

RAILROADER

Newsletter

3/2022



Family visits scene of tragic workplace accident

GM assures Chiname family

Following the death of Mr Nelson Chiname at the Mechanical Engineer's Workshops in Bulawayo, the General Manager Ms Respina Zinyanduko met family representatives at the scene of the tragedy to get an appreciation of what might have happened.

Mr Nelson Chiname, who was acting foreman Blacksmith Shop, died after a stand holding flat bars collapsed during the monthly clean-up exercise on 1 April. A dozen of Mr Chiname's relatives converged at the Mechanical Engineer's Workshops to get an understating of what might have gone wrong.

The General Manager expressed the company's sorrow over their loss.

With emotions running high, Ms Zinyanduko assured the family that the tragedy would be fully investigated and there would be no cover up.

She said as is required by the law, the NRZ had informed the police and the National Social Security Authority (NSSA) which were carrying out separate investigations.

"After an incident like this, we must inform NSSA, the police and we must also conduct our own internal investigations. I want to assure the family that all these process were followed," she said.

The investigations are still on-going and the outcome of the police investigation would determine whether there was criminal culpability. "Police will produce a docket and that docket will guide the next step whether there will



The General Manager speaks with Chiname family representatives at the Mechanical Engineer's Workshops

be an inquest," she said. Ms Zinyanduko said the organisation was equally concerned about the incident and wanted to get to the bottom

of what happened. "We want justice for him," she said. Mr Chiname met his fate when a stand stockpiled with flat bars



fell, resulting in some of the bars crushing him. He died on the spot, leaving colleagues who were with him traumatised. Mr Chiname joined the NRZ as a Blacksmith on 5 January

2015, a position he held at the time of his death. He was buried at his rural home in Gutu.

Chiname family representatives at the scene of the tragedy



Mandatory retraining for security guards



Adv. Martin Tafara Dinha poses for a group photo with NRZ management and employees after the pass-out parade

All personnel in the Loss Control and Security Branch will undergo mandatory retraining to professionalise the branch, Board Chairman Advocate Martin Dinha has said.

Speaking at a pass-out parade of 21 officers who underwent a refresher course and seven dog handlers who completed a dog handling course in Bulawayo, he said the Loss Control and Security Branch was being transformed into a professional and disciplined outfit to ensure that it is able to effectively discharge its mandate.

As a result, every member in the Loss Control and Security branch system wide would be required to undergo a rigorous three-week paramilitary training covering discipline, the NRZ Strategic Plan, foot drills, physical security and weapon

handling.

On its part, the NRZ Board would ensure that the department is adequately resourced to fulfil its mandate.

Adv. Dinha said he was aware that the branch was using outdated equipment such as firearms.

“As the NRZ security branch is transformed and professionalised, I want to assure you that as the board, we will continue to capacitate you. I know the state of your firearms. Some are obsolete,” he said.

Adv. Dinha said the refresher courses were designed to inculcate the new vision of the organisation to security personnel.

“This intense programme is designed to make security guards appreciate the direction the organisation is taking and the essence of the loss control aspect in executing their duties,” he said.

He said the NRZ expected to

see the benefits of the retraining exercise once the guards are re-deployed to their home bases.

The Board Chairman commended the new dog handlers who were a product of the restructuring exercise.

After being deployed as general duty security guards, they were selected for further training as dog handlers.

Adv. Dinha said despite their ages, the new dog handlers had mustered new tricks.

“Contrary to the saying you can’t teach an old dog new tricks, you have proven that anyone can learn and that indeed anyone is trainable,” he said.

He urged the new dog handlers to make the most of the dogs when on duty saying properly trained dogs were better than humans in providing security.

The dog handlers’ course covered several topics including dog handling and drills, tracking and searching,

aggression and obedience. Loss Control and Security Manager Mr Lithini Ndlovu said the decision to reintroduce mandatory refresher courses came after numerous complaints on the conduct of security guards. He said the courses were also meant to differentiate

between civilian employees and those in the uniformed service. "What has been happening is that we were having a security system that was more of a civilian organisation- you could not tell the difference between a security guard and other workers. There must be a

difference," he said. NRZ security guards were now expected to be disciplined and smart all the time.

