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# Transnet's treacherous trail ... The 2013 wage agreement

## Transnet's path to platinum industry mayhem

It is easy to blame the union and the workers for the protracted strike that has crippled the platinum mining industry. However, as experienced labour analysts know, strikes are mostly reactive, not pro-active events - first the exploitative management, then the strike.

The most disheartening aspect of the platinum strike is the obvious lack of trust between the employers and employees.

In well-run industries the employees have learned to understand that industry stability, productivity and profitability are the precursors to better deals.

In well-run industries workers have twin loyalties: one to their employer, the other to their trade union.

After more than a century of interaction with their workers, employers in the mining industry have failed to win those levels of loyalty, trust and understanding.

Why is that?  
Is it because they have a low regard for their workforce?

Or is it because they believe that managing means serving their financial shareholders at the expense of their other shareholders who invest their skills (and sometimes their lives) in their ventures?

Whatever the reasons, the cost of the mining industry's management failures are there for all to see.

Unfortunately, a similar tragedy is unfolding at Transnet where

integrity and foresight rate far behind short-term convenience, where:

The company can find R300-billion for new hardware, but not a tiny fraction of that amount to regulate and improve the conditions of its workforce.

Where the ANC owners, their appointed cabinet ministers and managers are unable to look labour in the eye to honour the agreements that they sign.

Whether the cause is ignorance, inefficiency, blatant chicanery or exploitation (most likely it is a mixture of all four), Transnet's ducking and diving and dishonouring of agreements is destabilising our vital industry.

In devaluing the agreements it signs with the established unions, Transnet is making them look ineffectual. That is inviting a more militant approach by their members and opportunistic incursions by outside unions (see page 3 for Beware of outside unions wanting to spend your time and money on their ambitions).

If allowed to continue, the result of this instability can hold no long-term benefits for management or the workforce or the Transnet unions.

The South African economy is bleeding as a result of the platinum industry's five-month strike. Imagine how it would haemorrhage if the national transport system were to be shut down for a tenth of that time. ■

At the 2013 pay talks Transnet urged a two-year pay agreement, arguing that removing pay issues from the negotiating agenda would afford it more time to settle outstanding issues of concern to labour. Because the guaranteed 8,5% and 9% pay increases were inflation-beating and because labour wants to assist management to practise open and honest industrial relations, UTATU SARWHU and Satawu accepted the deal.

How has Transnet since used the time it wanted to sort out outstanding issues?

High on the agenda was the need

to regulate the use of contract workers; more particularly to eliminate the exploitation of Transnet's 7 000-plus contract workers who, despite the long and efficient service that has made them de facto employees, are still being denied full-time employment and the job security, health care, pensions and bonus opportunities that accompany it.

Notwithstanding the additional time granted it, management continues to evade the issue. More than a year since the 2013 negotiations, the 700 appointments which were agreed upon, according to our knowledge is still not completed. The task team has been appointed and has not met since December 2013.

'Each time labour tries to bring management to the table on the issue it finds a new excuse for avoiding or delaying the issue,' says UTATU SARWHU. 'The message that the company is delivering is: Transnet cannot be trusted.'

'Most of the abuse of contract workers is taking place in the Transnet Freight Rail (TFR) envi-

ronment. With 25% of the company's workforce now comprised of contract workers, the company has laid itself open to the charge of using pointedly exploitative employment tactics.

'The big question on workers' lips is: where does the ANC (the owner of Transnet and its subsidiaries) stand on the issue? Are they behind the short-changing and marginalization of workers, or are they going to act to put an end to it?'

'Thankfully, Transnet Port Terminals (TPT) have a far more ethical approach to the contract work issue,' says Steve Harris. 'Encouraging numbers of their contract workers have already been converted to full-time employment and we expect more to follow.'

### The New Reward Model

The declared aim of the New Reward Model - a Transnet creation which it brought to the bargaining table in 2010 - is laudable. Its intention is to eliminate existing employ-

*Continued on page 3*

## U/S and Fedusa's rapid response to terror: Minister urged to appoint task team to investigate PE attacks

Transnet has obtained a court order to end the thuggery after attacks continued.

UTATU SARWHU and Fedusa, their labour federation, were quick to respond to the petrol bombing of the homes and a vehicle of U/S members in Port Elizabeth's Motherwell suburb. Their condemnation of the attacks was widely publicised.

UTATU SARWHU general secretary, Steve Harris, called the attacks 'part of a co-ordinated campaign of terror designed to intimidate workers.'

Fedusa general secretary, Dennis George, expressed his concern that such attacks might injure workers and the families.

The two union leaders followed up their public censure of the attack with a letter to the Minister of Police urging him to appoint a task team to launch an immediate investigation into the attacks.

'It is important for the police to intervene in these violent acts and petrol attacks and to bring the perpetrators before the courts to be prosecuted,' Fedusa's Dennis George said in his letter to Police Minister,



Nkosinathi Nhleko.

The attacks were made on the homes and a vehicle of Ngqura workers who had declined to join Numsa. They were launched after the National Union of Metal Workers of South Africa (Numsa) - which has organised an unsuccessful strike at Ngqura Harbour - failed to secure organisational rights as the union has insufficient representation.

Numsa's attempts to win support in the area continue. Unconfirmed reports say that they are hiring unemployed workers to picket for them in an attempt to bolster their limited support. See also: Beware of outside unions wanting to spend your time and money on their ambitions).

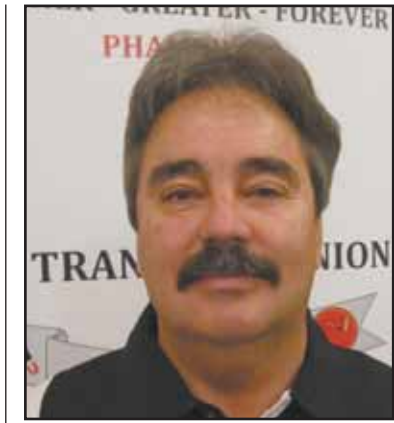
When another two houses were stoned in the early hours of the



morning of 8 June, Transnet obtained a court order against its striking employees. Transnet's CEO, Brian Molefe, told the SABC that it was the acts of thuggery that prompted the company to seek a court order. 'Since the beginning of the National Union of Metalworkers of South Africa (Numsa) strike at Ngqura, there have been 32 attacks against our employees who are at work. [Their] houses have been petrol bombed, two cars have been petrol bombed, and have been stoned even on Friday night. Two houses have been stoned. The worst attack came two days ago when in one night 10 houses were attacked.' ■

## COMMENT

## NEWS



Steve Harris

The best description of UTATU SARWHU in these unstable times, which are seeing workers make huge salary sacrifices for minimal (if any) gains and even indulging in criminal activities, is 'a stable rock in a stormy sea.'

Building on its reputation as 'the eye-on-the-ball-union-that-makes-good-things-happen,' 2014 has seen our union continuing to succeed where it really matters:

Uniting workers and strengthening their bargaining power (UTATU SARWHU remains Transnet's largest and most influential trade union).

Taking management to task on the issues that short-change and/or disadvantage its workers.

Contributing actions, criticisms and ideas designed to make Transnet a more efficient, rewarding and secure place to work.

Looking back on this union's achievements, one can see huge progress. The united union came together at a time when the future of rail and harbour workers looked grim; when few of today's workers could contemplate a future for their

children at Transnet.

Today that has changed. We are on the brink of one of the greatest growth periods in rail ever seen anywhere. And shortcomings in Transnet's employment practices are being ironed out step by painful step.

When workers measure their trade union's value on the basis of results achieved relative to the subscriptions they pay, UTATU SARWHU has no match.

As can be seen in articles in this issue, there is still much to be done to bring about the improvements to job grading, salary and advancement improvements and artisan remunerations that Transnet has long promised. But all of those things are going to happen the right way: calmly and efficiently by UTATU SARWHU as it simultaneously improves their

salaries and job security.

No other trade union in our field can come close to that level of achievement.

On the domestic front, the Committee of Five is proceeding well in its task of streamlining our union's membership and branch structures ahead of next year's elections and National Congress. The work they are doing in ironing out anomalies and enhancing a united approach is going to make our union more united and more representative than ever before.

Recruitment and training - those two other pillars of UTATU SARWHU's success - continue to make good progress. But we cannot afford to relax for a moment. If each member recruits just one new member each year, he or she will be making a significant contribution

towards building a stronger union and a better future.

Our union's less obvious - but equally vital - contribution to its members' welfare is the influential work it does behind the scenes (and with Fedusa) to improve the country's labour laws, employment, workplace safety, compensation for injuries on duty, improved pensions and health care.

Members can keep abreast of our efforts in these areas through Labour Report and the UTATU SARWHU website.

By working together in a sober and professional manner we have built a distinguished union. Let's keep it that way. And let's use our knowledge and experience to persuade our less enlightened colleagues to join our cause. ■

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## Transnet profit a record high

For the first time in its history Transnet's profit for the year increase to above the R5 billion mark - it increased by 24.9% to R5.2 billion.

Brain Molefe, Transnet Group Chief Executive had the honours of delivering the good news as part of the organisation's message with the announcement of Transnet's financial results for the year ending 31 March 2014.

Transnet is currently busy with a seven-year infrastructure investment programme, the Market Demand Strategy (MDS) to the value of R312.2 billion. The organisation spent R27.5 billion up to the end of March - the first year of the programme and plans to spend another R27.3 billion during this financial year.

According to Molefe the programme is financed from its own balance sheet without any help from government. This meant that the organisation's total debt has risen to R73 billion and during the next two years they will have to borrow another R30 billion.

Other highlights from the presentation include:

- Revenue up 12.8% to R56.6 billion.
- Automotive and container volumes on rail up 25.2%.
- EBITDA (earnings before interest, taxation, depreciation and amortisation) up 12.3% to R23.6 billion.
- Capital investment increased by 15.6% to R31.8 billion.
- Cash generated from operations after working capital changes rose 11.6% to R25.3 billion.

Steve Harris, UTATU SARWHU general secretary says that the union is cautiously optimistic about the results. "It is impressive figures, but Transnet must not lose sight of the reason why they were able to post such good results. The employees

worked really hard and should be rewarded for the loyalty and contribution."

Steve refers to the 15% contract workers employed by the organisation who don't have any job security. "We do not want the same situation as what happened at Ngqura where 178 workers went on strike because of the use of labour brokers. Transnet must make a commitment to its valued workers."

The other issue labour is weary of, is the high loan volume. Loans have increased the debt ratio from 41.9% to 44.6%. "Mr Molefe did say that it will stay below 50%, but we will keep our eye on the situation, especially with Transnet considering borrowing from China in the future."

