

## SAPREF

## co-sponsors

### Umlazi laboratory

SAPREF and shareholder BP recently joined forces with the KZN education department to establish a R200 000 science laboratory at the Zwelihle High School in Umlazi. The laboratory, which was launched on 21 November, will be used by 10 schools in the area.

The lab boasts work benches, cupboards, Bunsen burners and sophisticated science kits for Grade 4 to 12 learners. Eight computers were also donated.

Lora Rossler, sustainable development manager, said, "This is a great example of what can be achieved when industry joins forces with government departments and makes strategic and sustainable social investments. Education is a particularly key area to invest in as it provides long-term benefits both socially and economically. We hope to identify more initiatives where public-private partnerships can be implemented in the future in neighbouring communities."

Advocate Rams Ramashia, BP chairman, said the company was committed to development through education; this was in line with BP's global three pillars of corporate social investment: Education, Entrepreneurship and the Environment. "We are particularly pleased that such an initiative has enabled the local high school network to provide science teaching, an area in school education that is critical to the successful advancement of children into oil-sector-related careers," said Mr Ramashia.

The lab was opened by Dr Simon Mbokazi of the KZN department of education. A number of SAPREF people with a concern for education, and various SAPREF community liaison forum members, were present.



*Leonard Mbokazi, SAPREF community liaison officer, and learners from Zwelihle High School admire the new equipment that forms part of a R200 000 science laboratory investment by BP and SAPREF.*



*Dr SZ Mbokazi, senior general manager of service delivery at the KZN department of education (left), shakes hands with Chris Ngcobo, principal of Zwelihle High School, after the new laboratory at the school was unveiled. They are seen with Lora Rossler, sustainable development manager, and Sam Mupnemunda, BP director of communications and external affairs.*



**First BEE committee established**



**Business Improvement Review under way**



**Minister presents SMME award**

**New  
in QMI**



**R**oelof van Rensburg joined SAPREF on 31 July as QMI engineer.

He started work at Sasol in Secunda, studying at the same time for his national higher diploma in electrical engineering (light current); he majored in instruments and control systems. After 15 years in a variety of roles within analytical instruments, he worked for Set Point Technologies for six years, and for ABB SA for three years.

Roelof grew up in Zululand, but finished high school in Durban and then joined the army for three years. He is married to Zuna, a teacher, and they have two boys, one of whom is physically challenged.

He loves the outdoors, especially 'drop shot' fishing from the beach, and camping. The family also enjoys the Kruger National Park, and tries to get there once a year. He once did a 'field guides' course simply for his own enrichment – and to share better with his friends.

Roelof is a Sharks fan; he also tries his hand at golf. He is addicted to su doku puzzles.

Roelof has been described as 'too honest to be a businessman' – he plays it straight, but loves a challenge. He is a firm believer that South Africans are as good technically as anyone in Europe or America, and should be proud of it.

**BEE specialist joins**

**M**andla Mthembu is the new BEE co-ordinator; he joined SAPREF in August this year.

He comes to us from ten years' experience at the Department of Trade and Industry in Pretoria where in recent years he was intrinsically involved in the development of the BEE (Black Economic Empowerment) strategy framework. His work ranged from the establishment of the BEE Commission to the Broad Based BEE Act and the drafting of the codes of good practice.

He says, "It is interesting to be back in the private sector to oversee the implementation of broad-based BEE in procurement, and in particular the codes of good practice that I was involved in formulating at a national level."



Mandla holds a diploma in business and management from the Graduate School of Business, Durban-Westville university. He also obtained an advanced diploma in International business – international management, from Hamburg University in Germany.

