

▶ Fish living in canals point to improved stormwater quality

A concerted effort to ensure that our stormwater and allied systems are operating to the required standards, has produced interesting – and positive – results.

Explains acting environmental manager Raj Hooblal, “During my rounds recently to check on the quality performance of our stormwater drainage system, I noticed some tilapia fish in one of the drainage canals near the LPG tanks. I have subsequently seen tilapia in the bitumen blending area, and on occasion in central zone. I estimate there must be about 100 fish, about 10 cm long.

“I believe that the fish are an indication that our drainage water quality has improved; the increased oxygen levels in the water make it habitable for the fish. For me, the presence of the fish is an indication that we are doing things right.”

SAPREF’s stormwater system feeds into a massive cleaning facility. Here all oily substances are separated from the water. When the water quality is within the regulated range, it is discharged via a canal to the sea.

- SAPREF’s commitment to protecting the environment is enshrined in SAPREF’s HSE policy statement.



Raj Hooblal points out the spot in a drainage canal where he first found tilapia fish living.



Raj Hooblal, acting environmental manager.

▶ Litter appeal from Raj

Raj Hooblal, acting environmental manager, has appealed to all site users to please dispose of their litter correctly.

Says Raj, “The problem is that litter, be it sweet wrappers, old shoes, plastic bottles or tin cans, eventually finds its way into our stormwater system. It then becomes a burden to the system and affects its performance. So please, guys, use the skips and bins provided on site.”

▶ Long servers

Congratulations to the following people who received long-service awards in January and February:

5 years

Thobile Jali, payments assistant
Thobeka Masondo, senior hydrocarbon accountant
Richard Brand, mechanical artisan
Jerome Sishi, mechanical artisan
Avin Sewpersadh, QMI artisan
Wandy Mkhize, process technician
Noels Beck, process technician
Thoba Majola, technologist

15 years

Vusumuzi Mthembu, process technician
Devan Chetty, process technician
Bongani Gumbi, process technician

20 years

Dhavan Moodley, turnaround manager
André Janse van Rensburg, C&P rotating equipment commodity lead
Rodney Youldon, hydrocarbon manager
Verona Steenkamp, manager: laboratory

25 years

Vinod Lalla, electrical maintenance supervisor
Dion Badenhorst, mechanical maintenance supervisor
Daniel Mngoma, mechanical artisan

30 years

Ernie Claassen, C&P manager, production and technology
Thula Gwala, process technician
Musa Dlamini, relief blender
David Conway-Nunn, manager: process control

35 years

Pat Boddy, manager: technology development
John Thomson, construction manager
Frans Viviers, QMI maintenance supervisor

▶ Two retire



Pam Grey, fourth from left, seen here with colleagues at her retirement party, retired on 31 December after 21 years with SAPREF. She was human resources administrator at the training centre.



'Gringo' Moodley, in the black and white shirt, with colleagues at his farewell after 37 years.

Siva Moodley, a production technician on the alkylation plant, retired at the end of January, after 37 years at SAPREF. He was the longest-serving person at SAPREF, having joined the production department in 1972.

Before that he had spent five years on site with a cleaning contractor.

Siva wrote this of himself: "He is known as 'The Gringo from Isipingo'. He has many friends and some of his friends' names are Bingo, Ringo, Singo and Siphoo. He drives an Indigo. In his spare time he watches Isidingo. He has a dog by the name Dingo. Over the weekends when Gringo and his friends get drunk they choon the same lingo. To all you wonderful people and to all the Muchachos and the Senioritas, this is Gringo saying Adios Amigos after 37 years at SAPREF, until we meet again."



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▶ Hlengiwe - recruiting

When you find it easy to get along with people, and you enjoy analysing people's behaviour, you are likely to find your niche in human resources. Meet Hlengiwe Hlela, who joined SAPREF as resourcing and recruitment manager on 20 October last year.

As manager of the section, and using methods that include head-hunting, the referral process and recruitment agencies, Hlengiwe and her team are mandated to bring the right people at the right time to the right place.

