

FOCUS

FOSKOR 

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 Longest serving Foskorite celebrates 41 years service

 Christmas wishes for all

 Foskor 2010 in a nutshell

 I am Foskor entering phase 2

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Editor's Note



Editors note

Here's the season to be jolly! For all Foskorites who celebrate Christmas, I wish you and your family a wonderful festive season, and for those of you that don't, may you enjoy the festivities and good will of the season.



Whilst reflecting on the ups and downs 2010 has offered us, I decided to make a list of all the blessings that have been bestowed to Foskorites this year. At first I was going to make it a half page editorial and was blown away when I realised that all the great things that have happened extended this into a full two page spread – Take a look at 2010 in a nutshell.

This is the season most of us take time out and spend time with our families, which means lots of travelling, both locally and internationally. Tips are available in this issue on how to keep your possessions as your own and not have them end up on a burglar's wish list. Please take note and look after your home, your family and yourselves.

Our long service awards were celebrated on November 18. The recipients of these awards have seen it all and were eager to share their Foskor stories. The event itself was magnificent and a fitting way to say thanks to the guests of honour for all their dedication to Foskor. The recipients were those that have been with us for at least 20 years, with the longest serving Foskorite having given us 41 years of his time.

So, as silly season gets into full swing, take a minute to think of those less fortunate than yourself and where possible give a little. I hope that Father Christmas brings you all that you wish for.

**"It is Christmas in the heart that puts Christmas in the air."
W.T. Ellis**

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2010 has been a rollercoaster year for all of us. The year started well – prices were looking up for Foskor, the rand to the dollar strengthened, which influenced a better outcome for the increase in our petrol prices. We showed the world how things were done when the 2010 FIFA World Cup was hosted. We saw 33 miners who believed they had no hope, rescued, much to the delight of the world. On the downside, we had to deal with a derailment in Phalaborwa, which affected production in Richards Bay. Having said this however, all in all this financial year was good, but next year we can look forward to an even better year.

November saw our annual long service awards take place. It was a great privilege to pay tribute to these Foskorites and to thank each of them personally for their contribution in making Foskor the company it is today. Within the last decade, trends have shifted from people working within a company for the long haul to serial job-hopping. Today the average longevity of an employee is seven years. It is statistics like this that make the achievement of each Foskorite awarded at this event an accomplishment. Each of them witnessed the evolution of the group, and have stood by us through thick and thin. Being part of the event I was humbled as I realised that when some of the recipients started work at Foskor, I was a teenager. I reflect on my own journey from that time and commend each of them on theirs. To those completing their working career and retiring, I hope you enjoy the fruits of your hard work and remember that Foskor will always be here for you. To the others, your continued commitment and loyalty is appreciated.

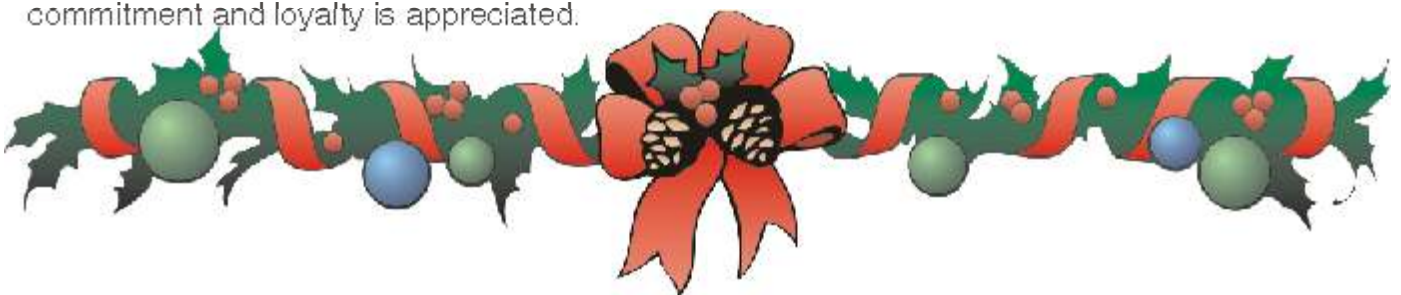


ME Mokoena & Alfred Pitse

I always see the festive season as a wonderful time of year where families and friends can come together, something that I am personally looking forward to doing with my family and loved ones. Christmas day brings us all together – it's a time to have a wonderful party, celebrate the day and reflect on what we are grateful for.

As we bid farewell to 2010, my Christmas wish to each Foskorite and their families is for a safe and well deserved rest this festive season. May each of you spend this time with the people you love and care for and come back in 2011 refreshed and recharged for the new year ahead.

Ho, ho, ho! Hope that you all get what you wish for.



The annual long service awards were held on 18 November in Namakgale. To pay tribute to all of the recipients, a booklet was compiled for each of them, giving a brief look at the journey of the company and world over the past six decades. We have included this booklet together with pictures of the recipients on the day. Enjoy the journey.

African legends

At the beginning of time, sub-volcanic activity over 2 000-million years ago brought about a host of valuable minerals to our land. An abundance of phosphate, copper zirconium, iron and vermiculite buried itself in the earth waiting for man.

The ancient explorers of the world finally found us and immediately recognised the value of our natural resources buried within the earth.

The great ships brought groups from Europe, India and America to our shores. This signified the birth of our vast and diverse cultural history.

The combination of these cultures bore great men and women to our land. Great men and women who have made their mark in the world, just as each recipient awarded on the day made their mark within Foskor. Each of them joins the ranks of Dr Christiaan Barnard, Desmond Tutu, Nkosi Johnson, Miriam Makeba, Shaka Zulu and of course the great man of Africa himself, Nelson Mandela who famously said:

“I have walked that long road to freedom. I have tried not to falter; I have made missteps along the way. But I have discovered the secret that after climbing a great hill, one only finds that there are many more hills to climb.

I have taken a moment here to rest, to steal a view of the glorious vista that surrounds me, to look back on the distance I have come. But I can only rest for a moment, for with freedom comes responsibilities, and I dare not linger, for my long walk is not ended.”

Nelson R Mandela

Farewell longest serving Foskorite

Paying tribute to a man like Mr M.E. Mokoena is no easy feat. Out of the 2 000 or so Foskorites, he is the one who has witnessed the complete evolution of Foskor. After a solid career spanning 41 years, he has decided to retire and enjoy the fruits of his hard work.

