



The Weekly Headlines

- STRATEGY PLANNING REVIEW WORKSHOP FINETUNES COMPANY ROADMAP.
- GIJIMA PHASE 2 ROARS IN TO LIFE.
- SHEQ DEPARTMENT PARTNERS ZSM IN COMMUNITY FIRST AID.
- HWANGE FOOTBALLERS MAKE THE GRADE AT ACADEMY TRIALS.

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



STRATEGIC PLAN REVIEW WORKSHOP FINE TUNES COMPANY ROADMAP

It is not a secret that the turnaround momentum for Hwange Colliery Company Limited is now a gear up. All roads last week on Friday led to the Strategic Review Workshop at the main training centre where management as well as other key critical staff within the organisation converged in the quest to chart the way, fine tune the roadmap and ensure a strong finish to the year 2017. The workshop followed hot on the heels of the successful completion of Gijima Rapid Results 100 Day Project first phase at the end of August.



The promising onset of the just commenced Gijima Phase 2 has since roared to life, the workshop also offered the current phase helpful insights.

Among other issues discussed at the Strategic Plan Review workshop included the 2017 and 5 year plans. Other points of discussions detailed reports about percentage progress and variance analysis compared to budgets; areas of success; areas of improvement; areas where the strategic plan needed adjustment, reasons and suggested intents and actions; forecast for the end year 2017, strategic premium and threats to plans and needed guarantees for success of the coal mining giant's plans.

In this year, positive success milestones recorded by the Colliery include the Scheme Of Arrangement, employee mindset shift, Project Gijima, increased production volumes, positive brand perception, marked improvements in salary payments, cost cutting measures, and accelerated resuscitation of Underground Mine operations just to name but a few.



HCCL partners Zimbabwe School of Mines in community First Aid exercise

Hwange Colliery Company Limited, through the Safety, Health and Environmental Quality (SHEQ) department joined hands with Zimbabwe School of Mines in conducting a First Aid community awareness drills at Halfway House along Bulawayo- Victoria Falls road last weekend.

According to the SHEQ Manager, Mr Butholezwe Dube, the objective was to educate the communities on how to deal with various accidents cases in a bid to save human lives.

"We have come here today in partnership with Zimbabwe School of Mines (ZSM) to help our local communities on the importance of First Aid in our day to day lives and how it becomes handy in the event of accidents and other incidents that would require emergency attention. We also encourage communities to also form groups and undergo basic training in that field.

I would also like to thank the ZSM for the initiative which also assisted Hwange Colliery Company's corporate social responsibility aim in this exercise to be fully effective and achieve the intended results. For some reason, First Aid is not fully recognised and appreciated for its life giving role, it is only when people need it that they realise how important first it is. We can all plan our responses to emergencies through First Aid Training and Community awareness programmes like this one." said Dube at the event.

The Underground team captain Happias Tshuma highlighted that their performance at Halfway House was a perfect barometer to measure their level of gradual improvement as a team and was highly confident they would fly the Hwange Colliery Company flag high at the upcoming competitions at Mimosa Mine on 29 September 2017 and bring the trophy back home.

The Colliery will be represented by both the Underground and Surface teams at the event.



Payidemwoyo Makore attends Megafest Secretary's summer school

One of the Colliery's own, Payidemwoyo who is Personal Assistant to the Head Legal and Company Secretary was among the class at the esteemed Megafest Secretary's summer school in the capital from the 12th to the 15th of September 2017.

This is an annual event mainly attended by Executive Assistants, Personal Assistants and Secretaries. Payidemwoyo highlighted that the seminar was a worthy one.

"The workshop refreshed participants on business etiquette, personal branding, and perspectives on the modern Personal Assistant role, persuasive communication and decision making versus problem solving and fostering entrepreneurial growth." said Payidemwoyo.

"By virtue of the office, there is a lot of interaction with different types of people on a daily basis and the need to well represent Executives at the highest level of business was a take away from the workshop. Continuous training was therefore imperative and surely for other Personal Assistants to ensure skills development." she added.

BREASTFEEDING TIPS!

The manner in which the baby is attached at the breast will determine how successful breast feeding will be. In normal Breast feeding, there are two elements necessary for getting milk from the breast to the baby, which are:-

- A breast that produces and releases milk
- A baby who is able to remove the milk from the breast with effective suckling.
- For a mother to produce the milk that her baby needs, the baby must suckle in the right way.
- A baby cannot get milk by suckling only on the nipple.

