

RAILROADER

Newsletter

4/2022



**“More Women
Managers
coming”**

No to office romance with juniors

The National Railways of Zimbabwe is committed to ensuring that qualified women occupy leadership positions in the company, the General Manager, Ms Respina Zinyanduko, has said.

Speaking at belated NRZ International Women's Day Celebrations in Bulawayo, she said the sky was not even the limit for women workers in the NRZ as they strived for higher posts.

She said although women in the organisation had made great strides by taking jobs that were previously male-dominated, a lot still needed to be done to uplift women into senior management positions.

The General Manager said the quest was to ensure that women occupied 50 percent of senior positions.

A lot of women in the organisation were highly qualified with degrees but were missing in senior management.

“We are going to conquer. We are going to take more than 50 percent of positions. I know most of you have degrees,” she said.

In senior management there was only one woman namely Regional Manager (Southern) Mrs Aina Dube Kaguru.

Ms Zinyanduko said she was disappointed when she recently handed over company vehicles to senior managers and there was no women among the recipients.

“My heart bled when I was giving motor vehicles to managers. There was not even a single lady. There is only one senior manager Madam Kaguru and I am saying that must stop. You are qualified and you must be given an opportunity to lead,” she said.



The General Manager, Ms Respina Zinyanduko addresses employees to mark International Women's Day



NRZ Women march to the venue of the commemorations



Employees pose for a group picture with management after the celebrations

Ms Zinyanduko said her appointment as the first woman general manager should open doors for other women in the organisation.

The general manager, however, noted that at times women were their worst enemies when it comes to promotions at work as they did not support each other and most of the times assume that when one of them is promoted, she would have slept with the boss.

Ms Zinyanduko declared zero tolerance to supervisors and managers using their positions to get sexual favours from juniors and urged women to report cases of sexual harassment at work.

“As women, if you face challenges of sexual harassment. Please don't keep it to yourself. You don't owe anyone anything for you to land your position, you don't owe anyone anything for you to be promoted,” she said.

The General Manager said sexual relations involving a senior and a junior constituted sexual harassment even though the parties involved were consenting adults.

“You don't ask a junior person for a sexual favour because that's undue influence.”

Ms Zinyanduko said women who get promoted through affairs with bosses do not get respect from colleagues.

“Once you get a promotion through sexual favours, people will not have confidence in you. It is borrowed power. Once that person is dismissed, you are also as good as dismissed.”

March is International Women's Month and the International Women's Day is marked on March 8.

NRZ every year commemorates the day to honour women employees. This year's commemoration started with a march from the NRZ Museum to Raylton Recreation Club, the venue of the celebrations.



Men were also there to show solidarity with women on their day



Four NRZ women who took head-on jobs previously dominated by men



Women take to the dance floor

Arms drills introduced at security



Loss control and security details perform arms drills at Westgate Security Training Centre

The National Railways of Zimbabwe has bought new firearms as part of investment in its Loss Control and Security branch.

The organisation recently took delivery of 40 rifles from the Zimbabwe Defence Industries (ZDI).

Speaking at a pass-out parade of 23 loss control and security guards who underwent refresher training, the acting Chief Finance Officer Mr Joel Lunga said as a result of the acquisition of new firearms, trainees were now receiving training in arms drills.

“What makes this squad different is that they have gone an extra mile and included as part of training arms drills. The firearms that are being used are part of the 40 that the NRZ recently acquired from ZDI. This is the first group to march using weapons,” he said.

Mr Lunga said having just security without investing in the necessary equipment was not enough to prevent theft and vandalism of company property.

He noted that despite the presence of a Loss Control and Security branch and at one-time sourcing security to private companies, NRZ had lost

infrastructure, property, plant and equipment to thieves.

“We need to invest in security and as we move into the future under the new dispensation, we will continue to invest in security,” he said.

The 23 loss control and security guards who passed out underwent a three-week retraining programme at the Westgate Security Training Centre.

The retraining programme is aimed at getting members of the Loss Control and Security Branch appreciate the direction the organisation was taking. All employees in the branch are expected to undergo the retraining programme.



Senior managers at the saluting dias

Almost all NRZ employees now vaccinated



Guest of Honour, the Chief Human Resources and Administration Manager Mr Stanley Mlambo (in blue Golf shirt) is shown around Rugare Clinic

The majority of National Railways of Zimbabwe employees have been vaccinated against Covid-19 except a few who objected for religious reasons, Regional Medical Officer (Eastern) Dr Virginia Masunda, said.

She said the NRZ had done well in ensuring that workers were vaccinated to reduce the risk of contracting Covid-19.

According to statistics from the NRZ Covid Response Team, 1809 employees have received the first dose, 1634 the second dose and 13 the third dose.

The regional medical officer was speaking at an event to mark the wellness programme in the eastern region.

The event was officiated by the Chief Human Resources and Administration Manager Mr Stanley Mlambo.

The event was held at Rugare clinic one of the community health centres run by the NRZ.

NRZ started vaccinating frontline workers in March 2020 before the vaccination was extended to other workers.

Dr Masunda said the response to the vaccination exercise had been good.