As we say farewell to our longest serving Foskorite we give a note of thanks and appreciation for your lifetime of dedication and steadfast support.

In memory of Foskorites past

It is with great sadness that we announce the passing away of two long serving Foskorites:

1. Mr M.A. Ngxongo began working at Foskor in January 1980. He passed away on 4 March this year. His ethics, humour and love for his family will always be remembered by his fellow Foskorites.
2. Mr M.E. Shai, having served the company for 35 years, passed away this year on 11 March. This dedicated Foskorite left his mark with everyone he worked with and is sorely missed.

In 1990 the population of the African continent was 622 443 000

Heading towards the new millennium, 1990 saw the era of 'less is more' emerging. Our long service recipients became Foskorites in the same year as the first F21 half marathon took place in Phalaborwa, the year that Foskor became a shareholder of the Indian Ocean Fertilizer company. This year saw President FW De Klerk scrap apartheid and release Nelson Mandela from his confinement. Upon his release, Mandela travelled to Sweden to meet with the President of the ANC, Oliver Tambo – this was their first meeting in 28 years.

The FIFA World Cup began in Italy with the Three Tenors performing together for the first time at the opening ceremony. West Germany defeated Argentina 1–0 in the final.

In addition, 1990 saw Evander Holyfield defeating James "Buster" Douglas for the heavyweight boxing crown and historically saw the first successful trial run of the system that is now known as the "world wide web" carried out.



25 years service

In 1985 the population of the African continent was 541 814 000

The mid-80s was the era of the 'yuppie', a time when dressing for success was the only way up the corporate ladder. The year these Foskorites joined the group, Nelson Mandela rejected an offer of a conditional release from prison and Ronald Reagan was the President of the United States of America.

During this time, the granulation plant at the Richards Bay site was built with bagging facilities, enabling Triomf (as the site was then known) to produce its own fertiliser. The price control on fertiliser was lifted, and at the same time there was a severe drought and the worst economic recession since the 1930s.

1985 was the year that DNA was used in a criminal court case for the first time and the Microsoft Corporation released the first version of Windows.



30 years service

In 1980 the population of the African Continent was 469 618 000

Big hair, shoulder pads and neon colours were the order of the day in 1980. New Romantics, Madonna and Princess Diana were the trendsetting style icons.

The best selling arcade game of all time, Pac-Man, was released and millions mourned the death of Beatle, John Lennon. The question on everyone's lips at this time was "Who shot JR?"

The world's longest serving prisoner Paul Geiden was released after serving 68 years and 245 days in prison for the murder of a wealthy broker.

This period is also marked by the separation of interests of Triomf and African Explosive & Chemical Industries (AECI). Triomf retained the Richards Bay site.



In 1975 the population of the African Continent was 408 160 000

These Foskorites joined the company in the year when disco balls, flared trousers and platform shoes were a must-have for everyone. 1975 was a year for the ladies – the United Nations proclaimed International Women’s Day for the first time, Margaret Thatcher became British Prime Minister, the first female to lead a country in Europe, and Junko Tabei became the first woman to reach the summit of Mount Everest.

Bill Gates formally founded Microsoft as Triomf was establishing fertiliser production at Richards Bay.

The legendary “Thrilla in Manila” took place where Muhammad Ali defeated Joe Frazier.



40 years service

In 1970 the population of the African Continent was 357 283 000

1970 was an era of peace and flowers. Punk, an anti-establishment look, became accepted, Diana Ross and the Supremes performed their farewell concert and the Beatles disbanded.

The sky was the limit when the world's first jumbo jet entered into commercial service and the Concorde made its maiden supersonic flight.

When these Foskorites started work on a rate of 30 cents per hour, the annual production rate of 1-million tons of phosphate concentrate was reached. No machines were yet available to help with labour, so all work had to be done manually.

Brazil beat Italy 4–1 in the 1970 FIFA World Cup final and the soap opera “All my Children” made its television debut.



1950

This was the decade of the baby boomers, the Cold War, the polio vaccination and the emergence of the ultrasound. Superglue and credit cards made their first appearance. People learnt how to jive and swing, and female pupils at school were taught the subject “How to be a good housewife”.

This year also saw a Mr D.J.R. van Wijk, Chief of Chemical Services in the Department of Agriculture and Controller of Fertilisers, suggest that rock should be mined, emphasising that it could scarcely be more uneconomical than importing rock. On 18 August 1951 the Fosfaat Ontwikkelings Korporasie Beperk was registered and the government, through the Industrial Development Corporation (or IDC), supplied it with the necessary funds required to buy mining rights on a number of claims in the district.

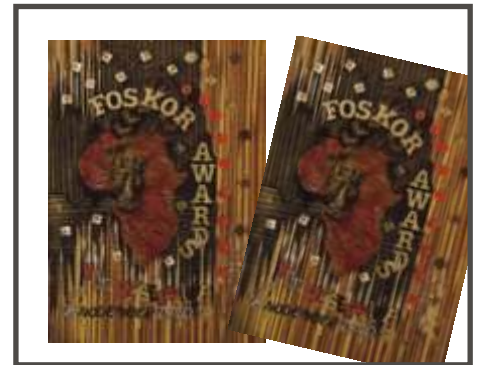
1960

In 1960 the Corporation won its battle. The Corporation, known today as Foskor, made South Africa independent of all foreign sources of phosphate supply. Phalaborwa has phosphate reserves that should meet demands for many more decades to come. Another great South African, Dr Christian Bernard, performed the world's first heart transplant operation.

During this time, men were no longer the only ones to wear trousers as it became acceptable for woman to wear them too. The introduction of the Mini Cooper and the miniskirt both came about, with contrasting views.

President Kennedy was assassinated and England won the FIFA World Cup 4–2 against Germany.

Whilst Valentina Tereshkova became the first woman to go into space, Neil Armstrong became the first person to walk on the moon.



Long Service Awards Photos



Celebrating success

The Baobab journey's main focus is to bring back the magic of an energised workplace and to create an environment conducive to teamwork. To accomplish this, it becomes very important to celebrate every bit of success achieved, whether big or small. As shown in the diagram below, this is the axis around which the CAPDo cycle revolves:



The CAPDo cycle is a simple yet effective way of ensuring that whatever continuous improvement takes place becomes effective as well as sustainable.

