



# ZESA Holdings

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# MEGAWATT

JULY-SEPTEMBER 2025

BULLETIN



**ZESA Wins**  
**BIG**  
AT ZAS 2025



**Encouraging Future Leaders: ZESA Holdings Launches Mentorship Initiative at St Hughes Ushewokunze High School in Dema**

**ZPC-Jindal deal delivers on Govt's Energy Promise**



ZESA Enterprises (ZENT) undertakes infrastructure development to improve electricity supply capacity and reliability

Promotion of Technology and Innovation Among Females in ZESA

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# Editor's Note

## I am honoured to present to you yet another edition of the Megawatt Bulletin

— a platform that continues to share the journey, achievements, and stories that define ZESA Holdings, its Group of Companies and its stakeholders.

This past quarter has been one of both reflection and resilience. We mourn the passing of our esteemed Group Executive Chairman, Dr. Sydney Gata, whose visionary leadership and unwavering dedication to transforming Zimbabwe's energy sector left an indelible mark on our organisation. His loss is deeply felt across the ZESA family and the nation at large. As we continue our work, we honour his legacy by striving for excellence and service in the pursuit of sustainable power for all.

Within these pages, you will find stories that celebrate progress, collaboration, and innovation across the Group. I invite you to engage with the content, draw inspiration, and remain part of the conversation shaping ZESA's future.

As always, your feedback and contributions remain invaluable. The Megawatt Bulletin is produced every quarter, and we welcome your articles, insights, and stories that reflect the spirit of our organisation. Submissions can be sent to [putete@zesaholdings.co.zw](mailto:putete@zesaholdings.co.zw).

We appreciate your continued support and readership. Together, let us keep the flame of progress burning bright.

— The Editor



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# Cabinet Approves ZPC-Jindal Deal

Richard Muponde, *The Herald*

The Cabinet has approved a Public-Private Partnership between the Zimbabwe Power Company and Jindal (Private) Limited. This partnership, which focuses on the rehabilitation, operation and transfer of Hwange Power Station Units 1 to 6, is widely expected to boost the country's power production. In approving the project, the Cabinet underscored the Government's firm commitment to resolving the power crisis once and for all.

This development is not only a continuation of the Second Republic's transformative energy policies, but also a clear demonstration that a reliable and sufficient electricity supply is a non-negotiable pillar for Zimbabwe's economic growth and industrialisation. The persistent power challenges have historically been a serious bottleneck to the country's economic progress, productivity, and quality of life.

Before the inception of the Second Republic in 2017, power supply challenges were at a critical level, with households, industry, mining, and commerce all grappling with long hours of load shedding. At its worst, Zimbabwe was generating less than 1000 megawatts against a national demand of around 2 200 megawatts, forcing the country to rely heavily on imports from Mozambique, South Africa, and Zambia. This was exacerbated by the dilapidated state of the country's main thermal station at Hwange, whose Units 1 to 6 were commissioned between 1983 and 1987, and frequent technical breakdowns at Kariba South Hydro Power Station due to reduced water levels in the Zambezi River.

For ordinary citizens, power shortages disrupted daily life, while for industries, they resulted in curtailed production, job losses, and

a decline in the competitiveness of Zimbabwean products. The advent of the Second Republic under President Mnangagwa ushered in a decisive shift in the Government's approach to the power challenges. Instead of relying on piecemeal solutions, the new administration prioritised structural investments in power generation, the modernisation of existing infrastructure, and diversification into independent power producers (IPPs) and renewable energy sources. This led to the Government licencing several independent producers in solar, wind, and small hydro power projects to complement the national grid.

Simultaneously, massive investments were channelled into rehabilitating and expanding the country's main stations. A prime example is the Hwange Units 7 and 8 expansion project, which added 600MW to the national grid and was commissioned by President Mnangagwa on August 3, 2023. At that event, the President made it clear that energy security was a cornerstone of his administration's development strategy. "This project is a testimony of our Government's commitment to ending power challenges in our country. No matter the difficulties, we will continue to deliver on our promises. Energy is the bedrock upon which we build our economy," President Mnangagwa said.

The commissioning of Units 7 and 8 marked a turning point for Zimbabwe. The project not only plugged the electricity gap but also aligned with the aspirations of the National Development Strategy 1 (NDS1) and Vision 2030, both of which place energy self-sufficiency at the centre of economic transformation. The project employed more than 4 000 Zimbabweans, empowering communities in Hwange and

surrounding areas while also developing critical technical skills. It has ensured that industries in mining, agriculture, and manufacturing can now operate more consistently, boosting production and exports. The improvement in electricity supply has been particularly critical for flagship projects such as the Dinson Iron and Steel Plant in Manhize, lithium mining projects in Goromonzi and Bikita, and large-scale irrigation schemes in the Lowveld.

These projects require uninterrupted power to function effectively, and their success has a multiplier effect on the broader economy. In terms of renewable energy, Zimbabwe has taken significant steps to diversify its energy mix. Solar IPPs, such as the Nyabira solar farm and several others across Mashonaland West and Matabeleland provinces, have been licenced, though many are at various stages of development. The Government has also prioritised the rehabilitation of small hydro stations like Pungwe and Duru, which have contributed reliable, clean energy to the grid. This diversification reduces over-reliance on hydropower from Kariba, whose generation has been heavily constrained by climate change-induced droughts.

The entry of private players into energy provision signals a paradigm shift toward sustainable, long-term solutions.

However, the regional power situation in the Southern African Development Community (SADC) has remained challenging. Countries such as South Africa, Zambia, and Malawi have all faced their own power crises, creating competition for imports and making the SADC Power Pool less stable.

Against this backdrop, Zimbabwe's aggressive rehabilitation and expansion projects, particularly at Hwange, are a crucial intervention

that will not only stabilize the domestic situation but also contribute to the long-term balance of power availability in the SADC pool. This is why the recent Cabinet approval of the Public-Private Partnership between ZPC and Jindal is so significant. This deal goes beyond patchwork repairs; it signals a comprehensive modernization of the original six units that have been the backbone of Zimbabwe's thermal generation for decades. Under the ROT model, Jindal will inject capital and technical expertise to rehabilitate and operate the units, before eventually transferring them back to the state utility.

This ensures that Zimbabwe retains sovereignty over its assets while benefiting from modern efficiency and management practices in the interim. Once rehabilitated, Units 1 to 6 are expected to contribute an additional 900MW to the grid, more than enough to guarantee a surplus for both domestic use and regional export. Approving this deal demonstrates the Government's unwavering commitment to permanently ending power shortages.

It reflects a strategic vision of building redundancy and resilience

into the national grid. With Units 7 and 8 already feeding 600 MW into the system, and Units 1 to 6 soon to follow, Zimbabwe is on track to exceed its peak demand and establish itself as a net electricity exporter in the medium term. For the ordinary Zimbabwean, this means an end to the long, frustrating years of blackouts. For businesses, it means uninterrupted operations, lower production costs, and enhanced competitiveness. For the region, it means a reliable partner in the collective SADC quest for energy security.

Current statistics confirm the remarkable strides made. As of mid-2024, ZPC was generating an average of 1 600MW to 1 800MW daily, compared to less than 1 000MW in 2017. With Kariba contributing around 600MW during good water years, Hwange Units 7 and 8 adding 600MW, and the rest coming from smaller thermal and hydro stations, Zimbabwe has managed to reduce load shedding significantly. The economic ripple effects are visible in improved mining output, higher agricultural yields due to irrigation, and a stronger manufacturing recovery.

Projects like the Beitbridge Border Modernisation, the Robert Gabriel Mugabe International Airport expansion, and the construction of new industrial parks are all powered by this improved energy environment. The ZPC-Jindal Hwange deal is not just another infrastructure contract; it is a game-changing partnership that anchors the country's journey toward energy security and economic transformation. It sends a clear message that the Government, under President Mnangagwa's stewardship, is determined to end power shortages for good.

By embracing public-private partnerships, investing in renewable energy, and modernizing legacy plants, Zimbabwe is setting itself on a path to surplus power generation. As President Mnangagwa noted, "Energy is life. Without energy, there is no development, no modernisation, no industrialisation. We are determined to ensure that Zimbabwe never goes back to the dark days of power shortages." These words capture the spirit behind the ZPC-Jindal deal, a spirit of resilience, foresight, and determination to power the nation and the region toward prosperity.



# ZETDC Gets Us\$210m Facility To Upgrade National Grid, Combat Vandalism.

***The Herald  
Kudzanai Sharara in ALGIERS, Algeria***

The Zimbabwe Electricity Transmission and Distribution Company has secured a US\$210 million facility from Afreximbank, earmarked for a wide range of projects aimed at strengthening the country's power network, improving efficiency, and combating vandalism. ZETDC finance director, Mr Frederick Mazana, revealed details of the agreement, which was signed at the Intra-African Trade Fair 2025 underway here.

A portion of the funds, US\$50 million, will be allocated for power imports from HCB of Mozambique, a development that will help to augment the country's electricity supply. A key part of the investment is the upgrade of the national grid, with the ZETDC planning to use US\$5 million to upgrade its SCADA (Supervisory Control and Data Acquisition) system.

According to Mr Mazana, the current system is inefficient, making it difficult for controllers to quickly

identify and isolate faults. "We are at that stage where we are now going to implement the meter data management system, and we are going to convert all those postpaid meters into smart meters that will have a platform that will house their wallet, where we are going to switch them off remotely when they run out of power. So, we are going to use it for prepaid meters and smart meters."

The upgrade will allow the company to "efficiently and effectively, in no time, be able to identify those areas where we are having problems". In an effort to combat the widespread issue of vandalism, the facility will also be used to manufacture and purchase new transformers and cables.

"We have several customers that are off supply because their infrastructure has been vandalised," Mr Mazana noted, highlighting the importance of this investment in restoring power to affected areas. "We are also going to use some

of the money for manufacturing transformers through Zent.

"We are also going to augment that with some supplies from other private suppliers, which we are going to pay for using the facility."

A significant portion of the funding is dedicated to a new smart metering project. The ZETDC plans to install smart meters across the country, with a particular focus on heavy power users. This initiative will involve converting existing postpaid meters to smart meters, which will have a wallet-based system. The move will allow ZETDC to remotely switch off power when a user's balance runs out.

The project also aims to complete the conversion of the remaining 60 000 prepaid meters, ensuring all customers are on either a prepaid or smart meter system. This modernisation effort is expected to improve revenue collection and reduce energy losses.

# A NEW GENERATION OF HEROES CONTINUES TO EMERGE.

**His Excellency President Emmerson Dambudzo Mnangagwa**

Here lie the gallant sons and daughters of the soil, who consistently and persistently fought and sacrificed for the independence, freedom, and democracy we enjoy today. Many of those interred on this hallowed ground took part in the protracted liberation struggle against a brutal colonial regime. Over the years, a new generation of heroes has continued to emerge, distinguished individuals who have served with honour in various sectors, including public administration, diplomacy, commerce, and industry.

Dr Gata was instrumental in the establishment of ZESA and led the expansion of Zimbabwe's electricity grid during his tenure, overseeing major national projects such as Hwange Power Station Stages 1 and 2, adding 600MW, the 330kV transmission system, and the Rural Electrification Programme. He also served as Regional Coordinator for the World Energy Council and as an advisor at the African Development Bank, playing a vital role in shaping Southern Africa's energy policies.

Dr Gata was also active in ZANU-PF, serving in provincial roles and participating in grassroots development in his home district. In 2019, he was reappointed as Executive Chairman of ZESA Holdings, where he helped complete Hwange Units 7 & 8 and championed renewable energy initiatives.

Dr Gata was an engineer par excellence who never carried his academic pedigree with a sense of superiority. Dr. Gata's life embodied the national philosophy: "Nyika inovakwa, inotongwa, inonamatirwa nevene vayo." (A country is built, governed, and prayed for by its own people.)

He will be remembered for his humility, unassuming professional demeanour, and the immense contribution he made to national energy and infrastructure development.

**"Dr Gata was an engineer par excellence who never carried his academic pedigree with a sense of superiority."**



# BIOGRAPHY & RICH LEGACY

**Celebrating a Life Dedicated to Energy, Power, and Infrastructure Development. Dr. Sydney Zikuzo Gata, an eminent Energy, Power, and Infrastructure specialist whose extensive career has significantly shaped Zimbabwe's and Southern Africa's energy landscape.**

He held a formidable array of qualifications, including:

- Bachelor of Science Degree (Engineering)
- MSc Degree (Engineering)
- BSc (Honours)
- PhD (Engineering)
- Post Graduate Diploma in Business Studies

He was also a registered professional engineer.

## EARLY CAREER AND ACADEMIC CONTRIBUTIONS:

- 1976 to 1981: Research and teaching, making a notable impact in Mechanical and Aeronautical Engineering.
- 1976: Lectured at the Chelsea College of Aeronautical Engineering in London
- 1977 to 1980: Lectured at the City University Department of Mechanical Engineering and Aeronautics in London
- 1981: University of Zimbabwe's Faculty of Engineering

## LEADERSHIP AT ZESA AND NATIONAL DEVELOPMENT:

Dr. Gata's professional journey at ZESA and its predecessor, the Electricity Supply Commission (ESC), was marked by multiple leadership roles.

- 1981 to 1985: First black General Manager of the ESC.
- 1983 to 1991: Board member of the Central Africa Power Corporation (CAPCO)
- 1986 to 1991: Chief Executive Officer and board member of the Zimbabwe Electricity Supply Authority
- 2000 to 2006: Executive Chairman of ZESA Holdings
- November 2019 to July 2025: Executive Chairman of ZESA Holdings

His appointment in 2019 was seen as a crucial intervention to address critical power supply challenges and improve staff morale within the organisation.

During his tenure, Dr. Gata championed numerous pivotal projects. He is credited with the development of the following:

- Hwange Power Station Project Stage One (480MW) and Stage Two (440MW).
- Main 330kV HV-AC Transmission System and Regional Interconnectors
- Zimbabwe's National and Regional (SCADA) Power System Control Centres.

- Amalgamation of the six electricity undertakings in Zimbabwe into a single authority
- Urban and Rural Electrification Master-Plan Developments. A cornerstone of his legacy is the Expanded Rural Electrification Programme (EREP), which, under his leadership, resulted in the successful electrification of 5,400 Rural Public Institutions across Zimbabwe within three years.
- Hwange Power Station Technical Operational Upgrades, which raised plant availability from 58% to 85%
- Kariba South Power Station Refurbishment and Uprating, increasing its capacity from 666MW to 750MW.



## REGIONAL AND INTERNATIONAL INFLUENCE:

Dr. Gata's influence extended beyond Zimbabwe's borders

- Founding Chairman of the Inception Committee for the Southern African Power Pool (SAPP).
- Board member of the World Energy Council Commission (WEC) and Regional Coordinator for the Sub-Saharan African Region.
- Deputy Chairman of the WEC Studies Committee.
- Chairman of the WEC "Special Committee on Energy Finance for Developing Countries".

## ADVISORY AND CONSULTANCY ROLES:

- Dr. Gata served as a Reader and Peer Review Advisor to the African Development Bank from 1995 to 1996, specialising in Electricity, Coal, and Nuclear Energy sectors. He provided peer review services for 47 Sub-Saharan African Country Energy Programmes.
- From 1997 to 2000, he was Executive Director of Integrated Energy Systems Ltd in the UK and a Senior Advisor on Project Finance and Investment Banking at the Trade and Investment Bank of Zimbabwe. His advisory highlights included roles in the Hwange Power Station Privatisation and Expansion Project, the Gokwe North Power Station Project, as well as various coal and gas projects.
- From 2007 to 2019, Dr. Gata was the Managing Partner of EMC Continental (Pvt) Ltd, specialising in Power Project Development Advisory and Project Sponsorship in the SADC Region.

His consultancy work included projects such as the

- Ingagane Power Station in South Africa,
- The Blue Nightingale Power Station, and the relocation of Marsden-B-B – B Power Station to South Africa.

In 2019, he successfully led project sponsorships and developments for various renewable energy and gas power projects in the region.

Dr. Sydney Zikuzo Gata was a philanthropist and an eminent educationist. His multifaceted career underscores his profound impact on the energy sector and his unwavering commitment to national and regional development.

