



THE SCIENCE OF
CLEANING
& **HYGIENE**

ISSUE 13 | SUMMER | DECEMBER 2023



TSEBO
50+
YEARS
FROM 1971 - 2023

**THIS IS TSEBO'S
SEASON OF GOOD,
CLEAN GIVING**



QUARTERLY NEWS
TSEBO CLEANING SOLUTIONS
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TSEBO

As part of its drive to be catalyst for positive change Tsebo Cleaning and Hygiene Solutions wraps up the year by deep cleaning the Philena Primary School.



Philena Primary School – Centurion

As 2023 draws to a close, Tsebo Cleaning and Hygiene Solutions partnered with Mediclinic and industrial cleaning SMME Kubekalua Pro Plus to add some sparkle to Philena Primary School in the economically challenged township of Olievenhoutbosch in Centurion. Aside from cleaning the property, Tsebo also donated cleaning equipment and materials and provided on-site training for Kubekalua Pro Plus, and a team of volunteers from the school, to be able to uphold the high standards of cleanliness and hygiene and ensure that the school maintains a productive environment for teaching and learning.

The school, which accommodates 1818 learners from Grade R to Grade 7, celebrates its 70th birthday this year. To ensure it was an anniversary to remember, Tsebo enlisted a team of cleaners from local SMME, Kubekalua Pro Plus, who applied their muscle to deep clean classrooms, staff and admin facilities as well as tidy up the grounds around the buildings. The correct cleaning agents and methodologies were used to clear the school of graffiti and to “clean beyond the obvious” to ensure a safe and hygienic learning environment. “We are so thankful for this initiative from Tsebo to make sure that our learners can learn, and our teachers can teach in a conducive environment,” says Philena Primary School Principal Daniel Makamedi.

A strategic approach to positive change

The initiative is part of Tsebo Cleaning and Hygiene Solutions’ ongoing efforts to foster sustainable and positive change in the communities that it serves. These efforts align with those of its parent company, the Tsebo Solutions Group, which takes a strategic approach to its environmental, social and governance objectives, including supplier and enterprise development and CSR initiatives. This helps to amplify efforts across the Group and create maximum benefit in the communities in which Tsebo operates.

Since inception, Tsebo has made a conscious effort to create opportunities for people to improve their lives. The company understands that its continued success is contingent on the overall growth and stability of the South African economy and the wellbeing of all people.

“As part of the Tsebo Solutions Group, we are deliberate in our social objectives. We do this in a few ways. Firstly, we partner with local SMMEs as part of our supplier development. As a company with more than 50 years’ experience and expertise we have a wealth of knowledge we can share with smaller businesses,” says Monwabisi Kalawe, CEO Tsebo Cleaning and Hygiene Solutions.

The Enterprise Supplier Development (ESD) approach includes identifying SMMEs in the areas in which we operate, and which are linked to client sites. The goal is to support local-to-local SMME development through capacity building and mentorship training, coaching and business mentorship that allows efficient management of operational requirements. “For the Philena Primary School clean we partnered with Kubekalua Pro Plus which operates in Gauteng and aligns with Tsebo’s values by striving to grow sustainably and profitably while delivering excellent value,” says Kalawe.

The benefits for SMMEs include:

- Training, coaching and business mentorship.
- Increased job opportunities – SMMEs learn how to put strategies in place to enable business growth.
- Industry knowledge allows business owners to understand the market requirements and strategise and align their services to respond to them.

“Secondly, we identify projects that will add value to the communities that are linked to our clients sites. In this instance, we partnered with our client Mediclinic to implement the deep clean at Philena, because Mediclinic Midstream operates in the community,” says Kalawe. “This helps us to maximise the benefit because the school benefits, our SMME partner benefits and our client benefits by partnering with a Group that prioritises sustainability.”



Other community cleaning initiatives

Triest Training Centre – Klerksdorp

As part of Disability Awareness Month, Tsebo Cleaning and Hygiene Solutions and their SMME partner Wongalethu Prominent Services, chose to assist Triest Training Centre, located in Klerksdorp, Northwest Province, South Africa. The Centre is home to over 60 people with intellectual disabilities, and its mission is to develop, motivate, educate, support and advocate for people with intellectual disabilities. This mission resonated deeply with Tsebo’s values and purpose statement. Tsebo and Wongalethu deep cleaned Triest’s facilities, catering kitchen and residences, and donated cleaning products and equipment to help Triest maintain their facilities at the highest standards of cleanliness and hygiene.