To celebrate success in the mini business areas, a monthly competition was launched. Teams are nominated by the CI-facilitators and after a short adjudication, a winner is named and awarded a floating trophy.

To further celebrate the success a wall of fame was introduced at the entrance gates to the Phalaborwa operations. These walls show pictures of the success stories achieved while embarking on the Baobab journey and reward the teams for all their efforts in making Foskor a world class company.



Well done to every team that has won the trophy and achieved success in their section. Thank you very much to those teams that showed commitment – all other teams are now encouraged to aim to have their picture on this wall of fame.

The picture below shows the winners at the wall of fame at the Foskor entrance at Phalaborwa:



Success is on track in Richards Bay

In Richards Bay the Sulphuric MDT2 team have completed their training and are leading the pack having established their mini-business and are certainly "Leading by example". Leaders/Coaches are facilitating the set-up of these Mini-businesses by ensuring all teams have applicable measures for Speed, Quality, Safety, Cost and People (SQSCP).



General Manager Acid: Nathi Nkomzwayo is pictured below actively engaging with production personal on how to set up a mini business and get goal alignment between teams.



Pictured here from left to right are the Sulphuric MDT2: Charles Reddy, Manager Production of the Sulphuric Acid Plant, Oli Chandran (Production Engineer) and Nala Nkanyiso (Plant Process Coordinator), Gert Lubbe and Fana Shozi who are both Production Engineers in Sulphuric.

Each of the teams have attended their Mini- Business Goal Alignment training and will set up their team meeting venues (Mini-Business Areas).

Reducing costs while maintaining performance makes perfect sense. Cost reduction is not only a sensible way of obtaining increased profitability within Foskor, but coming out of tough economic times, our ability to reduce costs while maintaining business performance may be the edge needed to thrive.

In general, initial cost reductions are done on a “quick fix” basis, which only accommodates the short-term future and often includes expense cut backs, frozen head counts and slashed budgets.

Looking at the longer-term, however, these types of reactive, short-sighted decisions can actually damage our potential, both in terms of performance improvement and long-term cost reduction sustainability. If we cut core competencies, neglect existing talent gaps and take indiscriminate cost-cutting measures that are misaligned to the strategy, Foskor could risk:

- Damage to long-term organisational capability,
- Reduction in customer service levels,
- Legal breaches, fines and reputational damage and
- Organisation paralysis due to inconsistency between leadership messages and actions.

Foskor’s Strategy and New Business Development department’s core function is to seek long term solutions to ensure the longevity of Foskor. These strategies should be stable, long-term and durable. The current strategies are re-analysed and updated when and where necessary and include looking at the inner workings of each department within the group.

Each Foskorite can contribute to the long-term solution and the company’s competitiveness by simply taking the points below into consideration on a daily basis.

General management control

- Be clear on our cost reduction targets and timelines as a team, define our strategy, and align the masses through clear communication of the goals, the benefits and the urgency. Ensure all Foskorites can see it, understand the implications and can demonstrate what’s in it for them.
- Envisage, plan and communicate what day-to-day business will look like when everyone is working toward sustainable cost reduction. Find ways to enable the workforce by removing barriers that are standing in their way, establish accountability and make it happen.
- Ensure that our leaders have enough belief in the future to willingly adjust behaviours and then have them taken to the workforce. Embracing sustainable cost reduction means motivating through benefits and positive reinforcement rather than fear. Be creative and find ways of appealing to the emotions of our workforce while remaining sensitive to the company and team culture.

Procurement and expenses

- Use services of a service provider with a good track record.
- Negotiate favourable payment terms.
- Always ensure you get the best value for money.
- Treat money you are spending on behalf of Foskor as you would your own.

- When travelling as a representative of Foskor, always spend wisely and ensure it remains within the policy guidelines.

Human resources

- Ensure the workforce capacity available is devoted to achievement of their objectives and is working at the optimum capacity.
- Times of change can often lead to the feeling of discomfort, fear, anxiety and confusion about what is currently happening and what lies ahead.

Communication regarding these reductions and including the workforce in designing solutions, leverages staff knowledge and purposeful rewards will ensure buy-in and participation.

Financial management

Ensure that:

- Goals achieve their intended results,
- Resources are protected from waste, fraud, and mismanagement,
- Laws and regulations are followed,
- Reliable and timely information is obtained, maintained, reported, and used for decision making,
- Processes and procedures are in place to prevent any misconduct.

Final check before pulling the trigger

Whether designed to pull our company out of troubled times or positioned to increase the bottom-line, building cost reduction into our organisation as a core capability and ongoing requirement is fundamental. Dedicated and aligned effort from all Foskorites is integral. Four final check points before launching your sustainable cost reduction efforts include:

- Make it visible;
- Make it urgent;
- Make it happen; and
- Make it stick.

In closing Samesh Naidoo comments, “So Foskorites, as a team we can make Foskor more competitive, free thinking and successful, each and every input is necessary to ensure success down the line.”

“Think before you spend,
before you claim -
dont put yourself to shame”

2010 in a nutshell

The year of the Tiger has been a year to remember, both within Foskor and throughout the world, with many celebrations and landmark events taking place. Mother Nature let loose her wrath with four earthquakes and one tsunami. Thirty-three miners in Chile were rescued after spending 69 days trapped 700 metres below the surface. One of the most successful World Cups ever hosted took place in South Africa.



Barack Obama was sworn in as the 44th President of the United States of America, making him the first African-American US president.

Here's a quick round-up of what happened at Foskor during 2010:

- Ground-breaking success ensures Foskor's future – the issuing of the South Pyroxenite Mining licenses and the successful implementation of the South pit mine and the PEP1 A&B projects.
- The 20th annual F21 race is yet again a success.
- Stephen Mokoka becomes an honorary Foskorite by winning the F21 half marathon in both the Richards Bay and Phalaborwa races.



F21 Winner 2010 - Phalaborwa



- Foskor Richards Bay surpasses the rest of the industrial arena by achieving the sought after Dekra Five Gold Stars award. This was only ever achieved by two other companies, one of which is our Phalaborwa site.
- Foskorite engineering genius saves millions of rands and litres of water with the implementation of the Hillside Water Project.
- Foskor loaded their biggest shipment ever – 47 000mt of phosphate rock was successfully delivered to its destination, Innophos in Mexico.

