

RAILROADER

Newsletter

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**Foreign Embassies Show Interest
in NRZ Potential**

Industry embraces Inter-Rail-Tech

Inter-Rail-Tech is generating huge interest in its services from the mining sector following participation at exhibitions this year.

Inter-Rail-Tech, a Strategic Business Unit of the NRZ, took part at the Zimbabwe Agricultural Show (ZAS) and Mining, Engineering and Transport Expo (MineEntra).

The SBU exhibited castings, shafts, gears and bolts used by mines and heavy industries which were made at the Mechanical Workshops in Bulawayo.

Inter-Rail-Tech Co-ordinator Mr Tapiwa Manatsa said they had received a number of inquiries from business interested in buying their products and would be following up on these.

“We managed to get promises of business from mines and engineering companies, some of which we are in the process of pursuing through telephone follow-ups and company visits,”he said.

Mr Manatsa said interest from potential customers mainly centred on castings from the foundry, forgings and motor rewinding.

He said from engagement with visitors to the exhibitions, it was clear more needed to be done to market Inter-Rail-Tech as a number of companies were not aware of the engineering services offered by NRZ through Inter-Rail-Tech.

“Most were excited to see the other side of NRZ which is on engineering expansion. They (only) knew NRZ as a



Above and Below: Products manufactured by Inter-Rail-Tech on display at ZAS



transportation organisation,”he said. “Our main targets at these exhibitions are mining, engineering and agricultural sectors.

We have got a mechanical workshop which is equipped to do quite a number of products and services ranging from fabrication, machining, castings, forging, and electrical engineering. As

such, we feel that we have got a role to play that can assist to grow our industrial sector nationwide.” Inter-Rail-Tech participated at Mine Entra in May and was targeting the mining sector. In August, it was part of the exhibition at the Zimbabwe Agricultural Show. Inter-rail Tech was established in July 2017 to promote import substitution by making goods for local industry which were otherwise being imported.

Prizes galore at ZAS quiz

Lucky National Railways of Zimbabwe employees and visitors to the NRZ stand at the Zimbabwe Agricultural Show walked away with various prizes. All the winners had to do to grab the prizes was to answer questions about the exhibition.

The biggest winner was security guard Vanessa Madzima from loss control and security branch who walked away with a bed base.

Security Guard Madzima is not a stranger to winning big prizes.

At her passout in Gweru last year, she won a laptop for being the Best Overall Student.

Security Guard Madzima said she was overwhelmed by winning the base.

“I’m so excited to receive such a prize, this motivates us as NRZ employees. I really appreciate the efforts of awarding the workers for everything that was given away as prizes, all of that brings motivation”, Madzima said.

This year's ZAS was the first to be open to the general public since the Covid-19 outbreak in 2019. Last year, the exhibition was limited to business visitors.

Despite the two-year disruption caused by Covid-19, the NRZ stand proved it remains popular with show goers.

Apart from members of the general public, the stand played host to the Pakistani Ambassador to Zimbabwe, His Excellency Murad Baseer, who came with his family.

Ambassador Baseer said Pakistan wanted to explore possible

investment opportunities at the NRZ. The stand also received visitors from the embassies of China and Iran who were keen on establishing links between companies from their respective countries and the NRZ.

The trolley car proved to be a hit as hit with both old and young as it has done at previous shows.

Regional Marketing Manager (Eastern) Mr Daniel Mazodza said the stand show cased various products offered by the NRZ.

The Medical Section provided health checks for high blood pressure, diabetes and body mass index (BMI) as part of a programme to promote wellness and the Loss Control and Security branch ran an anti-vandalism campaign.

Mr Mazodza said for the first time, the NRZ displayed products made by the Protective Clothing Manufacturing unit.

The unit was set up in the wake of the Covid-19 outbreak to make detergents, sanitizers and other cleaning materials for use by the company.

The unit also makes safety shoes. “Besides the movement of goods, there are other activities that are done internally such as Inter-Rail Tech and Personal Protective Clothing Manufacturing Department (PPCMD) which are in support of the agricultural and mining sector,” said Mr Mazodza.

This year's ZAS theme was “Unequaled Business Opportunities: Accessibility, Accountability, Abundance”.



Loss Control and Security Guard Madzima with the bed base she won

Sizinda Clinic to serve community



Sizinda Clinic

National Railways of Zimbabwe owned Sizinda clinic in Bulawayo will soon be converted into a community clinic serving residents of nearby suburbs, Nursing Officer (Southern) Sister Matilda Hadebe, has said.

Sizinda Clinic is located at Westage close to Sizinda Suburb and currently caters for NRZ employees.

The clinic will be the first community clinic run by the NRZ in Bulawayo.

Sister Hadebe, said the clinic will introduce baby clinic for children under the age of five years where their growth will be monitored.

“When it is fully established, the clinic will also be involved in the vaccination of the children against the nine killer diseases which include whooping cough,

polio, and tuberculosis,” Sister Hadebe said.

NRZ employees and their dependants will continue to access services at the clinic.

