

Mid Year REPORT 2026



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Introduction

The Mid-Year Report provides an overview of OYDC Zambia Sports Development Centre's performance during the first half of 2026, highlighting key achievements, operational progress, and strategic outcomes across the Centre's core functional areas. The report demonstrates OYDC's continued commitment to promoting youth development through sport while strengthening institutional capacity, service delivery, and organisational sustainability.

Guided by its mission of harnessing sport as a catalyst for youth development and social transformation, OYDC Zambia continued to deliver quality sports programmes while enhancing business development, human resource management, and facility operations. Through its flagship sports development and sports for change programmes, the Centre expanded youth participation, strengthened athlete development pathways, and promoted social inclusion across its 13 sporting disciplines.

During the reporting period, Business Development focused on increasing facility utilisation, strengthening partnerships, and enhancing revenue generation through the Centre's sports, accommodation, conferencing, and hospitality services. Human Resources supported organisational effectiveness by promoting staff development, performance management, and employee welfare, while the Facilities Department ensured that sports infrastructure and other amenities remained safe, functional, and well maintained to support both programmes and commercial activities.

Overall, the first half of 2026 reflected strong progress towards the Centre's strategic objectives, reinforcing OYDC's role as a leading institution for sports development and youth empowerment in Zambia. This report outlines the key achievements, challenges, and priorities that will guide implementation during the remainder of the year.



2. PROGRAMMES IMPLEMENTATION.



2.1. Sports Programmes.

2.1.1. Teulings Youth Sports Challenge

During the first half of 2026, the Teulings Youth Sports Challenge (TYSC) continued to drive grassroots sports development by delivering structured athlete development pathways

Across 13 sports disciplines. The programme sustained youth participation, strengthened talent identification and competitive opportunities, and reinforced OYDC's contribution to developing the next generation of athletes while promoting inclusive access to sport.

The table below presents programme performance against planned targets, including participation levels, key achievements, and challenges experienced during the first half of 2026.



Table 1: Teulings Implementation (Plans, achievements, impact and challenges)

1.1.1.1. Basketball.

Planned
• Engage 100 athletes. • Conduct five league games.
Achievements
• Engaged 100 athletes (70 Male, 30 Female). • Successfully conducted five league games.
Outcomes
• Maintained full participation against planned targets, ensuring consistent athlete engagement and competitive development. • Strengthened athlete readiness through regular league competition and increased exposure to higher-level competitions.
Impact
• OYDC basketball teams continued competing in the Chipata Community League and Youth Basketball League, providing athletes with valuable competitive experience. • The programme continued to strengthen the basketball talent pathway while promoting discipline, teamwork and youth development.



Challenges

- The deteriorating condition of the basketball courts continues to affect the quality of training, athlete safety and the Centre's capacity to host quality competitions. Court resurfacing remains a priority investment.

1.1.1.2. Baseball5

Planned

- Engage 80 athletes.
- Conduct five league games.

Achievements

- Engaged 80 athletes (40 Male, 40 Female).
- Successfully conducted five league games.

Outcomes

- Maintained equal participation between boys and girls, reinforcing gender inclusion.

Impact

- The programme continues to expand the national talent pool while creating opportunities for young athletes to progress into competitive pathways.
- Baseball5 remains one of OYDC's strongest examples of inclusive youth participation.

Challenges

- Transportation and logistical constraints continue to limit participation by some community teams, reducing opportunities for wider programme reach.

1.1.1.3. Beach volleyball

Planned

- Engage 30 athletes.
- Conduct six league games.

Achievements

- Engaged 30 athletes (20 Female, 10 Male).

• Successfully conducted six league games.
Outcomes
• Achieved planned participation while sustaining regular competition opportunities. • Continued strengthening athlete technical skills and competitive readiness.
Impact
• The programme continues to provide an important platform for identifying and developing emerging beach volleyball talent while encouraging greater female participation.
Challenges
• Limited equipment, inadequate playing surface maintenance and inconsistent access to drinking water continue to affect training quality and athlete welfare.

1.1.1.4. Boxing.

Planned
• Engage 100 athletes. • Conduct five league games.
Achievements
• Engaged 100 athletes (66 Male, 34 Female). • Successfully conducted five league games.
Outcome
• Maintained planned participation and strengthened the competitive development pathway for young boxers. • Increased athlete retention through regular structured competition.
Impact
• The programme continues to support Zambia Boxing Federation talent identification while providing young people with positive alternatives that promote discipline, confidence and resilience.
Challenges
• Limited availability of protective equipment, uniforms and training gear continues to restrict athlete development and competition preparedness.

1.1.1.5. Football.

Planned
• Engage 150 athletes. • Conduct five league games.
Achievement
• Engaged 150 athletes (90 Male, 60 Female). • Successfully conducted five league games.
Outcomes
• Significantly exceeded competition targets, providing athletes with substantially increased match exposure and skill development. • Maintained full athlete participation throughout the quarter.
Impact
• Regular competition strengthened player performance and created increased opportunities for talent identification by clubs and national teams. • The programme continues to serve as one of OYDC's largest platforms for youth engagement and football development.
Challenges
• Growing participation has outpaced the availability of equipment and training attire, increasing pressure on existing resources.

1.1.1.6. Handball.

Planned
• Engage 100 athletes. • Conduct five league games.
Achievements
• Engaged 100 athletes (50 Male, 50 Female). • Successfully conducted five league games.
Outcomes

- Achieved planned participation while maintaining equal representation of boys and girls.
- Continued strengthening athlete performance through regular competitive opportunities.

Impact

- The programme continues to serve as an important feeder system for national youth teams, with athletes progressing into regional and international competitions.
- Promotes gender equality through balanced participation.

Challenges

- Limited equipment and playing attire continue to constrain programme expansion and athlete preparation.

1.1.1.7. Hockey.

Planned

- Engage 150 athletes.
- Conduct five league games.

Achievements

- Engaged 150 athletes (75 Male, 75 Female).
- Successfully conducted five league games.

Outcomes

- Achieved all planned participation targets while maintaining balanced gender representation.
- Enhanced athlete preparedness through regular league competition.

Impact

- OYDC continues to contribute significantly to Zambia's hockey talent pathway, with programme participants earning national team selection and international exposure.
- The programme remains a key contributor to long-term athlete development.

Challenges

- Limited availability of hockey equipment continues to restrict training quality and programme growth.

1.1.1.8. Judo.

Planned
• Engage 100 athletes. • Conduct six league games.
Achievements
• Engaged 100 athletes (70 Male, 30 Female). • Conducted four of the four planned league competitions.
Outcomes
• Maintained athlete participation despite adjustments to the competition schedule. • Continued strengthening athlete technical development and coaching capacity.
Impact
• The programme continues to produce athletes capable of competing successfully at national and international level while strengthening Zambia's grassroots judo development system.
Challenges
• Competition scheduling conflicts affected implementation of one league event. • Inadequate availability of judo uniforms continues to limit athlete participation and progression.

1.1.1.9. Netball.

Planned
• Engage 100 athletes. • Conduct five league games.
Achieved
• Engaged 100 athletes (100 Female). • Successfully conducted five league games.
Outcomes
• Achieved planned participation while sustaining strong female engagement. • Continued improving technical skills and competitive readiness.

Impact
• OYDC teams continue competing in the MINA League, strengthening athlete exposure and supporting talent identification for clubs and the national federation. • The programme remains an important platform for empowering young women through sport.
Challenges
• Insufficient competition attire and training equipment continue to affect programme delivery and athlete preparation.

1.1.1.10. Rugby.

Planned
• Engage 100 athletes. • Conduct five league games.
Achievements
• Engaged 100 athletes (67 Male, 33 Female). • Successfully conducted five league games.
Outcomes
• Maintained planned participation while increasing female involvement in rugby. • Continued strengthening athlete performance through structured competition.
Impact
• The programme remains a key talent identification platform for Zambia Rugby Union, with athletes progressing into representative teams. • Increased female participation reflects continued progress towards greater gender inclusion.
Challenges
• The condition of the rugby field requires rehabilitation to improve athlete safety and programme quality. • Limited equipment and playing attire continue to constrain programme delivery.

