

Thulaganyo ya Loago le Tiro ya Ditirelo Tsa Harmony Moab Khotsong

2018 – 2022

Laesense ya Moepo

Harmony Gold Mining Company Ltd



Thomelo ya Thulaganyo ya Loago le Tiro

Thulaganyo eno ya Loago le Tiro (SLP) e rulagantswe ke Harmony Gold Mining Company Ltd (Harmony) Ditirelo tsa Moab Khotsong go dumalana le dipatlafalo tsa Mineral and Petroleum Resources Development Act, Molawana 28 wa 2002 (MPRDA).

SLP eno e rulaganngwa go dumalana le Karolo II ya Melawana ya MPRDA, mme ke thulaganyo e e kwadilweng go lebana le dikgang tsa loago le tsa tiro tsa botshelo jo bo setseng jwa tshwanelo nngwe le nngwe ya moepo.

SLP eno e dira go tloga ka 1 Ferikgong 2018 mme e tla tswela e dira ka dingwaga di le tlhano go fitlha ka 31 Sedimonthole 2022.

Go bona tshedimosetso e e oketsegileng e e tsamaisanang le setlankana seno tsweetswee ikgolaganye le:

Motsamaisi Kakaretso wa Moab Khotsong

Mog:

Imeili:

Moetapele wa Lephata la Badiri la Moab Khotsong

Mog:

Imeili:

Dipalopalo tsa Molaotheo wa Moepo

A khampani e na le leano la dingwaga tse tlhano?

Tlhaloso	Ee	Nnyaa	Molawana
Kgolo ya lephata la badiri			
A khampani e neile modiri mongwe le mongwe tshono ya gore a rutege le gore a itse go bala ka ngwaga wa 2009 mme a badiri ba thapisitswe?	X		46(b)
A khampani e tsentse tirisong mekgwa ya tiro go thusa badiri ba Maafrika Borwa ba pele ba neng ba sa solegelwe molemo (HDSA), go akaretsa go godisa bokgoni?	X		46(b)
A khampani e dirile ditsela tse ka tsone dithopha tse di matlafadiwang di ka kaelwa?	X		46(b)
Tekatekano ya tiro			
A khampani e gatisitse tekatekano ya yone ya tiro le go bega ka kgatelopele ya yone ya ngwaga le ngwaga ka go fitlhelela leano leo?	X		46(b)
A khampani e dirile leano la go fitlhelela go nna le seabe ga HDSA mo 40% ya botsamaisi mo dingwageng tse tlhano, mme e diragatsa leano	X		46(b)
A khampani e tlhomile leano la go fitlhelela gore basadi ba ba nnang le seabe mo moepong ba nne 10% mo dingwageng tse tlhano mme e	X		46(b)
Tiro ya batswakwa			
A khampani e ikwadisitse mo ditumalanong tsa puso le tsa madirelo go tlhomamisa gore badiri ba ba tswang kwa dinageng di sele ga ba tlhaolwe?	X		46(b)
Morafe wa moepo le kgolo ya motseselegae			
A khampani e dirisane mmogo go dira di-IDP, mme a khampani e dirisana le puso mo go diragatseng maano ano mo merafeng e meepo e diregang mo go yone le mo merafeng e e nang le badiri ba bantsi?	X		46(c)
A khampani e dirile maitenko a go tsenyeletsa merafe ya selegae ya meepo? Dikhampani di tla tlhoka go kwala lenaane le le tla latelwang, ditsshenyegelo tsa madi le go bontsha thulaganyo.	X		46(c)

Matlo le seemo sa botshelo

Kaga matlo a a abiwang ke khampani, a moepo (ka puisano le bannaleseabe) o dirile dithulaganyo tsa go tokafatsa boleng jwa matlo – go akaretsa go tsholetsa maemo a dihosetele, go fetola dihosetele le matlo a malapa le tlhatloso ya tlhopho ya gore badiramoepong ba nne le magae a bone? Dikhampani di tla tlhoka go bontsha se di se dirileng go tokafatsa matlo, thulaganyo ya go fetola kgang eno fa nako e ntse e ya le kafa leano leno le diragadiwang ka gone.

X

46(c)

Kaga kotlo e e abiwang ke khampani, a moepo o tlhmlile dithulaganyo tsa go tokafatsa kotlo ya badiramoepong? Dikhampani di tla tlhoka go bontsha se di se dirileng go tokafatsa kotlo, thulaganyo ya go fetola kgang eno fa nako e ntse e ya le kafa leano leno le diragadiwang ka gone.

X

46(c)

Kgolo ya go bapala dilwana le ya setlamo

A khampani e neetse di-HDSA boemo jo bo ratiwang jwa moabi?

X

46(c)

A khampani e lemogile seemo sag a jaana sa go bona dilo mo dikhampaning tsa HDSA mo dilwaneng tsa botlhokwa, tse di jewang le ditirelo?

X

46(c)

A khampani e supile maitlamo ka kgatelopele ya go bona dilo mo dikhampaning tsa HDSA mo lobakeng lwa dingwaga tse tharo go ya go tse tlhano mo dilwaneng tsa botlhokwa, tse di jewang le ditirelo? Maitlamo ano a dirisitswe go ya bokgakaleng bofe?

X

46(c)

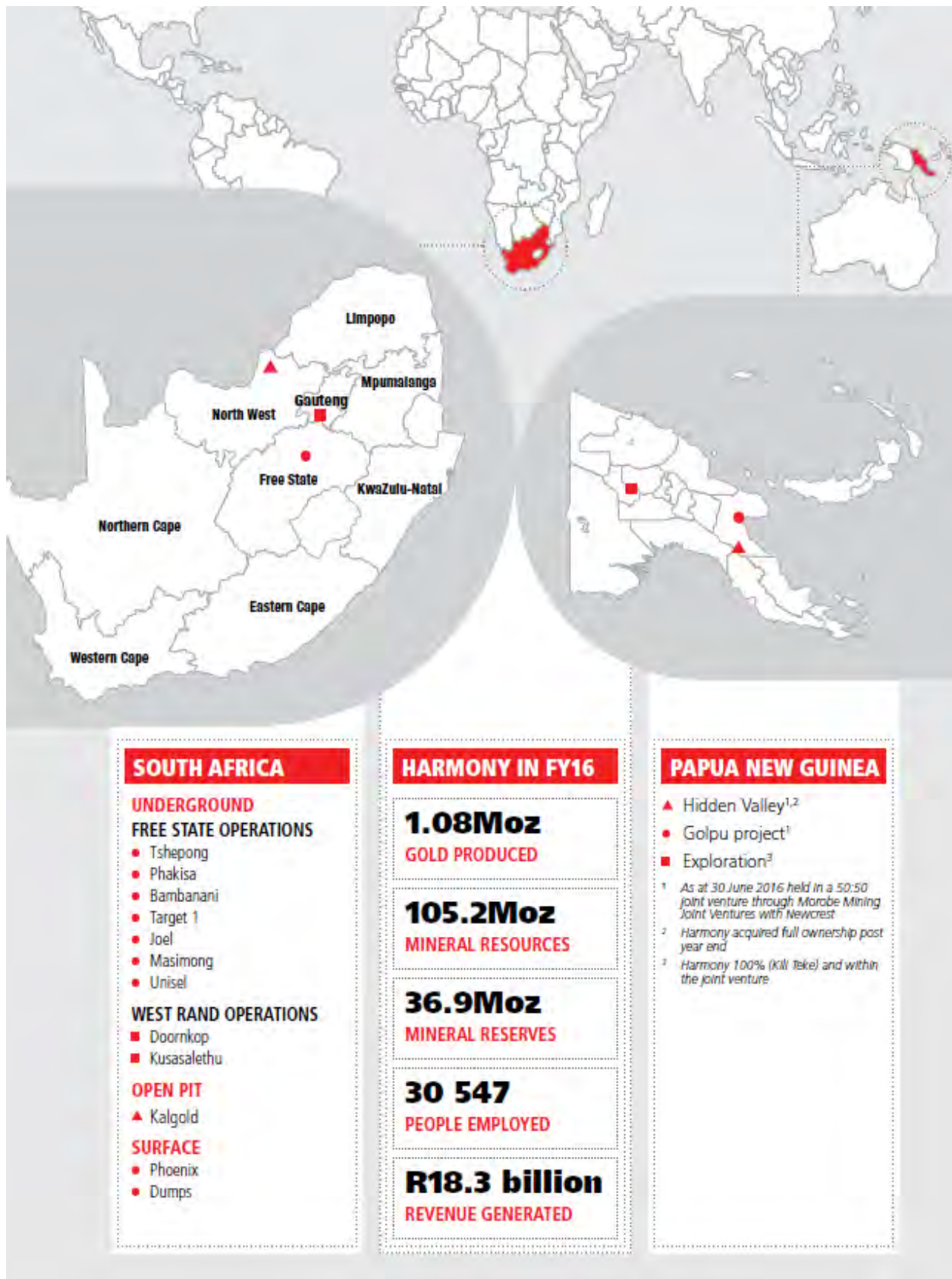
Go bega

A khampani e begile (ngwaga le ngwaga) kgatelopele ya yone ka go fitlhelela maitlamo a yone mo pegong ya yone ya ngwaga le ngwaga?

X

46(c)

Tshedimosetso: Harmony Gold



Ka ga Harmony Gold

Ga jaana Harmony Gold e na le ditirelo tsa moepo mo Afrika Borwa le Papua New Guinea. Mo Afrika Borwa, ditirelo tsa moepo tsa Harmony gold di ikaegile ka karolo e e itsegeng thata ya naga ya Witwatersrand Basin le Kraaipan Greenstone Belt. Ka FY16, ditirelo tsa Afrika Borwa di ne tsa ikarabelela ka 93% ya tthagiso yotlhe ya 1.08Moz.

Ga jaana khampani e na le meepo e le robongwe ya kafa tlase ga lefatshe tirelo e le nngwe ya mosima o o bulegileng mmogo le madirelo a le mmalwa a fa godimo ga lefatshe mo Afrika Borwa. Ga jaana khampani e thapile palogotlhe ya batho ba le 30 547 – badiri ba le 25 861 le borakonteraka ba le 4 580 mo Afrika Borwa. Badiri ba tswa mo merafeng e e gaufi le ditirelo tsa rona, mo diporofenseng tse dingwe tsa Afrika Borwa le mo dinageng tse dingwe (Lesotho, Mozambique le Zimbabwe).

Melao ya Harmony Gold

Ditirelo tsotlhe tsa Harmony di ikaegile mo melaong e e latelang e le 5:



Go sa kgathalesege maemo, re amegile thata ka **tshireletsego**.



Re **ikarabelela** ka go diragatsa maitlamo a rona.



Phitlhelelo e botlhokwa thata mo katlegong ya rona.



Rotlhe re **golagane** jaaka sethipha se le sengwe.



Re tseela kwa godimo **boikanyegi** mo ditirisanong tsotlhe tsa rona tsa kgwebo le go buisana ka tshosologo le bannaleseabe

Tshedimosetso: Ditirelo Tsa Harmony Moab Khotsong

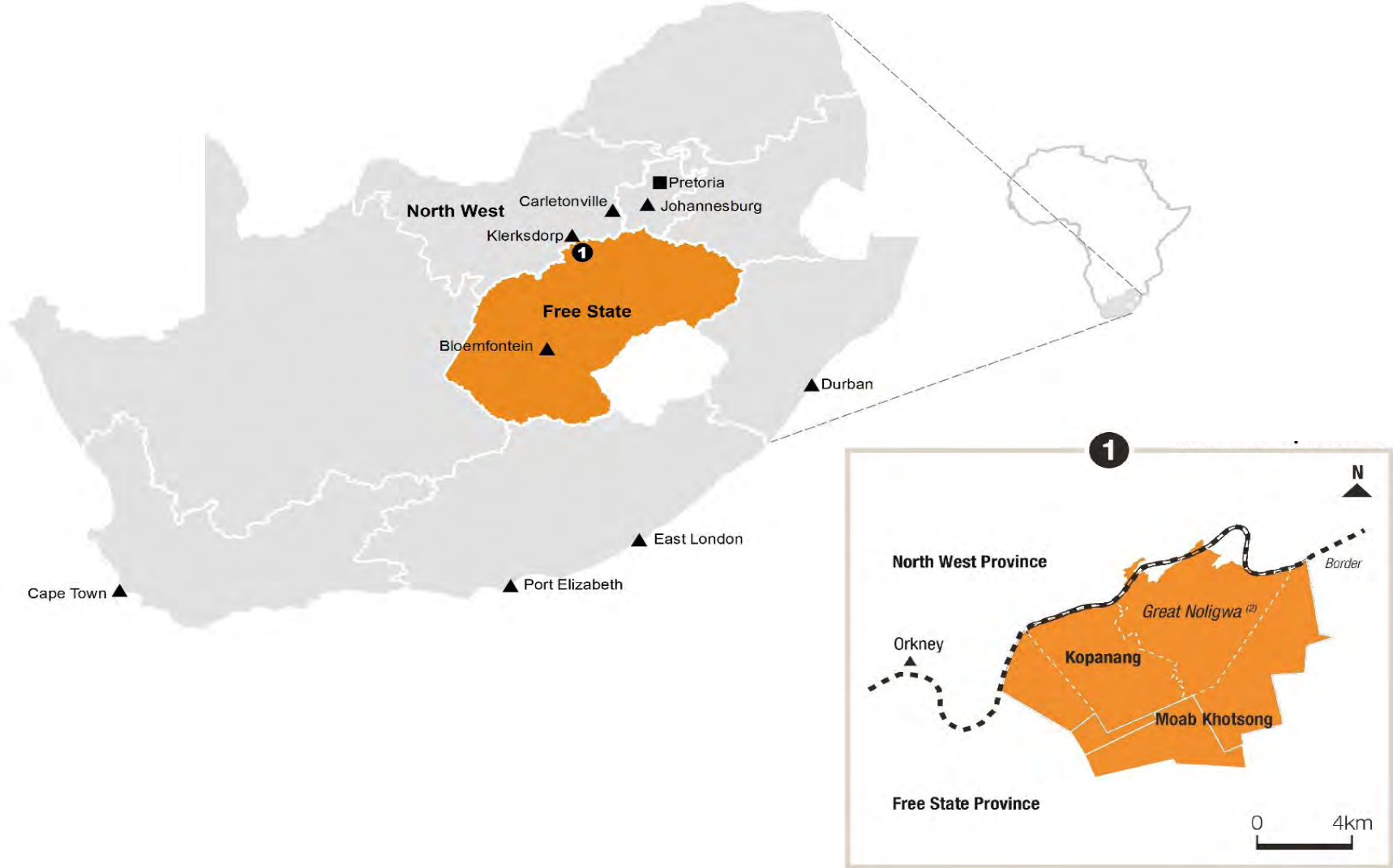
Go ya ka Molawana 46(a): Matseno, go neelwa tshedimosetso e e latelang ka moepo.

Lefelo

Ditirelo tsa Moab Khotsong di dirilwe ka Greater Nologwa Mine, Moab Khotsong Mine, Nologwa Gold Plant, South Uranium Plant le Mispah 1 le 2 Kopanang paydam tailings storage facilities (TSFs).

Ditirelo di mo molelwaneng o o fa gare ga diporofense tsa Bokone Bophirima le Free State. Karolo ya bokone ya karolo e e thapilweng ya moepo e wela mo Mmasepaleng wa Selegae wa Toropo ya Matlosana le kafa tlase ga taolo ya Mmasepala wa Kgaolo ya Borwa mo porofenseng ya Bokone Bophirima. Karolo ya borwa ya ditirelo e wela mo Mmasepaleng wa Selegae wa Moqhaka, le mo Taolong ya Mmasepala wa Kgaolo wa Fezile Dabi mo Porofenseng ya Free State.





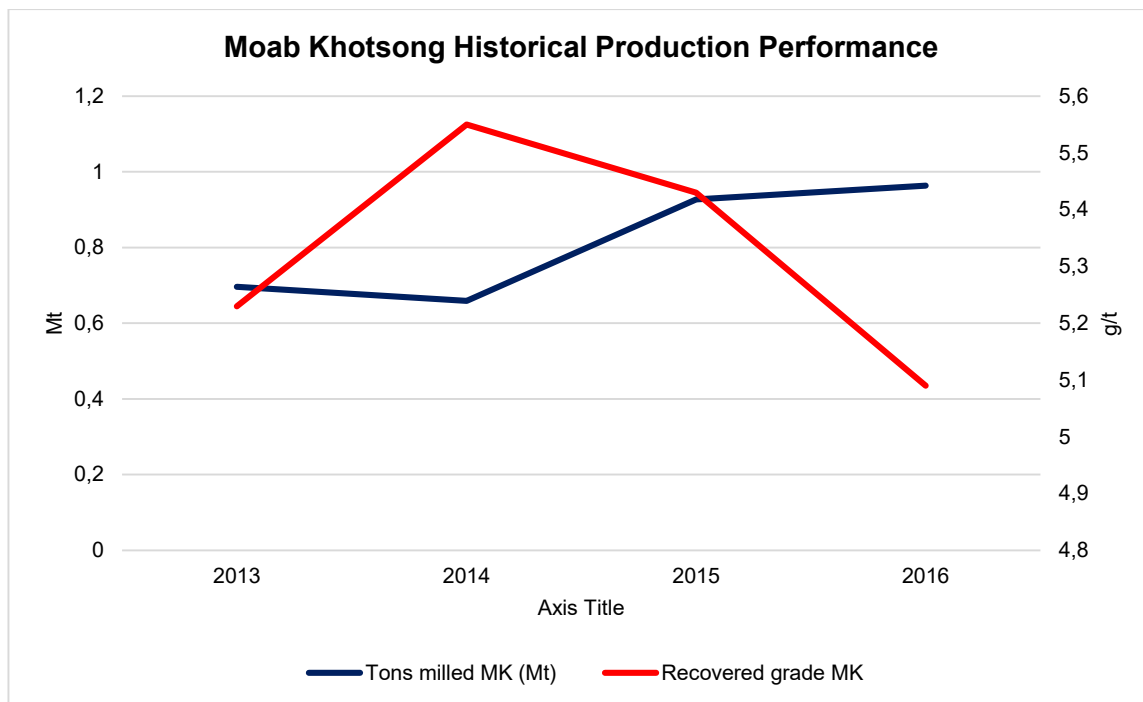
Tshireletsego

Go nnile le phokotsego e kgolo mo dikgobalong le mo dikgobalong tse di bolayang go tloga ka 2002 go ya go 2016, mme eno ke phitlhelelo e e akgolwang.

Go sa kgathalesege tokafatso eno, palo ya go emisa ga tshireletsego ga Karolo 54 go ne go le palo e e kwa godimodimo ka 2015 kwa Ditirelong tsa Harmony Moab Khotsong. Dinako tse di latlhegileng di ne tsa dira palogotlhe ya malatsi a le 48 mme tlhagiso e ne ya latlhegelwa ke Gauta ya 1 047 kg.

Tshekatsheko ya Ditirelo

Ditlhagiswa di tswa mo metsweding e mebedi ya konokono. Ditirelo tseo ke Moab Khotsong le dingwe tsa dilekanyo tsa Moepo wa Greater Nologwa. Fa e sa le ka 2015 leano la tirelo ya Greater Nologwa le ne la kopanngwa le leano la Moab Khotsong mme la tsenngwa kafa tlhase ka tlhokomelo le go baakanngwa. Mafaratlhatlha a ditirelo a Greater Nologwa le badiri di kopantswe le Moab Khotsong go tloga ka 2015.



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Dikhutshwafatso

Lenaane la Mareo le Dikhutshwafatso tsa SLP	
Khutshwafatso	Lefoko le le Feletseng
ABET	Thuto ya Motheo ya Bagolo le Thapiso
AET	Thuto le Thapiso ya Bagolo
AIDS	Acquired Immune Deficiency Syndrome
AMCU	Lekgotla la Badiramoepong le Kemedi ya Kago
ATDS	Ditirelo Tsa AngloGold Ashanti Tsa Thapiso le Kgolo
ATR	Pego ya Ngwaga le Ngwaga ya Thapiso
BBBEE	Matlafatso e e Akaretsang ya Itsholelo ya Bantsho
BEE	Matlafatso ya Itsholelo ya Bantsho
BO	Ya Motho Montsho
BWO	Ya Mosadi wa Motho Montsho
CBOs	Mekgatlo e e Ikaegileng ka Morafe
CSDC	Komiti ya Kgodiso ya Bokgoni jo bo Akaretsang
CSI	Peeletso ya Loago ya Kgwebo
DMR	Lefapha la Diminerale
DoL	Lefapha la Badiri
DTI	Lefapha la Kgwebo le Madirelo
EAP	Baagi ba ba Amang Itsholelo
EE	Tekatekano ya Tiro
ENA	Enrolled Nursing Auxiliary
FET	Thuto e Kgolwane le Katiso
FLC	Foundational Learning Competence
GETCA	General Education and Training Certificate for adults
HDSA	Ba-Afrika Borwa ba ba neng ba se na ditshiamelo
HIV	Human Immunodeficiency virus
HRD	Tlhabololo ya Lephata la Badiri
IDP	Integrated Development Plan
LED	Local Economic Development
M	Million
Masakhisane	Enterprise development vehicle whose main objective is to fund and support the creation and development of commercially viable enterprises in the host and labour sending areas.
Molaotheo wa Moepo (MC) or the Charter	Broad-Based Socio-Economic Empowerment Charter for the South BA-AFRIKA Mining Industry
METF	Mineral Education Trust Fund
MoR	Manager-once-Removed
MPRDA	Mineral Petroleum Resources Development Act (Act No. 28 of 2002), as amended from time to time, which came into effect on the 11 May 2004.
MPRDA Regulations	Mineral Petroleum Resources Development Regulations as Gazetted by the President on 23 April 2004.
MQA	Mines Qualifications Authority
NGO	Mokgatlo o e Seng wa Puso



NPAT	Net Profit After Tax
NPO	Mokgatlo O o Sa Direng Lotseno
NQF	National Qualifications Framework
NUM	Kemedi ya Bosetšhaba ya Badiramoepong (Afrika Borwa)
NWP	Porofense ya Bokone Bophirima
Paterson Grading System	Job Evaluation System generally used in the South BA-AFRIKA
PEA /PER	Personal Effectiveness Appraisal /Personal Effectiveness Review
QCTO	Quality Council for Trades and Occupations
Rand (R)	Ranta ya Afrika Borwa
RPL	Recognition of Prior Learning
SA	Afrika Borwa
SANC	Lekgotla la Baoki la Afrika Borwa
SAR	Kgaolo ya Afrika Borwa
SARS	Ditirelo tsa Kgaolo tsa Afrika Borwa
SARTSC	South Africa Region Transformation Steering Committee
SDC	Skills Development Committee
SETA	Sector Education Training Authority
SLP	Thulaganyo ya Loago le Tiro
SMME's	Small, Medium and Micro Enterprises
Solidarity	Solidarity Trade Union
SoR	Subordinate-once-Removed
SP	Systems for People
Teba	The Employment Bureau of Africa- An institution that has historically recruited labour for the Mining Industry which now
UASA	United Association of South Africa
Umalusi	An education quality assurance body in South Africa
WSP/ATR	Workplace Skills Plan/ Annual Training Report

1 Ketapele

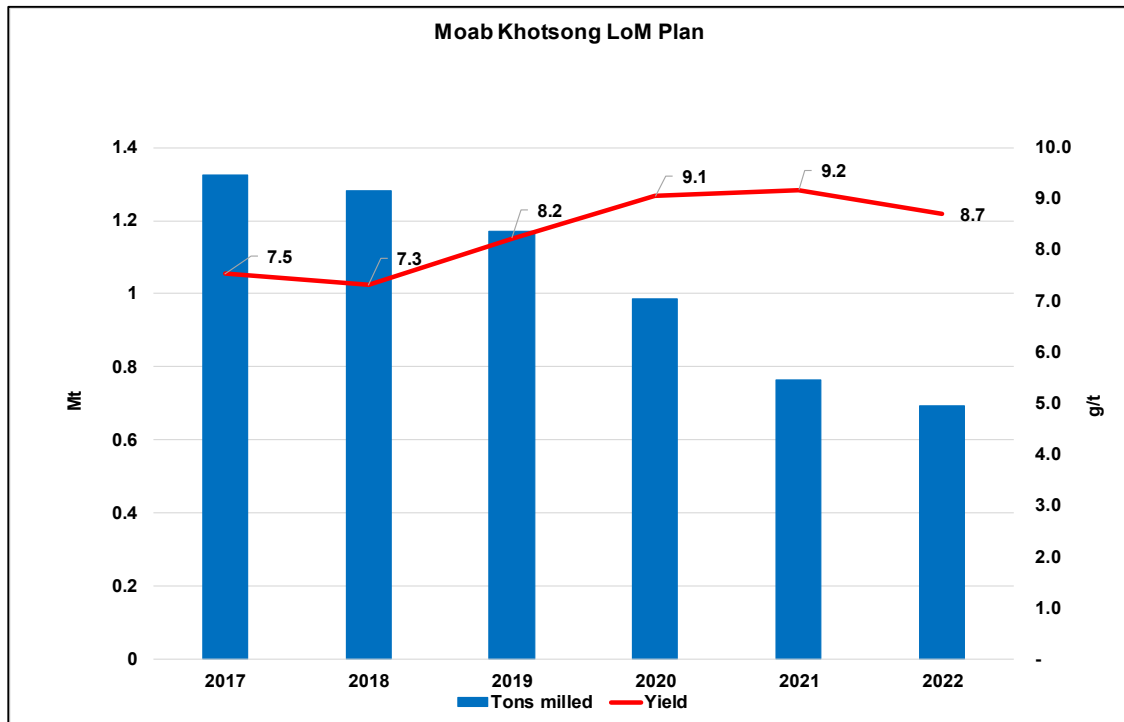
1.1 Tshedimosetso ya botlhokwa ka dikopo

Leina la khampani ya konokono	Harmony Gold Mining Company Limited (1950/038232-06) ("Moab Khotsong")
Leina le moepo	Ditirelo Tsa Harmony Moab Khotsong
Aterese ya Lefelo	Farm 69 Chrystalkop, Vierfontein District Vaal River Orkney Southern side of the R502 Fa gare ga Orkney le Potchefstroom
Aterese ya Poso	Randfontein Office Park PO Box 2 Randfontein 1760 South Africa Corner Main Reef Road and Ward Avenue Randfontein 1759 Afrika Borwa
Nomoro ya Mogala	+27 18 478 6121
Nomoro ya Fekese	+27 18 478 6223
Lefelo la moepo	Moepo wa MK (Great Noligwa e kopantswe le Moab Khotsong), o mo e ka nnang 170 km go ya go 180 km go tswa Johannesburg, gaufi le Vaal River mo diporofenseng tsa Afrika Borwa tsa Bokone Bophirima le Free State
Lobaka lwa moepo	Dingwaga di le 7 (lo fela mo masimologong a 2025)



1.1.1 Lobaka lwa Moepo

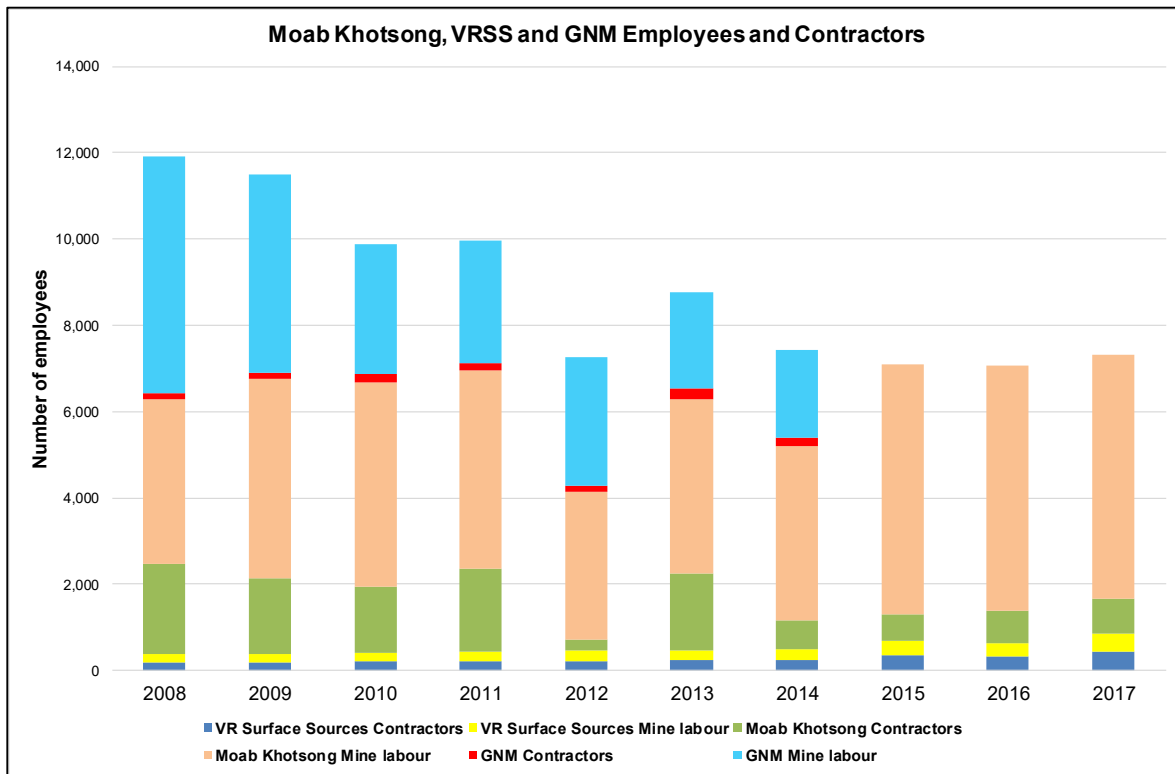
Ga jaana go lebeletswe gore Ditirelo tsa Moab Khotsong di tla tswelera dingwaga di le lesome tsa moepo (LoM) go tloga ka 2017 go fitlha ka 2027. Le fa go ntse jalo, kgonagalo ya dingwaga tse di oketsegileng di le 17 e gone fa tshono eo e ka bulega. Setshwantsho se se fa tlase se bontsha tshedimosetso ya LoM go tloga ka 2017 – 2022.



Setshwantsho 1-1: Tshedimosetso ya LoM ya Harmony Moab Khotsong

1.1.2 Kgaoganyo ya badiri

Ditirelo tsa Moab Khotsong di tla naya batho ba le 6 636 ditiro. Setshwantsho se se fa tlase fano se bontsha historo ya phitlhelelo ya badiri le borakonteraka go tloga ka 2008 go fitlha ka Tlhakole 2017. Kgaoganyo ya badiri ba Ditirelo tsa Moab Khotsong ka Diphilane 2017 e bontshiwa mo Lenaanes 1-1, 1-2 le 1-3. Ka 2015 Moepo wa GN Mine o ne wa tsenngwa mo thulaganyong ya go tlhokomela le go baakanya mme badiri ba ba amegang mo ditirelong tseo ke bone fela ba ileng ba sala. Ga jaana go na le badiri ba ka nna 22 ba ba amegang mo go tlhokomeleng le go baakanya Moepo wa GN.



Setshwantsho 1-2: Badiri le borakonteraka ba Moab Khotsong (2008 – 2017)

Lenaane 1-1: Badiri ba Moab Khotsong

Manaane a a fa tlase fano a bontsha tshedimosetso ya palogotlhe ya badiri ba Ditirelo tsa Moab Khotsong ka Diphilane 2017.



Lenaane 1-2: Tshedimosetso ya badiri ba Harmony Moab Khotsong

Lefelo la Tiro	Bant sho	Ba Mmala	Ba-India	Basw eu	Banna	Basadi	Palogotl he
Moab Khotsong & Moepo wa Great Nologwa Go Tlhokomela le go Baakanya Moepo wa GN	5032	15		338	4795	590	5385
Mispah	15			7	21	1	22
Nologwa Plant	56			6	48	14	62
South U Plant	178	5		50	186	47	233
Nufcor	98	5		30	109	24	133
Great Nologwa PHC	23			4	21	6	27
MOAB Khotsong PHC	19			1	5	15	20
Lefelo la Bonno la Nologwa	15	1			7	9	16
Properties Central	113			7	68	52	120
Kgolo ya Morafe le Loago	10			12	13	9	22
VRM	3				2	1	3
ATDS Trainees - Moab and GNM	8			16	13	11	24
Pholo ya kwa Tirong	51	1	2	7	44	17	61
VR Tailings	45	3		8	36	20	56
MET Security	35	2	1	14	11	41	52
SAMS / Management	68			23	23	68	91
ATDS Engineering Training	27	1		14	23	19	42
ATDS Gateway	15	3		23	10	31	41
Engineering	40			13	10	43	53
High Density Central and Core Maintenance	78	3		28	16	93	109
High Density Boarding House	3			7	2	8	10
Central WH South U Plant	19			2	15	6	21
Tlhokomelo ya Tikologo	15			1	3	13	16
	4	1	1	11	5	12	17
Palogotl he	5 970	40	4	622	950	5 686	6 636
Diperesete tsa palo ya badiri	90%	0.6%	0.06%	9.4%	14.3%	85.7%	100%



Lenaane 1-3: Kgaoganyo y badiri go ya ka morafe mongwe le mongwe o o berekang

Lefelo la Tiro	RSA	Botswana	Lesotho	Mozambique	Swaziland	Zimbabwe	Palogo the
Moab Khotsong & Moepo wa Great Nologwa Go Tlhokomela le go Baakanya Moepo wa GN	3594	22	899	701	167	2	5385
Mispah	14		2	3	3		22
Nologwa Plant	61		1				62
South U Plant	226		4	1	2		233
Nufcor	128	1	2	1	1		133
Great Nologwa PHC	27						27
MOAB Khotsong PHC	20						20
MOAB Khotsong PHC	16						16
Lefelo la Bonno la Nologwa	98	1	18	2	1		120
Properties Central	22						22
Community and Social Development	3						3
VRM	23				1		24
ATDS Trainees - Moab and GNM	58		2	1			61
Pholo ya kwa Tirong	55		1				55
VR Tailings	49		1		2		49
MET Security	91						91
SAMS / Management	41		1				41
ATDS Engineering Training	41						41
ATDS Gateway	49		3	1			49
Engineering	105		3	1			105
High Density Central and Core Maintenance	9		1				9
High Density Boarding House	18		3				18
Central WH South U Plant	14	1			1		14
Tlhokomelo ya Tikologo	17						17
Palogotlhe	4 779	25	941	711	178	2	6 636
Diperesente tsa Palo ya Badiri	72%	0.4%	14.2%	10.7%	2.7%	0.03%	100%



2 Thulaganyo ya Kgolo ya Lephata la Badiri

2.1 Matseno

Karolo eno ya SLP e tlhalosa leano la dingwaga tse tlhano la moepo wa Ditirelo tsa Harmony Moab Khotsong la go fitlhelela kgolo e e lekaneng ya lephata la one la badiri (HR) jaaka go tlhalositswe mo MPRDA le Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (the Molaotheo wa Moepo), mme e tlhokomelwa go dirisiwa Lenaane lwa dipalopalo.

Go ya ka Leano la Bosetšhaba la Kgolo, thuto, thapiso le go tlhama sesha ke dilo tsa konokono mo kgolong ya Afrika Borwa ya pakatelele. Tseno ke dilo tsa konokono mo go fediseng khumanego, go fokotsa botlhokatiro, go tlhoka tekatekano, le go dira jaaka metheo ya morafe o o lekalekanang le o o atlegang jaaka go bontshiwa mo Molaotheong. Thuto e dira gore batho ba ikitse, ba laole matshelo a bone, ba godise malapa a a itekanetseng, ban ne le seabe mo go godiseng morafe o o ikanyegang, le go nna le seabe sa botlhokwa mo dipolotiking le mo taolong ya merafe ya bone.

Leano la HRD ya Harmony le diretswe go thusa badiri le go ba naya ditshono tsa go gola mo khampaning mme gae e naya merafe ya rona le dikarolo tse dikgolo tsa Thomelo ya Badiri ditshono tsa go tokafatsa bokgoni jwa bone le kitso gore ban ne le seabe mo itsholelong.

