



# South African Colliery Engineers Association

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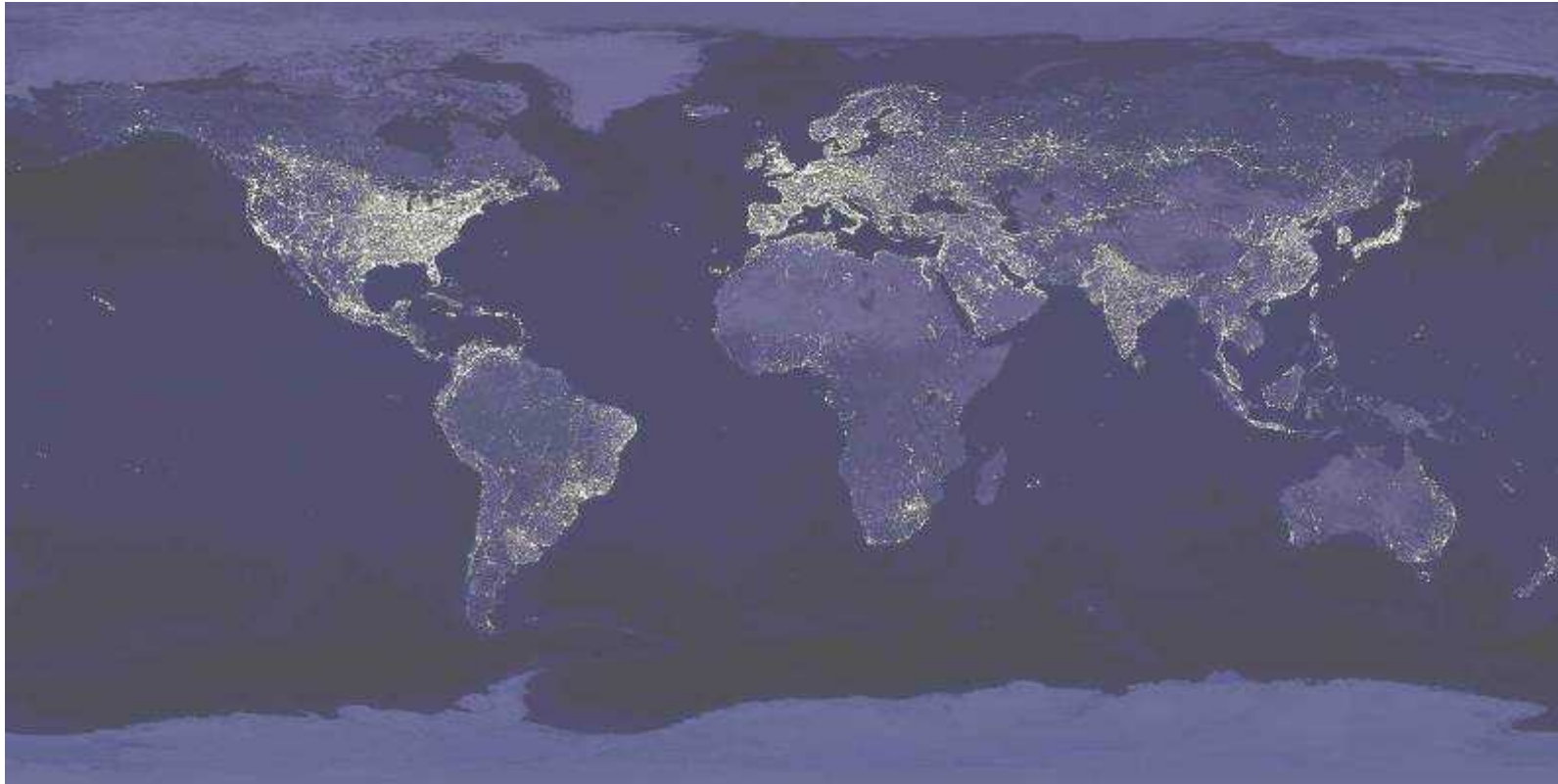
## *Strategy Review 2007*

*1 – 2 March 2007*

Facilitator:  
Pieter F Bower

# *A Premise for the Future*

*Composite satellite earth picture showing night-time luminance*



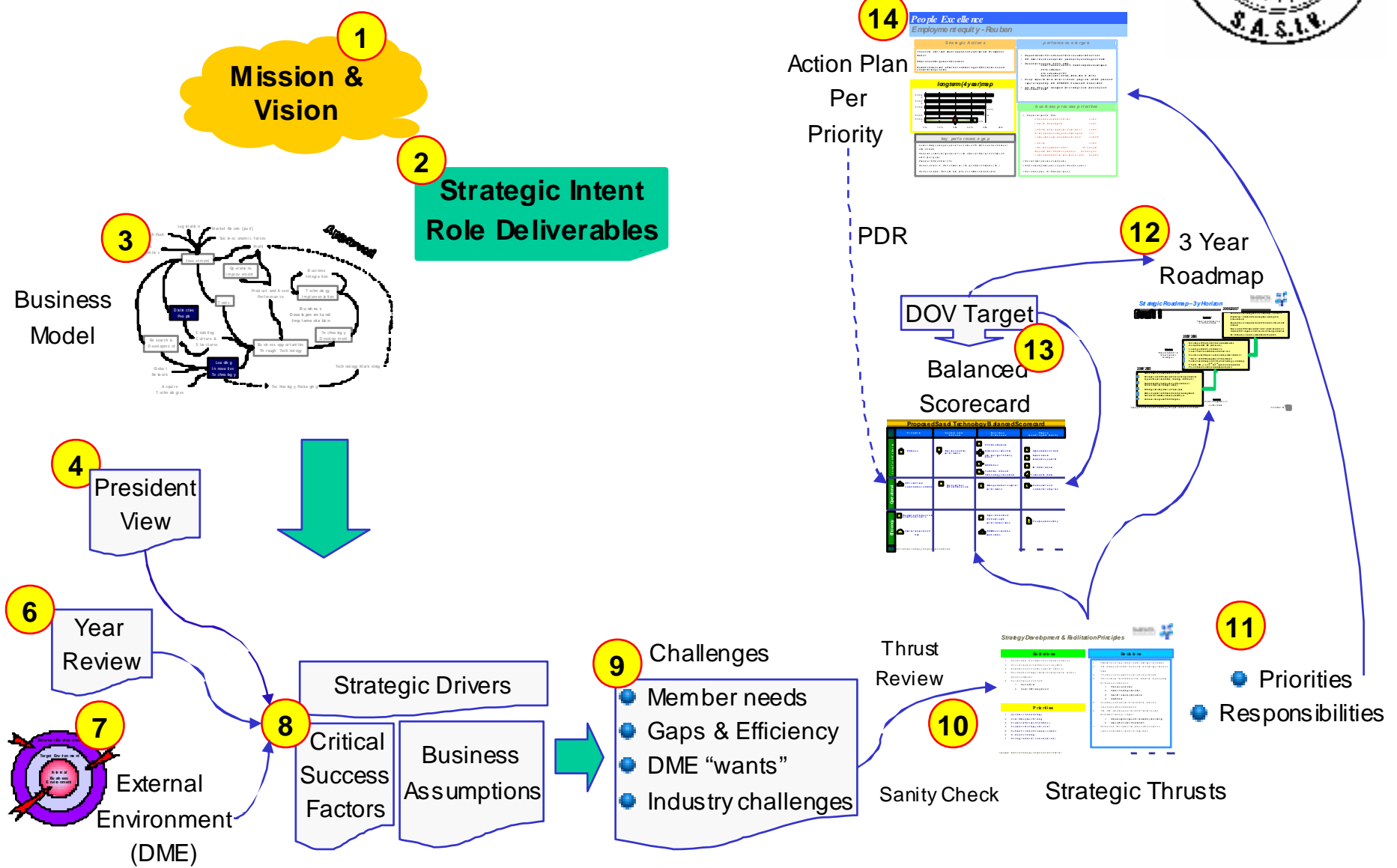
*“The world runs on energy. Our coal business is about safe, responsible energy. In a period of world focus on energy security and a healthy planet, coal will come to the party!”*