Signs of Good Attachment

- Chin touching breast
- Mouth wide open
- Lower lip turned outwards
- Areola; more visible above than below the mouth

Signs for a Baby Who is Correctly Attached to the Breast and is Suckling Well

- Slow, deep sucks and swallowing sounds
- Cheeks full and not drawn in
- Baby feels calm
- Baby finishes feed by him/herself and is satisfied
- Mother feels no pain

Signs of Poor Attachment

- Chin away from the breast
- Mouth not wide open
- Lower lip pointing forward, or turned in.
- Areola; more visible below than above the mouth

Signs for a Baby Who is not Correctly Attached to the Breast and is not Suckling Well

- Rapid, shallow sucks and smacking or dicking sounds
- Cheeks drawn in
- Baby feeds very frequently, for a very long time, but does not release breast and seems unsatisfied
- Mother feels pain

Positions for Good Breast Feeding

There are many positions that a mother may use, for example:

Sitting on the floor or ground, or sitting on a chair, lying down, standing up or walking. If the mother is sitting, or lying down, she should be:-

- Comfortable, with back supported
- Feet supported if sitting so that the legs are not hanging loose or uncomfortable
- Breast Supported, if needed





Hwange town and indeed Matabeleland North province as a whole has once again proved that it is a rich football hub with lots of untapped young football talent after five young stars made the grade to join Harare based Academy 2063.

The academy representatives were in town at the end of August to conduct trials.

In an interview, *Weekly Mwale* who was selected as the Mat North coach at the two day programme confirmed that young footballers from the town shone like beacons during the trials locally and in Harare during the second part of the screening process.

“We had a total of 105 youngsters drawn from Hwange, Dete, Binga, Kamativi, Vic Falls and Jambezi who came for the trials hosted by Academy 2063 from the capital. The targeted age groups were Grade 5 to Form 3.

From the 20 kids selected we shortlisted eight kids (six from Hwange) and (two from Vic Falls) but after the national process in Harare we came up with the five kids from Hwange who are going to be enrolled at Prince Edward High and Selbourne Park Primary School who are in partnership with those two schools,” said Mwale.

The five who will now get exposure to some international institutions after this breakthrough are: Hamilton Gomba (Form 1 at Marist Bothers Sec School); Claivert Chuma (Grade 7 at Mabinga Primary School); Prince Munsaka (Form 3 at Hwange High School); Frank Lungu (Grade 6 at Thomas Coulter Primary School) and Derick Ndlovu at Hwange High School.

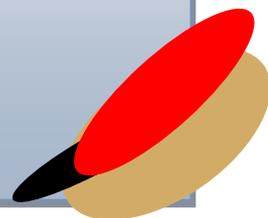
January	Closed
February	Open for Tours
March	Closed
April	Open for tours
May	Open for tours
June	Closed
July	Open for tours
August	Open for tours
September	Closed
October	Closed
November	Open for Tours
December	Closed

MINE VISIT CALENDAR

Hwange Colliery Company Limited effectively contributes towards the Educational Development of the country through Mine Tours. Such Tours offers an opportunity for the General Public and Students from Elementary and Secondary Schools to learn the importance of mining and mining development in their everyday life.

Plans are in place to limit the tours to six months of the year in order to reduce production disruptions.

Aside are Mine Tours Calendar for the year





Condolences

- ◆ The HCCL family would like to send heartfelt condolences to Thaboniswa Ncube (Estates Plumber) and Family over the loss of Tafilani Ncube.
- ◆ And Mrs Rugare Dhobbie and family on the loss of an extended family member.



My message to the HCCL family— "Get going. Move forward. Aim High. Plan a take off. Don't just sit on the runway and hope someone will come along and push the airplane. It simply wont happen. Change your attitude and gain some altitude, believe you me, you'll love it up there. "

Veronica Shoniwa— PA to Mine Planning Manager will be turning 35 tomorrow, we would like to wish her happy belated "planned" birthday.

The HCCL family would like to remind you of the carpenter's rule when assisting planning for the company, **"measure twice and cut once"**

Hwange to take part in ZNA Charities Bulawayo Dinner Dance and Golf tournament

Hwange Colliery Company will today join other organisations at the Zimbabwe National Army Charities Bulawayo dinner dance and golf tournament, two events meant to raise funds for the army's array of corporate social responsibilities.

The Managing Director Engineer Thomas Makore, Executive Services - Mr Ray Munangwa and Hwange Golf Club captain , Mr Morgan Gorerino will take part in the evening dinner and also take to the greens at Bulawayo Country Club on Saturday.

