

Q2 NEWSLETTER

OCTOBER – DECEMBER 2022



**Q2 NEWSLETTER
SUMMER EDITION**

**“THERE IS NO
WIFI IN THE
FOREST BUT I
PROMISE YOU
WILL FIND A
BETTER
CONNECTION”**

**RALPH
SMART**



CONTENTS

- Message of the CEO
- Management Team
- World AIDS day Awareness
- Employee Wellness
- 16 days of activism against women and children
- Tips for surviving holidays
- How to Prepare for a long road trip
- TRT Sport day
- Birthdays & Quote of the Quarter
- Importance of lifelong learning

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 transport system.



MESSAGE OF THE CEO



Chief Executive Officer

Mr Samuel Matebane

These days a year goes by as if it is a few months. In this era of our lives, we see many years finishing off with a bang and 2022 with no difference previous. TRT has been in operation since November 2014. This means we are officially 8 years old as a company and in October we officially celebrated 5 years of the Mamelodi contract operations. These are key milestones in our lives which have defined the business of TRT over the last 8 years. We operated two different businesses as a start-up, and we have made a positive imprint in history as per our passengers and feedback we receive from those watching closely our operations. We have also kicked out the box we used to operate in, and we are working outside the box with future business imperatives witnessed by our company. We may be in the dark hours for now, and these are the darkest before sunrise. Let us embrace the darkness for sunshine will be brighter and healthier.

Reavaya phase one operated by Piotrans was advertised as they are concluding their 12 years in January 2023. This is a defining moment for BRT services. There are parallel discussions taking place, legal processes taking place to fight for the 12-year contracts to end. We are in the hands of the lawmakers on this one and TRT partnered with SABRATA (South African Bus Rapid Transit Association and Academy) to fight against BRT companies being awarded 12-year contracts instead of permanent contracts to ensure perpetual empowerment of the taxi industry. SABRATA made representations to the Portfolio Committee of Transport in pleading with the lawmakers to see the plight of the affected operators and relook at the laws. This is a cause we will continue to fight for as mandated and directed by our leadership. We are hoping that these contracts will stay with the affected operators longer than the 12 years.

The year ends with negotiations taking place for both the BRT's 12-year contract with City of Tshwane. Once concluded, it shall set off a new and substantial milestone for the company. We view all employees as significant contributors to this impending achievement because all have worked tremendously hard to ensure reach this spectacular goal.

As transport operators our duty is to move people. This festive season is no different. People are already in a festive mood with long distance movements taking place and ours is to make them safe and trusting of our reliable service. For all the shoppers going about their business, it is us who makes sure that they arrive safely and enjoy the experience we have created for them. Ours is to serve the nation and make sure their transport needs are taken care of.

TRT would like to wish everyone holidays and a joyous new year filled with love and happiness. For those taking leave to rest, please enjoy and rest well for 2023 brings with it more work and those staying behind, please keep the fire burning and continue to do what we are best known for-excellence!!!

Sam Matebane

TRT CEO



MANAGEMENT TEAM



Chief Financial Officer

Mr. Bruce Mukhola.



Human Resources Manager

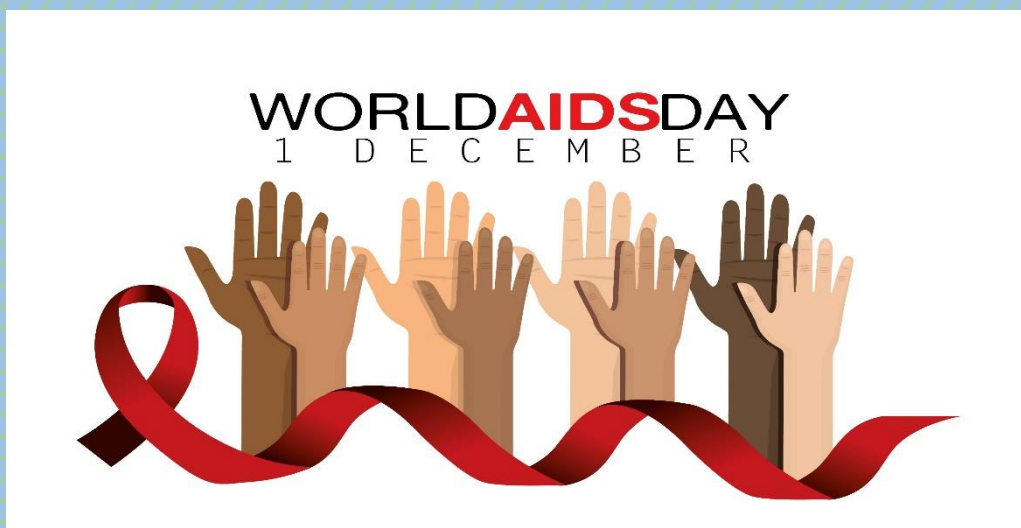
Ms. Thakane Motebang.