Janelle House – Secunda

Tsebo partnered with TG Sky Cloud, a Secunda-based SMME, to assist with the deep cleaning of Janelle House, a place of safety for children in need. Janelle House provides a loving and safe home for 12 children at a time, allowing their healing to begin under the care and guidance of professionally trained staff. The house is a comfortable and cosy home, but like any space where large numbers of children live and play, the house needed some special attention.

In partnership with TG Sky Cloud, Tsebo spent the day deep cleaning every inch of Janelle House, paying special attention to soft furnishing, carpets and curtains. The result was a sparkling clean and happy home. “At Tsebo we consider ourselves more than just a corporate entity. We are a Group of passionate individuals united by a shared desire to foster sustainable and positive change, while simultaneously growing the economy through profitable business, job creation and SMME development,” says Kalawe.

WHICH IS BEST, CARPETS OR HARD FLOORS?

By Johan le Roux, Divisional Manager Tsebo Cleaning Solutions

It is an open secret that more and more organisations are now swapping their carpets for hard floors. Hard floors are appearing everywhere. It is very rare to find a restaurant, bar, or hotel reception with a plush fitted carpet. Instead, their floors are now made of wood, linoleum, vinyl, laminates or one of many other options available to them.

But why? Are carpets perceived to be less hygienic or more difficult to clean than hard floors? What are the arguments in favour of choosing carpets?

There is definitely a trend for choosing hard floors, according to a leading cleaning consultant, but fashion comes and goes and it is a question of changing tastes. Carpets are often perceived to be more difficult to clean, however this is not true. If carpets are cared for in the same way as hard floor coverings, the amount of effort required is the same.

Dust tends to be swept away immediately as it is visible. Dust on a carpet is almost always allowed to settle and becomes invisible.

The perception that spot removal requires a certain level of skill can be off-putting to some customers. It is essential to understand the type of carpet fibres, the structure of the material and the cleaning characteristics to achieve the desired results.

Carpets are not suitable for all public spaces, but carpets have many advantages. They create a luxurious atmosphere, have a soft feel and also reduce noise. This is especially important in the hospitality environment where it reduces noise levels in passages from people walking around.

The dust binding or hiding ability of a carpet can lower levels of fine dust and improve indoor air quality. With proper maintenance it is also suitable for allergy sufferers. Carpets retain dust much more effectively than hard floors where the slightest breeze will raise it in the air, and it takes longer to resettle.

New technology in cleaning chemicals makes cleaning maintenance a lot easier. The chemicals form a micro capsule around the dust particle and is vacuumed away. The ultimate choice between hard floors and carpets comes down to personal choice and functional requirements. There are huge improvements in the equipment sector. Various companies offer robotic vacuum machines that can vacuum independently from a cleaner.

Equally challenging

Carpets and hard floors can be equally challenging to maintain in different ways. Many people are mopping hard floors using excessive amounts of cleaning chemicals that simply spread the dirt around. This leaves a detergent residue on the hard floor that causes it to re-soil quickly and eventually it becomes a problem to keep the floor clean.

