



ASSMANG

IRON ORE
KHUMANI MINE

SOCIAL AND LABOUR PLAN

01 July 2022 - 30 June 2027
MINING RIGHT NUMBER: 18/2007 MR

Available in English, Afrikaans & Setswana



SOCIAL AND LABOUR PLAN



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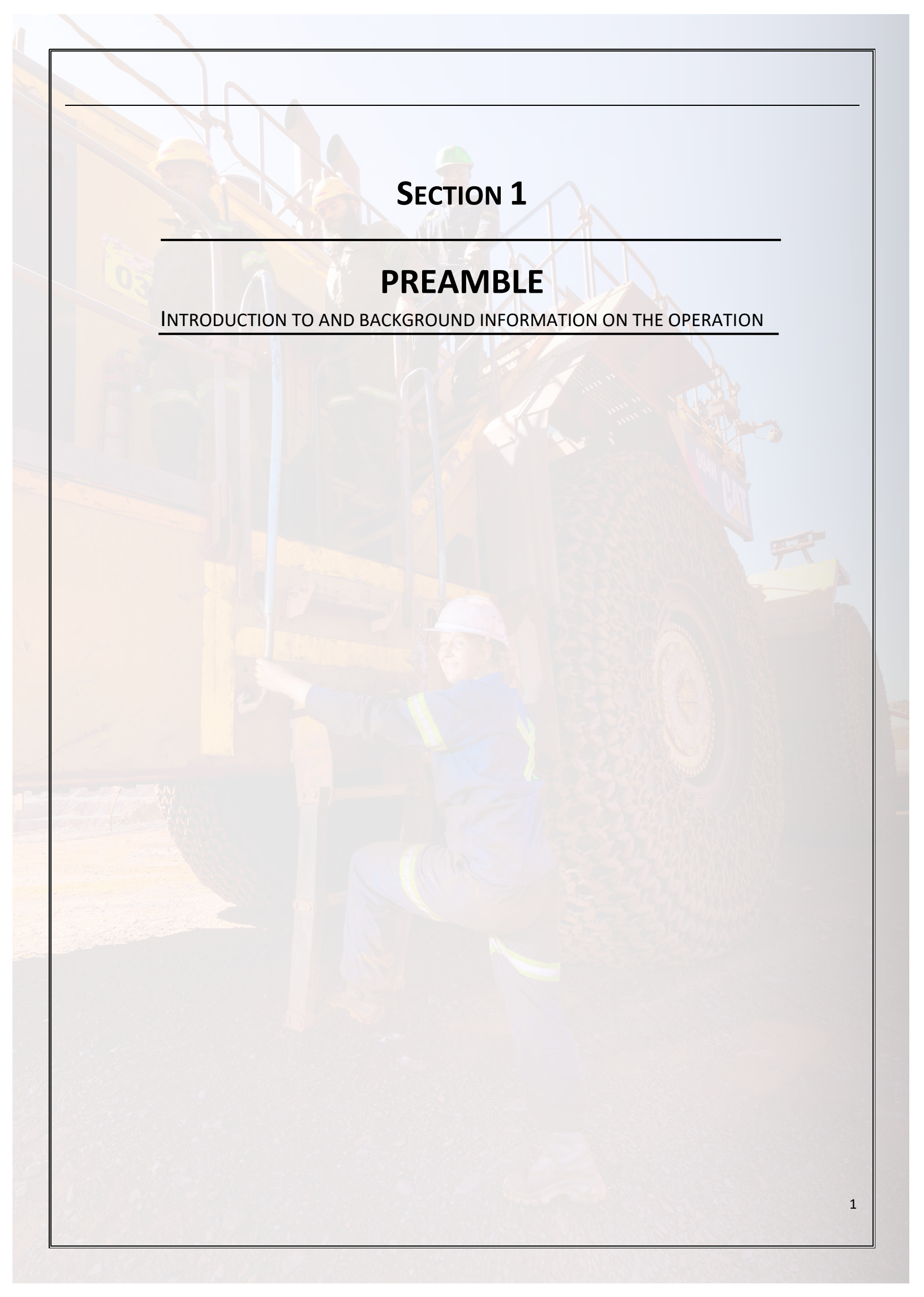
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ABBREVIATIONS

ABBREVIATION	MEANING
AET	Adult Education and Training
ATR	Annual Training Report
BBBEE	Broad-based Black Economic Empowerment
BEE	Black Economic Empowerment
COGHSTA	Department of Cooperative Governance, Human Settlements and Traditional Affairs
DBE	Department of Basic Education
DEDaT	Department of Economic Development and Tourism
DHET	Department of Higher Education and Training
DMRE	Department of Mineral Resources and Energy
DoEL	Department of Employment and Labour
DoH	Department of Health
DSD	Department of Social Development
EE	Employment Equity
EIA	Environmental Impact Assessment
ETDF	Equity Training and Development Forum
FET	Further Education and Training
FY	Financial Year
GCIS	Department of Government Communication and Information System
GET	General Education and Training
GLM	Gamagara Local Municipality
GSLM	Ga-Segonyana Local Municipality
HDP	Historically Disadvantaged Persons
HET	Higher Education and Training
HRD	Human Resources Development
IDPs	Integrated Development Plans
JTGDM	John Taolo Gaetsewe District Municipality
Khumani	Khumani Mine
LED	Local Economic Development
LSA(s)	Labour Sending Area(s)
MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002)
MQA	Mining Qualifications Authority
NCMMA	Northern Cape Mine Managers Association
NQF	National Qualifications Framework
NCR TVET	Northern Cape Rural Technical Vocational Education and Training (NCR TVET)
OD	Organisational Development
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
SPU	Sol Plaatje University
TBA	To be advised
TLM	Tsantsabane Local Municipality
TM	Talent Management
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

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 Province, within the boundaries of two (2) Local and District Municipalities: the Siyanda District Municipality, which hosts 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 amongst 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-three (23) years is planned. Covid has affected both operational costs, which have increased by R4 per ton, and productivity with several people ill or in quarantine thus limiting labour availability. The company's continuous concern is that the weakness in the global economy may result in the sharp decline in iron ore prices that will have a negative impact on the company's economic outlook and commitments in the Social and Labour Plan (SLP). Khumani has reached the ceiling in its lifecycle where there will be no major growth in production, which has stabilised at the 13.8 million tons pa and the labour complement has stabilised at the current number.

This SLP must be viewed in the context of this stabilised environment where there will also be increased costs of replacing and updating capital infrastructure. This SLP does not see the possibility of increased job creation. Low staff turnover also limits the number of new employees that can be brought on board. However, the life of mine has been extended through identification and declaration of additional reserves which provides a longer lifespan for the mine and continued job security for the workforce.

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 employ people from local communities, wherever possible and will continue to develop skills through trainee, learnerships and bursary schemes.

The community and the town of Kathu, in particular, is faced with rapid growth with a huge demand of 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) drive. Our Socio-Economic drive will benefit the GLM area and Ga-Segonyana Local Municipality (GSLM) area. Both these local Municipalities area located within the JTGDM. Being that the Assmang Beeshoek mine already covers the TLM area and Assmang Blackrock mine focusing primarily on the Joe Morolong Municipal area, Assmang Khumani will not be allocating Local Economic Development (LED) projects within these areas. In order to compliment investments made by Assmang Blackrock Mine within GSLM area, Assmang Khumani will also contribute LED funding within this area. GSLM is one of the major labour sending area, together with GLM, and the GLSM area is also affected by the negative impact of the mining operations. Both these local municipalities fall within the JTDM.

The Mine is committed to the objectives of the current Mining Charter as well as that 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 diagram below indicates the ownership structure of Assmang:

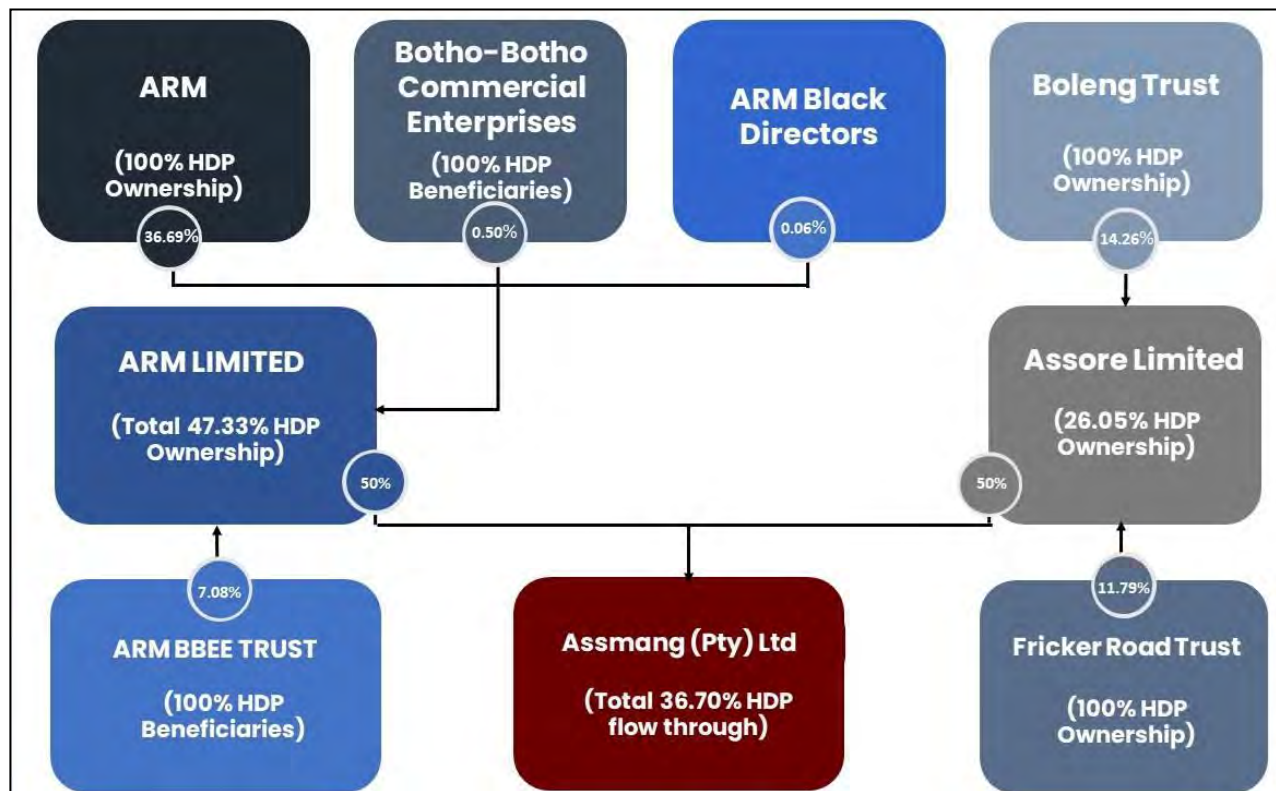


Figure 1: Assmang Ownership Structure

Assmang is 50% owned by ARM and 50% by Assore. The BEE status of Assmang is accordingly ascertained by examining the BEE status of the two shareholders. ARM has an effective 47.33% Historically Disadvantaged Person (HDP) ownership base, which comprises of African Rainbow Minerals & Exploration Investments Proprietary Limited (ARMI) owning 39.69%, Botho-Botho Commercial Enterprises (Pty) Ltd owning 0.50%, the ARM Broad Based Economic Empowerment (BBEE) Trust owning 7.08% and Black ARM directors owning 0.06%. The BEE flow through from ARM to Assmang is therefore 23.67% $((7.08+39.69+0.50+0.06) / 2)$.

Assore has an effective 26.05% HDP ownership base comprising of Boleng Trust owning 14.26% and Fricker Road Trust owning 11.79%. The BEE flow through from Assore to Assmang is 13.04% $(14.26+11.79) / 2$. The total HDP flow through from ARM and Assore to Assmang is therefore 36.70 %.



1.2 Preamble

A summary of the company details for Khumani are 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 25km south of Kathu in the Northern Cape Province
Commodity:	Iron Ore
Life of Mine:	23 Years
Financial Year (FY):	1 July -30 June
Reporting Period:	01 July 2022 to 30 June 2027



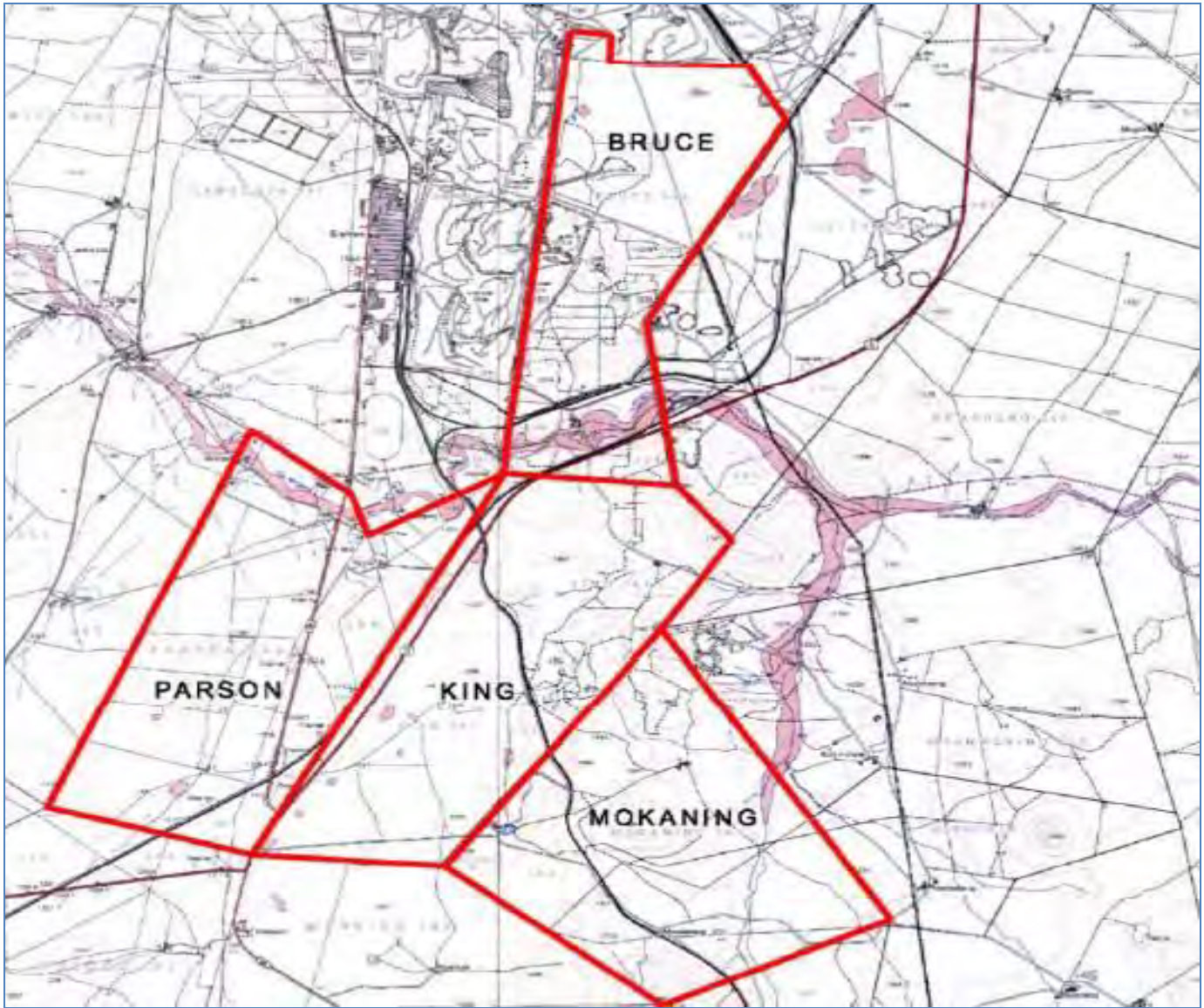
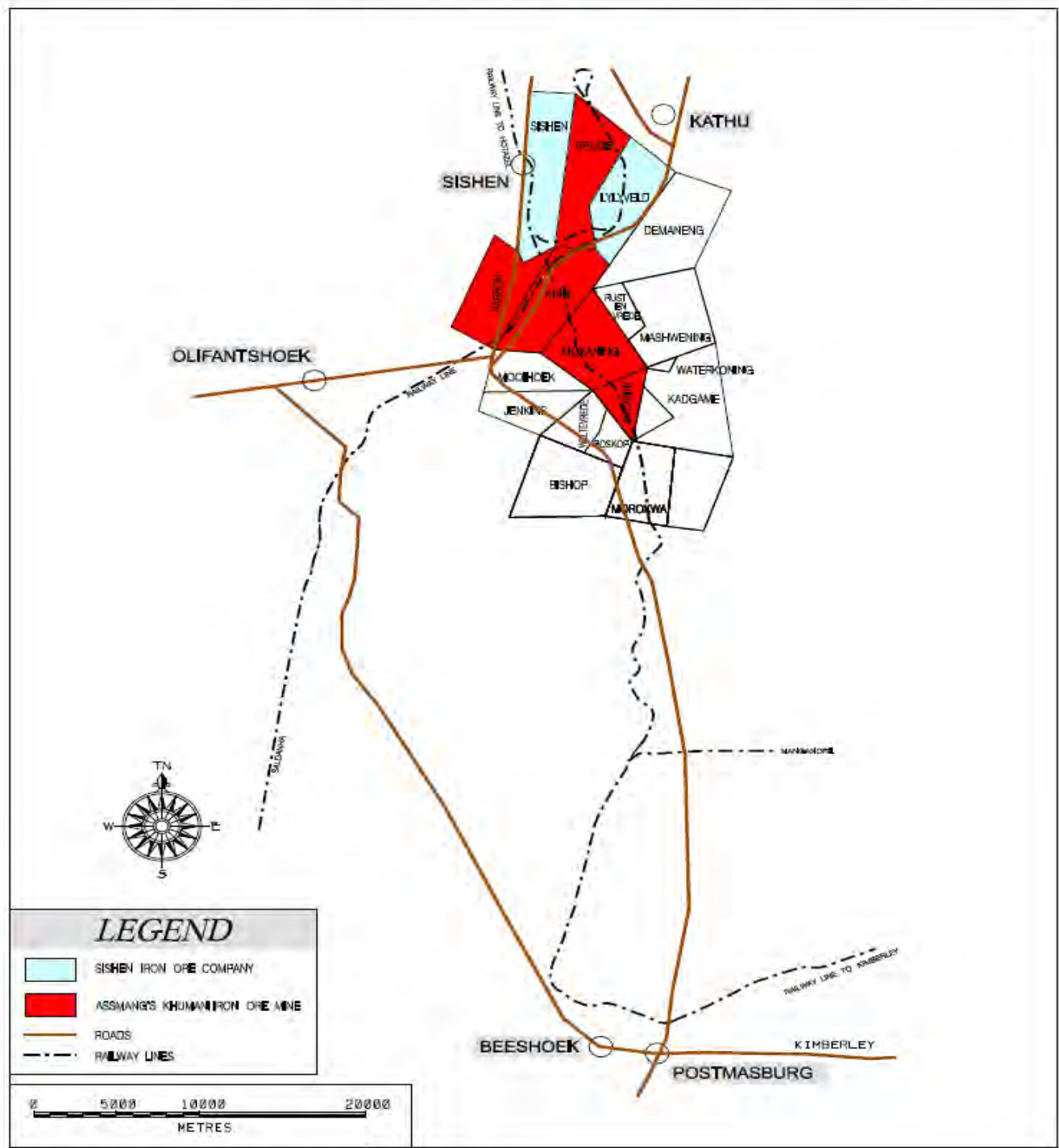


Figure 2: Plan Indicating the Location of Khumani



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 opencast 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, the waste to relevant 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 areas, 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, whilst 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 -32mm 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 – 32mm 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.

WHIMS PLANT: (Wet, High Intensity Magnetic Separator)

The Wet, High Intensity Magnetic Separation (WHIMS) process has been designed to beneficiate 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 that of the Fines export product. In doing so, the WHIMS processing plant is able to produce additional export product from material which would otherwise be classified as discard.



1.4 Current Khumani Workforce Profile as at March 2021

Table 2: Current Khumani Employees

Mining Operation/Contractor	Service Provided to the Mine	Current Number of Employees at the Mine
Assmang Khumani Mine	Management, Mining and Engineering Workforce for surface operations	1883

Table 3: Khumani Labour Sending Statistics by Area of Birth

PROVINCE	Municipality Of Birth		PROVINCIAL TOTAL	PROVINCIAL %
Eastern Cape	Barkly East	1	50	2.66%
	Bedford	1		
	Bizana	1		
	Cofimvaba	2		
	Cradock	1		
	East London	9		
	Grahamstown	1		
	Keiskamma Hoek	1		
	Middelburg	1		
	Mount Fletcher	1		
	Mount Frere	1		
	Ngcobo	3		
	Port Elizabeth (Gqeberha)	13		
	Queenstown (Komani)	3		
	Qumbu	1		
	Sterkspruit	4		
	Steynsburg	2		
	Uitenhage	2		
	Umtata (Mthatha)	2		
Free State	Bethlehem	5	77	4.09%
	Bloemfontein	27		
	Bothaville	3		
	Clocolan	2		
	Excelsior	1		
	Ficksburg	1		
	Heilbron	2		
	Hertzogville	2		
	Jagersfontein	1		
	Koffiefontein	1		
	Kroonstad	7		

PROVINCE	Municipality Of Birth		PROVINCIAL TOTAL	PROVINCIAL %
Free State (Continued)	Ladybrand	1		
	Mangaung	1		
	Odendaalsrus	2		
	Phuthaditjhaba	1		
	QwaQwa	2		
	Sasolburg	2		
	Smithfield	1		
	Steynsrus	1		
	Thaba Nchu	2		
	Theunissen	1		
	Viljoenskroon	2		
	Welkom	6		
	Witsieshoek	1		
	Zastron	2		
Gauteng	Alexandra	1	74	3.93%
	Atteridgeville	1		
	Boksburg	2		
	Brakpan	1		
	Carletonville	2		
	Dunnottar	1		
	Fochville	2		
	Ga Rankuwa	1		
	Germiston	1		
	Hammanskraal	3		
	Heidelberg	1		
	Johannesburg	14		
	Katlehong	1		
	Kempton Park	2		
	Krugersdorp	4		
	Pretoria	17		
	Randfontein	4		
	Sebokeng	2		
	Sharpeville	1		
	Soweto	1		
	Springs	3		
	Thembisa	3		
	Vanderbijlpark	2		
	Vereeniging	2		
	Vosloorus	1		
	Zwartkoppies	1		

PROVINCE	Municipality Of Birth		PROVINCIAL TOTAL	PROVINCIAL %
KwaZulu Natal	Dundee	1	21	1.12%
	Durban	5		
	Empangeni	1		
	Estcourt	1		
	Isipingo	1		
	Kokstad	1		
	Newcastle	4		
	Nongoma	1		
	Pietermaritzburg	1		
	Richards Bay	1		
	Scottburgh	1		
	Ulundi	1		
	Umzimkulu	1		
	Witsieshoek	1		
Limpopo	Brombeek	1	49	2.60%
	Burgersfort	2		
	Ellisras	1		
	Ga-Mphahlele	1		
	Giyani	1		
	Groblersdal	1		
	Jane Furse	2		
	Makhado	2		
	Malamulele	2		
	Mohlaletse	1		
	Mokopane	6		
	Musina	3		
	Nebo	1		
	Perdekop	1		
	Phalaborwa	2		
	Polokwane	9		
	Rooiberg	1		
	Sekhukhuneland	1		
	Sibasa	1		
	Thohoyandou	7		
	Tzaneen	2		
	Warmbath	1		
Mpumalanga	Balfour	1	25	1.33%
	Barberton	1		
	Camden	1		
	Delmas	1		

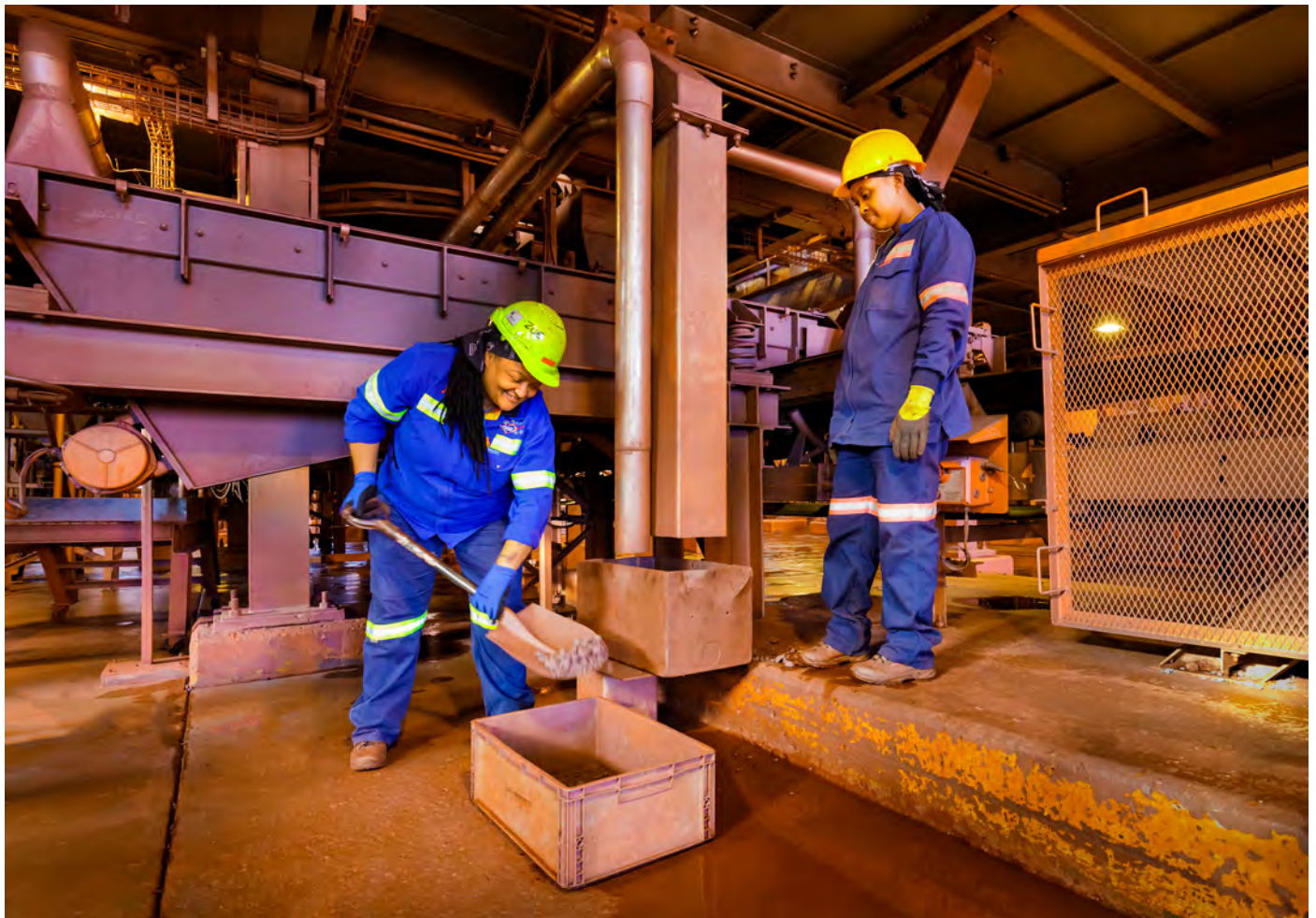
PROVINCE	Municipality Of Birth		PROVINCIAL TOTAL	PROVINCIAL %
Mpumalanga (Continued)	Graskop	1		
	Hendrina	1		
	Middelburg	6		
	Nelspruit	2		
	Nhlazatshe	1		
	Secunda	1		
	Siyabuswa	2		
	Standerton	3		
	Witbank	4		
North West	Amalia	1	250	12.96%
	Bendell	3		
	Bloemhof	1		
	Bosra	1		
	Brits	3		
	Delareyville	2		
	Ganalaagte	1		
	Ganyesa	4		
	Glen Red	1		
	Klerksdorp	11		
	Koffiekraal	1		
	Laxey	2		
	Leeudoringstad	1		
	Lichtenburg	1		
	Logaganeng	1		
	Mahikeng	25		
	Maipeng	2		
	Majeng	1		
	Makwassie	1		
	Morokweng	7		
	Pomfret	11		
	Potchefstroom	3		
	Reivilo	4		
	Rustenburg	5		
	Schweizer Reneke	2		
	Seoding	1		
	Taung	86		
	Tlakgameng	2		
	Tsineng	2		
	Ventersdorp	2		
	Vryburg	59		

PROVINCE	Municipality Of Birth		PROVINCIAL TOTAL	PROVINCIAL %
North West (Continued)	Wolmaransstad	2		
	Zeerust	1		
Northern Cape	Alexander Bay	2	1268	67.34%
	Askham	1		
	Barkly West	4		
	Batlharos	17		
	Bojelakgomo	1		
	Bojelapotsane	1		
	Bona-Bona	1		
	Buffelsrivier	1		
	Calvinia	1		
	Concordia	1		
	Copperton	1		
	Danielskuil	19		
	De Aar	7		
	Delportshoop	1		
	Deurham	1		
	Dibeng	10		
	Dikhing	1		
	Dingleton	1		
	Dithakong	1		
	Douglas	4		
	Gamopedi	1		
	Garies	3		
	Gasese	1		
	Gatlhose	2		
	Glosam	2		
	Griekwastad	10		
	Groblershoop	5		
	Hartswater	8		
	Heuningvlei	1		
	Hotazel	1		
	Jan Kempdorp	3		
	Kakamas	1		
	Kathu	15		
	Keimoes	5		
	Khosis	1		
	Kimberley	71		
	Kleinzee	5		
	Komaggas	5		

PROVINCE	Municipality Of Birth		PROVINCIAL TOTAL	PROVINCIAL %
Northern Cape (Continued)	Kuruman	600		
	Leliefontein	1		
	Lime Acres	3		
	Lohatla	2		
	Maruping	1		
	Marydale	2		
	Mothibistad	9		
	Nababeep	12		
	Niekerkshoop	2		
	Nieuwoudtville	1		
	Olifantshoek	44		
	Pampierstad	8		
	Pella	1		
	Perth	1		
	Pofadder	4		
	Port Nolloth	3		
	Postmasburg	240		
	Prieska	12		
	Ritchie	1		
	Sishen	5		
	Springbok	33		
	Steinkopf	11		
	Sutherland	1		
	Ulco	4		
	Upington	43		
	Van Zylsrus	1		
	Victoria West	1		
	Warrenton	5		
	Southern Region	1		
Western Cape	Beaufort West	1	45	2.39%
	Bellville	2		
	Cape Town	18		
	Ceres	2		
	Citrusdal	1		
	De Doorns	2		
	Franschhoek	1		
	Hopefield	1		
	Knysna	1		
	Lutzville	1		
	Malmesbury	1		

PROVINCE	Municipality Of Birth		PROVINCIAL TOTAL	PROVINCIAL %
Western Cape (Continued)	Mitchells Plain	1		
	Paarl	2		
	Saldanha	2		
	Vredenburg	2		
	Vredendal	6		
	Worcester	1		
Other	Botswana	2		0.11%
	England	1		0.05%
	Lesotho	1		0.05%
	Namibia	19		1.01%
	Zimbabwe	1		0.05%
Grand Total		1883	1883	100.00%

Figure 4 is indicative of the current profile of the Labour Sending Areas (LSAs) of Khumani employees and shows that 67.34% of the workforce is recruited from within the Northern Cape Province. Khumani is committed to maintaining and even improving this profile.



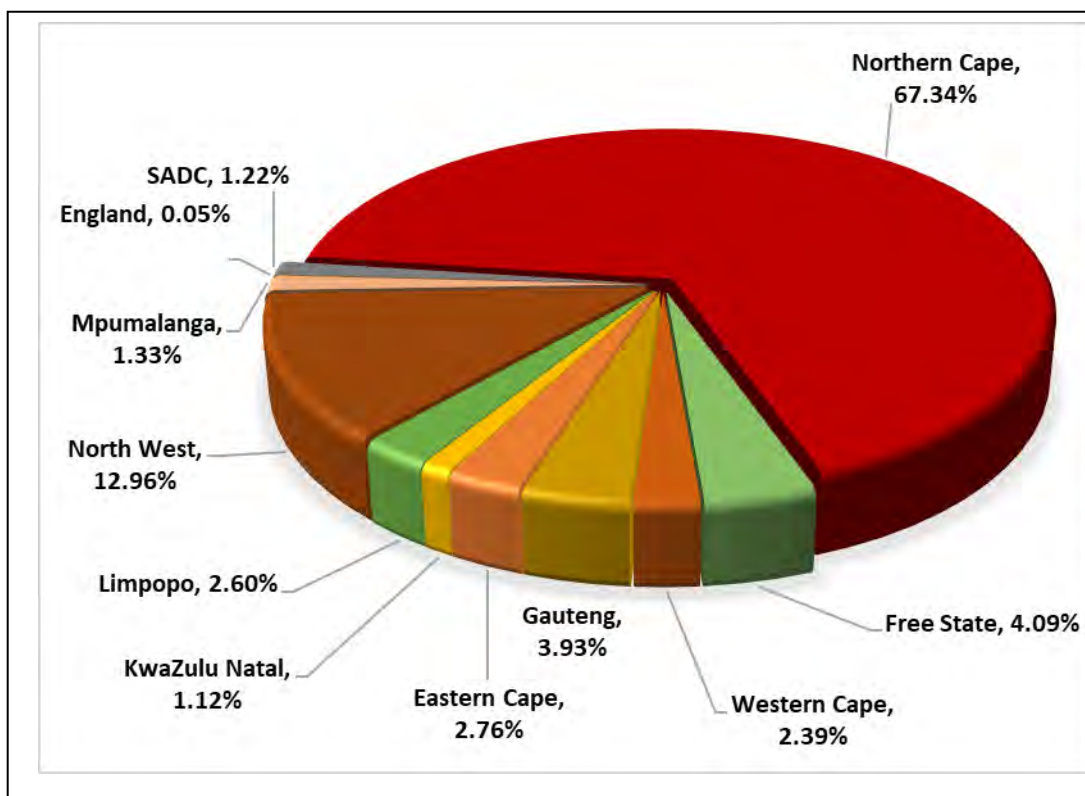


Figure 4: Labour Sending Areas by Birth at Khumani Mine as at March 2021

Table 4: Khumani Labour Sending Statistics by Area Current Residence

PROVINCE	MUNICIPALITY OF RESIDENCE		PROVINCIAL TOTAL	PROVINCIAL %
Northern Cape	Danielskuil	8	1883	100%
	Dibeng	15		
	Dingleton	1		
	Kathu	798		
	Kuruman	688		
	Lime Acres	1		
	Olifantshoek	68		
	Postmasburg	303		
	Santoy	1		



Table 5 and Figure 5 reflect the current residential areas for the core - long term contractors currently working at Khumani.

Table 5: Core- Long Term Contractor Current Residential Areas

Company	Postmasburg	Kathu/Deben	Kuruman	Olifantshoek	Other	Total
BME	5	26	15	3	0	49
Zevoli	5	62	34	4	10	115
Life	2	11	6	2	0	21
Dust A Side	14	11	14	15	0	54
Otraco	2	12	12	2	0	28
Liebherr	2	12	0	0	0	14
Nsimbi	3	10	8	5	9	35
Epiroc	0	2	2	0	10	14
BWE	1	7	10	0	6	24
RCPM	2	7	23	1	6	39
Contitech	1	25	4	0	1	31
Sandvik	1	11	15	1	6	34
Stefanutti Stocks	12	34	44	2	35	127
Komatsu	3	20	2	3	16	44
Rufco	43	22	5	1	13	84
Kevconbelt	0	11	2	0	1	14
Cummins	0	7	1	0	0	8
Total	6	10	8	14	8	46
Kwatani	0	8	3	0	0	11
MBE	1	8	0	7	0	16
Osborn	0	0	0	0	0	0
TOTAL	103	316	208	60	121	808



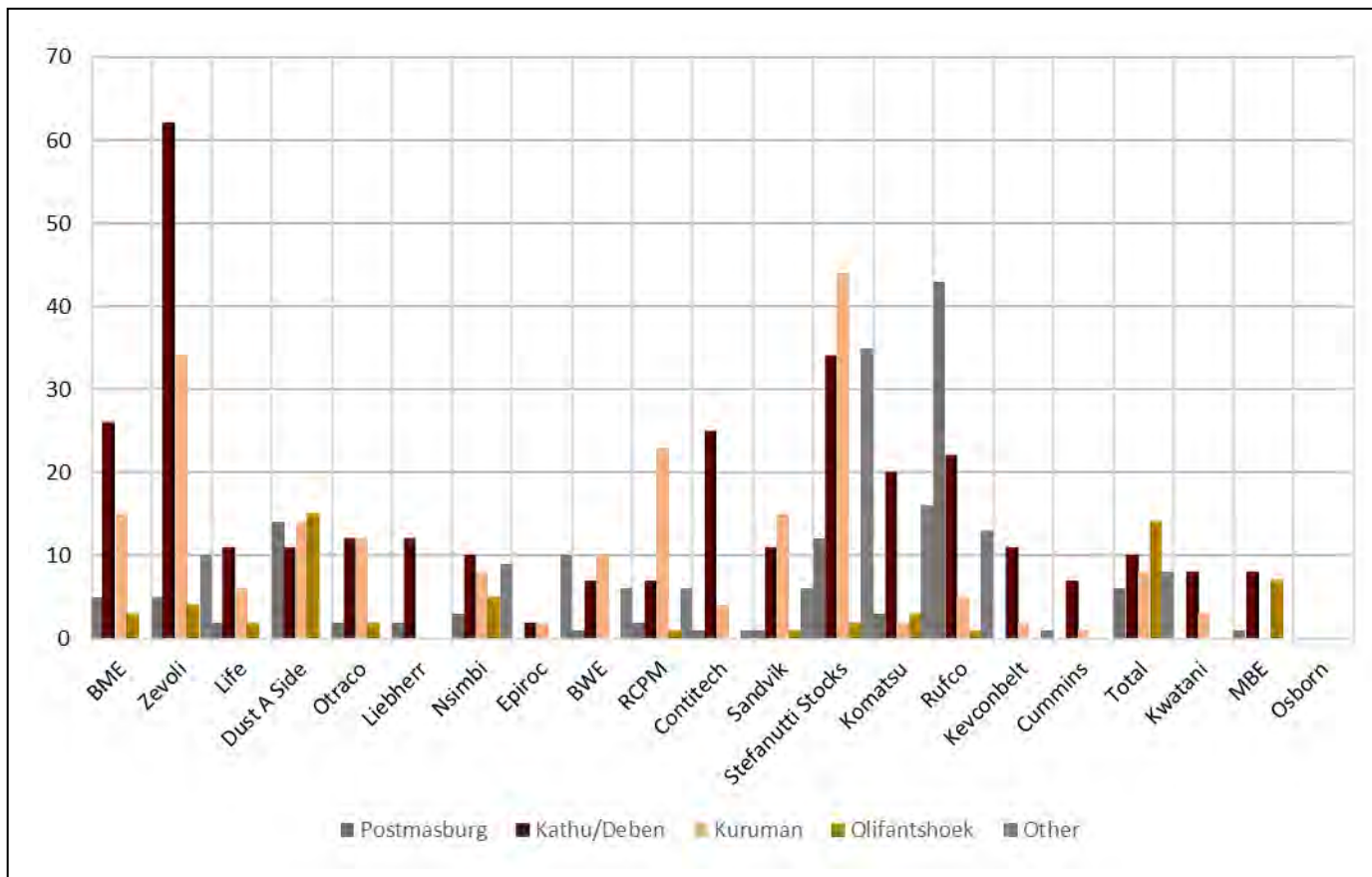
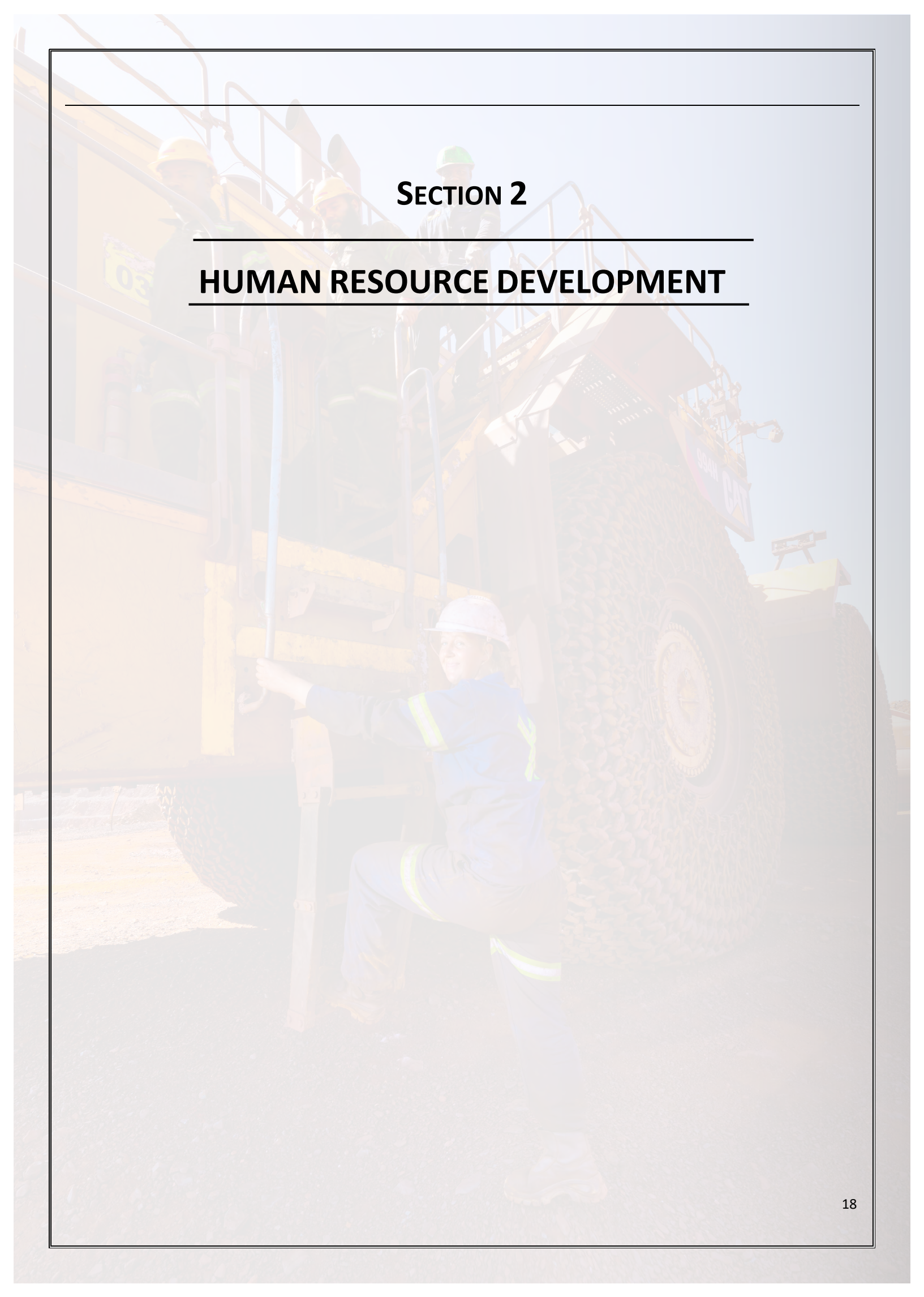


Figure 5: Core- Long Term Contractor Current Residential Areas



The background image shows a large yellow mining truck, likely a CAT 954G, at a mining site. Several workers in hard hats and safety gear are visible on the truck. One worker in the foreground is climbing a set of stairs leading up to the truck's platform. The scene is set in a dusty, open-pit mine environment under a clear sky.

SECTION 2

HUMAN RESOURCE DEVELOPMENT

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, reducing unemployment, inequality, and serve as foundations 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 HRD strategy is based on the primary objective of ensuring that employees are capacitated to carry out their current jobs and to multi-skill them wherever possible to create flexibility driven by our operational needs and requirements. The strategy also aims at empowering and giving employees opportunities to develop within the company through the IDP process and through the Study Assistance Programme.

For communities in our host and major Labour Sending areas the strategy aims to provide a wide range of off-site portable skills training to allow them to be absorbed more easily into the general economy. Opportunities are also available through Khumani's Bursary and Learnership Schemes for eligible members of the community.

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

- Ensuring development of requisite skills in respect of Learnerships, bursaries (of core and critical skills), artisans, and other training initiatives reflective of demographics as defined in the Mining Charter,
- To contribute towards HDP 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 upliftment and development of employees' skills (18,1 learners) and, local and major labour sending communities (18,2 learners),
- Contribute to the empowerment of employees (18,1 learners) and of local and labour sending communities (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 below:

SETA Registration	Details
Registration number of SETA	L620768327
Name of SETA	MQA
Confirmation of having appointed a Skills Development Facilitator (SDF)	YES
Proof of submission of workplace skills plan and date of submission	WSP/ATR 30 April as prescribed

The integrated Human Resources Development Plan will seek to maximise the productive potential of people employed at Khumani. Through the implementation of the following action plans which includes a five-year Skills Development plan; a five-year Mentorship plan; a five-year Learnerships plan; a five-year Graduate and Bursary plan; a five-year plan for Individual Development Plans (IDP), a five-year Portable Skills Plan; and a five-year Employment Equity (EE) plan.

The focus of skills development will aim to primarily provide technical competencies to achieve production and sales commitments; Secondary to this will be the aim of providing opportunities for obtaining prioritised skills and support progression within respective fields of discipline; and finally, the provision of portable or transferable skills.

2.3 Workplace Skills Plan (WSP) and Annual Training Report (ATR)

In compliance with the Skills Development Act, the company submits on an annual basis the Workplace Skills Plan (WSP) and the 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 employee development of requisite skills in respect of 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 (HDPs) of which 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 March 2021 (Form Q)

BAND	NQF LEVEL	OLD SYSTEM	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)		No Schooling	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1/ Sub A	0	0	0	0	0	0	0	0	0	0
		Grade2/ Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/ Std1/ABET 1	0	0	0	0	0	0	0	0	0	0
		Grade4/ Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5/ Std 3/ ABET 2	0	0	0	0	0	0	0	0	0	0
		Grade 6/ Std 4	0	0	0	0	0	0	0	0	0	0
		Grade 7/Std 5/ABET 3	0	0	0	0	0	0	0	0	0	0
		Grade 8/ Std 6	0	0	0	0	0	0	0	0	0	0
	1	Grade 9 /Std 7/ ABET 4	12	4	0	1	2	0	0	0	17	2
Further Education and Training (FET)	2	Grade 10/ Std 8/ N1	86	32	0	11	10	1	0	1	129	12
	3	Grade 11/ Std 9/ N2	109	14	0	0	14	1	0	0	123	15
	4	Grade 12/ Std 10/ N3	471	116	0	40	120	36	0	28	627	184
Higher Education and Training (HET)	5	Higher Certificate (N4)	185	120	1	90	53	16	1	11	396	81
	6	Diploma /Advance Certificate (N5)	35	6	0	8	26	11	1	5	49	43
	7	Bachelor /Advance Diplomas (N6)	60	19	0	19	52	18	0	12	98	82
	8	Honours Qualifications Professional	4	1	0	5	4	1	1	3	10	9
	9	Master's degrees	0	1	0	1	2	1	0	1	2	4
	10	Doctoral Degrees	0	0	0	0	0	0	0	0	0	0
		Undefined	0	0	0	0	0	0	0	0	0	0
TOTAL			962	313	1	175	283	85	3	61	1451	432

2.4 AET

Based on the Form Q there are no employees with levels of education below NQF level 4. There is no need currently for AET training for our employees. However, should there be an operational need during the duration of the plan, identified employees will be offered AET. Khumani Mine has identified the need to implement the Employee Grade 12 Assistance Programme. The pilot programme is being implemented from 2021, with the first examinations scheduled to be in 2022.

For employees whose highest level of education is beyond NQF Level 4 and who wish to improve their education levels, the Study Assistance programme provides support and funding for them to acquire further education. Khumani has a standing annual commitment for assistance towards further education of its employees. The assistance will, however, always be subject to operational requirements and available budget.

2.5 Learnerships (18.1 & 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, the employer and a 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 South African Qualifications Authority (SAQA), partially funded from the Skills Levy and must lead to a qualification on the NQF. Khumani has set targets for Learnerships in the Engineering specific trades, however variation amongst trades could occur taking into consideration that there might be a gap at certain instances due to factors like terminations, qualification, market demand etc. The Human Resources Development policy (HRD) further stipulates that the Mine, depending on availability, will recruit for Learnerships from the surrounding communities.

In all Learnership enrolments Khumani will follow a transformation ratio which is 70% HDPs of which 30% are women (70/30 Principle Projected Apprenticeship/Learnerships targets number of enrolments at any point in time) and aligned with the Employment Equity monitoring form.

Non-Technical Learnerships

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

Through these learnerships Khumani wishes, particularly, to enable people living with disabilities. Khumani mine recognises the importance of non-technical skills for the broader economy.

Table 7: Strategic Action Plan for Learnerships/Apprenticeships

Non-Technical Learnership Strategic Action Plan	Responsible Department	Date to be completed
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 surrounding communities	HR Operations	Annually
List specific requirements for enrolment such as: Grade 12 (subjects as per learnership enrolment requirement) a. Medically fit, b. Other requirements i.e., psychometric assessments.	HR Operations	Annually
Candidate's representative of the Economically Active Population (EAP) as outlined in the Employment Equity monitoring form, if available, to be offered learnership contracts.	HR Operations	Annually
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 Department of Mineral Resources and Energy (DMRE).	HR Operations	Annually
Technical Learnerships/ Apprenticeship Strategic Action Plan	Responsible Department	Date to be completed
Candidates for the Section 18(1) Learnerships will be identified through internal advertisements. The potential candidates will undergo psychometric and medical assessments, and practical work knowledge assessments.	HR Operations	Annually

Technical Learnerships/ Apprenticeship Strategic Action Plan	Responsible Department	Date to be completed
Advertise Learnerships 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 & Science; Medically Fit, Other requirements (psychometric assessments)	HR Operations	Annually
List of candidates (to include suitable amount of 80 % HDPS of which 20% women, if available, to be offered Learnerships contracts.	HR Operations	Annually
The Learnerships 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 on in the annual SLP Report to DMRE.	HR Operations	Annually
Upon qualification, artisans may be absorbed by the mine (appointed), as and when vacancy opportunities arise and considering their performance during the Learnerships 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). This is for both 18.1 and 18.2 learners.
- Mining
- Non-Technical Learnerships reserved specifically for People with Disabilities (PWD)

Table 8: Learnership Plan for Khumani Mine 2022 -2027

DISCIPLINE	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAL
Engineering	30	30	30	30	30	
Mining & Related Skills	8	8	8	8	8	
Non-technical learnerships (for PWDs)	30	30	30	30	30	
TOTAL	78	78	78	78	78	
Budget	R6 900 000	R6 900 000	R7 100 000	R7 100 000	R7 100 000	R35 100 000

Note: The Learnership figures above reflect 18.1 and 18.2 learners and are the total number of participants annually and not only the number of new intakes and will be influenced by operational requirements.

The duration of learnership programmes differ based on the specific disciplines as well as the time it takes for learners to complete their logbooks for admission to write their trade test. It should also be noted that learnership intakes may overlap between different years of the SLP. i.e. year 1 learners may still be part of the total headcount for year 2 due to the learnership programme specifics.

Khumani commits to enrol learnerships for the 5-year period of the SLP. However, the disciplines will be determined as per 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 through ensuring availability of essential skills.

The Succession Planning process allows for 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 current and future role vacancies. This may increase the effectiveness of role appointments and as such decisions are 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 its maturation, will enable career development programmes to be created for all positions in relation to capability which is required.

The Mines' 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 a position on a higher level of employment, should natural vacancies be available as per company's 3-year labour plan budget reflected in the organograms.

Table 9: Succession Planning Strategic Action Plan

Succession Planning Strategic Action Plan	Responsible Department	Date to be completed
To develop career paths of each discipline (inclusive of minimum entry requirements and timeframes)	HR Operations	Completed but reviewed for new positions
To match succession candidates 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 in terms of succession planning; and	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 development of HDPs especially female candidates for future roles.	HR Operations	Annually

Table 10: Potential Successor at Khumani Mine

Occupational level	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
Senior Management	3	3	3	3	3
Prof Qualified, Experienced Specialist and Middle Management	15	15	15	15	15
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	12	12	12	12	12
Talent Pools (B - Band Females)	10	10	10	10	10
TOTAL	40	40	40	40	40

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 be dependent upon 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 is 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 collaborates with academic institutions and service providers in order to tailor education and training programmes to suit Assmang individual needs and to promote transformation within the company.

Table 11: Leadership Development Plan for Khumani Mine

Leadership Training Programmes	Occupational Level	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAL
Women Development Programme (Junior females)	Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C-band) / Semi-skilled and discretionary decisions making (B-band)	6	6	6	6	6	
Supervisory Development	Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C-band)	10	10	10	10	10	

Leadership Training Programmes	Occupational Level	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAL
Junior and Middle Management Development	Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C-band)/ Professionally qualified and experienced specialists and middle management (D-band)	4	4	4	4	4	
TOTALS		20	20	20	20	20	
Budget		R200 000	R200 000	R200 000	R200 000	R200 000	R1,000,000

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 required competencies to successfully execute their employment responsibilities.

Table 12 below sets out the Strategic Action Plan, which Khumani will employ 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	Completed
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	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAL
OHS Training	20	20	20	20	20	100
TMM Operators (Various Licenses)	20	20	20	20	20	100
Lifting Equipment Training	20	20	20	20	20	100
First Aid Training	20	20	20	20	20	100
Risk Assessment	10	10	10	10	10	50
TOTAL	90	90	90	90	90	450
Budget	R6 500 000	R7 000 000	R7 500 000	R8 000 000	R8 500 000	R37 500 000
Type of Training – Non-Technical	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAL
Employee Grade 12 Assistance Programme	20	20	20	20	20	100
Khumani Leadership Identity Programme (E-learning)	50	50	50	50	50	250
Mentoring and Coaching skills	10	10	10	10	10	50
TOTAL	80	80	80	80	80	400
Budget	R800 000	R800 000	R800 000	R800 000	R800 000	R4 000 000
GRAND TOTAL	170	170	170	170	170	850
TOTAL BUDGET	R7 300 000	R7 800 000	R8 300 000	R8 800 000	R9 300 000	R41 500 000

2.8 Portable Skills for Employees

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

Khumani will provide voluntary skills training programmes to employees with skills which are valuable outside of the mining industry. The current communication channels to communicate the portable skills training, will be through the mine newsletter, organised labour, Future Forum and the Equity Training and Development Forum (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 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	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAL
All portable skills training which includes, but is not limited to, retirees and host community	100	100	100	100	100	
Total	100	100	100	100	100	
Budget	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R9 000 000

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 attempts to build capacity in areas where needed (Form R – Table 15Table 15).



Table 15: Form R Hard to fill vacancies as at June 2021

Occupation or Specialisation Title	Occupation Code	Reason for Occupation being Scarce	Hard to fill vacancies (number) that you considered scarce during 2015.	Add comments regarding the scarcity, i.e., which tasks/outputs that are <u>critical</u> for 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 of GCC, also relative scarcity with regards to employment equity and industry attractiveness.	National_Higher_Diploma	7
Mechanical Engineer (Mines)	2015-214401	Absolute - lack of skilled people /Equity considerations	1	GCC Qualifications and sufficient management experience after obtaining of GCC, also relative scarcity with regards to employment equity especially Women in Mining and industry attractiveness.	National_Higher_Diploma Bursar and graduate programmes	7
Mechanical Instrument Technician	2015-311501	Absolute - lack of skilled people	1	Technical experience plus relative scarcity industry attractiveness	MQA_Learnership	5
Instrument Mechanician (Industrial Instrumentation & Process Control)	2015-672105	Absolute - lack of skilled people	1	Technical experience plus relative scarcity 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 employment equity and also industry attractiveness	Bachelors_Degree	7
Millwright	671202	Equity considerations/ Lack of relevant experience	3	Difficulties finding Woman-in-Mining with the correct equipment specific experience, within Equity requirements, candidates to fill this position	MQA_Learnership	5
Auto Electrician	671208	Equity considerations/ Lack of relevant experience	1	Difficulties finding Woman-in-Mining with the correct equipment specific experience, within Equity requirements, candidates to fill this position	MQA_Learnership	5

Occupation or Specialisation Title	Occupation Code	Reason for Occupation being Scarce	Hard to fill vacancies (number) that you considered scarce during 2015.	Add comments regarding the scarcity, i.e., which tasks/outputs that are <u>critical</u> for 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
Mine Safety Officer	325705	Equity considerations/ Lack of relevant experience	2	Difficulties finding Woman-in-Mining with correct Surface Mining experience, within Equity requirements, candidates to fill this position	Bursary programmes	7
Training Material Developer	242401	Equity considerations/ Lack of relevant experience	1	Difficulties finding Woman-in-Mining with correct Module Developer, combination of surface mining and engineering environment, experience within Equity requirements, candidates to fill this position	Bursary programmes	7

2.10 Mentorship Plan

Khumani promotes and actively drives the practices of mentoring and coaching as part of all development interventions i.e., succession planning, bursary programmes, graduates and internship programmes. Mentorship and coaching are considered key processes in people's development, Employment Equity, and 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 means of transferring and building skills and knowledge. The formalisation of this process entails scheduled meetings, clear objectives, regular monitoring and specified timeframes for achievement of goals.

Coaching is an often-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 on-going process.

Table 16: Mentorship Strategic Action Plan

Mentorship Strategic Action Plan	Responsible Department	Date to be completed
Identify employees within the company with specific mentoring and coaching needs and link them a suitable mentor and/ or coach.	HR Department	Ongoing
Assess line and senior management aptitude to be mentors, enrol 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 2022 - 2027

Employee Categories	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Total
Succession Candidates and Talent Pools	40	40	40	40	40	
Graduates	10	10	10	10	10	
Middle to Senior Management females	10	10	10	10	10	
Total	60	60	60	60	60	
Budget	R100 000	R100 000	R100 000	R100 000	R100 000	R500 000

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 Bursary and Graduate training programmes are provided under the following categories:

- Internal Bursaries (Study Assistance) is made available to Khumani employees

- Bursaries (Mining related and other disciplines) is made available to external applicants
- Graduate Training Programme
- Scholarship Bursary Programme (Khumani Youth Development Programme) is offered for Grades 10 -12 learners doing Mathematics and Physical/life Sciences.

Khumani bursary scheme is aimed at the development of suitable students who, on completion of their studies, may be afforded professional career opportunities within Khumani. Within the Khumani Graduate Programme some learners may be transferred to ARM to gain 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 EAP and transformation EE targets and Khumani commits to the 70:30 principle to promote the inclusion of HDP 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 qualification at a recognised South African tertiary institution.	HR	Ongoing
Bursary and Graduate Trainee opportunities are advertised internally and externally utilizing local newspapers and through the Local Municipalities.	HR	Ongoing
Bursaries will be awarded to students as per Khumani's selection criteria, preference shall be given to HDPs and women	HR	Ongoing
Those given mining-related bursaries will be expected to do vacation work and in-service training on the Mine and 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 Annual 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 2022 - 2027

CATEGORY	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Total
Internal Bursaries (Study Assistance) is made available to Khumani employees	30	30	30	30	30	
Budget	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R5 000 000
Bursaries (10 Mining Related and 40 other Disciplines) is made available to external applicants	50	50	50	50	50	
Budget	R3 000 000	R3 000 000	R3 000 000	R3 000 000	R3 000 000	R15 000 000
Khumani Youth Development Programme (KYDP)	25	25	25	25	25	
Budget	R2 000 000	R2 000 000	R 2000 000	R 2000 000	R 2000 000	R10 000 000
Graduate Training Programme	10	10	10	10	10	
Budget	R50 000	R50 000	R50 000	R50 000	R50 000	R250 000
TOTAL	110	110	110	110	110	
Total Budget	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R30 250 000

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

Table 20: Targets for Bursaries In Mining Related Disciplines Based on Scarce Skills.

Field of Study	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Total
Engineering Mechanical / Electrical	3	3	3	3	3	
Engineering Mining	2	2	2	2	2	
Geology	1	1	1	1	1	
Surveying/ Environmental	1	1	1	1	1	
Purchasing and Supply Chain/ Logistics Management	1	1	1	1	1	
Engineering Chemical / Metallurgy	2	2	2	2	2	
Total	10	10	10	10	10	

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

The duration of the bursary programmes differ based on the year in which the student is enrolled for i.e. first year, second or third year. It should also be noted that bursary intakes may overlap between different years of the SLP. i.e. year 1 bursars may still be part of the total headcount for year 2 due to the bursar specifics.

All bursary appointments shall be made in line with the EE plan of Khumani through the consistent application of the 70:30 principle in the recruitment process for bursars and subsequent graduates.

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

Khumani shall 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 graduate opportunities arise.

Table 21: Targets for Projected Graduate Trainees at Khumani Mine

Field of Study	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Total
Engineering Mechanical/ Electrical	3	3	3	3	3	
Engineering Mining	3	3	3	3	3	
Geology	1	1	1	1	1	
Engineering Chemical/ Metallurgy	2	2	2	2	2	
Purchasing and Supply Chain Management/ Logistics	1	1	1	1	1	
Total	10	10	10	10	10	

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

The duration of the graduate programmes differ based on the completion of the students logbook for admission to write professional registration exams i.e. GCC, MCC. It should also be noted that graduate intakes may overlap between different years of the SLP. i.e. year 1 bursars may still be part of the total headcount for year 2 based on the successful completion date of the formal qualification.

2.11.1 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 conducted on an own-time basis, normally through correspondence learning. The process of awarding study assistance to employees shall be implemented in line with the Company Study Assistance Policy.

Table 22: Strategic Action 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 (Talent and OD Section)	Ongoing
The identification of candidates will be guided by succession planning and career management processes per discipline;	Human Resources (Talent and OD Section)	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 TM Talent Management (TM) and Organisational Development (OD) section Manager and any other relevant subject matter experts;	Human Resources (TM and OD Section)	Ongoing

Such studies are to be undertaken through institutions recognised by the Company.

Human Resources
(TM and OD
Section)

Ongoing

Table 23: Study Assistance Targets for Khumani Mine 2022 - 2027

Occupational Level	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAL
Senior management (E-band)	0	0	0	0	0	
Professionally qualified and experienced specialists and middle management (D-band)	5	5	5	5	5	
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C-band)	15	15	15	15	15	
Semi-skilled and discretionary decisions making (B-band)	10	10	10	10	10	
Totals	30	30	30	30	30	

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

The number of employees assisted through the study assistance programme is dependent on the interest of employees to make use of the opportunity to further their studies.



2.12 Employment Equity Plan

2.12.1 Purpose of the Employment Equity Plan

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 Employment Equity Plans have been prepared in accordance with Section 20 of the Employment Equity Act 55 of 1998 and its amendments.

The objectives of EE plan at Khumani are to ensure that the company's workforce is in the long run representative of the demographics of the country and to enhance representation across the different occupational levels 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 effort is directed at identifying Historically Disadvantaged Persons with talent and providing accelerated training and development initiatives to assist their progression.

Khumani believes that EE 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 Historically Disadvantaged Persons, 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 recognized trade unions in the ETDF meetings.

Khumani's EE Programme focuses on the implementation of career paths and development opportunities, employment equity commitments, mentorships and skills development programmes. The programme is aligned to the National and Provincial EAP and seeks to increase the number of women on the mine. This must, however, take place within the constraints of the company's staff turnover rate and the natural attrition rate, which at present is low. Particular effort will be directed at identifying HDPs with talent and providing accelerated training and development initiatives to assist their progression.



Table 24: Workforce Profile Statistics at Khumani Mine as at March 2021 (Form S)

Category	African		Coloured		Indian		White		Foreign Nationals		Actual			Actual %			Mining Charter target		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Historically Disadvantaged Persons	Female	Total	Historically Disadvantaged Persons	Female	People with disabilities	Historically Disadvantaged Persons	Female	People with disabilities
Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Executive Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Senior Management	2	2	1	1	0	0	6	0	0	0	6	3	12	50.00%	25.00%		60%	25%	
Middle Management	26	15	16	7	0	0	20	8	0	0	72	30	92	78.26%	32.61%		60%	25%	
Junior Management	256	96	140	36	1	2	130	31	0	0	562	165	692	81.21%	23.84%		70%	30%	
People with disabilities	0	3	2	0	0	0	5	0	0	0	5	3	10			0.53%			1.5%
Core and Critical Skills (reflective of workforce demographics)	904	207	269	30	1	0	153	10	0	0	1421	247	1574	90.28%			60%		

Khumani doesn't have employees at Board level. The Board employees are at corporate office ARM

2.12.2 Employment Equity Strategies Applied at Khumani

The following EE Strategy will be applied at Khumani:

- To apply the principle of HDPs and females in all talent pipelines which is aligned with the Economically Active Population:
 - * Succession Planning
 - * Learnerships
 - * Bursaries
 - * Graduates
 - * Community training pools (specifically for females)
 - * Khumani Youth Development Programme (Offered for Grade 10 – 12 learners doing Mathematics and Physical/Life Sciences)
 - * People with Disabilities: Non-Technical Learnerships

Table 25: 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., aligned with the Mining Charter targets).	HR Department	Ongoing
Focus will be placed on attracting and retaining HDPs including women and nurturing talent to supplement the workforce complement and to plan for succession.	HR Department	Ongoing
Targeting the recruitment of HDPs and women is a specific focus of the workforce plan. (Company will use the EE Monitoring form and effectively manage deviations) and to ensure all appointments are demographically aligned.	HR Department	Ongoing
Recruitment targets for HDPs 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 HDPs and women to ensure that they acquire the appropriate skills and competencies.	HR Department	Ongoing
Mentoring of HDPs to provide them with support and assistance to ensure that they can assume their roles with success.	HR Department	Ongoing

The average staff turnover over the last 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 a growth in the workforce these will be limited



2.12.3 Employment Equity Targets

The below tables set out the Employment Equity targets for Khumani mine for the 5 years period 2023 – 2027

Table 26: Employment Equity Targets at Khumani Mine – 2023 (Year 1)

Category	African		Coloured		Indian		White		Foreign Nationals		Planned			Actual %			Mining Charter target		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Historically Disadvantaged Persons	Female	Total	Historically Disadvantaged Persons	Female	People with disabilities	Historically Disadvantaged Persons	Female	People with disabilities
Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Executive Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Senior Management	2	2	1	1	0	0	4	0	0	0	6	3	10	60.00%	30.00%		60%	25%	
Middle Management	27	19	16	8	0	1	20	8	0	0	79	36	99	79.80%	36.36%		60%	25%	
Junior Management	240	127	142	60	1	2	116	30	0	0	602	219	718	83.84%	30.50%		70%	30%	
People with disabilities	7	13	4	9	0	0	5	0	0	0	33	22	38			1.97%			1.5%
Core and Critical Skills (reflective of workforce demographics)	898	263	265	35	1	0	142	10	0	0	1471	307	1613	91.23%			60%		

Table 27: Employment Equity Targets at Khumani Mine – 2024 (Year 2)

Category	African		Coloured		Indian		White		Foreign Nationals		Planned			Actual %			Mining Charter target		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Historically Disadvantaged Persons	Female	Total	Historically Disadvantaged Persons	Female	People with disabilities	Historically Disadvantaged Persons	Female	People with disabilities
Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Executive Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Senior Management	2	2	1	1	0	0	4	0	0	0	6	3	10	60.00%	30.00%		60%	25%	
Middle Management	27	20	16	8	0	1	19	8	0	0	80	37	99	80.81%	37.37%		60%	25%	
Junior Management	238	130	144	65	1	2	111	27	0	0	607	224	718	84.54%	31.20%		70%	30%	
People with disabilities	7	13	4	9	0	0	5	0	0	0	33	22	38			1.97%			1.5%
Core and Critical Skills (reflective of workforce demographics)	886	268	271	40	1	0	137	10	0	0	1476	318	1613	91.48%			60%		

Table 28: Employment Equity Targets at Khumani Mine – 2025 (Year 3)

Category	African		Coloured		Indian		White		Foreign Nationals		Planned			Actual %			Mining Charter target		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Historically Disadvantaged Persons	Female	Total	Historically Disadvantaged Persons	Female	People with disabilities	Historically Disadvantaged Persons	Female	People with disabilities
Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Executive Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Senior Management	2	2	2	1	0	0	3	0	0	0	7	3	10	70.00%	30.00%		60%	25%	
Middle Management	27	21	16	8	0	1	18	8	0	0	81	38	99	81.82%	38.38%		60%	25%	
Junior Management	231	137	146	71	1	2	106	24	0	0	612	234	718	85.24%	32.59%		70%	30%	
People with disabilities	7	13	4	9	0	0	5	0	0	0	33	22	38			1.97%			1.5%
Core and Critical Skills (reflective of workforce demographics)	873	276	276	45	1	0	133	10	0	0	1480	331	1613	91.74%			60%		

Table 29: Employment Equity Targets at Khumani Mine – 2026 (Year 4)

Category	African		Coloured		Indian		White		Foreign Nationals		Planned			Actual %			Mining Charter target		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Historically Disadvantaged Persons	Female	Total	Historically Disadvantaged Persons	Female	People with disabilities	Historically Disadvantaged Persons	Female	People with disabilities
Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Executive Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Senior Management	2	2	2	1	0	0	3	0	0	0	7	3	10	70.00%	30.00%		60%	25%	
Middle Management	27	22	16	8	0	1	17	8	0	0	82	39	99	82.83%	39.39%		60%	25%	
Junior Management	229	144	148	72	1	2	101	21	0	0	617	239	718	85.93%	33.29%		70%	30%	
People with disabilities	7	13	4	9	0	0	5	0	0	0	33	22	38			1.97%			1.5%
Core and Critical Skills (reflective of workforce demographics)	859	85	281	50	1	0	129	10	0	0	1484	344	1613	92.00%			60%		

Table 30: Employment Equity Targets at Khumani Mine – 2027 (Year 5)

Category	African		Coloured		Indian		White		Foreign Nationals		Planned			Actual %			Mining Charter target		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Historically Disadvantaged Persons	Female	Total	Historically Disadvantaged Persons	Female	People with disabilities	Historically Disadvantaged Persons	Female	People with disabilities
Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Executive Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%		50%	20%	
Senior Management	2	2	2	1	0	0	3	0	0	0	7	3	10	70.00%	30.00%		60%	25%	
Middle Management	27	23	16	8	0	1	16	8	0	0	83	40	99	83.84%	40.40%		60%	25%	
Junior Management	227	150	148	76	1	2	96	18	0	0	622	246	718	86.63%	34.26%		70%	30%	
People with disabilities	7	13	4	9	0	0	5	0	0	0	33	22	38			1.97%			1.5%
Core and Critical Skills (reflective of workforce demographics)	850	292	281	55	1	0	125	10	0	0	1488	357	1613	92.26%			60%		

SECTION 3

LOCAL ECONOMIC DEVELOPMENT



3. MINE COMMUNITY DEVELOPMENT

3.1 Introduction

Local Economic Development (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 by which the public and private partnerships work collectively to create better conditions for economic growth and employment generation.

