

Sizimisele

"we are committed"

Volume 2: October 2015



Bridging your expectations



*Coming together is a beginning,
staying together is progress, and
working together is success.*

Henry Ford

STEFANUTTI STOCKS AND SUSTAINABILITY



Mike Sikhakhane, Group HR executive

In the past year the group has continued to focus on transformation and development in the following areas:

- We have been heavily involved in negotiations at Charter Council in order to formalise the new broad-based black economic empowerment (B-BBEE) industry codes for the construction sector. Finalising these codes is very important to our group and the industry at large, and whilst the negotiations have been slow, we are optimistic that the interaction will result in a positive Construction Sector Charter.
- The roll out of the Stefanutti Stocks Employee Participation Plan (SSEPP) has been completed and the beneficiary trustees have been elected and appointed. The four Stefanutti Stocks employees who will serve as beneficiary trustees for a two-year period are introduced on the inside back cover of this publication
- On the CSI front, the group committed R3-million towards group coordinated Socio-Economic Development (SED) initiatives in this financial year, and this has been equally distributed to two main projects. These are the Love Trust that is building a model school for the disadvantaged in Tembisa, and the Madibatlou School in Olifantsfontein, where we will be building a science laboratory and additional classrooms.

Detailed articles in the SED section will reveal not only that we have spent substantially more than R3-million across the group, but they also illustrate the impact of these projects on both the recipients and the givers. It is both humbling and uplifting to be able to participate in these initiatives that aim to improve the lives of people living in these communities, meeting their educational needs and supporting the development of the future leaders of our country.

- With regard to our talent management one of our capacity building programmes highlights the appointment across the group this year of 41 graduates, with 76 per cent being from designated groups and 27 per cent being female. The group currently supports 131 tertiary bursars, of which 64 per cent are from designated groups.

A further skills development highlight includes the continued utilisation of our two industry-accredited training centres that are furthering the development needs of our employees across the board. A significant amount of money has been invested in state-of-the-art training equipment, which includes the procurement of two mobile training simulators used to upgrade the skills of our employees in this area.

We have also extended our training initiatives to local communities within our areas of operation, in order to help them become employable individuals with an accredited skill to their names - the Delmas community being a case in point.

The historic skills development partnership between the Stefanutti Stocks Group and the Limpopo Provincial Government was formalised towards the end of 2014. This three-tier programme spans enterprise development and skills development, and is comprehensively detailed in the pages of Sizimisele. We are truly proud of this partnership that underlines our passion and commitment towards the development of South Africa's small to medium-sized construction contractors.

Our Strategic Enterprise Development partnerships have gone from strength to strength, and there are some real success stories there. These can only be attributed to the hard work and desire to succeed of these enterprises combined with the dedication from our development director Charles Wright and his support team, as well as our colleagues both on and off site across the business units that have embraced these partnerships and are dedicated to their success.

Our commitment to transformation across all areas of sustainable development is echoed at all levels of the group. Our aim is to continue developing and sustaining the areas where we have been successful whilst growing and improving on the areas of transformation where we have not performed as well as we would have liked.



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The key to the success of our strategic enterprise development partnerships has been patience, tenacity and a lot of hard work.



Charles Wright, enterprise development director, Stefanutti Stocks Structures

Welcome to the second edition of Sizimisele! The big news for this edition is that the publication is now a Stefanutti Stocks group initiative and also that it has increased in size from 40 pages to 60 pages. It is incredible that we have so many transformation and sustainability initiatives that it takes a publication of this size to highlight just some of them.

As a result of reading some of the articles in the previous edition – in particular on our enterprise development – a number of stakeholders thought *'That's great! Can we do some of our own?'* not realising the effort and challenges we faced in making our partnerships the success stories that they have become.

When a project is running smoothly and is a success, it is easy to assume that the process has been plain sailing, yet nothing could be further from the truth! The success that you are reading about has been the culmination of a long, bumpy and sometimes very difficult journey for all parties involved. This is a journey on which embarking on without the proper motives and expectations could very easily result in failure.

The key to the success of our strategic enterprise development partnerships has been patience, tenacity and a lot of hard work. We do not highlight the frustrations, such as having to price tender after tender before being successful; the long wait before a tender finally does get awarded; or the increasing of staff and equipment resources required by partners to participate fully as joint venture partners. We also never mention the challenge for existing Stefanutti Stocks employees as the different corporate cultures meet and new relationships have to be established.

All of our Strategic Partners started working as subcontractors with very limited technical experience or construction management knowledge. Three of them are now participating in joint ventures with Stefanutti Stocks. This completely changes the game for these contractors as they become involved in much larger, more challenging projects than they would be able to tender for on their own. They also get the opportunity to employ skilled staff who will benefit from knowledge transfer as they participate in joint management functions of the joint venture.

To date our Strategic Partner initiative has resulted in the award of five joint ventures, with Strategic Partner portions worth over R320-million in contract value.

One of these Strategic Partners had been in the programme for over three years, before we were successful in a joint venture bid.

Three of our Strategic Partners currently find themselves at different stages of their journey and looking back these journeys have been remarkably similar. I hope the ones that are just setting out will look to those further ahead for inspiration and motivation when the going gets tough.

When you read their stories in this edition of Sizimisele please try to appreciate the effort put into the programme – by the Strategic Partners, the Stefanutti Stocks employees whose combined efforts have made it happen, and those who will or are providing the development assistance during the execution of the joint ventures.

While putting this edition together I was once again reminded as to how small the construction world really is, and how many connections there are between the various articles across the different areas of development. See if you can connect some of the dots – and as with the first edition, I hope that Volume 2 will inspire you to become involved in driving sustainable development across the group.



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TEN LIMPOPO-BASED CIVIL AND BUILDING CONTRACTORS PARTICIPATE IN DEVELOPMENT PROGRAMME



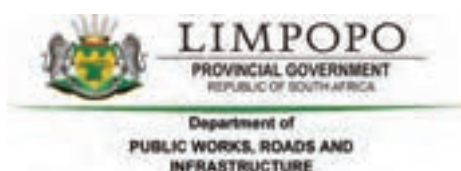
Enjoying some downtime at a mentorship session held in July 2015, are from left to right, Mercy Choene Sekoaila from Xiluvweni Trading Enterprise, Geoff Thompson (Stefanutti Stocks Civils director and mentor) and Raymond Vongani Maluleke from Xiluvweni Trading Enterprise.

In late 2014 a total of 41 contractors responded to advertisements placed in provincial media. A panel consisting of the Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI), the Construction Industry Development Board (CIDB) and Stefanutti Stocks undertook the selection of ten contractors who are now participating in the development programme that runs from February 2015 to February 2016.

The ten participants are:

- black-owned (seven of the enterprises are majority black-woman owned);
- with an annual turnover between R9-million to R18-million;
- Limpopo-based; and
- hold a CIDB grading 6 or 7 in classes GB (General Building) or CE (Civil Engineering).

The companies participating in the programme are Khazamula Civil and Construction, Makasana Construction CC, Malumash Enterprises CC, Mashrik Social Development, Mmagongwana General Construction, Nakiseni Business Enterprise, Nare Molebowe General Enterprises, PA Letsaola Construction Enterprises, Xiluvweni Trading Enterprise and Zookie Construction and Projects.



Bridging your expectations

The Contractor Development Programme is a key aspect of the training and development partnership between Stefanutti Stocks and the LDPWRI, and was designed to develop key industry skills within the participating enterprises. The programme consists of two main components, the first of which focuses on developing three key areas per enterprise, as specified in the B-BBEEs Enterprise Development guidelines.

The second component addresses the lack of construction-specific tertiary education identified during the initial selection process. The development areas that have been identified across the ten contractors include:

- Certification process;
- Contractual understanding;
- Site cost controls and reporting;
- Understanding and implementing delegation;
- Financial control and reporting;
- Industrial relations;
- Project planning;
- Safety, Health and Environmental controls;
- Company structure; and
- Tendering.

The participants attend monthly one-day lecture sessions that cover topics such as tendering, estimating, planning, site controls, SHEQ, HR/IR, contractual management and many more. These lectures serve to expand the construction knowledge base within the ten contractors and are presented by subject matter experts drawn from Stefanutti Stocks or supporting organisations.

Each of the participating enterprises has been allocated a mentor from within the Stefanutti Stocks group who assist their mentees to apply the lessons learned from the lectures to their own companies, and with whom they have monthly feedback sessions. Mentees also have access to their mentors outside of these formal meetings, many utilising the relationship to address any project specific queries or challenges they are currently facing in their contracts.

“Our objective through our training, supervision and mentorship is to create a foundation that will ensure sustainability and hopefully allow these enterprises to grow into larger businesses that subscribe to the same values and standards as Stefanutti Stocks,” says Willie Meyburgh, CEO of Stefanutti Stocks. “Contractors that understand the need for safety, quality and performance have the potential to work on large projects and for large clients, and this is certainly where Stefanutti Stocks would like to take our developing contractors.”



Pictured from left to right are Louis de Jager (Stefanutti Stocks Building contracts director and mentor), Clive Mashele and Michael Sambo from Mashrik Social Development, and Elvis Tiba from Makasana Construction.



Pictured from left to right are Deryk Mc Creedy (Stefanutti Stocks Roads & Earthworks site agent and mentor) with Rosina Moabelo from Nare Molebowe and Phuti Letsoalo from PA Letsaolo.



Pictured from left to right are Risenga Chauke, Ruth Modipa and Setati Malesela from the LDPWRI with Miketako Gail Nelwamando from the Limpopo branch of the CIDB.

Q&A with Gate Magdeline Paledi from Mmagongwana General Construction



Gate Paledi on site at the Nkangala Middelburg FET College expansion project.

Why did you choose to go into construction?

"While I was growing up our families would build houses using mud and I believe the seeds of construction were sown back then. My aunt, who was like my mother, had married into a royal family, and communities would go and help build the royal houses. When I was about fifteen my aunt would encourage me to take up positions of leadership and I remember, amongst other things, doing the levels with a wooden compactor, for the cold lapas. After I was married, we used our retail licence to supply bricks for house construction and if the bricks ran short, I would take the van and deliver more to site. I was really curious and interested in what was happening on site and start to mingle and ask questions about the reasons and processes behind site-related activities."

How long have you been in construction? What else have you been successful in?

"In 2002 I formed Mmagongwana General Construction. The name comes from a Setswana phrase "Mmago ngwana o tshwara thipa ka bogaleng" which refers to a mother being prepared to do anything when it comes to protecting her children - and as a mother of two boys and two girls, I can relate to the saying!

"The company has both building and civil experience and we have over the years constructed mining infrastructure, houses, police stations as well as the regional court in Phalaborwa. We are currently constructing a multi-storey extension for the Nkangala Middelburg FET College.

"On 31 July 2015 I was delighted to be awarded the second position in the Established Entrepreneur Category at the 2015 Regional Business Achiever Awards (RBAA) hosted by the Limpopo Branch of the Business Women's Association South Africa (BWASA) and held at the Meropa Casino and Entertainment World."

How are you finding the construction climate today?

"Competition is very high, but I believe my profile tells a good story. My motto is to strive for quality to the very best of my abilities."

What value is the LDPWRI Stefanutti Stocks Contractor Development Programme adding to your business?

"I am so proud, and feel so incredibly lucky to be one of the ten selected to participate. This is a flagship programme and came at just the right time for our ailing construction business.

"The programme has made me aware of the losses I have unwittingly sustained and has made me introspective. In the first few years it was a struggle, as we didn't have enough projects or cash - so it has made me look back and think about where I have lost money unnecessarily? And where have I lost competent staff? This programme has made me analyse and seek out my previous mistakes, so that I can learn from them. I know now that it wasn't just funding alone that I lacked, it was also knowledge and training. Time, money and skill go hand in glove.

"I am free to discuss existing and potential projects with my mentor Jan Swanepoel, with whom I can consult on a variety of topics. Before this, it wasn't as easy to decide if something was feasible or not, as if I were consulting someone it would most often have been with the competition. I now feel safer in the knowledge that I can go to Jan with my questions.

"I feel that I am being prepared to take on things I could only dream about before and understanding the policies and procedures that are required to run a successful construction company plays a large part in this."

What 'lessons learned' stand out the most?

"My most valuable lesson has certainly been with regard to costing and timing, as that is where the profit lies. If you under price then there is nothing you can do. If you cost well but don't deliver within the stipulated period, you also fail. If you are in this industry then you cannot stand aloof and as a spectator. In this business you must know how to manage your time, labour, plant, materials, quality and safety properly. In order to deliver, you need to be hands on, and know what is happening on the ground."

Q&A with Tsakani Gladys Masia, from Nakiseni Business Enterprise



Pictured at the Khalavha Weir & Water Treatment Plant, are from left to right: Tsakani Masia (managing director of Nakiseni, Sydney Mongwe, Mashudu Magwabeni and Anzani Nenzhelele.

Why did you choose to go into construction?

"I just love construction! In this industry whatever you do, you are changing lives. When we are done with building the reservoir, water treatment plant and the weirs here at Khalavha these structures are going to be here for the next 100 plus years. Nakiseni is leaving a legacy behind and there is physical evidence of our work, which means that we will not be forgotten.

"I also enjoy the challenge, and this project is definitely the most technically challenging project I've been involved in thus far - from having to clear a path through thick bush for the road, through to the construction of the reservoir, water treatment plant and the weirs. As soon as I realised exactly how complex it would be, I knew I would enjoy constructing it!"

How long have you been in construction? What else have you been successful in?

"I've been in construction for ten years, but it is not my only business. I am an entrepreneur at heart and amongst others I run a property development business; manufacture cleaning materials; am an accredited network facilitator for the DTIs Black Business Supplier Development Programme (BBDSP) and own a Galito's franchise in Lephalale.

"In 2009 I won the "FNB 50 Million Enablis Business Launchpad Competition", which is the biggest small business competition in Africa. In the same year I was also honoured to win Tracy Maladji's "Women in Excellence Award" and the Vhembe District Municipality "Youth Entrepreneur of the Year". Hopefully one day I will be able to add a construction-related award to these!"

How are you finding the construction climate today?

"I could do this every day, for the rest of my life if I knew that I could rely on a sustainable income from this industry. However, currently the construction climate in South Africa is not good and there are many contractors depending on government to get something from the pool of work, which is in short supply. So, my aim now is to focus more on property development.

"We are fortunate to be constructing a number of projects

in addition to the reservoir and water treatment plant. We are also building houses for the City of Johannesburg, building a clinic at Tshikundamalema, and constructing the Piesanghoek to Khunda Road in the Makhado Municipality."

What value is the LDPWRI Stefanutti Stocks Contractor Development Programme adding to your business?

"When the Nakiseni Business Enterprise started in construction there was a lot I didn't know, and I learned the hard way by making many mistakes. A major challenge, which is common in construction, is underpricing in order to win a contract, which unfortunately can ultimately result in your being unable to finish a project.

"Stefanutti Stocks is a big company that understands this game, and is teaching us how to do things right so that tomorrow we can grow to become like them! The lectures and mentorship mean that we are learning from people who have learned from mistakes made by others in the industry long before them. We are being taught how to handle finances, compliance, on-site safety and site layouts, the day-to-day running of projects and generally how to become successful contractors and be better at business.

"As I mentioned, this site is definitely the most challenging we've worked on, and the relationship and skills transfer happening with Stefanutti Stocks right now means that I have someone who is happy to assist me and who I can ask those difficult questions. Their support has turned a tough project into one I can say I have loved working on and would do over and over again."

What 'lessons learned' stand out the most?

"You will get things right in construction when you do things right the first time around. Also it's really important not to do anything that will haunt you for the rest of your life – so attention to detail, compliance, no short cuts, delivering quality and pride in your work are just some of the factors.

"Nothing is impossible and your decisions and drive will determine where you get to in life!"

Q&A with Rosina Maobelo from Nare Molebowe



Rosina Maobelo stands in front of the foundations of a staff house Nare Molebowe is constructing for the University of Venda.

Why did you choose to go into construction?

"Back in 2000 I worked for a construction company, and that is where my passion developed. I decided to enter the sector a few years later as I wanted to venture into an area usually defined as the men's world, and I also saw it as an opportunity to contribute to our country's development. Prior to working in construction I had won a tender from the Department of Education for the supply of groceries, fruit and vegetables to the primary schools in the Bochum West Circuit, Capricorn District in the Limpopo Province."

How long have you been in construction? List some of your project highlights?

"I have thirteen years' experience in the industry during which we have completed fifteen projects and we are currently busy with the construction of staff houses for the University of Venda at Sibasa. The majority of our projects have been building educational facilities and some highlights include classroom blocks for Magoba School, Bafedi School and Mabake School. We also constructed four, and renovated three classroom blocks for the Mannyetha School as well as building their administration block and an ablution block. A further highlight is the construction of the Mogoto Community Hall for Lepelle Nkumpi Municipality."

"As a building contractor I would like to contribute towards the development of the country at large and hope to one day participate in the construction of hospitals, clinics, shopping malls, sanitation projects and so forth."

How are you finding the construction climate today?

"To be honest, it is not easy to be a small construction contractor today as tenders are advertised with a higher

Construction Industry Board (CIDB) grading prerequisite than before. To complicate matters more, it is also difficult to attain a higher CIDB grading, as if you are not awarded any projects while being on a higher grading, then the CIDB automatically downgrades you."

What value is the LDPWRI Stefanutti Stocks Contractor Development Programme adding to your business?

"The knowledge that I have acquired from this Contractor Development Programme has helped me to develop and manage my company effectively. It is filling in the gaps in my industry knowledge and making me a more professional director. As participants in this programme we are all able to share the knowledge gained not only with our employees but also other smaller contractors who can learn from us and be empowered to sustain their own companies."


"Since I have been on this programme I have developed a quality management plan that helps us on site where we use it to monitor, measure, control and assure quality on our projects."

What 'lessons learned' stand out the most?

"In the lectures and mentorship sessions we cover a number of topics, however the ones that have proved very valuable to me are marketing; tendering procedures; how to read a financial statement; occupational health and safety; and learning about the Basic Conditions of Employment Act."

"On site we have started applying what we have learned including constructing modern site offices, barricading the site, erecting site boards and branding our vehicles. This increased branding is good for our image and for marketing as we are increasing the visibility of our brand while at the same time showing our professionalism to the public and our clients."

