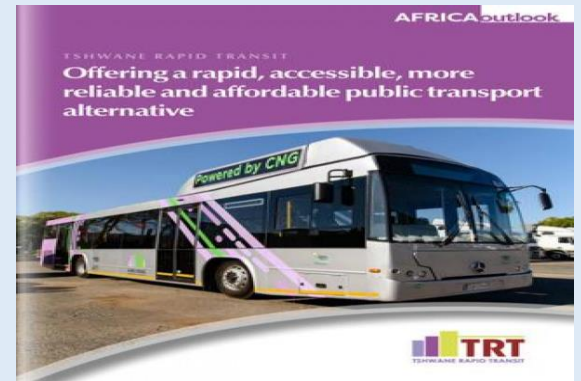


Q3 NEWSLETTER

JANUARY – MARCH 2022



Q3 NEWSLETTER EDITION

“THE
CREATIVITY LIES
IN DOING THE
SAME THING IN
A DIFFERENT
WAY. YOU
HAVE THE
TALENT TO
MAKE IT TRUE
WITH YOUR
HARD WORK
AND
DEDICATION.
TAKE ON ANY
CHALLENGE
AND MAKE IT
SMOOTHER THE
WAY YOU
WANT.”



CONTENTS

- Message of the CEO
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- Employee Wellness
- Measuring performance metrics
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 - 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

The world today is a different one from the world we lived in three weeks ago. Russia has invaded Ukraine, there are innocent people being killed, cities and towns destroyed and a nuclear threat in the horizon. On 26 April 1986, Chernobyl Nuclear reactor number 4 created what is now known as the world's worst nuclear disasters. This plant is not in the hands of Russians, and it is a battlefield between Ukraine and Russia. This is just but one snippet from the ravaging war and humanitarian disasters coupled with dictatorial regime in Russia. The issues between the East and West have appeared big time and we see the damages caused in these attacks. The effects of these wars are damaging to the world and to South Africa.

TRT is dependent on Gas and Diesel for its operations. These commodities are amongst those affected by the sanctions. Where we get these commodities is no longer a primary factor but the impact of the powerful sanctions and countries in the north of Africa and America remain the key risks for all other countries.

In the last year, TRT experienced a more than R4 per liter increase in Diesel. This calendar year we have already taken a R1,49 increase and there are talks of R2,37 increase in April 2022. These types of increases cause huge strain to TRT and all other companies in South Africa. The stress caused here passes to the passengers and all other households since other companies will be announcing their increases in swift reaction to threats to the price hikes.

These increases are not proportional to salary increases due to the distressed economy prevailing worldwide s we are running under. These call for all of us to plan together and meet the challenges as a united front, for divided we will fall.

TRT finds itself in a further strain caused by the BOCA's non-compliance by the City of Tshwane. Since 2018, TRT payments have been erratic and in 2021 up to now they got worse. These have caused undue strain to TRT and its partners with the City of Tshwane. We have seen the City of Tshwane running their operations to collect revenue in January and February due to cash flow challenges.

Unfortunately, as TRT we rely wholly on the City of Tshwane for survival and without normal payments, this has been very difficult. We are engaging with the City of Tshwane and will keep everyone updated on progress.

TRT is in its eighth year of inception phase and is yet to start its 12-year contract. This is a huge anomaly as the inception phase was originally planned for three years but has been extended thrice since operations started in 2014. This has caused undue strain to the business.

It is in this light that we request TRT employees to be tolerant to these challenges and work together with management in addressing these. TRT is a huge business which must serve us for generations to come. We must unite and rally ourselves around TRT in making sure that we work efficiently and safely.

Let us pray and rally for peace to prevail in the world so that we can leave it better for the next generations. In the same light we need to pray for TRT to come out of these times alive and well for the next generations.

I thank you.

