



# PALA CONNECTOR

MARCH 2018 & APRIL 2018 EDITION

## Thumbs Up For Safety



- CEO'S MESSAGE**
- EDITOR'S NOTES**
- TRIBUTE TO REMEMBER MNISI**
- PMC NEWS**
- EXCITING UPDATES

**PMC**  
CONTRACTORS'  
CORNER

# Contents

## REGULARS

- 2. CEO'S CORNER
- 3. EDITOR'S NOTES
- 4. UPDATE ON LIFT II
- 5. SHEQ CORNER
- 6. LEADERSHIP CORNER

## NEWS

- 7. RIP REMEMBER MNISI – TRIBUTE
- 8-10. COUNT DOWN HAS BEGUN! MARULAMED HEALTH CENTRE
- 11. PMC GIVES NEW WHEELS TO LAMMY MATHYE

- 12. EDU CENTRE
- 13. CHINESE EMBASSY DELIGHTS IN PMC FINANCIAL PERFORMANCE
- 14-15. INTERPRETING YOUR FINANCIAL PROJECTION STATEMENT

## UP-COMING EVENTS ANNOUNCEMENT

- 15. EVENTS CALENDAR

## OUR HEART & SOUL

- 16. HOUR BY HOUR SAFETY
- 17. PMC OPENS DOORS FOR YOUNG THOMAS DLAMINI
- 18. TRAINING & DEVELOPMENT

## CONTRACTORS' CORNER

- 19. MVUSO DONATES SANITARY PADS

## STAFF NEWS

- 20. NEW ENGAGEMENTS
- 21. EMPLOYEE PROFILE

## SPORTS NEWS

- 23. MARULA RACE & HALF MARATHON

## COMPETITION

- 4. SHEQ MASCOT



# CEO's Corner

Mr Han Jinghua

“When the revolution is over, we will see a new Palabora.”



**We** are quickly approaching the end of first quarter 2018. We closed 2017 on a positive note as a business within the broader mining sector and the global economic environment. Commodity prices had shown positive recovery, a wave we are still riding on into 2018. History has taught us that we need to maximise benefits out of the often unpredictable and uncontrollable macro-economic environment. Now is the time to take advantage of the favourable market conditions by increasing production, dispatches and sales.

While we were upbeat about 2018, a dark cloud engulfed us on that fateful 25 January 2018. Our beloved brother Remember Mnisi who worked for one of our contractor Partners, Fraser Alexander, met his untimely death. We are deeply saddened by the passing on of our brother. I urge you to pause and reflect on how we can create a safe work environment where everyone returns home while we

give honour and pay homage to a life well lived. I have instructed my Leadership team to institute a full safety audit with the sole aim of ensuring that never again do we have to endure loss of life as a result of non-conformance to safety rules.

As we continue our journey towards 2030, I am confident that we have a bright future ahead of us. Growth expansion projects are on course. Notwithstanding glitches that accompany expansion and improvement initiatives, Lift 11, Smelter Retrofit and Process Plant projects are well underway. Palabora Copper is on a revolution. When the revolution is over, we will see a new Palabora. Exciting times indeed! Joining in the celebration of our exciting times, Ambassador Lin Songtian, expressed his excitement on the future of Palabora Copper. This was stated in his address on the 4th of February 2018 in Cape Town. The Ambassador touched on the Chinese investment plans in Africa region and

particularly in South Africa. Of the \$25 billion invested in South Africa, a significant portion was invested in PMC. Close to 5000 jobs of direct and contractor employment in Phalaborwa were preserved through this investment.

Throughout this journey with hurdles, we are all called upon to work as one Palabora team in our various divisions, departments and sections. The nature of our processes require of us to adhere to this key value of teamwork. I am pleased to note that I have seen a rise in collaborative efforts and I encourage this to remain a hallmark.

We continue to engage with our communities on job and business opportunities. Given that eighty percent (80%) of our employees are members of Ba-Phalaborwa, the sustainability of our business hinges greatly on the sound relationship with our community. In conclusion, in our pursuit of production, let safety remain the key element.

# Editor's notes

“No passion in the world is equal to the passion to alter someone else's draft”.



This quote as well as multiple variations of it, is frequently attributed to H.G. Wells. Although its authorship has never been confirmed, it sums up what put me on the path to the position I now hold, Editor of Pala Connector newsletter.

A warm welcome to our 2018 first edition of Pala Connector newsletter where Safety is the theme for this month. This is by no accident that we have centred these issues around safety as we have been confronted with challenging period in terms of safety performance since the year started. From the selection of news stories as well as use of other beneficial information included in this edition, I had one thing in my mind - to inform and entertain, at times contrary, but above all share useful information across the company as well as

Phalaborwa community.

Inside the newsletter, you will find a mixture of news on “Our Heart and Soul”, Update on Lift II, Community upliftment stories, regular feature columns and a wide range of safety-related topics.

Leadership Corner has been newly introduced into the newsletter. This section seeks to debunk some of those common traits associated with leadership and share ideas about simple things we can all do to improve our leadership, if not to rethink what we do. Sarie van Wyk, Manager Safety, shares update on Safety with a twist of gratitude to our business partners. As we remember that fateful day of 25 January 2018, where one of our brother, colleague lost a life in the line of duty, family and colleagues paid tribute to the late Remember Mnisi.