2.2 Dipatlafalo tsa Molaotheo wa Moepo

Ka ga Kgolo ya Lephata la Badiri, molawana o o akaretsang wa matlafatso ya loago le itsholelo ya madirelo a Afrika Borwa a meepo le diminerale e tlhalosa jaana:

“Madirelo a meepo a theilwe mo kitsong mme ka jalo e ikaegile ka kgolo ya lephata la badiri, mme seo se dira karolo e e botlhokwa ya phetogo ya loago mo lefelong la tiro le kgolo e e bonalang. Go fitlhelela boikaelelo jono, madirelo a meepo a tshwanetse go:

“Beeletsa diperesente tse di rileng mo tuelong ya ngwaga le ngwaga (go ya ka molawana o o tshwanelang) mo ditirong tse di botlhokwa tsa kgodiso ya bokgoni mo dipalopalang, mme di sa akaretse bokgoni jo go patelesegang gore bo nne gone, go akaretse go tshegetsa maano a Afrika Borwa a patlisiso le kgolo, tse di ikaeletseng go dira tharabololo mo go batlisiseng, meepong, go direng, go nna mosola ga thekenoloji (tiriso ya maatla le metsi mo moepong), mosola mmogo le pabalelo ya tikologo le paakanyo, jaaka go bontshiwa fano:

- *E e lebeletsweng ka 2018 = 3%;*
- *E e lebeletsweng ka 2019 = 3.5%;*
- *E e lebeletsweng ka 2020 = 4%;*
- *E e lebeletsweng ka 2021 = 4.5%;*
- *E e lebeletsweng ka 2022 = 5%”*

2.3 Leano la HRD ya Ditirelo tsa Harmony Moab Khotsong

Leano la Kgolo ya Lephata la Badiri (HRD) la Ditirelo tsa Harmony Moab Khotsong le ema nokeng leano le maikaelelo a kgwebo, mmogo le molawana wa molao wa Afrika Borwa o o batlang go sekaseka go tlhokega ka kakaretso ga bokgoni mo nageng, mmogo le go tlhomamisa kemedi e e lekaneng mo lefelong la tiro. SLP e bontsha maano a a farologaneng a HRD a a tla dirisiwang ke Ditirelo tsa Harmony Moab Khotsong.

Mo setlankaneng seno re bua ka maitlhamo a SLP a 2018-2022 SLP a a akaretsang Badiri ba khampani le bontsi jwa Merafe e e romelang, kgotsa HRD ya Merafe.

Tshedimosetso e e latelang e na le 2018-2022 HRD Financial Provisions Targets as a percentage of Payroll:

- E e lebeleletsweng ka 2018 = 5.0%
- E e lebeleletsweng ka 2019 = 5.25%
- E e lebeleletsweng ka 2020 = 5.5%
- E e lebeleletsweng ka 2021 = 5.75%
- E e lebeleletsweng ka 2022 = 6%

2.3.1 Thuto ya Motheo ya Bagolo le Thapiso

Thuto ya Motheo ya Bagolo le Thapiso (ABET) ke sedirisiwa sa konokono sa go fetola le go tlhabolola mo khampaning le matshelo a badiri. Boikaelelo ke go samagana le dilekanyo tsa thutego le dipalo, go arabela mo mmarakeng wa tiro le go naya batho kitso le bokgoni jo bo dirang gore batho ba mo khampaning ba nne molemo mo khampaning. E dira gore batho ba nne le seabe mme e tokafatsa go thapiwa le bokgoni le go thusa tsamaiso ya bagolo le gore e tla godisa ditiro. E ema nokeng kgolo ya batho le kgotsofalo ya botho le mefuta ya badiri mo khampaning.

ABET ke motheo wa kakaretso wa thuto ya botshelo jotlehe le tlhabololo, bokgoni le boikutlo jo bo tlhokegang jwa loago, itsholelo le go tsaya karolo ga tsa dipolotiki le diphetogo tse di siametseng selekanyo sa maemo. ABET e a fetofetoga, e a tlhabologa gape e ikaeletswe ditlhoko tse di rileng tsa batho le, go ya ka kakanyo, e e naya tetla ya disetifikeite tse di itsegeng setšhabeng.

ABET e thusa badiri ba ba tlhokang thuto ya motheo mo dipalong le mo ditlhakeng mme go tloga ka 2016 go ya pele, GETCA (Setifikeiti sa Bagolo sa Thutokakaretso le Thapiso) e tla nna selo se sesha se se tsenngwang mo tlhabololong ya SETA e e kwadisitsweng, e leng MQA.

Thuto ya Motheo ya Bagolo le Thapiso e akaretsa:

- Thuto ya Bagolo & Thapiso,
- Thuto ya Konokono ya Batho go tsenela dithulaganyo tsa thapiso tsa tiro (FLC), le
- Go tswelela kgotsa thuto e e kwa godingwana le thapiso.

Thulaganyo e diretswe go fetofetoga le go gola mme e letla thuto le thapiso e e tswelelang e e kgonang gore tsibogela ka bonako ditlhoko tsa kitso le bokgoni, tse di tla letlang mongwe le mongwe go bapala bokgoni jwa ntlha jwa thuto ya tiro le tshwanelego ya pele, mo godimo ga thuto e e kwa godimo le thapiso, le e e tsosolosang kitso, bokgoni, tiro le botshelo tse di leng botlhokwa thata mo tlhabololong ka kakaretso.

Maikaelelo a Thulaganyo ya ABET

ABET ke tsela ya tlhabologo e e oketsegileng ya badiri ba le bantsi mo godimo ga go tokafatsa selekanyo sa bone sa thutego. Ka jalo go botlhokwa gore ABET e e abiwang ke khampani e nne ya maemo a a kwa godimo mme e kgone go emelana le maemo a kwa ntle jaaka ditlhatlhobo tse di tswang kwa ntle.

Khampani e tla dira dithulaganyo tsa ABET (Pele ga ABET, ABET 1, 2, 3 & 4) mmogo le Foundational Learning Component (FLC) mo kgaolong e e kwa mafelong a a farologaneng le kwa Ditikwatikweng tsa Nako e e Tletseng tsa Morafe. Go tlhomamisa gore badiri ba kgona go e fitlhelela, ABET e tla



newa ka Nakwana, mahala mo baithuting ba ba nnang gone ka dinako tse e seng ts tiro. Full Time ABET 4 Fundamentals and Foundational Learning (FLC) e tla nna gone mo bathing ba ba itsiweng ke baeteledipele ba bone.

ABET Awareness

Mo dingwageng di le mmalwa tse di fetileng go dirilwe matsholo ka maikaelelo a go bapatsa le go itsise. Mekgwa ya puisano e akaretsa posters, dikopano tsa batho ba bantsi le ditlhogo mo makwalodikgannyeng, Komiti ya HRD le dipampitshana. Patlisiso yam o khampaning e fitlhetse gore badiri ba itse sentle ka ditheo tsa ABET kwa Ditirelong tsa Harmony Moab Khotsong.

Ikwadiso le Kgatelopele ya ABET

Harmony e rulagantse gore mo e ka nnang baithuti ba le 220 ba Ditirelo tsa Moab Khotsong ba ye kwa ABET 4 / FLC mo dingwageng tse 5 tse di latelang. Fa GETCA e ka tlisiwa mo setheong go tla nna le lobaka lwa go fedisa ABET 4 ya ga jaana mme ka 2020 Harmony e tla simolola ka GETCA e dirisa tsone dipalo tse di rulagantsweng kgotsa pharologanyo e e leng gone. Kgatelopele e e latelang e lebeletswe ka tsela e e latelang:

- **2018:** ABET selekanyo 4 puo le puisano, morago ga moo FLC
- **2019:** Baithuti ba ka ikwadisa mo ABET selekanyo 4 sa ga jaana go fitlha ka 30 Seetebosigo 2019 – go tsena ka nako e e tletseng gabedi le go tsena ka nakwana gangwe.
- **2020 – 2022:** Tswelela ka bokgoni jwa GETCA go dumalana le dipatlafalo tsa MQA. Manaane a a latelang a bontsha Maano a ABET a 2018- 2022.



Lenaane 2-1: ABET ya Ditirelo tsa Harmony Moab Khotsong – Dipalopalo tse di bontshang ikwadiso

HRD ABET1: Ikwadiso ya ABET e e Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGO TLHE	PALO GOTLHE YA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Pele ga ABET	26	0	0	0	26	2	0	0	0	2	28	28
ABET 1	39	0	0	0	39	3	0	0	0	3	42	42
ABET 2	27	0	0	0	27	3	0	0	0	3	30	30
ABET 3	19	0	0	0	19	2	0	0	0	2	21	21
Letlole la ABET 4 /	64	0	0	0	64	4	0	0	0	4	68	68
DIPALOGOTLHE	175	0	0	0	175	14	0	0	0	14	189	189
HRD ABET2: Ikwadiso ya ABET e e Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGO TLHE	PALO GOTLHE YA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Pele ga ABET	22	0	0	0	22	0	0	0	0	0	22	22
ABET 1	31	0	0	0	31	2	0	0	0	2	33	33
ABET 2	21	0	0	0	21	2	0	0	0	2	23	23
ABET 3	15	0	0	0	15	2	0	0	0	2	17	17
Letlole la ABET 4 /	51	0	0	0	51	5	0	0	0	5	56	56
DIPALOGOTLHE	140	0	0	0	140	11	0	0	0	11	151	151
HRD ABET3: Ikwadiso ya ABET e e Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGO TLHE E E	PALO GOTLHE
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Pele ga ABET	13	0	0	0	13	0	0	0	0	0	13	13
ABET 1	38	0	0	0	38	0	0	0	0	0	38	38
ABET 2	18	0	0	0	18	1	0	0	0	1	19	19
ABET 3	10	0	0	0	10	2	0	0	0	2	12	12
Letlole la ABET 4 / FLC / GETCA	37	0	0	0	37	2	0	0	0	2	39	39
DIPALOGOTLHE	116	0	0	0	116	5	0	0	0	5	121	121



HRD ABET4: Ikwadiso ya ABET e e Rulaganyeditsweng 2021

	BANNA					BASADI					PALOGO TLHE E E AKABET	PALO GOTL HE
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TLHE E E AKABET	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TLHE E E AKABET		
Pele ga ABET	10	0	0	0	10	0	0	0	0	0	10	10
ABET 1	17	0	0	0	17	0	0	0	0	0	17	17
ABET 2	10	0	0	0	10	2	0	0	0	2	12	12
ABET 3	7	0	0	0	7	0	0	0	0	0	7	7
Letlole la ABET 4 / FLC / GETCA	31	0	0	0	31	2	0	0	0	2	33	33
DIPALOGOTLHE	75	0	0	0	75	4	0	0	0	4	79	79

HRD ABET5: VR Ikwadiso ya ABET e e Rulaganyeditsweng 2022

	BANNA					BASADI					PALOGO TLHE E E AKABET	PALO GOTL HE
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TLHE E E AKABET	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TLHE E E AKABET		
Pele ga ABET	7	0	0	0	7	0	0	0	0	0	7	7
ABET 1	14	0	0	0	14	0	0	0	0	0	14	14
ABET 2	9	0	0	0	9	0	0	0	0	0	9	9
ABET 3	6	0	0	0	6	0	0	0	0	0	6	6
Letlole la ABET 4 / FLC / GETCA	26	0	0	0	26	0	0	0	0	0	26	26
DIPALOGOTLHE	62	0	0	0	62	0	0	0	0	0	62	62



2.4 Bokgoni jo bo Tlhokegang

Boikaelelo jwa thulaganyo eno ke go naya badiri ba ba bontshang go kgatlhegela go bona thapiso e e ntseng jalo thapiso ya bokgoni le go gatelela ka tsela e e kgethegileng mo badiring ba ba sa itekanelang kgotsa ba ba tlositsweng mo tirong gore ba nne ba bona madi, ba kgone go thapiwa kgotsa ba kgone go itshedisa mo merafeng ya bone. Badiri ba tla tshwanelega go tsenela kgoso e le nngwe ba sa duele sepe. Ba tla wetsa dibuka tse di rileng mme ba tla newa setifikeiti sa go nna gone fa ba wetsa khoso eo. Khoso e e boletsweng ga e akaretse madi a sepalangwa le a bonno mme e akaretse PPE (Dilwana Tsa go Itshireletsa mo Mmeleng) le dijo.

Harmony e naya badiri ba ba nang le bokgoni jo bo botlhokwa kwantle ga madirelo a meepo dithulaganyo tsa go ithaopela go thapisa bokgoni. Mekgwa ya ga jaana ya puisano e e buang ka thapiso ya bokgoni jo bo botlhokwa, ke ka dipampitshana, tiro e e rulagantsweng le ditheo tsa Komiti ya Tlhabololo ya Bokgoni (SDC) kwa mafelong a kgwebo.

Badiri ba thapisiwa o bokgoning jo bo botlhokwa, jaaka go bontshiwa mo Leraaneng lo lo fa tlase. Dithopha tsa thapiso ya Kgwebo di dira karolo ya dilo tsotlhe tse di ikaeletseng go thusa batho go ipereka kgotsa go tlhama ditshono tsa batho ba bangwe go dira di-SMME le go ipereka fa go ka direga gore ba tlosiwe mo tirong.

Manaane a a latelang a bontsha Maano a Bokgoni jo bo Botlhokwa (PSTP) a 2018 go ya go 2022:



TSHOBOKANYO YA HRD PSTP: Thapiso ya Bokgoni jo bo Botlhokwa e e Rulaganyeditsweng 2018 – 2022												
	Palo (Baemedi)	Lobaka (Malatsi)	Palo ya dikhoso le baemedi ba ba rulaganyeditsweng Ditirelo tsa Moab Khotsong ngwaga le ngwaga									
			2018		2019		2020		2021		2022	
Palo ya:			Dikhoso	Baemedi	Dikhoso	Baemedi	Dikhoso	Baemedi	Dikhoso	Baemedi	Dikhoso	Baemedi
Basic Welding	10	8	1	10	0	0	1	10	0	0	1	10
Basic Wiring	10	8	1	10	1	10	0	0	1	10	0	0
Basic Brick Laying	10	13	0	0	1	10	0	0	1	10	1	10
Basic Plumbing	10	13	1	10	0	0	1	10	0	0	1	10
Khomputara ya Motheo	10	7	1	10	0	0	1	10	0	0	0	0
Basic Carpentry	10	13	0	0	0	0	0	0	1	10	1	10
Tirelo ya Motheo ya	10	8	0	0	0	0	1	10	0	0	1	10
Basic Forklift	6	8	0	0	1	6	0	0	1	6	0	0
Basic Refrigeration	10	13	0	0	1	10	1	10	0	0	0	0
Khoso ya go Roka (Motlamedi wa Kwa Ntle)	20	18	1	10	1	14	0	0	1	14	0	0
Bokgoni jwa PC (Baithuti	15	1	6	85	5	70	4	48	4	41	3	32
PALOGOTLHE			11	135	10	120	9	98	9	91	8	82



Lenaane 2-2: Thapiso ya bokgoni jo bo tlohegang e e rulaganyeditsweng go tloga ka 2018 - 2022

HRD PSTP1:Thapiso ya Bokgoni jo bo Tlohegang e e Rulaganyeditsweng 2018												
	BANNA					BASADI					KAKARETS O	PALOGOTLHE
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	27	1	0	2	30	20	0	0	0	20	50	48
DIPALOGOTLH	27	1	0	2	30	20	0	0	0	20	50	48
HRD PSTP2:Thapiso ya Bokgoni jo bo Tlohegang e e Rulaganyeditsweng 2019												
	BANNA					BASADI					KAKARETS O	PALOGOTLHE
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	28	0	0	2	30	19	0	0	1	20	50	48
DIPALOGOTLH	28	0	0	2	30	19	0	0	1	20	50	48
HRD PSTP3:Thapiso ya Bokgoni jo bo Tlohegang e e Rulaganyeditsweng 2020												
	BANNA					BASADI					KAKARETS O	PALOGOTLHE
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	27	1	1	1	30	19	0	0	1	20	50	49
DIPALOGOTLH	27	1	1	1	30	19	0	0	1	20	50	49
HRD PSTP4:Thapiso ya Bokgoni jo bo Tlohegang e e Rulaganyeditsweng 2021												
	BANNA					BASADI					KAKARETS O	PALOGOTLHE
	BAAFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BAAFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	28	1	1	0	30	19	1	0	0	20	50	50
DIPALOGOTLH	28	1	1	0	30	19	1	0	0	20	50	50
HRD PSTP5:Thapiso ya Bokgoni jo bo Tlohegang e e Rulaganyeditsweng 2022												
	BANNA					BASADI					KAKARETS O	PALOGOTLHE
	BAAFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BAAFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	27	1	1	1	30	17	1	1	1	20	50	49
DIPALOGOTLH	27	1	1	1	30	17	1	1	1	20	50	49



2.5 Dithulaganyo tsa Thapiso ya Badiri le tsa Thuto

Dithulaganyo tsa thuto le tsa thapiso di diretswe go tlhama, go godisa le go tshegetsa bontsi jwa badiri ba ba tshwanelegang le ba ba feletseng ba bolaodi jwa magareng go lebana le dipatlafalo tsa bokgoni tsa khampani, mmogo le karolo ya bokgoni jwa botlhokwa jwa Tekatekano ya Tiro. Dithulaganyo tse di ntseng jallo di akaretsa, mme ga di a lekanyediwa go, Dithulaganyo tsa Semolao tsa Thapiso ya Bolaodi le Baithiti, le Dithuto tsa Enjinereng le Moepo. Fa go tlhokega, dithulaganyo tseno di tla kwadisiwa mme di lemogiwe ke balaodi ba ba maleba ba ditshwanelelego

Le fa gone baithuti le bathapisi ba newa dikarolo tsa naga tse di jaaka Moab Khotsong ba tswela e le thuto ya Kgaolo ya Afrika Borwa mo karolong e e amang kgaolo ya semolao ya Moab Khotsong. Go fetoga le go fokotsega ga madirelo go fleets ka go tlhabela ga maemo a bathapisiwa ba ba weditseng thulaganyo ba ka tsenngwang mo go one mme ba tswela ba amogela tiro mme ba tsenngwa mo karolong ya botlhokwa mo khampaning. Kemedi ya baagi ba ba amang itsholelo, bogolo jang mo kgannyeng ya basweu, ba mmala le ba-India, e kwa tlase mo madirelong mme ga go motlhofo go ba thapa.

2.5.1 Dithulaganyo tsa Thapiso: Thapiso ya Balaodi

Dithulaganyo tsa Thapiso ya Balaodi (MT) di tsaya mo e ka nnang dingwaga tse tharo, dikarolo di le nnè, mme di naya baalogi bokgoni jo bo tlhokegang jwa maemo a bolaodi jwa magareng mo khampaning. Bannaleseabe ba newa ditshono tsa go tshwanelega le go lemogiwa ga porofeshenale fa go tshwanela. Di-MT di tlhomiwa kwa ditshono di leng gone mo dikarolong tse di bonwang sewelo le tse di botlhokwa thata fela fa di weditse thulaganyo. Gantsi kgatelopele mo thulaganyong ya MT e ikaegile ka bokgoni. Mananeo a thulaganyo ya thapiso le tatelano a dirilwe go tshwanela mongwe le mongwe, a a fetofetoga mme bogolo jwa one bo lebilwe go ya ka bokgoni jwa moithuti. Seno se dira gore MT e bontshe boikaelelo, tlhamo le go dirisana le melaometheo e e ithutiwang. Di-MT di na le Lenaneno la Thulaganyo ya Botho ya Thapiso, mme maitemogelo a a tshwanelang a a lemogiwa. Kgatelopele ya tiro ya MT e tlhokomelwa le go buisanelwa le bannaleseabe botlhe ba ba tshwanelang. Thapiso ya MT le tlhabololo ya tiro e tla latela tsela e e rileng ya tiro le ya papatso, mme gape e ka lemogiwa ke phitlhelelo ya setifikeiti sa bokgoni fa go tshwanela. Kgatelopele mo tseleng ya tiro e tla ikaega thata mo MT nngwe le nngwe e e bontshang bokgoni jwa gagwe jwa go dira ka botlalo mo boemong bongwe le bongwe mmogo le go bontsha bokgoni jo bo tlhokegang gore motho a isiwe mo seeming se se latelang. Balaodi ba Thapiso ba khampani ba ikarabelela ka go naya MT nngwe le nngwe thulaganyo e e kgethegileng ya thapiso, mmogo le thuto le/kgotsa katiso go tswa go mankge mo kgannyeng eo, ka dinako tse di tlhomilweng le dipatlafalo tsa go fitlhelela bokgoni jwa karolo nngwe le nngwe. Go rotloedwa puisano le go nna le seabe ga balaodi ba bagolo kwa dipokanong tsa MT, go tsenngwa mo ditlhopheng, dipokano tse dintse tsa kotlhao ya kotare nngwe le nngwe le dipokano tsa kgwedi le kgwedi tsa kotlhao, mme katiso e e oketsegileng ya setegeniki ya MT e newa ke bomankge b dirutwa.

Thulaganyo ya MT e diretswe maikaelelo a mabedi, e leng:

1. Thapiso:

- Go naya MT kitso e e tlhokegang ya thuto le maitemogelo a thuto a a tlhokegang go naya tirelo e e nang le boleng ya motho yoo.

2. Tlhabololo:



- Go naya MT bokgoni jo bo tlokegang jwa bolaodi le jwa boeteledipele le maitemogelo a go diragatsa ka boikarabelo kwa seemong se se kwa godimo sa bolaodi.

Thulaganyo e dirilwe ka dikarolo di le nnè:

- Karolo A: Go Tsenngwa le go Itse Kgwebo,
- Karolo B: Bokgoni jwa Setegeniki,
- Karolo C: Bokgoni jo bo Kgethegileng jwa Setegeniki, le
- Karolo D: Go dira kgota go itse tiro o le mo maemong a go nna le maitemogela a boeteledipele.

Manaane a a latelang a na le Dithulaganyo tsa Thapiso tsa 2018 go fitlha ka 2022: Maano a Thapiso ya Bolaodi (MTP):



Lomato 2-3: Thuaganyo ya MT ya Harmony Moab Khotsong ya 2019 -2022

HRD MTP 1:Dithulaganyo tsa Thapiso: Dithapiso tsa Bolaodi tse di Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOTLHE E E AKARETSA	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Mining	2	0	0	0	2	0	0	0	0	0	2	2
Engineering	2	0	0	1	3	0	0	0	0	0	3	3
MRM: Geology	1	0	0	1	2	0	0	0	0	0	2	2
MRM: Survey	1	0	0	1	2	0	0	0	1	1	3	2
Metallurgy	2	0	0	0	2	0	0	0	0	0	2	2
DIPALOGOTLHE	8	0	0	3	11	0	0	0	1	1	12	11
HRD MTP 2:Dithulaganyo tsa Thapiso: Dithapiso tsa Bolaodi tse di Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGOTLHE E E AKARETSA	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Mining	2	0	0	0	2	0	0	0	0	0	2	2
Engineering	1	1	0	0	2	1	0	0	0	1	3	3
MRM: Geology	1	0	0	1	2	0	0	0	0	0	2	1
MRM: Survey	0	0	0	1	1	0	0	0	1	1	2	1
Metallurgy	2	0	0	0	2	0	0	0	0	0	2	2
DIPALOGOTLHE	6	1	0	2	9	1	0	0	1	2	11	9
HRD MTP 3:Dithulaganyo tsa Thapiso: Dithapiso tsa Bolaodi tse di Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOTLHE E E AKARETSA	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Mining	2	0	0	0	2	0	0	0	0	0	2	2
Engineering	1	0	1	1	3	0	0	0	0	0	3	2
MRM: Geology	1	0	0	0	1	1	0	0	0	1	2	2
MRM: Survey	0	0	0	1	1	0	0	0	1	1	2	1



Metallurgy	2	0	0	0	2	0	0	0	0	0	2	2
DIPALOGOTLHE	6	0	1	2	9	1	0	0	1	2	11	9
HRD MTP 4:Dithulaganyo tsa Thapiso: Dithapiso tsa Bolaodi tse di Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOT LHE E E AKABETS	PALOGOTLHE
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Mining	1	0	0	0	1	0	0	0	0	0	1	1
Engineering	1	0	0	0	1	0	0	1	0	1	2	2
MRM: Geology	0	1	0	1	2	0	0	0	0	0	2	1
MRM: Survey	0	0	0	1	1	0	0	0	1	1	2	1
Metallurgy	2	0	0	0	2	0	0	0	0	0	2	2
DIPALOGOTLHE	4	1	0	2	7	0	0	1	1	2	9	7
HRD MTP 5:Dithulaganyo tsa Thapiso: Dithapiso tsa Bolaodi tse di Rulaganyeditsweng 2022												
	BANNA					BASADI					PALOGOT LHE E E AKABETS	PALOGOTLHE
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Mining	1	0	0	0	1	0	0	0	0	0	1	1
Engineering	2	0	0	0	2	0	0	0	0	0	2	2
MRM: Geology	1	0	0	1	2	0	0	0	0	0	2	1
MRM: Survey	0	0	0	0	0	0	0	0	0	0	0	0
Metallurgy	1	0	1	0	2	1	0	0	0	1	3	3
DIPALOGOTLHE	5	0	1	1	7	1	0	0	0	1	8	7



2.5.2 Dithulaganyo tsa Thapiso: Balaodi ba Baithuti

Khampani e leka go tlhabolola bokgoni go ya ka tlhaelo ya bosetšhaba ya bokgoni. Dikarolo tsa konokono tsa tlhabololo ya bokgoni jwa bosetšhaba di akaretsa go tlhabolola bokgoni jwa boetapele. The Learner Official Programmes are internal company programmes. Thulaganyo ya Molaodi wa Moithuti (LO) yam o e ka nnang lobaka lwa dingwaga tse tharo e e nayang batho ba e seng baalogi le ba e seng badipolomate bokgoni jo bo tlhokegang jwa maemo a boetapele jaaka beng ba Shift. Balaodi ba Baithuti ba tlhomiwa mo dikarolong tsa bokgoni jo bo bolthokwa thata fela fa ba sena go wetsa thulaganyo.

Maikaelelo a Thulaganyo ya Thapiso ya Molaodi wa Moithuti ke a a latelang:

a. Thuto le Thapiso

- Go naya Balaodi botlhe ba Baithuti kitso e e tlhokegang ya thuto, go lebana mo go tlhokegang le maitemogelo a kwa tirong a a tlhokegang go bona go atlega mo boemong jwa balaodi. Thulaganyo e tla akaretsa dikhoso tsa thapiso, go katisiwa mo lefelong la tiro mmogo le ditsenelelo tse dingwe tse di tshwanelang.

b. Tlhabololo ya tiro

- Go thusa Balaodi botlhe ba Baithuti go nna le bokgoni jo bo tlhokegang gore ba akanyediwe go tlhomiwa jaaka balaodi mo maemong a ntlha a balaodi.

Gantsi kgatelopele mo tseleng ya thulaganyo ya LO e ikaegile ka bokgoni. Ka jalo mananeo a thulaganyo ya thapiso le tatelano e dirwa ya mongwe le mongwe, e a fetofetoga, e a gola e bile e dirwa ka lobelo lwa moithuti. Seno se letla gore LO e bontshe go tsaya kgato, e tlhame le go nna le maitemogelo a dilo tse di ithutilweng. Di-LO di na le Thulaganyo ya Botho ya Thapiso mme lenaane le maitemogelo a a tshwanelang a a lemogiwa. Kgatelopele ya tiro ya LO e elwa tlhoko le go sekwasekwa le bannaleseabe ba ba tshwanelang. Tlhabololo ya thapiso le tiro ya LO e latela mokgwa o o rileng wa kgodiso, mme kgatelopele mo tseleng ya tiro e tla ikaega thata ka gore LO nngwe le nngwe e bontshe bokgoni jwa gagwe mo maemong ao, mmogo le go bontsha bokgoni jo bo tlhokegang jwa go godisetswa mo maemong a a latelang. Molaodi wa Moithuti o tsaya karolo mo thulaganyong ya thuto e e tswelelang e e nang le dikhoso tse di tshwanelang le maitemogelo a tiro gore e tshwanele dipatlafalo tsa thulaganyo eno.

Thulaganyo e dirilwe ka dikarolo tse tharo:

- Karolo A: Dipatlafalo tsa go tsena le Mafapha a Tirelo,
- Karolo B: Kotlhao e e maleba, le
- Karolo C: Tlhabololo ya boetedipele.

Balaodi ba Thapiso ba ikarabelela ka go naya LO nngwe le nngwe thulaganyo e e kgethegileng ya thapiso ya kotlhao ka dinako le dipatlafalo tsa go fithelela dipatlafalo tsa karolo nngwe le nngwe. Ka nako ya karolo ya tiro ya tsone e e kopaneng di-LO di tshwanela go ruta le go katisa. Go bontshitse e le kgwetlho go ngoka baithuti ba mmala gore ba tseye karolo mo thulaganyong ya LO mme gone MK e tla dira bootlhe go ngokela batho ba ba ntseng jalo mo thulaganyong.

Manaane a a latelang a bontsha Dithulaganyo tsa Thapiso – Maano a Balaodi ba Baithuti (LOP) tsa 2018 go fitlha ka 2022:



Lenaane 2-4: Thulaganyo ya LO ya Harmony Moab Khotsong ya 2019 -2022

HRD LOP1:Dithulaganyo tsa Thapiso: Balaodi ba Baithuti ba ba Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOT LHE E E	PALO GOTL
	BA-AEPIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AEPIKA	BA MMALA	BA-MMALA	BASWE	PALOGOTLHE		
Engineering	2	0	0	1	3	0	0	0	0	0	3	2
MRM	1	0	0	1	2	0	0	0	0	0	2	1
Occupational Environment	2	0	0	1	3	1	0	0	0	1	4	3
Tshireletsego	1	0	0	1	2	0	0	0	0	0	2	1
DIPALOGOTLHE	6	0	0	4	10	1	0	0	0	1	11	7
HRD LOP 2:Dithulaganyo tsa Thapiso: Balaodi ba Baithuti ba ba Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGOT LHE E E	PALO GOTL
	BA-AEPIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AEPIKA	BA MMALA	BA-MMALA	BASWE	PALOGOTLHE		
Engineering	1	0	0	1	2	0	0	0	0	0	2	1
MRM	1	0	0	1	2	0	0	0	0	0	2	1
Occupational Environment	2	0	0	1	3	1	0	0	0	1	4	3
Tshireletsego	1	0	0	1	2	0	0	0	0	0	2	1
DIPALOGOTLHE	5	0	0	4	9	1	0	0	0	1	10	6
HRD LOP 3:Dithulaganyo tsa Thapiso: Balaodi ba Baithuti ba ba Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOT LHE E E	PALO GOTLH
	BA-AEPIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TLHE	BA-AEPIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TLHE		
Engineering	1	0	1	0	2	0	0	0	0	0	2	2
MRM	1	0	0	1	2	0	0	0	0	0	2	1
Occupational Environment	1	0	0	1	2	1	0	0	0	1	3	2
Tshireletsego	1	0	0	1	2	0	0	0	0	0	2	1
DIPALOGOTLHE	4	0	1	3	8	1	0	0	0	1	9	6
HRD LOP 4:Dithulaganyo tsa Thapiso: Balaodi ba Baithuti ba ba Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOT LHE E E	PALO GOTL
	BA-AEPIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TLHE	BA-AEPIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TLHE		



Engineering	1	0	0	0	1	0	0	1	0	1	2	2
MRM	1	0	0	1	2	0	0	0	0	0	2	1
Occupational Environment	1	0	0	1	2	1	0	0	0	1	3	2
Tshireletsego	1	0	0	1	2	0	0	0	0	0	2	1
DIPALOGOTLHE	4	0	0	3	7	1	0	1	0	2	9	6

HRD LOP 5:Dithulaganyo tsa Thapiso: Balaodi ba Baithuti ba ba Rulaganyeditsweng 2022

	BANNA					BASADI					PALOGOTLHE E E AKADETSE	PALOGOTLHE
	BA- AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TILHE	BA- AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO TILHE		
Engineering	1	0	0	0	1	0	0	0	0	0	1	1
MRM	0	0	0	1	1	0	0	0	0	0	1	0
Occupational Environment	1	0	1	0	2	1	0	0	0	1	3	3
Tshireletsego	1	1	0	0	2	0	0	0	0	0	2	2
DIPALOGOTLHE	3	1	1	1	6	1	0	0	0	1	7	6



2.6 Thulaganyo ya Badiri ya Thuto

2.6.1 Dithuto mo Meepong (Selekanyo 2: Moetapele wa Setlhopha)

Harmony Gold e itlamba go tlhabolola bokgoni go ya ka tlhabelo ya bokgoni jwa bosetšhaba mo SA. Tlhabololo ya botlhokwa ya bokgoni jwa bosetšhaba e akaretsa go tlhabolola bokgoni jwa seemo se se kwa godimo sa Moepo. Gape khampani e tsentsa tirisong ditsela tsa go ruta le go godisa bokgoni jwa bontsi jwa talente ya bone. Mo kgannyeng eno, khampani e dirisa ditsenelelo di le mmalwa. Setlhopha 4 go ya go 8 sa Badiri se nna le seabe mo dithutong, tsa lobaka lwa mo e ka nnang ngwaga le sephatlho, tse di tsamaisanang le dithulaganyo tsa bosetšhaba tse di kwadisitsweng le MQA, di letla baithuti go nna le bokgoni jo bo tlhokegang go tshwanelega mo dikarolong tse di tlhophilweng.

Leano la 2018 – 2022 le tla bontsha dipalopalo dingwe tsa naga, mme go tswa mo Bogkoning jwa Moepo le Thuto, ba-India, bam mala le basweu ga ba bontshiwe mo leaning jaaka go bontshiwa mo ditlhopheng tseno tsa ditso mme gantsi ga di kgatlhegele tiro ya go epa kwa tlase ga lefatshe. Ga jaana go a tshwanela gore khampani e tlhomamise gore tshedimosetso ya badiri ba yone e bontshe thata EAP ya naga mme jaaka re simolola go fitlhelela seno go tla ama tshekatsheko ya rona ya Thuto ya bong/setšhaba. Ka TEBA e e thusang ka go thapiwa MK e tla tswela go dira maiteko a go thapa mo merafeng ya selegae e e dirang mo EAP.

Thulaganyo ya thuto ya MK e ema nokeng Maano a Bokgoni jwa Setheo sa Madirelo a Meepo jaaka e newa mo dikarolong tse go nang le thaelo ya bokgoni mo go tsone.

Manaane a a latelang a bontsha Dithuto tsa Maano a Moepo (LIMP) a 2018 go fitlha ka 2020 – Selekanyo 2:



Lenaane 2-5: Dithuto tsa badiri tsa Harmony Moab Khotsong tsa 2018 - 2022

HRD LIMP 1:Dithuto tsa Moepo mo Selekanyo 2 tse di Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	11	0	0	0	11	1	0	0	0	1	12	12
DIPALOGO	11	0	0	0	11	1	0	0	0	1	12	12
HRD LIMP 2:Dithuto tsa Moepo mo Selekanyo 2 tse di Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGOTLHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	10	0	0	0	10	1	0	0	0	1	11	11
DIPALOGO	10	0	0	0	10	1	0	0	0	1	11	11
HRD LIMP 3:Dithuto tsa Moepo mo Selekanyo 2 tse di Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	10	0	0	0	10	1	0	0	0	1	11	11
DIPALOGO	10	0	0	0	10	1	0	0	0	1	11	11
HRD LIMP 4:Dithuto tsa Moepo mo Selekanyo 2 tse di Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	8	1	0	0	9	1	0	0	0	1	10	10
DIPALOGO	8	1	0	0	9	1	0	0	0	1	10	10
HRD LIMP 5:Dithuto tsa Moepo mo Selekanyo 2 tse di Rulaganyeditsweng 2022												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	7	0	1	0	8	1	0	0	0	1	9	9
DIPALOGO	7	0	1	0	8	1	0	0	0	1	9	9



2.6.2 Leano la Thuto ya go Thuba Mafika a Meepo (LMPRB) (Selekanyo 3: Modiramoepong)

Badiri ba Baithuti ba Moepo ba nna le seabe mo dithutong, tsa lobaka lwa mo e ka nnang dingwaga tse pedi, e e tsamaisanang le dithulaganyo tsa bosetšhaba tse di kwadisitsweng le Bolaodi jwa Ditshwanelo tsa Moepo, go letla baithuti go bapala bokgoni jo bo tlokegang go tshwanelega go nna badiramoepong.

