

# MeTL Connect

Issue No. 02

It's All About You

June - July 2016



An aerial view of 21st Century Food and Packaging

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Participate and

# WIN!

Workplace cleanliness and personal hygiene are everyone's responsibility. They both play a big role in improving motivation and morale at the workplace.

We invite you to write your views on how an employee can help achieve high standards of cleanliness at the workplace

Either write a paragraph or bullet-points. The piece should not exceed 100 words.

Send your write-ups to [connect@metl.net](mailto:connect@metl.net) or submit to MeTL HR Department, Textile House, 2nd Floor, Morogoro Rd/ Indira Gandhi St.

[www.metl.net](http://www.metl.net)

## Editor's Desk



It's MeTL Connect time again. The second edition is there for you to see, read and relish. It's a salsa of some of the major happenings across the Group, some recognition of achievers, some fond memories of veteran employees and a lot more.

We enjoy sharing with you what we are doing and what's happening. This MeTL Connect is a little bulkier than the first one. There's so much happening and so much to share, we couldn't help it. Your organisation is growing, the employees are growing and modern technologies are being brought in to further improve product quality. We will together make MeTL a centre of excellence – one which all of us are proud of.

Encouraged by your participation in last edition's slogan competition, we have decided to make it a regular feature. This time it's a writing competition and the subject is Cleanliness and Hygiene. Participate in big numbers. Let's make MeTL Connect more interactive. Your comments and suggestions for improvement will also be very welcome.

*Hassan Dewji*

### Ahadi ni deni

A promise is a debt

# Positive Thinking



**"Even if you fall on your face, you're still moving forward."**

**Victor Kiam**



Positive thinking can sound simple, but is often, not easy. "Our life is made of habits" and "we are what we think." That is why, it is very important to constantly choose a positive way of thinking and adopt an optimistic attitude of your habit or second nature. We have a lot of choices in life, We can choose to look at things the negative way and always see the dark side of situations, or can choose to be positive and live a happy and fulfilling life.

Why is it so important to live a positive life? Because it's much more fulfilling. Optimism goes hand-in-hand with positive mood and good morale. It is also linked to athletic and academic success and to success in career, to better health and longer life. Positive individuals are much more attractive to other people than negative ones are. Let me share with you 10 advantages of being a positive person:

**1 Positive mind attracts positive events**

First of all, if we decide to become positive, we can make the so called "law of attraction" work in our favour. The main principle of the law of attraction is that "like attracts like." If you make positive thinking, your habitual way of seeing life, imagine how many great things you can attract into your life!

**2 Great and harmonious relationships**

When you adopt a positive attitude, you notice a lot of positive qualities in people and ignore their faults, and therefore, you will start creating more meaningful friendships and great relationships. This will create a very good and positive atmosphere around you.

**3 Better first impression**

If you make positive thinking

your habit, you will always make a great first impression. People usually attracted to kind and friendly personalities and a good first impression can have a big impact on the development of your future relationships.

**4 Vibrant health**

Positive thinking is very beneficial for your health. Several scientific studies have shown that people with a good and positive "vibes" are less likely to suffer from depression, they also fall sick less often than negative thinkers. In many cases, bad thoughts are the main cause of disease, Even the word "disease" means "being not at ease" that is being in negative frame of mind. So just change your thoughts and you will change your life. That's why, taking care of our thoughts is like taking care of our health!

**5 Key of success**

Positive people are more likely to be successful than the negative ones. When you implement positive thinking into your life, you will notice that success becomes easier, and it's not as tough and difficult as many people think.

**6 No more stress**

The main cause of stress is worry; and worry is the result of negative thoughts. Stress never solves problems; on the contrary, it can leave us helpless. Positive people overcome stress more easily. When you start increasing positive thoughts, stress gradually leaves your life until a stage comes when you have no stress and life is full of joy and bliss.

**7 Positive thinking and optimistic attitude will turn all your problems into opportunities.**

Negativity can blind people's mind. If you turn your thoughts from negative to positive, you will start seeing the bottle half

full instead of half empty. You will start seeing solutions to problems that earlier looked insurmountable; you will start seeing problems, not as obstacles but as opportunities to grow. All problems can be solved, and you will finally be able to see that.

