



Profile – Nico Pienaar

Title: **ASPASA** Director

Name: Nico Pienaar

Qualifications and Awards:

Accredited Mediator (School of Mediation – London); Advanced Executive Programme in Industrial Relations (University of Port Elizabeth); Certified Mentor (IPM); Development Programme in Labour Relations (UNISA); Intermedia Diploma in Personnel (IPM); Titans Building Award – winning Pan African Titans Award – Agencies and Regulatory Authorities – Building Nations; MHSC – Certification of Recognition; Small Scale Mining Course (WITS – CSMI); Bachelors Degree – B.Tech – Human Resources – (UNISA); Diploma in Arbitration – (UNISA); Master's Degree Law (M Phil – Labour Law and Employment Relations - (RAU).

Experience:

Nico has been the Director of **ASPASA** since 01 January 1999. Previous to this he was the Human Resources Director of Cobra Watertech. Before that, he was the Group Industrial Relations Advisor and Training Manager for the Cullinan Group. Prior to that, he was the Group Industrial Relations Advisor for United Bank (now ABSA). Nico was the General Secretary for the Union in Building Societies in South Africa (Building Society Officials Society). He was the Industrial Relations Advisor for BIFSA (today Master Builders) for the whole of South Africa. Nico was also employed as a credit controller in a bank and did two years articles in a law firm – did not complete B.luris (4 subjects short), when he decided law in a law firm was not for him.

Experience within ASPASA:

Nico has over the years, been involved in so many issues in the mining industry, that is most probably not possible to list here. He served on the Board of the Minerals Council since 01 January 1999. Furthermore, he is a member of the MHSC Board and serves on the MRAC at the MHSC. Nico has been involved in developing and progressing the main service areas of **ASPASA** i.e., Health and Safety, Audits and Training, Environmental Audits and Training, Quality Systems, Training/Skills Development programme for the Industry, SARS issues such as the Diesel Rebate and Royalty Disputes. Transport issues, Trackless Mobile and PDS, Mining Charter, Minerals Development Act, MHSC changes. Explosives and Community issues. Nico also keeps himself informed by reading up on various laws. Interaction with overseas bodies such as GAIN. In South Africa, being in contact and serving on bodies. Have close relationships with SAFEC, SABITA, Road Federation, RPF and others.

Hobbies:

Nico is a total petrol-head, loves speed, 4 x 4 and motorbikes. He is an accredited 4 x 4 driver, started and ran a 4 x 4 club, travelled to most nearby countries in a 4 x 4. Nico also likes performance cars. He has participated in trips such as Thunder Tour and the Bull Run. Married to Elaine for 43 years and has two grown-up children and two grandchildren. Bucket lists has been ticked off to a great extent. Issues not achieved – did not do PhD. Did not travel to Cape Town with big motorbike.

Nico