Leano la 2018 – 2022 le tla bontsha dipalopalo tsa naga, mme go tswa mo Bokgoning jwa Moepo le Thuto, ba-India, ba mmala le basweu ga ba bontshiwe mo thulaganyong e e bontshitseng gore ditlhopha tseno tsa ditso ga di kgatlhegele tiro ya go epa kwa tlase ga lefatshe.

Manaane a a latelang a bontsha Maano a Thuto ya go Thuba Mafika a Meepo (LIMRBP) a 2018 – 2022 (LIMRBP) – Selekanyo 3:



Lenaane 2-6: Dithuto tsa badiri ba Harmony Moab Khotsong (Selekanyo 3) tsa 2018 – 2022

HRD LIMRBP 1:Dithuto mo Moepong Go Thuba Mafika Selekanyo 3 tse di Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	11	0	0	2	13	1	0	0	0	1	14	12
DIPALOGO	11	0	0	2	13	1	0	0	0	1	14	12
HRD LIMRBP 2: Dithuto mo Moepong Go Thuba Mafika Selekanyo 3 tse di Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	10	0	0	2	12	1	0	0	0	1	13	11
DIPALOGO	10	0	0	2	12	1	0	0	0	1	13	11
HRD LIMRBP 3: Dithuto mo Moepong Go Thuba Mafika Selekanyo 3 tse di Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	10	0	0	2	12	1	0	0	0	1	13	11
DIPALOGO	10	0	0	2	12	1	0	0	0	1	13	11
HRD LIMRBP 4: Dithuto mo Moepong Go Thuba Mafika Selekanyo 3 tse di Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	9	0	0	2	11	1	0	0	0	1	12	10
DIPALOGO	9	0	0	2	11	1	0	0	0	1	12	10
HRD LIMRBP 5: Dithuto mo Moepong Go Thuba Mafika Selekanyo 3 tse di Rulaganyeditsweng 3 2022												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	8	0	0	2	10	1	0	0	0	1	11	9
DIPALOGO	8	0	0	2	10	1	0	0	0	1	11	9



2.6.3 Dithuto mo Enjenering

Khampani e tla naya batho kitso le bokgoni jo bo tla ba thusang go tshwanelega go nna bomankge. Bomankge ba baithuti ba nna le seabe mo dithutong, tsa lobaka lwa mo e ka nnang dingwaga tse tharo, tse e leng dithulaganyo tse di kwadisitsweng le Bolaodi jwa Moepo jwa Ditshwanelego. Khampani e naya dithuto tse di latelang: Rigger, Ropesman, Boilermaker, Fitter & Tuner, Electrical, Instrument Technician, Winding Engine Driver le Diesel Mechanic ka go tlhoma mogopolo thata mo bokgoning jo bo botlhokwa le jo bo bonwang sewelo jaaka go bontshitswe mo tshedimosetsong e e oketsegileng ya Form R ya SLP eno, e e akaretsang Bokgoni jo bo jaaka Riggers, Ropesmen, Diesel Mechanics, Boilermakers le Fitters & Turners, jjl. Thapiso eno e dirwa mo tikwaticweng ya thapiso e e kwadisitsweng ya khampani. Khampani e naya dithulaganyo tse di kwadisitsweng le MQA ka ditiro tse di kgethegileng tse di tsamaisanang le dipatlafalo tsa QCTO. Dithulaganyo tseno di ka dirwa ka buka kgotsa dikgatiso di le mmalwa. Dithulaganyo di bapatswa ka dipapatso mo makwalodikgannyeng, dipampitshana, ka molomo, dikago tsa tiro e e rulagantsweng, Manaane a dikitsiso a dikgwebo, mafapha a a maleba a Puso le Dimmasepala tse di maleba.

Manaane a a latelang a bontsha Maano a Dithuto tsa Enjenering (LEIP) tsa 2018 – 2022 (LEIP):



Lenaane 2-7: Dithuto tsa Badiri ba Harmony Moab Khotsong (Enjenering) tsa 2018 – 2022

HRD LIEP 1: Dithuto mo Enjenering tse di Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	22	1	0	2	25	2	0	0	0	2	27	25
DIPALOGO	22	1	0	2	25	2	0	0	0	2	27	25
HRD LIEP 2: Dithuto mo Enjenering tse di Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	22	1	0	2	25	2	0	0	0	2	27	25
DIPALOGO	22	1	0	2	25	2	0	0	0	2	27	25
HRD LIEP 3: Dithuto mo Enjenering tse di Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	22	1	1	1	25	2	0	0	0	2	27	26
DIPALOGO	22	1	1	1	25	2	0	0	0	2	27	26
HRD LIEP 4: Dithuto mo Enjenering tse di Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	22	1	1	1	25	1	1	0	0	2	27	26
DIPALOGO	22	1	1	1	25	1	1	0	0	2	27	26
HRD LIEP 5: Dithuto mo Enjenering tse di Rulaganyeditsweng 2022												
	BANNA					BASADI					PALOGOT LHE E E	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGO		
	24	1	1	0	26	1	0	0	0	1	27	27
DIPALOGO	24	1	1	0	26	1	0	0	0	1	27	27



2.7 Tlhabololo ya Bolaodi ya Badiri

Thapiso le tlhabololo ya bolaodi/boeteledipele e ikaegile mo dithulaganyong tsa tlhabololo ya ditiro tsa badiri jaaka go bontshitswe ke karolo ya talente le thulaganyo ya tatelano e gape e e amanyang le botlhokwa jwa Tekatekano ya Tiro le baetapele ba MK. Thapiso ya bolaodi ke karolo e e botlhokwa ya go tlhomamisa gore khampani e tla dira sentle kafa go kgonegang ka gone, le go yam o isagweng ka kgatelelo e e tsweleng go dira motheo wa bokgoni jwa boeteledipele go tshegetsatsa mokgatlho. Go na le dikarolo di le mmalwa tsa bolaodi tse di tlhokang go tlhokomelwa go tlhomamisa gore Balaodi ba tla kgona go dira bojotle mo maikarabelong a bone. Nngwe ya dikarolo tse di botlhokwa thata tsa boetapele jo bo nang le matswela ke tsela ya go akaretsa badiri go nna le matswela a a molemo mo setlhopheng. Balaodi ba tlhoka go itse tsela e e molemo ya go buisana le ba ba ba okametseng, go ba akaretsa mo dithulaganyong tsa tiro le kafa e dirwang ka gone, le go naya tshedimosetso e e tshwanelang ka tiragatso. Ba tshwanetse go itse tsela e e maleba ya go naya badiri ditiro gore tiragatso ya setlhopha e nne kgolo. Sa botlhokwa, baeteledipele ba ba nang le matswela ba tlhoka go tlhologanya tsela ya go etelela pele phetogo, go diragatsa thulaganyo, go dira ditsela, le go dira gore ba ba ba okametseng ba kgatlhegele ditsela tse disha tsa go bereka.

Dithulaganyo tsa Tlhabololo ya Bolaodi a sekasekwa ngwaga le ngwaga go ya ka tlhoko ya baagi ya MK; dithulaganyo tseno di tlhagisiwa ke sekolo se se kwadisitsweng sa kgwebo. Fa go na le setlhopha sa badiri ba ba tsayang karolo mo thusong ya thuto le dithulaganyo tsa basari ka nako ya kgatiso ya SII, Harmony e tla tswelela go tshegetsatsa batho bano. Fa re leba kwa pele, badiri botlhe ba ba ikaelelang go ithuta le go tokafatsa bokgoni jwa bone ba tla tsamaisana le Basari ya Harmony le molawana wa thuso ya thuto.

Manaane a a latelang a bontsha Maano a Tlhabololo ya Bolaodi (MDP)a 2018 go fitlha ka 2022:



Lenaane 2-8: Tlhabololo ya Bolaodi ya Harmony Moab Khotsong ya 2018 – 2022

HRD MDP 1:Tlhabololo ya Bolaodi e e Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANNG	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Bolaodi jo bogolo	1	0	1	0	2	1	0	0	0	1	3	3
Bomankge ba ba nang le maitemogelo le bolaodi jwa magareng jwa ba ba nang le ditshwanelego tsa porofeshenale	2	1	1	1	5	2	1	0	0	3	8	7
Bategeniki ba ba nang le bokgoni le badiri ba ba nang le ditshwanelego tsa thuto, balaodi ba ba kwa tlase, baetapele, boforomane, le bosupirithendente	3	1	1	1	6	1	0	1	1	3	9	7
DIPALOGOTLHE	6	2	3	2	13	4	1	1	1	7	20	17
HRD MDP 2: Tlhabololo ya Bolaodi e e Rulaganyeditsweng Management Development Planned for 2019												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANNG	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Dikhoso	1	0	1	0	2	1	0	0	0	1	3	3
Bomankge ba ba nang le maitemogelo le bolaodi jwa magareng jwa ba ba nang le ditshwanelego tsa porofeshenale	2	1	1	1	5	2	1	0	0	3	8	7
Bategeniki ba ba nang le bokgoni le badiri ba ba nang le ditshwanelego tsa thuto, balaodi ba ba kwa tlase, baetapele, boforomane, le bosupirithendente	3	1	0	1	5	2	0	1	1	4	9	7
DIPALOGOTLHE	6	2	2	2	12	5	1	1	1	8	20	17
HRD MDP 3:Tlhabololo ya Bolaodi e e Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANNG	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWEU	PALOGOTLHE		
Dikhoso	1	0	0	1	2	1	0	0	0	1	3	2



Bomankge ba ba nang le maitemogelo le bolaodi jwa magareng jwa ba ba nang le ditshwanelego tsa porofeshenale	2	1	2	1	6	2	0	1	1	4	10	8
Bategeniki ba ba nang le bokgoni le badiri ba ba nang le ditshwanelego tsa thuto, balaodi ba ba kwa tlase, baetapele, boforomane, le bosupirithendente	2	2	0	0	4	2	1	0	1	4	8	7
DIPALOGOTLHE	5	3	2	2	12	5	1	1	2	9	21	17
HRD MDP 4:Tihabololo ya Bolaodi e e Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOTLHE E E E AKARETSAN C	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWE U	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWE U	PALOGOTLHE		
Dikhoso	1	0	0	1	2	1	0	0	0	1	3	2
Bomankge ba ba nang le maitemogelo le bolaodi jwa magareng jwa ba ba nang le ditshwanelego tsa porofeshenale	2	1	1	1	5	2	1	1	1	5	10	8
Bategeniki ba ba nang le bokgoni le badiri ba ba nang le ditshwanelego tsa thuto, balaodi ba ba kwa tlase, baetapele, boforomane, le bosupirithendente	2	1	1	0	4	2	2	1	0	5	9	9
DIPALOGOTLHE	5	2	2	2	11	5	3	2	1	11	22	18
HRD MDP 5:Tihabololo ya Bolaodi e e Rulaganyeditsweng 2022												
	BANNA					BASADI					PALOGOTLHE E E E AKARETSAN C	PALOGOTLHE HDSA
	BA-AFRIKA	BA MMALA	BA-INDIA	BASWE U	PALOGOTLHE	BA-AFRIKA	BA MMALA	BA-INDIA	BASWE U	PALOGOTLHE		
Dikhoso	1	0	0	0	1	1	0	1	0	2	3	3
Bomankge ba ba nang le maitemogelo le bolaodi jwa magareng jwa ba ba nang le ditshwanelego tsa porofeshenale	2	1	1	0	4	2	1	1	1	5	9	8
Bategeniki ba ba nang le bokgoni le badiri ba ba nang le ditshwanelego tsa thuto, balaodi ba ba kwa tlase, baetapele, boforomane, le bosupirithendente	2	1	0	1	4	2	1	1	1	5	9	7
DIPALOGOTLHE	5	2	1	1	9	5	2	3	2	12	21	18



2.8 Tlhabololo ya Talente

Boikaelelo jwa Thulaganyo ya Tlhabololo ya Talent eke go naya badiri botlhe tshono ya go tokafatsa bokgoni jwa bone gore bo tsamaisane le ditlhoko tsa ga jaana le tsa isagwe tsa kgwebo. Maikaelelo a Thulaganyo ya Tlhabololo ya Talente ke:

- Go dira gore batho ba tshwanele dikarolo tse di theilweng mo bokgoning jwa ga jaana le jwa mo isagweng;
- Go bona bolthokwa jwa tlhabololo ya badiri go dumalana le tswelopele ya tiro le maikaelelo a khampani;
- Go bona dilo tse di tlhokegang go tlhabolola khampani; le
- Go tshegetsatsa badiri ba rona mo maitlhomong a bone a go nna ba ba molemo, go ya ka se khampani e se tlhokang.

Thulaganyo ya Tlhabololo ya Talente e letla gore mokgatlo o bone gore a o na le talente e e tlhokegang go diragatsa maano a maikaelelo a bone a ga jaana le a isagwe. Seno se thusa mokgatlo gore o godise talente e mo go yone batho ba ka batlelwang maikarabelo a tiro a ga jaana le a isagwe. Seno se tla oketsa go dira ga go tlhomiwa ka gonne ditshwetso tse di ntseng jalo di tlhomame thata fa batho ba tswa mo mokgatlong.

Tlhabololo ya talente e elwa tlhoko, ka jalo e naya badiri botlhe ditshono tsa go dirisa bokgoni jotlhe jwa bone. Go lemoga bokgoni jotlhe, le go bona kgolo ya yone, go tla thusa gore dithulaganyo tsa tlhabololo ya tiro di dirwe gore badiri botlhe ba tsamaisane le selekanyo se bogkoni bo golang ka sone.

Ditlhopha tsa Tlhabololo ya Tiro gape di dirisiwa e le karolo ya go tlhokomela tlhabololo ya tiro ya badiri ka go tlaola badiri ba ba tshwanelang le maano a tlhabololo ya tiro e e nnang gone ka go dirisiwa ga MoR.

2.9 Thulaganyo ya Tlhabololo ya Lephata la Badiri la Morafe (CHRDP)

Maikaelelo a dithulaganyo tsa rona tsa CHRDP di bontshiwa fa tlase fano:

- Go thusa maitlhommo a thuto a naga le go dira pharologanyo e e tshegetsang maitlhommo a puso.
- Go tlhomamisa tlhabololo ya bokgoni jo bo tlhokegang tumalanong le dithuto, dibasari (tsa bokgoni jwa bothokwa le jo bo tlhokegang), thutotiro le thapiso e nngwe.
- Go thusa ka kgodiso ya di-HDSA go dumalana le maikaelelo a go matlafatsa molao le melao ya khampani go dira pharologanyo kwa lefelong la tiro.
- Go thusa go tsholetsatsa le go tlhabolola bokgoni mo merafeng ya selegae le e megolo ya thomelo ya ditiro.
- Go thusa go matlafatsa merafe ya selegae le e megolo ya thomelo ya tiro ka thapiso ya Thuto le maitlhommo a tlhabololo.
- Go bontsha kemo nokeng e e bonalang ya dilo tse dintsi tse merafe ya rona e di kgatlhegelang mo Thutong.
- Go thusa ka tlhabololo ya loago ya merafe ya baamogedi go rotloetsa le go tokafatsa thuso ya loago.
- Go thusa go tokafatsa boleng jwa botshelo jwa merafe ya rona ya baamogedi ka tlhabololo ya thuto.
- Go thusa go etelela pele Mekgele ya Tlhabololo ya Meleniamo ya “go fitlhelela thuto ya motheo ya lefatshe lotlhe.”
- Go tlhabolola tiro le go godisa seemo sa loago le sa itsholelo ya merafe ya meepo

2.9.1 Bokgoni jo bo Tlhokegang jwa Morafe

Boikaelelo jwa go thapisa morafe go nna le bogkoni jo bo tlhokegang, jo bo ka akaretsang ba ba sa berekeng ba ba leng gaufi le ditirelo tsa Harmony Moab Khotsong, ke go naya morafe bokgoni jo bo tla ba thusang go matlafatsa itsholelo mo morafeng wa bone le gore ba kgone go itshedisa.

Batho ba morafe ba tla tshwanelega go nna le seabe mo khosong e le nngwe e motsayakarolo a sa dueleng sepe mo go yone. Batho ba tla wetsa dibuka tse di rileng mme ba tla newa disetifikeiti tsa go nna gone fa ba wetsa khoso ka gone ke khoso ya Bokgoni jwa Motheo. Madi a sepalangwa le a marobalo ga a akarediwe mme ga se karolo ya tumalano, mme ditshenyegelo tsa PPE (Dilwana tsa go Itshireletsa mo Mmeleng) le dijo di a akarediwa. Baithaopi ba tla nna le thapiso ya bokgoni ka nako ya tiro le morago ga tiro.

Mesele ya ga jaana ya puisano e e thusang go buisana ka thulaganyo e e leng gone ya bokgoni jo bo tlhokegang, ke ka molomo, e e akaretsang dikopano tsa morafe wa Harmony Moab Khotsong, go laola le go dirisa dikago tsa morafe tse di tlhomiwang mo Dimmasepaleng tse di maleba, dipampitshana, tiro e e rulagantsweng le dikago tse dingwe tse di maleba.

Batho ba morafe ba thapisiwa mo bokgoning jo bo tlhokegang jaaka basic plumbing, basic computer, basic house wiring, basic bricklaying, basic refrigeration, forklift, basic engine service le basic welding. Mo godimo ga moo batho ba morafe ba newa bokgoni jwa kgwebo go ba thusa go ipereka mme kwa bofelong ba direle baagi ba bangwe ditshono tse dintsi tsa tiro.

Lenaane lo lo latelang lo bontsha Maano a Thapiso ya Morafe ya Bokgoni jo bo Tlhokegang (CPSTP) a 2018 - 2022:



Lenaane 2-9: Thapiso ya Morafe ya Bokgoni jo bo Tlhokegang ya Harmony Moab Khotsong (2018-2022)

Tshobokanyo ya Thapiso ya Bokgoni jo bo Tlhokegang e e Rulaganyeditsweng 2018 – 2022													
	Palo	Lobaka	Palo ya Dikhoso le Baemedi e e rulaganyeditsweng Moab Khotsong ngwaga le ngwaga										
	(Baemedi)	(Days)	2018		2019		2020		2021		2022		
			Dikhoso	Baemedi	Dikhoso	Baemedi	Dikhoso	Baemedi	Dikhoso	Baemedi	Dikhoso	Baemedi	
Basic Welding	10	8	1	12	0	0	1	12	0	0	1	12	
Basic Wiring	10	8	0	0	1	12	0	0	1	12	1	13	
Basic Brick Laying	10	13	0	0	1	13	1	13	1	13	0	0	
Basic Plumbing	10	13	1	13	0	0	1	13	1	13	0	0	
Khomputara ya Motheo	10	7	1	13	1	13	1	13	0	0	1	13	
Basic Carpentry	10	13	0	0	1	13	0	0	1	13	1	13	
Basic Engine Service	10	8	1	13	0	0	1	13	0	0	1	13	
Basic Forklift	5	8	1	8	1	8	1	8	1	8	1	8	
Basic Refrigeration	10	13	1	13	1	13	1	13	1	13	0	0	
Dikhoso tsa go Roka kgotsa go Apaya kgotsa go Baka	10	18	1	13	1	13	0	0	1	13	1	13	
DIPALOGTLHE			7	85	7	85	7	85	7	85	7	85	

Tlhokomela: Bokgoni jwa Motheo jwa Kgwebo ke karolo ya dikabo tsotlhe tsa Bokgoni jo bo Tlhokegang.



HRD CPSTP 1: Thapiso ya Bokgoni jo bo Tlhokegang e e Rulaganyeditweng 2018												
	BANNA					BASADI					PALOGOTLHE E AKARETSANG	PALOGOTLHE HDSA
	BA-	BA MMALA	BA-INDI/	BASWE/	PALOG/	BA-AFRIK/	BA MMALA	BA-INDI/	BASWE/	PALOG		
	45	0	0	3	48	37	0	0	0	37	85	82
DIPALOGOTLHE	45	0	0	3	48	37	0	0	0	37	85	82
HRD CPSTP 2: Thapiso ya Bokgoni jo bo Tlhokegang e e Rulaganyeditweng 2019												
	BANNA					BASADI					PALOGOTLHE E AKARETSANG	PALOGOTLHE HDSA
	BA-	BA MMALA	BA-	BASWE	PALOG	BA-	BA MMALA	BA-	BASWE	PALOG		
	48	0	0	3	51	34	0	0	0	34	85	82
DIPALOGOTLHE	48	0	0	3	51	34	0	0	0	34	85	82
HRD CPSTP 3: Thapiso ya Bokgoni jo bo Tlhokegang e e Rulaganyeditweng 2020												
	BANNA					BASADI					PALOGOTLHE E AKARETSANG	PALOGOTLHE HDSA
	BA-	BA MMALA	BA-	BASWE	PALOG	BA-	BA MMALA	BA-	BASWE	PALOG		
	40	1	1	3	45	37	1	1	1	40	85	81
DIPALOGOTLHE	40	1	1	3	45	37	1	1	1	40	85	81
HRD CPSTP 4: Thapiso ya Bokgoni jo bo Tlhokegang e e Rulaganyeditweng 2021												
	BANNA					BASADI					PALOGOTLHE E AKARETSANG	PALOGOTLHE HDSA
	BA-	BA MMALA	BA-	BASWE	PALOG	BA-	BA MMALA	BA-	BASWE	PALOG		
	32	2	3	3	40	37	2	1	5	45	85	76
DIPALOGOTLHE	32	2	3	3	40	37	2	1	5	45	85	76
HRD CPSTP 5: Thapiso ya Bokgoni jo bo Tlhokegang e e Rulaganyeditweng 2022												
	BANNA					BASADI					PALOGOTLHE E AKARETSANG	PALOGOTLHE HDSA
	BA-	BA MMALA	BA-INDI/	BASWE/	PALOG/	BA-AFRIK/	BA MMALA	BA-INDI/	BASWE/	PALOG		
	29	3	3	3	38	38	2	2	5	47	85	76
DIPALOGOTLHE	29	3	3	3	38	38	2	2	5	47	85	76



2.9.2 Bokgoni jwa Morafe jwa Moepo

Boikaelo jwa porojeke ya bokgoni jwa Moepo ke go naya batho ba morafe tshono ya go ithuta ka go nna le kitso le bokgoni jwa motheo jo bo tla ba thusang go tsenya kopo ya tiro mo madirelong a moepo mme ba nne karolo ya lenaanetshedimosetso la TEBA Ltd. TEBA Ltd ke setheo se se ntseng se thusa madirelo a moepo ka dingwaga tse dintsi ka go bona badiri mo ditirelong tse dingwe tse dintsi. Baamogedi ba newa tshono ya go thapisiwa go nna baithuti ba maloko a setlhopha sa Stope le Tlhabololo. Batho ba morafe ba ba ikwadisitweng mo thulaganyong eno ba newa thapiso mahala morago ga diura tsa tiro. Bogkoni jwa morafe wa moepo bo batliwa ka mesele ya semmuso ya puisano ya MK.

Go thapela thapiso go dirwa ka TEBA Ltd. e e batliwang go bapatsa le go tlathloba baithuti. Moab Khotsong e tla dirisana le TEBA go thusa go ngoka baithuti ba basadi ba mmala, ba-India le ba basweu go tsaya karolo mo thulaganyong eno ya thapiso, e e itsupileng e le kgwetlho ka jalo ga e a rulaganyediwa leano la 2018 go fitlha ka 2022 le le fa tlase.

Lenaane lo lo latelang lo bontsha Maano a Bokgoni jwa Morafe jwa Moepo (CMSP) jwa 2015 go fitlha ka 2019:



Lenaane 2-10: Thapiso ya bokgoni jwa Morafe jwa Moepo ya Harmony Moab Khotsong (2018-2022)

CHRD CMSP 1:Thapiso ya Bokgoni jwa Moepo e e Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOTLHE E AKARETSANG	PALOGOTLHE HDSA
	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE		
	52	0	0	2	54	10	0	0	0	10	64	62
DIPALOGOTLHE	52	0	0	2	54	10	0	0	0	10	64	62
CHRD CMSP 2:Thapiso ya Bokgoni jwa Moepo e e Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGOTLHE E AKARETSANG	PALOGOTLHE HDSA
	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE		
	52	0	0	2	54	10	0	0	0	10	64	62
DIPALOGOTLHE	52	0	0	2	54	10	0	0	0	10	64	62
CHRD CMSP 3:Thapiso ya Bokgoni jwa Moepo e e Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOTLHE E E	PALOGOTLHE HDSA
	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE		
	51	1	0	2	54	10	0	0	0	10	64	62
DIPALOGOTLHE	51	1	0	2	54	10	0	0	0	10	64	62
CHRD CMSP 4:Thapiso ya Bokgoni jwa Moepo e e Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOTLHE E E	PALOGOTLHE HDSA
	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE		
	48	1	1	2	52	10	1	0	1	12	64	61
DIPALOGOTLHE	48	1	1	2	52	10	1	0	1	12	64	61
CHRD CMSP 5:Thapiso ya Bokgoni jwa Moepo e e Rulaganyeditsweng 2022												
	BANNA					BASADI					OVERALL PALOGOTLHE	PALOGOTLHE HDSA
	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE	BA- SERVISA	BA MAMALA	BA- INDIJA	BASWEU	PALOGOTLHE		
	48	1	1	2	52	10	0	1	1	12	64	61
DIPALOGOTLHE	48	1	1	2	52	10	0	1	1	12	64	61



2.9.3 Thulaganyo ya Thuso ya Thapiso ya Morafe ya Enjenering ya Moepo (CMEATP)

Batho ba morafe ba newa tshono ya go thapisiwa jaaka Bathusi ba Enjenering ya Moepo mo thulaganyong eno. Batho ba newa thapiso mahala morago ga diura tsa tiro. Mesele ya puisano e e dirisiwang go buisana ka thapiso ya thuso ya enjenering ya moepo ke ka molomo. Thulaganyo eno e godisiwa ka puisano ya semmuso ya MK le dikago tsa morafe tse di akaretsang dikopano tsa morafe, go Laola le go Dirisa dikago tsa morafe tse di tlhomiwang mo Dimmasepaleng tse di maleba, dipampitshana, tiro e e rulagantsweng le dikago tse dingwe tse di maleba. Maina a batho a a kwadisiwa mme a romelwa kwa TEBA Ltd gore a tsenngwe mo lenaanetshedimosetsong la bone gore ba akanyediwe. Morago ga thapiso, batho ba a bo ba bapetse kitso le maitemogelo mangwe a botlhokwa jaaka batho ba ba nang le bokgoni jo bo tla ba thusang go nna matsetseleko mo bokgoning jo ba bo ithutang.

Lenaane lo lo latelang lo bontsha dilo tse di lebeleletsweng tsa Thuso ya Thapiso ya Morafe ya Enjenering ya Moepo ya 2018 go fitlha ka 2022:



Lenaane 2-11: Thapiso ya bokgoni jwa CMEAT ya Harmony Moab Khotsong (2018-2022)

CHRDC CMEATP 1: Thapiso ya Thuso ya Enjenering ya Moepo e e Rulaganyeditsweng 2018												
	BANNA					BASADI					LOGOTLHE	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	ARETSANG	
	34	4	1	6	45	11	0	0	0	11	56	50
DIPALOGOTLHE	34	4	1	6	45	11	0	0	0	11	56	50
CHRDC CMEATP 2: Thapiso ya Thuso ya Enjenering ya Moepo e e Rulaganyeditsweng 2019												
	BANNA					BASADI					LOGOTLHE	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	ARETSANG	
	34	4	1	6	45	11	0	0	0	11	56	50
DIPALOGOTLHE	34	4	1	6	45	11	0	0	0	11	56	50
CHRDC CMEATP 3: Thapiso ya Thuso ya Enjenering ya Moepo e e Rulaganyeditsweng 2020												
	BANNA					BASADI					LOGOTLHE	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	ARETSANG	
	32	3	2	6	44	11	1	0	1	13	57	50
DIPALOGOTLHE	32	3	2	6	44	11	1	0	1	13	57	50
CHRDC CMEATP 4: Thapiso ya Thuso ya Enjenering ya Moepo e e Rulaganyeditsweng 2021												
	BANNA					BASADI					LOGOTLHE	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	ARETSANG	
	30	2	2	5	39	14	1	1	2	18	57	50
DIPALOGOTLHE	30	2	2	5	39	14	1	1	2	18	57	50
CHRDC CMEATP 5: Thapiso ya Thuso ya Enjenering ya Moepo e e Rulaganyeditsweng 2022												
	BANNA					BASADI					LOGOTLHE	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	ARETSANG	
	26	2	2	4	34	17	2	1	2	22	56	50
DIPALOGOTLHE	26	2	2	4	34	17	2	1	2	22	56	50



2.9.4 Thulaganyo ya Thuto ya Morafe

Khampani e itlama go naya maitemogelo a a elwang tlhoko a tiro a a ka lebisang mo ditshono tsa tiro tsa isagwe tsa batho ba morafe ba ba nang le dikirii kgotsa didipoloma tse di itsegeng go oketsa kitso ya bone e ba e bapetseng ka dithuto ka go e dirisa mo tirong. Dithuto di newa ngwaga le ngwaga mme di ka se tsewelele go feta ngwaga o o tletseng o baithuti ba tlhomilweng ka one. Mo nakong ya thuto, moithuti o amogela madinyana a a beetsweng kwa thoko mo tekanyetsokabong le a a dumeletsweng ke khampani.

Dithulaganyo tsa thapiso di tlhokomelwa ke bomankge ba thapiso mme di elwa tlhoko ke badiri. Fa go tshwanela, dithulaganyo tsa thapiso di amanngwa le go bona tshwanelego ya madirelo e e jaaka ya go Thuba Mafika kgotsa Setifikeiti sa Puso sa go Tshwanelega sa Meepo le Ditiro. Thulaganyo eno e phasaladiwa ka makwalodikgang a selegae le ka metswedi ya puisano yam o teng ga khampani, mmogo le go Laolwa le go Dirwa ga dikomiti tse di tlhomilweng ke Dikgotla tse di maleba. Khampani e tla leka go amanya tshedimosetso ya baithuti le rashio ya EAP (Baagi ba ba Amang Itsholelo) ya bosetšhaba, mme fa seno se itshupa e le kgwetlho ka ntlha ya go tlhokega ga ditlhopha tse di rileng tsa batho, ditlhopha tse dingwe tsa HDSA di tla fiwa maemo a ntlha. Bomankge ba ba gone ba dithuto tsa setegeniki mo khampaning ba naya baithuti katiso e e newang tiro e ntse e tsewetse. Gape baithuti ba thapisiwa ka nako e e beilweng ke khampani.

Lenaane lo lo latelang lo bontsha thulaganyo ya Thuto ya Morafe (CIP) ya 2018 go fitlha ka 2022:



Lenaane 2-12: Dithuto tsa Morafe tsa Harmony Moab Khotsong (2018-2022)

TSHOBOKANYO YA CIP YA CHRD CIP: Baithuti ba Morafe ba ba Rulagneyeditsweng 2018 go gitlha ka 2022 Bokgoni jwa Bothokwa le jo e Seng jwa Bothokwa													
		BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
		BA- AFRIKA	BA MMAA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMAA	BA- INDIA	BASWEU	PALOGOTLHE		
2018	Ya	2	1	1	1	5	2	0	0	1	3	8	7
	E e seng	4	1	0	1	5	4	1	2	2	9	14	16
2019	Ya	2	1	1	1	5	1	1	1	0	3	8	7
	E e seng	4	0	1	1	6	6	1	1	1	9	15	16
2020	Ya	2	1	1	1	5	1	1	0	1	3	8	7
	E e seng	4	1	0	1	6	4	1	2	2	9	15	16
2021	Ya	2	0	1	0	3	2	1	1	1	5	8	8
	E e seng	3	1	1	0	5	5	2	1	2	10	15	17
2022	Ya	2	1	1	0	4	2	0	1	1	4	8	8
	E e seng	2	1	1	0	4	6	1	1	2	10	14	17
PALOGOTLHE	Ya	10	4	5	3	22	8	3	3	4	18	40	33
	E e seng	17	4	3	3	27	25	6	7	9	47	74	70
Tlhokomela:	3 E e seng bothokwa Interns will be sourced yearly from the major labour sending area, which is included in the figure allocated for E e seng bothokwa												



2.9.5 Sekema sa Tlhabololo ya Kalogo-Baithuti/Baithuti ba ba mo Tirong ba MQA

Khampani e tswela go dirisana le MQA, madirelo a SETA, go naya baithuti ba kwa ntle thuto e e tswakantsweng le tiro. Ba ba tlhophiwang ba tshwanela go tsamaisana le mokgwa wa MQA mme dithuto le tsone di tlhophiwa ke MQA. Thulaganyo e laolwa ka tlhokomelo ya MQA mme leano la dingwaga tse tlhano le ikaegile ka kakanyo ya gore sekema sa MQA se tla dira go ya ka motheo wa gone jaanong. Baithuti ba ba leng mo tirong ba tla dira dingwaga tse pedi, jaaka go tlhalositswe ke MQA.

Mananeo a katiso a okametswe ke baitseanape ba katiso mme gone e tlhokomelwa ke badiri. Mananeo a katiso a kgolaganngwa le ditaelo tsa MQA mme madirelo a tetelelelo ya semmuso a bonwa fa go tshwanela. Porojeke e tsamaisiwa ke MQA ka gone MK ga e dire dipapatso. Khampani e tlhamaladitse dipalopalo tsa baithuti bamo tirong le di rashio tsa EAP ya bosetšhaba jaaka go akantshittwe fa tlase. Fa seno e le kgwetlho ka ntlha ya go se nne teng ga dipalopalo tsa ditlopha tse di rileng, ditlopha tse dingwe tsa HDSA di tla dirwa gore di tle pele. E re ka ba ba tlhophilweng ba tlhophilwe go tswa lenaaneng la MQA mme ba tshwanela go tsamaisana le mokgwa wa go tlhophwa wa MQA, dikakanyetso tseno di tla pele.

Bomankge ba ba leng teng mo khampaning ba dirutwa tsa setegeniki ba tla naya katiso e e dirwang tiro e ntse e tswelletse le go kaela baithuti ba ba mo tirong.

Dirutwa tsa seteginiki tse di leng gone

Lenaane le le latelang le bontsha Maano a Kalogo-Baithuti/Baithuti ba ba mo Tirong a MQA (MQAL/IP) a 2018 go fitlha ka 2022.



Lenaane 2-13: Sekema sa Tlhabololo ya Kalogo ya Harmony Moab Khotsong (2018-2022)

TSHOBOKANYO YA MQAL/IP YA HRD Leano la Tlhabololo ya Baalogi - MQA Baithuti/ Baithuti ba bam o Tirong e e Rulaganyeditsweng 2018 go												
	BANNA					BASADI					PALOGOTLHE E E	PALOGOTLHE HDSA
	BA-	BA MMALA	BA-	BASWEU	PALOGOTLHE	BA-	BA	BA-	BASWEU	PALOGOTLHE		
2018	10	1	1	1	13	8	0	0	2	10	23	20
2019	9	1	1	1	12	9	0	0	2	11	23	20
2020	8	1	1	1	11	8	1	1	2	12	23	20
2021	5	2	2	0	9	11	1	1	1	14	23	22
2022	5	2	2	0	9	10	2	2	1	15	24	23
PALOGOTLHE	37	7	7	3	62	46	4	4	8	62	116	105
Tlhokomela:	<i>1 MQA Learners/ Interns will be sourced yearly from the major labour sending area, which is included in the figure allocated for MQA Learners/ Interns in this Lenaane.</i>											



2.10 Dikalogo-Thuto tsa Morafe

2.10.1 Dikalogo-Thuto tsa Morafe mo Enjenering

Thapiso ya bokgoni jwa enjenering e tla nwa batho ba morafe mo merafeng ya rona ya baamogedi go ba naya tshono ya go bona ditshwanelego tsa semmuso, tse ka tsone ba tla kgonang go tsenya kopo mo setheong sa moepo. Mo maemong a mo go one khampani e sa kgoneng go batla batho mo merafeng ya baamogedi gore ba nne mo thulaganyong eno, ke gone fela khampani e tla batlang batho go tswa mo mafelong a a mabapi. Baithuti ba tla bapala bokgoni le kitso go ya bokgakaleng jo ba tla bonwang ba tshwanelega go bereka. Seno se tla raya gore ba tla nna le kitso go ya ka thuto e e tlhalositsweng ke MQA (Bolaodi jwa Ditshwanelego tsa Moepo) mmogo le ditiro tse di batlwang ke thulaganyo eno. Baithuti ba tshwanetse go tshwanelega jaaka go tlhalosiwa ke MK mme gape ba tshwanele dipatlafalo tsa MQA go tsenela thulaganyo ya kalogo-thuto.