THE TEAM



Rugare Dhobbie



Burzil Dube



Lindani Dube



Tobias Mandoreba



Ketiwe Ndlovu



Blessing Ncube



Tichavona Mfandaidza



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For information and suggestions

Please email: corporateaffairs@hwangecolliery.co.zw

If you have any issues regarding unfair practice, trade or abuse at Hwange Colliery by any of our employees call our whistle blowing number on

+263 281 23052

Gijima 2!

Newsletter



100 Day Rapid Results Project



DAY 15!

Gijima 100 Day Rapid Results Project Phase 2 roars to life!!!



The second phase of the Gijima project is now in full swing with the six project teams set up already busy on the ground and focused to ensure the organisation ends the year on a high note.

The launch for Gijima Phase 2 was conducted at the Main Training Centre on the 7th of September 2017.

Mr Morgan Gorerino remains the Gijima Project facilitator but now has a deputy facilitator Mr Josiah Nduku, who is the company's management accountant.

Nduku shed more light on the developments in an interview with Hwange News on Wednesday.

"Gijima 2 has six teams comprising of at least ten employees per set up which is a slight change from Gijima 1 which had five teams. The main focal areas this Gijima 2 are safety, quality, processing, coal movement to the market, exports and equipment availability.

The project teams meet on a weekly basis to evaluate their performance and they also make weekly presentations to the Heads of Departments where graphs on individual tasks from the action items will be shown. The team Godfathers attend the project teams' meetings on invitation." said Nduku.

The first presentations to the HOD's will be done on the 27th of September 2017.



Mr Josiah Nduku

According to Nduku, the teams are:

Team 1(Mnandi MaLasha) whose Godfather is the Mine Planning Manager Mr Nixon Mugwadhi.

Miss Trish Nyirenda is the Team Leader while Team Facilitator is Mr Talent Pedzisai.

Team mandate is: *To reduce duff generation to 10% for mining and 10% for processing.*

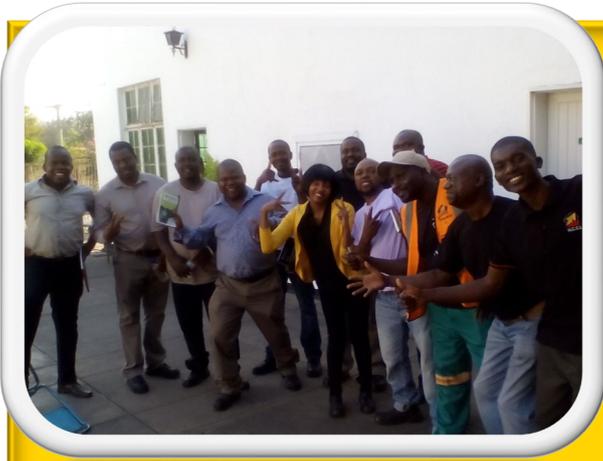


Team 2 (Buumi)'s Godfather is SHEQ Manager Mr Butholezwe Dube.

Ms Anna Chuma is the Team Leader while Mrs Veronica Phiri is the Team Facilitator.

Team mandate is: *To reduce high accident frequency from 4,54 to 3,50.*





Team 3 (Njanji)'s Godfather is the Executive Operations Mr Shepherd Manamike with Mr Mlungisi Dube weighing in as the Team Leader while Miss Ntandoyenkosi Mazibuko is the Team Facilitator.

Team mandate: To move the following volumes: HPS 150 000 tonnes via ESC conveyer, HIC 100 000 tonnes by rail and HIC 20 000 tonnes by trucks.

Team 4 (Vusani)'s Godfather is A/Engineering Services Manager Mr Collen Munyamana while Mr Mandhlenkosi Mhlanga is the Team Leader with Mr Beaven Jinga coming as Team Facilitator.

Team mandate: Asset Management: Ensure 85% of equipment availability to support production.



Team 5 (Magaisa)'s Godfather is Metallurgical Operations and Logistics Manager Mr Bongani Ndlovu, Mr Paradzai Makunde is the Team Leader while Mr Collen Dube is the Team Facilitator.

Team mandate: Chaba Plant A and B to achieve 3 300 tonnes per day throughput.

Team 6 (Gwama)'s Godmother is Commercial Manager Dr Beauty Mutombe while Mr Lucky Rwizi is the Team Leader. Ms Fortune Nyoni is the Team Facilitator.

Team mandate: Coal exports of HIC to reach 50 000 tonnes a month.

The six teams' tenure will complete their duties on 15 December 2017 when employees at various levels within the company and consultants review Gijima Phase 2.

Some successes of Gijima 1 which prompted the "birth" of Gijima 2 include culture and mindset change among employees, increased production volumes and culture of costs cutting among others.



SIYAGIJIMA NA? YEBO! SIYAGIJIMISA AMAHLE!!!!