“The world over the thrust has been to get everyone vaccinated. In the railways, we have done quite a lot of vaccinations. We have covered almost all workers. They are a few guided by religious beliefs that they don't want vaccines,” she said.

She said Eastern Area had recorded just one death from Covid-19 from the 11 that were reported in the organisation.

Dr Masunda attributed the low death rate to the way the Eastern area responded after the outbreak of the pandemic.

“Eastern Area was able to mitigate the effects of Covid-19

by starting antigen testing. We discovered that for us to diagnose that it's Covid, we needed to test. We asked one of the nurses to run around and got testing kits from the Government. We started testing early in the eastern area,” she said.

Dr Masunda said contact tracing was also done to minimise the spread of the disease.

The NRZ has so far recorded a cumulative of 465 cases of Covid-19 with 11 deaths.

Engine Woman Mlauzi calls it a day



One of the first engine women in the National Railways of Zimbabwe, Mrs Peggy Mlauzi (nee Pasi), is going on retirement after 15 years on the footplate.

Mrs Mlauzi (pictured) was the fourth woman in the NRZ to qualify as an engine woman, a job that is still dominated by men.

For her, the saying 'life begins at 40' was true as that was the age when she became an engine woman and started the career that was to define her as a trend setter.

Yet at the "youthful" of 55, Mrs Mlauzi has to go on mandatory retirement because she has reached the pensionable age for the job.

This is despite she feels she is still fit to continue on the job for another five years.

Her last birthday while within the NRZ system became the most memorable and one of the happiest days in her life.

The NRZ women decided to incorporate her birthday into their belated Women's day celebration.

Led by the General Manager Ms Respina Zinyanduko, the women did a cash collection which was handed over to her as a birthday present.

"In my entire railway life, the 55th surprise birthday celebration was the most beautiful thing that ever happened to me. Words are not enough to express how grateful and how much joy I have for what the NRZ women did on that day," she said.

Speaking to the women during her birthday celebrations, Mrs Mlauzi said, "Being an engine woman is a very interesting job and at the same time a challenging one. In my career, I have never been involved in an accident. Which shows that when women do their work, they do it whole heartedly."

Mrs Mlauzi joined the NRZ in 2003 as manual worker at Bulawayo coach cleaning section. In 2007, she became shunt engine woman, in 2009 qualified as a mainline engine woman and in December 2011 she was promoted senior engine woman.

In her journey as an engine woman, Mrs Mlauzi has faced and overcame many challenges which have made her to be one of the best train drivers NRZ has ever had, with no accident record.

In an interview with Railroader Mlauzi said: "As an engine woman, I was given the same tasks as my male counterparts and I did my job perfectly without complaining. The requirements for the job application were five O' Level subjects and one be within the NRZ system. So applying wasn't that much of hustle and lots of the ladies did not apply saying it's a man's job or trade. That worked to my advantage."

She said at first it was not easy for her to execute her duties as her male counterparts believed that women belonged to the office.

When they discovered that she was there to stay as an engine woman and capable of doing what men could, engine men accepted the change which came their way.

Initially the environment was not gender friendly because there were no facilities for women and the uniform was designed for male workers.

She said this has since been rectified and lady train drivers are accommodated accordingly. The other challenges that the engine women face are of long working hours and shift work.

"Being an engine woman is very challenging because sometimes as a mother and married someone you have to



work long hours and away from home, so one has to have a loving and an understanding husband," she said. "Sometimes I would get home around 3am depending on the shift that I would be on that day." When Mrs Mlauzi joined the NRZ, she got to know various trades and professions within the system. She is amongst the few women who chose to flow against the tide and do something different. There were only two women in their training for operating or driving locomotives.



"I didn't like doing office work, I wanted something challenging and different. The options I had for my career path was either to be a Wagon Examiner or Engine woman and I chose the latter."

"I really enjoyed my job as an engine woman and I worked very well with others. In this career I have met lots of people who encouraged me and commended me for the good job I was doing."

Mlauzi became the first shed woman at MPD, doing the examination of Locomotives and fueling them.

Announcements

Long Service

40 years

MOYO Joshua Traffic
V PL CONTR

35 years

MANYADZA Gerald Traction
& Rolling Stock PRDCT
PLNR

CHIRINDA Martin Traction
& Rolling Stock DSL
PLANT FITTER

CHUZU Dady Traction &
Rolling Stock
FOREMAN

BAYA Standreck Traction &
Rolling Stock ENG
ASST

MGUNI Mark Traction &
Rolling Stock
COACH PAINTER

MUZVIDZIWA Keniel
Traction & Rolling Stock
FOREMAN

PHIRI Henry Traction &
Rolling Stock
BOILER INS

30 years

MUGENGE Lovemore
Works & Buildings

MASON

JAMBWA Nyasha Human
Resources MECH INSTR
KANYEMBA ARBITTER
25/12/1971 M
01/04/1992 Tracks