Baithuti ba tla tsewa mo merafeng ya baamogedi e MK e dirang thulaganyo ya khampani ya go thapa mo go yone. Dithulaganyo di bapatswa ka dipapatso mo makwalodikgannyeng, dipampitshana, ka molomo, dikago tsa tiro, mamati a dikgwebo a dikitsiso, mafapha a a maleba a Puso le Dimmasepala tse di maleba.

Khampani e naya dithulaganyo tse di dumeletsweng ke madirelo a SETA, MQA ka tiro e e kgethegileng go dumalana le dipatlafalo tsa Boleng jwa QCTO (Kgotla ya Boleng ya Thekiso le Ditiro). Dithulaganyo tseno di ka dirwa ka buka kgotsa dibuka di le mmalwa.

Khampani e naya dikalogo-thuto tse di latelang: Rigger, Ropesman, Boilermaker, Fitter & Tuner, Electrical, Instrument Technician, Winding Engine Driver le Diesel Mechanic mme e tlhoma mogopolo thata mo bokgoning jo bo tlhokegang le jo bo bonwang sewelo jaaka go tlhalositswe mo Form R, Annexure 4 e e buang ka Artisans jaaka Rigger, Ropesman, Diesel Mechanic, Boilermaker le Fitter & Turner, j.l.jl. Thapiso eno e dirwa kwa tikwatikweng e e dumelwetsweng ya khampani ya thapiso.

Lenaane le le latelang le bontsha Dikalogo-Thuto tsa Morafe mo Maanong a Enjenering (CLIEP) tsa 2018 go fitlha ka 2022:



Lenaane 2-14: Dikalogo-Thuto tsa Morafe mo Enjenering tsa Harmony Moab Khotsong (2018-2022)

HRD CLIEP 1: Dikalogo-Thuto mo Enjenering tse di Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	19	0	0	1	20	7	0	0	1	8	28	26
DIPALOGOTLHE	19	0	0	1	20	7	0	0	1	8	28	26
Tlhokomela:	<i>Each year 1 Learnership in Engineering learner will be sourced yearly from the major labour sending area,</i>											
HRD CLIEP 2: Dikalogo-Thuto mo Enjenering tse di Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	16	2	0	1	19	8	0	0	2	10	29	26
DIPALOGOTLHE	16	2	0	1	19	8	0	0	2	10	29	26
HRD CLIEP 3: Dikalogo-Thuto mo Enjenering tse di Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	14	1	1	1	17	10	0	1	2	13	30	27
DIPALOGOTLHE	14	1	1	1	17	10	0	1	2	13	30	27
HRD CLIEP 4: Dikalogo-Thuto mo Enjenering tse di Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	11	2	2	0	15	11	1	0	2	14	29	27
DIPALOGOTLHE	11	2	2	0	15	11	1	0	2	14	29	27
HRD CLIEP 5: Dikalogo-Thuto mo Enjenering tse di Rulaganyeditsweng 2022												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	10	2	2	0	14	12	1	1	2	16	30	28
DIPALOGOTLHE	10	2	2	0	14	12	1	1	2	16	30	28



2.10.2 Dikologo-Thuto tsa Morafe mo Moepong (Moetapele wa Setlhopha-Selekanyo 2)

Thulaganyo ya Dikologo-Thuto tsa Moepo e tla direlwa batho ba morafe mo merafeng ya rona ya baamogedi go ba naya tshono ya go nna le bokgoni, jo ka jone ba tla kgonang go tsenya kopo mo madirelong a moepo. Baithuti ba tla bapala bokgoni le kitso go ya bokgakaleng jo ba tla bonwang ba tshwanelega go bereka. Baithuti ba tshwanetse go tshwanelega jaaka go tlhalosiwa ke MK mme gape ba tshwanele dipatlafalo tsa MQA go tsenela thulaganyo eno. Baithuti bano ba tla tshwarega ka dikologo-thuto, ka lobaka lwa mo e ka nnang ngwaga le halofo, mo dithulaganyong tsa bosetšhaba tse di kwadisitsweng le Bolaodi jwa Ditshwanelego tsa Moepo (MQA) tse di letlang baithuti go nna le bokgoni jo bo tlhokegang go tshwanelegela selekanyo sa bobedi sa moepo. Dikologo-thuto tsa MK di tshegetsatsa leano la bokgoni jwa setheo ka gonne di newa mo dikarolong tse go tlhokegang bokgoni mo go tsone mo nageng ya rona ka kakaretso.

Leano la 2018 – 2022 ga le bontshe baagi ba ba amang itsholelo ba naga ka gonne go itshupile e le kgwetlho go biletsa basadi ba mmala, ba-India le ba basweu mo thulaganyong eno, mme gone khampani e leka go dirisa mekgwa ya go dirisana le EAP ya bosetšhaba go ya kafa go kgonegang ka gone.

Lenaane le le latelang le bontsha Maano a Dikologo-Thuto tsa Morafe mo Moepong (Moetapele wa Setlhopha) (CLIMTLP) -Selekanyo 2 a 2018 go fitlha ka 2022:



Lenaane 2-15: Dithuto-Kalogo tsa Morafe mo Moepong tsa Harmony Moab Khotsong (2018 -2022)

HRD CLIMTLP 1: Dithuto-Kalogo mo Moepong Selekanyo 2 tse di Rulaganyeditsweng 2018												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	13	0	0	1	14	2	0	0	0	2	16	15
DIPALOGOTLHE	13	0	0	1	14	2	0	0	0	2	16	15
HRD CLIMPTL 2:Dithuto-Kalogo mo Moepong Selekanyo 2 tse di Rulaganyeditsweng 2019												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	13	0	0	1	14	2	0	0	0	2	16	15
DIPALOGOTLHE	13	0	0	1	14	2	0	0	0	2	16	15
HRD CLIMTLP 3:Dithuto-Kalogo mo Moepong Selekanyo 2 tse di Rulaganyeditsweng 2020												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	10	1	0	1	12	2	0	0	2	4	16	13
DIPALOGOTLHE	10	1	0	1	12	2	0	0	2	4	16	13
HRD CLIMTLP 4:Dithuto-Kalogo mo Moepong Selekanyo 2 tse di Rulaganyeditsweng 2021												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	10	1	0	1	12	2	0	0	2	4	16	13
DIPALOGOTLHE	10	1	0	1	12	2	0	0	2	4	16	13
HRD CLIMTLP 5:Dithuto-Kalogo mo Moepong Selekanyo 2 tse di Rulaganyeditsweng 2022												
	BANNA					BASADI					PALOGOTLHE E E AKARETSANG	PALOGOTLHE HDSA
	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE	BA- AFRIKA	BA MMALA	BA- INDIA	BASWEU	PALOGOTLHE		
	10	0	1	1	12	4	1	0	0	5	17	16
DIPALOGOTLHE	10	0	1	1	12	4	1	0	0	5	17	16



2.10.3 Dibasari tsa Morafe

Thulaganyo ya basari ya Harmony e tlhomilwe ka 2001, boikaelelobogolo e le go thusa baithuti ba marematlou ka ditiro tsa bone tsa isagwe tsa moepo. Ngwaga le ngwaga go tsewa baithuti ba le 16 ba Afrika Borwa mme basari e tlhoma mogopolo mo dikarolong tsa setegeniki tsa kgwebo, enjenering, ORM le saense ya dimetale (metallurgy). Dithekeniki tse dingwe tseo di leng kwantle ga dithekeniki tsa mo gare ga moepo di tsentswe lenaneng la go tshegetska ka madi a sekolo a baagi ba Harmony jaaka go ikaeletswe ke bommasepala ba selegae ba ba dikologileng ditiro tsa Harmony. Go solofetswe gore Harmony e tla akaretse madi a sekolo a baagi a 11 le a 3 a oketsegileng a madi a sekolo sa tiro ya diatla e tshegetswang ke Harmony.

Thulaganyo ya mo isagweng ya lenaane la madi a sekolo a Harmony:

- Go tlhabolola baithuti jaaka karolo ya go itirela setlhophha sa batho ba ba tshwanelegang dithutong tsa sekolo go kgotsofatsa ditlhokego tsa nako e e tlang tsa kgwebo ya Harmony le ditlhokego tsa bommasepala ba selegae;
- Selekanyo se segolo thata sa tirisanommogo le ditirisano le baithuti ba madi a sekolo le batlhatlheledi ba bona ka go etelela ditheo tse di farologaneng gabedi mo ngwageng
- Go tokafatswa ga tirisanommogo le go tlhatlhelela le bokgoni jwa botegeniki di yunibesithing tseo baithuti ba ba tshegetswang ka madi ba kwadisitsweng mo go tsone: di yunibesithi tsa Free State, Pretoria, Stellenbosch, Johannesburg, Witwatersrand, KwaZulu-Natal le Limpopo, mmogo le di yunibesithi tsa thekenoloji tsa Vaal le Cape Peninsula;
- Go momaganngwa ga ditlhokego tsa tirodiragatso ya ditheo tseno tsa dithuto le lenaane latlhabololo ya pele le morago ga go aloga jaaka go tlhokwa ke ditheo;
- Go momaganya le go katolosa manaane a go tlhokomela le a boeteledipele mo go bathusi ba madi botlhe pele ba nna le seabe mo manaaneng a go etelela pele kwebo e e mo makgareng kgotsa e e kgolwane;
- Go tsaya karolo mo go dirang mo go direng maiteko a tswelelang pele a tlhabololo ya balaodi ba porofeshenale ba go kwadisa jaaka Kgotla ya Afrika Borwa ya Enjenering (ECSA);
- Dikopano le di yunibesithi tse di leng gone, di FET, mekgatlho ya puso le e e seng ya puso (NGO) di itshimolela go sokolola, o tokafatsa le go tshegetska ditshwanelego tsa thuto le melao ya intaseteri ya meepo le Aforika Borwa ka kakaretso;
- Katoloso ya tshegetso ka matlole a thuto ya bana ba ba tswang baaging ba lefelo leo Harmony e dirang;
- Katoloso ya madi a thuto le thuso ya sekolo sa bridging sa ban aba badiri; le
- Go tlhoma mogopolo mo go kabong ya madi entšha mo baaging ba mo Harmony e dirang.

Moepo wa Moab Khotsong o tla tsamaisa go abiwa ga basari mo baaging bao ba nnang mo Harmony e dirang.



Maikaelelo:

Go rotloetsa thuto e kgolwane le thapiso ya baithuti ba bararo ba basari go ya ka dipatlafalo tsa leano la tiro la Ditirelo tsa Moab Khotsong go tlhabolola baithuti ba isagwe mo dikarolong tse di supilweng jaaka dikarolo tse di botlhokwa tsa moepo. Baithuti ba newa dibasari ka tshwaragano le dimmasepala tsa selegae mme ba letlelewa go ithutela dipoloma kgotsa dikirii epe e ba e ratang e e tla thusang mo tlhabololong ya maano a dilo tse di tlhokegang mo dimmasepaleng tse di dikologileng Harmony.

Harmony e naya dibasari mo dikarolong tse di latelang tse di botlhokwa tsa moepo:

- Enjenering ya moepo
- Enjenering
- Saense ya dimetale
- ORM

Mosola wa phetogo:

Go matlafadiwa ga basha ba bararo ba ba nang le talente ba Afrika Borwa ka bobotlana a le mongwe yo o tswang mo lefelong la selegae. Bontlhopheng bano ba tshwanetse ba nna le mokgele wa go filthelela dilo, ba kgone go lebana le dikgwetlho tsa go bereka le setlhopha mo tikologong ya moepo mme ba nne le mogopolo a kgwebo.

Bathusiwa:

Ba-Afrika Borwa ba bararo ba ba motlotlo le ba ba nang le talente le go rata dikarolo tse di botlhokwa tsa moepo le keletso ya go nna karolo ya Harmony. Fa mmasepala o ka buisana le Harmony gore e ntshe dibasari tsa dikarolo tse di amanang le maano a bone a botlhokwa, dikopo tse di ntseng jalo le tsone di tla akanyediwa.

Leano la go tsenya tirisong:

- Go rotloediwa ga tshono eno e e sa tshwaneng le epe go baithuti ba ba nang le bokgoni ka website ya Harmony le mo teng ga khampani gore badiri ba itse ka ditshono tsa ban aba bone le ba masika
- Dikopo tsa ngwaga le ngwaga go sekeme sa Harmony sa basari pele ga 30 Seetebosigo ngwaga le ngwaga
- Tlhatlhobo ya bakopi ba ba tlhophilweng le go tlhophiwa ka tsela ya potsolotso
- Go bona basari semmuso le Harmony
- Go tseweletsa dithuto semmuso
- Tiro ya nakwana mo ditirelong tsa Harmony o kaelwa le go tshegediwa ke mongwe
- Kaelo e e tsewelelang

2.11 Diporojeke tsa Tlhabololo ya Morafe ya Lephata la Badiri

Mo godimo ga dithulaganyo tsa thapiso le tsa tlhabololo tsa Tlhabololo ya Morafe ya Lephata la Badiri (CHRD) tse di newang ke khampani, diporojeke tsa kgodiso ya thuto di dirisiwa mo merafeng ya rona ya baamogedi le ya thomelo ya tiro. Diporojeke tseno di thusa ditheo tsa thuto ka dithulusu tse di malena go dira ka tsela e e tshwanetseng le go matlafatsa baithuti le barutabana, mmogo le go thusa



mo ditokafatsong tsa Dipalo, Saense le Puo tse di dumalanang le Leano le Bosetšhaba la Tlhabololo (NDP).

Diporojeke tseo di akartsa tse di latelang mme e seng tsone fela:

- a. Diporojeke tsa Dipalo le Saense,
- b. Thuso ya Tiro le/ Kaelo,
- c. Go Matlafatsa Dikolo,
- d. Go Thusa Dikolo, le
- e. Tokafatso ya Thuto e Kgolwane le Thapiso (FET).

Ditekanyetsokabo tsa diporojeke tseno ke tsa ngwaga le ngwaga mme di dirilwe mo SLP ya dingwaga tse tlhano SLP.

2.12 Tekatekano ya Tiro

Mo karolong eno re bua ka dipatlafalo tsa Molaotheo wa Moepo le MPRDA jaaka go bontshiwa fa tlase. Go dumalana le MPRDA, MOLAWANA 46 (b) (v) wa re:

“Diteng tsa Leano la Loago le Tiro di tshwanetse go akaretsa thulaganyo ya tlhabololo ya lephata la badiri e e tshwanetseng go akaretsa dipalopalo tsa tekatekano ya tiro tse di tshwanetseng go tladiwa mo foromong ya “Form S” e e mo Annexure II le leano la meepo la go fitlhelela diperesente di le 10 tsa basadi ba ba nang le seabe mo moepong le diperesente di le 40 tsa ba-Afrika Borwa ba pele ba neng ba sa solegelwe molemo (HDSA) mo bolaoding mo dingwaneng tse 5 go tloga ka nako ya go naya ditshwanelo kgotsa go baakangwa ga dilo”.

Go dumalana le Molaotheo wa Moepo dipatlafalo di bontshiwa ka tsela e e latelang:

Karata ya ntlha ya maduo ya Molaotheo wa Moepo e e neng e diretswe go lekanya tirisanommo e batla gore khampani e tsenye tirisong mekgwa ya go araba dipotso tse di latelang:

- A khampani e gatisitse leano la yone la tekatekano ya tiro, le go beg aka kgatelopele ya yone ya ngwaga le ngwaga ya go fitlhelela leano leano?
- A khampani e gatisitse leano la go fitlhelela tebelelo ya go nna le seabe ga HDSA mo bolaoding jwa 40% mo dingwageng tse tlhano, mme e diragatsa leano leno?
- A khampani e lemogile talente mme e ya e ithaganedisa?

Dipatlafalo tsa **MOLAOtheo WA 2010 WA MATLAFATSO E E IKAEGILENG KA LOAGO LE ITSHOLELO ya MADIRELO A AFRIKA BORWA A MOEPO le DIMINIRALE** go ya ka Tekatekano ya Tiro e kwadilwe jaana:

“Pharologano ya lefelo la tiro le pontso ya tekatekano mo dilekanyong tsotlhe ke dilo tse di thusang loago, phetogo le kgaisano ya madirelo a moepo. Go dira tikologo e e akaretsang sengwe le sengwe go tlhomamisa pharologano mmogo le go tsaya karolo ga HDSA mo maemong otlhe a go dira ditshwetso le dikarolo tse di botlhokwa tsa tiro mo madirelong a moepo, khampani nngwe le nngwe ya moepo e tshwanetse ya bona bobotlana 40% ya kemedi ya HDSA kwa:

- Selekanyo sa Khuduthamaga ya Bolaodi (boto) ka 2014;
- Selekanyo sa dikhoso (EXCO) ka 2014;
- Bokgoni jo bo Botlhokwa le jo bo Tlhokegang ka 2014;

- Selekanyo sa bolaodi jwa magareng ka 2014; le
- Selekanyo ssa bolaodi jo bo kwa tlase ka 2014;

Ka go dire leano leno la EE la 2018 - 2022, re akanyeditse melaometheo e e kwadilweng mo Molawaneng wa EE wa 2013 le Dipeelo tsa yone, Molawana wa 2013 wa BBBEE le Dikhouto tsa yone, mmogo le MPRDA, bogolo jang tihaloso ya HDSA e jaanong e amanngwang le dikhouto tsa BBBEE.

Go godisa maikaelelo a melaometheo ya Phetogo ya EE mo khampaning, tsela e e dirisiwang mo SLP eno ke ya dikaedi le melaometheo jaaka e kwadilwe mo Molawaneng le Dipeelo tsa EE ya 2013, bogolo jang kamogelo ya Baagi ba ba Amang Itsholelo (EAP), ba Bosetšhaba le ba Kgaolo jaaka kaedi ya go tlhabolola dilo tse di fitlhelelwang mo dipalopalong dingwe le dingwe.

Ka ntlha ya seno Maano a Tekatekano ya Tiro a dirilwe go dumalana le Karolo 20 (2) (a-h) ya Molawana 55 wa Tekatekano ya Tiro wa 1998 le Molawana wa one o o baakantsweng, Molawana wa MPRDA wa 2002 go dumalana le melaometheo le leano la kgwebo ya Harmony Moab Khotsong.

Maano a ne a dirwa ka puisano le bannaleseabe botlhe ba ba maleba, go akaretsa Dikemedi tsa Tiro tse di dirang mo khampaning ya rona. Maikaelelo a thulaganyo ya tekatekano ya tiro kwa Moab Khotsong ke go tlhomamisa gore mo nakong e e tlang khampani e tla nna le badiri ba ba emelang baagi ba naga le go rotloetsa pharologano mo lefelong la tiro. Khampani e tlhomamisa gape maitlamo a yone a go fitlhelela tekatekano mo lefelong la tiro le go tshwara batho ka go lekalekana mo tirong.

Ka ntlha ya seno, go tla tsewa dikgato tse di tshwanelang Tse di Tlhomamisang go tswela pele maikaelelo a a fa godimo. Go tla tsewa dikgato tse di latelang go fitlhelela maikaelelo a a umakilweng fa godimo:

- Ditsela tsa go fedisa kgethololo e e sa siamang mo tirong;
- Thapa le go tlhophatho batho ba ba tshwanelegang go tswa mo diptlhopheng tse di tshwaileng;
- Godisa badiri ba ba tswang mo ditlhopheng tse di tshwaileng ba ba supilweng mo setlhopheng sa talente le go ba godisa ka bonako ka thapiso e e tlhomang mogopolo le dithulaganyo ta tlhabololo.
- Tlosa dithibedi tse di supilweng go dumalana le Karolo 19 ya pego ya Tlhatlhobo ya Molawana wa EE.
- Tlhomamisa gore maikaelelo a leano la tekatekano ya tiro a ne a tla tlhoma legora mo tirong e e lebeletsweng le e e tsweleng kgotsa kgatelopele ya batho ba ba sa tsweng mo ditlhopheng tse di tlhophilweng.

Go dira Leano la yone la EE, gape khampani e akanyeditse maitlamo a yone kafa tlase ga Molawana No 55 wa Tkatkano ya Tiro wa 1998 o mo go one Leano la Tekatekano ya Tiro le neng la dirwa le go romelwa kwa Lefapheng la Badiri (DoL) ka Diphilane 2013. Leano la khampani la EE le ne la dirwa go ya ka Karolo 20 ya Molawana wa Tekatekano ya Tiro. Gape go ne ga akanyediwa Molawana wa Matlafatso ya Dikgwebo tsa Bantsho le Melawana ya Boitsholo jo Bontle fa go ne go dirwa Dilo tse di Lebeletsweng tsa EE ya DoL. Fela jaaka dilo tse di lebeletsweng tsa Leano la DoL e se patlafalo go ya ka Molaotheo wa Moepo, Ditirelo tsa Moab Khotsong di tla tswela go fitlhelela dilo tseo ka go tshegetsa maitlamo a khampani mo melaong ya yone le mo moyeng wa phetogo le go dumalanya Maano a EE le Molaotheo wa Moepo e leng se se batlwang ke MPRDA.

Dintlha tsa tekatekano ya tiro ya Ditirelo tsa Moab Khotsong ka Diphilane 2017 di bontshiwa fa tlase (go ya ka molawana 46(b)(v) wa SLP ya MPRDA.



Lenaane 2-16: Tshedimosetso ya Tekatekano ya Tiro ya Harmony Moab Khotsong

HARMONY MOAB KHOTSONG GO AKARETSA OFISI YA KGWEBO												
Maemo a Tiro	E E TSHWAILWENG							E E SA			Palogotlhe	% ya mmatota ya HDSA
	Banna			Basadi				Banna	Batswantle			
	A	C	I	A	C	I	W		Banna	Basadi		
Dikhoso	10.6%	2.4%	3.5%	4.7%	0.0%	2.4%	11.8%	57.6%	5.9%	1.2%	100%	35.3%
Bolaodi jwa Magareng	15.8%	2.6%	2.2%	5.8%	1.0%	1.2%	18.2%	50.4%	1.7%	1.2%	100%	46.8%
Bolaodi jo bo kwa Tlase	34.3%	1.2%	0.0%	9.1%	0.5%	0.3%	8.1%	39.1%	7.2%	0.1%	100%	53.5%
Bokgoni jo bo rileng	53.2%	0.4%	0.0%	11.5%	0.3%	0.0%	1.4%	2.1%	30.7%	0.1%	100%	67.0%
Go na le/ga go na bokgoni & Go	54.8%	0.4%	0.0%	15.1%	0.0%	0.0%	0.0%	0.8%	28.0%	0.8%	100%	70.3%
Palogotlhe ya ba Leruri	49.6%	0.6%	0.1%	12.6%	0.2%	0.1%	2.4%	9.2%	24.7%	0.5%	100%	65.6%
Badiri ba e Seng ba Leruri	11.1%	0.0%	0.0%	22.2%	5.6%	2.8%	25.0%	30.6%	2.8%	0.0%	100%	66.7%
PALOGOTLHE	49.5%	0.6%	0.1%	12.6%	0.2%	0.1%	2.5%	9.3%	24.6%	0.5%	100%	65.6%



2.12.1 Bokgoni jo bo Tlhokegang le jo bo Botlhokwa

Dilo tse di lebeletsweng di beilwe ka tsela e e latelang mo Molaotheo wa Moepo e e Tokafaditsweng ya 2010 ya bokgoni jo bo Botlhokwa le jo bo Tlhokegang:

- 15% kwa bowelong jwa 2010
- 20% kwa bowelong jwa 2011
- 30% kwa bowelong jwa 2012
- 35% kwa bowelong jwa 2013; le
- 40% kwa bowelong jwa 2014.

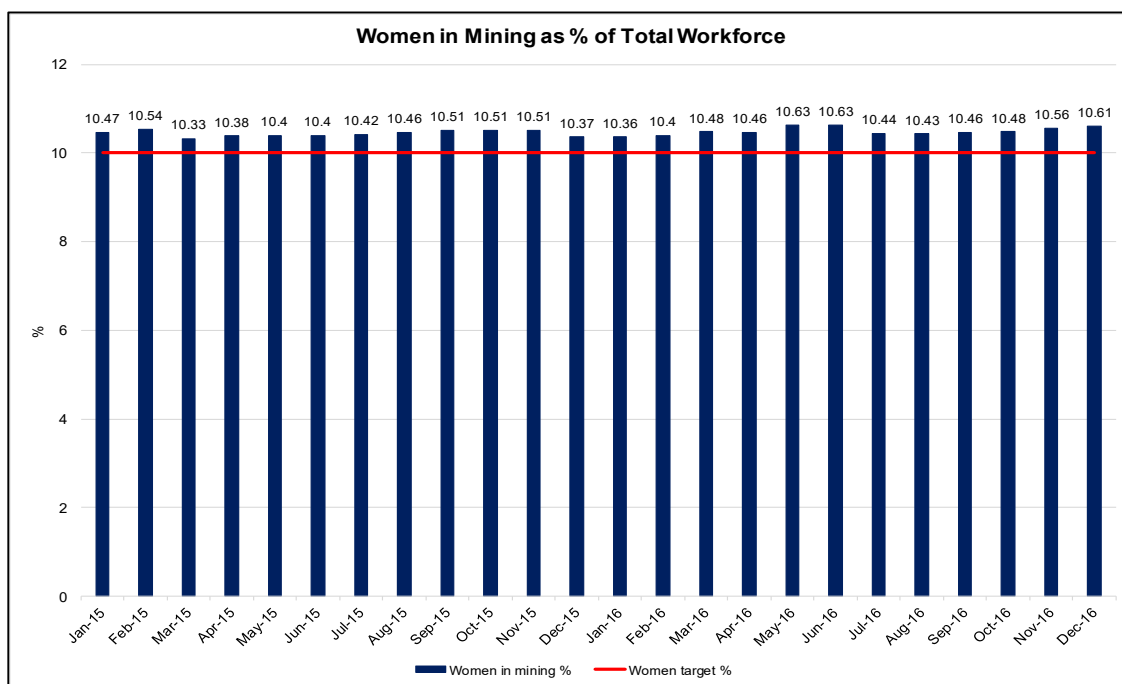
2.12.2 Basadi mo Moepong

Leano la khampani la tekatekano mo tirong la Ditirelo tsa Moab Khotsong le akaretsa kemedi ya basadi mo palogotlheng ya badiri. Go kopanngwa ga basadi badiring botlhe le ditsela tse di ikaeletseng go direla basadi tikologo e e siameng go tlhomamisiwa sentle mo Ditirelong tsa Moab Khotsong.

Tirelo ya Moab Khotsong e tswelletse thata mo go fitlheleleng 10% e e lebeletsweng ya basadi mo moepong jaaka go kaiwa ke Molaotheo wa Moepo ka go feta tebelelo eo ka go fitlhelela 14%.

Go sa itlhokomolosiwe ntlha ya gore tikologo ya moepo e ntse e le kgwetlho mo basading, Tirelo ya Moab Khotsong e dirisitse ditsela tsa go tshegetsa go kopanngwa ga basadi jaaka (i) go fetola matlo a basadi, (ii) go rotloetsa tikologo e e se nang tshotlakako ya thobalano, (iii) ditheo tsa poraefete le tse di bolokesezileng tsa tlhatswetso kafa tlase ga lefatshe, (iv) go dira mmogo le madirelo go rarabolola dikgang tsa tshireletso tsa basadi, (v) maano a Tlhabololo ya Bokgoni mo bokgoning jo bo tlhokegang le jo bo botlhokwa jwa basadi le (vi) go tlhomamisa pabalesego ya basadi kafa tlase ga lefatshe.

Kerafo le Lenaane le le latelang di bontsha palogotlhe ya Basadi mo Moepong mo Kgaolong ya Moab Khotsong ka Diphlane 2017.



Setshwantsho 2-1 Dipalopalo tsa Moab Khotsong tsa Basadi mo Moepong go Tloga ka Ferikgong 2015 go Fitlha ka Sedimonthole 2016



2.12.3 Bokgoni jo bo Bonwang Sewelo

Maano a khampani a tlabelolo ya bokgoni le tekatekano ya tiro a ikaetse go fitlhelela badiri ba ba emelang dikarolo tsotlhe. Go fitlhelela seno, leano la khamphani mo kgannyeng eno le kaelwa ke Melawana ya Tlabelolo ya Bokgoni le Tekatekano ya Tiro mo kgannyeng ya go rulaganya le go bega, go akaretsa malebana le "bokgoni jo bo Tlhokegang le jo bo Botlhokwa". Ka go nna le seabe ga khampani le go dirisana le (i) Bolaodi jwa Tshwanelego ya Moepo, (ii) tumalano le maitlamo a yone a amanang le Leano la Bokgoni jwa kwa Lefelong la Tiro le Thapiso ya Pego ya Ngwaga le Ngwaga, (iii) go dira ditlathobho tsa bogkoni le (iv) dithulaganyo tsa go lemoga bogkoni jo bo bonwang sewelo le jo bo botlhokwa (ka go tsaya karolo mo matsholong a Leano la Bogkoni jwa Setlamo le Bokgoni jo bo bonwang Sewelo) go dirwa maiteko a magolo go tokafatsa kemedi ya HDSA mo ditirong tsotlhe tsa bokgoni jo bo botlhokwa le jo bo botlhokwa jo bo sa ntseng bo tlhabela ka ntlha ya dikgwetlho tsa bogkoni tse madirelo a lebanang le tsone mo kgannyeng eno.

Tlabelolo ya Lephata la Badiri e tsenelela go rarabolola dikgwetlho tse di umakilweng fa godimo ka tsela e e akaretsang ditsela tse di farologaneng jaaka

- (i) Dithulaganyo tsa Thapiso ya Bolaodi,
- (ii) Sekema sa Basari,
- (iii) Dithulaganyo tsa Thapiso, le
- (iv) Learnerships which is contained in the HRD section of this SLP.

Lenaane lo lo latelang lo bontsha lenaane la maemo a a tsewang e le bokgoni jo bo bonwang sewelo.



Lenaane 2-17: Bokgoni jo bo bonwang sewelo jwa Moab Khotsong

PALOGOTLHE YA BOKGONI JWA BOTLHOKWA LE JO BO BONWANG SEWELO		
DISCIPLINE	POSITION	OCCUPATIONAL LEVEL
Mining	Production/General Managers	Dikhoso
Mining	Mining Engineers	Middle Management
Mining	Section Managers	Middle Management
Mining	Baokamedi ba Moepo	Middle Management
Engineering	Engineering Managers	Dikhoso
Engineering	Engineers - Electrical, Mechanical, Rock Engineers,	Middle Management
Engineering	Senior Rock Engineering Officers	Middle Management
Engineering	Artisans - Riggers, Diesel Mechanics, Instrument Technicians, etc.	Junior Management
Engineering	Winding Engine Drivers	Junior Management
MRM	MRM Managers/Geosciences Managers	Dikhoso
MRM	Senior Geologists	Middle Management
MRM	Senior Surveyors/Evaluators/Planners	Middle Management
MRM	Mine Planning Technician	Middle Management
MRM	Draughtsperson	Middle Management
Metallurgy	Metallurgical Engineers	Middle Management
Metallurgy	Metallurgical Plant Managers	Middle Management
Metallurgy	Bomankge ba Saense ya Dimetale	Middle Management



3 Thulaganyo ya Tlhabololo ya Itsholelo ya Selegae

Go ya ka Molawana 46(c): Thulaganyo ya tlhabololo ya itsholelo ya selegae (LED), go akarediwa tse di latelang mo karolong eno:

- Molawana 46(c)(i): Tshedimosetso ya loago le itshilello ya lefelo le moepo o dirang mo go lone
- Molawana 46(c)(ii)(a): Ditiro tsa konokono tsa itsholelo tsa lefelo le moepo o dirang mo go lone
- Molawana 46(c)(ii)(b): Kafa moepo o amang ka gone merafe e e gaufi le ya thomelo ya tiro
- Palo ya ditiro tse di tlhodilweng le ya batho ba ba solegetsweng molemo
- Ditsela tse dingwe tse loago le itsholelo di amang ka tsone
- Molawana 46(c)(iii): Diporojeke tsa mafaratlhatlha le tsa go fedisa khumanego mo mafelong a a gaufi le a thomelo ya tiro
- Epa mmogo le mmasepala wa selegae
- Go tlhola ditiro
- Tlhabololo ya mafaratlhatlha
- Go fedisa khumanego
- Go tlhokomela tikologo
- Thuso e e seng ya matlole
- Seabe sa Harmony mo tlhabololong ya bosetšhaba ya nitamo
- HIV/Aids
- Molawana 46(c)(iv): Matlo le seemo sa botshelo
- Molawana 46(c)(v): Ditsela tsa go samagana le phepelotlase
- Molawana 46(c)(vi): Leano la kgatelopele ya go bapala dilwana

3.1 Matseno

Ditirelo tsa Harmony Moab Khotsong di lemoga gore kgwebo ya go epa gouta e ama itsholelo, loago le tikologo fela thata mme di tlhoka go akanyediwa mo lobakeng lwa moepo. Karolo 3 ya SLP e tla sekaseka dikgang di le mmalwa tsa LED mo merafeng ya moepo le mafelo a thomelo ya tiro a Ditirelo tsa Moab Khotsong.

Karolo 3.2 e bua ka tsela e Harmony e lebanang le LED ka yone. Mo karolong eno melaometheo e e kaelang tshegetso ya LED ya Moab Khotsong mo moepong le mo merafeng ya thomelo ya tiro e a supiwana le go tlhalosiwa; dingwe tsa dikai tsa diporojeke tsa ga jaana tsa Moab Khotsong tsa tlhabololo ya loago le ya itsholelo, tsela e Moab Khotsong e lebanang ka yone le CSR, pharologanyo fa gare ga diporojeke tsa CSR le tsa LED, diporojeke tsa LED mo merafeng ya thomelo ya tiro, mme sa bofelo go bega mo SLP le kgatelopele e e rileng ya go diragadiwa ga dithulaganyo tsa LED tse di tshegediwang ke Moab Khotsong.

Dikarolo 3.3 go fitha ka 3.5 di bua ka tshedimosetso ya loago le ya itsholelo le ditiro tsa konokono ta itsholelo tsa morafe wa moepo wa Moab Khotsong.



Dikarolo tse pedi tse di tla elwang tlhoko:

- Mmasepala wa Selegae wa Matlosana
- Mmasepala wa Kgaolo wa OR Tambo

Karolo 3.12 e bontsha kafa moepo wa Harmony Moab Khotsong o amang ka gone go epa le morafe wa thomelo ya tiro.

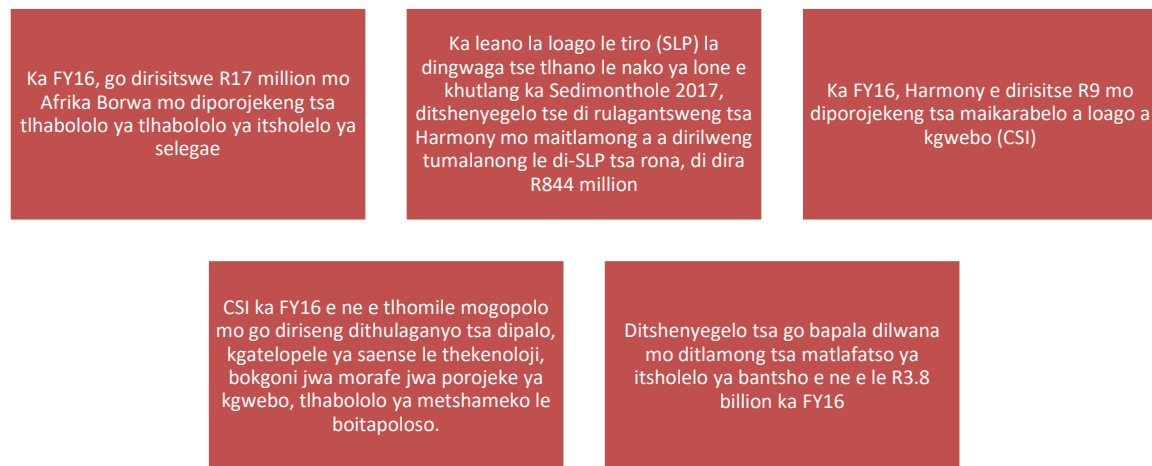
Karolo 3.14 e bua le go tlhalosa diporojeke tsa LED tse di tla tshegediwang ke Ditirelo tsa Moab Khotsong mo morafeng wa moepo le wa thomelo ya tiro.