- Taking environmental issues seriously, Johan Horn becomes an ambassador for the Greening Limpopo initiative.



- Making dreams come true, Foskor builds and furnishes five houses for widows and orphans in Ntambanana.
- Taking health issues seriously, Foskorites take up the Biggest Loser challenge with phenomenal results.
- The role of Foskorite women was celebrated in August.
- A BEE level-5 status achieved in the first ever BEE verification.
- Extension 8 shutdown improved reliability of plant and, since July 2010, started producing on and above budget.
- Environmentally friendly paper used to produce Focus.



- June saw the biggest ever sale of fertiliser in history when Foskor sold 48 726mt of fertilisers to (DAP, MAP and MAPZn).
- Assisting education, the Dinaledi project supports maths and science excellence.
- Half a million injury free hours achieved in the extension 8 project – an achievement which could only happen with the support of the entire Foskorite workforce.
- SHEQ constantly rewards Foskorites for their contribution to keeping everyone safe while at work.

- General reliability of the Phalaborwa operation improved as a result of the implementation of the Baobab Branch 4/Project Duracell.



- The golf days in Phalaborwa and Richards Bay tee off successfully and give big to charity.
- Community farmers celebrate when they receive tractors and farming assistance.
- An initiative brought about by Women at Mining – The Foskor Child Care Centre – opens its doors to junior Foskorites.
- Foskor sold and shipped a total of 70 512mt magnetite to China in June, making it the first of its kind – this new relationship will continue to be nurtured.

- Production in Phalaborwa surpasses budget in September.
- Hoosen and Sthe from the finance department are awarded the first ever CEO award for their contribution in encouraging the spirit of unity within Foskor and for flying the flag.



- Mr M.E. Mokoena became the longest serving Foskorite with 41 years unbroken service.

I am Foskor

Entering the second phase of this culture changing project involves identifying the leadership preferences of the executive team. The information acquired was processed and a leadership brand for Foskor was developed. By focusing the efforts of the culture change process on a preferred leadership style and the employer brand, we will be able to build a new culture that will deliver sustainable high performance.

By completion of the project in July 2011, a comprehensive change will have been managed to the point where negative Foskorite behaviour will be reduced and a critical mass of positive and high performance behaviours will be evident. The change process itself will generate benefits immediately from more internal co-operation, self discipline, clear and open communication as well as a higher work ethic.

From the commencement of the project earlier this year, phase one saw 283 Foskorites, ranging from the shop floor up, engage in focus groups and facilitated workshops. This Appreciative Inquiry method has shown up the organisational climate, planted the seeds of positive change and identified key change levers at all levels.

This project does not replace the other initiatives underway, but aligns itself with them and will enhance their results through greater employee engagement and motivation.



In their shoes

The City of Destiny Christian Church contacted Razia Adams to invite her to visit Akanani House. During her visit she asked the children what they most wanted. They immediately responded that they really wanted school shoes.

Razia, who was extremely taken by the children and their plight, immediately asked the public relations and communications department for their assistance as the only funding the home receives is from corporate companies.

On 2 November, Razia, together with the pastor's wife Mrs Mabasa and fellow Foskorite Fundi Dlangalala presented the children of Akanani House with 17 pairs of shoes. The children's response was enthusiastic thanks and appreciation.

"You never truly know someone until you have walked a mile in their shoes"



While we wait for a cure ...

Cansa, a community-driven and volunteer-based organisation, has been fighting cancer for the past 79 years. The organisation has grown to become one of the leading cancer NGOs in the country, with 45 offices nationally and more than 12 000 volunteers and 260 staff members.

Helping others in need can form an important part of the healing process. As Cansa has come to the aid of so many people within our community, our support for their hard work and commitment was shown when we were able to donate the following:

- 1 bath chair
- 2 wheelchairs with arm & foot rests
- 4 medical sheep skin
- 32 draw sheets
- 2 foam ring cushions
- 4 bed pans
- 2 male urinals
- 2 toilet seat raisers
- 5 walkers
- 16 air mattresses with pumps

Cancer touches everybody either directly or indirectly so we hope that the effect of cancer can become a bit more manageable by having these facilities to assist the community.

A note of thanks to each and every Cansa volunteer – you are making a difference.



The sulphuric acid team gets an all time high!

Due to a rock shortage that came about as a result of a serious derailment, the sulphuric acid plants had to run at extremely low loads to produce just enough steam and acid to allow the phosphoric acid plant to continue processing the limited rock available. The team maximised this opportunity and took the initiative to use the time wisely by shutting each of the sulphuric acid plants and carrying out opportunistic maintenance and repairs that could have only been completed during a shutdown of this nature. The shutdown that occurred over the past three months was a success and remained within the overall budget.

The saying "the proof is in the pudding" was highlighted when each plant resumed normal running. The team was over the moon with the results as the plants performed at levels never seen before. Both the old plants (A and B) are running at rates in excess of design (>1 900 tons per day vs. design of 1 800 tons per day). C-Plant, however, is seeing the most remarkable change. With a rated capacity of 3 000 tons per day, this was only achieved for brief

periods during its initial commissioning in 2002. It was confirmed on 23 October that this plant is now successfully producing in excess of 3 100 tons per day, with a high of 3144 tons. This improvement is unprecedented.

Performance of this nature does not just happen. It is a culmination of efforts by all who share the will and determination to succeed and not allowing anything to stand in their way of this success. The synergy and team spirit that exists amongst the different role players within the sulphuric acid plant is commendable and worthy of praise.

Charles Reddy would like to thank everyone for their contribution during these shutdowns: "Your efforts have helped Foskor achieve what has never been achieved before. Congratulations on a sterling performance all round – both on the production and safety front. The challenge that awaits us is to sustain this fantastic performance in the months ahead and beyond."

CSI Presentations



Four ladies from Majeje Village completed the My Skills development program. The course was in sewing, and took place at Tannie Bets Steyn. Each of them were presented with a certificate and sewing machine.



Mr Marx (left), Johan Horn (middle) and Andries Wilson (right)

Johan Horn accepted a token of appreciation on behalf of Foskor for the 10 computers that were donated to the Red School.

Safety 1st



N Jobe from Mat Handing (Process) being presented by Johan Potgieter with Safety Award for October 2010.

