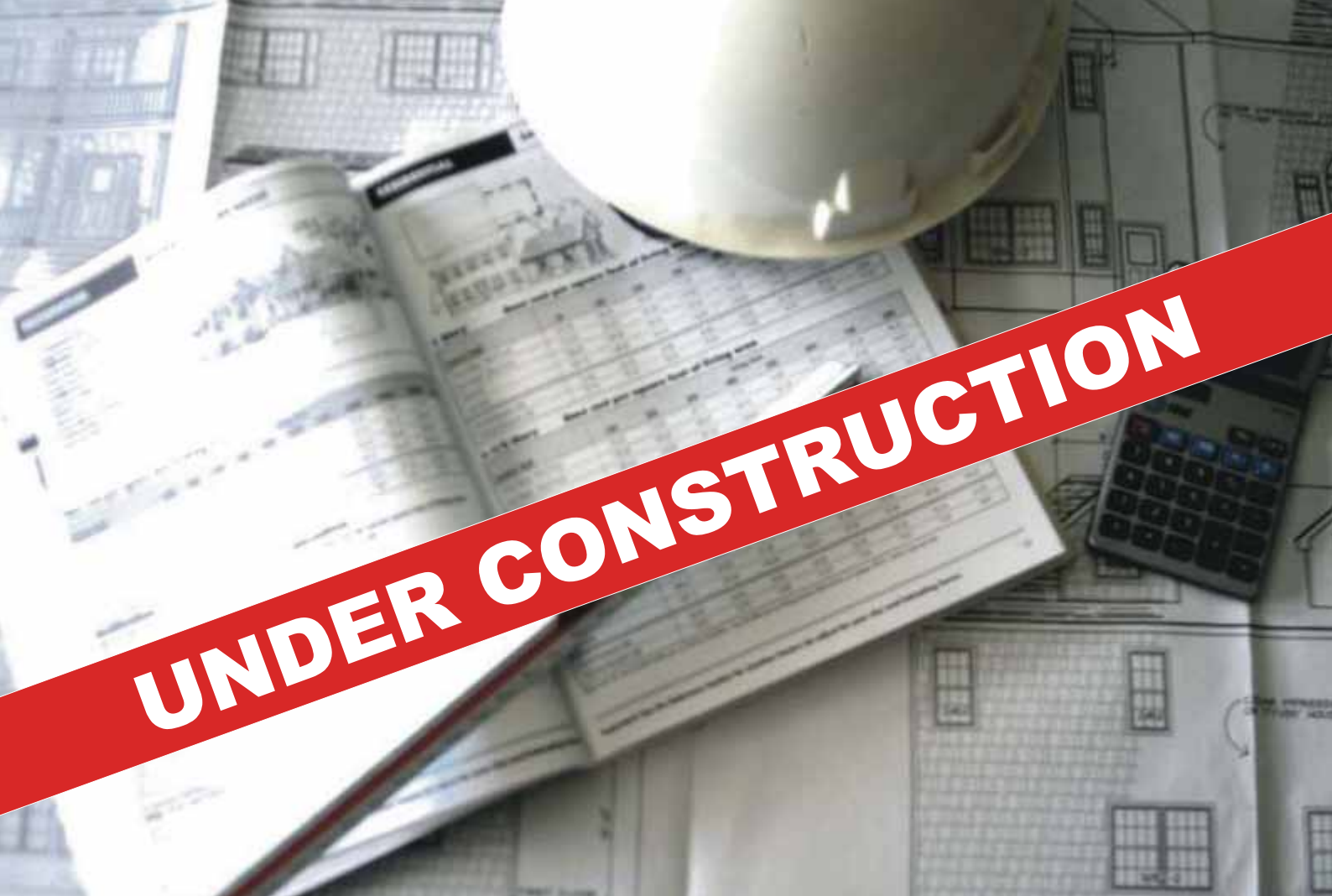


# FOCUS

FOSKOR 

MONTHLY MAGAZINE FOR FOSKOR | APRIL 2011

VOLUME 2 NO 3



**UNDER CONSTRUCTION**



# Safety First

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## Editor's Note

Hello Foskorites,

I can't believe an entire year has passed since I became editor of Focus. Reflecting on this time I am grateful for the learning curve and the Foskorites I have got to meet through Focus interaction.

The theme for this month is safety – we look at the importance of each Foskorite taking the correct precautions to ensure their personal safety and that of their fellow Foskorites. Safety comes before the bottom line and any deviation is a transgression that could cost a life.



The "Be the change" initiative is well under way, having positive results that are already bearing fruits. In our "Be the change" segment, you will see that Foskorites have been sending in their views on life as well as putting the Foskor cycle into poetic form. This is what the initiative is all about.

The word change is often one that is not easily embraced; this is one of the most unforgiving human traits. Change, however, brings opportunities. Change is good, as it benefits people when they are taken out of their comfort zone and given carte blanche to evolve. Taking this initiative one step further, you will notice the cover indicates a change within Focus is on the horizon. Our Focus publication will, like all Foskorites, be given the opportunity to evolve with a total makeover. The look and feel will be different, but the firm favourite segments will remain. Another significant change is that it will now be distributed on a six weekly basis instead of a monthly basis. This will ensure that you still receive up-to-date information, but more of it.

Within Foskor, our 60th birthday is the prime feature of 2011. This milestone is one that not many companies have achieved. The longevity of Foskor will be celebrated in many unique ways, which will be revealed as the year goes on.

As we celebrate the "birth" of Foskor and after many requests and suggestions, a birthday segment has been introduced for all the Foskorites celebrating their respective birthdays. Send a birthday wish for a colleague – your wish should include a brief message, their contact details and a picture of the celebration if possible. Special reference will be given to Foskorites turning sixty and sharing the same birth year as Foskor.

The phenomenal achievements of the granulation plant are featured, as well as a profile of the man who led the team. Tying in with this month's theme, we look at the safety at work and at play.

Our Biggest Loser competition is still making headlines, getting people talking and changing lives. The end results and the determination to succeed is what keeps your fellow Foskorites interested to the optimum. As always you are commended and urged to keep with the programme – by going for gold you will reach your personal goal.

With changes occurring in all areas of the company, I see the benefit of Foskorites thinking, performing and acting out of the box. Each of you is encouraged to reach for the stars, as Foskor's achievements are achievements for all.

In conclusion, as the days grow shorter, the nights longer and our clothes become thicker, so do our bodies become more vulnerable to illness. Please stay healthy and take your vitamins on a daily basis.

Till next time,

Jeanine Arnold  
Editor

**.....Focus is having a total makeover**

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Editor: Jeanine Arnold

Dear Foskorites

In opening this message, I feel it necessary to pay tribute to the resilience of the Japanese people who now struggle to come to terms with the tragedy of the earthquake and subsequent tsunami. In addition, I am immensely proud of our South African search and rescue team who immediately went to assist the rescue efforts. Foskorites, please take a moment to reflect on how fortunate each of us is. If there is a moment where you are in doubt, think of the people affected by this tragedy and the effort, time and determination it will take before they again are able to live a normal day-to-day life.

Although the theme for this month is safety, you should all remember that safety is not a passing fad. It is a 365, 24/7 commitment and is at the forefront of all our operations – this non-negotiable serves as a way of life at Foskor. When you put safety first and take it seriously, you are paying respect to your fellow Foskorites' lives and wellbeing.



With Foskor fast approaching its 60<sup>th</sup> birthday, it is important to reflect on the entire journey, decade for decade, and not just the current celebration of this milestone. I believe the following words to be a good analogy of our journey:

*“Those who improve with age embrace the power of personal growth and personal achievement and begin to replace youth with wisdom, innocence with understanding, and lack of purpose with self-actualisation.” Bo Bennett*

I would personally like to congratulate the granulation team for their phenomenal achievement during the last financial year. Looking at the contribution per product, MAP/DAP are number one – these products are vital to our profitability. You all serve as an example to others and I am looking forward to congratulating you on your next pending record.

The year to date Earnings Before Interest Tax (EBIT) for the month of February for the group is R34 million above the budget of R352 million. Phalaborwa made an EBIT loss of R9,5 million in February and year to date EBIT of R388,4 million. This was mainly due to lower production volumes of 45,000 tons, which resulted from plant shutdowns by the regulators. Richards Bay EBIT figures for the year to date for February were R101,9 million against the budgeted R38,1million.

Rock production volume for the month of February 2011 was 173,000 tons against the budgeted 218,000 tons. This was mainly due to plant shutdowns. Production of  $P_2O_5$  in Richards Bay broke even with production tonnage of 54,000 tons for the month of February 2011. Granulation production for the month of February was 34,000 tons, which is 3,000 tons above the budgeted 31,000 tons

Congratulations to Phalaborwa for producing 2.6million tons of phosphate rock for the 2010/11 financial year. Richards Bay also did us proud by producing 645,000 tons against the odds with challenges like derailments, electricity blackouts and an extended shutdown to deal with.

I am looking forward to seeing you all at the F21 in Richards Bay. I have been assured it is going to be an exceptional event, and I hope to see many of you and your families joining in the fun of this day. I have been following my usual exercise and training regime to get me ready for the race and am confident that with the supporters and spirit of the day, I will easily make it across the finish line.