**May his Soul  
Rest in Peace**



# THE HISTORY ITSELF OF OUR FALLEN HERO.....

Dr Sidney Zikuso Gata. He died after a short illness and was born on the 17th of December in 1946. Also taking a look at the schools that he attended, he attended his lower primary education at Nyamure, then moved to Mutema Primary School, and also attended Upper Primary Education at Chikore Mission School, where he was taught by the late Reverend Ndabaningi Sithole, who was the secretary for the ZANU-PF Youth Wing. And when we look at his relationship with Reverend Ndabaningi Sithole, we'll see that with Reverend Sithole, they created a group called Class of '59 to fight against the repressive Smith regime.

While there, he was also involved in several demonstrations where white farmers' sheep were burnt, and they fiercely resisted the relocation of people from Chipinge to areas such as Bikita and Gokwe. And because of these activities, they were suspended from school. You get to see that he was fighting for his country. A true hero that we celebrate in the nation of Zimbabwe.

And because looking at his secondary education, he did it at Hartzell High School, which is in Form 1 to Form 4, that's for secondary school, and he moved to Fletcher High School for Form 5 and Form 6, and then after that he went to Botswana due to political persecution.

He later went to Canada, where he attended GUELPH University. From there, he went to Windsor University, where he studied a Bachelor of Science in Chemical Engineering. He came back to Zimbabwe in 1973 and proceeded to Botswana, where he taught at Swaneng High School.

After a few months, he went to England. He started teaching at the University of London while studying for a master's in mechanical engineering. During his time in London, he assisted detained students. In 1980, he came back to Zimbabwe and taught at the University of Zimbabwe. He taught in the faculty of engineering. He later joined the Ministry of Manpower Development. He was the mastermind of the establishment of polytechnics in Zimbabwe.



# CHIPINGE COMMUNITY HONORS LATE DR. SYDNEY GATA AND THANKS PRESIDENT MNANGAGWA FOR AWARDING HIM A NATIONAL HERO'S STATUS

The local community expressed appreciation to President Emerson Mnangagwa and the government for recognising the sterling contributions to national development by one of their own. The body of the late national hero, Dr. Sydney Zukuzo Gata, arrived in Chipinge to a hero's welcome at his Gata farm in mid-Wesabi, where the local community expressed appreciation to President Emerson Mnangagwa and the government for recognising the sterling contributions by one of their own to national development.

For the local community, Dr. Gata, known for his humility, was more than Zesa Holdings executive chairperson. As his legacy lives in the power lines stretching across remote parts of Chipinge and irrigated farmlands, he helped bring to life, among other contributions.



## ***Hon. July Moyo (Minister of Energy and Power Development)***

Dr Gata was the first engineer to identify the shortage of engineers in the country, a development that greatly contributed towards transforming the electricity supply company. When Dr Gata came, the first thing he analysed was the shortage of engineers in the country. For example, there were 26 engineers for Bulawayo, and four had left. In Harare, there were 32 engineers, and six were left. Dr Gata managed to tell the Government to go and hunt for other engineers to come and help the country.

Dr Gata was the brains behind the creation of integrating six power-generating companies into ZESA Holdings between 1993 and 1994. We had a steering committee to combine six companies into ZESA, which we have today, and Dr Gata became the first general manager of ZESA. You can only do that if you are an institutional developer and manage to create a single organisation that can deliver the way ZESA has been delivering. Dr Gata was also the brains behind electrifying the agricultural sector. He remained

steadfast with his idea and vision until it was adopted into the national development strategy. I urge people to record Dr Gata's history and the vision he had towards transforming the Zimbabwean and regional power sector.

## ***Albert Nduna (Zesa Holdings Board Deputy Chairman)***

Dr. Gata was passionate about the energy sector and had a long-term vision for ZESA's human capital development. In the 1980s, after the loss of skilled white workers post-independence, he established the ZESA National Training Centre to meet the organization's unique training needs. The centre remains central to skills development in Zimbabwe's power sector.

He played a key role in the formation of the Southern African Power Pool (SAPP) and was recently honoured for his contribution to energy development in the SADC region. Dr. Gata was the first black General Manager of the Electricity Supply Commission (ESC) and later served as ZESA CEO, Board Member, and Executive Chairman across several terms, including from 2019 until his passing.

Dr. Gata led critical reforms, improved service delivery, and prioritized employee welfare. He finalized the 2020 collective bargaining agreement, introduced a Welfare Section under Stakeholder Relations, and implemented a strong Corporate Social Responsibility Policy that benefited both employees and communities.



He also served in advisory and board roles with the World Energy Council, African Development Bank, and others. His work aligned with Vision 2030, driving infrastructure growth and inclusive development.

To the entire Gata family, we extend our deepest and most heartfelt condolences. We are mindful that, beyond the accolades and leadership roles, he was a husband, father, and grandfather. He was a pillar of strength and a provider. We acknowledge the profound pain and sense of loss that comes with the passing of such a towering presence. Please know that your sorrow is not carried alone. The ZESA family and energy fraternity are united with you in mourning. We pray that the Almighty grants you comfort, courage, and the peace that surpasses all understanding. May the beautiful memories you shared with him, the values he instilled, and the love he gave continue to be your source of strength in the days ahead.

May Dr. Gata's dearly departed soul rest in peace, and may his legacy live long.

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**John Mangudya (Mutapa Investment Chief Executive Officer)**

On behalf of Mutapa Investment Fund, I would like to express our profound condolences to Mai Gata and all the family. We gather here with heavy hearts, but grateful spirits, to honour and remember a truly remarkable man, Dr. Sydney Gata, a man who was respected indeed. He was an icon of the electricity sector in Zimbabwe who became the first black general manager of the Electricity Supply Commission (ESC) in 1981.

Over a career spanning over forty years, they served as a CEO of ZESA, Board Member, and Executive Chairman of the national utility, and often remained at the most difficult times when the organisation needed steady hands and fearless leadership. Indeed, Dr. Gata was a fearless leader. He would say what he wanted to say at any time, at the appropriate time.

We at Mutapa Investment Fund regarded Dr. Gata as a reservoir of knowledge, as he was able to inspire confidence, even in the darkest times. He believed deeply in the power of innovation and resilience, and he never stopped pushing for excellence even when the odds were steep. Those who had the privilege to know Dr. Gata would speak of his legacy of brilliance, commitment, persistence, and hard work. Dr. Gata was a visionary leader in the energy sector. His vision was to have total electrification in Zimbabwe by 2030, which means having all households, schools, farms, and clinics connected to the grid by 2030. The vision also included universal grid access, solar home kits, and being a net exporter of energy.

He left a trajectory that will need to fulfil in achieving the milestones of achieving total electrification for Zimbabwe, that we need to increase energy supply in Zimbabwe and that we need to put prepaid meters. Those are legacies he wanted to do. His legacy needs to be carried on by us who are still living.

Your light lives in every life you touched, Dr Gata.  
Rest in peace, Dr. Gata.



---

**Florence Taruvinga (ZCTU President)**

Today marks five years since Dr. Gata called for a critical gathering at the Training Centre to address the breakdown of industrial harmony within ZESA. At the time, employee morale was low, and grievances were widespread. Understanding the importance of a happy and productive workforce, Dr. Gata initiated a bilateral Indaba, where 95% of outstanding employee concerns were resolved.

Speaking of Dr. Gata in the past tense is painful for many. Employees now appeal to Hon. Minister July Moyo for a leader who, like Dr. Gata, values and understands the vital role of workers, especially in essential services like energy, which drives Zimbabwe's economy.

Dr. Gata, often called "our Good Doctor," prioritized employee welfare and played a pivotal role in restoring industrial harmony

and shaping ZESA's organizational strategy. Under his leadership, employees felt recognized and motivated to contribute to his vision for growth.

To Hon. Angeline Gata, the ZESA family expresses deep gratitude. You are now seen not just as the late Dr. Gata's wife, but as a mother figure to all ZESA employees. We ask for your continued support and understanding as we carry forward his legacy together.

---

#### **Dr. David Madzikanda (Zesa Board chairman)**

I am one of the people who worked with Dr. Gata. I have known him since 1982, when we were still young boys coming home from school. He was the one who encouraged us to attend training to gain knowledge in electricity. We worked together extensively, especially on the Rural Electrification Program, starting with growth points and helping to electrify them under Dr. Gata's leadership.

Dr. Gata also played a key role in our professional advancement, helping us attain positions that were previously held only by white people. We were able to perform at that level because of the training and guidance we received from Dr. Gata. Dr. Gata was a true people person; he worked well with everyone. To me, he was like an older brother. That's the kind of relationship I had with him, and that's how we worked together.

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#### **Charion Ngadziore (Chairman, Zesa Holdings, Workers)**

Dr. Gata had an open-door policy for workers. We didn't need an appointment to see him. In the process, workers had the luxury of speedy resolutions to their problems after he introduced an encyclopedia of grievances, which was widely received by workers. He raised the worker morale high through his welfare programs he did. Performance at the workplace improved, and he also gave tools for employees to do their work with efficiency, operational vehicles were bought, and this helped most depots to respond to faults with expediency.

He initiated segregated workers' medical insurance so that employees would benefit after the previous medical aid went dysfunctional, and the management committee or board comprises both management and workers, which makes it inclusive for ease of managing the needs of all stakeholders.

**MAY HIS SOUL REST IN PEACE**



# APPOINTMENTS



## PRESS STATEMENT

### NOTIFICATION OF BOARD APPOINTMENTS

The ZESA Holdings Board wishes to advise its valued stakeholders of the following key interim appointments for ZESA Holdings (Private) Limited following the untimely passing of the late Executive Chairman, Dr. Sydney Z. Gata.



#### **INTERIM BOARD CHAIRMAN- MR. ALBERT JOEL NDUNA**

Mr. Albert Joel Nduna, the Vice Chairman of the ZESA Holdings Board, has been appointed as Interim Chairman of the Board with effect from the 17th of July 2025. Mr. Nduna is a seasoned business executive and professional who has served in various organisations at Executive Management over an illustrious period of over 35 years. He sits on various Boards as a Non-Executive Director and currently serves as Board Chairman of the Insurance and Pensions Commission (IPEC).



#### **ACTING GROUP CHIEF EXECUTIVE OFFICER - ENGINEER CLETUS NYACHOWE**

Engineer Cletus Nyachowe has been appointed Acting Group Chief Executive Officer with effect from 17th July 2025.

A highly experienced and respected energy sector executive, Eng. Nyachowe holds a Bachelor of Science Degree in Electrical Engineering and a Master of Business Administration from the University of Zimbabwe. He is a Registered Professional Engineer and a Fellow of the Zimbabwe Institution of Engineers. Having joined ZESA in 1988, Engineer Nyachowe has held various executive roles including Managing Director of Powertel Communications, where he led the company's establishment as Zimbabwe's first data-focused telecommunications provider and Executive Director for Group Operations at

ZESA Holdings, where he was responsible for operational coordination across all subsidiaries. He also served as Grid Assets Manager overseeing the national transmission infrastructure. Beyond ZESA, he has worked as a consultant across the SADC Region on major renewable energy feasibility projects, power sector liberalization strategies and Regional power market design. He has sat on various Boards in the banking and insurance sectors and currently serves as a Non-Executive Director on the Procurement Regulatory Authority of Zimbabwe (PRAZ) Board.

The Board expresses its full confidence in the two, and that under their stewardship, the ZESA Group will continue to fulfil Government's aspirations of achieving Total Electrification and Universal Access by 2030.

By order of the board



**T. Chinhengo**

Group Company Secretary and Legal Advisor (A)

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 @official ZESA

 www.zesaholdings.co.zw

# APPOINTMENTS



## ZESA Holdings

Powering Progress. Empowering the Nation.

### APPOINTMENT OF GROUP LEGAL ADVISOR AND COMPANY SECRETARY



#### MR. TUNGAMIRAI CHINHENG

The Board of ZESA Holdings (Private) Limited is pleased to advise its valued Stakeholders on the appointment of **Mr. Tungamirai Chinhengo** to the position of **Group Legal Advisor and Corporate Secretary** with effect from 1 March 2025.

Mr. Chinhengo is a seasoned legal practitioner, conveyancer and notary public registered with the High Court of Zimbabwe. He brings over 12 years of distinguished experience within the ZESA Group and the broader legal fraternity. Prior to his appointment, Tungamirai has held key positions within the ZESA Group including Assistant Company Secretary at the Zimbabwe Power Company and Group Legal Services Manager (A) at ZESA Holdings, where he provided invaluable advisory services in corporate governance and compliance. Tungamirai holds a Master of Laws and a Bachelor of Laws degree from the University of Zimbabwe, and is a member of the Law Society of Zimbabwe. He possesses extensive expertise in engineering, procurement and construction (EPC) contracts, power purchase agreements and complex infrastructure transactions.

The ZESA Holdings Board warmly welcomes and congratulates Mr. Chinhengo on his appointment and wishes him well on this important assignment.

By order of the Board

**A. J. Nduna**  
Interim Board Chairman

# Mining sector becomes co-developer of energy infrastructure – Energy Minister.

*The Herald*

**Rutendo Nyeve, Victoria Falls Reporter**

The mining sector is no longer just a consumer of energy but has transformed into an active co-developer of energy infrastructure, investing in generation projects to secure its own operations while strengthening national and regional energy security. This was revealed by the Minister of Energy and Power Development, July Moyo, speaking at the 2025 Africa Down Under Mining Conference in Perth, Australia. Minister Moyo said Zimbabwe is experiencing an unprecedented mining renaissance, driven by its vast mineral portfolio, including lithium, gold, platinum, chrome, and diamonds.

However, this growth has created a massive demand for power, with the sector requiring an additional 2,000 megawatts (MW) by 2025 to meet its expansion targets. "This reality has redefined the relationship between mining and energy. No longer is mining simply a consumer; it is now a co-developer of energy infrastructure, investing in generation to secure operations while strengthening national and regional energy security," said Minister Moyo.

He pointed to several leading mining companies that are already pioneering this integrated model.

Zimplats is rolling out a 185 MW solar power project, described as one of the largest private renewable energy initiatives in Southern Africa. Caledonia Mining's Blanket Mine has commissioned a 12.2 MW solar plant, and Turk Mine is now powered by a 4.4 MW solar farm. At the massive Manhize steel plant, Dinson Iron



and Steel Company has developed an internal generation capacity of 50 MW. "These are not isolated projects; they represent a shift towards captive power generation, hybrid energy solutions, and surplus integration into the national grid," he said.

Beyond industry-led initiatives, the Government has a deliberate strategy to expand capacity that is not limited to mining sites.

