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# Sikhulile NEWS

September - October 2014

## Our Wellness Programme receives accolades

The Royal Swaziland Sugar Corporation Limited



**RSSC supports  
"Swazis for  
Zero HIV"  
Campaign**

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# Wellness Programme receives accolades



*(L-R) SWABCHA Board member Thembi Gama handing the Most Innovative Workplace Wellness Programme of the Year award to MD Nick Jackson and Group HR Manager Lomkhosi Magagula.*

The Royal Swaziland Sugar Corporation (RSSC) has received accolades for its innovative workplace wellness programme from the Swaziland Business Coalition on Health and AIDS (SWABCHA).

The presentation of awards was done during the SWABCHA World AIDS Day Commemoration Dinner, which was held at the Convention Centre, Ezulwini Valley, on November 06, 2014.

"This was the first time RSSC had entered the competition but our wellness programme received trophies and certificates in various categories," said RSSC Wellness Consultant Dudu Motsa.

RSSC received trophies for achieving Category One (first place) in the Most Innovative Workplace Wellness Programme of the Year, the Best Workplace Wellness Programme of the Year and Peer Educator/Wellness Champion of the Year, which went to Siphwe Dlamini. It further attained Category Two in the Best New Workplace Programme of the Year, Star Performing Workplace Wellness CEO/MD of the Year (MD Nick Jackson) and

**6**  
*...the number of awards received*

Workplace Wellness Focal Person of the Year, which was received by Wellness Consultant Dudu Motsa.

Categories awarded ranged from one to three and RSSC competed with various other local companies in each. These included Nedbank Swaziland, Giant Clothing, Inyatsi Construction, Swaziland Electricity Company, Swazi Can, Swazi Milling, amongst others.

The event, held annually, is a night to celebrate the best practices and the tremendous work of the private sector in adding to the national HIV/AIDS response. This is done through the presentation of the Best of the Best Workplace Wellness Awards.

*"This is the first time RSSC has entered the competition, but our Wellness Programme received trophies and certificates in various categories." - Wellness Consultant Dudu Motsa.*



# Wellness Champions - the right vehicle to Vision 2022

...RSSC hosts Wellness Day for company Wellness Champions



RSSC Wellness Champions and some members of the Wellness Tripartite Committee (in orange t-shirts) pose for a group photo at the end of the Wellness Champions Day held at the Mhlume Country Club.



Diabetes Swaziland's Dum'sile Mavuso teaching Wellness Champions about diabetes.

Wellness Champions are believed to be the force that will drive RSSC to First World status before the envisioned 2022. Through spreading the word about health and wellness among fellow employees, RSSC will have a healthy work force, something that will be of benefit to society.

RSSC Wellness Champions celebrated their day at Mhlume Country Club where they had entertainment activities and also learned more about the silent killer illnesses such as Hypertension (also known as high blood pressure), Cancer and Diabetes, amongst other important issues related to an individual's holistic wellbeing.

These diseases are deemed silent killers because they produce minimum or no symptoms and are capable of causing death if not treated. Most of them are hereditary, however, the main key is exercising and eating healthy. All presented on the dangers of these silent killer diseases and what needed to be done to reduce one's risk of getting them.

Speakers for the day included Dr. Ncam'sile Ntiwane who presented on hypertension, Dumsile Mavuso of Diabetes Swaziland and Nomsa Msibi of the Swaziland Cancer Association.

RSSC's Health & Wellness Manager Dr. Bongwiwe Radebe presented on the Integrated Health & Wellness Programme, highlighting why the role of Peer Educators had been changed to Wellness Champions. This role no longer focuses on HIV alone, but takes a more holistic approach to the wellness of an individual.

She said she believed the Wellness Champions would take RSSC to the first world status before the envisioned 2022, as long as they continued doing their work diligently and with passion.

The National Emergency Response Council against HIV/AIDS' (NERCHA's) Bonkhe Mchobokazi, who was the invited guest for the event, urged all the Wellness Champions to join the "Swazis for Zero" campaign, which encouraged abstinence (or protected sex) for the two months of October and November. This national initiative was aimed at stopping new infections over the campaign period.

Group HR Manager Lomkhosi Magagula said the work of the Wellness Champions was vital in the company and encouraged the cadre to walk proud because they are leaders, adding that the name "Champions" was an appropriate one for them.



Swaziland Cancer Association's Nomsa Msibi shares information about various forms of cancer.



