

# IKHWEZI

MAYIBUYE TRANSPORT CORPORATION NEWSLETTER



## SLIPPER DAY

*Wow! What a great honour it is to support this initiative*

**ENGINEERING IS GROWING STRONGER**

**WE ARE THE BEATING HEART OF THE MTC**

*Update from HR*

## CEO'S ADDRESS

*Message from CEO  
Ntombizine Madyibi*

ISSUE 12



DEC 2015

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# LETTER FROM THE EDITOR



***“Very little is needed to make a happy life; it is all within yourself, in your way of thinking” - Marcus Aurelius***

Welcome to the 12th issue of the MTC's Corporate Newsletter, Ikhwezi!

It is amazing to note that the year is almost over and the Festive Season is upon us. It has been a year filled with success for the MTC family as well as great sadness through the loss of life. We continue to remember our colleagues and friends who have passed this year and recently Mr Siseko Ngxwana - our heartfelt condolences goes out to the Ngxwana family.

During the festive season it is our prayer that we will all be united in the New Year and ready to start 2016 refreshed and ready to surpass the highlights of 2015.

This will be the last

Newsletter for 2015. We hope the changes and the additions that are made in the Newsletter will be liked by you all. This issue is filled with interesting topics ranging from in depth interviews with staff members and exciting events such as the Reach for a Dream Campaign and the Park and Ride initiative.

We strive to promote and provide well researched articles and intriguing topics which will allow for an informative and interesting read for you. I will gladly accept any complaints and suggestions you may have on how we can make a success of this newsletter. Please feel free to send your comments to [webmaster@mtcec.co.za](mailto:webmaster@mtcec.co.za). You can also visit our Facebook business

page at [www.facebook.com/mayibuyetransport](http://www.facebook.com/mayibuyetransport). Your views and continued feedback will enable us to tailor make this newsletter according to your needs and those of the corporation.

Best wishes to you and your family for a Merry Christmas and prosperous New Year!



**Ashwin Pillay**  
*Associate Editor*



# CEO 'S ADDRESS



MRS NTOMBIZINE  
MADYIBI

CEO



*Welcome family and friends to this Christmas issue of Ikhwezi*

***“That which we persist in doing becomes easier to do; not that the nature of the thing itself is changed, but that our power to do is increased.”***

***- Ralph Waldo Emerson***

After recently reporting and reflecting on the annual performance of the MTC to the Provincial Legislature, the above-mentioned quote by Ralph Emerson rang particularly true to me. It emphasized the fact that as we begin to master various components of our strategy and operational plans, they become easier and less daunting. It is as if the uncharted waters that we entered in April 2015 have become more familiar as we have started to record successes. However the task ahead is still a challenging one, in which complacency will lead to failure.

Today as we consistently improve our performance, many of our stakeholders have publicly commended us and recognized our achievements. Looking back we have truly achieved a lot; and we have learned a lot. Where we had made mistakes, we have learned from them and corrected our mistakes. We have taken note of the lessons that we have learned and applied our minds to doing things more effectively and more efficiently. During this quarter, we have achieved 76% of our annual operational plan targets, which is an improvement of 23% when compared to 2014/2015.

The fiscal year 2015/2016 continues

to bring many challenges, challenges that we have overcome and in many areas far exceeded expectations. The MTC has increased its fleet this year with eleven new buses, five of which are commuter buses and six being Semi-lux buses for our Park and Ride service and Private Hire, bringing the grand total to 63 operational buses with an additional 50 new buses coming soon! We have launched the long anticipated Park and Ride Service and held the Female Driver Awards Gala Dinner on Friday 28 August at the Premier Hotel Regent; with Honourable MEC for Transport, Safety and Liaison Miss Weziwe Tikana.

We have sharpened our stakeholder strategy and increased financial support of a number of ventures. All in a lot was achieved. It is however the start of the final quarter of our financial year, which traditionally is the time of maximum acceleration in implementation. As the Chief Executive, I am very proud of our performance and very comfortable that the hard work and dedication during this quarter has laid the foundation for us to achieve our strategic goals come 31 March 2020. Based on our performance this quarter and year to date, the words of Zig Ziglar are very appropriate when he stated that: “What you get by achieving your

goals is not as important as what you become by achieving them.” We are by no stretch of the imagination the same organisation that we were on 1 April.

Today we also reflect on our gone but not forgotten stars, which have left our team crippled with sadness. We as the MTC Family fondly remember Mr. Siseko Ngxwana, Mr. Benny Schenk, Mr. Lancelot Malukazi, Mr. Sydney Kwayinto, Mr. Fumanekile Mevana, Mr. Methews Mxolisi Mrwebi, Mr. Sinethemba Tshoba and Mr. Mawethu Matshisi. Your light will forever shine in our hearts.

As 2015 draws to a close, I would like to extend best wishes for the festive season. We celebrate this time of year in many different ways, depending on our cultures, traditions and beliefs. I hope that for all of you, it is a time for relaxing with family and friends, reflecting on our many blessings, and finding ways to help those who are less fortunate.

I hope you enjoy reading this newsletter and sincerely thank you for your dedication and commitment to the MTC.

Merry Christmas and a happy New Year to you all!

Mrs. Ntombizine Madyibi

Chief Executive Officer

# Corporate Performance *Report*



## CORPORATE PERFORMANCE

As at mid-year the MTC has a performance score of 76% which is an improvement in comparison to the previous financial year. There were a total of 152 targets/ projects that had to be completed during the first two quarters of the year, and we managed to complete 115.

Although there has been improvement in the performance of all the departments, the following departments are highlighted, for their significant improvements:

1. **Operations**

It increased its performance from 40% which was reported during the last financial year, to a much improved 69%

2. **Engineering Department:**

It increased its performance from 50% which was reported during the last financial year, to an amazing 80%.

