Dr. Siegfried Russwurm, Chairperson of the Siemens Limited Board and member of the Managing Board of Siemens AG, and Sigi Proebstl, CEO of Siemens Southern Africa, wish all our employees, customers and stakeholders a joyous and peaceful festive season and a prosperous New Year.

Achieving excellence in sales
The achievements of our top sales performers were celebrated at the annual Sales Award Gala Event held at Vodaworld in Midrand.

The theme for the evening was 'Incredible India' as the 12 top achievers and their partners will participate in the incentive trip to this country during March 2009.

Decor, food and entertainment represented the rich colours, sounds and flavours of India, giving all guests a taste of this magnificent destination.

Our CEO, Sigi Proebstl, congratulated all the winners on their achievements and thanked them for their contribution to making our organisation successful. He also thanked the wives, husbands and partners for the support our Siemens staff receive at home, as our colleagues often work long hours and travel away from home. He concluded by stating that our company is well positioned for future success and urged the sales teams to focus on achieving targets.

Congratulations to all winners, who will either be participating in the incentive trip to India or who have received local travel vouchers from their respective divisions.
Dear colleagues,

Welcome to the last edition of AmongstUs for the 2008 calendar year. It has certainly been a busy and successful year and one that we have faced as a united and committed team. I am pleased to say that Siemens Southern Africa is in very good health. As we look back over the last 12 months, we have much to be proud of.

Some highlights that immediately spring to mind include:

• Successfully reorganising our business line with the global focus on the Industry, Energy and Healthcare Sectors, together with the cross-sector business of Siemens IT Solutions and Services.
• Completing the preparatory work needed for us to meet our Quarter SGAK targets, including the successful implementation of our SAGD branch concept.
• Strengthening our compliance programme and instilling a “value based” culture within the organisation.
• We are an organisation that conducts clean business all the time and everywhere, without exception.

All this means that now, more so than at any other time in Siemens Southern Africa’s long and proud history, we are better placed to serve our customers. Thanks to our future-oriented viewpoint and the changes we have made, our organisation is simpler, more transparent, more focused and as a result, faster and closer to all stakeholders.

Our proactive and change-orientated behaviour takes on even more significance given the current challenges in the macro-economic environment. As our global Chief Executive, Peter Löcher, recently said: “We have done our homework. We did it more quickly than expected. That’s a great help to us now.” It is clear that the year ahead will be a challenging one, but we can be confident that we have put in place the necessary structures and processes to meet our profit and growth targets. After all, our portfolio is perfectly suited to address the challenges posed by the megatrends of urbanisation, climate change, demographic change and globalisation. In short, we remain well positioned to continue our upward trajectory despite the challenging economic conditions prevalent across the world.

From a global perspective, the company can also be proud of its achievements in the 2008 financial year, which was in many ways a year of transition. The fourth quarter results announced in mid-November were positive and supported the notion that we will continue to provide answers for the Southern African region as a whole.

In closing, I would like to wish you all a very happy and restful break over the festive season. You deserve it for all your hard work. I look forward to welcoming everyone back early next year and I know we will continue on our upward trajectory. Let’s make customer focus our number one priority for 2009. We must never deviate from our tradition of standing beside our customers in the search for perfect quality.

With kind regards,

Sigi Proebstl
Chief Executive, Siemens Limited

Our CEO’s corner

Dr. Survé of Sekunjalo visits Siemens in Germany

Dr. Survé of Sekunjalo visits Siemens in Germany.

Siemens Park

Siemens Park.

Employees have their say with SESI Lite

The shortened version of the Siemens Employer Satisfaction Index (ESI) survey, SESI Lite, was recently conducted for the second time this year. SESI is an effective tool used to measure employee satisfaction in a safe and anonymous manner which allows management to analyse employee perceptions.

With an overall response rate of 67%, Natalie Venter from our Corporate Development division says our company’s management is very pleased with the number of employees that participated in the survey this time round. “It is a good indication that our people have confidence in the survey and believe that their voices are being heard,” says Natalie.

Featuring as the corporate units with the highest levels of satisfaction, our Corporate Communications and Human Resources divisions held an overall score of 4.3, while the Healthcare Sector performed the best out of the sectors with a score of 3.8. Based on the latest survey results, each division’s management team must identify and implement active steps to address areas of concern raised by employees and to sustain or improve on the areas where we received high ratings. These action plans are audited by our Internal Audit division to ensure timeliness and effective implementation.

Natalie further emphasizes that Corporate Development encourages employees to constructively discuss ways to continue improving employee satisfaction with their managers.

To view the comprehensive SESI Lite results, visit the Corporate Development portal “CD Toolbox” page on our Intranet.

Dr. Russwurm visits Siemens Park

During his recent visit to South Africa, our Chairman, Dr. Siegfried Russwurm, addressed Siemens Park colleagues at a Town Hall meeting. He used the opportunity to emphasise that Siemens is well positioned to continue its upward trajectory despite the challenging economic conditions prevalent across the world.

He reminded employees that Siemens has successfully completed its re-structuring process ahead of the curve and that this new structure provides us with a competitive advantage. This, coupled with the fact that our diverse technology portfolio is ideally suited to provide the answers to today’s toughest questions, means that we are better placed than our competitors.

In addition, Dr. Russwurm announced that our company results for 2008 were positive and that the Sectors are performing well. He pointed out that Siemens is now the global market leader in the Healthcare sector. He also thanked the South African team for our continued efforts and commented that the professional and expeditious way in which we concluded the re-structuring process is now seen as best practice.

Dr. Russwurm and Sig Proebstl then unveiled a plaque marking the inauguration of the revamped auditorium and foyer area at Siemens Park.

Sarita Gouws
Corporate Communications
saratagouws@siemens.com
Achieving excellence in sales

The group of Sales Awards winners celebrated their achievements in Indian style at the recent annual Sales Awards event.

The audience was entertained by professional singers, including former Idols winner, Heinz Winkler (far right).

continued from page 1

Healthcare Sector winners
Stephen Semousu – Best Sales
Carlo Biancofar – Best Sales Support

Industry Sector winners
Mobility:
Johan Rechel – Best Sales Support

Industry Automation / Drive Technologies:

Industry Solutions:
Manfred Oettl – Outstanding contribution: Industry Airport Traffic Solutions
Rajen Moodley – Outstanding Performance: Mining technologies

Building Technologies:
Juliana Bichara – Best sales and support

Energy Sector winners

Louisa Mogashoa, Sven Heinichen, Hans Maerki, Prakash Sewnarain, Christian Franssen, Celeste van Niekerk, Roger Kneidel, Sanita Hoynor, Herman van der Merwe, Bruce Donaldson, Elaine Bay, John Hazlitt, Lohns Lindley, Pranesh Daya, Mareel Louisa, Louise Jacobsen, Martin Martin, Sunil Karspe, Nika Posthumus Susan HofM, Mike Brasswelder, Zoliso McIldon, Johan Cloete, Frans Jollivet and Kevin Valentino

Siemens IT Solutions and Services’ winners

Jayesh Ranchod, Corporate Communications
jayanal.ran@siemens.com
Movers & shakers

Shared Services will improve cost effectiveness

Guido Coppens, the Head of our Procurement division, has recently been appointed as the Global Shared Services (GSS) Coordinator for the Siemens Southern Africa Regional Cluster. A specialist in the field of Procurement, Guido’s past educational and international working background has laid a good foundation for his new role.

Graduating from the German Swiss International School in Hong Kong, Guido completed his studies in Business Administration at the University of Offenburg, Germany, specialising in marketing and market research. From working as an apprentice in the field of wholesale and export with Quelle Far East, to working at Philips in India, Acer in Europe and Siemens in Brazil and South Africa, Guido has gained invaluable, global experience.

Since joining Siemens in 1996, Guido has fulfilled roles in various Procurement functions, amongst others as Global Head of Project Procurement Management for the former Siemens Telecommunications Mobile Networks business as well as Global Head of Procurement for the former Siemens Wireless Modules division, before taking up his role as Head of Procurement for Siemens Southern Africa in January 2006.

In addition to his function in the Procurement portfolio, Guido’s new role as GSS Coordinator will entail representing our Southern Africa cluster and acting as the single point of entry into the Siemens GSS community.

The GSS portfolio is the consolidation of certain aspects of our Accounting and Finance, Human Resources, Information Technology and Procurement/Mobility Logistics divisions - although in our Southern Africa cluster, these divisions are already centralised functions delivering services across the Sectors.

