

Leano la Loago le Tiro

2018 go fitlha ka 2022

Tirelo ya Kusasalethu

Gauteng

Laesense ya Moepo ya GP

30/5/1/2/5/07MR

Lwetse 2018





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Tlhomamiso ya Kamogelo:

Ditlhakaina le Sefane

Mosaeno

Letlha

Setempe sa
Khampani



Lenaane la Dikhutshwafatso le Mareo

AET	Thuto ya Bagolo le Thapiso	ETQA	Bolaodi jwa Ditshwanelego tsa Thuto le Thapiso
AMESA	Lekgotla la Thuto ya Dipalo la Afrika Borwa	EXCO	Komiti ya Khuduthamaga
ART	Kalafi e e Lwantshang Baerase	FET	Thuto e Kgolwane le Thapiso
ATR	Pego ya Thapiso ya Ngwaga le Ngwaga	GDP	Gross Domestic Product
BBBEE	Broad-based Black Economic Empowerment	GET	Thutokakaretso le Thapiso
BCEA	Maemo a Motheo a Tiro Molawana 95 wa 1997	HARMONY	Harmony Gold Mining Company Ltd le kgotsa Khampani
BEE	Matlafatso ya Itsholelo ya Bantsho	HDSA	Historically disadvantaged South Africans as defined in the Mineral and Petroleum Resources Development Act
BLDP	Leano la Tlhabololo ya Boeteledipele jwa Kgwebo	HET	Thuto e Kgolwane le Thapiso
CBO	Mokgatlho o o Theilweng o Morafeng	HND	Dipoloma e e ka Godingwana ya Bosetšhaba
CEO	Mokhuduthamaga Mogolo	HOD	Tlhogo ya Lefapha
CETA	Bolaodi jwa Thuto le Thapiso ya Kago	HRD	Tlhabololo ya Lephata la Badiri
CPIX	Kaedi ya Tlhwatlhwa ya Modirisi	HSDSETA	Ditirelo tsa Pholo tsa SETA
CSI	Corporate Social Investment	IDP	Individual/Integrated Development Plan
CSR	Corporate Social Responsibility	IMMC	Introduction to Mining and Minerals Certificate
DMR	Department of Minerals and Energy	IMU	International Mathematical Union
DTI	Department of Trade and Industry	ISO	Mokgatlho wa Melawana ya Boditšhatšhaba
ECSA	Kgotla ya Enjenering ya Afrika Borwa	JIPSA	Joint Initiative for Priority Skills Acquisition
EE	Tekatekano ya Tiro	LED	Tlhabololo ya Itsholelo ya Selegae
EPWP	Expanded Public Works Programme	LOM	Botshelo jwa Moepo
ETD	Tlhabololo ya Thuto le Thapiso	LRA	Molawana wa Ditirisano tsa Badiri 66 wa 1995
MLSC	Major Labour Sourcing Communities	SDP	Leano la Tlhabololo ya Bokgoni
MO	Mine Overseer	SDL	Skills Development Levy
MQA	Mining Qualifications Authority	SETA	Sectorial Education and Training Authority
MQF	Mining Qualifications Framework	SHI	Setheo sa Loago sa Matlo
MPRDA	Mineral and Petroleum Resources Development Act 28 of 2002	SIFE	Baithuti mo Setlamong sa Mahala
ND	Dipoloma ya Bosetšhaba	SLP	Leano la Loago le Tiro
NEDLAC	Tlhabololo ya Itsholelo ya Bosetšhaba le Kgotla ya Badiri	TEBA	The Employment Bureau of Africa
NGO	Mokgatlho o e Seng wa Puso	TOM	TEBA mo Moepong
NPI	Setheo sa Bosetšhaba sa Tlhagiso	UIF	Unemployment Insurance Fund
NQF	National Qualifications Framework	VCT	Kgakololo le Teko ya Boithapo
NSDS	Leano la Tlhabololo ya Bosetšhaba ya Bokgoni	WSP	Leano la Bokgoni jwa Lefelo la Tiro
NSF	Letlole la Bosetšhaba la Bokgoni	ORM	Motsamaisi wa Madirelo a Tshipi



NUM	Mokgatho wa Bosetšhaba wa Badiramoepong	RPL	Recognition of Prior Learning
SADC	Tlhabololo ya Morafe ya Afrika Borwa	SAMS	Morafe wa Afrika Borwa wa Dipalo
SAMF	Setheo sa Afrika Borwa sa Dipalo	SAQA	South African Qualifications Authority
SAMO	South African Mathematics Olympiad	SDF	Motlhatlheledi wa Tlhabololo ya Bokgoni



Thomelo ya Loago le Tiro go bona dilaesense tsa moepo

Leano la Loago le Tiro le batla gore batsenyakopo ba ditshwanelo tsa moepo le ditlhogiso ba dire le go dirisa Dithulaganyo tse di tseneletseng tsa Tlhabololo ya Lephata la Badiri, Maano a Tlhabololo ya Morafe wa Moepo, Maano a Matlo le seemo sa Botshelo, Maano a Tekatekano ya Tiro le Mekgwa ya go boloka ditiro le go laola go fokodiwa ga badiri le / kgotsa go tswalwa.

Seno se diretswe go rotloetsa tiro le tswelopele ya itekanelo ya loago le ya itsholelo ya Maafrika Borwa otlhe mme se ntse se tlhomamisa kgolo ya itsholelo le tlhabololo ya loago le itsholelo.

Lobaka lwa dingwaga tse tlhano jaaka lo bontshitswe mo Leanong la ga jaana la Loago le Tiro (SLP) lwa Ditirelo lo feletswe ke nako. Ka ntlha ya seno go botlhokwa go boeletsa lobaka lono go dumalana le go rulagangwa ga maano a Ditirelo.

Re lebisa tlhokomelo ya gago go molawana 43 le 44 ya melawana mo Molawaneng wa Tlhabololo ya Diminerale le Leokwane, Molawana 28 wa 2002 (MPRDA) o o balegang jaana:

- “43. Leano la Loago le Tiro le le dirilweng le Molaodi wa Kgaolo le dira go fitlha setefikeiti se se ntshitsweng go ya ka Karolo 43 ya Molawana.”
- “44. Leano la Loago le Tiro le ka nna la se tlhabololwe kgotsa go fetolwa ntle le tumelelo ya Tona morago ga go newa tshwanelo ya moepo e e leng mo Leanong la Loago le Tiro.”

SLP e rulagantswe go dumalana le Karolo II ya Molawana wa Melao ya Madirelo a Diminerale le Lookwane (MPRDA), mme ke leano le le tlhalosiwang go dirisana le dikgang tsa loago le tiro tsa lobaka lo lo setseng lwa tshwanelo nngwe le nngwe ya moepo. Ntlha ya pele ya leano leno, e e tla dirang jaaka ngwaga wa ntlha ya dingwaga tse di latelang tse tlhano e khampani e ikaelelang go gatela pele mo go yone, ke ngwaga o o simololang ka Ferikgong 2018.

Tlhokomela: *Ngwaga 1 – 2018 Ngwaga 2 – 2019 Ngwaga 3 – 2020 Ngwaga 4 – 2021 Ngwaga 5 – 2022*

NTLHA E E BOTLHOKWA:

Tirelo eno e khutla kwa bofelong jwa botshelo jwa jone mme e rulaganya go nna e bereka e dirile dingwaga tse dingwe tse nne (4). Le fa go ntse jalo, seno se ka fetoga mme se tla kaelwa ke dilo tse di akaretsang, mme e seng fela, tlhwatlhwa ya gouta, maatla a Ranta, go nna gone ga dipeelo, j.l.jl.

Maikaelelo a Loago le Tiro

Maikaelelo a Leano la Loago le Tiro ke:

- Go rotloetsa kgolo ya itsholelo
- Go rotloetsa tiro le kgolo ya itekanelo ya ba-Afrika Borwa botlhe
- Go thusa mo tlhabolong ya loago le ya itsholelo ya mafelo a re berekang mo go one
- Go dira le go godisa bogkoni jo bo leng gone go matlafatsa ba-Afrika Borwa ba Pele ba Neng ba Humanegileng le go thusa morafe

Ka jalo Leano la Harmony la Loago le Tiro le ikaelelela go oketsa botshelo jwa moepo, go tokafatsa bokgoni jwa badiri botlhe, phetolo ya meepo ya lone, mmogo le go baakanngwa ga khampani le tlhabololo ya loago le itsholelo ya merafe e e gaufi le meepo e Harmony e thapang badiri mo go yone.



Tshedimosetso

Go ya ka Molawana 46(a): Matseno; go newa tshedimosetso e e latelang ka moepo

Ka Harmony (Motswedi HAR-IR16)

Harmony, moepo wa gauta le exploration company, e dira ditiro tsa yon emo Afrika Borwa, e leng lengwe la mafelo a a itsegeng mo lefatsheng a moepo wa gauta, le kwa Papua New Guinea, e leng lengwe la mafelo a a itsegeng mo lefatsheng a gauta le kgotlho e ntsi. Harmony, e e nang le dingwaga di feta masome a marataro e dira, e ne e le motlhagisi wa boraro ka bogolo wa gauta le wa bolesomelebobedi o mogolo mo lefatsheng mo FY16.

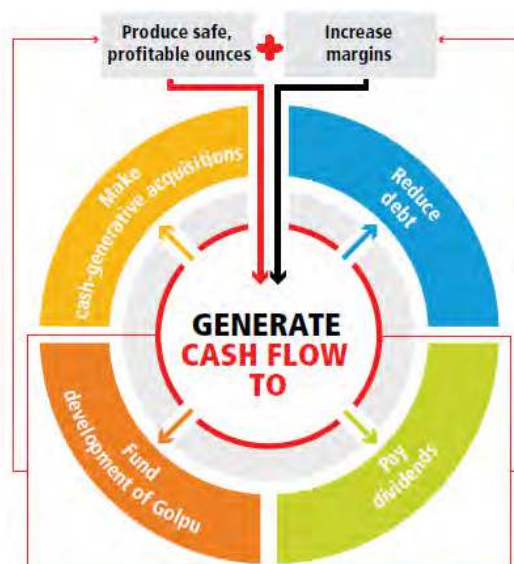
Mo Harmony, re tshologanya kafa khampani ya rona e mang matshelo a batho ka gone, merafe e e gaufi le meepo ya rona, mo tikologong, le mo itekanelong ya itsholelo ya dinaga tse re berekang mo go tsone.

Khampani ya rona e naya bannaleseabe ba bantsi mesola ya pakatelele. Re ikaegile ka ditlhopho tse di nang le maitemogelo le bokgoni tse di tshelang go ya ka melao ya rona mme di tshameka karolo ya tsone go boloka dikamano tsa bannaleseabe, go oketsa lotseno le go tshola khampani e gola.

Khampani e laolwa ke boto ya bakaedi e e kopanyang bokgoni le maitemogelo le ba maloko a bone a itlamileng go tshola selekanyo se se kwa godimo thata sa bolaodi jwa kgwebo. Mme bakaedi bone, ba naya bolaodi jwa Harmony go ditlhopho tsa bolaodi tse di thusang go tshomamisa gore khampani e nna e tshela, go tokafatsa melerwane le go oketsa boleng jwa dithoto tsa rona.

Leano la rona

Our strategy





Melao ya rona

Jaaka khampani, Harmony e tlhologanya gore molao wa pakatelele mo botlhokwa go gaisa dikuno tse re di thagisang le lotseno lo re lo dirang. Gape mosola wa rona o bonala mo tseleng e re amang matshelo a batho ka yone, gone jaanong le mo isagweng.

Harmony e tshelela melao ya yone – tshireletsego, go nna maikarabelo, phitlhelelo le kgolagano le boikanyegi. Tseno ke dintlha tsa botlhokwa tsa ditiro tsa rona, tse di tlhomamisang gore, mo godimo ga go fitlhelela mekgele ya rona, re batla go dira ditshwetso tse di siameng le go tshegtsa maloko a ditlhopho tsa rona ka go dira jalo. Di tsentswe mo dithulaganyong tsa rona tsa thapiso le ditsela tsa go dira ditshwetso, go tlhomamisa gore di kwa pele mo megopolong le mo ditirong tsa badiri, go ya ka kwa ga dikgoro tsa rona tsa tirelo. Di kaela dikgolagano tsa rona le bannaleseabe ba kwa ntle, go tswa go bannaedishere le metswedi ya dikgang go ya go merafe ya selegae, go akaretsa tse di dirilweng ke badiri ba rona. Tsholofelo ya rona ke gore ka maitlamo a rona, re kgone go aga khampani e mo go yone batho ba kgonang go dira e bile ba tlise mosola mo isagweng.



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 setlhopho se le sengwe



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



Ka ga Tirelo (*motswedi HAR-RR16 – Mineral Resources and Mineral Reserves 2016*)

Lefelo

Kusasaletu e kwa West Wits Line mme e fa gare ga meepo ya Savuka le Mponeng go ela kwa botlhaba mme e kafa bophirima jwa Deelkraal. Kusasaletu e 14km kafa borwa jwa Carletonville le 90km kwa borwabophirima jwa Johannesburg.

Mofuta wa Tirelo

Moepo wa leje/mowa wa bophara jwa 10m o ne wa isiwa kwa 2 195m mme moepo wa konokono kwa 2 127m. Ka Seetebosigo 1984, moepo wa leje/tirelo wa bophara jwa 10m o ne wa wediwa go nna boteng jwa 3 048m mme moepo wa mowa wa bophara jwa 7m boteng jwa 3 048m. Meepo eno ka bobedi e ne ya dirwa boteng e le karolo ya go dira boteng go ntsha selekanyo se se kwa godimo go ela kwa Bophirima jwa moepo. Ka Sedimonthole 2014, go ne ga tsewa tshwetso go emisa karolo ya Bogologolo ya moepo ya Kusasaletu le go aga moepo sesha. Ka gone ga go thole go epiwa kwa godimo ga selekanyo 98.

Kusasaletu e dirisa mokgwa wa go ep aka tatelano, o o tshwanang le setlhare se se lebileng kwa tlase sa Keresemose. Mokgwa ono o dirisiwa go faposa mathata a go roroma ga lefatshe mo mafelong a ga jaana a tiro kwa mafelong a mafika a a iseng a thubege.

Leano le lesa la botshelo jwa moepo

Go fokotsega ga madutelo kwa Kusasaletu e ne e le ka ntlha ya phokotso e e tlwaelegileng le leano le e boeleditsweng, le le khutshwafaditsweng la botshelo jwa moepo la Kusasaletu. Leano leno le ikaelela go dirisa madi a moepo ka selekanyo se se kwa godingwana le go dira tsela e e maatlanyana go dira pharologano ya go sekaseka seelo sa tuelo ya Ventersdorp Contact Reef kwa tlase ga mafaratlhatlha fa re batla.

Tshobokanyo ya dipalopalo tsa Botlhokwa

DIPALOPALO TSA BOTLHOKWA					
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
Palogare ya palogotlhe ya ditone tse di hoisted kgwedi le kgwedi	63,457	70,208	75,437	74,200	71,787
Palogare ya gouta e e tlhagisiwang kgwedi le kgwedi (kg)	438	473	499	444	426
Palogare ya ditshenyegelo tsa tirelo kgwedi le kgwedi (R)	R198,625,658.26	R203,578,844.51	R210,246,781.82	R209,309,751.44	R207,343,296.03
Palogare ya tlhabololo e e tswelelang / tlhabololo ya madi kgwedi le kgwedi (R)	R 14,372,154.98	R 11,715,019.17	R 7,525,349.50	R 7,152,416.67	R 0.00
Palo ya badiri go akaretsa ba konteraka	4,526	4,526	4,444	4,435	4,095



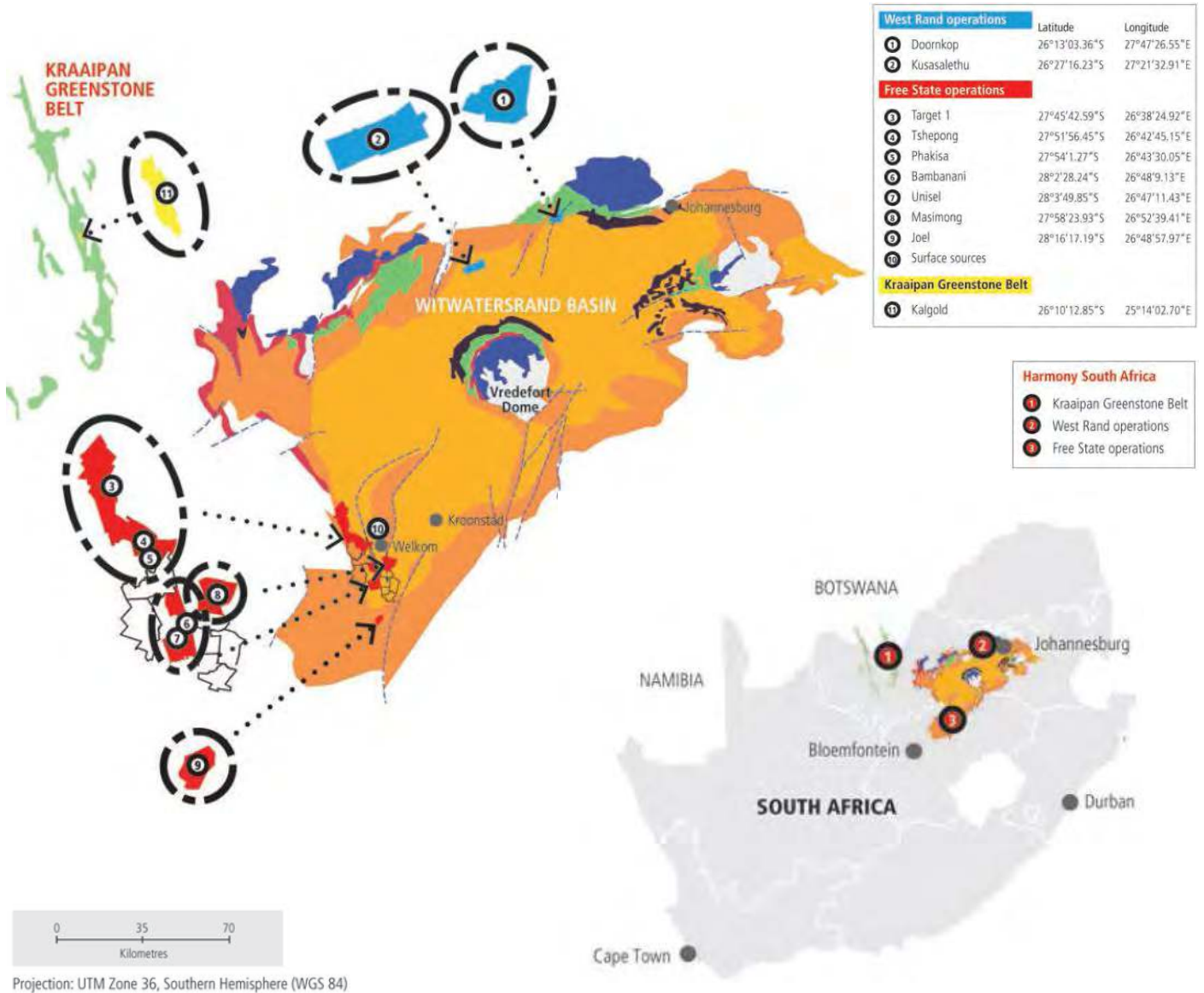
Karolo 1: **Ketapele**

Go ya ka Molawana 46(a): Ketapele e e nayang tshedimosetso ya moepo o go buiwang ka one

1.1	Leina la khampani ya konokono/motsenyakopo	Harmony Gold Mining Company Limited										
1.2	Leina la moepo	Kusasaletu Mine										
1.3	Aterese ya lefelo	Karolo 9 ya polase ya Buffelsdoorn 143 IQ 2.0 Km kwa bokone jwa tselakgolo ya N12 e e lebileng Carletonville Kgaolo ya Carletonville Porofense ya Bokone Bophirima										
1.4	Aterese ya poso	C/o Harmony Gold Mining Company Limited P O Box 2 Randfontein 1760										
1.5	Nomoro ya mogala	(018) 782 9257										
1.6	Nomoro ya fekese	(018) 782 1132										
1.7	Lefelo la moepo	Moepo wa Kusasaletu o sekgala sa 85km kwa borwa botlhaba jwa Johannesburg mo Porofenseng ya Bokone Bophirima. Moepo o mo latitude ya 26000"S le longitude ya 27000"E, mme le fitlhelelwa ka tselakgolo ya bosetšhaba ya N12 fa gare ga Johannesburg le Potchefstroom.										
1.8	Kuno	Gouta										
1.9	Botshelo jwa moepo Letlha la go Felelwa ke Nako ga Tshwanelo ya Moepo	Dingwaga di le 4 – bofelong jwa ngwaga wa 2022 17 December 2037										
1.10	Ngwaga wa Ditšhelete	Ngwaga wa ditšhelete wa Khampani o simolola ka Phukwi go fitlha ka Seetebosigo wa ngwaga o o latelang.										
1.11	Ngwaga wa Pego	Pego ya ngwaga le ngwaga e tla dirwa mo ngwageng mme e tla romelwa ka 31 Mopitlwe wa ngwaga mongwe le mongwe										
1.12	Go bona tshedimosetso e e oketsegileng ka setlankana seno tsweetswee ikgolaganye le	<table border="0"> <tr> <td><u>Motsamaisi Kakaretso</u></td> <td><u>Moetapele wa HR</u></td> </tr> <tr> <td>K Katake</td> <td>G van Emmenis</td> </tr> <tr> <td>(018) 782 9152</td> <td>(018) 782 9257</td> </tr> <tr> <td>084 200 0948</td> <td>082 453 4701</td> </tr> <tr> <td>karabo.katake@harmony.co.za</td> <td>gert.vanemmenis@harmony.co.za</td> </tr> </table>	<u>Motsamaisi Kakaretso</u>	<u>Moetapele wa HR</u>	K Katake	G van Emmenis	(018) 782 9152	(018) 782 9257	084 200 0948	082 453 4701	karabo.katake@harmony.co.za	gert.vanemmenis@harmony.co.za
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karabo.katake@harmony.co.za	gert.vanemmenis@harmony.co.za											



1.13 Lefelo le Tirelo e Leng mo go Lone





Karolo 2: Thulaganyo ya Tlhabololo ya Lephata la Badiri

Go ya ka Molawana 46(b): Thulaganyo ya tlhabololo ya lephata la badiri

- Molawana 46(b)(i): Leano la tlhabololo ya bokgoni
- Molawana 46(b)(ii): Kgatelopele ya tiro le tiriso ya lone go dumalana le leano la tlhabololo ya bokgoni
- Molawana 46(b)(iii): A mentorship plan and its implementation in line with the skills development plan
- Molawana 46(b)(iv): Leano la go ithuta o le mo tirong le la basari le tiriso ya lone go dumalana le leano la tlhabololo ya bokgoni
- Molawana 46(b)(v): Dipalopalo tsa tekatekano ya tiro

Matseno

Harmony Gold e tshegetsa mokgwa wa tlhabololo ya talente le ya batho moo ditshono tsa ditiro di tlholwang mo teng ga mokgatlo mme go thapiwa kwa ntle go akanyediwa fela fa phatlatiro e ka se tladiwe ka talente e re nang le yone. Tiro ya Harmony ya thuto le tlhabololo e ikarabelela ka molawana wa HRD ya Harmony HRD policy, taolo ya dithulaganyo le boleng, mme Tirelo e na le bokgoni le maatla a go diragatsa melawana.

Karolo eno ya SLP e dirisana gotlhelele le leano la Tirelo la dingwaga tse tlhano go fitlhelela tlhaboololo e e feletseng ya lephata la badiri ka tsenelelo ya thuto, thapiso le tlhabololo (ETD), jaaka go akareditswe mo MPRDA, le mo Molaotheong wa Moepo, o o tlhokomelwang ka karata ya dipaloplo.

Gape e dirisana le molawana wa tlhabololo ya bokgoni go tihomamisa tlhabololo ya bokgoni jwa badiri ba Afrika Borwa go tokafatsa boleng jwa matshelo a badiri le tsholofelo ya bone ka tito mmogo le go tokafatsa tlhagiso mo lefelong la tiro le go gaisana ga bathapi le go rotloetsa go ipereka.

2.1 Molawana wa tlhabololo ya bokgoni

Go ikwadisa le di-SETA

Leina la SETA	Bolaodi jwa Ditshwanelego tsa Moepo
Nomoro ya ikwadiso ya SETA	Lekgetho = L650710538 Tettlelo = 16/MQA/0469/AC4?130614
Tlhomamiso ya go tlhomiwa ga Motlhokomedi wa Tlhabololo ya Bokgoni	Johannes Smiley Mathibe No ya Mog: (018) 782 9476 No ya Sel: 072 833 1941 Imeile: Johannes.mathibe@harmony.co.za
Bosupi jwa thomelo ya Leano la Bokgoni jwa Lefelo la Tiro	Maano a Bokgoni jwa Lefelo la Tiro a romelwa ngwaga le ngwaga pele ga 30 Moranang wa ngwaga mongwe le mongwe

2.2 Leano la tlhabololo ya bokgoni

Ka tirisano le Molawana wa Tlhabololo ya Bogkoni, Tirelo e romela, ngwaga le ngwaga, Leano la Bokgoni jwa kwa Tirong (WSP) le Pego ya Thapiso ya Ngwaga le Ngwaga (ATR) go Bolaodi jwa Ditshwanelego tsa Moepo (MQA) go bontsha kafa badiri ba thapisiwang ka gone ngwaga otlhe mo dikarolong tse ba supilweng ba di tlhoka. Tirelo e tla amanya maano a one le leano la tlhabololo ya bokgoni la Harmony mme e tla tihomamisa



gore go dirwa lefelo la tlhabololo ya bokgoni.

Dipego tseno di dirwa ngwaga le ngwaga ke batlhatlheledi ba tlhabololo ya bokgoni (SDF's) ba ba tlhophilweng, ka puisano le dikomiti tsa Tlhabololo ya Lephata la Badiri (HRD) le dikomiti tsa Kgwebo ya HRD. Dikomiti tsa HRD di thusa go tthomamisa gore Tekatekano ya Tiro le Tekatekano ya Bong di fitlhelelwa ka tlhabololo ya badiri. Maano a tlhabololo ya badiri a amangwa le Maano a Bokgoni jwa Lefelo la Tiro (WSP).

Gape Ditirelo di duelela ditshenyegelo tsa tlhabololo ya bokgoni le go batla ditshenyegelo tsa thapiso e e newang go ya ka Melawana e e maleba.

