



MUNDUBILE DEMANDS

SUSPENSION OF POLICE RECRUITMENT

SEE PAGE 1

BY CHILUBA MAPULANGA

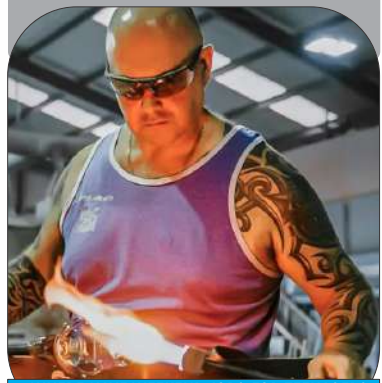
The Tonse Alliance has called for the immediate suspension of the ongoing recruitment of over 3,000 police officers, citing lack of transparency and concerns over political motives ahead of the 2026 general elections.

The recruitment of over 3,000 police officers has ignited a heated debate between the Tonse Alliance and the Zambia Police Service, with both sides presenting sharply contrasting positions.

Tonse Alliance President Hon. Brian Mundubile has demanded the immediate suspension of the exercise, describing it as secretive and



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MUNDUBILE DEMANDS SUSPENSION OF POLICE RECRUITMENT

From Front Page

magnitude should have been publicly advertised, especially since earlier reports of the exercise were denied by the police.

Mundubile warned that the timing of the recruitment, just months before the 2026 general elections, raises serious questions about its

intent.

He further pointed to recent incidents of alleged police misconduct, such as the manhandling of citizens at the Anti-Corruption Commission offices, as evidence of declining professionalism.

According to Mundubile, taxpayer-funded recruitment must be fair, inclusive, and accessible to all, particularly youths and vulnerable groups.

He reminded government of the “Imisepele” platform,

which was introduced to guarantee equal access to public service opportunities, and urged the Inspector General of Police to halt the ongoing training.

In response, Police spokesperson Godfrey Chilabi clarified that the exercise was an internal recruitment, necessitated by retirements, attrition, and resignations.

He explained that advertisements were issued to

qualified civilian employees within the Service, while additional positions were offered to candidates from the 2023 recruitment waiting list and individuals with essential technical and trade skills.

Mr Chilabi stressed that this internal process was aimed at strengthening manpower capacity for upcoming national assignments and differs entirely from the regular public recruitment drive, which is yet to be conducted.

He emphasized that such internal staffing measures are common across public

GOV'T WARNS AGAINST ILLEGAL VEHICLE COLOUR CHANGES

BY STAFF REPORTER

The Ministry of Transport and Logistics has issued a stern warning against the illegal changing of motor vehicle colours, including practices such as vehicle wrapping, without updating registration records.

In a press statement, Issued by Principal Public Relations Officer Ernest Chanda the Ministry noted that such practices pose a serious security risk, as they create opportunities for criminals to conceal the identity of vehicles used in unlawful activities.

The Minister of Transport and Logistics has directed the Road Transport and Safety Agency (RTSA), working jointly with the Zambia Police Service, to intensify



enforcement measures. These will include Motor vehicle inspections during certification

for fitness. Real-time roadside verification of vehicle details and

Deployment of digital systems and Artificial Intelligence tools to detect and deter non-compliance.

The Ministry reminded vehicle owners that any intended change in vehicle colour must first be declared to the Zambia Police and then reported to RTSA for updating the vehicle register.

Under the Road Traffic Act No. 11 of 2002 and its amendments, vehicle colour is a registered particular with the same legal status as the chassis number, engine number, or body type. Failure to comply attracts stiff penalties, including fines of up to 3,000 penalty units and possible impoundment of the vehicle.

The Ministry pledged to continue enhancing public awareness to ensure citizens understand and comply with vehicle registration requirements.

LUANO COUNCIL CRACKS DOWN ON ILLEGAL MINING IN MUSWISHI WARD

EDITORIAL

BY STAFF REPORTER

The Luano Town Council, in collaboration with the District Administration and security wings, has successfully conducted an operation to remove illegal miners in Muswishi Ward.

The exercise was led by District Commissioner Mr. Kells Meleki, accompanied by Council Secretary Mr. Emmanuel Lukupwa.

During the operation, Mr. Lukupwa emphasized the urgent need to safeguard the lives of local people, citing the serious safety and environmental risks posed by illegal mining activities.

Mr. Meleki stressed that proper procedures must be followed by anyone wishing to conduct mining activities in Luano District, reminding the community that mining without the necessary approvals is unlawful and will not be tolerated.



KELLS BISKEL MELEKI

All illegal miners found on site were successfully removed, and a stern warning was issued that any individuals found engaging in illegal mining going forward will face the full force of the law.

The Luano Town Council

reaffirmed its commitment to ensuring public safety, environmental protection, and lawful development in all communities.

