

Columns

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magazine for the people of

SAPREF
One Team One Purpose

Safety watchers

earn praise

SAPREF commenced its major maintenance shutdown at the refinery on 26 June following two years of forward planning. The shutdown covered normal maintenance work on a number of units while at the same time the opportunity to do some project work to improve the reliability of certain equipment was utilised.

While the shutdown is a legal requirement for some of the key units in terms of the OSH Act, it also allows the company to be proactive in inspecting other equipment and carrying out maintenance if necessary. The full cost of all activities will net around R250 million.

Two lost time injuries during the turnaround have been disappointing however. Says safety advisor Karthi Moodley, "Even seen in the light of the time pressures we work under, performing work at heights, lifting heavy equipment and confined spaces entry, and the numbers of people involved – around 3000 on average on site every day, peaking at 3531 people – these safety incidents are regrettable."



Part of the team watching over safety during shutdown were, from left, Teresa Crouch, Vishan Maharaj and Cathy Minnie.

The safety watchers, however, have drawn praise from many quarters for making a difference. Said Eddie Chettiar, continual improvement manager, "What's new this year is that we have empowered the safety watchers to positively intervene when an unsafe act or condition is noted. It's about changing behaviour. We have also

detected a culture change from many artisans – they are more accepting of the safety workers' instructions. The fire marshalls, too, have made their debut on site during this shutdown – they are SAPREF Trainees who were given special training by emergency services."

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Moli's got something to say to you.

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CUP is about skills enhancement.

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Bradley's gone back to his roots.

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Sport's for health, says Benton

Benton Pillay recently joined SAPREF as our new technologist responsible for operating windows. He graduated from the University of Natal in 1990 with a BSc in chemical engineering. In 1998, he completed his MBA at Potchefstroom University, a feat which he is proud of as the degree was presented in Afrikaans.

He started working at Sasol in Sasolburg as a process engineer. Following this, he moved to Safripol as senior process engineer in 1996. Safripol was acquired by Dow Chemicals in 1999 and he was appointed a production manager at the Dow Sasolburg site. In 2003, he moved back to his home town with his family and joined the eThekweni Municipality as pollution control manager. There, he also played a key role in developing SAPREF's new schedule trade permit.

Benton is married to Doreen and they have three children, a daughter and two sons. Doreen is area manager of a retail fashion company. He describes himself as someone who is driven by a need for accomplishment, in his private as well as



Benton Pillay

professional life. He is fiercely loyal and subscribes to the team approach. His free time is normally taken up by some form of sport, with road-running and gyming currently high on the agenda. He aims to emulate his wife by running the Comrades Marathon. He is also a big sports fan and supports Liverpool FC and the Sharks. He feels that sport helps him to relax, while at the same time improving physical health.

The operating windows project will present him with a new challenge at SAPREF. The project will establish safety-related limits for specific process parameters such as temperature, pressure and level. The refinery will have to ensure that the process is maintained within these limits to improve the integrity and reliability of equipment.

Long servers

Congratulations to the following long-serving people whose anniversaries came up in July and August 2006:

5 years

Romanus Dindi, planning manager

Wendy Landi, JBS

Revocatus Leon, APC engineer, CZ

Andile Mabindisa, resourcing manager

10 years

Les McMartin, process technician

Trevor Reddy, medical boarding

15 years

Desmond Gengan, office services supervisor

Sipho Ngidi, operator

20 years

Lysbeth McDonald, senior salaries assistant

25 years

Teddy Pillay, fire station assistant

Roy Singh, contracts and office service

35 years

Pat Moodley, XP-IU team leader

Farewell, fellas



Eddie Oxley, contracts payment assistant, retired on 31 July after 20 years at SAPREF.



We said farewell to Rodney Trew, duty officer from operations – fire and security, on 31 July; he had been at SAPREF nearly 22 years.

Roshnee believes in leading by example



Roshnee Sewraj

Roshnee Sewraj has always been attracted by numbers and entrepreneurship, and by the idea of examining and analysing good records. No surprise then, that she chose a career in accountancy. She joined SAPREF on 2 May as chief internal auditor.

Her responsibilities include advising management on the efficiency and effectiveness of the controls within the company, and identifying areas for improvement in controls, risk management and governance processes. Roshnee is under no illusions about the challenges ahead.

