

RAILROADER

Newsletter

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**Traffic Safety Council
to Work with NRZ on Level Crossing Campaigns**

Sanganai/Hlanganani boost for NRZ Museum

The National Railways of Zimbabwe Museum attracted the attention of international buyers at the recent Sanganai/Hlanganani Expo who promised to market the destination in their home countries.

Museum Curator Mr Gordon Murray said he was hopeful that following the exhibition at Sanganai/Hlanganani Expo in October, more tourists would come to the museum.

The NRZ Museum was the flagship display at the NRZ stand at Sanganai/Hlanganani Expo organised by the Zimbabwe Tourism Authority and held at the Zimbabwe International Trade Fair Exhibition Centre.

Mr Murray expressed gratitude to management for taking the Museum to the Expo as it opened new doors to the world for the museum.

“There was a group of visitors who came from Dubai and saw me at Sanganai, and thanks to them, the Railway Museum is going to be advertised at the upcoming Dubai Expo and be put on their web page.

“This came about after they visited the museum and were impressed by what they saw there,” he said.

Mr Murray said the Museum offered a unique visitor experience rarely felt at museums of a similar nature.

He said the NRZ Museum allowed visitors to climb on exhibits and take pictures.

“We are one of the very few museums in the world that allow people to climb and have a look inside the exhibits. People reckon this is absolutely magic because overseas there are very strict laws which don't allow you to do that.

“We should start getting more tourists coming in now to the railway museum because of Trip Advisor, Lonely Planet, and a number of other websites we are in. We seem to be getting more people



NRZ Museum Curator Mr Gordon Murray discusses with a visitor to the NRZ stand at Sanganai/Hlanganani Expo



Mr Murray and Passenger Services Assistant Mr Wonder Mukuyu chat with a buyer at Sanganai/Hlanganani Expo

even the Tshongololo train is now bringing their tourists across here to the railway museum. We normally get about two busloads from the Tshongololo train,” said Mr Murray.

He, however, said there was a need to advertise the museum extensively to attract more visitors.

“To boost and put the museum in the limelight, we would love

to have decent advertising material like pamphlets and also to go out to schools advertising the Railway Museum so that it is included in end of the term tours.”

NRZ, TSCZ to collaborate on level crossing safety



NRZ Board members, General Managers and invited guests pose for a picture after the launch of the SARA Railway Safety Week in Bulawayo

The Traffic Safety Council of Zimbabwe (TSCZ) has committed to working with the National Railways of Zimbabwe (NRZ) to reduce accidents at railroad level crossings ahead of this year's festive season.

TSCZ managing director Mr Munesu Munodawafa said the council was concerned with high incidence of accidents at railroad level crossings which have claimed six lives and injured 44 people in 66 accidents so far this year.

He said accidents at level crossings were attributable to drivers ignoring basic road rules.

"The High Way Code is very explicit. It says never argue with a train. You cannot win the argument. And that is very true, so true sometimes you wonder why we continue to make such a silly mistake," he said.

Mr Munodawafa said because of the high incidences of railroad level crossing accidents caused by motorists, the TSCZ and the NRZ

had agreed on a plan of action to raise awareness on the issue. He said the TSCZ will, with immediate effect, erect billboards on selected railroad level crossings.

"It is something we will start working on immediately. We believe if we do it now, perhaps we can save a few lives this coming festive season," he said.

Mr Munodawafa was speaking at this year's Southern Africa Railway Association (SARA) Railway Safety Week commemorations in Bulawayo.

The NRZ hosted the third SARA Railway Safety Week during the second week of October.

This year's main celebrations were held at the Luveve railroad level crossing under the theme: "Be Vigilant around the Tracks, Trains are Fast but Slow to Stop".

Mr Munodawafa appealed to

motorists to observe traffic regulations, saying there was no need to race against trains at level crossings.

He also said people needed to be vigilant near tracks as any distraction could have serious consequences, including death.

Speaking at the same ceremony, NRZ Board Vice Chairman Major General William Dube said the organisation faced a number of challenges in its operations including railroad level crossing accidents, suicides on tracks and illegal gold mining within the railway reserve land.

He said the NRZ was collaborating with law enforcement agencies to overcome these challenges.

"We are confident we will eventually win the war, but at what cost?" he said.

The SARA Railway Safety Week has been marked since 2020 to raise awareness on railway safety issues in member countries.

NRZ Analytical Lab at core of quality assurance

Tucked away in Raylton, Bulawayo, near the National Railways of Zimbabwe Training Centre complex is a non-descript red-bricked building.

What happens inside the building belies its humble outside appearance.

The building houses the NRZ Analytical Laboratory.

The NRZ uses thousands of consumables, materials and components made by various manufacturers.

In order to ensure that these materials meet the stringent quality requirements for railway operations, they must be subjected to vigorous tests and analysis.

This is where the Analytical Laboratory comes in to ensure that materials and consumables bought by the organisation meet NRZ specifications before they are used.

The history of the analytical laboratory dates back to the days of steam locomotives when it was crucial to ensure the right water quality was used in steam boilers.

