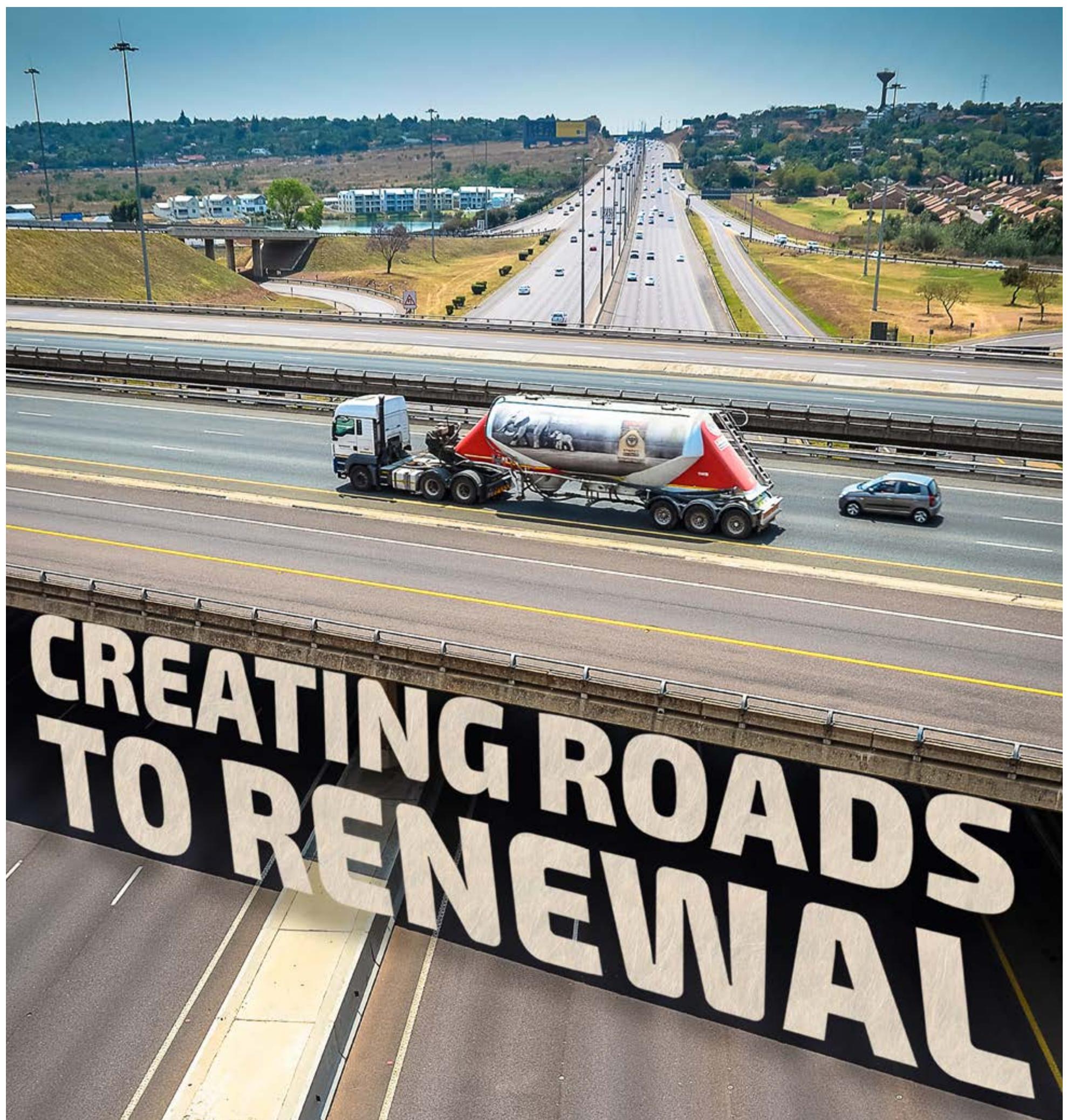


APR / MAY 2024

BY THE WAY

Produced by SANRAL





Editorial message

by Vusi Mona

GM: Marketing and Communications

This issue of *By The Way* commemorates South Africa's 30 Years of Freedom since the birth of democracy in 1994, and highlights how SANRAL has supported the journey to renewal over its 25 years of existence.

We also outline the milestones in mobility that SANRAL's flagship projects have achieved and unlocked over the past five years.

During just these five years SANRAL has executed projects to the value of R120 billion, which translated to just under 45,000 job opportunities and the participation of almost 6500 black-owned small, medium and micro enterprises (SMMEs).

We also highlight just a few of the 'Tintswalos' that SANRAL has set on the road to a better life, whose work and experience will impact many others.

This issue includes many informative articles, for example on the power of pooling economic power through stokvels, how to deal with challenges in the workplace, how to commemorate Africa Day on 25 May and Africa Month, and answers some Q&A about the silent killer, hypertension or high blood pressure.

On the lighter side, we present an array of books by South African authors, a recipe for vekkoek with ideas for fillings and, of course, some fun activities for you and your children to enjoy.

Stay safe and well until next time.

Talk to us!



We invite readers to follow SANRAL on



@sanral_za



@sanral_za



@sanral_za

See SANRAL's latest news as well as invitations to various events and engagements.

THIS MONTH, WE LOVE

Tyla

Twenty two-year-old singer and songwriter Tyla Laura Seethal who grew up in Johannesburg, just won the inaugural African Music Performance Grammy, beating recently established superstar nominees. Powered by the Cape Town-recorded 'Water', this smash hit took the world by storm and earned her the Grammy before her album was released.

'Water' entered the Top 10 in 16 countries, including the United Kingdom (UK) and United States of America (USA). This was the first song by a South African soloist to enter the US Billboard Hot 100 in 55 years. Her self-titled debut album (2024) was released to widespread critical acclaim and moderate commercial success, and entered the Top 25 in six countries, including the USA.

Tyla has also earned nominations for a BRIT Award, a Soul Train Music Award, a MOBO (Music of Black Origin) Award in the UK, and two South African Music Awards.

We foresee nothing but a glittering future for this great ambassador for South Africa.

Image Credit: <https://www.bbc.com/news/world-africa-67505674>



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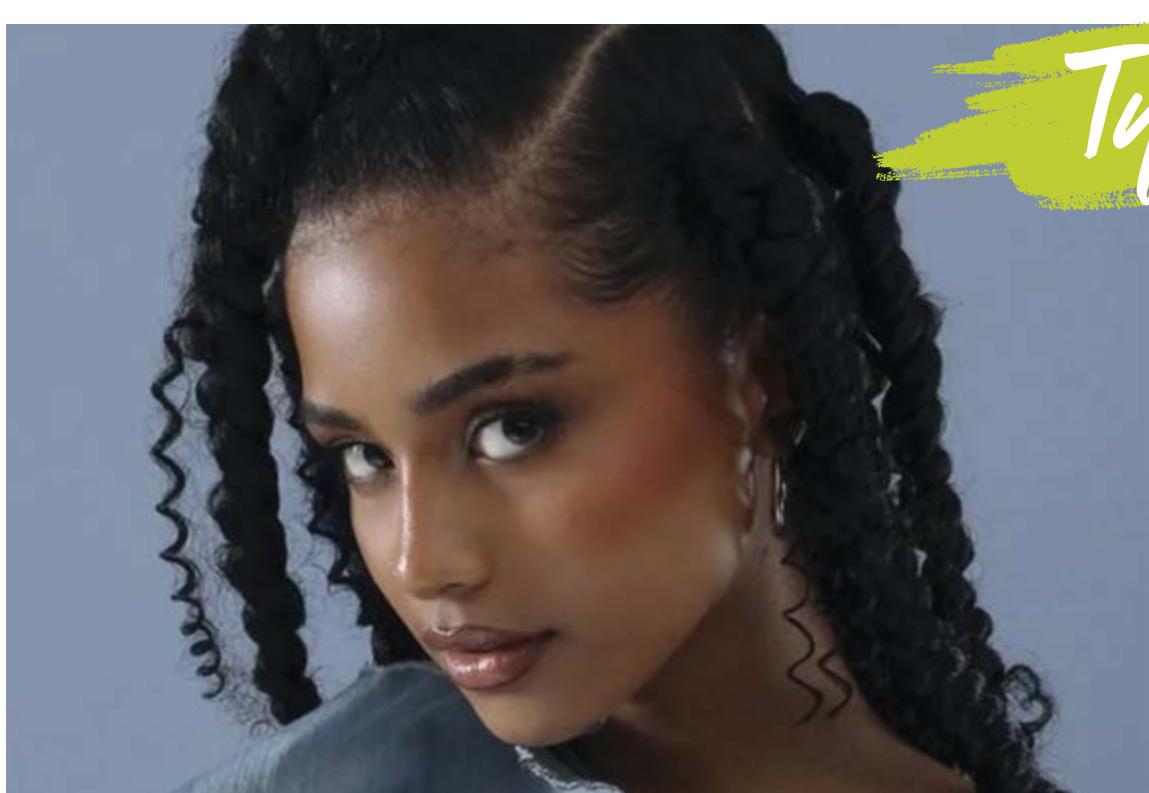
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• HAPPY • *Africa month*

Commemorating Africa Day and Africa Month

May is recognised as Africa Month – a time when the continent of Africa commemorates the founding of the Organisation of African Unity (OAU) on 25 May 1963. The African continent became a pioneer in being the first to focus on continental unity and to encourage nation building through unity and freedom from oppression.

The African Union (AU) consists of the 55 member states that make up the countries of the African continent, and was officially launched in 2002 as the OAU's (1963-1999) successor.

Africa Month stands as a reminder of the continent's ongoing journey towards liberation, development, and empowerment. This month is also a time of celebration, reflection, and appreciation of the diverse cultures, histories, and achievements of the African continent.

Throughout Africa Month, Google Arts & Culture will showcase stories, artistic expressions, and ideas that define African cultures, through curated programmes and activities.

THE AFRICA DAY PLAYLIST

There's no better way to honour the diversity, energy, and creativity of Africa than through its music. From the pulsating rhythms of West African afrobeats to soulful South African jazz, African music has been a source of inspiration and joy for generations. The 2023 Africa Day playlist is still available on YouTube Music, featuring songs from various African artists, and it will lead you to other Africa-inspired options.

Celebrate some of our homegrown musical talent that is making waves across the world, from Tyla (see 'This Month We Love' on page 2) to Toya Delazy, a princess of the Zulu nation and the mother of Afrorave.

NEW POCKET GALLERIES

The pocket gallery is a feature on the Google Arts & Culture app, that offers an immersive experience that goes beyond traditional exhibitions. Six new pocket galleries have been curated by partners across the

continent. Using augmented reality, you step into a virtual exhibition space, where you see all the artworks, artefacts, and immersive experiences as if you were right there.

In Nigeria, the Yemisi Shyllon Museum has curated two exhibitions. 'Water Under The Bridge: An Exploration of Migration and Memory' takes you on a journey through the works of Nigerian artists, exploring themes of identity and authenticity. 'Foundations of Contemporary Art in Nigeria' celebrates the evolution of Nigerian contemporary art.

From Kenya, the Mohamed Amin Foundation presents 'Mohamed Amin: Eye of Africa', a collection of photos capturing the essence of Africa from the 1940s to the Ethiopian famine. The National Museum of Kenya invites you to explore the 'Living Forests', an exhibition that will deepen your understanding of the Sacred Mijikenda Kaya Forests, and their ecological wonders, cultural significance, and historical narratives.

Lastly, the University of Pretoria presents 'Artology', a collection of iconic works by renowned artists such as Irma Stern, Lucky Sibiya, Sydney Kumalo, and William Kentridge, narrating stories from diverse perspectives and experiences across different periods.

IZIKO MUSEUMS

Every Africa Day, 25 May, Iziko Museums of South Africa offers free entry to the Bo Kaap Museum, the Slave Lodge, Rust en Vreugd, Bertram House, Marie Koopman-De Wet Exhibition, the South African Museum and the South African National Gallery.

Africa Month is also an opportunity to look towards the future. With its youthful population, abundant natural resources, and growing economic potential, the continent is poised to play a leading role in shaping the course of the 21st century.

PAVING THE WAY

— AFRICA'S REMARKABLE FEATS OF ROAD INFRASTRUCTURE ENGINEERING

by **Vusi Mona** | GM: Marketing and Communications

From the impressive construction of highways and bridges to the innovative use of technology, feats of road infrastructure engineering in Africa play a key role in shaping the continent's economic development through connectivity. With implementation of the African Continental Free Trade Area (AfCFTA), intra- and inter-continental

connectivity in Africa is crucial for supporting the ambitions of economic integration.

We explore some noteworthy feats of road construction engineering in Africa, showcasing the ingenuity and expertise that has gone into their design, planning and construction, and their transformative impact on economies and societies.



Maputo-Catembe Bridge, Mozambique

Officially known as the Maputo-Catembe Bridge, the Mozambique Bridge is a remarkable engineering achievement connecting Mozambique's capital of Maputo with the seaside town of Catembe. Spanning the Maputo Bay area, the bridge has become an iconic symbol of the country's progress and development. Completed in 2018, the 3.2km long cable-stayed bridge has greatly improved transportation links and trade connectivity between Maputo and South Africa's KwaZulu-Natal province to the south. The cost was approximately US \$785 million.



Kazungula Bridge, Botswana and Zambia

The approximately 923 metre long Kazungula Bridge connects Zambia and Botswana over the Zambezi River, and plays a pivotal role in boosting intra-regional trade and economic growth by reducing transportation costs and time. It provides a crucial trade route for the landlocked countries of Southern Africa, such as Zambia, Zimbabwe and Malawi, allowing access to ports and international markets. Relieving the bottleneck congestion at Beitbridge border between South Africa and Zimbabwe, the new crossing, with a streamlined 'one-stop-border' service, facilitates the transportation of commodities between the copper belt of Zambia and the Democratic Republic of Congo and Port of Durban. It replaced the previous ferry service, and the total cost was approximately US \$259 million.