LUNDAZI HAIRDRESSER WINS K20,000 AT ENTREPRENEURS' BRUNCH

BY STAFF REPORTER

A hairdresser and crocheter from Lundazi District, Cynthia Nkhoma, has won K20,000 after impressing judges at an entrepreneurs' brunch held in Lusaka yesterday.

The event, organised by entrepreneur Sarah Mako, owner of Royalty Make Up and Hair, saw participants pitch business ideas on how they would invest K20,000. Judges assessed creativity, sustainability, and long-term impact.

Nkhoma stood out with her proposal to acquire a clothes-making machine, which she said would allow her to expand her business and increase

production. Judges, led by Great North Road Group CEO Dr. Rozious Siatwambo, praised her idea for demonstrating clear potential for growth.

"The focus was on identifying a business concept with long-term value and the ability to make a meaningful impact," Dr. Siatwambo said.

Two other contestants were also recognised, with one receiving an iPhone 7 Plus and another awarded a cash prize donated by Magoye aspiring MP Nachombe Kabunda, among other supporters.

Speaking after her win, Nkhoma expressed gratitude: "This has given me hope and motivation to grow my business.

I travelled all the way from Lundazi hoping for the best, and the best has happened. I would like to thank Royalty for organising the event and the Entrepreneurs Financial Center (EFC) for the sponsorship."

The brunch, officiated by Ministry of Small and Medium Enterprise Development Permanent Secretary Subeta Mutelo, brought together entrepreneurs from various sectors for networking and experience sharing.

Mutelo urged entrepreneurs to explore opportunities available through the SME ministry, which was created specifically to support small businesses.

The recent revelations surrounding the recruitment of over 3,000 police officers have sparked widespread concern about transparency, accountability, and fairness in Zambia's public service. The Tonse Alliance's call for immediate suspension of the exercise underscores the gravity of the issue, particularly given its timing ahead of the 2026 general elections. Recruitment into the police service is not merely an administrative matter; it is a question of public trust. When such a large-scale exercise is conducted without public advertisement, doubts inevitably arise about who is being recruited, under what instructions, and for what purpose. The lack of openness fuels suspicion that the process may be politically motivated, rather than driven by the genuine need to strengthen national security. History has shown that secretive recruitment practices erode confidence in state institutions. Citizens expect equal access to opportunities, especially in taxpayer-funded employment. Platforms such as Imisepela, introduced to guarantee fairness, must be upheld to ensure that qualified youths and vulnerable groups are not sidelined. The police service itself has faced criticism over professionalism, with recent incidents at the Anti-Corruption Commission offices raising questions about discipline and conduct. Against this backdrop, the secrecy surrounding new recruits only deepens public unease. Transparency is not optional—it is the cornerstone of democratic governance. Recruitment must be conducted openly, advertised widely, and monitored closely to ensure inclusivity and fairness. Anything less risks undermining both the credibility of the police service and the legitimacy of the government. The Tonse Alliance's demand for suspension is therefore not just political rhetoric; it is a call to safeguard national integrity, public trust, and the rule of law. Zambia cannot afford to repeat past mistakes where secrecy and patronage compromised institutions meant to serve the people.

PRESIDENT TO REOPEN MULUNGUSHI TEXTILES IN KABWE

BY STAFF REPORTER

President Hakainde Hichilema is this Thursday expected to officially reopen the US\$140 million Zambia-China Mulungushi Textiles in Kabwe; a landmark development set to create over 500 jobs and empower more than 2,500 cotton farmers.

The announcement was made by Minister of Commerce, Trade and Industry Chipoka Mulenga during the ground-breaking ceremony for the Zambia Petrochemical Energy Company Limited (ZPEC) refinery in Ndola.

Mr. Mulenga described the reopening of Mulungushi Textiles as a significant milestone in

Zambia's industrialisation agenda, underscoring government's commitment to job creation and economic transformation.

"This project represents an investment of over US\$140 million, undertaken in partnership with our long-standing and reliable friends, the Government of the People's Republic of China," he said.

The revitalisation of the textile giant, dormant for nearly two decades, is expected to have far-reaching benefits across the value chain. More than 2,500 cotton farmers have already been engaged, supported by extension officers, while the installation of brand-new equipment is projected to generate over 500 direct jobs.

Mr. Mulenga emphasized that



the reopening will stimulate economic growth, empower local communities, and restore

Kabwe's historic role as a hub for textile production.

ERB FINES 29 COMPANIES FOR LICENCE BREACHES



BY STAFF REPORTER

The Energy Regulation Board (ERB) has taken enforcement action against 29

companies, including Uno Energies Zambia Limited and Zesco Limited, for breaching licence conditions and failing to meet statutory obligations.

ERB Public Relations Manager Namukolo Kasumpa said Uno Energies Zambia Limited was fined K180,000 for fuel contamination and failure to conduct mandatory quality checks, while Zesco Limited was fined K100,000 for failing to establish and maintain appropriate safety systems and standards.

