


# FOCUS


FOSKOR 


MONTHLY MAGAZINE FOR FOSKOR | JUNE 2010


VOLUME 1 NO 3



-  Environment Day celebrations - “We mean what we say”

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-  Our golden hour Foskor & the nation unite

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-  Celebrate Madiba Day

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-  Preparations for Phalaborwa F21 well on the way

# CONTENTS

Editor's Note.....	1.
Our commitment to the environment.....	2.
Did you know.....	3.
Yes we can.....	3.
Environmental issues.....	4.
Environment Poster campaign.....	4.
SHREQ Awards.....	5.
Richards Bay shutdown 2010.....	6.
Another visit to Richards bay.....	8.
WAM - Your health is your wealth.....	9.
Eve was first - now Kabelo.....	9.
Hlengiwe "walks the walk".....	10.
B is for best.....	10.
The game is on.....	11.
We are behind you.....	12.
Go Bafana Bafana!.....	13.
Thank you nurses.....	14.
Biggest loser.....	14.
Educators help out.....	14.
The decision tree.....	14.
Running the comrades.....	15.
Foskor Athletic's club results.....	15.
We want you!.....	16.
A warning to athletes.....	16.
Bits 'n pieces.....	18.
Foskor Callies.....	19.
WAM - A day in the life of.....	20.
Fraud and corruption.....	20.
The 'highs' & 'lows' of our youth.....	21.
The silent killer.....	21.
Superkids.....	22.
Madiba day.....	23.
Reader of the month.....	25.
Awareness campaigns.....	26.
from the press.....	27.

## Editor's Note

I cannot express how proud I am of South Africa and how privileged I feel to be part of our beautiful country. The world said we could not do it – some of us even doubted it – but all the stadia were completed to international standards, the teams are here, and kick off to the first game has come and gone. This spectacular has not only created jobs, put food on the table, and given a sense of dignity and pride to all South Africans, but it has also driven the entrepreneurial brilliance of our citizens. The inventions for this event have been mind blowing; with innovations from the Vuvusock



to the Makarapa to the side-mirror sock. The unity in our country and the explosion of national pride is something I have never seen and did not think was possible. It just goes to show what we can do when we put all our negativity and prejudices aside and work together.

Foskorites definitely felt the "gees" and celebrated the World Cup – every person received a Bafana Bafana t-shirt, learned to Diski Dance from the best and stood the chance to win tickets to one of the matches. It was a fine time to be a Foskorite.

After all the hype of the opening ceremony, our boys kicked off the 2010 World Cup against Mexico in an impressive manner. There was a definite case of nerves but alongside that, a determination that made us all proud. The Mexicans had their work cut out for them and both teams ended the match with a point each. Uruguay proved to be a better team on the day as we all witnessed our Bafana Bafana suffering a 3 – 0 defeat. The formidable French were no match for our boys, who showed them how football is supposed to be played. Although Bafana did not reach the next round, their valiant effort was a definite crowd pleaser. At this stage I am definitely thinking of saving up my 'rands and cents' to travel to Brazil in 2014 to support them in the next World Cup. Bafana Bafana, you rock!

As you can see this month's focus is rather different. The reason – June/July 2010 are extraordinary months not only for Foskor but the nation as a whole.

This month reminds us all of the ultimate wellbeing of our planet. Foskor spends millions of Rands to ensure that our environment is looked after. It is time to take our commitment one step further and this month you will see that Focus is printed on recycled paper. The white might not be the brightest white but it is a step towards lowering our carbon footprint. Send me your thoughts on this as well as other ideas to ensure we are more environmentally friendly.

Our Foskorite athletes did us proud during the Comrades; phenomenal willpower and determination was the order of the day. Now we look forward to great results at the Phalaborwa F21 on 24th July.

Youth Day means we bring the dire consequences of drug addiction to light as well as the importance of your children eating healthily and taking the time to exercise. Sharing the stage is Men's Month. We look at the secret killer and appreciate the first man that daughters fall in love with and the very best friend sons have – known simply as Dad.

With the Soccer World Cup coming to an end, fellow Foskorites, I would like to hear about your World Cup experiences, be it at one of the games, fan parks or a meeting with a foreigner. Drop us a letter to tell us about your experience and we'll share it right here in Focus.

This month brings to light our first Madiba Day as the Mandela family grieve the passing of 13 year old Zenani. Our thoughts go out to the family during this difficult time.

The back page has been allocated to press coverage. The source of information is there as well as headlines. Should you wish to see more information on a specific story, mail me a request and I will ensure you get it.

Well, we are now entering into the 2nd half of winter, with the longest night and shortest day behind us. Hope that the winter chill is not getting the better of you and that you are taking your monthly vitamin supplements.

Till next time...

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## Our commitment to the environment



World Environment Day (WED) is a special day set aside all over the world to stimulate awareness of the environment and to enhance political attention and public action. This year the theme was “Many Species. One Planet. One Future” and the event celebrated the incredible diversity of life on earth as part of the 2010 International Year of Biodiversity.

The main goals of the International Year of Biodiversity are to:

- Enhance public awareness of the importance of conserving biodiversity and the underlying threats to biodiversity.
- Raise awareness of the accomplishments to save biodiversity that have already been realised by communities and governments.
- Promote innovative solutions to reduce the threats to biodiversity.
- Encourage individuals, organisations and governments to take immediate steps to halt biodiversity loss.
- Start dialogue between stakeholders for the steps to be taken in the post 2010 period.

What is Foskor doing?

Our environmental goals are:

- To reduce the negative impacts associated with the activities and operations at Foskor Richards Bay
- To establish, maintain and improve a culture of responsible care
- To provide the mechanisms to work towards a fully functional sustainable development programme

To be able to achieve our goals we adopted shared values and principles:

- Precautionary principle: when planning any projects we take into account that adverse effects might occur – we adopt the principle of better safe than sorry.
- Best practice: we implement best practices in terms of methods followed to monitor, measure and limit discharges, emissions and waste generation that are proven and suitable for use in our operations
- Control of pollution at source: the “prevention is better than cure” principle

Strategic environmental objectives:

- Remediation of soil and water pollution (groundwater)
- Reduction of water wastage and pollution (surface and storm water)
- Reduction of air emissions (stack and ambient emissions)
- Review control measures and reduce risks of Major Hazardous Installations
- Review and establish appropriate systems and environmental programs (ISO-14001 and others)
- Establishment of appropriate hazardous substance control and waste control programmes

Currently Foskor is doing the following to preserve our environment:

- Recycling of storm water back to plant. This has resulted in a saving on fresh water intake and the prevention of contaminated water from leaving the boundaries of our plant. Since commissioning in November 2009 this has approximated to a R10-million saving.
- Dust fall out monitoring
- Ambient fluoride monitoring
- Fluoride and  $P_2O_5$  monitoring of stack and cooling tower emissions at Phosphoric Acid plant
- In- stack continuous monitoring of Sulphur dioxide ( $SO_2$ ) at Sulphuric Acid plant
- Sulphur dioxide ( $SO_2$ ) fence line monitoring for fugitive emissions
- Sulphur dioxide ( $SO_2$ ) monitoring within sulphur store and sulphur conveyor system for fire prevention and early detection - Hydrogen Sulphide ( $H_2S$ ) - Ammonia ( $NH_3$ ) fence line and leak detection monitoring
- Surface water - All water that exits Foskor’s premises via storm water outlets are monitored on a daily or weekly schedule. Surrounding water bodies such as pans and streams are monitored on a weekly basis. The results thereof are reported in the laboratory monthly report.
- Ground Water - Foskor currently monitors 43 boreholes for groundwater both onsite and offsite. The main objectives are to identify sources of groundwater pollution and to identify migration of polluted water. Boreholes are sampled on a monthly basis with an external summer and winter sampling event.
- $SO_2$  Scrubbers : Foskor invested R36.5-million to design and construct two start-up scrubbers, one for A&B-plant and one for C-plant, to reduce the risks associated during plant start-up. In essence all emissions from the plant are routed through an alkali scrubbing medium first before being vented to atmosphere.
- Dense Effluent Line: Foskor set aside R 158.2-million for this project. The project comprised of the construction and installation of a second pipeline and the upgrade of the original pipeline. Both pipelines are to be fitted with an improved diffuser configuration. The second pipeline was installed and commissioned in June 2009 and the upgrade of the original pipeline was planned to be completed in April 2010 but because of bad weather this was moved out and should be completed in the second half of 2010.
- Upgrade of drain and storm water system as well as roads: The majority of current roads and storm water systems have served the plant since construction in 1976. A project to the value of R 68-million to upgrade the infrastructure started in 2008 with a comprehensive survey regarding the condition and suitability of the systems to serve current and future needs. This was followed with the design of improved systems that will deal better with challenges onsite and that are easier to maintain. Construction work commenced in June 2009 and is expected to be complete towards March 2011.

The question is – are we doing enough???

## Did you know...

### All can make a change

*Degradation all around  
Global warming - a global warning.  
In the sky, water and ground  
our planet is dying.  
Dry as a prune  
our land polluted and hot.  
Our planet's out of tune,  
Small islands now a spot.*

*ALL can make a change  
Workers, parents, teachers, girls and boys.  
Solutions range  
from slowing carbon production  
to waste reduction  
And climate change education.*

Francesco Govender (11)  
UNEP Junior Board South Africa

Did you know that you are one in a million? One of millions of species sharing this wondrous planet, you share it with between five million to 100 million species; however scientists to date have only managed to identify approximately two million of these species. A total of 17 291 species are known to be threatened with extinction, the reason? Human activity.