Boikaelelo jwa maano a Tlhabololo ya Bokgoni mo Harmony bo na le tse di latelang:

- Go thapisa badiri go fithelela bokgoni jo bo feletseng mo maamong a ba leng mo go one le go tokafatsa tlhagiso mo tirong
- Go tthomamisa gore badiri ba bereka sentle
- Go tthomamisa gore badiri ba thapisiwa sentle e bile ba ipaakanyeditse maemo a a latelang mo tirong ya bone
- Go supiwa ga talente le go laolwa ga badiri ba ba nang le bokgonni
- Go boloka badiri ba ba nang le ditshwanelego

Tirelo e itlama ka botlalo go naya badiri botlhe ba yone ditshono tse di tlokegang go tsaya karolo mo thapisong le tlhabololo.

Palo le selekanyo sa Thuto sa badiri ba Moepo

Kgaoganyo ya badiri

Lenaane le le latelang le bontsha tshedimosetso ya badiri ka Mopitlwe 2017.

TSHEDIMOSETSO YA BADIRI - DIPALOPALO - BANNA VS BASADI		
Badiri ba Leruri	Palogotlhe ya badiri	%
Palogotlhe ya badiri	4061	100.0%
Banna	3585	88.3%
Basadi	476	11.7%
Banna ba ba-Afrika ba SA	2649	65.2%
Basadi ba ba-Afrika ba SA	403	9.9%
Banna ba Mmala	9	0.2%
Basadi ba Mmala	2	0.0%
Banna ba ba-India	1	0.0%
Banna ba Basweu	144	3.5%
Basadi ba Basweu	12	0.3%
Banna ba e seng ba SA	782	19.3%
Basadi ba e seng ba SA	59	1.5%

TSHEDIMOSETSO YA BADIRI - DIPALOPALO - BANNA VS BASADI		
Badiri ba e Seng ba Leruri	Palogotlhe ya badiri	%
Palogotlhe ya Badiri	634	100.0%
Banna	577	91.0%
Basadi	57	9.0%
Banna ba ba-Afrika ba SA	458	72.2%
Basadi ba ba-Afrika ba SA	46	7.3%
Banna ba Mmala	2	0.3%
Basadi ba Mmala	1	0.2%
Banna ba ba-India	1	0.2%
Banna ba Basweu	61	9.6%
Basadi ba Basweu	9	1.4%
Banna ba e seng ba SA	55	8.7%
Basadi ba e seng ba SA	1	0.2%



Breakdown of employees per labour-sending community as at March 2017

TSHEDIMOSETSO YA BADIRI – BA SELEGAE VS BATSWAKWA		
Badiri ba Leruri	Palogotlh e ya badiri	%
Palogotlhe ya badiri	4061	100.0%
Palogotlhe ya ba-Afrika Borwa	3220	79.3%
Palogotlhe ya Dinaga tse di Mabapi	841	20.7%
Ba RSA	3220	79.3%
Swaziland	124	3.1%
Botswana	16	0.4%
Lesotho	514	12.7%
Mozambique	187	4.6%
Zimbabwe		

TSHEDIMOSETSO YA BADIRI – BA SELEGAE VS BATSWAKWA		
Badiri ba e Seng ba Leruri	Palogotlh e ya badiri	%
Palogotlhe ya badiri	634	100.0%
Palogotlhe ya ba-Afrika Borwa	578	91.2%
Palogotlhe ya Dinaga tse di Mabapi	56	8.8%
Ba RSA	578	91.2%
Swaziland		
Botswana		
Lesotho	14	2.2%
Mozambique	40	6.3%
Zimbabwe	2	0.3%

Kgaoganyo ya badiri ba konokono le ba ba tshegetsang ka Mopitlwe 2017

TSHEDIMOSETSO YA BADIRI – BA KONOKONO VS BA BA TSHEGETSANG		
Badiri ba Leruri	Palogotlhe ya badiri	%
Palogotlhe ya badiri	4061	100.0%
Ba konokono	3800	93.6%
Ba ba tshegetsang	261	6.4%
Moepo	2692	66.3%
Enjering	963	23.7%
Bolaodi jwa Madirelo a Tshipi	66	1.6%
Saense ya Dimetale	79	1.9%
Lephata la Badiri	164	4.0%
Matlole	9	0.2%
Ditirelo tsa Kwebo	14	0.3%
Tshireletsego le Pholo	40	1.0%
Tikologo	13	0.3%
Ditirelo tse Dingwe	21	0.5%

TSHEDIMOSETSO YA BADIRI – BA KONOKONO VS BA BA TSHEGETSANG		
Badiri ba e Seng ba Leruri	Palogotlhe ya badiri	%
Palogotlhe ya badiri	634	100.0%
Ba konokono	470	74.1%
Ba ba tshegetsang	164	25.9%
Moepo	200	31.5%
Enjering	231	36.4%
Bolaodi jwa Madirelo a Tshipi		
Saense ya Dimetale	39	6.2%
Lephata la Badiri	8	1.3%
Matlole	2	0.3%
Ditirelo tsa Kgwebo	6	0.9%
Tshireletsego le Pholo		
Tikologo		
Ditirelo tse Dingwe	148	23.3%



Tirelo e naya batho ba le 4695 tiro ba mo go bone 4061 e thapilweng ke moepo ka tlhamalalo le ba le 634 ba dikonteraka tse di thusang moepo ka ditirelo.

Tsela e badiri ba merafe e e kwa ntle ga Afrika Borwa e e romelang badiri ba tshwarwang ka yone

Go thapiwa ga badiri ba ba tswang kwa Lesotho, Mozambique, Swaziland le Botswana go dumalana le ditumalano tsa dipuso tse di kopaneng.

Dituelo, diura tsa tiro, malatsi a go nna kwa gae (go akaretse a bolwetse le a maikarabelo a lelapa), ditlamelo tsa matlole a phenshene, melemo ya kalafi le melawana le dipeelo tse dingwe tsa tiro tsa badiri ba Tlhabololo ya Morafe ya Afrika Borwa (SADC) di tshwana le tsa badiri ba Afrika Borwa. Mo godimo ga moo, ba na le tshwanelo ya tuelo e e lekanang ya dikgobalo tsa mo tirong le malwetse, mme ba tshwanela ditshono tse di tshwanang le tsa badiri ba Afrika Borwa tsa thapiso le tlhabololo. Gape ba na le tshwanelo ya go tsena le go nna le sebe ka botlalo mo ditirong tsa mekgatlho ya badiri, ba na le kgololesego ya motsamao le go itumelela ditshwanelo tse di tshwanang tsa tiro le tshireletso kgatlhanong le go lelekwa go sa tshwanela.

Gape Harmony, mo boemong jwa Tirelo eno, e dirile tumalano le mekgatlho e e itsegeng ya badiri, e e bolela gore badiri ba SADC ba tla newa ditshono tse di tshwanang le tsa ba-Afrika Borwa tsa bonno fa go tliwa mo lefelong la bonno, madi a go nna kwa ntle ga bonno jwa kwa tirong le mafelo a banyalani. Le fa go ntse jalo, dipeelo tsa molawana ga di akaretse badiri ba SADC mo tlamelong ya matlo a badiri mo Afrika Borwa.

Go tshwanetse ga elwa tlhoko gore ditumalano tsa dipuso tse di kopaneng tsa Lesotho le Mozambica di bontsha gore mo e ka nnang 30% ya dituelo tsa badiri bano ba batswanetle e tswanetse go busediwa e le tuelo e e patelediwang kwa dinageng tsa bone. Le fa go ntse jalo, dituelo tseno di thusa merafe eno e e romelang badiri ka ditirelo, tse kwantle ga tsone khumaneng ya metseselegae e neng e tla oketsega.

Ntlha e nngwe e e amang badiri ba batswantle ke ntlha ya gore ba thapiwa ka tsela ya 'tumelelo ya kgwebo' e e newang go ya ka Molawana wa Batswantle. Ka ntlha ya seno, ba malapa a badiri bano ba ka nna ba se tsamaelee ruri le bone, le fa gone maloko a lelapa a a boning tumelelo ya go eta a dumeelwa go etela badiri bano ba batswantle ka nako e e lekanyeditsweng.

Gape badiri bao ba tshwanela go boela kwa dinageng tsa bone gangwe le gape, mme ba ka tsenya kopo ya go bona bonno jwa leruri mo Afrika Borwa.

Ka jalo, fa go na le tirisano fa gare ga molao wa Afrika Borwa le ditumalano tsa dipuso tse di kopaneng, Tirelo ga e tlhaole badiri bano ba batswantle ba ba tswang kwa dinageng tsa SADC, mme ga e kitla e dira jalo.



Dilekanyo tsa Thuto

Lenaane le le fa tlase fano (Form Q) le bontsha dilekanyo tsa thuto tsa Badiri ba Leruri ka Mopitlwe 2017

DILEKANYO TSA THUTO (FORM Q) - BADIRI BA LERURI										
DILEKANYO TSA THUTO		Ba-Afrika		Ba Mmala		Ba-India		Basweu		Palogotlhe
SELEKANYO SA NQF	TSAMAISO E NTŠHA	M	F	M	F	M	F	M	F	
THUTOKAKARETISO LE THAPISO										
Ga go na Thuto	Ga go a Tsenwa Sekolo	11	3					1		15
Kwa Tlase ga NQF 1	Pele ga AET / Gerata 1 go fitlha ka 3	286	3							289
Kwa Tlase ga NQF 1	AET 1 / Mpt 2 / Gerata 4	154	5							159
Kwa Tlase ga NQF 1	AET 2 / Mpt 3 & 4 / Gerata 5 & 6	358	8							366
Kwa Tlase ga NQF 1	Baithuti ba go ka diregang gore ba teng ba AET	809	19					1		829
THUTO E E KWA GODINGWANA LE THAPISO										
Kwa Tlase ga NQF 1	AET 3 / Mpt 5 & 6 / Gerata 7 & 8	501	28	1						530
NQF 1	AET 4 / Mpt 7 / Gerata 9	544	40	1				1		586
NQF 2	Mpt 8 / Gerata 10 / NATED 1 / NCV Level 1	404	71	1		1		10		487
NQF 3	Mpt 9 / Gerata 11 / NATED 2 / NCV Level 2	427	71	2				6		506
NQF 4	Mpt 10 / Gerata 12 / NATED 3 / NCV Level 3	494	149	2	1			13	7	666
THUTO E KGOLWANE LE THAPISO										
NQF 5	Setifikeiti sa Bosetšhaba / se se kwa Godingwana	224	62	2	1			105	3	397
NQF 6	Setifikeiti se se kwa Godingwana / Dipoloma / Setifikeiti sa Kgatelopele / NATED 4 go fitlha ka 6	21	18					7	1	47
NQF 7	Dipoloma ya Kgatelopele / Dikirii ya B-Tech / Dikirii ya Bachelor (Dintlha di le 360)	6	2					1	1	10
NQF 8	Dikirii ya Bachelor Honor / Dipoloma ya Morago ga Kalogo / Dikirii ya Bachelor (Dintlha di le 480)	1	2							3
NQF 9	Dikirii ya Master									
NQF 10	Dikirii ya Doctoral & Dikirii ya Post-Doctoral									
PALOGOTLHE		3431	462	9	2	1		144	12	4061



Lenaale le le fa tlase fano (Form Q) le bontsha dilekanyo tsa thuto tsa Badiri ba e Seng ba Leruri ka Mopitlwe 2017

DILEKANYO TSA THUTO (FORM Q) - BADIRI BA E SENG BA LERURI										
DILEKANYO TSA THUTO		Ba-Afrika		Ba Mmala		Ba-India		Basweu		Palogotlhe
SELEKANYO SA NQF	TSAMAISO E NTŠHA	M	F	M	F	M	F	M	F	
THUTOKAKARETSO LE THAPISO										
Ga go na Thuto	Ga go a tsenwa Sekolo	29	2					3		34
Kwa Tlase ga NQF 1	Pele ga AET / Gerata 1 go fitlha ka 3	10						1		11
Kwa Tlase ga NQF 1	AET 1 / Mpt 2 / Gerata 4	11	1					2		14
Kwa Tlase ga NQF 1	AET 2 / Mpt 3 & 4 / Gerata 5 & 6	25	3			1		6	1	36
Kwa Tlase ga NQF 1	Baithuti ba go ka diregang gore ba teng ba AET	75	6			1		12	1	95
THUTO E E KWA GODINGWANA LE THAPISO										
Kwa Tlase ga NQF 1	AET 3 / Mpt 5 & 6 / Gerata 7 & 8	40	1	1				4		46
NQF 1	AET 4 / Mpt 7 / Gerata 9	34	1					6		41
NQF 2	Mpt 8 / Gerata 10 / NATED 1 / NCV Level 1	75	8		1			5		89
NQF 3	Mpt 9 / Gerata 11 / NATED 2 / NCV Level 2	88	9					9	4	110
NQF 4	Mpt 10 / Gerata 12 / NATED 3 / NCV Level 3	195	22	1				24	4	246
THUTO E KGOLWANE LA THAPISO										
NQF 5	Setifikeiti sa Bosetšhaba / se se kwa Godingwana	6								6
NQF 6	Setifikeiti se se kwa Godingwana / Dipoloma / Setifikeiti sa Kgatelopele / NATED 4 go fitlha ka 6							1		1
NQF 7	Dipoloma ya Kgatelopele / Dikirii ya B-Tech / Dikirii ya Bachelor (Dintlha di le 360)									
NQF 8	Dikirii ya Bachelor Honor / Dipoloma ya Morago ga Kalogo / Dikirii ya Bachelor (Dintlha di le 480)									
NQF 9	Dikirii ya Master									
NQF 10	Dikirii ya Doctoral & Dikirii ya Post-Doctoral									
PALOGOTLHE		513	47	2	1	1		61	9	634



Selekanyo sa Dithuto mo Tirelong

SELEKANYO SA DITHUTO - BADIRI BA LERURI

Palogotlhe ya badiri	Kwa Tlase ga Gerata 6 / Mpt 4 (kwantle ga Ga go na Thuto)	Ga go na Thuto	Baithuti ba go ka Diregang Gore ba Teng ba AET	Selekanyo sa go sa Rutega (%)
4061	814	15	829	20%

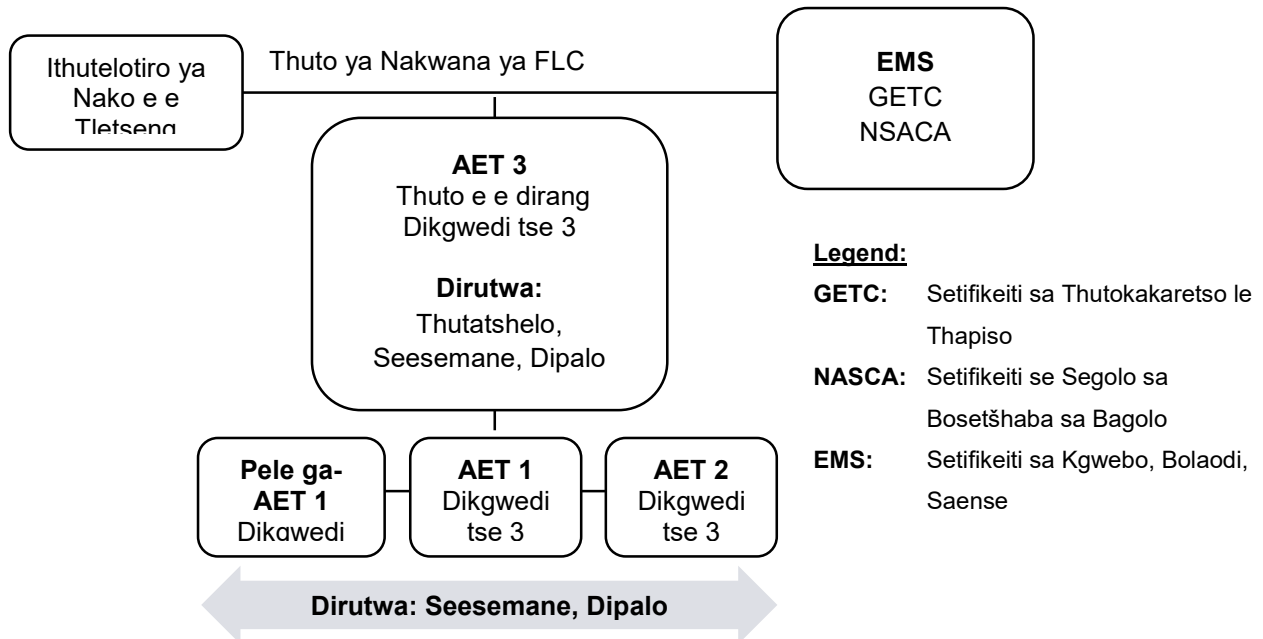
SELEKANYO SA DITHUTO - BADIRI BA E SENG BA LERURI

Palogotlhe ya badiri	Kwa Tlase ga Gerata 6 / Mpt 4 (kwantle ga Ga go na Thuto)	Ga go na Thuto	Baithuti ba go ka Diregang Gore ba Teng ba AET	Selekanyo sa go sa Rutega (%)
634	61	34	95	15%

Thuto ya Bagolo le Thapiso

Kgatelopele ya Dilekanyo tsothe tsa AET e diretswe go naya badiri botlhe tshono ya gore ba rutege le gore ba itse dipalo.

Kerafo e e latelang e bontsha thulaganyo ya thuto ya Bagolo le thuto e kgolwane:



Le fa lenaane la dipalo le batla gore Harmony e neye badiri botlhe tshono ya go rutege, Harmony e fetile patlafalo eno mme e ipeetse maikaelelo a yone: phitlhelelo ya gore badiri botlhe ba bo ba rutegele ka 2024. Harmony e naya ditlhlase tsa nako e e tletseng tsa AET mme e sa tswa go tlhoma nako ya tsone ya E-AET go fitlhelela dilo tseno.



Kafa Tirelo e nayang ka gone badiri tshono ya go rutega le go itse dipalo

Go dirilwe matsholo a tsiboso mo dingwageng di le mmalwa tse di fetileng ka maikaelelo a go rotloetsa le go tsibosa. Mesele ya puisano e e dirisiwang e akaretsa diphosetara, komiti ya HRD le dipampitshana. Tlhatlhobo yam o teng ga khampani e fitlhetse gore badiri ba itse sentle ka ditheo tsa AET kwa Tirelong.

Leano la Tiriso ya AET

Leano la go naya badiri tshono ya go rutega le go itse dipalo

Boikaelelo:

- Go thusa badiri gore bone ka bobone ba kgone go bala le go kwala jaaka go batlega mo tirong le kwa gae.

Phetogo e e solegelang molemo:

- **Badiri**
 - Go rutega go tla thusa go diragatsa molao wa Harmony wa “Tshireletsego” le “Kgolagano”.
 - Go matlafatsa badiri gore ba tsenye dikopo tsa maemo a a kwa godingwana a go tlhokegang thutego mo go one
- **Moepo**
 - O ame dipalopalo tsa Harmony tsa tshireletsego le tlhagiso ka tsela e e siameng
 - Thusa Harmony go fitlhelela tlhabololo e e ikaeletsweng ya di-HDSA ka kakaretso
 - Puisano mo Harmony e tla tokafala
- **Tiro e e rulagantsweng**
 - Puisano le ditherisano le maloko e tla tokafala
- **Malapa**
 - Badiri ba tla kgona go thusa maloko a lelapa ka ditiro tsa letsatsi le letsatsi jaaka go boloka madi le go dira tekanyetsokabo
 - Leloko la lelapa le le rutegileng le ka thusa bana ka ditiro tsa sekolo.

Baungwelwa:

- Afrika Borwa yotlhe e tla solegelwa molemo ke go fedisiwa ga illiteracy.

Leano la Tiriso:

- Harmony e tsaya di-AET tse tharo ka ngwaga go fitlhelela boikaelelo jo bo tlhomilweng.
- Go lebana le dikopo tse di farologaneng tsa bannaleseabe, go dirwa ditlase tsa nakwana le tsa nako e e tletseng.

Ditheo le Ditikwatikwe tsa AET

Ditheo tsa Tirelo tsa AET di kwa Tirelong mme go na le dipalangwa le ditirelo tse di thusang go isa thuto e e amanang le Bolaodi jwa Afrika Borwa jwa Ditshwanelego (SAQA) kwa baithuting. Ditikwatikwe tsothle tsa AET ya Harmony di kwalwa ditlhatlhobo tse di tswang kwa ntle tse di dirwang ke IEB le letshwao.



Thulaganyo ya go tsewa ga AET ya 2018 go fitlha ka 2022

Lenaane le le fa tlase le bontsha thulaganyo ya go tsewa ga dilekanyo tsa AET

SELEKANYO SENGWE LE SENGWE LE DITSHENYEGELO TSA THUTO YA BAGOLO LE THAPISO						
Selekanyo sa AET	Leano					Total No of Delegates
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Pele ga-AET	15	15	10	3	2	45
AET 1	15	15	10	3	2	45
AET 2	15	15	10	3	2	45
AET 3	15	15	10	3	2	45
AET 4	15	15	10	3	2	45
Palogotlhe e e Rulagantsweng	75	75	50	15	10	225

Tlhokomela: Dipalo tseno tsa AET di tla amiwa ke palo ya ngwaga le ngwaga ya badiri yam o e ka nnang 10%, go thapiwa ga badiri ba ba rutegileng mmogo le dithathobo tsa kwa ntle tsa badiri ba selekanyo sa bone sa thuto se sa tlhomamisiwang. Gape dipalo tseno di tla amiwa ke dilekanyo tsa katlego.

Dithulaganyo tsa Tlhabololo ya Bokgoni

Diithutelotiro 18.1

Lenaane le le fa tlase le bontsha thulaganyo ya go tsewa ga Diithutelatiro tsa 18.1

DIITHUTELOTIRO - 18.1						
Tlhaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Thekethe ya go Thuba Mafika	6	6				12
Diithutelatiro tsa Enjenering	9	9	3	1	1	23
Palogotlhe	15	15	3	1	1	35

Diithutelatiro 18.2

Lenaane le le fa tlase le bontsha thulaganyo ya go tsewa ga dilekanyo tsa Diithutelatiro tsa 18.1

DIITHUTELATIRO - 18.2						
Tlhaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Thekethe ya go Thuba Mafika	1	1		1		3
Diithutelatiro tsa Enjenering	1		1		1	3
Palogotlhe	2	1	1	1	1	6



Tlhabololo ya Boeteledipele

Badiri ba thusiwa mo bokgoning jwa konokono, jwa botlhokwa le jwa boeteledipele go ba thusa go dira ditiro tsa bone ka tshireletsego le ka tsela e e nang le matswela.

Ka maswabi, ka ntlha ya botshelo jo bokhutshwane jwa boemo jwa moepo, ga go na thapiso ya tlhabololo ya boeteledipele e e tla tshwarwang mo Tirelong eno

Tlhabololo ya Bokgoni

Lenaale le le fa tlase le bontsha thulaganyo ya go tsewa ga ditekanyo tsa Tlhabololo ya Bokgoni

THAPISO YA TLHABOLOLO YA BOKGONI LE BOETELEDIPELE						
Tlhaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Setifikeiti sa Mookamedi wa Moepo	1		1			2
Setifikeiti sa Kgatelopele sa Modiramoepong (Molebedi ka nako ya tiro)	2	2	2	1	1	8
Foromane ya Enjenering	2		1	1		4
Motsamaisi wa Madirelo a Tshipi	1		1			2
Motlhatlhobi	1		1			2
Moitsejeoloji		1				1
Motsamaisi wa Matlotlo			1			1
Radiakhaonto			1			1
Motsamaisi wa Tshireletsego	1					1
Moitseanape wa Bophepa kwa Tirong	1					1
Motsamaisi wa Bophepa kwa Tirong		1				1
Rasaense yo Mogolo wa Saense ya Dimetale		1				1
Moeteledipele wa Lephata la Kgwebo	1		1			2
Palogotlhe	9	4	8	2	1	24

2.3 Diphatlhatiro tse go leng 'Thata go di Tswala'

Go tshwanetse ga elwa tlhoko gore Harmony meepo e e nang le dilaesense e akanyetsa bokgoni jwa konokono fa e sekaseka bontlhopheng ba di learnerships, ba ba ithutang ba le mo tirong, mentorship, kgatelopele ya tiro le dithulaganyo tse di farologaneng tsa bokgoni.

Ga go na diphatlhatiro tse go leng 'thata go di tswala' mo Tirelong. Diphatlhatiro tsotlhe tse di gone di tswalwa mo dikgweding di le 12. (Bona dintlha tse di fa tlase)



FORM R

Lefapha: Diminerale

Repuboliki ya Afrika Borwa

Diphatlhatiro tse go leng thata go di tswala ka Mopitlwe 2017

Go ya ka Molawana 46(b)(i)(bb) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act 28, 2002

Ditaelo:

1. Fa o na le dipotso dipe, ikgolaganye le kantoro e e maleba ya kgaolo kgotsa kemedi e e tshwailweng ka diura tsa tiro (bona Lenaane 1).
2. Tlatsa foromo ka ditlhaka tse dikgolo le pene e ntsho.
3. Tlatsa foromo ka Seesemane mme o se ka wa dirisa dikhutshwafatso (Street e seng St).

Selekanyo sa tiro	Leina la phatlhatiro	Lebaka la konokono la go sa kgone go tlatsa phatlhatiro
Bolaodi jo bo kwa godimo	-	N/A
Bolaodi jo bogolo	-	N/A
O tshwanelega sentle e bile o mankge yo o maotemogelo le bolaodi jwa magareng	-	N/A
Badiri ba ba nang le bokgoni jwa setegeniki le ba ba tshwanelegang ka dithuto, bolaodi jo bo kwa tlasenyana, batsamaisi, diforomane le baokamedi	-	N/A
Bokgoni jo bo rileng le go itse go dira ditshwetso	-	N/A
Ga go na bokgoni jwa go dira ditshwetso le go tlhalosa	-	N/A

2.4 Kgatelepele ya Tiro

Karolo e bua ka leano la kgatelepele ya tiro ya Tirelo le le amangle leano la tlhabololo ya bokgoni mme e tla bontsha kafa badiri ba newang ditshono tsa go gatela pele mo tirong ka dilekanyo tsa tiro.