Don't die of ignorance



In the mid-1980s the prevalence of HIV/AIDS came to light. The passing of icons such as leading man Rock Hudson, tennis star Arthur Ashe and entertainers such as Freddy Mercury and Liberace put this disease in the spotlight, and the eyes of the world were opened to the fact that HIV/AIDS was real, was highly infectious and could be deadly.

Being HIV positive or having full blown AIDS was not something that people wanted to disclose as there was still much prejudice surrounding the disease. The world closed their eyes, confirming that ignorance is bliss. However, everything changed when in the late 80s, Princess Diana became the first high profile celebrity to be photographed knowingly touching a person infected with the HIV-virus. Pictures of her holding the hand of a man dying of AIDS were seen around the world and left people astounded. Many perceptions, including the belief that you could catch the disease through casual contact, were laid to rest. People began to realise that HIV/AIDS can affect anyone either directly or indirectly, regardless of sexual preference, age or social stature.

As the medical fraternity battle to find a cure or vaccination, the population of people living with HIV/AIDS steadily grows and is now at pandemic proportions. The only foolproof weapon we have to fight the disease at this present time is education. The lessons learnt over the years must not be ignored as ignorance kills.

How can we pay tribute to the men, women and children who are fighting a daily battle and those who have already lost to it? We have to ensure the simple message of prevention is spread. There are only a few ways to become infected and therefore only a couple of important things to remember.

You increase your risk of infection if you:

- Have unprotected sexual intercourse, especially with multiple partners
- Have direct contact with an infected person's blood
- Have a blood transfusion (although the stringent blood screening processes have significantly lowered this statistic)
- Are pregnant and infected with HIV/AIDS, you can pass this on to your unborn baby
- Share drug needles

Our government ploughs millions of rands into education campaigns, spreading the word about prevention. However, there are many that think playing Russian roulette is a risk worth taking.

Some shocking statistics:

- 33.4 million people are living with HIV/AIDS worldwide;
- 67% of people living with HIV/AIDS live in sub-Saharan Africa, of which a significant portion are found in South Africa;
- The highest rates of HIV in our country are in KwaZulu-Natal, Mpumalanga and Free State. The Northern Cape and Western Cape recorded the lowest prevalence;
- Less than 40% of people living with HIV know their status;
- Teenage girls are more anxious about pregnancy than being infected with the virus;
- In South Africa 28% of pregnant women are already infected and a high percentage will infect their unborn child;
- 74 to 83% of men and 55 to 66% of women have a casual encounter without protection;

It is important that HIV/AIDS education starts at home. Being a positive role model to your own children and family goes a long way in instilling morality values. Although there is a curriculum regarding awareness currently running in schools, it has been found that some teachers reported feeling uncomfortable about teaching a subject that contradicts their own values and beliefs.

As you can see, knowing your HIV status and your partner's will surely go a long way to preventing further infections. All Foskorites and their partners are welcome to go to the clinic at their specific site after 09H00 daily for free HIV testing. The tests and results are completely confidential. The testing includes a pre-counselling session and signing your consent for the test to be done. When the results are known, there is a post-counselling session. Should any Foskorites results be positive, there is an anti-retroviral programme to assist, should this be required. This is all part of the benefit of being a Foskorite.

The full range of services offered to Foskorites is as follows:

- Nursing sister managing HIV/AIDS;
- Condom distribution;
- Counselling;
- Nutritional supplement distribution;
- Establishment and monitoring of support groups;

"Spread the word and not the disease"



- ✓ Pro-active approach to HIV/AIDS
- ✓ HIV/AIDS Policy
- ✓ Awareness education and training on HIV/AIDS and other related illness
- ✓ Client informed voluntary counselling & testing
- ✓ Prolong the productive life of those infected
- ✓ Nutritional supplements
- ✓ Anti-retroviral treatment
- ✓ Ill-health retirement and home based care
- ✓ Wellness management & prevention of opportunistic disease
- ✓ Employee Assistance Programmes (EAP)
- ✓ Training of Peer Educators
- ✓ Commitment of the prevention of work related exposure to HIV/AIDS
- ✓ Commitment to work in partnership against HIV/AIDS
- ✓ Implementation of a quality HIV/AIDS management system according to SANS: 16001:2007
- ✓ Commitment to continual improvement of
- ✓ HIV/AIDS prevention & treatment



It's a reality so best budget for it now!

Well, it is finally going to happen. Early 2011 will see the introduction of the new open road tolling system coming into play. All motorists using our main highways in Gauteng will be charged a yet undisclosed fee per kilometre they travel.

As we all start to prepare for yet another cost within an already tight monthly budget, let's see how this system will work and the requirements of car owners.

The system works like a prepaid cell phone contract and car owners will have to set up accounts either telephonically or by registering on a website.

They will then be required to get an electronic toll tag from a registered outlet and have it fitted onto the front windscreen of their vehicle. Once this is done, a car owner will be able to go through any toll booth within South Africa.

Forty-two overhead gantries placed 10km apart have been constructed at on and off ramps and on highways. There will be no toll gates – the vehicle will simply be recorded as it passes through and the toll calculated depending on its size. During this process a photograph of the number plate will be taken. The fee will then be payable within a seven day period.

What is the benefit?

The entire phase one of the Gauteng freeway system under toll will be looked after by 10 satellite centres, which will:-

- Act as the first line of incident management, dispatching medical assistance if necessary;
- Have vehicles on standby in case of a breakdown;
- Lessen traffic congestion;

Other benefitting factors such as:

- Bolstering the economy;
- Job creation;
- Development of the SMME sector within the construction industry.

What happens if you do not comply with the tolling system?

Methods have been devised to track down car owners who attempt to avoid paying toll fees.

The following will be seen as a serious violation:

- A vehicle without an electronic tolling tag;
- Driving a vehicle which cannot be identified;
- Insufficient funds in tolling account.

The following process will take place when a violation has been identified:

1. Car owner will receive an invoice;
2. If unpaid, an infringement notice will follow, which is the equivalent of a fine;
3. Thereafter, a courtesy letter will be forwarded;
4. An enforcement order will then be served;
5. And finally, a warrant will be issued.

What happens when I visit Gauteng and do not have an electronic device on my car?

If a visitor to Gauteng enters the system, signage will warn the motorist to go to the nearest satellite centre to register, or to phone a toll-free number. It will also be possible to buy a day pass at a retail outlet before entering the system.