1.1.1.11. Taekwondo.

Planned
• Engage 100 athletes. • Conduct six league matches.
Achievements
• Engaged 100 athletes (85 Male, 15 Female). • Successfully conducted six league games.
Outcomes
• Achieved planned participation while maintaining regular athlete development opportunities. • Continued strengthening athletes' technical and competitive competencies.
Impact
• The programme supports grassroots talent identification while promoting discipline, respect and positive youth behaviour. • Continues to strengthen the athlete development pathway for the Zambia Taekwondo Federation.
Challenges
• Shortages of protective equipment and training gear continue to limit athlete safety and training effectiveness.

1.1.1.12. Table Tennis

Planned
• Engage 50 athletes. • Conduct five league games.
Achievements
• Engaged 50 athletes (25 Male, 25 Female). • Successfully conducted five league games.
Outcomes

• Achieved all participation targets while maintaining gender balance. • Improved athlete confidence and competition experience through regular league participation.
Impact
• The programme continues to strengthen grassroots participation while providing opportunities for talent identification and progression into higher levels of competition.
Challenges
• Limited equipment and competition attire continue to restrict programme expansion and athlete development.

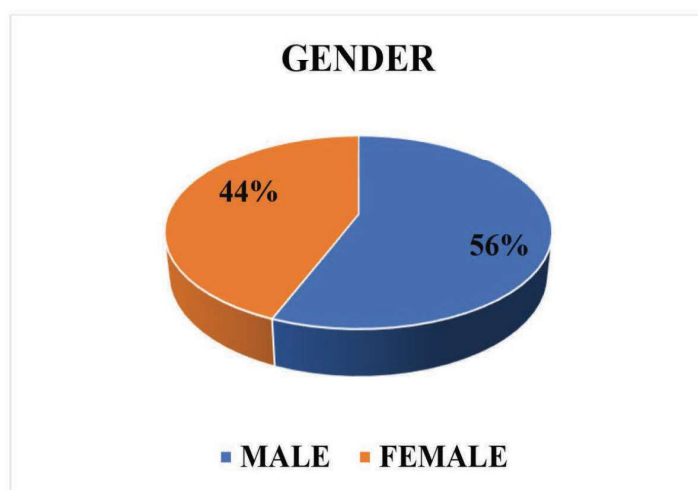
1.1.1.13. Teqball

Planned
• Engage 30 athletes. • Conduct five league games.
Achieved
• Engaged 30 athletes (20 Male, 10 Female). • Successfully conducted five league games.
Outcome
• Achieved planned participation while sustaining regular competition opportunities. • Continued strengthening athlete performance and club-level competition.
Impact
• The programme continues to contribute to the growth of Teqball in Zambia by expanding participation and strengthening the emerging talent pipeline.
Challenges
• Limited equipment and inadequate support from the National Federation continue to affect programme growth and sustainability.

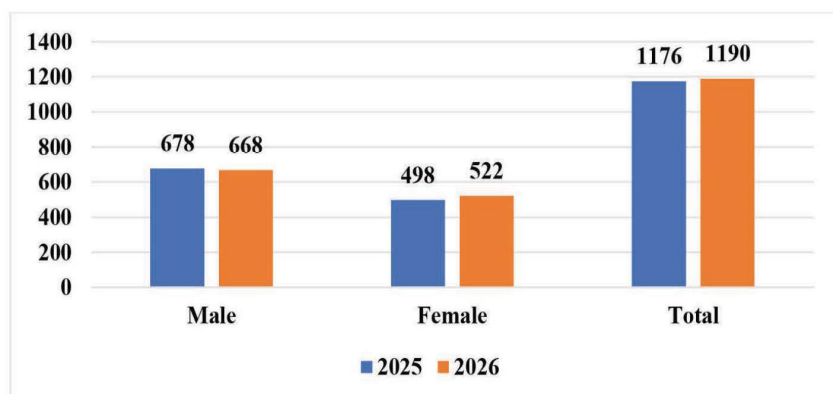
During the first half of 2026, the Teulings Youth Sports Challenge (TYSC) continued to deliver strong programme performance across 13 sports disciplines, reinforcing its position as Zambia's

flagship grassroots sports development initiative. Of the 68 league fixtures planned, 66 (97%) were successfully delivered, with only two Judo fixtures deferred due to scheduling constraints.

The programme achieved its planned participation target of 1,190 athletes during the reporting period, demonstrating sustained engagement across all 13 sports disciplines. Participation comprised 668 males (56%) and 522 females (44%), reflecting the programme's continued reach and progress towards inclusive youth participation. While combat sports and rugby continued to record higher male participation, sports such as Hockey, Baseball⁵, Handball and Table Tennis maintained near gender parity, demonstrating the programme's continued commitment to inclusive participation. Figures 1 and 2 present the programme's gender distribution for the first half of the year and a comparative analysis of participation during the corresponding period in 2025 and 2026.



Graph 1: Gender representation.



Graph 2: Comparison of 2025 vs 2026.

2.1.2. Academies.

In addition to the Teulings Youth Sports Challenge, OYDC academy teams participated in various local and national leagues, providing athletes with regular competitive exposure and opportunities for talent identification and progression. These competitions remain integral to the Centre's athlete development pathway. The table below summarises the leagues in which OYDC academy teams competed during the reporting period.

Sport	League	Number of athletes
Basketball	Youth Basketball League – Chipata Zone	50
Boxing	Midland Boxing Association, Zambia Boxing Federation	15
Handball	Handball Association of Zambia League B	40
Judo	Musa Biscuit Judo League	10
Rugby	Zambia Rugby Youth Development League	40
Netball	MINA Lusaka Community Netball League	30

2.1.3. Basketball: OYDC Zambia, in collaboration with Surgicorps International, delivered a four-day community basketball development clinic aimed at strengthening the technical skills and long-term development of young athletes. The programme provided high-quality coaching in fundamental basketball techniques while nurturing talent and encouraging sustained participation in sport. More than 350 athletes, aged 7 to 24 years, benefited from the initiative, reinforcing OYDC's commitment to expanding access to quality coaching and developing the next generation of basketball talent.

2.1.4. Basketball and Handball Friendship Tournament: OYDC Zambia held a successful Handball & Basketball Friendship Games from 6th to 7th May 2026. The competition was organized by German based at OYDC and attracted participants of both genders from Lusaka and Livingstone.

2.1.5. Kid Athletics: On 16th June 2026, OYDC, in collaboration with Chikondi Sports Youth Arise Foundation (CSYAF), brought together hundreds of children from across

Lusaka for an exciting and inspiring celebration of the 2026 Kids Athletics Day. The event was aimed at nurturing young talent and promoting grassroots sport development and marked the beginning of a strong and impactful partnership between OYDC Zambia and CSYAF), both committed to building a brighter future for athletics among young people in Zambia.

2.2.Sports for Change Programmes.

During the first half of 2026, OYDC Zambia continued to harness sport as a catalyst for youth development and social transformation through its Sports for Change programme. Integrated interventions in safeguarding, Olympic Values Education, mental health, environmental sustainability, clean sport, HIV/AIDS awareness, and health promotion strengthened participant well-being, fostered safe and inclusive sporting environments, and equipped young people with essential life skills and values. These interventions complemented the Centre's sports development programmes, reinforcing OYDC's holistic approach to developing healthy, resilient, and responsible young people. The table below summarises the key Sports for Change interventions implemented during the reporting period.

