

Solidarity declares dispute with Eskom

Trade union Solidarity on Monday, 11 June, declared a dispute with Eskom after the enormous power utility did not turn up for further negotiations. Eskom offers a 0% salary increase for employees. Solidarity intends to hand over memorandums at several Eskom workplaces in the coming week. According to Solidarity deputy general secretary Deon Reyneke, the trade union plans its protest actions in such a way as to legally subject Eskom to maximum pressure without disrupting South Africa's power grid and the economy. "However, employees cannot be expected to fund Eskom's poor financial management, corruption and the plundering of the Guptas and their cronies through a 0% increase."

According to Solidarity, Eskom was reckless in the way it negotiated, and therefore Solidarity calls on Eskom to come up with a new offer for employees without delay, for the sake of Eskom and South Africa. Reyneke also said that when it comes to the way in which Eskom is approaching the negotiations, Eskom is acting in a totally irresponsible way and in bad faith. "They know Eskom is an essential service and are abusing this status as they believe they would get an interdict should trade unions go on strike. That is not what bona fide negotiation is all about, and by Eskom's unwillingness to further negotiate, as well as its 0% offer for an increase, they are turning up the pressure up in a pressure cooker which could just reach boiling point. Eskom

abuses this situation in an irresponsible manner, as well as the fear with regard to electricity supply that exists among the public, in order to put pressure on the National Energy Regulator (Nersa) to approve tariff increases," Reyneke said. "When negotiating within an essential service environment, a much heavier responsibility to negotiate with caution rests on employers. Eskom is gambling with South Africa's electricity supply," Reyneke concluded. **Solidarity press release, 11 June 2018**



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.

FOREMAN-FITTER SURFACE (REF: ZEMET 10/18) GRADE: C UPPER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- The successful candidate must be in possession of a relevant and valid Trade Test Certificate registered with relevant authorities
 - A relevant and valid Engineering Foreman Certificate
 - Minimum N3 Mechanical Engineering Certificate
 - A valid First Aid Certificate
 - Five years' experience at a Metallurgical Plant
 - A minimum of three years Fitter Foreman experience in a plant environment.
 - Having a foreman certificate will be advantageous

- Key performance areas**
- Complying with and coordinating adherence to Health and Safety Standards
 - Conduct periodic inspections and provides supervision over hazardous or unusual work assignments
 - Assures availability of equipment, materials and supplies
 - Maintenance and Repair of conveyor belts, structures and chutes
 - Monitors and manages all planned maintenance and repair activities
 - Recommend improvements and revisions to current maintenance procedures
 - Review accuracy of work reports and installations
 - Leading and motivating teams
 - Effectively utilises human and material resources

FOREMAN – BOILERMAKER SURFACE (REF: ZEMET09/18) GRADE: C UPPER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- The successful candidate must be in possession of a relevant and valid Trade Test Certificate registered with relevant authorities
 - A relevant and valid Engineering Foreman Certificate.
 - A minimum of five years' experience in a Smelter Plant environment
 - A valid First Aid certificate.
 - Foreman Certificate would advantageous

- Key performance areas**
- Complying with and coordinating adherence to Health and Safety Standards
 - Conduct periodic inspections and provides supervision over hazardous or unusual work assignments
 - Assures availability of equipment, materials and supplies
 - Maintenance and Repair of conveyor belts, structures and chutes
 - Monitors and manages all planned maintenance and repair of crushers, vibratory feeders and screens, furnaces, converters and dry plants, chutes and conveyor belts
 - Recommend improvements and revisions to current maintenance procedures
 - Leading and motivating teams
 - Effectively utilises human and material resources

SURFACE INSTRUMENT TECHNICIAN - PLANTS (REF: ZEMET 12/18) GRADE: C UPPER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- Successful candidates must have a valid Section 13 Trade Test Certificate
 - National Certificate (N4 or T2)
 - Relevant experience preferably on a mine or plant process environment
 - Must have at least 5 years' experience in Industrial Instrumentation field

- Required competencies**
- Performance Driven
 - Willing to come out on call
 - Emotional Maturity
 - Confidence
 - Stress Handling and coping capability
 - Must be a team player