Hlengiwe grew up in Stanger, and achieved a BAdmin degree and a post-graduate diploma in human resources from the University of KwaZulu-Natal. Over the past nine years she has worked for Illovo Sugar, UKZN, and Eskom's Arnot Power Station where she was HR manager looking after recruitment, employee relations and organisational development. She

believes in education as the way forward, and has done part of a Masters in Business Administration.

While at Eskom in Mpumalanga, Hlengiwe started enrolling her young professional colleagues to help teach maths and science at local farm schools. She also started generating funds among her colleagues for a local HIV orphanage, and gave high school learners English tutoring classes.

Hlengiwe loves travelling, and well remembers a recent New Year's Eve dinner with friends in the Namibian desert – and yes, they dressed formal. She has a wide range of other interests including shopping, and reading self-development books. She can't ride a bicycle or swim, but her nephew, aged 7, is fixing that.

Hlengiwe is "happily single" with "no kids, no pets" and sees herself as "always smiling" and "light-hearted".



At university she enjoyed psychology and feels she has a talent for sizing people up. She is the youngest of three siblings, and is consolidating family relationships following the recent death of her father and her sister – whose memories live on.

▶ Sanele - accounting

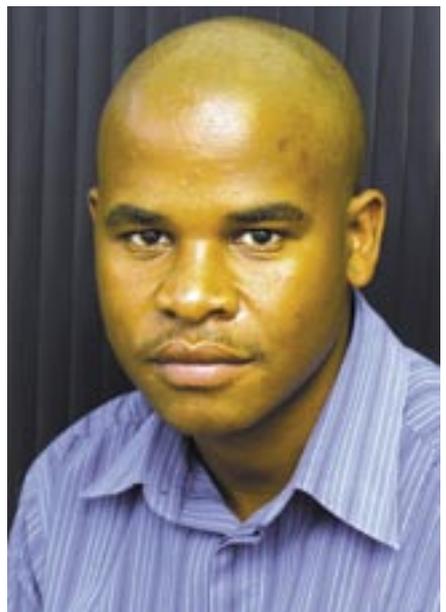
The stock market may be something of a mystery to many, but it is a source of fascination for Sanele Ndlovu, the new corporate accountant. Sanele and a group of like-minded friends have got together and are following the movement of equities closely; when the time is right, they are going to pool their resources and invest for real with the long-term goal of creating an entity like Berkshire Hathaway Inc.

Sanele grew up in Umbumbulu and completed B Comm (accounting) and Honours degrees at the University of KwaZulu-Natal before doing his

articles with KPMG for three years, qualifying as a chartered accountant. He headed numerous big audits varying from banks and public entities, to FMCG companies and large industries, e.g BHP Billiton.

After completing his articles in March 2007 he joined Ithala Development Finance Corporation as a group accountant. Sanele joined SAPREF in November 2008. He enjoys the challenges of finance, particularly the ever-changing accounting and taxation legislation, and describes his job as mostly financial reporting, budgeting, management and control.

At university he played soccer and action cricket, and was involved in various university societies. He is



single, and the youngest of eight children. He sees himself as outgoing, honest, ethical and straightforward.

IS refresh infrastructure

2008 saw major developments in the information and communications technology (ICT) part of our business (the IS section).

The Infrastructure Refresh Project team worked throughout the year to modernise some significant hardware components of SAPREF's support infrastructure. In the process, all Cisco network switching and routing equipment was updated, all of the existing Dell and HP servers were replaced with IBM equipment, central storage and backup devices were significantly enlarged (also using IBM technology), and the fibre cabling, electricity and cool air supply to both data centres (IS and control room) was upgraded.

In addition to the hardware, new software was installed to monitor equipment health and performance, and to manage backup/recovery and archiving operations. The result is modern infrastructure – with more growth capacity and flexibility for future ICT tools and business applications.

During the upgrade, the team implemented server consolidation (running multiple applications on one server) using “virtual machines” thereby reducing the hardware costs and contributing to the project's “green” objective of reducing power consumption; another contributor to this objective was the deployment of much smaller “blade” servers with advanced power management systems.

