

# the Integrator

a newsletter for System Operations and Planning employees



## SO&P Cancer Awareness Day

## RERA Delegation visits National Control Centre

## 20 minutes with Teresa Carolin

## Eskom National First Aid Readiness

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# DE's Corner

(**Kannan Lakmeharan**  
DE)



**Dear Colleagues,**

October marked the end of the first 100 days under the leadership of the Chairman and Chief Executive. It has been a busy and productive period. It has been marked by a sense of urgency, of renewal and of intense review and analysis. The focus has been on preparing a new strategic direction for Eskom for the Eskom Board of Directors to approve and to ensure alignment with our shareholder, Government and other stakeholders.

The initial work has been completed, the strategic direction has been approved and a process of alignment has commenced. The Chief Executive will be sharing this direction in more detail through communiqués and site visits in time. I do not want to steal his thunder, but suffice to say, in his words, “Eskom has drawn a line in the sand and is moving forward leaving the past behind”.

The focus has now shifted to developing detailed business plans and project plans for various aspects of the strategic direction which has to be presented to the Board of Directors in February 2011. This will be accompanied by work on a new organisation structure that must be in place by April 2011. It is clear that this will be a period of further change and we must be prepared for it.

As I mentioned in our recent staff meeting, there are some simple things we must focus on such as “keeping the lights on”, back to basics on our processes and ensuring ISO certification by March 2011, ensuring we have no operating errors and an intense safety culture. This will not change during the strategic review process and will ensure we are resilient during the change process. At the same time I must acknowledge that our team will be under pressure to manage the multiple objectives and projects that be will coming up to ensure that implementation of the strategic review process

happens on time. We must be cognisant of this and we need everyone's support. I will request our management team to keep communicating and provide feedback on issues that arise.

Please keep the information flow going on suggestions and concerns during this process through your managers or directly through the various forums and channels we have.

Eskom has also stepped up its engagement with stakeholders, media and the general public and I am sure you have seen the results of this. Eskom is committed to becoming more transparent and engaging. Your feedback on this process is also welcomed.

The Divisional priorities are still in place and are reflected in our compacts and incentive schemes. These will be enhanced as we unpack the Eskom strategic priorities.

- Keep the lights on! 2010 World Cup must be fault free and take actions to ensure the resolve of no load shedding to 2012 is met. (Robbie van Heerden)
- Ensure that our planning processes provide a coherent and clear decision framework for implementation to meet reliability standards and strategic priorities. (Callie Fabricius and Segomoco Scheppers)
- Enhancement and integration of asset creation processes in Eskom to ensure timely implementation and improve cost certainty. (Greg Tosen and Segomoco Scheppers)
- Building the organisation's resilience by being able to anticipate, contain, respond and recover. Support the national drive to do this as well. (Greg Tosen)
- Reframing of the Energy Efficiency drive to create a positive message of sustainability, affordability and enhancing security of supply.
- Creating an enabling environment in order to introduce new players and technologies into the Electricity market. (Callie Fabricius and Segomoco Scheppers)
- Developing leadership competencies and continue on the path of sustainable skills development to meet the needs of the Customer Network Business. (Robbie van Heerden and Greg Tosen)

# EDITOR'S NOTE

*What a year!*

**F**eel it. It is here. I am sure we all remember this catchy line. But now we are saying: "Felt it. It was here". This was marked as one of the most memorable years in our lifetime. The FIFA 2010 World Cup Soccer tournament will always be remembered by South Africans and the world as one of the biggest and best tournaments ever to be hosted on the African continent. The soccer world cup tournament was the highlight of the year 2010.

As we say hello to the year 2011, let us reflect and give thanks to our families, friends and colleagues for always being there for us. Let us look back at our past mistakes and misfortunes take lessons from them.

Make 2011 the year to shine and inspire those who need inspiration and motivate those who need motivation.