**Long servers**

**C**ongratulations to the following long-serving people whose anniversaries came up between September and December 2006:

**5 years**

- Tino Hudson, process technician
- Jitesh Jairam, group leader, technical
- Maemili Ramatabone, treasurer

**10 years**

- Mazeer Subrati, process technician

**15 years**

- Platon Aposporis, manager reliability
- Avinash Beekum, technical auditor assistant
- Victor Bhengu, process technician
- Jabulani Cebekhulu, process technician
- Devi Kumari, assistant: engineering
- Armstrong Makhoba, process technician
- JP Mkhize, operator

- Thabo Mloi, shift supervisor
- Jayson Nadarajan, process technician
- Jacob Ngema, lubes zone trainer
- Vernon Pillay, bunker team leader
- Emmanuel Ramadu, security officer
- Binesh Sewnandan, process technician
- Rakesh Sewnarain, process technician

**20 years**

- Lynn McClellan, clinic sister

**25 years**

- Sagren Arumoogum, maintenance focal point
- Pat Gafney, QMI mechanic
- Nelson Kistan, process technician
- Albert Mabaso, instrumentation manager
- Selva Maistry, stores inspector
- Nad Naidoo, warehouse administrator
- Soma Naidoo, production foreman
- Mark Skea, project leader IS

**30 years**

- Roy Naidu, laboratory technician
- Eric Ngcobo, semi-skilled electrician

**35 years**

- Rama Appanah, engineer: optimiser

# First BEE committee established

It is with pleasure that we announce the establishment of the SAPREF Black Economic Empowerment (BEE) Committee. This committee has been approved by the SAPREF leadership team and the tender board and was due to meet for the first time in November 2006.

The managing director is the ex officio member and the financial manager is the official sponsor. The chairperson is Mike Anwana; the members are Sandile Mgojo, Sandile Ngcobo, Richard Mkhonto, Franco Forno and Leonard Mbokazi; and the Secretariat is provided by the BEE co-ordinator Mandla Mthembu.

The main function of the committee is to drive the implementation of SAPREF's BEE procurement policy for 2007 and beyond in order to achieve the BEE spend target of 35 percent.

Says Mike Anwana, "This is an exciting milestone as it establishes an institutional structure at SAPREF to drive BEE to another level. This committee has a critical role to play in the implementation of SAPREF's BEE policy. I am also anticipating an increased level of awareness among our suppliers regarding BEE and the importance of compliance in order for us to achieve our BEE targets. The other side of this is ensuring that all our processes, especially in Contracts & Purchasing (C&P), incorporate the new BEE initiatives in our procedures."

In another development, SAPREF has created an office dedicated to BEE issues, and has appointed Mandla Mthembu as BEE co-ordinator.

While conforming to industry and government guidelines, SAPREF's BEE commitment includes:

- Gaining the support of leaders at SAPREF, and to actively promote among SAPREF spenders a culture of

using BEE vendors

- Creating an awareness among vendors of SAPREF's commitments, and of their role in contributing toward achieving these commitments
- Ensuring that SAPREF's own staff, as well as our core contractors and alliance partner staff, are aware and trained in the aims and objectives of this policy
- Continuously identifying non-BEE compliant vendors and influencing

them toward BEE compliance without compromising our own standards in any way.

Therefore the terms of reference of this BEE committee will be to:

- Facilitate the implementation of the BEE policy, monitor compliance and undertake regular reviews
- Make recommendations to the tender board on BEE matters
- Formalise the management of the appropriate SAPREF organisational capacity to drive the BEE strategy, and
- Integrate the BEE policy in C&P procedures.



Here they are, the new BEE Committee, from left, Leonard Mbokazi, Mandla Mthembu, Sandile Mgojo, Mike Anwana, Richard Mkhonto, Franco Forno and Sandile Ngcobo.

## Kits for schools presented

SAPREF and Shell Chemicals have each invested R100 000 for maths and science kits for Grade 10 to 12 learners at seven schools in neighbouring Wentworth and Merebank.

The kits were presented at a function at the Interfellowship Combined Christian School in Wentworth on 21 November.



Malcolm Lamalette from Wentworth High School thanks Leonard Mbokazi, with Lora Rossler and Jay Koovarjee, general manager of Shell Chemicals.



*Green fingers ... the team who created a pleasant entrance to the refinery.*

## Refinery

# entrance gets softer, greener feel

At the suggestion of the SAPREF community liaison forum, SAPREF has started a "greening" programme at the refinery.

