



*Driving the well-being of the industry.*

# 2019 ANNUAL REPORT



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# INTRODUCTION

Trucking Wellness (TW) is an initiative of the National Bargaining Council for the Road Freight and Logistics Industry (NCRFLI), which was launched in 1999. The aim of Trucking Wellness is to provide primary healthcare to those employed within the Road Freight and Logistics (RFL) Industry, driver spouses and commercial sex workers. Over the years, TW has evolved into a sustainable model of primary healthcare delivery to key populations and has become a sterling example of a successful and sustainable public private partnership.



# BACKGROUND

Trucking Wellness (previously known as Trucking Against AIDS) was launched to create awareness around HIV/AIDS and sexually transmitted infections amongst long-distance truck drivers, commercial sex workers and those at risk such as driver spouses and partners.

Since 1999 the Programme has experienced exponential growth as a result of incorporating an extensive range of free primary healthcare services. These services are offered via the Programme's 21 Trucking Wellness Roadside Centers, which are situated at truck stops across major routes in South Africa and supported by a fleet of sleek Mobile Wellness Centers. The incorporation of the mobile clinics is a more innovative way of looking after our valued members in the trucking industry because we now work on a system where we book a vehicle for ten days at a time for one specific area and then service all companies within that region. As a result, we are able to serve more members than ever before and work towards a healthier and more vibrant trucking industry.

Since the establishment of the Wellness Centers, there has been a remarkable increase in the number of people gaining access to primary healthcare and being counseled about and tested for HIV infection.

Additionally we have increased our efforts to educate and motivate those within the trucking industry to live healthier lifestyles in general thereby creating a more productive labour force. These support efforts by the NBCRFLI directly reduces labour risk and expenses to members and positively impacts the stability and growth of the industry and the South African economy





# 21 ROADSIDE WELLNESS CLINIC LOCATIONS

## TRUCKING WELLNESS PRIMARY HEALTHCARE SERVICE

- Condom use education and distribution
- STI screening diagnosing, treatment and education
- HIV awareness, information, education, counselling and testing
- Referrals to appropriate service providers for ART as well as HIV and AIDS treatment and care
- TB awareness, information, education, screening and referrals for treatment and care
- Malaria awareness, information, education, screening and referrals for treatment and care
- Screening tests for blood pressure, blood sugar, blood cholesterol and body mass index
- Diagnosis, treatment, care and support of primary health problems or concerns

## TRUCKING WELLNESS SUPPORT

Trucking Wellness enjoys the support of the four industry unions, as well as the Road Freight Associations (RFA) and the National Employers' Association of South Africa (NEA - SA). It is funded by Daimler Trucks and Buses Southern Africa (DTBSA), N3TC, Imperial Logistics, Unitrans, Reef Tankers and the Department of Health (DoH). Lastly, Trucking Wellness is managed by the Corridor Empowerment Project (CEP), on behalf of the Industry. Through the combined efforts of the abovementioned corporations Trucking Wellness has continued to experience year-on-year success since its inception.





## MESSAGE FROM NBCRFLI

It is with great pleasure that I present the National Bargaining Council for the Road Freight and Logistics Industry's (referred to as NBCRFLI/ Council) Annual Report for the financial year 1 March 2018 to 28 February 2019. The report demonstrates our commitment to ensuring labour peace and providing an effective service to Road Freight and Logistics Industry stakeholders.

For the year under review, sustainability remained the main objective of the Council. In our approach to maintain sustainability, we have focused on managing and mitigating risks the NBCRFLI faces, while ensuring that we capitalise on new opportunities. This strategic approach increases our ability to adapt and respond to this ever-changing industry.

The NBCRFLI performed exceptionally well financially during the 2018/19 financial period. The income generated for the year under review was R548 103 718 (PY R508,000,402) overall and R310 178 253 (PY R288 554 154) for the Main Council, which is a 7.49% year-on-year increase. Our return on investments was R208 609 938 (PY R197 066 567) with the effective rate of return being 7.89% for the current year, lower than 8.02% achieved in the previous year. Levies for the year under review were R97 542 196 (PY R87 922 110), which is an increase of 10.94% from last year. The increase in revenue is mainly attributed to the increase in industry wages, resulting in the growth of levy income and contributions received which resulted in more surplus funds available for investments.

The year under review was challenging yet interesting. The issue of foreign nationals' employment proved to be a huge challenge, which resulted in violent protest action in our industry.

The Council does not prescribe to employers who they can or cannot employ. We are mandated with regulating only trucking companies transporting goods for gain or on behalf of a third party. Employers who transport their own goods are excluded from the Council's jurisdiction as stipulated in the Main Collective Agreement; however, in a quest to find an amicable solution, the Council committed itself to working with relevant government departments on joint inspections to enforce compliance in our industry.

The legislative requirement of representivity of parties to bargaining councils remains one of the main challenges we currently face. Evidence has shown that the union density in recent years has declined from about 36% in 1997 to about 28%. This means some 76% of workers remain unorganised.

When trade unions and/or employers' organisations are deemed unrepresentative, this could lead to the ultimate collapse of the Council, or result in collective agreements not being extended to non-parties — thereby defeating the purpose of centralised collective bargaining.

The Parties to Council are committed to continue increasing their respective representation. Their ultimate aim is to eventually reach and maintain representivity levels of 50% and above. The employer parties have managed to reach the goal of above 50% representivity, while the trade union parties are actively and tirelessly recruiting members to do the same.

The greatest achievement of the year, which was essentially a year of negotiations between employer and employee bodies, was the signing of a three-year wage agreement, without any strike action. This agreement brings a great deal of stability to relations between employers and employees. The achievement can be largely attributed to the spirit of centralised bargaining.

The most notable issues settled on include: minimum wage increases Across The Board (ATB), increments on allowances such as cross-border and the dual driver system, together with an increment for Extended Bargaining Unit (EBU) employees.