Key principles underlying LED:

- Since poverty and unemployment are among 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 partnership between communities, businesses and government to solve problems, create joint business venture and built local areas.
- LED uses local resources and skills to maximise opportunities for development.

The primary objective of mine community development is to meaningfully contribute towards community development, both in terms of size and impact, in keeping with the principles of the Mine's social license to operate. In addition, 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, considering the 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 economically independent. Through collaboration with Local Government, the Mine contributes to enhancing (amongst others) infrastructure, educational skills and entrepreneurship. Most of these communities are generally spatially marginalized and the design of the LED projects should seek to amplify opportunities as well as reduce poverty. These contributions provided by the Mine aim 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 within the Northern Cape Province in both the TLM and the GLM. The Mine consists of series of open pit operations. It is situated adjacent to the town of Olifantshoek, approximately 60km north of the Beeshoek mine and adjacent to Kumba's Sishen iron ore mine. The Mine will align its activities with the GLM and GSLM's Integrated Development Plans (IDPs) as well as the municipal LED plans coordinated by the JTGDM. These represent Khumani's host municipalities and major labour sending area. The towns forming part of the GLM area will serve as the primary focus areas for economic development, while GSLM will be secondary focus area.

3.2 Socio-Economic Background Information

Socio-economic development plans are aimed at maximising the contribution of mining industry to the country and communities where the Mine operates. To achieve 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 communities. 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 Province and is bordered by the ZF Mgcawu District Municipality and Francis Baard District Municipalities to the south and west; the North West Province (Dr. Ruth Segomotsi Mompati

District Municipality) to the east and northeast; and Botswana to the northwest. 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 6 areas Kathu, Sesheng/Mapoteng, Dibeng, Siyathemba, Babatas and Olifantshoek.

Khumani will cooperate with GLM, and GSLM in the formulation and implementation of IDP and LED plans for communities surrounding the operation and its labour sending area. This tradition converges fully with the provisions of the MPRDA and will continue to guide the efforts of Khumani in fulfilling its mine community development objectives as described in this chapter of the SLP.

Baseline information outlined in this chapter is based on a desktop review of the following documents:

- Quantify Research, Gamagara and Ga-Segonyana Community Baseline Survey, July 2021 (Quantify Research Survey). See Figure 6 for the locality of the various villages surveyed in relation to the Mine.
- Statistics South Africa (Stats SA) 2016 Community Survey.
- Final Approved Fourth Review IDP, Gamagara Local Municipality, 2021-2022 and Working Document on 5 Year Plan.
- Ga-Segonyana Local Municipality, 2021/2022 IDP.
- Statistics South Africa Mid-year population estimates 2021.
- Statistics South Africa Non-Financial Census of Municipalities, 2019.
- Statistics South Africa P0211 Quarterly Labour Force Survey (Q2:2021).
- John Taolo Gaetsewe District Municipality, IDP, 2020-21.
- John Taolo Gaetsewe District Municipality, Profile and Analysis, District Development Model.

Table 31: Socio-Economic Profile of Surrounding Region – Population

Socio Economic Indicators	Northern Cape	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga- Segonyana Local Municipality
Black African	48.10%	83.52%	48.57%	90.78%
Coloured	43.66%	10.03%	32.63%	5.37%
Indian/ Asian	0.54%	0.37%	0.82%	0.37%
White	7.69%	6.07%	17.97%	3.48%
Brief Analysis:	According to data sourced from the Stats SA 2016 Community Survey, Black Africans were the dominant population group across all municipalities. Population group estimates for GLM are aligned more closely with estimates for the Northern Cape Province with an almost equal percentage of Black Africans and Coloured people residing in the municipality. GSLM on the other hand was more closely aligned with the District average with a substantially higher population of Black African people residing in this local municipality.			



All communities surveyed (2021)

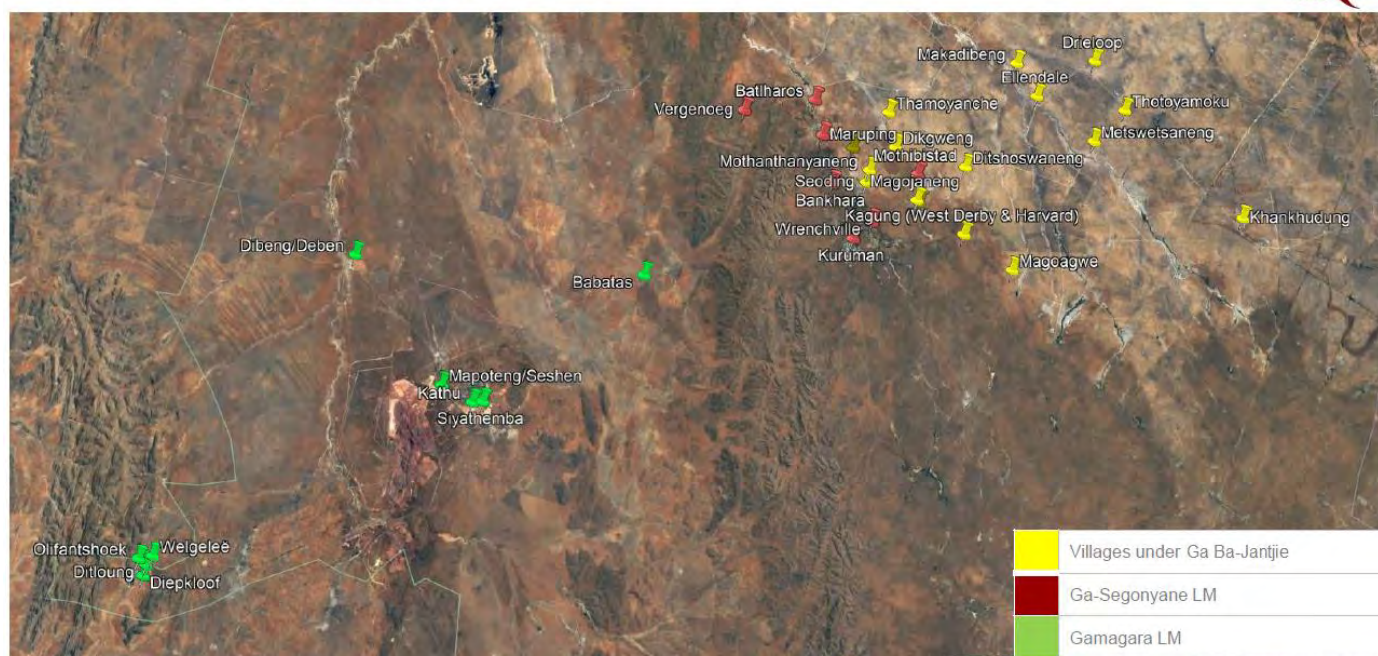


Figure 6: Villages surveyed in 2021 (Quantify Research Survey)

Table 32: Socio-Economic Profile of Surrounding Region – Housing

Socio Economic Indicators	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga- Segonyana Local Municipality
Formal dwelling	87.51%	88.64%	91.08%
Traditional dwelling	6.85%	0	4.87%
Informal dwelling (shack)	5.64%	11.36%	4.05%
Flush toilets with sewage system	44.09%	91.61%	25.10%
Pit latrines (without ventilation)	45.03%	0.29%	65.36%
No access to toilet facilities	10.88%	8.10%	9.54%
Piped water in dwelling	50.64%	67.46%	31.39%
Piped water in yard	49.36%	32.54%	68.61%
Water further than 200meters	26.93%	88.17%	13.37%
Waste removed by local municipality at least once a week	69.61%	10.71%	82.31%
Own refuse dump	3.46%	1.12%	4.32%
No rubbish dump	76.63%	86.38%	85.43%
Electricity used for cooking	65.17%	87.54%	74.28%
Electricity for heat	6.47%	7.70%	8.94%
Gas for cooking	1.68%	1.79%	3.00%
Gas for heat	1.40%	2.00%	1.22%
Paraffin for cooking	1.93%	0.56%	3.93%
Paraffin for heat	15.50%	3.92%	4.41%
Wood for cooking	31.23%	10.11%	18.79%
Wood for heat	87.51%	88.64%	91.08%

Socio Economic Indicators	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga- Segonyana Local Municipality
Brief Analysis:	According to data sourced from the Stats SA 2016 Community Survey, the majority of individuals were accommodated in formal dwellings which includes houses made of bricks, concrete, flats/rooms in a backyard etc. GLM shows a very high percentage of people (91.6%) with access to flush toilets connected to a sewage system, which reflects well on the Local Municipality's ability to provide good quality sanitation. In the 2016 Community Survey, the water system within all geographical levels was fairly formalised. In GLM 67.46% of households had access to piped water within dwellings. This figure was substantially lower for GSLM, with only 31.39% of households having access to piped water within dwellings. Households with access to weekly refuse disposal services by the Local Municipality was however recorded higher in GSLM (82.31%) than in GSM (10.71%). In all geographic areas, electricity proved to be the primary energy source for cooking as opposed to gas; paraffin; or wood.		

Table 33: Socio-Economic Profile of Surrounding Region – Individual Monthly Income

Socio Economic Indicators	John Taolo Gaetsewe District Municipality	Gamagara Local Municipality	Ga- Segonyana Local Municipality
No Income	43.99%	40.54%	45.89%
R1- R1600	41.20%	24.05%	37.90%
R1601- R6400	8.19%	19.24%	9.23%
R6401- R51200	7.18%	15.47%	6.77%
R51201 or more	3.23%	0.11%	0.21%
Brief Analysis:	According to the Stats SA 2016 Community Survey, approximately 40% of the population in all municipalities have no income and an average total of 34% of the population earns from R1-R1600 per month, which means they earn R19,200 and less per annum.		



Table 34: Socio-Economic Profile of Surrounding Region – Employment Status

Socio Economic Indicators	Gamagara Local Municipality	Ga-Segonyana Local Municipality	Villages in Ba Ga-Jantjie
Ratio of employed vs unemployed (economically active population)	57:43	51:49	32:68
Unemployed youth (18 – 35 year olds)	54%	61%	76%
Brief Analysis:	According to the Quantify Research Survey, 81% of the GLM and GSLM population aged between 18 and 64 years old are economically active. The economically active population in this study refers to people who are employed, or unemployed but looking for employment. The remaining 19% are either still in school, busy with post school studies, or not looking for employment. According to the latest Statistics SA Quarterly Labour Force Survey (QLFS) for Q3 2021 the Official and Expanded unemployment rate in the Northern Cape is 24.9% and 49.1% respectively. The Expanded definition of unemployment in this context includes discouraged work seekers. Unemployment levels in GLM are therefore lower than the provincial average while GSLM lags behind with a rate of 49% which is well above the Official rate but similar to the Expanded rate. At 68%, the level of unemployment in villages in Ba Ga-Jantjie is significantly higher than the provincial average in terms of both the Official and Expanded definition. The Quantify Research Survey furthermore records that most of those who are employed work in the mining and quarrying sector (35%); Government (20%); community, social & personal services sector (13%); construction (10%); and retail (8%). 30% of those employed, work for the larger mining operations in the area i.e. Sishen mine (10%); Assmang Black Rock (7%), Assmang Khumani (6%); and South32 (7%). Only 1.2% of those from the 18-64 years old, are self-employed; 62% of these business owners have informal businesses.		

Table 35: 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
No or limited primary	17.98%	14.71%	16.03%
Completed Primary	4.43%	2.46%	4.67%
Completed some Secondary	4.89%	4.66%	4.50%
Completed Secondary	15.72%	22.80%	18.03%
Higher Education	4.09%	7.21%	4.09%
Brief Analysis:	Progress in education outcomes, such as a matric pass, is an important indicator of socio-economic development in a region. A matric pass is a foundational step and an important starting point for an individual's future engagement in economic activities. In this regard, the Stats SA QLFS data consistently demonstrates that unemployment rates for people with less than a Grade 12 education are higher than any other group. According to the Stats SA 2016 Community Survey, less than 30% of the population across all geographic levels had completed their secondary education. This could have a corresponding negative impact on socio-economic development in the region.		

Table 36: 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 (Children)	30.12%	30.09%	27.42%	26.24%	18.87%	38.37%	19.10%	18.57%
15-34 (Youth)	37.99%	35.93%	38.31%	36.45%	52.24%	32.49%	29.21%	25.53%
35-64 (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%
Brief Analysis:	As recorded in the 2016 Community Survey, people under the age of 35 make up the largest proportion of the population across all population groups in the Northern Cape.							

3.3 Perceptions and expectations of mine communities

The Quantify Research Survey records, in general, that mine communities are in favour of the presence of the mining industry and that the mines in the area are good for the community. Some views that were expressed during the survey, include the following:

- The presence of mines is seen as a symbol of hope in alleviating the high unemployment rates. 64% of the respondents share the view that mines in the area create employment opportunities for the surrounding communities.
- Mines are positively associated with contributing to community and infrastructure development as well as improved quality of life for communities.
- Respondents were grateful for the sponsorships, funding and provision of food and clothing parcels provided by mining operations in the JTGDM.
- Specific mention is made of the support that mines have been offering schools.

The Quantify Research Survey also records that some respondents felt that not enough was being done by mines in respect of local job creation; community and infrastructure development; and investment in educational and healthcare facilities.

Survey respondents indicated their expectations of mining operations in the area as follows:

- Mining operations should contribute to, or improve infrastructure development and provide more job opportunities to help alleviate unemployment in the area.
- Mining companies must focus on building more, or renovating existing schools and health care facilities.
- A greater emphasis on community development initiatives by mining operations that could include food or clothing parcels; skills development programmes or facilities; and the provision of housing.
- Mining operations must keep the promises they make.

3.4 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 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.

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

Throughout the life of Mine, Khumani intends to continue playing an on-going supporting role to local government 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 for funds the projects will be monitored and progress recorded on a regular basis indicating 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 and Energy (DMRE).

Table 37 details the Mines communication between the Mine and the various stakeholders. The minutes and registers of these meetings can be made available on request.

Table 38 details the local economic development projects envisaged to be supported by the Mine, taking cognizance of the socio-economic needs as highlighted in the early section of this chapter and in line with the objectives of the GLM's and GSLM's Integrated Development Programmes.

Table 37: Record of Communication between Khumani Iron Ore Mine and the various Stakeholders

Date	Intervention/Meeting	Stakeholder(s) Present
02 May 2021	Sensitisation of municipalities and the tribal authority about completion of SLP3, and consultations for community baseline surveys and social impact and opportunity assessment.	
17 September 2021	SLP 4 stakeholder consultation	Khumani Mine Organised Labour; Khumani Mine
16 November 2021	SLP 4 stakeholder consultation	Khumani Mine Organised Labour; Khumani Mine
16 November 2021	SLP 4 stakeholder consultation to understand long-term strategic development plans for JTG District Municipality	Khumani Mine Northern Cape Department of Government Communication and Information System (GCIS), Northern Cape Department of Health (DoH) with JTG District Director Northern Cape Department of Basic Education (DBE)
17 November 2021	SLP 4 stakeholder consultation to understand long-term strategic development plans for JTG District Municipality	Khumani Mine Northern Cape Department of Economic Development and Tourism (DEDaT); Northern Cape Department of Social Development (DSD) with JTG District Director
18 November 2021	SLP 4 stakeholder consultation to understand long-term strategic development plans for JTG District Municipality	Khumani Mine Northern Cape Department of Higher Education and Training (DHET); Sol Plaatje University (SPU); Northern Cape Department of Agriculture, Environmental Affairs, Rural Development and Land Reform with JTG District Director
23 November 2021	Seek advisory on consultation framework approach and LED Programme design.	Khumani Mine Regional Department of Mineral Resources and Energy (DMRE);
23 November 2021	SLP 4 stakeholder consultation to understand development plans/priorities for GSLM/JTG District Municipality	Northern Cape Department of Cooperative Governance, Human Settlements and Traditional Affairs (COGHSTA); Provincial House of Traditional Leaders;

Date	Intervention/Meeting	Stakeholder(s) Present
		Khumani Mine
26 November 2021	SLP 4 stakeholder consultation to understand development plans/priorities for Ga-Segonyana Local Municipality (GSLM) and Gamagara Local Municipality (GLM)	Northern Cape Rural Technical Vocational Education and Training (NCR TVET) Kathu and Kuruman Campuses; Khumani Mine
09 December 2021	SLP 4 stakeholder consultation: share consultation approach and insights; feedback on projects from Municipality to consider in new SLP	Gamagara Local Municipality; Khumani Mine
13 December 2021	SLP 4 stakeholder consultation: share consultation approach and insights; feedback on projects from Municipality to consider in new SLP	Ga-Segonyana Local Municipality; Khumani Mine
13 January 2022	Inform on SLP 4 stakeholder consultation approach and alignment to the District Development Model; seek insights from MM on local development priorities and projects	John Taolo Gaetsewe District Municipality; Khumani Mine
27 January 2022	Follow-up SLP 4 stakeholder consultation: share draft project list benefitting GSLM	Ga-Segonyana Local Municipality; Khumani Mine
31 January 2022	Follow-up SLP 4 stakeholder consultation: share draft project list benefitting GLM	Gamagara Local Municipality; Khumani Mine
03 and 07 February 2022	Half-day workshop on SLP 4 (Draft) and showcase of SLP 3 progress.	Khumani Mine Organised Labour; Khumani Mine
07 February 2022	Presentation of SLP 4 preliminary draft LED projects to GLM Council	Gamagara Local Municipality; Khumani Mine
14 February 2022	Presentation of SLP 4 preliminary draft projects to neighbouring Mines, Solar Farms and Community Trust in JTG for possible collaboration.	Khumani Mine, Kumba Iron Ore (Sishen Mine)South32, SIOC – CDT and JTG Development Trust.
15 February 2022	Presentation of draft SLP4 LED Programme for advisory and input.	Regional Department of Mineral Resources and Energy (DMRE); Khumani Mine

Date	Intervention/Meeting	Stakeholder(s) Present
17 February 2022	Khumani Partners Roundtable discussion with stakeholders	- Local Community Members from the 7 wards situated in Gamagara; - Local Community Members from the 15 wards situated in Ga-Segonyana; - Khumani Mine Organised Labour; - Khumani Mine (CSR, HR, Contractor Management, Safety, Health & Wellness, FAMSA); - JTG District Sector Departments ; - Interest Groups (Unemployment and Business Forums); - Taxi Association; - Local Business Owners; - Other Mining Houses; - Renewable Energy Sector (Solar Farms) ; - NGOs; - Faith-Based Leaders; - Tribal Authorities; - Local Municipalities and Ward Councillors; - District Municipality; - SEDA; - Raizcorp;
08 & 09 March 2022	IDP & Budget Roadshow/Community Participation	Gamagara Local Municipality; Khumani Mine; Diepkloof (Olifantshoek) Community; Ditlough (Olifantshoek) Community; Kathu Community; Babatas Community; Mapoteng Community;
14 March 2022	SLP 4 stakeholder consultation to understand long-term strategic development plans for JTG District Municipality	Khumani Mine; Northern Cape Department of Water and Sanitation
23 March 2022	SLP 4 consultation regarding final draft LED Programme and lobby endorsement from the Municipal Manager	Gamagara Local Municipality; Khumani Mine
25 March 2022	Final draft SLP 4 stakeholder consultation	Khumani Mine Organised Labour; Khumani Mine
29 March 2022	SLP 4 consultation regarding final draft LED Programme and lobby endorsement from the Municipal Manager	Ga-Segonyana Local Municipality; Khumani Mine
20 April 2022	SLP 4 stakeholder consultation (feedback and final endorsed by DMRE)	Regional Department of Mineral Resources and Energy (DMRE); Khumani Mine Organised Labour; Khumani Mine

Comments:

1. As a result of Covid-19 national restrictions, Khumani's host local municipalities could not hold in-person gatherings for IDP public participation in 2021. Both Ga-Segonyana and Gamagara Local Municipalities conducted their community engagement for the IDP via 1-day live radio consultations at KuraraFM. Community members were able to call into the radio station to provide their inputs to the development of the IDP. Gamagara LM resumed in-person IDP meetings from March 2022. Local government elections also delayed the conclusion of IDPs by the Municipalities.

3.5 Implementation of Poverty Alleviation and Infrastructure Development Projects

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 water and sanitation infrastructure; roads and stormwater; electricity supply and upgrades; housing; accommodation and recreational facilities. Khumani's LED Programme prioritises inclusive education and infrastructure development related to water and energy supply, waste management, roads and stormwater management. Priority is also given to income generation through waste management entrepreneurship and infrastructure development for local businesses.

The Mine undertakes to spend a total of R109 950 000 over the five (5) year period of this SLP on the development and support of the LED Programme. Table 38 below details the five-year investment plan and is followed by individual project implementation plans.



Table 38: Five Year Project Plan for Local Economic Development Projects at Khumani Mine

Project number	PROJECT DESCRIPTION	TYPE OF COMMITMENT	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	5 YEAR BUDGET
			YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	
	INFRASTRUCTURE DEVELOPMENT							
GS001	Installation of high mast lighting in villages in Ba Ga-Jantjie	Ga-Segonyana LM	R 5 000 000	R -	R -	R -	R -	R 5 000 000
GS002	Upgrade of the Kuruman Stormwater Management System	Ga-Segonyana LM	R 7 600 000	R 7 600 000	R 8 000 000	R -	R -	R 23 200 000
GS003	Refurbishment of 18 non-functioning boreholes in Ga-Segonyana	Ga-Segonyana LM	R 1 000 000	R 1 000 000	R 2 000 000	R -	R -	R 4 000 000
GAM001	Installation of streetlights in Dibeng, Babatas, and Olifantshoek	Gamagara LM	R 2 500 000	R 2 500 000	R -	R -	R -	R 5 000 000
GAM002	Gamagara water programme	Gamagara LM	R -	R 8 500 000	R 8 500 000		R -	R 17 000 000
GAM004	Olifantshoek internal roads upgrade	Gamagara LM	R 5 000 000	R 5 000 000	R 5 000 000	R -	R -	R 15 000 000
GAM005	Gamagara waste management project: landfill construction (Phase 1)	Gamagara LM	R -	R 7 500 000	R 7 500 000	R -	R -	R 15 000 000
	Total Infrastructure Development		R 21 100 000	R 32 100 000	R 31 000 000	R -	R -	R 84 200 000
	ENTERPRISE DEVELOPMENT							
GS005	Entrepreneurs in waste management business development	Ga-Segonyana LM	R -	R 2 250 000	R -	R -	R -	R 2 250 000
GAM003	Light-scale industrial business hub at Kalahari Hotel	Gamagara LM	R -	R -	R -	R 5 000 000	R 5 000 000	R 10 000 000
	Total Enterprise Development		R -	R 2 250 000	R -	R 5 000 000	R 5 000 000	R 12 250 000
	COMMUNITY DEVELOPMENT							
GS004	Special Needs Education Centre in Kuruman	Ga-Segonyana LM	R 9 317 500	R 242 500	R 242 500	R 242 500	R 242 500	R 10 287 500
GAM006	Special Needs Education Centre in Kathu	Gamagara LM	R -	R 2 303 125	R 303 125	R 303 125	R 303 125	R 3 212 500
	Total Community Development		R 9 317 500	R 2 545 625	R 545 625	R 545 625	R 545 625	R 13 500 000
	Grand Total		R 30 417 500	R 36 895 625	R 31 545 625	R 5 545 625	R 5 545 625	R 109 950 000

Project Name	Installation of high mast lighting in villages in Ba Ga-Jantjie		Project nr	GS001	Classification	Infrastructure (Energy Supply)	
Background	As part of Assmang Khumani Iron Ore Mine’s consultation with the Northern Cape Department of Cooperative Governance, Human Settlements and Traditional Affairs (COGHSTA) and the Provincial House of Traditional Leaders, the lack of lighting in public spaces in the Ba Ga-Jantjie villages was highlighted as an issue to be addressed. Certain villages require maintenance of existing high mast lighting and new installations to improve the safety and security of community members.						
	Assmang Khumani Mine Iron Ore Mine (the Mine) engaged with Ga-Segonyana Local Municipality and agreed to prioritize the installation of high mast lights as part of the Municipal Integrated Development Plans (IDP) 2022 - 2023.						
	A public private partnership will be established amongst the Mine, the Ga-Segonyana Local Municipality and the Provincial House of Traditional Leaders for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Ga-Segonyana	Seoding, Seven Miles, Ditshoswaneng, Kagung, Magojaneng, Mapoteng Village, Thotoyamoku (Specific benefiting villages to be confirmed at project implementation.)		800 households (Specific number to be confirmed at project implementation.)	July 2022	June 2023
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- Safety - Security - Quality of life - Environment - Vandalism and crime - Energy consumption		- Improved community safety - Improved security - Creation of ambient environment - Increased night-time mobility in a safe environment - Reduced crime and vandalism of public and private infrastructure in the villages - Reduced/efficient energy consumption		Ga-Segonyana LM; Provincial House of Traditional Leaders		R 5 000 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		5	2	2	1	10	Unskilled labour
Medium Term		1		-	-	1	Local Contractor to be used for installations
Long Term		-	-	-	-	-	-
Completion date and exit strategy <i>NB: beneficiaries should be outlined.</i>		Expected completion date: June 2023, The installed asset will be handed over to the Traditional Authority and Ga-Segonyana Local Municipality for ongoing maintenance. To ensure sustainability and retain the lifespan of the installed asset, a maintenance plan will be designed and handed over to the Municipality for successful operation.					

Project Name	Upgrade of the Kuruman Stormwater Management System		Project nr	GS002	Classification	Infrastructure (Roads and Stormwater)	
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Background	The need for adequate stormwater management goes hand in hand with urban development. Challenges to stormwater management are further compounded by climate change, which has the potential to increase the frequency and intensity of floods. Furthermore, in early 2021 areas in the John Taolo Gaetsewe District Municipality experienced flooding which overpowered the stormwater infrastructure in many towns including Kuruman CBD. Ga-Segonyana Local Municipality’s Roads and Stormwater Masterplan (2019) identified Beare Street, Seeding Street and Steward Street as the critical points in addressing the town’s stormwater drainage issues.						
	Assmang Khumani Iron Ore Mine (the Mine) consulted with Ga-Segonyana Local Municipality to prioritize stormwater infrastructure upgrades on Beare Street. The project is part of the Municipality’s Integrated Development Plans (IDP) 2022 – 2023.						
	The project entails the construction of underground stormwater pipelines and culverts and new road layer works and asphalt seal on Beare Street in Kuruman town. The stormwater flow will be directed into the Kuruman River. The upgrades will help to minimize flood risks, manage stormwater flow, improve mobility and quality of life of the community members, especially during the rainy seasons, and improve public health and safety.						
	A partnership amongst the Mine and Ga-Segonyana Local Municipality will be established for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Ga-Segonyana	Kuruman		6000 households (Specific number to be confirmed at project implementation.)	July 2022	June 2024
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- Road Safety - Traffic management and disruption - Environmental impact - Travel Time		- Improved road safety - Efficient runoff conveyance to natural watercourses - Decreased traffic disruptions - Improved Stormwater Management System - Increased infrastructure asset value - Improved infrastructure asset life		Ga-Segonyana Local Municipality		R 23 200 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		10	10	-	-	20	Unskilled and semi-skilled labour
Medium Term		1		-	-	1	30% local subcontracting
Long Term		-	-	-	-	-	-
Completion date and exit strategy <i>NB: beneficiaries should be outlined.</i>		Expected completion date: June 2024, Once the construction is completed, the upgraded asset will be handed over to the Ga-Segonyana Local Municipality for ongoing maintenance.					
							
Project Name	Refurbishment of non-functioning boreholes in Ga-Segonyana		Project nr	GS003		Classification	Infrastructure (Water Supply)

Background	South Africa is a water scarce country with several factors further affecting water provision, including failing municipal infrastructure, prolonged drought conditions and the impacts of climate change. Assmang Khumani Iron Ore Mine (the Mine) consulted with the Ga-Segonyana Local Municipality and the Northern Cape Department of Water and Sanitation (NC DWS) where the need to refurbish boreholes within the Municipal area to improve water supply was highlighted.						
	The project entails the refurbishment of existing non-functioning boreholes identified by the NC DWS within the Ga-Segonyana Local Municipality. The defects to be addressed are pump motor faults, vandalised infrastructure, borehole contamination, and dried up boreholes. The additional water volumes provided by the refurbished boreholes will assist the Local Municipality with water service delivery to community members.						
	A partnership amongst the Mine, Ga-Segonyana Local Municipality and the Northern Cape Department of Water and Sanitation will be established for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Ga-Segonyana	Various (Specific benefiting villages/towns to be confirmed at project implementation.)		6000 households (Specific number to be confirmed at project implementation.)	July 2022	June 2025
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- Access to water and water supply - Agriculture (small scale irrigation) - Environment		- Improved water supply to meet local demand - Reduced cost of water supply to local households and businesses - Improved water availability for irrigation and farming activity - Compliant groundwater sourcing		Ga-Segonyana Local Municipality Northern Cape Department of Water and Sanitation		R 4 000 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		2	2	-	-	4	Unskilled labour
Medium Term		1		-	-	-	30% local subcontracting
Long Term		-	-	-	-	-	
Completion date and exit strategy <i>NB: beneficiaries should be outlined.</i>		Expected completion date: June 2025, The refurbished, installed assets will be handed over to the Ga-Segonyana Local Municipality for ongoing maintenance, with oversight from the Northern Cape Department of Water and Sanitation.					



Project Name	Installation of streetlights in Dibeng, Babatas, and Olifantshoek	Project nr	GAM001	Classification	Infrastructure (Energy Supply)
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Background	Assmang Khumani Iron Ore Mine consulted with the Gamagara Local Municipality and attended the Gamagara Local Municipality Integrated Development Plans Forum for Wards 4 and 3, where the lack of lighting in public spaces was brought forward as an issue to be addressed. Dibeng, Babatas and Olifantshoek were identified as priority areas in need of streetlight installations to improve the safety and security of community members.						
	Assmang Khumani Mine Iron Ore Mine (the Mine) engaged with Gamagara Local Municipality and agreed to prioritize the installation of streetlights in the identified areas as part of the Municipal Integrated Development Plans (IDP) 2022 - 2023.						
	A public private partnership will be established amongst the Mine and Gamagara Local Municipality for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Gamagara	Dibeng, Babatas and Olifantshoek		4150 households (Specific number to be confirmed at project implementation.)	July 2022	June 2024
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- Safety - Security - Quality of life - Environment - Vandalism and crime - Energy consumption		- Improved community safety - Improved security - Creation of ambient environment - Increased night-time mobility in a safe environment - Reduced crime and vandalism of public and private infrastructure in the villages - Reduced/efficient energy consumption		Gamagara Local Municipality		R 5 000 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		5	2	2	1	10	Unskilled labour
Medium Term		1		-	-	1	Local Contractor to be used for installations
Long Term		-	-	-	-	-	
Completion date and exit strategy <i>NB: beneficiaries should be outlined.</i>		Expected completion date: June 2024, The installed asset will be handed over to the Gamagara Local Municipality for ongoing maintenance. To ensure sustainability and retain the lifespan of the installed asset, a maintenance plan will be designed and handed over to the Municipality for successful operation.					

Project Name	Gamagara water programme		Project nr	GAM002	Classification	Infrastructure (Water Supply)	
Background	The arid Northern Cape region faces ongoing water security challenges, of which the Gamagara municipal area is not immune. Unpredictable water supply is one of the fundamental factors hampering the achievement of social and economic development in the area. Assmang Khumani Mine Iron Ore Mine (the Mine) consulted with the Gamagara Local Municipality and the Northern Cape Department of Water and Sanitation to identify critical water provision challenges within the municipal area and their root causes.						
	The project entails the scoping, feasibility study, design, and implementation of a strategy to resolve the water challenges within Gamagara Local Municipality. The fully scoped project will be part of the Municipal Integrated Development Plans (IDP) 2022 - 2027.						
	A public private partnership will be established amongst the Mine, the Gamagara Local Municipality, the Northern Cape Department of Water and Sanitation and and relevant collaborating partner as applicable for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Gamagara	Various (Specific benefiting villages/towns to be confirmed at project implementation.)		11 000 households (entire Gamagara)	July 2023	June 2026
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- Access to water and water supply - Agriculture (small scale irrigation) - Environment		- Improved water supply to meet local demand - Reduced cost of water supply to local households and businesses - Improved water availability for small-scale irrigation and farming activity - Compliant water sourcing		Gamagara Local Municipality Northern Cape Department of Water and Sanitation		R 17 000 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		TBC	TBC	-	-	TBC	Unskilled labour
Medium Term		TBC	TBC	-	-	TBC	30% local subcontracting
Long Term		-	-	-	-	-	
Completion date and exit strategy <i>NB: beneficiaries should be outlined.</i>		Expected completion date: June 2026, The erected asset will be handed over to the Gamagara Local Municipality for ongoing maintenance, with oversight from the Northern Cape Department of Water and Sanitation.					
							
Project Name	Olifantshoek internal roads upgrade		Project nr	GAM004	Classification	Infrastructure (Roads and Stormwater)	

Background	Gamagara Local Municipality has an objective to upgrade all the gravel roads within its Municipal Area in order to control stormwater and provide a surface on al weather conditions. The Municipality engaged with Assmang Khumani Iron Ore Mine to intervene and upgrade the road identified by the municipality. The identified road is located in Olifantshoek at Ditlounge which is approximately 1.3km in distance and 6m wide.						
	The objective of the project is to upgrade the existing gravel road to an acceptable pavement standard road and addressing the current stormwater problem on the road.						
	A public private partnership will be established amongst the Mine and Gamagara Local Municipality for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Gamagara	Olifantshoek		3000 households	July 2022	June 2025
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- Road Safety - Traffic management and disruption - Environmental impact - Travel Time		- Improved road and community safety - Decreased traffic disruptions - Improved Stormwater Management System - Increased infrastructure asset value - Improved infrastructure asset life		Gamagara Local Municipality		R 15 000 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		10	10	5	5	30	Local SMMEs to be appointed and developed
Medium Term		-	-	-	-	-	-
Long Term		-	-	-	-	-	-
Completion date and exit strategy <i>NB: beneficiaries should be outlined.</i>		Expected completion date: June 2025, The erected asset will be handed over to the Gamagara Local Municipality for ongoing maintenance.					

Project Name	Gamagara waste management project: landfill construction (Phase 1)		Project nr	GAM005	Classification	Infrastructure (Waste Management)	
Background	Assmang Khumani Iron Ore Mine (the Mine) implemented a feasibility study in its Social and Labour Plan 3, the Gamagara Waste Management Project. The study identified 3 suitable sites for the erection of a new waste disposal site for the Kathu area. Furthermore, the Mine agreed to invest in the construction of a new landfill site during the Social and Labour Plan 4 consultation with the Gamagara Local Municipality and the Northern Cape Department of Agriculture, Environmental Affairs, Rural Development and Land Reform. The erection of the new landfill was indicated as a long-term priority for the Gamagara Local Municipality and part of the Municipal Integrated Development Plans (IDP) 2022 - 2023. The project entails the design and construction of two cells and associated infrastructure on a 2.26ha portion of land for the benefit of the greater Kathu area. A partnership amongst the Mine, Gamagara Local Municipality and the Northern Cape Department of Agriculture, Environmental Affairs, Rural Development and Land Reform (Environmental Affairs division) will be established for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Gamagara	Babatas (TBC)		11 000 households (entire Gamagara)	July 2023	June 2025
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- Environmental impact - Waste management and collection - Compliance - Health		- Reduced littering and waste dumping - Increased recycled content - Improved environmental and animal wellness and conservation - Improved quality of life - Improved Municipal scorecard/compliance on waste management and collection - Reduction in waste disposal by burning - Improved air quality		Gamagara Local Municipality		R 15 000 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		10	10	5	5	30	Unskilled labour
Medium Term		1		-	-	-	30% local subcontracting
Long Term		-	-	-	-	-	
Completion date and exit strategy		Expected completion date: June 2025, Once the construction is completed, the asset will be handed over to the Gamagara Local Municipality for ongoing operation and maintenance.					
NB: beneficiaries should be outlined.							

Project Name	Entrepreneurs in waste management business development		Project nr	GS005	Classification	Enterprise Development (Waste Management)	
Background	Assmang Khumani Iron Ore Mine (the Mine) consulted with the Ga-Segonyana Local Municipality and the Northern Cape Department of Agriculture, Environmental Affairs, Rural Development and Land Reform where it was put forward that waste management is a growing challenge in the Municipal area and one of the Department’s strategic focus areas. In Ga-Segonyana, poor waste management and collection is evident in the littering in town and village areas. The Mine’s community socio-economic baseline survey indicated that 61% of respondents do not receive regular municipal waste removal services and get rid of household waste themselves. From this group, the most common methods of disposal are burning and dumping in public spaces. Against this context there is a growing number of SMMEs in waste management from the Local Municipality with potential to participate meaningfully in resolving some of the waste challenges in the municipal area.						
	The project entails business development and training of 5 black youth owned waste entrepreneurs, equipping them to participate economically in the local waste management value chain. It is a job creation opportunity linked to the Ga-Segonyana Municipal Waste Removal project, which was completed on Khumani Mine’s Social and Labour Plan 3.						
	A partnership amongst the Mine, Ga-Segonyana Local Municipality and the Northern Cape Department of Agriculture, Environmental Affairs, Rural Development and Land Reform (Environmental Affairs division) will be established for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Ga-Segonyana	Various		5 SMMEs	July 2023	June 2024
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- SMME Development - Job creation - Waste management - Agricultural conservation - Environmental conservation - Health - Compliance - Economic Development		5 waste entrepreneurs developed 2 permanent jobs created per company - Establishment of a ‘pick-it-up’ system in the Local Municipality - Reduced littering - Improved animal wellness and conservation - Improved air quality - Improved Municipal scorecard/compliance - Creation of circular economy		Ga-Segonyana Local Municipality Northern Cape Department of Agriculture, Environmental Affairs, Rural Development and Land Reform		R 2 250 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		-	-	10		10	Total employees in businesses
Medium Term		-	-	2	3	5	SMEs developed
Long Term		-	-	-	-	-	
Completion date and exit strategy <i>NB: beneficiaries should be outlined.</i>		Expected completion date: June 2024, The selected entrepreneurs will undergo focused business training and technical mentorship and assisted to pursue viable opportunities to grow their businesses in the Ga-Segonyana waste management value chain. Khumani’s contribution will not be a direct revenue stream for the businesses, but only used to support development needs.					

Project Name	Light-scale industrial business hub at Kalahari Hotel		Project nr	GAM003		Classification	Enterprise Development	
Background	Assmang Khumani Mine Iron Ore Mine (the Mine) consulted with the Gamagara Local Municipality, enterprise development beneficiaries and stakeholder representation groups to understand the limitations experienced by SMMEs in the municipal area. One of the main, historical challenges expressed by SMMEs is the lack of land available for office space and the high cost of rental for this space.							
	The project entails the refurbishment of the Kalahari Hotel in Olifantshoek to comply with building and safety standards, and to accommodate SMMEs and light-scale industrial activity in an SMME Village-style setup.							
	A public private partnership will be established amongst the Mine and the Gamagara Local Municipality for the project implementation.							
Geographical location of project	District Municipality	Local Municipality	Village/Township Name			Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Gamagara	Olifantshoek			Gamagara Local Municipality	July 2025	June 2027
Output	Key Performance Area		Key Performance Indicator			Responsible entity (inclusive of all role players)		Budget
	- Economic development - Compliance - Asset management - Environment		- Access to office space for at least 3 local SMMEs - Lower cost of office rental relative to market rates for at least 3 local SMMEs - Improved building regulation, health and safety and ISO compliance of building - Improved value of commercial property - Improved aesthetic of town with formalized space for SMMEs			Gamagara Local Municipality Worx Architects		R 10 000 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments	
Short Term		TBC	TBC	TBC	TBC	TBC		
Medium Term		1					1	30% local subcontracting
Long Term		-	-	-	-	-	-	
Completion date and exit strategy								
NB: beneficiaries should be outlined.		Expected completion date: June 2027, The refurbished asset will be handed over to the Gamagara Local Municipality for ongoing maintenance and operation.						

Project Name	Special Needs Centres in Kuruman		Project nr	GS004	Classification	Community Development (Inclusive Education)	
Background	The right to quality education is protected in South Africa’s constitution; however provision for special needs education is often overlooked/undermined as South Africa makes way to meeting this constitutional right. In the John Taolo Gaetsewe District Municipality, there is only one school catering for special needs education, in Mothibistad, Ga-Segonyana Local Municipality. Assmang Khumani Iron Ore Mine (the Mine) conducted a community survey which identified the need and demand for such centres in the Ga-Segonyana and Gamagara Local Municipal areas.						
	This project arose based on the findings of the survey and the Mine’s consultations with special needs education specialists, interested partner schools and the Northern Cape Department of Basic Education. The project entails the construction of a special needs education centre in Kuruman on the grounds of Kalahari High School.						
	A tripartite partnership amongst the Mine, the Northern Cape Department of Basic Education and Kalahari High School in Kuruman will be established for the project implementation.						
Geographical location of project	District Municipality	Local Municipality	Village/Township Name		Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Ga-Segonyana	Kuruman		30 learners	July 2022	June 2027
Output	Key Performance Area		Key Performance Indicator		Responsible entity (inclusive of all role players)		Budget
	- Access to inclusive education - Learner enrolment in schools		- Improve access to needs-appropriate cognitive stimulation for learners with special needs - Improve early intervention in special needs education for children in the local municipal areas - Improve enrolment rates of learners with cognitive special needs in mainstream intermediate and senior phase education		Northern Cape Department of Basic Education Ga-Segonyana Local Municipality Worx Architects Independent Learning Kalahari High School		R 10 287 500
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		10	10	5	5	30	Unskilled labour for construction.
Medium Term		1		-	-	-	30% local subcontracting
Long Term		6		-	-	-	Teachers / teaching assistants to be employed at the schools.
Completion date and exit strategy		Expected completion date: June 2027, Once the construction is completed, the asset will be handed over to the School Governing Body of Kalahari High School for ongoing operation and maintenance, with assistance and oversight from the Northern Cape Department of Basic Education.					
NB: beneficiaries should be outlined.							

Project Name	Special Needs Education Centre in Kathu		Project nr	GAM006		Classification	Community Development (Inclusive Education)	
Background	The right to quality education is protected in South Africa’s constitution; however provision for special needs education is often overlooked/undermined as South Africa makes way to meeting this constitutional right. In the John Taolo Gaetsewe District Municipality, there is only one school catering for special needs education, in Mothibistad, Ga-Segonyana Local Municipality. Assmang Khumani Iron Ore Mine (the Mine) conducted a community survey which identified the need and demand for such centres in the Ga-Segonyana and Gamagara Local Municipal areas.							
	This project arose based on the findings of the survey and the Mine’s consultations with special needs education specialists, interested partner schools and the Northern Cape Department of Basic Education. The project entails the erection of a special needs education centre in Kathu on the grounds of Sishen Primary School.							
	A tripartite partnership amongst the Mine, the Northern Cape Department of Basic Education and Sishen Primary School in Kathu will be established for the project implementation.							
Geographical location of project	District Municipality	Local Municipality	Village/Township Name			Beneficiaries	Project Start Date	Project End Date
	John Taolo Gaetsewe	Gamagara	Kathu			10 learners	July 2022	June 2027
Output	Key Performance Area		Key Performance Indicator			Responsible entity (inclusive of all role players)		Budget
	- Access to inclusive education - Learner enrolment in schools		- Improve access to needs-appropriate cognitive stimulation for learners with special needs - Improve early intervention in special needs education for children in the local municipal areas - Improve enrolment rates of learners with cognitive special needs in mainstream intermediate and senior phase education			Northern Cape Department of Basic Education Gamagara Local Municipality Worx Architects Independent Learning Sishen Primary School		R 3 212 500
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth		Female Youth	Total	Comments
Short Term		3	3	-		-	6	Unskilled labour for construction.
Medium Term		1	-		-	-	-	30% local subcontracting
Long Term		2	-		-	-	-	Teachers / teaching assistants to be employed at the schools.
Completion date and exit strategy		Expected completion date: June 2027,						
NB: beneficiaries should be outlined.		Once the construction is completed, the asset will be handed over to the School Governing Body of Sishen Primary School for ongoing operation and maintenance, with assistance and oversight from the Northern Cape Department of Basic Education.						

3.6. Social and Labour Plan (SLP) Communication

In order to comply with the requirements of the MPRD Act (specifically regulation 46(f)) Khumani Iron Ore 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 summarized in the table below:

Table 39: Strategic Action Plan to Communicate the Social and Labour Plan

SLP Communication Strategic Action Plan	Responsible Department	Date to be completed
Copies of the SLP in English, Afrikaans and Setswana 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



3.7 Housing and Living Conditions

Khumani has a focus on local recruitment with a target of 60% of the workforce to be within the local labour sending area. Khumani promotes 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 title to the employee. Khumani hence 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.

As such the Mine facilitates the ownership process and encourages employees to partake in the companies housing scheme or alternatively to become a private homeowner 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 inception of the companies housing scheme and 763 Khumani employees have been assisted to become homeowners through the scheme. 106 houses in Kathu are being rented to employees and contractors.

The Mine endeavours to improve the quality of accommodation of its employees through:

- Provision of a housing allowance which supports the ownership model in one of the formal municipal areas in close proximity of the mine; and
- Promotion of the importance and benefits of home ownership – and educating employees through programmes regarding living budgets and housing options.

The Mine developed a housing strategy for Khumani as depicted in Table 40, which commenced FY 2007 and continues to evolve and be enhanced and implemented. A housing forum was established as a measure to continuously assess employees' housing needs.

Table 40: 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 current housing status and needs of employees was completed.	Assmang Housing Forum	Completed
Availability of formal housing and/or stands for workforce was determined and land secured and serviced.	Housing Department	Completed
Facilitating workforce access to appropriate finance to purchase existing houses or to build their own houses.	Housing Department	Ongoing
Provision was made to provide more flexibility for employees in certain life stage changes in order to facilitate the upgrading or downgrading to bigger or smaller houses within the home ownership scheme	Housing Department	Ongoing
Ongoing engagement with the Alliance to find a solution on the implementation of a more inclusive housing subsidy for employees opting to reside in tribal land in close proximity of the mine	ARM / Alliance IKAYA Process	Completed
Assessing the status of the success and shortcomings of the Mines housing strategy in respect of improving/maintaining housing welfare standards amongst the workforce and recommendations for improvements.	Assmang Housing Forum	Quarterly

Khumani Mine, in relation to housing, is Mining Charter compliant.

Going forward, the company's private home ownership system will be continued to be utilized 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.

A high level (CEO level) Housing Task team comprising of National and Regional Union representatives, DMRE National representation, Department of Rural Settlements representation, etc has already been constituted to

investigate and recommend a sustainable housing model for Assmang going forward. The IKAYA task team has completed its work and a new Housing Policy and Implementation Framework has been co-determined. The new policy is MPRDA aligned, caters for 6 options (choices) and even includes a Rural Housing solution. Khumani has also submitted its Housing and Living Conditions Plan to the DMRE in June 2021.

3.8 Procurement Plan

Khumani has formulated a procurement plan that aims to provide HDPs and surrounding communities with a preferred supplier status in 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 into place to monitor and verify the status quo of various suppliers and to ensure that such information is reliable,
- Where appropriate, divide contracts and projects into smaller components to provide opportunities to emerging HDP suppliers,
- Implement scoring mechanism to provide preference to BEE compliant and local suppliers,
- Setting favourable terms of payment for qualifying HDPs,
- Preference to be given to products supplied and services rendered by HDP suppliers,
- Identify products which could be sourced locally, and which could potentially be integrated with the Supplier Development Programme.

Khumani will report to the DMRE on an annual basis in the required format.

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



Table 41: 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
Through the provincial government an SMME portal has been established – Khumani will encourage HDP suppliers to register on this database	Khumani posts Request for Proposals (RFPs) and request for SMME registration on the portal	Supply Chain	Ongoing
Identify HDP suppliers in the host communities and provide support	HDP suppliers in the host communities identified for skills and enterprise development training programme	Supply Chain	Ongoing
Encourage National suppliers to localise within the host communities	Major suppliers encouraged to establish offices within the host communities.	Supply Chain	Ongoing
Tender Process: Khumani as part of its tender evaluation and adjudication process will implement scoring mechanism which gives weighting to BEE compliant and suppliers in the host community.	Khumani tender evaluation criteria and calculation emphasizes local and BEE compliance	Supply Chain	Ongoing
Encourage suppliers to form partnerships with companies within the host communities without overlooking the necessary requirements of the tender process. Further strategies will involve setting favourable terms and / or payment for HDP joint ventures.	Implemented favourable payment terms for HDP supplier e.g., progress payment, pre-payment for materials, payment before 30 days standard	Supply Chain	Ongoing
Where necessary and feasible, provide mentoring and capacity building assistance to HDP suppliers in order to facilitate improvements in their business practices with the aim of facilitating successful HDP sector operating in conjunction with the mine	A Supplier Development programme has been established and implemented for HDP suppliers/entrepreneurs to receive skills training, business mentoring and support.	Supply Chain	Ongoing

Table 42: Preferential Procurement Spend on South African Manufactured Goods 2022-2027

MINING GOODS	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
HDP owned and controlled entities	15%	21%	21%	21%	21%
Women or Youth owned and controlled enterprises (51% or more)	3.6%	5%	5%	5%	5%
BEE compliant companies	31.4%	44.0%	44.0%	44.0%	44.0%
Total	50%	70%	70%	70%	70%

Table 43: Preferential Procurement Spend on Services from South Africa owned Companies – 2022-2027

SERVICES	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
HDP owned and controlled entities	41%	50%	50%	50%	50%
Women owned and controlled enterprises (51% or more)	7%	15%	15%	15%	15%
Youth owned and controlled enterprises (51% or more)	3.8%	5%	5%	5%	5%
BEE compliant companies	10%	10%	10%	10%	10%
Total	61.8%	80%	80%	80%	80%



SECTION 4

DOWNSCALING AND RETRENCHMENT



4. DOWNSCALING AND RETRENCHMENT

4.1 Introduction

This section deals with the management of downsizing and retrenchments. It is the Mines 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 enhanced future sustainability,
- Sound labour and succession planning in line with the Mine Work Plan,
- Recruitment Policy and practices that will support the labour plans,
- The continuous monitoring and evaluation of natural attrition (retirements; resignations etc.) and
- 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.

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

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

Khumani recognizes to successfully downscale or close a mine, a trilateral consultation and problem-solving process is required between the Mine, 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 will take note of the following regeneration focus areas where planning for mine closure is concerned:

- The restoration of land surface of sufficient quality to support pre-mining land use potential,
- Restoration of ecological functioned mined land,
- Efficient alternative use of mine infrastructure should be encouraged where economically justified.

Further, in the event of downscaling detailed processes will be drawn up in line with the Labour Relations Act 189A, 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,
- Identify mechanisms to save jobs and avoid job losses and a decline in employment,
- Identify mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided,
- Identify mechanisms to ameliorate the social and economic impact on individuals.

4.2 Establishment of a Future Forum

The Mine has in consultation with the workforce established a Permanent Consultative Forum (Future Forum). This Forum consist of management and representatives, of unionised and non-unionised employees , and meets on a regular basis, and at least once a quarter. The aim of the Future Forum is to discuss issues of mutual interest between employees and management representatives. Minutes of every meeting for the new 5-year SLP period will be taken and distributed to all representative parties.

The Future Forum will further fulfill 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 sustainable socio-economic issues.,
- Engage on matters of mutual interest between management and stakeholders,
- Act as the communication channel in respect of the broader SLP undertakings, targets and achievements.

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 189(A) 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 DoEL and the DMRE (specifically the Minerals and Mining Development Board) in accordance with Section 52(1) (a) of the Act) will be notified. The following table outlines the strategic action plan with regards to communicating with the authorities. The government authorities will be given notice of the timeframe for the closure process as well as the on-going 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.



Table 44: Strategic Action Plan to Communicate with the Authorities

Communication with Authorities Strategic Action Plan	Responsible Department	Date to be completed
In event of identifying the need to reduce mining operations and therefore the need for retrenchment of workforce, the Future Forum is required to enter into consultation with the affected employees or relevant Trade Unions.	HR & Future Forum	In event of retrenchment
As planning for job loss and retrenchments commences, the Future Forum needs to notify: - DoEL; and - DMRE, specifically Minerals and Mining Development Board. (In the event of 10% or more of the workforce being affected)	HR & Future Forum	In event of retrenchment
Government Authorities to be given notice of timeframes.	HR & 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 alternate options to save employment. These could include, but not be limited to, the following strategies as outlined in the following table:

Table 45: 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 Occurs
People leaving for a period until they are required again.	HR Department, Mine Management and Future Forum	When 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 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 Occurs
Continuous consultation with Organised Labour (through the Future Forum) to identify and implement initiatives to avoid job losses and a decline in employment such as: - job sharing, - reduction/ cessation of overtime, - moratorium on recruitment, - redeployment of current workforce, and - termination of contracts.	HR Department, Mine Management and Future Forum	When Occurs
Ramp up on various training and development initiatives to provide: - Numeracy and literacy training, - Training in line with the National Qualifications Framework where possible as well as other established skills programmes, - Portable skills which 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, and - Portable Skills which allow employees to create their own employment.	HR Department, Training Department Mine Management and Future Forum	When Occurs

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

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) which increases 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 46: Strategic Action Plan for Provision of Alternate Solutions

Provision of Alternate Solutions Strategic Action Plan	Responsible Department	Date to be completed
Establish a retrenchee database including information regarding existing skills, experience, and expertise. This database will be used to identify potential employment opportunities within or outside of the company. Alternative recruitment vacancies at other Assmang operations to be considered.	HR Department and Future Forum	When Occurs
Multi-skill employees to maximise re-employment opportunities after closure.	HR Department and Future Forum	When Occurs
Appropriately train and skill retrenchees in order to find alternative employment within the company, or in the open job market.	HR Department and Future Forum	When Occurs
Establish a “job-help” facility to assist employees in locating alternative employment after decommissioning: - assist employees to compile CVs; - interaction with potential employers and other opportunities; training in interview techniques, etc.	HR Department and Future Forum	When Occurs
Identify appropriate people from the retrenchee pool to be considered for potential Enterprise Development opportunities.	HR Department and Future Forum	When Occurs
Based on section 11.3 regarding “Retrenchment” in the ikhaya Housing Policy, this clause will be applicable for the duration of the SLP.	Housing Department	When 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 the 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 involved 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 both the Future Forum and relevant community structures. Strategic Plan to ameliorate socio-economic impact is represented in the following table:



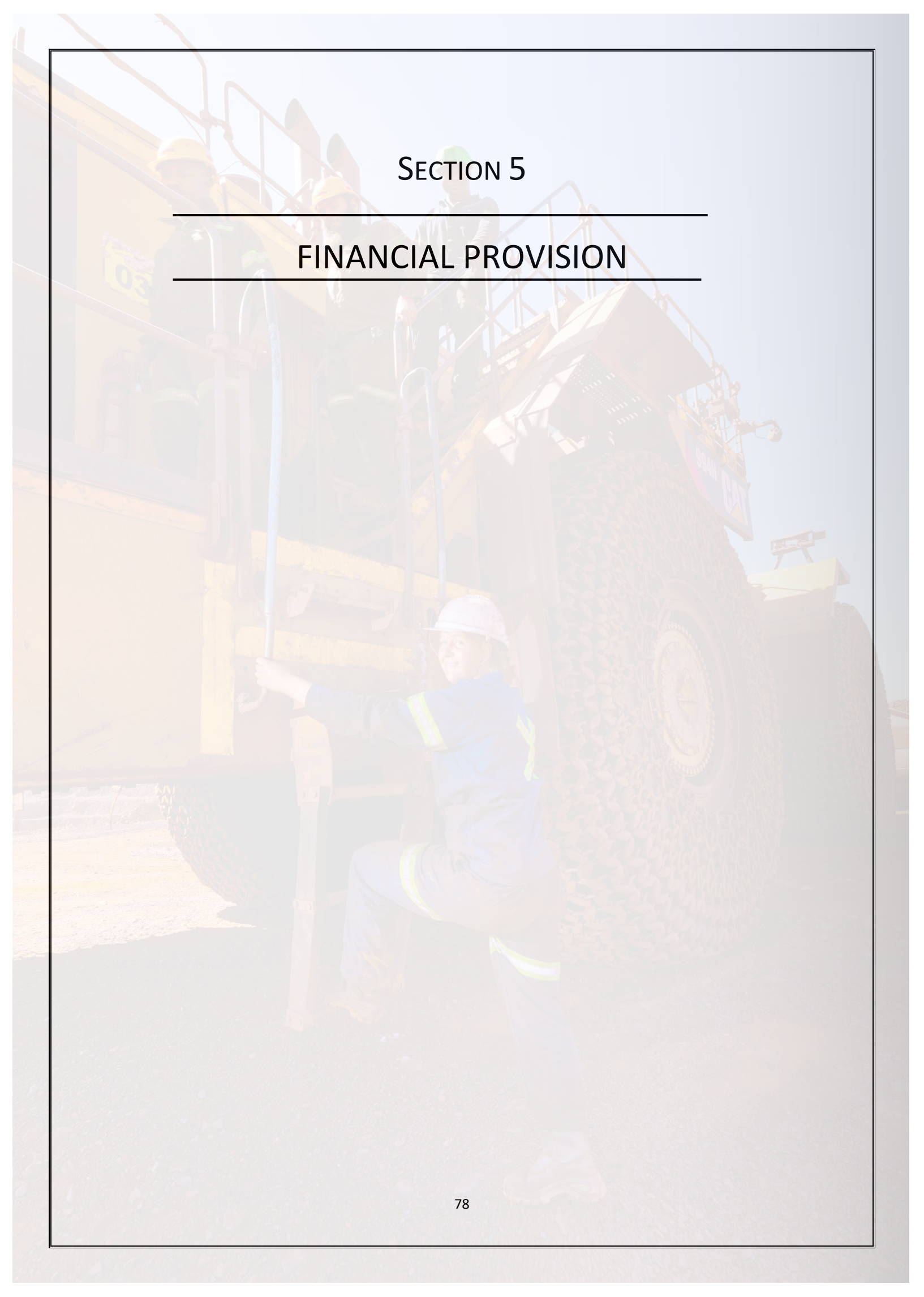
Table 47: Mechanisms to Ameliorate Socio – Economic Impact in Instances where Job losses cannot be avoided

Mechanisms to Ameliorate Socio-Economic Impact Strategic Action Plan	Responsible Department	Date to be completed
Assistance to Retrenchees: • Retrenchment counselling where required • In conjunction with the DoEL facilitate the completion of UIF claim forms at the Mine premises; • Assist retrenchees to find alternative employment with other companies through the compilation of a database stating the skills and contact numbers of all available employees; • Distribute the database to community forums, SMMEs in the area, other existing mines as well as other industry players.	HR Management, Mine Management and Future Forum	When Occurs
Training and re-employment Programmes to facilitate job creation in the relevant municipal areas: • A relevant skills audit will be conducted to assist employees with specific skills to form and start small businesses; • Provide advice on personal financial planning during annual induction programme; •	HR Management, Mine Management and Future Forum	When Occurs
Financial provisioning: • 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.	HR Management, Mine Management and Future Forum	When 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 amongst the social intervention beneficiaries and promote independence amongst individuals and businesses in the community will be developed to ensure post-closure sustainability. On-going 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 local government in this aspect 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 23 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, cognizance of the need for comprehensive LED projects which are developed with the aim of sustainable social and economic development in the region surrounding the Mine, particularly for 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 anticipated closure.

The background image shows a large yellow mining truck, likely a Caterpillar 980G, at a construction or mining site. Several workers in hard hats and safety gear are visible on the truck's platform. One worker in the foreground is climbing a set of stairs. The truck has a large, treaded tire and a yellow body with black accents. The scene is set in a dusty, open area under a clear sky.

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 48 provides a summary of the financial commitment by the Mine for the next five (5) years

Table 48: Summary of Financial Provision for Key Elements of Khumani Mine’s SLP over the Five (5) Year Period (FY 2022-2027)

Category	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Total Financial Provision (2022 to 2027)
Human Resource Development Programmes	R18 570 000	R19 070 000	R20 670 000	R21 170 000	R21 670 000	R104 350 000
LED Programmes	R30 417 500	R36 895 625	R31 545 625	R5 545 625	R5 545 625	R109 950 000
Housing and Living Conditions	R102 048 000	R65 928 000	R66 504 000	R26 601 600	R26 737 680	R287 819 280
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 can more than offset the current retrenchment liability/provision of R391 million and the projected R499 million in 5 years-time. Khumani will have this retrenchment obligation in terms of the new SLP evaluated formally over the 5-year period on an annual basis and independently confirmed to continuously demonstrate that the Mine has sufficient cash to cover the liability.					R499 000 000
Estimated Total Provision for SLP	R151 035 500	R121 893 625	R118 719 625	R53 317 225	R53 953 305	R1 001 119 280

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 49: Summary Breakdown of Human Resources Development Five (5) Year Budget for Khumani Mine

HRD	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Total Financial Provision (2022 to 2027)
Financial Provision for Learnership Programmes	R6 900 000	R6 900 000	R7 100 000	R7 100 000	R7 100 000	R35 100 000
Financial Provision for Leadership	R100 000	R100 000	R100 000	R100 000	R100 000	R500 000

Development Programmes						
Financial Provision for Core Business Training Programmes	R7 300 000	R7 800 000	R8 300 000	R8 800 000	R9 300 000	R41 500 000
Financial Provision for Portable Skills Training Programmes	R1 800 000	R1 400 000	R900 000	R900 000	R900 000	R5 900 000
Financial Provision for Mentorship Programmes	R20 000	R20 000	R20 000	R20 000	R20 000	R100 000
Financial Provision for Bursaries Programmes	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R21 250 000
Total Financial Provision for Human Resource Development Programme *	R18 570 000	R19 070 000	R20 670 000	R21 170 000	R21 670 000	R104 350 000

***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 which 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 Mines plans to undertake LED in line with the local and district municipalities Integrated Development Strategies (refer to sections 3.4 and 3.6).

Table 50: Summary of Financial Commitment for Local Economic Development for Five (5) Years for Khumani

Financial Provision for LED Programmes						Total Financial Provision (2022 to 2027)
Financial Provision for LED Programmes	R30 417 500	R36 895 625	R31 545 625	R5 545 625	R5 545 625	R109 950 000

Table 51: Summary of Financial Commitment for Housing and Living Conditions for Five (5) Years for Khumani

Financial Provision for Housing and Living Conditions	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Total Financial Provision (2022 to 2027)
Employer Provided Rental Accommodation						
Construction of new rental units (Additional 94 based on vacancy profile)	R77 280 000	R40 320 000	R40 320 000	R0	R0	R157 920 000
Maintenance and repairs of rental stock	R2 016 000	R2 304 000	R2 592 000	R2 721 600	R2 857 680	R12 491 280
Rental subsidies	R1 464 000	R2 016 000	R2 304 000	R2 592 000	R2 592 000	R10 968 000
Employer Assisted Home Ownership						
Homeowner subsidies	R15 912 000	R15 912 000	R15 912 000	R15 912 000	R15 912 000	R79 560 000
Living Out Allowance						
Rental subsidies	R5 376 000	R5 376 000	R5 376 000	R5 376 000	R5 376 000	R26 880 000
TOTAL	R102 048 000	R65 928 000	R66 504 000	R26 601 600	R26 737 680	R287 819 280

5.4 Financial Provision for Management of Downscaling and Retrenchment (Regulation 46(E) (3))

The on-going investment in Human Resource Development Programmes and facilitation of training during the life of Khumani is intended to support the acquisition of skills that will ensure 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 R 391 Million. This number, assuming the current employee profile and an escalation factor of 5% per annum over the remaining 5 year period will increase the obligation to R499 million. The R499 million is a best estimate which allows for inflation and increase in workforce number of years-service over the SLP period of 5 years.

Khumani would however, based on the current balance sheet and given a favourable current asset (which includes cash generation) to current liability ratio can more than offset the current retrenchment liability/provision of R391 million (end of 2022-2023) and the projected R499 million in 5 years-time.

Khumani will have this retrenchment obligation in terms of the new SLP evaluated formally over the 5 year period on an annual basis and independently confirmed to continuously demonstrate that the Mine has sufficient cash to cover the liability.

Table 52: Summary of Financial Commitment for Downscaling and Retrenchment for Five (5) Years for Khumani Mine

Financial Provision for the Management of Downscaling and Retrenchment Programmes	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Total Financial Provision
Amount	Based on the current balance sheet and given a favourable current asset (which includes cash generation) to current liability ratio can more than offset the current retrenchment liability/provision of R391 million and the projected R499 million in 5 years-time. Khumani will have this retrenchment obligation in terms of the new SLP evaluated formally over the 5-year period on an annual basis and independently confirmed to continuously demonstrate that the Mine has sufficient cash to cover the liability.					R499 000 000



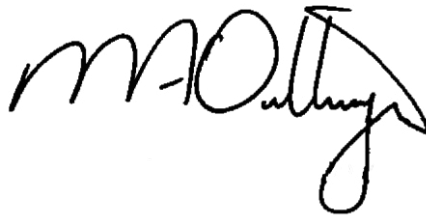
SECTION 6

UNDERTAKING

6. UNDERTAKING

I, Mark Oosthuizen, the undersigned and duly authorised thereto Khumani Mine undertakes to adhere to the information, requirements, commitments, and conditions as set out in the Khumani Mine Social and Labour Plan.

Signed at Khumani mine on the 16th day of November 2022.



Signature of responsible person

Designation:

Senior General Manager

.....

Approved (_____) Mine Board approval)

Signed at on the day of2022.

Signature of responsible person

Designation:

.....



MAATSKAPLIKE EN ARBEIDSPLAN



ASSMANG
IRON ORE

KHUMANI MYN

MYNREG NOMMER:

18/2007 MR



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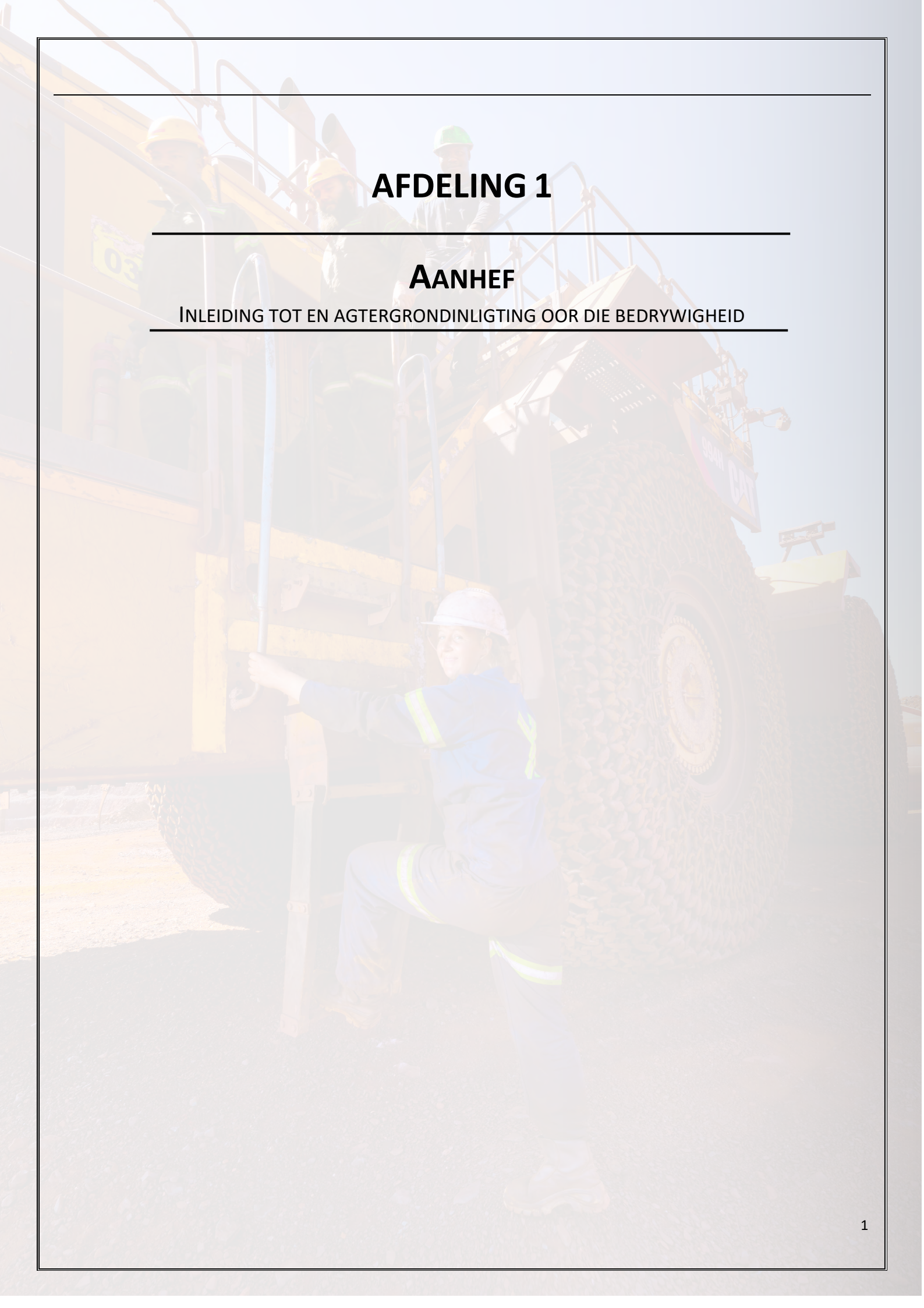
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AFKORTINGS

AFKORTING	BETEKENIS
OOV	Onderwys en opleiding vir volwassenes
JOV	Jaarlikse opleidingsverslag
BSEB	Breë swart ekonomiese bemagtiging
SEB	Swart ekonomiese bemagtiging
COGHSTA	Departement van Samewerkende Regering, Menslike Nedersettings en Tradisionele Sake
DBO	Departement van Basiese Onderwys
DEOT	Departement van Ekonomiese Ontwikkeling en Toerisme
DHOO	Departement van Hoër Onderwys en Opleiding
DMHE	Departement van Minerale Hulpbronne en Energie
DIA	Departement van Indiensneming en Arbeid
DvG	Departement van Gesondheid
DMO	Departement Maatskaplike Ontwikkeling
DB	Diensbillikheid
OIS	Omgewingsimpakstudie
ETDF	Gelykheidsopleiding en -ontwikkelingsforum
VOO	Verdere Onderwys en Opleiding
FJ	Finansiële jaar
RKIG	Departement van Regeringskommunikasie en Inligtingstelsels
AOO	Algemene onderwys en opleiding
GPM	Gamagara Plaaslike Munisipaliteit
GSPM	Ga-Segonyana Plaaslike Munisipaliteit
HBP	Histories-benadeelde persone
HOO	Hoër onderwys en opleiding
MHO	Menslikehulpbronontwikkeling
GOPs	Geïntegreerde ontwikkelingsplanne
JTGDM	John Taolo Gaetsewe Distriksmunisipaliteit
Khumani	Khumani Myn
PEO	Plaaslike ekonomiese ontwikkeling
AVG('s)	Arbeidsverskaffingsgebied(e)
MPRDA	Wet op Ontwikkeling van Minerale- en Petroleumhulpbronne (no. 28 van 2002)
MKA	Mynboukwalifikasie-owerheid
NCMMA	Noord-Kaap Mynbestuurdersvereniging
NKR	Nasionale Kwalifikasieraamwerk
NCR TVET	Noord-Kaapse Landelike Tegniese Beroepsopvoeding en -opleiding (NCR TVET)
OO	Organisasieontwikkeling
BGV	Beroepsgesondheid- en veiligheid
PBT	Persoonlike beskermende toerusting
VOV	Versoek om Voorlegging
SAKO	Suid-Afrikaanse Kwalifikasie-owerheid
VOF	Vaardigheidsontwikkelingsfasiliteerder
SEO	Sosio-ekonomiese ontwikkeling
SEIO	Sosio-ekonomiese impakontleding
SETA	Sektorale Onderwys- en Opleidingsowerheid
MAP	Maatskaplike en arbeidsplan
KMMO's	Klein, medium en mikro-ondernemings
SPU	Sol Plaatje Universiteit
TBA	Sal verwittig word
TPM	Tsantsabane Plaaslike Munisipaliteit
TB	Talentbestuur
WVF	Werkloosheidsversekeringsfonds
WHIMS	Nat, hoë-intensiteit- magnetiese skeier
WVP	Werkplekvaardigheidsplan



AFDELING 1

AANHEF

INLEIDING TOT EN AGTERGRONDINLICHTING OOR DIE BEDRYWIGHEID

1. INLEIDING EN AANHEF

1.1 Inleiding

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

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 distriksmunisipaliteite: 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 sestig (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 drie-en-twintig (23) jaar vir die myn beplan. Covid het bedryfskoste geaffekteer – wat met R4 per ton gestyg het – sowel as produktiwiteit, met verskeie mense wat siek of in kwarantyn is, wat die beskikbaarheid van arbeid beperk. Die maatskappy se deurlopende bekommernis is egter dat die swak wêreld ekonomie tot 'n skerp daling in ysterertspryse kan lei, wat 'n negatiewe impak op die maatskappy se ekonomiese vooruitsigte en verbintenisse in die maatskaplike en arbeidsplan (MAP) kan hê. Khumani het die plafon van sy lewensiklus bereik, met geen groot verdere groei in produksie nie. Produksie het op 13,8 miljoen ton per jaar gestabiliseer, en die arbeidsmag het op die huidige getal gestabiliseer.

