

Moralo wa Setjhaba le Basebetsi

2018 ho ya ho 2022

Morafo wa Bambanani

Free State

Laesense ya Morafo FS 30/5/1/2/2/83MR

Phupjane 2018

(Tekelo ya bo-2)





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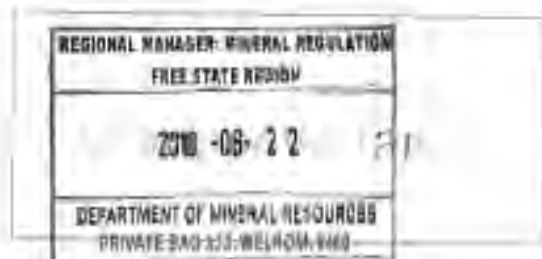
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Acknowledgement of Receipt:

S. Mdaewene
 Initials and Surname

[Signature]
 Signature

22/06/2018
 Date





Lenane la Dikgutsufatso le Mabitso

AET	Thuto le Thupello ya ba Baholo	ETQA	Bolaodi ba Mangolo a Thuto le Thupello
AMESA	Mokgatlo wa Thuto ya Dipalo wa Afrika Borwa	EXCO	Komiti ya Phethahatso
ART	Phekolo ya Di-ARV	FET	Thuto le Thupello tse Tswelang
ATR	Tlaleho ya Thupello ya Selemo	GDP	Dihlahiswa Tsohle tsa Naha
BBBEE	Matlafatso e Pharaletseng ya Batho Batsho Moruong	GET	Thuto le Thupello e Akaretsang
BCEA	Molao wa Maemo a Mantlha a Kgiro 95 wa 1997	HARMONY	Khamphani ya Morafo wa Gauta ya Harmony le/ kapa Khamphani
BEE	Matlafatso ya ba Batho Batsho Moruong	HDSA	MaAfrika Borwa ao esale a tingwe menyetla jwaloka ha ho hlaloswa ho Molao wa Ntshetsopele ya Mehlodi ya Diminerale le Peterole
BLDP	Moralo wa Ntshetsopele ya Boetapele ba Dikgwebo	HET	Thuto le Thupello e Phahameng
CBO	Mekgatlo ya Badudi	HND	Lengolo la Naha la Diploma e Phahameng
CEO	Mohlanka e Moholo wa Phethahatso	HOD	Hlooho ya Lefapha
CETA	Bolaodi ba Thuto le Thupello ya tsa Kaho	HRD	Ntshetsopele ya Kgiro
CPIX	Lenane la Ditheko tsa Bareki	HSDSETA	SETA ya Ditshebeletso tsa Kalafo
CSI	Matsete a Dikgwebo tsa Kahisano	IDP	Moralo wa Ntshetsopele wa bo Mong/o Kopanetsweng
CSR	Maikarabelo a Dikgwebo ho tsa Kahisano	IMMC	Setifikeiti sa Tsebo ya Merafo le Diminerale
DMR	Lefapha la Diminerale le Eneji	IMU	Mokgatlo wa Matjhaba wa Dipalo
DTI	Lefapha la Diindasteri le Kgwebisano	ISO	Mokgatlo wa Maemo a Matjhaba
ECSA	Lekgotla la Boenjineri la Afrika Borwa	JIPSA	Boikitlaetso bo Kopanetsweng ba ho ba le Maitsebelo a ka Sehloohong
EE	Tekatekano ya Kgiro	LED	Ntshetsopele ya Moruo wa Lehae
EPWP	Lenaneo la Katoloso y Mesebetsi ya Setjhaba	LOM	Bophelo ba Morafo
ETD	Ntshetsopele ya Thuto le Thupello	LRA	Molao wa Dikamano tsa Basebetsi 66 wa 1995
MLSC	Metse eo e leng Mehlodi e Mehoro ya Basebetsi	SDP	Moralo wa Ntshetsopele ya Maitsebelo
MO	Mookamedi wa Morafo	SDL	Lekgetho la Ntshetsopele ya Maitsebelo
MQA	Bolaodi ba Mangolo a Thuto a Merafo	SETA	Bolaodi ba Makala a Thuto le Thupello
MQF	Moralo wa Mangolo a Thuto a Merafo	SHI	Setheo sa Bodulo ba Setjhaba
MPRDA	Molao wa Ntshetsopele ya Mehlodi ya Diminerale le Peterole 28 wa 2002	SIFE	Baithuti Kgwebong e Lokolohileng
ND	Diploma tsa Naha	SLP	Moralo wa Setjhaba le Basebetsi
NEDLAC	Lekgotla la Naha la Ntshetsopele ya Moruo le Mesebetsi	TEBA	Buro ya Kgiro ya Afrika
NGO	Mokgatlo oo e seng wa Mmuso	TOM	TEBA Morafong
NPI	Setheo sa Naha sa Tlhahiso	UIF	Letlole la Inshoreense ya ho hloka Mosebetsi
NQF	Moralo wa Naha wa Mangolo a Thuto	VCT	Boeletsisi le Ditheko tsa Boithaopo
NSDS	Lewa la Ntshetsopele ya Maitsebelo	WSP	Moralo wa Maitsebelo a Mosebetsi
NSF	Letlole la Naha la Maitsebelo	ORM	Molaodi wa Manya a Resefe



NUM	Mokgatlo wa Naha wa Basebetsi ba Merafo	RPL	Kananelo ya Thuto ya Pele
SADC	Badudi ba Ntshetsopele ya Afrika e Borwa	SAMS	Sosaete ya Dipalo ya Afrika Borwa
SAMF	Motheo wa Dipalo wa Afrika Borwa	SAQA	Bolaodi ba Mangolo a Thuto ba Afrika Borwa
SAMO	Olympiad ya Dipalo ya Afrika Borwa	SDF	Morupelli wa Ntshetsopele ya Maitsebelo



Tekelo ya Moralo wa Setjhaba le Basebetsi bakeng sa dilaesense tsa morafu

Moralo wa Setjhaba le Basebetsi o batla hore baikopedi ba ditokelo tsa ho rafa le tlhahiso ba rale le ho kenya tshebetsong Mananeo a Ntshetsopele ya Kgiro, Meralo ya Ntshetsopele ya Badudi ba Merafo, Meralo ya Bodulo le Maemo a Bophelo, Meralo ya Tekatekano ya Kgiro le Ditsamaiso bakeng sa ho baballa mesebetsi le ho laola ho theola boemo le /kapa ho kwalwa.

Sena se reretswe ho kgothaletsa kgiro le ntshetsopele ya thekolohelo ya tsa kahisano le moruo bakeng sa maAfrika Borwa ohle ha re ntse re netefatsa kgolo ya moruo le ntshetsopele ya moruo wa kahisano.

Nako ya dilemo tse hlano jwaloka ha e tekilwe ho Moralo wa Setjhaba le Basebetsi (SLP) wa hajwale wa Morafo o felletswe ke nako. Ka lebaka lena ho bohlokwa ho sheba botjha nako ho ipapisitse le lewa la moralo la Morafo.

Re tlisa maikutlo a lona ho molawana 43 le wa melawana ya Molao wa Ntshetsopele ya Mehlopi ya Diminerale le Peterole, Molao 28 wa 2002 (MPRDA) o balehang tjena:

- “43. Moralo wa Setjhaba le Basebetsi o kentsweng ho Molaodi wa Lebatowa o ntse o sebetsa ho fihlela ho fanwe ka setifikeiti sa ho kwalwa ho ya ka karolo 43 ya Molao.”
- “44. Moralo wa Setjhaba le Basebetsi o keke wa fetolwa ntle le tumello ya Letona kamora ho fana ka tokelo ya ho rafa o tsamaelanang le Moralo wa Setjhaba le wa Basebetsi o jwalo.”

SLP ena e hlophiswa ho imatahantswe le karolo II ya Melawana ya Molao wa Ntshetsopele ya Mehlopi ya Diminerale le Peterole (MPRDA), mme ke moralo o laetsweng ho sebetsana le dintlha tsa setjhaba le tsa basebetsi bakeng sa nako e setseng ya tokelo ka nngwe ya ho rafa. Ntlha ya qalo ya moralo ona, e tla sebetsa e le selemo sa pele sa saekele e latelang ya dilemo tse hlano eo khamphani e ikemiseditseng ho e tswellisa, ke selemo sa khalendara se qalang ka Pherekgong 2018.

Lemoha: *Selemo 1 – 2018 Selemo 2 – 2019 Selemo 3 – 2020 Selemo 4 – 2021 Selemo 5 – 2022*

Morafo ona o qetella ho sebetsa mme moralo wa ho tswella ho sebetsa o kentswe tshebetsong bakeng sa dilemo tse ding tse nne (4). Leha ho le jwalo, sena se ka nna sa fetoha mme se ka anngwa ke mabaka a kenyeletsang, empa a sa felle ka, theko ya gauta, matla a Ranta, jj.

Merero ya SLP

Merero ya SLP ke ho:

- Kgothaletsa kgolo ya moruo
- Kgothaletsa kgiro le ntshetsopele ya thekolohelo ya setjhaba le moruo wa maAfrika Borwa ohle
- Nyehela mabapi le ntshetsopele ya moruo wa kahisano wa dibaka tseo re sebetsang ho tsona
- Sebedisa le ho hodisa motheo wa maitsebelo o ntseng o le teng bakeng sa ho matlafatsa maAfrika Borwa ao esale a tingwa Menyetla le ho sebeletsa setjhaba

Meralo ya Harmony ya Setjhaba le Basebetsi kahoo e reretswe ho atolosa bophelo ba merafo, ho ntlafatsa maitsebelo a basebetsi, ho fetola merafo ya yona, hammoho le ho hlopha khamphani le ntshetsopele ya moruo wa kahisano wa badudi ba merafong e leng moo Harmony e thaothang basebetsi ba yona.

Nalane

Ho ya ka Molawana 46(a): Selelekela; lesedi la nalane le latelang ke le fanwang mabapi le merafo

Tsa Harmony (Source HAR-IR16)

Harmony, e leng khamphani ya ho rafa le ho tjheka gauta, e etsa mesebetsi ya yona Afrika Borwa, e leng le leng la mabatowa a tsejwang ka ho fetisisa a merafo ya gauta, hape le Papua New Guinea, e leng lebatowa le leng la lefatshe la koporo le gauta tsa maemo. Harmony, e nang le dilemo tse mashome a tsheletsng tsa boiphihlelo, e ne e le mohlalisi wa boraro ya moholo ka ho fetisisa Afrika Borwa le wa boeshome le metso e mmedi lefatsheng ka FY16.

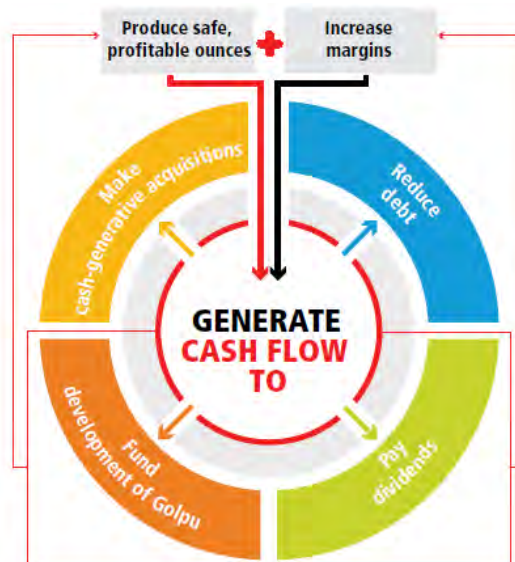
Mona Harmony, re tseba kgahlamelo ya bohlokwa eo khamphani ya rona e nang le yona maphelong a batho, ho badudi ba potapotileng merafo ya rona, ho tikoloho, le ho boitekanelo bo botle ba moruo ba dinaha tseo re sebetsang ho tsona.

Khamphani ya rona e fana ka melemo ya nako e telele ho bankakarolo ba pharalletseng. Re tshepetse hodima boiphihlelo, dihlopha tse nang le maitsebelo tse phelang makgabane a rona le ho bapala karolo ya tsona mabapi le ho baballa dikamano le bankakarolo, ho hodisa phaello le ho baballa khamphani ya moshwelella.

Khamphani e laolwa ke Boto ya batsamaisi e bokantseng letoto la maitsebelo le boiphihlelo eo ditho tsa yona di itelletseng ho baballa maemo a phahameng a taolo ya kgwebo. Ka ho le leng, batsamaisi ba tshepetse botsamaisi ba Harmony ho meifo e nang le boitsebelo ya botsamaisi e sebeletsang ho netefatsa hore khamphani e dula e na le botsitso, mabapi le ho ntlafatsa meedi le mabapi le ho eketsa boleng ba thepa ya rona.

Lewa la rona

Our strategy





Makgabane a rona

Re le khamphani, Harmony e tseba hore bokgabane ba nako e telele bo feta thepa eo re e hlahisang le diphaello tseo re di etsang. Boleng ba rona bo boela bo bonahala ho kgahlamelo eo re nang le yona maphelong a batho, hajwale le kamoso.

Harmony e phela makgabane a yona – polokeho, boikarabelo, phihlello le ho momahana le ho tshepahala. Tsena ke dintlha tsa bohlokwa tsa mesebetsi ya rona, ho netefatsa hore, ho tlatselisa mabapi le ho fihlella merero ya rona ya lewa, re batla ho etsa diqeto tse nepahetseng le ho tshehetsa ditho tsa dihlopha tsa rona ka ho etsa jwalo. A aheletswe maikithaetsong a rona a thupello le metjheng ya ho etsa diqeto, ho netefatsa hore di tla pele dikelellong le diketsong tsa basebeletsi, tse fetelang ka nqane ho diheke tsa morafo wa rona. A tataisa dikamano tsa rona le bankakarolo ba ka ntle, ho tloha ho boradiabo le boraditaba ho ya metseng ya lehae, ho kenyeletswa le eo basebeletsi ba rona ba tswang ho yona. Tshepo ya rona ke hore ka boitlamo ba rona, re ka aha khamphani eo batho ba ratang ho ikamahanya le yona le etla fehla makgabane a arolelanwang ho ya bokamosong.



Ho sa natswe maemo, **polokeho** e ka sehlohlolong ho rona



Bohle re **ikarabela** bakeng sa ho phetha maitlamo a rona



Phihlello ke motso wa katleho ya rona



Bohle re **momahane** jwaloka sehlopha se le seng



Re kakatletse **botshopehi** mesebetsing ya rona ya kgwebo le ho buisana le bankakarolo re sa pate letho



Ka Morafo (source HAR-RR16 – Mineral Resources and Mineral Reserves 2016)

Sebaka

Merafo ya Harmony ya Freistata e na le ditjhafo tse supileng tsa merafo – ho kenyeletswa morafo wa Target 1. Merafo ena e fumaneha hukung e ka borwa-bophirima ho Witwatersrand Basin, pakeng tsa ditoropo tsa Allanridge, Welkom, Theunissen le Virginia.

Morafo wa **Bambanani** o 10km borwa-botjhabela ho Welkom. Tjhafo e ka botjhabela e bapile ho ya Bophirima le tjhafo ya Bambanani West mme ho ya ka leboya ke tjhafo ya President Steyn No. 2.

Mokgwa wa tshebetso wa Morafo

Ho rafa **Bambanani** ho fella ka ho epolla *shaft pillar* (*Basal Reef* feela) botebong bo pakeng tsa 1 911m le 2 197m ka tlasa lefatshe. Sena se etswa ka ho sebedisa mabota a malelele a manyane (a arotsweng ho ya ka dibopeho tsa tlhaho le maemo a setekginiki a lefatshe) tse thehilweng ka lehlakoreng le ka leboya la *shaft pillar* (ka ho sebedisa *wide raises*), le di ntjhafatso tsa ho rafa ka ho leba lehlakoreng le ka borwa ka tatelano e lokisitsweng pele. Ho rafshwa ho hong hape ho etswa bohareng ba *shaft pillar*. Diphanele di tla rafshwa ka ho tjheka kapa moo ho bulehileng ho ya ka maemo a sebopeho sa tlhaho le dikgothaletso tsa boenjinerere. Diphanele tse ding di rafshwa ka ho tjheka, ebe ho sala *reef beam* e akanyetswang ho 80cm ka tlase ho tshehetsa mafika a *shale*.

Kgutsufatso ya dipalopalo tsa bohlokwa

DIPALOPALO TSA BOHLOKWA					
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
Palohare ya ditone tse nyollwang ka kgwedi	21 500	20 377	19 832	19 655	8686
Palohare ya gauta e hlahiswang ka kgwedi (kg)	234	229	234	212	86
Palohare ya ditjeo tsa tshebetso ka kgwedi (R)	R 78,500,000.00	R 78,000,000.00	R 78,000,000.00	R 78,000,000.00	R 37,900,000.00
Palohare ya ntshetsopele / thepa ya ntshetsopele ka kgwedi (R)	R 3,000,000.00	R 2,200,000.00	R 1,400,000.00	R -	R -
Palo ya basebeletsi le borakonteraka	1 545	1 529	1 511	1 483	1 176



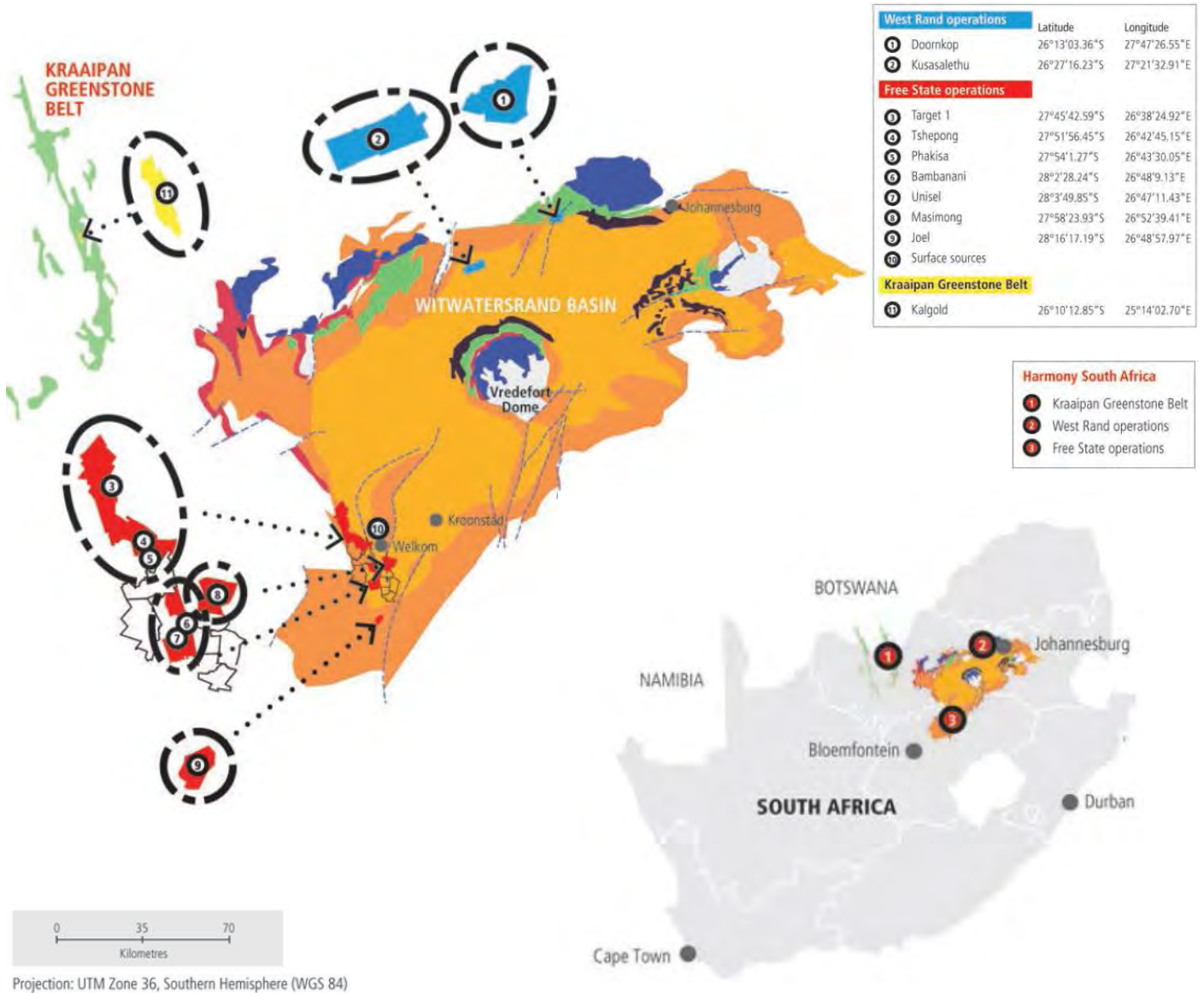
Karolo 1: **Ketapele**

Ho ya ka molawana 46(a): Selelekela se fanang ka lesedi la nalane ya morafu o amehang

1.1	Lebitso le khamphani e ka sehloohong/moikopedi	Harmony Gold Mining Company Limited	
1.2	Lebitso la morafu	Bambanani Mine	
1.3	Aterese ya sebaka	Klippan 14/video 35, Welkom	
1.4	Aterese ya Poso	C/o Harmony Gold Mining Company Limited P O Box 2 Randfontein 1760	
1.5	Nomoro ya mohala	+27 (057) 904 6000	
1.6	Nomoro ya fekse	+27 (057) 904 6056	
1.7	Sebaka sa morafu	Morafu o fumaneha pela Welkom le Virginia Porofenseng ya Freistata, 260km ka Bophirima ho Johannesburg. Morafu ona, o fumaneha ho latitjute ya 28030'S le longitjute ya 26047'E, mme o ka fihlellwa ka mmila o moholo wa N1 pakeng tsa Johannesburg le Bloemfontein	
1.8	Sehlahiswa	Gauta	
1.9	Bophelo ba morafu Pheletso ya Tokelo ya ho rafa	4 dilemo – mafelong a 2021 10 Tshitwe 2029	
1.10	Selemo sa Ditjhelete	Selemo sa ditjhelete sa Khamphani ke ho tloha ka Phupu ho isa ka Phupjane selemong se hlahlamang.	
1.11	Selemo sa Tlaleho	Tlaleho ya selemo ka seng e tla etswa selemong sa khalendara mme e tla fanwa ka la 31 Tihakubele selemo ka seng	
1.12	Bakeng sa lesedi le batsi mabapi le tokomane ena o koptjwa ho ikopanya le	<u>Molaodi Kakaretso</u> Warren Freeman (057) 237 2801 084 701 6876 warren.freeman@harmony.co.za	<u>Moetapele wa HR</u> Lyonel Lloyd Evans (057) 904 6006 072 986 1790 lyonell.evans@harmony.co.za



1.13 Mohlodi wa Sebopelo sa Morafo





Karolo 2: **Lenaneo la Ntshetsopele ya Kgiro**

Ho ya ka Molawana 46(b): Lenaneo la ntshetsopele ya kgiro

- *Molawana 46(b)(i): Moralo wa Ntshetsopele ya Maitsebelo*
- *Molawana 46(b)(ii): Moralo wa tswelliso ya dithuto le ho kenngwa tshebetsong ho ipapisitwe le moralo wa ntshetsopele ya maitsebelo*
- *Molawana 46(b)(iii): Moralo wa tataiso le ho kenngwa tshebetsong ho ipapisitwe le moralo wa ntshetsopele ya maitsebelo*
- *Molawana 46(b)(iv): Moralo wa diinthenshipi le dibasari le ho kenngwa tshebetsong ho ipapisitwe le moralo wa ntshetsopele ya maitsebelo*
- *Molawana 46(b)(v): Dipalopalo tsa tekatekano ya kgiro*

Selelekela

Harmony Gold e tshehetsa motlolo o kenyeletsang wa ntshetsopele ya talente le batho moo menyetla ya makala a mesebetsi e hlahiswang ho tswa ka hara mokgatlo mme ho thaothwa ha ka ntle ho tla lohothwa haeba sekgeo se sa kgone ho tlatswa ho tswa ka motjheng wa rona. Mosebetsi wa Harmony wa ho ithuta le ntshetsopele o ikarabella bakeng sa leano la Harmony la HRD, ditsamaiso le taolo ya boleng, empa Morafo o na le bokgoni le matla a ho kenya maano tshebetsong.

Karolo ena ya SLP e bua ka ho pharalla le moralo wa dilemo tse hlano wa Morafo bakeng sa ho fihlella ntshetsopele e hodimo ya basebetsi ba ona ka maitshunyako a thuto, thupello le ntshetsopele (ETD) jwaloka ha ho boletswe ho MPRDA, le ho Tjhata ya Merafo, e behilweng leihlo ka *scorecard* se tsamaelanang.

Hape e bua ka molao wa ntshetsopele ya maitsebelo mabapi le ho netefatsa ntshetsopele ya maitsebelo ya leboho la basebetsi la Afrika Borwa ho ntlafatsa boleng ba bophelo ba basebeletsi le bokamoso bo botle mosebetsing hammoho le ho ntlafatsa tlhahiso mosebetsing le phehisano ya basebeletsi le ho kgothaletsa ho ikahela mesebetsi.

2.1 Molao wa ntshetsopele ya maitsebelo

Boingodiso le di-SETA

Lebitso la SETA	Bolaodi ba Mangolo a Morafo
Nomoro ya boingodiso le SETA	Lekgetho = L650710538 Boingodiso = 16/MQA/0469/AC4?130614
Tiisetso ya ho thonngwa ha Morupelli wa Ntshetsopele ya Maitsebelo	Merafo kaofela e kgethile Barupelli ba Ntshetsopele ya Maitsebelo ba thontsweng maamong ana
Bopaki ba ho fanwa ha Moralo wa Maitsebelo a Mosebetsi	Meralo ya Maitsebelo a Mosebetsi a fanwa selemo ka seng pele ho la 30 Mmesa

2.2 Moralo wa Ntshetsopele ya Maitsebelo

Ho imatahantswe le Molao wa Ntshetsopele ya Maitsebelo, Morafo selemo ka seng, o fana ka, Moralo wa Maitsebelo a Mosebetsi (WSP) le Tlaleho ya Selemo ka Seng (ATR) ho Bolaodi ba Mangolo a Morafo (MQA)



e tekang kamoo basebeletsi ba rupellwang ho ya le selemo ditlhokong tse hlwailweng tsa thupello. Morafo o tla matahanya meralo ya yona le lewa la ntshetsopele ya maitsebelo la Harmony mme o tla netefatsa hore ho ba le lepatlelo la ntshetsopele ya maitsebelo.

Ditlaleho tse na di hlahiswa ke barupelli ba ntshetsopele ya maitsebelo (di-SDF) ba ikarabellang selemo ka seng, ka tshebedisano le dikomiti tsa HRD le dikomiti tsa feme tsa HRD. Dikomiti tsa HRD di a nyehela bakeng sa ho netefatsa hore merero ya Tekatekano ya Kgiro le Tekatekano ya Bong di a fihlellwa ka ntshetsopele ya basebeletsi. Meralo ena ya ntshetsopele e matahantswe le Meralo ya Maitsebelo Mosebetsing (di-WSP).

Merafo hape e lefa lekgetho la ntshetsopele ya maitsebelo mme e tseke dithuso tsa thupello e fanweng ho ya ka molao le melawana e amehang.

Sepheo sa meralo ya Ntshetsopele ya Maitsebelo ka hara Harmony se na le tse latelang:

- Ho rupella basebeletsi hore ba fihlelle bokgoni ba bona ka botlalo maemong a hajwale a mosebetsi le ho kgothaletsa tlhahiso mosebetsing
- Ho netefatsa leboho la basebeletsi le nang le tsebo
- Ho netefatsa hore basebeletsi ba rupelletswe ho lekaneng mme ba loketse maemo a ka pejana
- Ho hlwaya talente le bolaodi ba basebeletsi ba nang le talente
- Ho boloka basebeletsi ba nang le mangolo a tshwanelehang

Morafo o itlamme ka botlalo ho fa basebeletsi ba ona bohle menyetla e hlokehang bakeng sa ho nka karolo thupellong le ntshetsopeleng.

Palo le maemo a Thuto a Leboho la basebetsi la Morafo

Boemo ba leboho

Theibole e latelang e bontsha diporofaele tsa basebeletsi ka Tlhakubele 2017.

POROFAELE YA LEBOTHO - DEMOKERAFI - BANNA LE BASADI		
Basebetsi ba ka nako tsohle	Basebetsi kaofela	%
Basebetsi kaofela	1692	100.0%
Banna	1426	84.3%
Basadi	266	15.7%
Banna ba maAfrika ba SA	1065	62.9%
Basadi ba maAfrika ba SA	232	13.7%
Banna baMmala	16	0.9%
Basadi baMmala	2	0.1%
Banna ba Makgowa	142	8.4%
Basadi ba Makgowa	7	0.4%
Banna bao e seng ba SA	203	12.0%
Basadi bao e seng ba SA	25	1.5%

POROFAELE YA LEBOTHO - DEMOKERAFI - BANNA LE BASADI		
Basebetsi ba nakwana	Basebetsi kaofela	%
Basebetsi kaofela	394	100.0%
Banna	383	97.2%
Basadi	11	2.8%
Banna ba maAfrika ba SA	304	77.2%
Basadi ba maAfrika ba SA	9	2.3%
Banna baMmala	1	0.3%
Basadi baMmala		
Banna ba Makgowa	62	15.7%
Basadi ba Makgowa	2	0.5%
Basadi bao e seng ba SA	16	4.1%
Basadi bao e seng ba SA		



Tlhophollo ya basebetsi ho ya ka bodudi ka Tlhakubele 2017

POROFAELE YA BASEBETSI - LEHAE LE MELATA		
Basebetsi ba ka nako tsohle	Basebetsi kaofela	%
Basebetsi kaofela	1692	100.0%
Kaofela ba Afrika Borwa	1464	86.5%
Kaofela ba Dinaha tse Mabapi	228	13.5%
Ba lehae RSA		
	1464	86.5%
Swaziland		
	5	0.3%
Lesotho		
	199	11.8%
Mozambique		
	24	1.4%

POROFAELE YA BASEBETSI - LEHAE LE MELATA		
Basebetsi ba nakwana	Basebetsi kaofela	%
Basebetsi kaofela	394	100.0%
Kaofela ba Afrika Borwa	378	95.9%
Kaofela ba Dinaha tse Mabapi	16	4.1%
Ba lehae RSA		
	378	95.9%
Swaziland		
Lesotho		
	10	2.5%
Mozambique		
	6	1.5%

Tlhophollo ya basebetsi ba motsong le ba tshehetso ka Tlhakubele 2017

POROFAELE YA BASEBETSI- MOTSO LE TSHEHETSO		
Basebetsi ba ka nako tsohle	Basebetsi kaofela	%
Basebetsi kaofela	1692	100.0%
Ba motso	1487	87.9%
Ba tshehetso	205	12.1%
Morafo		
	894	52.8%
Boenjinerere		
	404	23.9%
Bolaodi ba manya a Resefe		
	40	2.4%
Metheleji		
	149	8.8%
Kgiro ya Batho		
	106	6.3%
Ditjhelete		
	5	0.3%
Ditshebeletso tsa Kgwebo		
	1	0.1%
Polokeho le Boitekanelo		
	22	1.3%
Tikoloho		
	4	0.2%
Ditshebeletso tse ding		
	67	4.0%

POROFAELE YA BASEBETSI - MOTSO LE TSHEHETSO		
Basebetsi ba nakwana	Basebetsi kaofela	%
Basebetsi kaofela	394	100.0%
Ba motso	307	77.9%
Ba tshehetso	87	22.1%
Morafo		
	121	30.7%
Boenjinerere		
	120	30.5%
Bolaodi ba manya a Resefe		
Metheleji		
	66	16.8%
Kgiro ya Batho		
	7	1.8%
Ditjhelete		
	1	0.3%
Ditshebeletso tsa Kgwebo		
	1	0.3%
Polokeho le Boitekanelo		
	2	0.5%
Tikoloho		
	1	0.3%
Ditshebeletso tse ding		
	75	19.0%



Morafo o fana ka mosebetsi ho batho ba 2086 moo ba 1692 ba bona ba hirilweng ka kotloloho ke morafo le borakonteraka ba 394 ba fanang ka ditshebeletso morafong.