MANAGEMENT TEAM



Chief Financial Officer

Mr Bruce Mukhola



Company Secretary

Ms Bernice Mkhonza



Human Resources Manager

Ms Thakane Motebang



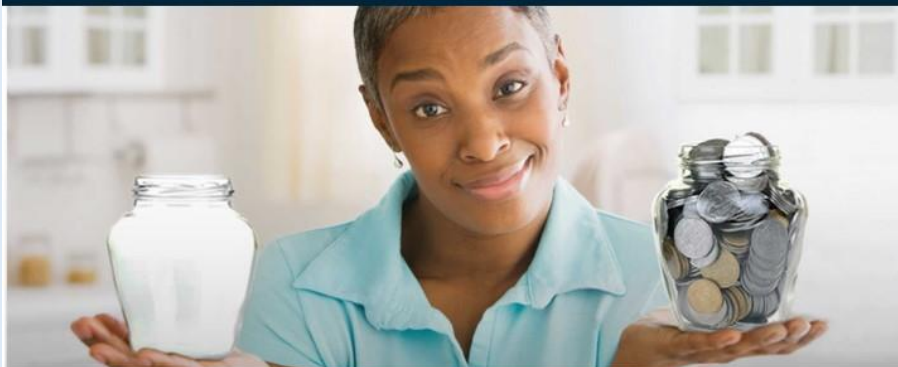
Operations Manager

Mr Morena Mofokeng

FINANCIAL TRIGGERS

kaelolifestyle

family wellbeing: AskNelson



What are financial triggers?

> We all have financial or spending triggers, which are emotions that cause us to give in to spending temptations. Which are unwise financial decisions.

Identifying your personal financial triggers and know how to handle them more effectively is crucial so that your financial plans are not derailed.

What are financial triggers?

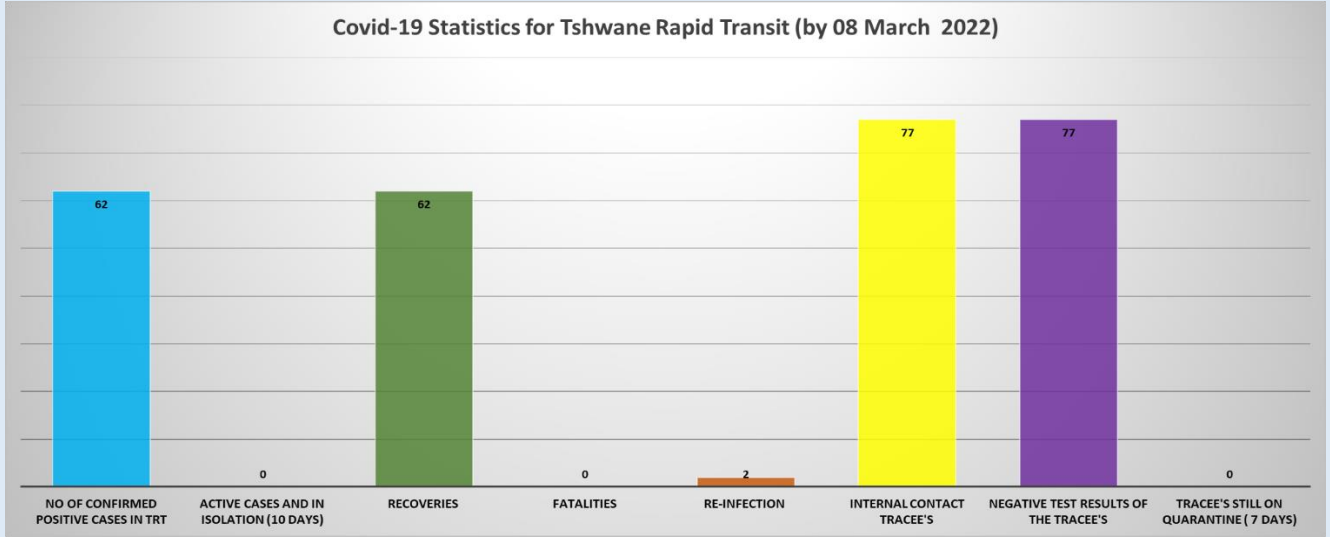


What are financial triggers?





COVID 19 UPDATES



Vaccine mandates in South African workplaces – where we are heading.

