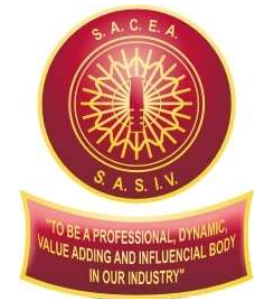


South African Colliery Engineers Association

Strategy Review 2011

20-22 February 2011





Opening





Presidents Welcome

Dick Wardle

● President's Focus

- *2010 was a good year for SACEA*
 - *Various challenges handled in an amicable way*
- *2011 – looking forward*
 - *Various challenges with the DMR expected in 2011 – is written exam still the future?*
 - *Influence in ECSA remains important*
 - *Conveyors will be a key issue with regards to standards/regulations*
 - *Grow our footprint especially with designated group candidates*
 - *Improve our image (literally) with regards to professionalism and dress code*
 - *Safety remains a core focus for SACEA*
- *KEY FOCUS 2011: ECSA-DMR alignment!, regional alignment, AMRE Alignment*



SACEA Coal Industry Scenarios

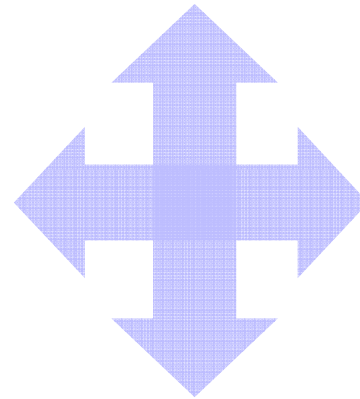
(general indicators)

High Coal Demand

- High economic activity increase energy demand
- High growth in electricity demand
- Energy alternatives do not meet demand
- Environmental solutions to coal pollution

Low Profit Industry

Low growth in the overall global economy: < 3.5% p.a.
Strong Rand/\$ < 8.00



High Profit Industry

Strong average global growth >4%
Week Rand/\$ > 8.00

Weak Coal Demand

- Energy alternatives commercially viable – decrease fossil fuel demand
- Environmental pressures decrease coal use
- Low economic growth decrease demand

SACEA Coal Industry Scenarios (draft)



High Demand for Coal

Scenario 2: "Cheap coal is in!"

- Low productivity
 - High CFC, low efficiency, high labour cosy
- High production cost
- CO2 penalties probable
- High infrastructure cost (RB not on time)
- Scarcity of water

Scenario 1: "Booming Coal"

- Shortage of coal supply
- Acceptable coal pollution solutions – CCS, CO2
- Electron/electricity economy growing
- Clean energy commercialisation slow

Low Profit Industry

High Profit Industry

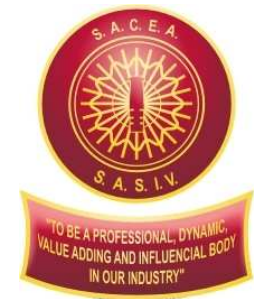
Scenarios 3: "Coal not Sexy"

- Alternative energy sources found (shale gas)
- Hydro-Electricity from Moz, Congo
- Stringent environmental legislation
- Economic crises in RSA
- Affordable renewable energy
- Global depression
- Regulatory interference

Scenario 4: "Coal Frustration"

- Over supply in coal industry
 - Old mines close, forced closures
 - Waterberg slow
- Change in mining methods – productivity up (tools, skills methods)
- Declining reserves
- Slow mining rights conversions
- Slow/no investment by mining houses

Low Demand for Coal



SACEA Performance in 2010

Collate, Influence, Share





2010 Industry Review (general)

- Fatalities have been increasing in our industry and we are far from the 2013 targets
 - *2010 – 128 total industry (mining) fatalities*
 - *2010 – coal industry did improve in the year however! From 23 in 2007 to 9 in 2010 – What is differentiation factor? Reportable accidents have however increased for coal mining.*
 - *2011 – already on 21 industry fatalities YTD.*
- Key areas of accidents: fall of ground, vehicles, materials handling
- Proximity detection becoming a huge issue – in USA already promulgated
- Environmental momentum increasing in RSA
 - *License to mine becoming more onerous*
 - *Electricity cost increasing, energy efficiency becoming a big focus, co-generation an opportunity*
- Infrastructure concerns remain – Transnet Freight Rail!
 - *Industry expected to do more and more (by provincial government)*



2010 Industry Review (general)

- Training of 40,000 safety representatives by 2013
- Personal safety performance to become a legacy that travel with you in the industry – industry web database maybe implemented
- Shrinking pool of skills in the industry
 - *Retain skills in industry - skills attracted by associated industry (e.g. risk of legal accountability, onerous, etc)*
 - *Engineering feedstock into industry is however slowly picking up*
 - *Concerns about lack of experience in newly ticketed individuals remain (SACEA needs to give input into the evaluation process)*
 - *More development of artisan skills required*
 - *Poaching of artisans in industry remains (pool not big enough, access to good skills the challenge, quality of training a question)*
- Small mines remain a concern to the industry
 - *Different work approach/culture makes their involvement/participation difficult*