PROGRAM ME	OBJECTIVES	OUTCOMES	PEOPLE REACHED		TOTAL	SESSIONS
			M	F		
Olympic Value Education Programme (OVEP)	Promote the adoption of the Olympic Values of Excellence, Respect and Friendship among participants.	Athletes demonstrated a better understanding and application of the Olympic Values.	4352	4468	8820	70
Mental Health	Promote athletes' mental wellbeing and resilience.	Participants improved their knowledge of mental health and wellbeing.	1120	957	2077	28
Safeguardin	Strengthen safeguarding	Increased awareness	366	423	789	22

g and Child Protection	awareness and promote safe, inclusive sporting environment	of safeguarding principles among participants, contributing to safer sporting environments and improved capacity to prevent, recognise and respond to safeguarding concerns.				
Environmental Awareness	Increase environmental awareness and empower athletes to become advocates for sustainable environmental practices within their communities.	Improved environmental awareness and increased athlete participation in environmental conservation initiatives.	982	647	1629	30
Antidoping	Raise awareness and promote clean sport.	Increased awareness of anti-doping principles and increased commitment to fair play and clean sport.	560	770	1330	23
Hygiene	Promote positive hygiene practices and foster clean, healthy and safe sporting environments.	Improved hygiene practices among participants and enhanced cleanliness of sporting	1192	1171	2363	17

		environments, contributing to healthier, safer and more conducive conditions for sport and youth development.				
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2.2.1. First Aid and Injuries.

During the first half of 2026, a total of 13 sports disciplines conducted training sessions and competitive tournaments. The First Aid Department recorded 247 injury cases during this period. Injury incidence was notably higher in combat sports and was more prevalent during league games.

The table below presents a detailed breakdown of the injuries recorded in the first half of 2026.

SN	SPORT	NUMBER
1	Rugby	23
2	Football	19
3	Basketball	17
4	Handball	22
5	Netball	13
6	Taekwondo	39
7	Teqball	5
8	Beach Volleyball	8
9	Baseball 5	11
10	Table Tennis	9
11	Hockey	25
12	Judo	17
13	Boxing	39

2.2.2. Free Eye Clinic:

In partnership with Surgicorps International, OYDC Zambia successfully delivered a four-day community eye health outreach programme, providing free eye screenings and vision care services to children and adults from surrounding communities. The initiative improved access to essential eye care through comprehensive eye examinations and the provision of free prescription spectacles to beneficiaries requiring corrective vision, contributing to improved health, well-being and community inclusion. A total of 410 patients were screened; 69 were fitted with distance correction glasses, while 194 received near vision correction lenses. Additionally, 350 pairs of sunglasses were distributed to support eye protection and promote better visual health.



3. Events Hosted.

3.1. Commemorative Event for Milano Cortina 2026 and Olympic Truce Declaration: On 7 February 2026, OYDC Zambia hosted a commemorative event organized by the Hellenic Olympic Organizing Committee, the Consulate General of Greece in Zambia, the Greek Orthodox Archdiocese in Zambia, and the Italian Consulate in Zambia to mark the commencement of the Milano Cortina 2026 Winter Olympic Games (6–22 February 2026) and the declaration of the modern Olympic Truce, highlighting sport's ability to transcend political, social, and geographical boundaries.

3.2. Judo: In partnership with the Judo Association of Zambia, OYDC successfully hosted the 2026 Southern African Judo Confederation Championships from 4–5 April 2026. The event brought together leading judokas from across the region, including Zimbabwe, Malawi, Botswana, South Africa and the Judo for Peace Team, who competed in both cadet and senior categories. Beyond showcasing regional sporting excellence, the championships provided a high-performance competition platform that strengthened athlete development, enhanced international exposure, and supported preparation for upcoming continental and global competitions.



3.3. School Sports Competitions and Tours: OYDC continued to serve as a key community sports hub during the quarter, hosting various schools from across Lusaka for inter-house and inter-school competitions, as well as educational and institutional facility tours. These activities underscore the Centre's important role in providing accessible sports and recreational facilities to the community. The Centre also leveraged these engagements to promote the Olympic Values Education Programme, raising awareness among visitors about the principles of excellence, friendship, and respect.

3.4. National Olympic Committee of Zambia and Commonwealth Games Association of Zambia: NOCZ held an Executive Board Meeting and an Orientation Workshop for newly appointed Commission Members on 14th March 2026 at OYDC Zambia Sports Development Centre.

Additionally, on 11th April 2026, NOCZ held its 2026 Annual General Meeting at OYDC Zambia. The AGM brought together representatives from National Sports Federations to review progress, strengthen governance, and discuss key issues shaping the Olympic Movement in Zambia.

3.5. Swimming: The Zambia National Age Group Championships, organized by Zambia Swimming Union was hosted at OYDC Zambia on Saturday 28th March 2026. The event attracted young swimmers from various swimming clubs and provided them with a competitive platform to showcase emerging talent.

3.6. Basketball: OYDC Zambia successfully hosted the Youth Basketball League Chipata Zone opening tournament, organized by the Zambia Basketball Association, which concluded on 19 April 2026 at the OYDC Zambia Sports Development Centre. The tournament brought together some of the most promising young basketball talent in the zone, competing in the Under-16 boys' and girls' categories.

3.7. Taekwondo: Zambia Taekwondo Federation successfully hosted a 3 - day training camp at OYDC Zambia with an exciting in-house competition designed specifically to support athletes under the Olympic Solidarity Scholarship programme, alongside other practitioners. The camp, which attracted over 15 athletes, was aimed at helping scholarship athletes assess their progress, gain valuable match experience, and improve their readiness for upcoming international engagements.

3.8. Handball: The Centre hosted the 2026 IHF Zone VI Trophy for Men's Under-17 and Under-20 teams which ran from 28th April to 3rd May 2026. The event brought together eight countries from the zone competing in both categories.

3.9. Hockey: OYDC Zambia hosted the fourth edition of the Zambia Hockey Association President's Cup on 2 May 2026, bringing together the top four men's and women's teams from the 2026 league season. The tournament showcased a high standard of domestic competition and provided an important platform for athlete development and elite performance. Hotspurs were crowned champions in the men's category, while Lusaka Tigers secured the women's title.



3.10. Bankers Sports Day: On 9th May 2026, OYDC hosted the 2026 Bankers Sports Day, bringing together professionals from various banking institutions for a memorable experience of sport, networking, and recreation.

3.11. Nkwame Nkrumah University: On 11 May 2026, OYDC Zambia hosted fourth-year students from Kwame Nkrumah University pursuing degrees in Sports Administration and Management and Sociology of Sport for an educational study visit. The programme provided participants with practical exposure to sports development and management through interactive sessions facilitated by OYDC staff, covering key areas including sports administration, programme implementation, and the Olympic Values Education Programme (OVEP). The visit strengthened the link between academic learning and practical application while contributing to the development of future sports management professionals.



3.12. Volleyball: From 23–24 May 2026, OYDC Zambia hosted a series of international friendly matches between the Zambia and Zimbabwe men's and women's national volleyball teams, organised by the Zambia Volleyball Association.



3.13. Netball: OYDC has continued hosting the Lusaka Youth Netball League where young athletes showcase their talent, teamwork, and passion for the game.



3.14. Mixed Martial Arts: The Mixed Martial Arts Zambia held the Zambia National Amateur League 9 and 11 on Saturday, 14th February 2026 and 27th June 2026 respectively, at OYDC, bringing together fighters of various categories.

3.15. Olympic Day: OYDC Zambia is proudly hosted the 2026 Olympic Day celebrations organised by the National Olympic Committee of Zambia (NOCZ). The event brought together athletes, schools, National Sports Federations, partner organisations, and members of the public to promote active and healthy lifestyles through sport under the theme "You Can Do This!"



3.16. Defense Force Day: On 13th June 2026, Zambia Defence and Security Forces converged at OYDC Zambia for their Defense Force Day, celebrating 50 years of defending the nation. The event brought together personnel from the Zambia Army (ZA), Zambia Air Force (ZAF), Zambia National Service (ZNS) and Zambia Police (ZP) for various sporting activities and was officially launched by the Ministry of Defence Permanent Secretary, Mr. Maambo Haamaundu.



4. HIGHLIGHTS.

4.1. Handball: The Zambia Men's National Handball Team participated in the 2026 Men's Handball Africa Cup of Nations held from 21st to 31st January 2026 in Rwanda. OYDC Zambia Handball Club made a significant contribution to the national squad by supplying six players and one coach. The team finished in 14th position out of 16 participating teams. Notably, Felix Kambundu was awarded Top Scorer of the tournament and Player of the Match in the game against Rwanda, while Audriscal Nyanga was also named Player of the Match in the fixture against Uganda.

