



# SOCIAL AND LABOUR PLAN

Date of Submission  
30 June 2017

Available in English, Afrikaans & Setswana



**ASSMANG**

**IRON ORE**  
KHMUNI MINE





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## ABBREVIATIONS

Abbreviation	Meaning
ABET	Adult Basic Education and Training
ATR	Annual training report
B-BBEE	Broad-based Black Economic Empowerment
BEE	Black Economic Empowerment
DMR	Department of Mineral Resources
DoL	Department of Labour
EE	Employment equity
EIA	Environmental impact assessment
ETDF	Equity training and development forum
FET	Further Education and Training
FY	Financial year
GET	General Education and Training
GLM	Gamagara Local Municipality
GSLM	Ga-Segonyana Local Municipality
Black persons	As per the definition of the Mining Charter promulgated on 15 June 2017
HDP	Historically disadvantaged persons
HET	Higher Education and Training
HRD	Human resource development
IDP	Integrated development plan
IDPs	Integrated development plans
JTGDM	John Taolo Gaetsewe District Municipality
Khumani	Khumani Mine
LED	Local economic development
LSA	Labour sending area
MPRDA	Minerals and Petroleum Resources Development Act (no. 28 of 2002)
MQA	Mining Qualifications Authority
NCMMA	Northern Cape Mine Managers Association
NQF	National Qualifications Framework
OHS	Occupational health and safety
PPE	Personal protective equipment
RFP	Request for proposal
SAQA	South African Qualifications Authority
SDF	Skills development facilitator
SED	Socio-economic development
SEIA	Socio-economic impact assessment
SETA	Sector Education and Training Authority
SLP	Social and labour plan
SMMEs	Small, medium and micro enterprises
TBA	To be advised
TLM	Tsantsabane Local Municipality
UIF	Unemployment Insurance Fund
WHIMS	Wet, high intensity magnetic separator
WSP	Workplace skills plan

## **SECTION 1**

### **PREAMBLE**

Introduction to and background information on the operation

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## 1 INTRODUCTION AND PREAMBLE

### 1.1 Introduction

Assmang (Proprietary) Limited, through its Khumani Mine, mines iron ore in the Northern Cape by means of open-cast mining.

Khumani Mine (Khumani) is situated approximately twenty-five (25) kilometres from the town of Kathu in the Northern Cape, within the boundaries of two (2) local and district municipalities: the Siyanda District Municipality, which hosts the Tsantsabane Local Municipality (TLM), as well as the John Taolo Gaetsewe District Municipality (JTGDM), within which the Gamagara Local Municipality (GLM) is situated. The iron-ore deposits are located approximately sixty (60) kilometres north of the Beeshoek Mine and adjacent to Kumba's Sishen Iron Ore Mine. Khumani commenced full production in July 2008.

The Khumani resources are among the best iron-ore resources in South Africa in terms of quality and quantity. Based on current reserves of producing 14 million tons per year, a life of mine in excess of twenty-four (24) years is planned. However, the company's continuous concern is that the weakness in the global economy may result in the sharp decline in iron-ore prices, which will have a negative impact on the company's economic outlook and commitments in the social and labour plan (SLP).

Khumani is faced with challenges of recruiting and employing suitable skills to be able to sufficiently and timeously carry out its mandate to achieve its production and other targets. In order to overcome these challenges, the mine's current focus is to train and develop internal employees' competence to support production and to recruit scarce skills nationally. The mine is committed to employing local people wherever possible, and will continue to develop skills through trainee, learnership and bursary schemes.

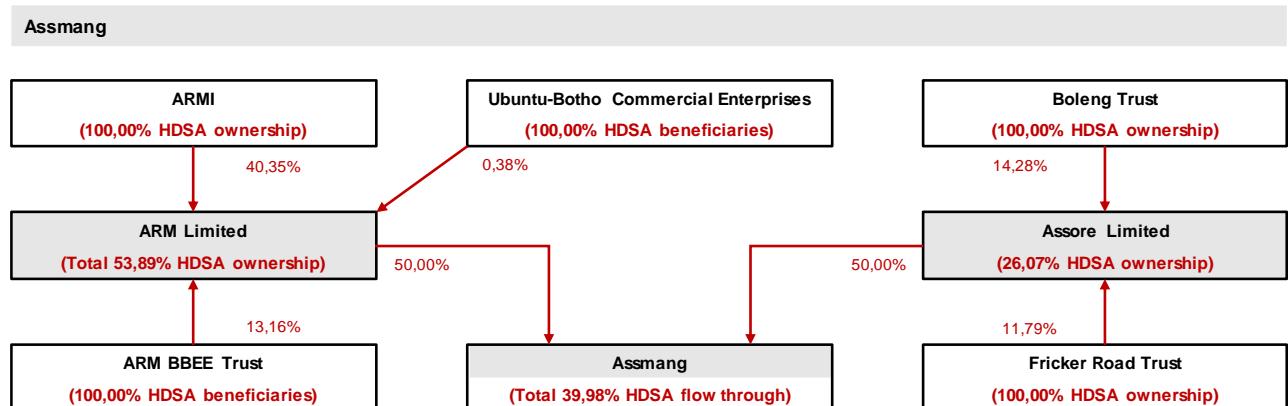
The community and the town of Kathu, in particular, are faced with rapid growth and a huge demand for infrastructure and services from GLM. Khumani, as a strategic partner to the municipality, will assist with capacity building within the community through its socio-economic development (SED) programme. Our socio-economic drive will benefit the GLM area and the Ga-Segonyane Local Municipality (GSLM) area. Both these local municipalities area located within the JTGDM. As the Assmang Beeshoek Mine already covers the TLM area, and as the Assmang Blackrock Mine focuses primarily on the Joe Morolong municipal area, Assmang Khumani will not be allocating local economic development (LED) projects within these areas. In order to complement investments made by Assmang Blackrock Mine within the GSLM area, Assmang Khumani will also contribute LED funding within this area. GSLM is a major labour sending area and this municipal area is affected by the negative impact of the mining operations in the region.

The mine is committed to the objectives of the current Mining Charter, as well as those of the SLP as set out in section 41 of the regulations, which are to:

- Promote employment and advance the social and economic welfare of all South Africans;
- Contribute to the transformation of the mining industry; and
- Ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they operate.

The corporate structure of Assmang is presented in Figure 1 below.

The diagram below indicates the ownership structure of Assmang:



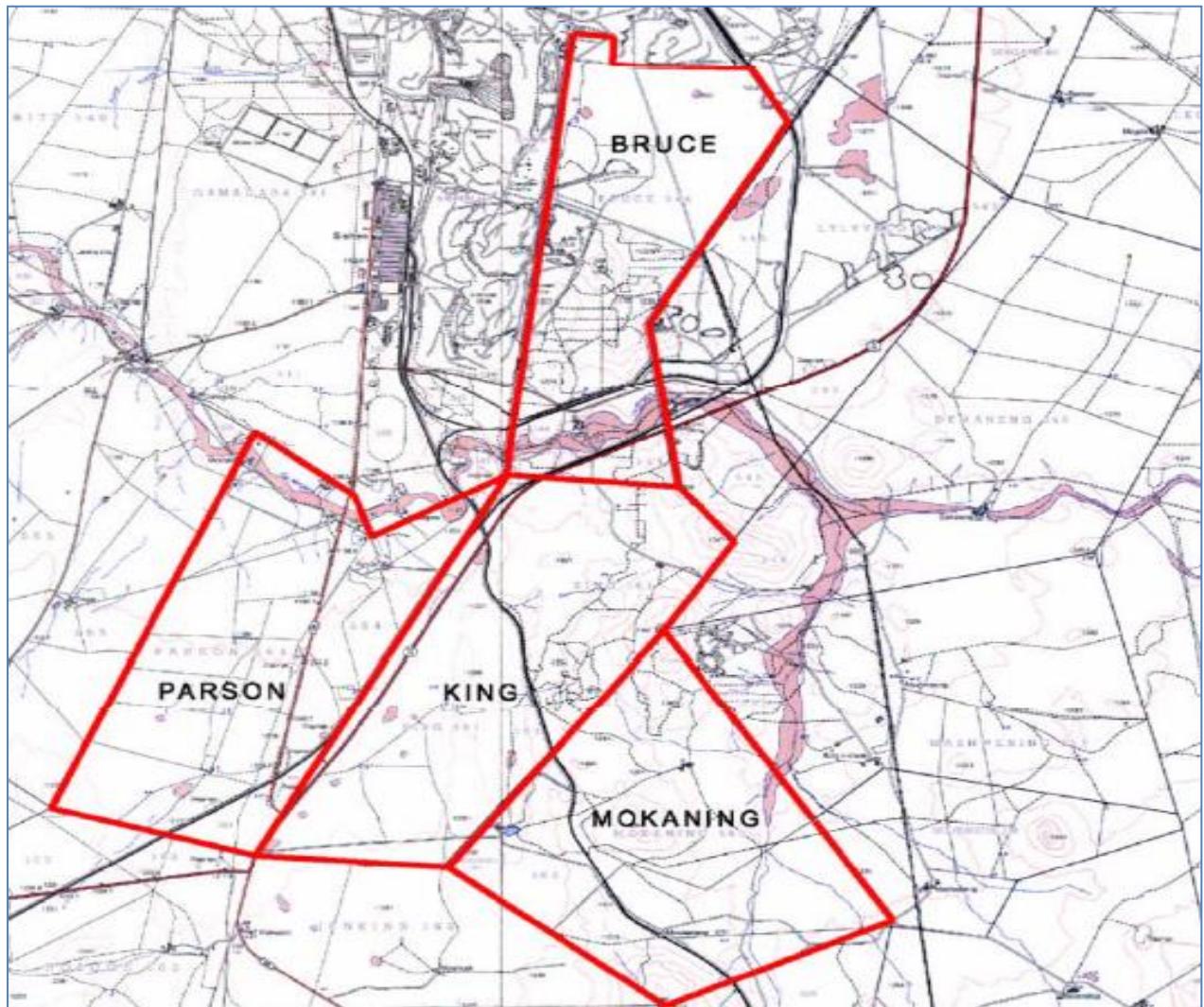
**Figure 1: Assmang ownership structure**

## 1.2 Preamble

A summary of the company details for Khumani is provided in Table 1 below, with Figure 2 and Figure 3 detailing the location of the mine.

**Table 1: Summary of Khumani Mine**

Name of company:	Assmang (Pty) Ltd
Name of mine:	Khumani mine
Physical address:	544 Parsons, Dingleton Road, Kathu 8446
Postal address:	Private Bag X503, Kathu 8446
Contact person:	Mr Mark Oosthuizen
Telephone number:	053 723 8135
Fax number:	0865444359
Location of mine:	Approximately 25 km south of Kathu in the Northern Cape
Commodity:	Iron ore
Life of mine:	24 years
Financial year (FY):	1 July to 30 June
Reporting period:	1 July 2017 to 30 June 2022



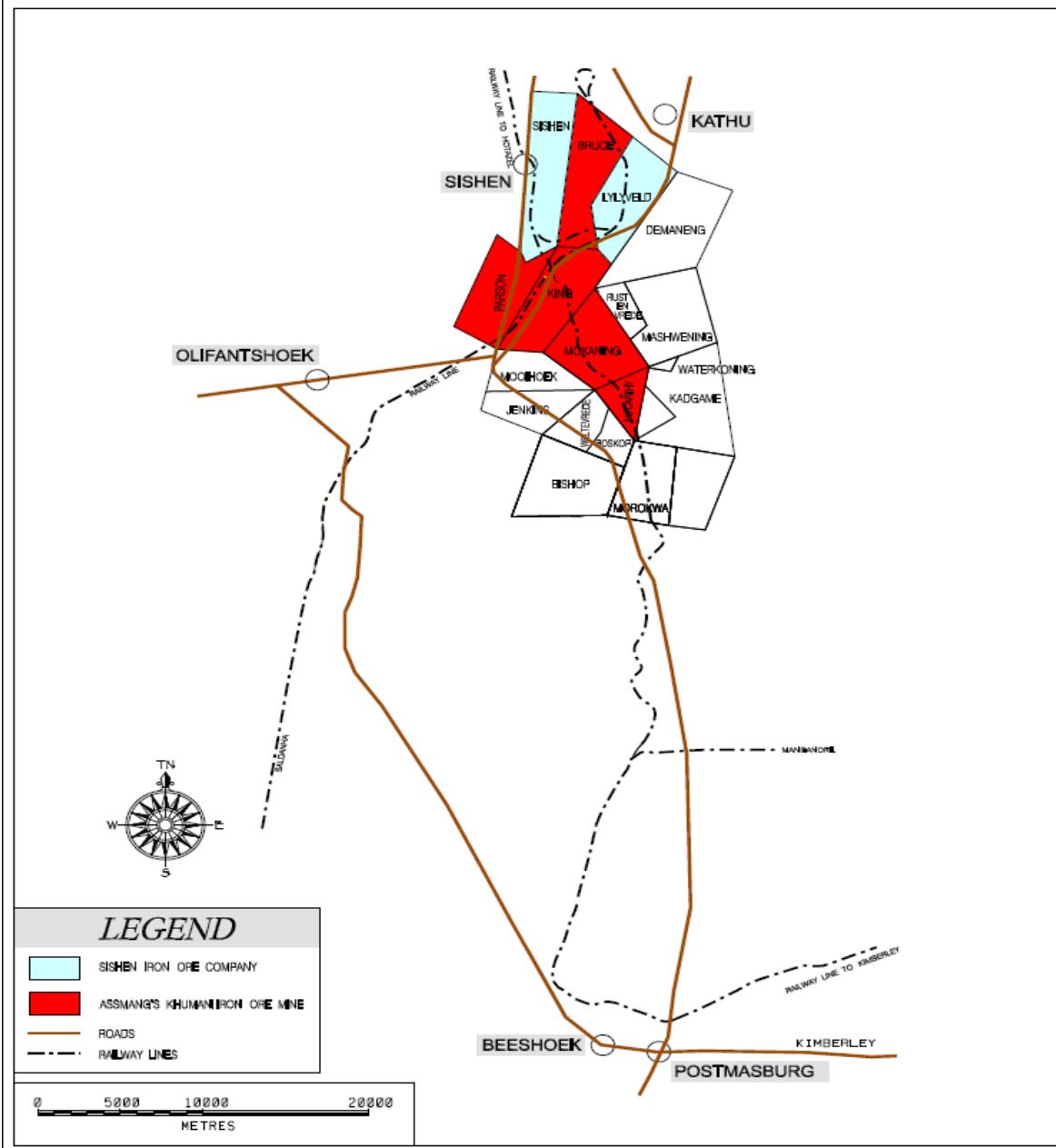
**Figure 2: Plan indicating the location of Khumani**





# ASSMANG LIMITED

## IRON ORE PROPERTIES AROUND SISHEN



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**Figure 3: Plan indicating the location of Khumani Mine**

### 1.3 Mining methodology

**MINING:** The ore deposit is extracted by means of conventional open-cast mining techniques. Ore and waste mining blocks are prepared for blasting using drill rigs. The ore and waste, once blasted, will be loaded with loaders and/or shovels onto rigid haul trucks. The trucks will haul the ore to the primary crushers and ROM stockpiles, and the waste to two overburden dumps.

**PROCESSING:** Following the primary and secondary crushing operations, the crushed ore is conveyed to the processing plant area, which is situated remotely from the mining area on the farm Parson. On-grade and off-grade crushed ore is stockpiled separately with dedicated stackers, and reclaimed to be fed separately to the dedicated on-grade and off-grade processing plants. On-grade ore requires only screening, while off-grade ore requires beneficiation, to conform to the market requirements.

On-grade ore requiring no beneficiation, i.e. ore conforming to the required chemical specifications, is washed, crushed to -32 mm in closed circuit, and sized into two (2) market-related products:

- Lumpy export product
- Fines export product

Off-grade ore (i.e. ore not conforming to the required chemical specifications) is washed, crushed to -32 mm in closed circuit, and screened into a coarse fraction and a fine fraction prior to the beneficiation processes.

Beneficiation is achieved by utilising jig technology. Jigs separate the ore according to the specific density of the particles. The separating units operate in such a way that particles within the off-grade ore with densities generally less than 4,9 are rejected as discards, while particles with a specific density larger than 4,9 are recovered as a product. The products from the beneficiation processes are screened into the market-related sizes as mentioned above. The jig plant employs 130 support personnel, who are included in this SLP.

**WHIMS PLANT** (wet, high intensity magnetic separator): The wet, high intensity magnetic separation (WHIMS) process has been designed to benefit the low-grade effluent generated as a by-product of producing the lumpy and fines export products. By exploiting the fact that a difference in magnetic susceptibility exists between the more valuable Fe-bearing material and the gangue, the WHIMS processing units are able to upgrade the chemical specifications of the effluent to those of the fines export product. In doing so, the WHIMS processing plant is able to produce additional export product from material that would otherwise be classified as discard. The plant employs 31 support personnel, who are included in this SLP. There are a further 63 personnel who are employed by contractors as follows:

**Table 2: Contractors working at the WHIMS plant**

Contractor	Number of employees
Process Automation (Pty) Ltd	5
Rufco Engineering cc	37
Weir Minerals Africa (Pty) Ltd	8
B & W Instrumentation & Electrical (Pty) Ltd	2
DRA Mineral Projects (Pty) Ltd	10
Shaw Controls (Pty) Ltd	1
<b>Grand total</b>	<b>63</b>

## 1.4 Current and expected workforce

**Table 3: Planned Khumani employees**

Mining operation/contractor	Service provided to the mine	Number of planned employees at the mine <sup>1&lt;0</sup>
Assmang Khumani Mine	Management, mining and engineering workforce for surface operations	1 600

**Table 4: Khumani labour sending statistics by area of birth**

Province	Municipality of birth	Provincial total	Provincial %
Eastern Cape	Buffalo City Metropolitan Municipality	45	2,82%
	Emalahleni		
	Engcobo		
	Gariep		
	Inxuba Yethemba		
	King Sabata Dalindyebo		
	Makana		
	Mbizana		
	Mhlontlo		
	Nelson Mandela Metropolitan Municipality		
	Raymond Mhlaba		
	Senqu		
	Uzimvuba		
Free State	Dihlabeng	70	4,39%
	Kopanong		
	Letsemeng		
	Maluti-A-Phofung		
	Mangaung Metropolitan Municipality		
	Mantsopa		
	Matjhabeng		
	Matsiloyana		
	Metsimaholo		
	Mohokare		
	Moqhaka		
	Nala		
	Ngwathe		
Gauteng	Setsoto		
	Tokolongo		
	City of Johannesburg Metropolitan Municipality	69	4,32%
	Ekurhuleni Metropolitan Municipality		
	Emfuleni		

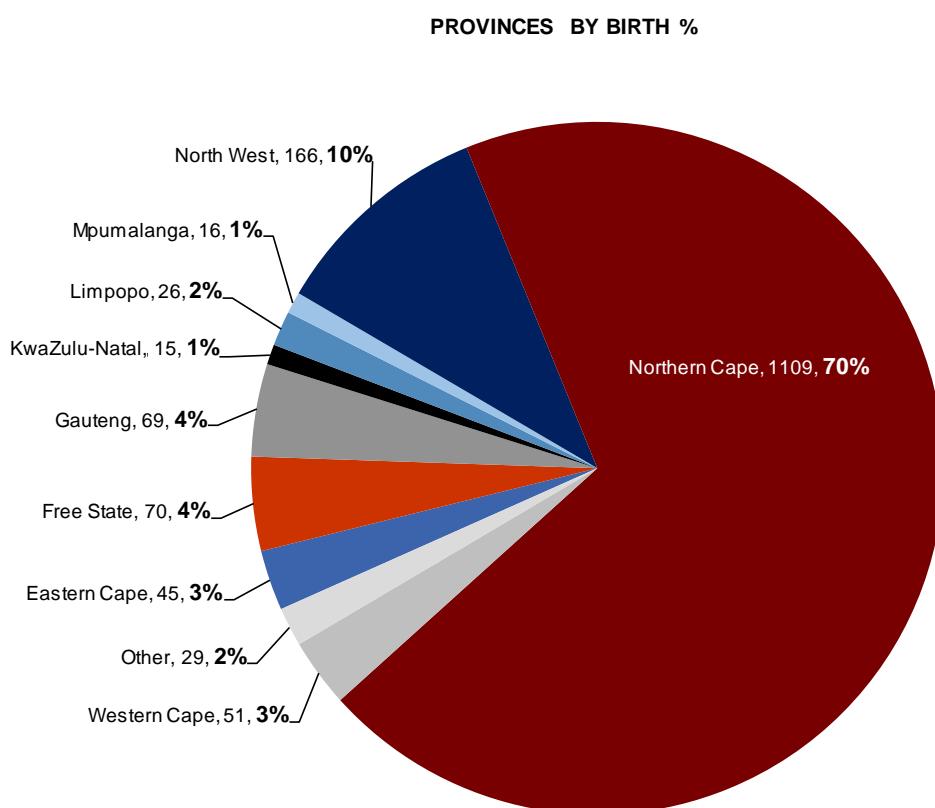
<sup>1</sup> Khumani business plan dated July 2016

Province	Municipality of birth	Provincial total	Provincial %
	Lesedi	2	
	Mogale City	4	
	Rand West City	5	
	Tshwane Metropolitan Municipality	17	
<b>KwaZulu-Natal</b>	Abaqulusi	1	
	Buffalo City Metropolitan Municipality	1	
	City of Umhlathuze	1	
	Endumeni	1	
	Ethekwini Metropolitan Municipality	3	
	Greater Kokstad	1	
	Inkos Langalibelele	2	
	Mandini	1	
	Msundizi	2	
	Newcastle	1	
	Umzimkulu	1	
	Blouberg	1	
	Collins Chabane	1	
<b>Limpopo</b>	Elias Motsoaledi	1	
	Fetakgoma	1	
	Greater Tzaneen	1	
	Lephalale	1	
	Makhado	2	
	Mogala Kwena	6	
	Mopani	1	
	Musina	1	
	Polokwane	5	
	Thukamela	3	
<b>Mpumalanga</b>	Unknown	2	
	City of Mbombela	1	
	Dr Ixley ka Isaka Seme	1	
	Dr JS Mokoka	1	
	Emalahleni	3	
	Greater Tsubatse	2	
	Lekwa	2	
	Steve Tshwete	4	
	Thaba Chweu	1	
	Victor Khanye	1	
<b>North West</b>	City of Matlosana	11	
	Ditsobotla	1	
	Greater Taung	62	
	Kagisano-Molopo	18	
	Lekwa-Teemane	2	

Province	Municipality of birth	Provincial total	Provincial %
Northern Cape	Madibeng	1	1 109
	Mahikeng	10	
	Mamusa	3	
	Maquassi Hills	2	
	Moses Kotane	1	
	Naledi	45	
	Ngaka Modiri Molema	1	
	Ramotshere Moiloa	1	
	Rustenburg	3	
	Tswaing	1	
	Ventersdorp/Tlokwe	4	
	! Kheis	5	
	Dawid Kruiper – Khara Huis	40	
	Dikatlong	2	
	Dikgatlong	6	
	Emathanjeni	10	
	Gamagara	64	
	Ga-Segonyana	498	
	Hantam	3	
	Joe Morolong	4	
	Kagisano-Molopo	2	
	Kai !Garib	5	
	Kammiesberg	2	
	Kareeburg	1	
	Karoo Hoogland	1	
	Kgatelopele	19	
	Khai-Ma	6	
	Magareng	4	
	Naledi	17	
	Nama Khoi	66	
	Phokwane	14	
	Richtersveld	5	
	Siyancuma	12	
	Siyathemba	17	
	Sol Plaatjie	65	
	Tsantsabane	238	
	Ubuntu	1	
	Unknown	2	
Western Cape	Breede Valley	2	51
	City of Cape Town Metropolitan Municipality	28	
	Drakenstein	1	
	Matzikama	9	

Province	Municipality of birth		Provincial total	Provincial %
	Saldanha Bay	7		
	Stellenbosch	2		
	Swartland	1		
	Witzenberg	1		
Other	Botswana	2	2	0,13%
	England	1	1	0,06%
	Ireland	1	1	0,06%
	Wales	1	1	0,06%
	Namibia	22	22	1,38%
	Zambia	1	1	0,06%
	Zimbabwe	1	1	0,06%
<b>Grand total</b>		<b>1 596</b>	<b>1 596</b>	<b>100,00%</b>

Figure 4 indicates the current profile of the labour sending areas (LSAs) of Khumani employees and shows that 69,5% of the workforce is recruited from within the Northern Cape. Khumani is committed to maintaining and even improving this profile.



**Figure 4: Labour sending areas by birth at Khumani Mine as at October 2016**

**Table 5: Khumani labour sending statistics by area of current residence**

Province	Municipality of residence	Provincial total	Provincial %
<b>Free State</b>	Mangaung Metropolitan Municipality	1	0,06%
<b>North West</b>	City of Matlosana	1	0,25%
	Greater Taung	1	
	Kagisano-Molopo	1	
	Naledi	1	
	Dawid Kruiper – Khara Huis	15	
<b>Northern Cape</b>	Dikgatlong	2	99,12%
	Gamagara	656	
	Ga-Segonyana	430	
	Joe Morolong	5	
	Kagisano-Molopo	1	
	Kgateleopele	7	
	Naledi	59	
	Nama Khoi	1	
	Sol Plaatjie	3	
	Tsantsabane	403	
<b>Western Cape</b>	Saldanha Bay*	9	0,56%
<b>Grand total</b>		<b>1 596</b>	<b>1 596</b>

\*NOTE: These employees are stationed in Saldanha Bay and not at the mine.



## **SECTION 2**

# **HUMAN RESOURCE DEVELOPMENT**

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## 2 HUMAN RESOURCE DEVELOPMENT PLAN

### 2.1 Introduction

According to the National Development Plan, education, training and innovation are central to South Africa's long-term development. They are the core elements in eliminating poverty and reducing unemployment and inequality, and serve as foundation of an equal and prosperous society as envisioned in the Constitution. Education empowers people to define their identity, take control of their lives, raise healthy families, take part confidently in developing a just society, and play an effective role in the politics and governance of their communities.

Khumani's human resource development (HRD) strategy is aimed at empowering and giving employees opportunities to develop within the company and also offers the communities in our host and major labour sending areas opportunities to better their skills and knowledge in order to be absorbed more easily into the economy.

Our HRD strategy is therefore primarily driven by our operational needs and requirements, as well as the national imperative as contained in the MPRDA and Mining Charter.

The objectives of the company's HRD programme are outlined below:

- Ensuring the development of requisite skills with respect to learnerships, bursaries (for core and critical skills), artisans and other training initiatives that reflect demographics as defined in the Mining Charter.
- To contribute towards black persons' human resource development as a whole and align this with the company's mission, vision and values, which also address employment equity objectives.
- Comply with the skills development legislation and all other relevant legislation.
- Contribute to the upliftment and development of employees' skills (section 18(1) learners) and local and major labour sending communities (section 18(2) learners).
- Contribute to the empowerment of employees (section 18(1) learners) and of local and labour sending communities (section 18(2) learners) through education, training and development initiatives.
- Through skills development, contribute to the social development of employees and host communities.

### 2.2 Compliance with skills development legislation

The mine has complied with SETA registration requirements as follows:

SETA registration	Details
Registration number of SETA	L620768327
Name of SETA	MQA
Confirmation of having appointed a skills development facilitator (SDF)	Miss Dumisile Dladla
Proof of submission of workplace skills plan, and date of submission	WSP/ATR 30 April as prescribed. Proof of submission attached.

The integrated human resource development plan will seek to maximise the productive potential of people employed at Khumani through the implementation of the following action plans, which include a five-year skills development plan; a five-year mentorship plan; a five-year learnership plan; a five-year graduate and bursary plan; a five-year plan for individual development, a five-year portable skills plan; contractor management (core mining contractors), and a five-year employment equity (EE) plan.

The focus of skills development is primarily to provide technical competencies to achieve production and sales targets; secondarily to provide opportunities for obtaining prioritised skills and support progression within the various fields of the discipline; and finally, to provide portable or transferable skills.

## 2.3 Workplace skills plan (WSP) and annual training report (ATR)

In compliance with the Skills Development Act, the company annually submits a workplace skills plan (WSP) and annual training report (ATR), which is signed off annually in consultation with organised labour and aligned to the company HRD plan. This is then submitted to the Mining Qualifications Authority (MQA) before 30 April each year.

Below is a detailed skills development plan that outlines how the mine or production operation intends to offer employees development opportunities for requisite skills with respect to learnerships, artisan aides, artisans, job-specific training and other training initiatives. Wherever possible Khumani will, within these development initiatives, apply the 80:20 principle (80% of incumbents to be historically disadvantaged persons (HDP), of whom 20% will be women).

Table 6 below (Form Q) provides the details regarding the current educational levels of the workforce.

**Table 6: The number and educational levels of employees at Khumani Mine as at October 2016 (Form Q)**

BAND	NQF level	OLD SYSTEM	Male				Female				Total	
			Black African	Coloured	Indian	White	Black African	Coloured	Indian	White	Male	Female
General Education and Training (GET)		No schooling	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 0/pre	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 1/Sub A	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 2/Sub B	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 3/Std 1/ABET 1	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 4/ Std 2	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 5/Std 3/ABET 2	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 6/Std 4	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 7/Std 5/ABET 3	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Grade 8/Std 6	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
	1	Grade 9/Std 7/ABET 4	23	3		1					<b>27</b>	<b>0</b>
Further Education and Training (FET)	2	Grade 10/Std 8/N1	100	44		23	1	1		1	<b>167</b>	<b>3</b>
	3	Grade 11/Std 9/N2	110	12		8	11				<b>130</b>	<b>11</b>
	4	Grade 12/Std 10/N3	473	198		135	68	28	1	44	<b>806</b>	<b>141</b>
Higher Education and Training (HET)	5	Higher certificate (N4)	45	22		30	15	9		3	<b>97</b>	<b>27</b>
	6	Diploma/advanced certificate (N5)	30	8	1	16	5	8		10	<b>55</b>	<b>23</b>
	7	Bachelor's degree/advanced diplomas (N6)	25	4		11	10	8		4	<b>40</b>	<b>22</b>
	8	Honours qualifications – professional	4	2		6	5	1		4	<b>12</b>	<b>10</b>

BAND	NQF level	OLD SYSTEM	Male			Female			Total	
			Black African	Coloured	Indian	White	Black African	Coloured	Indian	White
	9	Master's degrees		1		1				2
	10	Doctoral degrees	0	0	0	0	0	0	0	0
		Undefined	4	9	0	4	2	6	0	0
		<b>TOTAL</b>	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>
									<b>1 353</b>	<b>243</b>

## 2.4 ABET

On the basis of Form Q there are no employees with levels of education below NQF Level 1. There is no need for ABET training for our employees at this time. Should the need arise for ABET training in the future, appropriate training will be investigated. Provision has been made for an ABET programme for community members as part of the LED funding.

For employees whose highest level of education is below NQF Level 4 and who wish to improve their education levels up to NQF Level 4, the study assistance programme provides support and funding so that they can acquire further education. Khumani will always fund such applications for study assistance.

## 2.5 Learnerships – sections 18(1) and 18(2)

Learnerships programmes assist learners to work towards a qualification, while at the same time providing work exposure. An apprenticeship/learnership is an agreement between a learner, employer and training provider for a set period of time during which the learner works and receives training in the workplace. Learnerships are learning programmes that require learning on the job, supported by structured or institutional learning. These are normally designed in the SETAs, approved by the South African Qualifications Authority (SAQA), and partially funded from the skills levy, and must lead to an NQF qualification. Khumani has set targets for learnerships in the engineering-specific trades, but variation among trades could occur if it is taken into consideration that there may be a gap in certain instances due to factors like terminations, qualification, market demand, etc. The human resource development policy (HRD) further stipulates that, depending on availability, the mine will recruit learnerships from the surrounding communities.

In all learnership enrolments Khumani will follow a transformation ratio that involves 80% HBP, of whom 20% are women (80/20 principle projected apprenticeship/learnerships with number of enrolments as target at any point in time):

### ***Non-technical learnerships***

Learnerships – a learnership is a structured learning programme that is registered with the relevant SETA and in which a learner obtains practical work experience of a specified nature and duration, which leads to a qualification registered on the NQF and that can be related to an occupation.

Through these learnerships Khumani wishes to enable especially females, and people living with disabilities. Khumani Mine recognises the importance of non-technical skills that support the core mining activities – hence the focus on non-technical skills.

**Table 7: Strategic action plan for learnerships/apprenticeships**

<b>Non-technical learnership strategic action plan</b>	<b>Responsible department</b>	<b>Date to be completed</b>
Candidates for the non-technical learnerships will be identified through advertisements. The potential candidates will undergo psychometric and medical assessments, and practical work knowledge assessments.	HR Operations	Annually
Advertise learnership positions externally through community newspapers.	HR Operations	Annually
Section 18(2) learners are primarily recruited from the Department of Labour (DoL) database or the Gamagara Youth Centre database.	HR Operations	Annually
List specific requirements for enrolment such as: a. Grade 12 (subjects as per learnership enrolment requirements) b. Medical fitness c. Other requirements, e.g. psychometric assessments	HR Operations	Annually
Candidates who are offered learnership contracts must be representative of the EAP.	HR Operations	
The learnership needs and programmes will be assessed in terms of the company skills needs on an annual basis and any changes to the targets or programmes will be reported on in the annual SLP report to the DMR.	HR Operations	
<b>Technical learnerships/apprenticeship strategic action plan</b>	<b>Responsible department</b>	<b>Date to be completed</b>
Candidates for the section 18(1) learnerships/apprenticeships will be identified through internal advertisements. The potential candidates will undergo psychometric and medical assessments, and practical work knowledge assessments.	HR Operations	Annually
Advertise apprenticeships/learnership positions externally (e.g. through community newspapers).	HR Operations	Annually
Section 18(2) learners are primarily recruited locally (specific requirements for enrolment such as Grade 12 Maths and Science; medical fitness, other requirements; psychometric assessments).	HR Operations	Annually
List of candidates (to include suitable amount of 80% HDP, of whom 20% are women, if available) to be offered learnerships contracts.	HR Operations	Annually
The learnership needs and programmes will be assessed in terms of artisan market scarcity considerations and operational skills requirements on an annual basis, and any changes to the targets or programmes will be reported to DMR in the annual SLP report.	HR Operations	Annually
Upon qualification, artisans may be absorbed by the mine (appointed) as and when vacancy opportunities arise, and also considering their performance during the learnership programme.	HR Operations	Annually

Khumani learnerships will be rolled out in line with operational requirements in the following disciplines:

- Engineering (trades required by the mine)
- Mining
- Organisational Development and talent management (soft skills)

**Table 8: Learnership plan for Khumani Mine 2017 –2022**

Discipline	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
Engineering	28	28	28	28	28	
Mining and related skills	4	4	4	4	4	
Organisational Development and talent management (soft skills)	10	10	10	10	10	
<b>TOTAL</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>	

**Note:** The learnership figures above reflect the total number of participants annually and not only the number of new intakes, and will be influenced by operational requirements.

Khumani commits to enrol learnerships for the five-year term of the SLP. However, the disciplines will be determined on the basis of the requirements of the operation.

## 2.6 Career progression plan

### 2.6.1 Succession planning

Through succession planning Khumani Mine aims to address the transfer of essential skills and knowledge, promote transformation, promote career progression for employees, and ensure the future sustainability of the business by ensuring the availability of essential skills.

The succession planning process allows the organisation to determine whether it has the talent necessary to deliver on its current and future strategic objectives. This enables the organisation to develop a pipeline of talent through which candidates can be sourced for vacancies for current and future roles. This may increase the effectiveness of role appointments and decisions are therefore more accurate when candidates are from within the organisation.

Growth of talent is facilitated, thereby providing opportunities for all employees to contribute to their full potential. Identification of potential capability, and a projection of when it will be available, will enable career development programmes to be created for all positions on the basis of the capability that is required.

The mine's training and development programmes are the mechanism through which the required competencies for succession are developed. The move or change could either be to a position on the same level or to a position on a higher level of employment should natural vacancies be available as per company's three-year labour plan budget reflected in the organograms.

**Table 9: Succession planning strategic action plan**

<b>Succession planning strategic action plan</b>	<b>Responsible department</b>	<b>Date to be completed</b>
To develop career paths for each discipline (inclusive of minimum entry requirements and time frames).	HR Operations	Annually
To match individuals to appropriate roles based on current and future capability.	HR Operations	Annually
To identify employee development needs in line with likely career progression and company objectives.	HR Operations	Annually
To identify companywide development needs.	HR Operations	Annually
To support our individual employees in their aspirations to become the best they can be, within the scope of what is viable in the company.	HR Operations	Annually
To promote transformation through the development of HDP candidates for future roles.	HR Operations	Annually

**Table 10: Potential successors at Khumani Mine**

<b>Occupational level</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>
Senior management	5	5	5	5	5
Professionally qualified, experienced specialists and mid-management	15	15	15	15	15
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	20	20	20	20	20
<b>TOTAL</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>

**Note:** The figures above reflect the total number of succession candidates and not necessarily new intakes per annum.

The number of actual placements of these succession candidates will depend on the number of vacancies that arise through natural/forced labour turnover at any given point in time.

## 2.6.2 Leadership development programmes

Managerial/leadership training and development are generally based on the career development plans of the employees as identified through the talent pool and succession planning processes, which also links into the employment equity imperatives and drivers of Assmang Khumani. Management training is an essential part of ensuring that the company will run as productively and efficiently as possible now and into the future, with further emphasis on creating a skilled leadership base to sustain the organisation.

The company enters into partnerships with academic institutions and service providers in order to tailor education and training programmes to suit Assmang's individual needs and also to promote transformation within the company.

**Table 11: Leadership development plan for Khumani Mine**

Leadership training programmes	Occupational level	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
Supervisory training	Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	15	15	15	15	15	
Leadership training (WITS Future Leaders)	Professionally qualified, experienced specialists and mid-management	3	3	3	3	3	
Women in leadership (WITS)	Professionally qualified and experienced specialists and mid-management (MLDP)	2	2	2	2	2	
<b>TOTALS</b>		<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	

## 2.7 Core business skills programmes within the technical training environment

Core business skills programmes play an essential part in equipping employees with the skills and competencies required to successfully execute their employment responsibilities. Table 13 below sets out the strategic action plan that Khumani will employ in order to ensure that it achieves the core/technical business skills training objectives as set out.

**Table 12: Core business skills training strategic action plan**

Core business skills training strategic action plan	Responsible department	Date to be completed
Formalise and develop skills and competency requirements for Khumani by identifying the workforce profiles.	HR Department	June 2018
Assess employees in terms of skills and competency gaps – resulting in an employee competency profile (individual development plan).	HR Department	Ongoing
Develop a WSP with targets, budgets and time frames (in line with commitments made in the SLP and the business plan).	HR Department	Annually
Coordinate the individual development plans to facilitate career path progression, job-specific development of employees and an effective, productive workforce.	HR Department	Ongoing

**Table 13: Core business training plan at Khumani Mine**

Type of training – technical	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
TMM (various operators)	20	20	20	20	20	<b>100</b>
Lifting equipment training	20	20	20	20	20	<b>100</b>
Safety representative training	10	10	10	10	10	<b>50</b>
Competency A	25	25	25	25	25	<b>125</b>
Planned task observation	25	25	25	25	25	<b>125</b>
First aid training	40	40	40	40	4	<b>200</b>
Risk assessment	20	20	20	20	20	<b>100</b>
<b>TOTAL</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>800</b>
Type of training – non-technical	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
Employee engagement training <ul style="list-style-type: none"> <li>• Personal journey</li> <li>• Work journey</li> <li>• Organisational journey</li> </ul>	150	150	150	150	150	<b>750</b>
RAR meeting methodology	10	10	10	10	10	<b>50</b>
Presentation skills (graduates and succession candidates)	10	10	10	10	10	<b>50</b>
Mentor training programme	30	30	30	30	30	<b>150</b>
<b>TOTAL</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>1 000</b>

## 2.8 Portable skills for employees – section 18(1)

In addition to the portable skills that form part of the accredited technical and non-technical training provided to employees, and that are portable outside the mining company, Khumani is committed to a further programme of providing portable skills. The objective of this programme is to provide portable skills training to employees who show an interest in obtaining such training, and with a special emphasis on employees who are nearing retirement, who are incapacitated through ill-health or retrenched so that they can remain economically active, employable or self-sustaining within their communities. Employees are entitled to a once-off course at no cost to the participant. These individuals will complete specific modules and will be issued with a certificate of attendance on completion of the said course. The stated courses exclude the cost of transport and accommodation, but include PPE (personal protective equipment) and meals.

Khumani will provide voluntary skills training programmes to employees with skills that are valuable outside the mining industry. The current communication channels to communicate information on the portable skills training will be through the mine newsletter, organised labour, Future Forum and the ETDF structure.

Employees will be trained in portable skills, as indicated in the table below. Entrepreneurial and business skills training will form part of all the offerings aimed at assisting individuals to become self-employed or to create opportunities for individuals to form SMMEs (small, medium, micro enterprises), and to become self-employed in the event of retrenchment.

In the situation where there are insufficient employees to meet the targets below, the numbers will be supplemented with community members.

**Table 14: Portable skills training plan for Khumani Mine**

Portable skills training per Patterson band	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
B	30	30	30	30	30	
C	15	15	15	15	15	
D	5	5	5	5	5	
<b>TOTAL</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	

**Note:** The figures above reflect the total number of candidates for portable skills training and not necessarily new intakes per annum.

## 2.9 Hard-to-fill vacancies

Hard-to-fill vacancies will be addressed by Khumani through the implementation of the skills development programmes and various learnerships, bursaries and graduate development programmes, and through attempts to build capacity in areas where needed (Form R – Table 15).

**Table 15: Form R – Hard-to-fill vacancies as at June 2013**

Occupation or specialisation title	Occupation code	Reason for occupation being scarce	Hard-to-fill vacancies (number) that were considered scarce during 2015	Add comments regarding the scarcity, i.e. which tasks/outputs that are critical to the occupation are not being met or performed by employees	What type of learning programmes are you planning to address this occupational scarcity?	NQF level
Electrical engineer (mines)	2015-215101	Absolute – lack of skilled people	1	GCC qualifications and sufficient management experience after obtaining GCC, also relative scarcity with regard to employment equity and industry attractiveness	National higher diploma	7
Mechanical engineer (mines)	2015-214401	Absolute – lack of skilled people	1	GCC qualifications and sufficient management experience after obtaining GCC, also relative scarcity with regard to employment equity and industry attractiveness	National higher diploma	7
Mechanical instrument technician	2015-311501	Absolute – lack of skilled people	1	Technical experience plus relative scarcity and industry attractiveness	MQA learnership	5
Instrument mechanician (industrial instrumentation and process control)	2015-672105	Absolute – lack of skilled people	1	Technical experience plus relative scarcity and industry attractiveness	MQA learnership	5
Metalliferous mining engineer	2015-214601	Absolute – lack of skilled people	1	Blasting ticket, job-specific and management experience, plus relative scarcity and employment equity, and also industry attractiveness	Bachelor's degree	7

## 2.10 Mentorship plan

Khumani actively promotes the practices of mentoring and coaching as part of all development interventions, i.e. succession planning, bursary programmes, and programmes for graduates and internships. Mentorship and coaching are considered key processes in people's development, employment equity, HRD, as well as performance management.

**Mentorship** is a formalised relationship between a mentor and a mentee, established to enhance the mentee's career by transferring and building skills and knowledge. The formalisation of this process entails scheduled meetings, clear objectives, regular monitoring and specified time frames for the achievement of goals.

**Coaching** is often an informal relationship, mostly between a line manager and/or specialist instructing and training the employee in terms of a specific skill or competency. Coaching is typically an integral part of every line manager's responsibilities and an ongoing process.

**Table 16: Mentorship strategic action plan**

Mentorship strategic action plan	Responsible department	Date to be completed
Identify employees in the company with specific mentoring and coaching needs and link them to a suitable mentor and/or coach.	HR Department	Ongoing
Assess the aptitude of line and senior management to be mentors and involve them as mentors.	HR Department	Ongoing
Ensure formal contracting between mentor and mentee (official contract available on DOS).	HR Department	Ongoing
Present formal training to mentors and mentees.	HR Department	Ongoing
Implement and monitor the mentoring programme.	HR Department	Ongoing

**Table 17: Mentorship plan for Khumani Mine 2017–2022**

Employee categories	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
Non-technical learnerships	10	10	10	10	10	
Bursaries	10	10	10	10	10	
Graduate trainees (internships)	8	9	10	10	10	
Employment equity groupings (successors, talent pool, women, etc.)	8	8	8	8	8	
Successors	40	40	40	40	40	
Supervisor and management development programmes	15	15	15	15	15	
Mentoring for professional registration (registered professional is required to mentor a prospective candidate)	2	2	2	2	2	
<b>TOTAL</b>	<b>98</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	

**Note:** The figures above reflect the total number of candidates being mentored and not necessarily new intakes per annum.

## 2.11 Bursaries

### 2.11.1 Bursars and graduate trainee programmes

Khumani's bursaries and graduate training programmes are provided under the following categories:

- Internal bursaries (study assistance) are made available to Khumani employees.
- Bursaries (mining-related disciplines) are made available to external applicants.
- Graduate training programme.
- SED bursaries (all disciplines) are made available to external applicants.

Khumani's bursary scheme is aimed at the development of suitable students who, on completion of their studies, may be afforded professional career opportunities within Khumani. Some learners in the Khumani graduate programme may be transferred to ARM to obtain specific training that cannot be offered at Khumani. Khumani actively promotes these opportunities at the local schools and local municipalities. All bursar appointments are made in line with the EAP and transformation targets and Khumani commits to the 80:20 principle to promote the inclusion of historically disadvantaged candidates in the bursary development scheme.

**Table 18: Strategic plan for the implementation of bursaries and graduate trainee programmes at Khumani Mine**

Strategic action plan	Responsible person	Date to be completed
The bursary fund will cater for students studying towards a mining-related tertiary-education qualification at a recognised South African tertiary-education institution.	HR	Ongoing
Opportunities for bursars and graduate trainees are advertised internally and externally utilising local newspapers and through the local municipalities.	HR	Ongoing
Bursaries will be awarded to students as per Khumani's selection criteria. Preference will be given to black persons and women.	HR	Ongoing
Those given mining-related bursaries will be expected to do vacation work and in-service training on the mine and also enter into service contracts as and if required.	HR	Ongoing
Mentors are appointed to mentor the students and graduates during vocational and/or experiential training.	HR	Ongoing
Progress in the bursary programme will be reported on an annual basis in the SLP report.	HR	Ongoing

Khumani bursaries will be awarded in line with the applications received and, where applicable, operational requirements.



**Table 19: Projected bursary and graduate targets at Khumani Mine 2017–2022**

Category	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
Internal bursaries (study assistance) are made available to Khumani employees	20	20	20	20	20	
Bursaries (mining-related disciplines) are made available to external applicants	10	10	10	10	10	
Graduate training programme	8	9	10	10	10	
<b>TOTAL</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>40</b>	<b>40</b>	

**Note:** The table above refers to the total number of learners during the year and not to new enrolments.

**Table 20: Targets for bursaries in mining-related disciplines based on scarce skills**

Field of study	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
Engineering mechanical/electrical	3	3	3	3	3	
Engineering mining	2	2	2	2	2	
Geology	1	1	1	1	1	
Engineering chemical/metallurgy	2	2	2	2	2	
Surveying	1	1	1	1	1	
Purchasing and supply chain management/logistics	1	1	1	1	1	
<b>TOTAL</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	

**Note:** The table above refers to the total number of learners during the year and not to new enrolments.

All bursar appointments will be made in line with the Khumani EE plan through the consistent application of the 80:20 principle in the recruitment process for bursars, and subsequently for graduates.

Khumani is committed to the absorption of graduate trainees, but cannot guarantee employment opportunities for bursars and graduates after the completion of their studies.

Khumani will appoint up to 10 graduate trainees at any point in time on a fixed-term basis. The fields of expertise required will be determined by operational requirements, recruitment needs and development needs to meet employment equity targets and the availability of suitable candidates. Assmang bursars who successfully complete their studies are given preference as and when opportunities for graduates arise.

**Table 21: Projected targets for graduate trainees at Khumani Mine**

Field of study	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	Total
Engineering mechanical/electrical	3	3	3	2	2	
Engineering mining	2	2	2	2	1	
Geology	1	1	1	1	1	
Engineering chemical/metallurgy	1	2	2	3	3	
Surveying	1	1	2	1	2	
Purchasing and supply chain management/logistics	0	0	0	1	1	
<b>TOTAL</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>10</b>	

**Note:** The table above refers to the total number of graduate trainees during the year and not to new enrolments. Wherever possible, the 80:20 principle will be applied in the selection of graduate trainees.

### 2.11.2 Study assistance (internal bursaries)

Internal bursaries are available to all Assmang Khumani employees. Individuals commit themselves to career development and the company supports the initiatives. It is important to mention that studies within the study assistance scheme are handled on an own-time basis, normally through correspondence learning. The process of awarding study assistance to employees will be implemented in line with the company's study assistance policy.

**Table 22: Strategic action plan for study assistance at Khumani Mine**

Study assistance strategic action plan	Responsible department	Date to be completed
To encourage current employees to progress in their careers, study assistance will be made available to employees within the boundaries of the published study assistance policy and/or mandate received from management in relation to study assistance.	Human Resources (organisation and development and talent management)	Ongoing
The identification of candidates will be guided by succession planning and career management processes per discipline.	Human Resources (organisation and development and talent management)	Ongoing
The final approval of study assistance for identified employees and/or employees who apply will be given by their immediate supervisors and heads of department in consultation with the organisation development and talent management section manager and any other relevant subject matter experts.	Human Resources (organisation and development and talent management)	Ongoing
Such studies are to be undertaken through institutions recognised by the company.	Human Resources (organisation and development and talent management)	Ongoing

**Table 23: Study assistance targets for Khumani Mine 2017–2022**

Occupational level	2017/2018	2018/2019	2020/2021	2021/2022	2022/2023	Total
Senior management (E band)	0	0	0	0	0	
Professionally qualified and experienced specialists and middle management (D band)	2	2	2	2	2	
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C band)	8	8	8	8	8	
Semi-skilled and discretionary decision-making (B band)	10	10	10	10	10	
<b>TOTAL</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	

**Note:** The figures above reflect the total number of projected grants per annum, and not only the new intake.

The number of employees assisted through the study assistance programme depends on the interest of employees in making use of the opportunity to further their studies.

## 2.12 Contractor management

Core contractors at Khumani are contractor employees working at the mine, where the central part of their business is extracting or supporting the extraction of ore from the ground for a period of three years until Khumani becomes self-reliant in this regard.

Taking the above into consideration, the following contractors are currently core, long-term contractors at Khumani. The operational requirements of Khumani will determine the number of and the terms of engagement with core contractors. This list is subject to change in line with the mine's operational requirements.

**Table 24: Core, long-term contractors at Khumani Mine**

Name of contractor	Services
E Cat	Dust suppression on roads
Lenfield	Earth moving
AEL	Blasting
Thebe Turnstone	Drilling

The following elements are managed:

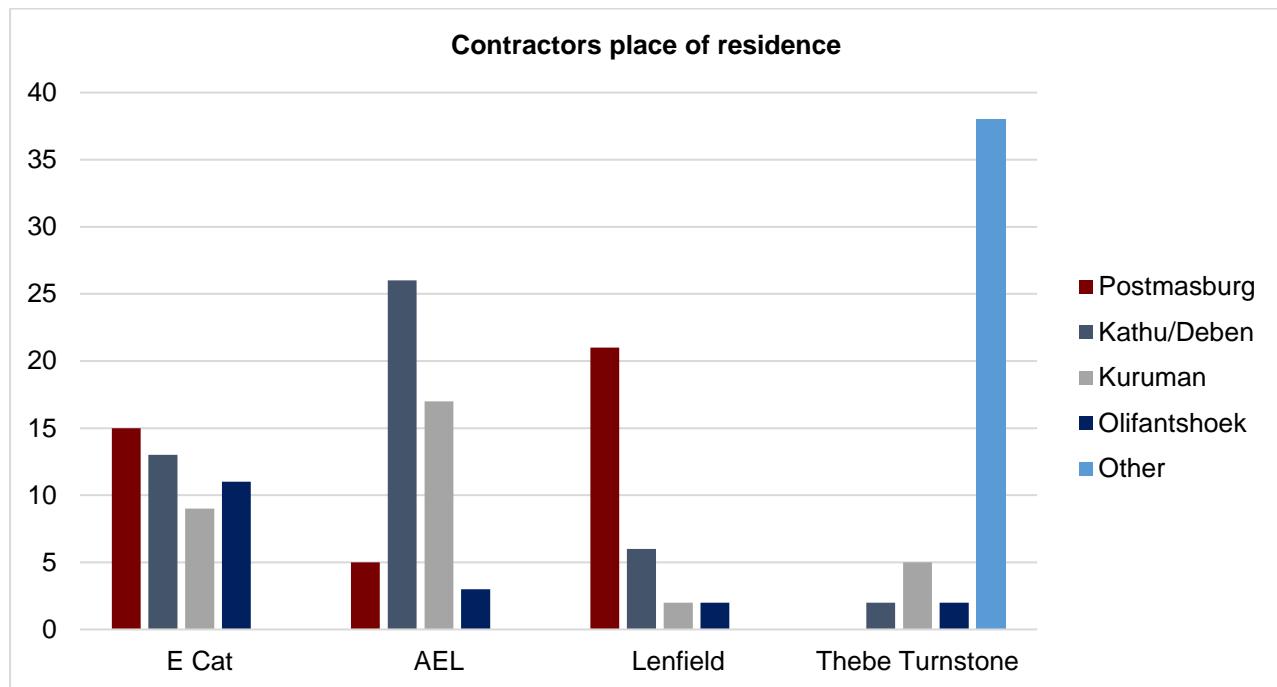
- Contractor's corporate compliance
- Contractor's local labour sending areas
- Contractor's training plan (operational requirements)

**Table 25: Contractor's compliance**

		Name of contractor		Company registration number		SARS clearance certificate		No. of employees per contractor		Services offered		Period of service		Reg. no. Letter of good standing from compensation commissioner		Expiry date		B-BBEE status		Compliance: OHS		Regional offices		Satellite offices		Distance from Khumani	
E Cat	2009/146943/23	2010/135296/23	05 Aug 2017	48	Dust suppression	3 years +	990000475671	30 April 2017	Level 2	Yearly medical & induction	Kuruman	Kathu	31 km														
Lenfield	30 April 2017	31	Earth moving	3 years +	990000116501	30 April 2017	Level 4	Yearly medical & induction	Daniëskull	Daniëskull	Daniëskull	Daniëskull	150 km														
Thebe Turnstone	13 Jul 2017	47	Drilling	3 years +	990001007902	30 April 2017	Level 7	Yearly medical & induction	Fochville	Kathu	Kathu	Kathu	31 km														
AEL	28 Jun 2017	51	Blasting	3 years +	990000102964	30 April 2017	Level 4	Yearly medical & induction	Johannesburg	Kathu	Kathu	Kathu	31 km														

**Table 26: Contractor's labour sending areas**

<b>Contractors</b>	<b>Postmasburg</b>	<b>Kathu/Deben</b>	<b>Kuruman</b>	<b>Olifantshoek</b>	<b>Other</b>	<b>Total</b>
E Cat	15	13	9	11	0	48
AEL	5	26	17	3	0	51
Lenfield	21	6	2	2	0	31
Thebe Turnstone	0	2	5	2	38	47
<b>TOTAL</b>	<b>41</b>	<b>47</b>	<b>33</b>	<b>18</b>	<b>38</b>	<b>177</b>

**Figure 5: Contractor's place of residence**

**Table 27: Core contractor training plan**

<b>Programme</b>	<b>Schedule</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>
Induction	All employees – annually	177	160	129	120	115
Khumani SHERQ	All employees – annually	177	160	129	120	115
Lock-out code	Supervisory level and upon request	78	68	37	30	25
Risk assessment	Supervisory level and upon request	177	160	129	120	115
Safety harness	As required					
Safety representative skills programme	Five courses annually	11	7	6	6	6
Isometrix	Site manager/supervisor only	8	8	6	6	6
Khumani standard procedures	All employees – annually	177	160	129	120	115
Khumani codes of practices	All employees – annually	177	160	129	120	115
Plant cleaner	With take-on	5	4	4	4	4
Belt attendant	With take-on	5	4	4	4	4
<b>Mining</b>						
Red licence	Requirement for red areas	60	55	50	55	50
Green licence	Requirement for green areas	40	35	35	40	40
Dover testing	Requirement for all mining machinery	50	30	35	30	30
<b>TOTAL</b>		<b>1 142</b>	<b>1 011</b>	<b>822</b>	<b>775</b>	<b>740</b>

## 2.13 Employment equity plan

### 2.13.1 Purpose of the employment equity plan

In order to consistently advance the objectives of EE transformation principles within the company, the approach adopted in this SLP is mainly in terms of the guidelines and principles as contained in the amended EE Act and its Regulations.

To this end, the EE plans have been prepared in accordance with section 20 of the Employment Equity Act 55 of 1998 and its amendments.

The objectives of the EE plan at Khumanani are to ensure that the company's workforce is in the long run representative of the demographics of the country and to enhance representation in the workplace.

The company re-affirms its commitment to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment.

The company's EE plan enhances its employment equity vision through attracting high-calibre staff, encouraging development through the provision of high-quality education and retaining talent. Particular efforts are directed at identifying HDP with talent, and providing accelerated training and development initiatives to assist their progress.

Khumani believes that employment equity is an integral part of building an effective and representative workforce and to ensure equality for all employees. The mine has therefore developed a transformation policy

and procedure for a structured and consultative EE transformation process to ensure that HDP, especially women, are developed and to ensure the diversification of the workplace.

Khumani ensures that the recruitment, selection and placement policies and practices are equitable and appropriately affirming. The progress and implementation of the EE plan is reported and explained in a consultative process through the recognised trade unions in the Equity Training and Development Forum (ETDF) meetings.

Khumani's EE programme focuses on the implementation of career paths and development opportunities, employment equity commitments (80% HDP, with 20% of that 80% who have to be women), targets, mentorships and skills development programmes. The programme is aligned with the EAP and seeks to increase the number of women in the mine. This must, however, take place within the constraints of the company's staff turnover rate and the natural attrition rate. Particular efforts are directed at identifying HBP with talent, and providing accelerated training and development initiatives to assist their progress.

**Table 28: Workforce profile statistics at Khumani Mine as at October 2016 (Form S)**

<b>Occupational level</b>	<b>Male</b>				<b>Female</b>				<b>Foreign</b>		<b>Total</b>	<b>Current HDP %</b>
	<b>Black African</b>	<b>Coloured</b>	<b>Indian</b>	<b>White</b>	<b>Black African</b>	<b>Coloured</b>	<b>Indian</b>	<b>White</b>	<b>Male</b>	<b>Female</b>		
Top management	0	0	0	0	0	0	0	0	0	0	0	0%
Senior management	3	1	0	5	0	0	0	0	0	0	9	44,4%
Professionally qualified, experienced specialists and mid-management	15	10	0	33	8	3	0	9	0	0	78	57,7%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	164	144	1	149	33	18	0	27	0	0	536	72,2%
Semi-skilled and discretionary decision-making	619	139	0	45	62	32	1	29	0	0	927	95,1%
Unskilled	13	9	0	3	14	6	0	1	0	0	46	93%
<b>Total</b>	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>0</b>	<b>0</b>	<b>1 596</b>	
Non-permanent	0	0	0	0	0	0	0	0	0	0	0	
<b>Grand total</b>	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>0</b>	<b>0</b>	<b>1 596</b>	

Fixed-term employees with contracts of longer than three months are included under the permanent complement as per the legislative description.

Khumani does not have an F band – F bands are at the corporate office of ARM.

**Table 29: People with disabilities as at October 2016**

	Male				Female				Foreign		Total
	Black African	Coloured	Indian	White	Black African	Coloured	Indian	White	Male	Female	
Employees with disabilities	2	9	0	7	1	4	0	0	0	0	23
Percentage of total employees	0,13%	0,56%	0,00%	0,44%	0,06%	0,25%	0,00%	0,00%	0,00%	0,00%	1 %

### 2.13.2 Employment equity strategies applied at Khumani

The following EE strategy will be applied at Khumani:

- The principle of 80% HDP, of which 20% should be women, in all talent pipelines
  - Succession planning
  - Learnerships
  - Bursaries
  - Graduates
  - Community training pools (specifically for females)
  - Khumani Youth Development Programme (Maths and Science intervention for girls in Grade 10 to Grade 12)
  - Persons with disabilities: soft skills learnerships

**Table 30: Strategic action plan for the implementation of employment equity at Khumani**

Employment equity strategic action plan	Responsible department	Date to be completed
Ensure that all feeder systems are aligned to the EE objectives (i.e. 80% of learnerships provided to HDP, of which 20% of that 80% are to be women).	HR Department	Ongoing
Focus will be placed on attracting and retaining HDP, including women, and nurturing talent to supplement the workforce complement and to plan for succession.	HR Department	Ongoing
Targeting the recruitment of HDP and women is a specific focus of the workforce plan. The company will use the EE monitoring form and effectively manage deviations to ensure all appointments are demographically aligned.	HR Department	Ongoing
Recruitment targets for HDP will be specifically aimed at developing and promoting such employees into management positions as and when these opportunities arise.	HR Department	Ongoing
Succession planning will focus on the identification of employees with the potential to be developed into management positions, and career development plans will drive the growth and advancement of these employees.	HR Department	Ongoing
Appropriate skills training in line with individual development plans will be provided for HDP and women to ensure that they acquire the appropriate skills and competencies.	HR Department	Ongoing
Mentoring of HDP to provide them with support and assistance to ensure that they can assume their roles with success.	HR Department	Ongoing

**Table 31: Historically disadvantaged persons (HDP): management targets for Khumani**

Occupational levels	As at October 2016 – HDP %	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
		HDP %				
<b>Senior management</b>	44,44%	54%	54%	54%	54%	60%
<b>Professionally qualified, experienced specialists and mid-management</b>	46,15%	52%	57,4%	60%	70%	75%
<b>Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents</b>	67,16%	70,9%	71,2%	74%	80%	88%
<b>***PWD</b>	1%	1%	1,5%	2%	2,5%	3%

The average staff turnover over the past two years has been below 1% per annum. The opportunity to change the workforce demographics through natural attrition is therefore very limited. Wherever possible the company will take every opportunity to change the demographics. However, in the absence of growth in the workforce these will be limited.

### 2.13.3 Participation of women

**Table 32: Strategic plan for the participation of women in mining**

Women in mining strategic action plan	Responsible person	Date to be completed
Continuously update and align the transformation policy to legislative requirements; communicate policy to all employees.	HR Department	Ongoing
Ensure that the commitment of 20% of 80% HDP applies in all feeder systems recruitment, i.e. learnerships, bursars, graduate trainees, etc.	HR Department	Ongoing
Establish the necessary structures that will advocate for women in mining.	HR Department	Ongoing
The Khumani Youth Development Programme aims to assist girls from the schools in the surrounding areas of JTG to improve in Maths and Science. Whenever there are opportunities in the form of bursaries and learnerships, KYDP will be serve as a sourcing pool.	HR Department	Ongoing
Identify and address barriers to the participation of women at all levels on an ongoing basis through a strategic and focused approach.	HR Department	Ongoing

**Table 33: Current participation of women at Khumani as at October 2016**

Women at the mine as at October 2016	AF	CF	IF	WF	Total no.	Total %
Support	34	43	1	60	138	9%
Core	83	16	0	6	105	7%
<b>Total</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>243</b>	<b>15%</b>

**Table 34: Women at the mine – targets**

<b>10% women in mining (a balance between core and support functions)</b>	<b>% women 2017/2018</b>	<b>% women 2018/2019</b>	<b>% women 2019/2020</b>	<b>% women 2020/2021</b>	<b>% women 2021/2022</b>
<b>Core</b>	6,75%	7,%	7,1%	7,39%	7,5%
<b>Support</b>	9%	9,5%	10,5%	11%	11%

The average staff turnover over the past two years has been below 1% per annum. The opportunity to change the workforce demographics through natural attrition is therefore very limited. Wherever possible the company will take every opportunity to change the demographics. However, in the absence of growth in the workforce these will be limited.





## **SECTION 3**

# **LOCAL ECONOMIC DEVELOPMENT**

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### **3 MINE COMMUNITY DEVELOPMENT**

#### **3.1 Introduction**

LED aims at building up the economic capacity of a local area to improve its economic future and quality of life for all. It is a process in which the public, businesses and the non-governmental sector work collectively to create better conditions for economic growth and employment generation.

Key principles underlying the LED:

- Since poverty and unemployment are the main challenges in South Africa, LED strategies must prioritise job creation and poverty alleviation.
- LED must target previously disadvantaged people, marginalised communities and geographical regions, black economic empowerment (BEE) enterprises and SMMEs to allow them to participate fully in the economic life of the country.
- Each locality may develop an approach that is best suited to its local context.
- LED promotes local ownership, community involvement, local leadership and joint decision-making.
- LED involves local, national and international partnerships between communities, businesses and the government to solve problems, create joint business ventures and build local areas.
- LED uses local resources and skills to maximise opportunities for development.

Local municipal officials and their municipalities can be key change agents in local economies. They can give direction and guidance to development and encourage partnership formation and joint action to create local economic opportunities and improve quality of life, taking into account that local challenges and opportunities are as varied as the individual communities themselves.

The LED pillar of each SLP should seek to enable the community in which the mine is operating to become an economically stronger entity by increasing (among other things) infrastructure, business and educational skills, entrepreneurship and income. Most of these communities are generally spatially marginalised and the design of the LED projects should seek to amplify opportunities as well as alleviate poverty. These skills and initial assistance given by the mine should have the potential to ensure that livelihoods created during the LED phase will be able to survive independently after the mine has exited each programme, and more specifically after the mine has closed.

Khumani is located in both the TLM and the GLM in the Northern Cape. The mine consists of a series of open-pit operations. It is situated adjacent to the town of Olifantshoek, approximately 60 km north of the Beeshoek Mine and adjacent to Kumba's Sishen Iron Ore Mine. The mine will align its activities with the integrated development plans (IDPs) of the JTGDM, GLM and GSLM, as well as the municipalities' LED plans, as these represent the municipality in which Khumanani is located and its major labour sending area. The towns forming part of the GLM area serve as the primary focus areas for economic development, while the GSLM and JTGDM will be the secondary focus areas.

#### **3.2 Socio-economic background information**

Socio-economic development plans are aimed at maximising the contribution of the mining industry to the country and communities in which the mine operates. In order to achieve an effective socio-economic impact, the mine needs to ensure that there is a greater alignment between the mine's business objectives and the needs of the community. A good working relationship between the mine and the relevant authorities as well as community structures needs to be maintained to ensure the development and implementation of the relevant municipal integrated development plans.

The JTGDM is situated in the Northern Cape and is bordered by the ZF Mgawu District Municipality and Francis Baard District Municipality to the south and west; North West (Dr Ruth Segomotsi Mompati District Municipality) to the east and north-east; and Botswana to the north-west. Administratively, the JTGDM comprises three local municipalities: (1) the GLM; (2) the GSLM; and (3) the Joe Morolong Local Municipality.

The GLM is the host municipality. The administrative head office of the municipality is located in Kathu. The municipal area of Gamagara consists of five towns, namely Kathu, Sesheng, Dibeng, Dingleton, and Olifantshoek.

Khumani will cooperate with the JTDM, GLM and GSLM in the formulation and implementation of the IDP and local economic development plan for communities surrounding the operation and its labour sending areas. This tradition complies fully with the provisions of the MPRDA and will continue to guide the efforts of Khumanzi in fulfilling its SED objectives as described in this chapter of the SLP.

The information is based on the 2016 STATSSA survey, with a review of the 2016 community survey statistics. However, the data on individual monthly income and employment status comes from the statistics of the 2011 SA National census.

### 3.2.1 Baseline information

**Table 35: Socio-economic profile of surrounding region – population**

Socio-economic indicators	Northern Cape	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga-Segonyana Local Municipality
<b>Black African</b>	48,10%	83,52%	48,57%	90,78%
<b>Coloured</b>	43,66%	10,03%	32,63%	5,37%
<b>Indian/Asian</b>	0,54%	0,37%	0,82%	0,37%
<b>White</b>	7,69%	6,07%	17,97%	3,48%
<b>Brief analysis:</b>	Black Africans are the dominant population group in all municipalities and the GLM shows very low numbers in terms of the total population within the municipality – less than 50% compared to the district municipality and the GSLM.			

**Table 36: Socio-economic profile of surrounding region – housing**

Socio-economic indicators	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga-Segonyana Local Municipality
<b>Formal</b>	87,51%	88,64%	91,08%
<b>Traditional</b>	6,85%	0	4,87%
<b>Informal</b>	5,64%	11,36%	4,05%
<b>Flush toilets with sewage system</b>	44,09%	91,61%	25,10%
<b>Pit latrines (without ventilation)</b>	45,03%	0,29%	65,36%
<b>No access to toilet facilities</b>	10,88%	8,10%	9,54%
<b>Piped water in dwelling</b>	50,64%	67,46%	31,39%
<b>Piped water in yard</b>	49,36%	32,54%	68,61%
<b>Water further than 200 metres away</b>	26,93%	88,17%	13,37%
<b>Waste removed by local municipality at least once a week</b>	69,61%	10,71%	82,31%
<b>Own refuse dump</b>	3,46%	1,12%	4,32%
<b>No refuse dump</b>	76,63%	86,38%	85,43%
<b>Electricity used for cooking</b>	65,17%	87,54%	74,28%
<b>Electricity for heat</b>	6,47%	7,70%	8,94%
<b>Gas for cooking</b>	1,68%	1,79%	3,00%
<b>Gas for heat</b>	1,40%	2,00%	1,22%

Socio-economic indicators	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga-Segonyana Local Municipality
<b>Paraffin for cooking</b>	1,93%	0,56%	3,93%
<b>Paraffin for heat</b>	15,50%	3,92%	4,41%
<b>Wood for cooking</b>	31,23%	10,11%	18,79%
<b>Wood for heat</b>	87,51%	88,64%	91,08%
<b>Brief analysis:</b>	<p>The majority of individuals reside in formal settlements, which makes the housing profile appear more formalised at all geographical levels.</p> <p>The GLM shows a very high percentage of 91,6% of people with access to a sewage system. This is a good sign, as it shows that the GLM has good-quality sanitation usage and is highly urbanised.</p> <p>The water system at all geographical levels is fairly formalised and refuse disposal by households in the GLM is formal, with a high percentage of 88,12%, but less formal at the district municipal level and the GSLM, with over 50% of households having to use their own refuse dump. Electricity proves to be the main source of energy for both cooking and heating at all geographical levels.</p>		

**Table 37: Socio-economic profile of surrounding region – individual monthly income**

Socio-economic indicators	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga-Segonyana Local Municipality
<b>No income</b>	43,99%	40,54%	45,89%
<b>R1–R1 600</b>	41,20%	24,05%	37,90%
<b>R1 601–R6 400</b>	8,19%	19,24%	9,23%
<b>R6 401–R51 200</b>	7,18%	15,47%	6,77%
<b>R51 201 or more</b>	3,23%	0,11%	0,21%
<b>Brief analysis:</b>	<p>Approximately 40% of the population in all municipalities has no income, and an average total of 34% of the population earns from R1–R1 600 per month, which means they earn R19 200 and less per annum.</p>		

**Table 38: Socio-economic profile of surrounding region – employment status**

Socio-economic indicators	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga-Segonyana Local Municipality
<b>Employed</b>	31,83%	53,64%	33,67%
<b>Unemployed</b>	13,45%	11,53%	17,14%
<b>Discouraged workers</b>	7,97%	2,92%	6,58%
<b>Other – not economically active</b>	46,75%	31,91%	42,61%
<b>Brief analysis:</b>	Less than 50% of the working age population was employed at the time of the census 2011, but in the GLM slightly more than 50% of the population was employed. An average of 38% was not economically active.		

**Table 39: Socio-economic profile of surrounding region – highest level of education**

Socio-economic indicators	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga-Segonyana Local Municipality
<b>No or limited primary school education</b>	17,98%	14,71%	16,03%
<b>Completed primary school</b>	4,43%	2,46%	4,67%
<b>Completed part of secondary school</b>	4,89%	4,66%	4,50%
<b>Completed secondary school</b>	15,72%	22,80%	18,03%
<b>Higher education</b>	4,09%	7,21%	4,09%
<b>Brief analysis:</b>	The numbers in terms of education are not impressive at all geographical levels. Less than 30% of the population managed to complete their secondary-school education, and out of that 30%, a total average of only 5% managed to get a higher education. This could mean the level of education in the municipalities is very low.		

**Table 40: Socio-economic profile of surrounding region – demographic profile by age**

Northern Cape								
	Black African		Coloured		Indian/Asian		White	
	Male	Female	Male	Female	Male	Female	Male	Female
0–14 years (children)	30,12%	30,09%	27,42%	26,24%	18,87%	38,37%	19,10%	18,57%
15–34 years (youth)	37,99%	35,93%	38,31%	36,45%	52,24%	32,49%	29,21%	25,53%
35–64 years (adults)	24,74%	24,12%	27,33%	27,42%	23,58%	15,49%	32,00%	30,28%
65+ (elderly)	7,14%	9,86%	6,93%	9,89%	5,30%	13,65%	19,69%	25,61%
<b>Brief analysis:</b>	The largest proportion of the population across all population groups is the youth (aged 15–34).							

### 3.3 Khumani infrastructure development and poverty alleviation programmes

The adequate supply of infrastructure services has long been viewed as essential for economic development and poverty reduction. There is a growing consensus that the private sector is expected to help in meeting the significant needs associated with infrastructure construction, and to some extent finance projects aimed at infrastructure development.

Through a consultative process with the local municipalities, Khumani is committed to contributing to the improvement of the infrastructure and service delivery within the affected communities.

Throughout the life of the mine, Khumani intends to play an ongoing role in the formulation and implementation of the IDP for the areas surrounding the mine. The mine will participate in local economic development through the established IDP frameworks. Following approval of funds, the projects will be monitored and progress recorded on a regular basis to indicate information such as the number of jobs created, the number of beneficiaries and the financial expenditure on the projects. Both quantitative and qualitative information will be reported in the mine's annual SLP report, to be submitted to the regional Department of Mineral Resources (DMR).

Tables 42 to 54 detail the local economic development projects envisaged to be supported by the mine, taking cognisance of the socio-economic needs as highlighted in the early section of this chapter, and that are in line with the objectives of the integrated development programmes of the GLM, GSLM and JTGD.

Table 41 details the mine's communication with the various stakeholders.

