

**SANIRE MINUTES FOR THE COUNCIL MEETING HELD ON FRIDAY, 9 February 2021 at 09h00
via Microsoft Teams (ONLINE)**

Present:

P Couto – President (PC)	L Prinsloo – Vice President, Hon.Treasurer (LP)
F Essrich (FE)	R Armstrong (RA)
Y Rajpal (YR)	J Esterhuise (JE)
A Cooper (AC)	R Phadagi (RP)
D Neal (DN)	C Smith (CS)
J Maritz (JM)	A Esterhuizen (AE)
M du Plessis (MdP)	A Gregory (AG)

Apologies:

J Lucas (JL)
P Wessels (PW)
J le Roux (JR)

In Attendance:

M Buthelezi (MPAS) R van der Berg (MPAS)

ITEM	SUBJECT	RESPONSIBLE PERSON
1.	WELCOME	PC
	The President welcomed members to the meeting and wished all members a prosperous and blessed 2021. The President informed Council of the meeting between him and the Vice-President Mrs. L. Prinsloo to discuss SANIRE strategic plan going forward, it was noted that being Paul's last 4 months as SANIRE President, Mrs. L. Prinsloo will be taking over beginning of July and a lot off steering duties will begin to fall on Mrs. L. Prinsloo. A quorum was noted and the meeting was duly declared as constituted. Apologies were noted for members not in attendance.	
2.	MATTERS ARISING & MINUTES OF PREVIOUS MEETING	PC
	Minutes of the previous meeting were tabled and accepted as a true reflection of the meeting held.	
3.	COUNCIL MATTERS	PC
3.1	COVID-19 PANDEMIC - FEEDBACK	
	The following was mentioned: ➤ Covid-19 second wave ➤ Prediction of 3rd wave ➤ Vaccine brought in that expires. The President noted that the year 2020 was filled with challenges and these were met by Council and thanked all for their contribution. The President highlighted that the year 2021 will also present the Council with new challenges but remain convinced that these will also be met and dealt with by the SANIRE Council. The Association to take the stance of remaining with digital events for the first 6 months of 2021 as a result of the COVID 19 restrictions.	

	3.2	Education Mr. A. Cooper and Mr. A. Esterhuizen presented the following discussion taking place regarding exams: <u>SCO Practical Exam Feedback</u> Exams hosted: ➤ SANIRE Western Bushveld North – Narrow Tabular – 26 November 2020 ➤ SANIRE Western Bushveld North – Open Pit – 26 November 2020 ➤ SANIRE Western Bushveld South – 26 November 2020 ➤ SANIRE Eastern Bushveld – 4 December 2020 ➤ SANIRE Northern Cape – 26 November 2020 ➤ SANIRE Freevaal – 23 November 2020 ➤ SANIRE Coal – 27 November 2020 No exams hosted for: • Massive candidates – one (1) candidate was incorporated into another region. • Gauteng Branch – one (1) candidate was incorporated into another region. Exam Postponed: • Tanzania candidates exam postponed due to COVID 19 restrictions. <u>SCO Practical Exam Results</u> <table><tr><th>Region</th><th>No. candidates</th><th>of No. passed</th><th>High %</th><th>Low %</th><th>Average %</th><th>Pass rate</th><th>Note</th></tr><tr><td>Western Bushveld North metalliferous</td><td>12</td><td>2</td><td>82</td><td>50</td><td>65</td><td>17</td><td></td></tr><tr><td>Western Bushveld North open pit</td><td>3</td><td>1</td><td>89</td><td>63</td><td>78</td><td>33</td><td></td></tr><tr><td>Western Bushveld South metalliferous</td><td>13</td><td>4</td><td>86</td><td>34</td><td>69</td><td>31</td><td></td></tr><tr><td>Eastern Bushveld metalliferous</td><td>13</td><td>2</td><td>83</td><td>39</td><td>62</td><td>15</td><td></td></tr><tr><td>Northern Cape</td><td>2</td><td>-</td><td>-</td><td>-</td><td>-</td><td>TBA</td><td>Exam to be completed</td></tr><tr><td>Freevaal</td><td>1</td><td>1</td><td>86</td><td>86</td><td>86</td><td>100</td><td></td></tr><tr><td>Coal</td><td>5</td><td>3*</td><td>92</td><td>44</td><td>77*</td><td>60*</td><td>* 1 x exam under review for cheating</td></tr><tr><td>Tanzania</td><td>3</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>Exam requested for SANIRE rock engineers to assist and not held</td></tr><tr><td>Zimbabwe</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>Exam requested by ZINIRE - referred to Minerals Council</td></tr><tr><td>Total</td><td>52 (47)</td><td>13*</td><td colspan="3">Overall Average:</td><td>28*</td><td>Overall average excludes Northern Cape and Tanzania candidates</td></tr></table> Practical exam of coal candidate • Review of exam paper – evidence • Discussion with examiners and Branch Chairman Mr. R. Phadagi took place regarding the investigation of one (1) candidate that the examiners felt the answers were very similar to the memorandum thus felt that the candidate has had access to the memorandum before the exam and this resulted in marks not being released.	Region	No. candidates	of No. passed	High %	Low %	Average %	Pass rate	Note	Western Bushveld North metalliferous	12	2	82	50	65	17		Western Bushveld North open pit	3	1	89	63	78	33		Western Bushveld South metalliferous	13	4	86	34	69	31		Eastern Bushveld metalliferous	13	2	83	39	62	15		Northern Cape	2	-	-	-	-	TBA	Exam to be completed	Freevaal	1	1	86	86	86	100		Coal	5	3*	92	44	77*	60*	* 1 x exam under review for cheating	Tanzania	3	-	-	-	-	-	Exam requested for SANIRE rock engineers to assist and not held	Zimbabwe	-	-	-	-	-	-	Exam requested by ZINIRE - referred to Minerals Council	Total	52 (47)	13*	Overall Average:			28*	Overall average excludes Northern Cape and Tanzania candidates	AC/ AE
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- Options available to SANIRE Council for decision:
 - Candidate to be suspended from writing the exam for the next two years as per guideline.
 - Candidate marks to be withdrawn for this examination.
 - Confidentiality of memorandum to tightened up.
 - Re-examination based on both parties being at fault.

