

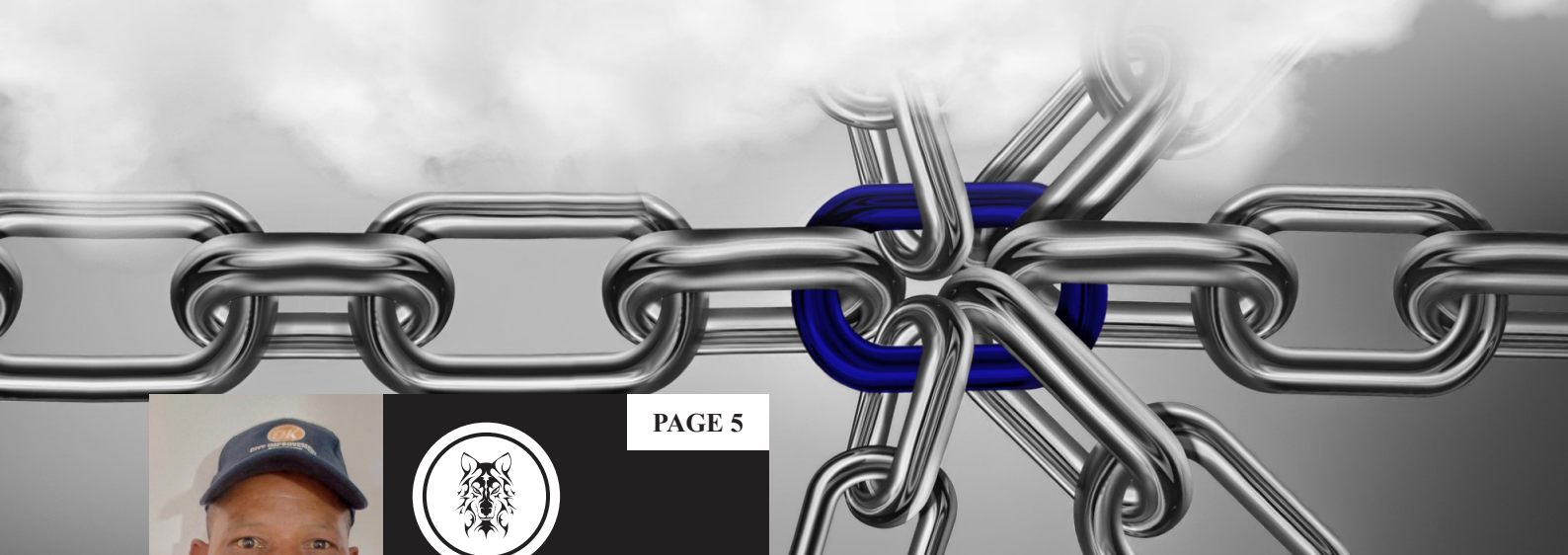


VETUS SCHOLA
"Legends Endure"

Newsletter

LEGENDS ENDURE

NOVEMBER
ISSUE 2021



LEGEND OF THE MONTH

MR JEROME ARNOLDS

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PAGE 10

CONGRATULATIONS ON YOUR CERTIFICATES!

FIRE FIGHTING:

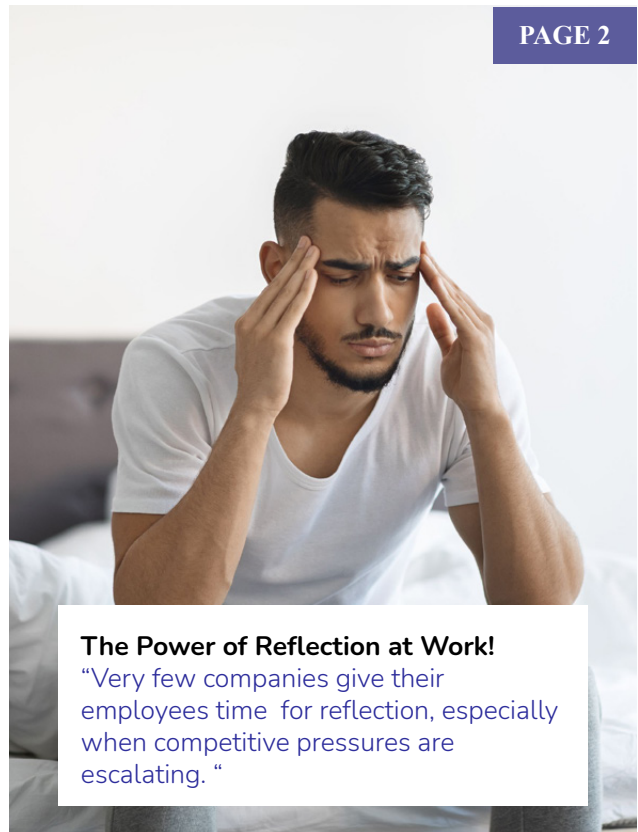
Chico Kawewe, Ermengildo Barros, Lucas, Foguetao, Pedro Lucuanda, Fred De Kock, Riaan Oosthuizen, Angelique Steyn, René Farmer, Basisipho Mvimbi