How much will it cost?

The proposed toll fee is currently set at 50c/km, although inflation has probably impacted on this amount already.

Will I get a discount for using the road daily?

Regular users will be offered discounts on a sliding scale. For example, a vehicle will pay the full fee for the first 10 trips, with costs then reducing in a step-by-step fashion depending on the distance that is travelled.

Public transport vehicles, such as minibus taxis, will have the benefit of driving in the lanes reserved for vehicles with three or more occupants, as well as receiving a discount on toll fees.

Why should we pay for this?

This tolling project comes with a R15.1-billion price tag and the investors have to recoup their investment.

Phase one (N1 between the Golden Highway and Midrand), which will be implemented in early 2011, will see toll gantrys at the following off-ramps:

1. Jukskei (Between Allandale and Buccleuch)
2. Woodmead (Between Buccleuch and Rivonia Road)
3. Main Road (Between Rivonia Road and William Nicol)
4. Curzon Road (Between William Nicol and Hans Strydom)
5. Hans Strydom (Between Hans Strydom and Beyers Naude)
6. Ninth Avenue (Between Beyers Naude and 14th Avenue)
7. Gordon Road (Between Gordon Road and Maraisburg)
8. New Canada (Between Maraisburg and Soweto Interchange)
9. Rand Show (Between Soweto Interchange and Rand Show Interchange)
10. Diepkloof (Between Diepkloof Interchange and Golden Highway)

This is only the beginning. With six phases currently underway, there are plans to roll out the project countrywide.

So Gauteng Foskorites, start budgeting for the extra costs as they will be here early next year. To the Foskorites visiting Gauteng – take note as non-compliance will have serious implications.



Make sure your home is not on a burglar's wish list this Christmas!

Crime statistics in our country are high, but come the festive season the figures escalate. Burglars also shop at Christmas and your home is often their shopping centre of choice. Before you know it, the presents you worked so hard to be able to give have a new owner.

The holiday season brings about a gift of opportunity for these burglars. These are some points to consider when planning your festive family holiday:

- Your home's security must form part of your holiday plan;
- Make sure your contact details, as well as the details of an emergency contact are up-to-date with your security company;
- Ensure that your insurance policies are up-to-date and current;
- Check that your house alarm is in full working order;
- If you have an external electricity box, make sure it is locked. Burglars are professionals and know an alarm back-up only lasts a certain amount of time and can calculate when to pounce;
- Be selective as to whom you tell that you will be away and for how long;
- Do not let your mail pile up – get a neighbour or friend to remove mail daily if possible as thieves often leave flyers in your post box and see how long it takes you to remove them;
- Have someone randomly check your home while you are away. Burglars have all sorts of tricks to monitor your movements – putting stones on top of gates and if the stones are undisturbed, your home is theirs for the picking;
- Ensure that your garden is prepared for your holiday as overgrown shrubs and high grass levels will invite unwanted attention to your home;
- Use a light timer – this will ensure your home does not look vacant;
- Don't tempt fate – take a reserved approach when displaying expensive decorations and gifts. If these valuables can be seen from the street, there's a good chance your possessions will be on someone else's wish list;

- Don't advertise expensive gifts to burglars by leaving empty gift boxes from your new computer, flat-screen TV or DVD player for all to see. Break down the boxes and place them in large garbage bags to conceal the items that Father Christmas has delivered;
- Ask a friend or a neighbour to occasionally park their car in your driveway so your home doesn't look vacant;
- Don't leave a phone or e-mail reply message saying you are away;
- Ensure that your home is properly locked up;
- Finally, remember to activate your alarm when you leave for holiday.

So Foskorites, don't leave anything to chance this Christmas. Look after the things you work so hard for, as opportunist burglars will definitely be on the prowl.



16 November 2010 marked the 150th anniversary of the arrival of the indentured labourers brought from India to work in the sugar cane plantations in Natal. Hundreds of Indians from major cities and small villages responded to the following announcement in hope that a better life awaited them:

Notice Immigration Department.

The Acting Protector of Immigrations, in continuation of a previous notice, now has the honour to publish, for the information of Planters and whom it may concern, the exact terms upon which Indian Immigrants have been enlisted for service in Natal.

**F.Elton, Acting Protector of Immigrants
Immigration Department, August 17, 1874.**

Notice to Immigrate to Natal

You will be taken free of expenses to Madras & Calcutta. And, while there, will be well fed and properly lodged until the ship sails; and should you be ill, the greatest care will be taken of you. When the ship is ready, you will be supplied with good clothing; the finest ships are selected, and the voyage takes about five or six weeks. The food, medicines, and other appliances on board are of good quality, and your health, comfort, and safety, will be most carefully attended to. The Indian government has appointed officers, who are most strict and vigilant in securing for you all these advantages. On and after your arrival in Natal, there is a Protector of Immigrants ready to advise you at all times during your residence there. You will be located on an estate where a medical man is employed.

They came in good faith as indentured labourers yet were on the receiving end of many broken promises. The Indian nationals realised the term "indenture" was a philosophical term meaning bond or agreement. The code for slavery was locked in its expression in many ways. They were now in a foreign land, far away from all that was familiar, apart from family and friends.

Adjusting to the conditions in a foreign land was not easy and many returned home to India. Those who decided to stay had to adjust to the harsh conditions. This group of people are celebrated 150 years later, their descendants having successfully gone from adversary to advantage, and have emerged as legacy leaders, destiny carvers and history makers. Over the last century and a half the descendants of those brave men and women have formed part and parcel of our rainbow nation.



The Biggest Loser

Karen Smith is based in Midrand and is a woman juggling family life and work. One of the most difficult things for a woman that does it all is to incorporate her new eating regime into her busy schedule. Nevertheless she made the decision to enter this competition after feeling the need to shed a couple of unwanted kilograms.

How are you feeling?

Most days I am tired, but still coping.

Are there any habits you had to change?

Most of them! I have to eat a lot more food these days and more often too. I have had to cut out my sweets, which has been the hardest part of the process.

What is your diet?

I try to stick to the rules: protein + carbs + veg for main meals and protein + carbs in between.

What is your goal?

They set it for me – I need to lose 12 kilograms.

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

I think the weight is a big enough goal

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

Sort of. We're just generally preparing much healthier meals now.

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

Not really. Time is always a factor.

Any advice for fellow entrants?