Hierdie MAP moet gesien word in die konteks van hierdie gestabiliseerde omgewing waar daar ook hoër koste vir die vervanging en bywerking van kapitaalinfrastruktuur sal wees. Hierdie MAP voorsien nie 'n moontlikheid van groter werkskepping nie. Lae personeelomset beperk ook die getal nuwe werknemers wat aan boord gebring kan word. Die lewensduur van die myn is egter verleng deur die identifisering en verklaring van bykomende reserwes, wat 'n langer lewensduur aan die myn en voortgesette werksekuriteit vir die arbeidsmag verskaf.

Khumani staan voor uitdagings ten opsigte van werwing en die aanstel van geskikte 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 werknemers 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 mense uit plaaslike gemeenskappe aan te stel, en sal voortgaan om vaardighede deur middel van opleiding-, leerderskap- en beurskemas te ontwikkel.

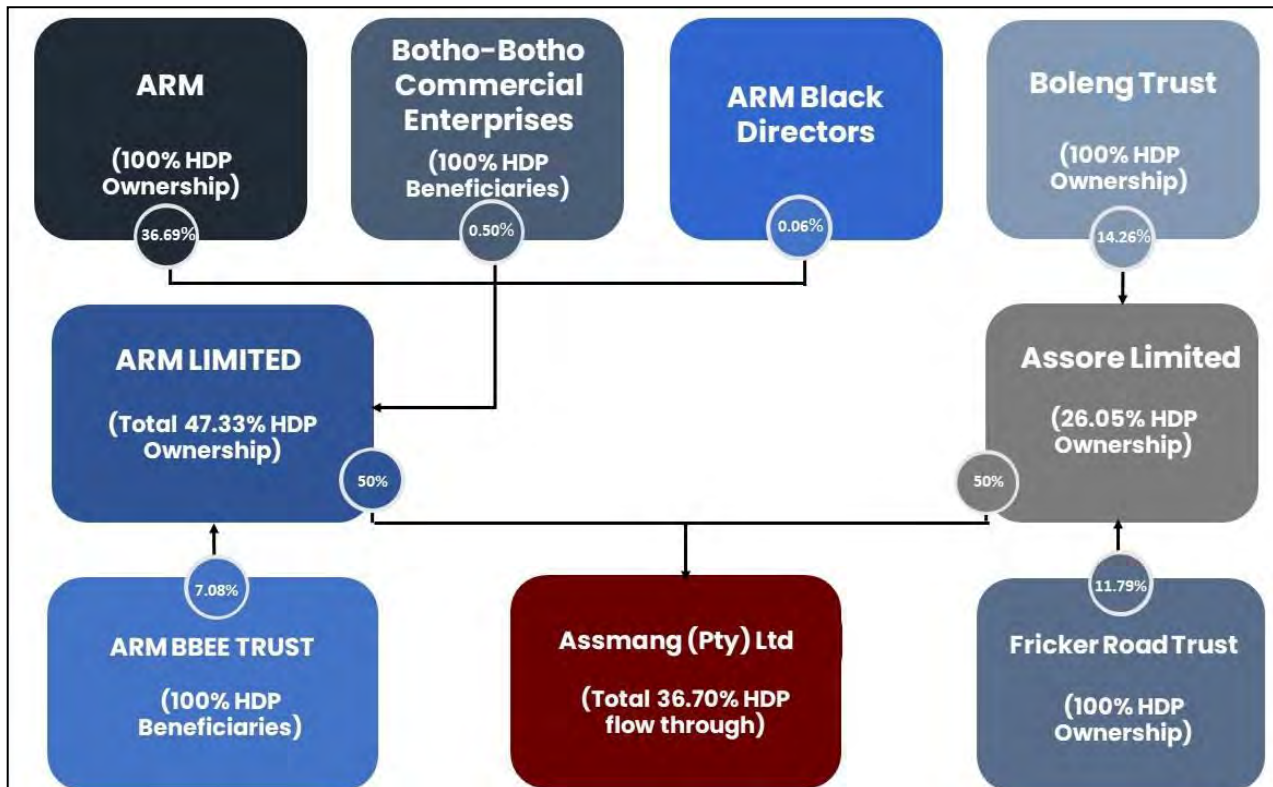
Die gemeenskap en die dorp van Kathu moet veral vinnige groei en 'n geweldige vraag na infrastruktuur en dienste van die GPM hanteer. Khumani, as 'n strategiese vennoot van die munisipaliteit, sal deur sy sosio-ekonomiese ontwikkelingsprogram (SEO-program) help om die kapasiteit in die gemeenskap te bou. Ons sosio-ekonomiese ontwikkelingsprogram sal tot voordeel van die GPM-gebied en die Ga-Segonyana Plaaslike Munisipaliteit-gebied (GSPM-gebied) wees. Albei hierdie plaaslike munisipaliteite is in die JTGDM geleë. Siende dat die Assmang Beeshoek Myn reeds die TPM-gebied dek, en die Assmang Blackrock Myn hoofsaaklik 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. Die GSPM, saam met die GPM, is een van die groot arbeidsverskaffingsgebiede, en die GSPM-gebied word ook deur die negatiewe impak van die mynbedrywighede geraak. Albei hierdie plaaslike munisipaliteite val binne die JTDM.

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.

- Te verseker dat die houers van mynregte bydra tot die sosio-ekonomiese ontwikkeling van die gebiede waar hulle bedrywig is.

Die diagram hieronder beeld die eienaarskapstruktuur van Assmang uit:



Figuur 1: Assmang-eienaarskapstruktuur

Vyftig persent van Assmang word deur ARM besit, en 50% deur Assore. Assmang se SEB-status word gevolglik bepaal deur die twee aandeelhouders se SEB-status te ondersoek. ARM se eienaarskapbasis bestaan 47,33% uit histories-benadeelde persone (HBP), wat African Rainbow Minerals & Exploration Investments Proprietary Limited (ARMI) se 39,69%, Botho-Botho Commercial Enterprises (Pty) Ltd se 0,50% en die ARM Broad Based Economic Empowerment (BBEE) Trust se 7,08%, asook swart direkteure van ARM se 0,06% insluit. Die SEB-deurvloei vanaf ARM na Assmang is dus 23,67% $((7,08+39,69+0,50+0,06)/2)$.

Assore het 'n effektiewe HBP-eienaarskapbasis van 26,05%, bestaande uit Boleng Trust wat 14,26% besit en Fricker Road Trust wat 11,79% besit. Die SEB-deurvloei vanaf Assore na Assmang is dus 13,04% $(14,26+11,79)/2$. Die totale HBP-vloei vanaf ARM en Assore na Assmang is dus 36,70%.



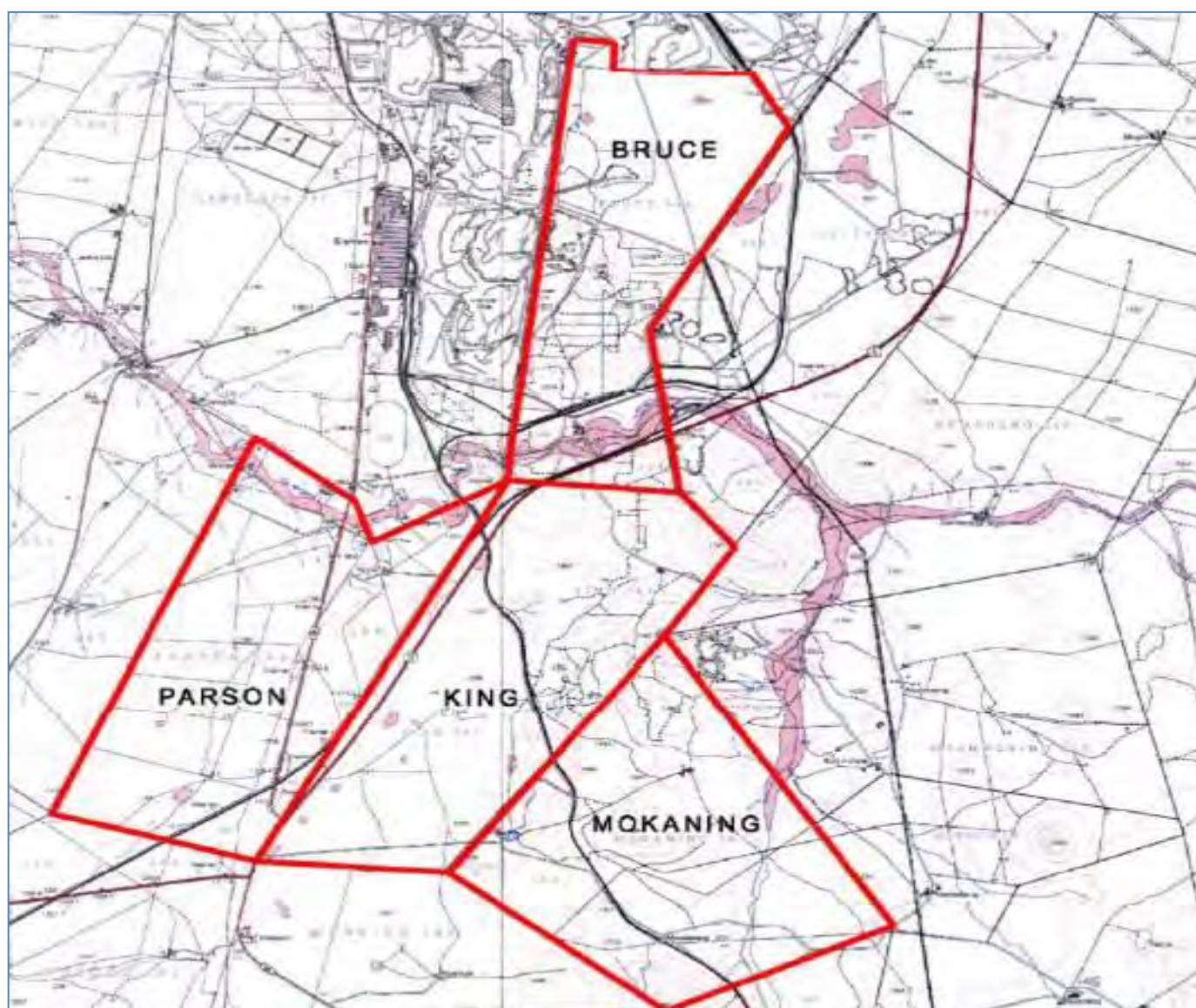
1.2 Aanhef

'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.

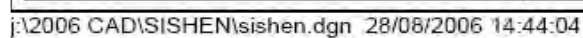
Tabel 1: Opsomming van Khumani Myn

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
Telefoonnommer:	(053) 723 8135
Faksnommer:	0865444359
Ligging van myn:	Ongeveer 25 km suid van Kathu in die Noord-Kaap
Kommoditeit:	Ystererts
Lewensduur van myn:	23 jaar
Finansiële jaar (FJ):	1 Julie tot 30 Junie
Verslagtydperk:	1 Julie 2022 tot 30 Junie 2027





Figuur 2: Plan wat die ligging van Khumani aandui



Figuur 3: Plan wat die ligging van Khumani Myn aandui

1.3 Mynmetodologie

MYNBOU: Die ertsneerslae word 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 vervoertrokke 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 'n geslote baan tot -32 mm vergruis en in twee (2) markverwante produkte gesorteer:

- Klonterige uitvoerproduk
- Fynerts-uitvoerproduk

Afgraaderts (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. Wipsiwwskei 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.

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 tussen die waardevoller Fe-draende materiaal en die afvalminerale bestaan, kan die WHIMS-verwerkingseenhede die chemiese spesifikasies van die afvalwater na dié van die fynerts-uitvoerproduk opgradeer. Sodoende kan die WHIMS-verwerkingsaanleg bykomende uitvoerproduk lewer van materiaal wat andersins as afval geklassifiseer sal word.



1.4 Huidige Khumani-arbeidsmagprofiel soos in Maart 2021

Tabel 2: Huidige Khumani-werknemers

Mynbedrywigheid/-kontrakteur	Diens aan die myn verskaf	Huidige getal werknemers by die myn
Assmang Khumani Myn	Bestuur, myn- en ingenieursarbeidsmag vir oppervlakbedrywigheide	1 883

Tabel 3: Khumani arbeidsverskaffingstatistiek per gebied van geboorte

PROVINSIE	Munisipaliteit van geboorte		PROVINSIALE TOTAAL	PROVINSIALE %
Oos-Kaap	Barkly East	1	50	2,66%
	Bedford	1		
	Bizana	1		
	Cofimvaba	2		
	Cradock	1		
	Oos-Londen	9		
	Grahamstad	1		
	Keiskamma Hoek	1		
	Middelburg	1		
	Mount Fletcher	1		
	Mount Frere	1		
	Ngcobo	3		
	Port Elizabeth (Gqeberha)	13		
	Queenstown (Komani)	3		
	Qumbu	1		
	Sterkspruit	4		
	Steynsburg	2		
	Uitenhage	2		
	Umtata (Mthatha)	2		
Vrystaat	Bethlehem	5	77	4,09%
	Bloemfontein	27		
	Bothaville	3		
	Clocolan	2		
	Excelsior	1		
	Ficksburg	1		
	Heilbron	2		
	Hertzogville	2		
	Jagersfontein	1		
	Koffiefontein	1		
	Kroonstad	7		
	Ladybrand	1		
Vrystaat (vervolg)	Ladybrand	1		

PROVINSIE	Munisipaliteit van geboorte		PROVINSIALE TOTAAL	PROVINSIALE %
	Mangaung	1		
	Odendaalsrus	2		
	Phuthaditjhaba	1		
	QwaQwa	2		
	Sasolburg	2		
	Smithfield	1		
	Steynsrus	1		
	Thaba Nchu	2		
	Theunissen	1		
	Viljoenskroon	2		
	Welkom	6		
	Witsieshoek	1		
	Zastron	2		
Gauteng	Alexandra	1	74	3,93%
	Atteridgeville	1		
	Boksburg	2		
	Brakpan	1		
	Carletonville	2		
	Dunnottar	1		
	Fochville	2		
	Ga-Rankuwa	1		
	Germiston	1		
	Hammanskraal	3		
	Heidelberg	1		
	Johannesburg	14		
	Katlehong	1		
	Kemptonpark	2		
	Krugersdorp	4		
	Pretoria	17		
	Randfontein	4		
	Sebokeng	2		
	Sharpeville	1		
	Soweto	1		
	Springs	3		
	Thembisa	3		
	Vanderbijlpark	2		
	Vereeniging	2		
	Vosloorus	1		
	Zwartkoppies	1		
KwaZulu-Natal	Dundee	1	21	1,12%

PROVINSIE	Munisipaliteit van geboorte		PROVINSIALE TOTAAL	PROVINSIALE %
	Durban	5		
	Empangeni	1		
	Estcourt	1		
	Isipingo	1		
	Kokstad	1		
	Newcastle	4		
	Nongoma	1		
	Pietermaritzburg	1		
	Richardsbaai	1		
	Scottburgh	1		
	Ulundi	1		
	Umzimkulu	1		
	Witsieshoek	1		
Limpopo	Brombeek	1	49	2,60%
	Burgersfort	2		
	Ellisras	1		
	Ga-Mphahlele	1		
	Giyani	1		
	Groblersdal	1		
	Jane Furse	2		
	Makhado	2		
	Malamulele	2		
	Mohlaletse	1		
	Mokopane	6		
	Musina	3		
	Nebo	1		
	Perdekop	1		
	Phalaborwa	2		
	Polokwane	9		
	Rooiberg	1		
	Sekhukhuneland	1		
	Sibasa	1		
	Thohoyandou	7		
	Tzaneen	2		
	Warmbad	1		
Mpumalanga	Balfour	1	25	1,33%
	Barberton	1		
	Camden	1		
	Delmas	1		
	Graskop	1		

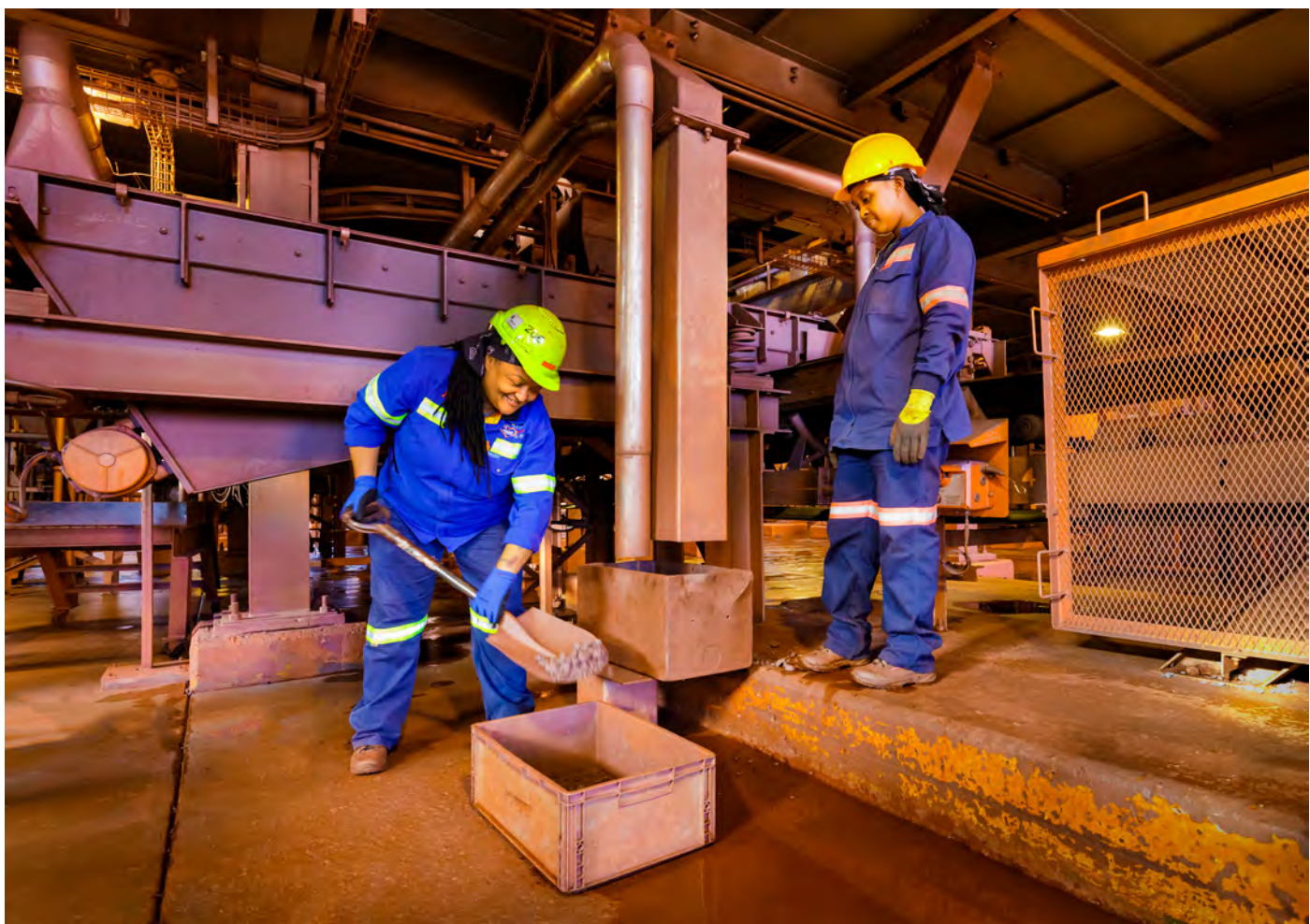
PROVINSIE	Munisipaliteit van geboorte		PROVINSIALE TOTAAL	PROVINSIALE %
Mpumalanga (vervolg)	Hendrina	1		
	Middelburg	6		
	Nelspruit	2		
	Nhlazatshe	1		
	Secunda	1		
	Siyabuswa	2		
	Standerton	3		
	Witbank	4		
Noordwes	Amalia	1	250	12,96%
	Bendell	3		
	Bloemhof	1		
	Bosra	1		
	Brits	3		
	Delareyville	2		
	Ganalaagte	1		
	Ganyesa	4		
	Glen Red	1		
	Klerksdorp	11		
	Koffiekraal	1		
	Laxey	2		
	Leeudoringstad	1		
	Lichtenburg	1		
	Logaganeng	1		
	Mahikeng	25		
	Maipeng	2		
	Majeng	1		
	Makwassie	1		
	Morokweng	7		
	Pomfret	11		
	Potchefstroom	3		
	Reivilo	4		
	Rustenburg	5		
	Schweizer-Reneke	2		
	Seoding	1		
	Taung	86		
	Tlaskgameng	2		
	Tsineng	2		
	Ventersdorp	2		
	Vryburg	59		
Noordwes (vervolg)	Wolmaransstad	2		

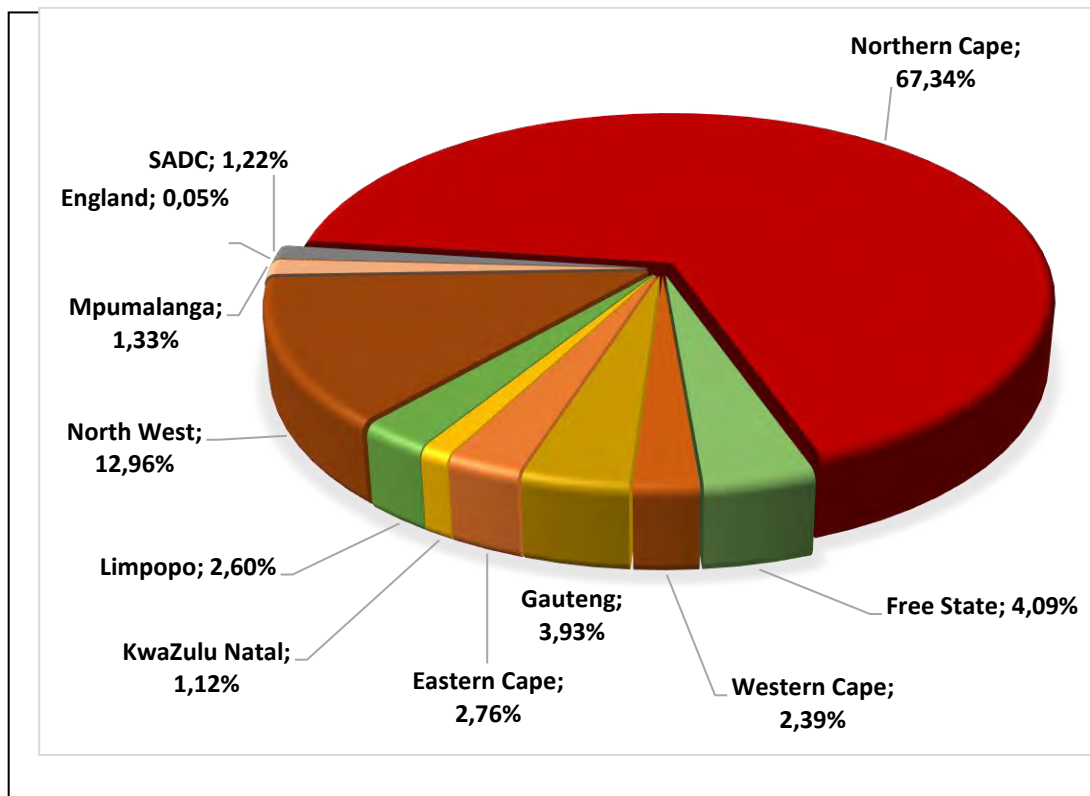
PROVINSIE	Munisipaliteit van geboorte		PROVINSIALE TOTAAL	PROVINSIALE %
	Zeerust	1		
Noord-Kaap	Alexanderbaai	2	1 268	67,34%
	Askham	1		
	Barkly-Wes	4		
	Batlharos	17		
	Bojelakgomo	1		
	Bojela potsane	1		
	Bona-Bona	1		
	Buffelsrivier	1		
	Calvinia	1		
	Concordia	1		
	Copperton	1		
	Danielskuil	19		
	De Aar	7		
	Delporthoop	1		
	Deurham	1		
	Deben	10		
	Dikhing	1		
	Dingleton	1		
	Dithakong	1		
	Douglas	4		
	Gamopedi	1		
	Garies	3		
	Gasese	1		
	Gatlhose	2		
	Glosam	2		
	Griekwastad	10		
	Grobbershoop	5		
	Hartswater	8		
	Heuningvlei	1		
	Hotazel	1		
	Jan Kempdorp	3		
	Kakamas	1		
	Kathu	15		
	Keimoes	5		
	Khosis	1		
	Kimberley	71		
	Kleinsee	5		
	Komaggas	5		
	Kuruman	600		

PROVINSIE	Munisipaliteit van geboorte		PROVINSIALE TOTAAL	PROVINSIALE %
Noord-Kaap (vervolg)	Leliefontein	1		
	Lime Acres	3		
	Lohatla	2		
	Maruping	1		
	Marydale	2		
	Mothibistad	9		
	Nababeep	12		
	Niekerkshoop	2		
	Nieuwoudtville	1		
	Olifantshoek	44		
	Pampierstad	8		
	Pella	1		
	Perth	1		
	Pofadder	4		
	Port Nolloth	3		
	Postmasburg	240		
	Prieska	12		
	Ritchie	1		
	Sishen	5		
	Springbok	33		
	Steinkopf	11		
	Sutherland	1		
	Ulco	4		
	Upington	43		
	Van Zylsrus	1		
	Victoria-Wes	1		
	Warrenton	5		
	Suidelike streek	1		
Wes-Kaap	Beaufort-Wes	1	45	2,39%
	Bellville	2		
	Kaapstad	18		
	Ceres	2		
	Citrusdal	1		
	De Doorns	2		
	Franschhoek	1		
	Hopefield	1		
	Knysna	1		
	Lutzville	1		
	Malmesbury	1		
Wes-Kaap (vervolg)	Mitchells Plain	1		

PROVINSIE	Munisipaliteit van geboorte		PROVINSIALE TOTAAL	PROVINSIALE %
	Paarl	2		
	Saldanha	2		
	Vredenburg	2		
	Vredendal	6		
	Worcester	1		
Ander	Botswana	2		0,11%
	Engeland	1		0,05%
	Lesotho	1		0,05%
	Namibië	19		1,01%
	Zimbabwe	1		0,05%
Groottotaal		1 883	1 883	100,00%

Figuur 4 dui die huidige profiel van die arbeidverskaffingsgebiede (AVG's) van Khumani-werknemers aan en toon dat 67,34% van die arbeidsmag uit die Noord-Kaap gewerf word. Khumani is daartoe verbind om hierdie profiel te handhaaf en selfs te verbeter.





[Noord-Kaap; Vrystaat; Wes-Kaap; Oos-Kaap; KwaZulu-Natal; Noordwes; Engeland; SADC]

Figuur 4: Arbeidverskaffingsgebiede volgens geboorte by Khumani Myn soos in Maart 2021

Tabel 4: Khumani-arbeidsverskaffingstatistiek volgens gebied van huidige woonplek

PROVINSIE	MUNISIPALITEIT WAAR WOONAGTIG		PROVINSIALE TOTAAL	PROVINSIALE %
Noord-Kaap	Danielskuil	8	1 883	100%
	Deben	15		
	Dingleton	1		
	Kathu	798		
	Kuruman	688		
	Lime Acres	1		
	Olifantshoek	68		
	Postmasburg	303		
	Santoy	1		

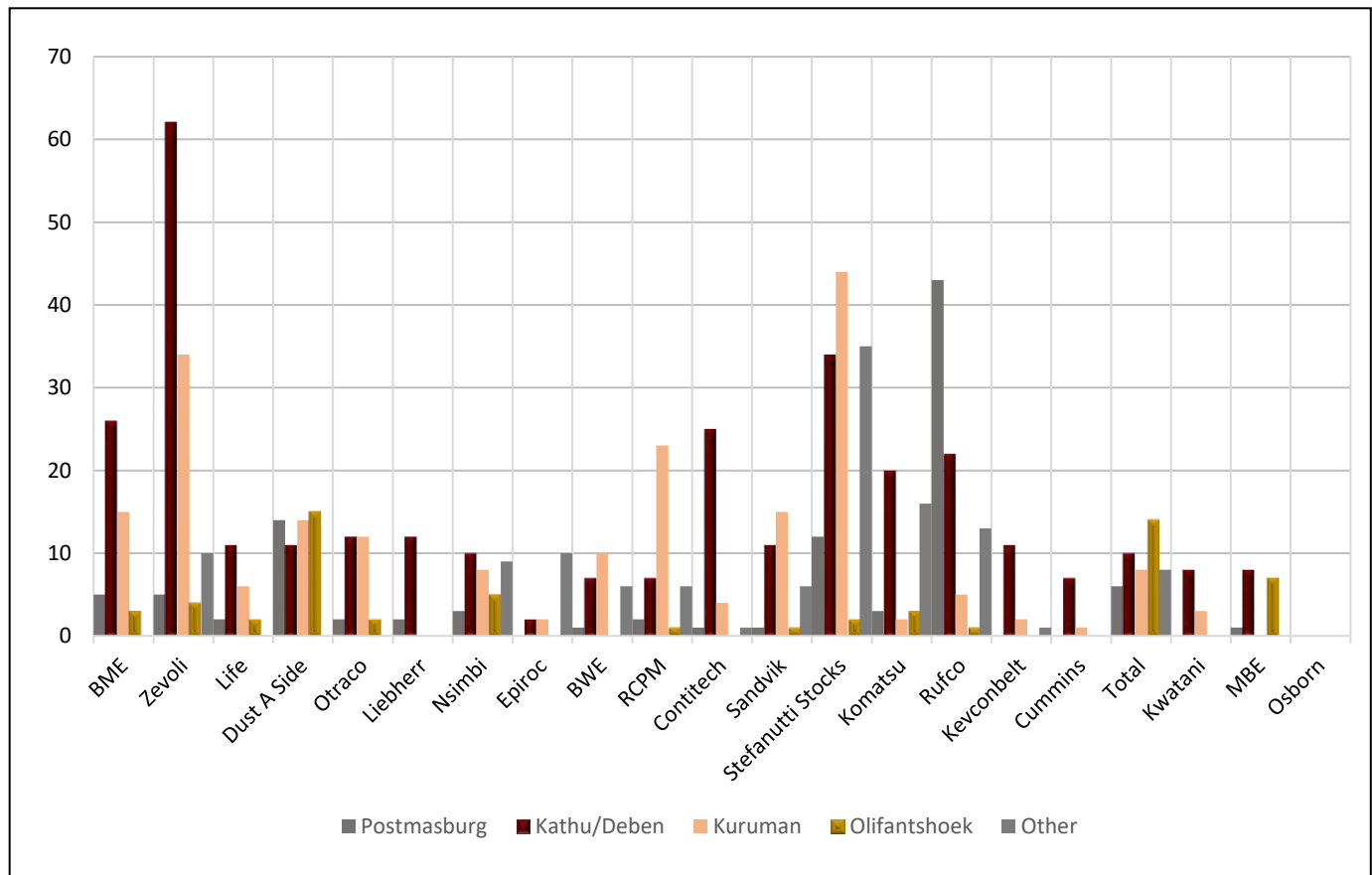


Tabel 5 en figuur 5 weerspieël die huidige residensiële gebiede vir die kernlangtermynkontraakteurs wat tans by Khumani werk.

Tabel 5: Kernlangtermynkontraakteurs se huidige residensiële gebiede

Maatskappy	Postmasburg	Kathu/Deben	Kuruman	Olifantshoek	Ander	Totaal
BME	5	26	15	3	0	49
Zevoli	5	62	34	4	10	115
Life	2	11	6	2	0	21
Dust A Side	14	11	14	15	0	54
Otraco	2	12	12	2	0	28
Liebherr	2	12	0	0	0	14
Nsimbi	3	10	8	5	9	35
Epiroc	0	2	2	0	10	14
BWE	1	7	10	0	6	24
RCPM	2	7	23	1	6	39
Contitech	1	25	4	0	1	31
Sandvik	1	11	15	1	6	34
Stefanutti Stocks	12	34	44	2	35	127
Komatsu	3	20	2	3	16	44
Rufco	43	22	5	1	13	84
Kevconbelt	0	11	2	0	1	14
Cummins	0	7	1	0	0	8
Total	6	10	8	14	8	46
Kwatani	0	8	3	0	0	11
MBE	1	8	0	7	0	16
Osborn	0	0	0	0	0	0
TOTAAL	103	316	208	60	121	808





Figuur 5: Kernlangtermynkontraheurs se huidige residensiële gebiede



AFDELING 2

MENSLIKEHULPBRONONTWIKKELING

2 MENSlikeHULPBRONONTWIKKELINGSPLAN

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 ongelukheid, 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 regverdige samelewing deel te neem, en 'n doeltreffende rol in die politiek en beheer van hulle gemeenskappe te speel.

Khumani se MHO-strategie word gegrond op die hoofdoelwit om te verseker dat werknemers die vermoë het om hulle huidige werk te doen en waar moontlik aan hulle veelvuldige vaardighede te verskaf om aanpasbaarheid te skep wat deur ons bedryfsbehoefte en -vereistes aangedryf word. Die strategie het ook ten doel om werknemers te bemagtig en aan hulle geleenthede te gee om deur middel van die GOP-proses en deur die studiebystandsprogram in die maatskappy te ontwikkel.

Vir gemeenskappe in ons gasheer- en vernaamste arbeidverskaffingsgebiede het die strategie ten doel om 'n wye verskeidenheid eksterne opleiding in oordraagbare vaardighede te verskaf om hulle in staat te stel om makliker in die algemene ekonomie geabsorbeer te word. Geleenthede vir lede van die gemeenskap wat kwalifiseer, is ook deur Khumani se beurs- en leerderskapskemas beskikbaar.

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 kritieke vaardighede), ambagslui en ander opleidingsinisiatiewe wat die demografie weerspieël soos in die Mynbouhandves omskryf word.
- Om tot die menslikehulpbronontwikkeling van histories-benadeelde persone as geheel by te dra en dit te belyn met die maatskappy se missie, visie en waardes, wat ook diensbillikheidsdoelwitte hanteer.
- Nakoming van die vaardigheidsontwikkelingswetgewing en alle ander tersaaklike wetgewing.
- Lewer van 'n bydrae tot die opheffing en ontwikkeling van werknemers se vaardighede (18.1-leerders) en plaaslike en belangrike arbeidverskaffingsgemeenskappe (18.2-leerders).
- Lewer van 'n bydrae tot die bemagtiging van werknemers (18.1-leerders) en plaaslike en belangrike arbeidverskaffingsgemeenskappe (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 vaardigheidsontwikkelingsfasiliteerder (VOF) aangestel is	
Bewys dat 'n werkplekvaardigheidsplan ingedien is, en datum van indiening	WVP/JOV 30 April soos voorgeskryf

Die geïntegreerde menslikehulpbronne-ontwikkelingsplan se doelwit is om mense wat in Khumani se diens is se maksimum produktiewe potensiaal te benut deur die implementering van die volgende aksieplanne, wat 'n vyfjaar-vaardigheidsontwikkelingsplan; 'n vyfjaar-mentorskapplan; 'n vyfjaar-leerderskapplan; 'n vyfjaarplan vir gegradeerdes en beurse; 'n vyfjaarplan vir individuele ontwikkeling; 'n vyfjaarplan vir mobiele vaardighede; en 'n vyfjaar-diensbillikheidsplan (DB-plan) insluit.

Die fokus van vaardigheidsontwikkeling is primêr om tegniese bevoegdhede te verskaf om produksie en verkoopteikens 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's) 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 werksmag.



Tabel 6: Die getal en opvoedingsvlakke van werknemers by Khumani Myn soos in Maart 2021 (vorm Q)

BAND	NKR-VLAK	OU STELSEL	Manlik				Vroulik				Totaal	
			Swart	Bruin	Indiër	Wit	Swart	Bruin	Indiër	Wit	Manlik	Vroulik
Algemene onderwys en opleiding (AOO)		Geen skoling nie	0	0	0	0	0	0	0	0	0	0
		Graad 0/pre-	0	0	0	0	0	0	0	0	0	0
		Graad 1/sub A	0	0	0	0	0	0	0	0	0	0
		Graad 2/sub B	0	0	0	0	0	0	0	0	0	0
		Graad 3/st. 1/BOOV 1	0	0	0	0	0	0	0	0	0	0
		Graad 4/st. 2	0	0	0	0	0	0	0	0	0	0
		Graad 5/st. 3/BOOV 2	0	0	0	0	0	0	0	0	0	0
		Graad 6/st. 4	0	0	0	0	0	0	0	0	0	0
		Graad 7/st. 5/BOOV 3	0	0	0	0	0	0	0	0	0	0
		Graad 8/st. 6	0	0	0	0	0	0	0	0	0	0
	1	Graad 9/st. 7/BOOV 4	12	4	0	1	2	0	0	0	17	2
Verdere onderwys en opleiding (VOO)	2	Graad 10/st. 8/N1	86	32	0	11	10	1	0	1	129	12
	3	Graad 11/st. 9/N2	109	14	0	0	14	1	0	0	123	15
	4	Graad 12/st. 10/N3	471	116	0	40	120	36	0	28	627	184
Hoër onderwys en opleiding (HOO)	5	Hoër sertifikaat (N4)	185	120	1	90	53	16	1	11	396	81
	6	Diploma/gevorderde sertifikaat (N5)	35	6	0	8	26	11	1	5	49	43
	7	Baccalaureus-graad/gevorderde diplomas (N6)	60	19	0	19	52	18	0	12	98	82
	8	Honneurskwalifikasies – professioneel	4	1	0	5	4	1	1	3	10	9
	9	Meestersgrade	0	1	0	1	2	1	0	1	2	4
	10	Doktorsgrade	0	0	0	0	0	0	0	0	0	0
		Ongedefinieerd	0	0	0	0	0	0	0	0	0	0
TOTAAL			962	313	1	175	283	85	3	61	1 451	432

2.4 OOV

Op grond van vorm Q is daar geen werknemers met onderwysvlakke laer as NKR-vlak 4 nie. Daar is op hierdie stadium geen behoefte aan OOV-opleiding vir ons werknemers nie. Indien daar egter tydens die lewensduur van die plan 'n bedryfsbehoefte is, sal daar OOV-opleiding aan geïdentifiseerde werknemers verskaf word. Khumani Myn het die behoefte geïdentifiseer om die Graad 12-bystandsprogram vir werknemers te implementeer. Die loodsprogram is in 2021 geïmplementeer, met die eerste eksamens wat in 2022 afgelê is.

Vir werknemers wie se hoogste vlak van onderwys hoër as NKR-vlak 4 is en wat hulle onderwysvlak wil verhoog, verskaf die studiebystandsprogram ondersteuning en befondsing sodat hulle verdere opvoeding kan verkry. Khumani het jaarliks 'n vaste verbintenis om aan sy werknemers bystand met verdere onderrig te verskaf. Die hulp is egter altyd onderhewig aan bedryfsvereistes en die beskikbare begroting.

2.5 Leerderskappe (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, werkgever 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-owerheid (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 menslikehulpbronontwikkelingsbeleid (MHO-beleid) bepaal verder dat die myn na gelang van beskikbaarheid leerderskappe uit die omliggende gemeenskappe sal werf.

Khumani sal met leerderskapregistrasie 'n transformasieverhouding volg wat 70% HBP's behels, met 30% vroue (70/30-beginsel geprojekteerde vakleerlingskap/leerderskappe met getal registrasies op enige tydstop as teiken), en met die diensbillikheidsmoniteringsvorm belyn is.

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 mense bemagtig wat met gestremdhede saamleef. Khumani Myn erken die belangrikheid van nietegniese vaardighede vir die breër ekonomie.

Tabel 7: Strategiese aksieplan vir leerderskappe/vakleerlingskappe

Strategiese aksieplan vir nietegniese leerderskap	Verantwoordelike departement	Voltooingsdatum
Kandidate vir die nietegniese leerderskappe sal deur advertensies geïdentifiseer word. Die potensiële kandidate sal psigometriese en mediese evalueringe en praktiese werkskennisevalueringe ondergaan.	MH-bedrywighede	Jaarliks
Adverteer leerderskapposte ekstern deur gemeenskapskoerante.	MH-bedrywighede	Jaarliks
Artikel 18.2-leerders word hoofsaaklik uit die omliggende gemeenskappe gewerf.	MH-bedrywighede	Jaarliks
Lys spesifieke vereistes vir registrasie, soos: Graad 12 (vakke volgens registrasievereistes vir leerderskap) a. Mediese geskiktheid b. Ander vereistes, byvoorbeeld psigometriese evalueringe	MH-bedrywighede	Jaarliks
Indien dit beskikbaar is, sal leerderskapkontrakte aangebied word aan kandidate wat die ekonomies aktiewe bevolking (EAB) verteenwoordig, soos in die diensbillikheidsmoniteringsvorm uiteengesit word.	MH-bedrywighede	Jaarliks
Die leerderskapbehoefte en -programme sal op 'n jaarlikse grondslag aan die hand van die maatskappy se vaardigheidsbehoefte geëvalueer word en enige veranderinge aan die teikens of programme sal in die jaarlikse MAP-verslag aan die Departement van Minerale Hulpbronne en Energie (DMHE) gerapporteer word.	MH-bedrywighede	Jaarliks
Strategiese aksieplan vir tegniese leerderskappe/vakleerlingskappe	Verantwoordelike departement	Voltooingsdatum
Kandidate vir die artikel 18(1)-leerderskappe sal deur interne advertensies geïdentifiseer word. Die potensiële kandidate sal psigometriese en mediese evalueringe en praktiese werkskennisevalueringe ondergaan.	MH-bedrywighede	Jaarliks
Adverteer 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; mediese geskik; ander vereistes; psigometriese evalueringe).	MH-bedrywighede	Jaarliks

Strategiese aksieplan vir tegniese leerderskappe/vakleerlingskappe	Verantwoordelike departement	Voltooingsdatum
Lys van kandidate (moet geskikte getal van 80% HBP's insluit, met 20% vroue indien beskikbaar wat leerderskapkontrakte aangebied moet word).	MH-bedrywigheide	Jaarliks
Die leerderskapbehoefte en -programme sal op 'n jaarlikse grondslag aan die hand van ambagsmark-skaarsheidoorweging en bedryfsvaardighede vereistes geëvalueer word en enige veranderinge aan die teikens of programme sal in die jaarlikse MAP-verslag aan die DMHE gerapporteer word.	MH-bedrywigheide	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 leerderskapprogram.	MH-bedrywigheide	Jaarliks

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

- Ingenieurswese (ambagte wat deur die myn nodig word). Dit is vir 18.1- en 18.2-leerders.
- Mynbou.
- Nietegniese leerderskappe wat spesifiek vir mense met gestremdhede (MMG's) gereserveer word.

Tabel 8: Leerderskapplan vir Khumani Myn 2022–2027

DISSCIPLINE	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAAL
Ingenieurswese	30	30	30	30	30	
Mynbou en verwante vaardighede	8	8	8	8	8	
Nietegniese leerderskappe (vir MMG's)	30	30	30	30	30	
TOTAAL	78	78	78	78	78	
Begroting	R6 900 000	R6 900 000	R7 100 000	R7 100 000	R7 100 000	R35 100 000

Nota: Die leerderskapsyfers hierbo weerspieël die 18.1- en 18.2-leerders en is die totale getal deelnemers jaarliks en nie net die getal nuwe innames nie, en sal deur bedryfsvereistes beïnvloed word.

Die duur van leerderskapprogramme verskil na gelang van die spesifieke dissiplines en ook die tyd wat dit leerders neem om hulle logboeke te voltooi vir toelating om hulle ambagstoets te skryf. Daar moet op gelet word dat leerderskapinnames tussen verskillende jare van die MAP kan oorvleuel, byvoorbeeld leerders in jaar 1 kan as gevolg van die spesifieke vereistes van die leerderskapprogram steeds deel van die totale getal leerders vir jaar 2 wees.

Khumani is daartoe verbind om leerderskappe vir die vyfjaartermyn van die MAP te registreer. 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 noodsaaklike 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 noodsaaklike 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 akkurrater 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 die vermoë wat nodig is loopbaanontwikkelingsprogramme vir alle poste te skep.

Die myn se opleidings- en ontwikkelingsprogramme is die meganismes 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 vakatures 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 tydraamwerke).	MH-bedrywighede	Voltooi maar hersien vir nuwe poste
Om opvolgingskandidate op grond van huidige en toekomstige vermoë by toepaslike rolle te pas.	MH-bedrywighede	Jaarliks
Om werknemers se ontwikkelingsbehoefte ooreenkomstig moontlike loopbaanvordering en maatskappydoelwitte te identifiseer.	MH-bedrywighede	Jaarliks
Om ontwikkelingsbehoefte ten opsigte van opvolgbeplanning regdeur 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's, veral vroue, as kandidate vir toekomstige rolle te ontwikkel.	MH-bedrywighede	Jaarliks



Tabel 10: Potensiële opvolgers by Khumani Myn

Beroepsvlak	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
Senior bestuur	3	3	3	3	3
Professioneel gekwalifiseerde en ervare spesialiste en middelbestuur	15	15	15	15	15
Geskoolde tegniese en akademies gekwalifiseerde werkers, junior bestuur, toesighouers, voormanne, en superintendente	12	12	12	12	12
Talentpoele (B-band Vroue)	10	10	10	10	10
TOTAAL	40	40	40	40	40

Nota: 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 tydstop 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 werk met akademiese instellings en diensverskaffers saam 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

Leierskapsopleidingsprogramme	Beroepsvlak	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAAL
Vroue-ontwikkelingsprogram (junior vroue)	Geskoolde tegniese en akademies gekwalifiseerde werkers, junior bestuur, toesighouers, voormanne, en superintendente (C-band)/halfgeskoolde en diskresionêre besluitneming (B-band)	6	6	6	6	6	
Toesighouersontwikkeling	Geskoolde tegniese en akademies gekwalifiseerde werkers, junior bestuur, toesighouers, voormanne, en superintendente (C-band)	10	10	10	10	10	

Leierskapsopleidingsprogramme	Beroepsvlak	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAAL
Junior- en middelbestuursontwikkeling	Geskoolde tegniese en akademies-gekwalfiseerde werkers, junior bestuur, toesighouers, voormanne en superintendente (C-band)/professioneel gekwalfiseerde en ervare spesialiste en middelbestuur (D-band)	4	4	4	4	4	
TOTALE		20	20	20	20	20	
Begroting		R200 000	R200 000	R200 000	R200 000	R200 000	R1 000 000

2.7 Kernbesigheidsvaardigheidsprogramme in die tegniese opleidingsomgewing

Kernbesigheidsvaardigheidsprogramme speel 'n noodsaaklike rol om werknemers toe te rus met die vaardighede en vereiste bevoegdhede om hulle werksverantwoordelikhede suksesvol na te kom.

Tabel 12 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 arbeidsmagprofile te identifiseer.	MH-departement	Voltooi
Evalueer werknemers ten opsigte van vaardighede en bevoegdheidsgapings – lei tot werknemerbevoegdheidsprofiel (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 werknemers en 'n doeltreffende, produktiewe arbeidsmag te fasiliteer.	MH-departement	Deurlopend

Tabel 13: Kernbesigheidsopleidingsplan by Khumani Myn

Tipe opleiding – tegnies	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAAL
BGV-opleiding	20	20	20	20	20	100
TMM-operateurs (verskeie lisensies)	20	20	20	20	20	100
Hystoerustingopleiding	20	20	20	20	20	100
Noodhulpopleiding	20	20	20	20	20	100
Risiko-evaluering	10	10	10	10	10	50
TOTAAL	90	90	90	90	90	450
Begroting	R6 500 000	R7 000 000	R7 500 000	R8 000 000	R8 500 000	R37 500 000
Tipe opleiding – nietegnies	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAAL
Graad 12-bystandsprogram vir werknemers	20	20	20	20	20	100
Khumani Leierskapsidentiteitsprogram (e-leer)	50	50	50	50	50	250
Mentorskap- en afrigtingsvaardighede	10	10	10	10	10	50
TOTAAL	80	80	80	80	80	400
Begroting	R800 000	R800 000	R800 000	R800 000	R800 000	R4 000 000
GROOTTOTAAL	170	170	170	170	170	850
TOTALE BEGROTING	R7 300 000	R7 800 000	R8 300 000	R8 800 000	R9 300 000	R41 500 000



Tabel 14: Opleidingsplan vir oordraagbare vaardighede vir Khumani Myn

Opleiding vir oordraagbare vaardighede	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAAL
Alle opleiding in oordraagbare vaardighede, wat insluit, maar nie beperk word nie tot, afgetredenes en gasheergemeenskap	100	100	100	100	100	
Totaal	100	100	100	100	100	
Begroting	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R9 000 000

Nota: 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 vakatures wat moeilik is om te vul, hanteer deur die vaardigheidsontwikkelingsprogramme en verskillende leerderskappe, beurse en ontwikkelingsprogramme vir gegradueerdes te implementeer, en te probeer om kapasiteit te bou in gebiede waar dit nodig is (vorm R – tabel 15).



Tabel 15: Vorm R – Vakatures wat moeilik is om te vul soos in Junie 2021

Beroep of spesialiseringstitel	Beroepskode	Rede waarom beroep skaars is	Vakatures 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 tipe leerprogramme word beplan om hierdie beroepskaarsheid te hanteer?	NKR-vlak
Elektriese ingenieur (myne)	2015-215101	Absoluut – gebrek aan geskoolde 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 geskoolde persone/gelykheidsoorwegings	1	RSB-kwalifikasies en voldoende bestuurservaring nadat RSB behaal is, ook relatiewe skaarsheid met betrekking tot diensbillikheid, veral vroue in mynwese, en bedryfsaantreklikheid	Nasionale hoër diploma Programme vir beurshouers en gegradueerdes	7
Meganiese instrumenttegnikus	2015-311501	Absoluut – gebrek aan geskoolde persone	1	Tegniese ervaring plus relatiewe skaarsheid en bedryfsaantreklikheid	MKA-leerderskap	5
Instrumentmeganikus (bedryfsinstrumente en prosesbeheer)	2015-672105	Absoluut – gebrek aan geskoolde persone	1	Tegniese ervaring plus relatiewe skaarsheid en bedryfsaantreklikheid	MKA-leerderskap	5
Metaalhoudendemynbou-ingenieur	2015-214601	Absoluut – gebrek aan geskoolde persone	1	Skietkwalifikasie, posspesifieke en bestuurservaring, plus relatiewe skaarsheid en diensbillikheid, asook bedryfsaantreklikheid	Baccalaureus-graad	7
Masjienmonteur	671202	Gelykheidsoorwegings/gebrek aan relevante ervaring	3	Probleme om vroue in mynwese as kandidate met die regte toerusting-spesifieke ervaring binne gelykheidsvereistes te identifiseer om hierdie pos te vul	MKA-leerderskap	5
Motorelektrisiën	671208	Gelykheidsoorwegings/gebrek aan relevante ervaring	1	Probleme om vroue in mynwese as kandidate met die regte toerusting-spesifieke ervaring binne gelykheidsvereistes te identifiseer om hierdie pos te vul	MKA-leerderskap	5
Mynveiligheidsbeampte	325705	Gelykheidsoorwegings/gebrek aan relevante ervaring	2	Probleme om vroue in mynwese as kandidate met die regte	Beursprogramme	7

Beroep of spesialiseringstitel	Beroepskode	Rede waarom beroep skaars is	Vakatures 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 tipe leerprogramme word beplan om hierdie beroepskaarsheid te hanteer?	NKR-vlak
				oppervlakmynbou-ervaring binne gelykheidsvereistes te identifiseer om hierdie pos te vul		
Opleidingsmateriaalontwikkelaar	242401	Gelykheidsoorwegings/gebrek aan relevante ervaring	1	Probleme om vroue in mynwese as kandidate met die regte module-ontwikkelaarkombinasie van oppervlakmynbou- en ingenieurservaring binne gelykheidsvereistes te identifiseer om hierdie pos te vul	Beursprogramme	7

2.10 Mentorskapplan

Khumani bevorder aktief die praktyke van mentorskap en afrigting as deel van alle ontwikkelingsintervensies, met ander woorde opvolgbeplanning, beursprogramme, graadprogramme 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 mentorskap- en afrigtingsbehoefte en skakel hulle by 'n geskikte mentor en/of afrigter in.	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 monitor die mentorskapprogram.	MH-departement	Deurlopend

Tabel 17: Mentorskapplan vir Khumani Myn 2022–2027

Werknemer Kategorieë	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Totaal
Opvolgingskandidate vir talentpoele	40	40	40	40	40	
Gegradueerdes	10	10	10	10	10	
Middel- tot senior bestuur – vroue	10	10	10	10	10	
Totaal	60	60	60	60	60	
Begroting	R100 000	R100 000	R100 000	R100 000	R100 000	R500 000

Nota: 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 Programme vir beurshouers en programme vir leerlinggegradueerdes

Khumani se beurse en opleidingsprogramme vir gegradueerdes 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 gegradueerdes

- Studiebeursprogram (Khumani Jeugontwikkelingsprogram) word beskikbaar gestel vir graad 10- tot 12-leerders wat Wiskunde en Fisiese/Lewenswetenskappe neem.

Khumani se beurskema is gemik op die ontwikkeling van geskikte studente wat met die voltooiing van hulle studies professionele werksgeleenthede in Khumani kan kry. In die Khumani-program vir gegradueerdes 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 vir diensbillikheid en Khumani verbind hom tot die 70:30-beginsel om die insluiting van HBP-kandidate by die beursontwikkelingskema te bevorder.

Tabel 18: Strategiese plan vir die implementering van programme vir beurse en leerlinggegradueerdes by Khumani Myn

Strategiese aksieplan	Verantwoordelike persoon	Voltooiingsdatum
Die beursfonds maak voorsiening vir studente wat 'n mynbouwerwante tersiêre-onderwyskwalifikasie aan 'n erkende Suid-Afrikaanse tersiêre-onderwysinstelling wil verwerf.	MH	Deurlopend
Geleenthede vir beursothouers en leerlinggegradueerdes word intern en ekstern deur middel van plaaslike koerante en deur die plaaslike munisipaliteite geadverteer.	MH	Deurlopend
Beurse word ingevolge Khumani se keuringskriteria aan studente toegeken. Voorkeur word aan HBP's en vroue gegee.	MH	Deurlopend
Diegene wat mynbouwerwante beurse ontvang, moet vakansiewerk en indiensopleiding by die myn doen en ook dienskontrakte aangaan soos en indien dit vereis word.	MH	Deurlopend
Mentors word aangestel om die studente en gegradueerdes tydens beroeps- en/of ervaringsopleiding te mentor.	MH	Deurlopend
Vordering in die beursprogram word jaarliks in die jaarlikse 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 gegradueerdes by Khumani Myn 2017–2022

KATEGORIE	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Totaal
Interne beurse (studiebystand) word aan Khumani-werknemers beskikbaar gestel	30	30	30	30	30	
Begroting	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R5 000 000
Beurse (10 mynbouverwante en 40 ander dissiplines) word aan eksterne aansoekers beskikbaar gestel	50	50	50	50	50	
Begroting	R3 000 000	R3 000 000	R3 000 000	R3 000 000	R3 000 000	R15 000 000
Khumani Jeugontwikkelingsprogram (KJOP)	25	25	25	25	25	
Begroting	R2 000 000	R2 000 000	R 2000 000	R 2000 000	R 2000 000	R10 000 000
Opleidingsprogram vir gegradueerdes	10	10	10	10	10	
Begroting	R50 000	R50 000	R50 000	R50 000	R50 000	R250 000
TOTAAL	110	110	110	110	110	
Totale begroting	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R30 250 000

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

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

Studieveld	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Totaal
Ingenieurswese meganies/elektries	3	3	3	3	3	
Ingenieurswese mynbou	2	2	2	2	2	
Geologie	1	1	1	1	1	
Landmeting/omgewing	1	1	1	1	1	
Aankope- en aanbodkettingbestuur/logistiekbes tuur	1	1	1	1	1	
Ingenieurswese chemies/metallurgies	2	2	2	2	2	
Totaal	10	10	10	10	10	

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

Die duur van die beursprogramme verskil na gelang van die jaar waarin die student geregistreer is, byvoorbeeld eerste jaar, tweede jaar of derde jaar. Daar moet ook op gelet word dat beursinnames tussen verskillende jare van die MAP kan oorvleuel, byvoorbeeld beurshouers in jaar 1 kan as gevolg van die spesifieke vereistes van die beursprogram steeds deel van die totale getal beurshouers vir jaar 2 wees.

Alle beursaanstellings word in ooreenstemming met Khumani se diensbillikheidsplan gemaak deur die 70:30-beginsel konsekwent in die werwingsproses vir beurshouers en daarna vir gegradueerdes te gebruik.

Khumani is daartoe verbind om leerlinggegradueerdes te absorbeer, maar kan nie werksgeleenthede vir beurshouers en gegradueerdes waarborg nadat hulle studies afgehandel is nie.

Khumani sal tot 10 leerlinggegraduateerdes op enige tydstip op 'n vastetermyngrondslag aanstel. Die kundigheidsvelde wat benodig word, sal deur bedryfsvereistes, werwingsbehoefte en ontwikkelingsbehoefte om aan diensbillikheidsteikens te voldoen en op grond van die beskikbaarheid van geskikte kandidate bepaal word. Assmang-beurshouers wat hulle studies suksesvol voltooi, kry voorkeur indien en wanneer geleentheid vir gegraduateerdes ontstaan.

Tabel 21: Geprojekteerde teikens vir leerlinggegraduateerdes by Khumani Myn

Studieveld	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Totaal
Ingenieurswese meganiese/elektries	3	3	3	3	3	
Ingenieurswese mynbou	3	3	3	3	3	
Geologie	1	1	1	1	1	
Ingenieurswese chemiese/metallurgies	2	2	2	2	2	
Aankope- en aanbodkettingbestuur/logistiek	1	1	1	1	1	
Totaal	10	10	10	10	10	

Nota: Die tabel hierbo verwys na die totale getal leerlinggegraduateerdes gedurende die jaar, en nie na nuwe inskrywings nie. Waar moontlik sal die 80:20-beginsel in die keuring van leerlinggegraduateerdes toegepas word.

Die duur van programme vir gegraduateerdes wissel na gelang van die voltooiing van die student se logboek vir toelating om professionele registrasie-eksamens, byvoorbeeld RSB, MCC, te skryf. Daar moet ook op gelet word dat inname van gegraduateerdes tussen verskillende jare van die MAP kan oorvleuel, byvoorbeeld beurshouers in jaar 1 kan as gevolg van die suksesvolle voltooiingsdatum van die formele kwalifikasie steeds deel van die totale getal vir jaar 2 wees.

2.11.2 Studiebystand (interne beurse)

Interne beurse is vir alle Assmang Khumani-werknemers beskikbaar. Individue verbind hulleself 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 aksie vir studiebystand by Khumani Myn

Strategiese aksieplan vir studiebystand	Verantwoordelike departement	Voltooiingsdatum
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.	Menlike Hulpbronne (Talentbestuur- en OO-afdeling)	Deurlopend
Die identifisering van kandidate sal deur opvolgbeplanning en loopbaanbestuursprosesse per dissipline gerig word.	Menslike Hulpbronne (Talentbestuur- en OO-afdeling)	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 Talentbestuur- (TB-) en Organisasie-ontwikkeling-afdeling (OO-	Menslike Hulpbronne (TB- en OO-afdeling)	Deurlopend

afdeling) se bestuurder en enige ander tersaaklike vakkundiges gegee word.		
Sodanige studies moet onderneem word by instellings wat deur die maatskappy erken word.	Menslike Hulpbronne (TB- en OO-afdeling)	Deurlopend

Tabel 23: Studiebystandsteikens vir Khumani Myn 2022–2027

Beroepsvlak	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	TOTAAL
Senior bestuur (E-band)	0	0	0	0	0	
Professioneel gekwalifiseerde en ervare spesialiste en middelbestuur (D-band)	5	5	5	5	5	
Geskoolde tegniese en akademies gekwalifiseerde werkers, junior bestuur, toesighouers, voormanne, en superintendente (C-band)	15	15	15	15	15	
Halfgeskoolde en diskresionêre besluitneming (B-band)	10	10	10	10	10	
Totale	30	30	30	30	30	

Nota: Die syfers hierbo weerspieël die totale getal geproekteerde 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 Diensbillikheidsplan

2.12.1 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 werksmag oor die lang termyn die demografie van die land verteenwoordig en om verteenwoordiging regoor die verskillende beroepsvlakke 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 hoëgehaltepersoneel te lok, ontwikkeling deur die verskaffing van hoëgehalte-onderwys aan te moedig en talent te behou. Pogings is veral gemik op die identifisering van histories-benadeelde persone met talent, en die verskaffing van versnelde opleiding en ontwikkelingsinisiatiewe om met hulle vordering te help.

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

Khumani verseker dat die werwings-, keurings- en plasingbeleide 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 ETDF-vergaderings gerapporteer en verduidelik.

Khumani se diensbillikheidsprogram fokus op die implementering van loopbaanpaaie en ontwikkelingsgeleenthede, diensbillikheidsverbintenisse, mentorskappe en vaardigheidsontwikkelingsprogramme. Die program is met die nasionale en provinsiale WBP belyn en probeer om die getal vroue in die myn te verhoog. Dit moet egter plaasvind binne die beperkings van die maatskappy se personeelomset en die natuurlike uitvloeikoers, wat tans laag is. Pogings word veral gemik op die identifisering van HBP's met talent, en die verskaffing van versnelde opleiding en ontwikkelingsinisiatiewe om met hulle vordering te help.



Tabel 24: Profielstatistiek vir die arbeidsmag by Khumani Myn soos in Maart 2021 (vorm S)

Kategorie	Swart		Bruin		Indiër		Wit		Buitelandse burgers		Werklik			Werklike %			Mynbouhandves-teiken		
	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Histories-benadeelde persone	Vroulik	TOTAAL	Histories-benadeelde persone	Vroulik	Mense met gestremdhede	Histories-benadeelde persone	Vroulik	Mense met gestremdhede
Direksie	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Uitvoerende bestuur	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Senior bestuur	2	2	1	1	0	0	6	0	0	0	6	3	12	50,00 %	25,00 %		60%	25%	
Middelbestuur	26	15	16	7	0	0	20	8	0	0	72	30	92	78,26 %	32,61 %		60%	25%	
Junior bestuur	256	96	140	36	1	2	130	31	0	0	562	165	692	81,21 %	23,84 %		70%	30%	
Mense met gestremdhede	0	3	2	0	0	0	5	0	0	0	5	3	10			0,53 %			1,5%
Kern- en kritieke vaardighede (weerspieël arbeidsmagdemografi e)	904	207	269	30	1	0	153	10	0	0	1 421	247	1 574	90,28 %			60%		

Khumani het nie werknemers op direksievlak nie. Die direksiewerknemers is by ARM se korporatiewe kantoor.

2.12.2 Diensbillikheidstrategieë wat by Khumani toegepas word

Die volgende diensbillikheidstrategie word by Khumani toegepas:

- Die beginsel van HBP's en vroue in alle talentpylyne wat met die ekonomies aktiewe bevolking belyn is ten opsigte van:
 - * Opvolgbeplanning
 - * Leerderskappe
 - * Beurse
 - * Gegradueerdes
 - * Gemeenskapsopleidingspoele (spesifiek vir vroue)
 - * Khumani Jeugontwikkelingsprogram (word beskikbaar gestel vir graad 10- tot 12-leerders wat Wiskunde en Fisiese/Lewenswetenskappe neem)
 - * Mense met gestremdhede: nietegniese leerderskappe

Tabel 25: Strategiese aksieplan vir die implementering van diensbillikheid by Khumani

Strategiese aksieplan vir diensbillikheid	Verantwoordelike departement	Voltooingsdatum
Verseker dat alle voedingstelsels met die diensbillikheidsdoelwitte ooreenstem (met ander woorde met die Mynbouhandves se teikens).	MH-departement	Deurlopend
Fokus val daarop om HBP's 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's en vroue is 'n spesifieke fokuspunt van die arbeidsmagplan. Die maatskappy gebruik die diensbillikheidsmoniteringsvorm en bestuur afwykings doeltreffend om te verseker alle aanstellings is demografies belyn.	MH-departement	Deurlopend
Werwingsteikens vir HBP's 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's en vroue verskaf word om te verseker dat hulle die toepaslike vaardighede en bevoegdhede verwerf.	MH-departement	Deurlopend
Mentorskap vir HBP's om aan hulle steun en bystand te verskaf om te verseker dat hulle hulle rol met sukses kan speel.	MH-departement	Deurlopend

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.



2.12.3 Diensbillikheidsteikens

Die tabelle hieronder sit die diensbillikheidsteikens vir Khumani Myn vir die vyfjaarperiode van 2023 tot 2027 uiteen.