ORO PROJECTS DEMONSTRATES VISIBLE GROWTH



Hloniphile Mahlaba takes dips to show the grader operator and the foreman how far they are from reaching the required level.

“It’s been an incredible year and we are excited and optimistic about the future of Oro Projects,” says chief executive officer Mutshutshu Nxumalo, when asked to sum up the growth of his company since mid 2014. “Our turnover has grown from R12- to R38-million; our human resource from 30 to 86 employees. We have increased our fleet of construction equipment; are working on two joint ventures (JV) with Stefanutti Stocks, and outside of this relationship our project portfolio is also going from strength to strength.” In addition the company now holds the CIDB grading 7 CE PE and 7 ME PE; and is rated as a BEE Level 1 contributor.


In September 2014 Oro Projects completed the first phase of the Lower Thukela Bulk Water Supply Scheme as the earthworks subcontractor to Stefanutti Stocks Civils KZN. Phase one included bulk earthworks, restricted excavation, Loffelstein walls, under-drainage and blasting. This relationship

continued into the second phase of the sub-contract, whereby Oro Projects is currently undertaking storm water drainage, segmented paving, kerbing and channeling, gabions & pitching, roads & earthworks, sub-bases and bases to the bulk water supply scheme.

“We have implemented more controls both in production and in the office and have seen performance across all our sites improve as our staff grows in confidence and competence,” says Nxumalo.

A successful Stefanutti Stocks Oro Projects JV bid (with Oro Projects being a 32 per cent partner) for a water treatment works reservoir for uMhlathuze Water in late 2014 marked the enterprise’s entry into the civil and concrete structures arena. A second reservoir, also undertaken in joint venture (Oro Projects 16 per cent, Vitatipe 16 per cent and Stefanutti Stocks Civils KZN 68 per cent), was awarded in mid-2015. Each contract entails the construction of a 20-megalitre reservoirs with associated bulk infrastructure at the Nsezi Water Treatment Works in Richards Bay.

“I believe we are adding real value to the Nsezi Water joint ventures as both our teams work towards quality completion as one family. A few more JV projects are in the pipeline and we are optimistic - the award of these will not only have a positive impact on our cash flow but will also provide further opportunities to boost transfer of skills and the increased confidence that comes with industry insight,” concludes Nxumalo.



Oro Projects foremen Zamani Mbona (left), Khuthadzo Tshikovhele (middle) and Micheal Myeni (right) peruse a design drawing at the Lower Thukela Bulk Water Supply Scheme.



36-year old Clarence Dlamini, site agent, Oro Projects

"I have worked in the industry for the past 14 years and joined Oro in September 2014. One of the reasons I moved to Oro was that I felt I was stuck in a bit of a rut, undertaking a lot of repetitive activities at work. The new environment has revitalised me, the company is visibly growing and I look forward to coming to work each day. Even while I sleep I am already planning on how to tackle the day's challenges!"

"At the Lower Tugela Bulk Water Supply Scheme we are undertaking a lot of activities, and we have to organise and plan our work carefully. We really have a great team working here - including some young guys who are up and coming and very eager to learn."

"One of the great things in construction is that you are always meeting new people, seeing new technology at work, and moving on to new projects once you complete a task. My next move will be to the Nsezi reservoir project that is being constructed by a Stefanutti Stocks Oro Projects joint venture. As I haven't worked on a site with that amount of concrete yet, I am very excited about the prospect of learning more about the construction of concrete structures from Stefanutti Stocks."

(Clarence (above left) is pictured with safety officer Arthur Dlamini at the Lower Tugela Site).



25-year old Matimu Shirinda, quantity surveyor, Oro Projects

"I joined ORO in 2013 after graduating from the University of Johannesburg (UJ) with a National Diploma in Building Science (Quantity Surveying and Construction Management). When I first came to work on site I was thrown in the deep end, as I didn't have a senior QS to guide me. Stefanutti Stocks arranged one-on-one training with Tim Msinga from Abacus Construction Cost Consultants. Tim really showed me the ropes as well as assisting me with the Computer Construction Software (CSS) programme and I am still using some of his templates to do our monthly payment certificates."

"The most valuable lesson I've learned so far is taking responsibility - at the end of the day I am the one who has to make sure we get the money in. When you have a project manager asking you how much do we have this month, I have to know! I also have to walk around site and establish how we are going to get paid for everything being done."

"I have a QS student (Thembhani Sithole pictured above to the right of Matimu) from UJ who is currently doing his practical in-service training with me. It's rewarding to be helping someone; in fact I think it's a good thing for both of us as when you are teaching someone you are also learning yourself. If I look back at the past three years I must say that I am continually growing and gaining more confidence in my skill and ability, which means that in the next project I will be even better."

26-year old Sanele Khoza, site engineer, Oro Projects

"Since starting with Oro in March 2014, I have gained much experience, in particular in the area of earthworks. In a contracting environment the pressure can be high, and working here not only requires the application of my mind and logic, but also the ability to multitask."

"I can truly say that I have walked amongst construction giants and that engaging with experienced people from Stefanutti Stocks has fueled my ambition. I've seen the impact Stefanutti Stocks' guidance has had on us as a company - I believe the quality of our work has benefited and our site team's morale and knowledge has grown a lot."

"It feels to me as though just yesterday Oro was just a people coming into the industry, yet we need the experienced ones just as much, if not more."

(Sanele, pictured on the far right, oversees Nqobile Nkabinde who is doing practical in-service training at Oro).





Meet the Nsezi Water Treatment Work joint venture safety custodians:

Desiree Mkhwanazi has worked for Oro Projects since February 2015. In August 2015 she began working at the Richards Bay sites alongside seasoned Stefanutti Stocks safety officer Clifford Msane.

Clifford on the project: There are a lot of different construction activities on the reservoir sites, and the footprint is very broad. I've worked on many different types of contracts, from small projects through to major road infrastructure construction, but irrespective of size what they all have in common is that the safety team needs to ensure that the people operate according to safety guidelines. It's good to have the extra eyes and feet here at Nsezi, and this project will certainly serve as a good base for Desiree to build up her experience.

Desiree on the project: This is the biggest project I've worked on in my career so far as in the past I have worked only on small civil projects. I arrived on site in August 2015 so the first reservoir was already out of the ground and I'm excited to see how the second reservoir contract progresses right from the earthworks stage to completion.

Clifford on the JV: In a joint venture, we all belong to the same family. We are an integrated team who not only has

the project's interests at heart, but we also want the best for each other.

Desiree on the JV: Stefanutti Stocks has been around for decades and to have this opportunity through Oro to gain exposure to the safety policies and procedures of a well-established construction group is an opportunity that I know will be invaluable for my career.

Clifford on working with Desiree: She is a hardworking, cheerful young lady and having her around, in particular as we start on the second reservoir will certainly alleviate some of the workload and pressure. I'm looking forward to seeing her grow in her knowledge and self-confidence as the project progresses.

Desiree on working with Clifford: When Clifford started working at Stefanutti Stocks in 1996 I was only in Grade 1! I know I can gain a lot of knowledge working alongside someone who has so many years of experience and I'm grateful for the opportunity of having him teach me everything he knows!



Tembe Dumisane ties reinforcing at the Nsezi reservoir.

ISITHEMBISO SETS ITS SIGHTS ON GROWTH



In 2012 Nontsikelelo (Ntsikie) Mgayiya decided that she needed to change her business strategy and move out of survivalist mode and into a profitable operating environment. "I decided that I needed to meet influential and experienced people, and when I saw a poster for Transnet's Port Evolution Summit, I decided to attend." Mgayiya was taken aback when she found out that the cost to enter was R9000 - money she did not have. Not one to let things stand in her way she bargained the price down to R7000, which she took out of her bond. "That day I saw a presentation by Simon Allen from Stefanutti Stocks, and as soon as he finished, I rushed to him, and said that I would like him to mentor our company. He asked me to e-mail him, and a day later I was invited to the Stefanutti Stocks offices near the airport, and so the relationship began."

Over the past three years Isithembiso has become a part of the team at Stefanutti Stocks, who have assisted with short-term loans and preferential payment terms; putting procedures and policies in place, as well offering Mgayiya and her team mentorship and access to expertise both on and off site. "Our goal is to grow Isithembiso to a Construction Industry Development Board Grade 6 level," says enterprise development manager Dale Lees. "Ntsikie Mgayiya is a very determined entrepreneur, whose 'can do' attitude is infectious. Her objective is to grow her company, and I hope that we will be instrumental in helping her achieve this."

Mgayiya says she has come to realise how important it is to have the right people on board. "We have a strong and able team now, including a SHEQ officer and a talented foreman who manages the team on site at the Port, where particularly stringent safety and working regulations are in place." To further strengthen Isithembiso's team Stefanutti Stocks Marine's Peter Glanville is assisting Isithembiso as a clerk of works; and Adrian Flack, the Marine division's estimating director has been seconded to Isithembiso, to fulfil the role of general manager.

Commenting on his new role as general manager, Adrian Flack says that "the request for assistance came from the Isithembiso side, as Ntsikie wants to focus on growing her order book, and has realised that running a construction company and running a company are two entirely different

animals. I'd like to put my 25 years' experience into play to help take the company forward and if possible, contribute towards it becoming a real contender in the industry."


W: www.isithembiso.co.za
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SUMMARY OF ENTERPRISE

Isithembiso Suppliers was established in 2004. It is a BEE Level 1, wholly black woman owned (WBO) building and civil contractor that is 40 per cent youth-owned. It is based in the Western Cape and is part of Stefanutti Stocks' enterprise development programme. The company's completed project portfolio includes renovations to the Atlantis Magistrates Court; renovations to various offices, houses, apartments and flats; as well as a number of renovation and maintenance projects for Metrorail/PRASA. It is currently undertaking the installation of gabions along the N7 in Clanwilliam, and is also contracting on a project each for Stefanutti Stocks Marine and Stefanutti Stocks Building Western Cape. Isithembiso Suppliers employs 40 people.



AXSYS PROJECTS' CONFIDENCE AND CAPABILITY GROWS



Work underway at Berth 13 at the mega Maydon Wharf project in the Durban harbour.

“Our vision is to become one of the most significant black-owned construction companies in the country,” says Axsys Projects chief financial officer Mahen Naidu - and the company’s financial growth over the past two years certainly supports this vision. In 2014 Axsys turnover was R34 million, in the 2015 financial year it was R104-million and in the first four months of the 2016 financial year Axsys achieved a turnover of R86-million.

Currently Axsys is working on four contracts across the country. These include two joint ventures with Stefanutti Stocks - the Maydon Wharf project in a JV with Stefanutti Stocks Marine, and the Zuikerbosch Sedimentation Plant in a JV with Stefanutti Stocks Civils. The company is also working on two projects outside of the Stefanutti Stocks fold - a R31-million roads project in Postmasburg, and a R120-million housing project in the Eastern Cape which started in July 2015. “A year ago we would not have taken on these projects,” says Naidu. “The Stefanutti Stocks Structures enterprise development programme, which has also been instrumental in our implementation of systems and mentoring some of our staff, has built our confidence to undertake these contracts, both of which are progressing well.”

As these contracts come to an end the company will submit them to the CIDB in order to gain higher gradings - once the Maydon Wharf project is completed it will be eligible for a 9 CE (it currently is registered as a 6 CE PE), and once the housing project is completed it will be submitted for a 9 GB.

Axsys has been very careful about not growing their plant resources purely for project requirements. This approach extends to its policy of employing people with the objective of grooming them to form part of its overall management structure, and not purely to fit the requirements of one project. “It’s a tough economic market currently and the bigger construction companies with their high overheads are taking more strain than we are,” says Naidu. “We are trying to position ourselves in the R40-million market where there is work, but with the big contractors pricing very competitively to ensure they keep their people and plant busy, smaller contractors lose out. The country needs bigger projects to roll out in order to sustain players of all sizes.”

In terms of future prospects Axsys has a property development business with a portfolio of housing land it would like to develop over the next five to ten years. “If we did not have the relationship we do with Stefanutti Stocks, we would have to outsource this work,” says Naidu. “Now that we are gaining the experience and growing our capability and expertise in the built environment, the intention is to do the majority of this work ourselves.”

Development initiatives

Axsys Projects currently contributes towards the Walter George Mostert Trust, which is a bursary trust currently funding the tertiary education of thirty individuals. Further, as part of the Stefanutti Stocks Axsys joint venture at the Maydon Wharf project the company contributed towards the R1,35-million given to the Jirah Academy.

In rural Eastern Cape, where Axsys is constructing 1 000 houses for the Eastern Cape Department of Human Settlements, the project is creating employment opportunities for the local community and smaller enterprises, who they will also be supplying with skills development. The site team has also undertaken some remedial work to community spaces, with plans to do more in the pipeline.



Jack Masubelele, project manager on the Eastern Cape housing project

“My time with Axsys thus far has been incredibly exciting and has marked a real period of growth in my career. After working as a site-agent on the Maydon Wharf project, I moved back to the office in Sandton for six months, and then in July this year I started as project manager on my own construction site with full control - it's quite a leap!!

“After having worked on high-profile, high visibility projects such as Rosebank Gautrain station prior to joining Axsys, and then at a mega-marine site I must admit that coming to work in a rural area has been incredibly humbling. The construction of these houses for the Department of Human Settlements is

making a real difference in the lives of this community, and it's wonderful to be part of this. It is also a new experience being in the thick of rural life, with the livestock roaming freely and the mist sometimes hanging thick and heavy over the landscape.

“In addition to the construction element of this housing project, it is also very rewarding to be able to give back in terms of skills development. We are aiming to develop some of the local sub contractors, as well as the labour force here and the objective is to ensure that they are left with employable skills, once we complete the project and move out of the area. It is exciting that Axsys is at a level where we can focus on giving back as well - it is not as formalised as our relationship with Stefanutti Stocks, but it is a start and we are slowly getting there.”



Jack Masubelele at one of the 1000 houses AXSYS is constructing for the Department of Human Settlements in the Eastern Cape.

STEFANUTTI STOCKS CIVILS GIVES ED PARTNERS A NEW LOOK



Thabiso Mashabela, Werner Jerling (managing director of Stefanutti Stocks Civils) and Abram Mashabela at the handover event in August 2015.

Stefanutti Stocks Civils developed a comprehensive corporate identity and branding guidelines for two of its strategic enterprise development partners A Re Shomeng and Mathomomayo. It then purchased, fitted out and branded a container for each of the partners to serve as their site offices. These containers were officially handed over on 13 August 2015. "Both our teams have worked hard to get to this point, and putting something physical on the ground today is a symbolic gesture to affirm our relationship," says Werner Jerling, managing director of Stefanutti Stocks Civils. "Every construction enterprise remembers that first caravan, or container proudly bearing the company badge and representing their home away from home. As contractors this residence is mobile, and these containers will become your organisations 'first' houses. It is our dream to see you grow, and I'd like to reiterate our commitment to you. Through our enterprise development programme we hope to spare you some of the teething pains we experienced decades ago. While we may be creating competitors for ourselves, I am in favour of this, as it pushes one to stay out front. I challenge you to grow, and I hope that our relationship will move from strength to strength."

Stefanutti Stocks' strategic partners are chosen based on selection criteria that include the right mindset, a desire for growth, commitment to the long run, a passion for construction, a high work ethic and who are trustworthy enough to be brought into the inner fold of the business. In addition to financial support (in terms of loans or construction guarantees) and skills development the group also gives them access to knowledge, experience and have invited them to participate in divisional and business unit forums in order to expose them to the full spectrum of the groups' operation.



MATHOMOMAYO'S RELATIONSHIP WITH STEFANUTTI STOCKS ENTERS NEXT LEVEL

Since establishing Mathomomayo Investment Holdings in 1999, co-founders Albertina Nthwaleng Mashabela and Abram Nkopodi Mashabela have always held the belief that excellent service results in growth and improved relationships with both clients and partners. "We have made a firm commitment to our staff, clients and partners to not rest on our employment equity credentials," says Abram Mashabela, Mathomomayo chief executive officer. "Any project we undertake is done so with the goal of being the best in the field – regardless of our equity status."

It is this commitment to delivery and continued pursuit of excellence that has been the foundation of a relationship with Stefanutti Stocks that has been built over a number of years, and that started when both companies submitted bids for a pipeline project, which was subsequently awarded to Mathomomayo.

In 2011 Mashabela was invited to join the Stefanutti Stocks Civils enterprise development programme, and in 2015 Mathomomayo became a strategic enterprise development partner to the company.

"There are countless benefits in learning the business of construction from industry experts," says Mashabela. "The efforts exerted into developing our company, combined with our willingness to learn and do things by the book, is taking us to the level we desire to be at. The relationship is giving us insight into what it takes to be successful in construction – both in production and support services; our understanding of compliance issues and the all-important estimating and procurement has also increased ten-fold."

As part of Mashabela's succession plan, his son Thabiso has been doing an internship at Stefanutti Stocks Civils since August 2014. Thabiso Mashabela holds a National Diploma in Network Engineering and a Higher National Diploma in Business, and in addition to being exposed to governance and practical business experience at Stefanutti Stocks Civils he is focusing on growing his expertise in estimating. "Currently our tendering runs through external consultants, and having this capability in house will

be more convenient, efficient, and profitable in the long run," explains Mashabela senior.

"South Africa's construction industry is quiet and also very congested with contractors who offer the same services we do," says Abram Mashabela. "You are lucky to have work, if indeed you do. We are hoping that in partnership with Stefanutti Stocks, and other contractors, our capabilities and growing skill will qualify us for the little work that is out there."

On 12 October 2015 the R170-million contract for the construction of a water pump station at the Medupi Power Station, was awarded to a Stefanutti Stocks/Mathomomayo Investments joint venture, with Mathomomayo being a 25 per cent partner.



SUMMARY OF ENTERPRISE

Mathomomayo Investment Holdings was established in 1999 as an investment company with a focus on construction, security services, cleaning and waste management, and industrials sectors. Today the group's core focus is construction-related services and industrial companies. The group employs over 600 staff, is 100 per cent black owned and holds a BEE-Level 1 rating. The civils division undertakes building, civil and earthworks and is registered with the Construction Industry Development Board as a Grade 7CE PE contractor. Mathomomayo has been part of the Stefanutti Stocks Civils enterprise development programme since 2011, and became a strategic enterprise development partner in 2015.