SAFETY REP CERTIFICATES:

René Farmer, Mayenzeke Rigala, Nkosana Gadebe, Mazwi Fihla, Basisipho Mvimbi

"Reflection - looking back so that the view looking forward is even clearer."

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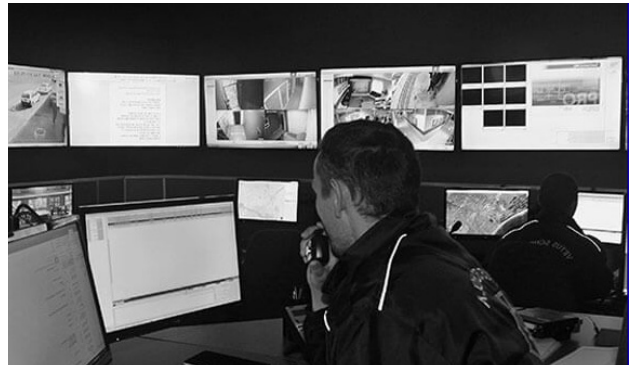
The Power of Reflection at Work!

"Very few companies give their employees time for reflection, especially when competitive pressures are escalating. "



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The Power of Reflection at Work

Reflecting on Work
Improves Job Performance



I often sit and ponder on what to write about in the Editor's column. I wonder, is the content even read or just skimmed over. I would really like to receive some constructive feedback on what it is that you would all like to be included in this column so that this platform is meaningful.

Before I sit down to write each edition, I reflect on what is current, what is the work atmosphere and the mindset amongst the staff and is there anything significant occurring from a company or work perspective at the current time?

I love to sit and watch and listen to people. I have an inherent curiosity as to what makes people "Tick." People have always been my passion. During my eighteen-year tenure with the South African Police Services, I was a Profiler. This skill benefitted me greatly during my ensuing forensic career, however I now find that I need to make a conscious effort not to profile and analyse everyone, as this leaves me feeling depleted and with the weight of the world on my shoulders. Life, not just work, has become extremely difficult and challenging, and what I see is a myriad of stressed overwhelmed individuals.

It distresses me immensely to see a colleague floundering or battling to cope. I am not referring to a conscious derelict of one's duties, I am referring to those that become so overwhelmed for whatever reason, that normal mundane actions like getting out of bed in the morning and setting about one's day, become a mammoth challenge. Small trivial

challenges or just a slight change in one's planned daily schedule, an unforeseen event or a looming due date that is imminent, an extra or unexpected task allocated, a raised voice, a reprimand. These day-to-day occurrences can become debilitating and will seem like an insurmountable challenge to a person who is feeling overwhelmed.

What does one do when feeling overwhelmed at work and in life?

There are undoubtedly many options, but I would like to share my thoughts and research on the power of reflection, with the hope that this may assist others to cope better and improve their performance and well-being.

"Very few companies give their employees time for reflection, especially when competitive pressures are escalating."

"During these spells where pressure escalates, the imperative is to double down and work harder – don't stop to think, just drive forward. But new research demonstrates the value of reflection in helping people do a better job.

A working paper by Francesca Gino and Gary Pisano of Harvard Business School, Giada Di Stefano of HEC Paris, and Bradley Staats of the University of North Carolina shows that reflecting on what you've done





FROM THE EDITORS DESK

- written by Lucille Maxwell, Office Manager/Editor

teaches you to do it better next time.

The researchers did a series of studies, all showing that reflection boosts performance.

“Now more than ever we seem to be living lives where we’re busy and overworked, and our research shows that if we’d take some time out for reflection, we might be better off,” by: Gretchen Gavett.

We are remunerated for our duties and the bottom line is that we need to fulfil those duties efficiently.



At the close of each working day, I find it very beneficial to first sit quietly and reflect on the day’s occurrences, especially if it has been a challenging day. What can I do differently or what did I do well that had desirable results?

