

▶ New reactor arrives on site



With the major turnaround looming in August, there was an air of excitement and determination on site to make it the best ever.

Many contractors were already on site, and spares and equipment had been arriving for months, but nothing was as spectacular as the new reactor, R6101, which was delivered on 18 July.

It was manufactured by Elgin Engineering at their Bayhead factory in Durban. Rotran planned and executed the transport of the reactor

with military precision, using a trailer-and-horse which was 52.7 metres long. Using a 144-wheel trailer, it took five hours to transfer to site the 32-metres-long vessel, which weighs 171 tonnes. On arrival, two 275-tonne cranes lifted it onto a cradle next to the cat cracker.

Said Kevin Mitchell, Alliance manager, "Work started immediately on dressing the reactor, and on assembling the 800-tonne crane which will remove the old reactor and all its structural supports at the start of the shutdown. On 23 August, the new reactor will be lifted into a new steel

The new reactor is about to be lifted off its trailer onto a cradle next to the cat cracker.

structure in a whole-day operation, and tied in with other units. With a cost of R138 million, this is the biggest single shutdown project and is of course on the critical path. It is the first time the complete reactor has been replaced, and it will improve the reliability of the cat cracker."

Feedout on the reactor and regenerator is scheduled to start on 1 August, and critical plant is planned to be fully on line and stabilised by 20 September.

▶ It's all about people



Joseph Ndlovu, general worker, with hat, celebrated his retirement with family and colleagues on 30 April after more than 14 years' service.



Joseph Zikhali, storeman, with braces, retired on 30 April after more than 33 years' service. Here, he celebrates with colleagues.



Ernest Molotsi, warehouse controller, retired on 31 May after more than 31 years' service. He is seen, left, acknowledging three people who played significant roles in his life.



Henry Manana, analyst programmer, seated centre, with friends and colleagues at his 25-year long-service celebratory function.

Well done to the following, who received long-service awards in May, June or July:

5 years

Bheka Blose, process technician
Ivan Gradidge, scoper OMUTDE
Clinton Green, scoper
Tets Jean-Pierre, scoper
Sifiso Khuboni, process technician
Lukesh Parthab, production foreman
Tracy Pattison, admin assistant
Kumeran Pillay, planner/scoper IV
Wayne Stepanik, group leader:
oracle technician

10 years

Percival Mhlanga, bulk filler

15 years

Sam Munsamy, admin/records clerk

20 years

Lofty van der Bent, process technician
Koogan Govender, economics and scheduling manager

25 years

Mike Axe, SHEQ co-ordinator
Brian Poonen, medium term planner

30 years

Saleem Docrat, services foreman
Desmond Dookhilal, shift supervisor
Graham Dowsett, QMI artisan
Sagren Frank, production supervisor
Nalan Naicker, TA Ops leader
Nelson Naicker, process technician
Ram Ramharack, SHEQ co-ordinator
Norman Warren, user support manager



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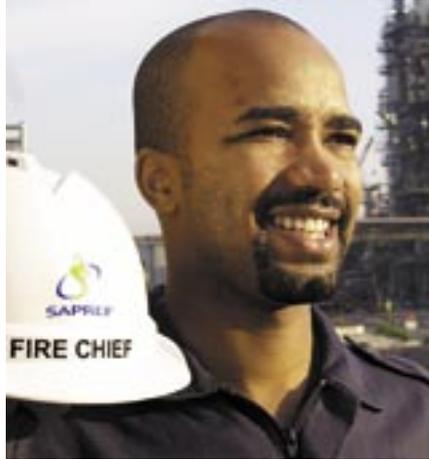
For more information on SAPREF, visit www.sapref.com

▶ Bradley's found his calling

SAPREF is proud to have appointed the youngest refinery fire chief in the Shell group worldwide. He is Bradley Hlubi, 27.

Bradley grew up in nearby Clermont and showed promise as a youngster, playing rugby for the Natal U-19 team; and leadership, playing mostly at flyhalf.

He became a 'refinery trainee' in 2002, and was soon singled out for a fire cadet learnership with then fire chief Eddie Poll Jonker. Bradley was placed on a challenging training programme, attending multiple courses and following correspondence study via the Institute of Fire Engineers UK. In June 2008 Bradley attained Graduate Fire Engineering accreditation. He also made his mark as the first black person on the SA Petroleum Fire Chief Committee. "By now, I had long since learned that being a professional in an indus-



Bradley Hlubi – it's all about fire prevention.

trial fire service was my calling," says Bradley.