Tshwaro ya basebetsi ho tswa baduding ba ka ntle ho Afrika Borwa

Ho thaothwa ha basebetsi ho tswa Lesotho, Mozambique, Swaziland le Botswana ke ho ya ka ditumellano tsa kopanelo ya mebuso.

Mekgolo, dihora tsa tshebetso, ditokelo tsa lifi (ho kenyeletswa lifi ya bokudi le maikarabelo a lelapa), phano ya letlole la providente, ditsiane tsa bothata ba bokudi le melao le dipehelo tsa kgiro tsa basebetsi ba Ntshetsopele ya Badudi ba Afrika e Borwa (SADC) di tshwana le tsa basebetsi ba Afrika Borwa. Ho feta moo, ba na la tokelo ya ditlhapiso tsa ditemalo tsa mosebetsing le mafu tse tshwanang, le ho ba le tokelo e tshwanang ya menyetla ya thupello le ntshetsopele jwaloka basebetsi ba Afrika Borwa. Hape ba na le ditokelo tsa ho kenela le ho nka karolo ka botlalo mesebetsing ya mekgatlo ya basebetsi, ba na le bolokolohi ba motsamao le ba le ditokelo tse tshwanang tsa tshebetso le ditshireletso kgahlanong le ho tebelwa ho leeme.

Harmony, lebitsong la Morafo ona, e boetse e fihletse tumellano le mekgatlo ya basebetsi e ananelwang, e bolelang hore basebetsi ba SADC ba na le tokelo tse tshwanang tsa menyetla ya bodulo jwaloka basebetsi ba Afrika Borwa mabapi le dihostele, ditumello tsa ho dula le bodulo ba banyalani. Leha ho le jwalo, dipehelo tsa molao di kotela basebetsi ba SADC tabeng ya ditshehetso tsa mmuso tsa matlo Afrika Borwa.

Re lokela ho lemoha hore ditumellano tsa kopanelo ya mebuso tsa Lesotho le Mozambique di teka hore bonyane 30% ya mekgolo ya basebetsi bana ba bafalli e busetswe dinaheng tsa bo bona. Ditjhelete tsena tse boelang morao, leha ho le jwalo, di fetoha ho ba motjha wa lekeno bakeng sa badudi bana ba ka ntle, tseo ntle le tsona bofuma ba mahaeng bo neng bo tla tota.

Ntlha ya tlatsetso e amang basebetsi ba bafalli ke taba ya hore ba thaothwa ka tsela ya 'ditumello tsa difeme' tse fanwang ho ya ka Molao wa Bofalli. Kahoo basebetsi bana ba keke ba tsamaya le ba malapa a bona maemong a moshwelella, leha ditho tsa malapa ba fumanang ditumello tsa boeti ba dumelletswe ho etela basebetsi ba bafalli ba kang bao bakeng sa nako e behetsweng meedi.

Basebetsi ba jwalo a boetse ba lokela ho boela naheng tsa bo bona nako le nako, feela ha ba etsa dikopo ba ka fuwa bodulo ba moshwelella ka hara Afrika Borwa.

Kahoo, ho ya ka molao wa Afrika Borwa le ditumellano tsa kopanelo ya mebuso, Morafo, mme hape, ha o a ikemisetsa ho kgetholla basebetsi ba tswang dinaheng tsa SADC.



Maemo a Thuto

Theibole e ka tlase mona (Form Q) e bontsha maemo a thuto a basebetsi ba nako tsohle ka Tlhakubele 2017

MAEMO A THUTO (FORM Q) – BASEBETSI BA KA NAKO TSOHLE

MAEMO A THUTO		maAfrika		baMmala		maIndia		Makgowa		Kaofela
BOEMO BA NQF	TSAMAISO E NTJHA	M	F	M	F	M	F	M	F	
THUTO LE THUPELLO KAKARETSO										
Ha ho thuto	Ha ba a kena Sekolo	83	27					3		113
Tlase NQF 1	Pele ho-AET / Kereiti 1 ho ya ho 3	48	2							50
	AET 1 / Std 2 / Kereiti 4	73	5							78
	AET 2 / Std 3 & 4 / Kereiti 5 & 6	141	7							148
	Baithuti ba ka kenelang AET	345	41					3		389
THUTO LE THUPELLO E TSWELLANG										
Tlase NQF 1	AET 3 / Std 5 & 6 / Kereiti 7 & 8	184	20							204
NQF 1	AET 4 / Std 7 / Kereiti 9	137	26	1						164
NQF 2	Std 8 / Kereiti 10 / NATED 1 / NCV Level 1	110	26	4				9		149
NQF 3	Std 9 / Kereiti 11 / NATED 2 / NCV Level 2	135	25	1	1			5		167
NQF 4	Std 10 / Kereiti 12 / NATED 3 / NCV Level 3	246	72	6	1			23	3	351
THUTO LE THUPELLO E PHAHAMENG										
NQF 5	National / Higher Certificate	105	30	4				94	1	234
NQF 6	Higher Certificate / Diploma / Advanced Certificate / NATED 4 ho ya ho 6	6	12					6	2	26
NQF 7	Advanced Diploma / B-Tech Degree / Bachelor's Degree (360 Credits)		2					2	1	5
NQF 8	Bachelor Honor's Degree / Post Grad Diploma / Bachelor's Degree (480 credits)		3							3
NQF 9	Master's Degree									
NQF 10	Doctoral Degree & Post-Doctoral Degree									
KAOFELA		1268	257	16	2			142	7	1692



MAEMO A THUTO (FORM Q) – BASEBETSI BA NAKWANA										
MAEMO A THUTO		maAfrika		baMmala		maIndia		Makgowa		Kaofela
BOEMO BA NQF	TSAMAISO E NTJHA	M	F	M	F	M	F	M	F	
THUTO LE THUPELLO KAKARETSO										
Ha ho thuto	Ha ba a kena Sekolo	9						3		12
Tlase NQF 1	Pele ho-AET / Kereiti 1 ho ya ho 3	5						2		7
	AET 1 / Std 2 / Kereiti 4	8						2		10
	AET 2 / Std 3 & 4 / Kereiti 5 & 6	21	2					5		28
	Baithuti ba ka kenelang AET	43	2					12		57
THUTO LE THUPELLO E TSWELLANG										
Tlase NQF 1	AET 3 / Std 5 & 6 / Kereiti 7 & 8	26	1					6		33
NQF 1	AET 4 / Std 7 / Kereiti 9	14						3		17
NQF 2	Std 8 / Kereiti 10 / NATED 1 / NCV Level 1	35	4	1				9		49
NQF 3	Std 9 / Kereiti 11 / NATED 2 / NCV Level 2	58						13		71
NQF 4	Std 10 / Kereiti 12 / NATED 3 / NCV Level 3	138	2					18	2	160
THUTO LE THUPELLO E PHAHAMENG										
NQF 5	National / Higher Certificate	5						1		6
NQF 6	Higher Certificate / Diploma / Advanced Certificate / NATED 4 to 6	1								1
NQF 7	Advanced Diploma / B-Tech Degree / Bachelor's Degree (360 Credits)									
NQF 8	Bachelor Honor's Degree / Post Grad Diploma / Bachelor's Degree (480 credits)									
NQF 9	Master's Degree									
NQF 10	Doctoral Degree & Post-Doctoral Degree									
KAOFELA		320	9	1				62	2	394



Maemo a ho tseba ho bala Morafong ona

BOEMO BA HO TSEBA HO BALA – BASEBETSI BA KA NAKO TSOHLE

Basebetsi kaofela	Tlase Kereiti 6 / Std 4 (ntle le ba se nang Thuto)	Ba se nang Thuto	Baithuti ba ka kenelang AET	Maemo a ho se tsebe ho bala (%)
1692	276	113	389	23%

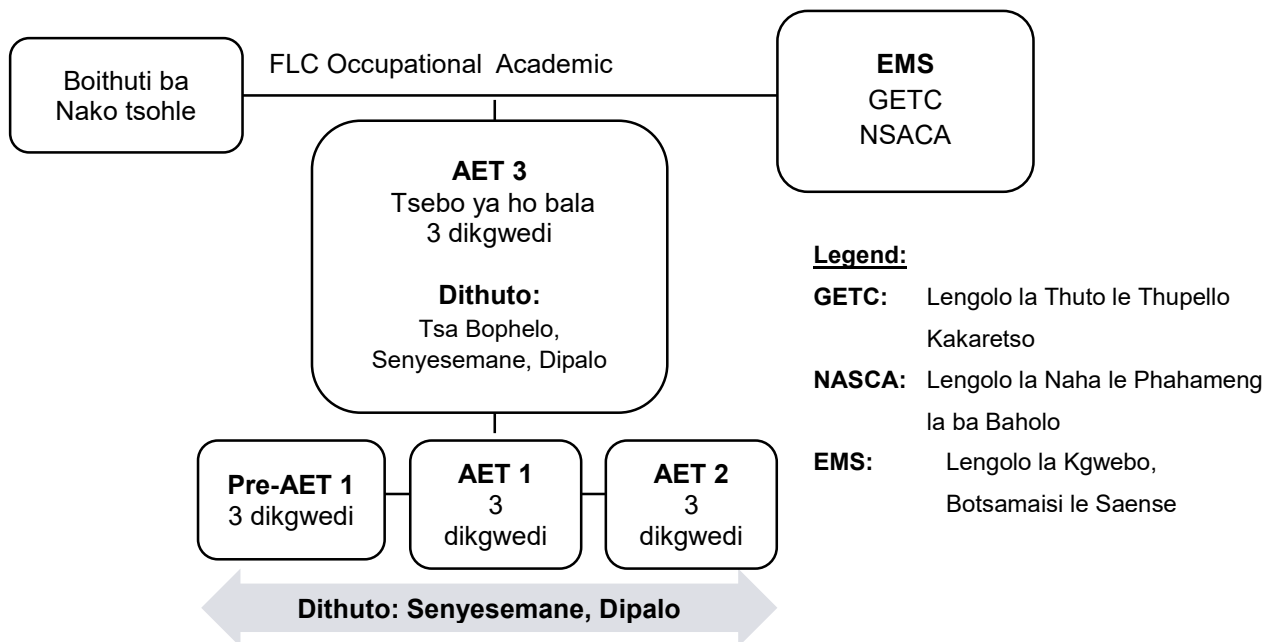
MAEMO A HO TSEBA HO BALA – BASEBETSI BA NAKWANA

Basebetsi kaofela	Tlase Kereiti 6 / Std 4 (ntle la ba se nang Thuto)	Ba se nang Thuto	Baithuti ba ka kenelang AET	Maemo a ho se tsebe ho bala (%)
394	45	12	57	14%

Thuto le Thupello ya ba Baholo

Kgatelopele ka maemo a AET e reretswe ho fana ka monyetla ho basebetsi kaofela hore ba tsebe dipalo le ho bala hammoho le ho ngola.

Kerafo e latelang e bontsha lenaneo la thuto ya ba Baholo le thuto e tswellang:



Whilst the *scScorecard* se bolela hore Harmony e nehe basebetsi monyetla wa ho tseba ho bala, Harmony e ile ka nqane ho tlhokeho ena mme ya itekela lewa la morero: ho ba le leboitho la basebetsi le tsebang ho bala le ho ngola ka botlalo ka 2024. Harmony e fana ka dithuto tsa ka nako tsohle tsa AET mme haufinyana e tsebahaditse nako ya yona ya E-AET ho fihlella sekepele seo e se tekileng.



Kamoo Morafo o fang basebetsi monyetla wa ho tseba ho bala le ho ngola

Ho ile ha kenwa matsholong a temoso dilemong tse mmalwa tse fetileng bakeng sa merero ya kgothaletso le temoso hammoho le kgothaletso. Metjha ya kgokahanyo e sebediswang e kenyeletsa diphoustara, komiti ya HRD le dipampitshana. Bohlahlobi ba ka hare bo supile hore basebetsi ba tseba ka botlalo ka dibaka tsa AET Morafong.

Moralo wa ho kenya AET tshebetsong

MORALO WA HO KENYA	
Moralo wa ho etsa hore basebetsi ba ba le monyetla wa ho tseba ho bala le ho ngola le dipalo	
Sepheo:	<ul style="list-style-type: none">• Ho thusa basebetsi ho mekamekana ka boikemelo le ditlhoko tsa ho tseba ho bala le ho ngola ka tsela ya porofeshenale le ya poraefete.
Phethoho e molemo:	<ul style="list-style-type: none">• Basebetsi<ul style="list-style-type: none">• Ho tseba ho bala le ho ngola ho tla thusa ka makgabane a Harmony a “Polokeho” le “Momahano”.• Ho matlafatsa basebetsi bakeng sa maemo a hodimo moo ho tseba ho bala ho batlehang• Morafo<ul style="list-style-type: none">• Ho ba le kgahlamelo e ntle hodima Polokeho le dipalopalo tsa tlhahiso tsa Harmony• Ho thusa Harmony ho fihlella merero ya tswelopele ya HDSA ka kakaretso• Dikgokahanyo le Harmony di tla ntlafala• Mekgatlo ya basebetsi<ul style="list-style-type: none">• Dikgokahanyo le ditherisano le ditho bo tla ntlafala• Malapa<ul style="list-style-type: none">• Basebetsi ba tla kgona ho thusa ba malapa ka mesebetsi ya kamehla e kang ho banka le bajete• Setho se tsebang ho bala le ho ngola se ka thusa bana ka mesebetsi ya sekolo.
Bakgolamolemo:	<ul style="list-style-type: none">• Afrika Borwa kaofela e tla kgola molemo ka phediso ya ho se tsebe ho bala le ho ngola.
Moralo wa ho kenya tshebetsong:	<ul style="list-style-type: none">• Harmony e etsa boingodiso ba AET hararo ka selemo ho sututsa ho fihlella morero ona.• Ho kgotsofatsa ditlhoko tsa bankakarolo, ho ba le ditlhlase tsa ka nako tsohle le tsa nakwana.

Ditsi tsa AET

Ditsi tsa Morafo tsa AET di fumaneha Morafong ka marangrang a dipalangwang le ditshebeletso tsa tshehetso bakeng sa ho fana ka thuto e imatahanyang le SAQA bakeng sa baithuti. Ditsi kaofela tsa Harmony tsa AET di ngola ditlahlobo tsa IEB.



Boingodiso ba AET bo reretsweng 2018 ho ya ho 2022

Theibole e ka tlase mona e bontsha maemo a boingodiso bakeng sa AET

THUTO LE THUPELLO YA BA BAHOLO HO YA KA BOEMO LE DITJEO						
Maemo a AET	Moralo					Palo kaofela ya Baemedi
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Pele ho AET	3	3	3			9
AET 1	3	3	3			9
AET 2	3	3	3			9
AET 3	3	3	3			9
AET 4	3	3	3			9
Moralo kaofela	15	15	15			45

Temoso: Dipalo tsena tsa AET di tla angwa ke boteng ba basebetsi bo akanyetswang ho 10%, thaotho ya basebetsi ba tsebang ho bala le ho ngola hammoho le ditekolo tsa ka ntle tsa basebetsi bao maemo a bona a thuto a sa tiisetwang. Dipalo tsena di tla angwa hape ke sekgahla sa katleho.

Mananeo a Ntshetsopele ya Maitsebelo

Di-Learnership 18.1

Theibole e ka tlase mona e bontsha maemo a boingodiso a rerilweng bakeng sa Di-Learnership 18.1

DI-LEARNERSHIP - 18.1						
Tlhaloso	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Tekete ya ho Thua	2	1	1			4
Di-Learnership tsa Boenjinerere	3	2				5
Kaofela	5	3	1			9

Di-Learnership 18.2

Theibole e ka tlase mona e bontsha maemo a boingodiso a rerilweng bakeng sa Di-Learnership 18.2

DI-LEARNERSHIP - 18.2						
Tlhaloso	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Tekete ya ho Thua	1	1	1			3
Di-Learnership tsa Boenjinerere	1	1	1			3
Kaofela	2	2	2			6



Ntshetsopele ya Boetapele

Basebetsi ba tla ntshetswapele ho maitsebela kaofela a motso le a hlokolosi hammoho le ho a boetapele ba hlomele hore ba tle ba etse mesebetsi ya bona ka polokeho le ka tlhahiso e hlwahlwa.

Theibole e ka tlase mona e bontsha maemo a boingodiso a rerilweng bakeng sa Ntshetsopele ya Boetapele

THUPELLO YA NTSHETSOPELE YA BOETAPELE						
Tlhaloso	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Ntshetsopele ya Bohlokomedi	3	3	3			9
Kaofela	3	3	3			9

Ntshetsopele ya Maitsebela

Theibole e ka tlase mona e bontsha maeomo a boingodiso bakeng sa Ntshetsopele ya Maitsebela

NTSHETSOPELE YA THUPELLO YA MAITSEBELO LE BOETAPELE						
Tlhaloso	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Lengolo la Motsamaisi wa Morafo	1		1			2
Lengolo la Mookamedi wa Morafo	1					1
Lengolo le Phahameng la Boramerafo (Shiftboss)	2	2	2			6
Moetapele wa Moifo	10	10	10			30
Competent A	25	20	16			61
Competent B	25	20	16			61
Surveyor	1					1
Mohlanka e Moholo wa tsa Polokeho	1					1
Mohlanka wa tsa Polokeho	1					1
Kaofela	67	52	45			164

2.3 Dikgeo tse 'Boima-ho-Tlatswa'

Re lokela ho lemoha hore Harmony le merafo e nang le dilaesense di nkela maitsebela a motso hloohong ha e nahana ka batho ba lokelwang ke di-learnership, di-internship, botataisi, kgatelopele mosebetsing le mananeo a fapaneng a maitsebela.

Ha ho dikgeo tse 'boima-ho-tlatswa' Morafong ona. Maemo a dikgeo kaofela a hajwale a tlatswa nakong ya dikgwedi tse 12. (Sheba dintlha ka tlase mona)



FOROMO R

Lefapha: Diminerale le Mehlodi

Riphabliki ya Afrika Borwa

Dikgeo tse Thata-ho-tlatswa ka Tlhakubele 2017

Ho ya ka molawana 46(b)(i)(bb) wa SLP ya Molao wa Ntshetsopele ya Mehlodi ya Diminerale le Peterole 28, 2002

Ditaelo:

1. Bakeng sa dipotso, ikopanye le kantoro ya lebatowa e amehang kapa lekala le laetsweng nakong ya dihora tsa tshebetso (sheba ho Lenane 1).
2. Tlatsa foromo ka ditlhaku tse kgolo ka pene e ntsho.
3. Tlatsa foromo ka Senyese mane mme o se kgutsufatse mabitso (Monghadi e seng Mong.).

Boemo ba mosebetsi	Lebitso la sekgeo sa mosebetsi	Lebaka la ho se kgone ho tlatsa sekgeo
Botsamaisi bo ka Sehloohong	-	N/A
Botsamaisi bo Phahameng	-	N/A
Ba Bolaodi ba nang le mangolo a thuto le ditsebi tse nang le boiphihlelo le botsamaisi bo mahareng	-	N/A
Basebetsi ba nang le tsebo ya setekginiki le ba nang le mangolo a thuto, botsamaisi bo tlase, bahlokamedi, diforomane le supurinthendente	-	N/A
Basebetsi ba thuto e seng kae	-	N/A
Basebetsi ba sa kenang sekolo	-	N/A

2.4 Kgatelopele Mosebetsing

Karolo ena e akaretsa moralo wa kgatelopele mosebetsing ya Morafo e imatahentseng le moralo wa ntshetsopele ya maitsebelo mme e tla bontsha kamoo ho fanwang ka menyetla ho basebetsi ho hatela pele ka maemo a kgiro.

Moralo wa kgatelopele mosebetsing boemong ba bo mong, bo betla menyetla ya kgolo mosebetsing ka hara metjha e itseng ya mosebetsi dikarolong tsa setekginiki le botsamaisi ka hara morafo. Motjha ona o hlwaya dikgetho tsa mosebetsi bakeng sa basebetsi ba thuswang ho ntshetsapele maitsebelo hore ba tle ba betlwe le ho tshwaneleha bakeng sa ho nka maemo a tsamaelanang le merero ya bona ka bo mong ya mosebetsi le ditlhoko tsa morafo. Basebetsi ba ka tsamaya ka ditsela tse fapafapaneng tsa kgatelopele mosebetsing (kapa



ba thuswa ho etsa seo) mme ba hlwaya kapele ditlhoko tsa maemo a fapafapaneng. Botsamaisi ba makala a mosebetsi Morafong ona bo tsamaelana le mesebetsi ya HRD e kang botataisi le bokwetlisi, bolaodi ba sesiu sa talente, le tekatekano ya kgiro.

Dintlha tse shejwang bakeng sa moralo o hlwahlwa wa kगतelopele mosebetsing:

- Moralo wa kगतelopele mosebetsing wa Morafo o itshetlehile hodima dintlha tse ngata tse tekilweng ka tlase mona:
- **Monyetla bakeng sa basebetsi bohle.** Kगतelopele mosebetsing e teng bakeng sa basebetsi ho itshetlehilwe hodima dikgahlehelo tsa bona, boteng ba dikgeo, tekatekano ya kgiro, katleho ditekolong, le tshebetso e ipabotseng
- **Ho parola le makala a mangata a mosebetsi.** Mosebeletsi a ka tloha lekaleng le leng ho ya ho le leng ho ya ka dikgahlehelo tsa hae tse imatahanyang ditlhoko tse hlwauweng ke morafa
- **Bolaodi ba tshebetso.** Meralo ya kगतelopele mosebetsing e laolwa le ho diswa nakong ya dipuisano ka bolaodi ba tshebetso pakeng tsa mosebeletsi le mohlakomedi maemong a botsamaisi, le basebetsi ba hlwahlwa ba shejwang bakeng sa menyetla ya ho phahamisetswa maemong a hodimo ka hara morafa
- **Dikgahlehelo tsa makala a mosebetsi.** Dikgahlehelo tsa mosebetsi ka mong di shejwa, ka tlhoko, ha ho tshohlwa le ho dumellanwa ka meralo ya kगतelopele mosebetsing ka di-IDP
- **Boteng ba dikgeo.** Kगतelopele mosebetsing e etsahala ho itshetlehilwe hodima dikgeo tse teng kapa tse teng morafong kapa merafong e meng ya Harmony mme basebeletsi ba phahamiswe le/kapa ba fetisetswe maemong a mang bakeng mesebetsi e meng e metjha
- **Ho fihlella tekatekano ya kgiro.** Meralo ya kगतelopele mosebetsing e lekola ditlhoko tsa Morafo bakeng sa ho mekamekana le tekatekano ya kgiro
- **Meifo ya ntshelepele.** Ena ke meifo ya makala a mangata a behang leihlo mesebetsi ya basebeletsi ho netefatsa hore ho hlaliswa menyetla bakeng sa basebeletsi ba nang le bokgoni le ba sebetsang ka tsela e hlwahlwa

Moralo wa kगतelopele (phahamiso) mosebetsing

O shejwa bakeng sa menyetla kaofela ya kगतelopele mosebetsing maemong kaofela. Mabapi le ho matahana le merero ya tekatekano ya kgiro, ho tla shebanwa le mesebetsi ya boemo ba botsamaisi.

% ya boemedi ba HDSA menyetleng ya phahamiso le ho tlatswa ha dikgeo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	60%	65%	70%		

Temoso: Merero e ka hodimo ha e bolele ho se natswe ha basebetsi ba neng ba tinngwe menyetla pele. Nakong ya tekolo ya tshebetso, meralo ya bona ya makala a mosebetsi le yona e betlwa le bahlakomedi ba bona ka ho latelana mme, ha ho ka ba le dikgeo tsa mosebetsi, le bona ba a shejwa hang ha merero ya EE e ka hodimo mona e fihlelletswe.

Katamelo

Lewa la katamelo ya kगतelopele mosebetsing le fana ka monyetla ho basebetsi maemong kaofela a morafa ho hatela pele ka maemo a kgiro.

Maemo a kgiro

Metjha ya mosebetsi ho ya ka makala, e betla motjha oo basebetsi ba lokelang ho o latela ho tloha boemong bo bong ho ya ho bo latelang.



Tlhophiswa ya maemo a kgoro e akaretsa maemo a latelang a mosebetsi:

- Mosebetsi e sa batlang thuto le ho nka diqeto tse hlalositsewang – di-Paterson band A1 ho ya ho A4
- Mosebetsi e batlang thuto e seng kae le ho nka diqeto ho ya ka maemo; di-operator; basebeletsi ba tsamaiso; le ditlaleleke – di-Patterson band B1 ho ya ho B7
- Basebetsi ba nang le maitsebelo a setekginiki/di-operator: basebetsi ba nang le maitsebelo a setekginiki le ba nang le mangolo a thuto, ba botsamaisi bo tlase, bahlokomedi, diforomane – di-Patterson band C1 ho ya ho C5
- Diprofeshenale: ba nang le mangolo a porofeshenale, ditsebi tse ikgethileng le ba botsamaisi bo mahareng – di-Patterson band D1 ho ya ho D5
- Botsamaisi bo ka sehloohong – di-Patterson band E1 ho ya ho E5

Temoso: Kgatelopele mosebetsing ho ya boemong ba phethahatso e tlosa mosebeletsi maamong a morafu ho ya ho a sehlopha. Boemo ba phethahatso ba Harmony bo ho *Patterson band F*.

Moralo wa ntshetsopele ya basebetsi ho tshehetsa kgatelopele mosebetsing

Morafu o fana ka monyetla wa tswelopele ho ya maamong a phahameng a morafu ka ho kgothaletsa basebetsi ho ba le meralo ya ho intshetsa pele. Leha basebetsi ba fuwa menyetla, ke boikarabelo ba motho ka bo mong ho sebetšana le merero ya hae.

Metjha ya bolaodi ba mosebetsi e hlwaya ditlhoko tsa thuto, thupello, le boiphihlelo ba lebotho la basebetsi. Merero e akareditsweng mabapi le ho nyehela bakeng sa bolaodi bo hlwahlwa ba bolaodi ba mosebetsi bakeng sa basebeletsi e kenyeletsa tse latelang:

Mohato 1: Ho lekola maitsebelo a teng a batlehang ho tsamaelana le merero ya morafu

Sena se kenyeletsa the latelang:

- Ho hlwaya maitsebelo a batlehang ho atleha mosebetsing wa hajwale
- Ho hlwaya dikgeo tse lokelang ho kwalwa ho atleha mosebetsing wa hajwale
- Ho hlwaya maitsebelo a batlehang ao mosebeletsi a nang le ona ao hajwale a sa sebedisweng

Mohato 2: Ho hlwaya dibaka tse batlang kgolo le ntshetsopele

Sena se kenyeletsa tse latelang:

- Ho hlwaya maemo a hajwale a mosebetsi wa mosebeletsi a ka matlafatswang ka thupello kapa kwetliso ya tlatsetso
- Ho hlwaya maitsebelo a tlatsetso kapa maikarabelo a ka matlafatsang bokgoni ba mosebeletsi ba ho nyehela mabapi le ho fihlella merero ya morafu
- Ho hlwaya dikgahlehelo le/kapa sepheo sa mosebeletsi

Mohato 3: Ho hlwaya menyetla ya thupello, botataisi, kwetliso kapa ntshetsopele e nngwe hore mosebeletsi a kgone ho sebedisa maitsebelo a matjha le tsebo ka katleho

Mohato 4: Tliahlobo e tswellang ya moralo wa ntshetsopele ya mosebeletsi le ho fana ka tshalomorao ya mosebeletsi



Motjha wa kgatelopele ya mosebetsi mabapi le makala a motso ka bongwe

Ditshwantsho tse ka tlase mona di bontsha metjha ya makala a mosebetsi bakeng sa makala a ka sehloohong ka hara Morafo.