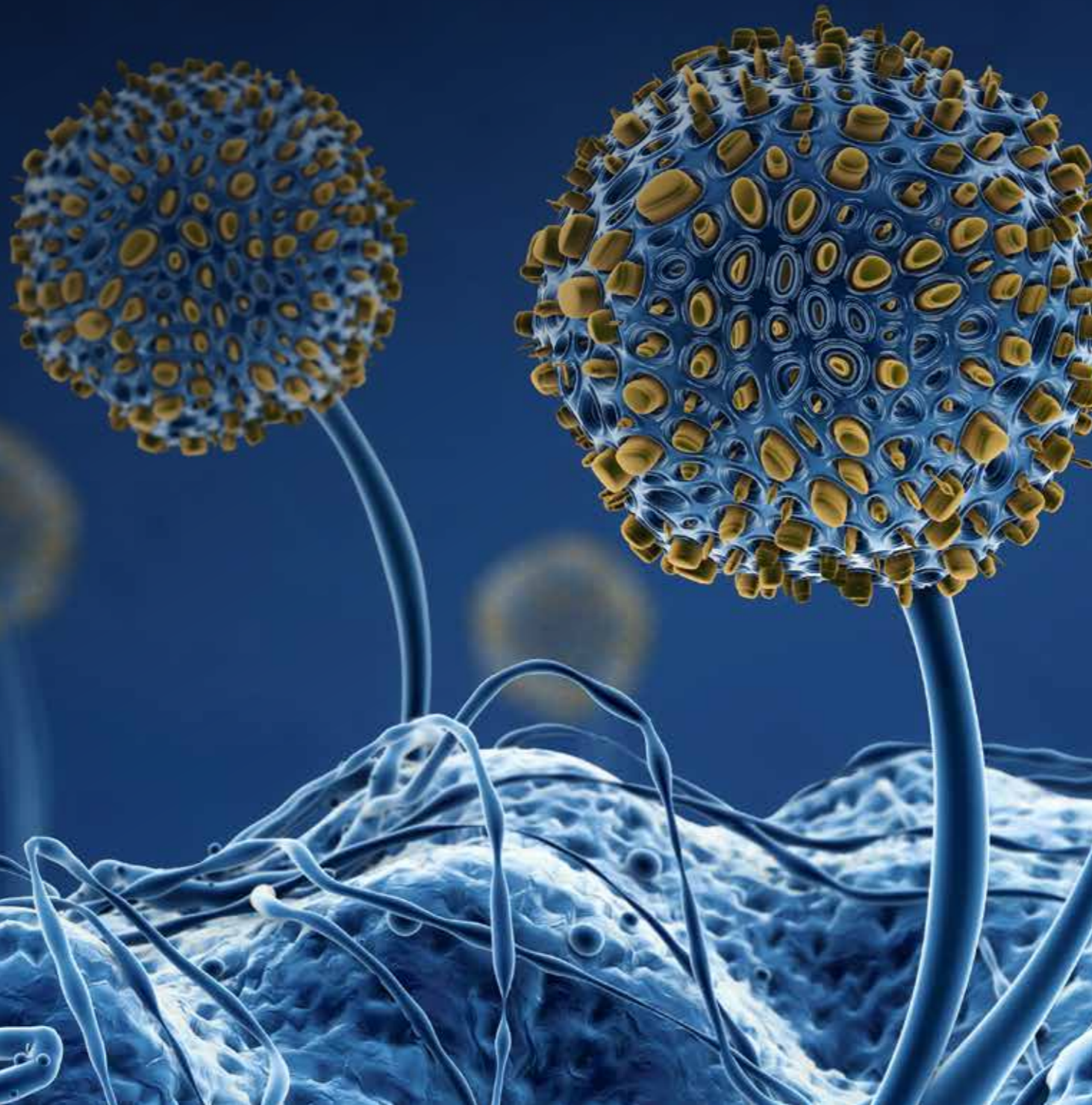
The same goes for carpets, if not maintained by regular vacuuming, dirt builds up quickly and becomes difficult to maintain. The ultimate choice between hard floors and carpets will depend on personal choice, cost, and the application of the facility.

So, what does the future hold for carpets? Even if hard flooring is allegedly making a comeback, customers are still putting area rugs on the floor to reduce noise, create an impression of luxury and add colour.

UNVEILING THE SILENT INTRUDER: MOULD, THE INVISIBLE ENEMY

By Marietjie Swanepoel, Hygiene, Cleaning and Healthcare Specialist

Mould, an unseen and often underestimated adversary, silently creeps into our work and living spaces, triggering not just aesthetic concerns but potential health risks and property damage. This insidious intruder, though invisible, presents a plethora of issues that can adversely impact our wellbeing. Understanding the nature of mould and its implications is vital in our quest to combat this stealthy foe.



The stealthy invader

We are all exposed to mould spores in the air we breathe. Mould consists of small organisms found both indoor and outdoor and can occur in a variety of colours. Some moulds are also capable of producing toxic substances known as mycotoxins that may be harmful. Depending on the environmental conditions, people working in certain environments can be exposed to mould by breathing in the spores that are released into the air. However, transmission can also occur by contact with skin.

Mould, being a member of the fungal family, requires two primary components for growth: organic matter to feed upon and moisture. The organic matter can include anything from soap scum and skin cells, to building material like drywall and grout. When moisture is present, mould spores settle on these surfaces and initiate growth. Surfaces include floors, carpets, ceilings, tiles, walls and wallboards, wood, surfaces behind wallpaper, furniture, cloths, appliances (humidifiers and air conditioning systems), showers and pot plants. Lack of ventilation, high humidity and heating promote mould growth. Mould growth can easily be recognised by a 'musty' or 'stuffy' smell.

In bathrooms, the warm and humid conditions from showers create an ideal breeding ground for mould. Often, the combination of poor ventilation, trapped moisture, and porous surfaces contributes to the escalation of mould presence. This stealthy invader can thrive behind tiles, within grout lines, and even in silicone caulking.