All in all the results are positive and UTATU SARWHU is very happy with the infrastructure investment plan. Besides the locomotive and wagons renewal programme (read more about it in the article on Transnet Engineering on page 5), it also includes:

- New multi-product pipeline
- Coastal and inland terminals to be completed by the end of current financial year
- 24 inch trunk line, 16 inch network, three pump stations and two metering stations operational
- Port infrastructure
- Awarded contract for nine tug boats and one dredger
- Port equipment
- Handling equipment to increase container-handling capacity at Ngqura from current 750 000 TEUs per annum to 1.5 million TEUs
- Took delivery of seven tandem lift cranes for Durban Container Terminal
- Bought one ship loader and one ship unloader for handling dry bulk at the Port of Richards Bay. ■

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## A closer look at the leader taking Transnet Engineering into the future

The real workings of Transnet Engineering and its dedicated men and women lie hidden somewhere between romantic recollections of steam and the huge electric and diesel beasts hauling tons and tons of freight across the country. Its scarce visibility notwithstanding, the vision of this enthusiastic and vibrant arm of Transnet is crystal clear: the CEO of Transnet Engineering, Richard Vallihu, has identified its essential values to be integrity, honesty, trust, respect and business excellence.

Transnet Engineering is one of five operating divisions of Transnet SOC Ltd. It is a multi-faceted engineering discipline dealing with the design, manufacture and maintenance operation of all types of railway rolling stock.

Respect for their trades and pride in the work they do is evident daily in every one of the more than 13 000 qualified personnel working country-wide at Transnet Engineering's operations. Employees share the company's vision to be reliable, trustworthy, responsive and safe. They are committed, safety-conscious, ethical, disciplined and results-orientated.

### The man at the controls

Richard Vallihu, who was part of South Africa's struggle for democracy and who has extensive military training, has long since adapted his experience to the attributes vital to leading such a huge organisation. But at least one of his strengths may have originated from his military background. He believes that precision is vital in delivering efficient, safe, reliable and cost-effective products and services.

Inspired by Madiba, the father of the nation, he believes that integrity, hard work, discipline, a deep curiosity and keen judgement, are essential leadership qualities. He has worked at Transnet for almost two decades serving as Chief Executive of Transnet Engineering since September 2005 and holds a BSc Honours degree from Loughborough



Richard Vallihu, CEO of Transnet Engineering.

University of Technology in the UK and a Masters in Business Administration from the University of Southern Queensland, Australia. Previously he was project manager at Standard Bank. That gave him experience in finance that has greatly assisted his career.

Despite his impressive qualifications, Richard believes that it is not just about qualifications and numbers on a piece of paper. "Companies are not run by number crunchers," he says. "They are run by men with vision. However, a good leader must possess more than a keen insight and knowledge of finance and accounting. He must earn the trust of his colleagues and his employer and employees."

### The awakening giant

In the financial year ending 31 March 2014, Transnet increased its revenue by 12.8% to R56.6 billion, driving profit higher by 24.9%, while investing in a seven-year infrastructure investment programme up to R312.2 billion. The infrastructure investment highlights include:

### Locomotive fleet renewal programme:

- Awarded contract for the building of

1 064 diesel and electric locomotives to General Electric, China North Rail, China South Rail and Bombardier Transportation.

- Awarded contract for 60 diesel locomotives for the General Freight Business (GFB) to General Electric.
- Awarded contract for 100 electric locomotives to China South Rail.
- 10 of the first 95 locomotives from China south Rail have been delivered and are undergoing operational readiness testing.
- Took delivery of 32 new locomotives for the iron ore line and 43 diesels for the GFB.

### Wagons fleet programme:

- 3 281 wagons were built at Transnet facilities across the country. Fifteen hundred (1 500) wagons to be built over the next seven years in line with projected volume growth and the locomotive renewal programme.

Transnet Engineering's operating portfolio consists of nine national product focused businesses namely Locomotives, Coaches, Wagons Rolling Stock Equipment, Rotating Machines, Wheels, Foundry, Auxiliaries and Ports.

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## Transnet's treacherous trail ...

### The 2013 wage agreement

Continued from page 1

ment anomalies, in remuneration. To these ends, the intention is to set measurable guidelines that will enable employees to know where they stand professionally and to move from the minimum to the maximum of their scales in not more than four years.

Having initiated that worthy ideal, management has thus far proved incapable of implementing it. Blocking the way is Transnet's reluctance to move away from its manipulative, discriminatory reward models. As a result, workers put the following questions:

How can you call yourselves managers if you cannot manage?

What's the point in our striving to achieve excellence if you cannot give us straightforward performance and reward guidelines?

Why bother to achieve more

when less experienced newcomers are appointed at higher salaries?

Transnet companies constantly cite unaffordability. Why is it that a corporation currently spending some R300-billion on new equipment cannot spend a small fraction of that amount on its people? Are people considered unimportant in the ANC/Transnet plan?

Why are the employees' views and experience not part of the corporation's goal-setting?

Why are targets set so high?

Why are the workers the first to be penalised when extraneous factors dent the company's turnover?

Transnet's subsidiaries appear to be sadly out of touch with the practicalities of their businesses. For example, top managers at Transnet were flabbergasted to learn that some newcomers

were being appointed at salaries higher than employees with the same qualifications and with 20 years' service.

Transnet's blatant discrimination is another source of grievance. Workers have to adhere to strict and uncompromising codes covering time management and the use of substances. Yet employees at Transnet, Carlton Centre and other management enclaves can stroll about reeking of alcohol and can seldom be found at their posts on a Friday afternoon.

"Our recent study tour of Brazil proved to be a real eye-opener on the discrimination issue," says Steve Harris. "There the CEO is just another worker without a reserved parking space. When employees are tested for drug and alcohol consumption, he, too, is tested. When he travels on business he stays in the same quarters as any other employee does. It is little wonder that the Brazil rail operations far outperform Transnet's motivation and efficiency."

**The Artisans' Agreement**  
Transnet still has not implemented

the 2008 Artisans' Agreement which it asked for and signed. The agreement was intended to stem the company's alarming skills drain.

Transnet's failure to implement a plan that gave the company's artisans and their managers unambiguous standardised guidelines on artisan remuneration and advancement is costing the workforce dearly.

Artisans still do not know what is expected of them or how to advance their careers.

Their pay scales still differ from company to company-employee to employee.

Many of the about 80% of the artisans who by now would be at the top of their grades are still being underpaid.

Anomalies abound: at a workshop an artisan was being paid on the 33 percentile while a colleague with identical qualifications was on the 66th percentile.

**Again, questions abound:**

- Why has Transnet allowed this disorder?
- Does the company not understand its own agreement?

- Is the non-implementation the result of incompetence or exploitation?
- Why is no cabinet minister or senior manager sufficiently concerned to correct this blemish on Transnet's modus operandi?

**A glimmer of hope**

A 3 June 2014 letter to UTATU SARWHU from Transnet's Group Chief executive, Brian Molefe, confirmed:

The full-time employment of contract workers at the East London, Port Elizabeth and Ngquru harbours.

That Transnet has decided to do away with labour brokers.

That Transnet remains committed to creating thousands of sustainable jobs.

"Mr Molefe's letter has generated hope that a new and healthier approach to employment issues might be on the cards," says Steve Harris. "If that is the case, Transnet will find UTATU SARWHU a capable and enthusiastic partner in its efforts to introduce fair, efficient and stable working conditions." ■

## UTATU SARWHU's victory over labour brokers

Thanks largely to the battle waged by UTATU SARWHU and its colleague union, Satawu, more than 300 workers at the ports of East London, Port Elizabeth and Ngqura have recently been absorbed into full-time employment.

Better news still is that as from Monday, 1 June 2014 all employees at the three Eastern Cape port terminals will be employed directly by Transnet either on a full-time or fixed-term basis.

Says Transnet Group Chief Executive, Brian Molefe: "This follows a Transnet-wide decision more than six months ago to take a bold step of doing away with labour brokers for those of our colleagues who work in our core operations across the company.

"The decision follows a long consultative process especially with the leadership of our recognised unions, Satawu and UTATU SARWHU, which started last year.

"A total of 304 cargo co-ordinators, drivers for articulated trucks which run inside the terminals, port workers and shuttle drivers joined the company

between May and June. We are in the process to add another 50 and this process will be concluded by the end of this month.

"Over the last couple of months, our colleagues at the Ngqura Container Terminal near Port Elizabeth have been working tirelessly, creating robust processes in line with Transnet's recruitment policies and procedures to employ suitably qualified candidates. Most of those who made the cut had previously worked at our facilities, but via labour brokers.

"We are pleased to say that this process has concluded and is firmly aligned with our commitment to create thousands of sustainable jobs through our multi-billion investment programme – the Market Demand Strategy.

"This ground-breaking decision will ensure that all our colleagues are treated equally with dignity and respect when it comes to employment practices in our company. Let's welcome all our dedicated and hard-working colleagues to Transnet." ■

## Beware of unions wanting to spend your money to achieve their ambitions

In recent months members have been wooed by two unions trying to secure themselves a foothold in Transnet. Both unions have been big on promises and short on delivery. Here are the facts:

Both unions are a lifetime away from recruiting enough members to enable them to gain recognition at Transnet and do a proper job for transport workers.

All that those few employees (who are suckered into joining these unions) can achieve is less money for themselves and more money for the unions seducing them with false promises.

It gets worse: the unions trying to get into Transnet do not do anything for their members. They expect their members to give up their time and money to do the campaigning that the unions should be doing by striking and protesting – and even committing crimes in vain attempts to get worthwhile attention.

Those being conned into following these splinter groups are missing the

basic trade union truth. Trade unionism is about calmly sticking together to wear down the opposition. It is not about being manipulated to dash hysterically about in different directions. That approach helps only management and the pockets of those doing the manipulating.

We've all heard the saying: empty barrels make the most noise. That is true of the impotent invaders whose empty promises are earning them the nickname 'WPS unions.' The WPS stands for "Weak point - shout."

**There will always be problems at Transnet.**

The only way they will be resolved is the professional way; the way that the strong and established unions like UTATU SARWHU are doing the job. That is using their strength in numbers to launch dogged, determined and intelligent negotiations backed by strategic industrial action, when that becomes necessary – in other words, the way that UTATU SARWHU has lifted salaries and

jobs security at Transnet to heights that seemed impossible just a few years ago.

**The facts at Ngqura**

While Numsa has been making its noises and trying to attract members, the issues driving the protests at Ngqura have been all-but resolved by UTATU SARWHU and Satawu – Transnet's established and recognised trade unions.

Transnet has bowed to these union's pressures to cease from using labour brokers (see the story elsewhere in this issue).

Almost 80% of the problems related to workers' transport costs to and from the port have been resolved.

Good progress has been made towards regulating the shifts of DAV operators.

Thanks to the unity and good sense of the established unions, Numsa's attempts to disrupt production at the port and thereby diminish the earnings of all Ngqura workers failed miserably. ■

## LABOUR REPORT

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## NEWS

## NEWS

## It's all happening in SA ports and UTATU SARWHU members are proudly in the forefront of the action

As can be seen from the reports on these pages of harbour materials-handling advances, South Africa's ports are creating greater capacities destined to generate economic growth that will benefit all its citizens. That growth could not happen without the input of UTATU SARWHU's members. They are everywhere: they build and repair the ore trains; load them at source; drive them to Durban, Richards Bay, Saldanha,

Ngqura and other destinations; maintain the trains, the overhead lines and pipe lines that power them; operate the skips, cranes and forklifts that load the cargoes on to vessels; guide the ships carrying our country's life-giving cargoes in and out of our ports. Running harbours requires much specialised equipment. Our members also make and repair that. And what about all the labouring required? Wherever there's a job to be done, you'll see

UTATU SARWHU's men and women there doing it. If that were not enough, we drive many of the trains and buses that take the workers to and from their jobs.

