



The city of Harare



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25 March 2022

SUNSHINE NEWS



Performance contracts keep Directors in check, PS Muguti

By Staff Reporter



Permanent Secretary Mr Tafadzwa Muguti

The signing of Performance Contracts by City of Harare directors is important because it serves as a documented commitment to deliver services that satisfy the residents and stakeholders in Harare, Permanent Secretary for Provincial Affairs and Devolution for Harare Metropolitan Province Mr Tafadzwa Muguti has said.

The contracts help improve the ease of doing business. He was speaking at the signing ceremony of performance contracts by the city's directors.

"I am happy that we have stakeholders who are witnessing the signing of the contracts and will also participate in the evaluation of the targets. Participatory Monitoring and Evaluation is important in ensuring that the directors are accountable to the stakeholders," he said.

"I urge the stakeholders here to help in monitoring performance. The constitution is very clear. It mandates the Government to adopt and implement measures that develop efficiency, competency and accountability in the public sector," said Mr Muguti.

He said performance contracting is one such measure that will promote accountability for results. Mr Muguti said gone are the days when organisations develop blueprints, shelve them and forget about them.

"The Second Republic is about action and results. As the Secretary for Provincial Affairs and Devolution, I must perform and my achievements are through the local authorities and government departments under my jurisdiction. Harare as the big brother must lead by example through performance and ensuring the following:

- i. Water: That residents have access to potable water and the waste water must be managed effectively.
- ii. That waste is collected regularly: we do not want to continue trending as a dirty city. Town Clerk the situation is

Mbare must be urgently addressed. We cannot allow a situation where our residents are exposed to diseases caused by poor sanitation and management seems unmoved.

iii. Roads must be rehabilitated: Last year Harare scored poor on ERRP2 yet the resources were available. I expect good performance this year and if this is not achieved heads must roll.

iv. Housing: the City must provide housing and serviced stands. The land barons chaos is caused by the inability of the City to perform in this area. Residents are duped because you have failed to perform your mandate fully. Town Clerk, I want order in the Housing Division

v. Social Amenities: the targets being signed for here must speak to improvement in the quality of the social amenities

vi. Health : The City must ensure universal health coverage, which aims to ensure access to essential health services and safe, effective and affordable essential medicines and vaccines for all people. To achieve universal health coverage, reforms should focus on strengthening primary health care to ensure equity and cost effectiveness.

vii. Resource mobilisation and financing of capital projects: This is critical if the City is to efficiently provide services

viii. Audited accounts: Your Worship any bankable institution must be up to date in terms of audits

ix. Utilisation of devolution funds: this is one area where the City performed badly and you need to improve on that. Government is providing resources to enhance service delivery and the City must utilise those resources to transform the lives of the residents of Harare. Major focus has been on Water, Sanitation and Hygiene and we expect results from that area.



We will deliver, Eng Moyo

STAFF REPORTER



Acting Town Clerk Eng Phakamile Moyo

Acting Town Clerk Eng Phakamile Moyo is confident the city will deliver its targets and provide decent services to Harare residents.

Eng Moyo was speaking at the signing ceremony for Performance Contracts for Heads of Departments.

“When I signed for my Performance Contract on the 10th of February 2022, before the Mayor, I was confident that my

lieutenants will deliver. This has been the case because I perform through the Heads of Departments,” he said.

“So today they are here to commit to the achievement of the agreed targets. Your Worship, we set these targets, agreed upon them and we further shared these targets with Councilors last weekend. So the targets that are being signed for today took into account the input from the policy makers.”

He said the policy makers are the elected representatives of the residents of Harare and he believes that when they were contributing, their aim is to ensure that Council provides the services that are demanded by the citizens.

He said the city’s mandate as a local authority is to provide services and charge tariffs or taxes for that as stipulated in our Urban Councils Act Chapter (29:15).

“For us to be able to evaluate whether we are performing our mandate fully, we must have targets and be able to monitor and evaluate performance. The first step towards accountability for results is the signing of the contracts.,” he said.

