



# South African Colliery Engineers Association

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## STRATEGY WORKSHOP

11-13 February 2018



## ***Objectives for the Strategy Session***

- Focus on key industry challenges
- Safety will be a key driver in 2018
- How to provide for structural/ownership changes in coal mining?
- Prioritise
- Simplify
- Reduce
- To the point
- Challenge the amount of meetings/forums/et.c we have annually
- Qualifications in mining
  - *Ticket vs recognised qualification at NQF?*

# *SACEA Council 2017*





# ***PROPOSED AGENDA***

## ● ***11<sup>TH</sup> 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 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*

## ● ***12<sup>TH</sup> FEBRUARY 2018***

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

## ● ***13<sup>TH</sup> FEBRUARY 2018***

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



# ***External Environment***

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## *Review*





# Macro Economic Trends

IMF - 2018

- Global growth will accelerate to the fastest pace in seven years as US tax cuts spur businesses to invest, the International Monetary Fund said, as reported by Bloomberg.
- The fund raised its forecast for world expansion to 3.9% this year and next, up 0.2 percentage points both years from its projection in October. That would be the fastest rate since 2011, when the world was bouncing back from the financial crisis
- The IMF says the global recovery now under way is the broadest in seven years, with growth picking up last year in 120 countries accounting for three-quarters of world output.
- The fund lifted its outlook for the euro zone to 2.2% growth in 2018, up 0.3 point from October. Japan will grow 1.2% in 2018, up 0.5 point, the IMF said
- China will expand at a 6.6% pace this year, up 0.1 point from October, according to the IMF. The fund left its 2018 forecast for India unchanged from three months ago, at 7.4%. As the UK works through Brexit, its growth was forecast at 1.5% in 2018 and again in 2019

## Economic growth

(% unless otherwise indicated)

	2017	2018	2019
US GDP	2.2	2.3	2.4
OECD GDP	2.3	2.1	2.1
World GDP	3.0	2.9	2.9
World trade	4.6	4.3	4.0

Source: The Economist Intelligence Unit



# ***Macro Economic Trends***

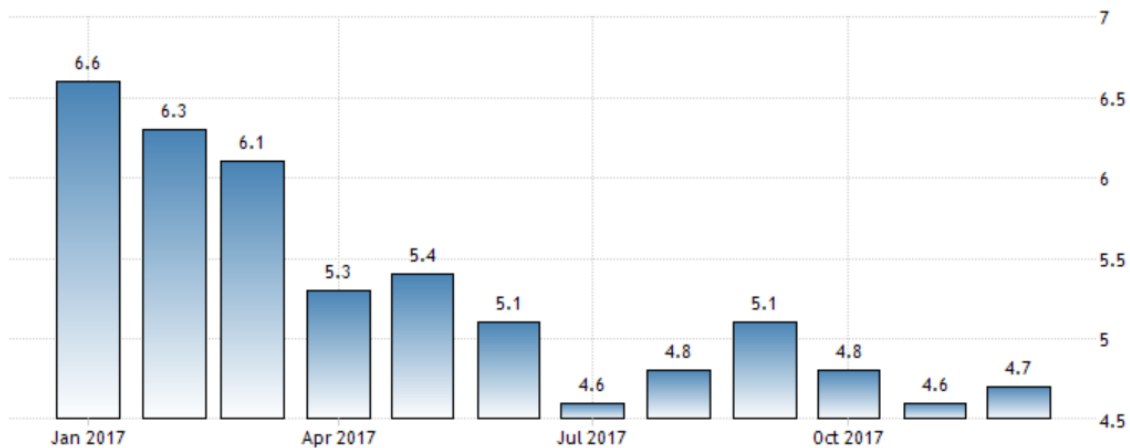
## ***IMF - 2018***

- The International Monetary Fund (IMF) has revised South Africa's economic growth forecast downward in 2018 and 2019 as a result of rising political uncertainty which it says weighs on confidence and investment.
- It projects the country's economy to grow by 0.9% over the next two years, down from a projection of 1.1% in 2018 it forecast in October, and 1.6% in 2019.
- "The growth pickup in Sub-Saharan Africa (from 2.7% in 2017 to 3.3% in 2018 and 3.5% in 2019) is broadly as anticipated in the fall, with a modest upgrade to the growth forecast for Nigeria but more subdued growth prospects in South Africa, where growth is now expected to remain below 1% in 2018–19, as increased political uncertainty weighs on confidence and investment," the IMF said.
- The IMF's forecast comes only days after the Reserve Bank revised its forecast for GDP growth up from 0.7% to 0.9% for 2017; while forecasts for 2018 and 2019 were adjusted to 1.4% and 1.6% respectively, up from 1.2% and 1.5% previously.



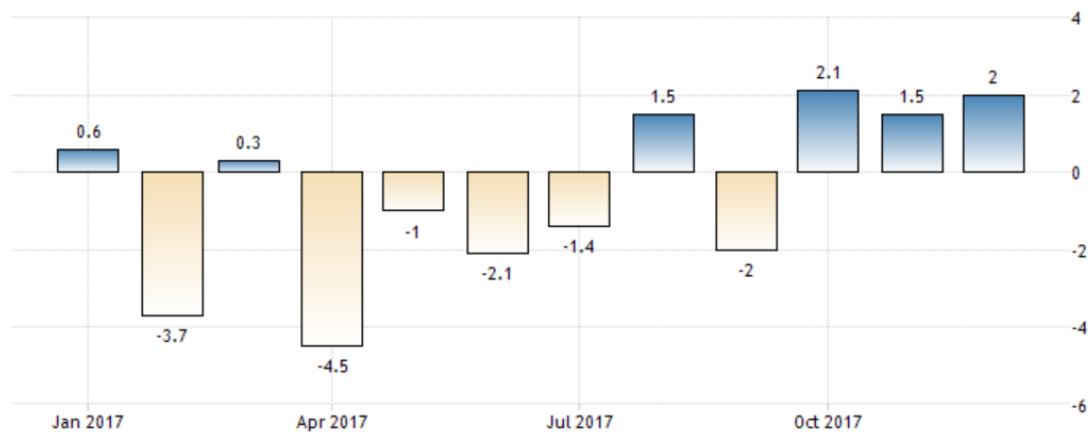
# RSA Inflation rate

SOUTH AFRICA INFLATION RATE



SOURCE: TRADINGECONOMICS.COM | STATISTICS SOUTH AFRICA

SOUTH AFRICA MANUFACTURING PRODUCTION



SOURCE: TRADINGECONOMICS.COM | STATISTICS SOUTH AFRICA



# RSA Key Indicators



## South Africa Economy Data

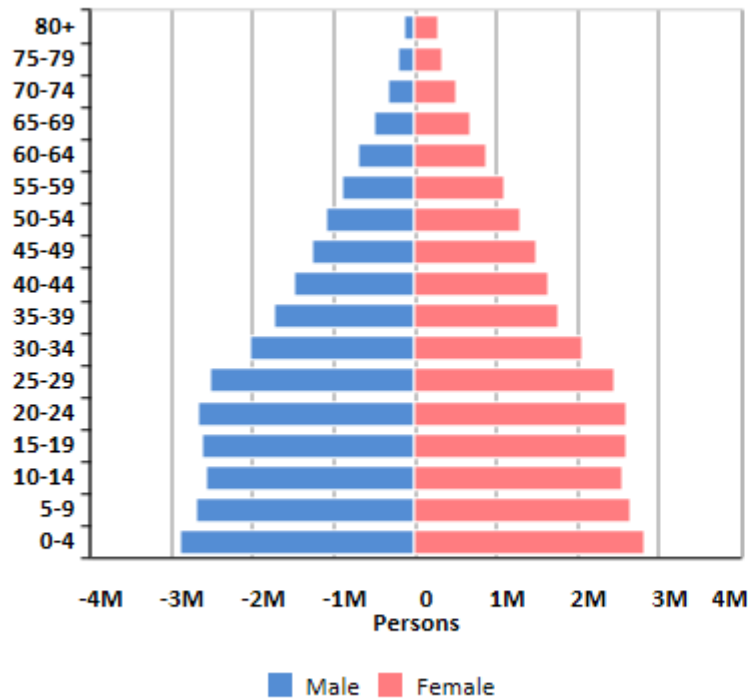
	2012	2013	2014	2015	2016
Population (million)	52.4	53.2	54.1	55.0	55.9
GDP per capita (USD)	7,599	6,704	6,621	6,065	5,299
GDP (USD bn)	398	357	358	334	296
Economic Growth (GDP, annual variation in %)	2.2	2.5	1.7	1.3	0.3
Consumption (annual variation in %)	3.7	2.0	0.7	1.7	0.8
Investment (annual variation in %)	2.6	7.2	1.7	2.3	-3.9
Industrial Production (annual variation in %)	2.2	1.3	0.1	0.0	0.7
Unemployment Rate	24.9	24.7	25.1	25.4	26.7
Fiscal Balance (% of GDP)	-4.5	-4.1	-3.7	-3.6	-3.3
Public Debt (% of GDP)	41.0	44.1	47.0	49.3	51.7
Inflation Rate (CPI, annual variation in %, eop)	5.7	5.4	5.3	5.3	6.8
Inflation Rate (CPI, annual variation in %)	5.6	5.8	6.1	4.6	6.3
Policy Interest Rate (%)	5.00	5.00	5.75	6.25	7.00
Exchange Rate (vs USD)	8.48	10.47	11.57	15.50	13.68
Exchange Rate (vs USD, aop)	8.21	9.65	10.85	12.78	14.70
Current Account (% of GDP)	-5.1	-5.9	-5.3	-4.4	-3.3
Current Account Balance (USD bn)	-20.4	-21.0	-19.0	-14.7	-9.7

Trade Balance (USD billion)	-4.6	-7.0	-7.7	-4.2	1.7
Exports (USD billion)	99.9	93.6	94.1	85.5	76.8
Imports (USD billion)	105	101	102	89.6	75.2
Exports (annual variation in %)	-14.3	-6.3	0.6	-9.2	-10.1
Imports (annual variation in %)	-5.0	-3.8	1.3	-12.0	-16.1
International Reserves (USD)	44.1	44.8	44.3	41.8	42.7
External Debt (% of GDP)	35.6	38.3	40.5	37.2	48.2