# Agenda and Strategy Process

# The Strategy Processes

## SACEA Strategy Review



# Agenda



*Thursday*

*Environment  
analysis  
2006 Review  
President Views  
DME Wants*

*Friday*

*Vision  
Purpose  
Strategic Intent  
Thrust Review  
Priorities  
3 Year Roadmap*

*Wrap-up*

*Strategy  
Document  
Completion  
Responsibilities  
Council Meeting*



# Opening

# President's welcome – 1 Mar 2007



- ◆ *Special welcome to Louis from the Inspectorate (DME) present at our session*

## *The Presidents agenda:*

- 1. We are very concerned about accidents in the coal mining industry! How can we influence a turn-around?*
- 2. Legislation – where can we influence and provide input to the DME in the interest of the coal industry? How do we ensure engineers are aligned with all the legislative changes?*
- 3. We are facing a skills battle! Moving/poaching talent between mines will not solve the issue. How do we increase the skills pool in the coal mining industry?*

# SACEA Matchbox Figures

## What SACEA represent



### ◆ People

- *Directly employed: 47 000*
  - *Support 500 000 citizen lives (family and related jobs)*
- *Indirectly: ~200 000*

### ◆ Assets

- *8 Mining Houses and smaller operators*
- *43 Mines, in 4 Provinces*

### ◆ Financials

- *Total Turnover: R27bn*
- *Asset base value: ~R100bn?*
- *GDP contribution: ?, TAX contribution: ?*
- *Labour bill: R5.5bn*
- *Fixed Investment: 25% of asset base*

### ◆ Safety

- *0.04 fatalities per 200 000 man hours (every 10 days a fatality occurs)*
- *0.36 loss time injury frequency rate (LTIFR) per 200 000 man hours*

# SACEA Matchbox Figures

## What SACEA represent



### ◆ Products

- Coal mined per annum: 238million ton pa RSA (90% SACEA)
- Coal exported: 70 million ton
- Sasol market: 40 million ton; Eskom market: 100 million ton; Industrial Sector: 7 million ton; Metallurgical Sector: 6 million ton; merchants: 6 million ton
- If RSA had to import ~ 160 mTon at \$48 it would have costed RSA = R44bn FOB
- We accept and acknowledge our responsible towards sustainable development

### ◆ Contribution

- We supply coal for 68% of RSA electricity production from Mpumalanga
- We supply coal for 90% of RSA electricity production
- We supply 37% of RSA liquid fuel supply via coal gasification

### ◆ Social Responsibility

- Medical contribution: R3500 per employee per month = R1.76bn pa
- HIV/AIDS contribution pa: R50m pa
- 1% of turnover towards social upliftment pa ~ R270m

# SACEA Matchbox Figures

## What SACEA represent



### ◆ Engineering Cost

- 65% of all cash cost is managed by Engineers
- 90% of all projects are managed by Engineers

### ◆ Methodology

- Coal is primarily mechanized mining in RSA (done by machines)
- Engineers ensure machines are reliable and available
  - Normally 85% of available production time ensured

### ◆ Training and Development

- Spend 1 ~ 2% of labour bill on training: R40m pa? (+200 artisans pa)
- We think the Coal Mining industry spend more than any other industry in RSA on technician and artisan training

### ◆ Coal Technology

- ~ 150 continuous miners in RSA @ R18m per unit
- ~ 400 shuttle cars in RSA @ R4m per unit
- ~ 50 Battery haulers in RSA @ R3m per unit
- ~ 30 draglines in RSA @ \$75m per unit, avg bucket size 60m<sup>3</sup> – 85 m<sup>3</sup>
- ~ 150 roof bolt machines @ R3m per unit

# SACEA Matchbox Figures

*What SACEA represent*



## ◆ *Energy utilisation*

- *Coal mining consume 100 MW peak demand*

## ◆ *Environment*

- *Oil recycled per annum ~ ?*

# SACEA Matchbox Figures

What SACEA represent (**Mining Representatives**)



## ◆ Engineering Profiles

- Members of SACEA ~ 170 (including honouree members and student - 203)
- Total Mining Engineers in Mining ~ 280
  - Ratio per production engineer.....~ 50  
3-4 sections, with 1 CM per section  
Including Engineering Managers
  - Project Engineers.....~ 60 project Engineers  
1 per mine  
Some "off mine" .....37
  - Plant Engineers.....~ 60 Plant Engineers  
1 – 2 per mine
  - Open Cast Engineers.....~ 24
  - Engineering in Training.....~ 50
  - Engineers with suppliers.....~ 3
  - Engineers in consulting.....~20 (semi-retired or in technical services)
  - Mining Engineers with DME....~ 6
  - ?Engineers with small mines....~10
  - ?Mining Engineers with suppliers....~?
- Mining Engineers registered with ECSA ~ 60 from 148

