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OBSERVER



**HOLLARD
HIGHWAY HEROES
COMPETITION
2024**

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THE KTVR BOARD
OF DIRECTORS**

**BUSINESS
ETHICS AND
CORPORATE
GOVERNANCE**

**RESPECT
UNDRPINS BOKS'
VICTORY OVER
NEW ZEALAND**



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& CORPORATE
GOVERNANCE**

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Quarterly Magazine

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LETTER FROM THE EDITOR



We understand that the objective of achieving Gender equality and superseding it is at the very centre of transformation

The end of September 2024, signals the end of our first quarter of the 2024/25 Financial Year. This Year, KTVR Bus Service turned eight years since its establishment in April 2016. This has so far been an eight-year journey that has been full of achievements and challenges. We have humbly accepted our achievements and, equally learned how to overcome our challenges.

One of the achievements this company has been able to realise, is the gender transformation agenda. We understand that the objective of achieving Gender equality and superseding it is at the very center of the transformation process in South Africa and it is very important that each year during the month of August, we pause and reflect on how far we are and set new targets for gender equality in the business.

At KTVR Bus Service, we are happy to report that our executive management comprises 98% of women leaders who are responsible for the strategic direction of the organisation.

In this first quarter edition of the magazine, we will be engaging on various topics that include a feature on Business Ethics & Corporate Governance, information on the Hollard Highway Heroes Competition for 2024 which has one of our bus drivers as a participant and standing to win a grand prize of R150 000.00.

Again in this edition, we have decided to re-introduce to all the readers of this magazine, our Board of Directors and the Executive Management Team, showcasing our governance and administrative leadership that has led this business organisation to greater heights as the Vehicle Operating Company of the Harambee Bus Rapid Transit System in the City of Ekurhuleni.

We will also in this magazine, introduce the organisation's Health and Safety representatives who were recently appointed and training to assist the organisation to implement and monitor Health and Safety standards.

Zwelibanzi Mnisi

MESSAGE FROM THE EXECUTIVE CHAIRMAN



The unemployment rate increases from 32.90 % in quarter 1 to 33.50 % in quarter 2 of 2024

I would like to share my views on the recently announced unemployment rate in South Africa by the Statistician-General - Mr. Risenga Maluleke.

Mr. Maluleke announced that the unemployment rate in South Africa had increased from 32.90 % in the first quarter to 33.50 % in the second quarter of 2024. The accepted definition of an unemployed person is a person who is without work, willing and able to work and between the ages of 15 and 64.

According to the Statistician-General, there are 16.7 million South Africans who are employed, 8.4 million South Africans without jobs, 3.2 million people who are discouraged from looking for a job and 13.1 million people who are Not Economically Active, bringing the expanded unemployment rate to 42.6 %.

These statistics are alarming and if there is no serious intervention from the public and private sectors, we all face a bleak future as a country. In fact, according to Investopedia, at the end of 2022, South Africa was number one on the list of countries with the highest unemployment rate and there is no guessing that our position has not changed.

Top five countries with the highest unemployment rate in the world:

- South Africa
- Djibouti
- West Bank and Gaza
- Eswatini
- Republic of Congo

There is a need for both government and businesses in South Africa to sit around the table and come up with strategies to overcome this challenge of unemployment before things get out of control.

In my view, to rapidly grow the economy, we need to get the following correct as a country:

- Stable energy supply
- Industrial sector investment
- Manufacturing sector investment
- Construction sector investment
- Mining sector investment
- Investment in utilities

To make an economic turnaround for the better, a company like ours is required to play a supportive role by ensuring that we provide accessible, reliable, affordable and safe public transport service, to ensure that people can move from point A to B, either going to work, meetings, shopping and between cities. Transport plays a very important role in growing the economy of a country and KTVR and other transport providers need to play their part as well.

Let us all play our part and grow the economy of South Africa.

Dr. M.K Mtshali
EXECUTIVE CHAIRMAN

KTVR

MEET THE KTVR BOARD OF DIRECTORS



Executive Chairman
Dr. M.K Mtshali



Vice Chairman (Non-Executive)
Mr. A. Sithole



Executive Director
Ms. M. Boateng



Non - Executive Director
Ms. G. Linda



Non - Executive Director
Mr. A. Maisela



Non - Executive Director
Mr. T.L Foster



Non - Executive Director
Mr. J.Z Nhlapo



Non - Executive Director
Mr. V. Tshishonga



Non - Executive Director
Mr. K. Matabane

MEET THE KTVR EXECUTIVE MANAGERS



Executive Chairman
Dr. M.K Mtshali



Chief Financial Officer
Ms. M. Boateng



Chief Operations Officer
Ms. P. Ntuli



Company Secretary
Ms. Z. Mtiya



Executive Head - Strategy & Risk
Ms. L. Phume



Executive Head - Public Relations
Mr. Z. Mnisi



Executive Head - Human Resource
Mr. M. Mokgatle (Acting)