# RSA Population

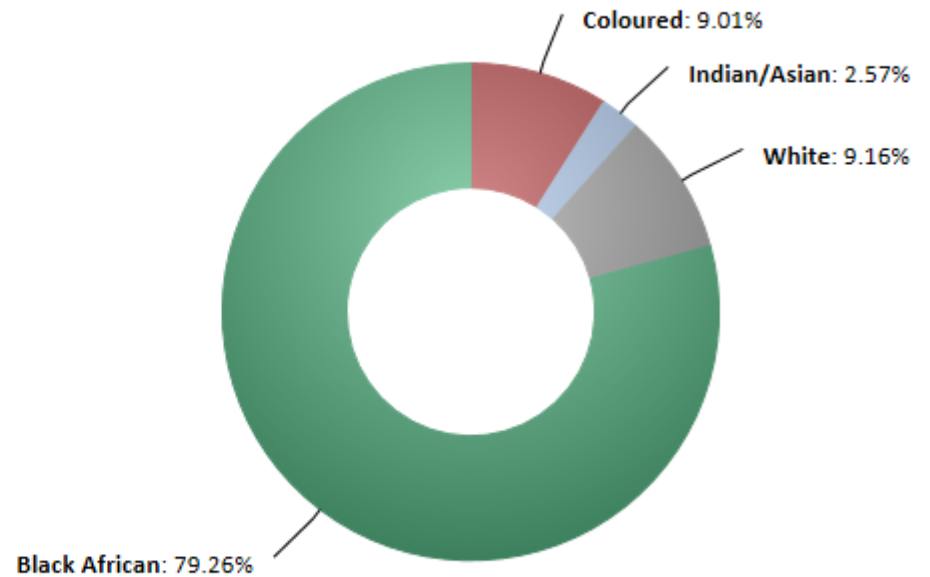
## South Africa: Demographic Pyramid

(Persons, 2014)



Source: [Population Statistics of South Africa, 2011](#)

## Population by race

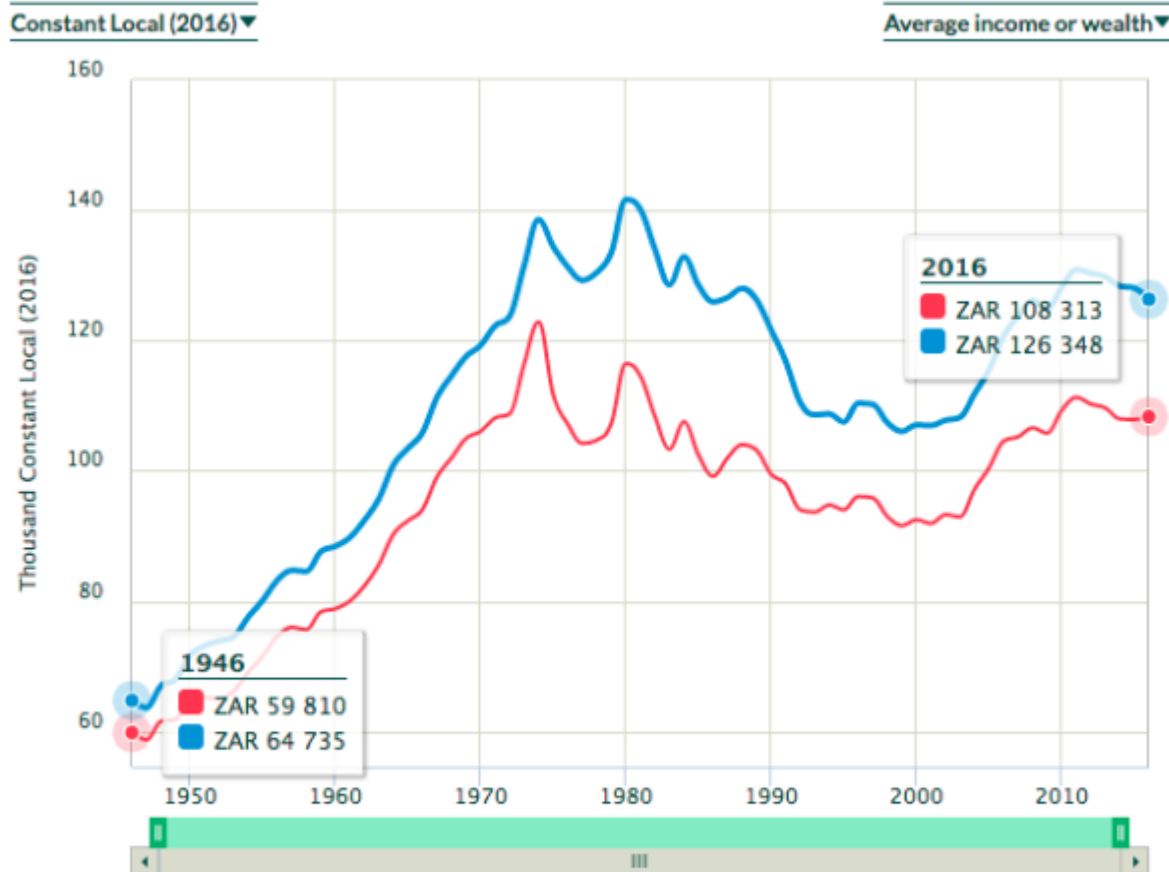


Source: [Household Expenditures and Living conditions of South Africa, 2009](#)



# RSA Average Salary over past 70 years

## Evolution of average income, South Africa, 1946-2016



Stats SA pegged South Africa's average annual income at R138,168 per adult over the same period, though this is the level between male-headed households had an average income of R165,853 per annum and R98,911 for female-headed households

- National income | Total population | average income or wealth | ADULTS | INDIVIDUAL ✕
- Gross domestic product | Total population | average income or wealth | ADULTS | INDIVIDUAL ✕



## ***Coal RSA – What was said in 2017?***

- 2016 was an exceptional year for coal prices. The period of decline which began in 2011, was interrupted by the rapid growth. Coal prices grew by 7-10 percent in November 2016 continuing a 24-29% growth in October. Since January 2016, when the price of coal reached a 10-year low, coal prices have rebounded by about 100 percent.
- This situation is attributable to several factors.
  - *First, it is the consequence of an implemented policy in China which aimed at reducing harmful emissions. China is the largest coal consumer and coal producer at the same time. The reduction in own-grown production led to the increase in coal imports.*
  - *Second, not only China reduced its coal mining. Indian coal industry also had hard times. The strike of miners led to the crisis in the industry. The market was not ready for that and, as result, coal prices immediately began to soar.*
- Leading international agencies made the following predictions of future coal price change:
  - *The World Bank in its July commodity forecast report estimated that the price for coal will rise in 2016 to \$58/mt against \$57.5/mt in 2015. After that, the price will fall in 2017 to \$55/mt. And since 2018, it will grow slowly.*
  - *The IMF's June report revealed a different forecast. The IMF's experts predict a growth in 2017 to \$83.7/mt and a slight drop in 2018 to \$76.2/mt*



## ***Coal not so bad – 16 October 2017***

### **EXCLUSIVE: Steam coal in the South African inland and global markets**

**The South African coal industry will, for many years to come, be a reliable supplier of cheap inland energy and a source of profit for big and small producers.**

The following is a quote from the latest news released by the Copenhagen Consensus Centre, ranked by the University of Pennsylvania as one of the world's Top 25 Environmental think-tanks.

**AUTHOR:** Xavier Marcel Prévost, senior coal analyst at XMP Consulting.

“Scientists have changed their minds about the rate of climate change — saying the Earth is not heating up as rapidly as feared. A study in Nature Geoscience says that “the computer models used by governments to predict climate change exaggerated the impact of man-made emissions.

“If the world had followed the original predictions, only 70 billion tons of carbon could be emitted after 2015, to save the planet. But new predictions suggest we can emit an extra 240 billion tons.”

This is good news for us (RSA), depending so much on coal for energy.

One of the new study's authors, Oxford's Prof Allen, said: “We haven't seen the rapid acceleration in warming after 2000 that we see in the models. Many of the predictions “were on the hot side”, he added.

***With that in mind, we expect that the South African coal industry will, for many years to come, still be a reliable supplier of cheap inland energy and a source of profit for big and small producers.***

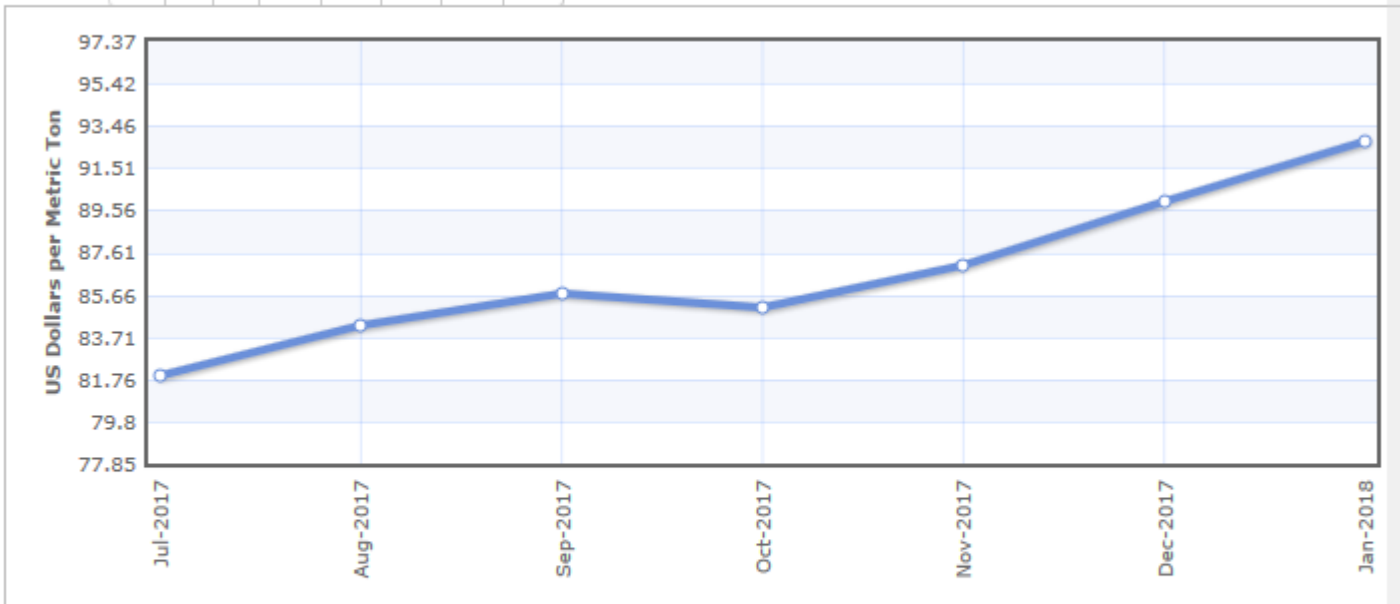




# RSA – Export Coal Short Term. Positive Trend!

Coal, South African export price Monthly Price - US Dollars per Metric Ton

Range 6m 1y 5y 10y 15y 20y 25y 30y Jul 2017 - Jan 2018: 10.780 (13.15 %)