First to get the treatment was the entrance, where, on the central island an S-shape has been created using large pots with a white, blue and green theme. Standard white pebbles from a commercial Bluff supplier have been used to create the white colour, and a host of indigenous plants have been used, including cycads with permits, *Diets bicolor* (the rain plant), indigenous rosemary and asparagus catstail.

On the bank on the right as you enter the refinery site, there is a different approach, with rocks, water feeders for birds, and indigenous trees such as erythrina, trichelia, apodytes and local aloes; shrubs include plumbago and phoenix palm. The 2006 tree of the year, *Burchelia bubalina* (wild pomegranate) has also been planted here.

Said Richard Winn, an environmental landscaper who designed the landscape framework, "This has really been a team effort. The CLF and the local community have been consulted all the way through, Anu Singh, chair of the Isipingo Island Institute, did the installation with the Coast Care team, and a community plumber did the irrigation installation; the SAPREF nursery provided most of the plants and trees."

Said Catherine Maloa, environmental manager who was the project leader, "In time, the beauty of the plants will become apparent and will help to improve and soften the hard industrial aesthetic. People arriving at the refinery will get a pleasant and relaxing welcome, with birds, butterflies and so on, as well as flowering trees and shrubs."

## Panel skills to be taught on simulators

The sensitisation of members of Team SAPREF was scheduled to be rolled out during the second week of November. People got an opportunity to learn more about the plan to assist them with enhancing both their skills and knowledge, thereby growing their confidence to handle any process situation encountered.

Said Lloyd Lazarus, project leader, "Training of existing panel men and women will be done on brand new simulators as SAPREF has become part of the SHELL GROW team. Look forward to handling upsets, emergencies, start-ups and shutdowns in a very safe and friendly learning environment. The good news is that trouble-shooting skills will improve ten-fold using simulation as a method of on-the-job learning. Juniors will be exposed to new computer-based learning where they can now not only learn by reading and listening but by viewing what happens inside a column when the unit is on line. Take the challenging pre- and post-assessment, to view your own strengths and areas needing improvement.

The Competency Development Specialists (old ATCs) with some of our mechanical staff, recently attended a course on "Understanding Pumps and Mechanical Seals" presented by John Crane/Performance Plus. Some of the topics covered included basic principles of pumping, pump assembly checks, seal failure analysis, trouble shooting, pump alignment, fitment of seals and cavitation. The course proved to be most informative and will be presented again for production staff.



*Stimulating simulation from Team CUP are, front, Shaun Govender (moderator) and Lloyd Lazarus (project leader); and back, Eddie Cahi (moderator), Teddy Naidoo (simulator specialist), Sihle Dlamini (Island View specialist), Glen Mathys (operation conversion specialist), Binesh Sewnandan (lead facilitator) and Shalen Dewlock (oil movements specialist). Missing in action: Thula Gwala (utilities specialist).*

# Dune rehabilitation now the priority

Richard Winn, the environmental consultant, right, shows Fluor's Lars Amundsen and Ian Noton the woody debris that is being used as wind protection. The large dark green tree in the background is the milkwood that was worked around.



Petros Mbambo and Peter Madidana tend the newly planted vegetation on the dune. Their colleague, Mr MW Zungu, was unable to be in the photograph.

Now that the project to replace 360 metres of pipeline between Reunion Rocks and the south tank farm is complete, the rehabilitation of the dune and the servitude is under way.

Explains Richard Winn, the environmental landscaper who is driving the project, "In fact, before the pipe-laying began, we rescued and relocated all the vegetation; some was bagged and went to the SAPREF indigenous nursery, and some went directly to the dune for erosion protection.

"We also identified a milkwood tree (*mimusops caffra*) in the vegetation, and made sure that the pipeline excavation went around it. We also had to protect it with scaffolding, and later had to order a second crane when laying the pipe near the tree. All at considerable extra cost."

Richard employs a team of three men who come from the local community; they have been with him since the SBM (single buoy mooring) project eight years ago.

Using aerial and other photographs,

the dune has been contoured and shaped as closely as possible to its original form, and even the original topsoil has been used; WSP Walmsley, environmental consultants, and the local authorities are involved in the verification process.