Zambia's Under-17 and Under-20 Men's National Handball Teams also competed in the IHF Zone VI Trophy, hosted in Zambia from 28th April to 3rd May 2026. The Under-17 team was crowned champions, while the Under-20 team secured a third-place finish. Notably, most athletes in both squads are current or beneficiaries of the Teulings Youth Sports Challenge, underscoring the programme's significant contribution to Zambia's national talent development pathway and its effectiveness in preparing athletes for success at regional level.

4.2. Los Angeles 2028 Olympic Solidarity Scholarships: Three OYDC Programmes beneficiaries were awarded Los Angeles 2028 Olympic Solidarity Scholarships. The recipients are Simon Zulu (Judo), Rita Kabinda (Judo), and Christopher Kajila (Taekwondo). The scholarships are intended to support their preparation and qualification for the Los Angeles 2028 Olympic Games.

4.3. 2026 Olympic Day Celebrations: OYDC Zambia participated in the 2026 Olympic Day celebrations, jointly organized by the Italian School of Lusaka and the Orthodox Archdiocese of Zambia and Mozambique under the auspices of the Hellenic Olympic Committee. The event brought together approximately eight school teams competing in football and netball to promote peace and unity through sport.

OYDC Zambia delivered strong performances across both disciplines. The netball team emerged champions after a narrow 5–4 victory over the host team, while the football team finished as runners-up, losing in the final on penalties.

4.4. Volleyball: Three Teulings Youth Sports Challenge athletes, Matildah Bwalya, Annie Chewe, and Winess Musukwa, represented Zambia’s U20 Beach Volleyball Team at the Region VI Stage One Olympic Qualifiers held in Windhoek, Namibia. Annie Chewe and Winess Musukwa exited the competition in the Round of 16, while Matildah Bwalya, partnering with Beene Matongo, advanced to the final and secured a silver medal after a strong performance throughout the tournament. The competition formed part of the qualification pathway towards the Los Angeles 2028 Olympic Games and provided valuable international exposure for the athletes.



4.5. 2026 Youth Day: To commemorate Youth Day, OYDC organized the 2026 Youth Day Quiz and Football Tournament, bringing together more than 180 pupils from 10 schools. The event provided a platform for learners to showcase their talents in both academics and sport, while promoting youth participation, teamwork, and healthy competition. The table below presents a summary of the winners in the various competition categories.

SN	COMPETITION	SCHOOL
1	Boys’ Football	Kamwala Secondary School
2	Girls’ Football	Matero Girls Secondary School
3	Quiz	Highland Secondary School
4	OVEP Shield of Excellence	St Francis & Clare Secondary School

4.6.Judo: Team Zambia delivered an outstanding performance at the 2026 Southern African Judo Championships, finishing top of the regional medal table with an impressive haul of 52 medals comprising 19 Gold, 12 Silver and 21 Bronze. Notably,

many of the cadet athletes who contributed to this success are products of the Teulings Youth Sports Challenge at OYDC Zambia, underscoring the programme's effectiveness in developing a sustainable pipeline of high-performance athletes and its strategic contribution to Zambia's regional sporting success.

Team Zambia also competed at the 2026 Johannesburg African Open Senior and African Cup Cadet & Junior Championships, held from 26th to 28th June 2026 in Johannesburg, South Africa. The six-member team included five beneficiaries of OYDC Zambia's programmes, who collectively secured four medals, one Gold and three Bronze.



4.7. Mixed Martial Arts: Three OYDC-based athletes were among the standout performers at the 2026 International Mixed Martial Arts Federation Championship in Angola from the 13th to 19th April 2026. Alex Bwalya won a gold medal, Justine Mwene secured silver, and Zinaida Nanyinza claimed bronze. Their achievements further demonstrated the impact of OYDC Zambia's investment in providing quality training facilities and opportunities for young athletes.



Conclusion

The first half of 2026 demonstrated strong programme performance and continued progress towards OYDC's strategic objectives of advancing sports development and youth empowerment. Through sustained implementation of the Teulings Youth Sports Challenge, Sports for Change initiatives, athlete participation in national and international competitions, and strengthened strategic partnerships, the Centre delivered measurable outcomes in athlete development, social impact, and community engagement. Notable achievements, including regional sporting success and the award of Olympic Solidarity Scholarships to OYDC beneficiaries, further underscore the effectiveness of the Centre's athlete development pathway and the value of continued investment in its programmes.

As OYDC enters the second half of the year, priority will be placed on consolidating these gains by strengthening partnerships, enhancing programme quality, expanding participation, and reinforcing monitoring, evaluation, and learning systems. These efforts will position the Centre to deliver sustainable outcomes, strengthen Zambia's sports development ecosystem, and maximise the long-term impact of donor and stakeholder investment.



FACILITY DEPARTMENT

Introduction

This report presents a consolidated review of facility maintenance activities and events hosted at OYDC Zambia during the first half of 2026, covering the period from January to June. It draws together the findings of the Quarter 1 (January – March) and Quarter 2 (April – June) facility reports to provide a single, coherent account of planned works, completed activities, and outstanding matters across the centre's facilities and equipment.

The facilities and equipment covered in this review include the Lodge, Athletics Track & Field, Artificial Football Pitch, Main Ablution Block, Gazebo, Hockey Field, Football Pitch, Main Gate Security Lights, Administration Block, Boxing Hall, Main Fence, Multipurpose Hall, the submersible pump, and the grounds, in addition to the major international and local sporting events hosted at the centre during the period.

2. Executive Summary

Over the first half of 2026, the Facility & Maintenance Department completed a substantial programme of repair, replacement, and improvement works across the centre, while also successfully preparing for and hosting several major international and local sporting events. Key highlights include:

- Routine maintenance of the Lodge, including tile replacement, plumbing repairs, new fittings, and restaurant window and ceiling repairs.
- Full servicing of the Main Ablution Block, Gazebo, and driveway to the Administration Block.
- Structural and security improvements at the Hockey Field, Football Pitch, Main Fence, Boxing Hall, and Multipurpose Hall through fabrication and welding works.
- Installation of automated security lighting at the Main Gate and new lighting for the beach volleyball court.
- Successful hosting of six international and local events, including the Southern Africa Judo Championship, an IHF Zone VI Handball Trophy, MMAZ, an international friendly volleyball fixture, and Olympic Day celebrations.
- A small number of items — notably the Athletics Track resurfacing, Lodge security lighting and solar backup, and two remaining ablution block benches — remain outstanding and are carried forward (see Section 8).

3. Quarter 1 Review (January – March 2026)

During the first quarter, maintenance efforts were concentrated on the Lodge, Athletics Track & Field, Artificial Football Pitch, Main Ablution Block, Gazebo, and the driveway to the Administration Block, alongside preparations for two major upcoming events.

No.	Facility / Equipment	Planned Activities	Status / Works Completed
1	Lodge	Replace unstable and broken tiles in the right- and left-wing passages. Purchase one main door for the rooms. Install plain stack doors and windows to accommodate expansion following flood damage. Replace four (4) damaged geysers and seven (7) faulty geyser elements. Repair and fix unstable and broken curtain rails in the rooms.	Broken and unstable tiles in both wings replaced; new main door purchased and fitted. Stack doors and windows scoped and planned; installation still pending. Geyser elements, curtain rails, sinks, hand basins, shower heads/mixers, syphons, connectors and angle valves replaced or repaired. New restaurant window glass fitted; bulb holders replaced.

