
 An accessible well maintained fit-for-purpose road network

 To provide sustainable road infrastructure for domestic and regional accessibility to spur socio-economic development

## REHABILITATED KAFUE HOOK BRIDGE COMMISSIONED



*Rehabilitated Kafue Hook Bridge.*

**I**nfrastucture, Housing and Urban Development Minister, Hon. Eng. Charles L. Milupi on 24<sup>th</sup> May 2023 commissioned the Kafue Hook Bridge, which has been rehabilitated at a cost of K167,463,918.10.

The Kafue Hook Bridge is an important crossing point linking Lusaka, Central and Western Provinces to the rest of the country. The crossing point is a six-span steel-concrete composite

bridge with a total length of 270 meters across the Kafue River and is in the Kafue National Park in Mumbwa District of Central Province.

Hon. Eng. Milupi said the bridge was first constructed with the support of the People's Republic of China and was commissioned by the First Republican President of Zambia, the late Dr. Kenneth Kaunda on 24<sup>th</sup> May 1973.

He said the rehabilitation works on the bridge commenced on 15<sup>th</sup> October 2015 and were scheduled to be completed on 24<sup>th</sup> October 2017.

“However, the project had been suspended five times during implementation, resulting in a stoppage period of four years, one month, and three weeks. With the coming of the New Dawn Government in August 2021, the works were restarted on 19<sup>th</sup> November 2021 and completed on 4<sup>th</sup> March 2023,” he said.



*Minister of Infrastructure, Housing and Urban Development Hon. Eng. Charles L. Milupi delivering his speech during the commissioning of the Kafue Hook Bridge.*

Hon. Eng. Milupi further said the Government was currently carrying out holding maintenance works on various roads using the Road Development Agency (RDA) Regional Offices in the respective Provinces to ensure that the road network does not deteriorate further as the treasury sources for funds to carry out major repair works.

In this regard, the Government has plans to work on the following roads in Western Province once the treasury sources the required funds: Lusaka-Mongu Road especially on the section from Tateyoyo to Katunda; Katunda-Lukulu-Watopa-Mumbezhyi Road; Tapo-Kalabo-Sikongo-Angola Border Road; and Livingstone-Sesheke Road.

He said similarly, the Government has plans to work on the following roads in Central Province subject to availability of funds: Landless Corner-Mumbwa-Kasempa Road; Nampundwe-Blue Lagoon Road; and Kabwe-Ngabwe Road.

The Lusaka-Ndola dual carriageway, which passes through Central Province, will also be worked on

using a Public Private Partnerships (PPP) model once the Concessionaire reaches Financial Closure.

Central Province Minister, Hon. Credo Nanjuwa said the Kafue Hook Bridge was critical as it facilitated the movement of goods and services between Central and other Provinces.

He said there was need to improve the road network in the Province to support the agricultural sector especially in the remote areas.

Western Province Minister, Hon. Kapelwa Mbangweta said the people of Western Province were happy with the completion of works on the bridge.

Hon. Mbangweta said efforts should now be directed towards working on the key roads that were in a poor state in the Province.

RDA Board of Directors Chairperson, Eng. Mulchand Kuntawala said the original contract sum for the rehabilitation of the bridge was K147,539,014.61, with a construction period of 24 months to be completed by 14th October 2017.

Eng. Kuntawala said during project implementation, the revised contract sum and completion date increased to K167,463,918.10 and 4th March 2023, respectively.

“This major delay of over five and half years from the original date of completion was primarily due to the inconsistent allocation of funds. Even the temporary bridge had started to become a permanent bridge,” he said.

He said the bridge is a very important crossing point on one of the main road arteries for business and commerce including connecting people for their travel and hence, the Government placed a priority on its completion which was made possible by the systematic and consistent allocation of funds.

Eng. Kuntawala said as part of, the Government’s vision to achieve sustainable growth, great emphasis has been placed on the construction, rehabilitation and maintenance of the highway infrastructure, including bridges, to ensure accessibility to communities and services.

He said the RDA had signed the service contract with Kiran and Musonda Associates to carry out the assessment and design of the Kafue Hook Bridge in 2013. In 2015, the RDA engaged Kiran and Musonda Associates for the design review of the temporary bridge and to supervise pre and post construction.