Guido will take responsibility for coordinating all GSS programmes in terms of evaluating potential outsourcing projects, and will work closely with our Siemens headquarters in Germany to ensure the effective utilisation of global tools, methods and programmes in our Regional Cluster.

Says Guido: “Together with GSS headquarters, we are currently running various projects to support our regional activities. For instance, with reference to our joint tender on Freight Forwarding, we were able to reduce our number of Freight Forwarders from more than ten down to a total of three with a cost reduction of 25%. Also, we have implemented Enterprise Buyer Professional (EBP), a state of the art e-Procurement tool which we utilise for the purchasing of all indirect materials. These activities support our compliance programme by increasing transparency in the value change. We can make the most of available GSS benchmarks to the benefit of our region.”

Guido emphasises that the bundling of shared service activities on a global level will, in the instance of the Procurement function, aid in leveraging synergies and volume advantages with the objective of further cost effectiveness. This, in turn, will help us to continue increasing our global and regional competitiveness.

“Through process standardisation and optimisation we hope to increase transparency and accelerate process times. I look forward to the challenges ahead in my new role, and will rely heavily on my colleagues from the other divisions in the Global Shared Services family to continue to optimise our business.”

With his extended job responsibilities, Guido is determined to maintain a good work-life balance and says that Siemens is making a huge contribution in helping our employees to face the challenges of being a career and family person through the “Work-Life Integration” programme. Outside of Siemens, Guido enjoys exercising at the gym, watching action movies and travelling.

Top honours for 2008
Cyber Junkyard winners

Our colleagues at Industry Automation (IA) and Drive Technologies (DT) recently hosted their annual Totally Integrated Automation (TIA) User Forum with the theme “Minimise Complexity, Increase Productivity.”

The TIA platform comprises a fully integrated range of products and systems designed to efficiently automate entire production processes. TIA can be adapted to all sectors and products, enabling manufacturers to optimise production workflows, improve process flexibility, shorten time-to-market and cut production costs while minimising process complexity and maximising investment security.

From exhibitions to technical sessions and training seminars, the three-day forum is a well-recognized and well-attended event with considerably more than 450 delegates attending. This year, guest speakers included George Simon from Siemens (Pty) Ltd., a benefit consulting company; Susheda Moodley, CEO of De Vries Training Institute; Chris Petrus and Heinrich Eisenbars from Siemens AG as well as our own Stuart Clarkson, Industry Sector CEO and Des Barrow, Business Manager: Training at IA and DT and NEC for the event.

In addition, entertainment at the forum’s evening events was provided by local comedian, Martin Jonas; MiNi Super Sports anchor, Tony Nelles; and Victor Vermeulen, former cricket player and now motivational speaker.

As part of the forum, the final judging of the 2008 Siemens Cyber Junkyard competition took place and winners were announced at a glittery gala dinner. Top honours went to the North West University, closely followed by the Free State’s Central University of Technology and the Durban University of Technology, who also won one-week SITRAIN training for the most innovative project.

From a total of ten tertiary institutions – seven from South Africa and one each from Zambia, Botswana and Namibia - North West University was judged to have best met the project criteria to design and build a hot and cold beverage manufacturing plant.
AmongstUs
Letter from the Editors

Dear Reader,

Well here we are again, the end of another year. Reflecting over the past 12 months, Siemens has enjoyed a challenging yet rewarding year. Regionally we have successfully optimised our business structure. Dr. Siegfried Rusowicz was appointed as the new Chairman of our local Siemens Limited Board, Andrew Hall as our CEO and Alex Methoile as Executive Director. In addition to celebrating the launch of our Partner School Programme with Soguguza High School in Tembisa, the kick-off of the Siemens “Answers for South Africa” image campaign as well as the first ever Family Fun Day held for our Gauteng based employees and their families, the list goes on and on... From the AmongstUs editorial committee perspective, reporting on all our company’s good news has been both exciting and gratifying. In this edition, we hope you enjoy reading about all our highlights in this last quarter, with special mention of the TIA User Forum and Cyber Junkyard competition winners and the announcement of the 2008 Sales Awards programme winners who will embark on an incentive trip to India in the new year (article starts on the cover page). In addition, news of the latest developments in our Work-Life Integration programme can be read on page 8. As usual, our Roundabout section features great competitions - up for grabs is a Nintendo DS Lite console and game as well as a R250 Woolworths gift card. From us at the AmongstUs Editorial Committee and Corporate Communications division, we wish you a wonderful, blessed and safe festive season with the promise of an even better year ahead. With warm wishes,
Santia Gourmet and Sherrin Eddey

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Lydia Bierwirth, Corporate Communications
Lydia.bierwirth@siemens.com

The North West University won the coveted 2008 Siemens Cyber Junkyard competition.

The North West University team members with their winning project.

The Free State’s Central University of Technology won the runners-up.

Durban University of Technology finished in third place.

The Free State’s Central University of Technology were the winners-up.

The North West University team members with their winning project.

The North West University won the coveted 2008 Siemens Cyber Junkyard competition.

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In the news

Journalists awarded at Highway Africa

At the centre of Africa’s debates on journalism and new media, the Highway Africa conference has been running for ten years and is considered the largest annual gathering of African journalists in the world.

The conference is a partnership between the Rhodes University and the South African Broadcasting Corporation (SABC), and along with several development agencies and sponsors, Siemens is a supporting partner. In the last four years, Highway Africa has evolved into a multi-pronged programme.

Our Media Relations Manager, Sibonelo Molekasane, was invited by the Highway Africa executive committee to chair the SABC-Highway Africa Digital Journalism Awards 2008.

Run by a selected committee comprising the Highway Africa Director, Conference Manager and SABC Special Projects staff, the awards have become one of the major highlights of recognition reward and celebration for creativity in using new technologies to advance the information revolution in Africa.

Sibonelo Molekasane, Corporate Communications
sibonelo.molekasane@siemens.com

First woman on Siemens global Managing Board in 160 years

Effective 17 November 2008, Barbara Kux was appointed to the Managing Board of Siemens AG, marking the first time in our company’s over 160-year history that a woman has been appointed to the global governing body. At the same time, this makes Siemens the only DAX 30 industrial company with a woman on its board.

The 54-year-old Swiss citizen, who served as Chief Procurement Officer at Philips in the Netherlands since 2003, and earlier worked for Ford, ABB, Nestlé and McKinsey, will head our newly created Supply Chain Management organisation with responsibility for the company’s global procurement volume of €42 billion. She will also serve as Chief Sustainability Officer and take over the marketing of Siemens’ cross-Sector environmental portfolio.

Barbara Kux studied in Europe and the United States and completed her MBA from INSEAD in Fontainebleau, France. In 1995, she was invited by the World Economic Forum in Davos to join the select “Global Leader of Tomorrow” group.

Gerhard Cromme, Chairman of the Supervisory Board of Siemens AG, welcomed Ms. Kux as an outstanding personality with a solid international background, particularly in the field of supply chain management. “I am pleased that we have won Ms. Kux as a new member of Siemens’ top management team,” he said.

Said Peter Löscher, President and CEO of Siemens AG, “In view of the current global-economic challenges, the appointment of Ms. Kux comes at just the right moment. Her responsibility for Siemens’ global procurement will give Ms. Kux a lever that is critically important for further increasing the company’s overall efficiency.”

He further stated that the first appointment of a woman to the Managing Board underscores the fact that Siemens wants more women in top-management positions and offers them outstanding career opportunities with our company.

Sibonelo Molekasane, Corporate Communications
sibonelo.molekasane@siemens.com

SREM take first place in top+ awards

In the global Siemens Real Estate top awards 2008, our local Siemens Real Estate Management (SREM) colleagues were awarded first place in the “Be Inspired” category.

The award was presented to Thinus Greiner, Managing Director, SREM and Norman Allen, Financial Director, SREM during the annual Siemens Real Estate Business Exchange conference held in Munich, Germany.

Siemens Real Estate (SREM) colleagues were awarded “Large Contractor of the Month” by Eskom for achieving 500,000 man hours and 800 days without an accident.

Says Thinus: “Our entry in this year’s Siemens Real Estate awards centred on the firm Park area at our head office. The project was considered unique and inspiring in terms of SREM’s offering to our tenants, and in this regard we are very proud to have been acknowledged by the global Siemens Real Estate community.”

Thinus Greiner, SREM
thinus.greiner@siemens.com

Success at Komati Power Station

Unit 9 of Eskom’s Komati Power Station was recently returned to service by our Energy Sector’s Energy Service (ES) team.

