

🔊 An accessible well maintained fit-for purpose road network

🎯 To provide sustainable road infrastructure for domestic and regional accessibility to spur socio-economic development

ZAMBIA COMMEMORATES INTERNATIONAL ANTI-CORRUPTION DAY AS GOVERNMENT TOUGHENS STANCE ON CORRUPTION, EMPOWERS YOUTH



President Hakainde Hichilema giving his keynote speech during the commemoration of International Anti-Corruption Day at Mulungushi Conference Center in Lusaka.

By Peggy Mwanza

President Hakainde Hichilema has reaffirmed the Government's unwavering commitment to combating corruption while promoting a culture of integrity across all sectors.

Officiating at the 2025 International Anti-Corruption Day (IACD) held at Mulungushi International Conference Centre in Lusaka on December 9, President Hichilema emphasized the need for strengthened collaboration among enforcement agencies.

He urged the Anti-Corruption Commission (ACC),

Financial Intelligence Centre (FIC), Drug Enforcement Commission (DEC), Zambia Police (ZP), and the Office of the Auditor General to work together and enhance the audit trail to ensure more effective investigations and accountability.

"We are encouraging institutions to work together so that we can truly be organised and effective," President Hichilema said.

The 2025 IACD commemoration was held under the theme: "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity."



RDA Members of the Integrity Committee during the commemoration of International Anti-Corruption Day at Mulungushi International Conference Center in Lusaka.

ACC Board Chairperson, Justice Evans Hamaundu (Rtd), described the theme as timely, noting that the future rests in the hands of the youth.

He warned that the consequences of corruption committed today will be felt more severely by future generations, stressing the importance of involving young people in integrity-building efforts. Justice Hamaundu highlighted several initiatives the Commission has introduced to empower the youth in the fight against corruption, including:

- Raising awareness in communities about the dangers of corruption;
- Promoting ethical behaviour across social platforms such as Facebook; WhatsApp, and TikTok; and
- Innovating through emerging technologies, including artificial intelligence, to enhance transparency and support

anonymous reporting mechanisms.

The IACD commemoration brought together Government leaders, youth representatives, and anti-corruption stakeholders united in strengthening Zambia's stance against corruption and safeguarding the nation's future.



RDA staff during a march past to commemorate the IACD.



RDA staff during a march past to commemorate the IACD.

CHONGWE WEIGHBRIDGE MAKES PRODUCTIVE USE OF BACKYARD ... Produces 13 bags of maize



A maize field at Chongwe Weighbridge.

By Peggy Mwanza

Chongwe Weighbridge Station has demonstrated that innovation doesn't always require massive budgets or large projects, sometimes it begins in your own backyard.

In a remarkable display of creativity and teamwork, Chongwe Weighbridge members of staff successfully harvested 13 bags of maize during the 2024-2025 rainy season.

Speaking during a field visit, Chongwe Weighbridge Supervisor Robby Mwila said: "We wanted to be self-sufficient and stop the habit of depending on other people for lunch. So, we empowered ourselves by using what we already have which is land.

"What started as a simple idea to make productive use of idle land has now blossomed into a self-sustaining initiative

that is transforming daily life at the station."

He further noted that beyond the economic benefits, the initiative had strengthened the bond among team members.

"The process from planting to harvesting has encouraged collaboration, trust and a shared sense of ownership. It has promoted teamwork because we work together and eat together. Members of staff now only contribute small amounts for relish, easing financial strain and ensuring everyone enjoys a meal together," Mr. Mwila said.

The farming project was introduced as a practical way for staff to become more self-sufficient while reducing the financial pressures associated with daily meal costs.

Recognizing that staff spend most of their time at work, the team decided to cultivate maize in order to produce their own mealie meal instead of buying it throughout the year.



Some cobs of maize harvested from the Chongwe Weighbridge back office.



Some of the bags of maize harvested from the Chongwe Weighbridge back office.

DR. MUJAJATI CALLS FOR STRONGER MENTAL HEALTH SUPPORT IN THE WORKPLACE



Dr. Aaron Mujajati giving a talk to RDA members of staff during a community service activity as part of the commemoration of the 16 Days of Activism Against Gender-Based Violence.

By Peggy Mwanza

Carepeak Specialist Clinic, Chief Executive Officer, Dr. Aaron Mujajati has emphasized the importance of supporting mental well-being in both the workplace and personal life, noting that mental health is central to productivity, healthy relationships and overall quality of life.

Dr. Mujajati called for urgent action to address mental health challenges in the workplace, observing that mental health remains one of the most stigmatized health conditions in Zambia.

He made the remarks during a Community Service Talk to the Road Development Agency (RDA) members of staff, held as part of the commemoration of the 16 Days of Activism Against Gender-Based Violence, under the theme "Unite to End Digital Violence Against All Women and Girls."

Dr. Mujajati was invited to speak on the topic "Supporting Mental Well-being in the Workplace and Personal Life."

He noted that mental health challenges are often not taken seriously adding that until recently, the topic received limited attention within many corporate institutions.

Dr. Mujajati, however, welcomed the growing awareness, stating that organizations were beginning to recognize mental health as a silent issue that negatively affected productivity, workplace relationships and employees' ability to enjoy their work.

He explained that addressing mental health in the workplace required a two-fold strategy; focusing on what individuals could do for themselves and what institutions needed to put in place to support affected employees.

Dr. Mujajati pointed out that symptoms such as lack of sleep, stress, headaches, loss of appetite and reduced concentration were closely linked to mental health challenges and should not be ignored.

He further emphasized the need for proper infrastructure and systems within institutions to support employees experiencing mental health difficulties.

Dr. Mujajati said organisations such as RDA needed to create safe environments where staff could seek help without fear of stigma or judgment.

He added that confidentiality needed to be upheld at the highest level.

Dr. Mujajati cautioned employees against disclosing mental health challenges in environments where confidentiality was uncertain, warning that such exposure could worsen their situation.

He said for institutions like RDA to thrive, the well-being of individual employees needs to be prioritized, as organizational success was directly linked to the mental health of its workforce.

Meanwhile, Gender Division Officials called on RDA members of staff to report all forms of violence. They encouraged survivors of Gender-Based Violence (GBV) to report cases to the police and avoid withdrawing them.

