



SOUTH AFRICAN COLLIERY HUMAN RESOURCES ASSOCIATION

SOUTH AFRICAN COLLIERY HUMAN RESOURCES ASSOCIATION

**ANNUAL REPORT OF THE COUNCIL
FOR THE YEAR ENDED 31 DECEMBER 2007**

COUNCIL 2007

President

R E Leeuw
Exarro Coal
(Resigned)

1st Vice-President

Mrs S E Ndimande
Sasol Mining

2nd Vice-President

M Cummins
Anglo Operations
New Denmark Colliery

Council Members

S L Clarke
Anglo Operations
Isibonelo Colliery

D Cogzell
Exarro Coal
Arnot Colliery

P H B Hinchliffe
Sasol Mining

C D Logan-Delagey
Anglo Operations
Kriel Colliery

S Mabuza
Xstrata Coal

P Modisane
Anglo Operations Limited

Mrs H Roets
Xstrata Coal
(Resigned)

Mrs S Viljoen
Xstrata Coal
(Co-Opted)

Secretary

S J Orchardson
Mines Professional Associations' Secretariat

**REPORT OF THE COUNCIL FOR THE YEAR ENDED
31 DECEMBER 2007**

Presented to the members of the Association on the occasion of the Seventh Annual General Meeting held at Cathedral Peak Hotel, Kwazulu Natal on Friday 28 March 2008.

FINANCE

The financial statements appended to this report reflect the income and expenditure of the Association's funds for the year to 31 December 2007, administered by the Mines Professional Association Secretariat (MPAS).

Revenue for the year, from subscriptions, interest earned on investments of **R162 598**. Expenditure amounted to **R174 289** for the period. The deficit of **R11 691** will be carried forward to the new financial year.

The accumulated funds to be carried forward to the new year will be **R45 383**.

SUBSCRIPTIONS

In terms of the powers vested in it by the Constitution and Rules of the Association, the Council has agreed that subscriptions for the ensuing year for Ordinary and Associate members will be R600 p a.(excluding VAT) for both classes of member. This is in line with increases agreed to with other Coal Associations.

MEMBERSHIP

The total membership of the Association as at 31 December 2007, is 144. This is a net increase of 4 during the year.

The Council had set as an objective for the Association to increase membership to 150 by the end of 2007. This was not achieved but a new high in membership numbers speaks well for the continuing growth of the Association. This can only be achieved by the commitment of current membership to vigorously recruit new members and to making meetings interesting and vibrant.

PORTFOLIO HOLDERS

	Representative
Safety, Health and Environment	D H Cogzell

Employee Relations	P H B Hinchliffe
Editorial and Presentation of Papers	
Membership	All Council members
Technical Visits	S L Clarke and M Cummins
Marketing the Association	President and Council
HIV/AIDS Powerbelt Project	S Mabuza
Transformation and Change	Mrs S E Ndimande and C D Logan-Delagey
HR Development and Training	S L Clarke and M R Cummins
Sustainable Development	S Mabuza

INDUSTRIAL RELATIONS

In order to be fully conversant with current industry trends, as well as new legislation, Council receives regular briefing through the Chamber of Mines Industrial Relations Services and from Mining Houses, this is shared with members. The information gained from these discussions, although mostly of a confidential nature, is of great value and is subsequently shared with members through various channels.

This topic also stimulates valuable and pertinent discussions amongst members present at the regular General meetings.

SENTINEL MINING INDUSTRY RETIREMENT FUND

Your Trustee (SACMA representative – Wynand Marais) continues to attend Board of Trustee meetings and to report back at General Meetings to members from time to time.

BI MONTHLY GENERAL MEETINGS

The success and viability of the Association largely depends on active participation by members at Bi-Monthly meetings during the year.

General Meetings, as well as being the main communication medium, are the core activity of the Association and the interaction and free exchange of information between members is of extreme importance, not only by informing members of potential problem areas but also the way in which these problems can be resolved.

Your Council would like to stress that members, rather than feeling obligated to take part in affairs concerning the Association, should actively enjoy their participation. In order for members to extract the most benefit from these meetings, it is of vital importance that they participate fully in discussions on all topics.