Wishing you all the best for 2011 and may all your dreams and wishes become a reality

All the best...  
**Masentle**

**( Masentle Tekane )**  
Editor



## DE's Corner cont.

- Ensure that the division's financial sustainability requirements are understood and integrated into the wider Eskom and country discussions. (Greg Tosen)
  - Ensuring that we develop a plan to introduce between 40 and 50GW of capacity in the next 20 years that ensures adequacy of supply, is affordable and sustainable.
  - Ensuring that all these assets meet the appropriate technical requirements prior to connecting to the grid so we can operate them.
  - Providing the organisation with an overview of the integrated power system risks and developing the skills to respond and recover to major incidents.
- I also want to repeat what I have said in previous engagements, on reflecting on where we have added value by assessing one's contribution to the following areas:
- Ensuring that South Africa is powered up to keep the economy going, create jobs and ensure our customers can sell their products at the right price and quality in the global market.
  - Building an adequate transmission grid to ensure we can deliver power to every part of our country. We have to increase our grid by 50% in the next 10 years.
- I want to wish you all the best for the new year, continue working hard and always put safety first.

Best regards  
**Kannan**

# Guardian Friday Fly the Flag Campaign - **SO&P Cancer Awareness Day** By: Masentle Tekane



**T**he month of October is dedicated to raise awareness about Cancer. Messages are seen on TV's and billboards and heard on radio's. These messages were also reiterated by our CE-Brian Dames. In line with the Guardian Fly the Flag Campaign, our CE recommended that all businesses in Eskom commemorate Cancer Day on 22 October 2010.

On this day SO&P supported Cancer Day by hosting an awareness session with all the SO&P employees. The day kicked off with a mini walk around the Simmerpan area. SO&P employees walked in support of Cancer victims and their families. All walkers wore their Sunflower Foundation Bandanas and embarked on beautiful morning walk. After the completion of the walk, everyone moved to the Internet Café for an educational and fun Cancer Awareness Programme.

The programme was opened by Olivia and Ronel from the CANSA Organisation. The two ladies from CANSA brought along loads of information to share with the audience attending the event. Pamphlets, posters, food items and free demonstrations were all shared by these ladies. Olivia demonstrated to the audience how to test and feel for lumps and irregularities which might be signs of Cancer. She touched on both males and females and everyone found this very educational. She also advised on the correct type of foods we should be eating in order to prevent the causes of Cancer.

After the demonstrations, we had a married couple who had fought and survived Cancer tell us their story of triumph over Cancer. The married couple had fought breast and prostate cancer respectively. Their story of triumph and perseverance touched and inspired everyone to take better care of themselves and their loved ones. Their story really proved that "Cancer can be beaten".

At the end of the programme everyone lit a candle in remembrance to those who lost the fight against cancer. A Rope of Hope was also created by everyone by tying all the bandana's together and forming a long rope to instil hope and courage to those living and fighting cancer.

With the positive attitude displayed by all SO&P employees, it is clearly promising that cancer can be beaten.

# Eskom National First Aid Readiness Evaluation Competition **gets 10** **Thumbs up**

By: Nozipho Butelezi and Masentle Tekane



First Aiders came from all the corners of the Eskom organisation. Aiders came from all over Eskom- Bellville, Kimberly, MW, KZN and including Simmerpan. The team from Simmerpan was:

- Corne Cunnington
- Linda du Preez
- Masentle Tekane
- Ella Mqingwana
- Elizabeth Marikela
- Ella Mutyaba
- Tasko Bokoloshe
- Jose Correia
- Nozipho Butelezi (Team Coordinator)

The First Aid Competition is a readiness evaluation whereby first aiders are given real life scenarios of accidents. Real people are used and fake injuries are created on patients, e.g. fractures, strokes, amputations, impaled objects in the body, choking, burns, electrocutions etc. First

Aiders are tasked to attend to the injuries and life threatening situations making sure they act in the correct manner within a given time. While attending to the injuries first aiders get judged by other qualified first aiders in the industry.

The competition is tough but also an interesting learning curve for all those who participate. The three days are not only about accidents and blood; regions also compete for the best dressed and best dance region. The best dressed and dance is chosen according to the theme. This year's theme was Out of Africa and everyone dressed in their beautiful African outfits and danced to the African beats. Another competition was the Cocktail competition. During the cocktail competition, all participants had to create a tasty, fun and colourful cocktail made of real fruit and carbonated drinks. The presentation of the cocktail also had to be creative and fun.

Last year's competition was a great success with everyone learning a lot and taking knowledge to be used to prepare for this year's competition (2011).

We were honoured to have Dr Penny amongst us as one of the dignitaries. She highlighted the importance of having such events in our organisation and also commended on the level of competency, as well as the commitment shown by the participants. She made us realize that first aid contributes a great deal to the spirit of ESKOM GUARDIANSHIP. The first aiders are the people that are close to the scene that will render assistance.