He will be dearly missed! Dumisani Nyathi, Mechanic at Maintenance Infrastructure shared their effective “hour by hour” safety strategy which they are using to maintain a safe working environment. We also have features on Training and Development profiles and contactor's contributions in our edition. A big thank you to all the people who contributed to this publication. These contributions are essential to the newsletter's success and existence.

I hope you enjoy this edition and do let us know if there are any topics you would like to see covered in the future by writing to the Editor: [Nametsegang.matthews@palabora.co.za](mailto:Nametsegang.matthews@palabora.co.za)

***Yours Truly!***  
***Nametsegang Matthews***

# SHEQ Corner

Managing safety is like 'sweeping water uphill'. You can never stop. (PMC) had a good safety performance record during the festive period or as the DMR calls it, the 'Silly Season' as it historically has been a period with increased injuries.



*Sarie van Wyk Manager: Safety*

Unfortunately, the same cannot be said of the first month of 2018. During January, we experienced a spate of very serious accidents, one of which resulted in the unfortunate passing of Mr. Remember Mnisi. Safety Statistics for January include three lost time injuries (LTIs) -one of them the already mentioned fatal accident, two medical treatment cases (MTCs) and four first aid cases (FACs). Since the start of the year, PC was also issued with four Section 54 and two Section 55 Instructions by the DMR.

A representative audit team was established to conduct an extensive Mine-wide audit to identify any substandard conditions and appropriate actions to rectify the situation. The same team will revisit the areas they audited to verify that these deviations have been rectified. One of the biggest challenges identified is Housekeeping and that'll require continued focus and discipline to rectify it sustainably.

"The definition of insanity is doing the same thing over and over again, and expecting different results". Each one of us is a leader in our own right, so I urge you to please review your own, and your team's unsafe or substandard practices and to adopt safe ways of doing your job, every minute of every day so we can all return home to our loved ones.

## A heartfelt thanks to you!

**Mr. Eddie Ysselsteyn**, of Phalaborwa SPAR Supermarket, provided water and Powerade energy drink for the Emergency Medical Services (EMS) team that worked on the rescue and recovery of the late Mr. Mnisi's body.

Mr Ysselsteyn graciously turned down our offer to pay for the water and the energy drink.

His help proved to be a gift that keeps giving: on 24 January 2018, two of Palabora Mining Company (PMC) PROTO teams were called out to attend to a fire in the UG (Lift II) around 21:00. When they were informed of the accident at Magnetite around 02:50 on the 25th, they went directly to the scene of the accident and started with the rescue work. Once again, the water and Powerade energy drink help to keep the PROTO guys hydrated.

# Update on Lift II Project

Morrison Maseko  
Senior Project Manager



## The project is reaching a significant period in the next two years.

Our effort to strive for a safe work environment for our people remains as resolute as it was when we began in 2018. To this end, we kicked off the year with a number of workshops, aimed at aligning the team around 2018 objectives to “safely deliver the milestones on time”. The project is reaching a significant period in the next two years, after a period of establishing enabling infrastructure such as ore flow, ventilation and cooling infrastructure underground. All in all, the stage is set for performance of the development to hit levels targeted in the 2018 business plan.

The beginning of the year was characterised by a number of

incidents in the project, leading to interruptions from instructions issued by Department of Mineral Resources (DMR) inspectors. Elsewhere in the business, Lift II team has sent condolences to the colleagues and family in the aftermath of the fatal incident at the Magnetite section. The team paid tribute by holding safety standown, with the entire workforce, in memory and honour of the late Remember Mnisi.

The project’s first milestone for the year is Bulk Air Cooler No.5 (BAC5), which is being commissioned in this quarter and is currently up and running. The BAC5 will bring much needed relief to reduce temperatures in the Lift II workplace.

Return Airpass No.1 (RAP1) has also been completed, bringing to four the number of underground ventilation shafts completed. The development has progressed with increased challenges heightened by incidents and instructions. The process plant installation of cables and piping is progressing well and is quiet advanced.

This period remains challenging and will require strong strategic leadership and interventions from the project team and our contractors in driving safety and productivity.

# Leadership Corner

*Leadership is that one topic that we will always, in one way or another, have affinity for. Our relationship with leadership is often of a love-hate type, depending on our perceptions of the relationship we have with those who lead us. We hardly consider that we are also leaders to some people. If we do, we are more likely to assume that we are doing a good job of it! The problem is always with them!*



Sphamandla Xulu - Manager

Leadership here is not just the positional attribute – the chair we take. It is that trait that we all have that guarantees that we influence ourselves and others to be effective in what we do. In the workplace, it is about how we influence ourselves and others to deliver. Leadership is also about the future. We are all entrusted to steer ourselves and in **Leadership Corner** we are going to demystify what leadership is about. We are going to search for simple yet impactful nuggets of this thing called leadership. For this issue, we are exploring the place of values in how we lead others and ourselves.