Good luck – at least we're making this diet fun.

After the competition, will you continue your regime?

I hope so.



Guess Who?

Entering this world during the age of Aquarius and in the month of love, this Foskorite was born under a lucky star. Her face has graced the pages of Finesse and Bridal Magazine and the Willa Krause Skincare catalogue.

She has a strong belief system and thinks you can learn something positive from everyone you meet. Her parents have been the biggest influence in her life.

After matriculating from Frans du Toit High School she became a Foskorite. After taking a sabbatical, she returned in full force to take up a position as Secretary CI.

She lives her life for today and believes that if you fill your heart with yesterday's regrets and the troubles of tomorrow, you won't have today to be thankful for.

She enjoys gardening, photography, as well as arts and crafts. She enjoys sharing these hobbies with the two little men in her life – Jordan aged seven and Sheldon aged 12.

Taking the boys with her husband in tow to EuroDisney is a dream she has. She believes a movie of her life would be a never ending story and thinks that the song "The Climb" by Miley Cyrus is a good description of her life.

Being a real softy, she enjoys nothing more than curling up listening

to romantic songs with a Appletiser and box of chocolates. Catching Chuck, NCIS and CSI on TV is another favourite pastime.

Looking back at her lucky life she is determined to "Lead SA" and help where she can with the eradication of poverty.

Who am I?

Guess Who in September featured: Carel Johannes du Plessis



A bundle of Joy

Nonkanyiso Mkhwanazi, the rose amongst the thorns in the FGAS department in Richards Bay gave birth to a beautiful baby girl Ngiphiwe on 17 October 2010 at the Umhlanga Hospital. The new addition weighed in at a healthy 3.74kg. Congratulations! May she bring you lots of pride and happiness in the future.

She is on the move!!

Theodora Maswanganye has filled the position of Public Relations & Communications officer in Phalaborwa within that department as from 1 December. With Theo's wealth of experience, knowledge and skills, she will definitely bring some new flare to the team. Good luck.



A bet is a bet

These two born and bred Blue Bull supporters broke ranks and opted to support the Stormers. They paid the price for their choice with peroxide and are now sporting beautiful blonde locks.



Perfect prefects

Bianca Coetzer, daughter of Annecke and Louis Breytenbach, and Debbie du Plooy's son Sheldon were selected as prefects at Phalaborwa Primary School for the 2011 school year.

Nicolise and Chris Schambriel were thrilled at the announcement that their son Luan was chosen as a media centre prefect for 2011.

Congratulations to you all – remember commitment always pays off.

Driving with care

During 2011, Jene-Marie van den Berg (daughter of Wimpie) and Wian Schoeman (son of Abrie) were chosen to be part of the Phalaborwa Primary School scholar patrol for the 2011 school year. A word of warning to Wimpie and Abie – you are expected to be an example of driving excellence – Jene Marie and Wian will happily report any bad driving.

Good luck to both.

The new “Big Easy” get's a birdie

Christoff Els's handicap keeps getting smaller and smaller. Congratulations on receiving your provincial colours. An extract from the letter that has made mum Marlene extremely proud:

“... a pleasure to confirm that Christoff has presented himself well this year on and off the golf course and to this end he was selected to participate in the Under-18 Inter Provincial Tournament to take place in Port Elizabeth this year.

Additional to that he has been an integral part of the Gauteng North Junior Golf Foundation U18 team and as manager and President of this team, I look forward to his contribution at this auspicious event...”

Celebrating Bosses Day



Taking some time out from sealing the deal. Foskorites treat their bosses.

Farewell to some of our Foskorite Greats

After 28 years of service in the stores Samuel Shingwenyane is taking some time out. During his time as a Foskorite, he always drove truck number 9622 when doing his deliveries.

His fellow Foskorites got together and got him a bicycle to use when going on fishing trips. Samuel reported to Reginald Monareng, who said in his heartfelt farewell speech: "Samuel was always humble and friendly. Foskor is losing a very valuable person." We wish Samuel many days of successful fishing and thank you for your contribution.



Niek Booysen, currently in the flotation department, leaves us after 26 years. During his farewell, Annecke Breytenbach said: "Niek you will be missed by all your fellow Foskorites. You will be remembered as a team player. You are not just leaving colleagues behind but also friends."



Left is Samuel Shingwenyane & right Richard Rammupudu.



Farewell to Pieter Sekgobela who leaves Foskor after 37 years in the flotation department. During his retirement, Pieter intends to follow his dream of looking after his cattle in Tzaneen.

Welcome to our new employees



"Stirrer of the year"



Attie Swiegers receiving the stirrer spoon at the last golf meeting.

Foskorites take Maroela and Soweto Marathon by storm

The Foskor athletics club (FAC) participated in the Maroela to Maroela 10km race in Phalaborwa on 14 August. The results have been finalised with a total of 80 runners completing the race. Dumisane Nyathi finished with the fastest time of 32:55. FAC's very own Doris Mabilu was the first lady to cross the finish line with a winning time of 45:06.

Congratulations to all of the runners that participated – your dedication shines through as it takes great strength and motivation to be an athlete of this standard.

Results

Soweto Marathon - 42.2KM			
Position	Name	Finish Time	Medal
6	Solomon Makhubedu	3:45:00	Bronze
9	Celebrate Mathebula	4:03:16	Bronze
10	Victor Pilusa	4:14:53	Bronze
12	Molahlehi Makole	4:15:00	Bronze

Soweto Marathon - 10KM			
Position	Name	Finish Time	Medal
2	Reginald Monareng	0:59:43	Bronze

On the move

NEW ENGAGEMENTS

Bango N - Attendant Conveyor Belt - Production
 Maepa KJ - Superintendent Mine Services - Mining
 Mahasha PW - Technician Instrumentation - Technical Support Services
 Malatji NT - Attendant Filters+Bushpumps - Production
 Malatji TG - Attendant Flotation - Production
 Malatji L - Attendant Flotation - Production
 Maseko XP - Worker Sampler - Production
 Mkhabele SH - Attendant Mills - Production
 Mohale E - Attendant Flotation - Production
 Mokgalaka AT - Attendant Filters+Bushpumps - Production
 Mokgalaka M - Attendant Filters+Bushpumps - Production
 Mphahlele LM - Driver Tractor - Technical Support Services
 Phasha LW - Controller Cost and Stock - Finance
 Pilusa MS - Attendant Flotation - Production
 ShabalalaEM - Section Engineer - Technical Support Services
 Shayi TS - Attendant Mills - Production
 De Lange PJ - O/S Supervisor Engineering - Maintenance & Engineering
 Sithole KT - Supervisor Engineering - Maintenance & Engineering
 Gumede KA - Superintendent BEE & Supplier Development - Logistics Procurement and Shipping
 Mbatha NS - Section Process Operator - Phosphoric Acid Production
 Mthimkhulu S - Operator Rock Feed - Phosphoric Acid Production
 Ngobese MG - Driver - Shipping and Chartering
 Myeni SN - Engineer - In-Training - Maintenance & Engineering

