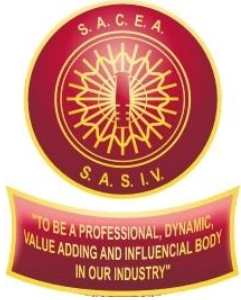


South African Colliery Engineers Association

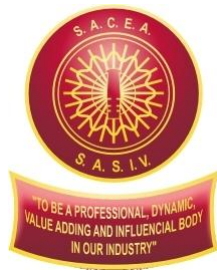
Strategy Review 2013

24-26 February 2013



Opening





Presidents Welcome

Lou Killian

President's Focus

- *SACEA continues to operate successfully under the blessing and support of our parent companies*
- *In 2013 we need to encourage young engineers to participate in SACEA*
- *We will be aiming for a balanced workload between council members*
- *For 2013 we will focus on less, but ensure 100% delivery of what we focus on*
- *Safety remains the most important focus for SACEA and the mining industry. We have come a long way, but still has a long way to go.*
- *Technology in Safety remains a key driving force for the engineering fraternity of SACEA and we must stay abreast of new development*

SACEA Coal Industry Scenarios



TO BE A PROFESSIONAL, DYNAMIC,
VALUE ADDING AND INFLUENTIAL BODY

High Demand for Coal

Scenario 2: "Cheap coal is in!"

- Low productivity
 - High CFC, low efficiency, high labour cosy
- High production cost
- CO2 penalties probable
- High infrastructure cost (RB not on time)
- Scarcity of water

Scenario 1: "Booming Coal"

- Shortage of coal supply
- Acceptable coal pollution solutions – CCS, CO2
- Electron/electricity economy growing
- Clean energy commercialisation slow

Low Profit Industry

High Profit Industry

Scenarios 3: "Coal not Sexy"

- Alternative energy sources found (shale gas)
- Hydro-Electricity from Moz, Congo
- Stringent environmental legislation
- Economic crises in RSA
- Affordable renewable energy
- Global depression
- Regulatory interference

Scenario 4: "Coal Frustration"

- Over supply in coal industry
 - Old mines close, forced closures
 - Waterberg slow
- Change in mining methods – productivity up (tools, skills methods)
- Declining reserves
- Slow mining rights conversions
- Slow/no investment by mining houses

Low Demand for Coal

SACEA Coal Industry Scenarios *(general indicators)*

High Coal Demand

- High economic activity increase energy demand
- High growth in electricity demand
- Energy alternatives do not meet demand
- Environmental solutions to coal pollution

2011

2012

2013

Low Profit Industry

Low growth in the overall global economy: < 3.5% p.a.
Strong Rand/\$ < 8.00

High Profit Industry

Strong average global growth >4%
Weak Rand/\$ > 8.00

Weak Coal Demand

- Energy alternatives commercially viable – decrease fossil fuel demand
- Environmental pressures decrease coal use
- Low economic growth decrease demand

SACEA Performance in 2012

***Colliery Engineering is special
"visible and valued in Southern Africa"***

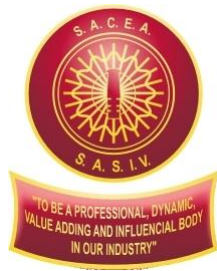


Heads of Engineering Feedback

- We have the continued support of the HOEs.
- SACEA's representation on forums and working groups relating to safety is of key importance (fatal risk standards, stage 2 qualifications, EMERST, transport and machinery task teams)
- The hymn-sheet implemented by SACEA is working well as a communication platform
- Continue to grow membership of SACEA and ECSA to retain status as "voluntary organisation"
- Decision required on MPA steering committee
- Support of the technical symposium on 20 June required
- Technical visits is a key vehicle for GCC preparation – we have seen a slight improvement in passrate, but no step-up yet

SACEA comments:

- Text



Thrust Review 2012

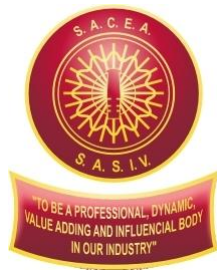
Thrust 1: Higher level of influence in the Chamber of Mines, SANS, Government Chief Engineer as vehicles for delivery (sustain influence in MQA, ECSA)

What went well?

- Good participation in tri-partite forum with DMR
- Strong influence in stage 2 qualification
- Grown SACEA footprint by 8%
- Successful year with Professionals In Training
- Strong influence in Classification of Mines and Stage 2 Qualifications
- Monthly hymnsheet worked well
- Quarterly newsletter well received

What can we improve on?

- Review engagement with MPA Steercom
- Improve on registration for ECSA (took us 1 year to get our two nominees accepted to the registration committee)
- Accepting responsibility for council activities
- More activity at underground users forums
- Plant Meetings can be improved on



Thrust Review 2012

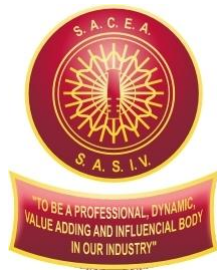
Thrust 2: Influence and formalise the GCC process and system to significantly improve the integrity and pass-rate

What went well?

- Successful GCC workshop
- Winder preparation session worked well
- Good interaction with AMRE (technical)
- Coal content in exam paper increased

What can we improve on?

