



Columns



News for SAPREF people, neighbours and other stakeholders

MAY 2012

Bursaries awarded to talented SOUTH DURBAN youngsters



Eleven high-achieving matriculants from South Durban schools received bursaries from SAPREF to study chemical, electrical or mechanical engineering as part of the refinery's Talent Pipeline Programme earlier this year.

The learners completed grade 12 in 2011 at schools in Amanzimtoti, Isipingo, Umlazi and Wentworth. Between them they attained 48As in grade 12. They are now studying at the University of KwaZulu-Natal and Pretoria University. The total value of the bursaries for the four-year courses is over R2 million and includes tuition, examination costs, residence fees, meals and books.

Thandeka Msane, former head girl at Wentworth Secondary School who attained 5As in matric, expressed her feelings about the bursary: "The bursary means a new beginning for me. I have an opportunity now that I would not have had if I were not part of the SAPREF Talent Pipeline Programme as my family would have struggled to fund my university studies. I always loved maths and science at school and chemical engineering was a natural choice for me, especially after being exposed to SAPREF and its petro-chemical refining processes.

Some of the 58 learners originally selected for SAPREF's Talent Pipeline Programme.

SAPREF launched the Talent Pipeline Programme last year. It is aimed at introducing grade 10-12 learners from South Durban to a career in petro-chemical refining. The programme provides financial and academic support to selected learners to help improve their school performance. A life skills development programme is part of the package. In addition, each learner is allocated a SAPREF mentor to guide them through the programme. In total 58 learners from 18 high schools in South Durban were originally selected for the programme.

"SAPREF sees this programme as an innovative and holistic intervention which will create a pool of skilled young engineers for both the organisation and the country", said Lindiwe Khuzwayo, SAPREF's organisational sustainability manager. "Such projects form an integral part of SAPREF's continuous efforts to nurture talented youngsters from SAPREF's neighbouring communities."

Long service

Congratulations to the following who achieved long service at SAPREF in January, February and March 2012:

5 years

Mark Govender, Process Technician
Ntokozo Dlamini, Process Technician
Phumelele Dladla, Process Technician
Lyle Christmas, Process Technician
Marlin Naidoo, Process Technician
Cleaveland Alexander, Process Technician
Bashnee Moodley, Process Technician
Marius Beaunoir, Process Technician
Wiseman Hunsley, Process Technician
Windy Myeni, Contracts payment assistant
Kevin Simpson, Mechanical artisan
Xolani Makatini, Laboratory Technician
Spider Piaray, Electrician
Ashraf Khan, Electrical Maintenance supervisor
Goolam Omar, BMS administrator
Angelo Gamble, Area focal point
Christopher Glenn, Process Technician

Simphiwe Mazibuko, Omutde Manager
Les Venkatsami, OM technologists

15 years

Trevor Bennie, Turnaround Co-ordinator
Julian Francis, MSFP Utilities
Siphiwe Mseleku, Process Technician
Nathi Mhlanga, Process Technician
Shoba Chetty, Turnaround & Project Coor
Melanie Coleman, Medium Term Economist and Shutdown Planner
Chris Buthelezi, EDI System Administrator
Musa Mkhize, Barge Operator
Bhekizenzo Mthembu, Barge Operator
Shailen Mahabeer, Team Leader
Raymond Moodley, Process Technician
Bheki Msani, Process Technician
Bongani Msomi, Barge Operator
Mzie Ntuli, Barge Operator
King Ndlovu, Barge Operator
Anand Naidoo, Process Technician
Roland Ramnathan, Process Technician

Ricky Reddy, Process
Raj Gandhi, LPG Monitor
Mandla Goge, Field Operator
Chix Mthwana, LPG Monitor
Christian Ndimande, LPG Monitor
Sibusiso Ntuli, LPG Monitor (CO281)

20 years

Nolan Naidoo, Mechanical Field Technician
Anand Bodhi, Process Technician

30 years

Jay Padayachee, Inspection Supervisor (EI)
Pally Naidoo, Manager Shift4 (OM4)
Jeff Pillay, ICT Business Analyst (TI2)
Pravind Singh, Chromotography Specialist
Stephen Chetty, Tank Maintenance Project