*This strategic approach inevitably increases our ability to adapt and respond to this ever-changing industry*



**Musa Ndlovu**  
NATIONAL SECRETARY  
OF THE NBCRFLI



I would like to extend a warm note of thanks to Parties to Council, as well as the Council Administration for their perseverance in finalising the wage agreement.

The Council has also realised the importance that our call centre plays in ensuring that we are always accessible to our members. This is one of our unwavering commitments to improving our service offerings to the industry and this involves developing more innovative systems through which our stakeholders can easily reach us.

I am delighted to announce that our Gauteng Region Call Centre, in operation since 2014, will go national in the next financial year. The fully-equipped national call centre will be a point of direct contact with the NBCRFLI, enabling an increased number of queries to be resolved speedily and effectively.

Through our valuable hard work and dedication, we are providing a service to our members that is of the highest standard. This is shown, among others, by the fact that the Council for Conciliation, Mediation and Arbitration (CCMA) has extended our prestigious accreditation for the period ending February 2019, which is in line with the period of Council's Main Collective Agreement. With the accreditation, we are able to conduct conciliations and arbitrations, including pre-dismissal arbitrations.

The health and well-being of our industry members continue to be important to us. It is on the strength of this importance that we keep on making significant contributions, through various programmes, to the health and wellness of our industry members.

As Council prepares to celebrate the 20th anniversary of the Trucking Wellness Programme, I am humbled and extremely proud to be leading a programme that has made such great strides in providing a world-class service and pushing the health and wellness of the Road Freight and Logistics Industry.

Our commitment remains unshaken in terms of meeting and exceeding our obligations, not only for our members but also in ensuring that we set the benchmark for HIV/AIDS prevention, testing, treatment and care internationally.

Two years ago, Council registered its Section 21 Company called Trucking Wellness Project (NPC) to allow the Trucking Wellness Programme to attract wider and more substantial donations from outside the Council; we continue to urge donors to support the Programme for bettering the lives of our members.

During the year under review, we have continued to provide medical benefits to qualifying members through the Health Plan, thereby making the Plan more focused on precisely what our members require. As a result, the Health Plan was tailor-made, based on the benefits recognised as vitally important, at the same cost to members. The Council continues to operate the Wellness Fund in accordance with the exemption provided by the Council for Medical Schemes (CMS) until the CMS establishes the appropriate Low Cost Benefit Option structure.

The 2018 year-end pay-outs had an overall compliance of 80% from employers. This is a significant improvement compared to last year. The 20% shortfall can be attributed to non-compliance with all requirements by some employers; this includes among others, not adhering to stipulated timelines for submission of all employees' details. The Paycard Solution was very helpful, as it reduced the number of incorrect banking details.

I am pleased with the consistent progress, together with the increasing voluntary uptake of the Paycard Solution as it ensures that employees are paid on time, every time.

There is an element of positivity in that a reduction in non-compliance has been noted.

For the year under review, we had a voluntary compliance rate of 83%. We strive for a compliance rate of 100%; it is for this reason that an Agent Ratio System is being established to tackle the compliance challenge. This project will focus mainly on agent capacitation in order to address non-compliance.

In our commitment to staying relevant as an organisation and keeping abreast of technological advancements, the automated

enforcement system has transformed the way we operate by removing a large portion of the manual processing – leading to an improvement in business efficacies and value.

Cybercrime remains a challenge to most businesses and organisations. The Council is continuing to invest in the implementation of systems and controls to ensure that our infrastructure is secure.

We recognise and acknowledge the risk that we face and manage these risks strategically to ensure all stakeholders ultimately benefit from the NBCRFLI. The Risk Management Committee established in the previous financial year, has continued to drive strategic imperatives to identify, manage and mitigate risks. For the year under review, the committee developed a Compliance Framework and reviewed our policies to strengthen controls.

As the Council, we recognise that our hard-working employees are vital in ensuring that the Council services reach industry employers and employees and thus we are continually searching for ways to nurture and assist them. Following recommendations made because of our 2018 climate survey, we developed and implemented a range of human resource interventions during the year under review.

The Council is further committed to developing its staff members through education and training, both for career development, as well as to meet employees' personal aspirations. This commitment is also in line with the Council's endeavours to provide equal opportunities for all employees, including those from previously disadvantaged backgrounds.

Thus, bursaries were awarded to staff members during the 2018/2019 financial year. In addition, the qualifications obtained (or currently being obtained) and training attended contribute to the level of skill that exists in the organisation.

Additionally, we are committed to creating an environment that permits equal opportunity for all employees joining the Council, and for further advancement within the organisation. We therefore employ suitably qualified people at all levels to ensure that there is appropriate

representation of all employees – in terms of race, gender and skills across the organisation.

In closing, I want to express my gratitude to all the Council staff for their efforts in making the NBCRFLI the pillar that it is to the Road Freight and Logistics Industry, as well as to the Council members for their unwavering support and guidance. I am confident that we have the right team in place to achieve our goals of promoting industry benefits and schemes, improving compliance, improving and maintaining customer and stakeholder satisfaction, striving to be caring, transforming our organisation and adding value to the industry.



# 2019 ACTIVITIES

The annual CEP employee workshop took place during the last week of March 2019 in Boksburg. 43 CEP employees participated and the following clinical issues were presented and discussed by multiple clinical experts:

- The latest treatment and care in HIV
- Rapid HIV testing
- Wound care
- Grief
- Organ donation
- Burn wounds
- Prostate & Testicular cancer
- The latest treatment & care in TB
- Medical waste management.

CEP announced the roadside Wellness Centre of the year for 2018. Centres were evaluated and scored on the following key points:

1. HIV Statistics
2. Effort
3. Clinic cleanliness
4. Reporting to Head Office
5. Attendance
6. Truck Stop size and volume of trucks parking at the Truck Stop.