Unseen dangers

While mould's visual impact is a concern, its threat extends far beyond aesthetics. Exposure to mould can trigger various health issues, particularly in individuals sensitive to allergens or with compromised immune systems. Common health effects include respiratory problems, nasal congestion, coughing, throat irritation, skin rashes, and exacerbation of asthma symptoms.

The silent menace to property

Beyond health concerns, mould poses a significant risk to property. It can weaken the structural integrity of buildings, causing damage to walls, ceilings, floors, and other structural components. The presence of mould also diminishes the value of property and may lead to costly repairs or even complete renovations if the infestation is extensive.

Mitigating the mould menace

Preventing and controlling mould in commercial buildings, hospitals and hotels, particularly in bathrooms, is crucial.

Here are several measures to minimise the risk of mould invasion:

- **Control moisture:** ensure proper ventilation in high-moisture areas like bathrooms and kitchens and maintain indoor relative humidity to levels below 65%. Use a dehumidifier if necessary. Ensure carpets are dried properly after wet cleaning. Ensure adequate ventilation in humid areas and open doors and windows (where possible) to increase circulation.
- **Regular inspection:** routinely inspect your building for any signs of water damage, leaks, or dampness. Address these issues promptly to prevent mould growth. Perform regular maintenance of buildings and the ventilation system. Repair plumbing leaks in building structures.
- **Proper cleaning:** regularly clean and disinfect areas prone to mould, using appropriate cleaning agents that can help kill and prevent mould growth.
- **Proper insulation:** insulate areas susceptible to condensation to prevent moisture buildup.

Conclusion

Mould, the invisible enemy lurking in commercial buildings, hospitals and hotels, poses significant challenges. Its presence in bathrooms, particularly showers, underscores the need for proactive measures to combat its relentless invasion. Understanding the conditions conducive to its growth and the associated hazards is vital in the ongoing battle against this stealth intruder.

By implementing preventative strategies, regular inspections, and swift action when mould is detected, we can effectively manage its presence and create a safer, healthier environment in these crucial spaces.



RISING LEADERS: CELEBRATING THE CULMINATION OF OUR DEVELOPMENT PROGRAMMES

By Cindi du Preez, National Training Manager

REGION: INLAND, CAPE, KZN

"Leadership is about taking care of those in your charge, not just being in charge." - Simon Sinek

This quote encapsulates the essence of leadership as a responsibility to support and nurture those under your guidance. We are proud to have recently celebrated the graduation of two pivotal leadership development programmes: the Supervisory Development Programme (2021-2022) and the Management Development Programme, known as IGNITE (2022-2023).

These programmes covered an array of crucial topics, empowering our team members with essential skills, including but not limited to:

Supervisory Development Programme:

- Cultivating attitudes conducive to effective leadership and supervision.
- Understanding fundamental principles and responsibilities of supervisory roles.
- Delivering exceptional service standards and techniques.
- Ensuring comprehensive awareness and adherence to safety protocols.
- Implementing strategies for a safe and secure work environment.
- Managing vital documentation for workplace health and safety compliance.
- Enhancing customer relations and conflict resolution.
- Proficiency in financial management, performance evaluation, and payroll.
- Learning effective coaching methodologies for team growth.



SDP graduates Cape Region

Front, from left to right: Delia Jonas, Wilite Julius, Theliswa Bentshu, Nobulumko Mkhiva, Linah Mayekiso



SDP graduates Inland Region

Front, from left to right: Mpho Mahanyane, Emily Msibi, Gertrude Sekgwela, Mlungisi Mthembu
Middle, from left to right: Cynthia Rupinga, Gladys Mbolekwa, Portia Mafomana, Agnes Maseko, Seipati Kubatsi, Solomon Mahono, Phumela Nxumalo.
Back, from left to right: Mathapelo Mokoro (Facilitator), Annamarie Zeelie (Facilitator), Cindi du Preez (Facilitator), Hendrik Mokolane (HR Director)



SDP graduates KZN Region

From left to right: Lydia Shozi, Nompumelelo Cwesi, Portia Khumbuza, Phindile Ngubo

Management Development Programme (IGNITE):

- Mastering foundational and advanced cleaning essentials.
- Becoming a Tsebo Quality Ambassador and optimising efficiency.
- Ensuring workplace safety and legal compliance.
- Navigating HR complexities and managing finances.
- Hone communication, leadership, and strategic planning skills.
- Personal development for greater success.