The consultancy services commenced in March 2016. China Henan International Cooperation Group Limited (CHICO) was appointed as the works contractor in February 2015, and the rehabilitation works of Kafue Hook Bridge officially commenced on 15th October 2015.

Eng. Kuntawala said the composite bridge superstructure was in good condition, but the substructure and the five piers were in a poor condition and needed repair or rehabilitation.

Eng. Kuntawala said all the five piers had been replaced with new piers using a unique method of lifting the superstructure on jacking frames while demolishing the five old piers and constructing new ones and then lowering the superstructure onto the new substructure. He said this method is the first of its kind in Zambia.

He added that the West end abutment was relatively crack-free, while the East end abutment had more severe cracks, which had to be chipped off and reinforcement driven in and concreted.

“In addition, the contractor has

rehabilitated about 1.4 kilometers approach road and the chutes, staircases, kerbs, road signs, and guideposts on either side of the bridge the contractor has replaced kerbs, restored and repainted handrails, and installed solar lights on the bridge deck,” he said.

The event was also attended by the Ngambela of Barotseland who was accompanied by five Indunas from the Baroste Royal Establishment. Others were Senior Chief Shakumbila of Shibuyunji District and Chief Mulendema of Mumbwa District.



*Hon. Mbangweta, Hon. Eng. Milupi and Hon. Nanjuwa cutting the ribbon to signify the official opening of the bridge.*



*RDA Acting Director and Chief Executive Officer, Eng. Grace Mutembo and RDA Board of Directors Chairperson, Eng. Mulchand Kuntawala following the proceedings during the commissioning of Kafue Hook Bridge.*

# HON. ENG. MILUPI INSPECTS CONCRETE WORKS AT NAYUMA HARBOUR



*Minister of Infrastructure, Housing and Urban Development Hon. Eng. Charles L. Milupi, RDA Board of Directors Chairperson, Eng. Mulchand Kuntawala and the entourage inspect concrete works at Nayuma harbor.*

**I**nfrasturcture, Housing and Urban Development Minister, Hon. Eng. Charles L. Milupi and Road Development Agency (RDA) Board of Directors Chairperson, Eng. Mulchand Kuntawala on 25<sup>th</sup> May 2023 inspected ongoing concrete works at Nayuma harbor on the Mongu-Limulunga Road.

Works have advanced on the 1.1 km access road into the Palace at Limulunga.

AVIC International, the contractor for the project has completed the 5% cement stabilization of the subbase on the entire 1.1km access road and are now preparing to commence the laying of the crushed stone base.



*Concrete works at Nayuma harbour on the Mongu-Limulunga Road.*

# RDA EMBARKS ON AWARENESS PROGRAMME FOR THE LUSAKA-NDOLA DUAL CARRIAGEWAY PROJECT



*RDA Acting Director Communications and Corporate Affairs, Mr. Anthony Mulowa speaking to the media during a sensitization programme on the Lusaka-Ndola Dual Carriageway Project.*

**The Road Development Agency (RDA) has embarked on a project awareness programme along the Lusaka-Ndola dual carriageway project route.**

RDA acting Director Communications and Corporate Affairs, Anthony Mulowa says the Agency places premium on Stakeholder management which is also a key Strategic Objective in the current Strategic Plan.

Mr. Mulowa said Stakeholder engagement was critical prior, during and after project implementation.

Mr. Mulowa and RDA Principal Environmentalist Gershom Chilukusha recently conducted a sensitization exercise along the project route and addressed marketeers, shop owners and residents at 15 and 18 miles in Chibombo District.

Works on the project involve the upgrading to dual carriageway, of approximately 327 kilometers of the Lusaka-Ndola Road, including rehabilitation of 45 kilometers of the Luanshya-Fisenge-Masangano road using a Public Private Partnership Model of project procurement and financing.

existing bridges along the entire route.

The Concessionaire is Macro Ocean Investment Consortium (MOIC) and the Concession period is twenty-five years. Three years is for construction and twenty-two years for operations and maintenance.