Tabel 26: Diensbillikheidsteikens vir Khumani Myn – 2023 (jaar 1)

Kategorie	Swart		Bruin		Indiër		Wit		Buitelandse burgers		Beplan			Werklike %			Mynbouhandves-teiken		
	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Histories-benadeelde persone	Vroulik	Totaal	Histories-benadeelde persone	Vroulik	Mense met gestremdhede	Histories-benadeelde persone	Vroulik	Mense met gestremdhede
Direksie	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Uitvoerende bestuur	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Senior bestuur	2	2	1	1	0	0	4	0	0	0	6	3	10	60,00%	30,00%		60%	25%	
Middelbestuur	27	19	16	8	0	1	20	8	0	0	79	36	99	79,80%	36,36%		60%	25%	
Junior bestuur	240	127	142	60	1	2	116	30	0	0	602	219	718	83,84%	30,50%		70%	30%	
Mense met gestremdhede	7	13	4	9	0	0	5	0	0	0	33	22	38			1,97%			1,5%
Kern- en kritieke vaardighede (weerspieël arbeidsmagdemografie)	898	263	265	35	1	0	142	10	0	0	1 471	307	1 613	91,23%			60%		

Tabel 27: Diensbillikheidsteikens vir Khumani Myn – 2024 (jaar 2)

Kategorie	Swart		Bruin		Indiër		Wit		Buitelandse burgers		Beplan			Werklike %			Mynbouhandves-teiken		
	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Histories-benadeelde	Vroulik	Totaal	Histories-benadeelde persone	Vroulik	Mense met gestremdhede	Histories-benadeelde	Vroulik	Mense met gestremdhede
Direksie	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Uitvoerende bestuur	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Senior bestuur	2	2	1	1	0	0	4	0	0	0	6	3	10	60,00%	30,00%		60%	25%	
Middelbestuur	27	20	16	8	0	1	19	8	0	0	80	37	99	80,81%	37,37%		60%	25%	
Junior bestuur	238	130	144	65	1	2	111	27	0	0	607	224	718	84,54%	31,20%		70%	30%	
Mense met gestremdhede	7	13	4	9	0	0	5	0	0	0	33	22	38			1,97%			1,5%
Kern- en kritieke vaardighede (weerspieël arbeidsmagdemografi e)	886	268	271	40	1	0	137	10	0	0	1 476	318	1 613	91,48%			60%		

Tabel 28: Diensbillikheidsteikens vir Khumani Myn – 2025 (jaar 3)

Kategorie	Swart		Bruin		Indiër		Wit		Buitelandse burgers		Beplan			Werklike %			Mynbouhandves-teiken		
	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Histories-benadeelde	Vroulik	Totaal	Histories-benadeelde persone	Vroulik	Mense met gestremdhede	Histories-benadeelde	Vroulik	Mense met gestremdhede
Direksie	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Uitvoerende bestuur	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Senior bestuur	2	2	2	1	0	0	3	0	0	0	7	3	10	70,00 %	30,00 %		60%	25%	
Middelbestuur	27	21	16	8	0	1	18	8	0	0	81	38	99	81,82 %	38,38 %		60%	25%	
Junior bestuur	231	137	146	71	1	2	106	24	0	0	612	234	718	85,24 %	32,59 %		70%	30%	
Mense met gestremdhede	7	13	4	9	0	0	5	0	0	0	33	22	38			1,97 %			1,5%
Kern- en kritieke vaardighede (weerspieël arbeidsmagdemografi e)	873	276	276	45	1	0	133	10	0	0	1 480	331	1 613	91,74 %			60%		

Tabel 29: Diensbillikheidsteikens vir Khumani Myn – 2026 (jaar 4)

Kategorie	Swart		Bruin		Indiër		Wit		Buitelandse burgers		Beplan			Werklike %			Mynbouhandves-teiken		
	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Histories-benadeelde persone	Vroulik	Totaal	Histories-benadeelde persone	Vroulik	Mense met gestremdhede	Histories-benadeelde persone	Vroulik	Mense met gestremdhede
Direksie	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Uitvoerende bestuur	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Senior bestuur	2	2	2	1	0	0	3	0	0	0	7	3	10	70,00%	30,00%		60%	25%	
Middelbestuur	27	22	16	8	0	1	17	8	0	0	82	39	99	82,83%	39,39%		60%	25%	
Junior bestuur	229	144	148	72	1	2	101	21	0	0	617	239	718	85,93%	33,29%		70%	30%	
Mense met gestremdhede	7	13	4	9	0	0	5	0	0	0	33	22	38			1,97%			1,5%
Kern- en kritieke vaardighede (weerspieël arbeidsmagdemografi e)	859	85	281	50	1	0	129	10	0	0	1 484	344	1 613	92,00%			60%		

Tabel 30: Diensbillikheidsteikens vir Khumani Myn – 2027 (jaar 5)

Kategorie	Swart		Bruin		Indiër		Wit		Buitelandse burgers		Beplan			Werklike %			Mynbouhandves-teiken		
	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Manlik	Vroulik	Histories-benadeelde persone	Vroulik	Totaal	Histories-benadeelde persone	Vroulik	Mense met gestremdhede	Histories-benadeelde	Vroulik	Mense met gestremdhede
Direksie	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Uitvoerende bestuur	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%		50%	20%	
Senior bestuur	2	2	2	1	0	0	3	0	0	0	7	3	10	70,00%	30,00%		60%	25%	
Middelbestuur	27	23	16	8	0	1	16	8	0	0	83	40	99	83,84%	40,40%		60%	25%	
Junior bestuur	227	150	148	76	1	2	96	18	0	0	622	246	718	86,63%	34,26%		70%	30%	
Mense met gestremdhede	7	13	4	9	0	0	5	0	0	0	33	22	38			1,97%			1,5%
Kern- en kritieke vaardighede (weerspieël arbeidsmagdemografi e)	850	292	281	55	1	0	125	10	0	0	1 488	357	1 613	92,26%			60%		

AFDELING 3

PLAASLIKE EKONOMIESE ONTWIKKELING



3. MYNGEMEENSKAPSONTWIKKELING

3.1 Inleiding

Die doel van plaaslike ekonomiese ontwikkeling (PEO) is om die ekonomiese kapasiteit van 'n gebied op te bou om sy ekonomiese toekoms en lewensgehalte vir almal te verbeter. Dit is 'n proses waardeur die openbare en privaat vennootskappe gesamentlik werk om beter toestande vir ekonomiese groei en werkskepping te skep.

Sleutelbeginsels onderliggend aan PEO:

- Aangesien armoede en werkloosheid onder 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.

Die hoofdoelwit van die ontwikkeling van myngemeenskappe is om in ooreenstemming met die beginsels van die myn se maatskaplike bedryfslisensie 'n betekenisvolle bydrae tot gemeenskapsontwikkeling te lewer, ten opsigte van grootte sowel as impak. Plaaslike munisipale amptenare en hulle munisipaliteite kan ook belangrike veranderingsagente in plaaslike ekonomieë 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 waarin die myn werk, in staat te stel om ekonomies onafhanklik te word. Deur samewerking met die plaaslike regering dra die myn by om onder andere infrastruktuur, onderwysvaardighede en entrepreneurskap te verbeter. 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 wat deur die myn verskaf word, het ten doel 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 belyn met die GPM en GSPM se geïntegreerde ontwikkelingsplanne (GOP's) sowel as by die munisipale PEO-planne wat deur die JTGDM gekoördineer word. Dit verteenwoordig Khumani se gasheermunisipaliteite en vernaamste arbeidsverskaffingsgebied. Die dorpe wat deel van die GPM-gebied vorm, dien as die primêre fokusareas vir ekonomiese ontwikkeling, terwyl die GSPM die sekondêre fokusarea 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 gemeenskappe is. 'n Goeie werksverhouding tussen die myn en die betrokke owerhede sowel as gemeenskapstrukture moet gehandhaaf word om te verseker dat die tersaaklike munisipale geïntegreerde ontwikkelingsplanne ontwikkel en geïmplementeer word.

Die JTGDMD 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 noordooste, en Botswana in die noordweste. Administratief bestaan die JTGDMD 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 munisipale gebied van Gamagara bestaan uit ses gebiede, naamlik Kathu, Sesheng/Mapoteng, Deben, Siyathemba, Babatas en Olifantshoek.

Khumani sal met die GPM en GSPM saamwerk om die GOP en PEO-planne vir gemeenskappe rondom sy bedrywighede en sy arbeidverskaffingsgebied te formuleer en te implementeer. Hierdie tradisie stem ten volle ooreen met die bepalings van die MPRDA en sal voortgaan om Khumani se pogings te lei om sy myngemeenskapsontwikkelingsdoelwitte te bereik soos dit in hierdie hoofstuk van die MAP beskryf word.

Basislyninligting wat in hierdie hoofstuk uiteengesit word, is gegrond op 'n lessenaaroorlog van die volgende dokumente:

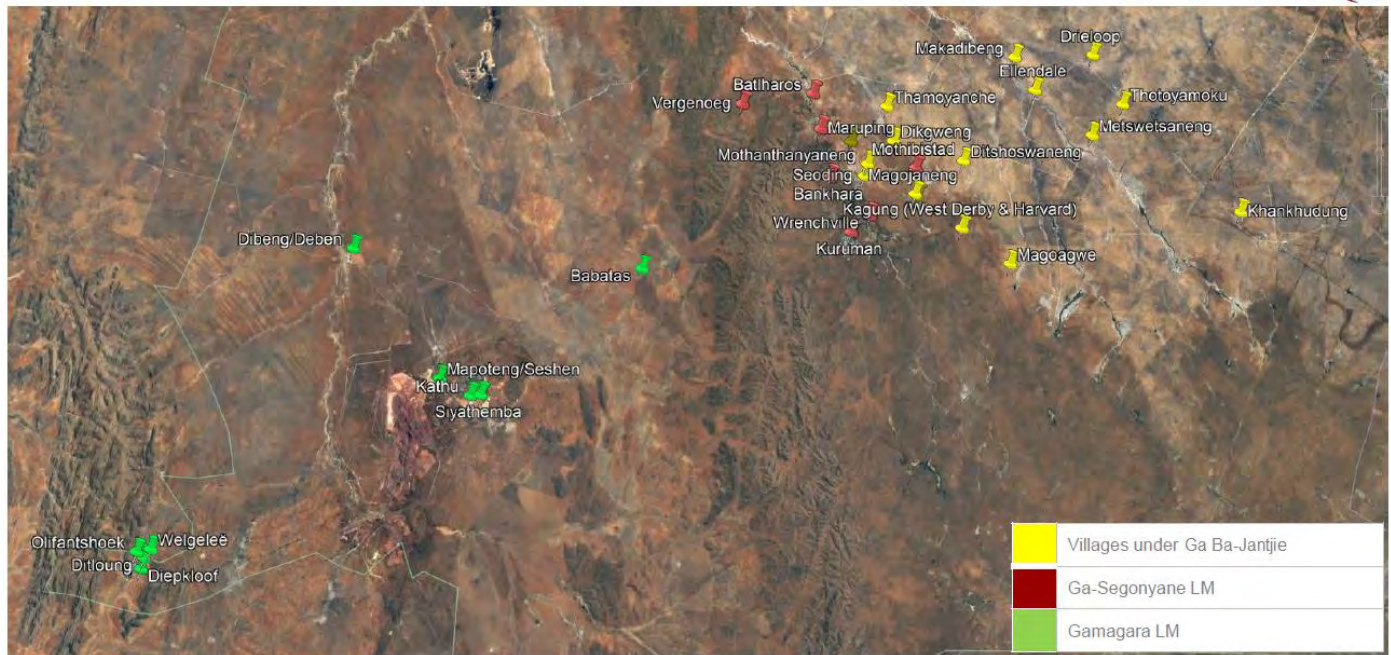
- Quantify Research, Gamagara and Ga-Segonyana *Community Baseline Survey*, Julie 2021 (*Quantify Research Survey*). Sien figuur 6 vir die ligging van die onderskeie dorpie wat ten opsigte van die myn bestudeer is.
- *Statistics South Africa (Stats SA) 2016 Community Survey*.
- *Final Approved Fourth Review IDP*, Gamagara Local Municipality, 2021-2022 en *Working Document on 5 Year Plan*.
- Ga-Segonyana Local Municipality, 2021/2022 IDP.
- *Statistics South Africa Mid-year Population Estimates 2021*.
- *Statistics South Africa Non-Financial Census of Municipalities, 2019*.
- *Statistics South Africa P0211 Quarterly Labour Force Survey (Q2:2021)*.
- *John Taolo Gaetsewe District Municipality, IDP, 2020-21*.
- *John Taolo Gaetsewe District Municipality, Profile and Analysis, District Development Model*.

Tabel 31: Sosio-ekonomiese profiel van omliggende streek – bevolking

Sosio-ekonomiese aanwysers	Noord-Kaap	John Taolo Gaetsewe Distriksmunisipaliteit	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit
Swart	48,10%	83,52%	48,57%	90,78%
Bruin	43,66%	10,03%	32,63%	5,37%
Indiër/Asiër	0,54%	0,37%	0,82%	0,37%
Wit	7,69%	6,07%	17,97%	3,48%
Kort ontleding:	Volgens data in die Stats SA 2016 Community Survey was swartes die oorheersende bevolkingsgroep in al die munisipaliteite. Beramings oor bevolkingsgroep vir die GPM was nader aan skattings vir die Noord-Kaap, met 'n feitlik gelyke persentasie van swartes en bruines wat in die munisipaliteit woon. Die GSPM, aan die ander kant, was beter met die distriksgemiddelde bely, met 'n aansienlik groter bevolking van swartes wat in hierdie plaaslike munisipaliteit woon.			



All communities surveyed (2021)



Figuur 6: Dorpies wat in 2021 by die opname betrek is (Quantify Research Survey)

Tabel 32: Sosio-ekonomiese profiel van omliggende streek – behuising

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

Sosio-ekonomiese aanwysers	John Taolo Gaetsewe Distriksmunisipaliteit	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit
Hout vir kosmaak	31,23%	10,11%	18,79%
Hout vir verhitting	87,51%	88,64%	91,08%
Kort ontleding:	Volgens data uit die Stats SA 2016 Community Survey woon die meeste individue in formele wonings, wat huise insluit wat uit bakstene en beton gebou is, woonstelle/kamers in 'n agterplaas, ens. Die GPM toon 'n baie hoë persentasie mense (91,6%) met toegang tot spoeltoilette wat met 'n rioolstelsel verbind is, wat 'n goeie refleksie is van die plaaslike munisipaliteit se vermoë om sanitasie van 'n goeie gehalte te verskaf. In die 2016 Community Survey was die waterstelsel op alle geografiese vlakke redelik geformaliseerd. In die GPM het 67,46% van huishoudings toegang tot kraanwater in hulle wonings gehad. Hierdie syfer was aansienlik laer vir die GSPM, met slegs 31,39% van huishoudings wat toegang tot kraanwater in hulle wonings gehad het. Daar was egter meer huishoudings met toegang tot weeklikse vullisverwyderingsdienste deur die plaaslike munisipaliteit in die GSPM (82,31%) as in die GPM (10,71%). In al die geografiese gebiede was elektrisiteit die primêre energiebron vir kook, vergeleke met gas, paraffien of hout.		

Tabel 33: 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–R1600	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%
Kort ontleding:	Volgens die Stats SA 2016 Community Survey het ongeveer 40% van die bevolking in alle munisipaliteite 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.		



Tabel 34: Sosio-ekonomiese profiel van omliggende streek – werkstatus

Sosio-ekonomiese aanwysers	Gamagara Plaaslike Munisipaliteit	Ga-Segonyana Plaaslike Munisipaliteit	Dorpie in Ba Ga-Jantjie
Verhouding van werkend teenoor werkloos (ekonomies aktiewe bevolking)	57:43	51:49	32:68
Werklose jongmense (18–35-jariges)	54%	61%	76%
Kort ontleding:	Volgens die <i>Quantify Research Survey</i> is 81% van die GPM- en GSPM-bevolking van tussen 8 en 64 jaar ekonomies aktief. Die ekonomies aktiewe bevolking in hierdie studie verwys na mense wat werk, of wat werkloos is maar werk soek. Die oorblywende 19% is óf steeds op skool, besig met naskoolse studies, of soek nie werk nie. Volgens die jongste <i>Statistics SA Quarterly Labour Force Survey (QLFS)</i> vir K3 2021 is die amptelike en uitgebreide werkloosheidskoers in die Noord-Kaap 24,9% en 49,1% onderskeidelik. Die uitgebreide definisie van werkloosheid in hierdie konteks sluit ontmoedigde werksoekers in. Werkloosheidsvlakke in die GPM is dus laer as die provinsiale gemiddelde, terwyl die GSPM agter is met 'n koers van 49%, wat heelwat hoër as die amptelike koers is, maar soortgelyk aan die uitgebreide koers is. Op 68% is die vlak van werkloosheid in dorpie in Ba Ga-Jantjie beduidend hoër as die provinsiale gemiddelde ten opsigte van die amptelike en die uitgebreide definisie. Die <i>Quantify Research Survey</i> dui voorts aan dat die meeste van diegene wat werk het, in die mynbou- en steengroefsektor (35%); in die staatsektor (20%); gemeenskaps-, maatskaplike en persoonlike dienstesektor (13%); konstruksie (10%), en kleinhandel (8%) werk. Dertig persent van diegene wat werk het, werk vir die groter mynbedrywighe in die gebied, met ander woorde Sishen Myn (10%); Assmang Black Rock (7%), Assmang Khumani (6%); en South32 (7%). Slegs 1,2% van diegene van 18 tot 64 jaar oud is in eie diens, en 62% van hierdie besigheidseienaars het informele besighede.		

Tabel 35: 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%
Kort ontleding:	Vordering met onderwysuitkomst soos 'n matriekslaagpunt is 'n belangrike aanwyser van sosio-ekonomiese ontwikkeling in 'n streek. 'n Matriekslaagpunt is 'n basiese stap en 'n belangrike beginpunt vir 'n persoon se toekomstige betrokkenheid by ekonomiese aktiwiteite. In hierdie verband toon die <i>Stats SA QLFS</i>-data konsekwent dat werkloosheidskoerse vir mense met minder as 'n graad 12-opvoeding hoër as vir enige ander groep is. Volgens die <i>Stats SA 2016 Community Survey</i> het minder as 30% van die bevolking op alle geografiese vlakke hulle sekondêre skoolopleiding voltooi. Dit kan 'n ooreenstemmende negatiewe impak op sosio-ekonomiese ontwikkeling in die streek hê.		

Tabel 36: Sosio-ekonomiese profiel van omliggende streek – demografiese profiel volgens ouderdom

Noord-Kaap								
	Swart		Bruin		Indiër/Asiër		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%
Kort ontleding:	Soos in die 2016 Community Survey aangedui word, maak mense onder die ouderdom van 35 jaar die grootste deel van die bevolking oor alle bevolkingsgroepe in die Noord-Kaap uit.							

3.3 Persepsies en verwagtinge van myngemeenskappe

Die *Quantify Research Survey* toon oor die algemeen dat myngemeenskappe ten gunste is van die teenwoordigheid van die mynboubedryf en dat die myne in die gebied goed is vir die gemeenskap. Sommige menings wat tydens die opname uitgespreek is, sluit die volgende in:

- Die teenwoordigheid van myne word beskou as 'n simbool van hoop dat die hoë werkloosheidskoerse verlaag sal word. 64% van die respondente deel die siening dat myne in die gebied werksgeleenthede vir die omliggende gemeenskappe skep.
- Myne word positief verbind met bydraes tot die gemeenskap en infrastruktuurontwikkeling, asook beter lewensgehalte vir gemeenskappe.
- Respondente was dankbaar vir die borgskappe, befondsing en verskaffing van voedsel- en klerepakke wat deur mynbedrywighede in die JTGDGM verskaf word.
- Spesifieke melding word gemaak van die ondersteuning wat myne aan skole bied.

Die *Quantify Research Survey* meld ook dat sommige respondente voel dat die myne nie genoeg ten opsigte van plaaslike werkskepping; gemeenskaps- en infrastruktuurontwikkeling en belegging in onderwys- en gesondheidsgeriewe doen nie.

Opnameresponse het daarop gedui dat hulle verwagtings van mynboubedrywighede in die gebied die volgende is:

- Mynbedrywighede moet bydra tot of infrastruktuurontwikkeling verbeter en meer werksgeleenthede verskaf om te help om werkloosheid in die gebied te verlig.
- Mynmaatskappye moet daarop fokus om meer skole en gesondheidsorggeriewe te bou of die bestaande strukture op te knap.
- Mynbedrywighede kan 'n groter klem op gemeenskapsontwikkelingsinisiatiewe lê wat voedsel- of klerepakke, vaardighedsontwikkelingsprogramme of -geriewe en die verskaffing van behuising kan insluit.
- Mynbedrywighede moet die beloftes nakom wat hulle maak.

3.4 Khumani se infrastruktuurontwikkelings- en armoedeverligtingsprogramme

Die toereikende verskaffing van infrastruktuurdienste word reeds lankal as noodsaaklik vir ekonomiese ontwikkeling en armoedeverligting 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 deurlopend ondersteunende rol teenoor die plaaslike regering met 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 dui. Kwantitatiewe sowel as kwalitatiewe inligting sal gerapporteer word in die myn se jaarlikse MAP-verslag, wat aan die streek se Departement Minerale Hulpbronne en Energie (DMHE) voorgelê word.

Tabel 37 sit die myn se kommunikasie met die onderskeie belanghebbendes uiteen. Die notules en registers van hierdie vergaderings kan op versoek beskikbaar gestel word.

Tabel 38 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 en die GSPM se geïntegreerde ontwikkelingsprogramme ooreenstem.

Tabel 37: Rekord van kommunikasie tussen Khumani Ysterertsmyne en die verskillende belanghebbendes

Datum	Tussenkoms/vergadering	Belanghebber(s) teenwoordig
02 Mei 2021	Sensitisering van munisipaliteite en hulle stamowerheid oor die voltooiing van MAP3, en konsultasies vir gemeenskapsbasislynopnames en maatskaplike impak- en geleentheidstudies.	
17 September 2021	MAP4-belanghebberkonsultasie	Khumani Myn georganiseerde arbeid; Khumani Myn
16 November 2021	MAP4-belanghebberkonsultasie	Khumani Myn georganiseerde arbeid; Khumani Myn
16 November 2021	MAP4-belanghebberkonsultasie om langtermyn- strategiese ontwikkelingsplanne vir JTG Distriksmunisipaliteit te verstaan	Khumani Myn Noord-Kaapse Departement van Regeringskommunikasie en Inligtingstelsels (RKIS) Noord-Kaapse Departement van Gesondheid (DvG) met JTG se distriksdirekteur Noord-Kaapse Departement van Basiese Onderwys (DBO)
17 November 2021	MAP4-belanghebberkonsultasie om langtermyn- strategiese ontwikkelingsplanne vir JTG Distriksmunisipaliteit te verstaan	Khumani Myn Noord-Kaapse Departement van Ekonomiese Ontwikkeling en Toerisme (DEOT) Noord-Kaapse Departement van Maatskaplike Ontwikkeling (DMO) met JTG se distriksdirekteur
18 November 2021	MAP4-belanghebberkonsultasie om langtermyn- strategiese ontwikkelingsplanne vir JTG Distriksmunisipaliteit te verstaan	Khumani Myn Noord-Kaapse Departement van Hoër Onderwys en Opleiding (DHOO) Sol Plaatje Universiteit (SPU) Noord-Kaapse Departement van Landbou, Omgewingsake, Landelike Ontwikkeling en Grondhervorming met JTG se distriksdirekteur
23 November 2021	Kry adviesdokument oor konsultasieraamwerkbenadering en PEO-programontwerp	Khumani Myn Streeksdepartement van Minerale Hulpbronne en Energie (DMHE)

Datum	Tussenkoms/vergadering	Belanghebb(er)s teenwoordig
23 November 2021	MAP4-belanghebb(ers)konsultasie om ontwikkelingsplanne/prioriteite vir die GSPM/JTG Distriksmunisipaliteit te verstaan	Noord-Kaapse Departement van Samewerkende Regering, Menslike Nedersettings en Tradisionele Sake (COGHSTA) Provinsiale Huis van Tradisionele Leiers Khumani Myn
26 November 2021	MAP4-belanghebb(ers)konsultasie om ontwikkelingsplanne/prioriteite vir Ga-Segonyana Plaaslike Munisipaliteit (GSPM) en Gamagara Plaaslike Munisipaliteit (GPM) te verstaan	Noord-Kaapse Landelike Tegniese Beroepsopvoeding en -opleiding (NCR TVET) se Kathu- en Kuruman kampus Khumani Myn
09 Desember 2021	MAP4-belanghebb(ers)konsultasie: aandeelkonsultasiebenadering en insigte, terugvoer oor projekte vanaf munisipaliteit om in nuwe MAP te oorweeg	Gamagara Plaaslike Munisipaliteit Khumani Myn
13 Desember 2021	MAP4-belanghebb(ers)konsultasie: aandeelkonsultasiebenadering en insigte, terugvoer oor projekte vanaf munisipaliteit om in nuwe MAP te oorweeg	Ga-Segonyana Plaaslike Munisipaliteit Khumani Myn
13 Januarie 2022	Verskaf inligting oor MAP4-belanghebb(ers)konsultasiebenadering en belyning met die distriksontwikkelingsmodel, verkry insig van MM oor plaaslike ontwikkelingsprioriteite en projekte	John Taolo Gaetsewe Distriksmunisipaliteit Khumani Myn
27 Januarie 2022	Opvolg-MAP4-belanghebb(ers)konsultasie: konsepaandeelprojeklys tot voordeel van die GSPM	Ga-Segonyana Plaaslike Munisipaliteit Khumani Myn
31 Januarie 2022	Opvolg-MAP4-belanghebb(ers)konsultasie: konsepaandeelprojeklys tot voordeel van die GPM	Gamagara Plaaslike Munisipaliteit Khumani Myn
03 en 07 Februarie 2022	Halfdagwerkswinkel oor MAP4 (konsep) en demonstrasie van MAP3-vordering	Khumani Myn georganiseerde arbeid Khumani Myn
07 Februarie 2022	Aanbieding van MAP4 konsep-PEO-projekte aan GPM-raad	Gamagara Plaaslike Munisipaliteit Khumani Myn
14 Februarie 2022	Aanbieding van MAP4- voorlopige konsepprojekte vir buurmyne, sonplase en gemeenskapstrust in JTG vir moontlike samewerking	Khumani Myn Kumba Ystererts (Sishen Mine) South32, SIOC – CDT en JTG Ontwikkelingstrust

Datum	Tussenkoms/vergadering	Belanghebb(er) teenwoordig
15 Februarie 2022	Aanbieding van konsep-MAP4-PEO-program vir advies en insette	Streeksdepartement van Minerale Hulpbronne en Energie (DMHE) Khumani Myn
17 Februarie 2022	Khumani-vennote rondetafelgesprek met belanghebbendes	• Plaaslike gemeenskapslede van die sewe wyke wat in Gamagara geleë is • Plaaslike gemeenskapslede van die 15 wyke wat in Ga-Segonyana geleë is • Khumani Myn georganiseerde arbeid • Khumani Myn (CSR, MH, Kontrakteursbestuur, Veiligheid, Gesondheid & Welstand, FAMSA) • JTG-distriksektordepartemente • Belangegroep (werkloosheids- sakeforums) • Taxivereniging • Plaaslike besigheidseienaars • Ander mynhuise • Hernubare-energiesektor (sonplase) • NRO's • Geloofsgebaseerde leiers • Stamowerhede • Plaaslike munisipaliteite en wyksraadslede • Distriksmunisipaliteit • KSOA • Raizcorp
08 en 09 Maart 2022	GOP- en begrotingstoer/gemeenskapsdeelname	Gamagara Plaaslike Munisipaliteit Khumani Myn Diepkloof-gemeenskap (Olifantshoek-gemeenskap) Ditlouw-gemeenskap (Olifantshoek-gemeenskap) Kathu-gemeenskap Babatas-gemeenskap Mapoteng-gemeenskap
14 Maart 2022	MAP4-belanghebb(er)konsultasie om langtermyn- strategiese ontwikkelingsplanne vir JTG Distriksmunisipaliteit te verstaan	Khumani Myn Noord-Kaapse Departement van Water en Sanitasie
23 Maart 2022	MAP4-konsultasie oor finale konsep-PEO-program en verkry ondersteuning van die munisipale bestuurder	Gamagara Plaaslike Munisipaliteit Khumani Myn
25 Maart 2022	Finale konsep-MAP4-belanghebb(er)konsultasie	Khumani Myn georganiseerde arbeid Khumani Myn
29 Maart 2022	MAP4-konsultasie oor finale konsep-PEO-program en verkry ondersteuning van die munisipale bestuurder	Ga-Segonyana Plaaslike Munisipaliteit Khumani Myn
20 April 2022	MAP4-konsultasie (terugvoer en finaal deur DMHE goedgekeur)	Streeksdepartement van Minerale Hulpbronne en Energie (DMHE)

Datum	Tussenkoms/vergadering	Belanghebbber(s) teenwoordig
		Khumani Myn georganiseerde arbeid Khumani Myn

Kommentaar:

1. As gevolg van nasionale beperkings kon Khumani se gasheer- plaaslike munisipaliteite in 2021 nie persoonlike ontmoetings vir GOP- openbare deelname hou nie. Ga-Segonyana sowel as Gamagara Plaaslike Munisipaliteit het hulle gemeenskapsbetrokkenheid vir die GOP deur middel van eendag- lewendige radiokonsultasies op KuraraFM gehou. Gemeenskapslede kon inbel na die radiostasie toe om hulle insette oor die ontwikkeling van die GOP te verskaf. Gamagara PM het vanaf Maart 2022 weer met in-persoon-GOP-vergaderings begin. Plaaslikeregeringverkiesings het ook die afhandeling van GOP's deur die munisipaliteite vertraag.

3.5 Implementering van armoedeverligting- en infrastruktuurontwikkelingsprojekte

Die behoefte aan beduidende infrastruktuurontwikkelingsprojekte soos water- en sanitasie-infrastruktuur, paaie en stormwater, elektrisiteitstoevoer en opgraderings, 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. Khumani se PEO-program prioritiseer inklusiewe opvoedings- en infrastruktuurontwikkeling wat met water- en energietoevoer, afvalbestuur, paaie en stormwaterbestuur verband hou. Prioriteit word ook gegee aan inkomstegenerering deur afvalbestuurentrepreneurskap en infrastruktuurontwikkeling vir plaaslike besighede.

Die myn onderneem om oor die vyfjaartermyn van hierdie MAP 'n totale bedrag van R109 950 000 aan die ontwikkeling en ondersteuning van die PEO-program te bestee. Tabel 38 hieronder sit die vyfjaarbeleggingsplan uiteen en word deur individuele projekimplementeringsplanne gevolg.



Tabel 38: Vyfjaarprojekplan vir plaaslike ekonomiese ontwikkelingsprojekte by Khumani Myn

Projek nom-mer	PROJEKBESKRYWING	TIPE VERBINTENIS	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	VYFJAARBEGROTING
			JAAR 1	JAAR 2	JAAR 3	JAAR 4	JAAR 5	
	INFRASTRUKTUURONTWIKKELING							
GS001	Installasie van hoëmasbeligting in dorpie in Ba Ga-Jantjie	Ga-Segonyana PM	R5 000 000	R -	R -	R -	R -	R5 000 000
GS002	Opgradering van die Kuruman-stormwaterbestuurstelsel	Ga-Segonyana PM	R7 600 000	R7 600 000	R8 000 000	R -	R -	R23 200 000
GS003	Opknapping van 18 niefunksionerende boorgate in Ga-Segonyana	Ga-Segonyana PM	R1 000 000	R1 000 000	R2 000 000	R -	R -	R4 000 000
GAM001	Installasie van straatligte in Deben, Babatas en Olifantshoek	Gamagara PM	R2 500 000	R2 500 000	R -	R -	R -	R5 000 000
GAM002	Gamagara-waterprogram	Gamagara PM	R -	R8 500 000	R8 500 000		R -	R17 000 000
GAM004	Olifantshoek opgradering van interne paaie	Gamagara PM	R5 000 000	R 5 000 000	R5 000 000	R -	R -	R15 000 000
GAM005	Gamagara-afvalbestuursprojek: konstruksie van opvullingsterrein (fase 1)	Gamagara PM	R -	R7 500 000	R7 500 000	R -	R -	R15 000 000
	Totale infrastruktuurontwikkeling		R21 100 000	R32 100 000	R31 000 000	R -	R -	R 84 200 000
	ONDERNEMINGSONTWIKKELING							
GS005	Entrepreneurs in afvalbestuur-besigheidsontwikkeling	Ga-Segonyana PM	R -	R2 250 000	R -	R -	R -	R2 250 000
GAM003	Ligteskaalse industriële sakekern by Kalahari Hotel	Gamagara PM	R -	R -	R -	R5 000 000	R5 000 000	R10 000 000
	Totale ondernemingsontwikkeling		R -	R2 250 000	R -	R5 000 000	R5 000 000	R12 250 000
	GEMEENSKAPSONTWIKKELING							
GS004	Sentrum vir Spesialebehoefte-onderwys in Kuruman	Ga-Segonyana PM	R9 317 500	R242 500	R242 500	R242 500	R242 500	R10 287 500
GAM006	Sentrum vir Spesialebehoefte-onderwys in Kathu	Gamagara PM	R -	R2 303 125	R303 125	R303 125	R303 125	R3 212 500
	Totale gemeenskapsontwikkeling		R9 317 500	R2 545 625	R545 625	R545 625	R545 625	R 13 500 000
	Groot totaal		R30 417 500	R36 895 625	R31 545 625	R5 545 625	R5 545 625	R109 950 000

Projeknaam	Installasie van hoëmasbeligting in dorpies in Ba Ga-Jantjie		Projek no.	GS001		Klassifikasie	Infrastruktuur (energietoevoer)		
Agtergrond	As deel van Assmang Khumani Ysterertsmy n se konsultasie met die Noord-Kaapse Departement van Samewerkende Regering, Menslike Nedersettings en Tradisionele Sake (COGHSTA) en die Provinsiale Huis van Tradisionele Leiers is die gebrek aan beligting in openbare ruimtes in die Ba Ga-Jantjie-dorpies geïdentifiseer as ’n kwessie wat hanteer moet word. Sekere dorpies vereis instandhouding van bestaande hoëmasbeligting en nuwe installasies om die veiligheid en sekuriteit van gemeenskapslede te verbeter.								
	Assmang Khumani Ysterertsmy n (die myn) het die Ga-Segonyana Plaaslike Munisipaliteit genader en ooreengekom om die installasie van hoëmasligte as deel van die munisipale geïntegreerde ontwikkelingsplan (GOP) vir 2022 tot 2023 te prioritiseer.								
	’n Openbare-privaat-vennootskap sal tussen die myn, die Ga-Segonyana Plaaslike Munisipaliteit en die provinsiale Huis van Tradisionele Leiers gestig word om die projek te implementeer.								
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike Munisipaliteit	Naam van dorpie/township			Begunstigdes	Projek se begindatum	Projek se einddatum	
	John Taolo Gaetsewe	Ga-Segonyana	Seoding, Seven Miles, Ditshoswaneng, Kagung, Magojaneng, Mapoteng Village, Thotoyamoku (spesifieke dorpies wat sal baat, sal met die implementering van die projek bevestig word)			800 huishoudings (spesifieke getal wat sal baat, sal met die implementering van die projek bevestig word)	Julie 2022	Junie 2023	
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser			Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting	
	• Veiligheid • Sekuriteit • Lewensgehalte • Omgewing • Vandalisme en misdaad • Energieverbruik		• Beter gemeenskapsveiligheid • Beter sekuriteit • Skep van omringende omgewing • Groter mobiliteit snags in ’n veilige omgewing • Minder misdaad en vandalisme van openbare en privaat infrastruktuur in die dorpies • Minder/doeltreffende energieverbruik			Ga-Segonyana PM Provinsiale Huis van Tradisionele Leiers		R000 000	
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar		
Kort termyn		5	2	2	1	10	Ongeskoolde arbeid		
Medium termyn		1			-	-	1	Plaaslike kontrakteur sal vir installasies gebruik word	
Lang termyn		-	-	-	-	-	-	-	
Voltooingsdatum en uittreestategie		Verwagte voltooiingsdatum: Junie 2023 Die geïnstalleerde bate sal aan die Tradisionele Owerheid en die Ga-Segonyana Plaaslike Munisipaliteit oorhandig word vir deurlopende instandhouding. Om volhoubaarheid te verseker en die lewensduur van die geïnstalleerde bate te behou, sal ’n instandhoudingsplan ontwerp en aan die munisipaliteit oorhandig word om suksesvol te bedryf.							
LW: begunstigdes moet uiteengesit word.									

Projeknaam	Opgradering van die Kuruman-stormwaterbestuurstelsel		Projek no.	GS002	Klassifikasie	Infrastruktuur (paaie en stormwater)		
Agtergrond	Die behoefte aan voldoende stormwaterbestuur gaan hand aan hand met stedelike ontwikkeling. Uitdagings vir stormwaterbestuur word vererger deur klimaatsverandering, wat die potensiaal het om die frekwensie en intensiteit van vloede te verhoog. Vroeg in 2021 het gebiede in die John Taolo Gaetsewe Distriksmunisipaliteit ook oorstromings ervaar, wat die stormwaterinfrastruktuur in talle dorpe, insluitend die Kuruman SSG, oorweldig het. Die Ga-Segonyana Plaaslike Munisipaliteit se Pad- en Stormwatermeesterplan (2019) het Bearestraat, Seodingstraat en Stewardstraat as die kritieke punte geïdentifiseer om die dorp se stormwaterprobleme te hanteer.							
	Assmang Khumani Ysterertsmy (die myn) het die Ga-Segonyana Plaaslike Munisipaliteit geraadpleeg om stormwaterinfrastruktuuropgraderings in Bearestraat te prioriseer. Die projek is deel van die munisipaliteit se geïntegreerde ontwikkelingsplan (GOP) vir 2022 tot 2023.							
	Die projek behels die konstruksie van ondergrondse stormwaterpyple en duikers en nuwe padlaagwerke en asfaltverseëling op Bearestraat in Kuruman. Die stormwatervloei sal na die Kurumanrivier herlei word. Die opgraderings sal help om vloedrisiko's te beperk, stormwatervloei te bestuur, mobiliteit en lewensgehalte van die gemeenskapslede te verbeter, veral in die reënseisoen, en openbare gesondheid en veiligheid te verbeter.							
	’n Vennootskap tussen die myn en die Ga-Segonyana Plaaslike Munisipaliteit sal vir die implementering van die projek gestig word.							
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum	
	John Taolo Gaetsewe	Ga-Segonyana	Kuruman		6 000 huishoudings (spesifieke getal wat sal baat, sal met die implementering van die projek bevestig word)	Julie 2022	Junie 2024	
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting	
	• Padveiligheid • Verkeersbestuur en -ontwrigting • Omgewingsimpak • Reistyd		• Beter padveiligheid • Doeltreffende vervoer van afloop na natuurlike waterlope • Minder verkeersontwrigting • Beter stormwaterbestuurstelsel • Groter infrastruktuurbatewaarde • Beter infrastruktuurbatelewensduur		Ga-Segonyana Plaaslike Munisipaliteit		R23 200 000	
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar	
Kort termyn		10	10	-	-	20	Ongeskoolde en halfgeskoolde arbeid	
Medium termyn		1			-	-	1	30% plaaslike subkontraktering
Lang termyn		-	-	-	-	-	-	

Voltooingsdatum en uitreestategie
LW: begunstigdes moet uiteengesit word.

Verwagte voltooiingsdatum: Junie 2024

Sodra die konstruksie voltooi is, sal die opgegradeerde bate aan die Ga-Segonyana Plaaslike Munisipaliteit oorhandig word vir deurlopende instandhouding.



Projeknaam	Opknapping van niefunksionerende boorgate in Ga-Segonyana		Projek no.	GS003	Klassifikasie	Infrastruktuur (watervoorsiening)	
Agtergrond	Suid-Afrika is ’n waterskaars land met verskeie faktore wat watervoorsiening ook raak, insluitend munisipale infrastruktuur wat ineenstort, langdurige droogtetoestande en die impak van klimaatsverandering. Assmang Khumani Ysterertsmy (die myn) het die Ga-Segonyana Plaaslike Munisipaliteit en die Noord-Kaapse Departement van Water en Sanitasie (NK DWS) geraadpleeg oor waar die behoefte aan die opknapping van boorgate in die munisipale gebied is om watervoorsiening te verbeter.						
	Die projek behels die opknapping van bestaande niefunksionerende boorgate wat deur die NK DWS in die Ga-Segonyana Plaaslike Munisipaliteit geïdentifiseer is. Die probleme wat hanteer moet word, sluit foute met pompmotors, gevandaliseerde infrastruktuur, boorgatbesmetting en opgedroogde boorgate in. Die bykomende watervolumes wat deur die opgeknapte boorgate verskaf word, sal die plaaslike munisipaliteit met lewering van waterdienste aan gemeenskapslede help.						
	’n Vennootskap tussen die myn, die Ga-Segonyana Plaaslike Munisipaliteit en die Noord-Kaapse Departement van Water en Sanitasie sal vir die implementering van die projek gestig word.						
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum
	John Taolo Gaetsewe	Ga-Segonyana	Verskeie (spesifieke dorpies/dorpe wat sal baat, sal met die implementering van die projek bevestig word)		6 000 huishoudings (spesifieke getal wat sal baat, sal met die implementering van die projek bevestig word)	Julie 2022	Junie 2025
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting
	- Toegang tot water en watervoorsiening - Landbou (kleinskaalse besproeiing) - Omgewing		- Beter watervoorsiening om in plaaslike vraag te voorsien - Verminderde koste van watervoorsiening aan plaaslike huishoudings en besighede - Beter beskikbaarheid van water vir besproeiing en boerderyaktiwiteite - Verkryging van grondwater wat aan vereistes voldoen		Ga-Segonyana Plaaslike Munisipaliteit Noord-Kaapse Departement van Water en Sanitasie		R4 000 000
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar
Kort termyn		2	2	-	-	4	Ongeskoolde arbeid
Medium termyn		1		-	-	-	30% plaaslike subkontraktering
Lang termyn		-	-	-	-	-	

Voltooingsdatum en uitreestategie
LW: begunstigdes moet uiteengesit word.

Verwagte voltooiingsdatum: Junie 2025

Die opgeknapte, geïnstalleerde bates sal aan die Ga-Segonyana Plaaslike Munisipaliteit oorhandig word vir deurlopende instandhouding, met oorsig van die Noord-Kaapse Departement van Water en Sanitasie.



Projeknaam	Installasie van straatligte in Deben, Babatas en Olifantshoek		Projek no.	GAM001	Klassifikasie	Infrastruktuur (energietoevoer)	
Agtergrond	Assmang Khumani Ysterertsmyl het die Gamagara Plaaslike Munisipaliteit geraadpleeg en die Gamagara Plaaslike Munisipaliteit se geïntegreerde ontwikkelingsplanforum vir wyk 4 en 3 bygewoon, waar die gebrek aan beligting in openbare ruimtes gemeld is as 'n probleem wat hanteer moet word. Deben, Babatas en Olifantshoek is geïdentifiseer as prioriteitsareas wat straatliginstallasies nodig het om die veiligheid en sekuriteit van gemeenskapslede te verbeter. Assmang Khumani Ysterertsmyl (die myn) het die Gamagara Plaaslike Munisipaliteit genader en ooreengekom om die installasie van straatligte in die geïdentifiseerde gebiede as deel van die munisipale geïntegreerde ontwikkelingsplan (GOP) vir 2022 tot 2023 te prioritiseer. 'n Openbare-privaat-vennootskap tussen die myn en die Gamagara Plaaslike Munisipaliteit sal vir die implementering van die projek gestig word.						
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum
	John Taolo Gaetsewe	Gamagara	Deben, Babatas en Olifantshoek		4 150 huishoudings (spesifieke getal wat sal baat, sal met die implementering van die projek bevestig word)	Julie 2022	Junie 2024
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting
	• Veiligheid • Sekuriteit • Lewensgehalte • Omgewing • Vandalisme en misdaad • Energieverbruik		• Beter gemeenskapsveiligheid • Beter sekuriteit • Skep van omringende omgewing • Groter mobiliteit snags in 'n veilige omgewing • Minder misdaad en vandalisme van openbare en privaat infrastruktuur in die dorpie • Minder/doeltreffende energieverbruik		Gamagara Plaaslike Munisipaliteit		R5 000 000
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar
Kort termyn		5	2	2	1	10	Ongeskoolde arbeid
Medium termyn		1		-	-	1	Plaaslike kontrakteur sal vir installasies gebruik word

Lang termyn	-	-	-	-	-	-
Voltooiingsdatum en uittreestategie <i>LW: begunstigdes moet uiteengesit word.</i>	Verwagte voltooiingsdatum: Junie 2024 Die geïnstalleerde bate sal aan die Gamagara Plaaslike Munisipaliteit oorhandig word vir deurlopende instandhouding. Om volhoubaarheid te verseker en die lewensduur van die geïnstalleerde bate te behou, sal 'n instandhoudingsplan ontwerp en aan die munisipaliteit oorhandig word om suksesvol te bedryf.					



Projeknaam	Gamagara-waterprogram		Projek no.	GAM002	Klassifikasie	Infrastruktuur (watervoorsiening)	
Agtergrond	Die droë Noord-Kaap-streek ervaar deurlopend wateruitdagings, en die Gamagara munisipale gebied is nie uitgesluit nie. Onvoorspelbare watervoorsiening is een van die grondliggende faktore wat die bereiking van maatskaplike en ekonomiese ontwikkeling in die gebied kniehalter. Assmang Khumani Ysterertsmyn (die myn) het die Gamagara Plaaslike Munisipaliteit en die Noord-Kaapse Departement van Water en Sanitasie geraadpleeg om kritieke watervoorsieningsuitdagings in die munisipale gebied en die basiese oorsake daarvan te identifiseer.						
	Die projek behels dat die omvang bepaal word, ’n haalbaarheidstudie uitgevoer word en ’n strategie ontwerp en geïmplementeer word om die wateruitdagings in die Gamagara Plaaslike Munisipaliteit te hanteer. Die volledig nagevorste projek sal deel van die munisipaliteit se geïntegreerde ontwikkelingsplan (GOP) vir 2022 tot 2027 wees.						
	’n Openbare-privaat-vennootskap sal tussen die myn, die Gamagara Plaaslike Munisipaliteit, die Noord-Kaapse Departement van Water en Sanitasie en tersaaklike samewerkende vennote gestig word soos vir die implementering van die projek van toepassing is.						
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum
	John Taolo Gaetsewe	Gamagara	Verskeie (spesifieke dorpies/dorpe wat sal baat, sal met die implementering van die projek bevestig word)		11 000 huishoudings (hele Gamagara)	Julie 2023	Junie 2026
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting
	- Toegang tot water en watervoorsiening - Landbou (kleinskaalse besproeiing) - Omgewing		- Beter watervoorsiening om in plaaslike vraag te voorsien - Verminderde koste van watervoorsiening aan plaaslike huishoudings en besighede - Beter beskikbaarheid van water vir kleinskaalse besproeiing en boerderyaktiwiteite - Verkryging van water wat aan vereistes voldoen		Gamagara Plaaslike Munisipaliteit Noord-Kaapse Departement van Water en Sanitasie		R17 000 000
Klassifikasie van poste		Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar

Kort termyn	Getal poste wat geskep word	TBC	TBC	-	-	TBC	Ongeskoolde arbeid
Medium termyn		TBC	TBC	-	-	TBC	30% plaaslike subkontraktering
Lang termyn		-	-	-	-	-	
Voltooingsdatum en uittreestategie <i>LW: begunstigdes moet uiteengesit word.</i>		Verwagte voltooiingsdatum: Junie 2026 Die opgerigte bate sal aan die Gamagara Plaaslike Munisipaliteit oorhandig word vir deurlopende instandhouding, met oorsig van die Noord-Kaapse Departement van Water en Sanitasie.					



Projeknaam	Olifantshoek opgradering van interne paaie		Projek no.	GAM004	Klassifikasie	Infrastruktuur (paaie en stormwater)	
Agtergrond	Gamagara Plaaslike Munisipaliteit se doelwit is om al die grondpaaie in die munisipale gebied op te gradeer om stormwater te beheer en ’n oppervlak vir alle weersomstandighede te verskaf. Die munisipaliteit het Assmang Khumani Ysterertsmyl genader om tussenbeide te tree en die pad wat deur die munisipaliteit geïdentifiseer is, op te gradeer. Die geïdentifiseerde pad is by Ditlouw in Olifantshoek geleë, en is ongeveer 1,3 km lank en 6 m breed. Die doelwit van die projek is om die bestaande grondpad tot ’n aanvaarbare plaveiselstandaard-pad op te gradeer en die huidige stormwaterprobleem op die pad te hanteer. ’n Openbare-privaat-vennootskap tussen die myn en die Gamagara Plaaslike Munisipaliteit sal vir die implementering van die projek gestig word.						
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum
	John Taolo Gaetsewe	Gamagara	Olifantshoek		3 000 huishoudings	Julie 2022	Junie 2025
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting
	• Padveiligheid • Verkeersbestuur en -ontwrigting • Omgewingsimpak • Reistyd		• Beter pad- en gemeenskapsveiligheid • Minder verkeersontwrigting • Beter stormwaterbestuursstelsel • Groter infrastruktuurbatewaarde • Beter infrastruktuurbatelewenduur		Gamagara Plaaslike Munisipaliteit		R15 000 000
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar
Kort termyn		10	10	5	5	30	Plaaslike KMMO's sal aangestel en ontwikkel word
Medium termyn		-	-	-	-	-	-
Lang termyn		-	-	-	-	-	-

Voltooiingsdatum en uittreestategie

LW: begunstigdes moet uiteengesit word.

Verwagte voltooiingsdatum: Junie 2025

Die geboude bate sal aan die Gamagara Plaaslike Munisipaliteit oorhandig word vir deurlopende instandhouding.



Projeknaam	Gamagara-afvalbestuursprojek: konstruksie van opvullingsterrein (fase 1)		Projek no.	GAM005	Klassifikasie	Infrastruktuur (afvalbestuur)	
Agtergrond	Assmang Khumani Ysterertsmy (die myn) het ’n haalbaarheidstudie in sy maatskaplike en arbeidsplan 3, die Gamagara Afvalbestuursprojek, geïmplementeer. Die studie het drie geskikte terreine vir die konstruksie van ’n nuwe afvalwegdoeningsterrein vir die Kathu-omgewing geïdentifiseer. Die myn het verder tydens die konsultasie oor die maatskaplike en arbeidsplan 4 met die Gamagara Plaaslike Munisipaliteit en die Noord-Kaapse Departement van Landbou, Omgewingsake, Landelike Ontwikkeling en Grondhervorming ingestem om in die konstruksie van ’n nuwe opvullingsterrein te belê. Die konstruksie van ’n nuwe opvullingsterrein is as ’n langtermynprioriteit vir die Gamagara Plaaslike Munisipaliteit en as deel van die munisipale geïntegreerde ontwikkelingsplan (GOP) vir 2022 tot 2023 aangedui. Die projek behels die ontwerp en konstruksie van twee selle en verwante infrastruktuur op ’n gedeelte van 2,26 ha grond tot voordeel van die groter Kathu-gebied. ’n Vennootskap tussen die myn, die Gamagara Plaaslike Munisipaliteit en die Noord-Kaapse Departement van Landbou, Omgewingsake, Landelike Ontwikkeling en Grondhervorming (afdeling vir omgewingsake) sal vir die implementering van die projek gevestig word.						
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum
	John Taolo Gaetsewe	Gamagara	Babatas (TBC)		11 000 huishoudings (hele Gamagara)	Julie 2023	Junie 2025
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting
	- Omgewingsimpak - Afvalbestuur en verwydering - Nakoming - Gesondheid		- Minder rommelstrooiing en afvalstorting - Meer herwonne inhoud - Beter omgewings- en dierewelstand en bewaring - Beter lewensgehalte - Beter munisipale telkaart/nakoming ten opsigte van afvalbestuur en verwydering - Vermindering van afvalwegdoening deur verbranding - Beter luggehalte		Gamagara Plaaslike Munisipaliteit		R15 000 000
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar
Kort termyn		10	10	5	5	30	Ongeskoolde arbeid
Medium termyn		1		-	-	-	30% plaaslike subkontraktering
Lang termyn		-	-	-	-	-	

Voltooingsdatum en uittreestategie**LW: begunstigdes moet uiteengesit word.**

Verwagte voltooiingsdatum: Junie 2025

Sodra die konstruksie voltooi is, sal die opgegradeerde bate aan die Gamagara Plaaslike Munisipaliteit oorhandig word vir deurlopende bedryf en instandhouding.



Projeknaam	Entrepreneurs in afvalbestuur-besigheidsontwikkeling		Projek no.	GS005		Klassifikasie	Ondernemingsontwikkeling (afvalbestuur)	
Agtergrond	Assmang Khumani Ysterertsmy (die myn) het die Ga-Segonyana Plaaslike Munisipaliteit en die Noord-Kaapse Departement van Landbou, Omgewingsake, Landelike Ontwikkeling en Grondhervorming geraadpleeg en daar is aangedui dat afvalbestuur ’n toenemende uitdaging in die munisipale gebied is, en een van die departement se strategiese fokusareas. In Ga-Segonyana is swak afvalbestuur en insameling duidelik in die rommel wat in die dorp en dorpsgebiede gestrooi is. Die myn se gemeenskaps- sosio-ekonomiese basislynopname het daarop gedui dat 61% van die respondente nie gereelde afvalverwyderingsdienste ontvang nie en self van huishoudelike afval ontslae raak. Uit hierdie groep is die algemeenste metodes van wegdoening verbranding en storting op openbare plekke. In hierdie konteks is daar ’n groeiende getal KMMO's in die plaaslike munisipaliteit wat afvalbestuur hanteer, en die potensiaal het om betekenisvol aan die oplossing van sommige van die afvaluitdagings in die munisipale gebied deel te neem.							
	Die projek behels besigheidsontwikkeling en die opleiding van vyf afvalentrepreneurs wat deur swart jongmense besit word, en om hulle toe te rus om ekonomies aan die plaaslike afvalbestuurswaardeketting deel te neem. Dit is ’n werkskeppingsgeleentheid wat aan die Ga-Segonyana munisipale afvalverwyderingsprojek gekoppel word, wat ingevolge Khumani Myn se maatskaplike en arbeidsplan 3 afgehandel is.							
	’n Vennootskap tussen die myn, die Ga-Segonyana Plaaslike Munisipaliteit en die Noord-Kaapse Departement van Landbou, Omgewingsake, Landelike Ontwikkeling en Grondhervorming (afdeling vir omgewingsake) sal vir die implementering van die projek gevestig word.							
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum	
	John Taolo Gaetsewe	Ga-Segonyana	Verskeie		Vyf KMMO's	Julie 2023	Junie 2024	
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting	
	- KMMO-ontwikkeling - Werkskepping - Afvalbestuur - Landboubeewaring - Omgewingsbeewaring - Gesondheid - Nakoming - Ekonomiese ontwikkeling		- Vyf afvalentrepreneurs word ontwikkel - Twee permanente poste per maatskappy word geskep - Vestiging van ’n “tel-dit-op”-stelsel in die plaaslike munisipaliteit - Minder rommelstrooiing - Beter dierewelstand en beewaring - Beter luggehalte - Beter munisipale telkaart/nakoming - Skep van sikliese ekonomie		Ga-Segonyana Plaaslike Munisipaliteit Noord-Kaapse Departement van Landbou, Omgewingsake, Landelike Ontwikkeling en Grondhervorming		R2 250 000	
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar	
Kort termyn		-	-	10		10	Totale getal werknemers in besighede	

Medium termyn		-	-	2	3	5	KMMO's wat ontwikkel word
Lang termyn		-	-	-	-	-	
Voltooingsdatum en uittreestategie <i>LW: begunstigdes moet uiteengesit word.</i>		Verwagte voltooiingsdatum: Junie 2024 Die geselekteerde entrepreneurs sal gefokusde besigheidsopleiding en tegniese mentorskap ondergaan om lewensvatbare geleenthede na te volg om hulle besighede in die Ga-Segonyana afvalbestuurswaardeketting te laat groei. Khumani se bydrae sal nie 'n direkte inkomstestroom vir die besighede wees nie, maar net vir ondersteuningsontwikkelingsbehoefte gebruik word.					



Projeknaam	Ligteskaalse industriële sakekern by Kalahari Hotel		Projek no.	GAM003		Klassifikasie	Ondernemingsontwikkeling	
Agtergrond	Assmang Khumani Ysterertsmy (die myn) het die Gamagara Plaaslike Munisipaliteit, ondernemingsontwikkelingbegunstigdes en belanghebbervereenwoordigergroepe geraadpleeg om die beperkings te verstaan wat KMMO's in die munisipale gebied ervaar. Een van die vernaamste historiese uitdagings wat deur KMMO's geïdentifiseer word, is die gebrek aan grond wat vir kantoorruimte beskikbaar is en die hoë koste van huur van hierdie ruimte. Die projek behels die opknapping van die Kalahari Hotel in Olifantshoek om aan bou- en veiligheidsstandaarde te voldoen, en om KMMO's en ligteskaalse industriële aktiwiteit in 'n KMMO-dorp- tipe opset te akkommodeer. 'n Openbare-privaat-vennootskap tussen die myn en die Gamagara Plaaslike Munisipaliteit sal vir die implementering van die projek gestig word.							
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township			Begunstigdes	Projek se begindatum	Projek se einddatum
	John Taolo Gaetsewe	Gamagara	Olifantshoek			Gamagara Plaaslike Munisipaliteit	Julie 2025	Junie 2027
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser			Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting
	- Ekonomiese ontwikkeling - Nakoming - Batebestuur - Omgewing		- Toegang tot kantoorruimte vir ten minste drie plaaslike KMMO's - Laer koste van kantoorhuur vergeleke met markkoerse vir ten minste drie KMMO's - Beter geboueregulering, gesondheids- en veiligheids- en ISO-nakoming van gebou - Beter waarde van kommersiële eiendom - Beter estetiese waarde vir dorp met geformaliseerde ruimte vir KMMO's			Gamagara Plaaslike Munisipaliteit Worx Architects		R10 000 000
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar	
Kort termyn		TBC	TBC	TBC	TBC	TBC		
Medium termyn		1					1	30% plaaslike subkontraktering

Lang termyn	-	-	-	-	-	-
Voltooiingsdatum en uittreestategie	Verwagte voltooiingsdatum: Junie 2027					
LW: <i>begunstigdes moet uiteengesit word.</i>	Die opgeknapte bate sal aan die Gamagara Plaaslike Munisipaliteit oorhandig word vir deurlopende bedryf en instandhouding.					



Projeknaam	Sentrum vir Spesialebehoefte-onderwys in Kuruman		Projek no.	GS004		Klassifikasie	Gemeenskapsontwikkeling (inklusiewe onderwys)	
Agtergrond	Die reg op gehalte-onderwys word in Suid-Afrika se Grondwet beskerm, maar voorsiening vir persone met spesiale behoeftes word dikwels oor die hoof gesien/ondermyn wanneer Suid-Afrika probeer om in hierdie grondwetlike reg te voorsien. In die John Taolo Gaetsewe Distriksmunisipaliteit is daar net een skool wat vir onderwys vir persone met spesiale behoeftes voorsiening maak – in Mothibistad in die Ga-Segonyana Plaaslike Munisipaliteit. Assmang Khumani Ysterertsmy (die myn) het ’n gemeenskapsopname gedoen wat die behoefte aan en vraag na sodanige sentrums in die Ga-Segonyana en Gamagara Plaaslike Munisipaliteit-gebied geïdentifiseer het. Hierdie projek het ontstaan op grond van die bevindings van die opname en die myn se konsultasies met spesialiste in onderwys vir persone met spesiale behoeftes, belangstellende vennootskole en die Noord-Kaapse Departement van Basiese Onderwys. Die projek behels die bou van ’n onderwyssentrum vir persone met spesiale behoeftes in Kuruman op die terrein van die Kalahari Hoërskool. ’n Driedelige vennootskap tussen die myn, die Noord-Kaapse Departement van Basiese Onderwys en die Kalahari Hoërskool in Kuruman sal gestig word om die projek te implementeer.							
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum	
	John Taolo Gaetsewe	Ga-Segonyana	Kuruman		30 leerders	Julie 2022	Junie 2027	
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting	
	- Toegang tot inklusiewe onderwys - Leerderregistrasie in skole		- Verbeter toegang tot behoefte-toepaslike kognitiewe stimulاسie vir leerders met spesiale behoeftes - Verbeter vroeë intervensie by die onderrig van kinders met spesiale behoeftes in die plaaslike munisipale gebiede - Verbeter registrasiekoerse van leerders met spesiale kognitiewe behoeftes in hoofstroom- intermediêre en seniorfase-onderwys		Noord-Kaapse Departement van Basiese Onderwys Ga-Segonyana Plaaslike Munisipaliteit Worx Architects Independent Learning Kalahari Hoërskool		R10 287 500	
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar	
Kort termyn		10	10	5	5	30	Ongeskoolde arbeid vir konstruksie	

Medium termyn		1	-	-	-	30% plaaslike subkontraktering
Lang termyn		6	-	-	-	Onderwysers/onderwysassistent sal by die skole aangestel word
Voltooingsdatum en uittreestategie LW: begunstigdes moet uiteengesit word.		Verwagte voltooiingsdatum: Junie 2027 Sodra die konstruksie voltooi is, sal die bate aan die beheerliggaam van die Kalahari Hoërskool oorhandig word vir deurlopende bedryf en instandhouding, met hulp en toesig van die Noord-Kaapse Departement van Basiese Onderwys.				



Projeknaam	Sentrum vir Spesialebehoefte-onderwys in Kathu		Projek no.	GAM006	Klassifikasie	Gemeenskapsontwikkeling (inklusiewe onderwys)	
Agtergrond	Die reg op gehalte-onderwys word in Suid-Afrika se Grondwet beskerm, maar voorsiening vir persone met spesiale behoeftes word dikwels oor die hoof gesien/ondermyn wanneer Suid-Afrika probeer om in hierdie grondwetlike reg te voorsien. In die John Taolo Gaetsewe Distriksmunisipaliteit is daar net een skool wat vir onderwys vir persone met spesiale behoeftes voorsiening maak – in Mothibstad in die Ga-Segonyana Plaaslike Munisipaliteit. Assmang Khumani Ysterertsmy (die myn) het ’n gemeenskapsopname gedoen wat die behoefte aan en vraag na sodanige sentrums in die Ga-Segonyana en Gamagara Plaaslike Munisipaliteit-gebied geïdentifiseer het. Hierdie projek het ontstaan op grond van die bevindings van die opname en die myn se konsultasies met spesialiste in onderwys vir persone met spesiale behoeftes, belangstellende vennootskole en die Noord-Kaapse Departement van Basiese Onderwys. Die projek behels die bou van ’n onderwysentrum vir persone met spesiale behoeftes in Kathu op die terrein van die Sishen Primêre Skool. ’n Driedelinge vennootskap tussen die myn, die Noord-Kaapse Departement van Basiese Onderwys en die Sishen Primêre Skool in Kathu sal gestig word om die projek te implementeer.						
Geografiese ligging van projek	Distriksmunisipaliteit	Plaaslike munisipaliteit	Naam van dorpie/township		Begunstigdes	Projek se begindatum	Projek se einddatum
	John Taolo Gaetsewe	Gamagara	Kathu		10 leerders	Julie 2022	Junie 2027
Uitset	Sleutelprestasie-area		Sleutelprestasie-aanwyser		Verantwoordelike entiteit (sluit alle rolspelers in)		Begroting
	- Toegang tot inklusiewe onderwys - Leerderregistrasie in skole		- Verbeter toegang tot behoefte-toepaslike kognitiewe stimulasie vir leerders met spesiale behoeftes - Verbeter vroeë intervensie by die onderrig van kinders met spesiale behoeftes in die plaaslike munisipale gebiede - Verbeter registrasiekoerse van leerders met spesiale kognitiewe behoeftes in hoofstroom-intermediêre en seniorfase-onderwys		Noord-Kaapse Departement van Basiese Onderwys Gamagara Plaaslike Munisipaliteit Worx Architects Independent Learning Sishen Primêre Skool		R3 212 500
Klassifikasie van poste	Getal poste wat geskep word	Manlike volwassenes	Vroulike volwassenes	Manlike jongmense	Vroulike jongmense	Totaal	Kommentaar
Kort termyn		3	3	-	-	6	Ongeskoolde arbeid vir konstruksie

Medium termyn		1	-	-	-	30% plaaslike subkontraktering
Lang termyn		2	-	-	-	Onderwysers/onderwysassistente sal by die skole aangestel word
Voltooingsdatum en uittreestategie		Verwagte voltooiingsdatum: Junie 2027				
LW: begunstigdes moet uiteengesit word.		Sodra die konstruksie voltooi is, sal die bate aan die beheerliggaam van die Sishen Primêre Skool oorhandig word vir deurlopende bedryf en instandhouding, met hulp en toesig van die Noord-Kaapse Departement van Basiese Onderwys.				



3.6. Maatskaplike en arbeidsplan (MAP) – kommunikasie

Ten einde aan die vereistes van die MPRD Wet (veral regulasie 46(f)) te voldoen, sal Khumani Ysterertsmy seker maak dat belanghebbendes 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 39: Strategiese aksieplan om die maatskaplike en arbeidsplan oor te dra

Strategiese aksieplan ten opsigte van MAP-kommunikasie	Verantwoordelike departement	Voltooingsdatum
Afskrifte van die MAP in Engels, Afrikaans en Tswana sal versprei word aan alle verteenwoordigers van belanghebbendes 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

3.7 Behuising en lewensomstandighede

Khumani fokus op plaaslike werwing, met 'n teiken van 60% van die arbeidsmag wat 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 te 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 gevolglik '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 dus die eienaarskapsproses en moedig werknemers aan om aan die maatskappy se behuisingkema deel te neem, of anders 'n privaat huiseienaar in een van die formele munisipaliteite naby die myn te word.

'n Totaal van 1 260 gediensde residensiële erwe is in Kathu bekom. 'n Totaal van 963 huise is op hierdie erwe gebou sedert die maatskappy se behuisingkema 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.

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

- 'n Behuisingstoelae 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 behuisingsopsies.

Die myn het 'n behuisingstrategie vir Khumani ontwikkel, soos in tabel 40 uitgebeeld word. Dit het in FJ 2007 begin en word steeds ontwikkel, verbeter en geïmplementeer. 'n Behuisingforum is gestig ten einde werknemers se behuisingbehoefte deurlopend te evalueer.

Tabel 40: 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 behuisingstatus en behoeftes van werknemers is voltooi.	Assmang Housing Forum	Voltooi
Beskikbaarheid van formele behuising en/of erwe vir die arbeidsmag is bepaal en grond is aangeskaf en gediens.	Behuisingdepartement	Voltooi
Die fasilitering van die arbeidsmag se toegang tot toepaslike finansiering om bestaande huise te koop of hulle eie huise te bou.	Behuisingdepartement	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.	Behuisingdepartement	Deurlopend
Deurlopende betrokkenheid by die alliansie om 'n oplossing te kry vir die implementering van 'n meer inklusiewe behuisingssubsidie vir werknemers wat verkies om naby die myn op stamgrond te woon.	ARM/alliansie IKAYA Process	Voltooi
Evaluering van die status van die sukses en tekortkomings van die myn se behuisingstrategie ten opsigte van die verbetering/instandhouding van behuising, welstandstandaarde onder die arbeidsmag en aanbevelings vir verbeterings.	Assmang Housing Forum	Kwartaalliks

Ten opsigte van behuising voldoen Khumani Myn aan die Mynbouhandves.

In die toekoms sal die maatskappy se 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.

'n Hoëvlak-behuisingspan (HUB-vlak) bestaande uit nasionale en streeksvakbondverteenwoordigers, DMHE- nasionale verteenwoordigers, verteenwoordigers van die Departement van Landelike Nedersettings, ens. is reeds saamgestel om 'n volhoubare behuisingmodel vir Assmang vir die toekoms aan te beveel. Die IKAYA-taakspan het sy werk afgehandel en 'n nuwe behuisingbeleid en implementeringsraamwerk is gesamentlik bepaal. Die nuwe beleid is met

die MPRDA belyn, maak vir ses opsies (keuses) voorsiening en sluit selfs 'n landelike behuisingsoplossing in. Khumani het ook in Junie 2022 sy Behuisings- en Lewensomstandighedeplan aan die DMHE voorgelê.

3.8 Verkrygingplan

Khumani het 'n verkrygingsplan geformuleer wat daarop gemik is om aan HBP's en omliggende gemeenskappe op alle vlakke van verkryging, naamlik goedere en dienste, voorkeurverskafferstatus te verleen. Khumani gebruik voorkeurverkryging as een van die primêre meganismes om plaaslike ekonomiese ontwikkeling aan te moedig in die gemeenskappe wat deur sy bedrywighede 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 monitor en bevestig, en om te verseker dat sulke inligting betroubaar is.
- 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 stel van gunstige betaalvoorwaardes vir kwalifiserende HBP's.
- 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 sal jaarliks in die vereiste formaat aan die DMRE verslag doen.

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



Tabel 41: 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, prosedures 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
Deur middel van die provinsiale regering is 'n KMMO-portaal gestig – Khumani wil HBP-verskaffers aanmoedig om op hierdie databasis te registreer.	Khumani plaas versoeke om voorleggings en versoeke vir KMMO-registrasie op hierdie portaal.	Verskaffingsketting	Deurlopend
Identifiseer HBP-verskaffers in die gasheergemeenskappe en verskaf ondersteuning.	HBP-verskaffers in die gasheergemeenskappe word vir 'n vaardigheids- en ondernemingsontwikkelingsopleidingsprogram geïdentifiseer.	Verskaffingsketting	Deurlopend
Moedig nasionale verskaffers aan om plaaslik in die gasheergemeenskappe te werk.	Moedig groot verskaffers aan om plaaslik in die gasheergemeenskappe kantore te vestig.	Verskaffingsketting	Deurlopend
Tenderproses: As deel van sy tenderevaluering- en -beregtingsproses sal Khumani 'n puntemeganisme implementeer wat aan SEB-voldoenings- en plaaslike verskaffers in die gasheergemeenskap 'n gewig toeken.	Khumani se tenderevalueringkriteria en berekening beklemtoon plaaslike verskaffers en SEB-voldoening.	Verskaffingsketting	Deurlopend
Moedig verskaffers aan om vennootskappe met maatskappye in die gasheergemeenskappe te vorm sonder om die nodige vereistes van die tenderproses te ignoreer. Verdere strategieë sal behels dat gunstige voorwaardes en/of betaling vir HBP- gesamentlike ondernemings gestel word.	Implementeer gunstige betalingsvoorwaardes vir HBP-verskaffers, byvoorbeeld vorderingsbetalings, voorafbetaling vir materiaal, betaling voor 30 dae standaard.	Verskaffingsketting	Deurlopend
Waar nodig en haalbaar moet mentorskap en kapasiteitsboubystand aan HBP-verskaffers gegee word om verbeterings aan hulle sakepraktyke te fasiliteer sodat die HBP-sektor suksesvol met die myn kan saamwerk.	'n Verskafferontwikkelingsprogram is gevestig en vir HBP-verskaffers/entrepreneurs geïmplementeer om vaardigheidsopleiding, besigheidmentorskap en steun te verskaf.	Verskaffingsketting	Deurlopend

Tabel 42: Voorkeurverkrygingbesteding aan Suid-Afrikaans vervaardigde goedere 2022–2027

MYNBOUGOEDERE	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
Entiteite in HBP-besit en -beheer	15%	21%	21%	21%	21%
Ondernemings deur vroue of jongmense besit en beheer (51% en meer)	3.6%	5%	5%	5%	5%
Maatskappye wat aan SEB voldoen	31,4%	44,0%	44,0%	44,0%	44,0%
Totaal	50%	70%	70%	70%	70%

Tabel 43: Voorkeurverkrygingbesteding aan dienste deur maatskappye in Suid-Afrikaanse besit – 2022–2027

DIENTE	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
Entiteite in HBP-besit en -beheer	41%	50%	50%	50%	50%
Ondernemings deur vroue besit en beheer (51% en meer)	7%	15%	15%	15%	15%
Ondernemings deur jongmense besit en beheer (51% en meer)	3.8%	5%	5%	5%	5%
Maatskappye wat aan SEB voldoen	10%	10%	10%	10%	10%
Totaal	61,8%	80%	80%	80%	80%



AFDELING 4

AFSKALING EN AFLEGGING



4. AFSKALING EN AFLEGGING

4.1 Inleiding

Hierdie afdeling handel oor die bestuur van afskaling en afleggings. Die myn se voorneme 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 fasiliteer, is verdere strategieë om werksverliese en 'n afname in indiensneming te vermy die volgende:

- Versekering dat die besigheid lewensvatbaar bly deur die kostestruktuur so laag en mededingend as moontlik te hou.
- Versekering van 'n produktiewe en vaardige arbeidsmag deur opleiding en motivering.
- Die aanbring van deurlopende veranderinge 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.

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 vaardighedsprogramme 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.

Khumani erken dat om 'n myn met sukses af te skaal of te sluit, is 'n drieledige konsultasie- en probleemoplossingsproses tussen die myn, tersaaklike staatsdepartemente en die plaaslike gemeenskappe omliggend aan die bedryfsgebied nodig. Sluiting kan as gevolg van die bedreiging van ekonomiese en maatskaplike ineenstorting vir gemeenskappe erge 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 myninfrastruktuur moet aangemoedig word waar dit ekonomies geregverdig is.