Heads of Engineering Feedback

- Fatal Risk Standards – alignment between mining houses needed
- OEM – alignment with what Mining Houses require for safety (design principles/philosophies, participation in work-teams of EMESRT)
- “When are we seeing Clean Green Coal”?
 - *Engineer for the better*
- Annual feedback/meeting valued
- DMR involvement in 2010 went down well
- “Exam” issue discussed at the 2010 forum and was perceived to be value adding
- Diversity representation required in SACEA
- Technology
 - *Water solutions*
 - *Energy saving initiatives*
 - *Tier 3 engine example*



SWOT Analysis

What can I work with

What must improve

Strengths

Weaknesses

INTERNAL

Opportunities

Threats

EXTERNAL

What is in my favour

Risk mitigation required

SWOT Analysis 2010



STRENGTH

WEAKNESS

- Respected in the industry (HOE acknowledged, MPAS participation)
- Mining House actively involve SACEA to solve issues (e.g. 21.17.2 regulation)
- Chamber and SACMA ask for SACEA involvement in specific issues
- Membership continue to grow
- Financially stable
- Participation in investigating leading practices in industry
- Changed constitution to align voluntary membership with ECSA registration
- Good relationship with DMR
- Sustainable strategy on council
- Value to our members
 - Success of technical user group meetings – foundation of who we are
 - Sharing and networking on key issues
 - Relationship with ECSA
 - Access to key decision makers (due to participation in decision making forums)

OPPORTUNITY

THREAT

SWOT Analysis 2010



STRENGTH

WEAKNESS

- *Southern Region relationship not professional and performing to our standards*
- *Financial control can improve (due to system) – outstanding debtors, pro-active reporting – flexibility required*
- *Not strict enough with repeat offenders: get pro-active*
- *Diversity on council*
- *CM&EE has no real influence*

OPPORTUNITY

THREAT

SWOT Analysis 2010



STRENGTH

WEAKNESS

- Relationship and representation at MPA Steercom – delivery on mandate and management to achieve SACEA desired outcomes
- Defined requirement w.r.t. license to operate as an engineer – alignment between ECSA and DMR
- Loosing voting/full- to affiliate members due to changes in SACEA's ECSA registration requirement
- Increased divide between AMRE and SACEA damages the SACEA strategy: miss-alignment of agenda and objectives
- Inability to get GCC required practical experience (e.g. winders) when not in scope of mine operations
- Time and opportunity to achieve common agreed interpretations of proposed DMR legislation before promulgation – legal threat
- GCC perceived as an equity barrier in industry
- Unknowingly contravening the competitions act
- No representation at MQA

OPPORTUNITY

THREAT

SWOT Analysis 2010



STRENGTH

WEAKNESS

- *Improve relationship with AMRE – achieve critical mass on key decisions (influence legislation, GCC annexure E practical experience)*
- *Alignment of SACMA and SACEA agendas and “hymn sheets” (involved in strategy development, conveyor regulation, 21.17.2, GCC exam and pass-rate as perceived barrier)*
- *Facilitate a better alignment of Training Institution curriculum with GCC requirements to ensure higher certification rates*
- *Not advancing fast enough with FRCS – contractor alignment*
- *Align with SACMA on EMESRT. - Influence design principles with SACEA as vehicle that consolidate inputs.*
- *Leverage communication with members further: Web-site, newsletter, use social-networking tools for technical networking*
- *Pro-actively give members CPD status and points*
- *Re-establish CPD committee to accredit events at a fee*
- *Guiding document and training of Competitions Act in SACEA*

OPPORTUNITY

THREAT

SACEA Mandate and Strategy



South African Colliery Engineers Association

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



Strategic Theme 2011

*“Leverage the integrated solutions to influence responsible industry **delivery**”*

