



Zondereinde is an established platinum group metal (PGM) mine in the Limpopo province which produces some 300 000 PGM ounces annually. The Zondereinde mine is the home of pioneering technology and innovation both in the underground workings and at its world-class metallurgical infrastructure. Zondereinde is situated some 40km from Thabazimbi, in close proximity to the naturally scenic Pilanesberg and Waterberg reserve.

SYSTEMS TECHNICIAN
(REF: ZEMET21/17) GRADE: C UPPER BAND

Role requirements

- Applicant should be in possession of a N5/T2 qualification or equivalent in instrumentation & control, a valid section 13 mechanician trade.
- Relevant experience preferably on a mine or plant process environment.
- Knowledge on configuring of DCS, PLC control systems.
- Must have knowledge on computer & industrial networking
- Must be in possession of a Valid Red Ticket
- Must have at least 5 experience preferable on a mine or plant process environment will be required.

Key performance areas

- Day to day maintenance and configuration on DCS and PLC control systems.
- Fault finding on Process Control and instrumentation.
- Compliance to Mine's Health & Safety Program.
- Will report to the Senior Technician on daily basis.

Applications close: 29 March 2017

SURFACE PLATER
(Ref: ZEENG 22/17) Grade: C Lower Band

The successful candidate will be responsible for safe and efficient maintenance and repairs in the Metallurgical Operations, in accordance with the legal and safety standard requirements of the mine.

Role requirements

- Successful candidates must have a valid Trade Test Certificate
- At least 3 years plating experience
- Metallurgical experience will be advantageous

Required competencies

- Emotional maturity
- Assertive
- Motivator
- Confidence
- Stress handling capabilities
- Independent
- Willing to work unsociable hours

Key performance areas

- Sustainable availability of equipment
- Good housekeeping
- Attend to breakdowns after hours
- Willing to do Standby
- Safety
- Plan task observation, plan inspections and risk assessments
- Attend to plant maintenance and planned shut downs.
- The core work outputs of the role are to ensure that maintenance, repairs and new installations are done timeously and according to standard.

Applications close: 29 March 2017

HR BUSINESS PARTNER: TRANSFORMATION
(REF: ZEHR5/17) GRADE: C UPPER BAND

The purpose of this role is to facilitate and coordinate transformation initiatives and monitor compliance to processes and systems relating to mining rights and legislation.

Role requirements

- Human Resources related Degree or National Diploma
- 3 years HR experience within a mining industry, of which 1 year is in Talent or Transformation
- Medical Certificate of Fitness
- Code 08 drivers licence

Advantageous:

- Relevant post-graduate qualification in Human Resources Management
- 4 years HR experience within a mining industry, of which 2 year is in Human Capital Planning
- Registered with the South African Board of People Practices (SABPP)

Core competencies

Knowledge

- Transformation Best Practice, HR Policies & Procedures, Applicable legislation (i.e. Social Labour Plan, Mining Charter, Employment Equity, Skills Development Act, Mine Health & Safety Act, etc.)

Skills

- Emotional Intelligence (EQ), Communication, Interpersonal, Problem solving, Analytical, Research, Presentation

Values

- Ethical, reliable, integrity, work under pressure, deadline driven, customer focussed, attention to detail.

Key performance areas

- **Identify and Monitor Adherence to Compliance:** Assist with the implementation of the Company's Compliance Governance Framework; continuously identify and report compliance issues related to mining rights and other relevant legislation; monitor compliance, expenditure and progress against the Social & Labour Plan (SLP); analyse the environment for risks and legislative changes.
- **Monitor and Support Employment Equity (EE) and Related Legislation:** Provide support to HR Operations staff and consult with line managers on EE Plan and targets; consult with HRBP's to identify succession gaps and recommend educative action to achieve EE targets; coordinate the collection of all statistical data required for legal compliance reporting which include Social and Labour Plan, Employment Equity, BBBEE and Mining Charter reports, and give input in monthly and quarterly Human Resources Reports; conduct regular audits to ensure compliance with the EE Plan.
- **Organise Transformation Training and Development initiatives:** Coordinate and monitor the Diversity Training Programme; Coordinate all meetings and training related to compliance activities including Transformation, Learning and Development.

Applications close: 31 March 2017

HR BUSINESS PARTNER: TALENT
(Ref: ZEHR6/17) Grade: C Upper Band

The core work output of the role is to coordinate and facilitate the talent management processes, systems and interventions in support of the talent management vision and strategy.

Role requirements

- Human Resources related Degree or National Diploma
- 3 years HR experience within a mining industry, of which 1 year is in Talent Management.
- Medical Certificate of Fitness
- Code 08 drivers licence

Advantageous:

- Relevant post-graduate qualification in Human Resources Management
- Registered with the South African Board of People Practices (SABPP).

Core competencies

Knowledge

- HR Best Practice, HR Regulation, HR Systems

Skills

- Computer literacy for role, English Communication proficiency, Interpersonal, Administration, Time Management, Conflict handling, Reporting

Values

- Emotional Intelligence (EQ), assertiveness, results driven, positive attitude, decisive, confidential, proactive, energy, high work ethic.