Said project manager Romanus Dindi, “The work involved specialist personnel from SAPREF, Business Connexion, IBM, Dimension Data, Thekweni Cabling, and Fluor Igoda. It was a great team effort – enjoyed by all despite the extra demands placed on them to deliver their project tasks in addition to their normal duties.”



Teamwork ... Romanus Dindi, project manager, with BCX server hardware engineers Clifford Hutton and Anele Meltafa.



Cabling ... Thekweni Cabling technicians Solomon Mjwara and Zama Mjwara with Norman Warren, user support manager.



Some of the new hardware in situ.

From cleaner to welder



“This is exactly what I wanted – it will help me succeed in life,” says Silindile Thusi, a former cleaner at SAPREF's training centre. She is now on a three-year welding learnership at the Durban South Training Trust as part of the SAPREF learnership programme. Part-time study was part of the answer for her, as it was only once she had got her N3 that she was accepted into the programme.

▶ Pat and screwdriver ▶ save thousands

With the 2009 turnaround looming large, there was some concern recently when the microfilm machine (which prints out plans in the print room) stopped working. A service technician was called in; he said there were no spares available and the machine could not be repaired. A new one could be bought for R160 000 to R200 000, though.

The QMI department was alerted, and soon Pat Gafney, a senior artisan who has been at SAPREF for 27 years, was on the job. He found two dry joints on the electronic switch, soldered them, and the machine was working 100% within the hour. Well done, Pat.



Pat Gafney and screwdriver are a money-saving combination.

▶ Amine skid to boost reliability

Separation processes zone, together with Fluor-Igoda, has recently successfully installed and commissioned an amine reclamation ion exchange skid unit. The skid was designed and constructed by MPR who were on site in January to assist with the commissioning.

Amine treating units U8300 (Clean) and U8350 (Dirty) remove H_2S from the refinery's LPG and fuel gas streams. Over time there is a build-up of heat stable salts in the circulating amine which results in corrosion and fouling and reduced amine molarity available for H_2S removal. The ion exchange skid unit can be manually lined up to either U8300 or U8350, as required, to control the concentration of the heat stable salts in the circulating amine.



Part of the commissioning team, from left, Gary Bowerbank, Anil Jugree, Victor Reddy, Justin Bernhard, Kris Naidoo and Les Wallis. Missing are Mbulelo Yokwe and Anwar Sayed.

Historically there has been excessive corrosion and fouling of the amine system as a result of poor solvent quality; C6402 has also needed to be replaced. The purpose of the skid will therefore be to reduce the corrosive and fouling tendency of the amine and ensure full molarity available for H_2S

absorption.

Anil Jugree, production engineer, says that, as part of SAPREF's drive to improve reliability and integrity, the amine skid is a welcome addition to the separation processes zone.

▶ Contractor ‘HSSE plans’ tactic complete

Tactic 54 (Contractor Safety Management), one of the deliverables of the Business Improvement Plan, has been successfully completed and closed off. The tactic was administered by Razia Rassool, operations manager in contracts and procurement section.

Says Razia, “The main objective of the tactic was to ensure that all contractors on site have an HSSE plan that complies to SAPREF’s HSSE rules and regulations, which in turn complies to the OSH Act and construction regulations.”

An HSSE register was developed to assist contract holders in selecting vendors that have an approved plan. The plans are reviewed every two years to ensure compliance to the



Razia Rassool and S'bu Zulu, safety manager, examine contractor HSSE documents.

latest safety regulations. New contractors have to submit HSSE plans as part of the vendor registration process, and all contract awards are screened to ensure compliance.

Another aspect of the tactic was to ensure that all contract holders understand the importance of con-

tractor safety at SAPREF, and have duly signed and submitted their HSSE accountability letter. Contract holders are required to work with the contractor in developing their HSSE plans before submitting them for approval. These plans should also be audited to ensure “in the field” compliance.