Leano la kgatelepele ya tiro mo selekanyong sa mongwe le mongwe, se bontsha ditshono tsa kgolo ya tiro ka ditsela tse di kgethegileng tsa tiro mo maemong a setegeniki (specialist) le a boetapele mo moepong. Thulaganyo eno e lemoga ditlhopho tsa tiro tsa badiri ba ba thuswang go tlhabolola bokgoni gore ba ipaakanyetse le go tshwanelegela go amogela maemo a a tsamaisang le mekgele ya bone ya tiro le ditlhoko tsa moepo (ditlhoko tsa mokgatlho). Badiri ba ka sekaseka maemo a a farologaeng a kgatelepele ya tiro (kgotsa



ba thusiwa go dira jalo) mme ka bonako ba lemoge dipatlafalo tsa maemo a a farologaneng. Bolaodi jwa tiro kwa Tirelong bo amang le ditiro tse dingwe tsa HRD tse di jaaka mentorship le katiso, managing the talent pool, le tekatekano ya tiro.

Dilo tse di akanyediwang tsa leano le le berekang la kgatelopele ya tiro:

- Leano la kgatelopele ya tiro la Tirelo le ikaegile ka dilo di le mmalwa tse di kwadilweng fa tlase fano:
- **Ditshono tsa badiri botlhe.** Badiri botlhe ba ka nna le kgatelopele ya tiro go ikaegile ka dilo tse ba di kgatlhegelang, go nna gone ga maemo, tekatekano ya tiro, ditlathobho tse di ka nnang gone, le tiragatso e e duleng diatla
- **Kgalemelo e e akaretsang le go kgalemelwa gantsi.** Modiri a ka tloga mo karolong e nngwe a ya go e nngwe go ikaegile ka dilo tse a di kgatlhegelang tsa tiro tse di tsamaisanang le ditlhoko tsa mokgatlo
- **Bolaodi jwa tiragatso.** Maano a kgatelopele ya tiro a laolwa le go tlhokomelwa ka nako ya dipuisano tsa tiragatso fa gare ga modiri le motsamaisi wa gagwe wa selekanyo sa bolaodi, mme badiragatsi ba ba kwa setlhoeng gantsi ba akanyediwa ditshono tsa go gatela pele mo dilekanyong tse di kwa godimo mo mokgatlhong
- **Dikgatlhego tsa tiro.** Dikgatlhego tsa modiri mongwe le mongwe tsa tiro di a akanyediwa, go ya ka maemo, fa maano a kgatelopele ya tiro a buisanwa le go dumalanwa ka di-IDP
- **Go nna gone ga maemo.** Kgatelopele ya tiro e direga go ikaegile ka maemo a a nnang gone mo moepong kgotsa kwa ditirelong tse dingwe tsa Harmony mme badiri ba thatlotsiwa le go romelwa mo maemong a a dirang gore ba lebane le tiro e e oketsegileng
- **Ditebelelo tsa tekatekano ya tiro.** Maano a kgatelopele ya tiro a direga go ya ka dipagtlafalo tsa Tirelo go fitlhelela ditebelelo tsa tekatekano ya tiro
- **Ditlhopho tsa tlhabololo.** Tseno ke ditlhopho tsa dikarolo tse di farologaneng tse di tlhokomelang ditiro tsa badiri go tlhomamisa gore ditshono tsa tlhabololo di nna gone mo badiring ba ba tshwanelegang, b ba nang le bokgoni le ba ba dirang bontle

Leano la kgatelopele (kgolo) ya tiro

Le a akanyediwa mo ditshonong tsotlhe tsa kgatelopele ya tiro mo dilekanyong tsotlhe. Ka gonne re batla go fitlhelela ditebelelo tsa tekatekano ya tiro, maemo a a seemo sa bolaodi a tla bewa leitlho mo go rileng.

% tsa kemedi ya HDSA mo ditshonong tsa kgolo le go tlatsa dihlathatiro tse di gone	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
	60%	65%	70%	70%	70%

Tlhokomela: Ditebelelo tse di fa godimo ga di kaye go kgapelwa thoko ga badiri ba pele ba neng ba solegelw molemo. Ka nako ya tshekatsheko ya toragatso, maano a bone a tiro le one a lebelelwa le baokamedi ba bone ba ba farologaneng, mme go ka nna le dipatlhatiro, le bone ba a akanyediwa fela fa ditebelelo tsa EE di sena go fitlhelelwa.

Tirisano

Leano la kgatelopele ya tiro le naya badiri ba maemo otlhe mo mokgatlhong tshono ya kgatelopele ka dilekanyo tsa tiro.

Dilekanyo tsa tiro

Ditselana tsa tiro tsa karolo nngwe le nngwe di bontsha tsela e badiri ba tshwanetseng go e latela gore ba ye mo maemong a a latelang.



Kgethololo ya ditekanyo tsa tiro di bua ka ditekanyo tsa tiro e e latelang:

- Go se kgone go dira ditshwetso le go tlhalosa – Paterson bands A1 go fitlha ka A4
- Go nna le bokgoni jo bonnye jwa go dira ditshwetso le go nna bothale; operators; badiri ba tsamaiso; le badiri ba ikwadiso – Patterson bands B1 go fitlha ka B7
- Bokgoni jwa seteginiki/badiri: badiri ba ba nang le bokgoni jwa setegeniki le ba ba tshwanelegang, bolaodi jo bo kwa tlase, baokamedi, diforomane – Patterson bands C1 go fitlha ka C5
- Bomankge: ba ba nang le ditshwanelego, ba ba nang le maitemogelo le bolaodi jwa magareng – Patterson bands D1 go fitlha ka D5
- Bolaodi jo bogolo – Patterson bands E1 go fitlha ka E5

Tlhokomela: Kgatelepele ya tiro go ya selekanyong sa bokhuduthamaga e tlosa modiri mo moepong e mo isa mo selekanyong sa setlhopha. Selekanyo sa khuduthamaga sa Harmony se mo Patterson band F.

Leano la tlhabololo ya modiri go tshegetsisa kgatelepele ya tiro

Moepo o naya tshono ya kgolo go ya dilekanyong tse di kwa godingwana tsa mokgatlho ka go rotloetsa badiri go nna le maano a tlhabololo ya botho. Le fa gone badiri ba nawa ditshono, mongwe le mongwe o tsaya maikarabelo a gagwe a mekgele ya tiro le maikaelelo.

Thulaganyo ya bolaodi jwa tiro e lemoga dilo tse badiri ba di tlhokang tsa thuto, thapiso le maitemogelo. Dikgato tse go buiwang ka tsone mo go thuseng go laola sentle badiri di akaretsa tse di latelang:

Kgato 1: Sekaseka bokgoni jo bo leng gone jo bo tlhokegang go fitlhelela maikaelelo a kgwebo

Seno se akaretsa se se latelang:

- Lemoga bokgoni jo bo tlhokegang go atlega mo tirong ya ga jaana
- Lemoga diphatlha tse di tlhokang go thijwa go atlega mo tirong ya ga jaana
- Lemoga bokgoni jo bo malebajwa dithulaganyo tsa badiri tse ga jaana di sa dirisiwang

Kgato 2: Lemoga dikarolo tsa kgolo le tlhabololo

Seno se akaretsa tse di latelang:

- Lemoga dikarolo tse tiro ya ga jaana ya badiri e ka tokafadiwang ka yone ka thapiso kgotsa katiso e nngwe
- Lemoga bokgoni kgotsa maikarabelo a mangwe a a oketsang bokgoni jwa modiri go thusa go fitlhelela mekgele le maikaelelo a moepo
- Lemoga dilo tse modiri a di kgatlhegelang le/kgotsa mekgele

Kgato 3: Lemoga thapiso, mentoring, katiso kgotsa ditshono tse dingwe tsa tlhabololo gore modiri a kgone go dirisa bokgoni le kitso e ntšha

Kgato 4: Tshekatsheko e e tsweleng ya leano la tlhabololo ya badiri le go naya employee feedback



Tebelelo ya kgatelopele ya tiro ya karolo nngwe le nngwe ya botlhokwa ya tiro

Ditshwantsho tse di fa tlase di bontsha dikai tsa ditselana tsa tiro tsa karolo nngwe le nngwe ya konokono mo Tirelonng.

Tselana ya Tiro – Moepo

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



Tselana ya tiro – Enjenering

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



Tselana ya tiro – Madireo a Tshipi (Patlisiso)

Career Development

Ticketed Surveyor

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

Non Ticket Surveyor

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



Tselana ya tiro – Madirelo a Tshipi (Jioloji)

Career Development

Graduate Route

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

In House Route

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



Tselana ya tiro – Saense ya Dimetale

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



Setlhopha sa talente

Boikaelelo jwa setlhopha sa talente

Boikaelelo jwa setlhopha sa talente sa Tirelo (jaaka go tihalositswe ka meepo yotlhe ya Harmony) bo akaretsa:

- Tlhabololo ya batho
- Bolaodi jwa tatelano
- Bolaodi jwa tiragatso
- Bolaodi jwa tiro
- Tekatekano ya tiro – go fitlhelela ditebelelo tsa tekatekano ya tiro

Leano la kemedi ya HDSA mo setlhopheng sa talente

Setshwantsho se se fa tlase se bontsha diperesente tsa Leano la Boeteledipele le Tlhabololo ya Bokgoni le le fa godimo.

% ya kemedi ya HDSA mo Talent Pool	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
	80%	80%	80%	80%	80%

Distela tsa go tlhabolola setlhopha sa talente

Go dirisiwa ditsela tse di latelang go tlhabolola setlhopha sa talente:

- Tlhokomelo / Katiso
- Ditebelelo tsa tekatekano ya tiro (go ya ka Molawana wa Tekatekano ya Tiro)
- Ditshono tsa tiro tsa setlhopha/moepo (ditshono tsa go tthatlhoswa, go romelwa felo gongwe le go tshwara marapo)
- Ditshono mo diporojekeng tsa Harmony tsa kgolo
- Ditshono tsa go romelwa kwa ditirelong tsa boditšhabatšhaba tsa Harmony – Papua New Guinea (PNG)

Badiri ba ba totilweng mo setlhopheng sa talente

Badiri botlhe ba ba nang le bokgoni le ba ba dirang bontle mo Tirelong ba tshwanelega go nna karolo ya setlhopha sa talente. Le fa go ntse jalo, palo ya batho ba bam o talenteng e akaretsa fela talente e e kwa setlhoeng mo moepong.

Maemo a a latelang a tiro a teng mo setlhopheng sa talente:

- Badirisi/bokgoni jwa setegeniki: badiri ba ba tshwanelegang ba setegeniki le ba ba rutegileng, bolaodi jo bo kwa tlasenyana, baokamedi, diforomane – Patterson bands C1 go fitlha ka C5
- Bomankge: ba ba tshwanelegang, baitse ba ba nang le maitemogelo le bolaodi jwa magareng – Patterson bands D1 go fitlha ka D5
- Bolaodi jo bogolo – Patterson bands E1 go fitlha ka E5

Setlhopha seno sa talente se bonwa go ikaegilwe ka badiri ba ba dirang bontle, segolobogolo mo dikarolong tsa konokono.



2.5 Dithulaganyo tsa Kaelo

Gore Harmony e tihabolole baeteledipele ba ba tshwanelegang le sethlopha se se siameng sa baetapele le bomankge, go ne ga dirwa thulaganyo yam o khamphaning ya kaelo le katiso go rotloetsa le go tshegetsatsa dikarolo tsa tihabololo tse go lemogilweng gore di a tihaela.

Leano la tiriso

KAELO LE KATISO
LEANO LA TIRISO
<p>Maikaelelo:</p> <ul style="list-style-type: none"> Go tihabolola sethlopha sa baeteledipele le bomankge Go tihomamisa gore re na le didirisiwa tsa botlhokwa go fitlhelela dipatlafalo tsa leano la rona la tekatekano ya tiro Go tokafatsa bokgoni jwa basha ba ba golang go nna baeteledipele
<p>Melemo e e bonwang:</p> <ul style="list-style-type: none"> Bakaedi / bakatise ba ba lekaneng le ba ba tshwanelegang Bakaedi / bakaedi ba ba nnang ba kaelwa
<p>Leano la tiriso:</p> <ul style="list-style-type: none"> Thapiso e e tswelolang ya bakaedi / bakatise bag a jaana Tihabolola le go tshegetsatsa bakaedi / bakatise Tihokomela kgatelopele ya dinako fa gare ga bakaedi le bakaelwa ngwaga le ngwaga

Leano la Kaelo

Badiri botlhe ba ba mo dithulaganyong tse di amanang le Boeteledipele le / kgotsa sethlopha sa talente ba tla dira karolo ya Thulaganyo ya Kaelo / Katiso.

Lenaane le le fa tlase le bontsha leano la Kaelo

THULAGANYO YA KAELO						
Tihaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Setifikeiti sa Mookamedi wa Moepo	1	-	1	-	-	2
Setifikeiti sa Kgatelopele sa Modiramoepong (Molebedi ka nako ya tiro)	2	2	2	1	1	8
Foromane ya Enjenering	2	-	1	1	-	4
Motsamaisi wa Madirelo a Tshipi	1	-	1	-	-	2
Motlhatlhobi	1	-	1	-	-	2
Moitsejeoloji	-	1	-	-	-	1
Motsamaisi wa Matlotlo	-	-	1	-	-	1



THULAGANYO YA KAELO						
Tihaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Radiakhaonto	-	-	1	-	-	1
Motsamaisi wa Tshireletsego	1	-	-	-	-	1
Moitseanape wa Bophepa kwa Tirong	1	-	-	-	-	1
Motsamaisi wa Bophepa kwa Tirong	-	1	-	-	-	1
Palogotlhe	9	4	8	2	1	24

2.6 Dithulaganyo tsa MQA, Go Ithuta o le mo Tirong, Kalogo le Dibasari

Thulaganyo ya rona ya thapiso ya MQA, go ithuta o le mo tirong le go bona maitemogelo ke karolo ya Harmony ya tlabololo ya talente. Baalogi ba ba tswang mo diyunibesithing tse di farologaneng tsa Afrika Borwa ba thapiwa ka tlamalalo kgotsa e se ka tlamalalo ka thulaganyo ya kotlo ya MQA mme ba bewa mo thulaganyong ya go ithuta ba le mo tirong ka lobaka lo lo rileng lo lo sa feteng dingwaga tse pedi, gore ba nne le maitemogelo a a tlhokegang a tiro mo dikarolong tse di farologaneng tsa konokono tse di amang le moepo tse di jaaka moepo, enjenering, geology, saense ya dimetale le survey. Bontsi jwa baalogi ke di-HDSA mme ba tsewa mo merafeng ya selegae e Harmony e dirang mo go one. Fa baithuti bano ba sena go wetsa thulaganyo ya go ithuta ba le mo tirong, Harmony e dirisa tlhopho ya ntlha ya gore a e neye baithuti tiro ya leruri kgotsa nnyaa.

Thulaganyo eno ga e thuse fela go naya batho maitemogelo a tiro, mme gape e naya baithuti bokgoni jwa bolaodi le boetedipele go ba baakanyetsa tiro yam o isagweng e e amanang le bolaodi.

Leano la thapiso la MQA le Boitemogelo

Lenaale le le fa tlase le bontsha thulaganyo ya go tsaya dilekanyo tsa MQA le baithuti ba thapiso ba Boitemogelo

DITHULAGANYO TSA THAPISO TSA MQA / BOITEMOGELO						
	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Palogotlhe e e Rulagantsweng	2	1	1	1	1	6

Tlhokomela: Lenaane le le fa godimo le bontsha ba basha ba ba tsewang ngwaga le ngwaga. Ka gonne lobaka lwa thapiso lo feta dikgwedi tse 12, ka gale go tla tsewa batho gabedi go thapiswa mme matlole a tla ntshiwa ka tshwanelo.

Leano la thapiso ya Baithuti mo Tirong le Baalogi

Lenaale le le fa tlase le bontsha thulaganyo ya go tsewa ga ditekanyo tsa Baithuti ba ba mo Tirong le Baalogi

THULAGANYO YA GO ITHUTA O LE MO TIRONG LE GO ALOGA						
	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Palogotlhe e e Rulagantsweng	1	1	1	1		4



Tlhokomela: Lenaane le le fa godimo le bontsha ba basha ba ba tsewang ngwaga le ngwaga. Ka gone lobaka lwa thapiso lo feta dikgwedi tse 12, ka gale go tla tsewa batho gabedi go thapisiwa mme matlole a tla ntshiwa ka tshwanelo.

Thulaganyo ya Basari

Tirelo e tla tlhokomela go abiwa ga dibasari mo baithuting ba ba tshwanelang ngwaga le ngwaga.

THULAGANYO YA BASARI

Tlanelo ya thuto e kgolwane le thapiso ka baithuti ba basari le basari ya morafe ka maitlamo a tirelo go Harmony.

Maikaelelo:

Go rotloetsa thuto le thapiso ya koletšhe ya baithuti ba basari, go ya ka dipatlafalo tsa tiro tsa Tirelo, go tlhabolola baetapele ba isagwe mo dikarolong tse di lejang e le dikarolo tsa konokono tsa moepo. Fa go kgonega, baithuti ba newa dibasari ka puisano le dimmasepala tsa selegae, mme ba tla letlwa go ithutela dipoloma kgotsa dikirii kwa ditheong tse di letleletsweng tsa koletšhe mo SA.

Dikarolo tsa konokono tse Harmony e di tsayang di le botlhokwa fa e aba dibasaki ke tse di latelang:

- Enjenering ya moepo
- Enjenering
- Saense ya dimetale
- Bolaodi jwa Madirelo a Tshipi.

Phetogo e e solegelang molemo:

Basha ba ba matlafadiwang ba Afrika Borwa e tla nna ba ba tswang mo merafeng ya selegae. Baithuti bano ba tshwanetse go batla go fitlhelela mekgele, ba kgona go lebana le dikgwetlho tsa go bereka le setlhopha mo tikolong ya moepo mme ba na le mogopolo wa kgwebo.

Baungwelwa:

- Ba-Afrika Borwa ba ba nang le talente e bile ba kgatlhegela dikarolo tsa moepo le keletso ya go nna karolo ya Harmony.
- Fa mmasepala o ka kopa Harmony go aba dibasari mo dikarolong tse di amanang le maano a yone a botlhokwa, dikopo tse di jalo le tsone di tla akanyediwa.

Leano la tiriso:

- Tlotlomatso ya 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 bana ba bone.
- Dikopo tse di amogelwang ngwaga le ngwaga ke sekema sa basari sa Harmony pele ga 30 Phatwe ngwaga mongwe le mongwe.
- Go tlhatlhabiwa ga batsenyakopo ba ba mo lenaaneng le le khutshwafaditsweng le go tlhophiwa ka thulaganyo ya potsolotso.
- Basari ya semmuso e e tsamaisanang le Harmony.



Leano la basari

Lenaane le le fa tlase le bontsha thulaganyo ya go tsaya ya ditekanyo tsa Dibasari tsa Morafe.

THULAGANYO YA BASARI YA MORAFE						
	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Palogotlhe e e Rulagantsweng	2	1	1	1	1	6

Tlhokomela: Lenaane le le fa godimo le bontsha ba basha ba ba tsewang ngwaga le ngwaga. Ka gone lobaka lwa thapiso lo feta dikgwedi tse 12, ka gale go tla tsewa batho gabedi go thapisiwa mme matlole a tla ntshiwa ka tshwanelo.

2.7 TLAMELO YA MATLOLE – Tihabololo ya Lephata la Badiri

Dintlha tsa thulaganyo ya HRD ya dingwaga tse tlhano ya Tlamele ya Matlole di bontshiwa mo lenaaneng le le fa tlase fano:

TLAMELO YA MATLOLE - HRD						
	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Thuto ya Bagolo le Thapiso	759,954.60	759,954.60	506,636.40	151,990.92	101,327.28	2,279,863.80
Ithutelotiro 18.1	2,252,218.69	2,398,612.90	446,985.68	141,208.38	150,386.93	5,389,412.58
Ithutelotiro 18.2	296,594.92	168,270.00	157,197.82	190,856.04	178,297.70	991,216.48
Tihabololo ya Bokgoni	221,027.63	6,101.49	219,792.97	36,370.96	3,685.15	486,978.20
MQA, Thapiso ya Boitemogelo	288,000.00	152,640.00	161,798.40	152,640.00	161,798.40	916,876.80
Baithuti mo Tirong le Baalogi	158,400.00	167,904.00	177,978.24	167,904.00	-	672,186.24
Dibasari (go akaretsa Dibasari tsa Morafe)	400,000.00	212,000.00	224,720.00	212,000.00	224,720.00	1,273,440.00
Palogotlhe ya Tlamele ya Matlole	4,376,195.84	3,865,483.00	1,895,109.51	1,052,970.31	820,215.45	12,009,974.10



2.8 Tekatekano ya Tiro

Matseno

Tirelo e itlama go fetola mokgatlho, mmogo le go fetola morafe wa Afrika Borwa. Moepo o leba phetogo e le tshono ya pakatelele ya kgolo ya kgwebo ya khampani.

Form S

Kgaoganyo ya Dilekanyo tsa Boto le Bolaodi jo Bogolo ka Mopitlwe 2017

DILEKANYO TSA TIRO TSA BOTO LE BOLAODI JO BOGOLO

Form S	Ba-Afrika		Ba Mmala		Ba-India		Basweu		Batswantle		Palogotlhe	Palogotlhe ya HDSA	% HDSA	Palogotlhe ya Basadi	% tsa Basadi
	M	F	M	F	M	F	M	F	M	F					
Boto	5	2			1		3		1		12	8	67%	2	17%
Blaodi ba Bagolo (EXCO)	3					1	5	1			10	5	50%	2	20%
Palogotlhe ya ba leruri	8	2			1	1	8	1	1		22	13	59%	4	18%

Tlhokomela: Lenaane le le fa godimo le bontsha dilekanyo tsa Boto le Bolaodi jo Bogolo. Ga se karolo ya tirelo eno fela, ba tshameka karolo ya bookamedi mo Ditirelong tsothle tsa Harmony

Kgaoganyo ya badiri ba moepo mo selekanyong sengwe le sengwe ka Mopitlwe 2017

DILEKANYO TSA TIRO

Form S	Ba-Afrika		Ba Mmala		Ba-India		Basweu		Batswantle		Palogotlhe	% HDSA	% tsa Basadi
	M	F	M	F	M	F	M	F	M	F			
Bolaodi jo bo kwa godimo	1	2					3				6	50%	33%
Bomankge ba ba tshwanelegang, baitse le bolaodi jwa magareng	16	1	1				17	2	2		39	51%	8%
Badiri ba ba nang le bokgoni jwa setegeniki, bolaodi jo bo kwa tlasenyana, baokamedi	230	74	3	2			118	10	40		477	67%	18%
Bokgoni jo bonnye le go dira ditshwetso ka botlhale	867	72	3				6		246	10	1204	78%	7%
Go sa nne le bokgoni jwa go dira ditshwetso le go tihalosa	1535	254	2		1				494	49	2335	77%	13%
Palogotlhe ya ba leruri	2649	403	9	2	1		144	12	782	59	4061	76%	12%
Badiri ba e Seng ba Leruri	458	46	2	1	1		61	9	55	1	634	82%	9%
Palogotlhe	3107	449	11	3	2		205	21	837	60	4695	77%	11%



Maano a go tshegetsa tekatekano ya tiro:

- Go baya diphatlhatiro jaaka maemo a tlhabololo:**
 Diphatlhatiro e ka nna bokgoni jwa tlhabololo ka dipatlafalo di se kae tsa thuto le maitemogelo. Maemo ano a tshwanetse go tlhokomela go tlhomiwa ga maloko a HDSA. Di bapatswa mo khampaning mme leano la tlhabololo le dirilwe go tlhomamisa gore batho ba amogela tshwanelego e e tlohegang ya thuto kgotsa maitemogelo. Matlotlo a thapiso epe kgotsa ditlhoko tsa tlhabololo a teng.
- Dithulaganyo tsa morafe tsa go ithuta o le mo tirong:**
 Di tlhoma mogopolo mo baaloging, batho ba ba nang le disetifikeiti le dipoloma. Mo dithulaganyong tsa go ithuta o le mo tirong, go ka nna ga akanyediwa go baakanyetsa batho go tshwanela selekanyo sa ntlha sa profeshenale.
- Bolaodi jwa badiri jwa tatelano ya leano / Bolaodi jwa talente:**
 Badiri ba tlhabololwa gore ba ipaakanyetse go tlatsa diphatlhatiro fa di tlhaga.
- Go thapa le go tlhopha:**
 Maano a go thapa le go tlhopha a diretswe go fitlhelela go tshwanelega ga tiro ga bontlhopheng ba ba tshwanelegang mo ditlhopheng tse di tlhophilweng.

Ditebelelo tsa boleng

- Itsise ka dikgang tsa tekatekano ya tiro o dirisa ditsela tse di tlhomilweng
- Dirisa dithulaganyo tse di maleba tse di farologaneng gore badiri botlhe ba itsise dikgang tsa pharologano mmogo le balaodi

Maano a tekatekano ya tiro le kemedi ya Basadi ya 2018 go fitlha ka 2022

Lenaale le le fa tlase le bontsha leano la Tekatekano ya Tiro le Kemedi ya Basadi

Manaane a Tekatekano ya Tiro a 2018 go fitlha ka 2022										
Tlhaloso	2018		2019		2020		2021		2022	
	% HDSA	% tsa Basadi	% HDSA	% tsa Basadi	% HDSA	% tsa Basadi	% HDSA	% tsa Basadi	% HDSA	% tsa Basadi
Bolaodi jo bogolo	43%	29%	43%	29%	57%	29%	57%	29%	57%	29%
Bomankge ba ba tshwanegang, baitse le bolaodi jwa magareng	53%	8%	61%	14%	67%	19%	67%	19%	67%	19%
Badiri ba ba nang le bokgoni jwa setegeniki, bolaodi jo bo kwa tlasenyana, batsamaisi	67%	18%	73%	19%	77%	19%	77%	19%	78%	19%
Bokgoni jo bo rileng le go dira ditshwetso ka bothale	79%	9%	78%	10%	81%	11%	81%	11%	81%	11%
Go sa kgone go dira ditshwetso le go tlhalosa	77%	13%	78%	13%	80%	13%	80%	13%	83%	14%
Palogotlhe ya ba leruri	76%	12%	77%	13%	80%	13%	80%	13%	81%	14%



Phetogo kwa Tirelong

Tirelo e batla selekanyo se se tshwanelang sa phetogo malebana le tekatekano ya tiro le phetogo.