Motjha wa makala – Morafo

Career Path Role Profiles		Technical Skills	Non-Technical Skills
REGIONAL GENERAL MANAGER	Bursar MIT	<ul style="list-style-type: none"> MINE MANAGER CERTIFICATE 	<ul style="list-style-type: none"> L/SHIP DEV. PROGRAM PLANNING COURSE INTERNAL DEV. PROG.
GENERAL MANAGER			
MINE MANAGER			
MINING MANAGER			
MINE OVERSEER		<ul style="list-style-type: none"> MINE OVERSEER CERTIFICATE 	<ul style="list-style-type: none"> L/SHIP DEV. PROGRAM PLANNING COURSE M/O PROGRAM
SHIFTBOSS		<ul style="list-style-type: none"> SHIFT BOSS CERTIFICATE 	<ul style="list-style-type: none"> S/BOSS PROGRAM S/VISOR DEV PROGRAM
MINER		<ul style="list-style-type: none"> ROCKBREAKER / BLASTING TICKET 	<ul style="list-style-type: none"> SUPERVISORY SKILLS
TEAM LEADER		<ul style="list-style-type: none"> MINING OPERATIONS L2 / INHOUSE T/L COMPETENT A 	<ul style="list-style-type: none"> BASIC SUPERVISOR
OPERATOR (RDO, LOCO, LOADER, WINCH)		<ul style="list-style-type: none"> RELEVANT TRAINING PROG. 	<ul style="list-style-type: none"> FIRST AID
PTV / STOPE TEAM		<ul style="list-style-type: none"> COMPETENT B 	
NOVICE		<ul style="list-style-type: none"> COMPETENCY BASED DRIVEN 	



Motjha wa mesebetsi – Boenjinerere

Entry Requirements	Career Path Role Profiles	Skills Development
	Group Engineering Manager	
Government Ticket / Appointment	SENIOR ENGINEERING MANAGER Management	<ul style="list-style-type: none"> Specialised Management Courses
Government Ticket / Appointment	SENIOR ENGINEER Management	<ul style="list-style-type: none"> Specialised Management Courses
Government Ticket / Appointment	ENGINEER Management	<ul style="list-style-type: none"> Specialised Management Courses
Degree / Diploma / N6 with required subjects for GCC Exam	JUNIOR ENGINEER Official	<ul style="list-style-type: none"> Harmony Junior Engineers Development Programme
<ul style="list-style-type: none"> Level 4 Engineering Artisan N4 / N5 / Equivalent 5 Years Supervisory Experience 	CHIEF ELECTRICIAN / CHIEF ENGINEERING SUPERVISOR Official	<ul style="list-style-type: none"> Harmony Certificate in Management Specialise Courses
<ul style="list-style-type: none"> Relevant Trade N3 Equivalent 5 Years Trade Specific Experience Completed Eng Foreman Dev Programme 	ENGINEERING FOREMAN Official	<ul style="list-style-type: none"> Harmony Foreman Development Programme
<ul style="list-style-type: none"> Degree / Diploma in electrical Engineering or Instrumentation OR Instrumentation Mechanician Trade and N6 and ECSA Registration as a Technician 	INSTRUMENTATION TECHNICIAN Official	<ul style="list-style-type: none"> ECSA Requirements & Specialised Instrumentation Courses
<ul style="list-style-type: none"> N2 Equivalent Technical Grade 12 with relevant Subjects including Maths & Science 	ENGINEERING ARTISAN Union Men & Artisans	<p>One of the following Skills (L3 & L4)</p> <ul style="list-style-type: none"> Instrumentation or Measuring & Control Electrical Fitting Plater / Welder Diesel Mechanic Rigging
<ul style="list-style-type: none"> N1 / Grade 10 - Maths and Science English Literate / Communication 1 Year Engineering Experience 	SERVICE PERSON Union Men & Artisans	<p>One of the following Skills</p> <ul style="list-style-type: none"> Electro Mechanics L2 Horizontal Transport L2 Stoping and Developing L2
Grade 10 (Maths, Science, English Literate and Communication)	ENGINEERING ASSISTANTS / OPERATORS Cat 4 - 8	Generic Engineering Skill i.e. Engineering Assistant Training plus Occupation Related Training (e.g. Belt Attendant Training course)
	NEW RECRUIT Grade 10 Maths & Science	



Motjha wa mesebetsi – Ore Reserves (Survey)

Career Development

Ticketed Surveyor

Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
ORE RESERVE MANAGER	<ul style="list-style-type: none"> NQF 8 NHD SURVEY OR BTECH + GSCC OR SURFACE SURV CERTIFICATE 	<ul style="list-style-type: none"> GRADE MANAGEMENT FINANCE MANAGEMENT RESERVES & RESOURCES MANAGEMENT 	<ul style="list-style-type: none"> LEADERSHIP PROFESSIONAL REGISTRATION STRATEGIC PLANNING
SURVEY HOD (M+ 10 YEARS)	<ul style="list-style-type: none"> SURVEY GOVERNMENT CERTIFICATE OF COMPETENCY 	<ul style="list-style-type: none"> CARRY LEGALS RELEVANT COMPUTER SOFTWARE 	<ul style="list-style-type: none"> LEADERSHIP EMPLOYEE DEVELOPMENT
SECTION SURVEYOR (M+ 8 YEARS)	<ul style="list-style-type: none"> NQF 6 National Higher Diploma Mining Survey OR BTECH 	MANAGE SECTION	<ul style="list-style-type: none"> FINANCIAL MANAGEMENT
MINE SURVEYOR / SENIOR SURFACE SURVEYOR (M+ 6YEARS)	<ul style="list-style-type: none"> NQF 6 National Higher Diploma Mining Survey 	<ul style="list-style-type: none"> GYRO AND CHECK SURVEY LATOUTS HOLING NOTES 	<ul style="list-style-type: none"> SUPERVISORY SKILLS
SHAFT / SURFACE SURVEYOR GRADUATE SURVEYOR	<ul style="list-style-type: none"> NQF 5 NATIONAL DIPLOMA SURVEY 	<ul style="list-style-type: none"> GYRO AND CHECK SURVEY LATOUTS 	<ul style="list-style-type: none"> SUPERVISORY SKILLS PRESENTATION & MEETING SKILLS RELEVANT COMPUTER SOFTWARE
<ul style="list-style-type: none"> COMPETENCY BASED DRIVEN 			<ul style="list-style-type: none"> HEALTH AND SAFETY

Non Ticket Surveyor

Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
SECTION SURVEYOR (M+ 10 YEARS)	<ul style="list-style-type: none"> NQF 8 ADVANCED SURVEY MRM AND OR GDE 	<ul style="list-style-type: none"> MANAGE SECTION 	<ul style="list-style-type: none"> REGISTERED WITH PLATO MANAGEMENT LEADERSHIP
MINE SURVEYOR / SENIOR SURFACE SURVEYOR (M+ 9 YEARS)	<ul style="list-style-type: none"> NQF 6 ADVANCED SURVEY OR NHD SURVEY + MRM 	<ul style="list-style-type: none"> GYRO AND CHECK SURVEY LATOUTS HOLING NOTES 	<ul style="list-style-type: none"> SUPERVISORY SKILLS
SHAFT / SURFACE SURVEYOR 48 MONTHS	<ul style="list-style-type: none"> NQF 5 ADVANCED SURVEY 	<ul style="list-style-type: none"> GYRO AND CHECK SURVEY LATOUTS 	<ul style="list-style-type: none"> SUPERVISORY SKILLS PRESENTATION & MEETING SKILLS
SENIOR SURVEYOR 36 MONTHS +12 MONTHS	<ul style="list-style-type: none"> NQF 4 ELEMENTARY SURVEY 	<ul style="list-style-type: none"> DEVELOPMENT + CHECK SURVEY 	<ul style="list-style-type: none"> RELEVANT COMPUTER SOFTWARE
SURVEYOR 24 MONTHS	<ul style="list-style-type: none"> NQF 4 	<ul style="list-style-type: none"> STOPE SURVEY INSTALL PEGS 	<ul style="list-style-type: none"> REPORT WRITING
JUNIOR SURVEYOR 12 MONTHS	<ul style="list-style-type: none"> ELEMENTARY SURVEY + 		
LEARNER SURVEYOR 6 MONTHS	<ul style="list-style-type: none"> NQF 3 BASIC SURVEY 	<ul style="list-style-type: none"> INSTALL PEGS + MEASURING 	<ul style="list-style-type: none"> SURVEY EQUIPMENT CARE
TRAINEE SURVEYOR	<ul style="list-style-type: none"> NQF 1 ABET 4 OR MATRIC (GRADE 12) 	<ul style="list-style-type: none"> MATHS + SCIENCE 	<ul style="list-style-type: none"> WORK IN TEAM
<ul style="list-style-type: none"> ENTRY BASED ASSISTANCE 			
<ul style="list-style-type: none"> COMPETENCY BASED DRIVEN 			<ul style="list-style-type: none"> HEALTH AND SAFETY



Motjha wa mesebetsi – Ore Reserves (Geology)

Career Development

Graduate Route

Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
ORE RESERVE MANAGER	<ul style="list-style-type: none"> NQF 8 B SC HONOURS 	<ul style="list-style-type: none"> GRADE MANAGEMENT FINANCE MANAGEMENT RESERVES & RESOURCES MANAGEMENT 	<ul style="list-style-type: none"> LEADERSHIP PROFESSIONAL REGISTRATION STRATEGIC PLANNING
GEOLOGY HOD (M+10)	<ul style="list-style-type: none"> NQF 8 B Sc HONOURS GRADUATE DIPLOMA IN ENGINEERING (GDE) 	<ul style="list-style-type: none"> MANAGE A SECTION GRADE CONTROL MANAGE DRILLING PROJECTS GEOLOGICAL MODELLING APPLY COMPUTER SOFTWARE 	<ul style="list-style-type: none"> LEADERSHIP/ MENTORING EMPLOYEE DEVELOPMENT FINANCIAL MANAGEMENT
SECTION GEOLOGIST (M+8)	<ul style="list-style-type: none"> NQF 8 B SC HONOURS GRADUATE DIPLOMA IN ENGINEERING (GDE) 	<ul style="list-style-type: none"> MANAGING DEVELOPMENT AND STOPING INTEPRETE STRUCTURE COMPILE LAYOUTS & PLANS APPLY COMPUTER SOFTWARE 	<ul style="list-style-type: none"> SUPERVISORY SKILLS
SENIOR GEOLOGIST (M+6)	<ul style="list-style-type: none"> NQF 8 B SC HONOURS 	<ul style="list-style-type: none"> FACE MAPPING STRUCTURE INTEPRETATION APPLY DRILL AND SAMPLING TECHNIQUES 	<ul style="list-style-type: none"> SUPERVISORY SKILLS MEETING SKILLS PRESENTATION SKILLS PROBLEM SOLVING
SHAFT GEOLOGIST GRADUATE TRAINEE	<ul style="list-style-type: none"> NQF 8 B SC GEOLOGY NHD OR B TECH 	<ul style="list-style-type: none"> FACE MAPPING STRUCTURE INTEPRETATION APPLY DRILL AND SAMPLING TECHNIQUES 	<ul style="list-style-type: none"> SUPERVISORY SKILLS MEETING SKILLS PRESENTATION SKILLS PROBLEM SOLVING

In House Route

Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
SECTION GEOLOGIST 10 YEARS	<ul style="list-style-type: none"> NQF 6 GRADUATE DIPLOMA IN ENGINEERING (GDE) 	<ul style="list-style-type: none"> GRADE CONTROL MANAGE DRILLING PROJECTS GEOLOGICAL MODELLING APPLY COMPUTER SOFTWARE 	<ul style="list-style-type: none"> PROFESSIONAL REGISTRATION LEADERSHIP/ MENTORING MANAGEMENT SKILLS
SENIOR GEOLOGIST 9 YEARS	<ul style="list-style-type: none"> NQF 6 MINERAL RESOURCES MANAGEMENT (MRM) 	<ul style="list-style-type: none"> FACE MAPPING STRUCTURE INTEPRETATION APPLY DRILLING AND SAMPLING TECHNIQUES 	<ul style="list-style-type: none"> SUPERVISORY SKILLS PROJECT MANAGEMENT COMPUTER LITERATE SUPERVISORY SKILLS
SHAFT GEOLOGIST 48 MONTHS	<ul style="list-style-type: none"> NQF 5 Advanced Geology 	<ul style="list-style-type: none"> MAPPING/ STRUCTURAL INTERPRETATION 	<ul style="list-style-type: none"> REPORT WRITING SKILLS
SENIOR GEOTECH 36 MONTHS	<ul style="list-style-type: none"> NQF 4 INTERMEDIATE GEOLOGY 	<ul style="list-style-type: none"> MAPPING SAMPLING TECHNIQUE 	<ul style="list-style-type: none"> COMMUNICATION SKILLS BUSINESS WRITING SKILLS
GEOTECH 24 MONTHS	<ul style="list-style-type: none"> NQF 4 Basic Geology Basic Sampling 	<ul style="list-style-type: none"> SAMPLING TECHNIQUE 	<ul style="list-style-type: none"> HEALTH AND SAFETY
JUNIOR GEOTECH 12 MONTHS	<ul style="list-style-type: none"> NQF 4 OR ABET 4 MATRIC (GRADE 12) 	<ul style="list-style-type: none"> SAMPLING TECHNIQUE 	<ul style="list-style-type: none"> HEALTH AND SAFETY
LEARNER SAMPLER 6 MONTHS	<ul style="list-style-type: none"> COMPETENCY BASED DRIVEN 	<ul style="list-style-type: none"> SAMPLING TECHNIQUE 	<ul style="list-style-type: none"> HEALTH AND SAFETY
TRAINEE SAMPLER ENTRY NO EXPERIENCE	<ul style="list-style-type: none"> COMPETENCY BASED DRIVEN 	<ul style="list-style-type: none"> SAMPLING TECHNIQUE 	<ul style="list-style-type: none"> HEALTH AND SAFETY



Motjha wa maesebetsi – Metheleji

Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
Group Metallurgist	BSc(Eng) Extraction Met B Eng/BSc(Eng)	4 Years Tertiary Education 10 Years Experience & broad exposure essential	<ul style="list-style-type: none"> Leadership Development Programme Management Development programme
Plant Manager	BEng/BSC(Eng) B-Tech: Extraction Metallurgy	4 Years Tertiary Education 4-5 Years Experience,	
Senior Plant Metallurgist	BEng/BSC(Eng) B-Tech: Extraction Metallurgy	4 Years Tertiary Education 4 Years Experience,	
Metallurgist	BEng/BSC(Eng) Nat Diploma – Extraction Metallurgy	3 Years Tertiary Education 4 Years Experience	<ul style="list-style-type: none"> Relevant Supervisory Development programme
Business Unit Leader	Manufacturing Supervisor NQF 5 once registered	5 Years Experience Business Unit Leader Workbook	
Shift Foreman / Section Foreman	Mineral Beneficiation Process Controller NQF 4 once registered	5 Years Experience Foreman Workbook	
Section Supervisor / Plant Operator	Plant Controller NQF 3 once registered	3 Years Experience Supervisor Workbook	
Met Operator / Section Operator	Mineral Processing Machine Operator NQF 2 once registered	<p>Complete relevant course and area workbook and 2 Years experience in the following areas:</p> <ul style="list-style-type: none"> ✓ Ore Reception ✓ Milling ✓ Crushing ✓ Thickening and Leach ✓ Adsorption ✓ Grading Room ✓ Chemical Handling ✓ Smelting ✓ Relining ✓ Backfilling 	
Met Assistant / Met Specialist	Mineral Beneficiation Plant Worker NQF 1 once registered		
GENERAL WORKFORCE	SELECTION CRITERIA Min Edu level for selection = Grade 10 with English		



Sesiu saTalente

Morero wa sesiu sa talente

Morero wa sesiu sa talente wa Morafo (jwaloka ha ho hlalositse bakeng sa merafo ya Harmony kaofela) io kenyeletsa tse latelang:

- Ntshetsopele ya batho
- Bolaodi ba tatelano
- Bolaodi ba Tshebetso
- Bolaodi ba makala a mosebetsi
- Tekatekano ya kgiro – ho fihlella merero ya tekatekano ya kgiro

Moralo bakeng sa boemedi ba HDSA sesiung sa talente

Setshwantsho se ka tlase mona se bontsha Meralo ya Boetapele le Ntshetsopele ya Maitsebelo e ka hodimo.

% ya boemedi ba HDSA Sesiung sa Talente	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	80%	80%	80%		

Mekgwa ya ho hodisa sesiu sa talente

Ho sebediswa mekgwa e latelang ho hodisa sesiu sa talente:

- Botataisi / Kwetliso
- Merero ya tekatekano mosebetsing (ho ya ka Molao wa Tekatekano Mosebetsing)
- Menyetla ya morao (diphahamiso, di-transfer le menyetla ya mokobobo)
- Menyetla diporojekeng tsa kgolo tsa Harmony
- Menyetla ya ho ya merafong ya matjhaba ya Harmony – Papua New Guinea (PNG)

Basebetsi ba shebuweng sesiung sa talente

Basebetsi kaofela ba nang le bokgoni le ba sebensang ka thata ka hara Morafo ba tshwanelwa ke ho ba karolo ya sesiu sa talente. Leha ho le jwalo, batho ba bangata sesiung sa talente ba kenyelets feela ba ka hodimo ka hara morao.

Maemo a latelang a basebetsi ke ona a teng sesiung sa talente:

- Ba nang le maitsebelo a setekginiki/di-operator: mangolo a setekginiki le a thuto, botsamaisi bo tlase, bahlokomedi, diforomane – di-Patterson band C1 ho ya ho C5
- Diprofeshenale: ba nang le mangolo a porofeshenale, ditsebi tse nang le boiphihlelo le botsamaisi bo bohareng – di-Patterson band D1 ho ya ho D5
- Botsamaisi bo ka sehloohong – di-Patterson band E1 ho ya ho E5

Sesiu sa talente se hlwauwa ho itshetlehlilwe hodima basebetsi ba nang le bokgoni bo matla, haholoholo makaleng a mantlha.



2.5 Mananeo a botataisi

Hore Harmony e ntshetsepele baetapele ba hlwahlwa le motjha o itekanetseng wa baetapele ba HDSA le diporofeshenale, ho ile ha hlahiswa lenaneo la ka hare la botataisi le kwetliso bakeng sa ho kgothaletsa le ho tshhehetsa dibaka tsa ntshetsopole tse haellang.

Moralo wa ho kenya tshebetsong

BOTATAISI LE KWETLISO	
MORALO WA HO KENYA TSHEBETSONG	
<p>Merero:</p> <ul style="list-style-type: none"> • Ho tla ka motjha wa ho hlahisa baetapele le diporofeshenale • Ho netefatsa hore re na le mehlodi e tla mekamekana le ditlhoko tsa kamoso ka bokgabane tsa moralo wa rona wa tekatekano mosebetsing • Ho matlafatsa maitsebelo a baetapele ba batjha dilemong ba ntseng ba thuthua 	
<p>Melemo e teng:</p> <ul style="list-style-type: none"> • Batataisi/bakwetlisi ba tshwanelehang le ba hlwahlwa • Mathwasana a ikemiseditseng ho tataiswa 	
<p>Moralo wa ho kenya tshebetsong:</p> <ul style="list-style-type: none"> • Thupello e tswelang ya batataisi/bakwetlisi ba hajwale • Ho ntshetsapele le ho tshhehetsa batataisi / bakwetlisi • Ho beha leihlo kgatelopele ya dikopano pakeng tsa batataisi le mathwasana selemo ka seng 	

Moralo wa botataisi

Basebetsi bohle ba mananeong a amanang le Boetapele le/kapa sesiu sa talente e tla ba karolo ya Lenaneo la Botataisi/Kwetliso.

Theibole e ka tlase mona e bontsha Moralo wa Botataisi

LENANEO LA BOTATAISI						
Tihaloso	Moralo					Kaofela
	Selemo 1	Selemo2	Selemo 3	Selemo 4	Selemo 5	
Ntshetsopole ya Bahlokomedi	3	3	3	-	-	9
Lengolo la Motsamaisi wa Morafo	1	-	1	-	-	2
Lengolo la Mookamedi wa Morafo	1	-	-	-	-	1
Lengola le Phahameng la* Boramerafo (Shiftboss)	2	2	2	-	-	6
Surveyor	1	-	-	-	-	1
Mohlanka e Moholo wa tsa Polokeho	1	-	-	-	-	1
Mohlanka wa tsa Polokeho	1	-	-	-	-	1
Kaofela	10	5	6	-	-	21



2.6 Mananeo a MQA, Internship, Dirutehi le Dibasari

Lenaneo la rona la MQA, *internship* le thupello ya mosebetsi ke karolo ya Harmony ya lenaneo la ho hodisa talente. Dirutehi ho tswa diyunivesithing tse fapaneng tsa Afrika Borwa di thaothwa ka tsamaiso ya dithuso tsa MQA mme di kenngwe lenaneong la *internship* nakong se sa feteng dilemo tse pedi, hore di thole boiphihlelo ba mosebetsi o tshwarehang makaleng a mantlha a fapafapaneng a kang ho rafa, boenjineri, *geology*, metheleji le *survey*. Boholo ba dirutehi ke di-HDSAs mme ba nkuwa metseng e haufi moo Harmony e sebetsang. Hang ha baithuti bana ba se ba phethetse lenaneo la *internship*, Harmony e ba le kgetho ya pele ya hore e fa baithuti bana mosebetsi wa moshwelella kapa tjhe.

Lenaneo lena ha le thuse feela ka ho fa batho boiphihlelo bo tshwarehang ba mosebetsi, empa hape e ruisa baithuti ka maitsebelo a botsamaisi ba kgwebo le a boetapele ho ba betlela mesebetsi e amanang le botsamaisi.

MQA le Moralo wa thupello ya mosebetsi

Theibole e ka tlase mona e bontsha boingodiso bo rerilweng ba thupello ya baithuti ba MQA le Boiphihlelo

MQA / MANANEO A THUPELLO YA BOIPHILHELO						
	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Moralo kaofela	1	1	1			3

Temoso: *Theibole e ka hodimo mona e bontsha ngodiso ya selemo. Ka lebaka la hore nako ya thupello e feta kgwedi tse 12, ho tla dula ho na le ngodiso e menahaneng habedi ya batho ba rupellwang ka selemo mme ditjhelete di abuwe ho ya ka tshwanelo.*

Moralo wa thupello ya di-Intern le Dirutehi

Theibole e ka tlase mona e bontsha maemo a rerilweng a ngodiso ya di-Intern Dirutehi

LENANEO LA DI-INTERN LE DIRUTEHI						
	Plan					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Moralo kaofela		2	1			3

Temoso: *Theibole e ka hodimo mona e bontsha ngodiso e ntjha ka selemo. Ka lebaka la hore nako ya thupello e feta kgwedi tse 12, ho tla dula ho na le ngodiso e menahaneng habedi ya batho ba rupellwang ka selemo mme ditjhelete di abuwe ka tshwanelo.*

Lenaneo la Dibasari

Morafo o tla thusa ka kabo ya dibasari ho baithuti ba tshwanelehang ka selemo.



LENANEO LA DIBASARI

Phano ya thuto e tswelang le thupello mabapi le dibasari le baithuti ba basari ba badudi ka ho itlama ho sebeletsa Harmony.

Merero:

Ho kgothaletsa thuto le thupello e phahameng ya baithuti ba basari ho ya ka lewa la basebetsi ba batlehang ba Morafo, bakeng sa ho ntshetsapele baetapele ba kamoso dibakeng tse hlwauweng e le makala a mantlha a morafo. Baithuti ba abelwa dibasari ka tshebedisano le bomasepala ba lehae, moo ho kgonehang, mme ba tla dumellwa ho ithutela diploma kapa dikgerata ditheong tsa thuto tse ngodisitsweng ka hara Afrika Borwa.

Makala mantlha ao Harmony e a behang ka sehlohlolong ha e aba dibasari ke a latelang:

- Boenjineri ba morafo
- Boenjineri
- Methelaji
- Botsamaisi ba Manya a Resefe.

Phethoho e molemo:

Matlafatso ya talente ya batjha ya maAfrika Borwa e tla tswa ho badudi ba lehae. Baithuti bana e lokela ho ba ba labalabelang katleho, ba kgonang ho tobana le diphephetso tsa ho sebetsa ka hara sehlopha tikelohong ya morafo mme ba na le kelello ya kgwebo.

Bakgolamolemo:

- MaAfrika Borwa a nang le talente a nang le tjhesehelo ya makala a mantlha a morafo le takatso ya ho kena Harmony.
- Haeba masepala o ka ikopanya le Harmony bakeng sa ho aba dibasari mabapi le makala a matahanang le mawa a bona a ka sehlohlolong, dikopo tse jwalo di tla sekasekwa.

Moralo wa ho kenya tshebetsong:

- Kgothaletso ya monyetla ona o ikgethang ho baithuti ba nang le bokgoni ka websaete ya Harmony le ka hare bakeng sa hore basebetsi ba tsebe ka menyetla ya bana ba bona.
- Dikopo tsa selemo ka seng tsa sekema sa dibasari sa Harmony pele ho la 30 Phato selemo ka seng.
- Tekolo ya lenane le kgutsufaditsweng la baikopedi le kgetho ka motjha wa puisano.
- Ho kena konterakeng ya semmuso le Harmony mabapi le basari.

Moralo wa dibasari

Theibole e ka tlase mona e bontsha ngodiso e rerilweng ya maemo a bakgolamolemo ba dibasari, ho kenyeletsa le ba badudi

LENANEO LA DIBASARI (Ho kenyeletsa bakgolamolemo ba badudi)						
	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Moralo kaofela	4	4	4			12

Temoso: *Theibole e ka hodimo mona e bontsha ngodiso e ntjha ka selemo. Ka lebaka la hore nako ya thupello e feta kgwedi tse 12, ho tla dula ho na le ngodiso e menahaneng habedi ya batho ba rupellwang mme ditjhelete di abuwe ka tshwanelo.*



2.7 Phano ya ditjhelete – Ntshetsopele ya tsa Kgiro

Dintlha ka phano ya dilemo tse hlano ya ditjhelete bakeng sa lenaneo la HRD di tekilwe theboleng e ka tlase:

PHANO YA DITJHELETE - HRD						
	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
AET	151,990.92	151,990.92	151,990.92	-	-	455,972.76
<i>Learnership 18.1</i>	710,089.07	440,371.27	179,207.55	-	-	1,329,667.89
<i>Learnership 18.2</i>	296,594.92	315,873.59	336,405.37	-	-	948,873.88
Ntshetsopele ya Maitsebelo	317,753.39	140,950.51	127,793.29	-	-	586,497.19
<i>MQA, Experiential Training</i>	144,000.00	152,640.00	161,798.40	-	-	458,438.40
Di-Intern le Dirutahi	-	335,808.00	177,978.24	-	-	513,786.24
Bakgolamolemo ba Dibasari	800,000.00	848,000.00	898,880.00	-	-	2,546,880.00
Phano ya Ditjhelete kaofela	2,420,428.30	2,385,634.29	2,034,053.77	-	-	6,840,116.37



2.8 Tekatekano ya kgiro

Selelekela

Morafo o ikemiseditse mabapi le diphethoho tsa setheo, hammoho le ho fetola setjhaba sa Afrika Borwa. Morafo o sheba diphethoho jwaloka monyetla wa nako e telele bakeng sa kgolo ya moshwelella ya kgwebo ya khamphani.

Foromo S

Tliphollo ya basebetsi ba morafo ho ya ka boemo ba basebetsi ka Tlhakubele 2017

MAEMO A BASEBETSI - ka Tlhakubele 2017													
Foromo S	maAfrika		Ba-Mmala		Malndia		Makgowa		Melata		Kaofela	% HDSA	% Basadi
	M	F	M	F	M	F	M	F	M	F			
Botsamaisi bo ka Sehloohong	2	1					4				7	43%	14%
Diporofeshenale tse nang le mangolo, ditsebi le botsamaisi bo mahareng	5	6					14	2			27	48%	30%
Basebetsi ba maitsebelo a setekginiki, botsamaisi bo tlase, bahlokomedi	120	34	9				116	5	11	1	296	57%	14%
Ba nang le thuto e seng kae	363	48	4	2			5		96	4	522	80%	10%
Ba se nang thuto	575	143	3				3		96	20	840	86%	19%
Kaofela ba nako tsohle	1065	232	16	2			142	7	203	25	1692	78%	16%
Basebetsi ba nakwana	304	9	1				62	2	16		394	80%	3%
Kaofela	1369	241	17	2			204	9	219	25	2086	79%	13%

Mawa a ho tshehetsa tekatekano ya kgiro:

- **Ho beha dikgeo tsa mosebetsi e le mesebetsi ya ntshetsopele:**

Dikgeo tsa mosebetsi di ka ba le bokgoni ba ho ba tsa ntshetsopele ka ditlhoko tse mmalwa tsa maemo a thuto le boiphihlelo. Dikgeo tsena di lokela ho thusa mabapi le ho thonngwa ha setho sa HDSA. Di bapatswa ka hare mme ho thehwa moralo wa ntshetsopele ho netefatsa hore baikopedi ba fihlella mangolo a loketseng kapa boiphihlelo. Matlole a teng bakeng sa ditlhoko tsa thupello kapa ntshetsopele.

- **Mananeo a *internship* a badudi:**

Sena se tobane le, ba nang le ditifikeiti le diploma. Mananeong a *internship*, ho ka nna ha shejwa hape taba ya ho lokisetsa batho maemo a seporofeshenale a boemo bo qalang.

- **Moralo wa tatelano / Bolaodi ba talente bakeng sa basebetsi:**

Basebetsi ba ntshetswapele hore ba tle ba kgone ho tlatsa dikgeo tse ka hlahang.

- **Thaotho le kgetho:**

Mawa a thaotho le kgetho a reretswe ho fihlella kgiro ya baikopedi ba nang le mangolo a lokelang ho tswa bathong ba neng ba kotetswe.

Palo e rerilweng

- Ho hlalisa temoso ka dintlha tsa tekatekano ya kgiro ka makala a teng
- Ho kenya tshebetsong mananeo a diphapano bakeng sa basebetsi kaofela ho hlalisa temoso ka diphapano le mokgwa wa ho di laola

Meralo ya tekatekano ya kgiro le boemedi ba Basadi bakeng sa 2018 ho ya ho 2022

Theibole e ka tlase mona e bontsha moralo wa Tekatekano ya Kgiro hammoho le Boemedi ba Basadi

Dipalo tsa tekatekano ya kgiro bakeng sa 2018 ho ya ho 2022

Tlhaloso	2018		2019		2020		2021		2022	
	% HDSA	% Basadi	% HDSA	% Basadi	% HDSA	% Basadi	% HDSA	% Basadi	% HDSA	% Basadi
Botsamaisi bo ka Sehloohong	43%	29%	43%	29%	43%	29%				
Diporofeshenale tse nang le mangolo, ditsebi le bolaodi bo mahareng	50%	23%	50%	23%	50%	23%				
Basebeletsu ba maitsebelo a setekginiki, botsamaisi bo tlase, bahlokomedi	58%	17%	58%	18%	58%	20%				
Basebeletsu ba thuto e seng kae	80%	12%	80%	13%	81%	14%				
Baithuti ba se nang thuto	85%	19%	85%	19%	85%	19%				
Kaofela ba nako tsohle	78%	16%	78%	17%	78%	18%				

Diphethoho Morafong ona

Morafa o lakatsa sekgahla sa diphethoho sa moshwelella mabapi le tekatekano ya kgiro le diphethoho.

Morafa o itlametse dintlha tse latelang tse hlokolosi tsa lewa la ona la moshwelella la diphethoho le la EE:

- Ho teka merero ya selemo ka seng ka maikemisetso ho sebetsana le porofaele ya batho ka hara naha ba ka kgonang ho kena moruong.
- Ho tsitlallela ponaletso metjheng ya ho thaatha, ho phahamisa le ho kenngwa mosebetsing
- Ho akofisa thupello le ntshetsopele ya batho ba neng ba tinngwe menyetla pele hore ba nyehela ho sesiu sa bona sa maitsebelo le ntshetsopele ya makala a bona a mosebetsi
- Ho theha le ho baballa ditlwaello tsa setheo tse hodisang kutlwisiso le mamellano ya ditso tse fapaneng tsa basebetsi kaofela
- Ho dula re fana ka temoso mabapi le bolaodi ba phapano
- Ho thusa ka dikopano tsa kotara ka nngwe tsa EE le mekgatlo ya basebetsi ho beha leihlo kgatelopele, le ho baballa dipuisano tse tswelang tse amanang le EE

Ho beha leihlo moralo wa tekatekano ya kgiro:

Merero:

- Ho fihlella boemedi ba HDSA maemong a ka sehloohong a setheo
- Ho boloka talente ka maitshunyako a itseng
- Ho laola phapano



- Ho laola le ho beha leihlo mananeo a EE
- Bolaodi ba maitshunyako a amehang a ntshetsopele ya basebetsi

Moralo wa ho kenya tshebetsong:

- Ho hlophollwa le ho kenngwa tshebetsong ha meralo ya tekatekano ya kgiro
- Ho beha leihlo merero ya kotara ka nngwe ya EE ho ya ka yuniti ka nngwe ya kgwebo
- Tekolo botjha le ho behwa leihlo tse tswelang tsa motjha o latelwang wa ho hlwaya le ho baballa talente e teng ka hara Morafo

Basadi morafong le phapano ya bong

Ho ya ka nalane, basadi esale ba kotetswe merafong. Ka hara tikoloho ya morafu, basadi ba ne ba hirelwa mesebetsi ya ditshebeletso feela, kahoo phephetso esale e le ho kenyeletsa basadi mesebetsing e neng e sa tlwaeleha ya bohlokomedu e amanang ka kotloloho le mesebetsi ya mantlha ya morafu.

Morafu o a tseba ka bokgoni ba nyehelo ya basadi bakeng sa tshebetsu ya merafo, mme kahoo o netefatsa hore bohle ba tshwarwa ka ho tshwana, ntle le leeme le kgethollo. Kahoo, bolaodi ba phapano ke taba ya bohlokwa mabapi le ho netefatsa hore basadi ba a kenyeletswa tikolohong e tletseng banna, ka mokgwa o nkelang hloohong mokgwa o fapaneng wa indasteri ya morafu.