The older Unit, which is rated at 1375 MW for a brief period, was reconnected to the system, and 4 billion kWh of energy was supplied.

As the cherry on top, a spares supply contract worth nicely

Eskom and ES at the station.

Says Thinus: “Our entry this year’s Siemens Real Estate awards centred on the firm Park area at our head office. The project was considered unique and inspiring in terms of SREM’s offering to our tenants, and in this regard we are very proud to have been acknowledged by the global Siemens Real Estate community.”

Normaan Khan, Financial Director, SREM
Normaan Khan, Managing Director, SREM and Normaan Allen, Financial Director, SREM during the annual Siemens Real Estate Business Exchange conference held in Munich, Germany.

Siemens received commendation from the Presidency

In a letter addressed to our CEO, Sigi Frebel, former Deputy President of the Republic of South Africa, Ms Phumzile Munana-Agulza, commended Siemens for our commitment to the APJA Placement Programme.

“Siemens’ commitment to the programme has resulted in unemployed graduates gaining experiential training, improving their skills and gaining employment through your facilitation. Siemens’ enthusiasm and belief in the programme resulted not only in your participation, but other companies following suit. We know that you will continue to support the APJA programme and the Presidency as they continue with implementation.”

The former Deputy President further wrote, “It is personal level and I will be forever grateful for your support and I have learnt a lot from your company’s way of being a good corporate citizen.”
The Siemens stand at the Electra Mining Exhibition was themed as a coffee bistro.

Siemens recently participated at the bi-annual Electra Mining Exhibition held recently over five days at Nasrec. Siemens recently donated equipment relating to factory automation donated by Siemens.

Our colleagues from the Healthcare Sector recently showcased our latest technology for cardiology at the annual SA Heart Congress held at the Wild Coast Sun. Our exhibition stand highlighted three main areas, namely Ultrasound, Cardiology and Diagnostics. Visitors were given an opportunity to learn how in-vitro and in-vivo diagnostics can help improve prevention and early diagnosis, acute care and follow-up of coronary artery disease.

Healthcare exhibit latest technology

Our Healthcare Sector exhibited the latest technology such as the AXIOM Sensis (above) and the ACUSON P50 (below top) and the Stratus CS STAT Fluorometric Analyzer (below bottom) on their stand at the SA Heart Congress.

Our exhibition stand highlighted three main areas, namely Ultrasound, Cardiology and Diagnostics. Visitors were given an opportunity to learn how in-vitro and in-vivo diagnostics can help improve prevention and early diagnosis, acute care and follow-up of coronary artery disease.

Siemens Real Estate Management, Siemens Enterprise Communications, Nokia Siemens Computers – were able to access online Fund information at the site was originally hosted on the Siemens IT network. Until recently, not all members of the Fund’s six participating employers - Siemens Ltd, Siemens Healthcare Diagnostics, Siemens Enterprise Communications, Nokia Siemens Networks and Fujitsu Siemens Computers - were able to access online Fund information at the site was originally hosted on the Siemens IT network. Until recently, not all members of the Fund’s six participating employers - Siemens Ltd, Siemens Healthcare Diagnostics, Siemens Enterprise Communications, Nokia Siemens Networks and Fujitsu Siemens Computers - were able to access online Fund information at the site was originally hosted on the Siemens IT network.

The development of the new Extranet will now enable all members of the Fund to be able to log onto the site without having to remember their user name and password. Until recently, not all members of the Fund’s six participating employers - Siemens Ltd, Siemens Healthcare Diagnostics, Siemens Enterprise Communications, Nokia Siemens Networks and Fujitsu Siemens Computers – were able to access online Fund information at the site was originally hosted on the Siemens IT network.

How is your retirement fund growing?

Knowledge of your benefit values and how your retirement investment is performing is something every member of a retirement fund should be familiar with. To help members do just that, our Siemens Superannuation Fund (SAF)’s new Extranet was recently launched.

Until recently, not all members of the Fund’s six participating employers - Siemens Ltd, Siemens Healthcare Diagnostics, Siemens Enterprise Communications, Nokia Siemens Networks and Fujitsu Siemens Computers – were able to access online Fund information at the site was originally hosted on the Siemens IT network. Until recently, not all members of the Fund’s six participating employers - Siemens Ltd, Siemens Healthcare Diagnostics, Siemens Enterprise Communications, Nokia Siemens Networks and Fujitsu Siemens Computers – were able to access online Fund information at the site was originally hosted on the Siemens IT network.
Long term sustainability with GP2012

Following the successful conclusion of the three-year Business Growth Initiative (BGI), our new Growth Programme 2012 (GP2012) was launched early this year to strategically support the growth of Siemens’ business over the next five years.

Using the BGI methodology as a platform, the GP2012 has been revamped to improve the monitoring and measurement of our sales development while aligning these results with various other tools such as our Customer Relationship Management (CRM) programme.

Bram Mej, Divisional Director, Corporate Development says: “Siemens has been practicing lucrative business for well over a hundred years. To ensure the growth of our business well into the future, we need to have sustainable long-term growth in place. The GP2012 assists the Sectors in achieving and exceeding their own targets by supporting them with world class methods and tools.”

He continues: “It is very important in the new tough economic environment to ensure that we not only meet our existing customer requirements, but that we find ways to generate demand within a new customer base to take full advantage of new business opportunities. In this regard, extensive market transparency, competitor awareness and sales effectiveness has been identified as key drivers for our sales force to become even more innovative and dynamic.”

Working closely with dedicated business developers in each Sector, Natalie Venter from our Corporate Development division is the coordinator of all GP2012 activities. Her responsibility is to continuously monitor and review our organisation’s sales progress and targets, while also recognising potential improvements in the programme to ensure it remains best-in-class.

Every employee in this company has an impact, whether directly or indirectly, on the growth of our business as we strive towards attraction and retention of customers. Although our sales personnel are at the coal-face of the customer, the back-office also has a crucial part to play in how we handle the customer and ultimately achieve our business targets.

The first year of the GP2012 concluded with a huge portion of divisions over-achieving their targets. As we move into the second year of this programme, we are currently going through a review phase to evaluate how we are developing and managing our sales strategies and in what areas we need to improve our focus.

“If every Sector - including our cross sector businesses, Siemens IT Solutions and Services – achieve their targets by 2012, we will have outpaced the market and improved our market share drastically. All our divisions will be in an excellent position for even stronger growth into the future,” says Natalie.

In the words of our CEO, Sig Propst: “GP2012 will secure our company’s future.”

A boost for Netcare Rand Hospital’s radiotherapy facility

Netcare Rand Hospital has enhanced productivity and increased the flow of patients through its Radiation Oncology Department by investing in a PRIMUS Linear Accelerator from our Siemens Healthcare Sector. Says Tamlyn Tuttle, Radiotherapy Manager of Netcare Rand Hospital: “We now have the capacity to accommodate an increase in patient volumes, while simultaneously improving critical aspects such as accuracy and patient comfort.”

Netcare Rand Hospital is situated in Berea, Johannesburg. Committed to providing high-quality care and service excellence, the hospital is well known for its cultural diversity and boasts a wide array of specialists doctors. The Radiation Oncology Department is supported by a leading team of 14 specialist oncologists and treats between 50 and 60 patients a day. Compact in design and fully digital, the PRIMUS Linear Accelerator is an affordably, scalable solution for the full range of radiation therapy treatment options.

According to Tamlyn, the new upgraded verification system digitally links Netcare Rand Hospital’s Treatment Planning System to the Linear Accelerator, resulting in improved quality assurance.

“The PRIMUS Linear Accelerator met all our requirements. It integrates process improvements in beam accuracy, treatment automation, and patient comfort. This translates into maximum radiation to a tumor, minimum dose to surrounding tissue, and less time-on-table for patients,” says Natalie.

“The PRIMUS Linear Accelerator is respected worldwide for its safe, effective operation and productivity-enhancing features. The modular design makes it easily configurable to specific clinical needs while providing a clear, capable path for future requirements. In addition, it enhances the delivery of treatment through accurate, automated delivery of radiation to a target volume in a safe, practical, and verifiable manner, with the inherent flexibility needed to address individual needs – ultimately leading to better workflow and more confident outcomes.”

“If every Sector – including our cross sector businesses, Siemens IT Solutions and Services – achieves their targets by 2012, we will have outpaced the market and improved our market share drastically. All our divisions will be in an excellent position for even stronger growth into the future,” says Natalie.