Tirelo e itlamba ka dintlha tse di latelang mo phetogong ya yone ya pakatelele le leano la EE:

- Go tlhoma ditebelelo tsa ngwaga le ngwaga go dirisana le baagi ba ba amang itsholelo ya naga.
- Go latelela tirisanommogo mo dithulaganyong tsa go thapiwa, go tlhatlosiwa le go isiwa lefelong la tiro
- Akofisa thapiso le tlhabololo ya ditlhopho tse pele di neng di sa solegelwe moelmo gore di neele bokgoni jwa bone le kgolo ya tiro
- Go tlhoma le go tlhokomela mokgwa o o rotloetsang tirisanommogo e e botoka mo mokgatlhong le go itshokela kgolo e e farologaneng ya badiri botlhe
- Dira tsiboso ka pharologano ya bolaodi ka metlha
- Tlhokomela dipokano tsa kotare nngwe le nngwe tsa EE le tiro e e rulagantsweng go ela tlhoko kgatelopele, le go tlhokomela dikgang tse di tsweleng pele tsa puisano mo dikgannyeng tse di amanang le EE

Go tlhokomela leano la tekatekano ya tiro:

Maikaelelo:

- Fitlhelela kemedi ya HDSA mo maemong a a kwa godimo mo mokgatlhong
- Go boloka talente ka ditsela tse di rileng
- Go tlhokomela pharologano
- Go tlhokomela le go ela tlhoko dithulaganyo tsa EE
- Bolaodi jwa ditsenelelo tse di maleba tsa tlhabololo ya badiri

Leano la tiriso:

- Tshkatsheko e e tsweleng le tiriso ya maano a tekatekano ya tiro
- Tlhokomela ditebelelo tsa EE tsa karolo ya kgwebo kotara nngwe le nngwe
- Tshkatsheko e e tsweleng le tlhokomelo ya thulaganyo e e latelwang go bona le go boloka talente mo Tirelong

Basadi mo moepong le pharologano ya bong

Mo malobeng, basadi ba ne ba kgaphelwa kwa thoko mo go tseyeng maemo mo moepong. Mo tikologong ya moepo, gantsi basadi ba ne ba thapiwa mo dikarolog tse di rileng, ka jalo kgwetlho e ntse e le go akaretsa basadi mo maemong a bokaedi a a amanang le kgwebo ya konokono ya moepo.

Tirelo e itse ka seabe sa basadi mo go direng ga meepo, ka jalo e tlhomamisa gore batho botlhe ba tshwarwa ka go lekalekana, ka go se gobebele le go se tlhaolwe. Ka gone, bolaodi jwa pharologano ke jwa botlhokwa mo go tlhomamiseng gore basadi ba tsennngwa mo tikologong e bontsi jwa batho ba ba mo go yone e leng banna, ka tsela e e akanyetsang kgwebo ya madirelo a moepo.

Dikgwetlho tsa ga jaana tse basadi ba ba kwa tlase ga lefatshe ba lebanang le tsone mo Harmony di akaretsa:

- Go ngoka le go tshola badiri ba basadi mo maemong a botlhokwa a bokaedi mo tikologong ya moepo
- Go fenywa boikutlo jo bo sa siamang le ditlhamane kaga bogkoni jwa basadi
- Dikgwetlho tsa thaloganyo tsa go amogela basadi
- Go lemoga thapiso e e kgethegileng ya ditlhoko tsa basadi



Dikgwetlho tse go lebanweng le tsone, jaaka leano la pakatelele la go akaretsa basadi mo moepong jaaka go bontshiwa fa tlase:

- Go dira dikitsiso tsa pharologano le teekatekano ya bong
- O rotloetsa boitsholo jo bo siameng le go fetola mogopolo mo badiring ba banna
- Go dira thulaganyo ya go lemoga, go tihabolola le go tokafatsa kemedi ya badiri ba basadi ba ba nang le bokgoni mo maemong a bakaedi mo dikarolong tsa konokono
- Katisokamogelo e e tseneletseng go baakanyetsa basadi dikgwetlho tsa go bereka kafa tlase ga lefatshe
- Go beeletsa mo marobalong le go fetola matlo go amogela badiri ba basadi, go akaretsa PPE le ditheo tsa tlhatswetso a a nang le dithini tsa matlakala
- Tlamelo ya ditheo tsa go laola pelegi go thusa badiri ba basadi
- Go dira gore badiri ba baimana ba kgone go bereka mo karolong e nngwe



Karolo 3: **Thulaganyo ya tlhabololo ya itsholelo ya selegae**

Go ya ka Molawana 46(c): *Thulaganyo ya tlhabololo ya itsholelo ya selegae, Karolo eno e bua ka tse di latelang:*

- Molawana 46(c)(i): *Tshedimose tso ya loago le itsholelo ya lefelo le moepo o dirang mo go lone*
- Molawana 46(c)(ii): *Ditiro tsa konokono tsa itsholelo mo lefelong le moepo o dirang mo go lone*
- Molawana 46(c)(iii): *Kafa moepo o amang ka gone merafe ya selegae le e e romelang badiri*
- Molawana 46(c)(iv): *Diporojeke tsa mafaratlhatlha le go fedisa khumanego mo mafelong a selegae le a a romelang badiri*
- Molawana 46(c)(v): *Matlo le seemo sa botshelo*
- Molawana 46(c)(vi): *Mekgwa ya go lebana le kotlo*
- Molawana 46(c)(vii): *Leano la kgatelopele ya theko le tiriso ya lone ya dikhampani tsa HDSA go ya ka dithoto, ditirelo le dijo*

3.1 **Matseno**

Tirelo e lemoga gore kgwebo ya go epa gouta e ama itsholelo, loago le tikologo fela thata mme seo se tshwanetse go akanyediwa ka lobaka lwa botshelo jwa meepo. Karolo eno ya Leano la Loago le Tiro e tla sekaseka dikgang tse di farologaneng tsa LED mo morafeng wa moepo le mo mafelong a a romelang badiri. Boikaelelo jwa konokono jwa tlhabololo ya morafe wa moepo ke go thusa mo tlhabololong ya morafe gore e tsamaisane le dikarolo tsa laesense ya go dira, ka bogolo le kafa e amang batho ka gone.

3.2 **Tsela e sethlopha sa Harmony se lebanang ka yone le LED**

LED e tsewa e le karolo ya botlhokwa ya go dira kgwebo mo Harmony. Kgang ya konokono ke kgodiso ya merafe e tirelo e thapang batho ba bantsi mo go yone. LED ya Tirelo e tlhoma mogopolo kafa moepo o lebanang ka gone le ditlhoko tsa loago le tsa itsholelo tsa tikologo ya yone ya selegae le mafelo a moepo o bonang badiri mo go one.

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

Tirelo e lebana le kgang ya LED ka dipusoselegae le bolaodi jwa mmasepala gore e ame itsholelo ya selegae, segolobogolo mo merafeng ya moepo le e e romelang badiri. Tirelo, jaaka karolo ya Harmony, e neilwe tiro ya go tlhoma dithulaganyo tsa tirisano le puisano le puso ya kgaolo le ya selegae mo mafelong a e dirang mo go one. Mokgwa ono wa go tsaya karolo o tla tlhomamisa gore ditsela tsothe tsa go bereka, mo karolong ya tlhabololo ya itsholelo, di dirwa le go dirisiwa e le karolo ya botlhokwa ya maano a tlhabololo ya bolaodi jwa selegae jwa itsholelo le kopano.

Go tshegediwa ga LED ke Tirelo kwa merafeng ya meepo le e e romelang badiri go kaelwa ke melaometheo e e kwadilweng mo dirapeng tse di latelang.

Dikarolo tse LED e tlhomang mogopolo mo go tsone

Dikarolo tse LED e tlhomang mogopolo mo go tsone go tshegediwa ke Tirelo di akaretsa tse di latelang:

- Tlhabololo ya mafaratlhatlha
- Go fedisa khumanego
- Tlhabololo ya morafe
- Go tlhola ditiro
- Tlhabololo ya Itsholelo

Maano a porojeke ya LED a a dumalangweng le dimmasepala tsa selegae mo merafeng ya moepo le e e romelang badiri, go ya ka SLP eno, a tla bontsha dikarolo tse go tlhonyang mogopolo mo go tsone go ya ka



se se fa godimo mme gape e tla bontsha bogolo jwa porojeke nngwe le nngwe, ka sekai, go ya ka palo ya ditiro tse di tlhotsweng kgotsa baungwelwa ba ba totilweng ba porojeke. Tshekatsheko e e tsweleng ya diporojeke tsa LED ka nako ya thulaganyo ya tiriso e tla tlhomamisa gore diporojeke ga di eme felo go le gongwe mme di a sekasekwa go ya ka ditlhoko tse di fetogang le go tlhomamisa go tlhomama. Diporojeke tse disha tsa LED mo godimo gat se di bontshitsweng mo SLP eno le tsone di tla supywa fa go buisanwa le bannaleseabe botlhe ba ba maleba.

Ditshegetso tsa LED

Go tshegediwa ga LED ke Tirelo mo merafeng e e farologaneng ya moepo le e e romelang badiri go kaelwa ke tse di latelang:

- Maano a a kopantsweng a tlhabololo (di-IDP) le/kgotsa maano a tlhabololo ya itsholelo a dimmasepala, tsa kgaolo le tsa selegae
- Kgolo ya porofense le maano a tlhabololo
- Mekgele ya bosetšhaba ya tlhabololo ya itsholelo, tlhabololo ya mafaratlhatlha, tlhabololo ya loago, le go fedisa khumanego
- Maikaelelo a tlhabololo ya loago le itsholelo mo dinageng tse di romelag badiri kwa mafelong a Harmony e batlang badiri mo go one
- Collaborative and participative (bilateral and stakeholder) forum structures with local economic development partners
- Go golagana ka tlhamalalo le ditheo tsa morafe

LED ownership

Kgwebo ya konokono ya Tirelo ke ya moepo mme tshegetso ya LED ke karolo ya botlhokwa ya leano le le tlhomameng la tlhabololo. LED ke boikarabelo jwa konokono jwa ditlamo tse di latelang:

- Puso ya selegae (dimmasepala)
- Puso ya porofense
- Puso ya bosetšhaba

Diporojeke tsa LED e tla nna tsa pusoselegae go tloga ka nako ya go simololwa mme fa go sa nna jalo, khampani e tla tlhomamisa gore go ikgolaganngwa le bannaleseabe botlhe ba selegae, go akaretsa dimmasepala tsa selegae, kgotsa gore ba tsaya karolo mo diporojekeng tse di ntseng jalo.

Maikarabelo a LED ya Tirelo

Jaaka kgwebo e e ikarabelelang ka baagi, Tirelo, mmogo le ditlamo tse dingwe tsa poraefete tse di amogelang boagi jwa kgwebo, ga e dumele gore tiro ya LED key a puso fela. Re dumela gore LED ke karolo ya botlhokwa ya kgwebo ya rona mme e filthelela seno ka:

- Go tshwara ditirelo tse di tsenyang lotseno le tse di tlhomameng tsa moepo tse di tlholang ditshono tsa ditiro, go godisa diitsholelo tsa selegae ka ditiro tsa kgwebo le go thusa matlole a lekgetho la puso
- Go tsaya karolo mo ditirong tsotlhe tse di ikaelelang go rotloetsa LED mo morafeng
- Go aba ditirelo mo merafeng ya meepo le e e romelang badiri go rotloetsa le/kgotsa go tshegetsa LED



Kafa kgwebo e lebanang ka gone le LED

Fela jaaka ditiro tsotlhe tsa kgwebo mo khampaning, melaometheo ya kgwebo e dirwa go tshegetsatsa LED mo merafeng ya baamogedi le e e romelang badiri.

Seno se fitlhelwa ka go tihomamisa lotseno mo peeletsong nngwe le nngwe ya LED ka tse di latelang:

- **Kafa e amang ka gone:**
porojeke nngwe le nngwe e e tshegediwang ya LED e tshwanelitse go ama morafe wa moepo kgotsa lefelo le le romelang badiri ka tsela e e siameng. Ka sekai, e ka nna ka tsela ya mafaratlhatlha a a tihabolotsweng, morafe o o nang le bokgoni, le go tsaya karolo mo go oketsegileng mo itsholelong ke maloko a morafe
- **Tihabololo:**
porojeke nngwe le nngwe e e tshegediwang ya LED e tshwanetse go nna le boikaelelo jwa yone jwa konokono go tihabolola morafe o o totilweng.
- **Go tihoma mogopolo:**
go tihomamisa go tihoma mogopolo, go tla supiwana baungwelwa ba ba rileng ba porojeke nngwe le nngwe e e tshegediwang ya LED
- **Tihomamo:**
Go botlhokwa gore pele ga porojeke nngwe le nngwe ya LED e tshegediwa, go dirwe dithuto tse di tshwanetseng tsa kgonagalo le tihomamo. Diporojeke tsa LED ga di a tshwanela gore mo lobakeng lo loleele lo lo tlang di ikaege ka go nna gone ga ditirelo tsa moepo
- **Go bona le go boloka dilaesense tsa moepo:**
Tshegetso ya LED mo merafeng ya moepo le e e romelang badiri e tshwanetse go thusa khampani go nna le tshwanela ya go dira diirelo tsa moepo go ya ditaello tsa MPRDA. Le fa go ntse jalo, ka metlha boikaelelo e tla nna go fetla dipatlafalo tsa semolao go dumalana le leano la yone la boagi jwa kgwebo

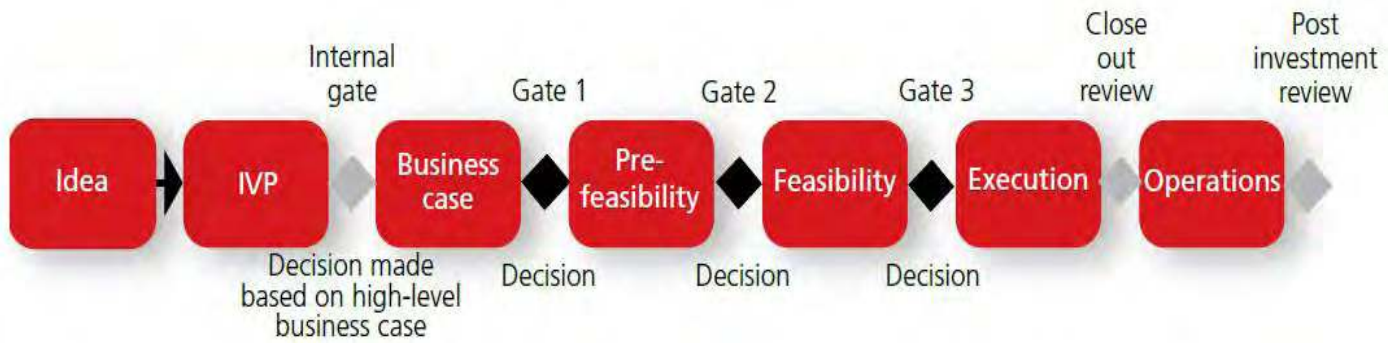
Molaomotho wa bolaodi jwa porojeke le thulaganyo ya bolaodi le tihomamisetso

Bolaodi jwa porojeke le tekanyo ke nngwe ya dikarolo tsa botlhokwa mo Harmony, mme gape e dirisiwa ke Tirelo.

Tshedimosetso ya ga jaana ya porojeke ya Harmony e akaretsa tshedimosetso e ntsi ya diporojeke tsa go aga meepo e megolo, mo Afrika Borwa le Boditšhabatšhaba, go fitlha ka diporojeke tse dinnye tse di akaretsang dikarolo tsotlhe tse di fitlhelwag mo madirelong a moepo. Khampani e na le kgolo e e farologaneng le diporojeke tsa tihabololo ya tirelo tse di ikaeelang go oketsa botshelo jwa meepo ka jalo e tihomamisa lotseno lwa pakatelele le ditshono tsa ditiro tsa pakatelele.

Harmony e tlhokomela ditshono le diporojeke tsa peeletso e dirisa mokgwa wa semolao go tihomamisa dilekanyo tse di tshwanelang tsa bolaodi le tihomamiso. Thulaganyo eno e tsamaisana le tsela e e molemolemo ya go dira dilo mo lefatsheng. Harmony e na le tiro ya tlhokomela porojeke ka kemedi kwa selekanyong sa bakhudumaga e e okamelang porojeke e e dirwang mo setlhopheng.

Katlego ya go dirisa diporojeke di le mmalwa mo Harmony e fitlhelwa ka go dirisa melao e e gagametseng ya tlhokomelo ya porojeke go tshegetsatsa se se tihalositsweng fa godimo. Tsela ya go e dira (lobaka lwa porojeke) e sobokanngwa jaana:



Le fa go ntse jalo, mokgwa ono ga o ka ke wa dirisiwa mo diporojekeng tsotlhe tse Harmony e beeletsang mo go tsone. Mme balekane ba rona ba LED ba tla rotloedwa go latela mekgwa eno mo ditikologong tsa bone tse di farologaneng go tihomamisa tsamaisao le tshegetso ya Harmony LED. Harmony e tla thusa go tihabolola 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 le le akaretsang selekanyo se se batlegang sa tlhaloso.

Ka go dirisa dikarolo tse di tshwanelang tsa bolaodi jwa porojeke, go tla fitlhelelwa mesola e e latelang:

- Palo ya diporojeke tse di dirisitsweng ka katlego e tla oketsega
- Tlhomamo ya diporojeke tsa LED e tla oketsega
- Kgonagalo ya diporojeke tsa LED e tla bonwa pele ga tiriso
- Tekanyo ya katlego ya diporojeke tsa LED e fitlhelelwa mothofo
- Bolaodi le tlhomamisego di bontshiwa sentle

Harmony, fa e kopiwa ke balekane ba LED, le yone e tla thusa kgotsa ya naya bokgoni jwa bolaodi jwa porojeke go tlhokomela setlhopha sa diporojeke tsa LED go tihomamisa gore melaometheo ya porojeke ya porofeshenale e a latelwa e le karolo ya SLP eno. Gape, tsela eno e ka se dirisiwe mo diporojekeng tsotlhe tse Harmony e beeletsang mo go tsone.

Diporojeke tsa LED mo SLP

Diporojeke tsa LED tse di mo SLP tsa Tirelo e latela melaometheo e e fa godimo ka dikakanyetso tse di latelang:

- Maano a go tshegetsa LED ga a a ema felo go le gongwe, mme a tla sekasekwa ka metlha le bannaleseabe ba ba maleba, segolobogolo dimmasepala, ka ditshono tsa tokafatso e e tswelwang le go tihomamisa gore melemo e e kwa godimo ya tihabololo ya itsholelo e a fitlhelelwa
- Ka metlha diporojeke tsa LED di tla tsamaisana le maikaelelo a LED jaaka go bontshitswe mo MPRDA le Melawana ya MPRDA
- Tshakatsheko ya diporojeke tsa LED e tla dirwa kgapetsakgapetsa le ka tsela e e tswelwang, le bannaleseabe botlhe ba tsaya karolo go akaretsa mme e seng fela dimmasepala, Harmony, le DMR

3.3 Thuto

Thuto e bothokwa mo tihabololong ya morafe ope mme e tshameka karolo ya bothokwa mo phetogong ya Afrika Borwa. Thuso ya Harmony e tswelela go tlhoma mogopolo mo go ruteng saense le dipalo; go tshegetsa thulaganyo ya thuto ka go naya mafaratlhatlha a a jaaka dilaeborari le dilaboratori tsa sekolo, mmogo le dilwana tsa thuto. Gape Harmony e amega mo Jewellery School, Sports Academy, Bridging School, le mo tihabololong ya barutisi mo dikolong tse di gaufi le meepeo ya rona.



3.4 Tlhabololo ya loago le itsholelo

Tlhabololo ya loago le itsholelo e akaretsa go beeletsa mo diporojekeng tse di tsamaisanang le HIV/AIDS, go tlhola ditiro, go fedisa khumanengo, go godisa tshireletsego ya morafe le tlhokomelo ya matlafatso ya itsholelo ya bantsho (BEE).

Go akanyediwa go tlamelwa ga diporojeke ka matlole, dithulaganyo le ditiragalo go ikaegile ka ditlhoko tse di lemogilweng tsa selegae kgotsa tsa bosetšhaba.

3.5 Maikarabelo le go bega

Tiragatso ya SLP eno, mmogo le paakanyetso ya ngwaga le ngwaga le thomelo ya ngwaga le ngwaga ya pego ke Tirelo, ke boikarabelo jwa moepo mongwe le mongwe mme e ikarabelela go Mokhuduthamaga ya a ikarabelelang ka meepo ya Afrika Borwa to tlhomamisa gore maano a dirwa sentle.

3.6 Tshedimisetso ya loago le itsholelo le ditiro tsa konokono tsa itsholelo tsa morafe wa Tirelo ya moepo

Karolo eno e tla bua ka tshedimisetso ya loago le ya itsholelo ya morafe wa Tirelo ya moepo. Sa ntlha go tla newa tshobokanyo ya tshedimisetso ya loago le ya itsholelo ya Porofense ya Gauteng. Go tla latela mmasepala wa selegae wa Merafong, o e leng mmasepala wa selegae wa baamogedi. Tirelo eno e kwa Merafong e e leng karolo ya Mmasepala wa Kgaolo wa West Rand. *Tshedimisetso yotlhe e tserwe mo Statistics South Africa, Census 2011.*

Go tla fitlhelelwa mafelo a a latelang:

- Gauteng – Baagi 12 272 263 (675.10 km² nngwe le nngwe), Lefelo 18 178.31 km², Matlo 3 909 022 (215.04 km² nngwe le nngwe)
- Mmasepala wa Selegae wa Merafong – Baagi 197 520, Area 1 630.54 km², Matlo 66 624

3.6.1 Tshedimisetso ya loago le itsholelo ya Porofense ya Gauteng

Gauteng ke nngwe ya diporofense tsa Repaboloki ya Afrika Borwa. Go ya ka census ya 2011, le palogare ya ngwaga le ngwaga ya kgolo ya baagi ya 2.7%, ga jaana porofense e na le baagi ba feta 12 272 263 mme bontsi jwa bone ba mo dikgaolong tsa Johannesburg, Tswane le Ekurhuleni. Porofense e kgaogantswe ka dimmasepala tse tlhano (5).

Orofense ya Gauteng e na le dimmasepala tse di latelang tsa selegae:

E dirilwe ka:		
Leina	Baagi	Lefelo (km ²)
Toropo ya Johannesburg	4434827	1644.98
Toropo ya Tshwane	2921488	6297.83
Ekurhuleni	3178470	1975.31
Sedibeng	916484	4172.76
West Rand	820995	4087.42



Baagi, Bong le sethlopha sa Puo

Manaane a a latelang a bontsha baagi, Bong le ditlhophha tsa Puo tsa batho ba ba nnang mo Gauteng

Sethlopha sa baagi	Batho	Diperesente
Ba-Afrika Morwa ba Bantsho	9493684	77.36%
Basweu	1913884	15.60%
Ba-Mmala	423594	3.45%
Ba-India kgotsa ba-Asia	356574	2.91%
Ba Bangwe	84527	0.69%

Bong	Batho	Diperesente
Basadi	6189875	50.44%
Banna	6082388	49.56%

Puo ya ntlha	Batho	Diperesente
isiZulu	2390036	19.79%
Seesemane	1603464	13.28%
Se-Afrikaans	1502940	12.45%
Sesotho	1395089	11.55%
Sepedi	1282896	10.62%
Setswana	1094599	9.06%
Se-Xhosa	796841	6.60%

Puo ya ntlha	Batho	Diperesente
Se-tsonga	796511	6.60%
Se-Ndebele	380494	3.15%
E Nngwe	371575	3.08%
Se-Venda	272122	2.25%
Se-Swati	136550	1.13%
Puo ya Diatla	52744	0.44%
Ga e tshwanele	196402	

Sethlopha sa Baagi

Mmasepala	Ba-Afrika		Ba-Mmala		Ba-India		Basweu	
	2001	2011	2001	2011	2001	2011	2001	2011
Sedibeng	648,530	748,657	8,459	11,070	6,798	9,140	130,301	143,380
West Rand	587,018	650,132	17,537	20,550	7,116	9,433	132,956	137,041
Ekurhuleni	1,892,331	2,502,769	67,109	85,910	39,707	68,058	482,615	502,439
Toropo ya Johannesburg	2,371,038	3,389,278	206,237	247,276	134,080	216,198	514,699	544,530
Toropo ya Tswane	1,563,840	2,202,847	40,629	58,788	30,423	53,744	507,430	586,495
Palogotlhe ya Gauteng	7,062,757	9,493,683	339,971	423,594	218,124	356,573	1,768,001	1,913,885



Tiro

Lenaane le le latelang le bontsha maemo a tiro a batho ba ba nnang mo Gauteng

Maemo a Tiro a batho ba Dingwaga tse 15 go fitlha ka 64

Mmasepala	Ba a Bereka			Ga ba Bereke			Seelo sa Botlhokatiro		
	1996	2001	2011	1996	2001	2011	1996	2001	2011
Sedibeng	198,909	198,275	271,398	105,325	155,256	127,217	34.6	43.9	31.9
West Rand	288,000	266,296	293,335	78,792	126,119	104,894	21.5	32.1	26.3
Ekurhuleni	660,930	760,864	1,126,844	315,170	515,674	455,608	32.3	40.4	28.8
Toropo ya Johannesburg	926,590	1,082,758	1,696,520	386,573	646,949	564,970	29.4	37.4	25.0
Toropo ya Tswane	607,281	707,626	1,079,273	194,773	326,640	345,356	24.3	31.6	24.2
Palogotlhe ya Gauteng	2,681,710	3,015,819	4,467,370	1,080,633	1,770,638	1,598,045	28.7	37.0	26.3

Lenaane le le fa godimo le bontsha gore seelo sa botlhokatiro se eme mo go 26.3%, mme seo se a tlhobaetsa.

Lenaane le le latelang le bontsha palogare ya lotseno lwa magae a batho ba ba nnang mo Gauteng

Palogare ya Lotseno lwa Magae

Mmasepala	2001	2011
Sedibeng	45,788	94,773
West Rand	51,292	100,812
Ekurhuleni	67,605	125,688
Toropo ya Johannesburg	89,728	183,247
Toropo ya Tswane	94,908	182,822
Palogotlhe ya Gauteng	78,541	156,222



Selekanyo se se kwa godimo sa thuto ya ditlhopha tsa baagi

Lenaane le le latelang le bontsha selekanyo sa thuto sa batho ba ba nnang mo Gauteng.