Considering the important role, the road plays in the economic space in Zambia and the region, the Government approved emergency and permanent works on this corridor to address the current poor condition it is in.

The temporal works will begin soon as the Government through relevant Agencies finalizes some processes.

This intervention will address the bad sections of the road where there is rutting, potholes and edge damages.

Permanent works are expected to commence once financial closure is attained by the Concessionaire.

Mr. Mulowa and RDA Principal Environmentalist, Mr. Gershom Chilukusha during an engagement with the marketeers, shop owners and residents at 15 miles in Chibombo District.



*Mr. Mulowa and RDA Principal Environmentalist, Mr. Gershom Chilukusha during an engagement with the marketeers, shop owners and residents at 15 miles in Chibombo District.*

# CHINSALI - NAKONDE ROAD REHABILITATION WORKS UPDATE



*Works on the Chinsali-Nakonde Road.*

**The rehabilitation works on the Chinsali to Nakonde Road are progressing well.**

Under Lot 1, from Chinsali to Isoka, a stretch of 103 kilometers, 95 kilometers has been rehabilitated and opened to traffic.

Lot 2, the section from Isoka to Nakonde (107 kilometres), 83 kilometres has been rehabilitated and opened to traffic. Further, works in the Nakonde Central Business District have commenced.



*Chinsali-Nakonde Road works in progress.*

## THE CHINSALI-NAKONDE ROAD PROJECT ALSO HAS CSR COMPONENT OF CONSTRUCTING TWO HEALTHCARE FACILITIES



**T**he two Healthcare facilities being constructed at Sasamwenje and Musanya as part of the Chinsali-Nakonde Road Project have reached an advanced stage and will soon be handed over to the Ministry of Health.

Apart of the rehabilitation of the 210 kilometres stretch of the road, the project scope also involves the sinking and installation of 30 boreholes and construction of truck parks in Nakonde, Chinsali and Isoka. All the 30 boreholes, 15 on each Lot have been sunk and handed over to the communities along the project route.

# LUANSHYA STREAM CULVERT WORKS ON ROAN ROAD SUBSTANTIALLY COMPLETED



*Ongoing works at Luanshya stream culverts.*

**The Luanshya stream culvert works on Roan Road have been substantially completed.**

The Road Development Agency (RDA) on the Copperbelt has been constructing the culverts to alleviate challenges that occur during the rainy season when the road gets flooded.

Previously, there were three lines of 600 millimeters diameter culverts which could not handle the increased volumes of water.

The RDA has now constructed three lines of 2400 x 2400 millimeters box culverts to accommodate the increased volumes of water during peak flows in the rainy season.

The project is currently at 90% complete and the road has since been opened to traffic. The remaining works are erosion protection of the embankments and dredging of the river bed.



*Works in progress.*



# CHIPATA-MAGWERO ROAD MAINTENANCE WORKS

**T**he Chipata-Magwero Road is a critical link in Chipata District connecting two special schools and other social amenities.

These are the school for the deaf and school for the visually impaired. The road also services a clinic and a standard school.

The road was in a deplorable state during the 2022/2023 rainy season.

The Road Development Agency (RDA) Eastern Regional Office received funding to undertake maintenance works which will include installation of drainage structures such as culverts and portal frames, grading and regravelling of the 11.6 kilometers stretch.

Works have started and progress of 20% has been attained which includes completion of clearing and grubbing of the 11.6 kilometers in readiness to commence construction of drainage structures, grading and regravelling of sections that require the road to be raised.



*Works on the Chipata-Magwero Road.*



*Graded section of the Chipata-Magwero Road.*

# MTHIKO CULVERT WORKS IN KATETE COMPLETED



*Mthiko Culvert*

**W**orks on the Mthiko Culvert along the Mtetezi to Msoro Road in Katete District in Eastern Province have been completed.

The scope included back filling and compaction of the eroded section, stone pitching, construction of reinforced approach slabs and deck as well as lined side drains. The works have been done in house by the Road Development Agency (RDA) Regional Office in Chipata.

The road is very critical to Eastern Province as it services the main ZESCO Substation supplying electricity to the whole Province.



