

RAILROADER

Newsletter

2/2022



NRZ launches wellness Programme

NRZ health system set for major overhaul



Adv. Dinha undergoes tests during a Wellness Campaign while below
Ms Zinyanduko undergoes the same tests

National Railways of Zimbabwe employees should undergo regular health checks instead of visiting health facilities when they are sick, Board Chairman Advocate Martin Tafara Dinha has said. Speaking at Sizinda clinic in Bulawayo to launch an organisational wellness campaign, he said a healthy worker was an asset to the company. However, he noted that most workers did not take their health seriously and only visited clinics when they were not feeling well.

Adv. Dinha said workers should make it a point to visit health facilities regularly for check-ups. “Each worker must make it a habit that after three months or once a year, they go for checks for high blood pressure, diabetes, HIV and Covid-19. Most people only go for check-ups when they are not feeling well,” he said.

Adv. Dinha said the board takes the health and wellness of employees seriously and this year, the NRZ health system would be revamped. “In the (NRZ) resuscitation agenda, one of the key pillars we want to restructure is the whole health care system of the NRZ. We will be



focussing on Railmed and going to transform Railmed and its assets to ensure we have a health system that is central to the welfare of all our employees. “A company that does not take care of the well-being of its employees in terms of health has no direction because it is healthy people that work,” he said. The Chairman said efforts would be made to ensure that clinics were adequately manned while resources would be availed to make sure that they provided service to employees. He said the company would try to ensure that all clinics have

ambulances. In the procurement of vehicles by the company, efforts should be made to include an ambulance every year. “Our focus this year is revamping health facilities including acquisition of ambulances,” he said.

Adv. Dinha commended the Medical Section's Peer Education programme and said it should be introduced at every level of the company. The board, he said, should have two peer educators among its ranks. Adv. Dinha said NRZ should also introduce sport as part of its wellness programme. “Your wellness programme must



An exhibition of Safety and Environment equipment at the wellness campaign

include sport. We have sports facilities. People must be active. Gone are the days when people used to be proud of potbellies,” he said. The Board Chairman paid tribute to frontline staff in the medical section for the role they played in containing Covid-19 in the organisation, risking their own health.

He said support from the Government, through the Ministry of Health and Child Care, had seen the organisation

overcome the cost of managing Covid-19 at the workplace. He said had it not been for the Government, which provided test kits and vaccines. Covid-19 would have caused a great financial burden on the company.

“NRZ continues to access free test kits for HIV and Covid-19. Selected clinics have also been offering Covid-19 jabs free of charge. The support is truly

commendable and valued as it saved the organisation a fortune and time that could be lost when accessing outside services”.

The wellness campaign was running under the theme: End Pandemics, End Inequalities, End Aids.

Below:
Employees follow proceedings at the Wellness Campaign



Expanded role for Security Branch

The role of National Railways of Zimbabwe security guards is being transformed from traditional guard duties to tackling all forms of losses in the organisation.

General Manager Ms Respina Zinyanduko said because of the enhanced duties to prevent losses, the branch had been rebranded as Security and Loss Control with emphasis on detecting losses to prevent them before they happened.

She said the duties of security and loss control details now included identifying workers absconding from work during working hours to do personal business in town. “You have been working on malingering and apprehending people who were not at their work-stations during working hours.

“Some people might think that security is becoming overzealous but that is exactly your duty because if someone is supposed to be at work but is malingering in town, it means that he is actually committing fraud, he is stealing from the organisation and that is not acceptable,” she said.

Ms Zinyanduko said she expected the branch to tackle all forms of losses within the organisation and investigate cases without being directed by anyone.

Cases which should be investigated by Security and Loss Control included unnecessary train delays and derailments.

“We expect you to spread your wings not only to guarding duties but we also expect you to tackle any forms of losses that may happen within the organisation both expressed and implied. Unnecessary delays of trains- that



NRZ Loss Control and Security guards on the parade square at Westgate Security Training Centre

is a loss to the organisation and you should investigate the root cause without being told by anyone.

“When we have derailments, we expect security to be alert and to be active in terms of investigations,” she said.

The General Manager conceded that the new role of the security and loss control branch would make it unpopular with some workers.

However, she said by the nature of their job, security and loss control details should not be popular with colleagues.

“What is currently happening within the NRZ where everyone seems to be against security for whatever reason is a healthy situation that is evidence that you are doing your job perfectly.

Normally when you find yourself being a friend of many when you are in the security department, then there is something wrong with you,” she said.