Mohammed VI Bridge, Morocco

The Mohammed VI Bridge is a cable-stayed bridge spanning the valley of the Bou Regreg River near Rabat in Morocco. Named after the current King of Morocco, the bridge spans 950 metres and is one of the largest cable-stayed bridges in Africa. A notable visual characteristic is its two 200 metre high arched towers, symbolising the new doors to the cities of Rabat and Salé. Part of Morocco's Rabat Motorway bypass project, the bridge was built to alleviate traffic congestion and improve and ease transportation of goods and people. It has an environmental touch to it, as it uses light-emitting diodes (LEDs) for its night lighting. The deck is supported by two sets of 20 pairs of parallel multi-strand stay cables. Construction started in 2011 and it opened in 2016.



Nelson Mandela Bridge, South Africa

The Nelson Mandela Bridge in Johannesburg, South Africa, is an iconic feat of engineering that showcases both function and aesthetics, and has become a symbol of the post-apartheid era. Completed in 2003, this cable-stayed bridge spans 284 metres and features a design incorporating both concrete and steel elements, blending structural integrity with a visually striking appearance. The construction cost was approximately R102 million, equivalent to around US \$7.3 million at the time of completion. Built as part of the City of Johannesburg's initiative to rejuvenate and modernise the inner city and attract local and foreign visitors, it enables residents to travel conveniently and safely between the neighbouring districts of Newtown and Braamfontein.



Credit: <https://www.arenasing.com/projects/signature-bridges/senegambia-bridge-gambia>



Photo credit: <https://www.chinadaily.com>



Photo credit: Source of the Nile bridge, Jinja City - www.jinjatours.com



Senegambia Bridge, The Gambia and Senegal

Also known as the Trans-Gambia Bridge, the Senegambia Bridge forms part of the Trans-Gambia Highway and Trans-West African Coastal Highway. At 1.9km in length it is one of West Africa's longest bridges, linking the two halves of The Gambia as well as giving access to Senegal's Casamance province and the rest of Senegal. Made from reinforced concrete, it includes a 100 metre wide central span to facilitate continued use of the Gambia River by boats. The project was largely financed by the African Development Bank, to the tune of approximately US \$65 million.

Third Mainland Bridge, Nigeria

The Third Mainland Bridge in Lagos, Nigeria is one of the longest bridges in Africa, measuring approximately 11.8km. Completed in 1990, it connects the mainland of Lagos to the urbanised areas of Lagos Island. The bridge has eased traffic congestion and improved travel efficiency in one of Africa's most populous cities. The estimated cost was around US \$800 million when it was completed.

Trans-Kalahari Highway, Namibia and Botswana (linking into the N4)

The Trans-Kalahari Highway is a vital road infrastructure project connecting Namibia's capital, Windhoek, to Botswana's capital, Gaborone, and linking into South Africa's capital of Pretoria. Extending from Namibia's port city of Walvis Bay through Botswana and linking into the N4 route through Pretoria, and eastwards to the Port of Maputo, the route is essential in facilitating trade-related economic activities within the wider SADC region. The Trans-Kalahari Highway spans approximately 1,800km, passing through vast stretches of the Kalahari Desert. This involved constructing roads capable of withstanding the harsh conditions, including innovative techniques for pavement design and drainage. The project is estimated to have initially cost about \$120 million for the Namibia-Botswana stretch.

Algerian East-West Highway, Algeria

The Algerian East-West Highway is a massive road infrastructure project spanning over 1,200km, connecting the eastern and western regions and 17 provinces of Algeria. It serves as a vital transportation corridor, facilitating trade and travel. Costing about US \$11.2 billion, the landmark East-West Highway is considered the largest public works project in the world. It was completed last year, with China's CITIC Construction officially handing over the final 84km stretch in April 2023.

Bujagali Bridge, Uganda

The Bujagali Bridge in Uganda is a landmark infrastructure project that spans the River Nile. Completed in 2018, this cable-stayed bridge measures 525 metres in length and has significantly improved connectivity between eastern and western parts of the country. Construction involved complex engineering techniques to address the challenging geological and hydrological conditions of the Nile River. Largely financed by the Japanese government with the Ugandan government meeting the balance, construction is estimated to have cost around US \$125 million.

Kigamboni Bridge, Tanzania

The Kigamboni Bridge, also known as the Nyerere Bridge, is a significant infrastructure project in Dar es Salaam, Tanzania. Completed in 2016, the Nyerere Bridge is a 680 metre long cable suspension bridge connecting the capital of Dar es Salaam to Kigamboni district across the Kurasini Creek. It has six lanes and two pedestrian-cyclist lanes, with a width of 2.5 metres. The bridge has improved transportation links, stimulated economic growth, and enhanced connectivity within the region.

These and many other engineering feats in Africa's road infrastructure construction sector highlight the continent's capacity to undertake and accomplish ambitious, transformative infrastructure projects.

Infrastructure projects such as roads, bridges and highways improve connectivity within and between regions, connecting communities, and facilitating the movement of people and goods across Africa.

These examples serve as inspiration for continued investment into future projects, as Africa's road sector players continue to transform transportation and integration across the continent.

SANRAL CREATE ROADS TO RENEWAL



As South Africa marks 30 Years of Freedom on 27 April 2024, we reflect on how far government has come in improving the lives of South Africans and undoing the damaging legacy of apartheid.

President Cyril Ramaphosa used his State of the Nation Address (SONA) to outline how government has impacted the lives of ordinary people over the past three decades, by painting the picture of a child born in 1994 at the dawn of freedom. He told the story of Tintswalo, who grew up in a society worlds apart from the South Africa of her parents, grandparents and great-grandparents.

Now 25 years old, SANRAL has played a major role in reshaping the country that Tintswalo grew up in, and has provided many opportunities for her, her parents and her compatriots to live better lives.

As the Minister in the Presidency, Khumbudzo Ntshavheni, recently said when addressing a joint debate on the SONA, the Tintswalos are the engineers and contractors behind growing the more than 750,000km road network from 525,000km in 1995.

In the past five years, SANRAL has executed projects to the value of R120 billion, which translated to just under 45,000 job opportunities and the participation of almost 6500 black-owned small, medium and micro enterprises (SMMEs).

CEO Reginald Demana said that SANRAL is determined to help government deliver on its promises: "We do this through the way we award and adjudicate our contracts, insisting on a minimum spend on local businesses and the use of local labour. We also do it through community development projects, as well as by supporting young people with bursaries and scholarships that help them to pursue opportunities and a better life."

He added that despite court challenges to SANRAL's preferential procurement policies last year, which led to withdrawal of those policies, the roads agency was able to recover towards the end of 2023 and put 77 contracts out on tender. Most of these are now at adjudication, and the intention is to put another 70 contracts out on tender before the middle of 2024 – an injection into the economy of about R28 billion.

"We will continue with our efforts to deepen transformation by allocating some contracts to smaller black-owned construction companies, which will help them to graduate to become major construction companies. We have a mandate to ensure that value flows through to SMMEs, local contractors and local communities. The aim is to stimulate economic growth, promote infrastructure development and create opportunities across the country," he said.

SANRAL has become the backbone of our country's economic architecture, as well as the bedrock of our country's socio-economic development agenda, which has resulted in millions of previously marginalised, ignored, and economically excluded people being embraced, included, and allowed to flourish.

Road infrastructure serves as the lifeblood of our nation, facilitating trade, driving economic development and improving the lives of communities across the country. From bustling urban centres to remote rural areas, SANRAL's investments in roads, bridges, tunnels and interchanges have not only enhanced connectivity but also empowered local communities, creating employment and stimulating economic activity.

While SANRAL's infrastructure projects improve roads, road safety, and the movement

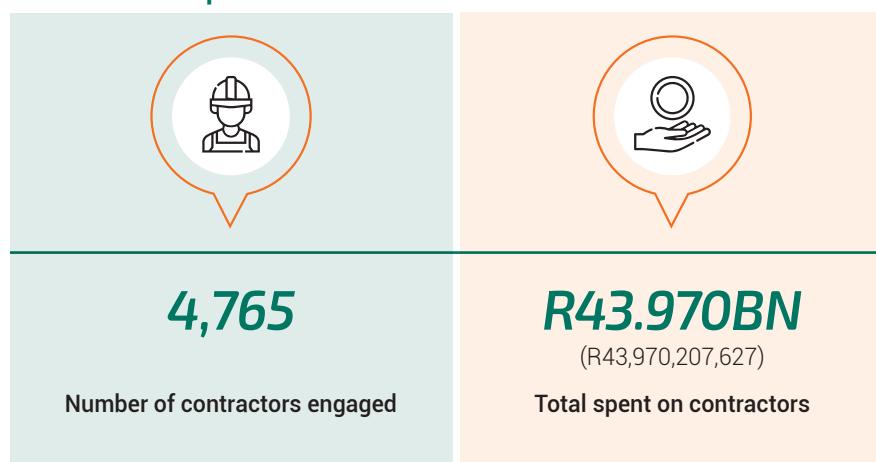
of people, they are primarily intended to improve the lives of the vast majority of individuals who previously lacked access to viable road infrastructure.

In addition to creating immediate employment for the communities surrounding these initiatives, improved infrastructure allows people the freedom to travel and seek out new schooling and employment opportunities, both within and beyond South Africa, with enormous social and economic effects on quality of life.

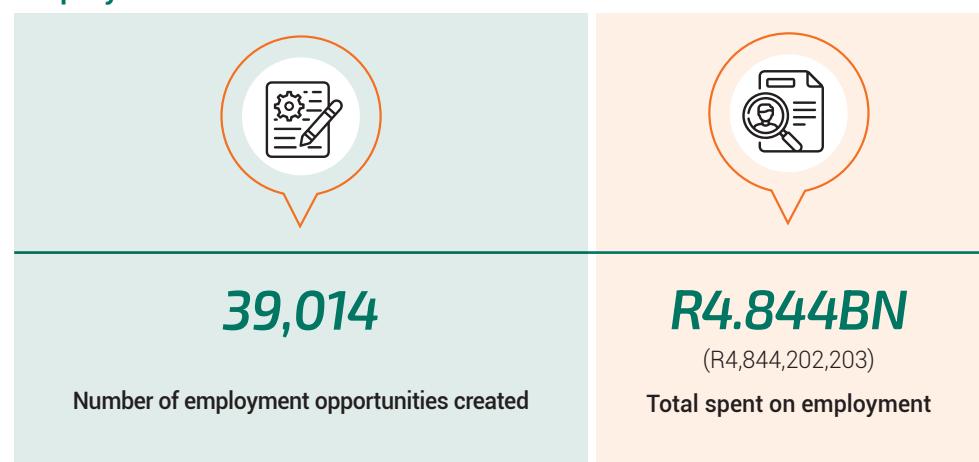
SANRAL stands at the forefront of unlocking not just local but also regional possibilities, especially as African countries increasingly look to integrate their markets through initiatives such as the African Continental Free Trade Area (AfCFTA). Robust road infrastructure will be critical to these efforts – and SANRAL has much to contribute.

Key spending areas 2019-2023

Contractor expenditure



Employment



EMBODYING THE SPIRIT OF TINTSWALO

Here are snapshots of just a few of the 'Tintswalos' that SANRAL has set on the road to a better life, whose work and experience will impact many others.



Phumzile Ntima, owner/director of Phiwane Trading Enterprise, Pietermaritzburg

Ntima attended SANRAL's pre-tender training; Phiwane employs 10 local people and is installing gabions on the N2/N3 upgrades in KwaZulu-Natal.



Bongani Tonisi, director of Creamillion, George

Creamillion was a subcontractor on SANRAL's Thembalethu Bridge upgrade on the N2 in George, and has since secured contracts with George Municipality and Garden Route District Municipality. It improved its Construction Industry Development Board (CIDB) grading from 1 CE EP to 2 CE EP in only 10 months.



Thembi Maggie Mhlangu, owner of Qonjwana Pty Ltd, Moloto, Mpumalanga

Mhlangu worked as a subcontractor for King Civils on the R573 Moloto Road Project, initially contracted to do sandblasting for three months, employing four people. Her second opportunity on the project saw the company involved in sub-soil drainage, fitting electrical sleeves, and concrete barrier infills, employing 10 people.



Belekazi Sikutshwa, owner of Mtha Development Projects, Wild Coast

This 100% black woman-owned construction company is registered with the CIDB as a level 4 CE PE and employs five people. When SANRAL took over the R61 section between Port St Johns and Port Edward from the Eastern Cape provincial government, Mtha Development Projects was awarded the contract for pothole patching and maintenance. Working with asphalt and concrete became an added competency, and the company will advance to a Grade 6 CE PE at the end of this contract.



Refilwe Motshaoane, Candidate Technologist at SANRAL's Technical Excellence Academy (TEA) in Gqeberha

Received a bursary from SANRAL for a BTech at Central University of Technology. Her journey on a 5-year programme with SANRAL began on a project on the N12 in Victoria West, and she is now involved with pavement evaluation, hydraulics, and geometric design on the N2 outside Tsolo, Mhlontlo Local Municipality.



Nozipho Ngomane from Soshanguve, SANRAL Project Manager in the Northen Region

Received a bursary from SANRAL in her second year of studies in Civil Engineering at the University of Johannesburg, and is now a project manager at SANRAL, managing roads projects from start (procuring service providers, design and construction) to finish. She is also part of SANRAL's tour to universities, to inspire other students.



Lwanda Sigaji from Mthatha, SANRAL Junior Project Manager

Received a SANRAL bursary to attend the University of KwaZulu-Natal, and is now a Junior Project Engineer who is proud of SANRAL's job creation through its road maintenance projects.



