



Columns



News for SAPREF people, neighbours and other stakeholders

NOVEMBER 2012

Boost for *SCIENCE* teaching in *SOUTH DURBAN* schools

The teaching of Maths and Science in South Durban schools has received a boost with the establishment of two state-of-the-art science laboratories in Isipingo and Umlazi.

The SAPREF-sponsored labs at Isipingo and Umlazi Secondary Schools will cater for a cluster of thirteen local schools with a combined total of more than 5000 learners from grades 6-12. The schools are Platt Drive Primary, Primrose Primary, Reunion Secondary, Isipingo Hills Primary, Umlazi Commercial, Umlazi Comtech, Zwelethu High, Mason Lincoln High, Umlazi Primary, Naleni High and Inkonkoni Primary.

The R900 000 project involved converting a classroom at the schools into a fully-equipped science laboratory, complete with work benches, cupboards, Bunsen burners, science kits and chemicals. In addition, six computers, a data projector and a screen for each school are part of the package to aid teaching and learning. The equipment and technology was selected in consultation with the Department of Education to meet the objectives of the new curriculum.

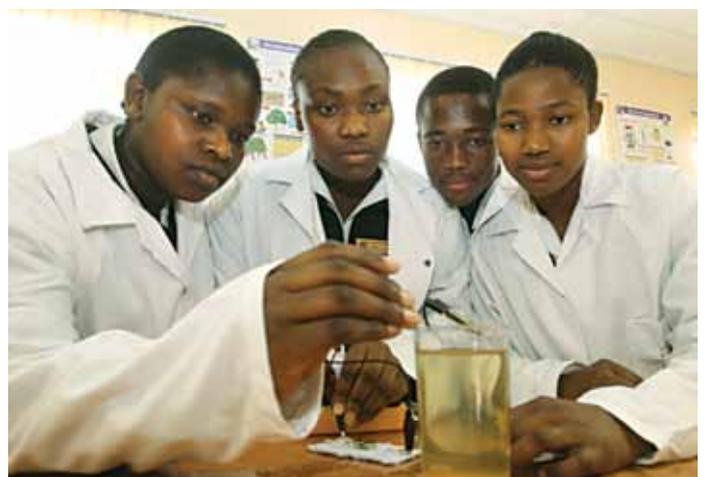
Being cognisant that many science learners cannot complement the theory learnt with practical experience, SAPREF has since 2004 installed ten science labs in schools, five in Umlazi, two in Isipingo and one each in Lamontville, Merebank and Wentworth.

Says SAPREF MD Robin Mooldijk: "These initiatives support the quality of learning and teaching. They are part of a wider response by SAPREF to the call to uplift conditions in schools, especially in the area of maths, science and technology. SAPREF is grateful for the guidance of the Department of Education and the input from our neighbouring communities in developing these projects."

KZN MEC for Education, Mr Senzo Mchunu concurred, add-



KZN MEC for Education, Mr Senzo Mchunu together with pupils from uMlazi and Isipingo Secondary schools



Some of the learners from Umlazi Secondary school during the launch

ing that partnerships with the private sector will go a long way towards helping the government to fulfill its mandate of providing quality education for every child.

Enterprise development is key in grow

The businesses of three micro enterprises are set to grow thanks to long term contracts with the refinery that the enterprises entered into with SAPREF recently.

Mahlase Cleaning Services, Sikkim Café and Zamani Contracting and Trading Enterprise will not only benefit financially from doing business with SAPREF but they are set to receive a variety of business support assistance as part of SAPREF's Enterprise Development programme.

"The programme aims to support selected exempted micro-enterprises to make them more sustainable," says SAPREF's BEE co-ordinator, Cindy Govender.



Busisiwe Sibisi, MD of Mahlase cleaning service shaking hands with Thoko Mdluli of Ikhayelihle Cleaning service

Mahlase Cleaning Service

Earlier this year when the cleaning contract was up for renewal, there was no doubt that Busi Sibisi, who had been managing the contract for years, would be the ideal ED candidate for this contract. This led to Busi opening Mahlase Cleaning Services, a 100% black women owned business.

