

**Moralo wa Setjhaba le Basebetsi**

**2018 ho ya ho 2022**

**Morafo wa Joel**

**Free State**

**Laesense ya Morafo FS 30/5/1/2/2/13MR**

**Phupjane 2018**





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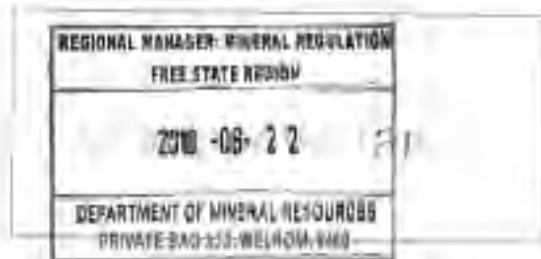
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**Acknowledgement of Receipt:**

S. Mkhavane  
 \_\_\_\_\_  
 Initials and Surname

[Signature]  
 \_\_\_\_\_  
 Signature

22/06/2018  
 \_\_\_\_\_  
 Date





## Lenane la Dikgutsufatso le Mabitso

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



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



## Tekelo ya Moralo wa Setjhaba le Basebetsi bakeng sa dilaesense tsa morao

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 ipapisitswe 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 morao*

## Tsa Harmony (Mohlodi 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 mohlalasi wa boraro ya moholo ka ho fetisisa Afrika Borwa le wa boeshome le metso e mmedi lefatsheng ka FY16.

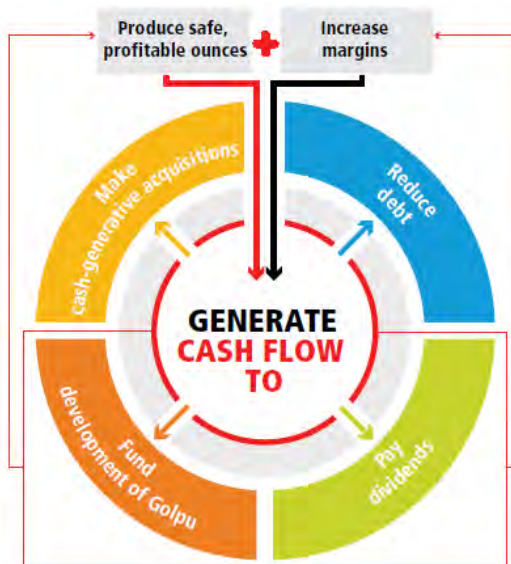
Mona Harmony, re tseba kgahlamelo ya bohlokwa eo khamphani ya rona e nang le yona maphelong a batho, ho badudi ba potapotileng merafo ya rona, ho tikoloho, le ho boitekanelo bo botle ba moruo ba dinaha tseo re sebetsang ho tsona.

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 tlatsela 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 (mohlodi HAR-RR16 – Mehloidi ya Diminerales le Diresefe tsa Diminerales 2016)

### Sebaka

Merafo ya Harmony ya Freistata e na le ditjhafo tse supileng tsa merafo – ho kenyeletswa merafo 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 **Joel** ke ona o ka borwa ho fetisisa ho merafo ya gauta ka hara sebae sa Harmony mme o fumaneha 40km ka borwa ho Welkom, 30km borwa-bophirima ho Virginia le 20km leboya ho Theunissen. Morafo ona o na le moedi o tshwanang le merafo wa gauta wa Sibanye (Beatrix Mine) ka Bophirima ho thepa ya merafo wa rona.

### Mokgwa wa tshebetso wa Morafo

**Joel** e rafa botebong bo bohareng ba  $\pm 1\ 300\text{m}$  ka tlasa lefatshe. *Reef horizon* ya mantlha e bolokang ditjeo ya Joel ke manya a masesane a *tabular Beatrix Reef* a fihlellwang ka ntshetsopele ya marangrang a tlwaelehleng. *Reef* e sekamela ka leboya ka kgutlo ya palohare ya *14 degrees* ka mohopolo wa ho sebedisa *winzes* ho e na le *raises* Ho fehla diresefe tsa manya. Ho rafuwa ka mekgwa e tlwaelehleng.

### 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	43 249	45 563	45 622	42 065	39 929
Palohare ya gauta e hlahiswang ka kgwedi (kg)	187.4	198.3	211.4	211.2	213.1
Palohare ya ditjeo tsa tshebetso ka kgwedi (R)	R 78,816,666.67	R 82,507,083.33	R 81,811,666.67	R 81,249,416.67	R 80,944,833.33
Palohare ya ntshetsopele / thepa ya ntshetsopele ka kgwedi (R)	R 13,903,833.33	R 9,553,916.67	R 9,070,250.00	R 5,984,416.67	R 2,647,166.67
Palo ya basebeletsi le borakonteraka	1 770	1 708	1 679	1 570	1 473



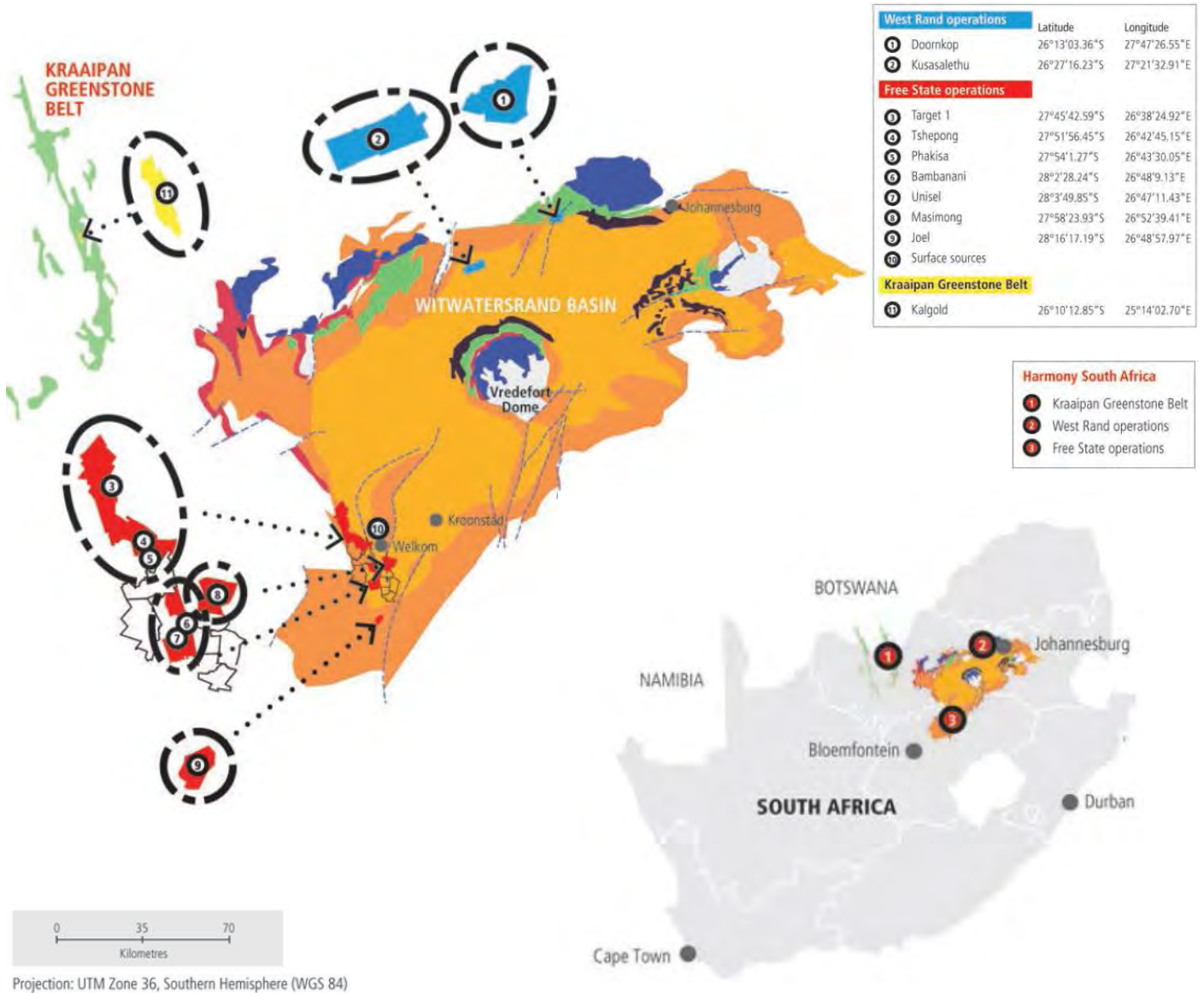


## Karolo 1: **Ketapele**

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

1.1	<b>Lebitso la khamphani e ka sehloohong/moikopedi</b>	Harmony Gold Mining Company Limited										
1.2	<b>Lebitso la Morafo</b>	Joel Mine										
1.3	<b>Aterese ya Sebaka</b>	Farm Leeuwfonteinswerft 51 Farm Leeuwfonteinswerft 256 Joel mine P O Box 28 Virginia 9430										
1.4	<b>Aterese ya Poso</b>	C/o Harmony Gold Mining Company Limited P O Box 2 Randfontein 1760										
1.5	<b>Nomoro ya Mohala</b>	(057) 733 7078										
1.6	<b>Nomoro ya Fekse</b>	(057) 733 7079										
1.7	<b>Sebaka sa Morafo</b>	Joel e fumaneha Porofenseng ya Freistata, Afrika Borwa, 270km borwa-bophirima ba Johannesburg. O fumaneha ho latitude ya 28°00'S le longitude ya 26°30'E, setsha se fihlellwa pakeng tsa Welkom le Bloemfontein.										
1.8	<b>Sehlahiswa</b>	Gauta										
1.9	<b>Bophelo ba Morafo Pheletso ya tokelo ya ho rafa</b>	8 – mafelong sa selemo sa 2026 02 Tshitwe 2017										
1.10	<b>Selemo sa Ditjhelete</b>	Selemo sa ditjhelete sa Khamphani ke ho tloha ka Phupu ho isa ka Phupjane selemong se hlahlamang.										
1.11	<b>Selemo sa Tlaleho</b>	Tlaleho ya selemo ka seng e tla etswa selemong sa khalendara mme e tla fanwa ka la 31 Tlhakubele selemo ka seng										
1.12	<b>Bakeng sa lesedi le batsi mabapi le tokomane ena o koptjwa ho ikopanya le</b>	<table border="0"> <tr> <td><u>Motsamaisi Kakaretso</u></td> <td><u>Moetapele wa HR</u></td> </tr> <tr> <td><b>Theo Benzien</b></td> <td><b>Gilbert Senyane</b></td> </tr> <tr> <td>(057) 733 7060</td> <td>(057) 733 7078</td> </tr> <tr> <td>083 986 8843</td> <td>083 696 7064</td> </tr> <tr> <td><a href="mailto:theo.benzien@harmony.co.za">theo.benzien@harmony.co.za</a></td> <td><a href="mailto:gilbert.senyane@harmony.co.za">gilbert.senyane@harmony.co.za</a></td> </tr> </table>	<u>Motsamaisi Kakaretso</u>	<u>Moetapele wa HR</u>	<b>Theo Benzien</b>	<b>Gilbert Senyane</b>	(057) 733 7060	(057) 733 7078	083 986 8843	083 696 7064	<a href="mailto:theo.benzien@harmony.co.za">theo.benzien@harmony.co.za</a>	<a href="mailto:gilbert.senyane@harmony.co.za">gilbert.senyane@harmony.co.za</a>
<u>Motsamaisi Kakaretso</u>	<u>Moetapele wa HR</u>											
<b>Theo Benzien</b>	<b>Gilbert Senyane</b>											
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083 986 8843	083 696 7064											
<a href="mailto:theo.benzien@harmony.co.za">theo.benzien@harmony.co.za</a>	<a href="mailto:gilbert.senyane@harmony.co.za">gilbert.senyane@harmony.co.za</a>											

