



South African Colliery Engineers Association

STRATEGY WORKSHOP

11-13 February 2018

SACEA Council 2017



PROPOSED AGENDA



● ***11TH FEBRUARY 2018***

- *Welcoming address by President*
- *Setting the scene by Peter. What is currently happening in the industry?*
- *Review thoughts from previous session in relation relation to current state of affairs.*
- *Vision and mission. Are they still relevant, given the above or is there a need to change our vision?*
- *HOE's inputs: 2017 and 2018*
- *Discussion Points with the DMR*

● ***12TH FEBRUARY 2018***

- *Council Photo*
- *2018 Mandate and Objectives*
- *Discussion s with the DMR*
- *Strategic influence thrusts*

● ***13TH FEBRUARY 2018***

- *Strategic initiatives and calendar*
- *Strategic initiatives and Charters*
- *Council Accountabilities*
- *Wrap up*



Reflection on 2017

Outlook for 2018

REFLECTION ON 2017 AND OUTLOOK ON 2018



2017 Highlights

- DMR engagements ✓
- Regional and user forums. ✓
- Safety workshops ✓
- Technical Symposium. ✓
- Tripartite meetings ✓
- CM&EE, OH&SPC, PDS, Standards and other COM and DMR / HSC initiatives ✓
- Fund raising initiatives. ✓

Emerging issues

- Mine ownership changes and restructurings.
- Mining Indaba: Msebenzi Zwane vs the Mining Industry ownership/employment/equity targets (employee equity target (employee attraction between mines))
- SACEA Diversity
- Labour unrests.
- Emergency preparedness underground.
- Community unrests – on the rise. Social labour Plan
- Cell Phones
- PDS Legislation

2017 Low lights

- Website upgrades. ✗
- Addressing competency challenges. ✗
- Learning and sharing of good practices across mining houses. COPs, SWP, etc. ✗
- Membership growth. ✗
- Women in council. ✗
- PPE standards. ✗

Priorities

- Improvement in DMR Relationship & mutual respect
- Reduction of repeat accidents.
 - Machine to man (PDS, etc), Lifting and rigging, Conveyors.
- Continue building on previous years' successes.
- Membership growth – Small mines.
- Adopt a 20/80 principle. Achieve more with little.
- Participate in Regulatory / Legislative changes – **SHE.**
- Enhancing safety and productivity through innovation / technology.
- Mining automation / innovation to improve safety and production.
- Engineers responsibilities in event of incident of personnel



Some thoughts from the session

Current Status/Issues

- Cost/ Capital pressure
- Prices - New Normal,
- Unrealistic demands
- Coal will remain relevant

- Labour, Skills, talent challenges
- High number of 189's
- Isolation

- Change in ownership,
- Increase smaller players,
- More mergers

- Difficult to comply,

Reaction to change...

Adopt to change

Financial control to equal production control

Technology to play a bigger role

Maintenance strategies(rebuild for longer),**Autonomous operation, integrated safety**

Further challenging capital/ cost (stay in business capital)

Avoid the poor man's trap, balance
Collaboration become more important

**Wider role for SACEA required
SACEA needs to take ownership**

SACEA Coal Industry Scenarios



High Demand for Coal

Scenario 2: "Cheap coal is in!"

- Low productivity
 - High CFC, low efficiency, high labour cost
- 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

Scenario 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

Low Profit Industry

Low growth in the overall global economy: < 3.5% p.a.

Low coal price

2014

2015

2013

High Profit Industry

Strong average global growth >4%

Drives higher growth and prices

High coal price

2016

Prolonged headwinds

- New norm ...
- Lower for longer ..

Weak Coal Demand

- Low economic growth decrease demand – globally and/or locally (also Eskom low demand)
- Energy alternatives commercially viable – decrease fossil fuel demand
- Environmental pressures decrease coal use

Current Status/Issues in the Coal Mining Industry 2017



- External factors are currently driving available cash and cost reduction in our industry
 - *Fuelled by low global growth and commodity prices*
 - *Labour cost escalating - increases above CPI, high minimum wages, lower levels of labour disappearing*
 - *Productivity declining – difficult mining conditions, mining methods, requirements to comply, skills declining, unavailability of skills*
 - *Possible that cost cutting will reduce training investment*
- Polarity in the labour market
 - *High unemployment and available resources – vs - not relevant skills, labour legislation preventing unlocking this*
 - *High level of theoretical skills but low levels of experience*
 - *Unrealistic labour expectations regarding career progressing*
- Uncertain political dynamics
- Mpumalanga mines receiving Section 54 stop notices
 - *A safe environment is within the scope of SACEA – understand and comply*
 - *Risks assessments at the heart of getting it right – be proactive*
 - *Relationships are key to navigate through this – PI's and Senior Inspectors of Machinery*
- We will have to focus on factors within our (SACEA) control to manage the above
- Compliance from OEM

Current Status/Issues in the Coal Mining Industry 2017 (2)



- The relationship with the Principal Inspector remains critical (strategic)
 - *Key pillar of our strategy*
- SACEA also has to focus on the first line inspectors (operational)
 - *Business uniqueness and specific mine issues*
 - *Level of the Mine Safety Plan discussion*
 - *Understanding the business and office of the DMR*
 - *Incorporation into SACEA*
- The industry should learn from Section 54 closures on what really matter
 - *e.g. implement an in-house section 54 programme (rather than PI intervention)*
 - *Share action with the PI*
- PDS or alternatives based on risk assessment
 - *Implementation according to plan*
 - *Quarterly feedback*

Current Status/Issues in the Coal Mining Industry 2017 (3)



- Adoption of leading practices
 - *Industry slow in adopting proven leading practices*

- Leading causes of fatalities on mines
 - *Fall of ground – winning this battle but lost productivity in the process*
 - *Conveyor belts – dramatically down but new regulation will cause stress*
 - *Electrical accidents – isolation and lock-out*
 - *Man - Machine interface – current focus (TMM)*
 - *Human complacency – next?*
 - *Dust 2mg/m³ daily and noise – next? e.g. action related to TB etc.*
 - *Fatigue and heat related stress – next?*
 - *Methane ignition – surfacing again*
 - *Illegal mining fatalities – next?*

Current Status/Issues in the Coal Mining Industry 2017 (4)



- Ongoing ownership changes in the industry
 - *Company ownership changing, and/or*
 - *Top levels of companies changing, and/or*
 - *Companies restructuring for “core value chain focus”.*
- Most companies busy with resetting/reducing the cost baseline
 - *Required due to much lower commodity prices (driving income down)*
 - *Weak R/\$/Euro exchange rates increasing cost base of imported equipment, spares and materials*
 - *Higher than inflation labour and energy cost*
- Capital expenditure on hold at various companies
 - *Expansion slow down or on hold*
 - *Maintenance or replacement programmes rescheduled or on hold*
- Uncertainty resulting from labour unrest
 - *Unpredictable planning and timing of such actions*
 - *Resulting violence and damage (property and people)*

Current Status/Issues in the Coal Mining Industry 2017(5)



- Impact of new labour law (came into effect in April 2014)
 - *New controls on labour brokers*
 - *6 months temporary employment = considered permanently employable*
 - *Over-time limited to 40 hours*
- Poor training (and resulting performance) of the resent labour force available in the industry
 - *Poor training standard at CTC*
 - *Fraudulent sign-off of practical modules*
- Practicality of managing women in mining
 - *Job-task specifications and Job Profiles correctly done*
 - *Appropriate procedures – e.g. woman can not be alone in remote section*
 - *New ways of working – PPE procedures for women*
 - *“Family” oriented practices*
- Electricity remains a key issue:
 - *Electricity availability is a constraint to planned future expansion*
 - *Power-shedding of 10% - 20% expected from big consumers*
 - *Unpredictable demand from Eskom on coal supply from mines*



Current Status/Issues in Colliery Engineering (summary)

past 6 years....