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A RE SHOMENG PURSUES SUSTAINABLE GROWTH

Charles Wright (Stefanutti Stocks development director) with Joseph Masekwameng, at the handover ceremony in August 2015.

In July 2014 A Re Shomeng joined the Stefanutti Stocks Civils enterprise development programme with the view of increasing its expertise and capacity in a sustainable manner. "The knowledge we have gained in just over one year has already set our company on a different trajectory," says chief executive officer Joseph Masekwameng. "In addition to improving our CIDB rating, we have been afforded immeasurable insight into the industry, based on Stefanutti Stocks' hard-earned experience." The skills being transferred include training relating to industry processes and procedures, contractual issues, safety, human resources, compliance, site management and delegation – to name just a few. "Our enhanced understanding of the complexity of the industry will enable us to deliver on our business philosophy of honoring our clients and their futures."

Masekwameng also believes that the familiarity and the common ground being fostered between the companies will give both a competitive edge. "Familiarity is strength, and in addition to operating well in joint venture due to the common ground we are establishing, we are also being groomed to stand on our own in other partnerships and make our 'parent' proud."

Tangible benefits gained thus far through the relationship with Stefanutti Stocks include:

- Obtaining a CCS licensing suite and relevant training to employees.
- Acquiring a QSE Level 1 BBBEE certificate on construction codes.
- Skills transfer through our participation on a Rea Vaya bus rapid transit (BRT) joint venture.
- Assistance with human resource policies and procedures for recruitment.
- Guidance on the implementation process for resourcing invoices.
- Accumulating a procurement database.
- Corporate identity development.

A Re Shomeng worked on a Bus Rapid Transport (BRT) subcontract for Stefanutti Stocks Roads & Earthworks in the lead up to the 2010 World Cup. In 2012, after expressing a desire to grow the company's civil capability CEO Joseph

Masekwameng was introduced to Stefanutti Stocks Civils and in 2014 the company officially joined the Stefanutti Stocks Enterprise Development Programme. It has together with Stefanutti Stocks Civils, bid in joint venture (JV) on numerous tenders, including the construction of pedestrian bridges, other bridge construction projects in Soweto and a pipeline project.

"There are a lot of emerging contractors across South Africa, but the advantage of the type of relationship we have with Stefanutti Stocks is that we are not misrepresenting ourselves," says Masekwameng. "When we acquire the status of the next CIDB level, we know that we will have earned that level because of having the relevant expertise, capacity and resources to serve our clients well at that level."

SUMMARY OF ENTERPRISE

A Re Shomeng Holdings (Pty) Ltd was established in 2012 after it had been trading as A Re Somang Projects CC since 2002. It provides a range of professional services in the field of civil engineering, construction, project management, mining and petroleum products wholesale. It is a wholly black-owned South African independent company with 33 per cent black-women ownership, and holds a BEE-Level 1 rating. It is currently registered with the Construction Industry Development Board as a Grade 5 CE PE and has applied for Grade 7 CE PE based on its current completed projects. If successful in its bids for pending projects, on completion of these it will qualify for a CIDB level 8 CE PE.

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Skills Development

STEFANUTTI STOCKS

actively recruits bursar students

Every year Stefanutti Stocks takes on graduates from various universities across the country, often making first contact with these students at university career days. “Our aim is to award bursaries and graduate opportunities to achievers in the Civil Engineering field,” says Kaamilah Finch, HR manager for Stefanutti Stocks Building Western Cape. “These career days present ideal opportunities to interact with talented potential candidates, as well as giving us a platform to maximise our profile and gain exposure for our brand at this level.”

On 31 July 2015, Stefanutti Stocks Building Western Cape and Stefanutti Stocks Marine, visited the University of Stellenbosch’s career day. Pictured to the right, at the Stefanutti Stocks exhibition stand are, from left to right: Kaamilah Finch (HR manager for the Building division); Ronnie Green (a previous graduate and now employed as a site agent at Stefanutti Stocks Building), Patricia Khumalo (HR officer for the Marine division) and Civannah Lee Anther (HR administrator for the Marine division).



Miguel Simons is a 19-year old, first year National Diploma in Building student at the Cape Peninsular University of Technology (CPUT). Miguel is a Stefanutti Stocks bursar who is working and studying full-time.

“My dad is a Civil Engineering Graphics and Design subject adviser for the Western Cape Provincial Education Department so I grew up in a house where talk of construction was part of everyday life. He and I did all the DIY jobs around the house including concreting, bricklaying and carpentry work for renovations and I knew from early on that I wanted to study a construction-related course. After school I did my N3 in building and construction at Northlink and in August 2014, I found out that Stefanutti Stocks was looking to recruit students fresh from school. I made contact and before I knew it was offered a bursary for the 2015 academic year. As a first-year ND Building student, I was very lucky, as usually bursaries are only awarded to second year students, and upwards.

“I now work for Stefanutti Stocks two days a week, and at the moment after classes go to the Greenfields site where I am responsible for updating our junior QS on wastage on site. This past year I have also gained experience in payments and cost reports, as well as final counts. I’m really interested in numbers and quantities and how these keep a job afloat. I also love being on site and seeing what contractors do - seeing something being built where there was nothing is great!

“As I’ve progressed from scholar to student and employee, each role has brought more responsibilities. Self-discipline is really important. I plan my week so that I can do everything but still don’t have much time at night to sleep, as life right just revolves around studying and working.

“My dad is really happy that I have chosen a field to work in that he can relate to, and my mom would probably say “Ek is net bly jy het rigting gekry, my kind!” The workplace feels like an extended family to me and I’m looking forward to the next few years as part of Stefanutti Stocks Building.”



Miguel Simons pictured with senior QS Donny Peterson on site at the Greenfields Industrial Park near the Cape Town International Airport.

STEFANUTTI STOCKS

bursaries, learnerships, internships and apprenticeships at a glance

Stefanutti Stocks' bursary, apprenticeship and learnership schemes provide financial assistance to students, enabling them to study on a full-time basis to qualify for a degree or national diploma at a recognised South African educational institution. Financial assistance covers expenses related to books, class fees, accommodation and general expenses. Part-time bursaries are also offered to employees who wish to undertake further tertiary studies.

The group also provides experiential training during vacations, which creates the essential practical site experience necessary to qualify and subsequently make a contribution to the business and personal growth. Stefanutti Stocks is actively involved with the learners' studies, ensuring they are able to meet their academic commitments as well as ensuring they are coping with the more personal demands of student life.

Candidates are selected through a rigorous process where not only academic merit is considered – specific emphasis is placed on learning potential, historically disadvantaged backgrounds and especially on students without financial

means. The focus of programmes is largely on scarce skills relevant to the construction industry such as engineering and quantity surveying.

The Stefanutti Stocks group supports 131 tertiary bursars, 84 (64 per cent) of who are from designated groups. The 121 learnerships, 27 apprenticeships and 25 internships supported throughout the business are from designated groups.

At the beginning of 2015 a total number of 41 graduates were employed full time, with 76 per cent being from designated groups, and 27 per cent being female.

BURSARIES, LEARNERSHIPS, INTERNSHIPS, APPRENTICESHIPS (2015)

	Bursaries	Learnerships	Internships	Apprenticeships	Total
Structures	65	33	10	0	108
RPM *	40	65	2	21	128
Building	17	23	13	0	53
M&E **	9	0	0	6	15
Total	131	121	25	27	304

GRADUATES APPOINTED (2015)

	MALE				FEMALE				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Structures	6	0		5	1	0	1	2	16
RPM *	6	0	1	2	2	0	0	0	11
Building	4	0	2	0	3	0	0	0	9
M&E **	1	1	0	1	2	0	0	0	5
Total full time	17	1	4	8	8	0	1	2	41

* RPM – Roads, Pipelines and Mining Services

** M&E – Mechanical & Electrical

STRUCTURES & BUILDING BUSINESS UNITS WELCOME

25 new graduates

Four years in and still going strong! The 2015 Graduate Academy was extended to three weeks (instead of two) in order to incorporate even more development opportunities for the 25 recently graduated Stefanutti Stocks bursary students from the Structures and Building business units.

Twenty-three students from across South Africa and two students from SS Construções (Moç) Lda were accommodated in the St George's Hotel that was this year's Academy base.

The 2015 programme once again included the successful courses and events previously on the agenda including a day visit to the mega Kusile Power Station site in Mpumalanga; Bosch Power Hand Tool Training; surveying; a visit to Formscaff; the ever popular quiz night and the bridge building competition.

New additions to the 2015 itinerary included a full practical day hosted at the newly opened Civils and Building Training Centre in Olifantsfontein, as well as night classes that covered all of the first-year Site Leadership Development Programme (SLDP) modules namely Human Resources; Quality; Safety; Concrete; Management; Site Administration and Project Execution.

After an action-packed three weeks, the programme culminated with the graduation ceremony on 21 January 2015. The ceremony included the SLDP graduation, which saw 21 Stefanutti Stocks employees graduate, bringing the total of SLDP graduates to date to 59 (see page 28).

An uncontested highlight of the evening was the load testing of the five bridges constructed by the five graduate teams that were randomly selected at the beginning of the three weeks.

This year's winning bridge achieved a record-breaking load-bearing capacity of 14.6.kgs, breaking the previous record of 11 kgs set in 2013.

Since the Graduate Academy inception in 2012 the academy has seen a total of 103 graduates employed at Stefanutti Stocks Civils, Civils KZN, Geotechnical, Building Inland, Marine and at SS Construções (Moç) Lda. Of these 60 per cent are from previously disadvantaged communities and 20 per cent are female.



The winning bridge building team from left to right: Melissa Nel, Haseena Moosa, Mbangiseni Ratshivhadelo, Lindani Mkhize and Inacio Djombas

What the 2015 graduates had to say:

Byron Raman, KZN Civils

"I would like to thank Stefanutti Stocks for its excellent hosting and this great opportunity that has provided me with starter skills to tackle the construction industry.

"The venue was great and the activities were tough and rigorous, however, incredibly interesting and exciting. The presenters and directors were welcoming and enthusiastic which plants this exact same enthusiasm in me. I have made friends for life and they just happen to be my colleagues too!

"A company that invests in me is a company that I will sweat for. Stefanutti is now in my DNA ... Stefanutti is family... I am Stefanutti.

"Thank you once again for the opportunity and I hope every other graduate realises how lucky he or she is to be here, I surely do."

Inacio Gabriel Djombas - Mozambique

"My name is Inacio Gabriel Djombas, and I am Mozambican. First of all, I am so happy to have been here these three weeks. During this time, I learned a lot about construction, for example about safety, working at heights, surveying, concrete and many other topics. I also learned to live with different people from different cultures and work in teams with these people.

"With the knowledge that I have gained here, I hope to grow day after day, getting better at what I do and performing better so that I will contribute to make the Stefanutti Stocks Group the greatest company in the world.

"With all humility I would like to say thank you to my director and thank you to Stefanutti Stocks."

Mbangiseni Ratshivhadelo - Marine

"The Graduate Academy has been an amazing experience. The SLDP classes were very informative and provided a necessary introduction to the industry and good guidance, which has made me ready for the work on site. The different pairing of groups was good as I experienced working with different people with different characters, which made all the activities interesting. The presentations by different people from various divisions were exciting and the site visit to Kusile was awesome! The magnitude of the project is mind blowing!

"The surveying and practical experience were also among my Academy highlights but the bridge building was really exciting, stressful at times but the collaboration between people from different divisions made it great. I enjoyed the food as well!"

Hope Selolo - Building Inland

"It has been an experience of a lifetime and I especially enjoyed interacting with the variety of individuals who attended or presented. I may not have been in any of the winning teams, but I am still proud of my efforts and performance.

"The late nights and early mornings did not faze me at all. All the practical courses we had to undertake had their own set of associated challenges but I think what pulled me through was my ability to work in a group. I was slightly disappointed at the lack of senior female management although I was glad to see that transformation is at the forefront of the company's agenda. However, amongst other pressing issues at the end of the day, one needs to be the change one wants to see."

Q&A with Haseena Moosa

Haseena, a young quantity surveyor at Stefanutti Stocks Civils KZN was a member of each winning team in the surveying, practical and bridge-building challenges held during the 2015 Graduate Academy. She completed her honours in Quantity Surveying in 2012, after which she first worked in a consulting environment before joining Stefanutti Stocks Civils in June 2014.

"As a young quantity surveyor fairly new to the contracting environment I was expecting the Graduate Academy to be a fruitful experience even though I had reservations that it may be geared more towards engineers.

"During the introductory presentation, Stefanutti Stocks Civils managing director Werner Jerling mentioned that *"We are in the business of making money, and building things is the avenue we have chosen for this."* This statement set off a thought process, which really drove home, that I have to weigh the profitability of every decision I make.

"The practical activities exposed me to a different level of construction, which I believe will prove to be advantageous to everyone who attended, as it gave us insight into what production teams do on site. I must admit that I had not realised before how hard our labourers on site work; and I take my hat off to all of them!

"I learned a lot during the SLDP Project Execution presentations, and must acknowledge how proud I am to have been a contributing member in each of the winning teams of the three challenges held during the Academy. Another major highlight was meeting, engaging and learning from senior management - I really appreciate

the knowledge they shared and time they afforded us.

"The three weeks in January were a lot like boot camp, but I'd love to go back! Although we were up early and to bed late, and our waking hours were consumed by academy-related activities, it was an incredibly feeding and motivating experience."



FOCUS, DETERMINATION AND HARD WORK

get young graduate ahead



Meet *Bongive Mbhamali*, Stefanutti Stocks Electrical Engineering graduate, employed at the Sasol Secunda site since January 2015.

"I grew up in a small town in Pongola in northern KwaZulu-Natal with my granny as both my parents lived away from home. My father earned a living at Sasol, and my mother was training to be a teacher. My high school years were spent at Hoërskool Sarel Cilliers in Glencoe and as the head girl at our hostel my leadership responsibility extended to fixing the irons and heaters of my 'koshuis mates'. My room was always packed with ladies and their broken electrical appliances and I realised I not only enjoyed but also have an aptitude for fixing things.

"I enrolled at the University of Johannesburg (UJ) to study electrical engineering and while I was there I joined the Electrical Forum which gave electrical students a platform to engage in academic workshops presented by industry professionals, participate in community projects or visit plants or engineering companies. The forum was also instrumental in seeking financial aid for students facing financial constraints.

"I completed my diploma in electrical engineering with flying colours in 2014, after which I enrolled for a Bachelor of Technology (BTech), also at UJ. I first made contact with Stefanutti Stocks in early 2014 after I saw an advert for bursary applications, at which stage I had already paid my registration fee for the course. I was quite nervous that I might not be able to pay for my tuition should my bursary not come through, but fortunately my results impressed the Mechanical & Electrical (M&E) business unit and after an interview they offered me a bursary. They agreed to pay my accommodation, tuition fees, books and a stipend, and if I did well, there would be an offer of employment on the table.

"I set out to show them what I had and steered clear of the many potentially bad things at varsity students get exposed to

these days. Submitting to peer pressure is not what makes a person – it is focus and determination that give you what you need. I have always believed that if you do your best, God will do the rest. Naturally I worked really hard and finished my BTech with a few distinctions - and today my career in Electrical Engineering has started.

"I am based at the Sasol site in Secunda where I am responsible for quality control, which includes ensuring that all the work we do is in line with Sasol specifications and standards. I have the most wonderful mentor, Mcnalia Masina and also work under the supervision of Kobus Hattingh. Both have been so good to me, guiding me in the work place and Mcnalia has also introduced me into the fascinating field of instrumentation.

"Stefanutti Stocks E&I, a division of the M&E business unit has gone the extra mile to make sure that I am settled in well, that I have a place to stay, and is even making sure that I am eating properly. They really do make me feel important and valuable. Adapting as a female in a relatively male-dominated work environment has proven surprisingly easy and I feel accepted as a fellow worker, who is capable and able, and contributing to the overall goal of the team.

"Right now the most important thing I am focusing on is getting experience. Some of my schoolmates have unfortunately become part of South Africa's unemployment statistics, and I try to help back home as much as I can. Much further down the line I would like to open my own company to be able to give back by empowering other students who may have a dream, like I did, but who have no way of funding it."

TWELVE LIMPOPO GRADUATE AND UNDERGRADUATE INTERNS

deployed across the country

During the second half of 2014 twelve employees from the Limpopo Department of Public Works, Roads & Infrastructure (LDPWRI) were seconded to Stefanutti Stocks to obtain up to 12 months of practical experience towards completing their qualifications. The individuals are all holders of, or studying towards National Diplomas (N6 and above) in various infrastructure vocations including electrical, civil, mechanical and building.

Prior to their placement, site activities were identified and listed in a logbook, which each intern was required to complete and keep up to date in order to record and map the progress of their practical training. This was monitored monthly by mentors, to ensure that the syllabus was achieved during each intern's placement period on-site and to ensure that the interns were comfortable with, and understood the impact and importance of each task.

"These internships represented a fantastic opportunity for the individuals whilst also allowing the LDPWRI to reap the benefits of the exposure and experience gained by these young graduates," says Andrew Hewitt, proposals director for Stefanutti Stocks Roads, Pipelines & Mining Services. "The knowledge that these youngsters have gained by working at mega landmark projects such as the Kusile Power Station is a once-in-a-lifetime opportunity for any young engineer!"

Seven interns commenced their practical training at the Kusile Power Station at the beginning of May 2014, and completed their practical experience (with either the Civils or the Roads & Earthworks divisions) at the end of April 2015. Of these seven Manny Mologadi and Tshimangadzo Kutamo have now been employed by Stefanutti Stocks Roads & Earthworks and are respectively working as a junior QS and a site engineer at Kusile. The remaining five have returned to the LDPWRI where their new-found industry exposure and skills are bound to be put to good use.

Another intern completed his practical training at the Stefanutti Stocks plant yard in Kempton Park, and the other four interns completed their internships at SASOL in Secunda.

"We are thrilled to have been able to offer permanent employment, in spite of trying economic times, to two of the interns, who continue to impress us with their eagerness to learn and willingness to go the extra mile," says Hewitt. "We believe that the knowledge and experience gained by the remaining ten will spread deep and wide into the built environment and will allow for better relationships between contractor and clients to develop in the future."