35 years

Jaxon Reddy, ICT Business Applications
Wim Van Den Bosch, Area Engineer NZ
Graeme Merrick, E&I Engineering Lead
Paresh Maharaj, Day Supervisor Omutde

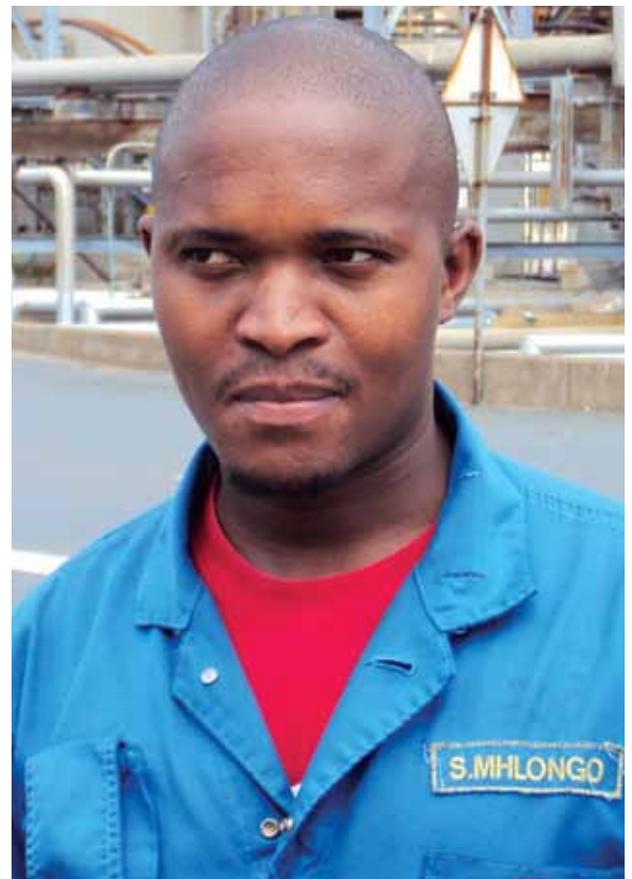
Siyabonga passes with flying colours

Having passed the internationally recognised API 570 piping inspection exams, plant inspector Siyabonga Mhlongo is well qualified to work anywhere in the world. After completing the five-month self-study course, Siyabonga passed the two four hour exams set by the American Petroleum Institute with distinction.

“The course covered inspection, rating, repair and alteration procedures for metallic and fibreglass reinforced piping systems and their associated pressure relieving devices for pipes in operation,” he explained.

Siyabonga joined SAPREF in 2005 as an in-service mechanical trainee. A year later he joined SAPREF’s Learnership programme and then moved to the Inspection section. “The course has broadened my mind with regard to the extent of inspection, welding and inspection techniques and the planning of inspections,” he says.

Siyabonga will shortly embark on a Level 1 welding course which will compliment his knowledge in the inspection field.



Siyabonga Mhlongo passed the API 570 piping inspection exams with distinction.

New members in HSSE team



SBU ZULU – HSSE EVENT MANAGER

Safety does not end at work but is a way of life for Sbu Zulu, who has been promoted from safety manager to HSSE event manager.

Sbu explains, "This position is new in SAPREF and will focus on leading and coordinating the HSSE efforts before and during major events such as Turnarounds and Clean Fuels 2."

He further explains: "Another critical focus will be effective contractor management processes for Turnaround events which includes preparations and the on-boarding strategy of the contractors."

"All good things come to those that wait", may be a simple quote advocating patience but it is aptly relevant to Sbu Zulu, David Radebe, Siphwe Zungu and Melanie Francis who have been promoted to various positions in the HSSE department at SAPREF.

Each of them began their careers at SAPREF, have worked diligently in various roles for many years and have been duly recognized for their experience and skills.

Here, they share with *Columns* how they have progressed.



SIPHWE ZUNGU – HSSE SAFETY ADVISOR

Siphwe Zungu who is a firm advocate of knowledge transfer and believes that when you educate others you grow more as an individual and develop a relationship of mutual respect. He is therefore particularly proud of the training that he has done with many upcoming MSFPs in Central Zone, some of whom have become acting team leaders.

Siphwe is eager to tackle the responsibilities of his challenging yet exciting new position and will focus on promoting more field presence as well as initiatives that target the behavioral aspects of safety at SAPREF.

