

Observer

ISSUE 3. JULY 2018 EDITION

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UPDATE

**DISCOVERY HEALTH
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MANDELA DAY

**STAND A CHANCE
TO WIN!**

**400 BLANKETS
CAMPAIGN**



**KTVR PARTNERS
WITH REAL WORLD
TRAINING AND DEVELOPMENT**

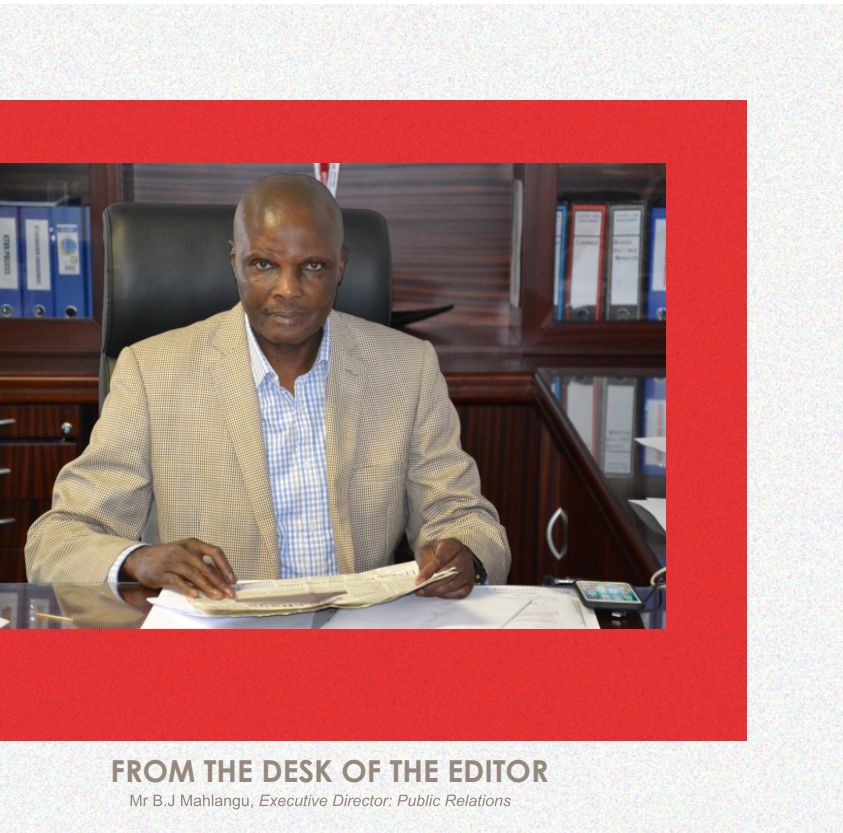
**KTVR CSI
INITIATIVE**

**“EDUCATING LEARNERS
FOR A BETTER FOR A BETTER
FUTURE THROUGH RESEARCH”**



JULY 2018

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FROM THE DESK OF THE EDITOR

Mr B.J Mahlangu, Executive Director: Public Relations

Welcome to the third edition of KTVR Bus Service Observer, our quarterly magazine designed specially to communicate on the progress of the campaigns that have been initiated both internally and externally at KTVR Bus Service.

This issue caters for readers who want to learn more about the corporate culture at KTVR Bus Service. We aim to cut through the confusion and give you clear, sensible and reliable information from the industry itself.

We want it to be entertaining and informative, but above all useful. Inside you'll find a combination of news, games, features and regular columns on a wide range of corporate topics namely updates on industry negotiations, our CSI project updates, workshops and more.

Subsequently, we would like to highlight the significant calendar dates being the Nelson Mandela day on the 18th July and the 9th of August being National Women's Day. From KTVR Bus Service, we wish all our readers a happy holiday commemorating on these days.

I hope you enjoy this issue and do let us know if there are topics you'd like to see covered in the future.

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EXECUTIVE CHAIRMAN

Mr MK Mtshali

MESSAGE FROM THE EXECUTIVE CHAIRMAN

I want to take this opportunity to thank everyone for all their efforts throughout thus far. The success of our company is built on the efforts and hardwork of our employees.

Thank you for the dedication, loyalty and commitment that each one of you has shown us.

We've come through months of both challenges and victories. How reassuring it's been to know that we can count on all of you regardless of what we face.