Other penalties included Harvest Group of Companies Limited, fined K60,000 each for violations at its Tokyo Way and Buluwe Road sites in Lusaka, and Sany International (Zambia) Industrial Limited, fined K60,000 for constructing an electricity generation facility without a permit.

Kasumpa explained that the actions followed compliance audits and regulatory oversight aimed at ensuring adherence to operational standards under the Energy Regulation Act.

Additionally, eight companies were issued formal warnings for failing to submit

self-audit reports by the February 27, 2025 deadline. These include Chingases Company Limited, Exclusive Brands Africa, Oryx Energies (Z) Limited, Falcon Gas (Z) Limited, Lake Gas (Z) Limited, Gastec Trading & Supply Limited, Rubis Energy (Z) Limited, and Minegases Company (Z) Limited.

Fifteen companies also settled outstanding statutory fees amounting to K366,507.25, covering licence fees, strategic reserve fund fees, and fuel marking fees.

Kasumpa stressed that ERB remains committed to strict compliance, consumer protection, and safety in the energy sector. "These enforcement actions underscore the ERB's determination to ensure that all licensed entities comply with their licence conditions and operate within the framework of the Energy Regulation Act," she said.

ROZEC MERCHANTS FINED K80,000 FOR WORKERS' RIGHTS BREACH

issued with contracts of employment by the end of this month.

He further ordered that the penalty be remitted by month-end.

Mr. Mutengwa reiterated that employers have a legal obligation to formalize employment relations in writing, stressing that failure to do so constitutes a violation of workers' rights.

"This action is meant to safeguard employees and ensure that their rights are protected under the law. Employers must comply with labour regulations to guarantee fair treatment and accountability," he said.

The Ministry emphasized that the enforcement of labour standards is critical in promoting decent work and protecting employees from exploitation, particularly in industries such as mining and construction where contract violations are common.



BY STAFF REPORTER

The Ministry of Labour and Social Security has fined Rozec Merchants, a contracting company under Zambezi

Portland Cement, K80,000 for failing to issue contracts of employment to its workers.

Labour Commissioner Givens Mutengwa, who conducted an inspection at the

cement manufacturing plant in conjunction with the Workers Compensation Fund Control Board, directed the company to ensure that all employees are

LUMWANA EX-WORKERS DECRY DELAYED URANIUM EXPOSURE CASE

light in November 2023, after an internal memo was mistakenly shared during a pre-shift meeting. Subsequent tests reportedly revealed uranium levels far above acceptable limits.

The plaintiffs say the exposure has led to serious health complications, with dozens medically discharged, others forced to resign, and one reported death linked to the contamination. One of the complainants, David Kapalu, has since died without seeing justice.

Despite the gravity of the matter, the workers lament that no hearing has taken place, leaving them frustrated and concerned. They are now calling for urgent judicial action to have their case heard.



BY STAFF REPORTER

Former employees of Lumwana Mining Company Limited have raised alarm over the prolonged delay in their K2 billion compensation lawsuit, saying justice has stalled since they filed the case in the Lusaka High Court last year.

The workers accuse the mining company of negligence, alleging they were exposed to uranium-contaminated drinking water sourced from Chimiwungo Crossing Dam during their employment.

They claim the contamination only came to

HAIRDRESSER JAILED FOR IMPERSONATING

NURSE

A 23-year-old hairdresser, Rona Namambo, has been sentenced to eight months in jail for impersonating a nurse at Kanyama Level One Hospital.

Namambo was charged with impersonating a Public Officer, contrary to Section 102 of the Penal Code Chapter 87 of the Laws of Zambia. The court heard that on February 12, 2026, she reported for duty at Kanyama Hospital dressed in a nurse's uniform, intending to attend to patients despite lacking qualifications or authority.

Facts presented revealed that Namambo had earlier approached a tailor, Bridget Mwachiwewe, claiming to be a nurse at the University Teaching Hospitals (UTH) and urgently

requested a uniform. She paid K240 for the garment, which she later used to pose as a nurse.

On the day of the incident, staff members including Cecilia Malama, the sister-in-charge, and registered nurses Caroline Namonda and Joyce Munkombwe, noticed the imposter. When questioned, Namambo claimed she was from UTH, but her inconsistent responses raised suspicion. She was handed over to Kanyama Police Station, where she was formally charged.