**Description:** Coal (South Africa), thermal NAR netback assessment f.o.b. Richards Bay 6,000 kcal/kg from February 13, 2017; during 2006-February 10, 2017 thermal NAR; during 2002-2005 6,200 kcal/kg (11,200 btu/lb), less than 1.0%, sulfur 16% ash; years 1990-2001 6390 kcal/kg (11,500 btu/lb)

**Unit:** US Dollars per Metric Ton

**Currency:**  ▼

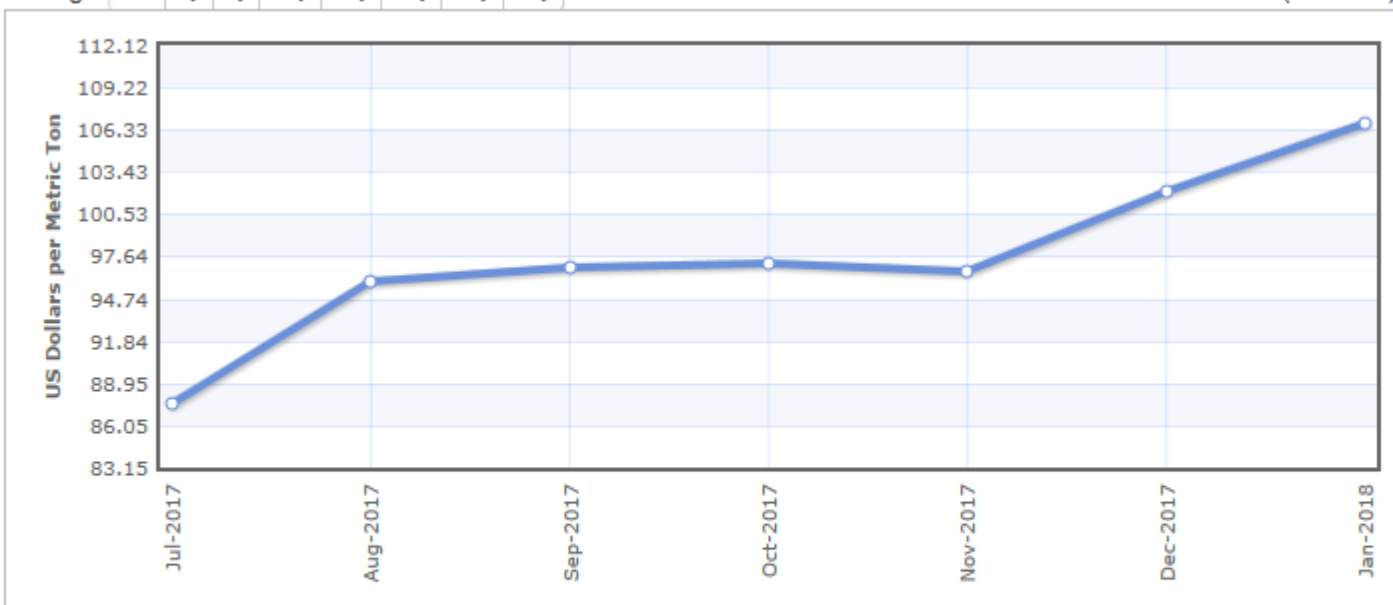


# Australia – Thermal Coal Price

Coal, Australian thermal coal Monthly Price - US Dollars per Metric Ton

Range

Jul 2017 - Jan 2018: 19.250 (21.99 %)



**Description:** Coal (Australia), thermal GAR, f.o.b. piers, Newcastle/Port Kembla from 2002 onwards , 6,300 kcal/kg (11,340 btu/lb), less than 0.8% sulfur 13% ash; previously 6,667 kcal/kg (12,000 btu/lb), less than 1.0% sulfur, 14% ash

**Unit:** US Dollars per Metric Ton

**Currency:**

## ***Coal Forecast – Business day Live***

# **Domestic coal market in ‘chaos’ as demand soars**

Eskom and local customers are competing with global importers, which is likely to keep export prices high

14 DECEMBER 2017 - 06:34 *by* CHARLOTTE MATHEWS

The domestic coal market was in "chaos", commentators said this week, as strong demand from Eskom and industrial customers competed with unexpected global demand.

For their own survival, local miners should be looking longer term and managing the needs of their domestic customers for different coal qualities and sizes, including Eskom and independent power producers.





## This is how much Eskom needs to survive

- 
**R350 billion** government guarantees, of which **R275 billion** has already been used

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- 
The electricity utility will have a **R5 billion** cash gap by the end of the month

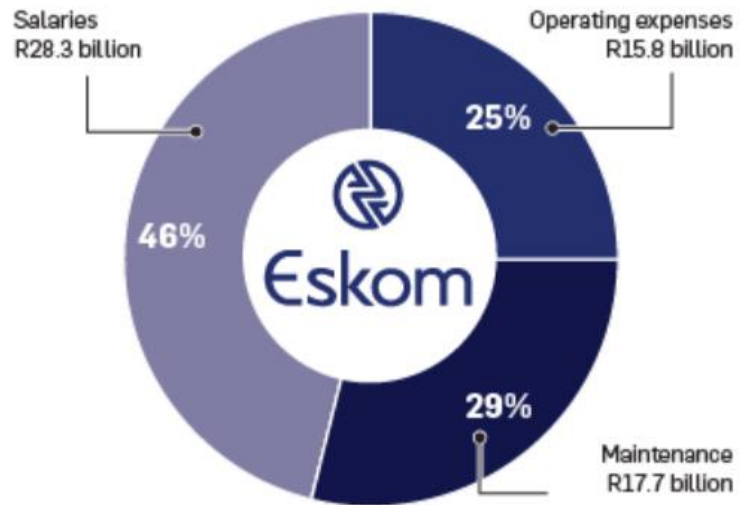
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- 
By the end of March, Eskom will need financing totalling **R20 billion**

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Over the next four years Eskom will require **R60 billion** in financing per year

### Projected operating costs for 2018/19 year:



Source: Treasury, Mail & Guardian, department of public enterprises, Eskom

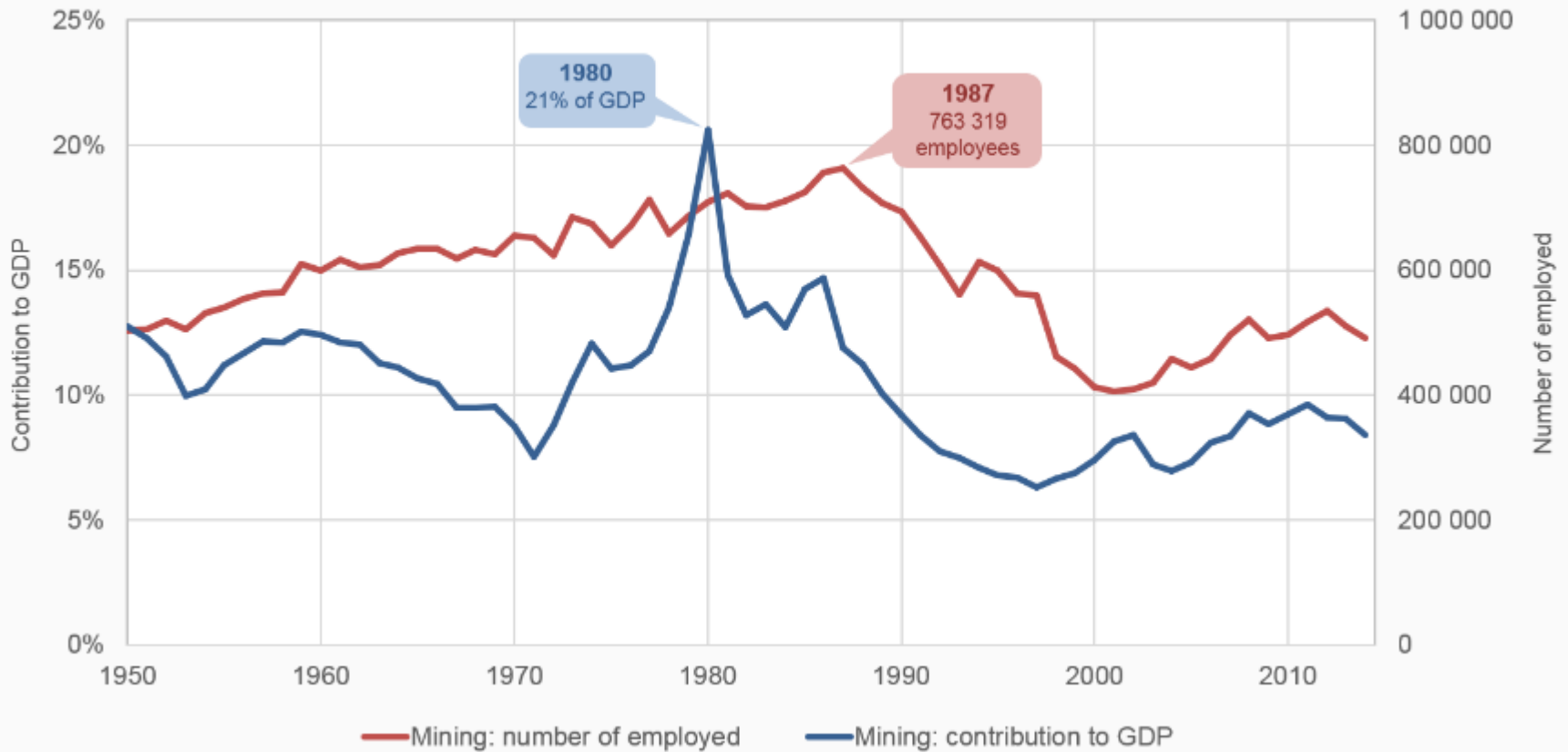
Graphics24

# South Africa - Mining



## Nostalgia for the golden age of mining

Mining's share of South Africa's GDP peaked in 1980, while employment in the industry peaked in 1987







