



# Columns



News for SAPREF people, neighbours and other stakeholders

AUGUST 2010

## CARING for our contractors

SAPREF has recently re-launched its HIV programme for contractors in a bid to strengthen the fight against HIV on site. Dubbed CARE, which is short for Contractor Aids Relief, the new programme aims to create universal access to HIV testing and treatment for contractor staff who work on the SAPREF site on a long term basis.

SAPREF has had an optional HIV programme for contractors since 2008. When the provider of that programme proved unable to continue with it because of funding constraints by its donor, SAPREF took a decision to take over and fund the programme as part of its social investment. "This decision was mainly informed by a belief that the workplace has a major role to play in reducing deaths from HIV because in the workplace employees are a "captive" audience that can be accessed easily for HIV interventions," said SAPREF MD Bart Voet.



*Representatives of various companies recently underwent HIV Management Training as part of the CARE programme. The main objective of the training is to enable the managers to understand the pandemic better in order to support their employees more effectively.*

Easy accessibility of HIV interventions in the workplace also has the potential to increase uptake of the interventions compared to when employees have to look for interventions elsewhere.

McCord Hospital's Aids Unit, Sinikithemba, has been chosen as the preferred provider of the programme. Sinikithemba already runs an extensive HIV programme in the community. "We are confident of McCord Hospital's ability to render the right standard of care to SAPREF contractors. Equally importantly, SAPREF sees its partnership with Sinikithemba as a means of strengthening Sinikithemba's capacity to continue providing AIDS programmes in the broader community," says Lindiwe Khuzwayo, SAPREF's Sustainable Development Manager.

The package of care includes voluntary testing and counselling, CD4 count testing for those who test positive, a wellness programme for those who are positive but don't yet require treatment and treatment for those who need it.

Explains Lindiwe: "The programme is meant for contractors who have been based at the SAPREF site for a period of at least a year. When contractors leave a company, they will be allowed to continue on the programme for three months while they find an alternative treatment provider."

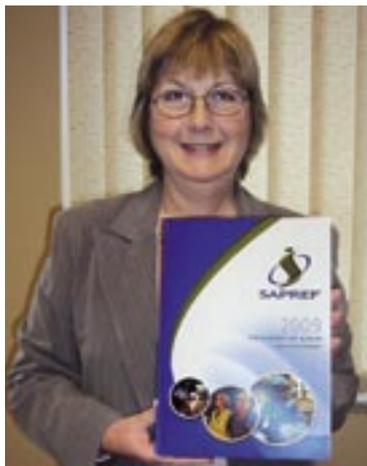
While the programme has been made mandatory for all contractor companies with employees based at SAPREF on a long term basis (except for those with their own comprehensive programmes) it is voluntary for individual employees.

Said Lindiwe: "Even though contractors are not SAPREF employees they are key to the success of SAPREF, hence SAPREF's decision to take over and fund the programme. We therefore hope that contractor colleagues will make use of the programme fully."

The CARE programme supplements the HIV programme for SAPREF staff which is managed by LifeWorks.

# A word to our Stakeholders

Margaret Rowe displays a copy of SAPREF's 2009 Sustainability Report to stakeholders.



SAPREF's annual Sustainability Report is available and is in the process of being distributed to stakeholders. The report gives information on SAPREF's economic, operational, environmental and social performance during 2009.

Communications manager, Margaret Rowe, says: "This time we have included a Q&A section where our managing director has answered some of the questions SAPREF is frequently asked by our neighbours in the community. On the photographic side, most of the pictures in the report depict scenes from our major maintenance Turnaround last year."

The report can be viewed on [www.sapref.com](http://www.sapref.com) or, if you would like a hard copy, email your name and address to [public@sapref.com](mailto:public@sapref.com).

# Minister drops by



Minister of Education, Angie Motshekga, second from right, and other education officials address learners at the SAPREF-sponsored Winter School in Umlazi.

SAPREF runs a Saturday School at Velabahleke High School in Umlazi providing extra tuition in maths, science and English to Grade 12 learners. During the mid-year school holiday this year, it was decided to replace the Saturday School with a two week Winter School. On hearing of the programme, the Minister of Basic Education, Angie Motshekga, decided to visit the school to address the 250 learners who attended.

She expressed the Department's gratitude to SAPREF for the sponsorship and encouraged the learners to make sure that they worked hard to ensure a place in higher education institutions.