**F**irst Aid is one of the most important skills that anyone can have. The skills one gains can be very helpful and last a lifetime. First Aiders acquire skills that can save lives, in the office and at home. These are the people that are important because they assist the casualty/ the patient immediately after the condition has started before secondary help (paramedics/ nurses/ doctors) arrive. Often at work First Aid is not taken seriously as it should be.

According to the Occupational Health and Safety Act, Act 85 of 1993, an organisation must have at least one first aider for every 50 workers. It further stipulates that a first aid person must be appointed whenever there are more than 10 employees. In an Eskom environment when people are working shifts, there must be a competent first aid person in every shift. This is one of the most basic crucial requirements and which is not given its deserved attention.

There are first aiders at all Eskom facilities, power stations and even those who work in the field. Annually, there is an Eskom National First Aid Readiness Evaluation Competition that gets organised. This event is set up to help showcase Eskom First Aiders' talent and skills, also to show the level of their readiness whenever an emergency situation arises.

This year's competition was one of the best ever held. All certified first aiders ascended to the beautiful and tranquil Hartebeesport. The proceedings of the whole competition took place at the beautiful Mount Amanzi Resort.



We are also lucky to have amongst us the true GUARDIAN, Corne Cunington. Even outside Eskom, he is part of the local network. He has been involved in many injury incidents and has continuously provided assistance when he is required in his community.

The first Aid Team would like to thank the entire management team who supported this great initiative. Tendani Rasilingwani (Finance and Business Support Manager) and Allison Seckle (SHEQ Manager) for making the trip a reality.

Thanks and applaude also go out to the Simmerpan first aid team. Your enthusiasm and passion for first aid will never go unnoticed.

### First Aider's Prayer

*God...grant me the ability to  
give Emergency care  
With skillful hands, knowledgeable Mind  
and Tender Love and Care.  
Help me deal with everything.....  
When lives are on the line  
to see the worst, administer aid,  
and Ease a worried mind.  
So help me as I go today.  
Accept what fate may be  
Touch these hands, use this mind, and  
Help me as First Aider.*

## Eskom Documentation and Information Centre visits **Simmerpan**

On 15 September 2010 the Eskom Documentation and Information Centre Librarians visited Simmerpan, National Control. The aim of the visit was to showcase and to teach employees at National Control how to use the Eskom Documentation and Information Centre e-Resources. The e-Resources include Eskom policies and procedures and they also cover technical journals, management journals, South African acts, engineering news, and newspapers. The e-Resource is also very helpful for those who are studying because there is also economic information, international and national standards, engineering e-books, e-Cigre, EPRI, IEEEEXPLORE and ScienceDirect, just to name a few.

Employees at National Control learned a lot from this visit and they will now use these resources to the best of their benefit.

For more information on Eskom Documentation and Information Centre and its services, the following ladies can be contacted:

- Sougnet van Niekerk 011 800-6016
- Julia Maphari 011 800-3881
- Lorna Ndlela 011 800-2992



# Solar water heating can minimise the impact of inclining block tariffs and escalating household energy cost

As electricity prices escalate for all energy consumers in South Africa, National Energy Regulator of South African (Nersa) approved the introduction of preferential rates for those who change behavior and invest in solutions for reduced energy consumption. Those households which invest in solar water heating can not only take advantage of the subsidy of up to 40% which Eskom is offering on such equipment, but can also further reduce their exposure to higher energy costs through the preferential rate being offered, thereby containing inevitable price escalations.

The newly introduced residential inclining block tariff, which forms part of the Government's drive to lower electricity consumption amongst citizens, is designed to protect the low electricity consuming customers from increasing electricity costs.

The residential inclining block tariff has four different rates for Eskom supplied customers depending on the amount of energy used/consumed. The blocks and respective charges are as follows:

- Block one 0-50kWh are charged at 54.7c/kWh.
- Block two (51-350kWh), the rate increases to 58.5c/kWh,
- Block three (351-600kWh) the rate increases further to 76.4c/kWh,
- Block four covers all consumption above 600kWh, charged a premium rate of 83.7c/kWh

*(Note that the retail environmental levy charge of 2c/kWh) is included in the above rates)*

Thus, there are benefits of keeping one's consumption low as reduced energy usage translates to lower prices of electricity and buying electricity at a discounted or reduced rate. In fact, the real in-your-pocket impact of the 2010/11 inclining block tariff is that residents that consume less than 350kWh per month will find they will pay less for electricity than they did in 2009/10.