Natalie Venter, Corporate Development
natalie.venter@siemens.com

Act now, show leadership ...
Our head office in Midrand, Siemens Park, is now home to a pair of Cape Thick-knee Burhinus capensis, otherwise known as Spotted Dikkop. The birds, which are usually found in open flat habitats in southern Africa, have chosen our busy parking lot to nest and have already hatched chicks. The Spotted Dikkop starts breeding in August and the last chicks may fledge in May. Normally two eggs are laid in a scrape in the sand, lined with vegetation. Their nests are usually in the open under or near tall trees. The newly hatched “Siemens Park” chicks will take between five and six weeks to fledge. To keep our family of Spotted Dikkop undisturbed, an area around their nest has been cordoned off.

Emily Molefe, Corporate Social Responsibility
emily.molefe@siemens.com

Siemens joins the long run to Soweto

Joining 900 runners from 50 various organisations, our team of nine runners represented Siemens at the 2008 Business Trust Long Run, the world’s largest corporate relay that demonstrates the power of partnership. Each year, teams from the Business Trust’s corporate and government partners join communities and celebrities to run a distance of 1,100 km over ten days, visiting Business Trust supported projects on each day of the run. The relay commenced in Qunu in the Eastern Cape and concluded in Vilakazi Street, Soweto. Our runners completed the relay leg on day five from Winterton to Harrismith before taking time to visit one of the projects, the Raohelang Bohahlaodi community. The community’s crafting skills are supported by the Tourism Enterprise Partnership, an initiative of the Business Trust of which Siemens is a member.

Emily Molefe, Corporate Social Responsibility
emily.molefe@siemens.com

A proud heritage

To commemorate Heritage Day, colleagues from our Siemens IT Solutions and Services (SIS) division celebrated their inheritance by wearing traditional outfits. At the back is Helen Kekae in a Botswana wedding pattern. In front from left: Siphokazi Simandla in a combo of all thing Nguni; Penne Mohoto in a twist of Sesotho meets Urban Existence; Clara Mulaudzi in Zimbabwean attire; Hellen Budeli in a xiVenda Migwenda wrapping and Sumaya Moosa draped in Islamic authenticity.
Among Us Roundabout

10

Peter Rabie

Corporate Account Manager for Anglo American in our Industry Sector

Peter Rabie is a familiar face in Siemens. With a history of almost 30 years in our company, Peter’s career has gone from strength to success. Like many others, Peter has been promoted within the ranks of Siemens. In his new role, Peter is responsible for managing the sales of the Energy Sector’s Power Transmission (PT) and Power Distribution (PD) Divisions. Peter is keen to share insights into his career with the team.

Your career history?

I joined the former Siemens Power Engineering division (now the Industry Sector) in Durban in 1981 as a technical designer. I managed the drawing office until 1983 before moving into project engineering and later project management. In 1985 I moved to sales, selling standby power systems such as UPS and generator sets. During 1989 I was asked to take over marketing and sales in the sugar industry. I worked on many successful projects all over Africa. I stayed in this portfolio until 1999 when I took the opportunity to move to Bulawayo and take on the group broad based business which included Sugar, Textile, Paper, Cement and later also the Airfield Lighting and Oil and Gas business. With the new consolidation of the Industry Sector, I decided to launch a new challenge as the Corporate Account Manager (CAM) for Anglo American.

Your qualifications and where did you study?

I attended Glowood High School in Durban and later studied Electrical Engineering Heavy Current at the Natal Technical College (now the KZN University of Technology). Where were you born and bred? I am a born and bred Durbanite and have spent all my years, except the last ten, in Natal. How do you spend a typical work day?

I am a morning person, so I like to start early. Although busy traffic often has a hard time playing in that. My typical work day starts with an assessment of the scheduled tasks and associated planning to complete them. Customers are key to my success, which is why I spend a lot of time interacting with my customers either personally or via phone or e-mail. In essence, my success is all about relationships. Being the new account manager, following to the success of Bruce Forbes is quite a challenge, but one that I relish.

Peter Rabie

Corporate Account Manager for Anglo American in our Industry Sector

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I attended Glowood High School in Durban and later studied Electrical Engineering Heavy Current at the Natal Technical College (now the KZN University of Technology). Where were you born and bred? I am a born and bred Durbanite and have spent all my years, except the last ten, in Natal. How do you spend a typical work day?

I am a morning person, so I like to start early. Although busy traffic often has a hard time playing in that. My typical work day starts with an assessment of the scheduled tasks and associated planning to complete them. Customers are key to my success, which is why I spend a lot of time interacting with my customers either personally or via phone or e-mail. In essence, my success is all about relationships. Being the new account manager, following to the success of Bruce Forbes is quite a challenge, but one that I relish.

What are your immediate priorities in your new position?

My first task is to get to know the client. Although my knowledge of Siemens is good, I have very little knowledge of Anglo American prior to my appointment as CAM. Therefore we need to work hard to get up to speed. This would undermine.

I also need to travel quite a bit to understand the Anglo structure and business model, and then work out what I can do to improve our success with this very important client. Of course the current world economic situation complicates my life. Many new projects are under review, but this only makes the task more of a challenge and hence in my case more fun.

What has been a highlight in your career to date?

There are many highlights when a person has worked for 28 years in one organization. To point out one specific highlight, I think the decision to move my family to Bulawayo and take on a different role was for me the most challenging and also the most successful part of my career.

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What characteristics do you think is most important for a manager to possess?

In my opinion the most important characteristic or attribute for any manager to possess is knowing what is important in the greater scheme of things. This means being not purely results focused, but also understanding what the team around you need and how to get the best out of many different personalities.

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Amongst Us Roundabout

Sweet tooth recipes for the festive season

In true Amongst Us style, try the following cupcake and cookie recipes to keep your friends and family salivating and give you the edge during this festive season.

Fruitcake cupcakes

Ingredients:
- 90g butter - softened
- 110g brown sugar
- 2 eggs
- 1 tbsp orange marmalade
- 500g finely chopped - mixed dried fruit
- 100g plain flour
- 2 tbsp self raising flour
- 1 tsp mixed spice
- 2 tbsp sweet sherry
- 2 tbsp sweet sherry - extra

Method:
Pre-heat your oven to 160 ºC. Line a 12 cupcake pan with cupcake papers. Using an electric beater, beat the butter, sugar and eggs until just combined. Stir in the mixed fruit and marmalade. Mix until well combined. Sift the flour and spice. Add to the mixture. Add the sherry and mix well. Spoon the mixture into the cupcake papers - dividing evenly among the 12. Bake for about 50 minutes - keep an eye on them as it depends on your oven. Remove from oven and immediately pour the sherry over the top of each cake. Just a little on each one until you use up the 2 tablespoons. Immediately after this cover all the cakes and the entire pan with aluminum foil. Allow the cupcakes to cool completely before removing the foil and removing them from the pan.

Christmas butter biscuits

Ingredients:
- 250g butter
- 125 ml sugar
- 2 extra large eggs, lightly beaten
- 5 ml vanilla essence
- 500g cake flour
- salt

Method:
Cream butter and sugar together. Beat in eggs and vanilla essence. Sift cake flour and mix into a creamed mixture until a smooth dough forms. Roll out to a lightly floured surface approximately 5mm thick. Cut dough into various shapes using cookie cutters, and place shapes on baking trays. Lower heat, or decorate by placing a dollop of jam or a halved cherry in the centre of each biscuit, or sprinkle with hundreds and thousands. Bake at 180 ºC for 12 to 15 minutes or until they are light golden. Allow cookies to cool. Dust with a little icing sugar, or dip into melted chocolate.

Christmas cookies

Ingredients:
- 55g butter
- 55g sugar
- 10 ml vanilla extract
- 2 egg yolks
- 450g cake flour
- 5 ml baking powder
- 125 ml cream

Method:
Place butter and sugar in the bowl. Using an electric mixer/beater, beat until pale and creamy. Add vanilla extract and egg yolks and beat to combine. Beat in flour and baking powder, then cream, to make smooth dough. Wrap dough in clingwrap and chill for 30 minutes in the refrigerator, or until firm. Roll 25g cocoa powder and 150g mixed white and dark chocolate chunks into cookie dough. Roll to 3mm thick and cut out shapes with a star-shaped cookie cutter or any other Christmas-design cookie cutter. Place on a greased baking sheet and bake at 180 ºC for 15 to 18 minutes. Cool on a cake rack. Sandwich cookies together with melted chocolate or for a simpler option, dust with icing sugar.