Meet Rhulani Mathebula, currently an intern at the Stefanutti Stocks E&I division in Secunda



Rhulani is from Mopani district in the Limpopo Province and is 23 years old. She completed the theoretical requirements towards her Electrical Engineering National Diploma (N6) at Seshego Further Education & Training college (FET) and was working at the LDPWRI towards completing her practical requirements, however exposure to electrical engineering was unfortunately minimal. A placement with Stefanutti Stocks Electrical & Instrumentation offered her the opportunity to complete her practical requirements within the relevant environment.

"We were given two weeks' notice prior to coming to SASOL to start our practical work experience at the beginning of October 2014 and I was nervous but very excited! Stefanutti Stocks also helped us with accommodation and transported us to site every day. I have formed new friendships, but this is the first time that I have been away from my family for a long period of time and I do miss them. My mother reminds me that she is lonely without me every time we speak on the phone but I know she is very proud of me, especially as I am the first child to study in our family.

"My vision is to become a senior electrical engineer, and I would like to continue studying towards improving my skills. I want to continue to grow in my ability and to be an example to other woman, by showing that what is conventionally seen as a 'man's job' can be done by a woman just as well. It's all about the passion, dedication and hard work, and I'm not afraid of any of these. Right now I'm not taking anything for granted - this is a very big opportunity for me and I am grabbing it with both hands."

**Meet *Tshimangadzo Jubilation Kutama*,
recently employed by Stefanutti Stocks
Roads & Earthworks**

**Meet *Mologadi (Shadi) Mannyra*,
recently employed by Stefanutti Stocks
Roads & Earthworks**



Tshimangi is from Polokwane in the Limpopo Province and is 26 years old. She completed the theoretical requirements towards her National Diploma in Civil Engineering (N6) at the Tshwane South College in Pretoria in 2012. Shortly thereafter she was appointed in the LDPWRI Student Internship Programme for a two-year practical training contract after which she continued in the LDPWRI Graduate Internship Programme. Tshimangi began an internship at the Kusile Power Station in May 2014 and in April 2015 Stefanutti Stocks Roads & Earthworks permanently employed her as a site engineer on the project.

"When we came through the south side entrance at Kusile for the first time, we saw the structures rising out of the ground, and looked at each other with big eyes saying 'are we really going to be working there?' It was a moment to remember! We went through all the prerequisite training, which put us at ease in our new surroundings and we were made to feel very welcome and accepted on site. We also weren't thrown in the deep end and were given a strong support system that we knew we could always rely on – everyone from Stefanutti Stocks and the LDPWRI were really amazing!

"Construction is one of the industries that many women are afraid to venture into, but I'm a strong woman who is looking forward to the challenge! When in April this year I was told that Roads & Earthworks would be appointing me, I felt just as excited as the first time I had come through the Kusile entrance!

"As a student, one depends on other people more, so during my internship I would sometimes have to wait for guidance from people who were busy doing their everyday jobs and couldn't always immediately help me. Now, as a site engineer the challenge is a bit different. I know what is expected of me, and though there are still people I can ask, I feel that as an employee people now depend on me more than before. I need to always have my ducks in a row! With the added responsibility I'm also learning to trust and have more confidence in my own decision making, which isn't always easy, but it's growing in me!"

Shadi is from Polokwane in the Limpopo Province and is 26 years old. She was a LDPWRI bursary student and completed the theoretical requirements towards her National Diploma in Building Science at the University of Johannesburg (UJ) in 2013, and is currently studying towards her Bachelor of Technology in Quantity Surveying at the Tshwane University of Technology (TUT). She began her internship on 9 May 2014 at the Kusile Power Station, where she was one of seven interns from the LDPWRI. In April 2015 she was permanently employed by Stefanutti Stocks Roads & Earthworks, and is currently working as a junior QS at Kusile.

"During my high school years I was amazed by the 2010 World Cup stadiums, and in particular I was inspired by an acquaintance - a female QS who loved what she was doing. I thought I would pursue the same career. A number of my fellow students at UJ were Stefanutti Stocks bursars and I remember wishing that, in addition to my LDPWRI bursary, I could have a bursary with a big construction company too. Somehow, by the will of God, I was placed as an intern here with Stefanutti Stocks, and now I am permanently employed – it is the greatest opportunity I have ever wanted!

"I arrived at Kusile fresh from varsity and I never imagined, as one of the slightly anxious new people on site that a year later I would be still be here. It was definitely challenging, but I managed, and Stefanutti Stocks has been very supportive and concerned about our welfare. Today I make a point of making newcomers feel welcome and relaxed, just as we were when we first arrived.

"In my eyes this internship programme has been a massive success and my mentor Bertus Strauss has taught me so much. Even today as an employee, every day brings new challenges – new calculations, new projects, new drawings, new financial aspects...

"If I could give one piece of advice to people still in school it would be to set your priorities - work hard, sleep less, study more - having fun will always be there."

ROADS, PIPELINES & MINING SERVICES (RPM) TRAINING CENTRE

prepares artisan apprentices for trade test

RPM's training facility in Chloorkop was officially opened in September 2014, and includes two mobile operator-training simulators; an in-house apprentice/artisan training and trade test preparation facility.

"The training of both our support and production staff is a high priority for us," says centre manager Johan Blignaut. "Ensuring our people are equipped with the necessary skills, training, experience and confidence to execute their duties has a direct impact on the success of our operations."

The decision to offer in-house training, in particular to artisans, was in part motivated by the desire to ensure continuity in terms of level of service and quality of workmanship required by the respective divisions within RPM. Stefanutti Stocks currently employs a rich pool of skilled and qualified mechanics within the workshop who will be instrumental in mentoring and training the next generation of artisans.

In early April 2015 six new apprentices were employed on limited duration contracts. Three of them started Phase 1 training towards qualifying as Earthmoving Equipment Mechanics under the supervision of senior training officer Cyril Grant. They have completed their theoretical requirements and are currently undertaking experiential learning through practical workplace exposure at the Stefanutti Stocks workshop. One of the new apprentices joined Stefanutti Stocks as a Phase 3 entrant and is currently working within the workshop. Of the six new apprentices the last two have been enrolled as auto-electricians and have been sent to an external training provider as Stefanutti Stocks does not currently facilitate in-house training for this discipline.

"Where sufficient or adequate practical workplace exposure for experiential learning of individual modules are not facilitated in-house, arrangements with external providers and suppliers (mainly specialists) have been put in place. These have been very accommodating in offering our apprentices experiential learning in areas we do not cater for," explains Blignaut.

The apprenticeship programme runs on a cycle of 25 apprentices at any given time. As soon as an apprentice qualifies or moves out of the programme, new people are recruited into the system. "We try to fill vacancies internally before we advertise externally to enable our employees, such as service truck assistants, or other staff who meet entry level criteria, the opportunity to be developed as future artisans," explains Blignaut.

Currently there are a total of 24 apprentices in the system. Of these 24, two are from Swaziland and one is a female apprentice who is undertaking an auto-electrical apprenticeship and has completed her Phase 3 to date. In total we have four apprentices pursuing the auto-electrical profession.

An apprenticeship runs from between three to four years, and the training progresses at the pace of the individual. "Once each individual has completed all four phases and the required logbook hours, a two-month trade test preparation period commences, before the apprentices are sent to take their trade test, which I am sure they will all pass with flying colours!" concludes Blignaut.



"If I could just get this inside micro-meter to zero, life would be so much easier!" could be one of the thoughts going through the heads of apprentices, Pule Baloi, Philip Sinden and Harry Munstes, pictured (from left to right) at the RPM training facility.



Obakeng Mogopa (left) and Philip Sinden (right) in the Hydraulic Training room at the RPM training facility.

Senior training officer Cyril Grant,
tells his story.

Meet 38-year old Bheki Mbuli

Phase 4: Done
Logbook Requirements: Done
Trade Test: Early 2016
Apprentice since: 2012



"I finished my apprenticeship way back in 1984 as an earthmoving mechanic, and after almost three decades in the industry I decided it was time to give back and train the new generation of mechanics.

"I've always believed that it is important to put back into the industry, and it was never my plan to retire on tools.

"I joined Stefanutti Stocks RPM in March 2014 in order to establish the in-house artisan-training centre here in Chloorkop, Gauteng.

"Our apprentices are very enthusiastic, especially the new ones who started with Phase 1 in April this year (2015). They are currently at the experiential stage where they are exposed to the real thing and their enjoyment of being hands on is clear in their attitudes and their smiling faces.

"To keep the training exciting and to expose our apprentices to different environments and personalities within the work place we have implemented a rotation programme where apprentices rotate after five or six months. We also send them to our suppliers or other training facilities to ensure they cover the full scope of the Earthwork Mechanic logbook and accumulate the required amount of hours on every module before we apply for their trade tests.

"Early in 2016 we expect trade tests to be conducted for three of our apprentices. Before this I'll be spending up to two months with these individuals in preparation for the test, showing them what is expected of them and ensuring that we go through all the modules one-by-one. Part of this preparation will include physically stripping an injector, identifying the parts, writing the condition reports, asking for the correct specifications, reassembling the injector and finally testing it.

"Thus far training has been an incredibly rewarding experience for me, and I'm happy to be able to put thirty years of experience to good use here! I see members of the younger generation growing as we prepare them for their futures, and I'm looking forward to our apprentices qualifying as artisans."

"I started working in the mining industry in 2005 and was working as a fitter mechanic before I joined Stefanutti Stocks Mining Services in 2011 to work as a service truck mechanic at Foskor Mine. As a younger man I took whatever work I could, so I have had a number of jobs in my lifetime, including working as driver, a bread seller, and a cleaner. I applied for the apprenticeship programme as I have always wanted to do something which would leave me with a formal qualification, would improve my prospects and take me from nowhere to being something.

"I am originally from Pongola KZN, where my wife and four children still live. My kids are aged eight, seven, four and two, and I try to travel to see them at least once a month if possible. Working as an apprentice I am moving around quite a lot, but at least I do have a place I can call home. I hope that once I am qualified, I will be able to settle somewhere, and bring my family to come and live with me - that would be ideal.

"I have finished Phase 4, and have also completed my logbook. This means that the next step is the trade test and I will begin working with Cyril to make sure I am prepared. Coming to the end of my four-year apprenticeship it feels like I am coming to the end of a long but exciting journey. I've met, learned from and have had input from many wonderful people! They say that mechanics are clever folk and I'm grateful for the input I have had from my more experienced colleagues, all of whom have helped me to learn the tricks of the trade. My knowledge base has grown so much, and my mind has been opened in so many ways.

"I am older than most apprentices here, and I must admit that I'm sad that I am blooming later in life, but am hoping I can start fulfilling my dreams now. My goal is to be financially stable, be a good example to my children, and guide them to follow the right path at an early age."

Meet 21-year old Noah Magakwe

Apprentice since: April 2015

**Phase 1: Theory complete,
practical underway**

Logbook Requirements: Underway



"While I was doing my N1 Mechanical Engineering at Nkangala FET College in Witbank I went to the Stefanutti Stocks Mining Services office in Middelburg where I was advised that there were no vacancies for apprentices at the time, but that I should study towards an N2 to become a diesel mechanic, and that they would consider me for the next intake. I had finished three subjects toward my N2 when on a Thursday in late March 2015, they called me for an interview. That next Tuesday they called to say that I got the job, and the following Thursday I came to Chloorkop for my medicals, and to start my apprenticeship. It was very exciting! I'm just sad that my mom, who passed away last December, was not alive to see me get this job. I know my two older sisters are very proud of me, and already I am getting phone calls from them asking me to fix their cars... to which I just say that I'm not that professional yet, but one day!

"I am definitely enjoying working with these big machines, and the practical exposure is great. I also consider myself really lucky in that I get to work with Henry Tolland (pictured above with Noah) who is such a good mechanic. If I am not a hundred per cent sure how I should approach a task, he, and my other colleagues are always happy to give me instructions.

"In the mornings I'm excited to go to work, and the last few months have been a good experience, where on a daily basis I go home having gained some new knowledge."

Meet 24-year old Rudolf Botha

Phase 4: Done

**Logbook Requirements: Nearing
completion**

Trade Test: Early 2016

Apprentice since: 2012



"I started with Stefanutti Stocks as a service truck assistant at the Foskor Mine in Phalaborwa in 2011. I have always wanted to be a mechanic and when Stefanutti Stocks hired me they were still putting their apprenticeship programme in place. I was very happy to start my apprenticeship at the Johannesburg headquarters a year later.

"I've now completed my phase four, and am working on completing my logbook requirements so that I can apply for the trade test. If I look back at my apprenticeship I am amazed with the exposure I have had during this time, and appreciate the different types of experience I gained at the various sites. For my practical work experience I was sent to the Black Rock site in the Northern Cape; to Douglas to work on a road project; to Zambia for three weeks, where I had to collect plant; and to the Kangala Mine in Delmas. What I really enjoyed at these sites is the fact that we were given responsibility and trusted to work independently.

"I probably have another six or so months to do, and then I will have seven weeks of intense preparation at the RPM training centre for the trade test. The logbook activities I still need to complete are all achievable, it just takes time as it is not always guaranteed that we get to do the specific jobs listed. To make sure that we do cover everything Stefanutti Stocks sends us to different companies where we are guaranteed to get the necessary experience.

"I am a bit anxious for the trade test, not because I don't believe I have the knowledge, but there is just a lot to remember, and the required pass rate is at least 80 per cent. But all in all, I know that when the time comes, I will be fully prepared."

STRUCTURES AND BUILDING

OPEN JOINT IN-HOUSE

training facility in Gauteng

The refurbished Structures and Building training facility officially opened its doors for training in April 2015. Located in Olifantsfontein, the centre boasts two large practical training areas one of which is located inside the building adjacent to the 24-person capacity training room. The centre also has a kitchen, and dining area for course participants, as well as offices from which the Stefanutti Stocks Civils training department operates.

The centre facilitates the following training courses:

- Site Leadership Development Programme (SLDP);
- Foreman Development Programme (FDP); and
- Skills training for the Civils and Building divisions, including:
 - Solid Foundations, and
 - Concrete.

During the course of 2015 three more course modules are being developed including Working in Confined Spaces; Fire Fighting; and Reinforcing.

Currently the centre sees about 100 participants through per month, across the entire course offering. Participants on the SLDP and FDP are earmarked annually and once enrolled attend monthly lectures presented over a number of days at the centre. The SLDP runs over three years and the FDP is an annual course.

Stefanutti Stocks Civils training manager, Kathryn Paradisos, started with Stefanutti Stocks Civils in April 2008 and was part of the team brought in to set up a training department for the division. She spent most of her first four years designing the three-year, 23 module SLDP in collaboration with subject matter experts in the business unit.

Solid Foundations was launched in 2012, and Concrete and the FDP in 2015. All training manuals and content have been developed in collaboration with subject matter experts. "We wanted to ensure that we teach the Stefanutti Stocks principles, and developing our own training materials and modules represented the best way to approach this endeavour," explains Paradisos. "Our subject matter experts, some of who have up to forty individual years of experience in their field, lecture on these subjects and put their work and life experience into their presentations by using real life examples or incidents to illustrate lessons learned."

The Solid Foundations course material was developed with various levels of literacy in mind, and includes visuals and text in multiple languages to ensure comprehension and personal development. The facilitators are multi-lingual, and if necessary skills training for labour can also be conducted on site, as all course materials are portable.



Participants busy with a 'slump test' during a Concrete training course held at the centre in July 2015. When the Concrete course was first launched, participants were pre-tested and tested again on conclusion of the training. An incredible improvement of 200 per cent was measured!

The Solid Foundations programme was initiated in 2012 and is a skills programme designed to develop the core skills of competent construction workers. It was structured using a selection of methodologies that address potential learning barriers, such as illiteracy, and promotes the practical application of skills and behaviours. The programme covers personal protective equipment, safety and environmental awareness and working with hand tools. Since inception in 2012 almost 1 500 people have successfully completed this competency training.



The training centre team, from left to right: Robert Malindi, Michael Rammela, Thando Madi, Candice Crosby and Leandra Allgeier.

SLDP enters its sixth year

The SLDP was started in 2009 with the purpose of establishing a platform through which the intellectual capital within Stefanutti Stocks could be shared in a sustainable way. It is a specialised, uniquely Stefanutti Stocks, development and leadership programme that consists of 25 modules created by subject matter experts and presented by individuals who have a clear understanding of the daily challenges site-based employees face. The programme has been assessed by and is registered with Consulting Engineers South Africa (CESA) as part of continual professional development (CPD) for qualified engineers. Enterprise Development partners are invited to participate in some of the relevant modules.