- Decreasing of coal prices
- Period of large replacement programmes
- New mining projects
- Changes in legislation
- Labour challenges
- Successful SACEA delivery
 - Safety challenges
 - Safety workshops
 - Conveyor belts
 - Coal mining fatalities down
 - 2013 milestones achieved
 - Technical symposiums
 - Nearly 100% membership growth

2017

....future very different

- Low coal prices and expected new norm:
 - Smaller engineering budgets
 - Sweating of assets
 - Less replacements
- **Increase productivity = cost x time = must add value**
 - Association memberships scrutinised for value
 - SACEA reposition for changing industry
- Higher focus on “made in RSA” to limit exposure to exchange rate
- Safety challenge remains top of the agenda
- **Stricter governance on proximity detection and collision avoidance**
- **New electrical regulations change industry**
- Productivity drive results in smaller workforce & shrinking membership
- RSA OEMs struggling for existence



SACEA Direction



Vision

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

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



Mission *(Improvements)*

1. To actively influence the development and compliance to practical **safety, health, environmental and sustainable development legislation, leading practices and standards**
2. To **empower members** through effective interaction and to promote professionalism
3. To be the acknowledged **representative body for members and industry** in influencing policy formulation in decision making forums
4. To influence and lead the **technical maturity and sustainability** of the coal mining industry
5. To add significant **value to the Coal mining industry** through our competent members
6. To have **maximum impact in the Coal mining industry** through our association with other Professional Associations
7. To positively impact the quality and quantity of **technical skills development**

Strategy 2010 - 2012



Where we want to be!

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

2010



2011



2012



“Colliery Engineering is special – visible and valued in Southern Africa”

“Leverage the integrated solutions to influence responsible industry delivery”

“Formalising and adopting integrated best practice solutions towards the coal engineering community”
(Safety, standards, skills, GCC and forum focus)

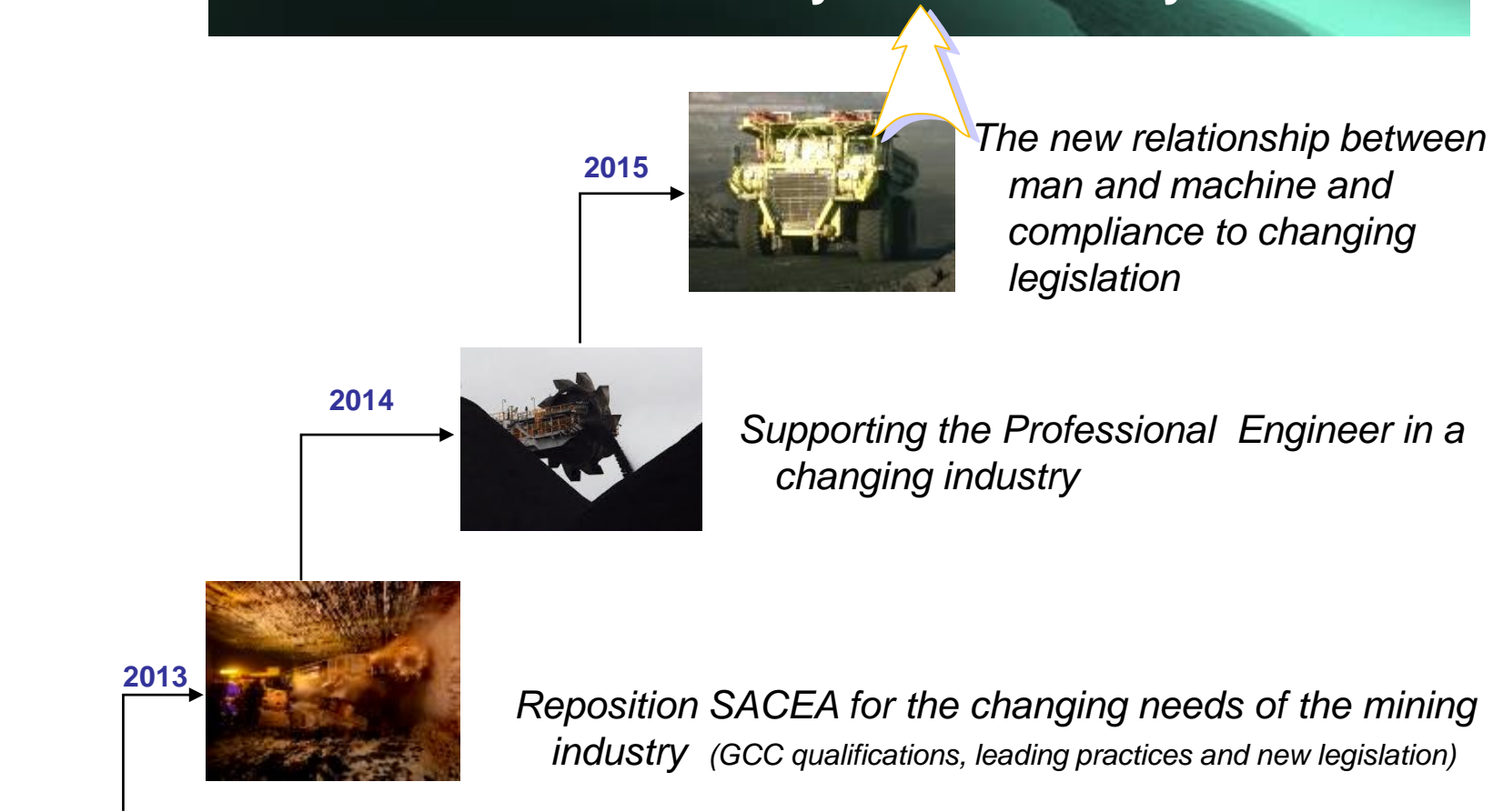
Where we are

Strategy 2013 – 2015



Where we want to be!

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



Where we are

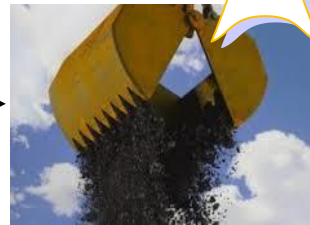
Strategy 2016 – 2018



Where we want to be!

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

2018



Capitalize on established excellence

2017



Sustaining the energy/ effort

2016



Leading in challenging times through efficient and innovative best practices

Technical Symposium Theme

Where we are



INPUTS FROM ***COMPANIES'S HOE's***

HOE's inputs - 2017



● DMR Interaction

- *Inspectors to join us during Technical visits – social interaction*
- *Formalize the discussions: Agenda points, agree on dates upfront and diarize in year planner, audier*
Consider meeting quarterly – attendees?
- *Discuss consistency on the issuing of S54's.*
- *Best practices becoming mandatory - guard against this.*
- *DMR mistrust e.g. PDS implementation*

● Website

- *Refresh website e.g. look at having it like the Houtlander website*
- *Define functionality and what you want to have there e.g. latest CoP's; standards*
- *Must be user-friendly and practical*
- *E.g. show the company and type of PPE being used*

● Competencies

- *Reg2.9.2 training Course for first line supervisors/foreman (align to MQA standard of mining)*
- *Develop industry competency test wrt MHSA*
- *Coaching and guidance of Engineers by senior staff*
- *Battle to fill GCC positions with suitable candidates at companies*
- *Quality/competence an issue; Exxaro battles to get gold and underground experience for Engineers - companies to be aligned*
- *How do we train for C&I - mines getting more automated - how do we as an industry train persons for this position - how does the Big 5 do it?*
- *Knowledge of supplier business at an Engineering level*

HOE's inputs - 2017



- **Legislation**
 - *What are the imminent legislative changes*
 - *What are the key focus areas that will remain for next 2/3 years*
 - *TMMs is a big topic*
- **PDS**
 - *Diesels? (involvement of Thys Greyvenstein)*
- **Standards**
 - *SACEA to create one standard for Industry for certain equipment e.g. LDV standard*
 - *Sharing of learnings and engineering standards to limit sect 54's*
- **SACEA Image**
 - *Rethink image – what do members want to see in/from SACEA*
 - *Build new SACEA template – make it attractive to everyone especially new generation*
 - *Build age profile of SACEA membership*
 - *Why does SACEA exist?*
 - *Does SACEA make a difference and is this difference what our members and industry want?*
 - ***What does SACEA consider to be the foundation for Engineering in the mining industry***
- **Innovations**
 - *Showcasing of innovations – how do we share best practices between mines e.g. new substation at Grootegeluk; security to prevent copper theft*
 - *Inter-commodity best practice sharing – have a close connection with other associations e.g. AMRE to learn about their best practices*



HOE's inputs - 2017

- **PIT/Young Engineer Training**

- *Hard rock exposure is an issue*
- *Consider having a talent HoE meeting - how do we improve talent at our mines; SACEA to consider facilitating*

- **Safety improvement committees / initiatives**

- *Lets take this to the next level to enhance learning and sharing of best practices across operations / mining houses.*
- *Sharing of CoP's and SoP's – at safety workshops?*
- *Can SACEA volunteer members to assist in finding solutions to some of our common challenges across the mines, for example, challenges with vehicles running down declines, roof bolting accidents, etc. Better collaboration could assist.*

- **CTC**

- *Look into the relevance of equipment used for the training of apprentices*
- *PPE and tools used. Mines and CTC to maintain similar standards as much as possible.*
- *Consider looking at topics like stored energy ito training*