"As cleaning site supervisor, Busi not only managed the day-to-day activities at the refinery but often got her hands dirty. Her work ethic, positive attitude and approach to service delivery gave me the assurance that if given the opportunity she would be successful," said Lisa Klopper, office services officer.

Busi now has a staff complement of 28 cleaners from neighbouring communities.

SAPREF's ED contribution towards this contract was support for the initial cleaning equipment, consumables, uniforms, PPE, medicals and staff induction.

Said Busi: "I cried when I was advised of this business opportunity as I could not believe that a company as large as SAPREF would take a chance on me. Owning my own business had always been my dream and with this opportunity, I would like to also someday help someone else set up their own business and make their dreams come true."

Island View canteen service

The appointment of Sikkim Café to run the Island View catering service brings SAPREF's Enterprise Development projects to six, three of which are women owned.

Renu Balgobind, owner of Sikkim Café, brings a wealth of expertise, skills and knowledge to the operation with her 25 years experience in the catering and hospitality industry. Renu started with SAPREF as a project food service manager for 20 years. "This opportunity will open many doors that I wouldn't have been able to open, within SAPREF as well as externally," said Renu.

Sikkim Cafe started operating from 1 August with a staff complement of five. The company is woman owned and is a fully Halaal certified and NIHT (National Independent Halaal Trust) licensed facility.



Renu Balgobind, owner of Sikkim Café

Zamani point to point transfer service

Owned by Vukani and Thobile Gumede, Zamani Contracting and Trading was awarded its first SAPREF contract in 2010 to transport staff from SAPREF to Isipingo at shift changeover times.

This was followed by a second contract in February 2012 to transport staff and visitors internally and now they have been awarded the point to point contract to transport staff and visitors externally.

“We started with just one vehicle and we now own six vehicles and we have employed eight drivers and one administration clerk,” explains Vukani. “I never thought I would be an entrepreneur until SAPREF believed in us and now we see ourselves owning an even bigger transport company in South Africa”, added Thobile.

“We are very pleased at how Zamani Contracting and Trading have conducted previous SAPREF contracts. The company has also actively sought other business opportunities outside SAPREF to grow their business.

This has demonstrated their ability to handle multiple contracts and therefore the awarding of the other transport contracts was a logical next step,” said Cindy Govender, SAPREF’s Communications Manager.



Thobile and Vukani Gumede of Zamani Trading Enterprise in one of their vehicles

Service awards

Congratulations to the following staff members who received long service awards at SAPREF from April to August.

20 years

Paul Subramani Munsamy, Process Technician
Manivasan Naicker, Finance Business Analyst
Calby Bonginkosi Ncama, Lead Refinery Accountant

30 years

Mike Naidoo, Finance Controller
Simon Gwabeni, Train Shunter
Alex Gcabashe, Materials Checker

35 years

Benu Nirmal, Margin Growth Economist

Lungile's flying colours



Lungile Mngoma

Lungile Mngoma, SAPREF’s Occupational Hygienist has been accredited as an SAIOH (Southern African Institute for Occupational Hygiene) Assessor, after passing the SAIOH examinations with distinction. “This simply means I am qualified to examine candidates who want to be certified as Occupational Hygiene Assistants, Occupational Hygiene Technologists and Occupational hygienists.

Lungile joined SAPREF in May this year. “My next step is a Masters degree in Public Health and to reach the level where I can mentor, write articles and even do presentations for SAIOH conferences,” she said.

SISTERS DOING

THOBILE NXUMALO,
ICT Operations Manager

How do you describe yourself?

I'm a Christian first and foremost and I love my family more than anything in the world. I'm resolute in pursuing what I want, and I'm disciplined and loyal in my beliefs. I believe in the strength of people around me and I will motivate and faithfully stand behind them in achieving their goals. I am a good friend and generally humble. I'm also lighthearted, outgoing and compassionate.

Career path, where did it all begin?

