



## environmental affairs

Department:  
Environmental Affairs  
REPUBLIC OF SOUTH AFRICA


### DETAILS OF EAP AND DECLARATION OF INTEREST

	(For official use only)
File Reference Number:	12/12/20/
NEAS Reference Number:	DEA/EIA/
Date Received:	

Application for authorisation in terms of the National Environmental Management Act, 1998 (Act No. 107 of 1998), as amended and the Environmental Impact Assessment Regulations, 2014

### PROJECT TITLE

Realignment of a section of the MN73 to accommodate solar energy facilities near Paulputs Substation, Northern Cape Province.

Environmental Assessment Practitioner (EAP): <sup>1</sup>	Karen Jodas		
Contact person:	Karen Jodas		
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E-mail:	karen@savannahsa.com		
Professional affiliation(s) (if any)	SACNASP (400106/99)		

Project Consultant:	Thalita Botha		
Contact person:			
Postal address:	P.O. Box 148, Sunninghill		
Postal code:	2157	Cell:	083 686 4538
Telephone:	011 656 3236	Fax:	086 648 0547
E-mail:	thalita@savannahsa.com		

4.2 The Environmental Assessment Practitioner

I, Karin Jodas, declare that –

General declaration:

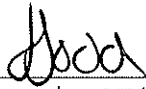
I act as the independent environmental practitioner in this application  
I will perform the work relating to the application in an objective manner, even if this results in views and findings that are not favourable to the applicant  
I declare that there are no circumstances that may compromise my objectivity in performing such work;  
I have expertise in conducting environmental impact assessments, including knowledge of the Act, regulations and any guidelines that have relevance to the proposed activity;  
I will comply with the Act, regulations and all other applicable legislation;  
I will take into account, to the extent possible, the matters listed in regulation 8 of the regulations when preparing the application and any report relating to the application;  
I have no, and will not engage in, conflicting interests in the undertaking of the activity;  
I undertake to disclose to the applicant and the competent authority all material information in my possession that reasonably has or may have the potential of influencing - any decision to be taken with respect to the application by the competent authority; and - the objectivity of any report, plan or document to be prepared by myself for submission to the competent authority;  
I will ensure that information containing all relevant facts in respect of the application is distributed or made available to interested and affected parties and the public and that participation by interested and affected parties is facilitated in such a manner that all interested and affected parties will be provided with a reasonable opportunity to participate and to provide comments on documents that are produced to support the application;  
I will ensure that the comments of all interested and affected parties are considered and recorded in reports that are submitted to the competent authority in respect of the application, provided that comments that are made by interested and affected parties in respect of a final report that will be submitted to the competent authority may be attached to the report without further amendment to the report;  
I will keep a register of all interested and affected parties that participated in a public participation process; and  
I will provide the competent authority with access to all information at my disposal regarding the application, whether such information is favourable to the applicant or not  
all the particulars furnished by me in this form are true and correct;  
will perform all other obligations as expected from an environmental assessment practitioner in terms of the Regulations; and  
I realise that a false declaration is an offence in terms of regulation 48 and is punishable in terms of section 24F of the Act.

**Disclosure of Vested Interest** (delete whichever is not applicable)

I do not have and will not have any vested interest (either business, financial, personal or other) in the proposed activity proceeding other than remuneration for work performed in terms of the Environmental Impact Assessment Regulations, 2014;

~~I have a vested interest in the proposed activity proceeding, such vested interest being:~~

\_\_\_\_\_  
\_\_\_\_\_



Signature of ~~the~~ environmental assessment practitioner:

Savannah Environmental (Pty) Ltd

Name of company:

24 April 2017

Date:

**AFFIRMATION BY ENVIRONMENTAL ASSESSMENT PRACTITIONER – Basic Assessment Report: As required in terms of Appendix 1, Section 3 subsection (s)**

**Realignment of a section of the MN73 to accommodate solar energy facilities near Paulputs Substation, Northern Cape Province**

**EAP Details:**

Consultant:	Savannah Environmental		
Contact Person:	Karen Jodas		
Postal address:	PO Box 148, Sunninghill		
Postal code:	2157	Cell:	+27 82 655 1935
Telephone:	+27 11 656 3237	Fax:	+27 86 684 0547
E-mail:	karen@savannahsa.com		

- I, Karen Jodas, the appointed EAP confirm through this affirmation (as required in terms of Appendix 1, Section 3 subsection (s) of GN982) that -
- To the best of my knowledge the information provided in this report is factually correct;
  - To the best of my knowledge all relevant project information which has been provided to stakeholders and interested and affected parties is correct.
  - The inclusion of inputs and recommendations from the specialist reports where relevant.
  - All comments and inputs received from stakeholders / interested and affected parties, prior to submission of the Basic Assessment Report, have been included as part of the Basic Assessment Report and addressed where necessary.
  - All responses provided to comments received from stakeholders and interested and affected parties are the unbiased opinion of the EAP and are based on factually correct information.



Signature of the Environmental Assessment Practitioner:

Savannah Environmental Pty Ltd

Name of company:

24 April 2017

Date:

# **CURRICULUM VITAE (Energy-related projects)**

**KAREN JODAS**

**SAVANNAH ENVIRONMENTAL (PTY) LTD**

Profession	:	Environmental Management and Compliance Consultant ; Environmental Assessment Practitioner
Specialisation	:	Strategic environmental assessment and advice; project management and co-ordination of environmental projects; environmental compliance advise and monitoring; Environmental Impact Assessment; environmental management; peer review; policy, strategy and guideline formulation; renewable energy projects; water resources management
Work experience	:	Nineteen (19) years in the environmental assessment and management field

## **VOCATIONAL EXPERIENCE**

Provide technical input for projects in the environmental management field, specialising in strategic evaluation, Environmental Impact Assessment studies, Environmental Management Plans, integrated environmental management, environmental compliance monitoring; peer review of EIA reports and processes, strategy and guideline development, and public participation. Key focus on overall Project Management, integration of environmental studies and environmental processes into larger engineering-based projects, strategic assessment, and the identification of environmental management solutions and mitigation/risk minimising measures.

Undertaking studies requiring all environmental-related disciplines has allowed for considerable experience to be gained in the environmental assessment and management fields. A specialist area of focus is on management and assessment of multi-faceted projects, including electricity generation and transmission projects (with a strong focus on the renewable energy sector), linear developments (roads and power lines), bulk infrastructure and supply (e.g. WTWs, pipelines, landfills), the mining industry, urban, rural and township developments, environmental aspects of IDPs, EMFs, SoERs, as well as environmental planning, development and management.

Working knowledge of environmental legislation, strategies, guidelines and policies. Compilation of the reports for environmental studies are in accordance with the all relevant environmental legislation under the National Environmental Management Act.