“As your Town Clerk, I am fully aware that issues of performance are not the characteristics of us and has never been part of our menu, but let me assure you that, this administration is ready to transform and embrace the new performance culture. Residents of Harare, the Government of Zimbabwe and all our key stakeholders expect us as the Capital.

Harare cannot do it alone, Acting Mayor Mutizwa

STAFF REPORTER



Acting Mayor Cllr Musarurwa Mutizwa has invited city stakeholders to join hands with Council to improve service delivery.

Speaking at the signing ceremony of the agreement between City Of Harare and VEI for the Waterworx project Cllr Mutizwa said City of Harare alone cannot win the battle of service delivery.

“What is needed is the collaboration of different role players using their different and unique capabilities. Partnerships between local authorities, civil society organisations development partners and non-governmental organisations is critical in

improving the delivery of services in Harare,” he said.

“In a nutshell partnership can be an effective alternative model of service provision and the relationship between Harare and VEI attests to this. Ladies and gentlemen allow me to commend VEI for assisting the City of Harare in the development of a pro-poor policy.”

Cllr Mutizwa said the first sustainable development goal speaks to ending poverty in all its forms and this can be done through the implementation of programmes that promote access to services such as water and sanitation facilities.

He said by assisting the City in the development of the Policy VEI has demonstrated its commitment to the achievement of the concept of leaving no one and no community behind.

“This is critical for sustainable development as our services must be inclusive in all aspects in terms of accessibility and affordability. Apart from developing the policy, VEI funded the connection of 2000 properties in Hopley as part of broader measures to ensure access to potable water and providing universal access to basic social services. We are grateful for that.”

“Allow me to assure our partners that they have support from both the political arm and administrative arms of Council. We believe that if we continue working together we will be able to positively transform the lives of the residents of Harare.”

Performance agreements to ensure targets are met

STAFF REPORTER



Department of Housing & Community Services Acting Director, Mr I. Sithole (L) & Acting Town Clerk Eng. P. Moyo (R)

Council is deliberately adopting performance contracts for management and employees to ensure that what is agreed on as targets is implemented and measured, Acting Mayor Cllr Musarurwa Mutizwa has said.

Speaking during the signing ceremony of performance contracts by City directors Cllr Mutizwa said the signing of the contracts was part of the city's efforts to institutionalise performance management.

"This whole process began with the launch of the whole of Government performance management system by the Government in December 2020. On the 10th of February 2022, Town Clerks, Town Secretaries and Chief Executive Officers of State-owned enterprises and parastatals signed performance contracts," he said.

"Today we are here with the directors who are signing their performance contracts demonstrating their commitment to delivering on the targets as agreed. I have always said what's measured gets done."

He said the ability to manage the performance of Council is critical to its success as it enables it to assess whether its achieving its targets

"It helps us to ensure that we are focused on our key priorities that is delivering water to the residents of Harare, collecting waste from the households, rehabilitating and constructing roads, providing modern housing and social amenities, providing primary health care, ensuring citizen safety, managing our environment and putting in place measures to mitigate against the adverse effects of climate change."

"All these services we offer are clearly outlined in the performance contracts for Directors that are being signed today.

Ecocash system now live

VONGAI K FARIREPI

Harare residents can now pay their bills online using the Ecocash platform and have their accounts credited instantly.

The Ecocash platform was not live and residents had to send proof of payment to the city's accounts department but that is now a thing of the past after the system was upgraded.

Speaking to this publication, Eng Moyo said had distributed the January and February bills and was in the process of finalising the March statements.

Eng Moyo urged all business repairs to pay all the bills on time to allow council to dispatch its service delivery mandate without hindrance.

"The City of Harare is now using a live Ecocash platform which allows bills crediting within minutes of transactions.

"Bills can also be paid at all our revenue offices, we are currently finalizing with banks for e-banking facilities were residents can transact and pay bills at the comfort of their homes and should be available in the few weeks for your

convenience," said Eng Moyo.

On service delivery Eng Moyo said Council has increased water production from 220 mega litres to an average of 350 mega litres per day.

"The water coverage has increased from about 40 percent to about 65 percent which means that there are suburbs which have not been receiving water so, we expect residents who have started receiving water to commence payment of bills as well.