**Target for 2006 = 230**

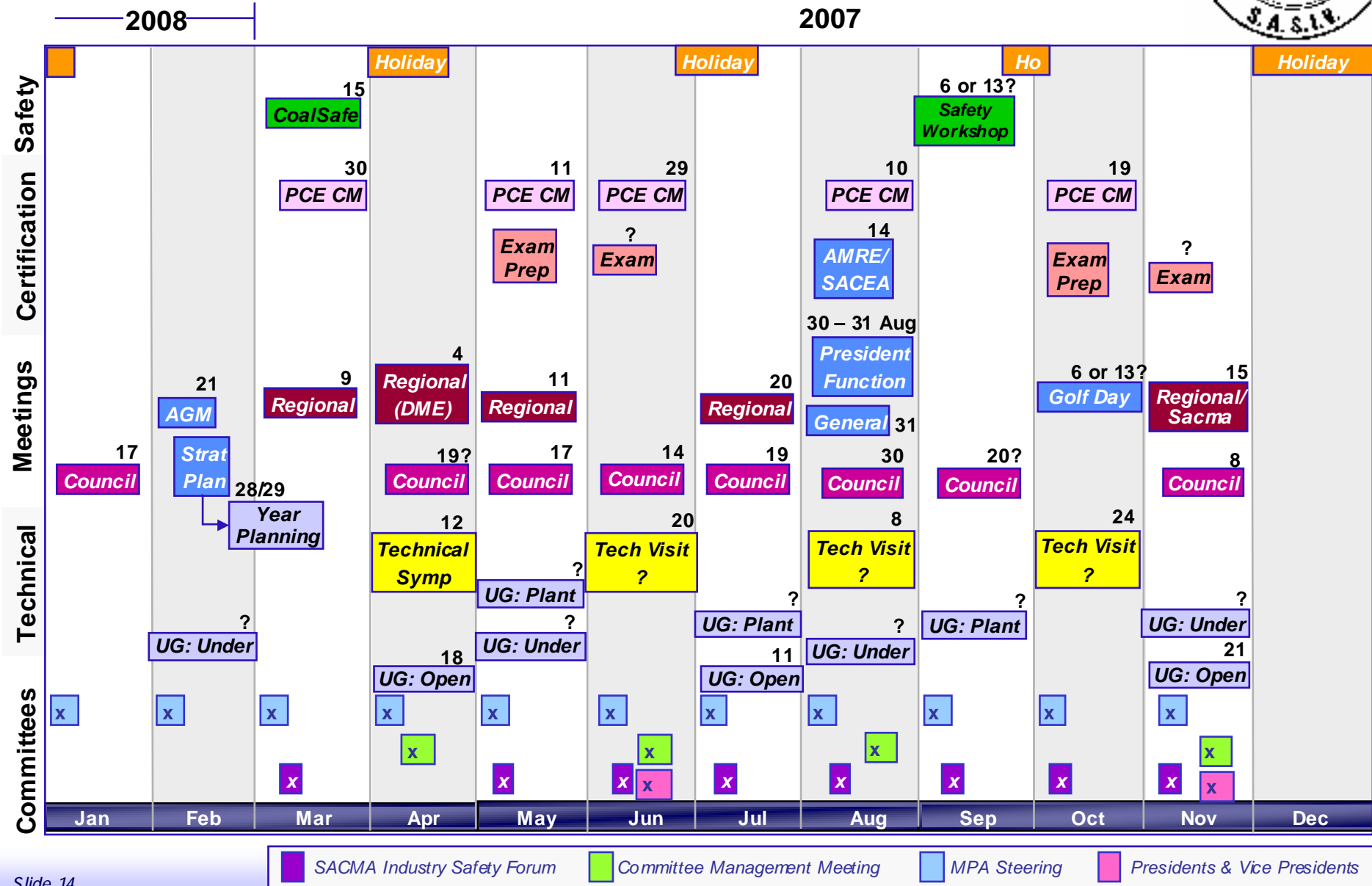


# SACEA in 2007

# SACEA Business Cycle

## Guidelines

- SACEA Council meetings on 2<sup>nd</sup> Thursday of the month, 08:00 for 08:30
- if the 2<sup>nd</sup> Thursday not available, go to 3<sup>rd</sup> Thursday
- Council always before the Regional meeting



# SACEA Business Cycle 2007



## ◆ SACEA

- Safety Conference
- Technical Symposium - April
- Golf day - October
- Annual joint AMRE and/or SACMA meetings
- Strategic planning Sessions – end February
- Presidential Functions- First weekend of September

## ◆ Regional Meetings

- On Fridays @ site with Golf course (fun in SACEA)
- 3 per annum (alternate with Technical visits)

## ◆ General Meetings

- At Presidential Function

## ◆ Technical Visits

- On Fridays. Target 3 visits per year

## ◆ User Group Meetings

- Every 2<sup>nd</sup> month (Start March)
  - Open cast
  - Underground
  - Plant

## ◆ Representation on various workgroups

- About 26 workgroups

## ◆ Communication to Heads of Engineering of each Mining House

- President
- Between March and April



# The Radar Screen for 2007 - 2008

# Trends in the past 12 months (2006)



- ü ♦ Skills drain to RSA national projects
- ü ♦ High turnover of skilled personnel between mines (e.g. total artisan turn in 3 years)
- ü ♦ Shortage in skills on mines
  - Engineers, supervisors, artisans
  - Migration of skills to Australia, Canada, Dubai
- ü ♦ Negative trend in safety performance
  - Related to decrease in experience levels
  - Increase in incidents in 'engineering related disciplines' – skills levels a concern
  - Workload (span of control and accountability) of appointed engineers
  - Individuals (lower levels) not taking accountability for personal actions
- û ♦ Increase in mining operations cost
  - Commodity prices (steel, cement, copper, rubber, etc)
  - Labour rate increases
- û ♦ Increase in cost of living in typical mining towns
  - Cost of housing
- û ♦ Organised crime in mines increasing
  - Copper theft
- ü ♦ Changes in standards and legislation
  - Highly influence by suppliers

# Trends in the past 12 months (2006)



## Û ♦ Load shedding by Eskom (*Table with COM via Presidents/Vice-presidents meeting*)

- Huge threat to Coal Mining
- Specific incidents of load shedding to mines (18 Jan, 26 Feb) resulting in Coal Mining industry loss!
- Will have safety consequences
- Highly likely this will occur more (continue) towards 2015

## û ♦ Deterioration of roads due to increased trucking of coal

## Û ♦ Appearance of negative contingent towards Certificated Engineer

- May be driven by shortage of engineers in market
- May be driven by cost sentiment
- Possible personal agendas

## û ♦ Demand for coal growing

- On the back of Eskom growth
- Shortage in magnetite

## û ♦ “Use it or loose it” principle will lead to increased mining activity

- Also drains resources in drilling which is already constrained

## Û ♦ Emergence of new international operators in Coal Mining in RSA (CIC)

## û ♦ Quality of coal reserve dropping

- Best coal already mined

# Trends in the past 12 months (2006)



- û ♦ *Growth in platinum mining*
  - *Impact on coal mining skills and competence*
  - *Increased conveyor belt prices*
- û ♦ *Civil construction resources constrained in RSA*
  - *Due to national RSA projects (Gautrain, Soccer2010, Eskom, etc)*
- ü ♦ *Increasing number of small mining operations*
  - *Based on Eskom demand*
  - *Draw skills*
  - *Negative impact on safety*
- û ♦ *Tyre shortages on open cast operations*
  - *Growth in China the reason*



# Vision and Mission review

# Vision



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

- ✦ *Professional*
- ✦ *Dynamic*
- ✦ *Value-adding*
- ✦ *Influential body*
- ✦ *Industry*
- ✦ *In behavior, responsible, competent, respected, beyond repute, ethical,*
- ✦ *Adaptable, energetic, pro-active, flexible, quest for excellence, challenging*
- ✦ *To member and company, leader, participative, to industry, cost sensitive, innovative, standards settings/influence, best practice*
- ✦ *Respect, acknowledge, change initiators, recognized, consulting, networking*
- ✦ *Coal Mining Industry, related Engineering fields*

## ***Our sphere of Influence***

***SACEA members and affiliated associations, Chamber of Mines, Government (incl DME, ECSA, MQA, etc.) labour force, suppliers, learning institutions and the respective Mining Houses***

# Mission



- 1.** To actively influence the development of safety, health and practical legislation
- 2.** To empower members through effective interaction and to promote professionalism
- 3.** To be acknowledged as a representing body for members and industry on decision taking forums
- 4.** To influence and lead the technical maturity and sustainability of the coal mining industry
- 5.** To uphold SHERQ standards
- 6.** Through competent members, contribute to the bottom-line of the represented Mining Houses
- 7.** To have maximum impact in the Coal industry through our association with Professional Associations