**Table 41: Record of communication between Khumani Iron Ore Mine and the various stakeholders**

Date	Intervention/meeting	Stakeholder(s) present
11 October 2016	Stakeholder meeting	Khumani Mine, Ga-Segonyana LM, Gamagara LM, NCNGOCO, Department of Social Development
13 October 2016	SLP 3 workshop	Khumani Mine, NCNGOCO, Ga-Segonyana LM, Gamagara LM, Department of Social Development
20 November 2016	Ga-Segonyana Municipality IDP community consultation meeting	Khumani Mine, T Dilotsotlhe
20 January 2017	Gamagara Municipality IDP representative forum meeting	Khumani Mine, E Rost
24 January 2017	Letters sent 'SLP 3 project identification' to Gamagara Municipality and Ga-Segonyana Municipality, in preparation for SLP 3 meeting held on 10-02-2017.	
10 February 2017	SLP 3 stakeholder meeting	Khumani Mine, JTGDM, Gamagara LM, Ga-Segonyana LM, NCNGOCO
March 2017	Readiness assessments of identified projects	Gamagara LM, Ga-Segonyana LM, KHU, Aurecon
26 May 2017	SLP 3 consultation meeting	Khumani Mine, JTGDM, Gamagara LM, Ga-Segonyana LM, NCNGOCO
31 May 2017	Discuss budget changes to project	Ga-Segonyana LM
07 June 2017	SLP 3 consultation meeting	Khumani Mine, Gamagara LM, Ga-Segonyana LM, NCNGOCO
26 June 2017	Future Forum meeting	Khumani Mine, Gamagara LM, JTGDM, Ga-Segonyana LM, NCNGOCO, DMR

### 3.4 Implementation of poverty alleviation and infrastructure development projects

Clearly evident in the IDPs of the local and district municipalities and supported in the spatial development plans for the area is the need for significant infrastructure development projects such as housing, accommodation and recreational facilities. There is also a substantial need to provide unemployed local people with accredited training in mining-related and other portable skills. The establishment of a skills database could provide both the mines and other businesses with a drive to increase local recruitment. Through an integrated business plan between all the stakeholders, and considering the proximity of other mines such as Sishen, the synergies between the operations could be developed in order to facilitate a pool of skilled, employed people living in communities developed in a sustainable manner.

There are several opportunities for the development of enterprises with the potential to ensure sustainability, provided Khumanani continuously measures the growth of the project(s) and guides beneficiaries into self-sustainability through a clear exit strategy.

At the time of writing this SLP, Khumanani is an operation with sufficient funds available for investment in local initiatives. The mine therefore undertakes to spend a total of R100 500 000 on the development and support of the LED over the five-year period of this SLP. For project sheets detailing the annual key performance indicators, please refer to Table 42 below.



**Table 42: Five-year project plan for local economic development projects at Khumanani Mine**

Project number	PROJECT DESCRIPTION	TYPE OF COMMITMENT	2017–2018	2018–2019	2019–2020	2020–2021	2021–2022	FIVE-YEAR BUDGET
			YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	
<b>INFRASTRUCTURE DEVELOPMENT</b>								
GS001	Ga-Segonyana/Kuruman bulk water supply	Ga-Segonyana LM	R7 000 000	R35 000 000				
GS002	Ga-Segonyana LM waste removal	Ga-Segonyana LM	R500 000	R2 000 000	R2 500 000			R5 000 000
GAM001	Temporary sanitation facilities at Dibeng informal settlement	Gamagara LM		R1 200 000	R1 500 000	R1 000 000		R3 700 000
GAM002	Repair of Mapoteng sewerage pump station	Gamagara LM	R500 000	R1 500 000	R300 000			R2 300 000
GAM003	Bulk water supply to Sisheng, Mapoteng	Gamagara LM	R-	R5 000 000	R5 000 000	R6 000 000		R21 000 000
GAM004	Upgrading of the Dibeng waste water treatment works	Gamagara LM	R2 000 000	R2 000 000	R2 000 000			R6 000 000
GAM005	Sewer pump station upgrading at Kathu (called Dibeng crossing)	Gamagara LM	R500 000	R3 000 000	R3 000 000	R1 500 000		R8 000 000
GAM006	Waste management programme	Gamagara LM				R2 500 000		R5 000 000
	<b>Total infrastructure development</b>		R10 000 000	R19 000 000	R20 500 000	R20 000 000	R16 500 000	<b>R86 000 000</b>
<b>ENTERPRISE DEVELOPMENT</b>								
GAM007	Incubation and training – furniture-making project	Gamagara LM	R600 000	R3 000 000				
GAM008	Training and incubation with respect to portable skills	Gamagara LM	R2 000 000	R1 500 000	R1 000 000	R1 000 000	R1 000 000	<b>R7 000 000</b>
	<b>Total enterprise development</b>		R2 600 000	R2 100 000	R2 100 000	R1 600 000	R1 600 000	<b>R10 000 000</b>
<b>COMMUNITY DEVELOPMENT</b>								
KHU001	Khumani community bursaries	Ga-Segonyana LM and Gamagara LM	R750 000	R650 000	R450 000	R150 000	R-	R2 000 000
GS003	Health support towards the Kuruman Hospital	Ga-Segonyana LM			R150 000	R1 350 000	R-	R1 500 000
GAM009	ABET project	Gamagara LM	R-	R-	R500 000	R500 000	R1 000 000	R1 000 000
	<b>Total community development</b>		R750 000	R600 000	R2 000 000	R500 000	<b>R4 500 000</b>	
	<b>Grand total</b>		R13 350 000	R21 750 000	R23 200 000	R18 600 000	R1 500 000	

Project name	Ga-Segonyana/Kuruman bulk water supply		Project no.	GS001	Project class Infrastructure, enterprise, community	Infrastructure		
	Project relevance <i>In terms of developmental needs of the area</i>	Project description <i>Provide details such as length, diameter, capacity, etc.</i>				IDP rev.	Year	Project ref. no.
	The project forms part of a dedicated project of the Ga-Segonyana Local Municipality for the bulk supply of potable water to communities (Kuruman, Bankhara Bodulong and Wrenchville) in the local municipality. As part of this project, additional water sources were identified, of which four boreholes in Bankhara Bodulong were drilled in a previous phase of the project. This phase of the project entails equipping these four boreholes with the combined capacity of 55 l/s with the following: Four pump sets complete with electrical supply and electronic motor controls; 5.1 km of HDPE rising mains varying in diameter from 160 mm to 355 mm. Upgrading of an additional four borehole pumps in Kuruman, as well as installation of telemetry system to operate the system.					In IDP (Y/N)		
Project stage in current year <i>Conceptual (C), feasibility (F), design and tender (D&amp;T), implementation (I)</i>	Design and tender	Project partners	Ga-Segonyana Local Municipality and Asmang Khuman Mine			IDP rev.	Year	Project ref. no.
		Funding partners	(DWS) Preceding phase – not this phase specifically.	Yes		May 2015	2015/16	P1.19 & P1.8
Beneficiaries	5 551 hh	Comments	Census 2011, Kuruman & Wrenchville (3 140, Bankhara Bodulong 2 411)		Project start	01 July 2017		
Community	Bankhara Bodulong; Kuruman & Wrenchville	L.M	Ga-Segonyana Local Municipality		Project finish	31 Dec 2021		
Geographical location of project	Ward	Vward 1	DM	John Taolo Gaetsewe District Municipality	Project exit	30 June 2022		
Expected number of jobs to be created	Adult male	10	Youth male (<35)	10	TOTAL	40		
	Adult female	10	Youth female (<35)	10	Short (<5 m)	25	Medium Project life	15
							Long Permanent	

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Agreement between Khumanzi and Ga-Segonyana	Khumani Mine Ga-Segonyana LM	Initiation	Signed project and funding agreement																					
Project-specific project plan	Khumani Mine	Planning	Approved project-specific project plan																					
Agreement with design consultant (already appointed)	Khumani Mine	Execution	Signed professional services agreement																					
Environmental impact assessment	Consultant (Aurecon)	Execution	Approved ROD from DENC																					
Completed design	Consultant (Aurecon)	Execution	Approved design report																					
Procurement of contractor	Ga-Segonyana LM, Khumanzi Mine and design consultant (Aurecon)	Execution	Contractor appointment letter and signed contract																					
Completed infrastructure	Contractor (TBA)	Execution	Certificate of completion																					
Project closure	Consultant (Aurecon)	Closeout	Approved closeout report																					
Handover to municipality	Khumani Mine, Ga-Segonyana LM, consultant (Aurecon)	Exit strategy	Acceptance document by LM																					
Final handover after defects liability period	Khumani Mine, Ga-Segonyana LM, contractor (TBA), consultant (Aurecon)	Exit strategy	Final approval certificate																					
<b>Cash flow TOTAL</b>			R35 000 000																					
				R7 000 000																				
					R7 000 000																			
						R7 000 000																		
							R7 000 000																	

Project name	Ga-Segonyana LM waste removal	Project no.	GS002	Project class Infrastructure, enterprise, community	Infrastructure
<b>Project description</b> <i>Provide details such as length, diameter, capacity, etc.</i>	To support the waste removal programme of Ga-Segonyana Municipality by obtaining three skip loader trucks, 20 skip bins, one grabber truck, and one compactor truck (or as per available budget), as well as the electrification of the weigh bridge and buy-back centre at the landfill site.	<b>Project relevance</b> <i>In terms of developmental needs of the area</i>	This project will address a basic need of the community. It will also assist the municipality to comply with the waste information service needed by Department of Environmental Affairs (DEA). The municipality, through the intervention of the DEA, has already trained 300 people to work on the landfill site as refuse handlers. The sourcing of this equipment forms part of the DEA intervention programme.		
<b>Project stage in current year</b> <i>Conceptual (C), feasibility (F), design and tender (D&amp;T), implementation (I)</i>	Implementation	Project partners	DEA as statutory body	In IDP (Y/N)	IDP rev.
		Funding partners	None	Yes	1
					2017
				Project start	Apr 2019
<b>Geographical location of project</b>	<b>Community</b> <b>Ward</b>	<b>Beneficiaries</b> <b>Comments</b>	32 669 hh/104 000 people	<b>Project finish</b>	Mar 2021
		Community and the environment	LM	Ga-Segonyana	
	All 14 wards of Ga-Segonyana	DM	JTGDM	Project exit	Mar 2021
<b>Expected number of jobs to be created</b>	<b>Adult male</b> <b>Adult female</b>	<b>Youth male (&lt;35)</b> <b>Youth female (&lt;35)</b>	0 0	<b>TOTAL</b> <b>Short (&lt;5 m)</b>	0 0
				<b>Medium Project life</b>	0
				<b>Long Permanent</b>	0

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4													
				July 2017–June 2018				July 2018–June 2019				July 2019–June 2020				July 2020–June 2021				July 2021–June 2022				
Agreement between Khumanani and Gamagara LM	Khumani Mine Ga-Segonyana LM	Initiation	Signed project and funding agreement									X												
Project-specific project plan	Khumani Mine Ga-Segonyana LM	Planning	Approved project-specific project plan									X	X											
Procurement of suitable equipment	Khumani Mine	Design and execution	Specification document									X												
Suitable supplier appointed	Khumani Mine	Execution	Appointment letter for suitable supplier									X												
Implementation of project activities	Khumani Mine/Engineer	Execution	Progress reports Delivery notes on equipment received Updated asset register									X	X	X										
Project closure	Khumani Mine	Closeout	Final deliverable reached Closeout report									X												
Project handover	Khumani Mine, Gamagara LM	Exit	Handover ceremony																	X				
<b>Cash flow TOTAL</b>												R5 000 000									R500 000			R2 500 000

Project name	Temporary sanitation facilities at Dibeng informal settlement	Project no.	GAM001	Project class Infrastructure, enterprise, community	Infrastructure
<b>Project description</b> <i>Provide details such as length, diameter, capacity, etc.</i>	Providing temporary toilets to ± 550 households, with future intentions by the municipality to convert them into permanent infrastructure connected to the sewer mainline in 2018/ 2019. (The exact number of toilets to be constructed with this funding must still be determined.)	<b>Project relevance</b> <i>In terms of developmental needs of the area</i>	Dibeng has 1 300 informal settlement households that do not have toilet facilities. The project aims to improve the health and human dignity of the affected households. The project will also be used as a baseline cost for co-funding of the entire project of connecting the 1 300 households' sanitation programme, which will include the connection to the main sewerage line. (The exact number of toilets to be constructed with this funding must still be determined.)		
<b>Project stage in current year</b> <i>Conceptual (C), feasibility (F), design and tender (D&amp;T), implementation (I)</i>	Feasibility	Project partners	Gamagara LM and Khumanzi Mine	In IDP (%)	Year
		Funding partners		Yes	2016/17
					2017
					PWS0020
<b>Beneficiaries</b>	550 hh	Comments	550 households will benefit	Project start	Jul 2019
<b>Geographical location of project</b>	Community	Dibeng	LM	Project finish	Jun 2021
	Ward	2	DM	Project exit	Jun 2021
			JTGDM		
<b>Expected number of jobs to be created</b>	Adult male	4	Youth male (<35)	TOTAL	12
	Adult female	2	Youth female (<35)	Short (<5 m)	12
				Medium Project life	12
				Long Permanent	

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4																	
				July 2017–June 2018				July 2018–June 2019				July 2019–June 2020				July 2020–June 2021				July 2021–June 2022				
Community buy-in	Gamagara LM	Inception	Community consultation report																					
Agreement between Gamagara LM and Khumanzi Mine	Gamagara LM and Khumanzi Mine	Initiation	Signed project, funding agreement and appointment of service provider																					
Feasibility study	Gamagara LM and Khumanzi Mine	Planning	Approved toilet design and implementation methodology																					
Implementation of project activities	Gamagara LM and Khumanzi Mine	Execution	Final deliverable reached																					
Project closure	Gamagara LM and Khumanzi Mine	Closeout	Handover of the project																					
<b>Cash flow TOTAL</b>				<b>R3 700 000</b>				<b>R1 200 000</b>				<b>R1 500 000</b>				<b>R1 000 000</b>								

Project name	Repair of Mapoteng sewerage pump station	Project no.	Project class		Infrastructure
			Infrastructure, enterprise, community	GAM002	
<b>Project description</b> Provide details such as length, diameter, capacity, etc.	The current Mapoteng sewerage pump station is experiencing some operational challenges. The aim of the project will be to repair/refurbish and/or upgrade the pumps and ensure they are operating effectively.	Project relevance <i>In terms of developmental needs of the area</i>	The current pump station is not functioning according to specifications, resulting in sewerage dumping in open areas and streets, which poses a serious health risk for community members.		
<b>Project stage in current year</b> Conceptual (C), feasibility (F), design and tender (D&T), implementation (I)	Conceptual	Project partners Gamagara LM and Khumanzi Mine	In IDP (Y/N)	IDP rev.	Year
	Funding partners		Yes	2016/17	2017
<b>Beneficiaries</b>	1 265 hh	Comments	1 265 households will benefit	Project start	Jul 2017
<b>Geographical location of project</b>	Community Ward	Mapoteng LM DM	Gamagara LM JTGDM	Project finish Project exit	Jun 2018 Jul 2019
<b>Expected number of jobs to be created</b>	Adult male Adult female	Youth male (<35) Youth female (<35)	TOTAL 0	Medium Project life 0	Long Permanent 0
			Short (<5 m) 0		

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				July 2017–June 2018	July 2018–June 2019	July 2019–June 2020	July 2020–June 2021	July 2021–June 2022	July 2022–June 2023	July 2023–June 2024	July 2024–June 2025	July 2025–June 2026	July 2026–June 2027	July 2027–June 2028	July 2028–June 2029	July 2029–June 2030	July 2030–June 2031	July 2031–June 2032	July 2032–June 2033	July 2033–June 2034	July 2034–June 2035	July 2035–June 2036	July 2036–June 2037	
Agreement between Gamagara LM and Khumani Mine	Gamagara LM and Khumani Mine	Initiation	Signed project funding agreement and appointment of service provider																					
Project scope	Gamagara LM and Khumani Mine	Planning	Approved project plan and scope																					
Suitable contractor/service provider appointed	Khumani Mine	Procurement	Tender documents, site meeting minutes Appointment letter																					
Implementation of project activities	Khumani Mine/Gamagara LM/service provider	Execution	Monthly progress report Payment certificates Minutes and inspection reports																					
Project closure	Gamagara LM and Khumani Mine	Closeout	Handover of the project																					
<b>Cash flow TOTAL</b>			<b>R2 300 000</b>																					
				<b>R500 000</b>																				
					<b>R1 500 000</b>																			
						<b>R300 000</b>																		

Project name	Bulk water supply to Sesheng/Mapoteng	Project no.	GAM003	Project class Infrastructure, enterprise, community	Infrastructure
<b>Project description</b> Provide details such as length, diameter, capacity, etc.	Sesheng/Mapoteng is experiencing challenges with regard to bulk water supply to the communities. A feasibility study was done as part of the water master plan programme and various options were investigated. These include borehole development in the Kai Appel area, water supply from the Gamagara link line, etc.	<b>Project relevance</b> <i>In terms of developmental needs of the area</i>	Water master planning was done during 2014 and bulk water supply to Sesheng/Mapoteng has been identified as a priority within the Gamagara municipal area.		
<b>Project stage in current year</b> Conceptual (C), feasibility (F), design and tender (D&T), implementation (I)	Feasibility	Project partners	Gamagara LM and Khumanzi Mine	In IDP (Y/N)	IDP rev.
	Funding partners	Khumanzi Mine	Yes	2016/17	2017
<b>Beneficiaries</b>	4 975 hh	Comments	Households residing in Sesheng and Mapoteng will benefit from this project.	Project start	Jul 2018
<b>Geographical location of project</b>	Community	Sesheng, Mapoteng	LM	Project finish	Dec 2021
	Ward	5	DM	Project exit	Jun 2022
<b>Expected number of jobs to be created</b>	Adult male	3	Youth male (<35)	TOTAL	10
	Adult female	2	Youth female (<35)	Short (<5 m)	Medium Project life
				10	Long Permanent

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				July 2017–June 2018	July 2018–June 2019	July 2019–June 2020	July 2020–June 2021	July 2021–June 2022	July 2021–June 2022	July 2022–June 2023	July 2023–June 2024	July 2024–June 2025	July 2025–June 2026	July 2026–June 2027	July 2027–June 2028	July 2028–June 2029	July 2029–June 2030	July 2030–June 2031	July 2031–June 2032	July 2032–June 2033	July 2033–June 2034	July 2034–June 2035	July 2035–June 2036	
Agreement between Khumanzi and Gamagara LM	Khumani Mine Gamagara LM	Initiation	Signed project and funding agreement			X																		
Project-specific project plan	Khumani Mine Gamagara LM	Planning	Approved project-specific project plan			X																		
Suitable engineer appointed for needs analysis and project implementation	Khumani Mine	Procurement	Engineer appointed			X	X																	
Design for newly planned infrastructure	Khumani Mine/engineer	Execution	Concept and viability report including a preliminary design Final design report			X	X																	
Suitable contractor/supplier appointed	Khumani Mine	Execution	Tender documents Site meeting minutes Appointment letter for suitable contractor/supplier			X	X																	
Implementation of project activities	Khumani Mine/engineer	Execution	Monthly progress reports Payment certificates Site meeting minutes and inspection reports			X	X	X	X															
Project closure	Khumani Mine	Closeout	Final deliverable reached Closeout report			X																		
Project handover	Khumani Mine, Gamagara LM	Exit	Handover ceremony			R21 000 000																	X	
<b>Cash flow TOTAL</b>																								<b>R6 000 000</b>

Project name	Upgrading of the Dibeng waste water treatment works	Project no.	Project class Infrastructure, enterprise, community
<b>Project description</b> Provide details such as length, diameter, capacity, etc.	Upgrading of the existing waste water treatment plant at Dibeng. The current oxidation pond system of 0.3 Ml/day is being upgraded to a system of 1.5 Ml/day, which includes an anaerobic pond system. This upgrading is needed to accommodate the new internal sewer system constructed for 3 000 hh in the area.	<b>Project relevance</b> <i>In terms of development needs of the area</i>	The Gamagara LM is already in the process of installing internal sewer systems in the town of Deben through MIG funding. They stopped the implementation of the internal sewer system due to the capacity constraints with the existing waste water treatment plant.
<b>Project stage in current year</b> <i>Conceptual (C), feasibility (F), design and tender (D&amp;T), implementation (I)</i>	Implementation	<b>Project partners</b> <b>Funding partners</b>	Gamagara LM and COGHSTA (MIG) MIG funded the R33 million project, but R6 million of the R33 million should be COUNTER-FUNDED by Gamagara LM (Khumani to assist with R6 million as counter-funding)
<b>Geographical location of project</b>	<b>Community</b> <b>Ward</b>	<b>Beneficiaries</b> 3 150 hh	<b>Comments</b> Entire Deben will benefit from this project. <b>Project start</b> Oct 2017
<b>Expected number of jobs to be created</b>	<b>Adult male</b> 6	<b>Youth male (&lt;35)</b> 8	<b>TOTAL</b> 20
<b>Adult female</b> 2	<b>Youth female (&lt;35)</b> 4	<b>Short (&lt;5 m)</b> <b>Medium Project life</b> 20	<b>Long Permanent</b>

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				July 2017–June 2018	July 2018–June 2019	July 2019–June 2020	July 2020–June 2021	July 2021–June 2022																
Agreement between Khumanि and Gamagara LM	Khumani Mine Gamagara LM	Initiation	Signed project and funding agreement	X																				
Project-specific project plan	Khumani Mine Gamagara LM	Planning	Approved project-specific project plan Agreement with respect to the procurement processes already in place and finalised		X																			
Implementation of project activities	Khumani Mine	Execution	Monthly progress reports and payment certificates		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Project closure	Khumani Mine	Closeout	Final deliverable reached Closeout report																					
Project handover	Khumani Mine, Gamagara LM	Exit	Handover ceremony																					
<b>Cash flow TOTAL</b>				<b>R6 000 000</b>				<b>R2 000 000</b>																

Project name	Sewer pump station upgrading at Kathu (Deben crossing)	Project no.	GAM005	Project class Infrastructure, enterprise, community	Infrastructure
<b>Project description</b> Provide details such as length, diameter, capacity, etc.	Upgrading of the existing sewer pump station at the Deben crossing to accommodate the increased sewerage volumes due to population growth. This is a main sewer pump station that services the entire Kathu area. (Estimated cost R8 000 000.)	Project relevance <i>In terms of developmental needs of the area</i>	Bulk sewer pump station, pumping all sewerage from Kathu to the Kathu waste water treatment works, is a project of critical importance for the municipality to implement. Phase 1 of the bulk sewer project was implemented during 2009. It is now critical to upgrade the pump station, since major sewerage spillages take place in this area due to the limited capacity of the pump station.		
<b>Project stage in current year</b> Conceptual (C), feasibility (F), design and tender (D&T), implementation (I)	Feasibility	Project partners	Gamagara LM and Khumanzi Mine	In IDP (Y/N)	IDP rev.
		Funding partners	Khumanzi Mine	Yes	2016/17
		Comments	All residents in Kathu will benefit from this project.	Project start	Apr 2018
<b>Geographical location of project</b>	Community	Kathu	LM	Gamagara LM	Project finish
	Ward	5, 6, 7	DM	JTGDM	Project exit
<b>Expected number of jobs to be created</b>	Adult male	5	Youth male (<35)	2	TOTAL
	Adult female	5	Youth female (<35)	2	Short (<5 m)
				14	Medium Project life
					Long Permanent

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				July 2017–June 2018	July 2018–June 2019	July 2019–June 2020	July 2020–June 2021	July 2021–June 2022	July 2021–June 2022	July 2022–June 2023	July 2023–June 2024	July 2024–June 2025	July 2025–June 2026	July 2026–June 2027	July 2027–June 2028	July 2028–June 2029	July 2029–June 2030	July 2030–June 2031	July 2031–June 2032	July 2032–June 2033	July 2033–June 2034	July 2034–June 2035	July 2035–June 2036	
Agreement between Khumanzi and Gamagara LM	Khumani Mine Gamagara LM	Initiation	Signed project and funding agreement			X																		
Project-specific project plan	Khumani Mine Gamagara LM	Planning	Approved project-specific project plan			X																		
Design for newly planned infrastructure	Khumani Mine/engineer	Execution	Concept and viability report, including a preliminary design Final design report			X	X	X																
Suitable contractor/supplier appointed	Khumani Mine	Execution	Tender documents Site meeting minutes Appointment letter for suitable contractor/supplier			X	X	X																
Implementation of project activities	Khumani Mine/engineer	Execution	Monthly progress reports Payment certificates Site meeting minutes and inspection reports			X	X	X	X															
Project closure	Khumani Mine	Closeout	Final deliverable reached Closeout report														X							
Project handover	Khumani Mine, Gamagara LM	Exit	Handover ceremony															X						
<b>Cash flow TOTAL</b>			<b>R8 000 000</b>			<b>R500 000</b>			<b>R3 000 000</b>			<b>R3 000 000</b>			<b>R1 500 000</b>									

Project name	Waste management programme	Project no.	GAM006	Project class Infrastructure, enterprise, community	Infrastructure
<b>Project description</b> <i>Provide details such as length, diameter, capacity, etc.</i>	Feasibility study with all relevant geo-technical investigations and EIA studies to identify a suitable new landfill site in Dibeng to cater for the Kathu, Seshego, Mapoteng and Dibeng areas.	<b>Project relevance</b> <i>In terms of developmental needs of the area</i>	The current landfill site at Dibeng will reach its full capacity within the next two years. The municipality must start with the necessary planning processes to identify and secure a suitable new site.		
<b>Project stage in current year</b> <i>Conceptual (C), feasibility (F), design and tender (D&amp;T), implementation (I)</i>	Conceptual	<b>Project partners</b> Gamagara LM	<b>In IDP (Y/N)</b>	<b>IDP rev.</b>	<b>Year</b>
	Funding partners	MLG project still to be registered for the implementation phase. Gamagara LM to fund the feasibility study (Khumanzi to assist with R5 000 000 as counter-funding for all professional investigations and studies).	Yes	2016/17	2017
<b>Beneficiaries</b>	5 807 hh	<b>Comments</b>	All solid waste to be handled at the solid waste site at Dibeng.	<b>Project start</b>	Jan 2020
<b>Geographical location of project</b>	Community Deben	LM	Gamagara LM	<b>Project finish</b>	Mar 2022
Ward	1, 2, 5, 6, 7	DM	JTGDM	<b>Project exit</b>	Mar 2022
<b>Expected number of jobs to be created</b>	Adult male 2	Youth male (<35) 3	<b>TOTAL</b> 5	<b>Medium Project life</b>	<b>Long Permanent</b>
	Adult female	Youth female (<35)	Short (<5 m) 5		

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				July 2017–June 2018	July 2018–June 2019	July 2019–June 2020	July 2020–June 2021	July 2021–June 2022	July 2021–June 2022	July 2022	July 2023	July 2024	July 2025	July 2026	July 2027	July 2028	July 2029	July 2030	July 2031	July 2032	July 2033	July 2034	July 2035	
Agreement between Khumanzi and Gamagara LM	Khumani Mine Gamagara LM	Initiation	Signed project and funding agreement																					
Project-specific project plan	Khumani Mine Gamagara LM	Planning	Approved project-specific project plan																					
Suitable contractor/service provider appointed to do various planning studies	Khumani Mine	Execution	Tender documents Site meeting minutes Appointment letter for suitable contractor/service provider or supplier																					
Implementation of project activities	Khumani Mine/engineer	Execution	Monthly progress reports Payment certificates Site meeting minutes and inspection reports																					
Project closure	Khumani Mine	Closeout	Final deliverables reached. Closeout report with recommendations on best options for new landfill site.																					
Project handover	Khumani Mine, Gamagara LM	Exit	Handover ceremony																					
<b>Cash flow TOTAL</b>			<b>R5 000 000</b>																					<b>R2 500 000</b>

Project name	Incubation and training – furniture project	Project no.	GAM007	Project class Infrastructure, enterprise, community	Enterprise dev.
<b>Project description</b> Provide details such as length, diameter, capacity, etc.	Enterprise development programme within the carpentry and furniture-making industry.	<b>Project relevance</b> <i>In terms of developmental needs of the area</i>	This is an enterprise and skills development opportunity to fully utilise the carpentry factory located in Dibeng. etc.		
<b>Project stage in current year</b> Conceptual (C), feasibility (F), design and tender (D&T), implementation (I)	Feasibility	Project partners	Gamagara LM	In IDP (Y/N)	IDP rev.
	Funding partners	None		Yes	Year
				2016/17	2017
					Project ref. no.
<b>Beneficiaries</b>	5	Comments		Further develop the already identified beneficiaries who were trained in carpentry in 2016.	Project start
					Jul 2019
<b>Geographical location of project</b>	Community	Gamagara LM	LM	Gamagara LM	Project finish
	Ward	All	DM	JTGDM	Dec 2021
<b>Expected number of jobs to be created</b>	Adult male	5	Youth male (<35)	5	Project exit
	Adult female		Youth female (<35)	5	Dec 2021
			<b>TOTAL</b>	<b>5</b>	
			<b>Short (&lt;5 m)</b>	<b>Medium Project life</b>	<b>Long Permanent</b>
					5

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22					
				Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3	
				July 2017–June 2018				July 2018–June 2019				July 2019–June 2020				July 2020–June 2021				July 2021–June 2022					
Due diligence	Khumani Mine	Planning	Finalised scope to address development needs	x																					
Training and mentorship	Khumani Mine	Execution	Signed development agreements with beneficiaries		x	x	x																		
Business support	Khumani Mine	Execution	Address KPI's as per development plan		x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
		Exit	Project handover																x						
<b>Cash flow TOTAL</b>				<b>R3 000 000</b>				<b>R600 000</b>				<b>R600 000</b>				<b>R600 000</b>				<b>R600 000</b>					

Project name	Training and incubation with respect to portable skills		Project no.	GAM008	Project class Infrastructure, enterprise, community	Enterprise dev.
<b>Project description</b> <i>Provide details such as length, diameter, capacity, etc.</i>	Training and incubation of portable skills that will enable unemployed, upcoming and/or existing small businesses to be equipped with the necessary skills and/or equipment to enter the market.		<b>Project relevance</b> <i>In terms of developmental needs of the area</i>	This is an enterprise and skills development opportunity to fully utilise the factory located in the Kathu industrial area.		
<b>Project stage in current year</b> <i>Conceptual (C), feasibility (F), design and tender (D&amp;T), implementation (I)</i>	Project partners Conceptual Funding partners	Comments None	In IDP (Y/N)	IDP rev.	Year 2016/17	Project ref. no. 2017
<b>Geographical location of project</b>	Beneficiaries Community Ward	Comments Gamagara LM LM All DM	Type of training to be informed by the market demand Gamagara LM JTGDM	Project start Jul 2019	Project finish Jun 2022	Project exit
<b>Expected number of jobs to be created</b>	Adult male Adult female	Youth male (<35) 35	TOTAL 40 35	150	Medium Project life 30 Short (<5 m)	Long Permanent 150 2



Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				July 2017–June 2018	July 2018–June 2019	July 2019–June 2020	July 2020–June 2021	July 2021–June 2022	July 2021–June 2022	July 2022–June 2023	July 2023–June 2024	July 2024–June 2025	July 2025–June 2026	July 2026–June 2027	July 2027–June 2028	July 2028–June 2029	July 2029–June 2030	July 2030–June 2031	July 2031–June 2032	July 2032–June 2033	July 2033–June 2034	July 2034–June 2035	July 2035–June 2036	
Business case	Khumani Mine	Initiation	Finalised scope and business plan	X																				
Procurement process for facility management (supplier development)	Khumani Mine	Planning	Project management plan and charter		X																			
Training and incubation with respect to portable skills (30 beneficiaries per year)	Khumani Mine	Execution	Progress reports Milestone certificates			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
<b>Cash flow TOTAL</b>				R7 000 000		R2 000 000		R1 500 000																

Project name	Khumani community bursaries	Project no.	KHU001	Project class Infrastructure, enterprise, community	Community dev.
<b>Project description</b> <i>Provide details such as length, diameter, capacity, etc.</i>	Awarding postgraduate study bursaries to qualifying students residing within the Gamagara or Ga-Segonyana municipal areas.	<b>Project relevance</b> <i>In terms of developmental needs of the area</i>	This is a skills development opportunity for students to obtain a degree in the mining or non-mining-related fields to enable them to be more marketable for job intakes.		
<b>Project stage in current year</b> <i>Conceptual (C), feasibility (F), design and tender (D&amp;T), implementation (I)</i>	Implementation	Project partners	Ga-Segonyana LM and Gamagara LM	In IDP (Y/N)	IDP rev.
	Funding partners	None		Yes	2016/17
		Comments	Provision has been made for bursaries rolled over from SLP 2	Project start	Jul 2017
<b>Geographical location of project</b>	<b>Community</b>	Gamagara and Ga-Segonyana LM	Gamagara LM and Ga-Segonyana LM	<b>Project finish</b>	Dec 2020
	<b>Ward</b>	All	JTGDM	<b>Project exit</b>	Dec 2020
<b>Expected number of jobs to be created</b>	Adult male	Youth male (<35)	<b>TOTAL</b>		
	Adult female	Youth female (<35)	Short (<5 m)	Medium Project life	Long Permanent

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4																	
				July 2017–June 2018				July 2018–June 2019				July 2019–June 2020				July 2020–June 2021				July 2021–June 2022				
Continued support of nine students rolled over from SLP 2	Khumani Mine	Execution	Signed student agreements Graduation of qualifying students for 2017	x	x	x	x																	
Intake of three new students (2018)	Khumani Mine	Execution: Screening and selection process	Signed student agreements Graduation of qualifying students for 2018		x	x																		
Continued support to enrolled bursary students	Khumani Mine	Execution	Signed student agreements Graduation of qualifying students for 2019 and 2020		x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
<b>Cash flow TOTAL</b>			R2 000 000					R750 000				R650 000				R450 000				R150 000				

Project name	Health support to the Kuruman Hospital		Project no.	GS003	Project class Infrastructure, enterprise, community	Community dev.
<b>Project description</b> Provide details such as length, diameter, capacity, etc.	Improvement of community health in the Ga-Segonyana municipal area by assisting the Kuruman hospital with medical goods or equipment (e.g. bedding).	Project relevance <i>In terms of developmental needs of the area</i>	Assisting the Kuruman Hospital with medical supplies and/or equipment to contribute to improving medical services rendered.			
<b>Project stage in current year</b> Conceptual (C), feasibility (F), design and tender (D&T), implementation (I)	Conceptual	Project partners	Ga-Segonyana LM and Department of Health	In IDP (Y/N)	IDP rev.	Year
		Funding partners		No.	1	2017
<b>Geographical location of project</b>	Beneficiaries	5 551 hh	Comments	Initial thinking is to prioritise the health facilities in the Kuruman area	Project start	Jul 2019
Community	Ga-Segonyana	LM	Ga-Segonyana LM		Project finish	Mar 2021
Ward	DM	JTGDM			Project exit	Jun 2021
<b>Expected number of jobs to be created</b>	Adult male	0	Youth male (<35)	<b>TOTAL</b> 0		
	Adult female	0	Youth female (<35)	Short (<5 m) 0	Medium Project life 0	Long Permanent 0

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4																	
				July 2017–June 2018				July 2018–June 2019				July 2019–June 2020				July 2020–June 2021				July 2021–June 2022				
Agreement between Khumanि and Ga-Segonyana LM and Department of Health	Khumani Mine	Initiation	Signed project and funding agreement																					
Project-specific project plan	Khumani Mine	Planning	Approved project-specific project plan																					
Understanding of health facility/service needs in the area	Khumani Mine	Execution	Needs analysis report with recommendations																					
Implementation of activities/sourcing of equipment	Khumani Mine	Execution	Progress reports Delivery notes																					
Exit strategy	Khumani Mine and Department of Health	Exit	Handover ceremony																					
<b>Cash flow TOTAL</b>			<b>R1 500 000</b>																				<b>R1 350 000</b>	

Project name	ABET programme	Project no.	GAM009	Project class Infrastructure, enterprise, community	Community dev.
<b>Project description</b> Provide details such as length, diameter, capacity, etc.	Funding of an adult basic education training programme within the Gamagara municipal area.	<b>Project relevance</b> <i>In terms of developmental needs of the area</i>	This is a skills development opportunity for employed or unemployed community members within the Gamagara municipal area.		
<b>Project stage in current year</b> Conceptual (C), feasibility (F), design and tender (D&T), implementation (I)	Conceptual	Project partners	Gamagara LM	In IDP (Y/N)	IDP rev.
		Funding partners	None	Yes	Year
				2016/17	2017
					Project ref. no.
<b>Beneficiaries</b>	10	Comments	This is a skills development programme and no job creation is expected during the implementation of the project.	Project start	Jul 2020
<b>Community</b>	Gamagara LM	LM	Gamagara LM	Project finish	Dec 2021
<b>Geographical location of project</b>	Ward	To be determined	JTGDM	Project exit	Dec 2021
<b>Expected number of jobs to be created</b>	Adult male	0	Youth male (<35)	TOTAL	0
	Adult female	0	Youth female (<35)	Short (<5 m)	0
				Medium Project life	0
				Long Permanent	

Output	Responsibility	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				July 2017–June 2018	July 2018–June 2019	July 2019–June 2020	July 2020–June 2021	July 2021–June 2022	July 2021–June 2022	July 2022–June 2023	July 2023–June 2024	July 2024–June 2025	July 2025–June 2026	July 2026–June 2027	July 2027–June 2028	July 2028–June 2029	July 2029–June 2030	July 2030–June 2031	July 2031–June 2032	July 2032–June 2033	July 2033–June 2034	July 2034–June 2035	July 2035–June 2036	
Business case	Khumani Mine	Initiation	Finalised scope and business plan																					
Procurement process for training provider	Khumani Mine	Planning	Project management plan and charter																					
Training conducted	Khumani Mine	Execution	Progress reports Milestone certificates																					
Project closure	Khumani Mine	Exit	Project closure Milestone certificates																					
<b>Cash flow TOTAL</b>				<b>R1 000 000</b>				<b>R500 000</b>				<b>R500 000</b>				<b>R500 000</b>				<b>R500 000</b>				



### 3.5 Housing and living conditions

Khumani has a focus on local recruitment, with a target of 60% of the workforce to be from within the local labour sending area. Khumani promotes the idea that employees should have the opportunity to live with their families in a sustainable social environment and have the opportunity to participate in wealth accumulation through ownership of a primary residential property and the ultimate transfer of the title deed to the employee. Khumani therefore has a primary focus on home ownership, and through the housing strategy provides the opportunity to all employees to participate in the home-ownership model.

The mine facilitates the ownership process and encourages employees to participate in the company's subsidised housing scheme, or alternatively to become a private home owner in one of the formal municipalities in close proximity to the mine.

A total of 1 260 serviced residential stands have been secured in Kathu. Furthermore, a total of 963 houses have been constructed on these stands since the inception of the company's housing scheme, and 763 Khumani employees have been assisted to become home owners through the scheme. In Kathu, 106 houses are being rented to employees and contractors. In addition to the aforementioned, a total of 93 private home owners have been assisted by the mine through the private home owner's scheme.

The mine endeavours to improve the quality of accommodation of its employees by:

- Providing a housing subsidy that supports the ownership model in one of the formal municipal areas in close proximity to the mine; and
- Promoting the importance and benefits of home ownership – and educating employees through programmes regarding living budgets and housing options. Khumani provides a HomeWise programme for all prospective home owners.

The mine developed a housing strategy for Khumani as depicted in Table 55. It commenced in FY 2007 and continues to evolve, be enhanced and implemented. A housing forum was established as a measure to continuously assess employees' housing needs.

**Table 43: Strategic plan for the implementation and enhancement of the housing strategy at Khumani Mine**

Housing strategic action plan	Responsible department	Date to be completed
A baseline survey regarding the current housing status and needs of employees was completed in 2015.	Khumani HR/Housing Forum	Completed
Availability of formal housing and/or stands within the GSLM, GLM and TLM for the workforce was determined and sufficient land procured and serviced.	Khumani Housing Development Company	Completed
Facilitating workforce access to appropriate finance to purchase existing houses or to build their own houses.	Khumani Housing Development Company	Ongoing
Provision was made to provide more flexibility for employees in certain life stages in order to facilitate the upgrading or downgrading to bigger or smaller houses within the home-ownership scheme.	ARM/Housing Forum/Khumani Housing Development Company	Ongoing
Ongoing engagement with the alliance to find a solution for the implementation of a more inclusive housing subsidy for employees opting to reside on tribal land in close proximity to the mine.	ARM/Alliance	Ongoing
Assessing the status of the success and shortcomings of the mine's housing strategy with respect to improving/maintaining housing, welfare standards among the workforce and recommendations for improvements.	Housing Forum	Quarterly

With respect to housing, Khumani Mine complies with the 2014 Mining Charter, as Khumani has never utilised a hostel system. Conversion of hostels into single units was therefore never a compliance issue at Khumani Mine.

Going forward, the KHDC private home-ownership system will continue to be utilised with its various housing options, i.e. buying, renting, etc. The company has already purchased sufficient municipal land for future extension if required, and sufficient housing stock (serviced stands/already built houses and land) is already available for purchasing or renting.

Following negotiations with organised labour, the company has furthermore introduced a pre-tax interim housing subsidy of R1 000 per month for all remaining employees not participating in the currently available housing model/options at present. This interim arrangement will be in place until a final agreement/option is in place to support those employees living on tribal land and who do not have access to formal ownership, over and above the current KHDC and private home-ownership model.

A memorandum of understanding in this regard has been concluded with organised labour. A high-level (CEO level) housing task team comprising national and regional union representatives, DMR national representation, Department of Rural Settlements representation, etc. has already been constituted to investigate and recommend a sustainable housing model for Assmang going forward. This task team has committed itself to a sustainable housing model recommendation within 12 months following the submission of this social and labour plan to the DMR. This model will be aligned to, inter alia, the MPRDA housing regulations and vision. Khumani is therefore committing itself to a sustainable, MPRDA-aligned housing model going forward.

Khumani has made provision for R25 million per annum (R125 million in total) to be available in order to execute the housing commitment over the following five years of this SLP 3. This financial provision is based on the current subsidies being paid, including the provision made for interim housing subsidies being paid to employees not using the current available home-ownership scheme options.

### **3.6 Procurement plan**

Khumani has formulated a procurement plan that aims to provide HDP and surrounding communities with a preferred supplier status on all levels of procurement, namely goods and services. Khumani uses preferential procurement as one the primary mechanisms to encourage local economic development in the communities affected by its operations.

The policy makes provision for the following methodology:

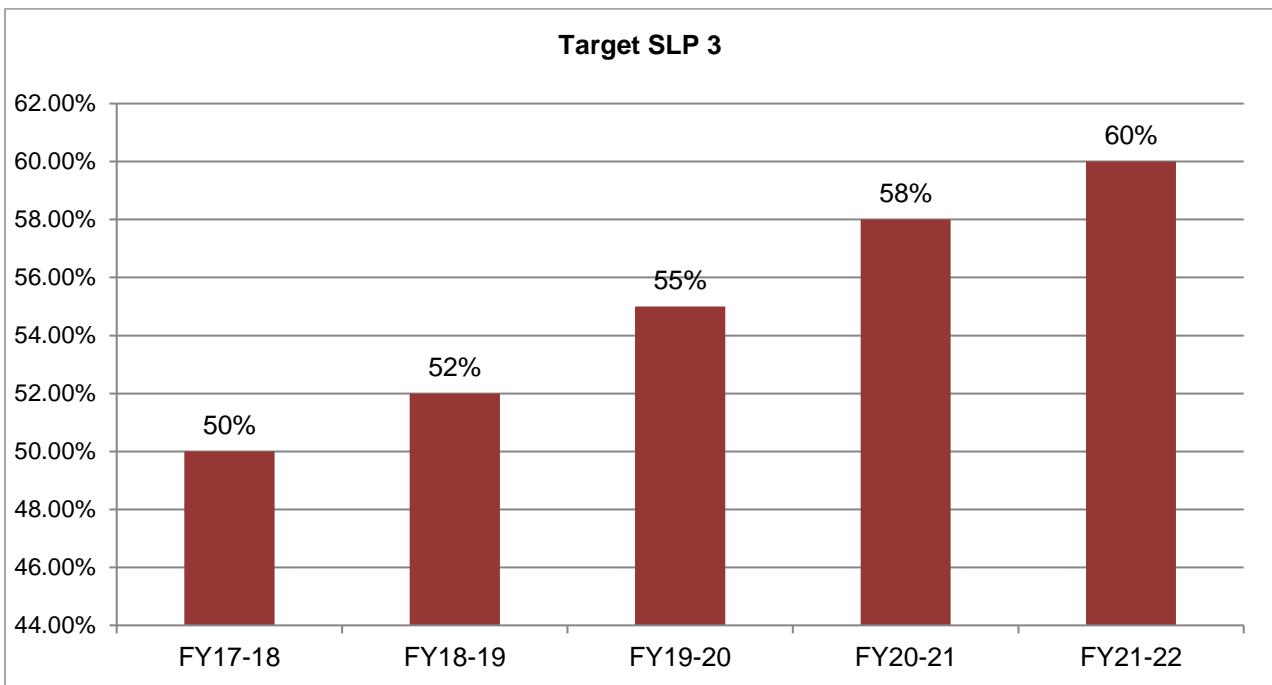
- New suppliers are required to disclose information regarding their ownership/control and internal BEE programmes.
- Khumani has put measures in place to monitor and verify the status quo of various suppliers and to ensure that such information is reliable.
- Identifying certain services and or products for which there are sufficient HDP/local suppliers and inviting only these suppliers to participate in the procurement process (i.e. ring-fenced tender opportunities).
- Where appropriate, dividing contracts and projects into smaller components to provide opportunities to emerging HDP suppliers.
- Implement a scoring mechanism to give preference to BEE-compliant and local suppliers.
- Setting favourable terms of payment for local, HDP and SMME suppliers.
- Giving preference to products supplied and services rendered by HDP suppliers.
- Identifying products that could be sourced locally and that could potentially be integrated with the supplier development programme.

Khumani Iron Ore Mine provides the DMR with the required Form T on an annual basis at the end of each reporting cycle, as per the legislated requirement.

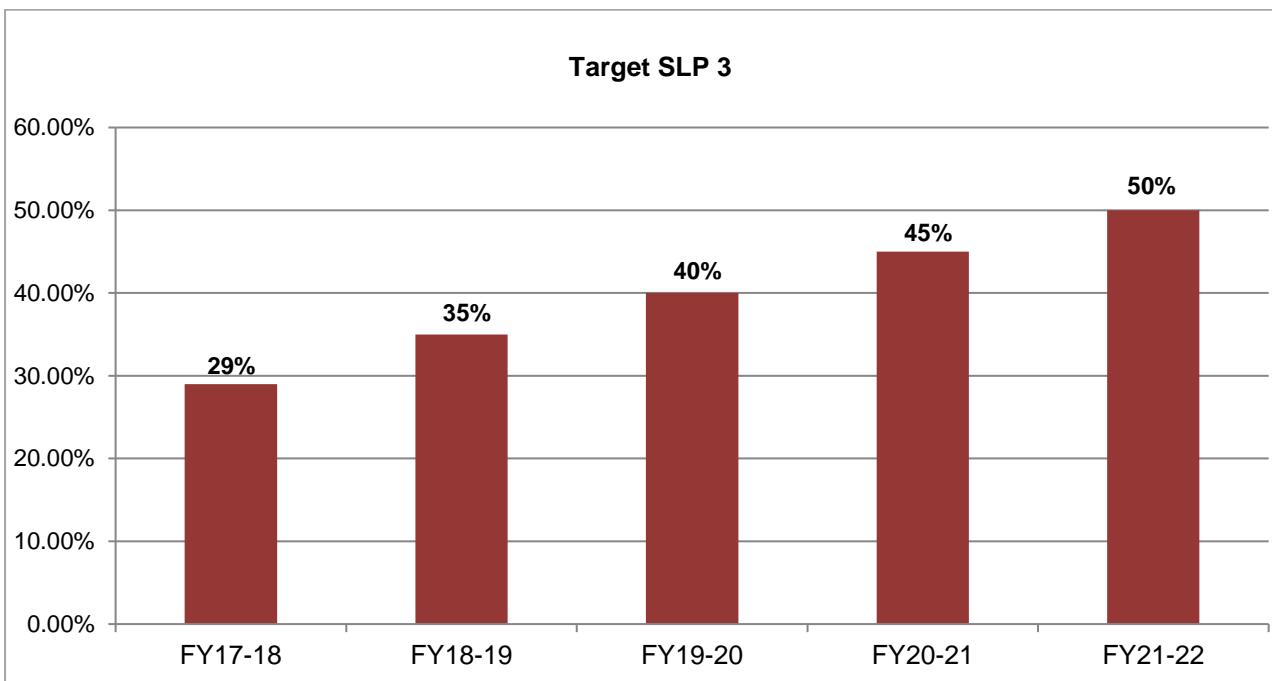
The table below indicates the action plan to be implemented by the mine for procurement.

**Table 44: Strategic action plan for the implementation of a procurement strategy at Khumani Mine**

Local procurement strategic action plan	Action	Responsible department	Date to be completed
Review and maintain policies, procedures and guidelines and reporting systems to assist in local and preferential procurement.	Keep an updated preferential procurement process and supplier guideline booklet available for suppliers. Preferential procurement clause (with set targets) in place for all contracts with Khumani.	Supply Chain	Ongoing
Khumani actively participates in the Northern Cape Mine Managers Association (NCMMA) procurement forum and is committed to not only develop local suppliers, but also suppliers within the broader Northern Cape – especially as towns/communities in the Northern Cape are geographically dispersed.	Khumani is an active member of the NCMMA procurement forum and a signatory of the Northern Cape Procurement Charter with the provincial government.	Supply Chain	Ongoing
Through the provincial government an SMME portal has been established – Khumani will encourage local and HDP suppliers to register on this database.	Khumani posts RFPs and requests for SMME registration on this portal.	Supply Chain	Ongoing
Identify local HDP suppliers and provide support.	SMME suppliers identified for skills and enterprise development training programme.	Supply Chain	Ongoing
Identify certain services and/or products for which there are sufficient HDP/local suppliers and invite only these suppliers to participate in the procurement process (i.e. ring-fenced tender opportunities).	Closed tenders for local SMME and HDP suppliers are established and ongoing for various products and services.	Supply Chain	Ongoing
Encourage national suppliers to localise.	Major suppliers encouraged to establish local offices.	Supply Chain	Ongoing
Tender process: As part of its tender evaluation and adjudication process Khumani will implement a scoring mechanism that gives a weighting to BEE-compliant and local suppliers.	Khumani's tender evaluation criteria and calculation emphasise local suppliers and BEE compliance.	Supply Chain	Ongoing
Encourage suppliers to form partnerships with local companies without overlooking the necessary requirements of the tender process. Further strategies will involve setting favourable terms and/or payment for local and HDP joint ventures and/or SMMEs.	Implement favourable payment terms for HDP and SMME suppliers, e.g. progress payments, pre-payment for materials, payment before 30 days standard.	Supply Chain	Ongoing
Where necessary and feasible, provide mentoring and capacity building assistance to local and HDP suppliers in order to facilitate improvements in their business practices so that the SMME sector can function successfully in conjunction with the mine.	A supplier development programme has been established and implemented to provide skills training, business mentoring and support to local HDP suppliers/entrepreneurs.	Supply Chain	Ongoing



**Figure 6: GOODS expenditure targets with BEE suppliers over SLP 3 period**



**Figure 7: SERVICES expenditure with BEE suppliers over SLP 3 period**

Table 45: HDP preferential procurement targets

	Current:	2017–2018	2018–2019	2019–2020	2020–2021	2021–2022
HDP spend on goods at the mine (rand value and percentage)	1 748 010 549	874 005 275	1 887 850 722	2 038 878 780	2 201 989 083	2 568 400 067
HDP spend on services at the mine (rand value and percentage)	388 368 737	112 626 934	121 637 088	158 547 653	195 693 104	237 767 121
Total spend on procurement among HDP companies as a rand value or percentage of total procurement spend at the mine	2 136 379 285	986 632 209	2 307 288 958	1 065 562 449	2 491 872 075	1 218 764 619
	46%	46%	29%	29%	35%	40%
	48,9%	52,27%	55,63%	55,63%	58%	60%
	58,2%	58,2%	58,2%	58,2%	58,2%	58,2%

\*Please note that spends from 2017 to 2022 are estimates.

## SECTION 4

# DOWNSCALING AND RETRENCHMENT

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## 4 DOWNSCALING AND RETRENCHMENT

### 4.1 Introduction

This section deals with the management of downsizing and retrenchments. It is the mine's intention to abide by the guidelines as set out in the Labour Relations Act.

In addition to the objectives of the mine to facilitate a sound business plan, further strategies for avoiding job losses and a decline in employment are as follows:

- Ensuring that the business remains viable by keeping the cost structure as low and competitive as possible.
- Ensuring a productive and skilled workforce through training and motivation.
- Making continuing adjustments to production methods to remain competitive.
- Continuously seeking ways of growing and extending the business to ensure future sustainability.
- Sound labour and succession planning in line with the mine work plan.
- A recruitment policy and practices that will support the labour plans.
- The continuous monitoring and evaluation of natural attrition (retirements, resignations, etc.).
- Continuous consultation with organised labour (through the Future Forum) to identify and implement strategies and initiatives to avoid job losses and a decline in employment.

Contractors will be expected to place workers on other contracts and sites within their company wherever possible in the event of downscaling or closure.

The focus of training and development programmes will be to provide:

- Numeracy and literacy training.
- Where possible, training in line with the National Qualifications Framework as well as other established skills programmes.
- Portable skills, defined as skills that the employee can use to gain employment either inside or outside the mining industry, or to create their own employment opportunities.
- Skills training for industry and market requirements.

Khumanani recognises that to successfully downscale or close a mine, a trilateral consultation and problem-solving process is required between the mine, the relevant government departments and the local communities surrounding the area of the operation. For communities, closure can cause severe distress due to the threat of economic and social collapse. The mine takes note of the following regeneration focus areas where planning for mine closure is concerned:

- The restoration of the land surface to a quality sufficient to support pre-mining land use potential.
- Restoration of ecologically functioning mined land.
- Efficient alternative use of mine infrastructure should be encouraged where economically justified.
- Job creation through education and stimulation of the economic activity.
- Skills development of employees and community members.

In the event of downscaling, detailed processes will be drawn up in line with section 189A of the Labour Relations Act, as amended, and in conjunction with section 52(1) of the MPRDA and Regulation 46(e). The process should entail the following:

- Establishment of a forum.
- Identifying mechanisms to save jobs and avoid job losses and a decline in employment.
- Identifying mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided.

- Identifying mechanisms to ameliorate the social and economic impact on individuals.
- Identifying regions and economies where retrenchment or closure of Khumani is certain.

This will be discussed in the following sections.

#### **4.2 Establishment of a Future Forum**

In consultation with the workforce, the mine has established a permanent consultative forum, the Future Forum. This forum consists of management and representatives of unionised and non-unionised employees, and meets on a regular basis – at least once a quarter. The aim of the Future Forum is to discuss issues of mutual interest to employees and management representatives. Minutes of every meeting for the new five-year SLP period will be taken and distributed to all representative parties.

The Future Forum will further fulfil the following roles:

- Promote ongoing discussions with stakeholder representatives about the sustainable future of the mine.
- Look ahead to identify opportunities, challenges and possible solutions with regard to socio-economic sustainability issues.
- Engage on matters of mutual interest to management and stakeholders.
- Act as the communication channel with respect to the broader SLP undertakings, targets and achievements.

The Future Forum will be constituted in terms of the Forum Forum constitution.

#### **4.3 Communication with authorities**

In compliance with section 52(1) of the MPRDA, on identifying the need to reduce mining operations, should the profit revenue ratio of Khumani be less than 6% on average for a continuous period of twelve (12) months, or should 10% or more of the workforce have to be retrenched, a comprehensive consultation process with the relevant trade union structures or affected employees will commence in compliance with sections 189 and 189A of the Labour Relations Act, 1995 (as amended) through the established Future Forum structure.

As planning for the social plan and its associated job-loss and retrenchment-management programmes commences, the DoL and the DMR (specifically the Minerals and Mining Development Board) will be notified in accordance with section 52(1)(a) of the Act. The following table outlines the strategic action plan with regard to communicating with the authorities. The government authorities will be given notice of the time frame for the closure process, as well as the ongoing consultation and social plan through the Future Forum structure. Regular progress reports will subsequently be distributed to the necessary departments, including the social plan and productivity advisory council and the Department of Provincial and Local Government. The board's directives will be adhered to in order to comply with its corrective measures.

**Table 46: Strategic action plan for communicating with authorities**

Strategic action plan for communicating with authorities	Responsible department	Date to be completed
In the event the need is identified to reduce mining operations and therefore for the retrenchment of the workforce, the Future Forum is required to enter into consultation with the affected employees or relevant trade unions.	HR and Future Forum	In the event of retrenchments
As planning for job loss and retrenchments commences, the Future Forum needs to notify: Department of Labour DMR, specifically Minerals and Mining Development Board (in the event of 10% or more of the workforce being affected)	HR and Future Forum	In event of retrenchment
Government authorities to be given notice of time frames.	HR and Future Forum	In event of retrenchment

#### 4.4 Mechanisms to avoid job losses

In order to save employment, the mine will appoint the optimum staff component to run the mine efficiently. Consequently, there should be no superfluous people in jobs that could become redundant. The mine will recruit people from the community, thus enabling them to stay within the community and minimising the risk of losing their homes, should retrenchment occur. This will also lessen the impact of retrenchment, as communal support systems will still be available.

Khumani will further investigate alternative options to save employment. These could include, but will not be limited to, the following strategies as outlined in the table below:

**Table 47: Strategic action plan to save jobs and avoid job losses**

Strategic action plan to save jobs and avoid job losses	Responsible department	Date to be completed
A reduction in working hours as well as a change in shifts. This will result in a reduction in remuneration for the employees, but it will save jobs for a period of time.	HR Department, mine management and Future Forum	When it occurs
People leaving for a period until they are required again.	HR Department, mine management and Future Forum	When it occurs
Natural attrition will be encouraged. This will result in the redistribution of employees and could lead to retraining of employees where necessary.	HR Department, mine management and Future Forum	When it occurs
Multi-skilling of all employees and redeployment of workers to other sections within the mine.	HR Department, mine management and Future Forum	Ongoing and when it occurs
Continuous consultation with organised labour (through the Future Forum) to identify and implement initiatives to avoid job losses and a decline in employment, for example through: <ul style="list-style-type: none"> <li>• Job sharing</li> <li>• Reduction/cessation of overtime</li> <li>• Placing a moratorium on recruitment</li> <li>• Redeployment of the current workforce</li> <li>• Termination of contracts</li> </ul>	HR Department, mine management and Future Forum	When it occurs
Ramp up on various training and development initiatives to provide: <ul style="list-style-type: none"> <li>• Numeracy and literacy training.</li> <li>• Where possible, training in line with the National Qualifications Framework as well as other established skills programmes.</li> <li>• Portable skills that are recognised by the mining and other relevant industries, including the alignment of portable skills training to the economic requirements identified in the local labour sending area.</li> <li>• Portable skills that allow employees to create their own employment.</li> <li>• Skills training for industry and market requirements.</li> </ul>	HR Department, Training Department, mine management and Future Forum	When it occurs

#### 4.5 Provision of alternative solutions and procedures for creating job security where job losses cannot be avoided

One of Khumani's objectives is to ensure that through the effective implementation of its HRD plan, appropriate systems for creating employee mobility will be in place. Where possible, an appropriate programme will be implemented to further diversify the skills base of retrenched employees through learnerships, skills programmes and portable skills training. Furthermore, Khumani will assist affected employees in finding alternative forms of employment or sustainable livelihoods. This will be done where necessary, given the expectation that the infrastructure development initiatives planned for the affected

communities will absorb a portion of the workforce after closure. The focus of this phase will fall on the integration of the workforce into various LED projects and/or enterprise development projects, which will be done in collaboration with the district and local municipalities. Where workers cannot be absorbed into these initiatives, they will be furnished with skills and training (through the HRD programmes) that increase their potential to find alternative employment after mine closure.

The mine, in conjunction with all affected parties, will adopt the processes as outlined in the following table:

**Table 48: Strategic action plan for the provision of alternative solutions**

Strategic action plan for the provision of alternative solutions	Responsible department	Date to be completed
Establish a retrenched database including information regarding existing skills, experience and expertise. This database will be used to identify potential employment opportunities within or outside the company.	HR Department and Future Forum	When it occurs
Multi-skill employees to maximise re-employment opportunities after closure.	HR Department and Future Forum	When it occurs
Appropriately train and skill retrenchedes in order to find alternative employment within the company or in the open job market.	HR Department and Future Forum	When it occurs
Establish a 'job-help' facility to assist employees in locating alternative employment after decommissioning: assist employees to compile CVs, ensure interaction with potential employers and other opportunities, provide training in interview techniques, etc.	HR Department and Future Forum	When it occurs
Capacity building with employee households in major labour sending areas to establish a sustainable livelihood network that can absorb retrenchedes after mine closure or downscaling.	HR Department and Future Forum	Ongoing
Identify appropriate people from the retrenched pool to be considered for potential enterprise development opportunities.	HR Department and Future Forum	When it occurs

#### **4.6 Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of Khumani is certain**

To ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of Khumani is certain, mine management, together with the Future Forum, will assess in advance the impact that will be caused by the retrenchment and/or closure of its operation. This will be communicated to the affected individuals and communities so as to make all affected parties aware of what the outcome of the retrenchment and/or closure will be. Proposals to lessen the impact on the socio-economic situation of the area concerned will be considered. In order to assess this impact, a socio-economic impact analysis (SEIA) will be carried out by specialist consultants prior to the development of detailed closure management plans. Such an impact assessment will incorporate interaction with the Future Forum and relevant community structures. The strategic plan to ameliorate the socio-economic impact is represented in the following table:

**Table 49: Mechanisms to ameliorate socio-economic impact in instances where job losses cannot be avoided**

<b>Strategic action plan for mechanisms to ameliorate socio-economic impact</b>	<b>Responsible department</b>	<b>Date to be completed</b>
<p>Assistance to retrenchedes:</p> <ul style="list-style-type: none"> <li>• Retrenchment counselling where required.</li> <li>• In conjunction with the DOL, facilitate the completion of UIF claim forms at the mine premises.</li> <li>• Assist retrenchedes to find alternative employment with other companies through the compilation of a database stating the skills and contact numbers of all available employees.</li> <li>• Distribute the database to community forums, SMMEs in the area, other existing mines, as well as other industry players.</li> </ul>	HR management, mine management and Future Forum	When it occurs
<p>Training and re-employment programmes to facilitate job creation in the relevant municipal areas:</p> <ul style="list-style-type: none"> <li>• A relevant skills audit will be conducted to assist employees with specific skills to form and start small businesses.</li> <li>• Provide advice on personal financial planning during annual induction programme.</li> <li>• Provide comprehensive training and development programme for retrenched employees, in line with the earlier undertakings for non-mining and mining-related portable skills training.</li> </ul>	HR management, mine management and Future Forum	When it occurs
<p>Financial provisioning:</p> <ul style="list-style-type: none"> <li>• The mine will ensure that sufficient financial provisioning is in place for the implementation of all plans relating to the process of downscaling and retrenchments.</li> </ul>	HR management, mine management and Future Forum	When it occurs

#### **4.7 Post-closure planning**

Management strategies for the post-closure period will also be developed with local stakeholders within the closure planning process. Strategies that avoid dependency among the social intervention beneficiaries and promote independence among individuals and businesses in the community will be developed to ensure post-closure sustainability. Ongoing consultation and advisory roles facilitated through the Future Forum structure will be utilised to ensure that the programmes and plans continue to deliver sustainable and effective benefits. The continued contribution and management role of the local government in this respect will be essential to the post-closure management process.

Planning for specific LED projects at closure is difficult, given that the life of the proposed mine is 24 years. Knowledge of the specific LED needs within the area surrounding the mine at the time of, or several years in advance of closure, is difficult. However, cognisance of the need for comprehensive LED projects that are developed with the aim of sustainable social and economic development in the region surrounding the mine, particularly for the workforce and/or communities previously dependent on the mine for their livelihoods, will be key. Such planning will commence at least five (5) years prior to the anticipated closure.

#### **4.8 Social and labour plan (SLP) communication**

In order to comply with the requirements of the MPRD Act (specifically Regulation 46(f)) Khumani Iron Ore Mine will ensure that stakeholders are informed about the provisions laid out in the mine's SLP, as well as progress in achieving the objectives, on an annual basis. The strategy to communicate the SLP is summarised in the table below:

**Table 50: Strategic action plan to communicate the social and labour plan**

<b>Strategic action plan with respect to SLP communication</b>	<b>Responsible department</b>	<b>Date to be completed</b>
Copies of the SLP will be distributed to all stakeholder representatives whose responsibility it is to communicate the content to their respective constituencies.	HR Department	Bi-annual campaigns
An SLP Future Forum has been set up to discuss and communicate SLP issues during the life of the mine, as well as issues pertaining to downscaling and retrenchment should these arise.	HR Department	Bi-annual campaigns



## **SECTION 5**

# **FINANCIAL PROVISION**





## 5 FINANCIAL PROVISION

### 5.1 Financial provision (Regulation 46(E))

In terms of section 23(1)(e) of the MPRDA, ‘The Minister grants a mining right if the applicant has provided financially and otherwise for the prescribed SLP’. This section intends to outline the manner in which Khumani Iron Ore Mine aims to provide financially for each component of the SLP. Table 63 provides a summary of the financial commitment by the mine for the next five (5) years.

**Table 51: Summary of financial provision for key elements of Khumani Mine’s SLP over the five-year period (FY 2017–2022)**

Category	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total financial provision (2017–2022)
Human resource development programmes	26 794 658,00	28 093 364,00	21 997 258,00	21 882 904,00	22 211 689,00	120 979 873,00
LED programmes	13 350 000,00	21 750 000,00	23 200 000,00	23 600 000,00	18 600 000,00	100 500 000,00
Housing and living conditions	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	125 000 000,00
Closure and retrenchment-management programmes	Based on the current balance sheet and given a favourable current asset (which includes cash generation) to current liability ratio, the current retrenchment liability/provision of R150 million and the projected R343 million can be more than offset over five years.					343 000 000,00
	Khumani will have this retrenchment obligation in terms of the new SLP evaluated formally on an annual basis over the five-year period and independently confirmed to continuously demonstrate that the mine has sufficient cash to cover the liability.					
<b>Estimated total provision for SLP</b>	<b>65 144 658,00</b>	<b>74 843 364,00</b>	<b>70 197 258,00</b>	<b>70 482 904,00</b>	<b>65 811 689,00</b>	<b>689 479 873,00</b>

## 5.2 Financial provision for human resource development programmes (Regulation 46(E)(1))

The mine undertakes to commit the following towards human resource development training programmes at the mine for its workforce, in accordance with the Mining Charter:

**Table 52: Summary breakdown of human resource development's five-year budget for Khumani Mine**

HRD	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	<b>Total financial provision</b>
						(2017–2022)
Financial provision for learnership programmes	6 306 193	6 306 193	6 512 193	6 512 193	6 512 193	12 612 386
Financial provision for leadership development programmes	500 000	500 000	500 000	500 000	500 000	2 500 000
Financial provision for core business training programmes	10 048 272	11 299 478	11 556 965	11 091 411	11 368 696	53 364 822
Financial provision for portable skills training programmes	304 000	320 000	33 500	350 000	365 000	1 372 500
Financial provision for mentorship programmes	6 306 193	6 306 193	6 512 193	6 512 193	6 512 193	32 148 965
Financial provision for bursary programmes (study assistance)	800 000	800 000	800 000	800 000	800 000	4 000 000
Financial provision for bursaries based on scarce skills programmes	600 000	600 000	600 000	600 000	600 000	3 000 000
Financial provision for graduate trainee programmes	100 000	100 000	100 000	100 000	100 000	500 000
<b>Total financial provision for human resource development programme *</b>	<b>24 964 658</b>	<b>26 231 864</b>	<b>20 102 658</b>	<b>19 953 604</b>	<b>20 245 889</b>	<b>109 498 673</b>

**\*Note:** This budget reflects the estimated direct costs of the above-mentioned training programmes. It does not include indirect costs nor any other training programmes not listed above, but that are included in the total training budget for Khumani.

### 5.3 Financial provision for local economic development programmes (Regulation 46(E)(2))

Section 3 details the mine's plans to undertake LED in line with the integrated development strategies of the local and district municipalities (refer to sections 3.4 and 3.6).

**Table 53: Summary of financial commitment to local economic development for Khumani for five years**

Financial provision for LED programmes	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total financial provision (2017/2018–2021/2022)
Financial provision for LED programmes	13 350 000,00	21 750 000,00	23 200 000,00	23 600 000,00	186 000 00,00	<b>100 500 000,00</b>

**Table 54: Summary of financial commitment to housing and living conditions for Khumani for five (5) years**

Financial provision for LED programmes	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total financial provision (2017/2018–2021/2022)
Financial provision for housing and living conditions	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	<b>125 000 000,00</b>

### 5.4 Financial provision for management of downscaling and retrenchment (Regulation 46(E)(3))

The ongoing investment in human resource development programmes and the facilitation of training during the life of Khumani is intended to support the acquisition of skills that will ensure the employability of the workforce beyond the life of the mine. In addition to this, Khumani will comply with the Basic Conditions of Employment Act in respect of assistance to employees directed at facilitating the further acquisition of skills that will be of value to employees at the time of retrenchment.

The current obligation in the unlikely event of immediate mine closure is R152 million. This number, assuming the current employee profile and an escalation factor of 5% per annum over the five-year period, will increase the obligation to R343 million. The R343 million is a best estimate that allows for inflation and the increase in the workforce's number of years of service over the period of five years.

However, based on the current balance sheet and given a favourable current asset (which includes cash generation) to current liability ratio, Khumani can more than offset the current retrenchment liability/provision of R150 million and the projected R343 million over five years.

In terms of the new SLP, Khumani will have this retrenchment obligation evaluated formally on an annual basis over the five-year period and independently confirmed to continuously demonstrate that the mine has sufficient cash to cover the liability.

**Table 55: Summary of financial commitment to downscaling and retrenchment for Khumani Mine for five years**

<b>Financial provision for the management of downscaling and retrenchment programmes</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>	<b>Total financial provision (2017/2018– 2021/2022)</b>
Amount			Based on the current balance sheet and given a favourable current asset (which includes cash generation) to current liability ratio, the current retrenchment liability/provision of R150 million and the projected R343 million can be more than offset over five years.			<b>343 000 000</b>



# MAATSKAPLIKE EN ARBEIDSPLAN

DATUM VAN INDIENING  
30 Junie 2017

LET WEL: Hierdie dokument is in Afrikaans, Engels en Tswana beskikbaar. Indien enige geskille oor die inhoud hiervan ontstaan, geld die teks in die Engelse dokument in alle gevalle.



**ASSMANG**

**IRON ORE**  
KHAMANI MINE



**INHOUDSOPGawe**

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## AFKORTINGS

Afkorting	Betekenis
BOOV	Basiese Onderwys en Opleiding vir Volwassenes
JOV	Jaarlikse opleidingsverslag
BSEB	Breë swart ekonomiese bemagtiging
SEB	Swart ekonomiese bemagtiging
DMH	Departement van Minerale Hulpbronne
DvA	Departement van Arbeid
DB	Diensbillikheid
OIS	Omgewingsimpakstudie
ETDF	Gelykheidsopleiding en -ontwikkelingsforum
VOO	Verdere Onderwys en Opleiding
FJ	Finansiële jaar
AOO	Algemene onderwys en opleiding
GPM	Gamagara Plaaslike Munisipaliteit
GSPM	Ga-Segonyana Plaaslike Munisipaliteit
Swart persone	Volgens die definisie van die mynbouhandves wat op 15 Junie 2017 gepromulgeer is
HOO	Hoër Onderwys en Opleiding
MHO	Mensehulpbronontwikkeling
GOP	Geïntegreerde ontwikkelingsplan
GOPs	Geïntegreerde ontwikkelingsplanne
JTGDM	John Taolo Gaetsewe Distriksmunisipaliteit
Khumani	Khumani Myn
PEO	Plaaslike ekonomiese ontwikkeling
AVG	Arbeidsverskaffingsgebied
MPRDA	Wet op Ontwikkeling van Mineraal- en Petroleumhulpbronne (no. 28 van 2002)
MKA	Mynboukwalifikasie-owerheid
NCMMA	Noord-Kaap Mynbestuurdersvereniging
NKR	Nasionale Kwalifikasieraamwerk
OGV	Beroeps gesondheid- en veiligheid
PBT	Persoonlike beskermende toerusting
VOV	Versoek om voorlegging
SAKO	Suid-Afrikaanse Kwalifikasie-owerheid
VOF	Vaardigheidsontwikkelingsfasilitieerde
SEO	Sosio-ekonomiese ontwikkeling
SEIO	Sosio-ekonomiese impakontleiding
SETA	Sektorale Onderwys- en Opleidingsowerheid
MAP	Maatskaplike en arbeidsplan
KMMO's	Klein, medium en mikro-ondernehemings
TBA	Sal verwittig word
TPM	Tsantsabane Plaaslike Munisipaliteit
WVF	Werkloosheidsversekeringsfonds
WHIMS	Nat, hoë-intensiteit- magnetiese skeier
WVP	Werkplekvaardigheidsplan
HBP	Histories-benadeelde persone

## AFDELING 1

### AANHEF

Inleiding tot en agtergrondinligting oor die bedrywigheid

---





## 1 INLEIDING EN AANHEF

### 1.1 Inleiding

Deur sy Khumani Myn ontgin Assmang (Eiendoms) Beperk ystererts in 'n oopgroefmyn in die Noord-Kaap.

Khumani Myn (Khumani) is ongeveer vyf-en-twintig (25) kilometer vanaf Kathu in die Noord-Kaap geleë, binne die grense van twee (2) plaaslike en distriksmunisipaliteit: die Siyanda Distriksmunisipaliteit, waarin die Tsantsabane Plaaslike Munisipaliteit (TPM) geleë is, sowel as die John Taolo Gaetsewe Distriksmunisipaliteit (JTGDM), waarin die Gamagara Plaaslike Munisipaliteit (GPM) geleë is. Die ysterertsneerslae is ongeveer sesig (60) kilometer noord van die Beeshoek Myn en langs Kumba se Sishen Ysterertsmyn geleë. Khumani het in Julie 2008 met volle produksie begin.

Die Khumani-hulpbronne is onder die beste ysterertshulpbronne in Suid-Afrika ten opsigte van kwaliteit en kwantiteit. Op grond van die huidige reserwes, met 'n produksie van 14 miljoen ton per jaar, word 'n lewensduur van meer as vier-en-twintig (24) jaar vir die myn beplan. Die maatskappy se deurlopende bekommernis is egter dat die swak wêreldeconomie tot 'n skerp daling in ysterertspryse kan lei, wat 'n negatiewe impak op die maatskappy se ekonomiese vooruitsigte en verbintenis in die maatskaplike en arbeidsplan (MAP) kan hê.

Khumani staan voor uitdagings ten opsigte van werwing en die aanstel van gesikte vaardighede om doeltreffend en betyds sy mandaat uit te voer om sy produksie- en ander teikens te behaal. Ten einde hierdie uitdagings te oorkom, is die myn se huidige fokus daarop om interne werknekemers op te lei en hulle bevoegdheid te ontwikkel om produksie te ondersteun en skaars vaardighede nasionaal te werf. Die myn is daartoe verbind om waar moontlik plaaslike mense aan te stel, en sal voortgaan om vaardighede deur middel van opleiding-, leerderskap- en beursskemas te ontwikkel.

Die gemeenskap en die dorp van Kathu moet veral vinnige groei en 'n geweldige vraag na infrastruktuur en dienste van GPM hanteer. Khumani, as 'n strategiese vennoot van die munisipaliteit, sal deur sy sosio-ekonomiese ontwikkelingsprogram (SEO-program) help om die kapasiteit in die gemeenskap te bou. Ons sosio-ekonomiese ontwikkelingsprogram sal tot voordeel van die GPM-gebied en die Ga-Segonyana Plaaslike Munisipaliteit-gebied wees. Albei hierdie plaaslike munisipaliteite is in die JTGDM geleë. Aangesien die Assmang Beeshoek Myn reeds die TPM-gebied dek, en aangesien die Assmang Blackrock Myn primêr op die Joe Morolong munisipale gebied fokus, sal Assmang Khumani nie plaaslike ekonomiese-ontwikkelingsprojekte (PEO-projekte) in hierdie gebiede toewys nie. Ten einde beleggings te komplementeer wat reeds binne die GSPM-gebied deur die Assmang Blackrock Myn gemaak word, sal Assmang Khumani ook PEO-befondsing in hierdie gebied bydra. GSPM is 'n belangrike arbeidsverskaffingsgebied en hierdie munisipale gebied word deur die negatiewe impak van die mynboubedrywigheide in die streek geraak.

