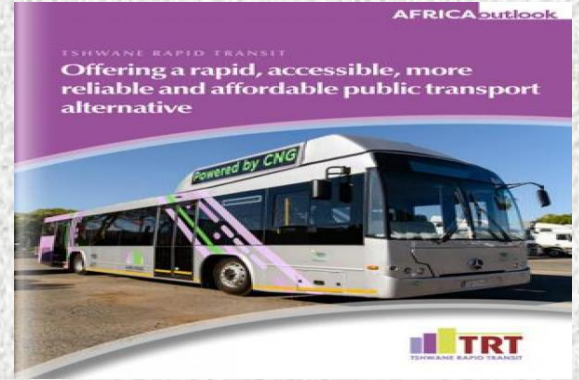


Q4 NEWSLETTER
APRIL – JUNE 2022



Q4 NEWSLETTER
EDITION

**YOUR
CONTRIBUTION
MATTERS TO
THE
COMPANY.
YOUR HARD
WORK WILL
SURELY TAKE
THE COMPANY
TO THE
HIGHEST LEVEL
OF SUCCESS.
THANK YOU,
FOR ALL!!!**



CONTENTS

- Message of the CEO
- Management Team
- 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

It is the end of the financial year already. The year has gone by so quickly. We are growing as an organization and edging closer to the end of the inception phase. There have been many challenges to TRT as a business in the past year. The main one has been financial stability. This was caused by the nature of business and governmental relations. Government has been struggling financially and it goes to say TRT experienced the same challenges as well.

We have seen extensions of the inception phase, the delayed payments, and struggles to cover the demands of trade unions due to the economic environment we operate in. We would like to say this is not permanent and shall improve. We request everyone to hang in there and look at positive aspects. Many companies have retrenched employees, but TRT continues trading.

We have proved to be a strongly focused business with all wheels working in perfect sync. Some of the highlights were being nominated in the top 5 master drive awards and hosting a graduation function for learners who did well in the AET program undertaken at our very own training facility. We have received compliments that we are providing an excellent quality service, and this is only true because of the frontline staff in operations who brave all challenges to give commuters a superb service.

As we are wrapping the year with the challenges that we have, we must acknowledge and be grateful that we still have jobs, and we are serving our communities with pride. We are a good team, and we will win as a team. There is a lot of work ahead in the finalisation of the inception phase and starting of the 12-year contract. Let us keep the energy and momentum and remember we are stronger united than divided!!!

Thank you

Samuel Matebane

MESSAGE FROM COSEC



From the Governance, Compliance and Secretariat Corner –

Regulatory Update:

POPIA (Protection of Personal Information Act) 4/2013 is in full swing in South Africa. When provisions of this Act came into effect, TRT staff members were trained and made aware of the requirements. There have been questions that seem to indicate that, in certain situations employees are not sure of what the Act requires.

The purpose of the Protection of Personal Information Act, 4 of 2013 (POPIA) is to promote the protection of personal information being processed by public and private organisations, and to introduce certain conditions for the lawful processing of personal information. So, the Act aims to protect people from harm, by protecting their personal information from being accessed, stored, and utilised without their consent.

Personal Information includes ID numbers, home addresses, photos, private email addresses and so on. It is illegal to share a person's personal information without their consent. An employee may give consent in various forms, through a consent letter, or by completing an application indicating the giving of such consent. Practically, employees must give TRT written consent to share their personal information with their Attorneys/Lawyers, representatives, commercial stores looking to confirm employment. TRT is not required to seek consent where there is a court order instructing the employer to provide such information.