Selekanyo sa Thuto (dingwaga tse 20 le go feta)

Selekanyo sa Thuto	1996	2001	2011
Ga go a Tsenwa Sekolo	461,815	550,685	301,311
Sekolo Sengwe sa Poraemari	561,405	729,792	612,990
Ba Feditse Poraemari	316,506	351,893	277,528
Sekolo Sengwe sa Sekontari	1,878,338	2,164,579	2,714,950
Gerata 12 / Mpt 10	1,088,566	1,753,022	2,832,448
Kwa godingwaga	473,305	780,265	1,492,322
Palogotlhe ya Gauteng	4,779,935	6,330,236	8,231,549

Lenaane le le fa godimo le bontsha gore mo e ka nnang 2.46% ya baagi ba Gauteng ga e a tsena sekolo. Mo e ka nnang 23.08% e weditse sekolo sa sekontari go fitlha ka Gerata 12. Ke fela 12.16% ya batho ba Porofense e e nang le thuto e kgothale. Le fa gone selekanyo sa dipalo tsa “ga go a tsenwa sekolo”, “sekolo sengwe sa poraemari” le “ba feditse poraemari” se ntse se fokotsega, le tsa “Gerata 12” le selekanyo se se “kwa godingwana” sa thuto e oketsega, dilekanyo tse di kwa tlase tseno tsa thuto ke kgwetlho mo bokgoning, tiro le lotseno lwa porofense. Kgwetlho ya porofense ke go oketsa diperesente tsa batho ba ba nnang le thuto e e kwa godingwana.

Mofuta wa bonno

Lenaane le le latelang le bontsha mofuta ya bonno ya batho ba Gauteng.

Mefuta ya Matlo ya Bonno jwa Konokono

Mmasepala	Ya Semmuso			E e Seng ya Semmuso			Ya Bogologolo		
	1996	2001	2011	1996	2001	2011	1996	2001	2011
Sedibeng	134,991	183,340	237,279	40,122	37,237	39,925	3,404	3,603	923
West Rand	99,767	138,721	194,395	47,901	65,318	67,737	1,613	3,072	758
Ekurhuleni	377,066	521,750	786,257	156,415	213,334	218,259	2,297	8,091	2,500
Toropo ya Johannesburg	561,885	779,720	1,167,935	155,467	212,693	249,823	3,127	11,701	5,626
Toropo ya Tswane	355,441	454,129	735,231	91,373	139,482	164,014	6,199	10,433	3,916
Palogotlhe ya Gauteng	1,529,150	2,077,660	3,121,097	491,278	668,064	739,758	16,640	36,900	13,723



3.6.2 Tshedimosetso ya Loago le ya itsholelo ya Mmasepala wa Selegae wa Merafong

Mmasepala wa Selegae wa Merafong ke mmasepala wa selegae mo kgaolong ya Gauteng ya West Rand. Melelwane ya one e akaretsa meepo mengwe e e humileng ya gouta mo lefatsheng. O bokgakala jwa 65 km go tswa Johannesburg mme o thusiwa ke ditsela di le mmalwa tse dikgolo, go akaretsa N12 e e tswang Johannesburg e ya Cape Town le N14.

Dipolalo tsa Konokono - 2011			
Palogotlhe ya baagi	197,520	Matric aged 20+	26.30%
Ba bannye (0-14)	24.10%	Number of households	66,624
Ba ba Berekang (15-64)	72.50%	Number of Agricultural households	5,673
Batsofe (65+)	3.40%	Average household size	2.7
Dependency ratio	37.9	Female headed households	29.40%
Sex ratio	118.6	Bonno jwa semmuso	74.70%
Seelo sa kgolo	-0.64% (2001-2011)	Housing owned/paying off	29.80%
Population density	Batho ba le 121/km ²	Flush toilet connected to sewerage	81.00%
Seelo sa bothokatiro	27.20%	Weekly refuse removal	74.90%
Seelo sa basha sa bothokatiro	37.80%	Piped water inside dwelling	52.90%
No schooling aged 20+	6.50%	Motlakase go bonesa	82.80%
Higher education aged 20+	7.10%		

Batho

Go ya ka Census 2011, Mmasepala wa Selegae wa Merafong o na le palogotlhe ya baagi ba le 197 520, mme 86.5 % ke ba-Afrika ba bantsho, 11.8 % ke basweu, 1.1 % ke ba mmala, mme 0.3 % ke ba-Indian/ba-Asia. Mo go ba dingwaga tse 20 le go feta, 6.1 % e feditse sekolo sa poraemari, 39.8 % e na thutego nngwe ya sekontari, 26.4 % e weditse materiki, me 7,1% e na le thutego nngwe e e kwa godingwana

Setlhophha sa Baagi	
Setlhophha	Diperesente
Ba-Afrika ba Bantsho	86.5%
Ba mmala	1.1%
Ba-India/ba-Asia	0.3%
Basweu	11.8%
Tse dingwe	0.3%

Bong	
Bong	Diperesente
Basadi	45.7%
Banna	54.3%

Selekanyo se se kwa Godimo sa Thuto	
Setlhophha	Diperesente
Ga ba a Tsena Sekolo	4.0%
Sekolo Sengwe sa Poraemari	38.8%
Ba Feditse Poraemari	6.3%
Sekolo Sengwe sa Sekontari	33.9%
Ba Feditse Sekontari	14.1%
Thuto e e kwa Godingwana	1.4%
Ga e Tshwanele	1.5%



Kgaoganyo ya Digwaga le Bong					
Dingwaga	Banna	Basadi	Dingwaga	Banna	Basadi
0-4	4.9%	4.8%	45-49	4.5%	4.5%
5-9	3.8%	3.7%	50-54	3.7%	2.1%
10-14	3.5%	3.4%	55-59	2.1%	1.5%
15-19	3.7%	3.9%	60-64	1.0%	1.0%
20-24	5.2%	4.9%	65-69	0.6%	0.7%
25-29	6.0%	5.0%	70-74	0.4%	0.5%
30-34	5.2%	4.1%	75-79	0.2%	0.3%
35-39	4.7%	3.5%	80-84	0.1%	0.2%
40-44	4.6%	3.0%	85+	0.1%	0.2%

Maemo a Botshelo

Go na le matlo a le 66 624 mo mmasepaleng mme palogare ya magae ke bogolo jwa 2.7. Palogotlhe ya matlo a le 52.9% e na le metsi mo matlong, mme 30.4% e na le metsi mo jarateng. Ke fela 1.0% ya matlo e se nang metsi

Mofuta wa Bonno	
Lefelo	Diperesente
Toropo	96.3%
Tribal/Traditional	0.0%
Polase	3.7%

Maemo a go Thapa	Diperesente
Rented	48.5%
Owned and fully paid off	23.9%
Owned but not yet paid off	5.8%
O nna mo go yone mahala	18.9%
A mangwe	2.9%

Energy			
Energy Source	Go apaya	Go thuthafat sa	Go bonesa
Motlakase	75.9%	66.8%	82.8%
Gase	1.8%	1.7%	0.1%
Parafene	20.4%	12.9%	3.6%
Solar	0.2%	0.2%	0.2%
Dikerese	0.0%	0.0%	12.9%
Dikgong	1.1%	5.5%	0.0%
Malattha	0.2%	1.3%	0.0%
Boloko jwa Diphologolo	0.1%	0.1%	0.0%
E nngwe	0.2%	0.0%	0.0%
Epe	0.2%	11.6%	0.3%



Metsi	
Motswedi wa metsi	Diperesente
O mongwe	1.7%
Borehole	2.1%
Motswedi	0.1%
Tanka ya metsi a pula	0.4%
Dam/Pool/Stagnant water	0.1%
River/Stream	0.0%
Water vendor	0.2%
Water tanker	2.3%
Regional/Local water scheme (operated by municipality or other water services provider)	93.1%

Matlwanaboithomelo	
Toilet Facility	Diperesente
Epe	1.0%
Flush toilet (connected to sewerage system)	81.0%
Flush toilet (with septic tank)	2.1%
Chemical toilet	0.6%
Pit toilet with ventilation	2.3%
Pit toilet without ventilation	11.6%
Bucket toilet	0.4%
E nngwe	1.0%

Itsholelo

Batho ba le 91 521 ba ama ikonomi (ba ba berekang le ba ba sa berekeng mme ba batla tiro), mme mo go bano, 27.7% ga e bereke. Mo basheng (dingwaga di le 15–35) ba le 45 142 ba ba amang ikonomi mo lefelong leno

Tiro (Dingwaga 15 - 64)	
Seemo sa Tiro	Palo
Ba a Bereka	66635
Ga ba Bereke	24886
Babatlatiro ba ba Kgobegileng Marapo	4968
Ga ba Ame Itsholelo	46789

Lotseno Iwa Ntlo	
Lotseno	Diperesente
Ga go na lotseno	15.3%
R1 - R4,800	4.0%
R4,801 - R9,600	5.9%
R9,601 - R19,600	11.1%
R19,601 - R38,200	14.7%
R38,201 - R76,4000	26.6%
R76,401 - R153,800	11.3%
R153,801 - R307,600	6.8%
R307,601 - R614,400	3.1%
R614,001 - R1,228,800	0.8%
R1,228,801 - R2,457,600	0.2%
R2,457,601+	0.1%



Temothuo

Matlo a temothuo ka tiro	
Mofuta wa tiro e e rileng	Palo
Livestock production	1,563
Poultry production	2,050
Vegetable production	2,730
Production of other crops	1,838
Other	2,302

Malapa a temothuo ka mefuta	
Mofuta wa tiro	Palo
Masimo fela	2,476
Diphologolo fela	1,453
Temo e e kopaneng	1,173
E nngwe	571

Income category of agricultural households	
Annual income category of agricultural household heads	Palo
Ga go na lotseno	1,399
R1-R4 800	300
R4 801-R38 400	2,159
R38 401-R307 200	1,538
R307 201+	89
Unspecified	189

Kafa Tirelo e amang ka gone Merafong le merafe e e romelang badiri

Tirelo e naya batho ba le 4695 tiro ba mo go bone 4061 e thapilweng ka tthamalalo ke moepo mme 634 ke borakonteraka ba ba nayang Moepo ditirelo. Go tlhomamisetswe gore mo e ka nnang halofo ya megolo ya badiri e dirisiwa mo merafeng ya moepo pele e nngwe e busediwa kwa mafelong a a romelang badiri.

Leano la kgatelopele ya tiro le tla oketsa madi a a dirisiwang mo morafeng ka go rotloetsa theko ya selegae. Ka theko ya selegae, batho ba ba nnang mo lefelong ba tla thapiwa ke dikgwebo tsa selegae mme di oketse lotseno lo lo ka dirisiwang ke malapa mo morafeng.



3.7 Diporojeke tsa Morafe wa Moepo

Ngwaga le ngwaga, baemedi ba ba tswang kwa Tirelong, Lefapha la Diminerale le Mmasepala ba tlhoka go kopana le go atlenegisa tsweletso ya porojeke mo ngwageng o o latelang. Fa tshwetso e tserwe go kgaotsa porojeke, go tshwanetse ga fitlhelelwa tumalano ka porojeke e ntšha e e akantshiwang. Botlhe ba ba dumelang phetogo eno ba tshwanetse go saena memorantamo wa go tlhaloganyana.

Thulaganyo e e tseneletseng ya puisano le bannaleseabe ba ba maleba e ne ya latelwa malebana le diporojeke tse di ka dirwang mo mafelong mangwe. Memorantamo wa Tumalano o ne wa saeniwa fa gare ga Harmony le Mmasepala wa Merafong ka diporojeke tse go dumalanwang ka tsone.

Diporojeke tse Tirelo e tla dirisang leano le lesa mo go tsone di tla nna jaana:

- Ditikwatikwe tsa Kgwebo e nnye – Fochville le ditoropo / makeishene a mangwe
- Porojeke ya Wedela ya Temothuto – Tlhagiso ya Merogo
- Tshegetso e e Oketsegileng ya LED



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JSE trading symbol HAR

12 June 2018

Merafong City Local Municipality
PO Box 3 / 3 Halite Street
Carletonville, 2500

Attention: Executive Mayor - Cllr. S.M. Mogale-Letsie
Municipal Manager - Ms. M.N. Mokoena

Dear Sir / Madam

MEMORANDUM OF UNDERSTANDING AND AGREEMENT

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

- GP 30/5/1/2/5/07 MR – Kusasaletu Mine

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

Project	5 year Expenditure Provisions
Small Business Centres - Fochville and other towns / townships	R 7 000 000,00
Wedela Agricultural Project - Vegetable Production	R 3 500 000,00
Further LED Support	R 18 000 000,00
Total	R 28 500 000,00

Please be advised that the contact person for the above will be George Masha.

Yours Faithfully

G. Masha
Manager: Corporate Social Responsibility
Harmony

M.N. Mokoena
Municipal Manager

Directors: PT Motsepe* (Chairman), JM Motloba* (Deputy Chairman), PW Steenkamp (Chief Executive), F Abbott (Financial Director), HE Mashego (Executive Director), JA Chissano*, FFT De Buck*, KV Dicks*, Dr DSS Lushaba*, M Msimang*, JL Wetton*, AJ Wilkens*, KT Nondumo*, VP Pillay*, MV Sisulu*
**Non-Executive; *Mozambican*

Secretary: Riana Bisschoff

Registration Number: 1950/038232/06



Ditikwatikwe tsa Kgwebo e Nnye – Fochville le ditoropo / makeishene a mangwe

Tshedimosetso ka Porojeke

Porojeke e tserwe mo Leano le le Kopantsweng la Tlhabololo (IDP) la Mmasepala wa Selegae wa Toropo ya Merafong, le le dirang karolo ya leano la tlhabololo ya ikonomi ya selegae la mmasepala go thusa mo kgolong ya setlamo sa kgwebo e nnye.

Boikaelelo jwa porojeke

- Go naya tikologo e e thusang di-SMME tsa selegae, ka go dira ditheo tsa kgwebo le tsa madirelo go tlhokomela kgolo mo di-SMME le kgwebo.

Boikaelelo le kafa e amang porojeke ka gone

- Go godisa dikgwebo tse disha le tse di leng gone tse dinnye, ka jalo e dira ditshono tsa tiro.

Leina la Porojeke	Ditikwatikwe tsa Kgwebo e Nnye - Fochville le ditoropo / makeishene a mangwe				
Go Tlhaola Porojeke	Tlhabololo ya Itsholelo				
Boikaelelo	Tlhabololo ya di-SMME le go tlholwa ga ditiro.				
Lefelo le e Leng kwa go Lone					
Mmasepala wa Kgaolo	Mmasepala wa Kgaolo wa West Rand				
Mmasepala wa Selegae	Mmasepala wa Selegae wa Toropo ya Merafong				
Toropo / Motse / Motsana	Fochville le mafelo a mangwe				
Porofense	Gauteng				
Letlha la go simolola le	2018		2020		
Letlha la go wetsa					
Output					
Dikarolo tsa konokono tsa tiragatso	<ul style="list-style-type: none"> Tlhabololo ya SMME Tikwatikwe ya go tshegetsa kgwebo 				
Matshwao a konokono a Tiragatso Indicators	<ul style="list-style-type: none"> Go naya tikologo e e thusang di-SMME tsa selegae, ka go dira ditheo tsa kgwebo le madirelo go tlhokomela kgolo mo di-SMME le kgwebo; Go dira tikologo e e siametseng kgwebo. 				
Setlamo se se Ikarabelelang	Tirelo ya Kusasaletlu				
Palogotlhe ya Tekanyetsokabo ya dingwaga tse 5 ('R) le Dikakgelo	Ngwaga 1	Ngwaga 2	Ngwaga3	Ngwaga 4	Ngwaga 5
	500 000.00	3 166 667.00	3 333 333.00		
	Palogotlhe = R7 000 000				
Go Tlhaola Ditiro	Palo ya Ditiro (Tsa leruri)	Palo ya Ditiro (Tsa nakwana)	Palo ya Ditiro (Tsa setlha)	Palogotlhe ya Palo ya Ditiro	
Paka e Khutshwane		30		30	
Paka ya Magareng					
Paka e Telele	15			15	



Leina la Porojeke	Diikwatikwe tsa Kgwebo e Nnye - Fochville le ditiropo / makeishene a mangwe			
Go Tlhaola Porojeke	Tlhabololo ya Itsholelo			
Boikaelelo	Tlhabololo ya diSMME le go tlholwa ga ditiro.			
Go Wetsa Porojeke Completion				
Baugwelwa – mark with “X”	Mmasepala	Morafe	Basha	Basadi
	X	X	X	X
Leano la go Tswa	<ul style="list-style-type: none"> • Project handover. • Continued coaching, mentoring, monitoring and evaluation. 			

Porojeke ya Wedela ya Temothuo – Go Tlhagisa Merogo

Tshedimosetso ka Porojeke

Phakamani Impact Capital, mmogo le Dittlamo tsa Infinity Agri Enterprises di dirile Thulaganyo ya Temothuo ka boikaelelobogolo jwa go tlhabolola Rapolase yo o Tlhagelelang gore a nne rapolase yo a ikemetseng sentle wa kgwebo yo a ka tsayang karolo ka tsela e e nang le matswela mo tikologong ya temothuo. Thulaganyo e tla amogela rapolase a le mongwe mo sebateng sa lefatshe sa heketara e le 1.

Boikaelelo jwa porojeke

Go tlhabolola borapolase ba ba tlhagelelang gore e nne borakgwebo ba ba ikemetseng sentle ba kgwebo.

Boikaelelo le kafa e amang porojeke ka gone

Go tsaya karolo mo go mosola ga borapolase ba ba tlhagelelang mo tikologong ya temothuo

Leina la Porojeke	Porojeke ya Wedela ya Temothuto – Go tlhagisa merogo		
Go Tlhaola Porojeke	Tlhabololo ya Temothuo		
Boikaelelo	Go tsaya karolo mo go mosola ga borapolase ba ba tlhagelelang mo tikologong ya temothuo		
Matswela			
Mmasepala wa Kgaolo	Mmasepala wa Kgaolo wa West Rand		
Mmasepala wa Selegae	Mmasepala wa Selegae wa Toropo ya Merafong		
Toropo / Motse / Motsana	Merafong le mafelo a mangwe		
Porofense	Gauteng		
Letlha la go simolola le Letlha la go wetsa	2018	2019	
Dikarolo tsa konokono tsa tiragatso	<ul style="list-style-type: none"> • Go tlhagisa merogo ya maemo e e kwa godimo • Romela ditlhagiswa kwa dimmarakeng • Dira, tokafatsa le go boloka badiri ba ba nang le seabe le morafe ka kakaretso • Dirisana le tlholego • Dira tlhomamo 		



Leina la Porojeke	Porojeke ya Wedela ya Temothuo – Vegetable production				
Go Tlhaola Porojeke	Tlhabololo ya Temothuo				
Boikaelelo	Go tsaya karolo mo go mosola ga borapolase ba ba tlhagelelang mo tikologong ya temothuo				
Matshwao a konokono a Tiragatso	<ul style="list-style-type: none"> Go tlhola ditiro Go tlhabolola bokgoni Go fedisa khumanego Go tlhagisa dilo tsa maemo a a kwa godimo Lotseno Dirisa mekgwa e e berekang ya temo Tlhaloganya le go fokotsa dikotsi 				
Setlamo se se Ikarabelelang	Tirelo ya Kusasaletu				
Palogotlhe ya Tekanyetsokabo ya dingwaga tse 5 ('R) le Dikakgelo	Ngwaga 1	Ngwaga 2	Ngwaga3	Ngwaga 4	Ngwaga 5
	3 500 000				
	Palogotlhe = R3 500 000				
Go Tlhaola Ditiro	Palo ya Ditiro (Tsa leruri)	Palo ya Ditiro (Tsa nakwana)	Palo ya Ditiro (Tsa setlha)	Palogotlhe ya Ditiro	
Paka e Khutshwane					
Paka ya Magareng					
Paka e Telele	6		40	46	
Project Completion					
Baungwelwa – mark with "X"	Mmasepala	Morafe	Basha	Basadi	
	X	X	X	X	
Leano la go tswa	<ul style="list-style-type: none"> Project handover. Continued coaching, mentoring, monitoring and evaluation. 				

Tshegetso e nngwe ya LED

Boikaelelo

Boikaelelo jwa tshegetso e nngwe ke go naya bannaleseabe botlhe sebaka sa go supa diporojeke tse dingwe mo lobakeg lotlhe lwa dingwaga tse 5 lwa SLP.

Harmony le Mmasepala di tla buisanwa le go dumalana ka diporojeke tse dingwe tse di oketsegileng, mme morago ga moo mekgatlho ka bobedi e tla saena Memorantamo wa Tumulano. Khopi ya one e tshwanetse go romelwa kwa Lefapheng la Diminerale, mmogo le maano a tiragatso.



Leina la Porojeke	Tshegetso e Nngwe ya LED				
Go Tlhaola Porojeke	Tlhabololo ya SMME				
Boikaelelo	Naya di-SMME lefelo le di tla direlang mo go lone le go tlhola ditiro				
Lefelo le e leng kwa go Lone					
Mmasepala wa Kgaolo	Mmasepala wa Kgaolo wa West Rand				
Mmasepala wa Selegae	Mmasepala wa Selegae wa Toropo ya Merafong				
Toropo / Motse / Motsana	Merafong le mafelo a mangwe				
Porofense	Gauteng				
Letlha la go simolola le la go wetsa	2019	2020			
Matswela					
Dikarolo tsa konokono tsa tiragatso	<ul style="list-style-type: none"> Tlholo tshono ya go tsenya lotseno Go godisa dikgwebo mo lekeishenengng Go tlhola ditiro Tlhabolola itsholelo ya morago ga moepo ya mafelo a moepo Dirisa mafaratlhatlha a a leng teng a moepo Tlhabolola dikago le lefatshe go dirisiwa morago ga moepo 				
Matshwao a konokono a Tiragatso	<ul style="list-style-type: none"> Go bona matlole Tumelelo ya mmasepala le molaodi Go nna gone ga ditirelo tsa mmasepala 				
Setlamo se se Ikarabelelang	Tirelo ya Kusasaletu				
Ka Tshwaragano le:	Mmasepala wa Selegae				
Palogotlhe ya Tekanyetsokabo ya dingwaga tse 5 ('R) le Dikakgelo	Ngwaga 1	Ngwaga 2	Ngwaga3	Ngwaga 4	Ngwaga 5
	-	4 500 000	4 500 000	4 500 000	4 500 000
	Palogotlhe = R18 000 000				
Go Wediwa ga Porojeke					
Baungwelwa – tshwaya ka “X”	Mmasepala	Morafe	Basha	Basadi	
	X	X	X	X	



3.8 TLAMELO YA MATLOLE – MCD

TLAMELO YA MATLOLE – TLHABOLOLO YA MORAFE WA MOEPO						
Porojeke	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Ditikwatikwe tsa Kgwebo e Nnye - Fochville le ditoropo / makeishene a mangwe	500,000.00	3,166,667.00	3,333,333.00	-	-	7,000,000.00
Porojeke ya Wedela ya Temothu - Tlhagiso ya Merogo	3,500,000.00	-	-	-	-	3,500,000.00
Tshegetso e Nngwe ya LED	-	4,500,000.00	4,500,000.00	4,500,000.00	4,500,000.00	18,000,000.00
Palogotlhe ya Tlamele ya Matlole	4,000,000.00	7,666,667.00	7,833,333.00	4,500,000.00	4,500,000.00	28,500,000.00

3.9 Matlo le Seemo sa Botshelo

Leano la mmasepala go lebana le matlo

Leano la Puso ya Bosetšhaba la go naya botlhe matlo a a siameng go dikologa leano la go tlhabolola **matlo a a tlhomameng**, e e sa akaretseng fela matlo, mme gape le kgwebo, dilwana tsa loago le dikolo mo mokgweng o o rulaganeng le wa loago.

Leano leno le fitlha kwa selekanyong sa Porofense le sa Mmasepala kwa leano leeno le dirisiwang gone. Go tshegetsa leano leno Harmony e dira gore go nne le lefatshe le le tshwanelang mm emo maamong a mangwe go tlhabolola manno a batho le batlhabolodi ba setheo sa poraefete.

Leano le Ditsela tsa go lebana le matlo le seemo sa botshelo

Meepo yotlhe ya Harmony e kaelwa ke **molawana le leano la setlhopha sa marobalo**.

- Leano la rona ke go naya badiri ba rona marobalo a a siameng le tlhopho ya botshelo, ka godira tlhopho ya ditshwetsi tsa bonno (dihosetele), go hira, matlo a moepo, matlo a malapa le ditlhopho tsa go nna beng ba matlo;
- Re tlhokomela 'bonno jo bo kopaneng jwa batho' mo lefatsheng la rona le le siameng;
- Mo godimo ga moo re thusa itsholelo ya selegae, di-SMME, dikolo, mekgatlho le batho mo merafeng ya rona ka go naya dikago ka ditlhwatlhwa tse di kwa tlase.

Karolo eno ya leano e e amanang le molawana le leano la setlhopha e tlwaelegile mo meepong yotlhe.

Tirelo eno e tsamaisana le Setlhopha sa Matlo sa Harmony le Molawana le Leano la Marobalo mme e itlama go tokafatsa seemo sa botshelo sa badiri ba yone.

Leano la matlo

Ka thotloetso ya go nna beng ba matlo, tlhokomelo ya ditshono tsa matlole le go tsenngwa ga metsana ya ga jaana ya meepo, moepo o tla thusa badiri go nna beng ba matlo a ba nnang mo go one.

Seno se tla dirwa ka puisano le tirisanommogo le dikemedi le mekgatlho le balaodi ba ba tshwanelang ba kgaolo, dimmasepala le molawana (MPRDA le SPLUMA) e e kaelang ditiro tseno.



Moepo o rotloetsa go nna beng ba matlo ka:

- Go rekisa matlo a bone a a leng gone mo mafelong a dimmasepala ka ditlwatlhwa tse di fokoditsweng, ka jalo go nna le beng ba matlo ba basha le tekatekano ya boleng jwa matlo;
- Thuso ya go nna beng ba matlo ka go duela madi a matlo;
- Dipaakanyetso tsa go abela ditheo tsa sekoloto tsa IEMAS matlole le ditumalano tsa kadimo ya phenshene di laolwa ka go thusa badiri ka matlole

Go tsenngwa ga merafe ya moepo mo dikagong tsa mmasepala wa selegae e nna e le karolo ya botlhokwa ya leano la Harmony mme moepo o thusa go tlamela ka matlole thulaganyo ya go fitlhelela boikaelelo jono. Gape re dumela gore tshabololo ya matlo e ka dira ditshoo tsa ditiro tse dikgolo go akaretsa didirisiwa (jaaka go latlha mafika) go dira konkoreite, dilwana tsa go aga ditsela le ditena, ka jalo e oketsa tshabololo ya itsholelo le mosola o o tswelolang lobaka lo loleele.

Seemo sa ga jaana sa ditlhopho tsa badiri tse di gone tsa matlo

“Seriti sa batho le sephiri sa badiramoepong ke dilo tsa botlhokwa tse di tokafatsang tthagiso le go tisa phetogo mo madirelong a moepo mo kgannyeng ya matlo le seemo sa botshelo”.