No.	Facility / Equipment	Planned Activities	Status / Works Completed
		Replace faulty sinks and worn-out hand basins, shower heads and shower mixers. Replace worn-out syphons, flexible connectors and angle valves in the bathrooms. Replace and fix broken window glass at the restaurant; repair damaged ceiling boards in the first and second restaurant. Install bulb holders and replace faulty bulbs in rooms and passages. Replace worn-out main and minimum security lighting around the lodge and install solar power backup at both wings. Fix leakages in the bathrooms.	Ceiling board work completed on the right wing; left-wing ceiling repair still pending. Bathroom leakages resolved. Security/minimum lighting upgrade and solar power backup not yet actioned.
2	Athletics Track & Field	Clean the surrounding area and water the in-field. Replace the athletics track, which remains in poor condition.	Track cleaned and in-field mowed. Track remains in poor condition; full replacement still required.
3	Artificial Football Pitch	Brush the pitch on a monthly basis.	Brushing on hold pending servicing of the golf cart used for the task.
4	Main Ablution Block	Replace missing basin mixers in the toilets. Repair changing room and toilet doors. Fix the damaged ceiling board in the male changing room. Construct five (5) new benches for the two changing rooms. Fix electrical faults, install bulb holders outside the block, and restore power and lighting in the ladies' changing room.	Basin mixers replaced; doors repaired and fixed; ceiling board repaired. Three (3) of five (5) benches completed; two (2) remain outstanding. Power and lighting restored in the ladies' changing room.
5	Gazebo	Replace faulty bulbs to improve internal and external lighting. Remove cobwebs and clean the structure.	Fourteen (14) fluorescent bulbs replaced. Cobwebs removed and general cleaning completed.
6	Driveway to Administration Block	Purchase quarry stones to cover potholes.	Eighteen (18) tonnes of quarry stones purchased and used to fill potholes.
7	Facility Preparations — Upcoming Events	Prepare the centre for the Southern Africa Judo Championship (4–5 April 2026). Prepare the centre for the Tuelings Games.	Centre hosted the Southern Africa Judo Championship, IHF and the Tuelings Games.

4. Photographic Record — Quarter 1 (January – March 2026)

Lodge



Photographic record — Lodge

Athletics Track & Field



Photographic record — Athletics Track & Field

Main Ablution Block



Photographic record — Main Ablution Block

Driveway to Administration Block



Photographic record — Driveway to Administration Block

Event Preparations — Southern Africa Judo Championship & Tuelings Games



5. Quarter 2 Review (April – June 2026)

The second quarter saw a shift in focus toward the Hockey Field, Football Pitch, Main Gate security lighting, Administration Block, Boxing Hall, Main Fence, grounds maintenance, the submersible pump, and the Multipurpose Hall, in parallel with hosting several of the centre's largest events of the year.

No.	Facility / Equipment	Planned Activities	Status / Works Completed
1	Hockey Field	- Weld the hockey goal posts. - Weld and fabricate one side of the small gate. - Repair the gate lock system. - Purchase three (3) padlocks for the gate. - The center was expected to host the world youth festival in November 2027 in conjunction with ZHA and FIH	- Two hockey goal posts welded successfully. - Small side gate fabricated and welded. - Gate lock system repaired and fully functional. - Three padlocks purchased and installed. - This will not take place due financial constraints. The partners whom ZHA was expecting to support this tournament could not assist due other commitments they have. However, plans and discussions are underway to reengage FIH through ZHA to push this event to 2028.
2	Football Pitch	Fabricate and weld two damaged football goal posts.	Both damaged goal posts fabricated and welded.
3	Main Gate Security Lights	- Install a photocell sensor for automatic on/off switching of the security lights. - Purchase a 6-metre electrical cable to connect security lighting at the beach volleyball court.	- Photocell sensor installed; lights now switch on and off automatically. 6-metre cable purchased and installed, connecting lighting to the beach volleyball court.
4	Administration Block	- Install a notice board for displaying events and activities. - Replace the worn-out basin mixer in the male toilet.	- Notice board installed and in use. - Worn-out basin mixer replaced.
5	Boxing Hall	Fabricate and weld four (4) hooks for hanging punching bags.	Four hooks fabricated and welded successfully.
6	Main Fence	Weld the damaged fence near the tennis court area.	Fence successfully welded and repaired.
7	Grounds — Mowing	Mow the lawn on a monthly basis.	Mowing carried out every month as scheduled.
8	Submersible Pump	Purchase a control box for the submersible pump at the pump house.	Control box purchased and successfully installed.
9	Multipurpose Hall	Fabricate and weld the locking system for the left side of the main entrance door.	Locking system fabricated, welded and fitted successfully.

6. Photographic Record — Quarter 2 (April – June 2026)

Administration Block

Photographic record —

Boxing Hall



Administration Block



Photographic record — Boxing Hall

Main Fence



International & Local Events Hosted



Photographic record — International & Local Events Hosted

7. International & Local Events Hosted — H1 2026

The centre successfully prepared for and hosted the following international and local events during the first half of 2026:

Date(s)	Event	Outcome
4 – 5 April 2026	Southern Africa Judo Championship (SAJC)	Hosted successfully
28 April – 3 May 2026	International Handball Tournament — IHF Zone VI Trophy (Men's U17 & U20)	Hosted successfully
23 May 2026	MMAZ (ZN AL 11)	Hosted successfully
May 2026	International Friendly Volleyball	Hosted successfully
27 June 2026	Olympic Day Celebrations	Hosted successfully
Q1 2026	Tuelings Games	Hosted successfully

Date(s)	Event	Outcome
2027 (dates to be confirmed)	International Hockey Youth Festival	Rescheduled to 2027 due to external factors, including the 2026 Commonwealth Games

Note: The International Hockey Youth Festival, initially considered for later in 2026, has been rescheduled to 2027. This adjustment reflects external calendar factors during 2026, most notably limited resources, and will be confirmed with updated dates and hosting details in due course.

8. Outstanding & Carried-Forward Matters

The following items were identified during the first half of 2026 as incomplete or ongoing, and should be prioritised for action in the second half of the year:

- Lodge: installation of plain stack doors and windows (necessitated by flood-related expansion) remains pending.
- Lodge: ceiling board repairs on the left wing are still outstanding, following completion of the right wing.
- Lodge: replacement of worn-out main and minimum security lighting, and installation of solar power backup at both wings, has not yet been actioned.
- Athletics Track & Field: the track remains in poor condition and requires full replacement.
- Artificial Football Pitch: monthly brushing remains on hold pending servicing of the golf cart.
- Main Ablution Block: two of the five planned changing-room benches are still to be constructed.

9. Conclusion & Recommendations

The first half of 2026 was a productive period for the Facility & Maintenance Department, marked by significant progress across multiple facilities and the successful hosting of several high-profile events without disruption. The consistent completion of planned works in Quarter 2, in particular, reflects improved execution against the department's maintenance schedule.

To sustain this momentum into the second half of the year, it is recommended that priority be given to resolving the outstanding items listed in Section 8 — most notably the resurfacing of the Athletics Track and the completion of the Lodge's security lighting and solar backup installation — alongside continued routine maintenance of grounds, fencing, and event-hosting infrastructure ahead of the centre's upcoming fixtures.

BUSINESS DEVELOPMENT & LODGE REPORT

1. INTRODUCTION

This report consolidates the operational and financial performance of the OYDC Lodge and Business Development function for the first half (H1) of 2026, drawing on the Quarter One (Q1) and Quarter Two (Q2) 2026 reports. It presents combined revenue and occupancy figures, highlights the trajectory of performance across the two quarters.

2. FINANCIAL & OCCUPANCY PERFORMANCE SUMMARY

2.1. Lodge Room Occupancy and Revenue

Lodge performance improved markedly between Q1 and Q2 2026. Q1 recorded continued slow trading, with occupancy of 8.23% (295 of 3,586 available rooms, after out-of-order rooms) and estimated revenue of K118,000. Q2 recorded a strong recovery, with 1,582 rooms occupied across the quarter (34.1% average occupancy against a 45% average projection) and estimated revenue of K632,800. The average daily rate (ADR) remained constant at K400 across both quarters.

