



Association of Mining Industry Human Resource Practitioners

All correspondence to be addressed to the MPAS Secretary
Rosebank Corner – West | 191 Jan Smuts Avenue | Parktown North | 2193

T: (+27) 11 568 2050 | (+27) 11 568 2054

E: mbalenhleb@mpas.org.za

An association not for gain

Vat No: 4470124191

ASSOCIATION OF MINING INDUSTRY HUMAN RESOURCES PRACTITIONERS

102 ANNUAL GENERAL REPORT
2021



Association of Mining Industry Human Resource Practitioners

PRESIDENT MESSAGE



Nokuthula Nsutsha
President

Firstly I would like to thank the ESTC for hosting our AGM, the AMIHRP has been around since 1919, today this association is celebrating 103 years.

The road has not been easy since COVID19 pandemic in 2020, it was not business as usual for the Association and its members. The situation called for critical events such as technical visits, golf days and any other initiatives that we used as fund raising for the association to be put on hold. We had some mining houses that use to support the Association putting on hold subscriptions as a result of the pandemic. We thank the Mining Houses that continued to support the work of the association during this time. Even so, I still believe and recognize that for every challenge, arise opportunities. The COVID-19 pandemic has proved to be one of the challenges that has accelerated the process of change, prompting HR to rethink new patterns of life and work. I must say HR Practitioners played a critical role during the national lockdown, where over 80% of our economic activities were closed. Working hand in hand with government in the management of crisis by sharing decisions and political guidelines in order to mitigate the health, economic and social chaos in SA 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 road is still long; a whole field of challenges lies ahead of us. The impact of hybrid working on employees and employers, and the effect this had on people and their careers had been severe now that we're coming out of the pandemic. This is where HR can play a major role in assisting organizations to go through this process painlessly. How employers are approaching bringing employees back to the office and what that means for employee productivity and engagement, need HR intervention. There is a need for collaboration with other HR associations like SACHRA, this is HR practitioners' association in the colliery space which faces similar challenges as we all in mining.

Companies need HR to be in the driving seat. As HR Practitioners we cannot be in the driving seat if we do not understand the business and environment we are in, so it is key for me to remind HR practitioners about the importance of HR capabilities needed for us to remain relevant to the business:

1. Understand (Human Capital)Talent - create initiatives around competences, workforce, and individual skills required for the future, so that productivity and results can be realized
2. Leadership - HR initiatives that build individual leaders and shared leadership for strategic realization and reinvention
3. Organization - initiatives around organization capabilities, workplace and teams for customer results
4. Human Resources - HR initiatives about HR department practices, governance and people - in this way HR can contribute to Financial results (cash flow, investor confidence) also community results, social citizenship, reputation (ESG)

The Association aims to continuously establish more platforms/forums for constructive discussions, communication and networking for the benefit of its Members, and to contribute towards a sustainable mining industry.



Association of Mining Industry Human Resource Practitioners

COUNCIL 2021

President

Ms N Nsutsha
Human Resources Manager
Sibanye-Stillwater

First Vice-President

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

Immediate Past President

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

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
Harmony Gold Mining

Mr A A Oberholzer
Training and Development Manager
Harmony Gold Mining

Mr G G Janse van Rensburg
Unit Manager Learning & Developments
Sibanye-Stillwater

Association Secretary

Miss M Buthelezi
Mines Professional Associations' Secretariat

OFFICES

3rd Floor, Rosebank Corner – West,
191 Jan Smuts Avenue, Parktown North,
Johannesburg, 2193



Association of Mining Industry Human Resource Practitioners

REPORT OF THE COUNCIL FOR THE PERIOD ENDED 31 DECEMBER 2021

Presented to members of the Association at the 102 Annual General Meeting on 04 November 2022 at Anglo American Engineering Skills Training Centre (ESTC) Randfontein & Microsoft Teams, Online.

VISION

"TO CONTRIBUTE TOWARDS A SUSTAINABLE MINING INDUSTRY"

MISSION STATEMENT

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

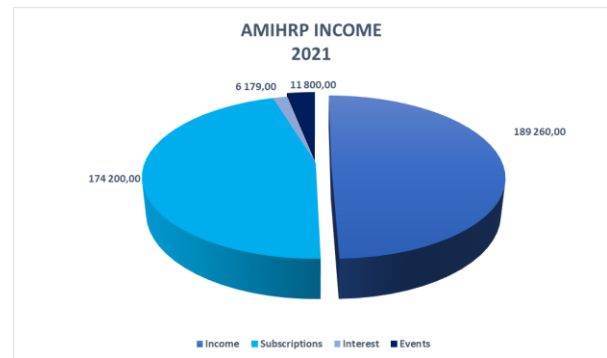
- ◆ Promoting, directing and sustaining professionalism and ethical conduct of Human Resources Practitioners in the Mining Industry in the interests of the members of the Association and the Mining Industry in general.
- ◆ Facilitating the development of the members of the Association through value adding 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 2021 amounted to **R 189 260** which is made up of **R 174 200** from subscriptions, **R 3 260** from interest on funds invested, **R 11 800** from Association functions.



The expenditure amounted to **R 210 470**, resulting in a deficit of **(R 21 210)** for the financial period.

The accumulated funds brought forward of **R 292 881**, less the deficit for the year of **(R 21 210)** resulting in accumulated fund carried forward of **R 271 671**.

SUBSCRIPTIONS

In terms of the powers vested in it by the Constitution and Rules of the Association, the Council has agreed that subscriptions for 2022 (Associate, Ordinary and Honorary Life members) would increase for 2022 therefore the member subscriptions are at **R 1 400 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 2021, was **141** (158), made up of **137** (154) Ordinary members, **4** (4) Honorary Life members.



The level of membership can only be maintained by the commitment of current membership to vigorously recruit new members and to making meetings more interesting and vibrant.

The membership data base has been updated and refreshed resulting in an increase in the number of members whose addresses are unknown as well as those members who have left the Mining Industry, these have been excluded from the annual figures.

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

The following workshops was held during the year under review: 2021

TECHNICAL VISIT

The following technical visit was hosted:

DigiMine, Wits Mining Institute
27 September 2021

TECHNICAL VISIT

27 SEPTEMBER 2021

TIME: 08H30-11H30

PROGRAMME



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.

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)

Meetings of the Associations' Presidents and Vice-Presidents were held on a quarterly basis in 2021.

These meetings, chaired by Mr A Brown (AMMSA Past President) provides guidance to the management of the Secretariat, reviewed the performance of the Associations, outsources service providers and provided the opportunity for each Association to share their activities for the year.

These meetings also served the purpose of creating an esprit de corps amongst the Associations and have provided an excellent forum where matters of concern and mutual interest to the twelve Professional Associations might be discussed at an Inter-Association level.

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.

With the commitment of the President and Council members, the upcoming year looks promising, with the focus on looking forward to rejuvenating every member.

Although the coal mining industry is in a phase of uncertainty, we will continue to encourage all mining houses, including private mines to support the Human Resource function within the coal mining industry in South Africa.

Council also wishes to record its appreciation, on behalf of the Association, for the administrative services and support rendered by the Mines Professional Associations' Secretariat and staff in the management of the Associations affairs.

I would also like to extend my gratitude to fellow Council members and to Association members for all their support during my term of office as President of the Association.

Nokuthula Nsutsha
AMIHRP PRESIDENT 2022