



SACMA Strategic Focus Areas - 2010



Membership Value

Membership Champions

- | | |
|-------------------------------|-----------------|
| ■ Sasol | Gerrit |
| ■ Anglo | Themba |
| ■ BHP Billiton Energy Coal SA | Wilco |
| ■ Exxaro | Mongezi |
| ■ Xstrata | Pravin |
| ■ Total | Jonathan |
| ■ Contractors | Pieter S |
| ■ SMO | Pieter S/Bertus |

Regional Chairmen

- | | |
|---------|--------|
| ■ North | Andrew |
| ■ South | Bertus |



Forum Membership

BODY/INSTITUTION	RELEVANT SUB-STRUCTURE	ROLE/FUNCTION	NAME OF REPRESENTATIVE
CHAMBER OF MINES OF SA (CoMSA)	<i>Occupational Health and Safety Policy Committee (OH&SPC)</i>	<i>Representative</i>	<i>Mr Marais, Wynand (1st yr)</i>
		<i>Alternate</i>	<i>Mr Mongezi Vet</i>
	<i>Education Advisory Committee (EAC)</i>	<i>Representative</i>	<i>Mr Richard Jennings</i>
		<i>Alternate</i>	<i>Alt Mr Pravin Chetty</i>
	<i>Presidents' Forum</i>	<i>SACMA President</i>	<i>Mr Temba Masondo</i>
ENGINEERING COUNCIL OF SA (ECSA)	<i>Presidents' Forum</i>	<i>SACMA President</i>	<i>Mr Temba Masondo</i>
	<i>Technology Programme Advisory Committee (TPAC)</i>	<i>Representative</i>	<i>Mr Piet Fourie</i>
	<i>Professional Advisory Committee (PAC) CEs/CMs</i>	<i>Representative</i>	<i>Mr Richard Jennings</i>
		<i>Alternate</i>	<i>Mr Jonathan Collins</i>
<i>Engineering Standards Generation Body (ESGB)</i>	<i>Representativ</i>	<i>Mr Richard Jennings</i>	
ENGINEERING STANDARDS GENERATION BODY (ESGB)	<i>Technology SGG</i>	<i>Representative</i>	<i>Mr Bleeker, Tienie</i>
	<i>SGG: Stage 2 CEs/CMs</i>	<i>Representative</i>	<i>Mr Richard Jennings</i>
	<i>SGG: Stage 2 Engineering Technologists</i>	<i>Representative</i>	<i>Mr Barry Bezuidenhout Mr Philani Mahaye</i>
	<i>SGG: Levels 5 & 6 Qualifications</i>	<i>Representative</i>	<i>Mr Neels Joubert</i>
MINING QUALIFICA-TIONS AUTHORITY	<i>CE/CM Steercom</i>	<i>Representative</i>	<i>Mr Richard Jennings</i>
	<i>Education and Training Quality Assurer (ETQA)</i>	<i>Representative</i>	<i>Mr Jonathan Collins</i>

Strategic Focus Areas - 2010



- 1 - *Maximise value-add/power of meetings*
- 2 - *Industry involvement*
- 3 - *Role of SACMA in SHECO/Sustainable development*
- 4 - *New technologies/mining methods/R & D*
- 5 - *Branding/leveraging of relationships*
- 6 - *Registration/qualifications/professionalism*

“shaping the future”

SFA 1: Maximise value-add/power of meetings [2 Regional Chairmen; Vice Chairmen]



- *Fresh agenda: restructure regional meetings*
- *Participation of Council members and senior mine managers*
- *Suggestion: change the name “regional” (as in regional meetings)*
- *Conduct survey of members’ expectations*
- *Map out broad topics a few meetings ahead*
- *Utilise website more*
- *Young person in charge of website*
- *After each Council meeting, put message on website*
- *Membership drive (“member of SACMA” – should be a big thing)*
 - *Candidate members*
- *Mentorship*
- *Feedback to companies (following attendance)*
- *Timing of SACMA meetings – must get it right (suggestion: start at 12:00/13:00; finish by 15:30; then interaction)*
- *Suggestion: technical visit at mine **before** the meeting (or workshop or presentation)*

SFA 1: Maximise value-add/power of meetings - continued [2 Regional Chairmen; Vice Chairmen]



