



# Staff Newsletter Edition 1

2023

## The Future of CTE in Action

As CTE approaches the milestone anniversary of 25yrs in business we reflect on our achievements over the years and our goals for the decades to come. We have always proactively searched for opportunities to both invest in our team as well as our communities, the return on this investment has been integral to our success in reaching a quarter century. Looking to the future, CTE's primary investment goal for the coming years is to transform the Touwsriver operation into a world class rail facility. With pride CTE has successfully refurbished all of the Prasa product range and has excelled in the Shosholozha product range. In partnership with an OEM we have offered Prasa a proposal on the modernisation of the current fleet which we look forward to pushing forward in the near future, we will seek to understand what Prasa is seeking in terms of Technical performance of a modernized solution. CTE will then ascertain who might be an appropriate Partner to meet the stated need. Along with employee investment & wellness campaigns which we will unpack in detail through these monthly newsletters. We are excited and hopeful for the milestones still ahead of us.

## CTE Touwsriver Rejuvenation Project

As many of our employees across the nation are aware, CTE Touwsriver is an integral part of CTE's journey to success. As our first manufacturing site, we have invested heavily into the infrastructure and skills required to ensure a high level of safety & productivity. This is just the beginning, as we look forward to the future of CTE this essential hub continues to be a focus of CTE Investments, the construction of new production facilities, administration building, employee safety and wellness infrastructure is already underway.

We would like to thank all staff members on site for the assistance and understanding as the building phase continues. We look forward to enjoying this rejuvenated space with you in the near future.

### The CTE Touwsriver Site Map:



## Letter from the CEO

CTE faced the privileged yet daunting task of reopening the workshops in Touws River, after a three year closure, in October 2022. The planning and investment needed to create a responsive platform of delivery seemed insurmountable. But with the usual vigour and commitment of all employees we gave it a good go.

We set ourselves a very ambitious target of delivering 30 coaches by March 2023, this required an output of on average 7 coaches per month, as the Xmas holidays meant an Industry shutdown of 4 weeks. CTE faced severe challenges of supply chain as the dormancy in the Industry resulted in the widespread collapse of suppliers particularly of component fabricators. CTE is enormously proud of the fact that despite significant challenges both internal and external we achieved completion of 30 coaches by the end of April 2023.

In addition to reviving all resources we embarked on a site transformation which will position CTE Touws River for a new era of excellence supported by world class infrastructure. Our Information systems had to be updated and upgraded which provides an opportunity for greater information transparency and efficiency.

The year could not be more illustrious than the event of CTE turning 25 in 2023. It has been a journey of belief, resilience, and triumph! In subsequent editions we will share the plans and aspirations for the year ahead.

Thank you to the CTE family for the trust they place in me.

## Introducing...

### Rudolf Jansen van Vuuren

Many if you already know or have seen the new GM of CTE Touwriver manning his post but we thought the first Newsletter for 2023 would be a great opportunity to introduce Rudi on a more personal level directly from him:



**Q: What has been the most surprising/ interesting thing you have learnt since arriving at CTE Touwriver?**

**A:** *The positive spirit of the people has been surprising & rewarding, it is a fantastic community.*

**Q: What drew you to the rail industry?**

**A:** *The many different rail products & technologies were of great interest to me. I don't think people realize how diverse it is as an industry.*

**Q: What has been your most meaningful achievement to date? Either personal or professional.**

**A:** *My journey of growth, starting as a junior in the design office and to go through the different departments and to end up as an executive manager in a company at Murray and Roberts.*

**Q: When you were a kid what did you want to be when you grew up?**

**A:** *A detective, this was influenced by watching too much detective movies.*

## Memorial to Alwyn Griebenow

CTE mourning the loss of our colleague & friend, Alwyn Griebenow, in the tragic accident that occurred on 27th of February 2023. Any loss of life is heartbreaking but when it is someone so young, vibrant and in the prime of his life it is especially difficult. Alwyn Griebenow dedicated himself to his family, wife Wilna and children Wiaan and Jeanne-Madri. As well as his community and friends, his passion for motor vehicles and his work here at CTE as an electrical engineer, to say he will be missed is an understatement. We at CTE would like to do our small bit to keep his memory alive, a memorial plaque will be unveiled in the new administration building in May, where we invite you all to join us in a moment of silence and compassion to honor Alwyn, the exact date will be announced shortly.