**8 You will notice the abundance of good things in your life**

Sometimes, people live their life without knowing how blessed they really are; they take things for granted and forget to be thankful. As mentioned earlier, there are certain laws in life, one of them being: "like attracts like" and another is: "you reap what you sow." When people live their lives complaining and cribbing about their destiny without appreciating and being thankful for what they already have, they risk losing those things too. Appreciation and gratitude, on the contrary, can bring more good things to be thankful for into their life. So, let's be thankful and let's count our blessings.

**9 Boost of motivation**

Positive attitude will give you a new energy and boost your motivation; and you will start achieving your goals quicker and easier. To have strong motivation is the same as having "wings"!

**10 Beauty will shine from within.**

Positive thinking will make you look more beautiful. It happens naturally: smiling, friendly and happy people are, somehow, extremely attractive. Your inner beauty will shine and will become visible on the outside, as well.

in fact, being optimistic and positive is the most beneficial skill you can learn in life.

Make positive thinking your habit and stay happy!

**Akiba haiizi**

A reserve (savings) does not decay

Inspiring Young Minds

# Tusiime High School visit

The students of Tusiime Secondary School visited our Bottling and Beverage plant for first-hand experience of the manufacturing process. They were excited and observed the production of bottles and their caps that involves preform production and almost magical blowing to get bottles of the desired shape and size. They also saw beverage making under our strict quality assurance. The students were very impressed by our emphasis on health and hygiene and by our sophisticated automation.

On the whole, they found their visit to be productive as they got to know the facts, process and ingredients involved in the production of juices and soda which they relish a lot



Tusiime Secondary School students with A-One Products and Bottlers HR Officer



Tusiime Secondary School students pose with Mo Cola drinks in a group photo at A-One Products and Bottlers factory

# Chamazi High School visit

The students of Chamazi Day Secondary School visited East Coast Oils and Fats Limited – our Oils and Soaps manufacturing plant for a project study. They were awed by the cleanliness and automation of the big production plant. Their curiosity and the eagerness to learn encouraged them to keenly observe both the oil refinery and the luxury soap making processes. Whilst keeping in mind the safety and health instructions provided to them, the students took a tour of the grounds to see the off-loading points and dispatch points.



Chamazi High School students with East Coast oils and Fats factory HR Officer and Health & Safety Officer



Chamazi High School in attentive mode as they listen to their tour guide at Our East Coast oils and Fats factory

**Akili nyingi huondoa maarifa**

Too much wit diminishes wisdom and intelligence.

Field Placement Testimonials

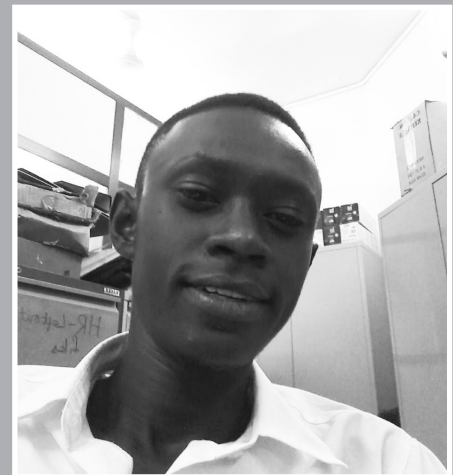


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As a trainee in the Logistics department, I have gained applied knowledge of logistics systems and procedures. Having seen the challenges that come up in the coordination and my mentor’s strategic handling of these challenges, I find myself better equipped and groomed to deal with these in my future assignments. Overall, I had a great and enriching experience.

Agnes Elisha

”



“

I did my field training in the HR department and was involved in the survey project which was aimed at identifying highly referred modes of entertainment/ advertisement. I gained a new skill of tackling vast data in minimal time and a statistical ways of tallying the scores to arrive at a final conclusion

Humphrey Lugakingira

”

Training

# In-House HIV/AIDS Seminars

There were several seminars held at our units to spread awareness in our employees about HIV, AIDS, STI's and TB.