## ***Safety – South Africa***

- In 1993, the year before Nelson Mandela became South Africa's first black president, 615 miners died in the pits
- In 2003, the mining sector agreed to bring fatalities down by 20% a year in order to reach levels comparable to those of companies in Australia, Canada and the US. The death toll from mining accidents was 270 deaths in 2003
- In 2007, the total fatality figure amounted to 221 legal mineworkers.
- In 2010, according to figures released by the Department of Mineral Resources, 128 people were killed in mines in South Africa
- 9 Straight years of fatality reduction until 2017 when it raised to 76 from the best level of 73 in 2016
  - *17 Fatalities in the Coal Industry*
- 2018 did not start any better....9 fatalities by 11 February 2018

# ***Reflection on 2017***

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# ***Outlook for 2018***



**South African Colliery Engineers Association**



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

# 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 – membership impact
- Mining Indaba: Msebenzi Zwane vs the mining Industry – ownership, employment equity targets (employee attraction between mines). SACEA diversity
- Labour unrests.
- Emergency preparedness underground.
- Community unrests/activism on the rise – on the rise. Social Labour Plan.
- Cellphones and PDS (whole legislation) – way forward

## 2017 Low lights

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

## Priorities

- Further improve DMR relationship and 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 legal responsibility in event of incident of personnel

# 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

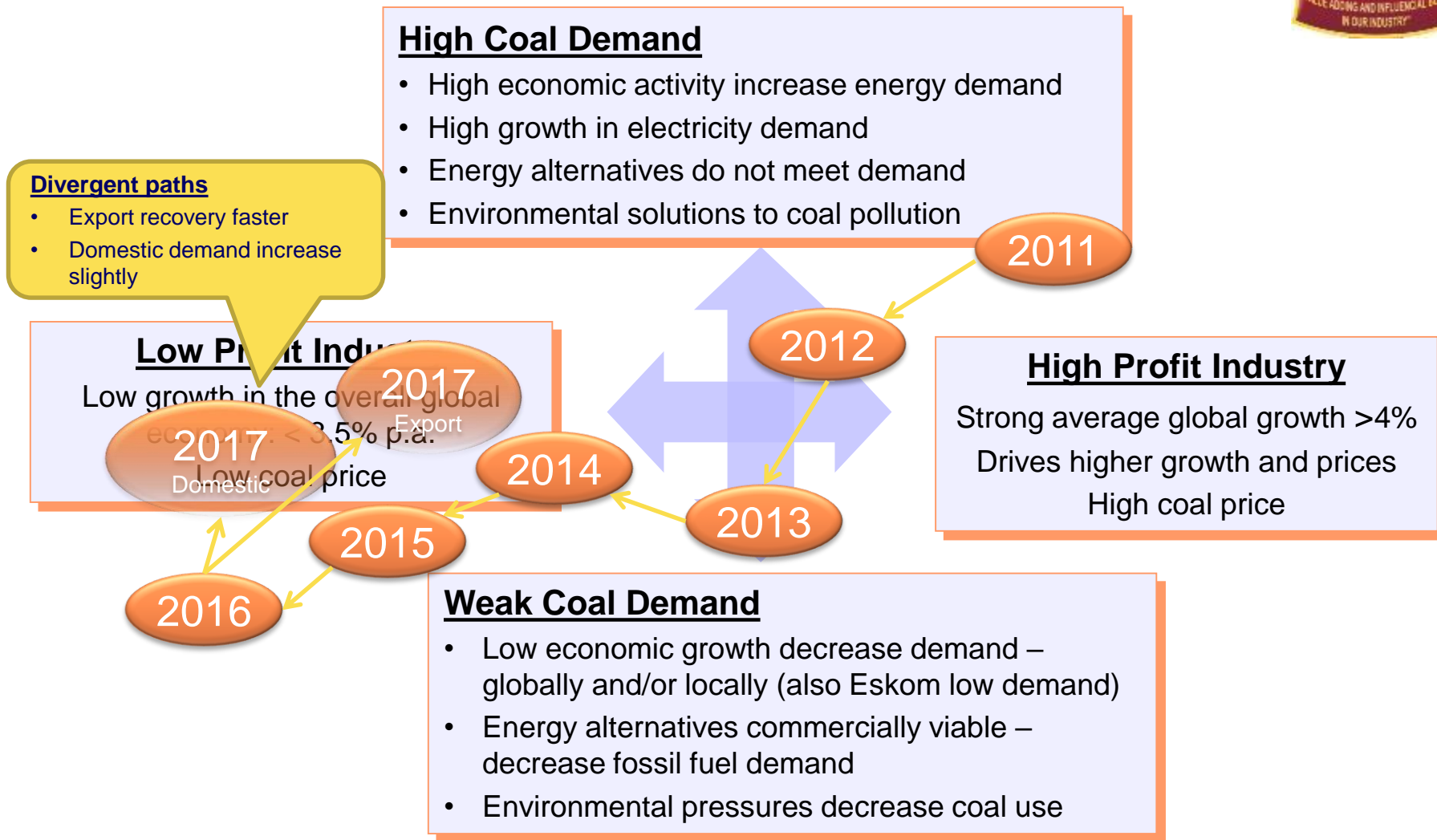
### Scenario 4: "Coal Frustration"

- 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)





# *Current Status/Issues in the Coal Mining Industry 2017*



- External factors are currently driving available cash and cost reduction in our industry
  - *Global growth improving with higher commodity prices, slower local and regional improvement of market*
  - *Labour cost escalating - increases above CPI, continued drive to close the wage gap*
  - *Productivity declining – low morale, non compliance impact (section 54), difficult mining conditions, mining methods, requirements to comply, skills declining, unavailability of skills, life of mines declining*
  - *Retained low investment in training with some uptick in technical training (shortage in skilled artisans)*
- Polarity in the labour market
  - *High unemployment and available resources – vs - not relevant skills and experience*
  - *High level of theoretical skills but low levels of experience*
  - *Unrealistic labour expectations regarding career progressing. Unclear succession planning.*
  - *2018 declared a year of labour activism – local community drive as well as organised labour*
- 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*
- New drive for local procurement and development of local suppliers
  - *Engineering procurement is a key focus in this*
  - *Opportunity for industry to work together in providing scale and sustainability. What is SACEA role?*

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



- Compliance from OEM
  - *Keeping up with legislative requirements and changes (OEM agenda vs legislation)*
  - *Examples: Flame proof enclosures, PDS, conveyor belt compliance (COP implementation)*
  - *Focus on big contracts vs smaller contractors or suppliers*
- The relationship with the Principal Inspector remains critical (strategic)
  - *Instability/changes in structure a key challenge. Makes it difficult to build a relationship.*
  - *Do not have good relationships on all 3 levels*
  - *Key pillar of our strategy: Senior Inspectors, Principle Inspector of Machinery*
- 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)*
  - *PI interactions mostly perceived as fair*
- PDS or alternatives based on risk assessment
  - *Implementation according to plan – when is the target date?*
  - *Technology remains a challenges specifically on diesels*



# *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/m<sup>3</sup> 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*





# *Safety in Mining – Causal observations (1)*

2018

1. Leadership (all levels) not leading
  - *Culture – what behaviour is acceptable? – what is allowed?*
  - *What you say is aligned with what you do*
  - *Leaders spending time on the floor on safety*
  - *Zero tolerance for deviation*
2. Constant challenge between production and safety
  - *Time dedicated to safety vs production*
  - *Production not “over-ruling” safety decisions*
  - *Respect for the Engineering decision (take charge)*
  - *Pragmatic decision e.g. stop Area vs stop Mine*
3. Large burden of governance requirements (paperwork, system requirements, etc.)
  - *“Centres of Excellence” requirements*
4. Not learning from each other effectively (best practise, repeated failures)
  - *Sharing to late or not sharing at all*

2018



## *Safety in Mining – Causal observations (2)*

5. Inaccurate perceiving and assessing of risk
  - *Quality of risk assessments (oversight of risk/step)*
  - *Re-assessing the risk when change occurs*
6. Competency and experience levels of artisans
  - *Reduced competency increases safety risk*
  - *Lack of experiences older artisans that practically transfer knowledge – mentorship*
7. Contractors not included in safety practices on mines
  - *Not practicing the same standards to the different workforces*
8. Emergence of new technology

2018

### Pillars to consider

- Alignment between Union leadership/Safety Reps and Operations leadership on safety
  - *Unions could be the biggest supporter/enabler of safety*
- Societal lack of adherence to safety rules vs what is required in Industry (societal culture)
  - *Can culture be switched at the gate vs industry culture permeating to home*

# 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



## *Some thoughts from the session*

### **Current Status/Issues**

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- Cost/ Capital pressure
- Prices - New Normal,
- Unrealistic demands
- Coal will remain relevant
  
- Labour, Skills, talent challenges
- High number of 189's
- Isolism
  
- Change in ownership,
- Increase smaller players,
- More mergers
  
- Difficult to comply,

### **Reaction to change...**

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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**

# ***Discussion with the DMR***

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Collaboration for a better industry



**South African Colliery Engineers Association**



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

# DMR Discussion – SACEA Feedback 2018

Formal relationship, with a common goal and specific priorities to achieve zero harm in the Coal Mining Industry



## Feedback

- Better working relationship between SACEA and DMR achieved in 2017. Must continue.
- Inspector interactions is predominantly perceived as fair and relates to non-compliance.
- Inspectors visibility on mines increased. Propose to make the visits more efficient and professional.
- Still some pockets of hostile interactions with Inspectors remaining – we would like to resolve this.
- SACEA would like to agree a common annual Safety Agenda with the Inspectors.
- Good safety workshop (30 Jan 2018) and interaction with the DMR.
- SACEA believe the Tripartite forum is a good initiative – we want to ensure it leads to action and implementation.
- SACEA contributions in 2017
  - 3 x Safety Workshops
  - Technical Symposium
  - 5 x Technical Visits
  - AMRE/SACEA Technical Visit to hard rock shaft
  - 2 x GCC Workshops

## Questions we have

1. Who should SACEA interact with in the structure of the Inspector?
2. Provide us with information on the DMR roadshow starting tomorrow?
3. When is the implementation date for PDS (All levels)
  1. New equipment, Underground – Dec 2019?
  2. Old Equipment Underground – Dec 2019?
  3. Open cast – Dec 2019?
4. MSHA reference to old standards – what do we do?
5. ARP0108 not available from SABS library. Why not? Where can we get it?
6. Clarification on the use of cellphones in mines (Mpumalanga)?
7. Where can we access all directives?
8. How can we transfer the knowledge/decision from the interaction with the Mpumalanga Senior Inspector to other regions?
9. Provide us with clarity on new GCC process and formal communication
10. Can we expect new regulations?
11. How will DMR share section 54 repeats?





