

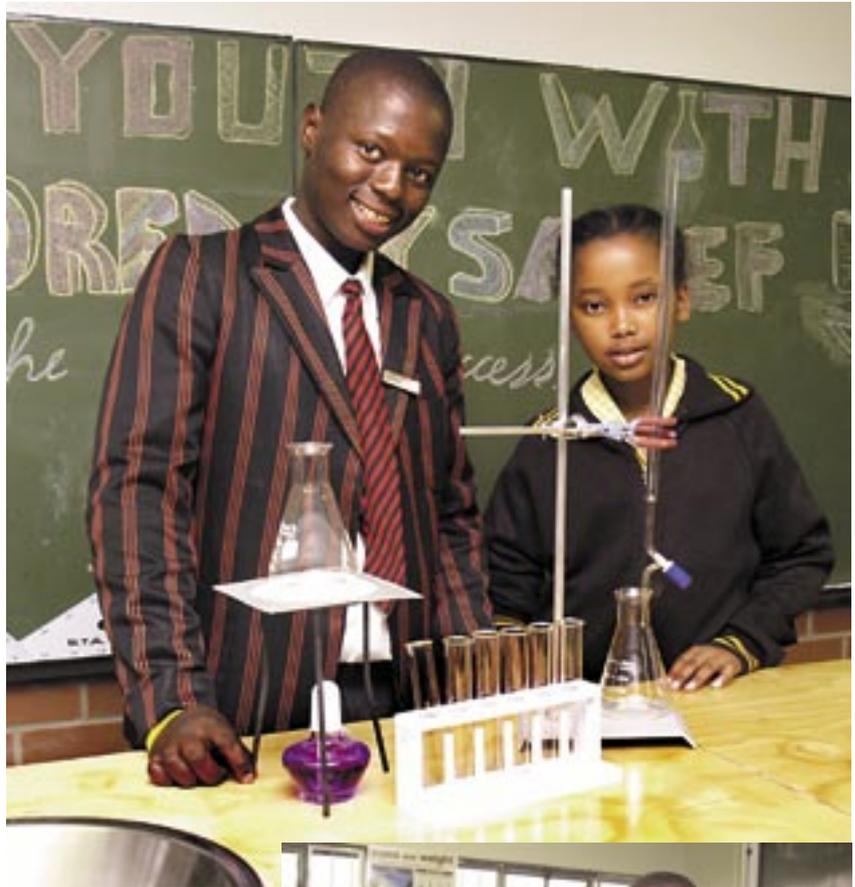
## Umlazi schools benefit from new science laboratory

SAPREF has sponsored a third science laboratory for schools in South Durban. Situated at the Zwelethu High School in V Section, Umlazi, the new R250 000 laboratory will cater for nine schools in the area.

The project involved converting a classroom at the school into a fully-kitted science laboratory, complete with work benches, cupboards, Bunsen burners and science kits for learners from Grade 4 to Grade 12. The latest technology has been applied in equipping the laboratory, and was selected in consultation with the Department of Education to meet the new curriculum objectives.

SAPREF's vision in installing science laboratories is in alignment with that of the Department of Education - to focus on maths and science education in an attempt to improve the competency levels in these subjects. "This in turn will impact positively on the skills base needed for our developing economy," said Margaret Rowe, SAPREF communication manager.

The nine cluster schools that will benefit from the laboratory are: Com Tech, Enaleni High, Inkonkoni Senior Primary, Mason Lincoln, Sandakhle Combined Primary, Umlazi Commercial, Umlazi Junior Primary, Umlazi High and Zwelethu High School. About 1000 science learners will use the laboratory every year enabling them to bridge the need for practical experience with theoretical knowledge.



*Umlazi science learners in the new laboratory, above, Thamsanqa Majola and Nobuhle Mbooi, and right, Vuyokazi Sikhosana and Sandile Khumalo.*



## Sister Lynn retires

When Sister Lynn McLellan was training to be a nurse, she was advised to treat each man as if he was her father, brother or son, and each woman as if she was her mother, sister or daughter. It was this advice that has guided her as she has cared for the people of SAPREF over the last 22 years. And it shows.

Many people at SAPREF tell stories of the way Sister Lynn has looked after them. Take Carl Booysen, for example. One day some years ago, he reported to the clinic with severe chest pains. Sister Lynn called an ambulance, but when it arrived, the ambulance attendants did not think they needed to take Carl to hospital. Sister Lynn insisted, and the next day Carl had a heart-bypass operation. He reckons Sister Lynn saved his life, and every year, on his birthday, he gives her flowers. Carl describes Lynn as a “lovely lady”.

Says Sister Lynn, “I love the people at SAPREF and their oddities. In the beginning I made a special effort to learn about other cultures and customs, and especially about their medical problems.