Planted on the frontal dune are such indigenous species as chrysanthemoides, brachylaena, carpobrotus, scaevola, gazania, and cyperus grasses. The back dune, parallel to the canal, is being planted back to natural grassland, using such indigenous coastal grasses as buffalo, cynodon, eragrostis, and panicum. All woody debris and alien plants have been laid into the rehab area as mulch and wind protection.

On advice from the enviro team, the access road which was next to the canal has been relocated some 30 metres away from the canal, and woody species have been planted where the road was. The new road has been surfaced with decomposed sandstone which does not throw up dust.



## First stack gets a coat of paint



Work has started on the maintenance and painting of SAPREF's seven concrete stacks, with the first one, at north zone, complete. It is now a pleasing light grey colour.

Said Reimar Fitschen, civil engineer, "We had to remove the old paint by pressure cleaning, and then filled any imperfections with grout. After a coat of sealer-primer to protect the concrete, two coats of a specially prepared emulsion paint were applied. The work was done by specialist contractors, working on platforms suspended from the top of the 100-metre stacks; obviously, it was a huge job, and cost more than R1 million. However, the integrity of the stack has been ensured and little maintenance should be required for 15 or 20 years.

**BIR will help us**

**deliver 2010 goals**

SAPREF is at a turning point in its history – and there is no room for failure. This is the main message emanating from those close to the Business Improvement Review (BIR) which has been under way since mid-October.

Essentially, BIR is a tool that is helping us devise strategies to reach our goals for 2010. Preparation for the BIR started a year ago and in mid-October a team of eight BIR specialists from Shell in The Hague arrived on site to facilitate the process. They have already done BIR studies at 22 other Shell refineries.

The team has spent two two-week periods at SAPREF, working initially with core teams of SAPREF people to develop an integrated plan of exist-

ing and new initiatives; the focus has been on four key areas: process safety, organisational effectiveness, operational availability (meaning plant reliability and equipment integrity), and costs.

Says Alan Chetty, the co-ordinator of SAPREF's BIR team, "This is a crucial step that we have to take; our objective is to develop a long-term sustainable approach. Prioritising is a key factor, meaning that some of our current initiatives may not survive the BIR. An important tool we are using is resource mapping, which for example helps us to identify and plan around bottlenecks.

"I want to emphasise that BIR is not just another initiative which will be driven half-heartedly; no, it is a tool that the shareholders have given us to help us deliver – and we have to deliver; the application of BIR is here to stay, it will soon be entrenched in our company culture."

**It's about improvement initiatives**

Peter Reuderink, the leader of the BIR team, gave this advice:

"Key in our approach is that we not only look to hard performance dimensions like plant availability and costs. We also review the effectiveness of the organisation to deliver improvements.

"Having an external perspective is a great advantage; none of SAPREF's problems is unique, but the combination and context is. We help the SAPREF team in developing their own site-specific BIR.

"Finally, the challenge is to prioritise the improvement initiatives, and don't bite off more than you can chew. We are big on keeping people on track: every quarter we will return to hold up a 'mirror' on how the site is doing in relation to their plan."



The BIR team from The Hague with their SAPREF counterparts, seated from left : Bart van Oirsouw (Shell), Dick Pescott (Shell), Siva Govender (SAPREF) and Peter Reuderink (Shell); and standing, Joost Allebrandi (Shell), Alan Chetty (SAPREF),

Dhavan Moodley (SAPREF), Dixon Lowe (SAPREF), Benton Pillay (SAPREF), Joke Talman (Shell), Patrick Lavelle (Shell), Bernd Schleining (Shell).

# SAPREF project

## co-sponsors

## bakery jobs

SAPREF has co-sponsored a bakery-in-a-container project in Wentworth which will create jobs and provide cheaper bread for residents. SAPREF, BP and Mondi have contributed equally toward the R199 000 cost of the project.

SAPREF was approached recently by the Wentworth Organisation of Women. Their request fitted perfectly with SAPREF's strategy of helping people in neighbouring communities to create jobs in sustainable projects, thus helping to alleviate poverty.