It was concluded that the candidate be re-examined, if competent the candidate will pass the exam and SANIRE Council agreed. This is to be arranged by the SANIRE Coal Branch.

Branch Chairman to host SCO Practical Exams

- Proposed that registration to be opened up by the 12th February 2021 on the SANIRE website for two weeks.
- Practical exams to be completed by 24th March 2021 to allow candidates to register for Rock Engineering papers for May exams.
- The Minerals Council of South Africa arranges the venues for theory exams.
- Sierra Leone and DRC requested for examination.
- Arrangement to schedule the SCO practical exams in line with Rock Engineering practical exams from May to October 2021 which will buy us time to plan properly was agreed to by the SANIRE Council, official communication to be issued.

Rock Engineering Practical Examination

- Exams conducted between 19th and 30th November 2020.
- Exams were conducted via MS Teams online.
- Registrations and exams went very smooth.

Champions per commodity:

Commodity	Champion
Coal	Wikus Mahne
Surface	Peter Terbrugge
Massive	Michael du Plessis
Metalliferous	Petrie Wessels (B&P); Jacques Lucas (NT)

- It was noted that twenty (20) registered candidates wrote:

Commodity	Tot Candidates
Met	13
Massive	4
Coal	3
Surface	0
Total	20

- It was noted that three (3) new tickets were issued
- Low portfolio pass rate and zero (0) Met portfolios passed:

AE

Commodity	Candidates	Planning	Planning Passed	Portfolio	Portfolio Passed	New Tickets
Met	13	7	3	10	0	1
Massive	4	1	1	4	1	1
Coal	3	3	1	1	1	1
Surface	0	0	0	0	0	0
total		11	5	15	2	
pass rate		45%		13%		

- Highest Scores:

Commodity	Planning	Portfolio
Met	84	58
Massive	66	72
Coal	60	69
Surface	0	0

Same candidate, first attempt

- It was noted that there were twenty (26) Examiners, 31% HDSA Examiners, down from 42% in May 2020 and there were only three (3) female examiners, 71% of portfolio examiners Non-HDSA:

	Female	Male	HDSA	White
Coal	17%	83%	33%	67%
Massive	17%	83%	17%	83%
Metalliferous	7%	93%	36%	64%
TOTAL	12%	88%	31%	69%

	Female	Male	HDSA	White
Total	3	23	8	18
Portfolios	14%	86%	29%	71%
Planning	8%	92%	33%	67%

AC

Minerals Council Theory Examinations

- The examinations committee meeting was held on the 22nd January 2021.
- Examination results was released (except for paper 1 and 3.1)
 - A letter stating the reasons was issued to all SANIRE members.
- Possible examination leakage was identified and investigated.
 - Closed meeting was held following the examinations committee meeting with Paper 1 and 3.1 examiners and moderators, SANIRE Council and the Minerals Council.
 - Final feedback from the Minerals Council was received on the 5th February 2021 and a letter was issued from the Minerals Council on the 8th February 2021. The results were therefore released.
- Regarding issues at venues
 - It was noted that one (1) candidate complained of mistreatment for writing formulae on a separate piece of paper.
 - The exam rules were updated with Duncan and Adam prior to the exams.
- It was noted that a meeting was held on the 5th February 2021 between the Minerals Council and various disciplines (Rock engineering, Ventilation and Survey) wrote exam 2021 planning and costing.
 - Discussions are ongoing.
 - Exams will take place in May and October 2021.

