

Addiction Action Campaign

Bill Rogers and Warren Whitfield from the Addiction Action Campaign (AAC) came to speak to the employees of IRITRON on Friday, 11 September about the work they do in the communities and schools across South Africa. According to Warren, who has a personal history of being addicted to drugs, if he was not helped eight years ago he wouldn't be here today. He has made it his mission to try and help others who find themselves in a similar place as where he once was. The AAC is a non-profit organisation that exists for the benefit of all South Africans regardless of race, religion culture or creed. They are consistently trying to convince people in government and also trying to create awareness under the general public that measures need to be taken to try and stem the growing tide of people with addictions to alcohol, tobacco, illegal drugs, gambling, pornography & over the counter drugs..

Warren shared with us that the United Nations Office on Drugs and Crime (UNODC) estimate that there is a 15% section of our population who are problem substance abuse or drug users. When he addresses high school kids; he likes to do so with only their peer group in the room or hall. In these situations he likes to ask the youngsters to reveal to each other by standing up how many of them believe they need help because they are prone to substance abuse. Usually he says 15 – 30 % of them will stand up before their friends, willing to admit to their problem. This is alarmingly many for people who are still so young. South Africa has the highest incidence of foetal alcohol syndrome (FAS) in the world in the Northern Cape, with 122 out of every 1000 babies being born with FAS. FAS children can't tell the

difference between right and wrong and have no conceptual understanding of consequences for bad choices. South Africans are also the heaviest drinkers in the world.

The cheapest programme to help people with substance abuse problems costs R5 000 per month, the average ones cost R30 000 a month. Who can afford that? Very few normal people can. Now if you look at the problem from another angle; who stands to gain from addictions? It is the people who sell these substances. How do they get a hold over us? Clever marketing influences people to try addictive substances and those who are already hooked also encourage their friends to use the products. Alcohol companies sponsor sport events and indirectly get the endorsement from the athletes that take part. Subconsciously the message is: if you want to be like them, you should use these substances; they will make you appear cool.

Casino's make R15,6 billion per year out of gambling in South Africa. R5 billion of that comes from people who are addicted; the group of people who can't help themselves from spending their money on gambling. If you were to take the wallet of a person who is lying unconscious in the street, you would be stealing from them. According to the AAC what these organisations are doing in the case of addicted people, can be likened to stealing also. Selling addictive substances is an extremely profitable business. The AAC wants the organisations that make money out of these dependant people to give an equal percentage of their profits back to the community to help these addicted people. These companies need to take responsibility for the harm their substances are doing to the society they are part of and they should help to counter the excessive behaviour that stems from it.



Alwyn Rautenbach, MD of IRITRON introduces Warren Whitfield and Bill Rogers, both from Addiction Action Campaign, to the employees of IRITRON

Congratulations

Four young gentlemen working at IRITRON recently completed their studies successfully. Chris Botes, Erik Weyers now have their National Di-

ploma in Electrical Engineering. Francois du Plessis and Gideon Roux are proud recipients of their Bachelors' degrees in Electrical Engineering. Well done!



Gideon Roux
Left: Chris Botes, Erik Weyer & Francois du Plessis

Competence does not compensate for security

Insecurity in Process Owners is dangerous – to themselves, their followers, and to the organisation they serve. That's because a leadership position becomes an amplifier of personal flaws. Whatever negative baggage we have in life only gets heavier when we try to lead others. Unsure Process Owners have several common traits:

1. They do not provide security for others. To become an effective Process

Owner, we need to make followers feel good about themselves.

2. They take more from people than they give. Insecure people are on a continual quest for validation, acknowledgment and love. Because of that, their focus is on finding security, not instilling it in others.

3. They continually limit their best people. Show me an insecure leader, and I'll show you someone who cannot genu-

inely celebrate victories. The Process Owner might even take credit personally for the best work of the team.

4. They continually limit their organisation. When followers are undermined and receive no recognition, they become discouraged and eventually stop performing at their potential. And when that happens, the entire organization suffers.