### 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 ipapisitswe le moralo wa ntshetsopele ya maitsebelo*
- *Molawana 46(b)(iv): Moralo wa diinthenshipi le dibasari le ho kenngwa tshebetsong ho ipapisitswe 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 lebotho 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

<b>Lebitso la SETA</b>	Bolaodi ba Mangolo a Morafo
<b>Nomoro ya boingodiso le SETA</b>	Lekgetho = L650710538 Boingodiso = 16/MQA/0469/AC4?130614
<b>Tiisetso ya ho thonngwa ha Morupelli wa Ntshetsopele ya Maitsebelo</b>	Merafo kaofela e kgethile Barupelli ba Ntshetsopele ya Maitsebelo ba thontsweng maamong ana
<b>Bopaki ba ho fanwa ha Moralo wa Maitsebelo a Mosebetsi</b>	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 hlwaihweng 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	%
<b>Basebetsi kaofela</b>	<b>1923</b>	<b>100.0%</b>
<b>Banna</b>	<b>1603</b>	<b>83.4%</b>
<b>Basadi</b>	<b>320</b>	<b>16.6%</b>
Banna ba maAfrika ba SA	980	51.0%
Basadi ba maAfrika ba SA	262	13.6%
Banna baMmala	16	0.8%
Basadi baMmala	96	5.0%
Banna ba Makgowa	6	0.3%
Basadi ba Makgowa	511	26.6%
Banna bao e seng ba SA	52	2.7%

#### POROFAELE YA LEBOTHO - DEMOKERAFI - BANNA LE BASADI

Basebetsi ba nakwana	Basebetsi kaofela	%
<b>Basebetsi kaofela</b>	<b>167</b>	<b>100.0%</b>
<b>Banna</b>	<b>163</b>	<b>97.6%</b>
<b>Basadi</b>	<b>4</b>	<b>2.4%</b>
Banna ba maAfrika ba SA	127	76.0%
Basadi ba maAfrika ba SA	4	2.4%
Banna baMmala	1	0.6%
Basadi baMmala	20	12.0%
Banna ba Makgowa		
Basadi ba Makgowa	15	9.0%
Banna bao e seng ba SA		



*Tliphollo ya basebetsi ho ya ka bodudi ka Tlhakubele 2017*

**POROFAELE YA BASEBETSI - LEHAE LE MELATA**

Permanent Employees	Total workforce	%
<b>Basebetsi kaofela</b>	<b>1923</b>	<b>100.0%</b>
<b>Kaofela ba Afrika Borwa</b>	<b>1360</b>	<b>70.7%</b>
<b>Kaofela ba Dinaha tse Mabapi</b>	<b>563</b>	<b>29.3%</b>
Ba lehae RSA	1360	70.7%
Swaziland	15	0.8%
Botswana	2	0.1%
Lesotho	360	18.7%
Mozambique	185	9.6%
Zimbabwe	1	0.1%

**POROFAELE YA BASEBETSI - LEHAE LE MELATA**

Non-Permanent Employees	Total workforce	%
<b>Basebetsi kaofela</b>	<b>167</b>	<b>100.0%</b>
<b>Kaofela ba Afrika Borwa</b>	<b>152</b>	<b>91.0%</b>
<b>Kaofela ba Dinaha tse Mabapi</b>	<b>15</b>	<b>9.0%</b>
Ba lehae RSA	152	91.0%
Swaziland		
Botswana		
Lesotho	4	2.4%
Mozambique	6	3.6%
Zimbabwe	5	3.0%

*Tliphollo ya basebetsi ba motsong le ba tshehetso ka Tlhakubele 2017*

**POROFAELE YA BASEBETSI- MOTSO LE TSHEHETSO**

Basebetsi ba ka nako tsohle	Basebetsi kaofela	%
<b>Basebetsi kaofela</b>	<b>1923</b>	<b>100.0%</b>
<b>Ba motso</b>	<b>1728</b>	<b>89.9%</b>
<b>Ba tshehetso</b>	<b>195</b>	<b>10.1%</b>
Morafo	1111	57.8%
Boenjinerere	542	28.2%
Bolaodi ba manya a Resefe	45	2.3%
Metheleji	30	1.6%
Kgiro ya Batho	80	4.2%
Ditjhelete	10	0.5%
Ditshebeletso tsa Kgwebo	13	0.7%
Polokeho le Boitekanelo	29	1.5%
Tikoloho	10	0.5%
Ditshebeletso tse ding	53	2.8%

**POROFAELE YA BASEBETSI- MOTSO LE TSHEHETSO**

Basebetsi ba nakwana	Basebetsi kaofela	%
<b>Basebetsi kaofela</b>	<b>167</b>	<b>100.0%</b>
<b>Ba motso</b>	<b>166</b>	<b>99.4%</b>
<b>Ba tshehetso</b>	<b>1</b>	<b>0.6%</b>
Morafo	36	21.6%
Boenjinerere	104	62.3%
Bolaodi ba manya a Resefe		
Metheleji	26	15.6%
Kgiro ya Batho		
Ditjhelete		
Ditshebeletso tsa Kgwebo		
Polokeho le Boitekanelo		
Tikoloho	1	0.6%
Ditshebeletso tse ding		





Morafo o fana ka mosebetsi ho batho ba 2090 moo ba 1923 ba bona ba hirilweng ka kotloloho ke morafo le borakonteraka ba 578 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 (Foromo Q) e bontsha maemo a thuto a basebetsi ba nako tsohle ka Tlhakubele 2017

MAEMO A THUTO (FOROMO 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	
<b>THUTO LE THUPELLO KAKARETSO</b>										
Ha ho thuto	Ha ba a kena Sekolo	140	23	2						<b>165</b>
Tlase NQF 1	Pele ho-AET / Kereiti 1 ho ya ho 3	37	6							<b>43</b>
	AET 1 / Std 2 / Kereiti 4	60	5	1						<b>66</b>
	AET 2 / Std 3 & 4 / Kereiti 5 & 6	142	8							<b>150</b>
	<b>Baithuti ba ka kenelang AET</b>	<b>379</b>	<b>42</b>	<b>3</b>						<b>424</b>
<b>THUTO LE THUPELLO E TSWELLANG</b>										
Tlase NQF 1	AET 3 / Std 5 & 6 / Kereiti 7 & 8	201	28							<b>229</b>
NQF 1	AET 4 / Std 7 / Kereiti 9	156	33	1						<b>190</b>
NQF 2	Std 8 / Kereiti 10 / NATED 1 / NCV Level 1	179	31					5		<b>215</b>
NQF 3	Std 9 / Kereiti 11 / NATED 2 / NCV Level 2	142	53	1				1		<b>197</b>
NQF 4	Std 10 / Kereiti 12 / NATED 3 / NCV Level 3	293	89	7				19	2	<b>410</b>
<b>THUTO LE THUPELLO E PHAHAMENG</b>										
NQF 5	National / Higher Certificate	125	26	4				67	3	<b>225</b>
NQF 6	Higher Certificate / Diploma / Advanced Certificate / NATED 4 ho ya ho 6	14	11					3	1	<b>29</b>
NQF 7	Advanced Diploma / B-Tech Degree / Bachelor's Degree (360 Credits)	2						1		<b>3</b>
NQF 8	Bachelor Honor's Degree / Post Grad Diploma / Bachelor's Degree (480 credits)		1							<b>1</b>
NQF 9	Master's Degree									
NQF 10	Doctoral Degree & Post-Doctoral Degree									
<b>KAOFELA</b>		<b>1491</b>	<b>314</b>	<b>16</b>				<b>96</b>	<b>6</b>	<b>1923</b>



Theibole e ka tlase mona (Foromo Q) e bontsha maemo a thuto a basebetsi ba nakwana ka Tlhakubele 2017  
2017

<b>MAEMO A THUTO (FOROMO Q) – BASEBETSI BA NAKWANA</b>										
<b>MAEMO A THUTO</b>		<b>maAfrika</b>		<b>baMmala</b>		<b>maIndia</b>		<b>Makgowa</b>		<b>Kaofela</b>
<b>BOEMO BA NQF</b>	<b>TSAMAISO E NTJHA</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	
<b>THUTO LE THUPELLO E AKARETSANG</b>										
Ha ho thuto	Ha ba a kena Sekolo	9						2		11
Tlase NQF 1	Pele ho-AET / Kereiti 1 ho ya ho 3	5								5
	AET 1 / Std 2 / Kereiti 4	3								3
	AET 2 / Std 3 & 4 / Kereiti 5 & 6	6	1					2		9
	<b>Baithuti ba ka kenelang AET</b>	<b>23</b>	<b>1</b>					<b>4</b>		<b>28</b>
<b>THUTO LE THUPELLO E TSWELLANG</b>										
Tlase NQF 1	AET 3 / Std 5 & 6 / Kereiti 7 & 8	10						1		11
NQF 1	AET 4 / Std 7 / Kereiti 9	10								10
NQF 2	Std 8 / Kereiti 10 / NATED 1 / NCV Level 1	18		1						19
NQF 3	Std 9 / Kereiti 11 / NATED 2 / NCV Level 2	23	3					5		31
NQF 4	Std 10 / Kereiti 12 / NATED 3 / NCV Level 3	57						10		67
<b>THUTO LE THUPELLO E PHAHAMENG</b>										
NQF 5	National / Higher Certificate									
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									
<b>KAOFELA</b>		<b>142</b>	<b>4</b>	<b>1</b>				<b>20</b>		<b>167</b>



## 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 (%)
1923	259	165	424	22%

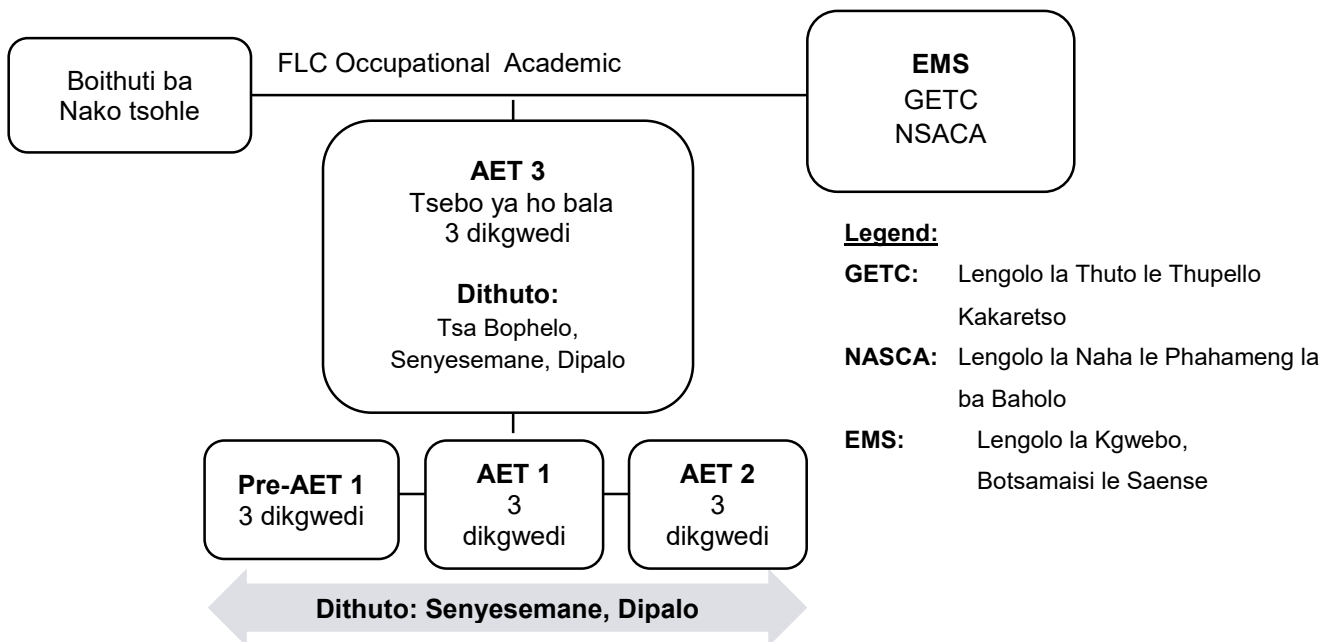
### BOEMO BA HO TSEBA HO BALA - BASEBETSI BAO E SENG BA NAKO TSOHLE

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 (%)
167	17	11	28	17%

## 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 tswelang:*



*Scorecard* 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 lebotho 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