“SAPREF has been good to me. SAPREF has been my life. I do my best for everyone, and that way I sleep well at night.”



Sister Lynn with a Dell laptop computer bought out of contributions from SAPREF people across the site.

Sister Lynn retired on 31 October, but has returned to work on contract until she is confident she has shown her replacement ‘the ropes’. As always,

Sister Lynn has the last word: “Cut down on your sugar and salt, people. I call it ‘white death’.”

## Long servers



Ben Pillay, process technician - lubes, sixth from left, with colleagues at his 20-year long-service function.



Champ Ramruthan, process technician - hydrocarbon, circled, at his 30-year long-service braai.



**SAPREF is proud to have achieved ISO 14001 and ISO 9001 certification.**



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Saga Pillay, process technician - operations, fourth right, at his celebration of 25 years at SAPREF.

## ▶ Lindiwe - sustainable development

We welcomed our new sustainable development manager, and member of the leadership team, Lindiwe Khuzwayo, to SAPREF on 10 November.

Lindiwe is looking forward to building on the work that has been done in the areas of corporate responsibility and sustainability. Her responsibilities cover mainly SAPREF's social performance, and in particular the impact that our operations have on our stakeholders.

Lindiwe grew up in Port Shepstone and Durban, and attended the then University of Natal where she initially did a BA, which taught her about "organising information and thinking critically". She then completed a B

Ed degree and her BA honours, and became a teacher for eight years.

Says Lindiwe, "I then realised that my heart was really in media, and in 2000 I joined the Independent Group of newspapers, working first on the Daily News in various roles, on the Independent on Saturday, and on Isolezwe."

She then worked as head of communications at the Department of Health, and then in the same role at Absa Bank.

Lindiwe describes herself as a hard worker, but easy-going and fun-loving. She is a voracious reader, and is currently doing a B Tech in



management at the Durban University of Technology. She is married to Sakha and they have two children.

## ▶ Bongani - tankage

Bongani Msimang joined SAPREF on 1 September as future tank project and maintenance engineer. He was born in Pietermaritzburg and studied at Edendale technical college for his motor-mechanic certificate; after further study he obtained his B Tech in mechanical engineering, and a project management certificate and diploma at Mangosuthu Technikon. For his diploma he did in-service training through Volkswagen and the Atomic Energy Corporation.

After seven years with Eskom as project co-ordinator, he joined PetroSA where he enjoyed his work at Saldanha Bay and Mossel Bay as a mechanical technician. Next in line was his role as project manager at head office in the capex project department, managing one of the new gas line development projects. After the completion of the project, he joined AfriSAM Gauteng ready-mix concrete, as a project engineer.

Says Bongani, "I would like to work on my grandparents' farm at weekends, and to travel a bit. I'm looking forward to working in this dynamic environment."



## ▶ Peter - shutdown

Peter Luteijn is the new turnaround event manager. He comes to SAPREF from four years with Shell Global Solutions in The Hague, where he was a consultant in group operations and asset management.

With a Dutch father and an English mother, Peter grew up initially in Holland and later in England. He did an apprenticeship in mechanical fitting in the motor industry in Britain, before doing a degree in mechanical engineering. He then joined an independent oil refiner in Germany, getting solid experience in turnarounds, projects and maintenance for nine years and being part of the site's leadership team as maintenance manager. Peter is a team player and is looking forward to leading the turnaround team as it follows the Shell downstream turnaround structure.

Peter sees himself as open and fair, he enjoys meeting new people, and is determined. While he can take responsibility, he likes to empower people, and he expects them to deliver.

He is a bachelor and enjoys golf, tennis and windsurfing, and embraces the 'work hard, play hard' motto.



# ▶ Specialist inspectors appointed

As part of the drive to control and prevent corrosion by means of protective coatings, three specialist inspectors have been appointed under the leadership of Mark Meyer, coating and insulation engineer. They are Karyn Albrecht, Stephen Milburn and Mano Pillay.

Mano has the South African Qualification for Corrosion Committee, while the other three have the internationally recognised American qualification, National Association of Corrosion Engineers.

Said Mark, "The correct coating and thermal insulation of SAPREF's assets is critical. We are working to ensure that the protocol set out in the SAPREF 'Specifications for Pipelines, Equipment, Tanks and Structural Steel' is adhered to."

This team's work is proceeding parallel with the 'corrosion under insulation' programme and the painting of the refinery.



Mark Meyer, left, with his team: Stephen Milburn, Karyn Albrecht and Mano Pillay.

# ▶ New overalls for site

In another move to increase personal safety, all SAPREF people working on the plant have been issued with fire-resistant overalls.