My career in IT started after I abandoned my dreams of becoming a Chartered Accountant. We didn't have much by way of career guidance at high school, after Matric I pursued the Accounting path solely because I had obtained a distinction in it. I didn't enjoy it much when I got to University, and instead took a liking to IT. I consider myself lucky that I got a few breaks that channeled my career in this direction. I have done some pretty menial jobs along the way, but it turns out they all have a common thread and most of them have contributed to where I am now.

What are your key functions in this new role?

The ICT Operations section basically implements and supports the technical infrastructure hardware and other end user solutions for SAPREF. The infrastructure is composed of personal computers, multi-functional/printing devices, network, servers, data- and tele-communications. As the Manager of this section, I am required to lead the design and implementation of strategic plans to ensure the infrastructure capacity meets existing and future requirement of SAPREF. I provide a Call Desk service that informs me of problematic areas and I lead trouble-shooting exercises through a Team consisting of a Network Controller, a Project Engineer, Systems Administrators and various external service providers.

What does this promotion mean to your career path?

In this role I get to manage a team of my own, which I have not done before. I'm directly accountable for a section which can very easily be termed the "backbone" of ICT and which demands very high availability and reliability. I also have a pertinent voice in terms of directing standards, strategies, policies and governance frameworks that will take SAPREF ICT to the future. This job will be a learning curve for me in countless ways and it can only be a big tick towards my future aspirations.

How long have you been with Sapref?

I joined Sapref 3 years ago in June 2009, as an ICT Business Analyst looking after maintenance and other integrity engineering systems.



What has been your career highlight?

There has been a few and I don't know if I can pick just one. The most exciting times include being trusted to handle a situation I had not even realised I was ready for. That vote of confidence spurs me ahead and has contributed to my fearless approach to challenges.

Which individual has had a positive impact on your career?

Mr. Khulekani Edwin Mkhize has been a steady influence in my career since he was my Manager in 2004 when I worked at Metrorail. His virtues and intrinsic dedication influence everybody that he comes across with, without him knowing it. He is incredibly intelligent, ambitious and his support for his friends and colleagues is unwavering, where it is due. There have been several other constructive and influential persons along the way and I consider myself very lucky in that regard.

What is your favorite book?

I enjoy reading autobiographies and memoirs as well as motivational books. Lately though, I have been obsessed about very geeky material that is to do with the work that I do now.

What is your motto?

I heard the motto "What You Fear, You Create" from someone a long time ago and it stuck in my head forever. It basically means that each of us behaves their way to a consequence by the choices that we make. If you put too much emphasis on the things you worry about, you create a block on the things that you really want. We make our own reality and the thoughts we have NOW will manifest into events later.

IT FOR THEMSELVES

Meet three dynamic SAPREF women who have achieved success in their chosen careers.

THOBILE JALI,
Head of Accounts Payable

How do you describe yourself?

I am friendly and very humble. I like to laugh a lot.

Career path, where did it all begin?

I completed my diploma in Business Admin at DUT in 1996. My first permanent job was with Ethekekwini Water Service. I joined SAPREF eight years ago as an Assistant Accountant. I was then promoted to Payable Accounts Manager in May this year.

Which individual has had a positive impact on your career?

I have always been self motivated, I don't have a specific person whom I can refer to but I have always believed that in life you have to work hard to be in a better position.

How do you achieve a work/life balance?

It is not easy when you are married with two children and studying at the same time but I make sure that there is a balance between my work and my family.

What is your favorite book?

Education is a bodybuilder, by Arnold Schwarzenegger

What is your motto?

I live by "Honesty is the best policy".

What are your key functions in this new role?

In my new role I manage a team of four payables assistants that are doing payments for local and foreign suppliers.

What are you currently studying or planning to study?

I'm currently registered with UNISA, studying towards my BCOM degree that I hope to finish soon.



NOMBASA HEWANA
ICT Applications Manager



How do you describe yourself?

Free spirit, energetic, driven, goal oriented and I like to learn.

How long have you been with SAPREF?

I started on the 15th of January 2003, so close to 10 years, it's so amazing how time flies.

Career path, where did it all begin?

I started as a Graduate recruit and I moved to Business Analyst, then Project Leader and now ICT Applications Manager.

What are your key functions in this new role?