## CONTINUOUS QUALITY IMPROVEMENT ACTIVITIES AND IN-SERVICE TRAINING

Three nurses participated in a dispensing course facilitated by the Health Science Academy 25 February to 1 March 2019. A further three nurses' information was submitted for Dispensing License to the Department of Health.

22 Mobile staff participated in a HIV Counselling and Testing quality assurance training facilitated by FPD on 29 & 30 January 2019.



At Marianhill roadside Wellness Centre clinic the Shell Truck Stop has provided a gym for truck drivers to use at the Marianhill Wellness Clinic.



The newly renovated Mooi River roadside Wellness Centre was delivered on 5 February 2019. Everything went well with water and electricity also connected.

## TRUCKING WELLNESS CELEBRATED 20 YEARS.





## DTBSA – CEP PARTNERSHIP MESSAGE FROM THE DTBSA CEO



### **Michael Dietz**

CEO  
DAIMLER TRUCKS AND BUSES SOUTHERN AFRICA (PTY) LTD

### “THE WELLBEING OF OUR TRUCKING INDUSTRY IS PARAMOUNT TO KEEP OUR WORLD MOVING!”

It was the year 2009 when we as Daimler Trucks & Buses Southern Africa made the most pivotal decision to partner with the Trucking Wellness programme to ensure the health and wellbeing of truck drivers on our roads. Precisely 10 years later, it is incredible to witness the positive impact this programme has had on the commercial vehicle industry and the lives of many on and off our roads.

The year 2019 marked a momentous milestone for the Trucking Wellness programme and it gives me great pleasure to commend the steadfast leadership and commitment demonstrated by the team, in the delivery of primary healthcare to those employed by the Road Freight and Logistics industry over the past 20 years.

As Daimler Trucks & Buses, our priority has always been to strengthen and expand the valuable work initiated by the National Bargaining Council for the Road Freight and Logistics Industry with the Trucking Wellness Programme. Since the start of the partnership, we have worked tirelessly to maximise our impact with multiple health services offered through clinics across major trucking routes and the Fleet Owners workplace wellness programme designed specifically for our key account customers. In addition, our dealer network has played an instrumental role in the facilitation of driver training and wellness programmes.

Looking back, I am proud to say that nine of our Mercedes-Benz Trucks, FUSO Trucks along with Mercedes-Benz Buses customers have implemented the Fleet Owners workplace wellness programme. Certainly, a great achievement given the extensive work and time required to put this in place, with implementation generally spanning over a year for a single customer. In addition, approximately 4500 truck drivers and driver trainers have participated in the driver wellness programmes, approximately 2400 have accessed onsite health screening through the Fleet Owners workplace wellness programme and over 600 have participated in the Trucking Wellness Healthcare provider upskilling workshops.

It is important to note that we are living in unprecedented times, which further demands a greater level of health and safety not only for the driver, but for the people they interact with on a daily basis. Therefore, the wellbeing of our commercial vehicle industry is paramount to keep our world moving. It is in this light that I would like to recognize the contribution made by every partner to ensure the sustainability of this worthy initiative.

Here is to wishing the Trucking Wellness Programme 20 more impactful years!

Sincerely,

**Michael Dietz**

CEO of Daimler Trucks and Buses Southern Africa (PTY) LTD

# STATS

Statistics





## 2019 STATISTICS WELLNESS CLINICS - HCT STATISTICS RACE SPLIT

Company Name	Total tested	Black African	White	Coloured	Indian or Asian	Non dominant
Airode North and South	426	421	0	3	2	0
Beaufort West	211	140	2	66	3	0
Capetown	817	670	10	135	2	0
Colesberg	738	656	2	74	6	0
East London	836	833	2	1	0	0
Hanover	907	726	3	170	8	0
Harrismith	741	732	4	4	1	0
Kokstad	816	797	5	6	8	0
Komatipoort	1023	1023	0	0	0	0
Marianhill	1374	1297	5	43	29	0
Moorriver	692	675	1	12	4	0
Mthatha	299	297	0	2	0	0
Musina	1673	1670	1	1	1	0
Port Elizabeth	624	525	14	83	1	1
Roodekop	977	974	0	2	1	0
Tugela	531	527	3	0	0	1
Ventersburg	177	175	0	1	1	0
Villiers	1518	1511	1	2	4	0
Warden	598	594	4	0	0	0
Zeerust	1399	1369	6	20	4	0
<b>Total</b>	<b>16377</b>	<b>15612</b>	<b>63</b>	<b>625</b>	<b>75</b>	<b>2</b>

