



## The Weekly Headlines

- MANAGING DIRECTOR NEW YEAR MESSAGE TO STAFF
- MEDICAL SERVICES REOPENS DENTAL SURGERY
- CONGRATULATIONS ! - 2017 COLLIERY GRADUANDS
- SKILLED SECURITY MARKSMAN SAVES SARANDEGA FAMILY
- TRADITIONAL CHIEFS THROW WEIGHT BEHIND ACCELERATED TURNAROUND

## 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



## Managing Director 2018 Message to Colliery Staff



### WISHING TEAM HWANGE A HAPPY, FULFILLING, SAFE AND SUCCESSFUL 2018.

We achieved the following in 2017:

- Entered into the Creditors Scheme of Arrangement which created the operating space for the company to implement its turnaround and business plans
- Production rose to 1,3million tonnes for the year compared to 969 000tonnes in the previous year
- Resuscitation of 3 Main underground operations commenced and the refurbished Continuous Miner was delivered to the mine
- Team Hwange embraced Project Gijima that saw the following results:
  - Return to service of three buses and staff getting to work on time
  - Focus on correct spares procurement
  - Availing of our own production equipment such as Hitachi and Liebherr excavators

Production increased from an average of 30 000tonnes in the first quarter to 300 000tonnes per month in the third quarter

- Reduction of duff generation from 40% to 25%.
- PPE is available to all staff and the HIRA and complaints book was relaunched.
- Export orders increase.
- Deliveries and sales peaked at 171 000tonnes per month from a low of 30 000 tonnes per month.
- Innovative approaches resulted in team Hwange now producing flint grades.
- Available dump trucks increased to 12 including Bell ADT's, and own front end loaders were recovered and returned to service.
- Processing throughput still needs to improve, however the wet screening plant at No 2 was recovered and brought back into operation.
- The teamwork, motivation and morale in the company improved with the payment of 7% deposit to all staff in respect of salary arrears and the first of thirty six instalments was paid in December 2017 to all staff.
- Cost cutting measures were taken throughout the year to align the cost and productivity levels.

The CCTV security system and the breathalyser testing have improved our security and safety environments.



We have more to achieve in 2018 and therefore safety first, hard work, teamwork, motivation, professionalism, results orientation will be our mantra. We will build on the successes of 2017 and accelerate our efforts so that our gains multiply. Our strategic road map was laid out already. Implementation of our strategies and performance management in all areas is key. We will work relentlessly so that our overall company objectives are met and we will take our place in the national economy as one of the companies that will significantly contribute to the increase in the national gross domestic product.

Our key strategies for this year and beyond are:

Sustain the scheme of arrangement to stay the creditors and allow for operating space to return to increased production and profitability.

Stop accumulation of liabilities and stay current on all business transactions.

Increase production to at least 400 000 MT per month.

Ensure that all non-core activities are financially independent.

Improve the product mix by configuring our production as Mota Engil producing at Chaba open cast mine; own equipment to operate at JKL open pit mine and underground mine for coking coal; processing to lean towards high value products and marketing to retain and grow our platinum, gold and silver customers .

Focus on least cost production techniques and grow business value by returning to profitability through cost reduction and increased sales volumes.

Pursue multiple funding options to generate adequate capital expenditure and working capital.

Ensure systems, controls and people capability to deliver value.

Commence exploration and drilling of the Western Areas and Lubimbi West Concessions while pursuing funding options for mine development



I would like to share two quotations In closing:

“Don’t waste your precious energy on gossip, energy vampires, issues of the past, negative thoughts or things you cannot control. Instead invest your energy in the positive present moment”

“Don’t compare your life to others. You have no idea what their journey is all about.”

## The Power of Preparation by Netsai Munengami — SHE Officer



So it is that time of the year where business executives go off to some resort place to plan and strategize for the next year. For the longest time I admit to not having understood this tradition until I got an 'aha' moment in my life. What often seems like a weekend away for the executive league is often a gruelling session of SWOT analyses of the year. Plans are tabled, some shelved, some adopted, some rejected to perfect a business system. Such meetings are far from relaxing to say the least as they give the team opportunities to be honest with each other in the business direction they ought to take. Taking an introspective look on the journey they have travelled, successes and failures included is fundamental if not crucial in focusing on what lies ahead. This is all done to improve the system but in simpler terms the one principle they are putting to practice is **Preparation**.

There is a saying by Theodore Roosevelt that reads '*failing to plan is planning to fail*'. That quote is pregnant with meaning and yet so few have seen the light through it. To narrow it down if you plan, you will not fail!! It is as easy as A, B, C... I'm sure most people with children are too familiar with the word 'preparation', well I have come to know that one never buys the baby's clothes while in labour, NO!! In fact the midwives advise you well in advance to have your bag ready for the day hence the term 'baby preparation'. This is not a new phenomenon to many but, one that we need to be reminded of every now and then.