Nercha's Bonkhe Mchobokazi addressing Wellness Champions during their day.

*"I believe that the Wellness Champions are the ones that will take us to the First World status even before the envisioned 2022."*  
- Health & Wellness Manager Dr. Bongwiwe Radebe.



# EU ambassador visits RSSC amid tough trading conditions

*...SSA-hosted mission gives hope to Swazi sugar industry*

The European Union (EU) Ambassador, Nicola Bellomo, who is leading an EU delegation currently in the country, paid a visit to the Royal Swaziland Sugar Corporation (RSSC) on Tuesday, 28 October 2014, where the visitors learnt about RSSC operations and also toured one of the sugarcane outgrowers supported by the company.

The ambassador's visit was seen as a positive sign for the Swazi sugar industry as it indicated an interest in what is happening on the ground and also gave the local sugar industry an opportunity to share how the EU market changes will negatively affect the local sugar industry.

Ambassador Bellomo said the EU's overall objective was to give back in terms of poverty reduction, especially in the sugar industry. He also congratulated Swaziland, particularly the government, for its excellent relations and using dialogue.

The visiting delegation was given a 30-minute presentation on the operations of RSSC, which also involved discussions between the two parties. Thereafter, they toured the Phinduvele Farmers Association at Dvokolwako, one of the outgrowers benefiting from RSSC extension services.

Speaking at a dinner hosted by the Swaziland Sugar Association (SSA) in honour of the guests at the Simunye Country Club, President of the SSA, Nick Jackson, who is also the Managing Director of RSSC, said it was a privilege to have the EU representatives visit them as the Swaziland sugar industry.

Jackson said: "I am very happy that you are here to see for yourselves what is happening on the ground and believe you will see that we are very good sugar producers, amongst the top 10 lowest cost producers."

He said the country's sugar industry boasted good quality cane, good yields, high performing mills and, most of all, good relations, thus had a sustainable future with the right support. Jackson, however, conceded that there was still much room for improvement, especially in the areas of budget support and financing. He said the Swazi sugar industry would continue to work with the EU to



*(L-R) Swaziland Cane Growers Association's Philemon Malandvula, EU Ambassador Nicola Bellomo and RSSC MD Nick Jackson at the the SSA dinner.*

ensure that all the funds allocated the country are used for the benefit of the industry.

Addressing various concerns that emerged from discussions with the EU ambassador during an earlier visit to the Swaziland Agricultural Development Enterprise (SWADE), Swaziland Sugar Association (SSA) CEO Dr Mike Matsebula said the concern about sustainability of smallholder growers was being addressed by the farmer companies by trying to diversify through different ways in order to be more sustainable.

Matsebula said: "We can link this issue to the 11<sup>th</sup> EDF (European Development Fund) which has a big chunk of money intended to develop agriculture, high value chain products.

"The practice at the moment is that while concentrating on sugarcane production, smallholder growers also have little plots they use to plant vegetables and other crops," Matsebula said.

The ambassador said he took note of all the issues raised involving all the sectors.



*"Regarding the sustainability of smallholder growers, the practice at the moment is that while concentrating on sugarcane, they also have little plots for planting vegetables and other crops."  
- SSA CEO Dr. Mike Matsebula*

# Putting our weight behind Brave the Breast

The Royal Swaziland Sugar Corporation (RSSC) donated E75 000 to the Swaziland Breast & Cervical Cancer Network (SBCCN) as part of its corporate social investment (CSI) drive and support towards the Brave the Breast Challenge.

Presenting the donation to the SBCCN at the sugar company's offices in Simunye, RSSC Managing Director (MD) Nick Jackson said the company takes CSI very seriously, thus will continue helping organisations that touch the lives of many people in Swaziland.

Jackson said: "We are facing a significant loss in revenue due to changes in sugar markets, which have caused quite a knock to our profitability, but our commitment to CSI still remains and we will continue helping where we can."

He said, as a result, RSSC hoped to maintain the relationship with SBCCN, which started last year with 550 RSSC employees taking part in the hike up Sheba's Breast as part of the cancer awareness drive. The SBCCN also participated in RSSC's cancer awareness initiatives, which included an internal roadshow in all the company's estates, whereby employees were educated about all forms of cancer, especially its breast, cervical and prostate forms.

"I actually never paid much attention to the fact that breast cancer also affects men until we had this awareness exercise, but now I am very conscious of the fact," Jackson said.