With our present approach to development we have caused the clearing of a large amount of the original rain forests. These drain half of the world's wetlands, hence depleting three quarters of all

fish stocks and emitting enough heat-trapping gases to keep our planet warming up for centuries to come. We have put our foot on the accelerator, eliminating species up to a 1 000 times faster than the rate of Mother Nature.

As a result we are increasingly putting at risk the very foundation of our own survival. The variety of life on our planet – known as biodiversity – provides our food, clothes, fuel, medicine and much, much more. You may not realise it but a beetle in your backyard or grass growing by the roadside has a fundamental connection to you. Should even one species be taken out of the intricate web of life, the results can be catastrophic.

World Environment Day was held on Saturday 5 June and is a day that aims to stimulate awareness of the environment and enhance political attention and public action. The theme of WED 2010 is "Many Species. One Planet. One Future." It echoes the urgent call to conserve the diversity of life on our planet. A world without biodiversity is a very bleak prospect. Millions of people and species alike share our planet and only together can we enjoy a safer and more prosperous future.



## Yes we can!

As Foskorites celebrated World Environment Day, we hope you all took some time to consider your actions on this earth and see how you could be a part of preserving our earth and everything on it.

Here are 10 simple actions that all Foskorites and their families can take to help reduce their own carbon footprint:

1. Reduce, reuse, recycle
2. Use less heat and air conditioning
3. Change a light bulb: Wherever practical, replace regular light bulbs with compact fluorescent light (CFL) bulbs. If every family replaced one regular light bulb with a CFL, it would eliminate 40 billion kilograms of greenhouse gases, the same as taking 7,5 million cars off the road.
4. Drive less and drive smart: Less driving means fewer emissions. When you do drive, make sure your car is running efficiently. For example, keeping your tyres properly inflated can improve your petrol mileage by more than 3%.
5. Buy energy-efficient products: When it's time to buy a new car, choose one that offers good mileage. Home appliances now come in a range of energy-efficient models and compact fluorescent bulbs are designed to provide more natural-looking light while using far less energy than standard light bulbs. Avoid products that come with excess packaging, especially moulded plastic and other packaging that can't be recycled.
6. Use less hot water
7. Use the "off" switch: Save electricity and reduce global warming by turning off lights when you leave a room and using only as much light as you need. Remember to turn off your television, CD player, stereo and computer when you're not using them. While brushing your teeth, shampooing the dog or washing your car, turn off the water until you actually need it for rinsing. You'll reduce your water bill and help to conserve a vital resource.

8. Plant a tree: A single tree will absorb approximately one ton of carbon dioxide during its lifetime.

9. Go solar: Install solar geysers to conserve electricity. It may be costly initially but is definitely cost effective in the long run.

10. Encourage others to conserve: Share information about recycling and energy conservation with your family, friends and neighbours.

Incorporating these 10 steps into your life will take you a long way towards reducing your energy use and your monthly budget. Remember, less energy use means less dependence on the fossil fuels that create greenhouse gases and contribute to global warming.



## Foskorites address environmental issues



Our various sites held awareness campaigns and events to bring to light the plight of the environment. On 4 June an event was held in Richards Bay with the core message of environmental awareness. The day was supported by guests of honour such as The Honourable Mayor of uThungulu Mr Stan Larkin , Mr William Ngoma (Director of the Department of Agriculture Environment and Rural Development, northern services) Mr Arun Patel (BHP Billiton) and Sarah Luthuli (VP Human Capital).

Shanilla Chuturgoon addressed the guests and her fellow Foskorites and gave a heartfelt overview of the devastation people are bringing to the earth. She said: "In the greedy pursuit of money and power we humans think more of ourselves than we do of our children and our children's children. We do not understand that the earth is a limited resource. Look at what is happening with the current crisis in the Gulf of Mexico – what will happen to BP, now that the US are beginning to put serious legal pressure on them? Will the company survive? Will the American coastline ever be the same again?"

She also touched on the subject of biodiversity: "Think of the earth before humans arrived. Just gardens, rivers, trees, mountains, air, animals, minerals, gasses, seasons, forests, deserts, plains, grasslands and estuaries. Imagine all the seeds and grains, the fruits and vegetables, the animals, birds and fish. All of these things functioning in perfect harmony.

That is biodiversity – and how we transform and use those natural resources can either deplete them or preserve them. It can either sustain life for the future or shorten our stay on this beautiful planet. We celebrate this day for a reason. It is not just to listen to speeches. It is not just to show that we support efforts to reduce carbon emissions and improve biodiversity.

If all the special gatherings of well-meaning people and concerned companies did no more than show concern and support, then what real difference would that make to the earth and its people? The reason we host these events is because we know the power that can be unleashed when people like us embrace an idea and turn it into action. Each and every one of us needs to start a movement of change in order to make a meaningful impact on our environment. This can be achieved by making minor changes on a daily basis such as separating glass from plastic, recycling, conserving electricity, planting trees and vegetable gardens. In so doing we are able to educate our youth by creating awareness and setting a positive example. Don't think the small things you do don't count. It is those small things that add up to the bigger picture. Remember, cathedrals took a hundred years to build, one brick at a time. It is not too late to heal the world, one good deed at a time".

Our Phalaborwa site put together an awareness campaign targeting all Foskorites.

"Everything we take from the earth, we put back into the earth"

## Environment Awareness Poster Campaign in Phalaborwa

World Environment Day was designed to highlight the importance of looking after the environment to light. Getting the message across to all people living on this planet is paramount. The reasons for the campaign are to:

- give a human face to environmental issues
- empower people to become active agents of sustainable and equitable development
- promote an understanding that communities are pivotal to changing attitudes towards environmental issues
- advocate partnership which will ensure all people enjoy a safer and more prosperous future

Banners displaying environmental messages were put up at the Phalaborwa plant to create environmental awareness amongst fellow Foskorites and the community at large. In Phalaborwa, Foskor handed each employee a green pen displaying an environmental message when used. An environmental newsletter was also circulated for discussion in "Green Areas".

Foskor believes that environmental education is the key to conservation so Foskor promoted environmental awareness in the community on Thursday 3 June by visiting Selwane and Gravelotte primary schools. An educational talk was held with approximately 1 000 learners learning about various environmental issues such as their environmental rights, pollution prevention and the importance of bio-diversity. Soft drinks and crisps were handed out to learners while schools were supplied with refuse bags to aid them in cleaning up their own surrounds.



Samreu Security celebrating WED.



One of the 22 Banners that were displayed at Foskor Environment Day

## SHREQ Awards

It is said, that it is easy to sit up and take notice. What is difficult is standing up and taking action.

Today we are celebrating the fact that someone stood up and took that action. Today we are celebrating enthusiasm, commitment and sheer hard work.

Johan Potgieter, VP for Richards Bay took to the podium and handed out the well earned awards. "All these awards are presented in recognition of the commitment towards SHREQ improvement and upholding the spirit of zero tolerance" said Johan.



Section of the year - Sulphuric Process



Department Operations - Materials Handling



Department Services - Procurement



Best Improved Section - Phos Instrumentation



Individual Management - Chris Masina



Individual Level 1- 7 - Nelly Mbatha



Runner up SHE Rep of the year - Sandile Jiyane



SHE Rep of the year - Siphso Zwane



Contractor of the year - SGB Cape



Special Award Clinix – Sister Helen Werner



Special Contractor Award - Oram & Rowell



Wizard of the year - Kurt Brinkhuis

## Richards Bay Annual Shut Down 2010

Let's get technical

At midnight on 10 April 2010, the "C" Sulphuric Acid plant and the new Phosphoric Acid plant were shut down for the first phase of its annual maintenance. Annual shut down plays a crucial role in the performance of the plant. The plant machinery and equipment are cleaned, inspected and repaired or replaced to comply with statutory requirements and Foskor's standards.

The A & B Sulphuric Acid plants, the old Phos-Acid plant, as well as Granulation were still operational. Arrangements were made to review the shut down progress and expenditure on a daily basis with strong emphasis on the compliance of safety procedures by employees and contractors.

Major jobs taken up in Sulphuric Acid "C" plant were

- Screening of catalyst from all the four beds of converter
- Replacement of mesh pad in the drying tower
- Replacement of the Cold Heat Exchanger
- Renewal of the candle plate in Inter-pass Tower
- Renewal of candles in the Final Absorption Tower
- Commissioning of the Start-up Scrubber
- Statutory inspection of boilers

The Sulphuric Acid "C" plant went full stream by 12 May with only a minor one week delay caused by a Cold Heat Exchanger defect.



New Candle Plate welded to head section of Inter-pass Tower being re-assembled



Cold Heat Exchanger replacement



Candle Filter replacement in the Final Absorption Tower



Demister pads replacement in the Drying Tower

Major jobs taken up in the new Phosphoric Acid plant were:

- Cleaning, inspection and repair of reactor
- Replacement of main belt of Belt Filter No. 2
- Cleaning, inspection and repair of Cooling Tower
- Replacement and repair of Reactor Agitators
- Replacement of the Static Impeller in P2O5 Separator (Line-1)
- Metal/carbon brick in flash cooler and circulation pump replacement
- Cleaning and repair of Off gas scrubbing system to control environmental pollution. The new Phosphoric Acid plant came back online on 29 April.



Approximately 400MT of scaffolding was brought in for the shut down



Refurbishment of the Old Cooling Tower with a new type of packing



Bobcat in action inside Reactor

Observing the limitation of jack hammers and a high pressure (>600 bar) water jet to break and clean the hard material built up in new Phos. Reactor (Comp.6) and old Phos. Reactor (Comp. 8), a quick decision was made to push a Bobcat (having hammer/bucket attachments) inside the Reactor. This helped significantly in cleaning it effectively.