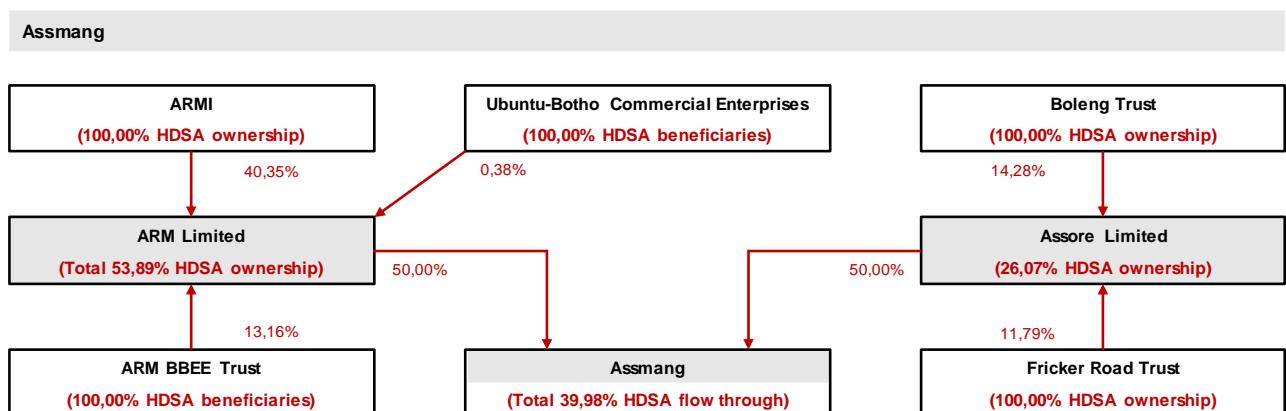
Die myn is verbind tot die doelwitte van die huidige mynbouhandves, asook dié van die MAP soos dit in artikel 41 van die regulasies uiteengesit word, naamlik om:

- Indiensneming te bevorder en die maatskaplike en ekonomiese welstand van alle Suid-Afrikaners te verbeter;
- Tot die transformasie van die mynboubedryf by te dra; en
- Te verseker dat die houers van mynregte bydra tot die sosio-ekonomiese ontwikkeling van die gebiede waar hulle bedrywig is.

Die korporatiewe struktuur van Assmang word in figuur 1 hieronder verskaf.

Die diagram hieronder beeld die eienaarskapstruktuur van Assmang uit:

The diagram below indicates the ownership structure of Assmang:



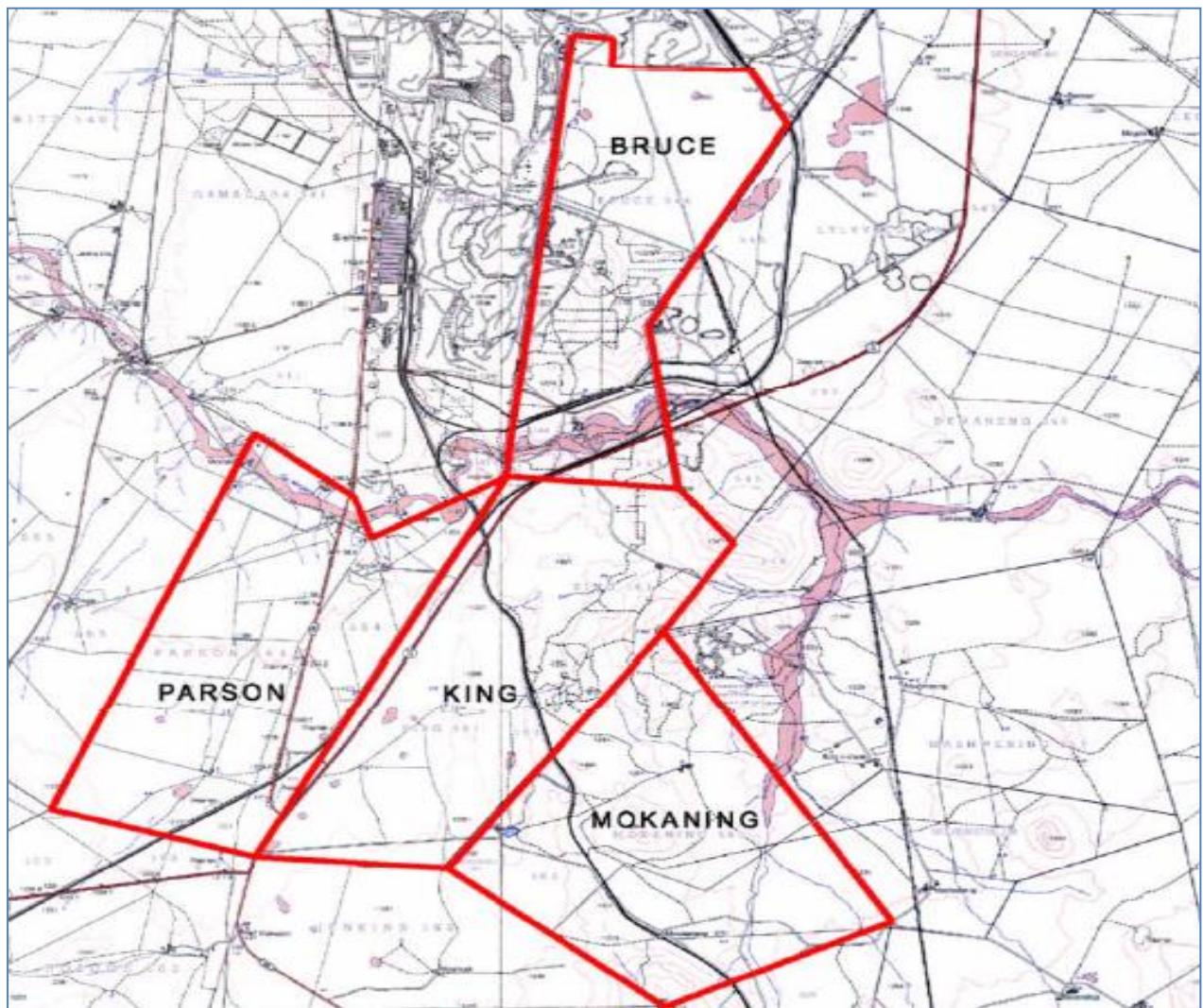
**Figuur 1: Assmang-eienaarskapstruktuur**

## 1.2 Aanhef

'n Opsomming van die maatskappybesonderhede vir Khumani word in tabel 1 hieronder verskaf, met figuur 2 en figuur 3 wat die ligging van die myn uiteensit.

**Tabel 1: Opsomming van Khumani Myn**

Naam van maatskappy:	Assmang (Edms.) Bpk.
Naam van myn:	Khumani Myn
Fisiese adres:	Parsons 544, Dingletonweg, Kathu 8446
Posadres:	Privaat Sak X503, Kathu 8446
Kontakpersoon:	Mnr. Mark Oosthuizen
Telefoonnummer:	053 723 8135
Faksnommer:	0865444359
Ligging van myn:	Ongeveer 25 km suid van Kathu in die Noord-Kaap
Kommoditeit:	Ystererts
Lewensduur van myn:	24 jaar
Finansiële jaar (FJ):	1 Julie tot 30 Junie
Verslagdoeningstydperk:	1 Julie 2017 tot 30 Junie 2022



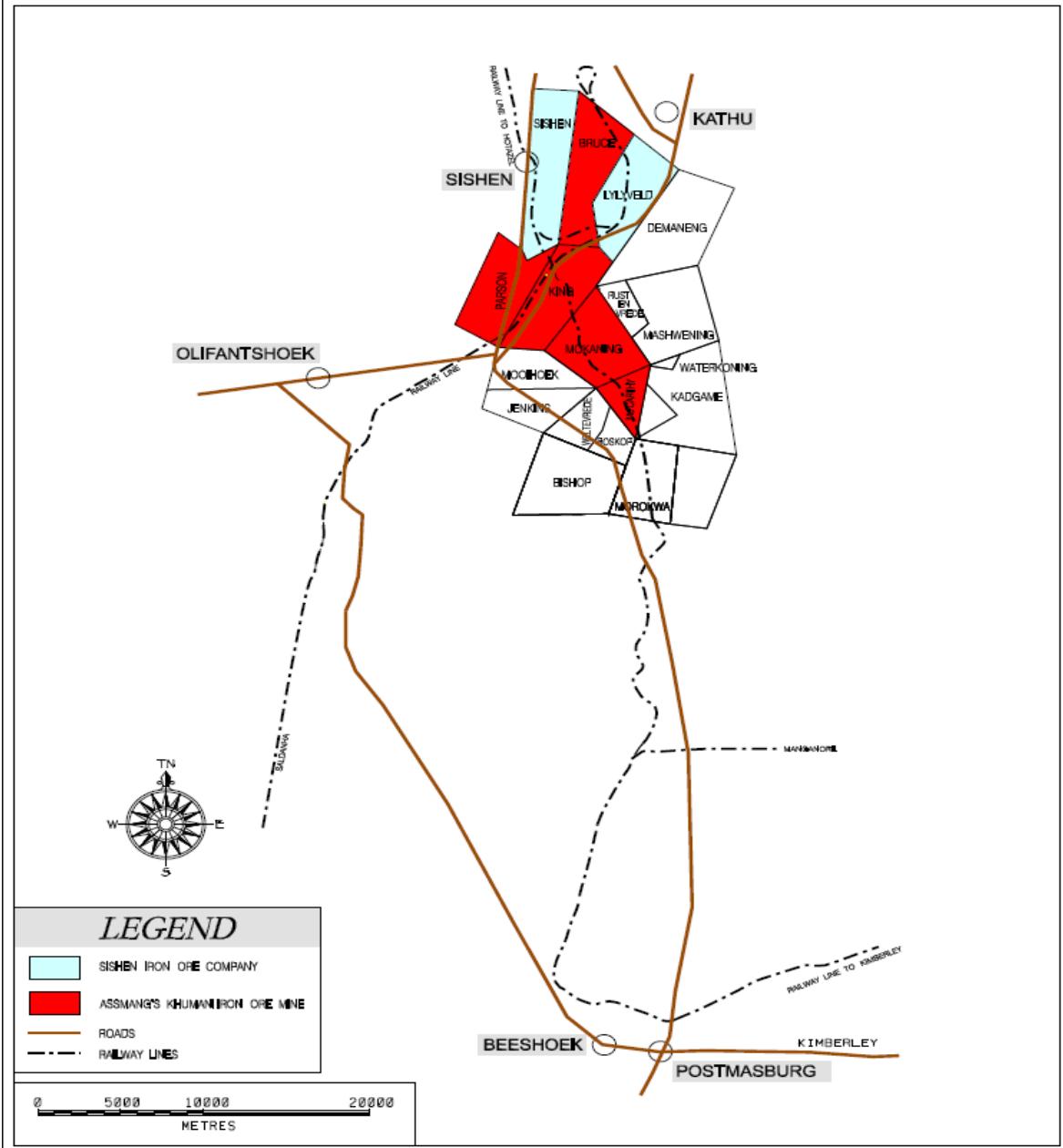
Figuur 2: Plan wat die ligging van Khumani aandui





# ASSMANG LIMITED

## IRON ORE PROPERTIES AROUND SISHEN



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Figuur 3: Plan wat die ligging van Khumanzi Myn aandui

### 1.3 Mynmetodologie

**MYNBOU:** Die ertsneerslag is deur middel van konvensionele oopmynboutegnieke ontgin. Erts- en afvalmynblokke word met behulp van boormasjiene vir die losskietproses voorberei. Wanneer die erts en afval losgeskiet is, word dit met laaiers en/of grawe op vaste vervoertrekke gelaai. Die trokke vervoer die erts na die primêre vergruisers en onbehandelde voorraadhope, en die afval na twee bolaag-afvalhope.

**VERWERKING:** Ná die primêre en sekondêre vergruisingsbedrywighede word die vergruisde erts na die verwerkingsaanleggebied vervoer, wat weg van die myngebied op die plaas Parson geleë is. Opgraad- en ondergraad- vergruisde erts word afsonderlik op voorraadhope geplaas, met toegewyde stapelaars, en herwin om apart aan die toegewyde opgraad- en ondergraad-verwerkingsaanlegte gevoer te word. Opgraaderts hoef slegs gesif te word, terwyl ondergraaderts veredel moet word om aan die markvereistes te voldoen.

Opgraaderts wat geen veredeling nodig het nie, met ander woorde wat aan die vereiste chemiese spesifikasies voldoen, word gewas, in toekringloop tot -32 mm vergruis en in twee (2) markverwante produktes gesorteer:

- Klonterige uitvoerproduk
- Fynerts-uitvoerproduk

Ondergraaderts (met ander woorde erts wat nie aan die vereiste chemiese spesifikasies voldoen nie), word gewas, in toekringloop tot -32 mm vergruis en in 'n growwe fraksie en 'n fyn fraksie gesif voordat dit veredel word.

Veredeling word met behulp van wipsiftegnologie gedoen. Wipsiwwwe skei die erts op grond van die spesifieke digtheid van die deeltjies. Die skeidingseenhede werk op só 'n manier dat deeltjies in die ondergraaderts met digthede van gewoonlik minder as 4,9 as afval verwerp word, terwyl deeltjies met 'n spesifieke digtheid van meer as 4,9 as 'n produk herwin word. Die produkte van die veredelingsprosesse word gesif in die markverwante groottes soos hierbo gemeld word. Die wipsifaanleg het 130 ondersteuningspersoneel in diens wat by hierdie MAP ingesluit word.

**WHIMS-AANLEG** (nat, hoë-intensiteit- magnetiese skeier): Die nat, hoë-intensiteit- magnetiese skeierproses (WHIMS-proses) is ontwerp om die laegraad-afvalwater te veredel wat as 'n afvalproduk van die produksie van die klonterige en fynerts-uitvoerprodukte geproduseer word. Deur die feit te benut dat 'n verskil in magnetiese vatbaarheid bestaan tussen die waardevoller Fe-draende materiaal en die afvalminerale, kan die WHIMS-verwerkingsseenhede die chemiese spesifikasies van die afvalwater na dié van die fynerts-uitvoerproduk upgradeer. Sodoende kan die WHIMS-verwerkingsaanleg bykomende uitvoerproduk lewer van materiaal wat andersins as afval geklassifiseer sal word. Die aanleg het 31 ondersteuningspersoneel in diens wat by hierdie MAP ingesluit word. Daar is nog 63 personeellede wat soos volg in kontrakteurs se diens is:

**Tabel 2: Kontrakteurs wat by die WHIMS-aanleg werk**

Kontrakteur	Getal werknelmers
Process Automation (Edms.) Bpk.	5
Rufco Engineering BK	37
Weir Minerals Africa (Edms.) Bpk.	8
B & W Instrumentation & Electrical (Edms.) Bpk.	2
DRA Mineral Projects (Edms.) Bpk.	10
Shaw Controls (Edms.) Bpk.	1
<b>Groottotaal</b>	<b>63</b>

## 1.4 Huidige en verwagte arbeidsmag

**Tabel 3: Beplande Khumani-werknemers**

Mynbedrywigheid/-kontrakteur	Diens aan die myn verskaf	Beplande getal werknemers by die myn <sup>1</sup>
Assmang Khumani Myn	Bestuur, myn- en ingenieursarbeidsmag vir oppervlakbedrywighede	1 600

**Tabel 4: Khumani arbeidsverskaffingstatistiek per gebied van geboorte**

Provinsie	Munisipaliteit van geboorte	Provinsiale totaal	Provinsiale %
Oos-Kaap	Buffalo City Metropolitaanse Munisipaliteit	8	
	Emalahleni	1	
	Engcobo	3	
	Gariep	2	
	Inxuba Yethemba	2	
	King Sabata Dalindyebo	2	
	Makana	2	
	Mbizana	1	
	Mhlontlo	1	
	Nelson Mandela Metropolitaanse Munisipaliteit	15	
	Raymond Mhlaba	1	
	Senqu	6	
	Uzimvuba	1	
Vrystaat	Dihlabeng	4	
	Kopanong	1	
	Letsemeng	1	
	Maluti-A-Phofung	3	
	Mangaung Metropolitaanse Munisipaliteit	26	
	Mantsopa	1	
	Matjhabeng	11	
	Matsiloyana	1	
	Metsimaholo	2	
	Mohokare	3	
	Moqhaka	7	
	Nala	2	
	Ngwathe	2	
	Setsoto	4	
Gauteng	Tokolongo	2	
	Stad Johannesburg Metropolitaanse Munisipaliteit	13	
	Ekurhuleni Metropolitaanse Munisipaliteit	16	
	Emfuleni	12	

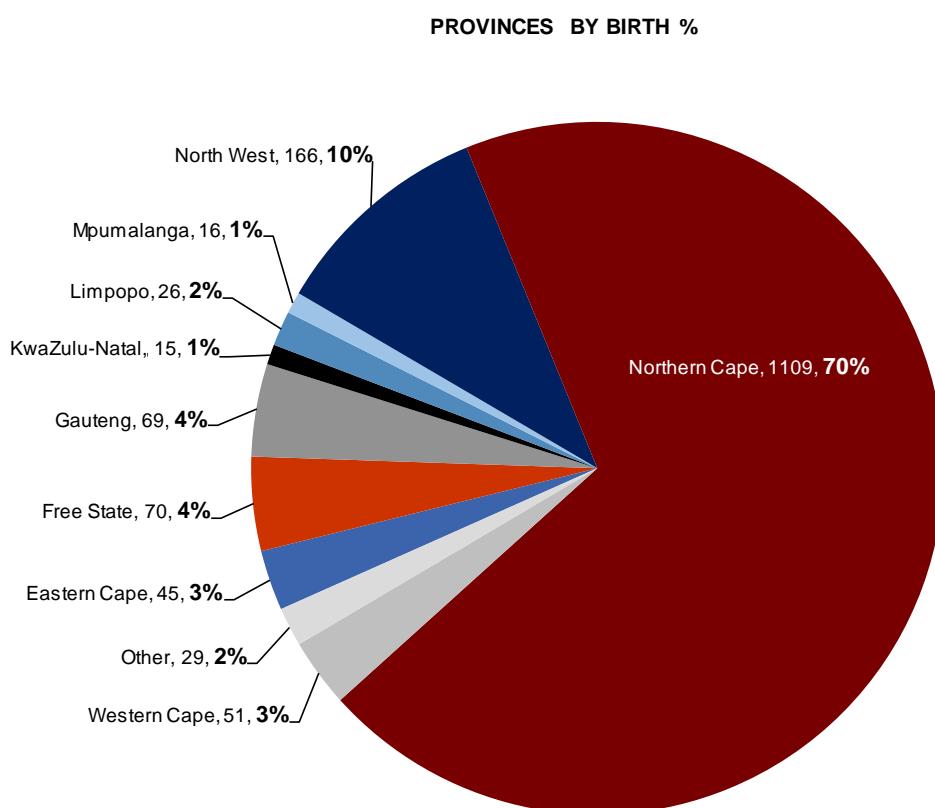
<sup>1</sup> Khumani-sakeplan gedateer Julie 2016

Provinsie	Munisipaliteit van geboorte	Provinsiale totaal	Provinsiale %
	Lesedi	2	
	Mogale City	4	
	Rand West City	5	
	Tshwane Metropolitaanse Munisipaliteit	17	
KwaZulu-Natal	Abaqulusi	1	
	Buffalo City Metropolitaanse Munisipaliteit	1	
	Stad Umhlathuze	1	
	Endumeni	1	
	Ethewini Metropolitaanse Munisipaliteit	3	
	Groter Kokstad	1	
	Inkos Langalibelele	2	
	Mandini	1	
	Msundizi	2	
	Newcastle	1	
	Umzimkulu	1	
Limpopo	Blouberg	1	
	Collins Chabane	1	
	Elias Motsoaledi	1	
	Fetakgoma	1	
	Groter Tzaneen	1	
	Lephalale	1	
	Makhado	2	
	Mogala Kwena	6	
	Mopani	1	
	Musina	1	
	Polokwane	5	
	Thukamela	3	
	Onbekend	2	
Mpumalanga	Stad Mbombela	1	
	Dr Ixley ka Isaka Seme	1	
	Dr JS Mokoka	1	
	Emalahleni	3	
	Groter Tsubatse	2	
	Lekwa	2	
	Steve Tshwete	4	
	Thaba Chweu	1	
	Victor Khanye	1	
Noordwes	Stad Matlosana	11	
	Ditsobotla	1	
	Groter Taung	62	
	Kagisano-Molopo	18	
	Lekwa-Teemane	2	

Provinsie	Munisipaliteit van geboorte	Provinsiale totaal	Provinsiale %	
Noord-Kaap	Madibeng	1	1 109	69,49%
	Mahikeng	10		
	Mamusa	3		
	Maquassi Hills	2		
	Moses Kotane	1		
	Naledi	45		
	Ngaka Modiri Molema	1		
	Ramotshere Moiloa	1		
	Rustenburg	3		
	Tswaing	1		
	Ventersdorp/Tlokwe	4		
	! Kheis	5		
	Dawid Kruiper – Khara Huis	40		
	Dikatlong	2		
	Dikgatlong	6		
	Emathanjeni	10		
	Gamagara	64		
	Ga-Segonyana	498		
	Hantam	3		
	Joe Morolong	4		
	Kagisano-Molopo	2		
	Kai !Garib	5		
	Kammiesberg	2		
	Kareeburg	1		
	Karoo Hoogland	1		
Wes-Kaap	Kgatelopele	19		
	Khai-Ma	6		
	Magareng	4		
	Naledi	17		
	Nama Khoi	66		
	Phokwane	14		
	Richtersveld	5		
	Siyancuma	12		
	Siyathemba	17		
	Sol Plaatjie	65		
	Tsantsabane	238		
	Ubuntu	1		
	Onbekend	2		
	Breedevallei	2	51	3,20%
	Stad Kaapstad Metropolitaanse Munisipaliteit	28		
	Drakenstein	1		
	Matzikama	9		

Provinsie	Munisipaliteit van geboorte		Provinsiale totaal	Provinsiale %
	Saldanhabaai	7		
	Stellenbosch	2		
	Swartland	1		
	Witzenberg	1		
Ander	Botswana	2	2	0,13%
	Engeland	1	1	0,06%
	Ierland	1	1	0,06%
	Wallis	1	1	0,06%
	Namibië	22	22	1,38%
	Zambië	1	1	0,06%
	Zimbabwe	1	1	0,06%
<b>Groottotaal</b>		<b>1 596</b>	<b>1 596</b>	<b>100,00%</b>

Figuur 4 dui die huidige profiel van die arbeidverskaffingsgebiede (AVG's) van Khumani-werknemers aan en toon dat 69,5% van die arbeidsmag uit die Noord-Kaap gewerf word. Khumani is daartoe verbind om hierdie profiel te handhaaf en selfs te verbeter.



Figuur 4: Arbeidverskaffingsgebiede volgens geboorte by Khumani Myn soos in Oktober 2016

**Tabel 5: Khumani-arbeidsverskaffingstatistiek volgens gebied van huidige woonplek**

Provinsie	Munisipaliteit waar woonagtig	Provinsiale totaal	Provinsiale %
Vrystaat	Mangaung Metropolitaanse Munisipaliteit	1	1 0,06%
Noordwes	Stad Matlosana	1	4 0,25%
	Groter Taung	1	
	Kagisano-Molopo	1	
	Naledi	1	
Noord-Kaap	Dawid Kruiper – Khara Huis	15	1 582 99,12%
	Dikgatlong	2	
	Gamagara	656	
	Ga-Segonyana	430	
	Joe Morolong	5	
	Kagisano-Molopo	1	
	Kgateleopele	7	
	Naledi	59	
	Nama Khoi	1	
	Sol Plaatjie	3	
	Tsantsabane	403	
Wes-Kaap	Saldanhabaai*	9	9 0,56%
	<b>Groottotaal</b>	<b>1 596</b>	<b>1 596</b>

\* **LET WEL:** Hierdie werknemers is in Saldanhabaai gestasioneer en nie by die myn nie.



## AFDELING 2

### MENSEHULPBRONONTWIKKELING

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## 2 MENSEHULPBRONONTWIKKLINGSPLAN

### 2.1 Inleiding

Ingevolge die Nasionale Ontwikkelingsplan is onderwys, opleiding en innovering sentraal tot Suid-Afrika se langtermynontwikkeling. Dit is die kernelemente in die uitskakeling van armoede en vermindering van werkloosheid en ongelykheid, en dien as basis vir 'n gelyke en vooruitstrewende samelewing soos in die Grondwet in die vooruitsig gestel word. Onderwys bemagtig mense om hulle identiteit te definieer, beheer oor hulle lewe te neem, gesonde gesinne groot te maak, met vertroue aan die ontwikkeling van 'n regverdigde samelewing deel te neem, en 'n doeltreffende rol in die politiek en beheer van hulle gemeenskappe te speel.

Khumani se mensehulpbrontwikkelingstrategie (MHO-strategie) is daarop gemik om aan werknemers geleenthede te verskaf om binne die maatskappy te ontwikkel, en gee ook aan die gemeenskappe in ons gasheer- en belangrikste arbeidverskaffingsgebiede geleenthede om hulle vaardighede en kennis te verbeter om makliker in die ekonomiese geabsorbeer te word.

Ons MHO-strategie word dus primêr aangedryf deur ons bedryfsbehoeftes en -vereistes, asook deur die nasionale imperatief soos in die MPRDA en mynbouhandves verval word.

Die doelwitte van die maatskappy se MHO-program word hieronder uiteengesit:

- Versekering van die ontwikkeling van vereiste vaardighede ten opsigte van leerderskappe, beurse (vir kern- en kritiese vaardighede), ambagslui en ander opleidingsinisiatiewe wat die demografie weerspieël soos in die mynbouhandves omskryf word.
- Om tot die mensehulpbronontwikkeling van swart persone as geheel by te dra en dit te belyn met die maatskappy se missie, visie en waardes, wat ook diensbillikhedsdoelwitte hanteer.
- Nakoming van die vaardigheidsontwikkelingswetgewing en alle ander tersaaklike wetgewing.
- Lewer van 'n bydrae tot die opheffing en ontwikkeling van werknemers se vaardighede (artikel 18(1)-leerders) en plaaslike en belangrike arbeidsverskaffingsgemeenskappe (artikel 18(2)-leerders).
- Lewer van 'n bydrae tot die bemagtiging van werknemers (artikel 18(1)-leerders) en plaaslike en belangrike arbeidsverskaffingsgemeenskappe (artikel 18(2)-leerders) deur die onderrig-, opleidings- en ontwikkelingsinisiatiewe.
- Deur vaardigheidsontwikkeling, die lewer van 'n bydrae tot die maatskaplike ontwikkeling van werknemers en gasheergemeenskappe.

### 2.2 Nakoming van vaardigheidsontwikkelingswetgewing

Die myn het soos volg aan SETA-registrasievereistes voldoen:

SETA-registrasie	Besonderhede
Registrasienommer van SETA	L620768327
Naam van SETA	MKA
Bevestiging dat 'n vaardigheidsontwikkelingsfasilitateerder (VOF) aangestel is	Mej. Dumisile Dladla
Bewys dat 'n werkplekvaardigheidsplan ingedien is, en datum van indiening	WVP/JOV 30 April soos voorgeskryf. Bewys van indiening aangeheg.

Die geïntegreerde mensehulpbronontwikkelingsplan sal probeer om deur die implementering van die volgende aksieplanne, wat 'n vyfjaar-vaardigheidsontwikkelingsplan; 'n vyfjaar-mentorskappel; 'n vyfjaar-leerderskappel; 'n vyfjaar-graad- en beursplan; 'n vyfjaarplan vir individuele ontwikkeling; 'n vyfjaarplan vir oordraagbare vaardighede; kontrakteurbestuur (kernmynboukontrakteurs), en 'n vyfjaarplan vir diensbillikhed insluit, die produktiewe potensiaal te maksimeer van mense wat by Khumanzi in diens is.

Die fokus van vaardigheidsontwikkeling is primêr om tegniese bevoegdhede te verskaf om produksie en verkoopeteikens te haal; sekondêr om geleenthede te verskaf om prioriteitsvaardighede te verwerf en vordering in die onderskeie velde van die dissipline te ondersteun; en laastens om oordraagbare vaardighede te verskaf.

## 2.3 Werkplekvaardigheidsplan (WVP) en jaarlikse opleidingsverslag (JOP)

In ooreenstemming met die Wet op Vaardigheidsontwikkeling dien die maatskappy jaarliks 'n werkplekvaardigheidsplan (WVP) en jaarlikse opleidingsverslag (JOV) in, wat elke jaar in oorleg met georganiseerde arbeid afgeteken word en met die maatskappy se MHO-plan belyn word. Dit word dan voor 30 April elke jaar by die Mynboukwalifikasie-owerheid (MKO) ingedien.

Hieronder is 'n gedetailleerde vaardigheidsontwikkelingsplan wat uiteensit hoe die myn- of produksiebedrywigheid beoog om aan werknemers ontwikkelingsgeleenthede ten opsigte van vereiste vaardighede vir leerderskappe, ambagshulpwerkers, ambagslui, taakspesifieke opleiding en ander opleidingsinisiatiewe te verskaf. Waar moontlik sal Khumani binne hierdie ontwikkelingsinisiatiewe die 80:20-beginsel (80% van posbekleërs moet histories-benadeelde persone (HBP) wees, en 20% van hulle moet vroue wees) toepas.

Tabel 6 hieronder (vorm Q) verskaf die besonderhede ten opsigte van die huidige opvoedingsvlakke van die arbeidsmag.

**Tabel 6: Die getal en opvoedingsvlakke van werknemers by Khumani Myn soos in Oktober 2016 (vorm Q)**

BAND	NKR-VLAK	OU STELSEL	Manlik				Vroulik				Totaal	
			Swart	Bruin	Indiëri	Wit	Swart	Bruin	Indiëri	Wit	Manlik	Vroulik
Algemene onderwys en opleiding (AOO)		Geen skoling nie	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 0/pre-	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 1/sub A	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 2/sub B	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 3/st. 1/BOOV 1	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 4/st. 2	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 5/st. 3/BOOV 2	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 6/st. 4	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 7/st. 5/BOOV 3	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
		Graad 8/st. 6	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>
Verdere onderwys en opleiding (VOO)	1	Graad 9/st. 7/BOOV 4	23	3		1					<b>27</b>	<b>0</b>
	2	Graad 10/st. 8/N1	100	44		23	1	1		1	<b>167</b>	<b>3</b>
	3	Graad 11/st. 9/N2	110	12		8	11				<b>130</b>	<b>11</b>
	4	Graad 12/st. 10/N3	473	198		135	68	28	1	44	<b>806</b>	<b>141</b>
Hoër onderwys en opleiding (HOO)	5	Hoër sertifikaat (N4)	45	22		30	15	9		3	<b>97</b>	<b>27</b>
	6	Diploma/gevorderde sertifikaat (N5)	30	8	1	16	5	8		10	<b>55</b>	<b>23</b>

BAND	NKR-VLAK	OU STELSEL	Manlik				Vroulik				Totaal	
			Swart	Bruin	Indier	Wit	Swart	Bruin	Indier	Wit	Manlik	Vroulik
7	Baccalaureus-graad/gevorderde diplomas (N6)	25	4		11	10	8		4	40	22	
	Honneurskwalifikasies – professioneel	4	2		6	5	1		4	12	10	
9	Meestersgrade		1		1					2	0	
10	Doktorsgrade	0	0	0	0	0	0	0	0	0	0	
	Ongedefinieerd	4	9	0	4	2	6	0	0	17	6	
	<b>TOTAAL</b>	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>1 353</b>	<b>243</b>	

## 2.4 BOOV

Op grond van vorm Q is daar geen werknemers met onderwysvlakke laer as NKR-vlak 1 nie. Daar is op hierdie stadium geen behoefte aan BOOV-opleiding vir ons werknemers nie. Indien die behoefte aan BOOV-opleiding in die toekoms ontstaan, sal toepaslike opleiding ondersoek word. Daar word as deel van die PEO-befondsing vir 'n BOOV-program vir gemeenskapslede voorsiening gemaak.

Vir werknemers wie se hoogste vlak van onderwys laer as NKR-vlak 4 is en wat hulle onderwysvlak tot met NKR-vlak 4 wil verhoog, verskaf die studiebystandsprogram ondersteuning en befondsing sodat hulle verdere opvoeding kan verkry. Khumani sal altyd sodanige aansoeke om studiebystand befonds.

## 2.5 Leerderskappe – artikel 18(1) en 18(2)

Leerderskapprogramme help leerders om vir 'n kwalifikasie te werk terwyl dit terselfdertyd werksblootstelling verskaf. 'n Vakleerlingskap/leerderskap is 'n ooreenkoms tussen 'n leerder, werkgewer en opleidingsverskaffer vir 'n vasgestelde tydperk waartydens die leerder werk en opleiding in die werkplek ontvang. Leerderskappe is leerprogramme wat taakgebaseerde leer vereis, ondersteun deur gestruktureerde of institusionele leer. Dit word gewoonlik in die SETA's ontwerp, deur die Suid-Afrikaanse Kwalifikasie-overheid (SAKO) goedgekeur, en gedeeltelik uit die vaardigheidsheffing befonds, en moet tot 'n NKR-kwalifikasie lei. Khumani het teikens vir leerderskappe in die ingenieursverwante ambagte gestel, maar wisseling tussen ambagte kan voorkom indien daar in ag geneem word dat daar in sekere gevalle as gevolg van faktore soos diensbeëindigings, kwalifikasie, markvraag, ens. 'n gaping kan wees. Die mensehulpbronontwikkelingsbeleid (MHO) bepaal verder dat die myn na gelang van beskikbaarheid leerderskappe uit die omliggende gemeenskappe sal werf.

Khumani sal met leerderskapregistrasie 'n transformasierhouding volg wat 80% HBP behels, met 20% vroue (80/20-beginsel geprojekteerde vakleerlingskap/leerderskappe met getal registrasies op enige tydstip as teiken):

### Nietegniese leerderskappe

Leerderskappe – 'n leerderskap is 'n gestruktureerde leerprogram wat geregistreer is by die betrokke SETA en waarin 'n leerder praktiese werkservaring van 'n spesifieke aard en duur verwerf, wat lei tot 'n kwalifikasie wat op die NKR geregistreer is en met 'n beroep verbind kan word.

Deur hierdie leerderskappe wil Khumani veral vroue bemagtig, en mense wat met gestremdhede saamleef. Khumani Myn erken die belangrikheid van nietegniese vaardighede wat die kernmynbou-aktiwiteite ondersteun – vandaar die fokus op nietegniese vaardighede.

**Tabel 7: Strategiese aksieplan vir leerderskappe/vakleerlingskappe**

<b>Strategiese aksieplan vir nietegniese leerderskap</b>	<b>Verantwoordelike departement</b>	<b>Voltooiingsdatum</b>
Kandidate vir die nietegniese leerderskappe sal deur advertensies geïdentifiseer word. Die potensiële kandidate sal psigometriese en mediese evaluerings en praktiese werkskennisevaluerings ondergaan.	MH-bedrywighede	Jaarliks
Adverteer leerderskapposte ekstern deur gemeenskapskoerante.	MH-bedrywighede	Jaarliks
Artikel 18(2)-leerders word hoofsaaklik uit die Departement van Arbeid (DvA) se databasis of die Gamagara Jeugsentrum se databasis gewerf.	MH-bedrywighede	Jaarliks
Lys spesifieke vereistes vir registrasie, soos: a. Graad 12 (vakke volgens registrasievereistes vir leerderskap) b. Mediese gesiktheid c. Ander vereistes, byvoorbeeld psigometriese evaluerings	MH-bedrywighede	Jaarliks
Kandidate vir wie leerderskapkontrakte aangebied word, moet verteenwoordigend van die WBP wees.	MH-bedrywighede	
Die leerderskapbehoeftes en -programme sal op 'n jaarlikse grondslag aan die hand van die maatskappy se vaardighedsbehoeftes geëvalueer word en enige veranderinge aan die teikens of programme sal in die jaarlikse MAP-verslag aan die DMH gerapporteer word.	MH-bedrywighede	
<b>Strategiese aksieplan vir tegniese leerderskappe/ vakleerlingskappe</b>	<b>Verantwoordelike departement</b>	<b>Voltooiingsdatum</b>
Kandidate vir die artikel 18(1)-leerderskappe/vakleerlingskappe sal deur interne advertensies geïdentifiseer word. Die potensiële kandidate sal psigometriese en mediese evaluerings en praktiese werkskennisevaluerings ondergaan.	MH-bedrywighede	Jaarliks
Adverteer vakleerlingeskap-/leerderskapposte ekstern (byvoorbeeld deur gemeenskapskoerante).	MH-bedrywighede	Jaarliks
Artikel 18(2)-leerders word primêr plaaslik gewerf (spesifieke vereistes vir registrasie soos graad 12 Wiskunde en Wetenskap; medies gesik; ander vereistes; psigometriese evaluerings).	MH-bedrywighede	Jaarliks
Lys van kandidate (moet gesukkite getal van 80% HBP insluit, met 20% vroue indien beskikbaar) moet leerderskapkontrakte aangebied word.	MH-bedrywighede	Jaarliks
Die leerderskapbehoeftes en -programme sal op 'n jaarlikse grondslag aan die hand van ambagsmark-skaarsheidoorwegings en bedryfsvaardighedevereistes geëvalueer word en enige veranderinge aan die teikens of programme sal in die jaarlikse MAP-verslag aan DMH gerapporteer word.	MH-bedrywighede	Jaarliks
Wanneer hulle kwalifiseer, kan ambagslui deur die myn geabsorbeer (aangestel) word indien en wanneer vakatures ontstaan, en ook met inagneming van hulle prestasie tydens die leerderskaprogram.	MH-bedrywighede	Jaarliks

Khumani-leerderskappe sal in ooreenstemming met bedryfsvereistes in die volgende dissiplines beskikbaar gestel word:

- Ingenieurswese (ambagte wat deur die myn benodig word)
- Mynbou
- Organisasie ontwikkeling en talentbestuur (sagte vaardighede)

**Tabel 8: Leerderskapplan vir Khumani Myn 2017–2022**

Dissipline	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totaal
Ingenieurswese	28	28	28	28	28	
Mynbou en verwante vaardighede	4	4	4	4	4	
Organisasie ontwikkeling en talentbestuur (sagte vaardighede)	10	10	10	10	10	
<b>TOTAAL</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>	

**Let wel:** Die leerderskapsyfers hierbo weerspieël die totale getal deelnemers jaarliks en nie net die getal nuwe innames nie, en sal deur bedryfsvereistes beïnvloed word.

Khumani is daartoe verbind om leerderskappe vir die vyfjaartermyn van die MAP te regstreer. Die dissiplines sal egter aan die hand van die bedryfsvereistes bepaal word.

## 2.6 Loopbaanvorderingsplan

### 2.6.1 Opvolgbeplanning

Deur opvolgbeplanning beoog Khumani Myn om die oordrag van noodsaklike vaardighede en kennis te hanteer, transformasie te bevorder, loopbaanvordering vir werknemers te verbeter, en die toekomstige volhoubaarheid van die besigheid te verseker deur seker te maak dat noodsaklike vaardighede beskikbaar is.

Die opvolgbeplanningsproses laat die organisasie toe om te bepaal of dit die talent het wat nodig is om sy huidige en toekomstige strategiese doelwitte te bereik. Dit stel die organisasie in staat om 'n pyplyn talent te ontwikkel waardeur kandidate vir vakatures vir huidige en toekomstige rolle verkry kan word. Dit kan die doeltreffendheid van rolaanstellings verhoog en besluite is dus akkurater wanneer kandidate van binne die organisasie kom.

Ontwikkeling van talent word gefasiliteer, wat geleenthede vir alle werknemers verskaf om tot hulle volle potensiaal by te dra. Die identifisering van potensiële vermoëns, en 'n projeksie van wanneer dit beskikbaar sal wees, sal dit moontlik maak om op grond van vermoë loopbaanontwikkelingsprogramme te skep vir alle poste wanneer dit nodig is.

Die myn se opleidings- en ontwikkelingsprogramme is die mechanismes waardeur die vereiste bevoegdhede vir opvolging ontwikkel word. Die verskuiwing of verandering kan wees óf na 'n pos op dieselfde vlak, óf na 'n pos op 'n hoër diensvlak indien natuurlike vaktures beskikbaar is volgens die maatskappy se driejaar-arbeidsplanbegroting wat in die organogramme weerspieël word.

**Tabel 9: Strategiese aksieplan vir opvolgbeplanning**

Strategiese aksieplan vir opvolgbeplanning	Verantwoordelike departement	Voltooiingsdatum
Om loopbaanpaaie vir elke dissipline te ontwikkel (insluitend minimum toegangsvereistes en tydramwerke).	MH-bedrywighede	Jaarliks
Om individue op grond van huidige en toekomstige vermoë by toepaslike rolle te pas.	MH-bedrywighede	Jaarliks
Om werknemers se ontwikkelingsbehoeftes ooreenkomsdig moontlike loopbaanvordering en maatskappydoelwitte te identifiseer.	MH-bedrywighede	Jaarliks
Om ontwikkelingsbehoeftes regoor die maatskappy te identifiseer.	MH-bedrywighede	Jaarliks
Om ons individuele werknemers te ondersteun in hulle aspirasies om die beste te word wat hulle kan wees, binne die omvang van wat in die maatskappy lewensvatbaar is.	MH-bedrywighede	Jaarliks
Om transformasie te ondersteun deur HBP as kandidate vir toekomstige rolle te ontwikkel.	MH-bedrywighede	Jaarliks

**Tabel 10: Potensiële opvolgers by Khumani Myn**

Beroepsvlak	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Senior bestuur	5	5	5	5	5
Professioneel gekwalificeerde en ervare spesialiste en middelbestuur	15	15	15	15	15
Geskoolde tegniese en akademies gekwalificeerde werkers, junior bestuur, toesighouers, voormanne, en superintendente	20	20	20	20	20
<b>TOTAAL</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>

*Let wel: Die syfers hierbo weerspieël die totale getal opvolgkandidate en nie noodwendig nuwe innames per jaar nie.*

Die getal werklike plasings van hierdie opvolgkandidate sal afhang van die getal vakatures wat op enige gegewe tydstip deur natuurlike/gedwonge arbeidsomset ontstaan.

## 2.6.2 Leierskapsontwikkelingsprogramme

Bestuurs-/leierskapsopleiding en -ontwikkeling word gewoonlik gegrond op die loopbaanontwikkelingsplanne van die werknemers soos deur die talentpoel en opvolgbeplanningsprosesse geïdentifiseer word, wat ook by die diensbillikheidsimperatiewe en -aandrywers van Assmang Khumani inskakel. Bestuursopleiding is noodsaaklik om te verseker dat die maatskappy nou en in die toekoms so produktief en doeltreffend as moontlik bedryf word, met verdere klem op die skep van 'n vaardige leierskapsbasis om die organisasie te ondersteun.

Die maatskappy gaan 'n vennootskap met akademiese instellings en diensverskaffers aan om onderrig- en opleidingsprogramme te ontwerp om by Assmang se individuele behoeftes te pas, en ook om transformasie in die maatskappy te bevorder.

**Tabel 11: Leierskapsontwikkelingsplan vir Khumani Myn**

Leierskapsopleidings-programme	Beroepsvlak	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totaal
Toesighouers-opleiding	Geskoolde tegniese en akademies gekwalifiseerde werkers, junior bestuur, toesighouers, voormanne, en superintendente	15	15	15	15	15	
Leierskapsopleiding (WITS Future Leaders)	Professioneel gekwalifiseerde en ervare spesialiste en middelbestuur	3	3	3	3	3	
Vroue in leierskap (WITS)	Professioneel gekwalifiseerde en ervare spesialiste en middelbestuur	2	2	2	2	2	
<b>TOTALE</b>		<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	

## 2.7 Kernbesigheidsvaardigheidsprogramme in die tegniese opleidingsomgewing

Kernbesigheidsvaardigheidsprogramme speel 'n noodsaaklike rol om werknelmers toe te rus met die vaardighede en vereiste bevoegdhede om hulle werksverantwoordelikhede suksesvol na te kom. Tabel 13 hieronder sit die strategiese aksieplan uiteen wat Khumani sal gebruik om te verseker dat die doelwitte ten opsigte van die kern-/tegniese besigheidsvaardigheidsopleiding soos dit uiteengesit is, bereik word.

**Tabel 12: Strategiese aksieplan vir kernbesigheidsvaardigheidsopleiding**

Strategiese aksieplan vir kernbesigheidsvaardigheidsopleiding	Verantwoordelike departement	Voltooiingsdatum
Formaliseer en ontwikkel vaardighede en bevoegheidsvereistes vir Khumani deur die arbeidsmagproifiele te identifiseer.	MH-departement	Junie 2018
Evalueer werknelmers ten opsigte van vaardighede en bevoegheidsgapings – lei tot werknelmerbevoegheidsprofiel (individuele ontwikkelingsplan).	MH-departement	Deurlopend
Ontwikkel 'n WVP met teikens, begrotings en tydsraamwerke (in ooreenstemming met verbintenisse wat in die MAP en die sakeplan gemaak word).	MH-departement	Jaarliks
Koördineer die individuele ontwikkelingsplanne om loopbaanpadvordering, posspesifieke ontwikkeling van werknelmers en 'n doeltreffende, produktiewe arbeidsmag te faciliteer.	MH-departement	Deurlopend

**Tabel 13: Kernbesigheidsopleidingsplan by Khumanzi Myn**

Tipe opleiding – tegnies	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totaal
TMM (verskeie operateurs)	20	20	20	20	20	<b>100</b>
Hystoerustingopleiding	20	20	20	20	20	<b>100</b>
Veiligheidsverteenwoordiger-opleiding	10	10	10	10	10	<b>50</b>
Bevoegdheid A	25	25	25	25	25	<b>125</b>
Beplande taakwaarneming	25	25	25	25	25	<b>125</b>
Noodhulpopleiding	40	40	40	40	4	<b>200</b>
Risiko-evaluering	20	20	20	20	20	<b>100</b>
<b>TOTAAL</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>800</b>
<b>Tipe opleiding – nietegnies</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>	<b>Totaal</b>
Werknemerbetrokkenheidsopleiding						
• Persoonlike reis	150	150	150	150	150	<b>750</b>
• Werksreis						
• Organisasiereis						
Results Action Review - vergaderingsmetodologie	10	10	10	10	10	<b>50</b>
Aanbiedingsvaardighede (gegradueerde en opvolgingskandidate)	10	10	10	10	10	<b>50</b>
Mentoropleidingsprogram	30	30	30	30	30	<b>150</b>
<b>TOTAAL</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>1 000</b>

## 2.8 Oordraagbare vaardighede vir werknemers – artikel 18(1)

Benewens die oordraagbare vaardighede wat deel uitmaak van die geakkrediteerde tegniese en nietegniese opleiding wat aan werknemers verskaf word, en wat buite die mynmaatskappy gebruik kan word, is Khumanzi verbind tot 'n verdere program om oordraagbare vaardighede te verskaf. Die doelwit van hierdie program is om opleiding in oordraagbare vaardighede te verskaf aan werknemers wat belangstelling toon om sodanige opleiding te ontvang, en met 'n spesiale klem op werknemers naby afgelê, wat as gevolg van siekte onbekwaam is of wat afgelê is, sodat hulle ekonomies aktief, aanstelbaar of selfonderhoudend in hulle gemeenskappe kan bly. Werknemers is geregtig op 'n eenmalige kursus teen geen koste vir die deelnemer nie. Hierdie individue sal spesifieke modules voltooï en by voltooïng van die betrokke kursus 'n bywoningsertifikaat ontvang. Die gemelde kursusse sal vervoerkoste en verblyf uitsluit, maar PBT (persoonlike beskermingstoerusting) en maaltye insluit.

Khumanzi sal vrywillige vaardigheidsopleidingsprogramme verskaf aan werknemers met vaardighede wat buite die mynboubedryf van waarde is. Die huidige kommunikasiekanale om inligting oor die opleiding in oordraagbare vaardighede oor te dra, sal die myn se nuusbrief, georganiseerde arbeid, Future Forum en die ETDF-struktuur wees.

Werknemers sal opgelei word in oordraagbare vaardighede soos in die tabel hieronder aangedui word. Opleiding in entrepreneurs- en besigheidsvaardighede sal deel uitmaak van al die aanbiedings wat daarop

gemik is om individue te help om vir hulself te werk of om geleenthede te skep vir individue om KMMO's (klein, medium en mikro-ondernehemings) te stig, en om vir hulself te werk indien hulle afgelê word.

Indien daar nie genoeg werknemers is om aan onderstaande teikens te voldoen nie, sal die getalle met lede van die gemeenskap aangevul word.

**Tabel 14: Opleidingsplan vir oordraagbare vaardighede vir Khumani Myn**

Opleiding in oordraagbare vaardighede per Patterson-band	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totaal
B	30	30	30	30	30	
C	15	15	15	15	15	
D	5	5	5	5	5	
<b>TOTAAL</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	

**Let wel:** Die syfers hierbo weerspieël die totale getal kandidate vir oordraagbare vaardighede en nie noodwendig nuwe innames per jaar nie.

## 2.9 Vakatures wat moeilik is om te vul

Khumani sal vaktures wat moeilik is om te vul, hanteer deur die vaardigheidsontwikkelingsprogramme en verskeie leerderskappe, beurse en ontwikkelingsprogramme vir gegradsueerde te implementeer, en te probeer om kapasiteit te bou in gebiede waar dit nodig is (vorm R – tabel 15).

**Tabel 15: Vorm R – Vaktures wat moeilik is om te vul in Junie 2013**

Beroep of spesialiseringstitel	Beroepskode	Rede waarom beroep skaars is	Vaktures wat moeilik is om te vul (getal) wat in 2015 as skaars beskou word	Voeg kommentaar by oor die skaarsheid, met ander woorde aan watter take/uitsette wat kritiek is vir die beroep word nie voldoen nie, of word nie deur werknemers uitgevoer nie	Watter type leerprogramme word beplan om hierdie beroepskaarsheid te hanteer?	NKR-vlak
Elektriese ingenieur (myne)	2015-215101	Absoluut – gebrek aan geskoolede persone	1	RSB-kwalifikasies en voldoende bestuurservaring nadat RSB behaal is, ook relatiewe skaarsheid met betrekking tot diensbillikheid en bedryfsaantreklikheid	Nasionale hoër diploma	7
Meganiese ingenieur (myne)	2015-214401	Absoluut – gebrek aan geskoolede persone	1	RSB-kwalifikasies en voldoende bestuurservaring nadat RSB behaal is, ook relatiewe skaarsheid met betrekking tot diensbillikheid en bedryfsaantreklikheid	Nasionale hoër diploma	7
Meganiese instrumenttegnikus	2015-311501	Absoluut – gebrek aan geskoolede persone	1	Tegniese ervaring plus relatiewe skaarsheid en bedryfsaantreklikheid	MKA-leerderskap	5
Instrumentmeg anikus (bedryfsinstrume nte en prosesbeheer)	2015-672105	Absoluut – gebrek aan geskoolede persone	1	Tegniese ervaring plus relatiewe skaarsheid en bedryfsaantreklikheid	MKA-leerderskap	5

Beroep of spesialiseringstitel	Beroepskode	Rede waarom beroep skaars is	Vaktures wat moeilik is om te vul (getal) wat in 2015 as skaars beskou word	Voeg kommentaar by oor die skaarsheid, met ander woorde aan watter take/uitsette wat kritiek is vir die beroep word nie voldoen nie, of word nie deur werknekmers uitgevoer nie	Watter tipe leerprogramme word beplan om hierdie beroepskaarsheid te hanter?	NKR-vlak
Mynbou Ingenieur	2015-214601	Absoluut – gebrek aan geskoolede persone	1	Skietkwifikasie, posspesifieke en bestuurservaring, plus relatiewe skaarsheid en diensbillikheid, asook bedryfsaantreklikheid	Baccalaureusgraad	7

## 2.10 Mentorskappel

Khumani bevorder aktief die praktyke van mentorskap en afrigting as deel van alle ontwikkelingstussenkomste, met ander woorde opvolgbeplanning, beursprogramme, en programme vir gegradueerdes en internskappe. Mentorskap en afrigting word as sleutelprosesse in mense se ontwikkeling, diensbillikheid, MHO, asook prestasiebestuur beskou.

**Mentorskap** is 'n formele verhouding tussen 'n mentor en 'n mentee wat gebruik word om die mentee se loopbaan met behulp van die oordrag en opbou van vaardighede en kennis te bevorder. Die formalisering van hierdie proses behels geskeduleerde vergaderings, duidelike doelwitte, gereelde monitering en gespesifiseerde tydsraamwerke om doelwitte te bereik.

**Afrigting** is dikwels 'n informele verhouding, meestal tussen 'n lynbestuurder en/of spesialis wat die werknemer ten opsigte van 'n spesifieke vaardigheid of bevoegdheid afrig en oplei. Afrigting is tipies 'n geïntegreerde deel van elke lynbestuurder se verantwoordelikhede en 'n deurlopende proses.

Tabel 16: Strategiese aksieplan vir mentorskap

Strategiese aksieplan vir mentorskap	Verantwoordelike departement	Voltooiingsdatum
Identifiseer werknemers in die maatskappy met spesifieke mentorskaps- en afrigtingsbehoeftes en koppel dit aan 'n gesikte mentor en/of afrigter.	MH-departement	Deurlopend
Evalueer lyn- en senior bestuur se aanleg om mentors te wees en betrek as mentors.	MH-departement	Deurlopend
Verseker dat daar 'n formele kontrak tussen mentor en mentee is (amptelike kontrak op DOS beskikbaar).	MH-departement	Deurlopend
Bied formele opleiding vir mentors en mentees aan.	MH-departement	Deurlopend
Implementeer en moniteer die mentorskapprogram.	MH-departement	Deurlopend

**Tabel 17: Mentorskappel vir Khumani Myn 2017–2022**

Werknemerkategorie	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totaal
Nietegniese leerderskappe	10	10	10	10	10	
Beurse	10	10	10	10	10	
Gegradeerde leerlinge (internskappe)	8	9	10	10	10	
Diensbillikhedsgroeperinge (opvolgers, talentpoel, vroue, ens.)	8	8	8	8	8	
Opvolgers	40	40	40	40	40	
Toesighouers- en bestuursontwikkelingsprogramme	15	15	15	15	15	
Mentorskap vir professionele registrasie (geregistreerde professionele persone is nodig om 'n voornemende kandidaat te mentor)	2	2	2	2	2	
<b>TOTAAL</b>	<b>98</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	

**Let wel:** Die syfers hierbo weerspieël die totale getal kandidate wat gementor word en nie noodwendig nuwe innames per jaar nie.

## 2.11 Beurse

### 2.11.1 Beurshouers en programme vir gegradeerde leerlinge

Khumani se beurse en programme vir gegradeerde word in die volgende kategorieë aangebied:

- Interne beurse (studiebystand) word aan Khumani-werknemers beskikbaar gestel.
- Beurse (mynbouverwante dissiplines) word aan eksterne aansoekers beskikbaar gestel.
- Opleidingsprogram vir gegradeerde.
- SEO-beurse (alle dissiplines) word aan eksterne aansoekers beskikbaar gestel.

Khumani se beursskema is gemik op die ontwikkeling van geskikte studente wat met die voltooiing van hulle studies professionele werkgeleenthede in Khumani kan kry. In die Khumani-program vir gegradeerde kan sommige leerders na ARM oorgeplaas word om spesifieke opleiding te ontvang wat nie by Khumani aangebied kan word nie. Khumani bevorder hierdie geleenthede aktief by die plaaslike skole en plaaslike munisipaliteite. Alle beursaanstellings word gemaak in ooreenstemming met die WBP en transformasieteikens en Khumani verbind hom tot die 80:20-beginsel om die insluiting van histories-benadeelde kandidate by die beursontwikkelingskema te bevorder

**Tabel 18: Strategiese plan vir die implementering van beurse en programme vir gegradeerde leerlinge by Khumani Myn**

Strategiese aksieplan	Verantwoordelike persoon	Voltoogingsdatum
Die beursfonds maak voorsiening vir studente wat 'n mynbouverwante tersiêre-onderwyskwalifikasie aan 'n erkende Suid-Afrikaanse tersiêre-onderwysinstelling wil verwerf.	MH	Deurlopend
Geleenthede vir beurshouers en gegradeerde leerlinge word intern en ekstern deur middel van plaaslike koerante en deur die plaaslike munisipaliteite geadverteer.	MH	Deurlopend

Strategiese aksieplan	Verantwoordelike persoon	Voltooiingsdatum
Beurse word ingevolge Khumani se keuringskriteria aan studente toegeken. Voorkeur word aan swart persone en vroue gegee.	MH	Deurlopend
Diegene wat mynbouerwante beurse ontvang, moet vakansiewerk en diensopleiding by die myn doen en ook dienskontrakte aangaan soos en indien dit vereis word.	MH	Deurlopend
Mentors word aangestel om die studente en gegradeerde tydens beroeps- en/of ervaringsopleiding te mentor.	MH	Deurlopend
Vordering in die beursprogram word jaarliks in die MAP-verslag gerapporteer.	MH	Deurlopend

Khumani-beurse word in ooreenstemming met die aansoeke wat ontvang word en, waar van toepassing, bedryfsvereistes toegeken.

**Tabel 19: Geprojekteerde teikens vir beurse en gegradeerde by Khumani Myn 2017–2022**

Category	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totaal
Interne beurse (studiebystand) word aan Khumani-werknemers beskikbaar gestel	20	20	20	20	20	
Beurse (mynbouerwante dissiplines) word aan eksterne aansoekers beskikbaar gestel	10	10	10	10	10	
Opleidingsprogram vir gegradeerde	8	9	10	10	10	
<b>TOTAAL</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>40</b>	<b>40</b>	

**Let wel:** Die tabel hierbo verwys na die totale getal leerders gedurende die jaar, en nie na nuwe inskrywings nie.

**Tabel 20: Teikens vir beurse in mynbouerwante dissiplines op grond van skaars vaardighede**

Studieveld	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totaal
Ingenieurswese meganies/elektries	3	3	3	3	3	
Ingenieurswese mynbou	2	2	2	2	2	
Geologie	1	1	1	1	1	
Ingenieurswese chemies/metallurgies	2	2	2	2	2	
Landmeetkunde	1	1	1	1	1	
Aankope- en aanbodkettingbestuur/-logistiek	1	1	1	1	1	
<b>TOTAAL</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	

**Let wel:** Die tabel hierbo verwys na die totale getal leerders gedurende die jaar, en nie na nuwe inskrywings nie.

Alle beursaanstellings word in ooreenstemming met Khumani se diensbillikheidsplan gemaak deur die 80:20-beginsel konsekwent in die werwingsproses vir beurshouers en daarna vir gegradeerde te gebruik.

Khumani is daartoe verbind om gegradsueerde leerlinge te absorbeer, maar kan nie werkgeleenthede vir beurshouers en gegradsueerdes waarborg nadat hulle studies afgehandel is nie.

Khumani sal tot 10 gegradsueerde leerlinge op enige tydstip op 'n vastetermyngrondslag aanstel. Die kundigheidsvelde wat benodig word, sal deur bedryfsvereistes, werwingsbehoeftes en ontwikkelingsbehoeftes om aan diensbillikheidsteikens te voldoen en op grond van die beskikbaarheid van gesikte kandidate bepaal word. Assmang-beurshouers wat hulle studies suksesvol voltooi, kry voorkeur indien en wanneer geleenthede vir gegradsueerdes ontstaan.

**Tabel 21: Geprojekteerde teikens vir gegradsueerde leerlinge by Khuman Myn**

Studieveld	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	Totaal
Ingenieurswese meganies/elektries	3	3	3	2	2	
Ingenieurswese mynbou	2	2	2	2	1	
Geologie	1	1	1	1	1	
Ingenieurswese chemies/metallurgies	1	2	2	3	3	
Landmeetkunde	1	1	2	1	2	
Aankope- en aanbodkettingbestuur/-logistiek	0	0	0	1	1	
<b>TOTAAL</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>10</b>	

**Let wel:** Die tabel hierbo verwys na die totale getal gegradsueerde leerders gedurende die jaar, en nie na nuwe inskrywings nie. Waar moontlik sal die 80:20-beginsel in die keuring van gegradsueerde leerlinge toegepas word.

## 2.11.2 Studiebystand (interne beurse)

Interne beurse is vir alle Assmang Khuman-werknemers beskikbaar. Individue verbind hulself tot loopbaanontwikkeling en die maatskappy ondersteun die inisiatiewe. Dit is belangrik om te meld dat studies in die studiebystandskema op 'n eietydgrondslag hanteer word, gewoonlik deur korrespondensie-onderrig. Die proses om studiebystand aan werknemers te verleen, moet in ooreenstemming met die maatskappy se studiebystandsbeleid geïmplementeer word.

**Tabel 22: Strategiese aksieplan vir studiebystand by Khuman Myn**

Strategiese aksieplan vir studiebystand	Verantwoordelike departement	Voltoogingsdatum
Om huidige werknemers aan te moedig om in hulle loopbane te vorder, sal studiebystand binne die grense van die gepubliseerde studiebystandsbeleid en/of -mandaat wat ten opsigte van studiebystand van bestuur ontvang is, tot werknemers se beskikking gestel word.	Mensehulpbronne (organisasie en ontwikkeling en talentbestuur)	Deurlopend
Die identifisering van kandidate sal deur opvolgbeplanning en loopbaanbestuursprosesse per dissipline gerig word.	Mensehulpbronne (organisasie en ontwikkeling en talentbestuur)	Deurlopend
Die finale goedkeuring van studiebystand vir geïdentifiseerde werknemers en/of werknemers wat aansoek doen, sal deur hulle onmiddellike toesighouers en departementshoofde in oorleg met die afdeling vir organisasie en ontwikkeling en talentbestuur se bestuurder en enige ander tersaaklike vakkundiges gegee word.	Mensehulpbronne (organisasie en ontwikkeling en talentbestuur)	Deurlopend

Strategiese aksieplan vir studiebystand	Verantwoordelike departement	Voltooiingsdatum
Sodanige studies moet onderneem word by instellings wat deur die maatskappy erken word.	Mensehulpbronne (organisasie en ontwikkeling en talentbestuur)	Deurlopend

**Tabel 23: Studiebystandsteikens vir Khumani Myn 2017–2022**

Beroepsvlak	2017/2018	2018/2019	2020/2021	2021/2022	2022/2023	Totaal
Senior bestuur (E-band)	0	0	0	0	0	
Professioneel gekwalifiseerde en ervare spesialiste en middelbestuur (D-band)	2	2	2	2	2	
Geskoolde tegniese en akademies gekwalifiseerde werkers, junior bestuur, toesighouers, voormanne, en superintendente (C-band)	8	8	8	8	8	
Halfgeskoole en diskresionäre besluitneming (B-band)	10	10	10	10	10	
<b>TOTAAL</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	

**Let wel:** Die syfers hierbo weerspieël die totale getal geprojekteerde toekennings per jaar, en nie net die nuwe inname nie.

Die getal werknemers wat deur die studiebystandsprogram gehelp word, hang af van die belangstelling van werknemers om die geleentheid te benut om hulle studies te bevorder.

## 2.12 Kontrakteurbestuur

Kernkontrakteurs by Khumani is kontrakteurwerknemers wat by die myn werk, waar die sentrale deel van hulle besigheid die ontginning of ondersteuning van die ontginning van erts uit die grond is vir 'n tydperk van drie jaar totdat Khumani selfstandig word in hierdie verband.

Met inagneming van bostaande is die volgende kontrakteurs tans kern-, langtermynkontrakteurs by Khumani. Die bedryfsvereistes van Khumani sal die getal en die aanstellingsvoorwaardes van kernkontrakteurs bepaal. Hierdie lys is onderhewig aan verandering in ooreenstemming met die myn se bedryfsvereistes.

**Tabel 24: Kern-, langtermynkontrakteurs by Khumani Myn**

Naam van kontrakteur	Dienste
E Cat	Stofonderdrukking op paaie
Lenfield	Grondverskuiwing
AEL	Skietwerk
Thebe Turnstone	Boorwerk

Die volgende elemente word bestuur:

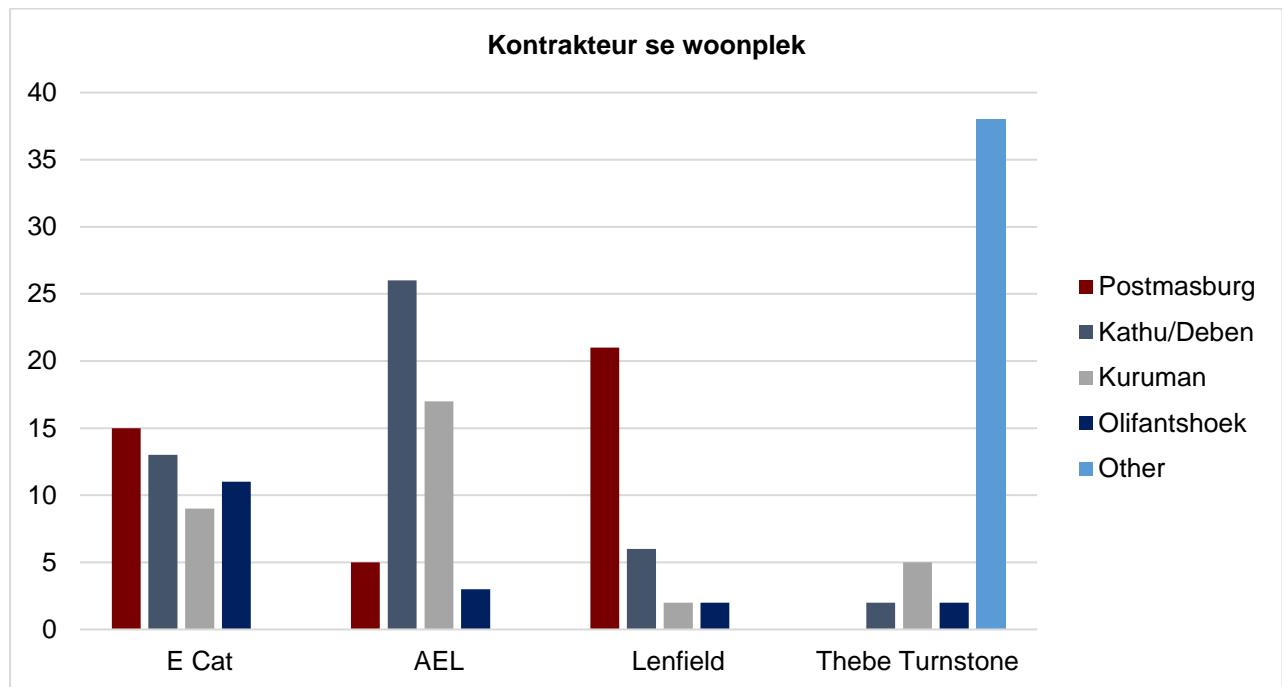
- Kontrakteur se korporatiewe nakoming
- Kontrakteur se plaaslike arbeidsverskaffingsgebiede
- Kontrakteur se opleidingsplan (bedryfsvereistes)

Tabel 25: Kontrakteur se nakoming

		Naam van kontrakteur		Maatskappy se registrasienommer		Getal		SAID-klaringsertifikaat			
						Getal werknemers per kontrakteur		Dienste verskaf			
						Dienstydperk		Reg. no.		Brief van goeie naam van vergoedingskommissaris	
										Vervaldatum	
E Cat		2010/135296/23	2009/146943/23	0700/2/2016/A0 00285546	05 Aug 2017	48	Stofonderrukking	3 jaar +	990000475671	30 April 2017	Vlak 2 & induksie Jaarlikse medies
Lenfield	1973/008610/06	2014/064759/07	0040/2/2013/00 02886954	30 April 2017	31	Grondverskuiwing	3 jaar +	990000116501	30 April 2017	Vlak 4	Jaarlikse medies & induksie
Thebe Turnstone	0700/2/2016/A0 00184479	0700/2/2016/A0 00225112								Daniëskull	Kuruman
AEL	28 Jun 2017	51	Skietwerk	3 jaar +	990000102964	30 April 2017	Vlak 4 Jaarlikse medies & induksie	Johannesburg	Kathu	Kathu	31 km

**Tabel 26: Kontrakteur se arbeidsverskaffingsgebiede**

Kontrakteurs	Postmasburg	Kathu/Deben	Kuruman	Olifantshoek	Ander	Totaal
E Cat	15	13	9	11	0	48
AEL	5	26	17	3	0	51
Lenfield	21	6	2	2	0	31
Thebe Turnstone	0	2	5	2	38	47
<b>TOTAAL</b>	<b>41</b>	<b>47</b>	<b>33</b>	<b>18</b>	<b>38</b>	<b>177</b>

**Figuur 5: Kontrakteur se woonplek**

**Tabel 27: Kernkontrakteur-opleidingsplan**

<b>Program</b>	<b>Skedule</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>
Induksie	Alle werknemers – jaarliks	177	160	129	120	115
Khumani SHERQ	Alle werknemers – jaarliks	177	160	129	120	115
Uitsluitingskode	Toesighouersvlak en op versoek	78	68	37	30	25
Risiko-evaluering	Toesighouersvlak en op versoek	177	160	129	120	115
Veiligheidsharnas	Soos vereis word					
Veiligheidsverteenvoerdiger-vaardigheidsprogram	Vyf kursusse per jaar	11	7	6	6	6
Isometrix	Slegs terreinbestuurder/ toesighouer	8	8	6	6	6
Khumani-standaardprosedures	Alle werknemers – jaarliks	177	160	129	120	115
Khumani-praktykkodes	Alle werknemers – jaarliks	177	160	129	120	115
Aanlegskoonmaker	Met aanvaarding	5	4	4	4	4
Bandbediener	Met aanvaarding	5	4	4	4	4
<b>Mynbou</b>						
Rooi lisensie	Vereiste vir rooi gebiede	60	55	50	55	50
Groen lisensie	Vereiste vir groen gebiede	40	35	35	40	40
Dover-toetsing	Vereiste vir alle mynmasjinerie	50	30	35	30	30
<b>TOTAAL</b>		<b>1 142</b>	<b>1 011</b>	<b>822</b>	<b>775</b>	<b>740</b>

## 2.13 Diensbillikheidsplan

### 2.13.1 Doel van die diensbillikheidsplan

Ten einde die doelwitte van diensbillikheidstransformasiebeginsels in die maatskappy te bevorder, volg die benadering wat in hierdie MAP gebruik word, hoofsaaklik die riglyne en beginsels soos vervat in die gewysigde diensbillikheidswet en die regulasies daarvan.

Om hierdie rede is die diensbillikheidsplanne in ooreenstemming met artikel 20 van die Wet op Diensbillikheid 55 van 1998 en die wysigings daarvan opgestel.

Die doelwitte van die diensbillikheidsplan by Khumani is om te verseker dat die maatskappy se arbeidsmag oor die lang termyn die demografie van die land verteenwoordig en om verteenwoordiging in die werkplek te verbeter.

Die maatskappy herbevestig sy verbintenis om billikheid in die werkplek te bereik deur gelyke geleenthede en billike behandeling in indiensneming te bevorder.

Die maatskappy se diensbillikheidsplan bevorder die diensbillikheidsvisie deur hoëgehaltep personeel te lok, ontwikkeling deur die verskaffing van hoëgehalte-onderwys aan te moedig en talent te behou. Pogings is veral gemik op die identifisering van HBP met talent, en die verskaffing van versnelde opleiding en ontwikkelingsinisiatiwe om met hulle vordering te help.

Khumani glo dat diensbillikheid 'n geïntegreerde deel uitmaak van die bou van 'n doeltreffende en verteenwoordigende arbeidsmag en om gelykheid vir alle werknemers te verseker. Die myn het gevvolglik 'n transformasiebeleid en prosedure ontwikkel vir 'n gestruktureerde en raadplegende diensbillikheidstransformasieproses om te verseker dat HBP, veral vroue, ontwikkel word en om die diversifisering van die werkplek te verseker.

Khumani verseker dat die werwings-, keurings- en plasingsbeleide en praktyke billik en toepaslik regstellend is. Die vordering en implementering van die diensbillikheidsplan word in 'n raadplegende proses deur die erkende vakbonde in die gelykheidsopleiding en ontwikkelingsforum (ETDF) se vergaderings gerapporteer en verduidelik.

Khumani se diensbillikheidsprogram fokus op die implementering van loopbaanpaaie en ontwikkelingsgeleenheidse, diensbillikheidsverbintenisse (80% HBP, met 20% van daardie 80% wat vroue moet wees), teikens, mentorskappe en vaardigheidsontwikkelingsprogramme. Die program is met die WBP belyn en probeer om die getal vroue in die myn te verhoog. Die moet egter binne die beperkings van die maatskappy se personeelomset en die natuurlike uitvloeikoers plaasvind. Pogings is veral gemik op die identifisering van HBP met talent, en die verskaffing van versnelde opleiding en ontwikkelingsinisiatiewe om met hulle vordering te help..

**Tabel 28: Profielstatistiek vir die arbeidsmag by Khumani Myn soos in Oktober 2016 (vorm S)**

Beroepsvlak	Manlik				Vroulik				Buiteland		Totaal	Huidige HBP-%
	Swart	Bruin	Indiëer	Wit	Swart	Bruin	Indiëer	Wit	Manlik	Vroulik		
Topbestuur	0	0	0	0	0	0	0	0	0	0	0	0%
Senior bestuur	3	1	0	5	0	0	0	0	0	0	9	44,4%
Professioneel gekwalifiseerde en ervare spesialiste en middelbestuur	15	10	0	33	8	3	0	9	0	0	78	57,7%
Geskoolde tegniese en akademies gekwalifiseerde werkers, junior bestuur, toesighouers, voormanne, en superintendente	164	144	1	149	33	18	0	27	0	0	536	72,2%
Halfgeskoole en diskresionêre besluitneming	619	139	0	45	62	32	1	29	0	0	927	95,1%
Ongeskool	13	9	0	3	14	6	0	1	0	0	46	93%
Totaal	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>0</b>	<b>0</b>	<b>1 596</b>	
Niepermanent	0	0	0	0	0	0	0	0	0	0	0	
Groottotaal	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>0</b>	<b>0</b>	<b>1 596</b>	

Werknemers met vastetermykontrakte van langer as drie maande word ingevolge die wet se beskrywing onder die permanente personeel ingesluit.

Khumani het nie 'n F-band nie – die F-band is by die korporatiewe kantoor van ARM..

