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Wage successes in mining industry Solidarity: A victory for scarce skills

Three multi-year agreements for wage increases of more than 7%, which were reached during the past week in the mining industry, is a victory for the retention of scarce skills in the industry, trade union Solidarity said (14 Sep-

tember 2011).

This follows after Solidarity concluded favourable multi-year wage agreements of between 7.5% and 8% with Murray & Roberts Cementation, Tau Lekoa Mine and Assmang Limited Iron Ore and Manganese Mines during the past week.

According to Louis Pretorius, spokesperson for Solidarity, the trade union represents the employees who have the scarcest skills in the industry at these companies. These include miners, artisans and officials. "There is a huge demand worldwide for these employees and the purpose of this year's wage increases was to negotiate competitive increases to ensure the retention of these skills for South Africa," Pretorius explained.

Murray & Roberts Cementation

The third round of wage negotiations concluded favourable on Monday at Murray & Roberts Cementation with a two year wage agreement. The wage agreement which includes an increase of 7.5% for 2011 and 8% for 2012 on

employees' basic salary, a housing allowance as well as a production and safety bonus, was signed on Monday and will be implemented backdated

from 1 July this year. Solidarity represents approximately 1 400 members at Murray & Roberts Cementation.

Tau Lekoa Mine

A two year wage agreement will be signed soon between Solidarity and Village Main Reef's Tau Lekoa gold mine and will be implemented backdated to 1 July. According to the agreement, employees will receive an increase of between 8% and 10% depending on their job level. "Miners, artisans and officials of Tau Lekoa will receive a wage increase of 8% in 2011 and 2012. Employees on category 3 to 4 levels and the category 5 to 8 levels will receive increases of 10% and 9% respectively," Pretorius explained.

Assmang Limited Iron Ore and Manganese Mines

Solidarity and Assmang Limited Iron Ore and Manganese Mines signed a favourable three year wage agreement last week Wednesday for an increase of 8% for 2011, 2012 and 2013 respectively. If CPI is higher than 8% when the wage increases for 2012 and 2013 are implemented, employees will receive an additional increase of 1.5%. This agreement will be implemented backdated to 1 July.

"Various other issues will be addressed in other forums. These include issues on housing and medical fund options," Pretorius said.

SHAFT SINKERS (Pty) Ltd

Shaft Sinkers, an established, reputable company, a leader in South African and international shaft sinking and mining contracting, has a very successful track record since 1961. We are looking for candidates for the following positions in our Company:



ENGINEERING / CIVIL CONSTRUCTION FOREMAN (Marikana Area)

General duties / responsibilities: Responsible for all civil construction & structural installation work in a mechanised mining environment; (i.e Civils on the decline conveyor – plinths & floor (Drive, take-up, head, along conveyor & tail-end), Concrete work in & around tip excavations, Bulkhead civils, Pumps station dams & chamber civils (pumps, pipes, strainer boxes), Sub-station civils, Work shop civils, Civils to accommodate rails for track bound equipment, etc.); Planning of all mechanical installation; Enforcing the requirements of the Mine health and safety act and regulations, the OSH act where applicable; all codes of practices as prescribed by the client, all Shaft Sinkers SHEQ standards and procedures, all of the Mine standards, procedures and special instructions issued from time to time. Candidates must be able to maintain good employee relations, safety and risk management and effective communication within their teams.

General requirements: Must be in possession of a valid Section 13 Mechanical Trade Test Certificate; Minimum of 5 years experience as a Foreman in a mechanised mining environment; Candidate must have good understanding of civil drawings (i.e. reinforcing, hold down bolts, shuttering placement, scaffolding casting of concrete etc.) & the required safety & quality standards applicable. Must have strong management principles, organizational skills, ability to execute on scheduled work, good communication skills, familiar with the requirements of all the applicable acts and regulations. This person must be able to work under pressure and within deadlines and manage sub contractors.