The seminars were facilitated by Ms. Khadija and Mr. Temba and topics related to identification, prevention and treatment of the diseases were covered. Use of contraceptives was also discussed.



Mbagala – Mo Cashews. 14th June 2016



Star Oils, 25th June 2016



21st Century Holdings, 25th June 2016



East Coast Liquid Storage, 8th July 2016



21st Century Food and Packaging, 11th July 2016

**Daima Mbele**  
Always forward

Training

# In-House Fire Fighting Training

On 18th, June a training session on fire and safety was held at A-One Products and Bottlers compound between 11am and 1pm. Facilitated by three officials from the fire department, 30 employees underwent a practical and theoretical session. The training helped the attendees to understand the safety measures to be taken and how to combat fire.



A-One Products and Bottlers workers in a fire fighting session

# Training & Development

MeTL believes in developing employee skills and preparing them for higher responsibilities. In line with this, we now have an exclusive Manager handling employee training & development. Very soon there will be functional, soft-skills and behavioural training. There will be training to help employees sharpen their skills and learn new ones in order to grow. In addition there will be recreational training, management training and mentorship programs.



Training sessions in progress at our state-of-the-art training centre in the City

**Bora afya kuliko mali**

It is better to be healthy than wealthy.

Ramadhan Events

# HR Department Iftaar

In honor of the blessed month of Ramadan, The Director of HR Mr. Hassan Dewji hosted a wonderful Iftaar Party for the department.

It was an amazing get together at the Tanzanite Suites on 16th June where everyone took time out from their routine and spent some quality time together.



Company Achievements

# MeTL Group Receives 3 PMYA Awards

On 31st May, H.E. John P. Magufuli, the President of the United Republic of Tanzania, awarded Mohammed Enterprises Tanzania Limited (MeTL Group) 3 separate accolades at the President's Manufacturer of the Year Awards (PMYA) ceremony held at Serena Hotel.

On 17th June, the Secretary General of TUICO (Tanzania Union of Industrial and Commercial Workers) recognised two of our units: East Coast Oils and Fats and 21st Century Textiles in Majira, Mwanachi and The Guardian, congratulating the management and employees for this achievement.



CEO of MeTL Group, Mr. Mohammed Dewji, receiving the President's Award from H.E John P. Magufuli, the President of the United Republic of Tanzania

**CHAMA CHA WAFANYAKAZI WA VIWANDA, BIASHARA, TAASISI ZA FEDHA, HUDUMA NA USHAURI (TUICO)**

**PONGEZI ZA TUICO KWA WAAJIRI WALIOTUNUKIWA TUZO ZA RAIS KWA WAZALISHAJI BORA MWAKA 2015**

Chama cha Wafanyakazi wa Viwanda, Biashara, Taasisi za Fedha, Huduma na Ushauri (TUICO) kimepokea kwa furaha taarifa ya Wajiri waliobuka Washindi katika Uzalishaji Bora kwa mwaka 2015. Shirikisho la Wenye Viwanda (CTI) liliwatangaza Wajiri wafuatao kuwa washindi na ambao Tuzo zao walikabidhiwa na Mheshimiwa Rais wa Jamhuri ya Muungano wa Tanzania Dr. John Pombe Magufuli. Wajiri hao ni:-

1. Tanzania Breweries Ltd
2. Kilimanjaro Cables Tanzania Ltd
3. East Coast Oil and Fats Ltd
4. Bora Industries
5. Kioo Ltd
6. Shelly's Pharmaceuticals Ltd
7. Jambo Plastics Ltd
8. 21<sup>st</sup> Century Industries
9. ALAF Industries

Tunachukua nafasi hii kuwapongeza kwa dhati Washindi wote tukiamini mafanikio waliyoyapata yanatokana na juhudi na mahusiano mema yaliyojengeka kati ya Menejimenti na Wafanyakazi kwa ujumla kwa kupitia Chama chao cha TUICO.

