



# **COMPANY PROFILE**

2023

# WHO WE ARE

SHESAT Company Limited is an Occupational Health, Safety, Social and Environmental service Consultancy. Partnering with our clients and various organizations, we have established ourselves as a successful and reputable independent consultancy company providing a truly professional occupational health, safety, Social and Environmental service in the industry. SHESAT has been providing multidisciplinary services in Road Safety and HIV/AIDS awareness programs, project design, monitoring and evaluation, Risk assessment and management, Provision of PPEs and other occupational health and safety Equipment, as well as development services

To date it has successfully completed separate assignments in Tanzania for government organizations and private sector clients. SHESAT personnel and other resources have been utilized on several Mega development projects such as Standard Gauge Railway, Dodoma Ring Road and Msalato International Airport to mention a few, in undertaking participatory project design implementation, management and evaluations; research/studies, training as well as a variety of assignments in various specialist disciplines.

Using extensive interdisciplinary expertise acquired through many years of hands on and field experience, we are committed to ensure sustainable, cost effective and innovative solutions in providing healthy, socio-economical, safety and environmental services. Our company brings together a team of talented, experienced and highly qualified professionals that allows us to provide a robust and complete service to our clients.

## OUR MISSION

To provide premier safety, health and Environmental services designed to reduce workplace injuries and illnesses, which promotes client profitability and sustainability

## OUR VISION

To set the standard in safety, Health, Environmental management and workplace risk management.



## WHAT WE DO

**SHESAT (Social Health Environment Safety Tanzania)** being a company with multidisciplinary professionals, we provide integrated, consistent, stable and sustainable solutions towards implementation of Social, health, Environmental and Safety related activities in development projects to enhance socio-economic satisfaction

### Occupational Health and Safety Services

Provisions of Management services on the following;

- Occupational Health Safety (OHS) consultation
- Placement of Safety, Environmental, Social and Health experts in various construction projects
- Conduction Road Safety awareness programs to construction companies' staff and Labourers and immediate communities along around development projects
- Educating the society about HIV/AIDS and STDs (Sexual Transmitted Diseases), behavioral change and use of protections (Condoms) to reduce new transmission of HIV/AIDS through awareness campaigns, testing sites and provision of Counselling and HIV testing on voluntary basis
- Environmental Social, Healthy and safety Management Plan (ESHS MP)
- Provision of HSE Resources and legislative Compliance
- Procurement of PPEs and other health and safety Equipment
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- Job Safety Analysis

SHESAT implement proactive measures in prevention and management of occupational diseases by ensuring, facilitating and monitoring the following programs (but not limited to):



**Medical Surveillance** - a planned program of periodic examination (which may include clinical examination, biological monitoring or medical tests) of employees by an Occupational Health Practitioner or in prescribed cases, by an Occupational Medicine Practitioner

**Pre-placement medical examination** – conducted prior to employment. It assists in ensuring that employees correctly placed according to their medical compatibility to the job.

**Periodic health screening** – conducted periodically during the employee's stay with the organization to monitor their health status and early detection of occupational and non-occupational disease and their management.

**Transfer medical examination** – conducted when an employee is transferred to a new job to establish fitness for duty in his/her new position

**Health Risk Assessment (HRA)** - a multidisciplinary approach in the development and a prerequisite for Medical Surveillance.



## Environmental Management Services

SHESAT specializes in environmental management services. Emphasis is on the provision of environmental awareness through legal compliance, environmental

systems integration, and strategies to maintain natural habitats, landscapes and environmental integrity.

Management Practices Include:

- Waste Recovery
- Integration of Environmental Systems
- Development of Environmental management Plan (EMP)
- Environmental Impact Assessment (EIA)
- Evaluation of Environmental Compliance
- Management of Sound Environmental Practices for Aquatic and Land Based Ecosystem

## OCCUPATIONAL SAFETY MANAGEMENT SERVICES

SHESAT enables the client's project to proactively identify risks and place measures to prevent and / or minimize incidents through communication and implementation of requirements; awareness creation and monitoring. And following are the services but not limited

- Multidisciplinary Risk Assessment – comprehensive study on weaknesses, strength, opportunities and organizational through line feedback including the business drivers; to proactively identify internal and external factors that pose a safety risk to operations.