Collate, Influence, Share



South African Colliery Engineers Association

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

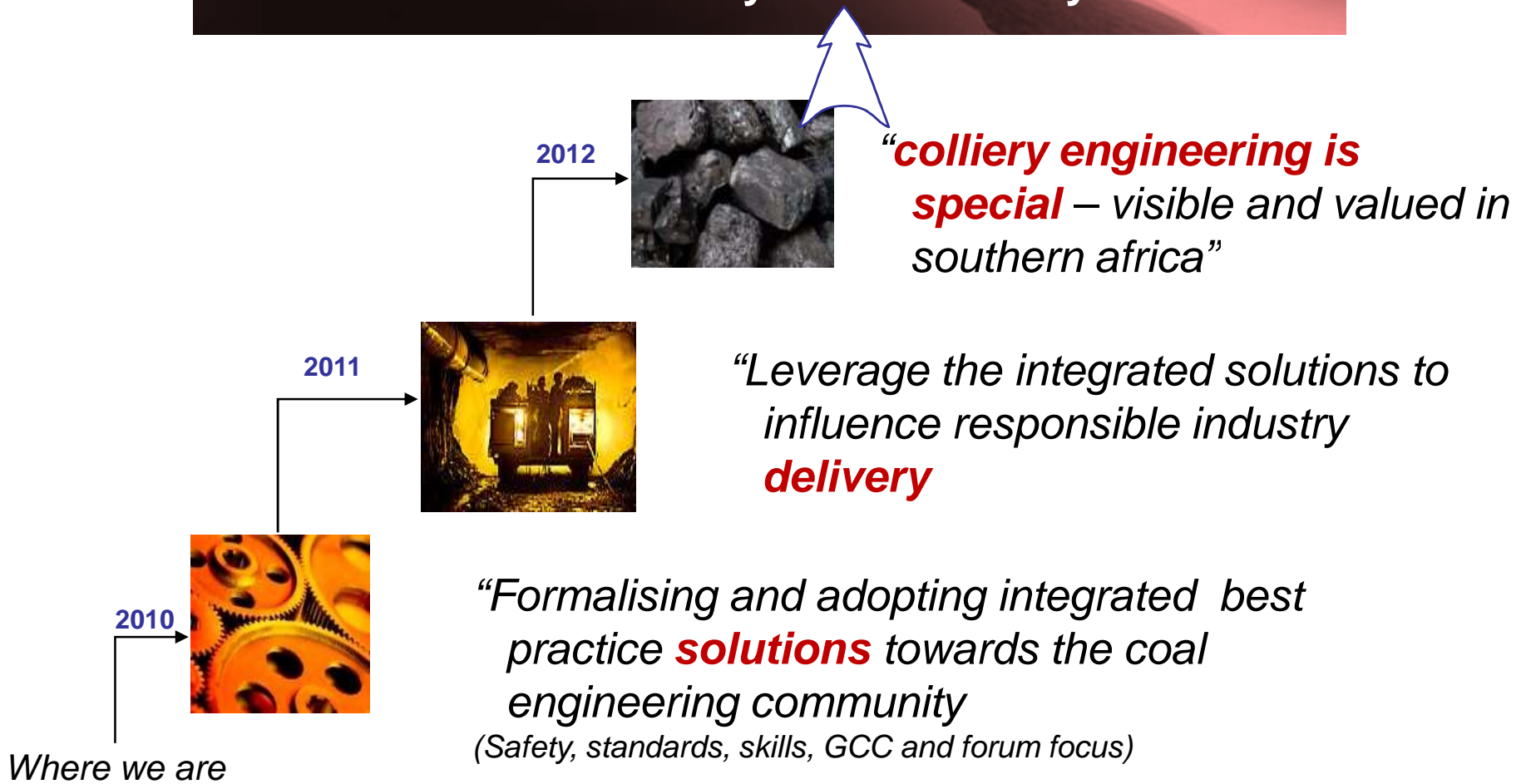


Strategy 2010 - 2012



Where we want to be!

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





Vision

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

- Professional**
 - In behavior, responsible, competent, respected, beyond repute, ethical,
- Dynamic**
 - Adaptable, energetic, pro-active, flexible, quest for excellence, challenging
- Value-adding**
 - To member and company, leader, participative, to industry, cost sensitive, innovative, standards settings/influence, best practice
- Influential body**
 - Respect, acknowledged, change initiators, recognized, consulting, networking, representative
- Industry**
 - Coal Mining Industry RSA, related Engineering fields
- Our sphere of Influence**
 - SACEA members and affiliated associations, Chamber of Mines, Government (incl DMR, ECSA, MQA, SANS etc.) labour force, suppliers, learning institutions and the respective Mining Houses**



Mission (*Improvements*)

1. To actively influence the development of practical **safety, health and environmental legislation**
2. To **empower members** through effective interaction and to promote professionalism
3. To be acknowledged as the **representative body for members and industry** in influencing formulating policy 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 **add significant value to our represented parent companies**
7. To have **maximum impact in the Coal industry** through our association with other Professional Associations
8. To positively impact the quality and quantity of **technical skills development**



Accountabilities (role deliverables)