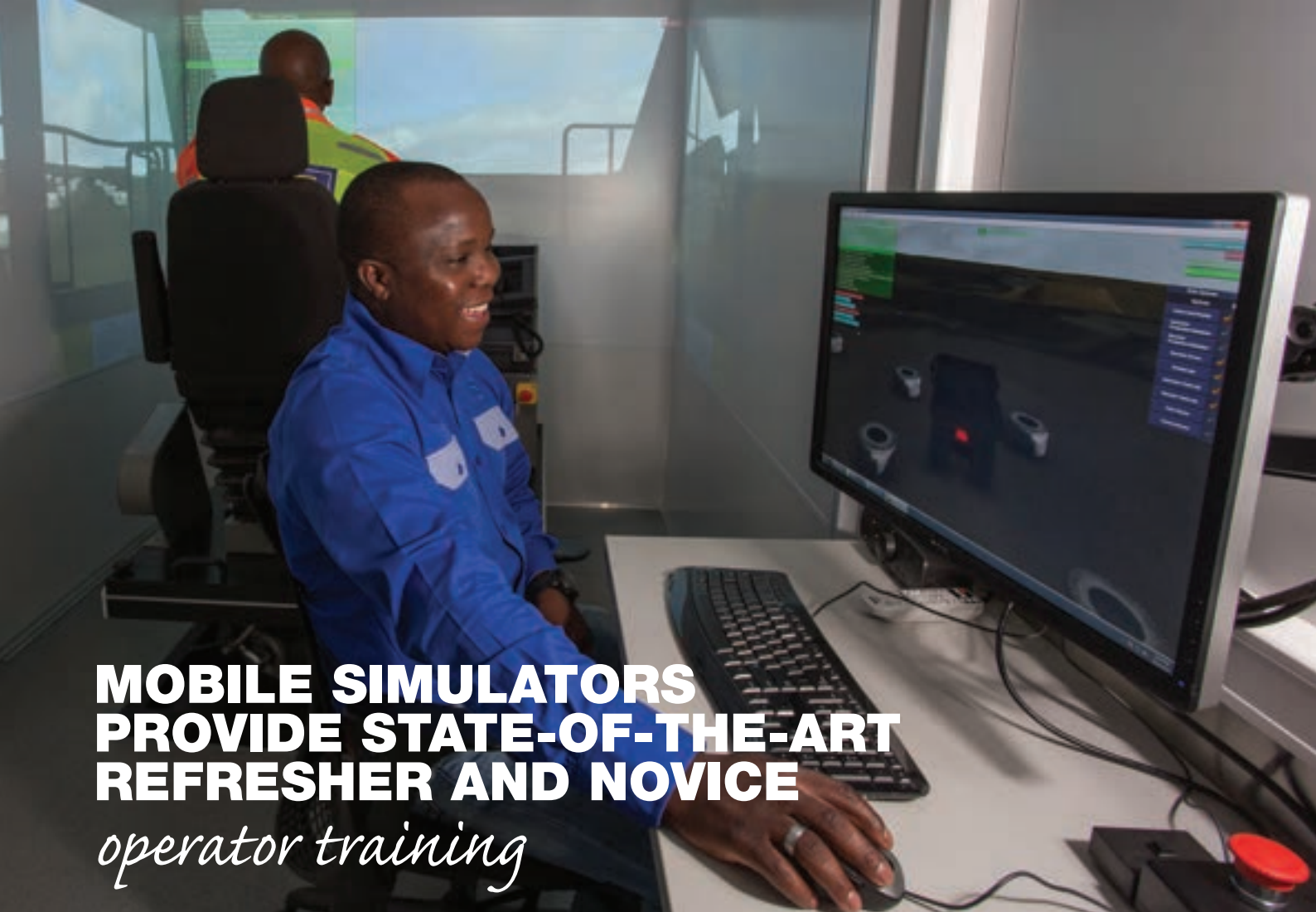
At the beginning of 2015 the SLDP celebrated its sixth year, which saw 461 delegates, 200 interventions, 3 522 individual attendances, three countries and two business units participate in the programme. Currently there are 105 individuals participating in the SLDP.

"Training and education in our industry is key - the majority of our site labour comes from previously disadvantaged backgrounds and the company's contracts often take us to places where there have been no opportunities to work or to learn," explains employee development officer Leandra Allgeier. "Through these courses as well as the on-site training and development that occurs, we are not only training employees to be better at what they do, but are also giving them the opportunity to do better in life. The training process is incredibly rewarding as we get to witness the change in confidence associated with knowledge and understanding on a weekly basis!"

Eight individuals from enterprise development companies are participating in the three-year Site Leadership Development Programme (SLDP). This includes Joseph Masekwameng, Azariel Lebaka and Nhlanhla Mashaba from A Re Shomeng and four of Mathomamayo's employees - Abram Mashabela, Thabiso Mashabela, Stanley Tjabadi and Karabo Selala. This programme was developed in-house together with industry subject matter experts (SME) and is aimed at giving participants the competitive edge in the workplace. Strategic enterprise development partners are invited to participate in order to provide further training on key operational practices; to be able to meet and discuss any issues specific to their business with the SMEs facilitating the training, and to make use of networking opportunities with other delegates.



The SLDP graduates of 2014, from back to front, left to right: Ryno Coetzer, Eidris Ally, George De Virion, Jurie Badenhorst, Kevin Marais, Camagu Makasi and Riaan Lubbe. Busisiwe Zwane, Gareth Hawkins, Michael Knoesen, Gert Van Zyl, Impi Brecher, Victor Mathonsi, Zaahid Jappie and Ockie Vermeulen. Graduates not pictured are Ruan Odendaal, Sherise Odendaal, Tahsin Zayif, Ulrich Cooke, Andrew Yares and Khwezi Matsebula.

A man in a blue shirt is seated at a desk, operating a mobile simulator. He is looking at a large computer monitor displaying a 3D simulation of a mining vehicle. His hand is on a computer mouse. In the background, another person is visible, also working at a similar setup. The environment appears to be a training center with large windows.

MOBILE SIMULATORS PROVIDE STATE-OF-THE-ART REFRESHER AND NOVICE *operator training*

Stefanutti Stocks Roads, Pipelines & Mining Services (RPM) mobile training simulator units are currently providing state-of-the-art training to the business unit's plant and heavy equipment operators, as well as providing new recruits with the training required to attain a certificate under the Mining Qualifications Authority's (MQA) "Operate Mobile Machinery for Surface Excavation" skills programme.

The Mining Services' simulator set provides training on heavy mining earthmoving equipment, and the Roads & Earthworks simulator set provides training on the operation of construction-related equipment.

The training cycle commences with screening and recruitment. The screening requirements include the ability to communicate in English, a Dover and a LAB assessment to ensure both physical and psychological fitness, and finally an entry site-specific fitness medical examination. Once recruited participants undergo theory, pre-simulator and simulator training within the mobile units, and practical training on site within the production environment.

"The objective of the training is to ensure that participants are able to operate equipment efficiently and safely, with finesse, insight into surroundings, adherence to procedures and warning levels," says Freddie Strydom, Stefanutti Stocks Mining Services contracts director and in charge of the RPM Training Centre. "We have purchased a selection of earthmoving equipment consoles meaning that we are also able to multi-skill our operators, and to train people up in those areas where the most demand lies. In addition it also identifies bad habits in existing operators and provides refresher training."

Stefanutti Stocks has purchased ten consoles (each of which is 100 per cent replica of the real machine) that cover eight different machine types including a:

- Komatsu PC300 excavator;
- Komatsu PC1250 excavator;

- Komatsu 785-7 rigid dump truck;
- Bell B25D & B40D articulated dump truck;
- Komatsu D-275 dozer;
- Cat 140-K grader;
- Mercedes Benz Actros 3335 tipper truck; and
- CAT 966-H front end loader

Mining Services simulator

The Mining Services simulator is fully mobile and can be deployed to any operation or site. It is currently based at the Middelburg office, where it is being utilised to train recruits but also to perform annual operator assessments and to identify and rectify bad operator habits. Currently between five to eight operators are being trained/re-trained on a weekly basis.

"The simulator follows the exact operational procedures and steps required for activities covered in the operator training, and it is focused on encouraging progress," explains Middelburg-based senior training officer Donald Letsoara. "This training has been well-received by our mining clients and we have even had enquiries from external companies within the industry, who would like to send their operators to us. We are privileged to have implemented this system, that has put us ahead of the rest in terms of offering state-of-the-art skills development."

Roads & Earthworks (R&E) simulator

The R&E simulator set is also fully mobile and has already been successfully deployed in Zambia and South Africa, including at the Kusile Power Station site. It currently provides centralised training from the Chloorkop-based RPM training centre and in August 2015 seven novice dozer operators from the Pipelines division completed their training both on the simulator, as well as in practical workplace training.



"Through this simulator training we are miles ahead of others," says Robert Kruger, Stefanutti Stocks Mining Services training officer (pictured to the left pointing at the screen). "Our objectives include ensuring our operators remain current, and focused on safety. Within the simulator environment we can simulate any scenario that could catch an operator by surprise in the field, such as a fire or a burst tyre, without there being a risk of injury to our people or damage to our machines."

41-year old Themba Elvis Nkosi is currently certified to operate an ADT, an excavator and a front-end loader. He has been working for Stefanutti Stocks Mining Services for the last four years.

"The simulator training is very similar to the real thing and I think if I had had this training first off, it would have been easier for me. I have been doing this for eight years and we are human and sometimes pick up bad habits. My training time on the simulator refreshed and reminded me of these things, and now I feel like I am fresh off a new course! It is easy to learn in this environment and the people with less experience can also get more experience without making mistakes on site."



37-year old Abraham Mashiloane started with Stefanutti Stocks in July 2015 after being unemployed for seven months.

"Before working here I operated a bowser, excavator and front-end loader but I have found this simulator training very helpful. I was not familiar with it before and the training is more advanced than I am used to as normally we write on paper, but here we answer directly on the computer. I would encourage people to ask for training of this nature as it simulates the real thing and will open up their minds."

100 DELMAS COMMUNITY MEMBERS RECEIVE *operator training*

In late 2014 a training partnership with Universal Coal's Kangala Colliery in Delmas, was initiated whereby Stefanutti Stocks Mining Services has undertaken to train 100 members of the local community with the aim of issuing them with certificates of competency for an articulated dump truck ADT or excavator. These candidates are being trained so that they can use their qualification to apply for opportunities with any employers seeking these specific skills.

Of the many individuals who responded to advertisements placed in the Victor Khanya Municipality over a thousand entrants were tested on the English NQF Level 1 (equivalent to Grade 9) for the pre-selection. Of these, 100 successful candidates were selected for training on either an ADT or an excavator.

Every two weeks six of the successful candidates are selected and sent to undergo Kangala Mine medicals, after which they report to the Kangala training facility where a learner agreement is completed. Before training commences the candidates are tested on the Dover (Vienna Testing System), followed by an on-site induction, machine standard operating procedures (SOP), and a red permit induction. Once the first week of theory is completed, candidates are then trained practically on the machines for another week, after which the successful candidates are issued with their certificate of competency.

"It is immensely rewarding seeing members of this community growing and flourishing through the training we are providing," says training officer Pius Epalanga. "Their drive and their will to learn is inspiring and the women in particular have shone – my last group of trainees comprised of 10 males and two females, and the ladies definitely came out top of the class!"

At the end of September 2015 out of a total of 94 candidates who participated in the training, 66 will have successfully completed their training. Forty-four of these have trained as ADT operators and 22 as excavator operators, with 25 per cent of the overall candidates comprising women.



Stefanutti Stocks Mining Services training officer Pius Epalanga welcomes a new intake to the training facility.



An official graduation ceremony was recently held in Delmas, at which operators who had successfully completed their training were awarded their certificates of competency.

Of the 94 candidates trained, Stefanutti Stocks Mining Services was able to employ 20 operators at the Kangala Mine, including 25-year old Sphiwe Mtshweni and 31-year old Shuba Sibanyoni.

Sphiwe Thokozani Mtshweni
(ADT operator)



“At the time that I saw the advertisement for operator training at Kangala, I was working as an assistant in a company that does theatre installations. I have always wanted to do some formal training in order to be able to progress career-wise so I applied for this opportunity immediately.

“The training was part theoretical, part practical and the day I received my certificate was a big milestone for me. I remember the first time on site - it was tough, not only because I was the new person, but also because the environment on a mining site is very different to working indoors. Operating an ADT was at first a bit unnerving because of all the power you have under your control. However, the training prepares you for all this and there is such a big emphasis on safety, awareness and prevention of accidents that it prepared me and set my mind at ease.

“This opportunity means a lot to me. It has changed my life and is definitely a step forward. My long term goal would be to one day train as a mechanic and perhaps support the operators on site but for now, I’m very happy putting my new skills to work.”

Shuba Priscilla Sibanyoni
(ADT operator)



“I saw the opportunity advertised in the Victor Khanya Municipality in Delmas and was very happy when I made it through the selection process. Due to money constraints I was not able to finish the courses I started after school and then I became a wife and a full-time mother, so in actual fact this is now my first job.

“Driving an ADT is obviously very different to driving a car and although it was a bit nerve-wracking at first, our trainer focused on making us feel very comfortable and was very encouraging from the word go. It’s quite challenging working in a male-dominated environment, and the shift work takes getting used to, but the opportunities are great and I find I learn something new every day.

“This opportunity has unlocked an ambition in me that I didn’t realise was there, and it is great to wake up with a new purpose. I can really see myself building a career in the industry, and from what I have seen thus far I think working in the safety department would be very interesting and rewarding. And of course my son, Thato, thinks it’s very ‘cool’ that his mom drives big trucks for a living!”

BRICKLAYING APPRENTICESHIP

pilot launched at Kusile



Representatives from the Limpopo Department of Public Works, Roads & Infrastructure; M2 Engineering and Stefanutti Stocks attended the launch of the Bricklaying Apprenticeship at the Kusile Power Station site in August 2015.

On 17 August 2015 the Apprenticeship Development Programme that forms part of the skills development partnership between Stefanutti Stocks and the Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI) was launched at Stefanutti Stocks' site offices at the Kusile Power Station project.

The five apprentices – Matome Ramathoka, Kelly Rasivhaga, Madimetja Bernard Ramaremo, Kulani Mnetwa and Alusani Nemakanga, all hail from Limpopo and are between 22 to 31 years of age. They will be undertaking their practical work experience at Kusile, undoubtedly one of South Africa's landmark construction sites.

Following their arrival at Kusile on 12 August, the apprentices underwent their site induction and medicals, after which they were introduced to their mentors. These are all building foremen on the Stefanutti Stocks Basil Read Joint Venture (SSBRJV) Kusile Power Station Project, and have a cumulative fifty years of experience between them.

The Apprenticeship Development Programme is working towards a completion date of October 2016, by which time the five participants must have undergone and passed the artisan trade test, resulting in a CETA-accredited qualification in bricklaying. In the lead up to this they will undergo both practical training on site at Kusile, as well as theoretical training at the M2 Engineering Academy.

M2 Engineering is an accredited training provider with the Construction Education and Training Authority (CETA), based in Witbank and Badplaas in Mpumalanga, where it offers construction industry related qualifications.

The on-site training consists of various modules which must be completed and recorded in a log book (prepared by M2 Engineering), ultimately serving as a 'portfolio of evidence' of competence. The modules cover a wide range of building-specific topics ranging from interpreting basic drawings, safety, mixes and mixing of mortar, building of arches, manholes, staircases, and so forth. The modules do not have to be completed in sequence, however, the logbook must reflect that all modules have been covered, understood and completed to the satisfaction of the mentor.

"We encourage our apprentices to learn as much as possible, even if it is not covered in their logbook," says Bongane Makwakwa, operations director of M2 Engineering. "Our aim is to create dynamic artisans who seek knowledge, and my advice to the apprentices is to work as hard as possible, learn as quickly as possible, and learn as much as possible."

Theunis Eloff, Stefanutti Stocks Building business unit human resource manager echoed these sentiments stating it was the responsibility of the apprentices to take ownership of their own development, whilst being guided by their mentors and colleagues on site. "This work experience opportunity at Kusile will not only introduce you to the full scope of your chosen trade," says Eloff. "It will also serve as an invaluable learning opportunity on a mega construction project; operating in accordance with set policies, procedures and site safety regulations; and working shoulder to shoulder with a multitude of other contractors and subcontractors. This experience should be one of the most valuable in laying the foundations for your careers going forward."



Pictured is mentor July Mtsweni showing his mentee Alusani Nemaakanga some of the tricks of the trade. July has been in the construction industry for ten years, three of these have been spent at Kusile. His advice to Nemaakanga: "Always persevere - work on site can be tough, but when you later look back and realise that you have built something from nothing, it will be a very rewarding feeling."

29-year old Alusani comes from Venda and started working at the LDPWRI cost centre in November 2014. She believes building houses for people to sleep in will be a very rewarding experience that she aspires to, and it is for this reason that she is pursuing the bricklaying apprenticeship.



Pictured is mentor Richard Khoza with his two mentees Madimetja Bernard Ramaremo on the left and Kulani Mnetwa on the right. Richard has been in the industry for 17 years and working for Stefanutti Stocks since 2012. "I started as an apprentice bricklayer when I was 20 and today in addition to bearing the title of foreman I am also a trainer, an assessor registered to CETA and a moderator as well. I have a record to protect, so of course my two apprentices will be the best!"



The four mentors from left to right: Richard Khoza, July Mtsweni, Sam Mahlangu and John Silombo.



The apprentices from left to right: Alusani Nemaakanga, Kulani Mnetwa, Bernard Ramaremo, Madimetja, Kelly Rasivhaga and Matome Ramathoka.

MENTORSHIP PROGRAMME KICKS OFF

in the Western Cape



Stefanutti Stocks Building Western Cape recently began mentorship programmes for the development of the division's future leaders. The purpose of this programme is to enhance existing strategies geared to attracting, retaining and continually developing competent and committed employees. The programme is designed to give access to organisational knowledge and development of new skills and encourage the development of future leaders within our industry. It has also been structured in order to ensure that Stefanutti Stocks achieves compliance with the Construction Charter by implementing 'an approved and verified mentorship programme' as prescribed by the Construction Charter.

The objective of the mentorship programme is to provide mentees with sound advice, guidance, encouragement and exposure to the decision-making and leadership styles of senior Stefanutti Stocks management. "Working closely together will cultivate both individual growth and learning, and will foster

improved communication which makes for a more motivated and effective workplace," says Stefanutti Stocks Building Western Cape's HR manager Kaamilah Finch.

General manager Mauro Donato (above) is mentoring 35-year old site agent Vuyo Xintolo, who has been with Stefanutti Stocks for the past ten years.

Mauro: "Vuyo and I have met to define our expectations, establish our focuses and set our key development goals for the mentorship programme. We are grooming him for the position of a contracts manager, and his first assignment, which focuses on construction programming, is due in December 2015."

Vuyo: "I'm happy to be mentored by Mauro as I have worked closely with him since joining Stefanutti Stocks. He knows me well, and knows my weaknesses and my strengths. The programme is intensive and interesting and I'm very motivated to complete it in as short a time frame as possible."



Commercial director Brandon Goldsworthy (far left) is mentoring 33-year old senior quantity surveyor Donny Peterson, who has been with Stefanutti Stocks since 2008.

Brandon: "We are grooming Donny to fulfil the role of commercial manager. He has been my 'right hand man' in the QS department pretty much since I joined Stefanutti Stocks 18 months ago, and I'm pleased to be able formalise our working relationship into a mentorship programme. We have set up a development programme for the next couple of years and have already made good progress. I am looking forward to watching Donny rise up through the ranks in the company in the future."

Donny: "As part of formalising our mentorship agreement we set out a plan for my development over the next two to three years. There are short and long term tasks including assignments (some of which we will be working on together), attending meetings with external professionals including our insurance broker, and attending external training courses. I think it's fantastic to be mentored by Brandon, and am looking forward to my personal and professional development that will follow through the programme."



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No person was ever honored for what he received. Honor has been the reward for what he gave.