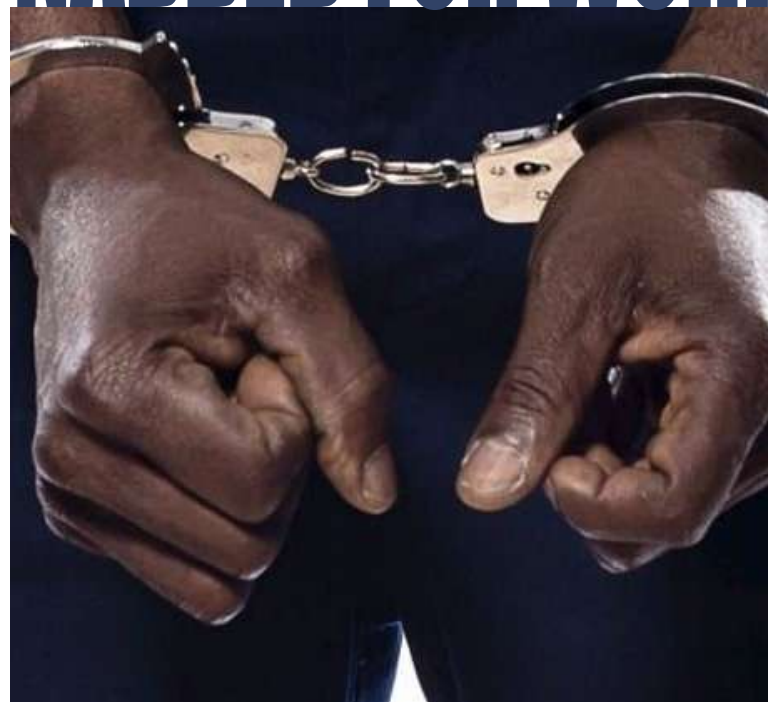
Appearing before Lusaka Magistrate Kawama Mwamfuli, Namambo admitted the allegations and pleaded for leniency, citing her struggle with sickle cell anaemia and lack of family support. "I am asking for forgiveness, I didn't know what I was doing. I get sick and I have no relatives who visited me when I was detained," she said.



The magistrate, however, imposed an eight-month custodial sentence, effective from the day of her arrest,

stressing the seriousness of impersonating health professionals.

TWO FOREIGN NATIONALS NABBED FOR WORKERS SALARY THEFT



Police in Chingola have arrested two foreign nationals in connection with the theft of K520,000 meant for workers' salaries at Faren Mining Company.

Copperbelt Province Police Commanding Officer Mwala Yuyi identified the suspects as Edwin Khanye (53), a South African national, and Thembi Nkhosi Dube (40), a Zimbabwean national.

According to Mr. Yuyi, the incident occurred after the complainant, Nicky Zhu (29), withdrew the money from a bank in Chingola and left it in his Toyota Prado. The suspects, who had allegedly been trailing him from the bank, broke into the vehicle while it was parked at Mega Eggs Company and stole

the cash.

An alert security officer fired a warning shot at the suspects' getaway vehicle, hitting the front right wheel. The vehicle later lost control and was abandoned, with four occupants fleeing the scene.

Police apprehended Khanye near the abandoned vehicle, while Dube was intercepted by members of the public as he attempted to flee to Lusaka by bus.

A search of the area led to the recovery of a separate set of number plates and a rivet gun believed to have been used in the commission of the crime. However, the stolen money has not yet been recovered.

The two suspects are currently in police custody as investigations continue.

BOND GLASS-MAKER QUILTS ROLE TO SAVE STAFF JOBS

Last year, cut crystal glassmaking was added to the Heritage Crafts charity's list of critically endangered skills in

the UK, with Blade warning "irreplaceable elements of our culture" could vanish forever. He said he believed there



were only eight cutters remaining in the UK, so "laying off staff is not really a route that can be chosen anymore".

He said it had been an "increasingly difficult" period since Cumbria Crystal's first energy increase in 2024, when it had to turn off one of its two big furnaces and lay off five members of its 25-strong workforce, following which production fell by about 40%.

This January, it "took the risk" of turning the furnace back on. But within the last month, Blade said energy prices "spiking massively" had forced it to switch the second furnace off again.

Fight to survive

Blade said he decided to step down from his role earlier than intended to release his salary to "try and keep the staff".

While the company now runs

at 50% capacity, he said he had "some very good contracts" in the pipeline.

"But we do need to survive the current financial pressures," he said.

The Red List of Endangered Crafts was first created in 2017 to raise awareness of disappearing traditional skills in the UK.

Cut crystal glass-making was one of 12 new crafts, including quilting in a frame and making rattan furniture, added to the critically endangered category.

Blade said staff previously had their salaries or hours cut but were now all working their full hours again, adding staff should "not have to bear" short hours in the future.

HALF OF NURSING GRADS FACE UNEMPLOYMENT, UNION WARNS

A shortage of jobs means as many as half of all new nursing graduates could be left without work, the Royal College of Nursing Cymru has said.

Barely a week ago it was revealed newly qualified paramedics were being advised to look for work abroad because of a recruitment freeze.

One trainee said she had been left feeling "completely in the dark" while another said she had worked thousands of hours for nothing.

The Welsh government said it was committed to ensuring investment in NHS training was matched by "meaningful"

employment opportunities.

'Everyone is in shock'

Layla Cahill-Harris from Bridgend, a student in her final year on the Cardiff University nursing course, said the situation was "heartbreaking".

