

PRIVATE AND CONFIDENTIAL

SOUTH AFRICAN COLLIERY MANAGERS' ASSOCIATION

Minutes of the General Meeting of Members of the Association held at SACE Recreation Club, Witbank on 11 May 2006 at 09:00.

PRESENT: Mr R E Jennings, Past President in the Chair,
together with members and guests, as per the attendance register attached to the minutes.

APOLOGIES: As per attendance register, attached to the minutes.

WELCOME

The Chairman welcomed members and guests to the General meeting of the Association and extended a special welcome to Past Presidents, Messrs F S M Grobbelaar, J P Jordaan and W Uys. Honorary Life Member, R B Smith and special guest E Leeuw, SACHRA President.

The Chairman reported that Mr W Marais had apologised together with the Vice-President, Mr P I van der Linde who were unable to attend.

The Chairman asked all members present to sign the attendance register.

The Chairman noted the list of apologies from VIPs which would be attached to the minutes.

The Chairman introduced Mr J Armstrong who welcomed members to the General Meeting being hosted by Kleinkopje Colliery and on behalf of Mr A Loots, the General Manager.

The Chairman reported that as a quorum was present he could declare the meeting duly constituted and open.

PRESENTATIONS

The Chairman reported that there were three excellent and diverse presentations which he believed would add value to members attending.

The Chairman introduced the presenters of the following presentation:

- Fit for Work, Fit for Life by Dr S Goosen, Medical Doctor at Ingwe Collieries;
- Project 2010 – Sasol Mining by Mr J P Jordaan; and
- Goedehoop Colliery – Noise Reduction Initiatives by J Nieman (SACEPA).

Dr S Goosen reported that his presentation on fit for work fit for life approach was a guideline document used by Ingwe Collieries. The programme fitted in with BHP Billiton's charter and its holistic approach to people management on mines.

The holistic approach meant that various programmes were included, namely;

- Drug and alcohol programme;
- Employer Systems Programme;
- Health promotion;
- Medical assessment and assistance programmes;
- Occupational rehabilitation;
- Fatigue management programmes; and
- Fatigue impairment assessment and in convention.

All these programmes were included in the overall guideline on fit for work fit for life and was an approach used by BHP Billiton worldwide.

After thanking Dr Goosen for his interesting presentation, the Chairman presented him with a set of Association cufflinks.

Mr J P Jordaan gave an informative presentation on Project 2010 at Sasol Mining. Mr Jordaan said that the project 2010 had been introduced to provide a process for 2010 to meet the future sales volumes, the Mining charter requirements and to align various initiatives undertaken by Sasol Mining into one project.

There were six themes for project 2010 which were:

- addressing mining charter issues;
- health, safety and the environment;
- continuous improvement;
- business and reserve optimisation;
- product and market optimisation; and
- mining with people.

Mr Jordaan reported that there had been a number of valuable learning points from the programme to date. This included:

- a diagnostic analysis of the current position;
- the defining and the allocation of champions;
- choosing a suitable methodology;
- selecting a project leader;
- involving the corporate leaders who would be effective in the process;
- establishing a steering committee for progress and feedback;
- tracking the progress;
- gaining the commitment of the Chief Executive and Board;
- the integration of rewards and recognitions;
- celebrating each success as it occurs; and
- developing new generation role players.

The Chairman thanked Mr Jordaan for a most informational and practical analysis of the Sasol 2010 project.

Mr J Neiman shared various initiatives on noise reduction projects being undertaken at Goedehoop Colliery. These had included noise reduction on:

- fans, scrubbers, tractors;
- silencing of LHD's; and
- climate control for the cab of ELMCO.

On conclusion of the presentations the Chairman thanked the presenters on behalf of the members for most interesting and informative series of presentations.

CONFIRMATION OF THE MINUTES

The minutes of the General Meeting of the Association held on 30 September 2005 and the Annual General Meeting held on 24 February 2006 were confirmed by members.

MATTERS ARISING

The Chairman asked that if members had any matters arising from the minutes that were not included on the agenda for the day's meeting, suggesting that these should be raised under General at the end of the meeting.