*Mthiko Culvert before the works.*



*Mthiko Culvert after the works.*

# CHEMBE – MANSA – NCHELENGE ROAD MAINTENANCE WORKS ON



*Chembe-Mansa road section under maintenance.*

**T**he Chembe to Mansa to Nchelenge Road stretches from Chembe to Nchelenge via Mansa, Mwense and Mwansabombwe Districts of Luapula Province covering a total distance of 340.6 kilometers.

The road further has an additional

stretch of 75 kilometers from Mbereshi to Kawambwa Tea Estate via Kawambwa Central Business District (CBD) bringing the total distance under maintenance to 415 kilometers.

The entire section provides for ease of access to both farming and now ongoing small-scale mining activities

in the Province. Fishing is also extensively practiced in surrounding communities as a major activity to support day to day needs.

The maintenance works on the Chembe to Mansa to Nchelenge Road have intensified after the rainy season and physical progress is at 25 %.



*Cutting of potholes at km50+500*



*Sealing of pothole at km28+410*

# IMPROVED RURAL CONNECTIVITY PROJECT (IRCP) ROLL-OUT

The Road Development Agency (RDA) has been rehabilitating feeder roads under the Improved Rural Connectivity Project (IRCP).

The project aims at rehabilitating 4300 kilometers of feeder

roads to all-weather gravel standard in all the 10 Provinces of Zambia.

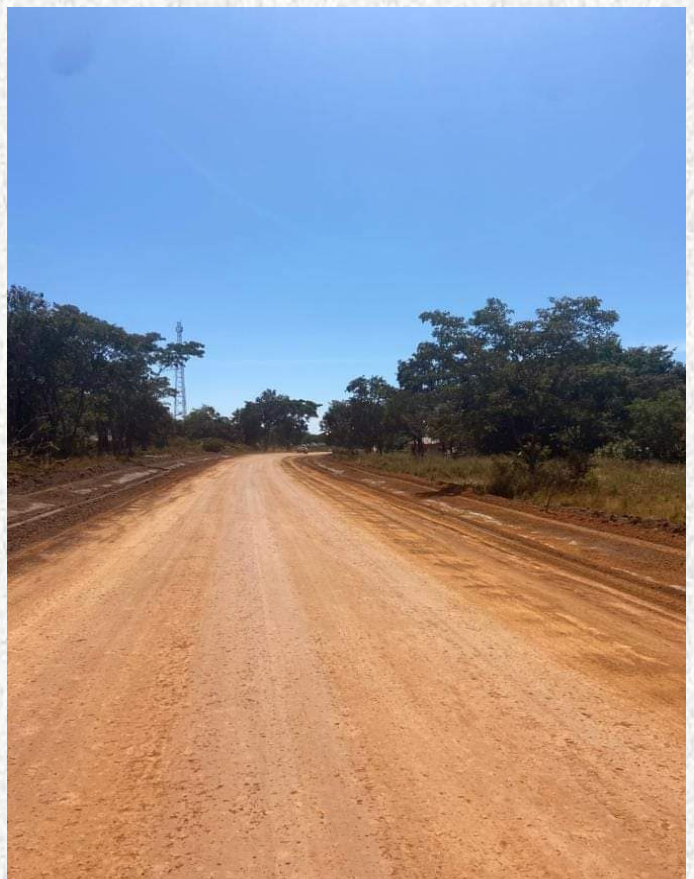
Below are pictures for works on Package 10 in Samfya District and Package 9 in Kawambwa District in Luapula Province.



*Output Performance Road Contracts (OPRC) under the IRCP Urban Section on a Primary Feeder Road Package 10 in Samfya District under construction.*



*Completed Primary Feeder Road Package 10 under maintenance in Samfya.*



*Completed Primary Feeder Road Package 10 under maintenance.*

# NKOSHYA BRIDGES IN NORTHERN PROVINCE GET FACELIFT

**T**he Road Development Agency (RDA) through the Northern Regional Office is undertaking rehabilitation works on the Nkoshya Bridges along the Mporokoso to Nkoshya to Mununga to Kaputa Road.

The project sum for the two bridges is K4,700,000 and the funds have been disbursed in full. The two crossing points are Itabu and Mbula.