Samantha Dladla from Uluni, SANRAL Project manager in Operational and Maintenance, Eastern Region

Dladla says "SANRAL brings change by maintaining South Africa's huge asset of roads. We bring pride, value and hope to the people through our projects. My main motto is be constructive and make a change."

TINTSWALO

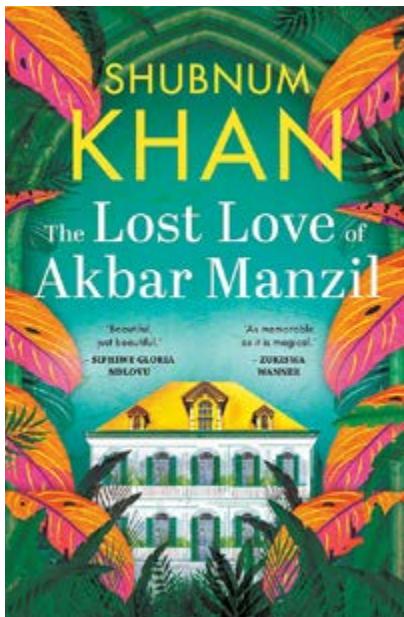
THE POWER OF DEMOCRACY

AFRICAN TALES

To commemorate Africa Month in May – feast on these books about South Africa or by South African authors

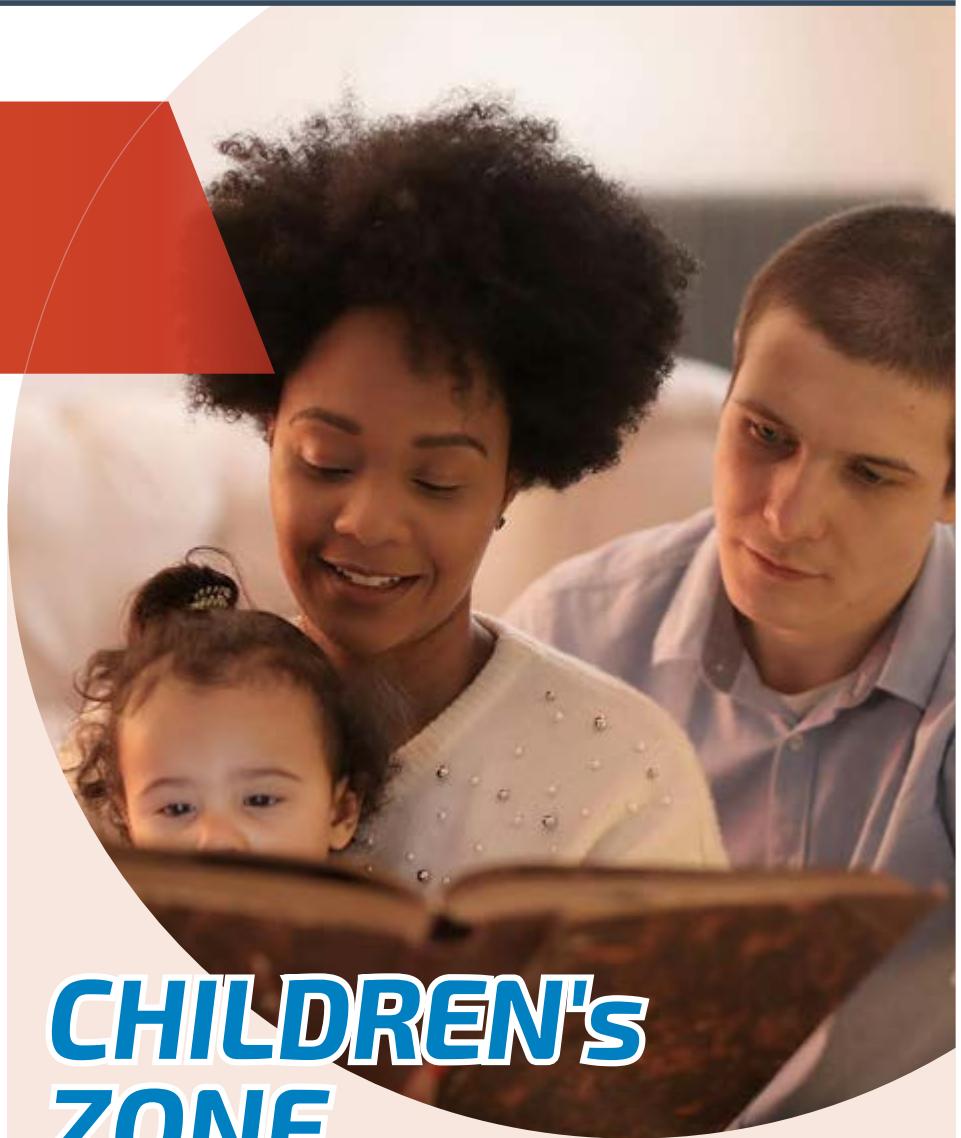
THE LOST LOVE OF AKBAR MANZIL

By Shubnum Khan



Sana and Meena will never meet. The two women share little beyond Akbar Manzil, the sprawling mansion they call home. When Meena fell in love with the owner of the house, it was the grandest residence on South Africa's east coast near Durban. Eight decades later when Sana and her father move to the house, the latest of Akbar Manzil's long list of tenants, it is in near-ruins, crumbling, shabby and dark.

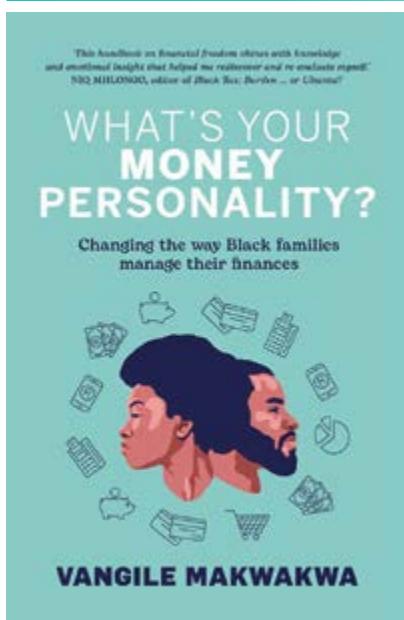
Sana begins to discover the tangled, troubling history of the house, awakening the memories of the house itself and dredging up old and terrible secrets that will change the lives of everyone – living and dead – at Akbar Manzil.



CHILDREN's ZONE

WHAT'S YOUR MONEY PERSONALITY?

By Vangile Makwakwa

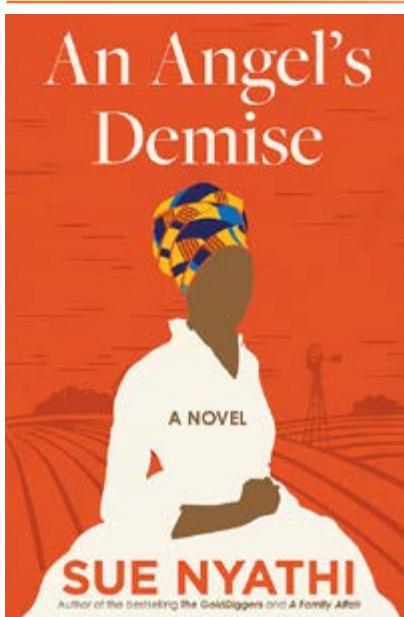


When it comes to money matters, are you a lioness who leads the tribe, a dolphin who ducks and dives, or an ostrich who buries its head in the sand? This first-of-its-kind book explores and unpacks the intricate world of money archetypes in Black families in South Africa.

Discover the secrets behind your unique money personality and unravel the intricate web of cultural, generational and personal influences that shape your financial behaviour. Eye-opening anecdotes, relatable case studies and expert insights empower you to understand, embrace and transcend your money archetype. This book will change the way you view and manage your individual and family finances.

AN ANGEL'S DEMISE

By Sue Nyathi



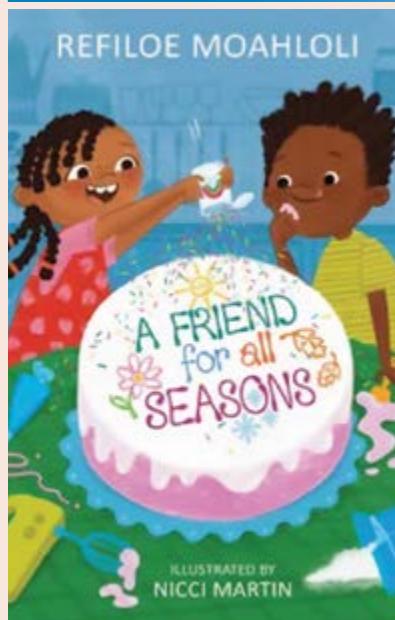
This epic saga explores a contested legacy and the heartrending destiny of a family. The year is 1977 and the story begins on a farm in Somabhula with the birth of Angel.

The farm is run by Paul Williams, who holds the livelihoods of many in his hands. When Angel's parents join the liberation struggle, she is left in the care of her grandmothers, who have been in service to the Williams family for generations.

Angel grows up on the farm over three momentous decades that see a convoluted past and inheritance unfold into an equally complicated present. In the process of self-discovery, Angel realises that sometimes you need to be uprooted before you can grow.

A FRIEND FOR ALL SEASONS

By Refiloe Moahloli



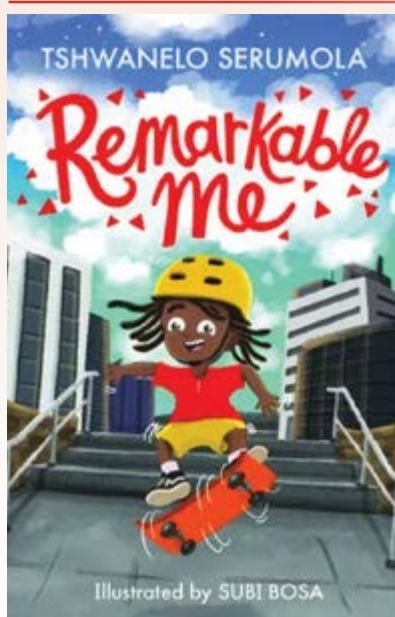
A new family has moved in next door. Vuyo can see them from his bedroom window. The mom is dancing, the dad is laughing, the dog keeps wagging its tail ... Why does the little girl look sad?

A lyrical book about friendship and kindness that encourages young children to accept and support others.

Also available in isiZulu, isiXhosa, Sepedi and Afrikaans.

REMARKABLE ME

By Tshwanelo Serumola



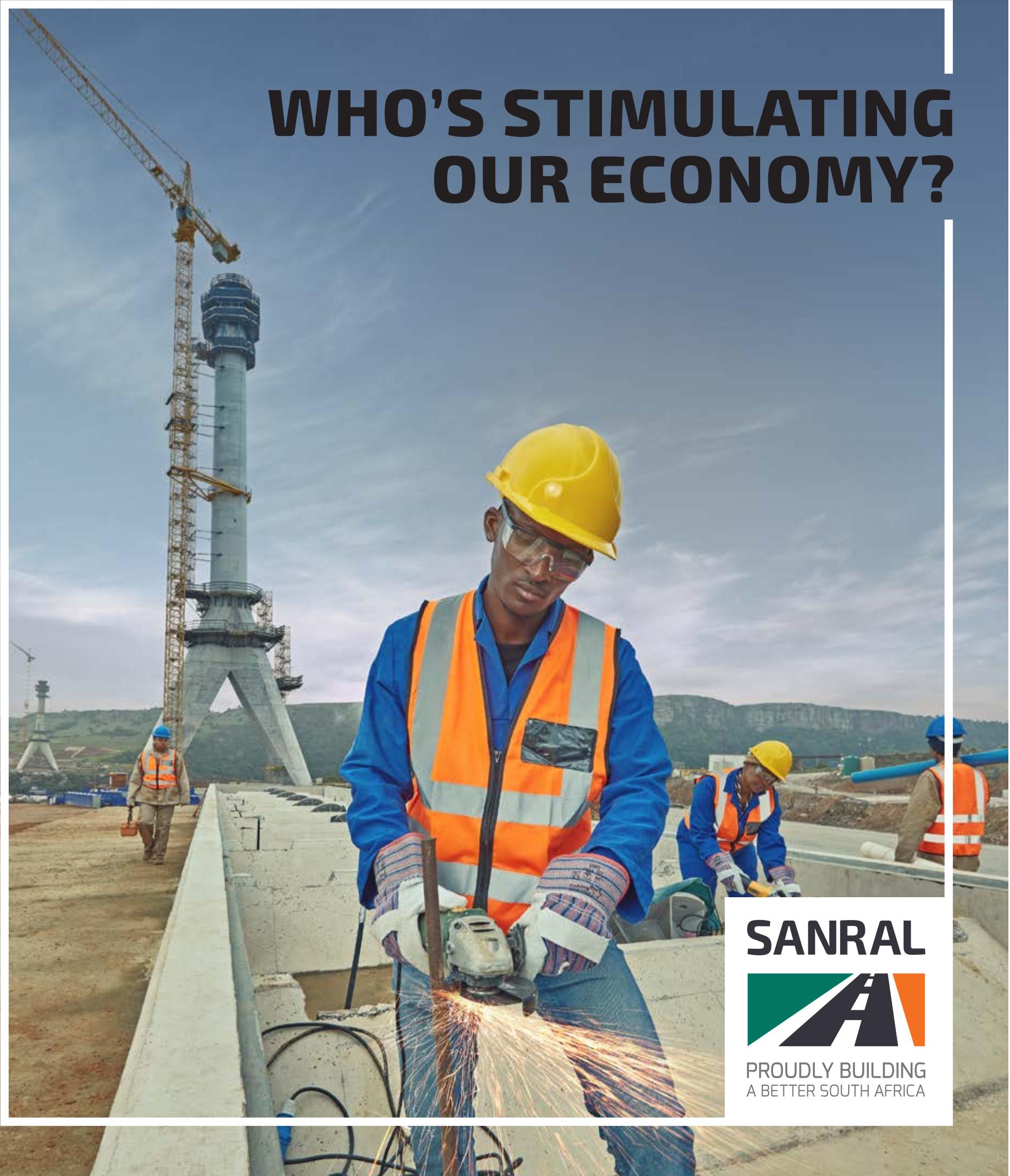
I am a CURIOUS brown boy, I explore the world around me. I am an ACCEPTING brown boy, I respect people who are different from me.