Calvin Coolidge

Socio-Economic Development



The Love Trust is building *the best township school in South Africa*

On 31 May 2015 the sod-turning event for the Love Trust's Nokuphila school took place, and marked not only the start of construction on the school, but also a major milestone in the Love Trust journey, which started back in 2009.

The Love Trust, a non-profit organisation was established in 2009 fueled by a strong desire to bring hope to vulnerable children living in disadvantaged communities. In order to help realise its conviction that a values-driven, world-class education is the key to a stronger South Africa, the Love Trust partnered with communities to build innovative models for the delivery of education.

The Love Trust develops interventions that journey through key levers for change in education. This journey begins, as it should, with Early Childhood Development (ECD) a critical foundation to any child's education, and the Love Trust provides accredited training in ECD to teachers and principals of 13 ECD centres across the country.

The second leg of the journey involves support for identified ECD centres (currently 19), where the trust is partnering with principals to improve the standard of education. The journey continues through to the establishment of primary schools, of which the Trust has established two - the Tembisa-based Nokuphila School and the Hillbrow Independent. These primary schools afford vulnerable children from the surrounding communities access to the very best education. They are overseen by Christ Church Preparatory School and College, an established and reputable independent school in nearby Midrand.

The Nokuphila School - meaning 'Place of Life' - was opened in Tembisa in January 2010 to 45 preschoolers from the township of Tembisa. "Sadly, but unfortunately typical of townships in South Africa, Tembisa faces high unemployment, crime, child abuse and poverty," says Love Trust founder Bishop Martin Morrison. "Nokuphila was established to provide hope

to children who most need it, and the children who attend our school are selected accordingly and based on need."

All children attending Nokuphila School enjoy:

- The very best in Early Childhood Development and Primary School Education, founded on Christian principles and values.
- Nutritious meals, which are critical for children living off small social grants that don't allow for the provision of balanced meals at home.
- Safe and reliable transport to and from school by means of a Love Trust-funded vehicle.
- A variety of extra-curricular activities and after-care facilities.

The Love Trust's intention is to grow with its children, and to play a significant role in their educational and spiritual growth to adulthood. In keeping with this intention, the primary schools have grown as the children have progressed through the grades. By early 2015 Nokuphila was catering for 260 children, from Grade 000 to Grade 4.

The new Nokuphila School that is currently being constructed forms part of Love Trust's vision of growing the existing school to cater for preschool through to Grade 12. The R50-million school is entirely funded by contributions from a number of corporates and other supporters. The children who attend this school will come from the Tembisa and Ivory Park communities. It will cater for up to 640 children who will be taught by 70 teachers across 40 classrooms. In addition to being afforded the highest quality education, the children will also receive meals, transport and enjoy a variety of extra-curricular activities and after-care facilities.

The Love Trust's journey of hope is completely funded by donors, volunteers, supporters and ambassadors. Founder Bishop Morrison and chairman Jerry Gule, who serves as a general advisor to the Bishop and the trust, are constantly seeking innovative ways of raising funds which includes partnering with corporates as B-BBEE partners. Thus far the trust has entered three B-BBEE transactions financed by RMB Corvest. "Making a difference in the lives of vulnerable children is only possible through generous contributions of time, services or money that the trust receives from its supporters," says Bishop Morrison. "We are truly appreciative of the generosity and support that allow us to continue on our journey of hope."



Boitshep Kekana and Siphiwe Nkosi in class at the Nokuphila Primary School, learning about the name and sound of the letter 'c' and how to write it.



Pictured on site in Tembisa are from left to right Mandla Dlamini (section leader trainee), Willie Human (foreman) and Trevor Nhlapho (site engineer).

The Stefanutti Stocks Roads & Earthworks division has undertaken the site clearance; bulk earthworks; roadworks; stormwater, sewerage and water pipeline installations to the new Nokhuphila School site. The Love Trust is using the R1,5-million saved through the provision of free services by Stefanutti Stocks towards the construction of more classrooms at the school.

"Just like any project this one has its own unique challenges," says Trevor Nhlapho, Stefanutti Stocks' site engineer, "however, these challenges have given us opportunities to rise to the occasion and acquire what we set out to achieve here - which is excellence.

"Personally, I am very enthusiastic about the Love Trust project, as it is the first professional project I am involved in where the entire project is about making a difference by giving back to the community.

"There is a direct relationship between infrastructure and the socio-economic development of a country, and our team is proud and jubilant about being able to play a part in adding such immense value to the surrounding area. We understand the importance of education and the opportunities that arise from having proper facilitating infrastructures, and as a result we are unyielding in giving our all to the project - day in and day out."

Mandla, what has it meant for you and the team to be part of the Love Trust project?

"There are just no words that can explain the feeling that one gets when waking up in the morning to go and work towards something as tangible as this project," says Mandla Dlamini, Stefanutti Stocks Roads & Earthworks section leader trainee.

W: www.lovetrust.co.za



The Stefanutti Stocks Roads & Earthworks Love Trust team at their early morning briefing on site in Tembisa.

Structures Mandela Day initiative *sets precedent for future*



Team Madibatlou

Stefanutti Stocks Structures business unit was introduced to the Madibatlou Middle Farm School through Axsys Projects, a Stefanutti Stocks Strategic Enterprise Development Partner. "We had been looking for a school where we could make a bigger impact by building and/or improving existing infrastructure, and this school ticked all the boxes," says Vaneshree Pillay, Stefanutti Stocks Civils' senior compliance officer. "We have submitted expansion plans to build a science laboratory and additional classrooms to the Gauteng Department of Education, and while we were waiting for the necessary approvals, Mandela Day gave us a perfect opportunity to get the relationship off to a good start!"

In order to increase the impact of the intervention at the Madibatlou School Stefanutti Stocks contracted DZANGALWE Construction & Services to undertake some of the remedial work (to the value of R165 000) the school urgently required. DZANGALWE owner Mercy Mphephu-Siliga and her team of 17 permanent employees were on site in the lead up to Mandela Day undertaking activities such as building a wall, tiling, welding, fencing and installing skirting, gutters and downpipes. The DZANGALWE team was just as active on 18 July, working tirelessly alongside everyone else.

"The turnout and support from our staff, their families, parents, teachers, and even passers-by, really exceeded our expectations! We visited the school on the following Monday to see if the children had noticed and their faces clearly showed us that they had," concludes Pillay.

Werner Jerling, managing director, Stefanutti Stocks Civils (bottom right)

"July 18 this year was a tremendously rewarding experience - and I'm sure I do not speak only for myself. I think the fact that our people gave up their Saturday and brought their families along to help was a great show in support of this initiative. Events such as these make us more socially aware and open our eyes to the world around us. On any other day none of us would have driven down the road that leads to this particular school, and today many of us have come to realise just how much is being done here with the little they have. I must admit that I can't get the transformation that happened on Mandela Day out of my mind, and I hope the kids noticed and were encouraged when they returned to school on Monday!"

"I think we could, or should, do more of these kinds of events in the future. Generally speaking people do want to become involved, but they are not always sure of where. If we as a company facilitate the opportunities, I am certain our staff will come to the party."



Here is what some of the other contributors had to say:

George De Virion, estimator, Stefanutti Stocks Civils

"My wife Celeste, our ten-year old son Joshua and I arrived expecting to work hard, and were greeted by a hive of cheerful activity. It was really quite crazy with everyone busy doing something but it didn't take us too long to find a brush and start painting! These classroom walls haven't had a lick of paint in a very long time, and I feel like we transformed the place during the course of the day!

"I would love to do more than this, away from Mandela Day, where the desk-bound people back at the office can also be involved in giving back to the community. Personally I love these types of initiatives, and I'm happy my family could be part of it."

David Ngobeni, father of Madibatlou pupil

"Mandela Day is about giving back and honouring the hero. I didn't expect such a turn out, but when I arrived this morning there were so many people and everyone was busy! You are never too old to learn, and today I learned how to sand and put my hand to painting! I think the kids will love what has been done – wherever we have touched, it looks like new."

Elvis Lukhele, father of Madibatlou pupil

"I wish it could be a Mandela Day every day, because everyone was committed to working in a united way. Our children have to learn from us. What we did here today was an example to them from which they learn not just to receive, but to give back as well. We all have to strive to be a Mandela and to follow the example he was to us."

Eva Nkadimeng, teacher

"The kids will be impressed, and the atmosphere in the classrooms will be different."

Mantoea Mothibi, teacher

"Mandela Day means to give back to the community especially those who cannot afford to do things on their own. I've enjoyed being part of today – seeing the painting, preparing the classrooms and repairing the furniture for the little ones."

Rudi Badenhorst, Deputy Principal

"The spirit of Mandela Day is wonderful, and today we are creating something, which is sustainable. It's definitely a day for Ubuntu - all races and ages working shoulder-to-shoulder and enjoying each other's company. We need to keep this going forward year after year!"



Phindile Mbatha, sustainability support coordinator, Stefanutti Stocks Civils

"Participating in the task of giving a much-needed facelift to Madibatlou was a wonderful experience for me. It was such a pleasure visiting the school afterwards when they re-opened, and the excitement on the kids' faces when they saw their new re-vamped classes was priceless!

"I realize that just a small gesture of solidarity with humanity is a step towards a global movement for good. If given the opportunity to do it again, I'm definitely there - all the way."



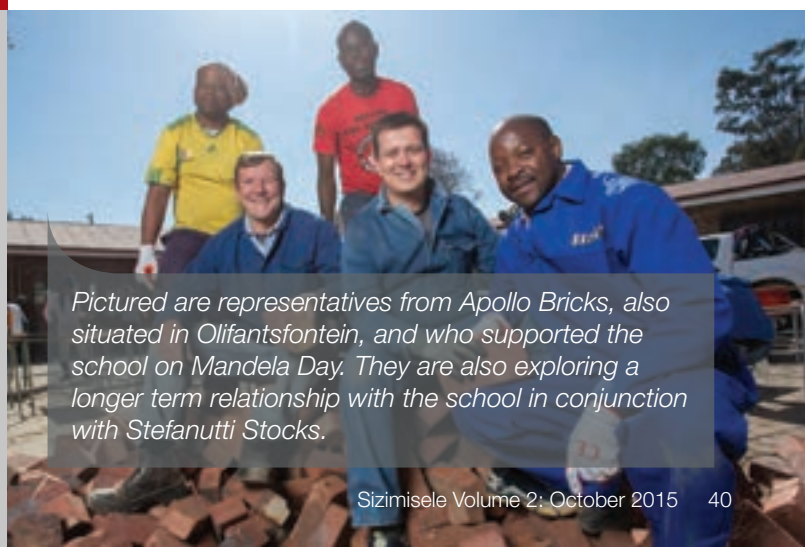
Vuyo Qubu, director at Stefanutti Stocks Civils

"We certainly can't quantify the efforts the late President put in, but every little bit that we can contribute, on any given day, will reward us as much as those on the receiving side. As a father, what made this even more special was seeing it through my daughter's eyes. The impact of what we were doing didn't really become clear to her, until I showed her photographs of the children in their revamped classrooms. She was so stoked to have been a part of that day, that she even did a show-and-tell at her school. And now, whenever we drive past an informal settlement, Zano asks me 'Daddy, is that the next initiative?'

We will obviously have to come up with something!"

← *Mercy Mphephu-Siliga, owner DZANGALWE Construction & Services (far left)*

"I first connected with Stefanutti Stocks in 2012 when my company was hired to do some subcontracting work for the Power division on some wind farm projects in the Cape. Since then I have really developed a passion for civil work and am always looking for new opportunities. I'm so pleased Vaneshree contracted us for this project. When we arrived at the school it was obvious that a lot of work was required, and we needed to work hard to make a change for this school. We arrived early, and knocked off late, and my whole team was so happy to see the change from when we first arrived at Madibatlau."



Pictured are representatives from Apollo Bricks, also situated in Olifantsfontein, and who supported the school on Mandela Day. They are also exploring a longer term relationship with the school in conjunction with Stefanutti Stocks.

Stefanutti Stocks initiates a long-term partnership with Madibatlou farm school

Madibatlou Middle School is a farm school located on the Sundown Farm, just off the Apollo Road in Olifantsfontein, Gauteng. The school was originally established in 1972 and over the past four decades has grown to such an extent that in 1999 the school grounds were donated to the Department of Education, on the proviso that the ground would be used for the school. Currently 1 800 scholars, hailing from nearby farming communities and informal settlements, and ranging from Grade R to Grade 9, attend Madibatlou. The school's 44 educators teach classes ranging from 27 to 68 pupils in size, with an average of about 51 per class.

Deputy principal Rudi Badenhorst elaborates on the difficulty of the general upkeep of the school, as well as keeping up with technology - two of the many challenges facing farm schools in South Africa today. "As we do not charge school fees here, we rely heavily on outside donations for repairs and maintenance, be they in the form of money or services. Our ability to expand the school, in order to cater for our growing numbers is also limited without external donors or companies who have taken an interest in Madibatlou."

The school's ability to offer instruction in technology has been thwarted by several cable thefts, and subsequent refusal by Telkom to reinstall cabling has resulted in Madibatlou having no working internet access, unless connecting via mobile data, a cost the school cannot afford.

"Hearing of Stefanutti Stocks' long-term interest in building a sustainable partnership with our school has come at an opportune time, as we are desperately in need of some form of investment to ensure we give our children the best quality of education we are capable of," continues Badenhorst.

The Stefanutti Stocks Structures business unit was introduced to the Madibatlou School by Sean Cullinan, who heads up the surveying department at Strategic Enterprise Development Partner Axsys Projects. At the time the business unit was looking for an educational institution with which it could enter into a sustainable relationship. "What drew us in particular to the Madibatlou School was the opportunity to invest in an education initiative that would in particular support education in mathematics and science, two subjects that are the key to the sustainability of our industry," explains enterprise development director Charles Wright. "We see our relationship with Madibatlou as at least a five-year commitment on our part. Currently we are awaiting approval by the Gauteng Department of Education of our architectural drawings and plans for a science laboratory and an additional classroom that we would like to construct on the school premises."

Stefanutti Stocks kicked off the relationship on Mandela Day 2015 (read about it on page 39/40)



SS Construções Moçambique *revitalises community spaces*



Men at work.



Work underway at the Inhagóia School.

SS Construções Moçambique recently joined forces with Reconstruir Moçambique - a redevelopment initiative with a dedicated television programme that broadcasts progress on revitalisation projects to both national and international audiences.

The objective of Reconstruir Moçambique is to upgrade educational, cultural, health and community spaces that have suffered neglect, and that should serve a vital role within vulnerable communities across the country. Mozambican companies are invited to participate in these initiatives by donating time, money, materials or expertise to the cause. Volunteers from the recipient community, such as parents, families, neighbours and/or friends, join in to work alongside the companies' teams.

In addition to being a television programme Reconstruir Moçambique is a platform where companies and brands are presented with opportunities for socio-economic development within communities where a great need for such intervention exists.

SS Construções Moçambique was the main contributor to the programme's first initiative, which saw the transformation of a neglected and dilapidated school in Inhagóia, Maputo into a fit-for-purpose educational facility. The company contributed the design, budget and bill of quantities; cost control; project management; plant and equipment; construction services and materials - at a total project cost of US \$100 000.

"The first project was a great success and we believe it will have a large impact on the community in Inhagóia," says Pieter Badenhorst, quantity surveyor at SS Construções Moçambique. "We are honoured to be playing a part in the reconstruction of the Mozambican landscape and look forward to the next projects, the first of which, the development of a community sports facility, is already well underway."

SS Construções Moçambique's second project sees the company constructing the Zimpeto Municipality SS Moç Soccer Field, where it is running the project from design through to completion and contributing 100 per cent of the US \$170 000 project cost. "We have designed a top-class soccer facility including public seating; change rooms for the players; ablutions and a playing field, that is completely surrounded either by a wall or fence," explains Badenhorst. "The project should be completed by November 2015, and we anticipate it will be well-received by the soccer-loving community it is being built for!"



The final result of the revamp of the school.



SS Construções Moçambique's second project, the construction of a football field, should be completed by mid-November 2015.

Jirah Academy's overwhelming success fuels dream of becoming stand-alone, *fee-free trade school of excellence*

Since the Stefanutti Stocks and Jirah Academy paths first crossed in 2014 the academy has seen incredible results in terms of personal growth and academic achievements on the part of its 50 learners. Originally it was founded as a bridging programme with the objective of rebuilding the foundations in engineering mathematics and engineering science. However, following the overwhelming success of the 2014 Bridging Programme, Jirah went on to pilot N1 and N2 in early 2015 and will complete N3 Engineering Studies by November 2015. The academy has been operating as a community-based satellite campus, in partnership with public and private TVET colleges that are registered with the Department of Higher Education and Training (DHET) and quality assured by UMALUSI (the Council for Quality Assurance in General and Further Education and Training).

Its first mainstream engineering studies learners will graduate at the end of November 2015, many of who will have achieved their N3 Engineering Studies. Graduates can then pursue the artisan route by going into apprenticeships, while some of the top students may be given opportunities to continue to study in local universities of technology and abroad at the Virginia Tech University. Grants for a teacher/learner exchange programme could be sourced from various mechanisms. "We don't dictate to our students which path they should take, however we do try to give them career opportunities to consider," says Academy chairman and founder Ian Jones. "We understand that some of them need to earn money to support their families - first-year apprentices earn over R6 000 a month whereas those who choose to continue with their academic qualifications do so with no income."

The Toyota Training Centre in Prospecton has undertaken to take in 15 of the graduates as part of their unemployment programme, and negotiations are underway with other companies including Transnet Engineering Apprenticeships, Transnet Maritime School of Excellence, NMI-DSM Vehicle Dealerships Group, Engen Refinery and Stefanutti Stocks for learners who

choose to pursue civil and construction-related careers. The Academy's Training Centre partners also place graduates.

"We would be doing our learners a disservice if we just trained them in engineering studies, without also helping them to foster good work habits, timekeeping skills, self-management as well as a commitment to a value system," says Jones. Jirah's approach to developing youth is based on 360 degrees of wholeness.

"Our ultimate goal for the academy is that our reputation for educating quality artisans who are fully prepared for the work place, will precede us and that we will have industry queuing up at our door to place our candidates." This dream includes expanding the facilities to include a workshop for practical hand-skills training, as well a Youth Career Resource Centre to serve both the Academy and the wider community.