- Shaft sinking workshop not organised well
- Pass-rate unchanged (plant paper went better, law remains an issues)



Thrust Review 2012

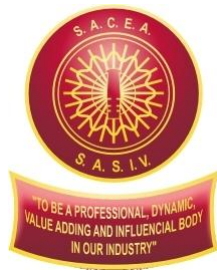
Thrust 3: Committed HOE that action SACEA solutions (support and drive agreed common priorities for implementation)

What went well?

- Very good response for HOE May meeting – requested forum to be twice a year
- High attendance of HOE meeting

What can we improve on?

- Where does smaller mines (Total Shanduka, Coal of Africa, ARM Coal) fit in? - Review HOE forum “membership”



Thrust Review 2012

Thrust 4: Membership pipeline to achieve diversity objectives in the Council (including young engineers)

What went well?

- Growth year for young engineers
- Making slow progress with diversity

What can we improve on?

- Diversity in 2013 on Council
- 52 unknown addresses still an issue
- Identify engineers who should be members per Mining House and raise with HOE

Thrust Review 2012

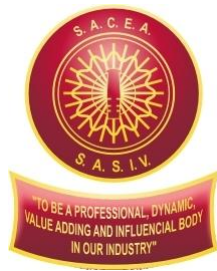
Thrust 5: Drive conveyer regulation and fatal risk standards (FRS) to conclusion

What went well?

- Conveyer belt regulation now at gazetting stage – work done

What can we improve on?

- Little progress on fatal risk standards – no comments received on consolidated report. We need to persevere with issue



Thrust Review 2012

Thrust 6: Continued delivery on technical content, ECSA registration, CPD, safety programs, Limpopo region expansion, technical symposium and exam questions

What went well?

- Excellent technical programme
- Best ever attendance of technical symposium
- Examiners questions influenced successfully
- Limpopo area improving

What can we improve on?

- Low ECSA registration – confusion in market
- Full participation of all Mining Houses on submitting technical presentations

Thrust Review 2012

Thrust 7: Achieve the SACEA cash reserve objective

What went well?

- Annual Chamber cost for operation = R324,000
- Deposit needed for Presidential function = R25,000
- Technical symposium deposit = R23,000
- Sustain current financial position at minimum of R500,000
- SACEA in a healthy financial position:
 - *Accumulated Funds – R807,404 (cash + fixed + debtors)*

What can we improve on?

- Outstanding debtors = R154,000 (membership, symposiums and presidential)
- Marketing of technical symposium to maximise income

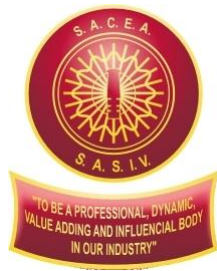
SACEA Mandate and Strategy



South African Colliery Engineers Association

“To be a professional, dynamic, value adding and influential body in our industry”

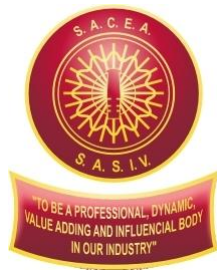




Vision

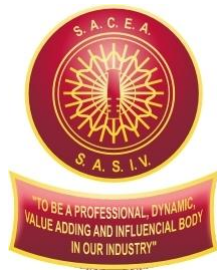
To be a professional, dynamic, value-adding and influential body in our industry

- ❑ **Professional**
 - ❑ In behavior, responsible, competent, respected, beyond repute, ethical,
- ❑ **Dynamic**
 - ❑ Adaptable, energetic, pro-active, flexible, quest for excellence, challenging
- ❑ **Value-adding**
 - ❑ To member and company, leader, participative, to industry, cost sensitive, innovative, standards settings/influence, best practice
- ❑ **Influential body**
 - ❑ Respect, acknowledged, change initiators, recognized, consulting, networking, representative
- ❑ **Industry**
 - ❑ Coal Mining Industry RSA, related Engineering fields
- ❑ **Our sphere of Influence**
 - ❑ **SACEA members and affiliated associations, Chamber of Mines, Government (incl DMR, ECSA, MQA, SANS etc.) labour force, suppliers, learning institutions and the respective Mining Houses**



Mission *(Improvements)*

1. To actively influence the development of practical **safety, health, environmental and sustainable development legislation and leading practices**
2. To **empower members** through effective interaction and to promote professionalism
3. To be the acknowledged **representative body for members and industry** in influencing formulating policy on decision taking forums
4. To influence and lead the **technical maturity and sustainability** of the coal mining industry
5. To comply, uphold and improve **SHERQ & SD standards**
6. Through competent members **add significant value to our represented parent companies**
7. To have **maximum impact in the Coal industry** through our association with other Professional Associations
8. To positively impact the quality and quantity of **technical skills development**
9. To engineer **improved carbon footprints**

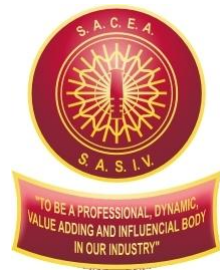


Relationship Model

Vision vs Strategic Thrusts

- ❑ **Professional**
 1. Higher level **of influence with the HOEs and in the Chamber of Mines, SANS, Government Chief Engineer** as vehicles for delivery (sustain influence in MQA, ECSA, MPA SteerCom)
 2. Influence and direct the **GCC process and competency/ qualification system** to significantly improve the integrity and pass-rate and ensure competence in the industry
- ❑ **Dynamic**
 3. Committed **HOE that action SACEA solutions** base on specific SACEA proposals/recommendations (support and drive agreed common priorities for implementation)
- ❑ **Value-adding**
 4. **Membership pipeline** to achieve diversity objectives in the Council (including young engineers)
- ❑ **Influential body**
 5. Drive and influence **fatal risk protocol, TMM regulations and MOSH PDS leading practice**
- ❑ **Industry**
 6. **Continued delivery** on technical content, technical symposium, ECSA registration, CPD, safety programs, Limpopo and southern region expansion
 7. Achieve the SACEA cash reserve objective

Strategy 2013 – 2015



Where we want to be!