To assist customers to avoid high electricity prices, and as part of its ongoing drive towards reducing electricity consumption, Eskom is continuing to offer rebates to (residential?) consumers who install solar water heating. This technology is one of the most effective renewable energy devices available in the market, given the country's wonderfully sunny climate. Eskom is offering a rebate of 40% on the installation of a solar solution to supplement or replace existing geysers. By doing this, Eskom is seeking to increase homeowner's use of this clean energy source. In order to claim the rebate for the installation of a solar heating system, customers need to ensure that the system is SABS-approved and fitted by approved Eskom suppliers. The rebate is paid directly into the home owner's account within eight weeks of claiming, provided claim forms are filled in correctly. There is no doubt that fitting a solar water heater can have a big impact on electricity consumption. After all, an average solar solution can provide between 50% and 90% of a household's total hot water requirements, depending on the local climate and the model of the heater.

When taking into account the fact that a standard geyser on its own can consume up to 40% of the electricity used in a home, the solar heating option begins to make sense. For residential electricity consumers, the ability to drastically reduce electricity utilisation in this manner now becomes even more beneficial; thanks to the inclining block tariffs. The inclining block tariff necessitates high consuming homeowners to change their behaviour or their usage patterns due to the fact that "the more you use, the more you pay and the more your average price of electricity would be". With inclining block rate tariff, the impact on individual customers is different because it is based on the individual customer's consumption. To work out your individual impact, visit the website [www.eskom.co.za/tariffs](http://www.eskom.co.za/tariffs)

Energy-wise home-owners that reduce their electricity costs by almost half will also find themselves in a lower tariff bracket on the inclining scale. Thus a short term expenditure on a solar heating system will deliver numerous long term benefits. They will not only save money on an ongoing basis, but also help to improve the environment and reduce the strain on the electricity network. Therefore, despite the fears expressed by many over the increasing cost of electricity, proactive home owners clearly have options available to them if they wish to keep their energy costs in check.



# Leading for a change

By: Roman Pietrasik



( Roman Pietrasik )

Many of you may already be saying I don't want to read another article on this subject or hear about it. One cannot help to feel that the word leadership is being overused and indeed abused to a point where many individuals become indifferent or even angered by it.

There has been a spectacular surge in the books and articles written over the last few years on this subject, but at the end of it all how much wiser are we regarding this topic? We can also ask how effective we are as individuals, communities, organisations or even as a nation. Are we successful in solving our challenges, are we excited about our prospects, are we proud of the legacy we are creating for our children? If your answer is negative on any of these questions we need better leadership.

So how do we begin to unravel the mystique shrouding the concept of leadership? This is a relevant question, even more so now, as with many changes taking place in the world the approach to practicing leadership is undergoing transformation as well.

Leadership is inherently a part of human condition, undoubtedly a major contributing force in our survival as a species and our spectacular progress. The concept of leadership is inextricably linked to change and it can be also said that humans are 'wired' for change and we function at our best when experiencing change.

Obviously there are different tolerance levels to change, but the saying that "change is as good as a holiday" underscores the innate human need for it. Stagnation on the other hand, as much as it may seem appealing to some at face value, invariably leads to decay in many spheres.

Throughout the ages leaders emerged based on a unique quality they possessed, be it physical strength, courage, knowledge and skill, character, ability to think in a superior way or combination of these. The study of history is testimony to human curiosity, search for progress, financial profit or fame, and expressed through pastimes

such as exploration, discovery, invention, conquest and more. Leadership is invariably represented by action and tangible results. It is generally thought of as an ability to influence and inspire others although individuals that are pioneers in certain fields can be also thought of as leaders, e.g. Marco Polo, Copernicus, Einstein. Leadership is a powerful concept, as leaders are creators of our future and generate new possibilities. Considering this, isn't it tempting to join this 'club' and as Gandhi profoundly remarked "Be the change you want to see in the world"?

This idea is not as fanciful as it might appear. With the changes currently taking place in the world, and its growing complexity, there is a marked shift in the way the role of individuals is being seen. There is a process of democratisation under way regarding the concept of leadership. It is no longer perceived as elitist and a preserve of the select few, mainly individuals in positions of authority, but one that can and indeed has to be embraced and practiced by many. An example of such a shift is the "Lead SA" campaign, which is a call to action based on greater awareness of challenges we face as a nation, solid citizenship and respect for higher order values.