HOLLARD HIGHWAY HEROES COMPETITION 2024

By Puleng Ntuli

Chief Operating Officer

In 2015, Hollard Insurance launched the Hollard Highway Heroes (HHH), which is an annual driver competition that champions exceptional drivers in the truck and bus driving industries. These are drivers who do not just deliver cargo and passengers safely and punctually - they also prioritise responsible driving, ensuring the safety of all road users and protecting the fleet owners.

What's in it for the drivers?

- The overall truck driver will win R220 000 in cash.
- The remaining category winners will each win R70 000 in cash.
- The overall bus driver will win R150 000 in cash and the category winners will walk away with R20 000 in cash.

Through our collaboration with Mix telematics, KTVR Bus Service entered a total of 142 bus drivers and support drivers respectively to participate in the competition as the company prides itself with having a cohort of best drivers in the passenger bus driving industry. The competition is divided into two phases to monitor and score all participating drivers.

Phase one of the competition:

During this phase all drivers were analysed through the data that was provided by KTVR to the judges of the competition to determine the eligibility of being the HHH. The comprehensive analysis combined the following:

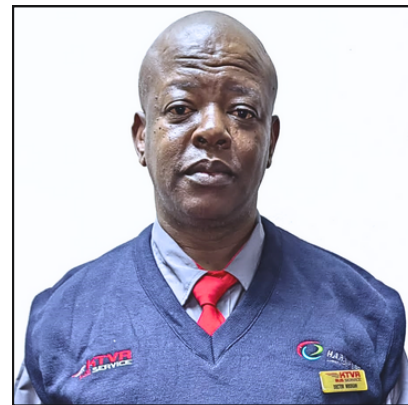
- Driver data - Analysis of driver information provided by KTVR Bus Service.
- Telematics Data - In depth analysis of driver telematics data which provides valuable insights into driving behaviour.
- In Cab Camera Information - Footage from in-cab cameras which provided additional context to driving performance.
- From the 01 - 30 June 2024 all drivers were assessed on the Short - Haul category and the score was calculated out of a maximum of 10 point.

Phase two of the competition:

From 01 - 31 July 2024, drivers were assessed and monitored on the following parameters:

- Speeding - Any speeding event over 80km per hour for longer than 15 seconds.
- Excessive Driving between 05:00 - 19:00, 300km per trip longer than 4hrs.
- Excessive driving 19:00 - 05:00, 150km per trip longer than 15hrs.
- Harsh breaking.
- Harsh cornering.

We as management and the entire staff are extremely happy to announce that Mr. Doctor Mbokani has advanced to the next phase of the competition and has made it to the top 20 contenders which is the last phase of the competition. We wish him luck in this final stage.



Doctor Mbokani

This phase of the competition is enabled by OPTIX technology which has made it possible for the HHH to use video telematics data for the first time in the competition to determine the 2024 winners.

The final stage of the competition will run from 01 September to 15 October 2024, leading to the announcement of the 2024 overall winners and category winners.



R5 000
CASH

An Exciting
FLIP IN A
HELICOPTER

A chance
to attend the
AWARDS
CEREMONY

**PUT UP
THE NEXT**

HOLLARD HIGHWAY HERO

AND STAND A CHANCE TO **— WIN BIG! —**

ENTRIES ARE OPEN FROM **01 APRIL 2024 TO 31 MAY 2024.**

It's **FREE** to enter and any truck or bus company can enter as many drivers as they want.



The overall truck driver will win **R220 000 in cash.** The remaining category winners will each win **R70 000 in cash.**



The overall bus driver will win **R150 000 in cash.** The remaining category winners will each win **R20 000 in cash.**

1 Apr - 31 May 2024
Entries Open

1 Jun - 31 Jul 2024
Monitoring
Phase

Aug 2024
Top 20
Announcement

1st Sep - 15th Oct 2024
45 Day
Monitoring Phase

Nov 2024
Winner
Announcement

KTVR APPOINTS AND TRAIN “SHE” COMMITTEE



By Kefiloe Makhekha

Occupational Health & Safety Officer

KTVR Bus Service recently appointed and trained the organisation's Safety, Health and Environments (SHE) Committee which will be a cornerstone of proactive risk management and employee well being in workplace safety and health. The committee is comprised of health and safety representatives from different departments within the organisation.