Departmental Progress Summary						Performance against Predetermined Objectives								
Period	Department	Status		Score		Issued	Not Achieved	Non quantified	Achieved	On Target	Within 5%	30%	Over 60%	Over
		Status	Compared to Prev Yr	Current	Compared to Prev Yr	Current	Current	Current	Current	Current	Current	Current	Current	Current
Q2	Office of the CEO	✅	↑	83%	17%	6	1	0	5	4	0	0	1	
	Strategic Management	✅	↑	93%	38%	15	1	0	14	14	0	0	0	
	Finance	✅	↑	73%	9%	11	3	0	8	8	0	0	0	
	HR Management	🟡	↑	65%	7%	20	7	0	13	10	0	1	2	
	Operations	🟡	↑	69%	29%	16	5	0	11	7	1	0	3	
	Engineering	✅	↑	80%	30%	15	3	0	12	11	0	0	1	
<b>Totals</b>		🟡	↑	<b>76%</b>	<b>23%</b>	<b>83</b>	<b>20</b>	<b>0</b>	<b>63</b>	<b>54</b>	<b>1</b>	<b>1</b>	<b>7</b>	
<b>As % of workpa</b>		🟡	↑	<b>76%</b>	<b>23%</b>	<b>100%</b>	<b>24%</b>	<b>0%</b>	<b>76%</b>	<b>65%</b>	<b>1%</b>	<b>1%</b>	<b>8%</b>	

The MTC is seeing an upward trajectory with performance improving each quarter, which is amazing. We would like to take this opportunity to thank as well as commend all staff for their dedication and hard work, as this performance would not be possible without each and everyone's contribution.

The MTC is surely on its way to becoming the "Public Transporter of Choice".

Author: Charmaine van Heerden

# The MTC Family Welcomes Mrs. Simthandile Gugwini-Peter



## Please tell us more about yourself

Greetings ALL! My name is Simthandile Gugwini-Peter, I am married to a wonderful man and we're blessed with two daughters, Azasakhe and Asonwabise who are 5 and 3 years respectively.

## Mrs. Gugwini –Peter, in which department do you work?

I am in the newly established Company Secretariat and Legal Office, in the CEO's Department.

## When and where were you born?

I was born on 12 May 1978 just before 6am in Maclear, Eastern Cape.

## What Primary school and High school did you attend?

I was in Little Flower Junior Secondary School in Qumbu, Eastern Cape for Primary schooling followed by Adelaide High School.

## Did you attend University?

Yes, I had the good fortune of a full varsity life from 1997 - 2000

## Which University did you attend and what did you study towards?

I studied my LLB degree at the University of Port Elizabeth – the now NMMU.

## Tell us more about the kind of jobs you had before joining the MTC Family?

I did articles at Lexicon Attorneys in Westbourne Road, Port Elizabeth in 2003 – 2004 then left for Gauteng in 2005 where I worked for Parastals like the South African Post Office as a Compliance Manager and Human Science Research Council as Risk and Compliance Manager.

## What is your favourite quote and/or book?

My favourite verse from the Bible is the Prayer of Jabez in 1Chronicles 4: 9-10 "Oh, that you would bless me and expand my territory! Please be with me in all that I do, and keep me from all trouble and pain!" And God granted him his request. – my favourite part being that "and God granted him his request". I'm passionate about being a daughter of the most High God; it motivates daily to know my place.

# Slipper Day



Wow! What a great honour it is to support this initiative! Slipper Day is an awareness and fundraising campaign by the Reach for Dream Foundation that encourages people to purchase a R10 sticker and wear their slippers for one day. Reach for a Dream is one of South Africa's most respected and widely recognized charities.

For the past 26 years, RFAD has been fulfilling the dreams of children between the ages of 3 and 18 who have been diagnosed with a life threatening illness.

There are thousands of children whose only dream is to have a childhood without pain. RFAD takes the focus off the illness and creates a fun space where the children can flourish. We give children the courage to keep fighting their illness.

This is what you could do, to help a child in need



You could Donate to make a magical dream come true



You could become a Volunteer

Let us all reach for a Dream and don't forget about the slippers! A Big thank you to all the MTC staff who supported this worthy cause on 07 August 2015.

Here are some of the latest Facebook Posts

Thembi had a wonderful dream day in East London where he lived his dream as a Chef in the kitchen cooking lunch for his grandmother and twin brother with the help of Mpongo Park's Head Chef. And all of this after he was able to interact and feed some animals at the park!



Our East London team took some very special ladies out on a Queen for a Day event. They spent the morning being pampered at La Royale Ocean spa and was then shown how to walk the red carpet before being crowned "Queen for a Day." It was a joy watching the girls being treated like the royalty that they are! All beautiful and special. ❤️ RFAD EL



The Reach For A Dream Foundation July 27 · 📍

Like Page

RIP Ayabonga. We all the East London Branch had the privilege of making your dream of "having a braai with her family" come true and to share a Queen For A Day with you, showing you what a special young lady you were. Our condolences are with the family. ❤️ RFAD EL

Mivuyo is a little girl with a lot of joy! Her dream was to see Lions and to have her very own ride along car. We took Mivuyo to the Lion Park here in East London where she could see the Lions and feed various other animals and just have some fun with her Granny. We then brought her ride along car to her. She was so excited to share this with her Granny, and could not wait to climb in and drive off. We wish her many miles in her new car RFAD ❤️ EL



# Slipper Day: Guess whose slippers are these



Can you correctly match these names to the correct Slippers? 😊



Slipper Owners

Please write you answer down (A-I)

1. Jabu Tsholo

1. \_\_\_\_\_



2. Asanda Matshabane

2. \_\_\_\_\_



3. Arline Coetzee

3. \_\_\_\_\_



4. Simthandile Gugwini-Peter

4. \_\_\_\_\_



5. Ashwin Pillay

5. \_\_\_\_\_



6. Nolufefe Leni

6. \_\_\_\_\_



7. Owethu Gaxo

7. \_\_\_\_\_



8. Bongwiwe Solwandle

8. \_\_\_\_\_



9. Nomathembu Sinandile

9. \_\_\_\_\_



# Slipper Day Gallery



# The MTC Family celebrated Heritage Day with great Patriotism

Heritage Day is a South African public holiday celebrated on 24 September. On this day, South Africans across the spectrum are encouraged to celebrate their culture and the diversity of their beliefs and traditions, in the wider context of a nation that belongs to its entire people.