Operations Manager

Mr. Morena Mofokeng.

World AIDS DAY AWARENESS : 01 DECEMBER 2022





TRT WELLNESS DAY IN COLLABORATION WITH VIRGIN ACTIVE AND KAELO



Tips for surviving the Holidays



The Holidays are almost here!!!

While we understand that it's a time of excitement, family, and relaxation we also understand that the holidays can be a time of emotional and even financial strain. Trauma and emergencies may also become more prevalent during this period as you spend more time in public spaces, travelling or may have just lost a loved one.

Tips for Surviving the holidays:

Safety

- If travelling, make sure that someone you trust knows your travel plans
- Ensure doors and windows are locked before leaving your home
- Know where the local police station at your holiday destination
- Educate your children on their and your contact details.

Financial

- Put a holiday budget together and stick to it
- Pay off debt that you have accumulated during the year before making large purchases
- Don't overspend and avoid buying on credit
- Try to use a shopping listing when shopping to avoid buying unnecessary items.

Emotional

- Make sure you take time to rest and relax
- Set boundaries and don't overextend yourself, it is ok to say No
- Don't be alone if you don't want to be
- Stay connected to your family or social networks.

Mental Health Checklist for the Holiday Season

- Stay grounded with a few minutes of daily meditation or prayer
- Stick to your sleep schedule
- Bring your favourite go to snacks to have brain healthy options at gatherings
- Bring a festive non-alcoholic beverage
- Start your day with a morning walk
- Enforce your boundaries and remember it is acceptable to say 'no' without an explanation

How to prepare your car for a long road trip



A long trip is a serious test for your car and even a small problem can cause a lot of troubles. Here are simple tips on how to prepare your vehicle

Check your car owner's manual

Have a look in your vehicle's owner's manual and don't forget to keep it in your glove box.



Check under the hood

Are there any leaks? Are the battery terminals clean?

Check engine oil

To check the engine oil, park the car on a level spot, warm up and stop the engine.



Check the battery condition visually

If you see any acid leaks, cracks or other damage, the battery must be replaced.

Air filter

If it's been a long time since you changed your air filter, it might be a good idea to change it



Check the tire pressure

Recommended pressure is indicated on the manufacturer's label, which usually located in the driver's door frame or in the glove box



*Drive on,
and be safe!*



**Sixteen (16) days of Activism
against gender-based violence**

The 16 Days of Activism is an important time of every year from November 25th to December 10th; marking the wealth, progress, and future struggles to combating gender-based violence – the physical, sexual, psychological, and emotional abuse predominantly experienced by women and girls.



TRT SPORT DAY: DRIVERS VERSUS SUPPORT STAFF!!!!



TRT- Belle Ombre Team



TRT- Support Staff Team & Mamelodi



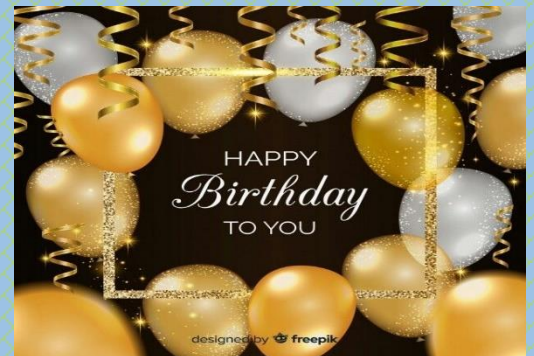




Q2 BIRTHDAYS (OCTOBER 2022 -DECEMBER 2022)



BIRTHDAYS!