## **SKILLS BASE AND CORE COMPETENCIES**

- Nineteen years of experience in the environmental management, impact assessment and compliance fields
- Seventeen years of experience in Project Management - Project management of large environmental assessment and management projects
- Strategic and compliance advise for all aspects of environmental assessment and management
- External and peer review of environmental assessment and compliance reporting as well as EIA processes
- Working knowledge of environmental planning policies, regulatory frameworks and legislation
- Identification and assessment of potential environmental impacts and benefits
- Development of practical and achievable mitigation measures and management plans and evaluation of risk to project execution

- Experienced in environmental compliance advise, monitoring and reporting for construction projects
- Compilation and review of the reports in accordance with all relevant environmental legislation
- Public participation/involvement and stakeholder consultation
- Environmental strategy, policy and guidelines development
- Experienced in assessments for both linear developments and nodal developments
- Key experience in the assessment of impacts associated with renewable energy projects
- Wide range of experience for public and private sector projects
- Completed projects in all nine Provinces of South Africa, as well as Zambia and Lesotho

## EDUCATION AND PROFESSIONAL STATUS

### Degrees:

- B.Sc Earth Sciences, majoring in Geography and Zoology, *Rhodes University, Grahamstown, 1993*
- B.Sc Honours in Geography (in Environmental Water Management), *Rhodes University, Grahamstown, 1994*. Major subjects included Water Resources Management, Streams Ecology, Fluvial Geomorphology and Geographic Information Systems.
- M.Sc in Geography (Geomorphology), *Rhodes University, Grahamstown, 1996*

### Short Courses:

Water Quality Management, *Potchefstroom University, 1998*

Environmental Law Course, *Aldo Leopold Institute, 2002*

WindFarmer Wind Farm Design course, *Garrad Hassan, 2009*

### Professional Society Affiliations:

Registered with the South African Council for Natural Scientific Professions as a Professional Natural Scientist: *Environmental Scientist (400106/99)*

### Other Relevant Skills:

Xtrack Extreme – Advanced Off-Road Driving Course (2003)

## EMPLOYMENT

*2006 - Current: Director of Savannah Environmental (Pty) Ltd. Independent specialist environmental consultant, Environmental Assessment Practitioner (EAP) and advisor. Primary focus on energy-sector projects.*

*1997 –2005: Associate of Bohlweki Environmental (Pty) Ltd. Environmental Management Unit: Manager; Principle Environmental Scientist focussing on Environmental Management and Project Management.*

## PROJECT EXPERIENCE

Experience includes projects associated with electricity generation and transmission, wastewater treatment facilities, mining and prospecting activities, property development, and national roads, as well as strategy and guidelines development. Selected projects in the energy and renewable energy sector include:

### Strategic and Regional Assessments

- *Regional Assessment for wind energy developments within an identified area on the West Coast of the Western Cape Province (for Eskom Holdings Limited)*
- *Five Regional Assessment for wind energy developments within five identified area across South Africa (for Eskom Holdings Limited)*
- *Part of the Strategic Task Team for the identification of Eskom's future wind farm sites (Wind 1000) (for Eskom Holdings Limited)*
- *Regional Assessment for wind energy developments within an identified area in the De Aar Area of the Northern Cape Province (for juwi Wind)*
- *Strategic Regional Assessment for the Environmental Suitability of Wind Energy Facilities for the entire Western Cape Province (for DEA&DP)*

- *Regional Assessments for wind energy developments within identified areas in the Northern and Eastern Cape, including mapping (for Networx)*

### **Renewable power generation projects: Wind Energy Facilities**

#### **Environmental Impact Assessments and Environmental Management Plans**

- *ABs Wind Energy Facility near Indwe, Eastern Cape (for Rainmaker Energy)*
- *Amakhala Emoyeni Wind Energy Facility near Cookhouse, Eastern Cape (for Windlab Developments)*
- *Castle Wind Energy Facility, in De Aar (for Juwi Renewable Energies)*
- *Cookhouse II Wind Energy Facility (for ACED & Tertia Waters)*
- *Dorper Wind Energy Facility near Molteno, Eastern Cape (for Rainmaker Energy)*
- *Elliot Wind Energy Facility (for Rainmaker Energy)*
- *Garob Wind Energy Facility, in Copperton (for Juwi Renewable Energies)*
- *Gouda Wind Energy Facility near Gouda, Western Cape (for VentuSA)*
- *Gunstfontein Wind Energy Facility (for Networx)*
- *Happy Valley Wind Energy Facility, Eastern Cape (for REISA)*
- *Hidden Valley Wind Energy Facility (for ACED)*
- *Hopefield Wind Energy Facility (for Umoya Energy)*
- *Karoo Renewable Wind and PV Solar Energy Facility near Victoria West, Northern & Western Cape (for SARGE)*
- *Pofadder 3x 140MW Wind Energy Facilities, Northern Cape (for Mainstream Renewable)*
- *Riverbank Wind Energy Facility near Wesley, Eastern Cape (for Just Energy)*
- *Sere Wind Energy Facility on the West Coast in the Western Cape (for Eskom Generation)*
- *Springfontein Wind Energy Facility (for Mainstream Renewable)*
- *Stormberg Wind Energy Facility (for Networx)*
- *West Coast One Wind Energy Facility (for Moyeng Energy (Pty) Ltd)*
- *West Coast Wind Energy Facility (for Exxaro)*
- *Wind Energy Facility at Cookhouse, Eastern Cape (for African Clean Energy Developments)*
- *Wind Energy Facility near Britannia Bay, Western Cape (for TerraPower Solutions)*
- *Zen Wind Energy Facility, near Gouda (for VentuSA Energy)*

#### **Basic Assessments for wind monitoring masts**

- *Caledon, Worcester, Tulbach Wind Energy Facilities (for SAGIT)*
- *Dorper, ABs, Dobos Wind Energy Facilities (for Rainmaker Energy)*

#### **Compliance Advice**

- *Amakhala Emoyeni Wind Energy Facility (for Amakhala Emoyeni)*
- *Amakhala Emoyeni Wind Energy Facility, Environment and Social Action Plan (for Cennergi)*
- *Cookhouse Wind Energy Facility site (for ACED Cookhouse Renewables)*
- *Cookhouse II Wind Energy Facility (for ACED)*
- *Dorper Phase 1 Wind Energy Facility (for Rainmaker Energy)*
- *Gouda Wind Farm (for Aveng / Acciona)*
- *Happy Valley Wind Energy Facility (for VentuSA Energy / EDPR)*
- *Loperberg Wind Farm (for Rainmaker Energy)*
- *Nobelsfontein Wind Energy Facility (for Coria / SARGE)*
- *Nojoli Wind Energy Facility (for ACED)*
- *Oyster Bay Wind Energy Facility (for RES)*

#### **Due Diligence Reporting**

- *ESG DD for Loeriesfontein, Khobab and Noupoort Wind Energy Facilities (for Actis)*

### **Renewable power generation projects: Solar Energy Facilities**

#### **Environmental Impact Assessments and Environmental Management Plans**

- *5x CSP and 2x PV Solar Energy Facilities, Kenhardt, Northern Cape (for Kotulo Tsatsi)*
- *Blackwood PV Solar Energy Facility, near Kimberley/Boshoff (for VentuSA Energy)*
- *Bosjesmansberg PV Solar Energy Facility, Copperton (for Networx)*
- *Boundary PV Solar Energy Facility (for VentuSA Energy)*
- *De Aar CSP Energy Facility at De Aar, Northern Cape (for African Clean Energy Developments)*
- *De Aar PV Solar Energy Plant (for Solar Capital )*
- *Gihon and Kison PV Solar Energy Facilities (for Networx)*