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

## 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	2	2	2	2	2	10
AET 1	4	3	3	3	3	16
AET 2	3	3	3	3	3	15
AET 3	3	3	2	2	2	12
AET 4	4	3	2	2	2	13
<b>Moralo kaofela</b>	<b>16</b>	<b>14</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>66</b>

*Temoso:* Dipalo tse na 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 tse na 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-LEARNERSHIPS - 18.1						
Tlhaloso	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Tekete ya ho Thua	2		2		2	6
Di-Learnership tsa Boenjinerere	2	1	2	1	2	8
<b>Kaofela</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>14</b>

### Di-Learnership 18.2

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

DI-LEARNERSHIPS - 18.2						
Tlhaloso	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Tekete ya ho Thua						
Di-Learnership tsa Boenjinerere		2		2		4
<b>Kaofela</b>		<b>2</b>		<b>2</b>		<b>4</b>





## 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 Boetapele	1					1
Ntshetsopele ya Bohlokomedi	4	1				5
<b>Kaofela</b>	<b>5</b>	<b>1</b>				<b>6</b>

## Ntshetsopele ya Maitsebela

*Theibole e ka tlase mona e bontsha maemo 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	
Mine Manager Certificate	1	1	1			3
Mine Overseer Certificate	2	2	1	1		6
Advance Miners Certificate (Shiftboss)	3	3	3	3	3	15
Team Leader	10	10	10	10	10	50
Competent A	10	10	10	10	10	50
Competent B	10	10	10	10	10	50
Engineering Foreman	2	1	1			4
Ore Reserve Manager	1					1
Surveyor			1			1
Geologist			1			1
Human Resources Manager			1			1
Human Resources Officer			1	1		2
Financial Manager					1	1
Accountant				1		1
Occupational Hygienist			1			1
Occupational Hygiene Officer		1	1			2
<b>Total</b>	<b>39</b>	<b>38</b>	<b>42</b>	<b>36</b>	<b>34</b>	<b>189</b>



### 2.3 Dikgeo tse 'Boima-ho-Tlatswa'

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

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 Mehloodi

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 Mehloodi 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 Senyesemane 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 basebeletsi ho hatela pele ka maemo a kgiro.



Moralo wa kgatelepele 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 kgatelepele 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 kgatelepele mosebetsing:**

- Moraló wa kgatelepele mosebetsing wa Morafo o itshetlehile hodima dintlha tse ngata tse tekilweng ka tlase mona:
- **Monyetla bakeng sa basebetsi bohle.** Kgatelepele mosebetsing e teng bakeng sa basebetsi ho itshetlehlwe 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 morafo
- **Bolaodi ba tshebetso.** Meralo ya kgatelepele 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 morafo
- **Dikgahlehelo tsa makala a mosebetsi.** Dikgahlehelo tsa mosebetsi ka mong di shejwa, ka tlhoko, ha ho tshohlwa le ho dumellanwa ka meralo ya kgatelepele mosebetsing ka di-IDP
- **Boteng ba dikgeo.** Kgatelepele mosebetsing e etsahala ho itshetlehlwe 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 kgatelepele mosebetsing e lekola ditlhoko tsa Morafo bakeng sa ho mekamekana le tekatekano ya kgiro
- **Meifo ya ntshetsopele.** Ena ke meifo ya makala a mangata a behang leihlo mesebetsi ya basebeletsi ho netefatsa hore ho hlahiswa menyetla bakeng sa basebeletsi ba nang le bokgoni le ba sebetsang ka tsela e hlwahlwa

#### **Moralo wa kgatelepele (phahamiso) mosebetsing**

O shejwa bakeng sa menyetla kaofela ya kgatelepele 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%	80%	80%

**Temoso:** Merero e ka hodimo ha e bolele ho se natswe ha basebetsi ba neng ba tinnngwe 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 kgatelopele mosebetsing le fana ka monyetla ho basebetsi maamong kaofela a morafu 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.

Tlhophiso ya maemo a kgiro 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 ditlerekere – 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 monyetla, ke boikarabelo ba motho ka bo mong ho sebetsana le merero ya hae.

Metjha ya bolaodi ba mosebetsi e hlwaya ditlhoko tsa thuto, thupello, le boiphihlelo ba leboho 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 tse 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:** Tlhahlobo e tswelang ya moralo wa ntshetsopele ya mosebeletsi le ho fana ka tshalomorao ya mosebeletsi

**Motjha wa kgatelopele ya mosebetsi mabapi le makala a motso ka bonngwe**

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



## Motjha wa mesebetsi – Boenjinerere

Entry Requirements	Career Path Role Profiles	Skills Development
	<b>Group Engineering Manager</b>	
Government Ticket / Appointment	<b>SENIOR ENGINEERING MANAGER</b> Management	<ul style="list-style-type: none"> <li>Specialised Management Courses</li> </ul>
Government Ticket / Appointment	<b>SENIOR ENGINEER</b> Management	<ul style="list-style-type: none"> <li>Specialised Management Courses</li> </ul>
Government Ticket / Appointment	<b>ENGINEER</b> Management	<ul style="list-style-type: none"> <li>Specialised Management Courses</li> </ul>
Degree / Diploma / N6 with required subjects for GCC Exam	<b>JUNIOR ENGINEER</b> Official	<ul style="list-style-type: none"> <li>Harmony Junior Engineers Development Programme</li> </ul>
<ul style="list-style-type: none"> <li>* Level 4 Engineering Artisan</li> <li>* N4 / N5 / Equivalent</li> <li>* 5 Years Supervisory Experience</li> </ul>	<b>CHIEF ELECTRICIAN / CHIEF ENGINEERING SUPERVISOR</b> Official	<ul style="list-style-type: none"> <li>Harmony Certificate in Management Specialise Courses</li> </ul>
<ul style="list-style-type: none"> <li>* Relevant Trade</li> <li>* N3 Equivalent</li> <li>* 5 Years Trade Specific Experience</li> <li>* Completed Eng Foreman Dev Programme</li> </ul>	<b>ENGINEERING FOREMAN</b> Official	<ul style="list-style-type: none"> <li>Harmony Foreman Development Programme</li> </ul>
<ul style="list-style-type: none"> <li>* Degree / Diploma in electrical Engineering or Instrumentation OR</li> <li>* Instrumentation Mechanician Trade and N6 and ECSA Registration as a Technician</li> </ul>	<b>INSTRUMENTATION TECHNICIAN</b> Official	<ul style="list-style-type: none"> <li>ECSA Requirements &amp; Specialised Instrumentation Courses</li> </ul>
<ul style="list-style-type: none"> <li>* N2 Equivalent</li> <li>* Technical Grade 12 with relevant Subjects including Maths &amp; Science</li> </ul>	<b>ENGINEERING ARTISAN</b> Union Men & Artisans	<p>One of the following Skills (L3 &amp; L4)</p> <ul style="list-style-type: none"> <li>Instrumentation or Measuring &amp; Control</li> <li>Electrical</li> <li>Fitting</li> <li>Plater / Welder</li> <li>Diesel Mechanic</li> <li>Rigging</li> </ul>
<ul style="list-style-type: none"> <li>* N1 / Grade 10 - Maths and Science</li> <li>* English Literate / Communication</li> <li>* 1 Year Engineering Experience</li> </ul>	<b>SERVICE PERSON</b> Union Men & Artisans	<p>One of the following Skills</p> <ul style="list-style-type: none"> <li>Electro Mechanics L2</li> <li>Horizontal Transport L2</li> <li>Stoping and Developing L2</li> </ul>
Grade 10 (Maths, Science, English Literate and Communication)	<b>ENGINEERING ASSISTANTS / OPERATORS</b> Cat 4 - 8	Generic Engineering Skill i.e. Engineering Assistant Training plus Occupation Related Training (e.g. Belt Attendant Training course)
	<b>NEW RECRUIT</b> 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"> <li>NQF 8</li> <li>NHD SURVEY OR BTECH</li> <li>+ GSCC OR</li> <li>SURFACE SURV CERTIFICATE</li> </ul>	<ul style="list-style-type: none"> <li>GRADE MANAGEMENT</li> <li>FINANCE MANAGEMENT</li> <li>RESERVES &amp; RESOURCES MANAGEMENT</li> </ul>	<ul style="list-style-type: none"> <li>LEADERSHIP</li> <li>PROFESSIONAL REGISTRATION</li> <li>STRATEGIC PLANNING</li> </ul>
SURVEY HOD (M+ 10 YEARS)	<ul style="list-style-type: none"> <li>SURVEY GOVERNMENT</li> <li>CERTIFICATE OF COMPETENCY</li> </ul>	<ul style="list-style-type: none"> <li>CARRY LEGALS</li> <li>RELEVANT COMPUTER SOFTWARE</li> </ul>	<ul style="list-style-type: none"> <li>LEADERSHIP</li> <li>EMPLOYEE DEVELOPMENT</li> </ul>
SECTION SURVEYOR (M+ 8 YEARS)	<ul style="list-style-type: none"> <li>NQF 6</li> <li>National Higher Diploma Mining Survey OR BTECH</li> </ul>	MANAGE SECTION	<ul style="list-style-type: none"> <li>FINANCIAL MANAGEMENT</li> </ul>
MINE SURVEYOR / SENIOR SURFACE SURVEYOR (M+ 6 YEARS)	<ul style="list-style-type: none"> <li>NQF 6</li> <li>National Higher Diploma Mining Survey</li> </ul>	<ul style="list-style-type: none"> <li>GYRO AND CHECK SURVEY</li> <li>LATOUTS</li> <li>HOLING NOTES</li> </ul>	<ul style="list-style-type: none"> <li>SUPERVISORY SKILLS</li> </ul>
SHAFT / SURFACE SURVEYOR GRADUATE SURVEYOR	<ul style="list-style-type: none"> <li>NQF 5</li> <li>NATIONAL DIPLOMA SURVEY</li> </ul>	<ul style="list-style-type: none"> <li>GYRO AND CHECK SURVEY</li> <li>LATOUTS</li> </ul>	<ul style="list-style-type: none"> <li>SUPERVISORY SKILLS</li> <li>PRESENTATION &amp; MEETING SKILLS</li> <li>RELEVANT COMPUTER SOFTWARE</li> </ul>
<ul style="list-style-type: none"> <li>COMPETENCY BASED DRIVEN</li> </ul>			<ul style="list-style-type: none"> <li>HEALTH AND SAFETY</li> </ul>
Non Ticket Surveyor			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
SECTION SURVEYOR (M+ 10 YEARS)	<ul style="list-style-type: none"> <li>NQF 8</li> <li>ADVANCED SURVEY</li> <li>MRM AND OR GDE</li> </ul>	<ul style="list-style-type: none"> <li>MANAGE SECTION</li> </ul>	<ul style="list-style-type: none"> <li>REGISTERED WITH PLATO</li> <li>MANAGEMENT LEADERSHIP</li> </ul>
MINE SURVEYOR / SENIOR SURFACE SURVEYOR (M+ 9 YEARS)	<ul style="list-style-type: none"> <li>NQF 6</li> <li>ADVANCED SURVEY OR</li> <li>NHD SURVEY + MRM</li> </ul>	<ul style="list-style-type: none"> <li>GYRO AND CHECK SURVEY</li> <li>LATOUTS</li> <li>HOLING NOTES</li> </ul>	<ul style="list-style-type: none"> <li>SUPERVISORY SKILLS</li> </ul>
SHAFT / SURFACE SURVEYOR 48 MONTHS	<ul style="list-style-type: none"> <li>NQF 5</li> <li>ADVANCED SURVEY</li> </ul>	<ul style="list-style-type: none"> <li>GYRO AND CHECK SURVEY</li> <li>LATOUTS</li> </ul>	<ul style="list-style-type: none"> <li>SUPERVISORY SKILLS</li> <li>PRESENTATION &amp; MEETING SKILLS</li> </ul>
SENIOR SURVEYOR 36 MONTHS +12 MONTHS	<ul style="list-style-type: none"> <li>NQF 4</li> <li>ELEMENTARY SURVEY</li> </ul>	<ul style="list-style-type: none"> <li>DEVELOPMENT</li> <li>+ CHECK SURVEY</li> </ul>	<ul style="list-style-type: none"> <li>RELEVANT COMPUTER SOFTWARE</li> </ul>
SURVEYOR 24 MONTHS	<ul style="list-style-type: none"> <li>NQF 4</li> </ul>	<ul style="list-style-type: none"> <li>STOPE SURVEY</li> <li>INSTALL PEGS</li> </ul>	<ul style="list-style-type: none"> <li>REPORT WRITING</li> </ul>
JUNIOR SURVEYOR 12 MONTHS	<ul style="list-style-type: none"> <li>ELEMENTARY SURVEY +</li> </ul>		
LEARNER SURVEYOR 6 MONTHS	<ul style="list-style-type: none"> <li>NQF 3</li> <li>BASIC SURVEY</li> </ul>	<ul style="list-style-type: none"> <li>INSTALL PEGS +</li> <li>MEASURING</li> </ul>	<ul style="list-style-type: none"> <li>SURVEY EQUIPMENT CARE</li> </ul>
TRAINEE SURVEYOR	<ul style="list-style-type: none"> <li>NQF 1 ABET 4 OR</li> <li>MATRIC (GRADE 12)</li> </ul>	<ul style="list-style-type: none"> <li>MATHS + SCIENCE</li> </ul>	<ul style="list-style-type: none"> <li>WORK IN TEAM</li> </ul>
<ul style="list-style-type: none"> <li>ENTRY BASED ASSISTANCE</li> </ul>			
<ul style="list-style-type: none"> <li>COMPETENCY BASED DRIVEN</li> </ul>			<ul style="list-style-type: none"> <li>HEALTH AND SAFETY</li> </ul>