**Tabel 29: Mense met gestremdhede soos in Oktober 2016**

	Manlik				Vroulik				Buitelands		Totaal
	Swart	Bruin	Indiëer	Wit	Swart	Bruin	Indiëer	Wit	Manlik	Vroulik	
Werknemers met gestremdhede	2	9	0	7	1	4	0	0	0	0	23
Persentasie van totale werknemers	0,13%	0,56%	0,00%	0,44%	0,06%	0,25%	0,00%	0,00%	0,00%	0,00%	1 %

### 2.13.2 Dienstbillikheidstrategieë wat by Khumani toegepas word

Die volgende diensbillikheidstrategie word by Khumani toegepas:

- Die beginsel van 80% HBP, van wie 20% vroue moet wees, in alle talentpylyne
  - Opvolgbeplanning
  - Leerderskappe
  - Beurse
  - Gegradeerdees
  - Gemeenskapsopleidingspoele (spesifiek vir vroue)
  - Khumani-jeugontwikkelingsprogram (Wiskunde- en Wetenskap-tussenkomste vir meisies in graad 10 tot graad 12)
  - Persone met gestremdhede: leerderskappe in sagte vaardighede

**Tabel 30: Strategiese aksieplan vir die implementering van diensbillikheid by Khumani**

Strategiese aksieplan vir diensbillikheid	Verantwoordelike departement	Voltooiingsdatum
Verseker dat alle voerstelsels met die diensbillikhedsdoelwitte belyn is (met ander woorde 80% van leerderskappe word aan HBP verskaf, met 20% van daardie 80% wat vroue moet wees).	MH-departement	Deurlopend
Fokus val daarop om HBP te lok en behou, insluitend vroue, en om talent te kweek om die arbeidsmag aan te vul en vir opvolging te beplan.	MH-departement	Deurlopend
Die werwing van HBP en vroue is 'n spesifieke fokuspunt van die arbeidsmagplan. Die maatskappy gebruik die diensbillikhedsmoniteringsvorm en bestuur afwykings doeltreffend om te verseker alle aanstellings is demografies belyn.	MH-departement	Deurlopend
Werwingsteikens vir HBP word spesifiek op die ontwikkeling en bevordering van sodanige werknemers na bestuursposisies gemik, soos en wanneer hierdie geleenthede ontstaan.	MH-departement	Deurlopend
Opvolgbeplanning fokus op die identifisering van werknemers met die potensiaal om vir bestuursposisies ontwikkel te word, en loopbaanontwikkelingsplanne fokus op die groei en bevordering van hierdie werknemers.	MH-departement	Deurlopend
Toepaslike vaardigheidsopleiding in ooreenstemming met individuele ontwikkelingsplanne sal vir HBP en vroue verskaf word om te verseker dat hulle die toepaslike vaardighede en bevoegdhede verwerf.	MH-departement	Deurlopend
Mentorskap vir HBP om aan hulle steun en bystand te verskaf om te verseker dat hulle hulle rol met sukses kan speel.	MH-departement	Deurlopend

**Tabel 31: Histories-benadeelde persone: bestuursteikens vir Khumani**

Beroepsvlakte	Soos in Oktober 2026 – HBP-%	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
		HDP %				
<b>Senior bestuur</b>	44,44%	54%	54%	54%	54%	60%
<b>Professioneel gekwalifiseerde en ervare spesialiste en middelbestuur</b>	46,15%	52%	57,4%	60%	70%	75%
<b>Geskoolde tegniese en akademies gekwalifiseerde werkers, junior bestuur, toesighouers, voormanne, en superintendente</b>	67,16%	70,9%	71,2%	74%	80%	88%
<b>***PMG</b>	1%	1%	1,5%	2%	2,5%	3%

Die gemiddelde personeelomset oor die afgelope twee jaar was minder as 1% per jaar. Die geleentheid om die arbeidsmag se demografie deur natuurlike uitvloei te verander, is dus baie beperk. Waar moontlik sal die maatskappy elke geleentheid benut om die demografie te verander. As gevolg van 'n gebrek aan groei in die arbeidsmag sal dit egter beperk wees.

### 2.13.3 Deelname van vroue

**Tabel 32: Strategiese plan vir die deelname van vroue aan mynbou**

Strategiese aksieplan vir vroue aan mynbou	Verantwoordelike persoon	Voltooiingsdatum
Werk transformasiebeleid voortdurend by en blyn dit met wetsvereistes; kommunikeer beleid aan alle werknelmers.	MH-departement	Deurlopend
Verseker dat die verbintenis dat 20% van die 80% HBP vroue is, tydens werwing vir alle voorstelsels, met ander woorde leerderskappe, beurshouers, gegradsueerde leerders, ens., geld.	MH-departement	Deurlopend
Vestig die nodige strukture wat vroue in mynbou sal bevorder.	MH-departement	Deurlopend
Die Khumani-jeugontwikkelingsprogram se doelwit is om meisies uit die skole in die omliggende gebiede van JTG te help om hulle Wiskunde en Wetenskap te verbeter. Wanneer daar geleenthede in die vorm van beurse en leerderskappe is, sal die KJOP as 'n bronpoel	MH-departement	Deurlopend
Identifiseer en hanteer hindernisse vir die deelname van vroue op alle vlakke op 'n deurlopende grondslag deur middel van 'n strategiese en gefokusde benadering.	MH-departement	Deurlopend

**Tabel 33: Huidige deelname van vroue by Khumani soos in Oktober 2016**

Vroue by die myn soos in Oktober 2016	SV	BV	IV	WV	Totale getal	Totale %
Ondersteuning	34	43	1	60	138	9%
Kern	83	16	0	6	105	7%
<b>Totaal</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>243</b>	<b>15%</b>

**Tabel 34: Vroue by die myn – teikens**

<b>10% vroue in mynbou ('n balans tussen kern- en ondersteuningsfunksies)</b>	<b>% vroue 2017/2018</b>	<b>% vroue 2018/2019</b>	<b>% vroue 2019/2020</b>	<b>% vroue 2020/2021</b>	<b>% vroue 2021/2022</b>
Kern	6,75%	7,%	7,1%	7,39%	7,5%
Ondersteuning	9%	9,5%	10,5%	11%	11%

Die gemiddelde personeelomset oor die afgelope twee jaar was minder as 1% per jaar. Die geleentheid om die arbeidsmag se demografie deur natuurlike uitvloei te verander, is dus baie beperk. Waar moontlik sal die maatskappy elke geleentheid benut om die demografie te verander. As gevolg van 'n gebrek aan groei in die arbeidsmag sal dit egter beperk wees.





## AFDELING 3

# PLAASLIKE EKONOMIESE ONTWIKKELING

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### **3 MYNGEMEENSKAPSONTWIKKELING**

#### **3.1 Inleiding**

PEO het ten doel om die ekonomiese kapasiteit van 'n plaaslike gebied op te bou om sy ekonomiese toekoms en lewensgehalte vir almal te verbeter. Dit is 'n proses waardeur die publiek, besighede en die nieregeringsektor gesamentlik werk om beter toestande vir ekonomiese groei en werkskepping te skep.

Sleutelbeginsels onderliggend aan die PEO:

- Aangesien armoede en werkloosheid die vernaamste uitdagings in Suid-Afrika is, moet PEO-strategieë werkskepping en armoedeverligting prioritiseer.
- PEO moet op voorheen-benadeelde persone, gemarginaliseerde gemeenskappe en geografiese streke, swart ekonomiese bemagtigingsondernemings (SEB-ondernemings) en KMMO's fokus om hulle toe te laat om ten volle aan die ekonomiese lewe van die land deel te neem.
- Elke plek kan 'n benadering ontwikkel wat die beste by die plaaslike konteks pas.
- PEO bevorder plaaslike eienaarskap, gemeenskapsbetrokkenheid, plaaslike leierskap en gesamentlike besluitneming.
- PEO betrek plaaslike, nasionale en internasionale vennootskappe tussen gemeenskappe, besighede en die regering om probleme op te los, gesamentlike sakeondernemings te skep en plaaslike gebiede te bou.
- PEO gebruik plaaslike hulpbronne en vaardighede om die maksimum geleenthede vir ontwikkeling te verseker.

Plaaslike munisipale amptenare en hulle munisipaliteite kan belangrike veranderingsagente in plaaslike ekonomiese wees. Hulle kan rigting en leiding verskaf oor die ontwikkeling en die vorming van vennootskappe en gesamentlike optrede aanmoedig om plaaslike ekonomiese geleenthede te skep en die lewensgehalte te verbeter, met inagneming van die feit dat plaaslike uitdagings en geleenthede net so verskil as die individuele gemeenskappe self.

Die PEO-pilaar van elke MAP moet probeer om die gemeenskap te bemagtig waarin die myn bedrywig is sodat dit 'n ekonomies sterker entiteit word deur onder ander infrastruktuur, besigheids- en onderwysvaardighede, entrepreneurskap en inkomste te verhoog. Die meeste van hierdie gemeenskappe is gewoonlik ruimtelik gemarginaliseer en die ontwerp van die PEO-projekte probeer om geleenthede te verbeter en ook armoede te verlig. Hierdie vaardighede en aanvanklike bystand wat deur die myn verskaf word, moet die potensiaal hê om te verseker dat heenkomes wat tydens die PEO-fase geskep word, onafhanklik kan oorleef nadat die myn elke program afgehandel het, en meer spesifiek nadat die myn gesluit het.

Khumani is in die TPM sowel as die GPM in die Noord-Kaap geleë. Die myn bestaan uit 'n reeks oopskagbedrywighede. Dit is langs die dorp Olifantshoek, ongeveer 60 km noord van die Beeshoek Myn en langs Kumba se Sishen Ysterertsmyn geleë. Die myn sal sy aktiwiteite by die JTGDM, GPM en GSPM se geïntegreerde ontwikkelingsplanne (GOP's) sowel as die munisipaliteite se PEO-planne belyn, aangesien dit die munisipaliteit waar Khumani geleë is, sowel as sy groot arbeidsverskaffingsgebied verteenwoordig. Die dorpe wat deel van die GPM-gebied vorm, dien as die primêre fokusareas vir ekonomiese ontwikkeling, terwyl die GSPM en JTGDM die sekondêre fokusareas is.

#### **3.2 Sosio-ekonomiese agtergrondinligting**

Sosio-ekonomiese ontwikkelingsplanne word daarop gemik om die maksimum bydrae deur die mynboubedryf aan die land en aan gemeenskappe waar die myn werk, te verseker. Ten einde 'n doeltreffende sosio-ekonomiese impak te verseker, moet die myn verseker dat daar groter belyning tussen die myn se besigheidsdoelwitte en die behoeftes van die gemeenskap is. 'n Goeie werksverhouding tussen die myn en die betrokke owerhede sowel as gemeenskapstrukture moet in stand gehou word om te verseker dat die tersaaklike munisipale geïntegreerde ontwikkelingsplanne ontwikkel en geïmplementeer word.

Die JTGDM is in die Noord-Kaap geleë en grens aan die ZF Mgcawu Distriksmunisipaliteit en Francis Baard Distriksmunisipaliteit in die suide en weste, Noordwes (Dr Ruth Segomotsi Mompati Distriksmunisipaliteit) in die ooste en noorde, en Botswana in die noordweste. Administratief bestaan die JTGDM uit drie plaaslike munisipaliteite: (1) die GPM; (2) die GSPM; en (3) die Joe Morolong Plaaslike Munisipaliteit.

Die GPM is die gasheermunisipaliteit. Die administratiewe hoofkantoor van die munisipaliteit is in Kathu geleë. Die municipale gebied van Gamagara bestaan uit vyf dorpe, naamlik Kathu, Sesheng, Dibeng, Dingleton, en Olifantshoek.

Khumani sal met die JTDM, GPM en GSPM saamwerk om die GOP en plaaslike ekonomiese ontwikkelingsplan vir gemeenskappe rondom sy bedrywighede en sy arbeidverskaffingsgebiede te formuleer en te implementeer. Hierdie tradisie stem ten volle ooreen met die bepalings van die MPRDA en sal voortgaan om Khumanzi se pogings te lei om sy MEO-doelwitte te bereik soos dit in die hoofstuk oor die MAP beskryf word.

Die inligting is op die 2016 STATSSA-opname gegrond, met 'n oorsig oor die 2016-gemeenskapsopname se statistiek. Die data oor individuele maandelikse inkomste en indiensnemingstatus kom egter uit die 2011 nasionale SA-sensus se statistiek.

### 3.2.1 Basislyninligting

**Tabel 35: Sosio-ekonomiese profiel van omliggende streek – bevolking**

Sosio-ekonomiese aanwysers	Noord-Kaap	John Taolo Gaetsewe Distriksmunisipaliteit	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit
<b>Swart</b>	48,10%	83,52%	48,57%	90,78%
<b>Bruin</b>	43,66%	10,03%	32,63%	5,37%
<b>Indiër/Asiër</b>	0,54%	0,37%	0,82%	0,37%
<b>Wit</b>	7,69%	6,07%	17,97%	3,48%
<b>Kort ontleding:</b>	Swartes is die oorheersende bevolkingsgroep in al die munisipaliteite en die GPM toon baie lae syfers vergeleke met die totale bevolking in die munisipaliteit – minder as 50% vergeleke met die distriksmunisipaliteit en die GSPM.			

**Tabel 36: Sosio-ekonomiese profiel van omliggende streek – behuising**

Sosio-ekonomiese aanwysers	John Taolo Gaetsewe Distriksmunisipaliteit	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit
<b>Formeel</b>	87,51%	88,64%	91,08%
<b>Tradisioneel</b>	6,85%	0	4,87%
<b>Informeel</b>	5,64%	11,36%	4,05%
<b>Spoeltoilette met rioleringstelsel</b>	44,09%	91,61%	25,10%
<b>Puttoilette (sonder ventilasie)</b>	45,03%	0,29%	65,36%
<b>Geen toegang tot toiletgeriewe nie</b>	10,88%	8,10%	9,54%
<b>Kraanwater in woning</b>	50,64%	67,46%	31,39%
<b>Kraanwater op erf</b>	49,36%	32,54%	68,61%
<b>Water verder as 200 meter weg</b>	26,93%	88,17%	13,37%
<b>Afval word ten minste een keer per week deur plaaslike munisipaliteit verwyder</b>	69,61%	10,71%	82,31%
<b>Eie vullishoop</b>	3,46%	1,12%	4,32%

Sosio-ekonomiese aanwysers	John Taolo Gaetsewe Distriksmunisipaliteit	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit
Geen vullishoop nie	76,63%	86,38%	85,43%
Elektrisiteit word vir kosmaak gebruik	65,17%	87,54%	74,28%
Elektrisiteit vir verhitting	6,47%	7,70%	8,94%
Gas vir kosmaak	1,68%	1,79%	3,00%
Gas vir verhitting	1,40%	2,00%	1,22%
Paraffien vir kosmaak	1,93%	0,56%	3,93%
Paraffien vir verhitting	15,50%	3,92%	4,41%
Hout vir kosmaak	31,23%	10,11%	18,79%
Hout vir verhitting	87,51%	88,64%	91,08%
<b>Kort ontleding:</b>	<p>Die meeste mense woon in formele nedersettings, wat die behuisingsprofiel op alle geografiese vlakke meer formeel laat voorkom.</p> <p>Die GPM toon 'n baie hoë persentasie van 91,6% van mense met toegang tot 'n rioolstelsel. Dit is 'n goeie teken, aangesien dit toon dat die GPM goeie gehalte-sanitasiegebruik het en hoogs verstedelik is.</p> <p>Die waterstelsel op al die geografiese vlakke is redelik formeel, en vullisverwydering deur huishoudings in die GPM is formeel, met 'n hoë persentasie van 88,12%, maar minder formeel op die distriksmunisipale vlak en die GSPM, met meer as 50% van huishoudings wat hulle eie vullishoop het. Elektrisiteit is die hoofbron van energie vir kosmaak en verhitting op alle geografiese vlakke.</p>		

Tabel 37: Sosio-ekonomiese profiel van omliggende streek – individuele maandelikse inkomste

Sosio-ekonomiese aanwysers	John Taolo Gaetsewe Distriksmunisipaliteit	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit
Geen inkomste nie	43,99%	40,54%	45,89%
R1–R1 600	41,20%	24,05%	37,90%
R1 601–R6 400	8,19%	19,24%	9,23%
R6 401–R51 200	7,18%	15,47%	6,77%
R51 201 of meer	3,23%	0,11%	0,21%
<b>Kort ontleding:</b>	<p>Ongeveer 40% van die bevolking in alle munisipaliteite het geen inkomste nie, en 'n gemiddelde totaal van 34% van die bevolking verdien R1–R1 600 per maand, wat beteken dat hulle R19 200 en minder per jaar verdien.</p>		

**Tabel 38: Sosio-ekonomiese profiel van omliggende streek – werkstatus**

Sosio-ekonomiese aanwysers	John Taolo Gaetsewe Distriksmunisipaliteit	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit
In diens	31,83%	53,64%	33,67%
Werkloos	13,45%	11,53%	17,14%
Ontmoedigde werkers	7,97%	2,92%	6,58%
Ander – nie ekonomies aktief nie	46,75%	31,91%	42,61%
<b>Kort ontleding:</b>	Minder as 50% van die bevolking van werkende ouderdom het ten tyde van die sensus in 2011 werk gehad, maar in die GPM het net meer as 50% van die bevolking werk gehad. 'n Gemiddelde van 38% was nie ekonomies aktief nie.		

**Tabel 39: Sosio-ekonomiese profiel van omliggende streek – hoogste onderwysvlak**

Sosio-ekonomiese aanwysers	John Taolo Gaetsewe Distriksmunisipaliteit	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit
Geen of beperkte primêre skoolonderrig	17,98%	14,71%	16,03%
Het primêre skool voltooi	4,43%	2,46%	4,67%
Het gedeelte van sekondêre skool voltooi	4,89%	4,66%	4,50%
Het sekondêre skool voltooi	15,72%	22,80%	18,03%
Hoër onderwys	4,09%	7,21%	4,09%
<b>Kort ontleding:</b>	Die syfers ten opsigte van onderwys is op alle geografiese vlakke nie indrukwekkend nie. Minder as 30% van die bevolking het daarin geslaag om hulle sekondêreskool-opleiding te voltooi, en uit daardie 30% het slegs 'n totale gemiddelde van 5% daarin geslaag om hoër onderwys te voltooi. Dit kan beteken dat die onderwysvlak in die munisipaliteite baie laag is.		

**Tabel 40: Sosio-ekonomiese profiel van omliggende streek – demografiese profiel volgens ouderdom**

Noord-Kaap								
	Swart		Bruin		Indiëer/Asiëer		Wit	
	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik
0–14 jaar (kinders)	30,12%	30,09%	27,42%	26,24%	18,87%	38,37%	19,10%	18,57%
15–34 jaar (jongmense)	37,99%	35,93%	38,31%	36,45%	52,24%	32,49%	29,21%	25,53%
35–64 jaar (volwassenes)	24,74%	24,12%	27,33%	27,42%	23,58%	15,49%	32,00%	30,28%
65+ (bejaardes)	7,14%	9,86%	6,93%	9,89%	5,30%	13,65%	19,69%	25,61%
<b>Kort ontleding:</b>	Die grootste verhouding van die bevolking oor alle bevolkingsgroepe is jongmense (15–34 jaar).							

### 3.3 Khumani se infrastruktuurontwikkelings- en armoedevertigingsprogramme

Die toereikende verskaffing van infrastruktuurdienste word reeds lankal as noodsaaklik vir ekonomiese ontwikkeling en armoedevertiging beskou. Daar is toenemende konsensus dat daar van die privaat sektor verwag word om te help om te voorsien in die beduidende behoeftes wat met infrastruktuurkonstruksie verband hou, en in 'n mate om projekte te finansier wat op infrastruktuurontwikkeling gemik is.

Khumani is daartoe verbind om deur 'n raadplegingsproses met die plaaslike munisipaliteite tot die verbetering van die infrastruktuur en dienslewering in die betrokke gemeenskappe by te dra.

Khumani beoog om regdeur die lewensduur van die myn 'n deurlopende rol in die formulering en implementering van die GOP vir die gebiede om die myn te speel. Die myn sal deur die gevestigde GOP-raamwerke aan plaaslike ekonomiese ontwikkeling deelneem. Nadat fondse goedgekeur is, sal die projekte gemoniteer en vordering gereeld aangeteken word om inligting soos die getal poste wat geskep is, die getal begunstigdes en die finansiële besteding aan die projekte aan te du. Kwantitatiewe sowel as kwalitatiewe inligting sal gerapporteer word in die myn se jaarlike MAP-verslag, wat aan die streek se Departement Minerale Hulpbronne (DMH) voorgelê word.

Tabel 42 tot tabel 54 sit die plaaslike ekonomiese ontwikkelingsprojekte uiteen wat die myn beoog om te ondersteun, en neem kennis van die sosio-ekonomiese behoeftes wat in die eerste deel van hierdie hoofstuk beklemtoon word, en wat met die doelwitte van die GPM, die GSPM en die JTGDM se geïntegreerde ontwikkelingsprogram ooreenstem.

Tabel 41 sit die myn se kommunikasie met die onderskeie belanghebbers uiteen. Die notules en registers van hierdie vergaderings word as aanhangsel B aangeheg.

**Tabel 41: Rekord van kommunikasie tussen Khumani Ysteretsmyn en die verskillende belanghebbers**

Datum	Tussenkoms/vergadering	Belanghebber(s) teenwoordig
<b>11 Oktober 2016</b>	Belanghebbervergadering	Khumani Myn, Ga-Segonyana PM, Gamagara PM, NCNGOCO, Departement Maatskaplike Ontwikkeling
<b>13 Oktober 2016</b>	SLP3-werkswinkel	Khumani Myn, NCNGOCO, Ga-Segonyana PM, Gamagara PM, Departement Maatskaplike Ontwikkeling
<b>20 November 2016</b>	Ga-Segonyana Munisipaliteit GOP-gemeenskapskonsultasievergadering	Khumani Myn, T Dilotsotlhe
<b>20 Januarie 2017</b>	Gamagara Munisipaliteit GOP-verteenwoordigerforumvergadering	Khumani Myn, E Rost
<b>24 Januarie 2017</b>	Brieve gestuur "MAP 3-projekidentifikasie" aan Gamagara Munisipaliteit en Ga-Segonyana Munisipaliteit ter voorbereiding vir MAP 3-vergadering wat op 10-02-2017 gehou is.	
<b>10 Februarie 2017</b>	MAP 3-belanghebbervergadering	Khumani Myn, JTGDM, Gamagara PM, Ga-Segonyana PM, NCNGOCO
<b>Maart 2017</b>	Gereedheidsevaluerings vir geïdentifiseerde projekte	Gamagara PM, Ga-Segonyana PM, KHU, Aurecon
<b>26 Mei 2017</b>	MAP 3-konsultasievergadering	Khumani Myn, JTG DM, Gamagara PM, Ga-Segonyana PM, NCNGOCO
<b>31 Mei 2017</b>	Bespreek begrotingsverandering aan projek	Ga-Segonyana PM
<b>07 Junie 2017</b>	MAP 3-konsultasievergadering	Khumani Myn, Gamagara PM, Ga-Segonyana PM, NCNGOCO
<b>26 Junie 2017</b>	Future Forum-vergadering	Khumani Myn, Gamagara PM, JTGDM, Ga-Segonyana PM, NCNGOCO, DMH

### 3.4 Implementering van armoedevertiging- en infrastruktuurontwikkelingsprojekte

Die behoefte aan beduidende infrastruktuurontwikkelingsprojekte soos behuising, verblyf en ontspanningsgeriewe blyk duidelik uit die GOP's van die plaaslike en distriksmunisipaliteite en word in die ruimtelike ontwikkelingsplanne vir die gebied ondersteun. Daar is ook 'n wesenlike behoefte om aan werklose plaaslike mense geakkrediteerde opleiding in mynbouerwante en ander oordraagbare vaardighede te verskaf. Die daarstelling van 'n vaardighedsdatabasis kan aan myne en ander besighede 'n bron vir groter plaaslike werwing gee. Deur 'n geïntegreerde sakeplan tussen al die belanghebbers en met inagneming van die nabijheid van ander myne soos Sishen kan die sinergieë tussen die bedrywighede ontwikkel word om 'n poel vaardighede, werkende mense te skep wat woon in gemeenskappe wat op 'n volhoubare manier ontwikkel is.

Daar is verskeie geleenthede vir die ontwikkeling van ondernemings met die potensiaal om volhoubaarheid te verseker, mits Khumani deurlopend die groei van die projek(te) meet en begunstigdes tot selfvolhoubaarheid lei, met 'n duidelike uittredingstrategie.

Toe hierdie MAP geskryf is, was Khumani 'n bedrywigheid met voldoende fondse wat vir belegging in plaaslike inisiatiewe beskikbaar is. Die myn onderneem om oor die vyfjaartermyn van hierdie MAP 'n totaal van R100 500 000 aan die ontwikkeling en ondersteuning van die PEO te bestee. Vir projekblaaie wat die jaarlikse sleutelprestasie-aanwysers uiteensit, sien tabel 42 hieronder.



**Tabel 42: Vyfjaarprojekplan vir plaaslike ekonomiese ontwikkelingsprojekte by Khumanि Myн**

Projek nommer	PROJEKBESKRYWING	TIPE VERBINTENIS	2017–2018 JAAR 1	2018–2019 JAAR 2	2019–2020 JAAR 3	2020–2021 JAAR 4	2021–2022 JAAR 5	VYFJAARB EGROTING
<b>INFRASTRUKTUURONTWIKKELING</b>								
GS001	Ga-Segonyana/Kuruman-grootmaat-watervoorsiening	Ga-Segonyana LM	R7 000 000	R35 000 000				
GS002	Ga-Segonyana PM-afvalverwydering	Ga-Segonyana LM		R500 000	R2 000 000	R2 500 000		R5 000 000
GAM001	Tydelike sanitasiegeriewe by Dibeng informele nedersetting	Gamagara LM			R1 200 000	R1 500 000	R1 000 000	R3 700 000
GAM002	Herstel van Mapoteng-rioolpompstasie	Gamagara LM	R500 000	R1 500 000	R300 000			R2 300 000
GAM003	Grootmaat-watervoorsiening aan Sisheng, Mapoteng	Gamagara LM	R-	R5 000 000	R5 000 000	R6 000 000	R6 000 000	R21 000 000
GAM004	Opgradering van die Dibeng-rioolwaterbehandelingswerke	Gamagara LM	R2 000 000	R2 000 000	R2 000 000			R6 000 000
GAM005	Opgradering van rioolpompstasie by Kathu (bekend as Dibeng-kruising)	Gamagara LM	R500 000	R3 000 000	R3 000 000	R1 500 000		R8 000 000
GAM006	Afvalbestuursprogram	Gamagara LM				R2 500 000	R2 500 000	R5 000 000
<b>Totalle infrastruktuurontwikkeling</b>			<b>R10 000 000</b>	<b>R19 000 000</b>	<b>R20 500 000</b>	<b>R20 000 000</b>	<b>R16 500 000</b>	<b>R86 000 000</b>
<b>ONDERNEMINGSONTWIKKELING</b>								
GAM007	Inkubasie en opleiding – meubelmaakprojek	Gamagara LM	R600 000	R3 000 000				
GAM008	Opleiding en inkubasie ten opsigte van oordraagbare vaardighede	Gamagara LM	R2 000 000	R1 500 000	R1 500 000	R1 000 000	R1 000 000	R7 000 000
<b>Totalle ondernemingsontwikkeling</b>			<b>R2 600 000</b>	<b>R2 100 000</b>	<b>R2 100 000</b>	<b>R1 600 000</b>	<b>R1 600 000</b>	<b>R10 000 000</b>
<b>GEMEENSKAPSONTWIKKELING</b>								
KHU001	Khumani-gemeenskapsbeurse	Ga-Segonyana LM and Gamagara LM	R750 000	R650 000	R450 000	R150 000	R-	R2 000 000
GS003	Gesondheidsondersteuning aan die Kuruman Hospitaal	Ga-Segonyana LM				R150 000	R1 350 000	R- R1 500 000
GAM009	BOOV-projek	Gamagara LM		R-	R500 000	R500 000	R500 000	R1 000 000
<b>Totalle gemeenskapsontwikkeling</b>			<b>R750 000</b>	<b>R650 000</b>	<b>R600 000</b>	<b>R2 000 000</b>	<b>R500 000</b>	<b>R4 500 000</b>
<b>Groottaal</b>			<b>R13 350 000</b>	<b>R21 750 000</b>	<b>R23 200 000</b>	<b>R23 600 000</b>	<b>R18 600 000</b>	<b>R1 500 000</b>

Projeknaam	Ga-Segonyana/Kuruman-grootmaat-watervoorsiening	Projek no.	GS001	Projekklas Infrastruktuur, onderneming, gemeenskap	Infrastruktuur		
<b>Projektbeskrywing</b> <b>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</b>	Die projek maak deel uit van 'n toegewye projek van die Ga-Segonyana Plaaslike Munisipaliteit vir die grootmaat-verskaffing van drinkwater aan gemeenskappe (Kuruman, Bankhara Bodulong en Wrenchville) in die plaaslike munisipaliteit. As deel van hierdie projek is bykomende waterbronne geïdentifiseer, waarvan vier boorgate in Bankhara Bodulong in 'n vorige fase van die projek geboor is. Hierdie fase van die projek behels dat hierdie vier boorgate met die gekombineerde kapasiteit van 55 l/s met die volgende toegerus word: Vier pompstelle, volledig met elektrisiteitstoever en elektroniese motorkontroles. 5,1 km se HDPE-stygleidings wat in deursnee van 160 mm tot 355 mm wissel. Opgradering van 'n bykomende vier boorgatpompe in Kuruman, asook installering van telemetriestelsel om die stelsel te bedryf.	<b>Projeklevansie</b> <i>Ten opsigte van ontwikkelingsbehoeftes van die gebied</i>	Die projek sal die volhoubaarheid verbeter van watervoervoir aan die Bankhara Bodulong- en Kuruman-gemeenskap, wat deel van die groter grootmaat-watervoorsiening van die Ga-Segonyana Plaaslike Munisipaliteit uitmaak. Die projek maak deel uit van 'n grootmaat-voorsieningskema wat uiteindelik in die toekoms drinkwater aan Magojaneng, Seoding, Mapoteng, Mothibstad en Seven Miles, en ook aan Bankhara Bodulong en Kuruman sal verskaf. Aurecon Raadgewende Ingenieurs is deur die munisipaliteit aangestel om die projek te beplan, ontwerp en bestuur, en ook potensiële befondsing te verkry. Beplanning en implementering word gedoen namate befondsing beskikbaar raak. Die munisipaliteit het ook kontrakteurs wat sedert 2016 op driejaarkontrakte aangestel is en wat beskikbaar is om die bouwerk te doen indien dit nodig is.	In GOP (J/N)	GOP hersien	Jaar	Projek verw. no.
<b>Projekstadium in huidige jaar</b> <b>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</b>	Ontwerp en tender	<b>Projekvennote</b> Assmang Khumani Myn	<b>Befondingsse note</b> (DW/S) Voorafgaande fase – nie spesifieker hierdie fase nie.	Ja	Mei 2015	2015/16	P1.19 & P1.8
<b>Begunstigdes</b>	5 551 hh	<b>Kommentaar</b>	Sensus 2011, Kuruman & Wrenchville (3 140, Bankhara Bodulong 2 411)	<b>Projek begin</b>	01 Julie 2017		
<b>Geografiese ligging van projek</b>	Gemeenskap Bankhara Bodulong, Kuruman & Wrenchville	<b>PM</b>	Ga-Segonyana Plaaslike Munisipaliteit	<b>Projek eindig</b>	31 Des 2021		
<b>Verwagte getal poste wat geskep sal word</b>	Wyk 1	<b>DM</b>	John Taolo Gaetsewe Distriksmunisipaliteit	<b>Projeksluiting</b>	30 Junie 2022		
Volwasse mans	10	Jong mans (<35)	10	<b>TOTAAL</b>	40		
Volwasse vroue	10	Jong vroue (<35)	10	Kort (<5 m)	25	Medium Projeklewenduur	15 Lang Permanent

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22					
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
				Julie 2017–Junie 2018				Julie 2018–Junie 2019				Julie 2019–Junie 2020				Julie 2021–Junie 2021				Julie 2021–Junie 2022					
Ooreenkoms tussen Khumanि en Ga-Segonyana	Khumani Myn Ga-Segonyana PM	Inisiasie	Ondertekende projek-en befondsingsooreenkoms				X																		
Projek-spesifieke projekplan	Khumani Myn	Beplanning	Goedgekeurde projek-spesifieke projekplan				X																		
Ooreenkoms met ontwerpconsultant (reeds aangestel)	Khumani Myn	Uitvoering	Ondertekende professionele dienste-ooreenkoms				X																		
Omgewingsimpakstudie	Konsultant (Aurecon)	Uitvoering	Goedgekeurde ROD (Record of Decision) vanaf DENC (Dept of Environment and Nature Conservation)				X																		
Voltooide ontwerp	Konsultant (Aurecon)	Uitvoering	Goedgekeurde ontwerpverslag				X																		
Verkyging van kontrakteur	Ja-Segonyana PM, Khumanि Myn en ontwerpconsultant (Aurecon)	Uitvoering	Kontrakteur se aanstellingbrief en getekende kontrak				X																		
Voltooide infrastruktuur	Kontrakteur (TBA)	Uitvoering	Sertifikaat van voltooiing				X																		
Projekafsluiting	Konsultant (Aurecon)	Afsluiting	Goedgekeurde afsluitingsverslag				X																		
Orhandiging aan munisipaliteit	Khumani Myn, Ga-Segonyana PM, konsultant (Aurecon)	Uitreestrategie	Aanvaardingsdokument van PM				X																		
Finale oorhandiging na gebrekaanspreeklikheids tydperk	Khumani Myn, Ga-Segonyana PM, kontrakteur (TBA) konsultant (Aurecon)	Uitreestrategie	Finale goedkeuringscertifikaat				X																		
<b>Kontantvloei TOTaal</b>			R35 000 000				R7 000 000																	R7 000 000	
																									R7 000 000

Projeknaam	Ga-Segonyana PM-afvalverwydering	Projek no.	GS002	Projekklas Infrastruktuur, onderneming, gemeenskap	Projeklevansie Ten opsigte van ontwikkelingsbeho eftes van die gebied	Infrastruktuur
<b>Projekbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Om die afvalverwyderingsprogram by Ga-Segonyana Munisipaliteit te ondersteun deur 3 vullis stroke, 20 vullis houers, 1 kraan trok en 1 kompakteerdestrook (of volgens beskikbare begroting) te verky, asook die elektrifisering van die wegbrug en terugkoopsentrum by die vullisterrain.			Hierdie projek sal 'n basiese behoeftes in die gemeenskap hanter. Dit sal die munisipaliteit ook help om te voldoen aan die afvalinligtingsdiens wat deur die Departement van Omgewingsake (DOS) vereis word. Deur die tussenkom van die DEA het die munisipaliteit reeds 300 mense opgelei om as afvalhanteerders op die vullisterrain te werk. Die verkryging van hierdie toerusting maak deel van die DOS se tussenkomsprogram uit.		
<b>Projekstadium in huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</i>	Implementering	<b>Projekvennote</b> <b>Befondsingsve nnote</b>	DOS as statutêre liggaam Geen	<b>In GOP (J/N)</b>	<b>GOP hersien</b>	<b>Jaar</b>
				Ja	1	2017
<b>Geografiese ligging van projek</b>	<b>Begunstigdes</b>	<b>Kommentaar</b>		<b>Projek begin</b>	<b>Apr 2019</b>	
	32 669 hh/104 000 mense					
	<b>Gemeenskap</b>	<b>PM</b>	Ga-Segonyana	<b>Projek eindig</b>	<b>Mrt 2021</b>	
<b>Wyk</b>	Al 14 wyke van Ga-Segonyana	<b>DM</b>	JTGDM	<b>Projeksluiting</b>	<b>Mrt 2021</b>	
<b>Verwagte aantal poste wat geskep sal word</b>	<b>Volwasse mans</b>	<b>Jong mans (&lt;35)</b>	<b>TOTAAAL</b>	<b>0</b>		
	0	0				
	<b>Volwasse vroue</b>	<b>Jong vroue (&lt;35)</b>	<b>Kort (&lt;5 m)</b>	<b>0</b>	<b>Volwasse vroue</b>	<b>0</b>
	0	0			<b>Jong vroue (&lt;35)</b>	<b>0</b>

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Julie 2021–Junie 2022	Julie 2021–Junie 2021	Julie 2019–Junie 2019	Julie 2018–Junie 2018	
Ooreenkoms tussen Khumanzi en Gamagara PM	Khumani Myn Ga-Segonyana PM	Inisiasie	Ondertekende projek- en befondingssooreenkoms									X												
Projek-spesifieke projekplan	Khumani Myn Ga-Segonyana PM	Beplanning	Goedgekeurde projek-spesifieke projekplan									X	X											
Verkrywing van gesikte toerusting	Khumani Myn	Ontwerp en uitvoering	Spesifikasiedokumente									X												
Geskikte verskaffer aangestel	Khumani Myn	Uitvoering	Aanstellingsbrief vir geskikte verskaffer									X												
Implementering van projekaktiwiteite	Khumani Myn/ingenieur	Uitvoering	Vorderingsverslae Afleweringsnotas vir toerusting ontvang Bygewerkte baterregister									X	X	X										
Projekafsluiting	Khumani Myn	Afsluiting	Finale uitsette bereik Afsluitingsverslag									X												
Projeckoordhouding	Khumani Myn, Gamagara PM	Uittrede	Oorhandigingseremonie									R5 000 000									X			
<b>Kontantvloei TOTaal</b>												<b>R500 000</b>									<b>R2 500 000</b>			

C3: Projeknaam	Tydelike sanitasiegeriewe by Dibeng informele nedersetting	Projek no.	GAM001	Projekklas Infrastruktuur, onderneming, gemeenskap	Projek verw. no.		
<b>Projekbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Verskaffing van tydelike toilette aan ± 550 huishoudings, met toekomstige voorneme deur die munisipaliteit om dit te omskep in permanente infrastruktuur wat in 2018/2019 met die hoofrioollyn verbind sal word. (Die presiese getal toilette wat met hierdie geld gebou moet word, moet nog bepaal word.)	<b>Projekrelevansie</b> <i>Ten opsigte van ontwikkelingsbehoeftes van die gebied</i>	Dibeng het 1 300 informele nedersetting-huishoudings wat nie toiletgeriewe het nie. Die doel van die projek is om die gesondheid en menswaardigheid van die betrokke huishoudings te verbeter. Die projek sal ook gebruik word as 'n basislynkoste vir die medebefondsing van die hele projek om 1 300 huishoudings se sanitasieprogram te verbind, wat die verbinding met die hoofrioollyn sal insluit. (Die presiese getal toilette wat met hierdie geld gebou moet word, moet nog bepaal word.)	In GOP (J/N)	GOP hersien	Jaar	Projek verw. no.
<b>Projekstadium in huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</i>	Haalbaarheid	Projekvennote Befondingsvennote	Gamagara PM en Khumanzi Myn	Ja	2016/17	2017	PV/S0020
	Begunstigdes	550 hh	Komentaar	550 huishoudings sal baat vind	Projek begin	Jul 2019	
<b>Geografiese ligging van projek</b>	Gemeenskap Wyk	Dibeng 2	PM DM	Gamagara PM JTGDM	Projek eindig	Jun 2021	
<b>Verwagte getal poste wat geskep sal word</b>	Volwasse mans Volwasse vroue	4 2	Jong mans (<35) Jong vroue (<35)	4 2	TOTaal Kort (<5 m)	12 12	Medium Projeklewenduur Lang Permanent

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4																	
				Julie 2017–Junie 2018				Julie 2018–Junie 2019				Julie 2019–Junie 2020				Julie 2021–Junie 2021				Julie 2021–Junie 2022				
Gemeenskapsondersteuning	Gamagara PM	Aanvang	Gemeenskapkonsultasieleverslag																					
Ooreenkoms tussen Gamagara PM en Khumanzi Myn	Gamagara PM en Khumanzi Myn	Inisiasie	Ondertekende projek, befondingssooreenkomse en aanstelling van diensverskaffer																					
Haalbaarheidstudie	Gamagara PM en Khumanzi Myn	Beplanning	Goedgekeurde toiletontwerp en implementeringsmetodologie																					
Implementering van projekaktiwiteite	Gamagara PM en Khumanzi Myn	Uitvoering	Finale uitsette bereik																					
Projekafsluiting	Gamagara PM en Khumanzi Myn	Afsluiting	Oorhandiging van die projek																					
<b>Kontantvloei TOTaal</b>				<b>R3 700 000</b>				<b>R1 200 000</b>				<b>R1 500 000</b>				<b>R1 000 000</b>								

Projeknaam	Hersetel van Mapoteng-rioolpompstasie	Projek no.	GAM002	Projekklas Infrastruktuur, onderneming, gemeenskap	Infrastruktuur
<b>Projekbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Die huidige Mapoteng-rioolpompstasie ervar sekere bedryfsuitdagings. Die doel van die projek is om die pompe te herstel/op te knap en/of op te grader en te verseker dat dit doeltreffend werk.	<b>Projekrelevansie</b> <i>Ten opsigte van ontwikkelingsbehoef tes van die gebied</i>	Die huidige pompstasie funksioneer nie volgens spesifikasies nie, met die gevolg dat riol in oop gebiede en strate gestort word, wat 'n ernstige gesondheidsrisiko vir gemeenskapslede inhoud.		
<b>Projekstadium in huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</i>	Konseptueel	<b>Projekvennote</b> Befondsingsvennote	Gamagara PM en Khumanı Myn	<b>In GOP (J/N)</b> Ja	<b>Jaar</b> 2016/17
	Begunstigdes	1 265 hh	Kommentaar 1 265 huishoudings sal baat vind	<b>Projek begin</b> Jul 2017	<b>Projek verw. no.</b> 2017
<b>Geografiese ligging van projek</b>	Gemeenskap Wyk	Mapoteng	PM DM	Gamagara PM JTGDM	<b>Projek eindig</b> Jun 2018
<b>Verwagte getal poste wat geskep sal word</b>	Volwasse mans Volwasse vroue	0 0	Jong mans (<35) Jong vroue (<35)	<b>TOTAAL</b> 0 0	<b>Projeksluiting</b> Jul 2019
			Kort (<5 m)	<b>Medium Projekloewensduur</b> 0	<b>Lang Permanent</b> 0

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Julie 2017-Junie 2018	Julie 2018-Junie 2019	Julie 2019-Junie 2020	Julie 2020-Junie 2021	Julie 2021-Junie 2022																
Ooreenkoms tussen Gamagara PM en Khumanı Myn	Gamagara PM en Khumanı Myn	Inisiasie	Ondertekende projek, befondsingsooreenkoms en aanstelling van diensverskaffer	X																				
Projekomvang	Gamagara PM en Khumanı Myn	Beplanning	Goedgekeurde projekplan en omvang		X																			
Geskikte kontrakteur/diensverskaffer aangestel	Khumani Myn	Verkyging	Tenderdokumente, noules van terreinvergaderings Aanstellingsbrief		X																			
Implementering van projekaktiwiteit	Khumani Myn/Gamagara PM/diensverskaffer	Uitvoering	Maandelikse vorderingsverslag Betalingssertifikate Noules en inspeksieverslae			X	X	X	X															
Projekafsluiting	Gamagara PM en Khumanı Myn	Afsluiting	Oorhandiging van die projek																X					
<b>Kontantvloei TOTaal</b>				<b>R2 300 000</b>				<b>R500 000</b>				<b>R1 500 000</b>				<b>R300 000</b>								

Projeknaam	Grootmaat-watervoorsiening aan Sesheng/Mapoteng	Projek no.	GAM003	Projekklas Infrastruktur, onderneming, gemeenskap	Projek verw. no.
<b>Projekbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Sesheng/Mapotengervaar uitdagings ten opsigte van grootmaat-watervoorsiening aan die gemeenskappe. 'n Haalbaarheidstudie is as deel van die watermeestersterplanprogram uitgevoer en verskillende opsiges is ondersoek. Dit sluit in boorgatontwikkeling in die Kai Appelgebied, watervoorsiening vanaf die Gamagara-koppelyn, ens.	<b>Projekrelevansie</b> <i>Ten opsigte van ontwikkelingsbehoeftes van die gebied</i>	Watermeesterbeplanning is in 2014 gedoen en grootmaatwatervoorsiening aan Sesheng/Mapoteng is as prioriteit in die Gamagara munisipale gebied geïdentifiseer.		
<b>Projekstadium in huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</i>	Haalbaarheid	<b>Projekvennote</b> <b>Befondingsvennote</b>	Gamagara PM en Khumanimyn Khumanimyn	<b>In GOP (J/N)</b> Ja	<b>GOP hersien</b> <b>Jaar</b> 2016/17 2017 <b>Projek verw. no.</b> PW/S0030
<b>Begunstigdes</b>	4 975 hh	<b>Kommentaar</b>	Huishoudings in Sesheng en Mapoteng sal by hierdie projek baat.	<b>Projek begin</b> Jul 2018	
<b>Gemeenskap</b>	Sesheng, Mapoteng	<b>PM</b>	Gamagara PM	<b>Projek eindig</b> Des 2021	
<b>Wyk</b>	5	<b>DM</b>	JTGDM	<b>Projeksluiting</b> Jun 2022	
<b>Verwagte getal poste wat geskep sal word</b>	<b>Volwasse mans</b> 3	<b>Jong mans (&lt;35)</b> 3	<b>TOTAAL</b> 10	<b>Medium Projekleweensduur</b> <b>Kort (&lt;5 m)</b>	<b>Lang Permanent</b>
	<b>Volwasse vroue</b> 2	<b>Jong vroue (&lt;35)</b> 2			

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4																	
				Julie 2017–Junie 2018				Julie 2018–Junie 2019				Julie 2019–Junie 2020				Julie 2021–Junie 2021				Julie 2021–Junie 2022				
Ooreenkoms tussen Khumanि en Gamagara PM	Khumani Myn Gamagara PM	Inisiasie	Ondertekende projek- en befondingsgreenkoms					x																
Projek-spesifieke projekplan	Khumani Myn Gamagara PM	Beplanning	Goedgekeurde projek- spesifieke projekplan					x																
Geskikte ingenieur vir behoeftes-ontleding en projekimplementering aangestel	Khumani Myn	Verkryging	Ingenieur aangestel					x									x	x						
Ontwerp vir nuut-beplande infrastruktur	Khumani Myn/ingenieur	Uitvoering	Konsep en haalbaarheidsverslag, insluitend 'n voorlopige ontwerp					x									x	x						
Geskikte kontrakteur/verskaffer aangestel	Khumani Myn	Uitvoering	Finale ontwerpverslag																					
Implementering van projekaktiwiteite	Khumani Myn/ingenieur	Uitvoering	Tenderdokumente																					
Projekafsluiting	Khumani Myn	Afsluiting	Notules van terreinvergaderings																					
Projekoorkondiging	Khumani Myn, Gamagara PM	Uittrede	Aansstellingsbrief vir gesikte kontrakteur/verskaffer																					x
<b>Kontantvloei TOTaal</b>			R21 000 000																					R6 000 000

Projeknaam	Opgradering van die Dibeng-afvalwaterbehandelingswerke	Projek no.	GAM004	Projekklas Infrastruktuur, onderneming, gemeenskap	Infrastruktuur
<b>Projekbeskrywing</b> Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.	Opgradering van die bestaande rioolwaterbehandelingsaanleg by Dibeng. Die huidige oksidasiedamstelsel van 0,3 Ml/dag word opgegradeer na 'n stelsel van 1,5 Ml/dag, wat 'n anaërobiese damstelsel insluit. Hierdie opgradering is nodig om die nuwe interne rioolstelsel te akkommodeer wat vir 3 000 hh in die gebied gebou is.	<b>Projekrelevansie</b> Ten opsigte van ontwikkelingsbehoefte van die gebied	Die Gamagara PM is reeds besig om met behulp van MIT-befondsing interne rioolstelsels in Deben te installeer. Hulle het as gevolg van kapasiteitsbeperkinge met die bestaande rioolwaterbehandelingsaanleg die implementering van die interne rioolstelsel gestaak.		
<b>Projekstadium in huidige jaar</b> Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&T), implementering (I)	Implementering	<b>Projekvennote</b> Befondsing svennote	Gamagara PM en COGHSTA (MIT)	In GOP (J/N)	GOP hersien
			MIT het die projek van R33 miljoen befonds, maar R6 miljoen van die R33 miljoen moet deur Gamagara PM TEENBEFONDS word (Khumanzi sal R6 miljoen as teenbefondsing verskaf)	Ja	2016/17
					2017
					MIG1399
<b>Geografiese ligging van projek</b>	Begunstigdes	3 150 hh	Kommentaar	Hele Deben sal by hierdie projek baat.	Projek begin
	Gemeenskap	Dibeng	PM	Gamagara PM	Projek eindig
	Wyk	2	DM	JTGDM	Projeksluiting
<b>Verwagte getal poste wat geskep sal word</b>	Volwasse mans	6	Jong mans (<35)	8	TOTaal 20
	Volwasse vroue	2	Jong vroue (<35)	4	Kort (<5 m)
					Medium Projeklewensduur
					Lang Permanent

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4																	
				Julie 2017–Junie 2018				Julie 2018–Junie 2019				Julie 2019–Junie 2020				Julie 2020–Junie 2021				Julie 2021–Junie 2022				
Ooreenkoms tussen Khumanि en Gamagara PM	Khumani Myn Gamagara PM	Inisiasie	Ondertekende projek- en befondsingsooreenkoms	X																				
Projek-spesifieke projekplan	Khumani Myn Gamagara PM	Beplanning	Goedgekeurde projek- spesifieke projekplan Ooreenkoms ten opsigte van die verkrygingsprosesse reeds in plek en gefinaliseer		X																			
Implementering van projekaktiwiteite	Khumani Myn	Uitvoering	Maandelike vorderingsverslae en betalingscertifikate			X	X	X	X	X	X													
Projekafsluiting	Khumani Myn	Afsluiting	Finale uitsette bereik Afsluitingsverslag					X																
Projekoorhandiging	Khumani Myn, Gamagara PM	Uittrede	Oorhandigingseremonie									X												
<b>Kontantvloei TOTaal</b>				<b>R6 000 000</b>				<b>R2 000 000</b>																

Projeknaam	Opgradering van rioolpompstasie by Kathu (Deben-kruising)	Projek no.	GAM005	Projekklas Infrastruktur, onderneming, gemeenskap	Projekverw. no.
<b>Projekbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Opgradering die bestaande rioolpompstasie by die Deben-kruising om die groter volumes riool as gevolg van bevolkingsgroei te akkommodeer. Dit is 'n hoofrioolpompstasie wat die hele Kathu-gebied bedien. (Geraamde koste R8 000 000.)			'n Grootmaat-rioolpompstasie, pomp alle riool van Kathu na die Kathu rivoewaterbehandelingswerke, is 'n projek van kritieke belang vir die munisipaliteit om te implementeer. Fase 1 van die grootmaatarioolprojek is in 2009 geïmplementeer. Dit is nou krities om die pompstasie op te gradeer, aangesien groot rivoelstortings as gevolg van die beperkte kapasiteit van die pompstasie in hierdie gebied plaasvind.	<b>Projeklevansie</b> <i>Ten opsigte van ontwikkelingsbehoef tes van die gebied</i>
<b>Projekstadium huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</i>	in Haalbaarheid	Projekvennote	Gamagara PM en Khumanı Myn	In GOP (J/N)	GOP hersien
		<b>Befondsingsvennote</b>	Khumanı Myn	Ja	Jaar
				2016/17	Projek verw. no.
<b>Geografiese ligging van projek</b>	<b>Begunstigdes</b>	12 000 hh	<b>Kommentaar</b>	Allie inwoners van Kathu sal by hierdie projek baat.	<b>Projek begin</b>
	<b>Gemeenskap</b>	Kathu	<b>PM</b>	Gamagara PM	<b>Projek eindig</b>
	<b>Wyk</b>	5, 6, 7	<b>DM</b>	JTGDM	<b>Projeksluiting</b>
<b>Verwagte getal poste wat geskep sal word</b>	<b>Volwasse mans</b>	Jong mans (<35)	<b>TOTAAL</b>	14	
	<b>Volwasse vroue</b>	Jong vroue (<35)	<b>Kort (&lt;5 m)</b>	<b>14</b>	<b>Medium Projeklewensduur</b>
					<b>Lang Permanent</b>

Uitset	Verantwoordelikheid	KPA	KPI	2017/18								2018/19								2019/20								2020/21																		
				Q1				Q2				Q3				Q4				Q1				Q2				Q3				Q4				Q1				Q2						
				Julie 2017–Junie 2018								Julie 2018–Junie 2019								Julie 2019–Junie 2020								Julie 2020–Junie 2021								Julie 2021–Junie 2022										
Ooreenkoms tussen Khumanzi en Gamagara PM	Khumanzi Myn Gamagara PM	Inisiasie	Ondertekende projek- en befondingssooreenkoms									X																																		
Projek-spesifieke projekplan	Khumanzi Myn Gamagara PM	Beplanning	Goedgekeurde projek-spesifieke projekplan									X																																		
Ontwerp vir nuut-beplande infrastruktuur	Khumanzi Myn/ingenieur	Uitvoering	Konsep en haalbaarheidsverslag, insluitend 'n voorlopige ontwerp Finale ontwerpverslag									X	X	X																																
Geskikte kontrakteur/verskaffer aangeset	Khumanzi Myn	Uitvoering	Tenderdokumente Notules van terreinvergaderings Aanstellingsbrief vir geskikte kontrakteur/verskaffer									X	X	X																																
Implementering van projekaktiwiteite	Khumanzi Myn/ingenieur	Uitvoering	Maandelikse vorderingsverslae Betalingssertifikate Notules van terreinvergaderings en inspeksieverslae									X	X	X	X																															
Projekafsluiting	Khumanzi Myn	Afsluiting	Finale uitsette bereik Afsluitingsverslag																																											
Projekoohandiging	Khumanzi Myn, Gamagara PM	Uittrede	Oorhandigingseremonie																																											
<b>Kontantvloei TOTALE</b>			<b>R8 000 000</b>									<b>R500 000</b>																														<b>R3 000 000</b>	<b>R3 000 000</b>	<b>R1 500 000</b>		

Projeknaam	Afvalbestuursprogram	Projek no.	GAM006	Projekklas Infrastruktuur, onderneming, gemeenskap	Projekverw. no.	Jaar	Projek verw. no.
<b>Projektbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Haalbaarheidstudie met alle relevante geotegniese ondersoeke en OIS-studies om 'n geskikte nuwe vullisterrein in Dibeng te identifiseer om vir die Kathu-, Sesheng-, Mapoteng- en Dibeng-gebied voorsiening te maak.			<b>Projekrelevansie</b> Ten opsigte van ontwikkelingsbehoeftes van die gebied			Die huidige vullisterrein by Dibeng sal binne die volgende twee jaar sy volle kapasiteit bereik. Die munisipaliteit moet met die nodige beplanningsprosesse begin om 'n nuwe geskikte terrein te identifiseer en bekom.
<b>Projekstadium in huidige jaar</b> <i>Konseptueel haalbaarheid (C), ontwerp en tender (D&amp;T), implementering (I)</i>		<b>Projekvennote</b>	Gamagara PM	In GOP (J/N)	GOP hersien	Jaar	Projek verw. no.
		<b>Befondsingsvennote</b>	MIT-projek vir die implementeringsfase moet nog geregistreer word. Gamagara PM moet die haalbaarheidstudie befonds (Khumanzi sal met R5 000 000 help as teenbefondsing vir alle professionele ondersoeke en studies).	Ja	2016/17	2017	G0001/2017
		<b>Begunstigdes</b>	5 807 hh	<b>Kommentaar</b>	Alle vase afval sal by die vastearafvalterrein by Dibeng hanteer word.	<b>Projek begin</b>	Jan 2020
<b>Geografiese ligging van projek</b>	<b>Gemeenskap</b> <i>Wyk</i>	Deben	<b>PM</b>	Gamagara PM	<b>Projek eindig</b>	Mrt 2022	
		1, 2, 5, 6, 7	<b>DM</b>	JTGDM	<b>Projeksluiting</b>	Mrt 2022	
<b>Verwagte getal poste wat geskep sal word</b>	<b>Volwasse mans</b> <i>Volwasse vroue</i>	2	<b>Jong mans (&lt;35)</b> <i>Jong vroue (&lt;35)</i>	<b>TOTAAL</b> 3	5	<b>Lang Permanent</b>	
				<b>Kort (&lt;5 m)</b> 5	<b>Medium Projeklewensduur</b>		

Uitset	Verantwoordelikheid	KPA	KPI	2017/18								2018/19								2019/20								2020/21																																			
				Q1				Q2				Q3				Q4				Q1				Q2				Q3				Q4				Q1				Q2																							
				Julie 2017–Junie 2018								Julie 2018–Junie 2019								Julie 2019–Junie 2020								Julie 2020–Junie 2021								Julie 2021–Junie 2022																											
Ooreenkoms tussen Khumanani en Gamagara PM	Khumani Myn Gamagara PM	Inisiasie		Ondertekende projek- en befondingssooreenkoms								X								X																																											
Projekspesifieke projekplan	Khumani Myn Gamagara PM	Beplanning		Goedgekeurde projek- spesifieke projekplan								X								X																																											
Geskikte kontrakteur/diensverskaffaar aangeset om verskillende beplanningsstudies te doen	Khumani Myn	Uitvoering		Tenderdokumente Notules van terreinvergaderings Aanstellingsbrief vir geskikte kontrakteur/diensverskaffaar								X								X																																											
Implementering van projekaktiwiteite	Khumani Myn/ingenieur	Uitvoering		Maandelikse vorderingsverslae Betalingsertifikate Notules van terreinvergaderings en inspeksieverslae								X								X																																											
Projekafsluiting	Khumani Myn	Afsluiting		Finale uitsette bereik. Sluit verslag af met aanbevelings oor beste opsig vir nuwe vullisterrein.								X								X																																											
Projekoorhandiging	Khumani Myn, Gamagara PM	Uittrede		Orhandigingseremonie								R5 000 000								R2 500 000								R2 500 000																																			
<b>Kontantvloei TOTaal</b>																																																															

Projeknaam	Inkubasie en opleiding – meubelprojek	Projek no.	GAM007	Projekklas Infrastruktur, onderneming, gemeenskap	Ondernemingsontw.
Projekbeskrywing Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.	Ondernemingsontwikkelingsprogram in die houtwerk- en meubelmaakbedryf.	Projekrevansie Ten opsigte van ontwikkelingsbe- oeftes van die gebied	Dit is 'n ondernemings- en vaardigheidsontwikkelingsgeleentheid om die houtwerkfabriek in Dibeng ten volle te benut.		
Projekstadium in huidige jaar Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&T), implementering (I)	Haalbaarheid	Projekvennote Befondsingsve- nnote	Gamagara PM Geen	In GOP (J/N)	GOP hersien Jaar Projek verw. no.
Begunstigdes	5	Kommentaar	Ontwikkel die reeds geïdentifiseerde begunstigdes verder wat in 2016 houtwerkopleiding ontvang het.	Projek begin 2016/17	2017
Gemeenskap Wyk	Gamagara PM Almal	PM DM	Gamagara PM JTGDM	Projek eindig Jul 2019	Des 2021
Volwasse mans	5	Jong mans (<35)	5	TOTAAL 5	Medium Projeklewens duur
Expected number of jobs to be created	Volwasse vroue	Jong vroue (<35)	Kort (<5 m)		Lang Permanent 5

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4																	
				Julie 2017–Junie 2018				Julie 2018–Junie 2019				Julie 2019–Junie 2020				Julie 2020–Junie 2021				Julie 2021–Junie 2022				
Noulettendheid en sorgsaamheid	Khumani Myn	Beplanning	Gefinaliseerde omvang om ontwikkelingsbehoeftes te hanter	X																				
Opleiding en mentorskap	Khumani Myn	Uitvoering	Ondersteekende ontwikkelingsooreenkoms tussen begeleidigers		X	X	X																	
Sake-ondersteuning	Khumani Myn	Uitvoering	Hanteer KPI's volgens ontwikkelingsplan		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
		Uittrede	Projekoorhandiging																					X
<b>Kontantvloei TOTALE</b>				<b>R3 000 000</b>				<b>R600 000</b>				<b>R600 000</b>				<b>R600 000</b>				<b>R600 000</b>				

Projeknaam	Opleiding en inkubasie ten opsigte van oordragbare vaardighede	Projek no.	GAM008	Projekklas Infrastruktur, onderneming, gemeenskap	Ondernemingsontw.
<b>Projekbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Opleiding en inkubasie ten opsigte van oordragbare vaardighede wat werklose, opkomende en/of bestaande klein besighede sal toerus met die nodige vaardighede en/of toerusting om die mark te betree.	<b>Projekrelevansie</b> <i>Ten opsigte van ontwikkelingsbehoeftes van die gebied</i>	Dit is 'n ondernemings- en vaardighedsontwikkelingsgeleentheid om die fabriek in die Kathu-nywerheidsgebied ten volle te benut.		
<b>Projekstadium in huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</i>	Konseptueel	<b>Projekvennote</b>	Gamagara PM	In GOP (J/N)	GOP hersien
		<b>Befondsingsvennote</b>	Geen	Ja	Jaar
				2016/17	2017
<b>Beginstigdes</b>	150	<b>Kommentaar</b>	Tipe opleiding sal deur die markvraag bepaal word	<b>Projek begin</b>	Jul 2019
<b>Gemeenskap</b>	Gamagara PM	<b>PM</b>	Gamagara PM	<b>Projek eindig</b>	Jun 2022
<b>Geografiese ligging van projek</b>	Wyk	<b>DM</b>	JTGDM	<b>Projeksluiting</b>	
<b>Volwasse mans</b>	40	<b>Jong mans (&lt;35)</b>	40	<b>TOTAAL</b>	<b>150</b>
<b>Verwagte getal poste wat geskep sal word</b>	35	<b>Jong vroue (&lt;35)</b>	35	<b>Medium Projeklewenduur</b>	150
				<b>Lang Permanent</b>	2
					35

Uitset	Verantwoordelikheid	KPA	KPI	2017/18								2018/19								2019/20								2020/21								2021/22							
				Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4	
				Julie 2017–Junie 2018				Julie 2018–Junie 2019				Julie 2019–Junie 2020				Julie 2020–Junie 2021				Julie 2021–Junie 2022																							
Besigheidsgeval	Khumani Myn	Inisiasie	Gefinaliseerde omvang en sakeplan	X																																							
Verkrygingsproses vir bestuur van geriewe (verskafferontwikkeling)	Khumani Myn	Beplanning	Projekbestuursplan en -reglement		X																																						
Opleiding en inkubasie ten opsigte van oordraagbare vaardighede (30 beginstigdes per jaar)	Khumani Myn	Uitvoering	Vorderingsverslae Mylpaaalsertifikate			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X						
<b>Kontantvloei TOTALEL</b>				<b>R7 000 000</b>																<b>R2 000 000</b>																							
																				<b>R1 500 000</b>																				<b>R1 500 000</b>			

Projeknaam	Khumani-gemeenskapsbeurse	Projek no.	KHU001	Projekklas Infrastruktur, onderneming, gemeenskap	Gemeenskapsontw.
<b>Projektbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Toekenning van nagraadse studiebeurse aan kwalifiserende studente wat in die Gamagara of Ga-Segonyana munisipale gebied woon.			<b>Projekrelevansie</b> <i>Ten opsigte van ontwikkelingsbehoeftes van die gebied</i>	Dit is 'n vaardigheidsontwikkelingsgeleenthed vir studente om 'n graad op 'n mynbou- of niemynbouverwante gebied te verwerf om hulle in staat te stel om meer bemarkbaar vir posaansetlings te wees.
<b>Projekstadium in huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D &amp; T), implementering (I)</i>	Implementering	Projekvennote	Ga-Segonyana PM en Gamagara PM	In GOP (J/N)	GOP hersien
		Befondingsvennote	Geen	Ja	Jaar 2016/17
		Begunstigdes	12	Kommentaar	Voorsiening is gemaak vir beurse wat vanaf MAP 2 oorgedra is
<b>Geografiese ligging van projek</b>	<b>Gemeenskap</b> <b>Wyk</b>	Gamagara PM, Ga-Segonyana PM Almal	PM DM	Gamagara PM, Ga-Segonyana PM JTGDM	Projek eindig Jul 2017
<b>Verwagte getal poste wat geskep sal word</b>	<b>Volwasse mans</b> <b>Volwasse vroue</b>	Jong mans (<35) Jong vroue (<35)		<b>TOTAAL</b> Kort (<5 m) Medium Projeklewensduur	<b>Lang Permanent</b>

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22							
				Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4	
				Julie 2017–Junie 2018				Julie 2018–Junie 2019				Julie 2019–Junie 2020				Julie 2021–Junie 2021				Julie 2021–Junie 2022							
Voortgesette ondersteuning van nege studente wat uit MAP 2 oorgedra is	Khumani Myn	Uitvoering	Ondertekende studente-ooreenkomsie Graduering van kwalifiserende studente vir 2017	X	X	X	X																				
Inname van drie nuwe studente (2018)	Khumani Myn	Uitvoering: Siftings- en keuringsproses	Ondertekende studente-ooreenkomsie Graduering van kwalifiserende studente vir 2018	X	X																						
Voortgesette steun aan ingeskreve beursstudente	Khumani Myn	Uitvoering	Ondertekende studente-ooreenkomsie Graduering van kwalifiserende studente vir 2019 en 2020	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X								
		Uittrede																									
<b>Kontantvloei TOTaal</b>				<b>R2 000 000</b>				<b>R750 000</b>				<b>R650 000</b>				<b>R450 000</b>				<b>R150 000</b>							

Projeknaam	Gesondheidsondersteuning aan die Kuruman Hospitaal	Projek no.	GS003	Projekklas Infrastruktuur, onderneming, gemeenskap	Gemeenskapsontw.
<b>Projekbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Verbetering van gemeenskapsgesondheid in die Ga-Segonyana munisipale gebied deur die Kuruman Hospitaal met mediese voorrade of toerusting (byvoortbeeld beddgeoed) te help.	<b>Projekrelevansie</b> <i>Ten opsigte van ontwikkelingsbehoeftes van die gebied</i>	Verleen bystand aan die Kuruman Hospitaal met mediese voorrade en/of toerusting om by te dra tot die verbetering van mediese dienste wat gelewer word.		
<b>Projekstadium in huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</i>	Konseptueel	<b>Projekvennote</b> <b>Befondsingsvennote</b>	Ga-Segonyana PM en Departement van Gesondheid	In GOP (J/N)	GOP hersien Jaar Projek verw. no.
<b>Begunstigdes</b>	5 551 hh	Kommentaar	Aanvanklike beplanning is om die gesondheidsgeriewe in die Kuruman-gebied te prioritiseer	No.	1 2017
<b>Gemeenskap</b>	Ga-Segonyana	PM	Ga-Segonyana PM	<b>Projek begin</b> Jul 2019	<b>Projek eindig</b> Mrt 2021
<b>Geografiese ligging van projek</b>	Wyk	DM	JTGDM	<b>Projeksluiting</b> Jun 2021	
<b>Verwagte getal poste wat geskep sal word</b>	Volwasse mans Volwasse vroue	Jong mans (<35) Jong vroue (<35)	Jong mans 0 Jong vroue 0	<b>TOTaal</b> 0	<b>Lang Permanent</b> 0
				Kort (<5 m)	Medium Projeklewenduur 0

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Ooreenkoms tussen Khumanzi en Ga-Segonyana PM en Departement van Gesondheid	Khumani Myn	Inisiasie	Ondertekende projek- en befondsingssooreenkoms									X	X											
Projek-spesifieke projekplan	Khumani Myn	Beplanning	Goedgekeurde projek-spesifieke projekplan									X												
Begrip van behoeftes en van gesondheidsgenief/diens in die gebied	Khumani Myn	Uitvoering	Behoefte-ontledingverslag met aanbevelings									X	X											
Implementering aktiwiteite/verkryging van toerusting	Khumani Myn	Uitvoering	Vorderingsverslae Afleveringsbewyse									X	X											
Uitreestrategie	Khumani Myn en Departement van Gesondheid	Uittrede	Oorhandigingsseremonie									X												
<b>Kontantvloei TOTALEL</b>			<b>R1 500 000</b>									<b>R150 000</b>												<b>R1 350 000</b>

Project name	BOOV-program	Projek no.	GAM009	Projekklas Infrastruktuur, onderneming, gemeenskap	Gemeenskapsontw.
<b>Projekbeskrywing</b> <i>Verskaf besonderhede soos lengte, deursnee, kapasiteit, ens.</i>	Befondsing van 'n basiese onderwys en opleidingsprogram vir volwassenes in die Gamagara munisipale gebied.	<b>Projekrelevansie</b> <i>Ten opsigte van ontwikkelingsbehoeftes van die gebied</i>	Dit is vaardigheidsontwikkelingsgeleentheid vir werkende of werklose gemeenskapsledle in die Gamagara munisipale gebied.		
<b>Projekstadium in huidige jaar</b> <i>Konseptueel (C), haalbaarheid (F), ontwerp en tender (D&amp;T), implementering (I)</i>		<b>Projekvennote</b>  <b>Befondsingsvennote</b>	Gamagara PM  Geen	<b>In GOP (J/N)</b>  <b>Jaar</b>	<b>GOP hersien</b>  <b>Jaar</b>  <b>Projek verw. no.</b>
		Begunstigdes	10  Kommentaar	Ja  2016/17  Jul 2020	2017  Des 2021
<b>Geografiese ligging van projek</b>	<b>Gemeenskap</b>  <b>Wyk</b>	Gamagara PM  Moet bepaal word	PM  DM	Gamagara PM  JTGDM	<b>Projek eindig</b>  <b>Projeksluiting</b>  Des 2021
<b>Verwagte getal poste wat geskep sal word</b>	<b>Volwasse mans</b>  <b>Volwasse vroue</b>	0  0	Jong mans (<35)  Jong vroue (<35)	<b>TOTAAAL</b>  0	<b>Medium Projeklewensduur</b>  <b>Lang Permanent</b>  0

Uitset	Verantwoordelikheid	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22					
				Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3	
				Julie 2017–Junie 2018				Julie 2018–Junie 2019				Julie 2019–Junie 2020				Julie 2021–Junie 2021				Julie 2021–Junie 2022					
Besigheidsgeval	Khumani Myn	Inisiasie	Gefinaliseerde omvang en sakeplan																						
Verkrygingsproses vir opleidingsverskaffer	Khumani Myn	Beplanning	Projekbestuursplan en -reglement																						
Opleiding gedoen	Khumani Myn	Uitvoering	Vorderingsverslae Mylpaaitsertifikate																						
Projekafsluiting	Khumani Myn	Uittrede	Projekafsluiting Mylpaaitsertifikate																						
<b>Kontantvloei TOTALE</b>				<b>R1 000 000</b>				<b>R500 000</b>				<b>R500 000</b>				<b>R500 000</b>				<b>R500 000</b>					



### 3.5 Behuising en lewensomstandighede

Khumani fokus op plaaslike werwing, met 'n teiken van 60% van die arbeidsmag wat van binne die plaaslike arbeidsverskaffingsgebied moet wees. Khumani bevorder die gedagte dat werknemers die geleentheid moet hê om saam met hulle gesinne in 'n volhoubare sosiale omgewing moet woon en die geleentheid moet hê om aan welvaartverkryging deel te neem deur 'n primêre residensiële eiendom te besit, en uiteindelik die oordrag van die titelakte aan die werknemer. Khumani het gevvolglik 'n primêre fokus op huiseienaarskap, en verskaf deur die behuisingstrategie die geleentheid aan alle werknemers om aan die huiseienaarskapmodel deel te neem.

Die myn fasiliteer die eienaarskapsproses en moedig werknemers aan om aan die maatskappy se gesubsidieerde behuiskema deel te neem, of anders 'n privaat huiseienaar in een van die formele munisipaliteite naby die myn te word.

'n Totaal van 1 260 gediense residensiële erwe is in Kathu bekom. 'n Totaal van 963 huise is verder op hierdie erwe gebou sedert die maatskappy se behuiskema ontstaan het, en 763 Khumani-werknemers het bystand ontvang om deur die skema huiseienaars te word. In Kathu word 106 huise aan werknemers en kontrakteurs verhuur. Benewens bogenoemde, is 93 privaat huiseienaars deur die myn deur middel van die privaat huiseienaarskema bygestaan.

Die myn probeer om die gehalte van sy werknemers se verblyf te verbeter deur:

- 'n Behuisingssubsidie te verskaf wat die eienaarskapmodel in een van die formele munisipale gebiede naby die myn ondersteun; en
- Bevordering van die belangrikheid en voordele van huiseienaarskap – en opvoeding van werknemers deur programme oor leefstylbegrotings en behuisingsopties. Khumani verskaf 'n HomeWise-program vir alle voornemende huiseienaars.

Die myn het 'n behuisingstrategie vir Khumani ontwikkel, soos in tabel 55 voorgestel word. Dit het in FJ 2007 begin en word steeds ontwikkel, verbeter en geïmplementeer. 'n Behuisingforum is gestig ten einde werknemers se behuising behoeftes deurlopend te evalueer.

**Tabel 43: Strategiese plan vir die implementering en bevordering van die behuisingstrategie by Khumani Myn**

Strategiese aksieplan vir behuising	Verantwoordelike departement	Voltooiingsdatum
'n Basislynopname oor die huidige behuisingstruktuur en behoeftes van werknemers is in 2015 voltooi.	Khumani MH/Behuisingforum	Voltooi
Beskikbaarheid van formele behuising en/of erwe binne die GSPM, GPM en TPM vir die arbeidsmag is bepaal en genoeg grond is aangeskaf en gediens.	Khumani Behuisingontwikkelingsmaatskappy	Voltooi
Die fasilitering van die arbeidsmag se toegang tot toepaslike finansiering om bestaande huise te koop of hulle eie huise te bou.	Khumani Behuisingontwikkelingsmaatskappy	Deurlopend
Voorsiening is gemaak om meer buigsaamheid te bied aan werknemers in sekere lewenstadiums om die opgradering of afgradering na groter of kleiner huise binne die huiseienaarskema moontlik te maak.	ARM/Behuisingforum/Khumani Behuisingontwikkelingsmaatskappy	Deurlopend
Deurlopende betrokkenheid by die alliansie om 'n oplossing te kry vir die implementering van 'n meer inklusiewe behuisingssubsidie vir werknemers wat verkieks om naby die myn op stamgrond te woon.	ARM/alliansie	Deurlopend

Strategiese aksieplan vir behuising	Verantwoordelike departement	Voltooiingsdatum
Evaluering van die status van die sukses en tekortkominings van die myn se behuisingsstrategie ten opsigte van die verbetering/instandhouding van behuising, welstandstandaarde onder die arbeidsmag en aanbevelings vir verbeterings.	Behuisingsforum	Kwartaalliks

Ten opsigte van behuising voldoen Khumani Myn aan die 2014-mynbouhandves, aangesien Khumani nog nooit 'n hostelstelsel gebruik het nie. Die omskakeling van hostelle in enkeleenhede was dus nog nooit vir Khumani Myn 'n voldoeningsprobleem nie.

In die toekoms sal die KBOM-privaathuiseienaarskapstelsel met sy verskillende behuisingsopsies, naamlik koop, huur, ens., steeds gebruik word. Die maatskappy het reeds voldoende munisipale grond gekoop vir toekomstige uitbreiding indien dit nodig is, en voldoende behuisingselemente (gedienste erwe/reeds geboude huise en grond) is reeds beskikbaar om te koop of huur.

Ná onderhandelings met georganiseerde arbeid het die maatskappy ook 'n voorbelasting- tussentydse behuisingssubsidie van R1 000 per maand ingestel vir alle oorblywende werknemers wat tans nie aan die huidige beskikbare behuisingsmodel/ opsies deelneem nie. Die tussentydse reëling sal in plek wees totdat 'n finale ooreenkoms/opsie beskikbaar is om daardie werknemers wat op stamgrond woon en nie toegang tot formele eiendomsreg het nie, bo en behalwe die huidige KBOM- en privaathuiseienaarskapmodel te ondersteun.

'n Memorandum van verstandhouding is in hierdie verband met georganiseerde arbeid gesluit. 'n Hoëvlak-behuisingspan (HUB-vlak) bestaande uit nasionale en streeksvakbondverteenvoordigers, DMH- nasionale verteenwoordigers, verteenwoordigers van die Departement van Landelike Nedersettings, ens. is reeds saamgestel om 'n volhoubare behuisingsmodel vir Assmang vir die toekoms aan te beveel. Hierdie taakspan is daartoe verbind om binne 12 maande ná die voorlegging van hierdie maatskaplike en arbeidsplan aan die DMH 'n volhoubare behuisingsmodel aan te beveel. Hierdie model sal met onder andere MPRDA-behuisingssregulasies en visie belyn word. Khumani verbind homself dus tot 'n volhoubare, MPRDA-belynde behuisingsmodel vir die toekoms.