“ Opportunity is missed by most people because it is dressed in overalls and looks like work ”.

- Thomas Edison

On behalf of KTVR please allow me to extend my personal and genuine appreciation to each and every one for your valuable contributions to this towards this company. Working with you thus far has been a pleasure and we're proud to have you all with us.

Thank you for the dedication, loyalty and commitment that each one of you has shown us.

Let's us keep being the best we can be and allowing ourselves to learn without limits, and face everyday challenges with positivity.

Sincerely,

MK Mtshali



Through the office of the Executive Chairman, we sustained the Corporate “Friday Awareness Campaign” where by all staff members have become brand ambassadors by wearing branded golf-shirts of the company.

Each staff member was able to represent KTVR Bus Service brand in a positive light and by doing so it helped to increase brand awareness not only of KTVR Bus Service but the Harambee Bus Service too.

BRAND AWARENESS



This campaign will continue to leave a lasting impression of corporate identity at KTVR Bus Service in the minds of our target audience by which potential customers are able to not only recognize KTVR’s brand image, but to also associate it with a positive experience of the Harambee Bus Service.

We would like to thank all KTVR Bus Service staff members for their cooperation. To a greater extend, through the CSI essay research writing we distributed 45 golf shirts to learners and educators who have now become our brand ambassadors in their respective schools and communities too.

KTVR PR TEAM

Strategic Workshop

10 May 2018

*Birchwood Hotel and OR Tambo
Conference Centre*

On the 10 May 2018, the Public Relations Department went away on a strategic Planning Workshop to develop an annual performance plan that will see KTVR Bus Service entrenching its presence in the communities of Ekurhuleni. KTVR Bus Service's Public Relation Department through its annual strategic planning, set out goals and objectives that is needed to successfully make the public aware of KTVR Bus Service vision, mission and values.

This workshop is needed to plan out PR yearly marketing plans, outreach programme timelines, and other PR related objectives. The PR Department attended their first strategic workshop on the 10 May 2018 at the Birchwood Hotel and OR Tambo Conference Centre.

With PR Strategic planning meeting, PR developed an annual performance plan for the next financial year starting in July 2018 and the following programmes will be undertaking through the financial year:

1. CSI Projects focusing on at least 1 centre for older persons and 2 primary school in Tembisa.
2. Community survey to understand the Harambee BRT acceptance in the community.
3. Finalise divisional policies and strategies (Marketing, CSI, Communication, Customer relations and Media).
4. Develop terms of reference and establish Transport Forum.
5. Develop a comprehensive Public Relations Strategy.
6. Develop the company's HIV/AIDS strategy
7. Working together with the Department of Finance and Human Resource plan for 2018 year end function.



EKURHULENI TAXI INDUSTRY UPDATE

ETI BRT NEGOTIATIONS WITH THE CITY OF EKURHULENI HAS STALLED

After the signing of the Criteria for affectedness with the City on January 17, 2018 the ETI was ready to deploy personnel to do the following:

1. Market research with the City appointed contractor
2. Register potentially affected Taxi Operators
3. Identify affected Operators
4. Form Negotiations committees
5. Enter into negotiations with regard to the Vehicle Operating Company Contract



We could not do the above due to the Fact that the Et's Technical Advisor's contract with the City had expired on December and the City process to appoint a new one did not unfold to date while on the other hand the City suspended their HOD and cancelled the contract with their Market researcher who was appointed on December 2017.

At the moment there is no discussion taking place because of lack of foresight by the City and that those in power are not regarding the issues above important to tackle.

We foresee a problem on the way forward due to the following:

1. The signed MOA is due to expire on February 2019
2. The signed MFMA Section 67 will also expire on April 2019
3. The funding from DBSA is still hanging due to outstanding conditions which the City must meet.

The challenge is that if we do not start to engage with the City as of yesterday, we will miss the dates planned for the launch. The ETI cannot be held responsible for the failure of the project.

ETI ASSOCIATION LEADERSHIP DEVELOPMENT INITIATIVES

SANTACO EKURHULENI Executive has been engaging with the Association's Leadership in an effort to develop and transform them into an effective management bodies that will take their Association to a better future with less conflicts and taxi violence.