Main Belt replacement of Belt Filter-2



Build up of hard material (similar to concrete) inside Reactor



Belt Filter-2 to receive new belt



Bobcat being placed by crane inside Reactor for cleaning



Acid duct being removed in New Phos. Conc. for Heat Exchanger Seal repair

The old Phosphoric Acid plant was taken offline on 30 April 2010 for annual shutdown.

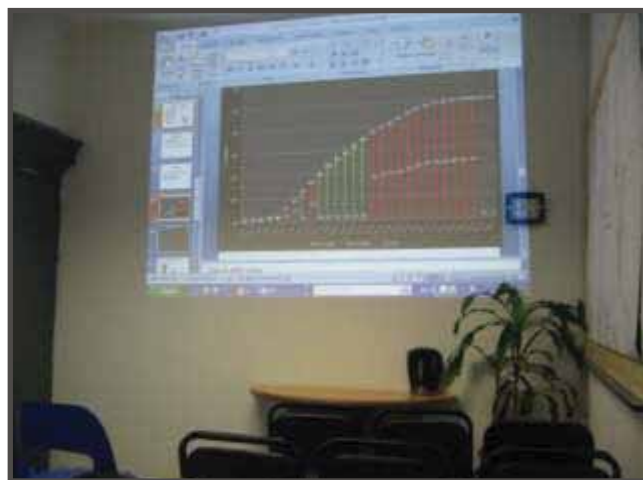
- Cleaning, inspection and repair of Reactor
- Replacement and repair of Reactor Agitators
- Cleaning, inspection and repair of Cooling Tower
- Refurbishment of two Cooling Tower cells by IWC
- Metal/carbon brick repair of Concentration units
- Metal/carbon brick in Flash coolers
- Cleaning and repair of Off gas scrubbing system to control environmental pollution The Old Phos. Plant came online on 15 May.



Carbon brick lining in Evaporator

Interesting facts related to the annual shutdown

- Approximately 400MT of scaffolding was brought in for the annual shut down
- Between 700 to 1050 contract workers were working in the plants daily along with more than 500 Foskor employees.
- Approximately 250MT of scale and 1100 MT of sludge was removed from the cooling towers.
- The hard build up (nearly 1100 MT) inside Phos. Acid Reactors could not be broken or cleaned with jack hammers and a high pressure water jet (>600 bar) so two Bobcats were lowered inside the Reactor to break and remove the material (similar to concrete). Another 800 MT of loose material, mainly gypsum, was also cleaned from the Reactors.
- 200 industrial gas cylinders and 1009kg welding rods were used in the shut down repair.



Daily review of job progress and expenditure per section.

Foskor Richards Bay is geared up to achieve the target Phos. Acid production of 690 000 MT P2O5.

## Another visit to Richards Bay

On 10 May Richards Bay received a visit from the executive team of Innophos situated in Mexico. The guests included Randy Gress (CEO and Chairman of Board), Neil Salmon (CFO) and Louis Calvarin (VP Operations).

In the 2010 financial year Innophos bought 32 927mt phosphoric acid (P2O5) from us; this was the first business transaction with Innophos.

The purpose of the visit was to further develop the relationship between our companies. Innophos is now looking at buying phosphate rock from Foskor. We have agreed to a trial shipment of 47 000mt phosphate rock that will be loaded this month. This will make history for us as the largest phosphate rock consignment we have ever loaded.

We are looking forward to its successful execution and having a longstanding and profitable relationship with Innophos.



Louis Calvarin, Musa Xulu, Randy Gress and Neil Salmon

## Your health is your wealth

When the WAM ladies get together for their monthly forum an array of interesting and relevant topics are addressed. The topic of women's health, which includes general health issues within the workplace, was on this month's agenda.

The guest speaker Dr Basil Khoza touched on the subject of heart attacks, strokes, stress, sugar levels and menopause. He also spoke about the importance of having mammograms every three years and a pap smear every second for the detection of breast and ovarian cancer respectively. He was adamant in his message: "Although most of you here deal with the health and wellbeing of your own families and friends, without being in good health yourself you are not going to be able to help anyone."

Living in this day and age we are privileged to have facilities, either privately or through government establishments, whereby screening can be easily done. This helps with early detection of dreaded diseases.

These issues will be addressed within the coming months in Focus. We will also include other relevant information to help with early detection and, where possible, preventative measures.



Louise de Jongh and Dr Basil Khoza

As we make our way to the middle of winter, remember to dose up on your vitamins and stay healthy.

## Future 4 Females Women @ Work

Happy birthday!

Birthday wishes were given to all the birthday girls celebrating, wishing you lots of health and wealth in the year to come.



## Eve was first – now we have Kabelo!

Originally from Phalaborwa (Namakgale), Kabelo, is known for her love of laughing as well as her infectious personality. She enjoys interacting with people and brainstorming new ideas. This unique lady, who does not spend too much time worrying about current fashions, prefers spending time with her family, enjoying good food and singing at every opportunity.

She is very committed to her faith and relishes the comfort and guidance she gets from it. Losing her mother, who was her role model, in 2008, was devastating. She is however, grateful that her husband, father and sisters are on hand to support her. Her son lthuteng is the light of her life.

She has taken a step for all Foskorite women by being appointed as the first female within the production department of Zirconia. This historically male-dominated environment has been infiltrated by a woman who believes that nothing is impossible. Conscious of her position, she takes every precaution to ensure that her arrival within the department is not regretted and that it opens doors for other women within the department.

As the 'rose amongst the thorns' she is not intimidated by her male counterparts and manages to resolve issues without breaking friendships. She is currently looking at extra precautions, apart from the PPE clothing, to create a dust-free working environment.

Always looking to the future, she has already set her sites on becoming the first female supervisor – so watch out all, this lady is going places!

Kabelo lives by her motto - 'Good things come to those who wait'.



Kabelo driving a forklift



Kabelo and her supervisor, Shadrack Mnisi

## Hlengiwe “talks the talk” & “walks the walk”

The Businesswoman of the Year Award runs in conjunction with the Regional Business Achievers Awards. This accolade has been presented since 2001 at each of the seven regional Businesswoman Association branches. These awards actively seek to identify, acknowledge and cultivate small businesses, corporate and professional practices, many of whom are run by previously disadvantaged women. It further recognises and honours the achievement of business leaders on a regional level. It aims to create a cadre of women role models who will make a tangible contribution to the next generation of business leaders. Furthermore, it serves as a platform for emerging businesswomen to aspire to, and be nominated for the prestigious award in the future.

Hlengiwe Mvubu became a Foskorite in 2004. As the first Public Relations & Corporate Social Investment Officer, she has revolutionised the company’s perceptions and strategic objectives on corporate social investment (CSI) and public relations. On completion of her Business Woman Award nomination she realised how passionate she is, and always has been, about leading change and pioneering new projects in any community she found herself in.

Hlengiwe has identified community programmes and skills development projects for corporate social investment. She believes this will assist in bridging the skills shortage gap within the South African market. CSI has a major role to play to ensure that these gaps in local schools and communities are eliminated. She firmly believes that equipping learners with life-skills such as mentoring, coaching and career guidance and skills, will take them beyond their schooling years.

“The skills that are needed will not only bring food to the table but provide for future generations. When given the opportunity, every human being has the power to reinvent themselves, embrace the possibilities as well as the opportunities that exist in our country,” says Hlengiwe.

Hlengiwe gives heart felt thanks: “I would like to express my appreciation for the opportunity to work within the communications and corporate social investment department. I really appreciate working with you all on both a professional and a personal level. A special mention to Vanessa Ncobela, Shanilla Chuturgoon and Maureen Genis – you ladies Rock.”

The Businesswoman’s Association also gets the thumbs up for the recognition she has received. There was further appreciation for giving other participants the platform to showcase their abilities.

The Businesswoman of the Year Awards is coming soon. We look forward to filtering through more accolades that will form as inspiration to all. Your achievements have been noted and the contribution made by you and the department are valued.



Vanessa Ncobela, Hlengiwe Mvubu, Shanilla Chuturgoon, Maureen Genis



Friends from Foskor at Business Woman Award Function.

## B is for Best!

On 10 June the Foskorites in B-shift in Phalaborwa achieved the accolade “Best Production Team 2009/10”. Each member of the team was given a T-shirt and a certificate. A braai was held in their honour to celebrate their milestone. This outstanding achievement is not only based on their performance but their safety statistics as well. They have now set a benchmark which all agree must be surpassed.

Johan de Jongh added that it was a “great initiative that came from the shift superiors to implement this competition and it is a great honour to share this achievement with them. It is not often that a mining department achieves what they have”.

The three main objectives of this initiative are based on production, budget and safety. On a quarterly basis the winning shift will be announced and there will be a certificate and a braai to celebrate as well as a floating trophy which has been donated by Komatsu. To all members of the B-Shift - well done and may we see many more of these achievements.



Best Mining Team 2009/2010

## The game is on for good South Africans

Foskorites have the gees! After the success of the opening ceremony and the success of Bafana Bafana in the opening game, moving into the second round of the tournament can only be exciting stuff.