HOE's inputs - 2017

- **Engineers role**
 - How can we be of assistance here – because the engineers are over loaded?
- **Engage with SACMA colleagues –**
 - *to garner for more support.*
 - *So that they can see the value that SACEA brings to the table and therefore support our forums by allowing our members to attend.*
 - *Build positive relationships.*
- **Marketing**
 - Let CEO's know about SACEA – so that they can support us. Maybe consider giving a presentation in one of those forums, that CEO's attend? Consider liaising with Sietse van der Woude
- **HoE's**
 - *Quarterly/biupdate to HOE's on progress, maybe?*

HOE's inputs - 2018



- Concerns about rigging related incidents.
- Concerns about conveyor related incidents.
- The implementation of PDS by the mines remains a challenge?
- Machine to man incidents – how can this be reduced / eliminated?
- Section 54's sometimes not justifiable, for example, on checklists that are not the same from one section to the next.
- Learning and Sharing. Do we really collaborate and learn from one another, to prevent repeat accidents.
- Adoption of leading Practices.
- DMR – Stakeholder management. What have we achieved with our engagements.
- Interpretation of regulations, eg. PDS and Unilateral instructions: use of cell phones within mine premises, without a proper risk assessment.
- Remain relevant and engaging to increase membership (aggressive marketing).
- Safety – concerning industry negative trends.
- OEM's and compliance to mine standards.
- GCC developments and concerns.

Discussion Points with DMR



- Good safety achievements in 2016
- Zero fatalities stays the objective and is achievable
- Smaller mines should attend SACEA meeting
 - *DMR will share contact information*
 - *Will promote the SACEA in the interest of the country*
- **Sharing of information for the benefit of safety to be promoted**
- Risk assessment to determine if PDS or alternative plan is required
 - *Quarterly feedback is planned*
- Alignment of inspectors and Tripartite
- New guidelines to be workshopped at a future SACEA meeting
- **Competence impact incidents**
 - *Procedures not always practical*
 - *Coaching required*
 - *Enforcing*
 - *Behaviours aspects also relevant*
- **To be more pro active in approach - must play a bigger role - reactive learning stays relevant**
- Baseline risk assessments is important and needs to be kept update and relevant
- **Pro-active approach to Section 54 - to be workshop**
- SACEA to have a representative at the Tri-partite
 - *Increase engineers involvement required*
- **DMR to be invited to safety workshops**
- Legal appointments structures review



2018 Strategic Objectives

Council high level Objectives & Performance!

SACEA Strategic Objectives 2018



Objective	Principles	Metric	Actual '17	Target '18
Membership	10% increase	Total Full Members Candidate Members Affiliate Honorary Life Retired	350 177 111 35 17 10	retain 369 191 137
SACEA Diversity	Council representative of membership	Co-opt 4 (22 max on council)	3 *13 Women SACEA	>4 diversity & *S32 & Women
ECSA	SACEA program fully provides CPD compliance Drive to increase registering process	Full Members Council	members with voting rights = 51% 177 ECSA Registered	Retain VA Status (60% member, 80% council)
Financial	Y-o-Y break even, OPEX for +1 year + delta shared cost Membership income = shared cost No audit findings	2015 Cash Objective 2015 Acc Funds	Bank R23 813,32 Debtors R148 641,42 Prepaid R17 543,86 Investment R498 032,29 Total R724 592,90	Small surplus >R700,000
Nr. of Engagements	Calendar compliance	Safety w/s, Users Forums, Technical Symposium, Regional. Young Talent Forum	Good	90% Compliance
Attendance nr.	5 off north Regional > 50, 3 off southern > 15, 2 of limpopo >20, 2 off each ug/oc/plant User Groups >20, 10 off Council > 70%	Quality and Value add Timeous advertising Supported ito attendance	Plant good U/G not good O/C good Regional fair	U/G >20, O/C >20 Regional > 20, S=5 Plant > 20, PIT >20 Council > 15/21
Influence	Attend Chamber/Ind. bodies such as CM&EE. OH&SPC, MPAS, Tri-Partite, AMRE, SANS, SAFA	Legislation/Standards TMM/Electrical GCC work groups	HOE good EM good	Good Relationship and influence
Cert Eng Qualification	Guaranteed grand-fathering Ensure safe mining industry and competency	Improved GCC pass rate > 20% (increase pool for coal industry)	Coal < 20%	Coal >20%
Safety	Ensure safe mining industry via aligned/agreed standards	Sharing of safety info and best practices	PDS, Conveyor, fatigue, Electrical Regulations, Noise & Dust, Competency	



2018 Strategic Influence Thrusts

Where & What we will influence!



Strategic Influence Thrusts Compelling us to action

Thrust`	Champion	FOCUS and DELIVERABLES for 2018
Participate in legislation formulation	Hennie Jan	<p>Input into Regulatory Changes</p> <ol style="list-style-type: none"> 1. Timeous Feedback on Changes 2. Revised Guideline Workshop
Collaborate with the DMR	President & past & Vice	<p>Changes to Regulations</p> <p>Collaboration with State Institutions</p> <ol style="list-style-type: none"> 1. Info sharing on Section 54 2. Understand DMR expectation 3. Strong partnership with regional Principle Inspector and Senior Machinery inspectors - agreed priorities between SACEA and DMR (workshops) 4. New regulation implementation – sharing of best practices, clarify issues, share knowledge (Conveyors, TMM, Fatigue, Electrical Regulations)
Support the industry milestones	Gerald/Jerris Jan Annette	<p>Collaboration with State Institutions</p> <ol style="list-style-type: none"> 1. New changes: PPE for Women, Noise, Dust 2. Participation in working groups (ensure early input) 3. Participation in MRAC task teams 4. PDS – Sharing of knowledge and leading practices, compliance issue 5. MOSH adoption workshops & standards
Build and grow membership	Membership Lead Regional Chair Company Reps	<p>Survival of SACEA</p> <ol style="list-style-type: none"> 1. Acquire database at DMR & Contact smaller mines 2. SACEA Data base update & Contact members 3. Real-time communication on key issues via e.g. WhatsApp 4. Weekly communication on key incidents/news to Mining House 5. Ensure that candidate members are converted to full members 6. Engaging with EM's ito support
Competency defining and development	Ephraim/Louis M Hennie/Louis T Klasie le Grange	<p>Skills Development</p> <p>Input into Regulatory Changes</p> <ol style="list-style-type: none"> 1. MQA,CTC 4. Develop competency tests 5. Involvement of PITs in Young Talent Forums 6. Submission of questions for papers 7. Involvement in Annexure E review and findings
Setting of specifications and standards	Henk/Aldine Gerald/Schalk Bontle/Guy	<p>Input into Regulatory Changes</p> <p>Share best practices</p> <ol style="list-style-type: none"> 1. Update of SANS 2. SAFA Feedback 3. Develop Best practice Guidelines

Strategic Influence Thrust Compelling us to action



Thrust		FOCUS and DELIVERABLES for 2018
HOE/EM that action SACEA solutions	President, Vice & Company Reps	<div data-bbox="898 357 1120 449" style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block; text-align: center;">Alignment & support</div> <ol style="list-style-type: none"> 1. Success of Engineering Managers bi-annual meeting 2. Clear rationale and contribution from SACEA in 2016 – focussed agenda 3. Focus on HOE/EM and DMR issues – focussed agenda, clear KPI's 4. Practices to measure productivity in Mines 5. Eskom load shedding – ventilation and getting people safely out of mine
Improve communication	Anette Prinsloo/Sandy Lee	<div data-bbox="879 549 1091 692" style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block; transform: rotate(-15deg); text-align: center;">Communication</div> <ol style="list-style-type: none"> 1. News letter 2. Hymn Sheet 3. Program Adverts 4. Surveys
Knowledge sharing	Henk Z/Louis D	<div data-bbox="917 692 1110 806" style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block; text-align: center;">Share best practices</div> <ol style="list-style-type: none"> 1. Safety collaboration platform(Drop Box) 2. Linked In 3. Best practice Library
Technical, ECSA registration, CPD, safety programs	Jerris/Aldine/Louis B User Group Chair/Schalk	<div data-bbox="898 849 1110 949" style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block; text-align: center;">Skills Development</div> <ol style="list-style-type: none"> 1. Successful Safety Workshop 2. Successful Technical Symposium 3. Execute 2016 monthly themes via workshops, Forums, etc. 4. ECSA VA influence and BE bill management
Financial Sustainability of SACEA	Louis B Stompie	<div data-bbox="908 992 1091 1078" style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block; text-align: center;">Survival of SACEA</div> <ol style="list-style-type: none"> 1. Risk of Mining Houses stopping support (cost pressures) – members pay 2. Minimise time at events and maximise value 3. Available cash > R700,000
Other Industry Influence Spheres	Aldine/Jacques Jan Diedericks Hennie Lombard/Henk/Klasie/ Ephraim	<div data-bbox="869 1106 1091 1263" style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block; transform: rotate(-15deg); text-align: center;">Input into Industry standards</div> <div data-bbox="966 1235 1159 1349" style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block; text-align: center;">Share best practices</div> <ol style="list-style-type: none"> 1. ECSA -VA status, CPD, registrations support, feedback 2. CM&EE – Influence in legislation 3. OH&SPC – Influence in legislation 4. SAFA/SANS – Influence in stds 5. MPAS – Influence in collective governance 6. Sister associations to wit collaboration re- MQA,GCC,ECSA 7. Coaltech