Stefanutti Stocks' has thus far been the main financial sponsor for the initiative. In 2014 the Stefanutti Stocks Marine / Axsys joint venture contributed a total of R1,35-million towards the original Bridging Programme including mainstream N1/N2 Engineering Studies. In September 2015 Stefanutti Stocks Civils KZN contributed R250 000 to be used towards completing the N3 by November. "Stefanutti Stocks has for a long time targeted education, particularly in disadvantaged schools, as an area of sustainable intervention and a corner stone of improving the lives of South Africans," says Matthew Horwill, Stefanutti Stocks Civils KZN managing director. "In all fairness what the Group has done to facilitate the start and sustainability of this initiative is the easy part - the real accolades, praise and gratitude must go to Ian Jones and his team for their commitment and passion to improving the lives of these young adults."

Tanyaradzwa Chinodakufa, teacher (second from right)

"We work with three categories of learning ability in one classroom - there are fast learners, slow learners and slower learners. In the public sector everyone gets treated equally in the classroom so not everyone can excel in that environment. It's a lot of work to do it this way but at the end of the day, you achieve what you want. It touches my heart when the slower learners achieve, and there have been some real surprises in the results. As teachers we are here for them to cross over into a bigger future and I need these kids to excel. I want them to be big people someday."

21-year old Raywin Johns (far right)

"Jirah is an opportunity to develop who we are, and also to better ourselves through education and make something of ourselves. I am a more practical person, and prefer practical to academic activities, but I am really enjoying the civil class and think a career in a civil environment would be good for me"





Chairman of the Jirah Academy, Ian Jones (pictured left) receives Stefanutti Stocks Civils KZN's contribution of R250 000 from managing director Matthew Horwill.

In just over one year the Jirah Academy has proved it has a successful formula, and has developed with its students in order to provide a complete pipeline, from the Bridging Programme to the work place. Despite continued financial support by Stefanutti Stocks and a number of other product sponsors, as a Section 18A Tax Exempt Non-Profit Organisation that does not charge any fees, the Jirah Academy is in great need of continuous financial support as it faces monthly running costs between R120 000 to R150 000.

"The Jirah Academy is a prime example of how investing in people as a priority can yield incredible results. It is both humbling and inspiring to witness this success and in particular Jirah Academy's impact on the Wentworth and extended communities," says Horwill.

"I sincerely hope that other corporates will see the value of this initiative; and that they too will feel compelled to contribute to its sustainability to ensure it continues adding value to our industry's skills-base for years to come."

Leonard Mandzivanzira, teacher (standing)

"We have taken the upper level of achievers, and mixed them with the lower achievers so that they can help each other outside the classroom. Teachers step in if necessary but this student-to-student interaction has proved very successful and shown a marked improvement throughout."

20-year old Dayle Gordon (middle)

"Jirah is a second chance for me to improve my grades in mathematics and science, and to get into university. I am currently doing the N3 and would like to go to the Durban University of Technology to study Civil Engineering next year. Civil construction can make a real difference in peoples' lives and I'd like to build cheaper houses and a shelter for those living on the street. You can't always be a hero, but you can make a difference by doing small things."

22-year old Brenne van Rooyen (far right)

"It's fantastic! I was in the Bridging Programme and am now doing my N3. I didn't do mathematics and science in school, and now I feel like I have accomplished what I thought I couldn't! Now that I am doing and understanding these subjects, it brings real joy to me."



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Teachers learn to inspire *tomorrow's winners through creativity*

"You can't use up creativity. The more you use, the more you have."
Unknown

Sixteen educators from across South Africa were invited by Stefanutti Stocks to attend Kobus Neethling's 9th Annual International Creativity Conference for Educators (EDU ACRE). The three-day conference took place in October 2014 at the Klein Kariba resort in Bela Bela and as in previous years, teachers left the conference inspired and motivated to take what they had learned back to their classrooms.

For the 2014 EDU ACRE the Stefanutti Stocks Structures business unit sponsored ten teachers, and Stefanutti Stocks Mining Services sponsored six. The delegates were selected from the 13 schools that were identified for the Go for Gold roll-out in Gauteng (see article page 48).

The workshops and presentations covered topics including "How to create tomorrow's winners", "How to grow leaders", "How to inspire your learners and shape their future", "Take your class on a creative journey – not a guided tour"; "How to create miracles", "Know what creativity is for a new generation" and many more.

"At the 2014 EDU ACRE I witnessed many of our country's teachers being inspired to explore and seek more creative, impactful ways of teaching the children of South Africa," says Shaldean Opperman, Stefanutti Stocks Civils sustainability support co-ordinator. At the opening of the event Kobus Neethling extended a special thank you to all sponsors, saying, "We appreciate your commitment to education and to this conference in particular. Many teachers will have the opportunity to experience creativity in action because of your generosity. As John Bunyan once said 'You have not lived today until you have

done something for someone who can never repay you.' To all our sponsors... you have truly lived today."

In 2013 Stefanutti Stocks hosted 10 educators at the conference, and it has invited five educators – three from the Madibatlou Middle School and two from Mabuya Secondary School - to the 10th Annual International Creativity Conference for Educators, which will take place in October 2015.

"The conference was meaningful and an exciting experience. The information sharing sessions have helped me to enhance creativity and fun in my classroom. The innovative ideas on IT and e-learning will help me in my teaching of the Physical Sciences." **Sinah Thulisile Hlongwane, Physical Sciences teacher, Zimisele Secondary School, Kwa-Thema.**

"The 9th Annual Creativity Conference was a life changer. It helped me as an educator, a parent and as a lifelong learner." **Bright Magabvu, Mathematics teacher, Hulwazi Secondary School, Daveyton.**

"It was a great opportunity to explore different ways of working with learners; insight on how to understand them better as well as a time of personal growth in my teaching."

Buti K, Mathematics teacher, Nkumbulo Secondary School, Springs.

"The presenters instilled skills through their workshops, and integrated the principles of social and emotional intelligence that will help educators improve our class management, our teaching and learning skills, learner performance and ultimately improve results. To me the conference is an exceptional memory." **Albertinah Mukwevho, teacher, Mabuya Secondary School, Daveyton.**



The 2014 EDU ACRE attendees, from back to front, left to right: Shaldean Opperman from Stefanutti Stocks, Siphso Matalane from Kingsway, Sylvester Remotsepe from Kenneth Masekela, Kobus Neethling, Sinah Mhlongo from Zimisele, Zamani Sithole from Laban Mothlabi, Sibusiso Mafuyanduna from Dinoto, Lisa Pieterse from Collingwood Primary KZN, Althea Leaf from Collingwood Primary KZN and Patrick Khorommbi from Tlakula. Middle: Jabu Sithole from Gauteng East district, Evans Malibe from Lesiba. Front: Tina Mukwevho from Mabuyal, Lindiwe Yende from Lefa Ifa, Malepe Molese from Phulong, and Bright Magabvu from Hulwazi.

When you teach for so many years you can get complacent. I came away from the conference more enthusiastic and confident in who I was as a teacher and what I am able to pass on to my children. I also left the conference wanting to know who the children are, and with the desire to ensure that at the end of the year, in addition to knowing their school work that they have grown as individuals. The conference was like a spa for the mind, and it challenged me in every area of my life, not just with regard to school.” **Lisa Pieterse, teacher, Collingwood Primary, Wentworth (pictured left).**

“To maintain creativity in the classroom an educator needs immense courage to rise to the daily challenges encountered when teaching in the community of Wentworth. We were truly inspired, enlightened and challenged beyond our expectations through this conference. Our passion to further develop our children has been ignited. We were empowered not only professionally, but personally as well.” **Mrs A.L. Leaf, deputy principal, Collingwood Primary, Wentworth (pictured right).**



Civils KZN “Makes A Difference” *at Collingwood School*

As part of the Stefanutti Stocks Structures business unit's Mentoring for Success programme, the Civils KZN division launched a “Make a Difference” (MAD) campaign whereby it tasked the mentees participating in the programme to propose socio-economic development opportunities that focused on delivering real and tangible value to the communities in which the company operates. Project proposals put forward included a project plan and a task team that would handle all aspects of the campaign, from managing through to finance, operations, procurement and planning.

Site agent Imraan Milase, together with the rest of the programme's mentees, identified the Wentworth-based Collingwood School in Durban as an initiative in honest need of support. The school, established in 1970, was originally meant to serve as a temporary solution until the government could build a more permanent school. This investment never materialised, and today the school finds itself in constant need of repair and maintenance work, which it is unable to self-fund, as many of its scholars cannot pay school fees. In addition, as Stefanutti Stocks Civils KZN has nurtured a relationship with the school since 2009, this also presented an opportunity for continued sustainable intervention.

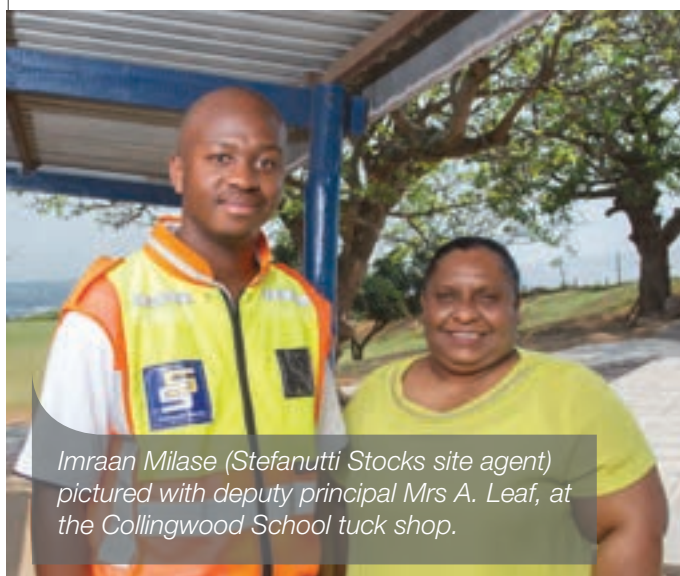
Based on the team's MAD presentation to the mentors, the Civils KZN management gave the go-ahead for the mentee team to take on the project which included rehabilitating the walkways, constructing new concrete steps, fixing toilet facilities, renovating the tuck shop and building additional sports facilities. The team had to fulfill all aspects of the build from project approval, to scope management, supplier/donor negotiations, work execution, SHEQ management, cost reporting and eventual close-out.

“As contractors we understand how essential safe operating environments are, and the same rationale applied to the upgrades required at the school, as some areas were posing safety hazards to the school's pupils and staff,” says Milase.

The project was undertaken over a duration of 17 days, and cost R158 000, of which R82 000 was donated via materials

and services from sponsors including Kalvis Precast Concrete Specialists, M&B Engineering, Impact Engineering, Thekweni Reinforcing, APK Projects, Peter's Tippers, Ramdas Transport and AfriSam.

“We have an obligation to make a difference, and the rewards of this particular project will not only be reaped by the school - I believe the satisfaction of “Making a Difference” in people's lives is one felt by all who contributed to make this project happen,” concludes Milase.



Imraan Milase (Stefanutti Stocks site agent) pictured with deputy principal Mrs A. Leaf, at the Collingwood School tuck shop.

Delmas community clinic upgrade *benefits local community*



There is a growing demand for improved access to primary healthcare services across South Africa, with many community clinics across the country lacking access to funds required to upgrade or improve their facilities. When ESKOM requested that Stefanutti Stocks Roads & Earthworks and their joint venture partner Izazi Mining assist the community surrounding the Kusile Power Station in Mpumalanga, the joint venture identified the Victor Khanye Clinic in Delmas as an initiative that both required investment, and would benefit previously disadvantaged communities in this area.

In order to spread the upliftment further into the community, Stefanutti Stocks and Izazi Mining used two local contractors, Delmas Electrical and Dracon Contractors, to assist with the

renovations. The total investment by the joint venture partners amounted to almost R500 000 and saw the construction of a new main entrance, a new admission area and new ablution facilities.

Abram Masango, general manager of Kusile Power Station, expressed his gratitude to Stefanutti Stocks Roads & Earthworks and Izazi Mining, thanking the joint venture for its efforts and the financial contribution made towards the Victor Khanye Clinic. "The contributions you have made have indeed been very valuable and are worthy to be followed by others. Your generosity and help have been a strong support and an inspiration to the community. Through your generous contribution, the Kusile Project is leaving footprints in this district."

R32 000 raised *for the PinkDrive*

The Bidvest Wanderers Stadium was painted pink on 18 January 2015 as cricketers and supporters donned pink to help raise awareness of breast cancer around the world. The occasion was the 2nd Momentum One-Day International Cricket game between the West Indies and South Africa and saw the Proteas substituting their traditional green-and-gold for pink kits as Cricket South Africa, the Gauteng Cricket Board, Momentum and Bidvest (Wanderers Stadium) rallied in support of the initiative.



In the spirit of raising awareness and funds for the PinkDrive, while at the same time supporting the national cricket team Stefanutti Stocks Roads, Pipelines & Mining Services (RPM) invited its clients and employees to participate in the 'Pink Day'. "We encouraged all our employees and their families to wear a pink shirt to the event, by exchanging a shirt donated by them for a Stefanutti Stocks branded pink shirt," says Bronwyn Dickens, the business unit's BEE compliance officer. "We also asked everyone who attended to donate at least R100 to the cause, and were thrilled with the response which saw a total of 74 T-shirts and R32 000 raised for Breast Cancer Awareness!" The 74 T-shirts were donated to Kids Haven in Benoni, an organisation that serves homeless street children.

The day's feel-good factor was heightened by the memorable performance of the Proteas, who scored 439 runs for 2 in their allotted 50 overs - just four runs short of the highest total in history! They then proceeded to set the pitch (and crowds) on fire as record after record fell including the 19-year-old record for the fastest half-century and fastest century with AB De Villiers reaching a century in just 31 balls. Opening batsmen Rilee Rossouw and Hashim Amla hit centuries in a South African record first wicket stand, with Hashim Amla ultimately ending unbeaten on 153 runs from 142 balls. "The 'Pink Day' was successful on many levels, and was certainly a day which will not be forgotten by the many people who united in support of a truly worthy cause," concludes Dickens.

Public Private Partnership

still going for Gold

The “Go for Gold” programme was initially established in 1999 as a public-private partnership between Western Cape-based construction companies and the Provincial Department of Education. It was introduced to Gauteng in 2013, with thirteen schools participating in the roll out. There are four phases that form part of the “Go for Gold” programme: phase one offers financial support at school level; phase two offers a gap year or internship; phase three offers a learnership or tertiary education; and phase four culminates in employment. The programme sees corporates sponsor one or more students, for one or more phases.

Stefanutti Stocks Marine has been part of “Go for Gold” since 2011, and Stefanutti Stocks Civils and Geotechnical became involved in 2013 and have been instrumental in the Gauteng rollout.

Stefanutti Stocks Marine has committed to spend a total of R1,2-million on the initiative and has to date sponsored about ten students annually for the past four years (Phase 1). It recruits about three interns a year (Phase 2) and has given bursaries to five students (Phase 3), four of whom are studying their National Diploma in Civil Engineering. Two of these are now in their third year and are working for the division; one third-year and one second-year bursar have been with Marine for all three phases; and finally a first-year Bachelor of Civil Engineering student at the University of Stellenbosch has also been supported by the division for all three phases.

In 2015 the Marine division has ten students in phase 1, two students in phase 2, one student in phase 3 and it employed Fezeka Dyushu, Dintle Nkopane and Samkelo Manyela, all of who recently graduated from the Cape Town University of Technology (CPUT) with a National Diploma in Civil Engineering.

In 2015 Stefanutti Stocks Civils is sponsoring two students



Shadley Bruintjies (left) and Lwazi Mfiki (right) are two of Stefanutti Stocks Marine's promising “Go for Gold” students currently in their gap year and working at a marine site in Cape Town harbour.

in phase 1 and Stefanutti Stocks Geotechnical is sponsoring one student in phase 1. For 2016 both the Civils and the Geotechnical division will continue to support these students. The two divisions combined have thus far contributed R240 000 towards the programme.

“I was privileged to be on the Go for Gold steering committee for the Gauteng roll-out on behalf of our Structures business unit,” says Vaneshree Pillay, Stefanutti Stocks Civils’ senior compliance officer, “and I am looking forward to the programme gaining as much momentum in Gauteng, as it has gained in the Western Cape.”

The Stefanutti Stocks Structures business unit sponsored the attendance at the EDU ACRE in 2014 for teachers from the 13 schools involved in the Gauteng rollout of the initiative (article page 45).

Provincial players

practice on life-size chess sets

The Stefanutti Stocks Mechanical & Electrical business unit, in collaboration with AMT Community Development, donated two life-size chess sets to the Theha Setjhaba Primary School in Zamdela, Sasolburg.

The game of chess has multiple positive impacts on a child’s development, and the life-size chess pieces enhance and promote mass participation in chess games, giving the children an extracurricular activity to keep them occupied.

Theha Setjhaba Primary participated in the Diala Mantombazana Top Schools Tournament that sees schools from around the Sasolburg area playing against one another in a league style format. Principal, Mrs M A Tlou was proud to report that the seven-girl team that participated in the under-13 age group reached provincial level, after playing against the previous year’s National finalists. The team went on to finish third overall in the provincial eliminations that took place in mid-August 2015. “This is a fantastic achievement on their part,” says August Lipke, operations director for Stefanutti Stocks E&I, “and we hope that many more chess teams get to practice on the sets donated by Stefanutti Stocks!”



Mma Tshepo Khumbane Foundation educates on *sustainable food gardening*



The Mma Tshepo Khumbane Foundation Trust was registered in June 2013 with the purpose of ensuring the inspirational work of a remarkable South Africa woman, Mma Tshepo Khumbane, continues into the future. For decades her development programmes have empowered communities to be more self-sufficient by educating them on how to create, and manage, their own base-line food security in a water-wise manner.

Much of Mma Tshepo's success has been achieved through teaching by example. In the past she has travelled to villages in the Limpopo Province where she has shared her knowledge, and returned numerous times to check on progress. Her plot of land near Cullinan also provides a perfect landscape for

knowledge transfer and as part of the Foundation's Water for Food Movement a seven-day workshop is offered to selected community members.