The need for leadership permeates all aspects of life and is very relevant in a corporate context. An organisation without leadership throughout its breadth and depth is like a giant with clay feet; although it has a powerful appearance it isn't effective. So in Eskom's case it is absolutely vital to have leaders throughout the organisation to create new possibilities, excitement and organisational renewal. Besides, we have made our commitment to the nation through the Guardian Program and have no other option but deliver.

To turn this necessity into reality there are a number of interventions in the SO&P Division either already in progress or to be implemented early this year.

One of the programs will take a form of a book club and will be based on the book "The 8th Habit: From Effectiveness to Greatness", which is a sequel to the best selling "The 7 Habits of Highly Effective People" by Dr Stephen R. Covey.

The other will be a course based on the program developed by the well known and popular author in this field Dr John C. Maxwell, appropriately titled "The 360° Leader: Developing Your Influence from Anywhere in the Organisation".

Be on the lookout for more information on these programs; I look forward to unravelling the mysteries of leadership with you and applying the learning to make Eskom and the world a better place.

# SO&P Young Professionals (YPs)

By: Anthea Solomon

**W**ho are we? We are Engineers in Training (EITs), Graduates in Training (GITs), young employees not in the above-mentioned category, but also employees with limited training experience wanting to enhance their skills and growth within the division. In other words - big thinkers, joyful and success driven individuals.

Approximately two years ago the Young Professional's Forum (YPF) was born with the objective to address training shortfalls, provide a platform for our young leaders to expand their horizons, to learn, grow and transfer knowledge within the division.

Our young leaders are on a mission to learn, earn and return, so we undertook the following initiatives:

**Safety** - with the objective to ascertain how the YPs can add value to safety projects currently running within SO&P. This team is led by Paul Mokgetle and Rumbidzayi Chikoto.

**Energy efficiency / savings** – to establish ways to save energy within the division, with Elizabeth Marikela in the driving seat.

**Social involvement plan** - to give back to the community in providing coaching / mentoring / addressing and helping pupils / scholars in disadvantaged communities. Thobekile Ntuli, Caroleen Naidoo and Billy Sigudla are spearheading this initiative.

**Coordination of non-technical training** – this encompasses non-technical forums and sessions, led by Miranda Somo. **Coordination of technical training** - with the focus on power station / site visits, technical forums and equipment testing, led by Anthea Solomon.

We have learnt that there is more to life than increasing speed, so we went on a mission, a team building mission. On our mission, on 5th of November, we mastered the art of river rafting and quad biking. From the pictures, you can tell we were committed to having fun and laughed when we could...it is indeed cheap medicine.

So as the chairperson of the YPF I say, whatever you do in life...don't stop moving, be it backward or forward, just keep on moving...or better yet, always move to the beat.

SO&PYP Chairperson  
Anthea Solomon





# Grid Planning

empowers the nation through reading

By: Chloe Phuti



Ladies from Grid Planning with learners from Lofentse Girls High

Our social responsibility initiative, to give books and magazines to a school has begun! We visited Lofentse Girls High in Orlando Soweto and we handed over the books we had collected in the business area at the school's morning assembly.

We were welcomed by the principal and we were even given a platform to motivate the girls. We were impressed by the neatness of the girls and the school. After the assembly we were shown the Media Centre (library) and the computer lab which are both well looked after.

The school participates in public speaking competitions and previously two of their students were awarded an opportunity to compete in Atlanta, USA.

The teachers told us some of their challenges and asked us to help us where we can. Some of these concerns were:

- There is a need for mentorship and sponsorship, the school doesn't receive any external help.
- The internet connection in the computer lab is extremely slow that sometimes a class cannot do much on them during a period.
- They don't have an overhead projector, the school only has one TV in the library and sometimes the library is used as a classroom subsequently causing clashes.
- The library needs more reading books, journals and encyclopaedia. They also mentioned the need for books



Pamela Goci speaking to the girls

and magazines for subjects such as life sciences, travel and tourism.

- They need more audio visual material for some of their subjects.

A BIG thank you to ALL who participated by donating the books/ magazines and their time. For those who haven't yet participated and those who would like to do more, there will be ample opportunity in the future. This project will be registered with the I-volunteer campaign in the company and we will be focussing on Lofentse Girls High.

