

FOCUS

FOSKOR 

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VOLUME 2 NO 2



 Be the change initiative launches

 Hand over of five homes to Ntambanana community

 Extension 8 completed in record time

 Foskorites graduate

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We are already a quarter of the way into this new year and only a few days away from our 2010/11 financial year end and the beginning of the 2011/12 financial year. This year many new and exciting things are awaiting each of you. Working hard and making use of every opportunity afforded to you will ensure an end result of sweet success.



Our "Be The Change" project kicked off in Phalaborwa, followed by an event in Richards Bay which the Midrand Foskorites attended. This unique project allows us to recognise our shortfalls and teaches us to change in a positive way, with this positivity spreading to all Foskorites in your vicinity. I urge you all to live "Be The Change" with me.

We are fast approaching the first of the F21 half marathons, taking place in April. This is the third consecutive race in Richards Bay. We would like more Foskorites to join in the day events, especially the fun-filled interdepartmental relay. We thank the committee members for their input so far and look forward to seeing what this phenomenal day has to offer.

Five families in the Ntambanana Community are now proud owners of brand new, fully furnished homes. The successful completion of this project brings a lot of pride to Foskor and all involved from the beginning to the hand over.

Congratulations to the class of 2010. Our graduates all surpassed expectations and are looking forward to putting what they learned into practice.

As always, safety is at the top of our list of priorities; taking safety seriously is an important part of each of our jobs. Safety-wear both at work and at play is non-negotiable. As World Cancer Day passes through our calendar, your regular annual examinations are important, so please take a moment and remember to book those appointments.

With sadness we pay tribute to Thomas Ramadi who tragically passed away. Our thoughts and prayers are with his family at this time.

Thanks again for all the input and news we are receiving. All feedback is welcome, appreciated and taken into consideration when moving forward. Our last cover brought to light many interpretations and different points of view. It is always wonderful to see how the creative mind works, however, all agreed with the positive message of reaching for the stars.

In ending, please remember and live by Mahatma Ghandi's words: "Be the change you want to see in the world."

Till next time



Use containers for packed lunch as the burden of rubbish adds up

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Cover Photo: Front row L-R, Charlotte Mgidi, Poppie Schutte, Dorothy Ledwaba, Chris Schutte

Back row L-R, Stanley Mochaki, Abby Ledwaba, Antonio Nogueira, Frans Mokondo

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Hello again Foskorites.

The change of seasons often brings new beginnings. As we move into Autumn our new 2011/12 financial year kicks off. While the market is improving marginally, it is imperative for each Foskorite to remain competitive and stay focussed. If we take advantage of the opportunities we receive, we will move further up the ladder, gaining on our competitors and getting closer to our goal of becoming world market leaders.

The first of the F21 series kicks off in April in Richards Bay. As always I will be walking for a medal, although I am considering challenging myself to running the F21 half marathon in 2012. I hope many more of you are considering taking up the F21 challenge this year as it is a great opportunity to get your fitness levels up and maintain a healthier lifestyle. Foskorites and their families can get together in an informal setting and enjoy a family day out. I'm looking forward to seeing you all there.



For the past couple of months, I have been keenly following the “Biggest Loser” segments in Focus. I take my hat off to the Foskorites that have taken up this challenge – the success has been phenomenal. It is a great initiative with results that can't be missed. I hope that everyone continues to succeed after the competition comes to an end as healthy living is not a project, but a way of life.

Now for a quick look at the financials; year to date earnings before interest and tax (EBIT) is R52m above the budget of R312m. For the year to date up to January 2011, Phalaborwa is showing an actual EBIT of R397m, which is R21m above the budget of R376m. Richards Bay's EBIT is R25m above the budget of R30m. Phalaborwa made a loss in January 2011 due to the transfer price being \$95 per ton as well as a stock adjustment of R27m. Low sales volumes also contributed to the negative variance on revenue.

For the month of January 2011, the Production in Phalaborwa for rock, was 7000 tons below the budgeted 207 000 tons. In Richards Bay for January, phosphoric acid production was in line with the budgeted 54 000 tons and granulation was at 29 000 tons, which is 2000 tons below the budgeted 31 000 tons.

As human rights day approaches, I am thankful for everyone that has contributed to our democracy and freedom. As we see the way things play out in other parts of the world, I am more grateful every person in our country is protected.

Another recent calendar event was Valentine's Day. Even though I am old school and think of Valentine's Day as promoting commercialisation, I do celebrate this day and hope you had Cupid's arrow firing at your heart.

The most important event on our calendar this year is Foskor's 60th birthday. As we enter the age of the sexagenarian, it seems surreal that this milestone is upon us and is something not many companies have achieved. This is definitely our year and it will be celebrated in true Foskor style.

A handwritten signature in black ink, appearing to be 'P. The'. The signature is written in a cursive style and is located at the bottom left of the page.

In a world where everyone wants to be the best, it is imperative to know that you not only have the best equipment and machinery, but also the best workforce. Ensuring this most valued asset is working to the best of their potential goes a long way towards the company's bottom line.

The 'Be The Change' initiative looks at areas of performance in productivity, innovation, waste reduction, sales and Foskorite motivation.

In the last quarter of 2010, Foskorites participated in research by means of an appreciative inquiry. The purpose of this was to identify things working well and areas of needing change, across all levels throughout the group. The next process was to consult with all our suppliers, customers, shareholders, communities, bursary holders, local government and others to understand their perspective, letting us understand and map out what needs to be done to reach our ultimate goal of world domination.



The 'Be The Change' initiative was launched in mid-January at both operations. Our CEO Alfred Pitse opened the event with words to inspire all:

"Like in soccer, we were in the first division, we are now moving to another league – the premier league. This elevation is something very close to my heart – winning. I love winning. The only thing better than winning, is being part of a winning team. That is what we are Foskorites – a winning team.

I want you to know that this culture change programme is supported by me and my fellow executives. We believe this is one of the initiatives that will make us fit enough, clever enough and courageous enough to win the title of best phosphate company in the world by 2012."

The true meaning and theme of this culture change programme is for all Foskorites to stand up, be counted, show resolve, respect and responsibility and together reap the rewards of success. It is important to remember that without Foskorites, Foskor is merely a collection of machines and buildings.