The following Associations has since March 2018 been taken one by one to such development workshops which took up to two full days:

1. Tembisa Local Taxi Association (TELTA) on the 17/18/19 June 2018
2. Birchleigh Oakmoor Taxi Association (BOTA) on the 17/18/19 May 2018
3. Reiger Park Boksburg and District Taxi Association (RBDTA) on the 29/30 June 2018
4. Katilehong People Taxi Association (KAPTA) on the 14/15/16 June 2018

We are planning to take Johannesburg Tembisa Taxi Association (JTTA) as well as Tembisa Alexandra Taxi Association (TATA) to their leadership development workshop before end of July.

KTVR Bus Service Partners with Real World Training and Development

With the current unemployment rate in the country at an all-time high, finding a job, let alone your dream job can prove to be frustrating.

According to Statistics SA, there are almost 16 million South Africans who should be actively involved in the economy of the country but are inactive because they can't find jobs.

To commemorate the 2018 youth month, KTVR Bus Service in partnership with Real World Training and Development offered 300 Unemployment Youth Graduates from Tembisa, Reiger-Park and Vosloorus and opportunity to be trained on Job hunting, to be able to gain the competitive advantage.

The workshops were held as follows:

1. Tembisa, Oakmoor Hall on the 27 June 2018
2. Reiger-Park Hall on the 28 June 2018
3. Boksburg City Hall on the 29 June 2018



Workshops held across Tembisa, Reiger-Park and Boksburg

"KTVR Bus Service Partners with Real World Training and Development"

The workshop programme focused on the following curriculum:

(Part 1 – Getting Started)	(Part 2: Getting Going)
Finding your work-life purpose. Working for a salary or working to add value. The Power of Positive Thinking. Dealing with the "Meantime". Turning Dreams into Action. Where and how to look for a job. Responding to a job advertisement. Cleaning up your act on social media.	Writing a Killer Cover Letter. 10 Things to Avoid when Preparing an effective CV/Resume. What about references and testimonials? What if I do not have formal qualifications? When is "embellishing" a CV acceptable? What is a Portfolio of Evidence and why do I need it? What are the non-negotiable characteristic traits? Critical workplace readiness skills.
(Part 3 - Getting Fried)	(Part 4: Getting Hired!)
Researching the organization. Working through sample questions. Going through a mock interview. Finding the address and arriving on time. Dressing the part and acting confident. Different types of interviews. How do I deal with my negative issues?	Handling the interview with panache. Reading body language and facial expressions. Do's and don'ts when answering the interview questions. Responding to 25 tough interview questions. Starting strong and ending strong. Listen. Think. Talk. "You can't shrink yourself to greatness!"
(Part 5 - Going Higher)	(Part 6: Going Nowhere...Yet?)
Yay! I got the job! The first 100 days. Being at the top of my game. Avoiding negative people and self-defeating behaviour. Work ethics and workplace etiquette. Continuous professional development. When and how to ask for a raise.	Conducting follow-ups. Dealing with disappointment. Remaining fit, healthy and positive. Finding a coach or mentor. Volunteering. Starting your own business. Re-inventing yourself to suit the environment.

In Celebration of Youth Month!



KTVR CSI INITIATIVE

Through KTVR Bus Service CSI initiative, the project required that the learners do a research on “The public transport challenges and how will Harambee BRT alleviate them”.

We first started our implementation programme by identifying and consulting with the schools within Tembisa during the month of February where we asked for their participation and that they should select 10 of the learners each to participate.

The consultation meetings were followed by a briefing meeting held on the 02 March 2018 at the Birchwood Conference Centre.

The project involved 40 learners who were currently in grade 11 and 12 from namely:

- Zitkeni Secondary School
- Tembisa Secondary School
- Tembisa-West Secondary School
- Phomolong Secondary School

EDUCATING LEARNERS FOR A BETTER FUTURE THROUGH RESEARCH

During the week of the 11 April 2018, adjudicators comprising of a representative from the educational district, representative from Harvest and KTVR representatives shortlisted the five finalists out of thirty-five students.

On the 04 May 2018, we hosted the main event for presentation of the shortlisted 5 essays made individually by the respective learners to an audience comprising of officials from the Gauteng Department of Education, Ekurhuleni Taxi Industry, Educators and Learners.