There was a request from SANIRE Education to collaborate with the Minerals Council

- A comprehensive guideline document was written for the Minerals Council Examinations – draft 2006 version from SANIRE Council was provided.
- Points for consideration:
 - Industry best practice and requirements for appointment of examiner and moderators
 - Term duration for examiners and moderators
 - Setting of exams (Examiner and Moderator input requirements)

	• Confidentiality / keeping exams safe throughout the entire process • Registration of candidates • Registration of exam venues • Requirements of venues • Rules for candidates • Distribution of papers to examiners and moderators • Marking and moderating of scripts (process, timeframe and requirements) • Claim process • Feedback required at exams committee meetings • Releasing of results • Certification NB: Draft due by the end of March 2021. Examination Results: <table><tr><th></th><th>No. of candidates who wrote</th><th>No. of candidates that passed</th><th>% Pass</th></tr><tr><td>SCO Met</td><td>149</td><td>37</td><td>25</td></tr><tr><td>SCO Coal</td><td>18</td><td>6</td><td>33</td></tr><tr><td>Paper 1</td><td>84</td><td>TBA</td><td>TBA</td></tr><tr><td>Paper 2</td><td>85</td><td>19</td><td>22</td></tr><tr><td>Paper 3.1</td><td>73</td><td>13</td><td>18</td></tr><tr><td>Paper 3.2</td><td>9</td><td>2</td><td>33</td></tr><tr><td>Paper 3.3</td><td>5</td><td>0</td><td>0</td></tr><tr><td>Paper 3.4</td><td>3</td><td>1</td><td>Moderator results not yet available</td></tr></table>		No. of candidates who wrote	No. of candidates that passed	% Pass	SCO Met	149	37	25	SCO Coal	18	6	33	Paper 1	84	TBA	TBA	Paper 2	85	19	22	Paper 3.1	73	13	18	Paper 3.2	9	2	33	Paper 3.3	5	0	0	Paper 3.4	3	1	Moderator results not yet available	
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3.3	Administration- Membership ➤ It was noted that SANIRE had 566 members in October 2020 and to date there are 582 members thus membership has increased by an additional 16 members. <table><tr><th colspan="2">Membership Type</th></tr><tr><td>Associate</td><td>368</td></tr><tr><td>Member</td><td>156</td></tr><tr><td>Fellow</td><td>19</td></tr><tr><td>Honorary Life Fellow</td><td>19</td></tr><tr><td>RET</td><td>11</td></tr><tr><td>Foreign</td><td>3</td></tr><tr><td>Honorary Member</td><td>4</td></tr><tr><td>Student</td><td>1</td></tr><tr><td>Correspondence</td><td>1</td></tr><tr><td></td><td>582</td></tr></table>	Membership Type		Associate	368	Member	156	Fellow	19	Honorary Life Fellow	19	RET	11	Foreign	3	Honorary Member	4	Student	1	Correspondence	1		582	MB														
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3.4	Finances <u>Bank Account Balances:</u> • Current Account: Dec. 2020 – R 299 975.35 • Investment Account: Dec. 2020 – R 1 037 748.86 <u>SANIRE Branches:</u> Branches included into the National Bank Account:																																					

	National Bank Account
FREEVAAL	✗
EASTERN BUSHVELD	✓
COALFIELDS	✗
WESTERN BUSHVELD	✓
GAUTENG DISTRICT	✓
NORTHERN CAPE	✓

- Monthly financial reports are sent to the Chairpersons and Treasurers.

SANIRE December 2020/January 2021 Recovery Process:

- Total Outstanding – R 190 558.23 (20 January 2021) – Invoiced in August 2020.
- Global Invoices 55% & Singular Invoices 88%
- RE Exam 100% Recovered.
- Eastern Bushveld Year-End Function – R 3 000.00 – Minova.
- 2020 / 2021 Overall 91% was recovered as at 20 January 2021.
- Total Unpaid 2019 & 2020 – R 2 100.00 – New Concept Mining.
- 2019 was paid – R 8 000.00 Reutech – Newsletters Sponsorship.

