



THE SCIENCE OF
CLEANING
& **HYGIENE**

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TSEBO
50+
YEARS
FROM 1971 - 2023

**TSEBO CLEANING AND
HYGIENE CEMENTS ITS
COMMITMENT TO SERVICE
EXCELLENCE AND A
SUSTAINABLE FUTURE**

pmr
africa

top
EMPLOYER

SOUTH
AFRICA
2023

CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS

QUARTERLY NEWS
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TSEBO



Recent winner of seven PMR Awards, Tsebo Cleaning and Hygiene Solutions has taken its commitment to listening to and understanding its client needs to the next level by setting ambitious Environmental, Social and Governance targets.

There are many variables to maintaining and growing a successful business in the economically challenging and dynamic environment we find ourselves in. On the one hand, businesses need to adapt quickly to environmental challenges and a demanding marketplace by continually reviewing their strategies, changing and developing new products, ideas and services and adapting existing solutions to stay ahead of the competition. On the other hand, consistency is key to building sustainable practices and long-standing and reliable partnerships that result in mutual growth and learning.

Successfully walking the tightrope between these seemingly opposite polarities is no easy task. Still, it is one that the Tsebo Solutions Group has mastered over its more than 50 years of operation. By consistently foregrounding customer care and satisfaction and building reliable supply chains and efficiencies in doorstep communities in the background, Tsebo carefully balances the need for innovation and sustainability.

For Tsebo Cleaning and Hygiene Solutions, the benefits of this approach are clear, with the division once again achieving remarkable success at the recent PMR Awards. The results of the annual awards are based on client perception surveys, with a strong focus on evaluating and measuring customer service and satisfaction across a range of 21 attributes, as well as on the perceived strengths and weaknesses across 27 attributes.



Tsebo Cleaning and Hygiene Solutions earned seven accolades, including the **PMR DIAMOND ARROW AWARD HEALTHCARE**, which it has now won for **20 consecutive years**.

Other accolades for 2023 are:

- **PMR DIAMOND ARROW AWARD COMMERCIAL**
- **PMR DIAMOND ARROW AWARD EDUCATION**
- **PMR DIAMOND ARROW AWARD INDUSTRIAL**
- **PMR GOLDEN ARROW AWARD ENTERTAINMENT**
- **PMR GOLDEN ARROW AWARD HOSPITALITY**
- **PMR GOLDEN ARROW AWARD RETAIL**

In response to these outstanding results Monwabisi Kalawe, CEO Tsebo Cleaning and Hygiene Solutions said, "The PMR Awards have long been regarded as the ultimate accolade in service excellence. They serve as a testament to the trust our clients place in us and stand as a resounding affirmation of our collective commitment to excellence. We are immensely proud of our team's consistent dedication to providing exceptional service, which has been recognised and celebrated through these awards."

The awards are a clear indication of Tsebo Cleaning and Hygiene Solution's unwavering dedication and commitment to delivering exceptional service that continues to shape the organisation's reputation as an industry leader. They are also a reflection of the trust and confidence held by Tsebo's clients.

In a bid to maintain this trust while simultaneously responding to the demands of a world that is challenged by conflict, inequality and climate change, the Tsebo Solutions Group recently published its inaugural Environmental, Social and Governance (ESG) Report.

Over its 50-plus years of existence, Tsebo has achieved an impressive track record of leaving a legacy in its areas of operation across Africa – through training, mentorship and by providing opportunities for economic growth and expansion. However, it is only now by formalising and measuring its efforts across the environmental, social and governance aspects of its business, that Tsebo has established a baseline against which it has set impressive targets.

Tsebo's Sustainability Framework

Tsebo's Sustainability Framework is built on the foundation of our four core values and comprises four drivers, namely:

- Positive people experience
- Engaging customer experience
- Commitment to sustainable partnerships
- Managing environmental impact

These drivers are reinforced by:

- Good corporate governance and ethics, and a
- Corporate social responsibility mindset.