Khumani het voorsiening gemaak dat R25 miljoen per jaar ('n totaal van R125 miljoen) beskikbaar gestel moet word om die behuisingsverbintenis oor die volgende vyf jaar van hierdie MAP 3 uit te voer. Hierdie finansiële voorsiening is gegronde op die huidige subsidies wat betaal word, insluitend die voorsiening wat gemaak word vir tussentydse behuisingssubsidies wat betaal word aan werknemers wat nie die huidige beskikbare huiseienaarskapskema-opsies benut nie.

### 3.6 Verkrygingsplan

Khumani het 'n verkrygingsplan geformuleer wat daarop gemik is om aan HBP en omliggende gemeenskappe op alle vlakke van verkryging, naamlik goedere en dienste, voorkeurverskafferstatus te verleen. Khumani gebruik voorkeurverkryging as een van die primêre mechanismes om plaaslike ekonomiese ontwikkeling aan te moedig in die gemeenskappe wat deur sy bedrywigheid geraak word.

Die beleid maak vir die volgende metodologie voorsiening:

- Nuwe verskaffers moet inligting oor hulle eienaarskap/beheer en interne SEB-programme bekendmaak.
- Khumani het maatreëls in plek gestel om die status quo van verskillende verskaffers te moniteer en bevestig, en om te verseker dat sulke inligting betroubaar is.
- Die identifisering van sekere dienste en produkte waarvoor daar voldoende HBP/plaaslike verskaffers is en die uitnooi van slegs hierdie verskaffers om aan die verkrygingsproses deel te neem (met ander woorde afgekampte tendergeleenthede).

- Waar toepaslik, die verdeling van kontrakte en projekte in kleiner komponente om aan ontluikende HBP-verskaffers geleenthede te verskaf.
- Die implementering van 'n puntemeganisme om aan SEB-nakomings- en plaaslike verskaffers voorkeur te gee.
- Die daarstelling van goeie betaalvoorwaardes vir plaaslike, HBP- en KMMO-verskaffers.
- Verlening van voorkeur aan produkte en dienste wat deur HBP-verskaffers verskaf en gelewer word.
- Die identifisering van produkte wat plaaslik verkry kan word en wat potensieel by die verskafferontwikkelingsprogram geïntegreer kan word.

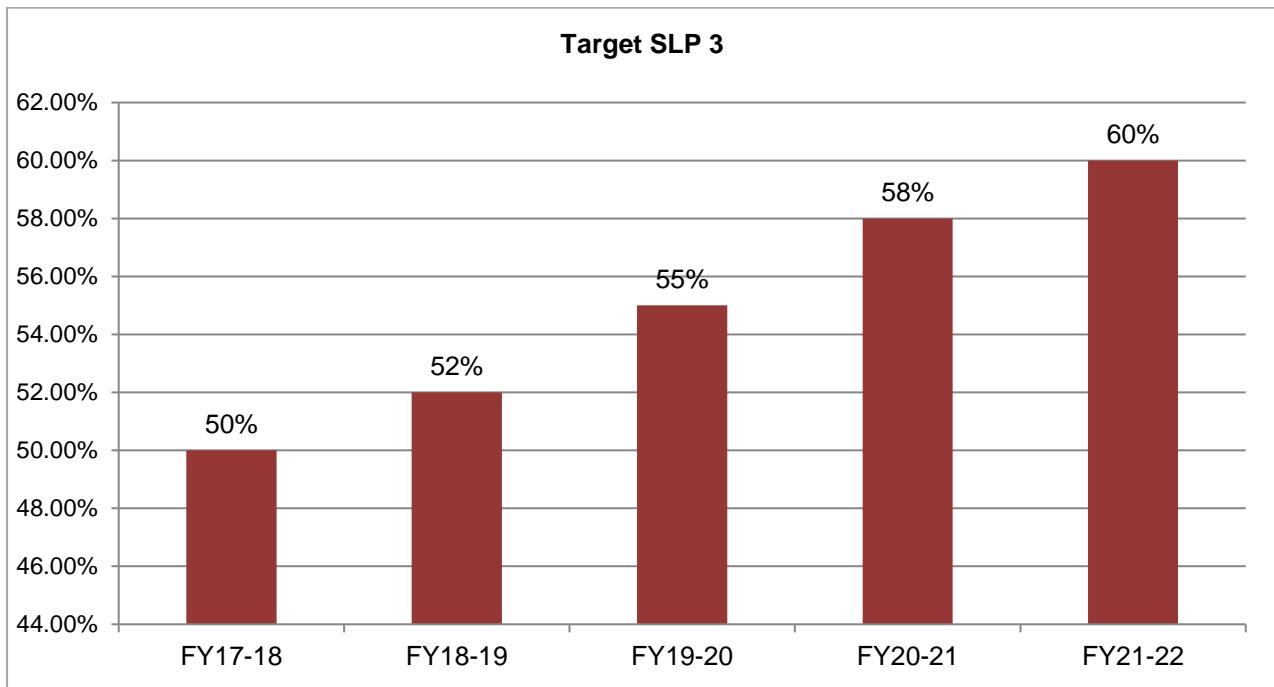
Khumani Ysterertsmyn verskaf op 'n jaarlikse grondslag aan die einde van elke verslagsiklus aan die DMH die vereiste vorm T, soos volgens wet voorgeskryf.

Die tabel hieronder dui die aksieplan aan wat die myn vir verkryging moet implementeer.

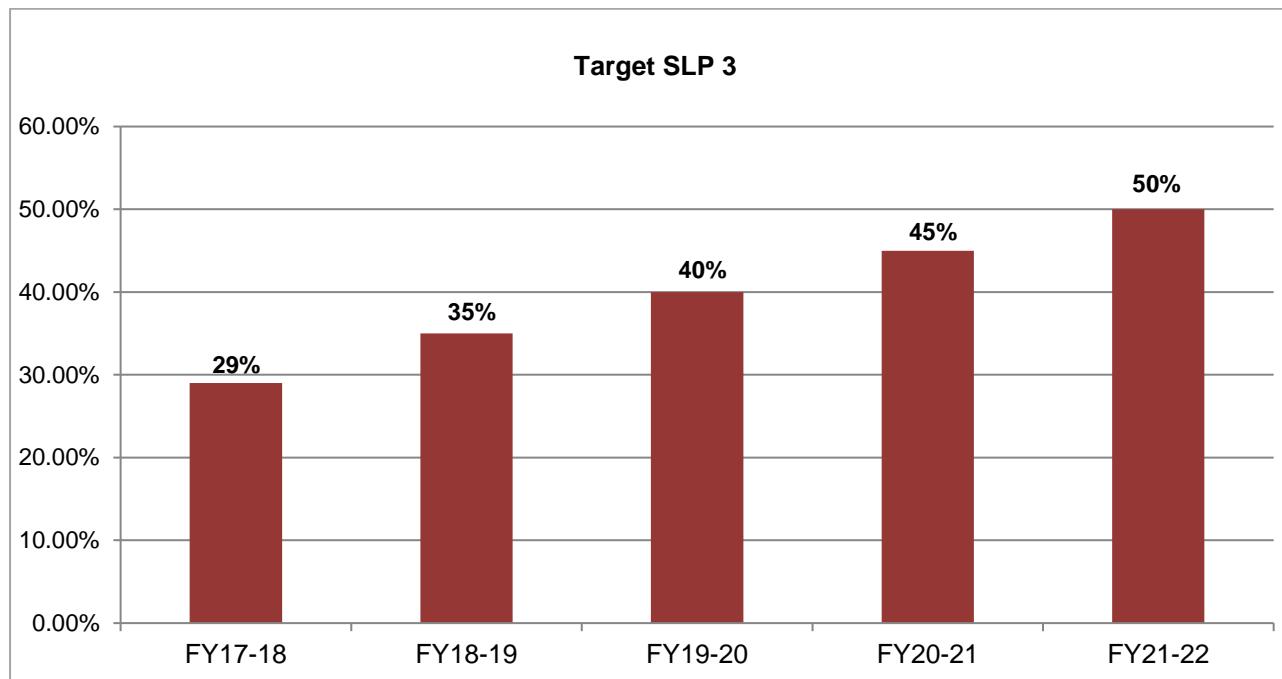
**Tabel 44: Strategiese aksieplan vir die implementering van 'n verkrygingstrategie by Khumani Myn**

Strategiese aksieplan vir plaaslike verkryging	Aksie	Verantwoordelike departement	Voltooiings datum
Nagaan en byhou van beleide, procedures en riglyne en verslagstelsels om met plaaslike en voorkeurverkryging te help.	Hou 'n bygewerkte voorkeurverkrygingsproses en verskafferriglynboekie vir verskaffers beskikbaar. Voorkeurverkrygingsklousule (met vaste teikens) in alle kontrakte met Khumani.	Verskaffingsketting	Deurlopend
Khumani neem aktief aan die Noord-Kaap Mynbestuurdersvereniging (NCMMA) se verkrygingsforum deel en is daartoe verbind om nie net die plaaslike verskaffers nie, maar ook verskaffers in die breër Noord-Kaap te ontwikkel –veral aangesien dorpe/gemeenskappe in die Noord-Kaap geografies baie verspreid is.	Khumani is 'n aktiewe lid van die NCMMA se verkrygingsforum en saam met provinsiale regering 'n ondertekenaar van die Noord-Kaap se verkrygingsreglement.	Verskaffingsketting	Deurlopend
Deur die provinsiale regering is 'n KMMO-portaal gestig – Khumani wil plaaslike en HBP-verskaffers aanmoedig om op hierdie databasis te registreer.	Khumani plaas versoek om voorleggings en versoek vir KMMO-registrasie op hierdie portaal.	Verskaffingsketting	Deurlopend
Identifiseer plaaslike HBP-verskaffers en verleen ondersteuning.	KMMO-verskaffers word vir 'n vaardigheids- en ondernemingsontwikkelingsopleidingsprogram geïdentifiseer.	Verskaffingsketting	Deurlopend
Identifiseer sekere dienste en/of produkte waarvoor daar voldoende HBP/plaaslike verskaffers is en nooi slegs hierdie verskaffers om aan die verkrygingsproses deel te neem (met ander woorde afgekampte tendergeleenthede).	Gesloten tenders vir plaaslike KMMO- en HBP-verskaffers word gevestig en deurlopend vir verskillende produkte en dienste gebruik.	Verskaffingsketting	Deurlopend
Moedig nasionale verskaffers aan om plaaslik te werk.	Groot verskaffers word aangemoedig om plaaslike kantore oop te maak.	Verskaffingsketting	Deurlopend

Strategiese aksieplan vir plaaslike verkryging	Aksie	Verantwoordelike departement	Voltooings datum
Tenderproses: As deel van sy tenderevaluerings- en -beregingsproses sal Khumanि 'n puntemeganisme implementeer wat aan SEB-voldoenings- en plaaslike verskaffers 'nwigig toeken.	Khumani se tenderevalueringskriteria en berekening beklemtoon plaaslike verskaffers en SEB-voldoening.	Verskaffingsketting	Deurlopend
Moedig verskaffers aan om vennootskappe met plaaslike maatskappye te vorm sonder om die nodige vereistes van die tenderproses te ignoreer. Verdere strategieë sal behels dat gunstige voorwaardes en/of betaling vir plaaslike en HBP- gesamentlike ondernemings en/of KMMO's gestel word.	Implementeer gunstige betalingsvoorwaardes vir HBP- en KMMO-verskaffers, byvoorbeeld vorderingsbetalings, voorafbetaling vir materiaal, betaling voor 30 dae standaard.	Verskaffingsketting	Deurlopend
Waar nodig en haalbaar moet mentorskap en kapasiteitsboubystand aan plaaslike en HBP-verskaffers gegee word om verbeterings aan hulle sakepraktyke te faciliteer sodat die KMMO-sektor suksesvol met die myn kan saamwerk.	'n Verskafferontwikkelingsprogram is gevvestig en vir plaaslike HBP-verskaffers/entrepreneurs geïmplementeer om vaardighedsopleiding, besigheidmentorskap en steun te verskaf.	Verskaffingsketting	Deurlopend



**Figuur 6: GOEDERE-bestedingsteikens met SEB-verskaffers oor MAP 3-termyn**



**Figuur 7: DIENSTE-besteding met SEB-verskaffers oor MAP 3-termyn**



Tabel 45: HBP-voorkeurverkygingsteikens

	Tans:		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
	Total randw aarde	HBP- randw aarde	HBP- %	Total randw aarde	HBP- randw aarde	HBP- -%	Total randw aarde	HBP- randw aarde	HBP- %	Total randw aarde	HBP- randw aarde	HBP- %
HBP- besteding aan goedere by die myn (randwaarde en persentasie)				1 748 010 549	874 005 275	50%	1 887 850 722	943 925 361	50%	2 038 878 780	1 060 216 966	52%
HBP- besteding aan dienste by die myn (randwaarde en persentasie)				388 368 737	112 626 934	29%	419 438 236	121 637 088	29%	452 993 295	158 547 653	35%
Total besteding aan verkyging onder HBP- maatskappye as 'n randwaarde of persentasie van totale verkyging by die myn	2 136 379 285	986 632 209	46%	2 307 288 958	1 065 562 449	46%	2 491 872 075	1 218 764 619	46%	2 691 221 842	1 406 787 100	48,9%
				2 906 519 590	1 617 080 083	52,27%	528 371 380	237 767 121	55,63%	570 641 090	285 320 545	58,2%
				3 139 041 157	1 826 360 585		570 641 090	285 320 545		570 641 090	285 320 545	

\*Let daarop dat bestedings vanaf 2017 tot 2022 skatting is.



## AFDELING 4

# AFSKALING EN AFLEGGING

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## 4 AFSKALING EN AFLEGGING

### 4.1 Inleiding

Hierdie afdeling handel oor die bestuur van afskaling en afleggings. Die myn se voorname is om die riglyne na te kom wat in die Wet op Arbeidsverhoudinge uiteengesit word.

Benewens die doelwitte van die myn om 'n gesonde sakeplan te faciliteer, is verdere strategieë om werksverliese en 'n afname in indiensneming te vermy die volgende:

- Versekerung dat die besigheid lewensvatbaar bly deur die kostestruktuur so laag en mededingend as moontlik te hou.
- Versekerung van 'n produktiewe en vaardige arbeidsmag deur opleiding en motivering.
- Die aanbring van deurlopende veranderings aan produksiemetodes om mededingend te bly.
- 'n Deurlopende soektog na maniere om die besigheid te laat groei en uit te brei om toekomstige volhoubaarheid te verseker.
- Gesonde arbeids- en opvolgbeplanning in ooreenstemming met die mynwerksplan.
- 'n Werwingsbeleid en -praktyke wat die arbeidsplanne sal ondersteun.
- Deurlopende monitering en evaluering van natuurlike uitvloei (aftredes, bedankings, ens.).
- Deurlopende raadpleging van georganiseerde arbeid (deur die Future Forum) om strategieë en inisiatiewe te identifiseer en implementeer om werksverliese en 'n afname in indiensneming te vermy.

In die geval van afskaling of sluiting sal daar van kontrakteurs verwag word om werkers op ander kontrakte en terreine in hulle maatskappy te plaas waar moontlik.

Die fokus van opleidings- en ontwikkelingsprogramme sal wees om die volgende te verskaf:

- Gesyferdheids- en geletterdheidsopleiding.
- Waar moontlik, opleiding wat met die Nasionale Kwalifikasieraamwerk asook ander gevestigde vaardigheidsprogramme ooreenstem.
- Oordraagbare vaardighede, wat omskryf word as vaardighede wat die werknemer kan gebruik om werk binne of buite die mynboubedryf te bekom, of om hulle eie werksgeleenthede te skep.
- Vaardigheidsopleiding vir bedryfs- en markvereistes.

Khumani besef dat om 'n myn met sukses af te skaal of te sluit, is 'n trilaterale konsultasie- en probleemoplossingsproses nodig tussen die myn, die betrokke staatsdepartemente en die plaaslike gemeenskappe om die bedryfsgebied. Sluiting kan as gevolg van die bedreiging van ekonomiese en maatskaplike ineenstorting vir gemeenskappe ergé nood veroorsaak. Die myn neem kennis van die volgende vernuwingsfokusgebiede ten opsigte van beplanning vir die sluiting van die myn:

- Die herstel van die grondoppervlak tot 'n gehalte wat voldoende is om die potensiaal van voormyn-grondgebruik te ondersteun.
- Herstel van ekologies-funksionerende ontginde grond.
- Doeltreffende alternatiewe gebruik van myninfrastruktur moet aangemoedig word waar dit ekonomies geregtig is.
- Werkskepping deur onderrig en stimulering van die ekonomiese aktiwiteit.
- Vaardigheidsontwikkeling van werknemers en lede van die gemeenskap.

In die geval van afskaling sal gedetailleerde prosesse opgestel word in ooreenstemming met artikel 189A van die Wet op Arbeidsverhoudinge, soos gewysig, en in samehang met artikel 52(1) van die MPRDA en regulasie 46(e). Die proses moet die volgende behels:

- Stigting van 'n forum.
- Identifisering van mechanismes om poste te red en werksverliese en 'n afname in indiensneming te vermy.
- Identifisering van mechanismes om alternatiewe oplossings en procedures te verskaf om werksekuriteit te skep waar werksverliese nie vermy kan word nie.
- Identifisering van mechanismes om die maatskaplike en ekonomiese impak op individue te versag.
- Identifisering van streke en ekonomiese waar afleggings of sluiting van Khumani beslis moet plaasvind.

Dit word in die volgende afdelings bespreek.

## **4.2 Stigting van 'n Future Forum**

Die myn het in oorleg met die arbeidsmag 'n permanente raadplegende forum, die Future Forum, gestig. Hierdie forum bestaan uit bestuur en verteenwoordigers van werknemers wat aan vakbonde behoort en wat nie daaraan behoort nie en vergader op 'n gereelde grondslag – ten minste een keer per kwartaal. Die doel van die Future Forum is om probleme van gemeenskaplike belang vir werknemers en bestuursverteenvoerdigers te bespreek. Die notules van alle vergaderings vir die nuwe vyfjaar-MAP-tydperk sal aan alle verteenwoordigende partye versprei word.

Die Future Forum sal voorts die volgende rolle vervul:

- Bevorder deurlopende gesprekke met belanghebberverteenvoerdigers oor die volhoubare toekoms van die myn.
- Kyk vooruit om geleenthede, uitdagings en moontlike oplossings ten opsigte van sosio-ekonomiese volhoubaarheidskwessies te identifiseer.
- Raak betrokke by sake van wedersydse belang tussen bestuur en belanghebbers.
- Tree as kommunikasiekanaal op ten opsigte van die breër MAP-ondernemings, -teikens en -prestasies.

Die Future Forum sal ingevolge die Future Forum-grondwet gekonstitueer word.

## **4.3 Kommunikasie met owerhede**

Ingevolge artikel 52(1) van die MPRDA, wanneer die behoefté geïdentifiseer word om mynbedrywighede te verminder, indien die wins-inkomsteverhouding van Khumani vir 'n deurlopende tydperk van twaalf (12) maande gemiddeld minder as 6% is, of indien 10% of meer van die arbeidsmag afgelê moet word, moet 'n omvattende konsultasieproses met die betrokke vakbondstrukture of betrokke werknemers ter nakoming van artikel 189 en 189A van die Wet op Arbeidsverhoudinge, 1995 (soos gewysig) deur die gestigte Future Forum-struktuur begin.

Wanneer beplanning vir die maatskaplike plan en die verwante werksverlies- en afleggingsbestuursprogram begin, moet die Departement van Arbeid en die DMH (veral die minerale- en mynbou-ontwikkelingsraad) in ooreenstemming met artikel 52(1)(a) van die Wet in kennis gestel word. Die volgende tabel sit die strategiese aksieplan ten opsigte van kommunikasie met die owerhede uiteen. Die staatsowerhede sal kennis van die tydsraamwerk vir die sluitingsproses asook van die deurlopende konsultasie en maatskaplike plan deur middel van die Future Forum-struktuur ontvang. Gereelde vorderingsverslae sal daarna aan die nodige departemente gestuur word, insluitend die adviesraad oor die maatskaplike plan en produktiwiteit, en die Departement van Provinciale en Plaaslike Regering. Die raad se opdragte sal nagekom word om aan al sy regstellende maatreëls te voldoen.

**Tabel 46: Strategiese aksieplan ten opsigte van kommunikasie met die owerhede**

Strategiese aksieplan ten opsigte van kommunikasie met die owerhede	Verantwoordelike departement	Voltooiingsdatum
Indien die behoefte geïdentifiseer word om mynbedrywighede en dus die arbeidsmag te verminder, moet die Future Forum die betrokke werknelmers of relevante vakbonde konsulteer.	MH en Future Forum	In die geval van afleggings
Wanneer beplanning vir werksverliese en afleggings begin, moet die Future Forum die volgende instellings in kennis stel: Departement van Arbeid DMH, veral die minerale- en mynbou-ontwikkelingsraad (indien 10% of meer van die arbeidsmag geraak word)	MH en Future Forum	In die geval van afleggings
Regeringsinstellings moet kennis van tydraamwerke ontvang.	MH en Future Forum	In die geval van afleggings

#### 4.4 Meganismes om werksverliese te voorkom

Om poste te red, sal die myn die optimale personeelkomponent aanstel om die myn doeltreffend te bedryf. Daar behoort gevvolglik geen oortollige personele te wees in poste wat afgeskaf moet word nie. Die myn sal mense uit die gemeenskap werf sodat hulle in die gemeenskap kan bly en die risiko beperk dat hulle hulle huise verloor indien afleggings plaasvind. Dit sal ook die impak van afleggings verminder, aangesien die gemeenskaplike ondersteuningstelsels steeds beskikbaar sal wees.

Khumani sal alternatiewe opsies verder ondersoek om poste te red. Dit kan die volgende strategieë soos in die tabel hieronder uiteengesit word, insluit, maar sal nie daartoe beperk word nie:

**Tabel 47: Strategiese aksieplan om poste te red en werksverliese te voorkom**

Strategiese aksieplan om poste te red en werksverliese te voorkom	Verantwoordelike departement	Voltooiingsdatum
'n Vermindering in werksure sowel as veranderings in skofte. Dit sal tot 'n verlaging in vergoeding vir die werknelmers lei, maar sal vir 'n tydperk poste beskerm.	MH Departement, mynbestuur en Future Forum	Wanneer dit voorkom
Persone gaan vir 'n tydperk weg totdat hulle weer benodig word.	MH Departement, mynbestuur en Future Forum	Wanneer dit voorkom
Natuurlike uitvloei sal aangemoedig word. Dit sal tot die herverspreiding van werknelmers lei en kan beteken dat werknelmers heropgelei word waar nodig.	MH Departement, mynbestuur en Future Forum	Wanneer dit voorkom
Toerus van werknelmers met veelvuldige vaardighede en herontplooiing van werknelmers na ander afdelings in die myn.	MH Departement, mynbestuur en Future Forum	Deurlopend en wanneer dit voorkom
Deurlopende raadpleging van georganiseerde arbeid (deur die Future Forum) om inisiatiewe te identifiseer en implementeer om werksverliese en 'n afname in indiensneming te vermy, byvoorbeeld deur: <ul style="list-style-type: none"> <li>• Poste te deel</li> <li>• Oortyd te verminder/staak</li> <li>• 'n Moratorium op werwing te plaas</li> <li>• Die huidige arbeidsmag te herontplooii</li> <li>• Kontrakte te beëindig</li> </ul>	MH Departement, mynbestuur en Future Forum	Wanneer dit voorkom

Strategiese aksieplan om poste te red en werksverliese te voorkom	Verantwoordelike departement	Voltooiingsdatum
Vergroot verskillende opleidings- en ontwikkelingsinisiatiewe om die volgende te verskaf: <ul style="list-style-type: none"> <li>• Gesyferdheids- en geletterdheidsopleiding.</li> <li>• Waar moontlik, opleiding wat met die Nasionale Kwalifikasieraamwerk asook ander gevestigde vaardighedsprogramme ooreenstem.</li> <li>• Oordraagbare vaardighede wat deur die myn en ander relevante bedrywe erken word, insluitend die belyning van oordraagbare vaardighede-opleiding met die ekonomiese vereistes wat in die plaaslike arbeidsverskaffingsgebied geïdentifiseer is.</li> <li>• Oordraagbare vaardighede wat werknekmers toelaat om hulle eie werk te skep.</li> <li>• Vaardighedsopleiding vir bedryfs- en markvereistes.</li> </ul>	MH Departement, Opleidingsdepartement, mynbestuur en Future Forum	Wanneer dit voorkom

#### 4.5 Verskaffing van alternatiewe oplossings en procedures om werksekuriteit te skep waar werksverliese nie vermy kan word nie

Een van Khumani se doelwitte is om te verseker dat toepaslike stelsels vir die skep van werknekermobiliteit in plek is deur middel van die doeltreffende implementering van die MHO-plan. Waar moontlik sal 'n toepaslike program geïmplementeer word om die vaardighedsbasis vir afgelegde werknekmers deur middel van leerderskappe, vaardighedsprogramme en oordraagbare vaardighedsopleiding verder te diversifieer. Khumani sal verder ook werknekmers wat geraak word, bystaan om alternatiewe werk of volhoubare heencomes te vind. Dit sal gedoen word waar nodig, gegee die verwagting dat die infrastruktuurontwikkelingsinisiatiewe wat vir die betrokke gemeenskappe beplan word, 'n gedeelte van die arbeidsmag na sluiting sal absorbeer. Die fokus van hierdie fase sal wees op die integrasie van die arbeidsmag in verskillende PEO- en ondernemingsontwikkelingsprojekte, wat in samewerking met die distrikts- en plaaslike munisipaliteit uitgevoer sal word. Waar workers nie by hierdie inisiatiewe ingesluit kan word nie, sal hulle vaardighede en opleiding ontvang (deur die MHO-programme) wat hulle potensiaal verhoog om alternatiewe werk te kry nadat die myn gesluit het.

Die myn, in samewerking met alle betrokke partye, sal die prosesse in werking stel soos dit in die volgende tabel uiteengesit word:

Tabel 48: Strategiese aksieplan vir die verskaffing van alternatiewe oplossings

Strategiese aksieplan vir die verskaffing van alternatiewe oplossings	Verantwoordelike departement	Voltooiingsdatum
Skep 'n databasis vir afgelegde werknekmers wat inligting oor bestaande vaardighede, ervaring en kundigheid insluit. Hierdie databasis sal gebruik word om potensiële werksgeleenthede binne en buite die maatskappy te identifiseer.	MH Departement en Future Forum	Wanneer dit voorkom
Werknekmers moet met veelvuldige vaardighede toegerus word om maksimum werksgeleenthede na sluiting te verseker.	MH Departement en Future Forum	Wanneer dit voorkom
Afgelegde werknekmers moet toepaslike opleiding en vaardighede ontvang om alternatiewe werk in die maatskappy of in die ope arbeidsmark te kry.	MH Departement en Future Forum	Wanneer dit voorkom
Vestig 'n werkshulpgerief om werknekmers te help om na uitbedryfstelling alternatiewe werk te kry: help werknekmers om CV's saam te stel, verseker interaksie met potensiële werkgewers en ander geleenthede, verskaf opleiding in onderhoudvoeringstegnieke, ens.	MH Departement en Future Forum	Wanneer dit voorkom

Strategiese aksieplan vir die verskaffing van alternatiewe oplossings	Verantwoordelike departement	Voltooiingsdatum
Hanteer kapasiteitsbou met werknemerhuishoudings in groot arbeidverskaffingsgebiede om 'n volhoubare heenkomennetwerk te vestig wat afgelegde werknemers ná mynsluiting of afskaling kan absorbeer.	MH Departement en Future Forum	Deurlopend
Identifiseer toepaslike mense uit die poel van afgelegde werknemers om vir potensiële ondernemingsontwikkelingsgeleenthede te oorweeg.	MH Departement en Future Forum	Wanneer dit voorkom

#### 4.6 Meganismes om die maatskaplike en ekonomiese impak op individue, streke en ekonomieë te versag waar afleggings of sluiting van Khumani beslis gaan plaasvind

Om die maatskaplike en ekonomiese impak op individue, streke en ekonomieë te versag waar afleggings of sluiting van Khumani beslis gaan plaasvind, sal die mynbestuur, tesame met die Future Forum, vooraf die impak evalueer wat deur die aflegging en/of sluiting van die bedrywigheid veroorsaak sal word. Dit sal aan die betrokke persone en gemeenskappe oorgedra word sodat alle partye wat geraak word, bewus is van wat die uitkoms van die afleggings en/of sluiting sal wees. Voorstelle om die impak op die sosio-ekonomiese situasie van die betrokke gebied te verminder, sal oorweeg word. Ten einde hierdie impak te evalueer, sal 'n sosio-ekonomiese impakontleding (SEIO) deur spesialistkonsultante gedoen word voordat gedetailleerde sluitingsbestuursplanne ontwikkel word. So 'n impakstudie sal interaksie met die Future Forum en relevante gemeenskapstrukture inkorporeer. Die strategiese plan om die sosio-ekonomiese impak te versag, word in die volgende tabel aangebied:

**Tabel 49: Meganismes om sosio-ekonomiese impak te versag in gevalle waar werksverliese nie vermy kan word nie**

Strategiese aksieplan vir meganismes om sosio-ekonomiese impak te versag	Verantwoordelike departement	Voltooiingsdatum
Hulp aan afgelegdes: <ul style="list-style-type: none"> <li>Afleggingsberading waar nodig.</li> <li>Fasiliteer saam met Departement van Arbeid die invul van WVF-eisvorms op die mynperseel.</li> <li>Hulp aan afgelegdes om alternatiewe werk by ander maatskappye te vind deur 'n databasis met die vaardighede en kontaknommers van alle beskikbare werknemers saam te stel.</li> <li>Verspreiding van die databasis aan gemeenskapsforums, KMMO's in die gebied, ander bestaande myne, asook ander spelers in die bedryf.</li> </ul>	HR-bestuur, mynbestuur en Future Forum	Wanneer dit voorkom
Opleidings- en heraanstellingsprogramme om werkskepping in die betrokke munisipale gebiede te faciliteer: <ul style="list-style-type: none"> <li>Voer 'n relevante vaardigheidsaudit uit om werknemers met spesifieke vaardighede te help om klein ondernemings te stig.</li> <li>Verskaf advies oor persoonlike finansiële beplanning tydens jaarlikse induksieprogram.</li> <li>Verskaf omvattende opleidings- en ontwikkelingsprogram vir afgelegde werknemers in ooreenstemming met die vroeër ondernemings vir opleiding in niemynbou- en mynbouverwante oordraagbare vaardighede.</li> </ul>	HR-bestuur, mynbestuur en Future Forum	Wanneer dit voorkom
Finansiële voorsiening: <ul style="list-style-type: none"> <li>Die myn moet verseker dat voldoende finansiële voorsorg in plek is om alle planne met betrekking tot die proses van afskaling en afleggings te implementeer.</li> </ul>	HR-bestuur, mynbestuur en Future Forum	Wanneer dit voorkom

#### 4.7 Násluiting-beplanning

Bestuurstrategieë vir die tydperk ná die sluiting sal ook in die sluitingsbeplanningsproses saam met plaaslike belanghebbers ontwikkel word. Strategieë wat afhanklikheid onder die begunstigdes van maatskaplike tussenkomste vermy en onafhanklikheid onder individue en besighede in die gemeenskap bevorder, sal ontwikkel word om volhoubaarheid ná die sluiting te verseker. Deurlopende konsultasie en adviesrolle wat deur die Future Forum-struktuur gefasilitateer word, sal benut word om te verseker dat die programme en planne voortgaan om volhoubare en doeltreffende voordele te lewer. Die voortgesette bydrae en bestuursrol van die plaaslike regering in hierdie verband sal vir die násluitingsbestuursproses noodsaaklik wees.

Beplanning vir spesifieke PEO-projekte by sluiting is moeilik, aangesien die leeftyd van die beoogde myn 24 jaar is. Kennis van die spesifieke PEO-behoeftes binne die gebied om die myn op daardie tydstip of verskeie jare voor sluiting is moeilik. Kennis van die behoefte aan omvattende PEO-projekte wat ontwikkel word om volhoubare maatskaplike en ekonomiese ontwikkeling in die streek om die myn te verseker, veral vir die arbeidsmag en/of gemeenskappe wat voorheen van die myn afhanklik was vir 'n heenkome, is egter uiterst belangrik. Sulke beplanning sal ten minste vyf (5) jaar voor die verwagte sluiting begin.

#### 4.8 Kommunikasie ten opsigte van maatskaplike en arbeidsplan (MAP)

Ten einde aan die vereistes van die MPRD Wet (veral regulasie 46(f)) te voldoen, sal Khumani Ysterertsmyn seker maak dat belanghebbers op 'n jaarlikse grondslag oor die bepalings wat in die myn se MAP uiteengesit word, asook van vordering met die bereiking van doelwitte ingelig word. Die strategie om die MAP oor te dra, word in onderstaande tabel opgesom:

**Tabel 50: Strategiese aksieplan om die maatskaplike en arbeidsplan oor te dra**

Strategiese aksieplan ten opsigte van MAP-kommunikasie	Verantwoordelike departement	Voltooiingsdatum
Afskrifte van die MAP sal versprei word aan alle verteenwoordigers van belanghebbers wie se verantwoordelikheid dit is om die inhoud aan hulle onderskeie afdelings oor te dra.	MH-departement	Halfjaarlikse veldtogte
'n MAP Future Forum is gestig om MAP-kwessies tydens die leeftyd van die myn te bespreek en te kommunikeer, asook kwessies wat op afskaling en afleggings betrekking het, indien dit voorkom.	MH-departement	Halfjaarlikse veldtogte



## AFDELING 5

# FINANSIËLE VOORSIENING





## 5 FINANSIEËLE VOORSIENING

### 5.1 Finansiële voorsiening (regulasie 46(E))

Ingevolge artikel 23(1)(e) van die MPRDA staan die minister 'n mynreg toe indien die aansoeker finansieel en andersins vir die voorgeskrewe MAP voorsiening gemaak het. Hierdie afdeling beoog om die wyse uiteen te sit waarop Khumani Ysterertsmyn finansieel vir elke komponent van die MAP voorsiening wil maak. Tabel 63 verskaf 'n opsomming van die finansiële verbintenis deur die myn vir die volgende vyf (5) jaar.

**Tabel 51: Opsomming van finansiële voorsiening vir sleutelelemente van Khumani Myn se MAP oor die vyfjaartydperk (FJ 2017–2022)**

Kategorie	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totale finansiële voorsiening (2017–2022)
Mensehulpbron-ontwikkelingsprogramme	26 794 658,00	28 093 364,00	21 997 258,00	21 882 904,00	22 211 689,00	120 979 873,00
PEO-programme	13 350 000,00	21 750 000,00	23 200 000,00	23 600 000,00	18 600 000,00	100 500 000,00
Behuising en lewensomstandighede	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	125 000 000,00
Sluiting- en afleggingsbestuursprogramme	Op grond van die huidige balansstaat en gegee 'n gunstige verhouding van bedryfsbates (wat kontantgenerering insluit) tot bedryfslaste kan die huidige afleggingsaanspreeklikheid/voorsiening van R150 miljoen en die geprojekteerde R343 miljoen oor vyf jaar meer as vergoed word. Khumani sal hierdie afleggingsverpligting ten opsigte van die nuwe MAP oor die vyfjaartydperk op 'n jaarlikse grondslag laat evalueer en onafhanklik laat bevestig ten einde deurlopend te toon dat die myn voldoende kontant het om die aanspreeklikheid te dek.					343 000 000,00
Geraamde totale voorsiening vir MAP	65 144 658,00	74 843 364,00	70 197 258,00	70 482 904,00	65 811 689,00	689 479 873,00

## 5.2 Finansiële voorsiening vir mensehulpbron-ontwikkelingsprogramme (regulasie 46(E)(1))

Die myn onderneem om, in ooreenstemming met die mynbouhandves, die volgende ten opsigte van mensehulpbronontwikkeling-opleidingsprogramme by die myn vir sy arbeidsmag te voorsien:

**Tabel 52: Opsommende uiteensetting van mensehulpbronontwikkeling se vyfjaarbegroting vir Khumani Myn**

MHO	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	<b>Totale finansiële voorsiening</b>
						(2017–2022)
Finansiële voorsiening vir leerderskapprogramme	6 306 193	6 306 193	6 512 193	6 512 193	6 512 193	12 612 386
Finansiële voorsiening vir leierskapsontwikkelingsprogramme	500 000	500 000	500 000	500 000	500 000	2 500 000
Finansiële voorsiening vir kernbesigheidsopleidingsprogramme	10 048 272	11 299 478	11 556 965	11 091 411	11 368 696	53 364 822
Finansiële voorsiening vir oordraagbarevaardighede-opleidingsprogramme	304 000	320 000	33 500	350 000	365 000	1 372 500
Finansiële voorsiening vir mentorskapprogramme	6 306 193	6 306 193	6 512 193	6 512 193	6 512 193	32 148 965
Finansiële voorsiening vir beursprogramme (studiehulp)	800 000	800 000	800 000	800 000	800 000	4 000 000
Finansiële voorsiening vir beurse op grond van skaarsvaardighedsprogramme	600 000	600 000	600 000	600 000	600 000	3 000 000
Finansiële voorsiening vir programme vir gegradueerde leerlinge	100 000	100 000	100 000	100 000	100 000	500 000
<b>Finansiële voorsiening vir mensehulpbron-ontwikkelingsprogramme*</b>	<b>24 964 658</b>	<b>26 231 864</b>	<b>20 102 658</b>	<b>19 953 604</b>	<b>20 245 889</b>	<b>109 498 673</b>

\***Let wel:** Hierdie begroting weerspieël die geraamde direkte koste van bogemelde opleidingsprogramme. Dit sluit nie indirekte koste of enige ander opleidingsprogramme in wat nie hierbo gelys word nie, maar wat by Khumani se totale opleidingsbegroting ingesluit is nie.

### 5.3 Finansiële voorsiening vir plaaslike ekonomiese ontwikkelingsprogramme (regulasie 46(E)(2))

Afdeling 3 sit die myn se planne uiteen om PEO in ooreenstemming met die plaaslike en distriksmunisipaliteit se geïntegreerde ontwikkelingstrategieë te onderneem (sien afdeling 3.4 en 3.6).

**Tabel 53: Opsomming van finansiële verbintenis tot plaaslike ekonomiese ontwikkeling vir Khumani vir vyf jaar**

Finansiële voorsiening vir PEO-programme	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totale finansiële voorsiening (2017/2018–2021/2022)
Finansiële voorsiening vir PEO-programme	13 350 000,00	21 750 000,00	23 200 000,00	23 600 000,00	186 000 00,00	<b>100 500 000,00</b>

**Tabel 54: Opsomming van finansiële verbintenis tot behuising en lewensomstandighede vir Khumani vir vyf jaar**

Finansiële voorsiening vir PEO-programme	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Totale finansiële voorsiening (2017/2018–2021/2022)
Finansiële voorsiening vir behuising en lewensomstandighede	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	<b>125 000 000,00</b>

### 5.4 Finansiële voorsiening vir bestuur van afskaling en afleggings (regulasie 46(E)(3))

Die deurlopende belegging in mensehulpbron-ontwikkelingsprogramme en die fasilitering van opleiding tydens die lewensduur van Khumani is daarop gemik om vaardighede te verwerf wat die indiensneembaarheid van die arbeidsmag ná die sluiting van die myn te verseker. Hierbenewens sal Khumani voldoen aan die Wet op Basiese Diensvoorwaardes ten opsigte van bystand aan werknelmers wat daarop gemik is om die verdere verkryging van vaardighede te faciliteer wat ten tyde van aflegging vir die werknelmers van waarde sal wees.

Die huidige verpligting in die onwaarskynlike geval van onmiddellike mynsluiting is R153 miljoen. Indien die huidige werknelmerprofiel en 'n eskalasiefaktor van 5% per jaar oor die vyfjaartydperk veronderstel word, sal hierdie verpligting tot R343 miljoen toeneem. Die R343 miljoen is 'n beste skatting wat vir inflasie en 'n toename in die arbeidsmag se getal diensjare oor die tydperk van vyf jaar voorsiening maak.

Op grond van die huidige balansstaat en gegee 'n gunstige verhouding van bedryfsbates (wat kontantgenerering insluit) tot bedryfslaste kan Khumani die huidige afleggingsaanspreeklikheid/voorsiening van R150 miljoen en die geproekteerde R343 miljoen oor vyf jaar meer as vergoed.

Khumani sal hierdie afleggingsverpligting ten opsigte van die nuwe MAP oor die vyfjaartydperk op 'n jaarlikse grondslag laat evalueer en onafhanklik laat bevestig ten einde deurlopend te toon dat die myn voldoende kontant het om die aanspreeklikheid te dek.

**Tabel 55: Opsomming van finansiële verbintenis vir afskaling en afleggings vir Khumani Myn vir vyf jaar**

<b>Finansiële voorsiening vir die bestuur van afskaling en afleggingsprogramme</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>	<b>Totale finansiële voorsiening (2017/2018–2021/2022)</b>
Bedrag						343 000 000

Op grond van die huidige balansstaat en gegee 'n gunstige verhouding van bedryfsbates (wat kontantgenerering insluit) tot bedryfslaste kan die huidige afleggingsaanspreeklikheid/voorsiening van R150 miljoen en die geproekteerde R343 miljoen oor vyf jaar meer as vergoed word.

Khumani sal hierdie afleggingsverpligting ten opsigte van die nuwe MAP oor die vyfjaartydperk op 'n jaarlikse grondslag laat evaluateer en onafhanklik laat bevestig ten einde deurlopend te toon dat die myn voldoende kontant het om die aanspreeklikheid te dek.



# THULAGANYO YA LOAGO LE YA BADIRI

Letlha la Thomelo  
30 June 2017

Tsweetswee ela tlhoko: fa go na le sengwe mo tokomaneng eno se se thata go tlhaloganngwa, tsweetswee leba tokololo ya Seesemane



**ASSMANG**

**IRON ORE**  
KHAMANI MINE



**LENAANE LA DITENG**

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## DIKHUTSHWAFATSO

<b>Khutshwafatso</b>	<b>Bokao</b>
ABET	Thuto ya Bagolo ya Motheo le Katiso
ATR	Annual Training Report (Pego ya Ngwaga le Ngwaga ya Katiso)
B-BBEE	Go Matlafadiwa ga Bantsho mo Ikonoming go go Akaretsang Bontsi (Broad-based Black Economic Empowerment )
BEE	Black Economic Empowerment (Go Matlafadiwa ga Bantsho mo Ikonoming
DMR	Lefapha la Ditsompelo tsa Dimineral.
DoL	Lefapha la Badiri
EE	Tekatekano mo Tirong
EIA	Tshekatsheko ya Diphelelo tsa mo Tikologong
ETDF	Go Katisediwa Tekatekano le Foramo ya Tlhabololo
FET	Go Tsweledisetsa Pele Thuto le Katiso
FY	Ngwaga wa Ditšelete
GET	Thuto-Kakaretso le Katiso
GLM	Mmasepala wa Selegae wa Gamagara
GSLM	Mmasepala wa Selegae wa Ga-segonyana
<b>BATHO BANTSHO</b>	<b>Go ya ka tlhaloso ya Tšata ya Moepo e e tlhomilweng ka di 15 tsa Seetebosigo 2017.</b>
HDP	Batho ba ba sa bolong go kgaphelwa kwa thoko
HET	Thutogodimo le Katiso
HRD	Tlhabololo ya Lefapha la tsa Badiri
IDP	Thulaganyo ya Tlhabololo ya Bokgoni jwa Motho ka Bongwe
Di IDP	Dithulaganyo Tse di Tlhakantsweng Tsa Tlhabololo
JTGDM	Mmasepala wa Kgaolo wa John Taolo Gaetsewe
Khumani	Moepo wa Khumani
LED	Tlhabololo ya Ikonomi ya Selegae
LSA(s)	Mafelo ao Badiri ba Romelwang go Tswa Kwa go One
MPRDA	Molao wa Tlhabololo ya Ditsompelo tsa Dimineral le Peteroliamo (Molao wa bo 28 wa ka 2002)
MQA	Balaodi ba Dithutego tsa Ditiro tsa Moepo
NCMMA	Mokgatlho wa kwa Kapa Bokone wa Dimmenejara tsa Meepo
NQF	Thulaganyo ya Bosetšhaba ya Dithutego
OHS	Molao wa Pholo le Papalesego mo Tirong
PPE	Didirisiwa tsa Go Itshireletsa
RFP	Kopo ya Ditshitshinyo
SAQA	Balaodi ba Aforika Borwa ba Dithutego
SDF	Mothatlheledi wa Tlhabololo ya Dikgono tsa Tiro
SED	Tlhabololo ya Loago le Ikonomi
SEIA	Tlhatlhobo ya Diphelelo mo Loagong le mo Ikonoming
SETA	Bathati ba Setheo sa Thuto le Katiso
SLP	Thulaganyo ya Loago le ya Badiri
Di SMME	Dikgwebopotlana, tsa Bogolo jo bo mo Magareng le Tse Dinnye
TBA	Go tla dirwa kitsiso
TLM	Mmasepala wa Selegae wa Tsantsabane
UIF	Letlole la Inshorensa la Batlhokatiro
WHIMS	Sekgaoganya Manya sa Makenete sa Maatla a Magolo se se Dirisang Metsi
WSP	Thulaganyo ya Dikgono tsa mo Tirong



## KAROLO 1

## KETAPELE

Matseno ka tiro le tshedimosetso e e amanang le yone





## 1 MATSENO LE KETAPELE

### 1.1 Matseno

Assmang (Proprietary) Limited, KA Moepo wa yone wa Khuman, e epolola maanyatshipi kwa Kapa Bokone mo moepong o o bulegileng fa godimo.

Moepo wa Khuman (Khumani) o sekgala sa mo e ka nnang dikelometara di le someamabedi tlhano (25) go tswa kwa toropong ya Kathu kwa Porofenseng ya Kapa Bokone, mo teng ga melewane e mebedi (2) ya Mmasepala wa Selegae le wa Kgaolo : Mmasepala wa Kgaolo wa Siyanda o Mmasepala wa Selegae wa Tsantsabane (TLM) mmogo le Mmasepala wa Kgaolo wa John Taolo Gaetsewe (John Taolo Gaetsewe District Municipality [JTGDM]) bao Mmasepala wa Selegae wa Gamagara (Gamagara Local Municipality [GLM]) a leng mo teng ga bone. Masaledi a maanyatshipi a bokgakala jwa mo e ka nnnag dikelometara di le someamarataro (60) go ela kwa borwa jwa moepo wa Beeshoek le go lebagana le Moepo wa Maanyatshipi a Shishen wa Kumba. Khuman e ne ya simolola tlhagiso-dikumo ka botlalo ka Phukwi 2008.

Ditsompelo tsa Khuman ke dingwe tsa ditsompelo tsa maanyatshipi a a gaisang otlhe mo Aforika Borwa malebana le boleng le bontsi. Go ya ka tlhagisodikumo ya ga jaanong jaana ya ditone di le dimilione di le 14 ka ngwaga, go rulagantswe gore moepo o dire lobaka lwa dingwaga di feta someamabedi le bone (24). Le fa go ntse jalo, setlamo se tswelela pele go tshwenngwa ke gore go nna bokoa ga ikonomi mo lefatsheng ka bophara go ka nna ga dira gore ditlhwatlhw tsa maanyatshipi di wele kwa tlase fela thata mme seno se tla ama ikonomi ya setlamo ka tsela e e sa siamang mmogo le maikemisetso a sone mo Thulaganyong ya Loago le ya Badiri (Social and Labour Plan [SLP]).

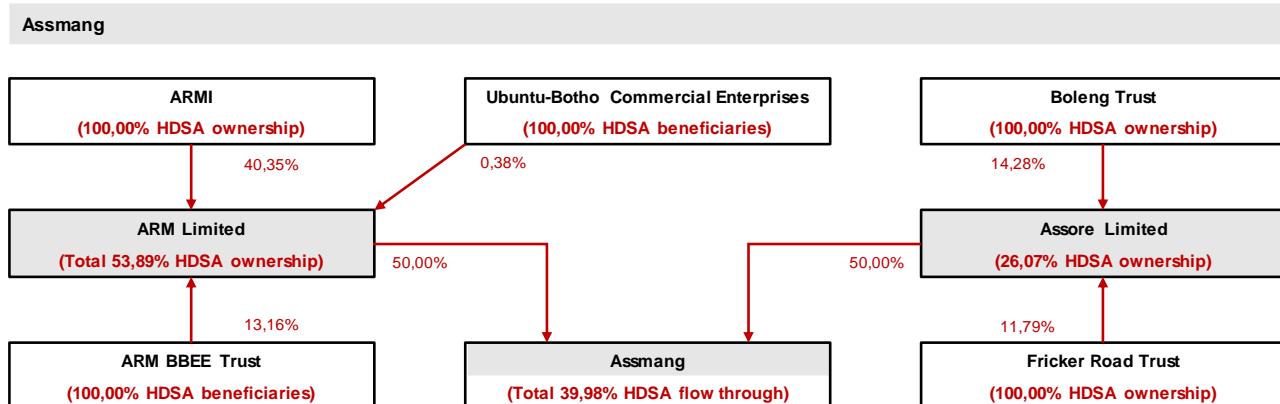
Khumani e lebane le bothata jwa go tsomana le badiri le go thapa batho ba ba nang le mefuta e e tlhokegang ya bokgoni gore e kgone go diragatsa maikarabelo a yone a tlhagiso-dikumo le go fithelela mekgele e mengwe. Gore Moepo o kgone go fenza dikgwetlo tseno, gone jaanong jaana o tlhomile mogopolo mo go katiseng le go thabolola dikgono tsa batho ba mo teng ga setheo gore ba tshegetsa tlhagiso-dikumo le go tsomana le badiri ba ba nang le mefuta e e bonwang sewelo ya bokgoni mo nageng yotlhe. Moepo o ikemiseditse go thapa batho ba ba mo lefelong le moepo o tlileng go nna mo go lone fa go kgonega mme o tla tswelela go tlhabololo mefuta ya bokgoni jwa tiro ka go dirisa ba ba katisediwang tiro, baithutatiro le dikema tsa basari.

Maloko a baagi le, segolobogolo, torop ya Kathu, e gola ka lebelo mme e na le tlhokego e kgolo ya ditlamelwa le ditirelo go tswa go GLM. Khuman, e e thusang Mmasepala ka ditogamaano, e tla thusa ka go ruta badiri dikgono tsa tiro mo gare ga baagi ka nako ya letsholo la yone la Tlhabololo ya Loago le Ikonomi (Socio-Economic Development [SED]). . Letsolo la rona le le amanang le a Loago le ikonomi le tla sologela molemo GLM le Mmasepala wa Selegae wa Ga-segonyana. Bommasepala ba Selegae bano ba babedi ba mo lefelong la JTGDM. E re ka moepo wa Beeshoek wa Assmang o setse o akaretsa lefelo la TLM mme moepo wa Assmang Blackrock o tlhomile mogopolo thata mo lefelong la Mmasepala la Joe Morolong, Assmang khuman e tla bo e sa abe diporojeke tsa Tlhabololo ya Ikonomi ya Selegae (Local Economic Development [LED]) mo mafelong ano. Go tlaleletsa dipeletsomadi tse di dirlweng ke Moepo wa Assmang Blackrock mo teng ga lefelo la GSLM, assmang khuman GSLM ke lefelo le badiri ba romelwang go tswa kwa go lone mme lefelo leno la mmasepala le amiwa ke ditlamorago tse di sa siamang tsa ditiro tsa moepo mo lefelong leno.

Moepo ono o o ikemiseditse go diragatsa maikaelelo a Tiro ya Moepo ya ga jaanong jaana le a SLP jaaka Karolo 41 ya Melawana e tlhalosa, e e leng ya go:

- Go rotloetsa go thapiwa go tsweletsa pele katlaatleloloago ya Maaforikaborwa otlhe ya loago le ikonomi;
- Go thusa ka go tlisa diphetogo tsa mo intasetering ya meepo; le
- Go tlhomamisa gore ba ba nang le ditshwanelo tsa go dira ditiro tsa meepo ba thusa go tlisa tlhabololo ya loago le ikonomi mo mafelong a ba dirang mo go one.

Setshwantshothalo se se fa tlase se bontsha thulaganyo ya mong wa Assmang:



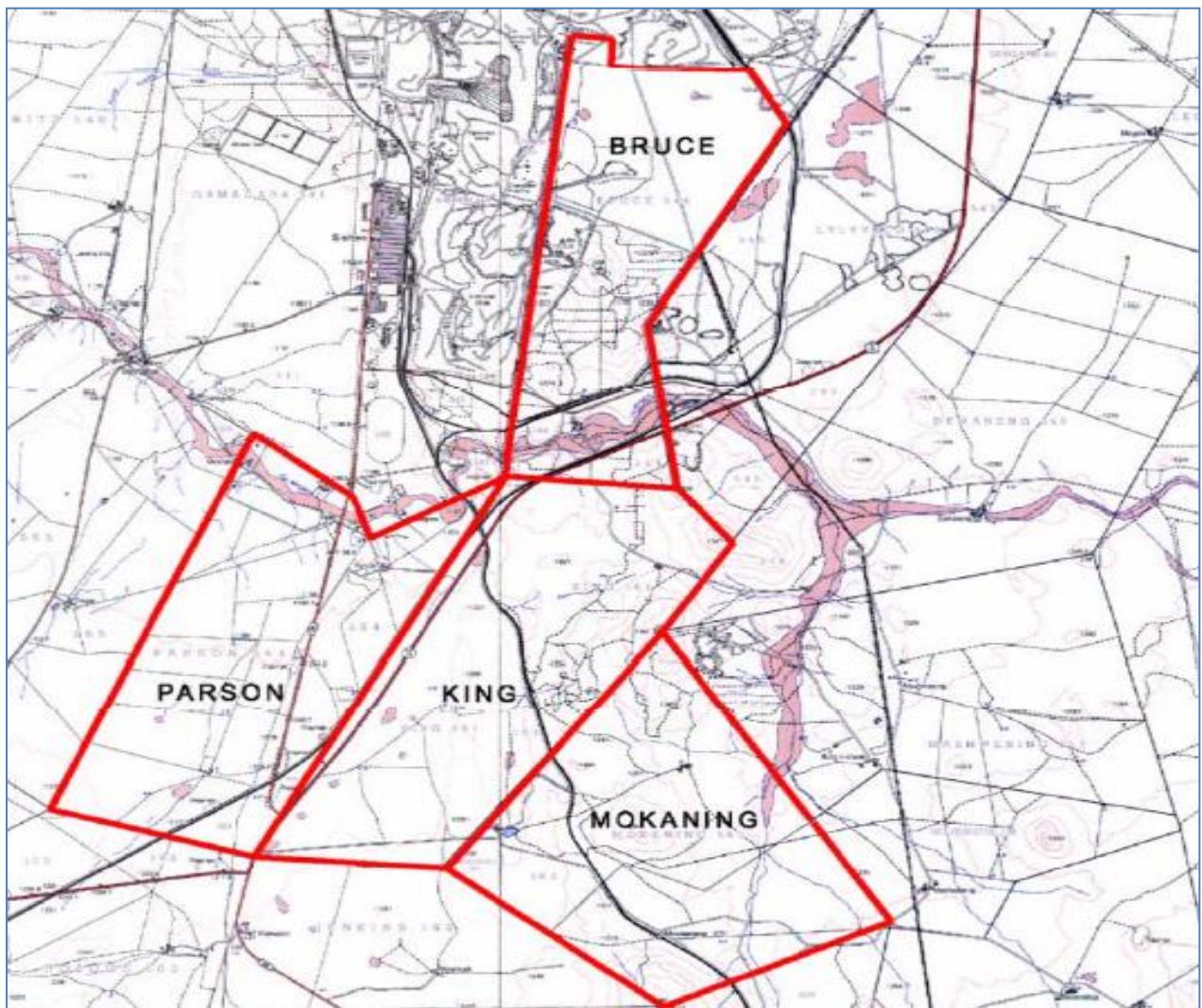
**Setshwantsho 1: Thulaganyo ya Mong wa Assmang**

## 1.2 Ketapele

Tshobokanyo ya dintlha tsa setlamo sa Khumani di mo **Lenaanethalo 1** fa tlase, di na le **setshwantsho 2** e bile **setshwantsho 3** di bontsha lefelong le Moepo o leng mo go lone.

### Lenaanethalo 1: Tshobokanyo ya Moepo wa Khumani

Leina la Setlamo:	Assmang (Pty) Ltd
Leina la Moepo:	Moepo wa Khumani
Aterese ya Tiro:	544 Parsons, Dingleton Road, Kathu 8446
Aterese ya Poso:	Private Bag X503, Kathu 8446
Motho yo go Ikgolaganngwang le Ene:	Rre Mark Oosthuizen
Nomoro ya Mogala:	(053) 723 8135
Nomoro ya Fekese:	0865444359
Lefelo le Moepo o Leng Mo go Lone:	O mo e ka nnang 25km go ela kwa borwa jwa Kathu kwa Porofenseng ya Kapa Bokone
Kumo:	Maanyatshipi
Dingwaga tsa Moepo:	Dingwaga tse 24
Ngwaga wa Ditšelete (Financial Year [FY]):	1 Phukwi -30 June
Lobaka Lwa go Ntsha Pego:	01 Phukwi 2017 go fitlha ka Seetebosigo 2022



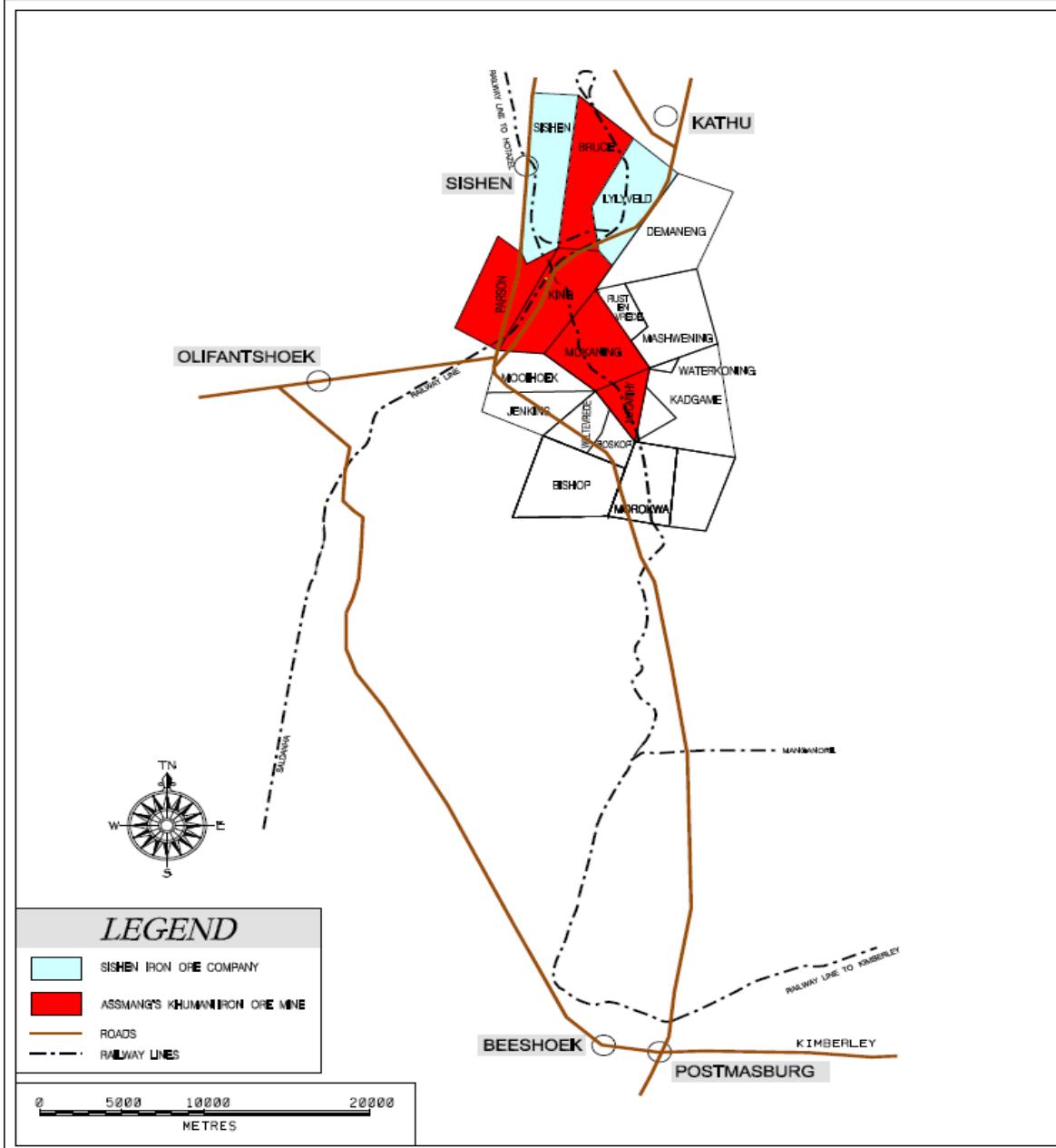
Setshwantsho 2: Polane e e supang Lefelo le Khumani e Leng mo go Lone





# ASSMANG LIMITED

## IRON ORE PROPERTIES AROUND SISHEN



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**Setshwantsho 3: Polane e e supang Lefelo le Moepo wa Khumani o Leng mo go Lone**

### 1.3 Mokgwa wa go Dira Tiro ya Moepo

**TIRO YA MOEPO:** Masaledi a manya a gonyololwa ka mekgwa ya ka gale ya moepo o o bulegileng fa godimo. Manya le leswe la dikumo tse di kgomaraganeng tsa moepo di baakanyediwa go thujwa go dirisiwa diboro. Manya le matlakala, fa di sena go thujwa, di tla laisiwa ka dilori tse di laisang matlakala le/kgotsa ka digarawe mo teng ga bomatipatipane. Bomatipatipane ba rorela manya kwa dithuging tsa ntlha le Matlakala a a romelwang kwa dikgatamping tse pedi tse di tletseng tsa matlakala

**GO TLHOTLHA MANYA:** Morago ga lekgetlo la ntlha le la bobedi la go thuga manya, manya a rorelwa kwa lefelong la bodirelo jwa go tlhotlha manya, le le leng kgakala le meepo, kwa polasing ya Parson. Manya a a thugilweng a boleng jo bo kwa godimo le a boleng jo bo kwa tlase a a kgaoganngwa a bo a koeelwa ka didirisiwa tsa go a koelela, morago ga moo a boleng jo bo kwa godimo a a tsewa a bo a tshelwa mo teng ga bodirelo jwa go a tlhotlha, le a boleng jo bo kwa tlase le one a a tsewa a bo a tshelwa mo teng ga bodirelo jwa go a tlhotlha. Manya a boleng jo bo kwa godimo a tlhoka go tlhatlhobiwa, mme manya a boleng jo bo kwa tlase a tlhoka go kgaoganngwa le a boleng jo bo kwa godimo, gore a dumalane le dipatlaflalo tsa mmaraka.

Manya a boleng jo bo kwa godimo a a sa tlhokeng go kgaoganngwa le ape, ke gore, manya a a tsamaisanang le dipatlaflalo tse di kgethegileng tsa dikhemikale a a tlhatswiwa, a a thugiwa gore a nne bogolo jwa 32mm fa a ntse a tsamaya mo teng ga diphaepe tse di tswalegileng, a bo a dirwa gore a nne a mefuta e mebedi (2) ya bogolo jwa dikumo tsa mmaraka:

- Kumo e e kompa ya thomelontle
- Kumo e e lerojana ya thomelontle

Manya a boleng jo bo kwa tlase (ke gore, manya a a sa tsamaisaneng le dipatlaflalo tse di kgethegileng tsa dikhemikale) a a tlhatswiwa, a a thugiwa gore a nna a bogolo jwa 32mm fa a ntse a tsamaya mo teng ga diphaepe tse di tswalegileng a bo a tlhatlhobiwa go bona a dikgoto le a a lerojana, pele a kgaoganngwa ka ditlhophpha tsa one.

Go kgaogangwa ga manya ka ditlhophpha tsa one go fitlhelelwa ka go dirisa thekenoloji ya dijeke. Didirisiwa tsa go kgaoganya manya di a kgaoganya go ya ka bogolo jwa one. Mokgwa o didirisiwa tsa go a kgaoganya di dirang ka one ke go kgaphela kwa thoko diphatikele tsa boleng jo bo kwa tlase tse gantsi e leng tsa bogolo jwa 4.9 gore di latliwe, mme diphatikele tsa bogolo jo bo fetang 4.9 di a bolokwa gore e nne dikumo. Dikumo tse di kgaogantsweng di a tlhatlhobiwa gore go tlhophiwe tsa bogolo jwa dikumo tsa mmaraka jaaka go umakilwe fa godimo. Bodirelo jwa dikgaoganya maanya bo thapa badiri ba kemonokeng ba le 130 ba ba akarediwang mo SLP eno.

**BODIRELO JWA WHIMS** (Sekgaoganya Manya sa Makenete sa Maatla a Magolo se se Dirisang Metsi [Wet, High Intensity Magnetic Separator])

Thulaganyo ya Sekgaoganya Manya sa Makenete sa Maatla a Magolo se se Dirisang Metsi (WHIMS) e tlhametswe go dira gore dikumo tse di tileng go latliwa tsa boleng jo bo kwa tlase di kgaogane le dikumo tse di tlhagisiwang tse di kompa le tse di lerojana tsa thomelontle. Ka go amogela ntlha ya gore go na le pharologano fa gare ga dikgogedi tse di sa tshwaneng tsa mmakenete fa gare ga dilo tsa boleng jo bogolo tsa Fe le tsa boleng jo bo kwa tlase, diyuniti tsa go tlhotlha manya tsa WHIMS di kgona go tlhabololola boleng jwa dikhemikale tse di batlegang tsa dikumo tse di tileng go latliwa tsa boleng jo bo kwa tlase gore e nne dikumo tse di lerojana tsa thomelontle. Ka go dira jalo, bodirelo jwa go tlhotlha manya jwa WHIMS bo kgona go tlhagisa dikumo tse dingwe gape tsa thomelontle go tswa mo dilong tse di neng di tlile go latliwa. Bodirelo bo thapa badiri ba kemonokeng ba le 31 ba ba akarediwang mo SLP eno. Gape go na le badiri ba bangwe gape ba le 63 ba ba thapiwang ke dikonteraka ka mokgwa o o latelang:

**Lenaanethalo 2: Dikontekra tse di dirang kwa Bodirelong jwa WHIMS**

Konteraka	Palo ya bathapiwa
Process Automation (Pty) Ltd	5
Rufco Engineering cc	37
Weir Minerals Africa (Pty) Ltd	8
B & W Instrumentation & Electrical (Pty) Ltd	2
DRA Mineral Projects (Pty) Ltd	10
Shaw Controls (Pty) Ltd	1
<b>Palogotlhe</b>	<b>63</b>

**1.4 Badiri ba Jaanong le ba Go Lebeletsweng Gore ba Thapiwe****Lenaanethalo 3: Badiri ba Khumani ba ba Tlileng go Thapiwa**

Tiro ya Moepo/Konteraka	Tirelo e e Direlwang Moepo	Palo ya Badiri ba ba Tlileng go Thapiwa kwa Moepong <sup>1</sup>
Moepo wa khumani wa Assmang	Setlhophha sa Badiri ba Botsamaisi, Moepo le Bojenenre jwa ditiro tsa moepo tsa fa godimoga lefatshe	1 600

**Lenaanethalo 4: Lefapha la Badiri ba Khumani le Romela Dipalopalo go ya ka Mafelo a Botsalo**

Porofense	Mmasepala wa botsalo	Palogotlhe ya porofense	% Ya porofense
Kapa Bothhaba	Mmasepala wa Toropokgolo ya Buffalo City	8	45
	Emalahleni	1	
	Engcobo	3	
	Gariep	2	
	Inxuba Yethemba	2	
	King Sabata Dalindyebo	2	
	Makana	2	
	Mbizana	1	
	Mhlontlo	1	
	Mmasepala wa Toropokgolo ya Nelson Mandela	15	
	Raymond Mhlaba	1	
	Senqu	6	
Foreisetata	Uzimvuba	1	70
	Dihlabeng	4	
	Kopanong	1	
	Letsemeng	1	

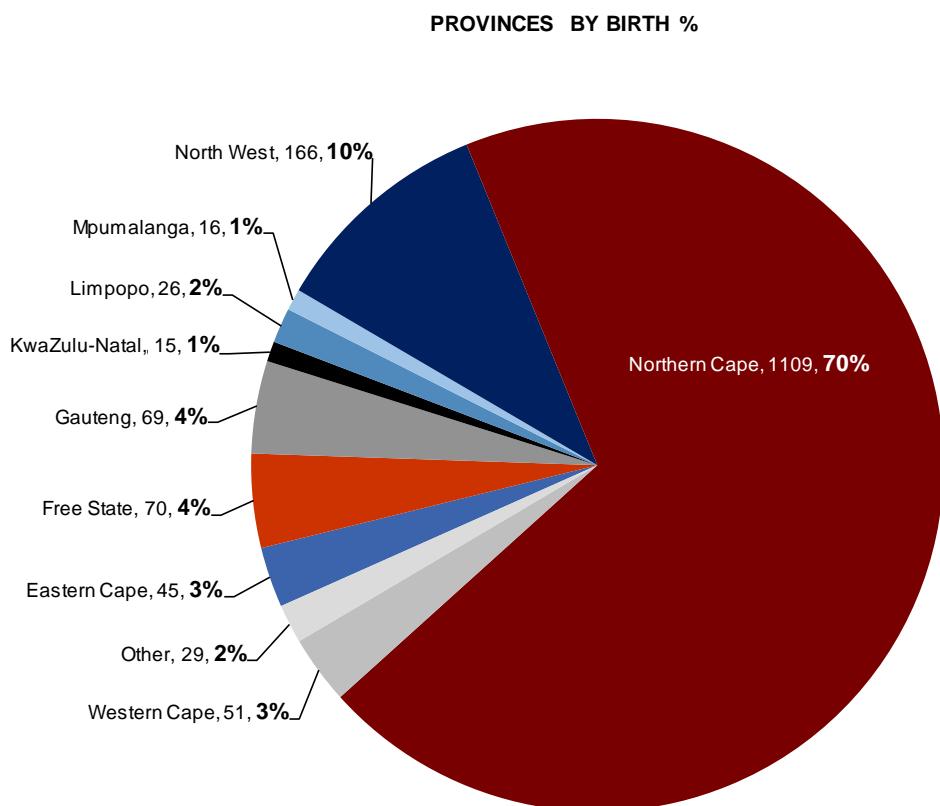
<sup>1</sup> Polane ya Kgwebo ya Khumani ya letlha la Phukwi 2016

Porofense	Mmasepala wa botsalo	Palogotlhe ya porofense	% Ya porofense	
<b>Gauteng</b>	Maluti-A-Phofung	3	69	4,32%
	Mmasepala wa Toropokgolo ya Mangaung	26		
	Mantsopa	1		
	Matjhabeng	11		
	Matsiloyana	1		
	Metsimaholo	2		
	Mohokare	3		
	Moqhaka	7		
	Nala	2		
	Ngwathe	2		
	Setsoto	4		
	Tokolongo	2		
	Mmasepala wa Toropokgolo ya Johannesburg	13		
	Mmasepala wa Toropokgolo ya Ekurhuleni	16		
<b>KwaZulu-Natal</b>	Emfuleni	12		
	Lesedi	2		
	Mogale City	4		
	Rand West City	5		
	Tshwane Mm	17		
	Abaqulusi	1	15	0,94%
	Mmasepala wa Toropokgolo ya Buffalo City	1		
	City of Umhlathuze	1		
	Endumeni	1		
	Mmasepala wa Toropokgolo ya Ethekwini	3		
<b>Limpopo</b>	Greater Kokstad	1		
	Inkos Langalibelele	2		
	Mandini	1		
	Msundizi	2		
	Newcastle	1		
	Umzimkulu	1		
	Blouberg	1	26	1,63%
	Collins Chabane	1		
	Elias Motsoaledi	1		
	Fetakgoma	1		
	Greater Tzaneen	1		
	Lephalale	1		
	Makhado	2		
	Mogala Kwena	6		
	Mopani	1		
	Musina	1		
	Polokwane	5		

Porofense	Mmasepala wa botsalo	Palogotlhe ya porofense	% Ya porofense
<b>Mpumalanga</b>	Thukamela	3	16 1,00%
	Ga e itsiwe	2	
<b>Bokone Bophirima</b>	City of Mbombela	1	
	Dr Ixley ka Isaka Seme	1	
	Dr JS Mokoka	1	
	Emalahleni	3	
	Greater Tsubatse	2	
	Lekwa	2	
	Steve Tshwete	4	
	Thaba Chweu	1	
	Victor Khanye	1	
	City Of Matlosana	11	
<b>Kapa Bokone</b>	Ditsobotla	1	166 10,40%
	Greater Taung	62	
	Kagisano-Molopo	18	
	Lekwa-Teemane	2	
	Madibeng	1	
	Mahikeng	10	
	Mamusa	3	
	Maquassi Hills	2	
	Moses Kotane	1	
	Naledi	45	
	Ngaka Modiri Molema	1	
	Ramotshere Moiloa	1	
	Rustenburg	3	
	Tswaing	1	
	Ventersdorp/Tlokwe	4	
<b>Kapa Bokone</b>	!Kheis	5	1 109 69,49%
	Dawid Kruiper- Khara Huis	40	
	Dikatlong	2	
	Dikgatlong	6	
	Emathanjeni	10	
	Gamagara	64	
	Ga-Segonyana	498	
	Hantam	3	
	Joe Morolong	4	
	Kagisano-Molopo	2	
	Kai !Garib	5	
	Kammiesberg	2	
	Kareeburg	1	
	Karoo Hoogland	1	

Porofense	Mmasepala wa botsalo		Palogotlhe ya porofense	% Ya porofense
	Kgatelopele	19		
	Khai-Ma	6		
	Magareng	4		
	Naledi	17		
	Nama Khoi	66		
	Phokwane	14		
	Richtersveld	5		
	Siyancuma	12		
	Siyathemba	17		
	Sol Plaatjie	65		
	Tsantsabane	238		
	Ubuntu	1		
	Ga e itsiwe	2		
Kapa Bophirima	Breede Valley	2	51	3,20%
	Mmasepala wa Toropokgolo ya Cape Town	28		
	Drakenstein	1		
	Matzikama	9		
	Saldanah Bay	7		
	Stellenbosch	2		
	Swartland	1		
	Witzenberg	1		
E nngwe	Botswana	2	2	0,13%
	England	1	1	0,06%
	Ireland	1	1	0,06%
	Wales	1	1	0,06%
	Namibia	22	22	1,38%
	Zambia	1	1	0,06%
	Zimbabwe	1	1	0,06%
<b>Palogotlhe</b>		<b>1 596</b>	<b>1 596</b>	<b>100,00%</b>

**Lenaanethalo 4** e supa porofaele ya ga jaanong jaana ya Mafelo ao Badiri ba K homanani ba Romelwang go Tswa kwa go One (di LSA) e bile e bontsha gore 69,5% ya badiri ke ba ba tsomilweng go tswa mo teng ga Porofense ya Kapa Bokone. Khumanि e ikemiseditse go tswelela ka porofaele eno le go e tokafatsa.