MANAGEMENT TEAM



Chief Financial Officer

Mr Bruce Mukhola



Company Secretary

Ms Bernice Mkhonza



**Human Resources
Manager**

Ms Thakane Motebang



Operations Manager

Mr Morena Mofokeng

TIPS ON SAVING FUEL CONSUMPTION



Fuel Saving Tips

Aggressive driving will use
33% more gas

1

**Don't drive
aggressively**

**Shoot down the
motor**

2

When parked, even for a moment

Need I say
more

3

Use cruise control

**Don't drive over
60 mph**

4

More than that you are burning a lot
more fuel

Remember more weight takes
more gas

5

**Get rid of
Unnecessary stuff
in your trunk**

**Avoid standing in
traffic**

6

Take less travelled roads

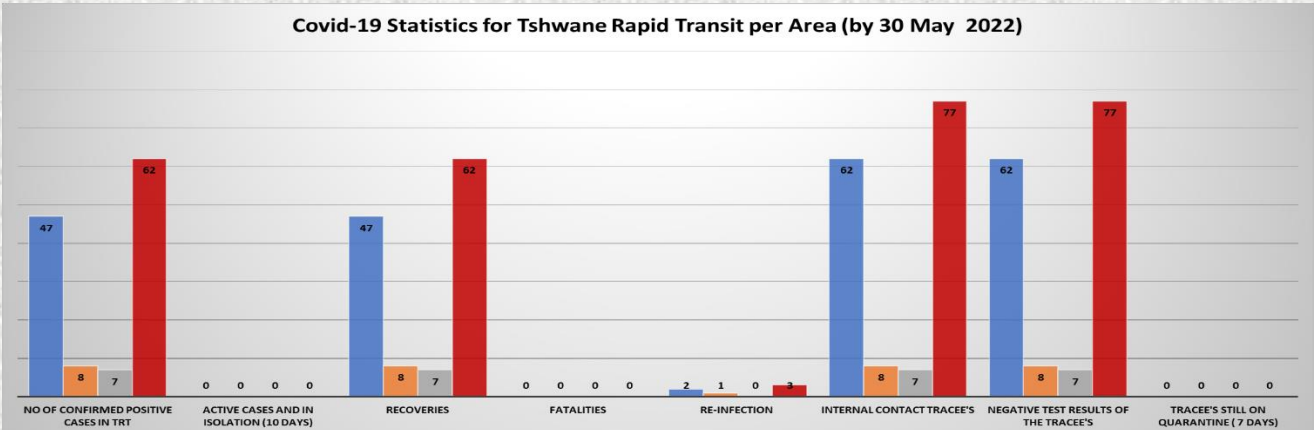
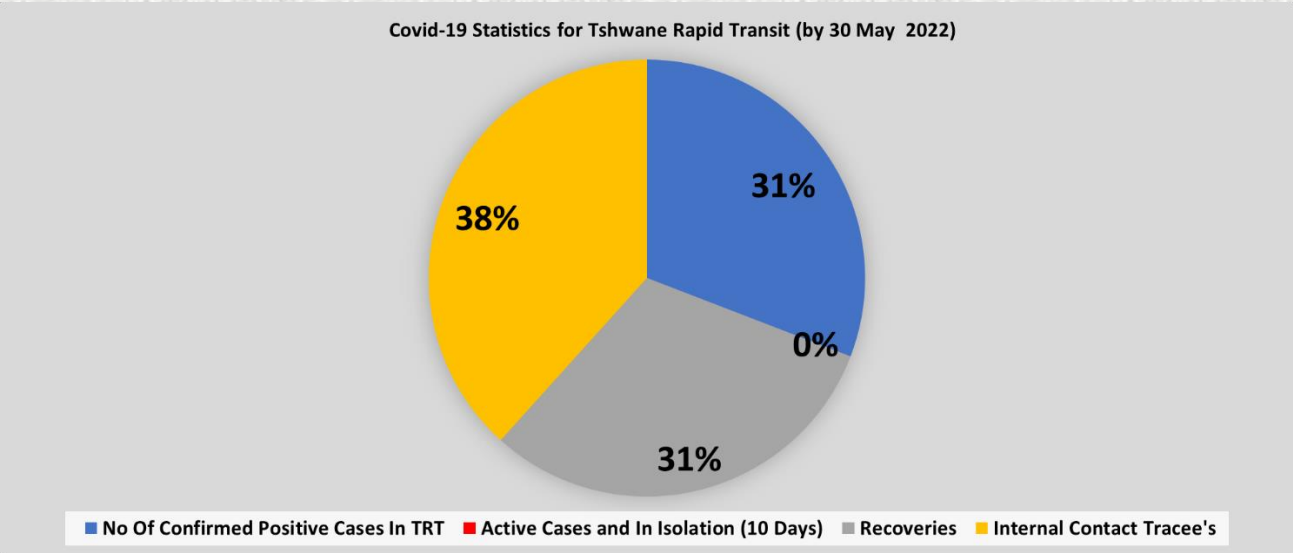
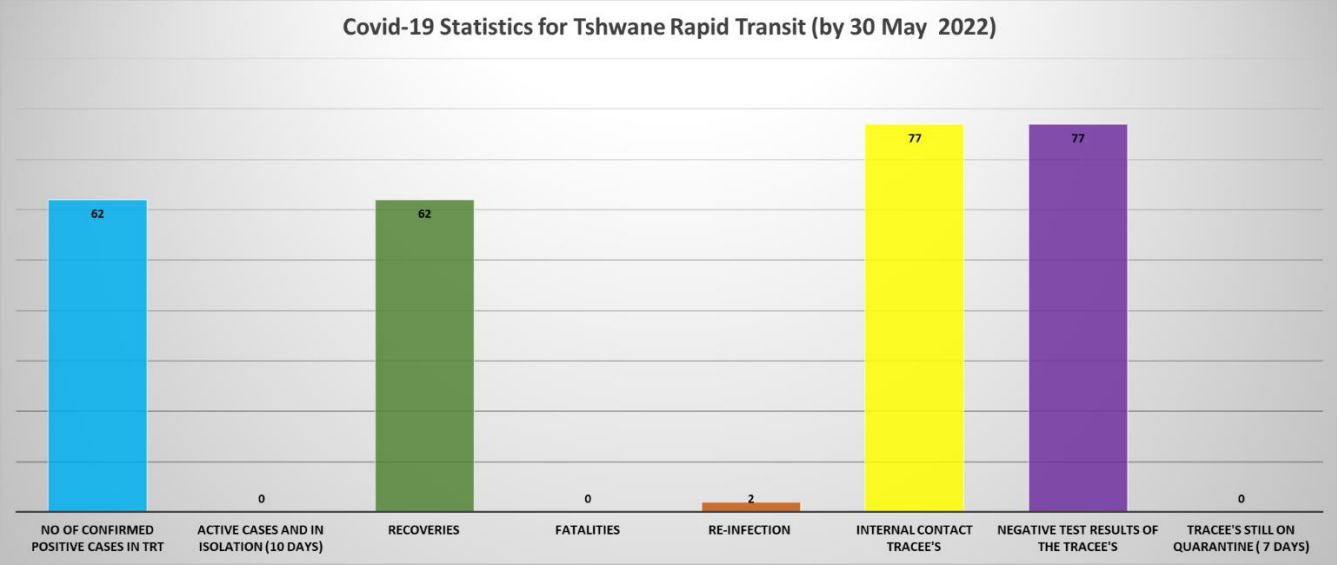
More or less air pressure will make
your car burn gas