Diphephetso tsa hajwale tse tobaneng le basadi mokoting ka hara Harmony di kenyeletsa:

- Ho hohela le ho boloka basebetsi ba basadi maamong a mantlha a bohlokomedu ka hara tikoloho ya morafu
- Ho fenyha maikutlo le mashano a mabapi le bokgoni ba basadi
- Diphephetso tsa tlhaho tsa ho amohela basadi
- Ho hlwaya ditlhoko tse ikgethileng tsa thupello ya basadi

Diphephetso tseo ho sebetsanwang le tsona, e le lewa la nako e telele bakeng sa ho kenyeletsa basadi merafong di tekilwe ka tlase mona:

- Ho kgothaletsa temoso ya phapano le tekatekano ya bong
- Ho kgothaletsa boitshwaro ba kahisano le phethoho ya mehopolo ho basebeletsi ba banna
- Ho tla ka motjha wa ho hlwaya, ho ntshetsapele le ho ntlafatsa boemedu ba basadi ba nang le maitsebelo maamong a bohlokomedu makaleng a mantlha
- Ka tataiso ya ho lokisetša basadi bakeng sa diphephetso tsa ho sebetsa mokoting
- Ho tsetela ho tsa bodulo le ditjhentjhe hause bakeng sa basebetsi ba basadi, ho kenyeletswa PPE, matlwana le meqomo ya mesamo ya sesadi
- Ho fana ka dithuso tsa thero ya malapa bakeng sa basebetsi ba basadi
- Ho thusa ka mosebetsi wa ka hodima mokoti bakeng sa basebeletsi ba baimana



Karolo 3: **Lenaneo la ntshetsopele ya moruo wa lehae (LED)**

Ho ya ka molawana 46(c): Ka lenaneo la LED, karolong ena re akaretsa tse latelang:

- *Molawana 46(c)(i): Nalane ya kahisano le moruo ya sebaka seo morao o leng ho sona*
- *Molawana 46(c)(ii): Mesebetsi ya bohlokwa ya moruo ya sebaka seo morao o leng ho sona*
- *Molawana 46(c)(iii): Kgahlamelo ya morao ho badudi ba lehae le metse e romelang basebetsi*
- *Molawana 46(c)(iii): Diporojeke tsa meralo ya motheo le phediso ya bofuma dibakeng tsa lehae le tse romelang basebetsi*
- *Molawana 46(c)(iv): Bodulo le maemo a bophelo*
- *Molawana 46(c)(v): Ditsela tsa ho sebetsana le phepo*
- *Molawana 46(c)(vi): Moralo wa kgatelopele ya ditheko le ho kenngwa tshebetsong ha lona bakeng sa dikhamphani tsa HDSA mabapi le thepa ya bohlokwa, ditshebetso le disebediswa*

3.1 **Selelekela**

Morao o ananela hore kgwebo ya merafo ya gauta e na le kgahlamelo e matla hodima moruo, kahisano le tikoloho e lokelang ho shejwa nakong ya bophelo ba morao. Karolo ya SLP e tla sheba dintlha tse fapafapaneng tsa LED mabapi le badudi ba pela merafo le dibaka tse romelang basebetsi.

Morero wa mantlha wa ho ntshetsapele badudi ba morafong ke ho nyehela mabapi le ntshetsopele ya badudi, ho ya ka boholo le kgahlamelo, ho ipapisitswe le dipehelo tsa laesense ya kahisano ya ho sebetsa.

3.2 **Katamelo ya Harmony ho LED**

LED e nkuwa e le karolo e ahaelletseng le ho etsa kgwebo ka hara Harmony. Mookotaba o moholo ke ho matlafatsa badudi ba moo morao o tholang karolo ya basebetsi ba ona. LED ya Morafo e tsepamisitse maikutlo ho kamoo morao o tla sebetsana le ditlhoko tsa moruo wa kahisano wa tikoloho ya ona ya lehae le mabatowa ao ho ona morao o tholang lebotho la ona la basebetsi.

Tshehetso ya Harmony ya LED baduding ba morao le metse e romelang basebetsi

Morao o atamela ntlha ya LED ka mebuso ya lehae le ba ka sehloohong ba bomasepala hore o tle o susumetse meruo ya lehae, haholoholo metseng ya merafo le e romelang basebetsi. Morafo ona, jwaloka karolo ya Harmony, o na le tokelo ya ho theha tsela tsa maqhama le dipuisano le makala a lehae le a setereke dibakeng tseo o sebetsang ho tsona. Katamelo ena ya bonkakarolo e tla netefatsa hore maikitlaetso kaofela a tshebetso, lepatlelong la ntshetsopele ya moruo, a boptjwa le ho kenngwa tshebetsong e le karolo ya meralo ya balaodi ba mmuso wa lehae ya ntshetsopele ya moruo o kopanetsweng.

Tshehetso ya LED ka Morafo metseng ya merafo le e romelang basebetsi e tataiswa ke dipehelo tse tekilweng diratswaneng tse latelang.

Dintlha tse tsepamiseditsweng maikutlo tsa LED

Dintlha tsa tshehetso ya LED ke Morafo di kenyeletsa tse latelang:

- Ntshetsopele ya meralo ya motheo
- Phediso ya bofuma
- Ntshetsopele ya badudi
- Tlhahiso ya mesebetsi
- Ntshetsopele ya moruo



Meralo ya diporojeke tsa LED eo ho dumellanweng ka yona le bomasepala ba lehae metseng ya merafo le e romelang basebetsi, ho ya ka SLP ena, e tla hlakisa dintlha tse tsepamiseditsweng maikutlo ho ya ka tse ka hodimo mona mme di tla boela di supe bophara ba porojeke ka nngwe, mohlala, ho ya ka palo ya mesebetsi e hlahisitsweng kapa bakgolamolemo ba reretsweng porojeke. Ho dula ho lekolwa botjha diporojeke tsa LED nakong ya motjha wa ho kenngwa tshebetsong ho tla netefatsa hore diporojeke ha di a ema nqa e le nngwe empa di dula di shejwa botjha ho ya ka ditlhoko tse fetofetohang le hape ho netefatsa hore ke tsa moshwelella. Diporojeke tse ntjha tsa LED ho tlatsela hodima tse hlwauweng ho SLP ena le tsona di tla hlwauwa ka tshebedisano le bankakarolo kaofela ba amehang.

Dintlha tse kgannang tshehetso ya LED

Tshehetso ya LED ke Morafo metseng e fapafapaneng ya merafo le e romelang basebetsi e kgannwa ke tse latelang:

- Meralo ya Ntshetsopele e Kopanetsweng (di-IDP) le/kapa meralo ya LED ya bomasepala, maamong a setereke le a masepala
- Mawa a kgolo le ntshetsopele ya porofense
- Merero ya naha ya ntshetsopele ya moruo, ntshetsopele ya meralo ya motheo, ntshetsopele ya setjhaba, le phediso ya bofuma
- Merero ya ntshetsopele ya moruo wa kahisano dinaheng tse romelang basebetsi bakeng sa dibaka tseo Harmony e tholang basebetsi
- Makala a foramo tsa tshebedisano le bonkakarolo le bomphato ba ntshetsopele ya moruo wa lehae
- Ho buisana ka kotloloho le makala a badudi

Ho ithuela LED

Mosebetsi o moholo wa Morafo wa kgwebo ke wa ho rafa le tshehetso ya LED jwaloka karolo ya lewa la khamphani la ntshetsopele ya moshwelella. LED ke boikarabelo ba mantlha ba ditheo tse latelang:

- Mmuso wa lehae (bomasepala)
- Mmuso wa porofense
- Mmuso wa naha

Diporojeke tsa LED e tla ba tsa makala a mmuso wa lehae ho tloha qalong mme moo sena se sa etsahaleng, khamphani e tla netefatsa hore bankakarolo kaofela ba lehae, ho kenyeletsa bomasepala ba lehae, ba a kenyeletswa kapa ke bankakarolo diporojekeng tse jwalo.

Maikarabelo a Morafo a LED

Jwaloka khamphani ya baahi, Morafo hammoho le ditheo tse ding tsa makala a poraefete tse amohelang baahi ba khamphani, ha o dumele hore mosebetsi wa LED e le wa mmuso o le mong. Re dumela hore LED ke karolo ya kgwebo ya rona mme re tla fihlella sena ka:

- Ho tsamaisa ditshebetso tsa morafo tse etsang phaello le tsa moshwelella tse hlahisang menyetla ya mosebetsi, tse matlafatsang meruo ya lehae ka ho tshehetsa mesebetsi ya kgwebo le ho nyehela ho makeno a lekgetho la mmuso
- Ho nka karolo mesebetsing yohle e reretsweng ho hodisa LED setjhabeng
- Ho aba mehlodi metseng ya merafo le e romelang basebetsi ho hodisa le/kapa ho tshehetsa LED



Katamelo ya dikgwebo ho LED

Jwalo feela ka mesebetsi ya kgwebo e ka hara khamphani, diphelelo tsa kgwebo di sebediswa ho tshehetso ya LED ya metse ya merafo le e romelang basebetsi.

Sena se fihlellwa ka ho netefatsa phaello matseteng kaofela a LED ka tse latelang:

- **Kgahlamelo:**
Porojeke ka nngwe ya LED e tshehetswang e lokela ho ba le kgahlamelo e kgabane ho metse ya merafong kapa sebakeng se romelang basebeletsisi. Kgahlamelo, mohlala, e ka ba ka tsela ya meralo ya motheo e ntlafatseng, tlhahiso ya mesebetsi, phokotseho ya bofuma, badudi ba nang le maitsebela, le bonkakarolo bo eketsehileng moruong ke setjhaba
- **Ntshetsopele:**
Porojeke ka nngwe ya LED e tshehetswang, morero wa yona wa mantlha ke ho ntshetsapele badudi ba tobuweng.
- **Tsepamiso ya maikutlo:**
Ho netefatsa tsepamiso ya maikutlo, bakgolamolemo ba itseng ba tla hlwauwa bakeng sa porojeke ka nngwe ya LED e tshehetswang
- **Bokgoni ba ho ba ya Moshwelella:**
Ho bohlokwa hore pele porojeke ka nngwe ya LED e tshehetswa, ho etswa diphuputso tse nepahetseng tsa kgonahalo le ho ba ya moshwelella. Diporojeke tsa LED ha di a lokela hore di itshetlehe bophelong ba morafa
- **Ho fumana le ho rua dilaesense tsa morafa:**
Tshehetso ya LED metseng ya merafo le e romelang basebetsi e lokela ho nyehela tabeng ya hore khamphani e na le tokelo ya ho rafa ho ya ka diphelelo tsa MPRDA. Morero, leha ho le jwalo, e tla ba ho dula e feta ditlhoko tsa molao ho ipapisitswe le lewa la boahi ba kgwebo

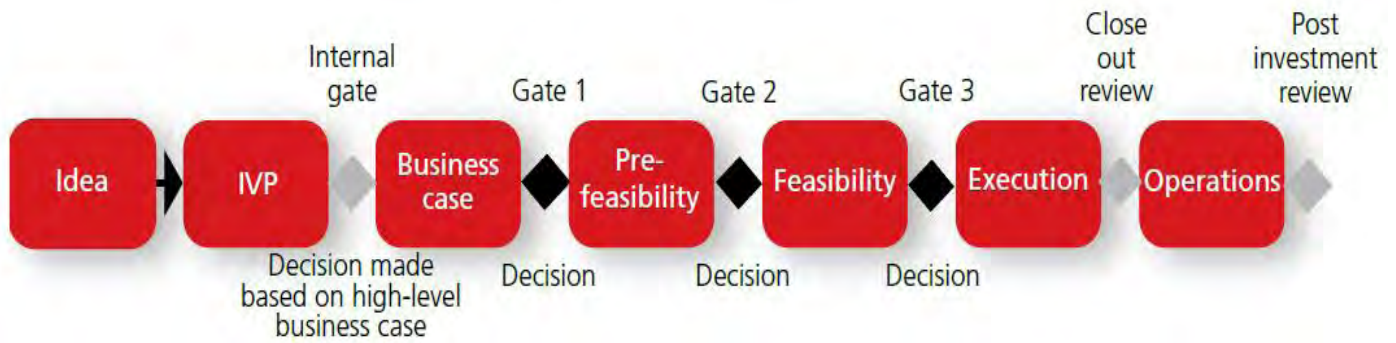
Pehelo le motjha wa botsamaisi ba diporojeke bakeng sa taolo le netefatso

Botsamaisi ba diporojeke le tekolo ke e nngwe ya dintlha tsa bohlokwa ka hara Harmony, mme hape e sebediswa ke Morafo.

Potefolio ya hajwale ya diporojeke tsa Harmony e kenyeletsa diporojeke tse pharalletseng ho tloha tabeng ya ho aha merafo e meholo, ka hara Afrika Borwa le matjhabeng, ho ya ho diporojeke tse nyane tse akaretsang makala kaofela a fumanwang indastering ya morafa. Khamphani e na le diporojeke tse fapafapaneng tsa kgolo ya tlhaho le ntshetsopele ya tshebetso tse reretswang ho eketsa bophelo ba merafo mme ka seo ho netefatswa ho etsa phaello ya nako e telele le menyetla ya kgoro ya nako e telele.

Harmony e laola menyetla ya matsete le diporojeke e sebedisa motjha wa ho ya ka mekgahlelo bakeng sa ho netefatsa maemo a nepahetseng a taolo le netefatso. Motjha ona o tsamaelana le ditlwaello tse hlwahlwa ka ho fetisisa tsa lefatshe. Harmony e na le mesebetsi wa bolaodi ba diporojeke ka boemedi boemong ba phethahatso bo okamelang diporojeke tse etswang ka hara khamphani.

Katleho e mabapi le ho kenya tshebetsong diporojeke tse ngata Harmony e fihlellwa ka ho kenya tshebetsong diphelelo tse matla tsa seporofeshenale ho tshehetsa mokgwa ona o hlalositsweng ka hodimo. Katamelo ena (porojeke ya motsamao wa bophelo) e kgutsufaditswe tjena:



Katamelo ena leha ho le jwalo, e keke ya sebediswa diporojekeng kaofela tseo Harmony e tseteng ho tsona. Bomphato ba rona ba LED leha ho le jwalo ba tla kgothaletswa ho latela ditlwaelo tsena ditikolohong tsa bona ka ho latelana bakeng sa ho netefatsa tshehetso le boimatahanyo ba LED ya Harmony. Harmony e tla thusa mabapi le ho ntshetsapele maitsbela ana moo ho kgonehang. Pehelo e ka sehloohong mona ke hore porojeke ka nngwe ya LED e be le moralo o tshwanelehang wa porojeke o kenyeletsang boemo bo batlehang ba tlhaloso.

Ka ho sebedisa diphelelo tse tshwanelehang tsa bolaodi ba diporojeke, ho tla ba le menyetla e latelang:

- Palo ya diporojeke tsa LED tse kentsweng tshebetsong ka katleho e tla eketseha
- Hore diporojeke tsa LED e be ntho ya moshwelella ho tla eketseha
- Katleho ya diporojeke tsa LED e tla tiisetwa pele di kenngwa tshebetsong
- Tekolo ya katleho ya diporojeke tsa LED e tla fihlellwa ha bobebe
- Taolo le netefatso di bonahala semmuso

Harmony, ha e koptjwa ke bomphato ba LED, e tla boela e thuse kapa e fane ka bokgoni ba bolaodi ba diporojeke ho beha leihlo diporojeke tsa LED le ho netefatsa hore ho latelwa diphelelo tsa seporofeshenale tsa bolaodi ba diporojeke e le karolo ya ho kenngwa tshebetsong ha SLP ena. Hape, katamelo ena e keke ya sebediswa diporojekeng kaofela tseo Harmony e tsetelang ho tsona.

Diporojeke tsa LED ka hara SLP

Diporojeke tsa LED tse ka hara SLP bakeng sa Morafo di laola diphelelo tse ka hodimo mona ho shebuwe tse latelang:

- Meralo ya tshehetso ya LED ha e ya dula nqa e le nngwe, empa e tla lekolwa botjha kgafetsa le bankakarolo ba amehang, haholoholo bomasepala, bakeng sa menyetla e tswelang ya ntlafatso ho netefatsa hore ho fihlelletswe melemo ya ntshetsopele ya moruo
- Diporojeke tsa LED di tla dula di matahantswe le merero ya LED jwaloka ha e tekilwe ke MPRDA le melawana ya MPRDA
- Tekolo botjha ya diporojeke tsa LED e tla etswa kgafetsa le ho tswella, moo bankakarolo bohle ba tla bapala karolo ho kenyeletswa empa ho sa fellwe ka bomasepala, Harmony, le DMR

3.3 Thuto

Thuto e bohlokwa bakeng sa ntshetsopele ya setjhaba le ho bapala karolo e hlokolosi bakeng sa ho fetola Afrika Borwa. Nyehelo ya Harmony e tswella ho tobana le ho rutwa le ho ithutwa ha saense le dipalo; ho tshehetsa mokgwa thuto ka ho fana ka meralo ya motheo e kang dilaeborari le dilaboratori, hammoho le



thepa ya ho ithuta. Harmony e boitse e kenelletse ho Sekolo sa Mabenyane, Akhademi ya Dipapadi, Sekolo sa Borokgo, le ntshetsopele ya matijhere dikolong tse potapotileng merafo ya rona.

3.4 Ntshetsopele ya moruo wa kahisano

Ntshetsopele ya moruo wa kahisano e kenyeletsa ho tsetela diporojekeng tse amanang le HIV/AIDS, tlhahiso ya mesebetsi, phediso ya bofuma, kgothaletso ya polokeho ya badudi le thuso ka matlafatso ya batho ba batsho moruong (BEE).

Ho thusa diporojeke ka matlole, mananeo le diketsahalo di lohothwa ho itshetlehlwe hodima ditlhoko tse hlwauweng ka lehaeng kapa naheng.

3.5 Boikarabelo le ho tlaleha

Ho kenngwa tshebetsong ha SLP, hammoho le ho lokisa le ho fana ka tlaleho ya selemo ka seng ya tlaleho ya selemo ya Morafo, ke boikarabelo ba morafong ka bo mong mme qetellong o ikarabela ho ba Phethahatso ba taolong ya merafo ya Afrika Borwa ho netefatsa hore meralo e kenngwa tshebetsong ka katleho.

3.6 Nalane ya moruo wa kahisano le mesebetsi ya bohlokwa ya moruo ya badudi ba Morafo ona

Morafo o fumaneha masepaleng wa lehae wa Matjhabeng e leng karolo ya masepala wa setereke wa Lejweleputswa porofenseng ya Freistata.

Ho tla akaretswa dibaka tse latelang:

- Masepala wa Setereke wa Lejweleputswa – Setjhaba 627 626 (19.66 per km²), Sebaka 31 930.28 km², Malapa 183 163 (5.74 per km²)
- Masepala wa Lehae wa Matjhabeng – Setjhaba 406 461, Sebaka 5 155.46 km²

Karolo ena e tla akaretsa nalane ya kahisano le moruo tsa badudi ba Morafong ona. Re tla qala ka hore qaqqa ka nalane ya kahisano le moruo tsa Masepala wa Setereke sa Lejweleputswa. Sena se tla latelwa ke wa masepala wa lehae wa Matjhabeng, e leng ona oo morafong o leng ho ona.

3.6.1 Nalane ya kahisano le moruo Masepaleng wa Setereke sa Lejweleputswa

Masepala wa Setereke sa Lejweleputswa ke karolo ya porofense ya Freistata, ka hara Riphabliki ya Afrika Borwa. Lejweleputswa le leboya ho motsemoholo wa Freistata, Bloemfontein, mme ke Welkom. Ho ya ka palo ya setjhaba ya 2011, ka palohare ya kgolo ya setjhaba ka selemo ya -0.5%, setereke jwale se na le badudi ba fetang 627 626 moo bongata bo bokane dibakeng tsa Welkom, Odendaalsrus le Virginia (masepaleng wa lehae wa Matjhabeng). Masepala wa setereke sa Lejweleputswa ke o mong wa bomasepala ba setereke ba bahlano ba porofense ya Freistata.

Masepala wa Setereke o na le bomasepala ba lehae ba latelang:

Lebitso	Setjhaba	Sebaka (km ²)
Masilonyana	63334	6796.08
Matjhabeng	406461	5155.46
Nala	81220	4128.8
Tokologo	28986	9325.86
Tswelopele	47625	6524.07



Merafo le temo ke ona makala a maholo a moruo ka hara masepala wa setereke wa Lejweleputswa. Kgahlamelo ya lekala la merafo e pakelwa ke ho teteana ha setjhaba dibakeng tsa ditoropo tse kang Welkom, Odendaalsrus le Virginia, ha temo e hahlametse dibaka tsa mapolasi tse mabapi.

Ho ya ka nalane merafo e ne e nkuwa e le mokokotlo wa moruo wa lehae, empa morao tjena e se e bonahala ka ho theoha ha tlhahiso mme ka lebaka leo merafo jwalo e seng e le metjheng ya ho boptjwa botjha, e leng kaofela e ammeng kgiro le mesebetsi ya moruo wa lehae hampe ka kakaretso.

Lekala la temo la Lejweleputswa le lona le tobane le maemo a bosula hodima a teng a diketsahalo tsa tlhaho tsa pula e nyane le dijalo tse fokolang moo kgolo e thekeselang lekaleng lena e nyehetseng mabapi le maemo a dimmaraka a thefulehileng. Hodima moo, mapolasi a mangata a tswella ho kgelohela tshebedisong ya metjhini hore a suthe mekgweng ya ho hira batho e leng se lebisang tahlehelong ya mesebetsi e leng se amanang le ho fallela ha ba sa sebediseng le ba malapa a bona metseng ya ditoropo.

Nalane ya Tlhahisoleseding ya kahisano le moruo wa Masepala wa Setereke sa Lejweleputswa e bontshwa ditheiboleng le diratswaneng tse latelang. *Tlhahisoleseding e tswa ho Statistics South Africa, Census 2011.*

Morabe, Bong le Sehlopha sa puo

Ditheibole tse latelang di bontsha setjhaba, Bong le dihlopha tsa Puo tsa batho ba dulang Seterekeng sa Lejweleputswa.

Morabe	Batho	Phesente
MaAfrika	557950	88.90%
Makgowa	54208	8.64%
Ba-Mmala	11864	1.89%
Ma-India kapa Ma-Asia	2243	0.36%
Ba bang	1361	0.22%

Bong	Batho	Phesente
Basadi	318016	50.67%
Banna	309611	49.33%

Puo ya Lapeng	Batho	Phesente
Sesotho	379173	62.17%
isiXhosa	74380	12.20%
Afrikaans	69194	11.35%
Setswana	36082	5.92%
English	18761	3.08%
isiZulu	8908	1.46%
Ya matsoho	6872	1.13%

Puo ya Lapeng	Batho	Phesente
Tse ding	5109	0.84%
Xitsonga	4976	0.82%
isiNdebele	3270	0.54%
Sepedi	1425	0.23%
SiSwati	933	0.15%
Tshivenda	776	0.13%
Ha di teng	17767	



Setjhaba ho ya ka Morabe

Masepala	MaAfrika			BaMmala			Malndia			Makgowa		
	1996	2001	2011	1996	2001	2011	1996	2001	2011	1996	2001	2011
Masilonyana	58,846	59,252	58,015	983	820	726	15	20	209	5,769	4,317	4,216
Tokologo	21,628	27,324	24,481	1,984	2,177	1,328	2	9	197	3,007	2,946	2,883
Tswelopele	47,010	50,907	43,450	481	718	576	5	18	173	4,018	2,071	3,301
Matjhabeng	396,816	356,098	356,351	8,974	8,904	8,733	392	474	1,457	68,224	42,694	39,132
Nala	75,021	93,065	75,653	363	570	501	6	15	207	6,404	4,614	4,677
Kaofela Lejweleputswa	599,321	586,646	557,950	12,785	13,189	11,864	420	536	2,243	87,422	56,642	54,209

Kgiro

Theibole e latelang e bontsha boemo ba kgiro bathong ba dulang Seterekeng sa Lejweleputswa.

Boemo ba Kgiro ba Dilemo di 15 ho ya ho tse 64									
Masepala	Ba sebetsang			Ba sa sebetseng			Sekgahla sa Tlhokeho		
	1996	2001	2011	1996	2001	2011	1996	2001	2011
Masilonyana	19,329	14,895	10,930	7,582	10,860	7,099	28.2	42.2	39.0
Tokologo	7,148	8,694	6,583	2,115	3,205	2,498	22.8	26.9	28.0
Tswelopele	12,886	11,457	9,458	4,523	6,869	4,954	26.0	37.5	34.0
Matjhabeng	175,639	95,537	96,678	59,828	83,114	57,097	25.4	46.5	37.0
Nala	17,182	17,545	15,613	8,486	16,407	8,786	33.1	48.3	36.0
Kaofela Lejweleputswa	232,184	148,128	139,262	82,534	120,455	80,434	26.2	44.8	37.0

Theibole e ka hodimo e bontsha hore sekgahla sa tlhokeho ya mosebetsi ke 37%, e leng bothata.

Theibole e ka tlase e bontsha palohare ya lekeno la malapa a batho ba Seterekeng sa Lejweleputswa

Palohare ya Lekeno la Lelapa		
Masepala	2001	2011
Masilonyana	20,171	51,271
Tokologo	41,140	52,234
Tswelopele	21,273	60,088
Matjhabeng	31,111	71,331
Nala	19,870	55,944
Kaofela Lejweleputswa	28,341	65,932



Boemo bo hodimo ba thuto ho ya ka morabe

Theibole e latelang e bontsha boemo ba thuto ba batho ba Setereke sa Lejweleputswa.

Boemo ba Thuto (ba dilemo di 20 le ho feta)			
Boemo ba Thuto	1996	2001	2011
Ba se nang thuto	63,785	59,821	25,248
Ba fihlileng Poraemari	105,874	89,755	61,446
Ba phethetseng Poraemari	42,156	34,018	22,725
Ba fihlileng Sekondari	149,863	126,679	137,632
Kereiti 12 / Std 10	48,661	61,151	96,295
Ho feta	18,874	18,798	28,821
Kaofela Lejweleputswa	429,213	390,222	372,167

Theibole e ka hodimo e bontsha hore kakanyo ya hore 4% ya setjhaba sa Setereke sa Lejweleputswa ha e ya kena sekolo. Kakanyo ya 15% e phethetse dithuto tsa sekondari ho fihlela ho Kereiti 12. Ke 5% ya batho ba Setereke ba nang le maemo a phahameng a thuto. Leha dipalo tsa “ba se nang thuto”, “ba fihlileng poraemari” le “ba phethetseng poraemari” di theoha, mme tsa “Kereiti 12” le “ho feta” e eketseha, maemo ana a tlase a thuto ke phephetso mabapi le motheo wa maitsebelo a setereke, kgiri le phehlo ya lekeno. Phephetso ya setereke ke ho eketsa phesente ya batho ba kenelang thuto e phahameng.

Mofuta wa bodulo

Theibole e latelang e bontsha mofuta ya bodulo ya batho ba Setereke sa Lejweleputswa.

Mefuta e Meholo ya Bodulo									
Masepala	Matlo a semmuso			Matlo a tlwaelehileng			Mekhukhu		
	1996	2001	2011	1996	2001	2011	1996	2001	2011
Masilonyana	8,279	11,427	14,565	1,211	723	79	5,187	4,838	2,794
Tokologo	4,354	6,871	7,292	506	366	43	1,653	1,575	1,290
Tswelopele	6,803	8,849	9,642	768	629	52	3,273	2,930	2,244
Matjhabeng	65,68	68,374	96,679	1,378	2,625	472	40,90	48,79	24,30
Nala	9,485	15,327	16,840	1,452	761	89	7,362	9,707	4,654
Kaofela Lejweleputswa	94,60	110,84	145,01	5,315	5,104	735	58,37	67,84	35,28

Theibole e ka hodimo e bontsha hore 19% ya malapa e ntse e dula mekhukhung, ha 80% matlong a semmuso.



3.6.2 Nalane ya kahisano le moruo ya Masepala wa Matjhabeng

Masepala wa Lehae wa Matjhabeng ke o mong wa bomasepala ba lehae tlasa Setereke sa Lejweleputswa porofenseng ya Freisatata mme ke o mong wa bomasepala ba bahlano. Metse e meholo ke Allanridge, Hennenman, Odendaalsrus, Ventersburg, Virginia le Welkom.

Dipalopalo tsa bohlokwa - 2011			
Batho Kaofela	406,461	Ba nang le Materiki ba lemo di 20+	28%
Ba Banyane (0-14)	27,3%	Palo ya Malapa	123,195
Ba lemong tsa ho sebetsa (15-64)	68,1%	Palo ya Malapa a Temo	16,810
Maqheku (65+)	4,7%	Palohare ya boholo ba malapa	3,1
Rashio ya Boitshetleho	46,9	Malapa a tshwerweng ke Basadi	39,8%
Rashio ya Bong	98,3	Matlo a semmuso	78,5%
Sekgahla sa kgolo	-0,04% (2001-2011)	Matlo a beng/a lefelletsweng	58,5%
Boholo ba Setjhaba	Batho ba 79 /km2	Matlwana a hulelwang	81,1%
Sekgahla sa tlhokeho ya mosebetsi	37%	Ho phuthwa ha matlakala ka beke	86,3%
Sekgahla s batjha ba sa sebetseng	49,7%	Dipompo tsa metsi ka hara matlo	54,8%
Ba sa kenang sekolo ba lemo di 20+	4,6%	Motlakase	91,1%
Thuto e Phahameng ba lemo di 20+	9%		

Batho

Masepala wa Lehae wa Matjhabeng o na le batho ba 406 461, moo 87.7% e leng maAfrika. BaMmala ba ke 2.1%, mme 9.6% ke makgowa. Bathong ba lemo di 20 le ho feta, 38.8% ba na le thuto ya sekondari mme ke feela 28.1% ba nang le materiki. Ka hara Masepala, 4.6% ya batho ha ba a kena sekolo mme 14% e na le thuto ya poraemari.

Morabe	
	Phesente
maAfrika	87.7%
baMmala	2.1%
maIndia/maAsia	0.4%
Makgowa	9.6%
Ba bang	0.2%

Bong	
Bong	Phesente
Basadi	50.4%
Banna	49.6%

Boemo ba Thuto	
Morabe	Phesente
Ba sa kenang sekolo	3.5%
Ba kene Poraemari	38.0%
Ba qetile Poraemari	5.8%
Ba kene Sekondari	35.1%
Ba qetile Sekondari	13.7%
Ba Thuto e Phahameng	2.0%
Ha ba teng	1.9%



Ho aleha ka Dilemo le Bong					
Dilemo	Banna	Basadi	Dilemo	Banna	Basadi
0-4	5.2%	5.2%	45-49	3.2%	3.2%
5-9	4.3%	4.3%	50-54	2.8%	2.7%
10-14	4.2%	4.1%	55-59	1.9%	2.0%
15-19	4.5%	4.6%	60-64	1.2%	1.4%
20-24	5.4%	5.1%	65-69	0.8%	1.0%
25-29	5.0%	4.5%	70-74	0.5%	0.8%
30-34	3.9%	3.7%	75-79	0.3%	0.6%
35-39	3.1%	3.4%	80-84	0.1%	0.3%
40-44	2.9%	3.4%	85+	0.1%	0.2%

Maemo a bodulo

Ho na le malapa a 123 195 ka hara Masepala wa Lehale wa Matjhabeng, ka palohare ya boholo ba lelapa la batho ba 3.1 lelapa ka leng.

Malapeng ana, 36% e na le dipompo tsa metsi ka jareteng ha 54.8% e na le metsi ka matlong. Ke 2% ya malapa feela a se nang metsi a pompo.