She was born and bred in Durban and achieved a B Com degree at the University of Durban-Westville before doing her articles with Mahomedy and Manjee and becoming a chartered accountant. She later did a post-graduate diploma in advanced taxation through Unisa. She comes to SAPREF from Eskom where she was senior audit advisor, and the Office of the Auditor General where she was audit manager. She is a member of the South African Institute of Chartered Accountants (SAICA) and the Institute of Internal Auditors (IIA).

Roshnee says people see her as cool, calm and collected. She says she is a good listener and is trustworthy; people also find her easy to talk to, so she often finds herself dispensing advice, which she enjoys. She also enjoys coaching and mentoring young adults and is seen as a role model by many.

She is married to Ashwan, a business-

man, and they have two children Kamil (10) and Remalia (7). She tries to lead a balanced life which is only made possible by a supportive husband. Roshnee loves entertaining at her home in Merebank, as well as reading autobiographies, history and other non-fiction. Oh, and doing su doku puzzles and playing chess with her son.

She believes that education is the key to success and therefore she encourages her children to learn something new every day. She also believes that it is important to lead by example.

Themba's on the quiet side

We welcomed a new team member on 17 July when Themba Sibanyoni joined as core contracts co-ordinator. He is responsible for all the core and non-core contracts within the engineering services team in contracts & purchasing department.

Themba grew up in Johannesburg; he completed a diploma in packaging technology and further studied purchasing management at the then Technikon Witwatersrand, did a programme in strategic sourcing with UNISA, and intellectual property and contracting skills with the Law Society of SA; he is also a trained expert negotiator. He is on track to complete his B Tech in purchasing management next year. He comes to SAPREF from Sasol Limited and was based in Secunda, where he was a procurement advisor for the Sasol group of companies.



Themba Sibanyoni

He played softball and was in the Gauteng provincial squad; soccer-wise, he's a Pirates fan. He describes himself as somewhat reserved, and grounded. He is something of a movie buff, and particularly enjoys the way that this art form explores ideas. He is married to Maria.

Going for fire engineering diplomas

Two of the emergency services team, fire officers Bradley Hlubi, left, and Kevin Govender, recently extended their formal qualifications and are on their way toward achieving fire engineering diplomas. Kevin passed two out of two courses at the intermediate level, and Bradley passed three of four courses at the graduate level. After a period of self-study using notes supplied by the Institute of Fire Engineers, candidates do the exams at the Durban Fire Department.



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Safety watcher Cathy Minnie, from Wentworth, would be typical. She has done safety and fire courses with SAPREF, and the NOSA safety reps course. This is her third SAPREF shutdown, she worked on the LION project, and also at Mondi Merebank, Sappi Mandini, and at plants in Umbogintwini and Empangeni. She says, "I find I have to intervene quite often; it's things like people not wearing a safety harness on orange-tag scaffolding, entry into confined spaces without valid training and documentation, and walking through barricaded areas. I find if I speak kindly, I get results."

Vishan Maharaj is doing a two-year learnership at SAPREF, and acting as a safety marshal; as such, he oversees the safety watchers. He noticed at the beginning of shutdown there were a number of non-conformances to procedures; however, the safety watchers enforced the rules strictly, and set the right tone for the rest of the shutdown, he says.

Teresa Crouch from Sydenham is another safety watcher. "At the end of



A 450-tonne 'American' crane prepares to lift a platform up to the regenerator of the cat cracker during shutdown.

the day I feel I am making a difference because people are going home safe. I also enjoy the work because I know it enables me to bring up a family."

Two units were shut down during July; on 2 August the whole refinery shut down; it is expected to start up in early September.

They INTERVENED



"Intervene" was one of the three "golden rules" highlighted during the worldwide HSE focus held in mid-June at Shell sites. SAPREF took the campaign into the shutdown, offering 20 by R1000 cash prizes to encourage people to intervene and correct unsafe or non-compliant behaviour during shutdown; and thereafter to record the completed intervention in the incident system. Many interventions were carried out during shutdown, and according to Roy Ramiah, safety advisor, some of them were "extremely good". Some of the winners were able to get away from shutdown for a moment; seen from left are, Patrick Mbele, instrument mechanic; Richard Brand, mechanical fitter, production; Emmanuel Ramadu, security supervisor; Les Naidoo, senior process technician Lubes; and Kobus Human, senior process technician, central zone.