# ENGINEERING at work

Ikhwezi caught up with Mr. Gavin Vieira our Acting Executive Manager for Engineering; who took time out of his busy schedule to proudly talk about the Department he represents and the many goals achieved.

The MTC is fortunate to have skilled employees with many years of experience. With these skills Engineering provides the Operations Department with Safe and reliable commuter buses in the East London and surrounding areas. We specialize in service maintenance and repairing MTC fleet at all our depots.

The Engineering Department plays a major role in the acquisition of new buses and pool vehicles, this in turn assists our breakdown crew and the operations department as a whole. Safety is our number one priority that is why our buses are safety checked daily. In doing this we are able to cut down on possible breakdowns and major repairs.



We take pride in knowing that all buses and pool vehicles are fitted with the Fleet Management System that assists us with the everyday duties and monitoring driving behaviour. Technology is very important in our line of work and to keep up with our safety standards; we have three depots with state of the art break testers that assist us with maintaining safety.

We stand with Operations united and pride ourselves of the fact that we have had no fatal accidents.

In the Engineering department we have many sub divisions such as, workshop, tyres and our skilled refurbishment team, who is currently busy refurbishing a bus. We would like to invite Ikhwezi to take photos once the refurbishment of the bus is complete.

This year we acquired eleven new buses, five of them are commuter buses and six are Semi- lux buses for our park and ride service and private hire.



The training of our engineering staff is something that is very close to my heart, hence the apprentice training programmes are well on their way in conjunction with TETA. A major part of Engineering is not only maintaining the fleet, but also the facilities section that looks after the buildings and maintenance requirements. As I mentioned earlier, safety is our greatest priority, not only for busses but for our valuable staff. The Protection Service Officer is in charge of all the security at the depots.



*Our hearts are filled with great sadness, we have lost a great man- Mr. Siseko Ngxwana He was a skilled Body Builder in the Reeston Depot and he will be missed by all of us. Our heartfelt condolences go out to the Ngxwana family*

# Go give your Boss a hug, YES its International Boss's Day on 16 October 2015



"The four keys of great managers: (1) When selecting someone, they select for talent ... not simply experience, intelligence, or determination. (2) When setting expectations, they define the right outcomes ... not the right steps. (3) When motivating someone, they focus on strengths ... not on weaknesses. (4) When developing someone, they help him find the right fit ... not simply the next rung on the ladder." --Marcus Buckingham

# The MTC Family welcomes Mr. Seboni



## Please introduce yourself

Hello to all the MTC Members! My name is Mpho Seboni. I am married to my lovely wife Noluthando Ntsaluba. We have two children. Our son Gcina is 29 years old and is working in Port Elizabeth. Our daughter Malerato is 14 years old and is currently completing Grade 8 at a local High School in East London.

## In which department do you work and give a brief description of what you do?

I work in the Engineering Department as a Technical Superintendent, providing a supervisory function for the efficient operation of the Maintenance division. I work together with colleagues in the workshops to provide technical support to the operations division and ensure optimum bus availability at all times.

## When and where were you born?

I was born in the small university town of Alice, in the Eastern Cape Province on 18 April 1964.

## Which schools did you attend?

St Matthews Primary; Lovedale Primary and Cala Village Primary.

## Which University did you attend and what did you study towards?

I attended Umtata Technical College, in Umtata (1977-1981). Thereafter I attended Peninsula Technikon (CPUT); Walter Sisulu University (WSU). I also concluded part-time studies at UNISA & University of Johannesburg (UJ).

I obtained the following qualifications: Diploma in Road Transport Management (UJ); B.Tech –Business Management (WSU); Programme in Road Transport Management (CBM UNISA); National Teachers' Diploma-Technical (Peninsula Technikon); National N Diploma- Mechanical (Zwelethemba Technical College)

## Tell us more about the kind of jobs you had before joining the MTC Family?

01/08/2003 – 31/10/2015 – I worked as a Manufacturing Engineering Technologist (Process Engineering Technician) at Mercedes Benz S.A. East London Plant.

01/09/2001 – 31/07/2003 – I worked as Junior Manager-Operations at Debis Fleet Management, CCP-East London.

01/04/2000 – 31/08/2001 – I worked as a Workshop Manager at Debis Fleet Management Workshop, East London.

01/10/1998 – 31/03/2000 - I worked as a Workshop Manager at Telkom Fast Fleet, East London.

01/02/1997 – 30/09/1998 – I worked as a Chief Educationist /Head of Department-Vocational at Ekuseni Youth Centre, Newcastle, for the Department of Correctional Services.

01/09/1990 – 31/01/1997 – I worked as Lecturer (Motor Bodywork) at Zwelethemba Technical College, Zwelitsha for the Department of Education – Eastern Cape Province.

01/02/1983 – 31/08/1990 – I worked a Panel Beater (Motor Body Repairer) at various Motor Body Repair Shops in the Private Sector.

## What are your favourite quote and or book?

I have two favourite books - 1. The Bible – the manual on how we should live life; 2. "The Magic of Perseverance" by David Magang\_ Theme being that through perseverance one can be able to achieve your goals despite the challenges and obstacles in life.

# The MTC Family says “Goodbye” to our Friend and Colleague: Janice Ewers



“We bid you farewell as you start a new phase of your career. We send with you our best and sincere wishes for continued success” from all of us at the MTC family

“To Miss J

We as the finance team wish you smooth sailing ahead and a path full of joy and may all your dreams come true in the future.

XOXO

Size 8, the tallest lady in finance (Sis Beauty)” ☺

# Park and Ride Services

## *You Park, We Drive*

The Mayibuye Transport Corporation together with the Eastern Cape Department of Transport launched the long anticipated Park and Ride Services and held the Female Driver Awards Gala Dinner on Friday, 28 August at the Premier Hotel Regent.

The highly anticipated "Park & Ride" service from Beacon Bay (East London) via Schornville to Bhisho recently opened for business. It operates as part of an innovation package designed by the MTC to save Eastern Cape citizens money and time without compromising quality.