IGNITE graduates Johannesburg groups

Front, from left to right: Rose Seanego, Emma Nkosi, Louisa Wesinyana, Nokwazi Ndlovu, Gladys Mbolekwa, Confidence Mbuyisa

Middle, left to right: Ursula Tsoetsi (Operations Manager), Rebecca Molefe, Veronica Dhlamini, Pearl Mavikane, Hendrik Mokolane (HR Director)

Back, left to right: Meltha Singo, Siwe Yende, Nomsa Mgaga, Diona Paul (Facilitator), George van Wyk



IGNITE graduates Cape group

Front, from left to right: Nobulumko Mkhiva, Cherney Hildebrandt, Linah Mayekiso

Middle, from left to right: Ayanda Kula, Natasha Dyers, Noma Steleki (Facilitator), Tyron Lawens

Back, from left to right: Annien Pienaar, Amazon Absalom



IGNITE graduates Pretoria group

Front, from left to right: Portia Bapela, Refilwe Morake, Annah Mataboge, Dorris Molebatsi

2nd row, left to right: Nelly Makhuba, Bessie Majoni

3rd row, left to right: Anna Nkwana, Adolphina Lelaka, Diona Paul, Thabang Majoni

Back, left to right: Annamarie Zeelie (Facilitator), Chantal Niehaus, Amanda Botha, Cindi du Preez (Facilitator)



IGNITE graduates KZN group

From left to right: Khethiwe Minange (Facilitator), Bongekile Mthembu, Jane Govender, Themba Makutwane, Ncamsile Gcwabaza, Rose Canham, Zanele Nxasane, Ceasar Khumalo, Nomfundo Luthuli (HR)

These programmes stand as a testament to the dedication and ambition of our employees. Witnessing their transformation and newfound confidence has been inspiring. Their acquired skills will not only propel individual growth but also benefit the company and its customers through knowledgeable and professional conduct. Our heartfelt thanks go to our subject matter experts, HR department, Financial Manager, Health and Safety team, Training team, and Top Management for their unwavering support and leadership.

We are immensely proud of our graduates and excited about the positive impact they shall bring as they step into their roles with enhanced capabilities and confidence. Moving forward, the Tsebo Cleaning Division will continue leveraging these skills to enhance services, foster innovation, and drive success. To further this commitment, our Management Apprenticeship Programme, initiated in October this year and spanning into 2024, will enroll candidates across various management levels.



Sasol graduates

From left to right: Nadia Meiring, Veronica Dhlamini, Emma Nkosi and Cindi du Preez

Finally, some of our graduates have graciously shared testimonials, shedding light on how this programme has significantly impacted their roles within the company. Their stories echo the success and growth achieved through these developmental initiatives. Veronica Dhlamini (Cleaning Manager at Sasol):

"The IGNITE programme not only broadened my knowledge in the cleaning industry, but it also monumentally uplifted me from being a normal day-to-day manager to being the true leader in my field. The programme was a steppingstone that created a conscious awareness of the steps needed to diligently execute my daily tasks towards the achievement of excellence. I am grateful for the opportunity to broaden my knowledge and sharpen my skills as Cleaning Manager. Participating in the programme was a true privilege for me. Thank you!"



Natasha Dyers (Cleaning Manager at Ernst and Young):

"For me the IGNITE programme made me think of how I needed to grow as a manager. It was such a blessing to be part of this programme and I think the hardest thing to do is to work on yourself or to admit you need to change so that your environment can change, and I must say I'm picking the fruit. I enjoyed every training session and took it to heart and I am still working on myself to become better and achieve my goals at Tsebo."



Chernay Hildebrandt (Cleaning Manager at Mediclinic Paarl):

"Completing my IGNITE certification was a pivotal moment in my professional journey. Practical lessons in budgeting and fostering an open-door policy immediately boosted my team's efficiency. IGNITE's insights on staff discipline cultivated a more organised work culture, leading to better task execution. The focus on teamwork improved collaboration and client satisfaction. IGNITE's open atmosphere sparked innovation in my team. This journey transformed me, equipping me with valuable skills and knowledge that have enhanced my career. I'm thankful for IGNITE's positive impact on my growth and my team's success."



Jane Govender (Cleaning Manager at Mediclinic Victoria):

"Thanks, Tsebo, for the career development opportunities and ongoing training that empower us as leaders. Achieving integrity, accountability, diligence, perseverance, and discipline values has been possible through your support. Our customers recognise our commitment to continuously improving employee skills. I'd like to express my gratitude to Cindi and Khethiwe for their excellent presentations, making the training engaging and rewarding. The valuable content will sustain us, and I appreciate Tsebo for sending me on this essential professional development journey. These training sessions allowed us to connect with colleagues, share ideas, solve problems, and build strong relationships, which changed my perspective on ideas, people, and things."