The MD lauded the SBCCN for its transparency, seen in the feedback



MD Nick Jackson presenting a cheque to the SBCCN in the presence of the Donations Committee.

## E75 000

The amount donated  
by RSSC towards  
cancer awareness

it gave to RSSC on its operations and use of funding, which he said was in line with RSSC's values. He said RSSC also believed in transparency, hence its publishing of an integrated report on its operations every year.

He said for this reason, RSSC was very happy to give to the network and also because it did a lot of good work in a less publicised area that benefits many people. He said this was also

in line with RSSC's Integrated Health & Wellness Programme, which has seen many employees make a change in their lifestyles through initiatives such as the RSSC Biggest Loser undertaken recently. He said over 70 employees joined the challenge, with many losing excess weight and looking healthy and fit.

SBCCN Board Member Carol Ngcobo thanked RSSC for the kind gesture, saying the company's generosity touches the heart of Swaziland, especially those people suffering from cancer.

"The fight against breast and cervical cancer is a global initiative, thus what you are doing as a company is putting RSSC on the global map as a major player in the global cancer network," Ngcobo said.

She praised RSSC for being a caring company that, despite climatic and economic situations that placed the company under threat in terms of sustainability, it still went the extra mile to give back to society.

## ...company given naming rights to the Challenge

The Swaziland Breast and Cervical Cancer Network (SBCCN) has given naming rights to this year's Brave the Breast Challenge to RSSC following the company's continued support over the past two years.

The event, set for Saturday, 25 October 2014, involves climbing up Sheba's Rock at Ezulwini through a tough trail that depicts the many

challenges faced by cancer patients while undergoing treatment to overcome the disease.

Speaking during the donation of E75 000 to the Network by the Lubombo-based sugar company, SBCCN Board Member Carol Ngcobo said they felt the company deserved the naming rights since they had shown huge support for the cancer aware-

ness initiative.

Ngcobo said: "Your donation will help with the logistics of this painful walk up Sheba's Breast and, as the SBCCN Board, staff, members and survivors, we are truly grateful."

She said the SBCCN hoped this year's event would be bigger and more memorable to participants than the previous ones.

# RSSC pledges support for the “Swazis for Zero HIV” Campaign

...as company commemorates World Aids Day in Simunye

Joining the global community in raising HIV/AIDS awareness and inspiring positive action, RSSC took time out to remember those infected and affected by HIV/AIDS on December 02, 2014. The company also took this opportunity to pledge its support for the “Swazis for Zero HIV” Campaign.

The event started with a six-kilometre march from Lusoti Clinic to the company’s main administration office car park in Simunye.

Speaking at the event, MD Nick Jackson said: “We are commemorating this day to bring it to everybody’s attention that the challenge of the pandemic does not only affect the country, but also the business sector. RSSC implores everybody to take time to remember the millions who have lost their lives, the millions who are infected and affected (especially the orphans) and to re-dedicate ourselves to the “Swazis for Zero HIV” campaign.”

Jackson noted that the country’s biggest challenge was preventing new infections from occurring and halting the spread of HIV.



Participants in the RSSC World Aids Day commemoration marching from Lusoti to the main Administration block in Simunye in order to raise awareness about the campaign.

He said RSSC, in collaboration with the government of Swaziland (Ministry of Health), Swaziland Business Coalition on Health & AIDS (SWABCHA), the National Emergency Response Council on HIV & Aids (NERCHA) and other Non-Governmental Organisations, was addressing the challenge of HIV/AIDS in the workplace and community.

“It is through our newly created Integrated Health and Wellness Programme, “Sibuko Sami”, that we have been able to introduce the basic concepts of holistic Health and Wellness as a necessary element of

HIV workplace or community programmes.”

Jackson further encouraged all employees who did not take part in the national campaign, to align with at least one of the two practices of Abstinence or consistent Condom Use for the next two months.

He also thanked all partners and stakeholders present, saying their support would help in effectively managing health and wellness within the business and community at large.

This year marks the fourth year of the five year global campaign “Getting to Zero”.

## Our last NOSA Award



(L-R) GM-Finance Stephen Potts, GM-Strategy John-Mark Sithebe, Company Secretary Lungile Masango, MD Nick Jackson, Group HR Manager Lomkhosi Magagula and GM-Commercial Muzawu Maziya posing with the last NOSA Award certificate for RSSC.