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

#### In House Route

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



## Career path – Metallurgy

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"> <li>Leadership Development Programme</li> <li>Management Development programme</li> </ul>
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"> <li>Relevant Supervisory Development programme</li> </ul>
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"> <li>✓ Ore Reception</li> <li>✓ Milling</li> <li>✓ Crushing</li> <li>✓ Thickening and Leach</li> <li>✓ Adsorption</li> <li>✓ Grading Room</li> <li>✓ Chemical Handling</li> <li>✓ Smelting</li> <li>✓ Relining</li> <li>✓ Backfilling</li> </ul>	
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%	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
- Diporofeshenale: 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 ntshetsapele baetapele ba hlwahlwa le motjha o itekanetseng wa baetapele ba HDSA le diporofeshenale, ho ile ha hlaliswa lenaneo la ka hare la botataisi le kwetliso bakeng sa ho kgothaletsa le ho tshhetsa dibaka tsa ntshetsople tse haellang.



## Moralo wa ho kenya tshebetsong

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

### 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						
Tlhaloso	Moralo					Kaofela
	Selemo 1	Selemo2	Selemo 3	Selemo 4	Selemo 5	
Ntshetsopele ya Bahlokomedi	1	-	-	-	-	1
Lengolo la Motsamai wa Morafo	4	1	-	-	-	5
Lengolo la Mookamedi wa Morafo	1	1	1	-	-	3
Lengolo le Phahameng la* Boramerafo (Shiftboss)	2	2	1	1	-	6
<i>Surveyor</i>	3	3	3	3	3	15
Mohlanka e Moholo wa tsa Polokeho	2	1	1	-	-	4
Mohlanka wa tsa Polokeho	1	-	-	-	-	1
<b>Kaofela</b>	-	-	1	-	-	1
Geologist	-	-	1	-	-	1
Human Resources Manager	-	-	1	-	-	1
Human Resources Officer	-	-	1	1	-	2
Financial Manager	-	-	-	-	1	1



LENANEO LA BOTATAISI						
Tlhaloso	Moralo					Kaofela
	Selemo 1	Selemo2	Selemo 3	Selemo 4	Selemo 5	
Accountant	-	-	-	1	-	1
Occupational Hygienist	-	-	1	-	-	1
Occupational Hygiene Officer	-	1	1	-	-	2
<b>Total</b>	<b>14</b>	<b>9</b>	<b>12</b>	<b>6</b>	<b>4</b>	<b>45</b>

## 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 Moralwa 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	1	1	5

**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.*

### Moralwa 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						
	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Moralo kaofela	2	2	2	2	2	10

**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 tswellang 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	3	3	4	18

**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 theiboleng e ka tlase:*

PHANO YA DITJHELETE - HRD						
	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
AET	172,172.46	145,313.86	116,568.10	116,568.10	116,568.10	667,190.62
<i>Di-Learnership 18.1</i>	593,189.84	212,542.75	672,810.75	241,071.30	763,118.77	2,482,733.41
<i>Di-Learnership 18.2</i>	-	295,207.18	-	334,831.36	-	630,038.54
Ntshetsopele ya Maitsebelo	462,124.87	463,146.93	310,858.70	298,153.78	110,659.33	1,644,943.62
<i>MQA, Experiential Training</i>	144,000.00	152,640.00	161,798.40	171,506.30	181,796.68	811,741.39
Di-Intern le Dirutehi	316,800.00	335,808.00	355,956.48	377,313.87	399,952.70	1,785,831.05
Bakgolamolemo ba Dibasari	800,000.00	636,000.00	674,160.00	952,812.80	1,009,981.57	4,072,954.37
<b>Phano ya Ditjhelete kaofela</b>	<b>2,488,287.17</b>	<b>2,240,658.73</b>	<b>2,292,152.43</b>	<b>2,492,257.52</b>	<b>2,582,077.15</b>	<b>12,095,433.00</b>

## 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

Tlhopholo ya basebetsi ba morafu 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	1	1					3	1			6	50%	33%
Diporofeshenale tse nang le mangolo, ditsebi le botsamaisi bo mahareng	12		1				9		3		25	52%	
Basebetsi ba maitsebelo a setekginiki, botsamaisi bo tlase, bahlokomedi	140	43	8				72	5	27		295	66%	16%
Ba nang le thuto e seng kae	263	47	2				8		226	5	551	57%	9%
Ba se nang thuto	564	171	5				4		255	47	1046	71%	21%
<b>Kaofela ba nako tsohle</b>	<b>980</b>	<b>262</b>	<b>16</b>				<b>96</b>	<b>6</b>	<b>511</b>	<b>52</b>	<b>1923</b>	<b>66%</b>	<b>17%</b>
Basebetsi ba nakwana	127	4	1				20		15		167	79%	2%
<b>Kaofela</b>	<b>1107</b>	<b>266</b>	<b>17</b>				<b>116</b>	<b>6</b>	<b>526</b>	<b>52</b>	<b>2090</b>	<b>67%</b>	<b>16%</b>

### Mawa a ho tshehetsa tekatekano ya kgiro:

- **Ho beha dikgeo tsa mosebetsi e le mosebetsi 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 hlahisa temoso ka dintlha tsa tekatekano ya kgiro ka makala a teng
- Ho kenya tshebetsong mananeo a diphapano bakeng sa basebetsi kaofela ho hlahisa 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*

### Dipalopalo tsa Tekatekani 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	50%	33%	60%	40%	60%	40%	60%	40%	60%	40%
Diporofeshenale tse nang le mangolo, ditsebi le bolaodi bo mahareng	33%	8%	27%	9%	67%	8%	67%	13%	67%	13%
Basebeletsi ba maitsebelo a setekginiki, botsamaisi bo tlase, bahlokomedi	65%	20%	65%	20%	64%	20%	64%	20%	64%	20%
Basebeletsi ba thuto e seng kae	54%	10%	54%	11%	55%	12%	57%	14%	61%	14%
Baithuti ba se nang thuto	76%	21%	76%	21%	76%	21%	76%	23%	84%	22%
<b>Kaofela ba nako tsohle</b>	<b>68%</b>	<b>18%</b>	<b>68%</b>	<b>18%</b>	<b>68%</b>	<b>18%</b>	<b>69%</b>	<b>20%</b>	<b>74%</b>	<b>20%</b>

### 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 thaottha, ho phahamisa le ho kenngwa mosebetsing
- Ho akofisa thupello le ntshetsopele ya batho ba neng ba tinngwe menyeta 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 tshebetso ya morafu, 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 ntshelepele 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 matatso a 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 maikutlaetso 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 basebelets. Kgahlamelo, mohlala, e ka ba ka tsela ya meralo ya motheo e ntlafatseng, tlhahiso ya mesebetsi, phokotseho ya bofuma, badudi ba nang le maitsebello, 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 morafu
- **Ho fumana le ho rua dilaesense tsa morafu:**  
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 dipehelo 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**

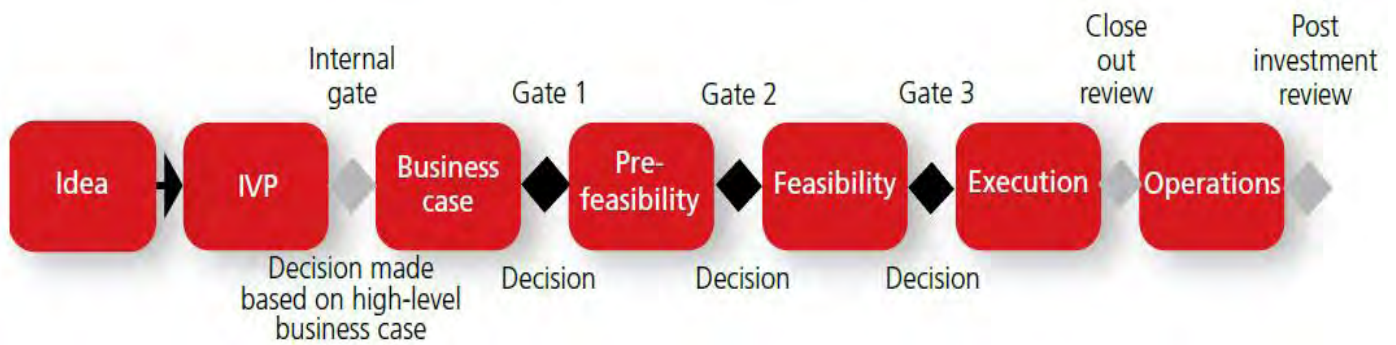
Botsamaisi ba diporojeke le tekolo ke e nngwe ya dintlha tsa bohlokwa ka hara Harmony, mme hape e sebediswa ke Morafo.