So, Caring, Integrity, Accountability, Teamwork and Courage are the values that guide us. If you have not revisited these values lately to find your compass around them, I invite you to do so. We went as far as defining each of these values and the associated appropriate behaviours, so I am not going to bore you with how these have been defined. For us all, we need to jog our memories to a time our parents said to us, “In this house we do not do such and such”. When they uttered those words, it was with the belief that we had some shared values we were expected to

adhere to. If that was not enough to get you and your siblings back on track, I don’t know what did. Likewise, a Palabora community of close to 5,000 people will find coherence and alignment if we evoke our values to guide us. It is no small feat that there are business leaders of high performing companies who relentlessly drive their organizations to become and stay values-driven organisations. They do not hesitate to let go of those who violate the company values, no matter how productive they may be. As the expression goes, we do not want high performers who “walk over dead bodies” in their pursuit of achievement.

Our skills, roles and specialties are so diverse – the one thing we have in common is our ability to create one common approach to work, and interactions at work, by sticking to commonly shared values. Take for example Accountability. If we are all accountable and perform a day’s work with the necessary commitment, by the time we go home we have individually and collectively added to sustaining our business and our future. We have done that by making our unique contributions that, put

together, have added to a successful Palabora. Good news is that we all get rewarded for it, and will sometimes even get some bonus recognition when we meet all requirements. This piece is no invitation to recklessly and mischievously judge others. We do not use values to settle scores. That is plain unproductive and unhelpful to our journey towards business sustainability.

What can you practically do with these otherwise lofty, untouchable ideals that values are sometimes thought to be? You can create time and opportunities to discuss your team behaviours against these values in your line-ups, in your SHEQ meetings, in your performance review meetings, and at every opportunity.

As a last resort, we should have Courage enough to challenge the value deviants out of our business by following our company’s processes where we feel we have been supportive enough to align them. As we move on, you are encouraged to have these value conversations in your teams as part of self-directed leadership development efforts. Keep it simple, practical and real by relating it to your team environment.

# RIP REMEMBER MNISI:

## OUR SON, FRIEND, BROTHER, COLLEAGUE

A tribute in memory of the late Remember Mnisi (13/08/1985 – 25/01/2018) who was born in Thulamahashe.

After spending many years together on the job, colleagues often become like a second family and losing one of them becomes unimaginable. Mnisi was the firstborn of five (5) children. His stable character manifested quite early as he assumed responsibility of adults at a tender age. The late Mnisi started work with Fraser Alexander, progressed to Steffanutu Stocks (SS) and re-joined Fraser Alexander as a Gun Operator: Magnetite Reclamation, until he meet his death.

There is no prescribed method of dealing with pain or loss of a loved one, especially among close family and friends. The reality of losing a loved one can be devastating, no matter the circumstances that lead to the death. Although he is no longer with us physically, we find peace in knowing that his spirit lingers in many of our hearts and minds till this day! As we commemorate his life in memory of him, we wish to find closure in comforting words that we can best hold on to.

“Though Remember was born in Thulamahashe, he spent most of

his life in Namakgale due to work prospects. I have beautiful memories of him as he never changed character growing up. He was a man of few words, my firstborn child, and one of the best. Indeed, I have lost another piece of my heart”. – Neseah Mnisi, Mother

“Being the second-born, I grew up close to my late brother, Remember. He was one person who loved his space and spending time at home. I have happy memories of us watching Pirates soccer matches. I will never have a brother like him”. – Themba Mnisi, brother.

“Mr Remember Mnisi was not only cheerful in himself but he gave much cheerfulness to others. He had a beautiful smile, a sense of humour and a gentle demeanour. Remember was bright, logical and systematic in his thinking. He was always willing to share his ideas and information. Many of us found him to be a splendid person of great passion in his work and a big heart. In his career as an operator he worked with passion,



integrity and energy. All the people who knew him will miss an intelligent, vibrant individual with a rare friendliness and charm of personality. Remember was a genuinely warm and wonderful individual - one we will miss greatly. Our sorrow is lessened only slightly with the comforting thought that we had the privilege to know him”. – Wynand Coetzee, Regional Manager at Fraser Alexander.

“I am saddened that one of our own Remember Mnisi could not return home on the 25th January 2018. As magnetite Operations we remain confident that Zero Harm is possible and we are committed in ensuring that every employee return to his or her family in the same condition as they came to work. Remember, you will always be remembered in our hearts and Souls.” – Eric Mualusi, Manager: Magnetite Operations.

# THE COUNTDOWN HAS BEGUN

## MarulaMed Health Centre Soon To Open Doors



### DEAR COMMUNITY MEMBERS

With the closing down of Clinix Phalaborwa Private Hospital in March 2017, the residents of Ba-Phalaborwa have been battling to find medical attention, especially after hours and in case of emergencies. In the worst case scenario, those seeking private medical care would take a long drive to a nearby town to get private medical services. The driving distance to Tzaneen MediClinic is estimated just over 110km while, at +- 200 km, Nelspruit is further away. It is against this background that PMC decided to support plans to establish a 24-hour medical facility to render medical services to all our employees as well as the community of Ba-Phalaborwa. Judging by the influx of enquiries from all of our stakeholders, the private medical facility has been highly anticipated and will serve an urgent need. In response to the high number of inquiries we have received about the medical facility, we have developed a frequently asked questions (FAQs) column to keep you informed throughout.