B.Y. Nkakatisi,  
KATIBU MKUU - TUICO

**TUICO** TANZANIA UNION OF INDUSTRIAL AND COMMERCIAL WORKERS  
CHAMA CHA WAFANYAKAZI WA VIWANDA, BIASHARA, TAASISI ZA FEDHA, HUDUMA NA USHAURI

Dear Sir/Ms/Mr,

Reference is made to your application for the President's Award of the Year (PMYA) 2015.

RE: **CONGRATULATORY LETTER FROM TUICO TOWARDS MANUFACTURER'S MANUFACTURER OF THE YEAR AWARDS**

Kindly refer to the above heading.

Tanzania Union of Industrial and Commercial Workers (TUICO) has been pleased to receive the nomination of your company for the President's Award of the Year (PMYA) 2015. TUICO is pleased to congratulate your company for being nominated for the award and to wish you all the best in your bid to win the award.

The Union appreciates your good cooperation that has enabled us to work together in ensuring that the company's goals and objectives are fulfilled, hence the award nomination. We are confident that the company's condition of employment, management and working conditions will continue to improve and that TUICO's mission of creating a better work environment and workers' wellbeing will be achieved.

Once again, we thank you for your good cooperation and wish your company every success in the coming year ahead.

**A. Y. N. NAKAKATISI**  
GENERAL SECRETARY

TUICO Publication and Letter of Recognition

Ahangaikaye sana na jua ajua

One who slaves in the sun knows [what he/she is doing]



# 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.

**MO Assurance  
Reward and Recognition Ceremony  
07th June, 2016**



**East Coast Liquid Storage  
Reward and Recognition Ceremony  
28th June, 2016**



**Jina jema hun'gara gizani**  
A good name shines in the dark.



Participate & Win

# April - May Competition Winners



## Competition Winners Receive Their Gifts



Kisoli P. Juvenal receiving his gift from the MeTL Connect Co-ordinator, Catherine Decker



Bittoria Ballonzi receiving her gift from the MeTL Connect Co-ordinator, Catherine Decker



Joseph Tumaini receiving his gift from the MeTL Connect Co-ordinator, Catherine Decker



Gift Hamper contents

**Akili Ni Mali**

Intelligence is an asset

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## LONG SERVING EMPLOYEES

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



“ I started my career as a Cone Winder with 21st Century Textiles Limited in 2004. Today I work as a Forewoman (Supervisor) ensuring shifts run smoothly and make sure that we are yielding our targeted output in time. I can proudly say that I have achieved everything I desired through struggles with the support of my colleagues and the amazing opportunities that have been offered by this supportful management team”.

*Martha Angetile, Forewoman (Supervisor) 21st Century Textiles*

“ I joined the Group in 1999 working in the Sisal Dyeing Department. I am now working as a Production Manager for the 21st Century Holdings Limited (TASCO). My duties are to ensure that production output - quantitatively and qualitatively – is as per the plan so that we meet the export/local sisal yarn delivery commitments. During these years with the Company/ Group, I have seen a very positive growth from all angles. I am very proud to be one of the long serving members in the MeTL family”

*Hussein Mavuche, Production Manager 21st Century Holdings*



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## HUMOR

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### HR Jokes!



#### Sick Leave:

I urgently needed a few days off work, but I knew the Boss would not allow me to take a leave. I thought that maybe if I acted “CRAZY” then he would tell me to take a few days off. So, I hung upside down on the ceiling and made funny noises. My co-worker asked me what I was doing.

I told her that I was pretending

to be a light bulb so that the Boss would think I was “CRAZY” and give me a few days off. A few minutes later the Boss came into the office and asked, “What are you doing?”

I told him I was a light bulb. He said, “You are clearly stressed out. Go home and recuperate for a couple of days.”

I jumped down and walked out of the office.