Eng Moyo said it is evident from upper Manyame catchment council that, sales of water from water delivery trucks have gone up by at least 60 percent which means more people are accessing water from City of Harare.

"We expect that those who have stopped buying water to also pay to the council, we are in the process of restoring new metres in areas which have not been receiving water so that we can be able to charge you for actual assumption."

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HARARE TO ACHIEVE A WORLD CLASS CITY STATUS BY 2025

CITY HEALTH DEPARTMENT

VACANCY NOTICES

City of Harare is inviting suitable applicants for vacant positions that have arisen in the City Health Department.

City of Harare is an equal opportunities employer

For further details, visit www.hararecity.co.zw

POSITION : ORAL HEALTH OFFICER (DENTAL OFFICER) (1 post)
GRADE : 5
LOCATION : CLINICS AND HOSPITALS
REPORTS TO : HEAD ORAL HEALTH SERVICES

Applicants are invited from suitably qualified and experienced Dentists to fill in the above vacant position.

JOB OBJECTIVE

To provide effective, efficient and adequate management of oral health services plus supervision of subordinates.

KEY RESULT AREAS

- Provides dental treatment to patients in conservation, prosthetics, orthodontics, periodontics, minor oral surgery, preventive dentistry and referral of patients requiring treatment that may not be provided at the clinic.
- Direct supervision of the Gershon Dental clinic staff.
- Plans, manages and co-ordinates oral health activities.
- Teaches dental students on internship and dental staff.
- Attends district meetings involving other stakeholders.

QUALIFICATIONS AND EXPERIENCE

- Basic Dental Degree (BDS)
- Professional Registration and Practising certificates a must.
- At least 1 year practical working experience as a Dental Practitioner

KEY COMPETENCES

- Ability to work long hours, often under pressure.
- Good practical skills.
- Ability to solve problems.
- Effective decision-making skills.
- Good Leadership and management skills.
- Good communication skills and compassionate and a good bedside manner.
- Analytical ability.

POSITION : RADIOGRAPHER (1 POSITION)
GRADE : 8
LOCATION : BEATRICE ROAD INFECTIOUS DISEASES HOSPITAL
REPORTS TO : CHIEF RADIOGRAPHER

Applications are invited from suitably qualified and experienced candidates to fill in the above vacant position.

JOB PURPOSE

Responsible for a wide range of diagnostic imaging examinations on patients to produce images of high quality.

KEY RESULT AREAS

- Performs wide range of diagnostic imaging techniques
- Performs basic ultrasound procedures
- Maintains quality assurance for the radiology unit
- Implements patient care and advocate for patients

QUALIFICATIONS AND EXPERIENCE

- Degree in Radiography

- GCE Advanced Level Sciences
- Professional registration and current practising certificates a must
- At least 1 year working experience

KEY COMPETENCES

- Ability to communicate effectively
- Ability to work effectively and efficiently, both independently and within a team
- Ability to handle pressure and work with minimum supervision

NB: THOSE WHO RESPONDED TO OUR PREVIOUS ADVERT IN NOVEMBER 2021 SHOULD NOT RESPOND TO THIS ADVERT.

POSITION : REGISTERED GENERAL NURSE (185 POSITIONS)
GRADE : 9
LOCATION : HOSPITALS & CLINICS
REPORTS TO : SISTER-IN-CHARGE

Applications are invited from suitably qualified and experienced candidates to fill in the above vacant positions.

JOB OBJECTIVE

Responsible for effective and efficient health care delivery at Municipal Hospitals Clinics

KEY RESULT AREAS

- Management of patients/ clients
- Supervision of junior staff
- Compilation of Health information
- Counselling of patients.
- Ordering of drugs and drug dispensing.

QUALIFICATIONS AND EXPERIENCE

- 5 O levels including English language and any other science subject
- Diploma in General Nursing
- Diploma in Midwifery or other post graduate qualification will be an added advantage
- At least 1 year experience
- Current practising certificate

KEY COMPETENCES

- Ability to communicate effectively
- Ability to work effectively and efficiently, both independently and within a team
- Ability to handle pressure and work with minimum supervision
- Should have human capital management and highly analytical skills
- Ability to provide people-centred care.

