

DC Mpogolo urges companies to appreciate workers' contribution

By Guardian Reporter

ILALA district commissioner Edward Mpogolo has tasked companies to establish effective human resources policies that promote the well-being of employees.

DC Mpogolo made the call over the weekend when speaking during the awards ceremony for the best employees of the year for Simba Supply Chain Solutions Ltd (SSCS), Simba Trailers and Simba Logistics which are subsidiaries of Simba Bingwa.

Apart from lauding Simba Bingwa Group of companies for introducing special awards, the DC urged other companies to inculcate a habit of recognize the remarkable contribution of its workers in realization of various development goals.

"This move gives workers more courage to work hard but also promote welfare and economy of the company and the nation in general. It motivates workers and in turn realise the company's dreams," Mpogolo said, adding: "It is a good and proud thing, the government is proud to have employers who appreciate their employees."

"In a special way, I would like to congratulate the directors of Simba Bingwa Companies (Simba Chain, Simba Logistics and Simba Trailers) for establishing effective human resources policies that promote the well-being of employees. It is a good and proud thing, the Government is proud to have employers who appreciate their employees," he said.

He added: "The success of the employees is the success of the Company now and in the future, so I urge the employees to increase their efforts and knowledge in their work and enable the Company to achieve great goals."

DC Mpogolo said that currently, the Simba Bingwa Companies have approximately 400 directly employed workers. "The government wishes to see



Ila DC Edward Mpogolo speaks at the weekend during an event to award best employees of the year for Simba Supply Chain Solutions Ltd (SSCS), Simba Trailers and Simba Logistics.

within the next few years, these employment opportunities are doubled for rapid development."

Dar es Salaam City's Mayor, Omary Kumbilamoto said: "I commend Simba Companies by providing 0.3 per cent of their levies to support development initiatives in Dar es Salaam including constructions of dispensaries, schools and many more."

Aly Dewji, one of the directors for Simba Bingwa said that they officially launched the Simba Bingwa system on July 1, 2021, specialized in managing and coordinating the employees' performance evaluation and the very first award event was in March 2022.

"This system is essential for our company to ensure that employees are aware of the Company's goals which are

to work collaboratively and to increase efficiency in the workplace in order to achieve strategic goals in business," he said.

Hussein Dewji, co-director for Simba Bingwa said: "Our Company is in the process of bringing all employees into health insurance, so as to make sure that the workers and families are all getting health service. We believe that

when the employee's family is stable, then the employee will work efficiently and thus the company will move forward and achieve its goals."

He stated that for a long time, Simba Bingwa was involved in the transportation of goods by road as well as the creation of trailers to facilitate the transportation sector, but recently they have expanded the scope of business by establishing a clearing and forwarding unit alongside with warehouses operations in Tanga (Simba Terminals).

"Through Simba Terminals, the company has already imported two ships into the country through Tanga port and bringing more than 13,000 tons of cargo. We believe that through the port of Tanga, our company will increase the value in the supply chain," the Director said.

Employees who won the awards as the best employees thanked the companies for recognising and their efforts saying that the awards have brought a new spirit of dedication to the employees to achieve personal academic and developmental goals but also to help the Company achieve its goals for the well-being of the Nation.

Group of companies Chairman, Azim Dewji urged the employees, especially drivers, to build patriotism and when they are outside the country, should be good ambassadors to promote the good things of the nation.

'Decentralising Samia Suluhu Hassan super specialists key in health equity spread in Tanzania'

By George Mwitwa

THE Samia Suluhu Super Specialist programme has been hailed as a significant milestone in Tanzania's healthcare system, with the potential to address the shortage of specialists and nurses in regional referral hospitals across the country. However, for the programme to have a transformative impact, it is essential to ensure that the doctors trained under the programme are decentralised across all 31 regions in Tanzania.

Decentralization of the Samia programme will be excellent for many reasons, including reducing the burden on the National Referral hospital,

improving access to healthcare services, and promoting equitable distribution of healthcare resources.

Decentralisation is an essential aspect of healthcare systems, and it refers to the distribution of resources, power, and decision-making from the central authority to local authorities. In the context of the Samia Suluhu Super Specialist programme, decentralisation means distributing the specialist doctors, and nurses trained under the programme to regional referral hospitals across Tanzania. This move will ensure that patients in remote areas can access specialist healthcare services without having to travel long distances to the national refer-

ral hospital, Muhimbili in Dar es Salaam.

It is important to reiterate that decentralisation will save patients' time and money. Currently, patients in regional referral hospitals have to travel long distances to receive specialised care. This move is not only time-consuming but also expensive for patients who have to pay for transportation and other associated costs.

In my view decentralization of healthcare services has several advantages. Firstly, it promotes equity in healthcare service delivery. Decentralization of the Samia programme will improve access to healthcare services in remote and underserved areas of the country.

The shortage of specialists and nurses in regional referral hospitals has often led to patients in remote and underserved areas of the country not accessing the much-needed healthcare services.

Decentralizing the programme will ensure that trained specialists and nurses are stationed in these areas, providing quality healthcare services to patients who previously had limited access to healthcare services. This will go a long way in reducing the disparity in health outcomes between different regions in the country and promote equity in the distribution of healthcare resources and improve the health outcomes of communities in remote

and underserved areas of the country.