For the past 15 years, Focus has been distributed on a monthly basis, with the look and feel in essence remaining the same. Taking into account our “Be the change” initiative, which encourages positive change, your Focus will also be changing. As from the next issue there will be a new look with new segments, which will continue to evolve from issue to issue. I am looking forward to seeing all that the new and improved Focus brings us.

As the Easter celebrations passed through the calendar I am sure many of you took advantage of the extended weekend holiday and took a well-deserved rest with family and friends. I as well made the most of this opportunity and spent quality time with my family. I now feel rested and ready for the F21.

It is my wish that all Foskorites had a blessed Easter and prepare for the positive changes, one of which is the weather change. Always remember you will only appreciate spring once winter has run its course.

Sincerely



Alfred Pitse  
CEO

Safety within Foskor is a non-negotiable with the core message being continuously filtered through to all Foskorites via various communication tools. Protecting a Foskorite is as beneficial for the Foskorite as it is for Foskor. Losing a skilled professional due to injury is not only detrimental to that person, but to the company as well.

Safety is not an issue solely enforced by Foskor and not enforced to cause inconvenience to Foskorites during working hours; it is done to protect the best interests of Foskorites and the company, and comply with the law of our land.

In 1993 government legislated the health and safety act, which requires an employer to bring about and maintain, as far as is reasonably practicable, a work environment that is safe and without risk to the health and safety of the workforce.

The act is based on the principle that hazards and risks within the workplace must be addressed and communicated immediately. To accomplish this, cooperation between the company and the workforce is necessary to diminish all hazards and risks. Achieving 100% safety success is based on both parties openly communicating, participating in identifying dangers, and developing control measures. These findings and solutions should be communicated to the workforce, and where necessary, training given.

To ensure the wellbeing of Foskorites on site, the company gives notification of the safety measures and provides the personal protective equipment for each identified risk. Foskorites must be aware of the necessary safety equipment when entering an identified area and the procedures to follow during an emergency or evacuation. Non-compliance with any safety procedures will result in disciplinary action, which could lead to dismissal.

Foskor adheres to rules set out by governing bodies and international standards, where the safety risks and procedures are analysed, monitored, evaluated and continuously improved upon.





Our sites are evaluated on safety, health, environment and quality (SHEQ). However, both divisions have to control and monitor radiation.

Our approved policies cover a range of categories that form part of our overall policy. Taking the time to familiarise yourself with the areas covered will go a long way to ensuring your safety within the workplace. More in-depth information is available from your SHREQ representative.

All SHEQ/SHREQ management systems are consistent with internationally recognised standards and industry best practice.

Through constant communication via various channels and one-on-one interaction, the company ensures it complies with, and wherever possible, exceeds all applicable safety legislation. In addition, Foskor makes certain that any other relevant requirements and quality specifications in the production and supply of products are adhered to.

Conservation of energy and natural resources is integral to the company mandate. There is continual research carried out whereby new and innovative methods are investigated.

The identified areas are:

- Reduction of electrical consumption;
- Minimising waste through source reduction;
- Recycling;
- Disposal of waste in an environmentally sound manner.

The company constantly strives to communicate and enforce conformity that falls within Foskor's policies and standards. Through appropriate monitoring, auditing and inspecting of sites, safety standards in excess of the basic legislative requirements are maintained. Non-compliance of these standards will result in disciplinary action.

By constantly creating awareness and through establishing appropriate reporting channels and systems implementation of our policy ensures that all preventative and corrective measures have been taken into account.

The potential radiation risk to Foskorites is constantly evaluated and controlled. The strict control of products and other materials is monitored through stringent systems. It is imperative that there is full understanding of the complete lifecycle of products and other materials on site.

The highest SHREQ standards must be complied with at all times. Training is at the forefront of this success. Besides the need for every Foskorite to be compliant, it is imperative that any contractors or stakeholders on site are aware of the standards and that they too must strictly adhere to them. Failure to do this will result in contractors being removed from the site.

To ensure targets are met, methodologies and objectives are implemented and communicated to eliminate and/or minimise risks. If an area of concern is identified, appropriate action will be taken. Where necessary, the provision for other appropriate resources will be made.

Ensuring the protection of Foskorites, contractors and stakeholders on site is of paramount importance. Provisions have been made for a medical hygiene programme which provides assurance and advice to anyone that has been exposed to occupational health hazards.



**Always remember safety first**

No safety policy is written in stone, as evaluating and improving safety measures is an ongoing process. The cornerstone of improvement is simply identifying the concerns, addressing them and implementing improved safety measures, which needs the co-operation of the entire workforce to ensure 100% safety success.

## Individual commitment has a group impact

The meaning of the word 'team' is "a group of people on the same side". The granulation plant certainly put truth to this definition when, 18 days before the fiscal year end, they produced a phenomenal output of 336,848 metric tons. This milestone surpassed the 1995/96 production record of 323,345 metric tons, which took in excess of 15 years to pull off. The rate of production through the year was consistent but February was a bumper month as the plant recorded their highest daily production of 1,627 metric tons on the 21<sup>st</sup>, with that week also recording their highest weekly production of 9,784 metric tons.

This accomplishment was not easily achieved – it comes from an amalgamation of ongoing planning, a reward scheme, attention to detail and the commitment of every Foskorite team member to perform their job to the maximum capacity. After PCS Rao joined the team in March 2010 as senior manager-production (granulation), he took time to observe how the plant was running on a day-to-day basis. Equipment specifications were scrutinised, as were the overall capabilities and potential of Foskorites working either directly or indirectly within the plant. Looking back Rao said, "I immediately recognised the potential of the plant, however, needed the Foskorites within the team to inform me of their immediate concerns."

A meeting was initially called to outline the specific areas of underperformance of the team and discuss possible solutions. Once these shortfalls were identified, a guarantee was given that they would be rectified within a two to three month period.

Three major bottlenecks in the plant were identified as the contributing factor in preventing the growth of the plant. The identified shortfalls were as follows:

Shortfall	Improvement	Implemented Outcome
Pickling of the phosphoric acid supply line	Commissioning of new line for supply of phosphoric acid	Uninterrupted and improved feed of acid to the plant
Slurry flow	Scheduled HP cleaning of slurry line	Increased pumping of slurry into the granulator thereby increasing throughput
Scrubber operation	Optimisation of the scrubber operation and modification of the cyclone discharge chutes  Installation of standby pump to the scrubbers	Smooth and consistent functioning of the plant  This improvement marginally increased the availability of the scrubber, resulting in a more favourable running of the plant



Aaron Mnguni, PCS Rao & Tony Orbin



Front: Aaron Mnguni, Zandile Mfeka, Nathi Phakathi, Ottoman Nyawo, Zethu Shange  
Back: Thulani Thusi, Lwazi Khanyile, NP Ntsele



More than 50 different continuous improvement projects were identified with almost all of them implemented within the said timeframe. Although considered a challenge, action plans are in place for the mitigation of dust emission within the plant, which would result in a significant improvement in house-keeping and reduction of equipment downtime. The present performance of the plant has set the mood and enhanced the morale and confidence of the Foskorites working there.

Implementing change, however, has a lot more to do with the mental preparedness of the team. This obstacle was overcome with an advance discussion with each team member to ensure there was full buy-in from the operating staff. A key factor in this success was comprehensible communication within the different layers of the hierarchy with clear responsibilities outlined. This resulted in a better understanding of the plant as a whole and an evolution of the operations within the plant. "This was challenging and often I sought advice from the 'Total Productive Maintenance' guide to help me during the process," said PCS Rao. This process saw the integration with the maintenance team whose input was invaluable.



The core responsibility of Foskorites within this team is to produce volumes of MAP/DAP as per the market/business plan, ensuring the correct quality of the specified product and a commitment to deliver to customers in line with both safety and health practices. During the process, the plant was supported by maintenance, material handling, procurement and logistics, as well as other service functions within the group. The direct interaction with these departments was vital to the team's total waste elimination, process control and improved operational efficiencies.



Presently there are 36 Foskorites working within the granulation production department. In addition to this, there are another 20 Foskorites hailing from mechanical maintenance as well as eight from Electrical and Instrumentation. Each Foskorite's contribution is acknowledged and appreciated. Mr Rao said confidently that: "It is real team work and I know that good teams never fail."

Mr Rao also believes that: "Communication is the cornerstone to success. Within the plant there are four methods of daily communication to assist overcoming barriers in this area:

- Daily formal meetings at 8:15 to discuss the previous day's performance with respect to Quality, Speed, Cost, Safety and People, daily targets, challenges or issues within the plant as well as action plans with clear responsibility and accountability.
- E-mailing the information and/or decisions taken at various levels and ensuring the information filters down to the mission directed work teams level 1 meetings.
- Informal chats with Foskorites where they can freely express ideas, difficulties, problems and solutions.
- Sharing shift end reports directly from the shift supervisors helps in communicating plans as well as any other plant related issues.



“Reaching this milestone was phenomenal, however, it is imperative that the team keep momentum and sustain this success. The key factors in ensuring sustainability are team work and communication, irrespective of process or maintenance issues and taking corrective and preventive actions quickly as well as focusing on the key performance indicators as stipulated in mission directed work teams. Continuous monitoring of plant performance and interaction with Foskorites working within the plant is essential. In addition, improving skill, good work habits and not losing control over the plant operations will go a long way in ensuring success.