NRZ donates to War Vets Project



Chief Engineer Traction and Rolling Stock Shingirayi Kufakunesu (centre) hands over the diggers and picks to ZNLWVA provincial chairman

The National railways of Zimbabwe recently donated diggers and picks to the Bulawayo chapter of the Zimbabwe National War Veterans Association (ZNLWVA). The diggers were made at the Mechanical Engineer's Workshops using scrap material. The donation followed a request by the provincial executive for diggers to be

used at a project being undertaken by the association in Bulawayo. Provincial chairman Mr Cephas Ncube expressed gratitude to the NRZ for positively responding to their request. He said they were undertaking an income generating project which would benefit members and their beneficiaries.



NRZ honoured for role in promoting Christianity

THE National Railways of Zimbabwe has been given an award by the Anglican Church in Zimbabwe for the role it played in the spread of Christianity at the turn of the 20th Century.

The Anglican Diocese of Matabeleland in conjunction with the Victoria Falls Hotel and the NRZ in March celebrated 90th anniversary of St Mary's Magdalene Chapel mission.

NRZ was at the forefront of setting up parishes in the then remote location.

The growth of the Anglican Communion in Victoria Falls and the country at large is synonymous with the growth of the railways.

For its role, the NRZ was conferred the Inkanyiso yoMondli Award together with the Victoria Falls Hotel for their contribution to the growth of the church.

A chapel was set up at Victoria Falls Hotel in 1932 which was owned by the then Rhodesia Railways. The chapel which can accommodate 30 people was dedicated by the previous Bishop of Southern



The Railway Chaplain's caboose now at the NRZ Museum

Rhodesia, the Right Reverend E.F. Paget on 28 February 1932.

the striking features of the chapel being that the altar and dias are of Indian teak and the cross and candle sticks were specially designed in London. The Curator at the NRZ Museum, Mr Gordon Murray, said a coach for Railway Missionaries used to travel from Bulawayo to Zambia and Botswana on missions to spread the Word.

He said the Railway Mission started in 1902 and ceased in

1981.

The Railway Missionary service was introduced because at the time the railways were fragmented and workers operated far away from towns where their spiritual needs could be met. The mobile missionary service would then visit remote areas to provide services such as baptisms and marriages. According to Mr Murray most of the Railway Missionaries were Anglican priests.

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.

Competences of Project Manager

Project Management Concepts and Insights

with Eng. Clifford Moyo



continued from last edition

- Possession of essential project management knowledge (including the common ten knowledge areas), technical project management skills (for application of knowledge to deliver required outcomes) and understanding of general applicable leadership skills, planning and coordination skills through the use of communication skills.
- Accumulation of relevant project management experience including for compilation and designing of documented plans and schedules.
- Awareness of the required expertise and knowing where, how and when to find and employ it.
- Ability to concentrate and focus on the critical technical project management elements for each project being managed.
- Possession of fine business and strategic management skills enabling engagement of stakeholders at different levels.
- Ability to have a holistic and systemic view of the project, thereby seeing the big picture and small essential picture of things.
- Ability to build, develop, guide, motivate, and direct a project team through relevant people leadership skills
- Ability to maintain an optimistic, cool and positive attitude even under provocation and when the chips are down, in order to cultivate relations and check to resolve conflict.
- Ability to persuade, collaborate, negotiate, reach a compromise or consensus, win or lose.
- Respectfulness, courteousness, friendliness, kindness, honesty, trustworthiness, loyalty, ethicality, cultural sensitivity, courageousness, problem solving, and decisiveness and integrity.
- Having a tactical flexibility, a culture of ever learning marked with a critical work and strategy prioritisation, also results-oriented and constraint vigilant.
- Ability to sift through massive amounts of project information to obtain the most important project information.
- Ability to understand the organisational politics and manoeuvring around it to benefit project delivery. Projects rise and fall around Project Managers. They (project managers) are the pillars upon which projects leverage and obtain their existence. What has been shared here about the Project Manager, therefore, is not very far from minimal.

Top post for NRZ Plate Welder



Branco Manyathela with students at his karate academy

A Plate Welder with the National Railways of Zimbabwe has landed a top post with a United Kingdom-based karate academy.

Branco Manyathela was appointed lead instructor in Zimbabwe for the Shukokai Karate Academy (SKA) which is headquartered in Kent.

Shukokai is a form of Japanese Karate which emphasises on hard hitting styles.

Manyathela said it was an honour to be appointed the SKA lead instructor in Zimbabwe.