Well few have mastered how to plan or track how things happen in life. In Matthew 25:1-13 the Bible introduces us to the Ten Virgins '*vasikana ve gumi*', a story every Sunday school teacher has taught. The wise virgins understood that plans change especially in the final hour and knew better to carry more oil. The Five foolish virgins were the '*go with the flow lassies*' and didn't think that plans can easily change. In their case the groom was delayed while their lamps slowly burned down, what a pity, if only they had switched them off! Probably they watched the time tick by slowly hoping the groom would pitch just in time before the oil in the lamps was depleted. They were probably told to get extra oil by the wise virgins and probably rolled their eyes at the wise ones convinced that the oil in the lamp was sufficient. Sadly just as life would have it plans changed as seconds turned to minutes and minutes turned to hours the groom did not come. In the midst of hearing the arrival of the groom the foolish virgins realised their lamps were dim. So they rushed kunotenga at midnight, well at least they got some but on return the doors to the banquet were closed and were denied Access. See ***Procrastination is the thief of time!!!!***

Imagine all the years of preparing went down the drain all because they couldn't think ahead they lived in the moment and it cost them. See, preparation is vital in life. It's easy to fail an interview if you have not prepared for it. If you fail to plan ahead for the future it only becomes a burden when it starts to crumble down and pressure mounts. Planning doesn't mean success all round you may fail but at least you have Plan B as your follow through. Today take a close look at your life are you prepared? Do you pray for the New Year in the New Year or before which one speaks to better planning? Do you plan or u live each day as it comes? Where do you see yourself in 5 years? If you have been praying to no avail, check if you are fasting if not do so! If you pray and fast to no avail, check, do u have a spirit moved prayer partner? if not get one! If you have done that check scripture do u fast according to the prescribed way of Isaiah 58 if not give the needy, feed them, do something refrain from anger etc. Prepare, Prepare and Plan.

My advice as the year draws to an end is do a SWOT analysis of your year be true to yourself, no lying hey it won't help you either way. Create a vision board of what you want to see in 2018. Write it down for a constant check as written in Habakkuk 2:3? Do frequent reviews of the goals and prayers. If God has answered them highlight them and give thanksgiving. Have a prayer journal, be organised in prayer and in life, Our God is orderly not disorganised - Read the first chapters of the Bible and you will see order. Put order to your prayer life, set times to meditate upon His word undistracted. Switch off that phone, television, whatever else that distracts you. Set some quiet time and launch ahead to the future.

***With that said never ever fail to plan!!***

## Traditional Chiefs Pledge Support to Accelerated Turnaround

HWANGE District traditional Chiefs namely Chief Shana, Chief Wange, Chief Nekatambe, Chief Nelukoba and Acting Chief Mvuthu recently threw their weight behind Hwange Colliery Company Board, Management and Staff initiatives to restore the company's fortunes.

The Chiefs who were visited at their rural homesteads during the first relaunched Quarterly engagement meetings with the Colliery early last month expressed different sentiments and contributions on how best to accelerate the turnaround. They expressed satisfaction at the way things are turning for the better at the coal mine with some Chiefs pointing out that its good news that workers are now being paid part of their salary unlike before when they would go for months without being paid anything. They concurred that things are changing for the better and tangible signs are showing on the ground.

The Company delegation to the Chiefs engagement meetings was led by the Managing Director Engineer Thomas Makore, supported by Executive Services Mr Ray Munangwa, Corporate Affairs Manager Mrs Rugare Dhobbie and staffer Mr Lindani Dube.

Engineer Makore bridged the information gap which had long existed between the Chiefs and the company by unpacking the turnaround process, explaining the position of things at the organization, his vision and 2018 work plan.

His presentation also included the *Scheme of Arrangement, Recapitalisation background, Production, Exports, Management Restructuring in 2016, Criteria for Hiring employees, Board Appointments, Mota Engil, Coke Oven Battery, Voluntary Retrenchment, Two Weeks in/out, Hospitalisation, Housing, New Concessions, New Power Supply Deals, Project Gijima and Corporate Social Responsibility.*

Matters raised by the traditional leaders to be explored further by HCCL include the lack of recreational facilities in the district, social ills, the need to reopen libraries in Hwange, increased educational support, unity and team spirit in addressing company challenges.