Together, these six pillars comprise Tsebo's material sustainability focus areas as a business, and are carefully considered, researched and approved by our Sustainability Committee. Tsebo Group's purpose statement lies at the heart of our framework – "We develop people, to serve people, to uplift society" – the force and ethos behind Tsebo's ability to make an impact in the lives of people in our communities and leave a legacy for generations to come.



For Tsebo Cleaning and Hygiene specifically, this includes the following benchmarks and initiatives.



ENVIRONMENTAL

Toilet paper

Tsebo currently purchases 295 tonnes of single-ply toilet paper a year to service our client sites, about 30 tonnes (10%) of which are manufactured using recycled paper. Tsebo is actively engaging with its clients to promote the switch to Forest Stewardship Council (FSC) endorsed 100% recycled paper to achieve an 80% recycled paper supply by the end of 2025.

Single-use plastics

In a move away from single-use plastics, Tsebo Cleaning and Hygiene Solutions sourced a supplier that uses sustainable eco lids. This initiative, implemented in July 2022, effectively reduced the businesses' waste-to-landfill by approximately 170 kg per month. By the end of 2023, all aerosols purchased from our supply partner will be fitted with EcoCaps, decreasing the use of plastics in our aerosol range by 25.6%.

Furthermore, the soap-refill process was redesigned through engagement with our supply partner, enabling a multi-use pump system to replace the single-use soap pump and sachet refill combo. Single-use pumps generate around 650 kg of plastic waste annually. Through this innovative design, we are reducing our plastic use by 56.5% per year.

Eco-friendly cleaning chemicals

Tsebo Cleaning and Hygiene Solutions uses certified eco-friendly cleaning chemicals containing antimicrobial agents wherever possible. These include the Enviro range of chemicals that use components and surfactants derived from natural plants and which return to their natural origin within 21 days.

Equipment, tools, technology

The abrasive yet gentle nature of our microfibre cloths and sleeves reduces the amount of chemicals needed compared with conventional options. The cloths are reusable and long-wearing. Introducing Diamond Pad Technology for stripping and sealing floors, which helps to eliminate the need for floor finishes, coatings, strippers and crystallisation products, as well as the labour-intensive work of applying these chemical products. This shortens the process and reduces electricity use. Less water is used as there is no need to rinse out chemicals.

Reduced energy usage

Less energy is used at sites where we use energy-saving equipment, e.g. certain vacuum cleaners and energy-saving auto scrubbers. Hot water is unnecessary when using specific cleaning chemicals and consumables equipment; processes thereby saving electricity.

Using technology to reduce water and chemical consumption

Tsebo uses the NX 244 compact scrubber for some of its larger cleaning contracts. The NX 244 compact scrubber is a small, nimble and environmentally friendly auto scrubber. Besides using a fraction of the water and chemicals used by traditional cleaning methods, the NX 244 compact scrubber cleans up to 70% faster than conventional wet mopping and up to 30% faster than traditional auto scrubbing.





SOCIAL

Empowering Black female owned through enterprise and supplier development

SMMEs Theta Nathi Facilities Group

Theta Nathi Facilities Group, a 100% Black female-owned SMME offering professional cleaning services in Gauteng, was recently given a boost when Tsebo identified them as an Entrepreneur Partner of Choice on a large contract for a major motoring dealership. Theta Nathi was chosen for their professionalism, aligned values, and range of service offerings that complemented Tsebo's offerings. With its inherent understanding that a clean office environment is key to a modern effective organisation, Theta Nathi has proved to be the perfect SMME partner and takes care of the office cleaning at the dealership while Tsebo looks after its warehousing.

Elevated Hygiene Services

In 2014 Elevated Hygiene Services was chosen from a selection of small businesses to partner with Tsebo on a bid for a large hospital cleaning project. In addition to passing the objective criteria, they showed enormous passion and commitment. The bid was successful, and Tsebo helped Elevated Hygiene Services to grow the business by navigating complex regulations and laws and offering human resource services. This included contract advice as well as managing administrative issues such as UIF.