# Schools upgrade project continues

In 2009 SAPREF initiated a project to uplift infrastructure at schools in areas neighbouring the refinery. "An evaluation of school needs showed that improvement to ablution facilities was the most urgent requirement at most schools," says Leonard Mbokazi, SAPREF's community liaison officer. During the course of last year, work was undertaken at ten schools resulting in newly refurbished ablution blocks at each school.

"The project has continued this year with two schools, Settlers Primary School in Merebank and Durban East Primary School in Wentworth, receiving attention so far. The work included repairing toilet cisterns, replacing piping, painting of toilet blocks and replacing roof sheeting," explains Leonard.

The next phase is replacing broken window panes, repairing classroom doors, ceilings and floors, and painting classrooms in some 16 schools.



SAPREF has upgraded the ablution facilities at Durban East Primary School in Wentworth as part of their schools upliftment initiative which commenced in 2009.

"We are grateful for the assistance of our contractor, Kantey & Templer, who has helped in scoping the work to be done at each school free of charge as part of their social investment," says Leonard.

# TURNAROUND

## news

“Mechanical maintenance in a refinery is an ongoing activity to ensure the integrity and reliability of the plant and equipment,” says Peter Luteijn, SAPREF’s Turnaround Events Manager who likens this to condition monitoring of tyres on a motor car. “When you see the tread on your tyres wearing thin, you would replace the tyres to ensure that the performance of your vehicle is not impacted by worn tyres. In the refinery, components are continually being monitored, inspected and replaced to optimise the efficiency and safety of the plant which often results in a Turnaround (planned shutdown) taking place to allow the work to be executed.”

He goes on to say: “We have a technique for identifying which areas need attention and these are scheduled into a plan two or three years ahead. Apart from the routine maintenance and inspection done during a Turnaround, the opportunity is normally taken to execute project work while certain units are shut down.”



*Two new columns to be installed in the alkylation unit.*

This year, the main portion of the scope of work is project related. For the alkylation unit this includes the construction of a dedicated cooling water system, and the replacement of the top section of the refractorator column, two other main columns and about 440 metres of piping. Two hydrodesulphurisation units will also be taken out of service for catalyst change-out. The work will be undertaken during August and September at a cost of about R180 million.

The alkylation Turnaround has been classified, in Shell terminology, as a medium complexity Turnaround. Says Peter: “This is not based on the volume of work, but more due to the nature of the scope being executed. This year, the welding scope is considerably higher than that experienced during other alkylation unit Turnarounds. Added to that, the unit is very congested by design and limited days are available to complete the welding. This means that just bringing in more resources will not help us deliver our target dates. On the contrary, this Turnaround is focused on using less resources than historically used and working

a shorter day to reduce fatigue. In return we expect better management of the direct field labour and more focus on getting the work done.”

## ‘All change’ for Turnaround leaders

Chris Kalaba was appointed Turnaround Events Manager on 1 June and will assume the role on a full-time basis in September after the 2010 Turnaround is completed. The present Turnaround Events Manager, Peter Luteijn, will become Area Engineer for the Central Zone.

Chris will then be responsible for leading the large complex 2011 Turnaround in the South Zone from the preparation and planning stage to prefabrication, execution and post-Turnaround review. “This is an exciting move and I am looking forward to delivering future Turnarounds safely, on time and to a high degree of quality,” says Chris.

Chris joined SAPREF in 1999 and has experience in most of the zones in the refinery. He also completed a four year assignment as senior consultant at Shell Global Solutions in the UK. His work overseas included Turnaround business process design and implementation, defect elimination, process implementation, Shell reliability centred maintenance and business risk development, and covered Shell refineries and third party sites around the globe.



*Chris Kalaba will take over fully as Turnaround Events Manager after the 2010 Turnaround is completed in September.*



*Peter Luteijn, Turnaround Events Manager, who is managing the work on the alkylation unit.*

“One of the most exciting projects was the Opportunity Confirmation Programme in Serbia (formerly Yugoslavia) where I was site lead for operational excellence and asset management. This enabled me to implement a diverse number of improvements at two government-owned refineries located 30 km apart,” he says.

