



WHAT HAS BEEN TAKING PLACE IN THE COLLIERY TOWN!?

- MD’s midyear performance review.
- MD August road shows bridge Management-Employee divide!
- Roadblock for those without brakes on alcohol!

HWANGE COLLIERY COMPANY LIMITED

“The Power behind Industry.”

Our Vision: To be number 1 in coal mining and production of coal related products at the least cost in the region



MD's Mid Year performance review



From the Managing Director's desk

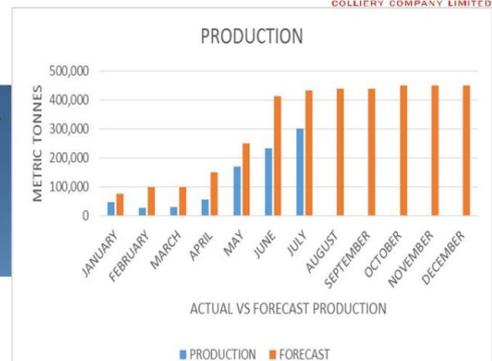
WHERE ARE WE?



- SCHEME OF ARRANGEMENT IN PLACE
- PRODUCTION MOVED FROM 30 000TONS PER MONTH TO 300 000TONS IN JULY 2017
- 3 MAIN UNDERGROUND MINING RESUSCITATION UNDERWAY: TARGET COMPLETION SEPTEMBER 2017
- PRODUCTION AND PRODUCTIVITY IMPROVEMENT: PROJECT GIJIMA FIRST 100 DAYS SUCCESS AND NEXT 100 DAYS TO COMMENCE AUGUST 2017
- TAKEOVER OF HCGC COKE OVEN BATTERY
- WESTERN AREAS EXPLORATION & DRILLING CONTRACT UNDER FINALISATION
- SECURITY: CCTV PROJECT UNDERWAY
- FIRST 6 UTILITY VEHICLES DELIVERED
- SALARIES: 50% BEING PAID EACH MONTH (PLAN B), MOVE TO PLAN A AS SOON AS CASH COLLECTIONS IMPROVE
- MEDICAL AID SCHEME TO COMMENCE AUGUST 2017
- FUNERAL COVER TO COMMENCE AUGUST 2017



WHERE ARE WE?



WHAT'S IMPORTANT NOW ? WIN



- SAFETY IS FIRST
- PRODUCTION STOCKS TO BE CONVERTED TO SALES
- SALES MUST BE OVER 250 000TONNES EVERY MONTH
- RELY ON OWN EQUIPMENT AND MINIMISE HIRE OF EQUIPMENT
- METALLURGICAL OPERATIONS AND LOGISTICS FOCUS
- QUALITY OF PRODUCT TO MEET CUSTOMER REQUIREMENTS
- SUSTAIN PRODUCTION INCREASE SO THAT WE REACH 400 000 TONS PER MONTH IN QUARTER 3
- INCREASE SALES FROM EXPORTS
- CASH COLLECTION AND REDUCE DEBTORS AGING
- PROJECT GIJIMA 2 IMPLEMENTATION IN AUGUST 2017
- 3 MAIN RESUSCITATION BY SEPTEMBER 2017
- RESUSCITATE WPC LINE
- PAY FULL SALARIES ON TIME
- MEET THE SCHEME OF ARRANGEMENT PAYMENT PLANS
- ZERO TOLERANCE FOR THEFT, CORRUPTION AND UNSAFE ACTS
- TEAMWORK! TEAMWORK! TEAMWORK!
- PRODUCTION & SALES! PRODUCTION & SALES! PRODUCTION & SALES
- SIYAGIUMA NA!
- YEBO SIYAGIUMISA AMALAHLE!



MD August road shows bridge Management-Employee divide



Managing Director, Eng. Thomas Makore this past week embarked on road shows within the company to address workers and give an update on the company performance amid high hopes that the remainder 2017 will yield better tidings in the organisation.

The road-shows commenced at the Operations department on Monday where the opencast staff were addressed at the main workshop before Metallurgical Operations department had their turn at the main administration.

On Tuesday, the MD and part of his Executive Management team commenced proceedings at the Engineering complex where Engineering, Supply Chain, Technical Services, Risk and Audit were in attendance. Medical Services and Estates division followed on the same day.

Last but certainly not least, Headquarters General Office provided Human Resources, Finance and ICT departments an opportunity to interface with the MD.