### FREQUENTLY ASKED QUESTIONS

#### *How do you describe the facility and when is it expected to be in operation?*

The project is a 24-hour medical facility which will run privately and independently. The construction commenced on the 10th January 2018 and will continue for the next two months. It is anticipated that the official handover will be in April 2018.

#### *Where is it located?*

33 Park Street, Phalaborwa.

#### *What will it be named?*

The official name is MarulaMed Health Centre.

#### *When is the anticipated start date of the practice?*

April 2018 if all goes according to plan.

## FREQUENTLY ASKED QUESTIONS Continued...

### *What is the relationship between PMC and the medical facility?*

PMC have a flagship programme called Supplier Development Programme that sets out to develop and support suppliers. The objective of the programme is to develop and encourage economic growth and job creation. Palabora Mining Company took a strategic approach to introduce the programme to Dr. Thabo Motsoane in order to address the gap Clinix left after closing its doors.

### *What will be the role of PMC in this project?*

Palabora is an enabler to the establishment of MarulaMed Health Centre, which will be a 24-hour Medical Facility, and will not be involved in the day-to-day running of the practice. The practice will be run by a private company operated by Dr. Motsoane.

### *Is this medical facility different from other privately run facilities?*

The practice will operate just like any private medical facility. The same principles of paying for services rendered will apply using either cash or medical aid.

### *Does this mean employees, including the community will pay for consultation services?*

Yes

### *Who can be assisted at this medical facility?*

Everyone in need of private medical care from PMC employees to general public.

### *What will the medical practice consist of?*

A fully functional housing flat used as a call room

Main clinic will cater for two (2) types of patients: walk-ins and ambulance / emergency room patients (casualty)

### *Will there be a pharmacy on-site?*

No. While we are still establishing the possibilities of having such services on-site, patients will be administered with enough medication until they get to the nearest pharmacy for a refill.

### *What will be the business hours?*

24 hours, 365 days a year.

### *What other services will be offered?*

Wide range of medical services from wound care, minor surgeries, general medical issues to allied and specialised health services.

### *What is the longest / shortest someone could stay in this facility?*

This will be based on the patient's presentation of symptoms and demonstrated need for this level of care. The facility will be a base to stabilise patients/s before sending them for referral to the nearest hospital.

**Further enquiries can be directed to: [drstnmmotsoane@yahoo.co.za](mailto:drstnmmotsoane@yahoo.co.za).**

# MarulaMed Health Centre in pictures



# PMC RESPONDS TO THE CALL OF A COMMUNITY MEMBER IN NEED



Life will never be the same for Lammy Madala Mathye who received a Top End Force 3 hand cycle purchased by PMC and Palabora Foundation as part of giving back to the communities.

His passion and hunger for success led him to write to Phalabora Foundation pleading for support in order to realise his dream of qualifying for the biggest human race, 2018 Cape Argus cycling tour, amongst many. Mathye, who has disability on his legs, received the aerodynamic hand cycle and two competing cycling t-shirts during an official handover ceremony, held at Namakgale Police Station.

The aerodynamic hand cycle is a state-of-the-art racing equipment set to improve the athlete's ability to perform better during competitions. Previously, Mathye was competing with an old version hand cycle which is not aerodynamic and that limited his potential as an athlete. "The fact that I was competing with the old version hand cycle did not deter me to achieve my goals. I have recently finished the top twenty 10km race in Outeniqua wheelchair race using my very own wheel chair", Mathye mentioned.

For PMC, a caring organisation that is always striving to live by company values, a call to help the formidable and aspiring athlete was

an easy one. "We heeded the call after Palabora Foundation passed on the formal letter of request to us. After reading the letter, we invited its author over for a presentation at the mine. The number of accolades and achievements Mathye has under his belt despite his physical challenges made our job easy", said Nozipho Zitha, Superintendent Transformation at PMC.

Zitha also mentioned during her address that the company had donated the hand cycle to Mathye as part of the community outreach programme and that the request was aligned to the company's Socio-Economic Development initiatives.



# PMC Edu Centre open doors of learning



If you were wondering what is going on at 01 De-Kuiper road, in Phalaborwa - wonder no more! PMC, together with Sandvik, recently opened doors of learning for the Ba-Phalaborwa community. The once dilapidated Student House has been renovated into an Edu Centre for those in need of training or an alternative training venue for community learners. Thanks to a fund injection of R242 000.00 by Sandvik, the house is now renovated into a well-run Edu Centre learning facility. A dream that even Donald Nkadimeng, Sustainable Manager at Sandvik, is re-living till this day. "As an accredited training provider, we had a dire need to get an alternative training venue and we

found ourselves short of learning space and this posed a challenge to the Training and Development Department", said Nozipho Zitha, PMC Superintendent for Transformation. To date, Edu Centre is in full operation on a daily basis. Recently, Training and Development took 36 local young men and women for Learnership programmes. The same facility is being utilised for formal training of those learners as well as other internal training. "We offer this learnerships to young people who have completed matric in Mathematics and Science subjects from Ba-Phalaborwa surrounding communities. This really shows how committed we are to developing a pipeline of talent for the long-term benefit of both the company and the community", said Mabore Macheru,

Superintendent for Training and Development & Contract Management at PMC. The Frontline Leader Coaching Pilot programme also took place at Edu Centre between 20 and 23 of November, 2017. To date, 30 supervisors and specialist have undergone this training.