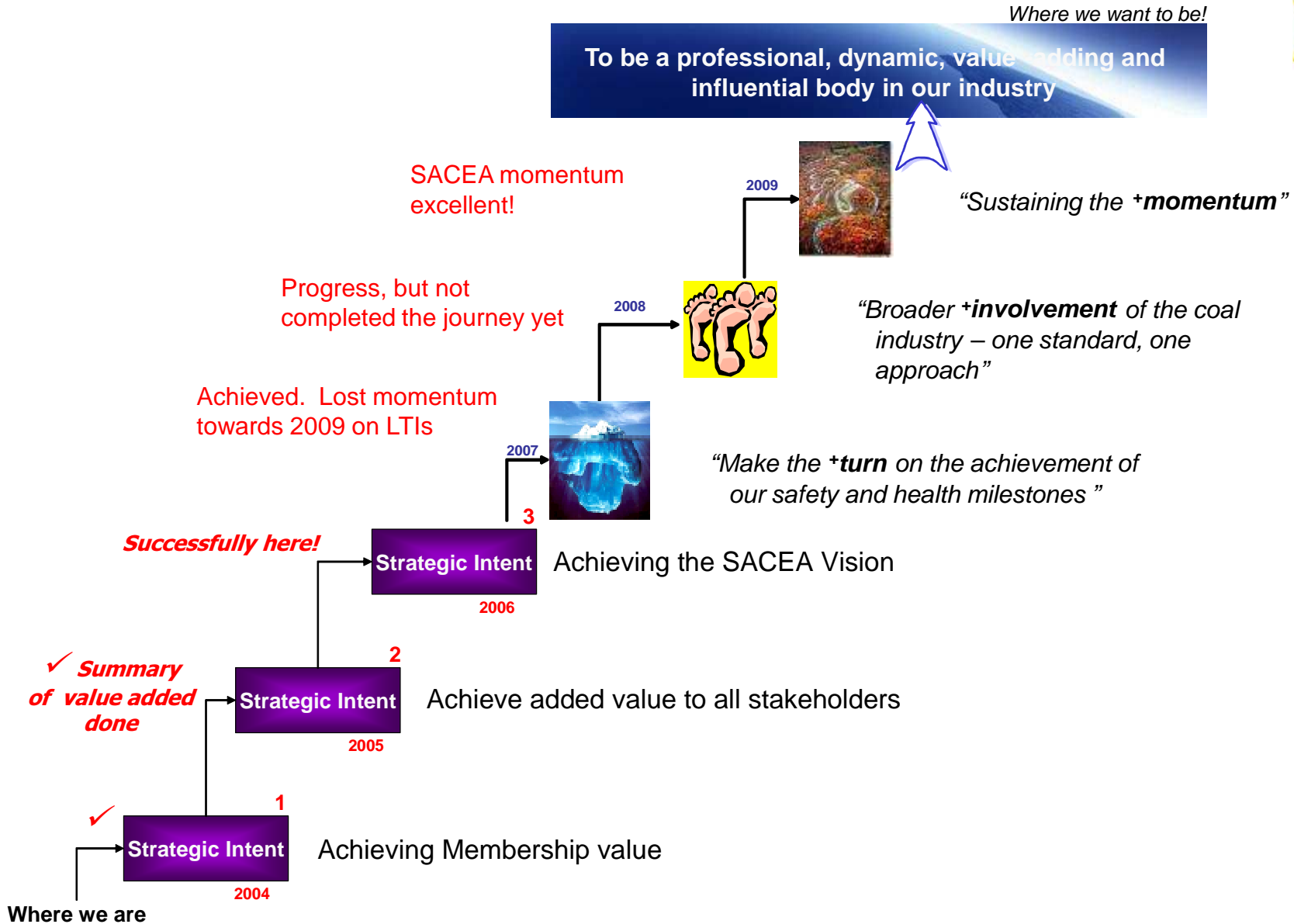
1. ***Compliance to and improvement of SHERQ standards***
2. ***Advancement and status of Engineering fraternity in Coal Mining Industry***
 1. *Continuous development of professional certificated Engineers through validation and monitoring CPD category 1 activities*
 2. *Uphold the status of the professional 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***

SACEA Strategy Roadmap



Where we want to be!

