

# MeTL Connect

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Participate and  
**WIN!**

Occupational Safety plays an important role in the organisation. Open up your creative minds and send us your best slogan on Occupational Safety to [connect@metl.net](mailto:connect@metl.net) or submit it to **MeTL HR Department Textile House, 2nd Floor, Morogoro Rd / Indira Gandhi St**. The best three slogans will be displayed at our Units and also win incredible prizes



# Tips for Being Happy

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Asiye sikia la mkuu huvunjika guu

He, who does not heed the chief's advice, breaks his foot.

All of us want to be happy. Don't we? But we think happiness comes by having bags full of money. Nothing can be farther from truth than this belief that money brings happiness. For, if this was true, all wealthy people would be the happiest people but they are not. They have their own misfortunes, miseries, and squabbles much more than us – the not-wealthy people.

Then, what brings happiness? They are small little things that if we do or have in life that make us be immensely happy and full of joy, always.

**Don't compare, be thankful to God**

Comparison is the biggest cause of misery. Patrick lives in a bigger house than mine... Why? Jumanne has an A.C. in his rooms while I have only a fan... Why? Hilda is more beautiful than me... Why? And, I start feeling miserable and, sometimes, even rebellious.

Suppose, instead of that, I start liking my own house, my fan and my own looks and start being thankful to God for having given me those. Try doing it and you'll be happy.

**Build a high self-esteem**

Let's do everything that will make us believe that we are good human

beings. Doesn't it make us feel better when we do good to others? Why don't we always do it? I was taught a little poem at, perhaps, my kindergarten that said:

"Little acts of kindness, nothing do they cost; yet when they are wanting, life's best charms are lost."

Don't lose these charms of life. Help some disabled person on the road. Share your food with someone who needs it, may be, more than you do. Teach some needy child. Teach good values to children. There are so many good things one can do. And, then see how happy and contented you feel.

**Learn to listen to your inner voice**

All of us have an inner voice that always tells us what the right thing to do is. But we suppress this voice; so much so that the inner voice gets lost somewhere

deep within. Learn to listen to it. When we see a disabled person on the road, the inner voice says, "Go and help him." We don't listen to it and then the 'rationalist' in us starts telling many reasons why not to do it. Even as stupid a reason as, "There are others on the road. They'll help him anyway. So why should I?"

When we are going to cheat, the inner voice tells us not to. But we don't listen to it. Instead, we listen to the rationalist voice that tells us something like, "Oh, I'm doing only for my family, not for myself." Or, "Oh, the person I'm going to cheat has also cheated so many people so it's alright if I cheat him. He deserves to be cheated." And, so, just because that other person deserves to be cheated, I become a cheat myself. Can that ever make you feel happy? No. Never ever.

# Inspiring Young Minds

Students of Kisutu Girls' and Al Muntazir Girls' schools visited our Soap & Detergent and our Beverage plants on the 3rd May and 10th and 11th of May this year respectively.

The girls were taken through the production process from raw material processing to final product packaging.



Kisutu Girls Secondary School students



Al Muntazir Girls' School students

# HIV/AIDS Seminars

To spread awareness in our employees about HIV, AIDS, STI's and TB, four seminars were conducted by Dr. Lilian Msaki.

The seminars covered topics related to identification, prevention and treatment of the diseases. The seminar also had a session on use of contraceptives.



Royal Soap and Detergent Industries Limited | 23rd - 24th May 2016



East Coast Oils and Fats Limited | 3rd May, 2016



Tanzania Match Industries Limited | 10th May, 2016



A-One Products and Bottlers Limited | 14th and 15th January, 2016

# Field Force Training

MeTL and CMI have recently joined hands in the sales and distribution of Marlboro cigarettes in Tanzania. In light of this, a comprehensive induction program was held on 25th April, 2016 at Coral Beach.

The objective was to equip the sales team with product strategy, and selling skills. It also provided an opportunity to the participants



to learn how to identify customer needs and emphasize on the value of the product to potential customers.



# Felling Practices and Techniques

A 15 day on-the-job training on Felling Practices and Techniques was conducted for prospective teak-wood professionals.

The training imparted knowledge on chopping procedures which included axing and sawing in a manner which ensures self and product safety. It also dealt with finishing and polishing procedures in order to deliver export standard finished product

The training was aided by classroom learning by foreign and national experts to provide deserving candidates with employability by enhancing



their skills. Top performers were selected for likely seasonal employment.



