**Mr Martin Mokgware, BOCRA Chief Executive’s Appreciation Remarks during the 2019 Employee Loyalty Awards Ceremony held at the Gaborone Convention Centre (GICC), Thursday 21, March 2019**

This is one of those special occasions when ‘Good evening to you all’ does not seem adequate. I feel overwhelmed by the temptation to shake hands with each individual to convey special greetings and thanks for your continued contribution to the work of BOCRA. However, doing so right now will disrupt the programme which the organisers spent their valuable time putting together. So, allow me to request you to shake hands with your neighbours on my behalf and say, “thank you for pushing BOCRA brand to greater heights”. You are a wonderful team to work with.

The year 2018/19 was too busy for BOCRA but we can look back with pride for what we achieved. One achievement I wish to highlight has to do with the development of both BOCRA and UASF Strategies. The two strategies provide blueprints that guide how we continue to we deliver on our mandate.

We also went as far as Mohembo for the World Telecommunication and Information Society Day where we contributed ICTs based on the needs of the area. The Hukuntsi World Radio Day commemoration where we contributed to expansion of commercial radio broadcasting signal passes as yet another notable achievement. Perhaps the most significant achievement was the launch of UASF schools’ computerisation and broadband internet connectivity in Mabutsane, Karakubis and Lokgwabe. This project is big in terms of input resources and will even be bigger in terms of its impact to the livelihoods of beneficiary communities.

In addition, we engaged in staff wellness and team building exercises. These are just some of the examples I highlight to demonstrate what a wonderful team you are to work with. All these activities were quite involving in terms of logistical requirements. However, as a team you made me proud because you acquitted yourselves honourably in all of them.

If you think that I am exaggerating about the amazing work you do as a team, think about how many training opportunities and additional manpower Corporate Services afforded us. How many licences Broadcasting and Postal Regulation issued last year. How many schools and communities the Department Broadband and Universal Services connected to the ICT world. How busy Legal Services has been before the courts of law. How many visits Compliance and Monitoring paid to non-compliant operators and got them to comply. How high the Corporate Communications team has been flying the BOCRA name through exhibitions, billboards, media and other avenues.

These are just samples of some of the reasons why we can look back with pride and give ourselves a pat on the back. I have already mentioned how Strategy Office facilitated strategy development and project implementation. Technology and Technical Services Departments have equally been busy with development of critical frameworks and policies for the sector as we head into the 4th Industrial Revolution. Finally, we all have fond memories of how the Finance team has been supportive. I will not make reference to any nicknames that are likely to disrupt your kind attention when we talk about the Department of Finance.

It is not often that we find time and resources to sit down, reflect on our achievements and celebrate together as we do tonight. Today is about recognising the greatness of BOCRA team. It is about giving credit where it is due. Most importantly it is about joining our colleagues who reached significant career landmarks of 5, 10, 15 and 20 years of dedicated service to this great organisation. Loyalty and dedication to the organisation can only be a demonstration that one appreciates their working environment. The environment which is created by all of you as a collective.

I cannot thank you enough for your individual and collective efforts that have seen BOCRA brand grow from strength to strength. It humbles me to know that I have your support and dedication and encourage you to continue bonding so that we can continue to build.

Finally, Director of ceremonies, in about a week’s time we will be commencing the 2019/2020 financial year. I once again wish to throw a challenge at you. The challenge is for us to continue to make BOCRA an employer of choice, not just internally, but in Botswana. This position is currently in the hands of other organisations. Therefore, it is for you to SIGN UP, SHAPE UP and SHOW UP so that we rise to the top spot. Once again congratulations to all of you, particularly those who will be receiving the awards tonight. I still don’t understand how with my many years in BOCRA I haven’t received the award. When I ask, my colleagues they remind me that I am the Champion of the Employee Loyalty Awards policy. Talk about own goal!

I welcome you and thank you for your attention.

Enjoy the moment.