To motivate workers in the security and loss control branch, the company has introduced awards for those who excelled in their duties.

The awards includes letters of commendations and money.

“When you find yourself being a friend of many when you are in the security department, then there is something wrong with you”

GM appointment excites NRZ female employees



Ms Zinyanduko receives a cake from Dr Karimakwenda

The appointment of Ms Respina Zinyanduko as the first woman General Manager of the National Railways of Zimbabwe is a momentous occasion for women in the organisation, Regional Manager Southern Mrs Ainah Dube-Kaguru, has said. Speaking when she presented a cake to Ms

Zinyanduko on behalf of women workers to congratulate her, Mrs Dube-Kaguru, said women tended to be overlooked at the workplace.

She said the appointment of Ms Zinyanduko to the helm of the NRZ was a plus for the girl child

and marked a shift in the history of the organisation. Mrs Dube-Kaguru said with a woman general manager, it was now possible for other women to dream of achieving higher posts.

“Every woman can see dizzy heights that can be scaled. One of us has done it,” she said.

Long Service

40 years

SISYA Chilopa Tracks Platelayer

MASEKO Pearson Traction & Rolling Stock Machinist

BAHELA Francis Traction & Rolling Stock Mchmlldr/cm

35 years

CHOMUSORA Never Security Services Sgt Mjr

SIYAKISA Charles Security Services Sgt Mjr.

Announcements

Retirement

The following employees proceeded on normal pension during the month of February 2022. We wish them well in their future endeavours.

NYADZA Conyglen Finance S Acc C G3

NLEYA Tingi Signals Signl Insp

MUZANENHAMU Patrick Traction & Rolling Stock Foreman

MWANDIOPERA Henry Safety & Environment Safety Practitioner

PHIRI Themba Security Services Security Guard

MAKWELO Peni Security Services Security Guard DH

NKIWANE Bekithemba Signals Manual Worker

SIBANDA Zephania Tracks Track Patrolman

MHLANGA Joseph Tracks TRK PATRMN

DUBE Austin Traffic V PL Contr

MATE Aggrey Passenger Services Van Att

MACHIKITI PHIBEON Traction & Rolling Stock C&W ATTNDT

MHLANGA DAVID Works & Buildings PUMP ATT

Medical section promotes workers' wellness

The National Railways of Zimbabwe is championing wellness among employees, which is a holistic approach to wellbeing of people.

The senior medical officer Dr Helen Karimakwenda said the championing of wellness at the workplace was in line with the Government's objective of attaining a middle-class income status by 2030.

The new thrust of promoting wellness focusses on physical, mental and spiritual well-being. In the past, wellness only focussed on the physical aspect.

“Wellness is full integration of physical, mental and spiritual wellbeing. It is a complex interaction that leads to a good life. Long back, we used to concentrate on one aspect of wellbeing, which is physical and we now want to look at other aspect of wellness so that we improve quality of life,” she said.

The wellness championing programme was held at Sizinda Clinic in Bulawayo under the theme End Pandemics, End Inequalities, End Aid. It comes in the wake of the latest pandemic to hit the world- Covid-19. Dr



Dr Karimakwenda

Karimakwenda said the NRZ had responded quickly to the Covid-19 outbreak by setting up a Covid-19 Response Team to deal specifically with pandemic.

The organisation recorded 458 cases of Covid-19 and 11 deaths due to the disease. “We managed to conquer Covid-19 due to the intervention of the Covid-19 response team,” she said.

She said pandemics can be ended if people followed World Health Organisation guidelines like vaccination. Meanwhile, NRZ employees should welcome wellness champions with open hands when they visit workplaces.

Nursing Officer (Southern) Sister Matilda Hadebe said wellness champions played an important role in promoting health and safety at the workplace. However, not all workers appeared to appreciate their role, she said.

“Our wellness champions are doing great awareness at our workplaces because of spreading the gospel of health and safety. May we all accept them as they come to you. Let's not shun them,” she said.

Sister Hadebe said wellness champions were crucial to the success of the wellness programme being run by the company which sought to end pandemics such as HIV and Covid-19.

She said pandemics must be controlled as they wreaked havoc on communities.

The worst pandemic experienced in the NRZ was HIV, which claimed the lives of many workers and affected families.

“HIV was the worst pandemic which still exists. It destroyed nations, it destroyed families. In the NRZ, so many people perished because of this disastrous pandemic. Gangs under civil perished in our various depots because many would share one woman,” she said.



