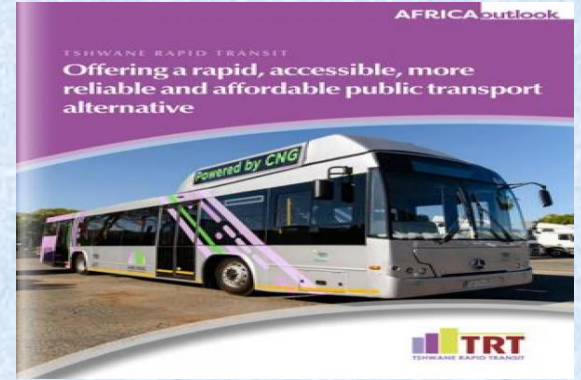


Q1 NEWSLETTER

JULY – SEPTEMBER 2022



**Q1 NEWSLETTER
SPRING EDITION**

**IT MAY
SEEM LIKE
IT, BUT IT'S
NOT THE
END OF THE
ROAD. IT'S
JUST THE
END OF A
SEASON.
NOT ONLY
WILL YOU
SURVIVE,
BUT YOU
SHALL ALSO
THRIVE**



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- Message of the CEO
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- Update on staff movements
- COVID-19 TRT Update
- Employee Wellness
- Measuring performance metrics
 - a. Bus Accident Rates
 - b. Absenteeism rate
 - c. Misconduct rates
- Quarterly Training
- Birthdays & Quote of the Quarter

TRT VALUES

- SOCIAL RESPONSIBILITY
- EXCELLENCE
- TEAMWORK
- INTEGRITY
- EXCELLENCE

OUR VISION

To be the leading passenger transport operator in the continent

OUR MISSION

To operate a reliable, safe, and commercially viable passenger transport service.

OUR OBJECTIVES

To render a safe, affordable, and reliable bus operating service, to the residents of Tshwane and surrounding areas.

To improve the socio-economic conditions and quality of life of all Tshwane Residents.

To offer a better level of service, as part of an integrated public



MESSAGE OF THE CEO



Chief Executive Officer

Mr Samuel Matebane

Good day to all employees of TRT

We are at the end of the first quarter of our financial year, which is a third quarter of the calendar year 2022. We are back to operating at full capacity as a country with all Covid 19 regulations lifted. This is not the end of the pandemic, but a new normal we have created for ourselves so that the country can get back to business again. There are a lot of businesses that have gone under during Covid 19 period and there are some businesses which thrived during the same time. Overall, many businesses which struggled including ours, are on their way to recovery and some are back at levels pre Covid 19 period. This period that passed has been very turbulent for business and individuals. Many jobs were lost, some were converted to out of office, and some are a hybrid of both. The social constructs that came with these changes vary depending on people and how they view their own situations as a micro space within the macro environment.

This period we are in is charged emotionally and physically. People are struggling emotionally as a result of the environment we are treading which we all have no experience of and have never lived in our lifetime. The level of struggles and depression is at the highest it has ever been according to medical aid companies. This period requires every one of us to take stock of their situations, their lives, and their environment. In doing so we need to reflect on where we are now, where are we going and where we come from. Goals must have been changed and amended in the process and a new way of doing and thinking must have cemented itself in our psyche. We need to think of our fellow employees and citizens in this time and how they are coping. In the moments of reflection, please take time to think of those less fortunate than yourselves who may not have the loaf of bread to put on the table. Those who go to bed hungry, those children who depend on the meal at school as their only source of a meal.

The things happening to ourselves are also happening to the country. We are in a very charged period politically and this has direct impact on how we handle ourselves on daily basis. All these political chess playing moves affects TRT directly. It is therefore imperative for us to be on the watchout and assess how these emanate. The 12-year contract held by Piotrans in Reavaya has been advertised. This is a milestone in the life of BRTs. There are serious implications not only to Piotrans but to all BRT operators in the country. It is therefore important to deal with the situation with all the ammunition it deserves and make sure there is victory for the taxi industry. We are yet to start our 12 years whilst others are at the end of these contracts. All contractual agreements and commitments are critical to make sure they happen, lest we all cry foul at the end. It is on that basis that we cannot take a chance with our process and must make sure it is a robust and beneficial project for the stakeholders we represent.