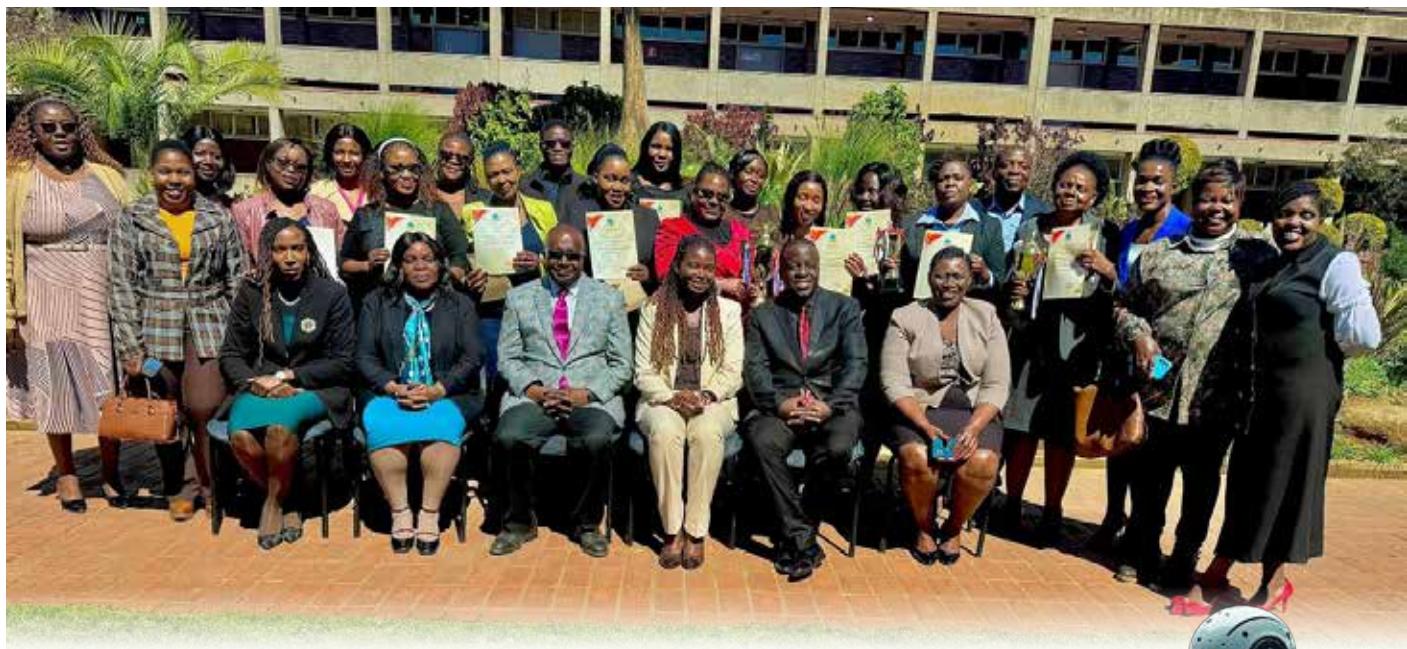
Minister Moyo outlined a broader renewable energy agenda, including the innovative Kariba Floating Solar Project, the 22 MW Pomona Waste-to-Energy Project, and large-scale solar parks in Matabeleland, Midlands, and Mashonaland West is being developed by Independent Power Producers (IPPs). Minister Moyo also highlighted that Zimbabwe's energy strategy is regional in scope, leveraging the Southern African Power Pool (SAPP). "Energy security is no longer a national agenda; it is regional," he said. "Zimbabwe is strengthening cross-border transmission with its

neighbours, exploiting the existence of the Southern African Power Pool (SAPP), which is a regional electricity trading platform."

He detailed the synergies between mining and energy within the SAPP framework, where mines can feed excess power into the regional grid and mineral processing plants can access stable, cross-border electricity. To realise this vision, the Government is actively courting investors, offering a clear roadmap through its National Energy Compact.

The goal is to reach 5,432 MW of generation capacity by 2030, with 2,640 MW coming from renewables, requiring a US\$9 billion investment, 70 percent of which is expected from the private sector.

Minister Moyo directly invited global investors to seize the opportunities available, which include captive power generation, utility-scale renewable projects, grid modernization, and the development of energy-mineral industrial parks. "Zimbabwe is indeed open for business. Our mining boom is an energy opportunity, and our energy transformation is an investment gateway. We invite you to come and invest and build power plants next to mines, establish beneficiation hubs next to mineral deposits, and create regional energy corridors that power the future of African industry," he said. He positioned Zimbabwe as a future energy hub for the region, offering investors access to a market of over 300 million people through SAPP, bankable projects, and government-backed guarantees.



# Promotion Of Technology And Innovation Among Females In ZESA

**Awards Ceremony: 5 August 2025 ZESA National Training Centre**

The Promotion of Technology and Innovation among Females in ZESA Awards Ceremony marked a significant milestone in the organization's commitment to nurturing innovation and empowering women in the energy sector. This initiative was designed to spotlight and celebrate innovative ideas developed by female employees, aimed at solving real-world challenges faced by ZESA.

The event commenced with opening remarks delivered by Commercial Director Eng. R.T. Katsande, on behalf of the Acting Managing Director, Eng. A.N. Gurupira. In his address, Eng. Katsande underscored innovation as a key competitive advantage for ZESA and emphasized the vital role that female participation plays in driving technological progress.

He praised the remarkable strides women have made in overcoming historical barriers and commended their increasing visibility in leading positions within science, technology, and innovation fields. His remarks set an inspiring tone for the rest of the proceedings, reinforcing the organization's commitment to gender inclusivity and innovation driven transformation.

**This initiative was designed to spotlight and celebrate innovative ideas developed by female employees, aimed at solving real-world challenges faced by ZESA**



Commercial Director Eng. R.T. Katsande delivering the opening remarks on behalf of the Acting Managing Director.

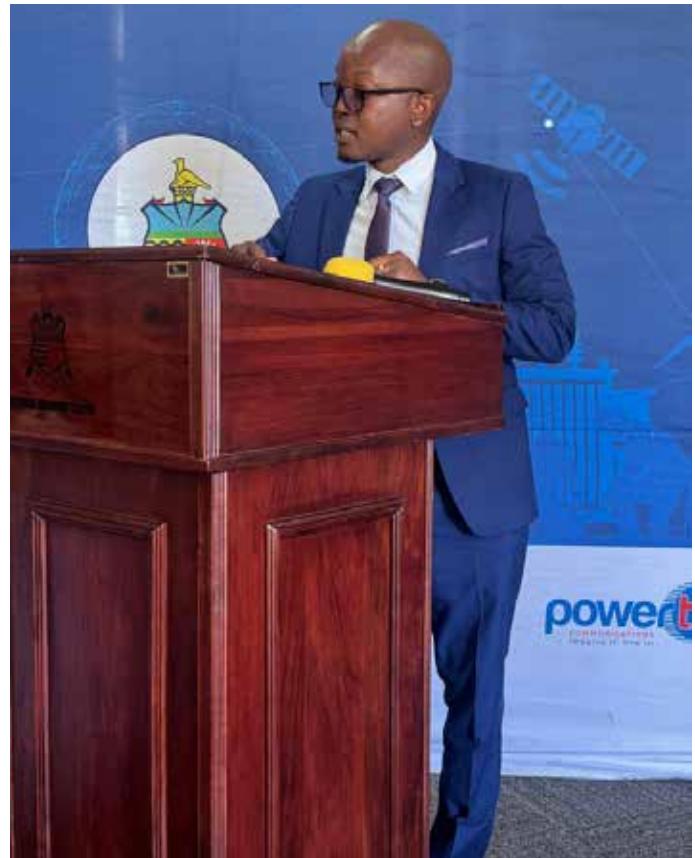
## **Presentation on Innovation and Technology for Gender Equality.**

Following the opening remarks, Mrs. R. Shereni, Secretary to SMITIRD (A), delivered a compelling presentation on the theme Innovation and Technology for Gender Equality. Her message focused on how inadequate access to resources, institutional support, and leadership opportunities can often hinder the full contribution of women to technology. She highlighted the importance of inclusive innovation systems and environments that actively remove barriers and create space for diverse perspectives to thrive. Mrs. Shereni called for intentional strategies to ensure women are not just participants, but also leaders and drivers of technological progress. Her presentation made it clear that empowering women through innovation is not only a gender issue, but a development imperative.



*Mrs. R. Shereni, Secretary to SMITIRD (A), delivering a compelling presentation on Innovation and Technology for Gender Equality*

Mr. A. Mutambirwa, Acting Head Corporate Services, took to the stage next, delivering a strong message of encouragement. He challenged the organization to go beyond symbolic inclusion by actively supporting women through innovation initiatives, mentorship programs, and professional development opportunities. Mr. Mutambirwa stressed that women's ideas and solutions are critical for organizational growth, operational excellence, and long-term sustainability. By fostering an environment where women feel empowered to lead innovation, ZESA can ensure more inclusive and forward-thinking outcomes.



*Acting Head Corporate Services, Mr. A. Mutambirwa, in his speech, encouraged greater female participation in innovation initiatives, emphasizing the importance of empowering and supporting women in driving innovative solutions that contribute to organizational growth and sustainability.*

The keynote address was delivered by Guest of Honour, Dr. Eng. Prudence Kadebu, a respected figure in the field of engineering and women's empowerment. Her powerful and heartfelt speech centered on empowering and guiding the next generation of women in technology. Dr. Kadebu emphasized the importance of solidarity among women, stating that when women uplift and mentor one another, they create an unstoppable chain of progress and leadership. She encouraged young women to be bold, to challenge societal norms, and to step confidently into roles of influence in tech-driven spaces. Her message served as both a celebration and a call to action, urging women to support one another, break ceilings, and lead with purpose.





*Guest of Honour, Dr. Eng. Prudence Kadebu, giving a powerful speech on mentorship, empowering and guiding the next generation of women in technology.*



## Celebrating Female Innovators

The awards ceremony celebrated the top female innovators across various regions and subsidiaries of ZESA. These women developed creative and impactful proposals addressing challenges ranging from AI-based revenue leak detection to predictive maintenance using mobile alerts and IoT-powered smart load shedding systems. Their solutions reflected a deep understanding of both technical issues and strategic impact, demonstrating that with the right platform and encouragement, female professionals can be powerful agents of innovation.

The winning proposal came from Salome Chivima of PowerTel Communications, who proposed an AI-based Revenue Leak Detector. An intelligent solution to curb revenue losses. Other noteworthy proposals included PowerWatch, an intelligent fault analytics system, and real-time equipment monitoring systems, among others. All submissions reflected the ingenuity, technical skill, and visionary thinking of the participants.

**All submissions reflected the ingenuity, technical skill, and visionary thinking of the participants.**



*Salome Chivima (First Position) presenting her winning proposal: AI-Based Revenue Leak Detector*

## LIST OF AWARD RECIPIENTS

NAME	REGION	COMMENTS
Salome Chivima - Network Architect	Powertel Communications	First Position (Trophy Award) Proposal – AI-Based Revenue Leak Detector
Farai Christina Chidavaenzi – Commercial Officer	ZETDC Kadoma	Second Position (Trophy Award) Proposal – PowerWatch: Intelligent Fault Analytics & Action System for ZETDC.
Justina Chabvuta – Technician	Orange Groove BSP	Third Position (Trophy Award) Proposal – Real-time Substation Equipment Monitoring with Mobile Alerts for Predictive Maintenance
Priscilla Manyau – Commercial Officer	Marondera District	Third Position (Trophy Award) Proposal – Use of High-Density Poly Ethylene poles
Sikonzile Mukandla – Personnel Clerk	Gweru District	Award Recipient – Position 5 (Certificate Award) Proposal – Employee Clocking System
Salome Bakari - Principal Engineer Implementation (A)	Powertel Communications	Award Recipient – Position 6 (Certificate Award) Proposal – Partial Load Shedding using IoT & Smart Metering
Nyasha Ushamba – Depot Clerk	Northern Region	Award Recipient – Position 7 (Certificate Award) Proposal – Securing and Protection of Company Assets, solution for misappropriation of funds, materials, and equipment.
Prisca Moyo - Receptionist	Powertel Bulawayo	Award Recipient – Position 8 (Certificate Award) Proposal – Intensified vehicle monitoring systems on ZESA vehicles.
Rumbidzai Mirirai – Artisan Assistant	ZESA Enterprises	Award Recipient – Position 8 (Certificate Award) Proposal – Digitising Transformer Test Certificates for enhanced security and authenticity in ZESA.
Sihle Moyo - Secretary	Northern Region	Award Recipient – Position 10 (Certificate Award) Proposal – Performance Management System
Netsai Berejena – Artisan Electrical	Norton Depot	Award Recipient – Position 11 (Certificate Award) Proposal – Smart Energy Solutions
Lydiah Rwizi – Loss Control Assistant	Harare Power Station	Award Recipient – Position 12 (Certificate Award) Proposal – Smart Grid Technology

Mrs. Mhunuwo, the Acting Gender Coordinator, delivered the closing remarks with heartfelt appreciation for the success of the event. She extended her sincere gratitude to the entire organizing team and the Executive leadership for their efforts in advancing the empowerment of women. She emphasized that the celebration should not be confined to a single day, but rather serve as a daily reminder of the importance of fostering inclusive spaces where women are supported, celebrated, and given equal opportunities to lead and thrive. In her inspiring conclusion, she quoted Michelle Obama, stating, "There is no limit to what we, as women, can accomplish," encouraging all attendees to carry forward the spirit of empowerment in their everyday lives and professional spaces.

**“There is no limit to what we, as women, can accomplish.....”**



*Mrs. Patricia Mhunuwo, the Gender Coordinator (A), gave the closing remarks.*

The event showcased the incredible potential that lies in empowering women through innovation. It not only celebrated individual achievements but also sent a strong message about the strategic importance of inclusivity, collaboration, and gender equity in shaping the future of ZESA and the broader energy sector. As we reflect on the ideas and inspiration shared during the day, it is clear that the journey toward sustainable innovation must include and elevate the voices of women at every level.

## AWARD *Recipients*



CAN MAKE  
A DIFFERENCE



## ZESA unveils Smart Grid exhibit at the Zimbabwe Agricultural Show (ZAS 2025)

**Herald Correspondent**

ZESA has moved away from conventional physical displays at this year's Zimbabwe Agricultural Show in Harare, launching a digital-first exhibition that showcases a fully integrated smart grid. The utility's display, themed as bridging the energy gap through smart solutions, provides a detailed demonstration of a total smart grid, from electricity generation to the end consumer.

"ZENT, our manufacturing arm, has provided scale models of critical infrastructure, including the Hwange 7 and 8 units, transformers, poles, and substation construction," ZESA's Stakeholder Relations, Communication & Welfare General Manager, Dr George Manyaya, said. "The display is designed to illustrate how these components are manufactured domestically to support the national grid."

"Powertel, our digital communications subsidiary, is also showcasing its over-the-power-line fibre technology. This system is central to the utility's efforts to enhance grid control and monitoring, allowing for real-time data and remote management of the network."

More than 450 households and businesses are now collectively feeding more than 77MW of solar power into the national grid. Net metering is a system that allows solar energy system owners to sell excess electricity they produce to the national grid and receive credits for it. Then those with a grid-tied inverter and a smart meter use these credits to offset their consumption when their solar supply is insufficient, such as at night or on cloudy days.

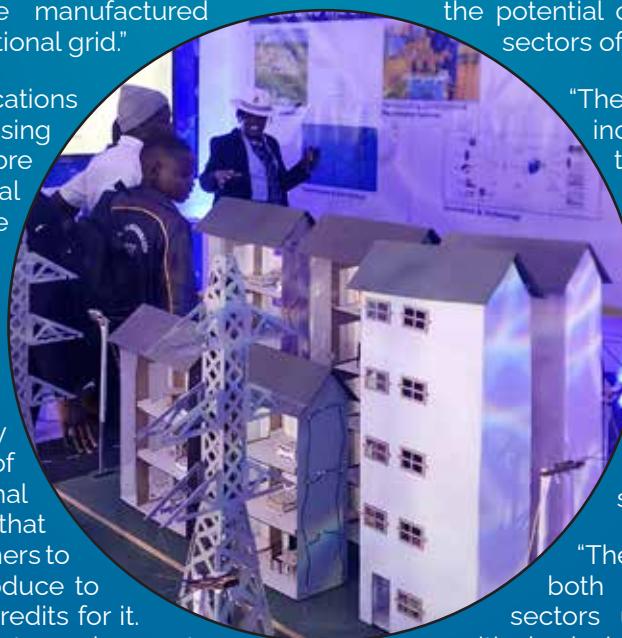
"The ZETDC net metering programme is showing significant growth, with a combined total of 77MW of solar power now being fed into the national grid by households and businesses across the country," Dr

Manyaya said. "The aim is to ramp up net metering contribution to 100MW by the end of 2025 and another 100MW in 2026. So far, 452 domestic clients have been connected, reflecting a strong adoption of renewable energy among households."

Dr Manyaya said commercial entities, including large-scale industrial and agricultural businesses, are contributing a substantial amount of power. "On the other hand, a substantial number of large-scale contributors, including commercial clients, as well as various industrial and agricultural entities, are collectively feeding a considerable amount of power into the grid. This diverse participation highlights the widespread interest in and the potential of solar energy across different sectors of the economy."

"The latest figures reveal a robust increase in participation, with the total number of applications for the programme reaching 756. This growing interest is a key indicator of the country's move towards a more sustainable and decentralised energy system." He described the growing interest as a key indicator of the country's shift towards a more sustainable and decentralised energy system.