This programme will address some of the shortfalls that lay within the organisation, although these form part of the norm in large corporations.

Foskor wants to differentiate itself from the norm and eradicate these medians altogether. The shortfalls identified come in the form of:

- **Safety** – This is a non-negotiable. If even one Foskorite takes a back seat in this area, the life of every Foskorite on site is endangered.
- **Punctuality** – It should be pointed out that the consequences of lack of punctuality hinders other Foskorites from meeting their own deadlines and mandates.
- **Discipline** – Practising self-control and behaving in a controlled and calm manner is imperative, especially in difficult and stressful situations. It is imperative to recognise that if acceptable limits are overstepped, a freestyle method of dealing with issues is more destructive than constructive.

- **Discrimination** – These kinds of incidences result in lack of morale and low self-esteem and self worth for anyone on the receiving end.
- **Respect** – Having respect for the resources provided to enable each Foskorite to complete their job function. This encompasses looking after machinery properly, time wasting and using resources for the purpose they were intended.

These shortfalls will be addressed through personal skills development and change competency training. Foskorite teams will then work together on improvement projects and implementation thereof, whereby personal advancement will be the reward for hard work.

This programme will help set clear objectives and inspire all Foskorites to be the best they can be. An inspired Foskorite trusts they have the right equipment, competent leadership and are passionate about Foskor. They further want more than just a job; they want the right of association, success, rewards, to feel they belong and to take ownership and accountability. Working together on this project will ensure Foskorites expectations are met.

So as we embark on this incredible journey of change you are reminded to take the words of Johan Horn into consideration: “Don’t be a waiter or a complainer, but be a doer. Shoot for the moon –even if you miss, you’ll land among the stars.”

Be the change- Why that name?

These inspiring words are a call for action! Nobody can be forced to a call for action – you can only be invited to take up the challenge. These words are from a quote by Mahatma Ghandi, spoken at a time in the 1930s when India was preparing for independence. Ghandi made a call to all Indians to walk for independence. Thousands of people joined him in a show of solidarity, and his words: “Be the change you want to see in the world” inspired others to stand up for the principle of independence.

“Be the change means get up on your feet and do something for yourself”

The logo explained...

The logo symbolises this culture change project, which is represented by phosphate rock with a new seedling growing directly out of it. This signifies the value chain cycle from end to end which flows as follows:

The beginning - extracting rock, crushing it, moving it, floating it in acid, processing it into fertiliser granules and delivery to farms and factories until finally it enriches the soil, adds nutrients to food hence nourishing food that feed the people. It incorporates the Foskorites who take this process from start to finish from Phalaborwa to Richards Bay, from Richards Bay to customers, far and wide. From your heads and hands to the world.
This is the phosphate journey.

Be the change



“Be the change” Photos



Alfred Pitse



Nathi Nkomzwayo



Shanilla Chuturgoon



1st person in Midrand to complete the Booklet - Brenda Margach(left) with Marlene Els (right)



1st person in Phalaborwa to complete the Booklet - Sandy Shipman



Word search

The words that are hidden in this puzzle could be back to front, upside down, all over the place, so make sure you check carefully. For the first correct random entry drawn there will be a prize for your efforts. Please ensure that completed searches are received by Friday March 18th at one of the numbers / addresses on the crossword page.

J	W	T	E	T	I	R	O	K	S	O	F	P	U	O
O	P	R	Q	W	E	R	T	Y	S	J	L	E	M	P
S	B	E	E	R	I	P	S	N	I	O	V	R	S	S
N	R	S	T	F	H	U	S	X	F	B	I	F	T	S
Y	O	U	T	H	Y	A	P	O	L	D	J	O	A	E
S	D	L	R	T	E	A	M	P	N	T	O	R	A	N
U	U	T	S	R	N	C	Q	A	W	S	U	M	C	E
C	C	S	A	E	S	T	H	E	G	L	R	A	T	R
C	T	K	L	W	L	G	B	A	H	A	N	N	I	A
E	I	E	E	O	D	O	W	N	N	O	E	C	O	W
S	V	B	S	P	R	I	D	P	H	G	Y	E	N	A
S	I	T	H	M	O	T	I	V	A	T	E	L	O	F
I	T	H	C	E	I	C	U	L	T	U	R	E	D	L
A	Y	I	N	N	O	V	A	T	I	O	N	E	T	E
S	S	Y	M	L	A	I	T	N	E	T	O	P	R	S

1. be the change
2. job
3. motivate
4. self awareness
5. goals
6. results
7. empower
8. success
9. Ghandi
10. performance
11. team
12. journey
13. action
14. inspire
15. potential
16. productivity
17. innovation
18. foskorite
19. culture
20. sales



Taking the current downturn in the world economy into account, we are constantly striving to increase efficiency and savings within areas of waste processing. After consultation, a new compactor was purchased and is currently in service at the Richards Bay site. In addition to the financial savings, which have been phenomenal, the benefits are self evident.

Item	Previously	Current
Transportation cost	30 trips a month to a local landfill site for general waste	Two trips per month. Compaction saves fuel, wear and tear, and reduces our carbon footprint.
Service delivery	The waste truck spent approximately 70% of work time on site while the majority of the remaining 30% was spent travelling to and from the landfill site.	Better and quicker service to site. Service delivery on site has increased to 98% as the waste truck is able to spend more time removing full skips and replacing them. The remaining 2% of the time is spent travelling to the landfill site.
Hygiene	General waste in open skips was not only unsightly but caused bad odours. The stench attracted monkeys who caused chaos on site and further attracted rodents and vermin onto the site.	Waste is now containerised and compacted. The area is always clean and tidy. There has been a dramatic reduction in vermin and rodents
Space	Waste from the wheelie bins was kept on the skip until the skip truck was available to dispose of it at the landfill site.	The skip is emptied into the compactor immediately on entering the sorting area.



new compactor machine



emptying general waste into compactor



hooking up wheelie bin to compactor

A job well done!

The Extension 8 de-bottlenecking project began in September 2008. The aim of this mammoth project was to de-bottleneck the existing milling circuit to enable the Extension 8 plant to run to the original design capacity. February 2011 saw the completion of the cold commissioning of the project, exceeding the timeline expectations by eight weeks. This accomplishment could only have been done with the dedication and determination of both the project team and contractors.