Following the transition from the AMS 16001:2003 standard to SANS 16001:2013, the RSSC received its last award for this standard at the 53<sup>rd</sup> Annual Occupational Risk

Management Conference and Exhibition (NOSHCON) which is organised by NOSA.

The AMS 16001:2003 standard strictly deals with HIV while SANS

16001:2013 deals with Wellness and Disease Management (including HIV and TB).

Group Human Resources Manager Lomkhosi Magagula stated that since 2006, RSSC has been certified on the AMS 16001:2003 Standard at an average of 94% over the eight years. The highest percentage was attained in 2009 when the corporation attained 96.40%, with the lowest being 2007 when 90.80% was achieved.

“For the 2013 award, RSSC was recognised for having attained 93.6%,” she said.

She added that the transition to SANS 16001:2013 was discussed at, and ratified by, the Health and Wellness Tripartite committee.

The NOSA trophy was presented to the Managing Director, Nick Jackson, in the presence of EXCO members.

# Legislators praise RSSC's care for employees

Senator Prince Fipha has lauded the RSSC for caring for its employees. Speaking after the Managing Director, Nick Jackson made a presentation on RSSC operations at the MDC, Prince Fipha said not many companies do so. The Senator was referring to the health and education initiatives that the RSSC has undertaken, as well as the incentives it offers its employees.

This was during the visit of Members of Parliament (MPs) and Senators in portfolio committees which deal with the Ministries of Agriculture, Commerce Industry and Trade, Natural Resources and Energy as well as Economic Planning and Development.

The visit was organised by the Swaziland Sugar Association (SSA), and it was aimed at orientating the Legislators on sugar industry issues.

Also in attendance were the SSA Council Chairman, Tom Dlamini, Swaziland Cane Growers' Association Chairperson, Philemon Malundula, Tambankulu General Manager, George White and the SSA Chief Executive Officer, Dr Mike Matsebula.

Addressing various concerns that emerged from members of the delegation, the MD stated that with regards to generating electricity for national consumption, RSSC was generally in talks with the Swaziland Electricity Company in terms of how much power was needed and how both parties can move forward to the next stage.

"RSSC needs to spend E26 million for this project and we need to put up a good business case to our Board of Directors. We also need a Power Purchase Agreement signed with SEC first," he said.



(L-R) Legislators Tom Dlamini, Princess Phumelele, who is also an RSSC Board member, and Prince Fipha at the Simunye Factory.

Dealing with the question of whether the corporation was ready to produce enough ethanol to produce the E10 blended fuel, the MD stated that RSSC produces 30 million litres of absolute alcohol (LAA), noting that to make the E10 blend, 12 million LAA is required.

"We need you to legislate the E10 blend of ethanol," he said.

Giving a vote of thanks, MP Titus Thwala said they were happy with the gesture shown by RSSC, quoting King Solomon who said: "As iron sharpens iron, so a friend sharpens a friend".

MP Thwala said the Legislators see a degree of collaboration with RSSC and added that they will need to ensure that the corporation meets its goals.

## Health & Wellness joins forces with Mhlume Inkhundla

...to promote health and wellness in the constituency

The RSSC Health and Wellness Department has joined efforts with leaders of the Mhlume Inkhundla in a quest to promote health and wellness in this constituency.

According to the Bucopho of Mhlume Inkhundla, Alfred Mavundla, they have seen that health issues affect every community and, as leaders of the community, they found it their duty to ensure that people do not die from curable diseases simply because they lack information, thus do not take them seriously.

"As a community we have request-

ed RSSC, through the Lusoti Clinic, to help create awareness on diseases like TB, Cancer and other communicable diseases and how to prevent them.

"We also want the people to know about the operations of the Clinic because we have had cases where people from remote areas like Mafucula go as far as Siteki to get medical attention," Mavundla said.

He praised RSSC for the quick and positive response, which saw the clinic's Senior Nursing Sister coming on board to educate community mem-

bers, thus ensuring that they are not left out in terms of the knowledge that RSSC employees get frequently.

With the community awareness exercise held in October, the Cancer Awareness Month, Senior Nursing Sister, Gugu Mbhamali of Lusoti Clinic said the clinic was providing free cervical cancer screening services during the month.

She encouraged community members to make use of this service because it was not only targeted at RSSC employees, but at the wider community as well.