Key performance areas

- **Facilitate Career and Succession Planning:** Liaise with management to identify key roles that require successors; identify high potential employees; input into succession metrics; identify succession skills gaps; organise succession planning meetings and adjust succession plans accordingly; maintain Talent governance documents for legal reporting purposes.
- **Participate in Workforce Planning:** Contribute to year-end labour planning input in terms of talent planning and graduate/diplomate recruitment plans.
- **Participate in development and review of job profiles:** Assist with the development and review of role profiles; maintain source of role profiles; verify role profiles; input to determine minimum criteria for positions; schedule grading committee meetings, minute taking and maintaining of accurate records.
- **Coordinate Bursary and Internship Programmes:** Input for new intake and documentation control; liaise with tertiary institutions for prospective bursars/interns; prepare documentation for selection and recruitment process; signing of contracts; initiation of fee payments; request regular academic progress reports; consolidate information on implementation of Bursary / Internship Programmes.
- **Coordinate Employee Study Assistance Programme:** Review documentation and verify applications; verify institution's accreditation; check study assistance alignment to departmental plans and individual development plans; maintain updated study assistance data base; liaise with time office in terms of additional service agreements; analyse report on study leave; assist with the development of a coaching/mentorship programme; prepare documentation and progress reports and scheduling of meetings.

Applications close: 31 March 2017

Zondereinde mine shall apply the employment equity principles as set out in the company's Employment Equity Policy which is in compliance with the South African Employment Equity Act. Should you comply with all the requirements please submit your curriculum vitae to hrapplications@norplats.co.za and please quote the job title and reference number in the subject box. Kindly note that Zondereinde will only correspond with shortlisted candidates. Should you not hear from the company within 21 days after the closing date for application please consider your application as unsuccessful.

PARTY PARADISE

Rustenburg – The Rustenburg SPCA (Society for the Prevention of Cruelty to Animals) in collaboration with Rusties Lodge, invites the entire community – especially the young ones including nursery schools, aftercares etc, to the Party Paradise initiative.

The Party Paradise fun will last from 16 January up to 14 April 2017, from Mondays to Fridays from 09h00 to 13h00. The entry fee is very inexpensive, set at R100 per group, but the organisers ask that the entry fee should

include food, blankets or donations for the Rustenburg SPCA branch as they are in desperate need of financial assistance.

This is a great opportunity to have loads of fun! For more information contact Charmaine on 071-361 9223 or Tania on 082-557 6791 or pop a mail to rustieslodge@vodamail.co.za.



Lend a hand to Camp Kaleidoscope

Rustenburg – Camp Kaleidoscope will brighten children's lives this August. Making a difference in another's life is perhaps one of the biggest and most lasting things we can do. So often do we get bogged down in our everyday lives, that we miss the opportunity to help others reach great goal posts and dreams, simply because we didn't pay attention.

Camp Kaleidoscope is an opportunity to pay attention. It is an opportunity to make a difference in the lives of differently-abled and less fortunate children.

Starting on Friday, 25 August 2017, the Paramount Conference Centre (at Edu-land) near Rustenburg will be transformed into a wonderful "veldskool" for disabled children. Over 70 children with different sorts and levels of physical disabilities will join up with children from different backgrounds in the spirit of unity, friendship and great fun in the veld!

At most *veldskools*, the mission of the camp is to teach children courage, equip them with self-confidence and plant the seeds that they can one day make a difference in the lives of others... Also it's going to be great fun, like everyone's *veldskool* should be!

If there is one single fond memory from my own *veldskool* it would have to be the obstacle course. No camp is complete without one, which is why the team from Camp Kaleidoscope reached out to the Iowa based NPO *Train to Inspire*. They agreed to come to South Africa and build an obstacle course suitable for children with disabilities.

Camp Kaleidoscope is the brainchild of Brenda Klopper, a disabled young woman from Rustenburg. She has proven that if you set your mind to it, with planning, patience and diligence, you can achieve nearly anything.

In an interview with the *Platinum Weekly* newspaper, she explained that a lot more planning and consideration (and funds) have to go into this event to make it a success. "The purpose of Camp Kaleidoscope is to educate the children and to empower participants with life knowledge. We would also like to teach the children that they can make a difference in the lives of others."

The planning and energy necessary to make this event a reality is daunting. Besides funding and advice, they still need volunteers and advisors.

If you believe you can make a difference on any level, please show your support and contact Brenda on 072-356 8781 or email her at brendajean@vodamail.co.za. You can also visit www.visiononofhopefoundation.com or <https://www.facebook.com/campkaleidoscope> for more information.

Weather Report North West Rustenburg

Friday	24	March	2017	31°C - 17°C
Saturday	25	March	2017	28°C - 16°C
Sunday	26	March	2017	24°C - 14°C
Monday	27	March	2017	28°C - 16°C
Tuesday	28	March	2017	30°C - 17°C

At time of print

FINANCIAL INDICATORS

Crude Oil (OIL)	R	597.91
Gold Ounces (XAU)	R	15 793.83
Platinum Ounces (XPT)	R	12 314.25
Palladium Ounces (XPD)	R	9 894.35
United States Dollar (USD)	R	12.63
British Pound (GBP)	R	15.67
Euro (EUR)	R	13.62
Chinese Yen (CNY)	R	1.83
Namibian Dollar (NAD)	R	1.00
Lesotho Loti (LSL)	R	1.00

At time of print

SUDOKU

7	8		5						2
	3		6			9	5	5	7
			2	8				3	7
	9							8	4
2		1			9	6	3	2	5
						2		5	8
1			2	6				8	9
6	7			3	4			3	1
			5		3	1	7		