching.

