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MR TSHOTLEGO KAGISO

## Director's MESSAGE

**K**e simolola ka go lo dumedisa lotlhe. Bagaetsho we have come to the end of yet another year, and as usual it was a very interesting and eventful year in its own unique way. The Covid pandemic eased and lifting of some restrictions was welcome but the negative economic impacts were still felt. We are told of the re-emergence of the virus and advised to be vigilant and take precautions where we see fit.

There was an improvement in the number of projects awarded to TKM Engineering this year, which to date are eight (8) major projects as opposed to only four (4) last year. We have also seen an increase in the number of employees from as low as 250 employees last year to 400 employees at the moment. Although the above improvements indicate a positive outlook, the company is still struggling with cash flow issues and low profitability.

Let me take this moment to applaud all TKM Engineering employees for working safely throughout the whole year. We have worked a total of over 500 000 man hours without an injury, property and environmental damage. This is a remarkable achievement and I encourage all to do more to achieve the triple zero target we have set for ourselves for the years to come. The company will always recognize and reward working safely by continuing with the monthly safety allowance and yearly safety competitions.

TKM Engineering is currently engaged in the setting up of a Quality Management System (QMS) which will culminate in the company being ISO certified. This is a very important undertaking and let me encourage everyone to rise up to the new challenges of learning the new system. The system is vital to the survival of the company as it grows, and certification by ISO will improve confidence in our customers and potential clients in our ability to deliver quality services to them. The implementation of the management system will come with changes in the way we work and let me encourage you to swiftly adapt to those changes.

As we break for the festive season, may I urge you to rest, meet family and enjoy yourselves responsibly. Our safety culture must be carried forward to our homes and all other places we plan to visit during this festive season. Most likely, the majority of us will be traveling and let me encourage you to be cautious on the road, whether as a driver, passenger or pedestrian. The festive season also brings out thieves and swindlers, therefore let me also urge you to take care and always be aware of your surroundings.

Ladies and Gentlemen, may I take this moment to wish you all a merry Christmas and Happy New Year! Cheers!!



## TKM ENGINEERING SCOOPS POSITION THREE

In pursuit of **ZERO HARM**, Jwaneng mine has implemented a safety campaign dubbed Triple Zero concept (000), where the mine's mandate is to achieve Zero Injuries and progress in safety culture mine wide.

Triple Zero simply put refers to

- Zero First Aid Injuries,
- Zero Medical Treatment injuries and
- Zero Lost time and Restricted Work Injuries



In a recent Triple Zero Relay competition organized by Jwaneng Mine, TKM Engineering team based at the Jwaneng Mine Airport Transformation project scooped position three (3). All Jwaneng Mine contractors took part in this competition. TKM Engineering was awarded a trophy. During the award handover, some of the TKM Engineering employees were asked a few questions concerning safety and they were given Sefalana gift vouchers.



TKM Engineering Roller Operator Tapologo Phuti takes a few moments out of her day to answer some questions about a lifetime of work that's been good to her. Read on to find out if you might land a career sitting in the operator's seat.

### Tapologo's Background.

Tapologo Phuti, 33-year-old female hails from Magoraapitse village in the central district of Botswana. Tapologo always had a passion to be a heavy equipment operator. She joined TKM Engineering in 2019 working as a Roller Compactor Operator. She is based at 2105 project (Construction works for Letlhakane Stadium) and she operates a Dynapac Vibratory Roller CA270D.

### What happens on a typical day?

"I live in Letlhakane and around 6: 15 AM I'm on the road to work from Monday to Friday every week. It takes me about 30 minutes to get to the job site every day. As an operator, you will begin your day by putting on proper personal protective equipment, or PPE for short. This includes overalls, safety boots, ear plugs, safety glasses, and any other item that may be relevant.

At 6:45 AM the 2105 project team meets for a toolbox talk session where we discuss health and safety issues and what we plan to accomplish for the day.