- Key performance areas**
- Commitment to Health and Safety requirements and standards
 - Supervision
 - Record keeping and Administration
 - Continuous maintenance of equipment
 - Installation and Commissioning
 - Day to day maintenance and fault finding on Process Control and instrumentation
 - Will report to the Senior Technician on daily basis
 - Compliance to Mine's Health & Safety Program

SURFACE ELECTRICIAN (REF: ZEHR 01/18) GRADE: C LOWER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- Successful candidates must have a valid recognised Trade Certificate
 - National Certificate in Electrical Engineering (N3)
 - Grade 12 Certificate
 - At least 3 years relevant Plant experience

- Required competencies**
- Performance Driven
 - Emotional maturity
 - Willing to work extended hours
 - Innovative but practically orientated
 - Precision and disciplined

- Key performance areas**
- Effective maintenance and installation of electrical equipment
 - Administration of necessary systems
 - Conveyor Belt, Furnaces, Converter, Dry Plants experience
 - MV Experience
 - Smelter/Plant experience would be advantageous

METALLURGICAL SECTION LEADER GR 2 (CONTROL ROOM OPERATOR) (REF: ZEMET 07/18) GRADE: B UPPER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- Successful candidates must have a Grade 12 certificate
 - 3 years Plant Smelter experience in all sections
 - Previous experience as a Control Room Operator will be advantageous
 - English literacy
 - Analytical with an independent and task driven approach
 - Willing to work unsociable hours and able to handle stressful situations

- Key performance areas**
- Work according to Health and Safety standards
 - Monitoring and controlling the Metallurgical Process
 - Responsible for operating the Plant from the control room
 - Record and control lock out procedure and permit to work procedure
 - Rectify deviations and report to Supervisor

METALLURGICAL SECTION LEADER GR 2 (FURNACE OPERATOR) (REF: ZEMET 08/18) GRADE: B UPPER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- Successful candidates must have a Grade 12 certificate
 - 3 years Smelter experience
 - Previous experience as Section Leader will be advantageous
 - Good communication skills needed.
 - Detail orientated with an independent and task driven approach

- Key performance areas**
- Work according to Health and Safety standards
 - Supervise the operations of the Furnace Sections
 - Responsible for the general section operations, start of shift routine and supervision
 - Responsible for Loss Control in the section
 - Liaise between different sections within the Smelter Plant
 - Assist in General Smelter Plant Operations

BOILERMAKER SURFACE (REF: ZEMET 14/18) GRADE: C LOWER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- A valid Trade Test Certificate
 - At least 3 years plating experience
 - Metallurgical experience will be advantageous

- Key performance areas**
- Sustainable availability of equipment
 - Good housekeeping
 - Attend to breakdowns after hours
 - Willing to do Standby
 - Safety requirements and standards
 - 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

FITTER SURFACE (REF: ZEMET 07/18) GRADE: C LOWER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- Successful candidates must have a valid Trade Test Certificate
 - At least 3 years fitting experience
 - Experience on cone and Jaw crushers, conveyor belts maintenance ,vibrator screens, ball mills
 - Sound knowledge on hydraulics.
 - Furnace & converters experience will be an advantage

- 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

SURFACE FOREMAN ELECTRICIAN REF: ZEMET 11/18) GRADE: C UPPER BAND

- Role requirements**
The successful candidate must have the following basic requirements:
- The successful candidate must be in possession of a relevant and valid Trade Test Certificate registered with relevant authorities
 - A valid Engineering Foreman Certificate.
 - A minimum of five years' relevant foreman experience at a Metallurgical Plant
 - Experience on furnaces, converters, drying plants, compressors, soilers and transformers
 - Medium voltage
 - A valid First Aid Certificate.
 - Foreman Certificate would be advantageous

- Key performance areas**
- Complying with and coordinating adherence to Health and Safety Standards
 - Conduct periodic inspections and provides supervision over hazardous or unusual work assignments
 - Assures availability of equipment, materials and supplies
 - Maintenance and Repair of conveyor belts, structures and chutes
 - Monitors and manages all planned maintenance and repair activities
 - Recommend improvements and revisions to current maintenance procedures
 - Review accuracy of work reports and installations
 - Leading and motivating teams
 - Effectively utilises human and material resources



Please attach the following: Certified copy of your ID & Certified copy of your qualifications

APPLICATIONS CLOSE: 21 JUNE 2018

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.