

# RAILROADER

Newsletter

7/2022



**NRZ women get training  
to boost financial muscle**

# Signal design section displays ingenuity



**Mr Chiteme**

**The new push button panel**

National Railways of Zimbabwe's engineers have designed and manufactured new yard control system for Thomson Junction to replace one installed about 50 years ago and had become obsolete. The Thomson Junction push button panel and its associated interlocking were installed in the early 1970s. The push button panel is used to operate points and signals remotely to guide train movement in the yard. The project team leader, Assistant Signal Engineer Francis Chiteme, said the push button panel, also referred to as keyboard, consisted of push buttons inscribed with the numbers (0 to 9) and letters N, R and C representing normal, reverse and cancel. Over the years, some of the push buttons gave in. "The normal, reverse, cancel, 0 and 9 push buttons broke down and numbers 4 and 6 push buttons were removed to replace normal and reverse push buttons.

"This meant there were no push buttons for 4, 6, 9, 0 and C. It also meant that 4, 6, 9 and 0, or their combination or a combination of other push buttons with these could not be executed thus some points and signals could not be operated," Mr Chiteme said. Due to the age of the panel, the missing push buttons could not be bought as they were no longer being manufactured by Ericson. The replacement of the normal and reverse push buttons also meant only people familiar with the panel could safely use it. "Thomson Junction is a very busy strategic yard where all coal traffic for local and export destinations originate. In order to maintain safety and efficiency, the yard has to be automated and the automation always be maintained," he said. Mr Chiteme said to solve the problem, the Signals Design section designed

and assembled components to build a new push button panel for the yard using push buttons made by a company called Integra. "Push buttons for 0 to 9 and N, R and C were assembled and fitted on the new panel at the signals' New Works workshop," he said. The panel works with an interlocking system to operate points machines and signals. The original interlocking system used miniature relays which are small and technicians had difficulty in fault finding as the wire at the relay bases were crammed together. It took technicians long to fix faults thereby affecting the safe and efficient movements of trains in the yard. To counter this, Mr Chiteme said, NRZ engineers and technicians built a new relay rack for a new interlocking system which was installed in the relay room. "The changeover from miniature relays to Integra relays was successfully done and the push button panel is

now using the new interlocking, and fault finding by technicians will be cleared much faster thus improving safe and efficient movement of trains in the yard,” Mr Chiteme said.

The new yard control system is working well since it was installed in March 2022. Work on the new control panel and interlocking was done using material which was readily available in Signals Workshops and the New Works store.



*The old miniature relays*

## Clean-up campaigns bring change to NRZ

National Railways of Zimbabwe weekly clean-up campaigns have drastically transformed the organisation's environment since their introduction.

The NRZ has been observing clean-up campaigns since they were introduced by the Government in 2018.

The once a month clean up campaigns began as global outreach programme implemented of the United Nations Environment

Programme (UNEP) and in Zimbabwe was run by Environmental Management Agency (EMA) under the President's initiative of smart cities.

While the government's clean-up exercise is observed on the first Friday of each month, NRZ management has gone a step further and designated each Friday a clean-up day with employees tasked to clean identified areas.

In an interview, the acting Safety Manager, Mr Gilbert Mukarati, said the weekly

clean-up sessions had seen a change in the environment at NRZ installations throughout the country.

“The weekly clean-up campaigns have positively impacted on risk reduction in fire risk areas,” he said.

The NRZ Clean-Up Campaign is in line with the National Development Strategy One (NDS1) to deliberately leverage Zimbabwe's competitive advantages with regards to the configuration of natural resource endowment, excellent ecological endowment and skills base.

“The clean-up programme has benefits to the organisation which are compliance to legislation, waste reduction, recycling and re-use and maintenance of clean environment,” Mr Mukarati said.

He said the NRZ community needed to be aware that waste can be a source of raw materials, ill health and needed to be properly managed.

The exercise has also transformed employees' mindsets

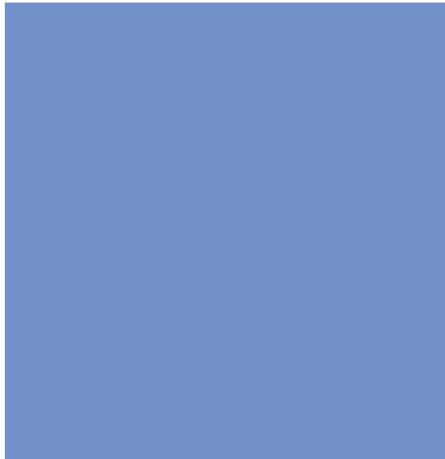


in terms of environmental cleanliness as everyone in the organisation from management to the shop floor participated in the clean-up exercises.