A well-deserved celebration and hand-over ceremony was held to commemorate the successful completion of cold commissioning of the project on Friday 4 February. Forming part of the official handover of the project from Bateman to Foskor, an Extension 8 name board was unveiled, which is proudly displayed on the thickener wall at the entrance of the plant.

The tradition on projects of this nature is to swim in the thickener tank. Not breaking with tradition at the ceremony, Pieter Jacobs, the senior manager of Extension 8, was first to take the plunge, closely followed by Stefan Horn and Godfrey Seopa. This, however, will be the last swim in the shell due to the first slurry being introduced into the thickener as part of the hot commissioning process.

The light hearted, relaxed atmosphere of the occasion was a welcome change to the pressured environment the team has endured. Once the formalities were concluded the group were able to socialise and enjoy the braai prepared for this landmark occasion.



A local visit

The dispatch and logistics departments at our Phalaborwa plant was thrilled to receive a visit from a contingent of Transnet Freight Rail personnel recently.

During 2010 the exporting of Magnetite commenced on site. With this brought the need for a new loading station. Now completed, this loading station is capable of loading a 60 wagon train within a 12-hour period and a design capacity that exceeds 500 000 tons per annum.

Well done to the projects and dispatch team in achieving this milestone. Their visitors left informed and in awe of their achievements.



Moses Dlamini (TFR); Thomson Ngoveni (Foskor); Cynthia Cebekulu (TFR); Louis Breytenbach (Foskor); Sibongile Buthelezi (TFR); Quintin Pinchin (Foskor); Charlene Masie (TFR); Sawela Shabangu (TFR)

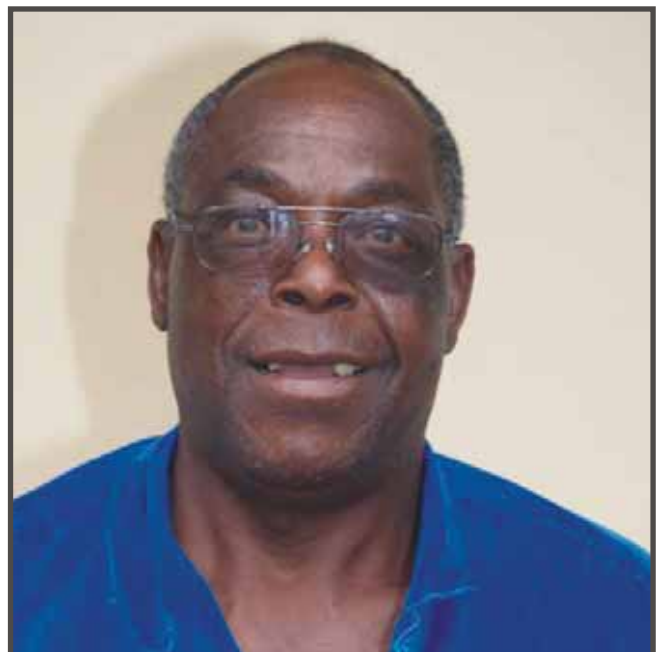


Phalaborwa plant

In Memoriam

It is with extreme sadness that we bid farewell to our fellow Foskorite Thomas Ramadi. Thomas became a Foskorite in August 1980 at our Phalaborwa site. In November last year he was commended for his 30 years service to Foskor. As we bid farewell to him, we can only thank him for the 30 years given to us.

As Foskorites bid him farewell at his memorial service on February 24th, our sincere condolences go out to his family as they come to terms with their loss. Our thoughts and prayers are with them.



Thomas Ramadi

Giving tools for schools

On Tuesday 8 February, Foskor handed over two desktop computers and a sewing machine to the Frangipani School in Phalaborwa.

“Foskor endeavours to make a difference in the lives of people in our surrounding community and trust this donation will make a difference in the lives of these children,” said Suzette Marnewick during the handing over ceremony.



Rose Mthombeni, Elda Schaap and Ria Mashilane from the Frangipani School expressed their sincere appreciation and stated that the donation will definitely enhance the children’s education.

The grass will be greener

The Kingfisher School approached us with an initiative that would assist in creating awareness amongst learners on possible environmental careers, the interrelation between people and the environment as well as the implementation of environmental management systems at a company such as ours.

On February 18th, the learners were treated to an introductory DVD on the daily operations within Foskor, which provided a better view on the mining operations within Phalaborwa and the beneficiation processes of phosphate within Richards Bay.

An interactive session was held where Jacques Moller, our Environmental Assistant, detailed all related environmental issues. These issues range from air, water and waste management practices to the effect of alien plants within the environment.

The learners now have an insight into an alternate career path and are passionate about making South Africa a greener place to live for all.



During 2010 Foskor pledged to build and furnish five three-bedroomed houses within the Ntambanana community. The five widowed and orphaned families selected for this project were screened and seen as the neediest within the community. In addition to the new houses they received, 14 members of these families were sent on a three month bricklaying, plastering and plumbing course at Umfolozi College. The basic skills learned will ensure employment opportunities thus giving them the opportunity to break the cycle of poverty.

On 8 December, just in time for Christmas, a handing over ceremony was held and the completed homes were officially released to the families. In a surprise gesture Alfred Pitse, Foskor CEO, pledged R1000 per family in the form of groceries, for 12 months.

The partners for this project were carefully chosen and were able to provide the necessary skills required to ensure the success of the project. Our thanks and appreciation goes to each of these partners who happily delivered on their mandates within the allocated timeframe:

Habitat for Humanity

- Costing for the housing
- Scope of work, housing plan

UThungulu District

- Provided water and water tanks to houses

Ntambanana Municipality and Traditional Authorities

- Provided the land to build houses
- Paid for three weeks transport for volunteers attending at Umfolozi College

Department of Social Welfare

- Researched the families for the project
- Handled the documentation for the project

Khazimula Investment

- Sponsored food for five days for the 100 volunteers that were building the houses

Foskor Volunteers

“A big thank you to our Foskorite volunteers who were on site assisting the builders to construct the houses. They all started the day with a sense of purpose and ended it with a sense of accomplishment. Being part of this project and witnessing first-hand the dire needs of these families makes the achievement of this milestone all the more sweet,” said programme director Hlengiwe Mvubu.