“I was personally acknowledged for the plant's performance; however, this was only achieved through the dedication of the Foskorites within the plant. This milestone has enhanced the team's sense of belonging and complete buy-in to success. On a positive note, the entire granulation team has a high morale and is looking forward to taking up more challenges. The Group is fortunate to have such potential in the Foskorites, the plant and their machinery which is supported by excellent infrastructure and feed stock security.



“Programmes such as our annual golf day and year-end functions organised jointly by process and maintenance within the granulation plant have further improved the togetherness and spirit within the workplace.

“Always remember that whatever your duty may be, one should do it with passion and determination. It will help the company as well as one's own self development. My motto has been ‘Together, we can achieve’.”

### Corporate Social Investment Introduction

The commitment to our Corporate Social Investment initiatives falls in line with our total performance mandate. Projects taken on address issues relating to the environment, education, skills transfer and the overall wellbeing, uplifting and empowerment of our surrounding communities.

Many of the initiatives are taken on by Foskor alone; however, due to the sheer scale of some of these projects, partnerships are formed to ensure timeous delivery. This segment of Focus will keep you updated on our new and ongoing initiatives.

By February 2012, Foskor Zirconia will have a new infrastructural facility for the manufacture of fused zirconia bubbles. There are currently three furnaces used for the manufacturing of monoclinic and calcia stabilised zirconia grains. The current production is 5,500 tons per annum of which calcia stabilised zirconia is the predominant product and accounts for nearly 80% of total production. At present, the process route of the tapped furnace is not suited to meet the quality and volume requirements of the monoclinic zirconia markets; however with the launch of Project Bosele, these requirements will be easily met.

The high demand for the crushed zirconia bubbles has led to this proposed new facility, which will produce monoclinic zirconia bubbles only. The current manufacturers of fused zirconia bubbles are based in China, Canada and the US, so this will be a first for the African continent.

In addition, the European, US and Indian markets that use crushed zirconia in abrasive applications will further be catered for.

The project scope is to set up a 5,000 kVA tilt type electric arc furnace system as well as setting up infrastructure facilities for the future manufacturing of fused zirconia bubbles. Within two years of completion, the facility will have the capability to meet the market demand of 6,000 tons per annum. It is estimated that absolute payback for the project would be in the region of 34 months.

The proposed furnace will be housed in a separate building with additional investments of both a feeding and batching system, material handling systems, various utilities such as a screw compressor, a cooling water system and electrics.



The Mayor of Ba-Phalaborwa Municipality, Traditional Leaders & Foskor Zirconia Directors



Ms Mantombi Mapanzela (Foskor Zirconia Board of Directors) officially launching Project Bosele



Foskor Zirconia employees who attended the launch



Ms Gloria Mudunungu; (Ba-Phalaborwa Municipality Mayor)

## An annual improvement for the Wetlands

On Friday 18 March, the 2011 Wetlands clean-up took place. After the success of the 2010 clean-up, we eagerly joined forces with the Palabora Foundation, South African research facility SAEON and Kruger National Park as partners in this initiative.

This year's event took place at a wetland near the Chuchekani Primary School. Learners from within the Ba-Phalaborwa communities were invited to take part in this enjoyable learning experience which aims to create community awareness within the surrounding areas of the valued wetlands.

Thomas Gyedu-Ababio explained the vital function the wetlands play in our eco-system as well as the threats to their existence. In addition, information relating to the importance of preserving these wetlands for future generations was relayed. In closing Gyedu-Ababio boasted: "South Africa has 12 Ramsar (wetlands of international importance) sites, one of which is Nylsvlei, situated in the Limpopo Province."



Thomas Gyedu-Ababio explaining the vital role of the wetlands to the learners

The day was concluded with games with an educational theme, which were specifically devised to illustrate the correlation between humans and healthy wetlands. The learners were then asked to assist with scoring the health of the wetland they were at by using the South African scoring system. The mood of the afternoon was further elevated once the students learnt that the overall condition of the site had improved since the clean-up efforts of the previous year. The learners, filled with enthusiasm, are determined to be at next year's clean-up and to see further scientific proof of the site's improvement.

Initiatives such as this filter through communities via word of mouth – once the learners return home they spread the message, which spreads from family to family and from community to community.



The learners finishing off a fun but educational day

## CSI: Foskor makes home possible for the Ginás

The Gina's were over the moon to learn that their 22-year-old daughter Zintombi won a scholarship to study sport and coaching in Cuba. Weziwe Thusi, MEC for Sport and Recreation, and Mayor of uMhlathuze, Zakhele Mnyayi, went to visit the family to congratulate Zintombi on her achievement and bid her a fond farewell. On arrival at the Gina's home, they saw that the family were not housed in a suitable or secure structure.

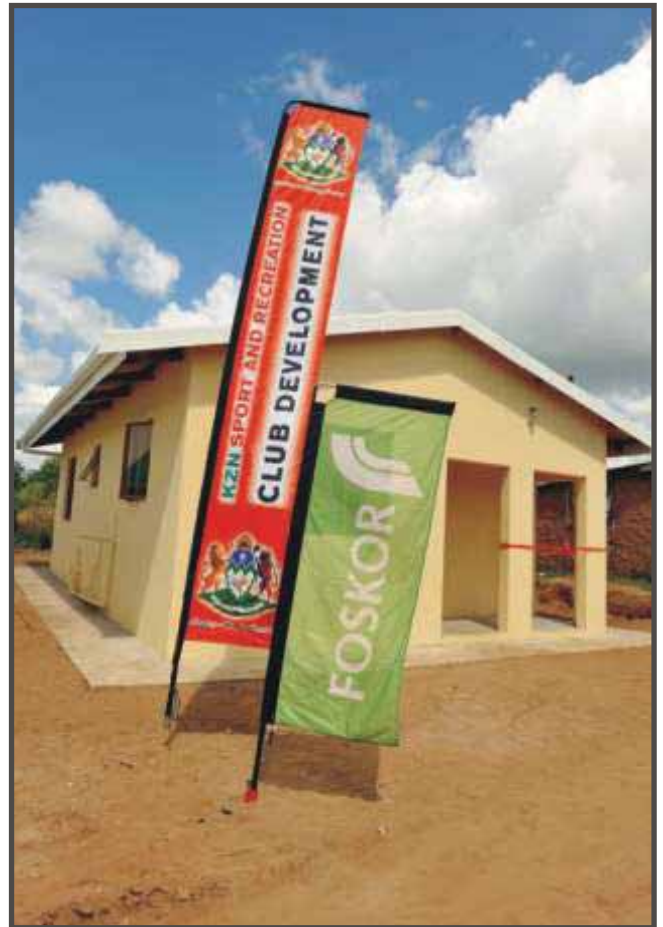
During this stopover, both visitors realised the sheer determination, drive and sacrifice of the family that enabled their child to achieve such an accolade. Unable to walk away and leave the Gina's in their current housing situation, Mayor Mnyayi personally wrote a letter to Foskor with the hope of assistance in housing this family in more habitable accommodation.

Upon investigation it was verified that the request aligned directly to the CSI mandate of creating poverty alleviation within our surrounding communities. In confirming our participation in the project, Foskor was introduced to the Flagship Programme and their partners. The Flagship Programme was launched in July 2010 and works within the most deprived municipal wards of Nkandla, Umlalazi, Mbonambi, Mthonjaneni, uMhlathuze, Ntambanana and Zululand as a whole. This is a multi-disciplinary programme whereby stakeholders and partners engage to investigate, identify and address the shortfalls. These shortfalls include unemployment, poor housing, education, social development needs and inadequate water and sanitation.

The aim of this programme is to ensure it reaches each person within the province whose daily lives are directly affected by the said shortfalls. Each district has been assigned an MEC to lead the programme as its champion. The Zululand District mandate falls with MEC for Education, Senzo Mchunu.



At the official hand over of the Gina home



Home sweet home for the Gina Family

The Gina family now live in a furnished two bedroom house, consisting of a kitchen, lounge, bathroom and patio, all built within a three week period. In addition Foskor and partners provided R4,500 worth of groceries over a three month period.

Attending the handover ceremony were representatives from the Office of the Mayor of Umhlatuze Municipality, traditional leaders, Office of the MEC Weziwe Thusi, Richards Bay Foskorites and the community at large.

During the handover ceremony, Nathi Nkomzayo, acting Vice President Acid Division said: “While production and the bottom line are our main focus, the company has taken a serious stance in investing in CSI projects within the surrounding communities. A healthy environment will raise healthy minds, which in turn will contribute immensely to the business environment and eventually break the cycle of poverty.”



New Gina house



Old Gina house



Old Gina house



New Gina house furnishings

Our commitment to Corporate Social Investment initiatives within the Ba-Phalaborwa community is ongoing. The aim of this Local Economic Development (LED) initiative is to create jobs and encourage entrepreneurship, allowing revenue to filter through the community, hence decreasing poverty. To successfully achieve this mandate the following principles are applied:-

- Transfer of skills within the local community;
- Creating new employment opportunities;
- Creating and developing new entrepreneurs within the local community, thus enhancing the economy of Ba-Phalaborwa region directly;
- Creating a lifelong legacy for the community which will be passed down to generations to come;
- Reducing the effects of poverty within the local communities;
- Creating partnerships between the public and private sector;
- Maintaining the circulation of money within the Ba-Phalaborwa region.