Supporting the ICT Manager to define the applications strategy and ensuring that applications are fit for purpose and support business processes. I also manage application life cycles, define application policies, encourage proactive support of users and create an exciting environment for my team.

What has been your career highlight?

My new position as ICT Applications Manager. It offers plenty of challenges and opportunities.

What's your take on mentorship?

I think it is very essential and critical if we want to be deemed as "one of the best companies to work for". People want to feel that their contributions are essential and that time is invested developing them.

Which individual has had a positive impact on your career?

Too many to list them all. Many people have contributed in different but meaningful ways, even if just in terms of "mind shift." There is often something to learn in any encounter you have.

What is your favorite book?

The Alchemist by Paulo Coelho and "Screw it, let's do it" by Richard Branson.

What is your motto?

"Carpe diem" – live life fully, too precious to waste.

Royal Treat for SAPREF

SAPREF women were treated to a relaxing if empowering breakfast in acknowledgement of their contribution to SAPREF.

The breakfast, which was held at Gateway hotel was meant to be an opportunity for colleagues to get to know one another better, for them to explore some of the challenges they face in the workplace and for them to be empowered with information to help them face the challenges of modern career women. Topics included financial wellbeing, work life balance and career management. The programme would not have been complete without a good dollop of spa treatments.

In addition to the above, the event also had a good dose of social responsibility as each woman was required to bring a pack of sanitary towels in support of the Dignity Project, which is a project by SAPREF women to donate the towels to girls in very poor communities.

Let the photographs tell the story ...



Women in their Special Month



SDB businesses make most of business fair

Twenty three small businesses from South Durban were offered an opportunity of a lifetime recently when they were sponsored by SAPREF to exhibit and market their offerings at the annual Durban Business Fair.

The businesses were offered the opportunity to exhibit at the Fair free of charge by SAPREF as part of the refinery's Enterprise Development programme. In addition to carrying the costs for exhibiting, SAPREF assisted the business with materials to market their business effectively. These included business cards, brochures and banners. SAPREF has also committed to paying for Durban Chamber of Commerce membership fees and BBBEE verification for each exhibitor as a way of ensuring that these businesses continue to have access to business development opportunities and services.

Although the businesses that took up the opportunity varied widely – from engineering firms to tax advisors – all of them reported that the Fair had been a valuable platform to learn, to network and to sign up new clients. Noleen Osborne of Best Level Outsourcing, a corporate wear business in the Bluff, was overwhelmed by the response to her stand at the Fair. "I am amazed at the opportunities that the Business Fair provided for the generation of orders and networking. We



Sponsored SMMEs at the annual Durban Business Fair.

had confirmed orders of over R50 000 and even had other exhibitors ordering items off the stand. Being sponsored opened my eyes to different ways of doing business and I would like to offer someone else this opportunity next year by also sponsoring an SMME," she said.

SAPREF was just as pleased with the response to the SDB stands at the Fair. Says Communications Manager Cindy Govender: "We are very pleased that the SMMEs made full use of the platform that we provided to them. The overall objective of our Enterprise Development programme is to assist the community by strengthening small businesses as they have a huge capacity to create jobs. The 23 South Durban businesses that were part of the SAPREF pavilion at the Fair prove that with the right support and encouragement small businesses can thrive."

Here he grows again

SAPREF is known as the home of the best engineers. One of these engineers is Lethu Magasela, who did all of us proud when he was recently registered as a Professional Engineer. As a Professional Engineer, Lethu may now apply to become a Design Verification Engineer for SAPREF.

Lethu's dream of becoming a mechanical engineer dates back to when he was growing up in Bergville. "I was fascinated by cars and I was interested to know how they are made. It all started after a school visit to DUT where they took us through different engineering fields," Lethu recalls.

He first studied at Technikon Natal and obtained a National Diploma in Mechanical Engineering. He then did his in-service training with SAPREF. He was encouraged by Dominic Hlophe, who was a colleague at the time, to study towards a BSc degree. Lethu struggled to fund his university fees until he was given a bursary by Mondi.

He joined SAPREF in 2009 as a graduate engineer and was promoted to mechanical engineer. He is currently acting as section head.