Sudoku for life

Amongst Us Sudoku puzzles

Improve your mathematical and logical skills by completing our Sudoku puzzles. For tips on how to complete a Sudoku puzzle visit the Amongst Us Intranet portal which can be accessed via the Corporate Communications landing page.
Santa’s elves need your help!

Work out the order of the reindeer to win a Nintendo DS Lite console including “Dr. Kawashima’s Brain Training” game.

It’s Christmas Eve and chaos reigns in the North Pole. Santa always leaves his elves to determine the order in which the reindeer will pull his sleigh, but this year the elves are battling to work out the order of the reindeer for the African leg of Santa’s journey to deliver gifts. The elves are working to the following schedule that will form a single-line of nine reindeer:

- Comet behind Rudolph, Prancer and Cupid. Blitzen behind Cupid and in front of Donder, Vixen and Dancer.

If you can help the elves work out the order of the reindeer, Santa will award one lucky winner a new Nintendo DS Lite console including the popular “Dr. Kawashima’s Brain Training: How old is your brain?” game to help you keep your brain sharp and in shape.

How to enter:
- E-mail the order of the reindeer from first to ninth position in front of Santa’s sleigh to amongstus.za@siemens.com.
- Enter online via the AmongstUs Intranet portal which can be accessed via the Corporate Communications homepage.
- Fax answers to 011 541 5462.
- Send answers via internal mail to AmongstUs, Corporate Communications, Siemens Park Midrand.

Terms and Conditions:
The competition is open to all Siemens employees except members of the AmongstUs Editorial Committee. Only one entry per person will be accepted. Closing date for competition entries is Friday, 6 February 2009.

Puzzle copyright: Kevin Stone

The order of Santa’s reindeer are:

1. ____________________ 2. ____________________ 3. ____________________
4. ____________________ 5. ____________________ 6. ____________________
7. ____________________ 8. ____________________ 9. ____________________

Name: _____________________________ Division: ________________________________
Location: __________________________ Personnel Number: _______________________
Tel.: ________________________________ E-Mail: _________________________________
The new PRO/GAA makes its presence known

Over the past months, our Siemens IT Solutions and Services (SIS) division has been aligning their local structure and processes with that of the SIS global organisation to enable improved synergy, quality and economics of scale. As part of this alignment, SIS launched their Professional Services and Global Applications Authority (PRO/GAA) department.

In the PRO world the most important result of this change is the creation of vertical practices for services and operations management. These practices are supported by central functions of the Project Management Office (PMO), Quality Management and Delivery Competence Centre (DCC) Management. These practices are governed by Way of Work or “WoW”, which is the documented business model describing the roles and responsibilities, processes and procedures. Furthermore, the establishment of a Target Operation Model (TOM), a business model for application maintenance, will entail a customer facing, customer focus unit consisting of a Customer Service Manager, Business Solutions Manager, Systems Manager and Systems Analysts as well as a shared services unit that will be the first, second and third line support teams.

Says Luzio Daurioсима, the new head of PRO/GAA: “The launch of the PRO/GAA department will help us to become a global organisation, compatible with global processes and building global communities. Our organisational transformation will ensure SIS’ competitive growth and enhancement of our career model.”

To establish brand identity among SIS employees, a competition was run to determine the most innovative name and slogan for the PRO/GAA transformation process.

Says Daurioсима: “The launch of the PRO/GAA department will help us to become a very global organisation, compatible with global processes and building global communities. Our organisational transformation will ensure SIS’ competitive growth and enhancement of our career model.”

In her supporting narration for the suggested name, Perenе Moithiе, said: “By virtue of the term transformation, the intended intervention that is embodied is a transformational change. What a crisis was for a small nation, a transformation can be turned into a vast tapestry of growth. Ideas formed in a moment’s drop in one part of a country eventually sends ripples across the globe, thereby picking up momentum and taking on an extended seismic form, shape and identity. These are the qualities embodied by positive change and a staff that is at the forefront.”

Luzio Daurioсима is the head of SIS’ new PRO/GAA Department.

SIS supports enterprise development

In affiliation with the Gordon Institute of Business Science (GIBS), our Siemens IT Solutions and Services (SIS) division recently hosted a three-day workshop aimed at informing, advising and equipping their BEE partners and sub-contractors in terms of strategy development and effective execution.

The workshop supported the Enterprise Development element of Black Economic Empowerment (BEE), which focuses on monetary and non-monetary contributions made towards development, sustainability, and financial and operational independence of beneficiary organisations. In this context, the beneficiary organisations would ideally be owned and controlled by Black people.

Several consulting and specialist service and training organisations participated in the workshop which comprised of lectures and discussion on Effective Small Business Strategy by well known strategic, Tony Manning, on day one, as well as a module on coaching, presented by Paul Nyamuda representing GBS on day two, followed by the keynote, “Customer centricity” delivered by Ian Rheeder representing GBS in the conference on the last day.

Says Shaunat Hartel, Siemens IT Solutions and Service Business Partner Manager: “SIS’ overall objective is to ensure the success of our customers’ business through a broad mixture of our own services and complementary offerings from carefully selected partners. By working closely with our first-class partners for enterprise software solutions and services, we create value for our customers. In addition, together with our partners we offer best-in-class solutions and services all along the value chain. This covers, for example, technology platforms, software solutions and consulting.” She concludes, “Siemens IT Solutions and Services is committed to growth development of local BEE companies as partners and will continue to support and uplift small businesses in South Africa.”

Lindile Pantshwa, Siemens IT Solutions and Services
lindile.pantshwa@siemens.com

IT solutions for the GSSC

With a focus on cost reduction, centre-of-excellence, standardised processes as well as pooling of resources and business re-engineering, Gauteng Provincial Government (GPG) cases for the widely dispersed Gauteng Provincial Government (GPG) Departments.

Located in the heart of central Johannesburg, the GSSC has satellite network centers in Springs, Pretoria and various other sites throughout Gauteng. In answer to the GSGC’s vision to centralise IT services for all Gauteng Provincial Government (GPG) Departments, the Information Technology Service Management (ITSM) project was initiated in 2006 to implement a comprehensive IT Service Desk and Infrastructure Monitoring solution.

Our Siemens IT Solutions and Services (SIS) business, in conjunction with several third-party specialist vendors, formed a consortium to customer and implement the Computer Associates (CA) Unicenter and supporting Information Technology Infrastructure Library (ITIL) processes for the GSSC. The IT Service Desk, which handles all GSSC IT calls, went live in July 2007, followed by the Infrastructure Monitoring (IEM) system in February 2008. The IT services was implemented by an in-house SIS team to monitor the GSSC servers and infrastructure with the goal to eventually support the GSSC Network and Operations Centre (NOC).

These systems are planned to expand considerably in the next twelve months to include several Gauteng Provincial Departments. Furthermore, the IT Service Desk will also need to quadruple in size to support the additional departments. The SIS on-site management team include: Geoffrey van Wyk, Account Executive; Laz Pentasaib, Service Delivery Manager and Parmesh Moodley, Professional Services Manager.

Laz Pentasaib, Siemens IT Solutions and Services
lazarus.pentasaib@siemens.com

The group of delegates at the Siemens IT Solutions and Services BEE Upliftment Programme.
A new financial perspective for the Healthcare Sector

Appointed recently as the new Sector Cluster Controller for our Healthcare Sector, Sabine Dall’Omo has vast experience in the financial controlling arena and understands the complexities of our company’s business.

Born and raised in Germany, Sabine joined the Siemens “Stammhaus” programme in 1986 and spent her first two years in Siemens at an Energy factory in Mulheim, Germany. From there, Sabine has worked in various departments within Siemens as well as spending a year in California, USA working for Siemens Voith (now Nokia Siemens Networks). Before joining Siemens locally, Sabine worked for Siemens in China as a Financial Manager for AUD East China.

Sabine says: “I try to leave work at work. Home is for family matters and things other than work.” To de-stress, Sabine endeavours to exercise as often as possible and to find a balance between her work and home life. “A person cannot work from 08:00 in the morning until 20:00 in the evening – you have to find a balance,” she says.

Despite the demands of both positions, Sabine tries to maintain a healthy ratio between her work and home life. “A person cannot work from 08:00 in the morning until 20:00 in the evening – you have to find a balance,” she says.

Speaking of her new role as the Healthcare Sector Cluster Controller, her immediate focus will be to gain a better understanding of the Healthcare business. Says Sabine: “The Healthcare business is quite unique and is very innovation driven in order to provide the best healthcare service to the patient.”