Mofuta wa Bodulo	
Sebaka	Phesente
Toropo	97.7%
Wa setso	0.0%
Polasing	2.3%

Boemo ba Kgiro	Phesente
A Hirilweng	23.3%
A beng a Lefelletswe	48.7%
A beng a so Qetwe	9.9%
A dulwang a sa lefellewe rente	15.3%
A mang	2.8%

Eneji			
Mohlodi wa Eneji	Ho pheha	Mofuthu	Ho kgantsha
Motlakase	87.7%	64.8%	91.1%
Kgase	1.8%	2.8%	0.1%
Parafini	9.4%	17.8%	2.5%
Matla a letsatsi	0.1%	0.2%	0.2%
Dikerese	0.0%	0.0%	5.9%
Patsi	0.6%	3.3%	0.0%
Mashala	0.1%	0.3%	0.0%
Disu	0.1%	0.1%	0.0%
O mong	0.0%	0.0%	0.0%
O siyo	0.2%	10.7%	0.2%



Metsi	
Mohlodi wa Metsi	Phesente
Sekema sa metsi sa Lebatowa/Lehae (a sebetwang ke masepala kapa bafani ba bang ba ditshebeletso tsa metsi)	95.0%
Dipetse	2.3%
Didiba	0.0%
Tanka ya metsi a pula	0.1%
Matamo/Diqanthana	0.1%
Dinoka/Melapo	0.0%
Barekisi ba metsi	0.2%
Dilori tsa ditanka tsa metsi	0.3%
E meng	1.9%

Matlwana	
Dibaka tsa matlwana	Phesente
Ha di teng	2.5%
Matlwana a hulelwang (a hoketsweng tsamaisong ya dikgwerekgwere)	81.1%
Matlwana a hulelwang (a tanka ya <i>septic</i>)	0.8%
Matlwana a dikhemikhale	0.1%
Matlwana a mekoti a kenang moya	0.4%
Matlwana a mekoti a sa kenang moya	8.4%
Matlwana a mabakete	4.4%
A mang	2.2%

Moruo

Ho hirilwe batho ba 99 650 ha ba 13 290 e le ba ntseng ba batla mosebetsi. Ho ya ka *Census* 2011. Batho ba 58 524 ha ba sebetse, e leng se etsang hore sekgahla sa tlhokeho ya mesebetsi e be 37%. Ho batjha ba 15–34, ba 39 442 ba a sebetse mme ba 38 975 ha ba sebetse.

Kgiro (Dilemo 15 - 64)	
Boemo ba Kgiro	Palo
Ba sebetlang	99,650
Ba sa sebetlang	58,524
Ba batlang mosebetsi	13,290
Ba sa nyeheleng moruong	105,159

Lekeno la Lelapa	
Lekeno	Phesente
Ba se nang lekeno	16,3%
R1 - R4,800	5,4%
R4,801 - R9,600	7,4%
R9,601 - R19,600	17,4%
R19,601 - R38,200	18,2%
R38,201 - R76,4000	15,3%
R76,401 - R153,800	9,5%
R153,801 - R307,600	6,5%
R307,601 - R614,400	3,1%
R614,001 - R1,228,800	0,7%
R1,228,801 - R2,457,600	0,2%
R2,457,601+	0,2%

Dipalopalo tsa Temo

Mesebetsi ya temo ka malapa	
Mofuta wa mosebetsi	Palo
Mehlape	2,984
Dikgoho	4,240
Meroho	8,066
Dijalo	4,703
E meng	3,022

Mokgahlelo wa lekeno wa temo ka malapa	
Mokgahlelo wa selemo wa temo wa dihlooho tsa malapa	Palo
Ha ho lekeno	4,982
R1-R4 800	741
R4 801-R38 400	7,526
R38 401-R307 200	2,951
R307 201+	277
E sa hlaloswang	334

Malapa a temo ka mofuta	
Mofuta wa mosebetsi	Palo
Dimela feela	9,497
Mehlape feela	4,483
Bohwai bo tswakaneng	1,654
E meng	1,177

Tshusumetso ya Morafo hodima Matjhabeng le metse e romelang basebetsi

Morafo o hirile batho ba 2943 moo ba 1712 ba hirilweng ka kotloloho ke morafo mme ba 231 ba hirilweng ke borakonteraka ba fanang ka ditshebeletso Morafong. Ho tiiseditswe hore bonyane halofo ya mokgolo ya kgwedi ya basebetsi e sebediswa ka hara setjhaba sa morafo pele e meng e busetswa dibakeng tse romelang basebetsi.

Moralo wa kgatelopele ya ditheko o tla eketsa tjehelete e sebediswang ka hara setjhaba ka ho kgothaletsa ho reka thepa ya lehae. Ka ho reka thepa ya lehae, batho ba dulang ka hara lebatowa lena ba tla hirwa ke dikgwebo tsa lehae mme kahoo ho eketswe lekeno la malapa a motse.

3.7 Diporojeke tsa Morafo bakeng sa badudi

Ka selemo ka seng, kemedi ya Morafo, Lefapha la Mehlodi ya Diminerale le Masepala ba lokela ho kopana le ho kgothaletsa ho tswella ha porojeke ho ya selemong se hlahlamang. Haeba ho nkuwa qeto ya ho kgina porojeke, ho lokela ho fihlellwa tumellano e sisinnwang mabapi le porojeke e ntjha. Ebe mekga kaofela e dumellanang ka phethoho ena e lokela ho saena memorandamo wa kutlwisisano.



Ho kenwe dipuisanong tse matla le bankakarolo ba amehang mabapi le diporojeke tse ka bang teng bakeng sa mabatowa a itseng. Memorandamo wa Tumellano o saennwe pakeng tsa Harmony le Masepala wa Matjhabeng mabapi le diporojeke tseo ho dumellanweng ka tsona.

Diporojeke tseo Morafo o tla di kganna moralong o motjha e tla ba tse latelang:

- Lewa la LED bakeng sa Matjhabeng
- Ditsela le Konkereiti
- *Youth Business Corners*
- Tshehetso e tswelang ya LED – ho kenyeletsa empa re sa felle ka:
 - Ntshetsopele ya diindasteri – di-Workshop, di-Hive le di-Hubs
 - Ntshetsopele ya di-SMME
 - Temo
- Setsha sa Thupello ya Setjhaba
- Dibaka tse Romelang Basebetsi

Diporojeke tse tswelang tseo Morafo o tla di kganna moralong o motjha e tla ba tse latelang:

- *Virginia Sports Academy*
- *Virginia Jewellery School*



HARMONY (Old Mining Company) LIMITED

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NYSE trading symbol HMY
JSE trading symbol HAR

18 June 2018

Matjhabeng Municipality
312 Stateway / PO Box 708
Welkom, 9459

Attention: Executive Mayor - Mr. N Speelman
Municipal Manager - Mr. T Tsoaedi

Dear Sir/s

MEMORANDUM OF UNDERSTANDING AND AGREEMENT

We hereby confirm our commitment to the following Mine Community Projects for calendar years 2018 to 2022 as part of our Social and Labour Plans for the following Mining Rights:

- FS 30/5/1/2/2/14 MR – Target Mine
- FS 30/5/1/2/2/82 MR – Masimong and Unisel Mine
- FS 30/5/1/2/2/83 MR – Bambanani Mine
- FS 30/5/1/2/2/84 MR – Tshepong and Phakisa Mine

The following expenditure provisions have been made for the next 5 years:

Project	5 year Expenditure Provisions
LED Strategy for Matjhabeng	R 700 000,00
Infrastructure Development – Roads, Electricity, Water	R 60 000 000,00
Youth Business Support	R 4 000 000,00
Further LED Support – including but not limited to: <ul style="list-style-type: none"> • Industrial development – Workshops, Hives and Hubs • SMME Development • Agriculture 	R 19 500 000,00
Community Training Centre	R 2 000 000,00
Total	R 66 200 000,00

Please be advised that the contact person for the above will be Lebohang Shabe.

Yours Faithfully

LK Shabe
Harmony

N Speelman
Executive Mayor – Matjhabeng

T Tsoaedi
Municipal Manager - Matjhabeng

Directors: PT Ndlovu* (Chairman), JM Mntsho* (Deputy Chairman), PN Makhafola* (Chief Executive), F Abbot* (Finance Director), HE Mashige* (Operations Director), JA Chisanga* (FF), Da Bour*, KV Dots*, Dr DRS Luvanga*, M Mameza*, A Weller*, AJ Willem*, ST Horoboni*, VF Piles*, MY Seabu*
*Non-Executive, *Resubstant

Secretary: Ruani Boshoff

Registration Number: 40203302500



Lewa la LED bakeng sa Matjhabeng

Nalane ya Tlhahisoleseding mabapi le Porojeke

Masepala wa Lehae wa Matjhabeng o na le batho ba fetang 400 000 ba dulang ditoropong tse tshelala tse bopang masepala ona, e leng;

- Welkom/ Thabong
- Virginia/ Meloding
- Odendaalsrus/ Kutloanong
- Allanridge/ Nyakallong
- Hennenman/ Phomolong
- Venterburg/ Mamahabane

Kaha moruo wa toropo mehleng o ne o itshetlehile haholo hodima indasteri ya morafu, mosebetsi wa ho rafa o se o nyehlile haholo ka hara tulo ena moo ditjhafo tse fapafapaneng le merafo e ileng ya kwalwa ke dikhamphani tse fapaneng tsa morafu tse neng di le teng sebakeng sena. Lekala la gauta le neng le hirile batho ba bangata jwale le hirile palo e nyane eo e arolelanwang ke Harmony le Sibanye Stillwater.

Maemo a ntseng e fetoha a moruo a baka hore masepala o hlwaye menyetla le kgonahalo ya ho tla ka maemo a tla kgothaletsa kgolo ya moruo e tla baka hore ho be le tlhahiso ya mosebetsi e batlehang ka matla ya moshwelella.

Kahoo masepala o batla ho tla ka Lewa la Ntshetsopele ya Moruo wa Lehae le pharalletseng le tla hlwaya dibaka tsa mehlodi ya matsete e tla lebisang kgolong ya moruo.

Ho tla batlanwa le ditshebeletso tsa boeletsu ba ditsebi ho tsa ntshetsopele ya moruo le meralo ya dibaka ka motjha oo ho tla dumellanwa ka ona le masepala o tla tsamaiswa ho ya ka metjha ya Harmony ya ditheko.

Morero wa porojeke ena

- Ho tla ka lewa la LED
- Lewa la ho thusa masepala ho etsa meralo ka bokgabane
- Ho ntlafatsa menyetla ya masepala ya ho hohela matsete

Sepheo le kgahlamelo ya porojeke

- Ho nka diqeto tse betere tsa boitshunyako ho tsa moruo
- Meralo e tla thusa ho hodisa moruo
- Meralo e tla hohela matsete



Lebitso la Porojeke	Lewa la LED bakeng sa Matjhabeng				
Mofuta wa Porojeke	Ntshetsopele ya Maitsebelo				
Sepheo	Ho hlahisa Lewa la LED				
Sebaka					
Masepala wa Setereke	Masepala wa Setereke sa Lejweleputswa				
Masepala wa Lehae	Masepala wa Lehae wa Matjhabeng				
Toropo / Motsemoholo	Welkom le dibaka tse e potileng				
Porofense	Freistata				
Nako ya Qalo le Qetello	2018	2019			
Maikemisetso					
Mesebetsi e ka Sehloohong	<ul style="list-style-type: none"> • Ho tla ka Lewa la LED • Moralo o kgabane • Ho hohela matsete a matjha 				
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> • Boteng ba matlole • Boteng ba ditsebi le tsebo ya setekginiki • Diqeto tse hlwahlwa tsa boitshunyako moruong • Ho hodisa moruo • Ho hohela matsete 				
Setheo se Ikarabellang	Morafo wa Bamabanani				
Ka Semphato le:	Masepala wa Lehae				
Bajete ya lemo tse 5 years ('R) le Ditshwaelo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	84 852.15	-	-	-	-
	Kaofela = R84 852.15				
Phethelo ya Porojeke					
Bakgolamolemo – tshwaya ka "X"	Masepala	Setjhaba	Batjha	Basadi	
	X	X	X	X	
Lewa la ho tswa	Moralo o phethetsweng o tla fuwa Masepala				

Ditsela le Konkereiti

Nalane ya Tlhalisoleseding mabapi le Porojeke

Boemo ba ditsela tsa Masepala wa Lehae wa Matjhabeng ha bo botle mme Ramotse wa Phethahatso o batla morao o nyehela bakeng sa ho lokisa ditsela me ka seo ho ntlafatswe marangrang a ditsela.

Ditsela ke karolo ya meralo ya motheo ya moruo kahoo di bohlokwa bakeng sa kgolo ya moruo wa lehae.

Morero wa porojeke

Ho lokisa, ho kwala botjha le ho kata ditsela tse hlwauweng tsa toropo ya Welkom.

Sepheo le tshusumetso ya porojeke

Ho ntlafatsa meralo ya motheo ya ditsela le marangrang. Ditsela tse boemong bo botle di tla eketsa phihlello le ho ntlafatsa phallo ya sephethephethe.



Lebitso la Porojeke	Ditsela le Konkereiti				
Mofuta wa Porojeke	Ntshetsopele ya Meralo ya Motheo				
Sepheo	Ntlafatso ya Meralo ya motheo ya ditsela				
Sebaka					
Masepala wa Setereke	Masepala wa Setereke sa Lejweleputswa				
Masepala wa Lehae	Masepala wa Lehae wa Matjhabeng				
Toropo / Motsemoholo	Welkom le dibaka tse e potileng				
Porofense	Freistata				
Nako ya Qalo le Qetello	2018	2020			
Maikemisetso					
Mesebetsi e ka Sehloohong	<ul style="list-style-type: none"> • Ho lokisa ditsela • Ho tla ka menyetla bakeng sa borakgwebo ba ntseng ba thuthua ho tsa ditsela • Ho hlahisa mesebetsi 				
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> • Boteng ba matlole • Boteng ba ditsebi le tsebo ya setekginiki • Semphato le balaodi ba amehang ka hara masepala le mmuso wa porofense 				
Setheo se Ikarabellang	Morafo wa Bamabanani				
Ka semphato le:	Masepala wa Lehae				
Bajete ya lemo tse 5 ('R) le ditshwaelo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	1 266 704.10	3 003 168.79	3 003 168.79		
	Total = R7 273 041.67				
Phethelo ya Porojeke					
Bakgolamolemo – tshwaya ka "X"	Masepala	Setjhaba	Batjha	Basadi	
	X	X	X	X	
Lewa la ho tswa	Meralo ya motheo e phethetsweng e tla busetswa ho masepala				

Youth Business Corners – Ntshetsopele ya Borakgwebo

Nalane ya Tlhalisoleseding mabapi le Porojeke

Tlhokeho ya mosebetsi hara batjha e ntse e le hodimo haholo naheng ya rona mme haholoholo dibakeng tsa merafo. Diphesente tsa tlhokeho ya mosebetsi hara batjha esale di matha ho 60% boholong ba ditrope moo Harmony e nang le merafo. Ha ho kgonahale hore indasteri ya merafo e ka hira batjha kaofela ba hlokanng mesebetsi mme sena se batla ditsela tse hlwahlwa le tse ntjhafatsang tsa ho thusa ho fehla lekeno le tse tla itshapota.

Ntshetsopele ya borakgwebo ba batjha le tshehetso ke sesebediswa se ka etsang hore batjha ba kene motjheng wa ho itshapota ka mohlomong le malapa a bo bona.

Porojeke ena e ile ya hlahiswa le ho tshohlwa le Bomasepala ba Matjhabeng le Masilonyana mme ya tjhaellwa monwana mme Lekgotla la Masepala wa Matjhabeng le Masilonyana le kenyeditse porojeke ena ho IDP ya lona.

Masepala wa Matjhabeng o batla ho bona kgatelopele mabapi le porojeke ena kamoso ka ho qolleha ditropong tseo maemo a hloabaetsang bakeng sa batjha.

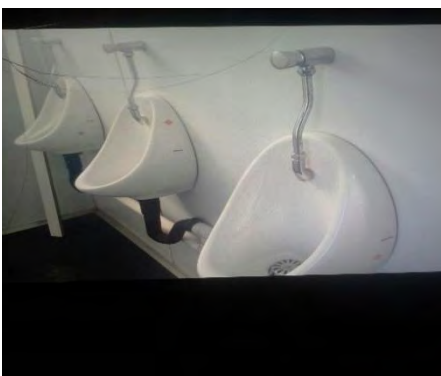
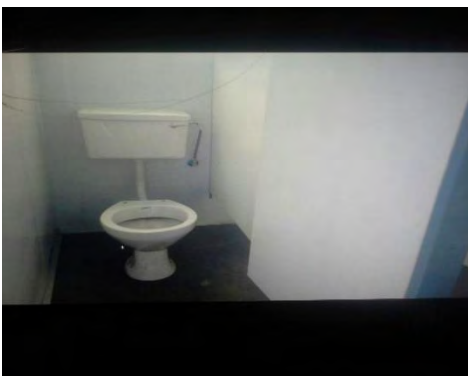


Dibaka tse fapafapaneng (di-corner) di se di hlwauwe tulong tse fapaneng bakeng sa ho thehwa ha dibaka tsa dikgwebo tsa batjha, mefuta ya dikgwebo tse tla thehwa dihukung ho kenyeletsa empa ha di felle ka;

- *Car wash*
- Ho petjha dithaere
- Salune tsa meriri
- Chesa nyama (braai)
- Mmaraka wa ditholwana le meroho
- Ho lokisa dieta/ ho hlatswa diteki
- Lebenkele la kofi
- Lebenkele la Inthanete
- *Printing shop*
- Hammoho le ba batlang dikantoro

Mefuta e fapafapaneng ya dikgwebo e ka sebeletsa ka hara di-container tse lokisitsweng. Di-container di tla fumanwa ka hara lebatowa kapa mmusong wa Porofense ka thuso ya dikhamphani tsa HDSA. Nakong ya ho kenngwa tshebetsong porojeke e tla tswela molemo di-SMME dibakeng tse hlwauweng, ka mesebetsi e kang ya paving, dipeipi le difense.

Molemo wa ho sebedisa di-container ke hore di kgona ho tloswa tulong e nngwe kapa tsa sebedisetswa ho hong haeba sepheo sa sethathong se sa fihlellwa. Hape ho di hloma ha ho bitse ha ho bapiswa le ho aha ka ditene le samente.





Morero wa porojeke

- Ho nyehela mabapi le ho hlahisa mesebetsi e nang le seriti le menyetla ya ho fehla lekeno
- Ho ntlafatsa boleng ba bophelo ba badudi ka hara makeishene
- Ho tshehetsa dikgwebo tse nyane tseo beng ba tsona e leng batjha
- Ho aha bokgoni ka thupello, kwetliso le tataiso
- Ho fana ka meralo ya motheo e tla thusa dikgwebo tsa batjha
- Ho thusa ka phumantsho ya thepa



Lebitso la Porojeki	Youth Business Corners				
Mofuta wa Porojeki	Ntshetsopele ya moruo				
Sepheo	Ho thusa batjha ka dibaka tseo ba tla sebeletsa ho tsona le ho bopa mesebetsi				
Sebaka					
Setereke sa Masepala	Masepala wa Setereke sa Lejweleputswa				
Masepala wa Lehae	Masepala wa Lehae wa Matjhabeng				
Toropo / Motsemoholo	Welkom le dibaka tse e potileng				
Porofense	Freistata				
Nako ya Qalo le Qetello	2018	2020			
Maikemisetso					
Mesebetsi e ka Sehloohong	<ul style="list-style-type: none"> • Ho bopa monyetla wa ho fehla lekeno • Ho theha <i>Youth corners</i> • Ho hlahisa mesebetsi 				
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> • Kabo le phumantsho ya mobu • Phumantsho ya matlole • Ntjhafatso ya moaho • Phumantsho ya metjhini • Thupello le ntshetsopele 				
Setheo se Ikarabellang	Morafo wa Bamabanani				
Ka Semphato le:	Masepala wa Lehae				
Bajete ya lemo tse 5 ('R) le ditshwaelo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	99 251.34	190 309.06	195 309.07		
	Kaofela = R484 869.46				
Mefuta ya Mesebetsi	Palo ya Mesebetsi (ya moshwelella)	Palo ya Mesebetsi (ya nakwana)	Palo ya Mesebetsi (ya dihla)	Palo yohle ya Mesebetsi	
Nako e Kgutshwane	15	25 setsha ka seng		40	
Nako e Bohareng	20			20	
Nako e Telele	30			30	
Project Completion					
Bakgolamolemo – tshwaya ka "X"	Masepala	Setjhaba	Batjha	Basadi	
	X	X	X	X	
Lewa la ho tswa	Bakgolamolemo ba tla rupellwa ka tsamaiso ya dikgwebo mme hang ha ba se ba na le tsebo mme ba tsamaisa dikgwebo tse atlehileng Harmony e tla tswa mme e busetse porojeke ho bankakarolo ba amehang.				



Tshehetso e tswellang ya LED

Sepheo

Sepheo se tswellang se reretswe ho fa bankakarolo bohle sebaka sa ho hlwaya diporojeke tse ding ho parola le nako ya lemo tse hlano tse 5 tsa SLP.

Diporojeke tse ding tsa tlatsetso, di tla tshohlwa le ho dumellanwa ka tsona pakeng tsa Harmony le Masepala, ebe kamora moo ho saenwa Memorandamo wa Tumellano mekga ka bobedi. Moo khopi ya ona e tla fuwa Lefapha la Mehlopi ya Diminerale, hammoho le meralo ya ho o kenya tshebetsong.

Lebitso la Porojeke	Tshehetso e tswellang ya LED				
Mofuta wa Porojeke	Ntshetsopele ya diindaseteri, Ntshetsopele ya di-SMME, Temo				
Sepheo	Ho netefatsa ho tswella ha dikgwebo tse teng hammoho le ho bopa mesebetsi bakeng sa hore di-SMME di kgone ho kena mmarakeng ka ho di kenya meahong ena ka sekgahla se tlase sa mmaraka le ho thusa ka thepa ya ho qala;				
Sebaka					
Masepala wa Setereke	Masepala wa Setereke sa Lejweleputswa				
Masepala wa Lehae	Masepala wa Lehae wa Matjhabeng				
Toropo/ Motsemoholo	Welkom le dibaka tse e potileng				
Porofense	Freistata				
Nako ya Qalo le Qetello	2018	2020			
Maikemisetso					
Mesebetsi e ka Sehloohong	<ul style="list-style-type: none"> • Ho bopa monyetla wa ho fehla lekeno • Ho matlafatsa dikgwebo ka hara lekeishene • Tlhahiso ya mesebetsi • Ho ntshetsapele moruo wa dibaka tsa merafo le ka nqane ho boteng ba merafo • Ho sebedisa meralo ya motheo e ntseng e le teng ya morafu • Ho ntshetsapele meaho le mobu tse tla sebediswa le ka nqane ho bophelo ba morafu 				
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> • Phumantsho ya matlole • Ditumello tsa masepala le tsa balaodi • Boteng ba ditshebeletso tsa masepala 				
Setheo se Ikarabellang	Morafo wa Bamabanani				
Ka semphato le:	Masepala wa Lehae				
Bajete ya lemo tse hlano 5 ('R) le ditshwaelo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	422 234.70	970 751.92	970 751.92		
	Kaofela = R2 363 738.54				
Project Completion					
Bakgolamolemo – tshwaya ka "X"	Masepala	Setjhaba	Batjha	Basadi	
	X	X	X	X	



Setsi sa Thupello ya Badudi

Nalane ya Tlhabisoleseding ya Porojeke

Ka lebaka la ho fokola ha maitsebelo le ho batlwa ha mesebetsi ho eketsehileng ho tswa ho badudi ba lehae, Harmony, ka tshebedisano le Badudi le Masepala, ba itahletse ka setotswana boikitlaetsong bona.

Morero wa porojeke

- Hore indasteri ya morafu e fihlellehe ha bonolo baduding.
- Ho be le sesiu sa badudi ba rupelletsweeng moo indasteri e ka utullang maitsebelo

Sepheo le tshusumetso ya porojeke

Ho rupella badudi ka maitsebelo a motheo a indasteri ya morafu, hore ba tie ba kgone ho hirwa merafong

Lebitso la Porojeke	Setsi sa Thupello ya Badudi				
Mofuta wa Porojeke	Ntshetsopele ya Setjhaba				
Sepheo	Ho rupella badudi ka maitsebelo a motheo a indasteri ya morafu, hore ba kgone ho hirwa merafong				
Sebaka					
Masepala wa Setereke	Masepala wa Setereke sa Lejweleputswa				
Masepala wa Lehae	Masepala wa Lehae wa Matjhabeng				
Toropo / Motsemoholo	Welkom le dibaka tse e potileng				
Porofense	Freistata				
Nako ya ho Qala le Qetello	2018	2018			
Maikemisetso					
Mesebetsi e ka Sehloohong	<ul style="list-style-type: none"> • Ho rupella badudi ka maitsebelo a motheo a indasteri ya morafu • Tlhabiso ya mesebetsi 				
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> • Thupello • Thupello e tshwarehang ya tshebetso • Bokgoni le tsebo ya ditekolo 				
Setheo se Ikarabellang	Morafo wa Bambanani				
Ka Semphato le:	Badudi le Masepala wa Lehae				
Bajete ya lemo tse 5 ('R) le ditshwaelo	Selemo 1	Selemo 2	Selemo3	Selemo 4	Selemo 5
	242 434.72				
	Kaofela = R242 434.72				
Mefuta ya Mesebetsi	Palo ya Mesebetsi (Ya moshwelella)	Palo ya Mesebetsi (Ya nakwana)	Palo ya Mesebetsi (Ya dihla)	Palo yohle ya Mesebetsi	
Nako e kgutshwane		70		70	
Nako e Bohareng		70		70	
Nako e Telele		70		70	
Phethelo ya Porojeke					
Bakgolamolemo – tshwaya ka "X"	Masepala	Setjhaba	Batjha	Basadi	
	X	X	X	X	



Diporojeke Dibakeng tse Romelang Basebetsi

Tlhahisoleseding ka Porojeke

Tsepamiso ya maikutlo hodima LSA e tla ba ho tshehetsa maikitletso a kgwebo ya dikgoho ka Lekala la Ntshetsopele ya Basebeletsi ba Morafo le Ntshetsopele ya Meralo ya Motheo ya Dikolo le Lefapha la Thuto le Thupello.

Morero wa Porojeke

Ho tshehetsa maikitletso a kgwebo ya dikgoho ya MDA le Ntshetsopele ya Borakgwebo le ho fana ka tshehetso ya boitshunyako thutong le meralong ya motheo

Sepheo le tshusumetso ya porojeke

Ho fana ka thuso ya matlole bakeng sa diporojeke tse ntlafatsang maphelo a batho.

Lebitso la Porojeke	Dibaka tse romelang Basebetsi				
Mofuta wa Porojeke	Ntshetsopele ya Moruo le Setjhaba				
Sepheo	Ho ntlafatsa maphelo a batho ba LSA				
Sebaka					
Masepala wa Setereke	O tla hlwauwa				
Masepala wa Lehae	O tla hlwauwa				
Toropo /Motse/Motsana	O tla hlwauwa				
Porofense	Lesotho				
Nako ya Qalo le Qetello	2018	2020			
Maikemisetso					
Mesebetsi e ka Sehloohong	<ul style="list-style-type: none"> Phano ya meralo ya motheo ya moruo wa kahisano Ho ntlafatsa maphelo a bakgolamolemo Ho hlahisa mesebetsi 				
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> Boteng ba matlole le mehlodi e meng Semphato le mafapha a Mmuso Meralo ya motheo e phethetsweng 				
Setheo se Ikarabellang	Morafo wa Bamabanani				
Ka Semphato le:	Lefapha la Thuto le la Temo				
Bajete ya lemo tse 5 ('R) le Ditshwaelo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	168 893.88	400 422.50	400 422.50		
	Kaofela = R969 738.89				
Phethelo ya Porojeke					
Bakgolamolemo – tshwaya ka "X"	Masepala	Setjhaba	Batjha	Basadi	
	X	X	X	X	
Lewa la ho tswa	Ho fana ka ditsha tse phethetsweng ho Mmuso le MDA				

Diporojeke tse tswelang

Diporojeke tse latelang ke tse tswelang mme Morafo o tla tswella ho tsetela ho tsona:

- *Virginia Sports Academy*
- *Virginia Jewellery School*



Sports Academy

Nalane ya Tlhahisoleseding ya Porojeke

Ho hodisa talente ya dihlopha tsa batjha tse neng di tinnngwe menyetla pele tulong ya lehae, ba nang le bokgoni empa ba se na mehlodi, bakeng sa ho fihlella bokgoni ba bona ka botlalo dipapading tsa sekolo tsa rakbi le bolo

Morero wa Porojeke

- E reretswe ho hodisa talente dihlopheng tse neng di tinnngwe menyetla pele
- Ho fana ka dibasari batjheng ba nang le talente ba tswang malapeng a tshwanelehang
- Ho tobana le batjha bakeng sa dilemo tse tharo tsa thupello dikolong tse phahameng
- Ho ntshetsapele le ho kgothaletsa dipapadi le batho ba dipapadi maemong a fapaneng ka tsela ya saense

Lebitso la Porojeke	Virginia Sports Academy				
Mofuta wa Porojeke	Ntshetsopele ya Setjhaba				
Sepheo	Ho hodisa talente ya dihlopha tsa batjha tse neng di tinnngwe menyetla pele tulong ya lehae, ba nang le bokgoni empa ba se na mehlodi, ho fihlella bokgoni ba bona ka botlalo dipapading tsa sekolo tsa rakbi le bolo				
Sebaka					
Masepala wa Setereke	Masepala wa Setereke sa Lejweleputswa				
Masepala wa Lehae	Masepala wa Lehae wa Matjhabeng				
Toropo	Virginia				
Porofense	Freistata				
Nako ya Qalo le Qetello	2018	2020			
Maikemisetsa					
Mesebetsi e ka Sehloohong	Ho ntshetsapele le ho hodisa dipapadi le batho ba dipapadi maemong a fapaneng				
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> • Ho ntshetsapele maatlelete a ba nang le tinnngwe menyetla la ba dibakeng tsa mahae ka talente le ho ipabola • Ho netefatsa hore batho ba hlwauweng ba fihlella bokgoni ba bona ka botlalo mme ka seo ba thuse naha ka diphethoho • Ho kena dipapading le maitsebelo a bophelo di tla thusa boradipapadi bana ba nang le talente ho ba dibapadi tse hlwahlwa • Ho etsa hore baithuti ba latele menyetla ya makala a dipapadi • Ho etsa hore baithuti ba tshwanelwe ke dibasari tsa ho ntshetsa dithuto pele 				
Setheo se Ikarabellang	Morafo wa Bamabanani				
Bajete ya lemo tse 5 ('R) le Ditshwaelo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	1 272 628.25	1 272 628.25	1 272 628.25		
	Kaofela = R3 817 884.75				



Lebitso la Porojeke	Virginia Sports Academy			
Mofuta wa Porojeke	Ntshetsopele ya Setjhaba			
Sepheo	Ho hodisa talente ya dihlopha tsa batjha tse neng di tinnngwe menyetla pele tulong ya lehae, ba nang le bokgoni empa ba se na mehlodi, ho fihlella bokgoni ba bona ka botlalo dipapading tsa sekolo tsa rakbi le bolo			
Mefuta ya Mesebetsi	Palo ya Mesebetsi (Ya Moshwelella)	Palo ya Baithuti ka selemo	Palo ya Mesebetsi (Ya Dihla)	Palo yohle ya Mesebetsi (ho kenyeletsa Baithuti)
Nako e Kgutshwane	20	44		64
Nako e Bohareng	20	44		64
Nako e Telele	20	44		64
Phethelo ya Porojeke				
Bakgolamolemo – tshwaya ka “X”	Masepala	Setjhaba	Batjha	Basadi
	X	X	X	
Lewa la ho tswa	Ha le teng			