Mo kgannyeng eno meepo ya Harmony e dirisitse mekgwa ya go tokafatsa seemo sa matlo le maemo a botshelo a badiri ba yone ka go naya badiri ba yone ditlhopho tse di farologaneng tsa ditlhopho tsa matlo:

- Harmony e tlhokomela matlo a le **1818** a e leng a khampani ka dikago tse di tlhokomelwang;
- Bonno bo na le badiri ba le **6818** mo mafelong a bonno a phaposi e le nngwe;
- Madi a go nna kwa ntle a newa badiri ba le **15 606** ba ba sa nneng mo lefelong la moepo;
- Madi a thuso ya matlo a newa badiri ba le **2305**;

Gape moepo o tlhomile ditlhopho tsa marobalo mo selekanyong sa tiro, gore o buisane le baemedi ba badiri ka melawana le maano a tshabololo e e amanang le matlo le seemo sa botshelo. Dikomiti tsa Baagi ba Hosetele le maloko a leruri a a emelang dikgathego tsa badiri mo bolaoding jwa bonno di setse di tshophilwe.

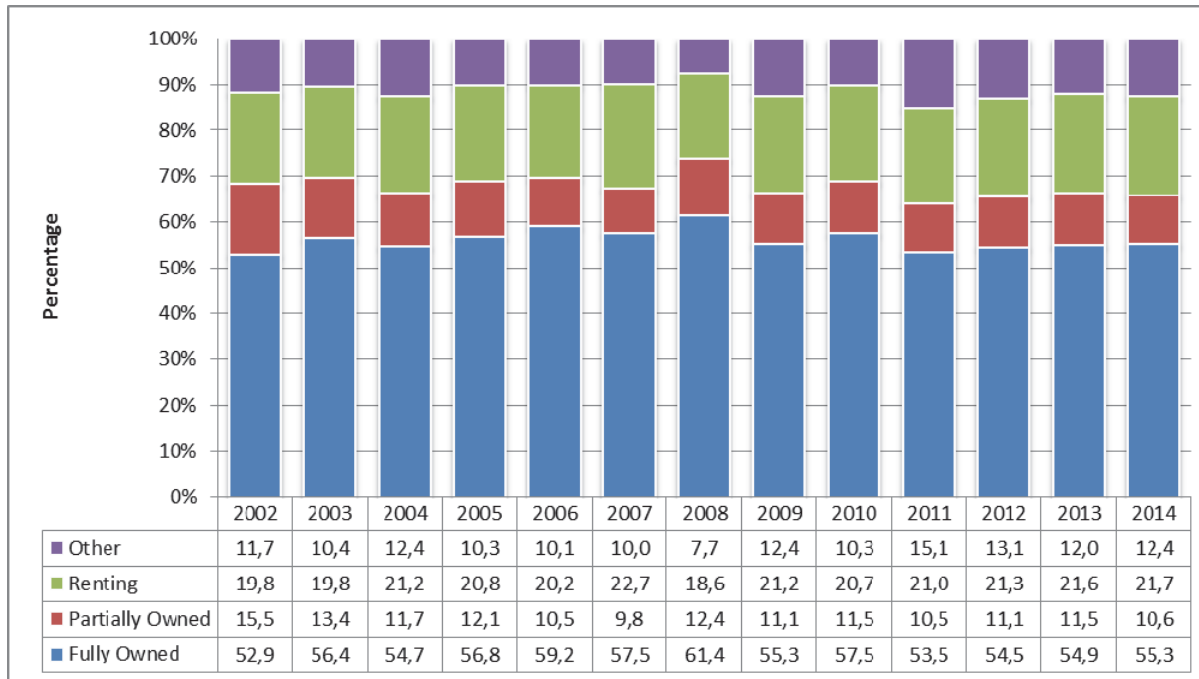
Seemo sa ga jaana sa matlo mo morafeng

Patlisiso ya bosheng ya Matlo ya 2014 go tswa Statistics South Africa e tshalisa mefuta ya matlo le go nna beng ba matlo ka tsela e e latelang:

Mofuta wa bonno o batho ba dulang mo go one le o ba bonang ditirelo le ditheo tse di farologaneng mo go one ke sesupo se se botlhokwa sa itekanelo ya maloko a malapa. O lemogiwa sentle e bile o kgotsofatsa tlhoko ya konokono ya batho ya tshireletsego le lefelo le le siameng.

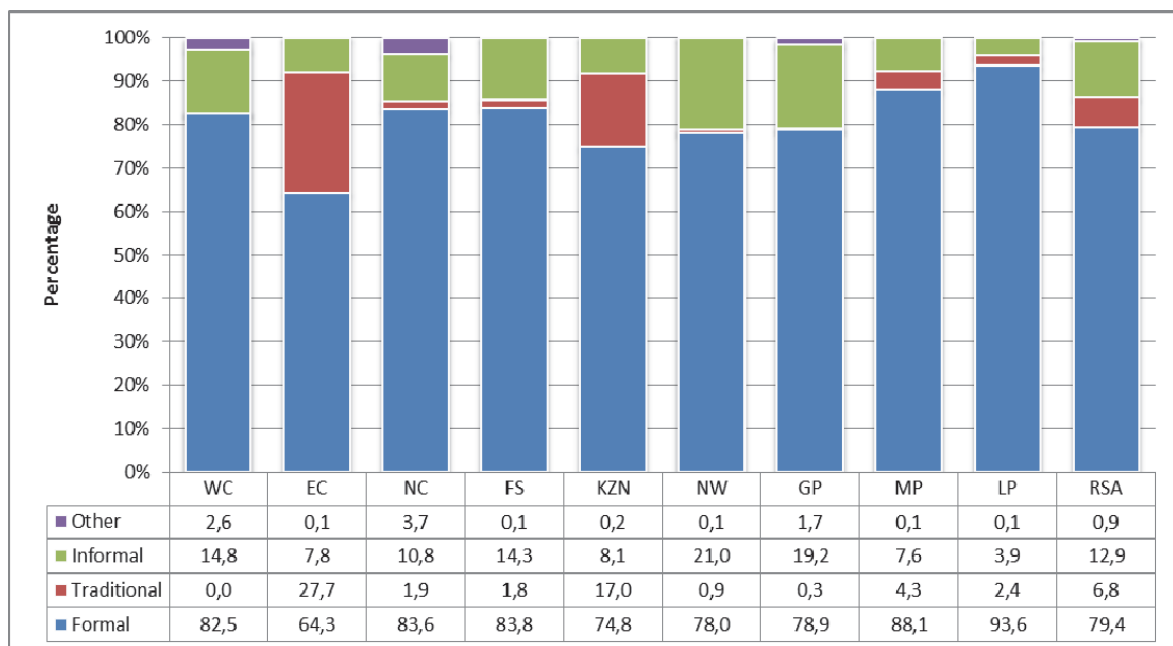


Lenaane le le fa tlase le bontsha peresente ya malapa go ya ka seemo sa bone sa bonno.



Peresente ya malapa a e leng beng ba matlo a ba nnang mo go one e oketsegile go se kae go tswa go 52,9% ka 2002 go ya go 61,4% ka 2008, pele e fokotsega go nna 55,3% ka 2014. Koketsego eno e ne e tsamaisana le phokotsego ya mo e ka nnang ditlha tsa diperesente tse tlhano tsa malapa a e leng beng ba matlo go se kae, le koketsego e nnye ya peresente ya malapa a a hirileng bonno. Malapa a a leng mo karolong ya 'e nngwe' a bonno a oketsegile go tloga go 11.7% ka 2002 go ya go 12.4% ka 2014. (Statistics South Africa P0318 Patlisiso ya Malapa, 2014)

Lenaane le le fa tlase le bontsha peresente ya malapa a a nnang mo matlong a seemmuso, a e seng a seemmuso le a setso mo profenseng ka 2014





Fa gare ga 2002 le 2014, peresente ya malapa a a neng a nna mo bonnong jwa semmuso e ne ya oketsega go se kae go tloga go 73.7% go ya go 79.4% fa malapa a a nnang mo bonnong jo e seng jwa semmuso jone bo fokotsegile ka dintlha tse 0.3 tsa diperesente go ya go 12.9%. peresente ya malapa a a nnang mo bonnong jwa setso e fokotsegile ka dintlha di le 3.4 tsa peresente mo lobakeng lono.

Wedela Extension 4

Tshedimosetso ka Diporojeke

- Go ya ka IDP ya Merafong (Tsebe 169. Ntlha 12) le dipuisano le Motsamaisi wa LED wa Merafong – kopo e ne ya romelwa go naya 25ha ya lefatshe go akaretsa thulaganyo ya matlole a go tlhoma lekeishene ya ditsha di le 400 tsa boagi e le koketso ya toropo e e leng gone ya Wedela. Leano le lengwe le le tsamaisanang le porojeke eno le tlhomilwe go thusa go tlhola ditiro mo lefelong leno;
- Jaaka leano la go nna mong wa matlo, moepo wa Kusasaletu o rekisetsa badiri matlo mo toropong ya ka ditlhwatlhwa tse di simololang ka R70 000 go fitlha ka R150 000. Dithulaganyo tsa thuso le tsa kadimo di dirwa ka IEMAS le thulaganyo ya tshireletsego ya kadimo ya letlole la phenshene. Leano leno le thusa badiri ba rona go nna beng ba matlo le go tsaya karolo mo koketsegong ya madi a matlo a bone.

Maikaelelo a porojeke

- Go fedisa tlhalelo ya matlo le go naya ditshono tsa matlo a a tlhwatlhwatlase mo kgaolong ya Merafong ya Wedela.
- Tlhokomela go nna beng ba matlo ga baeng ba rona – go rekisetsa badiri matlo a Wedela;
- Thulaganyo ya toropo le kopanyo ya mmasepala ya mafelo a e seng a toropo;
- Lebana le tlhoko ya go dira mafelo a ditiro;
- Tlhomisa setheo sa temothuo ya toropo.

Boikaelelo le kafa e amang porojeke ka gone

- Tlhokego e kgolo ya matlo e bonwa mo lefelong leno la mmasepala. Boikaelelo jwa porojeke eno ke go thusa go fedisa tlhokego eno ka go naya tumelelo mo mafatsheng a a bonwang sewelo mmogo le go tlamela ka matlole thulaganyo ya semolao ya go tlhoma koketso eno ya toropo.
- Dira setheo sa temothuo ya toropo mo lefatsheng le le mabapi go tlhola ditiro le tshireletsego ya dijo. Setheo seno se ka naya hosetele ya Kusasaletu ditlhagiswa mm emo isagweng sa tlamela le dihosetele tse dingwe tsa moepo.
- Go tlhokomela go nna beng ba matlo ga badiri ba rona.





Leina la Porojeke	Wedela Extension 4				
Go Tlhaola Porojeke	Matlo le seemo sa botshelo				
Boikaelelo	Alleviation of housing shortages				
Lefelo le e leng kwa go Lone					
Mmasepala wa Kgaolo	West Rand				
Mmasepala wa Selegae	Merafong				
Toropo / Motse / Motsana	Lekeishene la Wedela				
Porofense	Gauteng				
Letlha la go simolola le la go wetsa	2018	2019			
Matswela					
Dikarolo tsa konokono tsa tiragatso	<ul style="list-style-type: none"> Thulaganyo ya go aba lefatshe le go tlhoma lekeishene. Tlhoma temothuo ya toropo. 				
Matshwao a konokono a Tiragatso	<ul style="list-style-type: none"> Tumelelo ya lekeishene 				
Setlamo se se Ikarabelelang	Moepo wa Kusasaletu				
Palogotlhe ya Tekanyetsokabo ya dingwaga tse 5 ('R) le Dikakgelo	Ngwaga 1	Ngwaga 2	Ngwaga3	Ngwaga 4	Ngwaga 5
	500 000.00	500 000.00	500 000.00		
	Total = R1 500 000.00				
Go Tlhaola Ditiro	Palo ya Ditiro (Tsa leruri)	Palo ya Ditiro (Tsa nakwana)	Palo ya Ditiro (Tsa setlha)	Palogotlhe ya Ditiro	
Paka e Khutshwane	4			4	
Paka ya Magareng	10			10	
Paka e Telele					
Go Wetsa Porojeke					
Baungwelwa – tshwaya ka "X"	Mmasepala	Morafe	Basha	Basadi	
	X	X	X	X	
Exit Strategy	Fa thulaganyo ya tumelelo ya go wedwa ga lekeishene e wediwa, mmasepala o tla tsenya ditirelo tse dintsi mme lekeishene le tla tsewa ke mmasepala morago ga go wediwa.				

Dipatlafalo tse di batlwang tsa badiri tsa matlo le seemo sa botshelo

Ka 2014 Harmony e diile patlisiso ya seemo sa botshelo mo badiring. Mo patlisisong eno go phepafetse gore 36.8% ya badiri e ka rata bonno jwa maemo a a kwa godingwaga gaufi le moepo mme ba kgotsofadiwa ke diphaposi di le esi tsa maemo a a kwa godingwana, mmogo le kotlo e e abiwang. Ga jaana 51% e na le matlo a bone mme 49% e hirile gongwe dintlo tsa RDP kgotsa difoete tse di kwa morago mo jarateng. 36.8% ya badiri ba ba batlang go nna gaufi le moepo, e bontsha go boloka ditshenyegelo tsa mosepele, seelo sa botlhokotsebe le maemo a a botoka jaaka mangwe a mabaka.



Harmony e dirile matsapa a magolo ka go tihabolola dihosetele tsa bogologolo mme diporojeke tse pedi tse di ntseng jalo di tihagisitse matlo a le 950 a maemo a a kwa godimo. Matlo ano a a hiriwang a tihabolotswe ke moepo mme a newa mmasepala gore o a tlhokomele. Badiri ba moepo le morafe ba nna mo matlong ano. Harmony e tswelela go dira le balaodi ba selegae le ba porofense go thusa ka maano a matlo a selegae le a kgaolo.

Tirelo e leka go tsamaisana le go tlwaelega ga seemo sa botshelo le leano la go fedisa bonno jwa batho ba bong bo le bongwe. Ka ntlha ya lobaka lo lo lekanyeditsweng lwa meepo, go dirwa ga 'bono jwa moepo' jo bo sa tlhomamang le go fetolwa ga bonno jwa Tirelo mo matlong a malapa ga go tshegediwe. Boikaelelo ke go dira matlo a malapa mo ditropong tse di laolwang ke mmasepala, kwa thebolo ya ditirello le ditheo tsa loago jaaka dikolo, mabenkele le ditshono tsa kgwebo di nnang di tlhomame. Tirelo eno e tla thusa go tlamela ka matlole leano leno go tihabolola matlo a malapa le ditlhopho tsa go nna beng ba matlo mo ditropong tse di gaufi le mmasepala.

Tlhabololo ya hosetele

Molaomotho wa Moepo o batla gore diphaposi tsotlhe tsa hosetele di fetolelwe go diphaposi di le nosi ka 2014. Diphaposi tsotlhe tsa tirelo ya meepo ya Harmony di ne di tsamaisana le boemo jono mme go ne ga dirisiwa palogotlhe ya R211m mo ditlhabololong tseno kwa bofelong jwa 2014.

Tirelo e ntse e tsamaisana le molawana wa modiri a le mongwe mo phaposing nngwe le nngwe.

Dikomiti tsa Baagi ba Hosetele le maloko a leruri a a emelang dikgathego tsa badiri mo bolaoding jwa boagi di tlhophilwe.

3.10 TLAMELO YA MATLOLE – Matlho le Seemo sa botshelo

TLAMELO YA MATLOLE – MATLO LE SEEMO SA BOTSHELO						
Porojeke	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Setheo sa Deelkraal sa Tlhagiso ya Temothuo	660,000.00	500,000.00	400,000.00	300,000.00	140,000.00	2,000,000.00
Wedela	500,000.00	500,000.00	500,000.00	-	-	1,500,000.00
Palogotlhe ya Tlamelo ya Matlole	1,160,000.00	1,000,000.00	900,000.00	300,000.00	140,000.00	3,500,000.00



3.11 Kotlo

Mekgwa ya go lebana le kotlo

Karolo eno ya SLP e tla bua ka tse di latelang:

- Go laola kotlo
- Motlamedi wa theko

Go Laola Kotlo

Mo e ka nnang 7914 ya badiri ba Harmony e nna mo dihoseteleng tse 08. Badiri ba ba nnang koo, batlholagadi le basadi ba bae tang ba newa dijo kwa dihoseteleng dingwe.

Tshekatsheko ya dijo ya menu wa ga jaana e bontsha gore go tlamelwa dipatlafalo tsa badiramoepong tsa eneji le kotlo, go ya ka dikaelo tsa Dietary Reference Intake (DRI) jaaka di tshalositswe ke Setheo sa Kalafi, Boto ya Dijo le Kotlo, USA le dipatlisiso tse di dirilweng ke Mokgatlo wa Dipatlisiso wa Lekgotla la Meepo (COMRO, 1991) mo dipatlafalong tsa kotlo tsa madiramoepong ba kafa tlase ga lefatshe ba ba dirang tiro e e le kang go ya go e e bokete.

- DRI ke leina le le akaretsang le le raying melao e ka nna menè ya kotlo
- Palogare ya patlafalo e e fopholediwang (EAR) ya dikotla tse di jewang ke palo e e lekanyediwang go lekana dipatlafalo tsa dikotla mo 50% ya batho mo nakong e e rileng ya botshelo le setlhophha sa bong.
- Kotlo e e atlenegisiwang ya letsatsi le letsatsi (RDA) ke selekanyo sa letsatsi le letsatsi se se lekaneng go lebana le dipatlafalo tsa dikotla tsa 97 go ya go 98% ya batho mo nakong e e rileng ya botshelo le setlhophha sa bong.
- Dijo tse di lekaneng (AI) ke fa bosupi jwa saense bo lekane go tlhoma EAR, e dirisiwa mo boemong jwa RDA.
- Go ja mo gontsi mo go itshokelwang (TUI) ke selekanyo se se kwa godimo thata sa go ja dikotla mo go tsewang go se na kotsi ya matswela a a botlhoko a pholo mo baaging botlhe.
- Dikotla tse dikgolo tse di amogelwang (AMDR) di tshalosiwa e le go ja motswedi wa eneji o o tsamaisanang le kotsi e e fokoditsweng ya bolwetse jo bo sa foleng o ntse o ja dikotla tse di lekaneng tse di botlhokwa.

Tshedimosetso e e Oketsegileng

Fa tshedimosetso ya Afrika Borwa ya Kotlo ya Madirelo e seyo, go dirisiwa mekgwa ya boditshabatshaba.

- **Patlafalo ya Eneji**

Thulaganyo ya dijo e dirwa go dirisiwa tshupiso ya pego ya COMRO ya 91/11 e le motheo wa go tlhomamisa dipatlafalo tsa eneji tsa badiri. (Ref. Guideline for the Compilation of a Mandatory Code of Practice for an Occupational Health Programme On Thermal Stress: R146, 2016; MHSA, Molawana 29 wa 1996)

- **Patlafalo ya dikotla tse dikgolo**

Dipatlafalo tsa dikotla tse dikgolo di dirwa go dirisiwa Dietary Reference Intakes (DRI's), e leng leereo le le raying dipalo tsa dikotla tse nnè.

Seno se raya phetogo go tswa go "boemo jwa go tla tlhalelo" jaaka go tshalosiwa ke pontsho ya kalafi le boemo jwa go "godisa pholo le go rotloetsa boleng jwa botshelo"

Karolo eno ya pego ya Dietary Reference ya go ja eneji, khabohaedereiti, fibre, mafura, fatty acids, kholeseterole, poroteine, le amino acids (2002) ka Food and Nutrition Board of the United States Nutrition Board of the Institute of Medicine, National Academy of Sciences, Washington, USA:



- i. Dikotla tse dikgolo tse di dumelelwang (AMDR)
 - ii. AMDR e tlhalosiwa e le go tsaya motswedi o o rileng wa eneji o o amanang le kotsi e e fokotsegileng ya bolwetse jo bo sa foleng o ntse o ja dikotla tse di lekaneng tsa botlhokwa.
 - iii. Dielo tse di amogelwang ke tse di latelang:
 - Khabohaedereiti 45-65%
 - Poroteine 10-35%
 - Mafura 20-35%
- **Patlafalo ya dikotla tse Dinnye**

DRI e dirisiwa e le kaelo ya dikotla tsotlhe tse dinnye kwantle ga Vitamin C, moo go nang le kaelo ya Afrika Borwa.

Go na le dikotla tse tharo tse dinnye, tse di angwang ka tlhamalalo ke madirelo.

 - **Vitamin C:**

E a tlhokega go bola themphereitšhara e e tlwaelegileng ya mmele le go thusa bokgoni jwa mmele go lepalepana le maemo a kafa tlase ga lefatshe. Dikatlengiso tsa Madirelo mangwe le mangwe a Moepo ke 250mg mongwe ke mongwe ka letsatsi.
 - **Vitamin A:**

E a tlhokega go tlwaelana le nako ya lefifi. Ga go na patlafalo e e rileng ya madirelo mme DRI e dirisiwa jaaka kaedi. (900 micrograms ka letsatsi)
 - **Vitamin D:**

Go tsewa ga vitamin D go a amega, mme motswedi wa konokono wa Vitamin D ke tiro ya lesedi la letsatsi mo 7-dehydroxycholesterol e e tlhagisiwang mo letlalong. Ka ntlha ya go lebana le letsatsi mo go lekanyeditsweng, go botlhokwa go tlhomamisa gore o ja Vitamin D e e lekaneng. Mme gone go ne go sa kgonegego tlhatlhoba diteng tsa menu ka gonne tshedimosetso ya Vitamin D e lekanyeditswe. Seno ke bothata ka bontshi jwa tshedimosetso e e dirisiwang mo tshekatshekong ya dikotla.

Dijo tse di tletseng dibithamine tse di tsewang e le dijo fela, ga se batlege. Mageu ke nngwe ya dijo tseno mme e na le 200mg ya Vitamin C 1000ml nngwe le nngwe le 150mg ya Calcium 1000ml nngwe le nngwe.
 - **Dikotla tse dikgolo tsa eneji ya %:**
 - Khabohaedereiti 45 – 65% ya eneji yotlhe
 - Poroteine 10 – 35% ya eneji yotlhe
 - Mafura 20 – 35% ya eneji yotlhe

Leano la kotlo

Leano la kotlo le raya lenaane la ditlhopho tsa dijo tse di tsentsweng mo dijong dingwe le dingwe e seng menu, e leng lenaale la dijo dingwe le dingwe tse di apewang ka nako e e rileng.

Go tlhomamisa gore go newa dijo tse di siameng, palo ya dijo, mmogo le ditlhopho tsa dijo tse di abiwang ka nako nngwe le nngwe ya dirjo di a akanyediwa.

Palo ya dijo

Le fa go ne go jewa pele ga tiro kgotsa sefitholo fela le morago ga tiro kgotsa dijo tsa konokono mo matlwaneng a boapeelo a dihosetele, go ne ga tsennngwa dijo tsa boraro. Diyo tsa mo gare ga nako ya tiro kgotsa 'dijo tsa



motshegare' le tsone di teng mo dihoseteleng tse dintsi.

Badiri ba ba nang koo ba newa dijo gararo. Sefitlholo se naya mo e ka nang 25-30% ya dikotla tse di batlegang letsatsi le letsatsi; dijo tsa konokono mo e ka nang 40-45% mme dijo tsa maitseboa 20-25%

Dikaelo tsa Dikotla tsa Afrika Borwa (e boeleditswe ka 2012)

- Itumelele dijo tse di farologaneng.
- Nna matlhagatlhaga!
- Apaya dijo tse di nang le setatšhe bontsi jwa nako.
- Ja merogo le maungo a mantsi letsatsi le letsatsi.
- Ja dinawa, dierekisi, dilentele le soya ka metha.
- Nwa mashi, amasi kgotsa yokate letsatsi le letsatsi.
- Tlhapi, kgogo, nama e e se nang mafuta kgotsa mae a ka jewa letsatsi le letsatsi.
- Nwa metsi a mantsi a a phepa, a a sireletsegileng.
- Se dirise mafura thata. Tlhopha oli ya merogo, go na le mafura.
- Se dirise sukiri le dijo le dino tse di nang le sukiri e ntsi thata.
- Se dirise letswai le dijo tse di nang le letswai le lentsi thata.

Thulaganyo ya boleng jwa bolaodi

Go tla dirwa ditlhatlhobo kotara nngwe le nngwe go tsamaisana le motsamaisi wa tlamelo ya dijo le moitseanape wa kotlo yo o kwadisitsweng mo molawaneng wa setheo le bophepa, mmogo le tshekatsheko ya lenaneo go dumalana le dikaelo tsa kotlo tsa madirelo a moepo (Pego ya COMRO) le dikaelo tse dingwe tse di fetolang nako le nako.

Leano la kotlo le lekanya ditekanyo tse di latelang kotara nngwe le nngwe:

Menu	Kaelo e e kwa tlase	Motswedi
Energy (kJ)	13 000kJ	Pego ya DRI le COMRO
Khabohaedereiti (g)	440g (57%)	AMDR
Poroteine (g)	135g (18%)	AMDR
Mafura (g)	85g (25%)	AMDR
Vitamin C (mg)	250mg	Kaedi ya Moepo ya SA
Vitamin A (IU)	1 000IU	DRI
Calcium (mg)	1 000mg	DRI
Go tsaya karolo		
Go tsaya karolo ga dijo (sefitlholo)	90%	Kaelo ya dijo
Tlhatlhobo ya setheo		
Dikago/bobolokelo	80%	Patlafalo ya balaodi
Bophepa jwa motho	80%	Patlafalo ya balaodi
Boleng jwa dijo tse di sa apewang	80%	Patlafalo ya balaodi
Boleng jwa dijo tse di apeilweng	80%	Patlafalo ya balaodi



Diphithlelelo di tla begwa go tlhokomela kgatelopele yak gang eno fa nako e ya. Ditlhatlhobo tsa ka gale tsa ditirelo tsa dijo di dirwa ke badiredi ba moepo, mmogo le lekgotla kgotsa baemedi ba mokgatlho, go tlhoma le go tlhokomela boleng jo bo kwa godimo jwa ditheo tsa tlanelo ya dijo.

Go tlhomamisa se se ratwang ke bareki, go tshwarwa dikopano le baemedi ba badiri ka boikaelelo jwa go akaretsa dikakantsho tsa bone mo mananeong. Dipego tsa dipuisano tseno di dirisiwa go tokafatsa kotlo ka lobaka lo lo tswelelang. Gape go dirwa dipatlisiso tsa kgotsofalo ya bareki kotare nngwe le nngwe go tlhomamisa selekanyo sa ditirelo le go lemoga bothata.