*"We are very grateful to RSSC for the quick and positive response to our request and availing the nursing sister to come and educate community members about diseases that affect them."  
- Mhlume Inkhundla Bucopho, Alfred Mavundla.*





WELLNESS CORNER

# Biggest Loser: RSSC rewards employees for losing

**62 successfully complete Biggest Loser Competition**

If you had last seen them five months before, you would not recognise most of the 62 employees of the Royal Swaziland Sugar Corporation (RSSC) who recently completed the company's first Biggest Loser Competition.

An idea of the company's Managing Director, Nick Jackson, the RSSC Biggest Loser Season One was part of the corporation's Integrated Health and Wellness Programme, which aims to ensure holistic employee wellness.

RSSC is one of the companies in the country which take employee Health and Wellness very seriously. According to the company's Health & Wellness Manager, Dr Bongiwé Radebe, the initiative was a response to the results of a Health Risk Assessment Survey conducted by RSSC in October 2013. The results had shown that 33.1% of the company's employees were overweight, while 19.8% were obese. A total of 2 670 employees participated in the survey.

Dr. Radebe said: "Such weight problems obviously come with various other health risks, such as hypertension, diabetes, amongst others, thus necessitate a response to try and reduce the risks."

MD Nick Jackson said: "I think it has been a resounding success and, to be honest, when I suggested the Biggest Loser competition I didn't realise I would be getting so many happy people."

He urged other employees to join the next season of the competition and/or any other similar initiatives that may be introduced by the company in future.

"There are some people here that I knew before but can hardly recognise today because of the fantastic achievement they have made. You are all looking so much healthier and you have done yourselves proud," the MD said.

The RSSC Biggest Loser Season One started on May 12, 2014 with 79 employees joining. It ended on October 15, 2014, when the last weigh-in was

held, with 78.5% of the participants having stuck out the grueling task to the end.

Dr. Radebe said: "For the first season we decided to open the competition to the category of employees at highest risk, which are those whose body mass index (BMI) was above 28."

She observed that the majority of employees that had taken part were those aged 30 to 49 years, with 48 participants. Only seven participants were above 50 years, something she said she hoped would change in future seasons of the competition and other similar initiatives. She urged this age group to do more to stay healthy as that is when most people gain weight and have difficulty losing it, hence they also experience increased health problems.

The company MD handed prizes to the winners at a ceremony held in Simunye recently, whereby the male and female that attained the highest fat percentage loss walked away with an LCD flat screen television and a bathroom scale each. The first runners up each received bathroom scales and blenders that they can use to make themselves healthy shakes, while the second runners up each walked away with a sports bag and a bathroom scale.

There were also numerous other prizes awarded to employees with the highest weight loss in kilo-

grammes and those with the highest fat percentage loss at each bi-weekly weigh-in. These included dumbbells, stability balls, gym mats, hand blenders, sweat bands and healthy hampers for team winners. Group HR Manager Lomkhosi Magagula presented these.



*Female winner Linah Lukhuleni receiving her prize from MD Nick Jackson.*



*Male winner Mduduzi Maziya receiving his prize from MD Nick Jackson.*



*Banqobi team members celebrating with their prizes after being named one of the best performing teams in the RSSC Biggest Loser.*



# Office of Strategic Management to shape the future of RSSC

Plans and strategies often fail in most companies because the necessary steps are not taken towards the stipulated goals. Regardless of how grand the plans are. If little is done towards achieving them, then all the planning is in vain.

With the aim of achieving all the set business strategies and goals, RSSC has since formed an Office of Strategy Management (OSM). The OSM will review each formulated strategy on a regular basis, evaluate strategic ideas, refine and manage strategy related initiatives and monitor progress.

Addressing the Group of 70, MD Nick Jackson said: "Many organisations fail to achieve profitable growth despite their plans because there is a big disconnect between strategy formulation and implementation."

Another reason for strategy failure, according to Jackson, is that most company employees do not know or understand their company's strategy, which creates a knowledge gap between employees and management.

Jackson noted that RSSC has done

**...strategy  
implementation  
division set up to  
help meet  
strategic objectives**

well over the years, but said although the company had foreseen the future sugar price drop, it had not anticipated that the drop would happen so soon.

He said the company has formulated good plans in the past, but some of them were not achieved, hence the need to do things differently to survive in the future.