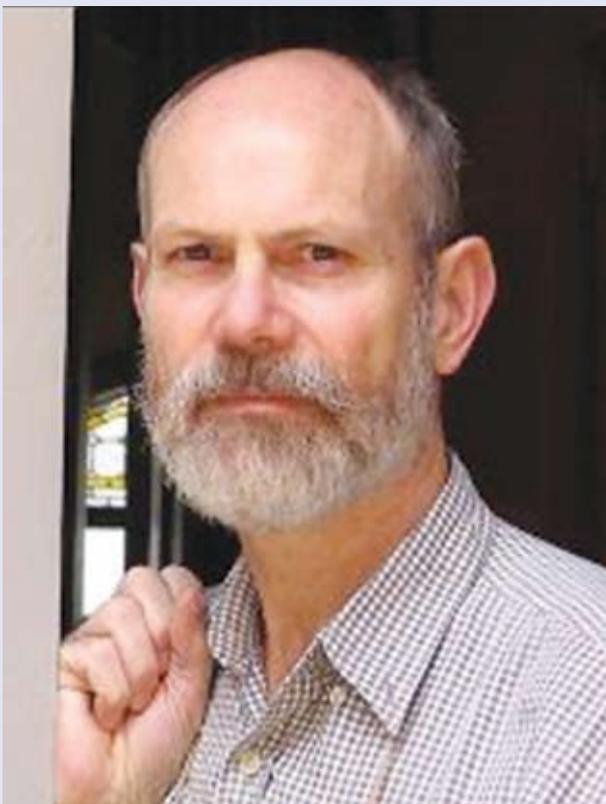
Thank you again and we hope to be working well with you in empowering the leaders of the future!

**A READING NATION IS A WINNING NATION!**

# Eskom Guardian: Dr. Richard Candy

# Innovation-the heart of the Eskom system

Interview conducted by Magna Carta Public Relations Consultancy



( Dr Richard Candy )

**F**rom the moment you enter Dr Richard Candy's office in Eskom, it is easy to see where he centres his interests.

The office in Simmerpan, with little in the way of decoration, but a desk dominated by a number of large computer monitors which, to the layman, are packed with bewildering information regarding the status of the Eskom network across the country. It is these screens, hooked up to the Eskom computer systems he uses for his day-to-day work, which is obviously his ongoing centre of attention.

Within minutes of meeting him, two things become obvious. The first is the excitement and enjoyment he finds in his work. The second his pride in being what he terms "part of a small team of specialists" who are engaged with the core business of keeping the Eskom National Control system that monitors electricity coursing across the country, up to date.

There are obviously few who can dispute that Richard Candy knows his stuff. A 38-year veteran of Eskom, he is an innovator who has helped introduce a number of innovations to Eskom's Energy Management System (TEMSE) which has seen the company register a number of world-wide patents under his name.

Along the way his innovations have also brought Eskom to the attention of the international developers of the software, which is literally at the core of Eskom's ability to monitor and control the electricity used across the nation.

His innovations have included a move away from the tabular structure of displaying the state of a hydro or gas turbine data to the control staff. His innovation implemented a dynamic state diagram for each generator, providing a much improved and more comprehensive method of displaying the overall generator state to the control staff.

He also introduced the concept of "alarm icons" on the TEMSE control screens, a system that provides control staff with indications of why a breaker tripped- a function that exists nowhere else in the world currently. Another accomplishment was the introduction of the "bay state" architecture which is applicable to all substation bays and is derived from the individual devices and measured power values in the bay. The advantages of which prevents the inadvertent opening or closing of load isolators as well as developing rules to prevent unwanted alarm messages from being sent to the control staff. These developments saw Richard Candy earning the runners up 2009 Eskom Chairman's award for Innovation.

# RERA Delegation

## visits National Control Centre



**O**n 18 November 2010, National Control Visitors Centre hosted the Regional Electricity Regulators Association (RERA) of Southern Africa Senior Officials delegation. The delegates who are from different African countries were in South Africa to attend the 7th RERA Annual Conference and General Meeting held at the Birchwood Hotel from 17 – 19 November 2010.

The main aim of the visit was to provide them with the opportunity to learn first hand information on current developments of Eskom new build programme, how National Control operates and the measures taken to protect and manage the Power System. The delegation was with the Chairperson of NERSA, Ms Cecilia Khuzwayo (NERSA was one of the sponsors of the conference).

