



Tools get a new life...

Without hand tools our rail workers will not be able to complete their daily task and tools also make the handling of material easier and safer. Recently we initiated a drive to collect all hand tools from containers where it was stored to inspect its condition and repair where possible. All the tools were taken to the store where it was sorted by the our storeman Werner. Our very able students helped him to sand paper all the rust off the tools, oil the working parts and get the workshop to spray them all to look brand new. We managed to restore among others 35 fire beaters, 78 ballast forks, 21 shovels, 66 T-bolt spanners and 40 rail tongs. This exercised saved us a lot of money as there is no need to buy new tools now and they are neatly stored. Thanks to all for helping to maintain our tools especially the workshop with the repair of some tools, the students for helping to restore the condition and the storeman Werner for organising the project. You make us all very proud.

Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience and the passion to reach for the stars and to change the world.

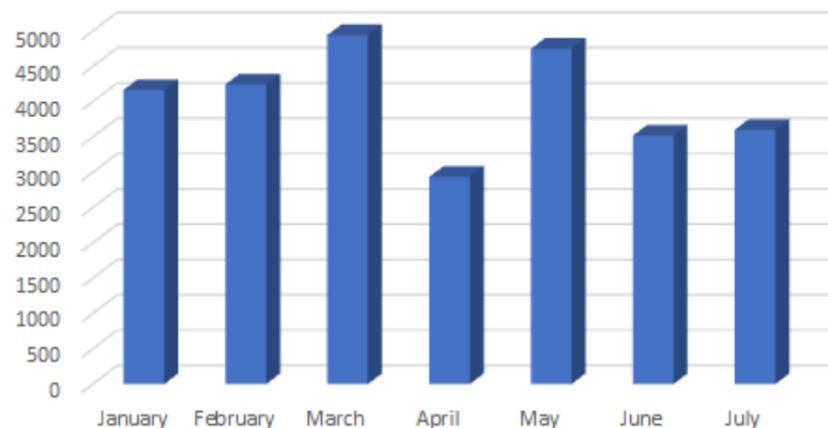
UPGRADING TEAM IN KALKFELD EXCELS!

The upgrading team under the excellent leadership of Oom Ti and his team of supervisors made us very proud since we started at Kalkfeld in January 2020. The team managed to complete the upgrading from Avond to Kalkfeld which is 18.5 kilometres long by June 2020. They are currently working between Kalkfeld and Kaalkop and has completed 28.1 km thus far in 2020 which includes the sidings at Avond and Kalkfeld.

We must congratulate and respect our colleagues who work very hard in the rain, sun and cold wind to keep the name of D&M Rail construction high to improve the infrastructure of our beloved land. The management of D&M and the community in Kalkfeld applaud your wonderful achievements.



METERS UPGRADE



MONTH	METERS UPGRADE
January	4163
February	4242
March	4941
April	2932
May	4748
June	3517
July	3599



Free Newsletter
27th Edition - August 2020

D & M Rail Construction Monthly Newsletter

August 2020



Rail Stacks at usakos

Upgrading Notice Board:

Walvis - Kranzberg Project

MINISTRY OF WORKS AND TRANSPORT
UPGRADING OF THE RAILWAY LINE BETWEEN
WALVIS BAY AND KRANZBERG

CO-FINANCED BY
AFRICAN DEVELOPMENT BANK

OPERATING ENTITY
TRANSMAMB HOLDINGS LTD

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DESIGN AND CONSTRUCTION SUPERVISION
BIGEN KUUMBA INFRASTRUCTURE SERVICES (PTY) LTD
TEL: 085 540 3861

CONTRACTOR
UNIK CONSTRUCTION ENGINEERING (PTY) LTD / QINGJIAN GROUP CO LTD
TEL: 061 248 638



Kalkfeld Charity

ISO process still on track to be completed in October. Please see attached letters in this regard

With the Covid-19 restrictions we were forced to make contingency plans in order to achieve planned date, and we have managed to ensure the restriction do not hamper our progress towards accreditation.