MEMBERSHIP

The Chairman reported that the following new members had joined the Association since the beginning of the year:

* **Associate Membership**

L Meko, Production Overseer, Klipspruit, Ingwe
J H van Huyssten, Business Manager, Sandvik
B Ntimane, Mine Overseer, Kriel Colliery
P J du Preez, Mine Overseer, Middelbult Colliery
W J Snyman, Mine Overseer, Goedehoop Colliery
B Mahlangu, Shift Overseer, New Denmark Colliery
K J Mostert, Senior Planning Officer, New Denmark Colliery

* **Ordinary Membership**

J Scott, Acting Planning Manager, Middelburg Mine
P P Mahaye, Manager Production Services, Brandspruit Colliery
M E Phadi, Section Manager, New Denmark Colliery

* **Candidate Membership**

E T Sibanyoni, Junior Mining Engineer, Middelburg Mine Services.
G M Mogale, Mine Overseer, New Denmark Colliery
N M Ntseke, Shift Overseer, New Denmark Colliery
M R Tlala, Explosives Engineer, Sasol Nitro

* **Transfer from Associate Membership to Ordinary Membership**

R Smart, Project Engineer, Sasol Mining
S P Wright, Training and Project Manager, New Denmark Colliery
G J L Krugel, Section Manager, New Denmark Colliery

SAFETY AND GOOD PRACTICES

The Chairman reported that the following safety achievements had been recorded:

- Brandspruit Colliery had achieved four million manhours without a lost workday case in February 2006;
- Greenside Colliery had achieved two thousand fatality free production shifts in February 2006;
- Greenside Colliery had achieved one million injury free manshifts in April 2006.

The Chairman congratulated mines and managements on their achievements and members gave a round of applause in appreciation.

The President asked members to report on incidents and accidents, which had occurred on their mines, noting that the details of such events would not be recorded in the minutes in detail.

GENERAL

The Chairman and members reported on the following general matters discussed:

- **Interaction with the Department of Transport.** The Council had agreed to engage various departments on the deterioration of the Provincial roads system. The Council would interact with the Department of Transport and would be interacting with haulage organisations, Eskom, Spoornet and mines in order to establish some sort of initiative to improve the state of roads. The Chairman also noted that the extension of the N17 had been approved.
- **Contractor Workshop.** The Chairman reported that a generic induction course had been agreed in principle but little further progress had been made with regard to the medical certificates. Some mines and Mining Houses had agreed to a co-operation in the use of each others medical certificates eliminating the number of x-rays required by contractors moving from one site to another. However there had been no overall agreement to a centralised generic medical certificate. A steering Committee had been established to progress the issues however the Chairman indicated he believed that the most progress would be on a generic induction course. The Chairman noted that the generic course would not replace a mine specific induction course required by individual mines.

Mr WUys commented that Sasol Mining were going to risk rate their contractors based on recordable case rate of injuries and accidents.

- **ECOSA.** The Chairman reported that progress had finally been made with regard to the necessary qualifications for a mine manager. The Chairman reported that deliberations on qualifications for a mine manager had reached a critical point with regard to debate as to whether a mine manager's certificate was an NQF level 6 or level 7 qualification. The Council had after some compromise agreed that the entry level should be at a minimum level 6 and that during stage 2 training and development this would allow a progression to a level 7 as was common with the mine managers ticket at present, by means of a further 120 credits earned either by part time study, unit standards or further semesters. This proposal by Council assumed that education to be in place for a level 6 either an HND or its equivalent for entry into stage 2 education and training and that a competent manager would then emerge as a level 7.

For information the Chairman noted that stage 1 was the educational training currently typical with examinations plus some practical experience and that stage 2 was the practical experience received by a person at mine level which was

approximately two years, very similar to the progress for a person preparing for his certificate of competency examinations. Once the additional 120 academic credits had been earned by the person they could be appointed to the level of an

engineer practicing under the direction of a registered certificated engineer and that this would be at an international benchmark level.

The Chairman indicated that new qualifications for the certificated manager and engineer would be at an SAQA level 7 and that new qualifications would be in place in October 2006. Transitional arrangements had still to be finalised as has the grandfathering of the current mine managers certificate.