"UTATU members are proud of their role in keeping the wheels of Transnet and its associate companies turning," says general secretary, Steve Harris. "No other trade union comes close to providing such an invaluable input. We are proud of that, too." ■

## New equipment at Transnet Port Terminals

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Transnet Port Terminals (TPT) hit another significant milestone in its ongoing investment in South Africa's ports with the arrival of four brand new ship-to-shore cranes and 18 rubber-tyred gantry (RTG) cranes in March this year.

"We are excited to have taken delivery of this new equipment which is worth R744 million," said CEO, Karl Socikwa. "This acquisition demonstrates that we are serious about delivering on our commitment to our customers. We continue to reinvest in our infrastructure and equipment aggressively.

The use of local manufacturing and local businesses has been a key consideration in the procurement of this equipment. Liebherr Africa supplied the new cranes, two of which will go to the Ngqura Container Terminal (NCT) operations in Port Elizabeth and two to the Cape Town Container Terminal (CTCT). The assembly and installation of all the equipment will be handled by eight local companies.

TPT's general manager of Procurement, Ntombeziningi Shezi,

explains: "As always, it is important for us here at TPT to consider local manufacturing. It's something we take very seriously. We're proud that the steel structures for the gantries were made at Liebherr Africa's facilities in Johannesburg, Newcastle and Durban."

The procurement of the machines has been accompanied by detailed supplier development initiatives, which will ensure that a further R193 million is invested in the local economy:

- R120 million in post-sales service and maintenance by local companies.
- R27.7 million for skills transfer initiatives.
- R26.5 million for job creation and preservation.
- R13.6 million in intellectual property and technology transfer initiatives.
- R5 million for small business promotion.

The delivery of the two ship-to-shore cranes for each terminal forms part of TPT's strategy to increase the capacity to service larger calling ves-

sels and to optimise efficiency. CTCT is currently undergoing a R5.4 billion upgrade and when all four berths and the new cranes are installed, capacity will increase to 1.4 million TEU. The NCT is already in its second phase of a R1.1 billion development, which will see it grow from two to three berths and increase its capacity to 1.5 million TEU.

"TPT continues to invest across its terminals to ensure growth and the sustainability of the country's commercial import and exports," concludes Socikwa.

Technical information about the cranes:

The cranes have an outreach of 65 metres, a span of 30.48 metres and a back reach of 19 metres.

They have a lift height of 41 metres and are capable of lifting a 65-tonne load under a twin lift spreader.

The cranes have been designed to handle container vessels of up to 24 rows across, allowing the world's largest container vessels to be serviced. ■

## First shipment of export manganese from the Multi-Purpose Terminal in Saldanha

The Multi-Purpose terminal in Saldanha made history at the end of February with the first-ever shipment of manganese ore exported through the terminal. The vessel, Nueava Esperanza, entered the terminal on Thursday, 20 February and started loading sulphate slag. A total volume of 9 049.80t of sulphate slag was loaded and was completed by the Sunday.

Manganese ore commenced loading on to the same vessel on the Monday and the shipment of 40 040t was completed by the Friday.

In line with its strategy of expanding its export manganese service, Transnet Port Terminals, in collaboration with Transnet Freight Rail and

Van der Merwe (VDM) Transport, will in future move more bulk loads from mines in the Northern Cape to the VDM Transport siding in Saldanha where a secondary stockpile area has been created.

Viability of the service will be tested and, if sustainable, capacity will be offered to junior miners in this new financial year. Future plans will see the creation of additional stockpiling space and the option to convert bulk trains to container traffic, which will make smaller parcels a possibility. At VDM Transport's terminal, the bulk product is loaded on to skips and from there it is transported via road to the Port of Saldanha for export purposes via its multi-purpose terminal.

Saldanha, a Multi-Purpose Terminal, is currently not optimally used, with berth occupancy of less than 50%. Terminal berth capacity is therefore available to export manganese. The skip loading system will be designed to simultaneously service at least three ships' cranes and will target 180-200 tons per hour per crane. TPT will target a daily loading throughput of around 12 000 tons per day. This is in line with the current skip operation being used for the loading of iron ore at the MPT terminal.

The efficiency of this logistics chain will provide Transnet with sustainable competitive advantage for the next seven years, in line with its Market Demand Strategy. ■



## New Pier 2 Straddle Carriers boost operations

Durban Container Terminal Pier 2's Terex Noell Straddle Carrier Fleet recently increased to 46 with the acquisition of five new straddle carriers. This follows the acquisition of 13 new straddle carriers valued at R126 million at the end of 2013. The new straddle carriers are diesel electric and boast a twin-lift capability which contributes to better performance for the terminal. A further beneficial feature of the straddles is that their fuel consumption is 22

litres per hour; they are more fuel efficient and environmentally friendly than mechanical hydraulic straddle carriers. The terminal's complement of twin-lift straddles now stands at 32. The equipment boost that Pier 2 has received not only increases the number of pieces of equipment in the terminal, but helps to ensure that the market demand of port operations can be met. It further assists in the aim of ensuring that equipment is timely replaced. ■

## A closer look at the leader taking Transnet Engineering into the future

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Operations comprise 132 maintenance depots and six well-equipped ISO certified factories, with an extensive railway customer portfolio in 18 African countries including the Democratic Republic of Congo, Botswana, Mozambique, Namibia, Angola, Malawi, Swaziland and Zimbabwe.

Transnet Engineering is responsible for the design, development, manufacturing and maintenance of some of the world's largest trains, carrying approximately 250 million tons of coal, iron ore and general freight transported every year on South African railways. Without this essential service, mining and power generation could not operate effectively.

While TE for the most part services Transnet Freight Rail, Prasa remains an important and crucial customer. For the advancement of mining in South Africa, Richard stresses: "It is imperative to support the mining sector rail infrastructure with safe, reliable and cost-efficient rolling stock and rail-related products for sustainable, effective and efficient operations from the pit to the loaded ship."

Transnet Engineering's competitive advantage in the local and export mining segment lies in its ability to leverage integrated cost efficiencies of rail transport for large volumes of bulk and to break bulk commodities over long distances. It needs to provide integrated local and regional rail and port management, and the utilisation of customised assets and resources that are available and accessible to emerging and established junior miners.

Mining's dependence on TE is plain in cases such as establishment of a new mine in Limpopo, being dependent on the building and upgrading of rail, or the newly established Elitheni coal mine and operations in the Eastern Cape, for which unique customised coal container wagons were built.

Richard is very proud of consistent world-class availability and reliability that can be measured through the dedicated teams servicing the corridors.

### Challenges

Operations are not without their challenges, given the age of the rolling stock and the inherent nature of the railways. In May 2012, Transnet Engineering celebrated this rich heritage by marking the 150th anniversary of its Salt River Engineering Works plant in Cape Town. This plant – one of six Transnet Engineering factories in South Africa – has grown from the original workshops, built in 1862, to maintain the rolling stock on the Cape's first railway line.

The catalyst for South Africa's railway and harbour expansion can be attributed to the discovery of diamonds in Kimberly during 1866/7, which led to increased railway construction throughout the country, notably the Cape main line between De Aar and Kimberley. But the very first (steam) train in South Africa, built by the Natal Railway Company, made its first official journey between Durban and Harbour Point on 26

June 1860. The distance of the railway line was only 3,2 kilometres and the journey lasted a mere five minutes.

Cape Town had already started building a 72 km line linking Cape Town to Wellington in 1859, but was hampered by delays and could open only the first section of the line to the Eerste River on 13 February 1862. Almost a decade after that, rumours of massive gold deposits in the Transvaal Republic were confirmed and, almost overnight, economic power had shifted from the colonial south to the republican north.

In 1910, the Union was achieved with the country's leaders adamant that the railways and harbours should be used to unify and develop South Africa's economy. Today South Africa's railway system is the most highly developed in Africa with rail transport being the largest and most crucial part of the freight logistics chain, delivering goods to every corner of the country from pit to port. It also maintains the 4 km trains (the longest in the world) that operate on Transnet's Sishen-to-Saldanha heavy haul iron ore export corridor, and the Coallink corridor serving Richards Bay.

Further plans are in progress to develop a third heavy haul rail corridor to serve the new deep-water port at Ngqura near Port Elizabeth. The 1 003 km corridor is to be created by upgrading existing lines to connect the extensive manganese mining complex near Hotazel in Northern Cape with the Indian Ocean at Ngqura. As railways expanded, becoming a major economic force and vibrant industry, the need for more specialised engineers capable of dealing with the demands associated with heavy hauling, push-and-pull and differences in gauges arose exponentially.

### Valuable partnerships

Transnet Engineering is not only committed to increased research and development in this regard, but also committed to investing in training of personnel, infrastructure and new production equipment.

"In November 2013, to boost South Africa's manufacturing sector, we successfully launched the Automotive Wagon in the presence of President Jacob Zuma. This, in effect, makes it possible for Transnet Freight Rail's CAB business unit to capture more market share, turning the tide of moving more general freight from road to rail," says Richard.

"The wagons were designed, engineered and manufactured in Transnet Engineering's wagons facility in Uitenhage just outside Port Elizabeth. The wagons are part of Transnet's R307 billion rolling seven-year infrastructure improvement programme: the Market Demand Strategy (MDS).

Internationally, South Africa compares with the best of engineering capabilities. Over the years due to isolation we have developed successful home-grown solutions.

"We are a wagon building original equipment manufacturer (OEM) that boasts some of the most technologically advanced innovations such as

the high speed bogie. Fourteen times a day we haul the iron-ore train which is the longest and heaviest 342 wagon train in the world. We've partnered with OEMs producing modern technologically advanced locomotives comparable to any world-class facility.

"In so doing, our workforce is being continuously developed so that we are on par with our counterparts in terms of competencies, technology and capability. It is Transnet Engineering's quest to become Africa's rolling-stock OEM of choice. We are grateful for the support we have had from our OEM partners over the years and we look forward to greater collaboration."

Transnet Engineering plays a significant part in Transnet Freight in creating first-rate infrastructure for cheaper and more efficient industrial transport. It customises complete packages to meet operational requirements from manufacturing and maintenance to other supporting functions.

"From the locomotive side, we are now busy with the Class 43 for CFM – Mozambique Ports & Railways (10), and Anglo Kumba Iron Ore (6). From the wagons side, we have projects that are expected to be completed by the end of March for various customers such as Botswana Railways, the CDN and Minas Moatize, with the most recent being the wagons order for SEP Congo."

There are a number of partnerships formed with the public and private sector. "Transnet has formed a partnership with the Council for Scientific and Industrial Research (CSIR) which will enable the two organisations to identify areas of co-operation through the CSIR's technological and research capacity," says Richard Vallihu.