- Grootdrink (Albany) PV Solar Energy Facility (for Africoast Engineers)
- Gunstfontein PV Solar Energy Facility (for Networx)
- Kabi Kimberley PV facility at DeBeers, Kimberley (Kabi Solar)
- Karoo Renewables PV Solar Energy Facility (for SARGE)
- KaXu CSP Facility near Pofadder, Northern Cape (for Abengoa Solar)
- Kheis Phase 1, 2 & 3 PV Solar Energy Facility (for GeStamp Solar)
- Khi CSP Facility near Upington, Northern Cape (for Abengoa Solar)
- Klipgat PV Solar Energy Facility (for Terra Solar)
- Loeriesfontein/Helios PV Solar Energy Plant (for Solar Capital)
- Naauwpoort PV Solar Energy Facility (for Terra Solar)
- Pofadder 75MW Solar Energy Facility, Northern Cape (for Mainstream Renewable)
- Prieska PV Solar Energy Facility, Prieska (for VentuSA Energy)
- PV Solar Energy Facility near De Aar, Northern Cape (for Solar Capital)
- Ritchie PV Solar Energy Facility (for Solar Capital )
- San Solar PV Solar Energy Facility, Kathu (for VentuSA Energy)
- Sirius (Tungston Lodge) x2 - PV Solar Energy Plants (for Aurora Power Solutions )
- Solar Plant in the Northern Cape Solar at Kathu (Wincanton) (for REISA)
- Solar Plant in the Northern Cape Solar at Sishen (Wincanton) (for VentuSA Energy)
- Stormberg Solar PV Solar Energy Facility (for Networx / Prana Energy)
- Tiger Kloof PV Solar Energy Facility (for Kabi Energy)
- Tiger Solar PV Solar Energy Facility, Northern Cape (for Kabi Energy)
- Upington 2 and 3 CSP Facilities near Upington, Northern Cape (for Abengoa Solar)
- Vaalkop and Witkop PV Solar Energy Facilities, North West (for Kabi Solar)
- Wagnbietjiespan PV Solar Energy Facility near Boshoff, Free State (for VentuSA)
- Wolmaransstad Municipality Solar PV Solar Energy Facility (for BlueWave)
- Xina CSP facility near Pofadder, Northern Cape (for Abengoa Solar)
- Zuurwater PV Solar Energy Facilities (x4) (for Solafrica / BlueWave)

#### **Basic Assessments**

- Amandla Welanga and Dida PV Solar Energy Facilities (for Terra Solar)
- Carolusberg PV Solar Energy Facility (for Ilio Energy (SARGE))
- Gosforth Park and Kynoch Rooftop PV Solar Energy (for Building Energy)
- Hibernia 5MW PV Solar Energy Facility (for EA Energy)
- Inkulukelo PV Solar Energy Facility (for Terra Solar)
- Kokerboom and Boabab PV Solar Energy Plants (for Brax Energy)
- Nigramoep PV Solar Energy Plant, Nababeep (for SARGE)
- Noupoot (Kleinfontein and Toitdale) CPV (for Terra Power)
- O'Kiep 1 PV Solar Energy Plant, Springbok (for Ilio Energy (SARGE))
- O'Kiep 2 PV Solar Energy Plant, Springbok (for BluePort Trade 118 (SARGE))
- O'Kiep 3 PV Solar Energy Plant (for Ilio Energy (SARGE))
- PV Solar Energy Plant - Kimberley (for Kabi Energy)
- Slurry PV Solar Energy Facility (for PPC)
- Small projects for PV Solar Energy Facilities (for BlueWave)
- Son Citrus Rooftop PV Solar Energy (for Building Energy)
- Tollie PV Solar Energy Facility (for Terra Solar)
- x2 Southern Farms PV Solar Energy Plants, Augrabies (for Southern Farms)

#### **Compliance**

- Bokpoort PV Solar Energy Facility (for Solafrica)
- Kathu II Bid compliance (for Building Energy)
- Kathu PV Solar Energy Facility (for Building Energy / REISA)
- Pofadder and Upington CSP (for Abengoa Solar)
- Prieska PV Solar Energy Facility (for VentuSA )
- Sishen PV Solar Energy Facility phase 1, 75MW (for Aveng / Acciona)
- Xina compliance (for Abengoa Solar)

#### **Screening Studies**

- 75MW facilities criteria-based analysis screenings (for BlueWave)
- Allemans, Wonderheuwel, Damfontein, Dida PV Solar Energy Facilities (for Terra Solar)
- Bobididi 5MW PV Solar Energy Facility (for Root 60Four Energy)
- Bosjesmansberg PV Solar Energy Facility, Copperton (for Networx)
- Lephalale PV Solar Energy Facility (for Exxaro)
- Northern Cape 5MW PV Solar Energy Facility, 2nd Stage One (for EDIP)



- Senekal 1 & 2, Pongola and Newcastle PV Solar Energy Facilities (for Building Energy)
- Small projects - PV Solar Energy Facility (x15) (for Building Energy)
- Small projects PV Solar Energy Facility (x3) (for GeoSolar)
- Small scale PV Solar Energy Facility - 2nd Stage One (for BlueWave)
- Small scale PV Solar Energy Facility - 2nd Stage One (for Building Energy)
- Various PV Solar Energy Facilities (for INCA Energy)

#### **Siting Study**

- CSP siting study (for Exxaro)

#### **Due Diligence Reporting**

- Equator Principles Due Diligence reporting - Kabi Kimberley PV plant (for Enertis Solar)
- Equator Principles Due Diligence reporting - Vaal River Solar 1 PV plant (for Enertis Solar)

#### **Power Generation Projects**

##### **Environmental Impact Assessments and Environmental Management Plans**

- Ankerlig OCGT to CCGT Conversion project, and the associated 400 kV transmission power line between Ankerlig and the Omega Substation, Western Cape (for Eskom Generation)
- Gourikwa OCGT to CCGT Conversion project, and the associated 400 kV transmission power line between Gourikwa and the Proteus Substation, Mossel Bay (for Eskom Generation)

##### **Basic Assessments**

- New raw water reservoir and pipeline for the Medupi Power Station, Limpopo Province (for Eskom Generation)
- Substation for Aggeneys PV facility (for BioTherm Energy)

##### **Screening**

- Indwe Power Station (for IPSA)
- IPP Baseload screening (coal) (for Exxaro)

##### **Siting Study**

- Siting study for a coal fired power station in the Bethal area (for ISS Global)

#### **Power line projects**

##### **Environmental Impact Assessments and Environmental Management Plans**

- Steelpoort Integration Project, Limpopo Province (for Eskom Transmission)
- Kyalami/Midrand Substation and 3 Transmission lines, Gauteng (for Eskom Transmission)

##### **Basic Assessments**

- Amakhala Emoyeni Power Line and Kopleegte substation (for Cennergi)
- Cuprum-Burchell; Burchell-Mooidraai power line BAR (Prieska) (for Eskom)
- Garob-Kronos Power Line (for Juwi Renewable Energies)
- Golden Valley Dx-Poseidon line and substation & Golden Valley-Kopleegte power line (for BioTherm Energy)
- Ilanga Lethemba-Hydra 132kV (for Solar Capital )
- Iziduli Emoyeni Substation, Power Line & LA18 (for Windlab)
- Kathu 132kV Power Line (for VentuSA Energy)
- Loeries 2 Power Line (for Mainstream Renewable)
- Loeriesfontein substation and power lines (for Mainstream Renewable)
- Nobelsfontein Wind Substation and Power line (for Coria / SARGE)
- Realignment of Dx lines at Hopefield Wind Energy Facility (for Umoya Energy)
- Rhebokfontein Power Line (for Moyeng Energy (Pty) Ltd)
- Sishen Solar PV Energy Facility 132kV Power line (for Aveng/Vexicom)
- Springfontein Power Line (for Mainstream Renewable)
- Wesley-Peddie / Riverbank Phase 2 Power Line 132 kV (for Just Energy)

## **CURRICULUM VITAE**

### **THALITA BOTHA**

Profession : Junior Environmental Assessment Practitioner  
Specialisation : Environmental Management  
Years Experience : 17 months

#### **KEY RESPONSIBILITIES**

- Professional execution of consulting services
- Impact assessment reporting
- Compliance monitoring and reporting
- Development of project proposals for procuring new projects
- Project administration

#### **SKILLS BASE AND CORE COMPETENCIES**

- EIA Report writing;
- Problem solving;
- Administrative tasks;
- GIS mapping;
- Analysis and manipulation of geographical information and technical experience with the use of ArcGIS; and
- Ability to work independently and in a team.