Leano la dijo

Jaaka **kaelo** leano le le latelang la dijo le dirisiwa go tlhoma makgetlo a go ja mmogo le bogolo jwa dijo.

(Dikabelo tsothe di kwadilwe ka dipalo tse di ntseng fela jalo)

Mofuta wa Tiro	Tiro e Motlhoswana	Tiro e e Lekaneng	Tiro e e Boima go se Kae	Tiro e e Boima
Tiriso ya eneji	12000kJ	13000kJ	14000kJ	15000kJ
Mofuta wa badiri	Ramotlakase Mookamedi wa Moepo setlhopha sa Loco	Setlhopha se se baakanyang Moetapele wa Setlhopha Setlhopha se se Epang Mothusi wa Modiramoepong Setlhopha se se phepafatsang	Mokgweetsi yo o Pegang Mokgweetsi wa Motšhine wa Dikgole	Moepi Mothusi wa Moepi
Sefitholo				
Dithoro	90g	90g	90g	90g
Senkgwe	220g	220g	220g	220g
Go tshasa	20g	20g	20g	20g
Poroteine	60g	60g	120g	120g
Senō	300ml	300ml	300ml	300ml
Dijo tsa Konokono				
Poroteine	180g	210g	270g	270g
Moro / Sopo	10g / 100ml	10g / 100ml	15g / 150ml	15g / 150ml
Setatšhe	60g	90g	90g	90g
Bupi	150g	150g	150g	150g
Merogo 1	150g	150g	150g	150g
Merogo 2	(tala / serolwana)	(tala / serolwana)	(tala / serolwana)	(tala / serolwana)
Maungo	100g	130g	130g	130g
Jusi	250ml	250ml	250ml	250ml
Phuding				
Mageu	500ml	500ml	1000ml	1000ml



Mofuta wa Tiro	Tiro e e Motlhoswana	Tiro e e Lekaneng	Tiro e e Boima go se Kae	Tiro e e Boima
Dijo tsa Maitseboa				
Poroteine	60g	60g	120g	150g
Mashi	250ml	250ml	250ml	250ml
Gravy / Sopo	10g / 100ml	10g / 100ml	10g / 100ml	10g / 100ml
Bupi	60g	90g	120g	120g
Senkgwe			30g	60g
Merogo	100g e nngwe	100g	100g	100g
Senō	300ml	300ml	300ml	300ml

Menu

Tumelelo ya Letsatsi le Letsatsi (Thulaganyo ya dijo) – Dipalo tsotlhe di kwadilwe e le dikarolo ya dijo tse ditala kgotsa tse di sa apewang:

Sefitlholo	
Dithoro tsa Sefitlholo	90g
Senkgwe	210 – 240g (dilae tse 6)
Go tshasa	25g
Poroteine	100g
Paka ya Dinō	300 ml (go akaretsa sukiri le romo)
Sukiri	20g
Diloki	5g
Dijo tsa Konokono – Tlhopho ya letsatsi le letsatsi fa gare ga nama ya kgomo le kgogo mme ka malatsi a matlhano (5), go abiwa dijo tse di apeilweng	
Poroteine	300g (nama ya kgomo 300g, Kgogo 300g, dijo tse di apeilweng 200g)
Bupi	120g
Setatšhe	90g – tlhopho ya letsatsi le letsatsi fa gare ga Setampa, Setampa le Dinawa, reisi kgotsa reisi ya mmidi
Merogo	200g
Maungo	130g
Salate	60g (makgetlho a le 4 ka beke)
Salate ya Maungo	150g (gangwe ka beke mo boemong jwa maungo)
Jeli & Khasetete	40g (gangwe ka beke)
Mageu	500ml
Jusi	200ml (gangwe mo dibekeng tse 2)
Senotsididi	30g (Senō sa poere)
Diloki	15g
Oli	10ml



Dijo tsa Maitseboa	
Poroteine	100g
Mild / Amazi	300ml (gabedi ka beke) Tlhopho fa gare ga Amazi kgotsa Yokate
Salate	40g (Makgetlo a le manè ka beke)
Papa or Setatšhe	40g
Diloki	5g

Palo e e Batlang e le ya Dikotla tsa Dijo (* E akaretsa dilekanyo tse di okeditsweng)

Eneji	kJ	14 700	
Poroteine	g	178	21%
Khabohaedereiti	g	446	51%
Mafura	g	112	29%
Vitamin A	µg	960	
Vitamin C	mg	240	
Calcium*	mg	1250	
Iron	mg	20	

Suggested but not limited menu options:

Sefitholo	
Dithoro	Mealimeal, Lambalazi e tshetlha, Lambalazi e tshweu, Mabele
Poroteine	Mae a a bedisitsweng, Dibiana, Pasta, Nama e e kgabeteletsweng, Boroso, Dikilana, Setšhuu sa kgogo, Spaghetti bolognaise, Dintshu & melala, Meatballs, Mogodu wa kgomo, Seteiki le setšhuu sa eiye / amasi / yokate
Senō sa poere	Ditatso tse di Farologaneng
Dijo tsa Konokono	
Poroteine	<ul style="list-style-type: none"> • Kgogo ke poroteine ya konokono e e tsholwang letsatsi le letsatsi • Tlhopho ya nama ya kgomo le setšhuu sa kgogo e tsholwa e le tlhopho ya bobedi go tshwanetse ga dirisiwa mekgwa e e sa tshwaneng ya go apaya: setšhu; go gadika ka bonya mo mafureng; go besa; go gadika. • Dijo tse di apeilweng: di ka tsholwa e le tlhopho e nngwe ya boraro mme di akaretsa Tlhapi Fish / mogodu / nama e e kgabeteletsweng / boroso / nama ya kolobe
Motogo	Bupi
Setatšhe	Reisi, Setampa, Setampa le dinawa, Dinawa, Motswako wa Mazebe
Merogo	Merogo e e farologaneng ya setlha – dirisa mekgwa e e farologaneng ya go apaya
Salate	Segwete, Beetroot, Coleslaw
Maungo	E farologane ka setlha
Mageu	Panana le lobebe



Dinner	
Poroteine	Boroso, Nama e e kgabeteletsweng, Sebete sa kgomo, setšhuu sa kgogo, Setšhuu sa kgomo, Sopo ya dinawa, Mogodu wa kgomo
Motogo	Bupi
Diary	Amasi, Yokate

Tlhokomela: *Dikoketso dipe mo lenaaneng le le fa godimo di tshwanetse go buisanelwa ka tsela e e matshwanedi mme ga ya tshwanela go ja madi a mantsi. Dilwana di tshwanetse go tsenngwa mo setlhopheng se se tshwanetseng. (I.e. selwana se se mo “setlhopheng sa poroteine” se ka se emisediwe ke selwana se se mo “setlhopheng sa merogo”)*

Motlamedi wa theko

Theko e tshameka karolo ya botlhokwa mo selebong sa hosetele ya Harmony. Go naya batlamedi ba dijo ba ba tsamaisanang le BEE le tse di kgonang go tlamela dilwana ka selekanyo se segolo e tswela e le kgwetlho. Seno ke kgwetlho e Harmony e tswelolang e lebana le yone ka leano la kgatelepele ya theko.

Ga jaana go na le batlamedi ba konokono ba le 13 mo dihoseteleng tsa Free State le Doornkop. Mo batlameding bano ba le 13, batlamedi ba le robedi (62%) ba tsamaisana le BEE mme batlamedi ba le batlhano (38%) ga ba tsamaisane le yone. Leano leno le beilwe go tsamaisana le BEE ka 80% mo dingwageng tse pedi tse di latelang.

Fa tlase fano ke leano la go tthomamisa gore batlamedi ba hosetele ba tsamaisana le BEE:

Motlamedi	Kuno	% Beng ba bantsho	Leano la go baakanya
Back to basics	Ditswaiso	26	E lekelediwe Batlamedi ba bangwe ba BEE.
Bambanani fruit and veg	Maungo & merogo	26	100% batlamedi ba BEE (Bereng & Practicon)
Dela Casa (Lindsay Butchery)	Nama e khibidu	26	100% BEE - Ramathe
Tiger Consumable Brands (King Foods)	Lambalazi & Morvite	28	E lekelediwe Batlamedi ba bangwe ba BEE.
SMT Farm Trading	Mogodu	100	100% - Ramathe
Thabong Bakery	Dipakana tsa disementšhese	100	E santse e aba dipakana tsa disementšhese
Ukwanda Farm (Greenlands)	Mae	100	51% - Nama ya Kgogo e Ntšha Letsatsi le Letsatsi
Ramathe Meat Market	Nama e khibidu	100	Motlamedi wa BEE
Mageu Number One	Mageu	0	Go abiwa ga thendara go a tswela
Dewfresh	Mashi & jusi ya maungo	0	Motlamedi yo mongwe yo o tshwanelang o ntse a batiwa, go na le bothata jwa go fitlhelela mmaraka wa mashi a 250ml.



Summit Ridge (Henwil Chickens)	Dikgogo tsa MCP	0	Setlamo sa Kgwebo se supile tlhabololo ya 100% ya motlamedi mme se ntse se tswela go dira jalo e bile ga se ise se siamele go tlamela.
Premier Food (Blue Ribbon)	Senkgwe	2.04	Setlamo se se fetileng sa motlamedi wa BEE se se abangdilekanyo tse di tlhokegang tsa senkgwe e ne e le Albany (27.8% ya beng ba bantsho), mme mekgatlho e ne e batla gore ba emisediwa ka Blue Ribbon, go akantswe ka boleng jwa dijo. Dipuisano di ntse di tswelotse
Autumn Star (Vitalec)	Dijo	8	Morago ga go dirisana le Harmony, ba itlamile go fetogela go beng ba bantsho mme ba na le dikgwedi tse thataro go tsamaisana le tsone

3.12 Leano la Kgatelopele ya Theko

Matseno

Harmony e dumela gore theko e tshameka karolo ya botlhokwa mo go fetoleng selebo sa its holelo ya Afrika Borwa mme karolo eno ya Leano la yone la Loago le Tiro e akaretsa didirisiwa tsotlhe tsa thomelo tsa Harmony le phelelo go tihola ditshono tsa kgwebo go tlhotlheletsa tlhabololo e kgolwane ya bosetšhaba ka nako ya lobaka lo lo tlhokegang lwa dingwaga tse tlhano le go feta, go simolola gaufi le tirelo ya rona kafa go ka kgonegang ka gone, go tshegetsa merafe ya rona ya meepo

Boikaelelo jwa leano leno ke go bontsha aitalamo a Harmony mo go oketseng madi a a dirisiwang mo thekong ya dithoto le ditirelo tsa ditlamo tsa BEE mo merafeng ya rona ya selegae fa go kgonegang gone le fa madi a dumela, mo lobakeng lwa dingwaga tse dingwe tse tlhano. Go tlhomama ga dikgwebo tsa SMME go akaretsa mo go fetang go dirwa ka ditshono tsa go reka mme gape go akaretsa dilo tse di amanang le maano a tlhabololo ya setlamo, le ditiro tsa morafe mo dikgannyeng tse di amanang le theko ya selegae

Theko e e Ratwang

Harmony e tlhomile leano la theko e e ratwang go tlhomamisa gore e feta maitlamo a Leano la Loago le Tiro. Leano la Theko e e Ratwang le tsenngwa mo Molawaneng le Mokgwa wa Theko wa Harmony mme le tsamaisana ka botlalo le leano la Harmony la theko e e ratwang go tlhomamisa merafe e e tlhomameng ya moepo.

Seemo sag a jaana sa Meepo ya Harmony kgatlanong le ditebelelo tse di boeleditsweng tsa molaomotho wa moepo

Harmony e dirisa dipotso tse di latelang go lekanya maitlamo a yone kgatlanong le ditebelelo tse di boeleditsweng tsa molaomotho wa moepo:

- **A khampani e neile di-HDSA boemo jwa batlamedi ba e ba ratang?**

Harmony e neile di-HDSA boemo jwa batlamedi ba e ba ratang jaaka go bonala mo ditirong tse di latelang tse di neng tsa direlwa boikaelelo jono ka tlhamalalo:

- Harmony e abile dithoto tse di beetsweng bolaodi le go baakangwa ga boemo le setifikeiti sa batlamedi ba BEE



- Harmony e amogetse mokgwa o o kgethegileng wa dituelo o o tthomamisan gore di-SMME tse e leng tsa HDSA di duelwa mo malatsing a le supa go tthomamisa go tthomama ga matlotlo a tsone le tiriso ya madi.
- Harmony e tsere tshwetso ya go khutshwafatsa lobaka lwa dikonteraka tse dintsi go oketsa bontsi jwa dithendara go letla gore go nne le batsenedi ba basha ba ba nngang le seabe mo dithendaraeng. Harmony ga e tshegetse dikonteraka dipe tsa yone tsa “leruri”
- Harmony e dirilwe tshwetso ya go bapatsa dithendara mo website ya Harmony le mo Polatefomong ya theko ya Harmony, seno se dirwa go letla batlamadi ba ba tsamaisang le BEE go nna le tetla ya ditshono tsa theko tsa Harmony ka mokgwa wa tekatekano ya thendara.
- Go tthomilwe ditebelelo tsa theko e e kwa tlase e e dirisiwang mo batlameding ba ba tsamaisanang le BEE ka tirelo nngwe le nngwe ya Harmony go dumalana le ditebelelo tsa ga jaana tsa molaomotho wa moepo.
- Harmony e buisana le ditlamo tsa HDSA ka leano la Malatsi a Batlamedi ba Harmony go lemoga dikgwetlho le mathata a batlamedi ba babotlana ba lebanang le one fa ba dirisana le Harmony le go batla ditharabololo tsa go fedisa dikgwetlho tseo.

- **A khampani e lemogile seemo sa ga jaana sa theko mo dikhampaning tsa HDSA mo dithotong, dijo le ditirelong?**

Lefapha la theko la Harmony le tla nna le lekangwa ka tiragatso ya theko ya BEE, mme e laolwa le go tthokomelwa go ya bokgakaleng jo bo tshwanang jwa ditshupo tsa matlole tsa Harmony, mme ga jaana e begwa mo Botong ya Harmony ka komiti e e ikemiseditseng ya Loago le Boitsholo e e tthokomelang tiragatso ya theko ya BEE kotare nngwe le nngwe. BEE e e dirisitsweng e sekasekwa go lebilwe ditshenyegelo tsa madi, dilo tse di nyelelang le ditirelo mme pego e tshegediwa ka dikerafo tse di bontshang:

- BEE e e dirisitsweng mo tshwanelong ya moepo mongwe le mongwe jaaka peresente ya palogotlhe ya ditshenyegelo;
 - Theko ya BEE e e dirisiwang mo porofenseng nngwe le nngwe;
- **A khampani e bontshitse maitlamo a kgatelopele ya theko mo dikhampaning tsa HDSA mo lobakeng lwa dingwaga tse tharo go ya go tse tlhano tsa dithoto, dijo le ditirelo, mme maitlamo ao a dirisitswe go ya bokgakaleng bofe?**

Harmony e na le ditebelelo tse di tthomameng tsa tiriso ya setlhamo sa BEE, go dumalana le lenaanepalo le le boeleditsweng la Molaomotho wa Moepo. Ditebelelo di beetswe ditshenyegelo tsa dithoto, dijo le ditirelo, mme tiragatso kgatllhanong le ditebelelo tseo e lekangwa le go begwa kotare nngwe le nngwe.

Ditebelelo tsa theko ya setlamo sa BEE sa lobaka lwa 2018 go fitlha ka 2022 di theilwe mo dipatlafalong tsa Molaomotho wa Moepo mme ke tse di latelang:



THEKO E E DIRISITSWENG

Bapala dilwana / dijo / ditirelo tsa lefelo la selegae mo dikhampaning tsa tlhagiso tse di tsamaisanang le BEE

Tlhaloso	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
Theko ya dithoto	50%	50%	50%	50%	50%
Theko ya ditirelo	70%	70%	70%	70%	70%
Theko ya dijo	60%	60%	60%	60%	60%
Batlamedi ba Boditšhabatšhaba	0.5%	0.5%	0.5%	0.5%	0.5%

Tlhabololo ya Setlamo le Motlamedi

Matseno

Harmony e tsaya masisi maitlamo a yone a Tlhabololo ya Setlamo le Motlamedi. Tlhabololo e tla kopanya Lephata la Thomelo go tlhomamisa koketsego ya selegae ya HDSA le BEE e e dirisiwang mo ditirelong tsa Afrika Borwa tsa Harmony.

Jaaka karolo ya maikarabello a loago a Harmony mo merafeng, Harmony e itlamile go tlhabololo e e tlhomameng ya itsholelo ya selegae mo merafeng e bae pang mo go yone. Lefapha la Tlhabololo ya Itsholelo ya Selegae la mo Harmony ke thuso e e botlhokwa mo tlhabololong ya setlamo mme le dira gore go kgonege go dirisa dikhampani tsa BEE le tsa HDSA mo go diriseng diporojeke tse di diretsweng go thusa tlhabololo ya loago le itsholelo ya morafe wa moepo.

Lefapha le tswelela go nna le kakantsho mo dikomiting tsa maano tsa mo teng (i.e. Komiti ya Thendara ya Harmony, Komiti ya Kabo ya Theko le Komiti ya Thekiso). Lefapha la Tlhabololo ya Setlamo le Motlamedi le tlhomamisa gore kgang ya phetogo e a tlhologangwa mo merafeng eo yotlhe fa go dirwa ditshwetso.

Ditikwatikwe tsa Tlhabololo ya Kgwebo (di-BDC)

Go tshegetsatsa maitlamo a a dirilweng a SLP, Harmony e sweditse go bula ditikwatike tsa Tlhabololo ya Setlamo mo mafelong a mararo le setheo sa go tsamaisa ditikwatikwe tseo jaaka go bontshiwa:

- Ditikwatikwe di thusa keletso ya Harmony ya boagisani jo bontle
- Harmony e batla go lemogiwa jaaka mokgatlho o o ikarabelelang ka loago o o tlhokomelang merafe e e dirang mo go one
- Merafe e e gaufi le ditirelo tsa Harmony e tshwanetse go itemogela Harmony e le mothusi yo o molemo mo botshelong jwa bone
- Ditikwatikwe di tshwanetse go thusa mo tlhabololong ya batlamedi ba ba tlhomameng ba Harmony
- Go aga bogolo le bokgoni jwa dikhampani tse di tlhagelelang tsa BEE

Go tlhomiwa ga tshimologo ya leano la go thus aka matlole la dikhampani tsa Phakamani Impact Capital le Tsys, tse ka ntlha ya leina di tla bidiwang Harmony / Leano, go tla tlhokomela go tlamelwa ka matlole ga dikgwebo tse di tlhagelelang tsa selegae go tlhokomela kgolo le tlhomamo. Boikaelelo jo bogolo ke go naya kgwebo matlole a a tla thusang go tlhola ditiro, go fedisa khumanego le matlafatso ya morafe ka kakaretso.



Boikaelelo

Boikaelelo jwa ditikwatikwe tsa tlhabololo ya Setlamo ke go dira gore dikhampani tse dinnye tsa bantsho di kgone go fitlhelela Harmony. Tikatikwe ya tlhabololo ya Setlamo e totile ditlhophha tse tlhano tse di tlhomologileng:

- Batlamedi ba pele ba neng ba sa solegelwe molemo (HDSA)– ka tlhamalalo 51% ya dikgwebo tsa bantsho
- Ditlamo tse dinnye, tsa magareng le tse dikgolo (di-SMME)
- Dikgwebo tsa selegae
- Batsenedi ba basha
- Dikgwebo tsa basha le tsa basadi

Ditikwatikwe ke ditheo tsa kgwebo tse di nang le tikologo e e botsalano tse ka tsone borakgwebo ba selegae ba ba gone le ba ba tlhagelelang ba kgone go bona tshedimosetso ka ditshono tsa theko mo Harmony. Lefelo la tshedimosetso la tikwatikwe ke motswedi o o molemo wa ditshono tsa kgwebo tse di leng teng mo Harmony. Badiri ba porofeshenale kwa tikwatikweng ba tla thusa batlamedi le go ba kaela ka go romela thendara le thulaganyo ya kopo ya thekiso.

Harmony, ka Ditikwatikwe tsa Tlhabololo ya Kgwebo, e ikaelela go:

- Tlhabolola ditlamo tsa HDSA
- Laola phitlhelelo ya ditshono tsa theko
- Naya tetla ya thuso ya matlole
- Godisa batlamedi ba ba tlhomameng ba HDSA
- Dira pharologano ya batlamedi ba HDSA
- Tihola badirisi ba ba fitlhelelang ditlhoko tsa theko tsa Harmony
- Tsamaisa dikhampani tsa HDSA le batlamedi ba ba tlhomameng
- Fokotsa go ikaega ga dikgwebo tse dinnye ka go nna gone ga Harmony ka go thusa dikhampani go dira dimmaraka tse di farologaneng
- Dirisana le bannaleseabe ba kwa ntle
- Buisana ka katlego le batlamedi ba HDSA

Lefelo la Ditikwatikwe tsa Tlhabololo ya Kgwebo

Ditikwatikwe tsa tlhabololo ya Setlamo di beilwe gaufi le mafelo a konokono a tirelo ya Harmony mme di beilwe mo bogareng jwa lefelo tse le di direlang. Go motlhofo gore batho botlhe ba ye kwa ditikwatikweng tseo. Re akantse ka go tsaya karolo ga mmasepala wa selegae mo kgannyeng eno, go ne ga akanyediwa gape lefelo la diofisi tsa mmasepala fa go ne go batlwa lefelo la tikwatikwe.

Ditikwatikwe di tla bo di beilwe kwa go lengwe le lengwe la mafelo a a latelang:

- Welkom Arm1, tikwatikwe ya kgwebo
- Soweto (Kgaolo D, Kago ya Mmasepala)
- Tikwatikwe ya Kgwebo ya Khutsong -(Carletonville) e letile tumelelo ya Lefapha la Mmasepala la LED, morafe wa Khutsong o santse o thusiwa ka tikwatikwe ya Soweto
- Kalgold – go tlhomile sathalaete ya ofisi



Ditirelo tse di abiwang ke Ditikwatikwe tsa Tlhabololo ya Kgwebo

Ditikwatikwe di aba ditirelo tse di farologaneng, tse tsotlhe di ikaeletseng go matlafatsa batlamedi ba HDSA go dirisana ka katlego le Harmony. Re akantse ka bogolo jwa ditirelo, tsotlhe di ka se nne gone kwa tshimologong, mme di tla tlhagelela fa ditikwatikwe di tlhabologa:

Ditirelo tsa ga jaana:

- Go boloka tshedimosetso ya bokgoni jwa selegae jwa HDSA
- Go tlhokomela ditshono tsa tiro/thekiso tse di leng teng mo Harmony
- Ditshono tse di tsamaisanang le bokgoni jo bo leng gone
- Itsise batlamedi mme o ba laletse go naya dithlwathwa
- Thusa ka dithulaganyo tsa thendara le thekiso
- Naya mabaka a go bo dikopo di sa atlega
- Dithulaganyo tsa tlhabololo ya bokgoni
- Dithulaganyo tsa kgodiso ya kgwebo, Memorantamo wa go Tlhaloganya o o saenilweng ka SAMTI (SEDA Agricultural Mining Tooling Incubator)
- Business workshops facilitated with Phakamani and Tsys (Harmony/Leano initiative)
- Facilitating of bridging finance, Phakamani and Tsys (Harmony/Leano initiative)
- Tlhokomela dikgwebo tse di kopanetsweng ka tshwaragano le theko, fa ditshono di tlhaga
- Temporary office facilities such as internet, printing & faxing
- Mentorship, facilitated with traditional suppliers

Bannaleseabe ba ba amegang

Tikwatikwe ya Tlhabololo ya Setlamo e tlhomiwa ke Harmony, mme balekane ba tla batliwa go nna beng le go laola tikwatikwe, kgolagano e e oketsegileng ka tsela yotlhe le go thua bannaleseabe mo Tlhabololong go tla batliwa ka metlha.

Bannaleseabe bano ba tla akaretsa:

- Ditirelo tsa Harmony SA
- Dimmasepala tsa selegae le merafe ya selegae
- Lefapha la Diminerale (DMR)
- Lefapha la kgwebo e Nnye
- SAMTI (SEDA Agricultural Mining Tooling Incubator)
- Small Enterprise Development Agency (SEDA)
- Small Enterprise Finance Agency (SEFA)
- Letlole la Matlafatso ya Bosetšhaba (NEF)
- Industrial Development Corporation (IDC)
- Lefapha la Kgwebo le Madirelo (DTI)
- Ditheo tse dingwe tse di tsayang karolo tsa matlole
- Meepo e mengwe e e dirang mo lefelong le le lengwe le Harmony
- Chamber of Mines



Tlameho ya Matlole – Leano/Tsys la Letlole la ESD

TLAMELO YA MATLOLE - ESD						
	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Tihabololo ya SMME - Leano	453,110.18	453,110.18	453,110.18	453,110.18	453,110.18	2,265,550.91
Palogotlhe ya Tlameho ya Matlole	453,110.18	453,110.18	453,110.18	453,110.18	453,110.18	2,265,550.91



Karolo 4: **Mokgwa wa go laola go fokotsa badiri le go tlosa batho mo tirong kwa Tirelong**

Go ya ka Molawana 46(d): Mekgwa e e amanang le go laola go fokodiwa ga badiri le go tloswa ga batho mo tirong

- *Molawana 46(d)(i): Go tlhomiwa ga setlhophha sa isagwe*
- *Molawana 46(d)(ii): Ditsela tsa go boloka ditiro le go tla go latlhega ga ditiro le go fokotsega ga ditiro*
- *Molawana 46(d)(iii): Mekgwa ya go naya ditsela le mekgwa e mengwe go tlhola tshireletso ya ditiro fa go latlhega ga ditiro go ka se tilwe*
- *Molawana 46(d)(iv): Mekgwa ya go rarabolola ditlamorago tsa loago le tsa itsholelo mo bathing, mo dikgaolong le mo itsholelong fa go tloswa ga batho mo tirong kgotsa go tswalwa ga moepo go tlhomamisitswe*

4.1 **Go tlhomiwa ga setlhophha sa isagwe**

Setlhophha sa isagwe sa Tirelo se a bereka, mme se dirilwe ka baemedi ba bolaodi jwa moepo le dikemedi kgotsa mekgatlho ya maloko a komiti ya lekala. Setlhophha seno se tlhomilwe go lebana le mathata a tokafatso ya tlhagiso, go fokotsa go latlhega ga ditiro le go lekanya ditlamorago tsa go fokotsa badiri le go tlosa batho mo tirong fa tseno di ka se tilwe.