The bakery is in a six-metre insulated container; it is fully equipped with two baking ovens, a dough mixer, proofing oven, industrial scale, water and sink, stainless steel tables, racks, baking tins, bread slicer, and a serving counter and hatch. Four people per shift are required to operate the bakery.

The bakery will be securely located in Wentworth and, despite a short delay, is expected to open soon.

Six women and two men from



Wentworth, working as a co-operative, have attended a four-week course to prepare them to run the bakery as a business. They will also receive two weeks' training from the supplier of the baking equipment. Initially they will be baking bread – 90 loaves of the correct weight per hour; later they will produce rolls, pizzas and other baked products.

Said Leonard Mbokazi, community liaison officer, "This sponsorship will

*Seen in the bakery are, from left, Patricia Dove, chairperson, WOW; Phumzile Ngwenya, manager corporate social investment – Mondi, Leonard Mbokazi, community liaison officer; Thembeke Khumalo, corporate social responsibility officer – Mondi; and Gloria Arrons, vice-chairperson of WOW, and a member of the co-operative.*

help to empower the women of Wentworth. SAPREF is also assisting in linking the bakery with markets, possibly even people working at the refinery, or the restaurant."

## We reach out to our neighbours



*SAPREF recently sponsored 30 teenagers from high schools in Merebank and Wentworth to attend the STEPS course at SAPREF over three days in the September holidays. The youngsters had done a course with "We help our children", an organisation that presents courses dealing with cultural diversity, setting goals and breaking communication and gender barriers. The STEPS course built on this.*



*SAPREF recently supported Settlers School's "Deb's Ball" in an amount of R10 000. Community liaison officer Leonard Mbokazi presented the trophies, and recruitment advisor Thandiwe Ngxingweni assisted the young "queens". They are seen here with Githa Pillay, a teacher at the school.*

*Catherine Maloa, environmental manager, plants a tree at Settlers Primary School on Arbour Day. In response to a request from the school in nearby Merebank, SAPREF donated ten indigenous trees for an*



*Arbour Day function in August. Two of the trees were the 2006 'tree of the year', Burchelia bubalina (wild pomegranate). SAPREF was represented at the function by Prudence Mbatha, communications officer, who helped plant some of the trees. She said that the request linked in well with the environmental teachers workshops that SAPREF also sponsors.*

# Helping young

# entrepreneurs

*Below, SAPREF's managing director, Wayne Pearce, congratulates the team from Reunion Secondary School on taking the top prize.*



More than 150 primary and high school learners from KZN entered the SAPREF Mercury School Entrepreneurs Competition which is run every year to encourage learners from rural and urban schools to start their own businesses.

The top prize of R1600 for an operating business went to a team from one of our neighbouring schools, Reunion Secondary. Hlengiwe Xulu, Honest Nala and Philile Makhanya, all Grade 10 learners, have been making a profit by making and selling a range of personalised Zulu greeting cards. Their colourful cards are generated on computer and cover special days such as Christmas, Valentine's Day and birthdays, in addition to get well, greetings, and good-luck cards for exams.

Said principal Mahalingam Padayachee, "These girls saw a gap in the market, and with support from the commerce teacher, went into business. Winning this award was a proud and exciting moment for the school, and rein-



*Ishka Shriram is pictured exhibiting her business and selling her products at the prize-giving ceremony at the SAPREF club.*

forced our view that entrepreneurship is an important facet of education; it makes learners self-reliant and thus empowers them."

A merit award of R400 went to Ishka Shriram, in Grade 6 at Isipingo Hills Primary School, in the Primary School Best Operating Business category. She buys cartoon stickers and novelties from wholesale outlets and sells them at her school and in her community, making a healthy profit every month.

Ishka and 20 other enterprising KZN learners received cash prizes totalling close on R15 000 at the prize-giving ceremony of the competition at the SAPREF Club on 19 September. All are running successful businesses or have come up with a carefully researched and creative business idea.

Said Lora Rossler, sustainable development manager, "A high percentage of school leavers cannot find jobs every year. By experiencing the practical aspects of running a business whilst still at school, youngsters are gaining the basic skills and the confidence which will enable them to choose self-employment as a career option later in life."