As a company, we are entering a new phase in our business. This phase is the one we have been waiting for in anticipation since 2014 and then 2017. The fee per kilometre negotiations. These are turbulent times and require more focus and more energy applied to the environment. There have been many changes within the City and government in general and these changes have material impact in the negotiations we are engaging in with our counterparts. We know we will get through these and be victorious for our stakeholders and ourselves at the end. This period like our own emotional selves, require of us to reflect on where we come from, where we are and where we are going. Together deciding what we are leaving behind, what we are taking with and what we are changing in the way we do things and think. The future of our businesses relies a lot on government legislation and policy and therefore needs stability to thrive. We are living in challenging times of instability, and these are part of the challenges and cause of action we need to chart as our way forward into the new TRT.

Let us enjoy Spring season that is upon us now and make the best of it. Flowers blossom in their season irrespective of where they are. Each area has their own and let's be flowers in the moment and blossom for the betterment of our own environment.

Let's impact Souls we interact with daily.

MANAGEMENT TEAM



Chief Financial Officer

Mr Bruce Mukhola



**Human Resources
Manager**

Ms Thakane Motebang



Operations Manager

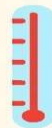
Mr Morena Mofokeng

BEAT THE HEAT: HERE'S HOW TO STAY COOL IN HOT

STAY SAFE IN THE HEAT TIPS FOR KEEPING COOL IN THE HOT WEATHER

STAY INDOORS

Try and stay out of the sun between 11am and 3pm



KEEP IT DARK

Keep curtains and windows closed during the day



STAY HYDRATED

Drink cold drinks regularly



DRINKS TO AVOID



Avoid excess alcohol, caffeine including tea, coffee and cola or drinks high in sugar

DRESS TO CHILL

Wear loose, cool clothing, a hat and sunglasses if you go outdoors



SPLASH OUT

Take cool baths or showers and splash yourself with cool water



CHECK YOUR NEIGHBOURS

Check on any elderly or vulnerable people you might know



IOD INJURY ON DUTY

What constitute Injury On duty

INJURY ON DUTY



Compensation Fund



OCCUPATIONAL INJURIES OR DISEASES



Compensation Fund



WHEN YOU SUSTAIN AN INJURY WHILE ON DUTY OR CONTRACT AN OCCUPATIONAL DISEASE INCLUDING COVID-19, HERE ARE SIMPLE STEPS TO FOLLOW:

1. Report your injury or disease immediately to your employer or supervisor. Your employer is legally responsible for reporting your injury on duty to the Compensation Fund within seven (7) days of receiving notice from you and within fourteen (14) days when it is an occupational disease as well as submitting the necessary forms and documents.
2. When you go to hospital or the doctor of your own choice, you should take the duly completed, signed and dated, Employers Report of an Accident form (W.Cl.2 - Part B) from your employer, with you. The employer can also register your claim electronically and give you the claim number for you to inform your doctor.
3. When the doctor gives you the First Medical Report (W.Cl.4) and Progress/Final Medical Reports (W.Cl.5), you must give them to your employer to send to the Compensation Fund.
4. If you feel that your employer does not cooperate or assist you, or if you think your accident has not been reported to the Compensation Fund, or it is taking too long, go to your nearest Provincial Office or nearest Labour Centre and report this.
5. If you qualify for compensation, you have to submit the following documents to the Compensation Fund:
 - Form (W.Ac.33 obtainable at your Provincial Office or your nearest Labour Centre or download it from www.labour.gov.za) must be duly completed and signed by the employee and stamped and dated by the bank
 - A certified original copy of your ID
 - First page of your bank statement, not older than three months and
 - Proof of residence i.e. water and electricity bill, etc.
 - These documents should be the ORIGINAL documents and not older than three months.
6. The reporting process for Covid-19 claims are exactly the same as for any other claim. The following documents are required for Covid-19 claims:
 - Employer's Report on an Occupational Disease (W.Cl. 1) duly completed, signed and dated.
 - Notice of an Occupational Disease and Claim for Compensation (W.Cl. 14)
 - First Medical Report (W.Cl.22)
 - Exposure and Medical Questionnaire
 - Exposure history (W.Cl.110) and/or any other appropriate employment history which may include any information which may be helpful to the Compensation Commissioner
 - Pathology results (RT-PCR Cov -2 RNA) confirming the existence of Covid-19 on sputum, oropharyngeal or nasopharyngeal specimen taken at the time of screening.
7. It is your duty to follow up with the Compensation Fund to check the status of your claim.

