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MURRAY & ROBERTS RESOURCES & INDUSTRIAL AND MURRAY & ROBERTS ELECTRICAL & CONTROL SYSTEMS HELP BOOST SKILLS LEVELS IN THE SOUTH AFRICAN CONSTRUCTION INDUSTRY

Murray & Roberts Resources & Industrial and Murray & Roberts Electrical & Control Systems, located within Murray & Roberts' Energy & Industrial operating platform, are playing a major role in boosting skill levels in the South African construction industry. Both companies offer a total solutions approach in terms of electrical, instrumentation and mechanical engineering and construction.

"The capacity and capability of our employees is fundamental to the strengths of our company and the larger role it plays in the South African construction industry," Khanya Magudulela, Human Resources Manager for Murray & Roberts Resources & Industrial, says. Both companies are actively involved with the Engineering Council of South Africa (ECSA) in meeting the growth and development targets of the Accelerated and Shared Growth Initiative of South Africa (ASGISA).

"It is our aim to be an employer of choice in the engineering and construction sectors, as this will enable us to deliver a world class service. This is also a direct reflection of our diverse and experienced workforce," Amelia Phillip, Human Resources Manager for Murray & Roberts Electrical & Control Systems, says.

Both companies' employee management approach is supported by policies, processes and frameworks that inculcate a culture which drives high performance while remaining compliant with all the necessary legislation and regulations. A key focus here is the companies' proactive environmental management policy to minimise any potentially negative impacts.

In terms of health and safety, STOP.THINK.ACT.24/7 is the Murray & Roberts Group's global brand aimed at educating and motivating employees to take responsibility for their own and their colleagues' safety at home and in the work environment. "Safety is a fundamental part of everything we do as a company. From the workplace to the job site, it is the responsibility of every single employee," Phillip says.

In addition, training and development remains a key focus for both companies to ensure that their employees are able to perform their duties effectively and safely, as well as helping them realise

their individual potential. In this regard, specific programmes are offered by external service providers such as the Gordon Institute of Business Science (GIBS), with the aim of fostering leadership potential among employees.

“Our Graduate Development Programme equips graduates with the people and management skills necessary to succeed in their careers. We also offer bursaries for students studying towards qualifications in the fields of engineering, quantity surveying and building/construction management,” Magudulela says. Phillip adds that the programme affords young people the opportunity to gain experience in their chosen field.

“Skills are vital for sustainable development. However, skills development is not often sufficient in itself,” Phillip notes. In addition to the various skills development initiatives underway in both companies, its strategy also embraces enterprise development. “It is through enterprise development that we will ensure sustainability among developing contractors, which will lead to the creation of future employment.”

Murray & Roberts Resources & Industrial focuses on engineering and construction aspects of structural, mechanical, plate work and piping solutions for the mining, minerals beneficiation and industrial market sectors. Murray & Roberts Electrical & Control Systems, on the other hand, focuses on the electrical and instrumentation engineering and construction projects in the same market sectors including the addition of the power and oil and gas markets.

SKILLS DEVELOPMENT AND TRAINING PIC 01 : Murray & Roberts Resources & Industrial and Murray & Roberts Electrical & Control Systems are playing a major role in boosting skill levels in the South African construction industry.

SKILLS DEVELOPMENT AND TRAINING PIC 02 : Training and development remains a key focus for both companies to ensure that their employees are able to perform their duties effectively and safely.

SKILLS DEVELOPMENT AND TRAINING PIC 03 : Safety is a fundamental part of everything we do as a company, and uplifting the skills of our people ensures not just quality workmanship but also safe operation.

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