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 morafu. Khamphani e na le diporojeke tse fapafapaneng tsa kgolo ya tlhaho le ntshetsopele ya tshebetso tse reretsweng ho eketsa bophelo ba merafo mme ka seo ho netefatswa ho etsa phaello ya nako e telele le menyetta ya kgiro ya nako e telele.

Harmony e laola menyetta 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 mosebetsi 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 dipehelo tse matla tsa seporofeshenale ho tshehetsa mkgwa 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 maitsbelo 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 mkgwa thuto ka ho fana ka meralo ya motheo e kang dilaeborari le dilaboratori, hammoho le thepa ya ho ithuta. Harmony e boetse 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 itshetlehlilwe hodima ditlhoko tse hlwauweng ka lehaeng kapa naheng.

### 3.5 Boikarabelo le ho tlaeha

Ho kenngwa tshebetsong ha SLP, hammoho le ho lokisa le ho fana ka tlaeha ya selemo ka seng ya tlaeha ya selemo ya Morafo, ke boikarabelo ba morafo 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 km<sup>2</sup>), Sebaka 31 930.28 km<sup>2</sup>, Malapa 183 163 (5.74 per km<sup>2</sup>)
- Masepala wa Lehae wa Matjhabeng – Setjhaba 406 461, Sebaka 5 155.46 km<sup>2</sup>

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 morafo 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 bokaneeng 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 <sup>2</sup> )
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 sebetseng 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			MaIndia			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
<b>Kaofela Lejweleputswa</b>	<b>599,321</b>	<b>586,646</b>	<b>557,950</b>	<b>12,785</b>	<b>13,189</b>	<b>11,864</b>	<b>420</b>	<b>536</b>	<b>2,243</b>	<b>87,422</b>	<b>56,642</b>	<b>54,209</b>

### 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
<b>Kaofela Lejweleputswa</b>	<b>232,184</b>	<b>148,128</b>	<b>139,262</b>	<b>82,534</b>	<b>120,455</b>	<b>80,434</b>	<b>26.2</b>	<b>44.8</b>	<b>37.0</b>

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
<b>Kaofela Lejweleputswa</b>	<b>28,341</b>	<b>65,932</b>



## 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
<b>Kaofela Lejweleputswa</b>	<b>429,213</b>	<b>390,222</b>	<b>372,167</b>

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 Mehola 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
<b>Kaofela Lejweleputswa</b>	<b>94,60</b>	<b>110,84</b>	<b>145,01</b>	<b>5,315</b>	<b>5,104</b>	<b>735</b>	<b>58,37</b>	<b>67,84</b>	<b>35,28</b>

Theibole e ka hodimo e bontsha hore 19% ya malapa e ntse e dula mekhukung, 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	63,334	Ba nang le Materiki ba lemo di 20+	23.10%
Ba Banyane (0-14)	29.80%	Palo ya Malapa	17,575
Ba lemong tsa ho sebetsa (15-64)	64.40%	Palo ya Malapa a Temo	4,428
Maqheku (65+)	5.80%	Palohare ya boholo ba malapa	3.3
Rashio ya Boitshetleho	55.3	Malapa a tshwerweng ke Basadi	42.70%
Rashio ya Bong	101.9	Matlo a semmuso	82.90%
Sekgahla sa kgolo	-0.17% (2001-2011)	Matlo a beng/a lefelletsweng	62.30%
Boholo ba Setjhaba	9 persons/km2	Matlwana a hulelwang	70.50%
Sekgahla sa tlhokeho ya mosebetsi	38.80%	Ho phuthwa ha matlakala ka beke	53.90%
Sekgahla s batjha ba sa sebetseng	49.80%	Dipompo tsa metsi ka hara matlo	28.90%
Ba sa kenang sekolo ba lemo di 20+	8.80%	Motlakase	93.20%
Thuto e Phahameng ba lemo di 20+	4.50%		

#### 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	
Morabe	Phesente
maAfrika	91.6%
baMmala	1.1%
maIndia/maAsia	0.3%
Makgowa	6.7%
Ba bang	0.3%
Gender	
Bong	Phesente
Basadi	49.5%
Banna	50.5%

Boemo ba Thuto	
Morabe	Phesente
Ba sa kenang sekolo	4.0%
Ba kene Poraemari	42.6%
Ba qetile Poraemari	7.0%
Ba kene Sekondari	32.0%
Ba qetile Sekondari	10.0%
Higher Education	Ba Thuto e Phahameng
Ha ba teng	3.7%

Ho aleha ka Dilemo le Bong					
Dilemo	Banna	Basadi	Dilemo	Banna	Basadi
0-4	5.4%	5.5%	45-49	3.1%	3.1%
5-9	5.0%	5.0%	50-54	2.7%	2.2%
10-14	4.6%	4.3%	55-59	1.8%	2.0%
15-19	4.5%	4.7%	60-64	1.2%	1.6%
20-24	4.9%	4.6%	65-69	0.8%	1.2%
25-29	4.4%	4.0%	70-74	0.6%	1.0%
30-34	3.9%	3.4%	75-79	0.4%	0.7%
35-39	3.3%	3.3%	80-84	0.2%	0.4%
40-44	3.4%	2.8%	85+	0.2%	0.4%

### Maemo a bodulo

Ho na le malapa a 123 195 ka hara Masepala wa Lehae 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	8.2%
Wa setso	0.0%
Polasing	11.8%

Boemo ba Kgiro	Phesente
A Hirilweng	19.2%
A beng a Lefelletswe	54.6%
A beng a so Qetwe	7.6%
A dulwang a sa lefellewente	15.3%
A mang	3.2%

Eneji			
Mohlodi wa Eneji	Ho pheha	Mofuthu	Ho kgantsha
Motlakase	88.4%	55.3%	93.2%
Kgase	2.0%	2.2%	0.1%
Parafini	6.6%	17.9%	0.5%
Matla a letsatsi	0.1%	0.2%	0.3%
Dikerese	0.0%	0.0%	5.7%
Patsi	2.1%	8.6%	0.0%
Mashala	0.1%	0.5%	0.0%
Disu	0.5%	0.9%	0.0%
O mong	0.0%	0.0%	0.0%
O siyo	0.2%	14.4%	0.1%





Metsi	
Mohlodi wa Metsi	Phesente
Sekema sa metsi sa Lebatowa/Lehae (a sebetwang ke masepala kapa bafani ba bang ba ditshebeletso tsa metsi)	1.8%
Dipetse	7.1%
Didiba	0.1%
Tanka ya metsi a pula	0.3%
Matamo/Diqanthana	0.6%
Dinoka/Melapo	0.0%
Barekisi ba metsi	0.3%
Dilori tsa ditanka tsa metsi	1.0%
E meng	88.9%

Matlwana	
Dibaka tsa matlwana	Phesente
Ha di teng	3.3%
Matlwana a hulelwang (a hoketsweng tsamaisong ya dikgwerekgwere)	70.5%
Matlwana a hulelwang (a tanka ya <i>septic</i> )	5.1%
Matlwana a dikhemikhale	0.2%
Matlwana a mekoti a kenang moya	0.8%
Matlwana a mekoti a sa keneng moya	3.2%
Matlwana a mabakete	16.1%
A mang	0.8%

### Moruo

Ho hirilwe 18 633 ba ntseng ba batla mosebetsi (ba sebetwang kapa sa sebetwang), moo 38.8% e sa sebetwang.

Kgiro (Dilemo 15 - 64)	
Boemo ba Kgiro	Palo
Ba sebetwang	11406
Ba sa sebetwang	7227
Ba batlang mosebetsi	2763
Ba sa nyeheleng moruong	19381

Lekeno la Lelapa	
Lekeno	Phesente
Ha ho lekeno	14.80%
R1 - R4,800	5.90%
R4,801 - R9,600	0.09
R9,601 - R19,600	23.40%
R19,601 - R38,200	22.30%
R38,201 - R76,4000	0.13
R76,401 - R153,800	6.10%
R153,801 - R307,600	3.30%
R307,601 - R614,400	1.50%
R614,001 - R1,228,800	0.40%
R1,228,801 - R2,457,600	0.20%
R2,457,601+	0.20%



## Dipalopalo tsa Temo

Mesebetsi ya temo ka malapa	
Mofuta wa mosebetsi	Palo
Mehlape	1,119
Dikgoho	1,074
Meroho	1,255
Dijalo	1,796
E meng	625

Mokgahlelo wa lekeno wa temo ka malapa	
Mokgahlelo wa selemo wa temo wa dihlooho tsa malapa	Palo
Ha ho lekeno	1,214
R1-R4 800	152
R4 801-R38 400	2,236
R38 401-R307 200	637
R307 201+	87
E sa hlalotswang	102

Malapa a temo ka mofuta	
Mofuta wa mosebetsi	Palo
Dimela feela	2,306
Mehlape feela	1,486
Bohwai bo tswakaneng	378
E meng	259

## Tshusumetso ya Morafo hodima Matjhabeng le metse e romelang basebetsi

Morafo o hirile batho ba 2090 moo ba 1923 ba hirilweng ka kotloloho ke morafo mme ba 167 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 sisingwang 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 GOLD (NYSE: HMY) / JSE: HMY

Randfontein Office Park  
One Main Reef Road and Ward  
Avenue, Randfontein, 1759

P O Box 2, Randfontein, 1760  
Johannesburg, South Africa

+27 11 411 2000  
+27 11 692 3879  
[www.harmony.co.za](http://www.harmony.co.za)

NYSE trading symbol HMY/  
JSE trading symbol HMY

18 June 2018

Masilonyana Municipality  
PO Box 8 / 47 Le Roux Street  
Theunissen, 9410

Attention: Mayor - Mr. KS Koalane  
Municipal Manager - Mr. P Tsekedi

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 30/5/1/2/2/13 MR – Joel Mine

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

Project	5 year Expenditure Provisions
SMME Development - Sechaba Lesimola	R 2 000 000,00
SMME Development - Youth Business Support i.e. Business Corners	R 1 000 000,00
Further LED Support –	R 7 000 000,00
<ul style="list-style-type: none"> <li>• Including, but not limited to:               <ul style="list-style-type: none"> <li>o Intermodal Taxi Rank</li> <li>o Revitalisation of the Brick Manufacturing Project</li> </ul> </li> </ul>	
<b>Total</b>	<b>R 10 000 000,00</b>