7

**Make sure your
tires have enough
air**



COVID 19 UPDATES



MEASURING PERFORMANCE METRICS

MISCONDUCT

Misconduct Stats

Period	BRT	Mamelodi
March 2022	2	3
April 2022	4	0
May 2022	4	1



Absenteeism

Period	BRT	Mamelodi
March 2022	2.84%	2.63%
April 2022	1.79%	2.20%
May 2022	2.21%	2.81%

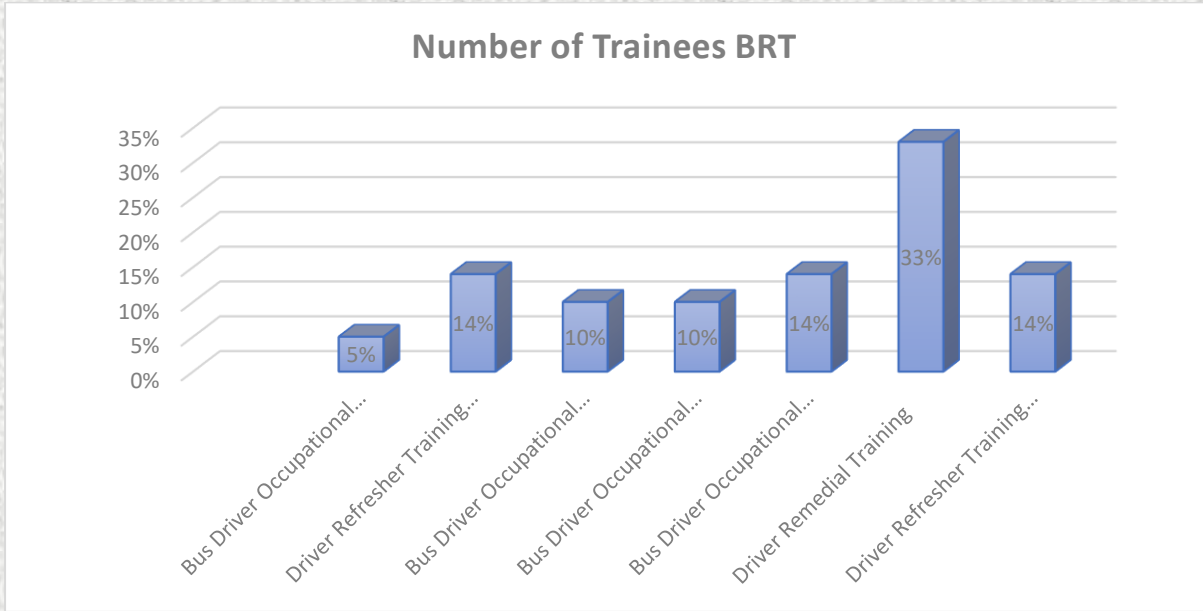
(Our goal is not to exceed 3% per month)

Bus Accidents Rate

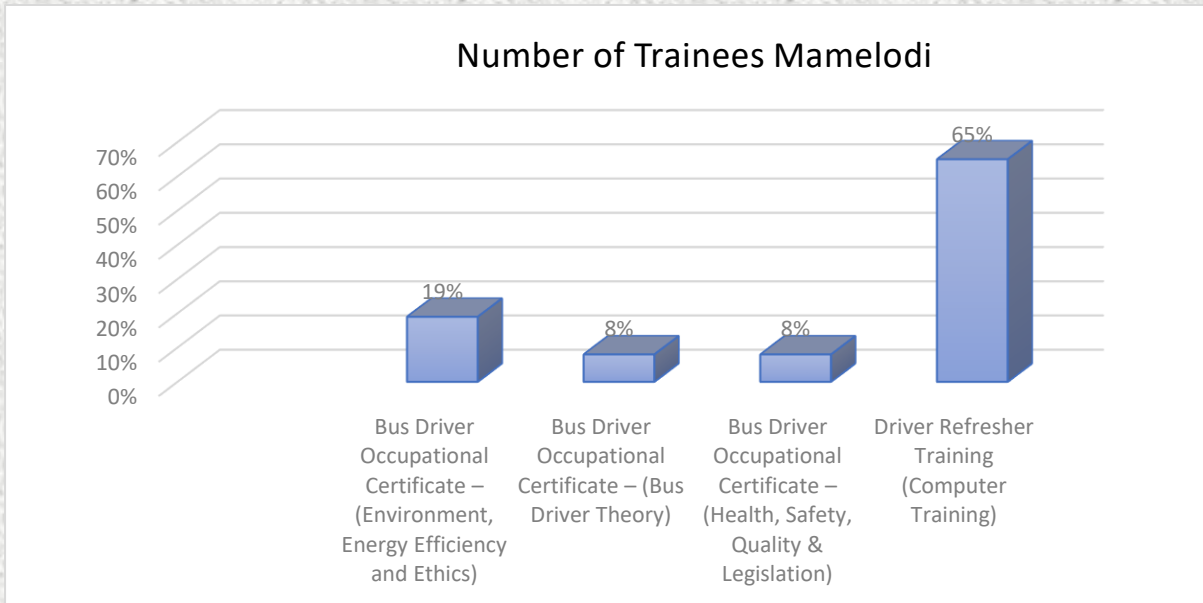
	No of Accidents	No of injuries	TRT Own fault	3 rd Party
BRT	23	7	6	17
Mamelodi	16	16	3	13
Overall	39	23	9	30