Four school groups were selected to cater at the prize-giving ceremony. They were from Durban Girls College, Meadowlands Secondary School, Elangeni College in Pinetown and Nzalabantu Primary near Richards Bay. Nzalabantu won the R1000 prize for the best catering group on the day.

At the prizegiving were Wayne Pearce, managing director, who officiated, and representatives from The Mercury, BP, the Durban Chamber of Commerce, and Richards Bay Minerals.

## SMME award for SAPREF



*SAPREF received an award at the SMME fair. Here, at a gala dinner, Prudence Mbatha, centre, receives the award from deputy mayor Logie Naidoo and national transport minister Jeff Radebe.*

SAPREF was one of the main sponsors of this year's Small Business Fair, organised by eThekweni Municipality's Business Support Unit, and received an award for participation in the Business Linkages programme.

SAPREF had a well-placed and professional stand at the entrance, which attracted a stream of visitors and enquiries.

Said Prudence Mbatha, communications officer in the sustainable development department, "SAPREF

recognises that small business has a role to play in the local economy; we'd like to help promote the establishment of sustainable business linkages with small, medium and micro enterprises who might be future suppliers for SAPREF in different disciplines. We also welcomed the opportunity to work together with the eThekweni Municipality towards a common goal."

SAPREF encourages enquiries to Contracts and Procurement involving:

- Training of personnel
- Health, safety and environment
- Information technology
- Finance
- Engineering
- Material supply, and
- A range of general services, including scrap materials, bird control, locksmiths and signage.

## How one team

# overcame a challenging shutdown

The bi-annual major maintenance shutdown is behind us now, and the consensus is: it was a challenge. Areas of particular concern were the availability of people with the right skills levels, and the greater-than-expected amount of emerging work.

There were also 10 total recordable case accidents, of which four were lost time injuries, and six medical treatment cases. All involved contractors. There were also two fires during shutdown, and start-up was delayed by several weeks.

But, sometimes, when it's tough out there, have you noticed how the right man for the job often turns up? In this case, it was the right MEN, four of them.

Shutdown was in full swing. Suddenly there was a large scope increase in the amount of hexmesh and refractories

required in the reactor. No one was available locally with the required high skills levels. Next thing, it's hello to Roy Bartram, Peter Wardlaw, Scott Hardwadge and Rob Longbottom, four world-class specialist hexmesh installers and welders from the UK, who had just completed a similar job at Pernis Refinery in Holland.

Says Ian Noton, Fluor's construction manager, "The lads hit it off big time with our teams, and next thing they are all singing British football songs as they worked in the confined space of

*Welded together at SAPREF: Dave Abrams, Natasha James, Connie Smith, Cathy Minni, Lynn Fray, Arny Liedeman, Peter Wardlaw, Teresa Crouch, Scott Hardwadge (back), Roy Bartram, Rob Longbottom and Portia Zuma.*



the reactor. They made a significant contribution to our shutdown, and they told me they would never forget the wonderful experience they had while working with our people; one of them is coming to stay with me during the soccer World Cup in 2010."

# Kaefer summit world-class safety peak

Core contractor Kaefer achieved five million safe hours at the refinery on 19 September. It took them seven years and three months, and is clearly world class.

Said Rob Ross, KZN regional director, "We regard this as a major achievement. Our people have spent 2.2 million hours working on scaffolding, and 2.5 million hours on painting and insulation. On average we have 250 people working at the refinery, going up to 600 at peak periods."

"Clearly, the risk is higher when you do this kind of work. So we have developed a multi-pronged approach to safety. It's not just our safety plan or a National Occupational Safety

Association (NOSA) five-star rating. It's a fundamental commitment to safety from top management to the floor. Safety is not just a buzzword, it is a company culture, and our guys take it very seriously."

George Wardrope, MD of Kaefer, complimented SAPREF saying, "Part of our success in establishing an effective culture of safety is the fact that safety is also a driving force at SAPREF. They are very supportive. At other sites, we don't receive the same level of support and reinforcement of the need for safety."