Gender Division, Principal Gender Officer, Martha Ntembwa Mwandila said there was no justification for perpetrating GBV and urged stakeholders to end the silence surrounding the vice.



Gender Division Officials: Principal Gender Officer, Ms. Martha Ntembwa Mwandila (l) and Senior Gender Officer-Mainstreaming, Ms. Monde Mbengwa (r) giving a talk to RDA members of staff during a community service activity as part of the commemoration of the 16 Days of Activism Against Gender-Based Violence at HQ.

Ms. Mwandila noted that GBV statistics in Zambia remained alarming and stressed that the rising number of men becoming victims of GBV should be a concern for everyone.

The Gender Division Officials observed that Zambia has, in recent years, witnessed a notable shift in GBV patterns, with increasing cases of women inflicting emotional and physical abuse on men. This emerging trend has raised public concern.

Sharing statistics, Ms. Mwandila cited the 2018 Zambia Demographic and Health Survey, which revealed that 39 percent of women aged 15 to 49 experienced either physical or sexual violence.

She said 32.3 percent of women and girls aged 15 years and older have been subjected to

intimate partner violence, with most cases perpetrated by current or former husbands or intimate partners.

Ms. Mwandila further noted that many survivors do not seek help.

"Only 35 percent of women who experienced physical or sexual violence sought assistance, while 13 percent told someone without seeking help and 52 percent neither sought help nor disclosed their experiences," said Ms. Mwandila.

In response to the rise in GBV cases, the government enacted the Anti-Gender-Based Violence Act No. 1 of 2011, which provides for the protection of survivors. The Act also provides for the establishment of shelters for GBV survivors under the Ministry of Community Development

and Social Services, where trained Social Welfare Officers are empowered to represent survivors in courts of law.

The 16 Days of Activism Against Gender-Based Violence is commemorated globally to raise awareness and promote collective action to end all forms of violence.

PHOTO FOCUS

The community service held at RDA in commemoration of the 16 Days of Activism Against Gender-Based Violence



RDA Gender Committee Member, Ms. Peggy Mwanza presented a gift bag to Dr. Mujajati as a token of appreciation following his presentation during a community service activity held at RDA in commemoration of the 16 Days of Activism Against Gender-Based Violence, looking on is Ms. Nelly Shiku.



RDA Gender Committee Members, Ms. Nelly Shiku and Ms. Jesnala Banda presented gift bags as a token of appreciation to Gender Division Officials following their presentation during a community service activity held at RDA in commemoration of the 16 Days of Activism Against Gender-Based Violence.



A presentation by Dr. Mujajati.



RDA Members of staff following the presentation.



RDA Members of staff following the presentation.



RDA Members of staff following the presentation.



RDA Members of staff following the presentation by Dr. Mujajati.



RDA Members of staff following the presentation by Dr. Mujajati.



ROUTINE CHECKUPS

Routine checkups are essential for maintaining health, detecting potential issues early, and ensuring overall wellness through regular assessments.

Importance of Routine Checkups

Routine checkups, also known as wellness visits or preventive visits, are crucial for everyone, regardless of age. They help in the early detection of health issues, allowing for timely intervention and treatment. Regular assessments can identify risk factors for chronic diseases, such as diabetes and heart disease, before they become serious problems.

What to Expect During a Routine Checkup

- **Health History Review:** Your doctor will review your medical history, including any chronic conditions or new symptoms you may have experienced.
- **Physical Examination:** A thorough physical exam may be conducted, which can include checking vital signs, examining your heart and lungs, and assessing your overall physical condition.
- **Screening Tests:** Depending on your age, gender, and health history, various screening tests may be performed.

Common tests include blood pressure checks, cholesterol levels, blood sugar tests, and cancer screenings.

- **Lifestyle Assessment:** Your doctor may discuss your lifestyle habits, including diet, exercise, and stress management, to provide personalized health advice.

Recommended Frequency

The frequency of routine checkups can vary based on individual health needs, but many adults are advised to have a checkup at least once a year. Those with chronic conditions may need to visit more frequently.

RDA ENGAGES STAKEHOLDERS ON THE UPCOMING SERENJE-MPIKA ROAD PROJECT



RDA Director- Planning and Design, Eng. Ziko Banda.

By Fridah Nkonde-Mubanga

The Road Development Agency (RDA) recently conducted an Early Market Engagement for the rehabilitation of the Serenje to Mpika Road and the upgrading of the Nakonde One-Stop Border Post.

The Early Market Engagement (EME) which was held at Pamodzi Hotel in Lusaka, was conducted to inform potential contractors, consultants, and suppliers of the upcoming procurement opportunities under the Transport Corridors for Economic Resilience Project (TRACER).

The RDA, jointly with the Ministry of Commerce, Trade and Industry, with support from the World Bank, intends to undertake the rehabilitation of the Serenje to Mpika Road, a strategic link under the

Kapiri Mposhi (Zambia) to Dar es Salaam (Tanzania) Corridor (Packages 1 and 2); and upgrading of the Nakonde One Stop Border Post Infrastructure.

The objectives of the engagement were to inform the market of the upcoming procurement opportunities, seek feedback on technical, logistical, and implementation aspects, and promote transparency and competition in line with World Bank procurement.

In his opening remarks, RDA Director-Planning and Design, Eng. Ziko Banda said the engagement marked an important milestone in Zambia's efforts to improve its strategic road transport corridors.

"It's a milestone to provide infrastructure that enables poverty reduction; critical to economic resilience, regional integration, and private sector-led growth. Today, we focus on two key interventions: the rehabilitation of the Serenje-Mpika Road, comprising Packages 1 and 2, which is a vital link along the Kapiri Mposhi-Dar-es-Salaam Corridor, and the upgrading of the Nakonde One-Stop Border Post, which plays a pivotal role in cross-border trade between Zambia and Tanzania," Eng. Banda said.

"The Serenje-Mpika Road forms a critical section of the Dar-es-Salaam Corridor, and remains a priority under TRACER due to its strategic importance in facilitating regional trade, improving connectivity, and enhancing the resilience of Zambia's transport network."

He said RDA's role was to ensure that project preparation, procurement processes, and technical oversight were undertaken in a structured and compliant manner in line with World Bank requirements.