Stakeholder analysis

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



Stakeholder	Need to build 'influence'	Need to build 'value add'	Examples
HOE/ EM	2	2	<ul style="list-style-type: none"> Involve & Engage with HOE/EM Capture knowledge Get Support More efficient
DMR/ Tri-partite	1	3	<ul style="list-style-type: none"> Participate in legislation Approach towards DMR Create understanding
Current/ New Members	4	1	<ul style="list-style-type: none"> Target smaller mines Attract younger talent Increase Members Improve member participation
Suppliers/ OEM	3	4	<ul style="list-style-type: none"> Better Communication Assist with Tech meetings Assist with competence and standards drive

Members

- More practical handouts to members
 - *Give a template/ check sheet or standard*
- Conduct a member survey to understand needs, perceptions and expectations
- Create a LinkedIn group for SACEA
- Communication plan
- Invite Engineering managers
 - *Company reps to explain benefit*
 - *President to be involved where required*
- Smaller mines to be targeted
 - *DMR to promote and help with info*
 - *Contact mine managers*
 - *Invite for free*
- Three year rollout plan

OEM

- Would benefit from a standardized specification
- Invite OEM to discuss specific topics
- OEM's to contribute to the localisation drive and cost reduction
- OEM's to continue drive technology into PDS reducing cost and effectiveness
- OEM's to assist with standardisation on equipment safety extras
- OEM's to support cost reduction into increase life of equipment through technology and quality
- OEM's to introduce technology which will reduce machine personnel interaction
- OEM's to continue to play role into training supports on PIT as well as first line and artisan level





2018 Strategic Initiatives & Calendar

When & What we will do!



Topics for calendar 2018 (to continue into 2019) Which ones do we keep?

Technical - More with less

- Tyres
- Gas and welding
- PDS
- Conveyor
- Dust and noise
- Communication systems (radio, WIFI)
- Lifting and rigging
- Rust and paint
- LDV's (min requirements, risk assessments)
- Electrical Reticulation compliance
- VFD's & Earthing
- Equipment failure analyses & Best maintenance Practices
- Productivity

Safety

- Safety Learnings & Legislation
- Sharing between parties - incidents
- Risk assessments & risk control

Standards and Specifications

- SOP and COP (checklists)
- Testing of people
- SANS & Compliance

Training and skills

- Training & Competence
- Annexure E – GCC support

Competencies

- FLS – Foreman qualification
- Legal appointment training – 2.9.2
- Compliance standards – SANS vs MHSA
- Business partners support & Standards

Maintenance best practices

- Fitting
- Electrical
- Boilermaking

New Topics for calendar 2018



Marketing & Growth

- Membership drive
 - Target – 25 increase
 - **Smaller mines** ❌
 - Affiliated conv
 - Candidate conv
 - Honory Life Membership
- Communication team
 - **Website & PowerPoint slide**
 - **Surveys – Culture of SACEA - Modernize** ✓
 - Publications
 - Mechanical Engineer ❌
 - Mining review ❌
 - **Multimedia platform**
- Prestige recognition committee ❌
 - Event
 - Industry innovation
 - Best papers
- Golfday, Race Day, Presidential ✓

Influence

- **DMR Engagement committee** ✓
 - Small mine list ❌
 - New regulations re: Fire COP, Etc, ✓
- **ECSA** ❌
 - Value
 - Council registering
- **CM&EE** ✓
 - SANS VS MHSA
- **OH&SPC** ✓

Standards and Specifications

- SANS committee ✓
 - Certification flmp/conveyors
 - Access
- Maintenance Good practices
 - Business Partners support
 - Best maintenance Practices
- Conveyors Maintenance standards ❌
 - Testing of estops
 - Splicing etc.
- **PPE standards** ❌
 - Safety glasses
 - Boots
 - Gloves
- Transport standards
- Fire COP stds ✓
- Electrical Stds ✓

Safety

- Safety workshops ✓
 - Jaco Swarts – ticket withdrawal
 - Fees must fall
 - Legal appointment training – 2.9.2
- Safety Committee ✓
 - Stored Energy Document
 - Conveyors
 - Electrical Reticulation compliance

New Topics for calendar 2018



Competency

- CTC
 - Coal value
 - Wiremans license ✓
 - Newer technology training ✗
 - Flameproofing refresher ✓
 - **Foreman Qualification**
- Leadership Competencies
 - Foreman coaching ✗
 - Engineers Coaching ✓
- GCC Exams ✓
- YTF ✓

Innovation

- Innovation – mines of the future – the practical application
 - Drones ✓
 - Semi autonomous ✗
 - Visibility ✗
 - Augmented training ✗
- Productivity ✗
- Equipment life extension beyond design life ✓

HOE & EM Alignment


- Casual Get together – to establish again incl. DMR ✗
- Stds Topic: ✗
 - Towing ✗
 - Ldv's ✗
- EM meeting feedback ✗

Technical

- **User Forum**
- Technical Symposium ✓
- PDS surface/Diesels ug committee ✓
- **Other**
 - Tyres ✗
 - Gas and welding ✗
 - Dust and noise ✗
 - Communication systems (radio, WIFI) ✓
 - Lifting and rigging ✓
 - Rust and paint ✓
 - VFD's ✓
 - Earthing ✓
 - Fire detection equipment ✗
 - Process equipment ✗
 - Equipment failure analyses ✓
 - Drills and Bolters ✓


Strategic Initiative Charter – Prestige Recognition Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Marketing and Growth			<ul style="list-style-type: none"> Establish Committee and Roles Establish Recognition Policy & criteria <ul style="list-style-type: none"> Industry innovation Best paper presented at Sacea Establish Submission and Nomination Vehicle Set Event Date Establish Event venue Establish Marketing Strategy Establish Communication plan Deliver Prestige Recognition Event
	Objective			
	To establish a prestige event where industry innovation and value add to Coal Mining industry in south Africa is recognised and rewarded			
Scope	Critical Success Factors			Resources
<ul style="list-style-type: none"> Prestige Event Industry Innovation Best Papers 	<ul style="list-style-type: none"> Committee to be Industry relevant Event to be Prestige event Marketing to be focused and relevant Well defined criteria ito selection Vehicle to get submissions 			<ul style="list-style-type: none"> 2nd – Stompie Nel 3rd – Louis Botha Industry Champion 1 – M Heyns University Champion 2 – Prof Heyns Supplier Champion-? CTC champion – Johan Venter HOE Champion – Allan Butcher Marketing Champion – Deidre Erasmus

Strategic Initiative Charter – Membership Drive



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Marketing and Growth	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles Acquire list of all possible members via DMR Clean up current membership database Establish current Membership status and rectify re: affiliate/candidate/full members
		Establish Committee		
	Objective	Arrange first meeting		
	To increase membership and to ensure membership database is accurate and members on correct status	Acquire membership lists DMR		
		Compile plan		
		Etc.		
Scope	Critical Success Factors			Resources
Membership drive <ul style="list-style-type: none"> Target – 25 increase Smaller mines DMR List Senior foreman/2.13.3.2 Affiliated conv Candidate conv Honory Life Membership 	<ul style="list-style-type: none"> Committee to be committed To get small mines on board To actively engage with members 			<ul style="list-style-type: none"> Chair – Louis Turvey Regional Chair – Stompie Nel North Regional Chair – Annette Southern Regional Chair – Elton Limpopo Chair – Bontle Company Reps: <ul style="list-style-type: none"> Sasol – Louis B S32 – Johannes N Exxaro - Stompie Anglo - Ephraim Glencore – Jan D Small Mines – Marcin H

PROPOSE A NEW COUNCIL MEMBER




Strategic Initiative Charter – Communication Team

Chair	Thrust	Key Milestones		Deliverables
		What	By when	
SANDY LEE	Marketing and Growth	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles Establish communication plan
		Establish Committee		
	Objective	Arrange first meeting		
	To relook SACEA media and communication platforms and to modernize and improve reach, relevance and functionality	Establish Plan		
		?		
		?		
Scope	Critical Success Factors			
<ul style="list-style-type: none"> Website & PowerPoint slide Surveys – Culture of SACEA Modernize look Publications <ul style="list-style-type: none"> Mechanical Engineer Mining review Multimedia platform – phone apps 	<ul style="list-style-type: none"> Modernize SACEA image To support SACEA council with communication with members Proactive communication 			Resources <ul style="list-style-type: none"> 2nd – Annette Prinsloo 3rd – Louis Turvey

DO WE KEEP HER IN THIS PORTFOLIO?