"We've also developed partnerships with educational institutions. In 2013 we signed MoUs with various FET colleges around the country, tapping into FET training. We've partnered with the University of Pretoria, Wits, Innovation Hub and numerous local suppliers to improve social development and local innovation."

Through partnerships with world leading OEM's, Transnet Engineering has acquired intellectual property, technology and skills transfers to promote innovation within the company. "For the future, it is our intention to strengthen our partnerships to derive greater value from our freight logistics system. We intend to play a positive role in the economic growth of South Africa, and in improving the lives of all South Africans."

Vallihu explains that life's complexity is about achieving balance in work and personal life. "It is rare to find complete job satisfaction, meaning and purpose in the workplace. Therefore community activism for me plays a key role in attempting to breach that gap.

"South Africa has achieved so much in its young democracy, and we have a great future notwithstanding the challenges that lie ahead. We, as a rainbow nation, just have to chip away at it and do the best we can. It will work out in the end." ■



## TE showcases its engineering expertise

Transnet Engineering's (TE) R&D Mechanical department was ecstatic at the outcome of the most recent challenge they undertook, which yielded very substantial returns.

The team was asked by Transnet Port Terminals (TPT) to relocate two of their straddle carriers from the Durban container harbour premises to the new premises for the Transnet Maritime School of Excellence at the old Durban Airport site. The machines will be used by the school to train students studying maritime courses.

It was the first time that TE had undertaken a project of such magnitude and it was a project never undertaken before in South Africa. Generally, this type of machinery is imported from overseas in a dismantled state and then is re-assembled and commissioned on site.

Straddle carriers are off-road freight handlers used for stacking and moving ISO-standard containers at port terminals and other container depots. These machines have the ability to stack containers up to 4m high but are only capable of relatively low speeds (up to 30km/h) when transporting a container. With their 15m height and 10.4m width, a straddle carrier can take up two lanes of an ordinary public road.

For this reason the National Road Traffic Act prohibits abnormal load vehicles such as straddle carriers from using public roads. When the movement of an abnormal load is considered to be absolutely essential, a special permit may be issued to allow outside vehicles to operate on public roads for a limited period. Permits are normally issued by the Provincial Road Authorities and, if necessary, input is obtained from local and metropolitan authorities and therefore participants such as Road Traffic Department, Eskom, Telkom and Durban Municipality also have to be involved.

There is usually a lot of planning and organising that takes place before

an operation of this nature can be carried out.

TE used the service of the heavy machine moving company Lovemore Bros., which was issued with a special permit for operating during the night. The preparation process, which included obtaining permits from authorities, identification and measurement of the precise route, conducting the risk assessment took over a week to be completed.

On the night of 12 February TE's team of engineers and artisans, Francois Larcher, Ian McCawley, Hilton McLellan, Nkululeko Zubane, Simanga Tokwe, Phumlani Makhuba, Cole Pienaar, Kalvin Naidoo and Jimmy Zwane, led by an executive manager R&D Mech, Collin Moopanar, proved beyond reasonable doubt that they had the engineering expertise needed to undertake this task, even though this was a first for them.

With the assistance of Lovemore Bros., the operation started with the draining of the oil and fuel from the straddle carriers. The wheels were dismantled and the bumpers removed, after which support brackets were welded to the machines in preparation for transportation.

After this, two 100 ton cranes carefully lifted the machines onto a low-bed trailer. The transporting of the two straddle carriers over the 13km route took the team approximately six hours. They started the journey at 10:00 pm and reached the destination at 3:00 am when both straddle carriers were safely offloaded at their destination.

On the following day the team began the assembly process, refilling oil, starting the machines, clearing electronic faults and test-driving the machines to ensure their effective operation. Then they will be painted in Transnet colours.

The team is very proud of their achievement and look forward to more challenges of this nature. ■

## From Oscar to our world

Giving evidence at the Oscar Pistorius trial, Professor Wayne Derman, the prominent specialist in sports medicine, spoke of the 'longitudinal injuries' experienced by disabled athletes. As an example, he cited the possibility of the strains placed on the upper body of a wheelchair javelin- or discus-thrower causing further disabilities in later years.

Able-bodied athletes also experience longitudinal injuries. We have all heard of boxers with dementia; former rugby players who cannot bend sufficiently to play bowls from age 35; fast bowlers, golfers and tennis players with chronic back troubles, etc.

The concern about sports players' longitudinal injuries is commendable. But why all this compassion and care only for them? What about us?

Crippling injuries in later life are common amongst Transnet's labourers, artisans and technicians. Almost everything we are required to do to

keep the wheels turning – heavy loads, contort our bodies into unnatural positions, balance on scaffolds, spend many hours in the baking sun and be doing all of those things too often and for too long – is harmful to our long-term health. We also have to face debilitating mental stresses.

Why is no concerned research being conducted into the long-term occupational hazards of our work?

Granted, many of the unnatural ways we have to work are unavoidable. But knowledge of the harm they can do and of the remedial exercises needed to minimise the risks would be beneficial.

There is another point that demands serious consideration.

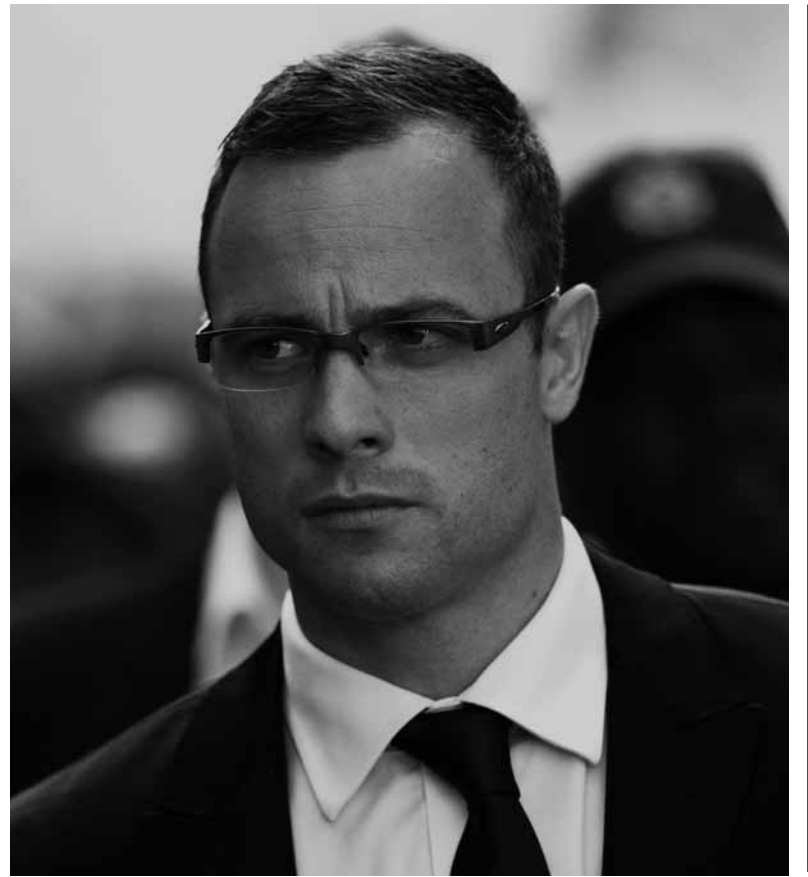
Most of the work that we technical workers do is vital to the efficiency and profitability of our industry. Without us there would be no ore or passenger trains running (let alone on time), no cranes unloading ships, no power lines transmitting power to wherever it is needed, no pipelines

delivering the fuels on which our economy depends. We are proud to be performing those roles. But we believe that we are as entitled to a rewarding retirement as our co-workers in softer physical jobs are.

We certainly do not respect the belief, implicit in the way our country and company are run, that we must be sacrificial lambs . . . throw-away people.

Those funding the research into the longitudinal injuries which is being experienced by our sportsmen and sportswomen – disabled or otherwise – have only a fraction of the resources that the SA government and Transnet could make available for the same purpose. It is time for our industry to research the occupational health risks faced by its workers more effectively and to build in compensations for those who are forced to sacrifice the quality of their lives at the altar of productivity. ■

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## Fedusa impresses at Labour's premier congress



Labour's most important and representative gathering is the World Congress of the 160-million-strong International Confederation of Trade Unions (ITUC). Fedusa did more than attend the ITUC's World Congress in Berlin from 18 to 23 May. The contributions made by its delegation were roundly applauded by the Congress.

Representing Fedusa were: Koos Bezuidenhout (president), Godfrey Selematsela (deputy president), Ms Martie Keyter (vice president, social justice), Ashley Benjamin (vice president, development), UTATU SARWHU's Eddie de Klerk (vice president, training and education) and Dennis George (general secretary).

"It was an uplifting congress with a meaty agenda that will positively influence trade union efforts around the world for many months to come," Eddie de Klerk told Labour Report. Important features were the keynote addresses by ITUC general secretary, Sharan Burrows, and Director-General, Gus Ryder, and the panel discussion: Fault Lines in the Global Economy: the Failure of Austerity.

"After the plenary sessions, numerous sub-plenaries tackled such issues as corporate organising campaigns, domestic work, various aspects of trade union organising, getting youth involved in the TU movement, achieving sustainable jobs, secure incomes and social protection, the jobs crisis: inequality and redistribution, taming corporate power, retirement incomes, women's participation in trade unions, trade unions partnering for development, mobilising global solidarity to help countries at risk, land, work and rights for indigenous peoples, combatting precarious work and workplace discrimination.

"Items of specific value to Fedusa were:

The discussions with the Trade Union Advisory Council (TUAC)

that have strengthened the co-operation between the two bodies.

The agreement achieved with the ACV-CSV delegation for them to include Fedusa in their trade union programme which is funded through the Institute for International Workers (IIWE), the International Trade Union Training Institute (IFSI) and the International Solidarity Movement (ISM). ACV-CSC indicated that the current multi-year agreement of 150 000 euros per year will run until 2016. Thereafter a new agreement will be concluded. They stipulated that the current multi-year agreement that they concluded with Consawu would be extended to benefit Fedusa. Consawu need to ratify the extension soon. Fedusa and Consawu would then jointly develop the new programme with the assistance of the ACV-CSC.

ACLVD-CGSLB have proposed an interest in concluding an agreement with Fedusa through the Institute for International Workers' Education (IIWE), the International Trade Union Institute (IFSI) and the International Solidarity Movement (ISM) for the period from 2017. The technical proposal needs to be submitted next year and ACLVD-CGSLB will convene a meeting with Fedusa to finalise the modalities of the agreement.

At a dinner meeting jointly hosted by the presidents of Fedusa and the TCO, the TCO delegation indicated that South Africa had been removed from the list of beneficiary countries. It was proposed that Fedusa – through its membership of the MLC – develop a private sector programme concerning social dialogue for the leaders of business and labour in Sweden and South Africa. Fedusa's president, Koos Bezuidenhout, is the current co-chair with Bobby Godsell. The programme could, for example, discuss experiences of the labour



markets and economies of Sweden and South Africa. Funding for such a programme could be generated through the Swedish International Development Co-operation Agency (SIDA). The matter is ongoing.