Newly appointed GM - Strategy, John-Mark Sithebe, said the OSM integrates and coordinates activities, such as ensuring that the organisation's strategy is both communicated and fully reflected in the plans of all



Newly appointed GM - Strategy  
John-Mark Sithebe.

departments and also reporting to EXCO and at Board level using appropriate metrics linked to the organisation's strategy. The Division will also be responsible for the execution of strategic initiatives to ensure delivery of the overall strategic plan and alignment of employees' KPIs.

"Going forward, the plan is to recruit staff for the OSM to facilitate the work that has been launched by the current McKinsey-RSSC team and ensure continuity," he said.

For the sake of continuity and preservation of knowledge already gained, first preference will be given to the existing five RSSC BOP team members should they wish to apply for the Strategy Implementation Consultant positions within the OSM. He said approximately 10 Strategy Implementation Consultants would be needed in order for the office to be effective.

## Rewarding loyalty

A total of 75 RSSC employees went home smiling in the month of November 2014, following the payment of monetary rewards by the company in recognition of their long service to the organisation.

These were 41 employees who have served RSSC for 10 years and 34 that have been with the company for 20 years. The awards were presented by the divisional General Managers (GMs) and the Managing Director (MD) Nick Jackson.

"It is always an honour, each year, to stand amongst people who have accumulated so much knowledge and experience in the business," said Jackson.

He said the company needed their expertise in order to remain sustainable. This was reiterated by Group



Long serving employees with senior management at the end of the Long Service Awards.

HR Manager Lomkhosi Magagula, who said experience was a critical element in any organisation.

She urged the long-serving individuals to share their knowledge with those who were still new, even if they

may happen to have high qualifications.

"Qualifications are necessary but the experience that all of you have cannot be found in a piece of paper and is highly valuable," she said.

# “RSSC for Charity” Golf Tourney a huge success

...as over E80 000 raised towards the Vuvulane OVC Foundation’s water supply project

The RSSC for Charity Golf Tournament hosted by the company was hailed as a big success by the various companies that participated in the event held at the Tshaneni Golf Club recently.

The corporate social investment (CSI) exercise raised over E80 000, which was to be donated to the Vuvulane Orphaned and Vulnerable Children’s (OVC) Foundation. The intention was to assist the charity entity with water supply for its soup kitchen, which is almost ready for use.

The money was raised through participation fees paid by the visiting companies in order to take part in the charity tournament, as well as small fines for misdemeanors committed by players during the course of the tournament. Participants included MTN Swaziland, Liberty Life, Swaziland Electricity Company, Inyatsi Construction, Dynamic Distributors, Nedbank, Enviro Applied Products, Inyoni Yami Swaziland Irrigation Scheme, Castrol, KPMG, amongst others.

Thanking the participating companies during the prize presentation ceremony for the golf tournament, RSSC MD Nick Jackson said: “You have done a wonderful thing today by giving to charity and we truly appreciate the spirit you have shown in support of charity, but we believe you also had some fun.”

Jackson explained that RSSC had been assisting the Vuvulane OVC Foundation for a while now and contributed towards the construction of the soup kitchen. He said the company had seen a need to finish what it had started after the Foundation’s leadership indicated that they were in need of water supply.”

Speaking on behalf of the beneficiary charity organisation, Chairperson of the Foundation Isaac Mhlanga, who is also an employee of RSSC, thanked all participating companies for spending their time to benefit charity. He also thanked RSSC for the continued support in their endeavour to assist children of Vuvulane who are in need.

“RSSC has been our pillar of

**Companies paid a participation fee in order to play in the tournament, as well as small fines for individual or team misdemeanors during the games.**



The MTN team raring to go - all in the name of charity.



The Liberty Life team on the course during the golf tourney.

strength as the Vuvulane OVC Foundation and we are very grateful for this donation because we can now connect water, which is greatly needed in order to get our soup kitchen operational,” Mhlanga elaborated. He added that such would also benefit the wider community of Vuvulane, which does not have clean water supply.



Multi Purpose (Pty) Ltd team members ready for the game.



SEC team members in action during the charity tournament.



The RSSC team takes time out for a group photo during the golf game at Tshaneni Club.

## Distinction grabbing pupils lift Swazi flag

*Thembelisha aces exam against southern Africa, Australia and New Zealand.*

**T**hembelisha Preparatory School, the Lubombo-based primary school owned by Royal Swaziland Sugar Corporation (RSSC), has once again done the country proud in the Conquesta Olympiad.