"The ongoing participation from both residential and commercial sectors underscores the programme's critical role in bolstering the nation's energy generation capacity and its strategic importance in diversifying the energy mix." Any existing customer with a grid-tied solar system, up to their rated power from ZETDC, qualifies to apply. The credited units not only ensure a consistent power supply for the customer but also help them remain in a lower tariff band, thereby reducing monthly bills.





## ZESA Wins Big At ZAS 2025, Charts Ambitious Energy Future

Power utility **ZESA Holdings** emerged as the standout performer at the 2025 **Zimbabwe Agricultural Show (ZAS)**, walking away with both the **Best Energy Company Award** and the prestigious **Overall Winner** trophy. Speaking to *Business Times*, **Cletus Chisango Nyachohwe**, the **Acting Chief Executive Officer of ZESA Holdings**, credited the recognition to teamwork and dedication across the entire ZESA value chain. He explained that the company's exhibition highlighted its ongoing efforts to achieve universal electricity access for all Zimbabweans by 2030, showcasing developments across generation, transmission, distribution, and retail operations.

Nyachohwe revealed that ZESA is targeting an ambitious **US\$4 billion investment over the next five years** to ease Zimbabwe's long-standing electricity shortages. Despite the recent commissioning of Hwange Units 7 and 8, the country continues to face a significant gap

between power supply and demand. Current peak demand stands at approximately **2,000 megawatts**, and ZESA aims to add **3,000 megawatts to the national grid by 2030**. To achieve this, the utility is pursuing a balanced energy strategy that includes investments in **renewable energy**, while also expanding **coal-fired base-load capacity** and initiating new **large- and small-scale hydroelectric projects**.

As Zimbabwe's sole power utility responsible for electricity generation, transmission, and distribution, ZESA holds a pivotal role in the country's infrastructure and economic development. Over the years, the company has grappled with multiple challenges, including **aging infrastructure, insufficient generation capacity**, and **corruption**, all of which have contributed to persistent power outages affecting both households and businesses. Despite these obstacles, ZESA's recognition at ZAS 2025 signals a renewed commitment to transformation, positioning the utility as a more **reliable energy provider** and a central player in driving Zimbabwe's economic future.



# ZETDC Northern Region Dominates At Mash Central And Mash West Agricultural Shows - 2025

ZETDC Northern Region has been the Centre of attraction at both Mashonaland Central and Mashonaland West Agricultural shows. For the past years, the Region has been participating in these Provincial shows winning prizes of best exhibitors confined to the energy sector. This time it has been a different scenario. On both the Mashonaland West and Mashonaland Central shows of 2025, the organization managed to scoop the overall prizes. This means that ZETDC has been the best exhibiting organization among all companies at these shows. This is a milestone for the Region and a true reflection of the commitment by the marketing team of the region.

Mashonaland Central agricultural show theme for year 2025 was 'Innovative solutions for development.' The major highlights of the show included, variable speed drive giving energy efficiency demand side management in real time demo, Net metering real time, GIS and its derivatives in real time and new billing system architecture

Mashonaland West Agricultural show theme for the year 2025 was 'Climate SMART agriculture: Industrialization for sustainable and nutrition security.' This is also articulated in [Vision 2030](#), whose motto is to transform farming into a business that drives the economy towards an upper-middle-income status. This involves enhancing agricultural productivity, promoting import substitution, and ensuring food security. Key strategies include empowering smallholder farmers, particularly youth and women, strengthening agricultural extension services, and safeguarding electrical infrastructure.





*This is the team that successfully exhibited at the Mashonaland Central Agricultural Show and managed to win the overall prize. Second from left is the Commercial Manager, Mr. Stanford Wurayayi, holding the trophy for the best exhibiting organization*

*Commercial Manager Mr. Stanford Wurayayi holding the Trophy after scooping the overall award at the Mashonaland Central Agricultural Show.*



*Minister of State for Provincial Affairs for Mashonaland West, Hon. Miriam Chombo, handing over the certificate and congratulating Northern Regional team for winning the overall prize*

# PowerTel's Digital Transformation Gains Momentum With SDWAN And Solar Integration.



In a landmark development for Zimbabwe's ICT landscape, PowerTel Communications, an arm of Zimbabwe Electricity Supply Authority, has launched a comprehensive upgrade of its network infrastructure by deploying Software Defined Wide Area Network (SDWAN) technology, supported by a solar-powered backup system at all its critical network nodes.

This strategic move highlights PowerTel's commitment to delivering faster, smarter, and more reliable digital services while embracing sustainable business practices. The adoption of SDWAN enables dynamic management and optimization of network traffic, ensuring high-speed, secure, and scalable connectivity suited to the evolving needs of modern businesses and institutions.

The upgrade comes at a crucial time, as Zimbabwe's digital economy continues to grow, with increasing demand for robust internet services to support remote work, e-learning, e-commerce, and digital financial platforms. Key benefits of SDWAN, such as intelligent traffic routing, real-time failover, reduced latency, and centralized network control, are expected to enhance the performance and resilience of PowerTel's infrastructure across the country.

In parallel with the network transformation, PowerTel is implementing a green energy initiative through the installation of solar-powered backup systems at all network nodes. This initiative addresses ongoing challenges with electricity reliability by ensuring uninterrupted connectivity during grid outages and load shedding. It also supports PowerTel's broader sustainability goals by reducing reliance on fossil fuels and minimizing the organization's carbon footprint.

Industry observers view the combination of SDWAN technology and renewable energy integration as a progressive step toward building a more resilient and future-ready communications network. This approach strengthens service reliability while aligning with Zimbabwe's Vision 2030 goals for digital inclusion and infrastructure modernization.

**The upgrade comes at a crucial time, as Zimbabwe's digital economy continues to grow.**

The modernization is also expected to benefit rural and underserved communities, where improved infrastructure and solar-powered systems can enable more consistent access to digital services. By enhancing service quality and accessibility, PowerTel is contributing to efforts to bridge the digital divide and foster inclusive economic growth.

Through this transformation, PowerTel is positioning itself as a strategic driver of Zimbabwe's digital economy. Its focus on innovation, efficiency, and sustainability marks a significant evolution in how digital connectivity is delivered across the nation.

# The Importance Of Gender Mainstreaming In The Workplace



Gender mainstreaming, recognised as a critical strategy for achieving gender equality, was formally endorsed by governments at the Fourth World Conference on Women held in Beijing in 1995. Despite global advocacy, past evaluations across various development organisations have revealed that gender mainstreaming remains poorly understood and inadequately implemented.

ZESA Holdings adopted a Gender Policy (Admin Note Number 8) in 2017. This policy must be fully implemented while simultaneously raising awareness among all staff about its existence and significance. Currently, the understanding of gender issues among employees is inconsistent, and frequent staff turnover further complicates the continuity of gender sensitivity. It is therefore imperative to continually develop and strengthen staff capacity to integrate gender considerations across all functional areas.

Promoting gender mainstreaming is fundamental to ensuring the equal participation of women and men in all organisational programmes, projects, and initiatives. It also affirms the valuable role of women in leadership within the energy sector and highlights the broader significance of gender inclusion in institutions such as ZESA. Despite some progress, persistent gender disparities remain in the world of work. Achieving gender equality is a key cross-cutting priority to ensure productive employment and decent work for all. Women continue to face limited access to essential resources, preventing them from participating effectively in the energy sector. Additionally, certain bylaws may inadvertently or explicitly hinder women's progression into leadership roles.

Gender mainstreaming involves analysing issues, activities, and challenges through a gender lens to understand how societal norms affect the roles, opportunities, and conditions of women and men. This includes acknowledging their differing experiences, strategic interests, and practical needs. All stages of organisational work planning, implementation, monitoring, and evaluation must adopt a gender-responsive approach.

## Why Gender Mainstreaming Is Relevant

- It aligns with Sustainable Development Goal (SDG) 5: Achieve gender equality and empower all women and girls.
- It supports Section 56 of the Zimbabwe Constitution: Promotes gender equality and gender balance.
- It upholds the principles of Agenda 2030: Leaving no one behind.
- It fosters sustainable and inclusive development.
- It addresses the continued marginalisation of women, many of whom remain unpaid caregivers.
- It demonstrates that inclusive participation strengthens sectors across the economy.
- It recognises that gender equality is a fundamental human right.

## Challenges Women Commonly Face

- Socialisation to adopt subordinate roles, discouraging them from pursuing leadership positions.
- Limited access to decent work, decision-making roles, and advancement opportunities.
- Persistent stereotypes frame women as less capable of performing certain tasks.
- Reduced likelihood of speaking up in formal organisational platforms.

## ZESA's Gender Mainstreaming Strategy

The Gender Mainstreaming Strategy was developed to ensure full integration of gender considerations into the design, execution, monitoring, and evaluation of all employment-related policies and programmes.

This strategy aims to:

- Enhance accountability and impact assessment for gender equality initiatives at the corporate level.
- Equip staff with practical tools for implementing the organization's gender equality goals.
- Tackle occupational segregation by challenging traditional gender roles and promoting vocational training and workplace learning for both women and men.
- Encourage women to pursue non-traditional, technical roles and men to enter traditionally female-dominated sectors.

Gender perspectives are identified through gender analysis, acknowledging that inequality is socially constructed within families, institutions, and society. Thus, targeted interventions must be informed by a comprehensive gender analysis.

## Inclusivity Considerations

Inclusivity remains a concern at ZESA. Most company buildings lack accessibility for individuals with physical disabilities, particularly wheelchair users. This presents a barrier to both recruitment and retention. While the organisation employs approximately 84 individuals with minor disabilities, there is no explicit policy support for those who are unable to drive or require special accommodations. The Gender Policy remains silent on such critical inclusion issues.

The ultimate goal includes fair and equitable distribution of power, influence, resources, and opportunities, ensuring that all individuals, regardless of gender or physical ability, can participate fully and equally in the workplace.

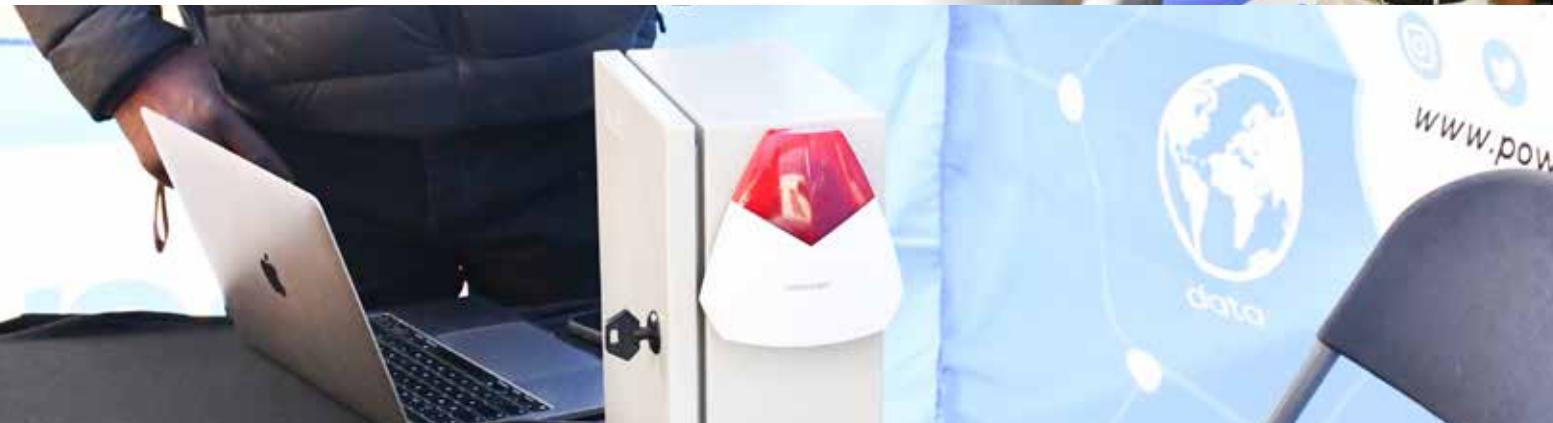
**Patricia Mhunuwo (Mrs)**

**GENDER COORDINATOR (A) - ZESA HOLDINGS**



# POWERTEL Rolls Out Hi-Tech System To Curb Vandalism

Ivan Zhakata-Herald Correspondent



ZESA Holdings' Internet subsidiary, Powertel Communications is using new technology built on the Internet of Things to protect transformers and cables with sensors that automatically call in the police and Zesa loss control units when there is attempted vandalism and theft.

Speaking at a media briefing in Harare, Powertel acting managing director, Mr Willard Nyagwande, said the company had already installed over 100 transformer intrusion detection systems in Harare and Bulawayo as part of the first phase of the national rollout. "The average loss due to vandalism over the past five years is US\$5 million per year," he said.



"We are losing transformers, copper cables, and oil tips. This new smart system is designed to detect and prevent such losses in real time. "The system, which uses low-range, wide area network technology, features sensors that detect intrusion, proximity, vibration, power outages, and motion. It transmits alerts via SMS, WhatsApp, e-mail, and other platforms to Powertel's National Operations Centre and relevant security teams for immediate response.

"These devices operate on long-life batteries and solar power, remaining functional during outages. The alerts are also integrated with the Zimbabwe Republic Police and ZESA's loss control units for rapid response," Mr Nyagwande said. The rollout is being implemented in phases, beginning with high-risk urban areas, followed by rural business centres, schools, and clinics.

The project is being coordinated under the Ministry of Energy and Power Development and the Capital Investment Fund of the Ministry of Finance, Economic Development, and Investment Promotion. Mr Nyagwande said there was a need for community involvement in protecting power infrastructure. "We are calling on communities to work with us," he said. "Where residents have participated, we have seen them contributing cages and even hiring guards to protect transformers. This is not just a ZESA project; this is a national effort."

Mr Nyagwande said the solution aims to achieve an 80 percent reduction in vandalism-related losses and improve customer service delivery by minimising unplanned outages and improving visibility over the national transformer network. Powertel has also invited local ICT companies with the capacity to supply smart security systems to register under its supplier confinement strategy, which aims to promote fair participation in the project. "We want all capable Zimbabwean companies to come forward," said Mr Nyagwande.

The central monitoring platform is housed at Powertel's data centre and integrated with existing security protocols across the power utility's network. It features a real-time dashboard for monitoring and analytics, supported by 24-hour call centre operations.

# Wind Energy Resource Assessment Project

The Zimbabwe Electricity Transmission and Distribution Company (ZETDC), together with ZESA Holdings, conducted Stakeholder Engagement meetings in Mt Darwin and Guruve from the 23<sup>rd</sup> of July to the 1<sup>st</sup> of August 2025. The purpose of the meetings was to conscientize stakeholders and understand their views and concerns on the proposed Wind Energy Resource Assessment to be carried out in both Mt. Darwin and Guruve districts.

The Project is owned by the Ministry of Energy and Power Development and funded by the African Development Bank (AfDB) to assess wind speed across the country so as to determine whether it is sufficient to be used for power generation. ZETDC is a part of the steering committee. The initial phase of the project requires 1-2 Hectares of land for every site so as to install wind masts to measure wind speed for about a year. Those sites with average wind speed that meet the required notes to generate power are then going to be taken to step two of the full feasibility study and floated to international tender. Under the Northern Region, 2 sites were chosen in Mt Darwin and the other 2 in Guruve.

This is one of the efforts by ZESA to improve the electricity situation in the country by focusing not only on thermal, hydro, or solar, but on the wind resource, which is available freely. Stakeholder engagement meetings were conducted at every site with the Local Authorities of the two districts at the forefront of organising these engagements. Stakeholders welcomed this project as it will improve the electricity situation in their respective areas.



Mr Dhliwayo from ZETDC addressing stakeholders at the first site earmarked for Wind Energy Assessment Project under Pfura Rural District Council. Traditional leaders for the local area were present and vowed to support the project



Stakeholders gather at the second of the sites earmarked for Wind Energy Resource Assessment Project in Mt. Darwin.



Guruve Rural District Council Stakeholders gathers attentively at a meeting where ZETDC is explaining how the project will benefit the local community.

# ZETDC's Mid-Year Performance Review Kicks Off In Gweru

The Zimbabwe Electricity Transmission and Distribution Company (ZETDC) has commenced its two-day mid-year performance review workshop in Gweru. The Managing Director (A), Eng A. Gurupira, emphasized the critical pillars of having a great product, great people, and systems-centricity for the company's success.