"Beyond physical infrastructure, the TRACER Project is laying the foundation for long-term sustainability through the development of a SMART corridor, incorporating enhanced road safety, mobility, automation, and real-time traffic management," Eng. Banda said.

"Allow me to highlight the purpose of this Early Market Engagement which is in threefolds as follows: to inform the market of upcoming procurement opportunities under the TRACER Project; to provide a structured and transparent platform to receive feedback from potential contractors, consultants, and suppliers on technical, logistical, and implementation considerations, and; to promote fair competition and transparency, fully

aligned with the World Bank Procurement Regulations for Investment Project Financing."

Eng. Banda said the engagement was non-evaluative and non-binding.

He said participation did not confer any advantage nor constitute a precondition for bidding.

"Rather, it is an opportunity for open dialogue to refine our procurement approach, manage risks effectively, and ultimately deliver high-quality, value-for-money infrastructure for the people of Zambia and the region. We encourage all participants to engage constructively, ask questions, and share insights based on your valued experience and expertise," said Eng. Banda.

And in his presentation RDA Principal Engineer – Network Planning Eng. Jonas Mukwatu said the design, review and updating of the solicitation document (including the technical specifications) for the entire 234km was ongoing.



RDA Principal Engineer - Network Planning, Eng. Jonas Mukwatu.

“The works will be packaged into two lots (each approximately 117km). Works will involve full rehabilitation, replacement of drainage structures and provision of an asphalt base course and asphalt wearing surface. Project road is expected to be widened to accommodate 11m wide carriageway with paved shoulders. The project will provide climbing lanes (approximately 5km north bound and 2.8km south bound). Compensation and relocation of Project Affected Persons (PAPs) is expected to commence before the civil works are procured,” Eng. Mukwatu said.

“The rehabilitated road is expected to be climate resilient by: Provision of adequate culverts, side drains, and stormwater management to prevent flooding and waterlogging; provision of a robust pavement structure capable of resisting damage from heavy rainfall, temperature fluctuations,

and increased axle loads; provision of reinforced slopes with vegetation, geotextiles, or retaining structures to prevent landslides and erosion; and provision of asphalt mixes designed to withstand high temperatures and thermal stress,”

The Nakonde One Stop Border Post LOT 2 Project involves the upgrade of Nakonde One Stop Border Post (OSBP) under LOT 2 being undertaken by Ministry of Commerce, Trade and Industry. LOT 1 (commercial side) is currently practically completed and is expected to be launched by February, 2026 – Grant under Trade Mark Africa (TMA).

The scope included: drive through cargo scanner, inspection sheds, warehouses, cold rooms, water reticulation, fencing, external works among others.

The main works of the project are mainly on the passenger side of the Nakonde OSBP and these include: Remodeling of the existing

border office administration block; construction of additional office block, fire station (incl the Fire truck); three (3No.) housing units, shops and restaurant, bus shed; passenger lavatories, security dog kennels, isolation centre, incinerator block; guard tower, guard houses, holding cells, passenger scanner; solar system; and water purification system/waste water treatment external works such as drainage system among others.



Some participants during the Early Market Engagement at Pamodzi Hotel in Lusaka.

RDA, RTSA AND DEC CONDUCT SENSITIZATION ACTIVITIES DURING THE 2025 ROAD SAFETY WEEK



RDA Senior Communications and Corporate Affairs Officer, Ms. Fridah Nkonde-Mubanga sensitizing truck drivers on the dangers of overloading at Kafue Weigh Bridge in Kafue.

By Fridah Nkonde-Mubanga

The Road Development Agency (RDA) during the 2025 Road Safety Week collaborated with the Road Transport and Safety Agency (RTSA) and the Drug Enforcement Commission (DEC) to call for safer roads, responsible driving, and shared commitment to saving lives.

The team visited Kafue and Chongwe districts to conduct sensitisation activities on the importance of saving lives, preventing injuries, and reducing property damage by promoting responsible behavior for drivers, pedestrians, and cyclists.

Raising awareness on road safety is crucial for fostering order, and supporting economic stability by preventing costly accidents and lost productivity.

The RDA took advantage of the Road Safety Week to sensitize truck drivers on overloading on the road network and bridges.

The Vehicle Load Management Unit (VLMU) of the RDA is charged with the responsibility of minimizing the negative impact of overloading on the road network and bridges.

The essence of this initiative is to prolong the lifespan of roads and bridges in Zambia so that resources saved from maintenance costs of

roads and bridges can be channeled to other sectors of the economy such as health, education, tourism, and youth empowerment among other things.

The control of overloading on the roads is done through the use of fixed and portable weighbridges. Currently, there are ten (10) fixed weighbridges namely; Kapiri Mposhi, Kafulafuta, Mpika, Solwezi, Mumbwa, Kafue, Livingstone, Kazungula, Katete, and Chongwe.

And the Road Transport and Safety Agency (RTSA) also urged all road users to be responsible and respectful to every person on the roads.

Meanwhile, the Drug Enforcement Commission (DEC) also took time to educate drivers on the need to avoid driving under the influence of alcohol or drugs.



RDA Senior Communications and Corporate Affairs Officer (centre), Ms. Fridah Nkonde-Mubanga sensitizing truck drivers on the dangers of overloading at Kafue Weigh Bridge in Kafue.



RDA, RTSA and DEC employees pose for a photo during the sensitization activity in Chongwe District.

NEW UNIFORMS RESTORE AUTHORITY AND TRUST IN WEIGHBRIDGE OPERATIONS



Chongwe Weighbridge Officers clad in the new attire.

By Peggy Mwanza

For many years, Weighbridge Officers across the country have faced challenges linked to impersonation, largely due to the absence of standardized uniforms and clear visual identification.

This situation not only exposed transporters to fraud but also undermined the credibility and enforcement mandate of weighbridge operations, affecting efforts to protect the country's road infrastructure.

In executing this mandate, the visibility and identity of enforcement officers are critical. Proper attire plays a key role in allowing motorists and transporters to easily identify legitimate officers,

while also reinforcing professionalism and authority during enforcement operations.