Lethukukuthula Magasela at work.

"I have always strived to be the best in everything that I'm capable of doing", Lethu concludes.

More about professional engineering status

The prerequisites for registration require one to have a minimum tertiary qualification of either a Bachelor of Science or Bachelor of Engineering (4-year degree). It also requires a report detailing work experience with three main sections, basic training, management and design. The certificate of qualification is obtained by successfully completing all the reports which are reviewed by a committee appointed by the Engineering Council of South Africa.

Literacy boost for learners in KZN schools

More than 7000 learners in 11 KwaZulu-Natal schools are the happy recipients of a range of books and posters following a donation of mobile libraries by the SAPREF oil refinery.

The donation sees 11, mainly rural schools in each of the province's 11 districts receiving a mobile library packed with approximately 300 books, posters and other learning materials. The learning materials are Department of Education-approved and suitable for primary schools.

The programme, which was delivered in partnership with East Coast Radio, aims to support learning and teaching in rural schools, some of which have a dire shortage of resources. Because the library has a set of wheels, it can be moved easily from one classroom to the next by teachers.

The schools that benefited from the project are in Lamontville, Dundee, Vryheid, Weenen, Newcastle, Empangeni, Obonjeni, Kokstad, Umzinto, Stanger and Pietermaritzburg.

"SAPREF believes that a solid literacy foundation sets the scene for life-long learning, hence the investment in materials to support literacy development in primary schools," said Lindiwe Khuzwayo, SAPREF's Organisational Sustainable Development Manager.

Mr Brenden Marncce, Principal of Kokstad Primary School concurred, saying "the library will make books more accessible to all learners in all classrooms because of its mobility".



Learners from Isibanini Primary school



Leonard Mbokazi, SAPREF CSI Officer handing over a mobile library to Isibanini Primary school at kwa-Hlabisa



Learners from Ferdinand Primary school at Weenen



Leonard Mbokazi with learners from Enhlekweni Primary school at Newcastle



Leonard Mbokazi with learners from Dundee Primary school

SAPREF behind *road and rail safety*



eThekweni Transport Authority with learners from Durban East Primary school during the campaign

“Be safe around traffic and trains” was the theme during a month-long rail and road safety campaign that SAPREF together with Mondi, Metrorail, Engen and eThekweni municipality recently held at various primary schools in Durban South. The campaign ran from 6 to 31 August 2012 and it focused mainly on raising awareness and preventing rail and road related incidents.

During the campaign children were taught how to be safe pedestrians and how to be safe passengers whether travelling in a car, bus or train. This was done through an interactive and entertaining drama called “Asiphephe, let us be safe” that was presented by eThekweni Transport Authority.

Experts in the rail and road safety field were on hand to share information with the learners and asking them questions on what they had learned. The campaign ended on a positive note and learners left feeling equipped to be safe pedestrians and passengers.

Time to say goodbye



After 37 years of commitment and hard work, Jaxon Reddy, ICT Business Application Manager, finally said goodbye to his colleagues at a retirement function recently.



We also said goodbye to Lawrence Xaba, Mechanical Maintenance Supervisor on 24 August. Thank you Lawrence for many years of commitment. All the best for the future.

Rands and sense

FIVE EXPENSIVE HABITS TO CUT OUT

The gym

Avoid this massive monthly bill and exercise at home or outside instead. You can go for a run in the park or do some sit-ups, push-ups in your garden.

Eating out

Eating out costs a small fortune and can easily hike up your bills. To save, on your day off prepare a batch of meals you love eating and freeze them, then when you're hungry just pop one of your healthier meals in the oven for fast and cheap dining.

Your car

Most people can't imagine living without a car because they have become such a big part of most of our lives, but could



you do without one? If you use your car to travel to work check some lift-sharing websites, or if you use your car to socialise could you ride your bike or get a bus instead?

Coffee

Buying drinks or snacks from coffee shops can become an expensive habit and it's one that doesn't give you many benefits. If you miss your coffee that much, buy a decent instant coffee. If you go to coffee shops for somewhere to sit or socialise find a new spot in the park.