Also in attendance is Mr. Tinashe Yafele, the shareholder representative from the Mutapa Investment Fund, who outlined five key expectations for ZETDC, which are: **bridging the energy deficit gap, revenue enhancement,**

**cost efficiency, sustainable growth, and human capital development.**

Key stakeholders, including the Ministry of Energy & Power Development, ZERA, REF, ZESA Holdings, ZPC, ZENT, and Powertel, are actively participating, providing crucial assessments of ZETDC's service delivery against expectations. This is a productive gathering focused on powering Zimbabwe forward as we work towards attaining Vision 2030 of universal access to energy for all.



*This is a productive gathering focused on powering Zimbabwe forward.....*



# ZESA Risk Management Awards Ceremony

**A Proud Morning and Day for ZESA Holdings: Honored at the 2024 Risk Management Awards, June 27, 2025.**

The morning of the 2025 Risk Management Awards ceremony was filled with anticipation and excitement for the ZESA Holdings team. As the event unfolded, the team's hard work and dedication to workplace safety and risk management were recognized on a grand scale. Supported by Cell Insurance, the awards ceremony was a prestigious platform for ZESA Holdings to showcase its commitment to excellence.

As the day progressed, the ZESA Holdings team took center stage to receive their awards, beaming with pride and gratitude. The recognition was a testament to the team's tireless efforts in identifying and mitigating risks, creating a safe and healthy work environment for employees and stakeholders alike.

The partnership with Cell Insurance further underscored the importance of collaboration in promoting workplace safety and risk management.

As the day drew to a close, the ZESA Holdings team looked back on their achievement with a sense of pride and accomplishment, knowing that their commitment to excellence would continue to drive them forward. The 2024 Risk Management Awards ceremony was a memorable day that would be etched in the team's collective memory for years to come.



*ZESA Holdings team responsible for auditing and deciding the winners, pose for a picture with ZH Board Chairman (A), Mutapa Investment Fund representative and Cell Insurance CEO*



*Seated L-R A. Nduna ZESA Holdings Acting Board Chairman, R. Dhobie(representing Mutapa Investment Fund CEO), I Makuzva Cell Insurance CEO*



*ZESA Holdings team receiving awards*

# Empowering Zimbabwe's Energy Future: 29 ZESA Holdings employees graduate from Centurion University in India.

A significant milestone has been achieved in Zimbabwe's journey toward energy self-sufficiency and innovation. Twenty-nine employees from the ZESA National Training Centre have proudly graduated from Centurion University in India, after completing an intensive six-month "Train-the-Trainer" course in Transformer Manufacturing.

This transformative training program was the result of a strategic partnership between the Government of Zimbabwe and the Government of India, underlining a strong commitment to fostering human capital development and enhancing local technical expertise in the power sector.

During their six-month stay in India, the trainees received hands-on technical training in transformer production, maintenance, and innovation. The program was not only about acquiring technical skills, but also focused on training the participants to become trainers themselves, ensuring that the knowledge gained would

be cascaded to hundreds more professionals back home.

Notably, eight of the 29 graduates were women, a powerful step forward for gender empowerment in Zimbabwe's energy and engineering sectors. Their success reflects an ongoing effort to promote gender inclusion in science and technology, areas historically dominated by men. These women will now return not only as trained professionals but also as trailblazers and mentors, helping to break barriers and inspire future generations of young women in technical fields.

This initiative is a game-changer for Zimbabwe's energy sector, as it directly addresses the critical skills gap in power systems development and maintenance. With this new pool of highly trained experts, Zimbabwe is now better positioned to localize transformer manufacturing, reduce reliance on imports, and strengthen its national grid infrastructure.

Beyond technical upskilling, the program also fostered cross-cultural collaboration and knowledge

exchange between the two nations. It stands as a shining example of South-South cooperation, where developing countries support each other in achieving shared development goals through mutual collaboration.

As these 29 professionals return to Zimbabwe, they carry not only technical expertise but also the responsibility to train the next generation of local engineers, artisans, and technicians. Their contribution is expected to ripple across the energy sector, boosting efficiency, promoting innovation, and accelerating progress toward Zimbabwe's broader vision for sustainable energy access.

This achievement is a testament to what can be accomplished through targeted investment in people, strategic international partnerships, and a strong vision for national development. The future of Zimbabwe's power sector is not only brighter, it is also more inclusive, and it's being built by Zimbabweans themselves.



The 29 Zesa Holdings graduates in their graduation gowns



# A Rare Visit To The Fox User Group #9 Training And Presentations.

**A**n eleven-member delegation of team leaders and design engineers got an opportunity to attend the Fox User Group #9 Training And Presentation event held from 29 September to 2 October. The event was held in Port Elizabeth, South Africa. The event dubbed as the "Fox user group" is a biennial event where Hitachi hosts end users as well as design engineers from the Original Equipment Manufacturing company ABB, now Hitachi energy to interface the product developer and the end-user with the objective of continually meeting and exceeding the expectations of the client as well as enlightening the client on the future of utility communication as well as potential threats along the development trajectory.

The "Fox" family is perceived a market leader in terms of electrical communication transport products that have been used in mission critical exchange of critical control and instrumentation data from one point to the other along the power transfer chain. These have undergone feedback based development as well as technological evolution to meet current dynamics. As an end user who was accorded an opportunity to recite expectations and focal points for further improvement, our main areas of request for clarity bordered on the following concerns:

- Request for increase in transport capacity: - There is need for the current set of Multiplexer to be increased to STM-64/100G capacity.

- There is need for a cost effective product that can be deployed on a mass scale in our primary network(Distribution). ZESA is currently warming up to gravitate towards a smart grid and a compact affordable solution becomes key.
- There is need for end to end protection on Operational Technology data plane.
- An intensive training and modules that adequately cover cybersecurity threats ought to be pursued separately as the time could not permit.
- There is imminent need to partially migrate from the Synchronous Digital Hierarchy (SDH) technology to MPLS-TP

Along the journey of technical development, one or two might wonder why what we have ought to be improved from time to time as there is an old engineering adage that goes as, "if it's working, don't touch it".

## **Digital automation/Digital integration**

The seminar presented several eye opening solutions that ZESA can implement to protect the grid infrastructure from damages. This included digitizing transformers and employing fast switching line protection relays. GIS substations are the future of substation automation. Fears that relate to inability to see the status of isolation or breaker would be allayed as the IoT sensor networks serves as the secondary confirmation to the primary indications from the equipment.

## Resiliency through precision

ZESA operates an interconnected power grid. Interconnection form so many positives such as power imports, exports and even creates investment opportunities for members across the Southern African Power Pool. Sudden loss of supply or deviation of operational parameters such as frequency from the acceptable threshold normally leads to catastrophes such as partial or complete black out. Hitachi presented a number of future proof network designs that would allow Wide Area Monitoring solutions to be realized.

## Conclusion

The Telecommunications team owes so much gratitude to management for the opportunity to be revived to tackle the future with understanding, with revived hope to stay on top of the game. Special gratitude also goes to Hitachi for hosting the event to ensure the client expresses themselves in a manner that will allow exchange of value for money between the client and the product owner. There is no doubt that the Fox products invested in will continue to enhance the critical mission of ensuring safe and reliable electricity to the nation of Zimbabwe



# Hwange's New Power Units Blend Energy Security With Green Technology

By Rutendo Nyewe

Hwange Thermal Power Station's Units 7 and 8, which contributed 53 of Zimbabwe's total energy output last year, have become integral to the country's energy security as they are currently powering growth in agriculture, mining, and manufacturing. Last year, the two units, which were constructed after deals signed between Zimbabwe and China, provided a critical lifeline, particularly at a time when power generation at Kariba Hydroelectric Power Station was significantly low owing to the El Niño-induced drought.

This emerged during a media tour of development projects in Matabeleland North province on Friday, led by Information, Publicity and Broadcasting Services Minister Dr Jenfan Muswere, which included a visit to Hwange's latest power-generating units. Hwange Electricity Supply Company's acting facility site manager, Engineer Ngonidzashe Dzumbira, said the new units, each designed to generate 335 megawatts, were performing optimally and are expected to meet their annual production goals by December.

"I am responsible for the operations and maintenance of the two units, Unit 7 and Unit 8. The units are designed to generate, each one of them, 335MW, giving us a total of 670MW.

"Currently, we have managed to meet our production targets for the year, and we anticipate that as we get into December, we should be able to meet the full year's production targets," said Eng Dzumbira.

The generation process begins with coal supplied by two major mines, which is pulverised and burned to produce steam that drives turbines at around 3 000 revolutions per minute. The electricity produced is then fed into the national grid. The new units also feature advanced emission-control technology.

A flue gas desulphurisation plant captures sulphur dioxide using limestone, producing gypsum that is sold to cement manufacturers and the agriculture sector. Low NOx burners reduce nitrogen oxide emissions, ensuring compliance with environmental standards.

"The plant also came in with key infrastructure that will take care of emissions like sulphur dioxide and nitrogen oxides. In terms of sulphur dioxide, we have the flue gas desulphurisation plant, which utilises limestone to trap the sulphur dioxide and in turn produce gypsum, which

we also then sell to cement manufacturers as well as the agriculture sector," said Eng Dzumbira.

"In the year 2024, this facility produced 53 percent of Zimbabwe's energy requirements. Thus, it bridged the gap that was left as a result of the droughts we experienced and the low water levels at Kariba."

The commissioning of Units 7 and 8 has been a game-changer for the country's energy landscape. Last year, they filled the supply gap left by reduced hydroelectric generation, preventing a severe power crisis. Alongside the two new units, Hwange's older Units 1 to 6 currently produce a combined 543MW, with ongoing optimisation aimed at increasing output.

Minister Muswere said the investments at Hwange demonstrated the Government's commitment to energy security and industrialisation.

"This particular provincial media tour is also testimony in terms of achievements to the Government's commitment to ensure that we achieve energy security and also we contribute towards industrialisation of our country," he said.

He highlighted joint venture recapitalisation projects aimed at modernising the older units, which have suffered from age-related breakdowns. He commended the role of the power station in supporting downstream industries, creating jobs and maximising coal's value.

"The coming on board of Hwange 7 in late May, which produces another 600MW, contributes towards the national grid, thereby ensuring that we have energy security in our country," he said. With Hwange Units 7 and 8 performing as expected, Minister Muswere said, the country can look forward to sustained energy stability, reduced reliance on imports and increased support for agriculture and manufacturing through by-products like gypsum.

Commissioned in 2023 by President Mnangagwa under the US\$1.4 billion Hwange Expansion Project, the two 335MW units have become the backbone of the country's electricity supply, especially during drought periods that limit generation at Kariba Hydroelectric Power Station. Their combined 670MW capacity has been critical in stabilising the grid and reducing costly imports.

# Minister Ncube Proposes 24-Hour Economy To Boost Productivity

*Nqobile Bhebhe, Chronicle*

Finance, Economic Development and Investment Promotion Minister, Professor Mthuli Ncube, has called for the adoption of a 24-hour economy, citing increased electricity availability during off-peak hours as a key opportunity to enhance national productivity. Speaking during a panel discussion at the ongoing Zimbabwe Economic Development Conference (ZEDCON) in Bulawayo, Professor Ncube noted the inefficiencies of the current working culture and challenged the nation to rethink its approach to economic activity.

"But also, I think we have an eight-hour economy, don't we? By 4.30pm, we are all going home," he said. "We arrive at the office at 8am, take a two-hour lunch break. By 4.30pm, we are going home." The Minister noted that significant amounts of electricity go unused during the night, presenting an opportunity for expanded production and service delivery. "We need a 24-hour economy. Overnight, there is more electricity because the households are sleeping, so it's actually more electricity," he said.

He urged stakeholders to consider models adopted by other countries that have successfully implemented round-the-clock economic activity. "So again, we need to be certain to have a 24-hour economy. Other countries that are doing this, why not us?" Professor Ncube said. The proposal comes amid ongoing efforts to stimulate economic growth and increase investment through innovation and structural reform.

## Zim Reaffirms Commitment To Nuclear Science

*Ivan Zhakata, The Herald*

Zimbabwe has reaffirmed its commitment to harnessing nuclear science and technology for socio-economic development. Deputy Minister of Energy and Power Development Yeukai Simbanegavi commended the 69th regular general conference of the International Atomic Energy Agency (IAEA) in Vienna, Austria, for its efforts in advancing the peaceful applications of nuclear technology.

She highlighted the expansion of the Marie Skłodowska-Curie Fellowship Programme, aimed at increasing the participation of women in nuclear science, viewing it as a significant step towards gender equity in this traditionally male-dominated field. The conference, which started on Monday, concludes today under the theme "Atoms for Water." Deputy Minister Simbanegavi noted that this theme underscores Zimbabwe's collaboration with the IAEA in using isotope hydrology to manage groundwater resources in drought-prone regions.

She praised the IAEA's partnership with the Food and Agriculture Organisation (FAO) under the Atoms for Food programme, which supports essential research in livestock management, pest control, crop development and food safety. On the energy front, Deputy Minister Simbanegavi expressed Zimbabwe's support for a clean energy transition, particularly through the use of small modular reactors. She urged the IAEA to continue its research and dissemination of accurate information to assist member states in making informed decisions regarding nuclear technologies.

Regarding health initiatives, she discussed Zimbabwe's national strategies to combat cancer, including implementing a sugar tax to fund cancer diagnosis and treatment facilities. This initiative aims to enhance the existing Rays of Hope programme, which addresses the cancer emergency. As a signatory to the Treaty on the Non-Proliferation of Nuclear Weapons, Deputy Minister Simbanegavi reaffirmed Zimbabwe's commitment to working with the international community to enhance global nuclear safety and security.

# National Energy Compact Goes Live, paves way for investment and universal access

**Rutendo Nyeve, Victoria Falls Reporter**

The Government has officially submitted its National Energy Compact to the World Bank, marking a significant milestone in Zimbabwe's journey towards achieving universal access to clean, reliable, and affordable energy by 2030. The Compact, which aligns with the country's Vision 2030 and the global Sustainable Development Goal 7, sets out an ambitious roadmap to transform Zimbabwe's energy sector. It focuses on increasing private sector participation, modernising infrastructure, and making a decisive shift towards renewable energy.

In an interview, the Minister of Energy and Power Development, July Moyo, outlined the extensive consultative process that shaped the final version of the Compact. "We were in Dar es Salaam this year as we began initiating a process to get our Compact accepted domestically and to gather feedback from the international community. As soon as we had our first draft, we convened a meeting in Harare with key stakeholders, including the private sector and various Government entities. Over 200 participants attended our initial engagement, where we presented what our President had committed to in Dar es Salaam and outlined our intended course of action," said Minister Moyo.

He emphasised that the process was defined by a spirit of collaboration. "We actively sought stakeholder views, and those perspectives were shared with us. The World Bank, African Development Bank, and UN agencies in Zimbabwe all participated meaningfully in those discussions," Moyo said. This

collaborative foundation led to the formation of an inter-ministerial committee, which secured Cabinet approval by March this year. Following this, the Government embarked on an international "roadshow" to refine the Compact and attract global financiers.

"In April, we met with the World Bank during mid-term consultations and received valuable feedback. In June, we presented to a panel in London and were pleased with the input from British participants and Development Finance Institutions (DFIs)," he said. Global engagement extended to Japan, where discussions focused on integrated power pools, and to Perth, Australia, for the Australian Down Under forum. A key highlight of these engagements, according to the Minister, was showcasing Zimbabwe's progress in de-risking energy investments — a critical factor in attracting foreign capital.

"One of our major investors from Australia, Invictus, who has conducted extensive oil and gas exploration, spoke to other investors about de-risking. This was a central theme for us, especially given the known volatility in our financial markets. However, we are operating under a multi-currency regime, which has provided us with some stability and operational space," said Minister Moyo.