If SAPREF was searching for a brand ambassador, David Radebe, who is the new safety manager, would be the ideal candidate.

David is no stranger to implementing and driving safety compliance which has been a large part of his role in his various leadership positions before. He also brings immeasurable hands-on safety experience from an operations perspective to the job.

David intends creating an environment



DAVID RADEBE – HSSE SAFETY MANAGER

conducive to improved safety performance in line with SAPREF's vision. He believes that safety is everyone's responsibility and therefore there should be individual accountability for safety on site.

Melanie brings a wealth of knowledge and experience to her new role as environmental engineer, both from a perspective of qualifications and work experience. She is currently doing an Honours degree in Environmental Management and her previous qualifications include a BSc Chemistry and BTech Environmental Health. Melanie also helped to build and implement the



MELANIE FRANCIS – HSSE ENVIRONMENTAL ENGINEER

SAPREF ISO14001 system and is an accredited ISO14001 lead auditor.

Melanie will focus on air and waste management.

Words of wisdom from a SAPREF veteran

Thirty-five years ago on 10 January, Wim van den Bosch, Maintenance Services Manager, started his career at SAPREF as a 4th year apprentice. He took a stroll down memory lane with Columns:

The most significant change, for me, at SAPREF over the years has been the changes and focus on process safety and safety in general. Work methods for daily work, Turnaround preparation and execution have also changed and there is now more focus on paper, job planning and work pack generation. SAPREF is now probably a safer place to work at than when I started.

Over the years SAPREF has taught me leadership skills and teamwork. I have learnt that without team work you cannot succeed. I have also learnt that it is important to listen to team members' opinions and that talking without listening makes you a poor communicator. It's great when you work with a motivated team. I believe that energy makes energy and anything is possible if you all work towards a common goal or objective.

The highlights of my career at SAPREF have been running successful major Turnarounds, which were started up on time and were leak free - this was as a result of great team work. I also enjoyed working on the SRU4 / Scott project and Clean Fuels One. Projects were started up on time and we delivered as planned. Working in North Zone was great because we had a committed and focused maintenance and operations team.

To my younger colleagues I say come to work every day with a spring in your step, enthusiasm and interest for your job. Do your best, be a leader and always be an active and constructive team player for the good of SAPREF.

Over the years my colleagues have been one of the main reasons for me remaining at SAPREF. I consider Team SAPREF as well as the contractors to be my colleagues. Work is work and the fun part is working with people who want to help and share ideas, vision, common goals and objectives. You learn very quickly who is prepared to work with you to deliver goals. Embrace this as it is rewarding and gives you great job satisfaction.

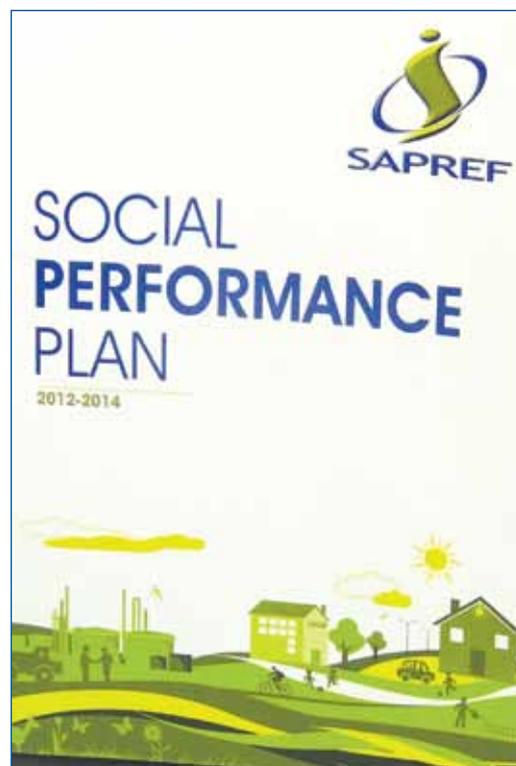


Wim van den Bosch has most enjoyed the SAPREF team spirit in his 35 years at SAPREF.

Managing our impacts

In the manufacturing of products essential to modern living, it is sometimes inevitable that society will be impacted in some way. These are called social impacts and they may be either positive or negative. "What is important is how an organisation manages these impacts," says Lindiwe Khuzwayo, organisational sustainability manager.