**Setshwantsho 4: Mafelo ao Badiri ba Romelwang go Tswa Kwa go One**

**Lenaanethalo 5: Dipalopalo tse di Romelwang ke Lefapha la Badiri la Khumania tsa Baagi ba jaanong jaana ba Nnang mo Lefelong**

Porofense	Mmasepala o ba nnang mo go one	Palogotlhe ya porofense	% Ya porofense
<b>Foreisetata</b>	Mmasepala wa Toropokgolo ya Mangaung	1	1
<b>Bokone Bophirima</b>	Toropo ya Matlosana	1	0,25%
	Greater Taung	1	
	Kagisano-Molopo	1	
	Naledi	1	
<b>Kapa Bokone</b>	Dawid Kruiper-Khara Huis	15	99,12%
	Dikgatlong	2	
	Gamagara	656	
	Ga-Segonyana	430	
	Joe Morolong	5	
	Kagisano-Molopo	1	
	Kgateleopele	7	
	Naledi	59	
	Nama Khoi	1	
	Sol Plaatjie	3	
<b>Kapa Bophirima</b>	Tsantsabane	403	
<b>Kapa Bophirima</b>	Saldanah Bay*	9	0,56%
<b>Palogotlhe</b>		<b>1 596</b>	<b>1 596</b>

\*ELA TLHOKO Badiri bano ba kwa Saldanha Bay mme e seng mo moepong.





## KAROLO 2

# LEANOTLHABOLOLO LA LEFAPHA LA TSA BADIRI





## 2 THULAGANYO YA TLHABOLOLO YA LEFAPHA LA TSA BADIRI

### 2.1 Matseno

Go ya la Leano la Bosetšhaba la Tlhabololo, thuto, katiso le tlhamosešwa ke dilo tsa konokono tsa tlhabololo ya Aforika Borwa e e tla nnang lobaka lo lo leele. Ke tsone dilo tsa botlhokwa tsa go fedisa lehuma, go fokotsa botlhokatiro, go tlhoka tekatekano, mme ke tsone motheo wa setšhaba sa batho ba ba tshwarwang ka tekatekano se se tsamaelwang ke dilo sentle jaaka Molaotheo o boleletse pele gore go tlife go nna jalo. Thuto e tlhomelela batho gore ba tlhalose bomangmang jwa bone, ba laole matshelo a bone, ba godise malapa a a itekanetseng, ba nne le seabe kwantle ga go inyatsa mogo tlhameng setšhaba se se nang le tshiamo, le go nna le seabe se se nang le matswela mo dipolotiking le mo go laoleng mafelo a bone a baagi.

Boikaelelo jwa leano la HRD la Khumanि ke go tlhomelela badiri le go ba naya tšhono ya go godisa dikgono tsa bone mo teng ga setlamo le go naya maloko a baagi a moepo o leng mo lefelong la bone le mafelo ao Badiri ba Romelwang go tswa kwa go one ditšhono tsa go tokafatsa bokgoni jwa bone jwa tiro le kitso gore a amogeleso motho mo ikonoming.

Ka jalo leano la rona la HRD le tlhotlhlediwa ke ditlhoko le ke dipatlaflalo tsa rona tsa tiro, le ke taelo ya bosetšhaba e e umakiwang mo teng ga MPRDA le mo teng ga Tšhata ya Moepo.

Maikaelelo a lenaneo la setlamo la HRD a kwadilwe fa tlase:

- Go tlhomamisa gore go tlhabololwa dikgono tse di tlhogegang tsa tiro malebana le Boithutatiro, dibasari (tsa dikgono tsa konokono tse di botlhokwa), ba ba nang le bokgoni jwa tiro ya diatla, le matsholo a mangwe a katiso a a amanang le dintlha ka baagi jaaka Tšhata ya Moepo e tlhalosa.
- Go thusa go tlhabolola lefapha la tsa badiri la Bantsho botlhe le go lomaganya thuso eno le boitlhomo le maikaelelo a setlamo le mekgwa e se dirang tiro ka yone e gape e amanang le mekgele ya go rawrabolola mathata Tekatekano mo Tirong.
- Go dumalana le Molao wa tlhabololo ya Dikgono tsa tiro le melao e mengwe yotlhe e e maleba.
- Go thusa ka go tsweletsa pele le go tlhabolola dikgono tsa badiri (18.1 barutwana) le mafelo a selegae le a magolo ao badiri ba romelwang go tswa kwa go one (18.2 barutwana).
- Go thusa ka go tlhomelela badiri (18.1 barutwana) le mafelo a selegae le a magolo ao badiri ba romelwang go tswa kwa go one (18.2 barutwana) ka go katisediwa thuto le matsholo a tlhabololo.
- Ka tlhabololo ya dikgono tsa tiro, go thusa ka tlhabololo-loago ya badiri le ya mafelo a moepo o ttileng go tlhomwa mo go one

### 2.2 Go Ikobela peomolao ya Tlhabololo ya Dikgono tsa tiro

Moepo o dirile dilo tumalanong le dipatlaflalo tsa go ikwadisa tsa SETA jaaka fa tlase fano:

Go ikwadisetsa SETA	Dintlha ka Botlalo
Nomoreikwadiso ya SETA	L620768327
Leina la SETA	MQA
Netefatso ya gore go tlhomilwe Motlhathleledi wa Tlhabololo ya Dikgono tsa Tiro (Skills Development Facilitator [SDF])	Moh Dumisile Dladla
Bosupi jwa go romelwa ga leano la dikgono tsa mo tiron le letlha la go romelwa ga tsone	WSP/ATR 30 Moranang jaaka go tlhalositswe. Bosupi jwa go romelwa ga lone go mametleletswe fano.

Leano le le kopantsweng la Tlhabololo ya Lefapha la tsa Badiri le tla batla go godisa kgonego ya tlhagiso-dikumo ya batho ba ba thapilweng kwa Khumanि ka go tsenya tirisong maanotiro a a latelang a a akaretsang leano la Tlhabololo ya Dikgono tsa Tiro la dingwaga di le tlhano; leano la dingwaga di le tlhano la Go Katisiwa o Beilwe Leitlho; leano la dingwaga di le tlhano la Boithutatiro; leano la dingwaga di le tlhano la Kalogo le

Basari; leano la dingwaga di le tlhano la Maano a Tlhabololo ya Bokgoni jwa Motho (Individual Development Plans [IDP]), Leanopotlana la dingwaga di le tlhano la Dikgono tsa Tiro; Botsamaisi jwa konteraka (Dikonteraka tsa Konokono tsa Moepo) le leano la dingwaga di le tlhano la Tekatekano mo Tirong (Employment Equity [EE]).

Boikaelelo jwa tlhabololo ya dikgono tsa tiro e tla nna, segolobogolo, go tlamela ka ditshwanelego tsa setegeniki go re go fithelelwetlhagiso-dikumo le ditumalano ka dithekiso; Sa bobedi mo go seno e tla nna boikaelelo jwa go tlamela ka ditshono tsa go bona dikgono tsa tiro tse di batlegang pele ga tse dingwe tsotlhe le go tswelela pele ka go tshegetsa ba bangwe mo dirutweng tsa bone; mme sa bofelo, go tlamela ka dikgono-potlana kgotsa dikgono tse di kgonang go rutwa ba bangwe.

## 2.3 Leano la Dikgono tsa mo Tirong (Workplace Skills Plan [WSP]) le Pego ya Ngwaga le Ngwaga ya Katiso (Annual Training Report [ATR])

Tumalanong le Molao wa Tlhabololo ya Dikgono tsa Tiro, ngwaga le ngwaga, setlamo se romela Leano la Dikgono tsa mo Tirong (WSP) le Pego ya Ngwaga le Ngwaga ya Katiso (ATR) e ngwaga le ngwaga e saeniwang ke Mokgatlho wa Badiri le go lepalepanngwa le leano la setlamo la HRD. Morago ga moo le romelelwetlhagiso-dikumo le boithutatiro, bathusa badiri ba tiro ya diatla, ba ba nang le bokgoni jwa tiro ya diatla, go katisediwa tiro e e rileng le matsholo a mangwe a katiso. Mo go kgonegang gone, mo teng ga matsholo ano a tlhabololo ya dikgono tsa tiro, dirisa molaometheo wa 80:20 (80% ya ba ba tlileng go katisiwa e nne ya Batho ba ba sa Bolong go Kgaphelwa kwa Thoko mme 30% ya bone e nne Basadi)

Fa tlase fano ke leano la dintlha ka bottalo tsa tsa tlhabololo ya dikgono tsa tiro le le tlhalosang gore Moepo kgotsa Kgwebo ya Tlhagiso-Dikumo e tlie go katisetsa badiri jang dikgono tse di batlegang pele ga tse dingwe tsotlhe malebana le boithutatiro, bathusa badiri ba tiro ya diatla, ba ba nang le bokgoni jwa tiro ya diatla, go katisediwa tiro e e rileng le matsholo a mangwe a katiso. Mo go kgonegang gone, mo teng ga matsholo ano a tlhabololo ya dikgono tsa tiro, dirisa molaometheo wa 80:20 (80% ya ba ba tlileng go katisiwa e nne ya Batho ba ba sa Bolong go Kgaphelwa kwa Thoko mme 30% ya bone e nne Basadi)

Fa tlase (Foromo Q) e na le dintlha ka maemo a ga jaanong jaana a go rutwa ga badiri.

### Lenaanethalo 6: Palo ya Badiri le Maemo a Thutego ya bone kwa Moepong wa Khumanani go simolola ka Diphalane 2016 (Foromo Q)

LETSHWAOKGWEBO	Kgato ya NQR	TSAMAIISO YA BOGOLOGOLO	Monna				Mosadi				Palogotlhe	
			Maaforika	Makhalate	Maindia	Basweu	Maaforika	Makhalate	Maindia	Basweu	Banna	Basadi
Thuto-Kakaretsi le Katiso (General Education and Training [GET])		Ba ba sa tsenang sekolo	0	0	0	0	0	0	0	0	0	0
		Mophato 0 / Pele ga Sekolo	0	0	0	0	0	0	0	0	0	0
		Mophato 1 / Sub A	0	0	0	0	0	0	0	0	0	0
		Mophato 2 / Sub B	0	0	0	0	0	0	0	0	0	0
		Mophato 3/ Seema 1/ABET 1	0	0	0	0	0	0	0	0	0	0
		Mophato 4/ Seema 2	0	0	0	0	0	0	0	0	0	0
		Mophato 5/ Seema 3 / ABET 2	0	0	0	0	0	0	0	0	0	0
		Mophato 6/ Seema 4	0	0	0	0	0	0	0	0	0	0
		Mophato 7/Seema 5/ ABET 3	0	0	0	0	0	0	0	0	0	0
		Mophato 8/ Seema 6	0	0	0	0	0	0	0	0	0	0

LETSHWAOKGWEBO	Kgato ya NQR	TSAMAIISO YA BOGOLOGOLO	Monna				Mosadi				Palogotlhe	
			Maafrika	Makhalate	Maindia	Basweu	Maafrika	Makhalate	Maindia	Basweu	Banna	Basadi
	1	Mophato 9/Seema 7/ ABET 4	23	3		1					27	0
Go Tswaledisetsa Pele Thuto le Katiso (Further Education and Training [FET])	2	Mophato 10/ Seema 8/ N1	100	44		23	1	1		1	167	3
	3	Mophato 11/ Seema 9/ N2	110	12		8	11				130	11
	4	Mophato 12/ Seema 10/ N3	473	198		135	68	28	1	44	806	141
Thutogodimo le Katiso (Higher Education and Training [HET])	5	Setefikeiti se se kwa Godimo (N4)	45	22		30	15	9		3	97	27
	6	Dipoloma /Setefikeiti se se kwa Pele (N5)	30	8	1	16	5	8		10	55	23
	7	Batshelara / Didipoloma Tse di Kwa Pele (N6)	25	4		11	10	8		4	40	22
	8	Dithutego tsa Onase tsa Seporofešenale	4	2		6	5	1		4	12	10
	9	Dikirii ya Masetase		1		1					2	0
	10	Gerata ya Bongaka	0	0	0	0	0	0	0	0	0	0
		E e sa umakiwang	4	9	0	4	2	6	0	0	17	6
		<b>PALOGOTLHE</b>	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>1 353</b>	<b>243</b>

## 2.4 ABET

Go ya ka Foromo Q ga go na badiri bape ba dithutego tsa bone di leng ka fa tlase ga NQF kgato 1. Ga go tlhokege gore badiri ba rona ba katisiwa kwa ABET mo nakong eno. Fa go ka tlhokega gore ba ye go katisiwa kwa ABET mo nakong e e tlang, go tla dirwa patlisiso pele gore ke katiso efe e e tshwanetseng. Go dirilwe thulaganyo ya lenaanethuto la ABET gore e nne karolo LED ya go thusa maloko a baagi ka madi.

Mo badiring bao thutego ya bone e leng ka fa tlase ga NQF kgato 4 mme e le ba ba batlang go tokafatsa maemo a thutego ya bone gore a fitlhe kwa go NQF kgato 4, lenaanethuto le le Thusang ka Go Ithuta le ba tlamela ka kemonokeng le ka thuso ya madi gore ba tsweletse pele thuto ya bone. Ka metlha Khumanie tla thusa dikopo tse di ntseng jalo ka madi tsa Thuto ya go Ithuta.

## 2.5 Boithutatiro (18.1 & 18.2)

Mananeothuto a Baithutatiro a thusa barutwana go berekela thutego sba ntse ba le mo tirong. Go Katisediwa Tiro o Ntse o le mo Tirong: ke tumalano fa gare ga morutwana, mothapi le mokatisi ka lobaka lo lo rileng lwa nako lo ka lone morutwana a dirang le go katisiwa a le mo tirong. Boithutatiro ke mananeothuto a a batlang gore o ithute o le mo tirong a a tshegediwang ke tsela e e rulagantsweng ya go ithuta kgotsa go ithutela mo setheong. Gantsi a tlhamiwa ke di SETA, a rebolwa ke Balaodi ba Aforika Borwa ba Dithutego (South African Qualifications Authority [SAQA]), a tshegediwa ka madi go sekae go tswa mo mading a Lekgethwana la Go Rutwa Dikgono tsa Tiro mme a tshwanetse go felela thutego ya NQF. Khumanie tlhometsse Baithutatiro mekgele mo ditirong tse di kgethegileng tsa Bojenjene, le fa go ntse jalo, go ka nna ga akanyediwa le ditiro tse dingwe tsa diatlal tse di tlhaelang mo maemong mangwe ka nthia ya: go bo di kgaoditswe, thutego, go

batlwa ga tsone ka bontsi mo mmarakeng wa tiro jj. Pholisi ya Tlhabololo ya Lefapha la tsa Badiri (Human Resources Development [HRD]) e tlhalosa go ya pele gore Moepo o tla tsoma Baithutatiro go tswa mo mafelong a a gaufi, fa ba le teng.

Mo go bothe ba ba ikwadisitseng Khumanie tla dirisa rešio ya diphetogo ya 80% ya BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO bao 20% ya bone e leng basadi (80/20 Principle Projected Apprenticeship/Learnerships targets number of enrolments at any point in time):

### ***Boithutatiro jo E Seng jwa Setegeniki***

Baithutatiro - boithutatiro ke lenaanethuto le le rulagantsweng la go ithuta le le kwadisitsweng kwa SETA e e maleba e kwa go yone morutwana a fitlheng a nna le maitemogelo ao a ka kgonang go a dirisa a mofuta o o rileng ka lobaka lwa nako lo lo felelang ka thutego e e kwadisitsweng mo NQF e e tsamaisanang le tiro e a e dirang.

Ka boithutatiro jono, Khumanie batla go naya segolobogolo basadi le batho ba ba nang le bogole bokgoni. Khumanie lemoga botlhokwajwa dikgono tse e seng tsa setegeniki tsa tiro tse di tshegetsang ditiro tsa konokono tsa moepo, e leng lone lebaka la go bo e tlhoma mogopolo mo dikgonong tse e seng tsa setegeniki.

#### **Lenaanethalo 7: Leanotiro le le Logetsweng maano la Boithutatiro/Go Katisediwa Tiro o le mo Tirong**

Leanotiro le le Logetsweng Maano la Boithutatiro jo E Seng jwa Setegeniki	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Baithutatiro ba boithutatiro jo e seng jwa setegeniki ba tla itsisiwa ka dipapatso. Ba go nang le kgonego ya gore ba amogelwe ba tla tlhatlhobiwa boemo jwa tlhaloganyo le jwa maemo a kalafi, le go tlhatlhobiwa gore a ba itse tiro.	Ditiro tsa HR	Ngwaga le Ngwaga
Go dira papatso ka diphatlha tsa boithutatiro kwa ditheong tse di kwa ntle ka dikuranta tsa mo baaging.	Ditiro tsa HR	Ngwaga le Ngwaga
Karolo 18.2 barutwana ba tsomiwa go tswa mo sefalana-tshedimosetsong sa Lefapha la Badiri (Department of Labour [DoL]) kgotsa go tswa mo Sefalana-tshedimosetsong sa Tikatikwe ya Baša ya Gamagara.	Ditiro tsa HR	Ngwaga le Ngwaga
Dira lenaane la dipatlafalo tse di kgethegileng tsa go ikwadisa tse di jaaka: <ol style="list-style-type: none"> <li>Mophato 12 (dirutwa tumalanong le patlafalo ya go ikwadisetsa boithutatiro)</li> <li>Itekanetse;</li> <li>Dipatlafalo tse dingwe, ke gore, ditlhatlhobo tsa boemo jwa tlhaloganyo.</li> </ol>	Ditiro tsa HR	Ngwaga le Ngwaga
Moemedi wa mothutatiro wa EAP fa a le teng o tla newa dikonteraka tsa boithutatiro.	Ditiro tsa HR	
Go tla tlhatlhobiwa dithhoko le mananeothuto a boithutatiro go ya ka dithhoko tse di tlhokwang ke Setlamo ngwaga le ngwaga mme diphetogo dipe tsa mekgele e e beilweng kgotsa tsa mananeothuto tse di dirilweng di tla begwa mo Pegong ya Ngwaga le Ngwaga ya SLP e e yang go DMR.	Ditiro tsa HR	

Boithutatiro jwa Setegeniki/ Leanotiro le le Logetsweng Maano la Go Katisediwa Tiro o le mo Tirong	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Baithutatiro ba Karolo 18(1) Baithutatiro/ ba ba katisediwang tiro ba ntse ba le mo tirong ba tla itsisiwe ka dipapatso tsa mo teng ga setheo. Ba go nang le kgonego ya gore ba amogelwe ba tla tlhatlhobiwa boemo jwa tlhaloganyo le jwa maemo a kalafi, le go tlhatlhobiwa gore a ba itse tiro.	Ditiro tsa HR	Ngwaga le Ngwaga
Go dira papatso ka ba ba katisediwang tiro ba ntse ba le mo tirong / Diphatlha tsa boithutatiro tsa ditheo tse di kwa ntle (ka sekai, ka dikuranta tsa mo baaging).	Ditiro tsa HR	Ngwaga le Ngwaga
Karolo 18.2 Barutwana ba batliwa thata mo lefelong le re leng mo go lone (dipatlafalo tse di kgethegileng tsa go ikwadisa jaaka Mmetshe le Saense tsa Mophato 12; Go itekanelo mo mmeleng, Dipatlafalo tse dingwe (dithlhatlhobo tsa boitekanelo jwa tlhaloganyo)	Ditiro tsa HR	Ngwaga le Ngwaga
Lenaana la ba ba tla tlhophiwang (le tshwanetse go akaretsa selekanyo se se tshwanetseng sa 80% ya BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO mme 20% ya bone e nne basadi fa ba le teng gore ba newe dikonteraka tsa boithutatiro.	Ditiro tsa HR	Ngwaga le Ngwaga
Go tla tlhatlhobiwa dithhoko le mananeothuto a boithutatiro go ya ka dithhoko tse di tlhokwang ke Setlamo ngwaga le ngwaga mme diphetogo dipe tsa mekgele e e beilweng kgotsa tsa mananeothuto tse di dirlweng di tla begwa mo Pegong ya Ngwaga le Ngwaga ya SLP e e yang go DMR.	Ditiro tsa HR	Ngwaga le Ngwaga
Fa ba ba nang le bokgoni jwa tiro ya diatla ba sena go tshwanelega, ba ka amogelwa ke moepo (ba tlhomia ke moepo), fa go tlhaga diphatlhatiro gape go lejwa ka fa ba neng ba dira ka gone ka nako ya lenaneo la Boithutatiro.	Ditiro tsa HR	Ngwaga le Ngwaga

Boithutatiro jwa Khumani bo tla simololwa tumalanong le dipatlafalo tsa tiro mo dirutweng tse di latelang:

- Boenjenere (ditiro tsa diatla tse di batlwang ke moepo)
- Tiro ya moepo
- OD & Botsamaisi jwa Ditalente ( OD & Botsamaisi jwa Ditalente ( Mefuta ya Bokgoni jwa Tirisano le Batho)

#### Lenaanethalo 8: Leano la Baithutatiro la Moepo wa Khumani 2017 -2022

Serutwa	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Palogotlh
Boenjeneri	28	28	28	28	28	
Tiro ya Moepo le Dikgono Tse di Amanang le Yone	4	4	4	4	4	
OD & Botsamaisi jwa Ditalente ( Mefuta ya Bokgoni jwa Tirisano le Batho)	10	10	10	10	10	
<b>PALOGOTLHE</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>	

**Ela tlhoko:** Dipalo tse di fa godimo tsa Baithutatiro di bontsha palogotlh ya batsayakarolo ngwaga le ngwaga mme e seng fela palo ya ba baša ba ba sa tswang go amogelwa mme e tla laolwa ke dipatlafalo tsa tiro.

Khumani e ikaeletse go kwadisa baithutatiro dingwaga di le tlhano tsa SLP. Le fa go ntse jalo dirutwa di tla laolwa ke dipatlafalo tsa tiro.

## 2.6 Leano la Kgatelopele ya Mokgele wa Tiro

### 2.6.1 Go Rulaganyetsa Ba ba Latelang

Ka go rulaganyetsa tlhatlhamano, boikaelelo jwa Moepo wa Khumanि ke go rarabolola mathata a a amanang le go ruta batho dikgono tse di botlhokwa tsa tiro le kitso, go rotloetsa go tlisiwa ga diphetogo, go rotloetsa kgatelopele ya tiro ya boitshediso ya badiri le go tlhomamisa gore isagwe ya kgwebo ke e e tla itsetsepelang ka go tlhomamisa gore go na le batho ba ba nang le dikgono tse di botlhokwa.

Tsamaiso ya Go Rulaganyetsa Tlhatlhamano e letla setlamo go thotlhomisa gore a se na le talente e e thokegang gore e kgone go diragatsa mekgele ya sone e e logetsweng maano ya ga jaanong jaana le ya mo isagweng. Seno se kgontsha setlamo go nna le ditalente tse di farologaneng tse badiri ba ka batliwang ka tsone go tlatsa diphatlhatiro tsa ga jaanong jaana le tsa mo isagweng. Seno se ka nna sa oketsa go atlega ga tiro ya go tlhoma batho mo maikarabelong mme ka go dira jalo, go dirwa ditshwetso tse di nepagetseng fa badiri e le ba ba tserweng mo teng ga setlamo.

Seno se akofisa kgolo ya talente, mme se naya badiri bothe ditshono tsa gore ba ntshe bokgoni jotlhe jo ba nang le jone. Go lemoga bokgoni jo bo ka tswang bo le teng, le go fopholetsa gore bo tlile go gola go le go kana kang go tla dira gore go kgonege go tlhama manaane a tlhabololo ya tiro ya boitshediso ya maemo otlhe malebana le dikgono tse di batlegang.

Mananeo a moepo a katiso le tlhabololo ke maano a ka one go tlhamiwang ditshwanelego tse di thokegang tsa tlhatlhamano. Go fudusiwa kgotsa phetogo e e ka dirwang gongwe e ka nna ya go isiwa kwa maemo a a tshwanang a a kwa godimo a tiro, fa go ka bulega diphatlhatiro go ya ka bajete ya thulaganyo ya badiri ya dingwaga di le 3 e e bontshiwang mo thulaganyong ya maemotiro.

#### Lenaanethalo 9: Leanotiro le le Logetsweng Maano la Go Rulaganyetsa ba ba Latelang

Leanotiro le le Logetsweng Maano la Go Rulaganyetsa Tlhatlhamano	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Go tlhama mekgele ya tiro ya boitshediso ya serutwa sengwe le sengwe (go akaretsa le dipatlapalopotlana tsa go amogelwa mo setheong le dinako tse seno se tshwanetseng go dirwa ka tsone)	Ditiro tsa HR	Ngwaga le Ngwaga
Go nyalanya batho le diabe tse di ba tshwanelang go ya ka bokgoni jwa bone jwa ga jaanong jaana le jwa mo isagweng.	Ditiro tsa HR	Ngwaga le Ngwaga
Go bona gore ditlhoko tsa tlhabololo ya dikgono tsa badiri ke dife tumalanong le tiro e ba ka e latelelang le mekgele ya setlamo.	Ditiro tsa HR	Ngwaga le Ngwaga
Go tlhaola ditlhokotsa tlhabololo tsa setlamo sotlhe; le	Ditiro tsa HR	Ngwaga le Ngwaga
Go tshegetsa badiri ka bongwe mo mekgeleng ya bone e ba eletsang go e fitlhelela gore ba nne le bokgoni jo ba ka bo fitlhelelang, go ya ka fa setlamo se kgonang ka gone.	Ditiro tsa HR	Ngwaga le Ngwaga
Go rotloetsa diphetogo ka go tlhabolola bokgoni jwa tiro jwa BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO gore ba diragatse diabe dingwe mo isagweng.	Ditiro tsa HR	Ngwaga le Ngwaga

**Lenaanethalo 10: Ba go ka Diregang Gore go Latele Bone kwa Moepong wa Khumaní**

Maemo a Tiro	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Batsamaisibagolo	5	5	5	5	5
Mop Yo o Rutegileng le Mankge yo o Nang le Maitemogelo le Setlhophpha sa Botsamaisi sa Maemo a a fa Gare	15	15	15	15	15
Badiri ba ba rutegileng ba ba nang le bokgoni jwa dilo tsa setegeniki le jwa akatemi, setlhophapotlana sa botsamaisi, baokamedi ba badiri, diforomane, le disuporithendente	20	20	20	20	20
<b>PALOGOTLHE</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>

**Ela tlhoko:** dipalo tse di fa godimo di bontsha palogotlhe ya baithuti ba go ka latelang bone mme seno ga se reye gore ke ba ba ntšha ba ba amogelwang ngwaga le ngwaga.

Palo ya ba ba tla tsenngwang mo ditirong ya baithutatiro bano ba ba latelang e tla ikaega ka diphatlhatrio tse di tla bulegang ka ntlha ya go tsamaya ga ba bangwe/ kgotsa ka ntlha ya ba ba patelediwang go tsamaya ka nako epe fela.

### 2.6.2 Mananeo a Tlhabololo ya Boeteledipele

Katiso le tlhabololo ya dikgono tsa dimmenejara/baeteledipele gantsi e ikaegile ka maanotlhabololo a tiro ya boitshediso ya badiri of the employees as identified through the talent pool and succession planning processes which also links into the Employment Equity imperatives and drivers of Assmang Khumaní. Go katisiwa ga setlhophpha sa botsamaisi ke karolo e e botlhokwa ya go tlhomamisa gore setlamo se tla kgona go nna le tlhagiso-dikumo le go atlega ka moo go ka kgonegang ka gone gone jaanong, le go tswelela pele go ya mo isagweng ka go gatelela gore go tlhamiwe boeteledipele jo bo nang le bokgoni gore setlamo se kgone go itsetsepela.

Setlamo se nna le tirisanommogo le ditheo tswa akatemi le batlamela ka ditirelo go dira gore thuto le mananeo a katiso a tshwanele dithhoko tsa mothuti mongwe le mongwe wa Assmang le go rotloetsa go tlisiwa ga diphetogo mo teng ga setlamo.



**Lenaanethalo 11: Leano la Tlhabololo ya Boeteledipele mo Moepong wa Khumanि**

<b>Mananeo a Katiso a Boeteledipele</b>	<b>Maemo a Tiro</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>	<b>Total</b>
Go Katisa Baokamela Badiri	Badiri ba ba rutegileng ba ba nang le bokgoni jwa dilo tsa setegeniki le jwa akatemi, setlhophapotlana sa botsamaisi, baokamedi ba badiri, diforomane, le disuporithendente	15	15	15	15	15	
Go Katisiwa ga Baeteledipele (Baeteledipele ba Isagwe ba WITS)	Bomankge ba seporofešenale ba ba rutegileng ba ba nang le maitemogelo le setlhophpha sa botsamaisi sa maemo a a fa gare	3	3	3	3	3	
Basadi ba ba Etelelang Pele (WITS)	Bomankge ba seporofešenale ba ba rutegileng ba ba nang le maitemogelo le setlhophpha sa botsamaisi sa maemo a a fa gare (MLDP)	2	2	2	2	2	
<b>PALOGOTLHE</b>		<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	

**2.7 Mananeo a Kgwebo a Dikgono tsa Botlhokwa mo Lefelong la go Katisediwa Dilo Tsa Setegeniki**

Mananeo a Kgwebo a Dikgono tsa Botlhokwa a na le seabe se se botlhokwa sa go tlhomelela badiri ka dikgono le ditshwanelego tse di tlhogekang gore ba kgone go diragatsa maikarabelo a bone mo tirong. Lenaanethalo 13 Fa tlase fano ke thulaganyo ya Leanotiro le le Logetsweng Maano le Khumanि e tla le dirisang go tlhomamisa gore le fitlhelela maikaelelo a Botlhokwa/ a Setegeniki, a go Katisediwa Dikgono tsa Kgwebo.

**Lenaanethalo 12: Leanotiro le le Logetsweng Maano la go Katisediwa Dikgono tsa Konokono tsa Tiro**

<b>Leanotiro le le Logetsweng Maano la go Katisediwa Dikgono tsa Konokono tsa Kgwebo</b>	<b>Lefapha le le Ikarabelang</b>	<b>Letlha la go konelwa ga yone</b>
Go dira ditshwetso le go tlhabolola dikgono tsa tiro le bonontlholtlo jo bo tlhogekang mo Khumanि, ka go umaka dikgono tse maloko a badiri a nang le tsone.	Lefapha la HR	Seetebosigo 2018
Tlhatlhoba dikgono tsa badiri le ditlhaelo tsa ditshwanelego tsa bone - mme o dire porofaele ya ditshwanelego tsa badiri (Thulaganyo ya Tlhabololo ya Bokgoni jwa Motho ka Bongwe)	Lefapha la HR	Le a tswelela
Tlhamma (WSP) e e nang le mekgele, dibajete le budgets and time frames (in line with commitments made in the SLP and the business plan).	Lefapha la HR	Ngwaga le Ngwaga
Go lepalepanaya Maanotlhabololo ka bongwe ka bongwe gore mokgele wa tiro o tswelele pele, go tlhamela badiri ditiro tse di kgethegileng le gore e nne badiri ba ba nang le matswela.	Lefapha la HR	Le a tswelela

**Lenaanethalo 13: Leanokatiso la Konokono la Tiro kwa Moepong wa Khumanı**

<b>Mofuta wa Katiso - ya Setegeniki</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>	<b>Palogotlhe</b>
TMM (Badirisi ba ba farologaneng)	20	20	20	20	20	<b>100</b>
Katiso ya sedirisiwa sa go tsholetsa dithoto	20	20	20	20	20	<b>100</b>
Katiso ya baemedi ba tsa tshireletsegoo	10	10	10	10	10	<b>50</b>
Tshwanelego A	25	25	25	25	25	<b>125</b>
Go Ela Tlhoko Tiro e e Rulaganyeditsweng	25	25	25	25	25	<b>125</b>
Go katisediwa thuso ya potlako	40	40	40	40	4	<b>200</b>
Tshekatsheko ya Kgonego ya Go Nna le Ditatlhegelo tsa Madi	20	20	20	20	20	<b>100</b>
<b>PALOGOTLHE</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>800</b>
<hr/>						
<b>Mofuta wa Katiso - E e seng ya Setegeniki</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>	<b>Palogotlhe</b>
Katiso ya Go Tshwarega ga Badiri mo Tirong <ul style="list-style-type: none"> <li>• Leeto la Botho</li> <li>• Leeto la Tiro</li> <li>• Leeto la Setlamoo</li> </ul>	150	150	150	150	150	<b>750</b>
Mokgwa wa Kopano ya RAR	10	10	10	10	10	<b>50</b>
Presentation Skills (Baalogi & Baithutiro ba b a Latelang)	10	10	10	10	10	<b>50</b>
Lenaneo la Go Katisediwa Go Tlhaba ba Bangwe Botlhale	30	30	30	30	30	<b>150</b>
<b>PALOGOTLHE</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>1 000</b>

**2.8 Dikgono tsa Badiri tsa Morago ga Go Tlogela Tiro (18.1)**

Mo godimo ga dikgono tsa fa ba sena go tlogela tiro tse e leng karolo ya katiso ya setegeniki le e e seng ya setegeniki e e neilweng ttlelelosemmuso ya bathapiwa le tsa ba ka di dirisang fa ba le kwa ntle ga setlamoo sa moepo, Khumanı e ikemiseditse lenaneo le lengwe gape la go tlamela ka dikgono tse di ka dirisiwang morago ga go tlogela tiro. Boikaelelo jwa lenaneo leno e tla nna go katisetsa badiri dikgono tse ba ka di dirisang fa ba sena go tlogela tiro fa ba kgatlhegela go tsenela katiso eo mme go gatelelwaa thata badiri ba ba leng gaufi le go rola tiro, ba ba golafetseng ka ntla ya botsogo jo bo sa itekanelang kgotsa ba ba kgaotsweng mo tirong gore ba kgone go tswelela pele ka go itsedis, ka go kgona go bona tiro le ipereka mo gare ga baaagi . Bathapiwa ba tla nna le tshwanelo ya go tsenela khoso gangwe fela kwantle ga go e duelela. Ba tla dira dimmjule tse di rileng mme ba tla newa setefikeiti sa go nna teng mo go yone fa ba sena go konela khoso eo. Dikhoso tse di umakilweng ga di akarete ditshenyegelo tsa sepalangwa le tsa bonno mme di akaretsa Didirisiva tsa Go Itshireletsa PPE (Personal Protective Equipment) le dijo.

Khumanı e tla tlamela ka mananeo a boithaopo a go katisetsa badiri dikgono tsa tiro tse di tlileng go nna mosola ka kwa ntle ga intaseteri ya meepo. Mekgwa ya ga jaanong jaana ya go buisana le bone ka dikgono tsa fa ba sena go rola tiro e tla nna ka lekwalodikgang la moepo, Mokgatlho wa Badiri, Kopano ya mo Isagweng le ka thulaganyo ya ETDF.

Badiri ba tla katisediwa dikgono tsa fa ba sena go rola tiro, jaaka go bontshitswe mo lenaanethalong le le fa tlase. Dikgono tsa botsamaisi jwa kgwebo e tla nna karolo ya dilo tsotlhe tse di tla rutwang go thusa batho gore ba kgone go ipereka kgotas go tlhama ditšhono tsa gore batho ba bope Dikgwebopotlana, tsa Bogolo jo bo mo Magareng le Tse Dinnye (Small, Medium, Micro Enterprises [di SMME]) gore ba kgone go ipereka fa ba ka kgaolwa mo tirong.

Mo maemong a mo go one go senang badiri ba ba lekaneng go fitlhelela mekgele e e fa tlase, dipalo tseo di tla tladiwa ka maloko a baagi.

#### **Lenaanethalo 14: Leanokatisetso la Dikgono tsa Morago ga go Rola tiro la Moepo wa Khumani**

Katisetso ya Dikgono tsa Morago ga go Rola tiro tsa Setlhophsa sa Patterson	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Palogotlhe
B	30	30	30	30	30	
C	15	15	15	15	15	
D	5	5	5	5	5	
<b>PALOGOTLHE</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	

**Ela tlhoko:** dipalo tse di fa godimo di bontsha palogotlhe ya baithutatiro ba ba katisediwang dikgono tsa morago ga go rola tiro mme seno ga se reye gore ke ba ba ntšha ba ba amogelwang ngwaga le ngwaga.

#### **2.9 Bothata jwa go sa kgone go tlatsa diphatlhatiro**

Khumani e tla rarabolola bothata jwa go sa kgone go tlatsa diphatlhatiro ka go dirisa mananeo a tlhabololo a dikgono tsa tiro le mananeo a a farologaneng a tlhabololo a boithutatiro, dibasari le boalogi mme e tla leka go tlamela ka palo ya badiri mo mafelong a ba tlhokegang mo go one.

#### **Lenaanethalo 15: Foromo R ya Bothata jwa go sa kgone go tlatsa diphatlhatiro go simolola ka Seetebosigo 2013**

Tiro kgotsa Setlhogo se se Kgethegileng	Khouto ya Tiro	Lebakla go bo Tiro e le Bonwa Sewelo	Diphatlhatiro (palo) tse go leng thata go di tlatsa tse o di kayang di bonwa sewelo ka 2015	Tsenya dišhwaelo malebana le go bonwa ga tsone sewelo, ke gore, ke ditiro dife/dipholo tse di bottlhokwa thata tsa tiro ga di fitlheliwe kgotsa ga di dirwe ke badiri.	O rulaganyetsa mananeothuto a mofuta ofe gore o rarabolole ditiro tseno tse di bonwang sawelo?	Kgato ya NQF
Baenjenere jwa Motlakase (Meopo)	2015-215101	Gotlhelele - tlhaelo ya batho ba ba nang le bokgoni	1	Dithugego tsa GCC le maitemogelo a a lekaneng a setlhophsa sa botsamaisi morago ga go nna le GCC, gape tekatekano mo tirong le yone e bonwa sewelo le go ngoka badiri ga intaseteri.	Dipoloma e e Kwa Godimo ya Bosetšhaba	7
Boenjenere jwa Metšini (Meopo)	2015-214401	Gotlhelele - tlhaelo ya batho ba ba nang le bokgoni	1	Dithugego tsa GCC le maitemogelo a a lekaneng a setlhophsa sa botsamaisi morago ga go nna le GCC, gape tekatekano mo tirong le yone e bonwa sewelo le go ngoka badiri ga intaseteri.	Dipoloma e e Kwa Godimo ya Bosetšhaba	7

Tiro kgotsa Sethogo se se Kggethegileng	Khouto ya Tiro	Lebaka la go bo Tiro e le Bonwa Sewelo	Diphathatiro (palo) tse go leng thata go di tlatsa tse o di kayang di bonwa sewelo ka 2015	Tsenya ditshwaelo malebana le go bonwa ga tsone sewelo, ke gore, ke ditiro dife/dipholo tse di bothokwa thatatsa tiro ga di fitthelelwé kgotsa ga di dirve ke badiri.	O rulaganyetsa mananeothuto a mofuta ofe gore o rarabolole ditiro tseno tse di bonwang sewelo?	Kgato ya NQF
Moteteniki wa Didirisiba tsa Metshini	2015- 311501	Gotlhelele - tlhaelo ya batho ba ba nang le bokgoni	1	Maitemogelo a botegeniki le go ngoka badiri sewelo fela ga intaseteri	Boithutatiro jwa MQA	5
Mmaakanya Didirisiba (Didirisiba tsa Intaseteri le Tsela ya go di Laola)	2015- 672105	Gotlhelele - tlhaelo ya batho ba ba nang le bokgoni	1	Maitemogelo a botegeniki le go ngoka badiri sewelo fela ga intaseteri	Boithutatiro jwa MQA	5
Boenjenere jwa Moepo jwa Tlhagiso ya Mmetale	2015- 214601	Gotlhelele - tlhaelo ya batho ba ba nang le bokgoni	1	Tikete ya go thuba maje, tiro e e kgethegileng le maitemogelo a botsamaisi, mmogo le tiro e e bonwang sewelo le go ngoka badiri ga intaseteri	Dikirii ya Batshelara	7

## 2.10 Leano la Tlhabobothale

Khumanie rotloetsa le go etelela pele ditsela tsa go tlhaba ba bangwe bothhale le go ba kaela e le karolo ya dikgatoharabololo tsotlhe tsa go tlisa tlhabololo, ke gore, thulaganyo ya badiri ba ba tla latelang, mananeothuto a dibasari, baalogi le mananeothuto a boithutatiro. Go tlhaba ba bangwe bothhale le go ba kaela go lejwa e le dithulaganyo tsa konokono tsa tlhabololo ya dikgono tsa batho tsa tiro, Tekatekano mo tirong, le HRD mmogo le go okamela tiro.

**Go tlhaba bothhale** ke kamano ya semmuso fa gare ga motlhababothhale le yo o tlhabiwang bothhale, e leng tiro e e tlhometsweng go tokafatsa tiro ya boitshediso ya yo o tlhabiwang bothhale ka go mo ruta le go tokafatsa dikgono tsa gagwe le kitso. Thulaganyo ya semmuso ya seno e akaretsa go rulaganya dikopano, maikaelelo a a tlhaloganyesegang sentle, go tlhaba badiri bothhale ka metlha le go tlhomwa ga dinako tse di rileng tse tiro e tshwanetseng e bo e weditswe ka tsone.

**Go katisa** gantsi ke kamano e e seng ya semmuso, gantsi ke e efa gare ga mmenejara wa lefapha le kgotsa mankge yo o nayang mokatisiba ditaelo le go mo katisetsa dikgono kgotsa ditshwanelegeo tse di kgethegileng. Go katisa gantsi ke karolo ya konokono ya boikarabelo jwa mmenejara mongwe le mongwe wa lefapha ebole ke thulaganyo e e tswelelang pele.

**Lenaanethalo 16: Leanotiro le le Logetsweng Maano la Tlhabobotlhale**

Leanotiro le le Logetsweng Maano la Tlhabobotlhale	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Go tlhaola badiri mo teng ga setlamo ba ba tlhokang go tlhabibiwa botlhale le go katisediwa dikgono tse di kgethegileng le go ba golaganya le motlhhababotlhale le/kgotsa mokatisi yo o tshwanelegang.	Lefapha la HR	Le a tswelela
Go tlhatlhoba boikutlo jwa batsamaisi ba lefapha le batsamaisibagolo jwa go nna batlhhababotlhale, go ikwadisa jaaka batlhhababotlhale.	Lefapha la HR	Le a tswelela
Go tlhomamisa gore go na le konteraka ya semmuso fa gare ga Motlhhababotlhale le yo o tlhabiwang botlhale (Konteraka ya semmuso e ka bonwa mo DOS)	Lefapha la HR	Le a tswelela
Go naya batlhhababotlhale le ba ba tlhabiwang botlhale katiso ya semmuso.	Lefapha la HR	Le a tswelela
Go tlhoma lenaneo la tlhababotlhale le go le baya leitlhlo.	Lefapha la HR	Le a tswelela

**Lenaanethalo 17: Leano la Tlhababotlhale la Moepo wa Khumanani 2017 -2022**

Ditlhophpha tsa Badiri	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Palogotlhhe
Boithutatiro jo E Seng jwa Setegeniki	10	10	10	10	10	
Dibasari	10	10	10	10	10	
Bakatisiwa ba Baalogi (Baithutatiro)	8	9	10	10	10	
Ditlhophpha tsa Tekatekano mo Tirong (ba ba latelang, ba ba nang le talente, basadi, jj)	8	8	8	8	8	
Ba ba latelang,	40	40	40	40	40	
Mananeothhabololo a Bookamedi le a Botsamaisi	15	15	15	15	15	
Go ba Tlhaba Botlhale gore ba Ikwadise Semmuso (go tlhokega moporofešenale yo o kwadisitsweng gore a tlhabe moithutatiro wa ka moso botlhale)	2	2	2	2	2	
<b>PALOGOTLHE</b>	<b>98</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	

**Ela tlhoko:** dipalo tse di fa godimo di bontsha palogotlhhe ya baithutatiro ba ba tlhabiwang botlhale mme seno ga se reye gore ke ba ba ntšha ba ba amogelwang ngwaga le ngwaga.

## 2.11 Dibasari

### 2.11.1 Dibasari le Mananeo a Bakatisiwa ba ba Alogileng

Mananeo a katiso a Dibasari le Kalogo a khumani a dira ka fa ga dithlopho tse di latelang:

- Dibasari tsa mo Teng ga Setheo (Thuso ya Go Ithuta) di newa badiri ba khumani
- Dibasari (Dirutwa Tse di Amanang le Moepo) di nwa badira-kopo ba ba kwa ntle
- Lenaneo la Go Katisediwa Kalogo
- Dibasari tsa SED (Dirutwa Tsotlhe) di nwa badira-kopo ba ba kwa ntle

Boikaelelo jwa sekema sa dibasari sa Khumani ke go katisa baithuti ba ba tshwanelegang bao, fa ba sena go konela dithuto tsa bone, ba ka newang ditshono tsa go bona tiro ya boitshediso ya seporofešenale mo Khumani. Mo teng ga Lenaneo la Kalogo la Khumani, barutwana bangwe ba ka nna ba fudusediwa kwa ARM gore ba newe katiso e e kgethegileng e e seyong kwa Khumani. Khumani e buelela ditshono tseno ka tlhagafalo mo dikolong tsa lefelo la yone le mo teng ga bo mmasepala wa selegae. Go tlhomiwa ga dibasari tsotlhe go dirwa go ya ka EAP le mekgele ya go tlisa diphetogo mme Khumani e dirisa molaometho wa 80:20 go rotloetsa go akarediwa ga baithutatiro BA SA BOLONG GO KGAPHELWA KWA THOKO mo sekemeng sa go dira dibasari.

**Lenaanethalo 18: Leano le le Logetsweng Maano la go Tlhomiwa ga Mananeokatiso a Dibasari le a Kalogo kwa Moepong wa Khumani**

Leanotiro le le Logetsweng Maano	Motho yo o Ikarabelang	Letlha la go konelwa ga yone
Letlole la dibasari le tla thusa baithuti ba ba ithutelang thutego ya thešiari e e amanang le moepo kwa go sengwe sa ditheo tsa thešiari tse di itsegeng thata mo Aforika Borwa.	{HR}	Le a tswelela
Go dirwa papatso ya ditshono tsa go Bona Dibasari le go Katisediwa Kalogo mo teng ga setheo le ka kwa ntle ga sone ka dikuranta tsa lefelo la rona le ka Bommasepala ba Selegae.	{HR}	Le a tswelela
Dibasari di tla abelwa baithuti go ya ka kelo ya go ba tlhopho e e tlhomilweng ke Khumani, di tla newa pele BANTSHO le basadi.	{HR}	Le a tswelela
Go tla lebelelw Gore botlhale ba ba neilweng dibasari tsa moepo ba dire tiro ya diatla le go katisiwa mo teng ga Moepo le go tsenela konteraka ya tiro fa go thokega.	{HR}	Le a tswelela
Batlhababotlhale ba tlhomelwa gore ba tlhabe baithuti mmogo le baalogi botlhale ka nako ya tiro ya diatla le/kgotas fa ba katisediwa maitemogelo mo tirong.	{HR}	Le a tswelela
Kgatelopele ya lenaneo la dibasari e tla begwa ngwaga le ngwaga mo Pegong ya Ngwaga le Ngwaga ya SLP.	{HR}	Le a tswelela

Dibasari tsa Khumani di tla abiwa go ya ka dikopo tse di maogetsweng, mme fa go kgonega, go ya ka dipatlaflalo tsa tsamaiso ya tiro ya moepo.



**Lenaanethalo 19: Mekgele e e Tlhomilweng ya Dibasari le Kalogo kwa Moepong wa Khuman 2017 - 2022**

Ditlhophha	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Palogotlhe
Dibasari tsa mo Teng ga Setheo (Thuso ya Go Ithuta) di newa badiri ba khuman	20	20	20	20	20	
Dibasari (Dirutwa Tse di Amanang le Moepo) di nwa badira-kopo ba ba kwa ntle	10	10	10	10	10	
Lenaneo la Go Katisediwa Kalogo	8	9	10	10	10	
<b>PALOGOTLHE</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>40</b>	<b>40</b>	

**Note:** Lenaanethalo le le fa godimo le bontsha palogotlhe ya barutwana mo tsamaong ya ngwana mme e seng ba basha ba ba ikwadisitseng.

**Lenaanethalo 20: Mekgele ya Dibasari ya Dirutwa tse di Amanang le Moepo ka Dikgono tse di Bonwang Sewelo**

Lobaka loo patlisiso e tlileng go lo tsaya	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Palogotlhe
Mekhenek/Ramotlakase wa Boenjenere	3	3	3	3	3	
Boenjenere jwa Moepo	2	2	2	2	2	
Jioloji	1	1	1	1	1	
Boenjenere jwa Dikhemikale / Dimmetale	2	2	2	2	2	
Ditshekatsheko	1	1	1	1	1	
Theko le Tlamelo y Dikgwebokgolo ka Dikumo / Dithulaganyo-kakaretso	1	1	1	1	1	
<b>PALOGOTLHE</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	

**Ela tlhoko:** Lenaanethalo le le fa godimo le bontsha palogotlhe ya barutwana mo tsamaong ya ngwana mme e seng ba basha ba ba ikwadisitseng.

Go abiwa ga dibasari tsotlhe go dirwa go ya ka thulaganyo ya EE ya Khuman ka go dirisiwa ga molaometheo wa 80:20 mo thulaganyong ya go tsomana le ba ba newang dibasari le go aloga morago ga moo.

Khumi e ikemiseditse go amogela baalogi ba ba katisitsweng mme e ka se tlhomamise gore ba ba neilweng dibasari le ba ba alogileng ba tlile go bulegelwa ke ditshono tsa go bona tiro fa ba sena go wetsa dithuto tsa bone.

Khumi e tla tlhoma baalogi ba ka nna 10 ba ba Katisitsweng ka nako epe fela mo lobakeng lo lo tlhomilweng. Ditiro tsa bokgoni tse di batlegang di tla laolwa ke gore go tlhokega eng mo tirong, ditlhoko tsa go tsomana le badiri ke dife, le gore go na le ditlhokego dife tsa tlhabololo gore go fithelelw mekgele ya tekatekano mo tirong le go bonwa ga baithutatiro ba ba tshwanelegang. Badirakopo ba dibasari ba Assmang ba ba konelang dithuto tsa bone ka katlego ke bone pele ba newang dibasari fago bulega ditshono tsa boalogi.

**Lenaanethalo 21: Mekgele e e Tlhometsweng Baalogi ba ba Katisitsweng kwa Moepong wa Khumani**

<b>Lobaka loo patlisiso e ttileng go lo tsaya</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>	<b>2022/2023</b>	<b>Palogotlhe</b>
Mekhenekе/Ramotlakase wa Boenjenere	3	3	3	2	2	
Boenjenere jwa Moepo	2	2	2	2	1	
Jioloji	1	1	1	1	1	
Boenjenere jwa Dikhemikale / Dimmetale	1	2	2	3	3	
Ditshekatsheko	1	1	2	1	2	
Theko le Tlamelo y Dikgwebokgolo ka Dikumo / Dithulaganyo-kakaretso	0	0	0	1	1	
<b>PALOGOTLHE</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>10</b>	

**Ela tlhoko:** Lenaanethalo le le fa godimo le bontsha palogotlhe ya bakatisiwa ba ba alogileng mo tsamaong ya ngwaga mme e seng ba basha ba ba ikwadisitseng Mo go kgonegang gone, molaometheo wa 80:20 o tla dirisiwa fa go tlhophiwa Bakatisiwa ba ba Alogileng.

**2.11.2 Thuso ya Go Ithutaq (Dibasari tsa mo Teng ga Setheo)**

Dibasari tsa mo teng ga setheo di bulegetse badiri bothle ba Assmang khumani. Badir ka bongwe ba ikamaganya le tlhabololo ya ditiro tsa boitshediso mme Setlamo se tshegetsa matsholo a bone. Go bothlhwka go umaka gore dithuto tse di tshegediwang ke sekema sa thuso ya go ithuta di tshwarwa ka nako e e itlhophelwang, gantsi go ithutwa ka go kwalelana le setheo sa thuto. Thulaganyo ya go naya badiri thuso ya go ithuta e tla tlhomia go ya ka Pholisi ya Setlamo ya Thuso ya Go Ithuta.

**Lenaanethalo 22: Leanotiro la Thuso ya Go Ithuta kwa Moepong wa Khumani**

<b>Leanotiro le le Logetsweng Maano la Thuso ya Go Ithuta</b>	<b>Lefapha le le Ikarabelang</b>	<b>Letlha la go konelwa ga yone</b>
Go rotloetsa badiri go gatela pele mo ditirong tsa bone tsa boitshediso, thuso ya go ithuta e tla newa badiri ba ba fitlhelelang dipatlala tsa pholisi e e gatisitsweng tsa malebana le thuso ya go ithuta kgotsa go ya ka molao o o amogetsweng go tswa go Setlhophpha sa botsamaisi malebana le thuso ya go ithuta.	Badiri (Talente le Karolo OD)	Le a tswelela
Go tlhaolwa ga baitutatiro go tla kaelwa ke thulaganyo e e amanang le ba balatelang le dithulaganyo tsa botsamaisi jwa ditiro tsa boitshediso tsa serutwa ka sengwe.	Badiri (Talente le Karolo OD)	Le a tswelela
Go rebolwa ga bofelo ga thuso ya go ithuta ya badiri ba ba umakilweng le/kgotsa badiri ba ba dirang kopo go tla dirwa ke baokamedi ba bone kwa tirong le ke ditlhogo tsa mafapha ka go gakololana le Mmenejara wa Lefapha la TM le OD le bomankge bape ba bangwe ba ba maleba mo kgannyenbg eno.	Badiri (Talente le Karolo OD)	Le a tswelela
Dithuto tseo di tshwanetse go ithutelwa kwa ditheong tse di amogelwang ke Setlamo.	Badiri (Talente le Karolo OD)	Le a tswelela

**Lenaanethalo 23: Mekgele ya Thuso ya Go Ithuta ya Moepo wa Khuman 2017 - 2022**

Maemo a Tiro	2017/2018	2018/2019	2020/2021	2021/2022	2022/2023	Palogotlhe
Setlhophpha sa botsamaisi (Setlhophpha E)	0	0	0	0	0	
Bomankge ba seporofešenale ba ba rutegileng ba ba nang le maitemogelo le setlhophpha sa botsamaisi sa maemo a a fa gare (Setlhophpha D)	2	2	2	2	2	
Badiri ba ba rutegileng ba ba nang le bokgoni jwa dilo tsa setegeniki le jwa akatemi, setlhophhapotlana sa botsamaisi, baokamedi ba badiri, diforomane, le disuporithendente (Setlhophpha C)	8	8	8	8	8	
Ba ba nang le bokgoni go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlhogega ka gone (Setlhophpha B)	10	10	10	10	10	
<b>DIPALOGOTLHE</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	

**Note:** Dipalo tse di fa godimo di bontsha palogotlhe ya thuso ya madi a a tswang kwa pusong e e tlileng go abiwa ka ngwaga e seng fela ya ba basha ba ba sa tswang go amogela.

Palo ya badiri ba ba thusitsweng ka lenaneo la thuso ya go ithuta e ikaegile ka badiri ba ba nang le kgatlhego mo thulaganyong eno go sola sebaka sa go tsweletsa dithuto tsa bone pele.

## 2.12 Setlhophpha sa botsamaisi sa konteraka

Dikonteraka tse Dikgolo kwa Khuman ke: "Badiri ba Konteraka ba ba dirang mo moepong, o tiro ya bone ya botlhokwa ya kgwebo e leng go epolola manya kgotsa go tshegetsa go epololwa ga manya mo mmung lobaka lwa dingwaga di le tharo go fitlha Konteraka e kgona go ikemela ka nosi mo tirong eno".

Fa go akanyediwa ntla e e fa godimo, Dikonteraka tse di latelang ke tse ga jaanong jaana e leng Dikonteraka "tsa Botlhokwa, Tsa Lobaka lo lo Leele" kwa Khuman. Dipatlafalo tsa tiro tsa Khuman ke tsone di tla laolang gore e tla nna Dikonteraka tsa Botlhokwa di le kae le gore go tla dirwa tumalano efe ya tiro le tsone. Lenaane leno le ka nna la fetoga go ya ka dipatlafalo tsa tiro ya Moepo.

### Lenaanethalo 24: Dikonteraka tsa Botlhokwa, Tsa Lobaka lo lo Leele kwa Moepong wa Khuman

Leina la Konteraka	Ditirelo
E Cat	Go okobatsa lerole la ditsela
Go katelwa ga matlakala	Go Epolola le go Rora Mmu
AEL	Go thuba maje
Thebe Turnstone	Go bora

Go laolwa dilo tse di latelang:

- Go Ikobelwa Mela ya Kgwebo ga Konteraka
- Mafelo a Selegae ao Konteraka e Romelang Badiri go Tswa kwa go One
- Leanokatiso la Konteraka

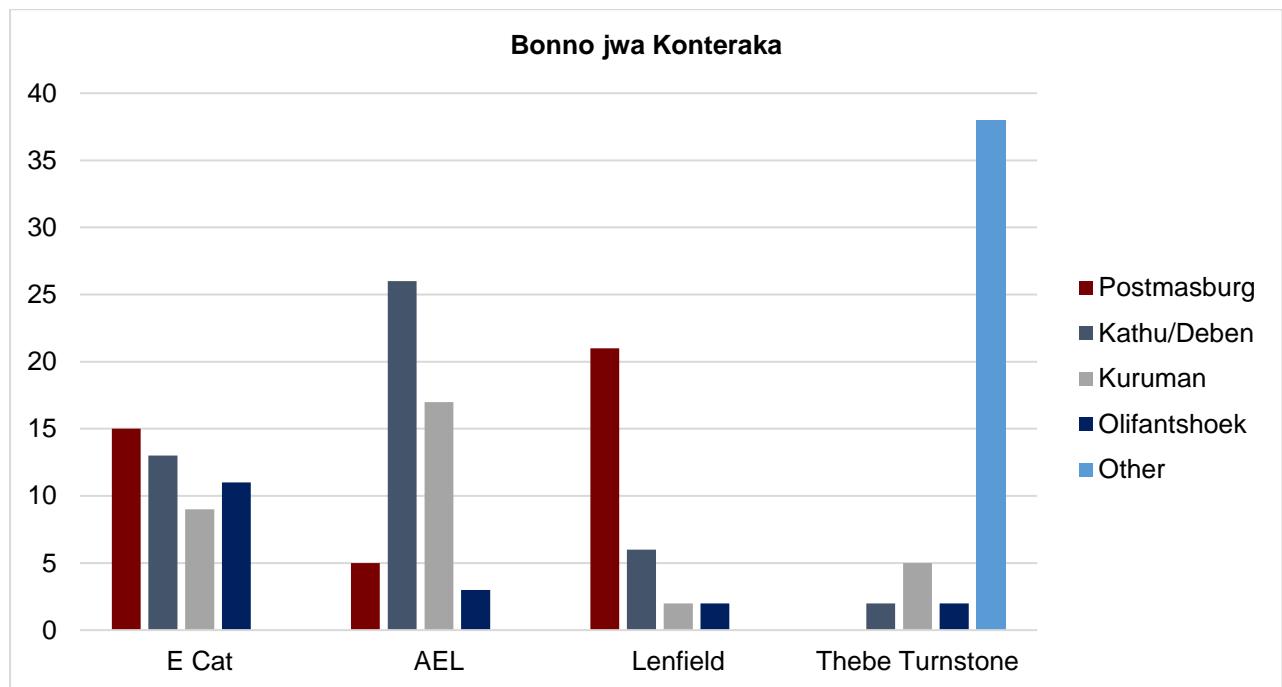
Lenaanethalo 25: Go Ikobela Melao ya Tiro ga Konteraka

**KHUMANI MINE:** Thulaganyo ya loago le ya badiri

Leina la konteraka												
Nomoro ya go ikwadisa ya setlamo					Setifikeiti sa sars sa go sa kolote							
E-Cat	Nommoro	Letlha la go felewa ke nako	Palo ya badiri - konteraka nngwe le nngwe					Ditirelo				
Go katelwa ga matlakala	Nomore ya go ikwadisa.	Letlha la go Felewa ke Nako	Lobaka lwa ditirelo					Maemo a bbbee				
Thebe Turnstone	Kalafiyaya Ngwagale Ngwagale Katiso	Danielkuil	Kurumane	Kathu	31 km	Go ikobelwa ga melao: ohs						
AEL	Kalafiyaya Ngwagale Ngwagale Katiso	Foschville	Kathu	31 km	Diofise tsa kgaolo							
	Kalafiyaya Ngwagale Ngwagale Katiso	Johannesburg	Kathu	31 km	Diofisi-potlana							
	Kalafiyaya Ngwagale Ngwagale Katiso				Kgakala le khumanzi							

**Lenaanethalo 26: Mafelo a Selegae ao Konteraka e Romelang Badiri go tswa kwa go One**

Borradi konteraka	Postmasburg	Kathu/Deben	Kurumane	Olifantshoek	E nngwe	Palogotlhe
E-Cat	15	13	9	11	0	48
AEL	5	26	17	3	0	51
Go katelwa ga matlakala	21	6	2	2	0	31
Thebe Turnstone	0	2	5	2	38	47
<b>PALOGOTLHE</b>	<b>41</b>	<b>47</b>	<b>33</b>	<b>18</b>	<b>38</b>	<b>177</b>

**Setshwantsho 5: Bonno jwa Konteraka**

**Lenaanethalo 27: Leanokatiso la Botlhokwa la Konteraka**

<b>Lenaneo</b>	<b>Sekejule</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>
Katiso	Badiri Botlhe - Ngwaga le ngwaga	177	160	129	120	115
Khumani SHERQ	Badiri Botlhe - Ngwaga le ngwaga	177	160	129	120	115
Khouto ya go notlela	Maemo a Bookamedi le Fa go kopiwa	78	68	37	30	25
Tshekatsheko ya Kgonego ya Go Nna le Ditatlhegelo tsa Madi	Maemo a Bookamedi le Fa go kopiwa	177	160	129	120	115
Meitlamo ya Tshireletsego	Go ya ka tlhokego					
Lenaneo la Dikgono la Baemedi ba Tshireletsego	Dikhoso di le 5 ka Ngwaga	11	7	6	6	6
Isometric	Mmenejara wa Lefapha/Mookami fela	8	8	6	6	6
Mekgwatsamaiso e e Tlhomiwlng ya Khumani	Badiri Botlhe - Ngwaga le ngwaga	177	160	129	120	115
Mekgwatiro ya Khumani	Badiri Botlhe - Ngwaga le ngwaga	177	160	129	120	115
Sephepafatsa Bodirelo	Go simolola tiro	5	4	4	4	4
Mothlokemedi wa Lebanta	Go simolola tiro	5	4	4	4	4
<b>Tiro ya moepo:</b>						
Laesense e khividu	Patlafalo ya mafelo a mahibidu	60	55	50	55	50
Laesense e Tala	Patlafalo ya mafelo a matala	40	35	35	40	40
Teko ya go bona gore a baagi ba na le kemonokeng	Patlafalo ya metshini yotlhe ya tiro ya moepo	50	30	35	30	30
<b>PALOGOTLHE</b>		<b>1 142</b>	<b>1 011</b>	<b>822</b>	<b>775</b>	<b>740</b>

**2.13 Thulaganyo ya Tekatekano ya mo Tirong****2.13.1 Boikaelelo jwa Leano la Tekatekano mo Tirong**

Gore re kgone go tsweletsa pele maikaelelo a melaometheo ya Phetogo ya EE mo setlamong, mokgwa o o dirisitsweng mo SLP eno ke wa go ya ka dikaelo le melaometheo e e mo Molaong o o tlhabolotsweng wa EE le Melawana ya teng.

Malebana le seno, Maano a EE a dirilwe go ya ka Karolo ya Molao wa Go Tshwarwa ka Tekatekano mo Tirong wa bo 55 wa ka 1998 le Molao wa teng o o tlhabolotsweng.

Maikaelelo a leano la tekatekano mo tironq kwa Khumanie ke go tlhomamisa gore fa nako e ntse e tsamaya, badiri ba setlamo ke bao maemo a bone a tshwanang fela le a baagi mo nageng ya rona l le go rotloetsa gore go nne le baemedi ba bone mo tironq.

Setlamo se netefatsa gape maikelemisetso a sone a go fithelela tekatekano mo tironq ka go rotloetsa gore badiri ba newe ditshono ka go lekalekana le go tshwarwa sentle mo tironq.

Leano la setlamo la EE le tokafatsa maikelemisetso a setlamo a gore go nne le Tekatekano mo Tironq ka go ngoka badiri ba maemo a a kwa godimo, go rotloetsa tlhabololo ya dikgono tsa tiro ka go ba ruta thuto ya boleng jo bo kwa godimo le go boloka talente mo setlamong. Go dirwa maitemo a a kgethegileng a go tlhaola BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO (HISTORICALLY DISADVANTAGED PERSONS [HDP]) ba ba nang le talente, le go akofisa tiro ya go ba katisa le matsholo a tlhabololo ya dikgono tsa tiro go ba thusa mo kgatelopeleleng ya bone.

Khumani e dumela gore EE ke karolo ya konokonoya go aga setlhophoha sa badiri se se nang le bokgoni le se se emelang baagi le go tlhomamisa gore badiri botlhe ba tshwarwa ka tekatekano. Ka jalo Moepo o tlhamile pholisi ya Diphetogo le mokgwa-tsamaiso wa thulaganyo e e rulagantsweng sentle ya tirisanommogo ya go tlisa diphetogo go tlhomamisa gore bokgoni jwa tiro jwa BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO, segolobogolo basadi, bo a tlhabololwa le go tlhomamisa gore go na le badiri ba maemo a a farologaneng kwa tironq.

Khumani e tlhomamisa gore dipholisi tsa go tsomana le badiri, go ba tlhopha le go ba tsenya mo tironq le mekgwatiro ya teng, ke tse di bolokang tekatekano le tse di sa gobeleleng. Mo thulaganyong ya dikgakololano, go begwa ka go tlhomowi ga Leano la EE le kgatelopele ya lone ka mekgatlho ya badiri mo dikopanbong tsa ETDF (Equity Training and Development Forum).

Lenaneo la Khumanie la EE le tlhoma mogopoloo mo go tlhomiweng ga mekgele ya tiro le ditshono tsa tlhabololo, maikelemisetso a go boloka tekatekano mo tironq (80% ya BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO, bao 20% ya 80% eo e leng basadi), nananeo a tlhabololo a mekgele, go tlhabibi botlhale le dikgono tsa tiro. Lenaanethuto le tsamaisana le EAP mme le batla go oketsa palo ya basadi mo moepong. Le fa go ntse jalo, seno se tshwanetse go dirwa go ya ka selekanyo sa palo ya maloko a badiri ba setlamo ba ba tlogelang tiro mme diphatlhatrio tsa bone di bo di tladiwe. Go tla dirwa maitemo a a kgethegileng a go tlhaola BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO ba ba nang le talente, le go akofisa tiro ya go ba katisa le matsholo a tlhabololo ya dikgono tsa tiro go ba thusa mo kgatelopeleleng ya bone.



**Lenaanethalo 28: Porofaele ya dipalopalo tsa badiri kwa Moepong wa Khuman go simolola ka Diphalane 2016  
(Foromo S)**

<b>Maemo a Tiro</b>	<b>Monna</b>				<b>Mosadi</b>				<b>Wa Naga e Sele</b>		<b>Palogotlhe</b>	<b>HDP % ya Jaanong</b>
	<b>Moaforika</b>	<b>Makhalate</b>	<b>Moindia</b>	<b>Basweu</b>	<b>Moaforika</b>	<b>Makhalate</b>	<b>Moindia</b>	<b>Basweu</b>	<b>Monna</b>	<b>Mosadi</b>		
Batsamaisigodimo	0	0	0	0	0	0	0	0	0	0	0	0%
Batsamaisibagolo	3	1	0	5	0	0	0	0	0	0	9	44,4%
Bomankge ba seporofešenale ba ba rutegileng, ba ba nang le maitemogelo le setlhophpha sa botsamaisi sa maemo a a fa gare	15	10	0	33	8	3	0	9	0	0	78	57,7%
Badiri ba ba rutegileng ba ba nang le bokgoni jwa dilo tsa setegeniki le jwa akatemi, setlhophapoltana sa botsamaisi, baokamedi ba badiri, diforomane, le disuporithendente	164	144	1	149	33	18	0	27	0	0	536	72,2%
Ba ba nang le bokgoni go sekae le ba ba dirang ditshwetso go ya ka fa ba bonang go tlhogega ka gone	619	139	0	45	62	32	1	29	0	0	927	95,1%
Senang dikgono	13	9	0	3	14	6	0	1	0	0	46	93%
<b>Palogotlhe</b>	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>0</b>	<b>0</b>	<b>1 596</b>	
Ba e Seng ba Leruri	0	0	0	0	0	0	0	0	0	0	0	
<b>PALOGOTLHE</b>	<b>814</b>	<b>303</b>	<b>1</b>	<b>235</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>0</b>	<b>0</b>	<b>1 596</b>	

Badiri ba ba beetsweng lobaka lo lo fetang dikgwedi di le 3 ba akarediwa ka fa tlase ga ba leruri go ya ka thhaloso ya peotheomolao.

Khumani ga e na setlhophpha F, ditlhophpha F ga se diofisi tsa kgwebo tsa ARM.

**Lenaanethalo 29: Batho ba ba nang le bogole go simolola ka Diphalane 2016**

	Monna				Mosadi				Wa Naga e Sele		Palogothle
	Moaforika	Makhalate	Moindia	Basweu	Moaforika	Makhalate	Moindia	Basweu	Monna	Mosadi	
Badiri ba ba nang le bogole	2	9	0	7	1	4	0	0	0	0	23
Peresente ya Palogothle ya Badiri	0,13%	0,56%	0,00%	0,44%	0,06%	0,25%	0,00%	0,00%	0,00%	0,00%	1 %

**2.13.2 Maano a Tekatekano mo Tirong a a dirisiwang kwa Khumani**

Leano le le latelang la EE le tla dirisiwa kwa Khumani:

- Go dirissa molaometheo wa 80% ya BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO bao 20% ya bone e tshwanetsen go nna basadi mo mefuteng yotlhe ya ditalente
  - Go Rulaganyetsa Tlhatlhhamano
  - Baithutatiro
  - Dibasari
  - Baalogi
  - Dilhopha tsa Katiso mo Baaging ( segolobogolo sa basadi)
  - Lenaanethuto la Tlhabololo la Baša ( La go thusa barutwana ba basetsana ka Mmetshe le Saense tsa mophato 10 - Mophato 12)
  - Batho ba ba Nang le Bogole: Dikgono Tsa Morago ga Go Rola Tiro

**Lenaanethalo 30: Leanotiro le le Logetsweng Maano la Tekatekano mo tirong kwa Khumani**

LeLeanotiro le le Logetsweng Maano la Tekatekano mo Tirong	Lefapha le le Ikarabelang	Lethla la go konelwa ga yone
Tlhomamisa gore Feeder systems tsotle di tsamaisana le mekgele ya EE (ke gore, 80% ya boithutatiro jo bo neilweng BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO, bao 20% ya 80% eo e leng basadi).	Lefapha la HR	Le a tswelela
Go tla tlhomowi mogopolo mo go ngokeng le mo go bolokeng BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO ba ba akaretsang basadi le go tlhokomela talente le go e ruta badiri le go rulaganyetsa ba ba tla latelang.	Lefapha la HR	Le a tswelela
Go tsomana le badiri mo gare ga BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO le basadi ke selo se bothokwa se leano leno le tlhomileng mogopolo mo go sone. (Setlamo se tla dirisa foromo ya go baya maemo leithlo ya EE le go laola Diphapogo ka katlego)	Lefapha la HR	Le a tswelela
Maikaelelo la go tsomana le BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO e tla nna jwa go tlhabolola dikgono tsa badiri bao le go dira gore ba fithelele maemo a botsamaisi fa ditšhono tsa go a fitlhelela di bulega.	Lefapha la HR	Le a tswelela

LeLeanotiro le le Logetsweng Maano la Tekatekano mo Tirong	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Go Rulaganyetsa ba ba Latelang go tla tlhoma mogopolo mo go tlhaoleng badiri ba go nang le kgonego ya gore ba ka katisiwa gore ba fithelele maemo a botsamaisi mme maano a tlhabololo ya tiro ya bone ya boitshediso a tla tsweletsa kgolo pele le go dira gore badiri bano ba gatele pele.	Lefapha la HR	Le a tswelela
BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO le basadi ba tla katisediwa dikgono tse di tshwanetseng tumalanong le di IDP go tlhomamisa gore ba nna le dikgono le ditshwanelego tse di tshwanetseng.	Lefapha la HR	Le a tswelela
Go tlhaba botlhale BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO go ba tshegetsa le go ba thusa go tlhomamisa gore ba ka kgona go diragatsa maikarabelo a bone ka katlego.	Lefapha la HR	Le a tswelela

**Lenaanethalo 31: BATHO BA BA SA BOLONG GO KGAPHELWA KWA THOKO (HDP): Mekgele ya Setlhophpha sa Botsamaisi sa Khumaní**

Maemo a Tiro	A ga jaanong jaana go simolola ka Diphalane Batho ba ba sa Bolong go Kgaphelwa kwa Thoko ka 2016 (HDP)%	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
		HDP %				
Batsamaisibagolo	44,44%	54%	54%	54%	54%	60%
Bomankge ba seporofešenale ba ba rutegileng, ba ba nang le maitemogelo le setlhophpha sa botsamaisi sa maemo a fa gare	46,15%	52%	57,4%	60%	70%	75%
Badiri ba ba rutegileng ba ba nang le bokgoni jwa dilo tsa setegeniki le jwa akatemi, setlhophhapotlana sa botsamaisi, baokamedi ba badiri, diforomane, le disuporithendente	67,16%	70,9%	71,2%	74%	80%	88%
***PWD	1%	1%	1,5%	2%	2,5%	3%

Palogare ya badiri ba ba tlogetseng tiro mo dingwageng di le pedi tse di fetileng e nnile ka fa tlase ga 1% ka ngwaga. Tšhono ya go fetola maemo a badiri ka go ithaopela go tlogela tiro e nnye thata. Mo go kgonegang gone, setlamo se tla dirisa tšhono nngwe le nngwe go fetola maemo a badiri. Le fa go ntse jalo, fa go sena kgolo epe ya badiri maemo ano e tla nna a a lekanyeditsweng.