### Koos Bezuidenhout's ITUC Address

Here is the verbatim account of the address by Fedusa's president, Koos Bezuidenhout, to the ITUC World Congress. The delegates were impressed by his straightforward message of what needs to be done in South Africa to create opportunities for the poor and to end corruption.

Brothers and sisters, comrades and friends: working people and their families across the world are finding it extremely difficult to deal with the rising cost of living, failing and stagnating wages, and the lack of money to pay for essentials like housing, food and electricity. The global eco-

nomic system favours the wealthy rather than providing opportunities for all global citizens. Unemployment, poverty and inequality are, in our view, a direct result of government policies that favour the wealthy.

The ITUC Global Poll of 2014 shows that people no longer trust their governments to take care of them and to provide an economic system that is built on social justice for all. People demand that governments focus on taming corporate power, strengthening collective bargaining and implementing stronger labour laws to protect working people. Fedusa calls for international action and for reinforcement of international laws to deliver better jobs, wages and working conditions in a clean global environment.

Fedusa supports the ITUC call to build worker power in South Africa and commit to collaborating with

our brothers and sisters in Africa and with working people across the globe to protect and respect workers' rights. The implementation of a social protection floor system and a national minimum wage are important instruments for the protection and respect for human rights.

Inclusive economic growth is interconnected with economic performance as it relates to issues affecting the wellbeing of people and their challenges concerning poverty and employment. Fedusa calls on government to transform the agricultural sector to provide for food security and to address rural disparities. Rural development and education are important initiatives to assist people out of poverty. In South Africa it was historical political policies that prevented people from making progress. It is therefore imperative that pro-poor policies be implemented to

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## NEWS

## NEWS

## History from days gone by



• (Back row, left to right): D. Thobejane, J. S. Nel, C. P. Grobler, E. Mata, J. Serithi, W. van der Merwe. (Front row, left to right): H. Makwela, J. Nkoana, B. Meswe, J. Kganana.

## Black shop stewards' seminar

The General Secretary, Bro. C. P. Grobler, together with Bros. W. van der Merwe and G. Fick from headquarters conducted a seminar on Wednesday, 24th August, 1983 at the Koedoespoort Mechanical Workshops for our Black shop stewards. This was another "first" in the history of the Association.

In his opening address to the seven Black shop stewards the General Secretary emphasized his delight at being able to participate in this "first" before his retirement at the end of October. Also present were Bros. J. S. Nel, the Eastern Transvaal Area Executive Officer, J. F. J. Engelbrecht, chairman of the Koedoespoort Mechanical Workshops shop stewards executive and J. L. Harmse, shop steward of Ship 18, who also acted as interpreter.

## UTATU SARWHU is the SA rail industry's first non-racial union

Because they are outperformed by UTATU SARWHU (the trade union which gives rail workers the best rewards for the lowest fees), rival unions label us as 'a white union.'

## That is a joke.

It was UTATU SARWHU – no other union – that opened the door to black advancement in the rail industry's work and labour environments.

It did that between 17 and 40 years before its rivals in the rail industry were even born.

To this day, UTATU SARWHU remains the industry's most racially representative union and the union that has a broader range of skills and job types than any other.

To be precise on the non-racialism issue, in 1983 – seven years before Madiba was released from prison and 11 years before democracy – the ASA made history by electing seven black shop stewards. On 24 August 1983 those seven shop stewards, who were considered to be 'brothers' by their white colleagues, attended a

training course for shop stewards at Koedoespoort. The names of this union's history-making black shop stewards were: Brothers E Mata, J Serithi, H Makwela, J Nkoana, B Meswe, J Kganana and D Thobejane.

As a result of its foresight and unity, UTATU SARWHU has become the rail industry's most representative, professional, skilled, influential and non-racial trade union because it has the finest ingredients:

The 100-year-old Artisans Staff Association that became the Technical Workers Union before it merged with the South African Footplate Staff Association to form the United Transport and Allied Trade Union (UTATU).

The 100-year-old South African Footplate Staff Association which has a legendary record in promoting the interests of footplate staff and allied workers.

The South African Rail and Harbours Workers Union (SARWHU), the go-getting struggle-born union that has always placed the interests of its members ahead of

flag-waving and slogan-shouting and being the servants of those politicians who prefer to use unions for their own ends.

It was because these three fine unions put workers first that they united to form UTATU SARWHU – South Africa's most non-racial trade union.

What a rich mix resulted from that merger.

No other transport union comes close to offering such a:

- Powerful combination of skills and experience
- Rich collection of skills, races and genders
- Broad range of member benefits
- Skilled team of union negotiators
- Broad vision of what needs to be done to achieve the best possible future for rail, harbour and allied workers.

So, the next time you hear weaker (and more racially biased) unions trying to take on the strong by playing the race card, follow the facts and join us in having a good laugh. ■

## The union of choice

Awhatakali Nudalahothe is a unionist. Two months after starting with Transnet in 2002 he became a shop steward and since then he has never lost a case. But it was all for the wrong union.

Now Awhatakali has seen the light. Not only did he jump ship to the "union of choice", UTATU SARWHU, he also recruited 127 members in seven days. And he told Labour Report that he knows he is

now in the best union.

"This union is the best in Transnet. They deal straight with problems that face employees and they don't mix with other sectors, which means we get focused attention." ■

**Awhatakali Nudalahothe is passionate about UTATU SARWHU. Steve Harris (general secretary) and George Strauss (president) welcomed him.**



## Gautrain looks to the future

According to a report on the Engineering News website, the Gautrain Management Agency is seeking to add four new lines to its system.

The routes currently under investigation include a link from the existing Gautrain Park Station, underneath the city, to Westgate; a link from the existing Gautrain Rhodesfield Station to Boksburg; a link from the existing Gautrain Sandton Station to Randburg and Honeydew, and a link from Naledi, in Soweto, to Mamelodi via either the proposed Gautrain Samrand Station, or the existing Gautrain Midrand Station.

"We would only really know what the project entails three, four years from now, at which point we will start looking at methods of funding the expansions," Gautrain Management Agency CEO, Jack Van der Merwe, told the website.

"This means government's medi-

um-term budget will reflect only planning costs, and not any construction costs."

The expansion forms part of the Gauteng government's new Integrated Transport Master Plan, and is not being implemented as a free-standing project, emphasises Van der Merwe.

He says participation on the expansion project is open to any interested party, including Gautrain concessionaire, Bombela, which operates the current 80 km system in a public-private partnership.

The Gautrain system currently carries 62 500 train passengers a day, and between 22 000 and 24 000 bus passengers a day. Winter has, however - as always - seen a drop in patronage, which currently stands at around 58 000 to 59 000 train passengers a day. The start of e-tolling on Gauteng's highways in December has added around 13 000 train passengers a day, says Van der Merwe. ■

## Wi-fi is free here

Commuters at Cape Town Station have free access to wi-fi on its platforms – a first for any rail station in the country.

Metrarail Western Cape manager Mthuthuzeli Swartz says the wi-fi was a new addition to their plan to turn around their service. "This will give our commuters some fun to do while they wait for their trains."

In March the rail operator received R233 million to effect immediate improvements to the service which had been plagued by train delays, safety problems and decaying infrastructure.

"Together with the wi-fi roll-out we also launched a mobile app which commuters can use to track where a train is and be up to date with any problems or incidents."

Swartz said they were planning to roll out wi-fi to all the stations on the southern line, which stretches from Cape Town to Muizenberg.

"The next phase would be to get the wi-fi on board the trains. They (commuters) will then be able to track a train's performance while on board. So if a train stops in the middle of nowhere we would then be able to know why the train is standing still. The same goes for when a train knocks someone down or there is some sort of incident," he said.

Metrarail would carry the cost of all equipment and the connection fee.

"We will of course limit commuters to a certain amount of megabytes. If commuters want more they would have to buy more megabytes. For now we are only implementing this in the southern

region because it's the shortest distance from Cape Town," he said.

"This is a pilot project, so we will roll this out to other regions as far as possible. The central line (Philippi and Bonteheuwel) are getting the new trains with all the best refinements.

"The other areas of the region will also receive wi-fi as time goes on."

Swartz said R17 million of the R233 million they received two months ago had so far been spent on new rail tracks.

"We have ordered 252 rails and they are currently in Kimberley (on its way) so we are expecting them in a week or two. Then the work will start.

"We need 352 rails and they will be ordered at a later stage," he said.

Despite the improvements, security issues and train delays remain a sore point for the rail operator.

"We have received 200 complaints which relate to train cancellations and train delays.

"Commuters reported 53 inadequate security issues to us. The police have reported that there were four robbery incidents on our trains.

"Theft of our assets stands at eight incidents so far and so far we have had train casualties," Swartz said criminals near the Somerset West and Firgrove stations had stolen the rail clips that hold the steel track to the concrete or wooden sleeper underneath.

Philippi, Belhar and Cape Town stations had become hot spots.

A major plus for Metrarail, Swartz said, was a 12.4 percent increase in revenue collection. ■

## Addressing substance abuses

Alcoholism is a huge problem in society and in the workplace.

Substance abuse policies in the workplace are clear: it is a dismissible offence to be under the influence of alcohol or substances at work. At some of the company's divisions everyone entering the premises – visitors and employees – have to have a breathalyser test before they can enter.

But the company is also clear that if you admit to being an alcoholic, it will help you to get treatment.

Labour Report's investigation of the disease shows that only sober people ever admit that they suffer from alcoholism. There is no such thing as an alcoholic drunk. Drunks have lists of excuses longer than Johnny Walker's cane.

Alcoholism and other addictions are impacting on the lives of all South Africans daily. Each year, thousands die in road accidents caused by alcohol; hundreds get hurt directly or indirectly by the actions of addicts. Every citizen in this country has seen it and felt it and yet the impact grows daily. Children drink at school and turn up under the influence at Saturday morning sports fields; adults turn up to work on Mondays drunk or so hung over that they might as well have had a long weekend every Monday.

### The cost of alcoholism

Alcohol addictions ruin the lives of millions whether they are directly or accidentally connected to the addict. According to the World Health Organisation (WHO), alcoholism costs our country more than 1% of its gross domestic product every year. It



reached an astounding R11 billion in 2011. These costs are accumulated by absenteeism, poor productivity, high job turnover, inter-personal conflict, injuries and damage to property.

According to the WHO, South Africans annually consume 7.8 litres of pure alcohol/person (48% beer, 18% wine, 17% spirits and 17% other). Two thirds of this is consumed by men. A quarter of drinkers are prone to episodic binges. The cost to the drinkers' health is enough motivation to take up tea! Two thirds of South Africans contracting liver cirrhosis are alcoholics.

### Will the real addict please stand up?

If you (or your friend) say things like: "I am not addicted. I can stop whenever I like!" be warned. Apart from the physical addiction and huge physiological impact of substances like alcohol and drugs, they are psychological crutches and just plain bad habits.

There are different stages of addiction. But as addiction is an illness, even a light affliction needs treatment and should not be ignored. If you have the courage, you should ask yourself some hard questions about

addiction (even if it is not alcohol, it can be tobacco, food, etc.).