Elevated Hygiene Services has subsequently become an enterprise partner of choice and has benefited from skills and knowledge sharing as well as operational support. Once the SMME had achieved Tsebo's expectations of service excellence, it was tasked with running a large government contract.

As part of its ongoing development:

- Elevated Hygiene Services employees can access Tsebo's e-learning courses and training material.
- Tsebo conducts regular on-site refresher training to ensure the correct cleaning and disinfection methodologies are used.
- Tsebo offers project management assistance through monthly quality audits performed by an external auditor.
- Tsebo provides clients with complete monthly cleaning and hygiene reports.

Due to Tsebo's mentorship Elevated Hygiene Services has expanded its general cleaning services. The SMME currently provides cleaning services to six companies and employs over 125 people.

"By establishing a sustainability framework and publishing our first ESG report, Tsebo has publicly confirmed its commitment to using its experience and expertise on a sustainability journey that benefits not only its clients and its business but also the environment and livelihoods of stakeholders in the communities in which it operates," Kalawe concluded.

Engaging customer experience

Innovation and technology

We pride ourselves in being an innovator across all industry spaces in which we operate. This is achieved through a forward-thinking approach, constantly exploring and implementing international trends and leveraging technology wherever possible to increase productivity and consistency while maintaining cost-effective price points for our clients.

Operations and quality management app

Tsebo created and implemented the operations and quality management app for quality assurance and to maintain exceptionally high cleaning standards. Small, unobtrusive barcodes are placed around a client's site. The contract manager on site uses the app to do daily inspections by scanning each barcode and answering a set of questions. Any issues are recorded and can immediately be remedied.



Meet Africa's first cobotic vacuum cleaner

Tsebo introduced the first cobotic vacuum cleaner in the southern hemisphere at one of our large client's sites. Not only does the smart cleaner work incredibly hard by vacuuming continuously throughout the day, over weekends and holidays, but it also comes complete with GPS, which allows live data reporting of areas covered, and triggers an alarm should anyone try to steal it from the property.

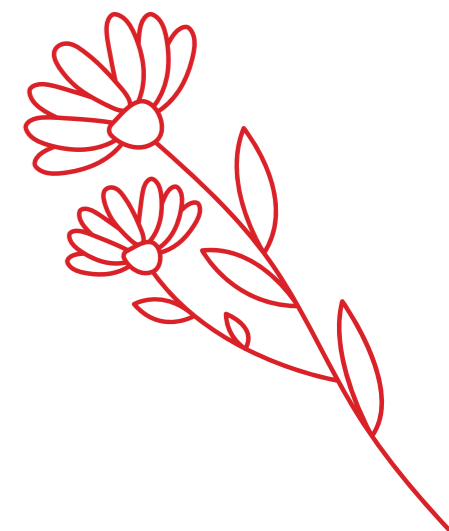


GOVERNANCE

Good corporate governance and ethics

As part of the Tsebo Solutions Group, Cleaning and Hygiene Solutions believes that Good Corporate Governance and Ethics go beyond rules and regulations. Transparency, trust and value-driven, ethical behaviour is vital for the sustainability of our business. We therefore invest and align with global industry accreditations, standards and best practice codes, and make sure that we constantly improve our internal control and compliance processes. Tsebo Group instils ethical business practices in every aspect of our operations, with a zero-tolerance employee policy for a of dishonest behaviour.

"By establishing a sustainability framework and publishing our first ESG report, Tsebo has publicly confirmed its commitment to using its experience and expertise on a sustainability journey that benefits not only its clients and its business but also the environment and livelihoods of stakeholders in the communities in which it operates," Kalawe concluded.



HOW TECHNOLOGY IS CHANGING THE CLEANING INDUSTRY

By Johan le Roux, Divisional Manager Tsebo Cleaning Solutions

The pace of technological advancement in recent years has resulted in significant changes in the tools available to cleaning businesses. Technological solutions have helped everything from product efficiency to time savings, enabling cleaning businesses to deliver better results for their customers. From cobotic solutions to light-based air purifiers, the scope for adopting new technology in the cleaning regime is vast.