**TRAINING & ACTIVITIES AT THE VENUE: JAN 2018-PRESENT**

- Supervisor Coaching 25 & 26 January 2018.
- First line leadership Group Coaching 30 January 2018.
- Procurement Strategic Planning 01 February 2018
- Community learners (Mineral Processing and Metals Production) January –February 2018.

# CHINESE EMBASSY DELIGHTS IN PMC PERFORMANCE



“I am elated about the business’s financial performance since the takeover of HBIS Group”

**Palabora** - A six-member delegation from the Embassy of China based in Pretoria, visited Palabora Mining Company (PMC) early January 2018. The two-day friendly visit included a site visit and was highlighted by PMC’s excellent financial performance.

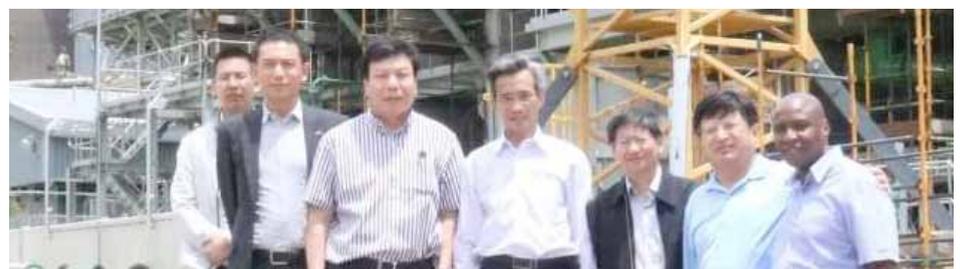
The first of many planned visits since HBIS took over from Rio Tinto in 2013, the visit took place against the background of a trade relations agreement the South African government forged with China through the Department of Trade and Industry.

Discussions centred on PMC being one of the profitable and well operated businesses led by the

Chinese CEO, Mr Han Jinghua. “I am elated about the business’s financial performance since the takeover of HBIS Group. We have gained insight and learned about the business’s operating models during the presentation by the CEO”, said Ambassador Songtian.

Mr Jinghua proudly mentioned to the high delegation visitors that PMC would not have been where it is today if it were not for the highly skilled management team and

committed employees. He also took the opportunity to emphasise the Chinese policy of employing locally and promoting the local economy. This is in line with Ba-Phalaborwa community expectations. The delegation members consisted of Ambassador of the People’s Republic of China South Africa, Lin Songtian, Zhao Zhongyi (Counsellor), Tang Zhongdong (Counsellor), Liu Licheng (Office Director), Li Jian (Secretary) and Sun Tengfei (Secretary).



# UNDERSTANDING MY PROJECTION STATEMENT

---

A projection statement is a document that provides members of the fund with an estimate of how much they are likely to get monthly when they retire early at 55 years or at the normal retirement age of 60 years.

Professionals in the retirement industry agree that when your final retirement fund benefit is invested as a pension or annuity, your output pension income should come to 75% of pension salary with annual increases.

## WHAT IS PENSION SALARY?

Pension salary is 65% of a member's gross salary. Let us look at the following typical example.

A person with a gross salary of R15,147 has a pension salary of R9,845.55 (R15,147 x 65%). This means then that the 75% that the fund aims to achieve is R7,384.16 (R9,845.55 x 75%). A member with a gross of R15,147 can have a take-home of R12,026.10 after taking into consideration other allowances and allowable deductions.

One can immediately deduce from the above example that the member's take-home will be reduced to at least 61% of what they are used to. This then provides a signal to the members that certain decisions such as the following, amongst others, need to be made:

- House should have been paid off at retirement;
- Car paid off;
- Children should have completed studies and financially independent; and
- Reduced travels/ holidays etc.

This simply means that pension money is just enough to provide for daily upkeep and medicals considering the rate of illnesses we are living with in this times.

## PERSONALISED PROJECTION STATEMENT

Now that we understand what the projection statement aims to achieve, let us interpret the document by way of example.



		Percentage of pension salary on retirement at the following ages			Estimated monthly pension on retirement at the following ages		
		55 years	58 years	60 years	55 years	58 years	60 years
No cash taken at retirement	Higher than targeted	37%	43%	47%	3 642.85	4 233.59	4 627.41
	Targeted	29%	34%	37%	2 855.21	3 347.49	3 642.85
	Lower than target	23%	27%	39%	2 264.48	2 658.30	3 839.76
1/3 Fund credit in cash on retirement	Higher than targeted	25%	29%	31%	2 461.39	2 855.21	3 052.12
	Targeted	19%	22%	24%	1 870.65	2 166.02	2 362.93
	Lower than target	15%	18%	19%	1 476.83	1 772.20	1 870.65

The table above is based on a member who currently is 33 years of age, and has been a member of the fund for about 3 years. The same pension salary of R9845.55 was used to come to the figures in the above table.