*Lewensviering*  
VAN WYLE



ALWYN ALBERTUS GRIEBENOW

11.08.1963 - 27.02.2023

SATERDAG 4 MAART, 10:00 VM  
OU APOSTOLIESE KERK, WINDMEULSTRAAT  
BRACKENFELL

In the meantime we would like to share a short poem, provided to us by Alywn's family, dedicated to him:

### Ongelooflike man

*Daar is so baie vrae, wat onbeantwoord Gaan bly. Oom Alwyn alom bekend as "Apie" was altyd daar...*

*'n Man so Na aan God Se hart, nederig ,opreg, swaar kry, op gestaan, wat 'n voorbeeld en dit is nog nie eers n kwart . Soveel meer, omval en weer probeer.....*

*'n Oom, pa, vriend en man, enige iemand sal jou Kan vertel hy is man wat Kan..*

*Ander Bo homself stel, Alles opgeoffer Om daar te wees, tog is dit onmoontlik sy emosies te lees, altyd besig Om 'n warboel te laat bedaar, sy skip het Na Al die aanslae en storms van die lewe tog rustig Bly voort vaar..*

*Engele kom in onverstaanbare vorms voor, wie sou Kon dink dat 'n Groot sterk man 'n Klein hart Kan bekoor.*

*Geen woorde kan hierdie oom van my eintlik geskryf.*

*Beter as die beste.*

*"Tussen treine tussen stasies, lê die Leë spasies van die onskuld nou verlore"*

*Oom Se stem is stil, oom Se teenwoordigheid is leeg, maar oom sal altyd voort leef in ons Harte tot in ewigheid..*

*Rus sag oom Alwyn...*

## 2023 Youth Soccer Tournament

The Touwriver Community Soccer Tournament is an annual sporting event that was established in 1986, and for more than fifteen years, residents of the Touwriver community, CTE and all our community sponsors have gathered in support of this fantastic initiative. The event involves fun and challenging activities that engage children and youth of all ages and also provides a holiday feeding-schemes for the younger children.

The event takes place during the June-July school holidays, providing a focus, recreation and entertainment. This is when all the fun begins. Here, the main matches are played, tears are shed and cheers are spread! The soccer tournament also gives rise to competitive spirit and local pride. The finals are then held in September, where everyone comes together to join in the celebrations and support of their favorite teams.



As we have in previous years, CTE is excited to once again be involved in the sponsorship of this annual event, with the hopes of making it even bigger and better than before.

The children within our communities are our future, creating and encouraging an environment where hard work & team spirit are the essential ingredients for success benefits all within the town. Also allowing the kids the opportunity to demonstrate and experience good sportsmanship even in the face of disappointment is an invaluable lesson for all involved.

We look forward to providing you regular updates as the project progresses, so keep your eyes open for news as well as opportunities for you to get involved and show your support for the Touwsriver Soccer players.



### CTE Touwsriver Canteen Project

Some of you may have already heard that the CTE TR Staff Canteen Project is currently underway, thank you to those of you who participated in the staff survey exercise. The project is in the planning stages and the aim is to provide an onsite food and beverage solution for you, the staff, that is based on accessibility & nutrition. In a modern era where food scarcity is on the rise we understand at CTE that it is our responsibility to ensure that our staff have the opportunity to regularly access affordable, quality meal solutions.

A canteen is not only a place that serves sustenance but also is a social hub, a resting spot & a refuge. It has been proven that employee wellness programs around f&b services reduce absenteeism, increase motivation & engagement & result in more mentally & physically productive teams.

We will continue to provide regular updates on this project as it progresses.