## ***DMR Feedback 2018***

- The Chief Inspector concurs with SACEA on the positive relationship developments in 2017
- Clarity on unannounced visits by Inspectors
  - *DMR differentiate between announced and unannounced visits*
  - *Unannounced visits are used where mines have a number of issues*
  - *To facilitate process, rather wait for the Inspector underground at a specific location/level*
  - *Announced visits are not open for negotiation re a “convenient date”*
  - *DMR will assist in providing common themes/challenges Inspectors will focus on for a specific period with regards to unannounced visits (not neglecting other areas of focus)*
- Friendship and long standing relationships should not be confused with roles and the task at hand when inspections are done
- Members of SACEA should ensure the desired approach with Inspectors is rolled-out/communicated to all engineers/foremen/etc under them.
- The Acting Principle Inspector in Mpumalanga will be Mr Herbert Netshikweda until further notice



# ***DMR Feedback 2018***

## ● PDS roll-out

- *In 2016 a total of 9 fatalities was caused by TMM's, in 2017 it worsened to 12*
- *A final presentation was made to MRAC on 7 February 2018*
- *Two regulations suspended*
  - *8.10 (B)*
- *The final implementation date will be December 2020 with the understanding that under specific situations extensions can be granted*
- *Formal communication and roll-out will be completed by 30 March 2018 to Inspectors*
- *By end-June 2018 the way forward will be completed at RTF meetings*
- *New equipment purchased must adhere to PDS requirements (ready or compatible) based on the risk assessment outcome (level)*
- *Will apply at any mine (underground, opencast, open pit and quarries including processing facilities, service facilities, dumps, etc falling within the boundaries)*
  - *Excluding shovels, bucket wheel excavators and overburden drills*
- *Clarifying definition of TMM provided with regards to PDS requirements*
- *DMR will not give approval letters for PDS decisions. It must be presented to the DMR based on risk assessments*
- *DMR will have meetings with suppliers from March 2018 onwards with feedback on a 6 monthly basis*



# ***DMR Feedback 2018***

- Standards supporting regulations
  - *Inspector will follow-up on this for SACEA*
  - *Note that the record of amendments has also been removed from the table*
- ARP0108
  - *Is available and will be send by Mr Ayanda to the President*
- Directives
  - *Inspector will engage with the DMR to understand which directives are applicable and which not*
  - *Clarify where current applicable directives supersede regulations*
- Communication between Inspectors in Regions
  - *Mr Ayanda in his new role may be in a position to align inspectors from all regions*
- New regulations
  - *Mr Ayanda currently part of TMM task Team*
  - *Not yet involved in other task teams (e.g. vessels under pressure, electrical regulations, etc)*
  - *Mr Ayanda will follow-up on the current status of Regulations for Pressure Vessels and Electrical Regulations*
  - *Regulations 2.13.1, 2.13.3.2, 2.13.3.1, will be reviewed. Regulation 2.13.3.2 may be repealed.*



# ***DMR Feedback 2018***

## ● **Sharing of Section 54**

- *Mr Ayanda office will send communication monthly (not exceeding 6 weeks) to the office of the President of SACEA*

## ● **GCC process**

- *Leaks of papers are a concern (e.g. Law paper). DMR transporting the papers to various regions to prevent leaks*
- *Quality assurance of papers to be done by the Commissioner of Examiners*
- *Department of Education examination centres will be used for June and November*
- **Process**
  - *Candidate will apply to be an EIT (ID, qualifications)*
  - *Then purchase an Annexure E from the Office of the DMR for R500*
  - *Annexure E will have a unique number linked to the EIT*
  - *EIT will complete training at the Mine for a period of 2 years*
  - *Annexure E provides for a mentor for the EIT. Mentor can now sign development area based on letter from specific mine listing content covered.*
  - *On completion of Annexure E, EIT must apply for exam*

## ● **Cellphones**

- *Regulation 3.15.1 applies (p334)*
- *Mines can apply for exemption regarding cellphones to the Principal Inspector providing reasons based on a risk assessment (differentiate between voice calls vs providing information e.g. notice of lighting) also clarifying areas in which directives apply*
- *Differentiate between Mine TMM on Mine register vs personal vehicle*



# ***DMR Feedback 2018***

## ***Limpopo***

- Trucks running out of control
  - *Also related to fatigue*
  - *Mechanical failures, brakes failing, uncontrolled movement, coupling devices*
  - *Traffic management plans*
  
- Compliance to Yardsticks
  - *12 Yardsticks*
  
- Fatigue relating to TMM incidents (opencast mining)
  - *Can PDS resolve the issue?*
  - *Traffic management plans*
  - *How do you ensure people coming to work rested properly?*
  - *Energy drinks and fatigue breaks*
  - *Manage overtime*
  - *Role of Supervisor in detecting tiredness*
  - *Technology solution to detect fatigue*



## ***DMR –SACEA 2018 interaction Next Steps***

1. Meeting with Engineers re approach with Inspectors??
2. President of SACEA will follow-up with Mr Ayanda on actions to be taken
3. Discussion and decisions on RTF meetings must be taken back to mines for feedback and implementation by the respective representatives
  1. *RTF meeting to end with an agreed action list*
4. The President to introduce SACEA and it's plan to the Acting Principle Inspector for Mpumalanga
5. Mr Ayanda will e-mail structure and contact details to SACEA today
6. Mr Ayanda will e-mail ARP0108 to the SACEA President
7. Mr Ayanda to take on the accountability of aligning communication and practise between Inspectors in regions
8. Mr Ayanda will determine status of scheduled new Regulations and give feedback to the President of SACEA
9. Mr Ayanda will verify number of times the GCC exam can be written and whether cost apply to each exam sitting. A summary of the process and cost will be developed.
10. Mines need to apply for exemptions on cellphones directives to PI



# *Inputs from Company HOE's*

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## ***HOE's inputs - 2018***

- Concerns about **rigging** related incidents. – [Safety Workshop, SACEA Guidelines](#)
- Concerns about **conveyor** related incidents. – [Users Meetings, Safety Workshop, RTF](#)
- The implementation of **PDS** by the mines remains a challenge? – [Council Safety Workshop](#)
- Machine to man incidents – how can this be reduced / eliminated? – PDS action
- **Section 54's** sometimes not justifiable, for example, on checklists that are not the same from one section to the next. - [Council Safety Workshop](#)
- Learning and Sharing. Do we really collaborate and learn from one another, to prevent repeat accidents. - [Council Safety Workshop, Regional Meetings](#)
- Adoption of **leading Practices**. – [MOSH Team, Council Safety Workshop,](#)
- **DMR** – Stakeholder management. What have we achieved with our engagements. – [DMR/ENG Engagement](#)
- **Interpretation of regulations**, eg. PDS and Unilateral instructions: use of cell phones within mine premises, without a proper risk assessment. - [DMR/ENG Engagement](#)
- Remain relevant and engaging to **increase membership** (aggressive marketing). - [Roles](#)
- **Safety** – concerning industry negative trends. - [Council Safety Workshop](#)
- OEM's and compliance to mine standards. – [SAFA/SANS Workgroup](#)
- **GCC** developments and concerns. – [GCC Workshop, Roles](#)
- Engineering Qualification, MQA relevance – [Schalk talk to Brian O'Conner, Ephraim talk to Mthokozisi Zondi](#)

# ***SACEA Strategic Direction***

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# *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 2016 – 2018



Where we want to be!

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

Lessons learned from incidents, technology development, leadership practices

2018



Leading practices sharing to achieve zero harm production

Enabler – digital media, forums, social platforms, technical visits

2017



Agreed leading practices sharing through modern networking

Technical Symposium Theme

2016



Leading in challenging times through efficient and innovative best practices

Where we are





# Strategy 2018

## Leading practices sharing to achieve zero harm production

- *Leading practices*
  - Lessons learned from incidents, technology development, leadership practices
  - COPs, SOPs, Guidelines, Standards, Associations
  
- *Sharing*
  - Standing agenda point on council meetings, user group meetings, safety workshops, regional meetings, RTF and DMR engagement, DMR monthly feedback
  - Standing agenda point on “Mine Safety Forums”
  - Section 54/55 repeats
  - Modern networking, digital platforms
  
- *Zero harm*
  - Safety, Health, Environment.
  - Communities around mines
  - Damage to property and equipment
  
- *Production*
  - Achieving set business KPIs safely
  - Roles and responsibilities of Engineer
  - Synergy of Production vs Safety

# ***2018 Strategic Objectives***

Council high level Objectives & Performance!



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# 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  <i>Focus on small mines</i>
SACEA Diversity	Council representative of membership	Co-opt 4 (22 max on council)	3 *13 Women SACEA	>4 diversity on Council >20 Women on SACEA
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 (50% 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 <b>U/G not good</b> O/C good Regional good	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 <b>EM not good enough yet</b>	Good Relationship and influence
Cert Eng Qualification	Guaranteed grand-fathering Ensure safe mining industry and competency	Improved GCC pass rate > 20% ( <i>increase pool for coal industry</i> )	Coal < 20%	Coal >20%
Safety	Ensure safe mining industry via aligned/agreed standards	Sharing of safety info and best practices	PDS, Conveyor, <b>Fatigue</b> , Electrical Regulations, <b>Noise &amp; Dust</b> , Competency	

# ***2018 Strategic Influence Thrusts***

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Where & What we will influence!