Quarter	Occupied Rooms	Occupancy %	RevPAR	Est. Revenue
Q1 2026	295 rooms	8.23%	K32.91	K118,000
Q2 2026	1,582 rooms	34.1% (avg)	K136 (avg)	K632,800
H1 2026 Total	1,877 rooms	22.8%	K91.16	K750,800

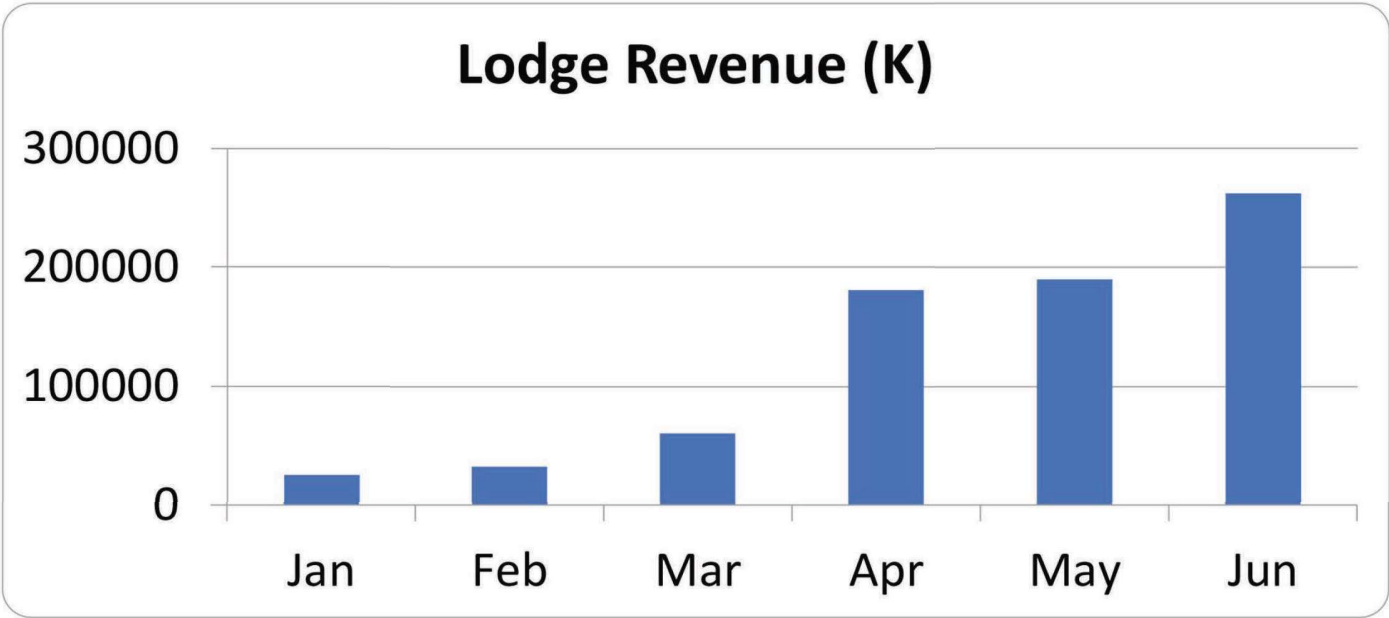


Figure 1: Lodge revenue by month, January–June 2026 (K)

Lodge clients shifted markedly over H1: Q1 accommodation was driven mainly by walk-in guests (70 in January, 48 in February, 91 in March), supplemented by ZAAA, ZAVA and Green Buffaloes bookings. Q2 was anchored instead by federations and other associations — Judo, ZAA, Handball, ZAVA, Zimbabwe,

Taekwondo, Zambia Police, Malawi and Botswana teams — with walk-ins supplementing occupancy in the quieter month of May.

2.2. Food and Beverage (F&B) Revenue

F&B revenue grew substantially from Q1 to Q2. Q1 revenue of K34,108.39 was confined almost entirely to lunch service (Matebeto Gazebo and Restaurant), with no breakfast or dinner served due to the absence of group bookings requiring these services. Q2 revenue of K380,374 reflected the return of full meal service — breakfast, lunch, dinner and tea break — driven by the increase in federation and association bookings.

Q1 2026 F&B Revenue by Service and Month

Service	January	February	March
Matebeto (Gazebo)	K3,732.21	K6,512.56	K8,263.62
Restaurant	K0	K9,000.00	K5,400.00
Breakfast	K0	K0	K0
Tea Break	K0	K0	K1,200.00
Monthly Total	K3,732.21	K15,512.56	K14,863.62

Q2 2026 F&B Revenue by Service and Month

Service	April	May	June
Breakfast	K17,480	K26,320	K39,820
Lunch	K64,900	K43,960	K46,904
Dinner	K36,260	K38,850	K45,180
Tea Break	K16,600	K1,500	K2,600
Monthly Total	K135,240	K110,630	K134,504

- Reducing trend (Q1): no breakfast or dinner was served during Q1 2026, as there were no group bookings requiring these meal services.
- Challenge (Q1): low F&B performance was attributed to limited sports activities.
- Q2 saw this challenge substantially resolved, with all four meal services (breakfast, lunch, dinner, tea break) active in every month of the quarter.

Quarter	F&B Revenue	Notes
Q1 2026	K34,108.39	Lunch only; no breakfast/dinner
Q2 2026	K380,374	Full meal service resumed
H1 2026 Total	K414,482.39	

2.3. Facility Bookings and Revenue

Facility bookings increased from 157 in Q1 to 179 in Q2, with the football pitch remaining the dominant revenue driver in both quarters (138 bookings in Q1, 141 in Q2). Q2 also saw a broadening of facility usage: athletics field bookings rose from 0 in Q1 to 13 (mostly schools), and every other facility category recorded at

least one booking, compared with several categories that were dormant in Q1 (volleyball court, athletics field, multipurpose hall, tennis court, boxing hall, and seminar room).

Facility	Q1 2026	Q2 2026	H1 Total
Football Pitch	138	141	279
Netball Pitch	1	3	4
Basketball Court	15	5	20
Volleyball Court	0	3	3
Athletics Field	0	13	13
Hockey Field	1	3	4
Multipurpose Hall	0	4	4
Chamunda Hall	2	4	6
Tennis Court	0	1	1
Boxing Hall	0	1	1
Seminar Room	0	1	1
Total Facility Bookings	157	179	336
Average Facility Usage	15.7%	17.9%	16.8% (avg)
Estimated Revenue	K130,400	K330,603	K461,003