- **Registration of potential members from all Mining Houses (Membership custodians)**
 - Focus on candidate members
- **Inter-mine Technical visits to take place and provide feedback (Gerhard)**
 - Determine and publicise the schedule upfront – mine takes ownership
 - Visit1: ..
 - Visit2: ..
 - Visit3: ..
 - Visit4: ..
- **Arrange distant technical and non-core visits (Wilco)**
 - GrooteGeluk and Medupi Power Station
 - RBCT after expansion (Tienie)
- **Meetings (general guidelines) (Chairman, Vice-Chairman)**
 - SACMA council members to interact with broader audience
 - All activities structured around CPD point requirements (President via Regional Chairmen)
 - Chairmen to collect presentations (PowerPoint and paper document) as part of the CPD format requirements and also to ensure publication on website. Write CD at year-end (Regional Chairmen)



SFA 1: Maximise value-add/power of meetings - continued [2 Regional Chairmen; Vice Chairmen]

- **Council Member (general guidelines)**
 - *Ensure new members are invited to and attend regional meetings*
 - *Simon to ensure that council members are aware of new members*
 - *Ensure membership packs are handed to new members at first meeting (Simon with Regional Chairmen)*

SFA 2: Industry involvement *[President; Vice-Presidents; Past President]*



- *Include water and energy issues (also: Eskom)*
- *Disseminating information to junior members – presentation from Council (President) to others*
 - *“Selling slide”*
 - *Also: explain why on boards etc*
- *Succession planning (Council) – involving others; introduce “shadowing concept”*
- *Track attendance at meetings/sessions – hold Council members accountable*
- *Representatives that are selected must add value*
- *Junior/Small Mining Houses*
 - *Increase membership of Small Mining Operators and contractors (Pieter Scheepers/Wynand)*
- *Leading METF (Wilco)*
- *Proactively keeping up to date with new legislation*
- *Be part of Olifants River Forum as the vehicle to deliver on requirements*

SFA 2: Industry involvement – continued

[President; Vice-Presidents; Past President]



- *Common view – can facilitate cross-company and industry approach to Social and Labour Plans*
- *Investigate synergies with other organisations that might better facilitate SACMA's influence*
- *Discussion with Chief Inspector of Mines (President, Council representatives)*
 - *Early in year – visit to Chief Inspector to discuss SACMA and its initiatives*
- *Identify pertinent issues where Chamber of Mines can assist SACMA (Themba):*
 - *Presidents Forum*
 - *Mining Charter*
 - *Other issues*
- *Continued collaboration and information sharing with Eskom where appropriate – both directions*
- *Investigate ways (with TFR) to facilitate an increase in rail capacity*
- *Interact with service providers and involvement with local business groups*
 - *Roads and transport providers (Wilco)*
 - *Policing forum – link with National Crime Prevention Initiative – BAC (Themba)*
 - *Emergency response*
 - *Emergency security response*

SFA 3: Role of SACMA in SHECQ/ Sustainable development [Mongezi; Frans]



- *Coalsafe – rethink its effectiveness*
- *Safety Forum*
- *Impact of mine closure/re-habilitation/water management*
- *MOSH adoption*
- *Co-ordination: needs-driven local economic development and other SHECQ issues (join forces as industry to make bigger impact)*
- *Review role of SACMA in ensuring responsible mining*
- *Liaison with DMR – jointly SACMA and SACEA*
- *Tracking and influencing of legislation changes (proactively) – use structures; need right contact persons*
 - *Look at what SACEA is doing – may help*
- *“Teach us about the structures”*
- *Continuance of the Safety Forum (Frans Knox with SACEPA President)*
 - *Distribution of incident reports/Newsflashes on website*

SFA 3: Role of SACMA in SHECQ/ Sustainable development - continued

[Mongezi; Frans]



- *Mining Industry occupational health and safety leading practice adoption system (Wynand)*
 - *SACMA active involvement – Member baseline guidelines*
 - *Action implementation proposals*
- *Specific Safety Initiatives*
 - *Organise Coalsafe 2010 & 2011*
 - *Organise safety workshop in September 2009 (organise for CPD credits Cat1) (SACEA)*
 - *SACEPA conference on safety, health and environmental issues in January 2010 (SACEPA)*
 - *Facilitate the sharing of leading practices on training and development of first-line supervisors (Frans)*
- *Deliver as a coal industry Group Safety Managers Forum (Frans Knox with SACEPA)*
 - *Frans presentation to SACMA on the Safety Forum future and strategy required*
 - *DME Safety Interaction*
 - *Safety workshops (initiated by DME)*
 - *Regular health check with the PI – feedback to Council meeting (Temba)*

