



Association of Mining Industry Human Resource Practitioners

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Association Not For Gain

VAT No: 4470124191

**ASSOCIATION
OF
MINING INDUSTRY
HUMAN RESOURCES PRACTITIONERS**

**100th ANNUAL GENERAL REPORT
2019**



Association of Mining Industry Human Resource Practitioners

PRESIDENT MESSAGE



Ms. Mabo Malaza
President

First of all, I would like to sincerely thank you all for your confidence in the Association, and the confidence bestowed upon me to hold the presidency of AMIHRP for the term period until March 2022. I must say that, the dedication and leadership of all former presidents, and very efficiently seconded by our council members makes my task easier because they have maintained the relevancy of this Association in the HR professional space and in particular, within the Mining Industry. I am called to maintain and preside over what is already a good level field.

In 2019, our Association have celebrated its 100 years' centenary, and that is the biggest milestone for the existence of this Association. It can be imagined as far back as 1919, how much of change has happened within our human resources professional space and in mining overall. From the technology of mining and staffing of people to deliver on the mining operations, to legislative and policy changes, the socio-psychological profile of our employees and the political landscape amongst others, all contributed to how human resources remained a strategic partner to the ever changing working environment.

More and more, business realises how important is People Investment in the success of any business. This has just accelerated the critical role that human resources play in a business. It further demands of all HR professionals to always be ahead of times, to be the first to observe trends from shortcomings, the first to propose new ways of dealing with people complexities in a working environment and most importantly our value add in the transformation of our industry from policy development and strategies, work practices and standards, and supporting the industry in the skills preparedness of the future of mining in the digital and technology space.

The road is still long; a whole field of challenges lies in front of us. However, for every challenge, arise opportunities. The COVID-19 pandemic as one of the challenges has accelerated the process of change, prompting us to rethink new patterns of life and work. HR played a critical role during national lockdown, where over 80% of our economic activities were closed. Working hand in hand with government officials in the management of crisis by sharing decisions and political guidelines in order to mitigate the health, economic and social turmoil in our country. The employee tracing, data management systems, development and urgent changes in policies and practices, the care model and integration of digital technologies were amongst those diligently driven by HR professionals. "Now that's Value-Add"

The COVID-19 Pandemic has already profoundly changed many aspects in the field of human resources and in the society. The push to acknowledge and reinforce the use of digital technologies prompts for paradigm shifts in policy development, work flexibilities, different HR practices amongst others. These are issues that were already in the pipeline for discussions in our Association, it has now become critical to accelerate these discussions for implementation.

As we continue to create value for our industry as HR professionals, I urge everyone to remain relevant to the business, capacitate yourselves with the latest trends in the HR practices, connect more with your counterparts, share priorities and best practices within the various mining commodities. AMIHRP creates value for its members and HR professionals at large by availing the platforms through seminars, technical visits, webinars, and conferences, and it is through these platforms that members can broaden their scope from knowledge, networking, best practices, and coaching.

We should work together to safe guard the interest of the Mining Industry Human Resources Practitioners in general in order to reinforce our professions and the values we stand for. I, as a person, aim to continuously create that value to the Industry and so should you.



Association of Mining Industry Human Resource Practitioners

COUNCIL 2019

President

Mrs M P Malaza
Head of Learning, Development and Transformation
Harmony Gold Mining

First Vice-President

Ms N Nsutsha
Human Resources Manager
Sibanye-Stillwater

Immediate Past President

Mr W J J von Abo
Human Resources Manager
AngloGold Ashanti

Elected Members

Mr R J Monare
HRD Manager - ESTC
Anglo American Platinum 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

Mr A A Oberholzer
Training and Development Manager
AngloGold Ashanti Ltd

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

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

Association Secretary

Miss M Buthelezi
Mines Professional Associations' Secretariat

OFFICES

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



Association of Mining Industry Human Resource Practitioners

REPORT OF THE COUNCIL FOR THE PERIOD ENDED 31 DECEMBER 2019

Presented to members of the Association at the 100th Annual General Meeting on 4th December 2020 on Microsoft Teams.

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.