Remarkable Me is an empowering book of positive affirmations for brown boys. This book teaches boys to embrace and celebrate their unique talents and interests, while encouraging them to dream big and to be creative.

It will help to build confidence and resilience from a young age, with easy-to-follow rhyming text and bright inclusive illustrations that reflect proudly South African children.

Also available in Sesotho, isiXhosa, isiZulu and Afrikaans.

WHO'S STIMULATING OUR ECONOMY?



SANRAL



PROUDLY BUILDING
A BETTER SOUTH AFRICA

Looking at the 44 898 work opportunities created, and the 5 920 individuals trained over the last 5 years: **We Showed Up.**

#ProudlyBuildingABetterSouthAfrica



Walk wisely to stay safe

Many road crashes involve **pedestrians**, which are people walking in the road or next to it. Like other road users (e.g. drivers), pedestrians must obey road rules so that they can stay safe on the road. **Learn how to stay safe as a pedestrian by completing the activities below. Then check the answers at the bottom!**



This learning material has been taken from the SANRAL Road Safety Education Programme, which is aimed at all South African schools within 5km of a national road. Print this page and complete the activities with your children!

Walk this way!

The list below includes actions that can be taken by pedestrians. Match the action with the correct picture by filling its number into the space provided. Then, circle the word showing whether that action is **SAFE** or **UNSAFE**.

1 Wearing light-coloured clothing at night

4 Ignoring or disobeying traffic light signals

2 Walking with your back to oncoming traffic

5 Looking left, then right, then left again, before crossing the street

3 Walking in the road instead of on the verge/pavement

6 Walking while facing oncoming traffic



Stay alert!

When distracted, a pedestrian might do something that puts them or others in danger. Which of the points below are distracted behaviours that pedestrians ought to avoid? Tick the box next to the correct answers.



a Crossing the road while using a cell phone

b Looking left and right before crossing

c Eating or drinking while walking near a road

d Holding a bag while crossing the street

e Searching in a bag while waiting at a pedestrian crossing

f Swatting at an insect while trying to cross the road



ACTIVITY 1: a) 5 (SAFE) b) 4 (UNSAFE) c) 6 (SAFE) d) 3 (UNSAFE) e) 1 (SAFE) f) 2 (UNSAFE)

ANSWERS:

ACTIVITY 2: Distracted behaviours: a) c) e) f)

Famba hi vutlhari leswaku u tshama u hlayisekile

Timhangu to tala ta le patwini ti katsa vafambi hi milenge, ku nga vanhu lava fambaka epatwini kumbe ekusuhi na rona. Ku fana na vatirhisi van'wana va patu (xikombiso, vachayeri), vafambi hi milenge va fanele va landzela milawu ya le patwini leswaku va tshama va hlayisekile epatwini. **Dyondza ndlela yo tshama u hlayisekile tanihi mufambi hi milenge hi ku endla swintirhwana hinkwaswo leswi nga laha hansi. Endzhaku u kamba tinhlamulo ehansi!**



Mahungu lawa ma dyondzo ma huma eka Nongonoko wa Dyondzo ya Vuhlayiseki bya le Patwini ya SANRAL, ma kongomisiwe eka swikolo swa Afrika Dzonga leswi nga tikhilomitara dza 5 ku ya eka pato lerikulu. Printa phepha leri naswona u endla swintirhwana hinkwaswo na vana va wena.

Famba hi hala!

Nxanxamelo lowu nga laha hansi wu katsa leswi nga endliwaka hi vafambi hi milenge. Komba xiendlo ni xifaniso lexi faneleke hi ku tsala nomboro eka ndhawu leyi siyiweke. Endzhaku ka sweswo, endla xirhendzevutana eka rito u komba loko xiendlo xexo xi **HLAYISEKILE** kumbe xi nga **HLAYISEKANGA**.

1 Ku ambala swiambalo swo vonakala navusiku

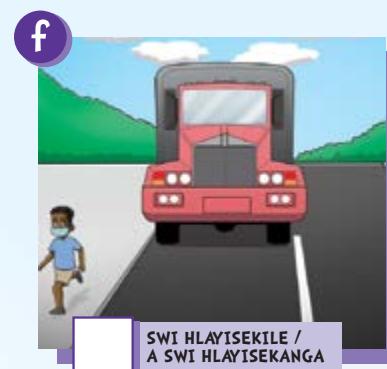
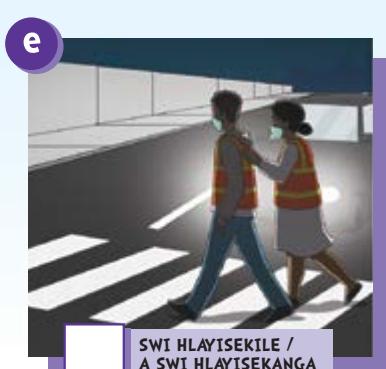
2 Ku famba u fularhele mimovha leyi taka hi le ndzhaku

3 Ku famba epatwini ematshan'wini yo famba etlhelo/eka phevhimende

4 Ku honisa kumbe ku nga landzeli mavoni ya tirhoboto

5 Ku languta eximatsini, ivi u languta exineneni, u tlhela u languta eximatsini, u nga si tsemakanya xitarata

6 Ku famba u kongomane ni mimovha leyi taka hi le mahlweni



Tshama u xalamukile!

Loko munhu loyi a fambaka hi milenge o kavanyeteka, a nga ha endla nchumu lowu nga endlaka leswaku yena ni van'wana va nghena ekhombyeni. Hi swihi swilo leswi nga laha hansi leswi kavanyetaka leswi vafambi hi milenge va faneleke va swi papalata? Fungha bokisi ekusuhi ni tinhlamulo leti nga ntiyiso.

a Ku tsemakanya patu u ri karhi u tirhisa selifoni

b Ku languta eximatsini ni le xineneni u nga si tsemakanya

c Ku dya kumbe ku nwa u ri karhi u famba ekusuhi ni patu

d Ku tsemakanya xitarata u khome beke

e Ku ngundzuvanya swilo ebekeni u yime laha ku tsemakanya vafambi hi milenge

f Ku phyandlasela xitsotswana u ri karhi u ringeta ku tsemakanya patu.



XINTIRHWANA 1: (a) 5 (SWI HLAYISEKILE) (b) 4 (A SWI HLAYISEKANGA) (c) 3 (A SWI HLAYISEKANGA) (d) 6 (SWI HLAYISEKANGA) (e) 1 (SWI HLAYISEKILE) (f) 2 (A SWI HLAYISEKANGA)

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Milestones in mobility



NORTHERN REGION

- 1 **Moloto Road**
Traversing 162km across Gauteng, Mpumalanga and Limpopo, this R4.5 billion project will transform what is known as one of the most dangerous stretches of road in South Africa.
- 2 **Polokwane Ring Road**
This R800 million project was completed in 2020 and involved the construction of a new northbound carriageway.
- 3 **Musina Ring Road**
This R640 million project has eased congestion between Musina and the Beitbridge border post while transforming road transit between South Africa and neighbouring countries.
- 4 **Karino Interchange**
The R375 million Karino Interchange on the N4 National Road in Mbombela, Mpumalanga, provides a key link between Mbombela and Kanyamazane, and a direct link from the R514 to the N4.
- 5 **Montrose Interchange**
The newly opened Montrose Interchange is a major feature of the N4 Maputo Corridor, which connects Mpumalanga, Gauteng and North West to Mozambique.



EASTERN REGION

- 6 **Van Reenen's Pass**
Van Reenen's Pass on the N3 is one of the busiest routes in the country, connecting Johannesburg and Durban.
- 7 **N3 upgrade**
The multi-year N3 upgrade will focus on a 79.3km stretch of road from Durban to Pietermaritzburg, including adding lanes in each direction and reconfiguring most major interchanges.
- 8 **Hammarsdale Interchange**
The upgrading of the Hammarsdale Interchange between Durban and Pietermaritzburg was completed in 2020, strengthening the national transport link between South Africa's main industrial hubs.
- 9 **Mount Edgecombe Interchange**
The R1.1 billion interchange was one of the largest projects undertaken by SANRAL in KwaZulu-Natal.



SOUTHERN REGION

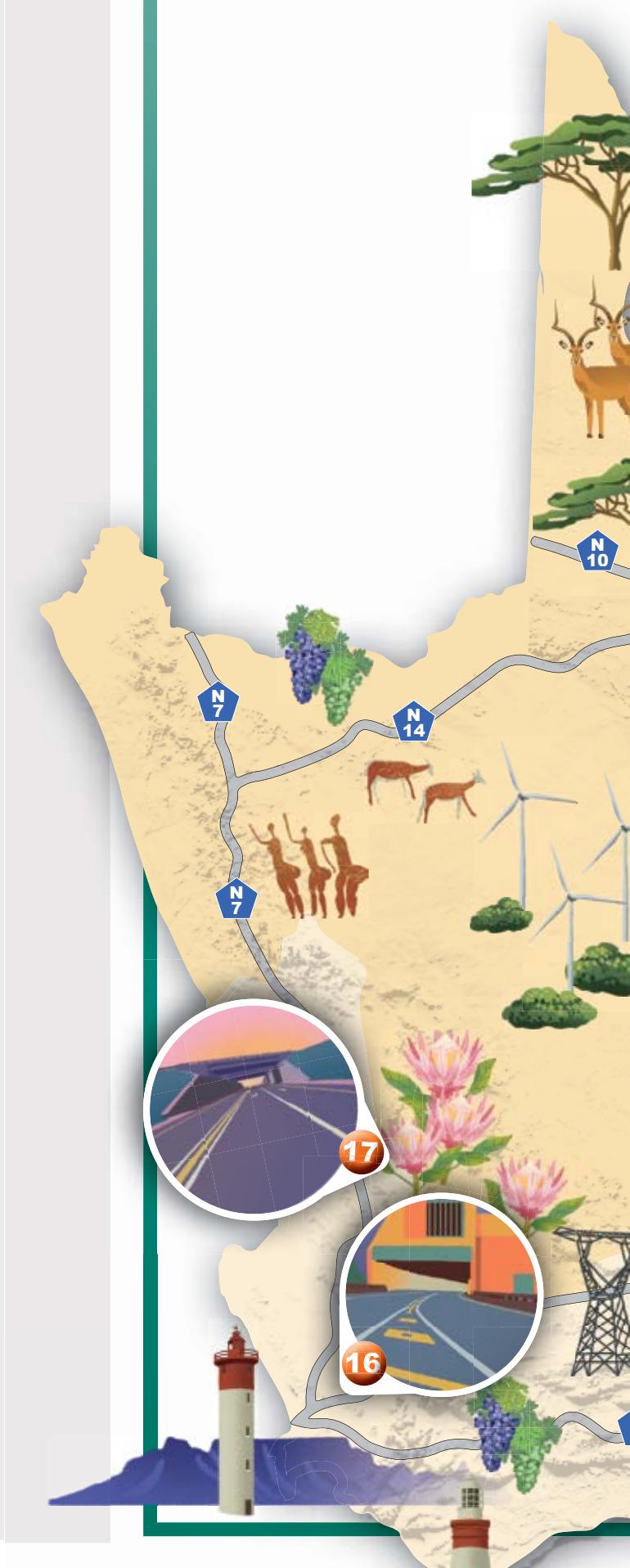
- 10 **N2 Wild Coast Road**
The N2 Wild Coast Road (N2WCR) project is one of SANRAL's most ambitious. It stretches over 410km from East London to the Eastern Cape's boundary with KwaZulu-Natal.
- 11 **Msikaba Bridge**
The groundbreaking Msikaba Bridge is one of two mega bridges that form part of the N2WCR project.
- 12 **Mtenu Bridge**
Once completed, Mtenu – the second N2WCR mega bridge – will be the highest in Africa and one of the longest main-span balanced cantilever bridges in the world.
- 13 **R67 from Swart Kei River to Komani (formerly Queenstown)**
This R468 million project, completed in early 2023, included bridge widening and new bridge construction, as well as a host of other improvements, such as street lighting and fencing.
- 14 **N2 Green River to Buffalo River Bridge**
Upgrading of the N2 from Green River to Buffalo River Bridge includes road widening, alignment and safety improvements, and the construction of several bridges.
- 15 **N2 Nqadu to Mbokotwana River and Dan's Place**
The rehabilitation of this stretch of road will go a long way towards keeping both motorists and pedestrians safer.