Applications clearly marked, on the envelope, the position being applied for, shall be addressed to The Human Capital Director, City of Harare, P O Box 1680, Harare, OR hand delivered to Records Office, Basement, Room B32, Rowan Martin Building, Harare, not later than 8 April 2022.



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INVITATION TO DOMESTIC AND INTERNATIONAL TENDERS

Tender Number	Site Visit	Closing Date and Time	Description
1. COH/S.14/2021	N/A	5- APRIL 2022 AT 10:00HRS	RE-TENDER FOR THE SUPPLY AND DELIVERY OF DESKTOP COMPUTERS.
2. COH/HWS.14/2021	30- OF MARCH 2022.	12th April 2022 AT 10:00HRS	RE-TENDER FOR THE REHABILITATION OF TRICKLING BIO-FILTERS, THE AUXILIARY WORKS AT FIRE AND CROWBOROUGH SEWAGE TREATMENT PLANTS
3. COH/CH.S.1/2022	28- 30- OF MARCH 2022 AT 1000HRS.	5th April 2022 AT 10:00HRS	SUPPLY, DELIVERY, INSTALLATION AND SERVICING OF FIREFIGHTING EQUIPMENT
4. COH/S.3/2022	22 MARCH 2022 at No.2 COVENTRY ROAD (MEETING PLACE)	5th April 2022 AT 10:00HRS	SUPPLY, DELIVERY AND INSTALLATION OF ELEVATORS
5. COH/DHCS.S.1/2022	23rd MARCH 2022 at No.2 COVENTRY ROAD (MEETING PLACE)	5 April 2022 AT 10:00HRS	SUPPLY, DELIVERY, INSTALLATION AND COMMISSIONING OF SOLAR SYSTEMS AT CITY OF HARARE DISTRICT OFFICES
6. COH/S.4/2022	N/A	12- APRIL 2022 AT 10:00HRS	ANNUAL SUPPLY OF SUPPLY AND DELIVERY OF REFUSE BAGS AND BIN LINERS
7. COH/DOWS.S.5/2022	N/A	12- April 2022 AT 10:00HRS	ANNUAL SUPPLY AND DELIVERY OF TRAFFIC CONTROLLERS, SIGNAL HEADS AND ACCESSORIES.
8. COH/S.7/2021	N/A	29- March 2022 AT 10:00HRS	RE-TENDER FOR THE SUPPLY AND DELIVERY OF UTILITY VEHICLES
9. COH/S.6/2022	N/A	3 MAY 2022	SUPPLY, DELIVERY, INSTALLATION AND COMMISSIONING OF AN ERP SYSTEM FOR THE CITY OF HARARE.
10. COH/S.7/2022	N/A	12- April 2022	SUPPLY AND DELIVERY OF OFFICE FURNITURE
11. COH/HWS.8/2021	6 APRIL 2022	19- April 2022	RE-TENDER: REHABILITATION OF CROWBOROUGH SEWAGE TREATMENT PLANT

Tenders to be in sealed envelopes and enclosed on the outside with the advertised Tender Number, Title of the Tender, the closing date and time which are submitted before the closing date and time at Town House (Room 108) addressed to: -

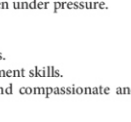
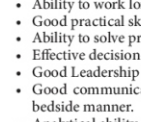
The Acting Town Clerk
City of Harare,
Town House,
Julius Nyerere Way,
Harare

Bidding documents with detailed specifications are obtainable from the Supply Chain Manager at Number 2 Coventry Road, Worthington, Harare upon payment of a non-refundable fee of ZWL\$1,500.00

ACTING TOWN CLERK

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Report any unusual conduct on hotline numbers: 0242-774141-3, 0242-753330-2



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PUBLIC NOTICE: PAYMENT AND DISTRIBUTION OF CITY OF HARARE BILLS.

Dear Harare Residents.