#### **EDUCATION AND PROFESSIONAL STATUS**

##### ***Degrees:***

- *B.Sc. (Hons.) Environmental Management (2014), North-West University, Potchefstroom.*
- *B.Sc. Environmental- and Biological Science (2013), North-West University, Potchefstroom.*

#### **EMPLOYMENT HISTORY**

- 23 September 2015 – Current  
Savannah Environmental (Pty) Ltd: Junior Environmental Assessment Practitioner

## **PROJECT EXPERIENCE**

### **Environmental Impact Assessments**

- Environmental Impact Assessment for the Ilanga CSP 9 Project, Northern Cape Province (Emvelo Holdings)
- Environmental Management Programme for the Thaba Eco Hotel PV Solar System, Gauteng Province (Camco Clean Energy)
- Environmental Impact Assessment for the Noupoot CSP Project, Northern Cape Province (CRESCO Energy)
- Basic Assessment for the Gunstfontein Switching Station and 132kV overhead power line, Northern Cape Province (Gunstfontein Wind Farm)
- Revision of Environmental Management Programme (EMP) for the Hopefield Small Wind Farm, Western Cape Province (ACED)
- Environmental Impact Assessment for the proposed Hartebeest Wind Farm, Western Cape Province (Hartebeest Wind Farm)

### **GIS Mapping (ArcGIS 10.2)**

- Noupoot CSP Project, Northern Cape Province.
- Sol Invictus PV Developments near Aggeneys, Northern Cape Province.
- Sol Invictus Shared Infrastructure and Housing Development near Aggeneys, Northern Cape Province.
- Environmental Management Programme for the Hopefield Small Wind Farm, Western Cape Province.
- Environmental Impact Assessment for the proposed Hartebeest Wind Farm, Western Cape Province.

## **CURRICULUM VITAE**

### **GABRIELE WOOD**

Profession : Public Participation and Social Consultant  
Specialisation : Public Participation Process Implementation  
Years experience : 9 years

#### **KEY RESPONSIBILITIES**

Specific responsibilities as a Public Participation and Social Consultant include professional execution of public participation consulting for a variety of projects. This includes managing and coordinating public participation processes for Environmental Impact Assessments (EIA).

#### **SKILLS BASE AND CORE COMPETENCIES**

- Qualitative and Quantitative Social Research
- Social Assessment (Stakeholder and Social Analysis)
- Public participation process implementation, monitoring and evaluation
- Facilitation (Focus Groups, Community Meetings, Interest Group Meetings, Public Meetings, Public Open Days, Workshops, Forums, Committees, etc.)
- Stakeholder Management
- Community Needs Assessment
- Relocation Facilitation
- Project Administration
- Minute Taking
- Report Writing

#### **EDUCATION AND PROFESSIONAL STATUS**

##### ***Degrees:***

- B. Hons. Anthropology (Cum Laude): University of Johannesburg (2004 – 2005)
- B.A. Psychology: University of Johannesburg (2002 – 2004)

##### ***Courses:***

- International Association for Public Participation (IAP2) Certificate in Techniques for Effective Public Participation (2015)
- International Association for Public Participation (IAP2) Certificate in Foundations of Public Participation (Planning and Communication for Effective Public Participation) (2015)
- South African Advertising Research Foundation (SAARF) living Standards Measure (LSM) Training (2010).
- Certificate in Focus Group Moderation Skills, Market Research for Africa (2007)
- Prestige Diploma in Public Relations: Allenby Campus Boksburg now Damelin College (2001)

## **EMPLOYMENT**

*May 2012 – Current:* Savannah Environmental (Pty) Ltd: Public Participation and Social Consultant

*March 2007 – April 2012:* NMA Effective Social Strategists (Pty) Ltd: Assistant Project Manager : Public Participation and Social Research

*January 2005 – March 2007 (Part-time):* University of Johannesburg: Department of Anthropology and Development Studies: Student Tutor and Research Assistant

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## **PROJECT EXPERIENCE**

### **COAL FIRED POWER STATIONS:**

- IPP Thabametsi Coal Fired Power Station – EIA (for Newshelf 1282)
- Transalloys Coal Fired Power Station – EIA (for Transalloys)
- Umbani Coal Fired Power Station – EIA (for ISS Global Mining)
- Tshivhaso Coal Fired Power Station – EIA (for Cennergi)

### **INTEGRATED WASTE WATER MANAGEMENT PLANS AND WATER USE LICENSE APPLICATIONS:**

- IPP Thabametsi Coal Fired Power Station – IWWMP AND WULA (for Newshelf 1282)
- Yzermyn Coal Mine - IWWMP AND WULA (for Atha Africa Group)

### **GRID INFRASTRUCTURE CONNECTIONS AND SUBSTATIONS:**

- Cuprum-Burchell and Burchell to Mooidraai – BA (for Eskom)
- Blackwood Power Line and Substation – BA (for VentuSA Energy)
- Iziduli Power Line and Substation – BA (for Windlab)
- 132kV Power Line for the authorised Excelsior Wind Farm (for Amstilinx (RF) (Pty) Ltd)
- Saldanha Bay Network Strengthening project – EIA (for Eskom SOC Limited)

### **RENEWABLE ENERGY PROJECTS:**

- Karreebosch Wind Energy Facility – EIA (for G7 Renewable Energies)
- Tatuka PV Solar Energy Facility – EIA (for Eskom)
- Majuba PV Solar Energy Facility – EIA (for Eskom)
- Lethabo PV Solar Energy Facility – EIA (for Eskom)
- Karreebosch Wind Energy Facility – EIA (for G7 Energies)
- SolarReserve Kotulo Tsatsi Energy CSP Facilities – EIA (for SolarReserve & Kotulo Tsatsi Energy)
- Tewa Isitha Solar 1 & 2 PV Energy Facilities – EIA (for Africoast Engineering)
- Byromate Biomass Power Generation Facility – EIA (for Energuys)
- Bloemsmond Solar PV1 & PV2 Energy Facilities – EIA (for Atlantic Energy Partners)
- Buffels Solar 1 & 2 Energy Facilities – EIA (for Kabi Solar)
- Gunstfontein Wind Energy Facility – EIA (for Gunstfontein Wind Farm (Pty) Ltd)
- Ilanga CSP 7, 8 and 9 Solar Facilities – EIA (for Emvelo Eco Projects (Pty) Ltd)
- Sol Invictus 1 – 4 PV Solar Energy Facilities – EIA (for Cyracraft (Pty) Ltd)

**Date of Birth**

6 February 1972

**Nationality**

South African

**Marital Status**

Married

**Drivers Licence**

Code 08 (EB)

**Age** 43

**Education**

Senior certificate with  
University Exemption

Bachelor of Science  
Degree (Majors: Zoology  
and Physiology)

Master of Science Degree  
(Environmental Science)

Currently PhD (Ecology  
and Zoology)

**Certifications**

Senior certificate with  
University Exemption

**Languages**

English – Fluent

Afrikaans – Fluent

Zulu – Fluent

**Hudson Ecology (Pty.) Ltd. – Potchefstroom, South Africa**

**Position: Director/Senior Ecologist**

Project conceptualisation

Skills growth and leadership

Develop and maintain linkages to universities and professional bodies

Development of new ecological products and methodologies

Project management

Ecology team growth and acquisition of new ecologists

Terrestrial ecological assessments

Biodiversity assessments

Biodiversity Action Plans

Development of intellectual capital

**Employment History**

**Eques Trails Horse Safaris – Limpopo Province, South Africa**

**Position: Trail leader, Horse trainer (March 1993 to July 1993)**

Leading horse trails with Big Five

Management of stables

Horse-training

**Zabalaza Conservation Department – Kwazulu Natal, South Africa**

**Position: Head Ranger/Chief Instructor (July 1993 to July 1994)**

Training in conservation and anti-poaching courses.