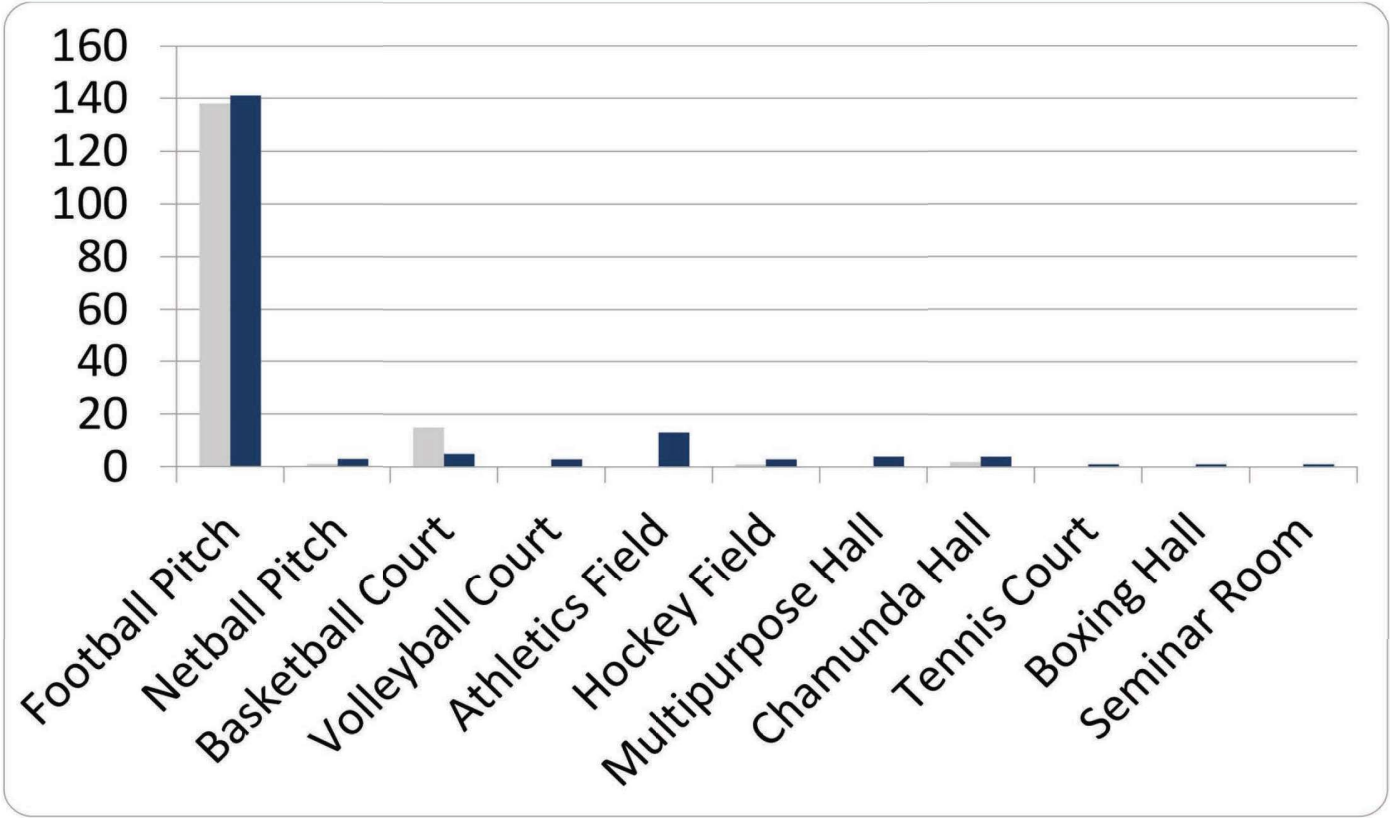


Figure 2: Facility bookings by type, Q1 vs Q2 2026

2.4. Total Revenue Summary

Revenue Stream	Q1 2026	Q2 2026	MID-2026 Total
Lodge Accommodation	K118,000	K632,800	K750,800
Food & Beverage	K34,108.39	K380,374	K414,482.39
Facilities Usage	K130,400	K330,603	K461,003
Advertising (Cavendish University)	K120,000	—	K120,000
TOTAL REVENUE	K402,508.39	K1,343,777	K1,746,285.39

Total MID-2026 revenue of K1,746,285.39 represents a more than three-fold increase in Q2 revenue over Q1, driven primarily by the recovery in lodge accommodation and food & beverage sales. The Cavendish University advertising agreement, concluded in Q1, remains the only advertising revenue line recorded so far in 2026.

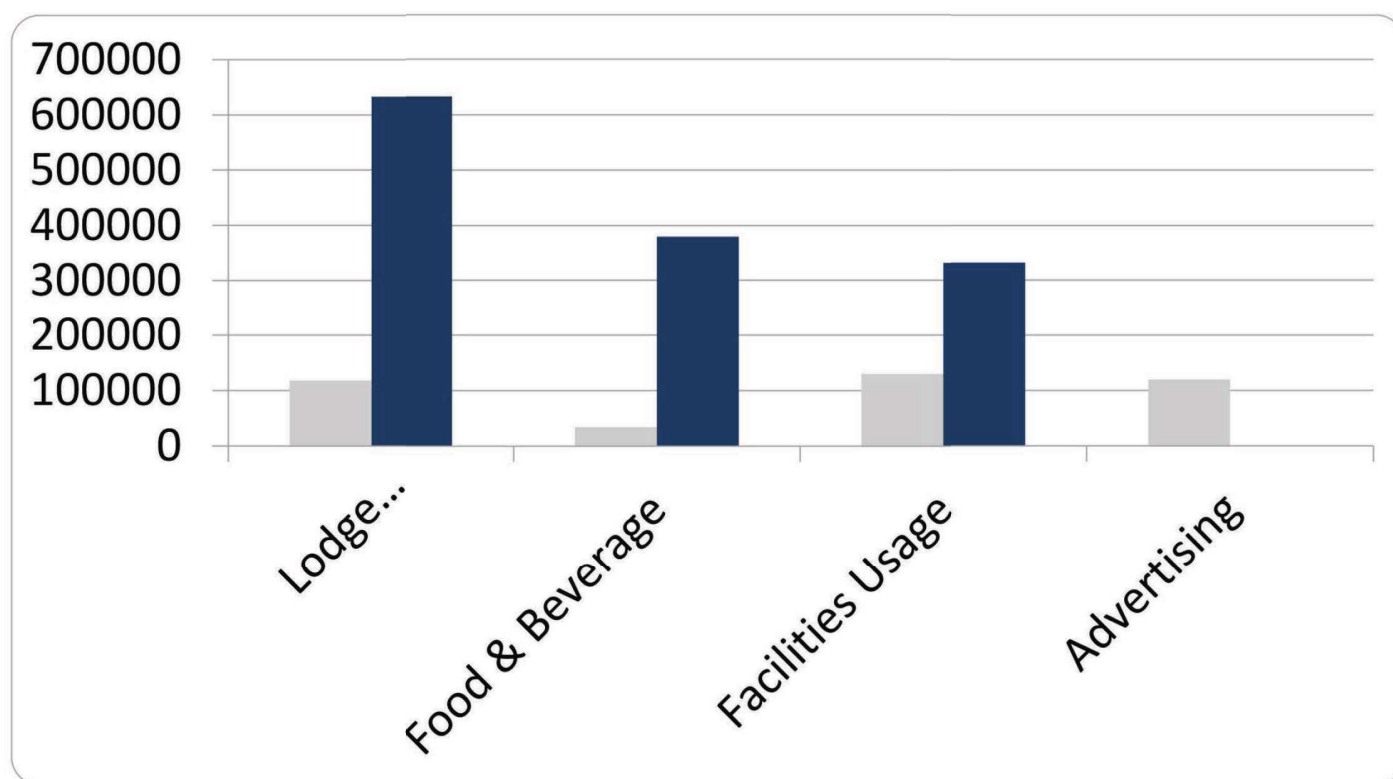


Figure 3: Revenue by category, Q1 vs Q2 2026 (K)

3. BUSINESS OPERATIONS AND CLIENT ACTIVITIES

3.1. Major Institutional Clients and Federation Events

- Cavendish University — advertising partnership agreement concluded in Q1 2026.
- Zambia Athletics Association (ZAAA) — January; Zambia Volleyball Association (ZAVA) — February and recurring through Q2; Green Buffaloes and NOCZ — March.
- International Events (Q2): IHF Trophy Zone VI Men's Handball Tournament.

- Regional Events (Q2): Southern African Judo Championship (SAJC).
- Federations/Clubs: ZNAL Mixed Martial Arts Series (14 February 2026, Q1) and MMAZ ZNAL 11 (Q2); Zambia Boxing Federation Board session; ZIBFS Bankers event (Q2).
- National Observances: Zambia Defence Force 50th Anniversary was hosted at OYDC in Q2.



Zambia Defence Force Day



Southern African Judo Championship (SAJC)



IHF Trophy Zone VI Men's Handball Tournament

3.2. Regular Clients, Schools and Community

- Chinika Secondary School and New Kabwana School (sports days); Ashford Academy (term-based training) — Q1.
- Athletics field usage of 13 bookings in Q2 was driven mostly by schools, a marked increase from 0 in Q1.
- 8 educational tours were hosted at OYDC during Q1 2026.

3.3. Lodge Clients by Month (Q2)

- **April:** Judo, ZAA, Jumulo, Handball, Zimbabwe, ZAVA, Taekwondo
- **May:** Handball, ZAA, KNU, Zambia Police, ZAVA, Zimbabwe, walk-ins
- **June:** Zambia Boxing team, ZAVA, ZAA, Zambia Police, Malawi Boxing team, Mwenzo Queens, Botswana Boxing team, Judo, walk-ins

4. FUTURE PLANS AND RECOMMENDATIONS

Most recommendations raised in the Q1 2026 report remain outstanding as of the end of Q2, particularly in respect of marketing. These are restated below pending funding.