We are pleased to inform you that the January 2022 bills have been physically dispatched to all properties in the city. We are now in the process of distributing the February 2022 bills.

We urge all ratepayers and business institutions to pay their bills on time to allow council to dispatch its service delivery mandate without hindrance.

We are now using a live Ecocash platform which allows bill crediting within the hour of transacting. To make your online payment, dial either of the two following short codes and follow the onscreen options:

- *151*2*7*7*# or
- *151*100#

Bills can also be paid at all our 30 revenue offices. We are currently finalizing with banks for e-banking services.

On the service delivery front we have increased water production to 350 megalitres a day up from 220 million liters in 2021. We urge all ratepayers to now pay their bills because service is improving. Our water coverage is now above 60 percent.

We are in the process of installing new meters in areas with stuck meters. We want to be able to charge for actual consumption.

Residents who have not received their bills can contact our Call Centre at Town House on: 0242 772 573

Acting Town Clerk
Eng. P. Moyo

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VACANCIES



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VACANCY NOTICES

VACANCY NO: CS/2022
HARARE TO ACHIEVE A WORLD CLASS CITY STATUS BY 2025
POSITION : LEGAL OFFICER/SENIOR/PRINCIPAL (3 POSITIONS)
GRADE : 8/7/6
LOCATION : TOWN HOUSE
DEPARTMENT : CHAMBER SECRETARY
REPORTING TO : CHIEF LEGAL OFFICER

Applications are invited from suitably qualified and experienced persons for appointment to the above vacant positions.

KEY RESULT AREAS AND DUTIES

- Drafts court papers and represents Council in Court.
- Drafts subsidiary legislation and amendments thereto.
- Interprets enactments governing the operations of the Council.
- Drafts contracts between the Council and other parties.
- Provides general legal advice to Council and its departments on all matters falling within the purview of Council.
- Chairs and advises tender committees.
- Liaises with Council's External Lawyers.

QUALIFICATIONS AND EXPERIENCE

- The ideal candidates must meet the following requirements:-
- Bachelor of Laws (LL.BS) (Hons) Degree.
 - Must be a registered Legal Practitioner.
 - At least one year experience
 - Post graduate qualifications and experience in the following areas will be a distinct advantage:-
- a) Legislative drafting
 - b) Negotiation and drafting of contract
 - c) Labour Law

KEY COMPETENCIES

- Knowledge of Local Government Acts, policies, Statutory Instruments that govern City Council activities
- Able to make timely decisions even when under pressure or under tight deadlines
- Ability to meet goals and a drive to be a performer
- A team player who promotes positive and productive team working

COMPENSATION AND BENEFITS

- A competitive salary commensurate with the post and other benefits which will be disclosed at the interview.

VACANCY NOTICE: CS/2022
HARARE TO ACHIEVE A WORLD CLASS CITY STATUS BY 2025
POSITION : CHIEF LEGAL OFFICER (1 POSITION)
GRADE : 5
LOCATION : TOWN HOUSE
DEPARTMENT : CHAMBER SECRETARY
REPORTING TO : HEAD-LEGAL SERVICES

Applications are invited from suitably qualified and experienced persons for appointment to the above vacant position in the Legal Division (Chamber Secretary's Department)

KEY RESULT AREAS

- Legal Advice and Policy Formulation and Review.
- Litigation
- Updating By-Laws
- Negotiating and Drafting of Contracts and Public and Private Partnership agreements
- Conveyancing
- Performance Management within the context of IRBM

QUALIFICATIONS AND EXPERIENCE

- Bachelor of Laws (LL.BS) (Hons) Degree.
- Must be a registered Legal Practitioner
- 4 years' experience legal practice
- Experience in local government is an added advantage.
- Post graduate qualification is an added advantage.

DESIRED COMPETENCIES

- Analytical skills
- Good communication skills (oral and written)
- Attention to detail
- Research skills
- Team player

COMPENSATION AND BENEFITS

- A competitive salary commensurate with the post and other benefits will be disclosed at the interview

NB- City of Harare is an equal opportunities employer.