The Commission for Conciliation, Mediation and Arbitration (CCMA) recently presided and ruled over two unfair dismissal cases surrounding the matter of enforceable vaccine mandates in the workplace, says Katherine Timoney, attorney at Gillan and Veldhuizen.

“The findings of the CCMA, which is the first step in all labour-related disputes, could still be challenged by disgruntled parties or even public interest groups via the Labour Court and eventually, possibly the Constitutional Court,” she said.

However, many questions remain unanswered as the South African workforce both corporate and industrial return to their workplace as restriction levels ease and society returns to pre-Covid working conditions.

COVID-19 PREVENTION ON PUBLIC TRANSPORT

Wash your hands with soap and water for **20 seconds** or use a 60% or more alcohol-based hand rub often **throughout the day**



Wash your hands at these **5 KEY MOMENTS** FOR PUBLIC TRANSPORT:

1



Before going on public transport

2



After touching doors, handrails and money

3



After making contact with other people

4



Before touching your eyes, nose and mouth

5



When you arrive at your destination

Credit: NICD

MEASURING PERFORMANCE METRICS

MISCONDUCT

Misconduct Stats

Period	BRT	Mamelodi
December 2021	11	1
January 2022	0	0
February 2022	2	3



Absenteeism

Period	BRT	Mamelodi
December 2021	1,08%	1.12%
January 2022	2,14%	3,35%
February 2022	3,10%	3,91%

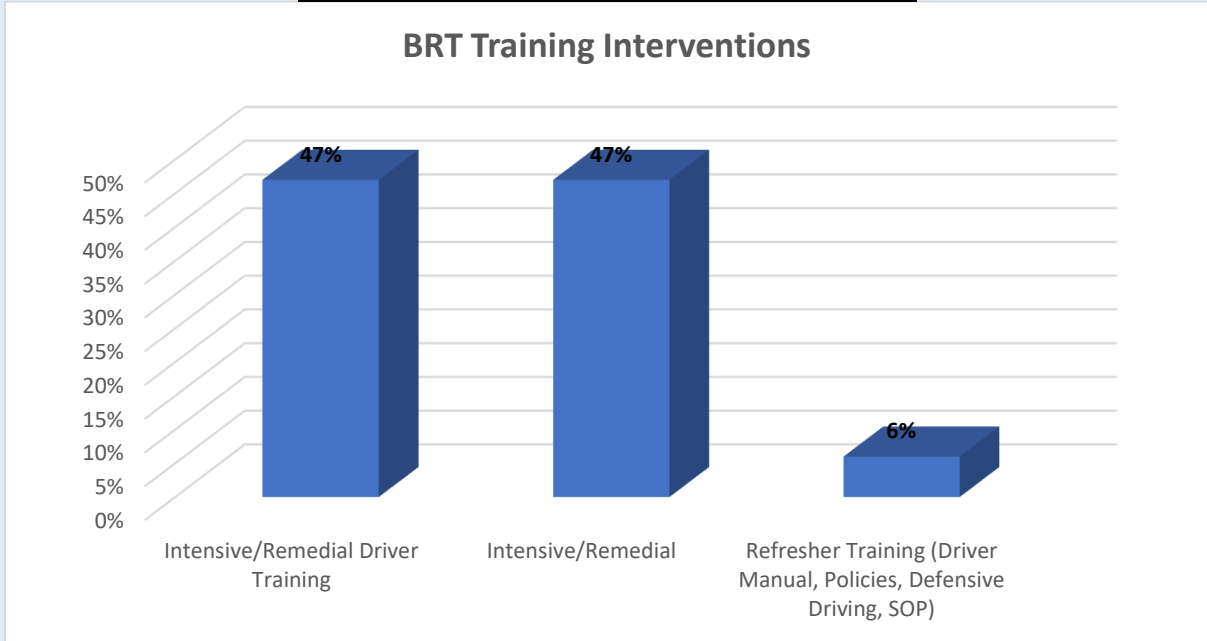
(Our goal is not to exceed 3% per month)

