



**Association of Mining Industry Human Resource Practitioners**  
**5th Floor, Chamber of Mines, 5 Hollard Street, Johannesburg, 2001**  
**All correspondence to be addressed to the Secretary**  
**P O Box 61709, Marshalltown, 2107, Telephone: 011 568 2055**  
**E-mail: [karenvz@mpas.org.za](mailto:karenvz@mpas.org.za);**  
**Website : [www.amihrp.org.za](http://www.amihrp.org.za)**

**Association Not For Gain VAT NO:-4470124191**

**ASSOCIATION OF MINING INDUSTRY HUMAN RESOURCES PRACTITIONERS**

**COUNCIL 2016/2017**

**President**

**Mr R J Monare**  
HRD Manager - ESTC  
Anglo American Platinum Ltd

**First Vice-President**

**Mr W J J von Abo**  
Human Resource Manager  
AngloGold Ashanti

**Second Vice-President**

**Mrs L de Bruyn**  
Human Resources Specialist: Organisational Effectiveness  
Anglo American Platinum Ltd

**Elected Members**

|                  |   |
|------------------|---|
| Mr J P Baraganye | HRD Superintendent<br>Glencore Coal - Glencore Operations<br>South Africa (Pty) Ltd |
| Ms A Chadinha    | Senior Human Resources Officer<br>AngloGold Ashanti Ltd                             |
| Mr B I Loliwe    | Manager Projects<br>AngloGold Ashanti Ltd   |
| Mrs M P Malaza   | EE and Transformation Manager<br>AngloGold Ashanti Ltd                              |
| Mr J P Mogami    | Training Manager: Engineering<br>Impala Platinum Ltd                                |
| Mr T E Monametsi | Human Resources Manager: Operations<br>Anglo American Platinum Ltd                  |



|                   |   |
|-------------------|---|
| Mr D M Naidoo     | Senior Training and Deployment Officer<br>AngloGold Ashanti Ltd |
| Ms N Nsutsha      | Employee Relations Manager<br>Sibanye Gold (Pty) Ltd            |
| Mr A A Oberholzer | Training and Development Manager<br>AngloGold Ashanti Ltd       |
| Mr D R Ramdharee  | HRD Coordinator<br>Anglo American Platinum (Pty) Ltd            |
| Mrs H van Heerden | Senior Human Resources Officer<br>AngloGold Ashanti             |

**SECRETARY**

**Ms K van Zyl**  
Mines Professional Associations' Secretariat

**OFFICES**

Fifth Floor, Chamber of Mines Building  
5 Hollard Street, Johannesburg



**REPORT OF THE COUNCIL**

**FOR THE YEAR ENDED 30 JUNE 2017**

Presented to members of the Association at the Ninety Seventh Annual General Meeting held at Anglo American Platinum Engineering Skills Training Centre, Randfontein on Friday, 3 November 2017.

**VISION**

***”TO CONTRIBUTE TOWARDS A SUSTAINABLE MINING INDUSTRY”***

**MISSION STATEMENT**

The Association of the Mining Industry Human Resource Practitioners is committed to:

- ◆ Promoting, directing and sustaining professionalism and ethical conduct of Human Resource Practitioners in the Mining Industry in the interest of the members of the Association and the Mining Industry in general.
- ◆ Facilitating the development of the members of the Association through value adding interventions to ensure that the members are always abreast of developments in the Human Resource Field and the Mining Industry in general.
- ◆ Safeguarding the interest of the Mining Industry Human Resource Practitioners in general.

**OBJECTIVES OF THE ASSOCIATION**

- ◆ To promote and advance the status and professional standing of the members and profession.
- ◆ To foster an enterprising spirit necessary for the success of the Mining Industry amongst the members.
- ◆ To maintain a forum for constructive discussion, communication and networking for the benefit of all members.
- ◆ To safeguard and promote the interests of the Mining Industry employees in a manner that is best implemented to maintain job satisfaction and business efficiency.
- ◆ To further and promote best practice in the Mining Industry and Communities within which the Mining Industry operates.
- ◆ To ensure that the Association champions the transformation of the Mining Industry.
- ◆ To enable members of the Association to add value in the Mining Industry.
- ◆ To monitor and report on developments amongst the Mining Industry employees which are in the interest of the Mining Industry or the public.



1. **Finance**

The financial statement attached to this report shows that income for the year ended 30 June 2017 amounted to **R 329 089** which is made up of **R 211 875** from subscriptions, **R 1 750** for bad debts recovered, **R 10 494** from interest on funds invested and **R 104 950** from Associations functions.