BIRD CONTROL USING BIRDS OF PREY – AN ECOFRIENDLY AND NON-HARMFUL TO BIRDS SOLUTION

By Rochelle Gouws, National Sales Manager Hygiene and Pest Control



Ryan Hartley

Brought to you by Tsebo Pest Control in partnership with Paramount Products.

The use of trained birds of prey to act as deterrents to avian pests, is becoming more and more popular in many nations as a natural, affordable, and environmentally friendly option that does minimal harm to the target species.

Many people regard this non-lethal strategy to be more desirable than trapping and destroying birds, which could have serious health effects on the general public as well as major financial ramifications for agriculture and other economic activities.

We provide this service in two parts

1. Chasing birds off site with hunting drones or a falcon and distress callers – this can reduce the population by about 70%.
2. Physically capturing the left-over birds – bird for bird with trapping nets, net throwers, or sub-sonic equipment. These birds can then be translocated 100 km away for release, which makes it possible to almost get a 100% reduction.

What to expect

- Conduct a bird count at the start of the programme
- Keep the site 95% bird free within one month of work
- Strive for 100% continuous reduction
- Visit the site once a month
- Client will receive a monthly statistics report upon inspection

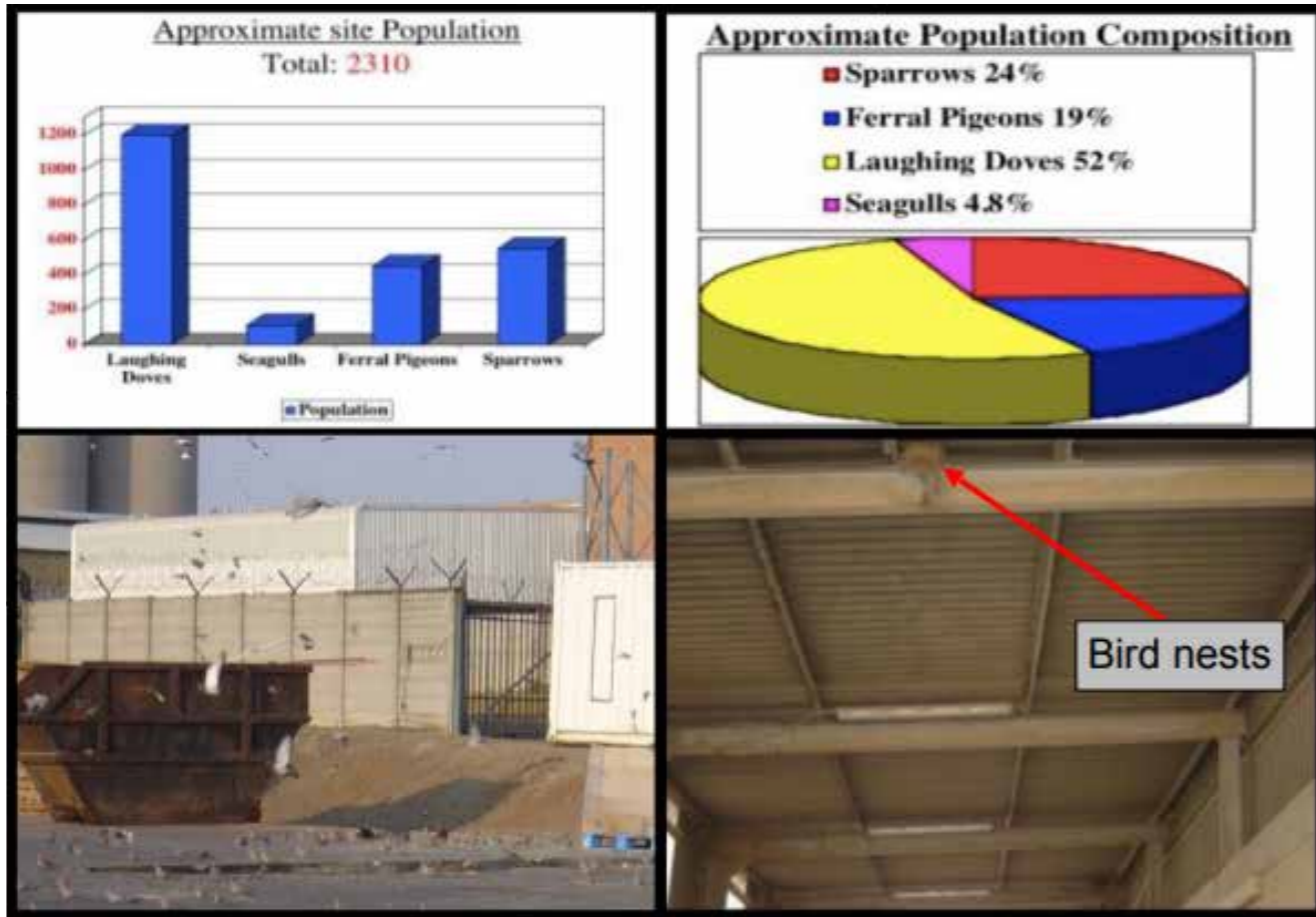
This programme should be seen as an ongoing program and budgeted for over 12-month periods and should not be discontinued and then started again. If the programme is stopped the birds will return and the client will be sitting with the same problem they had before the programme was commenced.