*Some of the Kaefer team celebrate the big five million safe hours at SAPREF.*

# Aimon is helping guide his old school

'Capitalist Nigger' is the title of a book that really 'shouted at' Aimon Mncwabe, area engineer, north zone. It woke him up, in fact, and jolted him into action because it tells the truth, he said.

As a result, he initiated a project to work with his old school, Nokweja High School, near Ixopo, one of the poorer areas in KZN. The school has 1600 learners.

Working with some of his old classmates, they have registered as a non-profit organisation called Friends of Nokweja Secondary School; their aim is to work closely with the school, guiding them as they amend the school curriculum into three streams that will be more relevant to the needs of the economy today; the streams are: commercial, agricultural and technical.

Says Aimon, "We would like to see the school produce matriculants that will meet SAPREF's requirements in terms of bursaries and learnerships that are offered every year. This initiative has come from within ourselves; we have considered what type of life we want to live, and how we can produce the skilled people that will ensure that the life we want is achievable and sustainable. Part of our motivation is nation-building."

The initiative, launched on 7 October, has the blessing of the department of arts and culture, the Sisonke district municipality and the Ubuhlebezwe local council.



Seen at the launch are some of the former pupils of Nokweja Secondary School, with Aimon Mncwabe, right, educators and municipal officials.

## Retirements

Retirements for the period September to December 2006 are as follows (name, job title, retirement date, years of service):

- Pat Moodley**, team leader, 30 September, 35 years
- Mickey Maharaj**, safety officer, 31 October, 30 years
- Reimar Fitschen**, civil engineer, 31 October, 25 years
- Carl Booysen**, planner, 31 October, 35 years
- Peter Kandasami**, process technician, 31 October, 37 years
- Geoff Everett**, engineering projects manager, 31 December, 33 years
- Boy Mthethwa**, electrician, 27 December, 20 years
- Chris Barkhuizen**, Island View supervisor, 31 December, 36 years

## Personal support ... it's just for you

SAPREF has contracted a company called ICAS to provide a confidential personal support and information service for SAPREF people and their families. They are available 24 hours a day and 365 days a year to help you with everyday situations and more serious concerns.

The support is provided by qualified and experienced counsellors in several languages, either by telephone or face-to-face.

The issues people may have, include:

- stress: work or personal
- financial: money management; debt
- legal: legal matters; maintenance; divorce law, etc
- relationships: family; work; partners etc
- substance abuse: drugs; alcohol



Above is one side of the pamphlet that outlines the type of support you can get.

- family matters: childcare and care of the elderly; education; state benefits and allowances
- health issues: AIDS counselling; illness
- work: stress management; maternity; harassment; managing others; etc

Said Dixon Lowe, HSE and business excellence manager, "I'm extremely pleased to be part of introducing this service to SAPREF. Sometimes it can be difficult to balance the pressures of work with the needs of home life. This Employee Assistance Programme (EAP) is there to provide professional support. When you receive a pamphlet on EAP, I encourage you to read it and take advantage of this confidential service – this is really something just for you."

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# Inspection

# accolades

Phillip Roux, Angela Swart and Jay Padayachee.

## for three

If you see Jay Padayachee, Angela Swart and Phillip Roux with feathers in their hard hats, don't be surprised. They have all recently achieved international certification in two areas of inspection.

Jay has obtained the International Institute of Welding diploma – comprehensive level. This enables him to work in any country in the world, and to inspect locally fabricated vessels etc prior to export. He is one of a handful of South Africans to achieve this qualification. As a benefit to SAPREF, weld-

ing inspections can be benchmarked to international standards.

Angela and Phillip both achieved certification as API (American Petroleum Institute) certified tank inspectors, after writing 'very tough' exams. Of the 15 candidates that sat the exam only five passed. We are pleased to have two of the five at SAPREF. There are only three others in South Africa registered on the API website with this qualification.

Said Naren Sukaih, Inspection Manager, "It is pleasing to see people increasing their levels of competence; it brings



benefits to them, of course, and to SAPREF in the form of more thorough inspections."

## Workshop for school

In support of SAPREF's encouragement of staff to participate in community development and support programmes, Ernest Molotsi and Mike Anwana responded to a request from the Nilgiri Secondary School in Nagina Township (Dassenhoek). They ran a one-day leadership and management workshop for 55 teachers on 7 October.