“The mid-term goals will be to align the healthcare business to the new Siemens Southern Africa Cluster structure - this is also applicable to the organisation as a whole. We now have full responsibility for the Siemens business across the borders in Southern Africa. At the same time we must continue to strive to enforce transparency of business figures and controlling as well as strict adherence of compliance guidelines.”

In addition to her new responsibilities, Sabine will keep a portion of her former performance controlling function and is confident that her dual role will enable her to keep an objective and holistic outlook of the business as well as a good equilibrium between corporate and sector focus.

“In South Africa especially, the business environment is multi-faceted in respect of having to deal not only with customers, but also with shareholders and strict revenue bank regulations that govern the way we do business. At the end of the day, our priority should always be to generate good profits and sufficient cash flow to declare dividends to our local and internal shareholders. We should never lose sight of the fact that we all contribute to the success of the company whether we work in a corporate or business sector environment.”

A successful reline at ArcelorMittal Newcastle Works

In a recent letter addressed to Aimer Herbst in our Energy Sector’s Power Transmission (PT) and Power Distribution (PD) divisions, Jaco Stapelberg, General Manager of ArcelorMittal Newcastle Works, commended our colleagues for their contribution to its successful reline.

Said Jaco Stapelberg: “As you know, the reline was completed ahead of schedule in 44.4 days. Without your team’s dedication and hard work, this achievement would not have been possible.”

Our team was also applauded for their attention to safety during their time at ArcelorMittal Newcastle Works, which contributed to the limiting of Lost Time Injuries (LTI) to only two during the reline period.

Claude Trevisan, 
Power Distribution 
claude.trevisan@siemens.com

Injuries (LTI) to only two during the reline period.

Claude Trevisan, 
Power Distribution 
claude.trevisan@siemens.com
The SEN volunteers and Gugu at the ribbon-cutting ceremony.

Building hope in Orange Farm

As part of Absa Group’s “Make a Difference” (MAD) project, which was launched earlier this year under the leadership of Thabo Nhela, our colleagues from Siemens Enterprise Communications (SEN) joined forces with eleven other companies to achieve the project goal of building 36 houses in Orange Farm, South Africa.

Absa, in partnership with Habitat for Humanity South Africa (HFHASA), a non-profit and non-governmental housing organisation dedicated to the elimination of poverty and committed to making decent shelters a reality, co-ordinated the project while Habitat for Humanity managed the overall project as well as the procurement and logistic issues in terms of building materials and technical assistance required to build each home.

Siemens Enterprise Communications

Chief Administration Officer, Ian Russell acknowledges the impact that the partnership of Habitat for Humanity with the private sector has made in contributing towards the provision of decent housing for all South Africans. Says Ian Russell: “Make a Difference” is the most important week of my year. Nothing is more humbling than being able to make a true impact on society by leveraging the skills, enthusiasm and support of so many fellow professionals. In our small way we hope to be able to make a difference to a community that deserves our support.”

On consolidation with the local community leader in Orange Farm, beneficiaries of the houses were chosen based on a certain criteria. These new home owners could also participate in the building of their new houses, with physical assistance from the partner companies. Each house site was overseen by a qualified builder from the community who helped the volunteers and homeowners with the construction process.

As part of the home benefactors, Gugu, to build her new house, the SENAbia project team along with other SEN volunteers worked on the basic construction elements and were required to assist with non-skilled tasks i.e. mixing cement, carrying bricks, erecting scaffolding and pushing wheel barrows. The majority of the work, such as constructing the walls and roofing, were executed by qualified building experts.

A week later, the keys to the houses were handed over to the new homeowners at an official ribbon cutting ceremony attended by key governmental officials, Absa’s and Siemens’ top management and Absa staff who were involved in the project from the very beginning.

For further information, please contact Marvin Benjamin, Diversity Manager: Marvin.Benjamin@siemens.com

Integrated energy automation solutions

Our Energy Automation colleagues recently exhibited at the Southern African Power System Protection Conference and Exhibition held at the Ekurhuleni Conference and Exhibition Centre in Midrand.

Visitors from Eskom, municipalities and industry were shown live demonstrations of our seamless energy automation solutions that provide customers with globally integrated solutions corresponding to their specific requirements. From the power system control center right down to the bag level with IT, power systems control, substation automation, telecontrol, protective relaying and power quality – Siemens Energy Automation provides it all from a single source.

Transformation corner

Focusing on transformation

The topic of transformation is often viewed differently by each person. To determine how the Siemens’ transformation drive is perceived and acknowledged, AmongstUs approached several employees earlier this year to give their comments (see the April and October 2008 editions of AmongstUs).

Each respondent received three questions. They had to think about each question and then write down their comment to any or all of the following questions.

1. Do you believe that they work and why?
2. Do you believe that there are initiatives being implemented, although I am not sure of the exact detail behind the benefits or implications thereof. I feel that there should be more communication and transparency around the strategies being implemented.
3. I think it is an extremely positive move to list onto Empowerme, as it rates Siemens according to many facets of transformation. We have reached a BBB-rated level and are striving to maintain this position, I feel that this is achievable if all employees work together with transformation in mind and at the heart of everything we do.
4. I know that there are various initiatives run by Human Resources such as the Apprentice Training Scheme, CATS etc. where the focus has been to recruit suitable young black candidates into Siemens. Judging by the increased visibility over the last few years I would say that Siemens is successful in this regard. In the middle and senior levels of management (and remember our customers want representation at this level) I think we are still lacking.

For further information, please contact Marien BengFFE, Diversity Manager: Marien.BengFFE@siemens.com
Put this important part of the workforce in the workplace - focusing companies to develop and new and innovative employment models. The article is that research is showing that a large majority of individuals nearing retirement want to stay economically active for a variety of reasons. These may include a desire to remain productive, to stay mentally and physically active, to ensure financial stability or to take on new challenges inside or outside the traditional workplace. Whatever the reason, the knowledge and experience the mature age workforce brings to the workplace benefits the organisation as a whole, but also provides unique opportunities to all employees to benefit from mentoring and coaching.

Will you ever retire?

With fertility rates declining and life expectancy increasing, the United Nations is predicting that the economically active population (i.e. those aged 15 to 64 years old) will grow significantly over the next decade. In more developed regions this group will grow by 26% and in less developed regions, with over 25% of the economically active population in these regions being older than 50.

In many countries companies face the risk of losing qualified, experienced and knowledgeable workers as this group of employees start retiring. Finding ways to keep this important part of the workforce in the workplace is focusing companies to develop new and innovative employment models. The article is that research is showing that a large majority of individuals nearing retirement want to stay economically active for a variety of reasons. These may include a desire to remain productive, to stay mentally and physically active, to ensure financial stability or to take on new challenges inside or outside the traditional workplace.

Whatever the reason, the knowledge and experience the mature age workforce brings to the workplace benefits the organisation as a whole, but also provides unique opportunities to all employees to benefit from mentoring and coaching.

Securing our partner school

As part of our Corporate Social Responsibility Generation21 programme, our colleagues in Industry Sector’s Building Technologies (BT) division came to the partnership with this South African school. Emma Molefe, Corporate Social Responsibility Manager at Siemens, comments on the affiliation with this partnership. "We are committed to a future of graduates who are fully prepared to face the four forces of change in the current world: a new learning environment (powered by voice, social media and wireless), a new learning need (with people with different backgrounds and abilities), a new learning delivery model (more video and digital content), and a new learning mindset (with a mix of content that is personality driven)." We have operated a similar programme in the past, however, this programme incorporates more technology and content delivery. The programme has been so successful that we have decided to expand it to other schools in the future. We are proud to support the development of young minds in Africa!"
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A team building extravaganza

The Siemens IT Solutions and Services (SREM) Indirect Channel team participated in a team building event.

As part of Siemens Enterprise Communications’ (SEN) continued commitment to its Partners, the Indirect Channel team headed by Martin Nacker, recently introduced a new marketing campaign, “Mobilise the Desktop”, at a themed “German beer festival” launch event. The campaign, comprising a comprehensive set of coordinated customer promotional material specifically aimed towards Small Medium Enterprises, uses a range of media to present a consistent message to targeted customers. Elements of the campaign include print advertising, direct print mail, direct e-mail, scripted telephone conversations and materials for customer meetings. With messages that are simple and high-impact, presented in a consistent and memorable look and feel, interest and recognition is generated among customers, which in turn opens doors for Partners’ sales staff. “In effect, the campaign will save Partners time, money and effort,” says Martin.

The launch of the “Mobilise the Desktop” campaign concluded with a fun evening of karaoke.