"At SAPREF, we pay as much attention to our social performance (SP) as we do to operational and environmental aspects of our business," she says. To this end, SAPREF has compiled a social performance plan which sets out our SP vision and objectives and explains how we go about managing the social impacts of our business, including stakeholder engage-



Copies of the Social Performance Plan booklet that has recently been produced by SAPREF.

ment, managing issues and social responsibility. The plan also explains how we monitor and measure our social performance and the tools used in reporting on it. A copy of the SP plan may be obtained by emailing: public@sapref.com.

SMME scores with SAPREF printer contract

The Motswako delivery and installation team, below, were an important part of the SAPREF printer roll-out project. Norman Warren (Sapref), Rajiv Singh (Motswako), Wayne Stepanik (Sapref), Neil Govender (Motswako), Deon Engelbrecht (Sapref) and Laveen Rajkumar (Motswako) were instrumental in the printer contract negotiations and onsite rollout.



SAPREF recently awarded its printing contract to Motswako Office Solutions, a qualifying small enterprise (QSE) with a level 1 BBBEE status. This is the first of many contracts that have been earmarked for SMMEs by the refinery as part of its BEE strategy of empowering SMMEs and providing them with access to procurement opportunities for SMMEs.

“The process was an intensive one which began with the placement of advertisements inviting SMMEs to bid, followed by the screening process, technical and commercial evaluation and onsite inspection of the company’s facilities,” said project manager Wayne Stepanik. “Overall, this was a rewarding experience as we were able to identify additional suppliers in the market for this service and at the same time support a competent SMME.”

Commenting on being awarded the contract, Sebenzile Matsebula, Executive Director at Motswako Office Solutions said, “SAPREF is such a prestigious account in our industry that the award of this contract will springboard Motswako to make further inroads into the petroleum sector in South Africa. The experience gained by Motswako’s employees by servicing this account is immeasurable and will assist us tremendously in our growth.”



The Motswako team deliver printers onsite.

Rebirth of the SAPREF Community Liaison Forum

The SAPREF Community Liaison Forum is a platform for dialogue on issues of mutual concern between the refinery and key stakeholder groups representing neighbouring communities and local authorities.

After eight years of existence the forum was noted for robust conversations on SAPREF's social and environmental performance and for implementing a number of community projects. During a workshop in November last year, it was decided that the composition of the forum should be reshaped to include a broader range of SAPREF stakeholders with a view to providing greater reach into the neighbouring communities.

The forum has now been reconstituted with a membership including representatives from NGOs, the municipality and various other stakeholder groupings. Areas of community concern have been identified and the forum is currently planning a number of community projects to roll out in South Durban communities.

Says Rod Bulman, independent facilitator of the CLF: "All the previous members can be proud of their contribution to the CLF over the years as it has provided a basis for the future growth of the forum."



GETTING TO KNOW THE CLF REPRESENTATIVES

INDEPENDENT FACILITATOR

Rod Bulman, director of Phelamanga Projects is the independent facilitator of the CLF. He has vast experience in public participation processes and facilitates a number of industry/community forums.

SECRETARIAT

Brenda Dunn, owner of Be Done Communications, provides an independent secretarial service for each CLF meeting.

NON GOVERNMENTAL ORGANISATIONS

Several NGOs are part of the CLF. They undertake work in various Durban communities and tackle various issues that plague communities.

UMLAZI

Bahle Care Centre for the aged is a community based organisation that caters for people living with HIV/AIDS, orphans and senior citizens from Umlazi's D section and informal settlement.

Mzamo Child Guidance and Training Initiative of KZN primarily focuses on helping children with physical and intellectual disabilities and on equipping unemployed youth and adults with various skills.

Sizanodumo Community Development Project provides home-based care for the ill and the aged, skills development for unemployed youth and women and adult literacy classes.

LAMONTVILLE

Asiphile St James Centre provides home-base care programmes, psychosocial support to orphans and vulnerable children as well as HIV/AIDS counselling.

Lamontville Thembaletu Care Centre provides a care drop in centre for people with terminal or chronic diseases, including HIV/AIDS.

Lamontville HIV Support Centre provides awareness to the public regarding the spread of HIV/AIDS and also introduces measures and strategies to reduce the spread of HIV within the community.