To further reassure investors, the Government has introduced concrete measures. "The Minister of Finance and I have signed what we call a 'Government Project Support Agreement'. This is now standard. Anyone looking to invest—whether in generation, transmission, or

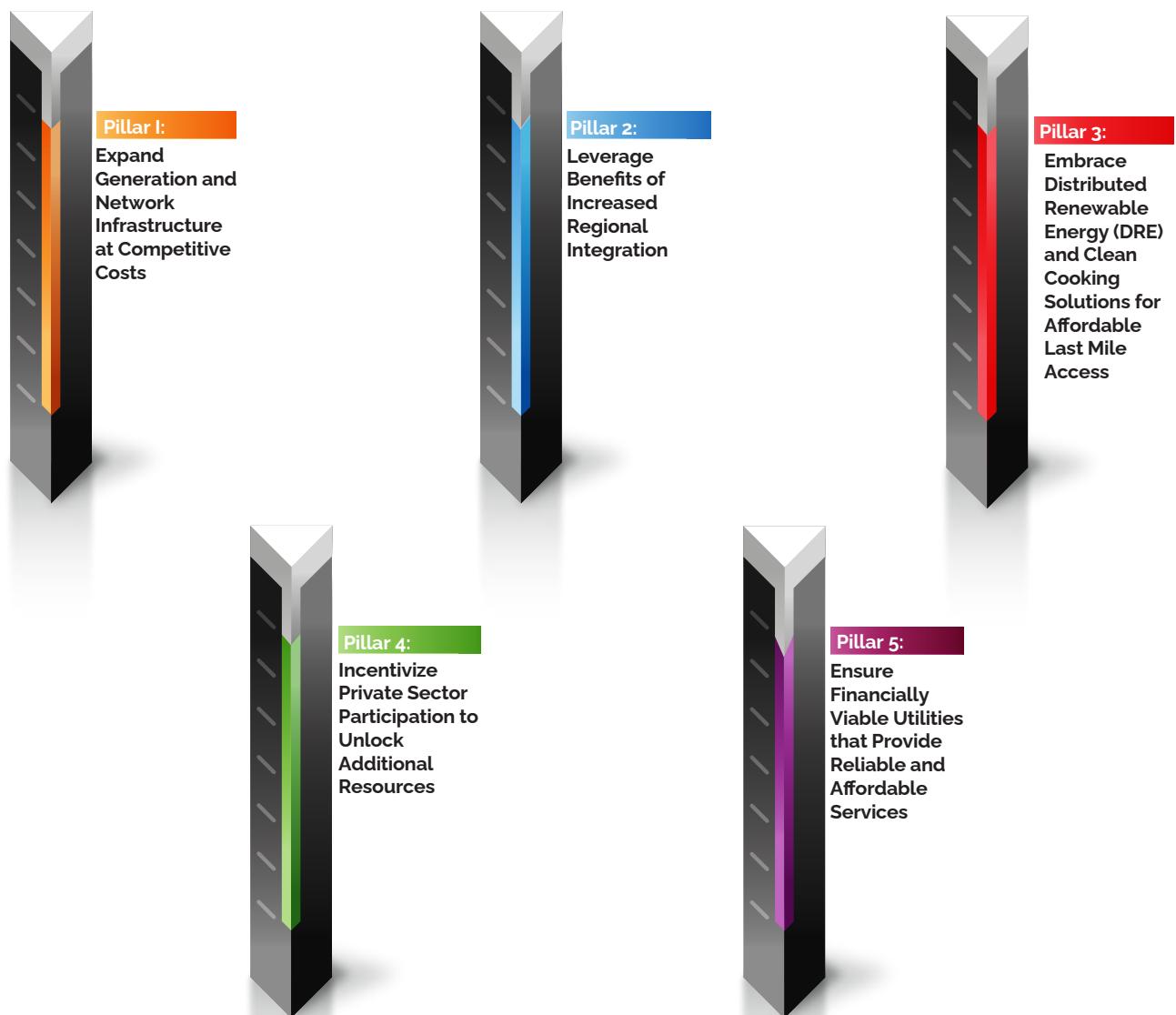
distribution—will benefit from our de-risking framework," he said.

In a transformative policy shift, the Government has also opened the last mile of electricity distribution to private investment. This allows private companies to operate as mini-utility providers, purchasing power in bulk from the national utility and distributing it within designated zones, while integrating renewable sources such as solar and gas. "We have opened up to the private sector to become mini utility companies—entities that can take on specific areas and buy bulk from the national utility. The regulatory framework, which was previously limited to the public sector, is now accessible to private players," he said.

Immediate benefits anticipated include the accelerated rollout of solar power projects, modernisation of the national grid, and a more resilient and diversified energy mix—reducing reliance on hydroelectric power and imports. For the ordinary Zimbabwean, this translates into a more stable electricity supply, increased economic activity, and new job opportunities within the green energy value chain.

With the Compact now officially submitted to the World Bank, Zimbabwe has positioned itself as a serious and structured destination for energy investment, signalling a new dawn for a sector poised to become the engine of socio-economic transformation.

## The 5 Pillars of The Zimbabwe National Energy Compact



# Northern Region 2025

# CULTURE DAY

## Winners.

Anna Matiringe



Selina Takawira – Primrose Chakachaza – Loveness Mambo - Parura Fanesi

# ZESA Ropes In Private Players To Connect 371 'Dark Cities' Countrywide

**Rufendo Nyeve, Victoria Falls Reporter**

The Zimbabwe Electricity Transmission and Distribution Company (ZETDC) is formally engaging private investors and developers to wire over 371 fully-built but un-electrified suburbs across the country, a move aimed at connecting power to hundreds of long-neglected communities. The ambitious plan, which forms the core of six new strategic models, is designed to accelerate connections and clear a massive backlog that has left thousands of households and businesses in so-called "dark cities" without power for years.

ZETDC acting managing director, Engineer Abel Gurupira, revealed this while courting investors at the just ended Africa Capital Markets Forum held in South Africa where he laid bare the scale of the challenge and the utility's innovative shift towards a public-private partnership model to overcome its financial and operational constraints. "When our colleagues generate the power, what we then need to do as ZETDC is then to distribute that same power and get to the end users," he said. "I would say, they become the most important components of the whole matrix because if you don't get them to pay, then the whole process is futile," said Eng Gurupira.

Highlighting the technical chain from high-voltage transmission to the final 400-volt connections in homes, Eng Gurupira zeroed in on the national challenge of un-reticulated suburbs. "What I just want to speak to is what we call dark cities within our country, which are many suburbs

that are inclusive of commercial and industrial centres," he said. "In some cases, we have had cases where houses were constructed for many years and have had no supply of electricity."

Faced with this reality, he said the utility was forced to think beyond its traditional role. "So, we have looked at this and said, because of the incapacity of the utility to reticulate those suburbs, we came up with strategies of getting to reticulate those suburbs," said Eng Gurupira. "We have close to 371 suburbs that are un-reticulated, that don't have electricity supply, but that are fully built," he confirmed.

To tackle this, ZETDC has developed six distinct connection models. The most significant departure from past practice is the active invitation of private capital and expertise. "But what is of interest is that we have now opened space and said it's not up to the utility only to reticulate those houses and commercial centres and industrial centres. So, we have opened the space for private players to come in," Eng Gurupira said.

He said several of the six strategies were specifically designed to accommodate private players. A key model involves licensing private companies as secondary distribution licensees. "So, we have private companies that can then come in and manage distribution areas, then as secondary distribution licensees. Our regulator (Zera) will license them to do that," he said. "So, they will take up a whole server with bulk

supply as the utility accessor. The private players can take up supply, reticulate the suburbs, build and then they will recover costs through even our billing system as Zesa," he said.

The proposed model allows private entities to fund, build, and maintain the local distribution network, recouping their investment through the sale of electricity, potentially using the existing ZETDC billing platform to streamline the process," said Eng Gurupira. "Another model already being piloted successfully is the bank-financed community project. "We have already piloted successfully with one of our banks and the bank is actually rolling over to about three more setups (suburbs) that are dotted throughout the country," he said, indicating early positive results from this collaborative financing approach.

"A further strategy involves advanced net metering, which could allow communities with their own generation capacity, such as solar, to feed excess power back into the local grid managed by a private player." The new policy direction signals a major shift in the Government's approach to national electrification. By acknowledging the incapacity of the utility to shoulder the burden alone, the ZETDC is pragmatically leveraging private sector funding and efficiency to solve a decades-old problem. For the residents of the 371 dark suburbs, this strategic pivot could finally mean the switch is about to be flipped on.

# ZESA Enterprises (ZENT) Undertakes Infrastructure Development To Improve Electricity Supply Capacity And Reliability

## Background

The Zimbabwe Electricity Transmission and Distribution Company (ZETDC), a subsidiary of ZESA Holdings, has approved a strategic infrastructure development project to improve the reliability and capacity of its medium-voltage distribution network. That has seen ZESA Enterprises (ZENT), also a subsidiary of ZESA Holdings under the Mutapa Investment Fund (MIF), being engaged to undertake the construction of a 7 kilometre 11kV power line from the Lynette Substation to Ventersburg in Harare. ZENT, with a solid track record in power infrastructure

development, is responsible for delivering the construction activities in accordance with ZETDC's technical, safety, and environmental standards.

The initiative forms part of ZETDC's broader network strengthening and electrification program aimed at reducing technical losses, improving voltage profiles, and ensuring secure power delivery to existing and future customers. This is in line with its mandate under NDS1's Infrastructure and Utilities cluster. The Ventersburg region has experienced increased demand for electricity, and the existing network infrastructure has been under strain. This

project will not only alleviate current load challenges but also accommodate future developments in the area.

## Project Scope

The scope of the project entails the full engineering, procurement, and construction (EPC) of a 7 km 11kV distribution power line comprising both overhead and underground components. The works are being executed under the supervision of ZENT's engineering team and delivered in line with national electrical standards and environmental regulations.



The key components of the scope include:



- **Surveying and Pegging:**  
Route identification and marking of the power line corridor, ensuring optimal alignment for both overhead and underground segments.
- **Excavations:**  
Trenching for underground cable sections and pole foundation holes along the overhead route.
- **Pole Planting:**  
Erection of concrete poles as per design specifications, including stay installations and earthing.
- **Line Stringing:**  
Installation and tensioning of conductors across the overhead line, including insulator fittings, cross arms, and line hardware.
- **Cable Laying:**  
Laying of 11kV XLPE underground cables, including sand bedding, marker tape placement, backfilling, and cable jointing where necessary.
- **Testing and Commissioning:**  
Electrical and safety testing of both overhead and underground sections to ensure compliance before energization.
- **Environmental Rehabilitation:**  
Restoration of the construction corridor, including replanting of vegetation and clean-up to return the area to its original or improved state.

All construction activities are being carried out with strict adherence to occupational health, safety, and environmental management practices. Once completed, the power line will significantly enhance supply quality and reliability, reduce outages, and support future economic growth.

### **Project Benefits**

The implementation of the Lynette–Ventersburg 11kV power line project will deliver a wide range of benefits:

- i. **Improved Power Reliability:**  
Reduced frequency and duration of power outages through strengthened infrastructure.
- ii. **Increased Network Capacity:**  
Ability to handle higher electrical loads to meet growing demand in the Ventersburg area.
- iii. **Enhanced Voltage Stability:**  
Improved voltage profiles will ensure a consistent and quality power supply to consumers.
- iv. **Support for Economic Development:**  
A reliable power supply will attract investment and support the growth of local industries, businesses, and residential developments.
- v. **Reduced Technical Losses:**  
Modern infrastructure and improved routing will help minimize energy losses during transmission.
- vi. **Environmental Stewardship:**  
Compliance with environmental regulations and rehabilitation efforts will protect and restore natural habitats affected by construction.
- vii. **Job Creation and Skills Transfer:**  
The project creates employment opportunities during construction and offers on-the-job training for local workers, contributing to community development.
- viii. **Future-Proofing the Network:**  
Infrastructure designed to accommodate future expansions and developments ensures long-term sustainability.

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# Encouraging Future Leaders:

## ZESA Holdings Launches Mentorship Initiative at St Hughes Ushewokunze High School in Dema

In a pioneering move to nurture upcoming talent in science and tech fields, ZESA Holdings launched a mentorship program at a local school in Dema. Led by a group of female engineers and technicians, the initiative seeks to motivate young girls to consider careers in STEM (Science, Technology, Engineering, and Mathematics), supporting the government's Education 5.0 strategy. School headmaster Mr. Derek Machaga welcomed the program, believing it will greatly benefit the school's 200 students, with an equal split of girls and boys.

The mentorship program offered an in-depth exploration of engineering and technical professions. Female mentors from ZESA subsidiaries like ZPC, ZETDC, ZENT, and POWERTEL shared their career journeys, discussing what drove them to choose their paths and how they navigated obstacles in a predominantly male industry, delivering an impactful message of determination. An HR representative, Mrs Mtutu, outlined various engineering and technical careers such as electrical, mechanical, and civil engineering. The program featured an "Interactive Session: Dreaming Big," encouraging students to voice their career ambitions. Mentors provided practical guidance, stressing the significance of subjects like Math, Science, Physics, Chemistry, and Technical Drawing.

The session ended with vital safety instruction on avoiding loose power lines. As per Patricia Mhenguwo, ZESA Holdings' Gender Coordinator (A), this marks the beginning of a series of activities. Future plans involve student trips to a transformer factory or power station to boost understanding of electrical engineering work and reinforce career goals. The event at St Hughes Ushewokunze highlights the value of such programs in connecting education with industry needs, motivating the next wave of innovators for a diverse and skilled future workforce.



# Government Secures Local and International Partnerships to Expand Power Access and Achieve Universal Electrification by 2030

**Government has reaffirmed its commitment to ensuring uninterrupted power supply through exploring partnerships with local and international investors. Information, Publicity and Broadcasting Services Minister, Dr. Jenfan Muswere said that energy provision is at the core of the Second Republic's priority areas. The nation is further informed that the Zimbabwe Electricity Transmission and Distribution Company (ZETDC) will partner with banking institutions for the electrification of communities.**

The banks will then recoup their costs through the ZETDC billing system. Under the advanced net metering strategy, the private sector will provide electricity to off-grid suburbs utilizing solar with a backbone infrastructure expansion component that will ensure connection to the national grid in the long term. The private sector investors will recoup their costs through the ZETDC prepaid billing system.

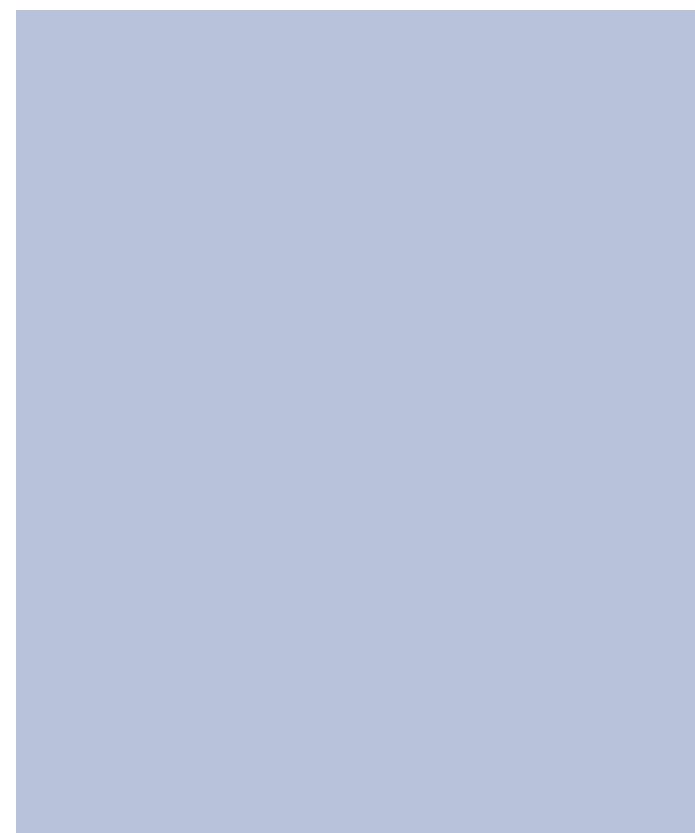
**The model will facilitate expansion of electricity access to underserved areas and contribute to the goal in terms of universal electricity access by the year 2030.**

The nation is advised that the Rural Electrification Fund has achieved significant progress under its mandate to electrify rural areas so as to close the developmental gap between urban and rural areas during the period 1

January to 30 June 2025. The Royal Electrification Fund has completed projects utilizing three technologies, namely grid extension, off-grid solar electrification and biogas technology.