Mr Mukarati said while every worker was taking part in the exercise, those excelling should be rewarded as a way of further motivating others so that the exercise does not lose steam.

He said employees should be issued with adequate tools during clean-up exercises as at times there were not enough.

“Resources for clean-ups which at times are in short supply should be availed. Regional Managers should make sure (there is a) sufficient supply of tools,” he said.



# NRZ women get entrepreneurship skills

National Railways of Zimbabwe women employees have been taught to make drinks at home to earn extra income.

The training programme was undertaken by Mrs Shungu Mupfuranhewe who feels the only way for women to empower themselves economically is to embark on income generating projects. She said she has been making flavoured drinks at home in her spare time for years and it had empowered her to the extent she does not depend on her salary.

“This thing is like a hobby and you will enjoy it.”

She said if properly done and marketed, the women can earn huge amounts of money from the selling drinks as the capital outlay for the project was relatively low.

So far, the hour-long lunch training exercise has seen women at Westage Security Camp, Southern Area Headquarters and the New Headquarters being trained on making flavoured drinks in a hygienic environment.

Mrs Mupfuranhewe said making flavoured drinks was very easy and cheap as the ingredients were readily available locally.

“This product which you are going to produce is for your own good and benefit. If you want to make money, you can make money out of it,” she said.

All that was required were flavoured concentrate, white sugar, water, stirring sticks, buckets for preparation and bottles for packaging.

She said there were plans to extend the training programme



***NRZ female staff members mix ingredients for drinks during a training session***



***The drink being bottled***



***Mrs Mupfuranhewe, the training facilitator***

to make detergents as well. Mrs Mupfuranhewe was approached by the Regional Manager (Southern) Mrs Ainah Dube Kaguru, who is the NRZ Gender Focal Point, to train fellow women on the income generating project. Mrs Dube-Kaguru said making drinks would empower the women as individuals. She commended Mrs Mupfuranhewe for being selfless and sharing her knowledge with colleagues. "It's empowerment to you as an individual and then the group stands up together. The good thing about a group is

you get encouraged. There are some who will not do anything by themselves. You will keep sitting until someone comes to take you up. We are glad to have the likes of Shungu who want to elevate women," she said. Mrs Dube-Kaguru said the General Manager Mrs Respina Zinyanduko was also keen to learn about the projects and had asked for another session to be organised at the New Headquarters which she could attend.

**Mrs Dube-Kaguru speaks at the training session**



## NRZ employee loses property to fire



**Regional Manager Southern Mrs Ainah Dube-Kaguru hands over cash to Mr Stanley Mukonda**

The National Railways of Zimbabwe has come to the rescue of track patrolmen Mr Stanley Mukonda who property was destroyed in a fire at his NRZ issued house in Marula. Property worth US\$52 000 was reduced to ashes when the house caught fire last month.

At the time of the fire, the house was occupied by Mr Mukonda's six children aged between four and 21 years.

"I had gone to my rural home in Empandeni. On my way back, I received a call from my neighbour, Mr Zulu, informing me that the

house was burnt to ashes," Mr Mukonda said.

Touched by his plight, the Regional Tracks Engineer, Mr Dzingirai approached NRZ management with a request to assist Mr Mukonda as he was in a dire situation.

Management responded positively and gave US\$500 and groceries to the family.

Speaking at a handover of the financial assistance, Mr Dzingirai expressed gratitude to management for agreeing to assist Mr Mukonda.

"I would like to express my

immense gratitude to management and the Railway family as a whole for the support which they showed Mr. Mukonda after the tragedy when he lost all his property due to fire. As Tracks department, we appreciate the management's effort and all who assisted him."

Mr Mukonda thanked the Board, General Manager, and the whole Railways family for standing with him in his dark hour.

"I want to thank the G.M and the board members of NRZ. I am thankful of the support I got from the NRZ family. Dawn is now approaching after a dark cloud that had covered me. I also thank the social welfare and my department because I was now left with nothing and my children spent the whole day without eating, I'm grateful for the assistance that the organisation has given me," Mr Mukonda said.