In response to long-standing concerns, the Road Development Agency (RDA) recently procured new uniforms for all weighbridge staff nationwide. The uniforms have enhanced officer identification and significantly strengthened the Agency's corporate image and branding.

Designed with a clear enforcement outlook, the new attire projects authority while maintaining a professional and approachable appearance.



Chongwe Weighbridge Shift Leader, Ms. Jennipher Kabamba.

The introduction of standardized uniforms is expected to greatly reduce incidents of impersonation, which have previously exposed transporters to scams by unscrupulous individuals posing as weighbridge officers. With the new uniforms in place, transporters can now confidently engage with authorized officers, including during mobile enforcement operations conducted outside fixed weighing stations.

Beyond enforcement, the uniforms symbolize RDA's commitment to accountability, transparency and service delivery. The uniforms also promote unity, pride and professionalism among weighbridge officers, reinforcing their role as custodians of the nation's road infrastructure.

The Vehicle Load Management Department (VLMD) of the Road Development Agency (RDA) is charged

with the responsibility of minimizing the negative impact of overloading on the national road network and bridges.

The core objective of this mandate is to prolong the lifespan of roads and bridges, thereby reducing frequent and costly maintenance.

Resources saved through reduced maintenance can then be redirected to other critical sectors of the economy such as health, education, tourism and youth empowerment. Control of overloading is enforced through the use of fixed and portable weighbridges, strategically deployed across the country.

Currently, RDA operates ten fixed weighbridges located at Kapiri Mposhi, Kafulafuta, Mpika, Solwezi, Mumbwa, Kafue, Livingstone, Kazungula, Katete and Chongwe.

These stations play a vital role in monitoring axle loads and ensuring compliance with statutory requirements.

To complement the fixed infrastructure, the Agency also deploys portable weighbridges, particularly in areas where fixed stations are not available. The Agency has obtained the legal mandate to conduct enforcement using portable scales in order to protect roads in remote or developing corridors.

Mobile enforcement teams are currently stationed in Copperbelt and Lusaka Provinces, with operations conducted across various regions as required. Transporters are therefore advised to load within the prescribed legal limits to avoid inconvenience during mobile enforcement exercises.

The VLMD objectives include reducing overloading in terms of Gross Vehicle Mass and Axle Loading in line with Statutory Instrument No. 76 of 2015, preserving road and bridge infrastructure, lowering national maintenance costs, and enhancing road safety by minimizing accidents linked to overloaded vehicles.

The Department also facilitates investment by enabling the movement of abnormal loads to key sectors such as mining, while generating traffic flow statistical data that supports road and bridge planning and design.

Through strengthened identification, enhanced enforcement visibility and continued investment in Vehicle Load Management, the Agency is reinforcing public trust while safeguarding road assets that are essential to Zambia's socio-economic development.



Kafue Weighbridge Shift Leader, Mr. Biggie Shamende weighing a truck.



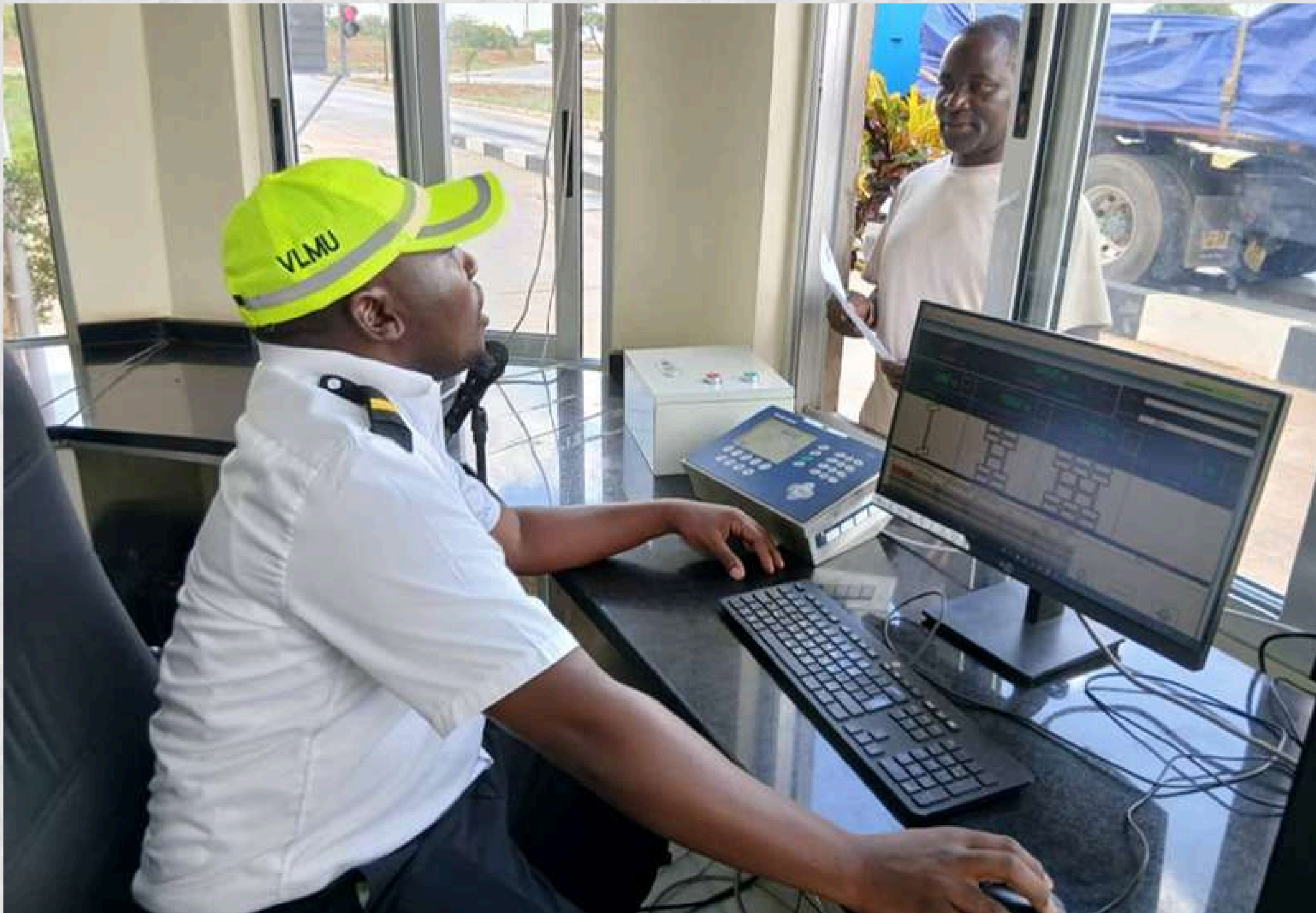
A crane removing the excess concrete load from the overloaded truck.