To be a professional, dynamic, value-adding and influential body in our industry



Where we are

Strategic Theme 2013

***“Reposition SACEA for the
changing needs of the mining
industry”***

(GCC qualifications, leading practices and new legislation)

Collate, Influence, Share



South African Colliery Engineers Association

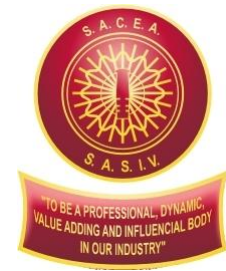
“To be a professional, dynamic, value adding and influential body in our industry”



2012 Strategic Thrust



Representatives 2013



Mining House Representatives

- ❑ Anglo - Ephraim Mojalefa, (HOE: Johnny Coetzee)
- ❑ Sasol - Louis Botha, (HOE: Gary Leibrandt)
- ❑ BECSA - Paul Redelinghuys , (HOE: Tienie Bleeker)
- ❑ Exxaro - Lou Kilian, (HOE: Adri Conradie)
- ❑ Xstrata - Guy Gething, (HOE: Tommy Tomkow)
- ❑ Small Mines - Joe Buckle, Gordon Bruins (COA, TOTAL, GBM)
- ❑ Service providers - Joe Buckle

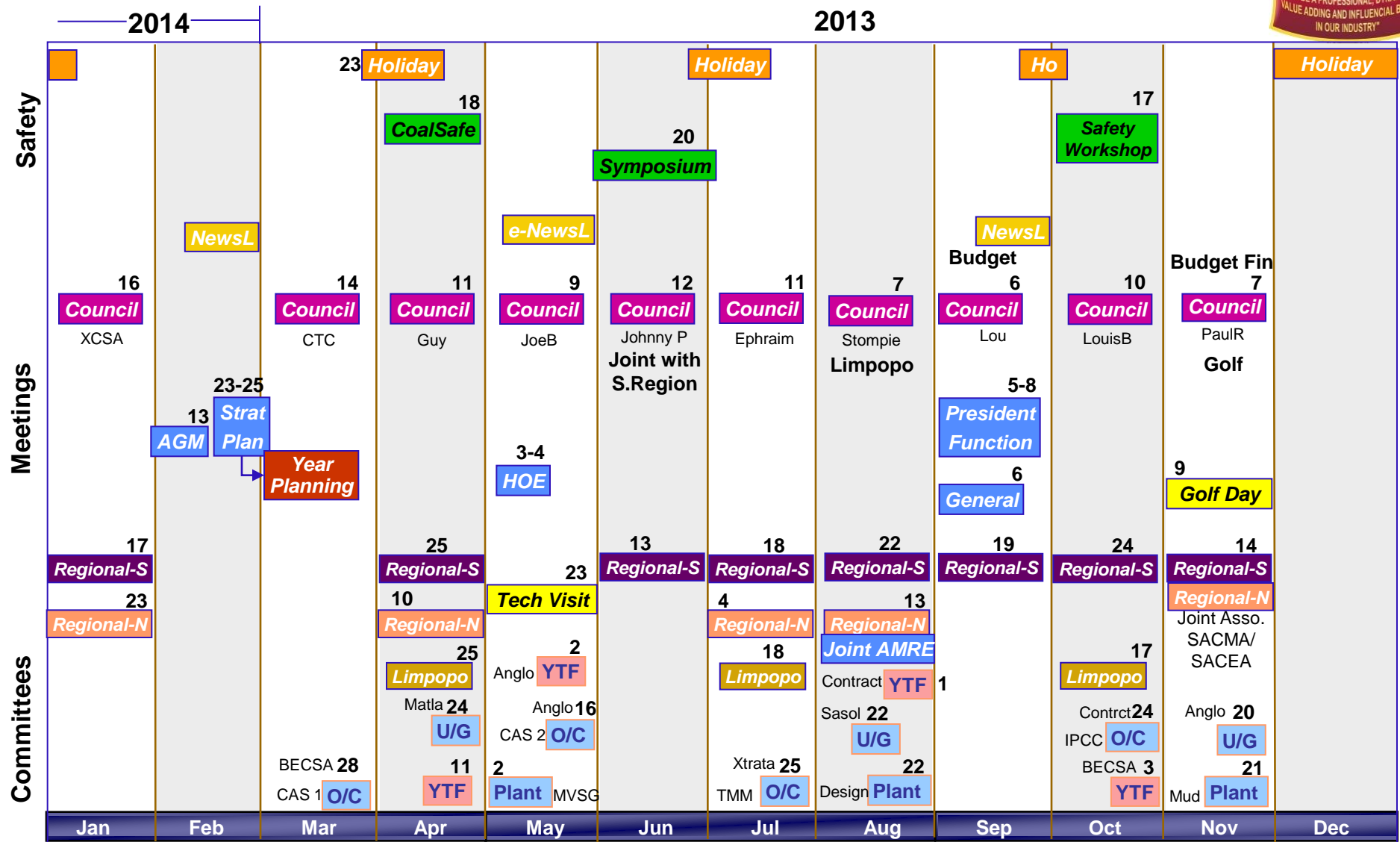
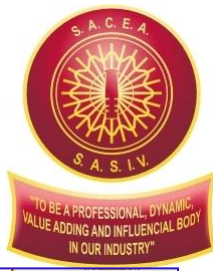
Objective	Principles	Metric	Target '12	Actual '12
Membership	10% increase	Total Full Members Candidate Members Affiliate Honorary Life Retired	>375 206 130	388 201 139 30 18 1
SACEA Diversity	Council representative of membership	Co-opt 4 (21 max on council)	Co-opt 2 diversity	7/22 (31%)
ECSA	SACEA program fully provides CPD compliance	Full Members Council	>70% >90%	72% >90%
Financial	Y-o-Y break even, OPEX for +1 year + delta shared cost Membership income = shared cost No audit findings	Jan12 Available cash 2011 Acc Funds 2012 Cash Objective 2012 Acc Funds	avg R60,000 R500,000	R316,000 R483,000 >R500,000 >R800,000
Nr of Engagements	Calendar compliance			Complied
Attendance nr.	Regional >50, User Groups >20, Council > 70%		U/G > 20 Council >15/21	U/G >35, O/C Regional > 45 Plant > 30, PIT>49 Council ~ 11/19
Influence		MHSA regulations GCC process	Constituted Consensus AMRE	Conveyer Non consensus
Cert Eng Qualification <i>(increase pool for coal industry)</i>	Guaranteed grand-fathering Ensure safe mining industry and competency	Improved GCC pass rate > 20%	Coal >2011+5% = 18%	Plant ~ 24% Law ~ 13% Avg ~ 18%
Safety	Ensure safe mining industry via aligned/agreed standards	Fatal risk standards	HOE sign-off of FRS and implementation	