3.2 Tsela e Harmony e dirisang ka yone LED

Harmony e itlamba go thusa ka tlhabololo ya loago le ya itsholelo mmogo le pholo ya merafe e e dirang mo go one le e re tsayang badiri ba rona mo go yone. E re ka ditirelo tsa moepo di dira ka lobaka lo lo rileng, maikaelelo a rona ke go nna re le maleba mo merafeng ya moepo le ya thomello ya badiri ka go thusa ka tlhabololo ya morafe e e tla tswelelang lobaka morago ga go kgaotsa ga ditirelo tsa moepo.

Go tlhoma le go tlhokomela dikamano tse di siameng le merafe ya baamogedi go botlhokwa go tlhomamisa gore laesense ya ronna e nna e bereka. Tirisano e e tswelelang le merafe e botlhokwa go tlhaloganya, go leola le go tsibogela matshwenyego le ditebelelo tsa morafe.

Molawana wa maikarabelo a loago a kgwebo (CSR) a Harmony a ditirelo tsa rona tsa Afrika Borwa o lemoga botlhokwa jwa tlhabololo ya loago le ya itsholelo mo nageng ya rona, go simolola ka merafe e megolwane e re berekang mo go yone, mmogo le mo merafeng e e romelang badiri – Lesotho, Porofense ya Kapa Botlhaba le Mozambique. Molawana ono o akaretse maano a tlhabololo ya itsholelo ya selegae (LED) a a dirisiwang tumalanong le Molaotheo wa Moepo, ditaello tsa MPRDA le melao ya tiro e e molemo ya madirelo a diminirale le moepo.



Setshwantsho 3-1: Diphithlelelo le dithuso tsa LED ya Harmony

3.3 Tshegetso ya LED mo merafeng ya moepo le e e romelang badiri

Harmony e lebana le kgang ya LED ka dipusoselegae le balaodi ba dimmasepala. Moepo mongwe le mongwe o na le tiro ya go tlhoma ditirisano le dipuisano fa gare ga ditheo tsa puso ya kgaolo le ya selegae mo mafelong a e berekang mo go one. Tsela eno ya go tsaya karolo e tla tlhomamisa gore

ditsela tsotlhe tsa diminerale mo lephateng la tihabololo ya itsholelo di tlangwa le go dirisiwa e le karolo ya botlhokwa ya maano a tihabololo ya itsholelo le ya dikopano tsa selegae.

Gape, Harmony e buisana le ditheo tsa puso ya selegae le balaodi ba dimmasepala mo merafeng e e romelang badiri go tihomamisa gore maano a tihabololo ya setlhopha le one a kopanngwa mo maanong a tihabololo ya itsholelo ya mafelo ao.

Tshegetso ya LED mo merafeng ya moepo le e e romelang badiri e kaelwa ke melaometheo e e tthalositsweng fano.

3.4 Dikarolo tse LED e tihomang mogopolo mo go tsone

Dikarolo tse LED e tihomang mogopolo mo go tsone di akaretsa tse di latelang:

- Tihabololo ya mafaratlhatlha;
- Go fedisa khumanego;
- Tihabololo ya morafe;
- Tiro kgotsa go tlhola tiro;
- Dithuso kgotsa dilo tse di dirang kgolo ya itsholelo.

Maano a porojeke ya LED a a dumalanweng le dimmasepala tsa selegae mo merafeng ya moepo le e e romelang badiri go ya ka SLP eno a tla tthalosa ka tihomalodikarolo tse go tihongwang mogopolo mo go tsone go ya ka dipeelo tse di kwadilweng fa godimo mme gape a tla bontsha bogolo jwa porojeke nngwe le nngw, ka sekai, go k aka palo ya ditiro tse di tshodilweng kgotsa baamogedi ba ba lebeletsweng ba porojeke.

Tshekatsheko e e tswelatang ya diporojeke tsa LED ka nako ya thulaganyo ya go dirisiwa e tla tihomamisa gore diporojeke ga di eme felo go le gongwe mme di a boelediwa go dumalana le ditlhokego tsa diphetogo le go tihomamia go tswelela pele. Diporojeke tse disha tsa LED mo godimo ga tse di supilweng mo SLP eno le tsone di tla supiwa fa go buisanwa le bannaleseabe botlhe ba ba maleba.

3.5 Dikarolo tse di tshegetsang LED

Tshegetso ya LED mo merafeng e e farologaneng ya moepo le e e romelang badiri e thuswa ke tse di latelang:

- Maano a IDP le kgotsa a LED a dimmasepala tsa kgaolo le tsa selegae.
- Kgolo ya porofense le maano a tihabololo.
- Mekgele ya selegae ya tihabololo ya itsholelo, tihabololo ya mafaratlhatlha, tihabololo ya loago, le go fedisa khumanego.
- Maikaelelo a tihabololo ya loago le ya itsholelo mo dinageng tse di romelang badiri kwa mafellong a Harmony e boning badiri ba yone kwa go one.
- Ditsela tsa go dirisana le go tsaya karolo ga balekane ba LED, tseno ke ditsela tsa botlhokwa le tsa bannaleseabe.

3.6 LED ownership

Tiro ya konokono ya kgwebo ya Moab Khotsong key a moepo mme tshegetso ya LED ke karolo ya bothokwa ya leano la Khampani la tlhabololo e e tswelelang. LED ke boikarabelo jwa konokono jwa ditlamo tse di latelang:

- Dipuso tsa selegae (dimmasepala)
- Dipuso tsa porofense
- Dipuso tsa bosetšhaba

Diporojeke tsa LED e tla nna tsa ditheo tsa dipusoselegae ka nako ya go tlhongwa mme fa go sa nna jalo, Harmony e tla tlhomamisa gore go ikgolagangwa le bannaleseabe botlhe ba selegae go akaretsa dimmasepala tsa selegae kgotsa gore ba tsaya karolo mo diporojekeng tseo.

3.7 Maikarabelo a LED ya Moab Khotsong

Jaaka kgwebo e e nang le maikarabelo ya baagi, Moab Khotsong, mmogo le ditlamo tse dingwe tsa poraefete tse e leng dikgwebo tsa baagi, ga di dumele gore tiro ya LED key a puso fela mme di dumela gore LED ke karolo ya bothokwa ya kgwebo ya tsone mme e fitlhelela seno ka:

- Go dira ditirelo tse di nang le mosola le tse di tswelelang tsa moepo tse di tlohang ditshono tsa ditiro, go matlafatsa itsholelo ya selegae ka ditiro tsa go tshegetsa kgwebo le go thusa ka lekgetho la puso.
- Go tsaya karolo mo ditiro tsotlhe tse di ikaeletseng go godisa LED mo morafeng.
- Go naya merafe ya moepo le e e romelang badiri dilwana tsa go godisa le go tshegetsa LED.

3.8 Tsela e kgwebo e lebanang ka yone le LED

Go dumalana le ditiro tsotlhe tsa kgwebo mo Harmony, melaometheo ya kgwebo e a dirisiwa go tshegetsa LED. Seno se fitlhelwa ka go tlhomamisa pelo mo peeletsong nngwe le nngwe (ROI) ya LED ka tse di latelang:

- **Impact:** Porojeke nngwe le nngwe e e tshegediwang ya LED e tshwanetse go ama morafe wa moepo kgotsa lefelo le le romelang badiri ka tsela e e molemo. Ka sekai, tsela eo a ka nna ka: mafaratlhatlha a a tokafaditsweng, ditiro tse di tlhodilweng, phokotso ya kgumanengo, bokgoni jo bo botoka mo morafeng, le go tsaya karolo mo go oketsegileng mo itsholelong ke maloko a morafe.
- **Tlhabololo:** Porojeke nngwe le nngwe ya LED e e tshegediwang e tshwanetse go nna le boikaelelo jwa yone jo bogolo jwa tlhabololo ya dilo tse di lebeletsweng mo morafeng.
- **Focus:** Go tlhomamisa go tlhoma mogopolo, bathusiwa ba ba rileng ba tla supelwa projeke nngwe le nngwe e e tshegediwang ya LED.
- **Sustainability:** Go bothokwa gore pele ga porojeke nngwe le nngwe ya LED e tshegediwa, go dirwe dithuto tse di tshwanetseng tsa Kgonagalo le tsa tswelelopele. Diporojeke tsa LED ga di a tshwanela gore mo nakong e telele di ikaege ka go nna gone ga ditirelo tsa moepo.
- **Go bona le go nna o na le laesense ya moepo:** Tshegetso ya LED mo merafeng ya moepo le e e romelang badiri e tshwanetse go thusa khampani e e nang le tshwanelo ya go dira ditirelo tsa

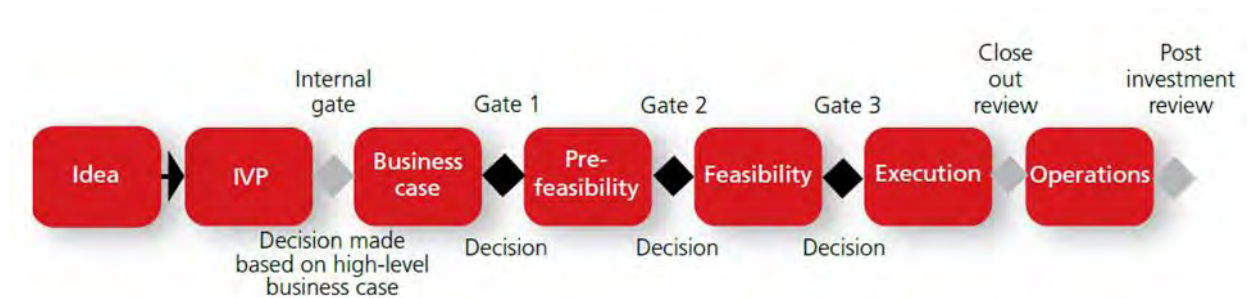
moepo go dumalana le dipatlafalo tsa MPRDA. Boikaelelo jwa Ditirelo tsa Moab Khotsong e tla nna go feta dipatlafalo tsa semolao go dumalana le leano la boagi la kgwebo.

3.9 Melaometheo ya bolaodi jwa porojeke

Bolaodi jwa porojeke le tekanyo ke nngwe ya dikarolo tse di elwang tlhoko thata mo Harmony. Porojeke ya ga jaana ya Harmony e akaretsa diporojeke tse dintsi tsa go aga meepo e megolo, mo Afrika Borwa le boditšhabatšhaba, go ya go diporojeke tse dinnye tse di akaretsang melaometheo yotlhe e e fitlhelwang mo madirelong a moepo. Khampani e na le kgolo e e sa tshwaneng mmogo le diporojeke tsa tlhabololo ya tiro tse boikaelelo jwa tsone e leng go oketsa lobaka lwa meepo mme ka jalo di tlhomamisa go nna le lotseno lobaka lo lolele mmogo le tshono ya go bereka lobaka lo lolele.

Harmony e laola ditshono tsa dipeelegtso e dirisa moggwa wa semmuso go tlhomamisa ditekanyo tse di tshwanelang tsa taolo le tlhomamiso. Thulaganyo eno e amana le tiragalo e e molemolemo ya lefatshe. Harmony e na le tiro ya go laola porojeke ka kemedi kwa selekanyong tsa khuduthamaga e e okamelang diporojeke tse di dirwang ke Khampani.

Katlego ke go dirisa diporojeke tse dintsi mo Harmony tse di fitlhelwang ka go dirisa porojeke e e tseneletseng ya bolaodi go tshegetsa tsela ya go dira dilo e e tlhalositsweng fa godimo. Tsela ya go dira dilo (tatelano ya porojeke) e sobokanngwa jaana:



Tsela eno e dira mo diporojekeng tsotlhe tse Harmony e beeletsang mo go tsone. Balekane ba rona ba LED ba tla kgothalediwa go latela ditsela tseo mo ditikologong tsa yone go tlhomamisa gore LED ya Harmony e a dirwa e bile e a tshegediwa. Harmony e tla thusa go tlhabolola bokgoni jono fa go kgonegang gone. Selo sa konokono fano ke gore porojeke nngwe le nngwe ya LED e nne le leano le le tshwanelang la porojeke e akaretsang selekanyo se se batlegang sa tlhaloso.

Ka go dirisa melaometheo e e tshwanelang ya bolaodi jwa porojeke, mesola e e latelang e tla fitlhelwa:

- Nomoro ya diporojeke tse di dirilwang ka katlego tsa LED e tla oketsega
- Katlego ya diporojeke tsa LED e tla oketsega.
- Pharologanyo ya diporojeke tsa LED e tla boelwa pele e dirisiwa
- Tekanyo ya katlego ya diporojeke tsa LED e bonwa motlhofo
- Bolaodi le tlhomamiso di bontshiwa semmuso

Gape Harmony e tla naya bolaodi jwa porojeke bokgoni jwa go tlhokomela diporojeke tsa LED le go tlhomamisa gore melaometheo ya bolaodi jwa porojeke e a latelwa e le karolo ya tiragatso ya SLP eno.

3.10 Diporojeke tsa LED mo di-SLP

Diporojeke tsa LED tse di mo SLP eno ya Ditirelo tsa Moab Khotsong e tla latela melaometheo e e fa godimo ka go akanyetsa dilo tse di latelang:

- Maano a tshegetso ya LED ga di a ema felo go le gongwe mme di tla sekasekwa ka metlha le baannaleseabe ba ba maleba, bogolo jang dimmasepala, go bona ditshono tsa kgatelopele e e tsweleng le go tlhomamisa gore mesola ya tlhabololo ya itsholelo e a fitlhelwa.
- Ka metlha diporojeke tsa LED di tla tsamaisana le maikaelelo a LED jaaka a tlhalosiwa mo MPRDA le melawana ya MPRDA.
- Tshekatsheko ya diporojeke tsa LED e tla dirwa kgapetsakgapetsa le go tswelela pele, le bannaleseabe botlhe ba ba tsayang karolo go akaretsa mme e seng fela dimmasepala, Harmony, le DME.

3.11 Go buisana le bannaleseabe

Jaaka go batlwa ke Molawana 46 wa MPRDA le go ya ka Dikaelo tsa SLP, khampani ya Moepo e tshwanetse, mo go tlhabololeng SLP, go dirisana mo go direng le mo go sekasekeng di-IDP tsa dikarolo tse e dirang mo go tsone mmogo le Mafelo a Thomelo ya Badiri le go tlhomamisa gore puisano le merafe ya baamogdi le ya Mafelo a Thomelo ya Tiro e a direga.

Tshedimosetso e e latelang ke tshedimosetso e khutshwane ya thulaganyo ya puisano le khampani e e latelwang ka tlhabololo eno ya SLP:

- Go ne ga buisanwa le Setlhophu sa Isagwe (FF) ka 26 Phatwe le 25 Lwetse 2014. Lekwalo le le tlhomamisa diporojeke tsa bofelo tsa LED morago ga go buisana le bannaleseabe ba ba maleba le ne la romelwa dikemedi di le mmalwa tse di itsegeng ka di 24 Diphlane go utlwa pono ya tsone pele ga di 28 Diphlane 2014. Go ne ga fitlhelwa tumalano e e lekaneng ntle le kopo ya koketso ya diporojeke tsa LED go Mafelo a Thomelo ya Tiro. Khampani e bontshitse gore tsela e e diriswang e itsisiwe ke dipatlafalo tsa Molaotso wa Moepo go tlhoma mogopolo mo diporojekeng tsa tsone tsa Mafelo a Thomelo ya Badiri, mo kgannyeng eno Mmasepala wa Kgaolo wa OR Tambo le dikgwetlho tsa go lepalepana le Dimmasepala tse di farologaneng tsa Selegae le tsa Kgaolo. Le fa go ntse jalo, go amogela kakantsho eno khampani e okeditse porojeke ya LED ya Mmasepala wa Kgaolo wa Amatole, e e leng Lefelo la Konokono la Thomelo ya Badiri mme gape e ikanne go akaretsa Mafelo otlhe a mangwe a Thomelo ya Badiri go ya bokgakaleng jo bo kgonegang ka ditlamelo tsa yone tsa Matlole a SID.
- Go ne ga buisanwa le Mmasepala wa Kgaolo wa OR Tambo, Lefapha la Thuto le la Pholo la Kapa Botlhaba, ka 4 Lwetse 2014. Kgabagare go ne ga fitlhelwa tumalano ka diporojeke tsa LSA le tlhomamiso e e kwadilweng mme ya romelwa kwa Mmasepaleng wa Kgaolo wa OR Tambo ka di 22 le 23 Diphlane 2014. Kgabagare Rratoropo o ne a bontsha go kgotsofala ga gagwe ka diporojeke le dithulaganyo tsa SLP ka go kwalela khampani ka 28 Diphlane 2014.
- Go ne ga buisanwa le Mmasepala wa Selegae wa Matlosana ka di 9 Lwetse 2014 kwa pokanong e e Kgethegileng ya Komiti e e Laolang. Seno se ne sa latelwa ke puisano e e kwadilweng go tswa kwa Mmasepaleng le khampani ka Diporojeke tsa LED. Morago ga go sekaseka kakantsho ya Dimmasepala le melaometheo e e umakilweng fa godimo e e kaelang, khampani e itsisitse Mmasepala ka go kwala ka diporojeke tsa bofelo tsa LED tsa Mmasepala wa Selegae wa Matlosana ka lobaka lwa 2015 2019 gore e romelwe kwa DMR go bona tumelelo. Diporojeke tse tharo tse di sa kang tsa amogelwa ke khampani di ne di amana le go tlhabololwa ga Mmaraka wa

Dithagiswa tse di Foreshe mo Klerksdorp ka gonne seno se ne sa ganwa ke DMR ka 2011, Tlhabololo ya seteishene sa Mmasepala mo Joreuberton se se welang sentle mo maikarabelong a Mmasepala wa Selegae le thuso ya Mafaratlhatlha a Magolo e re ka e santse e tla tlhomiwa ke Meat Processing Plant e maphata a dumalaneng ka yon emo MOU ya porojeke eno e Mmasepala o tla e tshegetsang ka matlole.

- Khampani e ne ya buisana le Lefapha la Thuto la Kgaolo ka di 09 Lwetse 2014 mme go ne ga buisanwa le khampani ka diporojeke di le mmalwa tsa sekolo. Khampani e dumetse go akaretsa mafaratlhatlha a le mmalwa a thuto mo dikolong tsa Mmasepala wa Selegae wa Matlosana mo SLP ya 2015 -2019.
- Go ne ga buisanwa le Setlhophha sa Morafe wa Matlosana se se dirilweng ka di-NGO, di-SMME le dikemedi tse dingwe tsa mekgatlho ya morafe ka 18 Lwetse 2014. Go ne ga amogelwa karabo e e molemo mo dipuisanong mme dikakantsho tsa tsenngwa mo SLP eno.
- Go ne ga buisanwa le lefapha la Thuto la Kgaolo ya Moqhaka ka tshwetso ya porojeke ya thuto mo Moqhaka, go akantswe ka matsapa a khampani a go saena MOU le Mmasepala go tloga ka 2011 go sa diragaka, go sa kgathalesege matsapa otlhe a khampani a go kopanya kgolagano e e tshwanang le Mmasepala wa Matlosana ka go dirisa porojeke ya Holo ya Morafe ya 2010 2014 LED mo Moqhaka.
- Go ne ga buisanwa gape le DMR ka di 17 tsa Lwetse 2014 ka bonako morago ga pokano ya bone le Mmasepala wa Selegae wa Matlosana go naya kaelo ka ketelelopele ya thulaganyo ka thomelo ya SLP eno ya 2015-2019.

3.12 Tshedimosetso ya loago le itsholelo le diiragalo tsa botlhokwa tsa itsholelo tsa morafe wa moepo wa Harmony Moab Khotsong

Karolo eno e tla umaka tshedimosetso ya loago le itsholelo ya morafe wa moepo wa Moab Khotsong.

Ditirelo tsa Moab Khotsong di mo Mmasepaleng wa selegae wa Matlosana mme lefelo le legolo go gaisa la thomelo ya ditiro tsa rona ke mmasepala wa kgaolo wa OR Tambo. Tshedimosetso ya loago le itsholelo ya dimmasepala tsa Matlosana le OR Tambo e sobokanngwa fa tlase fano.

Memorandamo wa Tumalano o tsenetswe ke dimmasepala tse re ikanneng go tlisa mo go tsone Diporojeke tsa Tlhabololo ya Itsholelo ya Selegae, e leng, Merafong, Matlosana le Mmasepala wa Kgaolo wa OR Tambo. Ka gone, Dikomiti tsa Taolo di ne tsa tlhomiwa mme Dikomiti tsa Tiriso (tse di dirilweng ka Dikhoso sa khampani le dimmasepala) e e ikanneng go kopana bobotlana gangwe mo kotareng.

Gape go dirilwe dikgolagano le dikemedi tse di itsegeng, e leng, Kemedi ya Bosetšhaba ya Badiramoepong (NUM), Lekgotla la Badiramoepong le Kemedi ya Kago (AMCU), Lekgotla la Bongwe le Kitlano la Afrika Borwa (UASA), tse tsothle e leng karolo ya Ditlhophha tse di tlhomamisitsweng tsa Isagwe tse gape di kopanang kotare nngwe le nngwe go tlhokomela le go sekaseka tiragatso ya Moab Khotsong kgatlhanong le Molaotheo wa Moepo le maitlamo a SLP mmogo le dikgang tse di botlhokwa tse di amang isagwe ya kgwebo.

Go tsenetswe dikamano tsa maano le mekgatlho e e farologaneng. Kamano ya ntlha e nnie le Letlole la Ditiro la Tlhabololo ya Dibanka ya Afrika Borwa (DBSA) ka go tlhomiwa ga Ditikwatikwe tsa Tlhabololo ya Setlamo (EDC) mo Merafong, Matlosana le OR Tambo. Porojeke eno e e kopanetsweng e tla tswelela lobaka lwa dingwaga te tharo go tloga ka letsatsi la go saena, go simolola ka EDC ya OR Tambo, go latele Merafong le Matlosana.



3.12.1 Tshedimose tso ya loago le ya itsholelo mmogo le ditiro tsa dimmasepala tsa itsholelo

Karolo eno e na le tshedimose tso e khutshwane ka Ditirelo tsa Moab Khotsong tsa loago le tsa itsholelo.

Mmasepala wa Matlosana

Mmasepala wa Selegae wa Toropo ya Matlosana o kwa Porofenseng ya Bokone Bophirima, mo Mmasepaleng wa Kgaolo wa Dr Kenneth Kaunda. Mmasepala o bogolo jwa diheketara di batla di le 356 698, mme 32% ya one e tihabologile. Ditirelo tsa Moab Khotsong di gaufi le baagi ba Khuma/Stilfontein le Orkney/Kanana mo Porofenseng ya Bokone Bophirima. Ditirelo tsa Moab Khotsong di gaufi le baagi ba Khuma le Kanana mo Porofenseng ya Bokone Bophirima. Baagi bano ba mo Taolong ya Mmasepala wa Selegae wa Toropo ya Matlosana mo Mmasepaleng wa Kgaolo wa Dr Kenneth Kaunda–Porofense ya Bokone Bophirima. Mmasepala wa Matlosana o na le mafelo a a latelang: Klerksdorp, Stilfontein, Orkney le Haartebeesfontein. Ke Mmasepala wa karolo B go ya ka Municipal Demarcation Board, go ya ka karolo 4 ya Local Government Municipal Structures Act, 1998.

a) Dipalopalo tsa Matlosana

Toropo ya Matlosana e na le palo e e kwa tlase ya baagi ba le 1, 1 heketara nngwe le nngwe; seno ke ka gonne 67% ya Mmasepala ga ya tihabololwa. Toropo ya Matlosana e na le baagi ba le 398 675 (StatsSA, 2011). Le fa palo ya baagi e oketsegile fa e sa le 2002, e sa ntse e le kwa tlase ga palogare ya toropo e kgolo. Ka 2020, palo ya baagi ba Toropo ya Matlosana e lebeletswe go nna 442 667. Batho ba Toropo ya Matlosana ba humanegile mme mo e batlang e le 55% (ya baagi ba ba amang itsholelo) ga ba na lotseno gotlhelele. Go nnile le kgolo e e bonalang ya batho ba ba amogelang fa gare ga R 3500 le R 12800/kgwedi – pontsho e e bonalang sentle ya go thapa kgotsa ditlhopho tsa mokhino wa mmara ka wa matlo. Go tloga ka 2001 -2011, % ya batho ba ba amogelang kwa tlase ga R3500/kgwedi e fokotsegile ka :-0, 75% ka ngwaga. Go tloga ka 2001 -2011, % ya batho ba ba amogelang fa gare ga R3500 le R12801/kgwedi e oketsegile ka : 8, 51% ka ngwaga.

b) Dilekanyo tsa thuto

13% ya baagi ba bagolo ba Matlosana e weditse mophato wa marematlou jaaka thutego ya maemo a a kwa godimo, fa 5% e na le mofuta mongwe wa thutego ya kholetšhe/e e kwa godimo fa 12% ya baagi ba bagolo e sa tsena sekolo.

c) Economic output

Setheo se segolo sa itsholelo mo Toropong y Matlosana ke pusokakaretso, e e nayang go feta 26, 14% ya GDP ya mmasepala. Madirelo a thapile batho ba ba fetang 13% ba Toropo ya Matlosana. Ditheo tse dingwe tsothe tsa itsholelo di aba kwa tlase ga 15% ya GDP ya Toropo ya Matlosana sengwe le sengwe. Toropo ya Matlosana e tshameka karolo e kgolo mo itsholelong ya moepo. E supilwe jaaka nngwe ya ditoropo tse di gateletsweng tsa moepo mo Afrika Borwa mme Poresidente wa Repaboliki ya Afrika Borwa o e akareditse mo Pakaneng e e Kgethegileng ya Poresidente. Ke yone e tsenyang itsholelo e ntsi mo Porofenseng ya Bokone Bophirima. Pusokakaretso ke yone e nayang go le gontsi thata mo Gross Domestic Products (GDP) mo Toropong ya Matlosana, mme e aba go feta 26, 14% ya GDP ya mmasepala e latelwa ke setheo sa Moepo le sa kago. Botlhokwa jwa setheo sa moepo mo Toropong ya Matlosana le mo Porofenseng bo ka se tlaediwe matlho. Morago ga moepo setheo se segolo go gaisa ke ditirelo tsa ditlhagiso le kgwebo. Dipalangwa le puisano le tsone di aba thata mo itsholelong ka lobaka lwa 2001 go fitlha ka 2005.

Ditheo tse dingwe tse dikgolo tse di bontshang kgolo e e maatla e e kwa godimo ga 4, 5% ngwaga le ngwaga ka nako e e tshwanang ke ditirelo tsa matlole le tsa kgwebo; wholesale and retail trade as well as catering and accommodation sector. Setheo sa temothuo se bontshitse kgolo e e maatla ya GDP ya 4, 75% ngwaga le ngwaga ka lobaka lwa dingwaga tse 10.

d) Thuto

Tiro ke kgang e e kwa setlhoeng mo Toropong ya Matlosana, jaaka go bontshiwa ke ntlha ya gore 34.4% ya baagi ba ba mo dingwageng tsa go bereka ga ba bereke, go ya ka tlhaloso e e gagametseng ya bothoka tiro. Le fa go ntse jalo Toropo ya Matlosana e tsaya karolo e kgolo mo dipalopalong tsa tiro ya mo e ka nnang halofo ya batho ba ba berekang mo Mmasepaleng wa Kgaolo wa Dr Kenneth Kaunda (47.4%). Bogolo jwa tiro ya kwa Klerksdorp, mo e batlang e le 80%, bo ikaegile mo setheong sa semmuso sa itsholelo. Le fa go ntse jalo, setheo se e seng sa semmuso se tsenya letsogo thata, (15%) mo tirong ya Toropo ya Matlosana.

e) Tiro

Tiro ke kgang e e kwa setlhoeng mo Toropong ya Matlosana, jaaka go bontshiwa ke ntlha ya gore 34.4% ya baagi ba ba mo dingwageng tsa go bereka ga ba bereke, go ya ka tlhaloso e e gagametseng ya bothoka tiro. Le fa go ntse jalo Toropo ya Matlosana e tsaya karolo e kgolo mo dipalopalong tsa tiro ya mo e ka nnang halofo ya batho ba ba berekang mo Mmasepaleng wa Kgaolo wa Dr Kenneth Kaunda (47.4%). Bogolo jwa tiro ya kwa Klerksdorp, mo e batlang e le 80%, bo ikaegile mo setheong sa semmuso sa itsholelo. Le fa go ntse jalo, setheo se e seng sa semmuso se tsenya letsogo thata, (15%) mo tirong ya Toropo ya Matlosana. Mo gare ga 158 896 ya batho ba ba nang le seabe mo itsholelong ya mmasepala (ba ba berekang le ba ba sa berekeng mme ba batla tiro), 32, 7% ga e bereke. Go na le babatlatiro ba le 11 311 ba ba kgobegileng marapo mo mmasepaleng. Census ya 2011 e bontsha gore mo bathong ba dingwaga di le 15–34, ba le 44 305 ba a bereka, ba le 33 500 ga ba bereke mme go na le babatlatiro ba le 7 199 ba ba kgobegileng marapo mo basheng.

Leano la Toropo ya Matlosana la tlhabololo ya itsholelo ya selegae (LED) ka 2014-2019 le le amogetsweng ka Motsheganong 2014 (Maitlamo a Kgotla 249/2014) le bontshitse ditlhopho di le tlhano tsa maano a a ka diragadiwang jaaka go bontshitswe fa tlase:

Lenaane 3-1: Ditlhopho tse tlhano tsa maano tse di ka dirisiwang

Tlhopho ya leano la itsholelo 1	Setlamo se se kgethegileng le tshegetso ya peeletso	Go godisa kgwebo Toropo ya Matlosana e tshwanetse go naya maemo a a tlhokegang a kgolo ya setlamo sa itsholelo, go tlhomamisa gore setheo se se tshwailweng se tlametswe ka botlalo ka peeletso le go dira gore e kgatlhe mmaraka wa lefatshe lotlhe.
Tlhopho ya leano la itsholelo 2	Momagano ya manno le tiriso e e siameng ya mafaratlhatlha	Go fokodiwa ga tekatekano go raya go lateleladitsela tsa tlhabololo ya itsholelo ya selegae ya batho ba ba dikobo dikhutshwane ka selekanyo sa toropo le sa morafe, go tlhomamisa gore go na le momagano ya manno ya peeletso ya tlhabololo ya itsholelo ya selegae.
Tlhopho ya leano la itsholelo 3	Tlhabololo ya maano a bokgoni jwa madirelo	Go fokotsa botlhokatiro, go tshwanetse ga tlhongwa mogopolo mo go oketseng go thapiwa ga batho le tiro mo ditheong tsa konokono go tlhomamisa gore tiro e kaelwa le go sedimosediwa ke mmaraka.
Tlhopho ya leano la itsholelo 4	Tlhabololo ya maano a mafaratlhatlha a itsholelo	Tokafatso mo tshepong ya kgwebo e tla tlhomamisiwa fa baagi ba dirwa gore ba solegelwe molemo ke kgolo ya itsholelo.



Tihopfo ya leano la itsholelo 5	Tlhabololo e e kgethegileng y asetheo le tshegetso ya go tlhamiwa ya dikgwebo tse di tlhagelelang le tse e seng tsa semmuso	Matlafatso e e bulegileng ya itsholelo ya bantsho (BBBEE) e tla fitlhelwa ka go naya tshegetso ya maemo a a kwa godimo go batho ba pele ba neng bas a solegelwe molemo, le dikgwebo go dirisana le dimmaraka ka thuso ya dithagiswa le ditirelo. Go fitlhelela seno mo lobakeng lo lokhutshwane, go newa ga patlisiso e e bothokwa le ditirelo tsa tlhabololo ya kgwebo le go bona mmara goa a tlhokega.
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Mmasepala wa Kgaolo wa OR Tambo

Kappa Botlhaba e emela nngwe ya dikarolo tsa Moab Khotsong tsa Thomelo ya tiro mme ka selekanyo se se kwa tlase, le dinaga tse di jaaka Lesotho le Mozambique. Ka ntlha ya boikaelelo jwa SLP eno le dipatlafalo tsa Molaotheo wa Moepo, go tlhonga mogopolo mo Kapa Botlhaba mme segolobogolo mo Mmasepaleng wa Kgaolo wa OR Tambo. Seno ga se reye gore Moab Khotsong e tlhoma mogopolo fela mo OR Tambo. Khampani e tshegetsa/abela diporojeke mo dikarolong tse dingwe tse dintsi tsa Kapa Botlhaba le Kwa Zulu Natal go akaretsa mafelo a a romelang badiri kwa Lesotho, Mozambique le Swaziland. Tshedimosetso ya loago le ya itsholelo ya Dimmasepala tsa OR Tambo e sobokanngwa fa tlase fano. Mo ditirelong tsa Afrika Borwa mmasepala wa Kgaolo wa OR Tambo ke merafe e megolo go gaisa e e romelang badiri. Kgaolo ya OR Tambo e kwa Kapa Botlhaba; e akaretsa diperesente di le 80 tsa se se kileng sa bo se itsege e le Transkei, mme e na le dimmasepala tse tlhano tse di latelang tsa selegae:

- Mmasepala wa Selegae wa King Sabatha Dalindyebo;
- Mmasepala wa Selegae wa Nyadeni;
- Mmasepala wa Selegae wa Port St John;
- Mmasepala wa Selegae wa Ngquza Hill;
- Mmasepala wa Selegae wa Mhlontlo

Mmasepala ke wa selegae ka gone diperesente di le 68 tsa batho ba ba sa berekeng ke tsa batho ba ba amang itsholelo. Go fopholediswa gore diperesente di le 72 tsa baagi di tshela mo khumanegong. Ditirelo tsa morafe, setlamo sa marekisetso a magolo le sa kgwebo mmogo le ditirelo tsa matlole ke dilo tsa konokono tse di amang itsholelo mo kgaolong. Jaaka mo kgaolong ya Matlosana khampani e neile batho ba kwa ntle ditiro viz. Bigen Africa go dira ditlathobo tsa Itsholelo le mo Mmasepaleng wa OR Tambo. Diphitlhelole tse di amanang le dilo tsa bothokwa tse di kwadilweng mo IDP ya dimmasepala e e bontshang gore Temothuto ke setheo se se bothokwa go tshegetsa Tlhabololo ya Itsholelo.