Why not bird netting; eagle eye or spikes?

It has been proven as ineffective and unsightly. Birds get used to it and does not see it as a danger anymore.

More about our partner, Paramount Products

Ryan Hartley who heads up Paramount Products is a register and trained falconer.



Over 10 newspaper and magazine articles as well as three TV documentaries, which include well known programmes such as 50/50 and Pasella, have been done on Ryan's bird controlling business.



Before I start work I do a scientific evaluation and bird count, this will give you the approximate number of birds on your premises as well as digital photos of the problem areas.

Permit to have falcons and control plague birds:

To whom it may concern:
My permits to work on plague birds as this has specific rules stipulated by Nature Conservation. Please see my Nature Conservation permits below which states on the right hand side of the permit to "keep a Raptor held against the Cape Falconry Club permit issued by CapeNature" - the falcons are allowed to be transported around the country but the permits must come from the province the owner lives in.

CAPE FALCONRY CLUB
This card serves to identify:
RYANN HARTLEY
ID #: 7609245223087
CapeNature

CAPE NATURE
As a member of the Cape Falconry Club he/she is legally permitted to transport and keep a Raptor held against the Cape Falconry Club permit issued by CapeNature.
For more information please contact the Club
Chairman: chairman@capefalconry.co.za

Clients that make use of this service:

NEWS FROM THE REGIONS

PRETORIA EYE INSTITUTE HERITAGE DAY CELEBRATION

Inland: Pretoria Eye Institute Arcadia

At Pretoria Eye Institute, Tsebo Cleaning staff was requested to come to work in their traditional dress in support of celebrating Heritage Day. Each employee also brought a plate of their traditional food that was shared and enjoyed among all the staff members.



Employees in the photos above: Adolphina Lelaka, Nelly Mahalale, Thando Mnyekeni.



Employees in the above group photo: Maria Aphane, Martina Maleka, Precious Mashangu, Winnie Banda, Lindiwe Mashangu, Moyahabo Magulebela, Rose Malesa, Jane Rametsi, Adolphina Lelaka, Nelly Mahalale, Thando Mnyekeni. Joining in the festivities, sitting in the front of the group, is our client, Thinus Bester.

SASOL SECUNDA ANNUAL SHUTDOWN

Inland: Sasol Secunda

Our team at Sasol Secunda did extremely well in the yearly shutdown. Safety comes first at Tsebo, and we are proud to mention that no incidents accrued during the shutdown period. Tsebo were recognised for several awards in this period. We celebrated this achievement and handed out certificates for team members' dedication and hard work. We are proud of you Sasol Secunda team!



Names of employees in the photos: Joseph Ralehodi, Veronica Dlamini, Dorah Malaza, Nkosinathi Lukhele, Merriam Mdakane, Lawrence Hlatshwayo, November Mafela, Nomsa Ngwenya, Noxolo James, Fanyana Hadebe, Nompumelelo Mbonani, Siyabonga Ngwenya, Emma Nkosi, Solomon Ngwenya, Mark Soya, Youshaa Sarang, Nadia Meiring, Adel Esterhuizen, Adele Swart (Absent on leave: Nelly Mtetwa)

WE CONTINUE TO CARE

Tsebo Healthcare Division

Elizabeth Ndaba started working for Tsebo Cleaning in November 1996. She gave 25 of her best years to the company. Throughout her quarter-century journey with Tsebo Cleaning, Mam Lizzy, as everyone called her, has been a beacon of knowledge, tirelessly sharing her expertise and playing a pivotal role in training and mentoring numerous team members. Her passion for excellence has significantly contributed to the high standards that define our company. Mam Lizzy retired in 2020 but the team still honour and remember her. Love and care were spread in the form of a shopping voucher that was delivered to Mam Lizzy. She will always be respected by the Tsebo Team.



