



Northern Tobacco Sustainable Tobacco Programme Overview and Sustainable Tobacco Programme Phase One Training Report for Chiweshe/Mvurwi Region

5 July 2017

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1.0 BACKGROUND INFORMATION

Northern Tobacco (NT) is conducting Sustainable Tobacco Programme (STP) training within all its six provinces of operation to its contracted growers. The main aim of conducting the training is to comply with the Sustainable Tobacco Programme which ultimately shall be audited by Ab.Sustain (United Kingdom).

1.1 Training Objectives

1. To provide growers with necessary knowledge, motivation, competency and skills required to implement STP with clear understanding of why it has to be done, where and by whom.
2. To raise awareness on STP relevance and crucial importance for business sustainability.
3. To equip growers with skills on how to develop individual STP implementation goals and raise awareness on focusing on action.
4. To identify current gaps of tobacco production in line with STP for development of evidence based recommendations and monitoring plan.

1.2 Date and Venue

The training sessions took place on 5 July 2017 in Chiweshe/ Mvurwi region at two different areas, Jaji and Howard.

1.3 Training Team

The members of the training team were Ms Diliah Mutambara, Sustainable Tobacco Program Consultant and Mr Kevin Beattie Sustainability Compliance Manager.

1.4 Training Agenda

The training agenda was in two parts as follows:

1. Sustainable Tobacco Programme Overview Training.
2. Sustainable Tobacco Programme Phase One Training with special emphasis on Seedbed Production.

2.0 INTRODUCTION

This report gives an account of two trainings which were conducted in Chiweshe / Mvurwi Region. A total number of 15 small scale growers attended the training and certificates of attendance were issued out at the end of each training (Participant names are attached on Annexure 1, page 8 of this report). In addition some community members voluntary attended the training with a total of 25 people, inclusive of some growers' spouses. NT Chiweshe/ Mvurwi regional assessor, Tafara Nyamadzawo who coordinated the event also attended the training and a certificate of attendance was issued to him.

3.0 TRAINING APPROACH

The training approaches used were aimed at supporting a maximum engagement among participants, and between participants and facilitators. A participatory approach formed the pillar of the course, because it is learner centred, hence it is consistent with adult learning approaches. Some of the training methods that were also used during the training were as follows:

Lecture method aided with question and answers, plenary discussions and presentations;



During Training Session at Jaji in Chiweshe.



During Training Session at Jaji in Chiweshe.



During development of STP implementation goals to be actioned individually using lessons learnt at Jaji in Chiweshe.



A Plenary presentation session by one grower member in Jaji Chiweshe.



A plenary presentation of STP implementation goals using training lessons learnt by one grower at Howard in Chiweshe Mvurwi.



During certificate of attendance presentation session at Howard in Chiweshe Mvurwi.

4.0 TRAINING CONTENT

4.1 STP Overview content used to train growers:

1. STP Structure.
2. STP Pillars and expectations from each pillar from growers, NT and STP Manufacturers.
3. STP Reviews and Implementation.
4. STP Monitoring.
5. STP Unannounced visits.
6. STP Number of Farm Visits.

7. STP Best Practice Guide. Each grower was promised to get a copy of the guide in Shona for implementation guidance.

4.2 STP Phase One content used to train growers:

1. Seed Testing and Certification including monitoring questions to be used by ab.sustain during their visit.
2. Quality and Yield including monitoring questions to be used by ab.sustain during their visit.
3. Soil Analysis including monitoring questions to be used by ab.sustain during their visit.
4. Fertilizer and Liming Management including monitoring questions to be used by ab.sustain during their visit.
5. Fertilizer Analysis including monitoring questions to be used by ab.sustain during their visit.
6. Seedling Production including monitoring questions to be used by ab.sustain during their visit.
7. Transplanting and Seedling including monitoring questions to be used by ab.sustain during their visits.

5.0 KEY ISSUES RAISED IN LINE WITH STP

General discussions related to STP were done and areas of concern included the following:

1. Late disbursement of seeds and inputs. Growers end up buying inputs on their own. All documentation on seed or fertilisers used which is not provided by NT was encouraged to be submitted to NT for documentation as part of complying with STP.
2. Knowledge gap on tobacco crop varieties required for the region among new group of small scale growers in Howard.
3. No soil analysis was conducted for all growers who were trained. NT noted that soil analysis shall be conducted using sampling per region due to cost implications. However it was emphasised that STP requires each grower to do soil analysis once every five years per field.

4. 27 % of growers who attended the training had chemical storage trunks which were provided by NT. Gaps were agreed to be plugged with trunk provision so as to comply with STP requirements.
5. Limited personal protective equipment (PPE) among small scale growers. It was suggested that PPE can be part of growers' inputs especially masks and gloves which are critically required.
6. Tobacco production knowledge gaps were highlighted which needs further education and training targeting the following but not limited to:
 - Chemical storage and empty containers disposal.
 - Seedbed production.
 - Chemical Application.
 - Fertilizer and Lime Management.
 - Transplanting.
 - Soil Analysis.
 - Environmental conservation.
7. Limited knowledge on how to effectively run tobacco production business in line with STP.

6.0 CONCLUDING REMARKS

Emphasis was given to the growers to start implementing STP and take individual responsibility in preparation to ab.sustain expected 2018 monitoring visit. Importance of record keeping was clearly discussed throughout the trainings since records are going to be used as source of verification during NT and ab.sustain monitoring visits. Every grower was promised STP Best Practise Guide in Shona which was encouraged to be put into action.

7.0 EVALUATION AND EVIDENCE BASED RECOMMENDATIONS

All participants were asked to list three goals at individual level, which they were going to implement as lessons learnt from the training sessions. Presentations were done including areas which they felt they needed improvement in line with STP. Below are some of the evidence based recommendations concluded, which NT can consider for continuous improvement:

- To improve on environmental conservation, areas of biodiversity significance and other aspects covered under STP Environment Pillar.
- To improve aspects covered under STP People Pillar such as avoiding child labour, personal protective equipment among others.
- To improve on tobacco crop production using STP Best Practice Guide and other aspects covered under STP Crop Pillar.
- To implement soil conservation and protection plan.
- To continuously educate growers on chemical usage and storage guided by STP.
- To consider equipping growers with business skills in tobacco production which ultimately shall support STP implementation.

ANNEXURE 1: STP TRAINING PROGRAMME PARTICIPANTS LIST

Name of Participant		Occupation	Male / Female
1.		NT Grower	
2.		NT Grower	
3.		NT Grower	
4.		NT Grower	
5.		NT Grower	
6.		NT Grower	
7.		NT Grower	
8.		NT Grower	
9.		NT Grower	
10		NT Grower	
11		NT Grower	
12		NT Grower	
13		NT Grower	
14		NT Grower	
15		NT Regional Assessor	

ANNEXURE 2: STP TRAINING PROGRAMME

STP TRAINING PROGRAMME
Official Opening Introductions
<u>STP Overview Presentation</u> Introduction: Objectives, Programme and Training Approach
STP Overview Presentation
Plenary discussion Participants' experiences in line with STP
Question and Answer Session
<u>STP Phase One Presentation</u>
STP Phase One Introduction and Objectives STP Phase One Presentation STP Implementation Goal Setting from Lessons Learnt
Plenary Session Presentations
Certificate of Attendance Presentation
Way Forward and Closing remarks