During the build up, Foskor took every opportunity to make this event as exciting and memorable for all. After receiving their Bafana Bafana supporter shirts, Foskorites couldn't wait for the opportunity to show their support. Bafana Bafana shirts abounded as foskor and the rest of the nation celebrated "Football Fridays". Foskorites were then taught to Diski dance, how to Waka Waka and how to blow a vuvuzela properly. To celebrate the beautiful game, Foskor created their own football fan rules! More than twelve players were invited to join in the fun – in fact, as many Foskorites who wanted to could participate. There was no such thing as off-side or hand ball rules. The only cause for a penalty would be for Foskorites who did not enjoy the build up. In each division viewing areas were set up to ensure that we did not miss a bounce of action on the field, keep a look out for your closest viewing area.

To top it all off each division held a lucky draw and fabulous prizes were handed out. The laduma moment was winning the opportunity to go to one of the matches in style.

Ayoba, see for yourself or check out the intranet on what's up page.



We are behind you all the way





## Thank you to our nurses

National Nurses Day was celebrated by all Foskorites in May this year. This is one of nation's largest healthcare events, recognising the contributions and commitments made by nurses on a daily basis. It is also a platform for educating the public at large about the significant work that nurses do. Each nurse at Clinix Richards Bay was given a gift of appreciation by Johan Potgieter on behalf of all employees.



Johan Potgieter and the carers

## Foskor's Biggest Loser Competition

The Discovery Health Wellness Day Report for 2009 says 73% of our employees have a Body Mass Index (BMI) that falls outside the acceptable range. BMI is a measure of height relative to weight (kg per m<sup>2</sup>) and provides a more refined measure of obesity than weight alone. Being overweight impacts a person's overall susceptibility to conditions such as heart diseases, high blood pressure, diabetes and cancer. It has also been found that it impacts on performance and productivity in the workplace. Six Foskorites from Richards Bay were selected for this challenge in June.

The format of the programme is as follows :-

- The challenge is facilitated by Dr Jeanne Grace (registered biokineticist) and her team.
- Information talks will be held where diet guidelines and an exercise programme will be discussed.
- Participants will be weighed and their fat percentage will be measured after each talk
- There will be three categories:
  - o 76kg – 100kg+
  - o 66kg - 75kg
  - o 50kg - 65kg
- The competition will run for three months. Participants will be weighed and measured every four weeks.
- Everyone will receive the same diet and home exercise programme to make it fair.

The following prizes are the motivation for the participants.

Categories	76-100KG	66-75KG	50-65KG
First Prize	Stamina Treadmill	Persuit 320	Solo Elliptical
Second Prize	Sport Scene Voucher	Sport Scene Voucher	Sport Scene Voucher
Third Prize	Free three months Sure Slim classes	Free three months Sure Slim classes	Free three months Sure Slim classes

The participants are well into the programme at this time. Their progress will be updated through Focus and we wish all participants the best of luck.

For more info please contact Jabu Dlamini at 035 902 3220.

## Peer Educators help HIV/Aids centre

The Foskor Peer Educators went on an outing on 14 May 2010 to the Makhumbuzi Community Health Care Centre. This centre focuses on HIV/Aids programmes like home-base care, VCT, treatment and Peer Education. Cereal porridge was donated to assist the patients currently receiving treatment at the centre.

## The Decision Tree – by Tony Orbin

As Foskorites we know that a lot of time is spent making decisions that will affect the future of the company. Some of these decisions are small and may even seem insignificant, while others take up many hours and can shift the way we at Foskor are used to doing things.

How do we become good decision-makers? Making decisions and taking responsibility for their resultant consequences is sometimes hard to do. This extract from *Fierce Conversations*, a book by Susan Scott, offers us practical advice. Think of the company as a green and growing tree that bears fruit; in order to ensure its ongoing health, countless decisions are made daily, weekly and monthly. Think of those areas where you have a history of making good decisions as "leaf - level decisions". Make them, act on them, and make it your goal to move more decisions out to the leaf level. That's how you will know you are developing as a leader.

There are four categories of decisions

1. Leaf decisions - Make the decision. Act on it. Do not report the action you took.
2. Branch Decisions - Make the decision. Act on it. Report the action you took to your supervisor daily, weekly or monthly.
3. Trunk Decisions - Make the decision. Report your decision to your supervisor before you take action.
4. Root Decisions - Make the decision jointly, with input from many people. These are the decisions that, if poorly made and implemented, could cause major harm to an organisation.

The goal of the decision tree is three-fold

1. Clearly identify which category decisions and actions fall into, so an employee understands exactly where he or she has the authority to make decisions and take action.
2. To provide employees with a clear upward path of development. Progress is made when decisions are moved from root to trunk to branch to leaf. As an employee demonstrates a track record of making good decisions in the trunk category, for example, it will be satisfying for both employee and the person they report to when those decisions can be moved to the branch category.
3. To assist companies in consciously developing grassroots leadership in their organisations, freeing up senior management to take on more challenging responsibilities. A direct outcome of the decision tree is that learning is provoked.

At a GE Plant, managers were told; "You have six months to teach everyone who reports to you to get along without you." Give people information and a goal; let them figure it out.

The decision tree raises the level of personal accountability.

Here is a practical exercise that you can do from *Fierce Conversations* with fellow Foskorites you work with:

Explain the decision tree to the people who report into you. Ask each of them to pay attention over the next 30 days to all of the decisions that fall within their responsibilities and to categorise them as leaf, branch, trunk or root. Review their conclusions and reach a consensus about where each kind of decision falls on the decision tree. Remind everyone that the goal is to move more decisions out to the leaf level. This is the leadership development path. Following this agreement, adhere to the boundaries and agreements required.

## Running the Comrades...

Barely recovered from the Richards Bay F21 half Marathon and before the final preparation for the Phalaborwa F21 half Marathon in July, our Foskorite runners took up yet another challenge. On Sunday, May 30th at 05H30 they were at the start line at the Pietermaritzburg City Hall, where they were eager to triumph over the ultimate human challenge, The Comrades Marathon.

89.28kms and 12 hours later runners were still crossing the finish line at the Sahara Stadium, Kingsmead in Durban. Whilst finishing each of the extra 110m added to the race this year, every metre was felt with every step reaching the finish line.

Charmaine Schmidt, who was featured in our May issue finished the race in 10 hours 26 minutes. She heartily admits "This is the most difficult race ever and an experience that is not easily forgotten, the ultimate feeling is crossing the finish line."

Another familiar face taking on the challenges was that of Similo Sibisi who said, "it was a very tough race. I could not have done it without the support of the crowd. They gave me that very extra umph I needed when the going got really tough."

Congratulations to all Foskorites who kilometre by kilometre, cramp after cramp fulfilled their goals, through their sheer determination and conquering their own body, mind and spirit.

\*\*\*\*Results\*\*\*\*

Name	Time
Similo Sibisi	-08hr47min
Charmaine Schmidt	-10hr36min



Phalaborwa Athletics Club also took part



Similo Sibisi



Charmaine Schmidt

## Foskor Athletics Club results

The following top results were achieved by Foskorite runners during this year's Comrades Marathon.

	Position	Name & Surname	Time	Medal	Runs
1	1574	Charles Mavutana	08:28:41	Bill Rowall	4
2	2039	Solomon Makhubedu	08:44:34	Bill Rowall	1
3	3572	Paipai Malatji	09:39:15	Bronze	7
4	6268	Mpho Tshikelele	10:42:58	Bronze	1
5	7826	Nicholas Malesa	11:06:20	Vic Clapham	4
6	8873	Molahlehi Makole	11:29:39	Vic Clapham	1

There was a sad end to the race for both Reginald Monareng and Doris Mabilu who were unable to complete the race due to injuries. Reginald's race ended after completing 65km and Doris after putting 57km under her belt. We know it is heart breaking with all the hard work put into preparing for the race but we will be watching out for you at the Phalaborwa F21.

Unfortunately Sello Maleka was unable to participate as he had to attend a workshop in Johannesburg. Your commitment to the company is recognised.

Congratulations to Mpho Tshikelele and Solomon Makhubedu who, despite being novice runners, managed to receive medals. Molahlehi Makole managed to finish in good time this year and received his first medal after not completing the race in 2009, well done.

This year saw a total of 14 596 crossing the finish line within a 12-hour period. The overall winner of the race was Stephen Mzingi who cross the finish line in an astonishing 05:29:01. He represents F1 Buff Meat AC. Watch out Stephen, Foskorites are already plotting their revenge.

Finally, a big thanks to Foskor for sponsoring the Foskor Athletics Club. Your help in getting them to the Comrades is highly appreciated.

## We want YOU! The F21 Half Marathon in Phalaborwa is here again!

The preparation for the Phalaborwa F21 is well under way. With only weeks to go many of our Foskorite runners are in full training. For those who have not started training look back at our May issue of Focus at the article '21 Tips for 21 km', take the plunge and join in by either running or walking one of the races or by bringing your families and friends to support on the day.

Ideally we would like you to create Foskorite inter-departmental relay teams. The teams will consist of seven runners who will each run a mere three kilometres. Any of the sites are welcome to enter. You can let your creativity flow by wearing outfits that depict you as a team, putting together a war-cry to get you all to the finish, or merely using this as an opportunity to get to know your colleagues better. There will be a prize for the most creative and innovative Foskorite team and, for those who want take up a serious challenge, a prize for the fastest finishing Foskorite relay team. You are officially challenged!

There will be a 10km walk and run, a 21 km walk and then the big one – the F21 Half Marathon 21km run. The race will be held on 24 July at the Foskor Community Centre in Namakgale.

We intend to make this year's race bigger and better. Our aim is to have more than 1 000 entrants on race day and to get as many Foskorite involved as possible in whatever category you feel comfortable in. We would also like to pay out the R21 100 payable to the runners in both the ladies and gents races for breaking the longstanding records.