Evaluation and improvement of existing courses

Development of additional courses

**Natal Parks Board – KwaZulu Natal, South Africa**

**Position: Anti-Poaching Consultant (Jul 1994 to Dec 1997)**

Training of anti-poaching units.

Anti-poaching co-ordination

Training and co-ordination of anti poaching for Natal Parks Board



**UNISA – Gauteng, South Africa**

*Position: Full-time student (BSc) (Jan 1998 to Dec 2001)*

Majors: Zoology and Physiology

Other subjects: Chemistry, Physics, Botany

**UNEP/GEF Desert Margins Program Potchefstroom – North West Province**

*Position: Researcher (Jan 2002 to Sept 2006)*

Research in biodiversity and ecology in desert margins areas

Environmental awareness courses at local schools

Development of avian biological integrity index

**ECOSUN cc. – Gauteng, South Africa**

*Position: Terrestrial and Wetland Ecologist (Sept 2006 to May 2007)*

Wetland delineation

Terrestrial ecological assessments

Biodiversity assessments

Biodiversity Action Plans

**Golder Associates Africa (Pty.) Ltd. – Midrand, South Africa**

*Position: Senior Ecologist and Terrestrial Group leader (May 2007 – August 2014)*

Team leader

Project conceptualisation

Team skills growth and leadership

Develop and maintain linkages to universities and professional bodies

Development of new ecological products and methodologies

Project management

Ecology team growth and acquisition of new ecologists

Terrestrial ecological assessments

Biodiversity assessments

Biodiversity Action Plans

Development of intellectual capital



## PROJECT EXPERIENCE

To date I have conducted ecological and biodiversity studies for over 90 projects in 20 countries in Africa, projects completed include, but are not limited to:

<b>Farim Phosphate</b> Guinea-Bissau	Ecological Assessment of mine site and surrounds Impact assessment for expansion.
<b>BHP Billiton, Newmont, SMFG</b> Mt Nimba, Guinea	Small Mammal and Red Data species (Nimba Otter Shrew, <i>Micropotamogale lamottei</i> ) Impact Assessment of mine site and surrounds
<b>Hassai Gold Mine</b> Sudan	Ecological Assessment of mine site and surrounds Impact assessment for expansion.
<b>Lonmin Exploration Site</b> Tanzania	Investigation of the effects of possible platinum mine on the migration routes of species, with special reference to elephants and chimpanzees.
<b>New Liberty Gold mine</b> Liberia	Terrestrial ecology assessment of the mine site and environs. Impact assessment and mitigations
<b>UNEP/GEF Desert Margins Program</b> North West Province, South Africa	Research in biodiversity and ecology in desert margins areas. Environmental awareness courses at local schools. Development of avian biological integrity index.
<b>Rietvlei Dam</b> Pretoria, South Africa	Investigating effects of persistent organic pollutants (PCB's Furins and other endocrine disrupting chemicals) on wildlife at Rietvlei Dam, Pretoria.
<b>Areva Uranium Mine</b> Centrl African Republic	Terrestrial ecology assessment of the mine site and environs. Impact assessment and mitigations
<b>Riversdale Coal</b> Tete, Mozambique	Terrestrial ecology assessment of the mine site and environs. Impact assessment and mitigations.
<b>AngloGold Ashanti, Mponeng Mine</b> North West Province, South Africa	Investigation of bird-cyanide contact patterns on Mponeng Mine tailings storage facility. Report led to a two year long extension of the project currently being conducted at Vaal Reefs Tailings storage facility by the North-West University (Potchefstroom Campus).
<b>Vale Moatize Coal</b> Moatize Mozambique	Development and implementation of a small mammal monitoring program and avian acoustics monitoring program.





<b>Debswana Diamond Mine</b> Lethlakhane Diamond Mine, Botswana	Ecological assessment and ecological input into rehabilitation plans.
<b>Kansanshi Copper Mine</b> Kansanshi, Zambia	Terrestrial ecological and biodiversity assessment of proposed power station sites and environs. Wetland delineation of all wetlands within proposed possible sites. Ecological and biodiversity assessment of proposed wetlands within power station sites and environs.
<b>Little Falls</b> Gauteng, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs.
<b>Tibane, Strydom and Associates</b> President Park, Gauteng, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs.
<b>Rietvallei, Roodepoort</b> Gauteng, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs.
<b>Konkola North</b> Zambia	Terrestrial ecological and biodiversity assessment of proposed mining and tailings storage facility site and environs.
<b>Fairleads, Benoni</b> Gauteng, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs. Wetland delineation of surrounding wetlands. Avian diversity and impact assessment.
<b>SASOL Dyno Nobel, Bronkhorstspuit</b> Gauteng, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs.
<b>Finsch Diamond Mine</b> Northern Cape, South Africa	Terrestrial ecological and biodiversity assessment of proposed tailings storage facility site and environs.
<b>Doornkuil</b> Gauteng, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs. Wetland delineation of all wetlands within proposed development site. Ecological and biodiversity assessment of wetlands impacted by development site.
<b>Xstrata Merafe, Boshhoek</b> North West Province, South Africa	Terrestrial ecological and biodiversity assessment of proposed mining site and environs. Biodiversity action plan for Xstrata Merafe mining area



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<b>Letseng Diamond Mine</b> Lesotho	Terrestrial ecological and biodiversity assessment of proposed tailings storage facility sites and environs. Wetland delineation of all wetlands within proposed tailings storage facility sites. Ecological and biodiversity assessment of wetlands impacted by tailings storage facility sites.
<b>Xstrata Maloma</b> Swaziland	Terrestrial ecological and biodiversity assessment of proposed coal mining site and environs. Biodiversity action plan for Xstrata Maloma Colliery mining area.
<b>Paardeplaats, Krugersdorp</b> Gauteng, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs.
<b>Olivedale</b> Gauteng, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs. Study concentrated on Red listed small mammal species.
<b>Xstrata Thornecliff</b> Mpumalanga, South Africa	Terrestrial ecological and biodiversity assessment of reserve. Grazing capacity assessment, stocking plan and veld management plan for Xstrata reserve
<b>Wesizwe Platinum Mine, Boshhoek</b> North West Province, South Africa	Terrestrial ecological and biodiversity assessment of proposed mining site and environs. Biodiversity action plan for Wesizwe Platinum mining area. Veld management plan for Wesizwe Platinum mining area.
<b>URAMIN, Bakouma</b> Central African Republic	Terrestrial ecological and biodiversity assessment of proposed tailings storage facility site and environs.
<b>Anglo Coal Mafube, Boshhoek</b> Mpumalanga, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs. Wetland delineation of all wetlands within proposed development site. Ecological and biodiversity assessment of wetlands impacted by development site.
<b>ASA Metals, Steelpoort</b> Mpumalanga, South Africa	Terrestrial ecological and biodiversity assessment of proposed development site and environs. Wetland delineation of all wetlands within proposed development site. Ecological and biodiversity assessment of wetlands impacted by development site.
<b>Bathlako Chromium Mine</b> North West Province, South Africa	Terrestrial ecological and biodiversity assessment of proposed mining site and environs.