BRT TRAINING

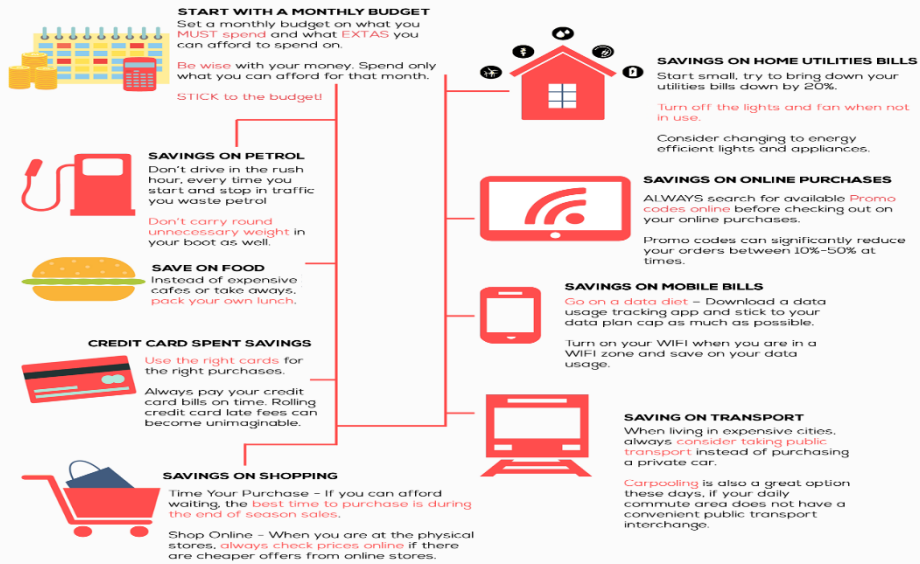


MAMELODI TRAINING



Money saving Tips

9. EASY MONEY SAVING TIPS INFOGRAPHICS



"DO NOT SAVE WHAT IS LEFT AFTER SPENDING, BUT SPEND WHAT IS LEFT AFTER SAVING." - WARREN BUFFET

This infographic is proudly sponsored by:

KIASU PROMOS KIASUPROMOS.COM/MONEYSAVINGTIPS

Singapore's TOP Coupon, Deals and Promo Codes Website.

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:



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



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:

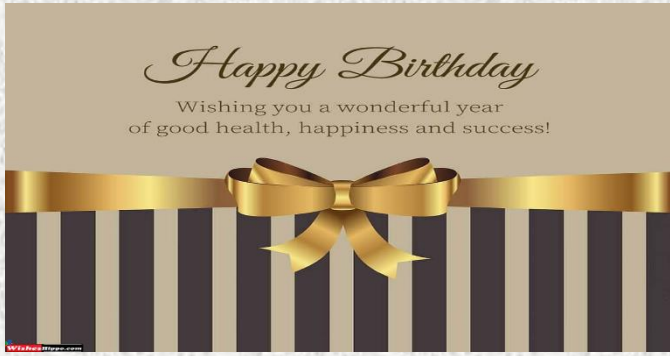
- Risk to self (suicide)
- Risk to others (homicide)
- Risk to the health and safety of a child
- Damage to property