For more information or to enter yourself or a relay team, you can download the entry form off the website [www.foskor.co.za](http://www.foskor.co.za). Alternatively Suzette Marnewick will be happy to answer any questions you may have. Suzette can be contacted on either [suzette@foskor.co.za](mailto:suzette@foskor.co.za) or 015 789 2167 Looking forward to us all having a fab day!



F21 Winner 2009 - Phalaborwa



## A warning to athletes

### Steroid Abuse

Although there is drug testing at most races with dire consequences for a positive test, athletes often do not realise the negative effects both long and short term steroid use has on their body. The need for enhanced athletic performance is a major contributor to experimentation with anabolic steroids. As someone improves their physique or heightens their athletic abilities they are seldom willing to consider stopping since the thought of a reversal of these two perceived improvements is deemed unacceptable. The addiction becomes self-perpetuating while they see "gains" but, as with most drug addictions, the abuser must continue use just to "maintain". Steroids are naturally produced within the human body.

The anabolic steroids that are used by athletes are essentially testosterone, which can build muscle quickly. They were originally developed to treat males who didn't produce sufficient testosterone and to build up muscle in concentration camp survivors. The abuse in the sporting world started in the 1940s.

Signs of continuous use of steroids are as follows:

- Continuing to use steroids in spite of negative consequences
- Preoccupation with getting the next dose
- Steroid use becomes something the user can no longer control
- Abnormal speed of muscle growth and workout intensity
- Withdrawal symptoms when the person stops using steroids

There are a number of complications and health issues that are associated with long term use of steroids, which include:

- Acne
- Aggression
- Bad breath
- Depression
- Heart disease
- Infertility
- Jaundice
- Male pattern baldness
- Nausea
- Rage
- Shaking
- Constipation
- Dizziness
- Lightheadedness
- Erectile dysfunction
- Stomach pain
- Trouble urinating
- Vomiting

With records consistently being broken and training regimes becoming more of a science, the pressure to perform at optimum level is a reality. Often the loss of muscle tone through the aging process is an invitation to use steroids to improve performance. Think twice though – why put something so bad into your body that you have looked after for so long. In life we go through ups and downs, as does your body. Keep fit by sticking to a healthy eating plan and exercise regime - build muscle naturally. When doing things the right way the only ups and downs you'll go through are the ones on your race route.

**Fathers' Day 2010**

Whether you are known as Papa, Dad, Ntate, Daddy, Pa, Baba or any other name, Sunday 20 June was all about you! This day was chosen out of 365 others to honour you for the role you play in everyday life and to thank you for being simply YOU. On this day we hope that your loved ones surrounded you, spoilt you and embraced you. We hope that all Foskorite dads had a great day.

**Welcome!**

On 10 May we welcomed Janeane Potgieter as our Corporate Finance Manager in Midrand. This outdoor 'gal' enjoys quad-bike riding, gym and spending lots of time with nature! She is excited about becoming a Foskorite and is looking forward to the challenges it brings. With the support of her 'yummy' other half and son Xander, we are sure to see great things coming from the finance department. A big Foskorite welcome to Janeane – it will not be long until you are part of the furniture.



Janeane Potgieter

**A sad good bye**

It is with regret that we have to inform you that fellow Foskorite Mandlakayise Johanne Khumalo from SPO at materials handling in Richards Bay passed away on 5 June. His memorial service was held on 10 June and his family, friends and fellow Foskorites gathered to say their final goodbyes. Our thoughts are with his family at this difficult time.

**It's party time!**

Shanilla Chuturgoon could not hold back her pride and tears as she saw her eldest son Yasheel off to his matric dance. The funny thing is the memories of his first day in grade one are still so clear. Well Shanilla, your boy is now a man! Enjoy the next chapter of his life.



Yasheel & Shanilla Chuturgoon

**RESIGNATIONS**

Mathebula QV

**NEW ENGAGEMENTS**

Maholobela NG  
 Molapo KE  
 Baleni NC  
 Bezuidenhout M  
 Govenden N  
 Gumbi TM  
 Gumbi MA  
 Mthembu DV  
 Mthiyane T  
 Perumal S  
 Sibiya BA

**Laduma!!! Foskor Callies**

The country is soccer crazy! And while many of us have been screaming for our favourite teams and blowing the vuvuzela as loudly as we can, we have a football team right here at Foskor that's making waves. Our own Foskor Callies received an award of participation for the 2009/10 season.



Foskor Callies

The team's captain Ronald Hlatshwayo was on hand to collect the award during the prize-giving ceremony at the Giyani Oasis Lodge on the 14 May 2010.

We are proud to see that this team of Foskorites resilience and commitment has been recognised. Could we be seeing them in Brazil in 2014?



Ronald Hlatshwayo

## A day in the life of.....Susan Pedro

### Who is Susan Pedro?

I have been employed as a draughts person at Mining for the past three years.

### Share your life philosophy:

Work hard, play hard – as long as you remember not to mix the two.

### One dream for the future:

To be healthy enough in my old age to still enjoy my grandchildren!

### When you feel you need to reward yourself, what do you do?

I usually treat myself to a facial.

### In your view, what is the key to success?

Trust in the Lord. He will guide you through anything.

### Your favourite movie of all time?

An Officer and a Gentleman.

### What makes you smile about life?

My children.

### Who motivates or inspires you?

My mother.

### What impact do you want to make in your current role?

To be as productive as I possibly can be.

### What is one of the things you simply have to do before you go to bed?

Have a cup of coffee.

### What motivates you to stay at Foskor?

The ability to learn and grow as much as I can

### Sweet goodies or savouries?

Sweet!



*Future 4 Females  
Women @ Work*

## Fraud and Corruption - Inputs received by Norman Thambiran

### Our ethical dilemma

Jane is a supplier to Foskor and has been for three years. During this period she has managed to build good relationships with the company's employees and the business relationship has been fruitful to both parties.

During one of her visits to Foskor an employee advises Jane of an upcoming project which will be put out to tender. Jane is excited about the tender. The Foskor employee tells Jane the value of the tender is estimated at R1-million and if she is willing to provide the employee a 20% share of the contract value he will ensure that the tender is awarded to her.

He further tells Jane to submit three different quotes with different company details. Jane did not know what to do but at the same time she wanted to do the right thing. She was afraid to report the unethical behaviour as she believed she may lose out on future contracts with Foskor. She had heard rumours regarding this employee asking for kickbacks for the awarding of contracts in the past. Now after approaching her, Jane is really confused.

What should Jane do?

Jane feels strongly about this issue and wants to report the abuse of power to Foskor. She remembers a letter she received with the Tip-Offs Anonymous contact details. Jane knew she could use Tip-Offs Anonymous to report the employee who requested a bribe. She did not want to draw any attention to herself as she was afraid this could sour her chances of getting contracts in future. However, she knew she could use Tip-Offs Anonymous to make a tip-off but remain anonymous to Foskor.

When Jane went home she called the Foskor Free Call Fraud and Ethics Hotline on 0800 367 567 and made them aware of the employee's fraudulent offer..



### The Outcome

After Jane had made her tip-off, an investigation was initiated by Foskor and the employee committing the fraud was disciplined. To date no-one within Foskor knows Jane made the tip-off. Jane was also able to forward documents with proof of the irregularities. She successfully blew the whistle on the unethical behaviour.

What can you do? You too can make a tip-off and remain anonymous and protected. Your details will remain confidential.

**Deloitte.**

FreeCall: 0800 FOSKOR 0800 367 567 (Exclusive to FOSKOR)  
FreeFax: 0800 00 77 88  
Website: [www.tip-offs.com](http://www.tip-offs.com)  
Unique e-mail: [Foskor@tip-offs.com](mailto:Foskor@tip-offs.com)  
FreePost: Tip-offs Anonymous,  
FreePost KZN 138, Umhlanga Rocks, 4320

Youth Day has come and gone. It's important to always remember that one of the most challenging obstacles our youth face on a daily basis is that of drug use and addiction. The content of this article has been structured to educate both parents and their teens of the dangers and long term side-effects of addiction.

Just as there are many kinds of drugs available, there are as many reasons for experimenting with them and using regularly – anything from problems at school, a stressful dysfunctional home life or rebellion against parents. Often parents who are too overprotective or who have sheltered their child will deal with this rebellion. Due to our fast paced lives, parents are sometimes too busy for their teens and do not put time aside for one-on-one time. Adolescents need the same attention as infants and often feel unloved and neglected, even when this is not the case.

Probably the most prevalent cause is that of peer pressure. The need to fit in, be trendy, popular and accepted. Some teens believe drugs will help them concentrate better, stay more active or enhance their performance as athletes. Others are simply curious and figure one attempt won't hurt. For some, they use to gain attention from their parents. Many teens use drugs because they're depressed or think drugs will help them escape their problems. Initially the drugs do have the ability to relieve stress. The truth is, drugs don't solve problems — they simply conceal feelings or emotions and problems. When a drug wears off, the emotions and problems are still there, or even become intensified. Drugs can ruin every aspect of a person's life.

### Cocaine

Using cocaine can be compared to a rollercoaster ride: an exhilarating up and a gloomy depressing down. Always trying to find that momentary up, the user constantly tries to recreate that feeling. Addicts usually start by having a social hit and enjoy the euphoria that it gives. It may manifest as part of socialising without the realisation that addiction has set in.

