



20th ANNUAL REPORT

OF THE COUNCIL FOR THE YEAR ENDED
31 DECEMBER 2021

MINING THE POTENTIAL OF PEOPLE

COUNCIL 2021

President

Mr S Makile
Seriti Coal (Pty) Ltd

Vice-President

Mrs J Olivier
Thungela Resources (Pty) Ltd

2nd Vice-President

Mr S Mabuza
Sasol Mining (Pty) Ltd

Past President

Mrs L
Tshabalala
Sasol Mining (Pty) Ltd

COUNCIL MEMBERS

Ms E Bartlett
Sasol Mining (Pty) Ltd

Mr K I Dlamini
Kalagadi Manganese

Mr A Phokojoe
Sasol Mining (Pty) Ltd

Mr P Soviya
Thungela Resources (Pty) Ltd

Mr S Mbethe
Thungela Resources (Pty) Ltd

Mr T Masike
Seriti Coal (Pty) Ltd

Mrs P Mahlangu
Seriti Coal (Pty) Ltd

Ms Z Nkosi
Seriti Coal (Pty) Ltd

SECRETARIAT

Miss M Buthelezi
Mines Professional Associations' Secretariat

OFFICES

Rosebank Corner – West
191 Jan Smuts Avenue
Parktown North | 2193

PAST PRESIDENTS

JE	JE	2001 - 2002
PW	SENOAMADI	2003
P	KORFF	2004
H	ROETS	2005
RE	LEEJW	2006 -2007
SE	NDIMANDE	2007 -2008
MR	CUMMINS	2009 -2010
S	VILJOEN	2011-2012
S	CLARKE	2013
J	PIENAAR	2014
P	SOVIYA	2015 - 2016
HSS	LANDMAN	2017
T	MASIKE	2017 - 2018
L	TSHABALALA	2019 - 2020
S	MAKILE	2021

REPORT OF THE COUNCIL

FOR THE YEAR ENDED 31 DECEMBER 2021

Presented to the members of the Association at the 20th Annual General Meeting held at Anglo American's Zibulo Colliery, Harambee Hall on Friday, 01 July 2022.

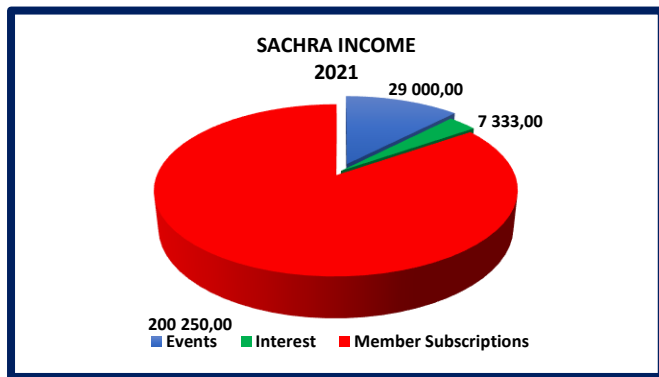
FINANCE

FINANCIAL STATEMENT

The financial statements appended to this report indicate that income for the year amounted to **R 236 583** made up of subscriptions received during the year from Associate and Ordinary members, Seminars, Golf days and interest received from investment.

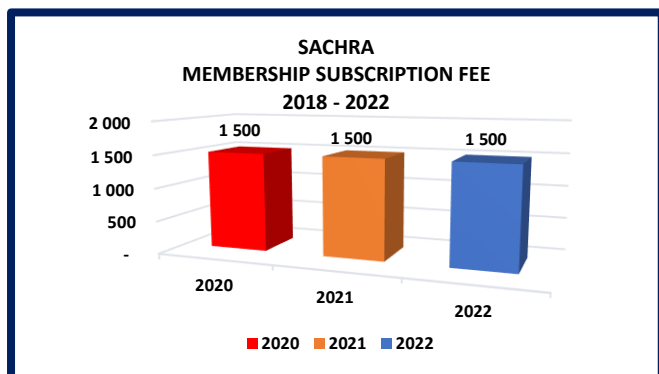
Expenditure amounted to **R 240 715** resulting in a deficit of **R 4 132** for the financial period.

Accumulated funds of **R 443 079** will be carried forward to the new financial year.



SUBSCRIPTIONS

In terms of the powers vested in it by the Constitution and Rules of the Association, the Council agreed that subscriptions for 2022 (Ordinary and Associate Members) would remain at **R 1 500 per annum** (excl. VAT).

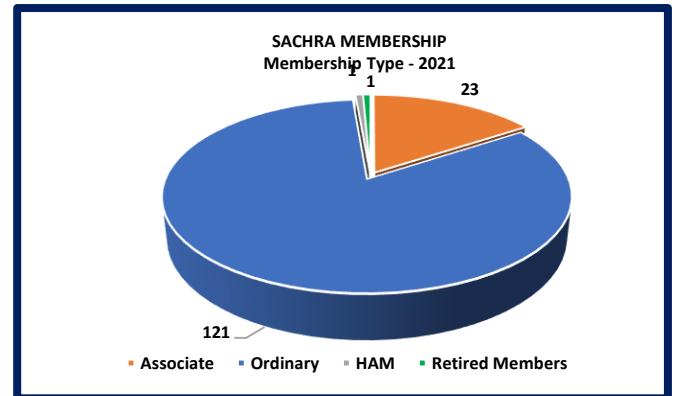


Concern remains with the collection of outstanding subscription fees due to members' non-notification of address/ company change. Council Members appeals to members to inform the Secretariat of any address, company and designation changes.