For more information, go to your nearest

Labour Centre or Provincial Office or call 0860 105 350 or email at cfcallcentre@labour.gov.za

NB: COMPENSATION FUND SERVICES ARE FREE

The Compensation Fund, Working for you!!!!



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



STAY
SAFE

PROTECT SOUTH AFRICA
TOGETHER WE CAN BEAT THE CORONAVIRUS



Compensation Fund
WORKING FOR YOU

MEASURING PERFORMANCE METRICS

MISCONDUCT



Misconduct Stats

Period	BRT	Mamelodi
June 2022	0	1
July 2022	6	0
August 2022	2	0

Absenteeism

Period	BRT	Mamelodi
June 2022	3.25%	2.30%
July 2022	3.41%	4.22%
August 2022	3.10%	3.41%

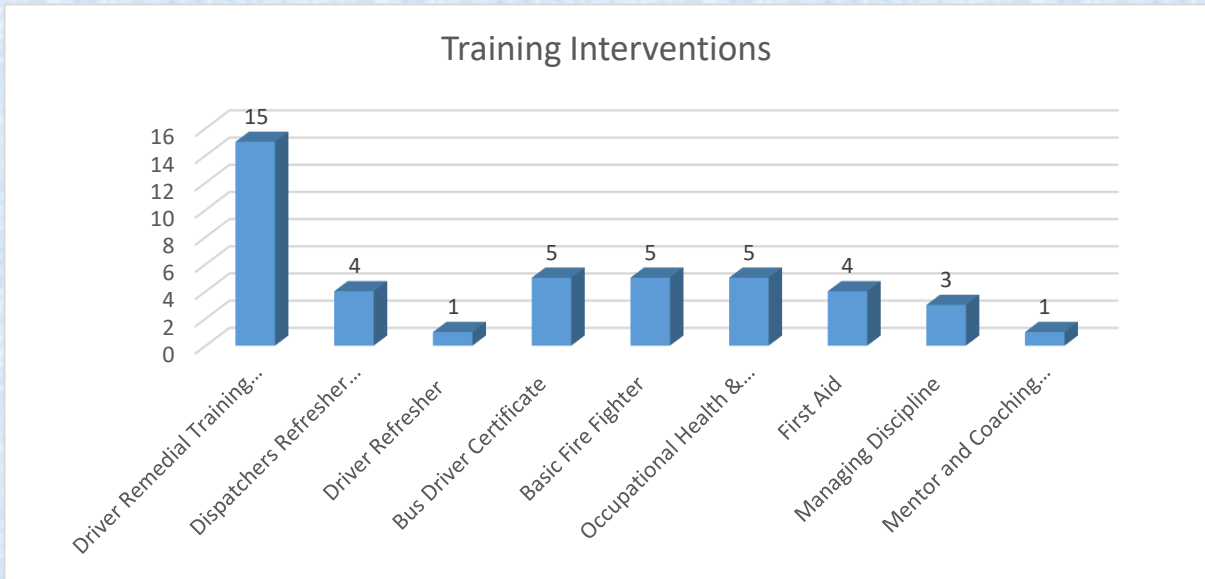
(Our goal is not to exceed 3% per month)

Bus Accidents Rate

	No of Accidents	No of injuries	TRT Own fault	3 rd Party
BRT	18	23	2	15
Mamelodi	16	2	3	13
Overall	34	25	5	28