Sister Hadebe said by turning the clinic into a community health facility, it will relieve pressure on public clinics, meaning clients will spend less time in queues waiting to be attended to.

The clinic is designated to provide the third dose of Covid-19 vaccine. The nursing officer said plans were underway to provide Antiretroviral Therapy (ART) in the near future. ART is a treatment for HIV that can prolong and improve patients' lives, and potentially reduce the risk that they will infect others.

The Sizinda community clinic is anticipated to have a pharmacy and to be manned by NRZ doctors.

It will offer a wellness programme offering health check-ups and screening for Non Communicable Diseases (NCD) such as hypertension, asthma and diabetes.

“We are living in very tense situations and that situation is not peculiar to NRZ but the whole country economically.

People die silently because of these situations, some of the causes are precipitated by the prevailing situation and some are hereditary conditions. So we need to monitor these people at work and at home,” she said.

NRZ operates community clinics at Rutenga, Dete and Rugare in Harare.

Caring as a Steward

with Eng. Clifford Moyo



continued from last edition

- Being a realistic caretaker of the organisational matters in one's control
- Being a diligent overseer of matters beyond mere call of duty
- Paying close attention to work issues and exercising the same level of caution as one would do their own personal issues.
- minding the sustainable use of natural resources and environment
- Showing concern for human rights and proper working conditions and reflecting such in the organisational policies and principles.
- Identifying, analysing and managing potential unwanted outcomes of projects for stakeholders' update.
- Includes creating a transparent working environment open for communication and opportunities for free stakeholder's concern expression.

Trustworthiness in STEWARDS:

- Being able to represent oneself, one's roles, one's project team, and one's authority accurately, both inside and outside of the organisation.
- Understanding the extent to which one can commit resources, make decisions, or approve something.
- includes one's proactive identification of conflicts between their personal interests and those of their organisation or clients, in order to avoid the conflicts that can undermine trust and confidence (resulting in unethical or illegal behaviours which create confusion)
- Protecting projects from any breaches of trust.

Compliance by a STEWARD:

- Complying with laws, rules, regulations, and requirements that are mandated within or

without the organisation undertaking the project.

- Seeking ways to integrate compliance more fully into the project culture thereby creating more alignment with diverse and potentially conflicting guidelines.
- Striving for compliance with guidelines intended to protect the stewards, their organisation, their stakeholders and the general public.
- Seeking appropriate counsel and direction pertaining any compliance as necessary.
- Exercising leadership with transparency and trustworthiness.
- Making responsible decisions by balancing organisational and project objectives to mitigate effects of project outcomes on communities.

Long Service 40 YEARS

MUSHAURWA T. Traction & Rolling Stock Foreman

35 YEARS

CHINOMONA U. Marketing Snr Commercial Clerk
CHAKAMHARA G. Finance Snr Accounts Clerk
CHIPEMBERE J. Tracks Handyman

Announcements

BHEBHE K. Vehicle Maintenance Motor Mechanic
MLAUZI M. Traffic Pointsman

30 YEARS

SIZIBA R. Human Resources Sister-in-

Charge Station
ZHOU G. Traffic Master
MOYO E. Traffic Loco Inspector

25 YEARS

NYONI T. Traffic Snr Engineman
MUFANEBADZA G. Traffic Yardman

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DEVELOPING ORGANISATIONAL RISK-BASED SECURITY CULTURE

BY E MASHAYANYE

The writer, in submitting this article, wholeheartedly embraces the overarching statement by the President Dr Cde ED Mnangagwa that 'Nyika inovakwa nevene vayo'. Brick upon brick, stone upon stone.

And at the same time he takes a leaf from former President of the United States of America, John F Kennedy who, with eloquence, challenged "Ask not what your country can do for you – ask what you can do for your country".

The National Railways of Zimbabwe General Manager Ms Respina Zinyanduko, being an ardent disciple of production-oriented management approach echoed 'we eat what we produce'.

These pronouncements are epitomes of self-reliance. None but ourselves, some would valiantly say. They engender a sense of collective consciousness of the building blocks of a nation on a macro level and an organisation on the micro level.

The building blocks are the people whose painstaking resolve is to make sure Vision 2030 and the National Development Strategy 1 (NDS 1) come to fruition. Contextualising these notions, we need to ask ourselves how far the building blocks (human capital) of the organisation are able to sustain the demands of proprietorship in terms of asset protection. We make such important inquiry collectively as we navigate the field of Security Culture.

Fischer R and Green G in their book, Introduction to Security



All employees must be involved in the safety of customers' goods

defined security per se as a stable, relatively predictable environment in which an individual or group may pursue its ends without disruption or harm and without fear of disturbance or injury. One writer hastened to say that the sense of security even starts when an infant is being born. You may have wondered why an infant cries the moment it enters a new world. Subconsciously it wants to know whether its security or wellbeing is guaranteed. Being secure, provides assurance of what tomorrow holds for us. It creates some degree of security certainties not only at workplaces but even at our homes.