A Health and Safety Representative, also known as a SHE Rep, is a person who is appointed in the workplace to represent his/her fellow employees to ensure that all risks and hazards are identified and dealt with as far as reasonably practicable.

Duties of the employer towards SHE Representatives:

1. It is the employer's duty to ensure that representatives are properly empowered to perform their duties as health and safety representatives and that they are trained during working hours.
2. An employer shall provide such facilities, assistance and training as a health and safety representative may reasonably require and as have been agreed upon for the carrying out of his functions.

Responsibilities of safety representatives:

- Conduct health and safety audits.
- Identify potential hazards, risks and dangers.
- Investigate incidents.
- Make recommendations regarding health and safety.
- Conduct inspections.
- Attend health and safety committee meetings.

Functions of SHE Representatives:

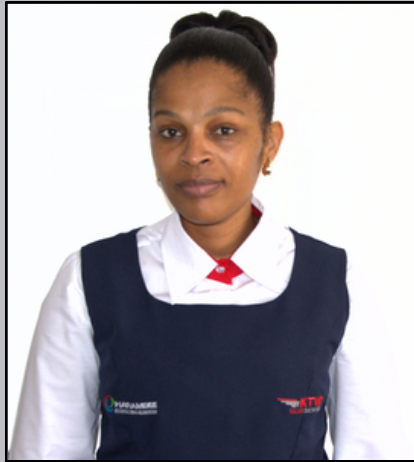
- Review the effectiveness of health and safety measures.
- Identify potential hazards and major incidents.
- Examine causes of incidents.
- Investigate complaints.
- Advise the committee and the employer.

At their core, the SHE Committee is a forum that is established to facilitate communication between employers, employees and other stakeholders in matters relating to safety, health and environmental concerns in the organisation.

KTVR “SHE” COMMITTEE MEMBERS



Sibusiso Makhanya



Precious Jele



Lindiwe Mahlangu



Sizwe Nxumalo



Marcia Mamafha



Singita Mathebula



Thandiwe Shabangu



Siphephelo Makhanya



Thembi Mabena

BUSINESS ETHICS & CORPORATE GOVERNANCE

By Tebogo Modise

Business Development & Marketing Manager

Business ethics and corporate governance are two critical components in the functioning of business organisations and to a greater extent, can determine the future of the business through how business is conducted, relations with stakeholders and the public image of the business organisation respectively.

Business Ethics.

Business ethics refers to the principles and standards that guide behaviour in the respective business organisation. It involves the application of ethical principles to business practices, ensuring that actions align with moral values and societal expectations.

Generally, business ethics is about the business organisation conducting its business with Integrity (Honesty and transparency in all business dealings), Fairness (Treating stakeholders, including employees, customers, suppliers and communities justly and equitably), Accountability (Accepting responsibility for one's actions and decisions), Respect (Valuing diversity, treating everyone with dignity and fostering an inclusive workplace) and compliance (Adhering to laws, regulations and industry standards).

Corporate Governance.

On the other hand, Corporate governance involves the systems, principles and processes by which a business organisation is directed and controlled in line with accepted business standards and it is the principle that defines the relationship between stakeholders such as the board of directors, management, shareholders and other extended stakeholders.

A business organisation needs to establish sound ethical business practices that can enhance the reputation of the business organisation and help to build trust with stakeholders. It is equally important to note that ethical behaviour can mitigate risks associated with business scandals, legal issues and financial penalties. Last but not least, a business organisation with a strong ethical foundation can be able to foster a positive work environment and build on employee satisfaction which can lead to higher productivity and retention.

What is the relationship between Business Ethics and Corporate Governance.

The two concepts are interconnected in that business ethics serve as the foundation for corporate governance. An ethical framework guides the decisions made by the board and management, ensuring that actions align with the business organisation's values and mission.

It is also important to note that corporate governance structures provide a mechanism for enforcing ethical practices within a business organisation and, this includes policies for reporting unethical behaviour and ensuring accountability.

It is widely accepted that business organisations that prioritises ethical behaviour and strong governance tend to outperform their peers, as they are better equipped to manage risks and adapt to changing business conditions

THE ROAD TO SAFETY REQUIRES BOLD, INNOVATIVE THINKING

By Ashref Ismail

Road safety needs to be given the same sense of holistic urgency and comprehensive strategy as was done during the Covid 19 pandemic, because, clearly it is a pandemic in its own right.