Said Melanie Francis, occupational hygienist, "The overalls are made in South Africa using an imported Nomex fabric, which is inherently fire resistant. This will reduce the level of any injuries sustained in the case of a flash fire. Contractors will be asked to comply with this new standard before April 2009."



Sipho Maphumulo, safety marshall, and Wordsworth Khumalo, workshop artisan, model the new fire-resistant overalls.

# ▶ SMME Fair

Visitors to the SAPREF stand at the SMME Fair held at the Durban Exhibition Centre in September, found out more about the company from Helen Sigcau and Leonard



Mbokazi, seen here. SAPREF's main purpose was to promote itself to BEE SMMEs who could be potential suppliers in the future. Said Mandla Mthembu, BEE co-ordinator, "The fair went extremely well for us. We manned a business-matching cubicle and all the commodity leads (buyers) attended, responding to more than 100 high-quality enquiries from suppliers."

# ▶ Correction

Sincere apologies to Morgan Govender, circled, whom we incorrectly described as Morgan Reddy in the last issue of Columns. He has worked at SAPREF for 20 years and was photographed with colleagues at his long-service celebration.



## Prizes for young entrepreneurs

Thirty learners from primary and high schools across KwaZulu-Natal received a total of R25 000 in prizes from Bart Voet, managing director of SAPREF, at the prize-giving ceremony of the SAPREF Mercury School Entrepreneurs Competition at the SAPREF Club on September 23.

They were chosen from almost 200 entrants who are running successful enterprises or have researched a viable business idea. Products ranged from custom-designed lingerie, bamboo bird feeders and belly dancing jewellery to decorative bath plugs, magic games and fashionable litter bins for parties.



*Lancelot Sabela, who is in Grade 11 at neighbouring Isipingo Secondary School, won first prize of R2200 in the High School Best Operating Business category of the competition. He has been making a regular profit over the past three years from his business making and selling designer picture frames and plates (some with a religious theme) and ethnic vases made from recycled bottles. He trades at markets and also advertises by means of posters and pamphlets at nearby schools.*

## People news



*Raoul Geleyn, fifth left, day supervisor, retired from SAPREF on 30 September, after 36 years with the company.*



## Pensioner luncheon



*The annual luncheon for SAPREF pensioners was held at the International Convention Centre on 3 December. It was a special time of reunion.*

Congratulations to the following loyal long servers who celebrated anniversaries during October, November and December this year:

### 5 years

Salesh Benny, Engineering  
Bheki Cwele, Maintenance  
Dumisani Gumede, Engineering  
Sipha Langa, Maintenance  
Ntuthuko Magwaza, Engineering  
Booyesen Mahabeer, Engineering  
Khulekani Ndlovu, Maintenance  
Mkho Sithole, Technical  
Renash Sunker, Maintenance  
Mabutho Zulu, Engineering

### 10 years

Pat Patel, Hydrocarbon  
Samson Reddy, Operations

### 15 years

Jacobus Human, Operations

### 20 years

Linda Scott, Human Resources

### 30 years

Champ Ramruthan, Hydrocarbon



## ▶ BIP update

### PROCESS SAFETY

The following Process Safety tactics were driven very hard this year to ensure that the tactics deliver as promised or stay on track. Often, this involved coaxing people, negotiating with suppliers, juggling priorities, long hours and sheer commitment to achieving objectives. Notable praise must be given to the following tactic owners and the teams that helped them deliver their goals:

Vikesh Madunchand -

Acid Re-run Column overhead line

Poovan Nadar -

Texas City Atmospheric Vents

Gary Bowerbank and Les Wallis -

Amine Ion Exchange Unit

Vic de Sousa -

HCR Flare Remediation Project

Moosa Karodia -

Process Safety Sponsor



*CPI/Stormwater: from left, Nero Nundlal, Kevin Barlow, Musa Dlamini, Reimar Fitschen, Neeshlin Govender and Moosa Karodia. Raj Hooblal is inset.*



*Process safety: from left, Poovan Nadar, Vikesh Madunchand, Musa Dlamini, Vic de Sousa, Les Wallis, Gary Bowerbank, Moosa Karodia and Dave Conway Nunn.*

### CPI/STORMWATER

A concerted effort was required to ensure that SAPREF's CPIs, PPIs, oil traps and stormwater systems are in a healthy state of housekeeping and operate as designed. This project required a short-term focus to clean out CPIs, stormwater system and LLOD facilities. In addition, a major project was undertaken to ensure that the equipment conforms to the required standards for oil/water separation. Once all of the changes are implemented, the challenge will be to ensure sustainable performance, which has been entrusted to the individual production zones. The team that worked and continues to work tirelessly on this project comprises: Nero Nundlal, Faisal Mansur, Raj Hooblal, Reimar Fitschen, Kevin Barlow, Musa Dlamini, Neeshlin Govender and Moosa Karodia.