# Investments lead to **CONSISTENT** *environmental performance*

**S**APREF operates under a Scheduled Trade Permit issued by the eThekweni Health Department. On an annual basis we are required to give feedback on our performance at a public meeting. At this year's meeting, which took place on 12 August, we reported that we consistently operate well within the requirements set by the city. This is based on results from the eThekweni Multi-Point Plan air monitoring programme which provides credible scientific data on the air quality in South Durban.

"We believe that good environmental performance starts with good operational performance founded on plant integrity and reliability. That is why we invested over R1.3 billion in 2009 to ensure the safety and integrity of our hardware," said Health, Safety and Environment Manager, John van Belkum. This investment includes a major maintenance turnaround, the replacement of the single buoy mooring, installation of double seals on pumps, and piping and equipment maintenance.

"The success of the 2009 Turnaround and the integrity focus has paved the way for driving operational excellence going forward," continued John. "Operational excellence will be achieved by optimising the utilisation of the refinery through continual steady functioning of the plant, reducing wastage and efficient use of energy and other resources," explained John at the report back meeting which was attended by Community Liaison Forum members, environmental activists and media, among others.

The baseline for operational excellence established in 2009 builds on our previous investment of R975 million in actively and consistently improving our environmental performance. In the last ten years we have reduced sulphur dioxide emissions by over 70% largely through investment in best

available technology for sulphur dioxide abatement and a switch to more expensive lower sulphur crude oil. A 90% reduction in emissions of particulate matter was also achieved through the use of cleaner burning fuels in furnaces, capital investment and operational improvements.

An ongoing programme of identifying and repairing sources of fugitive emissions has ensured that we are below the level for fugitive emissions stipulated in the Scheduled Trade Permit.

During 2009 SAPREF



*John van Belkum reported on SAPREF's performance as required by our Scheduled Trade Permit.*



*One of the main integrity-related projects in 2009 was the replacement of the single buoy mooring, through which about 77% of South Africa's crude oil requirement is imported.*



*Another integrity related project undertaken in last year's major Turnaround was the replacement of the reactor on the catcracking unit.*

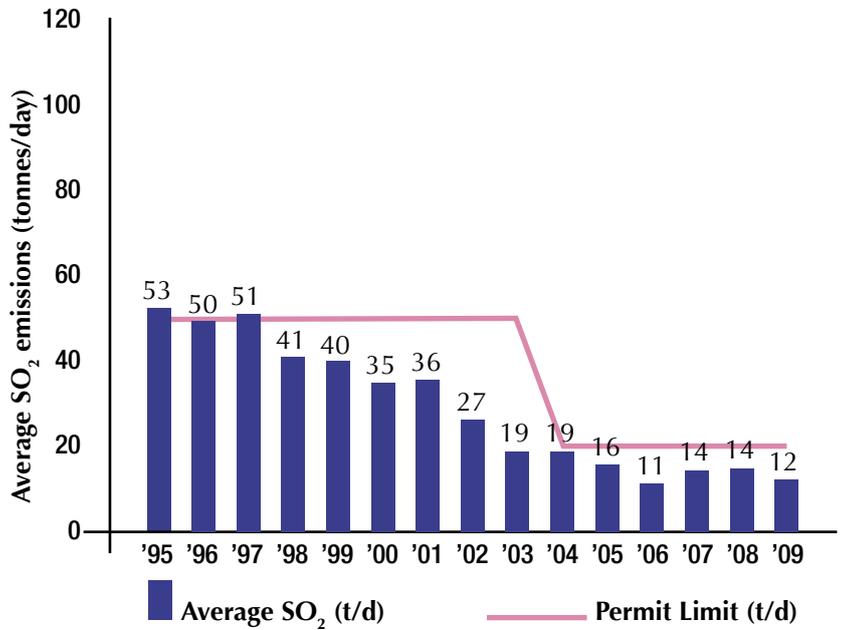
embarked on a flare performance improvement campaign. "While flares are primarily a safety device when disruptions in operations occur, with effective management we reduced flaring by more than 60% by the end of the year," said John.

SAPREF continues to interact with the community in a variety of ways. A toll-free line is available 24/7 for complaints with a dedicated standby team to respond. Flyers are distributed to closest residents when there are major planned maintenance activities that could result in a disturbance to neighbours.

The SAPREF Community Liaison Forum, comprising representatives of over 20 community based organisations, meets monthly with senior SAPREF managers to discuss SAPREF's operational, environmental and social performance. The members play an important role in keeping SAPREF informed of social and environmental concerns in their communities. The CLF holds SAPREF accountable and the engagement is constructively critical, which helps to shape improvements.