Ernest presented a module on classroom management, including professional ethics, punctuality and absenteeism, time management, team teaching and conflict management. Mike's topic was personal and organisational leadership, including teamwork and team-building, understanding organisation, strategic management, delegation and supervision, and change management.

## Retired



John Scott, senior artisan rotating equipment, retired on 31 August after 24 years at SAPREF. He is seen here (with the spanner) among colleagues at his retirement party.

## Tip-offs being processed

The Tip-offs Anonymous system was launched at SAPREF in December 2004. Since then 39 cases have been logged, including reports sent to line managers, etc.

Twenty-four cases have been dealt with, and 15 are still open in varying degrees of completion.

Said chief internal auditor Roshnee Sewraj, "Most of the cases relate to how we purchase materials and contracted services (ie, how we do business), and how individuals are treated. In both cases, the accusations generally imply some personal gain for a SAPREF employee from doing something unacceptable to SAPREF."

The message is: Adhere to SAPREF's documented procedures, particularly for contracting and procurement, and for HR issues like recruitment, evaluation, promotion and consequence management; if you are unclear, ask for help; and ALWAYS know what you are signing for.

SAPREF engages the use of professional forensic auditors to conduct investigations where necessary.

Remember, if you have a concern, please get in touch with Tip-offs anonymous, in confidence:  
Telephone: 0800 204 409  
E-mail: [sapref@tip-offs.com](mailto:sapref@tip-offs.com)  
Fax: 0800 00 77 88



Ayanda Mkhize shows off the new Tip-offs Anonymous key rings that all SAPREF people have received as a reminder to use the confidential service.

# Soccer tourney cements community partnership

Nine schools participating in the SAPREF Community Liaison Forum's Soccer Development Programme took part in the second annual tournament held at Dirkie Uys Primary School, Bluff, on 3 November. Every school was a winner.

The programme is a pilot project aimed at unearthing and developing soccer talent in the South Durban Basin. The initiative was born out of SAPREF's ongoing interaction with various members of its surrounding communities through the forum, and the refinery has backed the programme by investing R200 000 over two years.

The original suggestion was made at a CLF meeting, and is a good example of how collaboration can deliver benefits to the community. A small sub-group met to develop a proposal and it was

decided that participating schools would be chosen from areas in South Durban.

Primary schools in the surrounding communities of Athlone Park, Merebank, Wentworth, Austerville, Bluff, Umlazi, and Lamontville were invited to send in an entry motivating selection for the programme; nine were selected by a panel of CLF members.

Said Jomo Sibisi, co-ordinator of the programme, "Amongst other things, the programme provides out-of-school coaching assistance to learners, provision of kit and accredited training of unemployed youths as coaches. Other areas covered include the

importance of good sportsmanship, self discipline and a healthy lifestyle."

Leadership skills, improved academic performance, school management and improved school and self-image are part of the long-term objectives of the Soccer Development Programme.



Leonard Mbokazi, dressed in umbhleselwa, with Jomo Sibisi, the soccer programme co-ordinator.



Lora Rossler, sustainable development manager, addresses the players.



Lucky Nkosi presents a trophy to one of the teachers after the tournament.

## snippets

### COLIN WAS BEST BOWLER

Colin Best, project manager at the SAPREF-Fluor alliance, has recently won the bowls masters championship for the first time. This is the top singles event in the district of Port Natal, and is a significant achievement. Entries are by invitation from the district selection committee to the top 12 bowlers. In a top-class final against last year's winner, John Connellan, Colin edged home by 21 shots to 19 to win the championship.

### WESLEY IN SA TEAM

Wesley Gates was selected as the top SA qualifier to represent South Africa at the Commonwealth Champs in Jamshedpur, India, from 6 to 11 November.

### SUNDAY SOCCER LEAGUE

Wanna play soccer in the Sunday league next winter? SAPREF will be entering a team in this fun league. Contact Weldon Abrahams.



The will to win was strong, and competition was fierce on the day.

For more information on SAPREF, visit [www.sapref.com](http://www.sapref.com)



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