"[This is] the main topic in our groupchat – everyone is shocked to be honest," she told Dros Frecwast.

"We have worked 2,300 hours for nothing and we have come to the end waiting for a job and just a day before we start applying to the jobs, they say there are not enough."

Due to the health service bursary rules, she said some students must stay within Wales

for two years to repay it.

Trainee midwife Sophie Dodd, 31, added: "It's the uncertainty, we all feel very stressed.

"We all feel really passionate about being midwives and we know how much we are needed, but now we don't know what is going to happen."

The mother-of-two began her midwifery degree at Swansea University three years ago.

She juggled studying with looking after her two boys, aged six and four, with partner James.

The family had expected Dodd, from Treorchy, Rhondda Cynon Taf, to go straight into a job.

"It's been a very tough couple of days. We feel very let down. We're completely in the dark," she said.

She added she was worried about finding herself in competition for work with others from her university and that ad hoc shifts can be tricky to come by.

Increasingly complex pregnancies and births required midwives with the most up to date skills to support women and babies, she said.

"We've been on the shop floor, we know how stretched midwives are and how much we are needed," said Dodd.

ZAMBIA SECURES Foothold IN CHINA'S \$2 TRILLION JIANGSU ECONOMY



ZDA Director-General Albert Halwampa described the development as a transformative milestone in Zambia's investment promotion strategy. "Establishing ZDA's presence in Jiangsu Province is a strategic milestone that will enhance investor engagement and position Zambia to attract high-quality investments," he said.

Halwampa added that Zambia is targeting at least 10 per cent of Jiangsu's GDP in investment inflows, equivalent to about USD 2 billion, with priority sectors including mining, energy, manufacturing, and value addition.

Zambian Ambassador to China Ivan Zyuulu welcomed the partnership, describing it as a positive gesture that will deepen economic cooperation between Zambia and China. Meanwhile, Jiangsu Industrial Cooperation Association Director Chen Weimin said the initiative responds to growing interest among Chinese investors seeking opportunities in Zambia.

The ZDA and the Zambian Embassy in Beijing are currently conducting a joint investment promotion roadshow in China, positioning Zambia as a leading investment destination in Africa.

BY STAFF REPORTER

The Zambia Development Agency (ZDA) has secured a landmark strategic partnership with the Jiangsu Industrial Cooperation Association, a network of over 5,000 enterprises, aimed at boosting

investment inflows from China into Zambia.

The partnership, formalised in Jiangsu Province, one of China's most economically powerful regions with a GDP exceeding USD 2 trillion, is expected to drive at least USD 2 billion in

new investment into Zambia.

As part of the agreement, the Association has offered ZDA complimentary office space in Nanjing, along with administrative support for staffing, at no cost to the Zambian Government.




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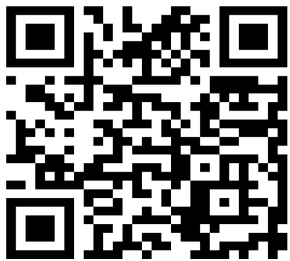
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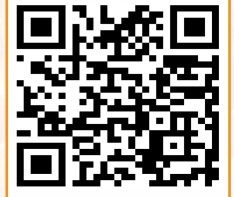
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Nanga Farms Limited is a large, irrigated sugarcane estate situated 25Km Northeast of Mazabuka in the Southern Province of Zambia. The company is part of the ABF Sugar Group, and its main

activities are the cultivation of 2,860 hectares of sugarcane and the rearing of 1,400 head of cattle. The Company now invites applications from suitably qualified people

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Konkola Copper Mines (KCM) Pic a subsidiary of Vedanta Resources, is one of the largest copper producers in Zambia. The company's growth trajectory presents exciting opportunities to leverage minerals and human resources to enhance stakeholder value and become Zambia's pride.

To support this vision, KCM is recruiting.