John acknowledged the leadership of the eThekweni Municipality in setting parameters

## ANNUAL SULPHUR DIOXIDE EMISSIONS



*SAPREF has reduced sulphur dioxide emissions by over 70% largely through investment in best available technology for sulphur dioxide abatement and a switch to more expensive lower sulphur crude oil.*

for environmental performance. In referring to the review of performance against the Scheduled Trade Permit he said: "SAPREF's forward focus on operational

excellence will consolidate the consistent performance demonstrated during the period under review."

## SOCIAL CLUB gets new manager

After more than 20 years of dedicated, voluntary service Krish Govender (project cost controller) has handed over the responsibilities of manager of the SAPREF Social Club to Grant Cohn.

The club offers SAPREF staff and their families a variety of sporting facilities including squash, table tennis, snooker, soccer and cricket. Recently an all-weather, multi-function court was built for volleyball, netball and basketball. A number of sub-clubs provide running, 4x4 activities, golf, fishing and an accredited shooting range. Kitchen, braai and bar facilities are available and staff are able to hire the club for private functions.

During his term of office Krish was involved in organising many memorable events. He recalls the annual staff children's parties, end-of-year functions, events for underprivileged children from the community, the yearly Oil Barons soccer tournament and the SAPREF CLF soccer tournament with neighbouring schools. He gives credit to all the SAPREF managing directors who committed to the continued operation of the club over the years: "Without their support, and the support of the members, the Club would not exist."

Krish's colleagues are unanimous in their acknowledgement of his service to the Club: "Thank you for your big contribu-



*Outgoing Social Club manager Krish Govender hands over the club keys to new manager Grant Cohn.*

tion, for your long service and for always being willing to go the extra mile," said Des van der Merwe, a club committee member.

At the recent club AGM Grant Cohn (senior data base administrator) was elected new manager of the club. "I would like to see more members make use of the club's facilities, so do pop in for a visit after work," he invites.

# In celebration of the

## FROM ISLAND VIEW



*Thabile Dlamini*



*Charity Mkhize*



*Lynelle Pennington*



*Nombuso Ntusi*



*Jayshree*



*Hydrocarbon accountants Thobeka Masondo and Tracy Pattison.*



*Glynis Shaik and Lindo Zondi of the Economics & Scheduling section.*



*Trainee process technicians Nirene Pillay and Zethu Mkuzo.*



*LEFT: Finance ladies: Simone de Bruyn, Mabuyi Dladla, Lys McDonald, Hemantha Ramdhani, Razia Rassool, Maya Sanpath, Windy Myeni, Roshnee Sewraj, Bridget Bishenden and Varachia Frank.*

*RIGHT: Operations ladies Zandile Ngcobo, Phindile Mbatha, Alicia Moodley, Zimasa Ratshikhopha, Lucia Govender, Tiara Rudd, Marlynee Govender.*



*Melanie Francis, Denise Govender, Thokozani Malwane and Lindiwe Ndlovu from the HSE department.*



*From the Human Resources Department are Rowena Naidoo, Margrietha Swanepoel, Amanda Logan, Colene Campbell-Gibson, Phindile Dlamini, Nazreen Essack, Neli Dube, Nontobeko Buthelezi, Nozipho Mkhize.*

# women OF SAPREF



Hiralal

Charles Malik, former President of the United Nations General Assembly, is known to have said: "The fastest way to change society is to mobilize the women of the world."

SAPREF is proud of the 120-odd women who make an important contribution in our operations in jobs spanning all the disciplines of crude oil refining. With August being Women's Month, Columns pays tribute to these skilled and talented women; some are featured here.

In reflecting on Women's Month, SAPREF MD Bart Voet said, "I believe in a workforce that reflects society as this enables us to tap into the talents that society offers and which SAPREF needs. While we are doing well with our complement of women in certain areas, like Operations, it is important that we grow the participation of women at SAPREF."



From the Sustainable Development department are Margaret Rowe, Lindiwe Khuzwayo and Cindy Govender.



Maintenance artisan, Thuthula Jeke and rotating equipment artisans, Sylvia Nduku and Sipa Langa.



Maintenance artisans Nzobile Mthembu, Londiwe Mthethwa, Umme-Haane Kajee and Zonke Ntshingila.