FOREMAN

CHIGORIWA Kundayi
Traction & Rolling Stock
COACH PAINTER

PHIRI Ezweni Traction &
Rolling Stock
MILLWRIGHT

MAZENGWE Howard
Traction & Rolling Stock
WRE RP&CHN INSP

25 years

MANGUNDA Solomon
Traction & Rolling Stock
Loco Fitter

MAPOSA Tavaziva Traffic
SEM
SAMHUTSA Phious Traffic
SEM

MAHAMBAA Aaron
Traction & Rolling Stock
Production Planner

MURAHWA Edward
Traction & Rolling Stock
Loco Fitter

MAKUNIKE Frank Traction
& Rolling Stock Loco Fitter
KANYUMBU Marjorie Traffic
STN FMN
MAPHOSA Nkululeko Traffic
STN FMN
CHIPONDA Michiel Finance
Acc Clk G2

Retirement

The following employees proceeded on retirement during the month of April 2022. We wish them success in their future endeavours.

NYONI Timothy Tracks
Track wkr

KARIMA Smart Tracks
Trk patrmn

NYONI Killer Tracks
Handymn G4

NETA Masa Traction &
Rolling Stock C&W
Atndnt

NDOU Casper Supplies
& Stores Pump Attendant

KATSARUWARE Joseph

Traction & Rolling Stock
Machinist
JONASI Chimusolo Human
Resources Cook
MWANZA Mangani Traction
& Rolling Stock C&W
ATndt
HADEBE Matilda Human

Resources Nursing Officer
NDLOVU Witness Traction
& Rolling Stock C&W
XMN/RP
NKOMO Khetam Works &
Buildings Man WKR C
MAKONI Rodgers Tracks

Trk Patrmn

The Project Business Case

Project Management Concepts and Insights

with Eng. Clifford Moyo



Without a strong Business Case no reasonable and well-meaning organisation should engage in the execution of some proposed projects.

Organisations should be led into undertaking projects by use of proper project charters that exhibit realistic business cases. Strategic business objectives should influence and guide any project endeavours of a healthy company.

Projects need to be regularly evaluated and adjusted for timely and smooth alignment to the established business objectives. The project team needs to be conversant with the expected benefits and value chain of the organisation which should guide the indication if success of projects has been achieved or not.

Definition of a Business Case

The Association for Project Management (APM) 7th edition defines a Business Case as what "provides justification for undertaking a project, programme or portfolio. It evaluates the benefit, cost and risk of alternative options and provides a rationale for the preferred solution."

The Purpose of A Business Case

The Business Case spells out the value essence of engaging in a

project, that is, it justifies why a particular project should be undertaken. Through the Business Case pronunciation, it may be easy to see the part in which the project value (including outcomes to end user or financial outcome) will be realised, thereby fostering the required team focus. Most projects begin from the business case consideration.

The Project Management Board of Knowledge (PMBOK) Guide 7th Edition stipulates that "a business case can contain information about strategic alignment, assessment of risk exposure, economic feasibility study, and return on investments, expected key performance measures, evaluations, and alternative approaches." Qualitative or quantitative words may be used to outline a business case value.

Some Effects of Engaging In Projects Without A Business Case

- Valuable company resources gets spent on projects that never feed onto the fulfilment of company strategic objectives.

- There is no clear reference point for project prioritisation in order of vitality and in line with limited resources.

- The company lacks the proper yardstick to measure the value of projects. Wrong prioritisation measures may end up being used (like stronger personal influence or intimidation) while

chosen projects may have no strategic link

- The likelihood of having dissatisfied stakeholders at the end of the project is very high since the project expectations may remain unclear or hidden posing the danger of loss of proper focus on exactly how the deliverables would be brought about and utilised.

- While all technical specifications may be met, there may remain no other clearer target set to prove and show why the project deliverables are being brought to being (other than the Business Case that lays project goals crystal clearly).

- It may be difficult, at the fold of the project, without the Business Case, to quickly and clearly determine if the project delivered its intended value or not.

- None employment of a Business Case robs project managers of an opportunity to set benefit goals before the kick-off of the project.

- It is not easy to readily determine how well the company's resources were used to support its strategic goals.

To be continued

Workers get sanitary pads



The National Railways of Zimbabwe has donated sanitary pads to women employees in the organisation.

The sanitary ware was handed over to the workers by the Regional Manager (Southern), Mrs Aina Dube-Kaguru, at a brief ceremony at Area Headquarters.

The handover was part of belated International Women's Day Celebrations. Mrs Dube-Kaguru said the donation was a gesture by the company to recognize the role played by women.

International Women's Day is a global event celebrating the social, economic, cultural and political achievements of women.

It is marked during the month of March.



NRZ In Pictures



The General Manager passes a collection plate for Engine Woman Mlauzi's birthday present



Colleagues give cash towards Engine Woman Mlauzi's birthday present



A scene from a recent security pass-out parade ceremony



The General Manager hands over cars keys to the Chief Human Resources and Administration Manager Mr Stanely Mlambo while the Administration Officer Mr Alex Mugabe looks.



NRZ employees at the Eastern Area wellness campaign



Above and below: Employees follow proceedings at a sanitary pads distribution ceremony



Ms Mupfuranhewe, the director of ceremony at the International Women's Day Commemorations