Secondly, decentralization improves the efficiency and effectiveness of healthcare service delivery. Regional referral hospitals will have specialist doctors who can provide high-quality healthcare services to patients, reducing the burden on the National Referral Hospital, Muhimbili in Dar es Salaam in this case. This will not only improve the quality of healthcare services but also reduce the waiting times for patients seeking specialist healthcare service.

Thirdly, decentralization enhances local decision-making and accountability. Local authorities, such as regional referral hospitals, have

a better understanding of the healthcare needs of their communities. By decentralizing specialist doctors, the national government will be empowering these local authorities to make decisions that are in the best interest of their communities. This will promote accountability and transparency in healthcare service delivery, which is essential for building public trust in the healthcare system.

In conclusion, the Samia Suluhu Super Specialist programme is a significant step towards addressing shortage of specialist doctors and nurses in Tanzania's healthcare system. However, for the programme to have a transformative impact there is a need

to decentralize the doctors trained under the program across all the 31 regions in Tanzania.

Decentralization will promote equity in healthcare service delivery, improve the efficiency and effectiveness of healthcare service delivery, and enhance local decision-making and accountability. The government should, therefore, prioritize the decentralization aspect of the program to ensure that all Tanzanians have access to high-quality specialist healthcare services.

Dr. George Mwitwa is the Tanzania country director, Medical Teams International.

New technologies to uphold work safety and health lure thousands

By Guardian Reporter

MODERN technologies to maintain workplace safety and health developed by Geita Gold Mining Limited (GGML) have attracted hundreds of people who attended the just-concluded showcasing event to mark the World Day for Safety and Health.

Held in at national level in Morogoro municipality the event captured the public attention at the company's pavilion at the Tumbaku Grounds.

The technologies, which are specific to the health and safety of workers working in mines, were mentioned as unique due to the innovations implemented by the company to bring about reforms in the mining sector.

Sospeter Mkombati, mining firm' senior officer of safety and health at workplace said that despite the company being one of the number one stakeholders, this year it has decided to come up with different things.

He said that GGML for many years has participated in the exhibitions organized by Workplace Health and Safety Agency (OSHA), aimed at educating the public on safety issues at the workplace, this time round it wanted to teach them, so that they bring reforms to their companies.

He said that the technologies that GGML has brought in this year's exhibition, whose motto says: "Safe and healthy environment is a basic principle and right at the workplace," confirm the company's first priority, which is safety and health at the workplace.

Mkombati named the first technology as a 'refugee chamber' which is a special emergency room that is placed inside the mine underground to enable the workers inside the mine to gather, while waiting for another rescue from above.

"Refugee chamber is a device that is used underground to help the worker when there are various accidents, maybe a rock has fallen or a fire accident, the worker instead of trying to find a way out goes to the room that can accommodate more than 20 people and it is packed with various rescue equipment such as oxygen cylinders as well as information systems.

"So those who are outside will know the kind of rescue to prepare for, before ascending to the room which cannot penetrate fire or rocks underground," he says, mentioning another technology that they came up with that is for fire accident control systems in cars, where now all the company's cars, including mechanical ones, are fitted with the systems in the engine.

The official says that the systems have the ability to provide special water to extinguish any fire that may occur inside the car engine or plant without the driver ordering or getting out of the car to find a fire extinguisher.

Mkombati added that the third technology that GGML has brought to the exhibition was the use of drones in taking pictures and videos inside the



mine to identify the safety of the rocks before the worker goes to dig.

"The workers were going to mine, sometimes inside the rocks they find stones that are not patterned well and cause concern about the stability of the rocks, but now we have come with drone technology

that goes inside to take pictures and then we check the place that is safe and not safe to ensure a safe environment for our workers," he says.

According to him, another technology he mentioned was a special rescue ladder that is used on the emergency route when escaping

or saving life from inside the mine apart from the main way to enter and exit the mine.

"If you leave the emergency room 'refugee chamber', GGML has designed an emergency way or escape way which has modern stairs that enable a worker who saves himself

from the mine to climb without slipping, but also every six meters he can rest because sometimes there may be a distance of 150 meters from inside the mine to come out.

"This technology uses something like plastic drums where inside there are non-slip stairs and places to rest (platform), so it is a new technology that companies in this mining sector can imitate and use," he notes, pointing out that GGML has now come up with a special toilet that has been designed for underground miners, instead of going outside for the same purpose.

He further says: "These toilets are taken inside the mine where the worker walks a few meters and use. They are modern toilets, they have insecticides and when they are about to fill up, they are taken by machine and taken outside the mine to be cleaned."

According to him, people who visited the booth expressed their interest in the innovative equipment, which is increasing the morale of the company's employees to pay more attention to safety and health issues at the workplace and to work hard.

One of the residents who visited the GGML pavilion, Novatus Chuwa says that he learned many things that are foreign, but now he is tempted to choose to work in the mines because of the certainty of safety at the workplace.

Another person, Alice Kyando says that the number of people who rush to the GGML booth has proven how the company has planned to ensure that the work environment is well prepared and that the employee works in a safe place and in accordance with international guidelines for safety and health at the workplace.