## PROFESSIONAL AFFILIATIONS

Sponsored Member of the International Association for Conservation Biology  
Member of Department of Environment Agriculture and Tourism Roster of Experts as Ecology and Desertification specialist  
Member of UNCCD panel of experts on ecology and desertification  
2003-2006 Chairperson of the Postgraduate Students Forum of the School for Environmental Sciences and Development at the North West University (Potchefstroom Campus)  
Presently co-supervisor for three Masters of Science Degree students (NWU)  
Professional registered scientist at SACNASP (Pr.Sci.Nat. Reg. No: 400429/14)

## PUBLICATIONS

### Other

### Publications in accredited, peer-reviewed journals:

Hudson, A & Bouwman, H. 2006. New records of 45 bird species in the desert margins areas of the North West Province, South Africa. *Koedoe*. 49(1): 91-98. Pretoria. ISSN 0075-6458

Hudson, A & Bouwman, H. 2007. Different land-use types affect bird communities in the Kalahari, South Africa – *African Journal of Ecology African Journal of Ecology* 45 (3): 423–430

Hudson, A., Bouwman, H. 2008. Birds associated with a tailings storage facility and surrounding areas from a South African gold mine. *African journal of ecology*. 46:276-281

### Publications being peer-reviewed at present:

Hudson, A & Bouwman, H. The effects of a fire on birds in the Molopo Nature Reserve of the North West Province, South Africa – for review at *Journal of Arid Environments*

### Conference Contributions:

2003: Arid Zone Ecology Forum – Effects of land use on birds

2004: South African Academy of Arts and Science – Effects of psigionomy on avian demography

2005: Zoological Society of South Africa – Effects of fire on avian populations

2007 Zoological Society of South Africa – Biodiversity in rehabilitated areas of New Vaal coal mine

2009: Wetlands Indaba – Fauna and Flora of Heuningvei Pan

2009: International mine water conference - Birds Associated with the Tailings Storage Facility and Surrounds of a South African Gold Mine



# Dr David Morris

## Head of Archaeology, McGregor Museum

Highest qualification  
PhD

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Specialisation  
Archaeology, Rock Art

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Years in profession  
1985-present

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Memberships  
Association of Professional  
Archaeologists of Southern  
Africa

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Institution  
McGregor Museum

David Morris is Head of Archaeology at the McGregor Museum in Kimberley. His PhD from the University of the Western Cape in Cape Town was awarded for a thesis on rock art of the Northern Cape, his prior Masters dissertation having focused on the site of Driekopseiland near Kimberley. He has done extensive fieldwork and contract archaeology in the Karoo and other regions of the Northern Cape. His interests include public archaeology, and he was closely involved in developing the Wildebeest Kuil Rock Art Centre outside Kimberley and in writing the SAHRA-approved Conservation Management Plan for Wonderwerk Cave near Kuruman. With John Parkington and photographer Neil Rusch, he has co-authored the book *Karoo rock engravings* (2008); and he is co-editor with Ben Smith and Knut Helskog of the book *Working with rock art*, the proceedings of an international SACRA conference held in South Africa in 2006. He has attended rock art meetings in France and Mexico and is a partner in the South Africa-Mexico rock art programme launched in 2008 and broadened to include Botswana and Mozambique (2009). He addressed colleagues in archaeology at the Russian Academy of Sciences in St Petersburg in 2004. Born in Kimberley, he has a general interest in the history of the Northern Cape; and in museums and their role in society. He was editor of the South African Archaeological Society newsletter *The Digging Stick* (1994-2001), Vice-President of the Society (2002-2004), and is a Council Member (2013-present). He is a member of the Association of Southern African Professional Archaeologists, and is an accredited Principal Investigator for Heritage Impact Assessments – archaeology (specialist in Rock Art and Stone Age, experience with historical archaeology and human remains). He has served as external examiner for post-graduate dissertation work for the University of the Witwatersrand (2011) and University of KwaZulu-Natal (2012), and external examiner for a doctoral thesis at UCT (2013). He was examination moderator for an indigenous art module at UKZN (2012). He was a member of two Ministerial Working Groups (Sites and Collections and Archaeo-Palaeo Tourism) commissioned (2010) by the NRF, Department of Science and Technology, to advise on policy with regard to the Palaeo-Sciences in South Africa, and part of a Department of Arts and Culture working group on human remains (2013).

**Profession**

Traffic & Transportation Engineer

**Current Position**

Western Cape  
Senior Transportation Engineer

**Date and Place of Birth :**

15 July 1961, Cape Town

**Joined Techso:**

2008

**Nationality**

South African

**Academic Qualifications**

NHD in Civil Engineering, Cape Technikon  
1989

**Professional Associations**

The Engineering Council of South African  
(ECSA)

**Specialisation**

Traffic Engineering and Transportation  
Planning

**Languages**

Afrikaans, English

**Appointments**

- 1986– 1992: Principal Industrial and (1986 - 1991) Industrial Technician:  
Geometric Design: Provincial Administration: Western Cape
- 1993– 1994: Chief Industrial Technician:  
Mapping and Proclamations:  
Provincial Government: Western Cape
- 1994 – 1995: Chief Industrial Technician  
Regional Services: Provincial Government: Western Cape
- 1995 - 1996: Chief Industrial Technician,  
Urban Transportation: Provincial Government: Western Cape
- 1997 – 1998: Senior Technician, Kantey and Templer
- 1998 - 2006: Principal Technician: Traffic Engineering, City of Cape Town
- 2006 – 2008: Regional Head, Traffic Impact Assessments and Development Control, City of Cape Town
- 2008 - Senior Transportation Engineer, Techso

**Contact Details**

Phone: +27 (0) 21 5577730  
Mobile: +27 (0) 84 300 7722  
E-mail: steve@techso.co.za

**Key Experience**

Stephen is a traffic engineering technologist with 27 years of experience in traffic and transportation engineering. He has completed the Transportation Planning and Study Methodology course and the Highway Capacity course at the University of Stellenbosch. Stephen has been involved with civil, traffic and transportation engineering for ten (10) years at Provincial Government of the Western Cape, 1,5 years with Kantey and Templer Consulting Engineers and 10 yrs at local authority/city level and joined Techso in August 2008.

**Traffic & Transportation:**

- Transportation Planning
- Traffic Engineering
- Road Safety Audits

**Projects:**

- Local Traffic Engineering and Transportation Plans, such as Traffic Signal Design, Traffic Calming, Parking, Road Safety Audits, Road Design, Road Signs and Lane Marking for City of Cape Town.
- Developed Structure Parking Ramp Design Guidelines for the City of Cape Town.
- Project Management: Blaauwberg Road and Diep River Bridge Design, Milnerton
- Transport Systems Management Project Design and Implementation (City of Tygerberg & City of Cape Town)
- Technical Input to the City of Cape Town Kerbside Adjudication Bid Evaluation Committee.
- Various Traffic Impact Studies: Mtubatuba Weigh Station Facility
- Project Management sub-consultant: City of Cape Town - Integrated Rapid Transport intersection and traffic signal design.
- Traffic Engineer sub-consultant: City of Cape Town - Conceptual design of Eastern Region non-motorised transport project
- Transport Impact Assessments – Various
- Transportation Modelling – TIA for Windhoek Prime Ministers Offices
- Rustenburg Municipality – Integrated Rapid Transport System – AFC
- Ekurhuleni Municipality – Integrated Rapid Public Transport Network – AFC and APTMS
- Nelson Mandela Bay Municipality – Integrated Public Transport System – AFC and APTMS
- Road Safety Audits – City of Cape Town - Integrated Rapid Transit Phase 1B

## **CURRICULUM VITAE**

**Pamela S. Sidambe**

Profession : Social Consultant  
Specialisation : Social Impact Assessments (SIA)  
Years' experience : 12 years

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### **KEY RESPONSIBILITIES**

Specific responsibilities as a Social Consultant involve social research, community and household profiling, baseline data analysis, conducting field research, stakeholder engagement, socio-economic assessments, analysis of data and communicating the results. This includes managing and coordinating the Social Impact Assessment (SIA) process and compiling SIA reports in line with the country's guidelines and legislation.

### **SKILLS BASE AND CORE COMPETENCIES**

- Social Impact Assessments (SIAs);
- Social Impact Management Plans;
- Socio-Economic Baseline Studies;
- Community needs analysis and profiling;
- Community development facilitation;
- EIA legislation;
- Public participation process;
- Project administration and management;
- Stakeholder engagement and management; and
- Research, report writing and presentation of results.