- How can I work smarter opposed to working harder?
- What can I do to improve my time management?
- What do I need to do, in order to grow and develop and become more efficient?



Take the positive and move forward with it and make those your best work practices and toss out the negative and learn and grow from it.

REFLECT!

Practice the pause when feeling angry or disgruntled – think before you speak or act.

THEN:

Sit down and plan your schedule for the next day – diarise a to do list in order of importance and stick to it.

I find starting with the most challenging or unpleasant tasks first works well for me. Your day tends to ease up after the unpleasanties are out of the way.

This enables you to resume your next day in an organised manner, and those tasks that you are not able to complete, can be carried forward to the next day – thus ensuring that you have no forgotten or incomplete tasks as you have a written point of reference.

This is ultimately about accountability, Taking ownership of your actions, performance and conduct.

Most importantly, taking care of yourself to ensure that you can function at your best. That you are feeling healthy, energised, happy and efficient.

The power of Reflection really is a positive thing – Give it a try.

Be happy, Be Healthy, Be Productive. Be KIND.



MEET THE TEAM

- written by Lucille Maxwell, Office Manager/Editor

It gives us immense pleasure to welcome Sakienah Barnes to the Vetus Schola Team.

Sakienah has been appointed as payroll assistant and will be assisting Natasha with the preparation of the payroll and in-house compliance functions.

Welcome Sakienah – we are thrilled to have you on the team.

We wish you all the best and look forward to seeing you flourish and prosper within the Vetus Schola family.



Sakienah Barnes



LEGEND OF THE MONTH

- written by Lucille Maxwell, Office Manager/Editor

MR JEROME ARNOLDS IS OUR NOVEMBER 2021 LEGEND OF THE MONTH.

We are honoured to nominate Jerome as our Legend of the Month.

We have never encountered an individual who performs his duties with as much zest and enjoyment as Jerome does.

Jerome ALWAYS looks happy to be at work.

No tasking is too great or too small and Jerome always performs his duties with an infectious smile and efficiency.

Jerome joined the Vetus Schola team

on 21 January 2021 as a cleaner and he quickly made his mark.

His primary duties are at our Victoria Street premises, but he is the first to volunteer his services when assistance is required elsewhere.

Jerome utilises his initiative and does not have to be micro-managed.

He is a beacon of light and epitomises positivity and respect.

Jerome thank you for your diligent work ethic – we are blessed to have you as an integral part of the Vetus Schola Family





SUCCESS STORIES

HOUSE BREAKING

Paarl | 27 November 2021

During the early morning hours of Saturday, 27 November 2021, the Vetus Schola Paarl Control room received a phone call from one of our clients from Eureka Farm. The caller reported that they saw two suspects breaking into one of the farmhouses.

The control room proceeded to dispatch P06 Sauls and P07 Souls to the premises and P09 Fortuin and P02 Shift Senior Holane responded as backup.

On arrival, our officers managed to apprehend both suspects inside the farmhouse. The officers then proceeded to contact SAPS. Once Paarl SAPS arrived both of the suspects were arrested and the client opened a case at the Paarl Police Station.

Well done to everyone involved!



THEFT

Paarl | 26 November 2021

At approximately 12:34pm on Monday, 26 November 2021, the Vetus Schola Paarl Control Room received a call from our client at Family Farmstall, confirming that they currently had two suspects inside the shop stealing items.

The clothing descriptions of the suspects were given to the control room, who then passed this information onto P06 Abrahams and P07 Hendricks who had been dispatched to the premises.

When P06 Abrahams and P07 Hendricks arrived at the premises, the two suspects had already run away, but with the fast response of P06 Abrahams and P07 Hendricks it was not long before both suspects were caught with the stolen items in their possession.

Minutes after the suspects were caught, Paarl SAPS arrived and both suspects were taken to the station. The client has opened a case of theft against them.



FEEL GOOD STORIES

THANK YOU LETTER, PAARL

Ek wil net weereens baie baie dankie sê vir Vetus Schola Paarl. Veral vir Sauls wat so vinnig hier was en Chantelle by control room wat blitsvinnig was met die opvolg van die panic alarm.

Dankie ook aan Soul en Holane.

Mens voel gerus en veilig met sulke goeie diens!

It's a Girl!

Congratulations to our Paarl Driver, Charl Frankfort and his wife Pearl, on the birth of their Baby Girl, Cassia, born on 20 November 2021.

I am sure she has her Daddy wrapped around her little finger already!