# Our Accountabilities (Role Deliverables)



1. *Compliance to and improvement of SHERQ standards*
2. *Advancement and status of Engineering fraternity in Coal Mining Industry*
  1. *Continuous development of professional certificated Engineers through validation and monitoring CPD category 1 activities*
  2. *Uphold the status of the professional certificated engineer*
3. *Standards setting contribution to:*
  - *legislation w.r.t technology, safety and health issues*
  - *competency standards setting bodies (MQA, ECSA, MRAC, CTC)*
  - *technical committees and associations – result in standards (SANS, SAFA)*
4. *To deliver membership value and company value*
  - *Share best practices*
  - *Member Commitment/participation*
  - *Structure for Networking*
  - *Have fun*
5. *Promote active support by Mine and Engineering managers from all Mining Houses*
6. *Ensure competency of technical and operations personnel w.r.t. machinery/equipment*
7. *Ensure the adoption of acceptable technology*
8. *Sound relationship with Government/DME*
9. *Alignment with relevant professional associations*
10. *Provide the vehicle that is the mechanism for social/technical interaction between members*
11. *Facilitate technical discussions between the Coal Engineering fraternity and suppliers*



# Stakeholder Focus 2007



Stakeholder means: somebody who has an investment and/or interest in SACEA, somebody who can influence SACEA, somebody who SACEA want to influence

## Priority

- ★ ■ Member
  - Mining House
  - Organised labour
  - ★ ■ COM
  - Government
  - ★ ■ DME
  - ★ ■ MQA
  - MRAC
  - ★ ■ ECSA
  - SANS
  - SAFA
  - ★ ■ CTC
  - SACMA
  - AMRE
  - BMF
  - ★ ■ OEM's: BE, Hitachi, Barlows, Komatsu, GoodYear, VAMT, Siemens, JOY
  - Relevant Professional Associations
- With DME  
MHSA compliance

★ Represent a lot of work with high involvement and interaction



# Strategic Direction

# Strategy Guiding Principles



**To achieve our vision:**

- ◆ ***The Health and Safety of the industry comes first***
- ◆ ***Technical excellence is the vehicle to our success***
- ◆ ***As members, we abide by the SACEA Code of Ethics***
- ◆ ***Success is achieved through win-win partnering***
- ◆ ***We recognise the importance of competitiveness, and the benefits of collective learning***
- ◆ ***We value member and stakeholder involvement***
- ◆ ***People ensure top achieving business***
- ◆ ***Enjoy SACEA fellowship***

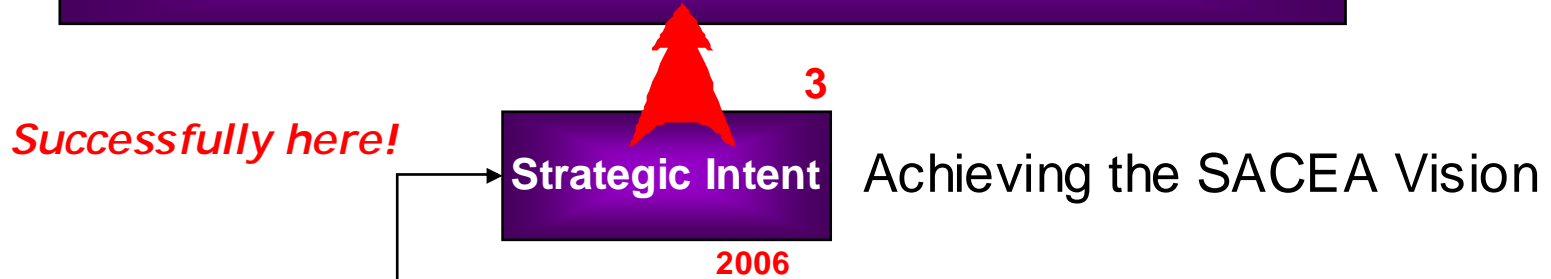


# Strategy Roadmap 2004 - 2006



Where we want to be

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



# Reflecting on our vision 2004 - 2006



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

- ◆ *We have been successful in adding value to the COM and our members and achieve the strategic vision in the past 3 years!*
- ◆ *We are recognised by key partners in our industry!*
- ◆ *Technical symposium was a huge success*
- ◆ *While we have advanced on the relationship with the DME, we have an opportunity to add more value to the professional partnership with the DME!*
- ◆ *We can focus more on internal operations to improve that area for the Coal Industry*
  - *We can focus more on the user meetings in this regard, especially opencast*
- ◆ *We can focus more on building a relationship with the southern region and small mining operators in the next phase*

# Strategy 2007 - 2009



Where we want to be!