Strategic Initiative Charter – Golfday



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Marketing and Growth	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To create a Golfday event which is to highest standards	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors	Do review and start planning next event		Resources
<ul style="list-style-type: none"> Golfday extraordinary Establish revenue stream for SACEA 	<ul style="list-style-type: none"> Upheld yearly highstandard Create atmosphere where members can relax and network Improve SACEA image Create revenue stream 			


Strategic Initiative Charter – Raceday



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Marketing and Growth	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To create a Raceday event which is to highest standards	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors	Do review and start planning next event		Resources
<ul style="list-style-type: none"> Raceday extraordinary Establish revenue stream for SACEA 	<ul style="list-style-type: none"> Upheld yearly highstandard Create atmosphere where members can relax and network Improve SACEA image Create revenue stream 			<ul style="list-style-type: none"> 2nd – Louis Turvey

Strategic Initiative Charter – Presidential



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Marketing and Growth	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To create a Presidential event which is to highest standards	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors	Do review and start planning next event		Resources
<ul style="list-style-type: none"> Raceday extraordinary 	<ul style="list-style-type: none"> Upheld yearly highstandard Create atmosphere where members can relax and network Improve SACEA image To keep in budget 			<ul style="list-style-type: none"> 2nd – Simon Orchardson 3rd – Ellen Garvie


Strategic Initiative Charter – DMR Engagement Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Influence	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles Establish engagement role Establish agenda
		Establish Committee		
	Objective	Arrange first meeting		
	To engage with DMR on different levels and improve relationship	Establish Agenda		
Scope	Critical Success Factors			Resources
<ul style="list-style-type: none"> Small mine list New regulations & 7 cop's incl fire cop Technical visits Sec 54 learnings 2017 focus areas Safety Incidents Legal appointments Legislation updates Culture based safety 	<ul style="list-style-type: none"> Establish engagement sessions Encourage DMR to attend technical and safety workshops meetings Get guidance from DMR To improve members and DMR relationship 			<ul style="list-style-type: none"> Propose Fefa to be 2nd


Strategic Initiative Charter – ECSCA



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Influence	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> • ???
		Establish Plan		
	Objective			
	To influence and upheld SACEA standing as a professional voluntary association and ensure continued input and communication flow			
Scope	Critical Success Factors			
<ul style="list-style-type: none"> • Value • Council registering • CPD'S 	<ul style="list-style-type: none"> • ?? 			Resources <ul style="list-style-type: none"> ▪ 2nd – Jacques Malan ▪ 3rd – ???


Strategic Initiative Charter – CM&EE



Chair	Thrust	Key Milestones		Deliverables	
		What	By when		
	Influence	Acquire mandate from SACEA Council			
		Establish Plan			
	Objective				
	To influence and upheld SACEA standing and ensure continued input and communication flow				
Scope	Critical Success Factors				
<ul style="list-style-type: none"> • SANS VS MHSA • LDV's standard 	<ul style="list-style-type: none"> • ??? 				
					Resources
					<ul style="list-style-type: none"> ▪ 2nd –


Strategic Initiative Charter – OH & SPC



Chair	Thrust	Key Milestones		Deliverables	
		What	By when		
	Influence	Acquire mandate from SACEA Council			
		Establish Plan			
	Objective				
	To influence and upheld SACEA standing and ensure continued input and communication flow				
Scope	Critical Success Factors				
	<ul style="list-style-type: none"> • ??? 				
					Resources
					<ul style="list-style-type: none"> ▪ 2nd –


Strategic Initiative Charter – SAFA/SANS Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Standard & Specifications	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> • Establish access for SACEA members to SANS specs • Publish SANS VS MHSA guideline • ???
	Objective	Establish plan		
	To influence and upheld SACEA standing and ensure continued input and communication flow			
Scope	Critical Success Factors			Resources
<ul style="list-style-type: none"> • Certification flmp/conveyors • Access to standards • MHSA VS SANS guideline 	<ul style="list-style-type: none"> • ?? 			<ul style="list-style-type: none"> ▪ ?

Strategic Initiative Charter – Good Practices Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Standard & Specifications	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee	1 March	
	Objective	Arrange first meeting		
	To Establish a library of good practices and to publish on SACEA website	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
Scope	Critical Success Factors	Execute		Resources
<ul style="list-style-type: none"> Maintenance Good practices 1. Fitting 2. Boilermaking 3. Electrical Electrical reticulation stds Gas safety stds Fire mngt Business Partners sup 				<ul style="list-style-type: none"> 2nd – Schalk v Wyk 3rd – Willem de Haan

PROPOSE A NEW COUNCIL MEMBER

Strategic Initiative Charter – Conveyors Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Standard & Specifications	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> • Establish Committee and Roles
	Objective	Establish Committee	1 March	
		To Establish conveyors maintenance and safety standards and publish as well as present it	Arrange first meeting	
	Establish Plan			
	Set Event date and budget			
	Book event			
	Start Marketing			
	Scope	Critical Success Factors	Execute Event	
<ul style="list-style-type: none"> • Conveyors Maintenance standards • Testing of estops • Splicing etc. 	<ul style="list-style-type: none"> • ?? 	Do review and start planning next event		


Strategic Initiative Charter – PPE Std Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Standard & Specifications	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee	1 March	
	Objective	Arrange first meeting	9 march	
	To Establish PPE stds and publish as well as present it	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors	Do review and start planning next event		Resources <ul style="list-style-type: none"> 2nd – ?? 3rd – ??
<ul style="list-style-type: none"> PPE standards Safety glasses Boots Gloves 				


Strategic Initiative Charter – LDV stds Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Standard & Specifications	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> • Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To Establish LDV's stds and publish as well as present it	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors	Do review and start planning next event		Resources <ul style="list-style-type: none"> ▪ 2nd – Makulu Louis ▪ 3rd –
<ul style="list-style-type: none"> • LDV's min standards for mining • NCAP stds • Minimum LDV 3rd party requirements 	<ul style="list-style-type: none"> • ?? 			


Strategic Initiative Charter – Fire COP Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Standard & Specifications	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> • Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To Establish Fire COP guideline and publish as well as present it	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors			
<ul style="list-style-type: none"> • Establish Fire COP guidelines • Risk Assesments 	<ul style="list-style-type: none"> • ?? 	Do review and start planning next event		Resources <ul style="list-style-type: none"> ▪ 2nd – Reg de la Hunt ▪ 3rd –


Strategic Initiative Charter – Electrical Stds Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Standards & Specifications	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To Establish Electrical stds guideline and publish as well as present it	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors			
<ul style="list-style-type: none"> Establish Electrical stds guidelines Risk Assesments 	<ul style="list-style-type: none"> ?? 	Do review and start planning next event		Resources <ul style="list-style-type: none"> 2nd – Henk Swartz 3rd –


Strategic Initiative Charter – Safety Workshop Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Safety	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To execute an effective safety workshop where members are informed by DMR nad industry specialist ito safety aspects	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors	Do review and start planning next event		Resources
<ul style="list-style-type: none"> Jaco Swarts – ticket withdrawal Fees must fall Legal appointment training – 2.9.2 	<ul style="list-style-type: none"> ??? 			<ul style="list-style-type: none"> 2nd – Schalk v Wyk 3rd – ??