TECHNICIANS OF THE MONTH

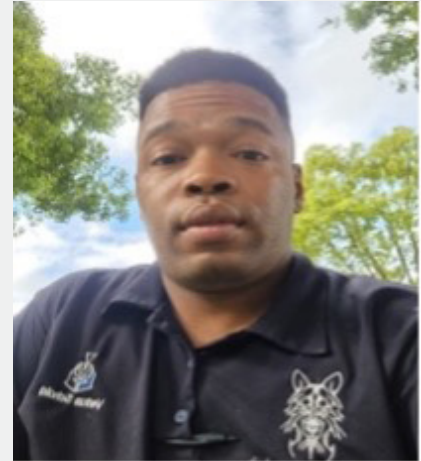
For the month of November 2021, we would like to nominate **Rico Benans** and **Jonathan Blanckenberg** as the Paarl Technicians of the month.

As a team we would like to say a BIG thank you to Rico for his outstanding performance during the week that he was on standby. It so happened that this specific week, Paarl was having stage 3 loadshedding. Rico had no problem taking calls and assisting with installations during, after hours as well as over weekends.

Secondly, we would also like to give a BIG thank you to **Jonathan and Joey** who had replaced and rewired the Bevratech alarm system.

This mammoth task took three whole days to do. It required partitioning, installing the keypads and necessary changes for the system to work. With plenty of false alarms and the app only working intermittently, this proved to be a very difficult client, under the circumstances.

However, once the job was completed, we called the client, who was ecstatic with the new system and the service that we provided. **Well done boys!**



SALES AND TECHNICAL

– written by *Damien Devine, Sales & Technical Manager*

 **202**
COMPLETED JOBS

Between Paarl and Somerset West, our technical teams completed a total of 736 jobs. In Somerset West, Martin completed a total of 130 calls. In Paarl, Wessel completed a total of 202 calls. Well done to the both of you. That's a great effort!

SALES REP OF THE MONTH

LEE MARSHALL!

Well done to Lee who signed a total of 51 contracts!



PAARL

 **53**
NEW CONTRACTS SIGNED

53 new contracts signed! A good push from both teams- targets reached all round. Well done guys.

SOMERSET WEST

 **102**
NEW CONTRACTS SIGNED

102 new contracts signed. A good push from both teams- targets reached all round. Well done guys.



K9 TRAINING NEWS

- written by Marco Orlandini, Area Manager

GENERAL NEWS

Our thanks go out to the entire K-9 Unit and Training division for their hard work and dedication.

Special thanks to the K9 handlers who take such great care of our service dogs.

EMPLOYEE OF THE MONTH



Our employee of the month nomination for November 2021 goes to Anthony "SORTED" Saddington. Tony is the training manager for the Vetus Schola Group.

He performs his tasks with great enthusiasm and is an example and an inspiration to many. One prime example of this is Tony presenting the fitness classes on each shift.

What many see as a negative exercise, he turns into a positive and helps greatly in improving the comradery between members.

Tony has been an invaluable asset in completing REG 21 shoots, driver evaluations, inductions, and establishing a training standard.

He should also be commended for getting our necessary accreditations up to date. His reporting is always accurate and his timekeeping is excellent.

He is congratulated on his nomination and thanked for his hard work.

TRAINING

Training

- REG 21 shoot = 21
- Driver evaluation (shifts) = 18
- Driver evaluation (new) = 1
- Physicals – All shifts = 2
- Induction = 28
- Competency = 3
- Competency issued = 3



K9 HANDLER OF THE MONTH



Our K9 Handler of the month nomination for November 2021 goes to Odwa Mgudu.

Odwa started at the Bakenrug K9 training facility with no prior experience of K9 work, however, he has a great willingness to learn and a love for the dogs.

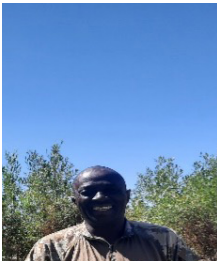
He has developed tremendously at Bakenrug and is an example to others. Odwa is always up for a challenge and performs his tasks with the eagerness and competency that makes a good Vetus Schola handler. Whenever he is needed, he assists and looks after his section of kennels and service dogs with the highest standard of care.

He is congratulated with his nomination and thanked for his hard work.





TACTICAL OFFICER BAKEN



Jean-Marc was nominated for Baken TRT member of the month as he is always willing to go the extra a Thousand Mpovane was nominated for Baken TRT member of the month.