Virginia Jewellery School

Nalane ya Tlhahisoleseding ka Porojeke

- *Virginia Jewellery School*, e leng sa pele sa mofuta wa sona Freistata, se thakgotswe ka Pudungwana 2000 mme esale se rupella baithuti ka bonono ba ho etsa mabenyanane dilemong tse 14 tse fetileng.
- Ka 2003 Harmony e ile ya iteanya le *Central University of Technology* ya Freistata hore e kenelle ka dintshetsopele tse ding tse kang phano ya batho ka motjha wa MQA. Baithuti ba ne ba tswa makeisheneng a mabapi hammoho le dibakeng tse romelang basebetsi.
- Ka 2004, ho ile ha thehwa lenaneo la *Learnership* ka kgokahano le *Goldfields FET*.
- Thupello ya baithuti ho *NQF level 3* ya ho etsa mabenyanane tikolohong ya bongata.
- Lenaneo lena le boetse le sebetsa e le borokgo ba ho fetela thutong ya diploma ya lemo tse tharo le ho fana ka maitsebelo a ho qetela bakeng sa difeme tse haufi le mabenkele a mabenyanane.
- *Virginia Jewellery School* se ngodisitswe e le sekolo sa karolo 21, e leng khamphani e sebetsang ka botlalo e sa etseng phaello (2000/031428/08)
- Khamphani e arotswe karolo tse pedi, e leng sekolo le *VJS jewellers*
- Sekolo se ngodisitswe le ISO le MQA
- Ho na le di-goldsmith tse 5 tse nang le mangolo a thuto
- Khamphani e ile ya etsa kopo le ho fuwa phomete ya ho hweba ka Gauta
- Ho ikopanya le dikgwebo tsa lehae mabapi le kgalase, patsi, *pottery* le difaha bakeng sa mabenyanane

Morero wa Porojeke

Porojeke e reretswe tse latelang:

- Ho netefatsa bokgolamolemo mehloding ya tlhaho ya Afrika Borwa
- Ho rupella batho ba tswang dibakeng tseo merafo e sebetsang ho tsona
- Ho ntshetsapele basadi le batjha ba neng ba tinnngwe menyetla pele
- Ho hodisa ntshetsopele ya maitsebelo bakeng sa batho ba nang le talente
- Tlhahiso ya mesebetsi



Lebitso la Porojeke	Virginia Jewellery School				
Mofuta wa Porojeke	Ntshetsopele ya Setjhaba				
Sepheo	Thupello ya baithuti ka bonono ba ho etsa mabenyanane				
Sebaka					
Masepala wa Setereke	Masepala wa Setereke sa Lejweleputswa				
Masepala wa Lehae	Masepala wa Leahe wa Matjhabeng				
Toropo	Virginia				
Porofense	Freistata				
Nako ya Qalo le Qeto	2018	2020			
Maikemisetso					
Mesebetsi e ka Sehloohong	<ul style="list-style-type: none"> • Ho rupella baithuti ka bonono ba ho etsa mabenyanane • Ho fana ka maitsebelo ho batjha • Ho fana ka dibopeho tsa Ntshetsopele ya di-SMME le tlhahiso ya mesebetsi 				
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> • Ho netefatsa bokgolamolemo ba mehlodi ya tlhaho ya Afrika Borwa • Ho rupella batho ba tswang dibakeng tseo merafo e sebetsang ho tsona • Ho ntshetsapele basadi le batjha ba neng ba tinnngwe menyetla pele • Ho hodisa ntshetsopele ya maitsebelo bakeng sa batjha ba nang le talente • Tlhahiso ya mesebetsi 				
Setheo se Ikarabellang	Morafo wa Bamabanani				
Bajete ya lemo tse 5 ('R) le Ditshwaelo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	727 216.14	727 216.14	727 216.14		
Kaofela R2 181 648.43					
Mefuta ya Mesebetsi	Palo ya Mesebetsi (Ya Moshwelella)	Palo ya Mesebetsi ka Selemo (Ya Nakwana)	Palo ya Mesebetsi (Ya Dihla)	Palo yohle ya Mesebetsi	
Nako e Kgutshwane	12	22		34	
Nako e Bohareng	12	22		34	
Nako e Telele	12	22		34	
Project Completion					
Bakgolamolemo – tshwaya ka “X”	Masepala	Setjhaba	Batjha	Basadi	
	X	X	X	X	
Lewa la ho tswa	Ha le teng				



3.8 Phano ya Ditjhelete – MCD

PHANO YA DITJHELETE – NTSHETSOPELE YA BADUDI BA MERAFOG						
Porojeke	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Lewa la LED la Matjhabeng	84,852.15	-	-	-	-	84,852.15
Ditsela le Konkereiti	1,266,704.10	3,003,168.79	3,003,168.79	-	-	7,273,041.67
Dibaka tse Romelang Basebetsi	168,893.88	400,422.50	400,422.50	-	-	969,738.89
<i>Youth Business Corners</i>	99,251.34	190,309.06	195,309.07	-	-	484,869.46
Tshehetso e tswelang ya LED – Ntshetsopele ya Diindasteri, ho kenyeletsa Temo	422,234.70	970,751.92	970,751.92	-	-	2,363,738.54
Setsi sa Thupello ya Badudi	242,434.72	-	-	-	-	242,434.72
Ditjhelete tsa Phano kaofela	2,284,370.90	4,564,652.27	4,569,652.28	-	-	11,418,675.45

Phano ya Ditjhelete – Diporojeke tse tswelang tsa Diporojeke tsa MCD

PHANO YA DITJHELETE - DIPOROJEKE TSE TSWELLANG TSA MCD						
Porojeke	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
<i>Virginia Sports Academy</i>	1,272,628.25	1,272,628.25	1,272,628.25	-	-	3,817,884.75
<i>Virginia Jewellery School</i>	727,216.14	727,216.14	727,216.14	-	-	2,181,648.43
Phano ya Ditjhelete kaofela	1,999,844.39	1,999,844.39	1,999,844.39	-	-	5,999,533.17



3.9 Maemo a Matlo le Bodulo

Lewa la Masepala la ho sebetsana le bodulo

Lewa la Naha la Mmuso la ho fana ka matlo a nang le seriti le tsamaelana le lewa la ho tla ka **bodulo ba batho ba moshwelella**, bo sa kenyeletseng feela matlo, empa hape le dikgwebo, ditsha tsa setjhaba le dikolo ka mokgwa o rerilweng le wa momahano ya setjhaba.

Lewa lena le theohela fatshe ho ya maemong a Porofense le a Bomasepala moo lewa le lokelang ho sebetsa teng ka kotloloho. Ho tshehetsa lewa lena, Harmony e fana ka mobu o loketseng mme maemong a mang e ntshetsapele bodulo ba batho ka kopanelo le borakonteraka ba poraefete.

Mawa le Ditsela tsa ho tobana le maemo a matlo le bodulo

Merafo yohle ya Harmony e tataiswa ke **leano le lewa la bodulo tsa khamphani**.

- Lewa la rona ke ho fana ka bodulo bo nang le seriti le kgetho ya bodulo ho basebetsi ba rona, ka ho fana ka boikgethelo ba dibaka tsa bodulo (dihostele), matlo a hirwang, matlo a morafu, diyuniti tsa malapa le matlo a ithekelwang;
- Re thusa ka 'bodulo ba batho bo kopanetsweng' mobung wa rona o loketseng;
- Ho feta moo re thusa meruo ya lehae, di-SMME, dikolo, mekgatlo le batho ka bo mong metseng ya rona ka ho fana ka ditsha ka tjehelete e tlase ya bohiri.

Karolo ena ya moralo e amanang le leano le lewa tsa khamphani di a tshwana merafong kaofela.

Morafu ona o imatahantse le *Harmony Group Housing and Accommodation Policy and Strategy* mme o itlametse ho ntlafatsa maemo a bodulo a basebeletsi ba ona.

Lewa la Matlo

Ka kgothaletso ya hore batho ba ithekele matlo, dithuso ka menyetla ya ditjehelete le kenyeletso ya metsana ya hajwale ya morafu, morafu o tla thusa basebetsi hore e be beng ba diyuniti tseo ba dulang ho tsona.

Sena se tla etswa ka ditherisano le tshebedisano le mekgatlo ya basebetsi le balaodi ba lebatowa ba nepahetseng, bomasepala le thero ya melao (MPRDA le SPLUMA) e tataisang mesebetsi ena.

Morafu o kgothaletsa thuo ya matlo ka:

- Ho rekisa matlo a ona a teng hajwale dibakeng tsa bomasepala ho basebetsi ka ditheko tse theotsweng, mme kahoo o hlahisa beng ba matlo ba batjha le tekatekano ya hanghang ya boleng ba matlo;
- Thuso ya thuo ya matlo ka sebopeho sa ho lefella ditsiane tsa ho dula ka ntle ho morafu;
- Ditlhophiso tsa ho fumana matlole ka dikadimo tsa IEMAS le ditumellano tsa kadimo tse tsheheditsweng ke pentjhene bakeng sa ho thusa basebetsi ka matlole

Ho kopanyeletswa ha badudi ba merafo ho dibopeho tsa masepala wa lehae e dula e le sesebediswa sa bohlokwa sa lewa bakeng sa Harmony le motjha o kopanetsweng wa matlole wa morafu bakeng sa ho fihlella morero ona. Re boela re dumela hore ntshetsopele ya matlo e ka hlahisa menyetla e meholo ya tlhahiso ya mesebetsi ho kenyeletsa le ho sebedisa mehlodi ya tlhaho (e kang ditotoma tsa majwe) ho etsa konkreiti, ho etsa ditsela le ditene, ho matlafatsa ntshetsopele ya moruo le bokgolamolemo bo akaretsang bohle.



Taelo ya Phatlalatso ya Metsana ya Morafo

Nalane ya Tlhahisoleseding ya Porojeke

- *Molawana 46(c)(iv) Matlo le maemo a bodulo*
- Harmony e ntse e le monga matlo a morafo a 1800 a dutseng dibakeng tse sa laolweng ke masepala mme a hoketswe ditshebeletsong tsa morafo. Hore matlo ana a fetolelwe diyuniting tse ka bang tsa basebetsi, matlo ana a lokela ho kenyeletswa e le karolo ya dibaka tsa bomasepala ho netefatsa hore e be a moshwelella le hore ho nne ho be le phepele ya ditshebeletso. Melao ka bobedi ya MPRDA le SPLUMA ho lokela ho imatahangwa le yona mme ka lebaka leo moralo wa ntshetsopele ya dibaka e lokela ho tlatswa le ho tjhaellwa monwana pele ke masepala. Mosebetsi ona o phethetswe nakong e fetileng ya dilemo tse 5 mme mokgahlelo wa bobedi wa ntjhafatso ya ditshebeletso jwale o lokela ho phethelwa.

Morero wa Porojeke

- Ho ntshetsapele moruo wa morafo wa kamora tshebetso ya morafo bakeng sa dibaka tsa merafo ka ho ntshetsapele meralo e teng ya motheo le ho e etsa semmuso hore e be karolo ya dibaka tsa masepala. Sena se tla thusa hore meralo ya motheo e be ya moshwelella kamora ho kwalwa ha merafo.
- Ho fana ka maikgethelo a thuo ya matlo bakeng sa basebetsi ba rona ka ho etsa hore ba kgone ho ba beng ba matlo a morafo.

Sepheo le kgahlamelo ya porojeke

- Ho netefatsa hore matlo a teng a morafo a tswella ho ba matlo a matle kamora ho kwalwa ha merafo;
- Ho thusa basebetsi ba rona ho ba beng ba matlo le ho aha moruo wa thuo ya bona ya matlo;
- Ho fokotsa mathata a kaho botjha.



Lebitso la Porojeke	Taelo ya Phatlalatso ya Metsana ya Merafo	
Mofuta wa Porojeke	Molawana 46(c)(iv): Maemo a matlo le bodulo	
Sepheo	Moralo wa Ntshetsopele ya Dibaka le taelo ya phatlalatso ya metsana ya morao ho thusa ka maikgethelo a thuo ya matlo bakeng sa basebetsi ba rona	
Sebaka		
Masepala wa Setereke	Lejweleputswa	
Masepala wa Lehae	Matjhabeng	
Toropo / Motsemoholo	Welkom le Virginia	
Porofense	Free State	
Nako ya Qalo le Qetello	2015	2021
Maikemisetso		
Mesebetsi e ka Sehloohong	<ul style="list-style-type: none"> • Ho thusa basebetsi ka maikgethelo a thuo ya matlo • Ho etsa hore meralo ya motheo ya matlo a morao e be ya semmuso e le karolo ya dibaka tsa masepala ho etsa hore e be a moshwelella 	
Matshwao a ka Sehloohong a Tshebetso	<ul style="list-style-type: none"> • Moralo wa ntshetsopele ya dibaka o tjhaelletseng/lekeishene le tjhaelletseng monwana ke masepala • Boteng ba ditshebeletso tsa masepala 	
Setheo se Ikarabellang	Morafo wa Bamabanani	

Lebitso la Porojeke	Taelo ya Phatlalatso ya Metsana ya Merafo				
Mofuta wa Porojeke	Molawana 46(c)(iv): Maemo a matlo le bodulo				
Sepheo	Moralo wa Ntshetsopele ya Dibaka le taelo ya phatlalatso ya metsana ya morao ho thusa ka maikgethelo a thuo ya matlo bakeng sa basebetsi ba rona				
Bajete ya lemo tse 5 ('R) le Ditshwaelo	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
	606 086.81	606 086.81	606 086.81		
Kaofela = R1 818 260.42					
Mefuta ya Mesebetsi	Palo ya Mesebetsi (Ya Moshwelella)	Palo ya Mesebetsi (Ya Nakwana)	Palo ya Mesebetsi (Ya Dihla)	Palo yohle ya Mesebetsi	
Nako e Kgutshwane	5			5	
Nako e Bohareng	75			75	
Nako e Telele	100			100	
Phethelo ya Porojeke					
Bakgolamolemo – tshwaya ka "X"	Masepala	Setjhaba	Batjha	Basadi	
	X	X	X	X	
Lewa la ho tswa	Basebetsi ha ba reka le ho ba beng ba matlo				

Maemo a hajwale a maikgethelo a teng a matlo bakeng sa basebetsi

“Seriti sa botho le sephiri bakeng sa basebetsi ba morao ke dintlhakgolo tsa ho matlafatsa bokgoni ba tlhahiso le ho akofisa diphelelo indastering ya morao mabapi le maemo a matlo le bodulo”.

Ntlheng ena merafo ya Harmony e kentse tshebetsong ditsela tsa ho ntlafatsa maemo a matlo le bodulo bakeng sa basebetsi ba yona ka ho fana ka maikgethelo a fapafapaneng a matlo ho basebelets:

- Harmony e hlokometse diyuniti tsa khamphani tse **1818** ka motlolo o hlophisitsweng hantle wa tlhokomelo;
- Matlo a **6818** a ntjhafaditsweng botjha bakeng sa basebetsi a kamore e le nngwe;
- Ho lefellwa ditsiane tsa bodulo ba ka ntle ba basebetsi ba **15 606**;
- Ho lefellwa dithuso tsa bodulo bakeng sa basebetsi ba **2305**;

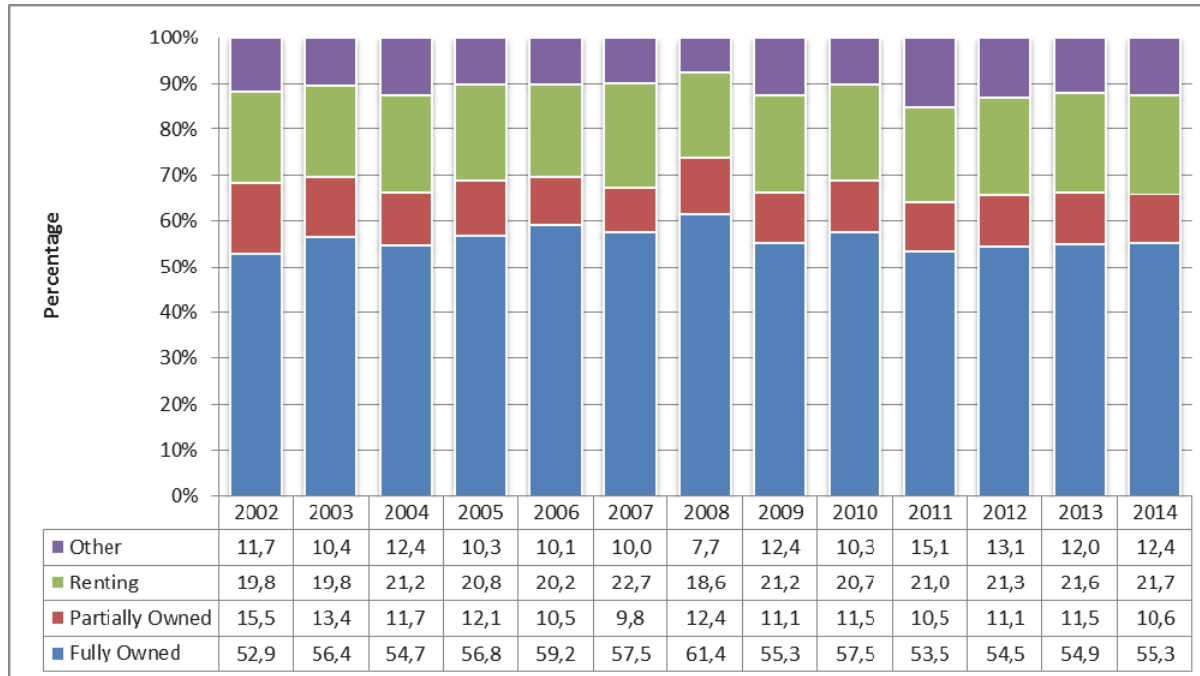
Morafo hape o thehile diforamo tsa bodulo maamong a bohareng le a tshebetso, hore o rerisane le baemedi ba basebetsi mabapi le ho tla ka maano le meralo e amanang le maemo a matlo le bodulo. Ho kgethuwe Dikomiti tsa Badudi ba Hostele tse nang le ditho tsa ka nako tsohle tse emetseng ditabatabelo tsa basebetsi botsamaising ba dibaka tsa bodulo.

Maemo a hajwale a matlo ka hara motse

Diphuputso tsa Kakaretso tsa Matlo tsa moraorao tsa 2014 ho tswa ho Lefapha la Dipalopalo la Afrika Borwa di hlalosa mefuta ya hajwale ya matlo le thuo ya ona ka tsela e latelang:

Maemo a bodulo moo malapa a dulang le phumantsho ya ona ya ditshebeletso tse fapafapaneng le dithuso a fana ka sesupo sa bohlokwa sa boitekanelo ba ditho tsa malapa. Ho ananelwa ka bophara hore madulo a kgotsofatsa tlhoko ya mantlha ya batho ya tshireletso le boiketlo.

Setshwantsho 21 se supa diphesente tsa malapa ho ya ka maemo a ona a bohiri.

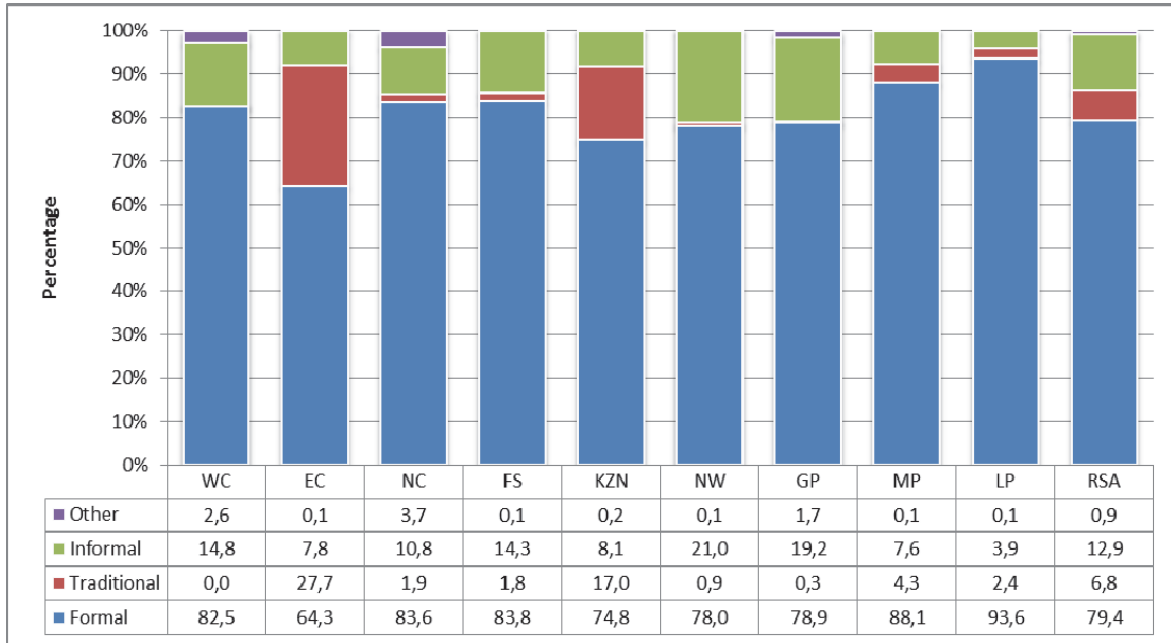


Diphesente tsa malapa a rekileng matlo mme ba dula ho ona ka botlalo di eketsehile hanyane ho tloha ho 52,9% ka 2002 ho ya ho 61,4% ka 2008, pele di foketseha ho ya ho 55,3% ka 2014. Keketseho ena e feleheditse ke phokotseho ya diphesente tse hlano tsa malapa a neng a na le matlo, le keketsheho e nyane ya phesente ya malapa a neng a hirile bodulo. Malapa a neng a tsitlalletse ditlhopiso 'tse ding' tsa bohiri a



eketsehile ho tloha ho 11.7% ka 2002 ho ya ho 12.4% ka 2014. (*Statistics South Africa P0318 General Household Survey, 2014*)

Setshwantsho 22: Diphesente tsa malapa a neng a dula matlong a ditene, mekhukhung le mekgorong ho ya ka porofense ka 2014



Pakeng tsa 2002 le 2014, diphesente tsa malapa a neng a dula matlong a setene di eketsehile hanyane ho tloha ho 73.7% ho ya ho 79.4% ha malapa a neng a dula mekhukhung e fokotsehile ka diphesente tse 0.3 ho ya ho 12.9%. Diphesente tsa malapa a neng a dula mekgorong e theohile ka diphesente tse 3.4 nakong ena.

Ditlhoko tse ratwang ke Lebotho la Basebetsi bakeng sa matlo le maemo a bodulo

Ka 2014 Harmony e ile ya etsa diphuputso tsa dipalopalo hara basebetsi. Diphuputsong tsena ho ile ha hlaka hore 36.8% ya basebetsi e batla ho ba le bodulo bo ntjhafaditsweng haufi le merafo le hore ba kgotsofetse ke diphaposi tsa motho a le mong tse ntjhafaditsweng, hammoho le phepo e fanwang. Hajwale 51% e na le matlo a yona mme 49% e hirile diyuniti, matlo a RDP kapa diphaposi tsa majareteng. 36.8% ya basebetsi ba batlang ho dula pela morafu, e supa taba ya ho boloka ditjeo tsa dipalangwang, sekgahla sa botsotsi le maemo a betere e le a mang a mabaka.

Harmony e entse menyabuketso ka ho ntjhafatsa dihostele tse seng di sa sebetse mme diporojeke tse pedi tse jwalo di fane ka matlo a hirwang a 950 a boleng bo hodimo. Matlo ana a hiriswang a lokisitswe ke morafu mme a fuwa masepala hore o a laole. Basebetsi ba morafu le badudi ka kakaretso ba dula ditsheng tsena. Harmony e tswela pele ho sebetsa le ba ka sehloohong ba lehae le ba porofense ho fana ka maikitletso a lehae le a lebatowa a bodulo.

Morafu o tsitlallela ho imatahanya le ho lokisa maemo a bodulo le lewa la ho fedisa bodulo ba bong bo le bong. Ka lebaka la bophelo bo seng bokae ba merafo, ho ba le 'bodulo ba morafong' bo sa tsitsang le ho fetolwa ha bodulo ba Morafu hore e be matlo a malapa ha di tshhehetswe. Morero ke ho hlahisa matlo a



malapa ka hara ditoropo tse laolang ke masepala, moo phepele ya ditshebeletso le dibaka tsa setjhaba tse kang dikolo, mabenkele le menyetla ya kgwebo e dulang e tsitsitse.

Ntjhafatso ya Dihostele

Tjhata ya Merafo e batla hore dihostele kaofela di fetolelwe ho ba bodulo ba phaposi e le nngwe ka 2014. Madulo kaofela a ntseng a sebetsa a Merafo ya Harmony a ne a imatahantse le pehelo ena mme tjhelete e etsang R211m e ile ya sebediswa bakeng sa dintjhafatso tsena mafelong a 2014.

Merafo e ntse e imatahanya le taba ya mosebeletsi a le mong phaposi e le nngwe.

Ho kgethuwe Dikomiti tsa Badudi ba Dihostele tse nang le ditho tsa ka nako tsohle tse emetseng ditabatabelo tsa basebetsi botsamaising ba bodulo.

3.10 Phano ya Ditjhelete – Maemo a matlo le bodulo

PHANO YA DITJHELETE – MAEMO A MATLO LE BODULO						
Porojeke	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Taelo ya Phatlalatso ya Metsana ya Morafo	606,086.81	606,086.81	606,086.81	-	-	1,818,260.42
Phano ya Ditjhelete Kaofela	606,086.81	606,086.81	606,086.81	-	-	1,818,260.42

3.11 Phepo

Mekgwa ya ho tobana le phepo

Karolo ena ya SLP e tla tobana le tse latelang:

- Botsamaisi ba phepo
- Ditefello tsa Bafani

Bolaodi ba phepo

Basebetsi ba Harmony ba ka bang 7914 ba dula dihosteleng tse 08. Badudi ba dulang dihostele ba fuwa dijo, bahlolohadi le basadi ba etileng ho tse ding tsa dihostele.

Mohlophollo wa dijo wa menu wa hajwale o supa hore di fana ka enoji le ditlhoko tsa phepo tsa basebetsi ba morao, ho itshetlehlwe hodima ditataiso tsa *Dietary Reference Intake (DRI)* jwaloka ha ho hlalositse ke Injiniere ya Meriana, Boto ya DiJo le Phepo ya Amerika le diphuputso tse entsweng ke Mokgatlo wa Tjhembara ya Merafo ya Diphuputso (COMRO, 1991) mabapi le ditlhoko tsa phepo bakeng sa basebetsi ba mokoting ba etsang mosebetsi o mahareng le o boima.

- DRI ke lebitsokgoboka le bolelang sete ya bonyane diahamele tse nne tsa boleng
- Palohare e akantsweng ya ditlhoko tsa phepo (EAR) e jewang ke boleng bo akantsweng bakeng sa ho mekamekana le tlhokeho ya 50% ya diahamele tsa batho ka bo mong bophelong le sehlopheng sa bong.
- DiJo tse kgothaletswang ka letsatsi (RDA) ke boemo ba ho ja ba letsatsi ka leng bo lekaneng ho kgotsafatsa ditlhoko tsa phepo tsa 97 ho ya ho 98% ya batho boemong ba bophelo le sehlopha sa bong.



- *Adequate intake (AI)* moo bopaki ba saense bo sa hlakang bakeng sa ho teka EAR, e ya sebediswa ho e na le RDA.
- *Tolerable upper intake (TUI)* ke boemo bo hodimo ka ho fetisisa ba phepo e nkuwang e le e kekeng ya ba le kotsi le e ka bang le ditlamorao tse mpe bophelong ba batho bohle ka hara setjhaba.
- *Acceptable macro nutrient distribution range (AMDR)* e hlaloswa e le lenane la ho ja mohlodi o itseng wa eneji le amahanngwang le kotsi e fokotsehileng ya mafu a sa foleng ha ka nqa e nngwe le fana ka diahammele tsa bohlokwa.

Tliahisoleseding ya tlathsetso

Moo Tliahisoleseding ya Phepo Diindastering tsa Afrika Borwa e sa fumaneheng, ho sebediswa ditlwaelo tse hlwahlwa ka ho fetisisa tsa matjhaba.

- **Tlhokeho ya Eneji**

Moralo wa dijo o hlophiswa ka ho sebedisa tlaleho 91/11 ya COMRO e le motheo wa ho teka tlhoko ya eneji ya basebetsi. (*Ref. Guideline for the Compilation of a Mandatory Code of Practice for an Occupational Health Programme On Thermal Stress: R146, 2016; MHSA, Act 29 of 1996*)

- **Tlhokeho ya Macro-nutrient**

Ditlhokeho tsa di-macro-nutrient di tekwa ka ho sebedisa di-DRI, e leng lebitsokgoboka mme le bua ka sete ya bonyane diahammele tse nne.

Sena se bontsha ho sutha ho “maemo a ho phema kgaello” jwaloka ka ha ho tiiseditswe ke boemo ba phepo ba tsa bongaka ho ya ho “boemo ba ho matlafatsa boitekanelo le ho hodisa boleng ba bophelo”

Sena ke karolo ya tlaleho ya di-DRI bakeng sa eneji, dikhabohaedreiti, faeba, mafura, di-fatty acid, kholesterole, diprotheine, le di-amino acid (2002) ke *Food and Nutrition Board of the United States Nutrition Board of the Institute of Medicine, National Academy of Sciences, Washington, USA:*

i. AMDR

ii. AMDR e hlaloswa e le lenane la ho ja mohlodi o itseng wa dijo le amahanngwang le kotsi e fokotsehileng ya mafu a sa foleng ha ka nqa e nngwe le fana ka diahammele tsa bohlokwa.

iii. Manane a amohelehang ke a latelang:

- Dikhabohaedreiti 45-65%
- Diprotheine 10-35%
- Mafura 20-35%

- **Tlhoko ya Micro-Nutrient**

DRI e sebediswa e le tshupiso e sebediswa bakeng sa di-micro-nutrients kaofela ntle le Vithamine C, moo re buwang ka puo ya Afrika Borwa.

Ho na le di-micro-nutrients, tse susumetswang ka kotloloho ke indasteri.

- Vithamine C:

E ya batleha bakeng sa ho laola motjheso le ho thusa ka bokgoni ba mmele ba ho mekamekana le maemo a mokoting. Kgothaletso ho ya ka Indasteri ya Morafo ke 250mg motho ka mong ka letsatsi.

- Vithamine A:

E ya batleha bakeng sa nako ya ho tlwaela lefifi. Ha ho ditlhoko tse tekilweng ke indasteri mme ho sebediswa DRI e le tshupiso. (900 micrograms ka letsatsi)



- **Vithamine D:**

Ho ja vithamine D ho a ameha, jwaloka ha mohlodi wa mantlha wa Vithamine D o tswa ho tshebetso ya *photochemical* ya mahlasedi a bohale a letsatsi ho 7-dehydroxycholesterol e hlahiswang letlalong. Hobane batho ha ba hlahelle letsatsing haholo, ho bohlokwa ho ja Vithamine D e lekaneng. Leha ho le jwalo ho ne ho sa kgonehe ho lekola dikahare tsa menu kaha dathabeisi ha e na tlhahisoleseding e lekaneng ka Vithamine D. Sena ke bothata ba didathabeisi tse ngata tse sebedisetswang mohlophollo wa phepo.

Dihlahiswa tsa dijo tse ruileng ka divithamine di sebediswa ha dijo feela ka botsona, di sa lekana bakeng sa se hlokalang. Mageu ke a mang a dijo tseo mme a ruile ka 200mg Vithamine C ho 1000ml le 150mg ya Khalsiamo ho 1000ml.