Strategic Initiative Charter – Safety Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Safety	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles Determine 2017 relevant SOP & COP's to focus on Develop relevant COP & SOP guidelines and publish in word format Arrange presentations and discussion on these published documents and interpretation thereof
		Establish Committee		
	Objective	Arrange first meeting		
	To publish standard guideline for industry relevant SOP & COP and to arrange best practice discussions	Establish Policy		
		?		
		?		
		?		
Scope	Critical Success Factors	?		
<p>COP & SOP stds</p> <ol style="list-style-type: none"> TMM standard guideline Conveyor standard guideline Lockout standard guideline Gas safety standard guideline Structural Integrity safety standard guideline Various DMR Auditing check sheet development <ul style="list-style-type: none"> Stored Energy Document Electrical Reticulation compliance 				<p>Resources</p> <ul style="list-style-type: none"> 2nd – Johannes Nkosi 3rd


Strategic Initiative Charter – CTC Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
Klasie	Competency	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To develop CTC in order to improve value to coal industry and also drive key sacea development initiatives	Establish Policy		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors			
CTC <ul style="list-style-type: none"> Coal value Wiremans license & HV certification Gas safety Artisan sign off Newer technology training Flameproofing refresher Foreman Qualification dev –incl MQA Legal training Equipment spec training 	?????	Do review and start planning next event		Resources <ul style="list-style-type: none"> 2nd – Hennie Lombard 3rd –


Strategic Initiative Charter – Leadership Competency Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Competency	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> • Establish Committee and Roles
		Establish Committee	1 March	
	Objective	Arrange first meeting		
	To establish plan in order to create coaching guideline for industry for engineers and foreman	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors			
Leadership Competencies <ul style="list-style-type: none"> • Foreman coaching • Engineers Coaching 		Do review and start planning next event		Resources <ul style="list-style-type: none"> ▪ 2nd – ?? ▪ 3rd –

Strategic Initiative Charter – GCC Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Competency	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To improve the GCC engineers competency to ensure maximum pass rate	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors			
1. Annexure E <ul style="list-style-type: none"> GCC hard rock training GCC support Support ito PIT sign off 	<ul style="list-style-type: none"> ??? 	Do review and start planning next event		Resources
				<ul style="list-style-type: none"> 2nd – ??? 3rd –




Strategic Initiative Charter – Young Talent Forum

Chair	Thrust	Key Milestones		Deliverables
		What	By when	
SANDY LEE	Competency	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
		Establish Policy		
	To assist the young engineers to develop into active members for saceea and also in doing so support the GCC environment	Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors			
<ul style="list-style-type: none"> Website & PowerPoint slide Surveys – Culture of SACEA Modernize look Publications <ul style="list-style-type: none"> Mechanical Engineer Mining review Multimedia platform – phone apps 	<ul style="list-style-type: none"> ?? 			Resources
				<ul style="list-style-type: none"> 2nd – Annette Prinsloo 3rd – Louis Turvey

DOES SHE REMAIN IN THIS PORTFOLIO


Strategic Initiative Charter – Innovation Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Innovation	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To share innovation for the betterment of the coal industry	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors			
<ul style="list-style-type: none"> Innovation – mines of the future – the practical application <ul style="list-style-type: none"> Drones Semi autonomous Visibility Augmented training Productivity Equipment life extension beyond design life 	<ul style="list-style-type: none"> ??? 	Do review and start planning next event		Resources <ul style="list-style-type: none"> 2nd – Stompie Nel 3rd – Louis Turvey


Strategic Initiative Charter – HOE & EM Alignment Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Alignment HOE & EM	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Arrange first meeting		
	To Increase partnership with HOE and EM and facilitate alignment with SACEA	Establish Policy		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
Scope	Critical Success Factors			Resources <ul style="list-style-type: none"> 2nd – Louis Turvey 3rd –
<ul style="list-style-type: none"> Casual Get together – to establish again incl. DMR Stds Topics <ul style="list-style-type: none"> Towing/ldv's EM meeting feedback 	<ul style="list-style-type: none"> ?? 	Do review and start planning next event		


Strategic Initiative Charter – Plant User Forum



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Technical	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> • Establish Committee and Roles
		Establish Committee		
	Objective	Establish theme and plan		
	To establish forum whereby learning and networking is established for engineers and first line leadership in plant environment	Arrange 1 st meeting		
		Arrange 2 nd Meeting		
		Arrange 3 rd meeting		
Scope	Critical Success Factors			
<ul style="list-style-type: none"> • Align with technical themes 	<ul style="list-style-type: none"> • < 20 members to attend • 3 sessions for the year 			Resources <ul style="list-style-type: none"> ▪ 2nd – ?? ▪ 3rd –


Strategic Initiative Charter – Underground User Forum



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Technical	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> • Establish Committee and Roles
		Establish Committee		
	Objective	Establish themes and plan		
	To establish forum whereby learning and networking is established for engineers and first line leadership in u/g environment	Arrange 1st meeting		
		Arrange 2 nd meeting		
		Arrange 3 rd meeting		
Scope	Critical Success Factors			Resources
<ul style="list-style-type: none"> • Align with technical themes 	<ul style="list-style-type: none"> • < 20 members to attend • 3 sessions for the year 			<ul style="list-style-type: none"> ▪ 2nd – Marcin Hyra ▪ 3rd –


Strategic Initiative Charter – Opencast User Forum



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Technical	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective	Establish Theme and plan		
	To establish forum whereby learning and networking is established for engineers and first line leadership in o/c environment	Arrange 1 st meeting		
		Arrange 2 nd meeting		
		Arrange 3 rd meeting		
Scope	Critical Success Factors			Resources
<ul style="list-style-type: none"> Align with technical themes 	<ul style="list-style-type: none"> < 20 members to attend 3 sessions for the year 			<ul style="list-style-type: none"> 2nd – ?? 3rd – ??


Strategic Initiative Charter – North Regional Meeting



Chair	Thrust	Key Milestones		Deliverables	
		What	By when		
	Technical Objective To establish Regional meeting where technical and safety sharing is established for members and networking enhanced	Acquire mandate from SACEA Council Establish Committee		<ul style="list-style-type: none"> Establish Committee and Roles 	
Scope <ul style="list-style-type: none"> Align with technical themes Mid year session to include lawyer or legal input 	Critical Success Factors <ul style="list-style-type: none"> > 45 members to attend 5 sessions for the year 			Resources <ul style="list-style-type: none"> 2nd – Ephraim Mojalefa 3rd – Marcin Hyra 	

Strategic Initiative Charter – Limpopo Regional Meeting



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Technical	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee		
	Objective			
	To establish Regional meeting where technical and safety sharing is established for members and networking enhanced			
Scope	Critical Success Factors			Resources
<ul style="list-style-type: none"> Align with technical themes Mid year session to include lawyer or legal input 	<ul style="list-style-type: none"> > 15 members to attend 3 sessions for the year 			<ul style="list-style-type: none"> 2nd – Stompie Nel 3rd –


Strategic Initiative Charter – Southern Regional Meeting



Chair	Thrust	Key Milestones		Deliverables	
		What	By when		
?????? Require new southern region rep	Technical	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> Establish Committee and Roles 	
		Establish Committee			
	Objective				
	To establish Regional meeting where technical and safety sharing is established for members and networking enhanced				
Scope		Critical Success Factors			
<ul style="list-style-type: none"> Align with technical themes Mid year session to include lawyer or legal input 	<ul style="list-style-type: none"> > 15 members to attend 2 sessions for the year 			Resources <ul style="list-style-type: none"> 2nd – 3rd – 	


Strategic Initiative Charter – Technical Symposium



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Technical			<ul style="list-style-type: none"> Establish Committee and Roles
	Objective			
	To Establish a Symposium to the highest standard whereby technical relevant knowledge sharing and networking is enhanced			
	Critical Success Factors			
Scope				Resources
<ul style="list-style-type: none"> Align with technical themes Create revenue stream for SACEA Include wide range of suppliers 	<ul style="list-style-type: none"> > 100 members to attend 			<ul style="list-style-type: none"> 2nd – Schalk v Wyk 3rd – Jerris

Strategic Initiative Charter – PDS Surface/Diesels Committee



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Technical	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> Establish Committee and Roles
		Establish Committee	1 March	
	Objective	Arrange first meeting	9 march	
	To Establish the sharing of PDS surface and diesel equipment technology knowledge sharing	Establish Policy	7 April	
		Set Event date and budget	9 march	
		Book event	7 April	
		Start Marketing	7 April	
		Execute Event	15 July	
Scope	Critical Success Factors			Resources
<ul style="list-style-type: none"> To investigate technology To establish specifications To share information 	<ul style="list-style-type: none"> ??? 	Do review and start planning next event	Aug 2017	<ul style="list-style-type: none"> 2nd – Guy Gething 3rd –