Outreach

Workshop for women

SAPREF hosted a three-day 'Violence Against Women' workshop in early August, attended by 50 delegates including members of the local South African Police Services. The workshop was a SAPREF Community Liaison Forum initiative, and sponsored by F&C Siyakha to the tune of R47 000. The workshop was presented by Cookie Edwards from the KZN Network on Violence Against Women. In the photo, Cookie works through an exercise with the delegates.



Helping children

SAPREF recently sponsored Grade 10 to 12 learners from many of the high schools in the Durban South basin, as part of the We Help Our Children programme. The course consists of five modules: self identity, diversity dissemination, rights and responsibilities, goal setting, and decision making, and was held over six weeks, one afternoon a week. The cost of the project was R30 000. Here, Quinton Kippen from the programme works with some Grade 10 learners from Fairvale High School in Wentworth.

Looking to 2010

SAPREF will again sponsor a soccer tournament for nine local schools on 20 October (20/10 !!!) The tournament is an initiative of the SAPREF Community Liaison Forum, which supports a soccer coach for each of the schools and has an eye on the soccer world cup due to be played in South Africa in 2010. A task team has been assembled and is already planning a flawless event.

Moli

discloses

HIV status

An Island View member of Team SAPREF, Nhlanhla Moli, known as Moli to all, has taken the courageous step of announcing to his colleagues that he is HIV positive. Moli is not sure who was more surprised by the disclosure, his colleagues by the news or himself by the warm reaction he received.

Why go public? "I wanted to save people," says Moli. "I don't want to hear people saying 'I didn't know I was HIV positive' when it is too late. I want people to go and get tested, and if necessary to take the medication. I want people to be aware that the company can help us, and the medication can help us. We are not going to die tomorrow. As LifeWorks say: To know your status is to know your options, for yourself and those you love. It makes sense to get tested."

Moli tells his story: "I discovered I was HIV positive in 1999 when I went to see a doctor about my diabetes. It took me



Process technician Moli, circled, with day supervisor Chris Barkhuizen and colleagues in the Island View control room at Site 3. Moli has been at SAPREF IV for 12 years.

some time before I could tell my wife. I then told my supervisor in confidence, and Sister Lynn; then I joined the LifeWorks programme and am taking medication.

"I would advise anyone who is concerned to go straight to Sister Lynn or LifeWorks. It is working for me. I trust them. They have a good support

system, and doctors who are specially trained about HIV and AIDS to guide and support us.

"One thing that was a happy surprise was that no-one except my supervisor knew my status. Everyone was totally surprised by my announcement. This proves the system is confidential."

Moli's announcement was very warmly received, he says. Colleagues showed great concern and are taking a great interest in his health and showing support. His wife, who was a nurse at King Edward VIII Hospital, has now become an AIDS counsellor at the hospital.

Says day supervisor Chris Barkhuizen, "We at Island View and JBS are very proud of what Moli did; he really impressed us and people talk about it in a very positive way. It's also a signal of trust we have in our team which helps us in anything we do."

Bas Kikkert, IV manager, said, "Any sustainable workplace programme needs to break the stigma of HIV. A critical element is when people living with HIV/AIDS share their status and experience. When Moli proposed his initiative, I expressed my excitement and appreciation. What Moli did, as well as the response of the team, is something I will always remember."

Electricity raise the bar

In a move to further secure our supply of electricity, SAPREF has recently invested about R500 000 in a secondary injection test set called Omicron. This nifty piece of portable technology brings with it a host of capabilities and benefits.

For example, it can simulate faults in our protection equipment, thus enabling us to commission, verify and be used as an investigative tool. It can also check the electricity meters for tariff metering accuracy, and check our transducers for accuracy.

One of the major benefits, besides boosted reliability, is money saved – and the equipment has almost paid for itself already. Further, no contractors are involved, reducing paperwork and enabling SAPREF people to do checks when it suits them. It also



Mabutho Zulu with the Omicron unit.

catches any faults before they occur, meaning more savings.

Says Mabutho Zulu, integrity technician, "After a fault occurred two years ago, our department decided to raise its skills and technology – Omicron is the result of that. We have also bought PowerSystem analysis software and are ready to install it. Other Shell sites like Stanlow have gone this route and now we can pull synergies."