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### **EDUCATION AND PROFESSIONAL STATUS**

#### **Degrees:**

- MA in Social Impact Assessment, University of Johannesburg (2016)
- Honours Development Studies, University of South Africa (2011)
- BA in Community Development, University of South Africa (2009)

#### **Courses:**

- Certificate in HIV/Aids Care and Counselling. University of South Africa (UNISA) (2007).
- Diploma in Community Development. Association of Business Managers and Administrators (ABMA), United Kingdom (UK) (2006).
- Certificate in Systemic Family Counselling. Institute of Systemic Therapy/CONNECT (2005).

## **EMPLOYMENT**

- July 2016 – date: Savannah Environmental (Pty) Ltd.; Social Consultant
- July 2013 to June 2016: Part-time Socio-Economic Consultant
- May 2010 to June 2013: CHOC Childhood Cancer Foundation; Divisional Assistant
- May 2009 to April 2010: BKS Engineering; Document Management Officer
- January 2004 to May 2007: Outreach Development Management; Project Manager

## **SYNOPSIS OF PROJECT EXPERIENCE**

### ***Social Impact Assessment Reports:***

- September 2016: Specialist SIA report for the proposed Orkney Solar Farm Project and associated infrastructure, North West.
- August 2016: Specialist SIA report for the proposed Noupoort CSP Project and associated infrastructure, Umsobomvu, Northern Cape.
- August 2016: Specialist SIA report for the proposed 10MW Scuitdrift Solar Energy facility, near Augrabies, Northern Cape.
- August 2016: Specialist SIA report for the proposed road realignment project, Pofadder, Northern Cape.
- August 2016: Specialist SIA report for the proposed industrial development, Kuruman, Northern Cape.
- August 2016: Specialist SIA report for the proposed Solar Reserve Kotulotsatsi PV Facility & associated infrastructure near Kenhardt, Northern Cape.
- July, 2016. Specialist SIA study for the proposed 400kV power line, Ilanga, Northern Cape Province.
- July 2016: Specialist SIA report for the proposed Saldanha Bay strengthening project, Western Cape.
- July 2016: Specialist social scoping study for the proposed Karoshoek Solar Valley Development- Power line, near Upington, Northern Cape Province (for FG Emvelo (Pty) Ltd);
- July 2016: Specialist SIA report for EIA process for the proposed Karoshoek Solar Valley Development- Power line, near Upington, Northern Cape Province (for FG Emvelo (Pty) Ltd); and
- July 2014: Specialist Socio-Economic Assessment for the proposed Cultural Precinct in Sandton, Gauteng Province.

### **Experience in Community Projects**

- Community asset profiling and needs analysis;
- Stakeholder profiling, partnership building and stakeholder management;
- Strategy development, policy reviews and development;
- Facilitating community involvement and participation in planning and implementation of development projects;
- Project conceptualisation, planning and implementation management; and
- Data collection, impacts analysis and recommending mitigation measures;
- Programme and project performance Monitoring and Evaluation.







## Dr. Neville Bews & Associates – Johannesburg, South Africa

### EDUCATION

- *B.A. (Soc), University of South Africa, 1980*
- *B.A. (Soc) (Hons), University of South Africa, 1984*
- *The Henley Post Graduate Certificate in Management, Henley Management College, United Kingdom*
- *M.A. (Cum Laude), Rand Afrikaans University, 1999*
- *D. Litt. et Phil., Rand Afrikaans University, 2000*

Dr Neville Bews is a senior social scientist and human resource professional with 36 years' experience. He consults in the fields of Social Impact Assessments and research, and human resource management. He has worked on a number of large infrastructure, mining and water resource projects. He at times lectures at both the Universities of Pretoria and Johannesburg and is a Senior Fellow in the Centre for Sociological Research, Department of Sociology, University of Johannesburg.

## EMPLOYMENT HISTORY

### ***Dr Neville Bews & Associates, Johannesburg, South Africa***

*Social Impact Assessment consultant and part-time lecturer, 2001 – date.*

Leads social impact assessments, provides strategic social management advice to clients, acts as reviewer and mentor to young social scientists.

### ***S A Eagle Company Ltd, Johannesburg, South Africa***

*Employee Relations Manager, 1992 - 2001*

Human Resource management and administration; industrial relations; human resource related research projects; designing and leading implementation of research strategies; disciplinary and grievance hearings; negotiating with unions; corporate social responsibility.

### **Status Management Services**

Human Resources Consultant, 1986 – 1992

Management training; employee assistance programmes; industrial relations; recruitment; disciplinary and grievance hearings; negotiating with unions; job evaluation.

### **City of Johannesburg**

Professional Officer - Human Resources, 1977 - 1986

Industrial relations; disciplinary and grievance hearings; negotiating with unions; recruitment, selection and placement; management training; job evaluation.

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## EXPERIENCE – EXAMPLES

### Water resources and regional planning Social Impact Assessments

**Department of Water Affairs and Forestry**

**South Africa**

Social impact assessment for the Mokolo and Crocodile River (West) Water Augmentation Project for increased and assurance of water supply. Research socio-economic circumstances, data analysis, assessment, authored report.

**The Aveng (Africa) Group Limited (Grinaker LTA)**

**South Africa**

Assisting the construction company with the social management of the Mokolo and Crocodile River (West) Water Augmentation Project. Consult and mediate between contractors and affected parties advise on strategies to reduce tensions between contractors and the public.

**Department of Water Affairs and Forestry**

**South Africa**

Ncwabeni Off-Channel Storage Dam for security of water supply in Umzumbe, KwaZulu-Natal. Research socio-economic circumstances, data analysis, assessment, authored report.

**Sedibeng District Municipality**

**South Africa**

Social impact assessment for the Environmental Management Plan for the Sedibeng District, on behalf of Felehetsa Environmental (Pty) Ltd. Research socio-economic circumstances, data analysis, assessment, authored report.

**Felehetsa Environmental (Pty) Ltd**

**South Africa**

Social Impact Assessment for Waterfall Wedge housing and business development situated in Midrand Gauteng. Research socio-economic circumstances, data analysis, assessment, authored report.

**NEMAI Consulting Environmental & Social Consultants**

**South Africa**

Ncwabeni: Off-Channel Storage Dam, KwaZulu-Natal. Research socio-economic circumstances, data analysis, assessment, authored report.

**Department of Water and Sanitation**

**South Africa**

Mzimvubu Water Project Eastern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

### Social Assessments for mining clients

**Vale**

**Mozambique**

Socio-economic impact assessment of proposed Moatize power plant, Tete. Research socio-economic circumstances, data analysis, assessment, authored report.

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**Exxaro Resources Limited** **South Africa**  
Social impact assessment for the social and labour plan for Leeuwpan Coal Mine, Delmas. Research socio-economic circumstances, data analysis, assessment, authored report.

**Exxaro Resources Limited** **South Africa**  
Social impact assessment for the social and labour plan for Glen Douglas Dolomite Mine, Henley-on-Klip. Research socio-economic circumstances, data analysis, assessment, authored report.

**Exxaro Resources Limited** **South Africa**  
Social impact assessment for the social and labour plan for Grootegeluk Open Cast Coal Mine, Lephalale. Research socio-economic circumstances, data analysis, assessment, authored report.

**Exxaro Resources Limited** **South Africa**  
Social and labour plan for the Paardekraal Project, Belfast. Research socio-economic circumstances, data analysis, assessment, authored report.

**Exxaro Resources Limited** **South Africa**  
Social impact assessment for the Paardekraal Belfast Project Belfast. Research socio-economic circumstances, data analysis, assessment, authored report.