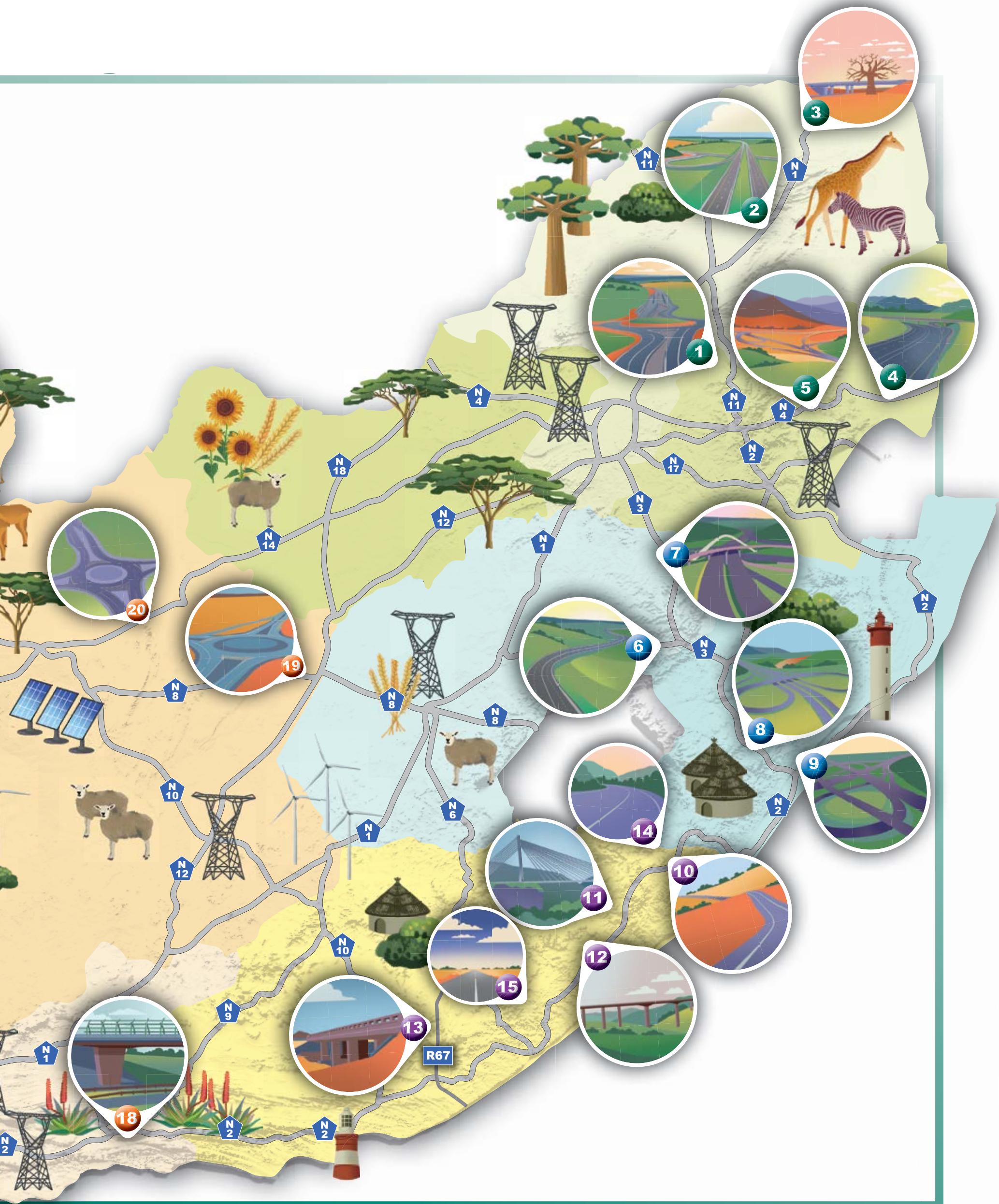


WESTERN REGION

- 16 **Huguenot Tunnel**
The Huguenot Tunnel near Cape Town is a marvel of engineering managed with precision and dedication by SANRAL. The Agency has invested around R426 million in road safety and operational upgrades to date.
- 17 **N7 Malmesbury upgrade**
The R600 million upgrade of the N7 between Malmesbury and Moorreesburg involves widening a 25km stretch of road and the construction of additional climbing lanes to create more passing opportunities.
- 18 **Thembalethu Bridge upgrade**
SANRAL's upgrade of the Thembalethu Bridge in George in partnership with George Municipality holds significant economic benefits for the Southern Cape and local businesses.
- 19 **R31 Kimberley**
Completed in 2018, the construction of three new traffic circles with pedestrian facilities and bus shelters played a pivotal role in enhancing road safety and minimising vehicle crashes.
- 20 **N14 intersection**
The upgrade of three intersections along the N14 between Olifantshoek and Kathu in the Northern Cape will improve the efficiency of the route and overall road safety in the region.

Over the past five years, SANRAL's flagship projects have redefined infrastructure, turning aspirations into realities across the nation. From ambitious road upgrades and interchange innovations to tunnels and bridges that stand as marvels of engineering, these endeavours epitomise our dedication to building a more connected and prosperous South Africa.





Eastern Region

SMMEs IN UMGUNGUNDLOVU BENEFIT FROM N2/N3 UPGRADES

SANRAL's commitment to the development of SMMEs along the N2/N3 corridors is unwavering, said SANRAL's acting Regional Manager in the Eastern Region, Dudley Mbambo, when addressing SMMEs as part of SANRAL's recent stakeholder information session in Pietermaritzburg City Hall.

Under the theme 'Empowering SMMEs through resourceful, sustainable and safe environments', the sessions focused on current and upcoming project information to empower local target groups through the Contractor Participation Goals (CPGs) and in line with SANRAL's Transformation Policy.

"Our information sessions afford local SMMEs the opportunity to understand SANRAL's road network in KwaZulu-Natal, and provides SMMEs and local communities with information regarding future projects in the uMgungundlovu region. All these projects offer subcontracting opportunities, community development projects, training for SMMEs and involvement of local labour," Mbambo said.

SANRAL's acting stakeholder relations coordinator, Thandeka Ngema, said: "It is SANRAL's policy to encourage SMMEs to participate in current and future projects and it supports the training and development offered by its service providers as part of the Transformation Unit."

SANRAL Programme Manager for N3 development, Tsepo Matekane, provided an update on the upgrades currently underway on the N2/N3 corridors and labour opportunities available for SMMEs in the region.

"Two years into construction of the N2/N3, there are still opportunities available for SMMEs in many of the packages. In the Msunduzi region there are lucrative contracts for labour available from SANRAL for SMMEs and targeted enterprises," Matekane said.

Matekane urged SMMEs and targeted groups to get to know who their local Project Liaison Committees are, because they have all the information related to the project, including SMME tenders, CPGs and when future tenders will be advertised. They can also provide information on the tender adjudication process and when tenders are awarded.

Transformation Administrator for the SANRAL Eastern Region, Mzwandile Xaba, detailed the purpose of the Supplier Development Desk (SSD), which assists SMMEs and targeted enterprises with all tender information and development opportunities. The SSD facilitates contact between SMMEs and SANRAL's strategic partners, such as Ithala Bank, Bell and the Development Bank of South Africa.

View information on SANRAL's Supplier Development desk at www.sanralesdd.co.za



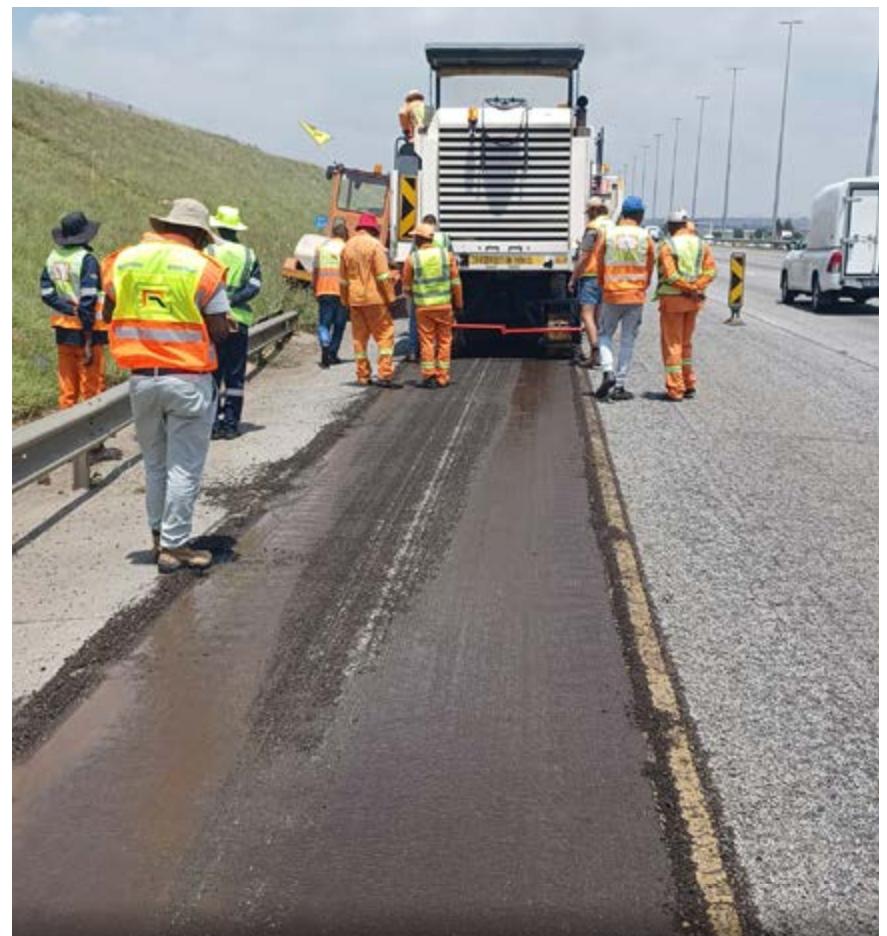
Participation of SMMEs during SANRAL's information session recently held in Pietermaritzburg.



SMMEs registering to participate at the recently held information session in Pietermaritzburg.



SANRAL has made provision for training to be given to SMMEs and labour, which includes tendering for construction projects, training on safety protocols and project management.



SANRAL has commenced reconstructing 14km of the R21 national road, between Pomona Road interchange close to OR Tambo International Airport continuing to the Olifantsfontein Road interchange.

Northern Region

RECONSTRUCTION OF R21 BOOSTS MOBILITY AND SMMEs

SANRAL has started with reconstruction of the R21 national road in Gauteng. The project, worth R309 million, involves 14km of the R21 from the Pomona Road interchange close to OR Tambo International Airport and continues to the Olifantsfontein Road interchange. Work started on 27 January 2024 and is expected to be complete in January 2026.

The R21 is a critical route which plays a major role in moving people, goods and services. It handles a massive amount of traffic, with an average daily volume of over 45,000 vehicles in each direction, 11% of which is heavy vehicles.

The scope of work encompasses various aspects of road infrastructure rehabilitation and enhancement, focusing on pavement layer reconstruction, resurfacing and bridge joint replacement along a multi-lane freeway and four designated interchanges. Once complete it will significantly improve traffic flow.

In line with SANRAL's transformation agenda for the construction industry, the project emphasises the inclusion of targeted enterprises, that is, small, medium and micro enterprises (SMMEs), especially those owned by women, youth, people with disabilities and military veterans. With this approach, SANRAL supports local economic growth and job creation.

A minimum of 30% of the contract value will be subcontracted to SMMEs and 6% will be allocated to targeted labour. The main contractor, Roadmac Surfacing (Pty) Ltd, plans to subcontract seven SMMEs with CIDB grading 1-2 and two SMMEs with CIDB grading 3-4. These SMMEs will be involved in various aspects of the project, including routine road maintenance, crack sealing, patching and edge break repairs, supply of construction plant, road marking, installation of road studs and accommodation of traffic. A further subcontracting plan will be issued to appoint six SMMEs for materials supply, including security services, ablution facilities and diesel.

SANRAL has also made provision for training to be given to SMMEs and labour, which includes entrepreneurial skills, calculating construction quantities, tendering for construction projects, training on safety protocols and project management.

"SANRAL's efforts in offering training are not only promoting the development and capacity building of SMMEs, but also fostering a more inclusive and competitive construction industry. SMMEs equipped with entrepreneurial, technical, and tendering skills are better positioned to contribute effectively to the project's success, while also enhancing their own growth and sustainability in the long term," says SANRAL Project Manager Motshidisi Lethale.



SANRAL Board attended an oversight visit to various SANRAL projects in Buffalo City Metropolitan Municipality and Raymond Mhlaba Local Municipality.

Southern Region

SANRAL BOARD LAUDS EASTERN CAPE PROJECTS

SANRAL's Board is happy with the impact of road infrastructure development in the Eastern Cape and has identified an opportunity to implement more community development projects in the region.

This follows an oversight visit by the Board to various SANRAL projects in Buffalo City Metropolitan Municipality and Raymond Mhlaba Local Municipality. Regional Manager for the Southern Region, Mbulelo Peterson, presented the status of SANRAL's network and highlighted projects that were completed in the 2023-24 financial year.

These include the R67 from Swart Kei River to Komani, R63 from Fort Beaufort to Alice, R58 from Maletsuwa to Lady Grey, N2 from Nqadu to Mbokotwana, R58 from Lady Grey to Barkly East, R61 from Bhaziya to Mthatha Airport, and emergency pothole repairs along the R411 between Viedgesville and Coffee Bay.

Peterson updated the Board on key projects that are set to change the face of the Eastern Cape, including the Msikaba and Mtentu mega bridges (part of the flagship N2 Wild Coast Road project), the Breidbach and Belstone interchanges, the N2 Green River to Buffalo River project near Qonce, and widening of the R63 between Bhisho and the N6/R63 intersection near Kei Road.

The region received commendation from Board Chairperson, Themba Mhambi, and Board members Tamsanqa Matosa, Noluphumuzo Noxaka and Rob Haswell. "We are an organisation that talks as little as possible and gets the job done. The reason SANRAL exists is to execute these infrastructure development projects," said Mhambi. He pledged support for the staff of SANRAL, from the CEO to the cleaners, calling on SANRAL's Southern Region always to voice challenges it faces in order to continue delivering so well.