The 21 Indispensable Qualities of a leader.



Warren Witfield relates how companies who make massive profits from selling addictive substances should spend 20 - 30% of the profits to help the addicted people in society

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The indirect effects of these addicted people's behaviour are the accidents they cause which harm normal people, or when they resort to crime to feed their drug habit. 50 % of the crime and accidents which take place in our country are directly related to addictions. There are an estimated 10 million addicts in SA. This many people are bound to do things which will have a negative impact on the normal hardworking citizens of the country. We all suffer indirectly due to substances available in our society and therefore it is so important to teach people, especially young people who have not yet developed a bad habit, to

refrain from using addictive substances. They need to know why they should avoid getting trapped into any form of addiction.

How can we make a difference? The AAC can't operate on air alone. It costs R100 000 a month to run the AAC. We can "Make A Difference" (MAD) with our actions, as Gavin Scharples calls it, by each making a monthly contribution to the AAC coffers to make it possible for them to continue doing their good work. For every cent which one of the employees is willing to give, IRITRON will match their contribution.

Action Cricket Team @ IRITRON



Above: IRITRON's impi's; standing from left: Hardus, Herman, Tjokkie, Erik, Allen, Erik en Jaco. Front: Johan and Francois
Below: Lords with their lasses.



Quenching their thirst in the venue's pub.

Towards the middle of July Allen Heyneke and Erik Weyer entered the IRITRON action cricket team into the league played in Centurion. Few of the them are cricket players. During the past few weeks their specific innate talents are becoming clearer and they are starting to give their opponents real competition. So far they have won two out of seven games. Statistically they are also improving and currently they have scored the most runs within their section. Players like Herman, Allen, Erik & Chris have reached the 100 runs scored mark for the season.

From a team building perspective the players say it has helped them in their interaction with the other departments in the company. IRITRON has given them all a personalised shirt with their chosen number on the back. The nicknames on the front are also fun, ranging from Baksteen to Big Easy. Brad Keyter was new here when he joined the team. He says it was a great way to get to know his new colleagues and settle in at IRITRON.

IRITRON ACTION CRICKET					
TEAM NAME: IRITRON IMPI'S					
Name	No	Nickname	Bowling Style	Handed	Batting Order
Chris Botes	99	BIG EASY	Fast Medium	Left	Closing/ Open
Eric Janse van Vuuren	05	CADDY	Medium	Right	Middle Order Closing/ Open
Erik Weyer	02	FRIKSTER	Off Spin	Right	Closing/ Open
Allen Heyneke	00	CAPPIE	Fast	Right	Closing/ Open
Herman Van Deventer	11	GERMAN	Fast Medium	Right	Closing/ Open
Johan Strydom	07	BAKSTEEN	Leg Spin	Right	Middle Order
Jaco van Staden	01	KATVIS	Medium Fast	Right	Middle Order
Sam Frohlich	69	SAMBO	Fast Medium	Right	Middle Order
Hardus Strydom	85	KNOPPIE	Medium	Right	Middle Order
Reghardt Strydom	23	ZOL	Medium Fast	Right	Middle Order Open/Middle Order
Brad Keyter	10	SOUTIE	Medium Fast	Right	Middle Order
Francois du Plessis	13	FAF	Medium Fast	Right	Middle Order
Marius Swanepoel	35	SWANIE	Medium	Right	Middle Order

Building Our Brand

What do you associate with Apple, Coca Cola, Castle Lager, Carol Boyes, Canon, Sasol, Virgin Active, Woolworths etc.? To me they are all strong brands which deliver the same consistent quality product time and again. When you buy one of these items, you know you have bought a product that will live up to your higher expectations. This is why you are prepared to part with some of your hard earned cash to purchase it.

The same counts for IRITRON. If a customer buys something from us in the automation, control systems field, they expect to get a product that will delight and make life easier for them. They want to have a good feeling about having done business with us. Happy customers tell their friends and will also return for future purchases. So by making sure our customers are happy, by continued performance and good work, we guarantee our own existence and future as a company.