INTERNAL MOVEMENTS

Moodley J (From) Lab Assistant (to) Analyst Shift Technical Services

PERMANENT DISABILITY

Shembe M- O/S Section Process Operator - Granulation Plant

RETIREMENT

Mahanuke MW - Technical Operator Welder - Production
 Makhuthudise MA - Attendant Conveyor Belt - Mining
 Mokoena ME - Driver Tractor - Technical Support Services
 Mushwana FS - Attendant Flotation - Production
 Sekgobela TP - Attendant Flotation - Production
 Seoke RD - Technical Operator Fitter - Technical Support Service
 Shingwenyana S - Driver Heavy Motor Vehicle - Logistics Procurement and Shipping

RESIGNATIONS

Gobey N - Official Minesurveyor - Mining
 Booyse NJ - Superintendent Flotation - Production
 Tlou TF - Planner - Mining
 Vhukeya MP - Technologist - Technical Support Services
 Ncanana ZNP - Secretary - Materials Handling and Logistics
 Naicker D- Mechanician Instrumentation- Maintenance & Engineering

DISMISSAL

Ndebele TP - Section Process Operator - Phosphoric Acid Production

DEATH

Letsoalo MJ - Driver Haul Truck - Mining

Word Search

In line with silly season, 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 January 21st at one of the numbers / addresses on the crossword page.

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



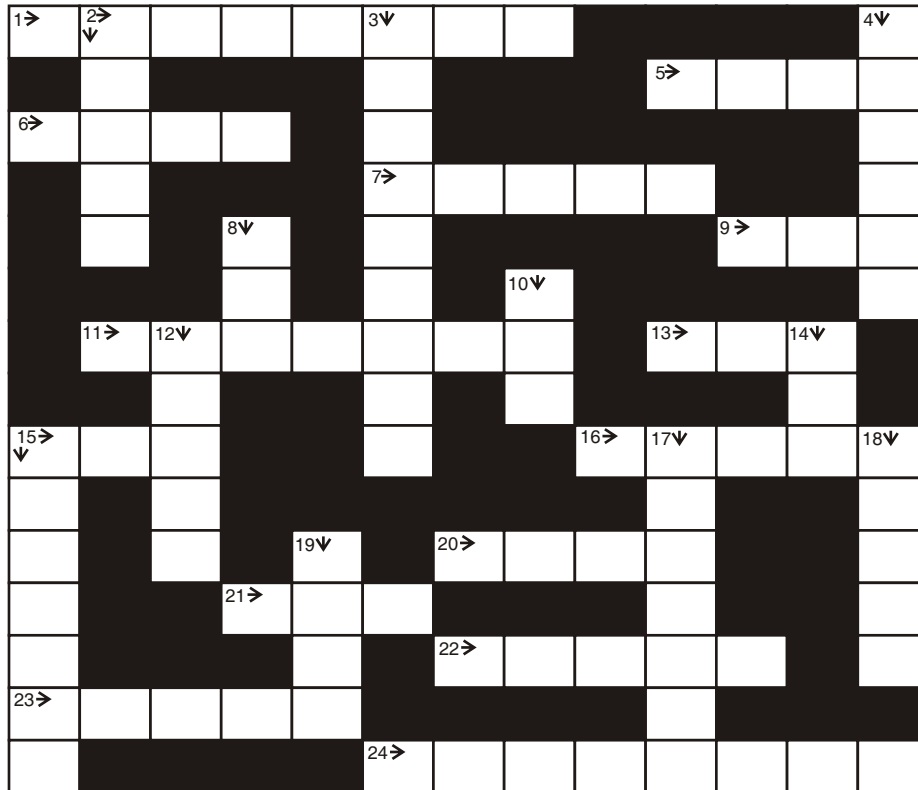
1. DECEMBER
2. DECORATIONS
3. STOCKING
4. NOEL
5. SNOWMAN
6. FESTIVE
7. MINCE PIE
8. CHRISTMAS
9. PRESENT
10. CARDS



11. SANTA CLAUS
12. TINSEL
13. REINDEER
14. RIBBON
15. HOLIDAY
16. ANGEL
17. TURKEY
18. SLEIGH
19. CAROLS
20. ELF



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, January 21st. 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. What is the title of the royal who opened the world's eyes when she was photographed with a HIV/AIDS inflicted person in the 80s?
5. First name (shortened) of the person appointed Public Relations & Communications officer in Phalaborwa from 1 December.
6. Lazy or not in use.
7. One of the favourite TV programmes of this month's "Guess Who" candidate?
9. Adam and _____ were the first man and woman created according to the Bible
11. 33.4 _____ people are living with HIV/AIDS worldwide.
13. The name of the little people who help Father Christmas make and pack presents.
15. It's put on top of a bowl to seal it.
16. Surname of person featured in the biggest loser bio?
20. _____ Hudson brought HIV/AIDS to light when he passed away in the early 80s.
21. Indicates how old you are.
22. First name of September's "Guess Who" segment?
23. First name of winning lady to cross the finish line at the Maroela to Maroela race?
24. At what hospital was Ngiphiwe born?

DOWN:

2. Charles _____ commended the sulphuric acid plants workforce for a job well done.
3. The weapon we are fighting HIV/AIDS with.
4. One of the types of Minis that came about in the 1960s.
8. Nothing.
10. The first number to be counted.
12. The great ships brought groups of people to our shores from this country amongst others.
14. Going to the gym and exercising regularly helps you get _____.
15. African _____ was the theme of this year's long service awards.
17. Surname of the longest serving Foskorite.
18. It doesn't miss a beat.
19. Abbreviation of the internal audit department.