### Introducing... Kim Cupido

Let's take a moment to welcome a great member of the CTE Touwsriver team! Many of you already know or have seen Kim manning her post, but we thought the first Newsletter for 2023 would be a great opportunity to introduce Kim on a more personal level. Here are some insights that Kim has shared with us:



**Q: What drew you to the rail industry?**

**A:** *Coming from the Financial Services Sector this is a brand-new experience for me. The biggest draw for me is that this is new, its fresh, and it's an opportunity for me to learn something different and apply previous knowledge, skills and lessons learned in a brand-new setting.*

**Q: Which person has made the biggest impact on you in your career?**

**How so?**

**A:** *An old mentor of mine named Jonathan Corbett who I had the pleasure of working for in the dot.com sector when I worked in Toronto. He taught me there is no problem without a solution i.e., "there's nothing that's not fixable"*

**Q: What do you value most in others?**

**A:** *Respect - we achieve much more when we treat others with respect.*

**Q: What do you believe is your strongest positive trait?**

**A:** *I think my ability to engage with people. In any working environment people are our biggest asset and if we want to achieve big things together, we must all communicate and engage with each other in a positive manner to realize our collective goals.*



### Series 1 Community Awareness: Domestic Abuse

Currently, South Africa has one of the highest rates of domestic abuse in the world. Sadly, domestic violence is the most prevalent form of human rights abuse, not only in the Western Cape, but in the country as a whole. Domestic abuse is described as a pattern of abusive behavior that takes on a variety of forms. This can include physical abuse such as hitting, emotional abuse in the form of manipulation, verbal abuse such as shouting and/or sexual abuse through inappropriate touching or rape.

In South Africa, it is estimated that one in every six women experiences some form of abuse by their partner, and in at least 46% of these cases, children within the home are subjected to the same level of abuse.

Although the percentage of abuse against women is significantly higher than that of men, determining the number of instances of domestic violence involving male victims has proven to be difficult. In reality, many male victims of domestic violence usually suffer in silence.

Often is the case when men avoid seeking help or fail to report their abuse due to stigma and shame. In some studies, it was found that male victims who reported their abuse, experienced gender-stereotyped treatment, which frequently led to secondary victimization.

It is important to be aware that anyone in your community can be a victim of abuse. If you are experiencing abuse, don't be afraid to take that first courageous step in seeking help. Always remember that NO ONE deserves to be abused, the abuse is not your fault and YOU are not alone.

In pursuing this goal CTE is committing to providing a healing and safe space for victims so that they receive the support they need.

The service is being planned and will be put into action within the near future as we understand the need is urgent and dire.

**If you feel that you are a victim of any act of domestic violence, or believe that a colleague may be in an abusive relationship, please reach out to one of the following:**

Toll-free number: 0800 428 428 | USSD (Please Call Me) \*120\* 7867#  
sms Help to 31531

## CSI Team Call to Action

Over the years, CTE has proudly been involved in many social initiatives aimed at empowering people within the local communities across Western Cape and Gauteng. The goal of these activities is to ensure that CTE plays an active role in developing the community for the better and uplifting the overall well-being of the Touwsriver town and specifically its people.

Skills development and community support ultimately lead to better lives. CTE strives to fulfill this responsibility by either creating or adopting, and most importantly maintaining, programmes that positively impact our employees, our customers, our society and our environment.

As you know CTE is already involved in the following community programmes throughout the year:

- CTE Soccer Holiday Program
- Youth Leadership Summit
- Youth Development Program
- Senior Citizens Christmas Party
- Literacy Project & Go Back to School Campaign

These programmes best represent CTE's values by building communities through providing skills development programmes, acknowledging and supporting senior citizens in the local community, and engaging children and youth in fun, educative programmes and activities. CTE is passionate about encouraging awareness and knowledge in individuals at all levels and age groups. But we know there is always more that can always be done so we would like to ask for your assistance, as members of the communities we are looking to serve, to provide us with ideas, connections and awareness around new and rewarding activities we can get involved in over 2023 and beyond. If you know of any potential projects or needs you would like us to look further into please approach the HR department with your ideas and suggestions, where they will be considered seriously & fairly. Do your part and join CTE's mission to improve the lives of your co-workers, neighbors and those around you in need.