Cobotics and robotics

Robotics have been used in the industrial settings for some time, but in recent years they have become increasingly popular with consumers, with devices such as robotic vacuum cleaners, floor scrubbers and equipment fitted with telematics to show productivity. The adoption of such technologies is gaining momentum quickly within professional cleaning too.

Short for collaborative robotics, 'cobotics' means robots that are intended for direct interactions with humans. Consistent and transparent reporting from these machines provides reliable information regarding specific areas cleaned and when it was cleaned. This is extremely important information for internal processes as well as providing a value-add to the customer or client. The ability to monitor and interact with the machines remotely via phone, tablet, or desktop, gives operators and supervisors the opportunity to perform other tasks while maintaining oversight of the machines under their area of responsibility. Adopting technological solutions can help cleaning companies in utilising staff in a better way. Cobotics will free up human time by taking care of repetitive cleaning tasks in large open areas. Humans can then focus on other detail cleaning tasks.

Designed for optimum performances in mind, they are easy to operate and always deliver a superior quality of work. They are ideal for large open areas like retail environments, hospitality, airports or more. In general, it will use less cleaning product and water than a traditional floor cleaning approach, thus also reduce the environmental impact. Some of these machines does not use water at all, using bacteria-removing microfibre to clean floors. In addition to this, modern battery charging approaches means that these machines can operate for longer periods, improving productivity.

Technology is not only focussed on floor cleaning equipment but can also be found in various other applications for example hygiene soap dispensing units, toilet roll dispensers, systems that will communicate with a supervisor to request a clean of an area after it has been in use. Various applications are available today to assist cleaning companies to ensure service delivery is always to the expectation of the client as well as the optimisation of labour.

DUSTY INDOOR ENVIRONMENTS – THE INVISIBLE MENACE AFFECTING BUILDING OCCUPANTS

By Marietjie Swanepoel, Hygiene, Cleaning and Healthcare Specialist

As unassuming as it may seem, dust is a formidable adversary lurking within the walls of commercial buildings, impacting the well-being of their occupants. Dust, composed of a myriad of tiny particles, is generated from various sources, and can have an adverse effect on indoor air quality. In this article, we will delve into the world of dust, exploring its composition, travel patterns, and its detrimental impact on both surfaces and the health of building occupants.



The nature of dust and its origin

Dust is a pervasive mixture of microscopic particles that arise from both indoor and outdoor sources and the specific components of dust can vary depending on the environment. One might be astounded by the assortment of elements coalescing atop ceiling fan blades, including paint residues, carpet and textile fibres, molds, hair, construction materials, diminutive plastic particles, smoke remnants, pollen, bacterial and viral agents, insect fragments, skin flakes, ash, soot, and minerals.

The journey of dust: how it travels and settles

Dust is a dynamic entity, constantly in motion due to air currents and human activity. It travels through indoor spaces in a cycle that begins with agitation, then suspension, and ultimately, settling on various surfaces.

- **Agitation.** The initial disturbance of dust occurs through activities such as walking, cleaning, or even using electronic devices. Any movement of air, like opening doors and windows, can also cause dust to stir.
- **Suspension.** Once agitated, lighter particles, particularly those below 10 micrometres (PM10) and 2.5 micrometres (PM2.5) in diameter, can remain airborne for external periods. These fine particles are especially concerning as they can penetrate deep into the respiratory system when inhaled.
- **Settling.** Eventually, dust particles lose their buoyancy and settle onto floors, furniture, and other surfaces. While larger particles may settle quickly, smaller particles can take hours or even days to settle.

The effect of airborne dust on indoor air quality

Dust in its airborne form significantly impacts indoor air quality. The accumulation of dust particles in the air can lead to poor ventilation. Allergic reactions, respiratory issues, reduced productivity, and the spread of microorganisms (germs) are some of the negative effects of dust particles in commercial buildings.