In order to help equip the farm for those attendees who required overnight accommodation Stefanutti Stocks Pipelines donated a fully-refurbished container to the value of R30 000, to be utilised for this purpose. "As contractors who undertake projects across South Africa and who come face-to-face with the poorer communities who can benefit from this type of empowerment, we are happy to be able to contribute towards assisting the Mma Tshepo Foundation in spreading the word of sustainable food gardening," says Bronwyn Dickens, Stefanutti Stocks Roads, Earthworks & Pipelines BEE compliance officer.

Siphiwe Primary *gets a food garden*

Following the Stefanutti Stocks Civils finance department's Food and Trees for Africa initiative in 2013, the Stefanutti Stocks Civils HR and training departments joined forces with Food & Trees for Africa (FTFA) on 14 November 2014 to introduce a food garden at the Siphiwe Primary School in Tembisa. These schoolchildren rely on getting a healthy meal at the school, as they come from poor homes, where healthy nutritious meals are a luxury. "Hearing the stories of underprivileged children who cannot rely on a good square meal, was a stark reminder of how we take these every day necessities for granted," says Shaldean Opperman, sustainability support co-ordinator for the division.

The two departments spent the day designing, preparing, digging and planting vegetable beds that the school will be able to maintain. "It's inevitable that a sense of team and unity is built when a group of people is working towards a common cause, and the team left the school feeling they had contributed to a worthwhile initiative," says Opperman.



Food & Trees was founded in 1990 and is centred on people, uplifting quality of life and addressing climate change. This South African social enterprise aims to achieve this through developing, promoting and facilitating greening, climate change action, food security and sustainable natural resource use and management.

Business Forum supports *local SAPS branch*



Stefanutti Stocks was one of the founding businesses of the Olifantsfontein Security and Business Forum (OSBF), a section 21 company. The forum was founded in 1992 after a car hijacking took place just in front of the Stefanutti Stocks offices in Industry Road, and in response to the increasing levels of violent crime in the area. All members contribute to a central fund that is used to support the South African Police in their fight against crime.

In mid-2015 Stefanutti Stocks undertook the paving, car park marking and painting of arrows for traffic flow within the previously dirt car park, adding to the professional appearance of the facility that has served the Olifantsfontein community for decades.



Blankets spread *warmth on Mandela Day*

Stefanutti Stocks Electrical & Instrumentation (E&I) donated 170 blankets to the Aid2Kids projects of which 40 were given to the Velile Empowerment Victim Centre in eMbalenhle, Mpumalanga. The centre offers a safe haven for more than thirty vulnerable children and is one of the Ridge Times newspaper's socio-economic development initiatives. The remaining blankets were distributed to cater for the need at other Aid2Kids projects in Mpumalanga. Pictured at the hand over of the blankets are, from left to right, Mr Sifiso Mathebula (Ridge Times), Trevor Emslie and Ilisma Delpoit from Stefanutti Stocks (E&I) and Michelle Nandkoomar (Ridge Times).

Stefanutti Stocks supports *development of community old age home*



The Stefanutti Stocks Mining Services division handed over a cheque of R100 000 to the Lethabong Old Age Centre in late 2014. It will cost a total of R1,8-million to build this old age home and the business and local residents in the area have been raising funds towards the construction of the first old age home in this area.

Stefanutti Stocks Mining Services matched the R100 000 donated by its client Foskor Mine. It will further support the initiative by clearing the site on which the facility will be built.

Pictured to the far left is Eugene Nortje from Stefanutti Stocks Mining Services, together with representatives from the Lethabong Old Age Centre.

Stefanutti Stocks Swaziland blazes the sustainability trail

Source: Thandiwe Hlatshwayo

Sustainability has become a part of life for many companies. For some, it's a matter of meeting demands from customers seeking socially responsible goods and services. For others, it's about addressing pressure from stakeholders including investors or pursuing their own corporate values. For others, especially those in a resource-constrained environment, it's a strategic imperative. Whatever the impetus, sustainability has become sufficiently pervasive that defining it and executing business programmes, products, and practices with an eye to their environmental and social implications has become a demanding managerial exercise.

Skills Development

Within construction people are the greatest asset and the Stefanutti Stocks Group is driving various initiatives that address both numbers and quality of skilled individuals. Stefanutti Stocks Swaziland is running full speed ahead with these initiatives to ensure that it aligns itself with those of the Group at a divisional level. "More so, we are striving to match the workforce to the business needs of the company while taking full cognisance of the fact that individuals who spend the maximum part of their day contributing towards the success of an organisation are its most crucial resource," says Thandiwe Hlatshwayo, Stefanutti Stocks Swaziland human resource manager. "Employees can either make or break an organisation, truly making them an organisation's lifeline." Recruiting the right talent is of utmost importance as an individual who is not fit for a particular role will not be able to add value in the long run.

Training & Development

As part of the training and development programme Stefanutti Stocks Swaziland has invested in young professionals who have undergone training on CCS, Engineering Logbooks and other relevant programmes that will equip them to become the future leaders of the company.

NQF Programme

To ensure a sustainable and productive workforce, Stefanutti Stocks Swaziland has set up programmes for the training and development of its employees. Nine foremen have successfully completed the ¹NQF Programme through ²Tjeka. This has been a huge milestone for the company, considering that these candidates had no qualifications at all, yet managed to complete the required modules within the stipulated time whilst continuing with their work commitments. "This is a clear demonstration of the commitment and dedication from both management and the employees, who supported one another throughout their studies," says Hlatshwayo. Two cases that stand out are the successful completion of the NQF 4 by Mangoba Gamedze and Sabelo Dlamini both of whom began their careers with Stefanutti Stocks as general labourers and now hold the position of foreman. Foreman Paul Shiongwe who was originally engaged as a grader operator, has successfully completed his NQF 2.

In 2015 the company has enrolled a further two foremen with Tjeka for the NQF4 program. "We are hoping that with availability of funds and training, eventually all of our foremen will

gain the necessary capacity to execute their duties with a clear understanding of production and the ability to interpret the plans and drawings relevant to their tasks," says Hlatshwayo.



26-year old Mqondisi (MQ) Hlophe, quantity surveyor - Stefanutti Stocks Swaziland

"I joined the Stefanutti Stocks Swaziland family straight after completing my diploma at the Mangosothu University of Technology and it has been an amazing two years thus far. So many companies just pay lip service to investing in their people, but I can honestly say that my experience here has shown just the opposite.

"In addition to attending two CCS and a Construction Contracts training course I am constantly growing through my day-to-day work experience, where I am interacting, learning and working with my more experienced colleagues and the professional teams. This has really deepened my understanding of the industry as well as helped in my own personal growth.

"I'm the type of person who does not want to stagnate so will take every opportunity available to me to develop myself, gain more experience and with that take on more responsibility.

"So far Stefanutti Stocks Swaziland has definitely had my interests at heart and I would like to do my bit in taking the company to another level."

Plant & maintenance

On maintenance of plant and smooth operations at the workshop, we have formulated a training matrix, which is already on the run for all our mechanics. They are doing refresher courses with the likes of Liebherr, Komatsu, Winget Dumpers & Mixers and Caterpillar, to mention a few. For succession and transferring of skills, we have recruited two brilliant apprentices, Mduduzi Zwane and Norman Gamedze, who are already doing their phase 3 through the training centre at Head Office in Kempton Park, South Africa.

¹ NQF: National Qualifications Framework
² Tjeka Training Matters (Pty) Ltd

Localisation

For sustainability and adherence to the Localisation Policy, Stefanutti Stocks Swaziland has promoted a number of qualified locals to managerial positions. These include amongst others Velaphi Mabila and Sonnyboy Nhleko who were promoted to site agent; and Thulasizwe Dlamini and Nomcebo Mamba who were promoted to sub-agent. "Not to gloat or anything, but we take pride in having Nomcebo Mamba as the only local woman occupying the position of sub-agent," says Hlatshwayo. "Nomcebo has proven to all and sundry that she is as capable and ambitious as her peers and we look forward to watching her grow."

Enterprise Development

Stefanutti Stocks Swaziland has developed a strong professional relationship with the local contractors. These strong relationships have created sustainable enterprise development for both Stefanutti Stocks Swaziland and the local contractors. The company's pool of contractors are readily available to meet the operational needs of the company as well as other divisions in the group, such as Stefanutti Stocks Zambia, as and when the need arises. "To ensure that our sub-contractors are in full compliance with quality and safety, we have taken the responsibility of uplifting and empowering them with necessary skills and knowledge," says Hlatshwayo.

Health & Safety

To boost its SHEQ department, Stefanutti Stocks Swaziland registered three local cadets (Nombuso Nkosi, Mbongwa Mahlaba and Bongumusa Dlamini) under NQF 3 to groom and capacitate then into fully-fledged safety officers. All three are degree holders from the local university and have completed the Tjeka modules with flying colours. "The main objective and drive behind the training is to invest in capacity building and ensure that there is a reasonable and well-capacitated representation of local talent at management level," explains Hlatshwayo. A further development on the health & safety front is the initiative to conduct voluntary testing for all employees on HIV, diabetes, tuberculosis and blood pressure. This voluntary testing is conducted annually and in partnership with the Ministry of Health and the AIDS Health Care Foundation (results remain confidential). A prostate cancer awareness drive has also been introduced, with the assistance from the Ministry of Health.

Socio-Economic Development

Gone are the days when companies concentrated solely and selfishly on making profits. The enactment of the Companies Act 2008 has brought a number of changes in South African corporate law. One main change is the establishment of the social and ethics committee in terms of section 72. This committee provides for a shift from the focus on profits by companies. Instead, companies are now expected to take into consideration other stakeholders which include employees, creditors, the community and the environment. By virtue of being a corporate entity and subscribing to the principles of corporate governance Stefanutti Stocks Swaziland has actively engaged in a number of corporate social responsibility activities (CSR).

These include sponsoring a local student to pursue a degree in a Civil Engineering at the University of Cape Town; donating sixty pairs of school shoes for needy pupils at Mambane Primary School in the Lubombo Region; sponsoring trophies for the Ministry of Health Wellness Games; partnering with the Royal Swaziland Police in the successful launch of the Matsapha Schools Anti-Crime Club Workshop; and sponsoring the Malkerns Regional Soccer league with a soccer kit and a cheque valued at forty thousand Emalangeni.

To reach out to the needy and promote education, Stefanutti Stocks Swaziland has pledged to fund Sinqobile Dlamini, a Form 2 student from Somnjalose High School, for her remaining high school years as well as a tertiary bursary.

A Social and Ethics Committee has been set up to monitor and coordinate the company's initiatives.

"As a truly local company we are proud to be implementing sustainability initiatives in line with our South African based counterparts," concludes Hlatshwayo "With the commitment and dedication of management and employees, this division will continue to reach for greater heights - the sky is not the limit for Stefanutti Stocks Swaziland and our people."



25-year old Nomcebo Mamba, junior site agent - Stefanutti Stocks Swaziland

"I studied Civil Engineering at the Swaziland College of Technology, after which I worked as a site engineer for another construction company before joining Stefanutti Stocks Swaziland. Once here, I participated in the two-year "Young Engineers Programme" after which I was promoted to junior site agent, and started taking responsibility for my own sites. I'm currently working as the junior site agent at the United Nations Building site, an internationally recognised project that I will be seeing through from start to completion.

"I'm really grateful that the company has recognised my capability and are encouraging me to fulfill my potential. Outside of my engineering peers I also find myself working amidst strong women, whose professionalism and determination to excel are contagious. An integral part of my learning curve is that I am able to consult and share ideas with my managers and directors to whom we are privileged to have easy access.

"I'm working towards one day fulfilling a contracts management role, and I'm looking forward to a long career in construction, during which I know that I will learn and grow more with each project."



48-year old Mangoba Gamecke, foreman – Stefanutti Stocks Swaziland

"I joined Stefanutti Stocks Swaziland in 2003, as an hourly paid general labourer. A general foreman, Anton Salzgeber, saw that I was capable and took me to a site in Mbabane, where he made me a section leader. In June 2008 I was promoted to junior foreman and with that I became a salaried individual. When they called me in and said that they saw real potential and wanted to hire me on a permanent basis I couldn't believe it at first.

"Hardus du Plessis, for whom I worked at the LUSIP canal project, encouraged me to learn more about targets, timeframes and costing. Then, in 2012 a handful of us were given the opportunity to enrol in the NQF 4 programme. It was difficult at times trying to juggle work, study and family life but we had the support of our colleagues and work mentors, and used to get together after our shifts to go through the material.

"The NQF has developed my skills and made me confident of my capability. I've learned more about time-management, multitasking, programming, delegation and supervision. I currently have four teams working under me, and it is up to me to impart on them how to work efficiently, and safely, and encourage them to grow.

"Stefanutti Stocks Swaziland has played such a big part in my life. I've been able to build a family home, buy a car, and one of my children has even decided to pursue Civil Engineering at the Swaziland College of Technology! I'm enjoying my work more than ever, and look forward to coming to work each day."



40-year old Sabelo Dlamini, foreman – Stefanutti Stocks Swaziland

"I feel like I have practically grown up with this company! I joined them as a general labourer in 1998 after dropping out of Mangosothu University due to financial problems. For the first six months I worked on site, then my site agent put me into the office where I worked as a clerk. After a few years in the office because I missed work on site, I went back to work as a section leader.

"In 2008, I was promoted to junior foreman, and in 2012, after Stefanutti Stocks Swaziland identified a few junior foremen they wanted to develop to become foremen, I started with the NQF 4.

"Before doing this NQF we used to rely heavily on our general foremen and site agents. Now our eyes have been opened, and we are able to work much more independently. We have been taught how to read drawings, know about setting out, programming, allowables, safety and planning resources.

"Financially my position as a foreman has allowed me to build a house, buy a car and look after an extended family of sixteen. My children are able to go to school and dress well. In terms of education, I think it's important that people understand that education isn't just having the opportunity for schooling or studying. You can be educated in your life by being committed to the tasks you undertake and attempting to learn whatever you can from those around you. I remember meeting a grader operator, who has ended up being a foreman. Some people say if you are not educated you will go nowhere – I disagree."



Kohan Moodley, general foreman at the Swaziland Motor Vehicle Accident Fund (SMVAF) site

"There is such a tremendous amount of untapped talent on site here, just waiting to be discovered and nurtured. A 100 per cent local management and labour team are running the site, and every individual takes great pride in their work. As part of the skills development drive we are constantly looking for qualifying individuals who show the potential to take on more responsibility and expand their roles. Five of our section leaders, Sonnyboy Mavimbela, Themba Dlamini, Thembinkosi Dlamini, Bongani Simelane and Leonard Dlodlu caught my eye, and are in line to start the New Year's NQF programme.

"Thandiwe Hlatshwayo, HR manager will conduct the LAB¹ Assessments to determine their entry level and I am tremendously excited to see how they develop and grow as they learn more about the theory behind the industry."

¹ LAB: Learning Ability Battery Assessment

WHAT IS SSEPP?

The Stefanutti Stocks Employee Participation Plan (SSEPP) is a plan whereby participants are rewarded through being paid a portion of the dividends Stefanutti Stocks (Pty) Ltd declares. It also enables the company to meet its legislative obligations in terms of broad-based black economic empowerment (B-BBEE).

“The SSEPP was created with the intention of enhancing the ability of Stefanutti Stocks to attract, retain and reward employees, allowing them to participate in the economic benefits generated by the scheme. This will provide employees with an incentive to promote and align the economic interest of Stefanutti Stocks with theirs whilst simultaneously allowing Stefanutti Stocks to enhance its B-BBEE credentials,” explains Group HR executive Mike Sikhakhane.

The Stefanutti Stocks Employee Participation Trust (SSEPT) has been set up and holds ten per cent of Stefanutti Stocks (Pty) Ltd's shares. This trust is managed by trustees (the majority of who must be Stefanutti Stocks employees) whose role it is to ensure that the trust is run professionally, and in the best interest of the participants.

Features of the SSEPP include, among others:

- Employees qualify by virtue of their employment status;
- The plan excludes executive and operational directors;
- Employees nominate trustees to represent their interests; and
- The SSEPT board of trustees includes two founder trustees, and a further four beneficiary trustees.

The four beneficiary trustees are employees of Stefanutti Stocks and were nominated and elected by their fellow employees. They are:

- Androulla Catsoulacos (Mechanical & Electrical business unit);
- Janine Venter (Roads, Pipelines & Mining Services business unit);
- Lydia Van Niekerk (Structures business unit); and
- Natalina Singh (Building business unit).

In order to be fully aware of how the SSEPT functions, and what their responsibility as trustees entails the beneficiary trustees participated in training in early October 2015.

“I believe that the SSEPP will play a significant role in uniting our employees toward a common purpose,” says Sikhakhane. “A purpose that promotes accountability, responsibility and commitment to the success and sustainability of the company by each employee, in the knowledge that when the company wins, we all win.”

For further information on the plan employees can refer to their representatives or consult the FAQ booklet.

Meet the trustees



Androulla Catsoulacos, financial manager, Stefanutti Stocks Electrical & Instrumentation

“I believe that the SSEPP has the potential to be an incentive for employees, particularly when the company distributes a dividend; if the trust costs are minimal to manage and there is excess left to distribute. Once employees see a tangible benefit of the company giving back, I am certain it will also boost employee morale.”



Janine Venter, HR manager, Stefanutti Stocks Roads, Pipelines & Mining Services

“I believe the plan has been well received by staff and I am hoping to be instrumental in communicating more about how it works and the realistic financial prospects in order to be able to manage people's expectations. Of course we all hope that sometime in the near future Stefanutti Stocks will be in a financial position to give back to all those who qualify.”



Lydia Van Niekerk, HR administration manager, Stefanutti Stocks Structures

“Our employees work hard to be acknowledged for their contribution to the company, and this undertaking to give back has been met with excitement and anticipation. In spite of the current trying economic times, we are fortunate to have secure work, and I encourage everyone to remain positive and committed to our group's growth so that together we can reap the long-term benefits.”



Natalina Singh, HR manager, Stefanutti Stocks Building KZN

I have some experience from a participant's point of view from a previous employer and believe that I will ask the right questions in representing my colleagues. The plan has been well-received by our staff here, and once a dividend is paid, I believe it will have a positive impact and people will be motivated and even more committed to the company than ever.”



The Sizimisele was compiled on behalf of Stefanutti Stocks by Chrissi Maria of Gerbera Brand Management.
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**the future will
only be as good
as we build it.**



Stefanutti Stocks Structures

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