# 2019 STATISTICS WELLNESS CLINICS HCT STATISTICS

# LLNESS CENT

Clinic Name	Total tested	Positive	Negative	Inconclusive	Male Tested HIV	Female Tested HIV	Industry Member	Non Industry Member	HIV client pre-test counselled (excluding antenatal) - Female	HIV client pre-test counselled - Male	Client screened for TB (post HIV pre-test counselling)	HIV client tested (excluding antenatal) - Female	HIV client tested - Male	HIV test client 15 - 49 years	HIV test client 50 years and older (excl ANC)	HIV test client < 15 years	HIV test positive - new (excluding antenatal) - Female	HIV test positive - new - Male	HIV test positive client 15 - 49 years	HIV test positive client 50 years and older (excl ANC)	HIV test positive client < 15 years
<b>Alrode North and South</b>	426	1	425	0	384	42	209	217	42	384	426	42	384	323	103	0	0	1	0	1	0
<b>Beaufort West</b>	211	7	204	0	190	21	151	60	21	190	211	21	190	169	42	0	1	6	3	4	0
<b>Capetown</b>	817	22	795	0	774	43	601	216	43	774	817	43	774	685	132	0	1	21	15	7	0
<b>Colesberg</b>	738	15	723	0	702	36	507	231	36	702	738	36	702	615	123	0	5	10	12	3	0
<b>East London</b>	836	27	809	0	830	6	75	761	6	830	836	6	830	686	150	0	1	25	21	5	0
<b>Hanover</b>	907	56	851	0	869	38	522	385	38	869	907	38	869	712	195	0	4	52	43	12	0
<b>Harrismith</b>	741	10	731	0	715	26	355	386	26	715	741	26	715	634	107	0	2	8	9	1	0
<b>Kokstad</b>	816	50	766	0	777	39	350	466	39	777	816	39	777	705	111	0	0	50	46	4	0
<b>Komatipoort</b>	1023	94	929	0	842	181	18	1005	181	842	1023	181	842	914	108	1	34	60	83	11	0
<b>Marianhill</b>	1374	77	1297	0	1346	28	632	742	28	1346	1374	28	1346	1139	235	0	3	74	60	17	0
<b>Mooriver</b>	692	16	676	0	656	36	519	173	36	656	692	36	656	570	122	0	1	15	12	4	0
<b>Mihatha</b>	299	7	292	0	290	9	12	287	9	290	299	9	290	254	45	0	0	7	7	0	0
<b>Musina</b>	1673	50	1621	2	1451	222	196	1477	222	1451	1673	222	1451	1509	164	0	17	33	42	8	0
<b>Port Elizabeth</b>	624	19	605	0	603	21	466	158	21	603	624	21	603	481	143	0	2	16	14	4	0
<b>Roodekop</b>	977	24	953	0	953	24	69	908	24	953	977	24	953	803	174	0	1	22	15	8	0
<b>Tugela</b>	531	21	510	0	520	11	10	521	11	520	531	11	520	415	116	0	1	20	17	4	0
<b>Ventersburg</b>	177	3	174	0	176	1	24	153	1	176	177	1	176	122	55	0	0	3	2	1	0
<b>Villiers</b>	1518	55	1462	1	1507	11	207	1311	11	1507	1518	11	1507	1300	218	0	4	51	38	17	0
<b>Warden</b>	598	16	582	0	585	13	298	300	13	585	598	13	585	464	134	0	1	15	13	3	0
<b>Zeerust</b>	1399	28	1371	0	1292	107	267	1132	107	1292	1399	107	1292	1157	242	0	6	22	21	7	0
<b>Total</b>	<b>16377</b>	<b>598</b>	<b>15776</b>	<b>3</b>	<b>15462</b>	<b>915</b>	<b>5488</b>	<b>10889</b>	<b>915</b>	<b>15462</b>	<b>16377</b>	<b>915</b>	<b>15462</b>	<b>13657</b>	<b>2719</b>	<b>1</b>	<b>84</b>	<b>511</b>	<b>473</b>	<b>121</b>	<b>0</b>





# 2019 STATISTICS

## MOBILE WELLNESS CLINIC STATISTICS

Combined 2019	TOTAL SITES VISITED	TOTAL TESTED HIV	TOTAL HIV -	TOTAL HIV +	Health Screening	Total Clients Seen	Estimated Employees	Male	Female	Industry Members	Non-Industry Members	Prevalence
January 2019	10	189	186	3	64	253	928	187	66	148	105	1,59%
February 2019	34	782	757	25	281	1063	3335	896	167	655	408	3,20%
March 2019	49	1239	1202	37	504	1743	6490	1489	254	1085	658	2,99%
April 2019	54	1453	1413	40	675	2128	5101	1739	389	1244	884	2,75%
May 2019	58	1550	1513	37	628	2178	6746	1784	394	1201	977	2,39%
June 2019	27	846	823	23	320	1166	2851	962	204	736	430	2,72%
July 2019	26	579	561	18	278	857	1449	683	174	386	471	3,11%
August 2019	40	861	848	13	347	1208	3792	952	256	505	703	1,51%
September 2019	36	771	748	23	262	1033	2396	797	236	574	459	2,98%
October 2019	38	891	864	27	383	1274	2057	1040	234	664	610	3,03%
November 2019	30	668	654	14	243	911	4320	779	132	392	519	2,10%
December 2019	28	537	529	8	173	710	3422	539	171	326	384	1,49%
<b>TOTAL</b>	<b>430</b>	<b>10366</b>	<b>10098</b>	<b>268</b>	<b>4158</b>	<b>14524</b>	<b>42887</b>	<b>11847</b>	<b>2677</b>	<b>7916</b>	<b>6608</b>	<b>2,59%</b>



# 2019 STATISTICS

## WELLNESS CLINICS - PRIMARY HEALTH AND AWARENESS EDUCATION STATISTICS

Combined	Roodekop	Alrode North & Alrode South	Villiers	Warden	Tugela	Moorriver	Harrismith	Marianhill	Kokstad	Mthatha	TOTAL
Number clients seen at HTA sites (Headcount)	1413	1922	2450	1454	1310	1523	1851	1401	1356	537	15217
Number of people attended Awareness Trainings at HTA sites	1451	1411	3734	1515	3943	1188	1861	2457	1324	228	19112
Number of Truck drivers seen at HTA sites	1121	691	2107	1214	679	1194	1529	1212	987	422	11156
Number of Sex Workers seen at HTA sites	11	1	2	23	56	1	0	5	2	0	101
Number of Men who have sex with men (MSM) seen at HTA sites	106	0	0	0	0	0	0	0	0	0	106
Number of Male condoms distributed	16933	9732	120362	67579	41000	58270	180900	146740	34590	6140	682246
Number of Female condoms distributed	309	0	0	0	400	265	7	1179	226	21	2407
STI treated new episode	124	27	155	38	68	0	201	13	200	33	859
STI partner treated - new	0	0	0	0	3	0	0	0	0	0	3
Male Urethritis Syndrome treated - new episode	0	2	0	0	0	0	0	0	0	0	2
HIV client pre-test counselled (excluding antenatal) - Female	24	42	11	13	11	36	26	28	39	9	239
HIV client pre-test counselled - Male	953	384	1507	585	520	656	715	1346	777	290	7733
Client screened for TB (post HIV pre-test counselling)	977	426	1518	598	531	692	741	1374	816	299	7972
HIV client tested (excluding antenatal) - Female	24	42	11	13	11	36	26	28	39	9	239
HIV client tested - Male	953	384	1507	585	520	656	715	1346	777	290	7733
HIV test client 15 - 49 years	803	323	1300	464	415	570	634	1139	705	254	6607
HIV test client 50 years and older (excl ANC)	174	103	218	134	116	122	107	235	111	45	1365
HIV test client < 15 years	0	0	0	0	0	0	0	0	0	0	0
HIV test positive - new (excluding antenatal) - Female	1	0	4	1	1	1	2	3	0	0	13
HIV test positive - new - Male	22	1	51	15	20	15	8	74	50	7	263
HIV test positive client 15 - 49 years	15	0	38	13	17	12	9	60	46	7	217
HIV test positive client 50 years and older (excl ANC)	8	1	17	3	4	4	1	17	4	0	59
HIV test positive client < 15 years	0	0	0	0	0	0	0	0	0	0	0