For individuals, sensitive to allergens, such as pollen or pet dander, airborne dust can trigger allergic reactions. Symptoms may include sneezing, a runny nose, itchy eyes, and skin rashes. Airborne dust particles can cause respiratory irritation, particularly in those individuals with pre-existing conditions such as asthma or chronic obstructive pulmonary disease (COPD). Dusty indoor environments can lead to discomfort and reduced concentration, ultimately affecting the productivity and wellbeing of employees and building occupants. Furthermore, airborne dust can serve as a carrier for microorganisms (germs), potentially leading to the spread of infectious diseases among occupants.

Dusty environments: surfaces and building damage

The impact of dust extends beyond its effects on indoor air quality. Dust accumulation on surfaces, such as floors, countertops, and office equipment, can lead to several adverse consequences such as surface damage, further to that, dust can damage carpets and electronic equipment.

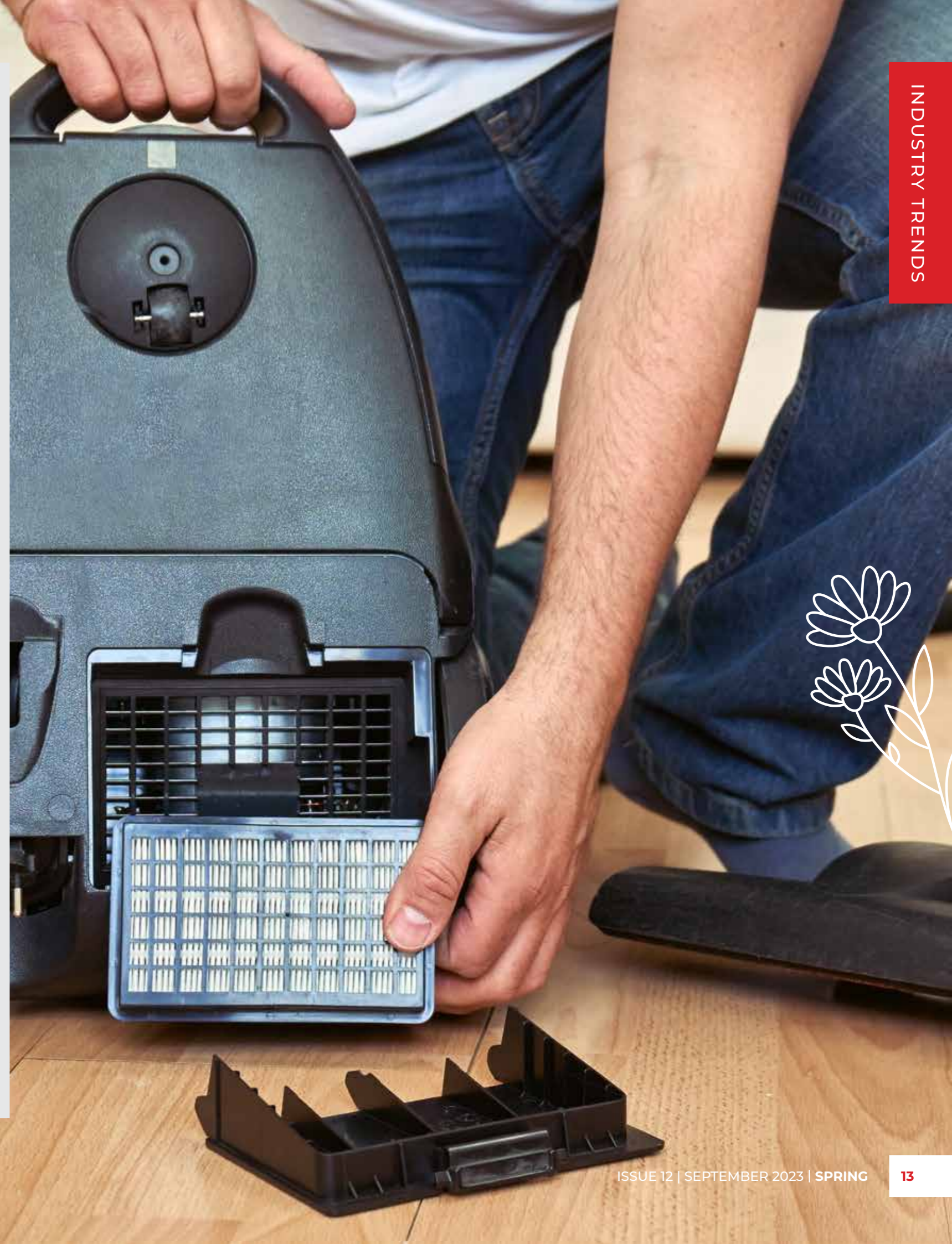
- Dust particles can function as abrasive agents, causing gradual wear and tear on various surfaces, including wood, plastic, and metal. Most floors have a protective surface or coating. Not removing the dust particles from floors, the dust particles can function as sandpaper and scratch and damage your floors surfaces.
- Dust particles can lead to worn and damages carpets as dust can settle deep within the carpet fibers. Dust particles are very small, but compared to carpet fibers they are gigantic boulders with sharp edges. The more soiled the carpet gets, the more power these sharp particles have to saw into the carpet fibers, sometimes severing them from their root completely.
- Dust particles that settle on electronic devices, such as computer and printers, can impede airflow, leading to overheating and potential malfunctions.