The table depicts 2 scenarios. The first scenario relates to a member that has used all his fund credit to purchase a pension. Whereas the second one relate to a member that has commuted 1/3 of his fund credit in cash.

According to the calculations a member with a pension salary of R9845.55 who has not taken 1/3 at retirement is likely to get R4627.41 if they retire at the age of 60 (R9845.55x47%). Whereas a member with the same pension salary of R9845.55 who has taken 1/3 in cash is likely to get R3052.12 (R9845.55x31%).

## WHAT CAN I DO TO ENSURE THAT I SUPPLEMENT MY INCOME AND ACHIEVE THE 75% TARGET?

- Members of the fund are encouraged to save more towards pension and in the process to take advantage of the tax benefits;
- Some members are already contributing the highest percentage of 15% and cannot contribute more via the Palabora Pension Fund. Such members may still opt for private retirement annuities with insurer of choice to ensure that they have additional benefits to supplement the fund credit with Palabora Pension Fund;
- There are other forms of savings that members can use to save additional funds which could be used for cash commutation rather than take 1/3 of the fund credit. To this end, Members are encouraged to consult with financial institutions so that they may learn more about savings; and
- Members are further encouraged to enroll for the Financial Life Skill Training that is offered through the Training Department.

# Upcoming Events



1. Safety Mascot Name Competition –  
19 March 2018
2. Launch - Enterprise & Supplier Development -  
23 March 2018
3. Launch MarulaMed Health Centre -  
12 April 2018
4. Wellness Week / 90 Days Anti-Obesity & Weight Loss  
Challenge - 07 May 2018

# “HOUR BY HOUR” EFFECTIVE METHOD OF SAFETY AT MOBILE MAINTENANCE INFRASTRUCTURE

You’ve probably heard of 5’s. If not, I encourage you to take a moment and read this informative article about safety and how not working safe can affect your future and that of your employer.

In a nutshell, 5’s is a method for organising the work area to increase efficiency and productivity while reducing waste and improving safety and health at your work place / home. The Mobile Maintenance Infrastructure Department approach to safety should be every department’s benchmark!

Let us face facts, when we do not work safe, this may lead to incidents and accidents. You and your company stand to lose equally. For us, once Department of Mineral Resources (DMR) issues a Section 54, the business is forced by legislation to stop work until highlighted matters have been addressed to the satisfaction of the law makers. When that happens, no revenue flows into the coffers of the company, affecting your pocket as well. In simple term, no bonus!

In this article, we will learn more on how the Mobile Maintenance Infrastructure team have managed to maintain an injury-free working environment through their motto – “hour by hour”.

The team walked away with the title of safety award 2017 in recognition of outstanding housekeeping as well as safety adherence. What separates the Mobile Maintenance Infrastructure team from the rest is consistent application of the 5’s rules, teamwork, commitment and the love for working safe. “All these elements, should be used as a recipe to working safe daily”, said Nyathi. When we followed up with Nyathi,



who was interviewed for this article, he elaborated on how the team managed to maintain an injury free environment. We also discovered during our interactions with him that their motto which is “hour by hour” is what kept them an injury free department. This motto simply translates that their safety interactions is done hourly, by revisiting Xiya-Xiya and safe work procedures every hour instead of waiting for the next shift. It is always pleasing to see leaders engaged with their staff members to ensure that safety standards and procedures are adhered to. On that note, Dave Smit, Superintendent Mobile Maintenance Infrastructure was commended by his team for being a leader who follows the values of Palabora Mining Company (PMC), for being a caring leader. It is undoubtedly true that great leaders lead by example, which is what the Mobile Maintenance Infrastructure

team believes about their leader. “Palabora is not only about its employees’ safety, but also that of contractors and the community they operate in. Palabora’s paramount responsibility is to ensure that its Safety, Health, Environmental and Quality (SHEQ) are adhered to at all times and we applaud the mobile maintenance team for the stewardship. Employees are encouraged to take safety seriously, considering the current state of our safety statistics where the business suffered a fatality”, said Smit. We would like to encourage our readers that no matter how urgent the job, it must always be done in a safe manner. Remember, the company as well as your family and friends need you alive and well. Thank you Dumisani Nyathi, for reminding us of how important safety is for our well-being.

# TRAINING OPPORTUNITY AT PMC HELPS YOUNG THOMAS DLAMINI TO UNLOCK HIS FUTURE

Given the rising unemployment and slow-growing South African economy most companies are faced with, it is not surprising that work is hard to find, even for graduates. Thomas Dlamini, Superintendent at Magnetite Operations Stream Two (2) has proven that there is another way to stand out from other job seekers and improve your chances of securing employment – taking up an internship / graduate programme.

Dlamini has one motto which he applies in life, “That which you cannot change or control, do not worry about”. But was an internship really the answer to his graduate unemployment or is it just a name for work experience?

Call it what you may, work experience is important for graduates seeking employment as most employers want prior experience and are less concerned about what type of degree you have or what university you attained it from.