- HSE Site Management support – comprehensive HSE site support through identification; awareness creation; implementation of processes for incident prevention, monitoring and reporting.

- Coaching Safety Professionals– leveraging on vast experience the SHESAT possess to share and provide support to the Professionals for effective safety compliance drive, buy in by workplace stakeholders so they confidently support and guide the business to meet the safety objectives.

- Safety related motivational speaking, presentation to facilitate commitment (or recommitment) by the organization on 'why safety in our work place'. SHESAT Consulting will leverage on personal experience that applies to the organizational line that is; from Executives to the frontline employee including service providers and Safety Professionals.

Through Organizational Line Safety Conversation – a facilitated conversation to ensure the beliefs, values and expectations are aligned from top to bottom of the organizational line.

Safety Strategy / Operational Plan– facilitate the development of the safety medium- or long-term plan, plan change management strategies and facilitate the development of tracking and monitoring tools to ensure thorough implementation and review.

Safety, Health and Environment files development – development of risk-based plan informed by the scope of work and any other external factors that will pose a risk or opportunity to the business operation.

Occupational Hygiene Monitoring  
 Conduct surveys (Noise, Illumination, Ventilation, Indoor Air)





## SHESAT STUCTURE, MANAGEMENT AND STAFFING STRUCTURE

SHESAT is structured to realize its vision to Empower marginalized Community for improved standard of living and Community development at large.

To better meet those goals SHESAT is administered by a team of members with long working experience in the field of training facilitation, project planning, monitoring and evaluation and other consultancy services on our reach. SHESAT always seeks to work in the realms of addressing and tackling various Health, Safety, Environmental and social problem and challenges facing the Tanzania community.

Administrative staff of **SHESAT** has a team of qualified, energetic and experienced experts to perform various fields and managerial work

## CAPACITY IN RELEVANT HUMAN RESOURCE

SHESAT is composed by the required professionals who are highly qualified and experience. They have a wide range of social and economic experiences in participatory project circle management; SHESAT started working as a subsidiary company under the umbrella of TANZANIA SOCIAL WORK INITIATIVE COMPANY LIMITED as our staff gained experience and got accustomed to set of skills in the Environmental, social, safety and Health management and the construction industry and its associated activities until when we got our independent registration in 2020. Our company has experts that are crucial and who have been successfully implementing demand of development projects in Tanzania. Below are some of the projects that we have undertaken;



1. Preparation of Road Safety Awareness Program along Upgrading of Mkange-Tungamas-Pangani Road (120.8 km) including Pangani (Bridge 16 Baumen Standard, Lot 2: Construction of Pangani Bridge (525 ml & Upgrading of it Approach Roads (14.3 km). Ushongo Spur Road (5.9 km) and Pangani Access Road (5.4 km) (2023 to 2024).

2. Preparation Of Road Safety Awareness Campaigns Along the Upgrading of Ntendo- Muze-Kilyamatundu (179km) To Bitumen Standard; Lot 1: Ntendo-Kizungu Section (25km) Sumbawanga-Rukwa Region, Tanzania for China Geo Engineering Corporation (2022 to 2024)

3. Preparation of HIV/AIDS awareness campaigns in the upgrading of Ntyuka junction-Mvumi-Kikombo junction (76km) and Chololo-Mapinduzi (TPDF HQ) 5km to bitumen standard, Dodoma region, Tanzania for CHICO (China Henan international corporation group co., ltd) staff and communities along the road