Foskor CEO Mr. Pitse, Counsellor Ms Msimango and Mayor of Ntambanana Mr Biyela



The key to the door



Before



New house



...New houses are now fully furnished



With the vision of enhancing the performance of selected candidates within the Phalaborwa site, an appropriate and tailor-made, in-house development programme was compiled. This formal management development programme was offered by the University of Stellenbosch Business School.

This programme's aim is to equip managers with the competence to implement their organisations' strategic objectives. It develops a basic understanding of the different fields of management which aims to ensure they do not perform their own management function in isolation.

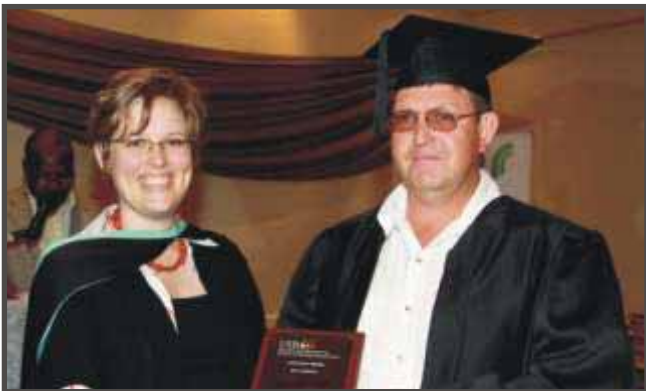
This management development programme provides a broader understanding of management and leadership in a way that brings real business benefits to the participants and their organisations.

Late last year a graduation ceremony took place to credit the graduates for their commitment during the course. The function, held at the Hans Merensky estate, saw the graduates honoured in front of their family and peers as well as representatives from Stellenbosch Business School.

A special accolade was presented to Louis Breytenbach for his achievement as Best Student for 2010. Louis, you are applauded for this outstanding accomplishment.

Marius Porteus delivered the key note address with inspiring words to make a lasting impression in the career of every graduate. Frans Mkhondo, the master of ceremonies, lightened up the atmosphere with his extremely enjoyable character traits and quotes.

Live entertainment for the day was courtesy of Marloe Scott Wilson. Her rendition of "Simply the Best" was dedicated to each graduate.



Louis Breytenbach receiving his award for Best Student



The brilliant class of 2010



As the Class of 2011 embark on their 'learning curve', we wish them all the luck. Although taking on extra studies is not always easy, always remember the end goal.

Nonkanyiso Mkhwanazi

Nonkanyiso became a Foskorite in the FGAS department on 1 April 2009 in the capacity of internal auditor. She has a decade of experience in both external and internal auditing. A member of the Institute of Internal Auditors, she holds a Diploma in Cost and Management Accounting and is currently studying towards her BTech Degree in the same field. She previously worked for one of the big four auditing firms, PriceWaterhouseCoopers. Nonkanyiso is happily married and proudly wears the mom badge for her two lovely girls Lindelwa and the new addition to the family, baby Ngiphiwe (sorry guys, this lady is already taken).



Nonkanyiso Mkhwanazi

What do you like most about your job?

I get to interact with different Foskorites at all levels and through this I have a hands-on understanding of the activities and processes involved in the company as a whole. I get to learn something new almost every day and as the saying goes “a day with something learnt is a good one.”

What do you like least about your job?

One of the obstacles faced by internal auditors is the limited availability of information, which is due to staff’s focus on work commitments and the nature of Foskor’s operations. This results in delays to finalise work allocated within budgeted time.

What role do you see FGAS playing in the day to day running of Foskor?

Our department primarily assists in process improvements, providing a consulting and assurance advisory to various internal departments which then lays the foundation for departmental objectives being achieved, leading to the company achieving the set objectives.

How is FGAS perceived by Foskorites?

I believe management perceive us as being there to provide guidance and advice on the internal controls they have put in place. As Internal Auditors our core function is to ensure that the internal controls are in place and that they are effective, efficient and economic, as well as ensuring information in the accounting records is complete and accurate. Ensuring the safeguarding of company assets is vital to the overall success.



New addition to the family - Baby Ngiphiwe

We want YOU!

The first of the 2011 F21 series kicks off in Richards Bay on 30th April and this year is set to be bigger and better than ever before. Preparations for this event are well underway with the planning teams now starting to put the finishing touches together.

The participation of Foskorites during the day's events be it in the capacity of supporters, runners or walkers, is what makes the day a phenomenal success. With this in mind, we are looking for inter-departmental teams to participate in the relay run/walk on the day. Each team should consist of seven people. There will be prizes for the first team across the finish line (gold), the second team (silver), and bronze to all crossing the finish line before cut off.

There will be an additional prize for the best dressed team. This years' theme is "sports supporters" whether it be Bafana Bafana, The Proteas or Chiefs, the decision is yours.

So Foskorites, let your imagination run wild and surprise even the most sceptical. Be outrageous, be wild but most importantly, be there.

Entry forms will be available in the April issue of Focus

Looking back at 2010:



a family day out



Foskorites victorious



The pink ladies?



You are never too young to finish

Taking the challenge tips

Are you up for the challenge? Is 2011 your year of change? If so, here are some tips that will get you going. Foskorites, remember it is mind, body and soul (as well as a lot of determination) that will get you across the finish line.

If it has been a while since you last did any form of cardio training, please make sure you are fit to do so. Be extra careful if you:

- ✓ are overweight
- ✓ have heart problems
- ✓ are completely unfit
- ✓ have breathing problems
- ✓ suffer from chronic fatigue
- ✓ are over 40



The planning

Preparation for your training is imperative. Try running with an iPod as music is a big motivator. Correct shoes for the surface you are running on are important. Ensure that you wear your shoes in before a big run. Short toenails and good quality socks may help the process. A tip for beginners - Vaseline between the toes and talcum powder under your arms helps avoid the dreaded chaffing.

Most importantly, ensure that you use a maximum sun block and preferably run with a hat on. It is advisable to eat something small before training.