The young Superintendent, who was also a PMC bursary holder, obtained his degree at the University of Witwatersrand. As he relived his journey during the interview, it was clear that it takes more than work experience to secure employment. Using training opportunities that PMC currently offers; such as, vacation work, and the mentorship programme Dlamini quickly moved up the ladder.



Young Thomas was quick to let us in what molded him and aided his career growth at PMC. “I worked in different sections of Concentrator and Magnetite Operations as a graduate metallurgist, technical metallurgist and Operations specialist. My assignments included primary running process improvements projects, plants commissioning, and others”, said Dlamini.

We can only assume that due to his relationship with God, he applied his wisdom and took up vacation work while studying in order to build his professional portfolio. “I am a strong believer in God’s capabilities. He will never put me in a place in which he knows I would not survive”, said the God-fearing Dlamini.

He further said: “My secret to

success laid predominantly with successful implementation of training programmes. It is good to work hard, but hard work alone is not enough without structural support of your superiors to assist your career growth. I was delighted when PMC offered me a Graduate Engineer-In-Training (EIT) in 2014”, Dlamini further mentioned.

Sydney Kopong, PMC Senior Manager Operations, added: “Work experience is key to getting a job after you graduate, particularly in the mining field. Such exposure gives you more knowledge and we at magnetite do that with passion for young graduates. Dlamini is adding into a future leadership team that will be taking PMC to 2033 and beyond. This is testimony of a well-managed training program supported by a well-managed development system”.

# TRAINING & DEVELOPMENT AND CONTRACTOR MANAGEMENT GETS A NEW LEADER



The recent announcement by Palabora Mining Company (PMC) General Manager: Human Resources, Maboko Mahlaole on the re-alignment of Human Resources (HR) functions meant alterations in some responsibilities and roles. A process meant to optimise and shape the company towards 2030 vision and beyond.

Mmanyabela Mailula, a qualified Metallurgist, with an Honours in Management of Technology with the University of Pretoria, Workplace Assessor and Moderator took up a new role as Manager: Training, Development & Contractor Management as of 02 January 2018. Mmanyabela is not new in the Human Resource Department, what is new is the fact that Leadership Development, Talent and Contractor Management have been recently

integrated under her control. It is barely three (3) months since she occupied the office but one thing remains for sure, she is working tirelessly to deliver according to her new mandate.

Mailula joined PMC in August 2009 as a Smelter Training Officer. In 2011, she assumed the role of a Skills Development Facilitator in her capacity as the Training and Development Superintendent. The role called her to design, develop and obtain scope extension on mandatory and none mandatory learning programs, In 2014 she joined Growth department as an Operational Readiness Superintendent. She was responsible for the design, optimisation and commissioning of the Operational Readiness Centre, primary for on-boarding of Growth

contractors, training needs analysis of the new technology and related activities. In 2016, she assumed the role Manager: Operational Readiness, where she led the process of developing a Governing Framework for Operational Readiness, including commissioning and hand over of new technologies and infrastructure, in an effort to ascertain that the organisation is geared up to assume operational ownership as well as transition to stable state.

On top of her department's agenda, over and above the Social Labour Plan and Score Card, is a commitment to lead without fail a dynamic team, provide a service that is relevant to the changing organisational needs.

# MVUSO DONATES SANITARY PADS TO LOCAL YOUNG LEARNERS



“What you have done here will go a long way for our learners.”

In most disadvantaged communities, deciding whether to buy a loaf of bread to feed the stomach, or sanitary pads during a young girl's menstrual cycle is generally a tough call to make. In most cases, a call to feed hunger supersedes that of buying sanitary pads.

Most young girls are forced to stay home during their monthly period or resort to unhygienic methods. To address this plight of lack of sanitary pads, Mvusuludzo Projects, fondly known as Mvuso, visited Namakgale Primary school to donate sanitary pads to the learners. The company was represented by two (2) employees, Legend Moti and Pertunia Shai who were accompanied by one of PMC's employees, Zani Kutumela. Mvusuludzo Projects is one of the biggest contractors at Palabora Mining Company (PMC). The visit took place on Thursday the 15th of February 2018, and was warmly received by the two school teachers, Cynthia Lebethe and Evodia Mokgawa “What you have done here will go a long way for our learners. The learners often choose

to sit at home and miss school during their cycles because they fear staining their dresses and being the laughing stock amongst their peers”, exclaimed Lebethe. The school assembled approximately 45 girl learners, currently in grade 4-7 into a classroom to receive five (5) packs of sanitary towels each. The girls' faces beamed with joy as they received their packs. “As Mvusuludzo Projects, we have aligned ourselves with PMC Values being a sub-contractor. We wanted to demonstrate care to the community and tackle the plight of rural girls in need of sanitary pads head on”, said Moti, Mvuso Projects representative. With this good news story, we hope to spark national interest, and inspire other contractors to participate in similar community upliftment projects.