Thembelisha took part in the Grades Three, Four and Seven Olympiads, where the school attained excellent results. The Grade Threes did extremely well, with 22 learners getting Platinum Awards (above 85%) in either Mathematics or English First Language. This pack was led by Mncedisi Magwaza and Sithenkosi Tsabedze who both scored 96% in Mathematics. Nine other learners attained 92% and eight scored 88% in Mathematics.

In the same grade, three attained Platinum Awards for both English First Language and Mathematics. These are Malwandze Vilakati who scored 92% in English and 92% in Mathematics, Heather Ndzinisa and Waziwe Mnguni, each with 92% in English and 88% in Mathematics. Grade Four learner Mmeli Matsebula also received a Platinum Award with a score of 90% in English First Language. Three other Grade Four learners achieved Diamond (76% - 84%) in English First Language, while four Grade Seven learners achieved Gold (70% - 75%) in Mathematics and English First Language. In total, 30 learners from the school shone in this year's Olympiads.

Thembelisha Principal Gina Marucchi said: "In 2011, Thembelisha was in the Top 20 for Grade Seven English, and we hope to be in the Top 20 for Grade Three Maths for 2014 because the number of children who received



*The Grade 3 Conquesta Awards recipients posing for a group photo with the Group Public Affairs Manager, Sifiso Nyembe, after their prize giving ceremony.*

Platinum in this grade was above average."

She explained that a total of 1 300 schools take part in the Conquesta Olympiads, whose purpose is to encourage and inspire primary school children to become aware of their self-worth and potential. This aims to build their self-esteem, confidence and acknowledge their efforts, regardless of results. They also help to illuminate to parents and teachers each child's strengths and weaknesses, so they can be nurtured accordingly, while also providing a benchmarking tool where each school can measure its achievements against the national averages of participating schools.

The Conquesta Olympiads are written in South Africa, Namibia, Botswana and Swaziland and in schools in Australia and New Zealand.

## Thembelisha inculcating entrepreneurship

**T**hembelisha Preparatory School conducted a young Entrepreneurs Market Day to allow young entrepreneurs to showcase their innovation skills.

According to the school's Principal, Gina Marucchi, the Market Day was a culmination of the Economic and Management Sciences (EMS) business programme where the young entrepreneurs got the opportunity to trade and test their new business skills.

Marucchi explained: "Our learners got the opportunity to advertise before the event, and after the event a final worksheet was completed on income and expenditure to reveal their profit."

Discussions were also held on what the entrepreneurs could do to improve their businesses and, therefore, their profits. A number of



*Reverend Dana Harding (c) among the many buyers who came to support the young entrepreneurs.*



*(2nd L) Vanessa Jackson admiring some of the creative items marketed during the event.*

partnerships were formed, and very valuable interpersonal skills learnt.

"Market Day is designed to bridge the gap between school and the real world," Marucchi said.

She added that it was an extremely valuable exercise, not only for the entrepreneurs, but also for the Junior Preparatory School children, who were consumers, some of

whom worked with money on their own for the first time. She said the school also enjoyed the support of many parents, community members and RSSC employees who visited the stalls over lunch time.

"Thank you for encouraging our young entrepreneurs and thank you to Winile Simelane, our EMS teacher, for facilitating this event."

# Nurses **celebrate** their Day

**T**aking a break from their strenuous work of caring for the sick, RSSC nurses gathered at the Tambankulu Club to celebrate the international Nurses Day.

The exercise, organised by the Employee Assistance Programme (EAP) section of the Health & Wellness Department, aimed to afford the “nightingales” an opportunity to talk about their profession, de-stress and also have some teambuilding.

The invited guest speaker was well known Human Resources and Corporate Affairs guru Sharon Maziya, who

shared some motivating words with them.

Speaking at the end of the session, Sister Phindile Mhlabane thanked the coordinators of the event, saying it was something they needed and, therefore, greatly appreciated.

“We have learnt a lot today and feel motivated to go back and be better advocates of the profession who will make a difference, not only in our work, but our personal lives as well,” she said.

All in all, it was a day of learning and sharing freely.



(L-R) Nurses Sibongile Ndlovu, Sizakele Magagula and Portia Nkambule enjoying the Nurses' Day talks at Tambankulu Club.



(L-R) Nurses Khabonina Ngozo, Colleen Simelane, Soul Mnguni and Fanelesibonge Xaba listening attentively to presentations.



Community Services & Development Manager Faith Motsa speaking to the nurses, while seated next to her is the guest speaker, Sharon Maziya.



