



**Rustenburg** – Scores of Xstrata employees have for the past week been protesting under the banner of the National Union of Mineworkers in South Africa (NUMSA) in Rustenburg over claims that they are being paid lower wages compared to other mine-workers based in other areas where the mining giant operates.

Since 24 October, scores of mineworkers have been demonstrating in Rustenburg, after converging at a public park in Boom Street to carry out their daily meetings. "This has left the park a pig-sty," said numerous business owners in the area. "Does striking protect you from a fine for littering?" asked another individual, a resident in a close proximity of the park.

In interviews with the Platinum Weekly, some Xstrata employees claimed that workers based in Boshhoek, Rustenburg and Wonderkop were paid 23% to 30% less than those who were working at Xstrata Alloys' Lion Ferrochrome Operation, which is located near Steelpoort in Mpumalanga. "We will strike until our demands are met," said one Xstrata employee.

"We want equal wages. They want to give people increases next year and to us this is just unacceptable. The demands were issued in March this year and we are now in November, still nothing has been done," added the employee.

Another worker claimed that there had been threats by management that people who continued engaging in the strike would be dismissed from work.

Xstrata's communications manager – Mr. Songezo Zibi – told the Platinum Weekly that the company has acknowledged that the salaries of its employees needed to be harmonised.

"Xstrata and NUMSA entered into discussions over different aspects of a new wage agreement including the issue of 'equal pay for equal work'. On Saturday 22 October, a provisional agreement was reached with the NUM leadership, which was communicated to the workers on Monday 24 October 2011," said Mr. Zibi.

"Specifically on this issue, the parties

agreed that the harmonisation of salaries between the 3 smelters in Rustenburg and Lion Ferrochrome in Steelpoort would be dealt with immediately after the election of new shop stewards. Upon that taking place, the issue would be dealt with by a joint, high level steering committee which must conclude its work by 31 March 2012.

"The recommendations of this steering committee would then be implemented in July 2012. This agreement was however rejected by the union members. It is therefore important to note that the company has acknowledged that salaries need to be harmonised as explained above. A structure to manage this process had been agreed to, and strict timelines set (31 March 2012 and July 2012). Such salary changes cannot be immediately implemented without a proper process that looks at the implications of such a change and devising ways of managing them in order not to compromise business processes. This is exactly what the steering committee would do."

He also added that, "It is Xstrata's view that notwithstanding the protected nature of the strike, it is unnecessary as there was an agreement, a process and timelines which would have resulted in the demands of the employees being met. It is also very regrettable that the strike has culminated in violence, arson and public disorder that has resulted in damage to company property, as well as the property (vehicles) of fellow employees who are not participating in the strike. Xstrata believes that the striking workers' right to strike must be seen against the right of other employees right to not participate in the strike, as well as respect for company and private property so that everyone can access their rights in a peaceful environment. Xstrata calls upon NUMSA to instil discipline during protests, and to convince the striking workers to take part in an orderly discussion which can only take place if there is no violence," he added. I leave you with one question, "Where do you draw the line with standardisation and demands?" an employee who wish to stay anonymous commented.



Eland Platinum Mine, in partnership with the international Xstrata group, is the employer of choice in the North-West Province. Our rapidly expanding facility is situated on the western rim of the Bushveld complex near Brits.

The following opportunity, for a career-minded individual, is available:

## Maintenance Superintendent

### Engineering Department

This role is primarily responsible for ensuring the implementation and application of the maintenance strategy with the integration of all the production equipment maintenance activities and systems, while ensuring alignment with production plans and requirements. He/she will audit and report on progress, status and effectiveness of maintenance plans, including the review of maintenance plans with engineering teams and OEM, as well as on implementation of COP, Standards and Procedures, Risk Assessments, PTO, Third Party Inspections and Registers.

We seek a qualified Artisan who holds a Section 13 trade test and is an N3-appointed Foreman or Planner. The role calls for flexibility, exceptional management skills, a minimum of 5 years in a supervisory role as a Foreman or Planner. Computer literacy (MS Word, Excel and Windows) and previous experience in the use of SAP are essential. The ability to work under pressure is also required.

(Ref. 81914)

**Please note:** Xstrata Eland is committed to operating sound Sustainable Development (SD) management practices and strives towards leadership in these areas. Applicants must take note that general SD requirements and adherence to all SD policies and procedures will be expected of them.