Peterson highlighted that the region manages a vast road network spanning 5,334km, with anticipated expansion to approximately 5,600km due to the addition of provincial roads. "We are SANRAL's smallest region in size, but the biggest in terms of the length of our network," he said. He outlined ongoing projects, detailing budget allocations and the critical need for road maintenance, particularly in rural districts like OR Tambo, Alfred Nzo, Chris Hani and Amathole.

Acknowledging the region as being comparatively ahead when it comes to implementing community development (CD) projects, the Board recommended increasing the budget allocation for such initiatives.

Challenges on the Msikaba and Mtentu bridges were highlighted, including community demands and leadership issues.

The Board was taken to the R63 between Fort Beaufort and Alice, where improvements were completed in mid-2023. These resulted in a much safer road and had a significant socio-economic impact in the area, generating 845 jobs.

The Board was impressed with the "spectacular" new bridge over the Tshoxa River, which won First Prize in the South African Institution of Civil Engineering photo competition in 2023 for its design and construction. It forms part of the N2 Green River to Buffalo River project, a strategic road that leads to Steve Biko's grave, a National Heritage Site at Ginsberg, and the graves of struggle heroes and lawyers Griffiths and Victoria Mxenge at KwaRhayi village outside Qonce.

The N2 Breidbach and Belstone interchanges were lauded for their transformative impact, prompting discussions on the need for high-level visibility to showcase SANRAL's achievements. These are due for completion in June this year, and are linked to the Tshatshu CD project, which will be completed two months thereafter.

"I am happy to see that SANRAL is providing communities with infrastructure and jobs," said Mhambi, as about ten workers manually laid unweathered rocks at the R15 million village road.

Western Region

SANRAL WALKS THE TALK WITH SMMEs

As part of its enterprise development programme SANRAL continues to hold public engagements with local businesses across the Western Region (Western Cape and Northern Cape), and recently held events in Upington and Springbok where business opportunities and the chance to be trained and certified were outlined.

"The knowledge SMMEs get from this training – the certificate has more than 80 credits – can be used as proof of prior learning for further studies," said SANRAL Transformation Officer in the Western Region, Morné Windvogel.

Windvogel said SMMEs would gain knowledge on how to run profitable businesses.

"Small businesses have great potential to grow and subcontractors have the potential to become main contractors. Small businesses need to be given opportunities to grow and develop."

He added that SANRAL expected a level of commitment to the training and development programme from the qualifying SMMEs. "Some small businesses do not know how to give a competitive price when putting in a tender. That usually results in a business losing out on a lucrative deal because they priced themselves too high or too low. This training is vital, as it will give them valuable information on pricing and teach them to complete tender documents correctly, while also showing them how to shore up their chances in a competitive manner," he said.

To qualify for the training, SMMEs must:

- be a registered company;
- have a Construction Industry Development Board (CIDB) grading of 1-7CE and/or GB;
- be tax compliant;
- be a 51% black-owned EME or QSE; and
- be registered on the Central Supplier Database.

In the event of a business owner not being able to attend the training, another person can attend on the behalf of the business, via a nomination letter to SANRAL. The classes will run for 22 days and trainees are required to attend all classes, and to write and pass all modules in order to be awarded a CETA-accredited certificate.

SANRAL aims to place 25 to 30 trainees per class, depending on logistical considerations.

Owner of Namaqualand Construction, William Hearne, is a product of the SMME training programme. "I did this training programme about 10 years ago and it has assisted my company tremendously. This programme costs business owners nothing to complete, but the results are for life. People pay thousands for educational training and courses – this one is free, but the knowledge will benefit businesses forever," Hearne said.

Secretary of the Northern Cape Kgalagadi Business Chamber, Kenneth Mtshawulana, advised local business owners to grab the opportunity. "We have seen business owners are not properly skilled on how to do certain things. One finds the person is skilled to complete a certain project but does not have the knowledge on how to apply to get a tender. As a member of the Project Liaison Committee for SANRAL, I have assisted many businesses to get information on available tenders."

Mtshawulana added that the opportunity was also an indication that the government is taking business empowerment seriously. "We want to see small businesses develop to a point where they are profitable and sustainable. Business owners cannot continue to live from hand to mouth. We need businesses that will be able to employ people, not just for a temporary period, but where the employer will be able to grow and offer full benefits."

A member of the South African Network for Women in Transport, Merriam Phaliso, said she was pleased that the training programme did not come with an age restriction. "We hear of so many opportunities available to the youth, people aged 18 to 35, and not many opportunities for people above that age."



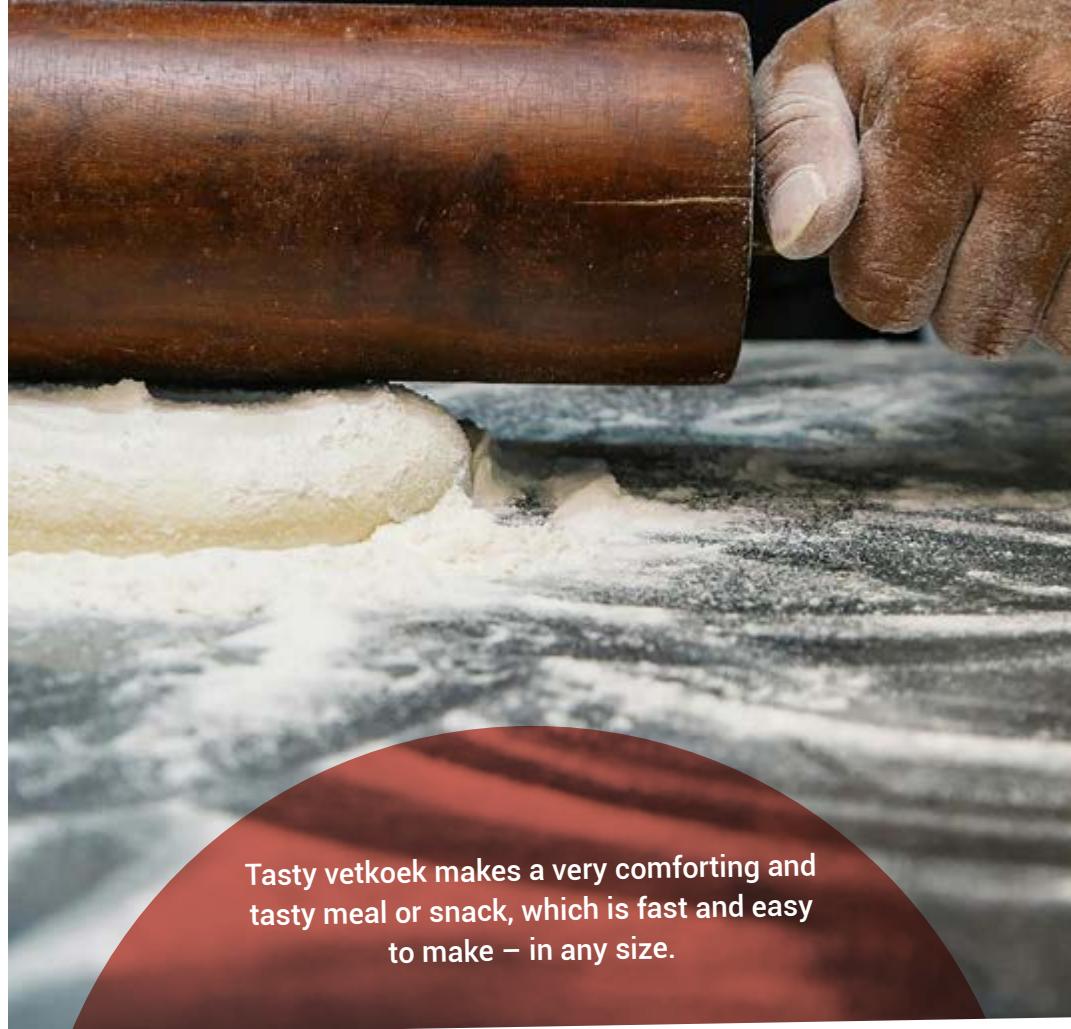
Lyndon Davids (left), trainer from ACS/Tjeka, the service provider doing the SMME business development and pre-tender training. Morné Windvogel (right), WR Transformation Officer, sharing insights at the pre-tender training.



Merriam Phaliso, a small business owner from Hondeklip Bay in the Northern Cape, who was eager to participate in SANRAL's developmental opportunities for small businesses.

Vetkoek and fillings

Vetkoek can be filled with sweet or savoury options: meat, tuna and mayo, syrup, curried minced meat, cheese and jam, salad, beans, or basically anything you feel like!



Tasty vetkoek makes a very comforting and tasty meal or snack, which is fast and easy to make – in any size.



Prep: 20 min | **Time to stand:** 45 min | **Cook:** 6 min | **Serves:** 12

INGREDIENTS

- 2 cups of lukewarm water
- ¼ cup of white sugar
- 1 (7g) sachet of active dry yeast
- 7 cups of all-purpose flour
- 2 teaspoons of salt
- 3 cups of oil for frying

METHOD

Mix the lukewarm water, sugar, and yeast in a small bowl. Let it stand until the yeast softens and bubbles slightly (about 5 minutes).

Sift the flour and salt together in a large bowl. Pour the yeast mixture over the flour mixture, and knead until the dough is smooth and elastic (5 to 7 minutes). Cover the bowl with a clean cloth and let the dough rise until it has doubled in volume (about 45 minutes).

Pinch off a piece of dough about the size of a tennis ball and roll between your hands until smooth. Flatten the ball of dough until it is palm-sized, and set aside on a floured work surface. Repeat with the rest of the dough.

Heat the oil in a deep-fryer or large saucepan. Fry 2 to 3 pieces at a time in the hot oil until golden brown – about 3 minutes per side. Drain on paper towels.

TIPS

You may need to add more flour or water while kneading to achieve a consistency like bread dough.

You can freeze the vetkoek once they are cool. When you need them, put them in a heated oven on a baking tray or in an airfryer and leave to defrost or warm through.

IDEAS FOR FILLINGS

You can put just about anything in a vetkoek. Here are a few ideas.

- Bobotie
- Curried mince (or veg), with or without a fried egg
- Curried chicken
- Leftover roast meat/veg
- Boerewors with tomato and onion salsa
- Bacon and egg
- Tuna mayo
- Three-bean salad and dressing
- Jam and cheese
- Salad and cheese
- Syrup
- Cold meats and cheese or cream cheese
- Boiled egg
- Spinach and feta
- Cream cheese, green fig preserve, and biltong shavings



THE POOLED POWER OF STOKVELS

According to the National Stokvel Association of South Africa (NASASA),

there are nearly
1 million
active stokvels in South Africa,

with over
12 million
members

and around
R50 billion
in savings annually.

Stokvels with member contributions of more than R100,000 must register with a self-regulatory body approved by the Registrar of Banks, such as NASASA.

Derived from the Afrikaans 'stoc' meaning 'stock' or 'collection', and 'vlei' for 'pond' or 'pool', the term stokvel encapsulates a rich tradition of communal savings and investment that spans generations.

Whether saving for a rainy day, investing in a business venture, or simply enjoying the fruits of shared prosperity, stokvels offer many benefits.

By pooling funds and resources, members not only strengthen their financial standing but forge bonds of trust, mutual support and shared responsibility.

Stokvels serve as a vital source of financial empowerment, particularly for those underserved by traditional banking institutions. By providing access to credit and savings opportunities, stokvels empower individuals to achieve their financial goals and weather unforeseen challenges.

However, as with any financial endeavour, caution is warranted. From potential fraud to mismanagement of funds, members must exercise vigilance and due diligence to safeguard their investments.

To set up a stokvel, you typically need the following:

STEP 1: A group of people who are committed to saving and investing together. This can be made up of friends, family members, co-workers or members of a community.

STEP 2: A written constitution outlining the rules and objectives of the stokvel, such as the amount and frequency of contributions, membership (including new members), the purpose and benefits of the savings, how the funds will be managed and invested or paid out, under what circumstances withdrawals can be made, and so on.

STEP 3: A bank account in the name of the stokvel to hold the funds. This can be a savings account or a special type of account offered by some banks specifically for stokvels. By partnering with a reputable financial institution, stokvels not only ensure the safety of their resources but also capitalise on opportunities for higher interest earnings.

STEP 4: A leadership or management committee that is elected to oversee operations, including collecting contributions, managing funds and making investment decisions.

STEP 5: Accurate records of the contributions made by each member, as well as any expenses or withdrawals from the stokvel.

Stokvels represent more than a financial arrangement, they embody the spirit of community, resilience, and collective prosperity. As we navigate an ever-changing economic landscape, the timeless principles of stokvels continue to offer a beacon of hope and empowerment.

So, whether you're considering joining a stokvel or starting one of your own, remember the power of collective action in unlocking financial freedom and building a brighter future.

WHO'S ENSURING GRADUATES GAIN EXPERIENCE?



SANRAL



PROUDLY BUILDING
A BETTER SOUTH AFRICA

Looking at the 1 848 scholarships and bursaries awarded, and the skills development opportunities created through internships over the last 5 years:
We Showed Up.

#ProudlyBuildingABetterSouthAfrica



Autumn outings

As the weather cools down, it's time to find outings to enjoy with friends and family that don't rely on perfect weather.

TAKE A HIKE

Hiking in autumn means that you will avoid the intense heat of summer and the rains of winter, while getting out and enjoying beautiful scenery. Pack a picnic and head out with your loved ones and pets to explore rock formations, forests, streams, and waterfalls. There are plenty of wonderful hiking spots across the country. Check out your local tourism and the SANParks websites.

WINE TASTING

As the weather cools, wine farms become even more beautiful. Explore charming towns like Franschhoek, Stellenbosch, and Darling, where you can visit picturesque wine estates such as Boschendal, La Motte, Meerlust and Ormonde. Most of them offer platters and pairings.