SACEA Strategic Objectives 2012 review

Objective	Principles	Metric	Actual '12	Target '13
Membership	10% increase	Total Full Members Candidate Members Affiliate Honorary Life Retired	388 201 139 30 18 1	>400 210 150
SACEA Diversity	Council representative of membership	Co-opt 4 (21 max on council)	7/22 (31%)	Co-opt 1 diversity
ECSA	SACEA program fully provides CPD compliance	Full Members Council	72% >90%	Retain VA Status
Financial	Y-o-Y break even, OPEX for +1 year + delta shared cost Membership income = shared cost No audit findings	Jan12 Available cash 2012 Acc Funds 2013 Cash Objective 2013 Acc Funds	>R500,000 >R800,000	Small surplus >R500,000
Nr of Engagements	Calendar compliance			
Attendance nr.	Regional >50, User Groups >20, Council > 70%		U/G >35, O/C Regional > 45 Plant > 30, PIT>49 Council ~ 11/19	U/G >20, O/C>20 Regional > 45 Plant > 20, PIT>40 Council > 15/21
Influence		TMM Workgroup GCC process	NA	Industry feedback 3 year period
Cert Eng Qualification <i>(increase pool for coal industry)</i>	Guaranteed grand-fathering Ensure safe mining industry and competency	Improved GCC pass rate > 20%	Plant ~ 24% Law ~ 13% Avg ~ 18%	Coal >20%
Safety	Ensure safe mining industry via aligned/agreed standards	Fatal risk standards	HOE sign-off of FRS and implementation	

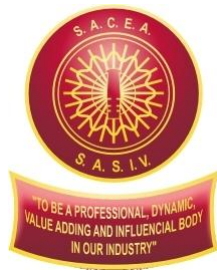
SACEA Strategic Objectives 2013

SACEA Business Cycle: 2013



2013 Strategic Thrust





Strategic Thrust Compelling us to action in 2013

1. Higher level **of influence with the HOEs and in the Chamber of Mines, SANS, Government Chief Engineer** as vehicles for delivery (sustain influence in MQA, ECSA, MPA SteerCom)
2. Influence and direct the **GCC process and competency/ qualification system** to significantly improve the integrity and pass-rate and ensure competence in the industry
3. Committed **HOE that action SACEA solutions** base on specific SACEA proposals/recommendations (support and drive agreed common priorities for implementation)
4. **Membership pipeline** to achieve diversity objectives in the Council (including young engineers)
5. Drive and influence **fatal risk protocol, TMM regulations and MOSH PDS leading practice**
6. **Continued delivery** on technical content, technical symposium, ECSA registration, CPD, safety programs, Limpopo and southern region expansion
7. Achieve the SACEA cash reserve objective