# 2019 STATISTICS

## WELLNESS CLINICS - PRIMARY HEALTH AND AWARENESS EDUCATION STATISTICS CONTINUED

Combined	Port Elizabeth	East London	Ventersburg	Zeerust	Musina	Komatipoort	Colesburg	Hanover	Beaufort West	Cape Town	TOTAL	GRAND TOTAL
Number clients seen at HTA sites (Headcount)	2331	1054	683	2615	2464	3321	1835	1775	1604	2063	19745	34962
Number of people attended Awareness Trainings at HTA sites	2234	1166	2282	2006	4332	3538	751	1710	1571	817	20407	39519
Number of Truck drivers seen at HTA sites	1846	985	523	1965	1699	549	1613	1302	1185	1413	13080	24236
Number of Sex Workers seen at HTA sites	2	1	0	110	6	646	34	5	6	1	811	912
Number of Men who have sex with men (MSM) seen at HTA sites	0	0	0	0	0	0	0	0	0	0	0	106
Number of Male condoms distributed	76290	21010	23317	254790	133780	556800	56190	25534	320970	24720	1493401	2175647
Number of Female condoms distributed	0	0	0	1185	12	9009	237	100	1512	13	12068	14475
STI treated new episode	71	2	19	39	238	524	27	62	73	12	1067	1926
STI partner treated - new	0	0	0	0	0	0	0	0	0	0	0	3
Male Urethritis Syndrome treated - new episode	0	0	0	0	0	0	0	0	0	0	0	2
HIV client pre-test counselled (excluding antenatal) - Female	21	6	1	107	222	181	36	38	21	43	676	915
HIV client pre-test counselled - Male	603	830	176	1292	1451	842	702	869	190	774	7729	15462
Client screened for TB (post HIV pre-test counselling)	624	836	177	1399	1673	1023	738	907	211	817	8405	16377
HIV client tested (excluding antenatal) - Female	21	6	1	107	222	181	36	38	21	43	676	915
HIV client tested - Male	603	830	176	1292	1451	842	702	869	190	774	7729	15462
HIV test client 15 - 49 years	481	686	122	1157	1509	914	615	712	169	685	7050	13657
HIV test client 50 years and older (excl ANC)	143	150	55	242	164	108	123	195	42	132	1354	2719
HIV test client < 15 years	0	0	0	0	0	1	0	0	0	0	1	1
HIV test positive - new (excluding antenatal) - Female	2	1	0	6	17	34	5	4	1	1	71	84
HIV test positive - new - Male	16	26	3	22	33	60	10	52	6	21	249	512
HIV test positive client 15 - 49 years	14	22	2	21	42	83	12	44	3	15	258	475
HIV test positive client 50 years and older (excl ANC)	4	5	1	7	8	11	3	12	4	7	62	121
HIV test positive client < 15 years	0	0	0	0	0	0	0	0	0	0	0	0

# FINANCE

Financial Report





# DIRECTORS' REPORT

THE DIRECTORS PRESENT THEIR REPORT FOR THE YEAR ENDED 31 DECEMBER 2019.

## REVIEW OF ACTIVITIES

### Main business and operations

Corridor Empowerment Project NPC was incorporated in South Africa as a Non-profit Company with its aim to service the health services industry. The company operates principally in South Africa.

There have been no material changes to the nature of the company's business from prior year.

The financial statements have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act 71 of 2008. The accounting policies have been applied consistently compared to prior year.

The operating results and statement of financial position of the non-profit company are fully set out in the attached financial statements and do not in our opinion require any further comment.

## EVENTS AFTER REPORTING DATE

A new coronavirus disease, COVID-19 was detected in December 2019, which in February 2020 was declared a pandemic by the World Health Organisation. The South African government declared a national state of disaster on 15 March 2020 and a nationwide lock-down that started on 27 March 2020.

The subsequent event described did not result in any adjustments on the financial statements for the year ended 31 December 2019.

Corridor Empower Project NPC was able to trade during the lock-down period as an essential services provider, which reduced the anticipated impact on the business and the financial results, however the full impact is yet to be determined.

## GOING CONCERN

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

Despite the events as detailed above and the significant impact on the state of the country, management is confident that the business will continue as a going concern. Management has prepared a detailed financial forecast to the 2020 year-end which indicates that the business will remain a going concern, taking into account the adverse trading conditions during the current time.

## DIRECTORS' INTEREST IN CONTRACTS

To our knowledge none of the directors had any interest in contracts entered into during the year under review.

## SPECIAL RESOLUTIONS

No special resolutions, the nature of which might be significant to the directors in their appreciation of the state of affairs of the company were made by the company during the period covered by this report.