The offering promotes safe, reliable and scheduled bus transport service which is vital for the efficiency and growth of our provincial economy.



Here are just some of the benefits you will experience when using this service:

- Convenience! Board our express service from Beacon Bay to Bhisho and back, Mondays to Fridays. Don't struggle with parking anymore.
- Efficiency! Work or socialise while travelling thanks to our Free on Board Wi-Fi
- Savings! Spare your car and fuel while you put up to R31 000 a year back in your pocket. It's definitely cheaper to travel by bus
- Peace of Mind! Our dedicated on-site Car Guards will see to your car being safely parked. You will be transported in our Brand New Semi-Luxury buses by our highly skilled and experienced bus drivers.
- Go Green! Do your part and give your car a well- deserved holiday. Fewer vehicles on the road mean less carbon emissions.

In conjunction with the launch event, the MTC also celebrated the achievements of its female driver training programme. The skills programme establishes a transformation milestone at the MTC for the development of women and youth bus drivers. As part of the occasion the Department will also held Women in Law Enforcement Awards Ceremony.



# An Update from the “future bus Drivers”

*Ikhwezi caught up with Mr. Benjamin Mothle who shared with us the progress of the team. He stated the following:*

“The group was on its lowest point when we started about two weeks ago on 2 November 2015. We have achieved a lot including cohesion and understanding group dynamics. The learners are in the process of submitting their portfolios of evidence and will be moving to doing practicals and training in driving. Optimism and being focused is what is keeping the learners going.

We live by principle of standing up one more time after one fall”

BP Mothle (Nhlahle Development Agency)



# An Update from Operations

Yippee Yippee!! Gone are the days of rendering lip service for the MTC without implementation, *we are now delivering on the promise that the management has made* when it adjusted fares this year - the promise was to *improve our service to commuters by adding new buses in our fleet*. The MTC has received 3 semi-lux buses during this period of reporting and will be operating in urban in the following routes:

1x Mdantsane to Bhisho

2x Mdantsane to East London

This will assist in curbing the overloading experienced in these routes due to growing demand.

We are also receiving 20 standard buses during the end of November and 30 during the end of December taking the total to 50. This is history in the making which will positively impact on customer services in terms of quality, reliability and safety. Rural routes will be beneficiaries of these buses as MTC has listened to the outcry of our passengers from the rural areas who are complaining of being serviced with aged fleet as new buses are forever allocated to urban routes. Gone are the days where rural passengers will feel discriminated from urban ones, as the service will now be equally improved in all areas!

The MTC is also taking advantage of the technological advances in the industry on Revenue Collection as it is in the process of upgrading its Revenue Ticketing System and Cameras in its buses. This will be piloted in the new buses arriving towards the end of November with the rolled out expected to be completed in the new-year. This is aimed at improving controls around revenue collection, safety of the bus drivers and as well as passengers as everything happening in our buses installed with cameras will be captured through the cameras.

Nolufefe Funani-Leni

Executive Manager: Operations



# We are the Beating Heart of The MTC

## An Update from Human Resources

Ikhwezi caught up with Mr. Jabu Tsholo our Acting Executive Manager for Human Resources; who happily took time out of his demanding schedule to talk about the Department he represents and the many goals achieved.

Human Resources has many sub divisions that are managed and maintained by key stakeholders within the department from Recruitment to our Wellness Division to name a few. Although there are many sub divisions we strive towards excellence and efficiency. With this mandate in mind we were able to achieve many goals and in areas also exceed objectives.

Below is a summary of what was achieved during Quarter 2

## Human Resource Management Services

### VACANCY REPORT SUMMARY

DIVISION	POSITION	HOW LONG VACANT	DATE OF REQUEST	EMPLOYMENT AGREEMENT SIGNED	NO OF DAYS TO FILL POSITION
CEO	Company Secretary	29.01.2015	09.04.2015	01.07.2015	56
	Operations Superintendent				
OPERATIONS		16.03.2014	04.05.2015	04.08.2015	63
OPERATIONS	Bus Driver	30.05.2015	30.06.2015	01.07.2015	1
FINANCE	Stores Driver	30.03.2015	29.04.2015	30.07.2015	42
OPERATIONS	Bus Instructor	30.06.2014	04.03.2015	22.07.2015	94
ENGINEERING	Technical Superintendent	30.06.2014	04.04.2015	30.09.2015	120
					Average number=63

The Corporation has 243 filled positions as at 30 September 2015. As reported in Quarter 1, the Corporation has embarked on a restructuring programme. Furthermore, Success Global Management (SGM) was ordered to undertake Organizational Development projects but due to its non-performance, the Corporation had to terminate the agreement and appoint another service provider. Therefore, on 24 June 2015, the Corporation appointed Spontaneous Management Consulting to undertake Organisational Development projects covering the following areas: Compilation of MTC Competency Framework based on the MTC Strategy; Informed by the results of the competency framework conduct a Skills Audit on all applicable employees; identify individual skills gaps and compile a Human Resource Development Strategy with clear interventions; Undertake Job Evaluation on all MTC positions; Informed by the job evaluation results, conduct market research and market comparison and produce a Salary Structure for all MTC positions.

The report on the skills audit performed by Spontaneous Management Consulting was presented to the Executive Management on 21 September 2015. It became evident from the findings that an organizational redesign was required in order to ensure that the Corporation has the appropriate organogram and skills mix in order to perform effectively and efficiently.

Therefore, as a continuation of the initial project performed, the Corporation appointed Spontaneous Management Consulting on 28 September 2015 to embark on an organizational redesign with the following deliverables:

- Programme of Work;
- Diagnostic Report;
- Proposed Operating Model;
- Re-designed Organogram; and
- Work Study Report.



The project is expected to be concluded before the end of November 2015. As communicated in Quarter 1 that certain posts will be frozen until this exercise is completed, this is still the case.