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# Strategic Influence Thrusts Compelling us to action



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

# Strategic Influence Thrust Compelling us to action



Thrust		FOCUS and DELIVERABLES for 2018
HOE/EM that action SACEA solutions	<b>President, Vice &amp; Company Reps</b>	<p><b>Alignment &amp; support</b></p> <ol style="list-style-type: none"> <li>1. Success of Engineering Managers bi-annual meeting</li> <li>2. Clear rationale and contribution from SACEA in 2016 – focussed agenda</li> <li>3. Focus on HOE/EM and DMR issues – focussed agenda, clear KPI's</li> <li>4. Practices to measure productivity in Mines</li> <li>5. Eskom load shedding – ventilation and getting people safely out of mine</li> </ol>
Improve communication	Anette P/ Sandy Lee/ <b>Louis T/ Henk</b> – Website (Service Provider)	<p><b>Communication</b></p> <ol style="list-style-type: none"> <li>1. News letter</li> <li>2. Hymn Sheet</li> <li>3. Program Adverts</li> <li>4. Surveys</li> <li>5. Website &amp; Mobile App</li> </ol>
Knowledge sharing	<b>Louis D/Sandy L</b>	<p><b>Share best practices</b></p> <ol style="list-style-type: none"> <li>1. Safety collaboration platform(Drop Box)</li> <li>2. Linked In</li> <li>3. Best practice Library</li> </ol>
Technical, ECSA registration, CPD, safety programs	Jerris/Louis T – Tech Symp Aldine/Mazwi - ECSA User Groups Louis B/Schalk – Safety WS	<p><b>Skills Development</b></p> <ol style="list-style-type: none"> <li>1. Successful Safety Workshop</li> <li>2. DMR Safety Workshop</li> <li>3. Successful Technical Symposium</li> <li>4. Execute 2018 monthly themes via workshops, Forums, etc.</li> <li>5. ECSA VA influence and BE bill management</li> </ol>
Financial Sustainability of SACEA	<b>Louis B Stompie</b>	<p><b>Survival of SACEA</b></p> <ol style="list-style-type: none"> <li>1. Risk of Mining Houses stopping support (cost pressures) – members pay</li> <li>2. Minimise time at events and maximise value</li> <li>3. Available cash &gt; R700,000</li> </ol>
Other Industry Influence Spheres Participate in legislation	Aldine/Mazwi- ECSA Hennie/ Schalk – CM&EE/CoalTeach Jan D/Jan C – OH& SPC Henk/Johannes – SAFA/SANS	<p><b>Input into Industry standards</b></p> <p><b>Share best practices</b></p> <ol style="list-style-type: none"> <li>1. ECSA -VA status, CPD, registrations support, feedback</li> <li>2. CM&amp;EE – Influence in legislation</li> <li>3. OH&amp;SPC – Influence in legislation</li> <li>4. SAFA/SANS – Influence in stds</li> <li>5. MPAS – Influence in collective governance</li> </ol>



# *Tripartite*



- Underground

- *Task team*

- Open Cast

- *Task team*

- Mazwi

- *Louis T*

- Derrick White

- *Gerald*

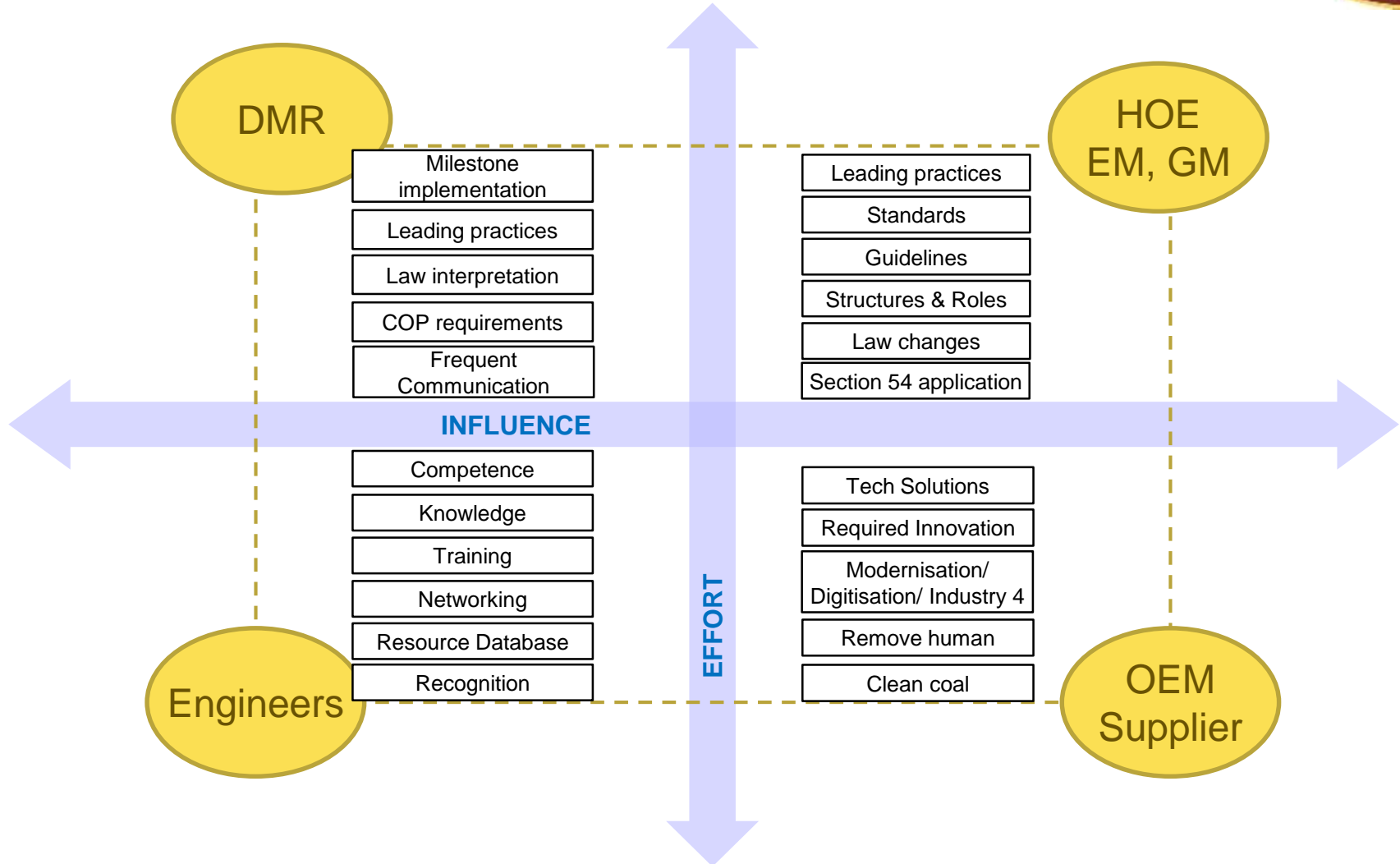


## ***Chairpersons Users***

- Southern region chair – Ertjies/SACMA Chair
- Northern region chair – Hennie/Annette
- Limpopo Region – Darryl C
- Under Ground – Louis D/Marcin
- Open Cast – Gerald/Bontle
- Plant – Jan D/Jan C

# Strategic Relationship Diagram 2018

The strategic themes highlighted in the 2017 strategy review per key stakeholder



These themes will form the focus areas for the 2017 strategy execution plan

# ***2018 Strategic Initiatives & Calendar***

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When & What we will do!



**South African Colliery Engineers Association**



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

## Technical - More with less Safety link to production

- Tyres ❌
- Gas and welding ❌
- PDS ✅
- Conveyor fire detection and COP ✅
- Dust and noise (older diesel engines) ✅
- Communication systems, cellphones (radio, WIFI) ✅
- Lifting and rigging ✅
- Rust and paint, structural integrity ❌
- LDV's (min requirements, risk assessments) ❌
- Electrical Reticulation compliance, cable theft ❌
- VFD's & Earthing ❌
- Equipment failure analyses & Best maintenance Practices coupled to production (integrated approach) ✅

## Safety

- Safety Learnings & Legislation ✅
- Section 54/55 repeats ✅
- Sharing between parties - incidents ✅
- Risk assessments & risk control ✅
- Critical Controls ✅

## Standards and Specifications

- SOP and COP (checklists) ✅
- Testing of people ❌
- SANS & Compliance ✅
- PPE industry standards (women) ✅

## Training and skills

- Training & Competence ❌
- Annexure E – GCC support ✅
- Leadership ✅

## Competencies

- FLS – Foreman qualification ❌
- Legal appointment training – 2.9.2 ❌
- Compliance standards, DMR – 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 ✓
  - Themes will flow from DMR engagement
  - Leadership in Safety
  - PDS
  - Section 54/55 repeats
- Safety Guidelines ✓
  - Stored Energy Document
  - Conveyors (Pull wires)
  - Rigging and Lifting

# 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 ✓

## HOE & EM Alignment

- HOE/SACEA Council Meeting ✓
- Casual Get together ✗
- EM meeting feedback ✗
- President visit to HOE/EM per mine ✓

## Innovation

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





# ***Council Agenda – 2 .5 hours***

***Time: 13:30 – 16:00***

*Principles: 1 – Representatives of Forums will provide summary feedback 5 days before meeting to Raymond*

*Principle 2: - HPI Learnings distributed by respective Mining Houses to Raymond as it occur*

## **General Council Meeting (165 minutes)**

1. Opening & Attendance (5 min)
2. Forums feedback (45 min)
  1. *User Groups (UG/OC/Plant) (15 min)*
  2. *Regionals (North, South) (15 min)*
  3. *Specialist Forums and Committees (15 min)*
3. Strategic Calendar Events and Progress (10 min)
4. Monthly Execution Plan (30 min)
5. Safety Review (10 min)
6. DMR Regulations and Feedback (10min)
7. Communication (15 min)
8. Membership and Finance (10 min)
9. **\*\*Quarterly Scorecard Review (10 min)**
10. Minutes (10 min)
11. Actions Arising from Previous Minutes (10 min)
12. Closure

## **'Safety' Council Meeting**

1. Opening & Attendance (5 min)
2. Safety Review (45 min)
  1. *Section 54/55*
  2. *Fatals*
  3. *HPI*
  4. *DMR Regulations and Feedback*
3. Monthly Execution Plan (10 min)
4. Strategic Calendar Events and Progress (10 min)
5. Forums feedback (15 min)
6. Communication (15 min)
7. Membership and Finance (10 min)
8. **\*\*Quarterly Scorecard Review (10 min)**
9. Minutes (10 min)
10. Actions Arising from Previous Minutes (10 min)
11. Closure