WENTWORTH

Izandla Zenkosi Community Development Centre aims to develop South Durban communities by empowering youth and their parents with the necessary skills and education required to access sustainable employment and create entrepreneurship opportunities.

CLF members at a recent workshop.



Wentworth Victim Friendly Centre is situated at Wentworth police station, providing counselling and emotional support to victims of different types of trauma, such as rape and domestic violence. They also run a resource centre that is aimed at empowering the community with skills and knowledge.

Wentworth AIDS Action Group (WAAG) provides home-based care services to the sick as well as AIDS awareness programmes.

BLUFF

Isiaiah 54 works with abused and abandoned children and focuses on the care and education of vulnerable children of the community.

MEREBANK

Merebank Services Centre is an affiliate of the Durban Association for the Aged (DAFTA). DAFTA renders professional social work services to the

elderly in urban, semi-urban and informal settlements.

Krishna Rabilall Foundation Merebank focuses their efforts on transforming and empowering the community, especially the youth through youth in leadership courses, speech contests and community projects.

Merewent Islamic Trust (Merebank/Merewent) provides free Islamic education and counselling on social problems.

Durban South Development Skills Centre aims at equipping persons with skills training that could possibly assist them in earning an income. Skills training programmes on administration, basic computers, internet, arts & crafts, laundry, sewing and cooking are offered free to persons with multiple disabilities.

ELECTED COUNCILLORS

Councillors have a large constituency and are therefore able to disseminate

information to a wide and diverse audience. The community is currently represented by councillors from SAPREF's focus areas, namely, Bluff, Isipingo, Wentworth, Merebank, Lamontville and Umlazi.

SMME SECTOR

Emlazi Enterprise Development Forum is an independent forum that focuses on economic development.

HEALTH SECTOR

The health sector is represented by the Austerville Clinic, City Health, Isipingo Clinic, Wentworth Hospital and Prince Mshiyeni Hospital.

ENVIRONMENT SECTOR

The environmental sector is represented by the following organisations:

- Wildlife and Environmental Society of SA
- Isipingo Mbokodweni Catchment Management Forum
- Isipingo Island Institute
- Centre for Health and Environmental Awareness

MUNICIPALITY

There is currently representation from eThekweni Water and Sanitation at the CLF as well as the South Durban area based management office.

RELIGIOUS SECTOR

The representatives listed below from the religious sector provide a significant social service to communities

- Omega Worship Centre
- Lamontville Minister's Fraternal
- Merewent Islamic Trust (Merebank/Merewent)

SAFETY AND SECURITY

Safety and Security is represented by Police Forums that work in partnership with SAPS to fight against crime. The following forums represent the community at the CLF:

- Umlazi Community Policing Forum
- Merewent Community Policing Forum

SAPREF hosts US Consul General

SAPREF prides itself in actively engaging with its varied stakeholders ranging from community members to government officials. One of these engagements was with Mr Taylor Ruggles, Consul General of the US Consulate and his team on 14 March 2012.

The aim of the visit was for the Consul General to gain a better understanding of SAPREF's operations. This was achieved with a presentation which covered the refinery's operations, environmental, economic and social performance followed by a refinery tour.

"SAPREF operations are impressive and clearly an essential component of the growing South African economy. It was great to get a first-hand look at how the refinery works, and meet some of the staff who keep it running day in, day out. I also enjoyed learning about SAPREF's initiatives to support local communities in eThekweni and its efforts to reduce the environmental impact of the refinery. Good business starts with contributing to the development of local communities, and SAPREF is proudly working towards that end. We look forward to staying in touch with our neighbors at SAPREF", said the US Consul General.



Guests from the US Consulate, Pierce Davis (Political and Economic Officer), Thulasizwe Shezi (Political and Economic Assistant) and Taylor Ruggles (US Consul General, US Consulate Durban) with Rodney Youldon (Commercial Manager) get ready for a refinery tour.

New infra red camera detects hot spots

Following SHELL best practices, SAPREF has invested in the purchase of a specialist infra red camera that can detect hot spots on tubes among other equipment, allowing for early repairs. This is aligned to the refinery's plan of utilizing high level technology to enhance process safety.

The IR camera is also a tool that provides a platform for more frequent inspections of the various tubes onsite rather than just during the yearly scheduled Turnarounds. This has a safety benefit as hot spots which could limit the life of a furnace can be detected early before tube rupture.