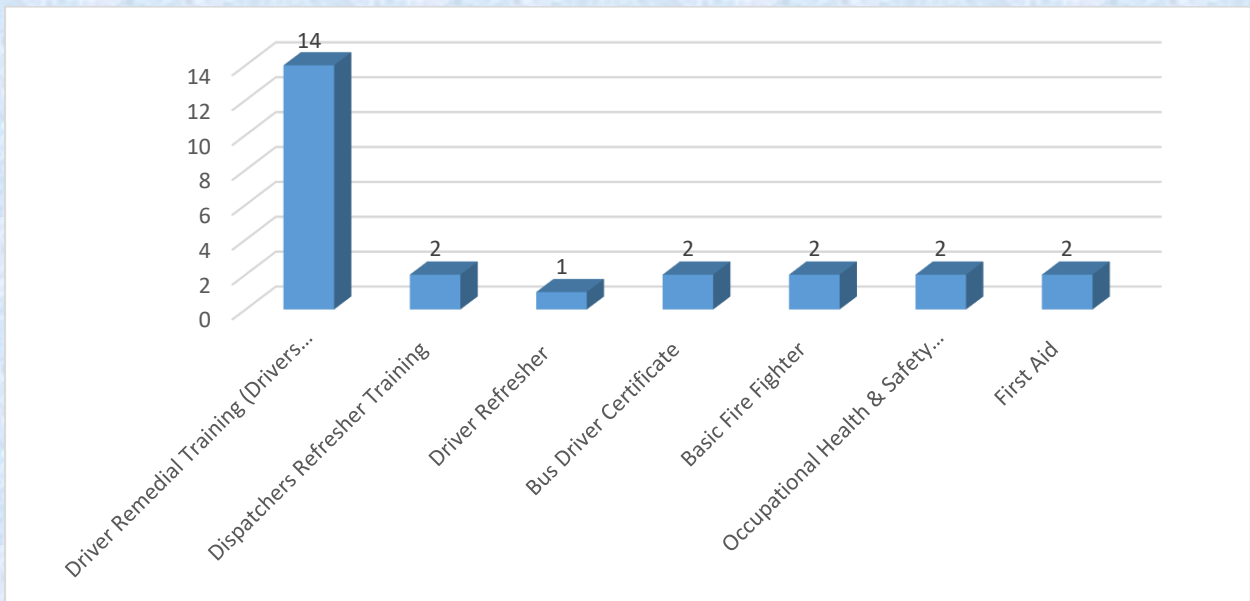


BRT TRAINING



MAMELODI TRAINING

Training Interventions



Employee Assistant Programme

asknelson

Thank you for reaching out to the AskNelson team!

A clinical consultant will respond to your email within the next 8 hours. Kindly note that if you, your colleagues or loved ones require urgent assistance please call our support line on 0861 635 766 and speak to a counsellor immediately.

In the meantime have a look at the additional services that Kaelo Lifestyle AskNelson can offer you:

1



Counselling

- Telephonic Counselling
- Virtual Face-to-Face Counselling
- Off-site Face-to-Face Counselling
- Virtual On-site Face-to-Face Counselling

Coaching

- Managerial and Leadership Support Services
- Manager Support Orientation Sessions
- Soft Skills Knowledge
- Life Coaching
- Parent Coaching
- Career Guidance
- Leadership Coaching



2

3



Support

- Financial Advice
- Legal Advice
- Road Accident Cover

Note:

Confidentiality is never breached through the AskNelson Programme powered by Kaelo Lifestyle unless there is reasonable evidence of:

- Risk to self (suicide)
- Risk to others (homicide)
- Risk to the health and safety of a child
- Damage to property

If your query is not related to any of the AskNelson benefits, please use the details below:

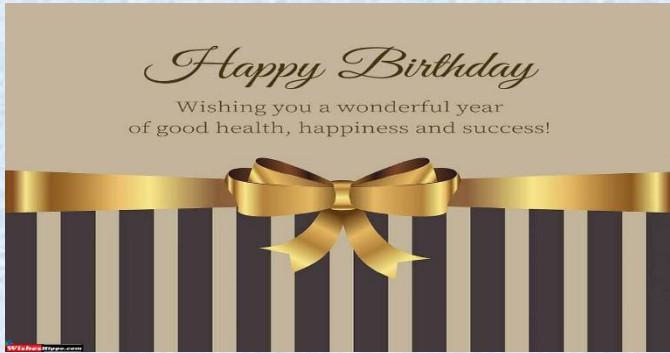
Kaelo Health - Accident Cover: Telephone: +27 (0)861 493 587; Email: service@kaelo.co.za; Web: www.kaelo.co.za
Kaelo Health - MyHealth Access: Telephone: +27 (0)861 493 587; Email: service@kaelo.co.za; Web: www.kaelo.co.za
Kaelo Health - MyHealth: Telephone: +27 (0)861 493 587; Email: service@kaelo.co.za; Web: www.kaelo.co.za
Kaelo Gap: Telephone: +27 (0)861 493 587; Email: kaelogap@kaelo.co.za; Web: www.kaelo.co.za
Western Gap: Telephone: +27 (0)861 008 258; Email: western@kaelo.co.za; Web: www.kaelo.co.za
Kaelo Clinics: Telephone: +27 (0)861 493 587; Email: service@kaelo.co.za; Web: www.kaelo.co.za
Prime Cure: Telephone: +27 (0)861 665 665; Email: customerservice@primecure.co.za; Web: www.primecure.co.za
Suremed: Telephone: +27 (0)861 665 665; Email: support@primecure.co.za; Web: www.suremedhealth.co.za

Access your Kaelo Lifestyle App today.