In the same vein, Mullins in her epistle, Management and Organisational Behaviour attempts to define culture as the collection of traditions, values, policies, beliefs, and attitudes that constitute a pervasive context for everything we do and think in an organisation.

She goes on to say that it's a system of shared meaning held by members which distinguishes the organisation from others.

Some other culture proponents have ended up identifying culture in short as 'the way we do things here'. Questions that may arise from the latter are whether we are doing the things rightly or wrongly. If one was to take the mirror image, the tendency though is to self-preserve even if things are done the opposite. What is though cardinal is to usher in the utilitarian beliefs that brings about common good to the organisation.

The adherence of the utilitarian beliefs agree that what action a human being does should ideally bring greatest happiness or satisfaction to the society he interacts with. In the context of the NRZ, we intimate the common good being a culture of effective asset preservation.

What are the NRZ assets? In attempting to unravel such



It is every worker's responsibility to protect NRZ assets

inquiry, Broder J.F and Tucker E in their book, Risk Analysis and the Security Survey posit another thought provoking question which sought to single out an assets identification procedure that is to say; what does the company own, operate, lease, control, and have custody of or responsibility for, buy, sell, service, produce, manufacture, test, analyse or maintain?

In simpler terms, assets in need for protection could include the following; human capital, tangible assets such as cash and its derivatives, manufactured goods, physical structures, machinery, equipment and tools, locomotives, wagons, coaches and intangible assets such as data, intellectual property, corporate image and patents, industrial processes, to name but a few.

Risk-based Security Culture

What is therefore Security/Loss Control culture? Security/loss control culture is about creating a strong will and collective sense of awareness and responsibility to protect organisational assets. It assumes the sense of taking ownership of organisational assets the way we would do for our own assets at home. One should recognise the importance of the assets towards his livelihood. Security culture is about understanding that it is your responsibility to make sure that you are the custodian of the NRZ property and it being part of the lifeblood of its existentially, one should ensure that utmost care is afforded for such assets.

As has been alluded to from the Presidential pronouncement that 'nyika inovakwa nevene vayo', it is incumbent upon us to make sure that we assist to build the NRZ in a positive way through protecting its assets. We need not ask others from outside to help in asset protection when we, ourselves are not playing our part.

Positive culture is key to enhance the organisation's security consciousness. It is essential that positive security culture permeates in every section of NRZ so that the onerous task of asset protection is collectively assumed.

Sustainable Security Culture requires that every employee must feel and act like a security person. There is therefore need to develop new thinking about how NRZ staff view security/loss control.

The organisation's mission statement herein stated in prose being; to promote the transformation of the regional economy through provision of innovative, seamless, reliable and cost effective logistics for goods and passengers and its attendant core values of placing special attention to the human capital, its health and safety, customer focus, and

environmental sustainable operations coupled with the need for innovation and ethical values should all be buttressed by a concrete and cemented security/loss control culture.

Effective security culture should therefore stand out as the pivot that sustains the wellbeing of the organisation. It should be seen as an enabler and not as an impediment.

A culture of security commitment is paramount as the organisation transcends the change management programme whose thrust is changing the way we do things here. Such change being underpinned by the short-term (cost containment), medium term (growth) and long term (expansion) strategic goals.

To be continued

About the writer:

Mr E Mashayanye is Head of the Risk Management and Loss Control section of the NRZ Training Centre and can be contacted at BLR ext. 2902 and on Whatsapp number 0713904032



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Retirements

The following employees proceeded on pension in August 2022. We wish them success in their future endeavours.

MUZA P. Marketing Asst
Manager

DONGA J. Internal Audit Snr
Internal Auditor

MADZORE F. Traction &
Rolling Stock P&C
Co-ordinator

MHIRIPIRI F. Works &
Buildings Eng Tech

DONGO T. Traction &
Rolling Stock Electrician

FINNITY L. Tracks Track
Patrolman

CHIMHAMHIWA N. Tracks

Track Patrolman

PAKUREKI P. Tracks Track

Patrolman

ZHUWANKINYU G. Security
Services Security Guard

MLALAZI M. Security Services
Security Guard

CHIGARIRO J. Security
Services Security Guard

NCUBE O. Tracks Handyman

A clean environment is everyone's responsibility.

Avoid littering and over grown vegetation.

Always look after your work-stations to

present a welcoming clean environment.

Remember you are the face of the organization.

Together we can change the face of our NRZ.

NRZ In Pictures



NRZ Board Chairman Adv. Martin Dinha gets a wellness check at the NRZ stand at the Zimbabwe Agricultural Show



Adv. Dinha chats at staff and visitors to the NRZ stand at ZAS



NRZ drum majorettes pose with their trainers and officials from the Human Resources branch at ZAS 2022



The duo, Chipo and Terry G, perform at the NRZ stand



Officials from the Chinese Embassy sign the visitors' book at ZAS 2022



Inter-Rail-Tech Co-ordinator Mr Tapiwa Manatsa (right) talks to a potential customer



The motor trolley was a major attraction at ZAS 2022



School children receive safety tips from a member of the Loss Control and Security branch