Combatting dust and improving indoor air quality

To combat the harmful effects of dust in commercial buildings, several proactive strategies can be employed.

- **Regular cleaning programmes.** Implement a frequent and thorough cleaning regimen, including efficient above the floor cleaning principles, proper vacuuming of carpets, and sweeping and mopping of floor surfaces.
- **Use the proper cleaning tools.** Using a vacuum cleaner with a HEPA filter will reduce the amount of dust that escapes back into the air while vacuuming. Use microfibre dusters instead of normal feather dusters that will only scatter dust particles rather than trapping them while cleaning. Avoid using brooms indoors, rather use pretreated sweeping cloths (masslinn), or microfibre flat sleeves for sweeping. Make sure that all your tools are cleaned regularly so they perform at their highest level.
- **Effective filtration.** Utilise high quality filters in HVAC systems to capture airborne dust and pollutants, preventing their recirculation throughout the building. Regular cleaning of these filters are very important.
- **Entrance matting.** Leave the dirt at the door by investing in high quality entrance mats that traps dust particles and prevent their migration into the building. Not removing these dirt particles that gets walked into buildings, can scratch and worn hard floors and carpets.
- **Humidity control.** Maintain indoor humidity levels between 30% to 50% to discourage dust mites and mold growth.
- **Regular maintenance of HVAC systems is essential.** Schedule routine maintenance for HVAC systems, including air duct cleaning to prevent dust buildup and improve indoor air quality.

In conclusion, the hidden menace of dust within commercial buildings demands our attention and action. By recognising its pervasive nature, understanding its behavior, and acknowledging its potential harm, we empower ourselves to create environments that prioritise the wellbeing and comfort of occupants. From meticulous cleaning routines to advanced filtration systems, each step we take to combat dust contributes to a cleaner, healthier, and more inviting indoor space. As we navigate the complexities of maintaining our built environments, let us remember that conquering the dust challenge is not just about aesthetics, but a commitment to the overall quality of life and productivity of those who inhabit these spaces.



ANT ACTIVITY SIGNALS THE ARRIVAL OF SUMMER: EARLY SIGNS AND WARNING OF INFESTATION

By Rochelle Gouws, National Sales Manager Hygiene and Pest Control

As the summer season arrives, nature awakens with vibrant activity, and one of the most industrious creatures that thrives during this time are ants. These tiny insects play a crucial role in the ecosystem, but their presence can sometimes lead to unwanted infestations. By understanding the early signs of ant activity, we can be better prepared to prevent and address any potential issues. In this article, we will explore the fascinating world of ants, their seasonal behaviours, and how to spot warning signs of infestation.