Collate, Influence, Share

Strategic Focus 2013



MPA Steercom Way Forward

- Every year 500,000 graduates enter institutions – sadly only 40,000 finish per year
- Government wants to increase 5000 artisans qualifying per year to 50,000 in 5 years time
 - *Currently the average age of artisans are 54 years – a crises*
- “Voluntary Associations” are required to ensure quality in the ECSCA process
- Core decisions are currently being made regarding Stage 2 qualifications as well as GCC that requires SACEA input
- The Classification of Mines may have key impacts on the requirements for Mine Engineers/GCC and the capacity in the market (either short or long)

MPA Steercom Way Forward

SACEA Council Decision 25Feb



1. Since SACEA cannot have a direct seat at the table of ECSA, SACEA acknowledges the importance of the MPA Steercom (R. Jennings seat at ECSA) to ensure industry input at ECSA
2. Optimum success for the MPA Steercom will follow from a coherent view by all participant organisations, especially between the Coal Industry Associations and AMRE (on GCC future)
 - *Failure to achieve this common ground on GCC may result in a “Coal Industry MPA Steercom” proceeding independantly*
3. SACEA will take the accountability to ensure alignment between MPA Steercom mandate and HOEs on MPA Steercom input and directives
4. MPA Steercom will be directed by means of clear mandates and positions from SACMA and SACEA
 - *Dirk van Niekerk is considered a valuable resource that requires clear mandates from SACMA and SACEA to fulfil his role*
5. MPA Steercom will provide visibility of its work and actions back to SACMA and SACEA via regular feedback reports
6. SACEA will communicate MPA Steercom work via the HOE hymnsheet back to Mining Houses
7. Following the March council meeting, a workshop on the MPA Steercom activities working group input as well as ECSA with Dirk van Niekerk will be held to further clarify the issue and actions required (Where currently does the MPA Steercom have influence, and where should it have influence (Mindmap)?) **Action: President**
8. This will be followed by an HOE workshop on all issues (May) **Action: President**
9. The SACEA communication liaison with the MPA Steercom will be **Andre Botha**

Strategic Thrust Compelling us to action in 2013

1. Higher level **of influence with the HOEs and in the Chamber of Mines, SANS, Government Chief Engineer** as vehicles for delivery (sustain influence in MQA, ECSA, MPA SteerCom)
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7. Achieve the SACEA cash reserve objective



Collate, Influence, Share

SACEA – Strategic Thrusts 2013

KPI5: Safety & Standards

Participation and Value Addition in the Industry

Objective: Drive and influence fatal risk protocol, TMM regulations and MOSH PDS leading practice

Strategy Actions	Date	Target/DOV	Feedback
1. Facilitate working groups to develop best practices (for) (U/G – Paul, Plant – Jan, O/C – LouisT) 	Jan 2013	<ul style="list-style-type: none"> • PDS (mining focus) - Louis • FRS (simplify, list criteria, sign-off) - Paul • Conveyers • MOSH adoption - Jerris 	1. Note: PDS and FRS were HOE priority requests (May13) 2. LouisT to liaise with Buks Loock or Jerris on MOSH PDS implementation feedback
2. SACEA to respond to Final Brief on TMM from DMR once published (Mike, Lou) 	Expected Apr13	<ul style="list-style-type: none"> • Distribute draft brief and presentation to council (Mike) • Formal SACEA response supported by Mining House to enable industry response 	





SACEA – Strategic Thrusts 2013

KPI5: To Influence Policy



Safety and Standards

Objective: To facilitate and develop industry safety best practice to achieve industry target of zero harm by 2013




Strategy Actions	Date	Target/DOV	Feedback
3. EMESRT (Mike) 	Ongoing	<ul style="list-style-type: none"> Support EMESRT by coordinating the design principles and technical committees for the SA region (Surface, soft rock UG, exploration drilling) OEM engagement in Feb/March – new design philosophies and enquiry document Driver for all Mining Houses to be members of EMESRT (Exxaro) 	
4. FRS (Sibu, Alt-Paul) 	ongoing	<ul style="list-style-type: none"> Signing of at Council in March Signing off at HOE meeting in May 	
5. Safety Workshop (Phedzi, Louis, Christine)  	Oct 2013	<ul style="list-style-type: none"> Share leading safety best practices to influence safety statistics 	

SACEA – Strategic Thrusts 2013

KPI1: DMR, Industry and Safety

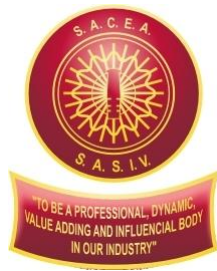
DMR Interaction and Industry Representation

Objective: Pro-active facilitate safer working environment via effective interfacing and alignment

Strategy Actions	Date	Target/DOV	Feedback
1. Caretaker of the DMR relationship. Ensure information on latest events and regulatory changes (Lou) 	Monthly	<ul style="list-style-type: none"> • TMM developments • PDS developments/collision avoidance • Suspension of Mine Managers Tickets – reasons, direction, interpretation changes • Collision avoidance system news 	
2. DMR participation in SACEA activities(Lou) 	Monthly	<ul style="list-style-type: none"> • Invite DMR employees to relevant activities 	
3. Organise for DMR operational report to be presented at regional meetings by DMR representative (Sibu, Johnny, Job)  <div style="display: inline-block; border: 1px solid black; padding: 2px;">Job</div>	Monthly	<ul style="list-style-type: none"> • DMR Operational report presentation per regional meeting 	
4. Finalise key regulations: - RailBound (Ephraim/Jan) - Vertical shafts and winders (Jerris) <div style="display: inline-block; border: 1px solid black; padding: 2px;">Jerris</div>	Ad hoc	<ul style="list-style-type: none"> • Evaluate outcome and implement 	