From the Laboratory are Khombi Ntshangase, Rene Pillay, Zama Mkhwanazi, Verona Steenkamp and Premisha Premrajh.



Mbali Thabethe, Tasneem Motala, Nombasa Hewana, Karunya Naidoo, Thobile Nxumalo, Devi Govender, Amanda Ganas, Shana McDougall, Nicole Porter and Zanele Madinane from the Technology Department.



Lethiwe Khuzwayo, Tarryn Tucker, Yasmin Sheriff, Marinda Bekker and Nancy Xaba from the Engineering Department.

# They shared *their wisdom* ...

Columns asked some of the SAPREF women to share their wisdom with readers. This is what they said:



**DURING AUGUST I WOULD LIKE ALL WOMEN TO** respect and believe in themselves and be trustworthy. They must love and respect their partners, not abuse women's rights and must say "No" to the abuse of women.  
**Buyi Mabaso, Lab technician**



**MORE MATURE WOMEN SHOULD** have confidence in themselves, speak from their hearts and voice their thoughts honestly. Accept compliments and criticism gracefully.  
**Barbara Browning, Secretary to the managing director**



**FOR ME EMPOWERMENT** is appreciating that each person is a unique human being. We should never underestimate what we can achieve as human beings. We should not restrict our opportunities because of our gender.  
**Liziwe Mda, Operations manager**



**WOMEN'S MONTH MEANS** a time of celebration that ranges from respect, appreciation and love towards women to a celebration for women's economic, political and social achievements.  
**Nikki James, Fire station administrator**



**YOUNGER WOMEN SHOULD** always remember that someone has already travelled the road they are travelling and they should learn to stop and ask for directions.  
**Zonke Gigaba, Refinery economist**



**FOR ME THE MOST INSPIRING WOMAN IS** my mother because she's always motivating and encouraging me to be the best person I can be.  
**Prebashnee Moodley, Process technician**



**AS A WOMAN I am complete.** I can have the best of both worlds. I have the ability to be a mother and I can be a successful professional.  
**Samantha Stephenson, Reliability engineer**



**THE BIGGEST THING THAT WOMEN CAN DO FOR THEMSELVES IS** to strive to be independent and self-sufficient.  
**Shoba Chetty, Turnaround and projects finance controller**



**SOUTH AFRICA WOULD BE A BETTER PLACE FOR WOMEN IF** there was a change in social attitudes and beliefs that women are inferior.  
**Nozipho Ndhlovu, Remuneration and benefits officer**

# Wellness in the workplace

**T**alk to Thokozani Malwane about her job as nursing sister at the SAPREF in-house clinic, and you will hear the passion in her voice. "I love it," she says. "It's challenging, I can expect anything at any time. I'm always ready to handle whatever comes my way." She is well qualified to do just that, having had 24 years' experience in various nursing roles.

She works full time in the clinic attending to SAPREF staff and contractors and assisting Dr Mahmood Jagot who consults on a part-time basis.

The clinic has two main functions – managing occupational health and primary health care of SAPREF people. "Occupational health covers medical surveillance which includes pre-employment, periodic and exit medical checks, hearing tests and biological monitoring, attending to injuries on duty, completing all the required paperwork and managing occupational diseases," explains Thokozani.

The primary health care aspect involves attending to minor ailments such as flu and promoting a healthy lifestyle amongst employees. "Generally SAPREF people have become more health conscious. They regularly check their cholesterol, sugar level and blood pressure. They also frequently weigh themselves and ask for advice about their diets," she says. Working with the clinic, the SAPREF restaurant has introduced healthier food choices.

Thokozani believes it's not enough to treat patients physically. "Employee wellness is a holistic science and should include the psycho-social aspect of people's lives." SAPREF has



*Dr Mahmood Jagot and Sister Thokozani Malwane discuss an X-ray in the SAPREF clinic.*

recognised this and has given all staff access to the employee assistance programme offered by ICAS. SAPREF also subscribes to Lifeworks who provide confidential HIV/AIDS testing, counselling and treatment for employees and their immediate families.

When she joined SAPREF, Thokozani was impressed by the size of the clinic, but identified a few extra touches to provide a more therapeutic environment. The reception area has been given a facelift with modern furniture and bright colours. New software was acquired for audio testing, a new digital scale was purchased and a state-of-the-art vision screener means that the clinic can now offer eyesight testing. In the pipeline are a bicycle for ECG stress measuring and a new spiro meter for lung-function testing.