4.1. Immediate Procurement and Renovation

- Management is looking for funds regarding the furnishing of the Lodge and Restaurant to improve guest experience and service quality.
- Reception area redesign to enhance guest experience and improve service flow — initiated in Q1, ongoing.
- There is been no progress from IOC as they have spent the last Six months to conduct a global review of some of the projects which they running.

4.2. Revenue Generation

4.3 Revenue Generation

- Continued pursuit of advertising and sponsorship partnerships (BigTree Beverages, UNICAF, and others) beyond the Cavendish University agreement concluded in Q1.
- Management is actively pursuing additional advertising and sponsorship partners to build on the momentum of the Q2 recovery.

4.3. Operational/Strategy

- Solar installation Phase II remains outstanding; management continues to prioritise this initiative to reduce dependency on grid power and lower operational costs.
- Develop an aggressive marketing plan leveraging OYDC's position as an integrated Sports Development Centre to promote the Conference Hall, Sports facilities, and Lodge services.
- Maximise room sales to improve occupancy through aggressive marketing promotions.

4.4. Strategic Lodge Development

A new lodge facility has been proposed by external parties to address current capacity and infrastructure limitations at the existing Lodge. Discussions between OYDC and the prospective partners are currently underway; if concluded, this development would meaningfully expand the Centre's accommodation capacity and ease constraints experienced during peak federation and tournament periods.

5. CONCLUSION

In conclusion, the first half of 2026 recorded a marked improvement in business performance, with Q2's strong recovery substantially easing the operational challenges that persisted through Q1 and carried over from Q4 2025. Facility utilisation was anchored primarily by football pitch bookings, with activity broadening across nearly every other facility category as the half progressed. Lodge accommodation was driven by walk-in guests in Q1 and by major sporting federations and associations in Q2, with schools and institutional clients providing supplementary activity throughout.

A notable milestone was OYDC's hosting of two major federation events, the IHF Trophy Zone VI Men's Handball Tournament and the Southern African Judo Championship alongside the advertising partnership concluded with Cavendish University, reflecting management's ongoing efforts to expand the Centre's commercial footprint. Strategic challenges continue to require Board intervention in the form of capital investment, business linkages, and market positioning support.

By combining management's operational execution with the Board's strategic influence, OYDC can sustain the momentum built in Q1, attract high-value clients, and secure sustainable revenue growth in the second half of 2026.

Human Capital & Administration Mid-Year Report (January – June 2026)



1.0 INTRODUCTION

This report presents a comprehensive overview of the key Human Resource and administrative developments at OYDC Zambia Sports Development Centre during the first half of 2026.

The first half of the year was marked by two distinct phases: Quarter 1 was characterized by relative operational stability, routine leave management, and intern transitions. Quarter 2 shifted toward institutional strengthening, featuring strategic recruitment campaigns, staffing adjustments, legal progressions, and comprehensive data compliance initiatives.

2.0 STAFFING AND HUMAN CAPITAL DYNAMICS

2.1 Staff Establishment

While the core workforce remained stable during Q1 (totalling 33 employees) with minimal structural shifts, Q2 introduced critical institutional restructuring and capacity-strengthening measures to improve overall operational efficiency.

2.2 New Engagements & Contract Adjustments

To support expanding departmental needs, several temporal, contractual, and internship placements were processed across both quarters:

- Front Office (February 2026): One (1) Administrative Receptionist was engaged on a six-month short-term contract to support front office operations and medical.
- Facilities Department (April 1, 2026): Ms. Martha and Ms. Regina were hired on six-month contracts as Facility Cleaners to ensure the new installed floor mat in the multipurpose and other core facilities are clean all the time.

2.2• Business Development Department: Two (2) interns were initially engaged in Q1 this include a legal graduate to enhance legal compliace. In Q2, an intern returned to the department to provide ongoing administrative and marketing support.

- Stores Department (Q2): Following the conclusion of the Ministry of Youth, Sport & Arts internship cycle, one standout intern was retained and attached to the Stores Department as a Stores Assistant to support inventory management.

2.3 Staff Separations & Transitions

- Ministry Internships (March 31, 2026): The contractual period for interns under the Ministry of Youth, Sport & Arts program successfully concluded, and participants officially exited the institution (save for the one retained in the Stores Department).

- Resignations (April 14, 2026): Mr. Francis Simpokolwe tendered his resignation. Although his contract was slated to run until May 31, 2026, early separation and handover procedures were completed efficiently in line with organizational policy.

3.0 RECRUITMENT & VACANCY ADVERTISEMENTS

In response to institutional restructuring needs, the organization launched a major recruitment campaign on April 15, 2026. Strategic vacancies were publicly advertised to reinforce departmental leadership and drive operational growth:

- Technical Director- advertised and interviews conducted, candidate selected. Expected reporting period July 2026.
- Business Development / Marketing Manager- advertised, interviews conducted, two candidates shortlisted and final decision to be made by business development committee.
- Facility Manager- advertised and interviews not yet.
- Human Resources Officer-advertised and interviews not yet.
- Accountant-advertised and interviews not yet.

4.0 LEAVE MANAGEMENT

Leave administration remained a core focus, highlighting an area requiring ongoing management intervention:

- **Accrual Rates:** Leave continued to accrue at an institutional average of 2 days per month per employee.
- **The Liability Challenge:** A low leave utilization rate, with multiple employees carrying forward significant leave balances from 2025. This low uptake has inflated the organization's financial leave liabilities.

5.0 GENERAL ADMINISTRATION & COMPLIANCE

5.1 Routine Operations

Daily administrative infrastructure including payroll processing, attendance monitoring, and basic record maintenance operated smoothly without disruption throughout the six-month period.

5.2 HR Records Update Exercise

Launched in Q2, the HR Office initiated a vital Staff Records Verification Exercise to preserve data integrity and prepare for upcoming administrative audits, establish Key Performance Areas (KPI) and update Job Descriptions. All staff members are strictly required to re-submit up-to-date professional and personal credentials, including:

- Academic and Professional Certificates

Deadline Notice: All active personnel must submit these verified documents to the HR Office no later than July 31, 2026.

LEGAL MATTERS

The long-standing matter of Mulenga Muchinda vs. OYDC-Zambia advanced to its final stage during Q2. Hearing proceedings have formally concluded, and legal counsel from both sides have submitted their final arguments. The organization is currently awaiting the final judgment.

7.0 CHALLENGES & RECOMMENDATIONS

Key Challenges

- **Leave Liabilities:** Persistent low leave uptake creates financial exposure and risks employee burnout.
- **Workforce Dynamism:** Stagnant workforce adjustments in early 2026 limited departmental agility, though the Q2 vacancy advertisements are directly addressing this gap.

Strategic Recommendations

1.Enforce Leave Planning: HR should mandate that departmental heads establish a structured leave roster to systematically reduce accumulated leave balances.

Strategic Recommendations

1.Enforce Leave Planning: HR should mandate that departmental heads establish a structured leave roster to systematically reduce accumulated leave balances.

2. Expedite Recruitment: Prioritize the interview and onboarding processes for the five strategic positions advertised in April to stabilize departmental leadership.

3. Ensure Compliance: Maintain strict follow-ups on the July 31st deadline for the HR Records Update to guarantee 100% staff compliance.

4. Professional Development: Launch workplace awareness initiatives focused on professional conduct, teamwork, and conflict resolution during Mid- Year 2.

CONCLUSION

The first half of 2026 successfully transitioned OYDC Zambia from a baseline of operational stability into an intentional phase of institutional development. By tackling legacy leave liabilities, auditing employee records, and opening up recruitment for top-tier management roles, the Human Capital & Administration department has laid a firm foundation for improved governance, accountability, and sports development excellence in the remaining half of the year.



OYDC Zambia

Sports Development Centre