# A day in the life of AN OPERATOR with Tapologo Phuti!

**O**perators are some of the heroes in the civil construction industry—rising early and staying late to do a job that is foundational to building our communities. So, what makes the job worthwhile? More importantly, could it be the right career for you?

After the meeting, we get started. Everyone gets to their tasks for the day. I go around my Dynapac Vibratory Roller inspecting it and doing my checklist to make sure that everything is in order. My role as a roller compactor operator is to compact soil and concrete to ensure smooth and even compaction at our 2105 project. I repeatedly operate over various layers of materials used in the construction works for Letlhakane stadium until desired compactness or smoothness has been obtained.

Midday, everyone stops working to eat lunch and rest for an hour. At 2PM, I'm back on the machine until 5PM when we all knock off. Sometimes I go beyond 5PM when the task for the day is not yet complete.

### What is most interesting about your job?

I love the job that I do because it challenges me everyday which makes me able to come up with solutions to overcome them. I learn something new everyday and this builds my decision-making skills.

### What does it take to be a roller operator?

To be certified as an operator one needs to have a certification from vocational school and be offered a roller operator certificate. To be an operator you also need to be patient and eager to learn and have attention to detail and safety consciousness.

### Smooth Roller Operator jobs are male dominated, what advice can you give to females who aspire to be Roller operators?

The advice I can give to other ladies out there who aspire to be roller operators is that they should conquer the fear of operating this machine. Most of the ladies are afraid to operate this machine even though they want to be operators. Like I said before, you should also have passion. I long had a passion to be an operator.



Tapologo Phuti

### Lastly, where do you see yourself in the next 5 years?

TKM Engineering is the best company that I have ever worked for, therefore, I want to work here for a longer period of time. I want to see myself promoted to a managerial position within the company.

# A FAREWELL to Our Longest *Serving Employee*



Staff at the TKM Engineering Head Office recently bid Mr. Caudy Chirau farewell as he retired from the service of the organization.

Mr. Chirau who held the position of Site Foreman leaves having served for 17 years and made immense contribution to TKM Engineering.

Speaking at his Farewell session, TKM Engineering Managing Director, Mr. Tshotlego Kagiso said Mr. Chirau is part of the employees that started TKM Engineering, and will be sorely missed by all at TKM Engineering. "His dedication and the positive energy he brought will never be forgotten. We all wish Chirau the best in his well-earned retirement," said Mr. Kagiso.

For his part, Mr. Caudy Chirau said "It is an emotional time when one takes retirement,

but as I move into this new chapter of my life, I can't help but take some time to reflect on my long career with TKM Engineering, and all the wonderful people I have become friends with and the amazing experiences I have had along the way."

Retirement is inevitable, but it's a challenge to adjust when it finally comes around. Already there is the feeling that something is missing. Everyone at TKM Engineering is like family to me, and that's a big thing to miss.

"A lot of people have asked how I have stayed just with one company for such a long time. It's my thinking that rather than being a rolling stone, jumping from one company to the next, for me it makes more sense to remain where you are comfortable, where you are respected and valued. It's certainly not always about money! Concluded Chirau.

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## Prize Giving Ceremonies Motivate Students

Recognizing good performance through award of prizes will always motivate learners to strive for excellence.

This was said by TKM Engineering SHE Officer, Ms. Lucrucia Mosweu when giving a keynote address at Mahotshwane Primary School Prize Giving Ceremony recently. Ms. Mosweu said excellent performance in academic or non-academic activities must be acknowledged.

In line with the Prize Giving ceremony theme "CHANGING CHALLENGES INTO OPPORTUNITIES IN PARTNERSHIP WITH STAKEHOLDERS," Lucrucia motivated students to learn and take their education serious despite the limitations they encounter. She also advised pupils to have a character that diverted their intention away from deviant behavior.