Technical initiative charter summary 2018



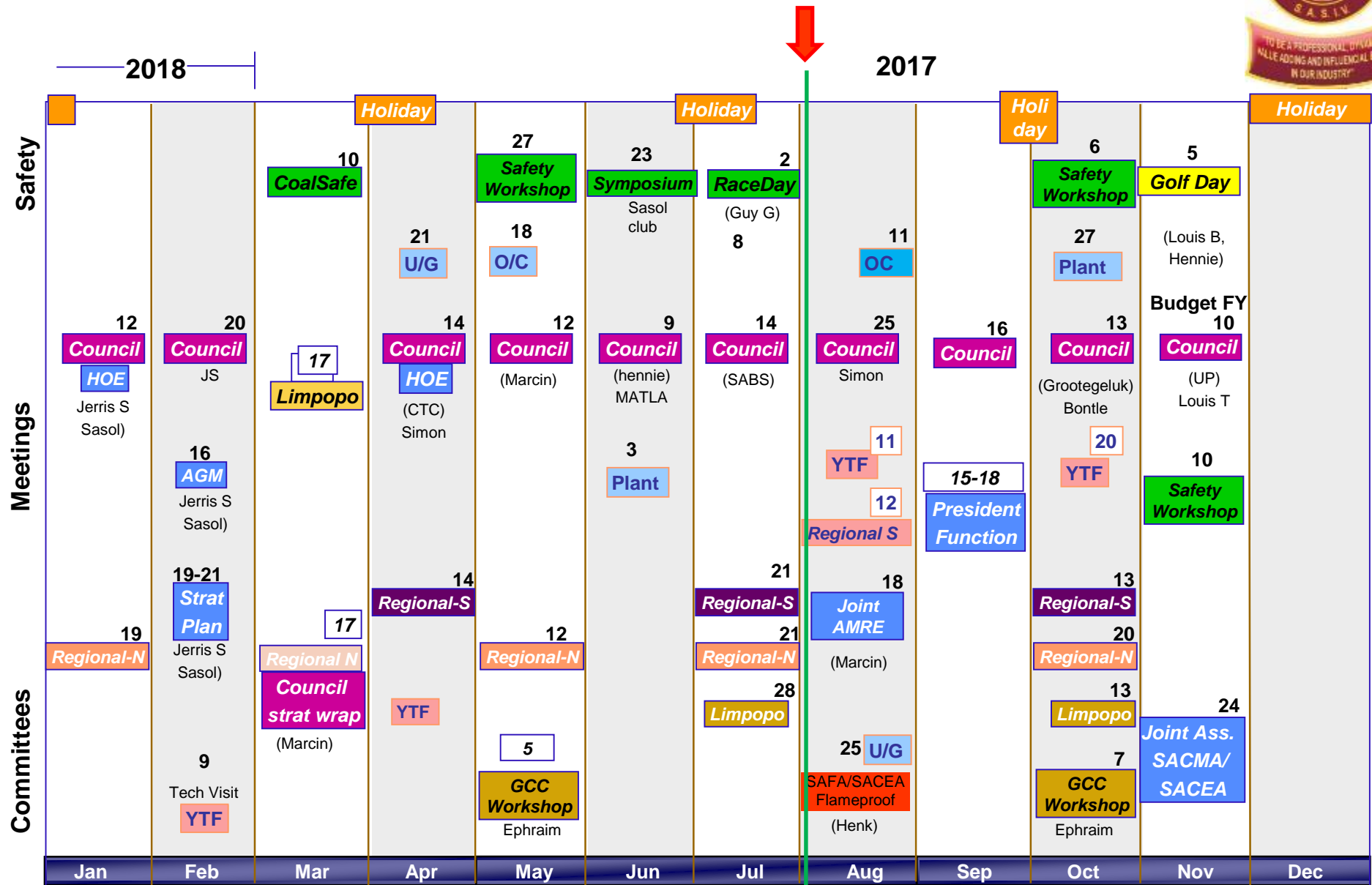
Topic	Thrust Grouping	Initiative Description	Initiative Vehicle	Outcomes Planned	Champion & Industry Experts /Partners
Tyres	Share best practices	Tyre maintenance and design – visit to Bridgestone in Brits	Open Cast Users Group	<ol style="list-style-type: none"> 1. Technical Visit 2. BP handout 	O/C Users Chair Bridgestone
Gas & Welding		Technical visit to Secunda Plasma cutting & Welding safety	Plant UFG T-Symposium	<ol style="list-style-type: none"> 1. Technical Visit 2. BP Handout 	PU Chair WIGS/Afrox
PDS O/C & Plant &Surface	Develop Guideline	<ol style="list-style-type: none"> 1. Hard barriers management guideline – traffic mgmt. 2. Technology sharing & OEM involvement 3. PDS legislation management 	Open Cast Users Group Regional	<ol style="list-style-type: none"> 1. BP MOSH Guideline 2. Presentation 	O/C Users Chair - Xpert mining - MOSH OC
CAS & PDS Underground	Influence Legislation	<ol style="list-style-type: none"> 1. Diesels technology & PDS mgmt 2. Technology sharing & OEM involvement 3. PDS legislation management 	Underground Users Group	<ol style="list-style-type: none"> 1. Presentation 	U/G Users Chair - MOSH UG
Conveyors	Share best practices	<ol style="list-style-type: none"> 1. Overland Design Considerations 2. Capacity increase considerations 3. Fire retardant belting and sans 4. Conveyor COP practical implementation best practices 5. Fire detection – infra red 	Technical symposium/ Regional	<ol style="list-style-type: none"> 1. Presentation 2. Presentation 3. BP Guideline 	Council Drivers - Johannes Nkosi Hennie Lombard Jacques Malan DRA/dunlop
Dust & Noise	Develop Guideline	<ol style="list-style-type: none"> 1. Klippersbosch dust suppression on CM's – new technology stds 2. On line monitoring 3. Dust emission control systems 4. Dust & Noise milestones 5. Dust suppression systems surf/UG 	Coal Tech/ Regional	<ol style="list-style-type: none"> 1. BP Guideline 2. Presentation 3. Presentation 	Council Drivers - Hennie Lombard Coal Tech Chamber
Communications systems (Radio & WiFi)	Share best practices	<ol style="list-style-type: none"> 1. Wifi Systems 2. Radio system management 	Technical Symposium/ Regional	<ol style="list-style-type: none"> 1. Presentation 	Council Drivers - Jerris & Jan Glencore/Sasol

Technical Initiative charter summary 2018



Topic	Thrust Grouping	Initiative Description	Initiative Vehicle	Outcomes Planned	Champion & Industry Experts /Partners
Lifting & Rigging	Skills Development	<ol style="list-style-type: none"> 1. Winder Hoist management 1. Safe design and management of towing apparatus 	YTF T- Symposium	<ol style="list-style-type: none"> 1. Technical Visit 2. Presentation 3. BP handout 	Council Drivers Hennie Lombard Schalk v Wyk SCAW metals
Rust & Paint	Share best practices	New paints on market - water based	Plant Users Forum Group	<ol style="list-style-type: none"> 1. Presentation 	Plant Users Chair
LDV's (Minimum Requirements, risk assessments)	Develop Guideline	<ol style="list-style-type: none"> 1. Ncap assessments 2. Minimum LDV 3rd party requirements 	Open Cast Users Group YTF	<ol style="list-style-type: none"> 1. Presentation 2. Technical Visit 3. Presentation 	Council Drivers –Louis Delport - Dr Heyns - Toyota/Nissan/For d
Electrical Reticulation Compliance	Changes to Regulations	<ol style="list-style-type: none"> 1. Electrical Regulations – Electrical Appointments 2. Practical Implementation of regulations – case study 	Safety Workshop T-Symposium	<ol style="list-style-type: none"> 1. Presentation 2. BP Handout 	Council Drivers Louis Botha Jerris S/Henk Z DMR
VFD's & Earthing		<ol style="list-style-type: none"> 1. Best practices on earthing and implementation challenges 2. Best practices on VSD use and implementation challenges 	Safety Workshop	<ol style="list-style-type: none"> 1. Presentation 2. Presentation 	Council Drivers –Henk Zwart Jacques Malan
Equipment failure & BMP	Share best practices	<ol style="list-style-type: none"> 1. Fan shaft failure & re-design 2. Fan relocation project 3. Bearing Maintenance practices 4. Plant vibration analyses and beam failure rectification 5. SANS/ISO Brake testing 	UG users forum/ Regional	<ol style="list-style-type: none"> 1. Presentation 2. BP Guideline 	Council Drivers - Jacques Malan Brakecor Investmech OE Bearings