### Directors

The directors of the non-profit company during the year and to the date of this report are as follows:

**NT Mthombeni**

**T Wessels**

**RC Goosen**

### Secretary

The non-profit company's designated secretary is Ryan Goosen.

### Independent Auditors

Inyani continued as the auditors for the company for the year under review.

## STATEMENT OF FINANCIAL POSITION

	Notes	2019(R)	2018(R)
<b>Assets</b>			
<i>Non-Current Assets</i>			
Property, plant and equipment	3	417 870	616 986
<i>Current assets</i>			
Inventories	4	29 667	313 134
Trade and other receivables	5	477 418	502 440
Cash and cash equivalents	6	2 164 290	2 195 631
		<b>2 671 375</b>	<b>3 011 205</b>
<b>Total Assets</b>		<b>3 089 245</b>	<b>3 628 191</b>
<b>Equity and liabilities</b>			
<b>Equity</b>			
Accumulated surplus		2 680 558	3 016 622
<b>Liabilities</b>			
<i>Current Liabilities</i>			
Trade and other payables	7	408 687	611 569
<b>Total Liabilities</b>		<b>408 687</b>	<b>611 569</b>
<b>Total equity and liabilities</b>		<b>3 089 245</b>	<b>3 628 191</b>

## STATEMENT OF COMPREHENSIVE INCOME

	2019(R)	2018(R)
<b>Revenue</b>		
Donations	14 075 208	12 980 018
Subsidy	2 293 285	3 632 924
	<b>16 368 493</b>	<b>16 612 942</b>
<b>Other income</b>		
Fees earned	138 399	531 167
Interest received	18 603	15 558
Sundry income	-	43 246
	<b>157 002</b>	<b>589 971</b>
<b>Other expenses</b>		
Accounting fees	(10 302)	(13 471)
Administration and management fees	(8 162 508)	(8 042 222)
Advertising	(219 745)	(257 108)
Advocacy outreach material	(30 095)	(400 700)
Assets expensed	(17 844)	(4 555)
Auditors remuneration	(52 610)	(50 776)
Bad debts	(123 297)	(54 129)
Bank charges	(35 134)	(31 716)
Computer expenses	(229 616)	(210 750)
Consulting and professional fees	(651 517)	(860 002)
Depreciation - property, plant and equipment	(107 944)	(162 826)
Discount allowed	(1 697)	-

	2019(R)	2018(R)
<b>Other expenses</b>		
Donations	(200)	-
Employee costs	(423 531)	(238 903)
Employee expense - executives and managers	(18 000)	-
Indirect fund raising expenses	(575)	-
Insurance	(15 098)	(112 562)
Interest paid	(69)	(9)
Lease rental on operating lease	(809 843)	(751 757)
Medical supplies	(3 612 257)	(3 674 353)
Meetings - canvassing	(85 004)	(89 530)
Motor vehicle expense	(169 892)	(182 410)
Municipal expense	(103 522)	(80 382)
Postage	(84 879)	(85 760)
Printing and stationery	(224 205)	(220 615)
Project assets	(254 174)	-
Repairs and maintenance	(237 359)	(166 279)
Staff welfare	(139 771)	(106 357)
Telephone and fax	(350 305)	(363 078)
Training	(432 776)	(278 541)
Travel - local	(262 206)	(211 121)
	<b>(16 865 975)</b>	<b>(16 649 912)</b>
<b>Other gains and losses</b>		
Profit / (Loss) on sale of asset	4 416	(93 936)
<b>(Loss) / profit for the year</b>	<b>(336 064)</b>	<b>459 065</b>



## STATEMENT OF **CHANGES IN EQUITY**

	2019(R)	2018(R)
<b>Balance at 1 January 2018</b>	2 557 557	2 557 557
Profit for the year	459 065	459 065
<b>Balance at 31 December 2018</b>	<b>3 016 622</b>	<b>3 016 622</b>
<b>Balance at 1 January 2019</b>	3 016 622	3 016 622
<b>Loss for the year</b>	(336 064)	(336 064)
<b>Balance at 31 December 2019</b>	<b>2 680 558</b>	<b>2 680 558</b>

## STATEMENT OF **CASH FLOWS**

	Notes	2019(R)	2018(R)
<b>Cash flows (used in) / from operations</b>			
<b>(Loss) / profit for the year</b>		<b>(336 064)</b>	<b>459 065</b>
<b>Adjustments to reconcile (loss) / profit</b>			
Adjustments for finance income		(18 603)	(15 558)
Adjustments for finance costs		69	9
Adjustments for decrease / (increase) in inventories		283 467	(272 824)
Adjustments for increase in trade accounts receivable		(107 737)	(19 153)
Adjustments for decrease in other operating receivables		9 462	-
Adjustments for (decrease) / increase in trade accounts payable		(98 554)	378 794
Adjustments for depreciation expense		107 944	162 826
Adjustments for gains and losses on disposal of non-current assets		(4 416)	93 936
<b>Total adjustments to reconcile (loss) / profit</b>		<b>190 601</b>	<b>328 030</b>
<b>Net cash flows (used in) / from operations</b>		<b>(145 463)</b>	<b>787 095</b>
Interest paid		(69)	(9)
Interest received		18 603	15 558
<b>Net cash flows (used in) / from operating activities</b>		<b>(126 929)</b>	<b>802 644</b>
<b>Cash flows from investing activities</b>			
Proceeds from sales of property, plant and equipment		121 740	496 478
Purchase of property, plant and equipment		(26 152)	-
<b>Cash flows from investing activities</b>		<b>95 588</b>	<b>496 478</b>
<b>Cash flows used in financing activities</b>			
Movement in other financial liabilities		-	(50 000)
<b>Cash flows used in financing activities</b>		<b>-</b>	<b>(50 000)</b>
<b>Net (decrease) / increase in cash and cash equivalents</b>		<b>(31 341)</b>	<b>1 249 122</b>
Cash and cash equivalents at beginning of period		2 195 631	946 509
<b>Cash and cash equivalents at end of period</b>	<b>6</b>	<b>2 164 290</b>	<b>2 195 631</b>

# ACCOUNTING POLICIES

## BASIS OF PREPARATION

The financial statements of Corridor Empowerment Project NPC have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the Companies Act of South Africa. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of investment property, certain property, plant and equipment, biological assets and derivative financial instruments at fair value.

## SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies applied in the preparation of these annual financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

## PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment is stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The non-profit company adds to the carrying amount of an item of property, plant and equipment the cost of replacing parts of such an item when that cost is incurred if the replacement part is expected to provide incremental future benefits to the non-profit company. The carrying amount of

the replaced part is derecognised. All other repairs and maintenance are charged to profit or loss during the period in which they are incurred.

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, if there is an indication of a significant change since the last reporting date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within 'other gains/(losses)' in the statement of comprehensive income.

Depreciation on other assets is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method. The estimated useful lives range as follows:

Asset class	Useful life
Leasehold improvements	10 years
Plant and machinery	10 years
Motor vehicles	13 years
Fixtures and fittings	5 years
Office equipment	5 years
Computer equipment	3 years

## FINANCIAL INSTRUMENTS

### Trade and other receivables

Trade receivables are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the non-profit company will not be able to collect all amounts due according to the original terms of the receivables. Trade and other receivables are classified as debt instruments and loan commitments at amortised cost.

### Cash and cash equivalents

Cash and cash equivalents includes cash on hand, demand deposits and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown in current liabilities on the statement of financial position.

### Trade and other payables

Trade payables are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

### Other financial assets and liabilities

Other financial liabilities are recognised initially at the transaction price, including transaction costs except where the liability will subsequently be measured at fair value.

Where the fair value of other financial liabilities can be measured reliably without undue cost or effort, these liabilities are subsequently measured at fair value with the changes in fair value being recognised in profit or loss.

Debt instruments are subsequently stated at amortised cost. Interest expense is recognised on the basis of the effective interest method and is included in finance costs.

At the end of each reporting date, the carrying amounts of assets held in this category are reviewed to determine whether there is any objective evidence of impairment. If so, an impairment loss is recognised.

Other financial liabilities are classified as current liabilities unless the non-profit company has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

## BORROWING COSTS

Borrowing costs are interest and other costs that an entity incurs in connection with the borrowing of funds.

A qualifying asset is an asset that necessarily takes a substantial period of time to get ready for its intended use or sale.

Borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised as part of the cost of that asset. Other borrowing costs are recognised as an expense in the period in which it occurred.

## INVENTORY

Inventories are stated at the lower cost. Cost is determined using the weighted average method. At each reporting date, inventories are assessed for impairment. The impairment loss



# ACCOUNTING POLICIES *Summary of significant accounting policies continued...*

is recognised immediately in profit or loss.

## LEASES

### Definition

A lease is an agreement whereby the lessor conveys to the lessee in return for a payment or series of payments the right to use an asset for an agreed period of time. A finance lease is a lease that transfers substantially all the risks and rewards incidental to ownership of an asset. Title may or may not eventually be transferred. An operating lease is a lease other than a finance lease.

### Operating leases as lessee

Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term unless another systematic basis is more representative of the pattern of the benefit obtained.

## PROVISIONS

Provisions for restructuring costs and legal claims are recognised when: the non-profit company has a present legal or constructive obligation as a result of past events; it is probable that a transfer of economic benefits will be required to settle the obligation; and the amount can be reliably estimated. Restructuring provisions comprise lease termination penalties and employee termination payments. Provisions are not recognised for future operating losses.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation.

The increase in the provision due to passage of time is recognised as interest expense.

## REVENUE

Revenue is measured at the fair value of the consideration received or receivable. Revenue is shown net of value-added tax, returns, rebates and discounts.

When the outcome of a transaction involving the rendering of services can be estimated reliably, revenue associated with the transaction is recognised by reference to the stage of completion of the transaction at the end of the reporting period. The outcome of a transaction can be estimated reliably when all the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the economic benefits associated with the transaction will flow to the entity; and
- the stage of completion of the transaction at the end of the reporting period can be measured reliably; and
- the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

When the outcome of transactions involving the rendering of services cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

Interest income is recognised using the effective interest method.

## EMPLOYEE BENEFITS

Employee benefits are all forms of consideration given by an entity in exchange for service rendered by employees or for the termination of employment.

Short-term employee benefits are employee benefits (other than termination benefits) that are expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service.

## RELATED PARTIES

A related party is a person or entity that is related to the entity that is preparing its financial statements (in this Standard referred to as the 'reporting entity').

- **A person or a close member of that person's family is related to a reporting entity if that person:**
  - has control or joint control of the reporting entity;
  - has significant influence over the reporting entity; **or**
  - is a member of the key management personnel of the reporting entity or of a parent of the reporting entity.
- **An entity is related to a reporting entity if any of the following conditions applies:**
  - The entity and the reporting entity are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
  - One entity is an associate or joint venture of

the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).

- Both entities are joint ventures of the same third party.
- One entity is a joint venture of a third entity and the other entity is an associate of the third entity.
- The entity is a post-employment benefit plan for the benefit of employees of either the reporting entity or an entity related to the reporting entity. If the reporting entity is itself such a plan, the sponsoring employers are also related to the reporting entity.
- The entity is controlled or jointly controlled by a person identified as a related party.
- A person identified as having control or joint control over the reporting entity has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).
- The entity, or any member of a group of which it is a part, provides key management personnel services to the reporting entity or to the parent of the reporting entity.

A related party transaction is a transfer of resources, services or obligations between a reporting entity and a related party, regardless of whether a price is charged.