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





2011 Strategic Thrust



Representatives 2011



Mining House Representatives

- ❑ Anglo - Koos Pearson, (HOE: Johnny Coetzee)
- ❑ Sasol - Louis Botha, (HOE: Schalk van Wyk)
- ❑ BECSA - Paul Redelinghuys , (HOE: Dick Wardle)
- ❑ Exxaro - Lou Kilian, (HOE: Richard Collins)
- ❑ Xstrata - Guy Gething, (HOE: Alan Butcher)
- ❑ Small Mines - Joe Buckle, (HOE: Nick Pretorius – COA)
- ❑ Service providers - Northern Regional Chairman (Louis Turvey)



Technical Themes 2011

Focus guidelines for quarterly meeting presentations

- 1. Safety** – Proximity detection, collision avoidance, EMESRT, FRCS
- 2. GCC/ECSA /DMR** – SACEA position, VA position, Annexure E, GCC Question Papers
- 3. Technical Excellence** – energy security (GHG), structural integrity, reliability engineering, physical asset management and MRM

Principle: Regional Chairman will have final decision based on circumstance and availability of papers when selecting presentations

Collate, Influence, Share



Ideas for Technical Visits 2011

- Rand Refinery
- Denel
- RBM
- Hard Rock Mine Visit
- Barlow World Cat, BELL, Hitachi
- Tugela Pump Scheme
- BMW, TATA
- Alusaf (2006)
- Richards Bay Coal Terminal (2009)
- Eskom (2008)
- Sasol Plant Secunda
- R&D – University, CSIR, SABS
- Oil Refinery

Strategic Objectives 2010

President to report back on this at AGM



Objective	Principles	Metric	Actual	Target
Membership	10% increase	Total Full Members Student Members Affiliate Honorary Life	331 201 97 12 21	221 Total = 357 ✓
SACEA Diversity	Council improve by 2 members (co-opt)		Achieved 2009	Improve by 1 4 on Council ✓
ECSA	SACEA program fully provides CPD compliance	Full Members Council	57% (115/201) 66% (12/18)	50% + 1 100% ✓
Financial	Y-o-Y break even, OPEX for +1 year + delta shared cost Membership income = shared cost No audit findings	Dec 2009 Actual 2010 Objective	R261,000	R322,000 ✓ Satisfied
Nr of Engagements	Calendar compliance			✓
Attendance %	Regional >50, User Groups >20, Council > 18			Council ~ 12 ✓
Influence		Conveyer regulation GCC process		Some progress
Cert Eng Qualification	Guaranteed grand-fathering	Improved GCC pass rate > 20%	2009 = 8%	20% ✓ 35% achieved
Safety		Fatal risk standards Web domain?	Contractor transport livery standard established	50% - Some progress

Objective	Principles	Metric	Actual	Target
Membership	10% increase	Total Full Members Candidate Members Affiliate Honorary Life Retired *Address Unknown	357 (excl *) 214 108 17 18 1 24	390
SACEA Diversity	Council representative of membership	Co-opt 4 (21 max on council)	1/17 (5%)	Co-opt 2 diversity (14%)
ECSA	SACEA program fully provides CPD compliance	Full Members Council	55% (118/214) 82% (14/17)	50% + 1 100%
Financial	Y-o-Y break even, OPEX for +1 year + delta shared cost Membership income = shared cost No audit findings	Jan11 Available cash 2010 Acc Funds 2011 Cash Objective 2011 Acc Funds	R36,000 R166,000	avg R60,000 R180,000
Nr of Engagements	Calendar compliance			
Attendance nr.	Regional >50, User Groups >20, Council > 18		Council ~ 12/21	Council >14/17
Influence		MHSA regulations GCC process		Constituted Consensus AMRE
Cert Eng Qualification	Guaranteed grand-fathering Ensure safe mining industry and competency	Improved GCC pass rate > 20% In 2010 from 210 that registered, 175 wrote exams, 25% of which coming from large mining houses	2009 = 8% 2010 = 35% Jun Law = 56% Jun Plant = 48% Nov Law = 21% Nov Plant = 18%	Sustain 35%
Safety	Ensure safe mining industry via aligned/agreed standards	Fatal risk standards	Consolidated guide of standards for contractor transport developed	

SACEA Strategic Objectives 2011

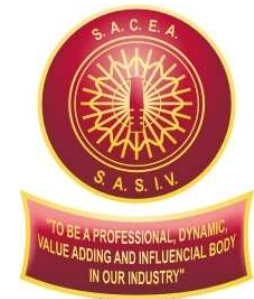
22 February 2011



Strategic Thrust Compelling us to action in 2011

1. Higher level **of influence in the Chamber of Mines, SANS, Government Chief Engineer** as vehicles for delivery (sustain influence in MQA, ECSA)
2. Influence and formalise the **GCC process and system** to significantly improve the integrity and pass-rate
3. Committed **HOE that action SACEA solutions** (support and drive agreed common priorities for implementation)
4. **Membership pipeline** to achieve diversity objectives in the Council (including young engineers)
5. Drive **conveyer regulation and fatal risk protocol** to conclusion
6. **Continued delivery** on technical content, ECSA registration, CPD, safety programs, Limpopo region expansion
7. Achieve the SACEA cash reserve objective