The main emphasis in achieving this is aligning our initiatives with national socio-economic development priorities, provincial economic growth, developmental strategies as well as district and local municipalities integrated development plans (IDP's). To ensure the success we are actively participating in the formulation, implementation and review of the IDP's within the Ba-Phalaborwa local municipality.

The below initiatives have been ongoing since their inception in September 2009. The success of each is evident and will continue until the mandate has been met.

### Production of paving bricks

- The paving brick machine has been purchased and construction has begun in the production, curing and stacking areas together with the admin building and the employees changing rooms. The anticipated completion is May 2011. The paving bricks will be produced after completion of the production area building.



#### Rehabilitation of streets in the town of Phalaborwa

- The contractor started with the rehabilitation work on February 1st. The anticipated completion date is July 2011.

#### Rehabilitation of landfill sites (Namakgale, Lulekani and Phalaborwa)

- Once the landfill closure certificate has been issued, the rehabilitation work can commence.

#### Upgrade of the sports precinct (Lulekani)

- The excavation work within the targeted area has begun. The anticipated completion date for this is May 2011.

#### Bollanoto Infrastructure development hub

- Members of the Project Steering Committee have finalised tender documents for the appointment of a consultant to consolidate the three studies done on Bollanoto. The Project Steering Committee is currently in the process of consulting with the relevant stakeholders to ensure that there is buy-in from all stakeholders in the area of Ba-Phalaborwa.



Delegates from Ba-Phalaborwa Municipality, Foskor and Contractors at launch



Commencement of excavation and rehabilitation work

## Spreading the word

Peer educators is a popular concept that combines an approach, a communication channel, a methodology, a philosophy and a strategy. It is a positive approach to health promotion. The idea behind peer education is that ordinary people are often in the best position to encourage healthy behaviour within their peer group.

Our Foskorite peer educators assist with HIV/AIDS related education, counselling and support in the workplace. These volunteers are supported by regular meetings and training where they are briefed on various HIV/AIDS related issues that include prevention, benefits available, confidentiality, testing and counselling. The last Foskor peer educators monthly meeting was held on 28 February 2011.

The following topics were discussed:

- HIV counselling and testing campaign;
- Confidentiality when dealing with Foskorites' HIV/AIDS status;
- Handling of blood spillages in emergency scenarios;
- Universal precautions in the prevention of HIV infection;
- Peer educator training for all newly recruited peer educators.



First row left to right: J Maake, S Mamabolo, F Monyela, G Chauke, P Komane

Middle: M Maebane, J Hlahane, R Mdluli, R Molapo, E Khosa, D Dennison, J Manuel

Last row: S Mathebula, P Nkosi, J Hornigold, M Mashale, F Mofokeng, F Ndlozi

Our peer educators are Foskorites committed to the wellbeing of their fellow Foskorites and are applauded for their commitment. Do you know who your closest peer educator is?

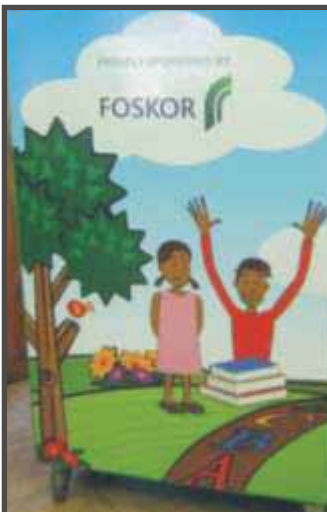
## Peer educator of the month

S.M. Mathebula from Phalaborwa was awarded “Peer educator of the month” in February for his commitment to:

- Being the first peer educator to brief employees on confidentiality statements / agreements;
- Handling of blood spillages;
- Universal precautions in the prevention of HIV infection;
- His efforts as a peer educator for motivating employees to participate in the HIV testing campaign.



## Cultivating a reading generation



Reading is one of the principle elements of education. It is important that children in disadvantaged communities get the benefit of reading different books regularly and cultivate a love of reading.

Two mobile libraries were purchased and donated to Foskor Primary School. One will be used by the foundation phase, Grade One to Three and the other for the seniors, Grade Four to Seven. Each of these units is monitored by a teacher and consists of 800 different books. Each learner has been given a library card to enable them to take books out any time during school hours.

Additionally, it is equipped with a LCD TV together with 30 educational DVDs. This initiative will bring reading to children who may otherwise have been deprived of this simple pleasure. Considering the success of this programme within Foskor Primary School, we are currently investigating the need within other schools in our surrounding communities.



Mobile unit



Handover by Foskor to the Foskor Primary School

## Women in manufacturing

Sharon Perumal became a Foskorite a year and a half ago. This became official eight months ago when her learnership evolved into a permanent position. This young lady is determined to succeed. She believes she has it all and will continue to strive for self-improvement.

She sees Oprah as her inspiration, saying that “not only has she worked herself up from the bottom but she is a patron of humanity.”

Sharon is currently a data clerk within the sulphuric acid maintenance workshop, but has a five year vision of holding a position of employee assistance practitioner (we stopped at five years, so as not to put fear into Foskorites already holding the positions she has targeted!)

Unfortunately, there are issues that Sharon hopes will be resolved in the near future. She believes the personal protective equipment could have more of a Gucci feel as the heavy boots play havoc on her legs. Female restrooms within the vicinity she works would be something that she would vote for. She does however understand that the women of her time are paving the way for the future. Every significant change takes time and initiative to make it happen.



## Guess who...

When you are looking for this Foskorite during the Cricket World Cup, you would probably have to go no further than the nearest television. This cricket mad Foskorite rates his best personal achievement as being selected for the SA Indoor Cricket Team.

His current position as production supervisor is a far cry from his humble beginnings as a casual at Metro Cash & Carry where his salary was R25 per day.

This Foskorite believes in his ability to influence his own destiny and lives by the motto: “Imagination is more important than knowledge”.

Being single, cricket is his first love, although he does make the time to swim and gym regularly. After his vigorous workout he often carbo loads with a lamb breyani (biryani as spelt in India) and a Coke Light.

Looking to the future, he sees himself attaining a BTech in chemical engineering, followed by an MBA and holidaying in a cabin in the woods. These are not merely pipe dreams but things he intends to make reality as was the case when last year he accomplished his ambition of reaching the top of Burj Khalifa in Dubai.

His favourite movie of all times is ‘Dances with Wolves’ and the song that relates to his life most is ‘Fly Away’ by Lenny Kravitz.

Who am I?



March Guess Who? – Harish Vadlamdi

## The Biggest Loser

As the PA to our CEO, Vuyelwa Mxunyelwa has a job that requires a lot of control. However, during the past couple of years she has seen her health and weight spiral out of control. This mother of a gorgeous boy took up the Biggest Loser challenge and is determined to put right her bad habits of recent years.

### Why did you enter the competition?

I realised that I needed help with my weight. Once I heard about the competition I was excited to join as I knew I would receive the help I needed to get me on the right path.

### How are you feeling now?

I am feeling great and am a lot more energised than I have been in a long time.

### Are there any habits you had to change?

Definitely, I had to deal with giving up two of my favourite things: comfort eating and Woolies cakes! I am a good cook and am known in my family as the Soul Food Lady – I had to let go of my title so I could keep with the programme.

### What is your goal?

My goal is to lose weight – lots of it!

### Other than losing weight, what else are you aiming to achieve?

I want to be healthy and fit.

### Have you passed on some of the things you learnt during the competition to your family?

My son is, amazingly, way too healthy. He eats and enjoys fruits and vegetables, unlike me who has an uncontrollable sweet tooth. What I have passed on to him is the habit of drinking lots of water and less juice. We both struggled with it in the beginning but are slowly getting used to it.

### Are you doing anything else other than what is expected in the competition from your side?

Oh yes, I do more exercise than is recommended and the benefit is that I have learnt to enjoy it. I am very determined to reach my goal weight and maintain it.

### Do you have any advice for fellow entrants?

Just to say that giving up is not an option.

### After the competition, will you continue your regime?

Definitely, as I have learnt to enjoy exercise and even the healthier food choices. I have adopted the programme as part and parcel of my lifestyle.



### Remember to:

- Drink plenty of water
- Drink a glass of water before eating a meal
- Eat regular meals

### Stay motivated

“The groundwork of all happiness is health”  
-Leigh Hunt

“The road to success is dotted with many tempting parking places”

### Exercise

Five cardio workout sessions per week will increase fitness and weight-loss

Remember to tone your body with weights

Music is a motivator so workout to the beat

## The extra mile

This segment has been introduced to showcase Foskorites that have excelled within the workplace. Although there are many successes written about in Focus, some of these achievements stand out above the rest. For this reason the 'Focus Achiever Award' has been introduced. This award has no financial reward and is not given annually or monthly, but as and when someone shows exceptional devotion, outstanding performance, or enhances team morale.

This month, PCS Rao of the granulation plant, receives this accolade for his outstanding performance in leading the granulation team through their record breaking year. Who is this man, what gives him the motivation to achieve and what is his background?