REQUIREMENTS AND QUALIFICATIONS

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 - ✓ Recently Graduated Strong analytical and problemsolving ability.
 - ✓ Comfortable working with data. Proactive attitude and eagerness to learn new tools and technologies.
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 - ✓ Experience with data analysis projects or tools (Power BI, Tableau).
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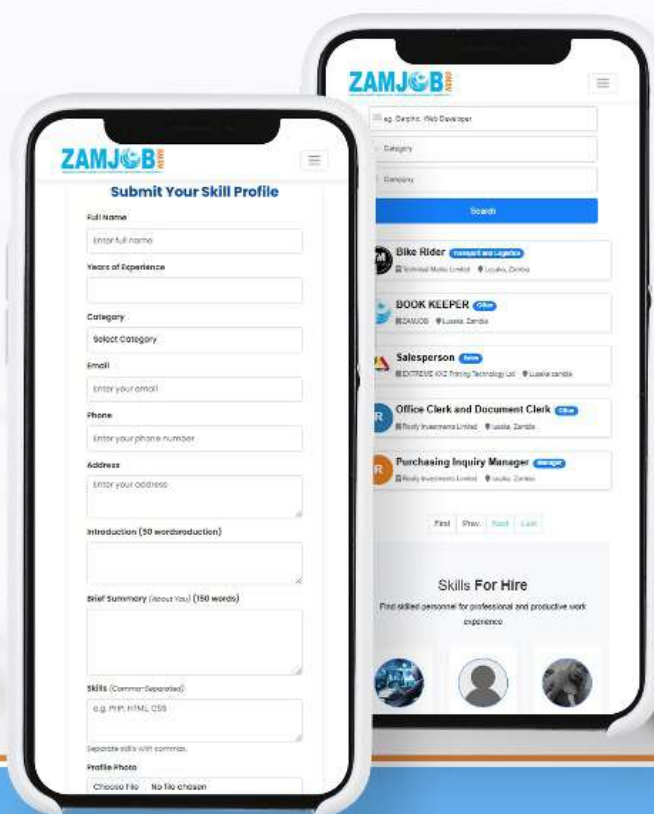
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OTHER

INNOCENT MWANZA MULEYA

Sales and Marketing certificate, Professional communication skills certificate Catering and Hospitality certificate.
contacts; +260 976 087 099, +260 770 495 036

ALEX

Repair all types of TV & Radio
Phone: +260977787737

KELVIN

Phone Repairer
Phone: +260978216044

GIFT

Phone Repairer
Phone1: +260977639415

MOSES MWEPU NKOSHA

Water pump repair and installation
Phone1: +260961577458.
(Ndola)

MALIKI TWALIBU

malikitwalibu38@gmail.com
General Agriculture
I am available for hire
Contact 0979583172/0967415149

PAINTERS

RICHARD KACHONGE

Building paint located in Lusaka with my years on painting experience. Contact me for quality work. I also do plumbing and plastering
CONTACT: +2609665230945

ED PHIRI

For vchle painting contact me on
CONTACT: +260977725760
Lusaka Mutendere

SUKEE

Auto build repairing and painting , I am found in Lusaka on Kasuba road light industrial area.
Will restore you vehicle to how it was
CONTACT: +260977647263
Reference: Mr Bwalya 0961181793

MORRIS KAMALAMBA

Am an experienced wall and building painter painter based in ndola. Able to paint new building with quality finishing
CONTACT: +260979548132

PLUMBER

CHARLES SHINAKA

Phone1: 0974686500
Phone2: 0763402724
(Ndola)

WESTON SINKALA

Phone1: 0769712130
(Ndola)

JOHN BANDA

Phone1: 0972743995
(Ndola)

MUTAMBO E

Phone1: 0979218629

SHOP AND HOUSE KEEPER

OLIVIA

Am honest with good money accounting skills.
Phone: 0967050445 / 0967050445
For reference Call Mrs C Tembo
0955450620 Ndola

ROSE

I have worked a shop keeper, am currently available for a similar Job am based in Ndola. Call me on
Phone: 0962898764 / 0967582168 / 0962593639
(SHOP KEEPER)

ALICE

Am the house helper you can trust call me on. I have 3 years work expreience
Phone1: +260958125895
(HOUSE HELPER)
Reference: Mrs Bwalya +260963044536

BLESSING DAKA

5 years work experience as house helper in Lusaka call me on
Phone: +260777359339
(HOUSE HELPER)

SECURITY

KANYANTA MARTIN

Am a free-lance security officer with work experience from reputable security firms in Zambia
Phone: 0960524552 / 0769483204

SALES AND MARKETING

LAZAROUS KATONGO

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CHIMI

Am a tailor and designer specialized in children cloths, am on call any time and I operate form Lusaka. Find me on: Phone: 0768199768

MRS NGOMA

Am a tailor and designer specialized in children cloths, am on call any time and I operate form Lusaka. Find me on :
Phone: 0977173282

ENESS

Am a tailor and designer specialized in children cloths, am on call any time and I operate form Lusaka. Find me on :
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Am a tailor and designer specialized in children cloths, am on call any time and I operate form Lusaka. Find me on :
Phone: 0772821805

MOSES

Am a tailor and designer specialized in mens and children cloths, am on call any time and I operate form Lusaka. Find me on :
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MICHAEL CHIMOWA,

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DAVID PHIRI

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NALIULO NALIULO

Call: +260 97 7224129

PHYSIOTHERAPIST

THEMBIE MABIZA

Call: +260 97 8259303

LANDSCAPING

ANDYMARK SAKALA

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+260 95 4073255

CHRISTOPHER KAPALU

Phone: +260 96 1962001

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OTHER

CHRISTOPHER KAPALU

Phone: +260 96 1962001

Engineering, House building, Two stories and above, swimming pool, landscaping, paves, plumbing, electrical, roofing, ceiling, etc
Reference: Mr M Tembo
Ndola

JOHN NSULULU

Phone: +260 95 59221150

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Reference: Mr M Tembo
Ndola

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JOHN

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GOV'T RECRUITS 3,205 HEALTH WORKERS

BY STAFF REPORTER

Government has recruited 3,205 health workers under the 2025 recruitment exercise, with the names of successful candidates expected to be published in public newspapers tomorrow.