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

Yours Faithfully

LTK Shabe  
Harmony

KS Koalane  
Mayor

P Tsekedi  
Municipal Manager

Directors: PT Mabepe\* (Chairman), JM Mofokeng\* (Deputy Chairman), PW Sibeke\* (Chief Executive), F Aducci\* (Financial Director), HE Masingo\* (Executive Director), JA Chikomo\*, FT De Raack\*, KV Diale\*, GJ van der Linde\*, M Mwangi\*, A. Wilson\*, AJ Willemse\*, KT Nonduso\*, VP Pillay\*, MV Sengiso\*  
\*Non-Executive, \*Makumbane

Secretary: Riana Bhebe\*  
\*Non-Executive

Registration Number: 192005222301





## **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 nyehlele haholo ka hara tulo ena moo dijhafo 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 aroleanwang 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 mesebetsi 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



<b>Lebitso la Porojeke</b>	<b>Sechaba Lesimola Business Hives</b>				
<b>Mofuta wa Porojeke</b>	<b>Ntshetsopele ya di-SMME ho fehla Lekeno</b>				
<b>Sepheo</b>	<b>Ho matlafatsa di-SMME ka sebaka sa ho sebetsa le ho bopa mesebetsi</b>				
<b>Sebaka</b>					
<b>Masepala wa Setereke</b>	Lejweleputswa				
<b>Masepala wa Lehae</b>	Masilonyana				
<b>Toropo</b>	Masilo				
<b>Porofense</b>	Freistata				
<b>Nako ya Qalo le Qetello</b>	2018	2019			
<b>Maikemisetso</b>					
<b>Mesebetsi e ka Sehloohong</b>	<ul style="list-style-type: none"> <li>• Ho tla ka Lewa la LED</li> <li>• Moralo o kgabane</li> <li>• Ho hohela matsete a matjha</li> </ul>				
<b>Matshwao a ka Sehloohong a Tshebetso</b>	<ul style="list-style-type: none"> <li>• Boteng ba matlole</li> <li>• Boteng ba ditsebi le tsebo ya setekginiki</li> <li>• Diqeto tse hlwahlwa tsa boitshunyako moruong</li> <li>• Ho hodisa moruo</li> <li>• Ho hohela matsete</li> </ul>				
<b>Setheo se Ikarabellang</b>	Morafo wa Joel				
<b>Ka Semphato le:</b>	Masepala wa Masilonyana				
<b>Bajete ya lemo tse 5 ('R) le Ditshwaelo</b>	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>
	2 000 000				
	<b>Kaofela = R2 000 000</b>				
<b>Mefuta ya Mesebetsi</b>	<b>Palo ya Mesebetsi (Ya Moshwelella)</b>	<b>Palo ya Mesebetsi (Ya Nakwana)</b>	<b>Palo ya Mesebetsi (Ya Dihla)</b>	<b>Palo yohle ya Mesebetsi</b>	
<b>Nako e Kgutshwane</b>	25	30		55	
<b>Nako e Mahareng</b>	35			35	
<b>Nako e Telele</b>	50			50	
<b>Phethelo ya Porojeke</b>					
<b>Bakgolamolemo – tshwaya ka "X"</b>	<b>Masepala</b>	<b>Setjhaba</b>	<b>Batjha</b>	<b>Basadi</b>	
	X	X	X	X	
<b>Lewa la ho Tswa</b>	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.				

### **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 ditoropo 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 njhafatsang 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 kenyeleditse 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 hlobaetsang 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



<b>Lebitso la Porojeke</b>	<b>Youth Business Corners</b>				
<b>Mofuta wa Porojeke</b>	<b>Ntshetsopele ya moruo</b>				
<b>Sepheo</b>	<b>Ho thusa batjha ka dibaka tseo ba tla sebeletsa ho tsona le ho bopa mesebetsi</b>				
<b>Sebaka</b>					
<b>Setereke sa Masepala</b>	Lejweleputswa				
<b>Masepala wa Lehae</b>	Masilonyana				
<b>Toropo</b>	Theunissen				
<b>Porofense</b>	Freistata				
<b>Nako ya Qalo le Qetello</b>	2019	2020			
<b>Maikemisetso</b>					
<b>Mesebetsi e ka Sehloohong</b>	<ul style="list-style-type: none"> <li>• Ho bopa monyetla wa ho fehla lekeno</li> <li>• Ho theha <i>Youth corners</i></li> <li>• Ho hlalisa mesebetsi</li> </ul>				
<b>Matshwao a ka Sehloohong a Tshebetso</b>	<ul style="list-style-type: none"> <li>• Kabo le phumantsho ya mobu</li> <li>• Phumantsho ya matlole</li> <li>• Ntjhafatso ya moaho</li> <li>• Phumantsho ya metjhini</li> <li>• Thupello le ntshetsopele</li> </ul>				
<b>Setheo se Ikarabellang</b>	Joel Operations				
<b>Ka Semphato le:</b>	Masepala wa Lehae				
<b>Bajete ya lemo tse 5 ('R) le ditshwaelo</b>	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>
		1 000 000			
	<b>Kaofela= R1 000 000</b>				

<b>Lebitso la Porojeke</b>	<b>Youth Business Corners</b>				
<b>Mofuta wa Porojeke</b>	<b>Ntshetsopele ya Moruo</b>				
<b>Sepheo</b>	<b>Ho thusa batjha ka dibaka tseo ba tla sebeletsa ho tsona le ho bopa mesebetsi</b>				
<b>Mefuta ya Mesebetsi</b>	<b>Palo ya Mesebetsi (ya moshwelella)</b>	<b>Palo ya Mesebetsi (ya nakwana)</b>	<b>Palo ya Mesebetsi (ya dihla)</b>	<b>Palo yohle ya Mesebetsi</b>	
<b>Nako e Kgutshwane</b>	15	25 per site		40	
<b>Nako e Bohareng</b>	20			20	
<b>Nako e Telele</b>	30			30	
<b>Phethelo ya Porojeke</b>					
<b>Bakgolamolemo – tshwaya ka "X"</b>	<b>Masepala</b>	<b>Setjhaba</b>	<b>Batjha</b>	<b>Basadi</b>	
	X	X	X	X	
<b>Lewa la ho tswa</b>	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.

<b>Lebitso la Porojeke</b>	<b>Tshehetso e tswellang ya LED</b>				
<b>Mofuta wa Porojeke</b>	<b>Ntshetsopele ya diindasteri, Ntshetsopele ya di-SMME, Temo</b>				
<b>Sepheo</b>	<b>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;</b>				
<b>Sebaka</b>					
<b>Masepala wa Setereke</b>	Lejweleputswa				
<b>Masepala wa Lehae</b>	Masilonyana				
<b>Toropo/ Motsemoholo</b>	Masilo				
<b>Porofense</b>	Freistata				
<b>Nako ya Qalo le Qetello</b>	2019	2022			
<b>Maikemisetso</b>					
<b>Mesebetsi e ka Sehloohong</b>	<ul style="list-style-type: none"> <li>• Ho bopa monyetla wa ho fehla lekeno</li> <li>• Ho theha <i>Youth corners</i></li> <li>• Ho hlahisa mesebetsi</li> </ul>				
<b>Matshwao a ka Sehloohong a Tshebetso</b>	<ul style="list-style-type: none"> <li>• Phumantsho ya Matlole</li> </ul>				
<b>Setheo se Ikaraabellang</b>	Morafo wa Joel				
<b>Ka Semphato le:</b>	Masepala wa Masilonyana				
<b>Bajete ya lemo tse 5 ('R) le Ditshwaelo</b>	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>
		1 000 000	2 000 000	2 000 000	2 000 000
	<b>Kaofela = R7 000 000</b>				
<b>Phethelo ya Porojeke</b>					
<b>Bakgolamolemo – tshwaya ka "X"</b>	<b>Masepala</b>	<b>Setjhaba</b>	<b>Batjha</b>	<b>Basadi</b>	
	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 boikittaetsong bona.

#### Morero wa porojeke

- Hore indasteri ya morafo e fihlillehe 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 morafo, hore ba tle ba kgone ho hirwa merafong

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<b>Lebitso la Porojeke</b>	<b>Virginia Sports Academy</b>				
<b>Mofuta wa Porojeke</b>	<b>Ntshetsopele ya Setjhaba</b>				
<b>Sepheo</b>	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				
<b>Sebaka</b>					
<b>Masepala wa Setereke</b>	Masepala wa Setereke sa Lejweleputswa				
<b>Masepala wa Lehae</b>	Bomasepala ba Lehae ba Matjhabeng le Masilonyana				
<b>Toropo</b>	Virginia				
<b>Porofense</b>	Freistata				
<b>Nako ya Qalo le Qetello</b>	2018	2022			
<b>Maikemisetso</b>					
<b>Mesebetsi e ka Sehloohong</b>	Ho ntshetsapele le ho hodisa dipapadi le batho ba dipapadi maemong a fapaneng				
<b>Matshwao a ka Sehloohong a Tshebetso</b>	<ul style="list-style-type: none"> <li>Ho ntshetsapele maatlelete a ba neng ba tinnngwe menyetla la ba dibakeng tsa mahae ka talente le ho ipabola</li> <li>Ho netefatsa hore batho ba hlwauweng ba fihlella bokgoni ba bona ka botlalo mme ka seo ba thuse naha ka diphethoho</li> <li>Ho kena dipapading le maitsebelo a bophelo di tla thusa boradipapadi bana ba nang le talente ho ba dibapadi tse hlwahlwa</li> <li>Ho etsa hore baithuti ba latele menyetla ya makala a dipapadi</li> <li>Ho etsa hore baithuti ba tshwanelwe ke dibasari tsa ho ntshetsa dithuto pele</li> </ul>				
<b>Setheo se Ikarabellang</b>	Morafo wa Joel				
<b>Bajete ya lemo tse 5 ('R) le Ditshwaelo</b>	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>
	700 762.49	700 762.49	700 762.49	700 762.49	700 762.49
	<b>Kaofela = R3 503 812.44</b>				
<b>Mefuta ya Mesebetsi</b>	<b>Palo ya Mesebetsi (Ya Moshwelella)</b>	<b>Palo ya Baithuti ka selemo</b>	<b>Palo ya Mesebetsi (Ya Dihla)</b>	<b>Palo yohle ya Mesebetsi (ho kenyeletsa Baithuti)</b>	
<b>Nako e Kgutshwane</b>	20	44		64	
<b>Nako e Bohareng</b>	20	44		64	
<b>Nako e Telele</b>	20	44		64	
<b>Phethelo ya Porojeke</b>					
<b>Bakgolamolemo – tshwaya ka "X"</b>	<b>Masepala</b>	<b>Setjhaba</b>	<b>Batjha</b>	<b>Basadi</b>	
	X	X	X		
<b>Lewa la ho tswa</b>	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 bokgalamolemo 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 tinngwe menyetla pele
- Ho hodisa ntshetsopele ya maitsebelo bakeng sa batho ba nang le talente
- Tlhahiso ya mesebetsi