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



Where we are

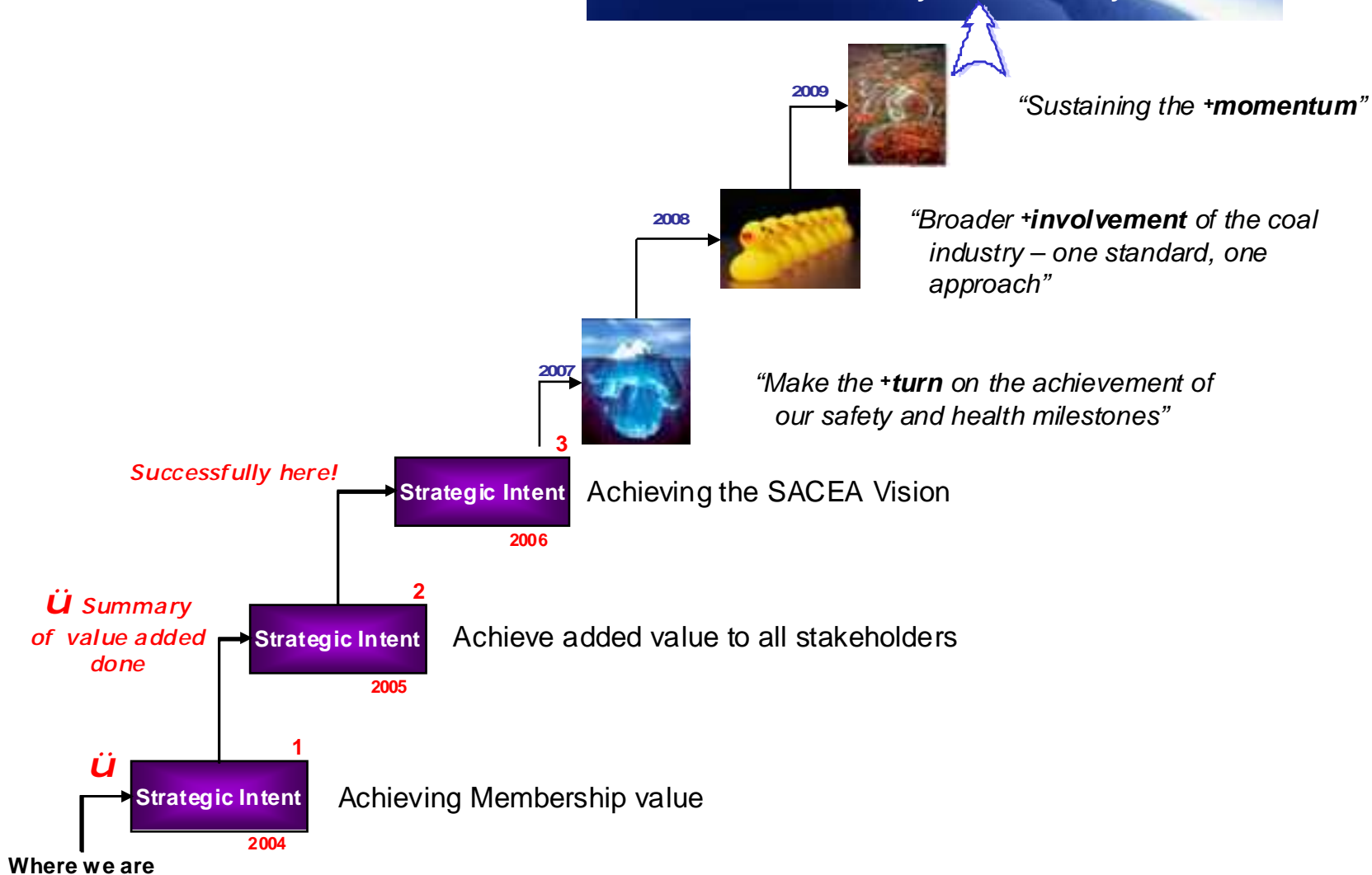
+ = positive

# SACEA Strategy Roadmap 2004 - 2009



Where we want to be!

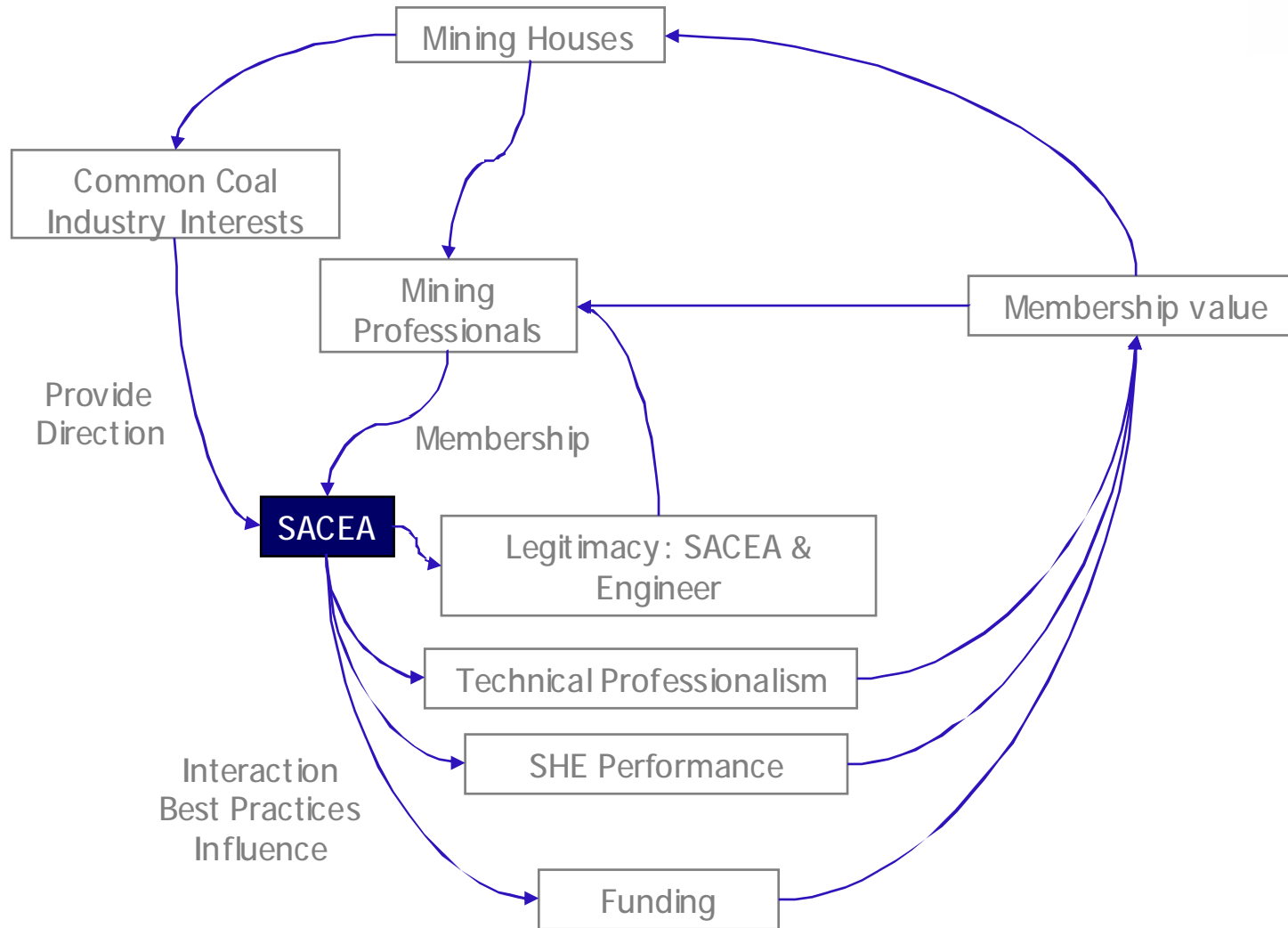
To be a professional, dynamic, value-adding and influential body in our industry





# SACEA “Business” Models

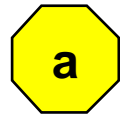
# “Business” Model for 2007 - 2009





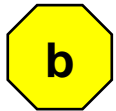
# Strategic Focus 2007

# Strategic Focus Areas – 2007



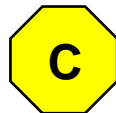
- Leverage key relationships for a safer, healthier and smarter coal industry

*Optimise the established relationships with the DME, professional committees and standards generating groups to fast-track (adoption of new regulatory guidelines) the positive turn towards achieving safety and health milestones*



- Broaden Coal industry involvement

*Ensure participation of all coal mining stakeholders (including OEMs, contractors, southern region and small mining operators) to ensure alignment and transfer of best practices and common acceptance and execution of standards*



- Depth of skills and competency in the Coal industry

*Promote the importance of the appointed certificated engineer with a manageable area of responsibility, supported by an adequate, well trained and experienced workforce, to ensure a safe, healthy and successful coal industry*

**Making the +Turn on safety and health!**

# SFA 1: 2007 Priorities

(Champion: Who)



## Relationships for a Safer, Healthier & Smarter Industry

2007

### 1. DME working relationship

1. On regional meeting of 4 April 07, conduct a full day workshop with the DME and SANS to understand legislative changes engineers need to take note off **(Andre)**
  - CD with mandatory SANS and other standards, DME guidelines, focus on key areas, audit documents, invite AMRE
2. Give the DME a timeslot on regional meetings to focus on specific challenges **(Ephraim)**
3. Monthly liaison discussion between the DME and the SACEA-DME-client-manager **(Andre)** with pro-active documents flow to engineers
  - Opportunity for DME to request resource support from SACEA
4. Reconsider the timing and approach of the Safety workshop (September?) **(Louis)**