Lucrucia thanked Mahotshwane Primary School's teachers who are putting tireless effort towards achieving this noble course. "We can all acknowledge that without their efforts, we could not be celebrating excellence and efficiency we are celebrating today," highlighted Lucrucia. She also encouraged parents to be involved in their child's education.

Mahotshwane Primary School Head, Mrs. Primrose Mogodi acknowledged that her school is facing a lot of challenges which hinders it to perform exceptionally.

She said Mahotshwane village falls under the Rural Area Dwellers programme, therefore most of the pupils are under the care of Social and Community Development Office (S&CD) hence making it difficult to raise funds that can sustain the school.

Mogodi appreciated the efforts by TKM Engineering and urged other private companies to emulate TKM Engineering's noble gesture. She highlighted that the government alone cannot solve society's biggest problems hence it is important for organizations to help uplift the socio-economic development through partnerships and collaboration.

TKM Engineering also donated food parcels worth P2000.00 to the school to host the prize giving ceremony.

Mahotshwane primary school is situated on the western part of Jwaneng 50 km tarred road and 21km gravel. The school falls under Jwaneng / Mabutsane sub region and it is one of the remotest areas in the sub region.



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# TKM Engineering Commemorates Breast Cancer Awareness Month



In a global effort to raise awareness on breast cancer, October has been designated as the Pink Month. The Pink Month is a month where efforts to educate those concerned about the disease, including early identification and signs and symptoms associated with breast cancer.

To commemorate Breast Cancer Awareness Month, TKM Engineering organized a breast cancer awareness session for TKM Head office staff where breast self-examination techniques were taught by the celebrity doctor, Dr Thusang Gure. The awareness session included updates on the current situation of cancer in Botswana and globally and prevention of breast cancer.

Dr. Gure highlighted that 90% of early-stage breast cancers are curable, often with treatments that conserve the breast. He urged colleagues to self-examine themselves once a month for any early signs, to visit their doctor regularly, and to get mammography periodically.

“Every year, breast cancer kills more than 500,000 women around the world. In resource-poor settings, a majority of women with breast cancer are diagnosed at an advanced stage of disease, resulting in low survival rates,” noted Dr. Gure.

Dr. Gure commended TKM Engineering for taking the initiative to engage in this, saying that companies should be proactive about ensuring health of their own staff. Dr. Gure also offered free breast cancer screening for the women staff of TKM Engineering at his Clinic (Medexo Private Clinic) in Phakalane, Gaborone.

TKM Engineering staff that participated in the awareness session expressed their appreciation for opportunity to learn such simple but possibly life saving techniques.

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## TKM Engineering donates Bowser to Council

As part of our Corporate Social Responsibility (CSR) Program, TKM Engineering donated a portable water bowser complete with its equipment to Jwaneng Town Council.

Speaking at the handover ceremony, Jwaneng Mayor, Ms Olga Ditsie said that the donation came at the right time when the Council had just launched an environmental regeneration strategy, which sought to keep the town green and clean. “This bowser will help keep our parks evergreen as is the objective of the strategy. We recently got a donation of a borehole and the bowser will assist to ensure that the borehole is put to good use,” she said.

Ms Ditsie also stated that Jwaneng Town Council parted with about P700 000.00 monthly in water bills, and that the bowser would help cut down the expenditure as water for parks would now be sourced free from the said borehole.

Ditsie implored the council’s authorities to ensure that the bowser was put instantly to good use as it had been desperate for such an equipment.

For his part, TKM Engineering Managing Director, Mr. Tshotlego Kagiso said the company has a CSR program which aims at uplifting the socio-economic development of the communities it operates within. He said giving back to the communities will always be a priority for the company.

“We have about 200 employees here and we have recently completed a multi complex office, which indicates that we are not visitors in this town, but will be part of it for many years to come,” he said.

Mr Kagiso also said that it was their hope that the Water Bowser would help make the town attractive to visitors.