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

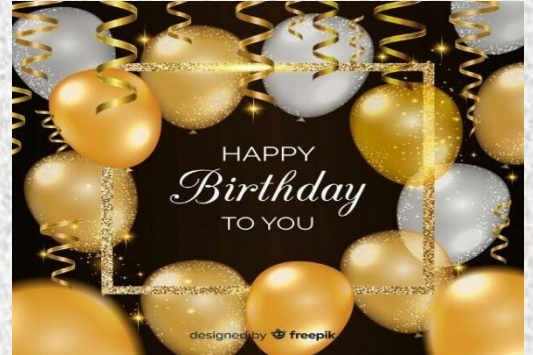
Kaelo Health - Accident Cover: Telephone: +27 (0)861 493 587; Email: service@kaelo.co.za; Web: www.kaelo.co.za
Kaelo Health - MyHealth Access: Telephone: +27 (0)861 493 587; Email: service@kaelo.co.za; Web: www.kaelo.co.za
Kaelo Health - MyHealth: Telephone: +27 (0)861 493 587; Email: service@kaelo.co.za; 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.primcure.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.





BIRTHDAYS!



APRIL BIRTHDAYS 2022

Mr. Victor Khoza

Mr. Paulos Mahlangu

Mr. Shirelele Nyambi

Ms. Andronica Ramofi

Ms. Bonginkosi Mthimunye

Mr. Tshepo Cindi

Mr. Brian Mahlangu

Mr. Kgaladi Choma

Mr. Gabriel Masuvhelele

Mr. Nicolus Mahlangu

Ms. Daphney Nkuzana

Ms. Adelaide Moyo

Mr. Magic Rampedi

Mr. Pfunzo Netshiozwi

Mr. Rale Sebudi

Mr. Jimmy Moruane

Mr. April Skhosana

MAY BIRTHDAYS 2022

Mr. Johannes Bokaba

Mr. Piet Skosana

Mr. Moses Ratau

Mr. Moses Ntuli

Mr. Bonkie Mlauzi

Mr. Bongani Mahlangu

Mr. Walter Zikalala

Ms. Yvonne Chelepe

Ms. Bernice Mkhonza

Ms. Tsholofelo Mfisa

Mr. Mashaole Mailula

Mr. John Madisa

Mr. Evans Nkanyani

Mr. Aaron Tshela

Mr. Bethuel Sehlapelo

Mr. Kgomoanoka Maleka



Mr. Eddie Baloyi
Mr. Given Skosana
Mr. Hans Booï
Mr. Thabo Mabetwa

JUNE BIRTHDAYS 2022

Mr. Mamaeke Matebane
Mr. Andries Mohlwana
Mr. Chumudi Ngwasheng
Mr. Tshepo Mthimunya
Mr. Kenneth Tsiane
Mr. Elijah Seremane
Mr. Petrus Mnguni
Mr. Malebo Mathabe

JUNE BIRTHDAYS CONTINUE 2022

Mr. Jacob Ndlovu
Mr. Edward Mafadza
Mr. David Tau
Mr. Lucia Mushwana
Mr. Thabo Makuwa
Mr. Johannes Msiza
Mr. Johannes Mnguni
Mr. Jan Mahlangu
Mr. Caroline Moloji
Mr. Johannes Moswane
Mr. Zolile Ngubeni
Mr. Victor Mokomane
Mr. Doctor Mahlangu
Mr. Bongani Msiza
Mr. Melano Bokaba
Mr. Christopher Sibanda
Mr. Amos Mbonani
Ms. Keseabetswe Kgatoke

QUOTE OF THE QUARTER