### 2.13.3 Go Nna le Seabe ga Basadi

**Lenaanethalo 32: Leano le le Logetsweng Maano la go Nna le Seabe ga Basadi mo Ditirong Tsa Moepo**

Leanotiro le le Logetsweng Maano la Basadi mo Ditirong tsa Moepo	Motho yo o Ikarabelang	Letlha la go konelwa ga yone
Ba tlhabolola le go lolamisa Pholisi ya Diphetogo ka metlha gore e tsamaisane le dipatlaflalo tsa kgotlapeomolao, ba bolelela badiri botlhe pholisi.	Lefapha la HR	Le a tswelela
Ba tlhomamisa gore 20% ya 80% ya BA BA SA BOLONG GO KGAPHELWA KWA THOKO e a dira mo tsamaisong yotlhe ya go tsomana le badiri, ke gore, boeteledipele, batho ba ba neilweng dibasari, baalogi ba ba katisitweng jj.	Lefapha la HR	Le a tswelela
Ba tlhoma Dithulaganyo tse di tlhogekang tsa go buelela Basadi mo Moepong	Lefapha la HR	Le a tswelela
Boikaelelo jwa Lenaneo la Tlhabololo la Baša la Khumanı ke go thusa barutwana ba basetsana go tswa mo dikolong tse di mo mafelong a a fa gaufi tsa JTG go tokafatsa mo thutong ya Mmetshe le Saense, fa go na le ditshono tsa dibasari le boithutatiro, KYDP e tla dira jaaka e ba tla tsewang mo go yone.	Lefapha la HR	Le a tswelela
Tlhaola dikgoreletsi le go di rarabolola tsa go nna le seabe ga basadi mo amemong otlhe ka metlha ka mokgwa o o logetsweng maano sentle.	Lefapha la HR	Le a tswelela

**Lenaanethalo 33: Go Nna le Seabe ga Basadi Gone Jaanong kwa Khumanı go simolola ka Diphalane 2016**

Basadi mo moepong fa e sa le ka Diphalane 2016	AF	CF	IF	WF	Nomore yotlhe	Palogotlhe ya %
Ya Kemonokeng	34	43	1	60	138	9%
Ya Konokono	83	16	0	6	105	7%
<b>PALOGOTLHE</b>	<b>117</b>	<b>59</b>	<b>1</b>	<b>66</b>	<b>243</b>	<b>15%</b>

**Lenaanethalo 34: Basadi kwa Moepong – MEKGELE**

10% ya Basadi mo Moepong (Tekatekano fa gare ga Ditiro tsa Konokono le tsa Kemonokeng)	% Basadi 2017/2018	% Basadi 2018/2019	% ya Basadi 2019/2020	% ya Basadi 2020/2021	% ya Basadi 2021/2022
Ya Konokono	6,75%	7,%	7,1%	7,39%	7,5%
Kemonokeng	9%	9,5%	10,5%	11%	11%

Palogare ya badiri ba ba tlogetseng tiro mo dingwageng di le pedi tse di fetileng e nnile ka fa tlase ga 1% ka ngwaga. Tshono ya go fetola maemo a badiri ka go ithaopela go tlogela tiro e nnye thata. Mo go kgonegang gone, setlamo se tla dirisa tshono nngwe le nngwe go fetola maemo a badiri. Le fa go ntse jalo, fa go sena kgolo epe ya badiri maemo ano e tla nna a a lekanyeditsweng.

## KAROLO 3

# TLHABOLOLO YA IKONOMI YA SELEGAE





### 3 GO TLHOMIWA GA MOEPO MO GARE GA BAAGI

#### 3.1 Matseno

LED e ikaeletse go aga ikonomi ya lefelo la selegae go tokafatsa ikonomi ya lone ya mo isagweng le boleng jwa botshelo jwa bottlhe. Ke thulaganyo e ka yone setheo sa puso, sa kgwebo le se e seng sa puso di dirang mmogo go go tlhama maemo a a botoka a kgolo ya ikonomi le go tlhama ditiro.

Melaometheo ya konokono e LED e dirang ka yone:

- E re ka lehuma le botlhokatiro e le dikgwetlho tse dikgolo mo Aforika Borwa, maano a LED a tshwanetse go eteletsa kwa pele go tlhamiwa ga ditiro le go fokodiwa ga lehuma
- LED e tshwanetse go itebaganya le batho ba ba tlhokileng lesego ba ba kileng ba bo ba kgaphetswe kwa thoko le dikgaolo tse di farologaneng, dikgwebo le di SMME tsa go matlafadiwa ga bantsho mo go tsa ikonomi (lack economic empowerment [BEE]) go di letla go nna le seabe ka bottlalo mo ikonoming ya naga ya rona.
- Lefelo lengwe le lengwe le ka nna la tlhama mokgwa o o tshwanelang maemo a lefelo la bone thata
- LED e rotloetsa go rarabolola mathata ka kagiso, go nna le seabe mo baaging, boeteledipele jwa lefelo la selegae le go dira dirang ditshwetso mmogo
- LED e akaretsa tirisanommogo ya selegae, ya bosetshaba le ya boditshabatshaba fa gare ga baagi, dikgwebo le puso go rarabolola mathata, go tlhama kgwebo e e kopanetsweng le go aga mafelo a selegae
- LED e dirisa ditsompelo tsa selegae le dikgono go godisa ditshono tsa tlhabololo.

Batlhankedi ba mmasepala wa selegae le bommasepala ba bone ba ka nna baemedi ba bagolo ba ba tlisang diphetogo mo diikonoming tsa selegae. Ba ka ntsha ditaelo le kaelo ya go tlhama le go roetsa gore go nne le tirisanommogo le go kopanela mmogo mo go tlhameng ditshono tsa go tokafstsa boleng jwa botshelo le go akanyetsa gore dikgwetlho tsa selegae le ditshono di a farologana fela jaaka mafelo a baagi ba nnang mo go one le one a farologana.

Pilara ya LED ya SLP nngwe le nngwe e batla go kgontsha lefelo la baagi le Moepo o dirang mo go lone gore le nne le ikonomi e e nonofileng ka go oketsa (gareng ga tse dingwe) ditlamelwa, kgwebo le bokgoni jwa thuto, botsamaiso jwa kgwebo le lotseno lwa madi, mme ga se tsone tsotlhe. Bontsi jwa mafelo ano a baagi gantsi a magolo e bile a kgaphetswe kwa thoko mme go tlhamiwa ga diporojeke tsa LED go tshwanetse ga godisa ditshono le go fedisa lehuma. Dikgono tseno mmogo le thuso ya ntlha e Moepo o tlamelang ka yone di tshwanetse tsa nna le bokgoni jwa go thomamisa gore ditiro tse di neng tsa tlhamiwa ka nako ya kgato ya LED, di tla kgona go tswelela di ikemetse ka nosi fa Moepo o sena go tlogela lenaneo lengwe le lengwe mme segolobogolo fa Moep o sena go tswalwa.

Khumani e kwa Porofenseng ya Kapa Bokone mo TLM le mo GLM. Moepo o na le metseletsele ya ditiro tse go sa epiweng tshafo mo go tsone. O lebagane le toropo ya Olifantshoek, mo e ka nnang 60km go ela kwa bokone jwa moepo wa Beeshoek le go lebagana le moeo wa maanyatshipi wa Kumba wa Sishen. Moepo o tla lepalepanya ditiro tsa one le Maano a a Tlhabololo a a Kopantsweng a JTGDM, GLM and GSLM (di IDP) le maano a mmasepala a LED, ka gonno di emela mmasepala koo Khuman e leng gone le kwa lefelong le legolo la yone le e romelang badiri go tswa kwa go lone. Ditoropo tse e leng karolo ya lefelo la GLM di tla nna mafelo a konokono a go tlhomilweng mogopoloo mo go one gore go tlhabololwe ikonomi ya one, fa GLM le JTGDM e tla nna mafelo a bobedi a go tlha tlhomiwang mogopoloo mo go one.

#### 3.2 Tshedimosetso ya Lemorago ya Loago le Ikonomi

Boikaelelo jwa maano a tlhabololo ya Loago le Ikonomi ke go godisa thuso e intaseteri ya meepo e nang le yone yone mo nageng le mo baaging moo Moepo o dirang gone. Gore go fitlhelwelwe diphelelo tse di mosola tsa loago le ikonomi Moepo o tlhoka go tlhomamisa gore go na le tsamaisano e kgolwane fa gare ga mekgele ya kgwebo ya Moepo le dithhoko tsa mo baaging. Tirisano mmogo e e siameng fa gare ga Moepo le balaodi

ba ba maleba mmogo le mafapha a a mo baaging e tshwanetse go tlhokomelwa go tlhomamisa gore go nna le maano a a maelba a mmasepala a a kopantsweng a tlhabololo.

JTGDM e kwa Porofenseng ya Kapa Bokone mme fa molelwaneng wa Mmaesepala wa Kgaolo wa ZF le Mmasepala wa Kgaolo wa Francis Baard go ela kwa borwa le kwa bophirima; Porofense ya Bokone Bophirima (Mmasepala wa Kgaolo wa Ngaka Ruth Segomotsi Mompati) go ela kwa botlhaba le kwa bokonebothhaba; le kwa Botswana go ela kwa bokonebophirima. Mo go tsa tsamaiso, JTGDM e na le Bommasepala ba Selegae ba le bararo: (1) GLM; (2) GSLM; le (3) Mmasepala wa selegae wa Joe Morolong.

GLM ke mmasepala o moepo o leng mo go one. Kantorokgolo ya tsamaiso ya mmasepala e kwa Kathu. Lefelo la mmasepala la Gamagara le na le ditoropo di le 5, Kathu, Sesheng, Dibeng, Singleton, le Olifantshoek;

Khumani e tla dirisana mmogo le JTDM - GLM-, le GSLM mo go tlhameng IDP le go e tsenya tirisong le leanotlhabololo la ikonomi ya selegae ya baagi ba ba leng gaufi le ditiro tsa moepo le lefelo la yone le badiri ba romelwang go tswa kwa go lone. Mokgwa ono o tsamaisana ka botlalo le ditaelo tsa MPRDA mme o tla tswelela pele go kaela maiteko a Khumanian a go diragatsa maikaelelo a yone a SED jaaka go tlhalosiwa mo kgaolong eno ya SLP.

Tshedimosetso e theilwe mo Patlisong ya 2016 STATSSA e go tlhabolotsweng dipalopalo tsa yone tsa Patlisiso ya 2016 ka Baagi. Le fa go ntse jalo, deitha ka lotseno lwa madi lwa kgwedi le kgwedi la mongwe le mongwe le maemo a tsa Tiro yone e tserwe mo Dipalopalang tsa 2011 tsa SA National Census.

### 3.2.1 Tshedimosetso ya kwa tshimologong

Lenaanethalo 35: Porofaele ya Loago le Ikonomi ya Kgaolo e e Mabapi – Baagi

Ditshupo tsa Loago le Ikonomi	Northern Cape	John Taolo Gaetsewe Mmasepala wa Kgaolo	Gamagara Mmasepala wa Selegae	Ga- Segonyane Mmasepala wa Selegae
Montsho/Moaforika	48,10%	83,52%	48,57%	90,78%
Makhalate	43,66%	10,03%	32,63%	5,37%
Moindia/Moasia	0,54%	0,37%	0,82%	0,37%
Basweu	7,69%	6,07%	17,97%	3,48%
Tshekatsheko ka bokhutshwane:	Maaforika a bantsho ke one a setlhophha sa ba bantsi mo go bommasepala botlhе e bile GLM e bontsha dipalo tse di kwa tlase thata tsa palogothe ya batho mo teng ga mmasepala e e kwa tlase ga 50% fa e bapisiwa le ya ba Mmasepala wa Kgaolo le GSLM.			

Lenaanethalo 36: Porofaele ya Loago le Ikonomi ya Kgaolo e e Mabapi – Tlameilo ka Matlo

Ditshupo tsa Loago le Ikonomi	John Taolo Gaetsewe Mmasepala wa Kgaolo	Gamagara Mmasepala wa Selegae	Ga- Segonyane Mmasepala wa Selegae
Tsa Semmuso	87,51%	88,64%	91,08%
Tsa Setso	6,85%	0	4,87%
Tse e Seng tsa Semmuso	5,64%	11,36%	4,05%
Dithoelete tse di folashwang tse leswe la tsone le tswang ka diphaephе	44,09%	91,61%	25,10%
Dithoelete tsa mokoti (tse di sa tseneng mowa)	45,03%	0,29%	65,36%

Ditshupo tsa Loago le Ikonomi	John Taolo Gaetsewe Mmasepala wa Kgaolo	Gamagara Mmasepala wa Selegae	Ga- Segonyane Mmasepala wa Selegae
<b>Ga go na dithoelete</b>	10,88%	8,10%	9,54%
<b>Metsi a a tswang mo thepeng mo lefelong la bonno</b>	50,64%	67,46%	31,39%
<b>Metsi a thepe mo jarateng</b>	49,36%	32,54%	68,61%
<b>Metsi a bokgakala jo bo fetang dimetara di le 200</b>	26,93%	88,17%	13,37%
<b>Leswe le le olelwang ke mmasepala wa selegae bobotlana gangwe ka beke</b>	69,61%	10,71%	82,31%
<b>Ba na le bolatlhelo jwa matlakala</b>	3,46%	1,12%	4,32%
<b>Ga go na bolatlhelo jwa matlakala</b>	76,63%	86,38%	85,43%
<b>Go dirisiwa motlakase go apaya</b>	65,17%	87,54%	74,28%
<b>Go dirisiwa motlakase go thuthafatsa</b>	6,47%	7,70%	8,94%
<b>Go dirisiwa gase go apaya</b>	1,68%	1,79%	3,00%
<b>Go thuthafadiwa ka gase</b>	1,40%	2,00%	1,22%
<b>Go dirisiwa parafine go apaya</b>	1,93%	0,56%	3,93%
<b>Go thuthafadiwa ka parafine</b>	15,50%	3,92%	4,41%
<b>Go dirisiwa dikgong go apaya</b>	31,23%	10,11%	18,79%
<b>Go thuthafadiwa ka dikgong</b>	87,51%	88,64%	91,08%
<b>Tshekatsheko ka bokhutshwane:</b>	<p>Bontsi jwa batho bo nna mo mafelong a ba a abetsweng, mme seno se dira gore porofaele ya tlamelo ka matlo e lebege e le ya semmuso mo mafelong otlhe.</p> <p>GLM e bontsha peresente e e kwa godimo ya 91.6% ya batho ba ba nang le dithoelete tse leswe la tsone le tswang ka diphaephe, seno ke bosupi jo bo siameng jo bo bontshang gore GLM e dirisa boleng jo bo kwa godimo jwa go ntsha leswe ka matlwana e bile e dirilwe gore e nne motsesetoropo.</p> <p>Tsela e metsi a tsamayang ka yone mo mafelong otlhe e dirilwe ya semmuso e bile tsela e malapa a olelang Matlakala ka yone mo GLM ke ya semmuso ka peresente e e kwa godimo ya 88.12% mme ga se ya semmuso kwa mmasepaleng wa kgaolo le kwa GSLM ka palo e e fetang 50% ya malapa a a tshwanelang ke gore a nne le lefelo la one la bolatlhelo jwa matlakala. Motlakase ke one motswedi o mogolo wa eneji ya go apaya le go thuthafatsa mo dikgaolong tsotlhe.</p>		

**Lenaanethalo 37: Porofaele ya Loago le Ikonomi ya Kgaolo e e Mabapi – Lotseno Iwa Madi Kgwedi le Kgwedi**

Ditshupo tsa Loago le Ikonomi	John Taolo Gaetsewe Mmasepala wa Kgaolo	Gamagara Mmasepala wa Selegae	Ga- Segonyane Mmasepala wa Selegae
<b>Ga go na madi a lotseno</b>	43,99%	40,54%	45,89%
<b>R1–R1 600</b>	41,20%	24,05%	37,90%
<b>R1 601–R6 400</b>	8,19%	19,24%	9,23%
<b>R6 401–R51 200</b>	7,18%	15,47%	6,77%
<b>R51 201 kgotsa go feta</b>	3,23%	0,11%	0,21%
<b>Tshekatsheko ka bokhutshwane:</b>	Mo e ka nnang 40% ya baagi mo go bommasepala botlhe ga ba na lotseno Iwa madi e bile palogare ya palogotlhe ya 34% ya baagi e amogela go simolola ka R1-R1600 ka kgwedi mo go rayang gore ba amogela R19200 le ka fa tlase ga yone ka ngwaga.		

**Lenaanethalo 38: Boemo jwa Loago le Ikonomi jwa Kgaolo e e Mabapi – Boemo jwa Tiro**

Ditshupo tsa Loago le Ikonomi	John Taolo Gaetsewe Mmasepala wa Kgaolo	Gamagara Mmasepala wa Selegae	Mmasepala wa Selegae wa Ga- segonyana
<b>Ba ba berekang</b>	31,83%	53,64%	33,67%
<b>Ba ba sa berekeng</b>	13,45%	11,53%	17,14%
<b>Badiri ba ba kgobegileng marapo</b>	7,97%	2,92%	6,58%
<b>Ba bangwe ba ba sa tshwaraganang le go batla tiro</b>	46,75%	31,91%	42,61%
<b>Tshekatsheko ka bokhutshwane:</b>	Mo baaging ba ba leng mo dingwageng tsa go bereka ba ba ka fa tlase ga 50% ba ne ba bereka fa go ne go balwa batho ka 2011 le fa go ntse jalo GLM e na le koketsego e se kae ya 50% ya batho ba ba berekang. Palogare ya 38% e ne e sa tshwaragana le go batla tiro.		

**Lenaanethalo 39: Porofaele ya Loago le Ikonomi ya Kgaolo e e Mabapi – Mophato o ba Feletseng ka One kwa Sekolong**

Ditshupo tsa Loago le Ikonomi	John Taolo Gaetsewe Mmasepala wa Kgaolo	Gamagara Mmasepala wa Selegae	Mmasepala wa Selegae wa Ga- segonyana
Ba ba sa tsenang poraemari kgotsa palo e e kwa tlase ya bone	17,98%	14,71%	16,03%
Ke feditse lokwalo lwa me lwa Poraemari	4,43%	2,46%	4,67%
Ba ba weditseng Sekontari nngwe	4,89%	4,66%	4,50%
Ba ba weditseng Sekontari	15,72%	22,80%	18,03%
Thutogodimo	4,09%	7,21%	4,09%
<b>Tshekatsheko ka bokhutshwane:</b>	Dipalo tse di amanang le thuto ga di Kgathlise mo dikgaolong tsotlh. Baagi ba ba ka fa tlase ga 30% ba kgonne go wtsa thuto ya bone ya sekontari le fa go ntse jalo mo go 30% eo, ke palogare ya 5% fela ya ba ba kgonneng go bona thutogodimo. Seno se ka raya gore boemo jwa thuto mo go bommasepala bo kwa tlase thata.		

**Lenaanethalo 40: Porofaele ya Loago le Ikonomi ya Kgaolo e e Mabapi – Porofaele ya Dintlhaka Baagi go ya ka Dingwaga tsa Bone**

	Kapa Bokone								
	Montsho / Moafrika		Makhalate		Moindia /Moasia		Basweu		
	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	
0-14 (Bana)	30,12%	30,09%	27,42%	26,24%	18,87%	38,37%	19,10%	18,57%	
15-34 (Baša)	37,99%	35,93%	38,31%	36,45%	52,24%	32,49%	29,21%	25,53%	
35-64 (Bagolo)	24,74%	24,12%	27,33%	27,42%	23,58%	15,49%	32,00%	30,28%	
65+ (Bagodi)	7,14%	9,86%	6,93%	9,89%	5,30%	13,65%	19,69%	25,61%	
<b>Tshekatsheko ka bokhutshwane:</b>	Karolo e kgolo ya baagi ke baša (Dingwaga 15-34) ba ditlhophha tsotlh tsa baagi								

### 3.3 Tlhabololo ya Ditlamelewa ya Khumanie Mananeo a Phokotso ya Lehuma

Go tlamelwa ka ditirelo tse di lekaneng tsa ditlamelewa ga go bolo go lejwa e le ga botlhokwa mo go tlhabololeng ikonomi le go fokotsa lehuma. Go na le tumalano e e golang ya gore go lebeltswe gore ditheo tsa porafete di thuse mo go tlameleng ka dithhoko tse di amanang le go ditlamelewa, mme go ya bokgakaleng jo bo rileng, diporojeke tsa ditšelete tse boikaelelo jwa tsone e leng go tlhabolola ditirelo.

Khumani e ikemiseditse go thusa ka go tokafatsa mme e tla gakololana le bommasepala ba selegae ba ditlamelewa le ditirelo mo gare ga baagi ba ba di tlhokang.

Ka nako yothe e Moepo o tswelelang o le teng ka yone, Khumanie ikaelela go tswelela ka seabe se se botlhokwa sa go tlama le go tsenya tirisong IDP ya mafelo a a leng gaufi le Moepo. Moepo o tla nna le seabe mo tlhabololo ya Ikonomi ya selegae ke dithulaganyo tsa go tlhomiwa ga IDP. Morago ga thebolo ya matlole diporojeke di tla belwa leitlo e bile kgatelopele e tla rekotiwa ka metlha go bontsha tshedimosetso e e jaaka, palo ya ditiro tse di tlhamilweng, palo ya ba ba boneng ditiro tseo le ditshenyegelo tsa madi mo diporojekeng. Go tla begwa tshedimosetso ya palo le boleng mo Pegong ya Ngwaga le Ngwaga ya Moepo ya SLP gore e romelwe kwa Iefapheng la kgaolo la Ditsompelo tsa Diminerale (Department of Mineral Resources [DMR]).

Lenaanethalo la 42 go fitlha ka 54 le tlhalosa diporojeke tsa selegae tsa tlhabololo ya Ikonomi ya Selegae tse go lebeletsweng gore di tla tshegediwa ke Moepo, o o tla akanyetsang dithhoko tsa loago le ikonomi jaaka go tlhalosetso mo go sa le gale mo kgaolong eno le tumalanong le mekgele ya GLM, GSLM le Mananeo a a Kopantsweng a Tlhabololo a JTGDM.

e tlhalosa tlhaeletsano ya Moepo fa gare ga Moepo le bana le seabe ba ba farologaneng. Ditshwetso tse di dirilweng mo dikopanong le go kwadisiwa ga dikopano tseno di tla mametlelelwa go nna Mametlelelwa B.

#### **Lenaanethalo 41: Rekoto ya Tlhaeletsano fa gare ga Moepo wa Maanyatshipi wa Khumanie Bana le Seabe ba Farologaneng**

Letlha	Tharabololobothata/Kopano	Bana le seabe ba ba leng teng
<b>11 Diphalane 2016</b>	Kopano ya Bana le Seabe	Moepo wa Khumanie, Ga-Segonyana LM (Mmasepala wa Selegae), Gamagara LM, NCNGOCO, Lefapha la Tlhabololo-Loago
<b>13 Diphalane 2016</b>	Kokoano ya go tlhabana botlhale ya SLP3	Moepo wa Khumanie, NCNGOCO, Ga-Segonyana LM, Gamagara LM, Lefapha la Tlhabololo-Loago
<b>20 Ngwanaatsele 2016</b>	Kopano ya Kgakololano le Baagi ya Mmasepala wa Ga-Segonyana wa IDP,	moepo wa Khumanie T Dilotsotlhe
<b>20 Ferikgong 2017</b>	Kopano ya Baemedi ba IDP ya Mmasepala wa Gamagara	Moepo wa Khumanie E Rost
<b>24 Ferikgong 2017</b>	Makwalo a romela "SLP 3ya go Tlhaola Porojeke" kwa go Mmasepala wa Gamagara le Mmasepala wa Ga-Segonyana, jaaka tsela ya go baakanyetsa kopano ya SLP 3 e e neng e tshwerwe ka 10-02-2017	Moepo wa Khumanie Mmasepala wa Kgaolo wa JTG. Gamagara LM, Ga-Segonyana LM, NCNGOCO
<b>10 Tlhakole 2017</b>	Kopano ya Bana le Seabe ya SLP 3	Moepo wa Khumanie Mmasepala wa Kgaolo wa JTG. Gamagara LM, Ga-Segonyana LM, NCNGOCO
<b>Mopitiwe 2017</b>	Ditlhahitlho tsa diporojeke tse di tlhaotsweng go bona gore a di siame	Gamagara LM, Ga-Segonyana LM, KHU, Aurecon
<b>26 Motsheganong 2017</b>	Kopano ya kgakololano ya SLP 3	Moepo wa Khumanie Mmasepala wa Kgaolo wa JTG. Gamagara LM, Ga-Segonyana LM, NCNGOCO
<b>31 Motsheganong 2017</b>	Tlotlang ka bajete ya go fetola porojeke	Ga-Segonyana LM
<b>07 Seetebosigo 2017</b>	Kopano ya kgakololano ya SLP 3	Moepo wa Khumanie, Gamagara LM Ga-Segonyana LM, NCNGOCO
<b>26 Seetebosigo 2017</b>	Kopano ya foramo ya isagwe	Moepo wa Khumanie, Gamagara LM, Mmasepala wa Kgaolo wa JTG, Ga-Segonyana LM, NCNGOCO, DMR

### 3.4 Go Tsenngwa Tirisong ga Diporojeke tsa Tlhabololo Tsa Go Fedisa Lehuma le tsa Tlhabololo ya Ditirelo

Go bonala sentle mo di IDP tsa Bommasepala ba Selegae le ba Kgaolo tse di tshegediwang mo Dipolaneng tsa go Bula Ditsha tse di Bulegiling mo lefelong gore go tlhokega diporojeke tse di bothokwa tsa go tlamelka ditirelo tse di jaaka tlamelo ka matlo, bonno le mafelo a boitlosobodutu. Gape go na le tlhokego e kgolo ya go ba naya katiso e e neilweng tellelelosemmuso e e amanang le dikgono tse tiro ya moepo le dikgono tse dingwe tsa morago ga go rola tiro. Go tlhamiwa ga sefalana-tshedimosetso sa dikgono se ka naya meepo le dikgwebo tse dingwe tlhotlheletso ya go tsoma badiri ba ba ba oketsegileng mo tikologong. Ka leanokgwebo le le kopantsweng le a mange fa gare ga bana le seabe, le go akanyetsa ka fa meepo e mengwe e leng gaufi ka gone e e jaaka Sishene, tirisano mmogo fa gare ga ditiro tsa moepo e ka tlhamiwa go dira gore re nne le batho ba ba nang le bokgoni, ba ba berekang ba ba nnang mo baaging ba go tlisiwag tlhabololo mo go bone.

Go na le ditshono di le mmalwa tsa tlhabololo ya dikgwebo le kgonego ya go tlhomamisa gore di kgone go itsetsepela, ntle le fa e le gore Khumanie tswelela pele go lekanyetsa kgolo ya (di)porojeke le go kaela ba ba tlileng go solegelwa molemo gore ba kgone go itlhokomela fa ba sena go tlogela tiro.

Ka nako ya go kwalwa ga SLP, Khumanie ke setlamo se se nang le madi a a lekaneng go ka a dirisa mo matsholong a selegae. Ka jalo, Moepo o ikaeleletse go dirisa bokana ka R100 500 000 mo lobakeng lo lo fetang dingwaga di le thano (5) Iwa SLP eno go tlhama le go tshegetsa LED Go bona dipampiri tsa porojeke tse di tlhalosang ditshupo tsa ngwaga le ngwaga tsa konokono tsa gore moepo o dirile jang, tsweetswee leba **setshwantsho 42** fa tlase.



**Lenaanethalo 42: Leano la Porojeke ya Dingwaga di le Tihano la Diporojeke tsat tsat Tihabololo ya Ikonomi ya Selegae kwa Moepong wa Khumania**

Nomore ya Porojeke	TLHALOSO YA POROJEKE	MOFUTA WA BONNEELO	2017–2018	2018–2019	2019–2020	2020–2021	2021–2022	TEKANYETS OKABO YA DINGWAGA DILE 5
			NGWAGA 1	NGWAGA 2	NGWAGA 3	NGWAGA 4	NGWAGA 5	
<b>TLHABOLLO YA DITLAMELWA</b>								
GS001	Go tlamela ka metsi a mantsi kwa Ga-Segonyana, Kuruman	Ga-Segonyana LM	R7 000 000	R35 000 000				
GS002	Ga-Segonyana LM, Go Olelwa ga Matlakala	Ga-Segonyana LM	R500 000	R2 000 000	R2 500 000	R1 500 000	R1 000 000	R5 000 000
GAM001	Mafelo a kgelelo ya leswe la matlwana ya nakwana kwa mafelong a baipei kwa Dibeng	Gamagara LM	R1 200 000	R1 500 000	R1 000 000	R1 000 000	R3 700 000	
GAM002	Paaekanyo ya seteišene se se pompong diphaepe tse di tsamaisang leswe la matlwana a boithuseitso	Gamagara LM	R500 000	R1 500 000	R300 000			R2 300 000
GAM003	Go tlamelo Sisheng, Mapoteng ka metsi a mantsi	Gamagara LM	R-	R5 000 000	R5 000 000	R6 000 000	R21 000 000	
GAM004	Tihabololo ya Ditiro tsat Go Itshekisa Metsi a a Leswe a kwa Dibeng	Gamagara LM	R2 000 000	R2 000 000	R2 000 000			R6 000 000
GAM005	Tihabololo ya seteišene se se pompong diphaepe tse di tsamaisang leswe la matlwana a boithuseitso kwa Kathu ( se se bidiwang Dibeng crossing)	Gamagara LM	R500 000	R3 000 000	R1 500 000			R8 000 000
GAM006	Lenaneo la Go Olelwa ga Matlakala	Gamagara LM	R10 000 000	R19 000 000	R20 500 000	R2 500 000	R2 500 000	R5 000 000
	<b>Tihabololo ka Bottalo ya Dittamelwa</b>					R16 500 000	R16 500 000	R86 000 000
<b>TLHABOLLO YA KGWEBO</b>								
GAM007	Kgodiso le Katiso – Porojekte ya go dira difenis̄hara	Gamagara LM	R600 000	R3 000 000				
GAM008	Katiso le kgodiso ka Dikgono tsat Morago ga go Rola tiro.	Gamagara LM	R2 000 000	R1 500 000	R1 500 000	R1 000 000	R1 000 000	R7 000 000
	<b>Tihabololo KA BOTLALO ya Kgwebo</b>		R2 600 000	R2 100 000	R2 100 000	R1 600 000	R1 600 000	R10 000 000
<b>TLHABOLLO MO BAAGING</b>								
KHU001	Dibasari itsa baagi tsat Khumania	Ga-Segonyana le Gamagara LMS	R750 000	R650 000	R450 000	R150 000	R-	R2 000 000
GS003	Tshegetso ya itsa kalafi ya Bookelo jwa Kurumane	Ga-Segonyana LM			R150 000	R1 350 000	R-	R1 500 000
GAM009	Porojeke ya ABET	Gamagara LM	R-	R-	R500 000	R500 000	R1 000 000	R1 000 000
	<b>Tihabololo ka Bottalo mo Baaging</b>		R750 000	R650 000	R2 000 000	R500 000	R4 500 000	
	<b>Palogotho</b>		R13 350 000	R21 750 000	R23 200 000	R23 600 000	R18 600 000	R1 500 000

Leina la porojeke:	Go tlamela ka metsi a a tswng go rorwa kwa Ga-Segonyana, Kuruman	Nomore ya Porojeke	GS001	Tleiasa ya porojeke Ditlamela, kgwebo, baagi	Ditlamelwa
<b>Tthaloso ya porojeke</b> <i>Tlamela ka dinthha tse di jaaka boleeli, tshekelsa, bokgoni, jj.</i>	<p>Porojeke eno ke karolo ya porojeke ya Mmasepala wa Selegae wa Ga-segonyana e boikalelo jwa yone e leng go tlamela baagi ka metsi (Kurumane, Bankhara Bodulong le) mo teng ga mmasepala wa selegae. Jaaka karolo ya porojeke eno, go ne ga thaoiwa metswedi e mengwe gape ya metsi eo 4 ya diboro ya yone kwa Bankhara Bodulong e neng ya boriwa mo kgatonge e fetilieng ya porojeke. Kgato eno ya porojeke e amana le go thomelela diboro tsa metsi di le 4 ka maatia a a kopantsweng a 55/s, ka dilou tse di latelang: Disete di le 4 tsa pompo tse di tlamelang ka motakse le dilou tsa go laola mmootho wa eleketeroniki. 5.1km ya HDPE rising mains varying in diameter from 160mm to 355mm. Go thaboololwa ga dipompo tse dingwe gape di le 4 tse di borilweng kwa Kurumane le go tsennengwa ga telemetry system go dira gore tsamaiso e dire.</p>	<b>Bomaleba jwa porojeke</b> <i>Malebana le ditlhokego tsa thabololo tsaelo</i>	Porojeke e tla tokafatsa go tlamela baagi ba Bankhara-Bodulong le ba Kuruman ka metsi mme seno e mna karolo e kgolo ya go tlamela ka metsi a a tswang go rorwa a Mmasepala wa Selegae wa Ga-segonyana. Porojeke eno e nna karolo ya sekema sa go tlamela ka metsi a a tsbolwang ka ditshelo ise dikgolo e fa nako e ntse tsamaya e tla tlamelang Magjaneng, Seoding, Mapoteng, Mothibstad ka metsi a a tsbowang ka ditshelo tse dinnye le Dimmaele di le Supa mo Isagweng mo godimo ga Bankhara-Bodulong le Kuruman. Baenjenre ba Aurecon consulting ba tlhomilwe ke mmasepala gore ba rulaganye, ba tlhame le go laola porojeke mmogo le kgonego ya go nna le motswedi wa tshegetso ka madi. Go rulaganya le go tsenya tirisong go dirwa fa madi a mna gone. Gape mmasepala o na le dikontteraka tse di tlhometsweng konteraka ya dingwaga di le 3 tse di simolotseng ka 2016 tse di leng teng go ka dira tiro ya konteraka fa e ka tlhogega.		
<b>Kgato ya porojeke monongwaga Kakanyothao (C), Kgonego (F), Thhamo le Thendara (D&amp;T), Tiragatso (I)</b>	Tlhamo le Thendara	<b>Badirisanimmogo mo porojekeng</b> <b>Badirisanimmogo ba tshegetso ka madi</b>	Mmasepala wa selegae wa Ga-segonyana le Moepo wa Assmang khumani (DWS) Kgato e Feileng, e seng kgato eno ka mo go kgethegieng.	<b>In IDP (E/N)</b>	<b>IDP rev.</b>
<b>Lefelo le porojeke e direlwang kwa go lone</b>	<b>Basolegelwa molemo</b>	Ditshwaelo	Mmalabatho 2011, Kuruman & Wrenchville (3140, Bankhara-Bodulong 2411)	Motsheganong 2015	P1.19 & P1.18
<b>Palo ya ditiro e go lebeletsweng gore di tla tlhamiwa</b>	<b>Baagi</b> <b>Phaposikokelo</b>	Bankhara Bodulong; Kuruman & Wrenchville Wate 1	LM DM	Mmasepala wa Selegae wa Ga-segonyana Gaetseve	<b>Tshimologo ya porojeke</b> 01 July 2017
<b>Mogolo wa Monna</b> <b>Mogolo wa Mosasdi</b>	10	<b>Mosha wa monna (&lt;35)</b> <b>Mosha wa mosetsana (&lt;35)</b>	10	<b>PALOGOTLHE</b> 40	<b>Ngwaga</b> 15 <b>Magareng Bolele jaw porojeke</b> 25 <b>Telele Leruri</b>

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22					
				Q1	Q2	Q3	Q4																		
				Phukwi 2017 - SEetebosigo 2018				Phukwi 2018 - SEetebosigo 2019				Phukwi 2019 - SEetebosigo 2020				Phukwi 2020 - SEetebosigo 2021				Phukwi 2021 - SEetebosigo 2022					
Tumalano fa gare ga Khumanile Ga-Segonyane	Moepo wa Khumanile Ga-Segonyana LM	Tshimologo	Porojeke e e Saenlweng le Tumalano ya Tshegetso ka Madi	X																					
Karolo e e Kgethegileng ya Porojeke Leano la Porojeke	Moepo wa Khumanile Ga-Segonyane	Thulaganyo	Karolo e e Kgethegileng ya Porojeke Leano la Porojeke e e Rebotsweng	X																					
Tumalano le Bagakolodi ba Thamo (ba setse ba tlhomilwe)	Moepo wa Khumanile Ga-Segonyane	Tiragatso	Tumalano e e Saenlweng ya Dittirelo tsia Seporofesenhale	X																					
Tshekasheko ya Diphelelo tsa mo Tikologong	Bagakolodi (Aurecon)	Tiragatso	ROD e e rebotsweng go tswa go DENIC	X	X																				
Thamo e e Weditsweng	Bagakolodi (Aurecon)	Tiragatso	Pego e e Amogetsweng ya Thamo	X																					
Go bonwa ga Konteraka Ditlamelwa tse di Feleleditsweng	Bagakolodi (Aurecon) Konteraka (E tla itsiwa)	Tiragatso	Lekwalo la go Thomiwa ga Konteraka le Konteraka e e Saenlweng	X																					
Go Tswalwa ga Porojeke	Bagakolodi (Aurecon)	Go tswalwa	Setefikeiti sa Koneko																						
Go Rolela Tiro mo go Mmasepala	Moepo wa Khumanile Ga-Segonyana LM Bagakolodi (Aurecon)	Leano la go Tswalwa	Pego e e Amogetsweng ya go Tswalwa																						
Go Rolela Tiro ga Bofelo Morago ga Lobaka lwa go Ikarabela ka Diphoso	Moepo wa Khumanile Ga-Segonyana LM Bagakolodi (Ba tla Itsisiwa)	Leano la go Tswalwa	Tokomane ya Kamogelo ka Lfm																						
<b>Maemo a Ditšelete</b>			<b>R35 000 000</b>																					<b>R7 000 000</b>	<b>R7 000 000</b>

Leina la porojeke:	Ga-Segonyana LM Go Olelwa ga Matlakala		Nomore ya Porojeke	GS002	Tlaiese ya porojeke Ditlamela, kgwebo, baagi	Ditlamelwa		
<b>Thaloso ya porojeke</b> <i>Tiamela ka dint'ha tse di jaaka boleele, tshekeleisa, bokgoni, jj.</i>	Go tshegetsa lenaneo la go thosiwa ga mattakala a Mmasepala wa Ga-Segonyane ka go tla ka dirori di le 3, Dibine di le 20 tsa go tshololela mattakala, lori e le nngwe e tshwarang dilo, le lori e le 1 e e papielang (kgotas go ya ka bajete e leng teng) mmogo le go tsenya mattakase mo borongong jwa go lekanya bokete jwa dithoto le go reka gape sentharaw kwa lefelong la go katela mattakala.	Bomaleba jwa porojeke Malebana /e ditlhokego tsa thabolo tsa lefelo	Bomaleba jwa porojeke Malebana /e ditlhokego tsa thabolo tsa lefelo	Porojeke eno e tla thusa baagi ka dilo tse ba di tlhokang. Gape e tla thusa mmasepala go dira tumalanong le Tirelo ya Tshedimosetso ka Tsatla Mattakala e tlhokweng ke Lefapha la Merior ya Tikologo (Department of Environmental Affairs [DEA]). Mmasepala, ka thuso ya DEA, o setse go katisitse batho ba le 300 gore ba dire kwa lefelong la go katela mattakala jaaka ba ba dirang ka mattakala. Go batlwga sediriswa seno go bopha karolo ya lenaneo la tharabololo bothata la DEA.	In IDP (E/ñ)	IDP rev.	Ngwaga	Nomoretsu petso ya Porajeke
<b>Kgato ya porojeke monongwaga Kakanyothalo (C), Kgonego (F), Thhamo le Therndara (D&amp;T), Tiragatso (I)</b>	Go tsengwa tirisong	Badirisanimmogo mo porojekeng	DEA jaaka setthopha sa semolao	Ee	1	2017		
<b>Lefelo le porojeke e direlwang kwa go lone</b>	Basolelwga molemo	Badirisanimmogo ba tshegetso ka madi	Ga bo yo	Ditshwaelo	Tshimologo ya porojeke	Moranang 2019		
<b>Phaposikokelo</b>	Baagi	Baagi le Tikologo	LM	Ga-Segonyana	Go konelwa ga porojeke	Mopitlwae 2021		
<b>Palo ya ditiro e go lebeletsweng gore di tla thhamiwa</b>	Diwate tsotthe di le 14 tsa Ga-Segonyane	DM	JTG DM		Go tswa ga porojeke	Mopitlwae 2021		
<b>Mogolo wa Monna</b>	Mosha wa monna (<35)	0	PALOGOTLHE	0				
<b>Mogolo wa Mosasdi</b>	Mosha wa mosetsana (<35)	0	Khutshawne (<5 m)	O Magareng Bolele jaw porojeke	0	Telele Leruri	0	

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22					
				Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3	
				Phukwi 2017 - SEetebosigo 2018				Phukwi 2018 - SEetebosigo 2019				Phukwi 2019 - SEetebosigo 2020				Phukwi 2020 - SEetebosigo 2021				Phukwi 2021 - SEetebosigo 2022					
Tumalano fa gare ga Khumani le Gamagara LM	Moepo wa Khumani Ga Segonyana LM	Tshimologo	Porojeke e e Saenlweng le Tumalano ya Tshegetso ka Madi																						
Karolo e e Kgethegileng ya Porojek Leano la Porojek	Moepo wa Khumani Ga Segonyana LM	Thulaganyo	Karolo e e Kgethegileng ya Porojek Leano la Porojek e e Rebotsweng																						
Go rekwa ga sediriswa se se tshwanelang	Moepo wa Khumani	Tlhamo le Tiragatso	Tokomane e e thhalosang dinthla																						
Go tlhomia ga moltamela ka ditiro yo o tshwanelegang	Moepo wa Khumani	Tiragatso	Lekwalo la go tlhamiwa ga moltamela ka ditiro yo o tshwanelegang																						
Go dirwa ga ditiro tsa porojeke	Moepo wa Khumani/Moenjenere		Dipego tsa kgatelo pelle Thomelo ya dipampitshana ts a go amogetwa ga seditiswa Rejisetara e e thabolotsweng ya matlotlo																						
Go tswalwa ga porojeke	Moepo wa Khumani	Go tswalwa	Dithomelo tsa bofelo di fitheleiswe Pego ya go tswala																						
Go fetisetsa porojeke	Moepo wa Khumani Garagara LM	Go Tswa	Moletlo wa go rolela tiro mo go mmasepala																						
<b>Maemo a Ditšehele</b>				<b>R5 000 000</b>																				<b>R2 500 000</b>	<b>R2 000 000</b>

Leina la porojeke:	Mafelo a nakwana a kgelelo ya leswe la matlwana kwa mafelong a baipei kwa Dibeng.	Nomore ya Porojeke	GAM 001	Tleiasa ya porojeke Ditameita, kgwebo, baagi	Ditamelwa
<b>Thaloso ya porojeke</b> <i>Tlameila ka dintlhá tse di jaaka boleele, tshekelsa, bokgoni, jj.</i>	Go tlamela ±550 ya malapa ka matlwana a nakwana a boithusetso, ka maikaelelo a mo isagweng a dirilweng ke Mmasepala a go di fetola gore e nne tsu leruri tse di golaganeng le phaephe e kgolo e leswe la matlwanaaw a boithusetso le tsamayang ka yone ka 2018/2019 (Go santse go tshwanetse ga dirwa tshwanetse ka palo ya matlwana a boithusetso a tileng go agiwa ka thuso eno ya madi)	<b>Bomaleba jwa porojeke</b> <i>Malebana /e ditlhokego tsa thabolo tsa lefelo</i>	Dibeng e na le 1300 ya malapa a baipei a senang matlwana a boithusetso Boikaelelo jwa porojeke ke go tokafatsa pholo le seriti sa botho sa malapa a amegang mo go seno. Gape porojeke e tla dirisia jaaka tshimologo ya ditshenyegelo tsa go thusa porojeke yothka madi ya go tsenyeitsa malapa a le 1 300 matlwana a boithusetso le go a golaganya le phaephe e kgolo e e tsamaiswang leswe la matlwana a boithusetso. (Go santse go tshwanetse ga dirwa tshvetso ka palo ya matlwana a boithusetso a tileng go agiwa ka thuso eno ya madi)		
<b>Kgato ya porojeke monongwaga Kakanyothalo (C), Kgonego (F), Tlhano le Therindra (D&amp;T), Tiragatso (I)</b>	Kgonego ya Porojeke	<b>Badirisanimmogo mo porojekeng</b> <b>Badirisanimmogo ba tshegetso ka madi</b>	Gamagara LM le Moepo wa Khumaní	In IDP (E/N)	IDP rev.
<b>Lefelo le porojeke e direlwang kwa go lone</b>	<b>Basoleglwa molemo</b>	550 HH	Ditshwaelo	Malapa a le 550 a tla soleglwa molemo	2016/17
<b>Phaposikokelo</b>	Baagi	Dibeng	LM	Gamagara LM	2017
<b>Palo ya ditiro e go lebeletsweng gore di tla thamiwa</b>	<b>Mogolo wa Monna</b>	2	DM	JTGDM	2017
	<b>Mogolo wa Monna</b>	4	<b>Mosha wa monna (&lt;35)</b>	<b>PALOGOTLHE</b>	<b>12</b>
	<b>Mogolo wa Mosasdi</b>	2	<b>Mosha wa mosetsana (&lt;35)</b>	<b>Khutshawne (&lt;5 m)</b>	<b>O Magareng Bolelele jaw porojeke</b>
				12	Telele Leruri

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22			
				Phukwi 2017 - SEetebosigo 2018	Phukwi 2018 - SEetebosigo 2019	Phukwi 2019 - SEetebosigo 2020	Phukwi 2020 - SEetebosigo 2021	Q1	Q2	Q3	Q4												
Tshegetso ya baagi	Gamagara LM	Go tlholiwa	Pego ya kgakololano le baagi													x	x	x	x				
Tumalano fa gare ga Gamagara LM le Moepo wa Khumani	Gamagara LM le Moepo wa Khumani	Tshimologo	Porojeke e e saenlweng, tumalano ya tshegetso ka madi le go tlholiwa ga motlamela ka ditirelo													x	x	x	x				
Pattiso ya go bona kgonego	Gamagara LM le Moepo wa Khumani	Thulaganyo	Thamo e e amogersweng ya matlwana a boithuseto le mokgwa o di dirwang ka one													x	x	x	x				
Go dirwa ga ditiro tsa porojeke	Gamagara LM le Moepo wa Khumani	Tiragatso	Dithomelo tsa bofelo di fitheletswe																				
Go tsbalwa ga porojeke	Gamagara LM le Moepo wa Khumani	Go tsbalwa	Go rolela porojeke mo go mmasepala																	x			
<b>Maemo a Ditšelete</b>				<b>R3 700 000</b>				<b>R1 200 000</b>				<b>R1 500 000</b>				<b>R1 000 000</b>				<b>R1 000 000</b>			

Leina la porojeke:	Paakanyo ya seteišene se se pom pang diphaephe tse di tsamaisang leswe la matiwana a boithusetso	Nomore ya Porojeke	GAM 002	Tleiasé ya porojeke Ditameia, kgwebo, baagi	Ditamelwa
<b>Thaloso ya porojeke</b> <i>Tiamela ka dint'ha tse di jaaka boleele, tshekelesa, bokgoni, jj.</i>	Seteišene sa ga jaanong se se pom pang diphaephe tse di tsamaisang leswe la Matiwana a Boithusetso se na le mathata a go sa dire sentle. Boikaelelo iwa porojeke e tla ma go baakanya/thabololo le go thomamisa gore dipompo di dira sentle.	Bomaleba jwa porojeke <i>Malebana /e ditlhokoego tsa thabololo tsa lefelo</i>	Pompo ya seteišene ya ga jaanong ga dire go ya ka ditaelo tse di kwetsweng mmé seno se dira gore mantle a tswele mo pontsheng le mo mebileng mmé seno se tsenya pholo ya maloko a baagi mo kotsing.		
<b>Kgato ya porojeke monongwaga</b> <i>Kakanoythalo (C), Kgonego (F), Thamo le Therdara (D&amp;T), Tiragatso (/)</i>	Kakanoythalo	Badirisanimmogo mo porojekeng Badirisanimmogo ba tshegetso ka madi	Gamagara LM le Moepo wa Khumaní	In IDP (E/N)	IDP rev.
<b>Lefelo le porojeke e direlwang kwa go lone</b>	Basoleglwa molemo	1265 HH	Ditshwaelo	Malapa a le 1265 a tla soleglwa molemo	2016/17
	Baagi	Mapoteng	LM	Gamagara LM	2017
<b>Phaposikokelo</b>		DM	JTGDM	Tsimologo ya porojeke	Phukwi 2019
<b>Palo ya ditiro e go lebeletsweng gore di tla thamiwa</b>	Mogolo wa Monna	0	Mosha wa monna (<35)	Go konelwa ga porojeke	Seetebosigo 2021
	Mogolo wa Mosasdi	0	Mosha wa mosetsana (<35)	Go tswa ga porojeke	Phukwi 2019
			PALOGOTLHE	0	
			Khutshawne (<5 m)	O Magareng Bolelele jaw porojeke	Telele Lerur'
			0	0	

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Tumalano fa gare ga Gamagara LM le Moepo wa Khumani	Gamagara LM le Moepo wa Khumani	Tshimologo	Porojeke e saenilweng, tumalano ya tshegetso ka maci le go thomiwa ga motlamela ka ditirelo																				
Bogolo jwa porojeke	Gamagara LM le Moepo wa Khumani	Thulaganyo	Leano le le amogetsweng la porojeke le bogolo jwa yone																				
Konteraka e e tshwanelengang / go thomiwa ga motlamela ka ditirelo	Moepo wa Khumani	Theko	Ditokomane tsa thendara ditshwetsos tsa kopano ya Lefelo la porojeke Lekwalo la go thomiwa																				
Go dirwa ga ditiro tsa porojeke	Moepo wa Khumani/ Gamagara LM/ motlamela ka ditirelo	Tiragatso	Pego ya kgwedi le kgwedi ya gatelepelie Ditifikeiti tsa tuelo Ditshwetsos tse di Dirlweng mo Kopanong le dipego tsa thathobo																				
Go tswalwa ga porojeke	Gamagara LM le Moepo wa Khumani	Go tswalwa	Go rolela porojeke mo go mmasepala																	x			
<b>Maemo a Ditšehelete</b>				<b>R2 300 000</b>				<b>R500 000</b>				<b>R1 500 000</b>				<b>R300 000</b>							

Leina la porojeke:	Go tlamelo Sisheng/Mapoteng ka metsi a tlang ka ditshelo tse dikgolo	Nomore ya Porojeke	GAM 003	Tleiasa ya porojeke Ditameia, kgwebo, baagi	Ditlamelwa
<b>Thaloso ya porojeke</b> <i>Tlameia ka dintlhla tse di jaaka boleele, tshekeleisa, bokgoni, jj.</i>	Sesheng/Mapoteng di na le mathata a go tlamela baagi ka metsi a tlang ka ditshelo tse dikgolo. Patisiso ya go bona kgonego e ne ya diwaa e le karolo ya lenaneo la leanolegolo ka metsi mme go ne ga diwaa patlisiso ka ditlhopho tse di farologaneng. Di akaretsa thabololo ya diboro tsa metsi kwa lefelong la Kai Appel, go tlamela ka metsi go tsawa kwa phaepheng ya Gamagara Link jj.	<b>Bomaleba jwa porojeke</b> <i>Malebana /e ditlhokego tsa tlhabololo tsa lefelo</i>	<b>Bomaleba jwa porojeke</b> <i>Malebana /e ditlhokego tsa tlhabololo tsa lefelo</i>	Leano le legolo ka metsi le ne la dirwa mo itsamaong ya 2014 mme go ne ga lemogwa gore go tlamela ka metsi a tlang ka ditshelo tse dikgolo kwa Sesheng/Mapoteng go tshwanetse ga etelediwa kwa pele mo lefelong la Mmasepala wa Gamara.	
<b>Kgato ya porojeke monongwaga Kakanyothalo (C), Kgonego (F), Thhamo le Therndara (D&amp;T), Tiragatso (I)</b>	Kgonego ya Porojeke	<b>Badirisanimmogo mo porojekeng</b> <b>Badirisanimmogo ba tshegetso ka madi</b>	Gamagara LM, Moepo wa Khumani Moepo wa Khumani	In IDP (E/N) EE	IDP rev. 2016/17 2017
<b>Lefelo le porojeke e direlwang kwa go lone</b>	<b>Basoleglwa molemo</b>	4975HH Ditshwaelo	Malapa a a nnang kwa Sesheng le kwa Mapoteng a tla soleglwa molemo ke porojeke eno.	Tsimologo ya porojeke Phukwi 2018	PWS0030
<b>Phaposikokelo</b>	<b>Baagi</b>	Sesheng, Mapoteng LM	Gamagara LM	Go konelwa ga porojeke Sedimonthole 2021	
<b>Palo ya ditiro e go lebeletsweng gore di tla thiamiwa</b>	<b>Mogolo wa Monna</b>	5 DM	JTG DM	Go tswa ga porojeke Seetebosigoi 2022	
	<b>Mogolo wa Mosasdi</b>	3 2	<b>Mosha wa monna (&lt;35)</b> <b>Mosha wa mosetsana (&lt;35)</b>	<b>PALOGOTLHE</b> 3 Khotshawne (<5m)	10 10 Telele Leruri
			<b>O Magareng Bolele jaw porojeke</b>		

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Phukwi 2017 - SEetebosigo 2018	Phukwi 2018 - SEetebosigo 2019	Phukwi 2019 - SEetebosigo 2020	Phukwi 2020 - SEetebosigo 2021	Phukwi 2021 - SEetebosigo 2022																
Tumalano fa gare ga Khumanile Gamagara LM	Moepo wa Khumanile Gamagara LM	Tshimologo	Porojeke e e Saenilweng le Tumalano ya Tshegetso ka Madi			X																		
Karolo e Kgethegitieng ya Porojeke Leano la Porjekte	Moepo wa Khumanile Gamagara LM	Thulaganyo	Karolo e Kgethegilieng ya Porojeke Leano la Porojeke e Rebotsweng		X																			
Go thomilwe mojeniere yo o tshwanelegang gore a sekaseke dithoko le go simoldia porjekte	Moepo wa Khumanile	Theko	Go thomilwe mojeniere			X	X																	
Tlhamo ya ditlamelwa tse di sa tswang go rulaganngwa	Moepo wa Khumanile/Moenjen ere	Tiragatso	Kgopolole pego e e sololetsang e e akaretsang tlhamo ya nttha Pego ya bofelo e e tlhamilweng			X	X																	
Go thomile konteraka e e tshwanelegang/motlamela ka dithoto	Moepo wa Khumanile	Tiragatso	Ditokomane tsa thendara Diishwetsotsa kopano mo seisheng Lekwalo ja go tlhomawa ga konteraka/motlamela ka dithoto yo o tshwanelegang			X	X																	
Go dirwa ga ditiro tsa porjekte	Moepo wa Khumanile/Moenjen ere	Tiragatso	Dipego tsa kgwedi le kgwedi tsa kgatelepele Dittifikititsa tuelo Diishwetsotsa kopano mo seisheng le dipego tsa thathoboo																					
Go tswalwa ga porjekte	Moepo wa Khumanile	Go tswalwa	Dithomeo tsa bofelo di fittheletsve Pego ya go tswala																					
Go fetisetsa porjekte	Moepo wa Khumanile Gamagara LM	Go Tswa	Moleto wa go rolela tiro mo go mmasepala																					
<b>Maemo a Ditšelete</b>			<b>R21 000 000</b>																					<b>R6 000 000</b>

Leina la porojeke:	Thabololo ya ditiro tsa Go Itshekisa Metsi a a Leswe a kwa Dibeng	Nomore ya Porojeke	GAM 004	Tleiase ya porojeke Ditameia, kgwebo, baagi	Ditlamelwa
<b>Thaloso ya porojeke</b> <i>Tiamela ka dint'ha tse di jaaka boleeli, tshekeleisa, bokgoni, jj.</i>	Thabololo ya Bodirelo iwa ga jaanong iwa Go Itshekisa Metsi a a Leswe a kwa Dibeng Tsamaiso ya ga jaanong e e tsenyaang metsi a selekanyo sa 0.3ML/ka letsatsi e a thabololoi a boithusetsa a selekanyo sa 1.5ML/ka letsatsi e e akaretsang Anaerobic Pond system. Thabololwa eno e a thokogea glore go kgonege go tsenya diphaepe tsa ka fa teng tse di tsamaisang leswe la matlwana a boithusetsa tsa boleeli jwa 3000HH mo lefelong.	Bomaleba jwa porojeke Malebana /e ditlhokoego tsa thabololo tsa lefelo	Gamagara LM e setse e tshwarragane le go tsenya diphaepe tsa ka fa teng tse di tsamaisang leswe la matlwana a boithusetsa mo toropong ya Deben ka thuso ya madi a MIG. Ba ne ba emisa go tsenya diphaepe tsa ka fa teng tse di tsamaisang leswe la matlwana a boithusetsa ka nthla ya go bo Bodirelo jwa Go Itshekisa Metsi a a Leswe bo ne go sa dire sentle.		
<b>Kgato ya porojeke monongwaga</b> <i>Kakanyothalo (C), Kgonego (F), Thamo le Therdara (D&amp;T), Tiragatso (J)</i>	Go di tsenya.	Badirisanimmogo mo porojekeng	Gamagara LM le COGHSTA (MIG)	In IDP (E/N)	IDP rev.
		Badirisanimmogo ba tshegetso ka madi	MIG e ne ya tshegetsa porojeke ya R33 milione ka madi mme R6 milione ya R33 milione e tshwanetse ya COUNTERFUNDED ke Gamagara LM [Khumani gore e thusa ka R6 000 000 e le counter funding]	Ee	2016/17
					2017
					MIG 1399
<b>Lefelo le porojeke e direlwang kwa go lone</b>	<b>Basolegelwa molemo</b>	3150 HH	Ditshwaelo	Deben yothle e tla solegelwa molemo ke porojeke eno	Tsimologo ya porojeke
	<b>Baagi</b>	Dibeng	LM	Gamagara LM	Diphalane 2017
	<b>Phaposikokelo</b>	2	DM	JTG DM	
					Go konelwa ga porojeke
					Sedimonthole 2019
<b>Palo ya ditiro e go lebeletsweng gore di tla thiamiwa</b>	<b>Mogolo wa Monna</b>	6	Mosha wa monna (<35)	8	PALOGOTLHE 20
	<b>Mogolo wa Mosasi</b>	2	Mosha wa mosetsana (<35)	4	Khutshawne (<35) O Magareng Bolelele jaw porojeke
					20 Telele Leruni

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22					
				Phukwi 2017 - SEetebosigo 2018	Phukwi 2018 - SEetebosigo 2019	Phukwi 2019 - SEetebosigo 2020	Phukwi 2020 - SEetebosigo 2021	Phukwi 2021 - SEetebosigo 2022																	
Tumalano fa gare ga Khumanie Gamagara LM	Moepo wa Khumanie Gamagara LM	Tshimologo	Porojeke e e Saenilweng le Tumalano ya Tshegetso ka Madi	x																					
Karolo e e Kgethegileng ya Porojeke Leano la Porojeke	Moepo wa Khumanie Gamagara LM	Thulaganyo	Karolo e e Kgethegileng ya Porojeke Leano la Porojeke e e Rebotsweng Tumalano ka tsamaiso ya go reka e setse e diriwe le go konelwa	x																					
Go dirwa ga ditiro tsa porojeke	Moepo wa Khumanie	Tiragatso	Dipego tsa kgwedi le kgwedi tsa kgatellopele le ditifikiit tsa tuelo		x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Go tswalwa ga porojeke	Moepo wa Khumanie	Go tswalwa	Dithomelo tsa bofelo di fittheletswe Pego ya go tswala																						
Go fetisetsa porojeke	Moepo wa Khumanie Gamagara LM	Go Tswa	Moletlo wa go rolela tiro mo go mmasepala																x						
<b>Maemo a Ditšelete</b>			<b>R6 000 000</b>																<b>R2 000 000</b>						

Leina la porojeke:	Tlhabololo ya seteišene se se pom pang diphaepe tse di tsamaisang leswe la matlwana a boithusetso Dibeng crossing)	Nomore ya Porojeke	GAM 005	Tleiasé ya porojeke Ditameia, kgwebo, baagi	Ditamelwa
<b>Thaloso ya porojeke</b> <i>Tlamela ka dinthha tse di jaaka boleeli, tshekelsa, bokgoni, jj.</i>	Tlhabololo ya seteišene se se pom pang diphaepe tse di tsamaisang leswe la matlwana a boithusetso kwa Deben crossing gore go kgonege go tsenya diphaepe tse di okersegileng tsaa tse di tsamaisang leswe la matlwana a boithusetso ka nthha ya kgoo ya baagi. Seno ke seteišene se segolo se se pom pang diphaepe tse di tsamaisang leswe la matlwana a boithusetso mo lefelong lotline ka Kathu. [Phopholeto ya tlhwatlhwa ke R8 000 000]	Bomaleba jwa porojeke <i>Malebana /e ditlhokoego tsa tlhabololo tsa lefelo</i>	Seteišene se se pom pang diphaepe tsotlhe tse di tsamaisang leswe la matlwana a boithusetso, go tswa kwa Kathu go fitlha kwa Madinelong a Go Itshekisa Metsi a a Leswe a kwa Kathu ke porojeke e bothokwa thata e e tshwanetseng go simolola ke Mmasepala. Mo tsamaeng ya 2009 kgato 1 ya porojeke ya go tsenngvwa ga diphaepe ka bontsi tse di tsamaisang leswe le matlwana a boithusetso e ne ya simololwa. Jaanong go bothokwa thata go tlhabolola seteišene se se pom pang diphaepe tse di tsamaisang leswe la matlwana a boithusetso ka gonne di dutta thata mo lefelong lengl, ka nthha ya go bo seteišene se se pom pang diphaepe tse di tsamaisang leswe la matlwana a boithusetso se sa dire sentle.	In IDP (E/N)	IDP rev.
<b>Kgato ya porojeke monongwaga Kakanyothalo (C), Kgonego (F), Tlhamo le Thendara (D&amp;T), Tiragotsi (I)</b>	Kgonego ya Porojeke	<b>Badirisanimmogo mo porojekekeng</b> <b>Badirisanimmogo ba tshegetso ka madi</b>	Gamagara LM, Moepo wa Khumani	Ngwaga	Nomoretsu petso ya Porojeke
	Basolegelwa molemo	12000HH	Ditshwaelo	Banni bottlhe kwa Kathu ba tla solegelwa molemo ke porojeke eno	Ee
<b>Lefelo le porojeke e direlwang kwa go lone</b>	Baagi	Kathu	LM	Gamagara LM	2016/17
<b>Palo ya ditiro e go lebeletsweng gore di tlh</b>	Phaposikokelo	5 ,6, 7	DM	JTG DM	2017
<b>tlhamiwa</b>	Mogolo wa Monna	5	Mosha wa monna (<35)	PALOGOTLHE	PWS0012
	Mogolo wa Mosasdi	5	Mosha wa mosetsana (<35)	Khutshawne (<5 m)	Seetebosigo 2018
				Go tswa ga porojeke	Sedimonthole 2020
				Go konelwa ga porojeke	Seetebosigo 2021
				Telele Leruri	

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Phukwi 2017 - SEetebosigo 2018	Phukwi 2018 - SEetebosigo 2019	Phukwi 2019 - SEetebosigo 2020	Phukwi 2020 - SEetebosigo 2021	Phukwi 2021 - SEetebosigo 2022	Phukwi 2020 - SEetebosigo 2021	Phukwi 2021 - SEetebosigo 2022	Phukwi 2021 - SEetebosigo 2022	Phukwi 2020 - SEetebosigo 2021	Phukwi 2021 - SEetebosigo 2022											
Tumalano fa gare ga Khumanile Gamagara LM	Moepo wa Khumanile Gamagara LM	Tshimologo	Porojeke e e Saenilweng le Tumalano ya Tshegetso ka Madi			X																		
Karolo e Kgethegieng ya Porojeke Leano la Porojeke	Moepo wa Khumanile Gamagara LM	Thulaganyo	Karolo e Kgethegieng ya Porojeke Leano la Porojeke e e Rébotsweng		X																			
Tlhamo ya ditiamelwa tse di sa tswang go rulaganngwa	Moepo wa Khumanile/Moenje nere	Tiragatso	Kgopolole pego e e sololetsang e e akaretsang tlhamo ya nthla Pego ya bofelo e e thamiliweng				X	X	X															
Go tlhomile konteraka e e tshwanelegang/motlamela ka dithoto	Moepo wa Khumanile	Tiragatso	Ditokomane tsa thendara Ditshwetsotsa kopano mo setsheng Lekwalo la go tlhomila ga konteraka/motiamela ka dithoto yo o tshwanelegang					X	X	X														
Go dirwa ga ditiro tsa porojeke	Moepo wa Khumanile/Moenje nere	Tiragatso	Dipego tsa kgwedi le Kgwedi tsakgateleopele Ditiikititsa tuelo Ditshwetsotsa kopano mo setsheng le dipego tsathathobo							X	X	X	X											
Go tswalwa ga porojeke	Moepo wa Khumanile	Go tswalwa	Dithomeio tsa bofelo ditlhethetswe Pego ya go tswala								X													
Go fetsetsa porojeke	Moepo wa Khumanile Gamagara LM	Go Tswa	Moletlo wa go roleta tiro mo go mmasepala									X												
<b>Maemo a Ditshelele</b>			<b>R8 000 000</b>																					
				<b>R500 000</b>																				
					<b>R3 000 000</b>																			
						<b>R1 500 000</b>																		

Leina la porojeke:	Lenaneo la Go Oielwa ga Matlakala	Nomore ya Porajeke	GAM 006	Tleiase ya porojeke Ditameia, kgwebo, baagi	Ditamelwa	
<b>Thaloso ya porojeke</b> <i>Tiamela ka dint'ha tse di i'aaka boleele, tshekeleisa, bokgoni, jj.</i>	Pattiso ya go bona kgonego ya porojeke mmogo le dipattisiso tsotthe ka dilo tsa setegeniki mo lefelong la porojeke le dipattisiso tsa EIA go bona gore lefelo le le ntsha le le tshwanetang go nna la go katela mattakala ke lefe mo Dibeng gore Kathu, Sesheng, Mapoteng le Dibeng di solegeline molemo.	Bomaleba jwa porojeke <i>Malebana /e ditlhokego tsa thabololo tsa lefelo</i>	Lefelo la ga jaanong jaana la go katela mattakala kwa Dibeng le tla tlala mo dingwageng di le 2 tse di ttang. Mmasepala o tshwanetse go simolola ka ditsela tsa thulaganyo e e tilhogekang ya go tilhaola le go reka setsha se se ntsha se se tshwaenetseng.			
<b>Kgato ya porojeke monongwaga</b> <i>Kakanoyothalo (C), Kgonego (F), Tlhano le Thendara (D&amp;T), Tiragatso (I)</i>		<b>Badirisanimmogo mo porojekeng</b>	Gamagara LM	In IDP (E/I)	IDP rev.	
	Kakanoyothalo	<b>Badirisanimmogo ba tshegetso ka madi</b>	Porojeke ya MG e santse e letetse go kwadisiwa gore e kgone go simololwa. Gamagara LM e tla tshegetso patlisiso ya go bona kgonego ya porojeke ka madi [Khumania e tla thusa ka R5 000 000 e tla bong e le counter funding ya dipattisiso tsotthe tsa seporofešenale le dipattisiso]	Ee	2016/17	2017
			Ditshwaelo	Go tla berekanwa le mattakala otthe a a thata kwa lefelong la Mattakala a a Thata kwa Dibeng	Tshimologo ya porojeke	Ferikgong 2020
<b>Lefelo le porojeke e direlwang kwa go lone</b>	<b>Baagi</b>	Deben	LM	Gamagara LM	Go konelwa ga porojeke	Mopitlwe 2022
	<b>Phaposikokelo</b>	1, 2, 5, 6, 7	DM	JTG DM	Go tswa ga porojeke	Mopitlwe 2022
<b>Palo ya ditiro e go lebeletsweng gore di tla tlhamiwa</b>	<b>Mogolo wa Monna</b>	2	<b>Mosha wa monna (&lt;35)</b>	<b>PALOGOTLHE</b>	<b>5</b>	
	<b>Mogolo wa Mosasdi</b>		<b>Mosha wa mosetsana (&lt;35)</b>	<b>Khutshawne (&lt;5 m)</b>	<b>O Magareng Bolele jaw porojeke</b>	<b>Telele Leruri</b>

Matswela	Bolkarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22				
				Q1 Q2 Q3 Q4				Q1 Q2 Q3 Q4				Q1 Q2 Q3 Q4				Q1 Q2 Q3 Q4				Q1 Q2 Q3 Q4				
				Phukwi 2017 - SEetebosigo 2018				Phukwi 2018 - SEetebosigo 2019				Phukwi 2019 - SEetebosigo 2020				Phukwi 2020 - SEetebosigo 2021				Phukwi 2021 - SEetebosigo 2022				
Tumalano fa gare ga Khumanile Gamagara LM	Moepo wa Khumanile Gamagara LM	Tshimologo	Porojeke e e Saenilweng le Tumalano ya Tshegetso ka Madi																					
Karolo e e Kgethegileng ya Porojeke Leano la Porojek	Moepo wa Khumanile Gamagara LM	Thulaganyo	Karolo e e Kgethegileng ya Porojeke Leano la Porojek e Rebotsweng				x																	
Konteraka/mottamela ka ditirelo yo o tshwanelegang yo o thhometsweng go dira dipatisiso tse di farologaneng tsa go dira dithulganyo	Moepo wa Khumanile Gamagara LM	Tiragatso	Ditokomane tsa thendara Dithshwetsotso tsa kopano mo setsheng Lekwalo la go tlhomia ga konteraka/mottamela ka ditirelo kgotsa mottamela ka dithhoto yo o tshwanelegang Dipego tsa kgwedi le kgwedi tsa kgatelopele													x	x	x	x	x	x	x	x	
Go dirwa ga ditiro tsa porojeke	Moepo wa Khumanile/Moenjenere	Tiragatso	Ditifikeiti tsa tuelo Dithshwetsotso tsa kopano mo setsheng le dipego tsa tlathhobo													x	x	x	x	x	x	x	x	
Go tswalwa ga porojeke	Moepo wa Khumanile	Go tswalwa	Dithomelo tsa bofelo di fittheletswe Konela pego ka dithshitsinyo tsa dithopho tse di gaisang tsotthe tsa lefo le le ntšna la go katela mattakala.													x								
Go fetisetsa porojeke	Moepo wa Khumanile Gamagara LM	Go Tswa	Moleto wa go rolela tiro mo go mmasepala																				x	x
<b>Maemo a Ditšhelete</b>																								<b>R5 000 000</b>
																								<b>R2 500 000</b>

<b>Leina la porojeke:</b>	<b>Kgodiso le katiso – Porojeke ya go dira difenišhara</b>		<b>Nomore ya Porojekē</b>	<b>GAM 007</b>	<b>Tleiasé ya porojeke Ditameia, kgwebo, baagi</b>	<b>Lefapha la kgwebo</b>
<b>Thaloso ya porojeke</b> <i>Tiamela ka dint'ha tse di iaka boleele, tshekelesa, bokgoni, jj.</i>	Lenaneo la Thabololo ya Kgwebo mo intasetering ya bokhapentara le ya go dira difenišhara	Bomaleba jwa porojeke <i>Malebana /e ditlhokoego tsa thabololo tsa lefelo</i>	Bomaleba jwa porojeke <i>Malebana /e ditlhokoego tsa thabololo tsa lefelo</i>		Eno ke tšhono ya kgwebo le ya tlhabololo ya dikgono tsa tiro go dirisa bodirelo jwa khapenteri jo bo kwa Dibeng ka bottalo.	
<b>Kgato ya porojeke monongwaga Kakanyothalo (C), Kgonego (F), Thamo le Therdara (D&amp;T), Tiragatso (I)</b>	Kgonego ya Porojekē	Badirisanimmogo mo porojekeng	Mmasepala wa Gamagara	In IDP (E/N)	IDP rev.	Ngwaga
		Badirisanimmogo ba tshegetso ka madi	Ga bo yo	Ee	2016/17	2017
	Basolegela wa molemo	Ditshwaelo		Go tlhabololo dikgono go ya pele tsa tiro ya ba ba setseng ba tlhaotswe ba ba tilleng go solegeiba molemo ba ileng ba katisiwa kwa bodirelong jwa khapenteri ka 2016	Tshimologo ya porojeke	Phukwi 2019
<b>Lefelo le porojeke e direlwang kwa go lone</b>	Baagi	Gamagara LM	LM	Mmasepala wa Selegae wa Gamagara	Go konelwa ga porojeke	Sedimonthole 2021
	Phaposikokelo	Go Tsotlhe	DM	Mmasepala wa Kgaolo wa John Taolo Gaetseve	Go tswa ga porojeke	Sedimonthole 2021
<b>Palo ya ditiro e go lebeletsweng gore di tla tlhamiwa</b>	Mogolo wa Monna	Mosha wa monna (<35)	5	<b>PALOGOTLHE</b>	<b>5</b>	
	Mogolo wa Mosasdi	Mosha wa mosetsana (<35)		Khutshawne (<5 m)	O Magareng Bolelele jaw porojeke	Telele Leruri 5

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22			
				Phukwi 2017 - SEetebosigo 2018	Phukwi 2018 - SEetebosigo 2019	Phukwi 2019 - SEetebosigo 2020	Phukwi 2020 - SEetebosigo 2021	Phukwi 2021 - SEetebosigo 2022	Phukwi 2021 - SEetebosigo 2022	Phukwi 2020 - SEetebosigo 2021	Phukwi 2021 - SEetebosigo 2022												
Go lateleta metao	Moepo wa Khumani	Thulaganyo	Bontsi jwa tiro e e feleleditsweng go tlamelia ka ditlhoko tsa tlhabololo	X																			
Katiso le Thlabobolihale	Moepo wa Khumani	Tiragatso	Ditumalano tsa tlhabololo tse di saeniweng le ba ba tha solegeliwang molemo		X	X	X	X															
Tshegtso ya kgwebo	Moepo wa Khumani	Tiragatso	Ema di KPI ka lefoko go ya ka polane ya tlhabololo		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
		Go Tswa	Go rolela porojeke mo go mmasepala																				X
<b>Maemo a Ditšelete</b>				<b>R3 000 000</b>				<b>R600 000</b>				<b>R600 000</b>				<b>R600 000</b>				<b>R600 000</b>			

Leina la porojeke:	Katiso le kgodiso ka dikgono tsa morago ga go rola tiro.	Nomore ya Porojeke	GAM 008	Tleiasa ya porojeke Ditameia, kgwebo, baagi	Lefapha la kgwebo
<b>Thaloso ya porojeke</b> <i>Tiamela ka dintlhá tse di iaa ka boleele, tshekeleisa, bokgoni, jj.</i>	Katiso le kgodiso ya dikgono itsa morago ga go rola tiro tse di tla thusang ba ba sa berekeng, dikgweboplana tse di fatlhogang le/kgotsa tse di leng teng gore di tlhomelie ka dikgono tse di thokegang le/kgotsa diidrisiwa tsa go tsena mo mmarakeng.	<b>Bomaleba jwa porojeke</b> <i>Malebana /e ditlhokego tsa tlhabololo tsa lefelo</i>	<b>Bomaleba jwa porojeke</b> <i>Malebana /e ditlhokego tsa tlhabololo tsa lefelo</i>	Eno ke tšhono ya kgwebo le ya tlhabololo ya dikgono tsa tiro ya go dirisa bodirelo iwa bokhapentara jo bo kwa Dibeng ka bottlo jo bo leng kwa lefelong la intaseteri la Khathu.	
<b>Kgato ya porojeke monongwaga</b> <i>Kakanyothalo (C), Kgonego (F), Thhamo le Therndara (D&amp;T), Tiragatso (I)</i>	Kakanyothalo	<b>Badirisanimmogo mo porojekeng</b> <b>Badirisanimmogo ba tshegetso ka madi</b>	Mmasepala wa Gamagara Ga bo yo	In IDP (E/N)	IDP rev.
<b>Lefelo le porojeke e direlwang kwa go lone</b>	<b>Basolegelwa molemo</b>	150	Ditshwaelo	Mofuta wa katiso o tla ikaega ka se se tlhogegang mo mmarakeng	2016/17
<b>Phaposikokelo</b>	Baagi	Gamagara LM	LM	Mmasepala wa Selegae wa Gamagara	2017
<b>Palo ya ditiro e go lebeletsweng gore di tla thamiwa</b>	Go Tsotlhe	DM	Mmasepala wa Kgaoło wa John Taolo Gaetsewe	Go tswa ga porojeke	
	Mogolo wa Monna	40	Mosha wa monna (<35)	PALOGOTLHE	150
	Mogolo wa Mosasdi	35	Mosha wa mosetsana (<35)	Khutshawne (<5 m)	O Magareng Boleele jaw porojeke
				30	Telele Lerur' 2