These positions are located in the following Divisions:

DIVISION	NO OF POSTS
ENGINEERING	3
OPERATIONS	6
FINANCE	7
OSM	1
TOTAL	17

## MTC Employment Equity Index

Performance Indicator 4.2.1: Number of population groups within the MTC which match or exceed the Eastern Cape Employment Equity Index

Eastern Cape									
	Male				Female				
Factor	A	C	I	W	A	C	I	W	Total
%	37.50%	7.80%	0.40%	5.80%	38.10%	5.80%	0.30%	4.30%	100.00%
In the MT									
	Male				Female				
Factor	A	C	I	W	A	C	I	W	Total
%	71.19%	2.47%	0.00%	2.47%	21.81%	0.82%	0.00%	1.23%	100.00%
Total Employees	173	6	-	6	53	2	-	3	243
Co3	44	3	-	1	17	-	-	-	65
Co4	34	-	-	-	3	-	-	-	37
Co5	72	1	-	1	19	1	-	-	93
Co6	11	-	-	-	1	-	-	-	12
H/O	14	2	-	3	13	1	-	3	36



The above table reveals that it is in the African Male designated group only where the MTC EE Index exceeds the Eastern Cape Provincial Index. The Corporation is implementing aggressive measures such as training of females to acquire driving licenses to address this challenge. This flagship development programme entailed applying for a Mandatory Grant from the TETA in order to train females that are cleaning MTC buses. Once they qualify to drive buses they will be brought into the MTC staff establishment and this will improve the MTC employment equity index.

## Separations

Termination Type	Number	% of Total Resignations
Death	3	3
Resignation	1	1
Expiry of Contract	2	2
Dismissal – operational changes	0	0
Dismissal-misconduct	1	1
Dismissal – inefficiency	0	0
Discharged due to ill-health	0	0
Retirement	0	0
Other	0	0
TOTAL	7	7



## EMPLOYMENT RELATIONS

As communicated in the Quarter 1 Report, the Industrial Relations climate was normal in Q2. The main collective agreement for 2015/16 was signed off at the bargaining Council with an Across the Board increase of 9% and 2016/17 8%.

### Union Membership

SATAWU holds the large number and is the majority union with normal working relations; TAWUSA holds the small number of members and is still the minority union also with normal working relation.



### Training and Development

A total of 120 employees have been nominated in the 2015/16 CEO approved WSP. The targets for the quarters are as follows: Quarter One target was 12 employees trained, Quarter Two target is 60 employees trained, Quarter Three target is 80 employees trained and then the target for Quarter Four is 120 employees.

Period	Number of Employees
Q1	12
Q2	60
Q3	80
Q4	120

- The number of apprentices to be enrolled in the MTC apprenticeship programme in this quarter is 20.
- The number of employees to be enrolled in the TETA Graduate Development programme is 5 and the number of interns enrolled in the MTC Internship programme is 15.

## Overall Performance

PI# 4.3.2.1 Number of training initiatives completed in accordance with the CEO approved workplace skills plan

The target for this quarter was achieved with 60 employees already trained out of the 120 nominated in the 2015/16 WSP. The breakdown for the quarter is as follows:

TRAINING	FEMALE	MALES	TOTAL
Microsoft PowerPoint	10	1	11
APIA	2	0	2
Computer Assessment	1	10	11
Basic Fire Fighting	2	15	17
Labour Law Conference	2	1	3
TOTAL	17	27	44

PI# 4.2.1-5-1 Number of personnel enrolled in the Driver Learnership Programme

The target for this quarter which is 25 learners has been achieved with the 25 female cleaners enrolled in the Female Driver Training Project.

PI# 4.1.1.1 Number of learners enrolled in the apprenticeship Programme

The target for the quarter is 20 apprentices registered and the Corporation currently has 20 apprentices made up 16 Diesel Mechanic apprentices and 4 Automotive Electricity apprentices. The target has been achieved.

PI# 4.2.1-3-1 Number of employees enrolled in the TETA graduate development programme

The target for this quarter which is 5 employees enrolled was not achieved. The reason for none achievement is that the grant contracts from TETA were received in May 2015 when all the institutions of higher learning had already closed for registration. The registration period will open again at the beginning of 2016 and the Corporation will target that period.

PI# 4.2.1-4-1 Number of Interns enrolled in the Internship Programme

The target for this quarter was 15 interns enrolled and the target was not achieved as only 7 interns are currently enrolled in the MTC Internship programme.

The reason for none achievement is that the recruitment process for new interns was put on hold since it was evident that an SOP has to be developed before a process of this nature can be finalised. The SOP has been developed and is currently going through the review process.

## **Employee Wellness**

### **Measurable objective 4.3.3-1**

The annual operational plan requires the integrated employee wellness program to fully implement the CEO approved employee wellness management plan.

The AOP measurable objective 2.1.2-7 requires wellness to support the passenger safety by establishing a CEO approved wellness management plan which is focused on bus driver wellness. Measurable objective 2.1.2-6 indicates that support of wellness is required in ensuring that all newly appointed bus drivers are medically screened prior to appointment to ensure passenger safety. During this quarter wellness is expected to achieve 20 interventions as per the AOP.

### **Overall Performance**

The 20 interventions have been implemented and the bus driver wellness plan has been developed for approval by the CEO.

## **PERFORMANCE HIGHLIGHTS**

### **HIV/AIDS Management**

On 18 to 20 August 2015 Wellness in partnership with Bonitas conducted Wellness campaigns. The wellness campaigns included the HIV counselling and testing. 57 MTC employees presented themselves for testing and 7 were found to be HIV positive. The average percentage of people living with HIV at the MTC is 4 % considering the 57 % that tested.

Prevention: Post Counselling was performed to the positive employees and advised on all medical resources available in supporting them.

Challenges: Stigma and discrimination associated with positive living resulting to non- disclosure and non-adherence to treatment regimen.

### **Employee Assistance Program**

The process of incapacity investigation is progressing well with the 10 identified employees being followed up.

## Wellness Management

More than 200 employees were screened for Blood Pressure, Cholesterol, Blood Glucose and Body mass index. Identified employees with serious ailments were referred to their respective doctors and clinics or community Health Centres. Healthy lifestyle and health education is being conducted.

## Training and development

Employees and some managers were trained on injury on duty protocols.