Income Main Branch:	
Membership Fees 2019	(3 850.00)
Rock Engineering Practical Exam Nov 2020	21 000.00
Strata Control Officer Practical Exam Nov 2020	21 500.00
Membership Fees 2020 / 2021	432 480.00
Shotcrete Webinar 2020	5 000.00
Newsletter Sales	1 000.00
Interest received	20 875.30
Income Bushveld Branch	
Year-End Function	19 000.00
Deposit Bushveld Branch	60 000.00
Courier and Handling Fees	-
	577 005.30

Operating Expenses:	
Audit Fees	18 400.00
Bonus to Branches	15 000.00
ISRM Annual Costs	77 882.29
Bank Charges	1 906.16
Payfast Fees	1 273.66
News Letter Expenses	1 400.00
Awards & Prizes	1 500.00
Consulting Fees - Constitution	2 969.75
Jerusalema Challenge	5 000.00
SCO Practical Expenses	-
Refunds Overpayments	390.00
Bad Debts	1 300.00
Website Design / Expenses	15 193.80
AGM Expenses	
AGM Posters	8 390.40

		<table><tr><td>Editing Costs</td><td>1 000.00</td></tr><tr><td>MPAS Expenses</td><td>215 014.58</td></tr><tr><td>Main Acct. Event Costs:</td><td></td></tr><tr><td>SCO Exam Costs</td><td>1 440.00</td></tr><tr><td>Easter Bushveld - Costs:</td><td></td></tr><tr><td>Year End Function</td><td>2 500.00</td></tr><tr><td>SCO Exam Costs</td><td>1 941.00</td></tr><tr><td>Total Expenses</td><td>372 501.64</td></tr></table> <u>SANIRE TAX STATUS AND TAX PROFILE</u> VAT Requirements : ➤ It was noted that SANIRE Council will relook the Tax Status in an effort to register the entity as a Vat Vendor in Terms the Vat Act No. 89 of 1991 as SANIRE has an Annual Turn-Over in excess of 1 Million PA. (This has been placed on hold, following the projected expenses and income for the financial year. A decision will be made at the AGM if required). ➤ EMP 201's and EMP501 and Company Taxes have been submitted under the requirements of the Tax Act 56(2)(viib). ➤ A Valid Tax Clearance Certificate as a Public Benefit Organization in Terms of the Tax Act 56 of 1989 is updated ➤ BEE Certification is updated and valid in terms of a Public Benefit Organisation <u>SANIRE GIFTS IDEAS</u> The SANIRE newsletter nominations for Rockstar participation has been communicated to members, it was noted that to increase members participation, SANIRE must organise branded gifts. ➤ Crystal engraved trophy ➤ Desk organisers ➤ Personalised cordless mouse The secretary was requested to assist with popular types of gifts items and quotations by the end of February 2021.	Editing Costs	1 000.00	MPAS Expenses	215 014.58	Main Acct. Event Costs:		SCO Exam Costs	1 440.00	Easter Bushveld - Costs:		Year End Function	2 500.00	SCO Exam Costs	1 941.00	Total Expenses	372 501.64	
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3.5	Communication Social Media ➤ President thanked MPAS for managing SANIRE website and keeping it updated. ➤ SANIRE website statistics were displayed and requested to be sent to Council for information purposes. Newsletter ➤ Four (4) newsletters for 2021 were proposed by Mr. J. Esterhuyse. - Technical content was reported to be an issue. - Rockstar nominations was reported to be scarce. ➤ Newsletter communication was sent to SANIRE members and posted on social media platforms. ➤ Secretary was requested to send a reminder to members at the end of February 2021.																		
3.6	ISRM Dr. M. du Plessis reported the following: ➤ Virtual meetings are taking place, no international travel.																		