## National control visits

**T**he year 2010 saw National Control being visited by many numerous groups and organisations, below is a list of visits that took place at National Control Centre between August and December 2010.

- 23 August 2010: Marist Brothers High School
- 09 September 2010: Nedbank Capital (Infrastructure, Energy and Telecommunications)
- 1 October 2010: Industrial Psychology Masters students from Wits University.
- 27 October 2010 Dr. Richard Candy visited the SAPPI Offices in Braamfontein to give them a presentation on National Control.
- 25 November 2010: Eskom Distribution Northern Region
- 18 November 2010: Study Tour Visit by RERA (Regional Electricity Regulators Association of Southern Africa )
- 10 December 2010: Eastern African Power Pool (EAPP)



# 20 Minutes with

## Teresa Carolin

Interview conducted by Charmaine Masehela

**Designation:** Corporate Specialist, System Operator

**Married?** Yes

**Husband's Name:** Stuart

**Children & Ages?** None yet

**1. Where were you born and tell me about your childhood?**

I was born in Florida, and grew up there. I'm the eldest of 6 kids, so there was always plenty going on at home. I enjoyed school and was involved in many other activities during those years.

**2. What have been difficult moments in your life as far as making your career a success?**

The hardest part was deciding what to study. After I'd completed my engineering degree the road has been exciting, full of challenges, and seldom boring.

**3. When did you join Eskom and your career path from then?**

I joined Eskom straight from university, January 1997. I have been in various areas in the System Operator since then.

**4. What is your role in this division?**

System Operations Corporate Specialist

**5. What have been major challenges so far?**

Definitely the challenges during the months of load shedding – it was a horrible time knowing the impact we were having on so many people.

**6. Tell me about your achievements/ career highlights?**

I've enjoyed working with many different areas of the business, and when we were still young (not so long ago!) we were able to get our fingers dirty in many areas. Little things provide lots of satisfaction, like no interruptions during the World Cup and putting things back together when they "break"!

**7. How do you feel about Eskom in one short sentence?**

Eskom is facing one of its biggest challenges to-date in terms of ensuring sufficient power until the new build program is completed and I feel privileged to be part of the solution in ensuring that the lights are kept burning.

**8. What are your future goals in SO&P?**

Firstly – to play my part in keeping the lights on! But also to set things up to ensure we can keep doing it for the years to come.



I'm looking forward to the new technical challenges associated with the integration of renewable generation and other IPPs.

**9. What are you passionate about?**

I'm passionate about people being involved and enjoying what they're doing and about things done right! I'm fascinated by the capabilities of new technologies and things being done differently!

**10. What drives you towards success?**

I have a logical mind – things must be done right, the first time. I love having to find a solution to challenging problems!

**11. Your grand Strengths?**

Lots of energy to deal with crisis, and attention to detail when it comes to numbers.

**12. Your grand weaknesses?**

Procrastination and being disorganised/untidy

**13. Your five favourite things?**

Travelling, cooking, camping or being outdoors, being with family and friends and entertaining at home

**14. Five things we do not know about you?**

I don't like small dogs (although I love the big ones), I am nervous of heights, I play the organ most Sundays at church, I've climbed two really high mountains.... Can't think of anything else

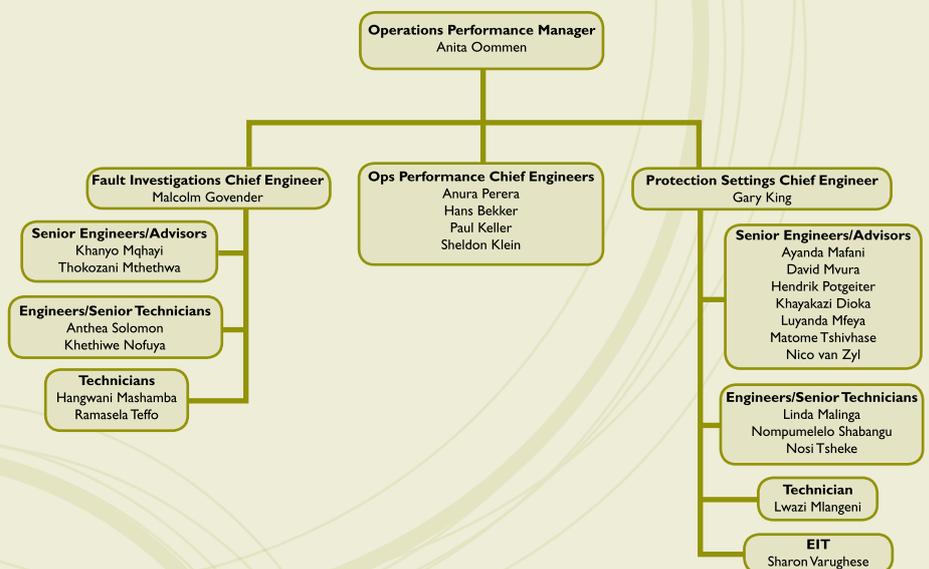
# Looking into Operations Performance Department - System Operator