SEN supports SADC partners

In an effort to continuously enhance Siemens’ footprint within the SADC region, our colleagues at Siemens Enterprise Communications (SREM) Indirect Channel, recently hosted a SADC conference in their Innovation Centre.

The conference, which was attended by SEN’s key Partners from Namibia, Mozambique and Botswana, centered on ways to increase support – including marketing and training initiatives – in these countries. Key topics under discussion included a review of the market awareness of the Siemens product portfolio.

A new look for our Pinetown office

Siemens Real Estate Management (Siemens) has recently concluded renovations to its office in Pinetown. The renovation included a long list of modern enhancements to the building such as the update of the reception area with better lighting and a new reception desk, as well as the relocation of the cafeteria from the first floor to the ground floor to create a larger preparation and seating area. Over and above other smaller upgrades, the main boardroom has also been refurbished with a new media system, furniture and carpeting.

Helping the blind through donations

As part of our continuous support and care, a multifunctional printer was recently donated to the South African National Council for the Blind (SANCB) in Soshanguve, Pretoria.

The donated equipment was then assigned by SANCB to the Fladella School at the Blind (knowing in Tshwane, Pretoria). As part of our continuous support and care, a multifunctional printer was recently donated to the South African National Council for the Blind (SANCB) in Soshanguve, Pretoria.

Helping the blind through donations

As part of the continued support and care, a multifunctional printer was recently donated to the South African National Council for the Blind (SANCB), a network of organisations that advocate the full participation and inclusion of the blind and partially sighted people in all aspects of our diverse country.

The donated equipment was then assigned by SANCB to the Fladella School at the Blind in Soshanguve, Pretoria.

Dear AmongstUs,

My name is Siegfried Kittel. I worked for Siemens from 1961 to 1990 and had many happy working years. I am now 19 years in retirement. I would like to express my thanks for the regular ‘AmongstUs’ news. It makes me very happy that the Siemens of today is doing so well. I and I know all the Siemens of yesterday out of that time, see ourselves as foundation stones for the Siemens of today. Many things in our day were more difficult, however we managed and even enjoyed all the ups and downs. It was a great family. As we go towards the festive season, my greetings go to all current Siemens employees, as well as to all the pensioners.

Regards
Siegfried Kittel

Anthony Venketsamy, SREM
Anthony.venketsamy@siemens.com

Emily Molefe, Siemens Corporate Social Responsibility Manager (for HR), Emily Molefe, Public Affairs Officer: SREM (for HR),.Mvciha Mabogs, Deputy Manager: Corporate Social Responsibility, Siemens IT Solutions and Services: SREM, Pinetown office

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Users Forum

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My name is Siegfried Kittel. I worked for Siemens from 1961 to 1990 and had many happy working years. I am now 19 years in retirement. I would like to express my thanks for the regular ‘AmongstUs’ news. It makes me very happy that the Siemens of today is doing so well. I and I know all the Siemens of yesterday out of that time, see ourselves as foundation stones for the Siemens of today. Many things in our day were more difficult, however we managed and even enjoyed all the ups and downs. It was a great family. As we go towards the festive season, my greetings go to all current Siemens employees, as well as to all the pensioners.

Regards
Siegfried Kittel

Anthony Venketsamy, SREM
Anthony.venketsamy@siemens.com

Emily Molefe, Siemens Corporate Social Responsibility Manager (for HR), Emily Molefe, Public Affairs Officer: SREM (for HR),Mvciha Mabogs, Deputy Manager: Corporate Social Responsibility, Siemens IT Solutions and Services: SREM, Pinetown office

A new look for our Pinetown office

Siemens Real Estate Management (Siemens) has recently concluded renovations to its office in Pinetown. The renovation included a long list of modern enhancements to the building such as the update of the reception area with better lighting and a new reception desk, as well as the relocation of the cafeteria from the first floor to the ground floor to create a larger preparation and seating area. Over and above other smaller upgrades, the main boardroom has also been refurbished with a new media system, furniture and carpeting.

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Siemens innovations in the media

Siemens was invited to showcase our innovative expertise on SABC International’s “Business Review” show which was broadcast live around the world on 10 October 2008.

Tremayne Ramballie from our Healthcare Sector demonstrated the new ACHISON P10™ ultrasound system, the first pocket ultrasound device. A handheld diagnostic and screening tool designed for physicians, nurses, ENPs and clinical professionals from cardiology and OB/GYN to emergency medicine and more, the ACHISON P10™ system allows medical professionals to make earlier, faster and more accurate decisions at the point of care. It can be used anywhere, anytime, during regular office exams, on rounds and in trauma settings.

Devidrene Kangapan and Gary Wilson from our Industry Sector Industry Automation (IA) division were also given the opportunity to showcase Siemens’ Totally Integrated Automation (TIA) concept — the particular Siemens logic module for micro automation systems, LOGO!.

The logic module can be used for a variety of applications, from conveyors belts to home automation. In home automation it can be used to control interior and exterior lighting, electric gates, swimming-pool pumps and grayers, among other uses.

A day later, Devidrene Kangapan, John Proctor and the 2008 Siemens Cyber Junkyard competition winning team, North West University, were invited back to the show to talk about the Cyber Junkyard competition which gives students real-life experience and training using Siemens technology to design and engineer a solution according to strict guidelines and requirements.

In addition, our Healthcare technology received further coverage on 29 October 2008 on “Shift”, SABC’s educational programme. In honour of breast cancer awareness month, SABC hosted Marlette Roberten from Sandton Medi-Clinic to speak on the topic of breast care.

Marlette referred in detail to the Siemens MAMMOMAT Inspiration digital mammography machine, a full-field system that provides for higher image quality than conventional systems and for more accurate patient examinations with the new MoodLight function.

With time-saving workflow functions allowing screening of up to 15 patients per hour, the new system is based on an upgradeable digital mammography platform that provides a standardised image configuration as well as stereotactic biopsies directly at the system, as well as being able to integrate the future three-dimensional (3D) imaging method with breast tomosynthesis (currently work-in-progress).

Joe Michalski
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Improvements to medical scheme benefits in 2009

The Trustees of the Siemens Medical Scheme are happy to report that the Scheme remains financially stable and is offering generous benefit limit increases in 2009. Members may recall that the contribution increase required for 2008 was 6% and despite the increase in inflation, the contribution increase required for 2009 is again 6%, which is substantially less than most other medical schemes. This positive news is mainly due to good investment income as well as responsible use of benefits by the members.
The following benefits and limits have been increased in excess of medical inflation (all per member family per year, unless mentioned otherwise). Please note that the 2008 limits appear in brackets for comparative purposes.

Advanced Dentistry
(Specialised) Metal base dentures, inlays, onlays, crowns, bridges, orthodontics, Periodontic and prosthetist - osseointegrated implants and orthognathic surgery. R5 550 ($2 530)

Hospitalisation
Alternative to hospitalisation Step-down, nursing services, rehabilitation and hospice. R27 050 ($24 400)

Mental Health
In Hospital R30 000 (R22 100)

Optometry
2 year benefit cycle starts 1 January 2009 Refractive surgery; R110 000 ($84 400) per beneficiary

Oncology
Radiation and chemotherapy (including medicine) R285 000 (R265 000)

Prosthesis
External R23 300 ($21 200) Internal R57 300 (R51 000)

Prosthodontics
Periodontists and prosthodontists; osseointegrated implants and orthodontics. R25 200 ($39 300)

Referral
SABC's educational programme

Stressed? Need a break?

Start planning your next vacation by visiting the Work-Life Integration Intranet portal for ideas on where to holiday and how to make the most of your annual leave.

Intranet portal for ideas on where to holiday and how to make the most of your annual leave.

Siemens leave policy is updated

Following a recent Human Resources project in collaboration with business representative, our leave management was evaluated and certain changes made to Siemens’ leave policy to ensure our leave benefits comply with the Basic Conditions of Employment Act 75 of 1997 as amended (The Act). A significant change is that with effect from 1 October 2008, new fathers will be able to take paternity leave of ten consecutive working days, which will be granted within six months after the birth of a child of an employee with more than one year’s service. All the terms and conditions are covered by Section 5.9 of the Employment Policy. From 1 January 2009, further changes will apply. Negative leave up to 50% of an employee’s annual entitlement may be granted when required. This also applies to new employees. Effectively this means that if you have 20 days annual leave due per year, you may take up to 10 days of your annual entitlement upfront. Of great importance to note is that an employee must take at least one period of 10 consecutive working days per annum as prescribed by The Act. Over and above, a maximum of 15 days annual leave will be paid out when an employee leaves the company’s employment (e.g. resignation, retirement, dismissal, retrenchment etc.). For some great ideas to utilise your leave to its full potential, visit the Worklife Integration intranet site.