ELEC ENG FOREMAN: ORD (Marikana Area)

General duties / responsibilities: Responsible for all mechanical and electrical work in a mechanised mining environment; (i.e scrapers winches and new installations, locos, rolling stock, loaders, pumps, electrical reticulation and power extensions, etc.); Coordinate daily, weekly and monthly maintenance of all electrical and mechanical equipment and machinery used; Planning of all mechanical and electrical installation and co-ordinate all breakdown repairs on all mechanical and electrical equipment; Enforcing the requirements of the Mine health and safety act and regulations, the OSH act where applicable; all codes of practices as prescribed by the client, all Shaft Sinkers SHEQ standards and procedures, all of the Mine standards, procedures and special instructions issued from time to time. Candidates must be able to maintain good employee relations, safety and risk management and effective communication within their teams.

General requirements: Must be in possession of a valid Section 13 Electrical Trade Test Certificate; Minimum of 5 years experience as an Electrical Foreman in a mechanised mining environment. Candidates with experience in the mechanical engineering field will have a distinct advantage; Candidate must have good understanding of the legal requirements and responsibilities and the required safety & quality standards applicable; Five years experience on underground electrical HT and LT reticulation and sub station installations; Must have strong management principles, good communication skills, familiar with the requirements of all the applicable acts and regulations ensuring that log books are kept. This person must be able to work under pressure and within deadlines.

Closing date: 22 September 2011
Fax or e-mail applications to Esbé Miller at:
E-Mail: esbem@shaftsinkers.co.za
Fax: (086) 743 9034

Please state clearly the position for which application is made.
Applications received after the closing date will not be taken into consideration.
In the event that you do not hear from the Company within a period of 21 days after the closing date of applications, your application shall be deemed unsuccessful.

SHAFT SINKERS (Pty) Ltd

Shaft Sinkers, an established, reputable company, a leader in South African and international shaft sinking and mining contracting, has a very successful track record since 1961. We are looking for candidates for the following positions in our Company:



STAGEHAND & BANKSMAN Styldrift Project (Near Sun City)

General requirements & duties: Minimum 3 years related experience in a sinking environment; Effective management of material and stores; Good employee relations; Safety and risk management; Resources optimisation; Effective communication. Duties for the banksman will include housekeeping of shaft bank area; Signalling Winding Engine Driver, Stage Operators and shaft bottom personnel; Examining Safety devices; Record keeping (Shaft log book); Shaft examinations; Rigging and slinging of equipment; Conducting of emergency procedures.

Qualifications: Must be in possession of St 10/Grade 12 certificate; 3 years experience as Banksman or Onsetter / Stagehand in a sinking environment; Must be in possession of a valid Onsetter Certificate / Blasting Certificate issued by the Department Mineral and Energy; Must be in possession of a valid Certificate of Fitness.

SURVEYOR Styldrift Project (Near Sun City)

General duties / responsibilities: Mine survey functions; Tasks involve routine work e.g. supervision of major surveys, conducting of feasibility studies to confirm viability of planned proposals, drawing up of plans, making recommendations on shaft sinking, collation of statistics and the checking of measures.

Qualifications: Advanced Survey Certificate plus Advanced Mine Valuation Certificate or Mine Surveyor's Certificate with 5 years related experience – specifically in a sinking environment; Computer literate – MS Office packages; Operating knowledge within a sinking environment.

SINKING SHIFT FOREMAN Styldrift Project (Near Sun City)

General requirements: Effective operations of sinking sections; Effective management of material and stores; Good employee relations; Safety and risk management; Resources optimisation; Effective communication. This candidate should have excellent supervisory skills. This individual will report to the Shaft Foreman.

Qualifications: St 10/Grade 12 certificate; A minimum of 5 years experience as a Shift Foreman in a Sinking environment; Must be in possession of a Blasting Certificate issued by the Department Mineral and Resources; Must be in possession of a valid Certificate of Fitness; Computer literacy would be an advantage.

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