Thokozani believes more could be done to monitor absenteeism. "We should be receiving all sick notes and making sure that medication being used will not cause a hazard in the workplace," she explains.

The clinic has recently introduced HIV/AIDS VCCT and has applied to the Department of Health to start a family planning service.

## PRE-INCIDENT planning



*Eddie Poll Jonker and SAPREF's fire chief, Bradley Hlubi, review pre-incident plans to ensure preparedness in dealing with possible emergency events.*

**E**ddie Poll Jonker, now living in Australia having retired last year as fire chief at SAPREF, returned recently to review work done by the refinery on pre-incident planning.

"Pre-incident planning is an essential tool to ensure the refinery's emergency response organisation is adequately prepared to deal with events that could occur as a result of business activities," explains Eddie. "A lot of work has been done to identify the credible emergency events and to develop pre-incident plans. The review highlighted some additional work and an action plan has been drawn up to complete this." Eddie will return early next year to further review progress.

# Bernard looks back ...

**B**ernard Gumede, Shift 1 Team Leader at Island View, has completed thirty years at SAPREF. Happily he still has some time to go before he contemplates retirement. Columns asked him to look back over the years and share some memories with readers.

**When I joined SAPREF** in May 1980 the company was structured quite differently from what it is now. The current Training Centre and Security Check Point had not been built at that time. The Training Centre was a very small section situated where the IT Department is now.

**The most significant change** at SAPREF over the years has been a strong drive towards health, safety and the environment, and the introduction of the Permit to Work system and the Life Saving Rules in an endeavour to curb injuries and possibly fatalities.

**Over the years my colleagues** have been wonderful and supportive towards me. We have worked together as a team to achieve the common goal of performing our duties to the

best of our abilities and aiming to make SAPREF, as a company, proud.

**Over the years SAPREF has taught me** that my safety, and my fellow workers' safety, is of paramount importance, and that I should intervene and take appropriate corrective action if I see a contravention of any safety rules, either by contractor or SAPREF staff.

**I have always wanted** to remain a committed and dedicated SAPREF employee until my retirement age.

**To my younger colleagues** at SAPREF, I say: Be good and do what is expected of you. SAPREF is a fantastic company to work for.



Bernard Gumede

## CHOLESTEROL: *how to lower* YOUR NUMBERS

**D**iet can play an important role in lowering your cholesterol. Here are two foods that can lower your cholesterol and protect your heart.

Can a bowl of oatmeal help lower your cholesterol? How about a handful of walnuts or even a baked potato topped with some heart-healthy margarine? A few simple tweaks to your diet — like these — may be enough to lower your cholesterol and help you stay off medications.

### 1. Oatmeal, oat bran and high-fibre foods

Oatmeal contains soluble fibre, which reduces your low-density lipoprotein (LDL), the “bad” cholesterol. Soluble fibre is also found in such foods as kidney beans, apples, pears, barley and prunes.

Soluble fibre can reduce the absorption of cholesterol into your bloodstream. Five to 10 grams or more of soluble fibre a day decreases your total and LDL cholesterol. Eating 1.5 cups of cooked oatmeal provides 6 grams of fibre. If you add fruit, such as bananas, you'll add about 4 more grams of fibre.

### 2. Fish and omega-3 fatty acids

Eating fatty fish can be heart-healthy because of its high



The  
Doc  
says ...

levels of omega-3 fatty acids, which can reduce your blood pressure and risk of developing blood clots. In people who have already had heart attacks, fish oil — or omega-3 fatty acids — reduces the risk of sudden death.

Doctors recommend eating at least two servings of fish a week. The highest levels of omega-3 fatty acids are in:

- Mackerel or herring
- Lake trout
- Sardines
- Albacore tuna
- Salmon or halibut

You should bake or grill the fish to avoid adding unhealthy fats. If you don't like fish, you can also get small amounts of omega-3 fatty acids from foods like ground flaxseed or canola oil.

You can take an omega-3 or fish oil supplement to get some of the benefits, but you won't get other nutrients in fish, like selenium. If you decide to take a supplement, just remember to watch your diet and eat lean meat or vegetables in place of fish.

# Rands and sense

THIS IS THE SECOND ARTICLE IN THE REGULAR SERIES ON MANAGING YOUR FINANCIAL RESOURCES BETTER.