He's starting to grow into the TRT role and is not scared to step up to the plate, when necessary, in maintaining the discipline among his security officers on and off duty. He is proud to be a TRT member and that is noticeable on a daily basis. Thousand, thank you for going that extra mile! mile.

He's always on patrols, does escorts and flie the drone. He's always available when help is needed.

TACTICAL OFFICER REUNING



Johannes Smith was nominated for Reuning Tactical Officer of the month. His daily duties are outstanding at SANPark boom gate. He assists on both day and night shifts. He always insists on searching all vehicles leaving and entering our border gates. Great stuff Smitty!

TACTICAL OFFICER BLOEDDRIFT



Pedro Lucuanda was nominated as Tactical Officer of the month. He always avails himself even when he is off duty.

He is the oldest worker in Bloeddrift, yet still helps clean house, wash dishes and cook for us.

SECURITY OFFICER BAKEN



Siphamandla Menye was nominated for Baken Security Officer of the month. Siphamandla Menye was nominated for Baken Security Officer of the month.

He works at the Turnstiles and always makes sure that every employee follows the rules of the mine when entering, with proper and correct PPE. Mr Menye stopped one of the JV owners because he was not wearing safety boots, nor a reflector vest.

He also prevents from entering, the mine without reflector strips and a rotating light. Well done to Mr Menye.

SECURITY OFFICER REUNING



Zwelakhe Thusi was nominated for Security of the month for Reuning. He works as an armed guard at Nxoidap site and is very dedicated to his job.

He is always back on time after his rotation with no absenteeism against his name. He always does patrols on his site and has never deserted a post.

He also respects all mine workers at Nxoidap. He follows all instructions without complaint. Back at the Barracks, he ensures cleanliness and that the garden gets watered.



TRAINING & GENERAL NEWS



FIRE FIGHTING CERTIFICATES

FIRE FIGHTING CERTIFICATES

Chico Kawewe
Ermengildo Barros
Lucas Foguetao
Pedro Lucuanda
Fred De Kock
Riaan Oosthuizen
Angelique Steyn
René Farmer
Basisipho Mvimbi



On 27 November Angelique Steyn, René Farmer, James Ekron and Fred De Kock were invited to attend the JV's year end function in Reuning. Smittie, Lucas and Delihlazo were working at the SANPark boom gate. They made sure everyone who attended the year-end function were screened.

SAFETY REPRESENTATIVE CERTIFICATES

René Farmer
Mayenzeke Rigala
Nkosana Gadebe
Mazwi Fihla
Basisipho Mvimbi



GENERAL NEWS

BRING AND BRAAI

On 20 November 2021 Plateaux Diamond's Safety Department held a Bring and Braai / Safety day.



It was a very windy day, so the fire truck was used to wet the area to eliminate the dust.



NOV

NOVEMBER BIRTHDAYS

Happy Birthday to the following employees who celebrated their Birthday during November 2021.

Wishing you all the very best for the year ahead and thank you for your continues support and hard work.



ER STAFF

Thulani Sitwiza

Samkelo Voorster Cotiyana

Thulani Genu

Kerneels Blankenberg

Mondli Emmanuel Ndlovu

Gcobani Vincent Mahlaba

Nonkuthalo Manqinana

David Christoffel Fourie

Thembinkosi Sineke

Matome Kgatla

Masithini Mpitimpiti

Mlungisi Bukuma

Gcinikhaya Mantuse



Akhona Dekeda

Gcobisa Vanqasi

Nokuvuma Rigala

Siphenathi Sipani

Phelo Mayile

Melvin Valentine

Mothibeli Jafta

Bongani Jackson Batyi

Benedict Melato

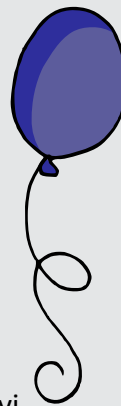
Buyisile Zonke

Sylvia Zimbini Ninzi

Vikane Jongwani

Mohale Jack Khonkhobe

Bulelani Moses Sinaba



Ncedo Cola

Phikolomzi Voyi

Lubabalo Mhlungulwana

Sindile Pitilose

Wynand Calitz

Bahle Makinana

Somikazi Khuselo

Athenkosi Mvimvi

Axole Mtete

Sicelo Sombhodlo

Thembelani Mtsamayi

Siphiwe Mbinyashe

Thembile Nomtyaka

Philiso Mqikela

ER STAFF & CONTROL

ROOM

Noma-Efese Codisha

Simandile





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