Collate, Influence, Share



Strategic Focus 2011





SACEA – Strategic Thrusts 2011

KPI1: To Influence Policy

DMR Interaction

Objective: Pro-active facilitate safer working environment via effective interfacing and alignment

Strategy Actions	Date	Target/DOV	Feedback
1. Pre-HOE/DMR meeting at Kloofzicht (Dick – (M), Stompie – (L))	6 May	<ul style="list-style-type: none"> • Tony and Louis to attend HOE meeting • Mr Phakati to attend HOE meeting 	
2. Facilitate DMR SACEA Membership (Dick)	By May Monthly	<ul style="list-style-type: none"> • All DMR employees in Louis's office to become SACEA members • DMR members attend regional meetings 	
3. Organise for DMR operational report to be presented at regional meetings by DMR representative (Louis T)	Monthly	<ul style="list-style-type: none"> • DMR Operational report presentation per regional meeting 	
4. Finalise key regulations: - Regulation 8.9 on conveyors (Thys)	3Q 2011	<ul style="list-style-type: none"> • Promulgation of amended regulations 	
5. Finalise key regulations: - Refer DMR Nov 2010 operational report (Henk)	Mar 3Q 2011	<ul style="list-style-type: none"> • Interim directive to continue operations according to industry workgroup proposals • Amend regulation (New Reg. 10) 	



SACEA – Strategic Thrusts 2011

KPI1: To Influence Policy

Chamber of Mines
Objective: Influence development of industry policy

Strategy Actions	Date	Target/DOV	Feedback
1. Attend OH&SPC meetings (Stompie), (Alt – Koos)	Bi-Monthly	<ul style="list-style-type: none"> Attend 80% of meetings and give feedback to Council Distribute industry proposals and coordinate feedback into OH&SPC 	
2. Attend CM & EE meetings (Wouter, Henk)	Bi-Monthly	<ul style="list-style-type: none"> Attend 80% of meetings and give feedback to Council Distribute industry proposals and coordinate feedback into CM&EE Ensure that Tony Coutinho forwards all statutory amendments/proposals to forum 	
3. MOSH Adoption (Dick, Jerris), (Alt – Buks Lookk)	Monthly	<ul style="list-style-type: none"> Co-opt Jerris Subermoney to Council MOSH feedback at every regional meeting 	
4. MPA Steercom (Dick, Jacob)	Apr	<ul style="list-style-type: none"> Reviewed SACEA continued support of MPAS Ensure MPAS execute SACEA mandate Achieve alignment on GCC between SACEA/SACMA and MPAS 	



SACEA – Strategic Thrusts 2011

KPI1: To Influence Policy

Standards Formulation

Objective: Influence development of industry policy

Strategy Actions	Date	Target/DOV	Feedback
1. SANS TC 65 review/formulation (Henk)	Monthly	<ul style="list-style-type: none"> • SANS 944 (Henk) • SANS 1515 (Henk) • SANS 868 (Thys) • SANS 10108 (Henk) • SANS 1589 (Mike) • SANS 1489 (Henk) • SANS 1438 (Henk) 	
2. SANS TC 82 review/formulation (Wouter)	Monthly	<ul style="list-style-type: none"> • SANS 1623 • SANS 1624 	
3. SANS TC 66 review/formulation (Wouter)	Monthly	<ul style="list-style-type: none"> • Wouter to become member of TC 66 Workgroup, Chamber nomination form to be submitted by Simon 	
4. SAFA review/formulation (Henk), (Alt – Johan Oosthuizen, Chetan Ravjee)	Monthly	<ul style="list-style-type: none"> • Attend 100% of meetings and give feedback to Council 	

SACEA – Strategic Thrusts 2011

KPI1: To Influence Policy



Safety

Objective: To facilitate and develop industry safety best practice to achieve industry target of zero harm by 2013

Strategy Actions	Date	Target/DOV	Feedback
1. EMESRT (Mike & Paul)	Ongoing 17 March 31 March 7 Apr 6 May Jan2012	<ul style="list-style-type: none"> • Support EMESRT by coordinating the design principles and technical committees for the SA region (Surface, soft rock UG, exploration drilling) • EMERST Cape Town workshop attended in Feb feedback • Attend March Workshop in Brisbane • Present EMESRT case to SACMA (Dick) • Driver for all Mining Houses to be members of EMESRT • Finalise soft rock design philosophies 	
2. FRCS (Paul)	Jan 2012	<ul style="list-style-type: none"> • Consolidated guide of standards for contractor transport developed • Develop a minimum industry standard w.r.t. FRCS for LV/MV/HV (excluding EME) 	
3. Safety Workshop (Louis, Phedzi)	Oct 2011	<ul style="list-style-type: none"> • Share leading safety best practices to influence safety statistics • Theme 2011 – influence safety in the “silly season” 	