### 2. Setting national standards for safety (committee participation)

1. SANS, SAFA - **(Henk the Champion, ensure broader involvement)**
2. OH&SPC - **(Andre)**

### 3. Training, development and qualifications (committee participation)

1. MQA committees – propose representation when required – **(Andre?)**
2. CPD – **(Jacob)**
3. MRAC – SACEA to influence Mining House representation
4. EEP (SIMRAC) – **Rory**
5. COE – **Koos**
6. CTC – **Andre**
7. ECSA- RC – **Lampies, Ephraim**

# SFA 1: 2007 Priorities

(Champion: Who)



## Relationships for a Safer, Healthier & Smarter Industry

2007

3. *Training, development and qualifications (committee participation)*
  8. ECSA: ESGB – *Louw*
  9. ECSA:SGG – *CE: Koos, L5&6: Eric*
  10. ECSA: EIAC – *Lampies*
  11. ECSA:TRG - *Lampies*
  12. MPA: SC – *Charl, David*
  13. CoalSafe – *Andre*
  14. CM&EE– *SACEA President – Guard timeous input from SACEA*
  15. TRG26 – *Koos*
  16. EPA Training – *Henk*

# SFA 2: 2007 Priorities

(Champion: Who)



## Broaden coal industry involvement

2007

1. *Fun in Coal Mining*
  1. Golf day (*Louis – Oct*)
  2. Networking sessions after Regional Meetings (*Ephraim*)
  3. Presidential Function (*President – Swaziland, 30 Aug*)
2. *Knowledge transfer*
  1. Technical visits (*Ephraim*)
    1. Impala platinum visit, Atlas compressor visit, Brewery visit, RB Coal terminal, Toyota SA,
  2. Technical symposium (*Schalk*)
    1. 12 April
  3. Sub-committees (*Vice-President*)
    1. Open cast (*Guy*)
    2. Underground (*Dick*)
    3. Plant (*Thys*)
3. *Safety & Health initiatives*
  1. Annual Safety Workshop (*Louis, Sep*)
  2. OEM safety/technical workshop with DME (*Andre, Guy...SAFA as vehicle*)
  3. Supporting CoalSafe – organising committee (*Andre*)
4. *Broader involvement*
  1. Approach Pieter Scheepers to host a council meeting (*Schalk*)
    1. Invite Louis van der Merwe to attend
  2. Invite southern region Chairman to 2 council meetings (*Schalk*)
  3. SACEA engage SACAFMA on 'small' contractor safety (*Schalk*)
    1. Generic safety management system
    2. Duel tendering approach?

# SFA 3: 2007 Priorities

(Champion: Who)



## Depth of skills and competency in the Coal Industry

2007

### 1. Appointed Certificated Engineer

#### 1. Retain the qualification

1. ECSA: SGG – Certificated Engineer: *Koos, Lampies (draft qualification by Apr?)*
2. MPA Steering Committee: *Charl & David*
3. ECSA: ESGB – *Louw*
4. Ensure SACMA alignment on the issue: *Schalk*
5. Lobby AMRE and MMA support: *Schalk*
6. *Urgent: SACEA position and response re SAAE: Schalk*

#### 2. Area of responsibility (appointment requirements)

1. DME workgroup: involvement via Louis - *Andre*
2. DME Questionnaire: Ensure SACEA participation – *Andre, Ephraim*

### 2. Skills depth (expertise and experience)

1. Quality of basic skills training – considered adequate by SACEA
2. Retention challenge
3. SACMA/SACEA/SACHRA to develop a national strategy for presentation to government - *Schalk*

### 3. Skills pool (size of the pool)

1. SACEA council members to challenge Mining House to recruit additional trainees (*All, Schalk in discussion with HOEs*)
2. Pressure SACMA/SACHRA to deliver consolidated engineering related 10 year labour forecast for the coal industry, as impacted by the macro picture - *Schalk*

# Financial Management



- **Annual Membership Fees**
  - SACEA/ECOSA strategy as vehicle to attract more members (*Mining House Representatives*)
  - Secretariat asked to do invoices electronically to Mining House representatives (*Simon*)
  - Formal credit allocation only allocated upon payment of membership fees (*Simon*)
- **Financial Management**
  - Agenda point on council meetings – spend time on it! Minimum 30 minutes on meeting (*David, Simon*)
    - Outstanding memberships fees
    - Outstanding invoices for activities (Golf day, Safety Workshop, Presidential Function, Technical visits, Technical Symposium, CoalSafe)
    - Authorisations for payments
    - Variances and forecast
    - Expenditure on consultants
  - Continuous follow-up by Mining House representatives on Council on out-standing debt
    - Xstrata - Johannes
    - Ingwe - Trevor
    - Anglo - Jacob
    - Sasol – Charl/Andre
    - Total - Lampies
    - Kumba - Lampies
    - Eyeziswe - Faizil
    - SMO - David
- **Other sources of revenue (addressed in other SFA's)**
  - Technical Symposium (*Schalk*)
  - Safety Workshop (*Louis*)



# Strategic Positions

# ECSA Registration



## DOV/Targets

- Requirement to register with ECSA: Registration as a professional engineer, professional certificated engineer, professional technologist, professional technician
- 50 % + 1 of Association Council members registered (mandatory)
  - ü SACEA currently - Not meeting the grade (5/15)
    - Internal Target – 11 council members registered. Reports in by Jun05
- >100 voting members by Dec05
  - ü SACEA currently – 135
- By Dec05, 30% of association voting members registered with ECSA
  - ü SACEA currently – 30.06%
- By Dec06, 40% of association voting members registered with ECSA
- By Dec07, 50% + 1 of association voting members registered with ECSA

# SACEA contribution to ECSA Continuous Professional Development

Must get minimum of 3 credits per year, with 25 over 5 years  
(Must be from at least 2 categories, with 1 from Cat1)



## ◆ **Category 1: Development Activities** (Validated via SACEA committee)

- Allocation guideline: 1 credit per 10 hours
  - **Max 4 credits, Min 1 credit**
- From Conferences , congresses, large group workshops, lectures, seminars, refresher courses, colloquiums
- **Thus: Technical Symposium + Safety Conference = 1.2 credits**

## ◆ **Category 2: Work Based Activities** (Validated by individual)

- Allocation guideline: 1 credit for every 400 hours engineering work
  - **Max 2 credits per annum**
- Allocation guideline: 1 credit for every 50 hours of mentoring
  - **Max 1 credit**

## ◆ **Category 3: Individual Activities**

- Allocation guideline: 1 credit for membership of voluntary Association
  - **Max 1 credits per annum**
- **Max of 3 credits from**
  - From Technical articles – 1 credit per article published,
  - From Papers presented at conferences, congresses/poster presentation – 1 credit per
  - From participation in statutory, professional, institutional, technical, non-technical committees or task groups – 1 credit per 10 hours active participation
  - From ECSA registration committees - 1 credit per 10 hours active participation
  - Self study from journals, computerised material, electronic - 1 credit per 10 hours -active must be proofed