## Simply PCS

Senior production manager at the granulation plant, PCS (as he is known to Foskorites), and his team have set a record that will take much hard work and dedication to top. His achievement of outstanding performance as the leader of the granulation team qualifies him as the first recipient of the Focus Achievers Award. However, he is the first to admit that this milestone would not have been possible without the support and hard work of the phenomenal team found within the granulation plant. Presenting PCS with the first ever Focus Achievers Award is in recognition of a leader who has brought a team together, motivated them and surpassed a production record that was set 15 years ago.

Taking a look at what makes this modest man tick involves his journey taken 12 months previously – a journey that crosses oceans, breaks language barriers and embraces different cultures.

Born in India, PCS is the second born son within a close-knit family. After completing a B.Tech in Chemical Engineering in 1988, his career began in designing of process equipment within the government sector. The next couple of years saw him gaining experience within various multi-national organisations, all the time learning and improving himself. In 2002 he seized the opportunity to work in the operations department within Coromandel International Limited, Vizag plant.

This career move proved to be the cornerstone that changed his path both personally and professionally. The confidence of Coromandel management in his abilities sealed the deal for this posting to South Africa.

***“....surpassed production record set 15 years ago”***

On his arrival at Foskor, PCS found that his hands-on experience in handling a variety of assignments and situations within the Vizag plant had paid off. This experience filtered through and expanded his ability to tackle each assignment, challenge and issue, through to the end. He embraced opportunities given to him and believes that each challenge creates new opportunities and avenues that continually give him renewed energy to continue. PCS firmly believes that, "An individual gets exposed to different environments and business situations. This gives the ability to make judgments and the buoyancy and tools to tackle various obstacles. Grasping these opportunities gives one the opportunity for all-round growth."

"Looking back over the past year, I am thankful that earlier opportunities were politely turned down, as my unique path to becoming a Foskorite has moulded my career and given me insight into situations, people and places I would not have otherwise had."

Please see granulation feature on page 8

## Under the surface

### Star sign?

Pisces

### Are you typical of that star sign?

Yes. I enjoy what I am doing and am results driven. I am also a little shy

### Do you enjoy cooking?

Yes. I have improved my culinary skills in the past 12 months due to being away from my family

### Favourite meal?

Indian style chicken biryani

### Last book you read?

The Art of War for executives-Ancient knowledge for today's business professionals by Donald G Krause

### Favourite TV programme?

The Indian version of 'Who wants to be a millionaire?'

### Which international icon motivates you and why?

Of course, Sachin Tendulkar - I am inspired by his perfection in executing his job. He holds almost every world record in the game of cricket

### Have you learnt any of our official languages?

I always greet my fellow Foskorites in Zulu only

### How is your family adjusting to your new life in South Africa?

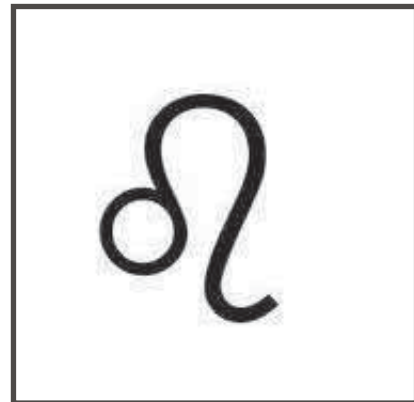
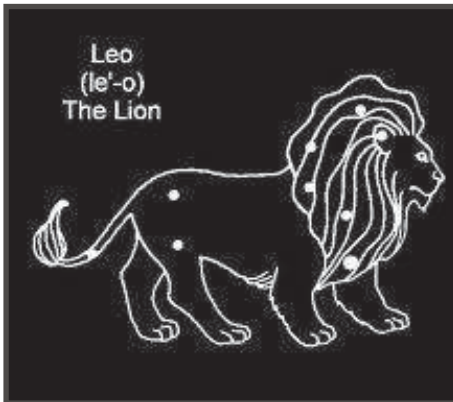
My family has just joined me recently and have settled in well and already feel that South Africa is their home



"The highlight of my year was my family joining me from India. They have settled in well" said PCS.

Foskor (Pty) Limited was “born” on 18 August 1951 and weathered many storms on the road to success. With this birth date, Foskor falls under the astrological sign of Leo. The symbol representing this sign is the lion, king of beasts. It is a fire sign, meaning Leo’s are bold and confident. Its ruler is the sun, master of the solar system, and symbolises the ability of Foskor to lead the pack.

Taking the time of Foskor’s birth into consideration, and the giant it has grown to be, we look at the similarities between the astrological traits and the connection to Foskor as well as the Foskorites who have made the company their place of work.



Trait of a Leo	Foskor & Foskorite symbolising
Generous and warm-hearted	Represents both the personal and financial growth of Foskorites
Bossy, yet creative and enthusiastic	The company policies and procedures are designed to ensure the company runs to optimal capacity. This is done in a creative matter through initiatives such as “Be the change”
Broad-minded and faithful	To give each Foskorite the tools and freedom to think and act out of the box. Being ever faithful to the Foskorites giving their all
Excellent companions	As in a long marriage, anniversaries are celebrated. More than 165 long service anniversaries were celebrated at the end of 2011
Able to adapt to all of life’s situations	Seeing the 60 year journey of Foskor and its ability to evolve and change with the times
Thrive on being leaders and having a sense of control	Being a world-leading phosphate company, this definitely rings true
Tend to be over-confident	This symbolises the annual budgets and the company’s determination to reach for the stars
Will never settle for second best	To be the world leader in phosphates is the goal
Intelligence is a strong point	Acknowledging the company’s greatest asset as the Foskorites within



A lion, the symbol of Leo, will fiercely protect its young	The dedication, determination and commitment to the safety and wellbeing of Foskorites at work and play
Work best in a group and prefer not to be alone	Understanding the success of Foskor would not be possible without everyone working together
Willing to help those in need	The corporate social investment mandate continuously aims to alleviate poverty within the surrounding communities

**In summary**

Like Leos, Foskor likes to lead rather than be led and given the room to grow will flourish, until all goals are met and maintained. Allowing Foskorites to think out of the box and come up with ideas makes way for successful strategising and organising.

There is nothing ordinary about the day-to-day running of the company and it does not care for mean or destructive spirits. In the same way Leos are loyal and quick to trust, but once the trust is betrayed it is difficult to gain it back.

**The celebration**

As this milestone is celebrated, Foskorites will be invited to join in and commemorate this event. Part of this will be documenting your birthday wishes in Foskor history. Please send your Foskor birthday wish to [jeanine@foskor.co.za](mailto:jeanine@foskor.co.za).

Happy birthday to you!



There were smiles aplenty when Lawrence Ndimande, group procurement and logistics manager in Richards Bay was surprised with birthday wishes from his team. Strict instructions were given by his fellow Foskorites to demonstrate his procurement skills when extinguishing the candles!

At one point Lawrence tried to retreat to his office – perhaps it was because he didn’t want anyone to ask his age. Don’t worry, we won’t tell!

*Please send in your Foskorite birthday messages - Ed*

### Introduction

Safety within the work place is paramount to the success of the company as well as the overall best interests of Foskorites. However, looking at SHREQ holistically, it is imperative that it applies to all aspects of Foskorites lives. The SHREQ at play segment has been introduced to Focus to bring you information on Safety, Health, Recreation, Education and Quality of life.

### Phishing – Do not go down hook, line and sinker – source Dharmesh Sirpal

Although phishing may be a relatively new term to many Foskorites, it has been around for some time. The frequency and severity of these attacks have grown in recent years as a profitable way for criminals to do business. This is a problem affecting companies and individuals alike, but common sense and a degree of training will ensure you enjoy a safe computing environment.



### What is phishing?

Phishing is not unlike fishing in principle – a lure is used to attract attention (usually in the form of an email from your bank) and the bait (usually a threat that your account will be closed) is used to try and get a bite (you quickly click on to a link provided and give personal details). The sole purpose of a phishing scam is to obtain personal details such as your identity number, bank account or credit card number from you. While you are giving away your details online, malicious software is downloaded onto your computer.

In addition, you could receive an email claiming to be from your bank stating that you need to click on a link that is provided. Once this is done, you are redirected to their supposed website. This website will appear to be authentic with correct logos and contact details, however it is completely forged.

### How does it work?

The emails you receive are designed to make you worry that you will no longer have access to your bank account. The email will probably say your account will be cancelled should you not verify or update your personal information. It may even advise you of suspicious purchases made on your credit card or threaten to cancel your subscription to accounts such as DSTV. Other tactics include advising you that you have won a competition and that you need to verify personal information in order to receive your prize.

Often just opening an email attachment can have dire consequences – a malicious virus-type programme called a Trojan horse could be installed onto your computer.

These phishing scams are not solely IT related. Some even involve telephone calls asking for your personal details, and use this information to open accounts in your name, access your bank account or make purchases using your credit card number. The types of messages used in phishing are expanding every day, so you must be cautious of any communication you receive.

There is also a type of phishing attack known as spear phishing, where organisations or individuals are specifically targeted with the aim of stealing information such as usernames and passwords or

proprietary organisation information. For example, a company employee may open an email inviting the reader to an interesting event, but when the link is clicked on or the attachment opened, malware (malicious software) is downloaded onto the employee's computer. This is something all Foskorites should be aware of.