SACEA – Strategic Thrusts 2013

KPI1: DMR, Industry and Safety



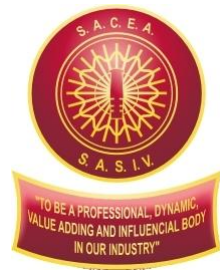
Industry Representation

Objective: Influence development of industry policy

Strategy Actions	Date	Target/DOV	Feedback
5. DMR (Lou, Guy) 		<ul style="list-style-type: none"> • Setup meeting with Louis re the focus areas for 2013 – feedback to SACEA • Letter to inform DMR that the SACEA seat at tri-partite meeting changed from Jacob to Lou (Simon) • Continue Tri-Partite meetings 	






SACEA – Strategic Thrusts 2013

KPI2: Skills Security



Professionalism and Competency

Objective: Ensure a constant pipeline of competent engineers into the industry

Strategy Actions	Date	Target/DOV	Feedback
1. GCC examination success and streamlining (Lou) 2. SACEA communication liaison with the MPA Steercom - Andre  	Monthly	<ul style="list-style-type: none"> SACEA workshop on the MPA Steercom activities and working group input as well as ECSA with Dirk van Niekerk – Mar after Council meeting HOE workshop on all issues (May) Review Annexure E (Ephraim), Step up relationship with Tony Coutinho (Lou)a and discuss Annexure E if required 	
3. Junior Engineer structure to leverage from Regional Meetings (Christine, LouisT)  	Monthly	<ul style="list-style-type: none"> Review Junior Engineer representative per Mining House – possible co-opt to SACEA (rotating chair annually) Discuss COPs at Networking sessions for Junior Engineers Increase candidate success 	
4. Questions for GCC exam (Ephraim) 	Annually	<ul style="list-style-type: none"> 2 questions from each Mining House 	



SACEA – Strategic Thrusts 2013

KPI2: Skills Security



Professionalism and Competency, Influential in the Industry

Objective: Ensure a constant pipeline of competent engineers into the industry

Strategy Actions	Date	Target/DOV	Feedback
5. ECSA (Johnny, Aldine) 		<ul style="list-style-type: none"> Lobby Brian O’Conner Track changes to registration policy Letters to ECSA on new signatories at SACEA (Simon) 	
6. ECSA (Aldine, Johnny) <ul style="list-style-type: none"> ECSA Pr Cert registration committee Administer SACEA CPD points 	Monthly Monthly	<ul style="list-style-type: none"> Aldine and Johnny to attend 100% of meetings 	



SACEA – Strategic Thrusts 2013

KPI2: Skills Security



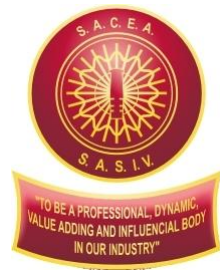
Professionalism and Competency

Objective: Ensure a constant pipeline of competent engineers into the industry



Strategy Actions	Date	Target/DOV	Feedback
7. MQA (Andre), (Alt – Guy) <ul style="list-style-type: none"> • Mining & Minerals Standards Governing Body • MQA Board Meetings 	Monthly	<ul style="list-style-type: none"> • Andre to attend 80% off all meetings and to provide feedback to SACEA 	
8. CTC (Andre) (Alt– Paul) <ul style="list-style-type: none"> • CTC Committee of Management • CTC Board • CTC regional meeting feedback 	Quarterly Quarterly Regional	<ul style="list-style-type: none"> • Paul & Andre to represent and attend • Paul attends on behalf of Anglo/SACEA • Siby to ensure that Johan Venter (MD CTC) has agenda point at regional meetings for feedback 	

SACEA – Strategic Thrusts 2013

KPI3: Committed HOE



Professionalism and Competency, Dynamic Organisation
Objective: Committed HOEs that action SACEA solutions








Strategy Actions	Date	Target/DOV	Feedback
1. President discussion with HOE (Lou) 	Jan, May	<ul style="list-style-type: none"> • Continue to sell the position that the “road to ECSA is via SACEA”! • Achieve involvement of HOE’s in User Group meetings in 2012 • Encourage Engineering Managers (or subordinates) to registered with SACEA • SACEA on the agenda of Engineering Forums • Mining House representative to give feedback • Monthly hymn-sheet after council meeting to HOEs and SACEA members 	
2. Company representative engagement with HOEs (Lou) 	Yearly	Company representatives to actively engage HOE throughout the year on feedback, attendance trends <ul style="list-style-type: none"> • Drive attendance of sub-committee forums • Attendance numbers made available per Mining House for all forums and discussed with HOE • Potential vs actual membership numbers 	

SACEA – Strategic Thrusts 2013

KPI6: To Influence Policy

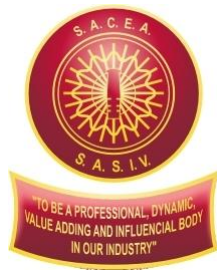


Chamber of Mines, Industry representation, Technical content
Objective: Influence development of industry policy