## ▶ Chris brings ideas from UK

Chris Kalaba returned to SAPREF recently after nearly four years on assignment in Britain. He is the central zone area engineer occupying the same seat as before.

Chris was based in Chester at Shell Global Solutions, as a senior consultant in operations and asset management, and spent most of his time consulting all over the world. "I came to understand better how things are linked together and why we should measure more as I strongly believe that if you can measure, you can manage," he says.

Chris hopes to motivate for an effective governance structure that will improve



*Chris Kalaba, area engineer*

the reliability of the refinery assets. He sees that all the zones must own and solve problems that keep them awake (at night) in a more structured and co-ordinated manner. Above all he believes that maintenance is a process, not a department, which means that creating a strong bond between maintenance and operations is a success factor to moving towards Best in Class (BIC).

## ▶ Bitsafe course for 3

Three SAPREF people attended a three-day Bitsafe course presented by the Southern African Bitmen Association in Johannesburg in August.

The three are now certified (southern hemisphere) 'train the trainers', and will be facilitating the training of all staff at despatch, enabling the trainees to be accredited and certified.



*Seen on the Bitsafe course are, from left, Musa Dlamini, Eddie Potgieter and Michael Paul, with the course facilitator, Ayden Volbrecht.*

## Safety milestones achieved on site

On 17 October, SAPREF achieved 4 million safe hours worked without a lost time injury – something to be proud of.

Said S’bu Zulu, safety manager, “Our housekeeping and other interventions have already raised the bar on safety, so now it is up to each one of us to take ownership of the workplace, be vigilant, schedule yourself for a safety walk, get out into the field and assist in revising the permit-to-work paperwork. And above all, INTERVENE when you see an unsafe act or behaviour.”

All SAPREF people received a size 10 gas cylinder when the 4 million hours milestone was achieved.



*Kaefer Thermal held their usual celebration at the SAPREF Club after achieving 7 million man-hours without a lost time injury. The entertainers were a Zulu-dance troupe drawn from among their employees.*

### EIC clock 15 safe years

On 10 October, contractor EIC clocked up 15 years without a lost time injury. With only ±13 people on site, they had worked almost 400 000 hours. Said S’bu Zulu, “Their last LTI was on the 10 October 1993, and since then their commitment to safety has become a way of life. We encourage them to continue to make the workplace a safe and healthy environment to work in. Really, this is a fantastic record, and deserves a BIG congratulation to all EIC employees.”

## Manage stress: more tips

Any workplace can be stressful. Here are some tips on how to manage stress:

### SELF MESSAGE:

Giving yourself a self-massage at least three times a week, will give you a chance to meditate and relax. Here’s how to do it:

**Feet:** Sit cross-legged under your duvet; rub the soles of your feet and then massage.

**Legs:** Use your palms to rub in circular motions towards your heart – first from your ankles to your knees and then from your knees to your hips.

**Neck, shoulders and back:** Lie on your side; use slow, circular movements; massage the side, back of your neck and upper back.

**Face:** Massage from the middle, out towards the ears. Finish off with a mini-Indian head massage by briskly rubbing your scalp for five minutes.

**Muscles:** Added to this, you may contract and relax muscles for 1-2 seconds starting from the head and moving down.

### OTHER:

- Don’t smoke
- Drink at least eight glasses of water a day
- Restrict coffee intake – both caffeinated and decaffeinated
- Restrict alcohol intake to not more than one glass of red wine or one tot of whisky a day for no more than five days a week.

### MORE JOB STRESS TIPS:

Here are more handy hints - of course they will work at home as well.

- Personal knowledge: Know yourself (your goals, purpose in life, break through self-imposed limitations.) Look at yourself in the mirror first thing every morning and say to yourself (no ifs, buts or excepts!): “Hi you gorgeous thing, I love you!”
- Positive thinking: You have the choice in any given situation how you are going to react. There is a positive side to everything. Look for it.
- Avoid negative personalities or help them to become positive. Do not allow people to upset you. Learn to take care of yourself. Don’t let prob-

The Doc says ...



lems control you.

- Start living in the present. Stop tormenting yourself with thoughts, guilt feelings and regrets about things that happened long ago or worrying about things that might happen in future.
- Go with the flow. Don’t be rigid and disapproving. Accept other people for what they are and look for the good points everybody has. Don’t judge others.
- The choice of how you handle your stressors lies with you.
- Thought control: Whenever you encounter something that causes you stress, write it down in shorthand. Later, analyse the job stresses for that day.

# Party page

The year-end parties were held at the Clairwood Racecourse, with many SAPREF people dancing way into the night. Recognition awards were presented by MD Bart Voet and there were also a number of handsome lucky-draw prizes.