- Are your life and health affected?
- Does the substance control your life or parts thereof? (do you structure certain things around it?)
- Do you ever feel guilty?
- Do you act out of character?
- Do you ever have lapses of memory/consciousness?
- Do you recognise any of these factors:
  - Isolation
  - Absence from work
  - Emotional ups and downs
  - Avoiding situations that don't include alcohol/substances
  - Hiding alcohol/substances
  - Dangerous behaviour
  - High tolerance for alcohol/substances

### The first step

The first step in any addiction of food, alcohol, tobacco, etc. is to admit that you have a problem that affects your life and the lives of the people around you. You have to realise that you need to change your life if you want your abstinence to stick. You have to do this for YOURSELF, not for any other reason. Your life is

worth saving and the change will surprise everyone.

Decide what is worth more: a drink (smoke, fix, pie) or your life? Wouldn't you rather have a secure job, a healthy life and family and a future?

Keep in mind that in most cases the addiction is the symptom, not always a cause. It is important to be honest about why you feel the need to escape from reality, even if you call it 'letting your hair down' or 'chilling with the boys.' The fact is, you deserve better.

### AA's Twelve Steps

Alcoholics Anonymous formulated an action plan that has been used successfully for many years:

- We admitted we were powerless over alcohol – that our lives had become unmanageable.
- Came to believe that a Power greater than ourselves could restore us to sanity.
- Made a decision to turn our will and our lives over to the care of God as we understood Him.
- Made a searching and fearless moral inventory of ourselves.
- Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
- We're entirely ready to have God remove all of these defects of character.
- Humbly asked Him to remove our shortcomings.
- Made a list of all persons we had harmed and became willing to make amends to them all.
- Made direct amends to such people wherever possible, except when to do so would injure them or others.
- Continued to take a personal inventory and when we were wrong, promptly admitted it.

- Sought through prayer and meditation to improve our conscious contact with God, as we understood Him, praying only of knowledge of His will for us and for power to carry that out.
- Having had a spiritual awakening as the result of these Steps, we tried to carry this message to alcoholics, and to practise these principals in all our affairs.

This can be applied to all areas of your life. Everyone needs some help sometime, so do not be afraid to ask. If you do not believe in a higher power, you may have to lean on the power of humanity. Everyone needs to realise that some things cannot be tackled alone. In this realisation lies the secret of the AA. They provide a basis of support.

A basis of support can be a life-saver, whether you are a single parent, a gambling addict or a senior citizen. Do not neglect the people around you. You may need them sooner than you think. You might even be able to help others.

Making amends is always a good idea. Having to think of what you do beforehand and acting with the responsibility towards others takes thought and empathy. If we can lead our lives without regrets because we act responsibly, amends would be unnecessary.

### One for life!

The fight against addiction is not a huge once-off battle. It is a war fought on a daily basis consisting of small victories and lots of small defeats. Do not get disheartened. Keep up the good fight because you deserve your freedom. You deserve a better life! ■

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Malicious thoughts are not punishable by law. But if we express those thoughts in an insulting and distasteful manner we are committing an offence. Those who use foul language may be sued for defamatory conduct and may also be prosecuted for using obscene, profane or indecent language in the workplace.

Foul language at work is viewed as one of the most serious forms of misconduct mainly because of the impact it can have on workplace relationships and the work environment in general. At work, foul language is described as 'communication not in accordance with accepted standards, norms or established rules set by the employers in the form of policy or code of practice.' However, the general rule is that what is foul to one person may not be seen as offensive to someone else and the level of offensiveness varies from person to person. Therefore, the use of foul language by employees is totally prohibited.

### Code of Ethics to stem foul language

To stem the use of foul language by employees, companies introduced policies called Code of Ethics. The purpose of the policy is to set out ethical standards for business practice and individual business conduct.

The policy is intended to assist all stakeholders with their ethical deliberations and conduct. It applies to all employees including permanent and non-permanent employees as well as the service providers, suppliers and

## Foul language at work

trade partners.

Employees must exercise a high standard of ethical behaviour in the workplace

by '... treating people with respect and dignity, acting with integrity and professionalism at all times, treating all colleagues, customers and suppliers with respect and dignity and fostering a productive environment free of harassment, intimidation and discrimination. Being honest and transparent in all actions and promoting a corporate image of integrity, honesty and sound business ethics ...'

The consequences of not complying with this policy could result in an employee being called in for a disciplinary hearing. If found guilty, this person could be subject to corrective counselling or a verbal or written warning as required by the Disciplinary Code and Procedure of business.

An example of this was evidenced in the case of Motor Industry Bargaining Council, Port Elizabeth: MICT672 NUMSA obo Yako v Maxiprest Tyres (Pty) Ltd: (CCMA) when the dismissal of an employee was found to be fair after he was found to have used foul language in the workplace. In this case, the employee was dismissed for insubordination, swearing and racial harassment after an incident during which he had objected to a change room being locked. The respondent claimed

that the applicant had accused the manager of locking him out of the change room because he was black, had caused a commotion in front of customers, and had used foul language.

If one wants to report the use of foul language, the procedure to be followed is laid down in the Grievances Policy of the companies. The aim of this policy is to prevent and resolve conflict in the workplace, to protect the interests of management and employees, to recognise the rights of employees to raise objections, and to provide management and employees with credible mechanisms for resolving employee grievances fairly, objectively and expeditiously.

The policies outline the steps to be followed by employees who want to report abuse or lodge a grievance.

### Step 1:

The employee must report such grievances to his or her manager as soon as possible and not later than 30 days after the occurrence.

The employee must request an appointment with his or her manager, stating the issue or concern to be dealt with.

The manager will discuss the matter with the employee on an informal basis. Should an employee want to lodge a grievance against his or her manager, the policy requires the

employee to report the matter to another manager.

The employee must explain the problem to the manager; ask the manager to provide his or her views on the matter and seek whatever assistance the manager is able to provide in bringing about the resolution to the grievance. The policy also places a duty on the managers to do the best of their abilities to:

- Listen to the employee in private.
- Encourage the employee to express the grievance freely and openly.
- Obtain all relevant facts about the grievance, while distinguishing fact from opinion.
- Advise the employee of the subsequent stages of the procedure and of the employee's right to seek the assistance of the representative.
- The employee may bring a fellow employee or a trade union representative to the first meeting.
- The manager must endeavour to resolve the grievances as speedily as possible – at most within three days – failing which the employee may proceed to Step 2 of the procedure by completing a grievance form obtainable for the Human Resource Department. This must be submitted to his or her manager.

### Step 2:

If the employee elects to proceed with the grievance, this person must complete the grievance form referred

to above within three days of the non-resolution of the grievance and submit it to the person to whom the manager in Step 1 reports.

The meeting will be organised and attended by the person to whom the manager in Step 1 reports.

The relevant person must convene a meeting to investigate the matter within three days of the receipt of the grievance form.

The meeting shall be attended by the manager referred to in Step 1, the employee's representative. A Human Resources or Employment Relations Manager may also attend at the request of either party.

The person who the manager in Step 1 reports to must represent his or her written findings within five days of the meeting.

If the employee is not satisfied with the outcome of Step 2 and chooses to proceed with the grievance, he or she must submit written representations to the person to whom the manager in Step 2 reports, setting out the following:

- The details of the grievance
- The outcome the employee seeks
- The reason why the employee is not satisfied with the outcome of the grievance process to date

The person to whom the manager in Step 2 reports must consider the representations. In considering the representations, he or she may seek input from a manager or any person involved in the grievance and should request a copy of the record of the grievance hearing.

## UTATU SARWHU welcomes National Treasury's assurances on pension reforms

The National Treasury has issued detailed communications that (a) rebut rumours that the pension fund reforms currently being negotiated will lead to Government taking away people's hard-earned pensions and (b) answering the public's queries on pension reforms.

On the question of pension funds the national Treasury's statement reads:

We would like to assure citizens that Government has no intention to nationalise people's pension/provident funds or prevent them from accessing their money.

Treasury's statement continues:

Instead, Government is proposing important measures to lower charges on the pension funds of workers, to ensure that they maximise their pensions. Government wants to encourage workers to keep their savings until they retire and to convert some of their retirement savings into income at retirement. Currently, only an estimated six per cent (6) of South Africans are able to maintain their lifestyle and replace their income fully at retirement.

These proposals have **not** been put into law. National Treasury is currently consulting widely on these proposals through several forums, including with labour unions, industry and engagements with the general public. It will take government **at least two years before the proposals are made into law.**

UTATU SARWHU welcomes the National Treasury's statement. It repeats the assurances we have been giving our members for years," says union president, George Strauss.

"The bottom line on the pension reforms presently being negotiated is that their aim is to benefit and protect citizens, not disadvantage them.

"I am representing Fedusa and our members in the negotiations and would, therefore, be the first to warn members of any negative development should it arise, which I doubt.

"An aim of the reforms is to make it easier for and to encourage workers to save more towards their retirements," says George. The problem is that some workers confuse that noble and necessary intention with attempts to block their savings. As the following assurance by government confirms, that is not going to happen:

Importantly, the public is assured that should (these) preservation proposals become law, the legislation would not be implemented retrospectively. This means that workers would be able to access fully all the money they would have saved up to the date when new law comes into effect or the new rules taking effect (i.e. "protection of vested rights").

"The sad news is that, in the past, some members have not believed our assurances that their pension monies are safe and have resigned their jobs to access them. Most of those people are now either jobless or facing leaner futures as contract workers without health care or pension benefits. Make no mistake, they are ruining their panic decisions to bale out," George told Labour Report.

George Strauss praised National Treasury's comprehensive and clear-cut communications on the pensions issue. "What is most needed on the

pensions issue is transparency and information that everyone can understand. They have met the challenge on both counts."

**Key reasons for the reforms** South Africa has too many pension schemes. The result is that unnecessarily high amounts of workers' savings are being diverted to admin costs and fund-owners.

The current system makes it too easy for workers to cash out their retirement savings when they leave their employer or change jobs. The Old Mutual states that 93.15% of members who were paid withdrawal benefits in 2013 opted to take cash rather than preserve their benefits.

Individuals are ending up not having enough money for their retirement.

The National Treasury's media release states: "This means that individuals end up not having enough money for their retirement because the money is not given sufficient time to grow. Government's proposals seek to encourage pension fund members to preserve their money in their own funds (with old or new employer), or with a financial institution when they change jobs, and also to allow some access to the funds.

UTATU SARWHU members are encouraged to read National Treasury's full media statement and questions and answers on the Proposed Retirement Reforms. They can be accessed at: [www.treasury.gov.za](http://www.treasury.gov.za) ■

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The person to whom the manager in Step 2 reports is required to inform the employee of his or her decision within seven days of the receipt of the representations.

If the employee is still not satisfied with the outcome, this person may proceed to Step 4 and may refer a dispute in terms of the provisions of the Labour Relations Act, to the Bargaining Council or CCMA.

All employees are encouraged, when they are interacting with others at the workplace, not to use foul or offensive language. Any language that is offensive, vulgar and impolite is unacceptable in workplaces.

As management will not tolerate foul language, to prevent putting yourself and your job in jeopardy, it is better to conduct yourself in a professional manner as required by both Code of Ethics and your employment contract.