"In the last few years I have experienced some big fire events, for example our Unit 4700 process unit pressure fire, the Island View multiple tank farm fire and Engen refinery's large gasoline tank incident."

Bradley is all too aware of the chal-

lenges his new job will bring. "I've got big boots to fill. Eddie's reputation as a top refinery fire chief is well established – he is considered as one of the top three in the world." Bradley will strive to equal or better that performance, but knows he cannot do this on his own – so building a strong team to support him and ensuring that the shift fire crews and other emergency response team players are well prepared, is what he sees as his number one priority – as reflected in his statement 'I am nothing without them.'

Bradley is a man of many parts. He is a counsellor, armour bearer and area leader in his church, and puts God, family and church before everything in his life. He reads books on personal development and public speaking is a passion for him.

He is married to Cézanne and they have a daughter, Danté.

▶ Eddie shares some wisdom ...

On his recent retirement after 40 years at SAPREF, emergency service manager Eddie Poll Jonker took the time to share his insights.

When I first joined Sapref in 1969 ...

The FCCU was under construction; Prospecton was a sugar cane farm and the refinery was abuzz with possibilities.

The most significant change at SAPREF over the years has been ...

The impact of computerisation, modern instrumentation, the enhancement of refinery safety, and the ever-increasing workload.

The thing I will miss the most about SAPREF is ...

The hustle and bustle of day-to-day

business – and the fire station team.

Over the years my colleagues have been...

Supportive – in the main supporting the One Team One Purpose slogan.

Over the years, SAPREF has taught me that...

Hard work brings due reward.

Now that I don't have to go to work every day...

I see work as a blessing – so I am committed to developing other projects.

I have always wanted to...

Do what I believe is right and lead by



Eddie Poll Jonker

example, and ensure my wife and children are proud of me.

The thing I will enjoy the most about retirement is...

Being my own boss – pending agreement from the wife?

The one thing that makes me dread retirement the most is...

Pre-planning has removed any dread re my retirement – in fact, "God willing" it presents a new and exciting phase in my life.

To my younger colleagues at SAPREF, I say ...

Consider yourself most fortunate for having the opportunity to serve SAPREF – never forget the nature of the business and obey the rules as these protect you, the organisation and our community.

▶ HSSE award for Raj

SAPREF's environmental engineer, Raj Hooblal, was one of the nominees for Shell's Batho Pele awards in 2009 for "outstanding HSSE performance and contributing to the achievement of Goal Zero". Shell initiated the Goal Zero campaign as it strives for zero harm to people, zero negative impact on the environment, excellence in HSSE performance, and zero injuries to employees and neighbours.

At a dinner on 23 April, Raj heard that he had come third in the competition, and he was presented with his award by Bonang Mohale, chairman and vice-president SOPAF South.

Said Raj, "Any success must be accredited to everyone I interact with. It is a great honour, and I have pledged that we as SAPREF will go for it again. I see my own role as bringing out an awareness of the environment in people at SAPREF."



Raj Hooblal with his award.

▶ New single buoy mooring installed

The SAPREF-managed single buoy mooring (SBM) off Reunion Rocks has been replaced – at a cost of R125 million.

The SBM is operated by SAPREF on behalf of BP, Shell, Engen, Sasol and Total. It is situated 2500 metres from Reunion Rocks in 49 metres of water, and as such is able to handle Very Large Crude Carriers of up to 330 000 tonnes and with a length of up to 330 metres – which equals three soccer pitches.

Said George Franklin, marine manager, "The previous SBM had been operational for 35 years, and it was time for an upgrade. The new buoy, constructed in Abu Dhabi, includes significant upgrades in design and equipment. Certainly, operational safety, environmental risk management and crude-oil supply continuity have been improved."

The SBM change-out was done in early June, using a specialist deep-water installation vessel, Normand Installer. The old buoy was removed entirely after the disconnection of the hoses and moorings.

The new buoy weighs 286 tonnes,

has a maximum diameter of 16 metres, and is anchored to the seabed with eight massive chains and anchors, each chain being 325 metres

long. All hoses are of double-carcass construction; should the first carcass be breached, then the second carcass will contain the oil.



A tanker discharges crude oil through the hoses at left at the new single buoy mooring in June.

Supporting Champions

The SAPREF HIV/AIDS Champions Support Group meets quarterly. Its main thrust is to offer support and input to the champions who spearhead the HIV/AIDS programmes of contractor companies, as well as encouraging more people to go for voluntary counselling and confidential testing (VCCT).