Athletics results

Modern BMW 4-in 1 Marathon February 5th in Polokwane -10KM

Position	Name	Finish Time	Medal	Prize Winner
3	Collen Mmola	0:34:33	Silver	3rd Place
19	Faith Makatu	0:46:26	Gold x2	2nd Lady & 1st Junior
32	Reneyilwe Kgoete	0:58:53	Bronze	
33	Reginald Monareng	0:58:54	Bronze	
79	Grace Mboweni	1:15:05	Bronze	2nd Veteran Lady
101	Maria Mahlatsi	1:23:08	Bronze	

The winning time 34:20 Passion Magagane . Total Runners finished = 130 Runners



Modern BMW 4-in 1 Marathon February 5th in Polokwane -42.2KM

Position	Name	Finish Time	Medal	Prize Winner
16	Charles Mavutana	2:59:29	Silver	2nd Veteran Man
18	Kgashane Malatji	3:01:24	Bronze	
57	Celebrate Mathebula	3:37:56	Bronze	

The winning Time 2: 24:55 From Lesotho - Total Runners = 192 finished

Modern BMW 4-in 1 Marathon February 5th in Polokwane -21KM

Position	Name	Finish Time	Medal	Prize Winner
10	Annette Mamba	1:21:23	Silver	
146	Jane Moloto	1:45:29	Bronze	2nd Veteran Lady

The winning time 1:11:23 Ludwick Mambolo . Total Runners finished = 164 Runners

The Biggest Loser

Abby Ledwaba (36) took up this challenge with the same zest he has when tackling any task he sets his mind to – sheer determination to succeed. The combination of family support and making this challenge part of his family's daily life makes this journey of health a lot easier.

Why did you enter the competition?

Primarily to lose weight and increase my level of activity, and the hope of reducing my chances of premature death. In addition to this, the frank words echoed by my former line manager Ian Meintjies that “die sampie kry nou regtig groot”, “jou hart gaan sukkel” and “jy moet ietsie doen” play over and over in my head.

This helped me reflect on my level of activity and I realised this comparison: From time to time people feel the need to upgrade their houses, have a facelift or upgrade a car to a better performing one, I thought I needed to upgrade myself to a better performing and healthier version.

How are you feeling?

I am definitely feeling healthier and I can now walk/run 10kms with ease. The quality of my skin has improved and my eyes no longer turn red after a stressful session at work or after a lot of reading.

Were there any habits you had to change?

I had a tough time parting with my old habits of eating “lekker” stews, starches, and grilled meat. I must confess, I struggled mostly with doing away with my beloved desserts and cool drinks, although I have learned the art of settling for a Coke Light. Downsizing my plate has also been something of a struggle, one which I am winning.

What is your goal?

I have already managed to reduce my weight from 112kg to 103.1kg and I think it is a step in the right direction. My ultimate goal is to weigh between 85kg and 92kg and of course to be sporting a six pack.

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

I want to feel better, have more energy and perhaps even increase my longevity. If I can mitigate the potential of heart and chronic diseases such as diabetes, high blood pressure and reduce the effects of potential stress related diseases that would be excellent.

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

Thank goodness my wife Dorothy, who happens to be a good cook, joined the same programme so we are definitely sailing in the same boat. An added benefit is that my lovely wife has not complained of any snoring activity lately and I believe this is due to my new healthy lifestyle – if it is working for her it is working for me as well.



Abby showing what he is made of

What is your diet?

Anything light and healthy – from low-GI muesli to lots of fruits and veggies.

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

I am going to try as much as I can to do a lot of manual labour around the house as well as maintenance on my vehicles. There is no specified cheating tolerance, but I try to cheat as little as possible as I am determined to get there in the end.

Any advice for fellow entrants?

Just move out of the bountiful, comfortable dietary area. If you do not see your weight shifting immediately, just hang in there as I am sure with time you will be in good shape. Be committed and focused on a healthier lifestyle.

After the competition, will you continue your regime?

Definitely yes!

A word from the better half

Dorothy, Abby's wife, joined him on this challenge and admits that although they have a little cheat together at the weekend, they are totally committed to each others' success. She says of Abby: "He took the challenge very positively and is really committed to a healthier lifestyle. I was taken by surprise one evening when he told me that he enjoyed the plain boiled veggies I had prepared for supper and of course the no more snoring is a definite positive."

Introducing...

FOSKOR 2011 BIGGEST LOSER COMPETITION

After the seeing the phenomenal results of phase 1, Richards Bay is embarking on the 2nd phase of the Biggest Loser Competition.
Ask yourself:

- Is 2011 the year for change?**
- Are you ready to improve your lifestyle?**
- Are you looking to improve your fitness?**
- Have you been inspired by other Biggest Loser candidates?**

If you have answered yes to one of these questions, then you are ready to take up this challenge. Change your life by simply contacting Jabu Dlamini – Employee assistance Practitioner extension: 3220/ jabud@foskor.co.za

Lets us beat those excessive unwanted fats in your body by joining the biggest loser programme.

The symbol of hope & recovery

Long before the song “Tie a yellow ribbon around the old oak tree” was released, ribbons were already a symbol of awareness. Legend has it that the first ribbon used to relay a message originates from a story about a prisoner being released from prison. Folk law has it that if the wife of the convict wanted her man to return home after their release, she would tie a yellow ribbon at the entrance of the house. The bus transporting prisoners to their homes would drive past the house looking for the welcoming symbol. If there was no ribbon he would stay in the bus and move to another town. The aforementioned song pays tribute to a man who received a very enthusiastic welcome home – 100 yellow ribbons awaited him.

Through the years awareness ribbons have been adopted by many causes and as a result, many are immediately recognised by their colour and/or pattern.

As World Cancer Day makes its mark, these ribbons are worn by many showing their support for the cause.



White ribbon

- Lung cancer (sometimes pearl-coloured)



Yellow ribbon

- Bone cancer / Osteosarcoma.
- Bladder cancer
- Anal cancer



Blue ribbon

- Colon cancer



Light blue ribbon

- Prostate cancer (sky blue)



Jade ribbon

- Liver cancer



Purple ribbon

- Pancreatic cancer



Lavender ribbon

- Cancer awareness (all kinds)



Periwinkle ribbon

- Stomach cancer



Pink and blue ribbon

- Male breast cancer

More ribbons...