SACEA – Strategic Thrusts 2011

KPI2: Skills Security



Professionalism and Competency

Objective: Ensure a constant pipeline of competent engineers into the industry

Strategy Actions	Date	Target/DOV	Feedback
1. GCC (Koos) <ul style="list-style-type: none"> • Retain a seat on the Commissioner of Examiners • Coordinate and submit questions and answers for GCC exam • Annexure E Review • Young Talent Development 	Ongoing Jan 2012 10 Mar, 26Aug April Pre – N.Region	<ul style="list-style-type: none"> • Koos Pearson to remain on CoE • Consensus with AMRE on the way forward • Each Mining house rep to ensure submission 2 x Law and 2 x Plant Q&A • Re-view of Annexure E content & requirements and formulate proposal • Sustain structures and momentum implemented (Paul) 	
2. ECSA (Jacob, Charl) <ul style="list-style-type: none"> • ECSA Board • ECSA Pr Cert registration committee • SACEA re-apply for VA status • SACEA/ECSA CPD committee • Administer SACEA CPD points 	Done Monthly March March April	<ul style="list-style-type: none"> • Charl Norden co-opt to SACEA Council to attend • Jacob and Dick to attend 100% of meetings • Simon draft letter for re-application • Re-constitute CPD committee with Mining House reps • Re-implement system in order for CPD administration for members (Simon) 	



SACEA – Strategic Thrusts 2011

KPI2: Skills Security

Professionalism and Competency

Objective: Ensure a constant pipeline of competent engineers into the industry

Strategy Actions	Date	Target/DOV	Feedback
3. MQA (Andre), (Alt – Koos) <ul style="list-style-type: none"> • Mining & Minerals Standards Governing Body • MQA Board Meetings 	Feb Monthly	<ul style="list-style-type: none"> • Co-opt Andre Botha to SACEA Council • Andre to attend 80% off all meetings and to provide feedback to SACEA 	
4. CTC (Andre), (Alt – Koos) <ul style="list-style-type: none"> • CTC Committee of Management • CTC Board • CTC regional meeting feedback 	Quarterly Quarterly Regionals	<ul style="list-style-type: none"> • Andre Botha to represent and attend • Koos Kriel attends on behalf of Anglo/SACEA • Louis Turvey to ensure that Johan Venter (GM CTC) has agenda point at regional meetings for feedback 	

SACEA – Strategic Thrusts 2011 (4)



3 Growing footprint		
3.1 Website	Paul	<p>Action = Implement SACEA on social-networking sites (Twitter)</p> <p>Action = Safety incident shared database that is searchable (Dick)</p> <p>Action = Tell SACEA success story</p> <p>Action = Link to EMESRT</p> <p>DOV = No information outstanding longer than 30 days</p> <p>DOV = Number of hits (2917-26/2/11)</p>
3.2 Branding	Annette (Louis)	<p>DOV = Women branded clothing</p> <p>= New tie;</p> <p>DOV = Golf shirt; formal shirt; council</p> <p>DOV = Ensure availability/ accessibility to branded material</p> <p>DOV = Branding material at functions</p>

SACEA – Strategic Thrusts 2011 (5)



3 Growing footprint

<p>3.3 Communication & administration</p>	<p>Annette (Mining House Reps)</p>	<p>Action = Newsletter Quarterly. 4 x Soft and hardcopies at AGM and in Sept before Presidential Function DOV = Two safety tips per year DOV = Branded annual report Action = Agenda, minutes, etc</p>
<p>3.4 Finances & Budgeting</p>	<p>Lou/Jacob (Simon)</p>	<p>DOV = Accuracy in accounting system (re-introduce previous system but more accurate)</p> <p>DOV = Comprehensive Budgeting process and sign-off as per calendar</p> <p>DOV = align current budget with financial objectives and year plan</p> <p>DOV = implement forecasting</p>

SACEA – Strategic Thrusts 2011 (6)