The expenditure amounted to **R 330 994**, resulting in a net deficit (Loss) of **(R1 905)**. The reason that in the current financial year AMIHRP made a deficit mainly because of **R 41 452** bad debt.

The accumulated funds brought forward of **R416 861**, together with the deficit of **(R1 905)** results in an accumulated fund carried forward to the New Year 2017 of **R 414 956**.

2. **Subscriptions**

In terms of the powers vested in it by the Constitution and Rules of the Association, Council agreed that subscriptions for the 2017 would remain the same and would not increase.

In recent years the problems associated with collecting outstanding subscription fees is that members move and fail to notify the Association of their new address. This adds an extra administrative burden and cost to the Secretariat; therefore, Council Members appeals to members to inform the Secretariat of any address and designation changes. Members should bear in mind that email is the preferred manner of communication.

3. **Membership**

The total membership of the Association as at 30 June 2017, was 173 (186), made up of 165 (177) Ordinary members, 5 (3) Honorary Life members, 2 (2) Associate member and 1 (2) Retired member.

This represents a decrease of 13 members when compared with the previous year.

4. **Website** ([www.amihrp.org.za](http://www.amihrp.org.za))

Mr D Naidoo was nominated to assist with the following updates;

- Details of Council Members
- Conferences and Presentations
- Events
- Details of Association

5. **Strategic Planning Session 2016**

The Council's Annual Strategic Planning Session which was held at Kraalkop Game Reserve, Tholo Camp, Carletonville from 4 – 5 August 2016. It was productive in that many discussions and decisions were made about the Association and the strategy going forward.

6. **Conferences/Seminars 2016 -2017**

The following workshops were held during the year under review: July 2016 – June 2017.



The attendance of last two Conferences was very good.

|                          |   |
|--------------------------|---|
| <b>23 September 2016</b> | The Psychology of Workforce Engagement                    |
| <b>10 March 2017</b>     | Managing Emotions in the Workplace                        |
| <b>31 March 2017</b>     | This is not HR 101, Purposefully integrated HR Management |

Council wishes to stress that members should actively enjoy their participation in Association activities, rather than feeling obligated, and, for members to extract the most benefit from these meetings, it is vitally important that members participate fully in discussions on all topics.

The Council encourages all members to attend the Association's meetings, seminars and conferences to broaden their knowledge and interact with other members facing similar challenges in the Mining Industry.

The Council wishes to place on record its grateful thanks to the management and staff of the Mines and Recreation Clubs concerned for their excellent hospitality and support.

**7. Annual General Meeting and Luncheon**

The Ninety - Sixth Annual General Meeting was held at the **RPM Recreation Club, Rustenburg on 23 September 2016.**

**8. Council Meetings**

Attendance of Council members at the five meetings held during the 2016/2017 term of council were not satisfactory.

Council members need to be committed and actively involved in the affairs of the Association. Furthermore, Council appeals to members to actively participate in the nomination process for appropriate members to continue to represent current interest on Council as well as promoting the Association to reflect its current vision and mission statement.

**9. The Association as a Forum**

In pursuit of its declared objective to address pertinent human resource-related issues within the mining industry, many topics of diversity and interest were addressed, at both Council meetings and at conference level, during the year under review. The success of these conferences derived from the facilitation and interaction between the panels, speakers and members. A special thank you once again to those involved.

With the expertise available to the Association, The Council has once again been in a position to promote discuss and interact as well as transfer all information gained to members at the quarterly meetings. Thus, the Association has been able to maintain the high standards required in a professional manner.

**10. Safety and Health**

Human Resources Practitioners in the Mining Industry plays a vital role in this arena. Higher emphasis has been placed on the Roles of the Human Recourse Practitioners with regards to safety at work. This topic remains the first item for discussion on the Agenda at the Council Meetings. AMIHRP is also an active participant at the Culture Transformation Advisory Committee as a subcommittee of the mine Health and Safety Council.



The Council expresses its sincere condolences to the family and friends of our colleagues who lost their lives in mine related incidents or otherwise. Members will continue to strive making the working safe and fatal free work environment and to encourage others to do the same.

**11. Meetings of Presidents and Vice-Presidents**

The Association was once again represented at the Presidents and Vice-Presidents meetings during the year under review. These meetings continue to be a useful forum where matters of mutual interest and concern can be discussed with the other Mines Professional Associations, together with the President, Chief Executive and Senior Officials of the Chamber of Mines.