## ***Forum Agenda – 2 .5 hours***

1. Opening & Attendance (5 min)
2. Safety Review (15 min)
3. DMR Regulations and Feedback
4. Forums feedback (45 min)
  1. *User Groups (UG/OC/Plant) (15 min)*
  2. *Regionals (North, South) (15 min)*
  3. *Specialist Forums and Committees (15 min)*
5. Strategic Calendar Events and Progress (40 min)
6. Communication (15 min)
7. Membership and Finance (20 min)
8. \*\*Quarterly Scorecard Review
9. Minutes (10 min)
10. Actions Arising from Previous Minutes (10 min)
11. Closure

# SACEA Business Cycle: 2018



	2019			2018									
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
<b>Safety</b>				Holiday									
<b>Meetings</b>	29 DMR/Eng Workshop	17 Council HOE ?	1 Council Jan C	19 CoalSafe	18 Plant 17 O/C 24 U/G	21 Symposium BrumF - JS	26 Safety Workshop	17 Plant 16 O/C 23 U/G	27 Safety Workshop		22 Safety Workshop		
<b>Committees</b>	10 Regional-S 17 Regional-N	14 AGM Ephraim 17-19 Strategy Plan Marcin ? YTF Tech Visit		5 Council Johannes HOE invited	3 Council Marcin	7 Council (Hennie) MATLA	5 Council Schalk	2 Council (Talana) Ertjies	20 Council	18 Council (Grootegeeluk) Darryl	8 Council (Matla) Hennie		
<b>Meetings</b>							7 RaceDay (Guy G)	16 Joint AMRE (SACEA - Hennie)	20-23 President Function		29 Joint Ass. SACMA/SACEA		
<b>Committees</b>				19 Regional-S	3 Regional-N	7 Regional-S	12 Regional-S	23 Limpopo ? YTF		11 Regional-S	22 Regional-S		
<b>Committees</b>				10 Limpopo ? YTF	10 GCC Workshop SACEA		5 Regional-N			25 Regional-N	3 Golf Day (Louis B, Hennie)		
<b>Committees</b>								23 SAFA/SACEA Flameproof (Henk)		18 Limpopo ? YTF			
<b>Committees</b>										4 GCC Workshop AMRE			
<b>Committees</b>													



# SACEA Business Cycle: Monthly Theme Focus

2019

2018

Safety

Meetings

Committees

2019		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	Symposium SACEA Jarr's 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: Monthly Communication Plan

2019

2018

Safety

Meetings

Committees

			Holiday			Holiday		Ho			Holiday
<b>Monthly Communication and Audience</b>											
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
		Members Survey	Electronic News Letter		SIMPOSIUM ADVERT		Members Survey	Printed News Letter			
AGM Advert		Program Advert	Program Advert	Program Advert		Program Advert	Program Advert	Program Advert	Program Advert	Program Advert	
<b>Exam questions be submitted at the Council Meeting following the event above</b>											
			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

# Technical initiative charter summary



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"> <li>1. Technical Visit</li> <li>2. BP handout</li> </ol>	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"> <li>1. Technical Visit</li> <li>2. BP Handout</li> </ol>	PU Chair WIGS/Afrox
PDS O/C & Plant &Surface	Develop Guideline	<ol style="list-style-type: none"> <li>1. Hard barriers management guideline – traffic mgmt.</li> <li>2. Technology sharing &amp; OEM involvement</li> <li>3. PDS legislation management</li> </ol>	Open Cast Users Group Regional	<ol style="list-style-type: none"> <li>1. BP MOSH Guideline</li> <li>2. Presentation</li> </ol>	O/C Users Chair - Xpert mining - MOSH OC
CAS & PDS Underground	Influence Legislation	<ol style="list-style-type: none"> <li>1. Diesels technology &amp; PDS mgmt</li> <li>2. Technology sharing &amp; OEM involvement</li> <li>3. PDS legislation management</li> </ol>	Underground Users Group	<ol style="list-style-type: none"> <li>1. Presentation</li> </ol>	U/G Users Chair - MOSH UG
Conveyors	Share best practices	<ol style="list-style-type: none"> <li>1. Overland Design Considerations</li> <li>2. Capacity increase considerations</li> <li>3. Fire retardant belting and sans</li> <li>4. Conveyor COP practical implementation best practices</li> <li>5. Fire detection – infra red</li> </ol>	Technical symposium/ Regional	<ol style="list-style-type: none"> <li>1. Presentation</li> <li>2. Presentation</li> <li>3. BP Guideline</li> </ol>	Council Drivers - Johannes Nkosi Hennie Lombard Jacques Malan DRA/dunlop
Dust & Noise	Develop Guideline	<ol style="list-style-type: none"> <li>1. Kloppersbosch dust suppression on CM's – new technology stds On line monitoring</li> <li>3. Dust emission control systems</li> <li>4. Dust &amp; Noise milestones</li> <li>5. Dust suppression systems surf/UG</li> </ol>	Coal Tech/ Regional	<ol style="list-style-type: none"> <li>1. BP Guideline</li> <li>2. Presentation</li> <li>3. Presentation</li> </ol>	Council Drivers - Hennie Lombard Coal Tech Chamber
Communications systems (Radio & WiFi)	Share best practices	<ol style="list-style-type: none"> <li>1. Wifi Systems</li> <li>2. Radio system management</li> </ol>	Technical Symposium/ Regional	<ol style="list-style-type: none"> <li>1. Presentation</li> </ol>	Council Drivers - Jerris & Jan Glencore/Sasol



# Technical Initiative charter summary

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



# ***Council Accountabilities 2018***

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Through Whom we will manage!



**South African Colliery Engineers Association**








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

# SACEA – Role & Accountabilities 2018

## Drivers overview







Nr.	Photo	Name	Role	Mine
1		Ephraim Mojalefa	President/MPAS/GCC/ Tripartite/DMR Mpumalanga/SACMA council / Finance and Debt Mngt Chair / CTF Milestones / Leading Practices package for 2018	<p><b>ANGLO COMPANY REPRESENTATIVE</b></p> <p>Anglo Operations (Pty) Ltd</p>
2		Marcin Hyra	1 <sup>st</sup> Vice President /MPAS/New Innovation Chair/ Northern Region 2 <sup>nd</sup>	Amalgamated Coal Company
3		Annette Prinsloo	2 <sup>nd</sup> Vice President /Northern Region Chair /Membership Mpumalanga /Communication 2 <sup>nd</sup>	Anglo Operations (Pty)
		Jerris Subermoney	Past President/Membership	Sasol Mining
5		Louis Turvey	Membership 2 <sup>nd</sup> /Prestige Recognition Event chair / Foremen Qualifications	Exxaro Coal (Pty) Limited

# SACEA – Role & Accountabilities 2018

## 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	<p><b>GLENCORE COMPANY REPRESENTATIVE</b></p> Glencore Coal - Glencore Ops SA(Pty) Ltd
9		Fefa		<p><b>SMALL MINES COMPANY REPRESENTATIVE</b></p>
10		Gerald Robinson	O/C Users Forum Chair/ O/C MOSH/PDS surface/diesels committee chair	Glencore Coal - Glencore Ops SA(Pty) Ltd

U/G Users Forum Chair/UG Tripartite 2<sup>nd</sup>/PDS diesels committee

# SACEA – Role & Accountabilities 2018

## 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	Pres Recognition event 2 <sup>nd</sup> /Finance & Debt Mngt. /Limpopo DMR/Leadership Competency Chair	<div style="background-color: #800000; color: yellow; padding: 5px; text-align: center;"><b>EXXARO COMPANY REPRESENTATIVE</b></div> Exxaro Coal (Pty) Ltd
14		Jacques Malan	ECSA 2nd/SANS 2nd/Tri-partite ug Mpumalanga/coaltech 2nd	Sasol Mining (Pty) Ltd
15		Louis Botha	Golfday/Safety Workshop/DMR safety committee 2nd	<div style="background-color: #800000; color: yellow; padding: 5px; text-align: center;"><b>SASOL COMPANY REPRESENTATIVE</b></div> Sasol Mining (Pty) Ltd

# SACEA – Role & Accountabilities 2018

## Drivers overview



Nr.	Photo	Name	Role	Mine
16		Henk Zwart	SAFA/SANS chair/website	Private member
17		Hendrik Lombard	MQA/CTC/CM&EE/COALTECH/ Forman 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	<b>S32 COMPANY REPRESENTATIVE</b> Sasol Mining (Pty) Ltd
20		Johannes Nkosi	DMR engagement committee chair	South32 SA Coal Holdings (Pty) Ltd

# ***SACEA – Role & Accountabilities 2018***

## *Drivers overview*



Nr.	Photo	Name	Role	Mine
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	

# ***Strategy Execution Plan 2018***

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Member execution plan



**South African Colliery Engineers Association**



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






# Strategic Initiative Charter – Prestige Recognition Committee

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



# 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"> <li>Establish Committee and Roles</li> <li>Acquire list of all possible members via DMR</li> <li>Clean up current membership database</li> <li>Establish current Membership status and rectify re: affiliate/candidate/full members</li> </ul>
		Establish Committee		
	<b>Objective</b>	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.		
<b>Scope</b>	<b>Critical Success Factors</b>			<b>Resources</b>
<b>Membership drive</b> <ul style="list-style-type: none"> <li>Target – 25 increase</li> <li>Smaller mines</li> <li>DMR List</li> <li>Senior foreman/2.13.3.2</li> <li>Affiliated conv</li> <li>Candidate conv</li> <li>Honory Life Membership</li> </ul>	<ul style="list-style-type: none"> <li>Committee to be committed</li> <li>To get small mines on board</li> <li>To actively engage with members</li> </ul>			<ul style="list-style-type: none"> <li>Chair – Louis Turvey</li> <li>Regional Chair – Stompie Nel</li> <li>North Regional Chair – Annette</li> <li>Southern Regional Chair – Elton</li> <li>Limpopo Chair – Bontle</li> <li>Company Reps:               <ul style="list-style-type: none"> <li>Sasol – Louis B</li> <li>S32 – Johannes N</li> <li>Exxaro - Stompie</li> <li>Anglo - Ephraim</li> <li>Glencore – Jan D</li> <li>Small Mines – Marcin H</li> </ul> </li> </ul>