Sister Hadebe

The first Covid-19 patient in NRZ

Mr Stephen Ndlovu was sleeping at home with his wife on 20 August 2020 when he woke feeling unwell. He felt dizzy, weak and had problems breathing.

Rushed to the Premier Service Medical Investment's Hillside Hospital, his temperature was a high of 40 degrees while his blood pressure was 180/120.

Concerned about these readings, the nurse immediately rushed him to the doctor's room.

The doctor told him he had classic symptoms of Covid-19.

He was given a prescription and referred to United Bulawayo Hospital's for testing but was turned away because he was a walk-in patient.

Mr Ndlovu decided to go to a private laboratory in town but found the machines down. As a former soldier who can still benefit from medical services offered by the army, he decided to go to an army hospital in the city where a test confirmed that he was Covid-19 positive.

That test and confirmation made him the first NRZ employee to be confirmed to have contracted Covid-19, then a dreaded and deadly infection.

Since then the organisation has recorded 458 cases of Covid-19 and 11 deaths due to the disease. When word spread around that he had contracted Covid-19, fellow workmates avoided him like a leper. It was the beginning of 21 days of loneliness. "My colleagues were afraid of speaking to me or



Mr Ndlovu

being close to me. They thought I would spread to disease to them," he said.

One of his supervisors even chased him out of her office saying "you want to kill us".

Mr Ndlovu said he felt very lonely as people avoided him. To make matters worse, the company did not have a support structure. Even the drugs to alleviate the symptoms, he had to buy for himself.

"As I was the first person in the company to have Covid-19, I bought my own drugs and paid \$10 500," he said.

RTGS 10 500 was a lot of money in August 2020. Mr Ndlovu said when he requested for masks and sanitisers from the company as he recuperated from home, he was told the company could not assist.

Eventually, the Bulawayo City Council Covid-19 Response Team came and tested his whole

family. He tested positive while his wife was negative.

"After 21 days, they came back and tested me again. I was found to be negative and advised to return to work," he said.

As Mr Ndlovu, who retired from the NRZ on 31 December 2021, reflects on the harrowing incident, he said the company should act timeously to help workers infected and affected by new infectious diseases like Covid-19.

Nursing Officer (Southern) Sister Matilda Hadebe said there was a lot of stigma when Covid-19 first started. However, she said things have changed a lot from the time Mr Ndlovu was the first NRZ employee to contract the disease. "We counsel every client and there is no stigma now," she said.

Drugs, if available, are also dispensed to patients if they are available.

Economic and Social Impact of Passenger Trains

By Innocent Mushukuto

Continued from last issue

Passenger trains, particularly high-speed systems, have great economic and social benefits. To begin with, they allow consumers to save time, money, and energy while providing reliable transportation.

Trains are not affected neither by bad weather nor traffic congestion, this ensures delay-free mobility. People who would otherwise be too far away to consider employment in large urban centres are suddenly able to expand their employment possibilities thanks to passenger trains.

Construction and maintenance of these train systems also creates jobs and affects urban development. Since trains can carry more passengers than personal vehicles, they also emit lesser amounts of greenhouse gasses than conventional transportation methods. Trains offer travellers, whether for leisure or business, a more

affordable alternative to flying with more predictable rates that are not likely to change. Depending on the situation, discounts may even be available for senior citizens and students as well.

If traveling for tourism, trains also provide a step back in time and offer landscape views that might otherwise be missed.

Perhaps most importantly is that train travel is more energy efficient than personal vehicles and aircraft.

The emissions that they produce are less environmentally damaging (particularly when compared to flying). Let's work hard to retain passenger train for this and other reasons.

In conclusion, the challenges we should be debating are not just issues for governments –

industry contributes a significant proportion of carbon emissions right across the world.

It has been welcome to see the release of several landmark reports and strategies from the government, but we also need to advocate to have our own Transport Decarbonisation Plan. For all the government mandates and targets for the coming decades, the onus is just as much on companies across all sectors to look for ways to positively contribute to decarbonisation.

If tackling transport's greenhouse gas (GHG) emissions is one of the biggest challenges in climate policy, is it better to focus on curbing the problem or encouraging existing solutions?

At national, regional or global level, it is clear RAILWAYS play a key role in green transport policies and are essential to meet climate objectives.



The Project Manager

Project Management Concepts and Insights

with Eng. Clifford Moyo



We can safely and correctly say that, without proper Project Managers, projects would obviously lack that deliberate and meaningful strategic drive that propels projects to expected success.