**Kumba Resources Ltd** **South Africa**  
Social Impact Assessments for the Sishen Iron Ore Mine in Kathu Northern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

**Kumba Resources Ltd** **South Africa**  
Social Impact Assessments for the Sishen South Project in Postmasburg, Northern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

**Kumba Resources Ltd** **South Africa**  
Social Impact Assessments for the Dingleton resettlement project at Sishen Iron Ore Mine Kathu, Northern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

**Gold Fields** **South Africa**  
Social Impact Assessment for the Gold Fields West Wits Project. Research socio-economic circumstances, data analysis, assessment, authored report.

**Anglo Coal** **South Africa**  
Review of social impact assessment for the proposed Waterberg Gas 37-spot coalbed methane (CBM) bulk yield test project.

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**Sekoko Mining**

**South Africa**

Sekoko Wayland Iron Ore, Molemole Local Municipalities in Limpopo Province. Research socio-economic circumstances, data analysis, assessment, authored report.

**Memor Mining (Pty) Ltd**

**South Africa**

Langpan Chrome Mine, Thabazimbi, Limpopo. Research socio-economic circumstances, data analysis, assessment, authored report.

**Prescali Environmental Consultants (Pty) Ltd**

**South Africa**

Vlakpoort Open Cast Mine – Thabazimbi, Limpopo. Research socio-economic circumstances, data analysis, assessment, authored report.

**Afrimat Ltd**

**South Africa**

1. Marble Hall Lime Burning Project: Social Impact Assessment – Limpopo.
2. Glen Douglas Lime Burning Project: Social Impact Assessment - Henley-on Klip, Midvaal

**Social assessments for regional and linear projects**

**Gautrans**

**South Africa**

Social impact for the Gautrain Rapid Rail Link, Pretoria to Johannesburg and Kempton Park. Managed a team of 10 field workers, research socio-economic circumstances, data analysis, assessment, and co-authored report.

**South African National Road Agency Limited**

**South Africa**

Social Impact of tolling the Gauteng Freeway Improvement Project. Research socio-economic circumstances, data analysis, assessment, authored report.

**South African National Road Agency Limited**

**South Africa**

Social Impact of the N2 Wild Coast Toll Highway. Managed a team of three specialists. Research socio-economic circumstances, data analysis, assessment, co-authored report.

**South African National Road Agency Limited**

**South Africa**

SIA for the N3 Keversfontein to Warden (De Beers Pass Section). Research socio-economic circumstances, data analysis, assessment, authored report.

**Transnet**

**South Africa**

Social impact assessment for the Transnet New Multi-Product Pipeline Project (555 km) (Commercial Farmers). Research socio-economic circumstances, data analysis, assessment, authored report.

**Eskom Holdings Limited**

**South Africa**

Social Impact Assessment for the Ubertas 88/11kV Substation in Sandton, Johannesburg. Research socio-economic circumstances, data analysis, assessment, authored report.

**Eskom Holdings Limited**

**South Africa**

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Nuclear 1 Power Plant. Assisted with the social impact assessment consulting to Arcus GIBB Engineering & Science. Peer review and adjusted the report and assisted at the public participation feedback meetings.

**Eskom Holdings Limited, Transmission Division** **South Africa**

Social impact assessment for Eskom Holdings Limited, Transmission Division's Neptune-Poseidon 400kV Power Line in the Eastern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

**Eskom Holdings Limited, Transmission Division** **South Africa**

Social Impact assessment for Eskom Holdings Limited, Transmission Division, Forskor-Mernsky 275kV±130km Powerline and Associated Substation Works in Limpopo Province. Research socio-economic circumstances, data analysis, assessment, authored report.

**MGTD Environmental** **South Africa**

Social impact assessment for a 150MW Photovoltaic Power Plant and Associated Infrastructure in Mpumalanga. Research socio-economic circumstances, data analysis, assessment, authored report.

**MGTD Environmental** **South Africa**

10MWp Photovoltaic Power Plant & Associated Infrastructure, North West Province. Research socio-economic circumstances, data analysis, assessment, authored report.

**eThekwini Municipality** **South Africa**

Social impact assessment for the proposed infilling of the Model Yacht Pond at Blue Lagoon, Stiebel Place, Durban. Research socio-economic circumstances, data analysis, assessment, authored report.

**MGTD Environmental** **South Africa**

ABC Prieska Solar Project; Proposed 75 MWp Photovoltaic Power Plant and its associated infrastructure on a portion of the remaining extent of ERF 1 Prieska, Northern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

**MGTD Environmental** **South Africa**

ABC Prieska Solar Project; Proposed 75 MWp Photovoltaic Power Plant and its associated infrastructure on a portion of the remaining extent of ERF 1 Prieska, Northern Cape;

**Assessments for social projects and social research**

**Australia – Africa 2006 Sport Development Program** **South Africa**

To establish and assess the impact of the Active Community Clubs Initiative on the communities of NU2 (in the township of Mdantsane)\* and Tshabo (a rural village). Lead researcher social, data collection and analysis, assessment.

**United Nations Office on Drugs and Crime** **South Africa**

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Evaluation of a Centre for Violence Against Women in Upington. Research socio-economic circumstances, data analysis, assessment, co-authored report.

**University of Johannesburg**

**South Africa**

Research into research outputs of academics working in the various departments of the university.  
Research socio-economic circumstances, data analysis, assessment, authored report.

**Human Resource and management training**

**Various national companies**

**South Africa**

Developed and run various management courses such as, recruitment selection & placement; industrial relations / disciplinary hearings; team building workshops; multiculturalism workshop.

1986-2007

**University of South Africa, Department of Industrial Psychology**

**South Africa**

Developed the performance development study guide for industrial psychology 3.

2000

**Authored Chapters in HR books**

**South Africa**

In Slabbert J.A. de Villiers, A.S. & Parker A (eds.). Managing employment relations in South Africa.

Teamwork within the world-class organisation.

2005

In Muchinsky, P. M. Kriek, H. J. & Schreuder, A. M. G. Personnel Psychology 3rd Edition

Chapter 9 – Human resource planning.

Chapter 10 – The changing nature of work.

2005.

In Rossouw, G. J. and van Vuuren, L. Business Ethics - Made in Africa 4th Edition.

Chapter 11 – Building Trust with Ethics.

**South African Management Development Institute (SAMDI) Democratic Republic of the Congo**

Developed a course on Strategic Human Resource Planning for SAMDI and the Democratic Republic of the Congo as well as trainer's manuals for this course.

2006.

**Competition Tribunal**

**South Africa**

Developed a Performance Management System and Policy for the Competition Tribunal South Africa.

2006

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## PUBLICATIONS

Bews, N. & Martins, N. 2002. An evaluation of the facilitators of trustworthiness. SA Journal of Industrial Psychology. 28(4), 14-19.

Bews, N. Martins, N. & von der Ohe, H. 2002. Editorial. SA Journal of Industrial Psychology. 28(4), 1.

Bews, N. & Rossouw, D. 2002. Contemporary organisational change and the importance of trust. SA Journal of Industrial Psychology. 28(4), 2-6.

Bews, N. & Uys, T. 2002. The impact of organisational restructuring on perceptions of trustworthiness. SA Journal of Industrial Psychology. 28(4), 21-28.

Bews, N & Rossouw, D. 2002. A role for business ethics in facilitating trustworthiness. Journal of Business Ethics. 39: 377-390.

Bews, N. 2009. A matter of trust – Gaining the confidence of the public and client. IAIA Newsletter Forthcoming (Spring 2009).

Bews, N. 2009. Does he who pays the bill call the shots? Sitting astride client and public interest – the dilemma of maintaining credibility in impact assessments. IAIA Newsletter Winter – 2009.

Bews, N. 2002. Reducing your company's risk of sexual harassment claims. HR Future. (2) 2 10-11.

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