Rehabilitation works on Itabu Bridge have been completed while works on Mbula Bridge are ongoing. Overall physical progress on the project is at 60 %.



*Ongoing works at Mbula Bridge.*



*Completed works at Itabu Bridge.*

# CHIBULUMA ROAD MAINTENANCE WORKS



*Works in progress on Chibuluma Road.*

**The Road Development Agency (RDA) in collaboration with two stakeholders is undertaking maintenance works on Chibuluma Road in Kitwe.**

The road is 6.7 kilometers long and is a bypass to the Kitwe Central Business District (CBD).

The RDA has been undertaking maintenance works jointly with the

Kitwe City Council (KCC) and Mopani Copper Mines (MCM) to ensure that it remains motorable as the Agency waits for the procurement process of a contractor to rehabilitate the road.

Chibuluma Road will be rehabilitated to concrete standard as it is mostly used by Heavy Goods Vehicles (HGVs).

The maintenance works include dumping and spreading of waste rock on the deep depressions and covering the waste rock with gravel as the ridding surface.

The dumping of waste rock is complete and graveling works are ongoing.

The procurement of molasses is in progress to help suppress the dust. The project is about 70% complete and suppression of dust will be an ongoing exercise.



*Chibuluma Road works.*

# WORKS ON ACCESS ROADS TO TOURISM SITES IN MUCHINGA PROVINCE COMMENCE



*Clearing and grubbing on one of the access roads to tourism site in Chinsali.*

**T**he Government through the Road Development Agency (RDA) in Muchinga Province has started works on access roads to tourism sites in readiness to the 2023 Muchinga Exposition (Expo).

The team is currently working on the road from the T2 Junction to Chipoma Falls which is approximately 7 kilometres.

The scope of works includes clearing and grubbing, road formation, gravelling, installation of culverts and expanding the existing road which is 2 metres wide to 5.5 metres.

About 50 general workers are expected to benefit from this project. The expo is scheduled to take place in October 2023.



*Works on the access road to the tourism site in Muchinga Province.*

# PHOTO FOCUS



The RDA team led by acting Director and Chief Executive Officer, Eng. Grace Mutembo held a stakeholder engagement with the Minister of Justice, Hon. Mulambo Haimbe, civic leaders and community members from Lusaka Central Constituency on road rehabilitation and maintenance.



The RDA held a consultative meeting with the Zambia Metrology Agency (ZMA). The meeting discussed various matters to enhance Axle Load Control and asizing of weighbridge devices in Zambia.



The Road Development Agency (RDA) has continued to engage various stakeholders in its quest to execute the mandate of construction, rehabilitation and maintenance of public roads in Zambia. Senior Chief Kopa of Kanchibiya District in Muchinga Province and his delegation paid a courtesy call on RDA acting Director and Chief Executive Officer, Eng. Grace Mutembo.



Works on the access road into the Limulunga Royal Palace in Western Province.



The laying of crushed stone base on the 1.1 km access road into the Limulunga Royal Palace in Western Province





*Fifty percent of the single seal has been done at Lundazi Bridge.*



*Pothole patching works on the Mpika-Kasama Road.*

# RDA EMPLOYEES TOAST MAY DAY

**R**oad Development Agency (RDA) employees on May 26<sup>th</sup> 2023, celebrated the International Labour Day, which is annually commemorated on May 1, as a universal day to celebrate the working class.

Meanwhile, RDA Acting Director and Chief Executive Officer, Eng. Grace Mutembo said the role of Agency in the Road Sector and the country in general was key to the development process.

“We are all aware that the state of the roads in any part of the world determines the speed of delivery of goods and services and we are privileged therefore, to be part of that human capital that is contributing effectively to the development of this country. I encourage you to be proud of what you are doing in the Agency regardless of your position,” Eng. Mutembo said during the event which was held at Mulungushi International Conference Centre in Lusaka.

“**The 2023 International Labour Day was celebrated under the theme: “Accelerating Job Creation for Economic Growth”.**”

Eng. Mutembo said she was happy to note that the Agency had endeavored to perform well in the execution of its mandate to ensure that public roads in the country were well maintained and cared for.