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 meganismes om poste te red en werksverliese en 'n afname in indiensneming te vermy.
- Identifisering van meganismes om alternatiewe oplossings en prosedures te verskaf om werksekuriteit te skep waar werksverliese nie vermy kan word nie.
- Identifisering van meganismes om die maatskaplike en ekonomiese impak op individue te versag.

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 dié 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 bestuursverteenwoordigers 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 belanghebberverteenwoordigers oor die volhoubare toekoms van die myn.
- Kyk vooruit om geleenthede, uitdagings en moontlike oplossings ten opsigte van volhoubare sosio-ekonomiese kwessies te identifiseer.
- Raak betrokke by sake van wedersydse belang tussen bestuur en belanghebbendes.
- Tree as kommunikasiekanaal op ten opsigte van die breër MAP-ondernemings, -teikens en -prestasies.

4.3 Kommunikasie met owerhede

Ingevolge artikel 52(1) van die MPRDA, wanneer die behoefte 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 189(a) 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 afliggingsbestuursprogram begin, moet die DIA en die DMHE (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 Provinsiale en Plaaslike Regering.



Tabel 44: Strategiese aksieplan ten opsigte van kommunikasie met die owerhede

Strategiese aksieplan ten opsigte van kommunikasie met die owerhede	Verantwoordelike departement	Voltooingsdatum
Indien die behoefte geïdentifiseer word om mynbedrywighede en dus die arbeidsmag te verminder, moet die <i>Future Forum</i> die betrokke werknemers of relevante vakbonde konsulteer.	MH en Future Forum	In die geval van afleggings
Wanneer beplanning vir werksverliese en personeelvermindering begin, moet die <i>Future Forum</i> die volgende instellings in kennis stel: - DIA; en - DMHE, 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 gevolglik geen oortollige persone 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 45: Strategiese aksieplan om poste te red en werksverliese te voorkom

Strategiese aksieplan om poste te red en werksverliese te voorkom	Verantwoordelike departement	Voltooingsdatum
'n Vermindering in werksure sowel as veranderings in skofte. Dit sal tot 'n verlaging in vergoeding vir die werknemers lei, maar sal vir 'n tydperk poste beskerm.	MH-departement, mynbestuur en <i>Future Forum</i>	Wanneer dit voorkom
Persone gaan vir 'n tydperk weg totdat hulle weer benodig word.	MH-departement, mynbestuur en <i>Future Forum</i>	Wanneer dit voorkom
Natuurlike uitvloei sal aangemoedig word. Dit sal tot die herverspreiding van werknemers lei en kan beteken dat werknemers heropgelei word waar nodig.	MH-departement, mynbestuur en <i>Future Forum</i>	Wanneer dit voorkom
Toerus van werknemers met veelvuldige vaardighede en herontplooiing van werknemers na ander afdelings in die myn.	MH-departement, mynbestuur en <i>Future Forum</i>	Deurlopend en wanneer dit voorkom
Deurlopende raadpleging van georganiseerde arbeid (deur die <i>Future Forum</i>) om strategieë en inisiatiewe te identifiseer en implementeer om werksverliese en 'n afname in indiensneming te vermy, byvoorbeeld deur: - Poste te deel - Oortyd te verminder/staak 'n Moratorium op werwing te plaas - Herontplooiing van die huidige arbeidsmag - Kontrakte te beëindig	MH-departement, mynbestuur en <i>Future Forum</i>	Wanneer dit voorkom
Vergroot verskillende opleidings- en ontwikkelingsinisiatiewe om die volgende te verskaf: - Gesyerfheids- en geletterdheidsopleiding. - Waar moontlik, opleiding wat met die Nasionale Kwalifikasieraamwerk asook ander gevestigde vaardighedsprogramme ooreenstem. - 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. - Oordraagbare vaardighede wat werknemers toelaat om hulle eie werk te skep.	MH-departement, Opleidingsdepartement, mynbestuur en Future Forum	Wanneer dit voorkom

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

Khumani sal werknemers wat geraak word, bystaan om alternatiewe werk of volhoubare heenkomes 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 distriks- en plaaslike munisipaliteit uitgevoer sal word. Waar werkers 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 46: Strategiese aksieplan vir die verskaffing van alternatiewe oplossings

Strategiese aksieplan vir die verskaffing van alternatiewe oplossings	Verantwoordelike departement	Voltooingsdatum
Skep 'n databasis vir afgelegde werknemers wat inligting oor bestaande vaardighede, ervaring en kundigheid insluit. Hierdie databasis sal gebruik word om potensiële werksgeleenthede binne en buite die maatskappy te identifiseer. Alternatiewe werwingsvakatures by ander Assmang-bedrywigheide sal oorweeg word.	MH-departement en Future Forum	Wanneer dit voorkom
Werknemers moet met veelvuldige vaardighede toegerus word om maksimum werksgeleenthede ná sluiting te verseker.	MH-departement en Future Forum	Wanneer dit voorkom
Afgelegde werknemers 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 werks hulperief om werknemers te help om na uitbedryfstelling alternatiewe werk te kry: help werknemers om CV's saam te stel, verseker interaksie met potensiële werkgevers en ander geleenthede, verskaf opleiding in onderhoudvoeringstegnieke, ens.	MH-departement en Future Forum	Wanneer dit voorkom
Identifiseer toepaslike mense uit die poel van afgelegde werknemers om vir potensiële ondernemingsontwikkelingsgeleenthede te oorweeg.	MH-departement en Future Forum	Wanneer dit voorkom
Ingevolge artikel 11.3 ten opsigte van aflegging in die Ikhaya-behuisingsbeleid sal hierdie klousule vir die duur van die MAP van toepassing wees.	Behuisingsdepartement	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 spesialiskonsultante 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 47: 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	Voltooingsdatum
Hulp aan afgelegdes: - Afleggingsberading waar nodig. - Fasiliteer saam met DIA die invul van WVF-eisvorms op die mynperseel. - 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. - Verspreiding van die databasis aan gemeenskapsforums, KMMO's in die gebied, ander bestaande myne, asook ander spelers in die bedryf.	MH-bestuur, mynbestuur en <i>Future Forum</i>	Wanneer dit voorkom
Opleidings- en heraanstellingsprogramme om werkskepping in die betrokke munisipale gebiede te fasiliteer: - Voer 'n relevante vaardigheidsoudit uit om werknemers met spesifieke vaardighede te help om klein ondernemings te stig. - Verskaf advies oor persoonlike finansiële beplanning tydens jaarlikse induksieprogram.	MH-bestuur, mynbestuur en <i>Future Forum</i>	Wanneer dit voorkom
Finansiële voorsiening: 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.	MH-bestuur, mynbestuur en <i>Future Forum</i>	Wanneer dit voorkom

4.7 Násluiting-beplanning

Bestuurstrategieë vir die tydperk ná die sluiting sal ook in die sluitingsbeplanningsproses saam met plaaslike belanghebbendes ontwikkel word. Strategieë wat afhanklikheid onder die begunstigdes van maatskaplike intervensies 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 gefasiliteer 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 met hierdie aspek sal noodsaaklik wees vir die násluiting-bestuursproses.

Beplanning vir spesifieke PEO-projekte by sluiting is moeilik, aangesien die leeftyd van die beoogde myn 23 jaar is. Kennis van die spesifieke PEO-behoefte 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 uiters belangrik. Sulke beplanning sal ten minste vyf (5) jaar voor die verwagte sluiting begin.

AFDELING 5

FINANSIËLE VOORSIENING

5. FINANSIËLE 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 finansiëel en andersins vir die voorgeskrewe MAP voorsiening gemaak het. Hierdie afdeling beoog om die wyse uiteen te sit waarop Khumani Ysterertsmyn finansiëel vir elke komponent van die MAP voorsiening wil maak. Tabel 48 verskaf 'n opsomming van die finansiële verbintenis deur die myn vir die volgende vyf (5) jaar.

Tabel 48: Opsomming van finansiële voorsiening vir sleutelemente van Khumani Myn se MAP oor die vyfjaartydperk (FJ 2022–2027)

Kategorie	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Totale finansiële voorsiening (2022 tot 2027)
Menslikehulpbron-ontwikkelingsprogramme	R18 570 000	R19 070 000	R20 670 000	R21 170 000	R21 670 000	R104 350 000
PEO-programme	R30 417 500	R36 895 625	R31 545 625	R5 545 625	R5 545 625	R109 950 000
Behuising en lewensomstandighede	R102 048 000	R65 928 000	R66 504 000	R26 601 600	R26 737 680	R287 819 280
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 R391 miljoen en die geprojekteerde R499 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.					R499 000 000
Geraamde totale voorsiening vir MAP	R151 035 500	R121 893 625	R118 719 625	R53 317 225	R53 953 305	R1 001 119 280

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

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

Tabel 49: Opsommende uiteensetting van menslikehulpbronontwikkeling se vyfjaarbegroting vir Khumani Myn

MHO	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Totale finansiële voorsiening (2022 tot 2027)
Finansiële voorsiening vir leerderskapprogramme	R6 900 000	R6 900 000	R7 100 000	R7 100 000	R7 100 000	R35 100 000

Finansiële voorsiening vir leierskapsontwikkelingsprogramme	R100 000	R100 000	R100 000	R100 000	R100 000	R500 000
Finansiële voorsiening vir kernbesigheidsopleidingsprogramme	R7 300 000	R7 800 000	R8 300 000	R8 800 000	R9 300 000	R41 500 000
Finansiële voorsiening vir oordraagbarevaardig hede-opleidingsprogramme	R1 800 000	R1 400 000	R900 000	R900 000	R900 000	R5 900 000
Finansiële voorsiening vir mentorskapprogramme	R20 000	R20 000	R20 000	R20 000	R20 000	R100 000
Finansiële voorsiening vir beursprogramme	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R21 250 000
Totale finansiële voorsiening vir menslikehulpbron-ontwikkelingsprogram*	R18 570 000	R19 070 000	R20 670 000	R21 170 000	R21 670 000	R104 350 000

***Nota:** 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 ontwikkelingstrategie te onderneem (sien afdeling 3.4 en 3.6).

Tabel 50: Opsomming van finansiële verbintenis tot plaaslike ekonomiese ontwikkeling vir Khumani vir vyf jaar

Finansiële voorsiening vir PEO-programme						Totale finansiële voorsiening (2022 tot 2027)
Finansiële voorsiening vir PEO-programme	R30 417 500	R36 895 625	R31 545 625	R5 545 625	R5 545 625	R109 950 000

Tabel 51: Opsomming van finansiële verbintenis tot behuising en lewensomstandighede vir Khumani vir vyf jaar

Finansiële voorsiening vir behuising en lewensomstandighede	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Totale finansiële voorsiening (2022 tot 2027)
Huurakkommodasie wat deur werkgever verskaf word						
Konstruksie van nuwe huureenhede (bykomende 94 gegrand op vakatureprofiel)	R77 280 000	R40 320 000	R40 320 000	R0	R0	R157 920 000
Instandhouding en herstel van huurvoorraad	R2 016 000	R2 304 000	R2 592 000	R2 721 600	R2 857 680	R12 491 280
Huursubsidies	R1 464 000	R2 016 000	R2 304 000	R2 592 000	R2 592 000	R10 968 000
Huiseienaarskap met werkgever se hulp						
Huiseienaarsubsidies	R15 912 000	R15 912 000	R15 912 000	R15 912 000	R15 912 000	R79 560 000
Buiteverblyftoelae						
Huursubsidies	R5 376 000	R5 376 000	R5 376 000	R5 376 000	R5 376 000	R26 880 000
TOTAAL	R102 048 000	R65 928 000	R66 504 000	R26 601 600	R26 737 680	R287 819 280

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

Die deurlopende belegging in menslikehulpbron-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 verseker. Hierbenewens sal Khumani voldoen aan die Wet op Basiese Diensvoorwaardes ten opsigte van bystand aan werknemers wat daarop gemik is om die verdere verkryging van vaardighede te fasiliteer wat ten tyde van aflegging vir die werknemers van waarde sal wees.

Die huidige verpligting in die onwaarskynlike geval van onmiddellike mynsluiting is R391 miljoen. Indien die huidige werknemerprofiel en 'n eskalasiefaktor van 5% per jaar oor die oorblywende vyfjaartydperk veronderstel word, sal hierdie verpligting tot R499 miljoen toeneem. Die R499 miljoen is 'n beste skatting wat vir inflasie en 'n toename in die arbeidsmag se getal diensjare oor die MAP-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 egter die huidige afleggingsaanspreeklikheid/voorsiening van R391 miljoen (einde 2022–2023) en die geprojekteerde R499 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 52: Opsomming van finansiële verbintenis vir afskaling en afleggings vir Khumani Myn vir vyf jaar

Finansiële voorsiening vir die bestuur van afskaling en afleggingsprogramme	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Totale finansiële voorsiening
Bedrag	Op grond van die huidige balansstaat en gegee 'n gunstige verhouding van bedryfsbates (wat kontantgenerering insluit) tot bedryfslaste kan die huidige afleggingsaanspreeklikheid/voorsiening van R391 miljoen en die geproekteerde R499 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.					R499 000 000



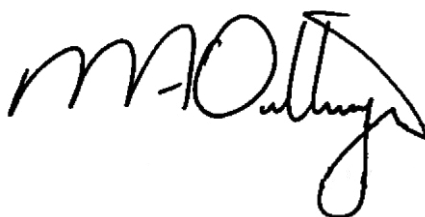
AFDELING 6

ONDERNEMING

6. ONDERNEMING

Ek, Mark Oosthuizen, die ondergetekende en behoorlik daartoe gemagtig deur Khumani Myn, onderneem om aan die inligting, vereistes, verpligtinge en bepalings soos in die Khumani Myn maatskaplike en arbeidsplan uiteengesit word, te voldoen.

Onderteken te Khumani Myn op die 16de dag van November 2022.



Handtekening van verantwoordelike persoon

Ampsbenaming:

Senior Algemene Bestuurder

.....

Goedgekeur (_____ Mynboursaad-goedkeuring)

Onderteken te op hierdie dag van2022.

Handtekening van verantwoordelike persoon

Ampsbenaming:

.....



LEANO LA TSA LOAGO LE MERERO YA BADIRI



MOEPO WA KHUMANI

NOMORO YA TSHWANELO YA TSA MEEPO:

18/2007 MR



Lenaane la Diteng

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Lenaane la Ditshwantsho

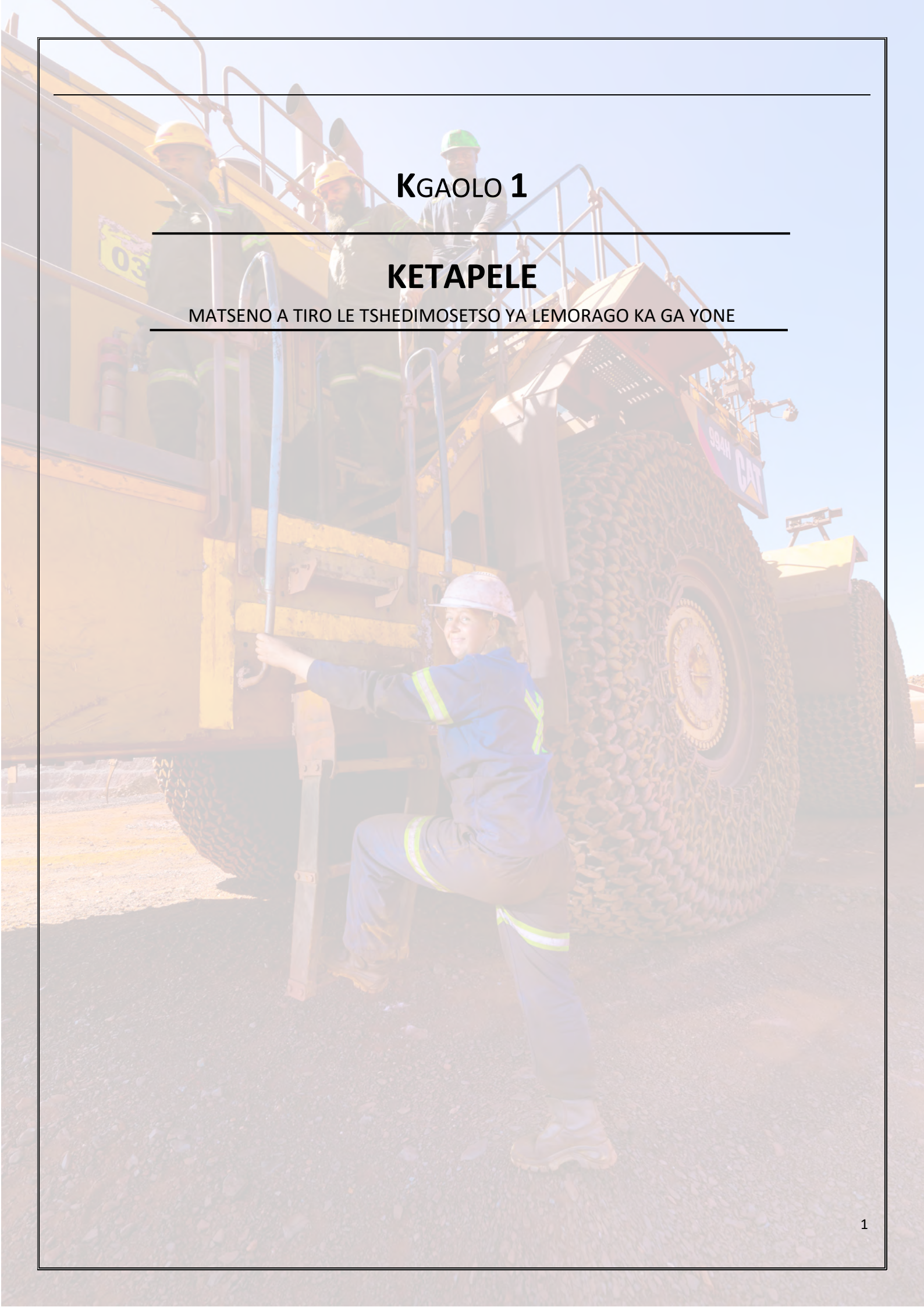
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DIKHUTSWAFATSO

KHUTSWAFATSO	BOKAO
AET	Thuto le Katiso ya bagolo
ATR	Pegelo ya ngwaga le ngwaga ya Katiso
BBBEE	Maatlafatso ya Ikonomi ya Bantsho e e anameng
BEE	Maatlafatso ya Ikonomi ya Bantsho
COGHSTA	Lefapha la Pusotshwaraganelo, Tlamelo ya Matlo le Merego ya Setso
DBE	Lefapha la Thuto ya Motheo
DEDaT	Lefapha la Tlhabololo ya Ikonomi le Bojanala
DHET	Lefapha la Thuto e Kgolwane le Katiso
DMRE	Lefapha la Dimenerale le Maatla
DoEL	Lefapha la merero ya Badiri
DoH	Lefapha la tsa Boitekanelo
DSD	Lefapha la Tlhabololo ya Loago
EE	Tekatekano ya Thapo
EIA	Tshekatsheko ya Diphelelo tsa mo Tikologong
ETDF	Katiso ya Tekatekano le Foramo ya Tlhabololo
FET	Thuto e e tsweleng le Katiso
FY	Ngwaga wa Matlole
GCIS	Lefapha la Tsamaiso ya Tlhaeletsano le Tshedimosetso ya Puso
GET	Thuto le Katiso ka kakaretso
GLM	Mmasepala wa selegae wa Gamagara
GSLM	Mmasepala wa selegae wa Ga-Segonyana
HDP	Batho ba ba neng ba kgapetswe thoko mo malobeng
HET	Thuto e kgolwane le Katiso
HRD	Tlhabololo ya Metswedithuso ya Botho
IDPs	Maano a a Kopanetsweng a Tlhabololo
JTGDM	Mmasepala wa sedika wa John Taolo Gaetsewe
Khumani	Moepo wa Khumani
LED	Tlhabololo ya Ikonomi ya Selegae
LSA(s)	Lefelo (Ma) le le romelang badiri
MPRDA	Molao (wa bo 28, wa 2002) wa Dimenerale le Tlhabololo ya Didiriswa tsa Petoroliamo
MQA	Bothati jwa Borutego jwa tsa Meepo
NCMMA	Mokgatlo wa Batsamaisi ba Meepo ba Kapa Bokone
NQF	Letlhomiso la Bosetšhaba la Borutego
NCR TVET	Thuto le Katiso ya Tiro ya Diatla ya Seteginiki ya Metseselegae ya Kapa Bokone (NCR TVET)
OD	Tlhabololo ya Setlamo
OHS	Boitekanelo tirong le Pabalesego
PPE	Ditlamelwanatshireletso tsa Sebele
RFP	Kopo ya Tshitshinyo
SAQA	Bothati jwa Borutego jwa Aforika Borwa
SDF	Mofatlhosi wa Tlhabololo ya Dikgono

SED	Tlhabololo ya loago le tsa ikonomi
SEIA	Tshekatsheko ya Diphelelo tsa loago le mereo ya Ikonomi
SETA	Bothati ba lekala la Thuto le Katiso
SLP	Leano la Loago le Merero ya Badiri
SMMES	Dikgwebopotlana, tse di magareng le tse dikgolwane
SPU	Yunibesithi ya Sol Plaatje
TBA	Go gakololwa
TLM	Mmasepala wa selegae wa Tsantsabane
TM	Go ngoka le go tsamaisa boitshedisi jwa badiri
UIF	Letlole la inšorensense ya Botlhokatiro
WHIMS	Searoganyi sa Makenete se se bongola sa maatla a a tseneletseng
WSP	Leano la Dikgono tsa fa Lefelong la tiro

A large yellow mining truck is the central focus, with three workers on its upper platform. One worker in a blue uniform and pink helmet is in the foreground, climbing a ladder. The truck has a yellow license plate with the number '03' and a 'CSIR' logo. The background is a clear blue sky.

KGAOLO 1

KETAPELE

MATSENO A TIRO LE TSHEDIMOSETSO YA LEMORAGO KA GA YONE

1. MATSENO LE KETAPELE

1.1 Matseno

Assmang (Proprietary) Limited, ka Moepo wa yone wa Khumani, e epa manyatshipi kwa Kapa Bokone ka mokgwa wa go monya dimenerale go tswa mo khuting e e bulegileng.

Moepo wa Khumani (Khumani) o dikhilometara di ka nna masome a mabedi le botlhano (25) go tswa motseletoropong wa Kathu mo porofenseng ya Kapa Bokone, mo teng ga melelwane e mebedi (2), mmasepala wa selegae le wa sedika: Mmasepala wa sedika wa ZFM Mncgawu, yo o tshotseng mmasepala wa selegae wa Tsantsabane (TLM) gammogo le mmasepala wa sedika wa John Taolo Gaetsewe (JTGD) mo mmasepala wa selegae wa Gamagara (GLM) o leng ka fa teng. Masedi a manyatshipi a dikhilometara di ka nna masome a marataro (60) mo Bokone jwa moepo wa Beeshoek le go bapa le Moepo wa Manyatshipi wa Sishen wa Kumba. Khumani e simolotse ntshodikuno e e feletseng ka Phukwe 2008.

Metswedi ya Khumani ke nngwe ya metswedi e e gaisang ya manyatshipi mo Aforika Borwa mabapi le boleng le selekanyo. Go ya ka dipolokelo tsa gajaana tsa go tlhagisa ditone di le dimilione di le 14 ka ngwaga, go rulagantswe go dira ga moepo go feta dingwaga di le masome a mabedi le boraro (23). Covid e amile ditshenyegelo tsa tiro, tse di oketsegileng ka diranta di le 4-ka tone, le tsa ntshodikuno ka go lwala ga batho ba bangwe kgotsa ba tlhaoletswe kwa thoko, ka jalo, ba fokotsa go nna teng ga bodiri. Setheo se tswela go tshwenyega gore bokoa jwa ikonomi ya lefatshe bo ka dira gore go nne le phokotso e kgolo ya ditlhwatlhwa tsa manyatshipi tse di tlileng go ama ponelopele ya setheo ya ikonomi le maitlamo go Leano la Loago le tsa mereo ya badiri (SLP) ka tsela e e sa siamang. Khumani ga e sa kgona go golela pele foo go sa ileng go nna le kgolo e kgolo mo ntshodikunong, e e tlhomameng go ditone di le dimilione di le 13.8 ka ngwaga le bodiri bo tlhomame mo palong ya ga jaana.

SLP eno, e tshwanetse go lejwa go akantswe maemo ano a a tlhomameng foo, gape go tla bong go na le ditshenyegelo tse di oketsegileng tsa go fetola le go ntshafatsa dithoto tse di tlhokegang go rebola ditirelo tsa mmasepala. SLP ga e bone kgonagalo ya tlholego e e oketsegileng ya ditiro. Palo e e kwa tlase ya badiri ba ba lebogang tiro, gape, fokotsa palo ya badiri ba bantsha ba ba ka thapiwang. Le fa go le jalo, go dira ga moepo go atolositswe ka tshupetso le tsholofetso ya dipolokelo tse dingwe tse di dirang gore moepo o dire nako e e okeditsweng le tshireletsego ya tiro e tswela mo maatlatirong.

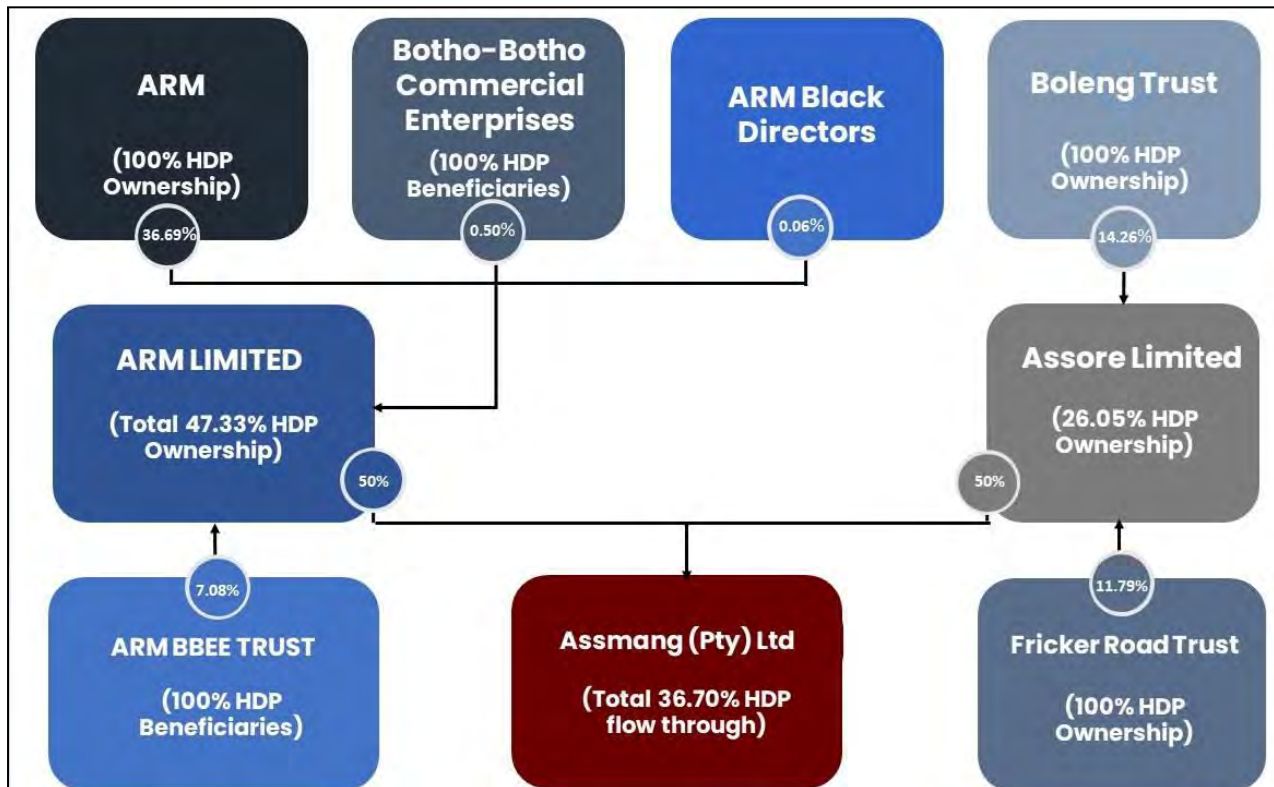
Khumani e lebagane le dikgwetlho tsa go ngoka le go thapa dikgono tse di maleba go kgona go tswela taolelo ya yone ka fa go lekaneng le ka nako go fitlhelela mekgele ya yone ya ntshodikuno le ya tse dingwe. Go fenya dikgwetlho tseno, Moepo o tlhomile mogopolo mo nakong eno go thapisa le tlhabololo ya nonofo ya badiri ba ka fa gare go thusa ntshodikuno le go ngoka dikgono tse di sa bonweng bonolo mo nageng ka bophara. Moepo o ineetse go thapa batho ba ba tswang fa gaufo foo go kgonegang mme o ile go tswela pele o tlhabolola dikgono ka dikema tsa bathapiswa, ikatiso morago ga dithuto le keteletso ka madi a dithuto.

Baagi le, segolobogolo motseletoropo wa Khathu, ba lebane le kgolo ya ka bonako ka tlhoko e e boitshegang ya mafaratlhatlha le ditirelo go tswa go GLM. Khumani, jaaka molekane yo o botlhokwa wa Mmasepala, e tlile go thusa ka tlhabololo mo teng ga baagi ka ketelopele ya yone ya Tlhabololo ya Loago le merero ya Ikonomi (SED). Go etela pele ga rona, tsa Loago le Ikonomi go tlile go ungewa lefelo la GLM le Mmasepala wa Selegae wa Ga-Segonyana (GSLM). Bobedi jwa bommasepala bano ba selegae bo mo teng ga JTGD. Ka ntlha ya fa moepo wa Assmang Beeshoek o setse o akaretsa lefelo la TLM le moepo wa Assmang Blackrock, di tlhomile leitho thata go lefelo la mmasepala wa Joe Morolong, Assmang Khumani ga e tlile go aba diporojeke tsa Tlhabololo ya Ikonomi ya Selegae (LED) mo teng ga mafelo ano. Go tlaleletsa dipeeletso tse di dirilweng ke moepo wa Assmang Blackrock mo teng ga lefelo la GSLM, Assmang Khumani le yone e tlile go neela matlole a LED mo teng ga lefelo leno. GSLM ke nngwe ya mafelo a a romelang badiri ka bontsi, gammogo le GLM, le lefelo la GLSM le lone le amilwe ke ditiro tsa moepo ka tsela e e sa siamang. Bobedi jwa bommasepala bano bo wela mo teng ga JTDM.

Moepo o ineetse mo maitlhomong a Mining Charter ya gajaana gammogo le a SLP jaaka e beilwe mo Kgaolo 41 ya melawana e leng ya go:

- Rotloetsa go thapiwa le go tswetsa katlaatlololoago le maemo a ikonomi ya MaAforika Borwa otlhe,
- Go nna le seabe mo phetogong ya indaseteri ya meepo, le
- Netefatsa gore batshodi ba ditshwanelo tsa meepo ba tsaya karolo go tlhabololo ya loago le ikonomi ya mafelo a ba dirang go one.

Setshwantsho se se fa tlase se bontsha thulaganyo ya go nna mong mo Assmang:



Setshwantsho 1: Thulaganyo ya go nna mong mo Assmang

Diperesente di le 50 tsa Assmang ke tsa ARM, fa diperesente di le 50 e le tsa Assore. Maemo a BEE a Assmang a tlhomamisiwa, ka fa go tshwanetseng, ka go tlhatlhoba boemo jwa BEE jwa batsholadišere ka bobedi. ARM e na le kelo ya nnete ya morokotso ya diperesente di le 47.33. Palo ya beng mo Bathong ba ba neng ba kgapetswe thoko mo malo beng (HDP), fa go leng African Rainbow Minerals le Exploration Investments Proprietary Limited (ARMI) e le beng ba diperesente di le 39.69, Botho-Botho Commercial Enterprises (Pty) Ltd, beng ba diperesente di le 0.50, Setlamo sa ARM Broad Based Economic Empowerment (BBEE), beng ba diperesente di le 7.08 le bakaedi ba Batho bantsho ba ARM e le beng ba diperesente di le 0.06. Kelelo ya BEE go tswa ARM go ya go Assmang, ka jalo, ke diperesente di le 23.67 $((7.08+39.69+0.50+0.06) / 2)$.

Assore e na le kelo ya nnete ya morokotso ya diperesente di le 26.05, Palo ya beng go HDP e dirwa ke Boleng Trust beng ba diperesente di le 14.26 le Fricker Road Trust beng ba diperesente di le 11.79. Kelelo ya BEE go tswa Assore go ya go Assmang ke diperesente di le 13.04 $(14.26+11.79) / 2$. Palogotlhe ya kelelo ya HDP go tswa ARM le Assore go Assmang, ka jalo, ke diperesente di le 36.70.

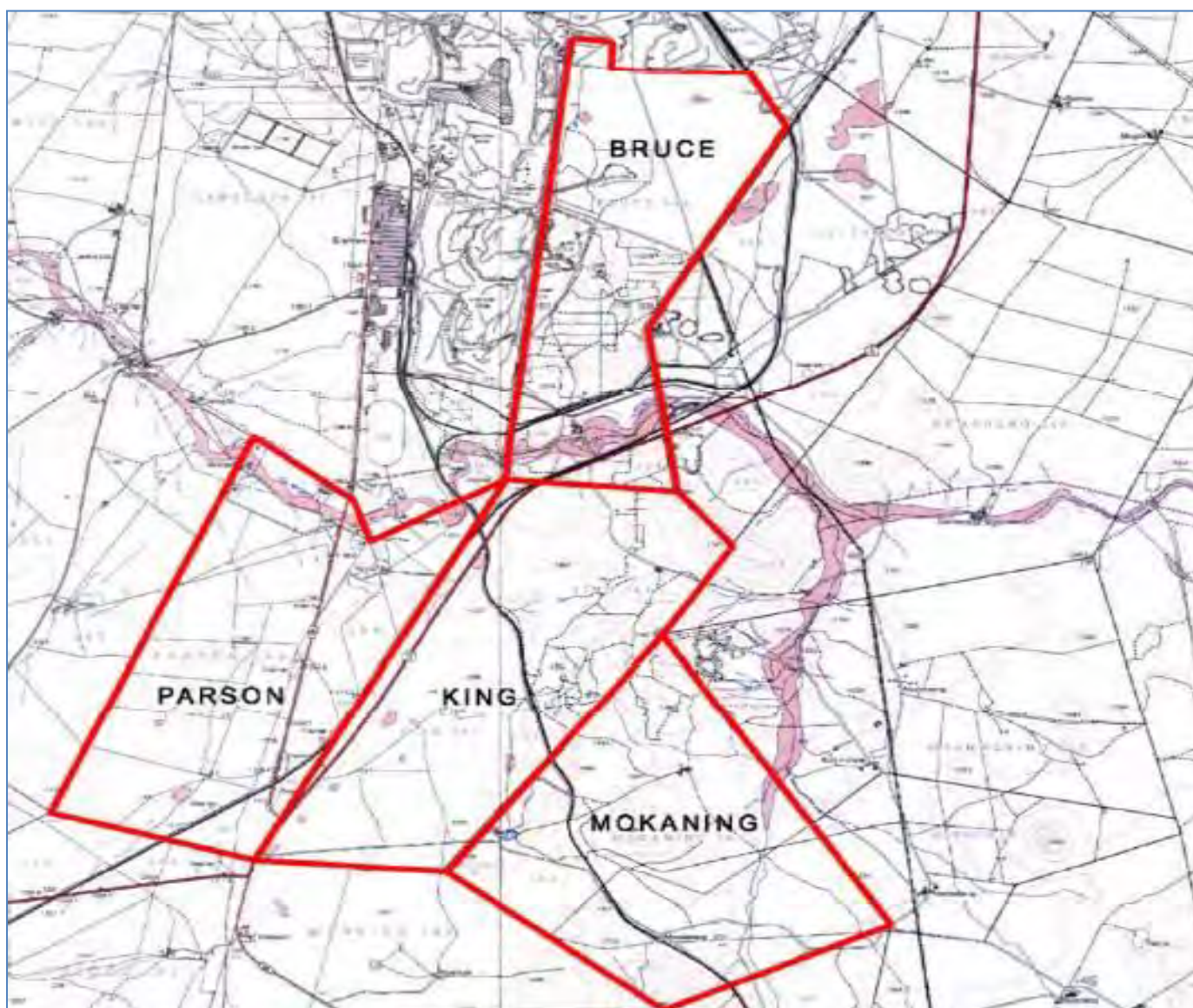
1.2 Maikano

Tshobokanyo ya Khumani ya dintlha tsa setheo e bonwa go Sethalo 1 ka fa tlase, le Setshwantsho 2 le Setshwantsho 3 di tthalosa ka botlalo kwa Moepo o leng teng.

Sethalo 1: Tshobokanyo ya Moepo wa Khumani

Leina la Setheo:	Assmang (Pty) Ltd
Leina la Moepo:	Moepo wa Khumani
Aterese ya bonno:	544 Parsons, Dingleton Road, Kathu 8446
Aterese ya poso:	Private Bag X503, Kathu 8446
Motho yo go ka ikgolagangwang le ene:	Rre Mark Oosthuizen
Nomoro ya mogala:	(053) 723 8135
Nomoro ya Fekese:	0865444359
Lefelo le Moepo o leng mo go lone:	Dikhilometara di ka nna 25, borwa jwa Kathu mo porofenseng ya Kapa Bokone
Kuno:	Manyatshipii
Dingwaga tse moepo o dirang ka tsone:	Dingwaga di le 23
Ngwaga wa Matlole (FY):	Phukwe a tlhola letsatsi le le 1 – Seetebosigo a tlhola malatsi a le 30
Paka ya go bega:	Phukwe a tlhola letsatsi le le 1 2022 go ya go Seetebosigo a tlhola matsatsi a le 30 2027



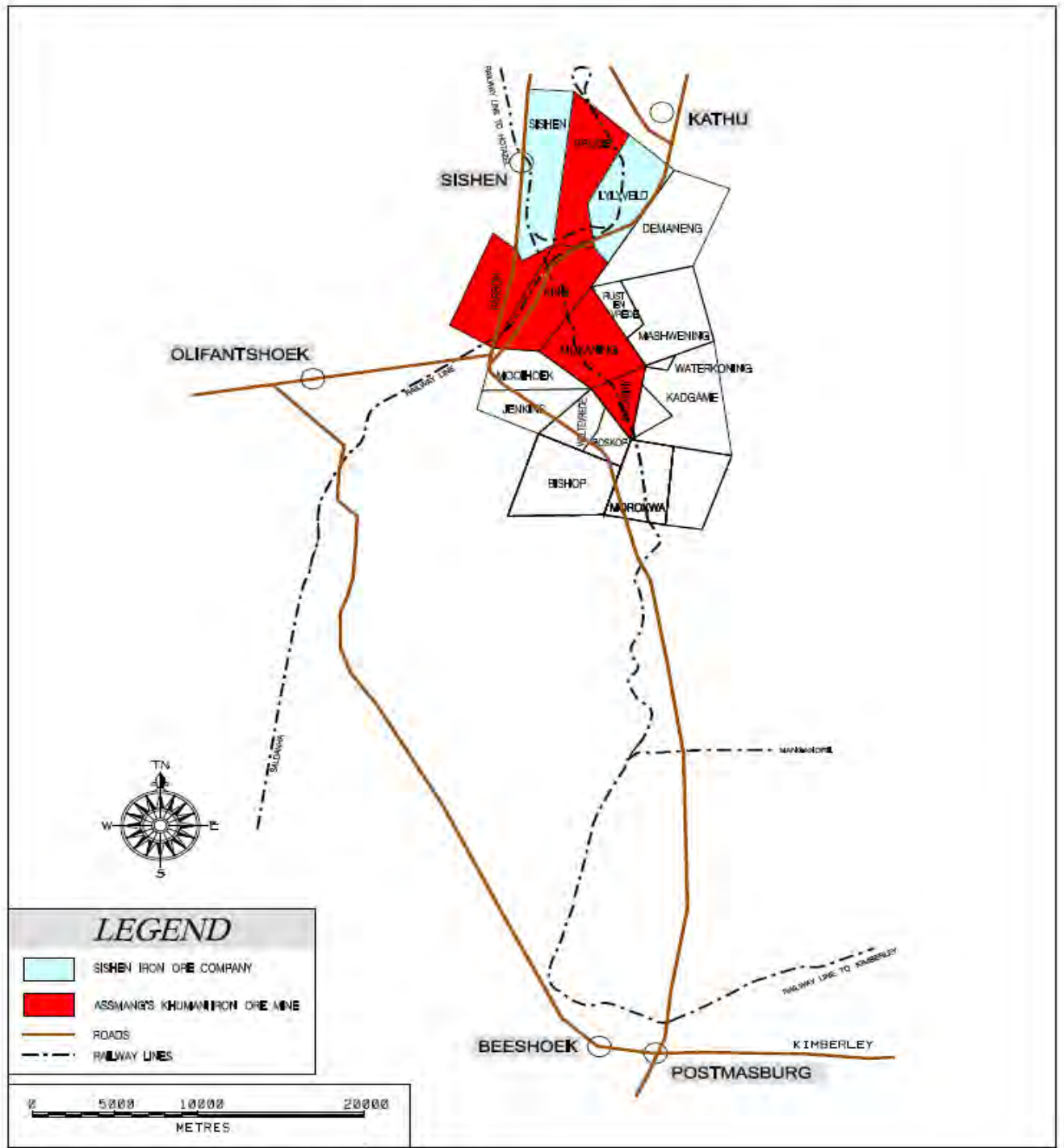


Setshwantsho 2: Leano le le bontshang gore Khumani e kwa lefelong lefe



ASSMANG LIMITED

IRON ORE PROPERTIES AROUND SISHEN



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Setshwantsho 3: Leano le le bontshang gore Khumani e kwa lefelong lefe

1.3 Mekgwatsamaiso ya Moepo

GO EPA: Masalela a tshipi a monngwa ka dithekeniki tse di tlwaelegile tsa go epa mo khuting e e bulegile. Tshipi le masalela a diboloko tsa maje a moepo di siamisetswa go thungwa go diriswa metšhene ya go epa. Tshipi le masalela, fa di se na go thunya, di tlile go laisiwa ka didiriswa tsa go laisa le/kgotsa difošolo mo lloing e e gogang, e e sa menegeng. Dillori di ile go isa tshipi go dithubi tse dikgolo le mekoakoa ya ROM, masalela, go dithotobolo tse di maleba tse di imetsweng.

TIRAGATSO: Fa ditiro tse dikgolo le tse dipotlana tsa go thubaganya di weditswe, tshipi e e thubagantsweng e tsamaiswa go ya lefelong la bodiredi jwa tirego, e e leng kgakala le mafelo a meepo, mo polaseng ya Parson. Tshipi e e sa tlhokeng tokafatso le e e tlhokang go tokafadiwa, e e thubagantsweng, e kokoanyetswa kwa thoko ka metšhene e e diretsweng go kokoanya tshipi le go tlhagisa dimetale go tswa manathwaneng, a bo a aroganyetswa go bodiredi jwa tirego. Tshipi e e sa tlhokeng tokafatso, e tlhoka go tlathlobiwa fela, fa tshipi e e tlhoka go tokafadiwa, e tlhoka go tokafadiwa gore e tshwanele ditlhoko tsa mebaraka.

Tshipi e e sa tlhokeng go tokafadiwa, e le tshipi e e nang le ditlhokego tse di kgethegileng tsa dikhemikhale, e a tlhatswiwa, e thubaganngwe go dimilimetara di le 32 mo sedirishweng se se tswetsweng, mme se kgaogantswe ka dikarolo tse pedi (2) tsa ditlhagiswa tsa ditlhwatlhwa tse di tsamaisanang le tsa mebaraka.

- Seromelwantle se se romelwang ka bontsi thata mo nakong e e riling fela ya ngwaga.
- Seromelwantle tse di tsamayang ka melao e e gagametseng go gaisa.

Tshipi e e tlhokang go tokafadiwa (i.e. tshipi e e sa tshwaneleng ditlhoko tse di kgethegileng tsa dikhemikhale) e a tlhatswiwa, e thubaganngwe go dimilimetara di le – 32 mo sedirishweng se se tswetsweng le go tlathlobelwa ka fa karolwaneng e e magwata le karolwana e e boleta, pele ga mekgwatsamaiso ya tokafatso.

Tokafatso ya tshipi e fitlhelwa ka go dirisa thekenoloji ya Jig. Mekgwa ya Jig e aroganya tshipi go ya ka go kitlana go go rileng gwa dikarolwana tse dinnye. Diyuniti tse di aroganyang di dira ka tsela ya go latlha dikarolwana tse dinnye mo teng ga tshipi, ka kitlano e ka tlwaelo e leng ka fa tlase ga 4.9, fa dikarolwana tse dinnye tsa kitlano e e rileng, tse di fetang 4.9 di tsosoloswa go nna setlhagiswa. Tshipi e e tlhokang go tokafadiwa, ka dikitlano tse, ka tlwaelo di leng kwa tlase ga 4.9 di a ganwa, go nna tse di latlhiwang, fa dikarolwana tsa kitlano e e ikgethileng, e e fetang 4.9, di a busesiwa jaaka kungo. Ditlhagiswa tse di tswang mekgwatsamaisong ya tokafatso di tlathlobelwa dilekanong tse di tsamaisanang le tsa mebaraka jaaka go kailwe fa godimo.

SETSHA SA WHIMS: (Wet, High Intensity Magnetic Separator)

Mokgwatsamaiso wa “Searoganyi se se bongola, se se maatla sa Makenete (WHIMS)” o diretswe go tokafatsa seela sa boleng jo bo kwa tlase jo bo tlhagang go kungo e e tswang go setlhagiswa sa diromelwantle ka bontsi, le tse di nang le melao e e gagametseng. Ka go dirisa lebaka la gore pharologano e teng, ya go tshwaediwa ke makenete, magareng ga metheriala yo o tlhwatlhwa go feta, yo o nang le Fe, le masalela a tshipi, diyuniti tsa WHIMS tsa go thuba le go aroganya, e kgona go tlathlosa ditlhokego tse di ikgethileng tsa dikhemikhale tsa diedi go tsa seromelwantle sa melao e e gagametseng. Ka go dira jalo, setsha sa tiro sa WHIMS, se kgona go tlhagisa setlhagiswa se sengwe se se romelwang ntle go tswa mo metherialeng yo, ka tsela nngwe, o kabo o tlhaotswe jaaka se se latlhiwang.



1.4 Porofaele ya maatlatiro a gone jaanong a Khumani jaaka e ne e le ka Mopitlwe 2021

Sethalo 2: Badiri ba gone jaanong

Tiro ya Moepong/Rakonteraka	Tirelo e e rebolelwang Moepo	Palo ya gone jaanong ya badiri kwa Moepong
Moepo wa Assmang Khumani	Botsamaisi, Maatlaliro a Meepo le Boenjenere go ditiro tsa go tlosa masaledi mo boalogodimong	1883

Sethalo 3: Dipalopalo tsa go romelwa ga badiri kwa Khumani ka Lefelo la Tsalo

POROFENSE	Mmasepala wa tsalo		PALOGOTLHE YA POROFENSE	DIPERESENTE TSA POROFENSE %
Kapa Botlhaba	Barkly East	1	50	Diperesente di le 2.66
	Bedford	1		
	Bizana	1		
	Cofimvaba	2		
	Cradock	1		
	East London	9		
	Grahamstown	1		
	Keiskamma Hoek	1		
	Middelburg	1		
	Mount Fletcher	1		
	Mount Frere	1		
	Ngcobo	3		
	Port Elizabeth (Gqeberha)	13		
	Queenstown (Komani)	3		
	Qumbu	1		
	Sterkspruit	4		
	Steynsburg	2		
	Uitenhage	2		
	Umtata (Mthatha)	2		
Foreisetata	Bethlehem	5	77	Diperesente di le 4.09
	Bloemfontein	27		
	Bothaville	3		
	Clocolan	2		
	Excelsior	1		
	Ficksburg	1		
	Heilbron	2		
	Hertzogville	2		
	Jagersfontein	1		
	Koffiefontein	1		
	Kroonstad	7		

POROFENSE	Mmasepala wa tsalo		PALOGOTLHE YA POROFENSE	DIPERESENTE TSA POROFENSE %
Foreisetata (E a tsweliswa)	Ladybrand	1		
	Mangaung	1		
	Odendaalsrus	2		
	Phuthaditjhaba	1		
	QwaQwa	2		
	Sasolburg	2		
	Smithfield	1		
	Steynsrus	1		
	Thaba Nchu	2		
	Theunissen	1		
	Viljoenskroon	2		
	Welkom	6		
	Witsieshoek	1		
	Zastron	2		
Gauteng	Alexandra	1	74	Diperesente di le 3.93
	Atteridgeville	1		
	Boksburg	2		
	Brakpan	1		
	Carletonville	2		
	Dunnottar	1		
	Fochville	2		
	Ga Rankuwa	1		
	Germiston	1		
	Hammanskraal	3		
	Heidelberg	1		
	Johannesburg	14		
	Katlehong	1		
	Kempton Park	2		
	Krugersdorp	4		
	Pretoria	17		
	Randfontein	4		
	Sebokeng	2		
	Sharpeville	1		
	Soweto	1		
	Springs	3		
	Thembisa	3		
	Vanderbijlpark	2		
	Vereeniging	2		
	Vosloorus	1		
	Zwartkoppies	1		

POROFENSE	Mmasepala wa tsalo		PALOGOTLHE YA POROFENSE	DIPERESENTE TSA POROFENSE %
KwaZulu Natal	Dundee	1	21	Diperesente di le 1.12
	Durban	5		
	Empangeni	1		
	Estcourt	1		
	Isipingo	1		
	Kokstad	1		
	Newcastle	4		
	Nongoma	1		
	Pietermaritzburg	1		
	Richards Bay	1		
	Scottburgh	1		
	Ulundi	1		
	Umzimkulu	1		
	Witsieshoek	1		
Limpopo	Brombeek	1	49	Diperesente di le 2.60
	Burgersfort	2		
	Ellisras	1		
	Ga-Mphahlele	1		
	Giyani	1		
	Groblersdal	1		
	Jane Furse	2		
	Makhado	2		
	Malamulele	2		
	Mohlaletse	1		
	Mokopane	6		
	Musina	3		
	Nebo	1		
	Perdekop	1		
	Phalaborwa	2		
	Polokwane	9		
	Rooiberg	1		
	Sekhukhuneland	1		
	Sibasa	1		
	Thohoyandou	7		
	Tzaneen	2		
	Warmbath	1		
Mpumalanga	Balfour	1	25	Diperesente di le 1.33
	Barberton	1		
	Camden	1		
	Delmas	1		

POROFENSE	Mmasepala wa tsalo		PALOGOTLHE YA POROFENSE	DIPERESENTE TSA POROFENSE %
Mpumalanga (E a tsweletswa)	Graskop	1		
	Hendrina	1		
	Middelburg	6		
	Nelspruit	2		
	Nhlazatshe	1		
	Secunda	1		
	Siyabuswa	2		
	Standerton	3		
	Witbank	4		
Bokone Bophirima	Amalia	1	250	Diperesente di le 12.96
	Bendell	3		
	Bloemhof	1		
	Bosra	1		
	Brits	3		
	Delareyville	2		
	Ganalaagte	1		
	Ganyesa	4		
	Glen Red	1		
	Klerksdorp	11		
	Koffiekraal	1		
	Laxey	2		
	Leeudoringstad	1		
	Lichtenburg	1		
	Logaganeng	1		
	Mahikeng	25		
	Maipeng	2		
	Majeng	1		
	Makwassie	1		
	Morokweng	7		
	Pomfret	11		
	Potchefstroom	3		
	Reivilo	4		
	Rustenburg	5		
	Schweizer Reneke	2		
	Seoding	1		
	Taung	86		
	Tlaskgameng	2		
	Tsineng	2		
	Ventersdorp	2		
	Vryburg	59		

POROFENSE	Mmasepala wa tsalo		PALOGOTLHE YA POROFENSE	DIPERESENTE TSA POROFENSE %
Bokone Bophirima (Ea tsweletswa)	Wolmaransstad	2		
	Zeerust	1		
Kapa Bokone	Alexander Bay	2	1268	Diperesente di le 67.34
	Askham	1		
	Barkly West	4		
	Batlharos	17		
	Bojelakgomo	1		
	Bojela potsane	1		
	Bona-Bona	1		
	Buffelsrivier	1		
	Calvinia	1		
	Concordia	1		
	Copperton	1		
	Danielskuil	19		
	De Aar	7		
	Delporthshoop	1		
	Deurham	1		
	Dibeng	10		
	Dikhing	1		
	Dingleton	1		
	Dithakong	1		
	Douglas	4		
	Gamopedi	1		
	Garies	3		
	Gasese	1		
	Gatlhose	2		
	Glosam	2		
	Griekwastad	10		
	Groblersshoop	5		
	Hartswater	8		
	Heuningvlei	1		
	Hotazel	1		
	Jan Kempdorp	3		
	Kakamas	1		
	Kathu	15		
	Keimoes	5		
	Khosis	1		
	Kimberley	71		
	Kleinzee	5		
	Komaggas	5		

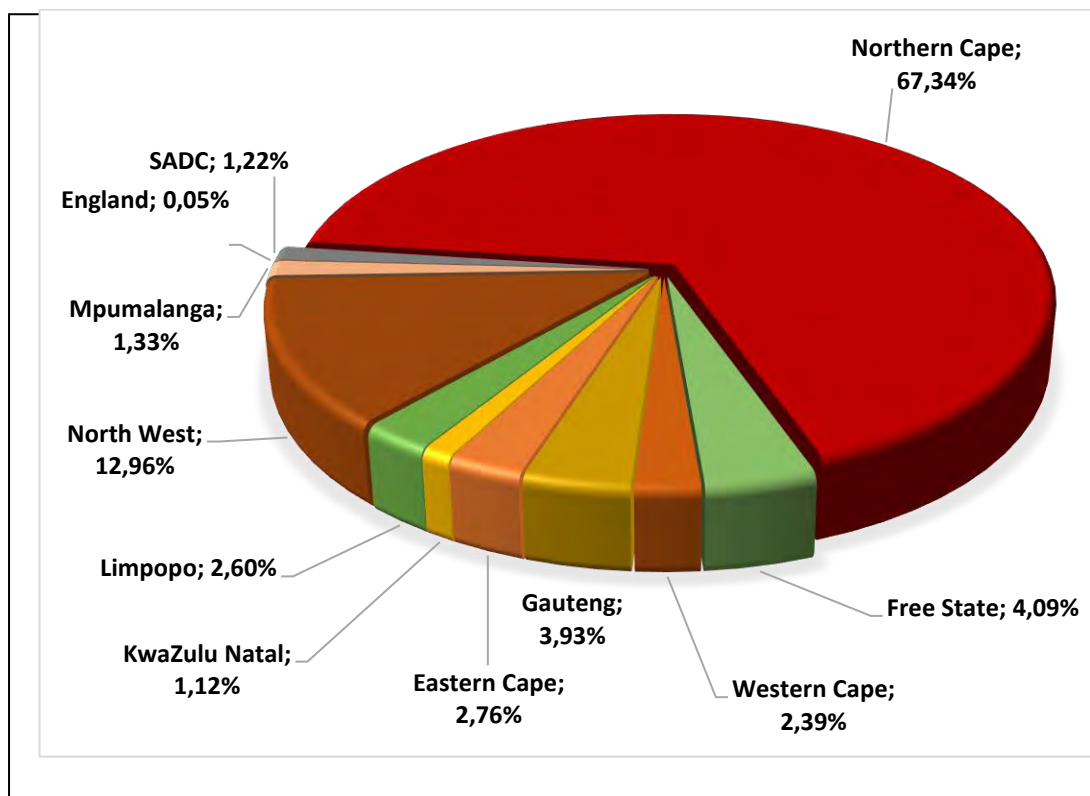
POROFENSE	Mmasepala wa tsalo		PALOGOTLHE YA POROFENSE	DIPERESENTE TSA POROFENSE %
Kapa Bokone (E a tswela)	Kuruman	600		
	Leliefontein	1		
	Lime Acres	3		
	Lohatla	2		
	Maruping	1		
	Marydale	2		
	Mothibistad	9		
	Nababeep	12		
	Niekerkshoop	2		
	Nieuwoudtville	1		
	Olifantshoek	44		
	Pampierstad	8		
	Pella	1		
	Perth	1		
	Pofadder	4		
	Port Nolloth	3		
	Postmasburg	240		
	Prieska	12		
	Ritchie	1		
	Sishen	5		
	Springbok	33		
	Steinkopf	11		
	Sutherland	1		
	Ulco	4		
	Upington	43		
	Van Zylsrus	1		
	Victoria West	1		
	Warrenton	5		
	Southern Region	1		
Kapa Bophirima	Beaufort West	1	45	Diperesente di le 2.39
	Bellville	2		
	Cape Town	18		
	Ceres	2		
	Citrusdal	1		
	De Doorns	2		
	Franschhoek	1		
	Hopefield	1		
	Knysna	1		
	Lutzville	1		
	Malmesbury	1		

POROFENSE	Mmasepala wa tsalo		PALOGOTLHE YA POROFENSE	DIPERESENTE TSA POROFENSE %
Kapa Bophirima (E a tswela)	Mitchells Plain	1		
	Paarl	2		
	Saldanha	2		
	Vredenburg	2		
	Vredendal	6		
	Worcester	1		
Tse dingwe	Botswana	2		Diperesente di le 0.11
	England	1		Diperesente di le 0.05
	Lesotho	1		Diperesente di le 0.05
	Namibia	19		Diperesente di le 1.01
	Zimbabwe	1		Diperesente di le 0.05
Palogotlhe		1883	1883	Diperesente di le 100.00

Sethalo 4

Setshwantsho 4 se supa porofaele ya gajaana ya Mafelo a a Romelang Badiri (LSAs) ya badiri ba Khumani ebile e bontsha gore diperesente di le 67.34 tsa maatlatiro di thapiwa go tswa mo teng ga Porofense ya Kapa Bokone. Khumani e dirile maitlamo a go tswela, tota le go tokafatsa porofaele eno.





Setshwantsho 4: Lefelo le le Romelang Badiri ka Tsalo kwa moepong wa Khumani jaaka e ne e le ka Mopitlwe 2021

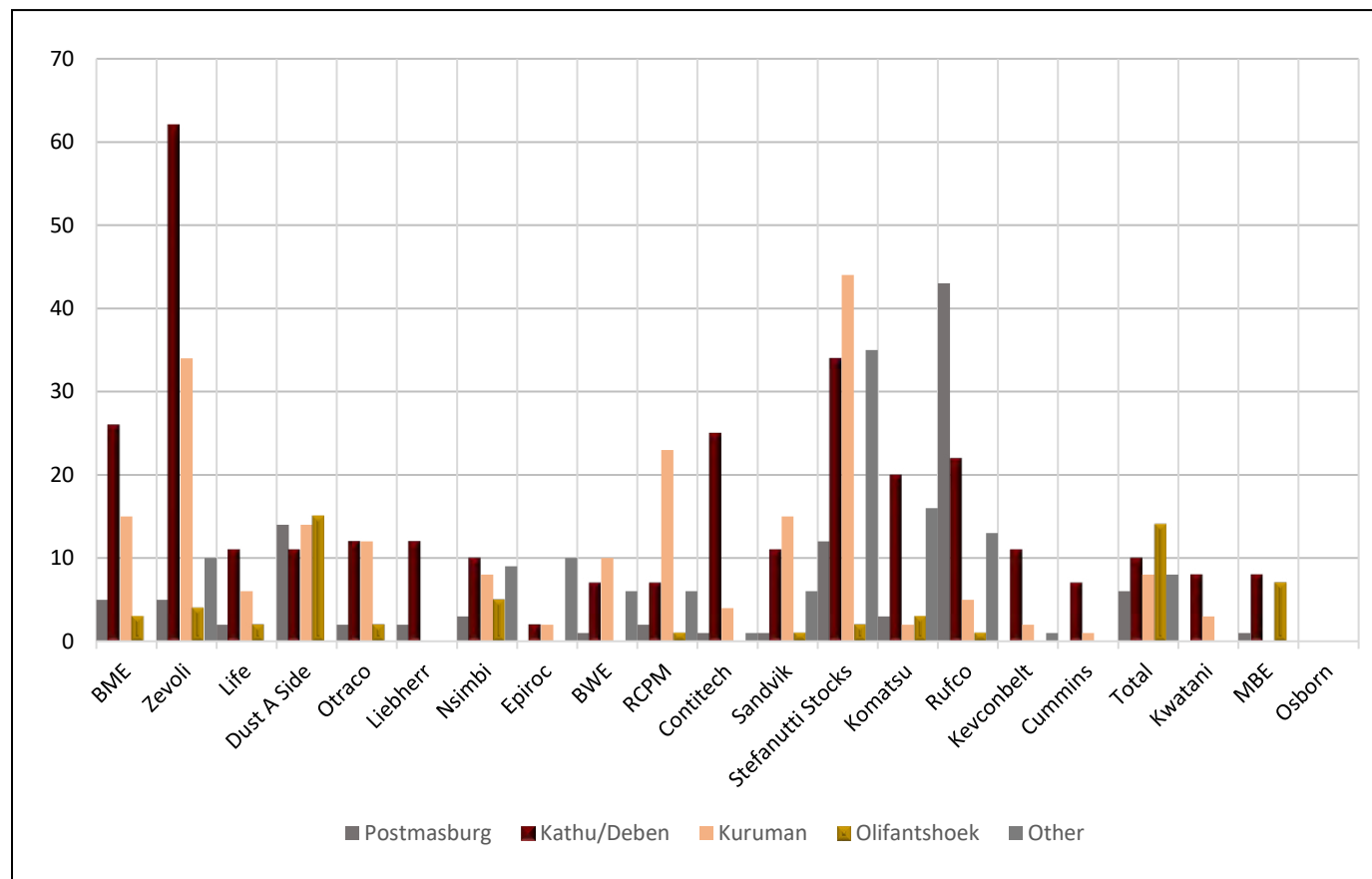
Sethalo 4: Dipalopalo tsa Khumani tsa thomelo ya badiri ka Lefelo Bonno ba gajaana

POROFENSE	MMASEPALA WA BONNO		PALOGOTLHE YA POROFENSE	DIPERESENTE TSA POROFENSE
Kapa Bokone	Danielskuil	8	1883	Diperesente di le 100
	Dibeng	15		
	Dingleton	1		
	Kathu	798		
	Kuruman	688		
	Lime Acres	1		
	Olifantshoek	68		
	Postmasburg	303		
	Santoy	1		

Sethalo 5 le Setshwantsho 5 di bontsha mafelo a bonno a gone jaanong a borakonteraka ba konokono ba paka e telele ba ba dirang mo Khumani gajaana.

Sethalo 5: Rakonteraka wa konokono wa paka e telele Mafelo a bonno a gajaana

Setheo	Postmasburg	Kathu/Deben	Kuruman	Olifantshoek	Tse dingwe	Palogotlhe
BME	5	26	15	3	0	49
Zevoli	5	62	34	4	10	115
Life	2	11	6	2	0	21
Dust A Side	14	11	14	15	0	54
Otraco	2	12	12	2	0	28
Liebherr	2	12	0	0	0	14
Nsimbi	3	10	8	5	9	35
Epiroc	0	2	2	0	10	14
BWE	1	7	10	0	6	24
RCPM	2	7	23	1	6	39
Contitech	1	25	4	0	1	31
Sandvik	1	11	15	1	6	34
Stefanutti Stocks	12	34	44	2	35	127
Komatsu	3	20	2	3	16	44
Rufco	43	22	5	1	13	84
Kevconbelt	0	11	2	0	1	14
Cummins	0	7	1	0	0	8
Palogotlhe	6	10	8	14	8	46
Kwatani	0	8	3	0	0	11
MBE	1	8	0	7	0	16
Osborn	0	0	0	0	0	0
PALOGOTLHE	103	316	208	60	121	808

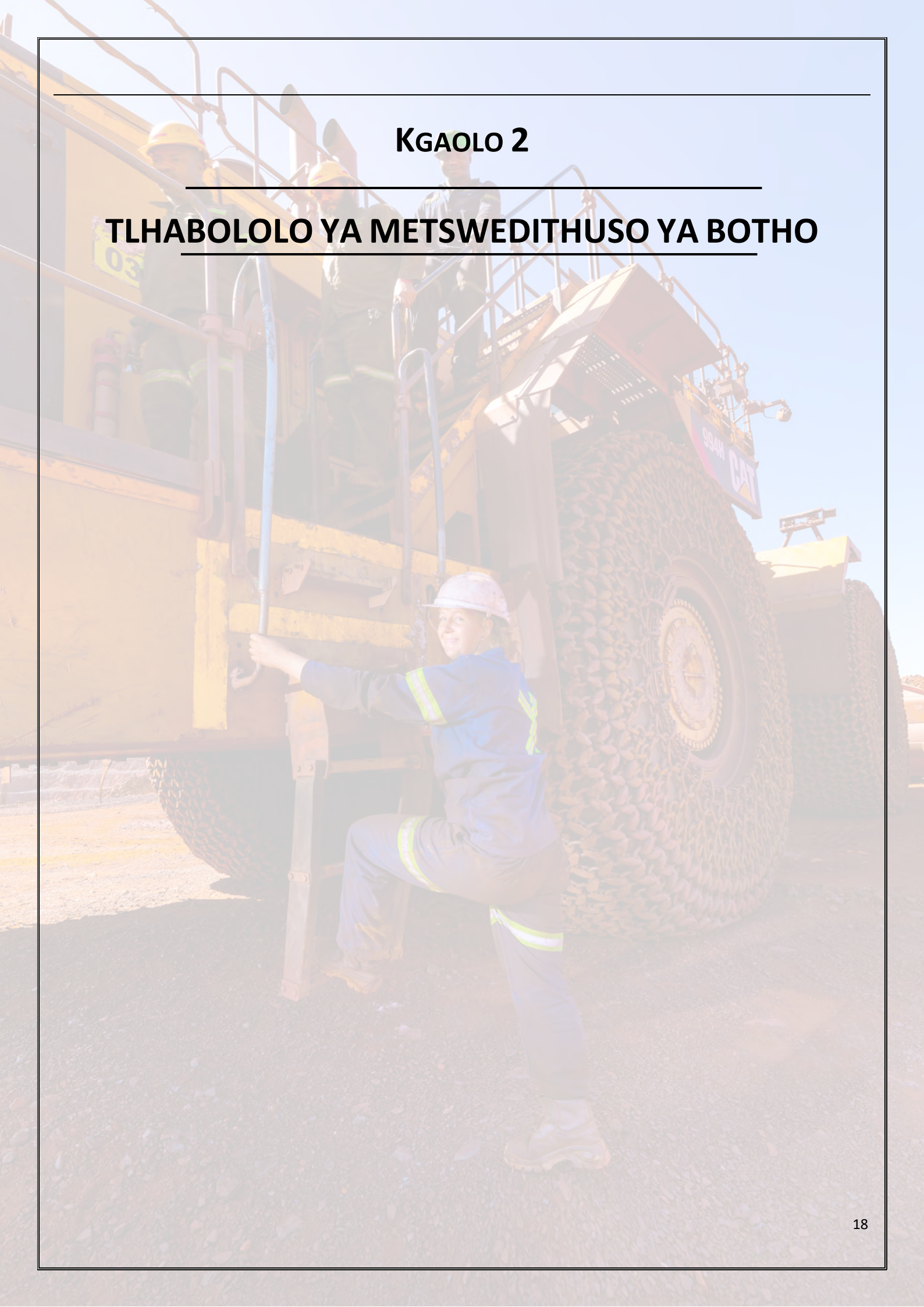


Sethalo 5: Rakonteraka wa konokono wa paka e telele Mafelo a gajaana a bonno



KGAOLO 2

TLHABOLOLO YA METSWEDITHUSO YA BOTHO



2 LEANO LA TLHABOLOLO YA METSWEDITHUSO YA BOTHO

2.1 Matseno

Go ya ka Leano la Bosetšhaba ya Tlhabololo (National Development Plan), thuto, thapiso le boitshimoleli ke mooko wa tlhabololo ya paka e telele ya Aforika Borwa. Ke dintlha tsa konokono mo go nyeletseng lehuma, go fokotseng botlhokatiro, tlhokego ya tekatekano, mme e dira jaaka metheo ya setšhaba se se lekanang ebile se atlegile jaaka se bonetswepele mo Molaotheong. Thuto e maatlafatsa batho go tlhalosa se ba leng sone, ba laole matshelo a bone, ba godise malapa a a itekanetseng, ba tla tsaa karolo ka boitshepo mo go tlhabololeng toka mo setšhabeng, le go nna le seabe go go nang le matswela mo polotiking le taolong ya baagi.

Leano la Khumani la HRD le ikaegile mo maitlhomong magolong a go netefatsa gore badiri ba a nonotshwa go dira ditiro tsa bone tsa gone jaanong le go ba neela dikgono tse dintsi tse di farologaneng foo go kgonegang go tlhola kgono ya go fetoga, e etelelwa pele ke ditlhoko le ditlhokego tsa rona tsa tiro. Leano gape le ikaelela go maatlafatsa le go neela badiri ditšhono tsa go gola mo teng ga setheo ka mokgwatsamaiso wa IDP le ka Lenaneo la Thuso ya tsa thuto.

Leano le ikaelela go neela baagi ba ba re amogetseng le mafelo a a romelang badiri ka bontsi, thapiso ya mefuta e e farologaneng ya dikgono tsa kwa ntle ga lefelo, tse o ka di dirisang gotlhe, go ba kgontsha go nna karolo ya ikonomi ka kakaretso, motlhofo. Ditšhono, di teng gape ka Sekema sa Khumani sa Kettleetso ka madi a thuto le Ikatiso morago ga dithuto go baagi ba ba tshwanelegang.

Maitlhomong a lenaneo la setheo la HRD programme a tlhalosiwa ka fa tlase:

- Go netefatsa tlhabololo ya dikgono tse di tlhokegang tebang le Ikatiso morago ga dithuto, kettleetso ka madi a thuto (tsa dikgono tsa konokono le tsa botlhokwa), badirakadiatla, le dithapiso tse dingwe tse di simolotsweng, tse di tlhagisang dipalopalo tsa batho jaaka di tlhalosiwa mo Mining Charter,
- Go thusa ka HDP tlhabololo ya metswedithuso ya botho ka bojotlhe mme e nyalanye seno le maikemisetso a setheo, ponelopele le mekgwa, tse di lebang gape le maitlhomong a Tekatekano ya Thapo,
- Obamela Molao wa tlhabololo ya dikgono le melao yotlhe e mengwe e e maleba,
- Thusa go nonotsha le go tlhabolola dikgono tsa badiri (baithuti ba le 18,1) le, baagi ba ba romelang badiri, ba fa gaufo le ba ba romelang badiri ka bontsi (baithuti ba le 18,2),
- Thusa ka maatlafatso ya badiri (baithuti ba le 18,1) le ya baagi ba selegae ba ba romelang badiri (baithuti ba le 18,2) ka dikgato tsa thuto thapiso le tlhabololo,
- Ka tlhabololo ya dikgono, nna le seabe go tlhabololo ya loago ya badiri le baagi ba baamogelabaeng.