(L-R) Nurses Sifiso Khumalo and Emmah Lukhele smile as Sister Phindile Mhlabane extends their thanks to the organisers of the event.



The RSSC nurses posing for a group photo during a break in the Nurses Day celebrations at Tambankulu Club.



(L-R) Nurses Nomvelo Sibandze, Lungile Mvila and Khetsiwe Tfwala were also at the event.

# Brave the Breast Challenge 2014



(L-R) Lungile Shabangu, Gabisile Mkhathshwa, Richard Mamba and Bernard Dlamini all set for the Brave the Breast Challenge.



People came from various organisations to support the fight against various forms of cancer, in particular breast and cervical cancers.



RSSC employees (in maroon t-shirts) amongst those who came in their numbers to climb Sheba's Breast in support of the initiative.



Some areas are a difficult climb, indicating the journey one takes in the treatment of cancer, but the trick is to never give up.



At some point one may need support and help while undergoing treatment. Here a volunteer is seen helping climbers up a more challenging area.



Climbers taking a break; however, perseverance during treatment is key if one is to conquer in the fight against cancer.



Both men and women are affected and need to support and encourage each other to fight on or, if one does not have cancer, try their best to reduce chances of getting the disease.



Although it is a tough challenge, one has to see the lighter side of life and hold on to the promise and hope of joy once cancer is conquered.

## World Aids Day at RSSC



Song and dance was the order of the day as employees and RSSC partners marched from Lusoti as part of their support for the Zero campaign.



Employees supporting the fight against HIV/AIDS by joining the "Swazis for Zero HIV" march.



Making sure that RSSC's focus on the 10 domains of Health and Wellness is clearly shown and known during the march.



The Salesian High School Band leads the march from Lusoti Clinic to the Administration block car park in Simunye.

## Wellness Champions Day celebration



A section of the Wellness Champions laughing as they listened to educational, but humorously presented, topics on a variety of diseases.



Wellness Champion Obed Shiba (left) receiving a token gift from Group HR Manager Lomkhosi Magagula.



(L) Linah Lukhuleni was presented with a bandana and a booklet on diabetes after sharing her gallant fight with the disease by losing weight.



Members of the RSSC Wellness Tripartite Committee and invited guests clapping hands in appreciation during the Wellness Champions Day.



Wellness Champions enjoying a presentation on diabetes by Diabetes Swaziland's Dum'sile Mavuso.

# Scene around RSSC



Simunye Area Production Manager Edward Dlamini (in grey) explaining the operations of the sugar mill to parliamentarians during their recent visit to RSSC, which was organised by the Swaziland Sugar Association.



(L) Cane Supply Manager Ben Simelane also explains operations on his side of the mill to the visiting parliamentarians.



SWABCHA Board member Thembi Gama and the MD presenting the Peer Educator/ Wellness Champion of the Year award to Siphwe Dlamini.



Dudu Motsa (far right) receiving her award for Workplace Wellness Focal Person of the Year from Gama and Jackson.



Jabulani Mtsetfwa congratulated by the MD for ten years of loyal service to RSSC during the Long Service Awards.



Gideon Simelane congratulated by MD Nick Jackson and GM-Finance Stephen Potts, as HR Consultant Gugulethu Tembe looks on at the Long Service Awards.



Learning Consultant Sikelela Dlamini receiving a token of appreciation from Lomkhosi Magagula for his role in the successful HCM implementation in SAP.



HR Clerk Nathi Magagula was also recognised for the huge role he had played in training other clerks on the use of SAP.



HR Consultant Dudu Mlangeni was also awarded for her role in ensuring HCM success as SAP went live at RSSC.

# WE VALUE PEOPLE



At RSSC, we are aware of the impact that our success has on surrounding communities and that our success and profitability are directly linked to the health and prosperity of these very communities.

We are aware of the socio-economic challenges facing surrounding communities and by implication our employees. The social services we provide are thus not only beneficial to communities but they guarantee us a healthy and motivated workforce.



## ■ ENHANCING SOCIAL CAPITAL

- We provide safe, supportive living and working conditions, including family friendly policies;
- We adhere to regulatory standards that protect the consumers of our products.

## ■ SOCIAL RESPONSIBILITY

We support the development of the communities in which we operate through our investment in infrastructure, schools, and health services. We also provide financial support to various NGOs to help them fight poverty.



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