"Currently the checks and analyzing of data is being done by specialists at Shell Global Solutions. However Talent Nxumalo and Siyabonga Qwabe have been trained and will be able to perform this function on site at SAPREF henceforth", said Baker Moodley, (Combustion and Energy Focal point).



Talent Nxumalo, Baker Moodley and Siyabonga Qwabe are currently using the infra red camera throughout the refinery on many pieces of hot equipment.



Some of SAPREF learners chosen for 2012 attend their induction session at SAPREF.

Youngsters seize *development opportunity of a lifetime*

Over one hundred technically-minded youngsters have kick-started their careers by seizing opportunities offered by the learnership programme run by SAPREF.

A total of 109 learners have enrolled at the SAPREF refinery school and the Durban South Training Trust, which is funded by SAPREF, to follow careers in the mechanical fitting, welding, boiler making, instrumentation, electrical and operations disciplines.

“This training is in line with the National Skills Development Strategy of training artisans and providing vocational skills for school and technikon leavers,” explains Ronnie Muruven, learning and development manager at SAPREF. “The learnerships give youngsters excellent opportunities for employment, not only at SAPREF, but also in the wider market.”

The learners enrolled at the Durban South Training Trust follow the standard NQF curriculum for mechanical fitting, boiler making and welding and also undergo work based learning in various companies, while those at the SAPREF refinery school combine job specific theory and practical instruction in refinery operations and safety standards to qualify with Chemical Operations NQF levels 2 and 3. They all receive an allowance to cover transport and basic living expenses.

The learners expressed excitement about their future prospects. Says 23 year old Qhawe Mataba from Umlazi: “The opportunity to graduate from the SAPREF refinery school is life-changing and will ensure my future marketability.”

There are now a total of 207 youngsters, including learners already in the system, enrolled at the SAPREF training centre and the Durban South Training Trust in various stages of their learnerships.

Farewell, Margaret



Margaret Rowe, communication manager at SAPREF for the last 12 years retired at the end of April 2012. At the last CLF meeting, she said “I had a tremendous sense of pride in working at SAPREF. One of the reasons was knowing that SAPREF would always do the right thing in resolving community concerns relating to our performance. The SAPREF Community Liaison Forum is another example of the company’s intent in taking community issues seriously. Although the CLF is not a funding body, CLF members have the opportunity to make a difference in their communities through the conversations held at the Forum.”

NEW substation a SAPREF showcase

The team responsible for the construction of Substation 24 proudly show off the completed substation.

By adopting SHELL best practices and using state of the art technology, the construction of the new 380V substation (Sub 24) was completed in February 2012. The new substation was built to replace two existing substations (Subs 1 and 15) and is the first of many to be built at SAPREF over the next five years. An extension of the CDU2 substation is in progress, with the construction of the new Lube Oil substation starting shortly and a new Substation 3 and Substation 17 also scheduled to start this year.



Construction of substation 24 started in April 2011 and cost approximately R23 million to build. Benefits include greatly improved safety, reliability and flexibility for the operation and maintenance of the LPG facilities. The design and engineering team for

the substation was led by the late Joshua van den Bosch, of Fluor iGoda.

“This project is an excellent showcase of successful teamwork amongst contractors and suppliers”, said Ian Oatway, Fluor iGoda Project Manager. “During

construction, more than 33 kms of cable was laid by EPC in trenches excavated by Patcon and ABB supplied the new switchgear. In addition, Patcon, KT and Avellini completed construction without a single injury”, added Ian.

In this edition of Columns, the doctor gives some useful tips to help you **recognise the symptoms of stress**.

Stress is part of life. The toll that chronic stress takes on our bodies can lead to illness and even death. We should learn to recognise the first physical symptoms of stress so that we can develop a plan to counteract or manage it. In this edition of *Columns*, the doctor shares five simple techniques to assess whether you're stressed:

Muscle tension: Muscle tension is an early sign that your body's stress response has been activated. “Scan” your body from head to toe to check for muscle tension. Are you frowning or clenching your jaw? Perhaps your eyes feel strained? Then move down to your neck and shoulders to check for tension or pain. Next scan you arms, chest, stomach, upper legs, calves, feet and toes.