2.2 Go obamela molao wa Tlhabololo ya Dikgono

Moepo o latetse ditlhokego tsa ikwadiso tsa SETA jaaka ka fa tlase:

Ikwadiso go SETA	Dintlha
Nomoro ya ikwadiso ya SETA	L620768327
Leina la SETA	MQA
Go tlhomamisa gore ba tlhomile Motsamaisi wa Tlhabololo ya Dikgono (SDF)	EYA
Bopaki ba thomelo ya leano la dikgono mo lefelong la tiro le letlha le le rometsweng ka lone	WSP/ATR Moranang a le 30 jaaka go laetswe

Leano le le Kopanetsweng la Tlhabololo ya Metswedithuso ya botho le tlile go batla go oketsa kgonagalo ya batho ba ba dirang kwa Khumani. Ka tsenyo tirisong ya maano a tiro a a latelang, a a akaretsang Leano la Tlhabololo ya Dikgono ya dingwaga di le tlhano(5); Leano la Botataisi la dingwaga di le tlhano (5); Leano la Ikatiso morago ga dithuto la dingwaga di le tlhano (5); Leano la Dialogane le Kettleetso ya madi a thuto la dingwaga di le tlhano(5); Leano la

Tlhabololo ya Batho (IDP) la dingwaga di le tlhano, Leano la Dikgono tse di diriswang gotlhe la dingwaga di le tlhano; le Leano la Tekatekano ya Thapo (EE) la dingwaga di le tlhano.

Go itebaganya le tlhabololo ya dikgono go tla ikaelela go neela thata, dinonofo tsa bothekeniki, go fitlhelela maikaelelo a bone a ntshodikuno le thekiso; Fa morago ga foo e tla nna maikaelelo a go neela ditšhono tsa go bona dikgono tse di dirilweng ditlapele le go thusa tswelelopele mo teng ga dikarolo tse di farologaneng tsa thuto; le, kwa bokhutlong, tlanelo ya dikgono tse di ka diriswang gotlhe le tse di ka fetisetwang go ba bangwe.

2.3 Leano la Dikgono tsa Lefelo la tiro (WSP) le Pegelo ya Thapiso ya ngwaga le ngwaga (ATR)

Go latela Molao wa Tlhabololo ya Dikgono, setheo se romela, ngwaga le ngwaga, Leano la Dikgono tsa mo lefelong la tiro (WSP) le Pegelo ya Thapiso ya Ngwaga le ngwaga (ATR), e e saenelwang ngwaga ka ngwaga, ka puisano le Mekgatlo ya badiri mme e nyalane le leano la setheo ya HRD. Ka jalo seno se romelwa kwa Bolaoding jwa Tshwanelego ka tsa Meepo (MQA) pele ga fa Moranang a tlhola matsatsi a le 30 ngwaga mongwe le mongwe.

Ka fa tlase, ke leano le le feletseng la tlhabololo ya dikgono le le tlhalosang ka fa Moepo kgotsa Tiro ya Ntshodikuno e ikaelelang go rebola tlhabololo ya dikgono tse di tlhokwang ke badiri tebang le Ikatiso morago ga dithuto, bathusi ba badirakadiatla, badirakadiatla, thapisetso ya tiro e e kgethegileng le dithapiso tse dingwe tse di tla simololwang. Foo go kgonagalang, Khumani e tlile go dirisa, mo teng ga tshimologo ya ditlhabololo tseno, molaomotho wa 80:20, (diperesente di le 80 tsa badiri e nne Batho ba ba neng Ba Kgapetswe kwa thoko peleng (diHDP), bao e leng gore diperesente di le 20 ke basadi.

Sethalo 6 ka fa tlase (Foromo Q) se neela dintlha ka botlalo tebang le maemo a gajaana a thuto a maatlaitiro.



Sethalo 6: Palo le maemo a thuto a badiri kwa moepong wa Khumani jaaka e ne e le ka Mopitlwe 2021 (Foromo Q)

KAROLO	MAEMO A NQF	TSAMAIISO YA BOGOLO OLO	Monna				Mosadi				Palogotlhe	
			Batho bantsho	Bammala	Malndia	Basweu	Batho bantsho	Bammala	Malndia	Basweu	Monna	Mosadi
Thuto le Thapiso ka kakaretso (GET)		Ba ba sa tsenang sekolo	0	0	0	0	0	0	0	0	0	0
		Seemo sa 0 / Pele ga	0	0	0	0	0	0	0	0	0	0
		Seemo sa 1/ Mophato wa A	0	0	0	0	0	0	0	0	0	0
		Seemo sa bo 2/Mophato wa B	0	0	0	0	0	0	0	0	0	0
		Seemo sa bo 3/ Mophato wa 1/ABET 1	0	0	0	0	0	0	0	0	0	0
		Seemo sa bo 4/ Mophato wa bo 2	0	0	0	0	0	0	0	0	0	0
		Seemo sa bo 5/ Mophato wa bo 3/ ABET 2	0	0	0	0	0	0	0	0	0	0
		Seemo sa bo 6/ Mophato wa bo 4	0	0	0	0	0	0	0	0	0	0
		Seemo sa bo 7/Mophato wa bo 5/ABET 3	0	0	0	0	0	0	0	0	0	0
		Seemo sa 8/ Mophato wa 6	0	0	0	0	0	0	0	0	0	0
	1	Seemo sa bo 9 /Mophato wa bo 7/ ABET 4	12	4	0	1	2	0	0	0	17	2
Thuto e e tswelletseng le Katiso (FET)	2	Seemo sa bo 10/ Mophato wa bo 8/ N1	86	32	0	11	10	1	0	1	129	12
	3	Seemo sa bo 11/ Mophato wa bo 9/ N2	109	14	0	0	14	1	0	0	123	15
	4	Mophato wa bo 12/ Mophato wa10/ N3	471	116	0	40	120	36	0	28	627	184
Thuto e kgolwane le Katiso (HET)	5	Setefikeiti se segolwane (N4)	185	120	1	90	53	16	1	11	396	81
	6	Dipoloma /Setefikeiti se se kwa godimo (N5)	35	6	0	8	26	11	1	5	49	43
	7	Setefikeiti sa Bachelor /Didipoloma tse di kwa godimo (N6)	60	19	0	19	52	18	0	12	98	82
	8	Go tshwanelega ga Tlotlo Porofeshenale	4	1	0	5	4	1	1	3	10	9
	9	Dikirii ya Masetase	0	1	0	1	2	1	0	1	2	4
	10	Dikirii tsa bongaka	0	0	0	0	0	0	0	0	0	0
		E e sa tlhalosiwang	0	0	0	0	0	0	0	0	0	0
PALOGOTLHE			962	313	1	175	283	85	3	61	1451	432

2.4 THUTO LE THAPISO YA BAGOLO (AET)

Go ya ka Foromo Q ga go na badiri ba maemo a thuto a a kwa tlase ga maemo a bo 4 a NQF. Gone jaanong ga go na tlhokego ya thapiso ya AET ya badiri ba rona. Le fa go ntse jalo, fa go ka nna le tlhokego ya gore ditiro di dirwe fa leano le ntse le tswela pele, badiri ba ba supilweng ba tla reboletlwa AET. Moepo wa Khumani o supile tlhokego ya go tsenya tirisong Lenaneo la Badiri la Thuso ka Mophato wa bo 12. Lenaneo la ntlha le tsenngwa tirisong go tloga ka 2021, go rulagantswe ditlathobho tsa ntlha go nna ka 2022.

Go badiri ba maemo a bone a a kwa godimo a thuto a fetang maemo a bo 4 a NQF mme ba eletsa go tokafatsa maemo a bona a thuto, Lenaneo la Thuso ka tsa Thuto le neela thuso le tshegetso ka matlole gore ba bone thuto e e tsweleng pele. Khumani e na le maitlamo a a sa leng a le teng a ngwaga le ngwaga, a go thusa mo go tsweleng thuto ya badiri ba yone. Thuso eno, le fa go le jalo, ka gale e tla ya ka ditlhokego tsa tiro le madi a a leng teng.

2.5 Katiso morago ga dithuto (18.1 le 18.2)

Mananeo a Katiso morago ga Dithuto a thusa baithuti go dira go ya kwa go tshwanelegeng, fa, ka nako yone eo e neela thapiso mo lefelong la tiro. Boithutelatirong/Ikatiso morago ga thuto ke tumelano magareng ga moithuti, mothapi le motlamedi wa thapiso mo pakeng ya nako e e rileng ka nako eo moithuti a dirang le go amogela thapiso mo lefelong la tiro. Katiso morago ga dithuto ke mananeo a go ithuta tse di tlhokang go ithutela tirong, di tshegeditswe ke go ithuta go go rulagantsweng kgotsa gwa setheo. Tseno, ka tlwaelo, di dirwa mo diSETAng, di amogelwa ke Bolaodi jwa Ditshwanelego jwa Aforika Borwa (SAQA), di bona bontlhabongwe jwa matlole a tsone go tswa go Skills Levy mme e tshwanetse go isa kwa tshwanelegong go NQF. Khumani e beile mekgele ya Ikatiso morago ga dithuto mo bokgoning jo bo kgethegileng jwa tiro ya Boenjenere, le fa go le jalo, pharologano magareng ga bokgoni jwa ditiro e ka diragala, go akanyetswa gore go ka diragala ka dinako dingwe, gwa nna le phatlha ka lebaka la dintlha tse di tshwanang le kgaolo kwa tirong, tshwanelego, ditlhokego tsa mmara, jalojalo. Pholisi ya Tlhabololo ya Metswedithuso ya botho (HRD) e laela go ya pele gore Moepo, go ya ka go nna teng, o tlile go thapela Ikatiso morago ga dithuto go tswa baaging ba ba gaufi.

Go diikwadisong tsotlhe tsa Dikatiso morago ga dithuto, Khumani e tlile go latela palo ya phetogo, e leng diperesente di le 70 tsa Batho ba ba neng ba kgaphetswe thoko mo malobeng HDPs, ba e leng gore diperesente di le 30 ke basadi (Melaometheo ya 70/30 Boithutelatirong /Dikatiso morago ga dithuto tse di lebeletsweng di totile palo ya ba ba ikwadisitseng ka nako nngwe le nngwe) mme e nyalane le foromo ya peoleitlho ya Tekatekano ya Thapo.

Dikatiso morago ga dithuto tse e seng tsa botegeniki

Dikatiso morago ga dithuto –katiso ke lenaneo la go ithuta le le rulagantsweng, e e kwadisitsweng le SETA e e maleba foo moithuti a bonang maitemogelo a tiragatso ya tiro le lobaka a a ikgethileng, e e isang kwa tshwanelegong e e kwadisitsweng mo NQF, e e ka amanngwang le tiro.

Ka Dikatiso tseno tsa morago ga dithuto, Khumani e eletsa, segolobogolo, go kgontsha batho ba ba tshelang ka bogole. Moepo wa Khumani o lemoga botlhokwa jwa dikgono tse e seng tsa setegeniki go ikonomi ka bophara.

Sethalo 7: Leano la Tsamaiso ya Tiro ya Dikatiso morago ga dithuto/Boithutelatirong

Leano la Tsamaiso ya Tiro la ikatiso ya morago ga tiro e e seng ya setegeniki	Lefapha le le ikarabelang	Letlha la go fetsa
Badiradikopo ba katiso morago ga dithuto tse e seng tsa setegeniki di tlile go supiwa ka dipapatso. Badiradikopo ba ba ka nnang le bokgoni, ba tlile go dirwa ditlathlho tsa nonofo ya tlhaloganyo le ditlathlho tsa ngaka, le ditlathlho tsa kitso ya tiragatso ya tiro.	Ditiro tsaHR	Ngwaga le ngwaga
Bapatsa diphatlhati tsa katiso morago ga dithuto, kwa ntle mo makwalodikgannyeng a setšhaba.	Ditiro tsa HR	Ngwaga le ngwaga
Baithuti ba 18.2 ba ngokiwa thata go tswa baaging ba ba gaufi.	Ditiro tsa HR	Ngwaga le ngwaga
Kwala ditlhokego tse di kgethegileng tsa go ikwadisa, jaaka: Seemo sa bo 12 (dirutwa go ya ka ditlhokego tsa go kwadisetsa ikatiso morago ga dithuto) a. Nonofetse, b. Ditlhokego tse dingwe, ke gore, ditlathlho tsa nonofo ya tlhaloganyo.	Ditiro tsa HR	Ngwaga le ngwaga
Modiradikopo fa e le wa palo ya batho ba ba tsayang karolo mo ikonoming (EAP) jaaka go tlhalositswe mo foromong ya pegelo ya Tekatekano ya Thapo, fa di le teng, a neelwe konteraka ya ikatiso morago ga dithuto.	Ditiro tsa HR	Ngwaga le ngwaga

Ditlhokego le Mananeo a katiso morago ga dithuto di tlile go sekasekiwa go ya ka ditlhokego tsa dikgono tsa Setheo, ngwaga ka ngwaga le diphetogo dingwe le dingwe go mekele kgotsa mananeo a tlile go begiwa mo Dipepong tsa ngwaga le ngwaga tsa SLP go Lefapha la didiriswa tsa dimenerale le Maatla (DMRE).	Ditiro tsa HR	Ngwaga le ngwaga
Katiso ya morago ga dithuto ya Setegeniki/ Leano la Tsamaiso ya tiro la Go ithutela tiro	Lefapha le le ikarabelang	Letlha la go fetsa
Badirakopo ba dikatiso tsa morago ga dithuto ba Kgaolo 18(1) ba tlile go supiwa ka dipapatso tsa ka fa gare. Ba e ka nnang baithuti ba tlile go dira ditlathobho tsa nonofo ya tlhologanyo, le tsa ngaka le ditlathobho tsa kitso ya tiragatso ya tiro.	Ditiro tsa HR	Ngwaga le ngwaga
Bapatsa diphatlhati tsa dikatiso morago ga dithuto kwa ntle (jaaka, ka makwalodikgang a setšhaba).	Ditiro tsa HR	Ngwaga le ngwaga
Baithuti ba Kgaolo ya 18.2 ba thapiwa thata mo lefelong leo (ditlhokego tse di kgethegileng tsa go ikwadisa, jaaka Dipalo le Saense ya Seemo sa bo 12; Ba nonofile, Ditlhokego tse dingwe (ditlathobho tsa nonofo ya tlhologanyo)	Ditiro tsa HR	Ngwaga le ngwaga
Lenaane la badiradikopo (go akaretsa palo e e tshwanetseng ya diperesente di le 80 HDPS tseo e leng gore diperesente di le 20 tsa basadi, fa di le teng, ba neelwe dikonteraka tsa dikatiso morago ga dithuto.	Ditiro tsa HR	Ngwaga le ngwaga
Ditlhokego le mananeo a Dikatiso morago Ga Dithuto di tlile go sekasekiwa go ya ka go tlhela ga badirakadiatla mo mmarakeng le ditlhokego tsa dikgono tsa dikakantsho le tiro ngwaga le ngwaga le diphetogo dingwe le dingwe go mekele kgotsa mananeo a tla begiwa mo Dipepong tsa ngwaga le ngwaga tsa SLP go DMRE.	Ditiro tsa HR	Ngwaga le ngwaga
Fa ba tshwanelega, badirakadiatla ba ka nna ba akarediwa mo moepong (tlhomiwe), fa ditšhono tsa ditiro di tlhaga le go leba tiragatso ya bone ka nako ya lenaneo la katiso morago ga tiro.	Ditiro tsa HR	Ngwaga le ngwaga

Dikatiso tsa morago ga dithuto tsa Khumani di tlile go dirwa kwa moepong otlhe, go tsamaisana le ditlhokego tsa mo dikarolong tse di latelang tsa dithuto:

- Boenjenere (bokgoni jwa tiro jo bo tlhokwang ke moepo). Seno ke sa baithuti ba 18.1 gammogo le 18.2.
- Tsa meepo
- Dikatiso tse e seng tsa setegeniki di beetswe Batho ba ba Tshelang ka Bogole (PWD) ka go ikgetha.

Sethalo 8: Leano la katiso morago ga dithuto la moepo wa Khumani 2022 -2027

THUTO	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	PALOGOTLHE
Boenjenere	30	30	30	30	30	
Dikgono tsa Meepo le tse di amanang le tsone	8	8	8	8	8	
Dikatiso tsa morago ga dithuto tse e seng tsa setegeniki (ya diPWD)	30	30	30	30	30	
PALOGOTLHE	78	78	78	78	78	
Tekanyetsokabo	R6 900 000	R6 900 000	R7 100 000	R7 100 000	R7 100 000	R35 100 000

Ela tlhoko: Dipalo tsa ikatiso morago ga dithuto, tse di kwa godimo di bontsha baithuti ba 18.1 le 18.2 mme ke palogotlhe ya batsaakarolo ngwaga ka ngwaga le eseng fela palo ya baithuti ba baša mme e tlile go tlhotlhelediwa ke ditlhokego tsa tiro.

Lobaka lwa mananeo a katiso morago ga dithuto le farologana go ya ka dithuto tse di riling gammogo le le nako e baithuti ba e tsayang go tlatša dibukanapego go amogelwa gore ba kwale teko ya bone ya bokgoni jwa tiro. Go tshwanetse gape go itsewe gore palo ya baithuti e ka nna ya tswelala fa gare ga dingwaga tse di farologaneng tsa SLP. Ke gore, baithuti ba ngwaga 1 ba ka tswelala go nna karolo ya palogotlhe ya baithuti ba ngwaga 2 go bakwa ke dintlha tse di tshomameng tsa lenaneo la ikatiso morago ga dithuto.

Khumani e ikanela go kwadisa dikatiso morago ga dithuto tsa paka ya dingwaga tse tlhano tsa SLP, le fa go ntse jalo, mefuta ya dithuto e tšile go tshomamiswa go ya ka ditlhokego tsa tiro.



2.6 Leano la Kgatelopele kwa tirong

2.6.1 Togamaano ya Tatelano

Ka togamaano ya tatelano, Moepo wa Khumani o ikaelela go samagana le go fetisa dikgono le kitso tse di botlhokwa, tlhotlheletsa phetogo, rotloetsa kgatelopele ya badiri mo tirong le go netefatsa tswelelo ya kgwebo ka go netefatsa go nna teng ga dikgono tsa botlhokwa.

Mokgwatsamaiso wa Togamaano ya Tatelano o kgontsha setlamo gore e itse gore a e na le talenta e e tlhokegang go fitlhelela maitlomo a yone a togamaano a gajaana le a isagwe. Seno se dira gore setlamo se bope talenta e e setseng e nonofetse tiro, e badiradikopo ba ka bonwang go tswa go yone, ya diphatlhatiro tsa gajaana le tsa isagwe. Seno se ka oketsa go nna le matswela ga go tlhongwa mo tirong mme ka jalo, ditshwetso di nepagala go feta fa badiradikopo ba tswa ka fa teng ga setlamo.

Kgolo ya talenta e tlhofaditswe, ka jalo, e neelana ka ditšhono go badiri botlhe go thusa bokgoni jwa bone ka botlalo. Go supa bokgoni jo bo ka nnang teng, le ponelopele ya kgolo ya yone ka botlalo, e tla kgontsha mananeo a tlhabololo ya boitshediso gore a tlholelwe ditiro tsotlhe, go amana le bokgoni jo bo tlhokegang.

Mananeo a Moepo a katiso le tlhabololo ke mokgwatiro yo dinonofa tse di tlhokegang tsa tatelano di bopiwang ka one. Go suta kgotsa go fetoga, e ka nna kwa tirong mo maemong a a tshwanang, kgotsa tiro mo maemong a a kwa godingwana a mo tirong, fa diphatlhatiro tse di golaganeng le setheo di le teng go ya ka tekanyetsokabo ya leano la bodiri la dingwaga di le 3 le le bontshiwang mo ditshupetsong tsa tsamaiso.

Sethalo 9: Leano la Tsamaiso ya Tiro la Togamaano ya Tatelano

Leano la Tsamaiso ya Tiro la Togamaano ya Tatelano	Lefapha le le ikarabelang	Letlha la go fetsa
Go dira mekgele ya tiro ya thutego nngwe le nngwe (go akaretswa bonnye jo bo tlhokegang go tsena, le dinako tse di beilweng)	Ditiro tsa HR	E weditswe fela e sekasekelwa ditiro tse dintšha
Go nyalanya badiri ba ba latelang ba bangwe, le ditiro tse di tshwanetseng, go ya ka bokgoni jwa gajaana le jwa isagwe.	Ditiro tsa HR	Ngwaga le ngwaga
Go supa ditlhokego tsa tlhabololo ya badiri, go tsamaisana le kgatelopele e e ka nnang teng mo tirong le maitlomo a setheo	Ditiro tsa HR	Ngwaga le ngwaga
Go supa ditlhokego tsa tlhabololo mo setheong sotlhe mabapi le togamaano ya tatelano; le	Ditiro tsa HR	Ngwaga le ngwaga
Go thusa modiri ka mongwe wa rona mo dikeletsong tsa bone tsa go nna ba ba gaisang ka fa ba ka kgonang ka teng, mo bokaelong ba se se ka kgonegang mo setheong.	Ditiro tsa HR	Ngwaga le ngwaga
Go tlhotlheletsa phetogo ka go tlhabolola diHDP, segolobogolo, badiri ba basadi go tsorama ditiro tsa isagwe.	Ditiro tsa HR	Ngwaga le ngwaga



Sethalo 10: Yo a ka latelang, kwa Moepong wa Khumani

Maemo kwa tirong	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
Botsamaisi-bogolo	3	3	3	3	3
Go tshwanelega seporofeshe, Moitseanape wa Maitemogelo le Botsamaisi bo bo mo magareng	15	15	15	15	15
Badiri ba bokgoni ba setegeniki le ba ba tshwanelegile ka tsa thuto, botsamaisi bo bo kwa tlase, baokamedi, diforomane le batlhokomedi ba ba okametseng ditheo	12	12	12	12	12
Lenaanetshedimosetso la badiri ba ba nang le ditalentas (B – Karolo ya Basadi)	10	10	10	10	10
PALOGOTLHE	40	40	40	40	40

Ela tlhoko: ditshwantsho tse di fa godimo di bontsha palogotlhe ya badiri ba ba latelang ba bangwe mme e ka nna ya se nne badiri ba baša ba ngwaga le ngwaga.

Palo ya go bewa tirong ka tota ga badiri ba ba latelang ba bangwe, e tla ikaega ka palo ya diphatlhatiro tse di tlagang ka go rola tiro/ kgotsa go kgaolwa mo tirong, ka nako e nngwe le e nngwe.

2.6.2 Mananeo a Tlhabololo ya Boeteledipele

Katiso le Tlhabololo ya Botsamaisi/Boeteledipele, ka kakaretso, e ikaegile go maano a tlhabololo ya boitshediso a badiri jaaka a supilwe ka mokgwatsamaiso wa letlole la ditalenta le togamaano ya tatelano tse gape di golaganang le botlhokwa jwa Tekatekano ya Thapo le tse di thusang Assmang Khumani go atlega mo kgwebong. Katiso ya botsamaisi ke karolo ya botlhokwa ya go netefatsa gore setheo se tla tsamaiswa ka tsela e e nang le matswela jaanong le mo isagweng, gape go gatelelwa go tlhola boeteledipele bo bo nang le dikgono go tsweletsa setlamo.

Setheo se dirisana le ditheo tsa thuto le batlamedi ba ditirelo go dira mananeo a katiso le thuto go siamela ditlhokego tsa Assmang tsa motho ka mongwe le go tlhotlheletsa phetogo ka fa teng ga setheo.

Sethalo 11: Leano la Tlhabololo ya Boeteledipele kwa Moepong wa Khumani

Mananeo a Katiso ya Boeteledipele	Maemo kwa tirong	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	PALOGOTLHE
Lenaneo la Tlhabololo ya Basadi (Basadi ba baša)	Badiri ba dikgono tsa setegeniki le ba ba tshwanelegang ka dithuto, botsamaisi bo bo kwa tlase, baokamedi, diforomane le batlhokomedi ba ba okameng ditheo (Karolo C-) / Go sa rutega le go tsaya ditshwetso go ya ka go ikakanyetsa (Karolo B-)	6	6	6	6	6	
Tlhabololo ya Bookamedi	Badiri ba dikgono tsa Setegeniki le	10	10	10	10	10	

Mananeo a Katiso ya Boeteledipele	Maemo kwa tirong	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	PALOGOTLHE
	baba tshwanelegang ka dithuto, botsamaisi bo bo kwa tlase, baokamedi, diforomane le batlhokomedi ba ba okameng ditheo (Karolo C-)						
Tlhabololo ya Botsamaisi jo bo kwa tlase le jo bo mo magareng	Badiri ba dikgono tsa setegeniki le ba ba tshwanelegang ka dithuto, botsamaisi bo bo kwa tlase, baokamedi, diforomane le batlhokomedi ba ba okameng ditheo (Karolo C-)/ Baitseanape ba ba tshwanelegang seporofesenale mme ba na le maitemogelo le botsamaisi ba Magareng (Karolo D-)	4	4	4	4	4	
PALOGOTLHE		20	20	20	20	20	
Tekanyetsokabo		R200 000	R200 000	R200 000	R200 000	R200 000	R1,000,000

2.7 Mananeo a Dikgono tsa konokono a Kgwebo mo teng ga Boemo jwa Katiso ya Setegeniki

Mananeo a Dikgono tsa konokono tsa Kgwebo e tshameka karolo ya botlhokwa mo go tlhomela badiri ka dikgono le dinonfo tse di tlhokegang go dira maikarabelo a ditiro tsa bone ka katlego.

Sethalo 12 ka fa tlase se tlhalosa Leano la Tsamaiso ya Tiro, leo Khumani e tla le dirisang go netefatsa gore e fitlhelela maitlomo a Katiso ya Dikgono tsa Kgwebo tsa Konokono/Setegeniki jaaka di tlhalositswe.

Sethalo 12: Leano la Tsamaiso ya Tiro la Katiso ya Dikgono tsa Kgwebo Ya Konokono

Leano la Tsamaiso ya Tiro la Katiso ya Dikgono tsa Kgwebo ya konokono	Lefapha le le ikarabelang	Letlha la go konosetsa
Dira semmuso le go tlhabolola ditlhokego tsa dikgono le nonfo tsa Khumani, ka go supa diporofaele tsa maatlato.	Lefapha la HR	E konoseditse
Tlhatlhoba badiri tebang le dikgono le dikgala magareng ga dikgono tse di leng teng le tse di tlhokagalang –go feletsa e le porofaele ya bokgoni ba modiri (Leano la Tlhabololo ya Motho ka mongwe).	Lefapha la HR	E tswela pele
Simolola WSP ka mekgele, ditekanyetsokabo le dinako tse di beilweng (go nyalana le madi a a beetsweng thoko mo leanong la kgwebo la SLP).	Lefapha la HR	Ngwaga ka ngwaga
Rulaganya Maano a Tlhabololo a motho ka mongwe go thusa kgatelopele ya mekgele ya tiro, tlhabololo ya badiri ba ditiro tsa dikgono tse di kgethegileng le maatlato a a nang le matswela, a a ntshang dikuno.	Lefapha la HR	E tswela pele

Sethalo 13: Leano la Katiso ya Kgwebo ya Konokono kwa moepong wa Khumani

Mofuta wa Katiso - Setegeniki	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	PALOGOTLHE
Katiso ya OHS	20	20	20	20	20	100
Ditiro tsa TMM (Dilaesense tse di farologaneng)	20	20	20	20	20	100
Katiso ya Didiriso tsa go Tsholetsa	20	20	20	20	20	100
Katiso ya Thusopotlako	20	20	20	20	20	100
Tshekatsheko ya seabe sa kotsi	10	10	10	10	10	50
PALOGOTLHE	90	90	90	90	90	450
Tekanyetsokabo	R6 500 000	R7 000 000	R7 500 000	R8 000 000	R8 500 000	R37 500 000
Mofuta wa Katiso – E e seng ya setegeniki	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	PALOGOTLHE
Lenaneo la Badiri la Thuso ka Seemo sa 12	20	20	20	20	20	100
Lenaneo la Khumani la Tsela e Baeteledipele ba lebang seabe sa bone ka teng (Go ithuta mo inthaneteng)	50	50	50	50	50	250
Dikgono tsa Botataisi le Bokatisi	10	10	10	10	10	50
PALOGOTLHE	80	80	80	80	80	400
Tekanyetsokabo	R800 000	R800 000	R800 000	R800 000	R800 000	R4 000 000
PALOGOTLHE	170	170	170	170	170	850
PALOGOTLHE YA TEKANYETSOKABO	R7 300 000	R7 800 000	R8 300 000	R8 800 000	R9 300 000	R41 500 000

2.8 Dikgono tse o kgonang go di dirisa gotlhe

Mo godimo ga dikgono tse o kgonang go di dirisa gotlhe, tseo e leng karolo ya katiso e e letleletsweng ya setegeniki le e e seng ya setegeniki, e e neelwang badiri mme di ka diriswa kwa ntle ga setheo sa moepo, Khumani e itlamile ka lenaneo la go ya pele la go neela dikgono tse o ka di dirisang gotlhe. Maitlomo a lenaneo leno e tla nna go neela katiso ya dikgono tse di ka diriswang gotlhe go badiri ba ba bontshang kgatlhego ya go bona katiso e e ntseng jalo, ka kgatelelo e e kgethegileng go badiri ba ba leng gauhi le go rola tiro, ba koafaditswe ke bolwetse, kgotsa ba kgaotswe mo tirong gore ba tswelele go tsaya karolo mo ikonoming, ba kgone go thapiwa kgotsa ba kgone go itshedisa mo setšhabeng. Badiri ban a le tshwanelo ya thuto ya gangwe fela, e motsayakarolo a sa duedisweng sepe. Batho ba tla konosetsa dimojulu tse di kgethegileng mme ba tla rebolelwa setefikeiti sa go bo a nnile teng fa ba fetsa thuto eo. Dithuto tse di umakilweng di akaretsa ditshenyegelo tsa dipalangwa, bonno, ditlamelwanatshireletso PPE (Personal Protective Equipment) le dijo.

Khumani e tla neela mananeo a boithaopo a katiso ya dikgono go badiri ka dikgono tse di nang le boleng kwa ntle ga indaseteri ya meepo. Metswedi ya gajaana ya tlhaeletsano ya go itsise ka katiso ya dikgono tse o ka di dirisang gotlhe, e tla nna ka thulaganyo ya lekwadikgannyana la Moepo, mekgatlho ya badiri, Future Forum le Foramo ya Katiso ya Tekatekano le Tlhabololo (Equity Training and Development Forum (ETDF)).

Badiri ba tla katisiwa ka dikgono tse o ka di dirisang gotlhe, jaaka go supilwe mo sethalong se se ka fa tlase. Katiso ya bogwebi le dikgono tsa kgwebo e tla nna karolo ya mofuta yotlhe ya katiso e e ikaeletseng go thusa motho ka mongwe

go nna baithapi kgotsa go tlhola ditšhono gore motho ka mongwe a simolole diSMME (Dikgwebo tse dinnye, tse di mo magareng le tse dikgolwane) mme e nne moithapi fa a ka kgaolwa mo tirong.

Mo seemong se go nang le badiri ba ba tlhaelang go fitlhelela mekgele e e ka fa tlase, dipalo di tla tlaletswa ka baagi.

Sethalo 14: Leano la Katiso ya kwa Moepong wa Khumani

Katiso ya Dikgono tse o ka di Dirisang gotlhe	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	PALOGOTLHE
Katiso yotlhe ya dikgono tse o ka di dirisang gotlhe e e akaretsang ba ba rotseng tiro le baamogelabaeng, fela e sa felele foo.	100	100	100	100	100	
Palogotlhe	100	100	100	100	100	
Tekanyetsokabo	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R9 000 000

Ela tlhoko: dipalo tse di kwa godimo di bontsha palogotlhe ya badiradikopo ba katiso ya dikgono tse o ka di dirisang gotlhe mme e ka nna ya se nne baithuti ba bantšha ngwaga ka ngwaga.

2.9 Diphatlhatiro tse go leng thata go di tlatsa

Khumani e tla samagana le Diphatlhatiro Tse go leng Thata go di Tlatsa ka go tsenya tirisong, mananeo a tlhabololo ya dikgono le dikatiso morago ga dithuto tse di farologaneng, ketleetso ka madi a thuto le mananeo a tlhabololo ya dialogane le go leka go oketsa bokgoni mo dikarolong tse go tlhokegang go tsona (Foromo R – Sethalo Sethalo 15).



Sethalo 15: Foromo R Diphatlhatiro tseo go leng thata go di tlatsa jaaka e ne e le ka Seetebosigo 2021

Sethogo sa Tiro kgotsa Botswerere	Khoutu ya Tiro	Lebaka la go tlhela ga Tiro	Diphatlhatiro tse go leng thata go di tlatsa (palo) tseo o di kailweng jaaka tse di tlhelaang go tloga	Tsenya ditshwaelo tebang le tlhelo, e leng., ke ditiro/dikungo dife tse di leng bothokwa mo tirong tse di sa fitlhelelweng kgotsa di sa dirwe ke badiri.	Ke mofuta ofe wa mananeothuto a o rulaganyang go samagana le tlhelo ya ditiroi ka one?	Maemo a NQF
Moenjenere wa Motlakase (Meepo)	2015-215101	Go tlhela gotlhelele, ga batho ba ba nang le dikgono	1	Tshwanelego ya GCC le maitemogelo a a lekaneng a botsamaisi morago ga go bona GCC, le yone e a tlhela mo ditheong di le mmalwa malebana le tekatekano ya thapo le go kgona go ngokela batho ga indaseteri.	Dipoloma ya Bosetšhaba e e kwa godingwana	7
Moenjenere wa Metšhine (Meepo)	2015-214401	Go tlhela gotlhelele, ga batho ba ba nang le dikgono /Dikakanyetso tsa Tekatekano	1	Tshwanelego ya GCC le maitemogelo a a lekaneng a botsamaisi morago ga go bona GCC, gape, tlhelo e e mo ditheong di le mmalwa tebang le Tekatekano ya Thapo, segolobogolo, Basadi mo Moepong le bokgoni ba go ngokela batho mo indasetering.	Dipoloma ya Bosetšhaba e e kwa godingwana Mananeo a Ketleetso ka madi a thuto le Dialogane	7
Motegeniki wa didiriswa tsa metšhine	2015-311501	Go tlhela gotlhelele, ga batho ba ba nang le dikgono	1	Maitemogelo a Setegeniki le tlhelo ya ditheo di le mmalwa bokgoni ba go ngokela batho mo indasetering	Katiso morago ga dithuto ya MQA	5
Modiri le Mmmaakanyi wa didiriswa (Tekanyetso le Taolo ya Diitirisi le Taolo ya Mokgwatsamaiso)	2015-672105	Go tlhela gotlhelele, ga batho ba ba nang le dikgono.	1	Maitemogelo a Setegeniki le tlhelo mo ditheong di le mmalwa bokgoni ba go ngokela batho mo indasetering	Katiso morago ga dithuto ya MQA	5
Moenjenere wa methalethale ya go epa	2015-214601	Go tlhela gotlhelele, ga batho ba ba nang le dikgono	1	Tshwanelego ya go thunya, maitemogelo a tiro e e rileng le a botsamaisi, le tekatekano ya thapo ya tlhelo mo ditheong di le mmalwa gape le bokgoni ba go ngokela batho mo indasetering.	Dikirii ya Bachelor	7
Mmetli wa tshipi	671202	Dikakanyetso tsa Tekatekano/ Go tlhoka maitemogelo a a maleba	3	Mathata a go bona badiri go dira tiro eno, ba Mosadi-mo Moepong ka maitemogelo a didiriswa tse di	Katiso ya morago ga dithuto ya MQA	5

Sethogo sa Tiro kgotsa Botswerere	Khoutu ya Tiro	Lebaka la go tshaela ga Tiro	Diphatlhatiro tse go leng thata go di tlatša (palo) tseo o di kailweng jaaka tse di tshaelang go tloga	Tsenya ditshwaelo tebang le tshaelo, e leng., ke ditiro/dikungo dife tse di leng bothokwa mo tirong tse di sa fithelengweng kgotsa di sa dirwe ke badiri.	Ke mofuta ofe wa mananeothuto a o rulaganyang go samagana le tshaelo ya ditiroi ka one?	Maemo a NQF
				nepagetseng, tse di kgethegileng, di beilwe mo ditlhokegong tsa Tekatekano.		
Ramotlakase wa dijanaga	671208	Dikakanyetso tsa Tekatekano/Go tlhoka maitemogelo a a maleba	1	Mathata a go bona badiri go dira tiro eno, ba Mosadi-mo-Moepong, ka maitemogelo a didiriswa tse di nepagetseng, tse di kgethegileng, di beilwe mo ditlhokegong tsa Tekatekano.	Katiso ya morago ga thuto ya MQA	5
Motlhankedi wa Pabalesego mo Moepong	325705	Dikakanyetso tsa Tekatekano/Go tlhoka maitemogelo a maleba	2	Mathata a go bona badiri go dira tiro eno, ba Mosadi-mo-Moepong ka maitemogelo a didiriswa tse di nepagetseng, tse di kgethegileng, di beilwe mo ditlhokegong tsa Tekatekano.	Mananeo a Ketleetso ka madi a thuto	7
Motlhami waTshedimosetso ya go Katisa	242401	Dikakanyetso tsa Tekatekano/Go tlhoka maitemogelo a a maleba	1	Mathata a go bona badiri go dira tiro eno, ba Mosadi-mo-Moepong, ka motlwith correct Module Developer, kopanyo ya go epa mo boalong ba lefatshe le boemo ba Boenjenere, maitemogelo ka ditlhokego tsa Tekatekano	Mananeo a Ketleetso ka madi a thuto	7

2.10 Leano la Botataisi

Khumani e tlhotlheletsa le go tsamaisa ka natla, ditiro tsa go tataisa le go katisa jaaka karolo ya ditsereganyo tsa tlhabololo, e leng, togamaano ya tatelano, mananeo a keteletso ka madi a thuto, mananeo a dialogane le katiso morago ga dithuto. Botataisi le katiso di akanyetswa go nna mekgwatsamaiso e e botlhokwa mo tlhabolong ya batho, Tekatekano ya Thapo, le HRD gammogo le botsamaisi ba tiragatso.

Botataisi ke kamano ya semmuso magareng ga motataisi le motataiswa, e tlhomilwe go godisa boitshediso ba motataiswa ka go fetisa le go aga dikgono le kitso. Go dira mekgwatsamaiso ono semmuso go akaretsa dipokano tse di rulagantsweng, maitlomo a a tlhalositsweng sentle, peoleitlho ya ka metlha le dinako tse di tlhomamisitsweng go fitlhelela maikaelelo.

Katiso, gantsi, ke kamano e e seng ya semmuso, bogolo magareng ga mookamedi wa lefapha le kgotsa moitseanepe, a laela le go katisa modiri go ya ka dikgono kgotsa nonofo tse di kgethegileng. Katiso, ka tlwaelo, ke karolo e e botlhokwa ya maikarabelo a mookamedi mongwe le mongwe wa lefapha le mekgwatsamaiso o o tswelelang pele.

Sethalo 16: Leano la Tsamaiso la Tiro la Botataisi

Leano la Tsamaiso la Tiro la Botataisi	Lefapha le le ikarabelelang	Letlha la go konosetswa
Supa badiri mo teng ga setheo ba ditlhokego tse di kgethegileng tsa go tataiswa le go katiswa mme o ba golaganye le motataisi le/kgotsa mokatisi yo o tshwanetseng.	Lefapha la HR	E tswela pele
Tlhatlhoba bokgoni ba botsamaisi ba lefapha le bo bogolwane ba go nna batataisi, ba kwadiswe jaaka batataisi.	Lefapha la HR	E tswela pele
Netefatsa gore go nna le konteraka ya semmuso magareng ga Motataisi le motataiswa (Konteraka ya semolao e teng go DOS)	Lefapha la HR	E tswela pele
Diragatsa katiso ya semmuso go batataisi le batataiswa.	Lefapha la HR	E tswela pele
Tsenya tirisong mme o beye leitlho, lenaneo la botataisi.	Lefapha la HR	E tswela pele

Sethalo 17: Leano la Botataisi la Moepo wa Khumani 2022 - 2027

Magoro a Badiri	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Palogotlhe
Badiri ba ba ka latelang ba bangwe le Matlole a ditalenta	40	40	40	40	40	
Dialogane	10	10	10	10	10	
Botsamaisi bo bo magareng go ya go bo bogolwane basadi	10	10	10	10	10	
Palogotlhe	60	60	60	60	60	
Tekanyetsokabo	R100 000	R100 000	R100 000	R100 000	R100 000	R500 000

Ela tlhoko: dipalo tse di kwa godimo di bontsha palogotlhe ya badiri ba ba tataiswang mme e ka nna ya se nne bathapiwa ba batšha, ngwaga ka ngwaga.

2.11 Keteletso ka madi a thuto

2.11.1 Mananeo a Bathusi ka madi a thuto le Katiso ya Dialogane

Mananeo a Khumani a Kettleetso ka madi a thuto le Dialogane a tlamelwa mo magorong a a latelang:

- Kettleetso ka madi a thuso ya ka fa gare (Thuso ka Dithuto) e nna teng go badiri ba Khumani
- Kettleetso ka madi a thuto (Tse di amanang le meepo le dithuto tse dingwe) e nna teng go badiradikopo ba kwa ntle.
- Lenaneo la Katiso ya Dialogane
- Lenaneo la Kettleetso ka madi a thuso (Lenaneo la Tlhabololo ya Baša kwa Khumani) e neelwa baithuti ba Seemo 10 -12 ba ba ithutang Dipalo le Bonetetshi jwa Tlhago/Saense ya ditschedi.

Sekema sa Khumani sa kettleetso ya madi a thuto, se ikaelela go tlhabolola baithuti ba ba tshwanetseng, bao ba tla neelwang ditšhono tsa boitshediso ba porofesenale mo teng ga Khumani fa ba konosetsa dithuto tsa bone. Ka fa gare ga Lenaneo la Khumani la Dialogane, baithuti ba bangwe ba ka nna ba sutisetswa go ARM go bona katiso e e kgethegileng e e ka se rebolweng kwa Khumani. Khumani e tlhotlheletsa ka natla, ditšhono tseno kwa dikolong tse di gaufi le mebasepaleng ya selegae. Botlhe ba ba tla bonang kettleetso ya madi a thuto, go tla dirwa jalo go tsamaisana le EAP le diphetogo. Ditotiwa tsa EE le Khumani di ikannela molaomotho wa 70:30 go tlhotlheletsa go akaretswa ga baithuti ba HDP go sekema sa go tlhabolola kettleetso ya madi a thuto.

Sethalo 18: Leano la Tsamaiso la go tsenngwa tirisong ga Mananeo a Kettleetso ya madi a thuto le Katiso ya Dialogane kwa Moepong wa Khumani

Leano la tsamaiso ya tiro	Motho yo o ikarabelang	Letlha le e tla konosediwang ka lone
Letlole la Kettleetso ya madi a thuto le tla tlamela baithuti ba ba ithutelang tshwanelego ya dithuto tse dikgolwane, tse di amanang le meepo, kwa setheong se segolwane, se se itsegeng sa Aforika Borwa.	HR	E tswela pele
Ditšhono tsa Dikatiswa tsa Kettleetso ya madi a thuto le Dialogane di bapatswa ka fa gare le kwa ntle, mo makwalodikgannye a selegae le ka Bommasepala ba selegae.	HR	E tswela pele
Dikettleetso ka madi a thuto di tla abelwa baithuti go ya ka ditsela tsa go tlaola tsa Khumani, go tla tlhophiwa diHDP le basadi.	HR	E tswela pele
Ba ba abetsweng kettleetso ka madi a thuto a a amanang le tsa meepo go lebetswe gore ba dire tiro ya malatsi a boikhutso le thupelelotirong mo Moepong dikonterakeng tsa ditiro jaaka le fa ba tlhokega.	HR	E tswela pele
Batataisi ba tlhongwa go kaela baithuti le dialogane mo nakong ya go ithuta tiro ya diatla le/kgotsa go ithuta ka go dira tiro.	HR	E tswela pele
Kgatelopele mo lenaneong la Kettleetso ya madi a thuto e tla begiwa ngwaga le ngwaga mo Pegelong ya Ngwaga le Ngwaga ya SLP.	HR	E tswela pele

Kettleetso ya madi a thuto ya Khumani e tla abelwa go tsamaisana le dikopo tse di amogetsweng mme, foo go leng maleba, ditlhokego tsa tiro.



Sethalo 19: Ponelopele ya ditotiwa tsa keteletso ya madi a thuto le Dialogane kwa Moepong wa Khumani 2022 - 2027

LEGORO	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Palogotlhe
Keteletso ya madi a thuto ya ka fa gare (Thuso ka tsa thuto) e tla nna teng go badiri ba Khumani	30	30	30	30	30	
Tekanyetsokabo	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R5 000 000
Keteletso ya madi a thuto (di le10 tse di amanang le tsa meepo le, di le 40 dithuto tse dingwe) e teng go rebolelwa le badiradikopo ba kwa ntle	50	50	50	50	50	
Tekanyetsokabo	R3 000 000	R3 000 000	R3 000 000	R3 000 000	R3 000 000	R15 000 000
Lenaneo la Khumani la Tlhabololo ya baša (KYDP)	25	25	25	25	25	
Tekanyetsokabo	R2 000 000	R2 000 000	R 2000 000	R 2000 000	R 2000 000	R10 000 000
Mananeo a Katiso ya Dialogane	10	10	10	10	10	
Tekanyetsokabo	R50 000	R50 000	R50 000	R50 000	R50 000	R250 000
PALOGOTLHE	110	110	110	110	110	
Palogotlhe ya Tekanyetsokabo	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R30 250 000

Ela tlhoko: Sethalo se se fa godimo se kaya palogotlhe ya baithuti mo gare ga ngwaga, e seng ba e leng gone ba kwadisang.

Sethalo 20: Ditotiwa tsa Keteletso ya madi a thuto mo dithutong tse di amanang le tsa Meepo go ya ka dikgono tse di tlhaelang.

Karolo ya Thuto	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Palogotlhe
Boenjenere ba Metšhine / Motlakase	3	3	3	3	3	
Boenjenere ba tsa Moepo	2	2	2	2	2	
Saense ya lefatshe le maje	1	1	1	1	1	
Botlhotlhomisi ba mmapa wa Moepo/ Tsa tikologo	1	1	1	1	1	
Theko le Ketane ya Theleso/ Botsamaisi ba Lojistiks	1	1	1	1	1	
Boenjenere ba Dikhemikhale / Saense ya Metale	2	2	2	2	2	
Palogotlhe	10	10	10	10	10	

Ela tlhoko: Sethalo se se fa godimo se kaya palogotlhe ya baithuti mo gare ga ngwaga, e seng ba e leng gone ba ikwadisang.

Paka ya mananeo a keteletso ya madi a thuto di farologana go ya ka ngwaga e moithuti a ikwadiseditseng yone; e leng, ngwaga wa ntlha, wa bobedi kgotsa wa boraro. Go tshwanetse go elwe tlhoko gape gore palo ya ba ba etleetswang ka madi a thuto e ka nna ya fetela magareng ga dingwaga tse di farologaneng tsa SLP. go raya gore,

baungwelwa ba ngwaga 1 ba ka nna ba tswelala go nna karolo ya palogotlhe ya ba ba leng teng go ngwaga 2 ka lebaka la dintlha tse di kgethegileng tsa baungwelwa.

Botlhe ba ba tla bonang ketleetso ya madi a thuto, go tla dirwa jalo go tsamaisana le leano la EE la Khumani ka godirisa molaomotho wa 70:30 ka metlha mo mokgwatsamaisong wa go thapa baungwelwa ba ketleetso ya madi a thuto le dialogane morago ga moo.

Khumani e ikannetse go akaretsa bakatiswa ba dialogane, fela e ka se kgone go tlhomamisa ditšhono tsa tiro go baungwelwa ba ketleetso ya madi a thuto le dialogane morago ga konosetso ya dithuto tsa bone.

Khumani e tla tlhoma, go fitlha go bakatiswa ba dialogane ba le 10 ka nako nngwe le nngwe go ya ka paka e e tlhomameng. Tiro ya bomankge e e tlhokegang e tla tlhomamiswa ke ditlhokego tsa tiro, ditlhokego tsa bothapi, le ditlhokego tsa tlhabololo go fitlhelela ditotiwa tsa tekatekano ya thapo le go nna teng ga badiri ba ba tshwanelang. Baungwelwa ba ketleetso ya madi a thuto ba Assmang, ba ba konosetsang dithuto tsa bone ka katlego ba tlhophiwa pele fa ditšhono tsa dialogane di tlhaga.

Sethalo 21: Ditotiwa tsa ponelopele ya bakatiswa ba dialogane kwa Moepong wa Khumani

Karolo ya thuto	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Palogotlhe
Boenjenere ba Metšhine/ Motlakase	3	3	3	3	3	
Boenjenere ba Moepo	3	3	3	3	3	
Saense ya lefatshe le maje	1	1	1	1	1	
Boenjenere ba Dikhemikhale/ Saense ya metale	2	2	2	2	2	
Theko le Botsamaisi ba Ketane ya Theleso/ Lojistiks	1	1	1	1	1	
Palogotlhe	10	10	10	10	10	

Ela tlhoko: Sethalo se se kwa godimo se umaka palogotlhe ya bakatiswa ba dialogane mo gare ga ngwaga mme e seng ba e leng gone ba ikwadisang. Foo go kgonegang, molaomotho wa 80:20 o tla diriswa mo go tlhopheng bakatiswa ba dialogane.

Dipaka tsa mananeo a dialogane di farologana go ya ka go tlatša bukanapego ga baithuti, go amogelwa ditlhatlhobong tsa kwadiso ya seporofeshenale, e leng GCC, MCC. Go tshwanetse go elwe tlhoko gape gore palo ya dialogane tse di thapiwang e ka nna ya fetela magareng ga dingwaga tse di farologaneng tsa SLP; e leng, ngwaga 1 baungwela ba ketleetso ka madi a thuto b aka tswelala go nna karolo ya palogotlhe ya baithuti ba ba leng teng go ngwaga 2 go ya ka letlha la go konosetsa ka katlego, tshwanelego e e rulagantsweng.

2.11.2 Thuso ka tsa thuto (Ketleetso ka madi a thuto ka fa gare)

Ketleetso ka madi a thuto a ka fa gare, e teng go badiri botlhe ba Assmang Khumani. Motho ka mongwe o ikanela tlhabololo ya boitshediso le Setheo se tshegetsatsa dikgato tsa tshimololo. Go botlhokwa go umaka gore dithuto mo teng ga sekema sa thuso ka tsa thuto di tsamaisiwa mongwe le mongwe ka nako ya gagwe, ka tlwaelo, ka go ithuta o le kgakala. Tsamaiso ya go abela thuso ka tsa thuto go badiri e tla tsenngwa tirisong, go tsamaisana le Pholisi ya Setheo ya Thuso ya tsa Thuto.

Sethalo 22: Leano la Tsamaiso ya Tiro la Thuso ka tsa thuto kwa Moepo wa Khumani

Leano la Tsamaiso ya Tiro la Thuso ka tsa thuto	Lefapha le le ikarabelang	Letlha la go konosediswa
Go tlhotlheletsa badiri ba gajaana go gatela pele mo boitshedisong ba bone, thuso ka tsa thuto e tla nna teng go badiri ba ba welang mo teng ga meelwane ya pholisi e e phasaladitsweng ya thuso ka thuto le/kgotsa taolelo go tswa kwa Botsamaising mabapi le thuso ka thuto.	Metswedithuso ya botho (Karolo ya Talenta le OD)	E tswelletse
Tshupo ya badiri e tla kaelwa ke Togamaano ya Tatelano le mokgwatsamaiso wa tsamaiso ya boitshediso go ya ka thuto;	Metswedithuso ya Botho (Karolo ya Talenta le OD)	E tswelletse
Thebolo ya makgaolakgang ya thuso ka tsa thuto ya badiri le /kgotsa badiri ba ba supilweng kgotsa ba dira dikopo e tla tlamelwa ke baokamedi ba bonele ditlhogo tsa mafapha ka puisano le Botsamaisi ba Ditalenta ba TM (TM) le Motsamaisi wa lephata wa Tlhabololo ya Setlamo (OD)le baitseanape ba setlhogo sengwe le sengwe gape se se maleba;	Metswedithuso ya botho (Karolo TM le OD)	E tswelletse
Dithuto tseo di tshwanetse go dirwa kwa ditheong tse di itsiweng ke Setheo.	Metswedithuso ya Botho (Karolo TM le OD)	E tswelletse

Sethalo 23: Ditotiwa tsa Thuso ka tsa Thuto mo Moepong wa Khumani 2022 - 2027

Maemo a mo tirong	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	PALOGOTLHE
Botsamaisi bo bogolwane (Karolo- E)	0	0	0	0	0	
Tshwanelega seporofesene le baitseanape ba ba nang le maitemogelo le botsamaisi bo bo magareng (Karolo- D)	5	5	5	5	5	
Badiri ba setegeniki le ba ba tshwanelegang ka dithuto, botsamaisi bo bo kwa tlase, baokamedi, diforomane le batlhokomedi ba ba okametseng setheo (Karolo- C)	15	15	15	15	15	
Ga a tlhoke katiso e e tseneletseng le go tsaya ditshwetso go ya ka seemo (Karolo- B)	10	10	10	10	10	
Dipalogotlhe	30	30	30	30	30	

Ela tlhoko: Dipalo tse di kwa godimo di bontsha palogotlhe ya matlole a thuso a a bonelwang pele ngwaga ka ngwaga mme e se badiri ba bantšha fela.

Palo ya badiri ba ba thusitsweng ka lenaneo la thuso ka thuto e ikaegile ka kgatlhego ya badiri go dirisa tšhono ya go tswelletsa dithuto tsa bone.

2.12 Leano la Tekatekano ya Thapo

2.12.1 Maikaelelo a Leano la Tekatekano ya Thapo

Go tswelletsa pele maitlhommo a melaometheo ya Phetogo a EE ka metlha mo teng ga setheo, mokgwa o o amogetsweng go SLP eno, e ikaegile thata ka dikaelo le melaometheo jaaka di le go Molao o o fetotsweng wa EE le melawana ya one.

Go tla go fitlha fano, maano a Tekatekano ya Thapo, a rulagantswe go ya ka Kgaolo ya bo 20, Molao wa bo 55 wa 1998 wa Tekatekano ya Thapo le diphetogo tsa one.

Maitlhommo a leano la EE kwa Khumani ke go netefatsa gore maatlalimo a setheo, kwa bofelong, a tswa kwa dipalopalong tsa batho ba naga le go godisa kemedi go ralala maemo a a farologaneng mo lefelong la tiro.

Setheo se tlhomamisa gape maikano a sone go fitlhelela tekatekano mo lefelong la tiro ka go tlotlheletsa ditšhono tse di lekanang le tshwaro e e siameng mo tirong.

Leano la EE la Setheo le godisa ponelopele ya lone ya Tekatekano ya Thapo ka go ngoka badiredi ba maemo a a kwa godimo, le tlotlheletsa tlhabololo ka tlamelo ya thuto ya boleng jo bo kwa godimo le go tshola talente. Matsapa a a kgethegileng a lebisitswe go supeng Batho ba ba neng Ba Kgapetswe thoko mo Malobeng, ba ba nang le talente le go neela dikgato tsa tshimololo tsa katiso le tlhabololo tse di itlhaganedisitsweng, go thusa kgatelopele ya bone.

Khumani e dumela gore EE ke karolo e e botlhokwa ya go aga maatlalimo a a nang le matswela le kemedi le go netefatsa tekatekano mo badiring botlhe. Ka jalo, Moepo o tlamile Pholisi le Mokgwatsamaiso wa Phetogo gore tsamaiso ya EE ya phetogo e nne e e rulagantsweng le go buisanelwa go netefatsa gore Batho ba ba neng ba kgapetswe thoko mo malobeng, segolobogolo basadi, ba a tlhabololwa le go netefatsa pharologanyo mo lefelong la tiro.

Khumani e netefatsa gore dipholisi le ditiragatso tsa yone tsa go thapa, go tlhopha le go bewa ga badiri mo ditirong di na le tekatekano le go tlhomamisa ka tshwanelo. Kgatelopele le go tsenya tirisong ga Leano la EE go a begiwa le go tlhalosiwa mo mokgwatsamaisong wa therisano ka mekgatlho e e itsegeng ya badiri mo dipokanong tsa ETDF.

Lenaneo la Khumani la EE le tsepamisitse matlho mo go tsenngweng tirisong ditšhono tsa tsela ya boitshedisi le tlhabololo, boineelo go tekatekano ya thapo, mananeo a botataisi le tlhabololo ya dikgono. Lenaneo le nyalantswe le EAP ya bosetšhaba le ya porofense mme e batla go oketsa palo ya basadi mo moepong. Le fa go ntse jalo, seno se tshwanetse go diragala ka fa gare ga ditekanyetso tsa palo e badiri ba tswang mo setheong ka yone le palo ya tsela ya tlhago ya go rola tiro, eo e leng kwa tlase gone jaanong. Segolobogolo, matsapa a tla lebiswa go supeng diHDP tse di nang le talenta le go neela dikgato tsa tshimololo tsa katiso le tlhabololo tse di itlhaganedisitsweng go thusa kgatelopele ya bone.



Sethalo 24: Dipalopalo tsa Porofaele ya Maatlaliro kwa Moepong wa Khumani Mine jaaka e ne e le ka Mopitlwe 2021 (Foromo S)

Legoro	Batho bantsho		Bammala		BaDIIndia		Basweu		Batswantle		Tota			Peresente ya tota			Ditotiwa tsa Mining Charter		
	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Batho ba ba neng ba	Mosadi	Palogotho	Batho ba ba neng ba kgapetswe thoko mo	Mosadi	Batho ba ba tshelang ka bogole	Batho ba ba neng ba kgapetswe thoko mo	Mosadi	Batho ba ba tshelang ka bogole
Boto	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperese nte di le 0.00	Diperese nte di le 0.00%		Diperese nte di le 50	Diperese nte di le 20	
Motsamaisikhuduthamaga	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperese nte di le 0.00	Diperese nte di le 0.00		Diperese nte di le 50	Diperese nte di le 20	
Botsamaisi-bogolo	2	2	1	1	0	0	6	0	0	0	6	3	12	Diperese nte di le 50.00	Diperese nte di le 25.00		Diperese nte di le 60	Diperese nte di le 25	
Botsamaisi ba Magareng	26	15	16	7	0	0	20	8	0	0	72	30	92	Diperese nte di le 78.26	Diperese nte di le 32.61		Diperese nte di le 60	Diperese nte di le 25	
Botsamaisi bo bo kwa tlase	256	96	140	36	1	2	130	31	0	0	562	165	692	Diperese nte di le 81.21	Diperese nte di le 23.84		Diperese nte di le 70	Diperese nte di le 30	
Batho ba ba tshelang ka bogole	0	3	2	0	0	0	5	0	0	0	5	3	10			Diperes ente di le 0.53			Diperesent e di le 1.5
Dikgono tsa konokono le tsa botlhokwa (tse di bontshang dipalopalo tsa maatlaliro)	904	207	269	30	1	0	153	10	0	0	1421	247	1574	Diperese nte di le 90.28			Diperese nte di le 60		

Khumani ga e na badiri mo maemong a Boto. Badiri ba Boto ba kwa kantorong ya setheo ARM

2.12.2 Maano a Tekatekano ya Thapo e e diriswang kwa Khumani

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

- Go dirisa molaomotho wa diHDP le basadi mo ditalenteng tsotlhe tse di tlang, tse di nyalanang le Batho ba ba Matlhagatlhaga mo lkonoming:
 - * Togamaano ya Tatelano
 - * Dikatiso tsa morago ga dithuto
 - * Ketleetso ya madi a thuto
 - * Dialogane
 - * Matlole a Katiso ya Baagi (e diretswe basadi fela)
 - * Lenaneo la Tlhabololo ya Baša la Khumani (Rebolelwa baithuti ba Seemo sa bo 10 – 12 ba ba ithutang Dipalo le Bonetetshi ba tlhago/Ditshedi)
 - * Batho ba ba tshelang ka bogole: Dikatiso tse e seng tsa botegeniki morago ga dithuto

Sethalo 25: Leano la Tsamaiso ya Tiro la Go Tsenngwa Tirisong ga Tekatekano ya Thapo kwa Khumani

Leano la Tsamaiso ya Tiro la Tekatekano ya Thapiso	Lefapha le le ikarabelang	Letlha le le konosediwang ka lone
Netefatsa gore dithulaganyo tsotlhe tsa Phepo di nyalane le maitlhommo a EE (ke gore, e nyalane le ditotiwa tsa Mining Charter).	Lefapha la HR	E tswelletse
Go ngoka le go tshola diHDPs, go akaretsa basadi le go godisa talenta go oketsa maatlatiro le go baakanyetsa tatelano.	Lefapha la HR	E tswelletse
Go tota go thapiwa ga diHDP le basadi ke tsepamo e e kgethegileng ya leano la maatlatiro. (Setheo se tla dirisa foromo ya Peoleitlho ya EE go tsamaisa go fapoga ka tsela e e nang le matswela le go netefatsa gore botlhe ba ba tlhongwang ba nyalanywa le dipalopalo tsa batho.	Lefapha la HR	E tswelletse
Ditotiwa tsa thapo ya diHDP di tla tota go tlhabolola le go tlhatlhosa badiri ba ba ntseng go nna kwa maemong a botsamaisi fa ditšhono tseno di tlhaga.	Lefapha la HR	E tswelletse
Togamaano ya Tatelano e tla tsepama mo go supengbadiri ba ba ka kgonang go tlhabololwa go nna batsamaisi le mananeo a tlhabololo ya boitshedisodi tla laola kgolo le tswelopele ya badiri bano,	Lefapha la HR	E tswelletse
Katiso ya dikgono e e tshwanetseng, e tsamaisana le maano a tlhabololo a motho ka mongwe, di tla tlamelwa go diHDP le basadi go netefatsa gore ba bona dikgono tse di tshwanetseng le dinonofo.	Lefapha la HR	E tswelletse
Tataiso ya diHDP go ba tlamela ka tshegetso le thuso go netefatsa gore b aka dira ditiro tsa bone ka katlego.	Lefapha la HR	E tswelletse

Palogare ya badiri ba ba tsenang le ba ba tswang mo dingwageng di le pedi tse di fetileng e nnile peresente e le ka fa tlase ga peresente e le 1 ka ngwaga. Tšhono ya go fetola dipalopalo tsa maatlatiro ka ntlha ya go rola tiro, ka jalo, e lekanetse. Foo go kgonegang, setheo se tla tsaya tšhono nngwe le nngwe go fetola dipalopalo tsa badiri. Le fa go le jalo, fa go se na kgolo mo maatlatirong, tseno di tlile go lekanela.



2.12.3 Ditotiwa tsa Tekatekano ya Thapo

Dithalo tse di fa tlase, di bontsha ditotiwa tsa moepo wa Khumani tsa Tekatekano ya Thapo mo pakeng ya dingwaga di le 5 2023 – 2027

Sethalo 26: Ditotiwa tsa Tekatekano ya Thapo kwa Moepong wa Khumani – 2023 (Ngwaga wa 1)

Legoro	Batho bantsho		Bammala		Balindi a		Baswe u		Batswan tle		E rulagantswe			Peresente ya tota			Setotiwa sa Mining Charter		
	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Batho ba ba neng ba	Mosadi	Palogotihe		Mosadi	Batho ba ba tshelang ka bogole	Batho ba ba neng ba kgapetswe thoko mo malobeng	Mosadi	Batho ba ba tshelang ka bogole
Boto	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesente di le 0.00	Diperesente di le 0.00		Diperesente di le 50	Diperesente di le 20	
Motsamaisikhuduth amaga	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesente di le 0.00	Diperesente di le 0.00		Diperesenteddi le 50%	Diperesente di le 20	
Boitsamaisibogolwane	2	2	1	1	0	0	4	0	0	0	6	3	10	Diperesente di le 60.00	Diperesente tse 30.00		Diperesente di le 60	Diperesente di le 25	
Botsamaisi bo bo magareng	27	19	16	8	0	1	20	8	0	0	79	36	99	Diperesente di le 79.80	Diperesente di le 36.36		Diperesente di le 60	Diperesente di le 25	
Botsamaisi bo bokwa tlase	240	127	142	60	1	2	116	30	0	0	602	219	718	Diperesente di le 83.84	Diperesente di le 30.50		Diperesentedi le 70	Diperesente di le 30	
Batho ba ba tshelang ka bogole	7	13	4	9	0	0	5	0	0	0	33	22	38			Diperesente di le 1.97			Diperesente di le 1.5
Dikgono tsa konokono le tse di botlhokwa (tse di bontshang dipalopalo tsa maatlatiro)	898	263	265	35	1	0	142	10	0	0	1471	307	1613	Diperesente di le 91.23			Diperesente di le 60		

Sethalo 27: Ditotiwa tsa Tekatekano ya Thapo kwa Moepong wa Khumani – 2024 (Ngwaga wa bo 2)

Legoro	Batho bantsho		Bammala		Balindi a		Baswe u		Batsw ntle		E rulagantswe			Peresente ya tota			Setotiwa sa Mining Charter		
	Monna	Female	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Batho ba ba nana ha	Mosadi	Palogotho	Historically Disadvantaged Persons	Female	People with disabilities	Historically Disadvantaged Persons	Mosadi	Batho ba ba tshelang ka bogole
Boto	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesente di le 0.00%	Diperesente di le 0.00		Diperesente di le 50	Diperesente di le 20	
Motsamaisikhuduth amaga	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesente di le 0.00	Diperesente di le 0.00		Diperesente di le 50	Diperesente di le 20	
Botsamaisi-bogolwane	2	2	1	1	0	0	4	0	0	0	6	3	10	Diperesente di le 60.00	Diperesente di le 30.00		Diperesente di le 60	Diperesente di le 25	
Botsamaisi ba Magareng	27	20	16	8	0	1	19	8	0	0	80	37	99	Diperesente di le 80.81	Diperesente di le 37.37		Diperesente di le 60	Diperesente di le 25	
Botsamaisi bo bo kwa tlase	238	130	144	65	1	2	111	27	0	0	607	224	718	Diperesente di le 84.54	Diperesente di le 31.20		Diperesente 70	Diperesente di le 30	
Batho ba ba tshelang ka bogole	7	13	4	9	0	0	5	0	0	0	33	22	38			Diperesente di le 1.97			Diperesente di le 1.5
Dikgono tsa konokono le tse di botlhokwa (e bontsha dipalopalo tsa maatlaitiro)	886	268	271	40	1	0	137	10	0	0	1476	318	1613	Diperesente di le 91.48			Diperesente di le 60		

Sethalo 28: Ditotiwa tsa Tekatekano ya Thapo kwa Moepong wa Khumani – 2025 (Ngwaga wa bo 3)

Legoro	Batho bantsho		Bammala		BaIndi a		Baswe u		Batsw ntle		E rulagantswe			Peresente ya tota			Setotiwa sa Mining Charter		
	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Batho ba ba neng ba	Mosadi	Palogotho	Batho ba ba neng ba kgapetswe thoko mo malobeng	Mosadi	Batho ba ba tshelang ka bogole	Batho ba ba neng ba kgapetswe thoko mo malobeng	Mosadi	Batho ba ba tshelang ka bogole
Boto	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesente di le 0.00	Diperesente di le 0.00		Diperesente di le 50	Diperesente di le 20	
Botsamaisi ba Tiragatso	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesente di le 0.00	Diperesente di le 0.00		Diperesente di le 50	Diperesente di le 20	
Botsamaisi-bogolwane	2	2	2	1	0	0	3	0	0	0	7	3	10	Diperesente di le 70.00	Diperesente di le 30.00		Diperesente di le 60	Diperesente di le 25	
Botsamaisi bo bo mo magareng	27	21	16	8	0	1	18	8	0	0	81	38	99	Diperesente di le 81.82	Diperesente di le 38.38		Diperesente di le 60	Diperesente di le 25	
Botsamaisi bo bo kwa tlase	231	137	146	71	1	2	106	24	0	0	612	234	718	Diperesente di le 85.24	Diperesente di le 32.59		Diperesente di le 70	Diperesente di le 30	
Batho ba ba tshelang ka bogole	7	13	4	9	0	0	5	0	0	0	33	22	38			Diperesente di le 1.97			Diperesente di le 1.5
Dikgono tsa konokono le tse di botlhokwa (e bontsha dipalopalo tsa maatlatiro)	873	276	276	45	1	0	133	10	0	0	1480	331	1613	Diperesente di le 91.74			Diperesente di le 60		

Sethalo 29: Ditotiwa tsa Tekatekano ya Thapo kwa Moepong wa Khumani – 2026 (Ngwaga wa bo 4)

Legoro	Batho bantsho		Bammala		Malndia		Basweu		Batswantl e		E rulagantswe			Peresente ya tota			Setotiwa sa Mining Charter		
	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Batho ba ba neng ba leantshu	Mosadi	Palogotlhe	Batho ba ba neng ba kgapetswe thoko mo malhona	Mosadi	Batho b a ba tshelang ka bogole	Batho ba ba neng ba kgapetswe thoko mo	Mosadi	Batho ba ba tshelang ka bogole
Boto	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesent e di le 0.00	Dipere se nte di le 0.00		Dipere se nte di le 50	Dipere se nte di le 20	
Botsamaisi jwa Tiragatso	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesent e di le 0.00	Dipere se nte di le 0.00		Dipere se nte di le 50	Dipere se nte di le 20	
Botsamaisi-bogolwane	2	2	2	1	0	0	3	0	0	0	7	3	10	Diperesent e di le 70.00	Dipere se nte di le 30.00		Dipere se nte di le 60	Dipere se nte di le 25	
Botsamaisi jwa Magareng	27	22	16	8	0	1	17	8	0	0	82	39	99	Diperesent e di le 82.83	Dipere se nte di le 39.39		Dipere se nte di le 60	Dipere se nte di le 25	
Botsamaisi jo bo kwa tlase	229	144	148	72	1	2	101	21	0	0	617	239	718	Diperesent e di le 85.93	Dipere se nte di le 33.29		Dipere se nte di le 70	Dipere se nte di le 30	
Batho ba ba tshelang ka bogole	7	13	4	9	0	0	5	0	0	0	33	22	38			Dipere se nte di le 1.97			Dipere se nte di le 1.5
Dikgono tsa konokono le tsa botlhokwa (e bontsha dipalopalo tsa maatlatiro)	859	85	281	50	1	0	129	10	0	0	1484	344	1613	Diperesent e di le 92.00			Dipere se nte di le 60		

Sethalo 30: Ditotiwa tsa Tekatekano ya Thapo kwa Moepong wa Khumani – 2027 (Ngwaga wa bo 5)

Legoro	Batho bantsho		Bammala		Balindi		Basweu		Batswatile		E e rulagantsweng			Peresente ya tota			Setotiwa sa Mining Charter		
	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Monna	Mosadi	Batho ba ba neng ba	Mosadi	Palogotho	Batho ba ba neng ba kgapetswe thoko mo malobeng	Mosadi	Batho ba ba tshelang ka bogole	Batho ba ba neng ba kgapetswe thoko mo malobeng	Mosadi	Batho ba ba tshelang ka bogole
Boto	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesente di le 0.00	Diperesente di le 0.00		Diperesente di le 50	Diperesente di le 20	
Botsamaisi jwa Tiragatso	0	0	0	0	0	0	0	0	0	0	0	0	0	Diperesente di le 0.00	Diperesente di le 0.00		Diperesente di le 50	Diperesente di le 20	
Botsamaisi-bogolwane	2	2	2	1	0	0	3	0	0	0	7	3	10	Diperesente di le 70.00	Diperesente di le 30.00		Diperesente di le 60	Diperesente di le 25	
Botsamaisi jo bo magareng	27	23	16	8	0	1	16	8	0	0	83	40	99	Diperesente di le 83.84	Diperesente di le 40.40		Diperesente di le 60	Diperesente di le 25	
Botsamaisi jo bo kwa tlase	227	150	148	76	1	2	96	18	0	0	622	246	718	Diperesente di le 86.63	Diperesente di le 34.26		Diperesente di le 70	Diperesente di le 30	
Batho ba ba tshelang ka bogole	7	13	4	9	0	0	5	0	0	0	33	22	38			Diperesente di le 1.97			Diperesente di le 1.5
Dikgono tsa konokono le tsa botlhokwa (e bontsha dipalopalo tsa maatlatiro)	850	292	281	55	1	0	125	10	0	0	1488	357	1613	Diperesente di le 92.26			Diperesente di le 60		

KGAOLO 3

TLHABOLOLO YA IKONOMI YA SELEGAE



3. TLHABOLOLO YA BAAGI BA MEEPO

3.1 Matseno

Tlhabololo ya Ikonomi ya Selegae (LED) e ikaelela go aga bokgoni ba ikonomi ba lefelo le le fa gaufi go tokafatsa ikonomi ya lone ya isagwe le boleng ba botshelo go botlhe. Ke tsamaiso e tirisanommogo ya bosetšhaba le ya poraefete di dirang di kopane, go tlhola seemo se se botoka sa kgolo ya ikonomi le tiro ya bothapiwa.