The main beneficiaries of the programme comprise 3,118 primary schools and 1,557 secondary schools, 1,046 clinics, 471 government extension office centers, 304 chiefs' homesteads, 1,311 business centers, 873 small-scale farms and 1,302 villages. The Royal Electrification Fund is therefore on course to achieve its contribution to the attainment of Vision 2030 under the Second Republic's All-Inclusive Development Mantra.

(The Minister of Information Publicity and Broadcasting Services, Dr. Jenfan Muswere during the 27th Post Cabinet Press Briefing 16 September 2025)





# Zesa National Training Centre Expands Curriculum To Equip Workforce With Modern Skills.

The ZESA National Training Centre (NTC) has expanded its training programmes to better align with the evolving needs of Zimbabwe's energy and industrial sectors. This strategic move includes the introduction of both technical and non-technical courses, as well as certificate programmes and a new drone technology training initiative. The expansion is aimed at equipping the national workforce with modern, relevant skills to meet current and future industry demands.

The Centre now offers a diverse range of non-technical courses focused on leadership, compliance, and organizational development. These include project management, contract management, gender mainstreaming, human resources management, and Environmental, Social and Governance (ESG) training. These programmes are designed to build leadership capacity, enhance time management, and promote workplace safety and regulatory compliance across industries.

On the technical side, the NTC provides hands-on training in key operational areas such as welding, rigging and lifting, applied hydraulics, pump technology, solar PV system design and installation, substation and transformer maintenance, and power systems protection. Additional training includes cable jointing, valve technology, machinery alignment, rolling bearings, and the use of advanced tools such as laser shaft alignment equipment. These technical courses are tailored to strengthen critical infrastructure skills and enhance efficiency in energy operations.

A significant addition to the curriculum is the Drone Training Program, which prepares participants to use drones for infrastructure inspections, maintenance, and data collection in power system management. This initiative is expected to improve operational efficiency, reduce risk, and enhance safety in infrastructure monitoring.

Furthermore, the NTC now offers certificate programmes for individuals seeking to upgrade their qualifications in electrical engineering and power plant operations. These include HEXCO-accredited courses in electrical power engineering, power plant operations, and machine shop engineering, along with skills upgrades for electrical classes 1 to 4. These programmes combine theoretical and practical training to ensure graduates are technically proficient and workforce-ready.

Through this comprehensive expansion, the ZESA National Training Centre is reinforcing its commitment to workforce development by providing cutting-edge training that supports both individual career growth and national economic advancement.

# CBZ Bank Secures Landmark Us\$10m Facility To Fund SMEs

*The Herald*

*Kudzanai Sharara in Algiers, Algeria*

**C**BZ Bank has signed a US\$10 million factoring and supply chain finance line of credit from the African Export and Import Bank (Afreximbabnk), which bank officials say will transform the country's financial landscape for small and medium-sized enterprises (SMEs). The deal was signed during the Intra-African Trade Fair underway here. It becomes the second deal the bank has signed at IATF2025, a continental showcase where deals worth US\$44 billion are expected to be sealed.

According to CBZ Bank's newly appointed managing director, Mrs Valeta Mthimkhulu, the facility, a partnership with Afreximbank, marks a pivotal moment as CBZ becomes the first commercial bank in Zimbabwe to offer this form of financing. Factoring in banking is a financial arrangement where a business sells its unpaid invoices (accounts receivable) to a specialised third-party, known as a factor, at a discount to receive immediate cash. This process improves the business's cash flow by providing working capital without incurring debt, as the factor advances a percentage of

the invoice value and then collects the full payment from the business's customers, charging a fee for the service.

"It is an honour and a privilege today as we mark the transformative milestone of signing, on behalf of CBZ Bank Limited, the US\$10 million factoring and supply chain finance line of credit," said Mrs Mthimukulu. She emphasised the importance of this milestone, highlighting that factoring makes it easier for SMEs to access various forms of open account financing and is a crucial driver of financial inclusion. "The role that factoring plays as a mode of finance is that it does make it easier for SMEs to really access, you know, different forms of open account financing and also is an important driver of financial inclusion," she explained. "And therefore, that is why we're really excited to be bringing this facility and signing this facility on behalf of our clients in Zimbabwe."

In addition to the new line of credit, Mrs Mthimkhulu announced that CBZ Bank has also been onboarded onto the Africa Trade Gateway, a visionary initiative by Afreximbank

in collaboration with the African Union. She believes that these two developments together will significantly benefit the country's business sector. "We do believe that these milestones together will make financing more accessible to SMEs in Zimbabwe, drive financial growth, and also help to take out some of the costs that have been preventing some of our SMEs from thriving," she stated. "It really is an exciting milestone for us. And we do believe that this is the first step that will move Zimbabwe forward in terms of making financing accessible to our SMEs as we continue to drive financial inclusion."

CBZ Holdings chief executive officer, Mr Lawrence Nyazema, recently spoke about the factoring facility. "We want to normalise the way financial transactions are done once again. There has not been real factoring business since the days of the likes of UDC," said Mr Nyazema. Mrs Mthimkhulu signed on behalf of CBZ, while Kanayo Awani, executive vice president of Afreximbank, signed on behalf of her organisation.



# Cookery Corner

## KAPENTA



The kapenta is a small sardine-sized fish hauled in great shoals from the likes of Zimbabwe's Lake Kariba, an artificial lake formed by a dam where it was introduced a generation ago. This freshwater fish can be sold and prepared while fresh, although this is rare outside of the villages where it is caught, and it is a more expensive option. Instead, most kapenta eaten in Zimbabwe is in a dried form, using the sun. When dried, the fish are shallow-fried whole with onions, tomato, and peanuts.

### HOW IT IS PREPARED

- Rinse the Kapenta
- Place the dried kapenta in a sieve or bowl.
- Rinse under cold running water to remove excess salt and impurities.
- Soak (Optional):
  - Soak the rinsed kapenta in water for about 30 minutes to soften it. This step is optional, but it can enhance texture.

### COOKING:

- Heat a pan over medium heat. Add a small amount of cooking oil if desired.
- Add chopped onions and sauté until translucent.
- Incorporate chopped tomatoes and any spices you prefer (e.g., garlic, pepper).
- Add the kapenta to the pan and stir gently.
- Cook for about 5-10 minutes until heated through and flavors meld.

### SERVING:

Serve kapenta with a side of sadza, rice, or vegetables.

# Wellness and Health

Wellness is "the active process of becoming aware of and making choices toward a successful existence, both as individuals within society and within the work environment."

Wellness enhances physical, mental, and social well-being, and in one word, "health." In recent years, wellness has moved into the workplace as enterprises — meaning both for-profit and not-for-profit companies, businesses, firms, institutions, and organizations designed to provide goods and/or services — have recognized the role that the workplace can play in supporting worker health. While enterprises have the responsibility to provide safe and hazard-free work environments, they also have the opportunity to promote worker health and foster healthy workplaces.

The average person spends more time working than any other daily activity in life, and over a lifetime, an average of 90,000 hours on the job. The workplace, therefore, is an important setting, not only for health protection — to prevent occupational injury — but also for health promotion —to improve overall health and well-being.

The concept of the healthy workplace is not new, but it has indeed changed, evolving from a nearly exclusive focus on occupational health and safety (managing the physical, chemical, biological, and ergonomic hazards of the workplace) to include work organization, workplace culture, lifestyle, and the community, all of which can profoundly influence worker health. Today's healthy workplace includes both health protection and promotion. In short, it includes wellness.



The World Health Organization (WHO) has captured these elements in its definition of the healthy workplace. Based on a systematic literature review and expert review, WHO proposes the following definition:

*A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety, and well-being of all workers and the sustainability of the workplace by considering the following, based on identified needs:*

- *Health and safety concerns in the physical work environment;*
- *Health, safety, and well-being concerns in the psychosocial work environment, including organization of work and workplace culture;*
- *Personal health resources in the workplace; and*
- *Ways of participating in the community to improve the health of workers, their families, and other members of the community.*

## SOME WORKPLACE WELLNESS EXAMPLES



# ZESA Holdings Tug of War Team Excels at the Oceanic Championships in South Africa

The ZESA Holdings Tug of War Team recently made a mark on the international stage at the Oceanic Championships, which incorporated the 11th edition of the Tug of War African Championships, held in Kimberly, South Africa, from June 12th to 15th, 2025. In an impressive display of strength and teamwork, ZESA Holdings secured a silver medal in a thrilling final match against a select club from the Republic of Ireland. The team's determination and skill were evident as they battled it out on the tug of war field. The team's success didn't stop there, as they also claimed a silver medal in the 720kg Men's Category, going head-to-head against the Kingdom of Lesotho's army select team.

Some of our team members were selected to represent Zimbabwe in the National competitions, where they competed against Lesotho's National Team. The Men's Zimbabwe National Team, comprising some of our team members, won a bronze medal in the 3rd and 4th place match. We congratulate the following team members who participated in this prestigious event:

- Luckmore G Zanga
- Thembinkosi Chishato
- Prince Murerembwa
- Wonder Chaita
- Jeffreys Kazenga
- Ndega Mukumba
- Marylyn Gweshe
- Gwendolene Chirebvu
- John Masoka
- Rosemary Kaseke
- Constance Chikonyora
- Mhunu Maenzanise

Their outstanding performance is a testament to the team's hard work and dedication. We are proud of their achievements and look forward to their future successes.



# ZPC Kariba Breaks Chicken Inn Hearts In Penalty Thriller

*SundayMail*  
Tawanda Munthali



## **(ZPC Kariba won 6-5 on penalties)**

Future Sibanda was the hero as ZPC Kariba booked their place in the Chibuku Super Cup quarter-finals with a dramatic penalty shootout victory over Chicken Inn at Nyamhunga Stadium yesterday. The tie ended goalless after 90 minutes, forcing the dreaded shootout, where the ZPC goalkeeper pulled off two crucial saves to end Chicken Inn's campaign at the first hurdle for the second year running.

Chicken Inn had enjoyed a brighter first half, creating clear chances but failing to apply the final touch. Their best opening came in the 27th minute when Sibanda parried a shot into the path of Leeroy Saungweme, only for Collin Muleya to clear the danger. ZPC, backed by their vociferous home fans, grew stronger after the break. Fanuel Shoko and Genius Hute both threatened, but

neither side could find a breakthrough. The game then turned into a battle of nerves from 12 yards. Marshal Gavaza, Wayne Kamurai, Samuel Makawa, Cephas Musikavanhu, Nigel Kupara, and Muleya all converted for the "power generators". Only Charles Munyanyi fluffed his chance, sending his effort over the bar.

For Chicken Inn, Michael Charamba, George Majika, Donovan Bernard, Mpumelelo Bhebhe, and Xolani Ndlovu scored. But Sibanda denied Brighton Makopa and Marlon Mushonga, sealing a famous afternoon for ZPC. "This is my second year as a coach here, and I am very excited to reach the quarter-finals for the first time," said a relieved ZPC coach Newton Chitewe. "We had struggled to go past the first round, so this is something worth enjoying even though it came via the lottery. Credit to Chicken Inn;

they defended very well and made it hard for us."

For the Gamecocks, the result added to a grim run that has left them battling for survival in the league. Coach Joey Antipas could not hide his frustration. "I think we were the better side and could have done the job in regulation time, but we didn't take our chances," he said. "It's unfortunate we lost in the shootout. Makopa was too casual with his effort, and that killed us. But penalties are anyone's game. We just have to keep our heads up and focus on the relegation fight." ZPC Kariba's triumph saw them become the seventh side to secure a quarterfinal berth, joining Bikita Minerals, Dynamos, Manica Diamonds, MWOS, Scotland, and Triangle. The Chibuku Super Cup continues today with Herentals facing Highlanders in another rescheduled first-round clash at Nyamhunga.

# ZESA Holdings Long Service Awards Ceremony

## ZESA Celebrates Employee Dedication

On Friday, September 5, 2025, ZESA Holdings hosted its prestigious Long Service Awards Ceremony at the ZESA National Training Centre. Hundreds of employees gathered to receive recognition for their dedication and commitment to the organization.

The ceremony was graced by ZESA Holdings Interim CEO, Engineer Cletus Nyachowe, who delivered a moving speech to the congregation. Engineer Nyachowe praised the awardees for their tireless efforts and contributions to the organization's growth and success.



*Individual awardees receiving their certificate.*

As the employees received their awards, the atmosphere was filled with joy, appreciation, and a sense of accomplishment. The ceremony was a celebration of the employees' commitment to ZESA's mission and values.

Engineer Nyachowe's speech highlighted the importance of employee dedication and the impact it has on the organization's success. He encouraged employees to continue striving for excellence and to uphold the organization's values.

The ceremony concluded with a sense of gratitude and appreciation for the employees' hard work and dedication. ZESA Holdings continues to recognize and reward its employees' commitment to the organization, fostering a culture of excellence and loyalty.



*Group photo of employees and ZESA leadership.*

# Bridging The Gap Beyond Retirement



Retirement is often seen as the closing chapter of one's working life, yet for many, it also brings a silent detachment from the community that once gave daily meaning. For pensioners, widows, and child pensioners, this disconnection can weigh heavily, stripping away the warmth of belonging and recognition. But at ZESA Holdings, we believe that those who paved the way for us should never walk alone.

In a series of outreach engagements across the country—covering the Northern, Eastern, Southern, Western regions and Harare—our Stakeholder Relations Officers, together with the ZEIPF team, reignited bonds with our pensioner community. These gatherings were not simply events; they were bridges, restoring the **"mudyandigere"** spirit of dignity, care, and connection for those who laid the foundation of our organization.

The interactions opened space for honest conversations. Pensioners

and widows shared their triumphs and their trials—financial hurdles, health challenges, and procedural bottlenecks that too often go unheard. In return, the organization shared updates on policies, welfare initiatives, and projects aimed at uplifting lives. Ideas around income-generating projects, school fees support, and enhanced funeral assistance sparked hope, with the simple gesture of providing tents and chairs for funerals receiving heartfelt appreciation.

Perhaps the most touching moments were when pensioners themselves voiced their gratitude. One pensioner in Gutu expressed it best in his own words: **"Tinofara kuona kuti muchiri kuyeuka kuti kune vanhu vasisiri pa basa, nyangwe isu ma pensioner enyu tinonzwawo kufara ne zviitiko izvi... rambai muchifambira mberi..."** These heartfelt words reflected the deep sense of belonging and appreciation felt across the engagements.

What made these outreaches profound was their symmetry. They were not one-sided briefings, but dialogues. Pensioners had the opportunity to raise grievances, offer recommendations, and shape proposals that will be channelled to the relevant offices. It was a living demonstration that retirement does not sever the bond between pensioners and their ZESA family—it reshapes it.

These connections remind us that our pensioners are not part of the past; they remain part of our present and future. By walking with them, we honour their service, preserve their dignity, and carry forward the torch they lit for us.

This outreach, in essence, is more than just engagement—it is about bridging the gap beyond retirement.

*Pic 1: Listening, learning, and walking together during the outreach engagement in the Eastern region*



*Pic 2: Beyond retirement, still together — engaging with widows and child pensioners in Hwange*

# Lighter moments



- The electrician did his work in record time. He was **wired for speed!** Powering through every task like a pro!
- What's an electric car's favorite song? "**I'm Charged Up**" by **Voltage Vibes!** Great beats, a solid rhythm, and some serious volts.
- Electricians are great at social events. They always know how to **amp up the energy.** Can you feel the electricity in the air?
- Why did the battery go to therapy? It was feeling a little **drained.** Talk about negative energy!
- How do you organize a space party? You **planet**... and bring a lot of **amps!** Don't forget the electrical circuit; it'll light up the place!
- Electricians never get lost. They always find their **current location.** Their navigational skills? Shockingly good.
- Do you know how to make an electrical engineer laugh? **Give them a short circuit!** Instant buzz of joy!
- You shouldn't argue with a light bulb. They always have a **bright idea.** And trust me, their logic is illuminating!