<b>Lebitso la Porojeke</b>	Virginia Jewellery School				
<b>Mofuta wa Porojeke</b>	Ntshetsopele ya Setjhaba				
<b>Sepheo</b>	Thupello ya baithuti ka bonono ba ho etsa mabenyanane				
<b>Sebaka</b>					
<b>Masepala wa Setereke</b>	Masepala wa Setereke wa Lejweleputswa				
<b>Masepala wa Lehae</b>	Bomasepala ba Lehae ba Matjhabeng le Masilonyana				
<b>Toropo</b>	Virginia				
<b>Porofense</b>	Freistata				
<b>Nako ya Qalo le Qeto</b>	2018	2022			
<b>Maikemisetso</b>					
<b>Mesebetsi e ka Sehloohong</b>	<ul style="list-style-type: none"> <li>• Ho rupella baithuti ka bonono ba ho etsa mabenyanane</li> <li>• Ho fana ka maitsebelo ho batjha</li> <li>• Ho fana ka dibopeho tsa Ntshetsopele ya di-SMME le tlhahiso ya mesebetsi</li> </ul>				
<b>Matshwao a ka Sehloohong a Tshebetso</b>	<ul style="list-style-type: none"> <li>• Ho netefatsa bokgolamolemo ba mehlodi ya tlhaho ya Afrika Borwa</li> <li>• Ho rupella batho ba tswang dibakeng tseo merafo e sebetsang ho tsona</li> <li>• Ho ntshetsapele basadi le batjha ba neng ba tinngwe menyetla pele</li> <li>• Ho hodisa ntshetsopele ya maitsebelo bakeng sa batjha ba nang le talente</li> <li>• Tlhahiso ya mesebetsi</li> </ul>				
<b>Setheo se Ikarabellang</b>	Morafo wa Joel				
<b>Bajete ya lemo tse 5 ('R) le Ditshwaelo</b>	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>
	400 435.71	400 435.71	400 435.71	400 435.71	400 435.71
<b>Kaofela of R2 002 178.54</b>					
<b>Mefuta ya Mesebetsi</b>	<b>Palo ya Mesebetsi (Ya Moshwelella)</b>	<b>Palo ya Mesebetsi ka Selemo (Ya Nakwana)</b>	<b>Palo ya Mesebetsi (Ya Dihla)</b>	<b>Palo yohle ya Mesebetsi</b>	
<b>Nako e Kgutshwane</b>	12	22		34	
<b>Nako e Bohareng</b>	12	22		34	
<b>Nako e Telele</b>	12	22		34	
<b>Phethelo ya Porojeke</b>					
<b>Bakgolamolemo – tshwaya ka “X”</b>	<b>Masepala</b>	<b>Setjhaba</b>	<b>Batjha</b>	<b>Basadi</b>	
	X	X	X	X	
<b>Lewa la ho tswa</b>	Ha le teng				



### 3.8 Phano ya Ditjhelete – Diporojeke tse tswelang tsa Diporojeke tsa MCD

<b>PHANO YA DITJHELETE – NTSHETSOPELE YA BADUDI BA MERAUFONG</b>						
<b>Projeke</b>	<b>Moralo</b>					<b>Kaofela</b>
	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>	
Ntshetsopele ya di-SMME - Sechaba Lesimola	2,000,000.00	-	-	-	-	<b>2,000,000.00</b>
Ntshetsopele ya di-SMME – Tshehetso ya Dokgwebo tsa Batjha ke hore Business Corners	-	1,000,000.00	-	-	-	<b>1,000,000.00</b>
Tshehetso e Tswelang ya LED – ho kenyeletsa empa e sa felle ka Ho etsa Ditene le Renke ya Ditekesi	-	1,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00	<b>7,000,000.00</b>
<b>Phano ya Ditjhelete kaofela</b>	<b>2,000,000.00</b>	<b>2,000,000.00</b>	<b>2,000,000.00</b>	<b>2,000,000.00</b>	<b>2,000,000.00</b>	<b>10,000,000.00</b>

### Phano ya Ditjhelete – Diporojeke tse tswelang tsa Diporojeke tsa MCD

<b>PHANO YA DITJHELETE - DIPOROJEKE TSE TSWELLANG TSA MCD</b>						
<b>Projeke</b>	<b>Moralo</b>					<b>Kaofela</b>
	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>	
Virginia Sports Academy	700,762.49	700,762.49	700,762.49	700,762.49	700,762.49	<b>3,503,812.44</b>
Virginia Jewellery School	400,435.71	400,435.71	400,435.71	400,435.71	400,435.71	<b>2,002,178.54</b>
<b>Phano ya Ditjhelete kaofela</b>	<b>1,101,198.19</b>	<b>1,101,198.19</b>	<b>1,101,198.19</b>	<b>1,101,198.19</b>	<b>1,101,198.19</b>	<b>5,505,990.97</b>



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

“Seriti sa botho le sephiri bakeng sa basebetsi ba morafa ke dintlhakgolo tsa ho matlafatsa bokgoni ba tlhahiso le ho akofisa diphethoho indastering ya morafa 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 basebetsi:

- 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 lefella ditsiane tsa bodulo ba ka ntle ba basebetsi ba **15 606**;
- Ho lefella dithuso tsa bodulo bakeng sa basebetsi ba **2305**;

Morafa hape o thehile diforamo tsa bodulo maemong 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:

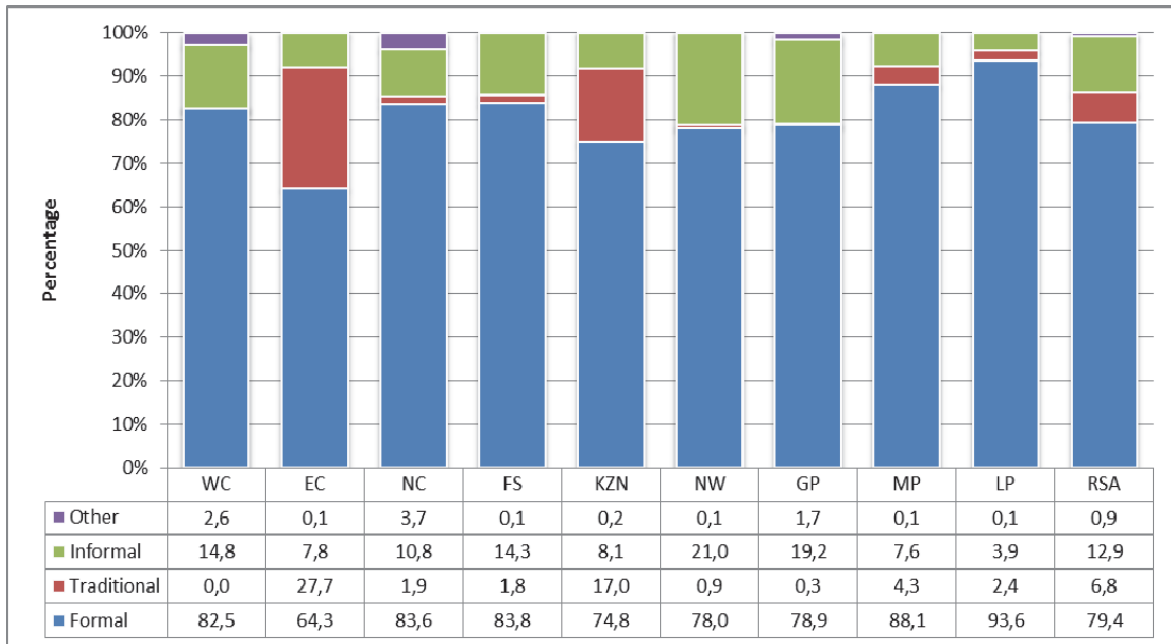
Maemo a bodulo moo malapa a dulang le phumantsho ya ona ya ditshebeletso tse fapafapaneng le dithuso a fana ka sesupo sa bohlokwa sa boitekanelo ba ditho tsa malapa. Ho ananelwa ka bophara hore madulo a kgotsofatsa tlhoko ya mantlha ya batho ya tshireletso le boiketlo.

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 ditlhophiso '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 merafo, 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 lokisitse ke merafo mme a fuwa masepala hore o a laole. Basebetsi ba merafo 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.



Morafo 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 Morafo hore e be matlo a malapa ha di tshehetswe. Morero ke ho hlahisa matlo a malapa ka hara ditropo tse laolwang ke masepala, moo phepele ya ditshebeletso le dibaka tsa setjhaba tse kang dikolo, mabenkele le menyetla ya kgwebo e dulang e tsitsitse.

PHANO YA DITJHELETE – MAEMO A MATLO LE BODULO						
Projeke	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Palo ya Diyuniti tsa Malapa	15	15	15	15	15	<b>75</b>

### 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 tse na mafelong a 2014.

Merafo e ntse e imatahanya le taba ya mosebeletsi a le mong phaposing 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						
Projeke	Moralo					Kaofela
	Selemo 1	Selemo 2	Selemo 3	Selemo 4	Selemo 5	
Phano ya Ditjhelete	1,000,000.00	1,000,000.00	1,000,000.00	1,000,000.00	1,000,000.00	<b>5,000,000.00</b>
Palo ya Diyuniti tsa Malapa	15	15	15	15	15	<b>75</b>
<b>Phano ya Ditjhelete Kaofela</b>	<b>1,000,000.00</b>	<b>1,000,000.00</b>	<b>1,000,000.00</b>	<b>1,000,000.00</b>	<b>1,000,000.00</b>	<b>5,000,000.00</b>



### 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 eneji le ditlhoko tsa phepo tsa basebetsi ba morafu, ho itshetlehlilwe hodima ditataiso tsa *Dietary Reference Intake (DRI)* jwaloka ha ho hlalositse ke Institjute 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 diahammele 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 kgotsofatsa 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 hlalosa 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 tlatsetso

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 hlalosa 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 hlokaahalang. 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. Dijo 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 tshhebedisano le molaodi wa dijo le setsebi sa dijo se ngodisitsweng mabapi le dibaka le bohlweki, 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 kotara ka nngwe:*

Menu	Tataiso	Mohlodi
Eneji (kJ)	13 000kJ	DRI le tlaleho ya COMRO
Dikhabohadreiti (g)	440g (57%)	AMDR
Diprotheine (g)	135g (18%)	AMDR
Mafura (g)	85g (25%)	AMDR
Vithamine C (mg)	250mg	Tataiso ya Merafo ya SA
Vithamine A (IU)	1 000IU	DRI
Khalsiamo (mg)	1 000mg	DRI
<b>Bonkakarolo</b>		
Bonkakarolo dijong (borakfese)	90%	Tataiso ya dijo
<b>Tlhahlobo ya Sebaka</b>		
Meaho/setoro	80%	Tlhokeho ya Botsamaisi
Bohlweki	80%	Tlhokeho ya Botsamaisi
Boleng ba dijo tse tala	80%	Tlhokeho ya Botsamaisi
Boleng ba dijo tse apehilweng	80%	Tlhokeho ya Botsamaisi



Sephetho se tla rekotwa bakeng sa ho beha leihlo kगतelopele ya taba ena ha mmela o ntse o puta. Bahlanka ba morafo 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 Diyo

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

Mokgahlelo wa Mosebetsi	O bobebe bo Mahareng	O Mahareng	O Boima bo Mahareng	O Boima
<b>Tshebediso ya Eneji</b>	<b>12000kJ</b>	<b>13000kJ</b>	<b>14000kJ</b>	<b>15000kJ</b>
<b>Mehlala ya Basebetsi</b>	Electrician Mine Overseer Loco Crew	Equipping team Team Leader Stope Team Miner Assistant Cleaning team	Loader Driver Winch Driver	Driller Drill Assistant
<b>Borakfese</b>				
Sirele	90g	90g	90g	90g
Borotho	220g	220g	220g	220g
Ditshasi	20g	20g	20g	20g
Diprotheine	60g	60g	120g	120g
Dino	300ml	300ml	300ml	300ml
<b>Tinare</b>				
Diprotheine	180g	210g	270g	270g
Moro / Sopho	10g / 100ml	10g / 100ml	15g / 150ml	15g / 150ml
Setatjhe	60g	90g	90g	90g
Phofo ya poone	150g	150g	150g	150g
Meroho 1	150g	150g	150g	150g
Meroho 2	(e metala / mesehla)	(e metala / mesehla)	(e metala / mesehla)	(e metala / mesehla)
Ditholwana	100g	130g	130g	130g
Juse	250ml	250ml	250ml	250ml
<i>Dessert</i>				
Mageu	500ml	500ml	1000ml	1000ml