# New Engagements

JANUARY 2018	First name	Last name	Position	Division	Department	Gender	Ethnic origin
	Mokgadi Kgaogelo	Malatji	Operator	Operations	Concentrator Operations	Female	African
	Mokhadi Eunice	Malesa	Operator	Operations	Underground Mining	Female	African
	Masilo Clifford	Thobejane	Instrument Mechanician	Operations	Mining Maintenance	Male	African
	Mokgadi Nomsa	Mokgalaka	Training Specialist Mineral Processing	Human Resources	Training, Development & Transformation	Female	African

FEBRUARY 2018	First name	Last name	Position	Division	Department	Gender	Ethnic origin
	Bravely	Mkansi	Instrument Mechanician	Operations	Mining Maintenance	Male	African
	Trevor Thapelo	Mashala	Graduate PMC	Human Resources	Training Development & Contractor Manage	Male	African
	Immaculate Wonder	Mdhuli	Graduate PMC	Human Resources	Training Development & Contractor Manage	Female	African
	Grant David	Hughes	Graduate PMC	Human Resources	Training Development & Contractor Manage	Male	White
	Michael John	Surmon	Graduate PMC	Human Resources	Training Development & Contractor Manage	Male	White
	Muxe	Ndlovu	Graduate PMC	Human Resources	Training Development & Contractor Manage	Male	African
	Lethabo	Magongoa	Graduate PMC	Human Resources	Training Development & Contractor Manage	Female	African
	Trywel Makungu	Ngomane	Boilermaker	Asset Management	Engineering Services	Male	African
	Carl Frederik	Coetzee	Graduate PMC	Human Resources	Training Development & Contractor Manage	Male	White
	Lennel Quendoline	Khoza	Storeperson	Finance	Procurement	Female	African
	Tinyiko Enos	Chabalala	Storeperson	Finance	Procurement	Male	African
	Mpho Trinity	Manenzhe	Superintendent Development Maintenance	Growth	Underground Construction & Mining	Male	African
	Shongeleni Beauty	Chauke	In-Service MQA	Human Resources	Training Development & Contractor Manage	Female	African
	Tebogo Godwell	Mashile	Serviceperson	Asset Management	Engineering Services	Male	African
	Teresa Joaquim	Ngongo	Operator	Operations	Smelter & Refinery Operations	Female	African
	Ramokaba Reginald	Phooko	Superintendent Integrated Logistics	Marketing Sales Logistics & External Aff	Logistics	Male	African
	Kgashane Progress	Malesa	In-Service MQA	Human Resources	Training Development & Contractor Manage	Male	African
	Onie Mosenagabo	Mohlala	In-Service MQA	Human Resources	Training Development & Contractor Manage	Female	African
	Estens	Phiri	In-Service MQA	Human Resources	Training Development & Contractor Manage	Male	African

# EMPLOYEE PROFILE

Name:

**Angie Thate**

Department:

**Mining Maintenance**

Position held:

**On-setter, Underground maintenance**

Birth Place:

**Limpopo Province in Sekororo (Metz), currently residing in Lulekani**

## ***How long have you been working for PMC?***

I have been working for PMC for 10 years and I will be receiving my Long Service Award for 10 years this year (2018).

## ***Briefly share with us your career journey***

After completing my matric in Klerksdorp, I got an opportunity to work for SVC Gears technology contractor as an On-setter for a year. During that time, I was able to do on-the-job training which opened doors for me. I later got a permanent position as an On-setter 10 years ago at PMC. Though I enjoy my work, I am open to try new things.

## ***What does your day at work as an On-setter entail?***

My primary role is loading people on a conveyancer, as and when required, and loading material to underground and taking it out.

## ***How do you ensure that you work safe?***

Safety is close to my heart hence in 2016 I decided to take up a course in safety to explore my knowledge on the subject. The course has perfected my safety skills as primary responsibility is to ensure that people and the material on the conveyance travel safe at all times.

## ***What are your aspirations at work and out of work?***

I have been working for a long time as an On-setter and that has allowed me to perfect my skills which made me recognisable for the good work I do. I believe that passion, dedication and hardwork breeds success when applied wisely, both professionally and personally. On that note, I love my job and I am always ready to execute the task at hand according to instructions. I love going out with my family when I am not at work.

## ***What would you like to see feature in the publication?***

I think it's a great idea to feature employees and contractors so that everybody feels included and part of this Big Project. Not just managers but ordinary employees as well.

# Marula race & half marathon in pictures



# MEERKAT, THE MASCOT OF CHOICE!



This meerkat will soon be in a search for a name. Be on the lookout for more details in our future internal communications platforms.



The meerkat is the SHEQ mascot.  
Here is why:

- Meerkats are excellent team players and function well in large groups, they share everything;
- Meerkats also share the workload, they pitch in with all tasks and assist each other;
- Meerkats are builders and are continually renewing and improving their structures;
- Meerkats are very vigilant observers, there is always a sentry watching out for the rest of the family; and
- Meerkats are excellent communicators; all members of the gang know exactly what to do at all times.

We can learn a lot from the meerkat with regards to our SHEQ function, thus we will use the Meerkat as our mascot to lead us on our **PATH** to Zero Harm.

The acronym **PATH** stands for:

**P**articipate and keep each other  
**A**ccountable  
**T**ogether we will enforce the  
**H**abit of being a successful SHEQ DRIVER