Strategy Actions	Date	Target/DOV	Feedback
1. Attend OH&SPC meetings (Stompie), (Alt – Jan)  Jan	Bi-Monthly	<ul style="list-style-type: none"> Attend 80% of meetings and give feedback to Council Distribute industry proposals and coordinate feedback into OH&SPC 	
2. Attend CM & EE meetings (Wouter, Joe)  	Bi-Monthly	<ul style="list-style-type: none"> Attend 80% of meetings and give feedback to Council Distribute industry proposals and coordinate feedback into CM&EE Ensure that Tony Coutinho forwards all statutory amendments/proposals to forum 	
3. MOSH Adoption (Jerris)  Jerris	Monthly	<ul style="list-style-type: none"> MOSH feedback at every regional meeting 	
4. MPA Steercom (Guy, Stompie, Andre)   	Quarterly	<ul style="list-style-type: none"> Reviewed SACEA continued support of MPAS Ensure MPAS execute SACEA mandate Achieve alignment on GCC between SACEA/SACMA and MPAS 	





SACEA – Strategic Thrusts 2013

KPI6: To Influence Policy



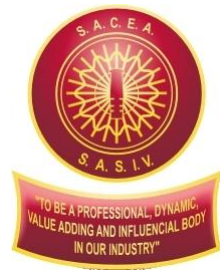
Standards Formulation

Objective: Influence development of industry policy

Strategy Actions	Date	Target/DOV	Feedback
5. SANS TC 65 review/formulation (Henk & Aldine) 	Monthly	<ul style="list-style-type: none"> • SANS 1515 (Henk) • SANS 868 (Henk) • SANS 10108 (Henk) • SANS 1489 (Henk) • SANS 1438 (Henk) • SANS 1520 (Henk) • SANS 1934 (Aldine) 	
6. SANS TC 82 review/formulation (Wouter) 	Monthly	<ul style="list-style-type: none"> • SANS 1623 • SANS 1624 	
7. SANS TC 66 review/formulation (Wouter) 	Monthly	<ul style="list-style-type: none"> • Wouter to become member of TC 66 Workgroup, Chamber nomination form to be submitted by Simon 	
8. SAFA review/formulation (Henk), (Alt – Paul) 	Monthly	<ul style="list-style-type: none"> • Attend 100% of meetings and give feedback to Council 	





SACEA – Strategic Thrusts 2013

KPI6: Technical Content Delivery



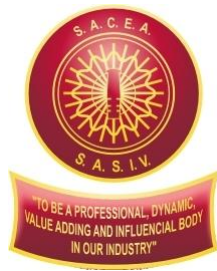
Participation and Value, Influential Industry Representation

Objective: Continued delivery on technical content, ECSA registration, CPD, safety programs, Limpopo region expansion

Strategy Actions	Date	Target/DOV	Feedback
9. CPD administration (Paul) 		<ul style="list-style-type: none"> • Online interactive training on how to do CPD submissions (Paul) • Appoint person at Secretariate to collect CPD points per member for SACEA (Simon) 	
10. Limpopo Region expansion (Job) 		<ul style="list-style-type: none"> • Increase participation in Limpopo region and sustain current momentum • Combined SACEA and SACMA meetings • Involve COA 	
11. Technical Symposium (Mike, Christine)  	20 June	<ul style="list-style-type: none"> • Full day Technical Symposium - need 13 presentations! (2 from each Mining House) 	

SACEA – Strategic Thrusts 2013

KPI7: Financial Sustainability



Participation and Value

Objective: Achieve the SACEA cash reserve objective

Strategy Actions	Date	Target/DOV	Feedback
1. Cash Management		<ul style="list-style-type: none"> • Sustain current financial position at minimum of R500,000 	
2. Debtor Management		<ul style="list-style-type: none"> • Sustain current momentum 	
3. Functions Management		<p>Focus on reducing management effort and make transactions easier</p> <ul style="list-style-type: none"> • Sell tables, not chairs • Prepayment required for symposiums • Credit card payment machine at events <p>Communicate function dates on the monthly Council Hymn-sheet</p>	
4. Transaction Support		<ul style="list-style-type: none"> • Continue notices on outstanding payments 	

SACEA Management 2013

Roles and Responsibilities



SACEA Management : Roles & Responsibilities



Technical Excellence

SACEA diversity (Membership Pipeline)

Southern Region



President

Johnny Prinsloo

As per Annual Strategy

DOV = Regional representative attend 50% of SACEA Council meetings
 DOV = get minutes of Southern Region meetings
 DOV = SACEA president to attend a regional meeting with decision on the way forward after the meeting

Limpopo Region



Stompie Job, (Rico?)