“We also do not forget human capital



*RDA Acting Director and Chief Executive Officer Eng. Grace Mutembo receives a gift from the Union Vice Chairperson Ms. Petildah Kakoma.*

that sees to it that the role mandated to the Agency is well implemented and we manage to deliver to the public. To do that, we make sure that employees’ salaries are paid on time and the provision of essential tools to meet the daily operational requirements. Management has been striving hard to ensure that the interests of all members of staff are individually and collectively looked into in order to keep them motivated,” she said.

She added that Management also recognized the efforts of members of staff who had performed exceptionally

well, and these were either promoted or rewarded.

RDA Workers Committee Outgoing Chairperson, Lukundo Mukonda in her speech urged unionised members to execute their work diligently.

Ms. Mukonda also outlined several achievements scored by the Workers Committee during their tenure of office, all aimed at improving the conditions of service for their members.

During the event, various employees were recognized for their contributions and presented with awards.

# RDA ENGINEER PRESENTS PAPER AT THE 2023 EIZ CONFERENCE AND SYMPOSIUM



**T**he Engineering Institution of Zambia (EIZ) held its Annual Conference and Symposium from 20<sup>th</sup> April to 22<sup>nd</sup> April 2023 in Livingstone.

The theme was “Sustainable Economic Transformation and Job Creation through Home-grown Engineering Solutions”.

During the event, RDA Regional Manager for Luapula Province, Eng. Bernard Zulu made a paper presentation entitled “Study on the properties of blast-furnace slag cement concrete subjected to accelerated curing”.

The presentation was looking at using sustainable supplementary cementitious materials that are environmental friendly in concrete works. These materials improve concrete properties and eventually reduction in the usage of only ordinary Portland Cement which has bad effects on the environment.



Eng. Bernard Zulu

# LABOUR DAY PHOTO FOCUS ROUNDUP



Out-going Union Chairperson, Ms. Lukundo Mukonda delivering her speech during the May Day celebrations in Lusaka.



Dancing time!



RDA members of Staff during the May Day celebrations at Mulungushi International Conference Centre.



RDA Acting Director and Chief Executive Officer, Eng. Grace Mutembo (second from right) with Senior Management Staff at Mulungushi International Conference Centre.



Group photo from the Lusaka team before the march past.



Group photo from the team at Muchinga Regional Office.



Group photo from the team at Southern Regional Office.



Group photo from the team at the Muchinga Regional Office.



Group photo from the team at the Copperbelt Regional Office.



Group photo from the team at the Copperbelt Regional Office.



Group photo from the team at the Eastern Regional Office.



March-past by our team in Eastern Province.



Katete Weighbridge officers.



Group photo from the team at the North-Western Regional Office.



Group photo from the team at the Central Regional Office.



Group photo from the team at the Central Regional Office.



RDA Luapula Regional staff pose for pictures.



Nyimba Weighbridge officers.



Group photo from the team at the Northern Regional Office.



Team Northern Province.

# EMPLOYEE PROFILE

**“If serving is beneath you, then leadership is beyond you.”**

This month's profile is about a man who is passionate about his faith. He's outspoken, loves to speak for people, provide counsel and wants the best for others. He is also an ordained Pentecostal Pastor and an Engineer by Profession.

We get up-close with Stephen Mwiya an Engineer under the Department of Planning and Design at the Road Development Agency (RDA).



**Who is Stephen Mwiya?**

**Response:**

Born in Mongu, Western Province, in a family of four; two ladies and two men, I am the fourth born son of the late Mr. Gilbert Mwiya Mukubonda and Martha Mareta Muhongo.

As a family, we resided at a place called BOMA (British Overseas Management Administration) just behind the Mongu NAPSAs Building.

I did my Primary and Secondary education at Mulambwa Primary School and Kambule Technical School respectively in Mongu of Western Province. I am married to Naomi Banda and God has blessed us with seven children and two grandchildren.

**How was your up-bringing up like?**

**Response:**

My up-bringing was well tailored by the Lord in that I spent most times with my father but also spent some intermittent holiday stints with my grand-father who was a lay-Preacher in United Church of Zambia in Livingstone. My grandfather is the man who is behind this pastoral impartation. The man used to read the bible to me and interpret certain portions of scriptures that did not make meaning then. He would later make me recite the scriptures.