It is estimated that up to forty people die on South African roads daily. This brings to an average 15 000 people per annum who violently lose their lives needlessly and senselessly as a result of motor vehicle crashes. The cost to the economy we are told is around R156 billion. This is money that could have repaired every pothole, sinkhole, faulty traffic lights and damaged bridge in the country.

Investing in an efficient and effective road network forms a critical lifeblood of a vibrant economy.

If we are serious about road safety then it is time, politicians especially, stop playing lip service to what is a pandemic. Many of the victims are young and vulnerable passengers and pedestrians who have limited choices. Road traffic violations are a criminal offence and in order to combat this road crime it needs to be given the necessary resources, training and expertise to reduce offences, incidents and casualties.

Since the days of the Arrive Alive campaign, road safety has never been a priority. Twice a year, during the Festive and Easter holidays, politicians dressed in reflective jackets will pose for the cameras at roadblocks especially manned for these media events, promising to act vigorously and mercilessly against offenders. All hot air and empty promises. There just isn't the political will to make a difference.

Witness the anarchy on our roads as unruly and uncaring drivers behave with absolute impunity, overloaded, un-roadworthy heavy vehicles being driven recklessly by drivers who, most probably, obtained their driving licenses irregularly and the general lack of respect for road rules by all road users.

While this general disregard and decay of the moral fibre is symptomatic of the general psyche of the populace, we need to say: enough is enough! No more offering bribes, in fact, report the pests that ask for a back-hander.

The road network is a public space that brings together people of different races, cultures, classes, creeds and religion. The behaviour of road users speaks volumes about our attitude to compliance, competence and compassion. The increase in road rage incidences bears testimony to the pent-up anger of the road-user public. Much of this anger stems from the fact that motorists want to take the law into their own hands because law enforcement is typically absent.

The first step in addressing the carnage is to establish an inter-ministerial cluster comprising of the various arms of the criminal justice chain, headed by senior personnel who report directly to their political principals. This task-team should include members of the departments of transport, justice, correctional services, the SAPS, defense force, the SIU, the NPA, Asset Forfeiture Unit and also the Public Protector.

It must, however, be said that the most successful road safety campaign post 1994 was the Arrive Alive programme. What made it so successful? It's simplicity: Identify the lethal offences, the hazardous routes and times where fatal crashes were occurring, then conduct visible, vigorous and decisive, joint enforcement operations backed up by a high impact communication campaigns.



KTVR Staff Members took time to unwind and welcome spring in style



Respect underpins Boks' victory over New Zealand



By SA Rugby

The Boks' 18-12 victory over the All Blacks in front of a packed crowd of 57,733 at the DHL Stadium meant they are still unbeaten in the Castle Lager Rugby Championship.

While it was the Boks' fourth win over New Zealand dating back to the Rugby World Cup warm-up clash in London last year, Erasmus said the respect the All Blacks too much to make a big thing out of it.

"We respect the All Blacks immensely as a team," said Erasmus. "(Springbok assistant coach) Tony Brown put what the haka and the way they think into perspective for us as a group, and that really helped in getting us to understand them better and also play better.

"It's important to understand what winning four consecutive games against them means, but they've beaten us many times in a row too and achieved so much, so it's not something to brag about, but it feels good.

"For us we spoke a lot about the Freedom Cup this week, and it means a lot for South Africa with where we are now. We wanted to win this badly for South Africa. This was also good for our hopes of winning the Castle Lager Rugby Championship, but we still have some work to do in that regard."

Erasmus wasn't too concerned about the Boks' slow start for the second successive week after the All Blacks were also fastest out the blocks last weekend in Johannesburg.

New Zealand took a 9-3 lead at the break in Cape Town, but the Boks fought back in the second half to clinch the game with two tries in the second half, while they also kept the All Blacks tryless.

"I think we were too emotional when we started, but after half time we kept our composure and came back well," said Erasmus.

"We are currently on 20 wins in 23 games, which is special, but it is always important to stay in reality and keep working hard."

Springbok captain Siya Kolisi, who played with a broken nose, echoed Erasmus' sentiments about winning the Freedom Cup: "We all wanted it (the win and Freedom Cup) and we knew how big it was for us as a group. The coach showed trust in me to play, so I couldn't go out there half-hearted.

"We needed this today. We didn't start well but the coach was honest with us at halftime, and in the second half we did what we planned to do, and it worked out for us." Kolisi said this was the Boks' biggest game in almost a year: "After the Rugby World Cup this was the biggest game for us as a group, and we are really happy about this achievement."



Priority Seating

Please offer your seat if someone is in need