CHONGWE WEIGHBRIDGE

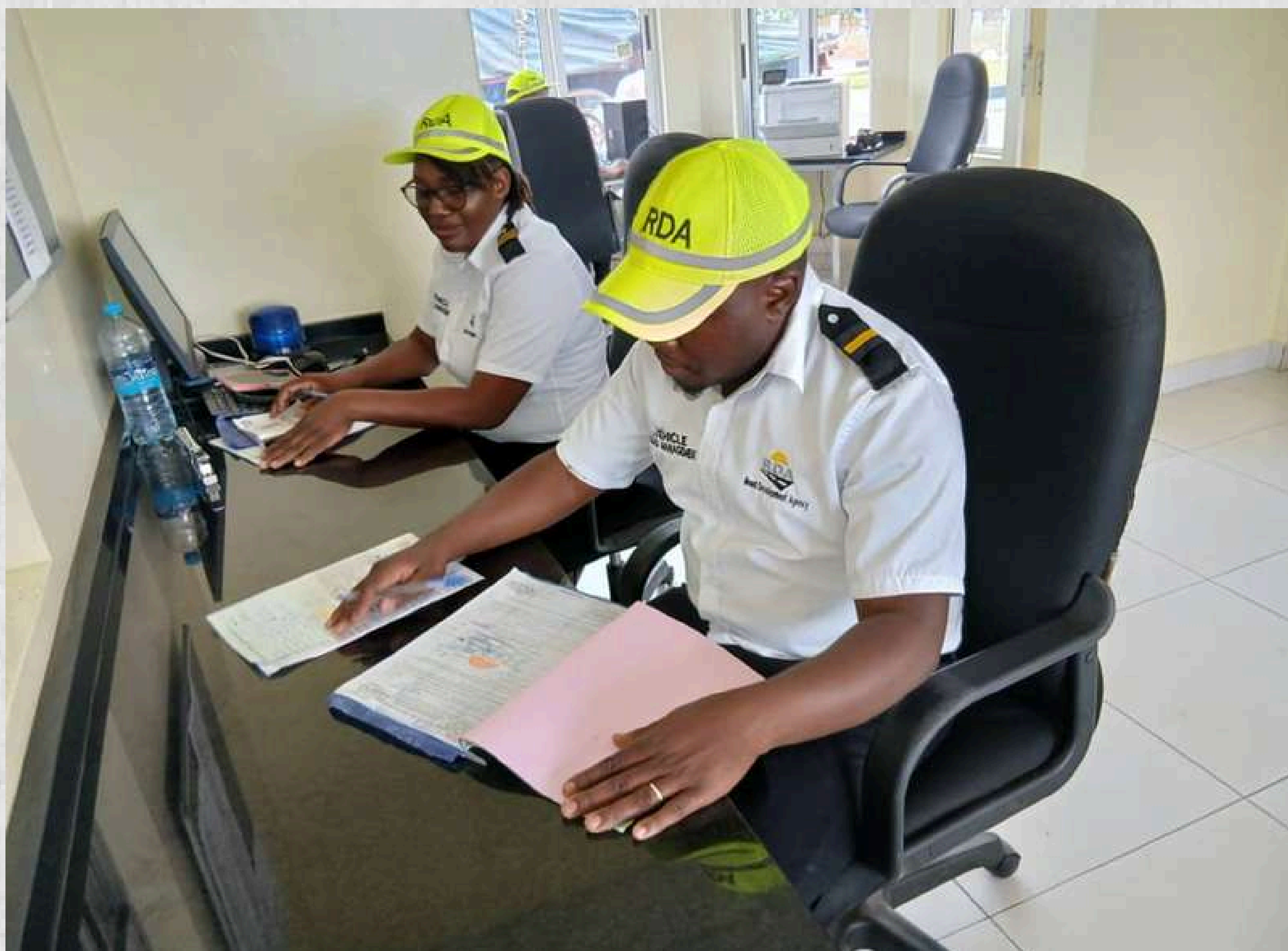


Chongwe Weighbridge Officers.





Chongwe Weighbridge Officer weighing a truck.