The laboratory played a critical role in ensuring that only water with the requisite properties was used in boilers.

Head of the Laboratory, Industrial Chemist Mr Brighton Mutika said they conducted tests and analysis on various samples sent from system-wide to ensure that appropriate products were used in workshops.

“On boilers, we do water analysis because the water used for boilers should be soft water. Hard water causes scaling, the build-up of slug, that happens inside the pipes caused by calcium and magnesium ions,” said Mr Mutika.

Soft water is water that is free from iron as in demineralised water or de-ionised water.

Apart from water, the laboratory also tests and analyses other liquids such as oils and coolants used in traction and rolling stock including locomotives to prevent costly

damage caused by use of inferior quality products.

The tests and analysis done on these liquids include viscosity, flash points, and total base number among others.

Mr Mutika said the laboratory also provided services to the Mechanical Engineer's Workshops on engine components such as liners, valves, pistons and crankshafts to minimise engine failures.

“Usually the tests that we do with these engine components is what is called non-destructive testing, which process is done to analyse your sample without having to damage it.

“You find that for some samples for example if you want to do a full chemical analysis if it is metal you might start by drilling and take the shavings and then you digest those shavings and then do the classical methods of testing,” he said.

The laboratory also carries out material chemical and hardness tests on brake blocks and other castings manufactured at the Foundry Shop.

“There are some castings that need a different method of testing depending on the

purpose of the sample given. You find that some might be needing what is called drop testing to check the component's strength.

“A simple example is when we take a brick and we drop it at 30cm height and if it breaks then it shows it wasn't well compacted up to standard. Some castings that we want to use should not be fragile but should sustain some strength and durability so that the whole process of manufacturing them shouldn't be repeated over and over again as a way to try and cut costs,” said Mr Mutika.

He said the NRZ had its own laid down material specifications which if products are to be procured should fall within those parameters.

The analytical laboratory develops standards that are according to those specifications.

“We have what we term internal standards, These we use as corrective measures to make sure that whatever process we are doing is giving us the results that we want in terms of accuracy which is determined by those standards.

“We also have what we call tender samples before our supplies provide the consumables or material that we will be wanting to use. We are supposed to check them out to see if they are according to NRZ specifications.”



NRZ Analytical Laboratory in Bulawayo

Medical undertakes wellness checks

The Medical Section recently conducted wellness checks on National Railways of Zimbabwe employees in Bulawayo as part of efforts to promote healthy living.

Teams from the section's Southern Area conducted blood pressure checks, blood sugar level monitoring, weight checks, medical consultations and treatments as well as distribution of HIV self-test kits.

Nursing Officer (Southern) Sister Matilda Hadebe said the section decided to come up with the wellness

exercise because there can be no

production at work if employees are not well.

“What we were really doing is seeing our workers at their workplaces so that they

do not lose productive hours by visiting our clinics. We also considered that it has been very hot of late so we decided to visit them at their workplaces,” Sister Hadebe said.

Areas visited by the medical section team were Mpopoma Repair Siding, New Headquarters, Area Headquarters, Central Mechanical Workshops, Westgate and Mechanical Engineer's Workshops.

The Mpopoma Repair siding recorded the least attendees because it has a few employees.

Sister Hadebe said 20 percent of the employees attended to were found to have raised Blood Pressure (BP) and ranged between

the ages of 25 years to 54 years, two percent of them were already on treatment.

The nursing officer said the surge in cases of BP were due to financial situation and bereavement while about three percent were going to school which likely raised their stress levels.

“The first reason that people were saying is it's because they are broke, they have no money and they cannot meet their needs but a few, maybe about 3%, are doing degrees and have less time to rest

don't cook for ourselves and buy fast foods hence the cause of these conditions” the Sister said.

On HIV self-test kits, Sister Hadebe said there were concerns some who test positive at home using self-test kits might not come back for a retest to confirm the results and get further assistance to help them live with condition.

“Those kits have to end up with a record at the clinic, especially if one finds themselves positive. There is need for those people to come back and get a retest for HIV at the clinic. I fear that some may test and discover that they are

positive and end there without going further on getting the necessary medication to living a positive life,” she said.

During the wellness campaigns, the medical team was



Nurses from Medical Section prepare for wellness checks

considering that somebody will be at work the whole day then have more hours at night seated studying,” she said.

Only staff at the New Headquarters were tested for diabetes because there were few testing sticks which ran out before attending to other workplaces.

A high percentage of males in their 20s were found to be overweight due to poor eating habits and lack of exercise.

“The age group of 25 to 30 males have poor metabolic conditions. Most were weighing between 99kgs and 104kgs. So during the inquiry in trying to find out why is it so, they say we are bachelors we

accompanied by a Counsellor to handle cases where employees were not comfortable discussing with health staff.

Sister Hadebe said the wellness campaigns will continue as they benefitted employees.

“Workers appreciated our visits. In future, I think we have to continue with our wellness programmes.” she said.