How can we all contribute to building a strong brand with our customers? This



is dependent upon how well we work together in achieving a consistently good image and reputation. We want to be associated with quality products and good service delivery. What we deliver to the customer must work well and increase their productivity, or solve a problem for them.

By consistently wearing our branded clothing our customers also visually associate us with IRITRON. When we are out visiting the sites of our customers, we are the ambassadors of our company. We should use the opportunity to tell these clients more about what we can do for them. Also be aware of other work which

happens at the site of the customer and inform them about how we could perhaps help them to solve their tasks, problems and issues. So when you enter the premises of our customers you must be aware that you want to work there again in the future. Last but not least share your impressions of the clients business with your colleagues when you return to the office. In this way more people at IRITRON will know what the current needs and issues of our customers are. This is important, as we are in the business of offering solutions to our customers needs.

Workshop Performance Awards



On 20 August 2009 Phillip Mahllangu received a certificate and a gift voucher for his performance on MCC 002 for the Blackrock Water Recovery plant. He built the most chassis plates in the fastest time with the least mistakes.

Well done Phillip on your good performance!

Koos Voster, IRITRON's Manufacturing Manager, hands a token of appreciation over to Phillip Mahllangu for his achievement.



From left clockwise; Izelle, Antoinette, Liezl, Beatrice, Naomi, Annie, Judy and Marietta



Suzaan and Antoinette



Our ivory and ebony; Elmarie and Janine

Secrefairies Day



How's this for a romantic corner? Lufuno tries out the pink seat

Below: Naomi and Lufuno

2 September the IRITRON ladies met for their yearly breakfast outing at La Monaco. Thank you Andre, Johann, Annie and Alwyn for spoiling the lady staff members in such a nice way for Secretaries Day!



Above: Decor definitely adds to the experience.



Nicolize being vampish, joined by Suzaan below



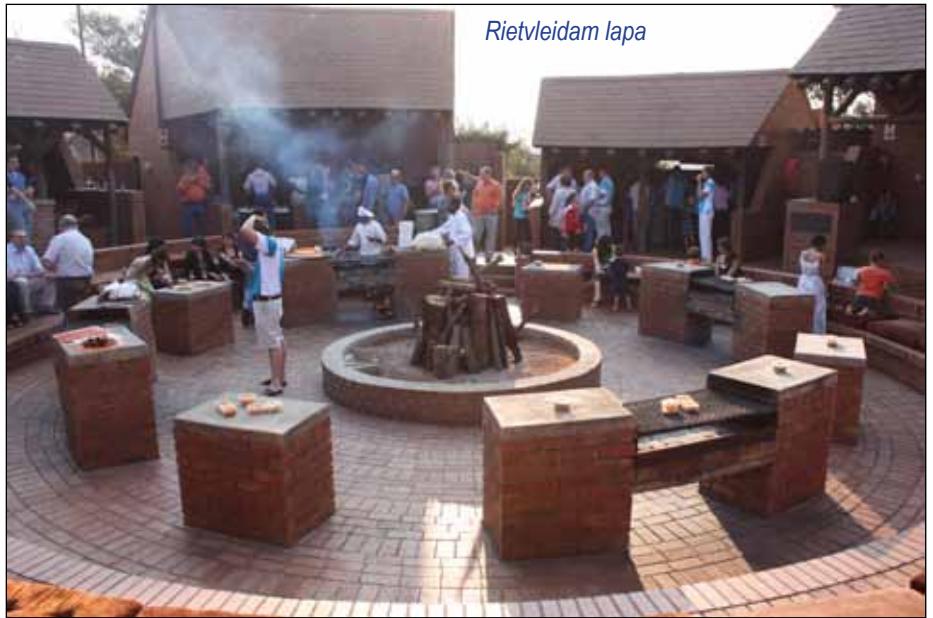
Thanks for the roses we could take back to the office with us!