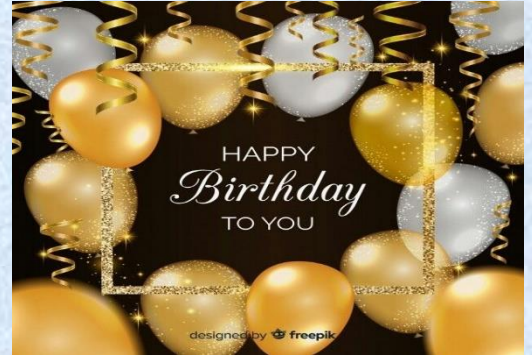


kaelolifestyle
AskNelson

kaelo



BIRTHDAYS!



JULY BIRTHDAYS 2022

Mr. Isaac Phalane

Mr. Goodenough Nkuna

Mr. July Mtsweni

Mr. Kleinbooi Mahlangu

Mr. Naphtally Mavunda

Mr. Elmon Masilela

Mr. Musa Mahlangu

Mr. Eric Philane

Mr. Phillip Modingwane

Ms. Zanele Makopo

Mr. Jacob Mbuli

Mr. Sibusiso Ndala

Mr. Mandla Jiyane

Mr. Abel Skosana

Mr. Mack Makena

Ms. Jeanette Motha

Mr. Themba Motau

Ms. Sana Masombuka

JULY BIRTHDAY CONTINUE 2022

Mr. Tumelo Mokete

Mr. Lesiba Mphahlele

Mr. Smangane Mogajane

Mr. Mahlatse Mabitsela

Ms. Hapiness sekese

AUGUST BIRTHDAYS 2022

Mr. Abraham De Jong

Mr. Aaron Mthimunye

Ms. Sinah Mosaka

Mr. Magalela Skosana

Mr. Khaya Mbiza

Mr. Thomas Mathaba

Mr. Ephraim Phokoana

Mr. Klenbog Maletle

Mr. Jimson Molenyane

Mr. Trinity Seolwane



SEPTEMBER BIRTHDAY 2022

Mr. Tlhabane Makgobatlou
Mr. Jabulani Mahlangu

Mr. Richard Machika
Mr. Lesiba Bapela
Mr. Michael Seema
Ms. Matshidiso Mahangani
Mr. Khotsu Mashele
Mr. Sibongile Sikhosana
Ms. Rose Mahlangu
Ms. Tshepiso Mfulwe
Mr. Phemelo Manaleng
Ms. Linkie Monakedi
Mr. William Matlamela
Mr. Patrick Mabona
Mr. Victor Shisana
Mr. Matias Madi
Mr. Seboledi Sebulele
Mr. Edward Sibanyoni
Mr. Ngoako Moja
Mr. Peter Mpofo
Mr. Ben Mahlatlole
Mr. Tseke Nkademeng
Mr. Jabu Matshika

Mr. Velile Yose
Mr. Mutendeni Ramutangwa
Mr. skhumbuzo Thusi
Mr. Mabule Leshilo
Mr. Vincent Mogoatlhe
Mr. Thomas Simelane
Mr. Elias Maleka
Mr. Takalani Mukhola
Ms. Thobile Mdakane
Mr. Matimba Mangwane
Mr. Stephen Motlemekwane

Mr. Martin Ngodela
Mr. Christopher Maselela
Mr. Ramokaba Malla
Mr. Abraham Mpufane
Mr. Eugen Hlatshwayo
Mr. Giya Sibanyoni
Ms. Phuthi Mohlamonyane
Mr. Dumsane Hlongwane
Mr. Kamogelo Makhubela
Mr. Bahlezi Masango

SEPTEMBER BIRTHDAYS CONTINUE

Mr. Xolani Monareng
Mr. Thabo Rakgalakana
Ms. Mitchellle Maila
Mr. Paulos Kgopane



QUOTE OF THE QUARTER

**THE QUARTER
MARKED ANOTHER
RECORD OF
MILESTONE
GROWTH.**

QUOTEHD.COM

Joseph Bronson

EMPLOYEE REWARD SCHEME WINNERS

**Employee Suggestion Winner
for July 2022**

Mr. Tsebiso Leshilo: Mamelodi Depot



**Employee of the Month for
July 2022**

Mr. Pheneus Sibanyoni: BRT Depot