## Spend Wisely this Festive Season

During this time, we easily get caught up in unnecessary spending and often blow our budgets by overspending on gifts we cannot afford. It is, however, possible to have a fabulous time and make everyone feel special without breaking the bank.

**Keep these six monies saving tips in mind:**

- 1. Be hard on yourself:** Set a budget and stick to it, no matter how appealing the goodies in the shops look. If it's not in the budget, simply say no.
- 2. Shop before Christmas:** Consider doing your holiday shopping throughout the year. If you wait until just before Christmas, the prices are sure to be higher.
- 3. Do your homework:** Shop around and compare prices. Look closely at special offers to make sure they really are value for money.
- 4. Don't be shy:** Ask friends or family to bring a contribution to the table. Many people love to contribute and an extra bottle of wine or a fruit cake is always handy. Or you could ask them to chip in for the Christmas lunch you're hosting.
- 5. Have fun:** Instead of exchanging pricey gifts with your loved ones, why not agree to buy a couple of stockings and pack them full of small but thoughtful gifts?
- 6. It's the thought that counts:** A great way to save money is homemade food gifts, like a jar of jam or a box of homemade cookies. Homemade gifts are fun to make and lovely to receive. Personal gifts like this mean far more and cost next to nothing.



# TKM ENGINEERING RAISE AWARENESS ON THE CONSTRUCTION AND CIVIL ENGINEERING INDUSTRY

**T**KM Engineering recently attended a Human Resources (HR) Practitioners Drive hosted by Ba Isago University in Gaborone.

The HR drive hosted under the theme “Meet your Boss” aimed to expose the institution’s final year students to the labour market trends and expectations and potential employers.

The event featured over 25 employers from diverse business industries in Gaborone and over 75 students attended the HR drive.

Addressing students at the HR Drive, TKM Engineering Human Resources Manager, Mrs. Oarabile Tshimologo

said that this event is certainly a strategic initiative that provides an opportunity for different stakeholders to avail guidance to prospective tertiary institutions learners and we must not take this event lightly as it may turn out for some, to be the only opportune moment to make a final decision about their future.

Since TKM Engineering is a building and Civil Engineering company, Tshimologo raised awareness on the Construction industry and assisted students explore the kind of businesses or jobs available to them.

She also lectured students about workplace etiquettes. She said in every workplace, for volunteers, interns,

and salaried employees, there are social expectations and courtesies that are critical to be aware of in order to be successful. “Being mindful of your fellow employees and how your behaviour might help or hinder their work is an important element of workplace etiquette,” highlighted Tshimologo.

For his part, the Student Welfare and Support Services Dean for Ba Isago University, Dr. Christopher Tidimane said the HR Drive targeted Ba Isago University Final Year Students and it aimed at linking students with industries for employment.

# TKM NEW STAFF



**BOITSHOKO MOKHUBAMI**  
Assistant



**KATSO NKEME**  
Assistant



**KEALEBOGA MMOTLANA**  
Assistant



**KGOMOTSO TERRY RABASIMA**  
SHE Rep



**LEATILE BONAMELO**  
SHE Rep



**LUCAS AARON**  
Plumber



**MASEGO SELAWE**  
Plumber



**POWER MPOFU**  
Tiler



**SEABELO SIHAMBA**  
Painter



**SPHIWE BERNEDETTE NTHABA**  
SHE Rep



**TEBOGO PHANE**  
Assistant





# TKM ENGINEERING IN PICTURES

## CAPTIONS

- 1&2. TKM Engineering attended the Debswana's Business Partners Employees Shutdown Lunch at Orapa.
3. TKM Engineering Headoffice staff celebrated independence in style.
4. Managing Director's engagement with TKM employees at Jwaneng.
5. TKM Engineering's Directors site visit at Khoemacau Copper Mine.
6. 2103 - Repair of Itekeng Stadium VIP Roof for Debswana at Orapa Mine.