Challenges and Mitigation Measures

### Challenge:

Decentralisation of the MTC depots resulting to employees not reached in all depots.

### Mitigation:

A dedicated medical transport for the wellness unit has been requested in order to conduct clinic visits monthly to all depots. The Corporation should budget for the Wellness vehicle.

### Challenge:

**There is a shortage of wellness personnel. The Occupational Health Nurse has resigned.**

### Mitigation:

The wellness unit has developed a medical equipment specification so that there is medical equipment for all depots. The sick bay initiative in all depots is being negotiated with the Engineering Division so as to enable wellness staff to have examination rooms in all depots

The specification for a vehicle to carry medical supplies to various depots is being developed to enable the Wellness Staff to visit all depots on a rotational basis each month to perform medical screening and prompt referral

## Opportunities and Exploiting Measures

Partnerships with the Department of Health are exploited for the training opportunities. Members of the Department of Transport HIV/AIDS and T.B. Forum are exploiting the opportunity of being informed of the contemporary issues re HIV/AIDS and TB.

## Performance Priorities and Targets for next Quarter

During the next quarter wellness has to implement 20 interventions in the wellness plan and implement the bus driver wellness program. All newly appointed bus drivers shall be medically tested as per the standard operating procedure. The targets for Q3 are as indicated in the CEO approved Wellness Plan

We hope that this was an Interesting read to you. The Human resources Team will continue to give our best with the Vision and Mission as our mandate and guide.

Jabu Tsholo

Acting Executive Manager: Human Resources



# The MTC Family supports Breast Cancer Awareness

Breast Cancer Awareness Month (BCAM), also referred to in America as National Breast Cancer Awareness Month (NBCAM), is an annual international health campaign organized by major breast cancer charities every October to increase awareness of the disease and to raise funds for research into its cause, prevention, diagnosis, treatment and cure. The campaign also offers information and support to those affected by breast cancer



## What is Breast Cancer?

**Breast cancer** is a malignant **tumor** that starts in the cells of the **breast**. A malignant **tumor** is a group of **cancer** cells that can grow into (invade) surrounding tissues or spread (metastasize) to distant areas of the body. The disease occurs almost entirely in women, but men can get it, too.

The main types of treatment for breast cancer are:

- Surgery.
- Radiation therapy.
- Chemotherapy.
- Hormone therapy.
- Targeted therapy.
- Bone-directed therapy

## Steps of a Breast Self-Exam:

**Step 1:** Begin by looking at your breasts in the mirror with your shoulders straight and your arms on your hips.

Here's what you should look for:

- Breasts that are their usual size, shape, and color
- Breasts that are evenly shaped without visible distortion or swelling

If you see any of the following changes, bring them to your doctor's attention:

- Dimpling, puckering, or bulging of the skin
- A nipple that has changed position or an inverted nipple (pushed inward instead of sticking out)
- Redness, soreness, rash, or swelling

**Step 2:** Now, raise your arms and look for the same changes.

**Step 3:** While you're at the mirror, look for any signs of fluid coming out of one or both nipples (this could be a watery, milky, or yellow fluid or blood).

**Step 4:** Next, feel your breasts while lying down, using your right hand to feel your left breast and then your left hand to feel your right breast. Use a firm, smooth touch with the first few finger pads of your hand, keeping the fingers flat and together. Use a circular motion, about the size of a quarter.

Cover the entire breast from top to bottom, side to side - from your collarbone to the top of your abdomen, and from your armpit to your cleavage.

Follow a pattern to be sure that you cover the whole breast. You can begin at the nipple, moving in larger and larger circles until you reach the outer edge of the breast. You can also move your fingers up and down vertically, in rows, as if you were mowing a lawn. This up-and-down approach seems to work best for most women. Be sure to feel all the tissue from the front to the back of your breasts: for the skin and tissue just beneath, use light pressure; use medium pressure for tissue in the middle of your breasts; use firm pressure for the deep tissue in the back. When you've reached the deep tissue, you should be able to feel down to your ribcage.

**Step 5:** Finally, feel your breasts while you are standing or sitting. Many women find that the easiest way to feel their breasts is when their skin is wet and slippery, so they like to do this step in the shower. Cover your entire breast, using the same hand movements described in step 4.



Breastcancer.org. 2015. The Five Steps of a Breast Self-Exam . [ONLINE] Available at: [http://www.breastcancer.org/symptoms/testing/types/self\\_exam/bse\\_steps](http://www.breastcancer.org/symptoms/testing/types/self_exam/bse_steps).



# The MTC MEN supports MOVEMBER MOUSTACHE!

## What Is Movember And What Are The Rules?

Every November, a band of perfectly ordinary men take on the brave task of Movember: growing a moustache for charity in a bid to raise awareness about men's health - prostate cancer, testicular cancer and mental health issues such as depression.

Like breast cancer awareness, it's a global movement.



## Why should I do it?

- 1 in 4 people in the UK will experience some kind of mental health problem in the course of a year
- Suicide is the single most common cause of death in men under 35
- In the UK, 1 in 8 men will get prostate cancer at some stage in their lives
- A man will die from prostate cancer every hour - more than 10,000 men will die of the disease this year in the UK
- African Caribbean men are three times more likely to develop prostate cancer.
- You are 2.5 times more likely to develop prostate cancer if your father or brother has had it
- Occurrences of prostate cancer in men are comparable to the rates of breast cancer in women
- 2,209 men in the UK were diagnosed with testicular cancer in 2009
- 47% of testicular cancer cases occur in men under 35 years and over 90% occur in men under 55 years

## Fast facts

- Movember is about real men growing real moustaches and talking about real issues
- The Moustache is a ribbon for men's health
- Movember's vision is to have an everlasting impact on the face of men's health
- Mo Bros sporting upper lip hair effectively become walking talking billboards for the 30 days of Movember raising funds and much needed awareness around the often ignored issues of men's health
- Mo Bros start the month clean shaven, then grow and groom their moustache all month long

## What are the rules?

Sadly no beards

- 1) Once registered, each participant must begin the 1st of November with a clean shaven face.
- 2) You must grow and groom a moustache for the whole month.
- 3) You cannot have a beard - which means no joining your sideburns to your beard.
- 4) Nor can you join your chin to your handlebars.