This drug does not cause a physical dependency, instead it causes a psychological one. Some of the symptoms of addiction are using the drug more often, the need obtain the same "high", neglecting financial responsibility or disposing of possessions in order to buy more, and continuing to use the drug in the face of negative consequences i.e. sleep deprivation, poor work performance, and difficulty in personal relationships.

The primary cause of addiction is due to the user feeling energetic with a tremendous sense of well-being. The following are side effects of using cocaine.

- Confusion
- Dilated pupils
- Excess energy
- Increase in heart rate and blood pressure
- Loss of appetite
- Paranoia
- Rapid speech
- Runny and stuffy nose

Complications and long term effects of continued use could have serious consequences which include:

- Blurred vision
- Chest pain
- Hallucinations
- Heart attack
- Heart disease
- Seizures
- Stroke
- Depression



### Opiates

Opiates are narcotics and drugs tend to make users sleepy (downers) as opposed to energised (uppers). Many are powerful and can severely "numb" the user. Medically, many are used for patients with chronic pain, cancer or the relief of post operative pain. Opiates include prescription medications such as:

- Codeine
- Morphine
- Oxycodone
- Oxycontin
- Percocet
- Percodan
- Ultram
- Vicodin

An opiate addiction occurs when there is a dependence on the medication. The user will take larger doses of the medication to get the desired effect as well and spend a lot of time focusing on the drug. Using it more frequently to get the same desired effect are the signs of addiction. This, coupled with suicidal thoughts, depression, an unkempt appearance and social withdrawal, is when intervention would be necessary.

Opiate addicts get hooked on the medication due to the way it acts in the brain. Through continued use, the brain stops producing natural painkillers called endorphins. As a result, the person who is addicted to opiates experiences a physical dependence on the drug.

Opiate addicts use the drug to feel a sense of well-being that comes in a rush after the drug is ingested. After this initial feeling of euphoria the user goes through alternate periods of feeling alert and then drowsy. Using opiates affects the user's ability to reason clearly, respiration slows, and reflexes are impaired. Whenever someone uses opiates and develops a tolerance for the drug, the possibility of a drug overdose is always a concern. Other complications that could arise are:

- Difficulty in breathing
- Fingertips and lips turn blue
- Shallow breathing
- Weak pulse

With continued use, opiate addicts may display these kinds of symptoms:

- Collapsed veins (if the drug is being injected)
- Refusing to eat
- Ignoring basic personal hygiene
- Liver disease
- Pneumonia

## Heroin

Heroin is a narcotic and an illegal drug that is typically injected or snorted but can also be smoked. The manner in which the drug, from the opiates family, is ingested has little bearing on the potential for addiction. The fact is that repeated use leads to addiction whether you are using needles or not.

This cruel drug does not allow users to choose whether or not to continue using, the addiction dictates a "need" for it that becomes a driving force in the user's life.

The signs of addiction are:

- Cravings in between uses
- Spending time thinking about the last time they got high and what the next high will be like
- Focusing on where and when they can get the next dose
- Sudden financial difficulties and erratic behavior
- Track marks around injection points

Heroin is a highly effective painkiller that works by depressing the body's central nervous system. Using it affects the way nerves in the spinal cord communicate pain sensations to the brain. Shortly after the use, it creates an intense feeling of euphoria as it occupies the pleasure centres in the brain by affecting the level of dopamine that it produces. Along with the rush that takes place shortly after use, heroin addicts also experience these effects:

- Decreased ability to cough
- Difficulty breathing
- Drowsiness
- Dry mouth
- Heaviness in the extremities
- Hypothermia
- Nausea and/or vomiting
- Reduced anxiety
- Severe itching

There are numerous risk factors for users:

- Risk of contracting HIV or Hepatitis C from needle use
- Increased risk of miscarriage
- Increased tolerance over time where the addict must use more of the drug to achieve the same effect
- Overdose

## Methamphetamine

Also known as meth, speed, crack or crystal. It is a white powder with a bitter taste that can be easily dissolved in alcohol or water. It can be ingested by smoking, snorting or directly injected into the veins. The feeling of euphoria it creates may last for several hours. This stimulant is highly addictive and it is possible to get hooked on it from the first use.

Meth addicts may display three different patterns of use:

- Low-intensity users are able to use meth on a casual basis. They aren't psychologically addicted to the drug (yet) and use swallowing or snorting as their ingestion method.
- Binge users consume larger quantities of meth during a relatively short time. In between binges they may not use meth at all.
- High intensity meth abuse involves regular consumption of the drug. Binge users and high-intensity users are psychologically addicted to meth and either smoke or inject the drug to get a more intense high.

Meth works on the brain's pleasure centres, creating an almost immediate sensation of well-being. When someone uses it the heart rate, blood pressure and respiration rates increase. The sense of instant gratification means that other sources of reward in one's life pale by comparison. Unfortunately the first "high" that a user experiences is the most intense and it will not be duplicated by continuing to use the drug.

Ingesting meth causes the brain to increase production of dopamine and norepinephrine, which are neurotransmitters. If a small amount of the drug is taken, it has these effects:

- Decreased fatigue
- Increased alertness
- Reduced appetite

Large doses of meth produce symptoms that include:

- Agitation
- Bizarre behavior
- Paranoia
- Short-term memory loss

As meth addicts continue to use the drug over a longer period of time, they experience psychological symptoms including anxiety and pronounced mood swings. The complications and long term effects are dire:

- Depression
- Hallucinations
- High blood pressure
- Paranoid delusions
- Self-destructive behavior
- Sleeping for 24-48 hours at a time
- Itching (some users "feel" that bugs are crawling on their skin)
- Irritability
- Rage
- Stroke
- Violence
- Weight loss

## Marijuana (Dagga or Weed)

The most common method for using marijuana is making it into a cigarette. It can also be smoked in a water-pipe or "bong", or other metal or glass pipes. This drug can also be put in food products or mixed with coffee or tea. The effect of marijuana lasts for about two to three hours after the drug is ingested.

A person who is living with an addiction to marijuana is unable to stop using it even when they want to. The urge to use is simply too strong. Couple the dependence on the drug with the fact that it is cheap and relatively easy to get and you will see why so many people use it. Signs that use of marijuana has moved from the recreational stage to a more serious problem are similar to those of other addictions and include:

- Ease in social situations
- Euphoria
- Feeling of relaxation
- Sexual arousal

Using marijuana produces a sense of fuzziness in the brain, which has led to a number of accidents in the workplace and involving motor vehicles. Marijuana abuse during pregnancy leads to low-birth weight babies and puts the child at increased risk for a form of blood cancer. Marijuana doesn't contain nicotine but it does have more tar than tobacco products do. Repeated use increases the risk of:

- Bronchitis
- Emphysema
- COPD (Chronic Obstructive Pulmonary Disease)
- Lung cancer
- Respiratory tract infections

In conclusion, defining the different kinds of drug addiction and abuse will arm you to look out for the symptoms. If you feel either yourself or any member of your family needs intervention simply call 083 900 MYNA.

Remember that you can also be addicted to things that are not illegal such as smoking, alcohol, gambling and food. These too can take over the life of the user, their family and friends. Be aware, being armed with information can help you fight the battle and protect your family.



## The silent killer

This form of cancer has been proclaimed the most heartbreaking of all. Not because it is prevalent in men only, but that it has the highest mortality rate. If detected in the early stages the survival rate is high. If not, it can be fatal. Sadly the subject is seldom discussed amongst men. Comedians do not even venture into this unspoken topic and it is seldom mentioned in family conversations or social circles. There seems to be a belief among men that this cancer threatens their masculinity and self worth. This disease has a name – prostate cancer – and develops in the prostate gland found in the male reproductive system. Essentially a slow growing cancer, without detection there is a risk of it spreading to the bones, organs and lymph nodes.

The symptoms which may help with early diagnosis are:

- A need to urinate frequently, especially at night
  - Difficulty initiating urination or holding back urine
  - Weak or interrupted flow of urine
  - Painful or burning urination
  - Difficulty in maintaining an erection
  - Painful ejaculation
  - Presence of blood in urine or semen
  - Frequent pain or stiffness in the lower back, hips or upper thighs
- It is crucial to acknowledge that not everyone experiences symptoms. Signs of prostate cancer are usually first detected by a doctor during a routine check-up. Symptoms may only develop during later stages of the disease.

The following questions that have been addressed by medical practitioners may help you learn a little more:

### • *What causes prostate cancer?*

Unfortunately scientists have yet to discover the cause of prostate cancer. It is unclear why one man will develop prostate cancer and another won't.

### • *How do you determine who is more at risk?*

Higher risk people include those who have immediate family members who have suffered from prostate cancer (father, brother, uncle, etc). It is, however, more prevalent in black men. If you fall into this category testing should start at 45 years of age.

### • *When should I be screened for prostate cancer?*

It is recommended that annual testing for men should begin at age 50.

### • *What are the screening methods?*

There are two screening methods for prostate cancer - the digital rectal exam, and the PSA (a blood test).

### • *How long does it take to perform a prostate exam?*

The procedure – medically known as a DRE (digital rectal exam) – takes approximately five minutes. Tips for the examination: Remember to take deep breaths and keeping your mind on something else can make the procedure less uncomfortable.

There is no conclusive way to prevent prostate cancer but your odds of prevention may be increased by exercising and eating a low-fat diet rich in fruits, vegetables and fish. Maintaining a healthy weight can also help. To date research does not support definite nutritional guidelines for prostate cancer prevention.