The cause of the fire is still unknown.

However, it is suspected to be an electrical fault as there was no electricity the previous night when Mukonda's children went to sleep.

# PROJECT MANAGEMENT PRINCIPLES

with Eng. Clifford Moyo



Current project management is driven by vital guiding, but non-prescriptive, yet golden, principles. These Project Management Principles (PM Principles) have their foundation laid on four values believed to be essential, namely: respect, fairness, honesty and responsibility.

There are generally 12 project management principles that were borne out of thorough consultation of project management expert stakeholders, as highlighted in the Project Management Book of Knowledge (PMBOK) Guide 7th edition. We shall take some time to examine each of the principles though randomly and simply:

1. Being a diligent, respectful, and caring steward

Acting responsibly to carry out project activities with integrity, care, and trustworthiness § Maintaining compliance with internal and external guidelines.

Demonstrating a broad commitment to financial, social, and environmental impacts

Includes responsibilities both within and external to the organisation.

Considers financial, social, technical and sustainable environmental awareness.

Involves being entrusted with the care of something.

The responsible planning, use, and management of resources.

Upholding values and ethics while executing a project.

Operating in sync with company objectives, strategy, vision, mission, and sustainment of company's long-term values.

Commitment to and respectful engagement of project team members, including their compensation, access to opportunity, and fair treatment.

Diligent oversight of organisational finances, materials, and other resources used

within a project.

Understanding the appropriate use of authority, accountability, and responsibility, particularly in leadership positions of the project.

Stewardship includes responsibilities in areas such as:

Environmental sustainability and company's use of materials and natural resources

Organisation's relationship with external stakeholders such as its partners and channels

Impact of the organisation or project on the market, social community, and regions in which it operates

Advancing the state of practice in professional industries.

Reflecting understanding and acceptance of trust as well as actions and decisions that sustain that trust.

Adhering to both implicit and explicit project duties.

Having integrity as a STEWARD:

Behaving honestly and ethically in all engagements and communications.

Holding self to the highest standards

Reflecting the values, principles, and behaviours expected by company in projects

Serving as a role model, building trust by living and demonstrating personal and organisational values in their engagements, work activities, and decisions.

challenging other team members, peers, and stakeholders to consider their words and actions

being empathetic, self-reflective, and open to feedback

# Announcements

## Long Service

### 35 Years

MDALA C. Tracks Track Patrolman  
MAHATSULE C. Traffic Pointsman  
SIBANDA M. Traffic Snr Administration Clerk  
MAZWIDZA G. Traffic Operating Clerk  
NDLOVU T. Traction & Rolling Stock C&WAttndt  
CHIGUDU R. Traffic Snr Operating Clerk

### 30 YEARS

MACHIPIISA N. Traffic Snr Engineman  
KUPAHURASAB. Traffic Snr Engineman  
ASTONI G. Traffic Snr Loco Inspector  
JIRI Z. Traffic Snr Engineman  
MOYOI. Traffic Loco Inspector

MACHAKARI W. Traffic Guard Special  
MOYO V. Traffic Wagon Reporter  
MUTYAMBIZI J. Traffic Snr Engineman  
MLAMBO H. Traffic Snr Engineman  
MABASA D. Traffic Loco Inspector  
MBUZI T. Traffic Traffic Officer  
JAJI M. Internal Audit Snr Internal Auditor

### 25 YEARS

MSIPA T. Security Services Security Guard Dog Handler  
KWENDAM. Traffic Shunter  
MOYO D. Traffic Guard Special  
RUKADZA A. Traffic Station Foreman  
MUCHEHURE J. Internal Audit Internal Auditor  
DENGE D. Traffic Snr Engineman

## Retirement

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

SIBANDA C. Tracks Handyman  
LUNGU E. Vehicle Maintenance Manual Worker  
MLAWUZIS. Traffic Pointsman  
MAFUTA R. Traction & Rolling Stock Fitter  
GWIZO P. Signals Signal Artisan  
BANDAA. Tracks Handyman  
PHIRI S. Works & Buildings Estimator  
ZENASIL. Tracks Handyman  
MUZARABANI P. Finance Snr Accounts Clerk  
NCUBE O. Tracks Track Worker  
PHIRI E. Passenger Services Van Attendant

**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.**