SACEA Membership Guarantee through active participation – 2 points from Cat1, 3 from Cat 3

# *E-mail reply to SAAE (Prof Rabie)*



*The South African Colliery Engineers Association (SACEA), with a membership of 219 professional and professionally certificated coal mining mechanical and electrical engineers, is recognised as a voluntary association by ECSA. Various similar discipline specific engineering associations are currently active and are recognised by industry. They collectively represent a broad spectrum and depth of engineering resources in South Africa.*

*At best to our understanding, the South African Academy of Engineers (SAAE) is a diluted organisation in terms of representing various engineering disciplines via a single entity with membership numbers of only 128.*

*SACEA can not find merit in supporting the draft bill for SAAE to become the exclusive representative of engineering disciplines with the Department of Science and Technology given the active operation of various current engineering associations for this purpose.*

*Therefore, SACEA strongly **opposes** the stated objectives of SAAE. Specifically SAAE requesting via the draft bill to the Minister of Science and Technology to be the exclusive content provider imposing regulations which would have force of law in terms of the proposed act. The SAAE objectives are contradictory to the principles of inclusiveness in an already well structured engineering fraternity.*

# Key engineering challenges in Coal Mining at the moment - 2006



## ◆ **Environmental**

- Re-use/recycling of oil
- “Green Scorprions” requirements, awareness, focus, OHASH 18000, etc

## ◆ **New technology introduced**

- JNA2
- Wet head
- Collision avoidance
- Data transmission – machine to surface
- Tri-tronics, Ground breaking initiatives

## ◆ **Maintenance cost:**

- Cost trends – Tyres, Steel, bearings, conveyer belting
- Availability of spares for mining machinery
- Maintenance techniques - condition monitoring

## ◆ **Equipment performance**

- Reliability of machines (JOY CM)

## ◆ **Training**

- Consistency between training institutions (specifically pertaining to unit standards, moderation thereof, are the mechanisms in place)
- Appropriateness of CTC training for today’s technology

## ◆ **Introduction of new technology at a premium**

- JNA II.....new upgrades & capability! (cost and reliability)
- Control technology

## ◆ **Short comings in technology**

- Communication systems (telemetry), ability to handle the volume of data, upgrading
  - E.g. Long conveyer systems
- Design of equipment to enhance safety, health and ergonomics

## ◆ **Legitimacy of the Engineer**

- kW limitation more stringent on mines without certificated Engineer



# Strategic Focus Area review

## Task list per Council Member

# SFA Task Allocation

## Council Members



### **Schalk** (Page 1 of 3)

President

#### ✦ **Training, development and qualifications (committee participation)**

- ✦ MRAC – SACEA to influence Mining House representation
- ✦ CM&EE– SACEA President – Guard timeous input from SACEA

#### ✦ **Fun in Coal Mining**

- ✦ Presidential Function (President – Swaziland, 30 Aug)

#### ✦ **Knowledge transfer**

- ✦ Technical symposium (Schalk)- 12 April

#### ✦ **Broader involvement**

- ✦ Approach Pieter Scheepers to host a council meeting (Schalk)
- ✦ Invite Louis van der Merwe to attend
- ✦ Invite southern region Chairman to 2 council meetings (Schalk)
- ✦ SACEA engage SACAFMA on 'small' contractor safety (Schalk)
- ✦ Generic safety management system
- ✦ Duel tendering approach?

#### ✦ **Appointed Certificated Engineer**

- ✦ Retain the qualification
  - ✦ Ensure SACMA alignment on the issue: Schalk
  - ✦ Lobby AMRE and MMA support: Schalk
  - ✦ Urgent: SACEA position and response re SAAE: Schalk

#### ✦ **Interact with service providers**

- ✦ Attend the CM&EE meetings on a regular basis (President)

# SFA Task Allocation

## Council Members



### Schalk (Page 2 of 3)

President

#### ✦ **Skills depth (expertise and experience)**

- ✦ Quality of basic skills training – considered adequate by SACEA
- ✦ Retention challenge
- ✦ SACMA/SACEA/SACHRA to develop a national strategy for presentation to government - Schalk

#### ✦ **Skills pool (size of the pool)**

- ✦ SACEA council members to challenge Mining House to recruit additional trainees (All, Schalk in discussion with HOEs)
- ✦ Pressure SACMA/SACHRA to deliver consolidated engineering related 10 year labour forecast for the coal industry, as impacted by the macro picture – Schalk

#### ✦ **Financial Management (President)**

- ✦ Agenda point on council meetings – spend time on it! Minimum 30 minutes on meeting (Schalk, Simon)
  - ✦ Outstanding memberships fees
  - ✦ Outstanding invoices for activities (Golf day, Safety Workshop, Presidential Function, Technical visits, Technical Symposium, CoalSafe)
  - ✦ Authorisations for payments
  - ✦ Variances and forecast
  - ✦ Expenditure on consultants

#### ✦ **Communication with Heads of Engineering per Mining House (President)**

- ✦ Present SACEA strategy plan progress (short)....
  - ✦ Do this via a single, network meeting of HoE by 30 April 06
  - ✦ Continue: Circulate news flash to them
  - ✦ Invite to Presidential Function

# SFA Task Allocation

## Council Members



**Schalk** (Page 3 of 3)

President (General)

### ☼ Council Meetings

- Council members to compile a one page feedback if meetings can't be attended
- Agenda – Safety, Minutes, Financial, Strategic Thrusts
- Agenda – Safety, Minutes, Financial, Strategic Thrusts

### ☼ AGM

- Introduce “class and reputation” in the AGM
- Develop a budget for the AGM...Ideal - should be funded through fund raising events...at a singular venue....
- Medal for “Best paper of the Year” – move to gold certificate, introduce silver medal, Mining House sponsorship for Gold Medal
- Summarise safety achievements for inclusion in documentation
- Include Strategic Focus Area summaries in documentation

### ☼ Support by Engineering Managers, Heads of Engineering

- Discuss support for Council member attendance of meetings
- Discuss support for members to attend meetings/workgroups
- In the newflash, include % attendance of meetings (Regional & User Group) by Mining Houses (Simon)
- Participation of junior and new members - Projects leading to presentations by Junior Engineers
- Experiential training for private and non-bursary candidates using MQA funds
- Value of SACEA with regards to ECSA credits

### ☼ Communication with Heads of Engineering per Mining House (with Simon)

- Develop and circulate Presidents News Letter, etc

# ***SFA Task Allocation***

## *Council Members*



### **David**

- ✦ ***Training, development and qualifications (committee participation)***
  - ✦ *MPA: SC – Charl, David*
- ✦ ***Appointed Certificated Engineer***
  - ✦ *Retain the qualification*
    - ✦ *MPA Steering Committee: Charl & David*

# *SFA Task Allocation*

## *Council Members*



### **Louis**

Page 1

- **DME working relationship**
  - *Reconsider the timing and approach of the Safety workshop (September?) (Louis)*
- **Fun in Coal Mining**
  - *Golf day (Louis – Oct)*
- **Safety & Health initiatives**
  - *Annual Safety Workshop (Louis, Sep)*