The panel of judges then scored each learner as per their presentation based on a “Rubric table” that we developed together with the Gauteng Department of Education officials.





"We would like to Thank our strategic partners Harvest, Busmark and the Department of Education for being part of our CSI project"



It gives us great pleasure to announce the winners of the CSI initiative:

1st



Nonhlanhla Mngxati
Grade 11, 16 Years
Phomolong Secondary School

2nd



Rachel Mhlanga
Grade 12, 16 Years
Tembisa-West Secondary School

3rd



Thomas Maabane
Grade 12, 17 Years
Tembisai Secondary School

4th



Luyanda Mashaba
Grade 11, 17 Years
Tembisa-West Secondary School

5th



Kholofelo Manamela
Grade 12, 17 Years
Zitikeni Secondary School



WELLNESS EXPERIENCE

DISCOVERY
WELLNESS
EXPERIENCE

26 June & 28 June 2018

"Discovery along with KTVR Bus Service would like to thank all staff members who participated".

Discovery Health Company brings wellness to KTVR Bus Service

On the 26th of June 2018, Discovery Health came to KTVR Head Office and on the 28th of June to the KTVR Depot to screen and test members on the following:

- Blood Sugar Levels
- Blood Pressure
- Cholesterol Levels
- Body Mass Index (Weight)
- VCT (HIV Voluntary Counselling and Testing)

By Health Professionals/Nurses from Discovery Health ensuring that all results be given only to the employee. (The company only gets overall statistics and not the full medical records or results of the tests nor the names of the staff members).

In addition to the screening, Virgin Active participated by initiating a fitness activity by which staff were able to win prizes.



Woman's Day

9 AUGUST

KTVR CELEBRATES WOMEN'S DAY

This day commemorates 9 August 1956 when women participating in a national march petition against pass laws (legislation that required African persons to carry a document on them to 'prove' that they were allowed to enter a 'white' area').

Imagine over 20 000 women of all races and ages from every corner of South Africa marching together towards the Union Buildings in Pretoria. On 9 August 1956 these women were marching in protest against the pass laws that proposed even further restrictions on the movements of women.

The Federation of South African Women (Fedsaw) organised the March, led by four women; Helen Joseph, Rahima Moosa, Sophy Williams and Lilian Ngoyi. The leaders delivered petitions to Prime Minister JG Strijdom's office within the Union Buildings.

Women throughout the country had put their names to these petitions indicating their anger and frustration at having their freedom of movement restricted by the hated official passes.

To conclude the Women's March the women sang freedom songs such as Nkosi Sikeleli Afrika, however, the song that became the anthem of the march was "Wanthint' abafazi, Strijdom!".



NELSON
MANDELA
INTERNATIONAL DAY

Take action
Inspire change
18 July

HAPPYDAYS-365.COM

The Public Relations Department invites all staff members to donate new blankets at **R180.00** per blanket for **Mandela Day**.

All donated blankets will be given to Old age persons at the **Zodwa Mofokeng Centre** for the Aged in Tembisa

Please forward your blanket donation to the PR Department on or before 29 July 2018.

STAND A CHANCE TO WIN !!

WORD SEARCH

The words in the word search are hidden accross, down, and diagonally, with no backwards.

I I I F T E S B A P T E S E N
Q E N A N R O I R R F P A A H
S H T E E S A J C A T P L P A
R E E F S B O I B K A I A P S
E M R F U B S N N R L E R L O
R A V I F L E X T I M E Y Y C
A N I R D A L T S A N B A A T
I A E E U A I T R G E G R V O
S G W W Y M N E I N U E O R E
E E B O E E D R E M E R N T R
A R F H F R E F E R E N C E S
O F T A I E I E M P L O Y E R
P H I E I T B O N U S A T S N
Y A P P L I C A T I O N D O U
R N I T P R O M O T I O N T O

APPLICATION **APPLY** BENEFIT **BONUS** BOSS **CAREER** EMPLOYER **FIRE** FLEXI TIME **FULL TIME**

INTERVIEW **JOB** LAYOFF **MANAGER** PARTTIME **PROMOTION** RAISE **REFERENCE** SALARY

SICKLEAVE **TRAINING**

Email your answer to yolandf@ktvr.co.za to claim your prize!



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