**What was your dream career and why?**

**Response:**

My dream career was to be a Water Engineer because I used to hear learned people, during my upbringing, say “Water is life”. So, I desired to ensure that all places in my vicinity should have pure drinking water as water is life.

My career path enlarged when I discovered that Water Engineering is a component of Civil Engineering. From there on, my perspective changed, and I began to re-focus to Civil Engineering as a dream career.

**When did your journey at RDA begin?**

**Response:**

My career path dates way back in 1988 when I joined NORAD under Rural Water Supply Programme as Well Jetting Team Supervisor after under taking an in-house training course in Well Jetting for Water Supply in Mongu. Later I left NORAD-WASHE to join Nitrogen Chemicals of Zambia (NCZ) as a Plant Process Operator and was later sent to Northern Technical College (Nortec) where I did a Mechanical Engineering course for three years. At Nortec, I became the Chairperson for Zambia Fellowship for Evangelical Students (ZAFES) and interacted with almost all the other Christian fellowships on the Copperbelt Province. The Likes of Mr.

Simon Kapesa and Jeff Mataa were my colleagues during my Northern Technical College Training. After training as a Mechanical Technician, I was elevated to a position of Leading Artisan for Area Two of NCZ.

Apart from NCZ, I have worked as a Transport and Machinery Overseer and later as Engineering Assistant for the Roads Department after my completion of Copperbelt University training where I pursued a Diploma in Civil Engineering. After the defunct Roads Department, I joined the Road Development Agency (RDA) in 2007 as a Highway Management System Technician with my first appointment to Kasama, Northern Province. On administrative purpose, I was re-assigned to Southern Region.

Later, with a high impetus and desire to improve my professional career, I went for my Civil Engineering Degree and was elevated to the position of Engineer Planning and Design a position I hold to-date.

**What does your job entail?**

**Response:**

- Conducting and supervising conditional surveys of roads and structures;
- Preparing tender documents, advertisement and evaluation reports;
- Inspecting and certifying works in progress;
- Preparing progress reports and variations;
- Preparing bidding documents with complete designs;
- Preparation of quarterly and annual work plans;
- Ensure Road classifications and maintenance of inventory of roads and bridges;
- Assist in the timely planning and execution of road projects;
- Prepare designs, reports, specifications and other deliverables for highways schemes;

- Ensure designs are appropriate and meet the expected levels of technical excellence;
- Ensure the designs produced meet the design briefs set by the Delivery Teams and monitor;
- Provide Professional and Technical Excellence in highway engineering;
- Seek innovation in the delivery of schemes and techniques used to design and construct them;
- Prepare BOQs, TOR and Cash flow requirements for road projects; and
- Assist in the preparation of the Annual Work Plan (AWP).

### How has been your work experience?

#### Response:

My work experience has had exciting and trying moments; especially when working with very trustworthy and experienced engineers for the former comment. I have had trying working times in Southern Province which was then opposition stronghold. We could be deprived of some deserved plant equipment when other regions were being catered for. Small things like a crane truck, TLB issuance could be a thorny issue. Nevertheless, we had a lot of achievements especially dealing with a number of Force Account Projects of wash-aways in the region despite very scanty resources.

The construction from inception up to commissioning of the Two Toll Plazas (Daniel Munkombwe and Kebby Musokotwene) and the Kazungula Bridge are some of the successful projects I was involved in.

### Tell us about your Union journey and experience?

#### Response

My Union journey begun not as a matter of choice but management gradation. At the time that NUBEGW came to sign a recognition agreement with the RDA, the position I held in terms job description entailed that I had to belong to a Union. As for the position of Shop Steward, I assumed at RDA Southern Region during the RDA Union inception, I did not contend for it but was unanimously appointed by both the weighbridge employees and the Regional unionized Staff.

The confidence and support received from the RDA fraternity at inception of Unionism in RDA inspired me to aspire for Union Presidency of NUBEGW. I have been voted a NUBEGW Union President for two terms of office now, with landslide victory, because of the support from RDA.