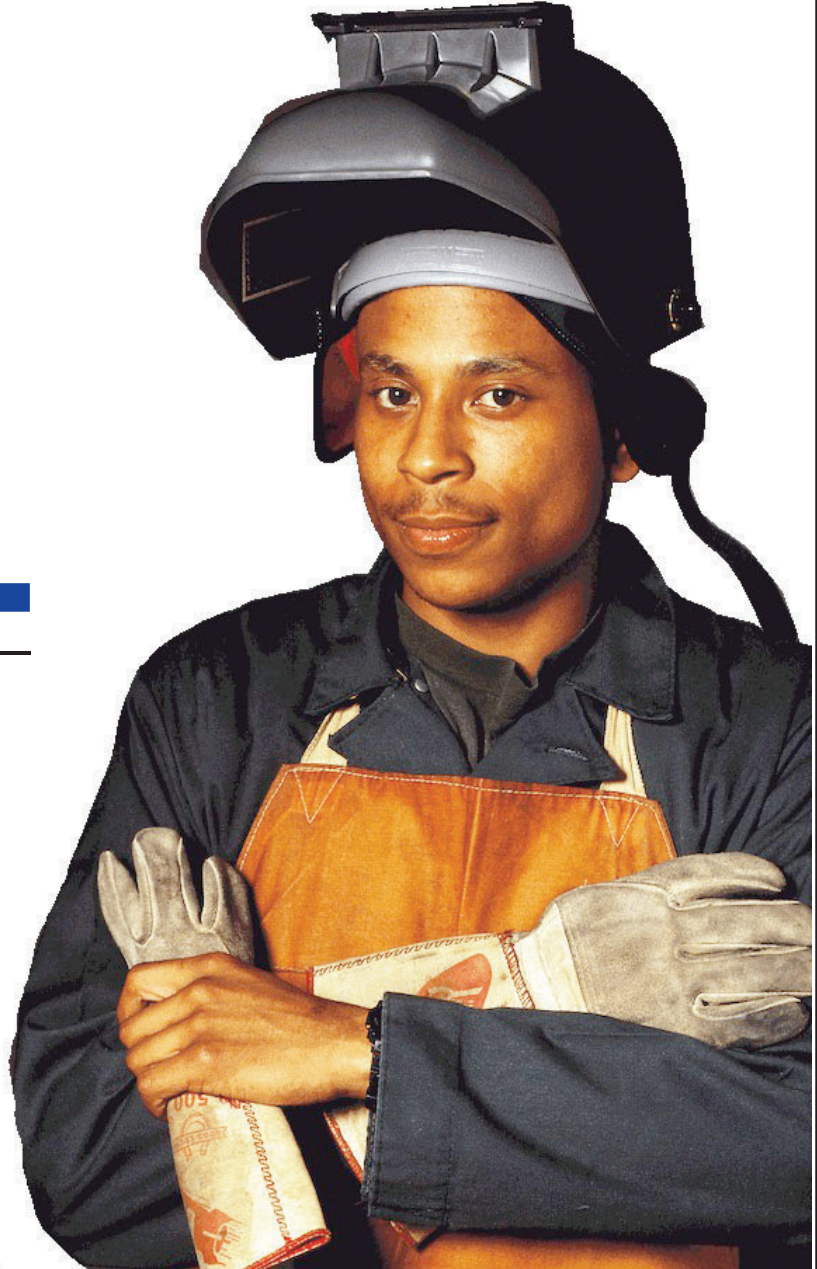
When my co-worker followed me, the Boss asked her, “And where do you think you’re going?” She said, “I’m going home too, I can’t work in the dark.”

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Awashaye ndiye ajikunaye.

One who itches, scratches.

**VACANCIES**



Designation	Qualification	Desired Experience
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)
Water Treatment Operator	Diploma/ VETA certified in Water treatment/Water technology	Minimum 1 year experience in monitoring and controlling the water treatment system and hands on experience in troubleshooting
Sales Supervisor	Diploma in Sales and Marketing	Minimum 5 years experience of field sales
Fumigator	Graduate and a Certified Fumigator	Minimum 4 years of experience working under Fumigation Department in food processing industry
Technical Store Assistant	Diploma in Mechanical / Industrial Engineering	Minimum 2 years of experience working in Engineering spares stores

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

# Unga wa Ngano

## Unga Bora kwa Matumizi Nyumbani



Bidhaa Bora kutoka

**METL**  
GROUP  
The People's Brand