Any employee who witnesses the use of foul language must contact his or her line manager or human resource manager for advice.

### Step 3:

Within three working days the aggrieved must submit written representation to the person to whom the manager in Step 2 reports.

The manager responsible must issue a decision within seven working days. If still dissatisfied, follow Step 4.

### Step 4:

Aggrieved employee declares a dispute with the Bargaining Council or CCMA in terms of the LRA. ■

## Deaths

### MARCH

Kitshoff JW Member Cape Town  
Mbanjwa SE Spouse Durban  
Phiri IM Child Kimberley  
Boorman P Spouse  
Groblershoop  
Muthwa TG Member Durban  
Moreki CM Spouse  
Johannesburg  
Nel JS Hon Life Pretoria  
Pieterse JW Member Germiston  
Mbatha PSD Member Durban  
Pienaar DW Member Ladysmith  
Gumede BJ Member Durban  
Msibi MS Member Ladysmith

### APRIL

Van Huyssteen JW Spouse  
Germiston  
Mpanza FS Spouse Empangeni  
Makhaye NT Spouse Durban  
Dlamini SP Spouse Sasolburg  
Khumalo VMF Child Durban  
Lamani A Member Kimberley  
Mokheseng M Member  
Bloemfontein

Makhetha A Spouse  
Johannesburg  
Lakay KV Child Salt River  
Mntambo ZB Child Richards Bay  
Makhubele SD Spouse Louis  
Trichardt  
Ndlela C Member Durban  
Tshukudu AW Member  
Johannesburg  
Pieterse W Member Salt River  
MAY  
Louw A Spouse Durban  
Masagwala M Child  
Johannesburg  
Ndudula NS Child Cape Town  
Nala WM Child East London  
Muller AD Spouse Salt River  
Martins D Spouse Uitenhage  
Ndlela ZK Member Durban  
Mogale NM Member  
Johannesburg  
Dlamini MV Member Durban  
Sibeko JS Member Elandsfontein  
Lamola MG Member Pretoria  
Adams GJ Member Cape Town

## GLOBAL

# Global transport Round-up

### Swedish workers beat worsening conditions with rail strike

Rail workers in Sweden celebrated a victory on 27 June as employers Veolia agreed to a deal, bringing a 16-day long strike to an end. The dispute arose when 250 members of the ITF-affiliated SEKO union were given notice they'd be fired from their jobs on the railway – only to be rehired on hourly contracts. They would also come back on lower wages with no pension or sick pay.

This had appeared to be part of a bigger picture of increasingly precarious work at the multinational employer. SEKO said that Veolia used 100,000 hours of contracted labour in Sweden last year, and had demanded that this be reduced to no more than 40,000 hours.

### NZ tanker drivers win after month-long dispute

Petrol tanker drivers in New Zealand celebrated early in June as a month-long dispute ended in a worker victory. Negotiations for better conditions for drivers at Toll, a trucking subsidiary of Australia's Toll Holdings working in the north of New Zealand, broke down at the beginning of May. According to ITF affiliate FIRST union, Toll drivers earned less than two-thirds of the national average salary for petrol drivers.

Toll is a contractor for petrol giant, BP, and FIRST members across New Zealand showed solidarity with the striking drivers by organising pickets outside BP fuel stations.

This escalation, alongside support from global union federations IndustriALL and the ITF, forced Toll to return to negotiations with workers. The final agreement, achieved on 27 May, defends union rights at Toll, and makes provision for better working conditions.

FIRST union organiser, Jared Abbott, thanked the local and international community for their support, and said: "In the end the workers were happy to achieve a new collective agreement that included a decent wage increase."

### Pay increase victory for seafarers

Seafarers working on ships owned by members of the International Bargaining Forum's

(IBF) Joint Negotiating Group (JNG) will receive a 6.5 per cent pay increase over the next three years.

ITF seafarers' section chair, Dave Heindel, who chaired the negotiations along with Paddy Crumlin, chair of the ITF dockers section and ITF president, commended both sides. He said that while the ITF understood the challenges facing JNG members in affording a pay increase, it had been important to secure this raise to ensure a fair wage and conditions of employment for seafarers. He concluded that despite occasionally differing views, both parties were able to put their aside to conclude the negotiations.

There is now a single standard of employment for IBF seafarers, and all the IBF social partners support this global standard.

The IBF is in its tenth year. It was formed as a mechanism for collective bargaining between employers and maritime unions over wages and conditions of employment for seafarers serving on foreign flag ships covered by ITF special agreements.

### Canadian union celebrates reversal on union busting decision

A decision to replace stevedores from Canada's ITF-affiliated Unifor with non-union workers in the Port of Sydney, Canada has been reversed. The dispute in Cape Breton, Nova Scotia, involved the union workers responsible for securing cruise ships at port. The Sydney Ports Corporation had planned on replacing the stevedores with non-union workers, ignoring the fact that unionised stevedores had serviced the port for more than 50 years.

A rally had been planned as part of the long-running campaign against the employer's anti-union behaviour, with hundreds from the community and international labour movement predicted to turn out in support of Unifor members.

Lana Payne, Unifor's Atlantic Regional Director, applauded the efforts by all involved. She said: "If there is one place in the country where people understand the important role unions play in our communities and in our country, it's Cape Breton."

## Hot off the press

After the earlier problems UTATU SARWHU experienced with Bombela's management, the organisation eventually signed a new recognition agreement in April. However, the relationship between the employees, the employer and the union remains strained.

We are currently in dispute and a possible strike is looming. ■

# UTATU SARWHU DIRECTORY

## Area 1 – Kwazulu-Natal

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	Secretary	A Nzungana	–	–	–	073 132 8952
Richards Bay	Chairman	Walter Hattingh	–	–	Walter.Hattingh@transnet.net	083 547 3059
	Secretary	WS Mgobhoziq	–	–	–	–
TRE Durban	Chairman	VACANT	–	–	–	–
	Secretary	J Padoa	–	–	–	–
TRE Traction Durban	Chairman	VACANT	–	–	–	–
	Secretary	VACANT	–	–	–	–
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## Area 2 – East London – Port Elizabeth

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Vice-Chairman	VACANT	–	–	–	–	–
Secretary	Rob Lottering	043 700 4233	083 409 8688	043 700 4575	bugle@mweb.co.za	–
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East London	Chairman	VACANT	–	–	–	–
	Secretary	T Slatsha	043 700 4573	043 700 4329	–	083 500 5317
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	Secretary	VACANT	–	–	–	–
Port Elizabeth	Chairman	FJ Mdyogolo	041 505 5204	–	–	078 605 3617
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Chairman	M Lamani	021 940 2036	083 897 4756	021 940 2899	sectionmanagersbellville@transnet.net	–
Deputy Chairman	L Bamba	–	082 708 6264	–	–	–
Secretary	L Gantsho	021 940 2036	078 368 5595	021 940 2899	–	–
Treasurer	L Gova	021 449 4288	078 556 1432	–	–	–
Gender Coordinator	K Mpote	–	079 061 1627	–	–	–
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	Secretary	Ricardo van der Merwe	022 703 4714	–	Ricardo.vandermerwe@transnet.net	078 497 8145
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	Secretary	Leon Steyn	023 348 4218	023 348 4304	steyn@cwnet.co.za	083 293 7523

## Area 4 – Free State

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
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## UTATU SARWU DIRECTORY

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	Secretary	SD Makhubele	015 299 6329	015 519 4248	072 532 6699
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	Secretary	SR Molekane	–	–	072 199 9446
Lydenburg	Chairman	VACANT	–	–	083 2580859
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# Innovation brings solutions to PE manganese exports

The Manganese Skiptainer Project out of Port Elizabeth Container Terminal (PECT) has been one of the most innovative solutions ever introduced to meet the high demand in manganese export. Excitement has not only been expressed by customers who are now able to export greater volumes, but also by employees who are equally delighted to be able to meet customer demands.

With the global demand for manganese rising up to 10 million tonnes, the innovation was driven by the need for capacity to participate in that growth. "The need to respond to customer demand for manganese export is in line with our MDS strategy," says Joe Ngcongwane, chief operations manager of Ngqura and Port Elizabeth Container Terminals.

The first vessel was handled in December 2013 and proved to be a significant measurement of the success of the project. Using the skiptainer system, the vessel was successfully loaded with 30 000 tonnes of manganese. A further vessels was handled in February. The project forecasts increased export volumes of approximately one million tons per annum, resulting in a total of 6.1 million tons export out of Port Elizabeth port (currently Port Elizabeth Bulk Terminal has a throughput of 5.1 million tons per annum).

"This project demonstrates our commitment towards expanding the economic contribution of our customers," says Siya Mhlaluka, general manager, TPT Eastern Cape region. "Its success was made possible by the open and collaborative approach adopted by various divisions of Transnet.

"The investment in the system and



equipment is estimated to have reached R200 million. The building of employee capability to handle this commodity has been part of the winning formula. Our employees are delighted to be playing an important role in enabling the increase in manganese exports."

## How it works

This transportation system involves the loading of manganese into skiptainers (open-top containers) and railing the mineral to the destined terminal in the skiptainer. Upon arrival, the skiptainers are then stacked and their stock is built up ahead of the manganese vessel. Standard ship-to-shore cranes then hoist the skiptainer containing the manganese. In the last stage, using a specialised rotating RAM spreader, the skiptainer is rotated at 360 degrees in the ship's hold.

The PECT is ideally suited to use this transportation solution as it has no dedicated bulk handling equipment, but ample berth and open stacking capacity, which is currently

under-utilised. After three years of preparation, the first manganese skiptainer vessel called at the PECT in December last year.

## Benefits

The implementation of this innovative solution has numerous benefits including the use of spare port capacity, use of standard container handling equipment and environmental friendliness. The skiptainer also has an added reinforcement advantage enabling handling of different payloads depending on the axle-loading limitations of the rail on which they are running.

Over and above all else, the system makes fiscal sense. It brings with it cost effectiveness, allowing the company to focus its financial muscle power on other demanding projects within the larger Market Demand Strategy (MDS). Asked how the project will benefit the customer specifically, Chadwick Jansen, the team's operations manager, says: "Customers aim to export greater volumes and with this solution they'll achieve that aim. This

operation is safer, cleaner and faster. I am excited that it also presents an opportunity for my team to showcase what they are capable of doing."

## Addressing challenges

Like most developmental undertakings, the skiptainer project had its fair share of troubles. The managers had to deal with dust emissions from fine manganese product, which was handled on the first vessel. A 'dust curtain' innovation was introduced to reduce air emission. This environmental hazard has since settled.

From a technical point of view, the team experienced challenges with the new loading method. It was difficult to handle new rotating spreaders with their 360 degree rotation. This was mainly due to the fact that it was the first time operators were implementing the method. "From an equipment perspective, the continuous training and communication ensured that we addressed teething challenges experienced during the first vessel call," says Alfred Bowers, equipment controller.

