



NEWSLETTER



APRIL 2018



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EDITOR'S NOTE

Another month, another edition. In this edition we commemorate **Freedom Day** and **Workers Day**, let us together reflect deeply on the sacrifices of those who have made it possible for us to celebrate these days.

Despite the challenges we are faced with today as the country, we must agree that today is better than yesterday and tomorrow should be greater than **TODAY**.

The responsibility of every South African, is to contribute with humility to make our blessed and beautiful nation a better place.

TRT's vision is to be the leading passenger transport operator in the continent.

VALUES:

Social Responsibility

Excellence

Integrity

Team Work

Accountable

MEASURING PERFORMANCE METRICS:

BUS ACCIDENT RATES



Our goal is to not exceed **2** per month

March 2018 - **5**

ABSENTEESIM



Our goal is to not exceed **3%** per month

March 2018 – **1.6%**

MISCONDUCT

March 2018 - **10**

ZERO ACCIDENTS RATES, Low Absenteeism rate and NO misconduct is WHAT WE ARE AIMING FOR!!!!!!!!!!

EMPLOYEE(S) OF THE MONTH

There was a tie among three employees. The Employee Of the Month committee agreed that the three employees are worth of recognition and deserved to be nominated as employees of the month.- **Congratulations!!!!!!!!!!!!!!**

Mr. B J Mahlangu – Bus Driver Conductor

Mr. M B Ntuli – Bus Driver Conductor

Mr. S J Mahlangu – Bus Driver Conductor



Name and Surname: Ms. Theresho Ledwaba

Designation: Intern in the Human Resources Department

Ms. Ledwaba joined TRT on 1st of September 2017. Her highest level of education is National Diploma in Office Management and Technology

Ambitions: To be an expert in my field of study and to also fulfil my passion in Interior design.

Strong points: I see myself as a go getter, If I want to achieve something in life I do not give up until I achieve it.

Weak points: I have a couple of weaknesses, one of them being impatient, since being in the HR department working with various people assisted a lot improving on my weak point and now I'm accommodative of others.



FINANCIAL WELL BEING

SAVING RULE, what is the 50-20-30 Rule??

The 50-20-30 Rule helps you build a budget by using three spending categories:

50% of your income should go to living expenses and essentials. This includes your rent, utilities, and groceries and transportation for work.

20% of your income should go to financial goals, meaning your savings, investments, and debt-reduction payments (if you have debt, such as credit card payments).

30% of your income should be used for flexible spending. This is everything you buy that you want but don't necessarily need (like money spent on movies and travel).

If you are closer to retirement age, you decrease your flexible spending to 20% and increase your allocation of budget for financial goals to 30%

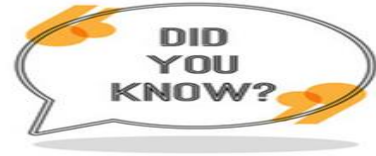
THERE ARE 4 KINDS OF DEATH BENEFITS:

- *GROUP RETIREMENT FUND*
- *GROUP LIFE ASSURANCE*
- *FUNERAL BENEFIT*
- *Human Resources Administrative Payments/Dues i.e Salary, 13 Cheque, Performance Incentives, Leave Gratuity*

Is your Beneficiary Nomination Form up to date?

THE IMPORTANCE OF HAVING A WILL

A Will lets you determine who will inherit everything that you own ("your estate"), you can name **Guardians to look after your children and appoint people you trust as your Executors to deal with your estate after you've gone.**



NATIONWIDE BUS STRIKE

On 21 February 2018, the Unions highlighted that there will be mass strike for bus drivers and A nationwide bus strike began on Wednesday 25 April 2018, the South African Road Passenger Bargaining Council (SARPBAC).

The dispute was on percentage of pay increase and allowances.



TRT NUMBERS

BUS DRIVER CONDUCTORS - 139

SUPPORT STAFF- 16

SHUNTER DRIVERS- 8

FUEL ATTENDANTS- 2

ASSISTANT BODY BUILDER- 1

THE BENEFITS OF DRINKING

WATER



Here's how you'll feel with a lack of H₂O

- Fatigue, tiredness, sleepiness
- Headache
- Constipation
- Dizziness
- Mood change, irritability, increased anxiety
- Sunken eyes
- Shriveled skin
- Muscle cramps
- Joint aches

WHAT'S NEW?? What's

Happening??

Recognition Agreement

WHAT IS RECOGNITION AGREEMENT?????

Reviewing of the Recognition Agreement is Underway with the Unions - Numsa, Satavu and the HR Department is underway.

Pension Fund MATTER:

Pension Fund for Support Staff effected from April 2018 with Sanlam

VACANT POSITIONS -4

OPERATIONS SUPPORT OFFICER

OPERATIONS MANAGER

LEARNING AND DEVELOPMENT MANAGER

TECHNICAL SUPERVISOR



MR BRUCE MUKHOLA – Appointed as a Chief Finance Officer effective **2 April 2018**.

ACTING APPOINTMENT OF DISPATCHERS -

Ms. Noneka Cynthia Mali, Mr. Sosbozi Mahlangu and Mr. Bongani Jeff Mahlangu



Ms. ITUMELENG MOSAKA- (Dispatcher) returned from Maternity Leave on 2 April 2018



Announcements

EMPLOYEE SUGGESTION SCHEME

We urge employees to partake in the Employee Suggestion Scheme. Participation is very low. Please submit your ideas using the relevant forms!!!!

Monetary price of **R 1000,00** is at stake.

Submit your best idea as soon as possible.

Walala Wasala!!!!!!!!!!!!!! Cash Prize UP for grabs!!!

Declaration of Financial Disclosure Form.....

Have you submitted Financial Disclosure Form???

All employees are expected to submit the forms to the **Legal Department!!!!!!!!!!!!!!**

QUOTE OF THE MONTH

Emancipating ourselves from mental slavery. None but ourselves can free our minds. "Bob Marley"

While revolutionaries as individuals can be murdered, you cannot kill ideas.
"Thomas Sankara"

Being black is not a matter of pigmentation - being black is a reflection of a mental attitude.
"Steven Biko"