Explained Melanie Francis, occupational hygienist, "This is a forum for representatives from contractor companies to meet. They discuss what they are doing in their own companies, and share the lessons learned in an atmosphere of encouragement."

Each of the 14 companies, including the nearly 200 SAPREF trainees, is represented by one or two champions. The programme for SAPREF sub-contractors is being co-ordinated by Andrea Smith of Genlem Projects who gives feedback to the South African Business Coalition for HIV/AIDS (SABCOHA), SAPREF and the companies involved.

Some of the contractor HIV/AIDS champions are, back from left, Christian Mbanjwa (Lazair), Darren Brown (Avellini), Vernon Govender (Avellini) and Melanie Francis (SAPREF). Front, Annette Worsfold (Tekon Engineering), Thokozani Malwane (SAPREF), Byron Kearns (Goss & Balfie) and Brad Francois (EIC).



Peer educators wanted

A request for nominations of HIV/AIDS peer educators in departments which do not currently have one, has been sent out. Said Melanie Francis, occupational hygienist, "We are looking for people who have a passion for HIV/AIDS issues, who can mobilise others to act in a positive way, and who can empathise."

Peer educators are trained to understand and handle issues around HIV/AIDS. They acquire new knowledge and skills for assisting in the delivery of the HIV/AIDS programmes – and these can be used in their communities, also. Training is planned for October. If you would like to volunteer, please speak to your line manager.

Meet Nick Dowling, the new inspection manager

Nick Dowling joined SAPREF in April as inspection manager, on secondment for three to four years from Shell; his previous post was at Pernis refinery in Holland, where he was head of inspection.

His intention is to have a direct impact on the performance, safety and reliability of the plant; he is looking forward to guiding his young but motivated team, and to developing them to the fullest.

Nick grew up in Nigeria, Botswana and Uganda where his father was building roads.

He studied in Scotland and England, before doing a Ph D in Florida, USA,

in corrosion. He then worked for the Department of Energy in America, and for steel companies in France and Korea.

After that, he worked as a refinery engineer for Fina and Total in France, before joining Shell.

Nick describes himself as an optimist, and a believer in people; he likes to get the best from everybody. He is married to Chantal, who is French, and they have three children aged 9, 9 and 6 years.

As a family, they enjoy the outdoors, in particular walking in the hills, camping and sailing.



Nick Dowling

Having lived in many countries, Nick enjoys languages and speaks German, French and Dutch. Some of his colleagues are helping him with Zulu, which he is finding fun.

▶ Skills challenges being addressed

The newly formed Employment Equity and Skills Development committee is the vehicle that is being used by SAPREF to drive its employee development and advancement strategies.

Says Nozipho Mkhize, organisational development manager, “Our purpose is two-fold: to comply with the relevant Acts which prescribe that these forums must be in place, and be representative of employee categories; and secondly, to assist management in implementing all employee development initiatives that seek to address skills shortages at SAPREF, as well as in surrounding communities. These processes will help build talent both for previously disadvantaged individuals and non-designated individuals.

“There will be some challenges, of course, for example getting buy-in from employees, ensuring that robust people development initiatives are implemented, and assisting the organisation in driving equal opportunities of employment.”

Already, the above establishment is in place, learner intake has been maximised, ‘pull people through project’ has been implemented in operations, and scarce/critical skills challenges are being addressed.

▶ Two contractors mark safety milestones

On 5 May, Kaefer Thermal marked a very important milestone: 8 million hours without a lost time injury. They have not had an LTI since they started work at SAPREF in June 1999, and it is the best safety record within the Kaefer Group. Congratulating KT, S’bu Zulu said, “This is a fantastic record and deserves a pat on the back to all at KT.”

Compass Group, our on-site caterers, achieved 17 years without a lost time injury, on 11 May. Safety manager S’bu Zulu summarised the achievement as follows: “GREAT PEOPLE, GREAT SERVICE, GREAT RESULTS. Congratulations.”

▶ Safety: are YOU doing the right thing?



The Shell Group Safety Day this year took place on 8 July. On this day people all over the world met to focus on their individual contributions to safety.

At SAPREF, managing director Bart Voet stressed the importance of the theme: ‘Do the right thing’. Often, this meant intervening, he said.

“We all find it difficult to intervene. It is a skill. But if we do not intervene, the

‘wrong-doer’ will notice and assume that we are not serious about safety. However, if we intervene, we will be respected for it. Yes, it may well be inconvenient, or occasionally turn ugly, but we have to intervene.