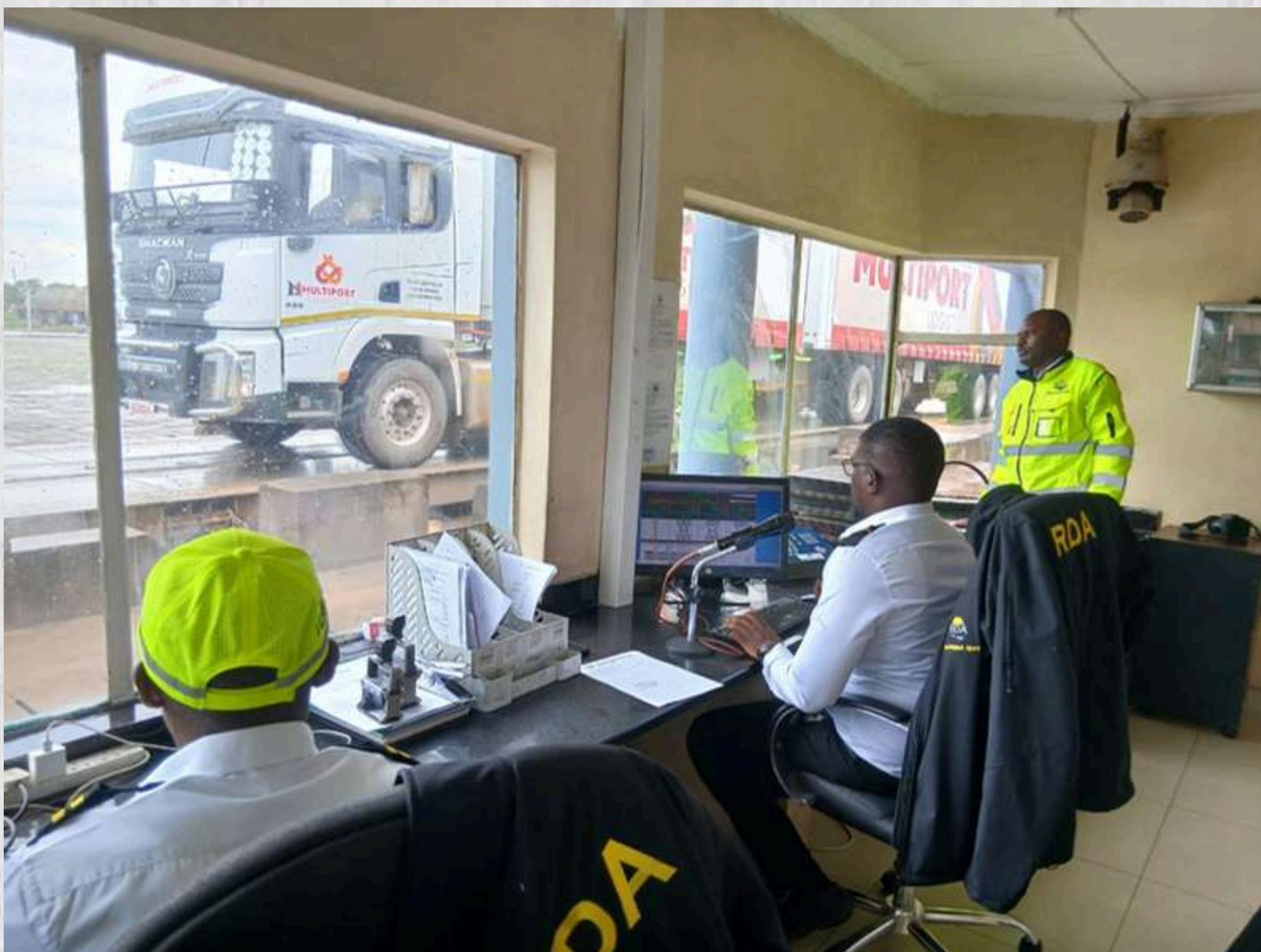


Chongwe Weighbridge Officers on duty.



Chongwe Weighbridge Supervisor (3 stripes), Mr. Robby Mwila

KAPIRI MPOSHI WEIGHBRIDGE

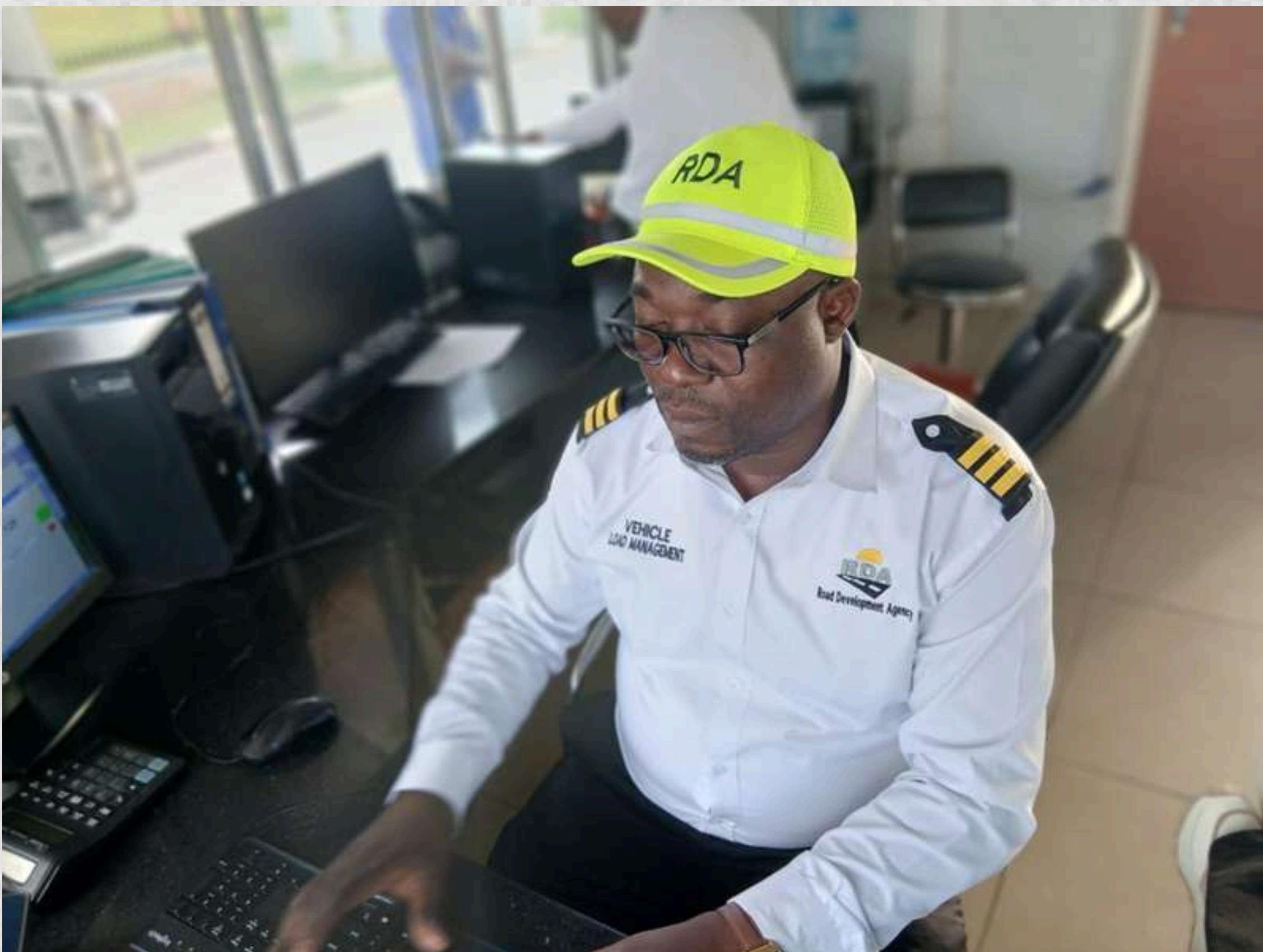


Kapiri Mposhi Weighbridge Officers on duty.