Orange ribbon

- Leukaemia awareness
- Kidney cancer



Gray ribbon

- Brain cancer



Black ribbon

- Melanoma



Pink ribbon

- Breast cancer



Green ribbon

- Kidney cancer (aka renal cell carcinoma awareness)



Teal / Turquoise ribbon

- Gynaecological cancer
- Ovarian cancer



Violet ribbon

- Hodgkin's lymphoma
- Testicular cancer (orchid/violet)



Gold ribbon

- Childhood cancer awareness



Silver ribbon

- Ovarian cancer

Research indicates that taking the following lifestyle precautions will lower your chances of getting cancer:

- Quit smoking and avoid exposure to cigarette smoke
- Practice sun safety and recognise when skin changes occur – a healthy tan is one from a spray can
- Eat your fruit and veg
- Limit red meat and animal fats
- Limit your alcohol intake
- Exercise
- Know your personal and family medical history

As always Foskorites, if you see or feel something that doesn't seem right, make sure you have it checked out as soon as possible as early detection gives you a better chance of survival.

A brain injury is caused by the destruction or degeneration of brain cells. Brain injuries occur due to a wide range of internal and external factors. Motorcar and motorbike accidents are the biggest cause of brain injuries. The impact of such injuries extends much further than the person afflicted with it; family members, colleagues and friends are also indirectly affected. In many cases, the person who has sustained such a severe head injury isn't able to recover to their previous capacity and may be unable to work, affecting the family income.

The reality is that most brain injuries are preventable. Ensuring your head is protected in an accident (by way of a helmet or hardhat) can be the difference between surviving an accident with a diminished quality of life, or not.

Foskorites at work

The importance of remaining safe in the workplace is often overlooked as trivial, yet it is critical that it is complied with for both the company and the employee. By wearing the appropriate safety gear, the risk of injury within the workplace is drastically minimised should an accident occur.

To some, these requirements are regarded as bizarre, going against the grain of a fashion statement or the ability to maintain a good hairstyle, especially when there are no obvious risks. Ask most people why they wear a hardhat in the workplace and the answer will generally be along the lines of "because I'm told to". This is a good answer given that there is a lot to lose for both parties should the rules not be adhered to, but people should fully understand the reality of living with a brain injury.

Any job that involves lifting and manual labour can be a hazardous vocation. With the head being the most vulnerable body part when it comes to knocks, bumps and weighty objects being dropped, protection is vital.

Hardhats might seem to get in the way at times, but they are essential in preventing serious and potentially life threatening head injuries. By ensuring you are equipped with a hardhat in designated areas at all times, you can protect your head against the dangers that surround you.

We continually strive to maintain our Dekra rating and seeing an end to disabling accidents. Foskorites, each of you can be part of this by always remembering: 'Safety First'.

Foskorites at play

The simple pleasures of quad bike riding, cycling, skiing, skateboarding, roller skating or roller blading, are often enjoyed without any thought of possible head injury. These are fun activities that people can be carefree about, however accidents do happen. Each year approximately 300 000 children are taken to the emergency room due to head injuries. Many of them leave the emergency room after an examination or 24-hour observation in hospital, yet some of these injuries are so serious that they are fatal.

When teaching your children how to enjoy these pastimes, the insistence and correct instruction of putting on a helmet should form part of learning the skill. No hat = no play.

Helmets should fit you properly and never be too small or too big, should always be securely fastened, and should never be worn on top of a hat.

Many helmets are lightweight and come in cool colours. You could always create a fun activity by decorating a helmet with stickers to encourage your younger child to wear it. Reflective ones are particularly good to help identify someone should they be out and about after dusk.

Symptoms

Concussions don't always involve a loss of consciousness. In fact, many who have concussions never black out and some never realise they have a potentially damaging head injury.

After a blow to the head, look out for the following which may indicate a concussion:

- Altered level of consciousness (drowsy, hard to arouse, or similar changes)
- Confusion, feeling spaced out, or not thinking straight
- Headache
- Loss of consciousness
- Memory loss (amnesia) of events before the injury or immediately after the person regained consciousness
- Nausea and vomiting
- Seeing flashing lights
- Sense of having lost time

Should anyone experience the following symptoms, it should be treated as an emergency and the person should immediately be examined by a medical practitioner:

- Changes in alertness and consciousness
- Convulsions (seizures)
- Muscle weakness on one or both sides
- Persistent confusion
- Persistent unconsciousness (coma)
- Repeated vomiting
- Unequal pupils
- Unusual eye movements
- Walking problems
- Sleeping

Head injuries that result in concussion are often associated with injury to the neck and spine so particular care should be taken when moving patients who have this type of injury.

With all this in mind, it's easy to see why "safety first" is not only something to be complied with at work but taken into account during down time also.



Shanilla Chuturgoon and Chris Masina recently received the news that they had been waiting for – a remarkable pass for their three years of hard work towards their masters degree. No mean feat for a two busy Foskorites with so much on their plate.

What is an MBL?

The Master of Business Leadership (MBL) is a highly professional, three-year, postgraduate management development programme offered largely on distance learning platform. This distributed learning model offers a special learning opportunity and a unique self-development programme to graduates who want to follow a management career in business and public sectors. Its unique structure incorporates lecturer contact, group and individual work, and multimedia interaction (through an electronic delivery system) enhancing the learning experience. The economic environment of the organisation, the functions of the organisation and the integrated concepts of strategy and leadership are the main fields of study integrated into the MBL.

Shanilla's feedback on her challenging achievement

Why did you choose to do an MBL?

I never considered completing an MBL at all, I just didn't think I could make it, however I was fortunate to cross paths with a remarkable gentleman who recognised my potential and encouraged me to be more than just a secretary and as my career progressed it developed into a step I felt would help me achieve the next phase. I wanted from the MBL value propositions and these included the "hard skills" of economics, finance, marketing, operations, strategy, HR and accounting, as well as the "soft skills" of leadership, teamwork, ethics, and communication that are so critical for effective management.

Being a fulltime employee is a challenge in itself, what aspects did you find the most challenging?

Time management - in the beginning it is was difficult to determine how much time I could spare, then budgeting that time to use it in accomplishing the greatest amount of work. It was all a matter of prioritising and as soon as I had defined my priorities, I realised I could do much more with the time I had than I ever imagined. One of the great things is the flexibility you experience. Often you are challenged as an individual and sometimes you are challenged as part of a team. Whatever the case, you face challenges that help you grow by finding solutions.