**Did you know?**

Teak has the ability to bend but not break. It is highly water resistant and last upto 100 years

# May Day Celebrations

Our Units participated in the International Labour Day celebration held on May 1, 2016 at the National stadium in Dar es Salaam.

Our unit in Mozambique also participated in the May Day celebrations which was presided by Nampula Province Governor Hon. Victor Borges.



East Coast Oils and Fats Limited



Royal Soap and Detergent Industries Limited



Nova Texmoque Lda, Nampula, Mozambique



A-One Products and Bottlers Limited

## LONG SERVING EMPLOYEES

Here is what our proficient and long serving employees have to say;



“Having joined the MeTL Group in 1998, I am currently in-charge of Silicate and Caustic Soda plants of Royal Soap and Detergent Industries Limited. In these 18 years, I have had the opportunity to learn a lot from many technical and managerial experts and have also trained several people in erection and commissioning of various process plants. I have seen this Group grow from a spark to fire. All in all, my professional journey has been very enriching and rewarding. I am, today, a contented person with a happy family – MeTL being my extended family”

*Ntuta Shallanda, Production Manager, Royal Soap and Detergent Industries Limited*

“Currently working as Secretary to Director – Operations, I have been with the group since 1989. My main contribution is in the area of statutory documentation processes. I have also had the opportunity of working closely with the Group Chairman. When I look back to these 27 eventful years of rich professional experience, I get a deep sense of joy and satisfaction. I have seen the Group grow from strength to strength and I feel proud to be part of that.”

*Sarah Mtui, Secretary to the Director of Operations, Mohammed Enterprises Tanzania Limited*



**Mwenye kuwahi hakosi.**

“If you arrive in time you do not miss your chance.”



# Rewards & Recognition Ceremony

## Encouraging our top Skills

At MeTL Group, we have a “Caliber Inventory” method wherein all our employees across units are annually appraised. Every unit has its own appraisal cycle. The appraisal follows a scoring method where employees are assessed against certain

parameters. To reduce subjectivity, each employee is appraised by the reporting officer, the reporting officer’s reporting officer, and, possibly, by a third appraiser from an allied department. Scores are then statistically moderated to eliminate the effect of too

strict and too lenient appraisals. Employees are then graded in ‘A’ to ‘E’ categories – ‘A’ being the top performers.

The Caliber Inventory method helps us identify the strength areas and weakness of the employees.

It gives us an analytical study of all the employee so we can understand them better and can give them constructive feedback. It helps employees improve their performance levels. It also helps in rewarding employees more scientifically.

### Royal Soap and Detergent Industries Limited 12/04/2016



### Star Oils Tanzania Limited 12/05/2016



### 21st Century Food & Packaging Limited 27/05/2016



**Haba na haba hujaza kibaba.**

“A little and a little fill the measure. That means (Unceasing little quantities can eventually create a massive quantity.)”

## VACANCIES



Designation	Qualification	Desired Experience	Required Skills/Attributes
Heavy/Light Truck Mechanic	Diploma in Automobile engineering / VETA Grade one certified	Minimum 5 years' hands on work experience in diagnosing and troubleshooting in trucks of high-end technology (MAN/DAF/ISUZU)	Knowledge of common Rail, EDC, Euro III, IV & V Engines and automatic gearbox and in diagnosis of electronic components
Welders	Diploma/ VETA certified in Welding and Fabrication	Minimum 3 years' hands on experience of welding	Knowledge of vehicle automation will be preferred.
Salesman/Lady	Certificate/ Diploma in Sales and Marketing	Minimum 1 year experience of field sales	Must have convincing skills and stamina for extensive travelling
Field Officers	Graduate in Agriculture	Minimum 2 years' of experience working on the farms	Must be confident, positively aggressive and have strong interpersonal skills
Assistant Estate Managers	Graduate in Agriculture	Minimum 5years' of experience working on the farms	Must have strong man management and good communication skills. Must have dealt with trade Unions.

Interested candidates can send their application with contact details to [recruitment@metl.net](mailto:recruitment@metl.net) or  
**The HR Department, MeTL, Textile House, 2nd Floor, Morogoro Rd / Indira Gandhi St.**  
**P. O. Box 20660, Dar es Salaam, Tanzania.**



Changamka. Kata Kiu  
na Soda za Mo