OCTOBER BIRTHDAYS 2022

Ms. Thakane Motebang

Mr. Morena Mofokeng

Mr. Edward Rantlhwatlhwa

Mr. Tshepo Khoza

Mr. Phineas Sibanyoni

Mr. Enoch Sejake

Mr. Mandla Masimula

OCTOBER BIRTHDAYS CONTINUED 2022

Ms. Sylvia Sibanyoni

Mr. Sphiwe Mokoena

Mr. Kgolane Magakwe

Ms. Malataboetjwe Moema

Mr. Lucky Zimu

NOVEMBER BIRTHDAYS 2022

Mr. Nsimbi Nduli

Mr. Stephans Masombuka

Mr. Piet Kota

Mr. Frans Masombuka

Mr. Tshepho Mokwana

Ms. Joyce Dlou

Mr. Julius Mahlangu

Mr. Vusi Mahlangu

Ms. Hazel Ntuli

Mr. Motlalepula Nyoni

Mr. Sinkie Sibanyoni

Mr. Siviwe Ndevu

Mr. Aron Choenyana

Mr. Mabe Pens

Mr. Phenyo Makhale

Mr. Simon Chauke

Mr. Ignatious Mnisi

Ms. Lindiwe Sebotsane

Ms. Mutshinya Netshidzati

Mr. Klaas Ntuli

DECEMBER BIRTHDAYS 2022

Mr. Jabulani Matlala

Mr. Dingaane Msoma

Mr. Freeman Mathule

Mr. Priest Shabangu

Mr. Lesiba Maleka

Mr. Kevin Malapane

Mr. Simon Motau

Mr. Ayanda Mswelanto

Mr. Diphofa Phofedi

Mr. Elias Letsoalo

DECEMBER BIRTHDAYS CONTINUE 2022

Mr. Antony Mashab

Mr. Isaac Aphele

Mr. Rudolf Ramphi

Mr. Victor Sibiya

Mr. Jethro Mashego

Mr. William Sithole

Mr. Paulus Jiyane

Mr. Thabiso Matebane



MEASURING PERFORMANCE METRICS

MISCONDUCT

ABSENCE
FROM WORK

Misconduct Stats

Period	BRT	Mamelodi
September 2022	0	3
October 2022	5	1
November 2022	0	1

Absenteeism

Period	BRT	Mamelodi
September 2022	3.63%	5.42%
October 2022	3.91%	1.13%
November 2022	2.27%	2.18%

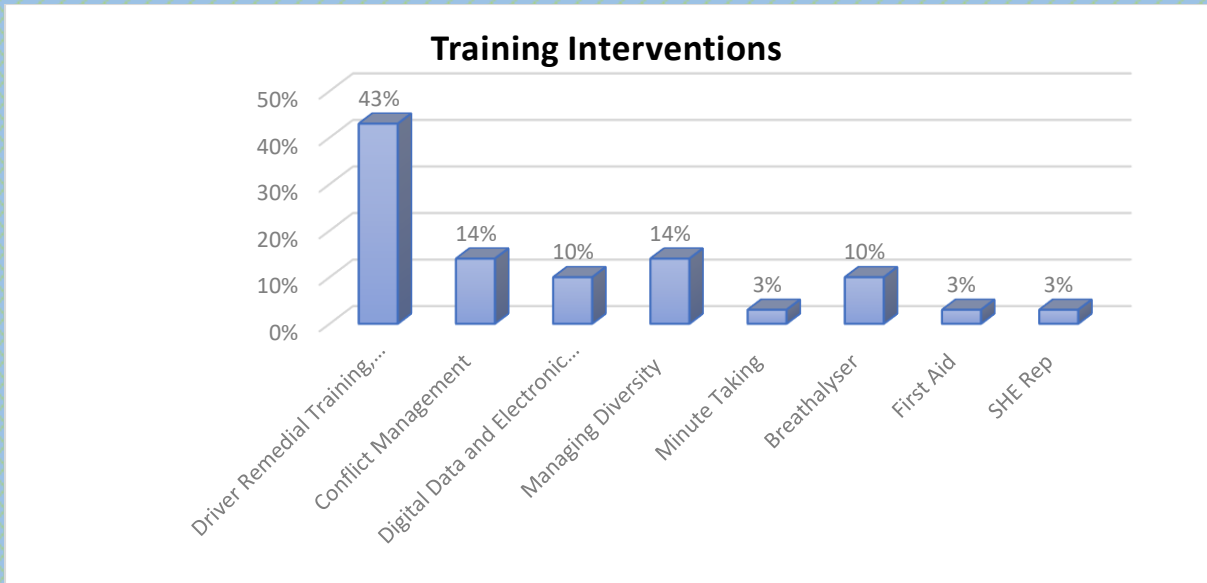
(Our goal is not to exceed 3% per month)