▶ Central Zone fired up for a better 2009

In the wake of some unplanned events in 2008, central zone has embarked on a more focused approach to uplift equipment reliability. The maintenance team with their partners (Ops) have identified various key issues that will form a solid foundation as follows:

- Improved surveillance on equipment through operator rounds
- Close co-operation between maintenance and the preventative maintenance team in preventing premature failures; joint identification of critical preventative maintenance tasks that are not yet on PACER
- Reduction of high-priority reactive

jobs. “Proper application of the newly introduced maintenance execution matrix will be an enabler for freeing up our time so that we can start playing a visible role in problem solving”, the team says

- Reduction of the backlog on work requests and inspection advices to the best-in-class level of 6 - 8 weeks
- Improve mechanical seal life through stable running of our units and by means of effective preventive maintenance and operator rounds
- Having a set of key performance indicators that will track our performance.

The team’s motto of “measure in order to manage” will be more visible on the dashboard that will be publicised on a monthly basis, says Chris Kalaba, the area engineer. “I am confident the HDS2 and Alky plants will no longer be bad actors as we are gaining control day by day,” he goes on to say.

▶ Books donated

An Umlazi school started the new year on a high note when it received a much-needed consignment of books from SAPREF.

The books worth R10 000 were handed over to Thamela Primary School in U section during a ceremony at the school. They were a cross-section of titles from children’s fiction to text books and dictionaries.

“Language and literacy form the basis of all learning, hence SAPREF’s keen interest in helping schools to develop competence in these areas,” said Lindiwe Khuzwayo, sustainable development manager. “By donating the books, SAPREF hopes to have helped start a life-long love affair with books for the children of Thamela,” she said.

▶ Tekon hit 200 000 safe hours

An important milestone was achieved when, on 15 January, one of the core contractors, Tekon Engineering, reached 200 000 hours without a lost time injury.

With an average of 24 employees on site, it took them over four years to reach this target.

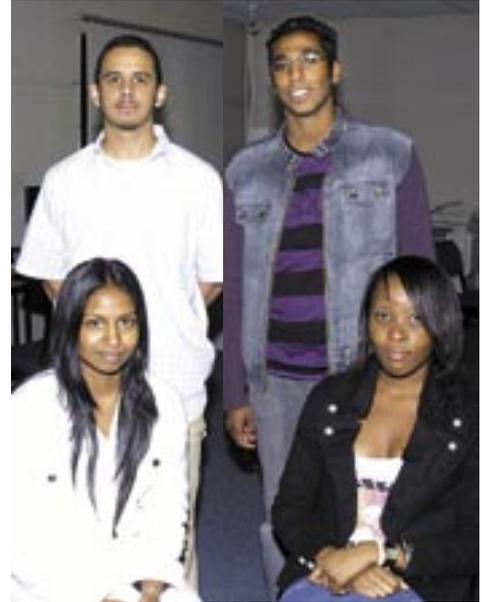
Congratulations to Allan Herbst and his team, who have been providing engineering services to SAPREF for more than 25 years.

▶ Neighbourly support

SAPREF gave vacation employment to 20 university students in December and January.

Seven of them were drawn from SAPREF's neighbouring areas. They were Zamantungwa Mabaso from Umlazi, Nivashen Naicker from Isipingo, Zinhle Khoza from the Bluff, Nqobile Khuzwayo from Umlazi, Bradd Bonhomme from the Bluff, Samantha Naidoo from Isipingo Hills, and Ridhwana Vawda from Isipingo. Bradd and Ridhwana are also SAPREF scholarship holders.

Front, Samantha Naidoo and Zinhle Khoza; and back, Bradd Bonhomme and Nivashen Naicker.



▶ Manage stress: fun tips

Any workplace can be stressful. Here are some fun tips and creative ways to de-stress:

There are things every one of us should do at least once a year – if only to remind ourselves that we are alive. Remember who you used to be, get a good babysitter – if you need one, – and let the games begin.

- Go for a long walk in the rain – who cares if your underwear gets soaked?
- Go away for a weekend, but don't decide on a destination beforehand. Just get in the car and see where it takes you.
- Read all your old love letters.
- Go and watch two movies in one day and have a pizza and some wine in between the two.
- Get up early and watch the sun rise.
- Go to an outdoor symphony concert.
- Phone an old friend you have not spoken to for ages.
- Wear something outrageous and

different to what you would usually wear.