“Intervention is about caring, about values, and about how you want to be in life. It is about YOU making choices. We need to look after the other person. What if we do not intervene, and the other person gets badly

Bart Voet, standing, encourages SAPREF people and contractors at a Safety Day meeting to ‘do the right thing’ and intervene.

hurt? We will have to live with that our whole lives.”

HSE manager John van Belkum said, “Get familiar with the rules – that will make it easier to intervene. Leaders must create the right conditions so that people can do the right thing. And people must be recognised when they do the right thing and intervene.

▶ A lesson in good neighbourliness

As part of its commitment to education, SAPREF has set aside R500 000 for infrastructure repairs at neighbouring schools in 2009.

The programme was launched to school principals in June and was very well received, with the result that 42 South Durban schools applied for funding for a wide range of repairs. By far the biggest need was an improvement in ablution facilities.

A panel made up of SAPREF employees, Department of Education officials and community representatives screened the applications to identify schools with the most pressing



SAPREF's sustainable development manager Lindiwe Khuzwayo, left, explains the infrastructure upliftment project to principals from neighbouring schools.

needs. A total of 13 schools have been prioritised for the first phase of the project.

Consulting engineers Kantey and Templer have decided to be part of the programme by scoping the work to be done free of charge. Said Grant

Thorlund of Kantey and Templer: "When we heard what SAPREF was doing for schools we decided to be part of the programme. We challenge other contractors to come on board as well. The need for infrastructure repairs in those schools is so great that SAPREF cannot do it alone."

▶ About high blood pressure

We continue our series on health with this article on a common problem: high blood pressure or what doctors call 'hypertension'. The SAPREF doctor explains:

Blood pressure readings are measured in millimetres of mercury (mmHg) and usually given as two numbers. For example, 140 over 90 (written as 140/90).

- The top number is your systolic pressure, the pressure created when your heart beats. It is considered high if it is consistently over 140.
- The bottom number is your diastolic pressure, the pressure inside blood vessels when the heart is at rest. It is considered high if it is consistently over 90.

Either or both of these numbers may be too high.

Pre-hypertension is when your systolic blood pressure is between 120 and 139 or your diastolic blood pressure

is between 80 and 89 on multiple readings. If you have pre-hypertension, you are more likely to develop high blood pressure at some point.

Causes

Blood pressure measurements are the result of the force of the blood produced by the heart and the size and condition of the arteries.

Many factors can affect blood pressure, including how much water and salt you have in your body, the condition of your kidneys, nervous system, or blood vessels, and the levels of different body hormones.

High blood pressure can affect all types of people. You have a higher risk of high blood pressure if you have a family history of the disease.

You can modify your lifestyle for the primary prevention of hypertension:

- Regular aerobic physical activity – eg. brisk walking for 30 minutes

The Doc says ...



most days of the week.

- Maintain normal body weight
- Limit alcohol consumption
- Reduce dietary salt intake to no more than 100 mmol per day
- Maintain adequate intake of potassium (more than 90 mmol per day)
- Diet rich in fruits, veges, low fat dairy products with reduced saturated and total fat (dietary approaches to stop hypertension [DASH] eating plan).
- Calcium supplement 1000-1200 mg per day
- Fish oil supplements (Omega 3)
- Garlic

▶ New-look club ▶ is cool place to be

Enjoying the new club facilities are, from left, Thami Manana, Vis Moodley and Des van der Merwe.

There's a whole new vibe at the SAPREF Social Club these days, now that R221 000 has been spent on a revamp.

A big item is the four new air-conditioners, plus a new pool table, soccer machine and table-tennis. Then there is the new gas stove in the kitchen, a new ice-machine and CCTV security for the bar, and some sprucing up such as a new front gutter, painting inside, and new paving in the braai area.

Says club chairman Des van der Merwe, "The whole idea is to attract new members to the club, so come on down after work, folks."



Seen with some of the participating children are, back left, programme convenor Jomo Sibisi, and back right, Leonard Mbokazi, community liaison officer.

▶ Developing soccer talent

The SAPREF Community Liaison Forum Soccer Tournament was hosted at the SAPREF social club on 4 June.

Merebank, Wentworth, Isipingo, Ezimbokodweni, Umlazi, Lamontville, Bluff and Austerville areas participated.

This is an annual event which has been running for four years. Nine schools from the

The aim of the tournament is to develop soccer talent among schools in our neighbouring areas.

▶ You are as young as you feel

To celebrate Youth Day, some SAPREF employees dressed in school uniforms. All who participated went out of their way to capture the essence of youth, and they were unanimous in saying "We've not felt this young in a long, long time." Pictured here are those who participated in the celebrations at SAPREF.