## The Movember Foundation in South Africa

The Movember Foundation is a global charity committed to men living happier, healthier, longer lives. Since 2003, millions have joined the men's health movement, raising R5.7 billion and funding over 1,000 programmes focusing on prostate cancer, testicular cancer, poor mental health and physical inactivity.

### Our Cause

We believe in taking action.

We're creating positive change for men's health by raising awareness and educating men year-round, and through our take-over of the month formerly known as November.

### MOVE In Movember

We invest strategically in four key focus areas to have an everlasting impact on men's health.

We work year-round with our global men's health partners and academic and clinical institutions to ensure our programmes accelerate improvements to some of the biggest health issues faced by men. In particular, we focus on:

#### Prostate Cancer

Prostate cancer is the most common cancer in South African men.

#### Testicular Cancer

Testicular cancer is the most common cancer in young men aged 15 – 39.

#### Poor Mental Health

Globally, a man dies every minute from suicide.

#### Physical Inactivity

The fourth leading risk factor for global mortality

We report on every initiative we fund so you can see the effect your donations are having.

Thanks to the support of Mo Bros, Mo Sisters and donors we've funded more than 1,000 projects to improve men's health. These initiatives are as diverse as they are vital, spanning everything from local health programmes to groundbreaking international collaborative research.

The work we fund

### From 30 moustaches to 5 million, we couldn't have done it without you.

From humble beginnings back in 2003 the Movember movement has grown to be a truly global one, inspiring support from over 5 million Mo Bros and Mo Sistas.

The Movember Foundation wouldn't be where it is without the enthusiasm of all of those men and women around the globe. We're committed to keeping things fresh, keeping the community informed, and always being transparent and accountable in our practices.

**Let's all unite as REAL MEN and support MOVEMBER!**

The Movember Foundation. 2015. MOVEember. [ONLINE] Available at:

<https://za.movember.com/about/foundation>.



# HEAD OFFICE



# REESTON



# ZWELITSHA



# TEST YOUR KNOWLEDGE

What does a Barber do?

- A Clean shoes
- B Does catering
- C Cuts gentleman's hair

What grew in length when the puppet boy Pinocchio told lies?

- A His eyes
- B His Legs
- C His nose

What would you need a modem for?

- A Slicing a carrot
- B Internet connection
- C A power source

The name of which shampoo brand is made up of two different parts of the body?

- A Head and Toes
- B Arms and Legs
- C Head and shoulders

According to the fairy tale, who had to leave the ball before midnight?

- A Red Riding wood
- B Cinderella
- C Snow white
- D Sleeping Beauty

6. What does the DELL company make

- A Drinks
- B Computers
- C Cars

What Word Completes The Following Idiom - 'Like Father, Like ...'?

- A Uncle
- B Great grandfather
- C Son

Which of these board games involves property trading?

- A Monopoly
- B Mouse Trap
- C Cluedo

'God Save the Queen' is the title of the National Anthem of which country?

- A China
- B United Kingdom
- C South Africa

Complete the commonly used idiom. 'Blood is thicker than ...'?

- A Coke
- B Water
- C Orange juice

Find answers below

1-C, 2-C, 3-B, 4-C, 5-B, 6-B, 7-C, 8-A, 9-C, 10-A



*Thuli's*

## Famous Chicken Burger mmmmm!

### Ingredients



500 g Chicken Mince

1 Egg lightly beaten

60 ml Cake Flour

15 ml Lemon Juice

2 Garlic Cloves crushed

15 ml Sweet Chili Sauce

15 ml Chicken Seasoning

### Method:

1. Combine all of the ingredients in a large mixing bowl and shape into palm-sized patties.
2. Heat a little bit of oil in a frying pan over a medium-high heat and fry the patties on each side for 5-6 minutes or until golden brown and cooked through.
3. Transfer the patties onto a plate and set aside.
4. Topping Suggestion – Crusty bread roll; lettuce; tomato slices; garlic; mayonnaise.



## *Happy Birthday to you from all of us at the MTC!*

MS. OWETHU GAXO	01 OCTOBER	MR. KHANGELANI WINDVOEL	01 NOVEMBER	MR. SIYABONGA BABA	01 DECEMBER
MS. NOLUBABALO NAMBA	03 OCTOBER	MR. NTSONKOTA	04 NOVEMBER	MR. MLULEKI HEMPE	06 DECEMBER
MS. NOSISANDE NKONTSO	03 OCTOBER	MR. NYANISO NYENGANE	07 NOVEMBER	MRS. CEBISA THOMAS-NYAMA	07 DECEMBER
MR. THANDO MAZWAYI	09 OCTOBER	MR. A KATIYA	07 NOVEMBER	MR. SEBENZILE MANDLANA	12 DECEMBER
MS. LWANDO HANJANA	10 OCTOBER	MR. LOYISO NCPAYI	09 NOVEMBER	MR. KHANYISA TOYI	13 DECEMBER
MR. ZAMILE TWALA	10 OCTOBER	MS. ZUKISWA MAPEYI	09 NOVEMBER	MR. MISUMZI SIKADE	13 DECEMBER
MS. NOMAKWHEZI MZUZWANE	11 OCTOBER	MS. ZILINDILE LENI	09 NOVEMBER	MS. THANDILE MBINI	14 DECEMBER
MR. SISEKO NGXWANA	14 OCTOBER	MR. THOZAMILE KWANA	10 NOVEMBER	MR. NOEL VAN WYK	16 DECEMBER
MRS. N MADYIBI	15 OCTOBER	MR. CECIL PRICE	11 NOVEMBER	MR. DALUXOLO FUBA	18 DECEMBER
MR. MABHUTI DAWETI	18 OCTOBER	MR. LINIDLE PONI	15 NOVEMBER	MS. NELISWA MPALALA	19 DECEMBER
MS. JANICE EWERS	23 OCTOBER	MR. WANDISILE NQABA	16 NOVEMBER	MR. THEMBINKOSI MBIKO	23 DECEMBER
MR. XOLISA ZENZILE	24 OCTOBER	MS. THULISILE JEJE	17 NOVEMBER	MS. ZUKISWA BOTHA	24 DECEMBER
MR. SIPHIWO QONGQO	25 OCTOBER	MR. ZOLA GEZA	19 NOVEMBER	MR. MNCEDISI MGOGOSHE	24 DECEMBER
MS. NOMBONISO LUTYA	25 OCTOBER	MR. S GALADA	19 NOVEMBER	MR. MHLAWENI BANETI	24 DECEMBER
		MR. PUMELELE MWEZO	22 NOVEMBER	MR. DUMISANI JALI	25 DECEMBER
		MR. MLUNGISE MHAMBI	24 NOVEMBER	MR. XOLILE BELU	27 DECEMBER
		MR. FAKADE ZAMANE	25 NOVEMBER	MS. NOMBUYISELO NGCWAGU	27 DECEMBER
		MS. NTOMBEKAYA NANGU	26 NOVEMBER	MR. DAVID RIGNEY	27 DECEMBER
		MR. MBONELELE MLUMISO	27 NOVEMBER	MS. VUYISEKA BABA	29 DECEMBER
		MR. MINATHI JIMTA	27 NOVEMBER	MR. XOLANI POYO	29 DECEMBER
		MR. GAVAN VEIIRA	29 NOVEMBER	MR. THABO SIDUBE	30 DECEMBER
		MS. N TUMANA	30 NOVEMBER		