# NOTES TO THE FINANCIAL STATEMENTS *Property, plant and equipment Balances at year end and movements for the year*

	Leasehold improvements (R)	Plant and machinery (R)	Motor vehicles (R)	Fixtures and fittings (R)	Office equipment (R)	Computer equipment (R)	Total (R)
<b>Reconciliation for the year ended 31 December 2019</b>							
<b>Balance at 1 January 2019</b>							
At cost	136 703	270 268	936 866	86 269	112 181	137 883	<b>1 680 170</b>
Accumulated depreciation	(36 454)	(227 833)	(474 951)	(86 269)	(112 181)	(125 496)	<b>(1 063 184)</b>
<b>Net book value</b>	<b>1 00 249</b>	<b>42 435</b>	<b>461 915</b>	<b>-</b>	<b>-</b>	<b>12 387</b>	<b>616 986</b>
<b>Movements for the year ended 31 December 2019</b>							
Additions	-	-	-	-	-	26 152	<b>26 152</b>
Depreciation	(13 670)	(27 027)	(57 247)	-	-	(10 000)	<b>(107 944)</b>
Disposals	-	-	(117 324)	-	-	-	<b>(117 324)</b>
Property, plant and equipment at end of period	<b>86 579</b>	<b>15 408</b>	<b>287 344</b>	<b>-</b>	<b>-</b>	<b>28 539</b>	<b>417 870</b>
<b>Closing balance at 31 December 2019</b>							
At cost	136 703	270 268	670 223	86 269	112 181	164 035	<b>1 439 679</b>
Accumulated depreciation	(50 124)	(254 860)	(382 879)	(86 269)	(112 181)	(135 496)	<b>(1 021 809)</b>
<b>Net book value</b>	<b>86 579</b>	<b>15 408</b>	<b>287 344</b>	<b>-</b>	<b>-</b>	<b>28 539</b>	<b>417 870</b>
<b>Reconciliation for the year ended 31 December 2018</b>							
<b>Balance at 1 January 2018</b>							
At cost	136 703	270 268	2 103 432	86 269	112 181	137 883	<b>2 846 736</b>
Accumulated depreciation	(22 784)	(200 806)	(932 887)	(86 269)	(112 181)	(121 584)	<b>(1 476 511)</b>
<b>Net book value</b>	<b>113 919</b>	<b>69 462</b>	<b>1 170 545</b>	<b>-</b>	<b>-</b>	<b>16 299</b>	<b>1 370 225</b>
<b>Movements for the year ended 31 December 2018</b>							
Depreciation	(13 670)	(27 027)	(118 217)	-	-	(3 912)	<b>(162 826)</b>
Disposals	-	-	(590 413)	-	-	-	<b>(590 413)</b>
Property, plant and equipment at end of period	<b>100 249</b>	<b>42 435</b>	<b>461 915</b>	<b>-</b>	<b>-</b>	<b>12 387</b>	<b>616 986</b>
<b>Closing balance at 31 December 2018</b>							
At cost	136 703	270 268	936 866	86 269	112 181	137 883	<b>1 680 170</b>
Accumulated depreciation	(36 454)	(227 833)	(474 951)	(86 269)	(112 181)	(125 496)	<b>(1 063 184)</b>
<b>Net book value</b>	<b>100 249</b>	<b>42 435</b>	<b>461 915</b>	<b>-</b>	<b>-</b>	<b>12 387</b>	<b>616 986</b>



# NOTES TO THE FINANCIAL STATEMENTS

	2019(R)	2018(R)
<b>Inventories</b>		
Medical consumables	29 667	313 134
<b>Trade and other receivables</b>		
Trade receivables	286 328	302 590
Deposits	56 732	56 732
Value added tax	134 358	143 118
	<b>477 418</b>	<b>502 440</b>
<b>Cash and cash equivalents</b>		
Cash and cash equivalents comprise:		
Bank balances	1 706 054	1 910 999
Short term deposits	458 236	284 632
	<b>2 164 290</b>	<b>2 195 631</b>
<b>Trade and other payables</b>		
Trade payables	381 862	357 316
Accruals	26 825	254 253
	<b>408 687</b>	<b>611 569</b>
<b>Commitments</b>		
<b>Operating leases - as lessee (expense)</b>		
<b>Minimum lease payments due</b>		
- within one year	304 116	573 123
- in second to fifth year inclusive	624 509	928 625
	<b>928 625</b>	<b>1 501 748</b>

Operating lease payments represent rentals payable by the company for certain of its office properties. Leases are negotiated for a term ranging from 1 to 3 years. No contingent rent is payable.

	2019(R)	2018(R)
<b>Related parties</b>		
Relationships		
Members in key management	RC Goosen NT Mtombeni T Wessels	
Directors in common	Wellness Facilitation Administration (Pty) Ltd	
<b>Related party balances and transactions</b>		
<b>Trade receivables (payables)</b>		
Wellness Facilitation Administration (Pty) Ltd	22 935	11 926
Wellness Facilitation Administration (Pty) Ltd	(103 984)	-
<b>Management fees paid to</b>		
Wellness Facilitation Administration (Pty) Ltd	8 162 508	8 042 222

## Going concern

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

Despite the subsequent events as detailed above and the significant impact on the business, management is confident that the business will continue as a going concern. Management has prepared a detailed financial forecast to the 2020 year-end which indicates that the business will remain a going concern, considering the adverse trading conditions during the current time.



# ACKNOWLEDGEMENTS

We wish to express our appreciation to all those involved within the Trucking Wellness Programme. It is because of the commitment and excellent work that we continue to provide a world-class health service to the Road Freight and Logistic Industry. We wish to extend gratitude to the staff for their continuous dedication. Last but not least, we thank the stakeholders, beneficiaries of our programmes and our partners for the support they have provided.

Our success is driven by the passion and dedication of all those involved within the Trucking Wellness Programme.

# PARTNERS

## PROJECT SPONSORS



## PARTNERS







*Driving the well-being of the industry.*

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