

TAMICO cites reasons for good labour relations at WDL



One of the major catalysts for good industrial relations and efficient productivity in a business organization is regular consultation between management and labour union leadership on issues and decisions pertaining to the welfare of employees. This was recently stated by the Acting Chairman of the WDL Branch of the Tanzania Mineworkers Union (TAMICO), John Kaizilege.

Kaizilege said regular involvement of the local labor union leadership in formulating and implementing decisions that affect the workers' interests boosts employees' morale and minimizes incidences of labour disputes.

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WDL Plant Shift Foreman, Aidan Mng'ong'o (above), in the WDL Plant operations control room. (Story on Page 3)

WDL distributes over 33,000 tree seedlings

As its contribution to the reforestation efforts in Shinyanga Region, last year WDL distributed 33,809 tree seedlings to villages, schools and institutions in the region. This is in addition to the trees that are planted within Mwadui

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Residents of Nyasamba Village, Kishapu District, recently received tree seedlings donated by Williamson Diamonds Ltd.

Be Passionate



Penda Kazi
kwa Dhati

Pull Together



Tushikamane

Build Trust



Jenga Uaminifu

Show We Care



Tuonyeshe
Kuthaminiana

Shape the Future



Kutengeneza Maisha
ya Baadaye

TAMICO cites reasons for good labour relations

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He commended the current management of WDL for putting in place the mechanism for seeking the employees' leadership advice and opinions when making decisions that concern the employees' interests and mine production.

Among the examples of cooperation between WDL management and TAMICO branch leadership is the agreement reached by both parties in early 2007 to address the problem of shortfalls in production targets.

In order to minimize the shortfalls, it was duly agreed that during the year production should not be interrupted on public holidays.

TAMICO Acting Branch Chairman said the current union leadership, which was voted into office in 2006, regularly discuss with employees before and after

consulting with the management on issues that impact their welfare.

He said that under their leadership there had been a decrease in the number of disciplinary cases involving WDL employees.

Currently, the WDL TAMICO branch has a membership of more than 400.

Deaths cloud the holiday season at Mwadui

The end of year holiday season was clouded for WDL management and the mine community by the sad demise of four company employees in a period of only two months.

Hamzuruni Kilao, an assistant technician, died at Mwadui Hospital on 23rd November at the age of 45. His burial took place at Nyamanoro, Mwanza. He is survived by a widow and two children.

On 25th December Emmanuel Maganga, a plant attendant, died aged 55 at Mwadui Hospital following a long illness. He was buried at Puge, Nzega, in Tabora Region and left a widow and nine children.

Dominick Mhoja, a technician with the Fitters Workshop, passed away at Mwadui Hospital on 5th January after a short illness. His burial took place at Msalala Village, Geita, Mwanza Region. He is survived by a wife and four children.

On 14th January Kiyenze Msabila, the Mwadui Guest House supervisor died at Mwadui Hospital. His burial, which was attended by WDL Managing Director, Tony Devlin, took place at Utwigu Village, Tabora. The late Msabila is survived by a widow and seven children.

Williamson Diamonds Limited.

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New faces at WDL

Juma Deresu Malunga (38) has joined WDL as Safety, Health and Environment Manager. Malunga holds a Bachelor of Science (with Education) degree and a Masters degree in Environmental Chemistry, both from the University of Dar es Salaam. He has broad experience of mine environmental matters having held senior positions in the field at various mines in Tanzania and the United States. He is married with two children.



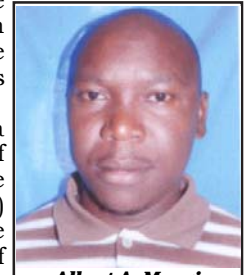
Juma Deresu Malunga

Albert A. Mongi recently joined WDL as Mine Geologist to replace Javan Enock who resigned in June 2007. Mongi has

a Bachelor of Science (Hon) degree in geology obtained from the University of Dar es Salaam.

Michael Cheche and Idd Salum Amiri joined the Finance Department in December 2007 as Assistant Financial Accountant and Assistant Cost Accountant respectively. Cheche is a Certified Public Accountant with an Advanced Diploma in Accounting and a Postgraduate Diploma in Cooperative Business Development.

Amiri has a Bachelor of Commerce (Accounting) from the University of Dar es Salaam.



Albert A. Mongi

WDL distributes over 33,000 tree seedlings

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town and the company's mining areas.