- **Di-Macro-nutrient e le % ya eneji:**

- Dikhabohaedreiti ke 45 – 65% ya eneji kaofela
- Diprotheine ke 10 – 35% ya eneji kaofela
- Mafura ke 20 – 35% ya eneji kaofela

Moralo wa phepo

Moralo wa phepo o bolela lenane la dihlopha tsa dijo le kenyeleditsweng dijong ka ding papisong le menu, e leng lenane la dijo tse itseng tse fepelwang dijong ka ding.

Ho netefatsa hore ho fepelwa dijo tse itekanetseng, ho shebuwa palo ya dijo, hammoho le dihlopha tsa dijo tse fepelwang.

Palo ya dijo

Leha peleng ka tlwaelo ho ne ho fepelwa feela dijo tsa pele ho tjhifi kapa borakfese le tsa kamora tjhifi kapa tsa tinare dikitjhining tsa hostele, ho se ho na le dijo tsa boraro. Diyo tsa nakong ya tjhifi kapa 'sekhafothini' le sona se se se le teng bakeng sa basebetsi dihosteleng tse ngata.

Basebetsi ba dulang hostele ba feptjwa hararo ka letsatsi. Borakfese bo fana ka bonyane 25-30% ya tlhokeho ya phepo ya letsatsi; tinare 40-45% mme sophoro ke 20-25%

South African Food based Dietary Guidelines (revised 2012)

- Ja mefuta e fapafapaneng ya dijo.
- E ba mafolofolo!
- Ja dijo tse nang le setatjhe.
- Ja meroho le ditholwana tse ngata letsatsi ka leng.
- Ja dinawa tse omisitsweng, dierekisi, di-lentil le soya kgafetsa.
- Nwa lebese, amasi kapa yokate letsatsi ka leng.
- Tlhapi, kgoho, nama e seng mafura kapa mahe di ka jewa letsatsi ka leng.
- Nwa metsi a mangata a hlwekileng, a bolokehileng.
- Sebedisa mafura ka hloko. Kgetha oli ya meroho, ho e na le mafura a thata.
- Sebedisa dijo le dino tse nang le tswekere e ngata ka hloko.
- Sebedisa letswai le dijo tse letswai le lengata ka hloko.



Mokgwa wa bolaodi ba boleng

Ho tla etswa ditlhahlobo tsa kotara ka tshebedisano le molaodi wa dijo le setsebi sa dijo se ngodisitsweng mabapi le dibaka le bohlewi, hammoho le tekolo ya menu ho ya ka boimatahanyo le ditataiso tsa phepo bakeng sa indasteri ya merafo (Tlaleho ya COMRO) le ditataiso tse ding tse fetohang nako le nako.

Sena se latelang ke morero wa tekanyetso ya dijo kotsra ka nngwe:

Menu	Tataiso	Mohlodi
Energy (kJ)	13 000kJ	DRI and COMRO report
Carbohydrate (g)	440g (57%)	AMDR
Protein (g)	135g (18%)	AMDR
Fat (g)	85g (25%)	AMDR
Vitamin C (mg)	250mg	SA Mining Guideline
Vitamin A (IU)	1 000IU	DRI
Calcium (mg)	1 000mg	DRI
Bonkakarolo		
Meal participation (breakfast)	90%	Dietary guideline
Tlhahlobo ya Sebaka		
Buildings/storage	80%	Management requirement
Personal hygiene	80%	Management requirement
Quality of raw food	80%	Management requirement
Quality of cooked food	80%	Management requirement

Sephetho se tla rekotwa bakeng sa ho beha leihlo kgatelopele ya taba ena ha mmela o ntse o puta. Bahlanka ba morao ba dula ba etsa ditlhahlobo tsa ditshebeletso tsa dijo, hammoho le baemedi ba mekgatlo ya basebetsi, ho theha le ho baballa maemo a dibaka tsa dijo.

Ho netefatsa se ratwang ke basebedisi, ho tshwarwa dikopano le makala a boemedi ka morero wa ho kenyeletsa ditshisinyo tsa bona tsa menu. Direkoto tsa dipuisano tse di sebedisetswa ho ntlafatsa phepo. Hape ho etswa diphuputso tse sa reriswang ka kotara ho lekola maemo a ditshebeletso le ho hlwaya moo ho nang le bothata.



Moralo wa Dijo

Jwaloka *tataiso* moralo o latelang wa dijo o sebedisetswa ho teka tatelano ya dijo hammoho le boholo ba tsona.

Mokgahlelo wa Mosebetsi	O bobebe bo Mahareng	O Mahareng	O Boima bo Mahareng	O Boima
Tshebediso ya Eneji	12000kJ	13000kJ	14000kJ	15000kJ
Mehlala ya Basebetsi	Electrician Mine Overseer Loco Crew	Equipping team Team Leader Stope Team Miner Assistant Cleaning team	Loader Driver Winch Driver	Driller Drill Assistant
Borakfese				
Cereal	90g	90g	90g	90g
Bread	220g	220g	220g	220g
Spread	20g	20g	20g	20g
Protein	60g	60g	120g	120g
Beverage	300ml	300ml	300ml	300ml
Tinare				
Protein	180g	210g	270g	270g
Gravy / Soup	10g / 100ml	10g / 100ml	15g / 150ml	15g / 150ml
Starch	60g	90g	90g	90g
Maize meal	150g	150g	150g	150g
Vegetable 1	150g	150g	150g	150g
Vegetable 2	(green / yellow)	(green / yellow)	(green / yellow)	(green / yellow)
Fruit	100g	130g	130g	130g
Juice	250ml	250ml	250ml	250ml
Dessert				
Mageu	500ml	500ml	1000ml	1000ml
Sophoro				
Protein	60g	60g	120g	150g
Milk	250ml	250ml	250ml	250ml
Gravy / Soup	10g / 100ml	10g / 100ml	10g / 100ml	10g / 100ml
Maize meal	60g	90g	120g	120g
Bread			30g	60g
Vegetable	100g other	100g	100g	100g
Beverage	300ml	300ml	300ml	300ml



Menu

Dijo tsa letsatsi - All quantities are quoted as raw or uncooked product portions:

Borakfese	
Breakfast Cereal	90g
Bread	210 – 240g (6 slices)
Spread	25g
Protein	100g
Beverage Pack	300 ml (includes sugar and creamer)
Sugar	20g
Condiments	5g
Main Meal – A daily choice between beef and chicken and for five (5)days, a processed product is offered	
Protein	300g (beef 300g, Chicken 300g, processed products 200g)
Maize meal	120g
Starch	90g – a daily choice between Samp, Samp and Beans, rice or maize rice is offered
Vegetables	200g
Fruit	130g
Salad	60g (4 times per week)
Fruit Salad	150g (once per week instead of fruit)
Jelly & Custard	40g (once per week)
Mageu	500ml
Juice	200ml (once in 2 weeks)
Cold Drink	30g (Powdered drink)
Condiments	15g
Oil	10ml
Supper	
Protein	100g
Mild / Amazi	300ml (twice per week) A choice between Amazi or Yoghurt
Salad	40g (Four times per week)
Pap or Starch	40g
Condiments	5g



Kakanyo ya Boleng ba Phepo ya Moralo Dijo (* Ho kenyeletsa palo e matlafaditsweng)

Energy	kJ	14 700	
Protein	g	178	21%
Carbohydrate	g	446	51%
Fat	g	112	29%
Vitamin A	µg	960	
Vitamin C	mg	240	
Calcium*	mg	1250	
Iron	mg	20	

Ditshithshinyo tsa dikgetho tsa menu empa o sa ngotlwa:

Borakfese	
Cereal	Mealimeal, Brown lambalazi, White lambalazi, Mabele
Protein	Boiled egg, Viennas, Pasta, Mince, Wors, Giblets, Chicken stew, Spaghetti bolognaise, Gizzards & necks, Meatballs, Ox tripe, Steak and onion stew / amasi / yoghurt
Powdered drink	Assorted Flavours
Tinare	
Protein	<ul style="list-style-type: none"> Chicken is the main protein served every day A choice of beef and chicken stew is served as a second option different cooking methods should be applied: stewing; braising; grilling; frying. Processed products: can be served as an alternative or third option and includes Fish / tripe / mince / wors / pork chops
Porridge	Maize meal
Starch	Rice, Samp, Samp and beans, Beans, Mazebe mix
Vegetables	A variety of vegetable in season – use different cooking methods
Salad	Carrot, Beetroot, Coleslaw
Fruit	A variety in season
Mageu	Banana and cream
Tinare	
Protein	Wors, Mince, Ox liver, chicken stew, Beef stew, Bean soup, Ox tripe
Porridge	Maize meal
Diary	Amasi, Yoghurt

Temoso: Ditlatsetso leha e le dife tsa tse ka hodimo di tla lokela ho reriswanwa mme e be tse fokotsang ditjeo.

Dihlahiswa di lokela ho kenyeletswa sehlopheng se nepahetseng. (ke hore sehlahiswa se “sehlopheng sa protheine” se keke sa fetolwa ka sehlahiswa sa “sehlopha sa meroho”)



Ditheko tsa bafani

Ditheko di bapala karolo ya bohlokwa haholo ka hara lepatlelo la dihostele tsa Harmony. Ho kena dikonterakeng le bafani ba dijo ba imatahanyang le BEE mme ba kgona ho fana ka thepa boemong ba bongata e dula e le qholotso. Bothata bona ke qholotso eo Harmony e dulang e sebetsana le yona ka moralo wa kgatelopele ya ditheko.

Hajwale ho na le bafani ba baholo ba 13 bakeng sa dihostele tsa Freistata le Doornkop. Ho ba 13 ba bafani bana, bafani ba robedi (62%) ba imatahanya le BEE mme ba bahlano (38%) ha ba imatahanye. Lewa le reretswe ho imatahanya ka 80% le BEE nakong ya dilemo tse pedi tse tlang.

Ka tlase mona ke moralo wa tshebetso wa ho netefatsa hore bafani ba dihostele ba imatahanya le BEE:

Mofani	Sehlahiswa	% Thuo ya maAfrika	Moralo wa tokiso
Back to basics	Dinoko	26	Ho tla batlwa Bafani ba bang ba BEE.
Bambanani fruit and veg	Ditholwana & Meroho	26	100% ya Bafani ba BEE (Bereng & Practicon)
Dela Casa (Lindsay Butchery)	Nama e kgubedu	26	100% BEE - Ramathe
Tiger Consumable Brands (King Foods)	Lambalazi & Morvite	28	Ho tla batlwa Bafani ba bang ba BEE.
SMT Farm Trading	Dikahare	100	100% - Ramathe
Thabong Bakery	Disamentjhisi	100	E ntse e fepela disamentjhisi
Ukwanda Farm (Greenlands)	Mahe	100	51% - New Day Poultry
Ramathe Meat Market	Nama e tala	100	Mofani wa BEE
Mageu Number One	Mageu	0	Ho sa lokiswa thendara
Dewfresh	Lebese & fruit juice	0	Ho ntse ho batlwa mofani e mong, re sokola ho thola 250ml ya lebese mmarakeng.
Summit Ridge (Herwil Chickens)	MCP chickens	0	Setheo sa kgwebo se hlwaile le ho batla mofani wa 100% empa ha a so lokele ho fepela ho fihlela jwale.
Premier Food (Blue Ribbon)	Borotho	2.04	Mofani wa pele wa BEE ya neng a fepela borotho e ne e le Albany (27.8% ya maAfrika), mekgatlo e tsekile hore ho kenngwe Blue Ribbon, ka lebaka la boleng ba bohobe ba bona. Dipuisano di a tswella
Autumn Star (Vitalec)	Korosara	8	Kamora dipuisano le Harmony, ba itlamme ho fetohela ho thuo ya maAfrika mme ba na le dikgwedi tse tsheletseng tsa ho imatahanya



3.12 Moralo wa Kgatelopele ya Ditheko

Selelekela

Harmony e dumela hore ditheko di bapala karolo ya bohlokwa diphethohong tsa lepatlelo la moruo wa Afrika Borwa mme karolo ena ya ona ya SLP e kenyeletsa disebediswa kaofela tsa lethathama la phano la Harmony le bokgoni ba ho hlahisa menyetla ya kgwebo ho akofisa ntshetsopele ya naha e pharalletseng nakong ya nako ya dilemo tse hlano e batlehang le ka nqane ho yona, re qala haufi le merafo ya rona kahohle kamoo re ka kgonang, hore re phedise badudi ba rona ba morafong

Sepheo sa moralo ona ke ho hlakisa boitlamo ba Harmony mabapi le ho eketsa tijelete e sebediswang dithekong tsa thepa le ditshebeletso ho tswa ho ditheo tsa BEE tse metseng ya rona ya lehae moo ho kgonehang, mme di le molemo bakeng sa ditijelete bakeng sa nako e nngwe ya dilemo tse hlano. Bophelo ba dikgwebo tsa di-SMME bo bolela tse ngata ho feta ho hlahisa menyetla ya theko mme hape se kenyeletsa dikarolo tse amanang le maikitletso a ntshetsopele ya dikgwebo, le kenyeletso ya badudi ditabeng tse amanang le ho reka ka lapeng

Ditheko tse batlwang

Harmony e tlile ka moralo wa ditheko tse batlwang hore e fana ka nqane ho maitlamo a SLP. Moralo wa Ditheko tse Batlwang ke ho kenyeletsa Leano la Ditheko le Tsamaiso la Harmony mme le nyalana ka botlalo le tshiya ya lewa la ditheko tse batlwang la Harmony ho netefatsa metse ya morafong ya nako e telele.

Boemo ba hajwale ba Merafo ya Harmony kgahlanong le merero e lekotsweng botjha ya tjhata ya merafo

Harmony e sebedisa dipotso tse latelang ho metha boitlamo ba yona kgahlanong le merero e lekotsweng botjha ya tjhata ya merafo:

- **Na khamphani e file di-HDSA boemo ba bafani ba batlwang?**

Harmony e file di-HDSA boemo ba bafani ba batlwang kaha ho hlakile diketsahalang tse latelang tse hlahisitsweng ka ho otloloha bakeng sa sepheo sena:

- Harmony e abile mohlodi o reretsweng bolaodi le paballo ya boemo le ngodiso ya BEE ya bafani
- Harmony e ikgapetse nako e ikgethang e netefatsang hore di-SMME tsa HDSA di patalwa kamora matsatsi a supileng ho netefatsa hore maemo a bona a ditijelete le phallo ya yona e a phela.
- Harmony e entse qeto ya ho kgutsufatsa nako ya dikonteraka tse ngata ho eketsa tatelano ya dithendara tsa yona hore batho ba bang ba batjha ba kgone ho nka karolo dithendareng tsa yona. Harmony ha e tshehetse dikonteraka tsa “bomahlola-a- di bona”
- Harmony e entse qeto ya ho bapatsa dithendara websaeteng ya Harmony le ho *Portal* ya ditheko ya Harmony, sena se etswa hore bafani ba matahanang le BEE ba fihlelle menyetla ya ditheko ya Harmony ka mokgwa o bulehileng le wa dithendara o lekalekanang.
- Ho tekilwe merero bakeng sa ditijelete tse sebediswang bakeng sa ditheko tse sebediswang ho bafani ba imatahanyang le BEE bakeng sa merafo ka bo mong ya Harmony ho ipapisitswe le merero ya hajwale ya tjhata ya merafo.
- Harmony e hokahana le dikgwebo tsa HDSA ka boikitletso ba Harmony ba *Supplier Days* ho hlwaya dintlha le mathata a fihlellwang ke bafani ba ntseng ba thuthua mabapi le ho sebetsa mmoho le Harmony mme ka kopanelo ho tholwe ditharollo bakeng sa ho tlosa ditshita.



• **Na khamphani e hlwaile boemo ba hajwale ba ditheko ho tswa ho dkhamphani tsa HDSA mabapi le thepa e kgolo, dijo le ditshebeletso?**

Lefapha la Harmony la ditheko le tla dula le methwa ka tshebetso ya ho sebedisetsa tjehelete ditheko hodima BEE, mme e laolwa le ho behwa leihlo jwaloka ho tshwana le matshwao a tshebediso ya ditjehelete a mang a Harmony, mme hajwale di tlalehelwa Boto ya Harmony ka mokgwa wa komiti e itetseng ya Kahisano le Maitshwaro e behang leihlo tshebetso ya ditheko tsa BEE kotara ka nngwe. Tjehelete e sebediswang hodima BEE e lekolwa ho ya ka ditjeo tsa thepa, dijo le ditshebeletso mme tlaleho e tshehetswa ka dikerafo tse bontshang:

- Tjehelete ya BEE ho ya ka tokelo ya morafa e le phesente ya tjehelete kaofela ya tumellano;
- Tjehelete ya ditheko tsa BEE bakeng sa porofense ka nngwe;

• **Na khamphani e supile boitlamo ho kgatelopele ya ditheko tsa dikhamphani tsa HDSA ka nako ya dilemo tse tharo ho ya ho tse hlano mabapi le thepa e kgolo, dijo le ditshebeletso, le hore boitlamo bo kentswe tshebetsong ho fihlela boemong bofe?**

Harmony e na le merero e tiileng bakeng sa tjehelete ya BEE, ho ya ka *scorecard* se lekotsweng botjha sa Tjhata ya Merafo. Ho tekilwe merero bakeng sa ditjeo tsa thepa e kgolo, dijo le ditshebeletso, mme tshebetso kgahlanong le merero ena e methwa le ho tlalehwa ka kotara.

Merero ya ditheko ya tjehelete ya BEE bakeng sa nako ya 2018 ho ya ho 2022 di tshetlehlilwe hodima diphelelo tsa Tjhata ya Merafo mme ke tse latelang:

TJHELETE YA DITHEKO					
<i>Ho reka thepa e entsweng ka lapeng / dijo / ditshebeletso ho tswa dikhamphaning tse imatahanyang le BEE</i>					
Tihaloso	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5
Ditheko tsa thepa e kgolo	50%	50%	50%	50%	50%
Ditheko tsa ditshebeletso	70%	70%	70%	70%	70%
Ditheko tsa dijo	60%	60%	60%	60%	60%
Bafani ba baholo	0.5%	0.5%	0.5%	0.5%	0.5%

Ntshetsopele ya Dikgwebo le Bafani

Selelekela

Harmony e nkela tshwanelo ya Ntshetsopele ya Dikgwebo le Bafani hloohong haholo. Ntshetsopele ena e tla sebedisana haholo le Lethathama la Phepelo ho netefatsa tjehelete e eketsehileng ya HDSA le BEE ya ka lapeng ho phatlalla le merafo ya Harmony ya Afrika Borwa.

Jwaloka karolo ya Harmony ya boikarabelo ba setjhaba ho badudi, Harmony e itlamme bakeng sa ntshetsopele ya moshwelella ya moruo wa lehae ka ntle le ka hare ho metse eo e rafang ho yona. Lefapha la Ntshetsopele ya Moruo wa Lehae ka hara Harmony ke monyehedi wa bohlokwa mabapi le ntshetsopele ya dikgwebo le ho sebedisa dikhamphani tsa lehae tsa BEE le HDSA mabapi le ho kenngwa tshebetsong ha diporojeke tse rerilweng molemong le ntshetsopeleng ya moruo wa kahisano wa badudi ba morafa.



Lefapha le tswelletse pele ho ba le tshwaelo dikomiting tsa ka hare tsa lewa (ke hore *Harmony Tender Committee, Procurement Awards Committee le Vendor Committee*). Lefapha la Ntshetsopele ya Dikgwebo le Bafani le netefatsa hore lenaneo la diphethoho le a tsejwa dikomiting kaofela ha ho nkuwa diqeto.

Ditsi tsa Ntshetsopele ya Kgwebo (di-BDC)

Bakeng sa ho tshehetsa maitlamo a SLP, Harmony e entse qeto ya ho bula ditsi tsa Ntshetsopele ya Kgwebo dibakeng tse tharo mme mabaka a ho tsamaisa ditsi tsena ke a latelang:

- Ditsi tsena di nyehela ho takatso ya Harmony ya boahi bo hlwahlwa ba kgwebo
- Harmony e batla ho ananelwa e le khamphani e ikarabellang setjhabeng e tsotellang metse eo e sebetsang ho yona
- Metse e potileng merafo ya Harmony e lokela ho fihlella taba ya hore Harmony ke mmadihlofa bakeng sa boitekanelo ba bona
- Ditsi tsena di lokela ho nyehela ntshetsopeleng ya sesiu sa bafani sa moshwelella ho Harmony
- Ho aha tsebo le bokgoni tsa dikhamphani tsa BEE tse ntseng di thuthua

Boikitlaetso ba ho thonngwa ha dikhamphani tse thusang ka ditjhelete, *Phakamani Impact Capital* le *Tsys*, tseo ka sepheo sa ho ibapatsa di tla bitswa *Harmony / Leano*, di tla thusa ka ditjhelete bakeng sa dikgwebo tsa lehae tse ntseng dithuthua ho akofisa kgolo le ho phela nako e telele. Morero o ka sehloohong ke ho thusa ka matlole dikgwebo tse thusa ka tlhahiso ya mesebetsi, phediso ya bofuma le matlafatso ya setjhaba ka kakaretso.

Morero

Ditsi tsa ntshetsopele ya kgwebo di reretswe ho etsa hore Harmony e fihlellwe ke dikgwebo tse nyane tsa ka lapeng tsa batho batsho. Ditsi tsa ntshetsopele ya kgwebo di reretswe dihlopha tse hlano:

- Bafani ba neng ba tinnngwe menyetla pele (HDSA) – ka ho qolleha 51% e le batho batsho
- Dikgwebo tse nyane, tse mahareng le tse kgolo (di-SMME)
- Dikgwebo tsa lehae
- Borakgwebo ba batjha
- Dikgwebo tsa batjha le basadi

Ditsi tsena ke dikgwebo tse nang le tsohle tse fanang ka tikoloho e nang le setswalle tseo ka tsona borakgwebo ba teng le ba ntseng ba thuthua ba lehae ba ka kgonang ho fihlella tlhahisoleseding mabapi le menyetla ya ditheko ka hara Harmony. Setsha sa tlhahisoleseding sa setsi sena ke mohlodi o hlwahlwa bakeng sa menyetla ya kgwebo e teng ka hara Harmony. Basebeletsi ba seporofeshenale ka hara setsi ba tla thusa bafani le ho ba tataisa ka ho kenya dithendara le motjha wa ho etsa dikopo tsa ho ba bafani.

Harmony, ka di-BDC, e rerile ho:

- Ho hodisa dikgwebo tsa HDSA
- Ho thusa ka phihlello ya menyetla ya ditheko
- Ho fana ka ditjhelete tsa ho ba ema nokeng
- Ho hodisa sesiu sa bafani ba HDSA
- Ho tswakanya sesiu sa bafani ba HDSA
- Ho bopa bafani ba tla kgotsofatsa ditlhoko tsa Harmony tsa ditheko
- Ho nyalanya dikhamphani tsa HDSA le bafani ba nang le boiphilelo



- Ho fokotsa boitshetleho ba dikhamphani tse nyane hodima boteng ba Harmony ka ho thusa dikhamphani ho hlahisa mebaraka e meng
- Ho sebedisana le bankakarolo ba ka ntle
- Ho buisana ka bokgabane le bafani ba HDSA

Dibaka tsa Ditsi tsa Ntshetsopele ya Kgwebo

Ditsi tsa ntshetsopele ya kgwebo di reretswe ho ba haufi le dibaka tse kgolo tsa tshebetso tsa Harmony mme di bohareng ba sebaka seo e di sebeletsang. Ditsi tse di fihlellwa ha bobebe ke setjhaba ka kakaretso. Ka lebaka la bonkakarolo ba masepala boikitlaetsong bona, sebaka sa dikantoro tsa masepala se ile sa nkelwa hloohong mabapi le moo setsi se tla ahuwa teng.

Ditsi di tla ba ho se le seng sa dibaka tse latelang:

- Welkom Arm1, business centre
- Soweto(Region D, Municipal Building)
- Khutsong Business centre-(Carletonville) ho sa emetswe ho tjhaellwa monwana ke Lefapha la LED, badudi ba Khutsong ba ntse ba thuswa ka setsi sa Soweto
- Kalgold – ho thehilwe kantoro ya sathalaete





Ditshebeletso tse fanwang ke di-BDC

Ditsi di fana ka ditshebeletso tse phatlalletseng, kaofela tse reretsweng ho matlafatsa bafani ba HDSA hore ba sebedisane ka katleho le Harmony. Ka lebaka la bobatsi ba ditshebeletso, ha se kaofela tse tla ba teng qalong, empa di tla eketseha ha ditsha di ntse di hola:

Ditshebeletso tsa hanghang:

- Ho ba le dathabeisi ya maitsebelo a HDSA tsa lehae
- Ho ba mohlaleng wa menyetla ya of mesebetsi/ditheko tse teng ka hara Harmony
- Ho nyalanya menyetla le maitsebelo a teng
- Ho lemosa bafani le ho ba memela ho etsa dikhotheishene
- Ho thusa ka metjha ya dithendara le ya barekisi
- Ho fana ka mabaka a hore hobaneng boiketo bo sa atleha
- Mananeo a Ntshetsopele ya Maitsebelo
- Mananeo a ho thuthuisa dikgwebo, Memorandamo wa Kutlwano o saennweng le SAMTI (SEDA Agricultural Mining Tooling Incubator)
- Diwekeshopo tsa kgwebo ka thuso ya *Phakamani* le *Tsys* (boikitlaetso ba Harmony/Leano)
- Ho thusa ka ditjhelete, *Phakamani* le *Tsys* (boikitlaetso ba Harmony/Leano)
- Ho thusa ka dikgwebo tse kopanetsweng, moo menyetla e ka hlahang, ka tshebedisano le ba ditheko
- Ditsha tsa nakwana tsa dikantoro tse kang tsa *internet, printing & faxing*
- Botataisi, ka thuso ya bao esale e le bafani

Bankakarolo ba teng

Ditsha tsa Ntshetsopele ya Kgwebo di thehilwe ke Harmony, empa bomphato ba tla batlwa bakeng sa ho ba beng mmoho le ho laola mmoho setsha, ho tla batlwa maiteko a mang a tshebedisano le bankakarolo bohle ba thusang ka mawa bakeng sa Ntshetsopele.

Bankakarolo bana e tla ba:

- Harmony SA Operations
- Bomasepala ba lehae le badudi
- Lefapha la Mehlodi ya Diminerale (DMR)
- Lefapha la Dikgwebo tse Nyane
- SAMTI (SEDA Agricultural Mining Tooling Incubator)
- Lekala la Ntshetsopele ya Dikgwebo tse Nyane (SEDA)
- Lekala la Ditjhelete la Dikgwebo tse Nyane (SEFA)
- Letlole la Naha la Matlafatso (NEF)
- Koporasi ya Ntshetsopele ya Diindasteri (IDC)
- Lefapha la Kgwebisano le Diindasteri (DTI)
- Ditheo tse ding tsa ditjhelete tse nkang karolo
- Dikhamphani tse ding tsa merafo tse sebetsang dibakeng di le ding le Harmony
- Tjhemba ya Merafo



Phano ya Ditjhelete – Letlole la ESD ya Phakamani

PHANO YA DITJHELETE - ESD						
	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Ntshetsopele ya di-SMME - Phakamani	181,804.04	181,804.04	181,804.04	-	-	545,412.11
Phano ya Ditjhelete kaofela	181,804.04	181,804.04	181,804.04	-	-	545,412.11



Karolo 4: **Motjha wa tsamaiso ya ho theola boemo le phokotso Morafong**

Ho ya ka Molawana 46(d): Motjha e amanang le tsamaiso ya ho theola boemo le phokotso

- Molawana 46(d)(i): *Ho thehwa ha foramo ya bokamoso*
- Molawana 46(d)(ii): *Ditsela tsa ho baballa mesebetsi le ho phema tahlehelo ya mesebetsi le ho fokotseha ha kgiro*
- Molawana 46(d)(iii): *Ditsela tsa ho fana ka ditharollo tse ding le ditsamaiso bakeng sa ho hlahisa polokeho ya mesebetsi moo tahlehelo ya mesebetsi e kekeng ya qojwa*
- Molawana 46(d)(iv): *Ditsela tsa ho fokotsa kgahlamelo ya kahisano le moruo ho batho, mabatowa le meruo moo phokotso kapa ho kwalwa ha morao ho ka etsahalang*

4.1 **Ho thehwa ha foramo ya bokamoso**

Foramo ya bokamoso ya Morafo e ya sebetsa, mme e bopilwe ka baemedi ho tswa ho bolaodi ba morao le ditho tsa dikomiti tsa makala a mekgatlo ya basebetsi. Foramo ena e thehilwe bakeng sa ho sebetsana le dintlha tsa ntlafatso ya tlhahiso, ho fokotswa ha tahlehelo ya mesebetsi le ho fokotsa sekgahla sa ho theola boemo le phokotso moo di kekeng tsa qojwa.

Re ntse re tseba hore diforamo di na le diqholotso tsa dikgaello le tswelopele (ka lebaka la ho fetofetoha ha boemedi). Harmony e tswella ho etsa ditlahlabo tsa selemo ka seng mabapi le tshebetso ya diforamo tsa bokamoso. Ho dula ho nkuwa mehato ya ho sebetsana le diqholotso tsena, mohlala, ho tsosolosa diforamo le ho ntlafatsa bohlohlwa ba tsona. Molaodi wa boikarabello setjhabeng (CSR) le yena o fuwe mesebetsi wa ho netefatsa tswelopele ho dintlha tsohle tsa bokamoso.

Ditho tsa diforamo tsa bokamoso di dula di rutwa le ho matlafatswa nako le nako ho itshetlehlwe hodima:

- Moralo wa tsa kahisano,
- Leano la moralo wa kahisano la Lefapha la Mesebetsi,
- Lewa la Harmony la moralo wa tsa kahisano,
- Melao ya moralo wa Kahisano le basebetsi, le mesebetsi ya yona.

Sepheo le merero ya foramo ke e latelang:

- Ho kenya tshebetsong mekgwa ya temoso mabapi le bophelo ba hajwale ba morao
- Ho tshohla meralo ya lewa bakeng sa ho qoba kapa ho fokotsa phokotso ya basebetsi le tahlehelo ya mesebetsi le ho kgothaletsa kgolo le bophelo bo bolele ka hara morao
- Ho hlopholla tshebetso ya kgwedi kapa kotara ka ho lekola ditlaleho tsa tshebetso le tsa botsamaisi
- Ho tla ka ditemoso nako e sa le teng bakeng sa morao
- Ho hlopholla mathata ka nako kapa dintlha tsa tshebetso
- Ho thusa ka ntshetsopele ya tharollo kapa phethisetso dibakeng tse ding kapa mawa a mang a ho qoba kapa ho fokotsa tahlehelo ya mesebetsi ha ka nqa e nngwe ho kgothaletswa bokgoni ba phehisano le tswelopele
- Ho thusa ka ho tla ka ditsela tsa ho qoba kapa ho fokotsa tahlehelo ya mesebetsi le diphokotso ho nkelwa hloohong ditlhokeho tsa bokgoni le tsa tshebetso bakeng sa morao ka mong le ho etsa dikgothaletso moifong o itseng wa tsamaiso ya tjhafo
- Ho hokahanya le ho kenya tshebetsong ditharollo tse tjhaelletsweng monwana ka tsela e rerilweng



Foramo e kgannwa ke ditumellano mme e sebetsa tikolohong e nang le ponaleto. Mekga ya foramo e sebetsa mmoho ho ntlafatsa tshebetso ya morao le polokeho ya mesebetsi. Tlwaelo le katamelo ya diforamo ke ya tharollo e kopanetsweng ya mathata, moo botsamaisi le mekgatlo ya basebetsi e rerisanang bakeng sa ho lelefatsa bophelo ba morao le ho thola ditlhapiso tse kgonahalang ka ho fetisisa bakeng sa bankakarolo bohle ho tswa setheong sa morao. Tlhahisoleseding yohle e batlehang e fihlella diforamo ho netefatsa hore ba etsa diqeto tse hlwahlwa. Ha di sebetsane le dintlha tsa dipuisano tse kopanetsweng tsa kgiro ka ha tseo di batla di tlisa dikgohlano.