- Buy a lottery ticket.
- Reread your three favourite poems and books – preferably in bed or in front of a fire.
- Go for a long walk next to the ocean.
- Swim when it's raining.
- Buy something you don't need at all, but would like to have anyway.
- Let the dog sleep under the duvet on a really cold night.
- Talk through the night to someone you really care about and only go to sleep when the birds start chirping.
- Commit one hour a week of your time towards helping others in some way – whether volunteering at a community organization or visiting your mother's aunt in an old age home.
- Go and see a play or a live concert.
- Have a picnic.
- Go to a restaurant you have never been to before.
- Go for a massage or aromatherapy.
- Watch the sunset.

The Doc says ...



- Ask your hairdresser what he/she would like to do with your hair.
- Use some of your hard-earned savings and suddenly decide to go and see your friend in Milan or Kimberley or Marrakesh.
- Learn to let the dishes stand for a day.
- Sign up for singing lessons, dancing lessons, or judo classes, or paper marbling, or live drawing, or writing classes, or Tai Chi.
- Put in suddenly for a day's leave and go camping in the wilds or in a nature reserve for a long weekend (no toddlers in nappies allowed on this trip – that's what grandparents are for).

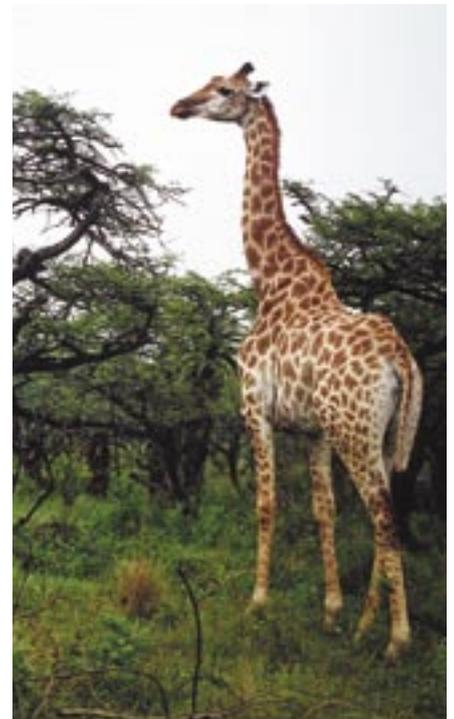
▶ Three become rangers

In the SAPREF Columns of February 2006, there was an article inviting SAPREF personnel who were interested in the conservation of our natural heritage to join up with the South African National Parks honorary rangers. Three of our staff who responded, enrolled and qualified and were appointed as honorary rangers were Rodgers Ngcobo, Paul Mkhize and Maluzi Nduzi. All remain involved with SANParks and they are entitled to offer their services in various national parks.

Rodgers was elected to the KZN regional committee in 2008 and again in 2009, and has made a valuable contribution to the cause. He is also on the organizing committee for the annual indaba function that KZN is co-hosting at Golden Gate National Park next year.

Says Bob Abel, a retired SAPREF man who co-ordinates junior honorary ranger training and development in KZN, "SAPREF has featured prominently in the development of the junior ranger movement by sponsoring the training of a number of teachers from the Durban South area (mostly from four high schools in Umlazi) who are recruiting and facilitating youth groups in hands-on sustainable conservation.

"It is very rewarding to hear that among the first youngsters to qualify as junior rangers, a number have been offered bursaries to study conservation and that is what it is all about! It is also great to see SAPREF staff prepared to invest their time and effort in the cause of conservation. They are helping to make a difference and they invite any others who may be interested to contact them."



SANParks has acknowledged the contribution of the three, and that of the SAPREF personnel who have facilitated the training sponsorship over the years. Well done, SAPREF!

▶ SAPREF bikers do it for charity ...

Some of the members of BOSS (Bikers of SAPREF Society) gathered recently for a photo. They go on outrides in support of charities, eg, the Toy Story run, and the nappy run. They also go on breakfast runs on Sunday mornings. Helmets off to them!