Attendance at Bi Monthly General Meetings remained stable this year but did not improve as had been hoped. The meetings were however interesting and presentations were of great value to those members committed to attending. The meetings towards the end of the year were poorly attended.

The following meetings were held during 2007:

17 January 2007	New Denmark Colliery	25
30 March 2007	Royal Swazi Sun Hotel	38
16 May 2007	Kriel Colliery	40
18 July 2007	Tweefontein Colliery	49
19 September 2007	Arnot Colliery	16
21 November 2007	Sasol Mining	21

Your Council wishes to place on record its grateful thanks to the hosting mines and their managements.

Various guest speakers were invited to attend the Bi-Monthly General Meetings and gave informative presentations on the following topics:

<i>Arnot Colliery</i>	<i>By Arnot Management</i>
<i>Changing World of Work, People, Passion and Performance</i>	<i>E Rudman</i>
<i>DME Safety Performance – Statistics</i>	<i>D H Cogzell</i>
<i>Corporate Athlete – Wellness can Option or Not</i>	<i>C Manser</i>
<i>Managing Employee Relations in a Changing Landscape</i>	<i>P W Senoamadi</i>
<i>Being a Member of a Vibrant Association</i>	<i>M J Bleeker (SACMA)</i>
<i>Safety at Kriel Colliery</i>	<i>C D Logan-Delagney</i>
<i>HIV/AIDS Trends</i>	<i>S White</i>
<i>Snakes Alive, Safety Initiatives at Kriel Colliery</i>	<i>Kriel Colliery</i>
<i>Behaviours Based Safety Programmes</i>	<i>M Laubsier (IRCA)</i>
<i>Skills Polls Shortage Survey: Research Methodology and the Way Forward</i>	<i>P Schutte</i>
<i>Safety at New Denmark Colliery</i>	<i>H Strauss</i>
<i>Employee Wellness</i>	<i>Ranape Careways</i>
<i>New Denmark Competency Interventions</i>	<i>M Cummins</i>
<i>New Denmark Mock Mine Visit</i>	<i>New Denmark Colliery</i>

MEETINGS OF PRESIDENTS AND VICE-PRESIDENTS AND THE CHAMBER OF MINES

The Association's President and Vice-President were invited to participate in meetings with the Presidents and Vice-Presidents of the other Mines Professional Associations and also with the Chamber of Mines Senior Officials in July and November 2007. This was an ideal opportunity to receive feedback on the Chamber's activities particularly regarding new legislation being promulgated.

Discussions took place with the Chamber of Mines on the following matters which were of concern and interest to the Association:

- Mine Health and Safety Policy
- Mineral Development Bill
- Occupational Health
- HIV/AIDS in the Mining Industry

- Labour Legislation Review
- Employment Equity Act
- Mining Charter
- Labour Legislation

At the inter Association meetings, matters discussed included the administration of the Secretariat, ECSA, Code of Practice, Industrial Relations and Licencing and Appointment of Engineers.

THE ASSOCIATION AS A FORUM

In pursuit of its declared objective to address pertinent human resource-related issues within the mining industry, many diverse topics of mutual interest were addressed during the year under review at the General Meetings.

Consequently, and with the expertise available to the Association, Council has been in a position to promote discussion and interaction and subsequently disseminate all information gained to members at the quarterly General meetings. Thus, the Association has been able to maintain the high standards required in a professional manner and to achieve its primary objective set out in our constitution.

HEALTH AND SAFETY

Human Resources Practitioners in the Mining Industry play a vital role in this arena, therefore safety has always been accorded a high priority, which is reflected by the fact that Safety is the first item for discussion at all General and Council meetings.

SAFETY

MINE SAFETY ACHIEVEMENTS

Congratulations to the management and staff of all the mines who had safety achievements during 2007. The achievements will be acknowledged on 13 March at Coalsafe 2008.