Mesebetsi ya foramo ya bokamoso, jwaloka ha molao o bolela

Ho tsebisa Letona la Mehlodi ya Diminerale ka taba leha e le efe e mabapi le dikgahlamelo tsa kahisano le moruo tsa tshebetso ya morao ho ya le bophelo ba morao le ka hara morao, haholoholo ha ho lebeletswe diphokotso tsa basebetsi.

Ho hokana le botsamaisi ba moralo wa kahisano wa DMR le bankakarolo ba bang mabapi le dintlha tsa moralo wa kahisano ho kenyeletsa:

- Ho netefatsa hore mekgwa e nepahetseng ya temoso ka nako e thehwa pele mme ho fanwa ka sephetho ho ditso tsa diforamo tsa bokamoso kgafetsa kgwedi ka nngwe
- Ho eletsa morao mabapi le taba le ha e le efe e amang dikgahlamelo tsa kahisano le moruo tsa tshebetso ya morao mme haholoholo ho teka le ho fihlella merero le dintlha tse ka sehlohlolong tabeng ena
- Ho sebedisa tsela tse nepahetseng tsa ho beha leihlo boimatahanyo bakeng sa ho fihlella merero le dintlha tse ka sehlohlolong
- Ho etsa ditlhahlobo, dipatlisiso kapa diphuputso mabapi le ditlhoko tsa basebetsi, tse tla etsa hore ba supe mefuta ya maitsebelo eo ba batlang ho rupellwa ka yona
- Ho lemosa basebetsi ka dikateng tsa moralo wa kahisano wa morao ka mong
- Ho hlwaya bafani ba ditshebetso tsa thupello ba tshepahalang ho ya ka tekolo ya ditlhoko tsa basebetsi

Kamora ditsamaiso tsa ka hare tse hlokaahalang, ho tsebisa Boto ka taba leha e le efe e amanang le taba ya kahisano le moruo ya morao, e batlang ho tojwa. Boto e ka fetisetsa ditaba foramong hore e di sekaseke.

Moralo wa tumellano ya moralo wa Kahisano le letlole la moralo wa kahisano

Ho thusa ka tshebetso ya diforamo tsa bokamoso le ntshetsopele ya maitsebelo a mang bakeng sa basebetsi le baemedi ba bona, tumellano ya moralo wa moralo wa kahisano e ile ya saenwa ke sehlopha sa Harmony le mekgatlo ya basebetsi ka la 19 Tlhakubele 2003.

Ho feta moo, le ho latela tumellano, khamphani e thehile letlole la moralo wa kahisano ka Phupu 2003 le *board of trustees* e thontsewng bakeng sa ho laola letlole. Ho ile ha kenngwa R15 milione letloleng mme R3.5 milione e nngwe e tla kenngwa letloleng selemo ka seng bakeng sa dilemo tse 10. Nakong ya ho hlophisa tlaleho ena, tjelete ya letlole e neng e setse e ne e akanyetswa ho R39 milione. Di-trustee tsa letlole ke baemedi ba botsamaisi le ba basebetsi.

4.2 Ditsela tsa ho fana ka ditharollo le ditsamaiso mabapi le ho bopa tshireletso ya mesebetsi moo tahlehelo ya mesebetsi e kekeng ya qojwa

Jwaloka ha ho rerisanwe, mokgwa wa mantlha oo Morafo o ikemiseditseng bakeng sa ho qoba diphokotso ke wa ho fana ka menyetla e meng ya mosebetsi.



PABALLO YA MESEBETSI

Mofuta wa porojeke: Basebeletsi ba morafu ba fallisetswa mesebetsing e meng

Merero:

Ho boloka mesebetsi le ho hlahisa menyetla e meng ya mosebetsi

Phethoho e molemo:

- Ho boloka mesebetsi
- Ho baballa mesebetsi
- Ho atolosa bophelo ba morafu
- Ho hlahisa menyetla e meng ya mosebetsi

Bakgolamolemo:

Basebeletsi ba morafu

Moralo wa ho kenya tshebetsong:

Ho beha leihlo moralo wa hajwale wa LOM ka mokgwa o tswelang, mme ho tla etswa dikgothaletso kgafetsa tse reretsweng ho thusa ho lelefatsa LOM.

Dikgothaletso di tla kenyeletsa ditsela tse latelang:

- Ho batlana le tshebedisano pakeng tsa merafo
- Ho rafa dibakeng tsa boemo bo tlase
- Ho fokotsa ditjeo
- Ho batlana le thekenoloji e ntjha ya ho rafa bakeng sa merafo ya moshwelella
- Ho hlophisa lewa la tekolo le ho teka merero ya tshebetso ya ho fokotsa ditjeo tse hodimo
- Merero ya kgolo le thuo ya Harmony kaofela
- Phalliso ka hara khamphani
- Ho laola/emisa ho thaotha basebetsi ba batjha
- Ho ithaopa ho beha meja fatshe pele ho nako
- Pakana ya ho diela ka boithaopo
- Ho fedisa kgiro ya basebetsi ba nakwana le ba konteraka
- Kgiro dikhamphaning tse ding tse ka ntle ho morafu
- Ho itlhophisetsa mesebetsi e metjha
- Thupello ya maitsebelo a hlwahlwa

Leha ho le jwalo, ha ho ka etsahala hore ho qojwe theolo ya boemo, ho sa natswe maiteko a botsamaisi le mosebetsi wa diforamo tsa bokamoso, foramo ya bokamoso e tla fuwa mosebetsi wa ho batlana le ditsela tse ding tsa phokotso le tahlehelo ya mesebetsi. Motjha ona esale o thehilwe ka botlalo mesebetsing ya dikamano tsa basebetsi tsa Afrika Borwa mme e tekilwe ka bobatsi ho dikarolo tsa 189 le 189A tsa Molao wa Dikamano tsa Basebetsi (LRA). Dipehelo tsa Molao ona di dumella baemedi ba basebetsi ba amehang monyetla wa ho hlahloba mabaka a ho theolwa ha boemo le ho hlahisa le ho sheba hore ho keke ha ba le se ka etswang bakeng sa tahlehelo ya mesebetsi, hammoho le ho sisinya ditsela tsa ho bebofatsa ditlamorao tsa tahlehelo ya mesebetsi hodima basebetsi le badudi.

Foramo ya bokamoso e fuwe mosebetsi wa ho netefatsa hore diphokotso di a qojwa moo ho kgonehang, mme moo ho sa kgoneheng, ke mosebetsi wa foramo ya bokamoso ho netefatsa hore di etsahala ka tsela e kgabane. Ho etswa boiteko bohle ho fokotsa ditlamorao tse mpe hodima basebetsi le metse e amehang. Ka tlase mona ke letoto la metjha e ka nkuwang ya ho fihlella merero ena eo khamphani e rerileng ho e kenya tshebetsong haeba ho theolwa ha boemo le



diphokotso di keke tsa qojwa. Dintlha ka botlalo tsa ho kenngwa tshebetsong ha ditsela tse ding tsa phokotso di tla tshohlwa le ho dumellanwa ka tsona ha nako e dumela ho ya ka dipehelo tsa LRA, melao e meng, ditataiso le ditumellano tsa kopanelo.

Ho beha meja fatshe ka boithaopo kapa ka qobello

Monyetla o ka sehloohong e ka ba ho baballa basebetsi ba batjha dilemong le ho dumella ba seng ba le haufi le ho beha meja ho tlohela mosebetsi. Ho totobetse hore pehelo ena ke yona e tla lokela ho shejwa le ho amohelwa ke baemedi ba basebetsi maemong a ditherisano jwaloka ha ho lohothwa ke karolo 189 le 189A ya LRA e tla sebediswa ke khamphani le baemedi ba basebetsi.

Dipakana tsa boithaopo

Maemong ao ho ona ho lohothwang tahlehelo e matla ya mesebetsi ho tla ba le basebetsi bao, ka lebaka la maitsebelo a bona, boiphihlelo le/kapa maemo a ditjhelete ba sa itshetlehang haholo hodima Harmony bakeng sa mosebetsi ho feta ba bang. Basebetsi bana ba tla fuwa monyetla wa ho tlohela ka boithaopo.

Ho emisa ho thaotha batho ba batjha

Ho totobetse hore moo basebetsi ba tobaneng le tahlehelo ya mesebetsi ho tshophodi ho tswella ho hira batho ba batjha. Leha ho le jwalo, ho ka ba le maitsebelo a ikgethang a batlehang, kapa dikgeo tse itseng tse kekeng tsa tlatswa ka thupello le ntshetsopele. Haeba ho sa kgonehe ho kgotsofatsa dithoko tsa morafu, kgoro e jwalo e ikgethileng e tla tswela pele, feela e tla behwa leihlo le ntjhotjho mme e tsamaiswe ka ponaletso.

Ho fedisa ditshebeletso tsa basebetsi ba nakwana le ba konteraka

Harmony e na le tumellano le NUM e thibelang kgoro ya basebetsi ba konteraka le ba nakwana maemong a itseng. Ho fetola basebetsi bao ka ho ba basebetsi ba rona, ba seng ba tla lahlehelwa ke mosebetsi, ho a utlwahala.

Kgoro dikhamphaning tse ding ka ntle ho Harmony

Khamphani e tla sebedisa ditshebeletso tsa TEBA ho leka ho hira basebetsi ba lahlehetsweng ke mosebebetsi nqa e nngwe ka hara indasteri ena hammoho le ho iteanya le bahiri ba bang ba merafo le diindasteri tse ding tse kgolo.

Ho itlhophisetsa maemo a matjha a mosebetsi

Phethoho ena ya ditlhophiso tse kang: ho sebetsa nakwana, ho hlophisa ditjhifi botjha, phokotso ya matsatsi a tshebetso bekeng, ho dula lapeng nako e itseng le ho phomotswa ho se hokae. Ke mohlodi o mong wa phokotso ya tahlehelo ya mesebetsi oo, ka bomadimabe, o sa amoheleheng ho mekgatlo ya basebetsi ya Afrika Borwa, empa o sebediswa haholo dinaheng tse ding ka katleho e itseng. Harmony e rerile ho latela mokgwa ona le mekgatlo ya basebetsi haeba phokotso ya mesebetsi e keke ya qojwa. Ho totobetse hore tshisinyo leha e le efe e tla kenngwa feela tshebetsong ka tumellano ya baemedi ba basebetsi ba amehang.

Phokotsa ya leofa

Tshebediso ya leofa le lengata ha se tiwaelo e amoheleheng ya tshebetso. Leofa le ya bitsa mme moo le etsahalang haholo le fokotsa le menyetla ya mosebetsi. Khamphani e dula e netefatsa hore leofa le laolwa ka thata mme ho sebetswe leofa feela moo le kekeng la qojwa. Maemong ao ho lohothwang ka tahlehelo ya mesebetsi, leofa le tla tjamelwa ka morero wa ho le thibela hore le be teng feela moo le hlokahaleng le moo le kekeng la qojwa.



Ho sebetsa ka matsatsi a phomolo

Basebetsi ba ka koptjwa nako le nako ho sebetsa ditjhifi tse eketsehileng ka boMoqebelo le matsatsing a phomolo, e le ho ntlafatsa tlhahiso le ho fehla lekeno la tlatsetso.

4.3 Tsamaiso ya Phokotso

Karolo 189 le 189A ya LRA

Morafo o tla kenella semmuso ho ditherisano tsa Karolo 189 le 189A le baemedi ba ananetsweng ba basebetsi hang feela ha ho lohothwa phokotso.

Karolo 52 ya MPRDA

Khamphani le merafo ya yona e tla fa DMR lengolo hore le fetisetswe ho Boto ya Ntshetsopele ya Diminerale le Merafo, jwaloka ha karolo ena e batla.

Ditataiso tsa moralo wa naha wa kahisano

Motjha wa ditherisano jwaloka ha o tekilwe ditataisong tsa moralo wa naha wa kahisano o tla latelwa moo baemedi ba basebetsi le Lefapha la Mesebetsi ba tsebiswang le ho reriswa, mabapi le theolo ya boemo e lohothwang.

Thibelo ya ho thaotha basebetsi ba batjha

Morafo o tla kgina ho thaothwa ha basebetsi ba batjha ha o ntse o leka ho tlatsa dikgeo ka basebetsi ba teng ba masalla ba nang le mangolo a tshwanetseng, maitsebelo, le ba nang le boiphihlelo, haeba feela Harmony e tla dumellwa ho thaotha basebetsi ba nang le maitsebelo a ikgethileng le moo ho bileng le kgaello ya basebetsi mokgahlelong o itseng.

Tumellano ya moralo wa kahisano wa Ntshetsopele ya Moruo wa Naha le Lekgotla la Mesebetsi

Ho ya ka moralo wa kahisano wa NEDLAC Lefapha la Mesebetsi le tla tsebiswa ka:

- Palo ya basebetsi ba ka amehang
- Mekgahlelo ya mesebetsi ya basebetsi
- Nako ya diphokotso tse lohothwang
- Thuso e fanwang ho kenyeletsa le thupello
- Kgonahalo ya ho hirwa hape
- Dipuo le dibaka tseo basebetsi ba amehang ba tswang teng
- Diporofaele tsa maitsebelo a basebetsi
- Mehlopi e teng ho thusa basebetsi
- Dintlha ka botlalo ba ditumellano le ho se dumellane kapa dikgang le mekgatlo ya basebetsi e ananetsweng le e amehang

Ho tla boela ho tshwarwa dipuisano le lefapha mabapi le ditshebeletso leha e le dife tse ka batlehang, ho kenyeletsa le ho jalwa ha moifo o arabelang ho phokotso ya basebetsi.

Lefapha la Mesebetsi

Ho lebeleletse hore Morafo o tla sebedisa meifo e arabelang ho phokotso ya Lefapha la Mesebetsi. Ba tla theha ditsi tsa dikeletso ka mesebetsi bakeng sa basebetsi ba amehang merafong eo, ba fe basebetsi ba amehang diphuthelwana tsa tlhahisoleseding le ho ba eletsa ka Letlole la Inshoreense ya ho se Sebetse (UIF), ho ba thusa ho ingodisa le lefapha e le batho ba batlang mosebetsi, le ho ba eletsa ka mmara wa mesebetsi le menyetla ya kgiro.



Morafo o fihlella tumellano le lefapha mabapi le phano ya ditshebeletso tsa ho thusa basebeletsi, ho kenyeletsa boeletsisi ka sehlopha, boeletsisi ka kgiro, thupello ya basebetsi ba amehang le ditshebeletso tsa kgiro. Haeba ho hlokeha, ho tla hirwa basebeletsi ba konteraka ho thusa lefapha le merafo bakeng sa ho netefatsa hore ditshebeletso tsena di a fanwa. Moo ho hlokehang, ditjeo tsa ditshebeletso tse ka hodimo mona tse fanwang bakeng sa basebetsi ba amehang di tla jarwa ke morafo.

Lefapha la Mesebetsi le boetse le lebeletsweng ho tsebisa Institjute ya Naha ya Tlhahiso le mmuso wa porofense le wa lehae ka diphokotso tse lebeletsweng.

Ditumellano tse kopanetsweng

Morafo ke karolo ya ditumellano tse kopanetsweng tsa Harmony le mekgatlo ya basebetsi e ananetsweng e sebetsanang le theolo ya boemo le phokotso. Ditumellano tsena di tshwana le metjha le ditsamaiso tse tekilweng ka hodimo mona, empa hape di boetse di sebetsana le dintlha tse kan *gseverance pay*, *notice pay*, ditsamaiso tsa kgiro botjha le ho bitswa hape, ditlhophiso tsa bodulo le thupello. Harmony e netefaditse hore boimatahanyo le ditumellano tsena ke karolo ya metjha ya meralo bakeng sa theolo ya boemo le phokotso.

Ditumellano tsena tse kopanetsweng di tlama sehlopha sa dikhamphani tsa Harmony ho lefa dipakana tsa ho beha meja tse ka hodimo ho feta tse behilweng ka semolao. Di boetse di feta ditlhokeho tsa tsebiso. Ditefello tsena tse hodimo ke karolo ya moralo wa ho fokotsa ditlamorao tsa tahlehelo ya mesebetsi ka hohle kamoo ho ka kgonehang.

Basebetsi bohle ba Harmony ke ditho tsa letlole la ho diela, leo ho lona khamphani le basebetsi ba nyehelang ka kgwedi. Mabakeng kaofela, dinyehelo tsa khamphani di feta tsa basebetsi. Mabapi le phokotso, basebetsi ba amehang ba kgona ho fihlella ditsiane tse tswetseng tse bokeleditsweng dilemong tsa tshebetso letloleng lena.

Mmoho le moifo o arabelang ho tsa phokotso wa Lefapha la Mesebetsi, merafo e theolang boemo e tla thusa basebetsi ka boingodiso le ho lata ditsiane tsa UIF.

4.4 Mekgwa ya ho fokotsa kgahlamelo ya kahisano le ya moruo hodima batho, mabatowa le meruo moo phokotso kapa ho kwalwa ha morafo ho tla etsahalang

Haeba ditsela tse tekilweng ka hodimo mona di sa lekana bakeng sa ho qoba diphokotso tse kgolo, mme le lebatowa leo Morafo o thaothang basebetsi ho lona le ameha hampe, metjha e latelang e tla latelwa ho fokotsa mathata a bakwang ke tahlehelo ya mesebetsi:

- Ho kenngwa tshebetso ha thupello ya maitsebelo a hlwahlwa bakeng sa basebetsi ba Morafo hore ba kgone ho amohelwa ke makala a mang a moruo le bakeng sa tlhahiso ya mesebetsi le phediso ya bofuma ka diporojeke tsa ho ikeketsetsa mosebetsi

Thupello ya maitsebelo

Mekgwa e meng ya ho fana ka ditharollo tse fapaneng bakeng sa ho qoba diphokotso e kenyeletsa tse latelang:

- Thupello le ntshetsopele
- Ho fallisetsa basebetsi merafong e meng
- Ditsela tsa ho ntlafatsa tlhahiso

Thupello ya maitsebelo a hlwahlwa

Thupello ya maitsebelo a hlwahlwa ke mekgwa ya moshwelella ka ho fetisisa ya ho bebofatsa ditlamorao tsa theolo ya



boemo le tahlehelo ya mesebetsi diindastering. E fa basebetsi ba amehang monyetla wa nako e telele o sebetsang wa ho itjara ho e na le ho itshetleha ka indasteri ya merafo e hlokang botsitso. Ka lebaka lena, moralo wa morao ke ho etsa hore ho be le mehlopi bakeng sa mofuta ona wa thupello. Leha ho kgonahala ho etsa dithophiso bakeng sa thupello kamora ho theolwa ha boemo mme le mesebetsi e fokoditswe, morao o rerile ho qala thupello e jwalo pele tlhoko e hlaha, kahoo re fokotsa sekgahla hodima basebetsi ba amehang le ho ba thusa ho nka mesebetsi e meng hanghang haeba ho hloka.

Theibole e ka tlase mona e bontsha moralo wa Thupello ya Maitsebelo a Hlwahlwa

THUPELLO YA MAITSEBELO A HLWAHLWA						
Thuto / Boitshunyako	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Moralo kaofela	376	376	376			1128

Moralo wa maitsebelo a hlwahlwa

Thupello ya basebetsi ba Morafo e tla ba e tswelang, e akaretsang le e kenyeletsang. Motjha ona o tla kenyeletsa ntlafatso ya thuto, phumants'ho ya maitsebelo a bophelo le a setekginiki mokgatlong o tshhehetsang tlhoko ya botho ya kgolo le ntshetsopele. Ho fihlella merero ena basebetsi ba nka karolo ho AET, mananeo a maitsebelo a bophelo, ntshetsopele ya maitsebelo, maitsebelo a hlwahlwa le boelets'i ka mesebetsi le boelets'i.

Ho fanwa ka tse latelang le karolo ya meralo ya ntshetsopele ya maitsebelo a hlwahlwa:

MORALO WA MAITSEBELO A HLWAHLWA
Ho fokotsa sekgahla sa tahlehelo ya mosebetsi hodima kahisano le moruo wa batho
<p>Merero:</p> <ul style="list-style-type: none"> Ho hodisa maitsebelo a bophelo kapa a hlwahlwa a basebetsi bohle bakeng sa tlhahiso ya mosebetsi le phediso ya bofuma ka ho itshebetsa kapa ho amohelwa makaleng a mang a tswelang a moruo
<p>Moralo wa ho kenya tshebetsong:</p> <p>Foramo ya bokamoso ya Morafo e tla:</p> <ul style="list-style-type: none"> Hlophisa di-road-show le mananeo a temoso mabapi le thupello ya maitsebelo a hlwahlwa bakeng sa basebetsi bohle ba morao Hlophisa dithahobo tsa maemo a maitsebelo ao basebetsi ba ka ikgethelang kapa ba a ratang Kenya tshebetsong ditshebeletso tsa tekolo le tsa boelets'i Netefatsa hore dikgetho tsa maitsebelo a basebetsi le seo ba se ratang di tsamaelana le di-IDP tsa meruo ya lehae, moo basebetsi ba Morafo ba nkuwang metseng ya merafo dibakeng tse romelang basebetsi Dibaka tsena di kenyeletsa Swaziland, Mozambique, Lesotho, Free State, Eastern Cape le Botswana Netefatsa kgokahanyo ya thupello ya maitsebelo a hlwahlwa ho mananeo a AET le thupello a Morafo e le motjha o tswelang, o akaretsang le o kenyeletsang Kenyeletsa thupello ya maitsebelo bakeng sa basebetsi kaofela Beha leihlo thupello Netefatsa kgokahanyo ya maitsebelo a hlwahlwa a hlahisitsweng ho diporojeke tsa moshwelella tsa badudi ka maitshunyako a ntshetsopelo



MORALO WA MAITSEBELO A HLWAHLWA

Ho fokotsa sekghahla sa tahlehelo ya mosebetsi hodima kahisano le moruo wa batho

- LED ya Harmony le di-SMME

Diphethoho tse molemo:

- Tlhaliso ya mesebetsi ka diporojeke tsa setjhaba
- Phediso ya bofuma
- Ntshetsopele ya maitsebelo a di-
- SMME

Bakgolamolemo:

- Basebetsi ba Morafo (kapa baemedi ba bona)

Boimatahanyo ho IDP ba badudi ba morafong le mabatowa a rmelang basebetsi

Kaha ba bang ba basebetsi ba Morafo ba nkuwa dibakeng tsa morao kapa mabatoweng a romelang basebetsi a kang Swaziland, Mozambique, Lesotho, Eastern Cape le Botswana, merafo e tla netefatsa hore maitsebelo a hlwahlwa a fanwang a kgema le ditlhoko tsa lehae tsa moruo wa dibaka tsa bona ka ho latelana,. Bajete ya phano ya letlole la Harmony la teraste ya moralo wa kahisano, e thehilweng ho ya ka morero wa tumellano ya moralo wa kahisano, e boemong bo botle mme e tla kgona ho mekamekana le maemo afe kapa afe. Kabo ya matlole ana e tla sebetsa ho ya ka moralo wa tumellano.

4.5 Phano ya Ditjhelete – Theolo ya Maemo le Phokotso

PHANO YA DITJHELETE – THEOLO YA BOEMO LE PHOKOTSO						
	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Maitsebelo a hlwahlwa (palo ya basebetsi ba tla rupellwa)	376	376	376			1128
Ditjeo motho ka mong ('R)	4,000.00	4,000.00	4,000.00			
Phano ya ditjhelete kaofela	1,504,000.00	1,504,000.00	1,504,000.00	-	-	4,512,000.00



Karolo 5: Phano ya Ditjhelete

Ho ya ka molawana 46(e): Ho fana ka ditjhelete bakeng sa ho kenngwa tshebetsong ha SLP ho ya ka ho kenngwa tshebetsong ha-

- Molawana 46(e)(i): lenaneo la ntshetsopele ya tsa kgiro
- Molawana 46(e)(ii): mananeo a ntshetsopele ya moruo wa lehae; le
- Molawana 46(e)(iii): metjha ya ho tsamaisa theolo ya boemo le phokotso

5.1 Moralo wa dilemo tse hlano wa Morafo

Morafo o itlametse ho kenya tshebetsong SLP ena mme theibole e ka tlase mona e bontsha ditjhelete tseo o ikemiseditseng ho di sebedisa dibakeng tsa HRD, LED le tsamaisong ya theolo ya boemo le thupello ya maitsebelo a hlwahlwa.

Bokgoni ba Morafo ba ho thusa ka matlole, ka tsela e tswelang, mananeo a hlahositsweng ho SLP, leha ho le jwalo, bo itshetlehile hodima bokgoni ba merafo ya ona ba ho tswella ho fehla phallo e ntle ya tjhelete le kamora ho sebedisa tjhelete bakeng sa mabaka a maholo.

Lewa la morero wa rona ke ho phahamisa ho rafa manya a rona, molemong wa bankakarolo bohle, haholoholo basebetsi ba rona bao polokeho ya bona ya mosebetsi e matlafatswang ke bokgoni ba rona ba ho lelefatsa bophelo ba ditjhafo tsa rona ka *pay limit reduction*. Ho tla dulwa ho etswa diqeto ho shebuwe ditlamorao tsa nako e telele, mme ho be le tekatekano pakeng tsa ditabatabelo tse hlodisanang.

Ka ho tshwana, bokgoni ba phaello le ho fehla phallo ya tjhelete ho itshetlehile hodima theko ya gauta ranteng e fumanwang, jwalo feela le ka boteng ba diresefe tsa manya a tla rafuwa. Bohlokolosi ba theko ya gauta ba diresefe ka diaonse bo bontshwa ka dikgefu tsa 5% ka hodimo le ka tlasa theko ya gauta ya motheo. Ka theko ya gauta ya resefe e phahamang, ka kakaretso, palohare ya boleng e a theoha empa le ka ditone tsa tlatsetso, e leng se bakang hore diresefe tsa manya di eketsehe. Ka theko ya gauta e ntseng e theoha, dikereiti tse hodimo di tsebahatswa ka ditone tse fokoditsweng ho lekana le diresefe tsa manya tse theohileng. Theko ya gauta e tla sebediswa bakeng sa tsebahatso e shejwa botjha selemo ka seng le ho tjhaellwa monwana ke Boto ho ipapisitswe le ditlhoko tsa moralo wa bolaodi.

Kaha re keke ra kgona ho laola theko ya gauta ya matjhaba kapa sekgahla sa phapanyetsano sa ranta/dolara, ke tsela e le nngwe feela ya ho kgona ho baballa diresefe tsa manya a rona mme kahoo bokamoso ba rona ke ho phahamisa bokgoni ba tlhahiso mekgahlelong yohle ya kgwebo, ho kenyeletsa ho laola ditjeo ka thata.

SLP ena e shebile theko ya gauta ya R525 000/kg. Leha ho le jwalo, haeba theko ena e sa fihlellwe ka nako e telele, mme haeba phano ya SLP ya rona e ka sitiswa ke diketsahalo tsa ka hodimo ho taolo ya rona, kapa ha ho ka ba le bomadimabe bo itseng (ho kenyeletsa, ntle le thibelo, mabaka a bomadimabe a boletsweng ka hodimo mona) bo amang kapa bo fetolang thepa, phano ya mananeo a tekilweng ho SLP ena a ka lokelwa ho lekolwa botjha.



Maitlamo a Morafo kaekae moralong ona a lokela ho balwa le ho utlwisiswa hodima ditaba tsena le nalane ena. Ka lehlakoreng le letle, haeba kamoso re ka kgona ho fihlella makeno a ka fetang R525 000/kg, re tla ba boemong ba ho akofisa mananeo ana. Sheba theibole ya bokgoni ba phaello ka tlase mona e sebeditsweng ka bokgono ba phaello ba 1% ya Phaello Kaofela kamora Lekgetho:

Theibole ya Phaello ya Morafo maemong a fapaneng a Ditheko tsa Gauta

1% ya Phaello Kamora Lekgetho			
	At Au price of R525 000	At Au price of R472 000	At Au price of R577 500
Bambanani	10,202,208.40	6,928,203.35	13,452,344.13

5.2 Phano ya Ditjhelete – Palo kaofela ya dikarolo

PHANO YA DITJHELETE - PALO KAOFELA YA DIKAROLO TSA SLP						
Thepa	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Ntshetsopele ya tsa Kgiro	2,420,428.30	2,385,634.29	2,034,053.77	-	-	6,840,116.37
Ntshetsopele ya Badudi ba Morafo	2,284,370.90	4,564,652.27	4,569,652.28	-	-	11,418,675.45
MCD – Diporojeke tse Tswelang	1,999,844.39	1,999,844.39	1,999,844.39	-	-	5,999,533.17
Maemo a Matlo le Bodulo	606,086.81	606,086.81	606,086.81	-	-	1,818,260.42
Ntshetsopele ya Dikgwebo le Bafani	181,804.04	181,804.04	181,804.04	-	-	545,412.11
Ho theola Maemo le Phokotso	1,504,000.00	1,504,000.00	1,504,000.00	-	-	4,512,000.00
Phano ya Ditjhelete kaofela	8,996,534.43	11,242,021.80	10,895,441.29	-	-	31,133,997.51



Karolo 6: Tlaleho, bodisa le tlhahlobo

Molaodi kakaretso wa morafu ka mong o ikarabella bakeng sa ho kenngwa tshebetsong ha SLP mme o tla tlalehela kotara ka nngwe ba phethahatso ba okametseng merafo ya Afrika Borwa mabapi le kgatelopele ya ho kenngwa tshebetsong ha moralo ona. Ba phethahatso ba okametseng merafo ya Afrika Borwa ka ho le leng ba tla tlalehela Boto ka kgatelopele ya ho kenngwa tshebetsong ha moralo ona.

Ba phethahatso ba okametseng merafo ya Afrika Borwa ba tla lokela ho okamela boitokisetso le tekelo ya Harmony, selemo ka seng, ya ditlaleho tse yang ho DME. Ditlaleho tse jwalo di tla ipapisa le mafelo a selemo sa ditjhelete mme di tla bontsha ditjeo le kgatelopele ho ya ka maitlamo a teng dikgaolong tse fapafapaneng.

Boitlamo

Molawana 46(f): Boitlamo ba tokelo ya morafu ya ho netefatsa boimatahanyo le SLP le ho e tsebisa basebetsi

Motho ya ikarabellang bakeng sa SLP, ya ikarabellang bakeng sa ho tsebisa basebetsi ka SLP le hore ke mang eo ho lokelang ho ikopanya le yena bakeng sa ditshalomorao, dikopo, ditlaleho, ditlalebo, dipatlisiso, dipuisano, jj. nakong ya mabaka a jwalo o lokela ho etsa boitlamo bo latelang lebitsong la morafu kapa la tlhahiso ya morafu. Mohlanka e Moholo wa Phethahatso, Molaodi wa Tsamaiso kapa motho leha e le ofe ya thontsweng jwalo o lokela ho tjhaella monwana SLP.

I, Warren Freeman the undersigned and duly authorised thereto by the Operation of Harmony Gold Mining Company Limited do undertake to adhere to the information, requirements, commitments and conditions as set out in the Social and Labour Plan.

Signed at Bambanani on this 20/06 day of 20 18

Signature of responsible person:


General Manager