Bus Accidents Rate

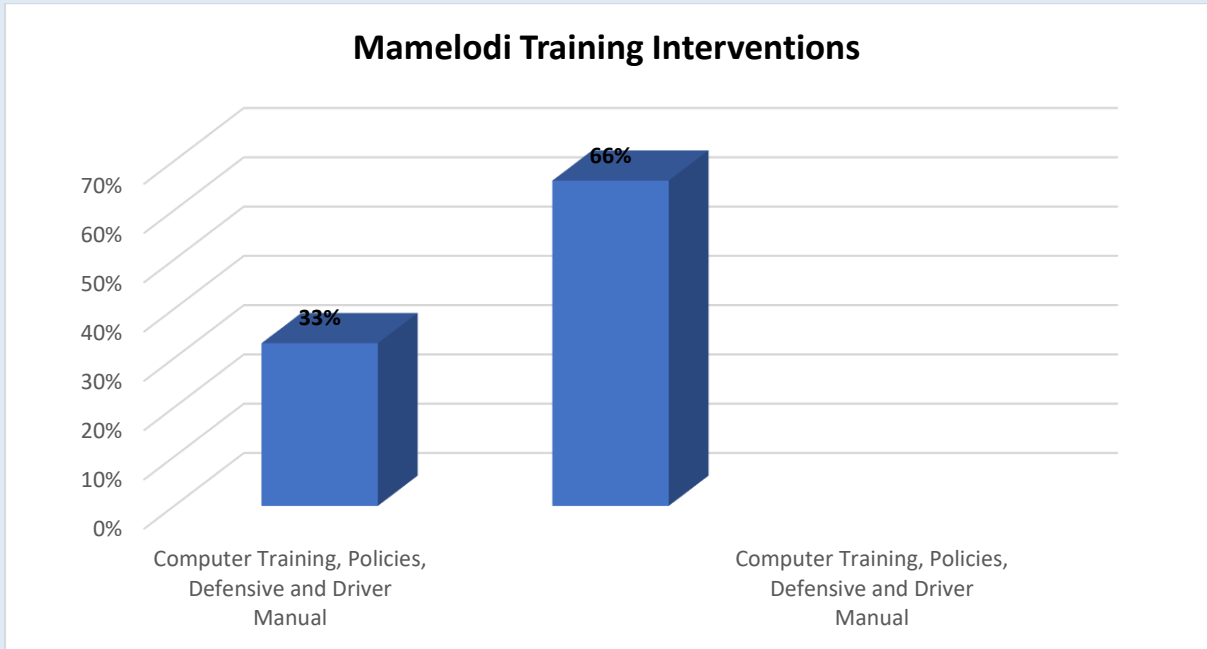
	No of Accidents	No of injuries	TRT Own fault	3 rd Party
BRT	18	3	1	17
Mamelodi	13	7	2	11
Overall	31	10	3	28

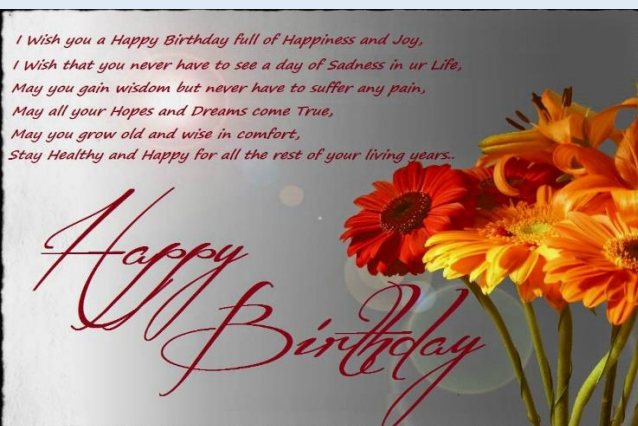


BRT TRAINING



MAMELODI TRAINING





BIRTHDAYS!!