Kapiri Mposhi Weighbridge Supervisor, Mr. Preston Hangulu. Behind him is a Highway Patrol motor vehicle used to escort abnormal loads and pursue absconding trucks.

KAFUE WEIGHBRIDGE



Kafue Weighbridge Supervisor (3 Stripes), Mr. Maximo Kauseni on duty.



Kafue Weighbridge Shift Leader, Mr. Biggie Shamende.



Kafue Weighbridge officers (R-L): Shift Leader (two stars) Mr. Biggie Shamende, and team members (one star) Ms. Sibeso Kabubi and Mr. Jeddy Lifumbo.

NAKONDE WEIGHBRIDGE



Nakonde weighbridge Officers.



Nakonde Weighbridge Officers.

MPIKA



Officers at Mpika weighbridge Officers.

KAFULAFUTA



Kafulafuta Weighbridge Supervisor, Mr. Mwalusi Shinka looks on as officers carry out their duties.

LUAPULA PROVINCE CONDUCTS TEAM BUILDING EXERCISE

By Grace Mambwe

At the Road Development Agency (RDA), all departments and units are interdependent. This calls for team-building activities, which are designed to improve teamwork and effectiveness.

It is important to note that team-building is a cornerstone of organizational success, fostering cohesion, collaboration, and productivity among team members.

On 12th December 2025, the Luapula Provincial Office held a team-building activity at Monisha Fun Park in Mansa.



Both teams, white and black, posed for a photo.



The 'Black' Team.



One of the Team-building activities.



Both teams actively engaged in the activity.



A group photo.

RISK MANAGEMENT CORNER

STRESS RISK: The Uncaptured Item in Our Risk Register

With the rainy season upon us, most staff from road maintenance, construction, communications, I think most of us in the Agency will be under pressure to finish a project or to ensure that no materials or works done on an incomplete project are lost or to panic as we mobilize to go to site on a washed way bridge/road etc. we do this year in year out.

In the rush to catch up, it is common to skip safety check are done on our equipment, site, etc. Such oversights might lead to a minor and sometimes even major accident that delays the projects further and triggers a compliance review.

The incidents are not about lack of skill or dedication it is stress tipping the balance. When deadlines, resource shortages, and external pressures collide, even experienced staff can make decisions that increase Operational Risks. For RDA employees, this means stress doesn't just affect well-being; it directly impacts safety, compliance, and the reputation of the Agency.

Why Stress Matters for Operational Risk

Stress doesn't just affect individuals; it ripples through the entire organization. When employees are under pressure, their ability to focus and make sound decisions is compromised. Fatigue, anxiety, and distraction increase the likelihood of mistakes in routine tasks. At the process level, stress can lead staff to skip steps or bypass controls in the name of ensuring the project is delivered on time,

which undermines compliance and risk monitoring. Culturally, stress erodes trust and transparency, making it more likely that problems remain hidden until they escalate into major incidents.

Common Stress Triggers in Operations

Operational environments are full of stress triggers. Sudden spikes in workload, such as end-of-month reporting or audit preparation, often stretch teams beyond our limits. Technology failures or outages add another layer of pressure, forcing staff to improvise under time constraints. Regulatory deadlines and inspections can heighten anxiety, especially when compliance requirements are complex. Beyond workplace factors, personal stress — whether financial, family-related, or health-related can spill into professional performance, compounding the risks.

Staying Resilient Under Stress

Managing stress is not just about wellness; it is a frontline defense against Operational Risks. Staff can take practical steps to stay resilient.

Pause before acting

Take at least 30 seconds to pause and breathe before responding or deciding. Use this pause to reset your focus and reduce the likelihood of mistakes.

Follow established processes

Adhere to approved procedures instead of taking shortcuts.

RISK MANAGEMENT CORNER

Ensure that internal controls remain intact, even when under pressure or tight deadlines.

Speak up early

Report bottlenecks, errors, or potential issues as soon as you notice them.

Help prevent small problems from snowballing into major operational risks.

Support your teammates

Check in on colleagues to see how they are coping with their workload.

Share tasks where possible to make stress more manageable across the team.

Use wellness resources

Make use of available counselling services, stress management programs, or wellness initiatives.

Take scheduled breaks to recharge and maintain resilience and focus.

For managers and supervisors

Treat stress as a risk signal

View visible stress, fatigue, or frustration in staff as a potential red flag for operational risk.

Monitor and balance workloads

Regularly review team workloads and redistribute tasks where necessary.

Take proactive steps to prevent burnout and performance decline.

Encourage open communication

Create a safe environment where staff feel comfortable

raising concerns early.

Listen actively and respond constructively to issues before they escalate.

Embed stress testing into planning

Test processes and controls under “high-pressure” or “what if” scenarios.

Ensure that critical operations remain resilient when the team is under stress.

Recognize stress actions as risk controls

Treat these stress management practices not just as wellness activities, but as core risk controls.

Use them to protect both the organization’s performance and its reputation.

Conclusion

Stress is invisible until it shows up as an error, a breach, or a reputational hit. By treating stress management as part of operational risk prevention, organizations safeguard not only their systems but also their people. Resilience is not built in the absence of stress, but in the way we prepare for and respond to it.



Stressed Engineers on site at Kankumba stream working the whole night.

APPOINTMENTS AND TRANSFERS



New entrants during the Multi-Departmental 5-days training at RDA Head Office in November 2025.

By Fridah Nkonde-Mubanga

The success of any organization depends on its employees. The right employees can bring in new ideas, expertise, and skills that can drive the organization forward.

The Road Development Agency between November and December, 2025 recruited twenty (20) new staff to fill in various positions in the Agency across the country and made several transfers.

Bwembya Chanda is the new Chief Finance Operations Manager, while Danny Simumba has taken up the Technologist – Highway Management System position.

