



Association of Mining Industry Human Resource Practitioners
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ASSOCIATION OF MINING INDUSTRY HUMAN RESOURCES PRACTITIONERS

**98th ANNUAL GENERAL REPORT
2017/2018**



COUNCIL 2017/2018

President

Mr W J J von Abo
Human Resources Manager
AngloGold Ashanti

First Vice-President

Mrs M P Malaza
Senior HR Manager
Harmony

Immediate Past President

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

Elected Members

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

Ms A Chadinha
Senior Human Resources Officer
AngloGold Ashanti Ltd

Mr I B Loliwe
Manager Properties
AngloGold Ashanti Ltd

Mr J P Mogami
Training Manager: Engineering
Impala Platinum Ltd

Mr T E Monametsi
Human Resources Manager: Operations
Anglo American Platinum Ltd

Mr D M Naidoo
Senior Training and Development Officer
AngloGold Ashanti Ltd

Ms N Nsutsha
Employee Relations Manager
Sibanye Gold (Pty) Ltd

Mr A A Oberholzer
Training and Development Manager
AngloGold Ashanti Ltd

Mr D R Ramdharee
HRD Coordinator
Anglo American Platinum (Pty) Ltd

Mrs H van Heerden
Senior Human Resources Officer
Harmony

Association Secretary

Mrs E Govender
Mines Professional Associations' Secretariat

OFFICES

Fifth Floor, Minerals Council South Africa
5 Hollard Street, Johannesburg

Association of Mining Industry Human Resources Practitioners



REPORT OF THE COUNCIL FOR THE PERIOD ENDED 30 JUNE 2018

Presented to members of the Association at the Ninety-Eight Annual General Meeting held at Randfontein Golf Club; Randfontein on Thursday, 30 August 2018.

VISION

"TO CONTRIBUTE TOWARDS A SUSTAINABLE MINING INDUSTRY"

MISSION STATEMENT

The Association of Mining Industry Human Resources Practitioners is committed to:

- ◆ Promoting, directing and sustaining professionalism and ethical conduct of Human Resources 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 Resources field and the Mining Industry in general.
- ◆ Safeguarding the interest of the Mining Industry Human Resources 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.
- ◆ To adopt and comply with the code of conduct of the South African Board for Personnel Practice and to retain membership of the Human Resources Council of South Africa

FINANCE

The financial statement attached to this report shows that income for the year ended 30 June 2018 amounted to **R 287 961** which is made up of **R 195 000** from subscriptions, **R 2 751** from interest on funds invested and **R 90 210** from Association functions.

The expenditure amounted to **R 188 763**, resulting in a net profit **R99 198**.

The accumulated funds brought forward of **R294 468**, together with the surplus of **R 99 198** results in an accumulated fund carried forward of **R393 666**.

In terms of the powers vested in it by the Constitution and Rules of the Association, Council agreed to the amendment of the financial year being, 1 January to 31 December.

SUBSCRIPTIONS

In terms of the powers vested in it by the Constitution and Rules of the Association, Council agreed that subscriptions for 2018 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.

MEMBERSHIP

The total membership of the Association as at 30 June 2018, was **158** (173), made up of **153** (165) Ordinary members, **5** (5) Honorary Life members.

This represents a decrease of 15 members when compared to the previous year. The decrease is a factor resulting of members leaving the industry or resigning membership.



WEBSITE (www.amihrp.org.za)

Mr D Naidoo was nominated to be the custodian of the website and to assist with the following updates;

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

We have placed the recent CEE report on the website for members' ease of reference.

CONFERENCES/SEMINARS 2017 -2018

The Council took a decision that we will present less conferences, but aim to achieve better attendance at these conferences. We have been successful in achieving this with the two conferences we held since taking this decision.

The following workshops were held during the year under review: July 2017 – June 2018

Diversity & Inclusion

16 March 2018, Gold Reef City Theme Park

Attendance: 80 persons

Presenters:

- ◆ Ms T Thankge – SABPP
- ◆ Ms N Molefe – Mandate Molefe

Managing Emotions

20 April 2018, Randfontein Golf Club

Attendance: 60 persons

Presenter:

- ◆ Ms M Ureke – Training B2B

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 concerned for their excellent hospitality and support.

ANNUAL GENERAL MEETING AND LUNCHEON

The Ninety – Seventh Annual General Meeting was held at the Anglo American Platinum Engineering Skills Training Centre, Randfontein on 3 November 2017.

COUNCIL MEETINGS

Attendance of Council members at the meetings held during the 2017/2018 term of council were 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 vision and mission statement.

THE ASSOCIATION AS A FORUM

In pursuit of its declared objective to address pertinent human resource-related issues within the mining industry, topics of diversity and interest were addressed at both conferences during the year under review. The success of these discussions derived from the facilitation and interaction between the presenters 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 meetings. Thus, the Association has been able to maintain the high standards required in a professional manner.

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.

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 towards making the working place a safe and fatal free environment and to encourage others to do the same.

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.

Meetings took place on:

- ◆ 12 June 2017
- ◆ 18 September 2017
- ◆ 27 November 2017
- ◆ 18 June 2018

Presidential Visit 2017

The Presidential visit for 2017 was not scheduled as per decision from Council.

LABOUR RELATIONS

This topic remains an item for discussion on the Agenda at the Council Meetings.



GENERAL ISSUES

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

- ◆ Labour Relations
- ◆ Wage Negotiations
- ◆ Employment Equity
- ◆ Labour Relations Act
- ◆ Basic Conditions of Employment
- ◆ Women in Mining
- ◆ Social and Labour Plan
- ◆ Human Resource Development
- ◆ Employee wellness
- ◆ Seminars
- ◆ Presentations at Meetings
- ◆ Safety
- ◆ Gala Dinner
- ◆ Presidential Function
- ◆ General Matters

CODE OF ETHICS

During 2008 the Council agreed on 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 as a whole.

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.

TECHNICAL VISIT

A technical visit took place on 8 June 2018 at Afrox, Germiston with 16 members in attendance.

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

CONCLUSION

The Council wishes to express its appreciation to all members for their support and attendance at various meetings.

I would also like to extend my gratitude to fellow Council members for their support during the year.

Your Council wishes to record its sincere appreciation of the services rendered to the Association by the Secretary and the Mines Professional Associations' Secretariat during the year.

Mr WJJ von Abo
President