However, you can reasonably act on these suggestions:

- Eat sensibly.
- Choose balanced meals.
- A diet high in fruits and vegetables has been linked to a lower risk of various forms of cancer. Foods high in folate (a B-vitamin found in spinach, asparagus and legumes) may be helpful. Eating vegetables with diindolylmethane – a nutrient found in cruciferous foods such as broccoli, kale and cabbage – may protect against prostate cancer. Studies show varied results as to whether lycopene (an antioxidant found in tomatoes) lowers prostate cancer risk.



- Choose healthy foods.
- Drink alcohol in moderation. Generally this means no more than two drinks a day for men.
- Experts are still currently studying other foods to establish whether they help prevent prostate cancer. While the verdict is still unclear, eating more of these foods probably won't hurt and may help prevent other cancers and health-related problems.

June is mens' health month and, appropriately, Father's Day falls in the same month.

It would not hurt to give your father the gift of this information. Get your family talking! Make sure that your grandfather, uncles, brothers and nephews are equipped to make an informed decision regarding screening. Visit your nearest GP to find out more.



Always remember that prevention is better than cure.

## Super-sized nutrition for superkids!!

What you feed your children often determines their health and eating habits for the rest of their lives. Eating too much and exercising too little can lead to obesity and other related health problems that can follow children into their adult years. Feeding your child properly is probably one of the best gifts you will ever give them.

It is essential to develop positive eating habits early on life. Rewarding your child with sweets, sugary soft drinks and sweetened, processed or take-away food is not positively reinforcing a healthy lifestyle. Teaching your child to make good food choices will enable your child in the following ways:

- Becoming educated about healthy food choices
- Building strong bones and muscles
- Increased energy levels
- Maintaining a healthy weight
- Regulating natural sleeping patterns
- Building self esteem and positive body image

A healthy diet helps children grow, prevents life-threatening obesity and weight-related diseases, such as diabetes. It will also teach them at an early age that good eating is like breathing, hence lowering the risk of anorexia and bulimia.

The following guidelines will help you give your child a nutritious diet:

- Offer five servings of fruits and vegetables a day
- Choose healthy sources of protein, such as lean meat, nuts and eggs
- Serve whole-grain breads and cereals because they are high in fibre
- Boil, grill or steam foods instead of frying them
- Limit fast food and junk food
- Offer water and low-fat milk instead of sugary fruit drinks and sodas – this is of paramount importance during long and hot summers.

Taking the results of 10 000 British children between the ages of six and 16, it was found that one in three suffer from attention or concentration problems, mood



swings or tantrums, with almost half having constant sugar cravings. These symptoms are a clear indication that children are either not eating correctly e.g. skipping breakfast, or are consuming large volumes of artificially sweetened or processed foods. This leads to “rollercoaster” insulin levels and is usually the cause of the previously mentioned symptoms.

Good eating and exercise go hand in hand. Like adults, children should be physically active on a daily basis. Experts will tell you that at least 60 minutes of moderate physical activity daily is necessary to maintain a healthy lifestyle. Children attending school are often active during break time which usually constitutes about 40 minutes. The schooling system within South Africa ensures that physical activity forms part of the curriculum. In addition, there are various sporting activities offered. Try to make the most of these opportunities by getting your child involved. Not all children enjoy school sports, so rather than forcing them to do something they hate, encourage them to participate in some form even if it is on a social level.

Brisk walks, cycling, skipping, dancing (even on a dance mat) are all good ways for your child to be active, especially over weekends and during school holidays.

Children spend more time watching TV, playing computer and video games, and spend less time being physically active. Parents play a big role in helping kids to get up and get moving. Your behaviour is often the example they take a lead from.

Here are some tips to get them off the couch.

- Be a role model for your children. If they see you being physically active and having fun, they are more likely to be active and stay active throughout their lives.
- Involve the whole family in activities like hiking, biking, dancing, basketball or roller skating.
- *FOCUS* on fun! You can do a lot of walking during trips to the zoo, park or miniature-golf course.
- Include children in household activities like dog-walking, car-washing or lawn-mowing.
- Limit your children’s TV and computer time. Offer them active options, like joining a local recreation centre or after-school programme, or taking lessons in a sport they enjoy.
- Encourage your child to be physically active every day.

### How much should you eat.



- 5 Grain Group Servings every day
- 4 Vegetable Group Servings every day
- 3 Fruit Group Servings every day
- 3 Milk Group Servings every day
- 2 Meat Group Servings every day

A pushy driver nudges your bumper in heavy traffic. A colleague takes credit for your ideas. You are kept out of the loop on an important decision. You call your credit card company, enter a 16-digit account number and your mother's maiden name, ratchet through four menus and hear: "all service representatives are busy..."

The more complicated your life gets, the more people you interact with on a daily basis means the more incidents that can occur to irritate, annoy, provoke, incense, madden, infuriate or enrage you. Anger and all its relatives are permanent occupants of your emotional ménage.

#### Anger is normal but ...

Keeping your anger bottled up inside can cause headaches, back pain and nausea symptoms, to name but a few. Letting it all out isn't good for you either. Anger in hard driving type-A personalities has been associated with coronary heart disease and sudden death and no matter what your type, acting on anger can make you angrier, each angry outburst prolonging and deepening the distress. Anger can lead to full-blown conflict, damaged relationships, even aggressive or violent acts.

Emotionally-driven automatic responses are usually learned in childhood so by adulthood reacting angrily can be a habit. Plus it's easy: clench your fists, tighten your muscles, turn red in the face, and yell. The payoffs are pretty obvious and immediate: momentary relief coupled with the appearance of being in control.

#### What to do?

Instead of reacting impulsively, train yourself to keep a lid on angry feelings until you have cooled down. Then confront the situation or person in a calm manner. When flooded with negative emotions the ability to think and speak are severely impaired. Taking a time-out can be enormously constructive. However, five minutes is not enough; research suggests that people need at least 20 minutes to recover from intense psychological arousal. During those minutes try some of these techniques for coping with and defusing anger:

1. Become aware of what caused your anger – most of us have identifiable triggers. Once you know the roots of your anger, you can deal with it more constructively.
2. Monitor the feelings and bodily sensations you experience when you're becoming angry. Learn to use these sensations as cues to stop and consider what is happening and how you are going to deal with it.
3. Change the thoughts that trigger anger, interpreting the situation from a different or less provocative point of view. Often this involves looking at the situation from the other person's perspective. Instead of: "Sue's deliberately trying to make me look bad," think: "Sue must be having a bad day." Instead of: "How dare you cut me off you damn homicidal idiot!" think: "Maybe that driver didn't see me." Changing thoughts produces new feelings which displace the anger. The quicker you can reinterpret the situation the better. Brooding fuels anger, but seeing things differently quiets it. Reframing a situation is one of the most potent ways of controlling anger.
4. Write down angry thoughts. Once you have them on paper, challenge and reappraise them. Or write a letter to the person you're angry with and then tear it into a hundred pieces. Be careful: the longer you dwell on what made you angry, the more reasons and self-justifications you can find for being angry. Do not fan your own fire.



5. Identify and express the feelings that precede anger. Anger is often a secondary emotion, erupting in the wake of other feelings such as frustration, resentment, humiliation or fear. Try to become aware of the underlying emotion and express that feeling instead of anger.
6. Respond assertively. The goal is not to suppress anger but to express it in non-aggressive ways. Blaming, accusations, threats and name-calling are aggressive responses. Calmly and assertively stating your thoughts and feelings about a situation, without blaming, is a far more powerful way to respond in conflict.
7. Relax. Anger is a high-arousal state so one of the most helpful things you can do is engage in activities that lower blood pressure and heart rate, like yoga, stretching, deep breathing, massage, visualisation, guided imagery or meditation. Activities such as gardening, painting and woodworking may also be very helpful. Running, walking, dancing, swimming and other forms of aerobic exercise work off anger and will leave you feeling more relaxed.
8. Relinquish your anger. If angry feelings about a particular person or situation are eating at you and none of the above techniques proves helpful, try doing what may be the most courageous and difficult thing of all: just let it go. If the anger is based on some old wound deep inside, letting go starts a healing process.

*"Historically - anger never won any battles"*

Your Foskor help line 035-902 3220

Reappraise .....Respond.....Relinquish.....Relax.....

## Madiba Day

On 18 July, when Nelson Mandela turns 92, we will all celebrate the first official Madiba Day. This is a day to recount his life events – his achievement from being prisoner 46664, to President of the Republic of South Africa, to a retired diplomat. This is something that we South Africans already know in our hearts and minds, understand, embrace and hold him in the highest esteem.

Whether you grew up knowing him as a leader of the future, a tyrant of the media or a simple man fighting a cause, his message has never changed –reconciliation. This has always been his mantra, a vision that we should all embrace.

When the world thought there would be bloodshed, he stood firm with an olive branch. When the world thought South Africa was finished, he proudly embraced the nation. When the world thought it was over, he simply passed on the torch to the future.

This is not a biography or a tribute to his achievements, although there are many. It is a message that embraces the presence, the thought processes and the determination inspired by his dream – to make South Africa a land for all.