The WDL Safety, Health and Environment Department is responsible for running the Mwadui tree nursery where the seedlings are grown. The Department's Manager, Juma Malunga, said that the seedlings were distributed to three villages in Kishapu District (3,882 seedlings), 15 primary schools (15,846 seedlings), nine secondary schools (12,659 seedlings) and four institutions (2,364 seedlings).

Malunga revealed that WDL is planning to enlarge the tree nursery to be able to grow 500,000 seedlings during 2008. These seedlings will be planted in Mwadui town and the mine area and distributed to the communities neighbouring the mine.

It is also planned that Malunga's team will assist the villages surrounding Mwadui to establish their own nurseries in order to grow fruit trees and trees for timber and firewood. This will also involve training the villagers in how to care for their seedlings and trees.

Meanwhile, WDL is to hold a "Mwadui Mpya" tree planting day on Saturday 16th February. The theme of the day will be "Uphold the tree planting habit and conserve the environment." More than 4,000 indigenous tree seedlings will be planted in Mwadui town, mainly in the new conservation area, which was formerly the old golf course. All members of the mine community and students from Mwadui schools are invited to join in the day's activities.

Residents of Mwadui are encouraged to plant fruit and ornamental tree seedlings in the vicinity of their residences and the seedlings are readily available, free of charge at Mwadui tree nursery.

In case of a fire incident instantly report to the following officers:

Fire Chief	- 0784 445 936
SHE Manager	- 0784 771 009
Occupational Hygiene Coordinator	- 0754 490 153
SHE Department Office	- 2762564
Securicor Control Room	- 2762478
Power House	- 2762539

Automated control to enhance production at WDL Plant

As part of implementing best practice in production operations, WDL has constructed an elevated control room at the main plant. This will give operators and foremen the best possible point from which to control and direct operations in the plant.

According to WDL's Metallurgy Manager, John Chandler, the control room is situated in order to enable the operators and foremen to have an all round view of plant operations. Furthermore, by using cameras to observe key locations and areas that are difficult to see, the control room is of tremendous benefit in

directing the coordination of production activities.

Chandler said the new control system has greatly improved supervision of operations. In the old system a foreman had to move from section to section in order to get an overall picture of how the plant was operating. He can now have a holistic view of how the plant is performing and can ensure that the whole team operates effectively as a cohesive unit. This will allow proactivity in dealing with problems and so will minimize delays in throughput.

WDL Mine Manager, Danie Smit, said that the installation of the control room at the plant will go a long way towards improving operations control. It will also help prepare the senior supervisory staff for the proposed new WDL plant, which will be fully automated. (Currently, WDL is the only fully manual plant in the De Beers family of companies).



Mwadui 'A' Primary School was one of the four primary schools in Kishapu District which were recently presented with sets of footballs by the Mwadui Branch of the National Microfinance Bank. In the picture, the Branch Operations Manager, Barthromew Mahangaiko (1st right), and the Branch Loans Officer, Joyce Bangi (2nd right) presenting the balls to the school's pupils.

Peter Leonard, a trainee with WDL IT Department, recently graduated with an Advanced Diploma in Information Technology from the Arusha Institute of Accountancy.



Mwadui 'A' shines in national exams

In a record breaking performance, all 61 pupils who sat for the 2007 National Standard Seven Examination at Mwadui 'A' Primary School passed the examination and have been selected to join Form One at various government secondary schools.

Furthermore, last year all 53 pupils scored a grade A pass in the National Standard Four Examination.

This continues the excellence academic performances being achieved at the school. In 2006 all 20 Standard Four pupils and 70 of the 71 Standard Seven pupils at the school passed their national examinations.

The headteacher, Margaret Lewis, explained in a recent report that the 2006 Standard Four class was the first to sit for the National Standard Four Examination since the school adopted English as its medium of teaching. Previously Mwadui 'A' was a Swahili medium primary school. The school is funded and managed by WDL for the benefit of its employees' children.

ENVIRONMENT NOTICE

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**MWADUI
MPYA
TREE
PLANTING
DAY**
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A "Mwadui Mpya Tree Planting Day" is being planned for Saturday 16th February 2008. Mwadui is not just where we work but where we live. The objective of this day is to plant about four thousand trees (4,000) on the Mwadui conservation area (old Golf Course) and to show we take pride in our Mwadui town.

We are inviting volunteers from all Departments of WDL, Contractors and Mwadui town residents for this first tree planting day.