Written applications and detailed Curriculum Vitae including Certified copies of relevant certificates should be submitted to:-

The Acting Human Capital Director
P.O Box 1680,
Rowan Martin Building
Harare OR Hand deliver to Records office,
Basement, Rowan Martin Building
To arrive not later than 31 MARCH 2022
(Canvassing will disqualify applicants)



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CITY OF HARARE PUBLIC - NOTICE TO WHOM IT MAY CONCERN ILLEGAL MARKETING FLAGS "TEAR-DROPS" ALONG MUNICIPAL ROAD SERVITUDES.

City of Harare has witnessed a rapid increase in the use of marketing flags "tear-drops" along municipal road servitudes and pedestrian walkways. "Tear-Drops" are a distraction to road users, impairing judgment and possibly causing accidents.

According to Harare (Control of Advertising Signs) By Laws, 1981, it is illegal to install any advertising medium or structure within the City without permission from the Local Authority. Such signs will be pulled down by Council. Companies are advised to erect flags inside their private properties. In this regard, you are hereby advised to desist from mounting these flags along road servitudes.

Should you defy this notice, The Director of Works shall proceed to evoke the provisions of Section 20 as read with Section 298 of the aforementioned by law, that is to say City of Harare will remove the said illegal flags and charge the removal cost incurred to the affected entities.

Any representations or objections regarding this matter should be addressed to the Director of Works.

HARARE CITY COUNCIL
DEPARTMENT OF WORKS
CLEVELAND HOUSE, CNR SPEKE & L. TAKAWIRA
3RD FLOOR ROOM 309/304a
HARARE

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CITY OF HARARE

BORROWING POWERS 2022

Notice is hereby given that in terms of section 290 (3) (a) of the Urban Council's Act (Chapter 29:15), council resolved to borrow a sum not exceeding ZWL 1 361 080 800.00 for the purposes specified hereunder.

Borrowing Power	Area	Amount ZWL
1	Waste Management	261 500 200
2	Water	100 000 000
3	Health	163 500 000
4	Road infrastructure	16 800 000
5	Traffic management	73 400 000
6	Public Lighting	322 400 600
7	Rowan Martin Building	120 000 000
8	Service vehicles	98 750 000
9	ICT	11 500 000
10	Revenue Collection	70 000 000
11	Corporate Communication	8 250 000
12	Emergency Services	68 980 000
13	Social Amenities	46 000 000
	TOTAL	1 361 080 800

Any Ratepayer who has Objections to the above can lodge his or her objections in writing to the Acting Town Clerk on or before close of business 7 April 2022.

ACTING TOWN CLERK
ENG MABHENA, P. MOYO

TOWN HOUSE
P. O. BOX 990
HARARE
CNR J. NYERERE WAY/
JASON MOYO

MC-DH568189-X8

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City Cubs, Chegutu Pirates share spoils

KUMBIRAI NHENDE



Harare City Cubs rose from their defeat against Simba Bhora at the weekend to draw against Chegutu Pirates in a Ruyamuro Northern Region Division One match played midweek.

The Sunshine City Boys' talent manufacture factory has struggled for form this season as most of their players who did duty last season were promoted to the senior team while some were snapped by other teams in the premier league.

True to coach Kevin Togaraseyi's promise after the defeat to Simba at the weekend, the cub's showed a lot of improvement against Chegutu Pirates and with a bit of luck could have won the game.

The defence duo of Ryan Chimanikire and Nigel Tinarwo stood up against a marauding Chegutu Pirates frontline.

The cubs dominated most of the game but unfortunately they could not find the back of the net.

Mukutairi Victor, Charles Moffat and Zimunhu Alex were the outstanding in attack and the later thought he had won a penalty for the Cubs only for the referee to waive play on.

Nigel Munezi was the man of the match in the midfield that the crowd could cheer him up all the game for he created many chances with the help from Marlon Maziriri and Irvin Mapise could come across with through balls that made the midfield of the Chegutu Pirates seem useless indeed.

The coach was happy with the draw as a point is better than nothing although the team was up to getting all the three points

"I think the boys had played well this game after the defeat and they really worked hard, hopefully we are going to win the next game against Mambas," said Togaraseyi.