FARM VISITS

Our country is also full of lovely farms with on-site stalls selling fresh produce. Visit a farm and pick up some delicious ingredients that you can get the whole family involved in eating or cooking with. During autumn, farms take on a picturesque look with hay bales and golden crops. There are also flower farms to visit, such as Chart Farm near Wynberg, where you can pick your own roses. Google to find farms in your area.



VISIT MUSEUMS AND AQUARIUMS

Museums are a great choice, no matter the weather. Explore natural history museums or aquariums to marvel at the wonders of the past and present.

EXPLORE A ROUTE

There are many wonderful routes to explore across South Africa, each with its own varied attractions along the way.

Route 62 includes the hot springs of Montagu, ostrich farms, the Cango Caves, quad-bike tours in Barrydale, and zip-line adventures in Ceres.

The Garden Route offers many beautiful beaches and forests along the 200km stretch from Mossel Bay in the Western Cape to the Storms River Mouth in the Eastern Cape.

The Waterberg Meander extends for 350km through the Waterberg Biosphere in Limpopo, and includes exclusive Welgevonden Game Reserve and the Marakele National Park.

The Wild Coast runs for 350km from East London in the Eastern Cape to the border with KwaZulu-Natal, a stretch that includes many heritage sites and unspoilt beaches.

EXPLORE FARMERS' MARKETS

Farmers' markets are becoming increasingly popular across the country. Local farmers and entrepreneurs gather to offer fresh organic produce, art, clothing, and gadgets. Whether it's the Old Biscuit Mill in Cape Town, the Shongweni Farmers & Craft Market in Durban, or The Neighbourgoods Market in Johannesburg, there's something for everyone. Many markets also have play areas for the children or offer arts and crafts activities.



VISIT ART GALLERIES

Similarly, art galleries can be visited in any weather and are found in all types of settings. The Zeitz Mocaa Museum of Contemporary Art in the V&A Waterfront Silo District is an incredible space to experience, with more than 9 floors of spectacular art to explore. African citizens can enjoy free entry on Africa Wednesdays, every week between 10am to 1pm, on presentation of a valid ID/passport.



OVERCOMING CHALLENGES AT WORK

We all face challenges at our workplace at some time or another. These challenges can be related to several factors, for example, differing personalities, competing goals, lack of expertise, or varying management styles.

COMMON CHALLENGES FACED IN THE WORKPLACE:

COMMUNICATION AND RELATIONSHIPS

Communication is a key factor in maintaining our relationships in the workplace. Also, learning how to communicate with different personalities is crucial. Introverts, for instance, are mostly reserved, don't mingle easily, and tend to be overthinkers. They may take a lot of time to analyse a situation and start speaking up. In contrast, extroverts are naturally talkative and social. They can speak up for themselves and easily ask for help.

LACK OF TRAINING

Technology is changing at a rapid pace, so there is a constant need for training and development. Without keeping pace or effective skills training, things can become hard to handle.

WORK ENVIRONMENT ISSUES

The workplace environment should be supportive and welcome freedom of speech. If an authoritative style of management is used, people will feel suppressed and will not perform well.

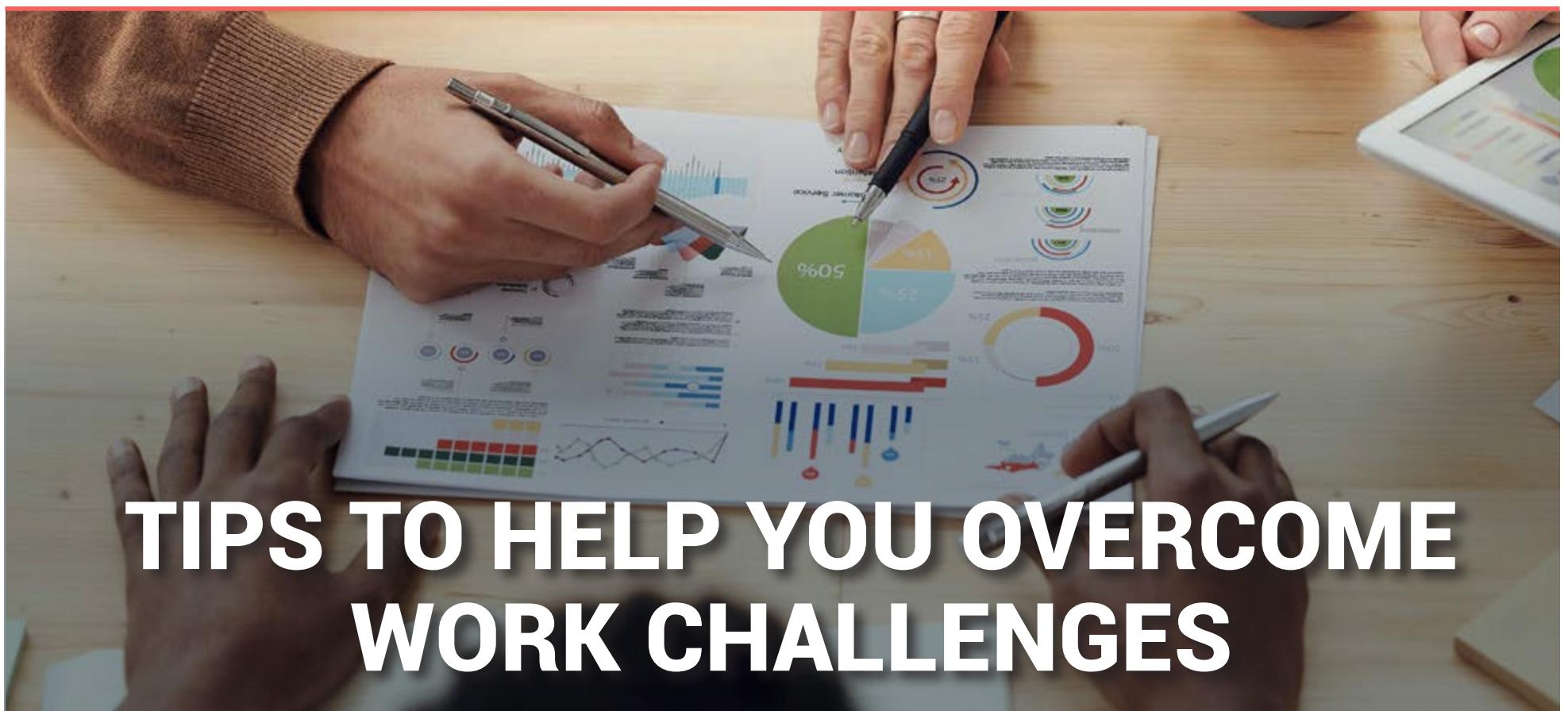
NEW ROLES

Many people find change unsettling, and taking up new roles involves a lot of challenges, such as understanding new procedures, new targets and management styles, and developing new relationships. You will need to understand your new responsibilities and plan how you are going to meet them.

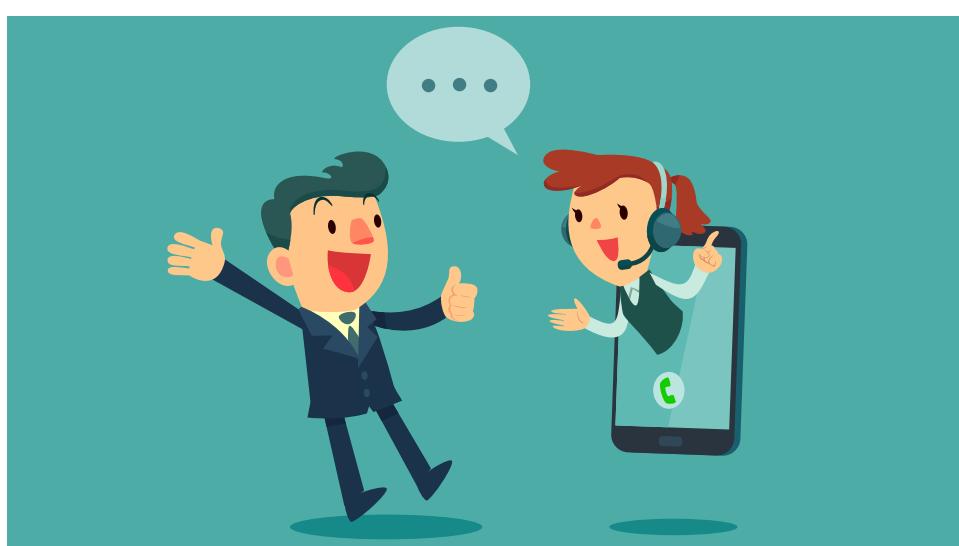
INTERPERSONAL ISSUES

This relates to specific persons at work that you may find hard to deal with. The best way to sort this out is by discussing what can be done mutually to arrive at a solution that helps both of you to perform well. If necessary, the HR team can be consulted to assist.





TIPS TO HELP YOU OVERCOME WORK CHALLENGES



SPEAK UP FOR YOURSELF

It is important to ask for help. Reach out to as many people as you know with expertise in handling similar situations in the past, who overcame them. This will provide you with different solutions, and you can pick what suits you best.

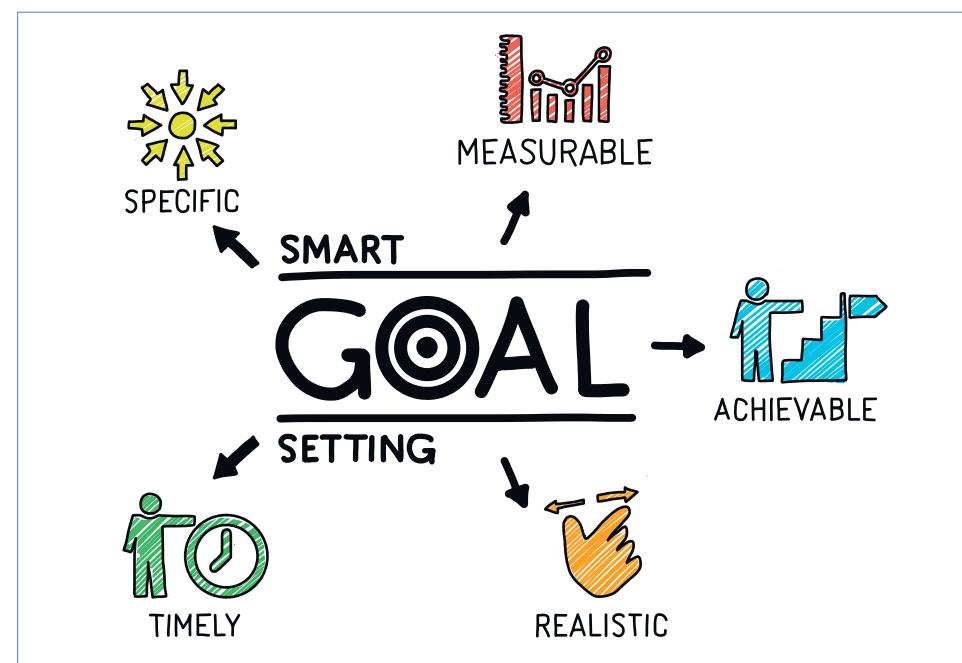


UNDERSTAND YOUR STRENGTHS AND WEAKNESSES

By understanding your capabilities, you can determine if you feel confident in handling the challenge by yourself or if you need further support.

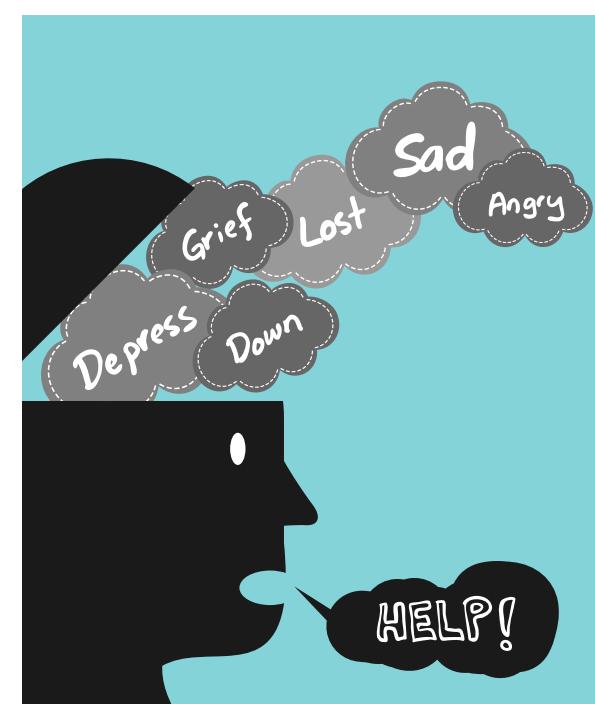
TAKE EVERY CHALLENGE AS AN OPPORTUNITY

When facing a challenge in the workplace, how you view the challenge is important. If you see it as an opportunity, you will be able to learn and grow from that challenge. This will help you to develop problem-solving skills and become more confident.



SET ACHIEVABLE GOALS

Set small, achievable goals. Divide big challenges into smaller pieces, and start fixing one after the other, instead of doing it all at once. This also helps you to track and appreciate progress.



SEEK HELP

At times, when things seem beyond your control, you don't have to burden yourself by not seeking help. This will cost you your mental health, and affect your relationships and physical health. Have an open and honest discussion with family, friends, and people you trust. You can also undergo counselling with experts, who will help you to find solutions to any challenges that you face.

BLOOD PRESSURE

Q & A



Hypertension or high blood pressure – also known as the 'silent killer' – puts you at increased risk of heart disease, heart failure, and stroke. **Up to 50% of people with high blood pressure are unaware of their condition.**

The Heart & Stroke Foundation reports that in South Africa **more than 1 in 3 adults live with high blood pressure**, and it is responsible for 1 in every 2 strokes and 2 in every 5 heart attacks.