Refreshments will be made available to participants at the completion of the planting exercise. Hope to have your participation on the day!

More details about the event will be provided later.

**Danie Smit
Mine Manager**

**In case you have any newsworthy information or photograph please contact Mwadui Mpya Editor, Ray Ishengoma.
Cellular Phone: 0755 076587. Email: ishengomaray@yahoo.com.**

Women entrepreneurs, a vital part of Mwadui community

Whilst in many cases they regard their efforts as just a way of supplementing their families' income, female small-scale entrepreneurs are offering vital services to the Mwadui Mine community.

Due to the peculiar environment of the mine town, where most of the residents are employees of the mine and contractor companies, it is largely women, most of them employees' wives, who are running the shops and kiosks at places set aside by the mine management for that purpose. They sell vegetables, fruits, consumables, clothes and household items.

In a recent interview, some of these women said that they decided to go into business in order to avoid being totally dependent on their husbands' income. Their businesses enable them to contribute towards their families' living costs.

"As you are aware costs for food and children's education are continually rising. It is time for women not to remain idle. Our businesses have gone a long way to better our families' lives," said Mama Regina Richard. She is one of the women who run shops at what is known as the Compound Area, situated on the eastern part of the mine township.

Mama Josephine Dadu, another shop owner in the area chipped in: "Besides cushioning the living costs, the income derived from our small businesses is always handy when emergencies like death of a relative occur. Sometimes our husbands do not have enough money in case of such an incident, which can involve the cost of traveling long distances."

However, the women claimed they were facing various challenges in running and expanding their businesses, including a lack of access to capital, high electricity costs and the proliferation of non-resident hawkers, known as 'machinga', in the mine township.

They said that in order to raise more capital, they have been taking loans from various microfinance institutions like FINCA, Pride and various banks. However, they complained the interest rates being charged by these institutions are too high.

Although the women agree that establishing their own savings and credit association would be the best way forward they have not taken up the initiative because most of them lack training on how to establish such an association and what might be the benefits to its members.

The mine management has agreed to assist in putting such small-scale entrepreneurs in contact with organizations that can assist with such organisation and training. This is one of the issues that will be discussed at the Mwadui Mpya Community Forum to be held in March.

WDL Employees Education Fund loans out Tsh186 million

The WDL Employees Education Fund has given out loans amounting to more than Tsh186 million since it was established in 2005.

The Fund's secretary, Ramadhan Kilao, said the fund was set up to help the company's employees meet their children's education costs. He explained that as these costs are continually increasing it is sometimes difficult for employees to rely on their salaries alone to meet the costs.

Kilao thanked WDL management for its assistance during the formation of the Fund, which including offering US\$5,000 as initial capital.

By April 2008, the Fund's capital will amount to more than Tsh58 million. The Fund is open to all WDL employees and currently has 148 members.

From April 2008 the membership fee will be Tsh350, 000 shillings. The Fund will provide loans of up to the equivalent of three months salary to a member. Loans are repayable in 12 months at an interest rate of 5%.

WDL December, January production off target

Ore treatment at the three plants for the months of December 2007 and January this year was 105,435 tons of ore less of the budgeted 586,338 tons. 480,903 tons of ore were treated.

The amount of diamond carats recovered were 28.8% and 26.1% less than the budget for December and January respectively.

Among the production bottlenecks for the period were wet ore, heavy rainfall and blockages.

Four retire from company service

Four WDL employees retired from WDL employment at the end of December, having reached the compulsory retirement age of 60 years. Between the four of them they had accumulated 112 year's service at WDL.

Lucas Kasiga, a workshop overseer, served the company for 39 years.

Power House shift operator, Elisante Gerison, retired after 37 years' service.

Kasiga Marugu, a driver, joined the company in 1990.

Jilala Kulwa, a plant attendant, was in WDL employment for 19 years.



These must have been happy moments for Joseph Mhoja of MPP and Felister Janga of WDL Recovery Section when they recently got married on the mine.

Mwadui residents cautioned against stray dogs

WDL management is concerned about the number of stray dogs in Mwadui, some of which have been left behind by ex-employees and contractors. WDL management has ordered that all residents register the number of dogs they own. Dogs found

roaming in the township will be shot.

Furthermore, all dogs now need to be vaccinated annually against rabies. This will cost Tsh1,500 per dog and the date of commencement of the vaccination process will be announced by the Safety, Health and Environment Department soon.