Bus Accidents Rate

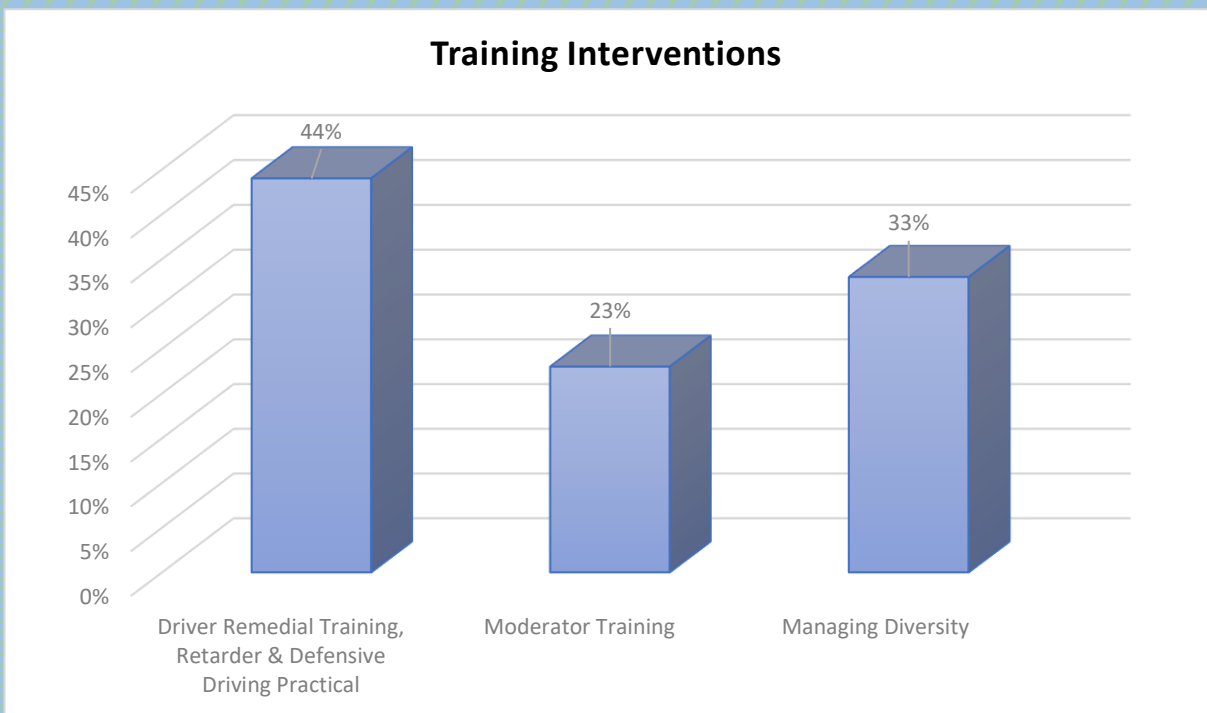
	No of Accidents	No of injuries	TRT Own fault	3 rd Party
BRT	17	7	2	14
Mamelodi	14	3	6	8
Overall	31	10	8	22



BRT TRAINING



MAMELODI TRAINING



QUOTE OF THE QUARTER

"There is no WiFi in the forest but I promise you will find a better connection"

Ralph Smart

importance of self-development/continuous lifelong learning



BENEFITS OF LIFELONG LEARNING

nurtures curious minds, keeps you up with a constant changing world

builds new skills, improves those you already have

opens minds and increases wisdom

improves memory and increases self-esteem

creates opportunities for a better job