Announcing the development at a press briefing in Lusaka this morning, Civil Service Commission Chairperson Dr. Choolwe Beyani said the recruitment process was conducted in two phases, beginning on December 16, 2025. Phase One involved promotions and transfers of serving officers, while Phase Two focused on first appointments into the Civil Service.

Dr. Beyani explained that the exercise was part of government's continued efforts to address



challenges in access to healthcare services across the country. He emphasized that the process was conducted transparently through Human Resource Management Committees at provincial and district levels, with national oversight to ensure smooth implementation.

The Commission made 2,149 promotions and transfers, resulting in 2,205 first-time appointments.

An additional 1,000 appointments were made to fill vacancies arising from natural attrition, including retirements, resignations, unpaid leave, deaths, and non-renewal of contracts. This category also included persons with disabilities and cholera volunteers.

The recruited health workers span across multiple categories:

- 240 medical doctors
- 997 nurses

- 194 registered midwifery nurses
- 390 clinical officers
- 138 environmental health staff
- 140 laboratory staff
- 138 pharmacy staff
- 90 community health assistants
- 32 dental staff
- 49 medical physicists
- 43 radiography staff
- 51 obstetrics staff
- 3 orthopaedic prosthetics staff
- 28 physiotherapy staff
- 109 general workers
- 67 administrative staff

Successful candidates will collect appointment letters between April 20 and April 30, 2026, at designated provincial centres, while those appointed under natural attrition will collect theirs from the Public Service Management Division.

MOTORISTS TO PAY TOLL FEES VIA MOBILE MONEY

BY STAFF REPORTER

The National Road Fund Agency (NRFA) has rolled out mobile money payment options at toll gates nationwide, a move aimed at enhancing convenience and improving efficiency for motorists.

NRFA Public Relations Manager Alphonsius Hamachila said the new system will operate alongside existing payment methods, including the E-Toll Card and cash payments. He explained that the introduction of mobile money provides motorists with three accessible payment options,

expected to ease congestion at toll gates, improve traffic flow, and enhance customer experience.

Hamachila clarified that the mobile money option will not be available at toll gates operated under Public Private Partnership (PPP) arrangements.

Meanwhile, NRFA ICT Manager Mumba Mubili said the initiative is part of the Agency's broader digital transformation agenda, designed to modernise toll operations and strengthen revenue collection for road construction, rehabilitation, and maintenance.

Motorists have welcomed the development, describing the



mobile money process as simple, secure, and fast. Toll collectors only require a motorist's mobile

phone number, after which a prompt is sent to approve the transaction.

DID YOU KNOW?

The job market today is more dynamic than ever. Technology, globalization, and shifting economic priorities mean that careers are less linear and more adaptive. Employers are not only looking for technical skills but also adaptability, creativity, and resilience. Recognizing this reality is the first step toward positioning yourself effectively.

Flexibility matters: Many industries are evolving rapidly; being open to change increases your chances of staying relevant.

Transferable skills: Communication, problem-solving, and digital literacy are valued across sectors.

Networking: Opportunities often come through connections rather than formal applications.

Crafting a Strong Professional Identity

Your professional identity is how you present yourself to employers, colleagues, and the wider world. It's more than a CV—it's the narrative of who you are, what you stand for, and where you're going.

Personal brand: Define what makes you unique. Are you a problem-solver, a creative thinker, or a reliable executor?

Consistency: Align your CV, LinkedIn profile, and portfolio so they tell the same story.

Visibility: Share insights, articles, or projects online to demonstrate expertise.

Think of yourself as both a professional and a storyteller. Employers want to see not just what you've done, but how you think and what you aspire to achieve.

Building an Effective CV and Cover Letter

Your CV and cover letter are often the first impression you make. They should be clear,

concise, and tailored to each role.

CV tips:

Keep it to 1–2 pages.

Use action verbs (e.g., “led,” “designed,” “implemented”).

Quantify achievements (e.g., “increased sales by 20%”).

Cover letter tips:

Address the hiring manager directly if possible.

Show enthusiasm for the role and company.

Highlight how your skills solve their problems.

Remember: a CV shows what you've done, while a cover letter explains why you're the right fit.

Preparing for Interviews

Interviews are not just about answering questions—they're about demonstrating confidence, curiosity, and alignment with the company's values.

Research: Know the company's mission, recent projects, and challenges.

Practice: Rehearse common questions like “Tell me about yourself” or “What's your greatest strength?”

STAR method: Structure answers with Situation, Task, Action, Result.

Ask questions: Show interest by asking about team culture, growth opportunities, or upcoming projects.