4 Participation & Value

<p>4.1 Heads of Engineering</p> <ul style="list-style-type: none"> * DMR meeting pre HOE • Invite AMRE 	<p>President</p>	<p>DOV = Reach them all</p> <p>DOV = Feedback from Council by 13 March on what to be discussed</p> <p>DOV = develop graphs on attendance</p>
<p>4.2 Legal Awareness (Warren Beech/OEM suppliers)</p>	<p>Louis T, (Lou)</p>	<p>DOV = include service providers</p> <p>DOV = Continue engagement forum</p> <p>DOV = Cover competition act within regional meeting</p>
<p>4.3 Regional meetings</p>	<p>Louis T, Lou</p> <p>Neels H?</p> <p>Louis T Stompie, (Rico)</p>	<p>DOV = 6 meetings per year</p> <p>DOV = Attendance 50 people/meeting (northern region) (2 meetings in Pta for Limpopo involvement)</p> <p>DOV = Attendance 25 people/meeting (southern region)</p> <p>DOV = 2 x Technical visits</p> <p>DOV = Limpopo region</p>
<p>4.4 User Group Meetings</p>	<p>Anette</p> <p>Johan B</p> <p>Guy</p>	<p>DOV = 3 meetings/year: plant users 20/meeting</p> <p>DOV = 3 meetings/year: underground 20/meeting</p> <p>DOV = 3 meetings/year: opencast 20/meeting</p>

SACEA – Strategic Thrusts 2011 (7)



4 Participation & Value (2)

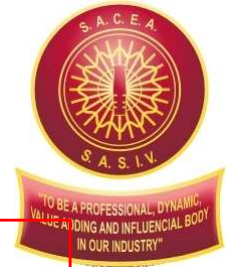
<p>4.5 Small mines *Get DMR list of appointments for small mines (Simon)</p>	<p>Joe B</p>	<p>DOV = Speak to or engage with Certified Engineers at small mines in region; 80% this year DOV = Growth in small mines attending regional meetings</p>
<p>4.6 Golf Day</p>	<p>Louis</p>	<p>DOV = Profit</p>
<p>4.7 Presidential function</p>	<p>President</p>	<p>Location= to be announced DOV = Venue handle > 90 couples & lessons learned DOV =- Break even (incl budget process) DOV = High General Meeting attendance</p>
<p>4.8 Recognition & Awards - Best student - Gold medal (KP, ZAB) - Certificate of Merit - Hon Life Membership</p>	<p>Vice-President, Regional Chairs, User Group Chairs</p>	<p>DOV = Certificates best-of-the-best DOV = Recognition gift to all presenters DOV = Tie at membership announcement (include in Budget)</p>

SACEA – Strategic Thrusts 2011 (8)



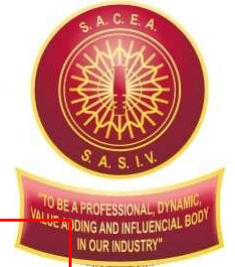
5 SACEA Governance		
5.1 Financial management	Presidents, Vice-president, Simon Jacob, Lou	DOV = Formal Budget Process
5.2 Financial Administration		DOV = Cash Reserve (R180,000)
5.3 Subscriptions	Simon	DOV = Monthly Council presentation on debtors and cash
5.4 Review Constitution	Jacob	DOV = Clean audit
5.5 Code of Conduct (including dress code)	Wouter	DOV = Mining House representatives zero outstanding
5.6 Council meetings	President	DOV = Approve after Council discussion at GM during Presidential
5.7 Strategic Session 2012	Jacob	DOV = All disciplinary cases resolved
5.8 AGM (senior people = senior engineers & MDs); also invite spouses	Jacob 1 st Vice-President	Dress Code = To be reviewed by Council at Mar meeting and roll-out
		DOV = 80% attendance (5/year)
		DOV = Annually (Plan, Calendar, Budget)
		Venue – To be reviewed by Council
		DOV = Attended by at least 80 people
		DOV = Attended by senior people
		Action – review election process

SACEA – Strategic Thrusts 2011 (9)



6 Technical Excellence		
<p>6.1 Research input - CoalTech 2020</p>	Dick	<p>Note: Only keep on radar of SACEA Mining house specific participation Action: Invite for presentations to SACEA Regional Meetings</p>
6.2 Safety Workshop	Louis B, (Phedzi)	DOV = Attended by 150 people
6.3 Technical Symposium	<p>Mike 1st Vice-President</p>	<p>Venue = Emalalheni Decision = representative from each Mining House (Johan B, Mike, Guy, Lou, Dick) DOV = Attended by 100 people</p>
<p>Interaction with other associations - SACMA Council - Joint meeting with AMRE - Joint meeting with SACMA</p>	<p>President Regional Chair President</p>	DOV = presentation by SACEA and feedback by SACEA President

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6 Technical Excellence		
SACEA diversity (Membership Pipeline)	President	As per Annual Strategy
Southern Region	President	DOV = Regional representative attend 50% of SACEA Council meetings DOV = get minutes of Southern Region meetings DOV = SACEA President to attend a regional meeting with decision on the way forward after the meeting
Limpopo Region	Stompie, (Rico)	DOV = 1 combined regional meeting 2011 DOV = 1 council meeting 2011 Action = Campaign for membership (SACEA & SACMA) and attendance DOV = extend membership to surrounding areas and Mines