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22					
				Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3	
				Phukwi 2017 - SEetebosigo 2018				Phukwi 2018 - SEetebosigo 2019				Phukwi 2019 - SEetebosigo 2020				Phukwi 2020 - SEetebosigo 2021				Phukwi 2021 - SEetebosigo 2022					
Mabaka a go Tlhongwa ga Kgwebo	Moepo wa Khumani	Tshimologo	Bontsi jo bo felelditsweng le leanogwebo	X																					
Thulaganyo ya Theko ya botsamaisi jwa kago (tlhabololo ya tiro ya mothamela ka dithoto)	Moepo wa Khumani	Thulaganyo	Leano la Botsamaisi jwa Porojeke le Tšhata	X																					
Katiso le kgodiso ka dikgono tsa morago ga go rola tiro. (Basolegwla molemo ba le 30 ka ngwaga)	Moepo wa Khumani	Tiragatso	Dipego tsa kgatelopele Dititikeiti itsa phithhelelokgolo	X		X		X		X		X		X		X		X		X		X			
<b>Maemo a Ditšelete</b>			<b>R7 000 000</b>	<b>R2 000 000</b>		<b>R1 500 000</b>		<b>R2 000 000</b>		<b>R1 500 000</b>		<b>R1 500 000</b>		<b>R1 500 000</b>		<b>R1 500 000</b>		<b>R1 500 000</b>		<b>R1 500 000</b>		<b>R1 500 000</b>			

Leina la porojeke:	Dibasari tsa baagi tsa Khuman	Nomore ya Porojeke	KHU 001	Tleiase ya porojeke Ditameia, kgwebo, baagi	Lefapha la baagi
<b>Thaloso ya porojeke</b> <i>Tiamela ka dintlh</i> <i>tse di iaka bolele,</i> <i>tshikeleisa,</i> <i>bokgoni, jj.</i>	Go abela baithuti ba ba tshwanelegang dibasari tsa morago ga kalogo ba ba nnang mo mafelong a Mmasepala wa Gamagara kgotsa wa Ga-Segonyana.	<b>Bomaleba jwa porojeke</b> <i>Malebana /e ditlhokego tsa thabolo tsalefelo</i>		Eno ke tšhono ya thabolo ya dikgono tsa tiro tsa baithuti gore ba ithutele dikirii ya tiro ya moepo kgotsa ya ditiro tse di sa amanteng le moepo go ba thusa gore go batlanwe le batho ba mofuta wa bone mo mmarakeng wa tiro.	
<b>Kgato ya porojeke monongwaga</b> <i>Kakanyothalo (C), Kgonego (F), Thamo le Therdara (D&amp;T), Tiragatso (I)</i>	Go tsengwa tirisong	<b>Badirisanimmogo mo porojekeng</b> <b>Badirisanimmogo ba tshegetso ka madi</b>	Mmasepala wa Selegae wa Gasegonyana le Mmasepala wa Gamara	In IDP (E/I)	IDP rev.
		Ga bo yo	Ee	2016/17	2017
		<b>Ditshwaelo</b>	Go dirilwe dithulaganyo tsa dibasari tse di tserweng go tswa go SLP2	<b>Tshimologo ya porojeke</b>	Phukwi 2017
<b>Lefelo le porojeke e direlwang kwa go lone</b>	<b>Basolegelwa molemo</b>	Mmasepala wa Selegae wa Gamagara, Mmasepala wa Selegae wa Gasegonyana	Mmasepala wa Selegae wa Gasegonyana	<b>Go konelwa ga porojeke</b>	Sedimonthole 2020
	<b>Baagi</b>	LM			
			Mmasepala wa Kgaolo wa John Taolo Gaetsweve		
	<b>Phaposikokelo</b>	Go Tsotthe	<b>DM</b>	<b>Go tswa ga porojeke</b>	Sedimonthole 2020
	<b>Mogolo wa Monna</b>		<b>Mosha wa monna (&lt;35)</b>	<b>PALOGOTLHE</b>	
<b>Palo ya ditiro e go lebeletsweng gore di tlathamiwa</b>	<b>Mogolo wa Mosasdi</b>		<b>Mosha wa mosetsana (&lt;35)</b>	<b>O Magareng Boletele jaw porojeke</b>	<b>Telele Leruri</b>

Matswela	Boikarabelo	KPA	KPI	2017/18				2018/19				2019/20				2020/21				2021/22			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
				Phukwi 2017 - SEetebosigo 2018				Phukwi 2018 - SEetebosigo 2019				Phukwi 2019 - SEetebosigo 2020				Phukwi 2020 - SEetebosigo 2021				Phukwi 2021 - SEetebosigo 2022			
Tshegetso e e tswelelang pele ya baithuti ba le 9 e tserwe go tswa go SLP2	Moepo wa Khumanı	Tiragatso	Ditumalano tse di saenilweng ts a baithuti Kalogo ya baithuti ba ba tshwanelegang ka 2017	x	x	x	x																
Go amogelwa ga baithuti ba le 3 ba ba ntsha (2018)	Moepo wa Khumanı	Tiragatso	Ditumalano tse di saenilweng ts a baithuti Kalogo ya baithuti ba ba tshwanelegang ka 2018	x	x	x	x																
Tshegetso e e tswelelang pele ya baithuti ba ba ikwadiseditseng basari	Moepo wa Khumanı	Tiragatso	Ditumalano tse di saenilweng ts a baithuti Kalogo ya baithuti ba ba tshwanelegang ka 2019 le ka 2020	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
<b>Maemo a Ditshelele</b>			<b>R2 000 000</b>					<b>R750 000</b>				<b>R650 000</b>			<b>R450 000</b>			<b>R150 000</b>					

Leina la porojeke:	Tshegetso ya tsa kalafi ya Bookelo jwa Kurumane	Nomore ya Porojeke	GS 003	Tleiasé ya porojeke Ditameia, kgwebo, baagi	Lefapha la baagi
<b>Thaloso ya porojeke</b> <i>Tiamela ka dint'ha tse di iaka boleele, tshekelesa, bokgoni, jj.</i>	Go tokafatsa pholo ya baagi ba lefelo la mmasepala wa Ga-Segonyane ka go thusa bookelo jwa Kurumane ka dithoto tsa kalafi kgotsa ka didirisawa (ka sekai, dilo tsa go ala malao).	<b>Bomaleba jwa porojeke</b> <i>Malebana /e ditlhokego tsa thabololo tsa lefelo</i>	Go thusa Bookelo jwa Kurumane ka dithoto tsa kalafi le/kgota ka didirisawa tsa kalafi go tlatseletsa mo tirong yago tokafatsa ditirelo tsa kalafi tse bo di dirang.		
<b>Kgato ya porojeke monongwaga</b> <i>Kakanoythalo (C), Kgonego (F), Thamo le Therndara (D&amp;T), Tiragatso (I)</i>	Kakanyothalo	<b>Badirisanimmogo mo porojekeng</b> <b>Badirisanimmogo ba tshegetso ka madi</b>	Mmasepala wa selegae wa Ga-Segonyana le Lefapha la Pholo	In IDP (E/N)	IDP rev.
				Nnyaa	1
					2017
<b>Basoleglwa molemo</b>	5551 HH	Ditshwaelo	Selo sa nthaa go akanya ka sone ke go etelediwa kwa pele ga dikago tsa pholo kwa lefelong la Kurumane	Tshimologo ya porojeke	Phukwi 2019
<b>Baagi</b>	Ga- Segonyane	LM	Mmasepala wa Selegae wa Ga-segonyana	Go konelwa ga porojeke	Mopitlw 2021
<b>Lefeloi le porojeke e direlwang kwa go lone</b>	Phaposikokelo	DM	Mmasepala wa Kgaolo wa John Taolo Gaetseve	Go tswa ga porojeke	Seetebosigo 2021
<b>Mogolo wa Monna</b>	0	Mosha wa monna (<35)	<b>PALOGOTLHE</b>	<b>0</b>	
<b>Mogolo wa Mosasdi</b>	0	Mosha wa mosetsana (<35)	Khutshawne (<5m)	O Magareng Boleele jaw porojeke	Telele Leruri 0

Matswela	Boikarabelo	KPA	KPI	2017/18								2018/19								2019/20								2020/21							
				Phukwi 2017 - SEetebosigo 2018				Phukwi 2018 - SEetebosigo 2019				Phukwi 2019 - SEetebosigo 2020				Phukwi 2020 - SEetebosigo 2021				Phukwi 2021 - SEetebosigo 2022															
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4																				
Tumalano fa gare ga Khumanile Mmasepala wa Selegae wa Ga-Segonyane le Lefapha la Pholo	Moepo wa Khumanile	Tshimologo	Porojeke e e Saenlweng le Tumanano ya Tshegetso ka Madi																																
Karolo e e Kgethegileng ya Porojeke Leano la Porojeke	Moepo wa Khumanile	Thulaganyo	Karolo e e Kgethegileng ya Porojeke Leano la Porojeke e e Rebosweng																																
Go tlhaloganya ditlhoko tsa lefelo la photo/tirelo mo lefelong	Moepo wa Khumanile	Tiragatso	Pego ya tshekatshek ya ditlhoko le ditshishinyo																																
Go simolowa ga ditiro/go battana le didiriswa	Moepo wa Khumanile	Tiragatso	Dipego tsa kgatelopele Thomelo ya dintitha tse di kwadiiweng																																
Leano la go Tsوا	Moepo wa Khumanile le Lefapha la Pholo	Go Tsوا	Moletlo wa go rolela tiro mo go mmasepala																																
<b>Maemo a Ditšelete</b>				<b>R1 500 000</b>								<b>R1 500 000</b>								<b>R1 350 000</b>								<b>R1 350 000</b>							

Leina la porojeke:	Lenaneo la ABET	Nomore ya Porojeke	GAM 009	Tleiasé ya porojeke Ditiameia, kgwebo, baagi	Tleiasé ya porojeke Ditiameia, kgwebo, baagi	Lefapha la baagi
<b>Thaloso ya porojeke</b> <i>Tiamela ka dint'ha tse di iaka boleele, tshekelesa, bokgoni, jj.</i>	Go tshegetsa lenaneo la Thuto ya Bagolo ya Motheo le Katiso mo lefelong la Mmasepala wa Gamara.	<b>Bomaleba jwa porojeke</b> <i>Malebara /e ditthokego tsa thabololo tsa lefelo</i>		Eno ke tshono ya thabololo ya dikgono tsa tiro tsa maloko a baagi a a berekang le a a sa berekeng mo lefelong la Mmasepala wa Gamara.		
<b>Kgato ya porojeke monongwaga Kakanyothalo (C), Kgonego (F), Thhamo le Therndara (D&amp;T), Tiragatso (I)</b>	Kakanyothalo	<b>Badirisanimmog o mo porojekekeng</b> <i>o ba tshegetso ka madi</i>	Mmasepala wa Gamagara	In IDP (E/I)	IDP rev.	Ngwaga
			Ga bo yo	Ee	2016/17	2017
	Basolegelwa molemo	10	Ditshwaelo	Leno ke lenaneo la thabololo ya dikgono itsa tiro mme ga go a lebelelwa gore go nne le ditiro dipe ka nako ya go thomiwa ga porojeke.	Tshimologo ya porojeke	Phukwi 2020
<b>Lefelo le porojeke e direlwang kwa go lone</b>	Baagi	Gamagara LM	Mmasepala wa Selegae wa Gamagara		Go konelwa ga porojeke	Sedimonthole 2021
	Phaposikokelo	Go tla lejwa gore ke efe	DM	Mmasepala wa Kgaoalo wa John Taolo Gaetsewe	Go tswa ga porojeke	Sedimonthole 2021
<b>Palo ya ditiro e go lebeletsweng gore di tla thihamiwa</b>	Mogolo wa Monna	Mosha wa monna (<35)	0	<b>PALOGOTLHE</b>	<b>0</b>	
	Mogolo wa Mosasdi	Mosha wa mosetsana (<35)	0	Khutshawne (<5 m)	O Magareng Boleele jaw porojeke	Telele Leruri 0

Matswela	Boikarabelo	KPA	KPI	2017/18								2018/19								2019/20								2020/21												
				Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4						
				Phukwi 2017 - SEetebosigo 2018								Phukwi 2018 - SEetebosigo 2019								Phukwi 2019 - SEetebosigo 2020								Phukwi 2020 - SEetebosigo 2021												
Mabaka a go Thlongwa ga Kgwebo	Moepo wa Khumanि	Tshimologo	Bontsi jo bo felelditsweng le leanokgwebo																																					
Thulaganyo ya Theko ya motlamela ka ditirelo yo o katisiwang	Moepo wa Khumanि	Thulaganyo	Leano la Botsamaisi jwa Porajeke le Tšhata																																					
Katiso e Dirilweng	Moepo wa Khumanि	Tiragatso	Dipego tsa kgatelopele Ditifikeiti tsa phithlelokgolo																																					
Go tswalwa ga porojeke	Moepo wa Khumanि	Go Tswa	Go tswalwa ga porojeke Ditifikeiti tsa phithlelokgolo																																					
<b>Maemo a Ditšelete</b>			<b>R1 000 000</b>																																					
			<b>R500 000</b>																																					



### 3.5 Tlamelo ka Matlo le Maemo a Badiri ba Moepo ba Tshelelang mo go One

Khumani e tlhomile mogopolo mo go batlaneng le badiri go tswa mo tikologong ka boikaelo jwa gore 60% ya badiri e nne ba ba tswang mo mafelo ao badiri ba romelwang go tswa kwa go one Khumanie gatelela gore badiri ba nne le tshono ya go nna le ba malapa a bone mo tikologong e ka metlha e tla nnang e e siametseng bonno jwa batho le gore ba nne le tshono ya go nna le seabe mo go kokoanyeng khumo ka go nna le kago ya konokono ya bonno le gore kgabagare e neye badiri dipampiri tsa semolao tsa bosupi jwa go nna le ntlo. Ka ntla ya moo, Khumanie tlhomile mogopolo thata mo kgannyeng ya Go Nna le Ntlo ya Gago mme ka Leano la Tlamelo ka Matlo, e naya badiri botlhe tshono ya go tsaya karolo mo sekaong sa go nna le ntlo ya gago.

Ka jalo Moepo o rotloetsa thulaganyo ya go nna le ntlo ya gago e bile o rotloetsa badiri go nna le seabe mo sekemeng sa thuso ya go reka matlo sa ditlamo kgotsa go nna le ntlo e e leng ya gago mo go mongwe wa bommasepala ba semmuso gaufi le moepo.

Go bonwa palogotlhe ya ditsha tsa bonno tse di baakantsweng sentle di le 1 260 kwa Kathu. Go ya pele, go agilwe matlo a le 963 mo ditsheng tseno fa e sa le go simololwa ka sekema sa tlamelo ka matlo sa dikema mme ba diri ba le 763 ba Khumanie ba thusitswe gore e nne beng ba matlo a bone ka sekema seno. Matlo a le 106 kwa Kathu a rentisediwa badiri le dikonteraka. Mo godimo ga se se umaklweng fa godimo beng ba matlo a poraefete ba le 93 ba ile ba thusiwa ke moepo ka sekema sa go nna le ntlo ya gago ya poraefete.

Moepo o leka go tswelela pele ka go tokafatsa boleng jwa mafelo a bonno a badiri ba one ka:

- Go tlamela ka thuso ya go reka matlo e e tshegetsang moono wa go nna le ntlo ya gago mo go lengwe le mafelo a semmuso la mmasepala gaufi le moepo; le
- Thotloetso ya botlhokwa jwa go nna le ntlo ya gago le mesola ya teng – le go ruta badiri ka mananeo a a amanang le go tshela ka bajete ya gago le go tlhopha ntlo. Khumanie na le lenaneo la HomeWise la beng botlhe ba ka moso ba matlo;

Moepo o tlhamile leano la tlamelo ka matlo la Khumanie jaaka go botshitswe mo lenaanethalo 55, le le simolotseng ka FY 2007 mme le tswelela go fetoga le go tokafadiwa le go tsenngwa tirisong. Go ne ga tlhomiwa kopano ya tlamelo ka matlo jaaka kgato ya go tlhatlhoba ka metlha ditlhoko tsa badiri tsa tlamelo ka matlo.

#### Lenaanethalo 43: Leano le le Logetsweng Maano la go Tlhomiwa ga Leano la Tlamelo ka Matlo kwa Moepong wa Khumanie

Leanotiro le le Logetsweng Maano la Tlamelo ka Matlo	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Patlisiso ya ntla malebana le boemo jwa ga jaanong jaana jwa tlamelo ka matlo le ditlhoko tsa badiri e ne ya wediwa ka 2015.	Khumani HR / Kokoano ya Tlamelo ka Matlo	E Konetswe
Go nna teng ga matlo a semmuso le/kgotsa ditsha mo teng ga GSLM, go ne ga tlhaolwa setlhophya ba sa badiri sa GLM le TLM mme ga bapalwa ditsha tse di lekaneng le go di baakanya.	Setlamo sa Tlhabololo sa Tlamelo ka Matlo sa Khumanie	E Konetswe
Go ruta setlhophya sa badiri go fitlhelela madi a tshwanetseng go reka kaone matlo a a leng teng kgotsa go ikagela abone.	Setlamo sa Tlhabololo sa Tlamelo ka Matlo sa Khumanie	Le a tswelela
Go ne ga dirwa thulaganyo ya go thusa badiri go kgona go fetofetoga fa go nna le diphetogo dingwe mo matshelong a bone go tlhofofatsa tlhabololo ya go nna le ntlo e kgolwane kgotsa go tlhofofatsa dilo gore a nne le ntlo ya maemo a a kwa tlase mo teng ga sekema sa go nna le ntlo ya gago.	ARM / Kokoano ya Tlamelo ka Matlo /Setlamo sa Khumanie sa aga Matlo	Le a tswelela
Motlotlo o o tswelelang pele wa Kgolagano le Diltlamo tse Dingwe wa go batla tharabololo ya go simolola thulaganyo e nngwe gape e e akaretsang botlhe ya go thusa badiri ka go reka matlo, e leng ba ba tlhophang go nna mo lefatsheng la morafe gaufi le moepo.	ARM / Kgolagano le Diltlamo tse Dingwe	Le a tswelela

Leanotiro le le Logetsweng Maano la Tlamelo ka Matlo	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Go tlhatlhoba boemo jwa katlego le ditlhuelo tsa togamaano ya Moepo ya go tlamela ka matlo malebana le go tlhabololo/go boloka ditekanyetso tsa tlamelo ka matlo fa gare ga badiri le ditshitshinyo tsa gore seno seka tokafadiwa jang	Kokoano ya Tlamelo ka Matlo	Ka Kwatara

Malebana le tlamelo ka matlo, Moepo wa Khumanı o dira dilo tumalanong le Tšhata ya Moepo ya 2014, ka gonane Khumanı ga e ise e ke e dirise tsamaiso ya hosetele. Go fetola dihosetele gore e nne diyuniti tse di nnang motho a le mongwe ga e ise e ke e nne bothata malebana le Molao.

Go tloga fano, tsamaiso ya KHDC ya go nna le matlo a poraefete e tla tswelela pele go dirisiwa ka ditlhopho tsa yone tse di farologaneng tsa matlo, ke gore, go reka, go renta, jj. Setlamo se setse se rekile lefatshe le le lekaneng la mmasepala gore go agiwe mo go lone mo isagweng fa go tlhokega, mme matlo a a agilweng (ditsha tse di baakantsweng/matlo a a setseng a agilwe le lefatshe), a setse a le teng go ka rekwa kgotsa go rentiwa.

Morago ga ditherisano le mokgatlho wa badiri, setlamo se simolotse thulaganyo ya nakwana ya go thusa badiri bothle ba ba setseng ba ba sa nneng le seabe mo thulaganyong ya ga jaanong ya go reka matlo/go tlhopho matlo ka madi a go reka matlo a bokana ka R1000.00 ka kgwedi pele go gogwa lekgetho mo go one. Thulaganyo eno ya nakwana e tla tswelela go fitlha go dirwa tumalano/tlhopho ya bofelofelo ya go tshegetsu badiri ba ba nnang mo mafatsheng a morafe ba ba sa kgoneng go bona setlankana sa bosupi jwa go nna le ntlo, mo godimo ga thulaganyo ya ga jaanong jaana ya KHDC ya go nna le ntlo ya poraefete.

Memorantamo wa Tumalano malebana le seno o konetswe le mokgatlho wa badiri. Setlhopho sa maemo a a kwa godimo (maemo a Mokhuduthamaga) sa Tlamelo ka Matlo sa baemedi ba Bosetšhaba le ba Mokgatlho wa Kgaolo, kemedi ya Bosetšhaba ya DMR, kemedi ya Lefapha la Tlhabololo ya Metseselegae, jj se setse se tlhomilwe gore se dire dipatlisiso le go tshitshinya mokgwa o o kgonang go itsetsepela wa tlamelo ka matlo wa Assmang go tloga fano go ya pele. Setlhopho seno se tiro se ititeile sehuba gore se tlie go tshitshinya mokgwa o o kgonang go itsetsepela wa tlamelo ka matlo mo dikgweding di le 12 morago ga go romela Leanotiro leno kwa DMR. Mokgwa ono, gareng ga tse dingwe, o tla lepalepanngwa le melawana le ditaelo tsa tlamelo ka madi tsa MPRDA. Ka jalo, Khumanı e simolola go dirisa mokgwa wa tlamelo ka matlo o o lepalepanngwang le MPRDA go tloga fano go ya pele.

Khulanı e dirile gore go nne le R25 milione ka ngwaga (palogotlhe ya R125 milione) gore e diragatse maikarabelo a yone a tlamelo ka matlo mo dingwageng di le 5 tse di tlang tsa SLP3. Thuso eno ya tsa ditšelete e theilwe mo dithusong tsa ga jaanong jaana tsa go thusa badiri ka madi a go reka matlo go akaretsa le "thuso ya nakwana ya madi a go reka matlo" e e newang badiri ba ba sa diriseng sekema sa ga jaanong jaana sa go tlhopho go nna le matlo a bone.

### 3.6 Leanotheko

Khulanı e tlhamile leanotheko le boikaelelo jwa lone leng go tlamela HDSA le baagi ba ba leng gaufi le yone ka boemo mo ba bo eletsang jwa go tlamela ka dithoto tsa ditheklo tsa mefuta yotlhe, e leng dithoto le ditirelo. Khulanı e dirisa theko e go elediwang gore go dirisiwe yone jaaka mongwe wa mekgwa e e ka pele go rotloetsa Tlhabololo ya Ikonomi ya Selegae mo gare ga baagi ba ba amiwang ke ditiro tsa yone.

Pholisi e buelela mokgwa o o latelang:

- Go tlhokega batlamela ka dithoto ba ba ntšha gore ba senole tshedimosetso ka mananeo a go nna le ntlo/go laola le mananeo a BEE mo teng ga setlamo;
- Khulanı e tlhomile dikgato tsa go baya leitlho maemo a batlamela ka dithoto ba ba farologaneng le go a netefatsa le go tlhomamisa gore tshedimosetso eo e boammaarui;
- Go tlhaola ditirelo dingwe le kgotsa dikumo tse di nang le HDSA/ Batlamela ka Dithoto ba ba lekaneng le go laletsa batlamela ka dithoto bano fela gore ba nne le seabe mo thulaganyong ya theko (ke gore, go laola ditshono tsa dithendara);

- Moo go tshwanelang gone, kgaoganya dikonteraka le diporojeke ka dikarolo tse dinnye go tlamela batlamela ka dithoto ba ba santseng ba fatlhoga ka ditšhono;
- Tlhamang mekgwa ya go tlhoma maduo gore boBEE le go tlamela ka dithoto go tswa mo nageng ya rona go etelediwe kwa pele;
- Go tlhoma ditumalano tse di siameng tsa tuelo ya HDSA le di SMME tsa mo gae
- Go tshwanetse go dirisiwe pele dikumo le ditirelo tse HDSA e tlamelang ka tsone;
- Go tlhaola dikumo tse di tswang mo nageng ya rona le tse go nang le kgonego ya gore di kopanngwe le Lenaanethabolo la Tlamelo ka Dithoto.

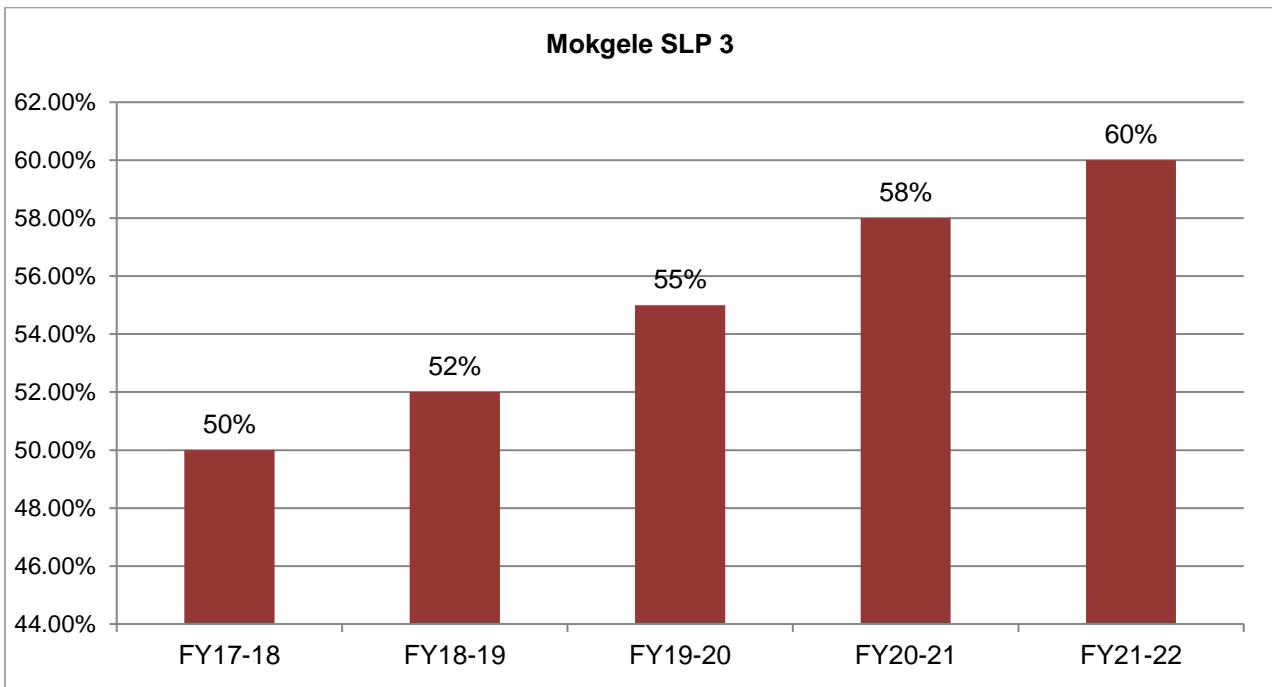
Moepo wa Maanyatshipi wa Khumanı o naya DMR Foromo T e e batlegang kwa bokhutlong jwa modikologo mongwe le mongwe wa go ntsha pego ngwaga le ngwaga, go ya ka patlafalo e go e e tlhomilweng semolao.

Lenaanethalo le le fa tlase le supa leanotiro la go reka le le tla tlhomiwang ke Moepo.

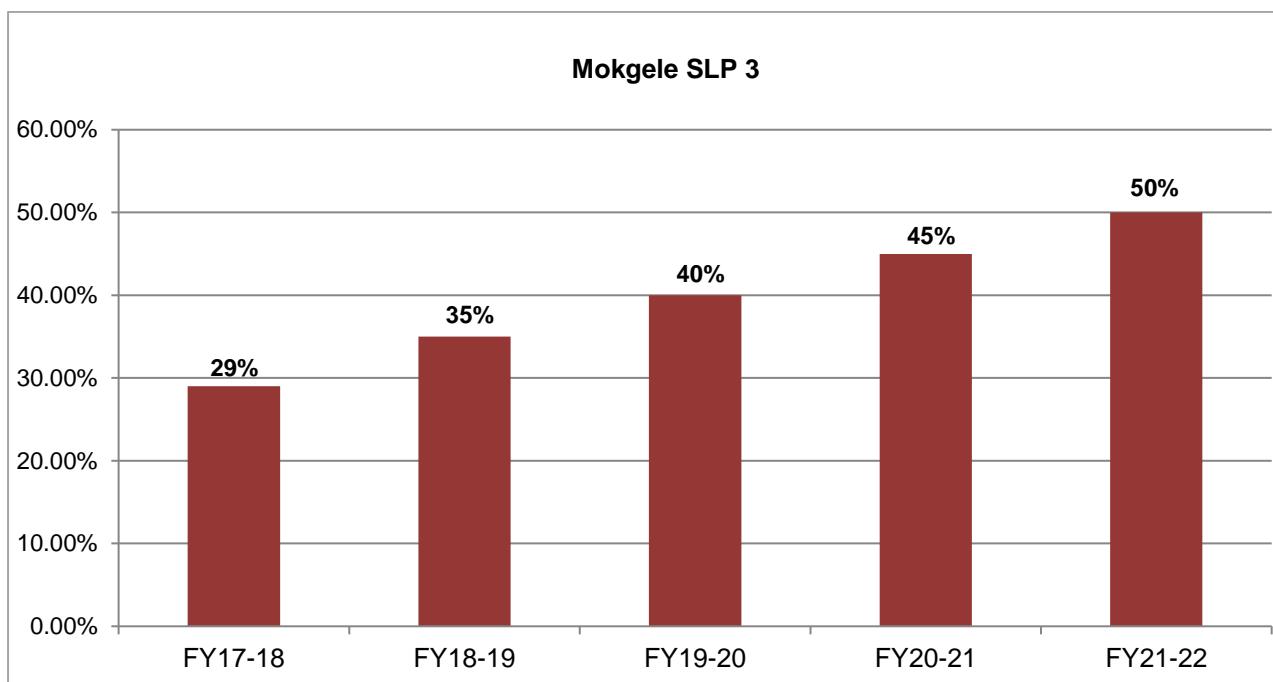
**Lenaanethalo 44: Leanotiro le le Logetsweng Maano la Go Tlhomiwang ga Leano la Theko kwa Moepong wa Khumanı**

Leanotiro le le Logetsweng Maano la Theko mo Nageng ya Rona	Tiro	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Tlhatlhoba le go boloka dipholisi, mekgwatsamaiso le dikaelo le ditsamaiso tsa go ntsha dipego go thusa ka theko mo nageng ya rona le ka e go elediwang gore go dirisiwe yone	Boloka thulaganyo e e tlhabolotseng ya Theko e go Elediwang Gore go Dirisiwe Yone le bukana ya dikaelo tsa motlamela ka dithoto gore ba e bone Polelwana ya semolao ya theko e go elediwang gore go dirisediwe yone (ka mekgele e e tlhomilweng) ya dikonteraka tsotlhe tse di dirilweng le Khumanı	Tlamelo ya Dikgwebokgolo	Le a tswelela
Khumani e nna le seabe ka tlhagafalo mo Foramong ya Theko ya NCMMA (Northern Cape Mine Managers Association), e leng Mokgathlo wa kwa Kapa Bokone wa Dimmenejara tsa Meepo e bile e ikemiseditse e seng fela go tlhabolola tiro ya batlamela ka dithoto ba selegae, mmogo le batlamela ka dithoto ba Kapa Bokone – segolobogolo ka gonne ditoropo /metse ya kwa Kapa Bokone di phatlhaletse.	Khumani ke leloko le le tlhagafseng la Formo ya Theko ya NCMMA e bile e na le dithata tsa go saena Tšata ya Theko ya Kapa Bokone le puso ya porofense.	Tlamelo ya Dikgwebokgolo	Le a tswelela
Ka puso ya porofense go dirilwe phothale ya SMME - Khumanı e tla rotloetsa batlamela ka dithoto ba selegae le ba HDSA go ikwadisa mo sefalana-tshedimosetsong seno	Khumani e manega di RFP e bo e kopa gore go ikwadisetswe SMME mo phothaleng	Tlamelo ya Dikgwebokgolo	Le a tswelela
Go tlhaola batlamela ka dithoto ba selegae ba HDSA le go ba tshegetsa	Batlamela ka dithoto ba SMME ba ba tlileng go tsenngwa mo lenaneong la go katisediwa dikongo le tlhabololo ya kgwebo	Tlamelo ya Dikgwebokgolo	Le a tswelela
Go tlhaola ditirelo dingwe le /kgotsa dikumo tse di nang le HDSA/ Batlamela ka Dithoto ba selegae le go laletsa batlamela ka dithoto bano fela gore ba nne le seabe mo thulaganyong ya theko (ke gore, go laola ditšhono tsa dithendara)	Dithendara tse di tswetsweng tsa batlamela ka dithoto ba selegae ba SMME le HDSA di tlhomilwe le go tswelela pele go ralala dikumo le ditirelo tse di farologaneng.	Tlamelo ya Dikgwebokgolo	Le a tswelela

Leanotiro le le Logetsweng Maano la Theko mo Nageng ya Rona	Tiro	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Go rotloetsa batlamela ka dithoto ba Bosetšhaba go berekela mo gae	Batlamela ka dithoto ba bagolo ba rotloediwa go tlhoma diofisi mo gae	Tlameло ya Dikgwebokgolo	Le a tswelela
Thulaganyo ya Dithendara: Khumanı, e tiro e nngwe ya yone e leng go sekaseka thendara le thulaganyo ya boathodi, e tla tlhoma mokgwa wa go tlhoma maduo o o nonotshang melawana ya BEE le ya batlamela ka dithoto ba selegae.	Mokgwa wa Khumanı wa go sekaseka thendara le go e balela o gatelela gore e nne tiro ya mo gae e e ikobelang melawana ya BEE	Tlameло ya Dikgwebokgolo	Le a tswelela
Go rotloetsa batlamela ka dithoto go bopa tirisanommogo le ditlamo tsa selegae kwantle ga go tlhokomologa dipatlafalo tsa thulaganyo ya dithendara. Maano a mangwe a tla akaretsa go tlhomwa ga maemo a a amogelesegang le / kgotsa tuelo ya dikgwebo tsa selegae tse di tshwaraganetsweng le HDSA le/kgotsa di SMME.	Go tlhoma maemo a a amogelesegang a go duela batlamela ka dithoto ba di HDSA le ba di SMME, ka sekai, tuelo e e tswelelang peleya dithoto, tuelo pele ga malatsi a le 30.	Tlameло ya Dikgwebokgolo	Le a tswelela
Moo go tlhokegang gone e bile go kgonega, go thusa batlamela ka dithoto ba selegae le HDSA ka go ba tlhaba botlhale le go tlhabolola dikgono tsa bone tsa tiro dira gore mekgwa ya bone ya kgwebo e tokafale ka boikaelelo jwa go atlegisa setheo sa SMME se se dirisanang mmogo le moepo	Lenaneo la tlhabololo ya tiro ya batlamela ka dithoto le tlhomilwe le go tsenngwa tirisong go solegelwa molemo batlamela ka dithoto ba selegae ba HDSA/batsamaisakgwebo gore ba katisediwe dikgono tsa tiro, go ba tlhaba botlhale ka kgwebo le go ba tshegetsa.	Tlameло ya Dikgwebokgolo	Le a tswelela



**Setshwantsho 6: Ditshenyegelo tsa DITHOTO mekgele e e tlhomilweng le batlamela ka dithoto ba BEE mo lobakeng Iwa SLP3**



Setshwantsho 7: DITIRELO mekgele e e tlhomilweng le batlamela ka dithoto ba BEE mo lobakeng lwa SLP3



## Lenaanethalo 45: Lenaanethalo la Mokgele wa Theko wa HDSC o go Elediwang One

	Ga jaana:	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
		Boleng jotthe jwa Ranta HDSA	HDSA %	Boleng jotthe jwa Ranta HDSA	HDSA %	Boleng jotthe jwa Ranta HDSA	HDSA %	Boleng jotthe jwa Ranta HDSA	HDSA %	Boleng jotthe jwa Ranta HDSA	HDSA %
Madi a a dirisiwang ke HDSC go duelela Dithoto kwa Moepong (Boleng jwa Ranta le Peresente)	1 748 010 549										
Madi a a dirisiwang ke HDSC go duelela Dithoto kwa Moepong (Boleng jwa Ranta le Peresente)	388 368 737	874 005 275	50%	1 887 850 722		943 925 361	50%	2 038 878 780	52%	2 201 989 083	55%
Palogotthe ya Madi a a Dirisitsweng a Theko mo gare ga Ditiamo tsa HDSC jaaka boleng jwa ranta kgotsa palogotthe ya madi a theko a a dirisitsweng mo Moepong	2 136 379 285	112 626 934	29%	419 438 236	121 637 088	158 547 653	35%	452 993 295	489 232 759	1 211 093 996	58%
	986 632 209										
	2 307 288 958										
	1 065 562 449										
	2 491 872 075										
	1 218 764 619										
	2 691 221 842										
	1 406 787 100										
	2 906 519 590										
	1 617 080 083										
	3 139 041 157										
	1 826 360 585										

\* Tsweetsee ela thoko gore madi a a dirisitsweng go simoolola ka 2017 go fittha ka 2022 ke dipopholeiso

## KAROLO 4

**GO FOKOTSA DITIRO TSA MOEPO LE GO  
KGAO LA BADIRI MO TIRONG**





## 4 GO NGOTLA KGWEBO LE GO KGAOLA BADIRI MO TIRONG

### 4.1 Matseno

Karolo eno e amana le botsamaisi jwa go fokotsa bogolo jwa kgwebo le go kgaolwa ga badiri mo tirong. Boikaelelo jwa Meepo ke go ngaparela dikaelo tsa Molao wa Dikamano le Badiri.

Mo godimo ga maikaelelo a Moepo a go tlhama leanokgwebo le le rulaganeng sentle, maano a mangwe a go tila ditatlhegelo tsa tiro le phokotsego ya go thapa badiri a ka mokgwa o o latelang:

- Go tlhomamisa gore kgwebo e tswelela pele e soloresa ka go boloka ditlhawatlha di le kwa tlase ka moo go k kgonegang ka gone;
- Go tlhomamisa gore moepo o na le badiri ba ba nang le matswela le bokgoni ka go ba katisa le go ba rotloetsa;
- Go tlhabolola mekgwa ya tlhagiso-dikumo ka metlha gore kgwebo e gaise tse dingwe;
- Go batlana le ditsela tsa go dira kgatelopele ka metlha le go godisa kgwebo go tlhomamisa gore e tla itsetsepela botoka mo isagweng;
- Tiro ka fa tlase ga maemo a a siameng le go rulaganyetsa ba ba latelang tumalanong le Leanotiro la Moepo;
- Pholisi ya go tsomana le badiri le ya mekgwatiro e e tla tshegetsang maanotiro;
- Go bayo leitlho ka metlha le go sekaseka tiragalo ya go ithaoepa go tlogela tiro (ditholotiro; go tlogela tiro jj.); le
- Go tshwara ditherisano ka metlha le Mokgatho wa Badiri (ka Foramo ya Isagwe) go tlhaola maano le matsholo le go a tsenya tirisong go tila go ditatlhegelo tsa ditiro le phokotsego ya go thapa badiri;

Go tla lebelelw a gore dikonteraka di tsenya badiri kwa dikonterakeng le kwa ditsheng tse dingwe mo teng ga setlamo sa tsone fa go kgonega ka nako ya fa di fokotsa bogolo jwa kgwebo ya tsone kgotsa fa di e tswala.

Boikaelelo jwa katiso le jwa mananeo a tlhabololo e tla nnna:

- Go katisediwa Dipalo le puisokwalo;
- Katiso e e tsamaisanang le Thulaganyo ya Bosetšhaba ya Dithutego mo go kgonegang gone le mananeo a mangwe a a tlhomilweng a dikgono tsa tiro;
- Dikgono tsa morago ga go rola tiro tse di tlhalosiwang e le dikgono tsa badiri ba ka di dirisang go bona tiro fa ba le mo intasetering ya meepo kgotsa fa ba le ka kwa ntle ga yone kgotsa go itlhamele ditšhono tsa bone tsa go bona tiro.
- Go katisediwa dikgono tsa intaseteri le dipatlaflalo tsa mmarakka.

Khumanie a lemoga gore, gore e kgone go fokotsa bogolo jwa moepo ka katlego kgotsa go o tswala, go tlhokega gore go nne le kgakololano fa gare ga makgamu a mararo go rarabolola bothata, e leng Moepo ka boone, mafapha a a maleba a puso le metse e e mo tikologong e e gaufi le fa moepo o dirang gone. Go tswalwa ga one go ka bakela batho mo metseng khutsafalo e kgolo ka ntlha ya matshosetsi a go wela tlase ga ikonomi le maemo a loago. Moepo o tla ela tlhoko gore morago ga tsosoloso ya mafelo a go dirilweng thulaganyo ya go tswala moepo mo go yone:

- Go tsosolosa boleng jwa mmu fa godimo ga lefatshe gore e nne jo bo lekaneng go tshegetsa kgonego ya go dirisa lefatshe leo pele ga tiro ya moepo e dirwa mo go lone;
- Tsosoloso ya dimela le ditshedi mo lefatsheng le moepo o dirang mo go lone;
- Go tshwanetse ga rotloediwa tsela e sele ya go dirisa ditlamelwa tsa moepo ka tsela e e nang le matswela moo ikonomi e dumelang gore go ka dirwa jalo gone;
- Go tlhama ditiro ka thuto le go tsosolosa ditiro tsa ikonomi;
- Tlhabololo ya dikgono tsa tiro ya badiri le ya maloko a baagi.

Mo godimo ga moo, fa go direga gore go fokotswe bogolo jwa kgwebo, go tla dirwa thulaganyo e e tseneletseng tumalanong le Molao wa Dikamano le Badiri wa 189A, o o tlhabolotsweng le tumalanong le Karolo 52 (1) ya MPRDA le Molawana wa 46 (e). Thulaganyo eo e tshwanetse go nna le dintlha tse di latelang:

- Go tlhomiya ga foramo
- Go tlhaola mekgwa ya go sireletsa ditiro le go tila ditatlhegelo tsa ditiro le phokotsego ya go thapa badiri
- Go tlhaola mekgwa ya go tlamel ka ditharabololo di sele le mekgwatsamaiso ya go sireletsa ditiro moo go sa kgonegeng gone go boloka batho ba le mo tirong
- Go tlhaola mekgwa ya go okobatsa diphelelo tse di sa siamang mo bathong tsa loago le ikonomi
- Go tlhaola dikgaolo le mefuta ya diikonomi tse mo go tsone go sa kgonegeng go tila go kgaolwa ga badiri mo tirong.

Seno se tlie go tlotlwa mo dikarolong tse di latelang.

#### **4.2 Go Tlhomiwa ga Foramo ya mo Isagweng**

Morago ga go buisana le badiri, Moepo o tlhomile Foramo ya Leruri ya Dikgakololano (Foramo ya Isagwe). Foramo eno e na le setlhophya sa botsamaisi le baemedi, le badiri ba e leng maloko a mekgatlhya badiri le ba e seng maloko a mekgatlhya badiri, e bile maloko a yone a kopana ka metlha, bobotlana gangwe ka kotara. Boikaelelo jwa Foramo ya Isagwe ke go tlotla ka dikgang tse di ba amang botlhe fa gare ga badiri le baemedi ba ditlhophya tsa botsamaisi. Go tla kwalwa Ditshwetso tse di Dirilweng mo Kopanong nngwe le nngwe ya lobaka lo lo nngwe le nngwe lwa dingwaga di le 5 ya SLP di bo di romelelwa makoko otlhe a baemedi.

Foramo ya Isagwe gape e tla diragatsa diabe tse di latelang:

- E tla rotloetsa metlotlo ya ka metlha le ba ba emetseng bana le seabe ka ga go itsetsepela ga Moepo mo isagweng;
- Leba kwa pele go tlhaola ditshono, dikgwetlhya le ditharabololo tse di ka nnang gone ka ga mathata ago itsetsepela ga loago le ikonomi. ;
- Go buisana ka dikgang tse ba di kgatlhegelang mmogo fa gare ga setlhophya sa botsamaisi le bana le seabe;
- Go nna mosele wa puisano malebana le ditiro tse dikgolo tsa SLP, mekgele le diphitlhelelo.

Foramo ya Isagwe e tla tlhoma Molaotheo go ya ka Molaotheo wa Foramo.

#### **4.3 Puisano le Balaodi**

Tumalanong le Karolo 52 (1) ya MPRDA, fa go sekasekwa gore a go a tlhogega fokotsa ditiro tsa moepo, fa go ka direga gore rešio ya lotseno lwa madi lwa porofete ya Khumania e nne kwa tlase ga palogare ya 6% lobaka lwa dikgwedi di le somepedi (12) kgotsa fa go ka direga gore 10% kgotsa go feta moo ya badiri e kgaolwe mo tirong, go tla simolola ditherisano tse di tseneletsengle mafapha a a maleba a makgatlhya ya badiri kgotsa le badiri ba ba amegang tumalanong le Dikarolo 189 le 189(A) tsa Molao wa Dikamano le Badiri, wa ka 1995 (o o tlhabolotsweng) ka lefapha le le tlhomilweng la Foramo ya Isagwe.

Jaaka fa go rulaganyediwa Thulaganyo ya Loago mme ditatlhegelo tsa ditiro tse di tsamaisanang le thulaganyo eo le mananeo a botsamaisi jwa go kgaolwa ga badiri mo tirong di simolola, DoL le DMR (segolobogolo Boto ya Dimineral le Ditiro tsa Moepo) tumalanong le Karolo 52(1) (a) ya Molao) e tla itsisiwe. Lenaanethalo le le latelang le bontsha leanotiro le le logetsweng maano malebana le puisano le balaodi. Balaodi ba puso ba tla itsisiwe ka nako e e beetsweng go tswalwa ga one mmogo le ka ditherisano tse di tsweletseng le Thulaganyo ya Loago e e dirwang ke lefapha la Foramo ya Isagwe. Go tla romelwa dipego tsa kgatelopele ka metlha kwa mafapheng a di tshwanetseng go romelwa kwa go one, le kwa Lekgotleng la

Bogakolodi ka Thulaganyo ya Loago le ka Tlhagiso-Dikumo le kwa Lefapheng la Puso ya Porofense le ya Selegae. Go tla ngaparelwa ditaelo tsa Boto gore go fitlhelelw dikgato-paakanyo tse di tshwanetseng jaaka fa boto e laetse

#### Lenaanethalo 46: Leanotiro le le Logetsweng Maano la Puisano le Balaodi

Leanotiro le le Logetsweng Maano la Puisano le Balaodi	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Fa o direga gore go tlhaolwe tlhokego ya gop fokotsa ditiro tsa moepo go bo go tlhokega gore badiri ba kgaolwe mo tirong, go lebeletswegore Foramo ya Isagwe e tshware ditherisano le badiri ba ba amegang kgotsa le Mekgathlo e e maleba ya Mekgathlo ya Badiri.	HR & Foramo ya Isagwe	Fa go diragala gore badiri ba kgaolwe mo tirong
Jaaka go rulaganyetsa tatlhiegelo ya tiro mme go kgaolwa ga badiri mo tirong go bo go simolola, Foramo ya Isagwe e tshwanetse go itsisise: DoL; le DMR, segolobogolo Boto ya Diminerale le Tlhabololo ya Moepo. (Fa go ka direga gore 10% kgotsa go feta moo ya badiri ba ba amegang)	HR & Foramo ya Isagwe	Fa go diragala gore badiri ba kgaolwe mo tirong
Balaodi ba Puso ba tshwanetse go itisiwe gore seno se tlile go direga leng.	HR & Foramo ya Isagwe	Fa go diragala gore badiri ba

#### 4.4 Mekgwa ya go Tila Ditatlhegelo Tsa Tiro

G o sireletsa tiro, Moepo o tla tlhoma badiri ba ba nang le bokgoni o ba gaisa botlhe go tsamaisa moepo ka katlego. Ka n tlha ya moo, ga go a tshwanelo ga nna le batho ba ba sa itseng tiro ba go ka diregang gore ba se ka ba tlhole ba tlhokwa. Moepo o tla batla badiri mo metseng, go dira gore ba kgone go nna mo gare ga baagi le go fokotsa kgonego ya go latlhiegelo ke magae wa bone fa go ka direga gore ba kgaolwe mo tirong. Seno gape se tla fokotsa diphelelo tse di sa siamang tsa go kgaolwa ga badiri mo tirong, ka gonne go tla bo go na le ditsamaiso tsa botlhe tsa go tshegetsana.

Gape Khumanie tla batlisisa go ya pele ditsela tse dingwe tsa go sireletsa tiro. Di ka akaretsa, mme seng tsone fela, maano a a latelang jaaka go bontshiwa mo lenaanethalong le le latelang:

#### Lenaanethalo 47: Leanotiro le le Logetsweng Maano la go Sireletsa Ditiro le go Tila Ditatlhegelo tsa Ditiro

Leanotiro le le Logetsweng Maano la go Sireletsa Ditiro le go Tila Ditatlhegelo tsa Ditiro	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Phokotso ya diura tsa tiro le phetogo ya dishifiti. Seno se tla felela ka phokotsegoo ya dituelo tsa badiri mme se tla sireletsa ditiro tsa bone ka lobakanyana.	Lefapha la HR, Setlhophaa Botsamaisi sa Moepo le Foramo ya Isagwe	Fa go Direga
Batho ba ba tsamayang ka lobakanyana go fitlha ba tlhokwa gape.	Lefapha la HR, Setlhophaa Botsamaisi sa Moepo le Foramo ya Isagwe	Fa go Direga
Badiri ba tla rotloetsa go ithaopela go tlogela tiro. Seno se tla felela ka go fudusiwa ga badiri ba mo ditirong tsa bone mme go dire gore ba katisiwe gape fa go tlhokega.	Lefapha la HR, Setlhophaa Botsamaisi sa Moepo le Foramo ya Isagwe	Fa go Direga
Go ruta ba diri botlhe dikgono tsotlhe tsa tiro le go fudusetsa badiri kwa dikarolong tse dingwe mo teng ga Moepo.	Lefapha la HR, Setlhophaa Botsamaisi sa Moepo le Foramo ya Isagwe	E a Tswelela le fa go Direga

Leanotiro le le Logetsweng Maano la go Sireletsa Ditiro le go Tila Ditatlhegelo tsa Ditiro	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
<p>Go tshwara ditherisano ka methha le Mokgatlo wa Badiri (ka Foramo ya Isagwe) go tlhaola matsholo le go a tsenya tirisong go tila ditatlhegelo tsa ditiro jaaka:</p> <ul style="list-style-type: none"> <li>• go tlhakanelo tiro;</li> <li>• phokotso/go emisiwa ga nako e e okeditsweng;</li> <li>• go emisa go tsoma badiri;</li> <li>• go fudusiwa ga badiri ba ga jaanong; le</li> <li>• go khutlisiwa ga dikonteraka.</li> </ul>	Lefapha la HR, Setlhophsa Botsamaisi sa Moepo le Foramo ya Isagwe	Fa go Direga
<p>Go oketsa dikatiso tsa mefuta e e farologaneng le matsholo a tlhabololo go tlamela ka:</p> <ul style="list-style-type: none"> <li>• Go katisediwa Dipalo le puisokwalo;</li> <li>• katiso e e tsamaisanang le Thulaganyo ya Bosetshaba ya Dithutego mo go kgonegang gone le mananeo a mangwe a a tlhomilweng a dikgono tsa tiro;</li> <li>• dikgono tsa morago ga go rola tiro tse di amogelwang ke moepo le ke diintaseteri tse dingwe tse di maleba, le go dira gore go katisediwa dikgono tsa morago ga go rola tiro go tsamaisane le dipatlafalo tse di lemogilweng tsa ikonomi mo lefelong la selegae le badiri ba romelwang go tswa kwa go lone;</li> <li>• Dikgono tsa Morago ga go Rola Tiro di letla badiri go itlhambela ditiro le</li> <li>• go katisediwa dikgono tsa intaseteri le dipatlafalo tsa mmarakana.</li> </ul>	Lefapha la HR, Setlhophsa Botsamaisi sa Moepo sa Lefapha la Katiso le Foramo ya Isagwe	Fa go Direga

#### 4.5 Ditsela tsa go tlamela ka ditharabololo di sele le mekgwatsamaiso ya go sireletsa ditiro moo go sa kgonegeng gone go tila ditatlhegelo tsa tiro

Mongwe wa mekgele ya khumanie ke go tlhomamisa gore ka go tsenya tirisong leano ya yone la HRD, go tla bo go na le ditsamaiso tse di tshwanetseng tsa go fudusa badiri mo ditirong tsa bone. Fa go kgonega, go tla tlhomia lenaneo le le tshwanetseng go tswelela pele ka go tlhama dikgono tse di farologaneng tsa tiro tsa badiri ba ba kgaotsweng mo tirong, ka boithutatiro, lenaneo la go rutwa dikgono tsa tiro le go katisediswa dikgono tsa morago ga go rola tiro. Mo godimo ga moo, Khumanie tla thusa badiri ba ba amegang go bona mofuta o o farologaneng wa tiro kgotsa tiro ya boitshediso e e kgonang go itsetsepela. Seno se tla dirwa fa go tlhokega, ka tsholofelo ya gore matsholo a tlhabololo a go tlhama ditlamelwa a a rulaganyeditseng metse e e tlileng go amega a tla amogela badiri morago ga go tswalwa. Se kgato eno e tlhomileng mogopoloo mo go sone ke go tsenya badiri mo diporokekeng tse di farologaneng tsa LED le kgotsa diporokeke tsa Tilhabololo ya Dikgwebo, mme seno se tla dirwa ka go dirisana mmogo le mmasepala wa selegae le wa kgaolo. Fa badiri ba sa kgone go tsenngwa mo matsholong ano, ba tla rutwa dingono tsa tiro le go katisiwa (ka mananeo a HRD) a a oketsang bokgoni jwa bone jwa go batla ditiro tse di farologaneng fa moepo o sena go tswalwa.

Moepo, ka go dirisana le makoko otlhe a a amegang, o tla amogela dithulaganyo jaaka di bontshiwa mo lenaanethalong le le latelang:

##### Lenaanethalo 48: Leanotiro le le Logetsweng Maano la Go Tlamela ka Ditharabololo di Sele

Leanotiro le le Logetsweng Maano la Go Tlamela ka Ditharabololo di Sele	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Go dira sefalana-tshedimosetso sa ba ba kgaotsweng mo tirong se se nang le tshedimosetso malebana le dikgono tse di leng teng, maitemogelo, le go nna mankge. Sefalana-tshedimosetso seno se tla dirisediwa go lemoga ditshono tse di ka bulegang tsa go bona ditiro mo teng ga setlamo kgotsa ka kwa ntle ga sone.	Lefapha la HR le Foramo ya Isagwe	Fa go Direga
Badiri ba ba nang le dikgono tse di farologaneng go godisa ditshono tsa go thapiwa gape morago ga go tswala.	Lefapha la HR le Foramo ya Isagwe	Fa go Direga

Leanotiro le le Logetsweng Maano la Go Tlamela ka Ditharabololo di Sele	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Katisang le go ruta ba ba kgaotsweng mo tirong dikgono tsa tiro gore ba kgone go bona ditiro di sele mo teng ga setlamo, kgotsa kwa mebarakeng e mngwe ya tiro.	Lefapha la HR le Foramo ya Isagwe	Fa go Direga
Tlhomang thulaganyo ya “thuso-ka-tiro” go thusa badiri go bona ditiro di sele morago ga go tlhatlhahololwa ga madirelo: - thusang badiri go dira di CV; - go inaakanya le bathapi ba bone ba ka nmoso le go bulegelwa ke ditshono tse dingwe; - go ba katisetsa mekgwa ya go botsolodiwa, jj.	Lefapha la HR le Foramo ya Isagwe	Fa go Direga
Go ruta malapa a badiri dikgono tsa tiro kwa mafelong a magolo ao badiri ba romelwang go tswa kwa go one go tlhama neteweke ya ditiro tsa boitshediso tsa lobaka lo lo leelee tse batho ba ba kgaotsweng mo tirong ba ka tsenang mo go tsone fa moepo o sena go tswalwa kgotsa o sena go ngotliwa.	Lefapha la HR le Foramo ya Isagwe	Le a tswelala
Go tlhaola batho ba ba tshwanetseng mo setlhopheng sa ba ba kgaotsweng mo tirong gore ba akanyediwe malebana le ditshono tse di ke bulegang tsa Tlhabololo ya Kgwebo.	Lefapha la HR le Foramo ya Isagwe	Fa go Direga

#### 4.6 **Mekgwa ya go okobatsa diphelelo tse di sa siamang mo bathong tsa loago le ikonomi, mo dikgaolong le mo diikonoming tse mo go tsone go sa kgonegeng go tila go kgaolwa ga badiri mo tirong kgotsa go tswalwa ga moepo**

Go okobatsa diphelelo tse di sa siamang mo bathong tsa loago le ikonomi, mo dikgaolong le mo diikonoming tse mo go tsone go sa kgonegeng go tila go kgaolwa ga badiri mo tirong kgotsa go tswalwa ga moepo, setlhophsa sa botsamaisi sa moepo, mmogo le Foramo ya Isagwe, di tla sekaseka go sa le gale diphelelo tse di sa siamang tse di tla bakwang ke go kgaolwa ga badiri mo tirong le/kgotsa go tswalwa ga ditiro tsa moepo. Batho ba ba amegang mmogo le ba ba mo metseng ba tla bolelelwba seno go dira gore bottle ba itse gore diphelelo tsa go kgaolwa ga badiri mo tirong le/kgotsa go tswalwa ga moepo go tlie go ba ama mang. Ditshitshinyo tsa go fokotsa diphelelo tse di sa siamang mo loagong le mo ikonoming ya lefelo le le amegang di tla akanyediwa. Go sekaseka diphelelo tseno, bomankge ba ba nang le bokgoni ba tla dira ditshekatsheko tsa loago le ikonomi (socio-economic impact analysis [SEIA]) pele ga fa setlhophsa sa botsamaisi se tlhama dithulaganyo tse di tseneletseng tsa go tswala moepo. Go sekasekwa ga diphelelo tseo go tla akaretsa tirisanommogo le Foramo ya Isagwe le mafapha a a maleba a baagi. Leano le le Logetsweng Maano la go okobatsa diphelelo tse di sa siamang mo loagong le mo ikonoming le emelwa ka mokgwa ono mo lenaanethalang le le latelang:

**Lenaanethalo 49: Mekgwa ya go Okobatsa Diphelelo Tse di sa Siamang mo Loagong le mo Ikonoming mo mabakeng a mo go one ditatlhegelo tsa ditiro di sa kgoneng go tilwa**

Leanotiro le le Logetsweng Maano la Maano la Mekgwa ya go Okobatsa Diphelelo Tse di sa Siamang mo Loagong le mo Ikonoming	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
<p>Go Thusa ba ba Kgaotsweng mo Tirong:</p> <ul style="list-style-type: none"> <li>• Go thoba ba ba kgaotsweng mo tirong maikutlo fa go tlhokega</li> <li>• Ka go dirisana mmogo le Dol, thusang bottle ka go tlatsa diforomo tsa UIF kwa dikagong tsa Moepo;</li> <li>• Thusang batho ba ba kgaotsweng mo tirong go bona tiro e sele kwa ditlamong tse dingwe ka go tlhama sefalana-tshedimosetso se se bontshang dikgono tsa tiro le dinomore tsa mogala tsa batho bottle ba ba ka thapiwang;</li> <li>• Nayang diforomo tsa baagi, di SMME mo lefelong sefalana-tshedimosetso seo, meepo e mengwe e e leng teng mmogo le diintaseteri tse dingwe.</li> </ul>	Lefapha la HR, Setlhophsa sa Botsamaisi sa Moepo le Foramo ya Isagwe	Fa go Direga

<b>Leanotiro le le Logetsweng Maano la Maano la Mekgwa ya go Okobatsa Diphelelo Tse di sa Siamang mo Loagong le mo Ikonoming</b>	<b>Lefapha le le Ikarabelang</b>	<b>Letlha la go konelwa ga yone</b>
<p>Katiso le Mananeo a go thapiwa gape go tlhofofatsa tiro ya go tlhama ditiro mo mafelong a a maleba a mmasepala:</p> <ul style="list-style-type: none"> <li>• Go tlhatlhobiwa ga dikgono tse di maleba tsa tiro go tla dirwa go thusa badiri ba banang le digono tse di kgethegileng go thama le go simolola dikgwebo-potlana;</li> <li>• Ba neyeng kgakololo ka ga go rulaganyetsa ditšelete ka nako ya lenaneo la katiso;</li> <li>• Katisang badiri ba ba kgaotsweng mo tirong mme lenaneo le le tseneletseng la tlhabololo ya dikgono tsa tiro le tla dirwa le bo le tshwarwa tumalanong le tiro ya pele e e bothokwa ya go katisediwa dikgono tsa tiro ya moepo le tse e seng tsa tiro ya moepo tsa morago ga go rola tiro.</li> </ul>	Lefapha la HR, Setlhophpha sa Botsamaisi sa Moepo le Foramo ya Isagwe	Fa go Direga
<p>Dipaakanyetso tsa ditšelete:</p> <ul style="list-style-type: none"> <li>• Moepo o tla tlhomamisa gore dipaakanyetso tse di lekaneng tsa ditšelete di dirilwe go emela nako ya go diragadiwa ga dipolane tsotlhe tse di amanang le thulaganyo ya go ngotla kgwebo le go kgaolwa ga badiri mo tirong.</li> </ul>	Lefapha la HR, Setlhophpha sa Botsamaisi sa Moepo le Foramo ya Isagwe	Fa go Direga

#### 4.7 Thulaganyetso ya Morago ga Go Tswala

Maano a setlhophpha sa botsamaisi a lobaka lwa morago ga go tswala le one a tla tlhamiwa mmogo le bana le seabe ba mo gae ka nako ya thulaganyo ya go rulaganyetsa go tswala. Maano a go tila go ikaega ka ba bangwe ga ba ba tleng go solegelwa molemo ka nako ya tharabololo eno mo loagong le go rotloetsa batho ka bongwe le dikgwebo go ikemela ka nosi mo loaong le one a tlie go tlhamiwa go tlhomamisa gore ba kgona go itlhokomela morago ga go tswala. Go tla dirisiwa ditherisano tse di tswelelang pele le diabe tsa ga gakolola ba bangwe tse di dirwang ke Foramo ya Isagwe go tlhomamisa gore mananeothuto le dithulaganyo di tswelela pele go tlhagis mesola e e nnelang ruri e e mosola. Thuso e e tswelelang pele le bolaodi jwa pusoselegae mo kgannyeng eno e tla nna mosola thata morago ga botsamaisi jwa thulaganyo ya morago ga go tswala.

Go rulaganyetsa diporojeke tsa LED fa go tswalwa go thata ka gonne lobaka lo moepo o go tshitshintsweng gore o bulwe ono ke la dingwaga di le 24. Go thata go nna le kitso ka ditlhoko tse di kgethegileng tsa LED mo lefelong le le gaufi le Moepo ka nako ya go tswala kgotsa dingwaga di le mmalwa pele go tswalwa. Le fa go ntse jalo, selo sa botlhokwa e tlie go nna diporojeke tse di tseneletseng tsa LED tse di dirwang ka boikaelelo jwa tlhabololo e e kgonang go itsitsepela le tlhabololo ya ikonomi mo kgaolong e e gaufi Moepo, segolobogolo ya baagi ba mo nakong e e fetileng ba neng ba ikaegile ka Moepo gore ba kgone go tshela. Thulaganyo e e ntseng jalo e tla simolola bobotlana dingwaga di le tlhano (5) pele go tswalwa.



#### 4.8 Puisano ka Thulaganyo ya Loago le ya Badiri (Social and Labour Plan [SLP])

Go ikobela dipatlafalo tsa Molao wa MPRDA (segolobogolo molawana wa bo 46(f) Khumanि ya Maanyatshipi e tla netefatsa gore bana le seabe ba a bolelwa ka dipaakanyetso tse di dirilweng mo SLP ya Moepo mmogo le kgatelopele ya go fitlhelela mekgele ngwaga le ngwaga. Leano la go bua ka SLP le sobokantswe mo lenaanethalang le le fa tlase:

##### Lenaanethalo 50: Leano le le Logetsweng Maano la go Bua ka Thulaganyo ya Loago le ya Badiri

Leanotiro le le Logetsweng Maano la go Bua ka SLP	Lefapha le le Ikarabelang	Letlha la go konelwa ga yone
Dikhopi tsa SLP di tla romelelwa baemedi botlhe ba bana le seabe bao boikarabelo jwa bone e leng go bolelala bao ba ba emelang diteng tsa yone .	Lefapha la HR	Matsholo a Gabedi ka Ngwaga
Foramo ya Isagwe ya SLP e setse e tlhomilwe gore go tloltw ka mathata a SLP ka nako yafa Moepo o dira le ka mathata a a amanang le go ngotla ditiro tsa meepo le go kgaolwa ga badiri mo tirong fa mathata ao a ka tsoswa.	Lefapha la HR	Matsholo a Gabedi ka Ngwaga





## KAROLO 5

# DIPAAKANYETSO TSA DITŠHELETE





## 5 DIPAAKANYETSO TSA DITŠHELETE

### 5.1 Dipaakanyetso tsa Ditšhelete (Molao wa bo 46 (E)

Go ya ka Karolo 23(1) (e) ya MPRDA “Tona e naya modirakopo tshwanelo ya go dira ditiro tsa moepo fa a thusitse SLP ka madi la ka ditsela tse dingwe.” Boikaelelo jwa karolo eno ke go bontshsa mokgwa o Moepo wa Khumanzi ya Maanyatshipi o batlang go thusa karolo nngwe le nngwe ya SLP ka madi ka gone. **Lenaanethalo 63** e re naya tshobokanyo ya maikarabelo a tsa ditšhelete e Moepo o nang le yone dingwaga di le tlhano (5) tse di tlhang.

**Lenaanethalo 51:** Tshobokanyo ya Dipaakanyetso tsa Ditšhelete tsa Dikarolo tsa konokono tsa SLP ya Moepo wa Khumanzi Lobaka lwa dingwaga di le tlhano (5) (FY 2017 – 2022).

Setlhophapha	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Dipaakanyetso tsa ditšhelete tsotlhe (2017 go fitlha ka 2022)
Mananeo a Tlhabololo ya Lefapha la tsa Badiri	26 794 658,00	28 093 364,00	21 997 258,00	21 882 904,00	22 211 689,00	120 979 873,00
Mananeo a LED	13 350 000,00	21 750 000,00	23 200 000,00	23 600 000,00	18 600 000,00	100 500 000,00
Tlamelo ka Matlo le Maemo a Badiri ba Moepo ba Tshelelang mo go One	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	125 000 000,00
Go Tswala le Mananeo a Botsamaisi jwa go Kgaolwa ga Badiri mo Tirong	Go ya ka pampitshana e e bontshang dibalanse tsa ditšhetele le go naya matlotlo a ga jaanong (a a akaretsang lotseno lwa madi) rešio ya ga jaanong ya molato boemo jo bo siameng jo bo ka fokotsang molato o o bakileng go kgaolwa ga badiri mo tirong / dipaakanyetso tsa R150 milione le phopholetro ya R343 milione mo lobakeng lwa dingwaga di le 5.					343 000 000,00
Dipaakanyetso tsotlhe tse di fopholediwa tsa SLP	65 144 658,00	74 843 364,00	70 197 258,00	70 482 904,00	65 811 689,00	689 479 873,00

**5.2 Paakanyetso ya Ditšhelete ya Mananeo a Tlhabololo ya Lefapha la tsa Badiri (Molaomotheo wa bo 46 (E) (1))**

Moepo o ikaeleta go thusa badiri ka mananeo a katiso a Tlhabololo ya Lefapha la tsa Badiri kwa Moepong ka dilo tse di latelang, tumalanong le Tšhata ya Moepo:

**Lenaanethalo 52: Tshobokanyo ya Dikarolo tsa Tlhabololo ya Lefapha la tsa Badiri Tekanyetsokabo ya Moepo wa Khumanzi ya Dingwaga di le tlhano (5)**

HRD	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Dipaakanyetso tsa Ditšhelete Tsotlhe
						(2017 go ya go 2022)
Dipaakanyetso tsa Ditšhelete tsa Mananeo a Boithutatiro	6 306 193	6 306 193	6 512 193	6 512 193	6 512 193	12 612 386
Dipaakanyetso tsa Ditšhelete tsa Mananeo a Tlhabololo a Boeteledipele	500 000	500 000	500 000	500 000	500 000	2 500 000
Dipaakanyetso tsa Ditšhelete tsa Mananeo a Katiso a Kgwebo ya Konokono	10 048 272	11 299 478	11 556 965	11 091 411	11 368 696	53 364 822
Dipaakanyetso tsa Ditšhelete tsa Mananeo a Katiso a Dikgono tsa Morago ga go Rola tiro	304 000	320 000	33 500	350 000	365 000	1 372 500
Dipaakanyetso tsa Ditšhelete tsa Mananeo a Tlhabobothale	6 306 193	6 306 193	6 512 193	6 512 193	6 512 193	32 148 965
Dipaakanyetso tsa Ditšhelete tsa Mananeo a Dibasari	800 000	800 000	800 000	800 000	800 000	4 000 000
(Thuso ya go Ithuta)						
Dipaakanyetso tsa Ditšhelete tsa Dibasari tse di Theilweng mo Mananeong a Dikgono tse di Bonwang Sewelo	600 000	600 000	600 000	600 000	600 000	3 000 000
Dipaakanyetso tsa Ditšhelete tsa Mananeo a Baalogi ba ba Katisitsweng	100 000	100 000	100 000	100 000	100 000	500 000
<b>Paakanyetso ya Ditšhelete Tsotlhe ya Mananeo a Tlhabololo ya Lefapha la tsa Badiri *</b>	<b>24 964 658</b>	<b>26 231 864</b>	<b>20 102 658</b>	<b>19 953 604</b>	<b>20 245 889</b>	<b>109 498 673</b>

**\*Ela tlhoko:** Tekanyetsokabo eno e bontsha ditshenyegelo tsa ka tlhamalalo tse di fopholediwang tsa mananeo a katiso a a umakilweng fa godimo. Ga e akaretsa ditshenyegelo tse e seng tsa ka tlhamalalo kgotsa mananeo ape a mangwe a katiso a a sa umakiwang fa godimo a a akaretsweng mo Tekanyetsokabong yotlhe ya Khumanzi.

### 5.3 Paakanyetso ya Ditšhelete ya Mananeo a Tlhabololo ya Ikonomi (Molaomotheo wa bo 46 (E) (2))

Karolo 3 e tlhalosa dithulaganyo tsa Meepo tsa go thusa LED tumalanong le Maano a Tlhabololo a a Kopantswng a bommasepala ba selegae le ba kgaolo (leba dikarolo 3.4 le 3.6).

**Lenaanethalo 53: Tshobokanyo ya Maitlamo a Ditšhelete ya Tlhabololo ya Ikonomi ya Selegae dingwaga di le tlhano (5) ya Khumani**

Dipaakanyetso tsa Ditšhelete tsa Mananeo a LED	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Dipaakanyetso tsa Ditšhelete Tsotlhe (2017/2018 go fitlha ka 2021/2022)
Dipaakanyetso tsa Ditšhelete tsa Mananeo a LED	13 350 000,00	21 750 000,00	23 200 000,00	23 600 000,00	186 000 00,00	<b>100 500 000,00</b>

**Lenaanethalo 54: Tshobokanyo ya Maitlamo a Ditšhelete ya Tlamelo ka Matlo le Ditekanyetso tsa Maemo a go Tshelewang mo go One dingwaga di le tlhano (5) ya Khumani**

Dipaakanyetso tsa Ditšhelete tsa Mananeo a LED	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Dipaakanyetso tsa Ditšhelete Tsotlhe (2017/2018 go fitlha ka 2021/2022)
Dipaakanyetso tsa Ditšhelete Tsa Tlamelo ka Matlo le Maemo a Badiri ba Moepo ba Tshelewang mo go One	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	25 000 000,00	<b>125 000 000,00</b>

### 5.4 Paakanyetso ya Ditšhelete ya Botsamaisi Jwa go Fokotsa Ditiro tsa Moepo le Go Kgaolwa ga Badiri mo Tirong (Molaomotheo wa bo 46 (E) (3))

Boikaelelo jwa peeletsomadi e e tswelelang pele ya Mananeo a Tlhabololo ya Lefapha la tsa Badiri le go dira gore go nne le katiso ka nako ya fa Khumani e santse e dira ke go tshegetsa go ithuta dikgono tse di tla netefatsang gore badiri ba kgona go thapiwa fa Moepo o sena go tswalwa. Mo godimo ga seno, Khumani e tla ikobela Molao wa Maemo a Motheo a Khiro a go thusa badiri, a boikaelelo jwa one e leng go ba ruta dikgono tsa tiro tse di oketsegileng tse di tla solgelang badiri molemo ka nako ya fa ba kgaolwa mo tirong.

Boikarabelo jwa ga jaanong jaana ka nako ya tiragalo e e ka nnang ya se ka ya direga ya go tswalwa ga moepo ke jwa go thusa ka R 152 Milione. Palo eno, e e leng porofaele ya ga jaanong jaana ya badiri e e oketsegang ka 5% ka ngwaga mo lobakeng lwa dingwaga di le 5 e tla oketsa maikarabelo ano gore a fitlha kwa go R343 milione. R343 milione ke phopholetso e e di gaisang tsotlhe e e letlelelang infoleshene le go okediwa ga palo ya tirelo ya badiri mo lobakeng lwa dingwaga di le 5.

Go ya ka pampitshana e e bontshang dibalanse tsa ditšhetele le go naya matlotlo a ga jaanong (a a akaretsang lotseno lwa madi) rešio ya ga jaanong ya molato boemo jo bo siameng jo bo ka fokotsang molato o o bakileng go kgaolwa ga badiri mo tirong / dipaakanyetso tsa R150 milione le phopholetso ya R343 milione mo lobakeng lwa dingwaga di le 5.

Khumani e tla patelesega go kgaola badiri mo tirong go ya ka SLP e ntšha e e sekasekileng mo nakong e e fetileng mo lobakeng lwa dingwaga di le 5 ngwaga le ngwaga le go netefatsa ka boyone go bontsha ka metlha gore Moepo o na le kheše e e lekaneng ya go duela molato.

**Lenaanethalo 55: Tshobokanyo ya Maitlamo a Ditšhelete ya go Fokotsa Ditiro Tsa Moepo le Go Kgaolwa ga Badiri mo Tirong dingwaga di le tlhano (5) tsa Moepo wa Khumani**

<b>Paakanyetso ya Ditšhelete ya Botsamaisi Jwa go Fokotsa Ditiro tsa Moepo le Go Kgaolwa ga Badiri mo Tirong</b>	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>	<b>Dipaakanyetso tsa Ditšhelete Tsotlhe (2017/2018 go fitlhaka 2021/2022)</b>
Selekanyo sa Madi	Go ya ka pampitshana e e bontshang dibalanse tsa ditšhetele le go naya matlotlo a ga jaanong (a a akaretsang lotseno lwa madi) rešio ya ga jaanong ya molato boemo jo bo siameng jo bo ka fokotsang molato o o bakileng go kgaolwa ga badiri mo tirong / dipaakanyetso tsa R150 milione le phopholetrso ya R343 milione mo lobakeng lwa dingwaga di le 5.  Khumani e tla patelesega go kgaola badiri mo tirong go ya ka SLP e ntšha e e sekasekileng mo nakong e e fetileng mo lobakeng lwa dingwaga di le 5 ngwaga le ngwaga le go netefatsa ka boyone go bontsha ka metlha gore Moepo o na le kheše e e lekaneng ya go duela molato.					343 000 000





**ASSMANG**

**IRON ORE**  
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