Right: Nicolize, Liezl, Suzaan, Nadia and Izelle





Janine with shooters, "fire burn, and cauldron bubble"



Rietvleidam lapa



Left: Chris & Nicola

Wildfees



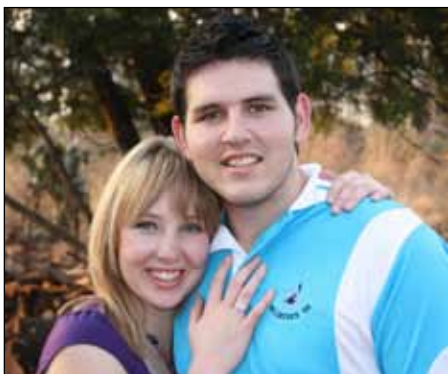
Kobus & Mariki



Reghardt & Zinta



Alwyn, Brad & Alexandra



Tjokkie (Chris) & Chanele



Hannelize & Regardt



Margaret & Adrian



Liezl & Stephan



Frits & Mariette



Allen & Chrismarie



IRITRON's gathering spot



Elmarie & Andre keeping an eye on things



Erik & Louinette



Johan
Right: Vrede & Petro



Suzaan, Francois & Antoinette

Wildfees
4 September '09

With much thanks to:
North Reef,
Profpro, Tegmul
& IRITRON



Janine, Elmarie & Nadia



Danie



Gideon & Erica



Jurie, Lourette & family

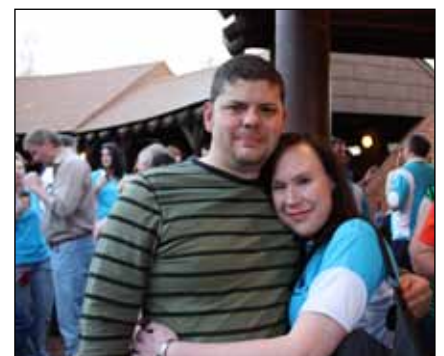


Koos & Corrie

Above: Jan and Andre with shooters
Below: Janine, Annie & Chanele



Herman



Izelle & Cobus

Tag along in time

Even the most state of the art automation system eventually needs to be upgraded. Such was the case at CBI Electric Aberdare ATC Telecom Cables's factory in Brits, where a particular automation system was in dire need of an upgrade. One of their Optical Fibre SZ Stranderlines was running on a Siemens S5-135U system with InTouch version 5.6 software on a PC equipped with Microsoft version 3.1. Siemens have discontinued the S5 equipment and because this could have a huge impact on critical equipment at CBI Cables, IRITRON was contracted in on an EPCM basis to upgrade their system to a Siemens S7 300 PLC and a PC running Windows XP. We were tasked to do the removal of existing S5 equipment and then install and commission the free issued PLC hardware into existing enclosures for the Optical Fibre SZ Stranderline. The new system runs on InTouch V9.5 software from Wonderware with a 1000 Runtime tag license.

The conversion of the InTouch system needed to progress in stages. The existing software was so old that it was not possible to just replace the old software by the newer version. The old data had to first move from version 5 to 7 and after that could be upgraded on to version 9.5. This is due to some database changes which take place with the first upgrade. All the tags in the InTouch system needed to be remapped as initially the tags were to words, in later systems these data items refer to bytes.

This whole process for +/- 400 analogue digital tags needed to be managed. The multiplexing of the Kevlar server's tension control cycle was another problem as it was too fast. Marius Swanepoel from IRITRON had to weave in a time delay to slow down the block call as the Siemens system was sending the information at too high a speed. All analogue I/O's needed to be rescaled due to the conversion to S7 technology.

The team who worked on the project were Marius Swanepoel, Johan Janse van Rensburg (Snr.), Zander Young and Reghardt Strydom. The client, Henry Viviers Systems Integrator at CBI Cables, was very happy with the progress, in time completion, the way the project was executed and with the end result. Thank you to all of the IRITRON team members on a project well done.