On 17 May it's World Hypertension Day. Here are some Q&As about hypertension from the Southern African Hypertension Society:

WHAT IS 'HEALTHY' BLOOD PRESSURE?

Blood pressure is recorded as two numbers: systolic (upper number) and diastolic (lower number). Diastolic blood pressure is when the pressure is at its lowest, while the heart is resting between beats. Hypertension is traditionally defined as systolic and/or diastolic blood pressure more than or equal to 140/90 mmHg. In most cases, the higher the blood pressure, the stronger the likelihood of serious consequences for the heart, brain or kidneys. There may be some exceptions, depending on your state of health. Ask your healthcare professional about your blood pressure.



WHAT IS HYPERTENSION?

Hypertension occurs when the body's blood vessels are persistently put under increased pressure. The only way to know if you are affected by hypertension is to have your blood pressure checked.

HOW CAN I BE AFFECTED BY HYPERTENSION?

People may develop hypertension because it runs in their family or due to lifestyle habits, such as harmful use of alcohol, physical inactivity, being overweight, high salt intake, or stress.

WHAT ARE THE CONSEQUENCES OF HYPERTENSION?

Hypertension is the leading cause of mortality. It's also the main risk factor for cardiovascular disease and stroke. By detecting hypertension early, you can help minimise its complications.

CAN I CHECK MY BLOOD PRESSURE MYSELF?

A blood pressure test is simple, non-invasive, and takes only a few minutes. However, tests are usually done by a healthcare professional, who uses an electronic device that is strapped to the upper arm. The cuff or band squeezes the arm for several seconds, cutting off the blood flow, and then releases. It is important that some simple rules are followed when checking for hypertension: sitting calmly, feet flat on floor, and not having eaten in the past hour. A healthcare professional is best qualified for taking a correct reading.

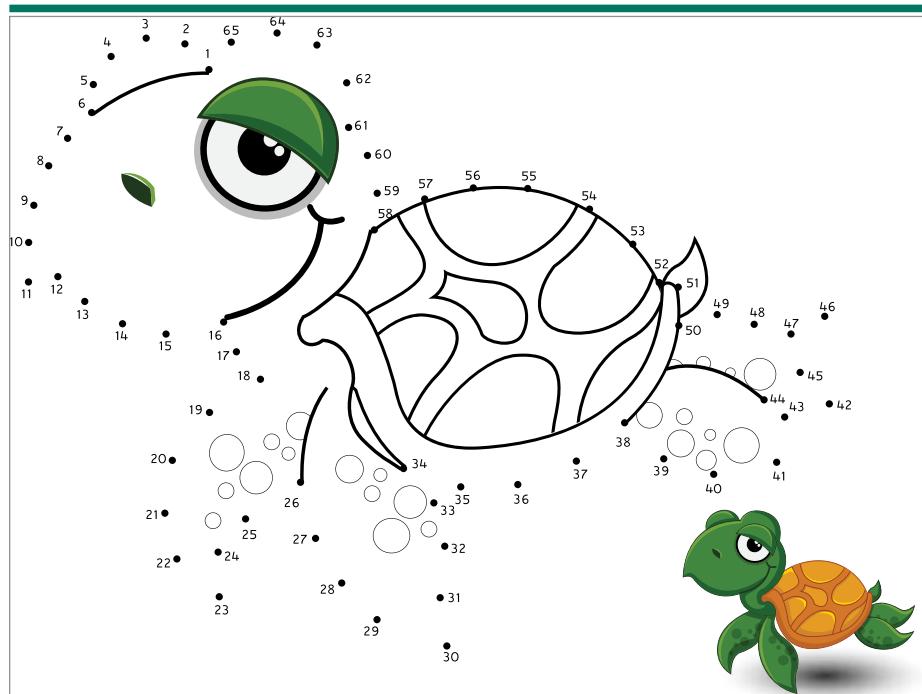
HOW OFTEN SHOULD I GET MY BLOOD PRESSURE CHECKED?

Ideally, you should have your blood pressure checked every year. If hypertension is detected early, it is possible to minimise the risk of heart attack, heart failure, stroke and kidney failure. For more information about hypertension, ask your healthcare professional.



Children's fun

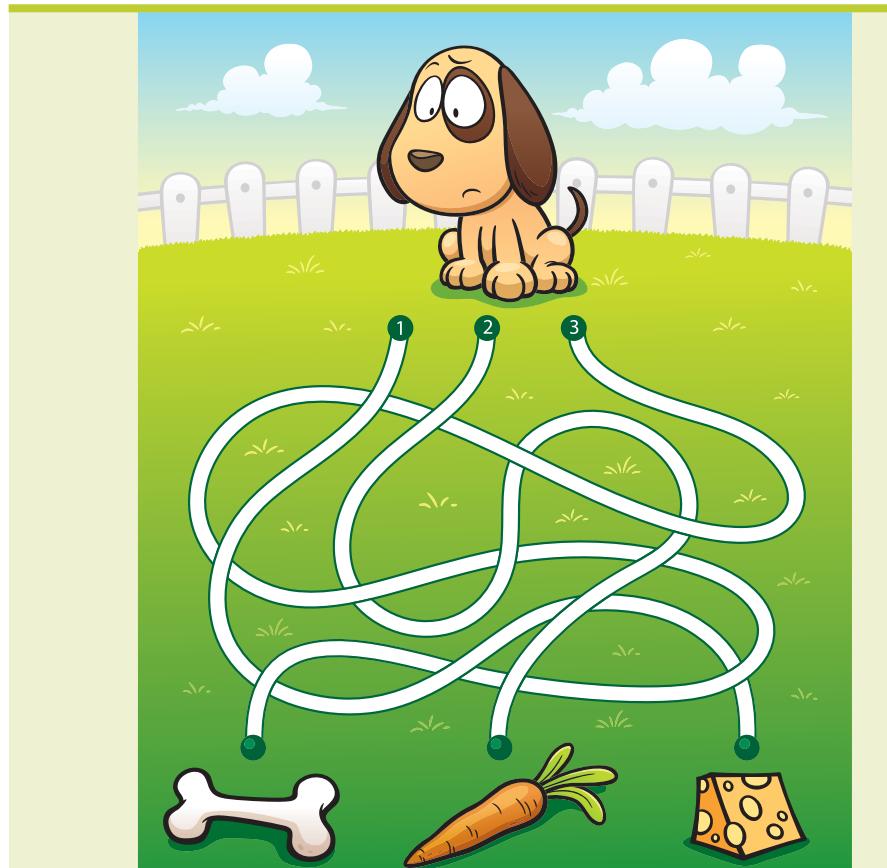
Join the dots to match the drawing underneath.



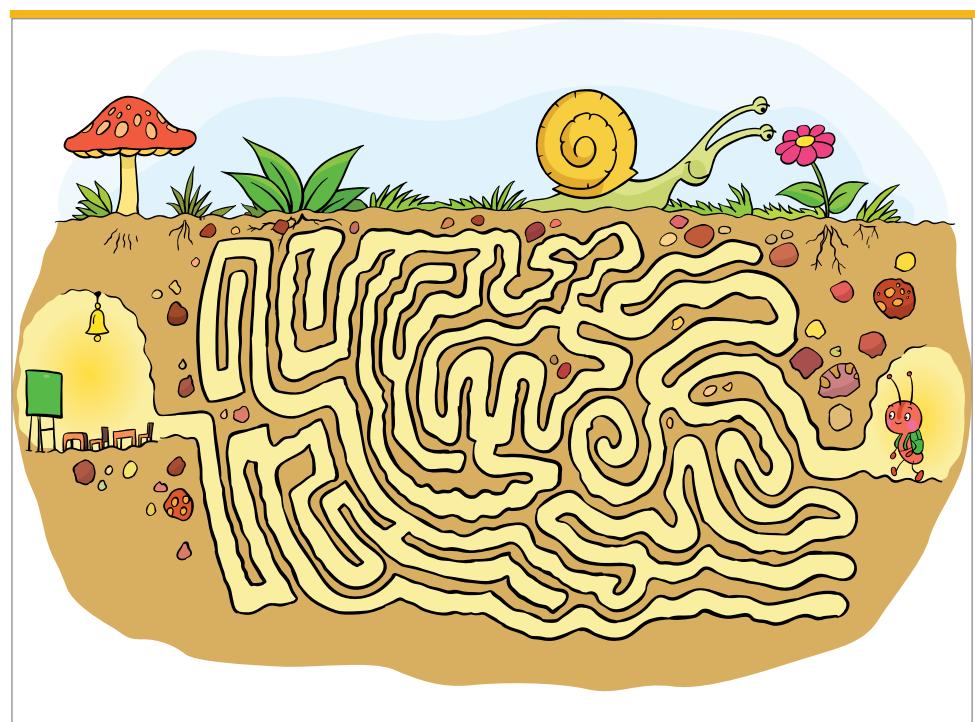
Draw a line on the road to take the car to the house.



Which number leads to which item for the doggie?



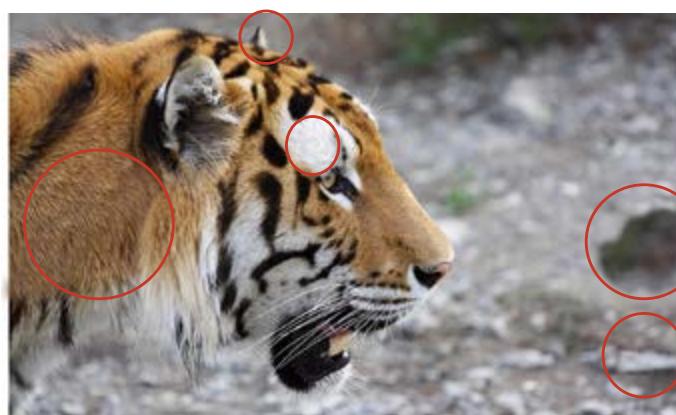
Help the ant to find its way home.



ANSWERS FROM PAGE 24

5	6	4	8	1	2	9	7	3
1	7	8	9	3	4	6	5	2
9	2	3	5	6	7	4	8	1
3	4	9	1	7	5	2	6	8
2	8	5	3	9	6	7	1	4
6	1	7	2	4	8	3	9	5
4	3	1	6	8	9	5	2	7
7	9	2	4	5	1	8	3	6
8	5	6	7	2	3	1	4	9

4	1	6	5	3	7	9	2	8
9	3	5	2	6	8	7	4	1
7	2	8	9	4	1	6	5	3
5	6	7	1	8	3	2	9	4
8	9	2	4	5	6	1	3	7
1	4	3	7	2	9	8	6	5
6	5	4	8	7	2	3	1	9
3	7	1	6	9	5	4	8	2
2	8	9	3	1	4	5	7	6



Riddle answer: He'd been toad.

WORD WHEEL: RENEWAL
leaner, renew, renal, newer, learn,
were, wear, warn, ware, reel, real,
near, lare, earn, earl, war, raw, ran,
era, ear, are.

Brain teasers

SUDOKU

Place a number from 1 to 9 in each empty cell so that each row, each column and each 3 x 3 block contains all the numbers from 1 to 9. (Answer on page 23).

	8	1	2		7	3		
		3				2		
9		5		4				
3			5		6	8		
2			9	6	7			
1		2	4					
			8					
7	9	2						
5								

EASY

4				2				
	5					1		
		9		1	6			
	6		8		2			
8						3	7	
				2				
6								
7	1	6		5		8		
8	9					7		

HARD

Why couldn't the frog find where he parked his car?



Answer to riddle on page 23.

WORD SEARCH

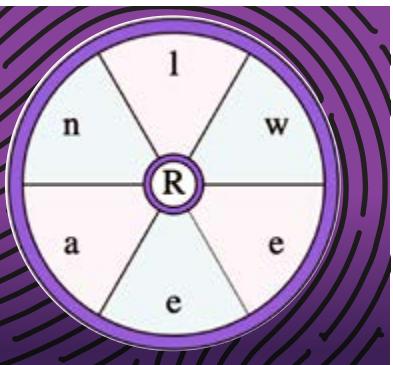
ORECONSTRUCTIONNNTT
TPEMPOWERMENTYPNRR
IIIOHYPERTENSIONTAU
INFRASTRUCTUREANN
NTTULBRNAARUUNRESY
RESHAPINGUSOHTOSFN
TRANSKALAHARI EAOC
OPPORTUNITYEADNRT
REACMILESTONESSEML
TRTYLALAURASEETHAL
TSAFRICAMONTHROTTV
DOINNOVATIVEISREIV
ENGINEERINGNAOECOE
EAREGINALDDEMANANT
NLTKTHPROCUREMENTK
GRAMMYTMATINTSWALO
KAZUNGULACHIEVABLE
GRAAROSOSTOKVELSLK

All of these words appear in this issue of *By the Way*. Happy hunting!

1. TRANSKALAHARI
2. TEASERS
3. HYPERTENSION
4. GRAMMY
5. ROADSTORENEWAL
6. REHABILITATION
7. OPPORTUNITY
8. ACHIEVABLE
9. RESHAPING
10. INTERPERSONAL
11. VETKOEK
12. RECONSTRUCTION
13. MILESTONES
14. TRANSFORMATION
15. ENGINEERING
16. INNOVATIVE
17. KAZUNGULA
18. STOKVELS
19. EMPOWERMENT
20. TINTSWALO
21. TYLALAURASEETHAL
22. AFRICAMONTH
23. REGINALDDEMANA
24. PROCUREMENT
25. INFRASTRUCTURE

WORD WHEEL

How many words can you make from the letters in the wheel? Each word must contain the hub letter R. Can you find a 7-letter word and at least 10 other words of three letters or more, starting with the hub letter? Answers on page 23.

**SPOT THE 5 DIFFERENCES**

Answers on page 23.