Others appointed include Teddy Sichivula as Weighbridge Technologist, Ignitius Hachombwa as Technologist – Works, Benedict Banda as Technologist – Works,

Evans Kachusha as Technologist – Highway Management System, Elizabetha N. Kangwa as Technologist – Works, Charles Chisala as Technologist – Highway Management System, Lazarous Mutambo as Technologist – Works and Ariel Banda as Technologist – Works.

The Agency also appointed Hellen Nchimunya, Henry Moonga Kawama, Josephine Kangwa, Mable Pinyolo Mulimba, Mary Hang'andu, Kambai Kwalombota as office assistants.

Brian Simukoko has taken up the Engineer Bridges & Emergencies position, Goodwell Siame was appointed as Engineer – Contracts, Delight Handema as Personal Assistant, and Abraham Lyanda as Engineer – Contracts.

The RDA between October and December 2025 also confirmed six (6) members of staff. Eng. Baldwin Banda who was Engineer Bridges & Emergencies was confirmed as Principal Engineer – Construction & Operations, Mr. Allan Sakala who was the Delivery Clerk was confirmed as Registry Officer, and Mr. Vincent Mukusulo was also confirmed as the RDA Electrician.

Other staff confirmations include Mr. Victor Sikombe who was the Weighbridge Operator as Weighbridge Supervisor, Mr. Mulenga Musunga was confirmed as Cashier and Ms. Beatrice Zulu who was the Switchboard Operator was confirmed as Records Officer.

Some members of staff were also transferred during the same period. Those transferred include Mr. Kennan Kanyimbo who moved from Kafulafuta to Chongwe Weighbridge as Weighbridge Operator, Eng. Makalani Mkuni who was Principal Technical Auditor was moved to the Chief Engineer – Bridges position, Eng. Richard Kasongo who was Chief Engineer Mechanical Services was moved to the Chief Engineer – Design position, Eng. Christopher Kapasa who was Chief Engineer – Public Private Partnerships was moved to the position of Chief Engineer Mechanical Services.

Eng. Stephen Sondashi who was Chief Engineer Road Maintenance South, was moved to the position of Chief Engineer Research & Development, and Eng. Chilufya Mwenya who was Chief Procurement Manager was moved to the Chief Engineer Rehabilitation position.

Others who were moved include: Eng. Yobe Mwalula who was Director Planning & Design was reassigned to the position of Director Vehicle Load Management, Eng. Ziko Banda who was Director – Construction & rehabilitation is now Director Planning & Design, Eng. Pandeki Chabala who was Provincial Roads Engineer (Lusaka Provincial Office) was promoted to the position of acting Director – Construction & Rehabilitation.

Mr. Mwala Mwala who was Weighbridge Operator at Chongwe Weighbridge moved to Nakonde in the same capacity and Mr. Kimena Katemba who was based in Kafulafuta moved to Nakonde and maintained his position as Weighbridge Operator.



New entrants following a presentation during the Multi-Departmental 5-day training at RDA Head Office in Lusaka.



New entrants during the 2025 Multi-Departmental 5-day training.

ALLAN BISENGA PUT TO REST



The late Mr. Allan Chombo Bisenga.

Road Development Agency (RDA) Acting Director – Road Maintenance, Eng. Paul Habasimbi has described late Allan Chombo Bisenga's death as heartbreaking.

Eng. Habasimbi, during the burial of Mr. Bisenga, at Chisonga Cemetery in Mongu, Western Province, expressed deep sympathy on the death of Mr. Bisenga.

"On Behalf of the Acting Director and Chief Executive Officer and indeed the members of staff of the Road Development Agency (RDA), I wish to convey our heartfelt condolences to the bereaved family on the death of Mr. Allan Chombo Bisenga," Mr. Habasimbi said.

Mr. Bisenga was the Office Assistant in Mongu, Western Province and he died on December 9, 2025 after an illness.

RDA members of staff from both the Head Office and other Provincial Offices attended the burial and were led by Eng. Habasimbi.

Mr. Bisenga joined RDA as an Office Assistant for the Western Provincial Office on March 15, 2010, a position he held until his demise on December 9, 2025.

"His untimely death is a great loss to the RDA Board, Management and Staff. We share this sorrow with the family and are greatly saddened by the death of our colleague, friend and brother.

"We wish to assure you of continued Management's support during this sad period. May his soul rest in eternal peace and I wish you all God's blessings," Eng. Habasimbi said.



RDA members of staff during the burial of Mr. Bisenga.

FINANCIAL LITERACY CORNER



By Fridah Nkonde-Mubanga

December Spending

Financial literacy speakers generally advise caution and smart budgeting during December, a month known for significant "budget drift" and overspending. They do not encourage excessive spending but rather advocate for mindful financial habits to prevent the "January blues".

Key Advice from Financial Experts

- **Budgeting is Crucial:** Experts universally recommend creating a strict holiday budget and tracking spending in real-time to avoid a financial hangover in the new year. The amount spent should be manageable and something that can be paid off immediately.
- **Prioritize Needs Over Wants:** A common theme is focusing on essential needs first and limiting impulse purchases driven by the fear of missing out (FOMO).
- **Use the 50/30/20 Rule:** Financial experts like Abankwa suggest applying standard budgeting rules even in December: 50% of income for needs, 30% for wants, and 20% for savings and investments.
- **Consider "Priceless" Gifts:** Many speakers advocate for giving time or making homemade gifts (e.g., baked goods, framed photos) as an alternative to expensive purchases, which can be more meaningful and less financially stressful.
- **Plan for January Expenses:** It is vital to consider upcoming expenses like rent, school fees, and utilities, ensuring that December spending doesn't compromise necessities in the new year.
- **Avoid Excessive Credit Card Debt:** Given that credit card interest rates can be high (around 22% in some cases), experts warn against relying on credit for holiday shopping unless it can be paid off immediately.

EDITORIAL TEAM

Mr. Anthony Mulowa

Chief Communications and Corporate Affairs Manager

Mr. Trevious Mbomena

Chief Risk Management Manager

Ms. Jenny Chibale

Manager Communications and Corporate Affairs

Mr. Brian Chavula

Senior Communications and Corporate Affairs Officer

Ms. Fridah Nkonde-Mubanga

Senior Communications and Corporate Affairs Officer

Ms. Peggy Mwanza

Social Media Officer