### How can I tell if it is a phishing scam?

- ✓ If you receive an email appearing to be from a legitimate business requesting you to submit personal information, it is most likely a scam.
- ✓ Incorrect use of the English language is often a key identifier to a phishing email.
- ✓ Scam emails are usually addressed 'Dear customer' or similar. Large organisations such as banks would take the time to ensure any individual correspondence was addressed to you by name.
- ✓ Scammers "mask" the link address, meaning the link you see does not take you to that address but somewhere different, usually a phony site. If you hover your mouse over a website



### What can I do to avoid being scammed?

- ✓ Be cautious about all communications you receive. Think before you click.
- ✓ If the communication looks too good to be true, it probably is.
- ✓ If it appears to be a phishing communication, do not respond. Delete it, or contact our Foskor IT Department.
- ✓ Do not click on any links listed in the email message and do not open any attachments contained in suspicious email.
- ✓ Do not enter personal information in a pop-up screen. Legitimate companies, agencies and organisations will not ask for personal information via pop-up screens.
- ✓ Ensure that an antivirus programme is installed and up-to-date.
- ✓ Ensure that your computer is up-to-date on all patches.
- ✓ Use bookmarks in your web browser for the organisations with which you regularly communicate, to limit the chances of being redirected to malicious sites.
- ✓ Look for unauthorised charges or withdrawals on your credit card and bank statements/bills.
- ✓ When you log onto internet banking, check that there is a padlock symbol in the same line as the website address, meaning that the site is secure.
- ✓ If you suspect an email to be unsafe, do a quick check on the internet of the subject line of the suspicious message to see if it is a known phishing scam.
- ✓ If you are still in doubt, call the telephone number of the organisation supposedly sending the mail, but do not use the one shown on the email. Rather look it up on official paperwork you have from them or search the internet for the phone number.
- ✓ If, despite this, you have still entered personal details and think you have made a mistake, report this immediately as the sooner this is done the easier it is for steps to be taken to rectify the problem and limit the damage.

Ask anybody what they could not live without and the answer would undoubtedly be family, and more specifically their children.

As we see the 14<sup>th</sup> annual national Child Protection Week campaign take place at the end of May it is imperative that we mobilise and educate communities to always put the wellbeing of children first. Child Protection Week stems from the African proverb: “It takes a village to raise a child”, which emphasises the role of the wider community in the safe keeping of children. This is done by family, child minders and teachers.

The incidents surrounding children that result in dire consequences usually stem from their care-free nature, ability to trust a smiling adult, their curious character and inquisitive mind. In order to properly protect our children, it would be ideal to have them with us all the time, but failing this, the next best scenario would be for them to be with a family member followed by a qualified child minder. We can't protect our children from everything, so educate them, and educate yourself and their minders on how best to ensure their safety.

If you do have to leave your child at home with a child minder, ensure:

- The child minder comes with relevant references, which should be followed up with a telephone call;
- Your child is settled with the carer before leaving them for an extended period.
- It is an idea to leave them for two hours, followed the next day for four hours and then when your child is completely comfortable, the entire day;
- Your house is child proof, especially around the entry and exit doors as well as the swimming pool and kitchen areas;
- You pop in or arrive home at times you are not expected;
- That the dangers of leaving buckets of water and full baths are known;
- Your child minder knows all the relevant emergency numbers;
- You discuss whether you are comfortable with the child leaving the house with the child minder, for example to walk to the shop. Set strict guidelines regarding long chats at road corners and be specific on how these outings should be conducted.

When your child is at a crèche or day mother, ensure:

- The childcare facility is officially registered with your local municipality;
- You pay surprise visits to the facility during sleep, play and feed times before enrolling your child. A well run facility would never mind an unannounced visit;
- There is always a person at the facility who is fully trained to assist during an emergency situation;
- You read your child's behavioural patterns – an unhappy child will relay their fears and discomfort through their behaviour;
- The crèche or day mother knows who will be responsible for collecting the child and who is allowed to collect should the normal person be unable to do so;
- There will be someone responsible for the child afterhours should an emergency such as a car accident stop you from collecting your child at a specific time.



When at school or aftercare, ensure:

- You see your child enter the school gate;
- You and your child have a specific code word should another adult need to collect them from school. For example, if you have decided on the word “bus” the person collecting them should communicate this word and the child will know it is fine to go with this person. This code name, however, should be treated like a bank code and protected in the same manner;
- That during a class or sports trip, your child should be taught never to leave the group;
- They are fully aware of their school route should they catch a bus or walk home;
- The school has a record of emergency contact telephone numbers and medical aid details in case of an emergency.



When on a day trip or at the beach, ensure:

- You do not let your child out of your sight. Make them aware of stranger danger;
- Young children are always in the presence of a parent or responsible adult when out in public;
- A toddler is kept close; using reigns is a good way to ensure they do not run off;
- That if your child does not know your cell number, you write it on their arm so you can be contacted should they get lost;
- Your child is supervised in swimming areas at all times. Children unable to swim must be equipped with SABS approved swimming aids. This is a non-negotiable;
- Children are aware of the safe swimming areas and know to stay between the beacons and that if they get out of their depth know to wave their hands to get the lifesaver’s attention.
- Put them in a bright neon costume so you can recognise them from afar;
- They know that if there are blue-bottles or jellyfish on the beach, that these are not play things. Should a child get stung, call a lifeguard or else immediately rinse the affected area with sea water, but do not rub the skin. Cover your hands and carefully remove tentacles. Rinse the area with vinegar. Any pain can be treated with topical anaesthetic creams, tea tree oil or calamine lotion.
- Your child always wears a minimum of SPF15 and preferably wears a hat.



When on a holiday, ensure:

- Your child is familiar with the accommodation you are staying in and knows how to find their way from the reception area to your room;
- Your child knows your room number;
- They never go in a lift alone – not only can lifts get stuck, they are also a secluded place for a predator to lurk.
- They know not to open the door if someone knocks as holiday accommodation often does not have security doors;
- That if they make a friend on holiday, they never go off to play alone with that person or go to their hotel room;
- They know never to wander off.



Children should never:

- Be in a vehicle unrestrained and should always be in an age appropriate car or booster seat. This includes not allowing children to stand between the two front seats, sleep laying across the back seat or lie in the foot wells of a vehicle;
- Sit in the front seat with an adult, even if the adult has their seatbelt around them both. In fact, children under 12 years of age should not sit in the front of a vehicle at all;
- Sit in the back seat unrestrained, as during an accident it is often the unrestrained back passenger who causes injury to the front passenger;
- Be forced to give anyone a hug or a kiss. Children do this on their own accord as and when they are comfortable;
- Be left at home alone until the age of 16.



Child non-negotiables:

- Young children should be securely buckled up during a car journey. Rather hear them screaming that they do not want to be restrained than never hearing them scream again;
- Children should be taught never to dive into shallow water;
- Pool safety during summer and winter is paramount. All pool areas should be gated with pools covered with a safety net;
- Ensure your pool weir is covered at all times as those little heads fit into the smallest places;
- Cupboards should be childproof to ensure those curious beings do not decide to taste the detergents;
- Electrical points should be covered;
- Heavy objects within the home should be reinforced, as such an object could cause dire injury;
- All medication should be kept locked away;
- All firearms should be locked away. Should it be necessary to sleep with a firearm next to you, ensure it is put securely away before leaving the bedroom;
- Never leave a hole in your garden uncovered – after a rain storm it could become death trap.



Children are innocent little people, the future, our most cherished possession, yet many children are neglected by the very people who should protect them. The issue of child protection should concern all South Africans.

At the end of the day, responsible citizenship will be the greatest weapon in the fight for child protection.



Purpose driven life... hmmm, it had a nice ring so I decided to write an article about it. I know I'm probably starting to come through as such a party pooper with all the serious topics but I promise it will get lighter as the year goes by. As they say, the foundation is very important as it sets precedence for the type of building or structure to follow. The same can be said for life, as the way we set about something will greatly determine how something will end.

Rather than being at the till, which is where I was when I had my last epiphany, this time I was listening to someone (let's call that someone Sam) speaking to younger people about career guidance. I listened to "Sam" talking about how not knowing what you want from life can lead people into making wrong choices, turning what should be a great journey towards the final destination of fulfillment, into something mundane and mediocre. This raised an alarm in my head and led me to wonder how someone could let their life get to a stage of mediocrity?



Knowing what you want to become ultimately makes it easier to draw a map of how to reach your destiny. Obviously we know that all plans are not void of derailment or for that matter, crash proof, so it makes sense to have a back-up plan in place. Going back to the drawing board doesn't have to mean you are starting from scratch, it simply means you are realigning your position. I am going to share with you some of the things I learnt from listening to Sam – information that is relevant to every person aspiring to greater things.

**Firstly, be a visionary.** A visionary is somebody who is able to see where they are going in spite of their current situation. They see themselves futuristically in a better situation. They dream, they imagine and they think themselves into being propelled into doing something that will allow them to make their vision a reality. A visionary is limited by nothing; nothing can stand in the way becoming what they want.

**Secondly, make informed decisions.** This all stems from your vision. Once you know where you want to go, research your means of getting there. Take risks, but calculated risks. Not everybody will choose the same route. Some will take the road less travelled, some the more popular route. Some will take the short route, some will take the long route but what is important is to take a route that gets you there, otherwise you are stationary.