Elizabeth Ndaba (middle) with Mathapelo Makoro (left) and Ursula Tsetetsi (right)

CONTRACT START-UP

KZN: Melomed Private Hospital

Melomed Private Hospital is a new client. After careful planning the cleaning operations were successfully taken over on 11 September 2023. In the month of October there was a big focus on detail cleaning and improving the standards on site. Numerous compliments have thus far been received from the clients and patients.



SPRING DAY

Western Cape: Cape Regional Office



Names of employees in the photo: Carmen Buchner, Gaynor Franz, Memory Sadi, Sikhangezile Sibanda, Michelle van der Vent, Craig Damonz, Colleen Pearson, Gelian Davids, Nazli Barnes, Shervaan Singh

We share this picture with all of you to highlight the challenges we faced during the recent two-week taxi strike in the Western Cape. As you know, it was a demanding time for everyone, and our managers went above and beyond to ensure the smooth functioning of our operations.

During the strike, we had to arrange sleepovers at certain sites, including for our dedicated management team. These sleepovers resulted in very long hours at the site, as they worked tirelessly to address any issues that arose and keep things running as smoothly as possible.

To express our gratitude and appreciation for their hard work and dedication, we decided to host a special event called "Bok Friday". This event was a way for us to come together and say thank you to our managers for their tireless efforts during the taxi strike. "Bok Friday" was a casual gathering where we enjoyed delicious food, drinks, and great company. It was an opportunity for everyone to unwind, relax, and have a good time after the challenging period we went through. We decorated the venue with a rugby and sports theme, creating a fun and festive atmosphere.

TSEBO WELLNESS DAY

Western Cape: Cape Regional Office

We wanted to share an exciting event that took place at our office recently. Fedics organised a Wellness Day, focusing on promoting a healthy lifestyle and wellbeing among their employees. The day was filled with various activities, starting with a selection of nutritious and delicious food options. Employees were encouraged to make healthier choices and try out different options that were provided. In addition to the healthy food, there were fitness sessions conducted by Virgin Active, a renowned fitness centre. These sessions aimed to motivate employees to incorporate physical activity into their daily routines and educate them on the benefits of staying active.

One of the highlights of the day was the fun photo booth that was set up. Employees had the opportunity to capture memorable moments and express their creativity through the use of props and different backgrounds. It was a great way for everyone to bond and have some light-hearted fun.

We are thrilled to inform you that our colleague, Colleen Pearson, was one of the lucky winners of a prize during the Wellness Day. Her dedication to leading a healthy lifestyle was recognised, and she was rewarded for her efforts.



Names of employees in the photos: Colleen Pearson, Keziah Singh, Carmen Buchner, Somaya Tommy, Lucinda August, Gaynor Franz, Corine Goss, Gelian Davids, Deago De Lange



HERITAGE DAY

Western Cape: Cape Regional Office

Office staff came dressed in their heritage outfits to celebrate Heritage Day.



Names of employees in photo: Carmen Buchner, Gelian Davids, Gaynor Franz, Justice NemaKonde

ENERGY SAVING

Western Cape: Mediclinic Paarl

We would like to extend our congratulations to Tsebo for winning first prize in initiatives for energy saving ideas in the laundry department. Their initiatives have played a significant role in contributing to the overall success of the energy-saving project proposed. Their commitment to sustainability and environmental responsibility sets a great example for other healthcare facilities.



Names of employees in photo: Keenan Deemas, Petronella Farao, Salomien Davids, Maritza Davids, Exelma Joseph, Asanda Zumana, Phindiwe Ntangani, Marche Windvogel, Dumisa Magella, Laaiqah Kozain, Shanicke Jephta, Patricia Baza, Chernay Hildebrandt, Michelle Fransman, Sandile Mangela

THEFT-FREE CELEBRATION

Western Cape: Cape Sun

At Cape Sun they celebrate a significant milestone – three whole months without any reported incidents of theft! This achievement is a testament to our collective efforts in maintaining a secure and safe working environment for all. Staff were invited to participate in the "Theft-free Celebration". We believe that capturing this moment and sharing our success will not only reinforce our commitment to security but also serve as a source of inspiration for future endeavours.



Names of employees in photo: Bukelwa Mgombe, Thuliswa Soliwe, Thumeka Mpala, Mihlali Mkiva, Sesethu Noambi, Philela Mpeme, Hwobisa Lubya, Esethu Macamba, Ntombo Mnyenga, Bongiswa Seduze, Tabisa Xhobi, Thumeka Krele, Nomzukiso Nqoza, Nosipho Qumpu, Athule Pim, Saniso Siyolo, Siyabanga Somciza