Employers often remember candidates who ask thoughtful questions—it signals genuine engagement.

Networking and Relationship Building

Networking is not about collecting contacts; it's about building meaningful relationships.

Attend events: Industry

conferences, workshops, or webinars are great places to meet professionals.

Leverage LinkedIn: Connect with peers, share content, and engage with discussions.

Mentorship: Seek mentors who can guide you, and offer mentorship to others when possible.

Strong networks often lead to opportunities that never make it to job boards.

Lifelong Learning and Upskilling

Employers value candidates who invest in their own growth. Continuous learning keeps you competitive.

Online courses: Platforms like Coursera, Udemy, or LinkedIn Learning offer affordable skill-building.

Certifications: Industry-recognized credentials can boost credibility.

Soft skills: Emotional intelligence, leadership, and adaptability are increasingly important.

Think of learning as a career-long habit, not a short-term fix.

Navigating Career Transitions

Changing jobs or industries can feel daunting, but it's often necessary for growth.

Identify transferable skills: For example, project management applies across industries.

Start small: Freelance, volunteer, or take side projects to gain experience in a new field.

Be patient: Transitions take time; persistence is key.

Career shifts are not failures—they're opportunities to realign with your passions

and strengths.

Balancing Passion and Practicality

While following your passion is important, balancing it with financial stability and market demand is crucial.

Passion projects: Pursue them alongside your main job until they're sustainable.

Market realities: Research industries with growth potential before committing.

Hybrid approach: Combine passion with practicality—for example, a creative professional who also learns digital marketing.

This balance ensures both fulfilment and security.

Resilience in Rejection

Rejection is part of the job search process. What matters is how you respond.

Seek feedback: If possible, ask why you weren't selected.

Reflect: Use rejection as a chance to improve your CV, interview skills, or networking.

Stay positive: Every “no” brings you closer to the right “yes.”

Resilience is often the difference between those who succeed and those who give up.

Long-Term Career Strategy

Think beyond the next job—consider where you want to be in 5–10 years.

Set goals: Define short-term (skills to learn), medium-term (roles to aim for), and long-term (career vision).

Adapt strategy: Revisit goals regularly as industries and personal interests evolve.

Invest in relationships: Long-term success often depends on the people you know and trust.

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COPPER QUEENS COACH NORA HÄUPTLE OUT OF BRAZIL FIFA SERIES

BY STAFF REPORTER

The Football Association of Zambia (FAZ) has announced that Copper Queens coach Nora Häuptle will not be part of the FIFA Series tournament in Brazil due to ongoing contract negotiations.

FAZ Acting Deputy General Secretary Iva Lengwe explained that Häuptle had proposed amendments to her current contract, leading to drawn-out negotiations that ruled her out of the Brazil assignment.

“We regret to announce that Häuptle will not lead the Copper Queens in Brazil as a result of ongoing re-negotiation for



amendments to her current contract,” Lengwe said. He added

that Häuptle will travel to Lusaka in the coming days to resolve

outstanding issues professionally.

Lengwe confirmed that Assistant Coach Charles Haalubono will take charge of the Brazil assignment and will receive full support from FAZ.

He also urged the public to rally behind the Copper Queens as they begin their FIFA Series campaign, which is being used as a platform to prepare for the Women's Africa Cup of Nations (WAFCON).

Lengwe acknowledged that some players faced visa delays but confirmed that all summoned players have since departed for Brazil. He noted that injuries had hampered original plans, but replacements were arranged.

The Copper Queens will face Brazil tomorrow Tuesday, and South Korea on April 18.

CASTLEBET SPONSORS ESTHER PHIRI'S FINAL FIGHT

BY BBC REPORTER

Zambian boxing legend Esther Phiri has announced CastleBet as the official main sponsor for her final professional fight, “All Ladies Fight Night”, in a major boost to her dream of building a community boxing gym in Mtendere.

CastleBet has injected K170,000 into the event, a powerful show of support for female boxing and grassroots development.

CastleBet Managing Director

Margret Kambikambi said the sponsorship reflects the company's commitment to boxing and celebrates Esther Phiri's inspiring return to the ring.

Phiri's manager, Gift Phiri, expressed gratitude, noting that the sponsorship supports not only the fight but also the vision of a community gym that will nurture young boxers. The gym aims to provide training in boxing while also promoting discipline, mentorship, financial literacy, entrepreneurship, mental wellbeing, reading, and writing.

“This is more than boxing. It is about shaping champions in the ring and champions in the community,” Gift Phiri said.



Young professional boxers also thanked Esther for paving the way and shining a light for the next generation.

Fans are invited to witness the future of female boxing on 24 April 2026 at Scream Club Night Club,

KK Mall, with gates opening at 14:30hrs.

The event is powered by the Ministry of Youth, Sport and Arts and sanctioned by the Zambia Professional Boxing and Wrestling Control Board.