# SFA Task Allocation

## Council Members



**Andre**

Page 1

### ✦ **DME working relationship**

- ✦ On regional meeting of 4 April 07, conduct a full day workshop with the DME and SANS to understand legislative changes engineers need to take note off (Andre)
  - ✦ CD with mandatory SANS and other standards, DME guidelines, focus on key areas, audit documents, invite AMRE
- ✦ Monthly liaison discussion between the DME and the SACEA-DME-client-manager (Andre) with pro-active documents flow to engineers
  - ✦ Opportunity for DME to request resource support from SACEA

### ✦ **Setting national standards for safety (committee participation)**

- ✦ OH&SPC - (Andre)

### ✦ **Training, development and qualifications (committee participation)**

- ✦ MQA committees – propose representation when required – (Andre?)
- ✦ CTC – Andre
- ✦ CoalSafe – Andre

### ✦ **Safety & Health initiatives**

- ✦ OEM safety/technical workshop with DME (Andre, Guy...SAFA as vehicle)
- ✦ Supporting CoalSafe – organising committee (Andre)

### ✦ **Appointed Certificated Engineer**

- ✦ Area of responsibility (appointment requirements)
  - ✦ DME workgroup: involvement via Louis - Andre
  - ✦ DME Questionnaire: Ensure SACEA participation – Andre, Ephraim

# ***SFA Task Allocation***

## *Council Members*



### **Henk**

*Page 1*

- **Setting national standards for safety (committee participation)**
  - SANS, SAFA - (*Henk the Champion, ensure broader involvement*)
- **Training, development and qualifications (committee participation)**
  - EPA Training – Henk

# SFA Task Allocation

## Council Members



### Ephraim

Page 1

- **DME working relationship**
  - Give the DME a timeslot on regional meetings to focus on specific challenges (Ephraim)
- **Training, development and qualifications (committee participation)**
  - ECSA- RC – Lampies, Ephraim
- **Fun in Coal Mining**
  - Networking sessions after Regional Meetings (Ephraim)
- **Knowledge transfer**
  - Technical visits (Ephraim)
    - Impala platinum visit, Atlas compressor visit, Brewery visit, RB Coal terminal, Toyota SA,
- **Appointed Certificated Engineer**
  - Area of responsibility (appointment requirements)
    - DME Questionnaire: Ensure SACEA participation – Andre, Ephraim

# *SFA Task Allocation*

## *Council Members*



### **Koos**

Page 1

- **Training, development and qualifications (committee participation)**

- COE – Koos
- ECSA:SGG – CE: Koos, L5&6: Eric
- TRG26 – Koos

- **Appointed Certificated Engineer**

- Retain the qualification
  - ECSA:SGG – Certificated Engineer: Koos, Lampies (draft qualification by Apr?)

# ***SFA Task Allocation***

## *Council Members*



### **Louw**

*Page 1*

- ***Training, development and qualifications (committee participation)***
  - *ECSA: ESGB – Louw*
- ***Appointed Certificated Engineer***
  - *Retain the qualification*
    - *ECSA: ESGB – Louw*

# *SFA Task Allocation*

## *Council Members*



### **Lampies**

Page 1

- **Training, development and qualifications (committee participation)**

- ECSCA- RC – Lampies, Ephraim
- ECSCA: EIAC – Lampies
- ECSCA:TRG – Lampies

- **Appointed Certificated Engineer**

- Retain the qualification
  - ECSCA:SGG – Certificated Engineer: Koos, Lampies (draft qualification by Apr?)

# *SFA Task Allocation*

## *Council Members*



### **Charl**

*Page 1*

- ***Training, development and qualifications (committee participation)***

- *MPA: SC – Charl, David*

- ***Appointed Certificated Engineer***

- *Retain the qualification*

- *MPA Steering Committee: Charl & David*

# ***SFA Task Allocation***

## *Council Members*



**Jacob**

*Page 1*

- ***Training, development and qualifications (committee participation)***

- *CPD – (Jacob)*

# *SFA Task Allocation*

## *Council Members*



### **Guy**

Page 1

- **Knowledge transfer**
  - *Sub-committees (Vice-President)*
    - *Open cast (Guy)*
    - *Underground (Dick)*
    - *Plant (Thys)*
- **Safety & Health initiatives**
  - *OEM safety/technical workshop with DME (Andre, Guy...SAFA as vehicle)*

# *SFA Task Allocation*

## *Council Members*



**Dick**

*Page 1*

- **Knowledge transfer**
  - *Sub-committees (Vice-President)*
    - *Open cast (Guy)*
    - *Underground (Dick)*
    - *Plant (Thys)*

# *SFA Task Allocation*

## *Council Members*



### **Thys**

*Page 1*

- **Knowledge transfer**
  - *Sub-committees (Vice-President)*
    - *Open cast (Guy)*
    - *Underground (Dick)*
    - *Plant (Thys)*

# SFA Task Allocation

## Council Members



### Simon

Page 1

#### ◆ Council Meetings

- Reminder to council members on week before meeting for one pager feedback if not attending the meeting (*Simon*)

#### ◆ Communication with Heads of Engineering per Mining House (*Schalk, Simon*)

- Develop and circulate Presidents News Letter, etc

#### ■ Annual Membership Fees

- Secretariat asked to do invoices electronically to Mining House representatives (*Simon*)
- Formal credit allocation only allocated upon payment of membership fees (*Simon*)

#### ■ Financial Management

- Agenda point on council meetings – spend time on it! Minimum 30 minutes on meeting (*Schalk, Simon*)
  - Outstanding memberships fees
  - Outstanding invoices for activities (Golf day, Safety Workshop, Presidential Function, Technical visits, Technical Symposium, CoalSafe)
  - Authorisations for payments
  - Variances and forecast
  - Expenditure on consultants

# SFA Task Allocation

## Council Members



### Mining House Representatives

Page 1

- ◆ *“Formalise” a SACEA Mine representative on all mines (Mining House Representatives)*
  - *This should be done through the Engineering Managers*
  
- *Link from Mining House Intranets to COM SACEA website (Mining House Representatives)*
  
- *Annual Membership Fees*
  - *SACEA/ECSA strategy as vehicle to attract more members (Mining House Representatives)*

# Closure

# *E-mail reply to Prof Rabie*



*The South African Colliery Engineers Association (SACEA), with a membership of 219 professional and professionally certificated coal mining mechanical and electrical engineers, is recognised as a voluntary association by ECSA. Various similar discipline specific engineering associations are currently active and are recognised by industry. They collectively represent a broad spectrum and depth of engineering resources in South Africa.*

*At best to our understanding, the South African Academy of Engineers (SAAE) is a diluted organisation in terms of representing various engineering disciplines via a single entity with membership numbers of only 128.*

*SACEA can not find merit in supporting the draft bill for SAAE to become the exclusive representative of engineering disciplines with the Department of Science and Technology given the active operation of various current engineering associations for this purpose.*

*Therefore, SACEA strongly **opposes** the stated objectives of SAAE. Specifically SAAE requesting via the draft bill to the Minister of Science and Technology to be the exclusive content provider imposing regulations which would have force of law in terms of the proposed act. The SAAE objectives are contradictory to the principles of inclusiveness in an already well structured engineering fraternity.*