HIV / AIDS FOCUS

The Powerbelt continued to operate in the Highveld region. The Powerbelt initiatives included the training of peer educators who were actively involved with AIDS education, condom distribution and the dissemination of information about the Government services on antiretrovirals and referrals to community facilities. There is a need for coordination of effort between the Powerbelt initiatives in the communities, the government's and the major initiatives currently taking place at the various Mining Houses.

COALSAFE 2007

Coalsafe 2007 was launched on 15 March 2007 at the Witbank Civic Centre. Over 500 delegates attended the launch. This was the best attendance and representation ever.

Subsequently individual mines held roadshows at various collieries to take the safety theme to their mine employees. The road shows were able to incorporate their own initiatives on safety which was very beneficial and encouraged mine involvement.

TECHNICAL VISITS

There were no technical visits held during 2007.

SEMINARS

A Seminar was not held during 2007 but is planned for mid 2008. The theme would be “Women in Mining: Real Challenges, Real Solutions”.

SOUTH AFRICAN COLLIERY MANAGERS’ ASSOCIATION (SACMA)

The President attended Council meetings of SACMA during the year. This afforded the opportunity to pass on the Association’s views to SACMA and to disseminate information received from attending SACMA Council meetings to members at General Meetings. The Association wishes to place on record its thanks to the South African Colliery Managers’ Association for its support during the year.

JOINT GENERAL MEETING OF ALL COAL ASSOCIATIONS

A Joint General Meeting of all Coal Associations was held on 15 November 2007.

The SACHRA contribution to the meeting was by the Xstrata Coal Industrial Theatre Group on HIV/AIDS Awareness.

PRESIDENTIAL FUNCTION

A Presidential Function was held on 30 March to 1 April 2007 at the Royal Swazi Sun Hotel. The function itself was a great success and enjoyed by all whom participated. The weekend was well supported by members, but there remains an opportunity for greater participation for some mines and their Mining Houses.

STRATEGIC PLANNING

The Council held a Strategic Planning Session in May 2007 to realign the agendas and topics of meetings, set a vision and objectives and generally to address the issues of adding value for members. The workshop also aligned itself with the strategic direction of SACMA and set goals for 2007.

Strategic Focus Area:

- Membership Value
- Professionalism
- Relationship with DME
- Marketing and Visibility

GENERAL ISSUES

The following general issues have been regularly addressed at both Council and General Meetings during the year under review:

- **Industrial Relations**
 - Wage Negotiations (2007)
 - Bargaining Units/Recognition Agreements
- **Employment Equity**
 - Labour Relations Amendment Act
 - Social and Labour Plan
 - Basic Conditions of Employment
 - Women in Mining
- **Human Resource Management**
 - Performance Management
 - Training and Recruitment
 - Skills Development Act
- **Health Care and Welfare**
 - HIV Intervention Projects
 - Community Development
- **General Issues**
 - Safety
 - Mining Charter
 - Technical Visits

FUTURE CHALLENGES

The Council continues with the support of its members:

- to transform the Association and the Council to become representative of the demographics of our country and its rainbow nation and
- to focus our efforts to achieving our vision, mission and objectives established at the Strategic Planning Session;
- to involve Mining Houses that do not participate regularly; and
- to add value to the Coal Mining Industry.

CONCLUSION

During the year the elected President Mr E Leeuw was transferred by his company to its Head Office. Unfortunately Mr Leeuw was of the opinion that he could not do justice to the role of President of the Association and subsequently resigned as President. Mrs S E Ndimande the 1st Vice-President took over the duties of President from September 2007.

Finally, the Council wishes to express its appreciation to the South African Colliery Managers' Association for its support and attendance at the various meetings, as well as to all members, both old and new, for their support, and especially to those who have provided input in one form or another, as well as to all mine management for their continued support of the Association.

Council also wishes to record its appreciation, on behalf of the Association, for the administrative services and support rendered by the Mines Professional Associations Secretariat and staff in the management of the Associations affairs.

I would also like to extend my gratitude to fellow Council members and to Association members for all their support during my term of office as Vice-President and President-Elect of the Association.

**MRS SENDIMANDE
ELECT**

PRESIDENT-