Melaometheo ya botlhokwa e e leng motheo wa LED:

- Ere ka bohuma le botlhokatiro di le gareng ga dikgwetlho tse dikgolo mo Aforika Borwa, maano a LED a tshwanetse go lejwa pele go tlhola ditiro le go fokotsa bohuma.
- LED e tshwanetse go tota batho ba ba neng ba kgapetswe thoko mo malobeng, baagi ba ba ikgatholositsweng le mafelo a dikgaolo, dikgwebo tsa go maatlafatsa ikonomi ya batho bantsho (BEE) le diSMME go di letlelela go tsaya karolo ka botlalo mo botshelong ba ikonomi ya naga.
- Karolo nngwe le nngwe ya lefelo e ka dira mokgwa o o tshwanetseng go gaisa, go bokao ba lefelo le le fa gaufi.
- LED e tlhotlheletsa go nna mong ga baagi ba selegae, botsayakarolo ba baagi, boeteledipele ba selegae le go tsaya ditshwetso go go tshwaraganetsweng.
- LED e akaretse tirisanommogo ya selegae, ya bosetšhaba le ya boditšhabatšhaba magareng ga baagi, dikgwebo le puso go rarabolola mathata, go tlhola kgwebo e e kopanetsweng le mafelo a a agilweng a a gaufi.
- LED e dirisa metswedi ya selegae le dikgono go oketsa ditšhono tsa tlhabololo.

Maitlhamo a magolo a tlhabololo ya baagi ba moepo ke go thusa ka tsela e e nang le bokao, mabapi le tlhabololo ya baagi, ka bobedi, go ya ka bogolo le khuetsa, go tsamaisana le melaometheo ya kamogelo, ke badiri le setšhaba, ya kakaretso ya gore Moepo o dire. Godimo ga moo, badiredi ba mmasepala wa selegae le bommassepala ba bone ba ka nna batlisi ba diphetogo ba botlhokwa mo diikonoming tsa selegae. Di ka laela le go kaela tlhabololo le go rotloetsa tlhamo ya tirisanommogo le tiro e e kopanetsweng go tlhola ditšhono tsa ikonomi ya selegae le go tokafatsa boleng ba bophelo, go akanyetswa gore dikgwetlho tsa selegae le ditšhono di farologane go tshwana le baagi ka bobone.

Pinagare ya LED ya SLP nngwe le nngwe e tshwanetse e batle go kgontsha baagi ba Moepo o dirang mo go bone, go go ikemela ka bosi mo mererong ya ikonomi. Ka go dirisana le Puso ya Selegae, Moepo o thusa go godisa (gareng ga tse dingwe) mafaratlhatlha, dikgono tsa thutego le go itshimolela kgwebo. Bontsi ba baagi ba, ka kakaretso, ba ikgatholositsweng mo mererong ya sebaka, mme diporojeke tsa LED di tshwanetse di dirwe go batla go oketsa ditšhono gammogo le go fokotsa bohuma. Dithuso tse di tlametsweng ke Moepo di ikaelela go netefatsa gore go itshedisa go go tlholwang ka nako ya kgato ya LED, di tla kgona go falola di ikemetse morago ga fa Moepo o tswa mo lenaneong lengwe le lengwe, le, bogolobogolo, morago ga go tswalwa ga Moepo.

Khumani e mo teng ga Porofense ya Kapa Bokone kwa TLM gammogo le GLM. Moepo o na le metseletsele ya ditiro tsa go monya dimenerale go tswa khuting e e bulegileng. E bonwa go bapa le motsesetoropo wa Olifantshoek, dikhilomitara di ka nna 60 mo bokone jwa moepo wa Beeshoek le go bapa le moepo wa manyatshipi wa Sishen ya Kumba. Moepo o tla nyalanya ditiro tsa yone le GLM le Maano a Tlhabololo (diIDP) a a kopanetsweng a GSLM gammogo le maano a mmasepala a LED a a rulagantsweng ke JTGD. Tseno di emela bommassepala ba Khumani ba ba amogelang le mafelo a a romelang badiri ka bontsi. Metsesetoropo e e leng karolo ya lefelo la GLM e tla nna mafelo a a tla lejwang thata go tlhabololo ya ikonomi, fa GSLM e tla lejwa morago ga moo.

3.2 Tshedimosetso e e leng teng ya tsa Loago le Ikonomi

Maano a tlhabololo a loago le ikonomi a ikaeletse go godisa thuso ya indaseteri ya meepo mo nageng le baaging ba kwa Moepo o dirang teng. Go fitlhelela khuetsa e e nang le matswela ya loago le ikonomi, Moepo o tlhoka go netefatsa gore go na le nyalano e e kgolo magareng ga maitlhamo a kgwebo a Moepo le ditlhokego tsa baagi. Kamano e e siameng ya tiro magareng ga Moepo le balaodi ba ba maleba gammogo le dithulaganyo tsa baagi e tlhoka go tswelela go netefatsa gore tlhabololo le go tsennngwa tirisong ga maano a maleba a tlhabololo a a kopanetsweng ya mmasepala.

JTGDM e kwa Porofenseng ya Kapa Bokone e bapile le molelwane wa Mmassepala wa sedika wa ZF Mgcawu le Mebasepala ya sedika ya Frances Baard kwa borweng le bophirimeng ba yone; Porofense ya Bokone Bophirima

(Mmasepala wa Sedika wa Dr. Ruth Segomotsi Mompati) go ya botlhaba le bokonebotlhaba; le Botswana go ya bokonebophirima. Go ya ka taolo, 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 o amogelang. Kantoro ya bolaodibogolo ya mmasepala e kwa Kathu . Karolo ya mmasepala wa Gamagara e na le dikgaolo di le 6; Kathu, Sesheng/Mapoteng, Dibeng, Siyathemba, Babatas le Olifantshoek.

Khumani e tla dirisana le GLM le GLSM mo go tsholeng le go tsenngwa tirisong ga maano a IDP le LED go baagi ba ba gaufi le tiro le mafelo a yone a go romela badiri. Setso seno se golagana ka botlalo le ditlamelo tsa MPRDA mme se tla tswela pele go kaela maiteko a Khumani mo go diragatseng maitlhome a yone a go tihabolola baagi ba moepo jaaka go tihalositswe mo kgaolong eno ya SLP.

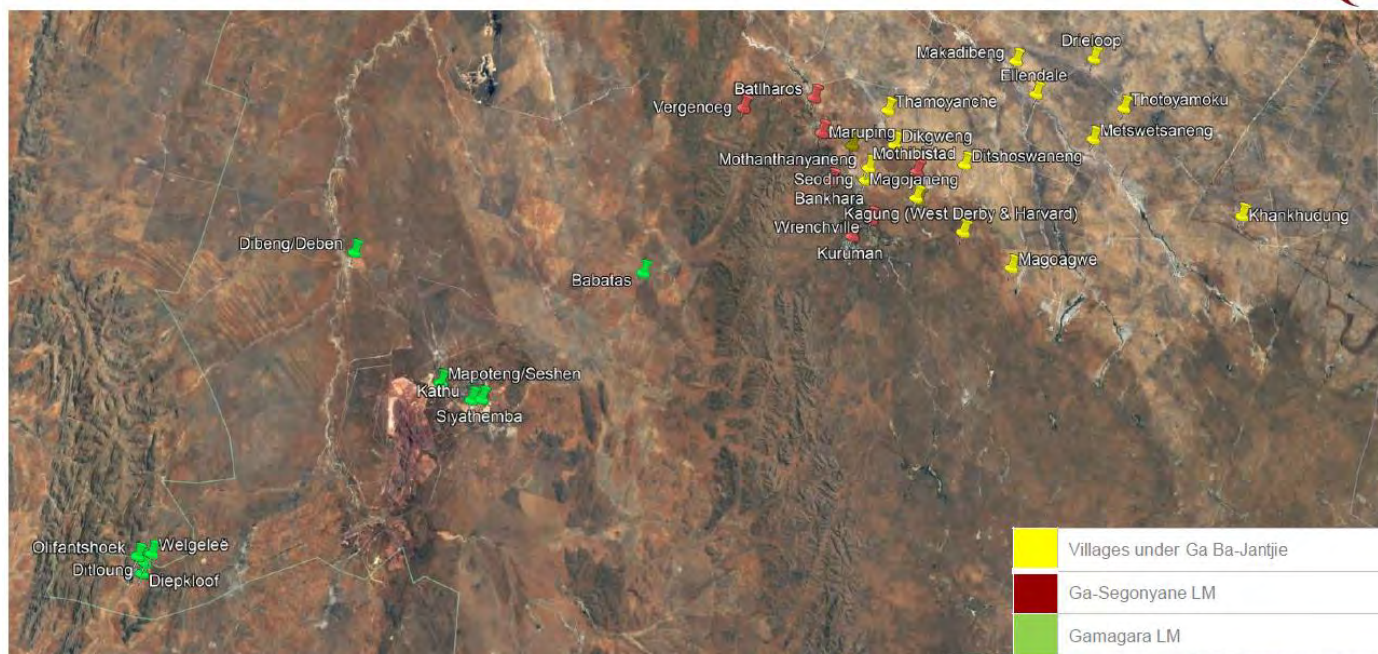
Tshedimosetso e e tihalosiwang mo kgaolong eno e ikaegile ka tebosešwa ya ditokomane tse di latelang:

- Lekanyetsa bogolo ba Dipatlisiso, Gamagara and Ga-Segonyana Community Baseline Survey, July 2021 (Quantify Research Survey). Leba Setshwantsho 6 Setshwantsho 6 , o kgone go bona gore metse e farologaneng e, e sekasekilweng, e fa kae.
- Patlisiso ya Baagi ya 2016 ya Statistics South Africa (Stats SA).
- E letleletswe, Tshekatsheko ya bo 4 IDP, Mmasepala wa Selegae wa Gamagara, 2021-2022 le Tokomane e go kwadilweng leano la dingwaga di le 5 go yone.
- Mmasepala wa selegae wa Ga-Segonyana, 2021/2022 IDP.
- Phopholetso ya dipalopalo tsa batho ya 2021 ya fa gare ga ngwaga ya Statistics South Africa.
- Palo ya batho, e e sa ameng matlotlo ya Bommasepaleng ya Statistics South Africa ka 2019 Non-Financial Census of Municipalities, 2019.
- Dipalopalo tsa P0211 tsa Dipatlisiso tsa Bodiri tsa Kotara tsa Statistics South Africa (Q2:2021).
- Mmasepala wa Sedika wa John Taolo Gaetsewe, IDP, 2020-21.
- Mmasepala wa sedika wa John Taolo Gaetsewe, Porofaele le Tekolo, Sekai sa Tihabololo ya Sedika.

Sethalo 31: Porofaele ya loago le ikonomi ya kgaolo e e fa gaufi – Baagi

Ditshupo tsa loago le Ikonomi	Kapa Bokone	Mmasepala wa Sedika wa John Taolo Gaetsewe	Mmasepala wa Selegae wa Gamagara	Mmasepala wa Selegae wa Ga-Segonyana
Batho bantsho	Diperesente di le 48.10	Diperesente di le 83.52	Diperesente di le 48.57	Diperesente di le 90.78
Bammala	Diperesente di le 43.66	Diperesente di le 10.03	Diperesente di le 32.63	Diperesente di le 5.37
BaIndia/ BaAsia	Diperesente di le 0.54	Diperesente di le 0.37	Diperesente di le 0.82	Diperesente di le 0.37
Basweu	Diperesente di le 7.69	Diperesente di le 6.07	Diperesente di le 17.97	Diperesente di le 3.48
Tekolo khutswane:	Go ya ka tshedimosetso e e tserweng go tswa kwa Patlisisong ya Baagi ya 2016 ya Stats SA, Batho bantsho e ne e le bone ka bontsi go ralala bommasepala botlhe. Diphopholetso tsa batho bantsho moGLM di nyalane bogolo thata le diphopholetso tsa Porofense ya Kapa Bokone ka peresente e e batlileng e lekana ya Batho bantsho le Bammala ba ba nnang mo Mmasepaleng. GSLM, ka fa letlhakoreng le lengwe, e ne e nyalana segolo thata le palogare ya Sedika ka palo e e kwa godimo ya Batho Bantsho ba ba nnang mo mmasepaleng ono wa selegae.			

All communities surveyed (2021)



Setshwantsho 6: Metse e e sekasekilweng ka 2021 (Patlisiso ya Tekanyetso ya dipalo)

Sethalo 32: Porofaele ya loago le Ikonomi ya Kgaolo e e fa gaufi – Tlamelo ya matlo

Ditshupo tsa Loago le Ikonomi	Mmasepala wa Sedika wa John Taolo Gaetsewe	Mmasepala wa selegae wa Gamagara	Mmasepala wa Selegae wa Ga- Segonyana
Bonno ba semmuso	Diperesente di le 87.51	88.64%	Diperesente di le 91.08
Bonno ba setso	Diperesente di le 6.85	0	Diperesente di le 4.87
Bonno bo e seng ba semmuso (mokhukhu)	Diperesente di le 5.64	Diperesente di le 11.36	Diperesente di le 4.05
Matlwanaboithusetso a a tlhatswang metsi le thulaganyo ya kgelelo ya leswe	Diperesente di le 44.09	Diperesente di le 91.61	Diperesente di le 25.10
Matlwanaboithusetso a mesima (go sa tsene mowa)	Diperesente di le 45.03	Diperesente di le 0.29	Diperesente di le 65.36
Go tlhoka matlwanaboithusetso	Diperesente di le 10.88	Diperesente di le 8.10	Diperesente di le 9.54
Metsi a peipi mo lefelong la bonno	Diperesente di le 50.64	Diperesente di le 67.46	Diperesente di le 31.39
Metsi a peipi ka fa jarateng	Diperesente di le 49.36	Diperesente di le 32.54	Diperesente di le 68.61
Metsi, bokgakala bo bo fetang dimmitara di le 200	Diperesente di le 26.93	Diperesente di le 88.17	Diperesente di le 13.37
Leswe le tloswa ke mmasepala wa selegae bonnyane gangwe ka beke	Diperesente di le 69.61	Diperesente di le 10.71	Diperesente di le 82.31
Go nna le thotobolo ya gago	Diperesente di le 3.46	Diperesente di le 1.12	Diperesente di le 4.32
Ga go na thotobolo	Diperesente di le 76.63	Diperesente di le 86.38	Diperesente di le 85.43

Ditshupo tsa Loago le Ikonomi	Mmasepala wa Sedika wa John Taolo Gaetsewe	Mmasepala wa selegae wa Gamagara	Mmasepala wa Selegae wa Ga- Segonyana
Motlakase o o dirisetwang go apaya	Diperesente di le 65.17	Diperesente di le 87.54	Diperesente di le 74.28
Motlakase wa go gotetsa	Diperesente di le 6.47	Diperesente di le 7.70	Diperesente di le 8.94
Gase ya go apaya	Diperesente di le 1.68	Diperesente di le 1.79%	Diperesente di le 3.00
Gase ya go gotetsa	Diperesente di le 1.40	Diperesente di le 2.00%	Diperesente di le 1.22
Parafene ya go apaya	Diperesente di le 1.93	Diperesente di le 0.56%	Diperesente di le 3.93
Parafene ya go gotetsa	Diperesente di le 15.50	Diperesente di le 3.92%	Diperesente di le 4.41
Dikgong tsa go apaya	Diperesente di le 31.23	Diperesente di le 10.11%	Diperesente di le 18.79
Dikgong tse di siametseng go gotetsa	Diperesente di le 87.51	Diperesente di le 88.64%	Diperesente di le 91.08
Tekolo e khutswane:	Go ya ka tshedimosetso e e tswang go Patlisiso ya Baagi ya 2016 ya Stats SA, bontsi ba batho ba ne ba abelwa bonno ba semmuso, tse di akaretsang matlo a a agilweng ka ditena, konkereite, diflete/diphaphosi ka fa morago ga ntlo, jalo jalo. GLM e bontsha peresente e e kwa godimo ya batho (91.6) ba ba fitlhelelang matlwanoibothusetsa a a tlhatswang metsi, a golagane le thulaganyo ya kgelelo ya leswe, seo se supang sentle gore Mmasepala wa Selegae o na le bokgoni ba go neelana ka tirelo e e siameng, ya boleng, ya go tsamaisa leswe. Mo Patlisisong ya Baagi ya 2016, thulaganyo ya metsi mo teng ga mafelo a maemo otlhe e ne e dirwe, ka go lekana, ya semmuso. Kwa GLM, diperesente di le 67.46 tsa matlo of households di ne di na le phitlhelelo ya dipeipi tse di isang metsi mo teng ga manno. Palo eno go GLSM, e ne e le kwa tlase thata, ka diperesente di le 31.39 fela tsa matlo di fitlhelela metsi a dipeipi mo mannong. Matlo a a fitlhelelang ditirelo tsa beke le beke tsa Mmasepala wa Selegae tsa go thota matlakala, le fa go le jalo, a rekotilwe a le kwa godimo kwa GSLM (diperesente di le 82.31) go feta kwa GSM (diperesente di le 10.71). Mo mafelong otlhe, motlakase e nnile one motswedi o mogolo wa maatla fa go apewa, go na le gase; parafene; kgotsa dikgong.		

Sethalo 33: Porofaele ya loago le tsa Ikonomi ya kgaolo e e fa gaufi – Lotseno lwa Kgwedi lwa motho ka mongwe

Ditshupo tsa Loago le Ikonomi	Mmasepala wa John Taolo Gaetsewe	Mmasepala wa Selegae wa Gamagara	Mmasepala wa Selegae wa Ga- Segonyana
Ga go na lotseno	Diperesente di le 43.99	Diperesente di le 40.54	Diperesente di le 45.89
Diranta di le 1-go ya go 1600	Diperesente di le 41.20	Diperesente di le 24.05	Diperesente di le 37.90
Diranta di le 1601-go ya go 6400	Diperesente di le 8.19	Diperesente di le 19.24	Diperesente di le 9.23
Diranta di le 6401-go ya go 51200	Diperesente di le 7.18	Diperesente di le 15.47	Diperesente 6.77
Diranta di le 51201 kgotsa go feta	Diperesente di le 3.23	Diperesente di le 0.11	Diperesente di le 0.21
Tekolo e khutswane:	Go ya ka Patlisiso ya Baagi ya 2016 ya Stats SA, diperesente di ka nna 40 tsa palo ya batho mo bommasepaleng botlhe ga ba na lotseno mme palogare ya palogotlhe ya diperesente di le 34 tsa batho di amogela lotseno lwa go tloga ka diranta di le 1-go fitlha di le 1600 ka kgwedi, seo se kaya gore ba amogela lotseno lwa diranta di le 19,200 le e e kwa tlase ga eo, ka ngwaga.		

Sethalo 34: Porofaele ya Loago le Ikonomi ya kgaolo e e fa gaufi – Boemo ba tiro

Ditshupo tsa Loago le Ikonomi	Mmasepala wa Selegae wa Gamagara	Mmasepala wa Selegae wa Ga-Segonyana	Metse mo Ba Ga-Jantjie
Kelo ya ba ba dirang le go bapisiwa le ba ba sa direng (batho ba ba tsayang karolo mo ikonoming)	57:43	51:49	32:68
Bašha ba ba sa direng (ba dingwaga di le 18 –go ya go di le 35)	Diperesente di le 54	Diperesente di le 61	Diperesente di le 76
Tekolo e khutswane:	Go ya ka Patlisiso ya Tekanyetso, diperesente di le 81 tsa batho ba GLM le GSLM ba dingwaga di le 18 go ya go di le 64 ba tsaya karolo mo ikonoming. Batho ba ba tsayang karolo mo ikonoming mo thutong eno, e kaya batho ba ba dirang kgotsa ba sa dire, fela ba batlana le tiro. Diperesente di le 19 tse di setseng, ba ka tswa ba santse ba tsena sekolo, ba dira dithuto tsa morago ga sekolo kgotsa ba sa batlane le tiro. Go ya ka Patlisiso ya Kotara ya Bodiri ya sešeng ya Statistics SA (QLFS) ya Q3 2021, kelo ya semmuso, e e atolotsweng ya botlhokatiro mo Kapa Bokone ke diperesente di le 24.9 le diperesente di le 49.1 ka tatelano. Tlhaloso e e atolotsweng ya botlhokatiro mo ntlheng eno e akaretsa babatlatiro ba ba kgobegileng marapo. Dilekanyo tsa botlhokatiro mo GLM, ka jalo, di kwa tlase ga palogare ya porofense, fa GSLM e saletse morago ka kelo ya diperesente di le 49, e leng e e leng kwa godimo ga kelo ya Semmuso mme e tshwana le kelo e e atolositsweng. Ka diperesente di le 68, selekanyo sa botlhokatiro mo metseng mo Ga-Jantjie e kwa godimo thata go feta palogare ya porofense tebang le tlhaloso ya Semmuso gammogo le e e Atolositsweng. Patlisiso ya Tekanyetso, mo godimo ga moo, e rekota gore bontsi ba bao ba thapilweng, ba dira kwa maphateng a meepo le dikhwari (diperesente di le 35); Puso (diperesente di le 20); lephata la baagi, loago le tirelo ya motho ka esi (diperesente di le 13); kago (diperesente di le 10); le mafelo a kgwebo (diperesente di le 8). Diperesente di le 30 tsa bao ba thapilweng, Ba direla ditiro tsa meepo tse di kgolwane mo lefelong, e leng, moepo wa Sishen (diperesente di le 10); Assmang Black Rock (diperesente di le 7), Assmang Khumani (diperesente di le 6); le South32 (diperesente di le 7). Diperesente di le 1.2 fela tsa bao ba leng dingwaga di le 18- go ya go di le 64, ba a ipereka; diperesente di le 62 tsa beng bano ba dikgwebo ba na le dikgwebo tse e seng tsa semmuso.		

Sethalo 35: Socio-Porofaele ya Karolo e e fa gaufi – Maemo a a kwa godimo go gaisa a Thuto

Ditshupo tsa Loago le Ikonomi	Mmasepala wa Sedika sa John Taolo Gaetsewe	Mmasepala wa Selegae wa Gamagara	Mmasepala wa Selegae wa Ga- Segonyana
Ga a na thuto ya sekolo se sebotlana kgotsa kgotsa ga a a ya kgakala ka sekolo	Diperesente di le 17.98	Diperesente di le 14.71	Diperesente di le 16.03
Konoseditse sekolo se sebotlana	Diperesente di le 4.43	Diperesente di le 2.46%	Diperesente di le 4.67
Konoseditse bontlhabongwe ba sekolo se segolwane	Diperesente di le 4.89	Diperesente di le 4.66	Diperesente di le 4.50
Konoseditse sekolo se segolwane	15.72%	22.80%	18.03%
Thuto e e kwa godingwana	4.09%	7.21%	4.09%
Tekolo e khutswane:	Kgatelopele mo diphelelong tsa thuto, jaaka go falola Materiki, ke tshupo e e botlhokwa ya tlabologo ya loago le ikonomi mo kgaolong. Go falola Materiki ke kgato ya ntlha le botlhokwa ba kwa o simolotseng teng ya go tsaya karolo mo		

ikonoming ga motho ka mongwe. Mo ntlheng eno, tshedimosetso ya Stats SA QLFS e tswelela go bontsha gore dikelo tsa botlhokatiro go batho ba ba se nang thuto e e fitlhang kwa Seemong sa 12 di kwa godimo go feta setlhopha sepe fela.

Go ya ka Patlisiso ya Baagi ya 2016 ya Stats SA, peresente e e kwa tlase ga 30% ya batho go ralala maemo otlhe a mafelo ba ne ba konoseditse thuto ya bone ya sekolo se segolwane. Seno se ka nna le khuetso e e sa siamang go tlhabololo ya loago le ikonomi mo kgaolong.



Sethalo 36: Porofaele ya Loago le Ikonomi ya kgaolo e e fa gaufi – Dipalopalo tsa batho Porofaele go ya ka bogolo

Kapa Bokone								
	Batho bantsho		Bammala		Malindia/MaAsia		Basweu	
	Monna	Mosadi	Monna	Femal e	Monna	Mosadi	Monna	Mosadi
0-14 (Bana)	Diperesent e di le 30.12	Diperesent e di le 30.09	Diperesent e di le 27.42	26.24 %	Diperesent e di le 18.87	38.37 %	Diperesent e di le 19.10	Diperesent e di le 18.57
15-34 (Baša)	Diperesent e di le 37.99	Diperesent e di le 35.93	Diperesent e di le 38.31	36.45 %	Diperesent e di le 52.24	32.49 %	Diperesent e di le 29.21	Diperesent e di le 25.53
35-64 (Bagolo)	Diperesent e di le 24.74	Diperesent e di le 24.12	Diperesent e di le 27.33	27.42 %	Diperesent e di le 23.58	15.49 %	Diperesent e di le 32.00	Diperesent e di le 30.28
65+ (Batsofe)	Diperesent e di le 7.14	Diperesent e di le 9.86	Diperesent e di le 6.93	9.89%	Diperesent e di le 5.30	13.65 %	Diperesent e di le 19.69	Diperesent e di le 25.61
Tshekatsheko e khutswane:	Jaaka go kwadilwe mo Dipatlisisong tsaBaagi tsa 2016, batho ba ba ba ka fa tlase ga dingwaga di le 35 ba dira karolo e kgolo thata ya batho go ralala ditso tsothe mo Kapa Bokone.							

3.3 Dikgopolo le tse di lebeleletsweng ke baagi ba moepo

Direkoto tsa Dipatlisiso tsa Go lekanya, ka kakaretso, baagi ba moepo ba kgatlhegela go nna teng ga indasetering ya meepo le gore meepo e e mo gaufi e siametse baagi. Dipono tse dingwe tse di neng di tlhagiswa. fa go dirwa dipatlisiso, di akaretsa tse di latelang:

- Go nna teng ga meepo go lejwa jaaka letshwao la Tshepo ya go fokotsa botlhokatiro bo bo kwa godimo. Diperesente di le 64 tsa ba ba tsibogileng ba akanya ka tsela e e tshwanang ya gore meepo mo lefelong lefelong leno e tlhola ditšhono tsa ditiro mo baaging ba ba gaufi.
- Meepo e amangwa ka tsela e e siameng le go thusa baagi le tlhabololo ya mafaratlha gammogo le boleng ba botshelo bo bo tokafetseng mo baaging.
- Ba ba tsibogileng ba ne ba lebogela keteletso, kabo ya matlotlo le tlamelo ka diphuthelwana tsa dijo le diaparo tse ditiro tsa moepo mo JTGDM di neelanang ka tsone.
- Thuso e meepo e ntseng e e neela dikolo e umakiwa ka tsela e e kgethegileng.

Patlisiso ya go lekanya, gape e rekota gore babangwe ba ba neng ba tsiboga ba ne ba ikutlwa gore meepo ga e dire mo go lekaneng malebana le go tlhola ditiro mo baaging; tlhabololo ya baagi le mafaratlhatlha; le peeletso mo dikagong tsa thuto le tlhokomelo ya boitekanelo.

Tsibogo go Patlisiso e supile tse ba di lebeleletsweng mo tirong ya moepo mo lefelong jaana:

- Ditiro tsa Moepo di tshwanetse go thusa go, kgotsa go tokafatsa tlhabololo ya mafaratlhatlha le go tlamela ditšhono tsa ditiro go thusa go fokotsa botlhokatiro mo lefelong.
- Ditheo tsa meepo di tshwanetse go tlhoma mogopolo mo go ageng go feta kgotsa go ntšhafatseng dikolo tse di leng teng le dikago tsa tlhokomelo ya boitekanelo.
- Go gatelelwa thata dikgato tsa tshimololo tsa tlhabololo ya baagi ka ditiro tsa moepo tse di ka akaretsang diphuthelwana tsa dijo kgotsa diaparo; mananeo a tlhabololo ya dikgono kgotsa dikago; le tlamelo ka matlo.
- Ditiro tsa Meepo di tshwanetse go diragatsa ditsholofetso tsa tsone.

3.4 Mananeo a Khumani a Tlhabololo ya Mafaratlhatlha le go fokodiwa ga Bohuma

Tlamelo e e lekaneng ya ditirelo tsa mafaratlhatlha, ke sebaka e lejwa jaaka e e botlhokwa go tlhabololo ya ikonomi le phokotso ya lehuma. Go ntse go dumalanwa go feta gore lekala la poraefete e solofelwa go thusa go fitlhelela

ditlhokego tsa botlhokwa tse di golaganeng le kago ya mafaratlhatlha, le, ka tsela nngwe, tlamela diporojeke ka matlole a a kobiseditsweng tlhabololo ya mafaratlhatlha.

Khumani e ikanetse go thusa ka tokafatso ya mafaratlhatlha le thebolelo ya ditirelo, ka thulaganyo ya dipuisano le bommassepala ba selegae mo baaging ba ba amegang.

Mo tirong yotlhe ya Meepo, Khumani e ikaelela go tswela pele ka go nna le seabe mo go tshegetseng puso ya selegae mo go tshameng le go tsenngwa tirisong ga IDP mo mafelong a a gaufi le Moepo. Moepo o tla tsaya karolo go tlhabololo ya ikonomi ya selegae ka matlhomese a IDP a a tlhomilweng. Morago ga go amogela semmuso, ditumalano tsa tshegetso ka madi, diporojeke di tla bewa leitlho le kgatelopele e rekotiwa ka metlha, e bontsha tshedimosetso e tshwana le, palo ya ditiro tse di tlhodilweng, palo ya baungwelwa le ditshenyegelo tsa madi mo diporojekeng. Both Tshedimosetso ya tse di balegang gammogo le tse di lekanyetswang ka boleng, e tla begiwa mo Pegelong ya ngwaga le ngwaga ya SLP ya Moepo e e tlo romelwang go Lefapha la kgaolo la Didiriswa tsa Diminerale le Maatla (DMRE).

SethaloSethalo 37 se tthalosa ka botlalo, tlhaeletsano ya Moepo magareng ga Moepo le bannaleseabe ba ba farologaneng. Metsotso le direjisetara tsa dipokano tseno di ka nna teng fa di kopiwa.

Sethalo 38 se tthalosa ka botlalo, diporojeke tsa tlhabololo ya ikonomi ya selegae tse go akanngwang gore Moepo o thuse ka tsone, go tsewa tsia ditlhokego tsa loago le ikonomi jaaka di gatelelwa mo dikarolong tsa ntlha tsa kgaolo eno le ka tsamaisano le maitlomo a Mananeo a a Kopanetsweng a Tlhabololo a GLM le GSLM.

Sethalo 37: Rekoto ya Tlhaeletsano magareng ga Moepo wa Manyatshipi wa Khumani le Bannaleseabe ba ba farologaneng

Letlha	Tsereganyo/Pokano	Monnaleseabe(ba) ba ba leng teng
Motsheganong a le 02 2021	Kgakololo ya bommassepala le pusomorafe ka ga konosetso ya SLP3, le dipuisano le tshekatsheko ya baagi pele ga tshimologo ya porojeke le khuetsa mo loagong le tlhatlhobo ya sebaka.	
Lwetse a le 7 2021	Puisano le bannaleseabe ba SLP 4	Mokgatlho wa Badiri ba Moepo wa Khumani; Moepo wa Khumani
Ngwanatsele a le 16 2021	Puisano le bannaleseabe ba SLP 4	Mokgatlho wa Badiri ba Moepo wa Khumani; Moepo wa Khumani
Ngwanatsele a le 16 2021	Puisano le bannaleseabe ba SLP 4 go tlhaloganya mananeo a paka e telele a tlhabololo ya tsamaiso kwa Mmassepale wa Sedika wa JTG	Moepo wa Khumani Lefapha la Kapa Bokone la Tsamaiso ya Ditlhaeletsano le Tshedimosetso ya Puso (GCIS), Lefapha la Kapa Bokone la Boitekanelo (DoH) ka Mokaedi wa Sedika wa JTG Lefapha la Kapa Bokone la Thuto ya Motheo (DBE)
Ngwanatsele a le 17	Puisano le bannaleseabe ba SLP 4 go tlhaloganya maano a paka e telele a tlhabololo ya tsamaiso kwa Mmassepale wa Sedika wa JTG	Moepo wa Khumani Lefapha la Kapa Bokone la Tlhabololo ya Ikonomi le Bojanala (DEDaT); Lefapha la Kapa Bokone la Tlhabololo ya Loago (DSD) ka Mokaedi wa Sedika wa JTG

Letlha	Tsereganyo/Pokano	Monnalseseabe(ba) ba ba leng teng
Ngwanatsele a le 18 2021	Puisano le bannalseseabe ba SLP 4 go tlhloganya maano a paka e telele a tlhabololo ya tsamaiso kwa Mmasepaleng wa Sedika wa JTG	Moepo wa Khumani Lefapha la Kapa Bokone la Thuto e Kgolwane le Katiso (DHET); Yunibesithi ya Sol Plaatje (SPU); Lefapha la Kapa Bokone la Temothuo Le Merero ya Tikologo, Merero ya Tikologo, Tlhabololo ya Magae le Ntšhwafatso ya Lefatshe ka Mokaedi wa Sedika wa JTG
Ngwanatsele a le 23 2021	Batla keletso ka mokgwa wa letlhomiso la puisano le go tlhama Lenaneo la LED.	Moepo wa Khumani Lefapha la Kgaolo la Didiriswa tsa Dimenerale le Maatla (DMRE);
Ngwanatsele a le 23 2021	Puisano le bannalseseabe ba SLP 4 go tlhloganya maano a tlhabololo/ditlapele go Mmasepala wa Sedika wa GSLM/JTG	Lefapha la Kapa Bokone la Puso-Tshwaraganelo, Kabo ya Matlo le Merero ya Setso (COGHSTA); Ntlo ya Porofense ya Baeteledipele ba Setso; Moepo wa Khumani
Ngwanatsele a le 26 2021	Puisano le bannalseseabe ba SLP 4 go tlhloganya maano a tlhabololo/ditlapele go Mmasepala wa Selegae wa Ga-Segonyana (GSLM) le Mmasepala wa Selegae wa Gamagara (GLM)	Thuto le Katiso ya Kapa Bokone ya Botegeniki le Tiro ya diatla kwa Metseselegaeng (NCR TVET) Dikagong tsa sekolo tsa Kathu le Kuruman; Moepo wa Khumani
Sedimonthole a le 09 2021	Puisano le bannalseseabe ba SLP 4: abelana mokgwa wa go buisana le dikakanyo; ditshwaelo go diporojeke go tswa Mmasepaleng go di akanyetsa SLP e ntšha	Mmasepala wa Selegae wa Gamara; Moepo wa Khumani
Sedimonthole a le 13 2021	Puisano le bannalseseabe ba SLP 4: abelana mokgwa wa go buisana le dikakanyo; ditshwaelo ka diporojeke go tswa Mmasepala go akanyetswa SLP e ntšha	Mmasepala wa Selegae wa Ga-Segonyana; Moepo wa Khumani
Ferikgong a le 13 2022	Itsise ka ga mokgwa wa puisano le bannalseseabe ba SLP 4 le nyalano le Sekai sa Tlhabololo ya Sedika; batla dikakanyo go tswa MM ka ditlapele tsa tlhabololo ya selegae le diporojeke	Mmasepala wa Sedika wa John Taolo Gaetsewe; Moepo wa Khumani
Ferikgong a le 27 2022	Latedisa puisano ya bannalseseabe ba SLP 4: abelana lenaane lashare draft project list benefitting GSLM	Mmasepala wa Selegae wa Ga-Segonyana; Moepo wa Khumani
Ferikgong a le 31 2022	Latedisa puisano ya bannalseseabe ba SLP 4: abelana lenaane la diporojeke tse di kwadilweng gore di tla ungwela GLM	Mmasepala wa Selegae wa Gamagara; Moepo wa Khumani

Letlha	Tsereganyo/Pokano	Monnaleseabe(ba) ba ba leng teng
Tlhakole a le 03 le 07 2022	Dithutano tsa bontlhabongwe ba letsatsi ka SLP 4 (Kakangwa) le go bontsha tswelopele ya SLP 3.	Mekgatlho ya Badiri ya Moepo wa Khumani; Moepo wa Khumani
Tlhakole a le 07 2022	Tlhagiso ya kakangwa ya SLP 4 ya pele ga tiro ya diporojeke tsa LED go Lekgotlha la GLM	Mmasepala wa Selegae wa wa Gamagara; Moepo wa Khumani
Tlhakole a le 14 2022	Tlhagiso ya kakangwa ya ntlha ya diporojeke tsa SLP4 go meepo e e fa gaufi, mafelo a a dirang motlakase ka diphanele tsa letsatsi le Matlole a a kokoanyeditsweng baagi go tokafatsa matshelo a bone mo JTG, ka kgonagalo ya tirisano mmogo.	Moepo wa Khumani, Moepo wa Manyatshipi wa Kumba (Moepo wa Sishen) South32, SIOC – CDT le JTG Development Trust.
Tlhakole a le 15 2022	Tlhagiso ya kakangwa ya lenaneo la SLP4 LED keletso le kgakololo.	Lefapha la Kgaolo, la Didiriswa tsa Dimenerale le Maatla (DMRE); Moepo wa Khumani
Tlhakole e le 17 2022	Badirammogo ba Khumani Dipuisano tse di rulagantsweng, le bannaleseabe	- Baagi ba selegae go tswa diwotong di le 7 tsa mo Gamagara; - Baagi ba selegae go tswa diwotong di le 15 tsa mo Ga-Segonyana; - Mekgatlho ya Badiri ya Moepo wa Khumani; - Moepo wa Khumani (CSR, HR, Botsamaisi ba dikonteraka, Pabalesego, Boitekanelo & Go siana mmele le tlhologanyo, FAMSA); - Mafapha a lekala la Sedika sa JTG; - Ditlhopho tsa Dikgatlhegelo tsa Setšhaba (Diforamo tsa Botlhokatiro le Kgwebo); - Mokgatlho wa Ditekesi; - Beng ba dikgwebo tsa Selegae; - Ditheo tse dingwe tsa Meepo; - Lekala la Maatla a a Ntšhafadiwang (Polase ya motlakase yo o tlhagiswang ke letsatsi); - diNGO; - Baeteledipele ba ba ikaegileng mo tumelong e e rileng; - Dipusomerafe; - Bommasepala ba Selegae le Makhanselara a Woto; - Mmasepala wa Sedika; - SEDA; - Raizcorp;
Mopitlwe a le 08 le 09 2022	IDP & Mosepele wa Tekanyetsokabo/Go tsaya karolo ga baagi	Mmasepala wa Selegae wa Gamagara; Moepo wa Khumani; Baagi ba Diepkloof (Olifantshoek); Baagi ba Ditloug (Olifantshoek); Baagi ba Kathu;

Letlha	Tsereganyo/Pokano	Monnaleseabe(ba) ba ba leng teng
		Baagi ba Babatas; Baagi ba Mapoteng;
Mopitlwe a le 14 2022	Dipuisano le baanaleseabe ka SLP 4 go tlhologanya maano a tsamaiso ya tlhabololo, a paka e telele mo Mmassepaleng wa Sedika wa JTG	Moepo wa Khumani; Lefapha la Kapa Bokone la Metsi Kgeleloteswe
Mopitlwe a le 23 2022	Puisano ka SLP 4 mabapi le kakangwa ya bofelo ya lenaneo la LED go tlhotlheletsa tshegetso go tswa go Motsamaisi wa Mmassepala.	Mmassepala wa Selegae wa Gamagara; Khumani Mine
Mopitlwe a le 25 2022	Kakangwa ya bofelo ya SLP 4 ya puisano le bannaleseabe	Mekgatlho ya Badiri ba Moepo wa Khumani; Moepo wa Khumani
Mopitlwe a le 29 2022	Dipuisano tsa SLP 4 mabapi le kakangwa ya bofelo ka leano la LED le go tlhotlheletsa tshegetso go tswa go Motsamaisi wa Mmassepala.	Mmassepala wa Selegae wa Ga-Segonyana; Moepi wa Khumani
Moranang a le 20 2022	Dipuisano ka SLP 4 le bannaleseabe (ditshwaelo le tshegetso ya bofelo ka DMRE)	Lefapha la Kgaolo la Didiriswa tsa Dimenerale le Maatla (DMRE); Mokgatlho wa Badiri ba Khumani; Moepo wa Khumani

Ditshwaelo:

1. Ka ntlha ya dikiletso tsa bosetšhaba tsa Covid-19, bommassepala ba selegae ba Khumani ba ba amogelang baeng ba ne ba sa kgone go tshwara dikokoano tsa IDP tsa go tsaya karolo ga setšhaba ka namana ka 2021. Bommassepala ba selegae ka bobedi, Ga-Segonyana le Gamagara ba setse ba buisane le baagi ka IDP ka puisano ya kgaso ya tlamalalo ya seyalemoya ya letsatsi le 1 kwa KuraraFM. Baagi ba ne ba kgona go letsetsa seteišeng sa seyalemoya go neelana ka dikgakololo tsa bone go tlhabololo ya IDP. Gamagara LM e ne ya tseweletsa pele dipokano tsa IDP ka namana go tloga ka Mopitlwe 2022. Ditlhopho tsa Puso ya Selegae le tsone di diegisitse go konosetswa ga di IDP ke Bommassepala.

3.5 Go tsenngwa tirisong ga Diporojeke tsa phediso ya lehuma le tlhabololo ya mafaratlhatlha

Go a itshupa mo diIDP tsa Bommassepala ba Selegae le Sedika mme e thusiwa mo Leanong la Tlhabololo ya Sebaka mo lefelong, gore go tlhokega porojeke ya tlhabololo e e nang le bokao ya mafaratlhatlha jaaka mafaratlhatlha a metsi le kgeleloteswe; ditsela le dikoloboto; tlamelo ya motlakase le tokafatso; tlamelo ka matlo; bonno le mafelo a boitapoloso. Leano la Khumani la LED le baya pele, thuto e e akaretsang botlhe le tlhabololo ya mafaratlhatlha e e amanang le metsi le tlamelo ya maatla, kolelo ya matlakala, botsamaisi ba ditsela le dikoloboto. Go dira lotseno ka go itirela kgwebo ka kolelo ya matlakala le tlhabololo ya mafaratlhatlha a kgwebo ya selegae ke ditlapele.

Moepo o ikanela go dirisa palogotlhe ya diranta di le 109 950 000 mo pakeng ya dingwaga di le (5) tsa SLP ka tlhabololo le tshegetso ya Lenaneo la LED. Sethalo 38 ka fa tlase e tlhalosa ka botlalo, leano la peeletso la dingwaga di le tlhano mme ebile e latelwa ke mananeo a go tsenya tirisong porojeke ya motho ka mongwe.



Sethalo 38: Leano la Porojeke la dingwaga di le tlhano la Diporojeke tsa Tlhabololo ya Ikonomi ya Selegae kwa Moepong wa Khumani

Nomoro ya porojeke	TLHALOSO YA POROJEKE	MOFUTA WA MAIKAELELO	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	TEKANYETSOKABO YA DINGWAGA DI LE 5
			NGWAGA WA BO 1	NGWAGA WA BO 2	NGWAGA WA BO 3	NGWAGA WA BO 4	NGWAGA WA BO 5	
	TLHABOLOLO YA MAFARATLHATHA							
GS001	Go tsenngwa ga mabone a a mo pinagareng e e kwa godimo kwa metseng ya Ba Ga-Jantjie	Ga-Segonyana LM	Diranta di le 5 000 000	R -	R -	R -	R -	Diranta di le 5 000 000
GS002	Tokafatso ya tsamaiso ya koloboto mo Kuruman	Ga-Segonyana LM	Diranta di le 7 600 000	Diranta di le 7 600 000	Diranta di le 8 000 000	R -	R -	Diranta di le 23 200 000
GS003	Ntshafatso ya didiba di le 18 tse di sa direng mo Ga-Segonyana	Ga-Segonyana LM	Diranta di le 1 000 000	Diranta di le 1 000 000	Diranta di le 2 000 000	R -	R -	Diranta di le 4 000 000
GAM001	Go tsenngwa ga mabone a mo mebileng kwa Dibeng, Babatas, le Olifantshoek	Gamagara LM	Diranta di le 2 500 000	Diranta di le 2 500 000	R -	R -	R -	Diranta di le 5 000 000
GAM002	Lenaneo la metsi la Gamagara	Gamagara LM	R -	Diranta di le 8 500 000	Diranta di le 8 500 000		R -	Diranta di le 17 000 000
GAM004	Go tokafatsa ditsela tsa ka fa gare ga Olifantshoek	Gamagara LM	R 5 000 000	Diranta di le 5 000 000	Diranta di le 5 000 000	R -	R -	Diranta di le 15 000 000
GAM005	Tsamaiso ya Porojeke ya kolelo ya matlakala: Kago ya thotobolo construction (Kgato ya 1)	Gamagara LM	R -	Diranta di le 7 500 000	Diranta di le 7 500 000	R -	R -	Diranta di le 15 000 000

	Palogotlhe Tlhabololo Mafaratlhatlha	ya ya	Diranta di le 21 100 000	Diranta di le 32 100 000	Diranta di le 31 000 000	R -	R -	Diranta di le 84 200 000
	TLHABOLOLO YA KGWEBO							
GS005	Ba ba itshimololelang dikgwebo mo tlhabololong ya kgwebo ya kolelo ya matlakala	Ga- Segonyana LM	R -	Diranta di le 2 250 000	R -	R -	R -	Diranta di le 2 250 000
GAM003	Lefelo le le nnye la kgwebo le madirelo mo Hoteleng ya Kalahari	Gamagara LM	R -	R -	R -	Diranta di le 5 000 000	Diranta di le 5 000 000	Diranta di le 10 000 000
	Palogotlhe Tlhabololo Kgwebo		R -	Diranta di le 2 250 000	R -	Diranta di le 5 000 000	Diranta di le 5 000 000	Diranta di le 12 250 000
	TLHABOLOLO YA BAAGI							
GS004	Lefelo la Thuto la Kuruman la Ba ba tlhokang tlhokomelo e e kgethegileng	Ga- Segonyana LM	Diranta di le 9 317 500	Diranta di le 242 500	Diranta di le 242 500	Diranta di le 242 500	Diranta di le 242 500	Diranta di le 10 287 500
GAM006	Lefelo la Thuto la Khathu la Ba ba tlhokang tlhokomelo e e kgethegileng	Gamagara LM	R -	Diranta di le 2 303 125	Diranta di le 303 125	Diranta di le 303 125	Diranta di le 303 125	Diranta di le 3 212 500
	Palogotlhe tlhabololo ya baagi		Diranta di le 9 317 500	Diranta di le 2 545 625	Diranta di le 545 625	Diranta di le 545 625	Diranta di le 545 625	Diranta di le 13 500 000
	Palogotlhe		Diranta di le 30 417 500	Diranta di le 36 895 625	Diranta di le 31 545 625	Diranta di le 5 545 62	Diranta di le 5 545 625	R 109 950 000

Leina la porojeke	Go tsenngwa ga mabone mo dipinagareng tse di telele mo metseng ya Ba Ga-Jantjie		Nomoro ya Porojeke	GS001	Tihaolo	Mafaratlhatlha (Tlanelo ka Maatla)		
Lemorago	Jaaka karolo ya dipuisano tsa Moepo wa Assmang Khumani Iron Ore le Lefapha la Kapa Bokone la Puso-Tshwaraganelo, Tlanelo ka Matlo le Merero ya Setso (COGHSTA) le Ntlo ya Porofense ya Baeteledipele ba Setso, go tlhoka lesedi mo dibakeng tsa botlhe mo metseng Ba Ga-Jantjie go ne ga gatelelwa jaaka ntla e go tshwanetseng ga samaganwa le yone.Metse e mengwe e tlhoka gore go tlhokomelwe mabone a a leng teng a a kwa dipinagareng tse di telele le gore a mantšha a tsenngwe go tokafatsa tshireletsego ya baagi.							
	Moepo wa Assmang Khumani Iron Ore (Moepo) o ne wa buisana le Mmasepala wa Selegae wa Ga-Segonyana mme ba dumalana gore go tsenngwa ga mabone mo dipinagareng tse di telele, jaaka karolo ya Maano a Mmasepala a tshwaraganetsweng a Tlhabololo (IDP) 2022 – 2023, e nne ditlapele.							
	Tirisanommogo e tla tlhongwa magareng ga Moepo, Mmasepala wa Selegae wa Ga-Segonyana le Ntlo ya Porofense ya Baeteledipele ba Setso go tsenya tirisong porojeke.							
Lefelo la porojeke	Mmasepala wa Sedika	Mmasepala wa Selegae	Metse/Leina la motsesetoropo		Baungwelwa	Letlha la tshimologo ya porojeke	Letlha la konosetso	
	John Taolo Gaetsewe	Ga-Segonyana	Seoding, Seven Miles, Ditshoswaneng, Kagung, Magojaneng, Mapoteng Village, Thotoyamoku (Metse e e rileng e e ungwelwang e tla tlhomamiswa fa porojeke e tsenngwa tirisong.)		Magae a le 800 (Palo e e rileng e tla tlhomamiswa fa porojeke e tsenngwa tirisong.)	Phukwe 2022	Seetebosigo 2023	
Kungo	Dikarolo tse di botlhokwa tsa tiro		Tshupetso ya Dikgolo tsa Tiragalo		Setlamo se se ikarabelang (go akarediwa le bannaleseabe botlhe)		Tekanyetsokabo	
	- Pabalesego - Thireletsego - Boleng jwa botshelo - Tikologo - Tshenyo ya dithoto le botlhokatsebe - Tiriso ya Maatla		- Tshireletsego ya baagi e e tokafetseng. - Tshireletsego e e tokafetseng - Go tlhola tikologo e e ikaegileng ka bomogote. - Go tsamaya bosigo ka pabalesego go okeditswe. - Botlhokatsebe jo bo fokotsegileng le tshenyo ya dithoto e e fokotsegileng ga mafaratlhatlha bosetšhaba le a poraefete mo metseng. - Go dirisa maatla go go fokoditsweng, go na le e e fokoditsweng/a dira sentle		Mmasepala wa Selegae wa Ga-Segonyana; Ntlo ya Porofense ya Baeteledipele Ba Setso		Diranta di le 5 000 000	
Tihaolo ya ditiro		Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo	
Paka e khutswane		5	2	2	1	10	Badiri ba ba se nang dikgono	
Paka e e magareng		1		-		-	1	Rakonteraka wa selegae o tla diriswa go tsenya mabone
Paka e telele		-	-	-	-	-	-	-

Letlha la konosetso le maano a go tswa

Ela tlhoko: *baungwelwa ba tshwanetse go tlhalosiwa sentle.*

Letlha le le bebeleletsweng la konosetso: June 2023,

Thoto e e tlhomilweng e tla neelwa Bagolwane ba Setso le Mmasepala wa Selegae wa Ga-Segonyana go tswela pele tlhokomelo. Go netefatsa go tswela pele le go tshola sediriswa se se tlhomilweng se dira nako e telele, leano la tlhokomelo le tla tlhamiwa, la newa Mmasepala gore tiro e atlege.



Leina la Porojeke	Tokafatso ya Thulaganyo ya Tsamaiso ya koloboto ya Kuruman		Nomoro ya Porojeke	GS002	Tlhaolo	Mafaratlhatlha (Ditsela le Dikoloboto)	
Lemorago	Go tlhokega ga tsamaiso e e lekaneng ya dikoloboto go tsamaisana le tlhabololo ya metsetsetoropo. Dikgwetlho tsa tsamaiso ya Dikoloboto di oketsiwa go ya pele ke go fetoga ga tlelaemete, e e nang le bokgoni ba go oketsa makgetlho le maatla a merwalela. Godimo ga moo, fa 2021 a simolola, dikarolo kwa Mmasepaleng wa Sedika wa John Taolo Gaetsewe, e itemogetse merwalela e e fekeditseng mafaratlhatlha a dikoloboto mo metsetsetoropong e le mentsi, go akaretsa Kuruman CBD. Leanolegolo la Ditsela le Dikoloboto (2019) la Mmasepala wa Selegae wa Ga-Segonyana le supile Mmila wa Beare, Mmila wa Seoding, le Mmila wa Steward jaaka dintlha tse di botlhokwa tsa go samagana le kgang ya motsetsetoropo wa dikoloboto tse metsi a tsenang ka tsone.						
	Moepo wa Assmang Khumani Iron Ore (Moepo) o buisane le Mmasepala wa Selegae wa Ga-Segonyana go baya kwa pele, tokafatso ya mafaratlhatlha a dikoloboto kwa mmileng wa Beare. Porojeke ke karolo ya Maano a Tlhabololo e e kopanetsweng ya Mmasepala (IDP) 2022 – 2023.						
	Porojeke e akaretsa kago ya dipeipi tsa metsi a pula, tsa ka fa tlase ga lefatshe le dikoloboto mme boalo ba tsela e ntsha bo a dira le sesireletsi sa asphalt mo mmileng wa Beare mo motsetsetoropong wa Kuruman. Kelelo ya metsi a pula e ile go ya kwa nokeng ya Kuruman. Ditokafatso di ile go thusa go fokotsa dikotsi tsa merwalela, tsamaisa kelo ya metsi a pula, go tokafatsa go kgona go tsamaya le boleng ba botshelo mo baaging, segolobogolo ka nako ya ditlha tsa dipula, le go tokafatsa boitekanelo ba setšhaba le pabalesego.						
	Tirisanommogo magareng ga Moepo le Mmasepala wa Selegae wa Ga-Segonyana e tla tlhongwa go tsenya tirisong, porojeke.						
Lefelo la porojeke	Mmasepala wa Sedika	Mmasepala wa Selegae	Motse/Leina la Motsetsetoropo		Baungwelwa	Letlha la go simolola	Letlha la go konosetsa
	John Taolo Gaetsewe	Ga-Segonyana	Kuruman		Malapa a le 6000 (Palo e e rileng e tllile go tlhomamisiwa fa porojeke e tsenngwa tirisong.)	Phukwe a le 2022	Seetebosigo 2024
Kungo	Karolo e e botlhokwa ya Tiragatso		Tshupetso ya Dikgolo tsa Tiragatso		Setlamo se se ikarabelang (go akarediwa bannaleseabe botlhe)		Tekanyetsokabo
	- Pabalesego mo tseleng - Tsamaiso ya Pharakano le kgoreletso - Khuetso mo Tikologong - Nako ya Mosepele		- Pabalesego e e tokafetseng mo tseleng - Go gopa metsi sentle gore a ye melatswaneng ya metsi - Dikgoreletso tsa pharakono tse di fokotsegileng - Thulaganyo ya Tsamaiso ya Metsi a pula e e tokafetseng - Boleng bo bo oketsegileng ba thoto ka ntlha ya mafaratlhatlha - Botshelo ba sediriswa ka ntlha ya mafaratlhatlha a a tokafetseng		Mmasepala wa Selegae wa Ga-Segonyana		Diranta di le 23 200 000
Tlhaolo ya ditiro		Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo

Paka e khutswane	Palo ya ditiro tse di tla tlholwang	10	10	-	-	20	Badiri ba ba se nang dikgono le ba dikgono tse di rileng
Paka e e mo magareng		1		-	-	1	Diperesente di le 30 tsa ba ba dirang ka fa tlase ga borakonteraka ba selegae
Paka e e telele		-	-	-	-	-	-

Letlha la konosetso le tsela ya go tswa
Ela tlhoko: baungwelwa ba tshwanetse go tthalosiwa sentle

Letlha le le beletseng la konosetso: Seetebosigo 2024,
 Fa kago e konoseditse, thoto e e tokafaditsweng e tla nwa Mmasepala wa Sedika wa Ga-Segonyana go tswela pele o tlhokomelwa.



Leina la Porojeke	Ntšhafatsa didiba tse di sa direng kwa Ga-Segonyana		Nomoro ya Porojeke	GS003	Tlhaolo	Mafaratlhatlha (Metsi)	
Lemorago	Aforika Borwa ke naga e e tlhaelang metsi, ka dintlha di le mmalwa gape tse di amang tlamelo ya metsi, go akaretsa, mafaratlhatlha a a senyegileng a mmasepala, maemo a komelelo ya sebaka se seleelele le khuetso ya phetogo ya tlaemete. Moepo wa Assmang Khumani Iron Ore (Moepo), o buisane le Mmasepala wa Selegae wa Ga-Segonyana le Lefapha la Kapa Bophirima la Metsi le Kgeleloteswe (NC DWS) foo botlhokwa ba go ntšhafatsa didiba mo teng ga mafelo a bommaspala go tokafatsa tlamelo ka metsi, go ne ga gatelelwa. Porojeke e akaretsa go ntšhafatsa didiba tse di leng teng, di sa dire, di supilwe ke Lefapha la Kapa Bokone la Metsi le Kgeleloteswe (NC DWS) mo teng ga Mmasepala wa Selegae wa Ga-Segonyana. Fa di senyegileng, di tshwanetse go baakanngwa ke, motšhine yo o pompang metsi, mafaratlhatlha a a sentsweng, kgotlelego ya sediba le didiba tse di kgadileng Metsi a a oketsegileng a a tlamelwang ke didiba tse di ntšhafaditsweng a tla thusa Mmasepala wa Selegae ka thebolo ya tirelo ya tlamelo ya metsi go baagi. Tirisanommogo magareng ga Moepo, Mmasepala wa Selegae wa Ga-Segonyana le Lefapha la Kapa Bokone la Metsi le Kgeleloteswe e tla tlhongwa gore porojeke e tsenngwe tirisong.						
Lefelo la Porojeke	Mmasepala wa Sedika	Mmasepala wa Selegae	Motse/Leina la Motsesetoropo		Baungwelwa	Letlha la Go Simolola	Letlha la konosetso ya Porojeke
	John Taolo Gaetsewe	Ga-Segonyana	E farologane (Metse e e ikgethileng, e ungwelwa/metsesetoropo e tla tlhomamisiwa fa porojeke e tsenngwa tirisong.)		Malapa a le 6000 (Palo e e rileng, e tla tlhomamiswa fa porojeke e tsenngwa tirisong.)	Phukwe 2022	Seetebosigo 2025
Kungo	Karolo e e Botlhokwa ya Tiragalo		Tshupetso ya Dikgolo tsa Tiragatso		Setlamo se se ikarabelang (go akarediwa bannaleseabe botlhe)		Tekanyetsokabot
	- Go fitlhelela metsi - Temothuo (nosetso ka selekano se sennyane) - Tikologo		- Tokafalo ya tlamelo ya metsi - Tokafalo ya a go nna teng ga metsi a go nosetsa le go lema. - Go bona metsi a ka fa tlase ga lefatshe ka mekgwa e e siameng		Mmasepala wa Selegae - Ga-Segonyana Lefapha la Kapa Bokone la Metsi le Kgeleloteswe		Diranta di le 4 000 000
Tlhaolo ya ditiro	Palo ya ditiro tse di tla tlholwang	Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo
Paka-khutswane		2	2	-	-	4	Badiri ba ba se nang dikgono

Paka-gare		1	-	-	-	Diperesente di le 30 tsa borakonteraka ba selegae baba dirang ka fa tlase ga ba bangwe
Pakatelele		-	-	-	-	
Letlha la konosetso le tsamaiso ya go tswa <i>Ela Tlhoko: baungwelwa ba tshwanetse ba tthaloswe sentle.</i>		Letlha le le bebeleletsweng la konosetso: Seetebosigo 2025, Didiriswa tse di ntshafaditsweng, di tlhomilwe, di tla nwa Mmasepala wa Selegae wa Ga-Segonyana gore o tswelwe go tlhokomela, ka bookamedi ba Lefapha la Kapa Bokone la Metsi le Kgelelolwe.				



Leina la Porojeke	Go tsenya mabone a mmila kwa Dibeng, Babatas, le Olifantshoek		Nomoro ya Porojeke	GAM001	Tlhaolo	Mafaratlhatlha (Tlamele ka Maatla)	
Lemorago	Moepo wa Assmang Khumani Iron Ore e buisane le Mmasepala wa Selegae wa Gamagara gape wa ya ale Foramong ya Leano le le Kopanetsweng la Tlhabololo ya Mmasepala wa Selegae wa Gamagara Wotong ya bo 4 le ya bo 3, foo go tlhoka lesedi mo mafelong a botlhe go neng ga tlhagisiwa jaaka ntliha e e tshwanetseng e lejwe. Dibeng, Babatas le Olifantshoek di ne di a supiwa jaaka ditlapele ka di tlhoka go tsenngwa ga mabone a mmila go tokafatsa tshireletsego ya baagi.						
	Moepo wa Assmang Khumanie Iron Ore (Moepo) o ikgolagantse le Mmasepala wa Selegae wa Gamagara mme wa dumela go simolola ka go tsenya mabone a mmila mo mafelong a a supilweng, e le karolo ya Municipal Integrated Development Plans (IDP) 2022 - 2023.						
	Kamano ya bosetšhaba le ya poraefete e tla tlhongwa magareng ga Moepo le Mmasepala wa Selegae wa Gamagara go tsenya tirisong, porojeke.						
Lefelo la Porojeke	Mmasepala wa Sedika	Mmasepala wa Selegae	Motse/Leina la Motsesetoropo		Baungwelwa	Letlha la go simolola Porojeke	Letlha la konosetso ya Porojeke
	John Taolo Gaetsewe	Gamagara	Dibeng, Babatas le Olifantshoek		Malapa a le 4150 (Palo e e riling, e tla tlhomamiswa fa go tsenngwa tirisong, porojeke)	Phukwe 2022	Seetebosigo 2024
Kungo	Karolo e e botlhokwa ya Tiragatso		Tshupetso ya Dikgolo tsa Tiragatso		Setlamo se se ikarabelang (akaretsa bannaleseabe botlhe)		Tekanyetsokabo
	- Pabalesego - Tshireletsego - Boleng ba bophelo - Tikologo - Tshenyo ya dithoto le botlhokatseb - Go dirisa matla		- Pabalesego e e tokafetseng ya baagi - Tshireletsego e e botoka - Go tlhola mowa o montle - Go tsamaya bosigo ka pabalesego go go oketsegileng, mo maemong a a babalesegileng - Botlhokatsebe bo bo fokotsegileng le tshenyo ya mafaratlhatlha a bosetšhaba le a poraefete, kwa metseng. - E e fokotsegileng/Go dirisa maatla sentle		Mmasepala wa Selegae wa Gamagara		Diranta di le 5 000 000

Tlhaolo ya ditiro	Palo ya ditiro tse di tla tlholwang	Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo
Paka khutswane		5	2	2	1	10	Badiri ba ba se nang dikgono
Paka-gare		1		-	-	1	Rakonteraka wa selegae o tla dira ditlhommo
Pakatelele		-	-	-	-	-	
Letlha la konosetso le tsamaiso ya go tswa <i>Ela Tlhoko: baungwelwa ba tshwanetse ba tlhalosiwe ka botlalo</i>		Letlha le le lebeleletsweng la konosetso: Seetebosigo 2024, Sediriswa se se tlhomilweng se tla neelwa Mmasepala wa Selegae wa Gamagara go tswela tlhokomelo. Go netefatsa go tswela le go tshola sediriswa se ntse se dira, leano la tlhokomelo le tla tlhamiwa, la neelwa Mmasepala go diriswa ka katlego.					



Leina la PorojekeM	Lenaneo la Gamagara la metsi		Nomoro ya Porojeke	GAM002	Tlhaolo	Mafaratlhatlha (Tlamele ka metsily)	
Lemorago	Kgaolo e e omeletseng ya Kapa Bokone e lebane le mathata a a tswelelang pele a metsi, mme karolo ya mmasepala wa Gamagara le yone e lebane le mathata ao. Tlamele e e sa tlhomamang ya metsi ke nngwe ya dilo tse dikgolo tse di kgoreletsang phitlhelelo ya tlhabololo ya loago le ya itsholelo mo lefelong leo. Moepo wa Tshipi wa Assmang Khumani (Moepo) o buisane le Mmasepala wa Selegae wa Gamagara le Lefapha la Metsi le Kgeleloleswe la Kapa Bokone go lemoga mathata a a masisi a tlamele ya metsi mo karolong ya mmasepala oo mmogo le dilo tse di a bakang.						
	Porojeke eno e akaretsa go tlhatlhoba, go ithuta ka kgonagalo, popego le tiragatso ya leano la go rarabolola mathata a metsi mo Mmasepaleng wa Selegae wa Gamagara. Tlhatlhobo e e feletseng ya porojeke eno e tla nna karolo ya Leano le le Kopaneng la Tlhabololo ya Mmasepala (IDP) 2022 - 2027.						
	Ditirisano mmogo tsa puso le tsa poraefete di tla tlhlongwa gareng ga Moepo, Mmasepala wa Selegae wa Gamagara, Lefapha la Metsi le Kgeleloleswe la Kapa Bokone, mmogo le bomphato ba ba tshwanelang ba ditirisano jaaka go tshwanela tiragatso mo porojekeng eno.						
Lefelo la Porojeke	Mmasepala wa Sedika	Mmasepala wa Selegae	Motse/Leina la Motsesetoropo		Baungwelwa	Letlha la go simolola Porojeke	Letlha la konosetso ya Porojeke
	John Taolo Gaetsewe	Gamagara	E e farologaneng (Metse e e ungwelwang ka go ikgetha/ditoropo di tla tlhomamiswa fa porojeke e tsennngwa tirisong)		Malapa a 11 000 (Gamagara yotlhe)	Phukwe2023	Seetebosigo 2026
Kungo	Karolo ya Botlhokwa ya Tiragatso		Tshupetso ya Dikgolo tsa Tiragatso		Setlamo se se ikarabelang (iakaretsa le bannaleseabe botlhe)		Tekanyetsokabo
	- Phitlhelelo go metsi le tlamele ya metsi - Temothuo - Tikologo		- Tlamele ya metsi e e tokafetseng go fitlhelela ditlhokego tsa batho - Ditshenyegelo tse di fokoditsweng tsa tlamele ya metsi go malapa a selegae le kgwebo		Mmasepala wa Gamagara Lefapha la Kapa Bokone la Metsi le Kgeleloleswe		Diranta di le 17 000 000

		- Tokafalo ya go nna teng ga metsi a go nosetsa go go lekanetseng le tiro ya temothuo - Go bona metsi ka tsela e e mo molaong					
Tlhaolo ya ditiro	Palo ya ditiro tse di tlhotsweng	Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo
Paka-khutswane		TBC	TBC	-	-	TBC	Badiri ba ba se nang dikgono
Paka-Gare		TBC	TBC	-	-	TBC	Diperesente di le 30 tsa boradikonteraka ba ba dirang ka fa tlase ga ba bangwe
Pakatelele		-	-	-	-	-	
Letlha la konosetso le tsamaiso ya go tswa		Letlha le le beletseng la konosetso: Seetebosigo 2026, Seditriswa se se tlhomilweng se tla neelwa Mmasepala wa Selegae Gamagara go tswela go tlhokomelwa, ka bookamedi ba Kapa Bokone la Metsi le Kgeleloleswe.					



