

Kleinkopje employees enhance productivity through PIP programme

Kleinkopje Colliery and eight of its employees have benefited significantly from a recent training programme devised by Melbourne University and mining industry consultants Partners in Performance (PIP) International.

Using industry-leading improvement methodologies, the course sought to increase the operation's run of mine production and yielded some impressive results.

"At Kleinkopje, we believe in developing the skills of our people to empower them and open up job opportunities. This programme would enable us to realise our business objectives while also ensuring the real transfer of skills between the consultants and our staff," says mine general manager Ranganai Chinamatira.

In 2005, PIP and the University of Melbourne, through its Private School of Enterprise, joined forces to create Kleinkopje employees enhance productivity through PIP programme

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Back from left to right: Gideon van der Merwe, Pleasure Mnisi, and mine general manager Ranganai Chinamatira. Front: Cara Lee, Dalinda Herbst, Alecha Raubenheimer, Gilbert Nhleko and Isaac Njamba. Absent: Francois de Klerk.

"The intention of the course is to train people to operate and manage businesses better using the client's operation as the case study. It is all about solving real issues with positive profit outcomes," says Skipp Williamson, the founder and managing director of PIP.

The training, which was conducted on site in Witbank, involved 28 hours of formal lecturing and up to 260 hours of one-on-one on-the-job-training and coaching. Those employees who participated are Gideon van der Merwe, Francois de Klerk, Alecha Raubenheimer, Cara Lee, Pleasure Mnisi, Dalinda Herbst, Isaac Njamba and Gilbert Nhleko.

Kleinkopje Colliery, Skorpion Zinc in Namibia and Dawson mine in Australia are the first three Anglo American operations to participate in the programme, bringing the total number of Anglo staff awarded the Melbourne University Professional Certificate in Operations to 22.

"The programme gives an operational person a whole new perspective on how to deal with inefficiencies. I would recommend it to any production person," says Gideon.

"The best thing about it is that everybody wins. Our employees get to learn tools and techniques by applying them in real workplace improvement projects, and the mine benefits greatly from the results of these," says Ranganai.

"Some of the more significant results achieved during the PIP engagement is the reduction of operational downtime on haul trucks by 17% and the increase in haul truck productivity by 20%. More importantly though is that our people have developed the skills to replicate these types of results in other key drivers of the business," he concludes.