In addition to merit on the basis of qualifications, experience and proven achievements, preference will be given to applicants from the historically disadvantaged groups.

Potential candidates must be willing to attend an interview at the Eland site near Brits at their own expense.

The Company offers a competitive remuneration package with a Medical Benefit Fund and a Retirement Provident Fund.

**To apply, please submit a comprehensive CV, quoting the relevant reference number and stating your relevant experience, as well as certified copies of educational qualifications, to the Human Resources Department at Xstrata Alloys, Eland Platinum Mine, e-mail: elandhr@xstrata.co.za or fax: 086 594 8009 or post to PO Box 3436, Brits 0250.**

If you have not heard from us within a period of 21 days after the closing date for applications, accept that your application was unsuccessful. The CVs of unsuccessful candidates will not be returned.

**Closing date:** 10 November 2011



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Murray & Roberts Cementation, an equal opportunity company and one of the leaders in underground mining contracting in South and Southern Africa, is seeking suitably qualified candidates to fill the following vacancies in Mopani in Zambia. The successful candidates will report directly to the Master Sinker.

## GRAB FITTER/DRIVER (2 POSTS)

REF. MR-953

**Suitable candidates must possess the following minimum qualifications and skills:** • A Matric certificate • Grab Driving Training Certificate • Section 13 Fitter Trade Certificate • Good communication skills in English and at least one of the other official languages • Basic knowledge of equipment.

**Suitable candidates must have the following work experience:** • Previously worked as a Grab Driver • Underground shaft sinking • Grab lashing unit. Previous offshore experience would be an added advantage.

**The successful candidate will be responsible for, but not be limited to:** • Loading the shaft bottom • Safely lashing/loading all broken rocks to the required standard • Safely operating the Grab machine • Timeously and accurately reporting breakdowns and mechanical/electrical problems • Ensuring good housekeeping standards and SHE compliance.

**The company will provide remuneration and benefits relevant and appropriate to the positions. Preference will be given to Historically Disadvantaged South African (HDSA) candidates.**

**For detailed vacancy specifications and to apply, please visit:**  
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**Closing date:** 18 November 2011

[www.murrob.com](http://www.murrob.com)

Only applications from candidates who meet the minimum qualifications will be considered. Correspondence will only be entered into with candidates who have been short-listed. If you have not received a reply within two weeks of the closing date, please consider your application unsuccessful.



JIC Mining Services, a leading outsource partner in the mining industry, wants to fill the following vacancies in the Rustenburg / Brits areas



### Officer : Health, Safety and Environment (JICE 125/2011)

**Requirements:** Previous experience as a Miner and Shift Supervisor ; at least 5 years experience as Officer : Health, Safety and Environment, conversant with the OHS and MHS acts and with incident and accident investigation; able to conduct inspection and audits as required by Company and MHS act; good communication, negotiation and problem solving skills; own transport and medically fit.

### Engineer ( Mechanical / Electrical)(JICE 126/2011)

**Requirements:** A degree or a Higher National or National Diploma in Mechanical or Electrical Engineering ,Valid Government Certificate of competency; must be able to manage and co-ordinate the Engineering function and infrastructure by ensuring the safe, profitable and cost effective engineering practices, according to an agreed plan this includes the design, implementation and maintenance of facilities, components, products, and systems for mining purposes; own transport and medically fit.

### Fitter (JICE 127/2011)

**Requirements:** Valid Trade Test certificate and at least 3- 5 years experience as Artisan, preferably in a trackless, mining environment; must be self motivated and able to work independently; must be medically fit and must have own transport; must be able to read drawings, plan maintenance , job cards and complete orders as required. Candidates must be willing to work overtime, Sundays and standbys. must have good safety and production related track record.

JIC offers a competitive remuneration package, commensurate with positions.

**Closing date 11 November 2011**

Only selected candidates will be contacted for interviews. Should you not hear from JIC within 21 days of the closing date, you should assume that your application has been unsuccessful.

**In terms of the Company's Employment Equity Plan, preference will be given to applicants from the designated groups. Please e-mail your CV, with the relevant reference number, to [recruitment@jic.co.za](mailto:recruitment@jic.co.za)**