SACEA Business Cycle: 2018



SACEA Business Cycle 2017: Monthly Theme Focus



2018

2017

Safety

Meetings

Committees

2018		Holiday		Holiday		Ho		Holiday			
Monthly Theme and Accountabilities											
HOE Discussion President	Strategy PI Feedback President	Dust & Noise REGIONAL N MARCIN REGIONAL L BONTLE	New Technology REGIONAL S ELTON UG THEME Low seam Experiences & u/g new technologies YTF THEME LOUIS D	Competency Defining REGIONAL N MARCIN OC THEME Gerald Barlows Maintenance Practices SAFETY WORK SHOP Competencies & compliance LOUIS B	<div style="background-color: green; color: white; padding: 2px;"> Symposium SACEA 2016 theme Jarr's </div> Msc productivity Hitachi innovation Sasol wifi 4 OEM and 8 Mine plus joint Breakthrough technologies SASOL CLUB Exhibitors PLANT Process equip & wear items multotec JAN	Standards & Specs REGIONAL N MARCIN REGIONAL S ELTON REGIONAL L BONTLE	Maintenance Practices PLANT THEME JAN gas welding & safety afrox OC THEME Gerald Tyres Bridgestone brits REGIONAL S ELTON YTF THEME LOUIS D Joint AMRE MARCIN Visit to Columbus steel SAFA/SACEA Flameproof Hemk & Marcin Louis B	Electrical compliance vfd Earthing UG THEME Jacques SAFETY WORKSHOP Electrical LOUIS B	Risk control REGIONAL N MARCIN REGIONAL S ELTON REGIONAL L BONTLE YTF THEME LOUIS D	Productivity SAFETY WORKSHOP Silly Season LOUIS B SACMA/ SACEA	
Support in submittal of company papers											
			Exxaro: Hennie	Sasol: Aldine	All	Anglo: Annette	S32: Johannes	Other: Marcin/Henk	Exxaro: Stompie	Sasol: Schalk	
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec

SACEA Business Cycle 2015: Monthly Communication Plan



		2018					2017					
			Holiday			Holiday		Ho			Holiday	
Safety	Monthly Communication and Audience											
	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE	Hymn sheet Council/HOE
Meetings	AGM Advert		Members Survey	Electronic News Letter	Program Advert		Program Advert	Program Advert	Printed News Letter	Program Advert	Program Advert	Program Advert
Committees	Exam questions be submitted at the Council Meeting following the event above											
				GCC Exam Question: Henk	GCC Exam Question: BBS-Aldine	GCC Exam Question: Jerris	GCC Exam Question: Louis D	GCC Exam Question: Jan	GCC Exam Question: Aldine	GCC Exam Question: BONTLE	GCC Exam Question: ANETTE	
				GCC Exam Question: SCHALK	GCC Exam Question: Gerald		GCC Exam Question: Marcin					
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec



Council Accountabilities 2017

Through Whom we will manage!








SACEA – Strategic Thrusts 2017 – Drivers overview

Nr.	Photo	Name	Role	Mine
1		Jerris Subermoney	President/MPAS/Tripartite/DMR Mpumalanga SACMA council	Exxaro Coal Centre (Pty) Limited
2		Ephraim Mojalefa	<p style="text-align: center;">ANGLO COMPANY REPRESENTATIVE</p> 1st Vice President /MPAS/GCC/Northern Region 2nd	Anglo Operations (Pty) Ltd
3		Marcin Hyra	<p style="text-align: center;">SMALL MINES COMPANY REPRESENTATIVE</p> 2nd Vice President /MPAS/2 nd UG forum/Mosh UG/New Innovation Chair	Amalgamated Coal Company
4		Louis Turvey	Past President/ /Membership 2nd/Prestige Recognition Event chair	Exxaro Coal (Pty) Limited
5		Annette Prinsloo	Northern region/Membership/Communication 2nd	Anglo Operations (Pty)






SACEA – Strategic Thrusts 2017 – Drivers overview



Nr.	Photo	Name	Role	Mine
6		Bontle Mtshengu	Limpopo Region Chair/Membership/Tri-partite Limpopo	Exxaro Coal (Pty) Limited
7		Elton Bvumbi	Southern Region Chair /Membership	Tendele Coal Mining (Pty) Ltd
8		Jan Diedericks	Plant Users Forum/OH&SPC	Glencore Coal - Glencore Ops SA(Pty) Ltd
9			U/G Users Forum Chair/UG Tripartite 2 nd /PDS diesels committee	
10		Gerald Robinson	O/C Users Forum Chair/ O/C MOSH/PDS surface/diesels committee chair	Glencore Coal - Glencore Ops SA(Pty) Ltd

SACEA – Strategic Thrusts 2017 – Drivers overview



Nr.	Photo	Name	Role	Mine
11		Schalk Van Wyk	Safety Workshops/Technical Symposium/Safety Committee chair	Sasol Mining (Pty) Ltd
12		Louis Delport	Technical symposium chair/YTF 2nd /MRS	Sasol Mining (Pty) Ltd
13		Stompie Nel	<div data-bbox="558 745 1176 836" style="background-color: #800040; color: yellow; text-align: center; padding: 5px;">EXXARO COMPANY REPRESENTATIVE</div> Pres Recognition event 2 nd /Finance & Debt Mngt. /Limpopo DMR/Leadership Competency Chair	Exxaro Coal (Pty) Ltd
14		Jacques Malan	ECSA 2nd/SANS 2nd/Tri-partite ug Mpumalanga/coaltech 2nd	Sasol Mining (Pty) Ltd
15		Louis Botha	<div data-bbox="558 1140 1176 1232" style="background-color: #800040; color: yellow; text-align: center; padding: 5px;">SASOL COMPANY REPRESENTATIVE</div> Golfdays/Safety Workshop/DMR safety committee 2nd	Sasol Mining (Pty) Ltd

SACEA – Strategic Thrusts 2017 – Drivers overview



Nr.	Photo	Name	Role	Mine
16		Henk Zwart	SAFA/SANS chair/website	Private member
17		Hendrik Lombard	MQA/CTC/CM&EE/COALTECH/ Foreman Qualifications	Exxaro Coal (Pty) Limited
18		Guy Gething	Horse Day/Tri-partite surface/Membership chair/Pds 2nd	Glencore Coal - Glencore Ops SA (Pty) Ltd
19		Aldine Bezuidenhout	ECSA/SANS/Electrical stds Committee chair	Sasol Mining (Pty) Ltd
20		Johannes Nkosi	S32 COMPANY REPRESENTATIVE DMR engagement committee chair	South32 SA Coal Holdings (Pty) Ltd
21		Klasie le Grange	CTC/Training/MQA/Foreman Qualifications chair	CTC
22		Sandy-Lee Janse van Vuuren	Young talent Forum Chair/Communications Chair/Hymn Sheet /Survey/News letter	Sasol Mining (Pty) Ltd
23		Sheldon/AZA/Exxaro??	Conveyor committee chair/PPE std committee chair	

QUESTIONS ?





2016 COUNCIL

- **COUNCIL: Mr LD Turvey (President); Mr J Subermoney (1nd Vice-President); Mr PE Mojalefa (2nd Vice-President); Mr A Bezuidenhout; Mr E Bvumbi; Mr LD Botha; Mr J Diedericks; Mr L Delport;**
- **Mr M Hyra; Mr H Lombard; Mr J Malan; Mrs B Mtshengu; Mr JW Nel; Mr J Nkosi; Mrs A Prinsloo;**
- **Mr J Prinsloo; Mr G Robinson; Mr SWJ Van Wyk; Mr H Zwart**

2017 COUNCIL

- **J Subermoney; E Mojalefa; M Hyra; L Turvey; A Prinsloo; B Mtshengu; E Bvumbi; J Diedericks; **J Coetzee**; G Robinson; S van Wyk; L Delport; S Nel; J Malan; L Botha; H Zwart; H Lombard; G Gething; A Bezuidenhout; J Nkosi; **K le Grange**; **S Janse van Vuuren**; **AZA/Mwazi****
- **CHECK THE PROPOSED DUTIES OF EACH PERSON**

2016 COUNCIL



● **COUNCIL:**

Mr PE Mojalefa (President); Mr M Hyra (1st Vice-President); Mrs A Prinsloo (2nd Vice President); Mr A Bezuidenhout; Mr LD Botha; Mr M Buthelezi; Mr J Coetzee; Mr D Christie; Mr J Diedericks; Mr L Delport; Mr E Ernst; Miss SL Janse Van Vuuren; Mr H Lombard; Mr F Moleleki; Mrs B Mtshengu; Mr JW Nel; Mr J Nkosi; Mr G Robinson; Mr J Subermoney; Mr LD Turvey; Mr SWJ Van Wyk; Mr D White, Mr H Zwart.

● **CHECK THE PROPOSED DUTIES OF EACH PERSON**