Did you experience anything you had not expected, and what were the benefits?

This experience has encouraged me to be more open-minded. The exchange and interaction with members of a group is a great thing; the experience is unique as your teams are made up of an assortment of skills and personalities. While you are learning important skills like management and finance, the teams give you a meaningful connection with other talented professionals. I believe I can now provide solutions quicker than I was able to prior to this programme and it has trained me to be a more efficient thinker. I am able to add value to my work, my personal life and beyond.



Do you have any advice for others who are interested in doing an MBL?

You must be honest. If you have a strong idea of why you want to do an MBL then you will succeed. You have to be totally focused on what it is you want to accomplish. If you are not prepared to make sacrifices, then it's probably not for you. The first year is always hard, the second is not much easier and the third a breeze. Your motivation will be tested several times during the process, so you must know your objectives for doing it and where you want to go. Be yourself and be committed.

Are there any other aspects you felt were rewarding?

Overall, I think the MBL is a fantastic human experience, a process of self-discovery that has allowed me to look at myself and see more possibilities, testing the limits and discovering that I actually had it in me. There is a marked increase in my ability to manage time, communicate, manage, work in teams, understand myself, and problem solve. For me, Foskor was a large part of this process. Studying alone with books is not enough, you need a catalyst to bring it all together and make the reaction happen.

Chris' feedback on his challenging achievement

Why did you choose to do an MBL?

It was an interest in leadership that encompasses organisational functioning that sparked my interest, as well as a need to be able to understand and make decisions focused on enhancing shareholder value.

Being a fulltime employee is a challenge in itself, what aspects did you find the most challenging?

The challenge was allocating time to actually study and complete assignments on deadline without it impacting on my day-to-day work commitments. Finding the time required to do well in my MBL required sacrifices; sacrifices many would consider not worth taking.

Did you experience anything you had not expected, and what were the benefits?

I did not expect to be able to understand the workings of the stock exchange, the ease at which individuals can control their own portfolios and the ability to evaluate a company share price based on data on their year-end report. An MBL enables you to view the performance of the economy from a perspective that can practically measure or estimate his/her economic activity in an organisation. It helps evaluate how individual economic activity influences the functioning of the economy. The speed at which I managed to integrate my understanding of Foskor's business within the broader economy of the country and the world at large was phenomenal; empowering me with an understanding of shareholder value as well as the need to have a strategy that preserves or enhances shareholder value. Out of the entire experience there was a realisation that we are not just in the phosphate business but a business of feeding the increasing population of the world through the production of phosphates.

Do you have any advice for others who are interested in doing an MBL?

Completing an MBL is a commitment that would definitely be a benefit. It enhances the ability of any person and allows them to perform to their full potential. In addition, pride is not what is required in completing an MBL, but humility and dedication.

Are there any other aspects you felt were rewarding?

On a personal level it is rewarding to be able to manage your personal life and finances as you would manage a business of your own. Furthermore, understanding how organisations acquire the resources needed to increase the value of the company in order to increase share value is something I carry with me daily.

Guess Who?

Born in the same year the Sydney Opera House opened, and with six being his lucky number by birth, this Indian ex-pat has come a long way in realising his dreams. He views becoming a Foskorite in 2005 as one of his life's opportunities and intends to engineer his future growth as a Foskorite.

He attributes his father as having been the biggest influence in his life. He married at the turn of the century and has two children – Shravya aged nine and two-year-old Abhav. This highly optimistic Foskorite enjoys both watching and playing cricket, football and badminton. He regards winning a silver medal while playing in the Foskor action cricket team as one of his best achievements. His best lifetime experience to date was having the opportunity to watch the 2010 FIFA World Cup at the Moses Mabhida Stadium in Durban.

Speaking many languages, this Foskorite is fluent in English, Hindi, Telugu Gujarati and Oriya. Passionate about Indian music, he believes the Hindi song Chalte Chalte best describes his life.

His most enjoyable past-time is relaxing, watching television with his favourite Indian cuisine and an ice cold Coke to wash it down. His dream of touring Europe and owning a Mercedes are definitely not pipe dreams but something that has been well planned for the future.



January/February Guess Who? – Carel du Plessis

Who am I?

Observe the day

On Monday 21 March, when you are either having that well deserved lie in, eating breakfast in bed or enjoying the last day of a weekend away, take some time out to consider the actual reason that we celebrate this day.

The Bill of Rights which is contained in our Constitution is the cornerstone of democracy in our country. This Constitution differentiates us from many other democracies worldwide and provided for the establishment of the South African Human Rights Commission (SAHRC).

The aim of the Commission is to promote respect for human rights, promote the protection, development and attainment of human rights, and to monitor and assess the observance of human rights in our country. The SAHRC was launched on 21 March 1996, 35 years after the fateful events of the day in 1960.

The carnage and subsequent consequences of that day are one of the darkest in our history. However, today it serves to emphasise the rights of each of us to ensure our individual human rights are protected.

New Recruits

Welcome to our new Foskorites who joined the ranks of the Phalaborwa plant – wishing you all a long and happy career.



Front row L to R: MM Mohale, MA Phasha, XR Ngobeni; MA Boloka, J Senyolo
Back row L to R: LM Diphare, TT Lunga; JP Malatji, SM Mokgalaka; PG Matlhake, MP Mashamaite

Baby number 1

On January 24th, Anika Golden bid farewell to her swollen feet, big belly and maternity clothes and welcomed a baby daughter into the world. Tyla Peyton Golden weighed a healthy 3.5kgs and has already brought a lot of happiness into the family unit. Congratulations.



Princess number 2

Maria Zulu, already a proud mother, welcomed her second daughter Khanya into the family on 5 February. The overjoyed mother proudly announced that her second princess weighed a petite 2.9 kg at birth. Khanya, meaning light, is sure to bring lots of it into the lives of her parents and sister.



Triplets! Triplets! Triplets!

Marcus Naidoo and his wife have their hands extremely full with the arrival of not one, not two, but three little babies! This unique arrival has both parents beaming with pride and joy. Wishing you both the best of luck with your double trouble – plus one.