“It also comes with a huge responsibility because all the growth and expansion of the style here in Zimbabwe is dependent highly on me,” he said.

Manyathela said his main responsibilities would be to standardise training of and methodology of teaching to ensure they were similar to those in the United Kingdom.

He would also conduct grading for yellow and brown belt karatekas while black belts would be graded in the UK. “I will coach all my students to prepare them for any competition lined up on the Zimbabwe karate calendar,” he said.

The karateka will also receive science-based training from the SKA academy which he will share with locals for the benefit of the sport in Zimbabwe.

He said he planned to offer karate lessons to disadvantaged children with a passion for the sport.

“I will reach out to every boy and girl who cannot afford to do the sport but have the heart to train. I will have programmes like attending once-a-week classes at orphanages,” he said.

Manyathela said NRZ could benefit from his karate skills as he could teach personnel in the loss control and security branch unarmed combat. Although now considered a sport, karate was originally

used for self-defence.

He said a security guard trained in karate can easily subdue a suspect resisting arrest.

“I once approached NRZ security to offer my service as a way of giving back to my company as I started apprenticeship in 2009 and later qualified as an artisan plate welder in 2013 but they said they will get back to me,” he said.

“It comes with a huge responsibility because all the growth and expansion of the style here in Zimbabwe is dependent highly on me”

Announcements

Long Service

40 Years

NGWENYA Nancy Signals ADM CLK
MASUKU Simangaliso Tracks
DRSPERSON

35 years

SITHOLE Martha Finance S Acc C
G2
HOVE Sheunesu Traffic Stn Fmn
PHIRI William Traffic Yard Fmn
NGWENYA Themba Yard Fmn
CHIGULU George Traffic Yard Fmn
KANDEYA Jeremiah Tracks Trk
Patrmn
NYAKUDYA Mura Passenger
Services Man Wkr B

30 years

KUFAKUNESU Shingirai Board
Chf Eng T&RS

25 years

CHISHANU Joel T&RS C&W AttnDt
KAZHULA Asiwere Traffic Signalman

Retirement

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

MUTEMI Lazaros Tracks Trk Patrmn
NYASULU Temba Marketing Parcels Att
MAHLAHLA Kosima Tracks Trk Patrmn
MAGAMA Abedinigo Security Services
Sgt Maj.
MPOFU Robert Tracks Trk Patrmn
MUKOZHO Elimon Safety &
Environment Sfty & Env Mngr
NDLOVU Thokozani Tracks Handymn

G4

CHARI Lovemore Security Services
Security Guard
MPOFU Reuben T&RS Skw3 Elctn
SISYA chilopa Tracks Platelayer
SIBANDA Esau Traffic Signalman
NDLOVU Obadiah Tracks Man Wkr
C
MAVERUDZE Charles Signals Man Wkr
C
MUZERENGI Noble Traffic
Callman
DUBE Nsukuzonke Traffic Yard Fmn
MAHLAHLA Peter Tracks Trk Patrmn
TAIBU Rukiyo Supplies & Stores
Fuel P Att
AMISI Bwanali Tracks Man Wkr C
DIRWAI Precious Tracks Handymn G2

March 2022 Clean- Up Exercise in Pictures





**NATIONAL RAILWAYS OF
ZIMBABWE**



FRAUD ALERT

The National Railways of Zimbabwe wishes to advise its Stakeholders of an individual or group of individuals who have adopted the NRZ Board Chairmans signature and created a fake stamp that is being used to authenticate correspondence that has not been generated from this office.

All stakeholders are hereby notified to take note of this fraudulent development that is meant to bring the office of the Board Chairman into disrepute. The signature and the date stamp are being used allegedly to substantiate and authorize in some instances some unofficial individual requests.

The NRZ wishes to distance its self from such authorizations or requests and is urging all its valued stakeholders to be on the lookout for such unofficial misleading and malicious documentation. A comprehensive investigation is currently being conducted in order to establish the source of such documents.

The NRZ is urging all stakeholders to seek confirmation or clarity if ever there receive any correspondence that they suspect to be fraudulent.

The NRZ shall not be held liable for any losses or engagements that are generated through this scam.

Due to the comprised signature and stamp, all correspondence from the NRZ Board Chairman's Office shall forthwith carry a new Seal.

**Advocate Martin Tafara Dinha
National Railways of Zimbabwe
Board Chairman**