- **Continuing Professional Development Requirements.** The Chairman reported that legislation had been passed which would mean that competent persons needed to be registered with ECSA and that to maintain their competency they would have to earn continuing professional development credits over a five year period. Each registered person would need to earn 25 credits over a five year period with a minimum of three credits per year.

The Chairman reported that only Voluntary Associations were entitled to award credits for their meetings and presentations. It was therefore critical that SACMA register as a Voluntary Association and to do this there was a minimum requirement of 30% of Ordinary members, 50% of Council. At present the Association did not meet the Voluntary Associations criteria but with the number of members applications about to be submitted the Association could be in a position by June 2006 to apply for Voluntary Association.

The Council had expressed concern that Ordinary members needed to remain as Ordinary members and not be demoted to Associate membership when they were transferred to Head Office. The Council were progressing this and would propose changes to the Constitution and Rules in the future.

- **Safety.** The Chairman reported on the DME's statistics for the Province noting the number of accidents and the fact that repeat accidents were very common. It was important for members to share experiences on accidents at meetings of the Association in order to avoid repeat accidents. There was still too many accidents in the Coal Mining Industry for members to be complacent with the achievements made towards meeting the targets and milestones.
- **Strategic Plan for 2006.** The Chairman reported that Council had held a strategic planning session during March 2006 and highlighted the following:
 - the future of the coal mining business seemed to secure;

- there had been no change to the vision and mission of SACMA;
- SACMA remained an employer support organisation for the Mining Houses and the Chamber of Mines;

- There had been five major focus areas developed which were:
 - Membership value;
 - Professionalism (ECSA/MQA certificates of competency):
 - Sustainable development (safety, health and the environment)
 - Alignment with industry leaders (Chief Executives, DME and Government)
 - Stakeholders relationships (Eskom, Spoomet)

Benchmark Study: Coaltech 2010. Mr A Dougal reported on a benchmarking study being undertaken by Coaltech and asked for support from the Associations. A handout was given.

Mr Dougal noted the following during his presentation:

- local and international benchmarking study;
- taking off of infantry or underground d operating sections
- the termination of best practice; and
- benchmarking against best international practices.

Mr Dougal reported that the collection of data would be through inspection, interviews and questionnaires.

Mr Dougal appealed to mines to register their mine operational sections with the researcher.

LAUNCH OF OPENCAST HANDBOOK

Mr W Uys recalled that SACMA had assisted in upgrading of academic literature used by the tertiary institutions. In the last year a handbook had been prepared on surface strip coal mining and that a future project would be planning for safe mining practices.

Mr Uys presented the Opencast Handbook to Mr P Knottenbelt of the University of Johannesburg.

Mr Knottenbelt thanked the Association for its intervention and indicated that the handbooks were a proactive step by the Associations and would be used in tutoring students.

Mr Uys reported that copies of the handbook would be available on CD and would be registered as a trademark.

CLOSURE AND ACKNOWLEDGEMENTS

The Chairman thanked members for their attendance and Mr J Armstrong for hosting the Association for the day.

There being no further business the Chairman closed the meeting at 13:15 and invited members to drinks and lunch.