SFA 3: Role of SACMA in SHECQ/ Sustainable development - continued

[Mongezi; Frans]



- *Focus on safety, dust and noise targets and milestones (SACEPA)*
 - *Common industry Occupational Health reporting base*
 - *Consider adoption team measure systems as a new base*
 - *OEM-DME collaboration on safety and health related technology (SACEA)*
- *Coordinating local economic development and SHECQ/Sustainable Development issues*

SFA 4: New technologies/mining methods/R & D *[Jan; Pravin]*



- *Influence right vehicles to ensure that right research is done*
- *Lot can be done via Coaltech (have structures/processes for conducting research)*
- *Funds from Mines' Health and Safety Council (and others)*
- *Research required: thin-seam mining*
- *SACMA structure to determine research needs*
- *Need to interface more with Coaltech*
- *How do we engage with OEMs to come up with better technologies?*
- *Contact with universities*
- *Need to get closer to Rock Engineering*

SFA 5: Branding/leveraging of relationships *[China; Malcolm]*



- *Need to refine: who/what is SACMA?*
- *Key words to be used as part of the SACMA brand:*
 - *Passion*
 - *Involvement/camaraderie*
 - *Influencing*
 - *Pride*
 - *Innovative*
 - *Professionalism*
 - *Dynamic*
- *Look at various elements of branding (note: role of passion)*
- *Possible survey:*
 - *What do young people want*
- *Need a coherent branding strategy (taking SACMA from the present to the desired future) – e.g. issue a strategic Coal statement each year*

SFA 5: Branding/leveraging of relationships - continued [China; Malcolm]



Malcolm]

- *Need better/more Public Relations (PR) – appoint a person to assist*
- *Branding – linked to universities*
- *Need to get Coalsafe accredited*
- *Endorsements via other bodies/people*
- *Link: culture and branding*
- *Leverage the website(s) to promote/add value to SACMA and affiliates*
(Malcolm)
 - *Publish best practices, technical papers, safety info and examiner questions*
 - *Create link on Company Intranets to SACMA website*
 - *Investigate notification of website updates to members*
 - *Facility to update personal information*
- *Incident Newsflashes distributed via e-mail (Company custodians)*

SFA 6: Registration/qualifications/ professionalism *[Richard]*



- *Finalise issues involved in qualifications*
- *Registration and licensing/certificate of competency (also: where we stand vis-à-vis DMR)*
- *Have to get right representation on all the bodies where we serve*
- *Actively engage legislation changes*
- *Also look at image regarding professionalism*
- *Continued involvement with MQA/ECSA (Richard, Jonathan)*
 - *Finalise the profile of the Competent Person (Engineer, Mine Manager)*
 - *Finalise the input requirements for stage 2 qualifications*
 - *Solve issues around registration and Licensing (Richard, Jonathan)*
 - *Alignment of SACEA and SACMA view (Richard)*
 - *Finalise input requirements for L5 competencies (Mine overseer, General Engineering Supervisor) (Neels Joubert)*
 - *SACMA representation on ECSA accreditation Board (Richard, Tienie)*
 - *MPAS steering committee (Richard, Jonathan)*

SFA 6: Registration/qualifications/ professionalism – continued [Richard]



- *Continued Professional Development - custodian (Gerrit vd Westhuyzen)*
 - *Current SACMA status: 50% (honorary life members)*
 - *Continued communication*
 - *Ensure quality of documentation/presentations*
 - *Administer Continued Professional Develop Working Group (Gerrit, Regional Chairmen)*
 - *Administer the CPD for SACMA (Simon)*
 - *Initiate the mentorship programme*
- *SACMA to coordinate the experiential training (University students that are potential candidates) (Wilco)*
 - *To be aware that this is going to become a bigger issue – rethink role of SACMA*
- *Involvement of candidates for certificate of competence (Themba)*
 - *Ensure improvement of exam results via improving on the screening phase*
 - *Raise responsibility of SACMA members to ensure readiness of candidates for the exam*
 - *Look at disconnect between pre- and real exam results*
 - *Depending on Council for Build environment and ECSA events, that will impact on this is approached for the future*

SFA 6: Registration/qualifications/ professionalism – continued *[Richard]*



- **SACHRA** to become intimately involved in the competency requirements for training in the coal industry
 - Strategic topic for 2010
- **SACHRA** to become involved with the SAQA registered qualifications
 - Communicate requirements to all associations