Source: Wikipedia and Chat GTP

Foresting: the beginning of summer bustle

As the temperature rises and food sources become abundant, ants kick-start their summer activities. One of the initial signs of ant activity is the emergence of foragers scouting for food. These diligent workers leave their nests in search of sugary substances, proteins, and other nourishing materials to sustain the colony. You may spot individual ants or small trails leading from trees, plants, or even your kitchen pantry.

Nesting behaviour: building and expanding colonies

During early summer, ants focus on expanding their colonies by establishing new nests. Some ant species construct underground tunnels, while others seek shelter under rocks, logs, or within wall cavities. Keep an eye out for ants carrying soil or plant matter as they build or relocate their nests. Piles of displaced dirt near the colony entrance can also indicate nesting activity.

Swarmers: reproductive prowess

As summer progresses, certain ant colonies produce winged reproductive individuals known as swarmers. These males and females embark on a nuptial flight to mate with individuals from other colonies. Nuptial flight is an important phase in the reproduction of most ant, termite, and some bee species. This is when winged ants take to the skies above their colonies searching for a partner. The flights usually occur during warmer months and can last anywhere from seconds, minutes, or hours, depending on the species of ant involved. During the flight, virgin queens mate with males and then land to start a new colony. The male ant dies after mating. Witnessing large numbers of winged ants around your property or near light sources during the evenings is a clear indication of swarmer activity. The presence of swarmers often suggests an established colony nearby.

Trailing: the ants' pathway to food

Ants are adept at signalling their fellow workers by leaving scent trails, allowing them to efficiently navigate between food sources and their nests. If you notice a consistent trail of ants moving back and forth between a particular location and their nest, it is a clear sign of ant activity. These trails may appear as thin lines or patches, often leading to sugary spills, pet food bowls, or compost bins.

Warning signs of infestation

- **Increased ant presence:** if you observe a sudden surge in ant numbers within your home or garden, it could indicate an infestation. Pay attention to areas where food is stored, spilled, or left unsealed, as these are common targets for ant foragers.
- **Structural damage:** certain ant species, such as carpenter ants, can cause significant structural damage by excavating wood to create their nests. Look for sawdust-like debris near wooden structures or hollow-sounding wood when tapped, as these may indicate an infestation.
- **Garden damage:** ants can also impact your garden by tending to aphids or scale insects, which can harm plants. Keep an eye out for distorted leaves, sticky residue (honeydew) on leaves, or the presence of ants on plant stems or leaves.

NEWS FROM THE REGIONS

WITS DONALD GORDON MEDICAL CENTRE SUPPORT SERVICE DAY

Inland: Wits Donald Gordon Medical Centre

Wits Donald Gordon Medical Centre held its Support Service Day. The hospital thanked all support services for their hard work and dedication. All staff were treated to a cup of soap and vetkoek served by the hospital Exco team.



Appreciation shown for dedicated work by the Tsebo team.



Front row: Sibusiso Seotang, Stienie Nothling
Standing: Richard Raphunya, Lindiwe Mbelo, Inaso Kili, Nonhlanhla Mtungwa, Philisiwe Khanyi, Monica Zwengu



Phakamisine Muoalisiur Tsebo team were presented with a coffee mug as a token of appreciation.

SASOL YOUTH DAY CELEBRATION

Inland: Sasol Secunda

What a remarkable celebration we had on 16 June, Sasol Youth Day! For the third consecutive year the Secunda Tsebo Cleaning team joined forces with Yeya Arts, Culture, and Sports Foundation to commemorate this significant day in Embalenhle Township. It was an incredible opportunity for us to connect with the community, demonstrate our care, and introduce the Tsebo ethos and values: We develop people, to serve people, to uplift society.

