



SOUTH AFRICAN COLLIERY HUMAN RESOURCES ASSOCIATION

**ANNUAL REPORT OF THE COUNCIL
FOR THE YEAR ENDED 31 DECEMBER 2009**

COUNCIL 2009

President

M Cummins
Anglo Operations Limited
New Denmark Colliery

Vice-Presidents

1ST Vice-President
S L Clarke

Anglo Operations Limited
Isibonelo Colliery

2nd Vice-President

Mrs S Viljoen
Xstrata Coal SA

Council Members

D Cogzell
Exarro Coal
Arnot Colliery

D H Engelbrecht
BECSA

P H B Hinchliffe
Sasol Mining
Kriel Colliery

S Mabuza
Xstrata Coal SA

S P Makaba
(BECSA) (Resigned)

J Maseko
Anglo Operations Limited

Mrs S E Ndimande
Sasol Mining

A Phokojoe
Sasol Mining

Mrs H Roets
Xstrata Coal SA
(Co-Opted)

Secretary

S J Orchardson
Mines Professional Associations' Secretariat

**REPORT OF THE COUNCIL FOR THE YEAR ENDED
31 DECEMBER 2009**

Presented to the members of the Association on the occasion of the Ninth Annual General Meeting held at Hunters Rest Hotel, Rustenburg on Friday 26 March 2010

FINANCE

The financial statements appended to this report reflect the income and expenditure of the Association's funds for the year to 31 December 2009, administered by the Mines Professional Association Secretariat (MPAS).

Revenue for the year, from subscriptions, interest earned on investments of **R319 001**
Expenditure amounted to **R246 975** for the period. The surplus of **R72 026** will be carried forward to the new financial year.

The accumulated funds to be carried forward to the new year will be **R99 476**.

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 R650 p a.(excluding VAT) for both classes of member.

MEMBERSHIP

The total membership of the Association as at 31 December 2009, is 161. This is a net increase of 10 during the year.

The Council had set as an objective for the Association to increase membership to 150 by the end of 2007. This has been achieved and speaks well for the continuing growth of the Association. This level of membership can only be maintained 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	S L Clarke
Employee Relations	P H B Hinchliffe and A Phokojoe
Transformation and Change	Mrs S E Ndimande
HR Development and Training	S L Clarke and M R Cummins
Sustainable Development	S Mabuza
HIV/AIDS Powerbelt	S Lessing
Business Improvement	Council
Technical Visits	S L Clarke and M Cummins

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 (SACAFMA representative – Mr B J Drew) 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 declined this year. The meetings were however interesting and presentations were of great value to those members committed to attending.

The following General Meetings were held during 2009:

11 February 2009	BECSA Academy	49
27 March 2009	Sabie River Sun Hotel	38
15 July 2009	Oakfield Lodge	37
16 September 2009	Matla Recreation club	29

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>Industrial Theatre</i>	<i>Pumalo Africa</i>
<i>Management of Pregnancies in the Workplace</i>	<i>Mrs J Matodes</i>
<i>Remember Charlie</i>	<i>Video</i>
<i>Best Company to Work for Building and Delivering on your Employers Hand</i>	<i>Deloittes Human Capital Projects</i>
<i>Implications of the New Blasting Qualifications</i>	<i>B van As</i>
<i>Human Rights and Mining (Special Labour Plan, Community Rights, Resettlement and Gave Allocation)</i>	<i>H Mushonga</i>

In addition host mines gave short presentations on their mines and mine safety.

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 June and November 2009. 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:

- Skills Development
- Environmental Issues
- Water Licenses
- Royalty Bill
- Mine Health and Safety Policy
- Occupational Health
- 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 2009. The achievements will be acknowledged on 11 March at Coalsafe 2010.

COALSAFE 2009

Coalsafe 2009 was launched on 12 March 2009 at Graceland, Secunda. Over 550 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 during 2009.

SEMINARS

The Association held two Seminars in 2009.

- i) A Breakfast Seminar was held on 22 May 2009 entitled "Understanding the NQF's New Occupational System" by Mike Stuart, Unit Head: Skills Development: Rainbow SA
- ii) Brunch Seminar was held on 16 November 2009 entitled "The World and SA in the 2010's – The Latest Scenario" by Clem Sunter

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 19 November 2009. A few members participated in this meeting.

The SACHRA contribution to the meeting was a presentation by Messrs G Emmett and Arendse entitled "Building a Safety Legacy Using our Nations Passion for Soccer".

PRESIDENTIAL FUNCTION

A Presidential Function was held on 27 to 29 March 2009 at the Sabie River 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 will hold a Strategic Planning Session in March 2010 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 will also align itself with the strategic direction of SACMA which held its strategic planning in March 2010.

Strategic Focus Area:

- Membership Value
- Technical Visits
- Seminar
- Marketing and Visibility
- HR and IR Matters

GOLF DAY

The Association hosted a SACHRA Golf Day on 24 September 2009. This was a great success and will be held as an annual event in future.

GENERAL ISSUES

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

- **Industrial Relations**
 - Union Activity
 - Bargaining Units
- **Employment Equity**
 - Labour Relations Amendment Act
 - Social and Labour Plan

- Basic Conditions of Employment
- Women in Mining
- Mining Charter

- **Human Resource Management**
 - Performance Management
 - Training and Recruitment
 - Skills Development

- **Health Care and Welfare**
 - Community Development

FUTURE CHALLENGES

The Council continues with the support of its members:

- to encourage new members to attend and participate in General Meetings
- 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 Sessions;
- to involve Mining Houses that do not participate regularly; and
- to add value to the Coal Mining Industry.

CONCLUSION

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 President of the Association.

MR CUMMINS
PRESIDENT