Work in Progress:

Full internal SHEQ audit on the system so we can get a good feel of what might need updating, changing or adding. Report will be completed this week for finalizing issues. This will also go into the system under internal audits as a record.

We have the training records for staff who have done online, but we need to plan basic training and awareness for the work force who do not have access to a PC. This training will be given once we are happy that structures are final.

An Information Management System has been established in order to ensure we have a central database for all documentation relating to the ISO standards. These documents will now start forming the template from which our works will be submitted and managed.

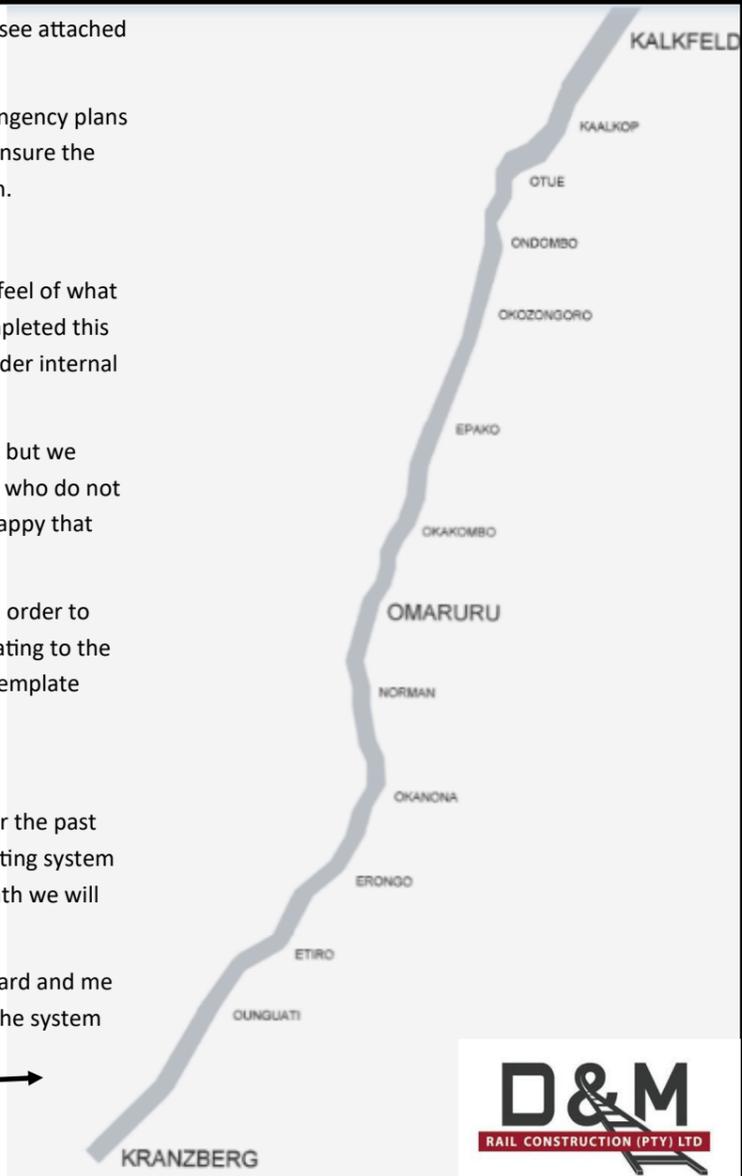
Visilean:

We have been working with Visilean (www.visilean.com) over the past few months to be able to have a visual and "real-time" reporting system for the Kranzberg – Tsumeb project. July will be the first month we will present the platform to the client and consultants.

Ubasen, has been central in the reporting from site and Wilbard and me have been on the receiving ends of this reporting to see how the system reports.