**Thirdly, know yourself.** You are an individual and are unique; yes, I promise your high school teacher wasn't lying! What works for a colleague or a friend may not work for you and there is absolutely nothing wrong with that. The beauty of knowing yourself means knowing your personality, your limits, your talents and your abilities. Are your personality traits suitable for where you want to go? Are there things that you may need to change? Truly knowing yourself will make your journey that much easier.

**Lastly, revisit your goal regularly.** This brings your dream to life. This step allows for necessary changes to be made at an early stage before disaster strikes. We plan, act and check; it's that simple and can avoid derailment. A visionary does not give up because they know they will succeed. Nelson Mandela waited 27 years for the realisation of his dream. The most important point I have learnt is that your dream is only dead when you stop believing in it... it is yours after all, right? We have all listened to a Sam in our lives, but the question is, did you follow up on Sam's advice or follow your own journey?

*We would like to take this opportunity to commend Sli Mchunu on the article she submitted for two reasons; not only is this the second article she has submitted to Focus of her own accord, but she truly represents the "Be the change" initiative – urging her fellow Foskorites to better themselves and inspire each other is what the "Be the change" initiative is all about. Ed*

## A poem by Tshepo Errol

Tshepo Errol took the time to reflect on how he sees the Foskor circle complete itself. These are his own words:

### *The Phosphate rock*

*When the sun is above our heads forming shadows  
beneath our feet,  
A deafening blast numbs the whole town pulling men  
off the street.  
In their giant bugs they rush the hole,  
Skinny they dive in, fat as they ascend, spade and a  
shovel.  
A mountain built from the hole that we dug,  
Lord forbid, we do not portray wisdom like yours.  
We do not possess Man of trades,  
Yet at Your craftsmanship we marvel.  
Very little we put back into Your perfected equation,  
But plenty we subtract, hoping it balances itself again.  
Elsewhere the soil shall gain its fertility,  
A seed shall grow, a tree shall stand, Man shall eat  
and clothe from this rock.*

## Shreenila – walks the walk & talks a trophy

Mathivanan Olichandran, engineer in the sulphuric acid plant is beaming after his daughter Shreenila won the coveted orator trophy at Richards Bay Primary School recently. She confidently spoke about CARE, which broken down means C for Culture, A for Atmosphere, R for Responsibility and E for Environment. Well done to young Shreenila.



## A fond farewell

Being a Foskorite for three decades is no mean feat. As we bid Foskor Zirconia CEO Charles Schmidt farewell, nothing less than a big thank you in appreciation for his dedication, leadership and friendship is deserved. As Charles leaves us to enjoy his retirement, he retains the honour of being called a Foskorite.

During his time with us, Charles' vast knowledge ensured he was well travelled. Wearing his Foskorite badge proudly he visited numerous international companies worldwide to give technical support in the field of Zirconia refractories, phosphate beneficiation and fertiliser usage and manufacture.

His inputs in the Extension 8 as well as the Zirconia expansion projects were immense and his retirement comes after the successful approval of the tilting project (Project Bosele).

Johan Horn made special thanks for the wealth of knowledge gained from Charles through the years and of the pleasure of working with a man of Charles's stature.

So Charles, as you embark on this special time in your life, relax and make sure you reap the rewards of your hard work. All the best.



## Welcome to your new home

It was no April Fool on April 1<sup>st</sup> when you saw Mr Seetaram within the Richards Bay site. He is a new addition to the Foskorite team and will be taking up the challenging position of VP Technical Acid. Coming from afar, Mr Seetaram and his family were given a true South African initiation during a recent visit to the uMfolozi Game Reserve. So fellow Foskorites, please make yourselves known to Mr Seetaram and feel free to give him a few lessons in South Africanisms such as making him aware that "just now" means, as and when, rather than in a minute!

Here's hoping the Seetaram family settle well into our beautiful country.



Nathi and Tholi Nkomzwayo along with little Miss Nkomzwayo, Anand Kadirvelu and PCS Rao.

## On the move

### TERMINATIONS

Ngcobo KT  
Monyela J  
Gumede MB

### NEW APPOINTMENTS

Boloka MA  
Diphare LM  
Lunga TT  
Malatji JP  
Mashamaite MP  
Matlhake PG  
Mohale MM  
Mokgalaka SM  
Ngobeni XR  
Senyolo EM  
Senyolo J  
Mnguni SZ  
Msane SA  
Nzuza KZ  
Krishnasamy J  
Machimane G  
Maenetja NS  
Mahlake KT  
Mahlakoane M  
Malahlela MH  
Mathye MS  
Modiba RJ  
Molopa MA  
Rankweteke KP  
Sambo G  
Bhengu NM  
Mbatha SM  
Mkhize SN  
Zuma MM

### STRUCTURE CHANGES

Govela Z  
Malesa TC  
Ndhlovu NSM  
Sebashe MA  
Luthuli XA  
Mhlungu ST  
Zulu BD  
Zungu ZM  
Baloyi R  
Nkuna N  
Sibuya MM  
Mthombeni NJ  
Njobe FT

Section Engineer  
Operator Lubrication  
Operator Sect. Process

Artisan Fitter  
Learner Technical  
HR Consultant  
Learner Technical  
Learner Technical  
Learner Technical  
Learner Technical  
Learner Technical  
Artisan Fitter  
Learner Technical  
Learner Technical  
Operator Mech.L3  
Learner (Sulphuric)  
Mech. Instrument.  
O/S Prod Mnger Phos  
Learner Production  
Driver Haul Truck  
Learner Production  
Planner  
EDP Position  
Official Buyer  
Technologist  
Clerk Planner  
Clerk Planner  
Learner Production  
Accounts Payable Adm.  
Learner (in Serv Lab)  
Learner (Phos)  
Learner (Phos)

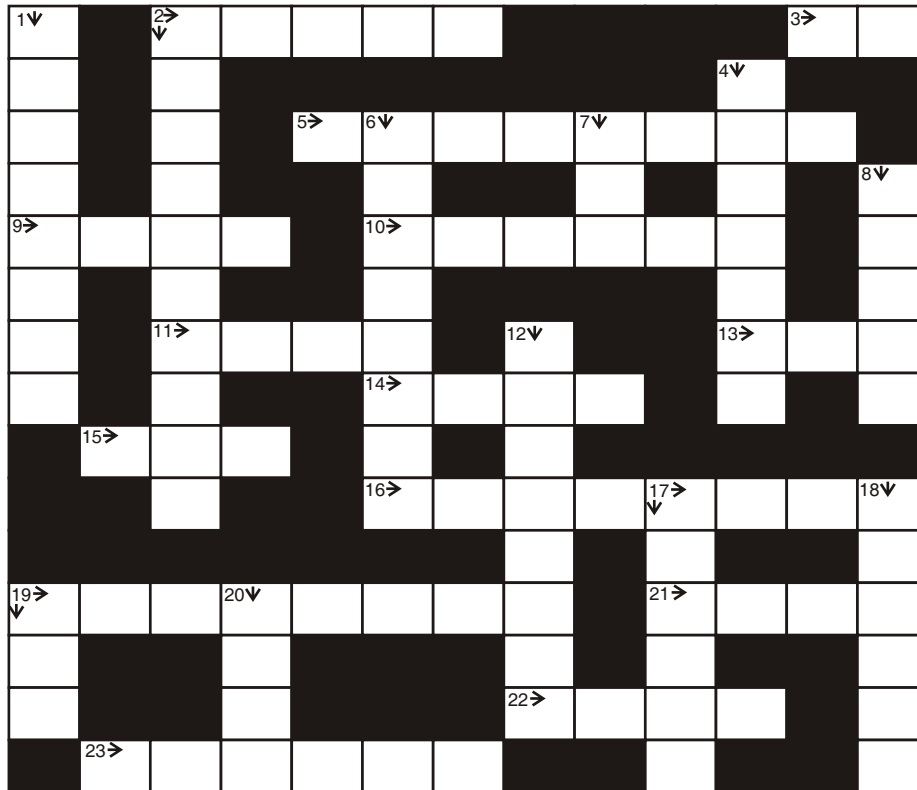
Driver Haul Truck  
Attendant Flotation  
O C Analyst Contr.  
Official Loss Contr.  
Artisan Fitter  
Artisan Fitter  
Artisan Fitter  
Artisan Boilerm.  
Attendant Flotation  
Driver Grader  
T O: Welder  
Analyst Shift  
Engineer Maint.

Mining  
Production  
Sulphuric Acid Prod

Ext. 8 and Tailings  
Human Resources  
Human Resources  
Human Resources  
Human Resources  
Human Resources  
Human Resources  
Ext. 8 and Tailings  
Human Resources  
Human Resources  
Maint. & Eng. Serv.  
Sulphuric Acid Prod.  
Maint. & Eng. Serv.  
Phosph Acid Prod  
Human Resources  
Mining  
Human Resources  
Production  
Human Resources  
Log. Proc. and Ship  
Techn. Support Serv  
Ext 8 and Tailings  
T S S  
Human Resources  
Finance  
Technical Services  
Phosph Acid Prod  
Phosph Acid Prod

Mining  
Production  
Production  
Sheq and Loss Contr.  
Maint. & Eng. Serv.  
Maint. & Eng.Serv  
Maint. & Eng. Serv  
Maint. & Eng. Serv  
Production  
Mining  
Mining  
Technical Services  
Maint & Eng. Serv.