Action = Campaign for membership (SACEA & SACMA) and attendance
 DOV = extend membership to surrounding areas and Mines

SACEA Management : Roles & Responsibilities



Branding, Communication and Finances

Website



*Paul
Sibo*

- Action = Update council on website*
- = Update membership application form*
- = Update constitution*
- = Update diary*
- = Implement SACEA on social-networking sites (facebook)*
- = Link GCC questions to answer on website (AldineB)*
- DOV = No information outstanding longer than 30 days*
- DOV = Number of hits (2917-26/2/10)*

Branding



Christine

- DOV = New tie in maroon, badge more bold – reorder 100 of each colour, *No more council/past president tie*
- DOV = develop proposal for gifts before 1 Apr at R300 per gift – 50 gifts*
- DOV = Develop more branding material for user groups and regional meeting (kept with chairman)*
- DOV = do branding at user groups and regional meetings*

SACEA Management : Roles & Responsibilities

Branding, Communication and Finances

Communication & administration



Christine

Monthly SACEA Hymn Sheet



Finances & Budgeting



Christine
(Mining House Reps)

President & Simon
(data Mining House Representatives)

1st Vice-President
(Guy, Simon)

Action = Newsletter Quarterly. 3 x Soft and hardcopies at AGM and in Sep before PF
Scope = Two safety tips per year
Scope= electrical question & answer

Timing = Data completed at council meeting
Scope = Nr eligible engineers, nr SACEA members (Mine SACEA profile)
= Names of new members
= ECSA registered, candidate names
= Past meeting attendance
= Forthcoming meetings/events
= Outstanding subs/fees
= Strategy progress (from council)
= Council/Committee & standards feedback
= HOE& member requests
= Request for presentations/material

Budget Committee = President, 2 x Vice, LouisB, Simon
DOV = Comprehensive Budgeting process and sign-off as per calendar
DOV = Align current budget with financial objectives and year plan
DOV = Implement variance reporting

SACEA Management : Roles & Responsibilities

Functional Leads

Heads of Engineering

* DMR meeting pre HOE

• Invite AMRE



Legal Awareness

(Warren Beech/OEM suppliers)

Regional meetings



Job

Jan

User Group Meetings



President

DOV = Reach them all

DOV = Feedback to Council by 14 June on what was discussed

Regional Chairmen

DOV = include service providers

DOV = Continue engagement forum

DOV = Cover competition act within regional meeting

Sibo

DOV = 6 meetings per year

DOV = Attendance 50 people/meeting
(northern region) (2 meetings in Pta for Limpopo involvement)

Johnny P

DOV = Attendance 25 people/meeting
(southern region)

DOV = 2 x Technical visits

Job

DOV = Limpopo region

Jan

DOV = 3 meetings/year: plant users
20/meeting

Paul R

DOV = 3 meetings/year: underground
20/meeting

Louis T

DOV = 3 meetings/year: opencast
20/meeting

SACEA Management : Roles & Responsibilities

Functional leads

Small mines

**Get DMR list of appointments for small mines (Simon)*



Joe B

DOV = Speak to or engage with Certified Engineers at small mines in region; 80% this year
DOV = Growth in small mines attending regional meetings

Golf Day



Louis

DOV = Surplus

Presidential function



President

Location = Ranch Polokwane (6-9Sep)
DOV = Venue handle > 150 rooms
DOV = Small surplus (incl budget process)
DOV = High General Meeting attendance

Recognition & Awards

- Best student*
- Gold medal (KP, ZAB)*
- Certificate of Merit*
- Hon Life Membership*

*Vice-President,
Regional Chairs,
User Group
Chairs*

DOV = Certificates best-of-the-best
DOV = Recognition gift to all presenters
DOV = Tie at membership announcement (incl in Budget)

SACEA Management : Roles & Responsibilities

Functional leads

Research input

- CoalTech 2020



Guy

*Note: Only keep on radar of SACEA Mining house specific participation
Action: Check for SACEA involvement*

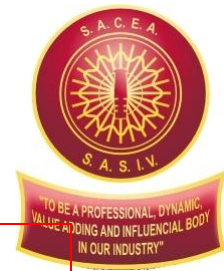
Membership of SACEA within total Coal industry



Christine

*Lou, Christine
with support from
all company
representatives*

- *Cleanup database to have accurate database of all engineers in Coal Mining across the 1200 mines (start with DMR database)*
- *Database of ticketed engineers*
- *All PITs on the database*
- *Tracking progress of engineers*
- *All SACEA members*
- *Calculate SACEA representation % of total database*



SACEA Management : Roles & Responsibilities

SACEA Governance		
1 Financial management	Presidents, Vice-president, Simon Guy, Stompie	DOV = Formal Budget Process
2 Financial Administration		DOV = Cash Reserve (R180,000)
3 Subscriptions	Simon	DOV = Monthly Council presentation on debtors and cash
4 Review Constitution		DOV = Clean audit
5 Code of Conduct (including dress code)	Andre	DOV = Mining House representatives zero outstanding
6 Council meetings		DOV = Approve after Council discussion at GM during Presidential
7 Strategic Session 2014	Guy	DOV = All disciplinary cases resolved
8 AGM (senior people = senior engineers & MDs); also invite spouses		Dress Code = To be reviewed by Council at Mar meeting and roll-out
	President	DOV = 80% attendance (Min 7/year/person)
	Guy	DOV = Annually (Plan, Calendar, Budget)
	Guy	Venue – To be reviewed by Council
	1 st Vice-President	DOV = Attended by at least 80 people
		DOV = Attended by senior people
		Action – review election process

SACEA Management 2013

Profile





Paul



Henk



Jan



Wouter



Joe



LouisT



Guy



Jacob



Mike



Aldine



Lou



Christine Christine



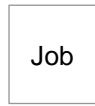
Sibiu



Ephraim



Johnny



Job Job



Andre



Jerris Jerris



Stompie



Jerris Phedzi