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

MEMBERSHIP

The membership of the Association as at 31 December 2021 was **146** (156), made up of **121** (129) Ordinary members, **23** (25) Associate members, **1** retired member and **1** Honorary Associate member.



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.

INDUSTRIAL RELATIONS

In order to be fully conversant with current industry trends, as well as new legislation, Council receives regular briefing through the Minerals Council South Africa Industrial Relations Services and from Mining Houses, this is shared with members.

The information gained from these discussions, although mostly of a confidential nature, is of great value and is subsequently shared with members through various channels.

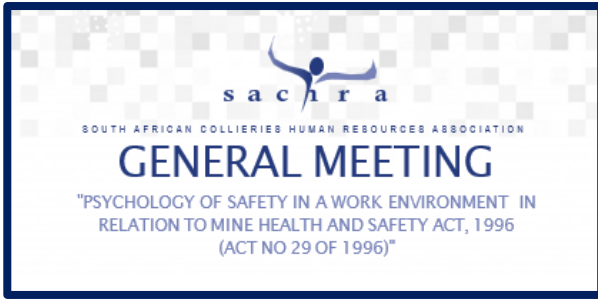
GENERAL MEETINGS

The General meetings was hosted on the following four date:

1. 11 March 2021 – Online

The following paper was presented were:

- Phelekeza, Psychology of safety in a work environment in relation to Mine Health and Safety Act.
- Christine de Villiers & Dr Floris Burger



The success and viability of the Association largely depends on active participation by members at meetings during the year.

General Meetings, as well as being the main communication medium, are the core activity of the Association and the interaction and free exchange of information between members is of extreme importance, not only by informing members of potential problem areas but also the way in which these problems can be resolved.

Your Council would like to stress that members, rather than feeling obligated to take part in affairs concerning the Association, should actively enjoy their participation. In order for members to extract the most benefit from these meetings, it is of vital importance that they participate fully in discussions on all topics.

The meetings were well supported during the year and shows the commitment by members to the Association. The meetings were interesting, and presentations were of great value to those members committed to attending. Your Council wishes to place on record its grateful thanks to the hosting mines and their managements.

Various guest speakers were invited to attend the General Meetings and gave informative presentations on the various topics.

PRESIDENTS AND VICE- PRESIDENTS MEETINGS

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.

THE ASSOCIATION AS A FORUM

In pursuit of its declared objective to address pertinent human resource-related issues within the mining industry, many diverse topics of mutual interest were addressed during the year under review at the General Meetings.

Consequently, and with the expertise available to the Association, Council has been in a position to promote discussion and

interaction and subsequently disseminate all information gained to members at the quarterly General meetings.

HEALTH AND SAFETY

Human Resources Practitioners in the Mining Industry play a vital role in this arena, therefore safety has always been accorded a high priority, which is reflected by the fact that Safety is the first item for discussion at all General and Council meetings.

TECHNICAL VISITS

Council will continue to seek out interesting and diverse technical visits for members, providing them the opportunity to experience other companies' operations.

Due to the COVID-19 Pandemic and regulations as set out by the Republic of South Africa, no technical visits were hosted in 2021.

BREAKFAST SEMINAR

The breakfast seminar is ideal opportunity to show case knowledge of members of the Associations and allowed the opportunity to share knowledge and network.

WEBSITE and COMMUNICATION

The Association's website address is www.sachra.org.za. The website gives members valuable information on Association as well as contact details for representatives on Council and other Committees. All technical presentations, calendar, communication sheet and upcoming events are uploaded.

SOUTH AFRICAN COLLIERY MANAGERS' ASSOCIATION (SACMA)

The President attended Council meetings of SACMA during the year. This afforded the opportunity to pass on the Association's views to SACMA and to disseminate information received from attending SACMA Council meetings to members at General Meetings. The Association wishes to place on record its thanks to the South African Colliery Managers' Association for its support during the year.

JOINT GENERAL MEETING OF COAL ASSOCIATIONS

A Joint General Meeting was held on 26 November 2020 at the Kriel Lapa, Kriel.

PRESIDENTIAL FUNCTION

The Presidential Function was cancelled due to Covid-19.

GOLF DAY

A very successful golf day was held at the Greenside Golf Club on 11 December 2021. The Golf Day has become an annual event for the incumbent President to arrange and raise funds to support Council various initiatives.

Council wished to place on record its thanks to the sponsors who generously supported the occasion.

The events were successful and well supported by members and the mining industry



- Encourage council members to attend meetings on a more regular basis.

CONCLUSION

Finally, the Council wishes to express its appreciation to the South African Colliery Managers' Association for its support and attendance at the various meetings, as well as to all members, both old and new, for their support, and especially to those who have provided input in one form or another, as well as to all mine management for their continued support of the Association.

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.

Mr S Makile
SACHRA PRESIDENT 2021

FUTURE CHALLENGES

The Council continue with the support of its members to:

- Encourage new members to attend and participate in general meetings.
- Transform the association and the council to become representative of the demographics of our country and its rainbow nation and
- Focus our efforts to achieving our vision, mission and objectives established at the strategic planning sessions.
- Involve mining houses that do not participate regularly.
- Add value to the Coal mining industry.



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