Foskorites, take some time out and try your hand at the crossword. Most clues can be found within the Focus and some will tickle your brain. Once completed, send your answers by fax to 011 347 0618 or mail [jeanine@foskor.co.za](mailto:jeanine@foskor.co.za) with your completed crosswords before the close of business on Friday, May 13th. There will be a lucky draw of correct entries and a winner will be selected each month. The winner will be awarded the title 'Reader of the Month' and receive a prize for their efforts.



### THIS MONTH'S QUESTIONS.

#### Across

2. Sharon Perumal, who is featured in the WAM bio, would like the PPE clothes to be a bit more ..... like in appearance
3. 3,14159265 is commonly known as .....? Also a letter of the Greek alphabet
5. What is the name of the programme in which Foskor participated to build the Gina family a home?
9. Surname of VP in Phalaborwa
10. Often found in zoos but their natural habitat is to roam wild
11. It comes out at night and a nursery rhyme states that a cow jumped over it?
13. A popular tourist destination in India
14. The opposite to odd
15. It is not the beginning, it is the .....
16. The third of the three major bottle necks identified in the granulation
19. Charles Schmidt is retiring from this section of the Foskor group
21. Foskorites participating in the Biggest Loser are hoping to be a little more like this. It rhymes with trim
22. Another word for shout
23. In the Editor's Note it is stated that one of human's natures most unforgiveable traits is being unable to embrace .....

#### Down

1. Falling prey to this has dire consequences for both your computer and your bank account
2. Which sector did PCS Rao work in at the beginning of his career?
4. With regards to Child Protection week, it takes a ..... to raise a child?
6. The proof of improvement at this years Wetland clean-up was measured by using the South African scoring system. Who helped to measure the improvement?
7. In Sli Mchunu's feature, what is the name of the third person referred to?
8. .... Productive Maintenance is the guide which PCS Rao used to refer to during this challenging time at the granulation plant
12. What month was considered the bumper month regarding record breaking production at the granulation plant?
17. Name of the project currently ongoing at Zirconia, relating to the building of a new facility?
18. The heading that wetland sites of international importance go under
19. Used to do up trousers, skirts and dresses
20. Which country offered Zintombi Gina a scholarship to study there?

### LAST MONTH'S ANSWERS

#### Across

2. six
3. winning
6. rock
8. five
9. Abby
10. ten
13. three
14. sewing
16. ETA
18. nasty
21. Louis
22. monkeys
23. constitution

#### Down

1. hardhat
2. sick
3. weight
4. neon
5. groceries
7. liver
11. sun
12. yellow
13. Transnet
15. gem
17. light
19. she
20. yes

Congratulations!  
 Our readers of the month are  
 Crossword : Sharad Hingorani (Phalaborwa)  
 Wordsearch : James Lloyd (Richards Bay)  
 Your prizes will be sent to you shortly.

Name \_\_\_\_\_ Department \_\_\_\_\_

# F21<sup>FOSKOR</sup> 2011 ENTRY FORM

HALF MARATHON

30 April 2011

**ENTER THE EVENT**

*of the year!*

5 km race starts at 10h00

10 km & Half Marathon race starts at 13h00

Please print clearly and tick the relevant boxes

Runner:  Walker:  2011 Licence No.         Temp.Licence R20

Temporary licence - Compulsory for all entrants except those entering 5km Run / Walk

Half Marathon		10 Km		5 Km	
Pre entries	- R50	Pre entries	- R20	Pre entries	- R10
On day entries	- R60	On day entries	- R30	On day entries	- R20

Surname														
Name														
ID. No.									Age on race day					
Date of Birth	Y	Y	Y	Y	M	M	D	D	Gender:	Male	<input type="checkbox"/>	Female	<input type="checkbox"/>	
Nationality														
Town														
Province														
Tel (Work)									Fax					
Tel (Home)									Cell					
Email address														
Club														
T-Shirt Size	XS	<input type="checkbox"/>	S	<input type="checkbox"/>	M	<input type="checkbox"/>	L	<input type="checkbox"/>	XL	<input type="checkbox"/>	XXL	<input type="checkbox"/>		

## RULES:

1. All participants must be 16 years or older on the day of the race for the half marathon and 15 years or older for the 10km race 2. Age limit - Walkers - 15 years on the day of the race. 3. Official cut off time: 21Km RUN 2 hours 30 minutes, WALKERS 3 hours, 10 Km RUN 1 hour 30 minutes 4. The half marathon covers a comfortable double lap course. 5. No post-dated cheques will be accepted. 6. Monies are not refundable for non-participation in the event for whatever reason. 7. Entries may not be exchanged. 8. Results will be e-mailed to all participating clubs and can be viewed at www.foskor.co.za 9. Prizes / money will only be given for the race you enter. 10. Temporary licences are available at R20.00 each. 11. Temporary licence runners/walkers can win category prizes provided age category tags are worn. 12. Walkers must wear the correct 'walker' identification tags on the front and rear of their vests and these must be clearly visible. 13. All participants must wear the following:  
\* Their correct club colours \* Race number on front of the vest \* Provincial licence number or Temporary licence number on back of the vest. 14. Races are run in strict accordance with the rules of the IAAF, Athletics South Africa and KwaZulu-Natal Athletics. 15. Age category identification (ie: J for junior, 35, 40, 45, 50, 55 and 60) must be worn on the front and back of your vests and must be clearly visible in order to qualify for the age category prizes. 16. Refreshment tables will be provided, and no personal seconding, except stand and hand, will be permitted. 17. There will be lucky draw prizes for both events and participants must have completed the event and be present at the prize-giving for the major prizes. 18. All entrants must collect their race number and bar code from the registration tables at the race venue at the Zululand Multi Sport Club between 1pm and 6pm on Friday 29 April, or before the start on Saturday 30 April between 5am and 6.00am. 19. No queries will be attended to on race day after 4:30am. 20. Participants who have not completed 21.1km by the 3 hrs 30 min will be called off the road. 21. Licensed athletes are covered by ASA insurance. Refer to KZNA on 031 312 9374 for further details. 22. All foreign athletes must comply with the IAAF rule 4, paragraph 2 and rule 142. 23. All entrants participate at their own risk and the organisers and sponsors will not be held responsible for any loss, injury or death incurred during or after the event 24. Grandmaster male and female (60+) will not be charged an entry fee. 25. Pre- entries = One week before race day 26. ONLY PRE-ENTRIES will receive an event t-shirt

## INDEMNITY:

I agree to abide by the rules of the event set down by the organisers and understand that I take part in the event entirely at my own risk and indemnify anyone included in the organisation of the event, marshals, referees, local authorities, Foskor, Odfjell and the ZMSC against any claim which may result from my participation. I also agree that if I withdraw from the event or if the Race Referee, for reasons beyond the organiser's control, cancels the event on the race day then no refund will be due to me.

Signature: \_\_\_\_\_ Date : \_\_\_\_\_ RACE : \_\_\_\_\_

**NOTE** Only correctly completed entry forms will be accepted and processed once the proof of payment has been received

**Payment method** Direct deposit

### Banking Details

Payment: First National Bank  
Corporate Cheque Account  
Account: 62116616204  
Branch Code: 255005

Fax completed forms with proof  
of payment to: 0865940240  
or email your entry form to  
zmsc@telkomsa.net



**FOSKOR**



**Odfjell**

# F21<sup>1</sup> FOSKOR RUN / WALK

HALF MARATHON

EVENT OF THE YEAR FOR THE WHOLE FAMILY!

PRIZE MONEY **R185 000**



When: 30 April 2011 • Venue: ZULULAND MULTI SPORT CLUB, Richards Bay  
5km Race starts 10h00 • 10km Race and Half Marathon starts 13h00

## PRIZE MONEY FOR MEN AND WOMEN

Position	1	2	3	4	5	6	7	8	9	10
21km Run Open	R21 100	R12 000	R10 000	R7 400	R5 000	R3 500	R2 500	R2 000	R1 500	R1 000
Winners Minimum age 16	R2 000	R1 500	R1 000							
21km Run 16-19	R2 000	R1 500	R1 000							
21km Run 20-34	R2 000	R1 500	R1 000							
21km Run 35-39	R2 000	R1 500	R1 000							
21km Run 40-49	R2 000	R1 500	R1 000							
21km Run 50-59	R2 000	R1 500	R1 000							
21km Run 60+	R2 000	R1 500	R1 000							
21km Walk Open	R1 000	R700	R500	R300	R200					
Winners Minimum age 15										
10km Run Open	R400	R300	R200							
Winners Minimum age 15	R400	R300	R200							
10km Run 16-19	R400	R300	R200							
10km Run 20-34	R400	R300	R200							
10km Run 35-39	R400	R300	R200							
10km Run 40-49	R400	R300	R200							
10km Run 50-59	R400	R300	R200							
10km Run 60+	R400	R300	R200							
10km Walk	R400	R300	R200							
5km Run	R200	R100	R50							
Voucher	Voucher	Voucher	Voucher							
5km Walk	R200	R100	R50							
Voucher	Voucher	Voucher	Voucher							

**PRIZE MONEY  
R185 000**

Prize money will only be paid into the athletes' banking account

All prize winners must ensure that they have proof of banking details together with ID documents or passport

**FREE**

**T-SHIRTS  
TO THE  
FIRST  
600  
ENTRANTS**



**FOSKOR**



Odfjell