DEVELOPING ORGANISATIONAL RISK-BASED SECURITY CULTURE

By E. Mashayanye

Continued from last Edition

The writer added some other pertinent points that further enhance the development of the security culture in organisations as follows:

Effective Recruitment Policy

The policy on recruitment should not only cover background checks in terms of criminality by way of fingerprints, but should also go further and inquire how trustworthy the applicants are, through polygraph testing and other lie detecting methods. Those who are engaged need to be oriented on security culture as part and parcel of the induction process. The adage that goes 'catch them young', dovetails the need to drive home the principles of organisational and security culture into the consciousness of new employees. The appreciation of security policy by new employees is of inestimable importance.

Creating a Positive Work Environment

The creation of a work environment where there is a symbiotic relationship that allows for unimpeded social interaction that accelerates the drive for a security culture infusion. It enables the development of a whistle blower system. The whistle blower system is underpinned by elements of anonymity in terms of concealment of identity of informer, independence in terms of

reporting misconduct, accessibility in terms of channel usage for reporting any malpractices, positive organisational culture and easy follow-up mechanism. The organisation may need to incentivise the whistle blowers who may be internal or external.

However, as we navigate the terrain of risk-based security culture, it has to be borne in mind that there are also issues that militate against such Security/Loss Control Culture. These issues include but are not limited to the following:

- Attitudes (citing the Doctrine of Preferred Reading). In this context, people generally would only want to hear information that they desire or want to hear or that which suits them well. When some people hear about asset protection, they only think about it being the responsibility of Security/Loss Control department
- Lack of Training
- Limited Accountability and Transparency
- Lack of Communication

- Limited Demonstration of Commitment to Integrity and Ethical Values

It is of utmost importance that the organisation's human capital be driven by a sense of responsibility, being guided by ethical values and risk perception in terms of developing the risk-based security culture.

We are the makers of our own history, and builders of our own destiny. Security is our responsibility, so let's build that strong culture of asset protection. The late Cuban leader, Fidel Castro, during the Cuban Revolution once professed that: "I began the revolution with 82 men. If I had to do it again, I would do it with 10 or 15 men and absolute faith. It does not matter how small you are if you have faith and a plan of action".

Let's take with utmost faith the protection of the organisational assets as they are the enablers to proper and effective functioning of the organisation. Let's take security culture as a rallying tool for organisational sustenance. Let's live security culture, let's dine it and let's sleep on it.

About the writer:

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Announcements

Long Service

40 YEARS

MANYAU S. Traffic Yard
Foreman

35 YEARS

NDLOVU K. Traffic Manual
Worker

MAPINDA S. Traction & Rolling
Stock Handyman

MITI Z. Security Services
Sergeant Major

MSONZA J. Traffic Yardman

JAVACHAVA N. Traction & Rolling
Stock Carriage & Wagon

Examiner/Repairer

DZVAIRO I. Finance Senior
Accounts Clerk

MAZVIHWA K. Signals Skilled
Workers 2

ZEMBE F. Traction & Rolling Stock
Handyman

NJAYIDI A. Traction & Rolling
Stock Carriage & Wagon
Examiner/Repairer

TEMBEDZA S. Traction &
Rolling Stock Carriage &
Wagon Examiner

DUNCAN C. Traction &
Rolling Stock Carriage
& Wagon Examiner/Repairer

PHIRI P. Traction & Rolling
Stock Leading Carriage

& Wagon Examiner/Repairer

PHIRI M. Traffic Wagon

Reporter

30 YEARS

BANGU B. Signals Artisan's
Assistant

DUBE Z. Traffic Pointsman

Retirement

The following employees
proceeded on retirement in
October 2022. We wish them
success in their future

endeavours.

SIBANDA T. Traction & Rolling
Stock Handyman

SIANGA M. Traction & Rolling
Stock Carriage and Wagon
Examiner/Repairer

NDLOVU C. Security Services
Security Guard

NCUBE J. Traffic Senior Engine Man

NDIGAS. Traffic Senior Engine Men

CHIPETA L. Marketing Manual
Worker

MATHUTHU M. Tracks Manual
Worker

MASEKO P. Traction & Rolling
Stock Machinist

MATUNHA M. Passenger Services
Cook

MBIBA M. Traffic Pointsman

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 management and invited guests follow proceedings at Railway Safety Week official launch ceremony



A dance group provides entertainment at the Railway Safety Week launch event



Officials from Loss Control and Security Branch and Safety Section get ready to embark on a railway safety campaign in Bulawayo



School children listen to an NRZ security official during an awareness campaign at Mtshingwe Primary School in Bulawayo



NRZ employees and the police conduct a level crossing awareness campaign in Bulawayo



Police officers talk to school children on the dangers of walking on the railway track during a safety campaign



Mr Wonder Mukuyu (Left) from Passenger services with visitors to the NRZ stand at Sangana/Hlanganani



Acting Chief Operating Officer Mrs Ainah Dube-Kaguru and Executive Assistant to the General Manager Mr Joseph Temayi chat to Museum Curator Mr Gordon Murray at Sangana/Hlanganani Expo