In his updates Eng. Makore reiterated the need to work safely and also to have a spirit of teamwork and assured employees at all centres that when sales figures rise to above 250 000 tonnes a month, consistent payment of full salaries would be assured. From the feedback most employees raised concerns on the teething problems associated with the new medical aid scheme from CellMed in which Executive Services Manager, Mr Ray Munangwa and Medical Services Manager, Dr Charles Zinyemba gave convincing and elaborate responses.

Other concerns raised included worker leadership communication, perennial water challenges in the concession area and poor lighting around the town.

Most employees were in agreement on the need to cut contractor costs and hailed the move as a positive one in the revival path. Harare office Company Secretariat and Marketing departments roadshows are scheduled for Friday, 11 August 2017.



ROADBLOCK FOR THOSE WITHOUT BRAKES ON ALCOHOL!!

...As breathalyzer use creates safe working environment



The Colliery has begun to realise immense benefits from the introduction of breathalyzers to test the presence of alcohol in one's body at entry points to workstations as involvement with substances and other drugs can be disruptive and adversely affect work performance.

Intake compromises production, poses serious health and safety risks, not only to those who abuse alcohol and drugs but extends to co-workers and families.

In an interview with Hwange Weekly, Risk and Audit Manager, Mr Tomson Zvidzai said that management conceptualized the Alcohol and Drug Monitoring Procedure to make the workplace a safer environment to avoid injuries or fatalities.

"The procedure seeks to test not only employees but visitors, contractors and haulage truck drivers conducting business in the operational area. Security and Loss Control officers were trained on the use and operation of the Alco Blow units by the supplier at our training centre."

Mr Zvidzai said there has been a significant lifestyle changes among Colliery workers.

"Employees are now conscious of their intake patterns and habits and have adjusted them in line with reporting for duty. As of 7 August, 2017 a total of 11 people failed the breathalyzer tests. From that number seven were company employees, two contractors, one visitor as well as one haulage truck driver from Zambia."

"Those who failed the test at different at different checkpoints were denied entry into their work stations. The company has adopted zero tolerance to alcohol use when on duty. When one fails the test a notification of offence is raised before disciplinary action in line with the code of conduct is taken."

He concluded by expressing that the development is not aimed at invoking fear among staff.

"We need judgement on the part of the worker to not be impaired. It is not scare away people or make life difficult but promotion of a safe work environment for everyone," said Mr Zvidzai.

Advantages of using monitoring procedure:

- ◆ Helps reduce potential legal liability of HCCL.
- ◆ Helps employees with drug problems (counseling referrals)
- ◆ Increased safety leads to better and higher production
- ◆ It boosts company reputation.
- ◆ Problem workers can be screened out.
- ◆ Reduces potential workplace conflict/violence.
- ◆ Drunk workers tend to be more aggressive at work.



More Energy, Teamwork and Dedication needed as Gijima Phase 2 beckons!!



“ Gijima project is not the MD’s project, we are in together as a team and we will succeed together as a team.

The Managing Director, Engineer Thomas Makore has called on all Colliery workers to devote more energy, be focused team players, and be driven by sheer determination as the company prepares for Gijima 100 Day Rapid Results Project Phase 2 slated for end of this month.

Engineer Makore addressed participants during the Gijima 100 Day Rapid Results Project review at Logan Wishart Hwange Golf Club last Monday, in his opening remarks he thanked the five Gijima teams and employees across all levels for their support during the period.

“May I start by thanking the Gijima teams namely Gamu, ChimbiChimbi, Chikwera, QAQC and Lubimbo for displaying commitment, dedication and hunger for success throughout the project.

The Gijima project was initiated to address bottlenecks within our operational systems.

The next phase is will be focused on metallurgical operations, logistics, sales and marketing as well as robust information communication technology systems.

“We need to maintain focus as we craft a strategic road map for Gijima Phase 2 to begin by end of August. We hope the same levels of energy will again be visible in the second phase,” said Eng Makore.

He further added that continual learning was important for the organisation.

“In life we all learn, if something around us forces us to change and to continue learning it can be very important for our growth as individuals as well as an organisation.



There is still a lot of work to be done as we align our objectives with our strategic plans and turnaround programmes as an organisation. These are hinged on the scheme of arrangement, balance sheet restructuring, production increase, cost reduction, customer diversification and thrust on exports.”

“Turnaround process is now in full throttle and the Gijima Phase 2 will be all about what worked and what didn’t work and how we better the whole process,” he said.

In their remarks at the review meeting, phase one Godfathers from five teams all expressed gratitude to the team members for their sacrifice and hard work. Phase two teams are expected to be a fusion of old members for continuity purposes alongside new staff members.



Teams, Godfathers and the Managing Director

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- ◆ Provision of transport, tents, and mobile toilets to the Presidential Youth Interface Rally.



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