Starting a new hobby

Starting a new one can be expensive. You need to buy the right tools, or the right kit or a new helmet. Before you invest in the equipment make sure you really want to pursue this interest. Then, once you've tried and tested the hobby for at least a month, shop around for the gear you need.



In this edition of *Columns*, the doctor gives some useful tips on **keeping your mind in top shape.**

There are many ways to give your brain a workout. Why not give the following a try?

Mindful activities

1. Think back to what clothes you wore two days ago – shorts, pants, skirt, dress, shoes, tie? What colour were they?
2. Solve this problem (without a calculator!): $7 + 12 + 6 - 8$
3. Use your less dominant hand to write your name, then try writing it with the same hand backwards.
4. Rearrange the following letters to make a sentence: hte wco upmejd veor eth omon.
5. What did you have for dinner last Saturday?
6. Think of a number between 1 and 10. Multiply it by 3, add 7 and subtract 4.

Physical activities

1. Aim to fit in 30 minutes of physical activity on most, preferably all, days.
2. If you're feeling stressed, go for a walk.
3. Grab a partner and throw a tennis ball to each other using your less dominant hand.
4. Try some interval training (bursts of high-intensity exercise such as sprinting, followed by active recovery – i.e. walking).
5. If you're a desk-bound worker, set a reminder on your computer to have short movement breaks often.
6. Head outside with a colleague at lunchtime for a brisk walk.



The
Doc
says ...

7. Skip in front of your television during ad breaks.

Other ways to keep your brain healthy

1. Challenge yourself – try something new and unfamiliar like learning a new language, a musical instrument or a new sport.
2. Read a book and try to follow the news of the day.
3. Play a board game with some friends – try scrabble, chess or cards.
4. Eat well – nourish your brain with healthy food, including brain-friendly unsaturated fats (e.g. fish, nuts, avocado).
5. Remember health and safety – always wear PPE.
6. Seek help to manage mental health problems such as depression, stress, and anxiety.
7. Get plenty of sleep.
8. Avoid smoking, illicit drugs, and excessive alcohol consumption.

**Take care of your brain!
After all, we only have one for life.**

SAPREF grows its talent pipeline

Twenty eight high-achieving learners from grade 10, 11 and 12 in South Durban schools received bursaries as part of SAPREF's Talent Pipeline programme. Their selection followed a gruelling process of interviews, tests and psychometric assessments.

SAPREF will support learners with funding for some of their school costs. The grant per learner in 2012 is R5000. "SAPREF believes that it is important to invest in the development of talent at an early stage and this programme will also introduce grade 10, 11 and 12 learners to SAPREF and to career possibilities in oil refining," said Thembisile Khumalo, SAPREF Talent Manager.

As part of SAPREF's continued commitment to this programme, the refinery also ran a holiday programme for the existing talent pipeline beneficiaries.

The holiday programme included a lab tour, fire-fighting display, interactive mentorship with SAPREF engineering team as well as a computer literacy course.

The cherry on the top was the handing over of computers to the learners at the end of the programme. Aaron Kisten, who is currently in grade 12 at Isipingo High School, expressed his gratitude, saying, "I am very excited as I will now be able to finish more school projects and will be equipped for university which SAPREF will hopefully sponsor."



Leonard Mbokazi with some of the learners from Isipingo, Umlazi, Amanzimtoti and Wentworth schools



Thembisile Khumalo, SAPREF Talent Manager with learners from Grosvenor Girls High School

They dressed Casually to help disabled

Casual Day, which took place on Friday 7 September, is a fund-raising project for organizations that assist people with disabilities. On this day South Africans are meant to buy a Casual Day sticker which "entitles" them to dress casually or according to a theme.

As part of the SERVE staff social involvement initiative the Commercial team adopted three NGOs from the neighbouring community that work with and support people with disabilities. The Commercial team managed to raise a whopping R10 000 that SAPREF matched.



Seen at work on Casual Day were Franco Forno, Elmaree Landers, Des van der Merwe and Norman Warren

Your address?

Pensioners, has your address changed? Email us at public@sapref.com so that we can amend our mailing list.

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