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"> <li>Establish Committee and Roles</li> <li>Establish communication plan</li> </ul>
		Establish Committee		
	<b>Objective</b>	Arrange first meeting		
	To relook SACEA media and communication platforms and to modernize and improve reach, relevance and functionality	Establish Plan		
		?		
		?		
<b>Scope</b>	<b>Critical Success Factors</b>			
<ul style="list-style-type: none"> <li>Website &amp; PowerPoint slide</li> <li>Surveys – Culture of SACEA</li> <li>Modernize look</li> <li>Publications               <ul style="list-style-type: none"> <li>Mechanical Engineer</li> <li>Mining review</li> </ul> </li> <li>Multimedia platform – phone apps</li> </ul>	<ul style="list-style-type: none"> <li>Modernize SACEA image</li> <li>To support SACEA council with communication with members</li> <li>Proactive communication</li> </ul>			<b>Resources</b> <ul style="list-style-type: none"> <li>2nd – Annette Prinsloo</li> <li>3rd – Louis Turvey</li> </ul>

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"> <li>Establish Committee and Roles</li> </ul>
		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"> <li>Golfday extraordinary</li> <li>Establish revenue stream for SACEA</li> </ul>	<ul style="list-style-type: none"> <li>Upheld yearly highstandard</li> <li>Create atmosphere where members can relax and network</li> <li>Improve SACEA image</li> <li>Create revenue stream</li> </ul>			




# 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"> <li>Establish Committee and Roles</li> </ul>
		Establish Committee		
	<b>Objective</b>	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		
<b>Scope</b>	<b>Critical Success Factors</b>			
<ul style="list-style-type: none"> <li>Raceday extraordinary</li> <li>Establish revenue stream for SACEA</li> </ul>	<ul style="list-style-type: none"> <li>Upheld yearly highstandard</li> <li>Create atmosphere where members can relax and network</li> <li>Improve SACEA image</li> <li>Create revenue stream</li> </ul>	Do review and start planning next event		<b>Resources</b> <ul style="list-style-type: none"> <li>2nd – Louis Turvey</li> </ul>



# 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"> <li>Establish Committee and Roles</li> </ul>
		Establish Committee		
	<b>Objective</b>	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		
<b>Scope</b>	<b>Critical Success Factors</b>	Do review and start planning next event		<b>Resources</b>
<ul style="list-style-type: none"> <li>Raceday extraordinary</li> </ul>	<ul style="list-style-type: none"> <li>Upheld yearly highstandard</li> <li>Create atmosphere where members can relax and network</li> <li>Improve SACEA image</li> <li>To keep in budget</li> </ul>			<ul style="list-style-type: none"> <li>2nd – Simon Orchardson</li> <li>3rd – Ellen Garvie</li> </ul>




# Strategic Initiative Charter – DMR Engagement

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






# Strategic Initiative Charter – ECOSA

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




# Strategic Initiative Charter – CM&EE

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




# Strategic Initiative Charter – OH & SPC

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




# Strategic Initiative Charter – SAFA/SANS Committee

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



# Strategic Initiative Charter – Good Practices

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

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"> <li>Establish Committee and Roles</li> </ul>
	Objective	Establish Committee	1 March	
		Arrange first meeting		
	To Establish conveyors maintenance and safety standards and publish as well as present it	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
Scope	Critical Success Factors	Execute Event		Resources
<ul style="list-style-type: none"> <li>Conveyors Maintenance standards</li> <li>Testing of estops</li> <li>Splicing etc.</li> </ul>	<ul style="list-style-type: none"> <li>??</li> </ul>	Do review and start planning next event		




# Strategic Initiative Charter – PPE Std Committee

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






# Strategic Initiative Charter – LDV stds Committee

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




# Strategic Initiative Charter – Fire COP Committee

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




# Strategic Initiative Charter – Electrical Stds

Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Standards & Specifications	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> <li>Establish Committee and Roles</li> </ul>
		Establish Committee		
	<b>Objective</b>	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		
<b>Scope</b>	<b>Critical Success Factors</b>			
<ul style="list-style-type: none"> <li>Establish Electrical stds guidelines</li> <li>Risk Assesments</li> </ul>	<ul style="list-style-type: none"> <li>??</li> </ul>	Do review and start planning next event		<b>Resources</b> <ul style="list-style-type: none"> <li>2nd – Henk Swartz</li> <li>3rd –</li> </ul>




# 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"> <li>Establish Committee and Roles</li> </ul>
		Establish Committee		
	<b>Objective</b>	Arrange first meeting		
	<b>To execute an effective safety workshop where members are informed by DMR nad industry specialist ito safety aspects</b>	Establish Plan		
		Set Event date and budget		
		Book event		
		Start Marketing		
		Execute Event		
<b>Scope</b>	<b>Critical Success Factors</b>	Do review and start planning next event		<b>Resources</b> <ul style="list-style-type: none"> <li>2nd – Schalk v Wyk</li> <li>3rd – ??</li> </ul>
<ul style="list-style-type: none"> <li>Jaco Swarts – ticket withdrawal</li> <li>Fees must fall</li> <li>Legal appointment training – 2.9.2</li> </ul>	<ul style="list-style-type: none"> <li>???</li> </ul>			



# 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"> <li>Establish Committee and Roles</li> <li>Determine 2017 relevant SOP &amp; COP's to focus on</li> <li>Develop relevant COP &amp; SOP guidelines and publish in word format</li> <li>Arrange presentations and discussion on these published documents and interpretation thereof</li> </ul>
		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><b>COP &amp; SOP stds</b></p> <ol style="list-style-type: none"> <li>TMM standard guideline</li> <li>Conveyor standard guideline</li> <li>Lockout standard guideline</li> <li>Gas safety standard guideline</li> <li>Structural Integrity safety standard guideline</li> <li>Various DMR Auditing check sheet development</li> </ol> <ul style="list-style-type: none"> <li>Stored Energy Document</li> <li>Electrical Reticulation compliance</li> </ul>				Resources
				<ul style="list-style-type: none"> <li>2nd – Johannes Nkosi</li> <li>3rd</li> </ul>



Chair	Thrust	Key Milestones		Deliverables
		What	By when	
Klasie	Competency	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> <li>Establish Committee and Roles</li> </ul>
		Establish Committee		
	<b>Objective</b>	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		
<b>Scope</b>	<b>Critical Success Factors</b>			
<b>CTC</b> <ul style="list-style-type: none"> <li>Coal value</li> <li>Wiremans license &amp; HV certification</li> <li>Gas safety</li> <li>Artisan sign off</li> <li>Newer technology training</li> <li>Flameproofing refresher</li> <li>Foreman Qualification dev –incl MQA</li> <li>Legal training</li> <li>Equipment spec training</li> </ul>	????	Do review and start planning next event		<b>Resources</b> <ul style="list-style-type: none"> <li>2nd – Hennie Lombard</li> <li>3rd –</li> </ul>




# 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"> <li>Establish Committee and Roles</li> </ul>
		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"> <li>Foreman coaching</li> <li>Engineers Coaching</li> </ul>		Do review and start planning next event		Resources <ul style="list-style-type: none"> <li>2nd – ??</li> <li>3rd –</li> </ul>





# 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"> <li>Establish Committee and Roles</li> </ul>
		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			Resources
1. Annexure E <ul style="list-style-type: none"> <li>GCC hard rock training</li> <li>GCC support</li> <li>Support ito PIT sign off</li> </ul>	<ul style="list-style-type: none"> <li>???</li> </ul>	Do review and start planning next event		



# 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"> <li>Establish Committee and Roles</li> </ul>
		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"> <li>Website &amp; PowerPoint slide</li> <li>Surveys – Culture of SACEA</li> <li>Modernize look</li> <li>Publications               <ul style="list-style-type: none"> <li>Mechanical Engineer</li> <li>Mining review</li> </ul> </li> <li>Multimedia platform – phone apps</li> </ul>	<ul style="list-style-type: none"> <li>??</li> </ul>			Resources
				<ul style="list-style-type: none"> <li>2nd – Annette Prinsloo</li> <li>3rd – Louis Turvey</li> </ul>


DOES SHE REMAIN IN THIS PORTFOLIO



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




# Strategic Initiative Charter – HOF & FM

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



# Strategic Initiative Charter – Plant User Forum

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




# Strategic Initiative Charter – Underground User

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



# Strategic Initiative Charter – Onencast User




Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Technical	Acquire mandate from SACEA Council		<ul style="list-style-type: none"> <li>Establish Committee and Roles</li> </ul>
		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 <sup>st</sup> meeting		
		Arrange 2 <sup>nd</sup> meeting		
		Arrange 3 <sup>rd</sup> meeting		
Scope	Critical Success Factors			
<ul style="list-style-type: none"> <li>Align with technical themes</li> </ul>	<ul style="list-style-type: none"> <li>&lt; 20 members to attend</li> <li>3 sessions for the year</li> </ul>			Resources
				<ul style="list-style-type: none"> <li>2<sup>nd</sup> – ??</li> <li>3<sup>rd</sup> – ??</li> </ul>






# Strategic Initiative Charter – North Regional

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



# Strategic Initiative Charter – Limpopo Regional

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




# Strategic Initiative Charter – Southern Regional



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




# Strategic Initiative Charter – Technical

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



# Strategic Initiative Charter – PDS Surface/Diesels

Chair	Thrust	Key Milestones		Deliverables
		What	By when	
	Technical	Acquire mandate from SACEA Council	19 February	<ul style="list-style-type: none"> <li>Establish Committee and Roles</li> </ul>
		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"> <li>To investigate technology</li> <li>To establish specifications</li> <li>To share information</li> </ul>	<ul style="list-style-type: none"> <li>???</li> </ul>	Do review and start planning next event	Aug 2017	<ul style="list-style-type: none"> <li>2nd – Guy Gething</li> <li>3rd –</li> </ul>

# ***QUESTIONS ?***





## ***2016 COUNCIL***

- **COUNCIL: Mr LD Turvey (President); Mr J Subermoney (1<sup>nd</sup> 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 (1<sup>st</sup> Vice-President); Mrs A Prinsloo (2<sup>nd</sup> 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**