# Re-Bundling Exercise Begins



The ZESA Group of Companies' re-bundling exercise has started in earnest. This follows the appointment of a Consultant, Capital Guide Point, by the Shareholder, Mutapa Investment Fund, in September 2025, to carry out the exercise. The ZESA Holdings, the Zimbabwe Power Company (ZPC), and the Zimbabwe Electricity Transmission and Distribution Company (ZETDC) are being re-bundled under ZESA Private Limited. ZESA Enterprises and Powertel Communications will remain subsidiaries of ZESA (Pvt) Ltd.

The re-bundling exercise kicked off with a series of internal stakeholder engagements, carried out by the Consultant and executives from the ZESA Group of companies. The Town Hall meetings saw two teams comprising ZESA Group of Companies senior management and executives visiting staff members meeting staff members from various depots, substations, and subsidiary companies.

So far, the following areas have been addressed. Team A has successfully met with staff members from ZESA Enterprises, Powertel Communications, ZESA Holdings, and ZPC. Team B has had meetings with staff from Kwekwe District, Nemudziya, Nkayi depots, and Haven Sub Station. Western Region, Bulawayo Urban, Bulawayo Power Station, Turk Mine, Bulawayo Training Centre, Filabusi, Plumtree, Lupane, Maphisa, Insukamini Sub Station, Marvel Sub Station, BRCC District, Nembudziya, Nkayi Haven Sub Station. Gwanda District, Filabusi, Esigodini, and Beitbridge depots.

All outstanding areas will be visited in due course. The Consultant has also designed and shared Frequently Asked Questions (FAQs) relating to the Re-bundling exercise. Staff members are urged to read these FAQs and refer to Head Corporate Services and their Human Resources departments where they need clarity or have further questions to ask. The FAQs will be reviewed and updated as and when the need arises.

Herewith the FAQs:



# FAQs:

## HR Integration of ZESA Subsidiaries into a Single Entity

Below is a list of FAQs for the HR Integration of multiple ZESA subsidiaries into a single entity, ZESA (Private) Limited, specifically tailored for ZESA's integration.

This list is structured to address concerns in the order an employee would likely have, from the most immediate and personal to the longer-term cultural aspects. This document addresses frequently asked questions regarding the human resources aspects of integrating the ZESA Group (e.g., ZETDC, ZPC, ZENT, Powertel) into a single, unified entity. Our goal is to be as transparent as possible throughout this process. This is a living document and will be updated as more details are finalized.



## **Category 1:** *The Big Picture - Strategy and Rationale*

1. Why are we integrating into a single entity? The rebundling of ZESA is designed to create a stronger, more efficient, and more financially sustainable national utility. Key benefits include:
  - Operational Efficiency: Eliminating duplication of roles and processes to serve our customers better.
  - Enhanced Service Delivery: Providing a more reliable and consistent service nationwide through integrated planning and operations.
  - Financial Sustainability: Creating a stronger entity capable of investing in critical infrastructure and new technologies.
  - Career Growth: Creating a larger, unified organization with more diverse career paths and opportunities for employees.
2. What are the guiding principles for HR integration? Our approach is guided by the principles of Fairness, Transparency, and Communication. We are committed to:
  - Treating all employees with respect and dignity.
  - Providing clear and timely information.
  - Minimizing uncertainty and anxiety wherever possible.
  - Prioritizing internal talent for new roles.
  - Managing the process with minimal disruptive impact on individuals.
3. Who is leading the integration process?

A dedicated Integration Management Office (IMO) has been established, comprising leaders from each subsidiary and supported by HR, Finance, and IT experts. An Executive Steering Committee provides overall governance.

4. What is the structure of the new ZESA (Private) Limited.

- ZESA Holdings (Private) Limited and the Zimbabwe Power Company (ZPC) will be merged into the Zimbabwe Electricity Transmission and Distribution Company (ZETDC) and subsequently renamed as ZESA (Private) Limited.
- Within this new corporate framework, ZESA Enterprises (ZENT) and Powertel will function as wholly owned subsidiaries. This structure will enable ZESA to focus on its core energy duties while enabling ZENT and Powertel to operate effectively in their respective markets
- The entities HESCO and KHPC will maintain their status as Special Purpose Vehicles under the umbrella of the reorganized ZESA (Private) Limited.

5. How will the ROT agreement impact the finances of the company going forward?

The ROT is a Public-Private-Partnership (PPP) between ZPC (which will be transferred to ZESA (Private) Limited and Jindal Energy Zimbabwe (Private) Limited. The PPP is intended to rehabilitate and operate Hwange Units 1 -6 over a period of 15 years. During this concession period, Jindal will rehabilitate and operate the power plant and pay royalties to ZPC/ZESA (Private) Limited. Jindal will assume all operational costs and risks associated with operating the plant. The royalties paid to the Company are expected to enable the company to invest in new power generation projects, particularly in the renewable energy sector. The Company will also purchase energy from the rehabilitated plant, thus maintaining or increasing its cash flows. All employees currently employed at Hwange Units 1 – 6 will be transferred to Jindal at conditions no less favourable than what they are currently enjoying.



## **Category 2:** *Job Security and Role Mapping*

### 6. Will there be job losses?

The primary objective of the integration is to create a stronger more robust and competitive ZESA for the future, not a smaller workforce. We anticipate that the need for our services will continue to grow. However, some roles may change or be redesigned. Our goal is to manage this through:

- Redeployment: Moving employees to new roles where their skills are needed.
- Retraining: Upskilling employees to take on new responsibilities within the integrated company. Redundancy is not a consideration at this stage and may be considered only as a last resort after all other options have been explored. In the event of any jobs being made redundant because of the rebundling, these shall be dealt with in the manner prescribed by the Labour Act.

### 7. How will my current job be mapped to the new structure? A detailed job evaluation exercise will be conducted using a standardized and objective grading system. This process will:

- Evaluate all roles based on factors like skills, responsibilities, impact, and experience.
- Map existing roles to new positions within the integrated structure.
- Be conducted by a cross-functional team to ensure fairness and consistency.

8. Is the rebundling process going to absorb the employees from small thermal power stations?

This is an ongoing exercise where some employees have already been absorbed into other entities within the Organization.

9. Will I have to reapply for my own job?

Not necessarily. For many roles, a direct mapping will be possible. However, for some new roles or where there are multiple incumbents for a single new position, a selection process may be necessary. We will be transparent about which roles require formal application and ensure the process is fair.

10. When will the rebundling process commence?

The planning phase for the rebundling is actively underway. We are currently finalizing the detailed implementation roadmap to ensure a smooth and well-managed transition for everyone. We intend to communicate a clear and definitive timeline to all employees at the appropriate time.

11. What if my role is duplicated in another subsidiary?

This will be handled through the job mapping and evaluation process. The new structure will be designed to eliminate duplication. Where multiple employees are in similar roles, we will look at skills, experience, performance, and tenure to determine the best fit for the new organization, focusing on redeployment wherever possible.

12. Will Counselling services be made available for those affected by redundancy?

We recognize that the possibility of redundancy is an incredibly stressful experience for any employee. To support our people through such a significant transition. ZESA will consider making available appropriate counseling and outplacement services for any employee affected.

13. Will fixed-term employees would be guaranteed after the re-bundling process

The primary objective of the rebundling is to position ZESA for future success, and our people are central to that goal. All decisions regarding roles in the new structure will be based on the operational needs of the integrated business and the required skills to meet those needs.

This means that all employees, whether on permanent or fixed-term contracts, will be assessed against the same criteria for the new roles that are defined. Our commitment is to manage this process fairly and transparently. As the new organizational structure is finalized, we will communicate the available positions and the process for applying being placed. We are committed to exploring opportunities for all talented individuals within the new ZESA



## **Category 3:** *Compensation, Benefits, and Terms*

### 14. How will my salary and benefits be affected?

A key objective is to create a harmonized and equitable Total Rewards structure. Our guiding principle during the transition is that no employee will suffer a reduction to their current compensation and benefits as a direct result of the integration.

### 15. What will happen to my medical aid, pension, and other benefits?

All existing benefits will be honoured. A project team is actively working to harmonize these plans into a single, best-in-class package for all employees. You will be consulted and given ample notice before any changes to your benefits are made if any at all.

Those employees impacted by ROT Agreement all current existing benefits related to Pension, and Medical Aid remain secure. All ROT affected employees will continue paying their pension into the current ZESA Pension Fund.

### 16. Will my employment contract change?

Yes, eventually. All employees will transition to a new, standardized employment contract under the single legal entity. The terms and conditions will reflect the harmonized policies. You will be given significant notice and provided with a detailed explanation of the new contract before you are asked to sign it.

### 17. How are new positions going to be filled

New positions are going to be filled through a competitive process and in line with Recruitment and Selection policy (Admin Note No.3).

18. Will my employment contract change?

Yes, eventually. All employees will transition to a new, standardized employment contract under the single legal entity. The terms and conditions will reflect the harmonized policies. You will be given significant notice and provided with a detailed explanation of the new contract before you are asked to sign it.

19. Will my leave balance be carried over?

Yes. All accrued leave balances (annual, sick, etc.) will be recognized and transferred to the new entity.

20. Will my performance record, loans, and any other disciplinary records as may be included in my Personal file be maintained or transferred to the new entity?

Yes, all employee records as maintained in your personal files will be transferred to the new entity.

21. Will the benefits continue under NEC Energy as opposed to having benefits specific to companies under Mutapa Investment Fund.

NEC covered employees will remain under their respective CBA.

22. How does ZESA (Private) Limited intend to address the actuarial shortfall in the Defined Benefit scheme and the arrear contributions in the Defined Contribution Fund?

ZESA (Private) Limited will assume both the actuarial shortfall and arrear contributions. Currently they are negotiations with the Pension Fund on the payment modalities towards both the actuarial deficit and arrear contributions.

23. Going forward with the rebundled entity will I contribute to a new Pension fund or an existing Pension scheme?

The rebundled entity will continue to contribute to the existing Pension Scheme.

24. Will Ingagula Relocation project still take place

The Ingagula relocation project is work in progress and will still take place

## **Category 4:** *Location, Reporting, and Daily Work*

### 25. Will I have to relocate?

We anticipate that most employees will remain in their current locations. The integration is primarily about streamlining reporting and processes, not physical relocation. If a role does require a change of location, it will be discussed individually, and support will be provided.

### 26. Who will my new manager be?

Reporting lines will become clear once the new organizational structure is designed and finalized and communicated. Your current manager will be informed first and will then communicate the new structure to your team.

### 27. Will our working hours and place of work policy change?

Over time, we aim to standardize policies across the organization. Any changes to standard working hours or work policies will be communicated well in advance and developed with input from employee representatives.





## **Category 5:** *Culture and Communication*

28. How will the different company cultures be integrated?

Building a new, unified “One ZESA” culture is a top priority. We will:

- Foster inclusive leadership.
- Create integrated teams and cross-functional projects.
- Hold workshops and events to build cohesion and shared identity.
- Clearly define and communicate our new shared values, mission, and vision.

29. How will we be kept informed throughout the process?

Communication will be continuous through multiple channels:

- Dedicated Integration Portal: A one-stop shop for all updates, FAQs, and timelines.
- Regular Town Hall Meetings: Hosted by leadership, with live Q&A.
- Line Managers: Your first point of contact; they will receive regular briefings.
- Change Champions: Representatives in each department to gather feedback and answer questions.
- Email Updates: Regular bulletins with key milestones and news.

30. How can I give feedback or ask questions that aren't covered here?

We encourage your feedback. Please:

- Speak to your Line Manager or Change Champion.
- Submit questions anonymously through the Integration Portal that will be set up.
- Email questions directly to the dedicated integration mailbox: [TBA]



# Category 6: Career and Development

31. What will career development look like in the new entity?

A significant advantage of integration is the creation of a larger talent pool and more diverse career opportunities. We will develop:

- Clear career paths across different functions (Generation, Transmission, Distribution, Commercial).
- A unified talent management and succession planning system.
- Increased access to training and development programs for all employees.

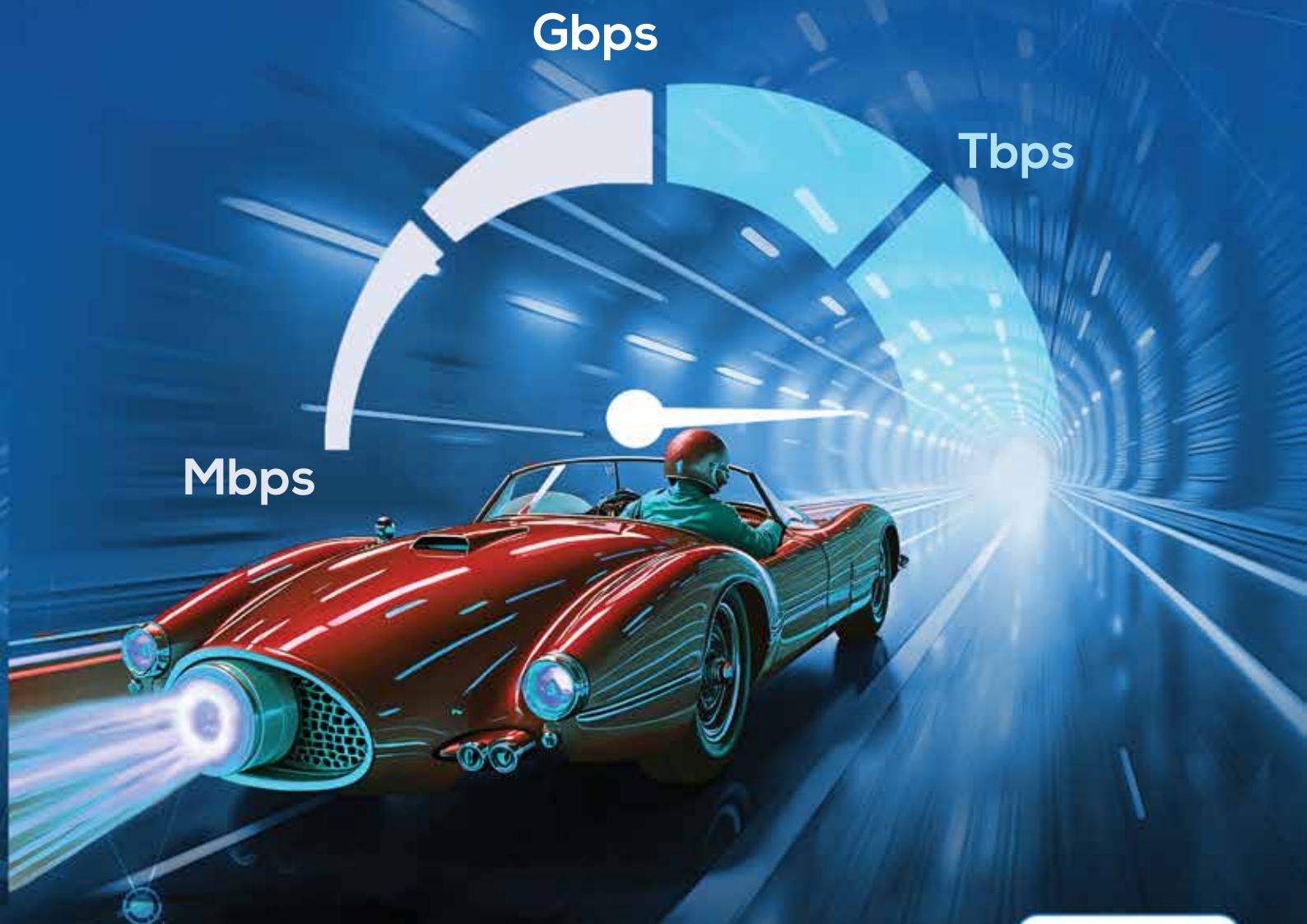
32. Will training be provided for new systems or processes?

Absolutely. A comprehensive training plan will be a core part of the implementation. Every employee affected by a new system, process, or technology will receive the necessary training to be successful in their role.

This is a journey we are on together. Change can be challenging, but it also presents immense opportunity. We are committed to supporting every employee through this transition and building a world-class utility we can all be proud of.

Last Updated 15 October 2025

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**MUTARE** Shop 21, First Mutual Centre, No. 86 Herbert Chitepo Street, Mutare

**GWERU** Shop #5 Nikobozwe Centre, MIPF Building 7th Street

**KWEKWE** Inside ZETDC Kwekwe Branch, 44 Mugabe Way

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