		➤ Activities were reported to be moved to later in the year. ➤ ISRM 16th International Congress call was noted to be of value to South African market of which Council can look at. Mr. P. Couto, Mrs. L. Prinsloo and Dr. M. du Plessis will write up a motivation to participate and all Council in attendance voted in favour.	
	3.7	Organisational Liaison Mr. R. Armstrong reported the following: • SAIEG ➤ Slope Stability Conference in planning and supported by SANIRE. A meeting was held in the last week about continuing with the slope stability symposium. The maximum capacity at the chosen venue is 50 people and the event was reported that the event will carry on as planned. Two full days of presentations will take place. Mr. P. Couto encouraged SANIRE Council to participate in driving this symposium. ➤ SANCOT ➤ No Feedback. ➤ SAIMM ➤ No Feedback. ➤ GSSA ➤ No feedback. Mr F Essrich reported the following: ➤ MOSH/COPA ➤ No feedback. ➤ Seismicity ➤ Magnitude 4.2 event recorded on the 6th December and no damage was reported. ➤ RBTT ➤ No feedback. ➤ MHSC ➤ CoE 200202 “Facilities related to Fall of Ground Due to Rock Burst in the SAMI after 2009 and Specifically the increase Since 2014”. - Project was reported to be non-responsive, the proposals did not meet the qualifying criteria ➤ CoE 200303 “ GAP Analysis of the South African Mining Industry’s (SAMI) Seismic Systems Measured Against South African and International Best Practice” - The cost exceeds the budget set. ➤ CoE 200902 “The Optimum Ratio of Rock Engineers and Seismologists to Operational Mines” - No proposals or response were received. ➤ CoE 200304 “Is it Possible to Predict Potentially Damaging Seismic Events?” - There was no evaluation being conducted and no update received. • It was requested that Mr. F. Essrich drafts a strategic proposal on how it would best work for the benefit of the industry and take it to Minerals Council South Africa by the end of February 2021.	RA/ FE
	3.8	Council Matters ➤ Nominations for new council members, voting and portfolio allocation.	

		- The Constitution was changed to allow electronic online voting. - Mr. J. Maritz was requested to kindly assist with the electronic voting system, that is auditable, safe and allows a person to vote once. - Notice for nominations for new Council members to be drafted by the end of February 2021. - Voting to be send out for a two week period following the collection of nominations. - Nominations to open in March and close after two weeks. - Voting to commence in April and close after two weeks. - SANIRE Council votes to be audited and confirmed in May 2021. - Current Council members willing to stand for second term. - Mr. D. Neal informed council that he will no longer be available to serve on council, he enjoyed 20 years and would like to give others a chance. The President thanked Mr, D ,Neal for his hard work on council and wished him well for his future endeavours. - Mr. F. Essrich informed council that he will no longer be available for next nominations. Mr. D. Neal stated that he has worked with Mr. F. Essrich for many years on council and would like to put a vote of thanks for all the hard work that he has done for SANIRE Council.	
	3.9	Events ➤ Mrs. L. Prinsloo presented the drafted 2021 calendar to Council. - Webinars - Banquet - Gold day - Symposium - Bosberaad ➤ Mrs. L. Prinsloo will share the calendar to council for comments.	
	3.10	Ethics, Suggestions and Complaints ➤ Middindi Consulting - The President gave an overview of what transpired last December when he received an email from Mr. T. Rangasamy, Managing Director of Middindi Consulting with court ruling of three (3) previous employees that he took to the labour court to obtain a restraint of trade. The issue brought out is that the email was not only addressed to the SANIRE President and Vice-President but also involved others in the industry and he requested that SANIRE revokes these three (3) people's membership. The President consulted with Mr. R. van der Berg (MPAS Manager) to find out how other Associations has dealt with such cases and an attorney was consulted which came back with the fact that SANIRE can only take action if SANIRE's name and branding was used and SANIRE is a voluntary organisation. SANIRE thus requested the three (3) members to issue their statement of what transpired. One (1) member refused while two (2) sent their statements. - The President stated that the actual behaviour of Mr. T. Rangasamy involving other people in the industry in a statement that could be defamatory and detrimental to the current SANIRE members. It was noted that Mr. T. Rangasamy breached the SANIRE code of conduct because he used SANIRE as his agenda. The President requested council to advise on a way forward with the Middindi Consulting issue. Mr. D. Neal commented that Mr. T. Rangasamy was indeed in breach of the SANIRE code of conduct and therefore he should be reprimanded but with him withdrawing the case, SANIRE should not pursue this case any further and not to withdraw membership of the three (3) individuals as this could affect their employment in the future. Mr. F. Essrich commented that the case is already a court-order therefore in the public domain and this is relevant to others in the industry which could be the reason Mr. T. Rangasamy involved other members in the industry. Mr. F. Essrich further mentioned that the three (3) SANIRE members are guilty and went against some values of SANIRE. Mr. F. Essrich stated that he is opposing Mr. T. Rangasamy being accused of misconduct.	

		Mrs. L. Prinsloo stated that the members have been disciplined in the court order and now it is taking away their livelihood if their membership is withdrawn as they cannot participate in examinations. - Council discussed the case of MD of Middindi Consulting. - Mr. P. Couto concluded that it was unacceptable and it is appalling for a SANIRE fellow member to behave in such a manner and this behaviour will not be tolerated therefore this being a commercial issue SANIRE shall not get involved in Middindi Consulting labour concerns.	
		GENERAL The President asked if there were any further matters for discussion. The meeting was adjourned. Next meeting date: ➤ Will be communicated in due time.	