New tool helps predict air quality

New state-of-the-art software recently installed, gives SAPREF the ability to readily assess the effects that its emissions may have on ambient air quality in the area. The Enview application enables us to view data collated by the authorities from air monitoring stations, while HAWK is an air quality modelling tool.

Catherine Maloa, environmental manager, explains the background: "SAPREF made a contribution of R2.7 million to the implementation of the Multi-Point Plan. This contribution led to the setting up of an air quality management system in the South Durban Basin including a network of 15 air monitoring stations and conducting related studies (e.g. health study). The air quality monitoring network element of the plan provides the authorities with a means to better understand and regulate air quality dynamics in the area.

"We have started accessing and using the data for scenario modelling and the calibration of the 'sniffer' vehicle. The HAWK tool will help us to predict what will happen to air quality around us under various operation scenarios. It will also help us to plan ahead and know our options by helping to answer the question: under what weather and plant conditions are we vulnerable to contributing to ambient air exceedences?"

EnView enables all parties to share the environmental data being collected at the 15 monitoring stations in the basin. It gives SAPREF the ability to draw pollution and wind roses, with fresh data becoming available every five minutes, and to predict adverse ambient conditions and thus plan critical activities (unit shutdowns and start-ups) accordingly.

With Hawk, SAPREF can draw environmental models using the weather and emissions data, and determine

possible emission sources and contributions; this helps especially when engaging with local authorities and communities. Hawk can even simulate air pollution concentrations in areas where there are no monitors.

The tool also allows SAPREF to respond more quickly to complaints; the software tells us what the air concentrations are at a particular area – we do not necessarily have to visit the area to establish the extent of an odour.



Bradley Scheepers, HSE technician, uses the new Hawk software to examine air pollution dispersion in the South Durban area.

Stewards now SDF qualified

Themba Dube (JBS) and David Schalkwyk (Cat Cracker), dedicated shop stewards for two and three years respectively, are among the first people in South Africa to be awarded the new Skills Development Facilitator (SDF) qualification. The two attended a CHIETA-funded SDF training course in Durban early this year.

Says Henry Chipeya, training manager, "As shop stewards, they participate together with HR reps and other shop stewards on the Skills Development Committee which among other things, advises SAPREF on the workplace skills plan and education and training reports. Participating on this committee with this qualification means that they will be able to contribute more meaningfully in its deliberations to the benefit of the whole SAPREF community."



Shop stewards David Schalkwyk and Themba Dube with their skills development certificates.

David and Themba extend grateful thanks to their respective managers for allowing them time off, and to the CHIETA for paying for the qualification.

CUP will enhance skills

The Competency Upliftment Programme (CUP) will soon be getting an even higher profile as a CUP roadshow rolls into 'town'. It takes place after the shutdown to help staff in production and engineering understand what the CUP is about.

As Musa Mkhwanazi, HR manager, explains, "Competency upliftment, as the name suggests, is an ongoing process to enhance the skill and knowledge of staff through training and development, thus enabling the release of true potential. We have run the programme at Island View for two years, and achieved remarkable results."

Andile Mabindisa, the manager of the project, says CUP enables people to perform with confidence and competence to carry out all duties and responsibilities to achieve HSE, reliability and integrity targets, whilst maxim-

ising gross refinery margin.

It also aligns SAPREF with legislation and CHIETA (Chemical Industries Education and Training Authority) requirements, thereby standardising our training and development processes." CUP will increase the confidence of the shareholders and stakeholders to invest in SAPREF, and assist in achieving site objectives.

Lloyd Lazarus, project leader, puts CUP in a nutshell: "The purpose of CUP is four-fold: Skill enhancement, standardisation of training and assessment methods, recognition of prior learning, and competency gap closure.

"Island View were the first to participate in a competency upliftment drive, and the results after two years are nothing



Qualified constituent assessors for the CUP are, from left: Yogan Pillay, Teddy Naidoo, Lloyd Lazarus (project leader production), Andile Mabindisa (project manager), Thula Gwala and Binesh Sewnandan. Unable to be in the photograph: Musa Mkhwanazi, HR manager, Chris Ximba, project leader engineering, and Glen Mathys.

short of amazing. For example, after CUP, 58 people scored more than 89 percent in a competency assessment, compared to just eight before CUP. And now, only five people have scored below 70 percent, whereas two years ago there were 40 people," says Lloyd.