Chief Wange's homestead



Ms Rugare Dhobbie serves African refreshments to Chief Shana at his homestead



Chief Nekatambe homestead



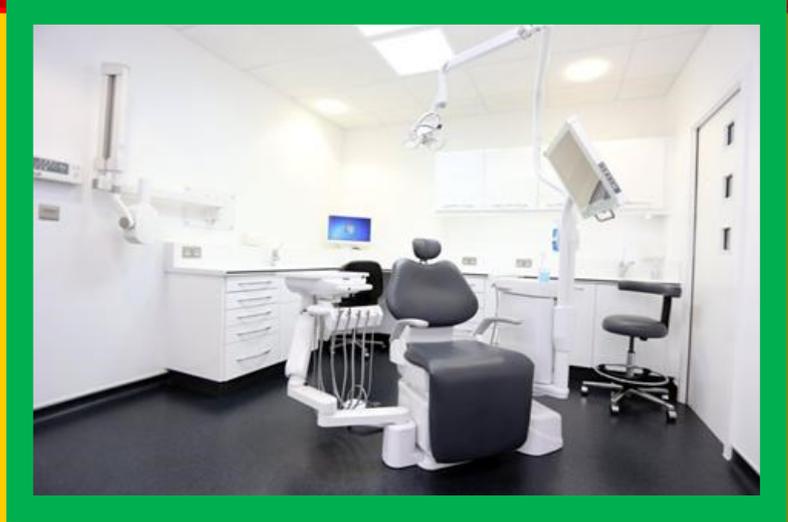
Acting Chief Mvuthu homestead



Chief Nelukoba homestead



**Meet the new  
Dental Therapist  
Mr. Freedom Mathe**



### **Good News! Good News!**

The good news is that Hwange Medical Services Division has reopened the Dental Surgery. The dental surgery reopened its doors under the professional leadership of Mr Freedom Mathe, the newly engaged Dental Therapist.

Mr Mathe brings vast experience in Dental Services and from his own words to the Hwange Colliery family, he says “I’m at your service, ready and raring to go.”

The Medical Services Division is happy to have Mr. Mathe joining other Medical Professionals to serve Hwange Colliery Employees, dependents, contractors and the general public.

As the HCCL family we may remember the company Medical Services department had suspended Dental Services for two years due to staffing challenges.

Employees, dependents, contractors and the general public had no option but to seek dental services from other service-providers which posed a lot of challenges among them the burden of traveling to nearby towns such as Bulawayo to seek dental treatment.

#### ***The Dental Surgery continues to offer the following Services to its clientele***

*Dental Health Education  
Dental Examination  
Tooth Extraction  
Tooth Filling  
Scaling and Polishing  
Referral for Specialist  
Dental CSR Programme  
Services*



#### **Dental Health Education- Promotes dental care.**

Clients get the opportunity to receive information about Dental Care. Clients will have all their questions on Oral Hygiene answered and also get an opportunity to have certain procedures in dental care, demonstrated. Such Education can be given as a one-on-one session with the Dental Therapist or Assistant or can be group health education. Employees, dependents and contractors can access this service at the Dental Surgery.

#### **Dental Examination**

It is very important to have dental examinations from time to time. Some dental conditions can be prevented or corrected early before they complicate. Visiting a dental clinic should not be because there is a problem, but should be because we don’t want a problem. Hence the old adage “Prevention is better than cure” remains true. Our teeth are important in that we use them for chewing food and most importantly, they enhance our beauty. We need to preserve them. Every child or adult should have dental consultation or check-up at least twice a year. Dental examinations can be done as a routine and as part of dental treatment.

### **Tooth Filling**

Some teeth do develop holes called carries. These become troublesome when food particles lodge inside them further affecting the longevity of teeth. Tooth filling becomes an important procedure for prolonging the life of the affected tooth. Hwange Colliery Hospital Dental Surgery provides this Service.

### **Scaling and Polishing**

At times our teeth become discolored or mottled, from a number of causes ranging from the food we consume including water, our other behaviors such as smoking tobacco and many other causes, particularly accumulation of dental plaque. It may become necessary to have teeth cleaned and polished in order to give them that bright and healthier look. Such services are offered at the Dental Surgery.

### **Tooth Extraction**

At times grossly decayed teeth cannot be saved through dental fillings. In this instance, as a last resort, tooth extraction becomes inevitable for relief of pain and prevention of spread of infection.

Hwange Colliery Dental Surgery is at your disposal to provide this service. Feel free to call at our reception.

### **Specialist Dental Services**

Those who need specialist Dental Services such as Dentures, Crowns and Bridges can call at the Dental Surgery for referral. Clients who may need to maintain their good look may require these (for cosmetic or aesthetic purposes. This may follow an injury or illness that may warrant tooth replacement. The Dental Surgery can assess and facilitate referrals.