Lenaane le le latelang le bontsha matswela a tlathobo ya itsholelo e e neng ya dirwa ke baitse e bong Bigen Africa le selekanyo sa porrojeke sa diporojeke tse di gone:

Lenaane 3-2: Tlathobo ya Itsholelo e e dirilweng ke baitse e bong Bigen Africa mo OR Tambo

Setheo sa Itsholelo	Porojeke	Dipalo
Temothuto (Go Akaretsa go Tshwara Ditlhabi)	Go dira maokwane a bothokwa	73.75%
	Tlhabololo ya madirelo a go tshwara ditlhabi kwa Wild Coast (go akaretsa Mari culture, Aquaculture and Fisheries)	61.75%
	Go tlhoma makopanelo a tlhabololo ya dikgwa mo kgaolong yotlhe	73.25%

Dikgwa	Dikgwa tse digkolo mo kgaolong yotlhe	65.75%
Bojanala	Tlhabololo e e kopaneng ya Port St John jaaka makopanelo a bojanala	80%
	Tlhabololo ya boemafofane jwa Mthatha	70.25%
	Tlhabololo ya tsela ya ngwaoboswa ya Bizana	66%
Meepo	Go epa seretse kwa Malungeni	72.75%
	Go epa mmu le mafika kwa Ntabankulu	68.25%
madirelo	Madirelo a nama e khibidu le madirelo a nama kwa Umzikantu	73.75%
	Madirelo a dithagiswa tsa temothua ka go di tsenya mo dipakaneng, mo dithining, go ntsha jusi, go dira jeme le mekgwa e mengwe	69.25%
	Go dira mashi	69.25%
	Go suga letlalo le dilwana tsa letlalo tse di amang le nama ya kgomo	66%

3.13 Seabe sa Ditirelo tsa Moab Khotsong mo merafeng ya meepo

Moab Khotsong e naya batho ba le 6 480 tiro (badiri ba leruri le ba konteraka) ba ba nayang moepo ditirelo tse di farologaneng. Palogare ya tulo ya kgwedi le kgwedu ya modiramoepong ke mo e ka nnang R8 327.00 mme go tlhomamisitswe gore mo e ka nnang halofo (R4 164.00) ya yone e dirisiwa mo morafeng wa moepo.

Molawana wa Harmony wa go reka dilo o tla thusa go oketsa thuso eno ya itsholelo ya selegae ka go godisa theko ya selegae. Mo godimo ga moo, theko ya selegae e tla rotloetsa go thapiwa ga batho ba ba nnang mo kgaolong ke batlamedi ba dikgwebo tsa selegae, mme ka jalo e oketse lotseno lwa malapa mo morafeng.

SLP eno e ama merafe ya moepo le ya thomelo ya badiri, ka diporojeke le ditsenelelo tsa LED, ka ditsela tse di akaretsang tse di latelang:

- Go aga matlo a tlhwatlhwa e ekwa tlase;
- Tlhabololo ya setlamo se sennye, se se mo magareng le se segolo;
- Dithulaganyo tsa tlhabololo ya mafaratlhatlha a thuto;
- Go tlhola ditiro tsa dithulaganyo tsa tlhabololo ya tikologo;
- Molawana wa go thapa batho ba selegae go tlhola ditiro mo tikologong;
- Dithulaganyo tsa tlhabololo ya bokgoni tsa go tlhabolola bokgoni jo bo tlhokegang go simolola dikgwebo tse dinnye kgotsa go bona tiro e ntšha;
- Dithulaganyo tsa go ithuta o le mo tirong tse di tla kgontshang baithuti ba selegae go wetsa thuto ya bone e kgolwane;
- Letlole la basari le le tla dirang gore go kgonege go tlhabolola bokgoni jo bo tlhokegang go tsamaisa dimmasepala sentle;
- Theko e e ratwang e e tla rotloetsang theko ya selegae, mme ka jalo go nne le ditshono tsa tiro mo tikologong.

3.14 Diporojke tsa LED tsa Ditirelo tsa Moab Khotsong

Tekanyetsokabo ya SLP ya 2018-2022 ya Ditirelo tsa Moab Khotsong ke R47.2 million, go ya ka mokgwa wa go tshegetsa ka matlole o o batlang gore Harmony e theye Tekanyetsokabo yay one ya Tlhabololo ya Loago le Itsholelo mo NPAT ya mo e ka nnang 1% jaaka go bonelwa pele dingwaga tse tlhano tse di latelang. Jaaka kaedi kakaretso, merafe ya baamogedi e ne ya newa mo e ka nnang 80% ya tekanyetsokabo fa mo e ka nnang 20% ya tekanyetsokabo e ne ya newa merafe e e mo Mafelong a Thomelo ya Badiri a khampani.

Jaaka go bontshitswe mo Dikaelong tsa SLP ya DMR, diporojke tsa LED tse di tla dirisiwang ke dikhampani tsa meepo di tshwanetse go kgaogangwa ka dikarolo tse di latelang:

- (i) Diporojke tsa mafaratlhatlha
- (ii) Diporojke tsa go fedisa khumanego
- (iii) Tlhabololo ya morafe
- (iv) Go tsenya lotseno

Tekanyetsokabo ya LED ya 2018-2022 e ikaegile that aka mafaratlhatlha. E dirilwe ka R22.1m ya thuto, R12.6m ya go tsenya lotseno, R4.5m ya pholo, R4m ya metshameko le boitaboloso, le R4 million ya thuto.

Lenaane 3-3: Diporojke tsa LED tsa setheo sengwe le sengwe sa SLP ya Moab Khotsong ya 2018-2022: Thuto

Leina la Porojke	Setheo	Lefelo	Ngwaga	Tekanyetsokabo
LEDP3: Go aga le go tsenya dilo mo Laboratoring ya Physical Science kwa Sekolong sa Sekontari sa Dirang Ka Natla	Mafaratlhatlha - Thuto	Khuma	2019	R1.9m
LEDP11: Go aga diphaposiboithutelo tse 5, ditheo tsa tlhatswetso le Laboratori ya Khomputara kwa Sekolong sa Poraemari sa Atamelang	Mafaratlhatlha - Thuto	Kanana	2022	R3.0m
LEDP5: Go aga Diphaposiboithutelo tse 5, ditheo tsa tlhatswetso le laboratori ya Khomputara kwa Sekolong sa Poraemari sa Sediko	Mafaratlhatlha - Thuto	Jouberton	2020	R3.0m
LEDP6: Go aga le go tsenya dilo mo Laboratoring ya Physical Science kwa Sekolong sa Sekontari sa Tshedimosetso	Mafaratlhatlha - Thuto	Jouberton	2020	R1.9m
LED10: Holo ya Dikolo tsa Matlosana	Mafaratlhatlha - Thuto	Jouberton	2022	R3.4m
LEDP7: Go aga le go tsenya dilo mo Laboratoring ya Physical Science kwa Sekolong sa Sekontari sa Kgolaganyo	Mafaratlhatlha - Thuto	Rammolotsi	2020	R1.9m
LEDP12: Go tshabolola le go tsenya dilo mo Dilaboratoring tse 2 tsa 2 Physical Science le Dilaboratori tse 2 tsa Saense ya	Mafaratlhatlha - Thuto	Alabama	2022	R2.0m
LEDP13: Go emisetsa Sekolo sa Mmu ka go aga Diphaposiboitutelo tse 6, diofisi tsa batsamaisi, Tikwatikwe ya Kgodiso ya Bana le ditheo tsa tlhatswetso.	Mafaratlhatlha - Thuto	Kgaolo ya Amatole	2022	R5m
Palogotlhe ya Tekanyetsokabo ya LED: Thuto	R22.1 million			

Lenaane 3-4: Diporojeke tsa LED tsa setheo sengwe le sengwe sa SLP ya Moab Khotsong ya 2018-2022: Go Tsenya Lotseno

Leina la Porojeke	Setheo	Lefelo	Ngwaga	Tekanyetsokabo
LEDP2: Tsweletso ya Porojeke ya Temothuto ya Noka ya Vaal	Go Tsenya Lotseno	Mmasepala wa Matlosana	2018-2019	R2.6m (dingwaga tse2)
LEDP4: Go simolola Porojeke ya Temothuto	Go Tsenya Lotseno	Tsolo (ORT)	2019-2022	R10m (dingwaga tse4)
Palogotlhe ya Tekanyetsokabo ya LED: Go Tsenya Lotseno		R12.6m (go feta dingwaga tse 5)		

Lenaane 3-5: Diporojeke tsa LED tsa setheo sengwe le sengwe sa SLP ya Moab Khotsong ya 2018-2022: Pholo

Leina la Porojeke	Setheo	Lefelo	Ngwaga	Tekanyetsokabo
LEDP9: Go aga Tikwatikwe ya Tlhokomelo ya Pholo	Mafaratlhatlha -Pholo	Qumbu (ORT)	2021	R4.5m
Palogotlhe ya Tekanyetsokabo ya LED: Pholo		R4.5 million		

Lenaane 3-6: Diporojeke tsa LED tsa setheo sengwe le sengwe sa SLP ya Moab Khotsong ya 2018-2022: Metshameko le Boitapoloso

Leina la Porojeke	Setheo	Lefelo	Ngwaga	Budget
LEDP8: Lefelo la Khuma la Metshameko le Boitapoloso. Go tlhabolola mafelo a metshameko go akaretsa go tlhabolola mafelo a tlhatswetso le go aga Lefelo la Diatletiki kwa setadiamong	Metshameko le Boitapoloso	Khuma	2021	R4.0m
Palogotlhe ya Tekanyetsokabo ya LED: Metshameko le Boitapoloso		R4 million		

Lenaane 3-7: Diporojeke tsa LED tsa setheo sengwe le sengwe sa SLP ya Moab Khotsong ya 2018-2022: Mafaratlhatlha

Leina la Porojeke	Sector	Lefelo	Year	Budget
LEDP 1: Tlhabologo ya Morafe Seabe sa go bona lefatshe le /kgotsa seabe sa tlhabologo e kgolo ya mafaratlhatlha mo Khuma	Mafaratlhatlha	Khuma	2018	R4.0m
Palogotlhe ya Tekanyetsokabo ya LED: Mafaratlhatlha		R4 million		

Lenaane 3-8: Tshobokanyo ya diporojeke tsa LED tsa Moab Khotsong (2018 -2022)

Ngwaga	2018	2019	2020	2021	2022
Tekanyetsokabo	R6.0m	R11.9m	R6.8m	R8.5m	R13.4m
Diporojeke 2018 - 2022	<p>LEDP1: Tlabologo ya Morafe Seabe sa go bona lefatshe le /kgotsa seabe sa tlabologo e kgolo ya mafaratlhatlha mo Khuma ka Seetebosigo 2017 = R4m</p> <p>LEDP2: Seabe sa Porojeke ya Temothuo ya Noka ya Vaal = R2.6m (mo dingwageng tse 2)</p>	<p>LEDP3: Go aga le go tsenya dilo mo Laboratoring ya Physical Science Sekolong sa Sekontari sa Dirang ka Natla mo Khuma = R1,9m</p> <p>LEDP4: Go tlhomiwa ga Porojeke ya Temothuo mo Tsolo – R10.0m (mo dingwageng tse 3)</p>	<p>LEDP5: Go agiwa ga Diphaposiboithutelo tse 5, ditheo tsa tlhatswetso le laboratoriy ya Khomputara lab at kwa Sekolong sa Poraimari ya Sediko mo Jouberton</p> <p>LEDP6: Sekolo sa Sekondari sa Tshebedisano kwa Jouberton - (Saense ya Loago)= R1,9m</p> <p>LEDP7: Go aga le go tsenya dilo Laboratoring ya Sekolong sa Sekondari sa Kgolaganyo kwa Rammolotsi = R1.9m</p>	<p>LEDP8: Setheo sa kwa Khuma la Metshameko le Boitapoloso. Go tlabololwa ga ditheo tsa metshameko go akaretsa go fetolwa ga ditheo a tlhatswetso le agiwa ga Tsela ya di Atletiki le Mafelo mo setadiamong sa Khuma = R4m</p> <p>LEDP9: Go agiwa ga Tikwatikwe ya Pholo mo Qumbu - R4.5m</p>	<p>LEDP10: Holo ya Dikolo tsa Matlosana e tla agiwa kwa Sekolong sa Sekondari sa Matlosana mo Jouberton = R3,4m</p> <p>LEDP11: Go agiwa ga Diphaposiboithutelo tse 5, ditheo tsa tlhatswetso le laboratoring ya Khomputara Sekolong sa Poraimari ya Atamelang mo Kanana</p> <p>LEDP12: Go kgabisiwa le go tsenya ga dilo Dilaboratoring tse 2 tsa Physical Science le Dilaboratoring tse 2 tsa Saense ya Loago kwa Sekolong se se kopaneng sa Alabama = R2m</p> <p>LEDP13: Go emisetsa Sekolo sa Mmu ka go aga Diphaposiboithutelo tse 6, di ofisi tsa batsamaisi, Tikwatikwe ya Kgodiso ya Bana le ditheo tsa tlhatswetso. Go dumalana le Lenaane la</p>
Tlabologo ya Setlamo: R15 million mo dingwageng tse 5 tsa tlabologo le tirelo ya Ditikwatikwe tsa Tlabologo ya Setlamo.					



Lenaane 3-9: Tshedimosetso ya Diporojeke tsa LED tsa Moab Khotsong

LEDP1: Tlhabololo ya Morafe: Go bona lefatshe le go thusa mafaratlhatlha a magolo mo Lekeisheneng la Khuma	
Tlhaloso:	<p>Porojeke eno e tswa mo SLP e e fetileng mme ga ya ka ya dirwa gonne ditheo di ne tsa dumalana go romela tekanyetsokabo ya yone kwa Tikwatheng ya Botshabelo ya Pholo ya Morafe. Porojeke eno ke matswela a palo e e golang ya baagi le go gola ga lefelo la baipei mo Khuma, Mmasepala wa Matlosana o tlhoka go tsenelela go fudusa batho ba ba nnang mo lefelong la baipei kwa lefelong la semmuso le le tlhabolotsweng. Lefatshe le e leng la Mmasepala go dikologa Khuma, Mmasepala o ne wa atamela beng ba poraefete ba lefatshe mo lefelong leo go reka lefatshe mo go bone ka boikaelelo jono.</p> <p>Ditirelo tsa Moab Khotsong di tla aba madi go reka lefatshe le le tla dirisiwang ke Mmasepala go fudusa batho ba Khuma bag a jaana ma nnang mo lefelong la baipei. Gape tekanyetsokabo e tla thusa go tlhokomela mafaratlhatlha a magolo mo Khuma jaaka go kopilwe ke Mmasepala wa Selegae wa Matlosana mmogo le tlhabololo epe e nngwe ya morafe e e dumalanweng ke maphata ao fa tekanyetsokabo ya porojeke eno e sa dirisiwe jaaka go bontshitswe fa godimo.</p>
Lefelo:	Lekeishene la Khuma
Boikaelelo:	Go naya lefelo le le siameng le batho ba ka nnang mo go lone ka jalo go thusa puso mo maitekong a yone a go fokotsa go tlala ga batho le go thusa go fitlhelela tshwanelo ya molaotheo ya matlo le serito. Porojeke e nngwe ya Letmo la go Thuma e tla thusa go tlhabolola metshameko le boitapoloso mo lefelong mme e thusa go dira gore go nne le morafe o o tshetseng sentle le o o sireletsegileng.
Boleng jwa kabo	R4 Million
Boleng jwa kabo ke ba bangwe:	Mmasepala wa Selegae wa toropo ya Matlosana o ikarabelela ka go naya thuto e e feletseng ya Kgonagalo le go buisaa le Lefapha la Tlamelo ya Matlo go aba mafaratlhatlha a mangwe a a amegang.
Mofuta wa porojeke:	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	Mo e ka nnang ditiro tse 25 mo lobakeng lwa kago.
Thuso go Morafe:	Go tokafatsa boleng jwa matshelo a morafe le go thusa go fitlhelela tshwanelo ya molaotheo ya seriti. Batho ba feta +10000 ba tla solegelwa molemo. Gape porojeke e tla dirwa ke
Bokgoni jo bo fetiseditsweng go	Bokgoni jwa kago ka nako ya tiriso ya mafaratlhatlha a magolo.
Bannaleseabe:	Ditirelo Tsa Moab Khotsong le Toropo ya Matlosana
Dipholo:	<p>Dithuto tsa Kgonagalo</p> <p>Wetsa MOU ya Bannaleseabe</p> <p>Tlhoma Komiti ya semmuso e e Laolang porojeke</p> <p>Go bona lefatshe le mafaratlhatlha a magolo</p>
Tsela e e Botlhokwa, Diphithlelelo tse Dikgolo & Modiri wa Tsela	
Kgonagalo	Ktr 3 2019
Leano la Kgwebo	Ktr 4 2019



Batla Matlole	Go wditswe
Kago	Ktr 2 2020
Go wediwa	Ktr 4 2020

LEDP3: Go aga le go tsenya dilo no laboratoring ya physical science le ya life science kwa Sekolong sa Sekontari sa Dirang Ka Natla Secondary School

Tlhaloso:	<p>Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya thuto e le selo sa ntsha se se tlang pele. Ditirelo tsa Moab Khotsong di itlamile go thua Lefapha la Thuto ya Motheo go fitlhelela Melao le Melawana e e beilweng ke Tona ya Lefapha la Thuto ya Motheo. Mo dingwageng tse di fetileng tiragatso ya rona mo Dipalong le mo Saenseng re le naga e ntse e sa kgotsotfatse ka jalo go tlhokega matsapa a magolo go tokafatsa tiragatso ya rona mo kgannyeng eno.</p> <p>Sekolo sa Sekontari sa Dirang Ka Natla se na le baithuti ba ka nna 850 mme se ngoka baithuti ba bangwe ba bantsi mo lefelong leno. Sekolo seno se naya Yunibesithi ya Bokone Bophirima baithuti.</p> <p>Ka tshwaragano le Lefapha la Thuto ya Motheo le Mmasepala wa Selegae wa Matlosana, Ditirelo tsa Moab Khotsong di itlamile go aga Laboratori ya Physical Science le ya Social Science kwa Sekolong sa Sekontari sa Dirang Ka Natla kwa Khuma. Laboratori ya Saense e tla agiwa go ya ka</p>
Lefelo:	Khuma
Boikaelelo:	Go tokafatsa boleng jwa thuto mme seo se thusa mo go fitlheleleng Mekgele ya Puso ya Dilo tse di Tlang Pele jaaka go bontshitswe mo NDP.
Boleng jwa kabo	R1.9 Million
Boleng jwa kabo ke ba bangwe:	Lefapha la Thuto le tla aba lefatshe
Mofuta wa	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	Mo e ka nnang ditiro di le 20 mo nakong ya karolo ya kago.
Thuso go Morafe:	Go naya thuto e e nang le boleng le thuto ya morago ga go wediwa ga porojeke le go tlholwa ga ditiro ka nako ya go dirisiwa ga porojeke. Gape porojeke e tla dirwa ke Rakgwebo wa selegae.
Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago
Bannaleseabe:	Ditirelo tsa Harmony Moab Khotsong, Toropo ya Matlosana le Lefapha la Thuto ya
Dipholo:	<p>Dithuto tsa Kgonagalo</p> <p>Wetsa MOU ya Bannaleseabe</p> <p>Tlhome Komite ya semmuso e e Laolang porojeke</p> <p>Laboratori e e kgabisitsweng sentle ya Physical Science</p>
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	



Kgonagalo	Ktr 2 2018
Leano la Kgwebo	Ktr 2 2018
Batla Matlole	Go weditswe
Kago	Ktr 3 2018
Go wediwa	Ktr 4 2018

LED4 (ORT): Go tlhomiwa ga porojeke ya temothuo kwa Motseng wa Tsolo kwa Mmasepaleng wa Selegae wa Amatole kwa Mmasepaleng wa Kgaolo wa OR Tambo

Tlhaloso:	<p>Bogolo bo lekanyeditswe mo go tlhomiweng ga porojeke ya polase ya temothuo ka lobaka lwa dingwaga tse tharo. Porojeke eno e tla bo e le kwa lefatsheng la Morafe la Tsolo. Lefatshe le le gone le bogolo jwa diheketara di le 20 mme porojeke e beetswe go simolola ka diheketara tse 5. Porojeke e ikaeletse go thusa go fedisa khumanengo le go tlhola ditiro mo Tsolo mo kgaolong ya OR Tambo, e leng karolo ya konokono ya lefelo le le romelang badiri la Ditirelo tsa Harmony Moab Khotsong. Seno se tla akaretsa, mme e seng fela, go tlhomiwa le go tshagediwa ga maano a temothuo mo leelong mme e fetisetsa bokgoni jwa setegeniki le jwa bolaodi mo setheong sa itsholelo sa Temothuo. Ka porojeke eno, go tla tlhomiwa polase e e tla tswelolang ya temothuto; seno se tla akaretsa modiro, kago, tiro le go fetisiwa ga polase eno ya Temothuto go maloko a morafe wa Tsolo. Bolaodi jwa segosi bo tla aba lefatshe gore le dirisediwe porojeke eno mme porojeke eno e tla thusa gore lefatshe le dirisediwe temo e e tswelolang. Kungo e e totilweng ke mmidi mme temo e nngwe e tla ikaega ka diteko tsa mmu, maemo a bosa, metsi le dilo tse dingwe tse di thusang. Porojeke e tla solegela molemo ka tlhamalalo maloko a morafe mo lefelong le porojeke e dirwang mo go lone. Katlego ya porojeke eno e tla ikaega ka botlalo mo tlhophong e e tshwanetseng ya batsayakarolo. Batsayakarolo ba tla tlhophiwa go ikaegile ka bokgoni jwa bone le go batla ga bone go thusa mo katlegong ya porojeke eno. Ditlhopha tse di totilweng tsa porojeke eno e tla nna balemirui ba ba tlhagelelang, balemirui ba ba ntseng ba le teng le bash aba ba kgalhegelang temothuo ba ba nnang mo merafeng e e gaufi le Tsolo. Porojeke eno e tla dirisiwa ka dikgato go ikaegile ka go tshwanelega ga lefatshe. Porojeke eno e tla dirwa gore e nne e e dirang lotseno (IG), gore e kgone go tswelela e dira lotseno ka ditirelo tsa yone le go nna e le gone morago ga lobaka lwa moepo. Lotsene lwa porojeke eno lo tla abelwa dikarolo tsa tlhabololo ya morafe jaaka go aba dijo, di-NGO le magae a batsofe mo merafeng e e gaufi.</p>
Lefelo:	Motseselegae wa Tsolo kwa Amatole mo ORTDM.
Boikaelelo:	Go dirisa mafaratlhatlha a a tlhomameng a temothuo go naya tshegetso ya go dira lotseno (IG) go fokotsa seabe sa khumanengo le bothokatiro. Diphelelo e tla nna mafaratlhatlha a a tlhomameng, a ditheo di le mmalwa tsa go tshegetsa go dira lotseno mo merafeng eno.
Boleng jwa kabo	R10 Million (mo dingwageng tse 3)

Boleng jwa kabo ke ba bangwe:	Lefapha la Temothuo, Tribal Authority le ORTDM di tla aba lefatshe; go tla kopiwa Agri-Seta le Yunibesithi ya Fort Hare go thusa; Mmasepala wa Kgaolo wa OR Tambo
Mofuta wa	Go Dira Lotseno/ Fedisa Khumanengo
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa
Thuso go Morafe:	Go dirisa mafaratlhatlha a a tlhomameng a temothuo go naya tshegetso ya go dira lotseno (IG) go fokotsa seabe sa khumanego le botlhokatiro. Diphelelo e tla nna mafaratlhatlha a a tlhomameng, a ditheo di le mmalwa tsa go tshegetsa go dira lotseno
Bokgoni jo bo fetiseditsweng go	Bogkoni jwa temo le kgwebo
Bannaleseabe:	Ditirelo tsa Moab Khotsong, Magosi , Lefapha la Temothuto, Agri-Seta le ORTDM
Dipholo:	Dithuto tsa Kgonagalo Wetsa MOU ya Bannaleseabe Sekaseka mokgwa wa porojeke, i.e. Tlhome Komiti ya semmuso e e Laolang porojeke Amogela dipego tsa porojeke tsa go tshaloganya – , Ditumalano tsa tshimologo
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr.1 2020
Leano la Kgwebo	Ktr.2 2020
Batla Matlole	Go weditse
Kago	2020 – 2022
Go wediwa	Ktr. 4 2022

LEDP5: Go agiwa ga dipaposiboithutelo tse 5, ditheo tsa tlhatswetso le laboratori ya khomputara kwa Sekolong sa Poraemari sa Sediko mo Jouberton

Tlhaloso:	<p>Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya thuto e le selo sa ntlha se se tlang pele. Ditirelo tsa Moab Khotsong di itlamile go thusa Lefapha la Thuto ya Motheo go fitlhelela Melao le Melawana e e beilweng ke Tona ya Lefapha la Thuto ya Motheo. Mo dingwageng tse di fetileng tiragatso ya rona mo Thenelonojing re le naga e ntse e sa kgotsofatse ka jalo go tlhokega matsapa a magolo go tokafatsa tiragatso ya rona mo kgannyeng eno. Sekolo sa Poraemari sa Sediko le sone se tshwailwe ke Lefapha la Thuto ya Motheo la Bokone Bophirima jaaka sekolo se se tlang pele mo kgannyeng ya go lebana le kgwetlho ya go tlala thata mo dikolong.</p> <p>Sekolo sa Poraemari sa Sediko se na le baithuti ba ka nna 1011.</p> <p>Lefapha la Thuto ya Motheo le kopile Ditirelo tsa Moab Khotsong go thusa go aga diphaposiboithutelo tse dongwe tse 5, Ditheo tsa Tlhatswetso le Laboratori ya Khomputara kwa Sekolong sa Poraemari sa Sediko.</p> <p>Ditirelo tsa Moab Khotsong di itlamile go aga diphaposiboithutelo tse dingwe tse 5, Ditheo tsa Tlhatswetso le Laboratori ya Khomputara kwa Sekolong sa Poraemari sa Sediko. Go agiwa ga diphaposiboithutelo go tla thusa go fokotsa go tlala thata ga diphaposiboithutelo ka jalo di oketsa boleng jwa thuto mo Toropong ya Matlosana.</p> <p>Dikago tsoatlhe di tla dirwa tumalanong le ditaello tsa Lefapha la Thuto</p>
Lefelo:	Jouberton
Boikaelelo:	Go tokafatsa boleng jwa thuto mme seo se thusa mo go fitlheleng Mekgele ya Puso ya Dilo tse di Tlang Pele jaaka go bontshitswe mo NDP.
Boleng jwa kabo	R3 Million
Boleng jwa kabo ke ba bangwe:	Lefapha la Thuto ya Motheo le tla aba lefatshe
Porojeke	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa.
Thuso go Morafe:	Go naya thuto e e nang le boleng le thuto ya morago ga go wediwa ga porojeke le go tlholwa ga ditiro ka nako ya go dirisiwa ga porojeke. Gape porojeke e tla dirwa ke Rakgwebo wa selegae.
Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago
Bannaleseabe:	Ditirelo tsa Moab Khotsong, Toropo ya Matlosana le Lefapha la Thuto ya Motheo.
Dipholo:	<p>Dithuto tsa Kgonagalo</p> <p>Wetsa MOU ya Bannaleseabe</p> <p>Tlhoma Komiti ya semmuso e e Laolang porojeke</p> <p>Diphaposiboithutelo tse 5, ditheo tsa tlhatswetso le laboratori e e kgabisitsweng sentle ya Khomputara</p>



Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr 1 2020
Leano la Kgwebo	Ktr 1 2020
Batla Matlole	Go weditswe
Kago	Ktr 2 2020
Go wediwa	Ktr 4 2020

LEDP6: Go aga le go tsenya dilo mo laboratoring ya physical science kwa Sekolong sa Sekontari sa Tshebedisano mo Jouberton	
Tihaloso:	<p>Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya thuto e le selo sa ntlha se se tlang pele. Ditirelo tsa Moab Khotsong di itlamile go thusa Lefapha la Thuto ya Motheo go fitlhelela Melao le Melawana e e beilweng ke Tona ya Lefapha la Thuto ya Motheo. Mo dingwageng tse di fetileng tiragatso ya rona mo Divalong le mo Saenseng re le naga e ntse e sa kgotsofatse ka jalo go tlhokega matsapa a magolo go tokafatsa tiragatso ya rona mo kgannyeng eno.</p> <p>Sekolo sa Sekontari sa Tshebedisano se na le baithuti ba ka nna 900 mme se ngoka baithuti ba bantsi mo lefelong leno. Sekolo eno se naya Yunibesithi ya Bokone Bophirima baithuti.</p> <p>Ka tshwaragano le Lefapha la Thuto ya Motheo le Mmasepala wa Selegae wa Toropo ya Matlosana, Ditirelo tsa Moab Khotsong di itlamile go aga Laboratori ya Physical Science le ya Social Science kwa Sekolong sa Sekontari sa Tshebedisano mo Jouberton. Laboratori ya Saense</p>
Lefelo:	Jouberton
Boikaelelo:	Go tokafatsa boleng jwa thuto mme seo se thusa mo go fitlheleleng Mekgele ya Puso ya Dilo tse di Tlang Pele jaaka go bontshitswe mo NDP
Boleng jwa kabo	R1.9 Million
Boleng jwa kabo ke ba bangwe:	Lefapha la Thuto ya Motheo le tla aba lefatshe
Porojeke	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa.
Thuso go Morafe:	Go naya thuto e e nang le boleng le thuto ya morago ga go wediwa ga porojeke le go tlholwa ga ditiro ka nako ya go dirisiwa ga porojeke. Gape porojeke e tla dirwa ke
Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago
Bannaleseabe:	Harmony, Toropo ya Matlosana le Lefapha la Thuto ya Motheo.



Dipholo:	Dithuto tsa Kgonagalo Wetsa MOU ya Bannaleseabe Tlhoma Komiti ya semmuso e e Laolang porojeke Laboratori e e kgabisitsweng sentle ya social science
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr 1 2020
Leano la Kgwebo	Ktr 1 2020
Batla Matlole	Go weditswe
Kago	Ktr 2 2020
Go wediwa	Ktr 4 2020

LEDP7: Go aga le go tsenya dilo mo laboratoring ya physical science kwa Sekolong sa Sekontari sa Kgolaganyo kwa Rammolotsi –Viljoeskroon

Tihaloso:	Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya thuto e le selo sa ntlha se se tlang pele. Ditirelo tsa Moab Khotsong di itlamile go thusa Lefapha la Thuto ya Motheo go fitlhelela Melao le Melawana e e beilweng ke Tona ya Lefapha la Thuto ya Motheo. Mo dingwageng tse di fetileng tiragatso ya rona mo Dipalong le mo Saenseng re le naga e ntse e sa kgotsofatse ka jalo go tlhokega matsapa a magolo go tokafatsa tiragatso ya rona mo kgannyeng eno. Sekolo sa Sekontari sa Kgolaganyo se na le baithuti ba ka nna 650 mme se ngoka baithuti ba le bantsi mo lefelong leno. Sekolo seno se abela Yunibesithi ya Free State baithuti. Ka tshwaragano le Lefapha la Thuto ya Motheo le Mmasepala wa Selegae wa Matlosana, Ditirelo tsa Moab Khotsong di itlamile go aga Laboratori ya Physical le ya Life Science kwa Sekolong sa Sekontari sa Kgolaganyo kwa Rammolotsi. Laboratori
Lefelo:	Rammolotsi kwa Mmasepaleng wa Selegae wa Moqhaka
Boikaelelo:	Go tokafatsa boleng jwa thuto mme seo se thusa mo go fitlheleleng Mekgele ya Puso ya Dilo tse di Tlang Pele jaaka go bontshitswe mo NDP.
Boleng jwa kabo	R1.9 Million
Boleng jwa kabo ke ba bangwe:	Lefapha la Thuto ya Motheo le tla aba lefatshe
Mofuta wa	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa.
Thuso go Morafe:	Go naya thuto e e nang le boleng le thuto ya morago ga go wediwa ga porojeke le go tlholwa ga ditiro ka nako ya go dirisiwa ga porojeke. Gape porojeke e tla dirwa ke Rakgwebo wa selegae.



Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago
Bannaleseabe:	Ditirelo Tsa Moab Khotsong le Lefapha la Thuto ya Motheo
Dipholo:	Dithuto tsa Kgonagalo Wetsa MOU ya Bannaleseabe Tlhoma Komiti ya semmuso e e Laolang porojeke Laboratori e e kgabisitsweng sentle ya physical science
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr 1 2020
Leano la Kgwebo	Ktr 1 2020
Batla Matlole	Go weditswe
Kago	Ktr 2 2020
Go wediwa	Ktr 4 2020

LEDP8: Lefelo la metshameko le boitapoloso la Khuma. Kago ya lefelo la diatletiki mo setadiamong sa Khuma

Tlhaloso:	<p>Ka go dirisa Metshameko, Boitapoloso, Botaki le Setso jaaka sekopanyi sa thuso ya loago, seemo sa go dira morafe o o sireletsegileng le o o itekanetseng, Mmasepala wa Selegae wa Toropo ya Matlosana o tsere kgato ya go tihabolola ditheo tsa metshameko, botaki le boitapoloso mo merafeng. Mmasepala, o itsisitswe ka setlankana sa IDP le ka Komoti e e Laolang, o kopile Ditirelo tsa Moab Khotsong go dira Lefelo la Diatletiki le Lebalala la Metshameko mo Setadiamong sa Khuma. Setheo se tla amogela metshameko e e farologaneng mo lefelong leno (Lefelo la Diatletiki) gape le tla dirisiwa ke dikolo tse dingwe mo Khuma.</p> <p>Ditirelo tsa Moab Khotsong di tla dira Lefelo la Diatletiki mo Setadiamong sa Khuma. Go tsenya mafelo a go taboga mo lefelong la metshameko go tla oketsa palo ya basha ba ba nnang le seabe mo metshamekong e e farologaneng mme ditheo di tla dirisiwa gape ke dikolo tse di mo kgaolong eno ka nako ya diatletiki</p>
Lefelo:	Khuma
Boikaelelo:	Go thusa go aga setšhaba se se matlhagatlhaga ka metshamek, boitapoloso le botaki
Boleng jwa kabo	R4 Million
Boleng jwa kabo ke ba bangwe:	Toropo ya Matlosana e tla aba lefatshe
Mofuta wa	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa.



Thuso go Morafe:	Go tlhola ditiro ka nako ya go dira porojeke le go momaganya morafe. Mo godimo ga moo, batho ba morafe ba feta +5000 ba tla dirisa setheo seno go dira metshameko
Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago
Bannaleseabe:	Ditirelo Tsa Moab Khotsong le Toropo ya Matlosana
Dipholo:	Dithuto tsa Kgonagalo Wetsa MOU ya Bannaleseabe Tihoma Komiti ya semmuso e e Laolang porojeke Lefelo la go taboga le diatletiki
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr.3 2020
Leano la Kgwebo	Ktr.4 2020
Batla Matlole	Go weditse
Kago	Ktr.1 2021
Go wediwa	Ktr.3 2021

LEDP9 (ORT): Kago ya tikwatikwe ya tlhokomelo ya pholo mo Qumbu

Tlhaloso:	<p>Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya pholo e le selo sa bobedi se se tlang pele. Ka tshwaragano le Lefapha la Pholo, Ditirelo tsa Moab Khotsong di itlamilile go aga Setheo sa Tlhokomelo ya Pholo go tlhokomela morafe. Boikaelelo jwa porojeke eno ke go emisetsa setheo sa ga jaana sa kalafi sa mmu mo Qumbu. Moago o o leng teng ga jaana o kgona go tlhokomela fela balwetsi ba le 12 mme se na fela le baaki ba le 3 le ngaka e le 1 e e tlang gangwe ka beke mme e thusa fela ka ditirelo di le mmalwa. Mmasepala wa Kgaolo wa ORT o na le baagi ba ba fopholediwang go ka nna of 1 488, 427. Baagi ba Qumbu ba fopholediwa go ka nna 115 273 mme Tlilini e amogela batho ba le 3500 – 4000 kgwedi nngwe le nngwe. Go ya ka dipego tsa Mmasepala wa Kgaolo wa ORT –Lefapha la Pholo, go nnile le koketsego mo selekanyong sa malwetse a a sa foleng, sk. Haebolote le Bolwetse jwa Sukiri. HIV/AIDS, TB. Mafaratlhatlha a ga jaana ga a a lekana.</p> <p>Tlilini e tla nna Setheo sa Tlhokomelo ya Kalafi. Porojeke eno ke Kgolagano ya Phatlalatsa le Poraefete fa gare ga Ditirelo tsa Moab Khotsong, Mmasepala wa Kgaolo wa ORT le Lefapha la Pholo. Ditirelo tsa Moab Khotsong di tla tshegetsa ka matlole go agiwa ga setheo, Mmasepala wa Kgaolo wa ORT o tla aba Lefatshe mme Lefapha la Pholo le tla naya badiri le go tsenya dilo mo setheong. Tikwatikwe e tla nna le ofisi, phaposi ya badiri, lefelo la go ntsha melemo, lefelo la tlhokomelo ya maemo a tshoganyetso, matlwanoibothomelo le dipaposi tsa go lekola balwetsi. Tlilini e tla agiwa mo lefelong le le mo magareng gore go nne motlhofo go e fitlhelela. Tlhabololo le kago ya tlilini mo Qumbu e tla dira gore maemo a pholo mo lefelong leo a nne botoka. Tlilini</p>
Lefelo:	Qumbu kwa ORTDM.