Mokgahlelo wa Mosebetsi	O Bobebe bo Mahareng	O Mahareng	O Boima bo Mahareng	O boima
<b>Sophoro</b>				
Diprotheine	60g	60g	120g	150g
Lebese	250ml	250ml	250ml	250ml
Moro / Sopho	10g / 100ml	10g / 100ml	10g / 100ml	10g / 100ml
Papa	60g	90g	120g	120g
Borotho			30g	60g
Meroho	100g tse ding	100g	100g	100g
Dino	300ml	300ml	300ml	300ml

## Menu

Dijo tsa letsatsi - *Dipalo kaofela di qotswa e ntse e le dihlahiswa tse tala kapa se apehwang:*

<b>Borakfese</b>	
Disirele tsa borakfese	90g
Borotho	210 – 240g (6 dilae)
Ditshasi	25g
Diprotheine	100g
Dino	300 ml (e kenyeletsa tswekere le <i>creamer</i> )
Tswekere	20g
Matswai	5g
<b>Tinare – Kgetho ya letsatsi pakeng tsa kgomo le kgoho matsatsi a mahlano, ho fana sejo se tswellisitsweng</b>	
Diprotheine	300g (kgomo 300g, Kgoho 300g, dijo tse tswellisitsweng 200g)
Papa	120g
Setatjhe	90g – kgetho ya letsatsi pakeng tsa setampo, Moqosho, reisi kapa papa
Meroho	200g
Ditholwana	130g
Salate	60g (ha 4 ka beke)
Salate ya ditholwana	150g (hang ka beke ho e na le tholwana)
Jeli & Khastete	40g (hang ka beke)
Mageu	500ml
Juse	200ml (Hang bekeng tse pedi 2)
Dinomaphodi	30g (Dino tsa matla)
Matswai	15g
Oli	10ml



Sophoro	
Diprotheine	100g
Amazi	300ml (habedi ka beke) kgetho pakeng tsa Amazi kapa Yokate
Salate	40g (Hane ka beke)
Papa kapa setatjhe	40g
Matswai	5g

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

Eneji	kJ	14 700	
Diprotheine	g	178	21%
Dikhabohaedreiti	g	446	51%
Mafura	g	112	29%
Vithamine A	µg	960	
Vithamine C	mg	240	
Khalsiamo*	mg	1250	
Tshepe	mg	20	

**Ditshisinyo tsa dikgetho tsa menu empa o sa ngotlwa:**

Borakfese	
Disirele	Motoho wa phofo ya poone, Lambalazi e sootho, lambalazi e tshweu, Mabele
Diprotheine	Lehe le phehilweng, Diviana, Pasta, Minse, Boroso, Dikilana, Setjhu sa kgoho, <i>Spaghetti bolognaise</i> , Dikitsana & melala, di-Meatball, Mohodu wa kgomo, Seteiki setjhu sa eiye/ amasi / yokate
Dinomaphodi tsa matla	Ditatso tse fapaneng
Tinare	
Diprotheine	<ul style="list-style-type: none"> <li>• Kgoho ke protheine e kgolo e fepelwang letsatsi ka leng</li> <li>• Kgetho ya setjhu sa kgomo le kgoho se fepelwa e le kgetho ya bobedi, ho lokela ho sebedisa mekgwa e fapaneng ya ho pheha: setjhu; <i>braising</i>; kerila; hadika.</li> <li>• Dihlahiswa tse tswellisitsweng: di ka fepele e le phapang kapa kgetho ya boraro mme di kenyeletsa Tlhapi / tdikahare / minse / boroso / kolobe</li> </ul>
Papa	Phofo ya poone
Setatjhe	Reisi, Setampo, Monqosho, Dinawa, motswako wa Mazebe
Meroho	Motswako wa meroho ho ya ka sehla – ho pheha ka mekgwa e fapaneng
Salate	Dihwete, Bete, <i>Coleslaw</i>
Ditholwana	Motswako ho ya ka sehla
Mageu	Banana le <i>cream</i>



Tinare	
Diprotheine	Boroso, Minse, Sebete sa kgomo, setjhu sa kgoho, Setjhu sa kgomo, Sopho ya dinawa, Dikahare tsa kgomo
Papa	Phofo ya poone
Dihlahiswa tsa lebese	Amasi, Yokate

**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 (Henwil 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.



Mofani	Sehlahiswa	% Thuo ya maAfrika	Moralo wa tokiso
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 (Vitalc)	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 bo 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 ditjhelete a mang a Harmony, mme hajwale di tlalehelwa Boto ya Harmony ka mokgwa wa komiti e itetseng ya Kahisano le Maitshwano e behang leihlo tshebetso ya ditheko tsa BEE kotara ka nngwe. Tjhelete e sebediswang hodima BEE e lekolwa ho ya ka ditjeo tsa thepa, dijo le ditshebeletso mme tlaleho e tshehetswa ka dikerafo tse bontshang:

- Tjhelete ya BEE ho ya ka tokelo ya morao e le phesente ya tjehelete kaofela ya tumellano;
- Tjhelete 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 tshwanano ya Ntshetsopele ya Dikgwebo le Bafani hloohong haholo. Ntshetsopele ena e tla sebedisana haholo le Lethathama la Phepele 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 morao.



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 boiphihlelo
- 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 tsena di fihlellwa ha bobebe ke setjhaba ka kakaretso. Ka lebaka la bonkarolo 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**

<b>PHANO YA DITJHELETE - ESD</b>						
	<b>Moralo</b>					<b>Kaofela</b>
	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>	
Ntshetsopele ya di-SMME - Phakamani	100,108.93	100,108.93	100,108.93	100,108.93	100,108.93	<b>500,544.63</b>
<b>Phano ya Ditjhelete kaofela</b>	<b>100,108.93</b>	<b>100,108.93</b>	<b>100,108.93</b>	<b>100,108.93</b>	<b>100,108.93</b>	<b>500,544.63</b>



## 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 ditlhalobelo 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 ponaletso. 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 hlokalahalang, 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 kgiri ya basebetsi ba nakwana le ba konteraka
- Kgiri 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 maamong 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**

Maamong ao ho ona ho lohothwang tahlehelo e matla ya mesebetsi ho tla ba le basebetsi bao, ka lebaka la maitsebelo a bona, boiphilelo 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 ditlhoko 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 maamong 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 mosebetsi nqa e nngwe ka hara indasteri ena hammoho le ho iteanya le bahiri ba bang ba merafo le diindasteri tse ding tse kgolo.

### **Ho ithlophisa 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 tlwaelo 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. Maamong ao ho lohothwang ka tahlehelo ya mesebetsi, leofa le tla tjamelwa ka morero wa ho le thibela hore le be teng feela moo le hlokalheng le moo le kekeng la qojwa.

### **Ho sebetsa ka matsatsi a phomolo**

Basebetsi ba ka koqjwa 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 mmaraka wa mesebetsi le menyetla ya kgiro.

Morafo o fihlella tumellano le lefapha mabapi le phano ya ditshebeletso tsa ho thusa basebetsi, ho kenyeletsa boeletsu ka sehlopha, boeletsu ka kgiro, thupello ya basebetsi ba amehang le ditshebeletso tsa kgiro. Haeba ho hlokeha, ho tla hirwa basebetsi 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 lebeletswe ho tsebisa Instijute 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 morafu 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 tshebetsong 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 kenyetsa 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 hlokgang botsitso. Ka lebaka lena, moralo wa morafu ke ho etsa hore ho be le mehlodi bakeng sa mofuta ona wa thupello. Leha ho kgonahala ho etsa ditlhophiso bakeng sa thupello kamora ho theolwa ha boemo mme le mesebetsi e fokoditswe, morafu o rerile ho qala thupello e jwalo pele tlhoko e hlaha, kahoo re fokotsa sekghahla hodima basebetsi ba amehang le ho ba thusa ho nka mesebetsi e meng hanghang haeba ho hloka hlahla.



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	150	150	150	150	150	750

#### Moralo wa maitsebelo a hlwahlwa

Thupello ya basebetsi ba Morafo e tla ba e tswellang, e akaretsang le e kenyeletsang. Motjha ona o tla kenyeletsa ntlafatso ya thuto, phumantsho 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 ka mesebetsi le boelets.

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

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



## MORALO WA MAITSEBELO A HLWAHLWA

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

- 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 morafong kapa mabatoweng a rmelang basebetsi a kang Swaziland, Mozambique, Lesotho, Eastern Cape le Botswana, merafo e tla netefatsa hore maitsebelo a hlwahlwa a fanwang a kgema le dithoko 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)	150	150	150	150	150	750
Ditjeo motho ka mong ('R)	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	
<b>Phano ya ditjhelete kaofela</b>	<b>600,000.00</b>	<b>600,000.00</b>	<b>600,000.00</b>	<b>600,000.00</b>	<b>600,000.00</b>	<b>3,000,000.00</b>



## 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 maamong a fapaneng a Ditheko tsa Gauta**

<b>1% ya Phaello Kamora Lekgetho</b>			
	<b>At Au price of R525 000</b>	<b>At Au price of R472 000</b>	<b>At Au price of R577 500</b>
Joel	9,258,775.65	4,750,930.81	13,736,441.62

**5.2 Phano ya Ditjhelete – Palo kaofela ya dikarolo**

<b>PHANO YA DITJHELETE - PALO KAOFELA YA DIKAROLO TSA SLP</b>						
<b>Thepa</b>	<b>Moralo</b>					<b>Kaofela</b>
	<b>Selemo 1</b>	<b>Selemo 2</b>	<b>Selemo 3</b>	<b>Selemo 4</b>	<b>Selemo 5</b>	
Ntshetsopele ya tsa Kgiro	2,488,287.17	2,240,658.73	2,292,152.43	2,492,257.52	2,582,077.15	<b>12,095,433.00</b>
Ntshetsopele ya Badudi ba Morafo	2,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00	<b>10,000,000.00</b>
MCD – Diporojeke tse Tswelang	1,101,198.19	1,101,198.19	1,101,198.19	1,101,198.19	1,101,198.19	<b>5,505,990.97</b>
Maemo a Matlo le Bodulo	1,000,000.00	1,000,000.00	1,000,000.00	1,000,000.00	1,000,000.00	<b>5,000,000.00</b>
Ntshetsopele ya Dikgwebo le Bafani	100,108.93	100,108.93	100,108.93	100,108.93	100,108.93	<b>500,544.63</b>
Ho theola Maemo le Phokotso	600,000.00	600,000.00	600,000.00	600,000.00	600,000.00	<b>3,000,000.00</b>
<b>Phano ya Ditjhelete kaofela</b>	<b>7,289,594.29</b>	<b>7,041,965.85</b>	<b>7,093,459.55</b>	<b>7,293,564.65</b>	<b>7,383,384.27</b>	<b>36,101,968.60</b>



## 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, ditletlebo, 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, **Johan Theodore Benzien** 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 **Joel Mine** on this **20<sup>th</sup> day of June 2018**

Signature of responsible person:

General Manager