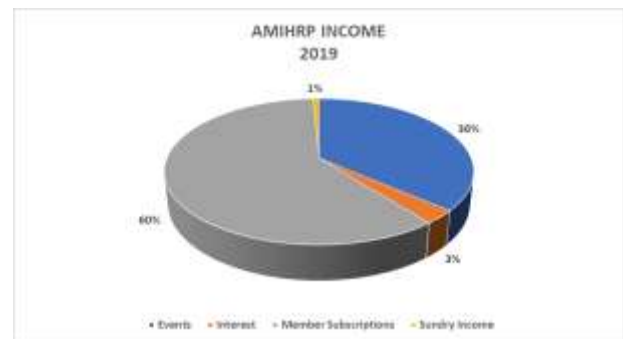
OBJECTIVES OF THE ASSOCIATION

- ◆ 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 31 December 2019 amounted to **R 306 287** which is made up of **R 183 280** from subscriptions, **R 9 168** from interest on funds invested, **R 111 539** from Association functions and **R 2 300** from Sundry Income.



The expenditure amounted to **R 311 142**, resulting in a deficit of **(R4 855)** for the financial period.

The accumulated funds brought forward of **R342 848**, less the deficit for the year of **(R4 855)** resulting in accumulated fund carried forward of **R337 993**.

SUBSCRIPTIONS

In terms of the powers vested in it by the Constitution and Rules of the Association, the Council has agreed that subscriptions for 2020 (Associate, Ordinary and Honorary Life members) would remain unchanged for 2020 at **R 1 300 per annum** (excluding VAT).

Concern remains with the collection of outstanding subscription fees due to members' non-notification of address/company change. Council Members appeals to members to inform the Secretariat of any address, company and designation changes.

Members are reminded that email is the preferred manner of communication.



Association of Mining Industry Human Resource Practitioners

MEMBERSHIP

The total membership of the Association as at 31 December 2019, was **164** (156), made up of **160** (152) Ordinary members, **4** (4) Honorary Life members.

This represents an increase of 8 members when compared to the previous year.



WEBSITE (www.amihrp.org.za)

Mr D Naidoo is the nominated Council member 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

WORKSHOP(S) 2019

The Council took a decision to present less events, but aim to achieve better attendance at these conferences.

We have been successful in achieving this since taking this decision.

The following workshops were held during the year under review: 2019

The Human Resources in the Fourth Industrial Revolution workshop was presented by Mr Amos Mphephu on 12 April 2019 at the Randfontein Golf Club with an attendance of 120 delegates

TECHNICAL VISIT

The following technical visits were hosted:

Sandvik

27 June 2019

Attendance: 20 persons



Mponeng Underground Visit

02 August 2019

Attendance: 20 persons



The Council encourages all members to attend the Association's meetings, technical visits, seminars and workshops 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 – Ninth Annual General Meeting was held at the Randfontein Country Club, Randfontein on 12 April 2019.

COUNCIL MEETINGS

Attendance of Council members at the meetings held during the 2019 term of council were satisfactory.

- 25 January 2019 - Teleconference
- 05 April 2019 - Minerals Council SA
- 14 June 2019 - Gecko Ridge, Pretoria
- 23 August 2019 - Old Mutual, Rivonia in Sandton

Council members are committed and actively involved in the affairs of the Association. Council appeals to members to actively participate in the nomination process to continue to promote the Association interests and 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 are addressed at the events during the year under review.

The success of these discussions derived from the facilitation special thank you once again to those involved.

With the expertise available to the Association, the Council has been in a position to promote, discuss and interact as well as transfer all information gained to members at the meetings.

The Association has been able to maintain the high standards required in a professional manner.



Association of Mining Industry Human Resource Practitioners

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.

MPAS PRESIDENT AND VICE-PRESIDENT MEETING(S)

The Association was once again represented at the Presidents and Vice-Presidents Council meetings, which consists of 13 Associations 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.

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 and Industrial actions
- ◆ Wage Negotiations and Communication strategies
- ◆ Employment Equity and Transformation
- ◆ HR Policies, Processes and Procedures
- ◆ The Legislative Framework within the HR Fraternity
- ◆ POPI Act and its regulations
- ◆ Women in Mining
- ◆ 4th Industrial Revolution in the Mining and HR space
- ◆ Skills preparedness - HR Future
- ◆ Human Resource Development
- ◆ Employee wellness and Socio-Psychological wellness
- ◆ Seminars
- ◆ Presentations at Meetings
- ◆ Health and Safety
- ◆ Gala Dinner
- ◆ Presidential Function
- ◆ General Matters

CODE OF ETHICS

The Code of Ethics for the Association is set out as follows:

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.

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.