We distributed goody bags to the children in the community, filling their hearts with laughter and pure joy. Being a part of the Youth Day celebration allowed us to forge stronger bonds with the wonderful people of Embalenhle Township, fostering an ongoing relationship and uplifting the youth in the community.

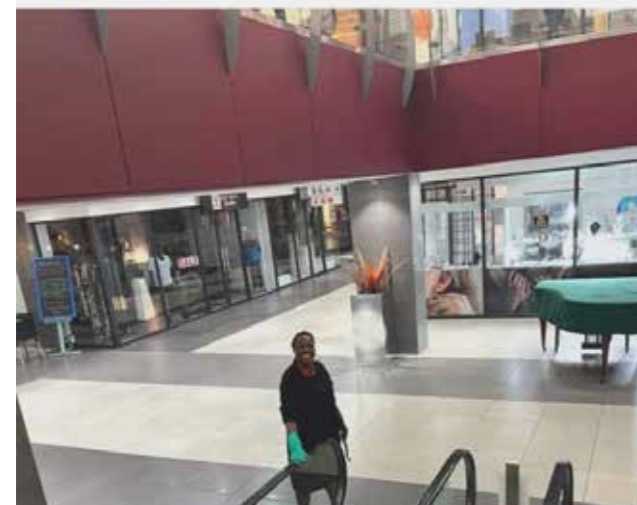
The Youth Day celebration united young individuals, providing entertainment while educating them about the country's history and empowering them to become future leaders. It is a privilege and an honour for us to be involved in such an initiative; proudly representing Tsebo and contributing to the betterment of society.



COMPLIMENTS ON EXCELLENT SERVICE FROM WINDERMERE SHOPPING CENTRE

KwaZulu-Natal: Windermere Shopping Centre

A Tsebo staff member received a compliment on her service and professionalism at Windermere Shopping Centre.



S'Thabiso our cleaner at the centre busy working with a smile on her face.



Bongeka Mzilikazi with Linda Legransie

INTEGRITY AT HIGHLANDS HOUSE COMMENDED

Western Cape: Highlands House

The cleaner and laundry assistant at Highlands House, Bongeka Mzilikazi, found money in the washing machine between the linen that was already sorted, so no one was aware of it. She handed it over to the laundry supervisor Linda Legransie. Bongeka chooses to act and think based on her personal values; in line with Tsebo's values, rather than personal gain, even when no one was aware of it. Thank you Bongeka for keeping up the Tsebo values!

MEDICLINIC PAARL GIVES THUMBS UP FOR HUNDRED PER CENT COMPLIANCE!

Western Cape: Mediclinic Paarl



Back left to right: Breyton, Amanda, Shanwaaz, Nadia, Colby, Anoria, Jacorie
Front left to right: Mr van Waardt, Lilian, Gail Mescha, Tasleem, Gaylen, Jowene, Chernay

Our cleaning team at Mediclinic Paarl received 100% during the hospital's COSASHA audit.

The auditors were very impressed with the standards of the hospital and the procedures followed by Tsebo. This is the second year in a row that the Tsebo staff scored full marks. The hospital manager, Mr Henri van Waardt, who is new to the hospital, attended the ceremony where the previous hospital manager handed over the award to the contracts manager, Chernay Hildebrandt, and challenged her by saying that they will not get full marks again this year. Mr van Waardt was all smiles when handing over the certificates to the team and were super proud of the team at Mediclinic Paarl.

FUTURE POP STARS AT MEDICLINIC MILNERTON!

Western Cape: Mediclinic Milnerton

Mediclinic Milnerton launched a singing competition and some of our staff also took part in the event. The ladies sang beautifully and won the competition. The name of the song they sang was “Tsebo is here for the patient”.



From left to right: Phathiswa Ngemntu, Andiswa Mkhohliwe, Buziswa Poswa, Sylvia Nakani, Pumla Lethoba, Tenjiswa Nkuzo, Asanda Mzilikazi, Ntabiseng Kotelo, Vuyelwa Ndamase