In such circumstances projects could be left to autopilot and depend on chance and luck for success, thereby posing a very dangerous, potentially costly and undesirable position.

Project Manager Definition

The Project Manager is the person assigned by the performing organisation to lead the team that is responsible for achieving the project objectives (according to the Project Management Body of Knowledge (PMBOK) Guide 6th edition).

In this Author's words, the Project Manager may be viewed as, the planner, engineer, driver, pilot, umpire, leader, supervisor, monitor/evaluator/analyser, consultant, moderator, reviewer, director, custodian/steward, organiser, overseer, motivator, chief executor, adviser, trainer and educator in the project.

Moreover, Project Managers are change agents, in PMI's view.

They make project goals their own

and use their skills and expertise to inspire a sense of shared purpose within the project team. Project Managers come to be termed Program Managers the moment they are responsible for a number of projects managed together.

Project Managers are termed Portfolio Managers once they become responsible for many corporate projects and programs being managed together and aligned to the strategy of the organisation.

What are some roles and/or responsibilities of the Project Manager?

The roles and/or responsibilities may vary from organisation to organisation depending on the organisational and project structures chosen and also on the purpose and value placed upon projects.

They may include the following:

- Identifying the project stakeholders. Communicating and consulting with project stakeholders and sponsors to chart a project path that will meet company strategic objectives and satisfy stakeholder/customer needs.
- Communicating, including

in real time, with the project team through various meetings, verbal and non-verbal means.

- Crafting the Project (and Change) Management master Plan (containing the constituent individual project Knowledge Area plans) and implementing the Plan (together with the sub or constituent plans). Selecting proper and relevant project processes.
- Relating and explaining project life cycle and project processes to the stakeholders.
- Assisting in developing the business case and project charter, analysing business direction in line with portfolio management or program or project demands.
- Being answerable for the project team's output through planning and coordination.
- Application of project management knowledge and skills to project team leadership, through giving of direction and project status for team motivation and stakeholder update.
- Leading the project team to meet the project's objectives

- Being the link person among the project sponsors, project team members, other project or program or portfolio managers, organisational managers and various other stakeholders.
- Being the general visionary and director of the project, to foster success.
- Creating (consistent, predictable, concise, clear, complete, simple, relevant, and tailored) communications, maintaining and adhering to communication plans and schedules and establishing proper feedback/reporting structures and channels.
- Strategising to make a deliberate effort to know, understand and properly relate to the project stakeholders, including developing people relations that lead to enablement of creating extensive beneficial (formal and informal) networks of people throughout the project confines.
- Keeping abreast with current industry trends to see how they impact projects.
- Contribution of knowledge and expertise to the project management profession, taking part in continuing education, training and development.
- Orienting, teaching and developing other professionals on how crucial and beneficial it is to employ proper project management way to projects.
- Fostering constructive effects of cultural differences, encouraging professional interaction between team and stakeholders and promoting collaboration within the project team.
- Managing and resolving conflicts within the team and enforcing personal responsibility and commitment. Includes managing conflicting and competing stakeholder goals, to achieve consensus or healthy differences, through soft skills use.
- Protecting the team from internal company politics and devising a workable motivational plan for the project.
- Integrating (at different levels), all the individual portions of the project into one complete whole, thereby properly dealing with constraints and assumptions through stakeholder engagement.
- Engaging in deliberate team building endeavours and seeking to develop the project team.
- Attending to change requests (as per plan), keeping the project on track, properly closing finished projects.

In summary, includes project integration, managing scope, cost, time, quality, communications, resources, risk, procurement, and stakeholder engagement

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 General Manager Ms Respina Zinyanduko briefs Board Chairman Advocate Martin Dinha while Executive Assistant to the GM Mr Joseph Temayi and Loss Control and Security Manager Mr Lithini Ndlovu listen



The head of ZDF attachee contingent at NRZ, Colonel Mafunga has her BP measured during a recent wellness campaign



NRZ Wellness Champions at a Wellness Champions programme at Sizinda Clinic



Work Study Officer Mr Remington Nyathi taking part in the February clean-up campaign



NRZ employees take part in the February Clean-up Campaign at New Headquarters



Employees from Strategy and Planning Branch at a ceremony to celebrate their promotion to various posts



Revellers on a steam locomotive during the Valentine's Day Steam excursion to Figtree



Marketing Branch recently held a ceremony to bid farewell to Branch Head Secretary Ms Mkwanzani who has left the organisation