## Growing opportunities

With the global slump in cargo traffic still in turbulent waters, the skiptainer project promises to bear fruit for the PECT. This is because it shrewdly focused its start on manganese, which is in high demand regardless of the economic challenges. "While there is a decline in global container volumes, the manganese market is still booming," says Siya Mhlaluka. This is good news for colleagues at PECT.

Excited and committed, the PECT team is continuously pushing volumes and productivity to ensure cus-

tomers service excellence. However, the skiptainer's focus on manganese is short-term. "In the future there will be an opportunity for TPT to attract other export cargo which typically requires bulk storage at the terminal – such as coal and agricultural products," explains Joe Ngcongwane.

With such prospects and a clientele that is expected to broaden, Joe and his team have every reason to feel proud, as their teamwork has paid off early dividends, with more on the way.

## The statistics

### Waterside operation

- 4 ship-to-shore cranes
- 13 containers across deck, two with rotating spreader compatibility
- 2 berths – berth 103 preferred for manganese
- Staffing
- The terminal is resourced as a four-team operation on landside and waterside.

### Landside operation

- 18 straddle carriers
- 1 over 3 height stacking
- 2 straddles per crane

### Rail operation

- 2 rail tracks at 25 wagons each
- 4 straddles allocated two per rail track

### Ground slots

- 494 ground slots to accommodate
- 40 000 tonne parcel sizes ■

35391

## Fedusa impresses at Labour's premier congress

Continued from page 6

address unemployment and poverty. People should be at the centre of inclusive economic growth. It is also critical to nurture economic growth that benefits people and to use the fruits to re-invest in quality education and public health. Inclusive economic growth must also empower disadvantaged groups including women and young people.

According to Statistics South Africa, half of all employed people in South Africa earn less than R2 500 (240 dollars) per month and over a third earn under R1 000, while the share of the national income declined from 50 per cent in 1994 to just over 45 per cent in 2009. On the other hand, the share of profits increased from 40 to 45 per cent in South Africa. It is therefore imperative to protect the income of working people and Fedusa calls for the introduction of a national minimum wage to support poor families.

Tax-avoidance is a planned strategy by some multi-national enterprises to avoid contributing their fair share towards economic development and public services, jobs and social security. The shifting of profits to low-tax regimes and tax havens must be

stopped and the ITUC should intensify global campaigns to ensure that each company contributes its fair



share. Austerity policies are rolling back achievements on social protection, support for families and equality between men and women. It is also important for governments to spend our tax revenues wisely on education, social security and health.

Fedusa supports the principle and implementation of growing worker power to empower working men and women across the globe. It is also important for each affiliate to develop a comprehensive plan to activate

programmes to incorporate young people in our organisations. This approach to building worker power will ensure the future of trade unions and will ensure that we collectively defeat inequality, poverty and unemployment. It is critical for affiliates in our countries to collaborate and cooperate with each other to ensure a

strong labour movement united to deliver worker power.

Investment in productive and social infrastructure is essential for the social cohesion and social progress. Trade unions can play an important role in monitoring the implementation of infrastructure projects. Our experience in South Africa with the building of the 2010 FIFA World Cup demonstrated that construction enterprises are willing to collude in order to make super



profits. These enterprises were found guilty of price-fixing and anti-competitive practices and have agreed to repay more than 2 billion rand. This form of corruption is happening every day and it is important for trade unions to be aware of the actions of enterprises.

Building worker power is also part of international solidarity and global cohesion. Our international social cohesion should also contribute towards freedom and social justice for the Palestinian people. Peace is the building block for social progression and shared prosperity. These ideals are also for Palestinian people; it is our responsibility to support the Palestinian people. The international labour movement has played a critical role in freeing the people of South Africa. Building worker power

could also help the Palestinian people to be free.

The ITUC has laid the foundation. Let us, as affiliates, build the worker power at the grassroots and work together for shared prosperity for all. A sustainable and clean global environment is critical for working people because there will be no jobs on a dead planet. Let us 'Get up! Stand up!' to build worker power across the world in unison with each other. Stand up for your rights!

## ITUC's leaders

Sharan Burrow, general secretary of the International Confederation of Trade Unions, was born on 12 December 1954 to a family with a strong involvement in the labour movement. She graduated in teach-

Continued on page 14

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- Beef plan (R25 p/month)

## Funeral cover option for R160 (example)\*

	Funeral	Accidental death (Public transport)	Family income benefit	Catering	Tombstone	Beef	Total benefit
Main life	R20 000	R25 000	R6 000	R10 000	R7 000	R7 000	R75 000
Spouse	R20 000	R25 000			R7 000	R7 000	
Child 1	R20 000	R10 000					
Child 2	R20 000	R10 000					
Child 3	R15 000	R10 000					

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## MEMBERS

## MEMBERS



## Supervisor training a step in the right direction

It seems that Transnet has eventually heeded UTATU SARWHU's numerous requests and demands of training for its supervisors. "We've been bringing this issue to management's attention for quite a while. We feel that it is imperative to train supervisors, especially those in the G and F salary bands as we believe that they are key to ensure that the operations are carried out smoothly and targets are met," says Steve Harris, UTATU SARWHU general secretary.

That the organisation listened became evident when it was reported in the Traverser, Transnet

Engineering's in-house magazine that 73 employees graduated from the Supervisory Development Programme (SDP). They are all from Germiston Centre which was chosen as a pilot to launch this programme.

The Traverser states that the purpose of the programme has been "to empower the supervisors with the knowledge and skill to enhance their role as supervisors."

The objectives of the programme are "based on the need to equip supervisors with basic and core functional skills. It also focuses on strengthening and enhancing the current supervisory pool and reviv-

ing the passion and professionalism of being a first-line manager."

"We have always maintained that it is the employer's responsibility to ensure proper training to help their employees to be able to do their jobs to the best of their ability and to be able to take lead. They have to have knowledge about the collective agreements and have to understand them to be able to implement it properly," says Steve.

"We are not yet totally satisfied that the company is giving enough attention to the issue, but at least this is a start."

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## Fedusa impresses at Labour's premier congress

Continued from page 12

ing at the University of New South Wales in 1976 and became a teacher in the early 1980s, which allowed her to become involved in the NSW Teachers' Federation. Before becoming president of the ACTU she was also President of the Australian Education Union (AEU) in 1992. ITUC delegates trust Sharan to be their global voice at the G20, World Trade Organisation (WTO), Organisation of Economic Co-operation and Development (OECD) and International Labour Organisation (ILO).

João Antonio Felício, the ITUC's president, hails from the United Workers' Central (CUT). Fedusa is thrilled to have João Antonio Felício as president of the ITUC as the Brazilian labour movement has demonstrated that inequality, unemployment and poverty can be defeated through collaboration by social partners.

Maria Fernanda Carvalho of the National Union of Workers in Angola (UNTA-CS) was elected an ITUC deputy president. She is the International Secretary of UNTA-CS and a formidable delegate to the International Labour Conference (ILC).

Karl-Petter Thorwaldsson of LO Sweden was also elected as an ITUC deputy president. He was born in 1964 in Kosta in southern Sweden. He has worked as an expert in the Prime Minister's office followed by a position as head of communications at the headquarters of the Social Democratic Party. As National

Officer of IF Metal he was responsible for, inter alia, political issues.

Martie Keyter, a member of the Fedusa delegation, was elected as one of ITUC's vice-presidents. She studied law at University of Pretoria and was elected vice president of Fedusa responsible for the promotion of social justice. Her role in the establishment of the MISA Women's Forum to combat gender discrimination has been highly valued. Martie Keyter is a formidable trade unionist who firmly believes that women should have equal access to quality jobs in order to progress socially and economically.

Wellington Chebe, general secretary of the Zimbabwe Congress of Trade Unions during the difficult period of the Mugabe regime, has been elected an ITUC deputy general secretary. When he and other trade union leaders were brutally assaulted by the police, Fedusa exposed the attacks by showing a smuggled video of the incidents to former SA President, Thabo Mbeki. Wellington now works at the ITUC headquarters in Brussels.

Jaap Wielen was also elected as an ITUC deputy general secretary. Born in 1952, he qualified as a professional in higher education in pedagogical studies. He co-ordinated the Belgian Social Forum to strengthen solidarity and convergence amongst all organisations and coalitions opposing the global 'neo-liberal' agenda. Wielen argues that it is important for workers and trade unions to interact with other groups to promote social justice for all. ■



## Hats off to our Gautrain Airport Service members

The efficiency of the staff of the Gautrain Airport Service – most of whom are UTATU SARWHU members – has raised the reputation of their company to global heights. In late June the Gautrain airport service was awarded the Global AirRail Alliance (GARA) Award for customer service excellence. The award was bestowed by the MEC for Road and Transport, Dr Ismail Vadi.

GARA awards are international awards dedicated to the air/rail industry, recognising the best practice in intermodal travel around the

world. The award also looks for the best services of delivering an enjoyable and stress-free journey between air and rail travel.

The Gautrain airport service was short-listed from a long list of big rail services around the world and finalists in the customer service category included Birmingham Airport (UK), Flytoget (Oslo, Norway) and Canada Line (Vancouver, Canada) with Gautrain's Airport service being the overall winner!

In a message to his employees, a delighted Arnaud Legrand, Gautrain's chief executive officer, said: "Four

years ago, when the Gautrain was first launched, it was our vision to be among the top ten Mass Transit Companies in the world in terms of quality indicators. This award demonstrates that we are indeed on our way to achieving this vision.

"We are setting the quality benchmark internationally and this is something that we should all be very proud of. GARA Award. Let us now strive to continue to maintain and improve this standard within the current system and within the future system enhancements. Once again, well done and congratulations."

### Area 7 – Gauteng North (Pretoria) Continued

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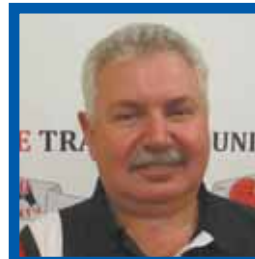
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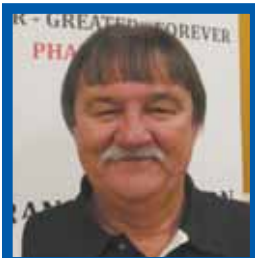
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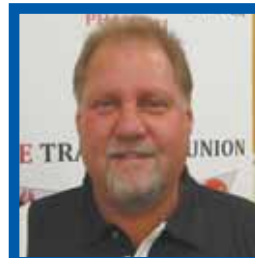
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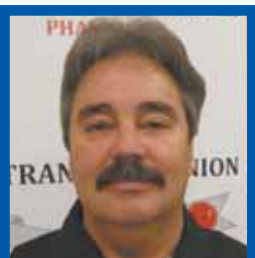


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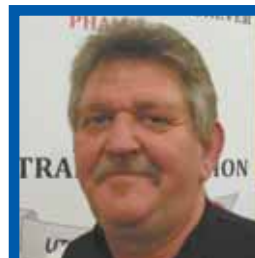
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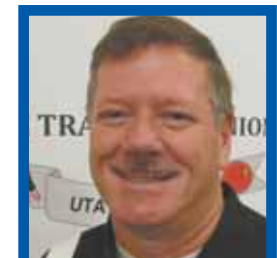
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