See attached screenshot of platform

Johan Laubscher



D & M Rail Construction - Corporate Social Responsibility (Kalkfeld township)

D & M Rail Construction provided clearing and grubbing services to the Kalkfeld township community worth N\$170 000 (approximately), which forms part of the corporate social responsibility of the company towards the Kalkfeld community at large. Land clearing and grubbing involves the removal of trees and brush on a piece of land, which forms part of the township future development plans.

Team

Assistant Engineer: U. Uirab

Assistant track manager: Mr. Titus

Heavy machine operators

Social impact:

Clearing & grubbing sport field (positive social impact):

Existing sport field behind the school/church was cleared & grubbed about 0.94 hectares approximately. Community can use this in a positive way, to boost social activities like soccer, physical body exercises thus expected.

Can be used for events, such as community meetings/gatherings.

No-mans land between farmers and township clearing & grubbing (social impact)

Reduce the risk of field fires from township activities entering the farmers land

Reduce immoral activities

Environmental impact:

Landfill clearing & grubbing (environmental impact): clean and healthier piece of land.

Can be used for agricultural activities to boost employment rate in the township.

Or other future development activities.



Compiled by Dino

Kalkfeld Winter Charity Drive

For our annual charity drive this year we decided to help the less fortunate children in the Kalkfeld community. Jasmine Bobo proposed that we get local woman to make warm clothing for the children. We started the project on the 9th of June 2020. Our "go to" person in Kalkfeld was Mr. Udi Nakemhela - he was the supervisor and he also overseen the making and manufacturing of the track-suits. Helene went to Windhoek to buy material and other necessities in bulk - due to the Covid lockdown it was difficult to get supplies in Otjiwarongo. We bought an industrial roll (48 meters) of Navy blue track-suit material, elastic, universal thread and ribbing - the total amount was +- N\$ 10 000.00 - we worked on an average of 3 meters per track-suit - total amount of 16 to 20 tops and



bottoms for children aged 7 - 13 years. D&M together with **Councillor Mbakera** handed over the track-suits on Thursday the 2nd of July 2020. Huge thank you to all the lady's who helped with the manufacturing and making of the clothing - especially Queen. D&M making a change and helping our community's one stitch at a time...



Driver of the Month!!!

Congratulations to Mr. Goerge Mwandi for taking such good care of D&M's machinery and vehicles... May you be an inspiration to all our drivers. Well done and keep up the good work.

D&M Management



THANK YOU TANNIE CONNIE AND WORKSHOP - GREAT JOB...

What I Wish I Had Known About Being A Great Employee

If Only I'd Known These Things...

Keep Your Word - Do Your Job

Do what you say you will do. No excuses. This isn't your high school English class where you can beg for extensions. Get your work done, on time, with as little drama as possible. This is your single most important job.

Your Manager Wants You To Succeed

One of the most forehead-slapping things for me to realize in hindsight was that most of my managers really did want me to succeed. Yes, there are a lot of toxic managers out there and I had my share of them too, and more on that later. I let those poor managers trigger me into setting myself up as the enemy of my manager. In normal healthy work environments, your manager usually is not your enemy. They're busy and under pressure and ambitious too. Truly, they want you to succeed, because it's just easier for them than dealing with the issues that come up when you don't. Coaching, managing, and yes, firing and hiring people is a LOT of work, and they really do think it would just be easier if you could be great at your job. So help them as much as you can, and think for yourself as much as you can, and you'll be a hero to your boss.

Your Manager is Not Your Parent - Get A Therapist

If you're fresh out of college, it's especially easy to continue on in the role of child. After all for your entire life to date your parents and teachers and professors have been authority figures with a lot of power over you. It's normal to have baggage and to even be triggered when your boss demands things of you in a way that reminds you of that parental relationship. But your boss is not your mother or father. They have a job to do, and so do you. Don't read so much into everything they say or do. They're human, they make mistakes, and they're not trying to keep you insecure or powerless. Seek a therapist to discuss these issues with. As you grow in your career, these issues will come up - even as you lead people, you learn about your triggers and therapy will make you a better manager, too.