**“Dental Services is team work at Hwange Colliery Hospital”**

**Mrs. Murefu (Dental Assistant) booking clients at the Dental Surgery Front Office.**

**Article prepared by the Health Officer in Consultation with the Dental Therapist .**

# CONGRATULATIONS! CONGRATULATIONS! - 2017 COLLIERY GRADUANDS

.....recently graduated Medical Division staff



Constance Chimanga - *Bachelor of Commerce Business Management Honours Degree (Majored in Finance) Midlands State University - (PA to Medical Services Manager.)*

*"Going back to school was one of the most extraordinary experiences of my life. I thank my boss Dr C Zinyemba for encouraging me to further my education. I am now able to identify my passion which is to be a confident person who not only will have a strong sense of purpose, but have the necessary tools to set clear goals for my life and achieve my potential by making my dream a reality"*



Tawanda Hove - **Master of Commerce Degree in Applied Accounting, Great Zimbabwe University (Accounting Clerk)**

*"I feel great"*



Sr Rudo Nyoni - **Intensive Care Nursing Course, Avenues School of Post Basic Nurses - (Intensive Care Nurse)**

*"I really cannot explain but I have self-actualized on the Maslow's hierarchy of needs though I still need to persue. I am happy"*



Themba Ndlovu - **Diploma in Psychiatric and Mental Health Nursing, Ingutsheni Central Hospital (Psychiatric Nurse/ TB Focal Nurse)**

*"I am very proud because I am the only one who studied Psychiatric Nursing."*

## SKILLED SECURITY AND LOSS CONTROL MARKSMAN GOES BEYOND CALL OF DUTY....Rescues Sarandega home from 2 metre long Green Mamba!!....



It all played out like a scene from a movie on New Year's day at around 11PM, when Mrs J Sarandega discovered the two metre long green mamba snake in her home.

The reptile had disappeared from plain sight as she had gone to make a distress telephonic call to Health officials a day before.

On arrival Health officials failed to locate the snake and out of fear, all her family members that night slept in the lounge.

Later on 2 January, 2018 - loud barks from her dogs from the kitchen area alerted her and she spotted a snake similar to the one she had laid her eyes on the previous night.

According to Mrs Sarandega..

"The snake scaled up a tree and

reached the apex, this is when we tried throwing stones at it to no avail.....We are grateful to the Security section for the quick response. Mr Ngidhi a trusted marksman in the Colliery took down the snake with only one shot. My husband and I were very impressed. Hats off, to the team."



Security and Loss Control Manager, Mr Thabo Lubinda said apart from his section's core business of safeguarding company assets, his team also responds to distress calls in order to save lives.

"Security and Loss Control has trained personnel in firearm handling. In this case, an employee and family were under threat from an angry green mamba. After receiving the report Acting Corporal Ngidhi who is a long serving member under Cash-in-Transit was called in for the emergency," said Mr Lubinda.

Lubinda said Ngidhi is a reliable marksman and sniper who used one shot from a shot gun to take down the mamba. He added that Security works in close liaison with National Parks in dealing with problem and dangerous animals.

"We work in close liaison with National Parks Authority in dealing with elephants, baboons, hippos and snakes. Concession dwellers are urged to always seek assistance when in danger and not further provoke the reptiles or animals by throwing stones."

"Use Toll free number 08080212 to make reports including distress calls and crime reporting. The whistle blowing toll free number is free when using an Econet line," added Mr Lubinda.

**WE JOIN THE SARANDEGA FAMILY IN THANKING MR NGIDHI AND THE ENTIRE SECURITY TEAM!**

# REWINDING THE COLLIERY CLOCK



**2005**

HCCL Awarded Best Turnaround Award in the Zimbabwe Independent Quoted Companies Survey.

**2006**

HCCL starts operations at Chaba Opencast Mine.

**2007**

Company commissions joint venture coke oven battery with a Chinese investor. Company gets an ISO 9001:2000 Quality Management System certification by Standards Association of Zimbabwe.

**2013**

HCCL commissions mining equipment worth \$20 million from Bell and Sany.

**2014**

Company awards USD 260 million mining contract to Mota Engil, a Portuguese mining firm.

**2014**

Company secures USD 31.2 million credit facilities to capitalise the Opencast Mine.

**2017**

- Entered into the Creditors Scheme of Arrangement which created the operating space for the company to implement its turnaround and business plans.

- Production rose from 30 000 tonnes a month first quarter to 300 000 tonnes by year end.

- Resuscitation of 3 Main underground operations commenced and the refurbished Continuous Miner was delivered to the mine



## THE TEAM



**Rugare Dhobbie**



**Lindani Dube**



**Tobias Mandoreba**



**Ketiwe Ndlovu**



**Blessing Ncube**



**Tichavona Mfandaizwa**



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