Nico Loubser
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Siemens leave policy is updated

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WorkLifeIntegration
AmongstUs

On the road with fleet management

With the integration of Siemens Fleet Management into Corporate procurement and the unification of the Fleet Management process, the team has over the last months contributed significantly to our company’s cost saving programme.

Says Guido Coppens, Head of Procurement: “Every aspect of fleet management in Siemens South Africa is centralised under one roof, which means that we are able to negotiate best terms and conditions for the leasing, hiring and disposal of vehicles. Transparency is ensured by following the updated processes, which are published on the Procurement Intranet together with the relevant forms and documents.

‘Fleet Management’s contribution towards the cost-effective management of the company vehicle requirements is achieved by sourcing and procuring all company vehicles, be it on lease, for projects or pool vehicles. Fleet will take delivery and arrange for registration, licensing and maintenance of vehicles. The team manages the allocation of vehicles, fuel cards and accident reporting as well as the disposal of company vehicle.”

He continues: “A further essential service offered is the collection and delivery of Siemens staff and visitors to and from various locations e.g. the airport, hotels and meeting venues. This is done in a professional and efficient manner and with the safety of passengers in mind.”

“Looking towards the future, all fleet management in SADC will be consolidated under the Midrand team. There are also in hand for the installation of tracking devices in all of our fleet vehicles as well as the introduction of Smart Cards to minimise fraudulent use,” says Len Taylor, Fleet Manager. “The team is based at Siemens Park in Midrand.”

Len Taylor, Fleet Management
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Business travel continues to represent a significant cost factor for Siemens, even though the company managed to achieve considerable saving in this area. As a result of increasing globalisation, the need to travel continues to grow, but there are still many opportunities for cost reduction.

Comments Guido Coppens, Head of Procurement: “Siemens Limited spent more than €4 million on travel related costs in the last financial year, which naturally has an impact on the company’s bottom line results. avoiding travel whenever possible reduces costs and thus contributes to the net income, while decreasing the carbon footprint at the same time. Travel expenses are an investment and require a respective return on investment for the company.”

He continues: “Siemens worldwide spent more than €1 billion on travel related costs in the last financial year. This is a significant purchasing volume and as a result Travel is an important material field for the Procurement Division. With the support of Global Shared Services PMO (Procurement, Mobility, Logistics) division, we have implemented corporate tools, methods and programmes to effectively manage travel expenses. For example, a uniform Travel Guideline with exception reporting, Amex Corporate Card Strategy for payment of travel expenses, Siemens wide usage of procurement tools and the promotion and mandating of preferred suppliers.”

Guido points out that an important point in the Travel Management strategy is the implementation of a worldwide Travel Agency Strategy for improved coordination and control of our spend on a global and regional level.

As a global partner to Siemens, American Express Travel Services aims to maintain the highest level of service possible. One of the ways this is measured is via the annual Siemens Global Customer Satisfaction Survey. This year American Express Travel Services scored a satisfaction rating of 86% in South Africa.

The travel services team, front row from left: Thokelenene Motshele, Lebo Kganyile and Gadiwe Mabuza. In the financial services team, back row from left: Nomanda Mathabatha, Charlene Gaml and Monique Smith from American Express Travel. Back row from left: Tere Neumann, Strategic Relationship Manager, American Express Travel; Kristina Rack, Siemens Procurement. Gaddi Wood, Travel Manager, American Express Travel.

Cost effective travel management

Ballet dancers grace car park pavement

Donning ballet leotards, pumps and tights donated by Siemens, students from the South African Ballet Theatre (SABT) Mamelodi Outreach Programme recently participated at the opening of a new Pick n Pay branch in Kliptown. As part of our company’s ongoing commitment to the programme, a further R25,000 was donated towards the purchase of the track suits for all the ballet students.

Divorce and your Fund Benefits

AmongstUs speaks to the Siemens Superannuation Fund Principal Officer, Nico Louwier, to find out how your pension fund benefits are affected in the case of divorce, as according to the new Financial Services Law General Amendment Bill of 2008. In terms of the Divorce Amendment Act of 1988 (the Act), the spouse of a member of a pension, provident or retirement annuity fund has a right to claim against a member’s retirement fund benefits if they should divorce. Your pension forms part of your joint estate if you are married in community of property or forms part of your accrual claim if you are married under the accrual system (ANC). The Act provides for the ex-spouse to access the benefits that are payable to a member who is a member of a retirement fund. The pension interest referred to in the divorce order is the cash resignation benefit in the fund at the date of divorce. Prior to 13 September 2007, the portion allocated to the ex-spouse was only payable when the member leaves the fund. In the event of divorce since that date, funds are obliged to pay the benefit awarded to the ex-spouse within 60 days of receipt of written notification of the ex-spouse of the mode of payment. The Financial Services Law General Amendment Bill of 2008 was published on 31 October 2008, determining that benefits accrued as a result of divorce on or after 31 October 2008, are also payable if it meets the following requirements. The court order must stipulate the name of the fund and instruct the fund to pay the agreed amount. The consulting attorneys should ensure that the order is served and receives notification from the fund that the members fund records have been amended. Currently the benefits are based at the fund member’s average tax rate. Some proposed changes on the taxation will come into effect on 1 March 2009. It is important to get sound advice and pay attention to the wording of your divorce agreement. It will also be worth the while to discuss the payment of the tax on the benefit payable to the non-member spouse and record the outcome in the agreement. For more information, visit the Siemens Superannuation Fund website: http://siemens.co.za/home.asp?pid=398389

Kris Rack, Procurement
kristina.rack@siemens.com

The travel services team, front row from left: Thokelenene Motshele, Lebo Kganyile and Gadiwe Mabuza. In the financial services team, back row from left: Nomanda Mathabatha, Charlene Gaml and Monique Smith from American Express Travel. Back row from left: Tere Neumann, Strategic Relationship Manager, American Express Travel; Kristina Rack, Siemens Procurement and Gaddi Wood, Travel Manager, American Express Travel.
A facelift for www.siemens.co.za

In order to modernise the appearance of our company’s online brand, optimise our Internet sites for a screen resolution of 1024 x 768 as well as to allow for greater flexibility of content, the New Web Appearance for Siemens globally was launched towards the end of last year.

Locally, Siemens South Africa was one of the first country websites to move to the new design with our updated site launched on 20 October 2008 after months of intensive planning and testing. Our website now consists of four main sections:

About Us, a section dealing with the background of Siemens in Southern Africa, our history on the continent, our management and company structure, information about our sectors and divisions, and our vision and strategy.

Corporate Responsibility, a section which provides an overview of Siemens as a responsible corporate citizen as well as detailing our compliance, transformation and Corporate Social Investment initiatives.

Jobs and Careers, a popular section of our website where online visitors can find out about career opportunities at Siemens, see our vacancies and apply for job positions online.

News and Press, where all our press releases are uploaded to enable online visitors to see where Siemens is involved in the marketplace.

Visit our site on www.siemens.co.za. Any feedback or comments can be sent to Dale Ladner, Corporate Communications, dale.ladner@siemens.com

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Compliance helpdesk is an essential employee tool

In a day and age when unethical business behaviour is rampant, Siemens is proud to be an organisation that upholds ethical and responsible actions in all our dealings. Our compliance programme is an important cornerstone of our company culture and values, and in this regard, Siemens globally has a strict policy of zero tolerance for non-compliant conduct.

As part of our compliance programme, the international compliance helpdesk is an invaluable tool in Siemens’ drive to do clean business. With the “Ask us” function, employees are able to ask questions on day-to-day compliance topics via the website. Questions posed are directed to the Compliance Helpdesk Team, and with the involvement of the Group and Regional Compliance Officers as well as other experts, answers will be provided that are closely coordinated with Compliance Legal, who are responsible for company-wide legal advice in the area of compliance.

The compliance helpdesk “Tell us” feature provides a global, 24/7 facility for reporting breaches, either online or by telephone, of the Siemens Business Conduct guidelines. The call centre and website is operated by an external provider, thus providing employees with a secure and confidential environment to submit information regarding unethical and unlawful business practices. Incoming message are not traced and the sender is not automatically registered.

Furthermore, the site offers an “Improve it” function whereby employees can submit suggestions and ideas to improve the compliance programme, as well as a useful “Find it” function to search for compliance-related information, frequently asked questions and training material.

Dale Ladner
Regional Compliance Officer
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