If There's a Problem, Don't Wait or Hide It...

Say something before it gets so bad you want to quit, you start acting out, or someone gets fired or arrested. Managers assume you are fine until you say something. They're busy too, and yes, it's their job to ask and check in, but if not, you need to own this for the sake of your own career.

...But Don't Complain About Everything, Either

Those who rarely complain usually get immediate attention when they do finally speak. Figure out what's in your manager's control and selectively air your gripes in those ways. Try not to whine about the rest or you'll be labeled a malcontent. Work isn't easy, and no one wants to hang around complainers.

Get Stuff Done With No Drama = You Are A Star

Those who get "stuff" done and create no interpersonal drama are highly prized in organizations. Be that person. Don't let your emotions run your decisions. Take a breath, cool off, go for a walk. Make decisions with your head and think long term as much as you can. If you are truly this person and you are not highly prized for this trait, something is wrong, so leave your manager or your company. Tell a prospective manager that you are this person, and prove it, and you will be hired.

Ask For What You Want, Explicitly

Managers are busy but as I said above, they want you to be successful and happy. It's easier for them! So, get to the point. If you want help, or just want to explore some ideas without judgment, or need something, just say it out loud, explicitly and as clearly as you can. Don't just flop down in your boss' couch or the conference room and vent your emotions. Think it through, and figure out exactly what you want. Then ask for it.

Make Your Manager Look Great And Good Things Will Happen

If you do this and you are not being rewarded, get a new manager. Don't bother complaining about it, because it's not going to change. Move on and don't waste time trying to wonder whose fault it is.

Be Loyal To Your Boss

You never look good when you bad mouth your boss, and it *always* gets back to them. At that point, trust is dead and your career in that organization is likely now at a dead end. Loyalty in people is highly valued by managers. Don't gossip about them or your other team members. Believe me, they notice when you do, even if they never say anything to your face.

Fess Up, ASAP

The minute you think your deadline is at risk, or you know you've made a mistake, own it. Don't hide it! The earlier you fess up, the more time your manager has to help you fix it and help you clean up the mess. It should go without saying that nasty but avoidable surprises are unprofessional, and you should never repeat them.

Choose Your Allies Carefully

When starting a new job, the first person to befriend you is likely disliked by everyone else. So pick your friends and allies carefully. Spend time observing where power and influence flow in your new company, both formally and informally, to avoid inadvertently making a career-limiting move early on.

Nobody Wants To Hear About How They Did Things At Your Last Job

After you have been there for awhile you can just suggest those things as your own ideas, like this: *"Has {idea} been tried? I have had some success with it before."*

Pick Up After Yourself

Don't leave dirty dishes in the sink. Keep your cube orderly. Apologize if you make a mistake. Volunteer sometimes, but not always, to take on grunt work. When a manager asks for volunteers they (should) value/reward those who do. Stop if they don't.



Taté Edwardt and his Students:



The new Rail Stacks at Usakos Station for the Walvisbay -- Kranzberg Project. This is 48kg x 36m Rails.



Km 133.3 - permanent junction of the upgrading work between Kaalkop and Kalkfeld. From there the upgrading is to start from Kaalkop siding towards Omaruru