MR DICKSON SOKO	01 JANUARY	MR MICHAEL BIKAURI	01 FEBRUARY	MR SIYABONGA NDLALENI	01 MARCH
MR NKOSIYETHU MATSHOBA	01 JANUARY	MR THEMBILE THOMAS	01 FEBRUARY	MR MXOLISI NDLELENI	01 MARCH
MS NONKULULEKO NOMPUNGA	01 JANUARY	MR LUSANDA MULLER	02 FEBRUARY	MR RICHARD SWIEGELS	04 MARCH
MR MLANDELI SALMAN	01 JANUARY	MR MNUNZANA NCPAYI	03 FEBRUARY	MR MVUSELELI MAGENUKA	05 MARCH
MS NANDIPHA MBINDA	03 JANUARY	MR MNUMZANA NCPAYI	03 FEBRUARY	MR JIMMY BIKAURI	05 MARCH
MS TOZAMA NGUNUZA	04 JANUARY	MR PATRIC ZONO	04 FEBRUARY	MR LWANDILE GWILI	06 MARCH
MS VUYOKAZI GQEBA	07 JANUARY	MR LAMLA GUSH	04 FEBRUARY	MR NICHOLAS KOTISHINI	06 MARCH
MR MTHOBELI MAGWAXAZA	08 JANUARY	MR PATRIC ZONO	04 FEBRUARY	MR THOBILE MPONTSHANE	09 MARCH
MS BONGIWE SOLWANDLE	10 JANUARY	MR MQONDISI MAZINYO	05 FEBRUARY	MR XOLANI MAKINA	09 MARCH
MR LULAMILE LISANI	11 JANUARY	MR MQONDISI MAZINYO	05 FEBRUARY	MR MBULELO PUKWANA	10 MARCH
MS AVIWE KOHLAKALA	12 JANUARY	MS BEAUTY TEMBISI	07 FEBRUARY	MR ZONISELE KIBI	10 MARCH
MR THOZAMILE MADLINGOZI	13 JANUARY	MR NQABA GAZO	12 FEBRUARY	MR L QAMARANA	12 MARCH
MR MLAWANA MATINISE	13 JANUARY	MR XOLA ZENZILE	14 FEBRUARY	MR SIYABONGA NGXOLELA	15 MARCH
MR SL BLESS	14 JANUARY	MR XOLA ZENZILE	14 FEBRUARY	MR SIYABULELA GCILITSHANA	17 MARCH
MR ABONGILE GQEBA	15 JANUARY	MR ZILINDILE DYANI	14 FEBRUARY	MR MZWANELE LENI	19 MARCH
MR SIYABULELA TSHOLO	15 JANUARY	MR THAMSANQA NYONGO	15 FEBRUARY	MR NKUNDLA NAMBA	22 MARCH
MR SITHEMBISO ZATU	18 JANUARY	MS SINDISWA DWEBE	15 FEBRUARY	MR THEMBIKHAYA CEZULA	22 MARCH
MR MATOLOSE NQATHA	24 JANUARY	MR WANDA KALAWE	18 FEBRUARY	MR ZENZILE MARENENENE	23 MARCH
MS SANNAH BOOYSEN	24 JANUARY	MR DALIKHAYA MANELI	21 FEBRUARY	MR LWANDO NKUNJANA	26 MARCH
MR SIPHENKOSI QONGQO	25 JANUARY	MS CHARMAINE VAN HEERDEN	21 FEBRUARY	MR SIYABULELA MALI	28 MARCH
MS NONTEMBISO NGAKA	29 JANUARY	MR DALIKHAYA MANELI	21 FEBRUARY	MR ZUKILE NKOHLA	29 MARCH
		MR MTHUTHUZELI NJOKWANA	23 FEBRUARY	MRS NOLUFEFE LENI	29 MARCH
				MR THANDUXOLO MTANA	31 MARCH



## Christmas Characters Word Search

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

- |                       |                        |
|-----------------------|------------------------|
| 1. Scrooge            | 11. Cindy Lou Who      |
| 2. Frosty the Snowman | 12. Tiny Tim           |
| 3. Grinch             | 13. Candy Cane         |
| 4. Rudolph            | 14. Baby Jesus         |
| 5. Santa              | 15. Mary               |
| 6. Mrs. Claus         | 16. Joseph             |
| 7. Jack Frost         | 17. Three Wise Men     |
| 8. Nutcracker         | 18. Gabriel            |
| 9. Sugarplum Fairy    | 19. Buddy the Elf      |
| 10. Ginger Bread Man  | 20. Kristopher Kringle |

**HAVE A MERRY DAY, EVERY DAY!**