CONFIRMED

PRESIDENT

Genmin11may2006/sacma/gjw

SOUTH AFRICAN COLLIERY MANAGERS ASSOCIATION**GENERAL MEETING: 11 MAY 2006****MEMBERS/VIPS****SA COAL ESTATES**

NAME	MNE	PRES	APOL	NO SHOW
ARMSTRONG J	LANDAU	*		
BECHT E	GOEDEHOOP	*		
BEKKER	KLEINKOPJE	*		
BLEEKER MJ	NEW CLYDESDALE		*	
BOOYSEN H	MATLA COLLIERY			*
BOSHOFF L	SASOL MINING	*		
BRITZ J	KUMBA COAL HQ			
BYE N	GOEDEHOOP	*		
CHETTY P	TWEEFFONTEIN	*		
COETZEE J	SASOL MINING	*		
COETZEE D H J	KLIPSPRUIT			*
COETZEE P	KLEINKOPJE	*		
COETZER J R	BOSJESSPRUIT	*		
COLLINS J	TOTAL COAL SA			*
CUNNEY M	NEW VAAL	*		
DE WET PP	KRIEL	*		
DEALE H	WERU MINING	*		
DOUGALL A	PRESENTER	*		
DOW T	DME		*	
DU PREEZ J J	BOSJESSPRUIT			*
DYMAN G	ZAC	*		
GLAESER F	GOEDEHOOP	*		
GOOSEN DR S	BHP BILLITON	*		
GROBBELAAR F S M	VIP	*		
HLATSHWAYO R	NEW VAAL			*
HUGO R	RIETSPRUIT MINE			*
JANSE VAN VUUREN K	BRANDSPRUIT			*
JENNINGS R E	INGWE COLLIERIES	*		
JORDAAN H	NEW VAAL	*		
JORDAAN J P	SASOL MINING	*		
JOSEPH L	SYFERFONTEIN			*
JOUBERT C J	SASOL MINING		*	
KABINDE T	KRIEL			*
KENT M	DME		*	
KNOTTENBELT P	UNIVERSITY OF JOHANNESBURG	*		
KRUGEL G	NEW DENMARK		*	

KRUGEL K	TOTAL COAL SA			*
LEEJW E	SACHRA PRESIDENT - VIP	*		
LOTHERING N	KLEINKOPJE	*		
LOUW P	SASOL MINING		*	
LOUW K	MIDDELBULT	*		
LOUWRENS A	SASOL MINING	*		
MABBETT A	TOTAL COAL SA		*	
MABUZA L	GOEDEHOOP	*		
MACFARLANE I	BUFFER TRADE (PTY) LIMITED	*		
MALAN W W	HLM		*	
MARTIN L	KRIEL			*
MASONDO T	MAFUBE	*		
MATTISON K	KRIEL	*		
MCHUIZE B	KLEINKOPJE	*		
MILLER D	NEW DENMARK	*		
MOKWENA H	MATLA COLLIERY	*		
MSIZA D	VIP		*	
MULDER L	EXPECTRA		*	
MUSANDA B	NEW DENMARK	*		
NELL B	MATLA COLLIERY			*
NIEMAN J	PRESENTER	*		
NTHOTSO D	GOEDEHOOP	*		
PAPENFUS H	ARNOT	*		
PILLAY N	MATLA COLLIERY	*		
RAMOKHOTHUANE L	SASOL MINING	*		
REDMAN A E	VIP		*	
ROACH R	XSTRATA COAL	*		
ROGAN A	VIP		*	
ROOS S	MATLA COLLIERY			*
ROSS J	AVIAL FLOW	*		
SMART R	SASOL MINING	*		
SMITH F	MATLA COLLIERY			*
SMITH R B	HLM	*		
SNYDERS P	RIVERSDALE HOLDINGS	*		
STANDISH-WHITE J	GOEDEHOOP	*		
STAPELBERG D	MATLA COLLIERY	*		
SWANEPOEL P	XSTRATA COAL		*	
TERBLANCHE P A	DELMAS COAL	*		
TLALA M R	NITRO SASOL		*	
TOLLEMACHE W	GOEDEHOOP			*
TSOTETSI A	KLEINKOPJE			*
TURVEY L D	VIP		*	
UYS W	SASOL MINING	*		
VAN DER LINDE P	NBC		*	
VAN DER MERWE H	KLEINKOPJE	*		
VAN DER WESTHUIZEN J	VIP		*	

VAN ECK N J	BOSJESSPRUIT	*		
VAN JAARVELD A	IMBANA	*		
VAN VUUREN P	VOEST ALPINE	*		
VAN ZYL P	KRIEL	*		
VAN ZYL P	KRIEL		*	
VAN ZYL P	KRIEL		*	
VETI M	ARNOT	*		
VOGEL D	NEW CLYDESDALE	*		
WAGNER X	KLEINKOPJE	*		
WATSON D	HLM		*	
WHITE H	VIP		*	
WILLIAMS G	KRIEL	*		
WILLIAMS G	KRIEL		*	
WRIGHT S	NEW DENMARK	*		
XOJLE M	VIP (DME)	*		
ZERBT C	AXAL FLOW	*		
ZIML	VIP		*	