By: Anita Oommen

In this edition we look into Operations Performance Department within System Operator. We find out what they are about and what the future holds for this young and vibrant department.

The department is primarily concerned with the management of protection performance on the Transmission network. The department consists of two sections, the Protection Settings section and the Fault Investigation section. A number of chief engineers provide technical support to the department. The department structure is shown across:



## Department Priorities:

- To provide National Control with high quality substation information in near real time to improve the quality of operational decisions.
- To ensure the optimal performance of the Transmission Grid during both quiescent conditions and system disturbances by detailed calculation of settings for protection devices for all Transmission and Sub-transmission circuits. This involves precise co-ordination of protective devices within the Transmission Grid and also with Distribution, Generation and major customers, ensuring fast response to changing system configurations and requirements.
- To monitor and uphold the performance of protection equipment, initiating and participating in investigations of incorrect or sub-optimal operations of any monitored component of the grid, performing in-depth analysis on such operations and recommending solutions to the business.
- To assist the business in ensuring the superior performance of equipment by being involved in the development of new technology and innovative approaches to continually improve protection performance.
- To enhance the human capital of the business through advanced training, both structured and informal, as well as participation in numerous technical forums both locally and internationally.

## Achievements:

- Development of new protection relay setting templates for the Breaker and a Half scheme, with preliminary settings for the first site to be commissioned, Zeus Transformer 2 (765/400kV).
- Development of new protection relay setting template for the Phase V Shunt Capacitor Bank scheme with preliminary settings for the first site to be commissioned, Kookfontein Shunt Capacitor Bank.
- Development of new protection relay setting templates for retrofit and migration schemes.
- Specialised studies on various fronts; mutual coupling on the network, Olympus transformer protection maloperation.
- The approval of the Automatic Fault Analysis project.
- Various training and mentoring initiatives in-house to fast track knowledge base of junior engineers/technicians.
- A significant number of courses on the protection training program are presented at ECC to the whole organisation by members of the department several times a year.
- Huge volume of settings issued relating to new projects as well as grid operational work.
- Improvement in the number of incident investigation reports issued.

# SO&P Divisonal Forum

## A great success

By: Masentle Tekane



Mr Lakmeeharan shared a Strategic and Performance Review with the staff in attendance. He explained the changes that are currently taking place in the organisation. He also gave an opportunity for a question and answer session where staff could ask questions.

As part of the forum's programme, the long services and Employee of the month recipients were honoured with their respective certificates.

Since the month of October is dedicated to cancer awareness, the Sunflower Foundation was invited to commemorate the Bandana Day which was to be held the following day on 12 October 2010. The Ladies from the Sunflower Foundation gave a short talk on what the foundation is about, its origin and how it helps to assist and change the Leukaemia patients' life by making awareness and registering the possible blood cells donors.

What was very emotional testing was the DVD on Children suffering from Leukaemia pleading for donors. Knowing you could be the one caring the blood cells they need to save their lives and you are not doing anything to help them, hits deep into the heart.

At the end of the forum the Communication department gave away some free Sunflower Foundation Bandanas to the lucky employees.

Our divisional forum took place on 11 October 2010 at the Amethyst Auditorium – National Control Building. Divisional Executive, Mr Kannan Lakmeeharan chaired this forum and shared a lot of important information with his staff focusing on a strategic performance review.

A close-up photograph of a person's hands buckling up in a car. The person is wearing a dark blue shirt and a grey seatbelt. The background shows the interior of a car, including the door panel and the steering wheel. The text is overlaid on the image.

**Thank you for**

**Buckling Up  
Driving Sober**

**&**

**Arriving Alive  
back to work**