3. HIV/AIDS Awareness Campaigns in The Construction of Msalato International Airport Phase One; Lot 1; Package 1: Infrastructure to Sinohydro Corporation Ltd in joint venture with Beijing Sino-Aero Construction Engineering Co., Ltd and China jiang XI International Economic and Technical Cooperation Co., LTD personnel, staff and surrounding communities (2022-2024)
4. Placement Of Safety, Environmental, Social Experts in Tanzania Intermodal Railway Project: Railway Track Structures Rehabilitation Works, Package B, Lot 2: Itigi Isaka Section (346 Km) And Tanzania Intermodal Railway Project: Railway Track Structures Rehabilitation Works (Bridge and Culverts), Package B, Lot 1: Kilosa - Itigi Section (343 Km) (2021-Present)
5. Spot improvement works along Sanawari-Oldonyosapuk road(0.7Km) (from 2021- resent)
6. Provision of environmental and safety experts for the standard Gauge Railway Lot 5: Isaka -Mwanza (341Km) (section 2; Malampaka - Shinyanga) (2021Present)
7. Provision of Environmental Expert for the construction of Tanzania Intermodal Railway Project; Railway Track Structures rehabilitation works (Bridges and Culverts), Package B, Lot 1; Kilosa-Itigi Section (343 Km) (2018 2021)



8. Road Safety Awareness Campaigns for Construction of Mpemba – Isongole Road Project (50.3km) to bitumen standard (April 2020- April 2021)
9. Consultancy service for Economic evaluation, detailed Engineering design, Environmental and Social Impact Assessment and preparation of Tender documents for Construction of Dodoma Outer Ring Road (km 108) in association with Crown Tech Consult Ltd. Main activities were Social Impact



10. Assessments, Community sensitization about the project, Resettlement Action Plan Activity (April 2017)
11. Road Safety awareness for Upgrading/Rehabilitation/Improvement at Nguvumali road, Jamat Khan Road, Street 8, Feeder Drains to Duga & Mabawa, And New Bus Stand & Lorry Parking Area” at Tanga City Council under Tanzania Strategic Cities Project (TSCP)
12. Consultancy Services for Musoma-Makojo-Busekela 92 km road project, in association with Crown Tech Consult Ltd. December 2015. Main activities were Social Impact Assessments, Community sensitization about the project, Resettlement Action Plan Activity (December 2016- December 2017)

## ACTIVITIES DONE BY SHESAT

1. Conducting HIV/AIDS for communities along roads, Airports and surrounding communities, mining and water projects,
2. Assisting communities to plan operate and manage their own water supply and sanitation facilities and providing them with sanitation and hygiene education. Promotion of women participation in water and sanitation projects, assisting them on Facility Management Plan (FMP) and also Hygiene, Sanitation and HIV/AIDS Plan.
3. Preparation of Environmental Social, Healthy and safety Management Plan (ESHS MP) and its supervision
4. Establishment of research for household survey for families who need palliative care and practice of palliative care at Home Based Care
5. SHESAT Team Provided expertise in promoting communities' active participation in construction and management of rain water supply and sanitation facilities; assisting communities to plan and organize themselves and establish WATSAN committees, promotion of women status in managing water projects and training communities on finance mobilization and management and formation of Water Users Association (WUA).
6. SHESAT Team Provided expertise in sensitizing communities on Road safety and proper use of road.
7. Conducting Seminars, Workshops, Conferences concerning social activities,
8. Conduction Social Impact Assessment, Resettlement Action Plan and Environmental Impact Assessment





9. Establishing Vocation Training Centre for People living with Disabilities.
10. Conducting Road Safety for communities along road projects at large.
11. Establishing Foundation for helping vulnerable children and families especially for education matters and shelters.
12. Sensitize communities with Environmental issues, Hygiene and Sanitation matters.

## WORKING PARTINERS

SHESAT is working with government institutions, local NGO's and International organizations. We are also member of Tanzania Association for Social Workers Organization (TASWO) and Tanzania Palliative Care Association (TPCA).



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CHINA GEO-ENGINEERING CORPORATION





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