Right: Marius Swanepoel



Members of the IRITRON team who worked on the project for CBI Cables: Joseph Mthakama, Johan Janse van Rensburg Snr, Reghardt Strydom, Jan van Niekerk, Frits Stoop, Sam Frohlich, Philip Mahlangu and Lutz Helbig



Henry Viviers operating the binder 1 & 2 line



Frits Stoop (Team leader at IRITRON) and Henry Viviers (System Integrator, CBI Cables) standing in the cable wrapping section of the Brits plant

Rosh Pinah Floatation Unit Upgrade

Rosh Pinah is a small Namibian mining town, located some 100 kilometres inland from the Orange River Mouth. It lies just north of the Richtersveld Transfrontier Park, and the land is dusty and dry. This is also where weird and wonderful flora and fauna can be found such as rare endemic succulents (Lithops) and a special padloper tortoise.



As the location is remote, it is a challenge to get to Rosh Pinah. Our team travelled there via a flight to Windhoek and from there via a light aircraft flight done with a small 8 seat propeller driven plane. All equipment and instrumentation on the project was trucked in for the project. Temperatures soar to 36 / 37 degrees Celsius in the daytime so the ca 5 000 inhabitants of Rosh Pinah are used to inhospitable, hot, living conditions.



After having been in operation for some 40 years, the Zinc and Lead Floatation units of the mine were structurally beyond repair and needed to be replaced. Capital for the project was approved by the middle of 2008 and the contractors were appointed at the end of 2008. All mechanical, instrumentation, civil, structural, electrical and automation equipment needed to be upgraded. The work was packed in two staggered phases; phase 1 was the upgrading of the zinc circuit which was due for completion by 28 Sept 2009 and phase 2 was the upgrade of the lead circuit which was due for completion on 23 November 2009. Arandis Services and K Neumayer did all the civil and structural work. Metso was responsible for the floatation cells, piping and instrumentation supply. ABB Namibia supplied the Motor Control Centres and the electrical & automation installation was executed by IRITRON (Selepe projects). Overall project management was in the hands of Rosh Pinah's mine personnel. The project was executed successfully.



Rosh Pinah Plant between pictures of the unusual flora of the area

Andre Roeloffse, Operations Director, and Alwyn Rautenbach, Managing Director, were the consulting Engineers responsible for the project management of the electrical, instrumentation and control system portion of the project. They formed the interface between Rosh

Pinah mine, ABB Namibia, IRITRON and Metso for the instrumentation interface. Jan van Niekerk drew up the initial cost budget estimate which was presented to Exxaro head office in 2008. Together with Frits Stoop he prepared a tender document with a detailed scope of work. After being awarded the contract, Frits managed the IRITRON Engineering team. Hardus Strydom did the electrical design with all the cable schedules and racks, the cable block diagrams, as well as the lighting design for both

units. Danie Smit designed the PLC and SCADA system and was responsible for checking that the project was executed correctly and for commissioning. Jan van Niekerk assisted him with the HMI graphics. Andre Roeloffse says he loves visiting Rosh Pinah because everyone is happy to see him and his team. He says one of the reasons why this is so is because a very dedicated team worked on this project. They executed of the Rosh Pinah Floatation Unit Upgrade project very successfully.

Vegas Nights



From 13 to 15 Oct. the Wonderware System Integrator conference took place in Ngwenya Country Estate. In true Wonderware style a Vegas Nights event

was arranged on 13 Oct. The gambling theme was exciting and everyone played along. We tried our luck at Poker, Black Jack, Craps, Roulette etc. Our Janine

took home the grand prize for collecting the most chips during the evening. Thank you Wonderware! We look forward to next year's event.



Year End Function



What a good idea! Lively music, an entertaining show and a fun way to celebrate Christmas and the end of 2009 together.

From all the employees at IRITRON, we say a warm thank you to our Directors for a lovely year-end function and also for steering us well through a difficult and rocky 2009.