*Here are some quotes from our “wise man of Africa”. It is with hope that they inspire you.*

*“It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership”.*

*“Education is the most powerful weapon which you can use to change the world”.*

*“After climbing a great hill, one only finds that there are many more hills to climb”.*

*“If you talk to a man in a language he understands, that goes to his head. If you talk to him in his language, that goes to his heart”.*

*“I learned that courage was not the absence of fear, but the triumph over it. The brave man is not he who does not feel afraid, but he who conquers that fear”.*

*“I dream of an Africa which is in peace with itself”.*

*“There is nothing like returning to a place that remains unchanged to find the ways in which you yourself have altered”.*

*“Only free men can negotiate; prisoners cannot enter into contracts. Your freedom and mine cannot be separated.”*

*“And as we let our own light shine, we unconsciously give other people permission to do the same”*

*“If you want to make peace with your enemy, you have to work with your enemy. Then he becomes your partner.”*

*“A good head and a good heart are always a formidable combination”*

*“It has to be ended by our own decisive mass action in order to build peace and security. The mass campaign of defiance and other actions of our organization and people can only culminate in the establishment of democracy.”*

*“No one is born hating another person because of the colour of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”*

*“I detest racialism because I regard it as a barbaric thing, whether it comes from a black man or a white man”.*

*“For to be free is not merely to cast off one’s chains, but to live in a way that respects and enhances the freedom of others”.*

*“It always seems impossible until it’s done”.*

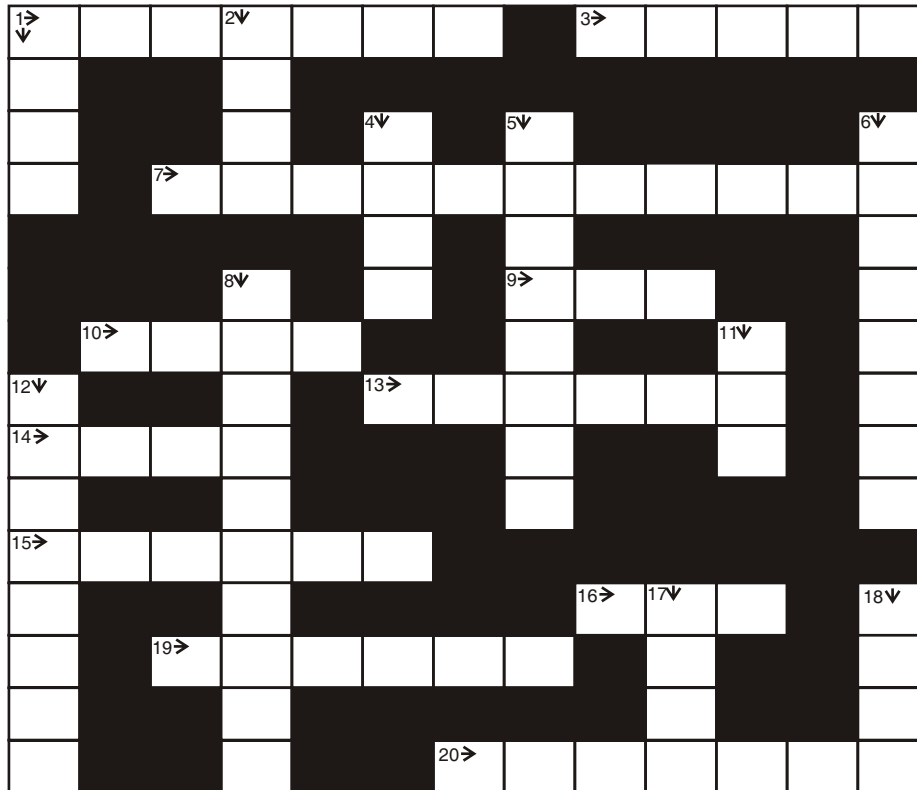
*“Man’s goodness is a flame that can be hidden but never extinguished”.*

On behalf of all Foskorites: **“Happy birthday Madiba”.**



## Reader of the Month

Foskorites, take some time out and try your hand at the crossword. The clues are based around Foskor and Foskorites and include questions relating to the articles in this month's Focus. Once completed, send your answers by fax to 011 347 0618 or mail [jeaninea@foskor.co.za](mailto:jeaninea@foskor.co.za) with your completed crosswords before the last day of the month. 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:

- 1 Finish quote "Historically - anger never won any ..... "?
- 3 Hlengiwe (who?) became a Foskorite in 2004 and became the first Public Relations & Corporate Social Investment Officer
- 7 What day is celebrated internationally on 5 June ?
- 9 What colour goes at the top of our flag?
- 10 The surname of VP in Phalaborwa
- 13 Nickname of the person who turns 92 on 18 July?
- 14 \_\_\_\_Rage.....is an anger management trait
- 15 What sport do the Foskor Callies represent?
- 16 What the second name of the segment that profiles a Foskorite with a baby picture?
- 19 The first name of the Foskorite who ran the Comrades bearing the number C36171?
- 20 Who donated the floating trophy that is being given out on a quarterly basis.  
B-shift are the current holders

#### DOWN:

- 1 A word meaning Dad
- 2 Our "Guess Who" person for this month was born at the same time as his... ?
- 4 How many servings of fruit and veg should be offered to children on a daily basis?
- 5 Foskor athletes competed in this race on 30 May?
- 6 What illegal substance is taken by athletes to improve muscle tone and performance?
- 8 B-shift won the "Best .... Team for 2009/10"?
- 11 You wear the Makarapa as a ....?
- 12 What is the first word of the silent killer?
- 17 The dance/war cry done by the Newzealand team before a sporting event?
- 18 First name of the person who wrote "Don't blow a Gasket"?

### LAST MONTH'S ANSWERS

#### ACROSS:

- 1 ARNOLD
- 5 ODJFELL
- 6 GREEN
- 7 ESSENTIAL
- 9 BEE
- 10 PITSE
- 12 FRIK
- 13 SIX
- 14 JOHAN
- 16 SHEQ
- 18 STATE
- 19 LIFE
- 20 TWO

#### DOWN:

- 2 DELOITTE
- 3 EARL
- 4 PIETER
- 7 ENVIRONMENT
- 8 SILVER
- 10 PHOSPHATE
- 11 LORNA
- 15 HLELA
- 17 TEA

Congratulations! Our first reader on of the month is  
Melissa Swanepoel from Phalaborwa.  
Your prize will be sent to you shortly.

Last Month's Guess Who?

Answer - Kavir R Anoop





FARMERS WEEKLY - Fertiliser price remains volatile  
 LANDBOUWEEKBLAD - Kunsmisreus wil boere steeds dien  
 REKORD (North) - Fertiliser scam continues  
 SAKE 24 (Burger Kaap) - Ekstra.kontant enigste ligpunt vir Omnia in droewige jaar  
 Busrep.co.za - Business Report Omnia to build R1.4bn nitric acid plant  
 BUSINESS DAY, Companies & Markets Omnia earnings hammered ...  
 BUSINESS REPORT (National) - Omnia to build R1 .4bn nitric acid plant  
 CITIZEN, Citi Business - Omnia earnings tumble  
 SAKE 24 (Beeld) - Ekstra kontant enigste ligpunt vir Omnia in droewige jaar  
 CNBC Africa - Power Lunch - Omnia results – New Summit TV - Stock Watch - Activity on the local markets – New Summit TV - News @ 18:00 - Strong rand trip Omnia – New Busrep.co.za - Business Report - Omnia earnings tumble, sees rebound  
 Timeslive.co.za - Times Live - Omnia earnings tumble, sees rebound  
 Algoa FM - News @ 17:00 - Coronation Fund Managers - Omnia not in trouble – New  
 East Coast Radio - Market Update - Aminio – New Abndigital.com - Abn Digital - Omnia final result March 2010  
 PUBLIC EYE - Omnia to more than double acid output  
 ENGINEERING NEWS - 1 of 2 | Demand Underpin  
 ENGINEERING NEWS - 2 of 2 | # ENGINEERING NEWS  
 MOPANI HERALD World Cup celebrated with braai  
 PHALABORWA/HOEDSPRUIT HERALD - Mine celebrates with own kickoff party  
 LANDBOUWEEKBLAD - R1,4 miljard in kunsmisfabriek belê  
 FARMERS WEEKLY - 1 of 2 | NEW ON THE LAND  
 FARMERS WEEKLY - 2 of 2 | LAND  
 FARMERS WEEKLY - BUSINESS  
 lafrica.com - News Buyers for black suppliers  
 WINELAND/WYNLAND - SUBARU  
 lafrica.com - Business - Buyers for black suppliers  
 Bizcast.co.za - SA Today: Key events to watch  
 ZULULAND OBSERVER, Supplement AThe long Road ahead  
 ZULULAND OBSERVER (Monday) - Thuthuka  
 GROWSOUTHAFRICA.ORG Supplier Diversity Council Boost for BEE  
 MSN.CO.ZA - MSN Supplier diversity council boost for BEE  
 BUSINESSDAY.CO.ZA - BUSINESS DAY - Supplier diversity council boost for BEE  
 BUSINESS DAY - Supplier diversity council boost for BEE  
 ILANGA LANGE SONTKO - Ungqongqoshe Mchunu uthula inkulumo emhlanganweni weSustainable Devel  
 ZULULAND FEVER Foskors countdown to world cup  
 ZULULAND OBSERVER (Friday) - Pollution complaints decrease  
 LANDBOUWEEKBLAD - MVSA spog met nuwe lede  
 LANDBOUWEEKBLAD - Plaaslike bedryf erg getref  
 LANDBOUWEEKBLAD - 'Maatskappye nie skuldig oor duur kos  
 LANDBOUWEEKBLAD - Resessie knou internasionale kunsmismark  
 LANDBOUWEEKBLAD - Chemiese groep verkoop SA filiaal  
 LANDBOUWEEKBLAD - MVSA spog met nuwe lede  
 High speed havoc  
 Omnia-verdiensval met tot 95%  
 IAFRICA.COM - BUSINESS Acsa downplays fuel fears  
 lafrica.com - News Stadiums face empty future