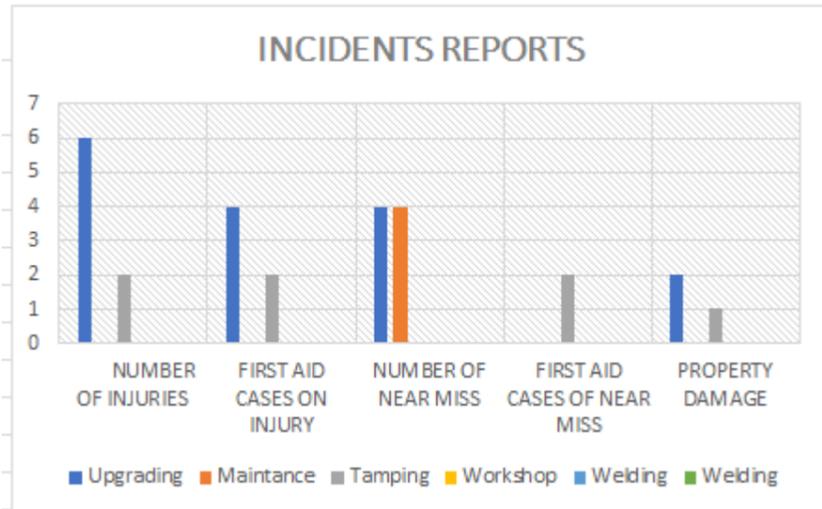
Trainees practice to loosen and fasten Fist-Type concrete sleepers, with fasteners which is currently used between Usakos and Aukas Siding.



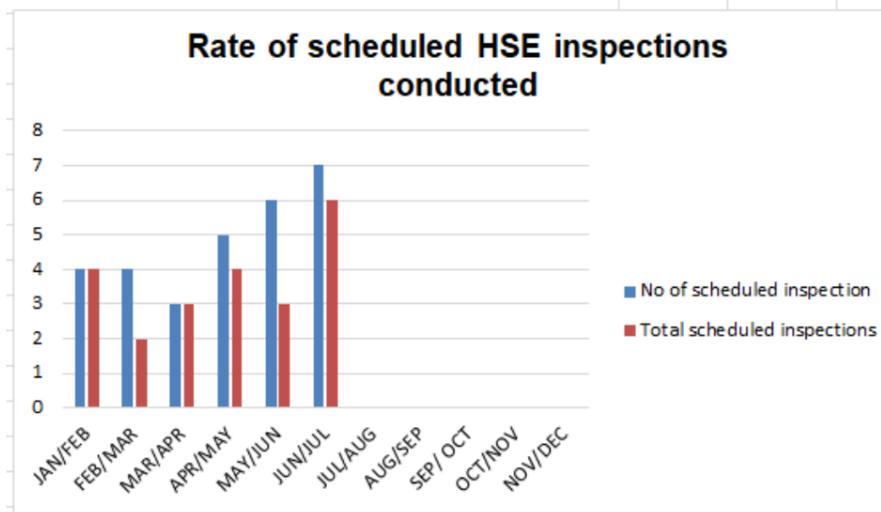
Trainees testing manual rail lifting device at the Otjiwarongo Office - to be used for the new project



Safety Reports and Stats for July 2020:



TEAMS	NUMBER OF INJURIES	FIRST AID CASES ON INJURY	NUMBER OF NEAR MISS	FIRST AID CASES OF NEAR MISS	PROPERTY DAMAGE
Upgrading	6	4	4	0	2
Maintenance	0	0	4	0	0
Tamping	2	2	0	2	1
Workshop	0	0	0	0	0
Welding	0	0	0	0	0
Welding	0	0	0	0	0
TOTAL	8	6	8	2	3



Thermometer screening for potential fever done 2times per day



Appropriate mask distributed (including correct donning training)



Multi vitamins provided (immune boosters)



All offices / Workshops and Site Locations have access to suitable and sufficient hand washing facilities with soap (security points)

Helping hand...

On the 23 July 2020 the HR department approached Mr. Leon Steyn with a request for assistance for an employee in Kalkfeld after we were alerted of the living condition of such employee by the Office Assistant, Ms. Sabina !Garas from the Upgrading team.

Our request was considered favorably and we travelled to Kalkfeld and handed over the items to the employee who was very excited about the gesture.

His disabled grandmother who stays with him was humbled by this and wished many more blessings for our company.