JANUARY BIRTHDAYS 2022

- Mr. Charly Skhosana
- Mr. Sphiwe Nkambule
- Ms. Nombulelo Magocoba
- Mr. Muthuhadini Phaswana
- Ms. Boitumelo Mokoena
- Mr. Bonakele Masekwane
- Mr. Velaphi Sibanda
- Ms. Kadimo Mmitsinyane
- Ms. Ettiah Tsatsimpe
- Mr. Peter Mashatola
- Mr. Johannes Ntuli
- Mr. Nchaupe Mmotong
- Mr. Josiah Jiyane
- Mr. Tebogo Matlala
- Mr. Mack Mokone
- Ms. Maite Valoyi

FEBRUARY BIRTHDAYS 2022

- Mr. Lehlola Sefatsane
- Mr. Matubane Phasha
- Ms. Rubugail Makoni
- Mr. Mpataki Muleya
- Mr. Kenneth Masango
- Mr. Njabulo Sibiya
- Mr. Ntebaleng Baloyi
- Mr. Rochanane Baloyi
- Mr. Xolani Mtsweni
- Mr. Motshabe Maake
- Mr. Mabuti Mahlangu
- Mr. Letladi Aphane
- Ms. Lucy Mahlabane
- Mr. Matome Seomane
- Mr. Makitela Selowa

FEBRUARY BIRTHDAY CONTINUE

- Mr. Lucky Mthombeni
- Ms. Mpho Ratya
- Mr. Piet Mahlangu
- Mr. Joseph Mokwana
- Mr. Adolf Shongoane
- Mr. Mpapu Lehlokoana
- Mr. Masai Bokhale
- Mr. Joel Malefo





Mr. Bonginkosi Nkosi

Mr. Tlou Mabotja

**HOW OLD ARE YOU
NOW??**

MARCH BIRTHDAYS 2022

QUOTE OF THE QUARTER

- Mr. Nkosinathi Skosana
- Mr. Godfrey Ndala
- Mr. Farisanani
- Mr. Abiot Nkutshoeu
- Mr. Solomon Sekokotla
- Ms. Naledi Mashabela
- Ms. Patricia Khoza
- Mr. John Mongau
- Mr. Keorapetse Seemise
- Mr. Tshepo Mabunda
- Mr. Kasa Makofane
- Mr. Pentse Ditinti
- Ms. Tseke Mangwanto
- Mr. Mashegwanyane Rampedi
- Ms. Elizabeth Sibiya
- Mr. Bonolo Mokolapa
- Mr. Vusi Masilela
- Ms. Sisanda Mpimpil Ashe

The third quarter is our best quarter. That's when we blow teams out. We can be down, but that's when we skyrocket.

QUOTEHD.COM

Chris Barber

MAMELODI DEPOT COMPUTER TRAINING

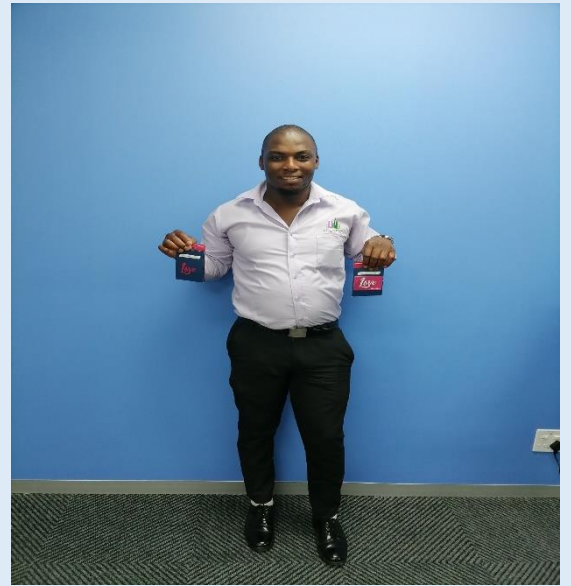


AET GRADUATION CEREMONY 2022



EMPLOYEE SUGGESTION WINNER

1. **The winning suggestion by Mr. J. Kwenaita (Bus Driver-BRT) " Cost Saving: " I Suggest that since the company is losing on tyres, the company to take all the damaged tyres and stick them on the on stations where we do docking using heavy duty glue so that when we do docking its tyre against tyre they won't damage each other the way pavement damages tyres".**



Mr. Josias Kwenaita (Employee Suggestion Scheme Winner (January 2022))