On the move

NEW ENGAGEMENTS

Boloka MA	(Artisan Fitter)
Diphare LM	(Learner Technical)
Lunga TT	(HR Consultant)
Malatji JP	(Learner Technical)
Mashamaite MP	(Learner Technical)
Matlhake PG	(Learner Technical)
Mohale MM	(Learner Technical)
Mokgalaka SM	(Learner Technical)
Ngobeni XR	(Artisan Fitter)
Senyolo EM	(Learner Technical)
Senyolo J	(Learner Technical)
Mnguni SZ	(Operator Mech.L3)
Msane SA	(Learner) (Sulphuric)
Nzuza KZ	(Mech. Instrument.)

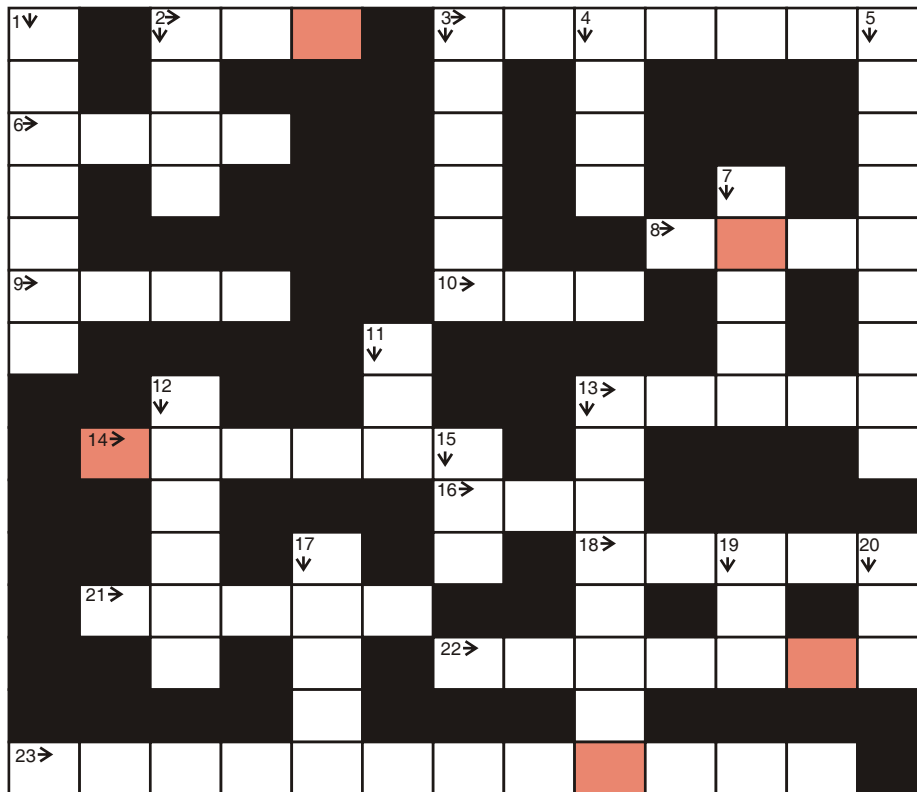
STRUCTURE CHANGES

Govela Z	(Driver Haul Truck)
Malesa TC	(Attendant Flotation)
Ndhlovu NSM	(O C Analyst Contr.)
Sebashe MA	(Official Loss Contr.)
Luthuli XA	(Artisan Fitter)
Mhlungu ST	(Artisan Fitter)
Zulu BD	(Artisan Fitter)
Zungu ZM	(Artisan Boilerm.)

TERMINATION

Ngcobo KT	(Section Engineer)
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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 with your completed crosswords before the close of business on Friday, March 18th. 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.



FOSKOR TURNS HOW OLD THIS YEAR? _____ (see red blocks)

LAST MONTH'S ANSWERS

THIS MONTH'S QUESTIONS.

Across

2. Featured in the Guess Who segment, what is this Foskorites lucky number given to him by birth?
3. Something close to Alfred Pitse's heart that he is happy to do on his own or as part of a team
6. The Foskor cycle begins with extracting _____
8. How many houses have been completed and handed over for the Ntambanana Project?
9. First name of person whose weight went from 112kg to 103.1kg and can run/walk 10km
10. When counting from the beginning it is the first double digit number
13. The number of babies born to Marcus Naidoo
14. Two desktop computers and a _____ machine were handed over to the Frangipani School in Phalaborwa
16. Abbreviation for estimated time of arrival
18. Another word for being spiteful, disrespectful and rude. Doing this will hurt another's feelings
21. First name of the Best Student of the Year in 2010 in the Management Development Programme?
22. Before the arrival of the new compactor, what pests vandalised the area and bought rodents and vermin on site?
23. What is the cornerstone of our democracy?

Down

1. What form of Safety wear is essential in preventing head injuries?
2. What kind of note must you get if you are ill on a Monday, a Friday, or for more than three consecutive days or before or after a public holiday?
3. The ultimate goal for the Biggest Loser contestants is to maintain a healthier lifestyle and loose _____
4. What kind of stickers are good to stick on your children's bicycle helmets should they be riding at dusk or dawn?
5. R100 000,00 was pledged to the Ntambanana Project to purchase what?
7. Which type of cancer is symbolised by the colour jade?
11. It rises and sets daily
12. What is the colour of the ribbon from the old oak tree song?
13. Name the company who visited the Phalaborwa site to view the new loading station
15. Another word for a precious stone
17. What is the meaning of the name of Maria Zulu's new baby Khanya?
19. It stands for Safety, Health and Environment within Foskor
20. The opposite of no

Across

1. Toyota
5. Balls
8. Masina
9. Cry
12. Rabbit
15. Tips
16. Lu
17. Salt
20. Look
21. Korea
23. Ton
26. Dam
27. Zebra
28. November

Down

1. Terence
2. Yearly
3. Tiger
4. Vitality
6. Arm
7. Sli
10. Cupid
11. Dale
13. Bulge
14. Wealth
18. Loo
19. Tongue
22. Ride
24. Sade
25. Team

Congratulations!
 Our reader of the month is
 Crossword – Leon Carsten(Richards Bay)
 Word Search – Doreen Dennison (Phalaborwa)
 Your prize will be sent to you shortly.

Name _____ Department _____