Discussions took place in 2016 and 2017 on 1 August 2016, 31 October 2016, 30 January 2017 and 12 June 2017. on the following matters, which were of concern and interest to the Associations:

- Industrial Relations in the Mining Industry
- Safety
- Dust Adoption
- Noise Adoption
- Eskom MYPD3 Application
- Mpumalanga Mining Lekgotla: Implications
- Communications

**12. Presidential Visit 2016**

The Presidential visit for 2016 was not scheduled due to poor attendance.

**13. Labour Relations**

To be fully compliant and updated with current industry trends, as well as new legislations, senior representatives of the Chamber of Mines' Industrial Relations Department provide feedback to Council members at the Bi-Monthly Council meetings.

Council wishes to place on record thanks to Dr E M L Strydom, from the Chamber of Mines.

The information gained from these briefings, although mostly of a confidential nature, is of great value and is subsequently shared with the membership through various channels. This topic also stimulates discussions pertaining to matters of importance amongst members present at these meetings and conferences.

2014 was a year of extreme challenges for the mining industry, especially within the Platinum Belt, radical changes took place on the Labour Relations front and Wage Negotiations landscape. We had turmoil and had to review and renew our labour relations skills and people engagement methods.

The industry lost billions in revenue because of the work stoppages.

**14. Presentations and Papers**

The following presentations were made at the Associations workshops.

23 September 2016 - July 2015 – The Psychology of Workforce Engagement

- Why do people work by Dr Kobus Nel.



- What has engagement got to with Business.
- What has engagement got to with Industrial Safety.

10 March 2017 – “Woman’s Event – Managing Emotions in the Workplace”

- Understanding Emotions by Mavis Ureke.
- Taking back your power by Mavis Ureke.

31 March 2017 – This is not HR 101.....Purposefully integrated HR Management

- Transaction Trumps Transformation, unless a purposefully integrated approach to HR Management is adopted by Mr S Rickman.
- Ethics & Professionalism as per the HR Competency Level by Mr S Moyo.

**15. General Issues**

The following general issues have been regularly addressed at both Council and conferences during the year under review:

- ◆ **Labour Relations**
  - ◆ Wage Negotiations
  - ◆ Bargaining Council
- ◆ **Employment Equity**
  - ◆ Labour Relations Act
  - ◆ Basic Conditions of Employment
  - ◆ Women in Mining
  - ◆ BBBEE Codes
  - ◆ Social and Labour Plan
- ◆ **Human Resource Development**
  - ◆ Neuroscience and Neuropsychology applied in organisation
  - ◆ Skills development
- ◆ **Healthcare and Welfare**
  - ◆ Employee wellness
- ◆ **General**
  - ◆ Seminars
  - ◆ Presentations at Meetings
  - ◆ Safety
  - ◆ Gala Dinner
  - ◆ Presidential Function

**16. Gala Dinner**

The Gala Dinner for 2016 and 2017 did not take place due to poor attendance

**17. Golf Day**

The Golf Day took place on 14 October 2016 at the WDL Mashie Golf Club, West Wits, Carletonville.



**18. Code of Ethics**

During 2009/2010 the Council agreed a Code of Ethics for the Association, it was considered appropriate that these be set out in the Annual Report.

**\* Competence**

Maintain competence in carrying out professional responsibilities and provide services in an honest and diligent manner.

Ensure that activities engaged in are within the limits of one's knowledge, experience and skill.

When providing services outside one's level of competence, or the profession, the necessary assistance must be sought so as not to compromise professional responsibility.

**\* Legal Requirements**

Adhere to any statutory acts, regulation or by-laws which relate to the field of human resources management, as well as all civil and criminal laws, regulations and statutes that apply in one's jurisdiction.

Not knowingly or otherwise engage in or condone any activity or attempt to circumvent the clear intention of the law.

**\* Dignity in the Workplace**

Support, promote and apply the principles of human rights, equity, dignity and respect in the workplace, within the profession and in society

**\* Balancing Interests**

Strive to balance organizational and employee needs and interests in the practice of the profession.

**\* Confidentiality**

Hold in strict confidence all confidential information acquired in the course of the performance of one's duties, and not divulge confidential information unless required by law and/or where serious harm is imminent.

**\* Conflict of Interest**

Either avoid or disclose a potential conflict of interest that might influence or might be perceived to influence personal actions or judgments.

**\* Professional Growth and Support of Other Professionals**

Maintain personal and professional growth in human resources management by engaging in activities that enhance the credibility and value of the profession.

**19. Technical Visit**

The Technical Visit took place pm 16 September 2016 at the BMW (SA) Rosslyn Plant in Akasia.



**20. Conclusion**

Conclusion will be distributed at the AGM.

**Mr R J Monare**  
**President**