In this issue, ICAS and HealthInSite offer advice on **Taking charge of your Debt.**

The first step in managing your debt is not to panic. No one can make rational decisions in an emotional state. So, calm down, grab pen and paper, and start taking control of your debt.

## DETERMINE HOW MUCH YOU OWE

Make a complete list of your debts. Some debts can cause more trouble than others. These are priority debts. You must deal with these first. They include:

- Rent/bond arrears
- Income tax and VAT
- Utility bills – your water and electricity could be cut off
- Second bond or secured loan
- Hire purchase debts
- Child maintenance payments
- Court fines – there can be penalties if you do not pay these.

Once you've paid or negotiated to pay these off, your focus should be on the debt with the highest rate of interest.

## TELL YOUR CREDITORS

Tell the people you owe money to as soon as you have problems. The earlier they know about any problem, the more sympathetic they are likely to be.

Explain your offer to pay off your debt and any steps you are taking to either increase your income or reduce your spend-



ing. The aim is to show how much you need to live on and that your offer is fair.

## CREATE A BUDGET

First take stock of where you are. Make a list of all your monthly expenses. Look at your list of expenses and see where you can make some cutbacks.

Next write down all your financial goals. Then work out your budget by allocating your monthly income (after tax) to meet all your needs, which includes the goals you've listed. Try to stick with it for the next month.

## DON'T BORROW MONEY TO PAY OFF DEBT

Get independent advice first and think very carefully – being offered further credit is no guarantee that you can afford the repayments.

## GET HELP

Seek the advice of a financial planner. If you have received a court summons, it is always a good idea to consult a lawyer.

Recognising and acknowledging a debt problem isn't always easy, but ignoring it or hoping that it will work itself out may only compound it.



## SERVICE awards

Well done to the following who received long-service awards in July and August:

### 25 YEARS

**Alson Doncabe**, Lubricator

### 15 YEARS

**Andrew Murugan**, Area Training Co-ordinator

**Sihle Dlamini**, Shift Supervisor, Island View

**Pat Pillay**, Operator, Island View

**Yogan Pillay**, Oil Movements Supervisor, Island View

**Mandla Simamane**, Operator, Island View

### 10 YEARS

**Wayne Robins**, Process Technician

**Margaret Rowe**, Communications Manager

### 5 YEARS

**Dawie Paul**, Artisan

**Nokubongwa Mzobe**, Technical Expeditor

**Bongani Gcaba**, Process Technician

**Themba Mohlaping**, VBU/Bitumen Technologist

**Siphiwe Ngcobo**, Mechanical Artisan

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For more information on SAPREF, visit [www.sapref.com](http://www.sapref.com)

# Prizes given



During the South African Institution of Chemical Engineers (SAChE) KZN branch annual general meeting in July, four chemical engineering students from the University of KwaZulu-Natal (UKZN) received cash prizes, sponsored by SAPREF, for their outstanding performance in a laboratory project. Pictured at the awards ceremony were Mbulelo Yokwe (SAPREF), Melissa Reddy (UKZN), Mark Williams-Wynn (UKZN), Kathryn Cronje (UKZN), Simphiwe Mazibuko (SAPREF), Cassandra Petticrew (UKZN), Farhaad Adam (SAPREF) and Mpendulo Mhlongo (SAChE).

# ISO recertified



SAPREF has been re-certified to ISO 9001/14001 standard for the next three years. Eddie Chettiar, Quality Management Representative for SAPREF acknowledged the contribution of all SAPREF people in preparing for the audit and working with DNV towards the successful outcome of the audit.

Proudly displaying the certificates received from the Norwegian certification body, Det Norske Veritas (DNV) are Raj Hooblal, Roshini Hiralal, Eddie Chettiar, Beth Brockbank, Bart Voet and John van Belkum.

# Projects branded



The SAPREF logo will soon become a familiar sight in neighbourhoods in South Durban as SAPREF completes the erection of signage to identify social investment projects they have completed in the community.

# VIP visitor



SAPREF recently hosted one of the key members of the Shell leadership team. Hugh Mitchell, the Chief Human Resources and Corporate Officer of Royal Dutch Shell, held discussions with the SAPREF Leadership Team on a number of topics, including talent and SAPREF's performance in a number of key areas. He also did a tour of some of the process areas.