Hand temperature: The temperature of your hands may indicate that your body is stressed. Put your hand on the side of your neck just above your collar. If your hand is noticeably cooler than your neck, it could be an indication that you are stressed.

Increased sweating: When your body is reacting to a stressor, certain involuntary responses are evoked. One of these is increased perspiration. Your hands may feel clammy, you may notice drops of sweat on your upper lip or forehead, or



The
Doc
says ...

you may just feel more sweaty in general.

A rapid heart rate: Another sure sign of stress is a rapid pulse. If your heart feels like it's beating in your throat or about to jump out of your chest, your fight-or-flight response has probably kicked in.

Rapid, shallow breathing: In a relaxed state, you breathe slowly with relaxed stomach muscles. But when you're tense, your breathing pattern changes. You tighten your stomach muscles and breathe through your chest, which tends to be quicker and shallower. If your breathing is quick and shallow, you are probably stressed.

Once you're at ease with these techniques, you will quickly notice when your body is responding to stress. You can then pinpoint the cause and decide what to do about it.

Rands and sense

TEACHING YOUR CHILDREN ABOUT MONEY

Don't put off teaching your children about money. In the long run, it will benefit you and them. In this issue, ICAS and HealthInSite offer advice and guidelines on some basic things you can teach from an early age.

Encourage your kids to save for things they want. Try to make it fun by considering incentives and rewards, but do what you feel comfortable with and can afford.

Use everyday encounters to help kids learn about money. Make informal money lessons from visiting a money machine or opening bank statements or bills. Don't assume children will pick up the most basic facts on their own.

Endless cash at money machines: To prevent children thinking automatic teller machines are an unlimited source of cash, show them withdrawals on your statement.



When money's gone, it's gone. If your child's spent all their money, but still crave an expensive toy, don't buy it for them. Children should understand that when money is gone, it's gone. Next time they may just make better choices about what they spend their money on.

Be consistent. If you've made a rule or an agreement about money with your children - be decisive and stick to it!

Keep records. Encourage your child to keep written records of income and expenditure to get into the habit of account keeping. Show them yours.

Banking accounts: If you open a bank account for your child, draw monthly bank statements for them to keep, so they can see a clear record of deposits and withdrawals.

Find out what's happening at school. Schools also have a key role to play in encouraging financial awareness. The small lessons you teach your children about money now will go a long way in helping them plan and make good financial choices in the future.



SAFETY mascot for SAPREF

An exciting new addition to Team SAPREF is a safety mascot named Zivikele. Described by HSSE manager, John van Belkum as "an intriguing concept of a turtle taking on a human quality," Zivikele has the ability to convincingly portray many different safety situations that apply in the SAPREF working environment.

"By using the safety mascot messages can be sent out in a special and entertaining manner," adds John.

Zivikele was conceived when SAPREF ran an internal competition inviting staff to submit their ideas for a suitable safety mascot. Process control engineer

Clinton Devar submitted a series of illustrations of a turtle fully dressed in protective gear and depicting each of the twelve Life Saving Rules that govern safety at SAPREF.

Says Clinton: "I chose a turtle because of its longevity, cautiousness, adaptability and its environmental link, all of which are applicable to our safety goals."

SAPREF then asked staff to come up with a name for the turtle. Patrick Makhaya, a quality measuring instrument technician, submitted the winning name Zivikele which is a Zulu word meaning 'protect yourself.'

"The mascot is one of many interventions we are introducing to effect a change in culture to improve safety," explains John.



The new SAPREF safety mascot, Zivikele.

Pat Gafney retires after 35 years



Pat Gafney, Instrument Mechanic, seen above, third from right, with colleagues at his recent retirement party. He retired after 35 years' service.

AON partners with SAPREF



One of the sponsored vehicles with signage acknowledging AON as a sponsor.

SAPREF firmly believes in working with various partners in the delivery of social investment initiatives. One such partner that has collaborated with SAPREF on a recent initiative is Aon South Africa, which is an insurance firm that insures SAPREF's company car scheme vehicles. When SAPREF recently donated vehicles to community organizations AON came and on board and sponsored insurance and tracking for the vehicles. Here's to a solid partnership for community development!

Your address?

Pensioners, has your address changed?

Email us at public@sapref.com so that we can amend our mailing list.

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For more information on SAPREF, visit www.sapref.com