Boikaelelo:	Go thusa morafe wa Qumbu go fitlhelela ditirelo tse di feletseng tsa pholo gaufi le magae a bone kwantle ga go dirisa sepalangwa sa botlhe.
Boleng jwa kabo	R4.5 Million
Boleng jwa kabo ke ba bangwe:	Go tla nna le Memorantamo wa go Tlhaloganyana fa gare ga Ditirelo tsa Moab Khotsong le Lefapha la Pholo ka boikaelelo jwa go tlhomamisa gore DoH e senka ka tshwanelo le go dirisa Tikwatikwe jaaka go bontshitswe e bile go dumalanwe ke ditheo.
Mofuta wa	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa
Thuso go Morafe:	Tikwatikwe e ntšha ya Pholo ya Morafe e tla thusa go tokafatsa boleng jwa pholo mo morafeng, go fokotsa ditshenyegelo tsa pholo ka go fedisa ditshenyegelo tsa sepalangwa le go lebisa go morafe o o amang itsholelo le o o itekanetseng. Gape porojeke e tla dirwa ke Rakgwebo wa selegae.
Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago, go betla le bokgoni mo go tsa motlakase
Bannaleseabe:	Bokgoni mo go tsa kago, go betla le bokgoni mo go tsa motlakase
Dipholo:	Dithuto tsa Kgonagalo Wetsa MOU ya Bannaleseabe Sekaseka mokgwa wa porojeke, i.e. Tlhome Komite ya semmuso e e Laolang porojeke Amogela dipego tsa porojeke tsa go tlhaloganyana
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr.1 2020
Leano la Kgwebo	Ktr. 2 2020
Batla Matlole	Go weditse
Kago	Ktr. 1 2021
Go wediwa	Ktr. 4 2021



LEDP10: Holo ya dikolo tsa Matlosana e e tla agiwang kwa Sekolong sa Sekontari sa Matlosana mo Jouberton

Tlhaloso:	<p>Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya thuto e le selo sa ntlha se se tlang pele. Ditirelo tsa Moab Khotsong di itlamile go thusa Lefapha la Thuto ya Motheo go fitlhelela Melao le Melawana e e beilweng ke Tona ya Lefapha la Thuto ya Motheo. Lefapha la Thuto ya Motheo le bone go tlokega go aga holo ya sekolo mme le kopile Ditirelo tsa Moab Khotsong go itlana go aga holo eo. Holo e tla bo e le mo lefelong le le mo magareng kwa ekolong sa Sekontari sa Matlosana. Fa gare ga dilo tse dingwe, holo eno e tla dirisediwa maikaelelo a:-</p> <ul style="list-style-type: none"> • Ditiro tse di oketsegileng jaaka Kgaisano ya mmino le boikatiso, Dingangisano, boikatisetso jwa Diterama, dikgaisano tsa Dipadi le diterama, Dipontsho, meletlo ya go etleetsa matlole, jjl. • Go tlhabiwa bothale ka tsa tiro, dithuto tse mo go tsone go nnang le batho ba bantsi, dipuo tsa thotloetso • Dikopano tsa Barutabana le Bagokgo ba Ofisi ya Kgaolo le dikokoano tsa tiro di tla dirwa mo Holong.
Lefelo:	Jouberton
Boikaelelo:	Go tokafatsa boleng jwa thuto mme seo se thusa mo go fitlheleleng Mekgele ya Puso ya Dilo tse di Tlang Pele jaaka go bontshitswe mo NDP.
Boleng jwa kabo	R3.4 Million
Boleng jwa kabo ke ba bangwe:	Lefapha la Thuto ya Motheo le tla aba lefatshe
Mofuta wa	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa.
Thuso go Morafe:	Go naya thuto e e nang le boleng le thuto ya morago ga go wediwa ga porojeke le go tlholwa ga ditiro ka nako ya go dirisiwa ga porojeke. Gape porojeke e tla dirwa ke Rakgwebo wa selegae
Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago
Bannaleseabe:	Ditirelo tsa Moab Khotsong, Toropo ya Matlosana le Lefapha la Thuto ya Motheo.
Dipholo:	<p>Dithuto tsa Kgonagalo</p> <p>Wetsa MOU ya Bannaleseabe</p> <p>Tlhoma Komiti ya semmuso e e Laolang porojeke</p> <p>Holo ya sekolo e tla dirisiwa ke dikolo di le 23 mo Jouberton</p>
Tsela e e Botlhokwa, Diphitlhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr.3 2021



Leano la Kgwebo	Ktr.4 2021
Batla Matlole	Go weditswe
Kago	Ktr.1 2022
Go wediwa	Ktr.3 2022

LEDP11: Go agiwa ga diphaposiboithutelo tse 5, ditheo tsa tlhatswetso le laboratori ya khomputara kwa Sekolong sa Poraemari sa Atamelang mo Kanana

Tihaloso:	<p>Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya thuto e le selo sa ntlha se se tlang pele. Ditirelo tsa Moab Khotsong di itlamile go thusa Lefapha la Thuto ya Motheo go fitlhelela Melao le Melawana e e beilweng ke Tona ya Lefapha la Thuto ya Motheo. Mo dingwageng tse di fetileng tiragatso ya rona mo Thekenolojeng re le naga e ntse e sa kgotsofatse ka jalo go tlhokega matsapa a magolo go tokafatsa tiragatso ya rona mo kgannyeng eno. Sekolo sa Poraemari sa Atamelang le sone se tshwailwe ke Lefapha la Thuto ya Motheo la Bokone Bophirima jaaka sekolo se se tlang pele mo kgannyeng ya go lebana le kgwetlho ya go tlaa thata mo dikolong.</p> <p>Sekolo sa Poraemari sa Atamelang se na le palo ya baithuti ba ka nna 1215.</p> <p>Lefapha la thuto ya Motheo le kopile Ditirelo tsa Moab Khotsong go thusa go aga diphaposiboithutelo tse dingwe tse 5, Ditheo tsa Tlhatswetso le Laboratori ya Khomputara kwa Sekolong sa Poraemari sa Atamelang.</p> <p>Ditirelo tsa Moab Khotsong di itlamile go aga diphaposiboithutelo tse dingwe tse 5, Ditheo tsa Tlhatswetso le Laboratori ya Khomputara kwa Sekolong sa Poraemari sa Atamelang. Go agiwa ga diphaposiboithutelo go tla thusa go fokotsa go tlaa thata ga diphaposiboithutelo ka jalo di</p>
Lefelo:	Kanana
Boikaelelo:	Go tokafatsa boleng jwa thuto mme seo se thusa mo go fitlheleleng Mekgele ya Puso ya Dilo tse di Tlang Pele jaaka go bontshitswe mo NDP.
Boleng jwa kabo	R3 Million
Boleng jwa kabo ke ba bangwe:	Lefapha la Thuto ya Motheo le tla aba lefatshe
Mofuta wa	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa.
Thuso go Morafe:	Go naya thuto e e nang le boleng le thuto ya morago ga go wediwa ga porojeke le go tlholwa ga ditiro ka nako ya go dirisiwa ga porojeke. Gape porojeke e tla dirwa ke Rakgwebo wa selegae.
Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago
Bannaleseabe:	Ditirelo tsa Moab Khotsong, Toropo ya Matlosana le Lefapha la Thuto ya Motheo.



Dipholo:	Dithuto tsa Kgonagalo Wetsa MOU ya Bannaleseabe Tlhome Komiti ya semmuso e e Laolang porojeke Diphaposiboithutelo tse 5, ditheo tsa tlhatswetso le laboratori e e kgabisitsweng sentle ya
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr.3 2021
Leano la Kgwebo	Ktr.4 2021
Batla Matlole	Go weditswe
Kago	Ktr.1 2022
Go wediwa	Ktr.3 2022

LEDP12: Go tlhabolola le go tsenya dilo mo dilaborating tse 2 tsa physical science le tse 2 tsa kwa Sekolong se se Kopaneng sa Alabama

Tlhaloso:	Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya thuto e le selo sa ntlha se se tlang pele. Ditirelo tsa Moab Khotsong di itlamile go thusa Lefapha la Thuto ya Motheo go fitlhelela Melao le Melawana e e beilweng ke Tona ya Lefapha la Thuto ya Motheo. Mo dingwageng tse di fetileng tiragatso ya rona mo Dipalong le mo Saenseng re le naga e ntse e sa kgotsofatse ka jalo go tlhokega matsapa a magolo go tokafatsa tiragatso ya rona mo kgannyeng eno. Sekolo se se Kopaneng sa Alabama se na le palo ya baithuti ba ka nna 1720 mme se ngoka baithuti ba bantsi mo lefelong leno. Sekolo seno se naya Yunibesithi ya Bokone Bophirima Baithuti. Ka tshwaragano le Lefapha la Thuto ya Motheo le Mmasepala wa Selegae wa Matlosana, Ditirelo tsa Moab Khotsong di itlamile go aga Dilaboratori tse pedi tsa Physical Science le tse pedi tsa Social Science kwa Sekolong se se Kopaneng sa Alabama. Laboratori ya Saense e tla agiwa go ya ka ditheo tsa Lefapha la Thuto ya Motheo.
Lefelo:	Alabama
Boikaelelo:	Go tokafatsa boleng jwa thuto mme seo se thusa mo go fitlheleleng Mekgele ya Puso ya Dilo tse di Tlang Pele jaaka go bontshitswe mo NDP.
Boleng jwa kabo	R2 Million
Boleng jwa kabo ke ba bangwe:	Lefapha la Thuto ya Motheo le tla aba lefatshe
Mofuta wa	Mafaratlhatlha
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa.
Thuso go Morafe:	Go naya thuto e e nang le boleng le thuto ya morago ga go wediwa ga porojeke le go tlholwa ga ditiro ka nako ya go dirisiwa ga porojeke. Gape porojeke e tla dirwa ke Rakgwebo wa selegae.



Bokgoni jo bo fetiseditsweng go	Bokgoni mo go tsa kago
Bannaleseabe:	Ditirelo tsa Moab Khotsong, Toropo ya Matlosana le Lefapha la Thuto ya Motheo.
Dipholo:	Dithuto tsa Kgonagalo Wetsa MOU ya Bannaleseabe Tlhomea Komiti ya semmuso e e Laolang porojeke Dilaboratori tse 2 tsa Physical-Science tse di kgabisitsweng sentle le go tsengwa dilo
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr.1 2022
Leano la Kgwebo	Ktr.1 2022
Batla Matlole	Go weditswe
Kago	Ktr.2 2022
Go wediwa	Ktr.4 2022

LEDP17 (ORT): Go agiwa ga sekolo se sesha kwa Sekolong sa Poraemari sa Kuhle mo King William's Town

Tlhaloso:	<p>Go ya Dilo tse di Tlang Pele tsa Puso ya Bosetšhaba, Puso ga e bolo go tsaya thuto e le selo sa ntlha se se tlang pele. Mo Bokone Botlhaba selo sa botlhokwa mo pusong ke go fedisa dikago tsothe tsa mmu le go di emisetsa ka dikago tse di siameng tse di tsamaisanang le Melao le Melawana e e beilweng ke Tona ya Lefapha la Thuto ya Motheo. Sekolo sa Poraemari sa Kuhle ke sengwe sa dikolo tsa mmu tse Lefapha la Kgaolo la Thuto ya Motheo mo Kapa Botlhaba le di tshwaileng di tla pele gore Ditirelo tsa Moab Khotsong di se akaretse mo SLP ya yone ya 2018-2022.</p> <p>Ga jaana Sekolo sa Poraemari sa Kuhle se na le baithuti ba le 927 mme seo se dira gore diphaposiboithutelo di tlale thata.</p> <p>Ka tshwaragano le Lefapha la Thuto ya Motheo, Ditirelo tsa Moab Khotsong di itlamile go aga dipaposoiboithutelo tse 6, Diofisi tsa Batsamaisi le Ditheo tsa Tlhatswetso kwa Sekolong sa Poraemari sa Kuhle. Lefapha la Thuto ya Motheo le tla aba fanišhara mmogo le badiri ba ba</p>
Lefelo:	Motseselegae wa Tsolo kwa Amatole kwa ORTDM.
Boikaelelo:	Go dirisa mafaratlhatlha a a tlhomameng a temothuo go naya tshegetso ya go dira lotseno (IG) go fokotsa seabe sa khumanego le botlhokatiro. Diphelelo e tla nna mafaratlhatlha a a tlhomameng, a ditheo di le mmalwa tsa go tshegetsa go dira lotseno mo merafeng eno.
Boleng jwa kabo	R5 Million
Boleng jwa kabo ke ba bangwe:	Lefapha la Temothuo, Bolaodi ja Segosi le ORTDM di tla aba lefatshe; go tla kopiwa thuso mo Agri-Seta le Yunibesithi ya Fort Hare; Mmasepala wa Kgaolo wa OR Tambo



Mofuta wa	Go Tsenya Lotseno/Fedisa Botlhoki
Palo ya ditiro tse di tla tlholwang:	E tla tlhomamisiwa
Thuso go Morafe:	Go dirisa mafaratlhatlha a a tlhomameng a temothuo go naya tshegetso ya go dira lotseno (IG) go fokotsa seabe sa khumanego le botlhokatiro. Diphelelo e tla nna mafaratlhatlha a a tlhomameng, a ditheo di le mmalwa tsa go tshegetsa go dira lotseno mo merafeng eno.
Bokgoni jo bo fetiseditsweng go	Bokgoni jwa temo le jwa kgwebo
Bannaleseabe:	Ditirelo tsa Harmony Moab Khotsong, Magosi, Lefapha la Temothuto, Agri-Seta le ORTDM
Dipholo:	Dithuto tsa Kgonagalo Wetsa MOU ya Bannaleseabe Boeletsa mofuta wa porojeke, i.e. Tlhoma Komiti ya semmuso e e Laolang porojeke Amogela dipego tsa porojeke tsa go tthaloganyana – , Ditumalano tsa tshimololo
Tsela e e Botlhokwa, Diphithhelelo tse Dikgolo & Modiro wa Tsela	
Kgonagalo	Ktr.1 2020
Leano la Kgwebo	Ktr.2 2020
Batla Matlole	Go weditswe
Kago	2020 – 2022
Go wediwa	Ktr. 4 2022

3.15 Go Thapiwa ga Loago

Jaaka karolo ya maikaelelo a Khotsong a tiragatso, Harmony e thusa mekgatho, di-SSME le batho mo morafeng ka theboto ya ditirelo ya mafaratlhatlha ka go naya mafelo ka tlhwatlhwa e e kwa tlase ya go a thapa. Mekgetlho le batho ba ba tshwanelang ba solegelwa molemo ke thulaganyo ya go thapiwa ga loago. Ga jaana go na le mofuta e le 21 ya go thapiwa ga loago. Lenaane lo lo fa tlase lo bontsha lenaane la mafelo a a ntseng jalo mmogo le ditlhwatlhwa tsa yone tse di beilweng vs. ditlhwatlhwa tse di tshwanelang tsa go thapa.



Lenaane 3-10: Go thapa ga loago ga Moab Khotsong

No.	LEINA LA SETHEO	SQM	MADI A GO THAPA LEFELO KGWEDI LE KGWEDI	MADI A GO THAPA
1	KEREKE YA APOSETOLOI YA FAITH MISSION	320	3, 840	401
2	KGOTLATOROPO YA MATLOSANA (DIOFISI &	725	8,700	10
3	LEFAPHA LA PHOLO (TLILINIKI)	285	3, 420	10
4	CORLINE 128 T/A JUNGLE BUDDIES	500	6,000	441
5	EARLY SALVATION CHRISTIAN CHILD CARE CENTRE	1,285	15,420	543
6	MOSALA T/A JOLLY KIDS	80	960	213
7	NTSIE (UMUZIMUHLE PRE PRIMARY)	148	1,776	531
8	ORKNEY CHILD & FAMILY WELFARE	Unit	1 ,488	9.41
9	LELO LA DIPHOLOGOLO KWA ORKNEY	458	5,496	15.
10	SETHEO SA RUGBY SA MATLOSANA	502	6,024	482
11	KEREKE YA APOSETOLOI YA ST. JOHN	242	2, 904	101
12	SETLHOPHA SA DIKUTARA SA IRON MAIDEN	30	360	25.00
13	LEFAPHA LA TIRELO YA SETŠHABA (SETEISHENE SA	900	10,800	6 500
14	SEKOLO SE SEGOLWANE SA SETEGENIKI SA VAAL	10,045	120, 540	1.00
15	SEKOLO SA PORAEMARI SA VAAL REEFS	2,750	33, 000	1.00
16	SEKOLO SA PORAEMARI SA UNITED	1,159	13,908	1.00
17	EL-BETHEL CHRISTIAN WORSHIP MINISTRY	922	11,064	220
18	PHUTHEGO YA UMUZIMUHLE	100	1,200	337
19	DITIRELO TSA TSHIRELETSEGO TSA MOLALE (UD)	Unit/s	3, 780	1.00
20	LETLOLE LA KOTLO LA BADIRAMOEPONG	200	2,400	-
21	TIKWATIKWE YA THUTO YA DINALEDI	Unit	1, 488	495
	DIPALOGOTLHE		254, 568	10,338
	PALOGOTLHE YA LOAGO LO LO NEETSWENG KA			244 230
	PALOGOTLHE YA LOAGO LO LO NEETSWENG GO			1 712 364



3.16 Maemo a Matlo le Lefelo la Bonno

Karolo eno ya SLP e bua ka Maemo a Matlo le Lefelo la Bonno la molawana o o Tlhabolotsweng wa 2010 wa matlafatso ya karolo ya loago le itsholelo ya meepo ya Afrika Borwa le madirelo a diminirale e e bontsha gore:

“Seriti sa batho le sephiri sa badiramoepong ke karolo ya botlhokwa e e oketsang tiro le go tlisa phetogo mo madirelong a meepo mo kgannyeng y maemo a matlo le lefelo la bonno. Mo kgannyeng eno dikhampani tsa meepo di tshwanetse go dirisa dithulaganyo tsa go tokafatsa boleng jwa matlo le lefelo la bonno la badiramoepong ka tsela e e latelang:

- Fetola kgotsa tlhabolola dihosetele gore e nne tsa malapa ka 2014;
- Fitlhelela selekanyo sa bonno sa motho a le mongwe mo kamoreng nngwe le nngwe ka 2014;
- Tlhokomela ditlhopho tsa go nna beng ba matlo tsa badiramoepong botlhe ka go buisana le tiro e e rulagantsweng ka 2014.”

Dipatlafalo tsa **dipalopalo tsa Molaotheo wa Moepo** di bontshiwa fa tlase mmogo le tirisano ya Moab Khotsong go tla go fitlha ga jaana.



Lenaane 3-11: Tshobokanyo ya maemo a matlo lefelo la bonno la Harmony Moab Khotsong

DIPALOPALO TSA KAROLO YA MATLAFATSO YA SETHEO SA LOAGO LE ITSHOLELO TSA MADIRELO A MEEPO A AFRIKA BORWA – DITIRELO TSA MOAB KHOTSONG

No.	KAROLO	TLHALOSO	SELEKANYO	TIRAGATSO E	KGATELOPELE E E FITLHELETSWENG KA									
				E	MC 2013	E e	MC 2014	E e	MC 2015	E e	MC 2016	E e	MC 2017	As at 30 Sept 2017
3	Maemo a batlo le lefelo la bonno	Go fetola le go tlabelola dihosetele go fitlhelela selekanyo sa bonno sa motho a le mongwe kamore nngwe le nngwe.	Phokotso ya peresente ya bonno go ya ka e e lebeleletsweng ka 2014.	Selekanyo sa bonno sa motho a le mongwe kamore nngwe le	75%	100%	100%	100%	50%	64%	75%	100%	100%	100%
		Go fetola le go tlabelola dihosetele gore e nne tsa malapa	Peresente ya phetolo ya dihosetele go nna matlo a malapa.	Go dirwa matlo a malapa	75%	100%	100%	100%	50%	80%	75%	100%	100%	100%
		Tlhokomelo ya Ditirelo tsa Moab Khotsong	Dirisa ditsela tsa go tlhokomela gore ntlo key a ga mang sk. Patlisiso e e ratwang, kakantsho ka go reka matlo, thapiso ka melemo ya go nna mong wa ntlo	Ga go tebelele e e beilweng	Ditirelo tsa Harmony Moab Khotsong di ikaelela go godisa go nna le matlo ga badiri ka sekema sa go nna beng mo dingwang tse 5 tse di latelang. Seno se tla akaretsa go rekisetsa badiri ba Moab Khotsong matlo a ka nna 250 a a mo Klerksdorp. Gape Harmony e tla thusa bareki ka go tlhokomela dikopo tsa bonto.									



4 Tlhabololo ya Theko le Setlamo

4.1 Leano la kgatelopele ya theko

4.1.1 Matseno

Harmony e dumela gore go bapala dilwana go tshameka karolo ya botlhokwa mo go fetoleng selebo sa itsholelo ya Afrika Borwa mme leano leno la loago le tiro le rulaganya gore dithulaganyo tsotlhe tsa thomelo ya dilo ya Harmony le bokgoni di dire ditshono tsa kgwebo go godisa kgolo ya bosetšhaba ka nako ya lobaka lo lo tlhokegang lwa dingwaga tse tlhano le morago ga moo. Lenaane lo lo fa tlase lo sobokanya phitlhelelo ya go bapala dilwana ga Harmony kgatllhanong le dipatlafalo tsa Molaotheo wa Moepo.

Lenaane 4-1: Tirisano ya Harmony ya go bapala dilwana kgatllhanong le se se lebeletsweng mo Molaotheo wa Moepo

Molaotheo wa Moepo e e Lebeletsweng	Tirisano ya Harmony
Dithoto tse Dikgolo: 40%	Dithoto tse Dikgolo: 83%
Ditirelo: 70%	Ditirelo: 81%
Dithoto tsa Badirisi: 50%	Dithoto tsa Badirisi: 77%
Ngwaga le ngwaga batlamedi ba boditšhatšhaba ba aba 0.5% mo kgolong ya loago le itsholelo go boleng jwa konteraka epe ya go tlamela.	Harmony e dirisana le batlamedi botlhe ba yone ba boditšhabatšhaba go ba rotloetsa go aba mo kgolong ya loago le itsholelo, jaaka go tlhalositswe ke Molaotheo wa Moepo. Gape Harmony e sekaseka bokgoni jwa letlole le le tshagediwang ke Harmony ka boikaelelo jo bo tshwanang, jo bot la letlang tlhokomelo e e tshwanelang ya dikabo tse di dirilweng ke batlamedi ba rona.

Leano leno le ikaelela go oketsa madi a a dirisiwang ngwaga le ngwaga mo dilwaneng le ditirelong tse di bapalwang mo ditlamong tse di matlafatsang itsholelo ya bantsho (BEE) mo lobakeng lo longwe lwa dingwaga tse tlhano. Tshegetso ya dikgwebo tse dinnye le ditlamo tse dipotlana (SME) e akaretsa se se fetang fela go dira ditshono tsa go rekisa mme gape e tsenyeletsa dilo tse di amanang tsa go simolola kgolo ya setlamo.

4.1.2 Go bapala dilwana go mo tlhomamisitsweng

Harmony e tsene mo thulaganyong ya go bapala dilwana mo go tlhomamisitsweng go tlhomamisa gore e siametse maitlamo a yone a loago le tiro. Thulaganyo eno e ne e batla gore Harmony e fetole melawana yay one le dithulaganyo gore e amogele go gatisiwa le go latelelwa ga madi a a dirisiwang mo setheong sa BEE.

Dingwe tsa diphetogo tse di dirilweng ke:

- Molawana wa Harmony wa thendara o ne wa fetolwa go tsaya batlamedi ba ditheo tsa BEE ba le botlhokwa. Ditheo tsa BEE di ka fenywa dithendara tota le fa tlhwathwa ya bone e le kwa godimo ga batlamedi ba ditheo tse e seng tsa BEE. Seno se a kgonega ka ntlha ya disolo tse di sa tshwaneng tse di dirisiwang mo molawaneng wa thendara;

- Dilwana dingwe di beelwa kwa thoko mme di ka rekwa fela mo batlameding ba ditheo tsa BEE mme dilwana dingwe di ka bonwa fela mo batlameding ba beng ba bone ba leng batho bantsho 100% ka ditikwatikwe tsa kgolo ya kgwebo tsa Harmony;
- Ditheo tsa BEE di nna le tshono e nngwe ya go sekaseka tlhvatlhwa ya tsone ya thendara, fa go ka direga gore di se fenye thendara; le
- Go lebelelwa pele batlamedi ba ba leng mo lefelong le tirelo e tla dirisiwang mo go lone.

Dipatlafalo tsa dipalopalo tsa Molaotheo wa Moepo tsa 2010 go fitlha ka 2014 di bontshiwa fa tlase fano mmogo le ditirisano tsa Ditirelo tsa Harmony Moab Khotsong kwa bowelong jwa Diphlane:

Dipalopalo tsa Karolo ya Matlafatso ya Setheo sa Loago le Itsholelo tsa Madirelo a Meepo a Afrika Borwa –Ditirelo tsa Moab Khotsong

No. KAROLO	TLHALOSO	SELEKANYO	E E										Ka Lwet 2017
			LEBELETSWENG KA 2014	MC 2013	E Fittheletswe ka 2013	MC 2014	E Fittheletswe ka 2014	MC 2015	E Fittheletswe ka 2015	MC 2016	E Fittheletswe ka 2016	MC 2017	
4	Kgolo ya go Bapala Dilwana & Setlamo	Go bapala dilwana mo go dirisitweng mo setheong sa BEE	Dithoto	40%	30%	67%	40%	42%	40%	40%	40%	40%	
			Ditirelo	70%	60%	54%	70%	71%	70%	70%	70%	70%	
			Tse di nyelelang	50%	40%	59%	50%	65%	50%	50%	50%	50%	
		Thuso ya batlamedi ba boditshabatshaba mo letloleng la loago	Madi a a dirisisweng ngwaga le ngwaga go bapala dilwana mo batlameding ba	0.5% ya boleng jwa go bapala dilwana	0.5%	E Letetse Kaelo ya DMR							

4.1.3 Dikgwetlho tsa go bapala dilwana mo nakong ya pego e e fetileng

Fela jaaka re fitheletse le go feta dilo tse di lebeletsweng tsa Molaotheo wa Moepo, go oketsa ditshono tsa go bapala dilwana mo dikhampaning tse di gaufi le merafe e re berekelang mo go yone e ne e le kgwetlho e re neng ra tshwanelwa ke go lebana le yone ka go dira le go tlhoma Leano la go Bapala Dilwana le le berekang le le tla lebanang le botlhokwa jwa go thua batlamedi le borakgwebo ba selegae.

Morago ga thapiso mo khampaning le dipuisano le bannaleseabe ba le mmalwa, e leng DMR, di-SMME tsa selegae le ditlhopho tsa kgwebo, merafe ya baamogedi le bommasepala ba selegae, go ne ga lemogiwa dikgwetlho tse di latelang e le dikgwetlho tsa konokono tse di neng di tlhoka go rarabololwa go kgotsofatsa dipatlafalo tsa DMR tsa gore khampani e oketse palo ya dikhampani tsa HDSA mo Thulaganyong ya rona ya go Bapala Dilwana le go fithelela mokgele wa go dira gore Thulaganyo ya go Bapala Dilwana e akaretse dilo di le mmalwa le gore di-SSME le dikgwebo tsa selegae di kgone go e fithelela:

- Go bapala dilwana go ne go ntse go tsewa go sa bulele borakgwebo ba selegae ditshono, bogolo jang ba HDSA.
- Di-SMME di santse di fitlhela go le thata go bona Nomoro ya Thekiso.
- Go tlhookega thapiso ya thulaganyo ya kopo ya thekiso.
- Dikgwebo tse di golang di santse di tsewa jaaka dikgwebo tse di tlhomamisitsweng.
- Kgolo ya Setlamo ga e a kopangwa le dikgwebo tse dingwe (sk. Dithoto)

- a) Ga go na sebaka sa go rotloetsa go dirwa ga di-JV le dikhampani tse di tihomamisitsweng tse di bapalang dilwana mo Ditirelong tsa Harmony Moab Khotsong.
- b) Ga go na thuto le bokgoni jwa go aga batlamedi ba HDSA le di-SMME le borakgwebo ba selegae.
- c) Dikgwebo tse di golang ga di newe dikonteraka tse di rileng.

4.1.4 Go Bapala Dilwana – Dikarolo tse di botlhokwa ka 2018-2022

Mo maitekong a go lebana le dikgwetlho tse di umakilweng fa godimo, Ditirelo tsa Moab Khotsong di batla go simolola Ditheo tsa Kgolo ya Kgwebo mo Baamogeding ba yone le mo Dikarolong tsa Thomelo ya Tiro. Seno se tla dirisiwa go laola Thulaganyo ya Motlamedi le Kgolo ya Setlamo e e tla thusang kgolo ya di-HDSA le batlamedi ba selegae, di-SMME le borakgwebo go ba thusa go fitlhelela dipatlafalo tsa khampani tsa go bapala dilwana.

Morago ga dipuisano tse di tseneletseng le go dirisana le bannaleseabe botlhe ba botlhokwa, tse di latelang ke maano a konokono a re tla tswelelang go a dirisa mo dingwageng tse tlhano tse di latelang go thusa batlamedi ba selegae go bona ditshono tsa go bapala dilwana mo Ditirelong tsa Harmony Moab Khotsong le borakgwebo mo baamogeding le Dikarolo tsa Thomelo ya Tiro go simolola kgwebo ya bone ka mokgwa o o nnela ruri:

- a) Go bapatsa Diporojeke tsa LED mo makwalodikgannyeng a selegae
- b) Go bapatsa Dithendara tse di Rileng tsa Ditirelo tsa Harmony Moab Khotsong mo Sekaelong sa Selegae sa go Bapala Dilwana se se ikaeletseng go tlhola ditshono tse di bonalang le dithendara tse di gone kwa Harmony Moab Khotsong
- c) Go Bapala Dilwana mo go Lebeletsweng – seno se akaretsa go beela kwa thoko dikarolo tse di rileng tsa ditshenyegelo tsa batlamedi ba selegae mme se tla tihomamisagore merafe ya selegae e nna le tshono e e lekaneng ya go fenya ditshono tsa dithendara ntle le go gaisana le batlamedi ba bagolo ba ba tihomamisitweng
- d) Go tlhokomela Kgwebo e e Kopanetsweng fa gare ga Batlamedi ba ba Tihomamisitsweng le Ditheo dingwe tsa Selegae – seno se tla naya batlamedi ba babotlana tshono ya go nna le seabe mo diporojekeng tse dikgolo le go thusa go refosanya bokgoni
- e) Kgodiso – Tihomamisa Ditikwatikwe tsa Kgolo ya Kgwebo tse di tla thusang mo kgolong ya batsenedi ba basha go tswa mo merafeng ya rona ya baamogedi

4.1.5 Dilwana Tse di Batlegang Tsa BEE ya 2018-2022 BEE le Tsela Ya go Di Bona

- a) Ditlamo tse di batlegang tsa Ditheo tsa BEE (> 25% Beng ba Bantsho)

Ditirelo tsa Moab Khotsong di tla boloka le go tokafatsa di-target Molaotheo wa Moepo ya 2014 tse di fitlheletsweng kwa bowelong jwa 2017 mo dikarolong tsotlhe tse go dirisiwang madi mo go tsone (i.e. Dijo, Ditirelo, Tiriso ya Madi).

- b) Go baala dilwana mo Merafeng ya Baamogedi (Ba Basha)

Go tla lebelelwa thata di-SMME tse di gaufi le Merafe ya Baamogedi go tihomamisa gore bogolo jwa di-SMME tse di kwadisitsweng mo Sekaelong sa Selegae sa Papadi di Kopangwe mo Thulaganyong ya rona ya Thomelo



4.2 Kgolo ya Setlamo

4.2.1 Matseno

Go ya ka Kgolo ya go Bapala Dilwana le ya Setlamo, 2010 Molaotheo wa Moepo e e Tlhabolotsweng ya re:

“Go bapala dilo ga selegae go tshwanela kgaisano lephetogo, go tlisa boleng mo itsholelong, go tlisa ditshono tsa kgolo ya itsholeloe e e letlang go tlholwa ga ditiro tse di siameng le go oketsa bogolo jwa go batla tiro mo dithotong le ditirelong tsa Afrika Borwa. Go fitlhelela seno, madirelo a meepo a tshwanetse go bona ditirelo tsa ditheo tsa BEE go dumalana le tshedimosetso e e latelang:

- *Bapala bobotlana 40% ya dithoto mo ditheong tsa BEE ka 2014;*
- *Tlhomamisa gore batlamedi ba dithoto ba boditšhabatšhaba ngwaga le ngwaga ba neela bobotlana 0.5% ya lotseno lwa ngwaga le ngwaga lo lo bonweng mo dikhampaning tsa selegae tsa meepo mo kgolong ya loago le itsholelo ya merafe ya selegae mo letloleng la kgolo ya loago go tloga ka 2010;*
- *Bapala 70% ya ditirelo le 50% ya dilwana tsa badirisi go tswa mo ditheong tsa BEE ka 2014. Tse di lebeletsweng tse di fa godimo ga di akaretse ditshenyegelo tse di seng botlhale tsa go bapala dilwana.”*

Mo godimo ga moo, Molawana 46 (c) wa MPRDA o batla gore diteng tsa SLP di akaretse thulaganyo ya kgolo ya itsholelo ya selegae e e tshwanetseng go akaretsa:

“(vi) Leano la go baala dilwana le go tiriso ya lone mo dikhamaning tsa HDSA ka ntlha ya dithoto, ditirelo le tse di jewang le kgaoganyo ya go bapala dilwana mo go tshwanetseng ga tladiwa mo foromong ya T.

4.2.2 Kafa Harmony e Lebanang ka Gone le Kgolo ya Setlamo

Harmony e tsaya maikarabelo a yone a kgolo ya setlamo masisi. Jaaka karolo ya boikarabelo jwa loago jwa Harmony mo merafeng, Khamani e itlamile go kgolo ya selegae ya itsholelo gaufi le kwa merafe eno e epang gone. Lefapha la LED mo Harmony ke karolo e e botlhokwa mo kgolong ya setlamo mme e dirisa kafa go kgonegang ka gone dikhampani tsa BEE le HDSA mo go diragatseng diorojeke tse di diretsweng go solegela molemo le kgolo ya loago le itsholelo ya morafe wa moepo.

Go tshegetsa maitlamo a a dirilweng a SLP, Harmony e butse Ditikwatikwe Tsa Kgolo ya Kgwebo (BDC) mo mafelong a mararo mme e ikaelela go tsamaisa mafeo ano ka tsela e e latelang:

- Ditikwatikwe di thusa mo keletsong ya Harmony ya tirisano e ntle ya baagi;
- Harmony e batla go itsiwe e le mokgatlho o o ikarabelelang ka tsa loago o o tlhokomelang merafe e e dirang kwa go one;
- Merafe e e gaufi le ditirelo tsa Harmony e tshwanetse go bona gore Harmony e solegela molemo pholo ya bone;
- Ditikwatikwe di tshwanetse go thusa kgolo ya batlamedi ba Harmony; le
- Go aga bogolo le bogkoni jwa dikhamani tse di tlhagelelang tsa BEE

Ditikwatikwe tseo ke ditheo tsa kgwebo tse di dirang gore go nne le tikologo e e siameng e ka yone borakgwebo ba ba leng gone ba selegae le ba ba golang ba kgonang go bona tshedimosetso ka ditshono tsa go bona dilwana mo Harmony. Lefelo la tshedimosetso la tikwatikwe ke motswedi o o



molemo wa ditshono tsa kgwebo o o leng gone mo Harmony. Badiri ba porofeshenale kwa tikwatikweng bat la thusa batlamedi le go ba kaela ka dithulaganyo tsa go romela dithendara le tsa go tsenya kopo ya go rekisa.