Pipeline integrity project proceeding safely

One of the key elements of working safely is constantly asking: What can go wrong?



Lynnton Lovegrove, a coating applicator, *Working safely that's Lynnton Lovegrove.*

was being trained to install shrink sleeves on the joints of the piping when he observed an unsafe situation. Sandbags being used to support the pipes were getting torn and spilling their sand – with a risk that the pipes would roll off. So he came up with the idea of a simple wooden stand, thus eliminating a safety risk. The management at SAPREF thought it was a very good idea, he said.

WBHO-Shearwater JV, the contractor replacing the seven fuel lines between the refinery and Island View, was recently awarded a five-star safety rating by the KZN Master Builders and Allied Industries Association (MBA). The company scored 97 percent, well over the 92 percent required for five stars.

Said Riaan de Necker, manager of the pipeline integrity project, said, "We get the Master Builders Association to do a full safety audit of all our sites, including documentation and procedures. Naturally, we are delighted with the rating, especially as the auditor said ours was the best site he had viewed in a long time."

HSE officer Paul Correia said many factors had contributed to the five safety stars, including a serious commitment from WBHO-Shearwater's management, broad assistance from SAPREF, and the presence on site of a SAPREF safety officer, Mickey Maharaj.



Something to smile about seen at the project safety board are, from left, WBHO-Shearwater's Paul Correia, Riaan de Necker and Wiets van der Westhuizen (construction manager).

For most of this year, the project has been in the 'investigation and design' phase. In July, however, the new pipes arrived on site and excavations started near the Umlaas Canal in the Southern Treatment Works. By the end of August, it was expected that the diggings would have covered about 1.5 km and reached Badulla Drive, heading north.

Bradley's getting back to his roots

Fire officer Bradley Hlubi, previously known as Hitler, believes in change and opportunity. He has recently changed his name as he felt it necessary to bring him closer to his roots and what he stands for.

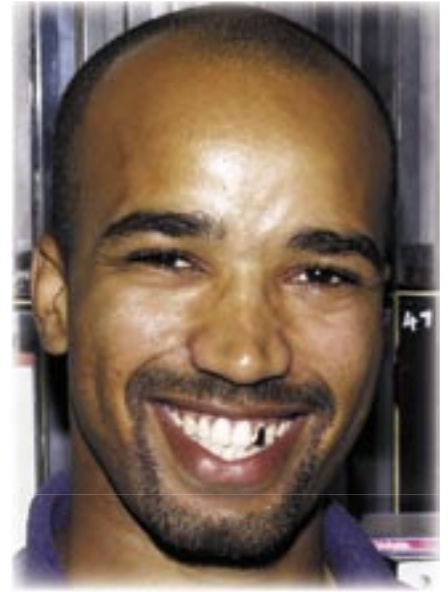
It all started 24 years ago when Bradley's mom (Tiny Hitler) and dad (Vuyani Hlubi) delivered Bradley into this world. In Clermont actually, and that is where Bradley grew up. However, his parents wisely decided that it would be best for Bradley to carry his mother's name, this to "bypass" the system and enable him to get a better schooling in Sydenham.

Bradley did well both academically and in sport, and was chosen to go to Germany with a provincial rugby team.

Bradley takes the story further: "Obviously, there was a stigma attached to the name Hitler and I never enjoyed the association. But more important for me was that I wanted my father's surname. So with my mom's blessing, I went down to Home Affairs and started the process of changing my name. Believe it or not, it was remarkably easy, and the result is this announcement.

"Now, I want to be known as Bradley Hlubi. It's exciting as this name change again brings me a new-found liberation and endless possibilities in our land of opportunity. My new email address is in place, HR have made their changes, and in fact everyone at SAPREF has responded positively.

"But best of all I wish you could all see



Bradley Hlubi.

the smile on my father's face – the challenge now is for me to make both my parents proud."

Comrades all



Nine of our runners completed the Comrades Marathon, including David Bird, Selvan Moodley of Fraser & Chalmers, Bongani Mvelase, Mthokozisi Mchunu and Dominic Hlophe; it was David and Bongani's first Comrades, and Mthokozisi's fifth. The other four were Solomon Mjwara of Thekwini Cabling and Jeff McQueen, both of whom achieved their "green numbers" (ten runs), and Kris Naidoo and Krish Pillay.

For more information on SAPREF, visit www.sapref.com



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