Leina la Porojeke	Go tlhabolola ditsela tsa ka fa gare ga Olifantshoek		Nomoro ya porojeke	GAM004	Tlhaolo	Mafaratlhatlha (Ditsela le metsi a pula)	
Lemorago	Mmasepala wa Selegae wa Gamagara o na le maitlomo a go tlhabolola ditsela tsotlhe tsa mmu mo teng ga mmasepala gore ba kgone go laola metsi a pula le go tlamela ka boalo jwa maemo otlhe a loapi. Mmasepala o ikgolagantse le Moepo wa Assmang Khumani Iron Ore go tsereganya le go tlhabolola tsela e e supilweng ke Mmasepala.Tsela e e supilweng e kwa Olifantshoek kwa Ditlounge e e ka nnang sekgala sa dikhilomitara di le 1.3km le dimitara di le 6 ka bophara. Maitlomo a porojeke ke go tlhabolola tsela yam mu e e leng gone go ya go e e amogelesegang ya boalo ba ditena, le go samagana le botthata ba gone jaanong ba metsi a pula mo tseleng. A Tirisano mmogo ya bosetšhaba le ya poraefete e tla tlhongwa magareng ga Moepo le Mmasepala wa Selegae wa Gamagara, porojeke e tle e tsenngwe tirison.						
Lefelo la Porojeke	Mmasepala wa Sedika	Mmmasepala wa selegae	Metse/Leina la Motse setoropo		Baungwelwa	Letlha la go simolola Porojeke	Letlha la go konosetsa Porojeke
	John Taolo Gaetsewe	Gamagara	Olifantshoek		Malapa a 3000	Phukwe 2022	Seetebosigo 2025
Kungo	Karolo ya Botlhokwa ba Tiragatso		Karolo ya Botlhokwa ya Tiragatso		Setlamo se se ikarabelang (akaretsa bannaleseabe botlhe)		Tekanyetsokabo
	- Pabalesego mo ditseleng - Tsamaiso ya Pharakano le Kgoreletso - Khuetso mo Tikologong - Nako ya Mosepele		- Pabalesego e e tokafetseng ya ditsela le baagi - Dikgoreletso tse di fokotsegileng tsa pharakano - Tsamaiso e e tokafetseng ya metsi a pula		Mmasepala wa Selegae wa		Diranta di le 15 000 000

			- Boleng ba thoto bo bo okeditsweng ke mlafaratlhatlha - Boleng ba thoto bo bo okeditsweng ke mafaratlhatlha - Boleng ba thoto bo bo okeditsweng ke mafaratlhatlha				
Tlhaolo ya ditiro	Palo ya ditiro tse di tla tlholwang	Bagolo ba banna	Bagolo ba banna	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo
Paka -Khutswane		10	10	5	5	30	Di SMME di tla tlhongwa le go tlhabololwa
		-	-	-	-	-	-
Pakatelele		-	-	-	-	-	-
Letlha la konosetso le tsamaiso ya go tswa <i>Ela tlhoko: baungwelwa ba tshwanetse ba tlhalosiwe ka botlalo</i>		Letlha le go lebeletsweng konosetso ka lone: Seetebosigo 2025, Seditriswa se se agilweng se tla neelwa Mmasepala wa Selegae wa Gamagara go tswela ka go o tlhokomela.					

Leina la Porojeke	Porojeke ya Gamagara ya kolelo: Thotobolo Kago (Kgato 1)		Nomoro ya Porojeke	GAM005	Tihaolo	Mafaratlhatlha (Kolelo ya matlakala	
Lemorago	Moepo wa Assmang Khumani Iron Ore (Moepo) o tsentse tirisong, patlisiso ya kgonego ya leano la loago le ikonomi 3, Porojeke ya kolelo matlakala ya Gamara. , Thuto eno, e supile ditsha di le 3 tse di ka tshwanelang go nna go nna dithotobolo. Godimo ga moo, Moepo o dumetse go aga thotobolo ka nako ya dipuisano tsa SLP 4,Ka nako ya Leano la Loago le Merero ya Badiri 4, puisano le Mmasepala wa Selegae wa Gamagara le Lefapha la Kapa Bokone la Temothuo, Mereo ya Tikologo ,Tlhabololo ya Metseselegae Le Teboseša, ya Lefatshe. Kago ya thotobolo e supilwe e le ditlapele tsa pakatelele go mmasepala wa selegae wa Gamagara jaaka karolo ya Municipal Integrated Development Plans (IDP) 2022 - 2023. Porojeke e akaretsa go tlhama le go aga disele tse pedi le mafaratlhatlha a a tsamaisanang le tsone mo lefatsheng la dihektara di le 2.26 la karolo ya lefelo la Khathu Tirisanommogo magareng ga Moepo, Mmasepala wa Gamagara le Lefapha la Kapa Bokone la Temothuo, Merero ya Tikologo, Tlhabololo ya Metseselegae le Kabelano ya Lefatshe (Kgaolo ya Merero ya Tikologo) e tla tlhongwa gore porojeke e tsennngwe tirisong.						
Lefelo la Porojeke	Mmasepala wa Sedika	Mmasepala wa selegae	Metse/Leina la Metseseteropoau		Baungwelwa	Letlha la go simolola Porojeke	Letlha la konosetso ya Porojeke
	John Taolo Gaetsewe	Gamagara	Babatas (TBC)		Malapa a le 11 000 (Gamagara yotlhe)	Phukwe 2023	Seetebosigo 2025
Kungo	Karolo ya Botlhokwa ya Tiragatso		Tshupetso ya Dikgolo tsa Tiragatsor		Setlamo se se ikabelangakaretsa bannaleseabe botlhe)		Tekanyetsokabo
	- Khuetso mo Tikolong - Tsamaiso ya matlaka le kokoanyo - Go latela melao le melawana - Boitekanelo		- Go latlhela matlakala gotlhe go fokotsegile le go latlha matlakala - Koketsego ya tse di diriswang gape - Tokafalo ya tikologo le diphologolo, gape le go somarela tlhago. - Boleng ba botshelo bo bo tokafetseng - Karata ya maduo e e tokafetseng/go latela melao le melawana - Go fokotsa go latlha matlaka ka go fisa - Boleng ba mowa		Mmasepala wa Selegae wa Gamagara		Diranta dile 15 000 000
Tihaolo ya ditiro	Palo ya ditiro tse di tla tlholwang	Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo
Paka-khutswane		10	10	5	5	30	Badiri ba ba se nang dikgono
Paka-Gare		1		-	-	-	Diperesente di le30 tsa borakonteraka ba selegae, ba ba dirang

						ka fa tlase ga ba bangwe
Pakatelele		-	-	-	-	
Letlha la konosetso le tsamaiso ya go tswa <i>Ela tlhokoNB: baungwelwa ba tshwanetse ba tlhalosiwa ka botlaloeneficiaries should be outlined.</i>		Letlha le Ele lebeleletswng go konosetsa: Seetebosigo 2025, Fa kago e konoseditse, sediriswa se tla newa Mmasepala wa Selegae wa Gamagara go tswela pele ka tiriso le tlhokomelo.				



Leina la Porojeke	Tlhabololo ya kgwebo ya baipereki mo kgwebong ya kolelo ya matlakala		Nomoro ya Porojeke	GS005	Tlhaolo	Tlhabololo ya Kgwebo (Kolelo ya Matlakala)	
Lemorago	Moepo wa Assmang Khumani Iron Ore (Moepo) o ne wa buisana le Mmasepala wa Selegae wa Ga-Segonyana le Lefapha la Kapa Bokone la Temothuo,Merero ya Tikolog, Tlhabololo ya Metseselegae le Teboseša ya Lefatshe, moo go neng ga buiwa gore kolelo ya matlakala ke kgwetlho e e golang mo mmasepaleng le e nngwe ya dikarolo tse Lefapha le di beileng leitlho Kwa Ga-Segonyana, kolelo matlakala e e sa tsamaiseweng sentle, e bonala ka go latlhelwa ga matlakala gotlhe,kwa teropong le kwa metseselegaeng.Dipatlisiso tsa loago le ikonomi tse di dirilweng mo baaging ba Moepo, di fitlhela gore diperesente di le 61 tsa batsibogi ga ba olelelwe matlakala ka metlha mme ba itatlhela one ka bobone. Go tswa mo setlhopheng seno, mekgwa e mebedi e e tlwaelegileng thata ya go latlha ke go fisa le go latlhela mo sebakeng sa botlhe. Le fa go ntse jalo, go na lepalo e e golang ya di SMME mo Kolelong Ya Matlakala go tswa mmasepaleng wa Selegae ba ba ka nnang ba tsaya karolo ka tsela e e nang le matswela mo go rarabololeng tse dingwe tsa dikgwetlho mo lefelong lefelong la mmasepala. Porojeke e akaretsa tlhabololo ya kgwebo le katiso ya baipereki ba baša ba le ba tlhano (5) ba batho bantsho ba ba nang le kgwebo ya kolelo matlakala, e ba nonotsha gore ba tseye karolo ya ikomi mo metseletseleng ya boleng ya selegae. Ke tšhono ya go tlhola ditiro e e golaganeng le porojeke ya Ga-Segonyana Municipal ya tloso ya matlakalae e konoseditsweng go Leano la Loago le Merero ya Badiri 3 ya Moepo wa Khumani. Tirisanommogo magareng ga Moepo wa Mmasepala wa Selegae wa Ga-Segonyana le Lefapha la Kapa Bokone la Temothuo, Merero ya Tikologo, Tlhabololo ya Metseselegae le Teboseša ya Lefatshe (Kgaolo ya Merero ya Tikologo) e tla tlhongwa, ya tsenngwa tironf fa porojeke e tswela.						
Lefelo la Porojeket	Mmasepala wa Sedika	Mmasepala wa Selegae	Motse/Leina la Motsesetoropo		Baungwelwa	Letlha le Porojeke e simololang	Letlha la konosetso ya Porojeke
	John Taolo Gaetsewe	Ga-Segonyana	E farologane		Di SMME di le tlhano 5	Phukwe 2023	Seetebosigo 2024
Kungo	Karolo ya botlhokwa ya Tiragatso		Tshupetso ya Dikgolo tsa Tiragatso		Setlamo se se ikarabelang (ie akaretsa bannaleseabe botlhe)		Tekanyetsokabo
	- Tlhabololo ya SMME - Go tlhola ditiro - Kolelo matlakala - Go somarela tsa Temothuo - Tshomarelo ya Tikolo - Boitekanelo - Go latela melao le melawana - Tlhabololo ya Ikonomi		- Baipereki ba le 5 ba tlhabolotswe - Ditiro tse pedi tsa leruri di tlhodile, setheo ka sengwe - Go tlhongwa ga tsamaiso ya ‘pick-it-up’ mo Mmasepaleng wa Selegae - Go latlha matlakala gongwe le gongwe go fokotsegile - Tokafalo ya boitekanelo ba diphologolo le Tshomarelo - Tokafalo ya boleng ba mowa		Mmasepala wa Selegae wa Ga-Segonyana Lefapha la Kapa Bokone la Temothuo, Merero ya Tikologo, Tlhabololo ya Metseselegae le Teboseša ya Lefatshe		Diranta di le 2 250 000

			- Karata ya maduo/go latela melawana di tokafetse mo Mmasepaleng. - Go tlhola ikonomi ya go dirisa dilo gape, go na le go latlha gotlhe.				
Tihaolo ya ditiro	Palo ya ditiro tse di tla tlholwang	Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo
Paka -Khutswane		-	-	10		10	Palogotlhe ya badiri mo kgwebong
Paka-Gare		-	-	2	3	5	Di SMME di tlhabolotswe
Pakatelele		-	-	-	-	-	
Letlha la konosetso le tsamaiso ya go tswa <i>Ela tlhoko baungwelwa ba tshwanetse go tlhalosiwa ka botlalo.</i>		Letlha le le lebeleletsweng la konosetso: Seetebosigo 2024, Baipereki ba ba tlhophilweng bat la tsenela katiso ya kgwebo e e tsepameng le botataisi ba setegeniki le go thusiwa go latelela ditšhono tse di ka godisang kgwebo ya go olela matlakala mo motseletseleng wa boleng mo Ga-Segonyana. Khumani’s contribution ga e ne e thusa ka lotseno lwa tlhamalalo mo kgwebong, felae tla thusa fela ka ditlhokego tsa tlhabololo.					



Leina La Porojeke	Lefelo le lennye la dikgwebo tse di tshwanang		Nomoro ya Porojeke	GAM003	Tihaolo	Tlhabololo ya kgwebo	
Lemorago	Moepo wa Assmang Khumani Mine Iron Ore (Moepo)o buisane le Mmasepala wa Selegae wa Gamagara, baungwelwa ba tlhabololo ya dikgwebo le ditlhopha tse di emelang bannaleseabe go tlhaloganya ditekanyetso tse di itemogelwang ke diSMME mo lefelong la mmasepala. in the municipal area. E nngwe ya dikgwetlho tse dikgolo tse di tswang kwa malobeng, go ya ka diSMME, ke go tlhoka lefatshe go dira sebaka sa kantoro le ditshenyegelo tse di kwa godimo tsa go hira.						
	Porojeke e akaretsa go ntšhafatswa ga hotele ya Kalahari kwa Olifantshoek to latela maemo a dikago le pabalesego, a a dumeletsweng le go fa di SMME sebaka le ditiro tse dinnye tsa indaseterika thulaganyo e e tshwanang le ya kwa motseng.						
	Tirisanommogo ya bosetšhaba le ya poraefete e tla tlhongwa mo gare ga Moepo le Mmasepala wa Selegae wa Gamagara fa porojeke e tsenngwa tirisong.						
Lefelo la Porojeke	Mmasepala wa Sedika	Local Municipality	Motse/Leina La Motsesetoropo		Baungwelwa	Letlha la go simolola Porojeke	Letlha la konosetso ya Porojeke
	John Taolo Gaetsewe	Gamagara	Olifantshoek		Mmasepala wa Selegae wa Gamagara	Phukwe 2025	Seetebosigo 2027
Kungo	Karolo ya Botlhokwa ya Tiragatso		Tshupetso ya Dikgolo tsa Tiragatso		Setlamo se se ikarabelang (akaretsa bannaleseabe botlhe)		Tekanyetsokabo
	- Tlhabololo ya Ikonomi - Go latela melao le melawana - Tsamaiso le tlhokomelo ya dithoto - Tikologo		- Go fitlhelela sebaka sa kantoro ya, bonnye, di SMME tse 3 - Ditshenygelo tse di kwa tlase tsa go hira kantoro fa go bapiswa le kelo yam o mmarakeng go, bonnye, di SMME tsa selegae di le 3		Mmasepala wa Selegae wa Gamagara Boagi		Diranta di le 10 000 000

		- Molawana wa kago yo o tokafetseng, boitekanelo le pabalesego le tatelo ya melawana ya ISO - Boleng bo bo tokafetseng ba dithoto tsa kgwebo - Tebego e e tokafetseng ya teropo ka dibaka tsa semmuso tsa diSMME					
Tlhaolo ya ditiro	Palo ya ditiro tse di tlhotsweng	Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo
Paka-khutswane		TBC	TBC	TBC	TBC	TBC	
Paka-gare		1				1	Diperesente di le 30tsa borakonteraka ba ba dirang ka fa tlase ga ba bangwe.
Pakatelele		-	-	-	-	-	
Letlha la konosetso le tsamaiso ya go tswa <i>Ela tlhoko: baungwelwa ba tshwanetse ba tlhalosiwe ka botlalo.</i>		Letlha le le lebeleletsweng la konosetso: Seetebosigo 2027, Seditriswa se se ntšhafaditsweng se tla neelwa Mmasepala wa Selegae wa Gamagara go tswela go se dirisa le go se tlhokomela.					



Leina la Porojeke	Lefelo la Ditlhokego tse di kgethegileng		Nomoro ya Porojeke	GS004	Tlhaolo	Tlhabololo ya baagi (Thuto e e akaretsang botlhe)	
Lemorago	Tshwanelo ya thuto e e tlhwatlhwa e sireleditswe mo molaotheong wa Aforika Borwa.; le fa go le jalo, tlamelo ka thuto ya ditlhokego tse di kgethegileng,gantsi, e a ikgatholosiwa /tseelwa ko tlase, jaaka Aforika Borwa e dira tsela ya go fitlhelela tshwanelo eno ya molaotheo.Mo Mmasepaleng wa Sedika wa John Taolo Gaetsewe, go na le sekolo se le sengwe fela se se neelanang ka thuto ya ditlhokego tse di kgethegileng, mo Mothibistad, Mmasepaleng wa Selegae wa Ga-Segonyana .Moepo wa Assmang Khumani Iron Ore (Moepo e dirile dipatlisiso mo baaging tseo di supileng tlhokego le patlo ya mafelo a a jalo mo mebasepaleng ya selegae ya Ga-Segonyana le Gamagara. Porojeke eno, e nnile teng ka diphitlhelelo tsa dipatlisiso le ka dipuisano le baitseanape ba thuto ya ditlhokego tse di kgethegileng, dikolo tsa balekane tse di nang le kgaltheo le Lefapha la Kapa Bokone la Thuto ya Motheo. Porojeke e akaretsa go aga ga lefelo la thuto e e kgethegileng mo Kuruman mo setsheng sa Sekolo se segolo sa Kalahari. Tirisanommogo ya bontlhatharo magareng ga Moepo, Lefapha la Kapa Bokone la Thuto ya Motheo, le Sekolo se segolo sa Kalahari kwa Kuruman e tla tlhomiwa fa porojeke e tsenngwa tirisong.						
Lefelo la porojeke	Mmasepala wa Sedika	Mmasepala wa Selegae	Motse/Leina la Motsesetoropo		Baungwelwa	Letlha la Tsimololo ya Porojeke	Letlha la Konosetso ya Porojeke
	John Taolo Gaetsewe	Ga-Segonyana	Kuruman		Baithuti ba le 30	Phukwe 2022	Seetebosigo 2027
Kungo	Karolo ya Botlhokwa ya Tiragatso		Tshupetso ya Dikgolo tsa Tiragatso		Setlamo se se ikarabelang (akarediwa bannaleseabe botlhe)		Tekanyetsokabo

	- Pitlhelelo go thuto e e akaretsang botlhe - Go ikwadisa ga baithuti kwa sekolong	- Tokafatsa phitlhelelo go tse di ka thusang baithuti ba ditlhokego tse di kgethegileng go tlhaloganya go ya ka ditlhokego tsa bone. - Tokafatsa botsereganyi ba ka bonako go thuto ya ba ditlhokego tse di ikgethileng go bana ba mmasepala wa legae. - Tokafatsa palo ya ikwadiso ya baithuti ba ditlhokego tse di ikgethileng, mothutong ya tlwaelo, e e mo magareng le e e kgolwane.	Lefapha la Kapa Bokone La Thuto ya Motheo Mmasepala wa Selegae wa Ga-Segonyana Worx ArchitectsIndependent Learning - Go laola mokgwa o o ithutang ka one Sekolo se segolo sa Kalahari	Diranta di le 10 287 500			
Tlhaolo ya Ditiro	Palo ya ditiro tse di tlihamilweng	Bagolo ba banna	Bagolo ba basadi	Baša ba banna	Baša ba basadi	Palogotlhe	Ditshwaelo
Paka- khutswane		10	10	5	5	30	Badiri ba ba se nang dikgono tsa go aga.
Paka-gare		1		-	-	-	Diperesente di le 30 tsa borakonteraka ba selegae ba ba dirang ka fa tlase ga ba bangwe.
Pakatelele		6		-	-	-	Barutabana/bathusa-barutabana ba tla thapiwa kwa dikolong.
Letlha la konosetso le tsamaiso ya go tswa <i>Ela tlhoko: baungwelwa ba tshwanetse ba tlhalosiwe ka botlalo</i>		Letlha le le lebeletsweng la konosetso: Seetebosigo 2027, Fa kago e konoseditsewe, sediriswa se tla neelwa Lekgotlataolo la Sekolo se segolo sa Kalahari go tswela pele ka tiriso le tlhokomelo, ka thuso le bookamedi ba Lefapha la Kapa Bokone la Thuto ya Motheo.					



Leina la porojeke	Setheo sa thuto sa ditlhoko tse di kgethegileng mo Kathu	Nomoro ya porojeke	GAM006	Karologanyo	Tlhabololo ya baagi (Thuto e e akaretsang botlhe)	
Tshedimosetso	Tshwanelo ya thuto ya boleng e sireleditswe mo molaotseong wa Aforika Borwa; le fa go le jalo, tlanelo ya thuto ya ditlhokego tse di kgethegileng, gantsi e tlaediwa matlho/nyadiwa jaaka Aforika Borwa e dira tsela ya go fitlhelela tshwanelo eno ya molaotseo. Mo Mmassepaleng wa Sedika wae John Taolo Gaetsewe, go na le sekolo se le sengwe fela se se neelanang kathuto e e kgethegileng, Mo Mothibistad, Mmassepala wa Selegae wa Ga-Segonyana. Moepo wa Assmang Khumani Iron Ore (Moepo) o dirile dipatlisiso tsa baagi, tse di supileng ditlhokego le go batla mafelo ao mo mebasepaleng ya Selegae ya Ga-Segonyana le Gamagara.					
	Porojeke eno, e nnile teng ka diphitlhelelo tsa dipatlisiso le dipuisano tsa Moepo le baitseanape ba thuto ya ditlhokego tse di ikgethileng, dikolo tsa balekane tse di nang le kgatlhego le Lefapha la Kapa Bokone la Thuto ya Motheo. Porojeke e akaretsa, go aga lefelo la thuto e e kgethegileng mo Kathu mo setsheng sa Sekolo se se botlana sa Sishen.					
	Tirisanommogo ya bontlhatharo magareng ga Moepo, Lefapha la Kapa Bokone La Thuto ya Motheo le Sekolo se sebotlana sa Sishen mo Kathu e tla tlhongwa gore porojeke e tsenngwe tirisong.					
Lefelo la porojeke	Mmassepala wa Sedika	Local Municipality	Motse/Leina la Motsesetoropo	Baungwelwa	Letlha la Tshimololo ya Porojeke	Letlha la Konosetso ya Porojeke

	John Taolo Gaetsewe	Gamagara	Kathu		Baithuti ba le 10	Phukwe 2022	Seetebosigo 2027
Dikungo	Karolo ya Botlhokwa ya Tiragatso		Tshupetso ya Dikgolo tsa Tiragatso		Setlamo se se ikarabelang (go akaretswa bannaleseabe botlhe)		Tekanyetsokabo
	- Phitlhelelo go thuto e e akaretsang botlhe - Go ikwadisa ga baithuti kwa dikolong		- Tokafata phitlhelelo go tse di ka thusang baithuti ba ditlhokego tse di kgethegileng go tlhaloganya go ya ka ditlhokego tsa bone - Tokafatsa botsereganyi ba ka bonako go thuto ya ba ditlhokego tse di ikgethileng go bana ba bommasepala ba selegae. - Tokafatsa palo ya ikwadiso ya baithuti ba ditlhokego tse di ikgethileng mo thutong ya tlwaelo e e magareng le e kgolwane.		Lefapha la Kapa Bokone la Thuto ya Motheo Mmasepala wa Selegae wa Gamagara Tiragatso ya go aga e e dirwang kwa Khathu fela Go laola mokgwa yo o ithutang ka one Sekolo se sebotlana sa Sishen		Diranta di le 3 212 500
Karologanyo ya ditiro	Palo ya ditiro tse di tllileng go tiholwa	Banna Bagolo	Basadi Bagolo	Banna Baša	Basadi Baša	Palogotlhe	Ditshwaelo
Paka-khutswane		3	3	-	-	6	Badiri ba ba se nang dikgono tsa go aga.
Paka-gare		1		-	-	-	Diperesente di le 30 tsa borakonteraka ba selegae ba ba dirang ka fa tlase ga ba bangwe
Pakatelele		2		-	-	-	Barutabana / bathusa-barutabana ba tla thapiwa kwa dikolong.
Letlha la go fetsa le leano la go tlogela		Nako e e lebeleletsweng ya go fetsa letlha: Seetebosigo 2027,					
Ela tlhoko: baungwelwa ba tshwanetse go tlhalosiwa ka botlalo.		Fa kago e konoseditswe, sediriswa se tla neelwa Lekgotlataolo la Sekolo se se kwa tlase sa Sishen go tswela pele ka tiriso le tlhokomelo, ka thuso le bookamedi go tswa Lefapheng la Kapa Bokone la Thuto ya Motheo.					

3.6. Tlhaeletsano ka Leano la Loago le Merero ya Badiri (SLP)

Go latela ditlhokego tsa Molao wa MPRD (segolobogolo, molawana 46(f)), Khumani Iron Ore e tla netefatsa gore bannaleseabe ba itsisiwe ka ditlamelo tse di beilweng go SLP ya Moepo gammogo le kgatelopele mo go fitlheleleng maitlhomong ngwaga le ngwaga. Leano la go itsise ka SLP le sobokantswe mo sethalong se se fa tlase:

Sethalo 39: Leano la Tsamaiso ya Tiro Tlhaeletsano ka Leano la Loago le Merero ya Badiri

Leano la Tsamaiso ya Tiro ya Tlhaeletsano ya SLP	Lefapha le le ikarabelang	Letlha la go konosetsa
Dikhophi tsa SLP ka Sejatlhapi, Afrikaans le Setswana di tla isiwa kwa baemeding ba bannaleseabe, bao ba ikarabelelang go itsise baagi ka diteng tsa yone.	Lefapha la HR	Matsholokgwetlho gabedi ka ngwaga
Future Forum ya SLP e tlhomilwe go tlotla le go buisana ka dintlha tsa SLP ka nako e Moepo o sa ntseng o dira, gammogo le dikgang tse di lebaneng le phokotso le go kgaolwa mo tirong fa tseno di ka tlhaga.	Lefapha la HR	Matsholokgwetlho gabedi ka ngwaga

3.7 Tlamelo ya Matlo le Maemo a botshelo

Khumani e tsepame mo go thapeng badiri ba ba gaufi, ka diperesente di le 60 tsa maatlatiro di le mo teng ga lefelo le le romelang badiri. Khumani e tlotlheletsa badiri gore ba nne le tšhono ya go nna le balelapa ba bone mo maamong a loago a a tswelelang le go nna le tšhono ya go tsaya karolo mo go kokoanyeng lehumo ka go nna mong wa ntlo le go feletsa o bone ditokomane tse di go letlang semmuso. Khumani ka gone, e tsepame thata Mo go nneng Mong wa Ntlo mme ka Togamaano ya Matlo, e neela badiri botlhe sebaka sa go tsaya karolo mo mokgweng ono wa go nna mong wa ntlo.

Ka jalo Moepo o thusa tsamaiso ya go nna mong le go rotloetsa badiri go tsaya karolo mo sekemeng sa setheo sa matlo kgotsa, ka tsela e nngwe, e nne beng ba matlo mo go e nngwe ya bommasepala ba semmuso gaufi le Moepo.

Palogotlhe ya mafelo a bonno a a bonang ditirelo a le 1260 di bonwe, mo Kathu. Mo godimo ga moo, palogotlhe ya matlo a le 963 a agilwe mo ditsheng tseno go tloga fa setheo se simolola sekema sa matlo le badiri ba le 763 ba Khumani ba thusitswe go nna beng ba matlo ka sekema. Matlo a le 106 mo Kathu a hiriseditswe badiri le borakonteraka.

Moepo o leka go tokafatsa boleng ba bonno ba badiri:

- Go tlamela ka thuso ka matlole, e e tshegetsang mokgwa wa go nna mong wa ntlo go nngwe ya mafelo a bommasepala a semmuso, a a leng fa thoko ga Moepo; le
- Go tlotlheletsa botlhokwa le melemo ya go nna beng ba matlo – le go ruta badiri ka mananeo malebana le go tshela ka tekanyetso ya madi le ditlhopho tsa matlo.

Moepo o tlamile tsamaiso ya kabo ya matlo mo Khumani jaaka go bontshitswe go Sethalo 40, e e simolotseng FY 2007 mme e tswela pele go fetoga le gotokafadiwa le go tsenngwa tirong. Foramo ya matlo e ne ya tlhomiwajaaka selekanyo sa go tswelela go tthatlhoba ditlhokego tsa matlo go badiri.

Sethalo 40: Leano la Tsamaiso la go tsenngwa tirisong le go godisa Tsamaiso ya Tlamelo ya Matlo kwa Moepong wa Khumani

Leano la Tsamaiso ya Tiro ya Tlamelo ka Matlo	Lefapha le le amegang	Letlha le e tla konosediwang ka lone
Patlisiso ya lenaane la dipotso mabapi le maemo a gajaana a kabo ya matlo le ditlhokego tsa badiri e konoseditswe.	Foramo ya Assmang ya Matlo	Foramo ya Assmang ya Matlo
Go nna teng ga matlo a semmuso le/kgotsa ditsha tsa maatlatiro go tlhomamisitswe le lefatshe le bonwe, ditirelo di a rebolwa.	Lefapha la Kabo ya Matlo	E konoseditswe
Go thusa maatlatiro go fithelela matlole a a siametseng go reka matlo a a leng teng kgotsa go aga matlo a bone.s.	Lefapha la Kabo ya Matlo	E tswelletse
Badiri ba neetswe kgonagalo ya go fetoga fa maemo a bone a botshelo a fetoga gore ba thusiwe ka go tokafatsa kgotsa go fokotsa go ya go matlo a magolo kgotsa a mannye mo teng ga sekema sa go nna mong wa ntlo.	Lefapha la Kabo ya Matlo	E tswelletse
Dipuisano tse di tswelletseng le Alliance go bona tharabololo go tsenyotirisong ya ketleetso ya matlo a e e akaretsang go feta, ya badiri ba ba tlhophang go nna mo lefatsheng la morafe fa gaufi le Moepo.	ARM /Tsamaiso ya Alliance IKAYA	E konoseditswe
Fa o tthatlhoba maemo a katlego le go tihaela ga Leano la Moepo la kabo ya matlo mabapi le go netefatsa/tswelletsa maemo a katlaatlalo ya matlo mo maatlatirong le dikakantsho tsa go tokafatsa.	Foramo ya Assmang ya Matlo	Ka kotara

Khumani Mine, tebang le tlamelo ya matlo, e tsamaisana le Mining Charter

Go ya pele, tsamaiso ya setheo ya go nna mong wa ntlo, e tla tswelletswe pele, e diriswa le ditlhopho tsa yone tsa matlo tse di farologaneng, e leng, go reka, go hira, jalo jalo. Setheo se setse se rekile lefatshe la mmasepala le le lekaneng fa katoloso e tlhokega mo isagweng, le matlo a a lekaneng (setsha se se rebolelwang ditirelo/ntlo e e setseng e agilwe le lefatshe), e e setseng e baakanyeditswe go rekiwa kgotsa go hiriwa.

Setlhopho sa maemo a a kwa godimo (maemo a CEO) sa Tiro ya Kabo ya Matlo, se se nang le baemedi ba mekgatlho ya badiri, ya Bosetšhaba le ya Kgaolo, Boemedi ba bosetšhaba ba DMRE, boemedi ba Lefapha la Rural Settlements

representation, jalo jalo e setse e letleletswe semolao go batlisisa le go akantsha sekai se se tshwanetseng sa ntlo e e tla nnang sebaka se se telele sa Assmang go ya pele. Setlhopha sa tiro sa IKAYA se konoseditse tiro ya sone mme Pholisi ya Matlo e ntšha le Letlhomeso la Tsenyotirisong di tlhomamisitswe ke ditlhopha tse pedi. Pholisi e ntšha e nyalantswe le MPRD, e tlamela ditlhopho di le 6 (ditlhopho) ebile e akaretsa tharabololo ya Kabo ya Matlo kwa Metseselegae. Khumani le yone, e rometse Leano la Matlo le Maemo a Botshelo go DMRE ka Seetebosgo 2021.

3.8 Leano la Theko

Khumani e tshamile leano la theko le le ikaelelang go tlamela diHDPs le baagi ba ba gaufi ka maemo a go newa ditšhono mo dikemong tsotlhe tsa thekot, e leng, dithoto le ditirelo. Khumani e dirisa go newa ditšhono tsa theko jaaka nngwe ya mekgwatsamaiso e megolo ya go rotloetsa Tlhabolo ya Ikonomi ya Selegae mo baaging ba ba angwang ke ditiro tsa yone.

Pholisi e baakanyetsa mokgwa o o latelang:

- Barekisi ba bantšha ba tlhoka go neela tshedimosetso malebana le go nna beng/laola le mananeo a ka fa gare a BEE.
- Khumani e tsere dikgato go baya leitlho le go netefata maemo a barekisi ba ba farologaneng le go tlhomamisa gore tshedimosetso eo e a ikanyega,
- Foo go tshwanetseng, arolela dikonteraka le diporojeke go dikarolwana tse dinnye go tlamela ditšhono go barekisi ba diHDP ba ba tlhagelelang ka magetla,
- Tsenya tirisong mokgwa wa go neela dintlha go tlamela go tla pele ga barekisi ba ba tshwanelegang ka BEE le ba selegae,
- Go baya melawana ya tuelo e e siametseng diHDP tse di tshwanelegang,
- Ditlhagiswa tse di tlamelwang le ditirelo tse di rebolwang ke barekisi ba diHDP di tla pele,
- Supa ditlhagiswa tse di ka bonwang mo gae, le tse go nang le kgonagalo ya gore di ka akarediwa go Lenaneo la Tlhabololo la Barekisi.

Khumani e tla begela DMRE ngwaga ka ngwaga mo fometeng e e tlhokegang.

Sethalo se se ka fa tlase se bontsha leano la tiro le le tla tsenngwang tirisong ke Moepo fa go rekwa.

Sethalo 41: Leano la Tsamaiso ya Tiro la go tsenngwa tirong ga Tsamaiso ya Theko kwa Moepong wa Khumani

Leano la Tsamaiso ya Tiro ya Theko ya Selegae	Tiro	Lefapha le le ikarabelang	Letlha le go tla konosediwang ka lone
Leba seša, o tlhokomele dipholisi, mekgwatsama iso le dikaelo le dithulaganyo tsa go bega go thusa ka go newa ditšhono tsa Theko.	Tshola bukana ya sešeng ya kaelo ya barekisi ka tsamaiso ya go Newa Ditšhono tsa Theko, e le teng go barekisi. Polelwana ya Go newa tšhono ya Theko (ka ditotiwa tse di beilweng) mo dikonterakeng tsotlhe le Khumani	Ketane Theleso ya	E tswelletse
Ka Puso ya porofense, phothale ya SMME e tlhomilwe – Khumani e tla rotloetsa barekisi ba HDP go ikwadisa mo lenaanetshedimosetsong.	Khumani e romela Dikopo tsa Ditshitshinyo Proposals (RFPs) mme e kope ikwadiso ya diSMME mo phothaleng.	Ketane Theleso ya	E tswelletse
Supa barekisi ba HDP mo baaging ba o leng mo go bone, o neelane ka tshegetso.	Barekisi ba HDP ba supilwe mo baaging ba ba nnang le bone go lenaneo la katiso ya tlhabololo ya dikgono le kgwebo	Ketane Theleso ya	E tswelletse
Rotloetsa barekisi ba nag aka bophara go rekisa dithoto tse di diriswang ke baagi ba ba ba amogelang.	Barekisi ba bagolo ba rotloediwa go tlhoma dikantoro mo teng ga baagi ba ba ba amogelang.	Ketane Theleso ya	E tswelletse
Tsamaiso ya Thendara: Khumani, jaaka karolo ya tsamaiso ya yone ya go sekaseka le go tsereganya dithendara, e tla tsenya tirisong mokgwatiriso wa go neelana ka dintlha tse di maatlafatsang go latela BEE le barekisi mo baaging ba ba nnang le bone.	Mokgwa wa Khumani wa tshekatsheko ya dithendara le go bala go gatelela go latela tsa selegae le BEE.	Ketane Theleso ya	E tswelletse
Rotloetsa barekisi go tlhama ditirisanommogo le ditheo mo teng ga baagi ba ba amogelang kwa ntle ga go ithokomolosa ditlhokego tsa tsamaiso ya dithendara. Ditsamaiso go ya pele di tla akaretsa go baya melawana e e siameng le /kgotsa tuelo ya ditiro tse di tshwaraganetsweng tsa HDP	Melawana e e siameng ya tuelo ya barekisi ba HDP e tsentswe tirisong, sekai., tuelo ya bontlhanngwe, tuelo pele ga tiro go reka metheriale, tuelo pele ga malatsi a le 30, ka tlwaelo	Ketane Theleso ya	E tswelletse
Fa go tlhokegang, go kgonega, tlamela peoleitlho le thuso ya go aga bokgoni mo barekising ba HDP go thusa ditokafatso mo mekgweng ya dikgwebo ka maikaelelo a go thusa lephata la HDP le le atlegileng, le dira ka kgolagano le Moepo.	Lenaneo la go Tlhabolola Barekisi le tlhomilwe le go tsenngwa tirisong go barekisi /ba ba itshimoleletseng dikgwebo ba di HDP go bona katiso ya dikgono, tataiso mo kgwebong le tshegetso.	Ketane Theleso ya	E tswelletse

Sethalo 42: Madi a a dirisitsweng go reka dithoto tse di dirilweng mo Aforika Borwa ka go newa Ditšhono tsa Theko (Preferential Procurement) 2022-2027

DITHOTO TSA MOEPONG	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
Ditlamo tse beng ba tsone e leng diHDP ebile ba di laola	Diperesente di le 15	Diperesente di le 21	Diperesente di le 21	Diperesente di le 21	Diperesente di le 21
Tse basadi le baša e leng beng ba tsone ebile ba di laola (diperesente di le 51kgotsa go feta)	Diperesente di le 3.6	Diperesente di le 5	Diperesente di le 5	Diperesente di le 5	Diperesente di le 5
Ditheo tse di latelang BEE	Diperesente di le 31.4	44.0%	44.0%	44.0%	44.0%
Palogotlhe	Diperesente di le 50	Diperesente di le 70	Diperesente di le 70	Diperesente di le 70	Diperesente di le 70

Sethalo 43: Madi a a dirisitweng mo ditirelong tse di tswang mo ditheong tse beng ba tsone e leng ba Aforika Borwa ka go newa Ditšhono tsa Theko (Preferential Procurement) – 2022-2027

DITIRELO	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
Ditlamo tse e leng tsa HDP ebile ba di laola	Diperešente di le 41	Diperešente di le 50	Diperešente di le 50	Diperešente di le 50	Diperešente di le 5
Dikgwebo tse e leng tsa basadi ebile ba di laola (diperešente di le 51 kgotsa go feta)	Diperešente di le 7	Diperešente di le 15	Diperešente di le 15	Diperešente di le 15	Diperešente di le 15
Dikgwebo tse e leng tsa baša ebile ba di laola (diperešente di le 51kgotsa go feta)	Diperešente di le 3.8	Diperešente di le 5	Diperešente di le 5	Diperešente di le 5	Diperešente di le 5
Ditheo tse di latelang BEE	Diperešente di le 10	Diperešente di le 10	Diperešente di le 10	Diperešente di le 10	Diperešente di le 10
Palogotlhe	Diperešente di le 1.8	Diperešente di le 80	Diperešente di le 80	Diperešente di le 80	Diperešente di le 80



KGAOLO 4

GO FOKOTSA LE GO LEBOGISA TIRO



4. PHOKOTSO LE KGAOLO MO TIRONG

4.1 Matseno

Kgaolo eno e mekamekana le go tsamaisa phokotso le go kgaolwa mo tirong. Ke maikaelelo a Moepo go obamela dikaelo tse di beilweng go amaolao wa Kamano ya Badiri.

Mo godimo ga maitlhommo a Moepo a go thusa leano le le siameng la kgwebo, tsamaiso go ya pele go efoga tatlhegelo ya ditiro le phokotsego ya bothapiwa di eme jaana:

- Netefatsa gore kgwebo e tswela pele ka go tshola thulaganyo ya ditshenyegelo kwa tlase, le ka fa e ka kgonang go gaisana, ka fa go kgonegang,
- Netefatsa maatlalimo a a ungwang, a na le dikgono, ka katiso le thotloetso,
- Go dira diphetogo tse di tsweleng go mokgwa wa ntshodikuno go tswedisa pele bokgoni ba go gaisana,
- Go tswelela o batla ditsela tsa go godisa le go atolosa kgwebo go netefatsa go tswelela mo isagweng go go oketsegileng,
- Togamaano ya bodiri le tatelano, tse di siameng, go tsamaisana le Leano La Tiro La Moepo,
- Pholisi ya go Thapa le mekgwa e e tla thusang maano a bodiri,
- Peoleitlho le tshekatsheko ya go rola tiro ga tlholego (go rola tiro ka ntlha ya bogodi, go tlogela tiro, jalo, jalo) le
- Dipuisano tse di tswelletseng le Mekgatlho ya Badiri (ka Future Forum) go supa le go tsenya tirisong, maano le dikgato tsa go simolola, go efoga tatlhegelo ya ditiro le phokotsego ya bothapiwa.

Mananeo a katiso le tlhabololo a tla tsepama mo go tlameleng:

- Katiso ya dipalo le go itse go kwala le go bala,
- Katiso e e tsamaisanag le Letlhomiso la Bosetšhaba la Thutego foo go kgonegang gammogo le mananeo a mangwe a a tlhomilweng,
- Dikgono tse di diriswang gotlhe di tlhalosiwa jaaka dikgono tse modiri a ka di dirisan go bona tiro, e ka tswa e le mo teng kgotsa kwa ntle ga indaseteri ya meepo kgotsa go tlhola ditšhono tsa bone tsa tiro.

Khumani e lemoga gore go fokotsa kgotsa go tswala Moepo ka katlego, puisano ya matlhakore a le mararo le tsamaiso ya go rarabolola mathata, di a tlhokega magareng ga Moepo, mafapha a puso a a maleba le baagi ba selegae ba ba leng gaufi le lefelo la tiro. Go baagi, go tswalwa go ka baka tlalelo e e masisi ka ntlha ya matshosetsi a phutlhamo ya loago le ikonomi. Moepo o tla ela tlhoko gore o tsepame mo dintlheng dife tsa ntšhafatso malebana le togamaano ya go tswala Moepo:

- Go tsosolosa boalo ba lefatshe bo bo nang le boleng jo bo lekaneng go thusa kgonagalo ya go le dirisa jaaka pele le epiwa,
- Go tsosolosa tsa tikologo mo lefatsheng le e neng e le Moepo,
- Tiriso e nngwe ya mafaratlhatlha a Moepo, e e nang le matswela, e tshwanetse go rotloetswa fa go siametse ikonomi.

Godimo ga foo, fa go fokodiwa, mekgwatsamaiso e tlile go kwadiwa ka botlalo, go tsamaisana le Molao wa Dikamano tsa Badiri 189A, jaaka e fetotswe le ka kgolagano le Kgaolo 52 (1) ya MPRDA le Molawana 46 (e). Mekgwatsamaiso o tla akaretsa tse di latelang:

- Go tlhongwa ga foramo,
- Supa mekgwatiro go boloka ditiro le go efoga tatlhegelo ya ditiro le phokotsego ya bothapiwa,
- Supa mekgwatiro go tlamela ditharabololo tse dingwe le mekgwatsamaiso ya go tlhola tshireletsego ya ditiro foo tatlhegelo ya ditiro e ka se efogweng,
- Supa mekgwatiro ya go fokotsa ditlamorago tsa loago le ikonomi go motho ka mongwe.

4.2 Go tlhlongwa ga Future Forum

Moepo, ka dipuisano le maatlatiro, o tlhomile Foramo ya Leruri ya Dipuisano (Future Forum). Foramo eno, e na le botsamaisi le baemedi ba badiri ba ba leng mekgatlhong ya badiri le ba e seng maloko, mme e kopana ka metlha, le bonnye gangwe ka kotara. Maikaelelo a Future Forum ke go tlotla ka dintlha tse di kgatlhegelwang ke bobedi magareng ga badiri le baemedi ba botsamaisi. Metsotso ya pokano nngwe le nngwe ya paka e ntšha ya SLP ya dingwaga di le 5 e tla tsewa le go isiwa go ditlhophla tsotlhe tse di neng di emetswe. Future Forum, go ya pele, e tla dira ditiro tse di latelang:

- Tlhotlheletsa metlotlo e e tsweletseng le baemedi ba bannaleseabe ka isagwe e e tswelelang ya Moepo;
- Leba kwa pele, o supe ditšhono, dikgwetlho le tse e ka nnang ditharabololo malebana le dintlha tse di tswelelang tsa loago le ikonomi,
- Tshwara motlotlo ka dikgang tse le di kgatlhegelang ka bobedi magareng ga botsamaisi le bannaleseabe,
- Dira jaaka mosele wa tllhaeletsano malebana le ditiro tse dikgolo SLP, mekgele le diphitlhelelo.

4.3 Puisano le Balaodi

Go latela Kgaolo 52 (1) ya MPRDA, mo go supeng tlhokego ya go fokotsa ditiro kwa moepong, fa selekane sa lotseno sa Khumani se ka nna ka fa tlase ga palogare ya diperesente di le 6 mo nakong e e tsweletseng ya dikgwedi di le lesome le bobedi (12) kgotsa fa diperesente di le 10 kgotsa go feta tsa maatlatiro di ka kgaolwa mo tirong. Mokgwatsamaiso o o tseneletseng wa dipuisano e dithulaganyo tsa mekgatlho e e maleba ya badiri kgotsa badiri ba ba amegang di tla simolola go latela Dikgaolo 189 le 189(A) tsa Molao wa of the Labour Relations Act, 1995 (jaaka o fetotswe) ka thulaganyo ya Future Forum e e tlhomilweng.

Fa togamaano ya Leano la Loago le mananeo a a golaganeng le lone a go tsamaisa tatlhegelo ya tiro le kgaolo ya ditiro a simolola, DoEL le DMRE (segolobogolo Boto ya Tlhabololo ya Dimenerale le tsa Meepo) go ya ka Kgaolo ya 52(1) (a) ya Molao) di tla itsisewe. Sethalo se se latelang se tllhalosa leano la tsamaiso ya tiro malebana le puisano le balaodi. Balaodi ba puso ba tla itsisiwe ka nako e e beilweng ya mokgwatsamaiso wa tswalo gammogo le dipuisano tse di tsweletseng le Leano la Loago ka thulaganyo ya Future Forum. Dipegelo tsa ka metlha tsa kgatelopele, morago ga foo, di tla isiwa kwa mafapheng a a tlhokegang, go akaretsa, Leano la Loago le Lekgotla la Keletso ka Ntshodikuno le Lefapha la Puso ya Porofense le ya Selegae.



Sethalo 44: Leano la Tsamaiso ya Tiro la go buisana le Balaodi

Leano la tsamaiso ya tiro ya Tlhaeletsano le Balaodi	Lefapha le le ikarabelang	Letlha le go konosediwang ka lone
Fa go ka supiwa tlhokego ya go fokotsa ditiro tsa Moepo mme ka jalo, tlhokego ya go kgaola badiri, Future Forum is tlhoka go tsena mo dipuisanong le badiri ba ba amegang kgotsa mekgatlho e e maleba ya badiri.	HR le Future Forum	Fa go ka kgaolwa tiro
Fa togamaano ya tatlhegelo ya ditiro le kgaolo ya ditiro e simolola, Future Forum e tlhoka go itsise: - DoEL; le - DMRE, segolobogolo Boto ya Tlhabololo ya Dimenerale le tsa Meepo. (Fa diperesente di le 10 kgotsa go feta tsa maatlatiro di amega)	HR le Future Forum	Fa go ka kgaolwa tiro
Balaodi ba puso bat la nawa kitsiso ya dinako tse di beilweng.	HR le Future Forum	Fa go ka kgaolwa tiro

4.4 Mekgwatiro ya go Efoga Ditatlhegelo tsa Ditiro

Go boloka ditiro, Moepo o tla tlhoma badiri ba ntshodikuno e e kwa godimo ka ditshenyegelo tse di kwa tlase, go tsamaisa Moepo ka tsela e e nang le matswela. Ka ntlha ya seo, ga go a tshwanela go nna le batho ba ba sa tlhokegeng mo ditirong tse di ka nneng di a se tlhole di dirwa. Moepo o tla thapa batho go tswa mo baaging, ka jalo, o ba kgontsha go nna mo baaging le go fokotsa matshosetsi a go latlhegelwa ke matlo a bone fa ba ka kgaolwa mo tirong. Seno, gape, se tla fokotsa tshusumetso ya go kgaolwa mo tirong, ka fa dithulaganyo tsa tshegetso go tswa baaging ba bangwe e tla bo e ntse e le teng.

Khumani e tla batlisisa go ya pele, mekgwa e mengwe ya go boloka bodiri. Eno e ka akaretsa, fela e sa felele go, maano jaaka a tlhalositswe mo sethalong se se latelang:

Sethalo 45: Leano la tsamaiso ya tiro go boloka ditiro le go efoga tatlhegelo ya ditiro

Leano la Tsamaiso ya Tiro go boloka Ditiro le go efoga Tatlhegelo ya Ditiro	Lefapha le e ikarabelang	Letlha la go konosediswa
Go fokoletswa diura tse o dirang ka tsone gammogo le go fetoga ga thulaganyo ya thefosano. Seno se tla felela ka phokotso ya dituelo mo badiring, fela e tla boloka ditiro ka lobakanyana.	Lefapha la HR, Botsamaisi ba Moepo le Future Forum	Fa go diragala
Batho ba tsamaya lobaka lo lo rileng go fitlha ba tlhokiwa gape.	Lefapha la HR, Botsamaisi ba Moepo le Future Forum	Fa go diragala
Go rola tiro go tla tlhotlheletswa. Seno se tlile go felela kwa phatthalatsong ya badiri mme se ka dira gore badiri ba katisiwe seša foo go tlhokagalang.	Lefapha la HR, Botsamaisi ba Moepo le Future Forum	Fa go diragala
Go neela badiri botlhe dikgono tse dintsi le go sutisetša badiri kwa mafapheng a mangwe mo teng ga Moepo.	Lefapha la HR, Botsamaisi ba Moepo le Future Forum	E a tswelala le fa go diragala
Dipuisano tse di tswelolang pele le Mekgatlo ya Badiri (ka Future Forum) go supa le go tsenya tirisong, dikgato tsa go simolola go efoga tatlhegelo ya ditiro le phokotsego ya bodiri, jaaka: - Kabelano ya tiro, - phokotso/ go kgaotsa nako e e okeditsweng, - Go emisa go thapa, - go thapiwa gape ga maatlatiro a gajaana, le - Go kgaola dikonteraka.	Lefapha la HR, Botsamaisi ba Moepo le Future Forum	Fa go diragala
Oketsa dikgato tse di farologaneng tsa go simolola katiso le tlhabololo go neela: - Katiso ya Dipalo le go bala le go kwala, - Katiso e e tsamaisanang le Letlhomiso la Bosetšhaba la Tshwanelego mo go kgonegang gammogo le mananeo a dikgono a mangwe a a itsegeng, - Dikgono tse di ka diriswang gotlhe, tse di lemogwang ke indaseteri ya Meepo le tse dingwe tse di maleba, go akaretswa go nyalanya katiso ya dikgono tse di ka diriswang gotlhe le ditlhokego tsa ikonomi tse di supilweng mo lefelong la selegae le le romelang badiri, le	Lefapha la HR, Lefapha la Katiso, Botsamaisi ba Moepo le Future Forum	Fa go diragala

Leano la Tsamaiso ya Tiro go boloka Ditiro le go efoga Tatlhegelo ya Ditiro	Lefapha le e ikarabelang	Letlha la go konosediswa
Dikgono tse di ka diriswang gotlhe tse di kgontshang badiri go itholela ditiro tsa bone.		

4.5 Tlamele ya ditharabololo tse dingwe le ditsamaiso tsa go tlhola ditiro tse di tlhomameng foo tatlhegelo ya ditiro e ka se efogweng

Khumani e tlile go thusa badiri ba ba amegang go bona ditiro tse dingwe kgotsa boitshedisi jwa leruri. Seno se tlile go dirwa mo go tlhokegang, ka fa go lebeleetswe gore tshimologo ya tlhabololo ya mafaratlhatlha tse di rulaganyeditsweng baagi ba ba amegang, di tla akaretsa karolo ya maatlatiro morago ga tswalo. Kgato eno e tlile go leba go kopanngwa ga maatlatiro mo diporojekeng tse di farologaneng tsa LED le/kgotsa diporojeke tsa Tlhabololo ya Dikgwebo (Enterprise Development), tseo di tla dirwang ka tirisanommogo le bommasepala ba sedika le ba selegae. Foo badiri ba ka se kgoneng go akarediwa mo dithulaganyong tse dintsha tseno, ba tlile go newa dikgono le thapiso (ka mananeo a Tlhabololo ya Metswedithuso ya Botho (HRD)) tse di oketsang go kgona ga bone go bona ditiro tse dingwe morago ga go tswalwa ga moepo,

Moepo, gammogo le batho botlhe ba ba amegang, o tlile go amogela ditsamaiso jaaka di tlhalosiwa mo sethalong se se latelang:

Sethalo 46: Togamaano ya lenaneo la tiro la Tlamele ya Ditharabololo tse Dingwe

Tlamele ya Togamaano ya lenaneo la tiro Ditharabololo tse Dingwe	Lefapha le e ikarabelang	Letlha la go konosediswa
Tlhome lenaanetshedimosetso la balebogiswa- tiro, o akaretse tshedimosetso mabapi le dikgono tse di leng teng, maitemogelo, le botswerere. Linaanetshedimosetso leno le tlile go diriswa go supa ditshono tsa kgonagalo ya go thapiwa mo teng kgotsa kwa ntle ga setheo. Diphatlhatiro tse dingwe kwa ditirong tse dingwe tsa Assmang di tlile go lejwa.	Lefapha la Metswedithuso ya botho le Future Forum	Fa go diragala
Badiri ba dikgono di le dintsi go godisa ditshono tsa go thapiwa gape morago ga tswalo.	Lefapha la Metswedithuso	Fa go diragala
Thapisa le go kgontsha balebogiswa-tiro ka tsela e e tshwanetseng gore ba bone ditiro tse dingwe mo teng ga setheo kgotsa mo mmarakeng yo o bulegileng wa tiro.	Lefapha la Metswedithuso ya botho le Future Forum	Fa go diragala
Tlhome lefelo la go thusa ka ditiro go thusa badiri gore ba bone ditiro tse dingwe morago ga kgaolo: - thusa badiri go rulaganya makwaloipolelo (CV) a bone; - kgokagano le ba e ka nnang bathapi ba bone le ditshono tse dingwe; thapisetswa mokgwa wa go botsolotsa, jalojalo etc.	Lefapha la Metswedithuso ya botho le Future Forum	Fa go diragala
Supa batho ba ba tshwanetseng go tswa letloleng la balebogiswa-tiro go akanyediwa mo kgonagalong ya ditshono tsa Tlhabololo ya Kgwebo.	Lefapha la Metswedithuso ya botho le Future Forum	Fa go diragala
Go ya ka kgaolo 11.3 mabapi le "Go lebogisiwa tiro" mo pholising ya tlamele ya matlo ya Ikhaya, molawana ono o tla dirisiwa go fitlhela SLP e fela.	Lefapha la tlamele ka matlo	Fa go diragala

4.6 Mekgwa ya go tokafatsa ditlamorago tsa loago le ikonomi mo bathong, dikgaolong le diikonoming kwa tebogiso-tiro kgotsa go tswalwa ga Khumani go tlhomameng

Go tokafatsa ditlamorago tsa loago le ikonomi mo bathong, dikgaolo le diikonomi foo go lebogisiwa tiro kgotsa go tswalwa go tlhomameng, Botsamaisi jwa moepo, gammogo le Future Forum, di tlile go lekola pele ga nako, ditlamorago tse di tlileng go bakiwa ke go lebogisa tiro le/kgotsa go tswalwa ga tiro. Seno se tlile go itsesiwe batho le baagi ba ba nang le seabe gore batho botlhe ba ba amegang ba lemoge gore ditlamorago tsa go lebogisa tiro le/kgotsa go tswala di tla nna eng. Tshitshinyo ya go ngotla tshusumetso mo maemong a loago le tsa ikonomi mo lefelong le le amegang, e tla sekasekiwa. Go lekola tshusumetso eno, tshakatsheko ya tshusumetso ya loago le ikonomi (SEIA) e tlile go dirwa ke baitseanape ba bogakolodi pele ga go simolola dithulaganyo tse di feletseng tsa tsamaiso ya go tswala. Tlhatlhobo e e ntseng jalo ya tshusumetso e tlile go tsenyeletsa tirisano le Future Forum gammogo le dithulaganyo tse

di maleba tsa baagi. Tsamaiso ya Leano la go tokafatsa tshusumetso ya loago le ikonomi e bontshiwa mo sethalong se se latelang:



Sethalo 47: Mekgwatsamaiso go tokafatsa ditlamorago tsa loago le ikonomi foo tatlhegelo ya ditiro e ka se efogweng

Mekgwatsamaiso go tokafatsa ditlamorago tsa loago le ikonomio-Economic Impact Strategic Action Plan	Lefapha le le ikarabelang	Letlha le e tllileng go fela ka lone
Thuso go ba ba lebogiswang tiro: - Kgakololo ya go lebogiswa tiro foo go tlhokegang - Gammogo le DoEL thusa go tlatse diforomo tsa kopotuelo tsa UIF kwa dikagong tsa Moepo; - Thusa ba ba lebogiswang tiro go bona tiro e nngwe le ditheo tse dingwe go kokoanya polokelotshedimosetso e tlhalosa dikgono le dinomoro tsa go ikgolaganya le badiri botlhe. - Anamisa polokelotshedimosetso go diforomo jwa baagi, diSMME mo lefelong, meepo e mengwe gammogo le baamegi ba bangwe ba indaseteri.	Metswedithuso ya botho, Botsamaisi jwa Moepo le Future Forum	Fa go diragala
Mananeo a Thapiso le go Thapiwa gape go thusa go tlhola ditiro mo mafelong a bommasepala a a maleba: - Tlhatlhobo e e maleba ya dikgono e tllile go dirwa go thusa badiri ka dikgono tse di kgethegileng go tlhola le go simolola dikgwebopatlana; - Neela kgakololo ka togamaano ya matlole ya poraefete ka nako ya lenaneo la ngwaga le ngwaga la katisetsokamogelo.	Metswedithuso ya botho, Botsamaisi jwa Moepo le Future Forum	Fa go diragala
Tlamelo ka matlole: Moepo o tllile go netefatsa gore tlamelo e e lekaneng ya matlole e teng mo go tsenngweng tirisong, dithulaganyo tsotlhe tse di amanang le tsamaiso ya go fokotsa badiri le go lebogisa tiro.	Botsamaisi ba HR, Botsamaisi ba Moepo le Foramo ya Isagwe	Fa go diragala

4.7 Thulaganyo ya morago ga go tswala

Maano a botsamaisi ba paka ya morago ga go tswa le tsona di tllile go tlhamiwa le bannaleseabe ba selegae mo teng ga tsamaiso ya go rulaganya go tswala. Maano a a efogang go ikaega magareng ga baungwelwa ba botsereganyi jwa tsa loago le go rotloetsa go ikemela magareng ga batho le dikgwebo mo baaging e tllile go tlhamiwa go netefatsa go tswela morago ga go tswala. Dipuisano tse di tsweleng pele le ditiro tsa kgakololo, di tsamaiswa ka thulaganyo ya Future Forum di tllile go diriswa go netefatsa gore mananeo le dithulaganyo di tswela go tllisa dikungo tse di tsweleng, di na le matswela. Thuso e e tsweleng pele le seabe sa botsamaisi jwa puso ya selegae mo ntlheng eno e tllile go nna botlhokwa thata mo tsamaisong ya botsamaisi jwa morago ga go tswala.

Go rulaganyetsa porojeke e e kgethegileng ya LED fa go tswalwa, go bokete, go dirwa ke gore moepo yo o akantsweng o dira dingwaga di le 23. Kitso ya ditlhokego tse di kgethegileng tsa LED mo teng ga lefelo le le gaufi le Moepo ka nako ya go tswala kgotsa dingwaga di le mmalwa pele ga foo, e bokete. Le fa go ntse jalo, go tllile go nna botlhokwa go lemoga tlhokego ya diporojeke tse di akaretsang dilo tsotlhe tsa LED tse di tllamilweng ka maikaelelo a tlhabololo ya loago le ikonomi tse di tsweleng, mo kgaolong e e gaufi le Moepo, segolobogolo ya maatlaitiro le/kgotsa baagi ba ba neng ba ikaegile mo Moepong go itshedisa mo nakong e e fetileng. Thulaganyo e e ntseng jalo, e tlla simolola, bonnye, dingwaga di le tlhano (5) pele ga go tswalwa go go solofetsweng.



KGAOLO 5

TLAMELO YA MATLOLE

5. TLAMELO KA MATLOLE

5.1 Tlamele ka matlole (Molawana 46 (E))

Go ya ka Kgaolo 23(1) (e) ya MPRDA “Tona o neela tshiamelo ya tsa meepo fa modirakopo a tlametse ka matlole le ka ditsela dingwe go di SLP tse di batlegang”. Kgaolo eno e ikaelela go tshalosa mokgwa o moepo wa manyatshipi wa Khumani o ikaelela go tlamela karolwana nngwe le nngwe ya SLP ka matlole. SethaloSethalo 48 se neela tshobokanyo ya madi a moepo o a beetsweng thoko a dingwaga di le tlhano (5) tse di latelang.

Sethalo 48: Tshobokanyo ya Tlamele ka Matlole go dikarolo tse di botlhokwa tsa SLP ya Moepo wa Khumani mo pakeng ya dingwaga tse tlhano (5) (Ngwaga wa matlole (FY) 2022-2027)

Legoro	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Palogotlhe ya Tlamele ka matlole (2022 to 2027)
Mananeo a tlihabololo ya Metswedithuso ya botho	R18 570 000	R19 070 000	R20 670 000	R21 170 000	R21 670 000	R104 350 000
Mananeo a LED	R30 417 500	R36 895 625	R31 545 625	R5 545 625	R5 545 625	R109 950 000
Tlamele ya matlo le maemo a botshelo	R102 048 000	R65 928 000	R66 504 000	R26 601 600	R26 737 680	R287 819 280
Mananeo a tsamaiso ya go tswalela le go lebogisa tiro	Go ya ka setlankana se se supang ditšhelete, dithoto di mo maamong a a siameng gajaana (go akaretsa le go dira madi) madi a a leng teng a ka duela ditshenyegelo tsa go kgaola tirona ka e le diranta di le dimilione di le 391, fa go bapiswa le phopholetso ya dimilione di le 499 mo dingwageng di le 5. Khumani e tla nna le tlamego eno ya go lebogisa tiro go ya ka SLP e ntšha, e tlatlhobilwe semmuso mo pakeng ya dingwaga di le 5 ngwaga ka ngwaga le tlhomamiso e e ikemetseng go tswalela go bontsha gore Moepo o na le madi a a lekaneng go to cover the liability.					R499 000 000
Palogotlhe e e fopholediwang ya go tlamela SLP	R151 035 500	R121 893 625	R118 719 625	R53 317 225	R53 953 305	R1 001 119 280

5.2 Tlamele ka Matlole go Mananeo a Tlihabololo ya Metswedithuso ya botho (Molawana 46 (E) (1))

Moepo o ikana go beela maatlatiro a yone madi a a latelang kwa thoko go ya kwa mananeong a thapiso a Tlihabololo ya Metswedithuso ya botho kwa Moepong, go tsamaisana le Mining Charter:

Sethalo 49: Kgaoganyo e e sobokantsweng ya Tekanyetsokabo ya dingwaga di le tlhano ya Moepo wa Khumani ya Tlihabololo ya Metswedithuso ya botho

HRD	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Palogotlhe ya Tlamele ka Matlole (2022 to 2027)
Tlamele ya Matlole a Mananeo a Ikatiso tirona	R6 900 000	R6 900 000	R7 100 000	R7 100 000	R7 100 000	R35 100 000

Tlamelo ya Matlole a Mananeo a Tlhabololo ya Boeteledipele	R100 000	R100 000	R100 000	R100 000	R100 000	R500 000
Tlamelo ka matlole a Mananeo a Thapiso ya Kgwebo ya konokono	R7 300 000	R7 800 000	R8 300 000	R8 800 000	R9 300 000	R41 500 000
Tlamelo ya Matlole a Mananeo a Thapiso ya dikgono tse o kgonang go di dirisa gotlhe	R1 800 000	R1 400 000	R900 000	R900 000	R900 000	R5 900 000
Tlamelo ya Matlole a Mananeo a Botataisi	R20 000	R20 000	R20 000	R20 000	R20 000	R100 000
Tlamelo ya Matlole go Mananeo a Kettleetso ka madi a thuto	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R4 250 000	R21 250 000
Palogotlhe ya Tlamelo ka Matlole go Lenaneo la Tlhabololo ya Metswedithuso ya botho *	R18 570 000	R19 070 000	R20 670 000	R21 170 000	R21 670 000	R104 350 000

***Ela tlhoko:** Tekanyetsokabo eno e bontsha ditshenyegelo tsa ka tlhamalalo tse di fopholediwang tsa mananeo a thapiso a a umakilweng fa godimo. Ga e akaretse ditshenyegelo tse e seng tsa ka tlhamalalo le fa e le mananeo a mangwe a a sa kwalwang kwa godimo a a akareditsweng go palogotlhe ya Tekanyetsokabo ya Thapiso ya Khumani.

5.3 Tlamelo ka matlole go Mananeo a Tlhabololo a Ikonomi ya Selegae (Molawana 46(E) (2))

Kgaolo 3 e tshalosa ka botlalo, leano la Meepo la go dira LED go ya ka maano a a kopanetsweng a tlhabololo a bommasepala ba selegae le ba sedika (leba kgaolo 3.4 le ya bo 3.6).

Sethalo 50: Tshobokanyo ya madi a a beetsweng thoko kwa Khumani, a Tlhabololo ya Ikonomi ya Selegae mo dingwageng di le Tlhano (5).

Tlamelo ka matlole go mananeo a LED						Tlamelo ka matlole (2022 to 2027)
Tlamelo ka matlole go Mananeo a LED	R30 417 500	R36 895 625	R31 545 625	R5 545 625	R5 545 625	R109 950 000

Sethalo 51: Tshobokanyo ya Madi a a beetsweng thoko a Khumani a Kabo ya matlo le Maemo a Botshelo mo dingwageng di le tlhano (5)

Tlanelo ka matlole a Kabo ya matlo le maemo a botshelo	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Palogotlhe ya tlanelo ka matlole (2022 to 2027)
Manno a a hirilweng a a tlanelwang ke mothapi						
Kago ya matlo a a hiriswang a mantšha (Tse dingwe di le 94 go ya ka porofaele ya ditiro)	R77 280 000	R40 320 000	R40 320 000	R0	R0	R157 920 000
Tlhokomelo le paakanyo ya matlo a a hiriwang	R2 016 000	R2 304 000	R2 592 000	R2 721 600	R2 857 680	R12 491 280
Diketleetso tsa go hira	R1 464 000	R2 016 000	R2 304 000	R2 592 000	R2 592 000	R10 968 000
Go nna le ntlo ka thuso ya mothapi						
Diketleetso tsa bang ba matlo	R15 912 000	R15 912 000	R15 912 000	R15 912 000	R15 912 000	R79 560 000
Tuelo ya go dira le go robala go sele						
Diketleetso tsa go hira	R5 376 000	R5 376 000	R5 376 000	R5 376 000	R5 376 000	R26 880 000
PALOGOTLHE	R102 048 000	R65 928 000	R66 504 000	R26 601 600	R26 737 680	R287 819 280

5.4 Tlanelo ka Matlole go Botsamaisi jwa go fokotsa badiri le go Lebogisa tiro (Molawana 46(E) (3))

Peeletso e e tsweleng go Mananeo a Tlhabololo ya Metswedithuso ya botho le tsamaiso ya thapiso fa Khumani e ntse e le teng, e ikaeletse go thusa go bona dikgono tse di tla netefatsang go kgona go thapiwa ga maatlatiro le fa Moepo o sa tlhole o le teng. Fa godimo ga seno, Khumani e tlile go latela Molao wa Ditheo tsa Motheo tsa Molawana wa go Thapiwa mabapi le thuso go badiri, e lebisitswe kwa tsamaisong ya go bona dikgono go ya pele, tse di tlileng go solegela badiri mosola ka nako ya go lebogisiwa tiro.

Ditlamego tsa gajaana, le fa go ka direga gore moepo o tswalwe ka bonako, ke diranta di le dimilione di le 391. Palo eno, fa go tsewa porofaele ya gajaana le kgolo ya diperesente di le 5 ka ngwaga go ralala paka ya dingwaga di le 5, e tlile go oketsa ditlamego go dimilione di le 499. Dimilione di le 499 ke fopholetso e e di gaisang tsotlhe, e e akanyetsang inforišene le koketsego ya palo ya dingwaga tsa tirelo ya maatlatiro mo pakeng ya SLP ya dingwaga di le 5.

Khumani, le fa go le jalo, go selekanyo sa gajaana sa molato, e ne e tla kgona go duelela molato/tlamelo ya gajaana ya go lebogiswa tiro ya diranta di le dimilione di le 391 (bokhutlong jwa 2022-2023) le tebelopele ya dimilione di le 499 mo nakong ya dingwaga di le 5, go ya ka ditlankana tsa maemo a gajaana a ditšhelete le fa go na le dithoto tse di molemo go gaisa (tse di akaretsang go dira madi).

Khumani e tllile go nna le tlamego eno, mabapi le SLP e ntšha e e tlang go tllatlhobiwa semolao mo pakeng ya dingwaga di le 5 ngwaga ka ngwaga mme e tlhomamisitse ka tsela e e ikemetseng go tswela go bontsha gore Moepo o na le madi a a lekaneng go sireletsa maikarabelo a semolao.

Sethao 52: Tshobokanyo ya Madi a a beetsweng thoko go fokotsa le go lebogisa tiro mo dingwageng di le tlhano (5) mo moepong wa Khumani

Tlamelo ka Matlole a Tsamaiso ya Mananeo a phokotso le go lebogisiwa tiro	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	Palogotlhe ya Tlamelo ka Matlole
Madi	Go ya ka letlakala la gajaana la maemo a ditšhelete dithoto di mo maemong a a siameng e le ruri (go akaretsa go dira madi) madi a a leng teng, a ka duelela ditshenyegelo tsa go kgaola tirona, ka e le diranta di le di milione di le 391, fa go bapiswa le palo e e fopholetswang ya 499 mo dingwageng di le 5. Khumani e tla nna le tlamego eno ya go lebogisa tiro go ya ka SLP e ntšha, e tllatlhobilwe semolao mo pakeng ya dingwaga di le 5, ngwaga ka ngwaga le tlhomamiso e e ikemetseng, go tswela go bontsha gore moepo o na le madi a a lekaneng go itsireletsa melatong.					R499 000 000





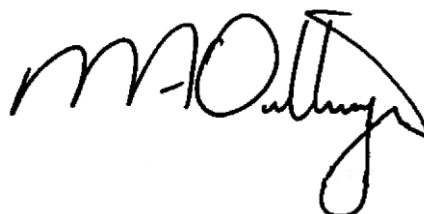
KGAOLO 6

MAIKANO

6. MAIKANO

Nna, Mark Oosthuizen, yo a saenileng ka fa tlase mme a letleletswe ka molao, go seo, moepo wa Khumani o solofetsa go ikaega ka tshedimosetso, ditlhokego, maitlamo, le boemo jaaka go tthalositswe mo leanong la moepo wa Khumani la Loago le tsa Merero ya Ditiro.

E saenetswe kwa moepong wa Khumani ka letsatsi la bo 16 la kgwedi ya Ngwanatsele 2022.



Tshaeno ya motho yo o maikarabelo

Maemo a gagwe:

Motsamaisi mogolo

.....

E amogetswe (.....) Kamogelo ya Boto ya Moepo)

E saenilwe kwa ka letsatsi la2022.

Tshaeno ya motho yo o maikarabelo.....

Maemo a gagwe:

.....





ASSMANG

IRON ORE
KHUMANI MINE

