

# Raptors in Rustenburg, presented by BirdLife Rustenburg



Black-chested snake eagle

**Rustenburg** – From the guys at BirdLife Rustenburg... A very happy new year to all of our members and birding friends! May you have fabulous birding in 2018!

To get the year off to a great start: Our January meeting will be held, as usual, at the Rustenburg Methodist Church, cnr Brink and Schuurman Streets, on 15 January, commencing at 19h00. This month will see Shaun McGillewie presenting the second session on Raptors and their identification. The presentation will cover, in detail, Raptors all of which may be found within a 100km radius of Rustenburg. Therefore, if you want to know more about Raptors and how to identify them, this is the meeting for you!

All are welcome with a donation of R20.00 for non-paid up members. Tea and snacks will be served after the meeting.

• BirdLife Rustenburg's January outing will be on 20 January and will be the Summer CWAC (Co-ordinated Waterbird Annual Count). We will meet at the BP service station, Waterfall Mall at 07h00. As usual, we will cover the three main dams in our area namely: Kroondal, Olifantsnek and Rockwall. Bring along snacks and drinks and suntan lotion. We should be back in Rustenburg by 13h00. There will be a R20.00 donation for non-paid up members. All are welcome to what is always a very interesting and productive outing.

Should you wish to learn more about, participate in any of our events or if you have any birding topics to report or need help with identification of a bird (a picture will help), please feel free to contact Shaun McGillewie, BirdLife Rustenburg's chairperson on 083 -02 1462.



Northam Zondereinde is an established platinum group metal (PGM) mine in the Limpopo province which produces some 280 000 PGM ounces annually. The 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.

## HUMAN RESOURCES BUSINESS ADVISOR (Ref: ZEHR8/I7) Grade: C Lower Band

The core work output of the role is to support the HR Business Partner in the provision of HR administration and advisory services to line management and staff within area of responsibility. This will include recruitment and selection, employee relations, learning and development, performance management and workforce planning.

### Role requirements

National Certificate in Human Resources  
2 years' experience in Human Resources, of which 1 year is in a mining environment  
Medical Certificate of Fitness

### Advantageous:

Registered with the South African Board of People Practices (SABPP)

### Core competencies

**Knowledge:** HR Best Practice, HR Regulation, HR Systems  
**Skills:** Communication, Interpersonal, Administration, Time Management, Conflict handling, Reporting  
**Values:** Emotional Intelligence (EQ), Positive attitude, Decisive, Confidential, Proactive

### Key performance areas

- **Provide General HR Service Delivery:** Liaise and advise line management and HR Business Partner on key people issues; reduce turnaround time for line manager and employee complaints.
- **Plan and Administer Labour Availability:** Monitor, analyse and report Labour unavailability to HR Business Partner for further action; schedule absences according to plans; analyse and interpret data to establish negative trends which require interventions.
- **Monitor and report on disciplinary incidents:** Identify and analyse disciplinary incidents to determine next step of disciplinary process; monitor, advise and counsel employees' performance and attendance in consultation with HR Business Partner.
- **Advise and report on Employee Relations:** Receive employee concerns or complaints and provide feedback to HR Business Partner; provide information on HR Policies and Procedures where required; provide sound advice (formal & informal) in disciplinary hearings, medical and grievance proceedings.
- **Coordinate Recruitment & Selection and On-boarding:** Job posting, talent search and recruitment process administration.
- **Administer Employee Data:** Employee data and payroll query administration.
- **Provide Support to Performance Management Process:** Update employee files; monitor to ensure performance discussions takes place; return records to Talent Management Coordinator.
- **Support Career & Succession Planning:** Provide administrative support to Talent Officer and HR Business Department with their Career and Succession Planning activities.

### Please attach the following:

- Certified copy of your ID
- Certified copy of your qualifications

## Applications close: 23 January 2018

Northam Zondereinde will 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 meet all the requirements, please submit your curriculum vitae to [hrrapplicationsze@norplats.co.za](mailto:hrrapplicationsze@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.



## HR BUSINESS PARTNER: TRANSFORMATION (REF: ZEHR5/I7) 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

The successful candidate must have the following basic 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 license

### Advantageous

- Relevant postgraduate 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 focused, 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.

### Please attach the following:

- Certified copy of your ID
- Certified copy of your qualifications

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## LIONEL MOTORS

Position:	Foreman
Based at:	Lionel Motors (Nissan & Renault)
Reporting to:	Service Manager
Position overview / summary:	Foreman duties and functions in accordance with Group and manufacturer performance standards. To achieve targets as set by the dealership.
Job description (role responsibilities and key activities):	Dealing with Technicians and control the jobs per lift. Ensure highly effective communication with Team. Liaise with Service Manager and Team throughout the day, providing feedback to Service Advisors/Service Manager/Technicians/Parts. Ensure excellent service performance as required by Customers. Control workshop discipline and manage it effectively and efficiently. Extremely important to ensure all Nissan SA and Renault SA systems (including warranty) and standards are adhered to all times – no deviations. Continuously analyse the business – suggest/implement changes to consistently achieve Fix Right First Time scores. Ensure dealer systems (computer based) are adhered to 100%.
Skills/Qualification	Must have Technical Qualification, Technician experience/skills and knowledge of dealer management system. Strong personality and communication skills. Passionate about achieving Fix Right First Time results. Have excellent computer and organisational skills.
We Offer	Market related salary, Incentive scheme, Medical Aid, Provident fund

Please e-mail your CV to: [Des.vanzyl@supergroup.com](mailto:Des.vanzyl@supergroup.com)

**APPLICATION FOR BASIC ASSESSMENT IN TERMS OF NATIONAL ENVIRONMENTAL MANAGEMENT ACT, ACT NO 107 OF 1998 (NEMA) FOR THE PROPOSED FILLING STATION ON PORTION 2 OF THE FARM SPITSKOP 410 JQ AT SEFIKILE VILLAGE ALONG THE ROAD D533 AND D96 WITHIN MOSES KOTANE LOCAL MUNICIPALITY OF BOJANALA PLATINUM DISTRICT, NORTH WEST PROVINCE**

**DESCRIPTION:** A notice is hereby given in terms of Environmental Impact Assessment (EIA) Regulations of 2014, as amended of intent to carry out the following activity:

The proposed construction of a filling station with underground fuel tanks capacity of 138 000 litres which will cover an area of 629 square metres on an area of 2160 square metres. The proposed filling station will include the following infrastructure: Car wash, Convenient shop, Ablution facilities and Offices.

The development triggers NEMA, EIA Regulations of 2014, as amended, No. 327, Activity No. 14 and requires an Environmental Authorisation.

**LOCATION:** The development is situated on Portion 2 of the Farm Spitskop 410 JQ at Sefikile village along the road D533 and D96 within Moses Kotane Local Municipality of Bojanala Platinum District in North West Province. The geographical co-ordinates for the development are: 27° 10' 26.04" E and 24° 59' 50.29" S.

In order to be identified as Interested and Affected Parties (I&APs) you are invited to participate by providing comments and raising any issues of concern that you have regarding the development. To register as an I&AP, and to receive a copy of the Background Information Document (BID) and the Basic Assessment Report (BAR), please contact:

**MABYOKO ENVIRONMENTAL PROJECTS**  
**Tel: 083 390 3751 | Fax: 086 602 3065**  
**E-mail: [mabyokoholdings@gmail.com](mailto:mabyokoholdings@gmail.com)**

The I&AP's are therefore given **30 days** to register starting from the date of publication of this advertisement.