Harmony, e dirisa di-BDC, e ikaelela:

- Go dira ditlamo tsa HDSA;
- Go godisa batlamedi ba ba nnelang ruri ba HDSA;
- Go farologanya batlamedi ba HDSA;
- Go tlhama batlamedi ba ba ka kgonang go aba ditirelo tsa Harmony;
- Go abela dikhampani tsa HDSA ditirelo tse di tlhokegang;
- Go fokotsa go ikaega ga dikgwebo tse dinnye mo go nneng gone ga Harmony ka go thusa dikhampani go tlhama dimmaraka tse dingwe;
- Go kopana le bannaleseabe ba kwa ntle;
- Go buisana ka katlego le batlamedi ba HDSA; le
- Go tswelala e tlhokomela le go lekanya tiragatso.

4.2.3 Ditikwatikwe tsa Kgolo ya Setlamo sa Selegae

Bongwe jwa boikaelelo jwa konokono le boikarabelo jwa Letlole la ga jaana la Masakhisane, ke go tlhongwa ga Ditikwatikwe tsa Kgolo ya Setlamo (EDC) mo merafeng e mentsi ya dimmasepala tsa selegae tsa Merafong le Matlosana le mmasepala wa kgaolo wa OR Tambo.

Di-EDC tse di umakilweng fa godimo di lemogilwe pele mo SLP e e fetileng ya 2010 -2014 ya West Wits (Merafong) le Noka ya Vaal (Matlosana le OR Tambo). Go ya pele kafa tlase ga SLP ya 2018 – 2022, Harmony e abetse di-EDC tseno palogotlhe ya madi a a kana ka R15m mo lobakeng lwa dingwaga tse tlhano (5). E tla abiwa fa gare ga Merafong, Matlosana le OR Tambo.

Di-EDC di tshwanetse go laolwa ke baemedi ba porofeshenale ba e leng bo mankge mo karolong eno gore ba samagane le mathata a ga jaana mo ditirelong le kgolong ya setlamo mo merafeng. Diphitlhelelo tsa thuto tsa porojeke eno di bontshitse gore go bona palo e e tlhokegang ya borakgwebo le ditshono tsa tiro jaaka go bontshitshwe mo di-SLP, teknyetsokabo e ne e tla tlhoka go menaganwa mo e ka nnang gabedi. Ka jalo go ne go le botlhokwa go batla babeetsi kwa ntle go thiba diphatlha tse di diyang tiragatso ya di- EDC.

Go buisana thata le Dimmaseala, dikemedi le ditlamo tsa SMME mo maikaelelong a botlhokwa a di-EDC le tshedimosetso le ditlamorago go ile ga dumalanwa mo mefuteng ya semmuso ya morafe.

Go botlhokwa go ela tlhoko gore diporojeke tseno tsa Kgolo ya Ditlamo ga di dirwe e bile di ka se dirwe di le nosi. Kwantle ga tirisano le morafe ka dinako tsa uisano, ditheo tsa matlole, dikemedi tsa uso le ditlhopho tsa morafe tse di tshegetsang go tlhokomelwa go feta lobaka lwa ntlha lwa dingwaga tse tharo.

5 Thulaganyo ya Bolaodi ya Phokotso ya Badiri le go Tlosa Batho mo Tirong

MOLAWANA 46(d) wa MPRDA o batla gore diteng tsa leano la loago le tiro di akaretse:

Thulaganyo e e leng ya bolaodi ya phokotso ya badiri le go tlosa batho mo tirong e e tshwanetseng go akaretsa:

- I. Go tlhomiwa ga setlhopha sa isagwe;*
- II. Mekgwa ya go boloka ditiro le go tla go latlhegelwa ke ditiro le phokotsego ya ditiro;*
- III. Mekgwa ya go aba ditharabololo tse dingwe le ditsela tsa go tlhama tshireletsego ya ditiro fa go lathega ga ditiro go ka se tilwe; le*
- IV. Mekgwa ya go fedisa tsela e loago le itsholelo di amang batho ka gone, mafelo le itsholelo e batho ba tlosiwang mo tirong ka yone le go tswalwa ga moepo go tlhomamisitswe.*

5.1 Matseno

Karolo eno ya SLP e dirisana le dikgang tsa phokotso ya badiri ba meepo ka ono ya Harmony. Mokgwa o o tlhalosiwang mo karolong eno o dira mo meepo yotlhe ya Harmony, mme e dirisiwa ke molawana le mekgwa ya setlhopha, ditumalano le ditiro tsa setlhopha, ditumalano tsa Chamber of Mines, le ditiro tsa molao tsa puso.

Sa botlhokwa mo tseleng e Harmony e lebanang ka yone le bolaodi jwa phokotso ya badiri ke leano la kgolo la Harmony ka tiriso ya tshekatsheko ya tlhago, le ka kgolo ya porojeke e e lemogang kafa e dirang ka gone.

Ka go akanyetsa tsela e Khampani e dirisanang ka yone le bolaodi mo ditirong tsa go fokotsa badiri, go tshwanetse ga gakologelwa gore Harmony ya gompiano e ne ya agiwa ka go bapala meepo go tshwa mo dikgwebong tse dingwe tsa meepo.

Ka go bapala meepo e dikhampani dingwe di e tsayang e sa bereke kgotsa e se na lotseno, le go fetola meepo eno ka bolaodi jo bo tseletseng jwa ditshenyegelo le go tlhoma mogoolo thata mo dithotong tsa bolaodi, Harmony e kgonne go gola go nna motlhagisi wa botlhano yo mogolo wa moepo wag outa lefatshe ka bophara, ka jalo e tlhama ditshono tse dintsi tsa ditiro tse di neng di tla latlhegela itsholelo ya Afrika Borwa.

Mo godimo ga leano la kgolo le go tlhongwa ga ditiro ka go dirisiwa, Harmony e na le diorojeke di le mmalwa tse di tla dirang ka botlalo mo pakeng e khutshwane le e e mo magareng. Diporojeke tsa kgolo di tlhalosiwa ka botlalo fa tlase fano.

Go ya ka tsela e nngwe ya go leba dilo, le fa gone meepo mengwe e ka fokodiwa badiri, ditshono tse disha di tla tlhagelela mo tlhagisong, ka jalo di dira ditshono tsa ditiro tsa itsholelo ya Afrika Borwa mo setlhopheng se segolwane. Ke boikaelelo jwa Khampani go dirisa ditshono tse go dirisana le palo e ntsi ya badiri e e ka felelang ka go fokodiwa mo go ka se tilweng ga badiri jaaka go supilwe mo dingwageng tse tlhano tse di fetileng.

Ka maswabi, go epa gouta ga go a phepafala jaaka dikgwebo tse dingwe. Seabe sa go fetofetoga ga tlhwatlhwa ya ranta le ya gouta, le go epiwa ga tshipi, ke matshosetsi a go latlhegelwa ke tiro mo e leng tiro ya balaodi, dikemedi, puso le merafe e tshwanelang go lebanana le yone. Mme seno se dira gore go nne botlhokwa go tlosa matswela a go fokodiwa ga badiri kafa go ka kgonegang ka gone. Harmony e tsere dikgato jaaka go tlhalosiwa fa tlase, go dumalana le diatlafalo tsa MPRDA, Molaotheo

wa Moepo, mmogo le Molawana wa Tirisano ya Badiri, 1995 (Molawana No 66 wa 1995) (LRA), thatathata dikarolo 189 le 189A. seno ga se akaretse molao o mongwe o o tshwanelang, mmogo le ditumalano tse dingwe tsa tiro e e rulagantsweng, le keletso ya go batla go nna moagi yo o nang le maikarabelo.

5.2 Go simolola Setlhoha sa Isagwe kwa Tirelong ya Harmony Moab Khotsong

Setlhopha sa Isagwe sa Ditirelo tsa Harmony Moab Khotsong se a bereka, mme se dirilwe ka baemedi ba bolaodi jwa moepo le dikemedi kgotsa maloki a komiti ya lekala ya lekgotla. Setlhopha seno se ne sa tlhomiwa go samagana le dikgang tsa tokafatso ya tiro, go fokotsa go latlhega ga ditiro le go lekanya bothata jwa go fokodiwa ga badiri le go tlosiwa ga batho mo tirong fa go ka se tilwe. E ntse e akantse gore setlhopha se le bana le dikgwetlho tsa ditlhaelo le kgatelopele ka ntlha ya phetogo e e tsweleng ya kemedi, Harmony e tswelela go dira ditlathobo tsa ngwaga le ngwaga ka go dira ga setlhopha sa isagwe ngwaga le ngwaga. Ka metlha go tsewa dikgato go bua ka dikgwetlho tseno, ka sekai go tsosolosa ditlhopha le go tokafatsa bokgoni jwa tsone.

Ka nako e e tsweleng, maloko a ditlhopha tsa isagwe a a rutwa kgotsa a itsisiwe ka leano la loago, molawana wa leano la loago la Lefapha la Badiri, leano la loago la Harmony, molawana wa SLP le ditiro tsa yone.

Maikaelelo a setlhopha ke a a latelang:

- Go diragatsa ditsela tsa tsiboso go sa le gale ka diphetogo mo lobakeng lwa moepo;
- Go buisana ka maano a go tla kgotsa go fokotsa go tlosiwa ga batho mo tirong le go latlhegelwa ke ditiro, le go rotloetsa katlego le kgolo mo tirelong;
- Go sekaseka tiragatso ya kgwedi le kgwedi kgotsa korata nngwe le nngwe ka go tlathoba dipego tsa tiro le tsa go laola;
- Go dira dithulaganyo tsa tsiboso ya go sa le gale tsa moepo;
- Go tlhalosa mathata kgotsa dikgang tsa tiro;
- Go thusa mo go direng diphetogo le kgotsa go bitsa gape kgotsa maano a mangwe a a tshwanelang to tla kgotsa go fokotsa go latlhegelwa ke ditiro fa e ntse e godisa kgaisano le bokgoni jwa kgwebo;
- Go thusa go dira mekgwa ya go tla kgotsa go fokotsa go latlhega ga ditiro le go tlosiwa ga batho mo tirong – go tsaya maikarabelo a go dira le dipatlafalo tsa tiro ya moeo mongwe le mongwe le go dira dikatlenegiso tsa setlhopha se se rileng sa balaodi ba moepo; le
- Go rulaganya le go dirisa ditharabololo tse di dumeletsweng ka mokgwa o o rulagantsweng.

Setlhopha se na le moonno wa kutlwano mme se dira mo tikologong e e dirisanang mmogo. Ditlhopha di dirisana mmogo go tokafatsa tiragatso ya moepo le go boloka tiro. Moonno le tiro ya ditlhopha ke nngwe ya ditharabololo tse di kopanetsweng tsa go rarabolola mathata le balaodi le tiro e e rulagantsweng 'mo letlhakoreng le le tshwanang' go leka go oketsa lobaka lwa moepo, le go fitlhelela lotseno lo lo molemolemo lo lo bonalang go bannaleseabe botlhe go tswa mo setlhopheng se le sengwe sa badiri ba tshipi. Tshedimosetso yotlhe e e tlhokegang e bewa gore ditlhopha di kgone go dira ditshwetso tse di siameng. Le fa go ntse jalo, ga di dirisane ka dikgang tsa dipuisano, ka gonne tseno ga di tshwanele tlhago.

5.2.1 Ditiro tsa tsa setlhopha sa isagwe sa Ditirelo tsa Harmony Moab Khotsong jaaka go batlwa ke molao

- Go itsise Tona ya Diminirale ka kgang e e amang tirelo ya moepo ka tsela ya loago kgotsa itsholelo mo nakong yotlhe ya moeo mo tirong ya one, bogolo jang fa go lebeletswe go tloswa ga batho ba le bantsi mo tirong.
- Go buisana le bakaedi ba leano la loago ba Lefapha la Diminirale (DMR) le bannaleseabe ba bangwe ka dikgang tsa leano la loago.
- Go tlhomamisa gore dithulaganyo tsa go tsibosa go sa le gale di tsenngwa tirisong pele ga nako le gore dipholo di dirwa gore di nne gone go maloko a ditlhopha sa isagwe kgwedi le kgwedi.
- Go itsise moepo ka kgang epe e e malebana le tirelo ya moepo malebana le maemo a loago le itsholelo, bogolo jang maemo le phitlhelelo ya maikaelelo le dilo tsa botlhokwa mo ntlheng eno.
- Go dirisa mekgwa e e maleba ya go ela tlhoko tumalano ya phitlhelelo ya maikaelelo ao le dilo tseo tsa botlhokwa.
- Go dira ditlathlho, dithuto le dipatlisiso ka ditlhoko tsa badiri botlhe tse di tla bontshang bokgoni jo b abo tlhokang jwa thapiso.
- Go dira ditlhagiso mo badiring ka dilwana tsa leano la loago mo moepong mongwe le mongwe.
- Go supa baabi ba ba tshwanelang ba ditirelo go thapisa jaaka modiri mongwe le mongwe a tlhoka.
- Morago ga dithulaganyo tse di tshwanelang, go tlhokomedisa ditiro tsa boto mo dikgannyeng dipe tse di amanang le loagi le itsholelo tse di tlhokang go elwa tlhoko.
- Boto e ka romela dikgang tse di tlhokang go sekasekwa kwa setlhopheng.

5.3 Ditsela tsa go tila go latlhegelwa ke ditiro le go fokotsega ga ditiro

Go ya ka Karolo 189(2) ya Molawana wa Tirisano ya Badiri wa 1995, khampani e tshwanetse go buisana le badiri bay one ka go tloswa ga batho mo tirong mo go akanyediwang. Ditlhopha di tshwanetse go leka go fitlhelela tumalano mo maemong a a tshwanelang go tila go leleka, go fokotsa palo ya ba ba lelekwang, go fetola nako ya go leleka, le go fokotsa matswela a a botlhoko a go leleka.

Setlhopha sa Isagwe sa Harmony se buisana ka dikgang tse di akaretsang go feta atlafalo e e fa godimo ya molao, i.e. nako le nako fa go tlhokega phetogo mo lefelong la tiro, mmogo le mo dikgannyeng tse go buiwang ka tsone moLeanong la Loago le Tiro, tiragatso ya yone le go tlhoka go ela tlhoko kgatelopele. Setlhoha sa Isagwe ke setheo se se botlhokwa go lemoga ditshono tse di ka nngang gone go rotloetsa go tshegetsatsa ditiro. Go dirilwe dipontsho ka yone go di abelana le badiri ba rona le tiro e e rulagantsweng.

Khampani e itse sentle maikarabelo a yone a go dirisana le diatlafalo tsa Karolo 52 ya Molawana wa Diminirale, ka go itsise Boto ya Kgolo ya Diminirale le Meepo fa go akanyediwa gore badiri ba le 500 kgotsa diperesente di le 10 tsa badiri (epe fela e e kwa tlase) ba tloswa mo tirong mo lobakeng lwa dikgwedi tse 12, kgotsa fa maemo a a kwa setlhoeng a itsholelo a dira gore palogare ya lotseno lwa moepo e nne kwa tlase ga diperesente di le thataro ka lobaka lo lo tsweleng lwa dikgwedi tse thataro. Gape e itse ka maikaelelo a yone a go tsamaisana le ditaelo dipe fela tsa tirelo tse di tswang mo thulaganyong eno.



5.3.1 Ditharabololo tse dingwe le ditsela tsa go dira gore go nne le ditiro fa go latlhegelwa ke ditiro go ka se tilwe

Jaaka go boletswe, mokgwa wa konokono o Harmony Moab Khotsong e ikaelelang go tla go fokotsa badiri ke go naya ditshono tse dingwe tsa tiro. Dikatlengiso di tla akaretisa dilo tse di latelang:

- Go sekaseka tisanommogo le thefosanyo fa gare ga meepo
- Go epa mo mafelong a maemo a kwa tlase
- Go fokotsa ditshenyegelo
- Go sekaseka thekenoloji e ntšha mo moepong go dira gore ditirelo di tseye nako e telele
- Go dira maano a tlhatlhobo le go tlhoma mekgele ya tiragatso go fokotsa ditshenyegelo tse di kwa godimo
- Maikaelelo a Harmony ka kakaretso a kgolo le go bapala Growth
- Go romelwa gae mo setlhopheng
- Go laola/kgaotsa/emisa go thapa badiri ba basha
- Go ithaopela/patelediwa go rola tiro pele ga nako
- Dituelo tsa go ithaopela go tlogela tiro
- Go kgaotsa ditirelo tsa nakwana le tiro ya konteraka
- Go bereka mo dikhampaning tse dingwe kwantle ga Khampani
- Go fetola dithulagano tsa tiro
- Thapiso ya bokgoni jo bo tshwanelang

Le fa go ntse jalo, mo maemong a mo go one go sa kgonegeng go tla go fokodiwa ga badiri, go sa kgathalesege maiteko a batsamaisi le tiro ya Ditlhopho tsa Isagwe, Setlhopho sa Isagwe se tla newa tiro ya go batla ditsela tse dingwe kwantle ga gotlosa batho mo tirong le go latlhegelwa ke ditiro. Thulaganyo eno e tshomilwe sentle mo ditirisanong tsa badiri tsa Abrika Borwa mme tlhalosiwa sentle mo dikarolong 189 le 189A tsa LRA. Tlanelo ya Molawana e letla baemedi ba ba amegang ba badiri tshono ya go sekaseka mabaka a phokotso e e akanyediwang ya badiri, go naya le go akanya ditsela tse dingwe ntle le go fokotsa ditiro, le go akantshisaditsela tsa go fokotsa matswela a go latlhegelwa ke ditiro mo badiring le mo merafeng.

Thulaganyo yam o isagweng e rulagantswe go tshomamisa go tlosa batho mo tirong go a tilwa fa go kgonega, mme fa go sa kgonege gore go tilwe, ke tiro ya setlhopho seno go tshomamisa gore go tloswa ga batho mo tirong go direga ka mokgwa o o rulaganeng ka maiteko mangwe le mangwe a a dirwang go fokotsa ditlamorago tse di sa siamang mo badiring le mo merafeng e e amegang.

Pharologanyo ya dikhoso tse di gone go fitlhelela maikaelelo ano, tse khampani e rulaganyang go di diragatsa kwa Ditirelong tsa Harmony Moab Khotsong fa go direga gore phokotso le go tloswa ga badiri go se tilwe, e tlhalosiwa fa tlase. Tiragatso e e tlhalosiwang ya ditsela tseno e tla buisanelwa le go dumalanwa kay one fa go tlhokega go ya ka dipatlafalo tsa LRA, melao e mengwe e e tshwanelang, dikaelo le ditumalano tse dintsi.



Go ithaopa kgotsa go patelesega go rola tiro pele ga nako

Go ka batlwa go sala le badiri ba basha le go letla gore ba ba gaufi le go rola tiro ba kgaosetse tiro ya bone. Ka tlhamalalo molaomotho ono o tla akanyediwa le go amogelwa ke baemedi ba badiri go dumalana le dipuisano tse di laolwang ke dikarolo 189 le 189A tsa LRA tse khampani le baemedi ba badiri ba tla di latelang.

Ditirelo tsa go ithaopela go fokodiwa mo tirong

Mo maemong a mo go one go akanyediwang phokotso e kgolo ya badiri, go tla nna le badiri ba, go ya ka bokgoni jwa bone, maitemogelo le/kgotsa maemo a bone a matole a sa ikaegang that aka Harmony go gaisa ba bangwe. Badiri bano ba tla newa tshono ya go ithaopa go kgaotsa ditirelo tsa bone.

Go emisa go thapa badiri ba basha

Fa go ka direga gore badiri ba latlhegelwe ke ditiro, ga go utlwale go tswela ka go thapa badiri ba basha. Le fa go ntse jalo, go ka tswa go na le bokgoni jo bo kgethegileng jo bo batlegang kgotsa ditlhaelo tse di riling tse di ka se tladiweng ka bonako ka thapiso le kgodiso. Fa go sa kgonege go tlatsa diphatlha tsa ditirelo, go thapiwa mono mo go tlaolang le mo go laolwang go ka tswela mme go tla elwa tlhoko thata le go dirwa ka tsela e e seng bofitlha.

Go kgaotsa ditirelo tsa badiri ba nakwana le ba konteraka

Harmony e na le tumalano le Kemedi ya Bosetšhaba ya Badiramoepoong (NUM) e e fokotsang tiro ya badiri ba nakwana le ba konteraka mo maemong a a rileng. Go akanyediwa go emisetsa badiri bano ba konteraka ka badiri ba rona mo go boaboelediawang.

Go bereka kwa dikhampaning tse dingwe kwantle ga Harmony

Khampani e tla dirisa ditirelo tsa TEBA go leka go romela badiri ba ba oketsegilengwe golo gongwe mo madirelong mmogo le go golagana le badiri ba bangwe mo meepong le mo madirelong a mangwe a magolo go batlela badiri ba bantsi tiro.

Go baakanya dithulaganyo tsa tiro

Tirelo eno e akaretsa dithulaganyo tse di jaaka go bereka nakwana, go dira diphetogo mo dithulaganyong tsa dinako tsa tiro, go fokotsa boleleele jwa beke ya tiro, go oketsa nako ya go nna mo gae le go nna mo gae ka nakwana. Ke motswedi wa kgonagalo ya go fokotsega ga go lathega ga ditiro mme ka maswabi ga e ise e amogelwe thata ke tiro e e rulagantsweng mo Afrika Borwa mme e dirisiwa thata mo dinageng tse dingwe ka katlego e e rileng. Harmony e rulaganya go latelela mokgwa ono o mongwe ka tiro e e rulagantsweng fa go direga gore phokotso ya ditiro e se tilwe. Kakanyetso epe fela e tla dirisiwa ka tumalano ya baemedi ba ba amegang ba badiri.

Go fokotsa go bereka nako e e oketsegileng

Mokgwa wa go bereka nako e ntsi e e oketsegileng ga o ratiwe. Go bereka nako e e oketsegileng go a tura, mme ga go direga thata, go fokotsa ditshono tsa ditiro. Ka gale khampani e tlhomamisa gore go bereka nako e e oketsegileng go laolwa thata le gore go berekwe nako e e oketsegileng fa fela go tlhokega tota. Mo maemong a mo go one go akanyediwang go fokotsa ditiro, go tla sekasekiwa thata go bereka nako e e oketsegileng ka tebelelo ya go e fokotsa gore go berekwe nako e e oketsegileng fela fa tota go tlhokega e bile go ka se tilwe.

Go bereka ka malatsi a o sa berekeng ka one

Gangwe le gape badiri b aka kopiwa go bereka nako e e oketsegileng ka Matlhatso a bas a berekeng ka one le ka malatsi a boikhutso go tokafatsa tlhagiso le go dira lotseno lo lo oketsegileng.



Karolo 189 le 189a ya LRA

Ditirelo tsa Harmony Moab Khotsong di tla nna le seabe mo dipuisanong tsa Karolo 189 le 189A le baemedi ba ba itsiweng ba badiri ka bonako fela fa go akanyediwa go tlosa batho mo tirong.

Karolo 52 ya MPRDA

Khampani mmogo le meepo ya yone di tla naya DMR ka lekwalo la thomelo go Boto ya Kgolo ya Diminerale le Meepo, jaaka go batlwa ke karolo eno.

Dikaelo tsa leano la bosetšhaba la loago

Go tla latelwa thulaganyo ya puisano jaaka e tshalositswe mo dikaelong tsa leano la bosetšhaba la loago, moo gone baemedi ba badiri le Lefapha la Badiri ba itsisiweng le go buisanwa le bone ka phokotso e e akanyediwang ya badiri.

Tsela ya go thapa badiri ba basha

Ditirelo tsa Harmony Moab Khotsong di tla tlogela go thapa badiri ba basha fa di ntse di leka go tlatsa diphatlatiro tse di leng gone ka badiri ba ba leng gone ba ba tshwanelegang, ba ba nang le bokgoni le maitemogelo, fa fela Harmony e tla kgona go thapa badiri ba ba nang le bokgoni jo bo kgethegileng le fa go nnile le tshaelo ya badiri mo karolong e e rileng.

Thapiso e e tshwanelang ya bokgoni

Thapiso e e tshwanelang ya bokgoni ke nngwe ya mekgwa e e tshwanelang thata ya go fokotsa matswela a go tloswa ga batho mo tirong le go latlhegelwa ga ditiro ke madirelo. E naya badiri ba ba amegang tshono ya go se ikaege ka lobaka lo loleele ka go sa tlhomama ga madirelo a meepo. Ka ntlha ya lebaka leno, go botlhokwa gore maano a Harmony Moab Khotsong a go dira gore mofuta ono wa thapiso o nne gone le fa go kgonega go dira dithulaganyo go letla gore thapiso eno e nne gone morago ga go fokotsa batho le gore tiro e fokodiwe. Moepo o rulaganya go simolola thapiso eo pele go tlhokega, ka jalo e fokotsa kafa e amang gone badiri ba ba amegang le go ba thusa go tsaya ditiro tse dingwe ka bonako fela fa go tlhokega.

Tumalano ya leano la loago la NEDLAC

Go ya ka tumalano ya lenalo la loago la Kgolo ya Itsholelo ya Bosetšhaba le Lekgotla la Tiro (NEDLAC), Lefapha la Badiri le tla itsisiwe ka:

- Palo ya badiri ba go ka diregang gore ba a amega
- Mofuta wa tiro ya bone
- Nako e e akantshiwang ya go tlosa batho mo tirong
- Thuso e e newang (go akaretsa thapiso)
- Tebelelo ya go thapiwa gape
- Dipuo le dikarolo tse badiri ba ba amegang ba tswang mo go tsone
- Tshedimosetso ya bokgoni jwa bone
- Dilo tse di gone tse di ka ba thusang
- Dintlha tsa ditumalano le go sa dumalane kgotsa dikganetsano le dikemedi tse di itsegeng kgotsa tse di amegang



Gape go tla buisanwa le lefapha kaga ditirelo dipe tse di oketsegileng tse di ka tlhokegang, go akaretsa go bidiwa ga setlhopha se se thusang ba ba tlositsweng mo tirong.

5.3.2 Lefapha la Badiri

Go lebeletswe gore Ditirelo tsa Harmony Moab Khotsong e dirise ditlhopha tse di thusang tsa go tlosa batho mo tirong tsa Lefapha la Badiri. Ba tla tlhoma ditikwatikwe tsa go tlhaba botlhale ka ditiro go badiri ba ba amegileng ba meepo e e amegang, ba neye badiri diphuthelwana tsa tshedimosetso lle ba itsise setlamo sa Matlole a Inshoreense ya Batho ba ba sa Berekeng (UIF), ba thuse batho ba ba batlang tiro go ikwadisa le lefapha le go ba tlhaba botlhale ka tsa tiro le ditshono tsa tiro.

Meepo e dumalana le lefapha ka thebolo ya ditirelo go thusa badiri, go akaretsa kgakololo ya setlhopha, thapiso ya madiri ba ba amegang le ditirelo tsa go batla tiro. Fa go tlhokega, badiri ba ba oketsegileng bat la newa tiro go thusa lefapha le meepo go tlhomamisa gore ditirelo tseno di a abiwa. Fa go tlhokegang gone, ditirelo tse di fa godimo tse di newang badiri ba ba amegang e tla nna ditshenyegelo tsa moepo.

Gape Lefapha la Badiri le tshwanetse go itsise Setheo sa Tlhagiso sa Bosetšhaba, mmogo le puso ya porofense le ya selegae ka go tlosiwa gope fela ga batho mo tirong.



6 Thuso ya Matlole

Molawana 46 (e) wa MPRDA o o tihalosang gore dilo tse di mo SLP di tshwanetse go thusa ka matlole gore SLP e dirisiwe mo dikarolong tse di latelang:

- Thulaganyo ya kgolo ya lephata la badiri;
- Thulaganyo ya kgolo ya itsholelo ya selegae; le
- Thulaganyo ya go laola go fokotsa le go tlosa batho mo tirong.

Harmony Moab Khotsong is committed to implementing this SLP and details the amounts it intends to spend in the areas of HRD, LED and the management of downscaling and porLenaane skills training.

Le fa go ntse jalo, bokgoni jwa Harmony Moab Khotsong jwa go tshegetsisa ka matlole dithulaganyo tse di tsweleng tse di tihalosiwang mo SLP eno bo ikaegile ka bokgoni jwa meepo ya yone go tswelela di tsenya madi fa a sena go dirisiwa. Boikaelelo jwa rona ke go dirisa ditheo tsa rona tsa go epa tshipi, gore bannaleseabe botlhe ba solegelwe molemo, segolobogolo badiri ba rona. Ka jalo, ka metlha ditshwetso di tla dirwa go akantswe ka ditlamorago tsa pakatelele mme go tla tlhoka gore go nne le tekatekano fa gare ga ditheo tse di gaisanang.

Ka tsela e e tshwanang, lotseno le go dira madi go ikaegile ka tlhwatlhwa ya gouta e e amogelwang ka diranta, fela jaaka go nna gone ga tshipi e e tshwanetseng go epiwa. Re akantse ka gore re ka se kgone go laola tlhwatlhwa ya boditshabatshaba ya gouta kgotsa thefosanyo ya ranta/dolara, tsela e le yosi fela e re ka kgonang go laola madirelo a rona a tshipi mmogo le isagwe ya rona, ke ka go oketsa tiro mo dikarolong tsotlhe tsa kgwebo, go akaretsa go gagamatsa taolo ya ditshenyegelo. Fa go ka direga gore tlhwatlhwa e e batlegang ya gouta e se fithelelwe ka mabaka a a utlwalang, le fa SLP ya rona e ka kgorelediwa ke ditiragalo tse re ka se kgoneng go di laola, kgotsa fa go ka direga gore kotsi epe (go akaretsa, mme e seng fela, dikotsi tse go buiwang ka tsone fa godimo) e direge kgotsa e fetole maemo, dithulaganyo tse di tihalosiwang mo SLP eno di ka tlhatlhabiwa gape. Go dirisa leano leno ga Moab Khotsong go tlhoka go balwa le go tshalogangwa ka mokgwa ono le kgatthanong le tshedimosetso eno.

6.1 Thuso ya Matlole ya Kgolo ya Lephatla la Badiri

Palogotlhe ya tekanyetsokabo ya HRD e thusa ka go thapisa le go godisa jaaka go tihalosiwa mo Leanong la Bokgoni jwa kwa Tirong. Lenaane lo lo fa tlase le bontsha leano la matlole la HRD la 2018 – 2022.

	2018	2019	2020	2021	2022
HRD					
% YA DITUELO	5.0%	5.25%	5.5%	5.75%	6%

6.2 Matlole a Thulaganyo ya Kgolo ya Itsholelo ya Selegae

Mo lobakeng lono lwa SLP eno ya 2018 - 2022 khampani e rulagantse matlole go duelela ditshenyegelo tsa badiri le tsa merafe e e romelang badiri, e e laolang ke di-IDP tsa dimmasepala le



go buisana le bannaleseabe ba ba tshwanelang. Dipalo tse di bontshiwang mo Leraaneng lo lo latelang di bontsha lealo la matlole la Kgolo ya Morafe la 2018-2022.

	PALOGOTLHE	2018	2019	2020	2021	2022
Tekanyetsokabo ya	R47 200 000	R6 600 000	R11 900 000	R6 800 000	R8 500 000	R13 400 000

Go tshwanetse ga lemogiwa gore thuso ya matlole jaaka e bontshtswe mo Leraaneng lo lo fa godio e bontsha fela madi a a kwadilweng go ya ka se se diregileng mo LED ya SLP e e fetileng. Ka jalo palogotlhe ya madi a a dirisiwang ngwaga mongwe le mongwe e ka farokogana go ikaegile ka gore go dirisiwa bokae mo diporojekeng tse di rileng.



Ngwaga	2018	2019	2020	2021	2022
Tekanyetsokabo	R6.0m	R11.9m	R6.8m	R8.5m	R13.4m
LED ya Matlosana Diporojeke tsa 2018 - 2022	<p>LEDP1: Kgodiso ya Morafe Go thusa ka go bona lefatshe le/kgotsa go thusa ka tokaftso ya mafaratlhatlha mo Khuma ka Seetebosigo 2017 = R4m</p> <p>LEDP2: Tsweletso ya Porojeke ya Temothuto ya Noka ya Vaal = R2.6m (mo dingwageng tse 2)</p>	<p>LEDP3: Go aga le go tsenya dilo mo Laborating ya Physical Science mo Sekolong sa Sekontari sa Dirang ka Natla mo Khuma = R1,9m</p> <p>LEDP4: Go tlhoma Porojeke ya Temothuo mo Tsolo – R10.0m (mo dingwageng tse 3)</p>	<p>LEDP5: Go aga Diphaposiboithutelo tse 5, ditheo tsa thuto le laboratory ya Khomputara kwa Sekolong sa Poraemari sa Sediko mo Jouberton =R3m</p> <p>LEDP6:Sekolo sa Sekontari sa Tshebedisano mo Jouberton - (Social Science Lab)= R1,9m</p> <p>LEDP7: Go aga le go tsenya dilo mo Laborating ya Physical Science kwa Sekolong sa Sekontari sa Kgolaganyo kwa Rammolotsi = R1.9m</p>	<p>LEDP8: Lefelo la Metshameko le Boitapologo kwa Khuma. Go tokafatsa ditheo tsa metshameko go akaretsa go tlhabololwa ga ditheo tsa thuto le kago ya Lefelo le Lebala la Diatletiki mo setadiamong sa Khuma =R4m</p> <p>LEDP9: Go aga Tikwatikwe ya Konokono ya Pholo mo Qumbu - R4.5m</p>	<p>LEDP10: Holo ya Dikolo tsa Matlosana e tla agiwa kwa Sekolong sa Sekontari sa Matlosana mo Jouberton = R3,4m</p> <p>LEDP11: Go aga Diphaposiboithutelo tse 5, ditheo tsa thuto le laboratory ya Khmputara Sekolo sa Poraemari sa Atamelang mo Kanana =R3m</p> <p>LEDP12: : Go tlhabolola le go tsenya dilo mo Dilaborating tse 2 tsa Physical Science le Dilaboratori tse 2 tsa Saense ya Loago kwa sekolong se se kopaneng sa Alabama = R2m</p> <p>LEDP13: Go emisetsa Sekolo sa Mmu ka go aga Diphaposiboithutelo tse 6, lefelo la botsamaisi, Tikwatikwe ya Kgolo ya Ban aba Bannye le ditheo tsa thuto. Go dumalana le Lenaane la Dikolo tsa Botlhokwa tsa Porofense, mo Kgaolong ya</p>



6.3 Go Fokotsa Badiri le go Tlosa Batho mo Tirong

Molawana 46 (e) (iii) wa MPRDA wa re:

Khampani e laola go fokotsa le go tlosa batho mo tirong go ya ka thulaganyo ya yone ya leano la Kgwebo, e e akaretsang ditirelo tsa kgolo ya lephata la badiri, mmogo le leano la selegae la kgolo ya itsholelo. Thulaganyo le dipatlafalo tsa Molawana wa Tirisano ya Badiri e tla etelela pele phokotso epe ya badiri e e ka dirang gore bangwe ba tlosiwe mo tirong.

Mo Tumalanong ya Dituelo ya 2011-2013 e e tsenetsweng ke tiro e e rulagantsweng le khampani, go dirisiwa Chamber of Mines, e naya tuelo e nnye ya go tlosiwa mo tirong e e seng kwa tlase ga R20 000.00. Gape e batla gore go nne le tuelo e e seng kwa tlase ga dibeke tse pedi tsa ngwaga mongwe le mongwe o o berekilweng. Se se umakilweng fa godimo le sone se abiwa ka tsela e e tshwanetseng.

Khampani e naya tse di latelang fa e akanyetsa go fokotsa badiri:

- Madi a tebogo a a lekanang le tuelo ya kgwedi e le nngwe.
- 50% ya tuelo ya kgwedi le kgwedi ya motho yo o tlositsweng mo tirong ngwaga mongwe le mongwe wa tirelo e e tswelelang, e e menaganeng gabedi tuelo e e kwa tlase e e batlegang go ya ka Dipeelo tsa Motheo tsa Molawana wa Tiro.