### Did you have any conflicting interest between your line of work and the Union activities?

#### Response

Not really, the Union Position is protected by the Industrial and Labour Relations Act, Chapter 269, Volume 15 of the Laws of Zambia and more also that the line of work is defined.

### What has been the most difficult decision you have made as a Union leader?

#### Response

1. To ensure that there is change at the helm of the NUBEGW Secretariat
2. To compel and persuade CEO & his senior management, against management's will and busy schedule, to address unionised workers considering that am a subordinate submitting to the same management.

### What has been your low moment?

#### Response:

The COVID -19 era. Seeing some of the loved workers gasping for life was not easy as not even the negotiation skills could help. It was really a trying moment!

### As we celebrate the Worker's month what are some of the pressures that you go through? And how do you handle such challenges?

#### Response:

The pressures are knowing that all if not most of our employees are hardworking in these difficult economic times. Therefore, recommending for specific awards for these employees during this Worker's month is not an easy task as it may be perceived discriminatory yet there will always be one outstanding distinguished performer.

Additionally, the Labour day speech to re-energize the Worker's moral is

not so easy to bring out knowing how much more as a labour movement we have not delivered.

### As you retire in the next few months if not weeks how would you like to be remembered after your tour of duty?

#### Response:

Silent but tough worker who, together with the iron ladies, worked tirelessly in a difficult political and COVID-19 transitional times to change the working conditions of RDA workers and other NUBEGW affiliate workers from other companies.

### Who inspires?

#### Response:

The foot soldiers, workers at the shop floor. They set the rhythm for negotiations for the unrepresented and the Management.

### What do you like to do in your free time?

#### Response:

Ministering the word of God and a bit of mixed farming.

### And your favorite dish?

#### Response:

With prayer; Ugali Samaki and Kachumbali (Ki-Swahili)

### Do you have a favorite quote?

**Response:** Yes, I do have at least three but will only give one;

But seek ye first the kingdom of God, and his righteousness; and all these things shall be added unto you. Matthew 6:33

### As we conclude, what is your message to fellow employees?

#### RESPONSE:

*With God all things are possible - (Mathew 19:26). God is more than enough for you -RDA fraternity.*

*I have been young, and now I am old; yet have I not seen the righteous forsaken, nor his seed begging bread. Psalm 37:25. Let's look to God where our help comes from.*





Bridge Inspection Course in Japan (October 2022) at the Drone Academy.



Engineer Mwiya on boat cruise with friends (Japan Trip).



In class at the Drone Academy in Japan.

## RISK MANAGEMENT CORNER

# PROJECT RISK IDENTIFICATION



**R**isk identification is the process of systematically identifying, documenting, and understanding the risks that may affect a project. It is important in Project Management as it provides a systematic approach to identifying, evaluating and prioritizing potential risk. It involves recognizing potential events or circumstances that could have adverse effects on objectives and results of the project and then come up with measures of mitigating the identified risks.

Risk identification involves several steps including:

- **Brainstorming:** Conduct brainstorming sessions involving project team members and all the relevant project stakeholders (during project site meeting), encourage participants to think creatively and generate a list of potential risks.
- **Documentation Review:** Review project documentation, lessons learned from similar projects, industry standards, regulations, and any other relevant sources of information relevant to help in the identification of risks.
- **SWOT Analysis:** Perform a SWOT analysis to identify potential risks by assessing internal strengths and

weaknesses, as well as external opportunities and threats that could impact the project

- **Expert Judgment:** Seek input from experienced professionals or subject matter experts who have expertise in similar projects or domains. Their insights can help identify risks based on their knowledge and past experiences.
- **Assumptions and Constraints Analysis:** Analyze the assumptions made during project planning and identify potential risks associated with those assumptions. Similarly, consider the constraints that could introduce risks to the project.
- **Stakeholder Engagement:** Engage with project stakeholders, to understand their perspectives and identify risks that could impact project objectives from their viewpoints.

Effective risk identification provides a solid foundation for subsequent risk analysis, response planning, and overall risk management throughout the project life cycle. It enables organizations to proactively address risks, allocate resources appropriately, and increase the likelihood of project success.



Site Meeting at the Chinsali Nakonde Road Project.