We also express a word of appreciation towards Mr Steyn for having looked into the plight of one of our employee by making available such items.

Regards

Kooper



Thank you



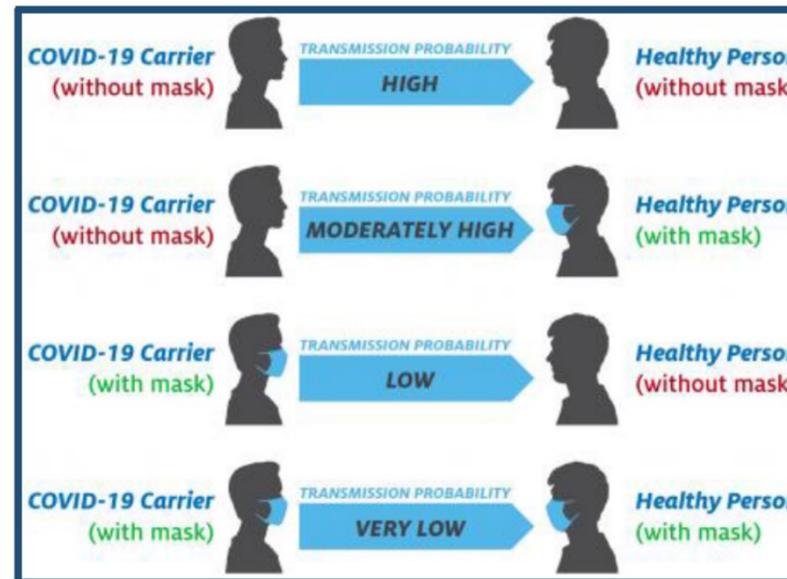
COMMS 35 – Wear a mask to protect yourself and others

To: RUL Everyone and Contractors on Site
 From: Health Management
 Date: 7 July 2020
 Action: Cascade this message by 8 July 2020



As confirmed cases of COVID-19 continue to rise in the Erongo region it is crucial for everyone to wear a mask when around people outside of your household. It is also highly recommended that everyone continue social distancing and practicing good personal hygiene in addition to wearing masks.

We now know that a significant portion of individuals with coronavirus lack symptoms (“asymptomatic”) and that even those who eventually develop symptoms (“pre-symptomatic”) can transmit the virus to others before showing symptoms (CDC).



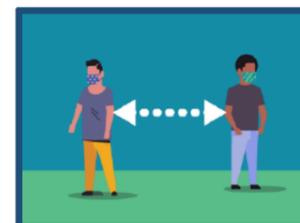
This means that the virus can spread between people interacting in close proximity - for example, speaking, coughing, or sneezing - even if those people are not exhibiting symptoms.

Wearing a mask significantly reduces the probability of COVID-19 transmission as illustrated in the picture.



Why wear a fabric mask?

Fabric masks may help prevent people who have COVID-19 from spreading the virus to others, by capturing the droplets from your mouth and nose. It will also help protect people



The spread of COVID-19 can be reduced when cloth face coverings are used along with other preventive measures, including social distancing, frequent hand washing, and cleaning and disinfecting frequently touched surfaces.

We protect ourselves by protecting others, but only if others do the same.

Fabric Masks vs Dust Masks (eg Honeywell FFP3)

The fabric (material) masks do not have the same function as the filtering face piece (FFP) masks. Fabric masks are not substitutes for PPE in the workplace, such as respirators and FFP3 disposable masks.

The main reason for wearing fabric masks is that it protects others. We use this as one of our COVID-19 control measures. It should be worn when travelling in Company transport, when around other people such as attending SSS, meetings, training, etc.

The FFP3 disposable mask (eg Honeywell) are critical supplies that should be reserved for operational risks such as silica dust. These are not for wearing for travel or outside of the mine or issuing to family members. It is a challenge to obtain these stock with all the current import restrictions and should therefore be worn responsibly and only for the correct purpose.