Se le bale gore dithlopha di lebana le dikgwetlho tsa go tlhabela le go tswelela (ka ntlha ya phetogo ya kemedi). Harmony e tswelela go dira dithatlhobo tsa ngwaga le ngwaga mo tirong ya dithlopha tsa isagwe ngwaga le ngwaga. Ka metlha go tsewa dikgato go lebana le dikgwetlho tseno, ka seka go tsosolosa dithlopha le go tokafatsa tiro ya tsone. Motsamaisi wa maikarabelo a loago a kgwebo (CSR) le ene o neilwe tiro ya go tlhomamisa tirelo mo isagweng yotlhe.

Maloko a dithlopha tsa isagwe a a tswelela, a a rutwa le go tlhatlhelelwa ka tse di latelang:

- Leano la loago,
- Molawana wa leano la bosetšhaba la Lefapha la Badiri,
- Leano la loago le tiro ya Harmony,
- Molawana wa leano la loago le tiro, le tiro ya tsone.

Maitlomo le maikaelelo a setlhophha ke a a latelang:

- Tiriso ya thulaganyo ya matshwao a tsiboso ka diphetogo tsa botshelo jwa moepo
- Go buisana ka maemo go tla kgotsa go fokotsa go tloswa ga batho mo tirong le go latlhega ga ditiro le go rotloetsa tswelopele le kgolo mo moepo
- Go sekaseka tiragatso ya kgwedi nngwe le nngwe kgotsa kotare nngwe le nngwe ka go sekaseka dipego tsa tirelo le bolaodi
- Go dira dithulaganyo tsa moepo tsa matshwao a tsiboso
- Go sekaseka mathata kgotsa mathata a tirelo ka nako
- Go thusa go tlisa diphetogo le kgotsa go thapiwa gape kgotsa maano a mangwe a a tswanelang go tla kgotsa go fokotsa go latlhega ga ditiro fa e ntse e rotloetsa kgaisano le pharologano mo tirong
- Go thusa go dira ditsela tsa go tla kgotsa go fokotsa go latlhega ga ditiro le go tloswa ga batho mo tirong go akanyetsa dipatlafalo tsa pharologano le tsa tiro tsa moepo mongwe le mongwe le go dira dikatlenegiso mo setlhophheng se se rileng sa bolaodi jwa moepo
- Go rulaganya le go dirisa ditharabololo tse di dumeletsweng ka tsela e e rulagantsweng



Setlhopha se a dumalana mme se a tshepana. Maloko a setlhopha a dira mmogo go tokafatsa tiragatso ya moepo le tshireletsego ya tiro. Mokgwa le tiro ya setlhopha ke sengwe sa dilo tsa go rarabolola bothata, ka puisano ya bolaodi le tiro e e rulagantsweng go oketsa botshelo jwa moepo le go bonela bannaleseabe botlhe ba madirelo a tshipi lotseno lo lo oketsegileng. Tshedimosetso yotlhe e e tlokegang e dirwa gore ditlhopha di e bone go tihomamisa gore di dira ditshwetso tse di siameng. Ga di lebane le dikgang tse di akaretsang tsa dipuisano gone tseno di kgona go rarabololwa.

Ditiro tsa setlhopha sa isagwe, jaaka go batlwa ke molao

Go itsise Tona ya Diminerale ka kgang epe e e amanang le ditlamorago tsa loago le tsa itsholelo tsa tirelo ya moepo ka nako ya lobaka lwa moepo le mo tirelong, bogolo jang fa go lebeletswe go tloswa mo gogolo ga batho mo tirong.

Go buisana le botsamaisi jwa leano la loago la DMR le bannaleseabe ba bangwe ka dikgang tsa leano la loago go akaretsa:

- Go tihomamisa gore mekgwa ya go tthagisa go sa le gale e a tlhomiwa mme maloko a ditlhopha tsa isagwe a newa dipholo kgwedi le kgwedi
- Go itsise moepo ka kgang epe e e amanang le ditlamorago tsa loago le tsa itsholelo mo tirelong ya moepo le go tlhoma le go fitlhelela maikaelelo le dilo tse di botlhokwa mo kgannyeng eno
- Go dirisa mekgwa e e tshwanelang ya go baya leitlho tumalano ya phitlhelelo ya maikaeleo ao le dilo tse di botlhokwa
- Go dira ditlathobho, dithuto le dipatlisiso tsa ditlhoko tsa badiri botlhe, tse di tla dirang gore ba bontshe mofuta wa bokgoni o ba o tlhokelang thapiso
- Go itsise badiri ka diteng tsa leano la loago mo moepong mongwe le mongwe
- Go supa barebodi ba ba tshwanelang ba ditirelo ba thapiso jaaka tlathobho e supa

Morago ga dithulaganyo tse di maleba tse di batlang tlhokomelo, tlhokomelo e tla lebiswa go Boto ka kgang epe e e maleba ya loago le itsholelo. Boto e ka lebisa dikgang kwa setlhopheng gore se di sekaseke.

Tumalano ya leano la loago le letlole la leano la loago

Go tlhokomela go dira ga ditlhopha tsa isagwe le tlhabololo ya bogkoni jo bongwe jwa badiri le baemedi ba bone, tumalano ya leano la loago le ne la saeniwa le setlhopha sa Harmony le tiro e e rulagantsweng ka 19 Mopitlwe 2003.

Mo godimo ga moo, le go latela tumalano eo, khampani e tlhomile letlole la leano la loago ka Phukwi 2003 le boto ya baemedi e e tlhomilweng go tlhokomela matlole. Go ne ga tsenngwa pele tlhwatlhwa ya R15 million mo letloleng mme go tla tsenngwa gape R3.5 million ngwaga le ngwaga ka lobaka lwa dingwaga tse 10. Ka nako ya go dira pego eno, madi a letlole a ne a fopholediswa go R39 million. Baemedi ba letlhole ba tsewa mo baemeding ba balaodi le ba tiro.



4.2 Ditsela tsa go naya ditharabololo tse dingwe le mekgwa ya go sireletsa ditiro fa go latlhega ga ditiro go ka se tilwe

Jaaka go bontshitswe, mokgwa wa konokono o Tirelo o ikaelelang go tla go Tloswa ga batho mo tirong ka one ke go naya ditshono tse dingwe tsa tiro.

GO BOLOKA LE GO TSHOLA DITIRO

Mofuta wa porojeke: Go thapa gape badiri ba Tirelo

Maikaelelo:

Go boloka kgotsa go tshola ditiro le go tlhola ditshono tse di oketsegileng tsa ditiro

Phetogo e e solegelang molemo:

- Go boloka ditiro
- Go tshola ditiro
- Go oketsa botshelo jwa moepo
- Go tlhola ditshono tse di oketsegileng tsa ditiro

Baungwelwa:

Badiri ba Ditirelo

Leano la Tiriso:

Go baya leitlho leano la ga jaana la LOM ka tsela e e tsweleng, le go dira dikatlenegiso tsa ka gale tse di ikaelelang go thusa go lefatsa LOM.

Dikatlenegiso di tla akaretsa ditsela tse di latelang:

- Go sekaseka tirisanommogo le thefosanyo fa gare ga meepo
- Go epa mo mafelong a maemo a 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 bona kgatelopele
- Go thapiwa gape 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 dithulaganyo tsa tiro
- Thapiso ya bokgoni jo bo tshwanelang

Le fa go ntse jalo, fa go sa kgonege go tla go fokodiwa ga badiri, go sa kgathalesege maiteko a balaodi le a ditlhophha tsa isagwe tsa tiro, setlhophha sa isagwe se tla newa tiro ya go batla ditsela tse dingwe ntle le go tloswa ga batho mo tirong le go latlhega ga ditiro. Thulaganyo eno e tlhomamisitswe sentle mo ditirong tsa



tiro mo Afrika Borwa mme e tthalositswe mo Karolo 189 le 189A ya Molawana ya Ditirisano tsa Badiri (LRA). Molawana o letlelela baemedi ba badiri ba ba amegang tshono ya go sekaseka mabaka a phokotso e e akanyediwang ya badiri le go emela le go akanyetsa ditsela tse dingwe ntle le go latlhega ga ditiro, mmogo le go akantsha ditsela tsa go fokotsa matswela a go latlhega ga ditiro mo badiring le mo merafeng.

Setlhopha sa isagwe se neilwe tiro ya go tlhomamisa go tla go tloswa ga batho mo tirong fa go kgonega, mme fa go sa kgone go tilwa, ke tiro ya setlhopha sa isagwe go tlhomamisa gore go tloswa ga batho mo tirong go direga ga thulaganyo. Go dirwa maiteko otlhe go fokotsa ditlamorago tse di sa siamang mo badirileng le mo merafeng e e amegang.

Fa tlase fano go bontshiwa dikgato tse di ka tsewang go fitlhelela maikaelelo ano tse khampani e rulaganyang go di dirisa mo moepong fa go fokodiwa ga badiri le go tloswa ga batho mo tirong go ka se tilwe. Go tla buisanwa le go dumalana ka tiriso e e tthalositsweng ya ditsela tseno ntle le go tloswa ga batho mo tirong jaaka go tlhokega le fa go tlhokwa go ya ka dipeelo tsa LRA, melao e mengwe e e tshwanelang, dikaelo le ditumalano tse di akaretsang.

Go ithaopela kgotsa go patelediwa 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.

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 matlole a sa ikaegang thata ka Harmony go gaisa ba bangwe. Badiri bano ba tla newa tshono ya go ithaopa go kgaotsa ditirelo tsa bone.

Go emisa go thapa batho 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 rileng tse di ka se tladiwang 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 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 boaboelediwang.

Go bereka mo 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 fetolwa ga ditsela tsa go bereka

Tirelo eno e akaretsa dithulaganyo tse di jaaka go bereka nakwana, go dira diphetogo mo dithulaganyong tsa



dinako tsa tiro, go fokotsa boleele 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 latlhega 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

Badiri ba ka atamelwa gangwe le gape go kopiwa go bereka nako e e oketsegileng ka Matlhatso le ka malatsi a boikhutso, gore go tokafadiwe tlhagiso le go tsenya lotseno lo lo oketsegileng.

4.3 Go Laola go Tloswa ga Batho mo Tirong

Karolo 189 le 189A ya LRA

Tirelo e tla buisana ka tsela ya semmuso ya Karolo 189 le 189A le baemedi ba ba itsegeng ba badiri ka bonako fela fa go akanyediwa go tlosa batho mo tirong.

Karolo 52 ya MPRDA

Khampani le meepo ya yone e tla naya DMR lekwalo le le yang go Boto ya Tlhabololo ya Diminerale le Moepo, jaaka go batlwa ke Karolo eno.

Dikaedi tsa leano la loago la bosetšhaba

Thulaganyo ya puisano jaaka e bontshitswe mo dikaelong tsa leano la bosetšhaba la loago le tla latelwa mme baemedi ba badiri le Lefapha la Badiri ba tla itsisiwe le go bolelelwa ka go fokodiwa ga badiri mo go akanyediwang.

Go laola go thapiwa ga badiri ba basha

Tirelo e tla kgaotsa go thapa badiri ba basha fa e ntse e leka go tlatsa diphatlhatiro tse di gone ka badiri ba ba tshwanelegang sentle, ba ba nang le bokgoni le ba ba nang le maitemogelo, fa fela Harmony e neilwe tetla ya go thapa badiri ba ba nang le bokgoni jo bo kgethegileng le fa go tlhokega badiri mo karolong e e rileng.

Tumalano ya leano la loago la Tlhabololo ya Itsholelo ya Bosetšhaba le Kgotla ya Badiri

Go ya ka tumalano ya leano la loago la NEDLAC Lefapha la Badiri le tla itsisiwe ka:

- Palo ya badiri ba go ka diregang gore ba amege
- Maemo a tiro ya badiri
- Nako ya go tlosiwa ga batho mo tirong mo go akanyediwang
- Thuso e e newang e akaretsa thapiso



- Tebelelo ya go thapiwa gape
- Dipuo le mafelo a badiri ba ba amegang ba tswang kwa go one
- Tshedimosetso ya bokgoni jwa badiri
- Dilo tse di leng gone go thusa badiri
- Ditlha tsa ditumalano le go sa dumalane le dingangisano le mekgatlho e e itsegeng

Gape dipuisano di tla tshwarwa le lefapha malebana le ditirelo dipe tse di ka tlokegang, go akaretsa go bidiwa ga setlhopha sa go tsibogela go tloswa ga batho mo tirong.

Lefapha la Badiri

Go lebeleletse gore Ditirelo tsa Harmony Moab Khotsong e dirise ditlhophahle 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.

Moepo o 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 tlokega, badiri ba ba oketsegileng bat la newa tiro go thusa lefapha le meepo go tlhomamisa gore ditirelo tseno di a abiwa. Fa go tlokegang 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 itsitse Setheo sa Bosetšhaba sa Tlhagiso le puso ya porofense le ya selegae ka go tloswa gope ga batho mo tirong.

Ditumalano tse di akaretsang

Tirelo ke karolo ya ditumalano tse di akaretsang tsa Harmony le dikemedi tsotlhe tse di itsegeng tsa badiri tse di dirisanang le go fokodiwa ga badiri le go tloswa ga batho mo tirong. Ditumalano tseno di tshwana le dithulaganyo le mekgwa e e bontshitsweng fa godimo, mme gape di le bana le dikgang tse di jaaka tuelo ya go tlogedisiwa tiro, tuelo ya tsiboso, ditsela tsa go thapiwa le go bidiwa gape, dithulaganyo tsa marobalo le thapiso. Harmony e tlhomamisitse gore tirisano ya ditumalano tseno ke karolo ya thulaganyo ya go fokodiwa ga badiri le ditiro.

Ditumalano tseno di tlama dikhamphani tsa setlhopha sa Harmony go duela madi a go tlogedisiwa tiro jaaka go batlwa ke molao. Gape di feta dipatlafalo tsa nako e potlana ya tsiboso. Dituelo tseno tse di kwa godingwana ke karolo ya leano la go rarabolola matswela a go latlhega ga ditiro kafa go kgonegang ka gone.

Badiri botlhe kwa Harmony ke maloko a matlole a go rola tiro, a khampani le badiri ba neelang go one kgwedi le kgwedi. Mo maemong otlhe, madi a khampani e a ntshang a feta a badiri ba a ntshang. Ka batho ba tloswa mo tirong, badiri ba ba amegang ba kgona go bona mesola e ba e kgobokantseng mo dingwageng tsa tirelo ya bone mo matloleng ano.

Mmogo le setlhopha sa go tloswa ga batho mo tirong sa Lefapha la Badiri, meepo e e fokotsang badiri e tla thusa badiri ba ikwadiso le go tsaya madi a UIF.



4.4 Mekgwa ya go rarabolola ditlamorago tsa loago le itsholelo mo mafelong le itsholelo kwa go tlhomamisegileng gone gore moepo o tllile go tswalwa

Fa go ka direga gore mekgwa e e kwadilweng fa godimo e se lekane go tlla go tloswa ka bontsi ga batho mo tirong, mme dikgaolo tse Tirelo e thapang badiri mo go tsone di amega thata. Go tla latelwa dithulaganyo tse di latelang go rarabolola mathata a a tla bakwang ke go latlhega ga ditiro:

- Tiriso ya thapiso ya bokgoni jo bo tlhokegang ya badiri ba Tirelo gore ba e dirise mo ditheong tse dingwe tsa itsholelo le go tlhola ditiro le go fedisa khumanego ka diporojeke tsa go ipereka

Thapiso ya bokgoni

Mekgwa e mengwe ya go naya ditharabololo tse dingwe go tlla go tlosa batho mo tirong e akaretsa e e latelang:

- Thapiso le tlhabololo
- Go romela badiri kwa meepong e mengwe
- Ditsela tsa go tokafatsa thagiso

Thapiso ya bokgoni jo bo bothokwa

Thapiso ya bokgoni jo bo bothokwa ke mengwe ya mekgwa e e tshwanelang ya go laola ditlamorago tsa go fokodiwa ga badiri le go latlhega ga ditiro mo madirelong. E naya badiri ba ba amegang tshono ya gore ba ikemele mo nakong e telele mo go sa tlhomamang ga madirelo a moepo. Ka ntlha ya seno, leano la Tirelo ke go dira gore go nne le dilwana tse di lekaneng thapiso eno. Le fa gone go kgonega go dira dithulaganyo go letlelela thapiso morago ga go fokodiwa ga badiri go direga le tiro e fokotsegile, moepo o rulaganya go simolola thapiso eo pele go tlhokega, ka jalo e fokotsa ditlamorago mo badiring ba ba amegang le go ba thusa go tsaya ditiro tse dingwe ka bonako fela fa go tlhokega.

Lenaale le le fa tlase le bontsha Leano la Bokgoni jo bo Bothokwa

THAPISO YA BOKGONI JO BO TLHOKEGANG						
Mokgwa / Tsenelelo	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Palogotlhe e e Rulagantsweng	73	60	50	20	16	219

Leano la Bokgoni jo bo Tlhokegang

Thapiso ya badiri ba Tirelo e tla nna thulaganyo e e tswelolang, e e siameng le e e akaretsang dilo tsothle. Thulaganyo eno e tla akaretsa kगतelopele ya thuto, go bapala bokgoni jwa botshelo le jwa setegeniki mo mokgatlhong o o ithutang o o emang nokeng tlhoko ya go gola le go tlhabololwa ga batho. Go fitlhelela maikaelelo ano badiri ba tsaya karolo mo AET, dithulaganyo tsa bokgoni jwa botshelo, tlhabololo ya bokgoni, bokgoni jo bo tlhokegang le kgakololo ya tiro ya motho ka bongwe le tlhabololo.



Tse di latelang ke tse di akanyediwang e bile ke karalo ya maano a tlhabololo ya bokgoni jo bo tlhokegang:

LEANO LA BOKGONI JO BO TLHOKEGANG

Tharabololo ya kafa go latlhega ga ditiro go amang ka gone loago le itsholelo ya batho

Boikaelelo:

- Go tlhabolola botshelo kgotsa bokgoni jo bo tlhokegang o badiring botlhe go tlhola ditiro le go fedisa khumanego ka go ipereka le kgotsa go amega mo ditheong tse dingwe tse di tshwanelang tsa itsholelo

Leano la Tiriso:

Setlhophu sa isagwe sa Tirelo se tla:

- Tshwarela badiri botlhe ba moepo dipontsho tsa mo tseleng kgotsa dithulaganyo tsa tsiboso ka thapiso ya bokgoni jo bo tlhokegang
- Dira ditlhatlhobo tsa bokgoni tse ka tsone badiri ba ka dirang ditlhopho kgotsa bokgoni jo ba bo ratang
- Dirisa ditirelo tsa tlhatlhobo le kgakololo
- Tlhomamisa gore ditlhopho tsa bokgoni tsa badiri kgotsa dilo tse ba di ratang di tsamaisana le di-IDP tsa itsholelo ya selegae, kwa badiri ba Tirelo ba batlwang gone mo merafeng ya mepo le mafelo a a romelang badiri
- Mafelo ano a akaretsa Swaziland, Mozambique, Lesotho, Free State, Kapa Botlhaba le Botswana
- Tlhomamisa gore thapiso ya bokgoni jo bo tlhokegang e kopanngwa le AET ya Tirelo le gore dithulaganyo tsa thapiso di a tswelala, di siame le gore di akaretsa sengwe le sengwe
- Direla badiri botlhe thapiso ya bogkini jo bo botlhokwa
- Tlhokomelo ya thapiso
- Tlhomamia gore tlhabololo ya bokgoni jo bo botlhokwa e tshwanela diporojeke tsa morafe ka LED ya Harmony le tsenelelo ya tlhabololo ya SMME

Diphetogo tse di solegelang molemo:

- Go tsholwa ga ditiro ka diporojeke tsa morafe
- Go fedisa khumanego
- Tlhabololo ya bokgoni ya SMME

Baungwelwa:

- Badiri ba Tirelo (kgotsa baemedi ba bone)

Go tsamaisana le IDP ya merafe ya moepo le mafelo a a romelang badiri

E re ka badiri bangwe ba Tirelo ba tsewa mo mafelong a meepo kgotsa a a romelang badiri a a jaaka Swaziland, Mozambique, Lesotho, Kapa Botlhaba le Botswana, ka metlha meepo e tla tlhomamisa gore bokgoni jo bo abiwang jwa konokono bo tla tshwanela ditlhoko tsa itsholelo ya selegae ya mafelo a bone. Tekanyetsokabo e e thusang letlole la leano la loago la Harmony, e e tlhomilweng go ya ka melawana ya tumalano ya leano la loago, e mo boemong jo bo siameng mme kgabagare e tla kgona go akaretsa dilo tsotlhe. Phasalatso ya matlole ano e tla nna go ya ka tumalano ya tiro.



4.5 TLAMELO YA MATLOLE – Go Fokotsa Badiri le go Tlosa Batho mo Tirong

TLAMELO YA MATLOLE – GO FOKOTSA BADIRI LE GO TLOSA BATHO MO TIRONG						
	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Bokgoni jo bo Tlhokegang (Palo ya badiri ba ba tla thapisiwang)	73	60	50	20	16	219
Ditshenyegelo tsa mongwe le mongwe ('R)	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	
Palogotlhe ya Tlamele ya Matlole	292,000.00	240,000.00	200,000.00	80,000.00	64,000.00	876,000.00



Karolo 5: Tlamelo ya matlole

Go ya ka Molawana 46(e): Go tlamela ka matlole tiriso ya leano la loago le tiro go ya ka tiriso ya-

- Molawana 46(e)(i): thulaganyo ya tlhabololo ya lephata la badiri
- Molawana 46(e)(ii): thulaganyo ya tlhabololo ya itsholelo ya selegae; le
- Molawana 46(e)(iii): ditsela tsa go laola go fokodiwa ga badiri le go tloswa ga batho mo tirong

5.1 Leano la dingwaga tse tlhano la Tirelo

Tirelo e itlamma go dirisa SLP eno le go bontsha mo lenaaneng le le latelang madi a e ikaelelang go a dirisa mo dikarolong tsa HRD, LED le go laola go fokodiwa ga badiri le thapiso ya bokgoni jo bo tlhokegang.

Le fa go ntse jalo, bokgoni jwa Tirelo jwa go tlamela ka matlole ka lobaka lo lo tsweleng dithulaganyo tse di tshalosiwang mo SLP eno bo ikaegile ka bokgoni jwa meepo yay one ya go tswelela go tsenya lotseno morago ga go dirisa madi.

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. Bosisi jwa tlhwatlhwa ya gouta mo madirelong ka diounce bo bontshiwa ka dikaelo tsa 5% kwa godimo le kwa tlase ga tlhwatlhwa ya mmatota ya gouta. Mme gone, ka ntlha ya tlhwatlhwa e e oketsegang ya gouta, palogare ya gerata e a fokotsega mme ka ntlha ya ditone tse di oketsegileng, seo se felela ka gore madirelo a tshipi a nne le mo go oketsegileng. Fa tlhwatlhwa ya gouta e fokotsega, go begwa gerata e e kwa godingwaga mo ditoneng tse di fokotsegileng tse di lekanang le madirelo a a fokotsegileng a tshipi. Tlhwatlhwa ya gouta e dirisediwa gore phatlalatsa ya madirelo e thathhobiwe ngwaga le ngwaga le go dumelelwa ke Boto mo dipatlafalong tsa tiro.

E re ka re sa kgone go laola tlhwatlhwa ya boditshabatshaba ya gouta kgotsa thefosanyo ya ranta/dolara, tsela e le nngwe fela e re ka kgonang go tlamela madirelo a rona le isagwe ya rona ke ka tlhagiso e e oketsegileng mo dikarolong tsotlhe tsa kgwebo, go akaretsa ditsela tse di gagametseng tsa go laola ditshenyegelo.

Ntlha e e Botlhokwa:

SLP eno e amogela tlhwatlhwa ya gouta ya R525 000/kg. Le fa go ntse jalo, fa tlhwatlhwa eno e ka se fitlhelelwe ka lobaka lo lo rileng, le fa SLP ya rona e ka kgorelediwa ke ditiragalo tse re sa kgoneng go di laola, kgotsi kotsi epe (go akaretsa, mme e seng fela, dikotsi tse di umakilweng fa godimo) e ka direga kgotsa ya fetola selebo sa yone, dithulaganyo tsa tiriso tse di tshalositsweng mo SLP eno di ka nna tsa tlhoka go sekasekwa gape.

Maikarabelo a Tirelo golo gongwe mo leaning leno a tlhoka go balwa le go tlhalogangwa ka tsela eno kgatlhanong le tshedimosetso eno. Mo letlhakoreng le le siameng, fa mo isagweng re ka kgona go fitlhelela lotseno lo lo ka fitlhang go R525 000/kg, re tla bo re le mo maemong a go akofisa dithulaganyo tseno. Bona



lenaane la lotseno fa tlase le le badilweng ka 1% ya Lotseno morago ga Lekgetho:

Lenaane la Lotseno la Tirelo ka Ditlhwatlhwa tse di farologaneng tsa Gouta

1% ya Lotseno Morago ga Lekgetho			
	Ka tlhwatlhwa ya Au ya R525 000	Ka tlhwatlhwa ya Au ya R472 000	Ka tlhwatlhwa ya Au ya R577 500
Kusasaletu	15,183,000.73	2,838,426.25	26,198,608.01

5.2 TLAMELO YA MATLOLE – Palogotlhe ya dilwana tsotlhe

TLAMELO YA MATLOLE - PALOGOTLHE YA DILWANA TSOTLHE TSA SLP						
Selwana	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Tlhabololo ya Lephata la Badiri	4,376,195.84	3,865,483.00	1,895,109.51	1,052,970.31	820,215.45	12,009,974.10
Tlhabololo ya Morafe wa Moepo	4,000,000.00	7,666,667.00	7,833,333.00	4,500,000.00	4,500,000.00	28,500,000.00
Matlo le Seemo sa Botshelo	1,160,000.00	1,000,000.00	900,000.00	300,000.00	140,000.00	3,500,000.00
Tlhabololo ya Setlamo le Motlamedi	453,110.18	453,110.18	453,110.18	453,110.18	453,110.18	2,265,550.91
Go Fokotsa Badiri le go Tlosa Batho mo Tirong	292,000.00	240,000.00	200,000.00	80,000.00	64,000.00	876,000.00
Palogotlhe ya Tlamelelo ya Matlole	10,281,306.02	13,225,260.18	11,281,552.69	6,386,080.49	5,977,325.64	47,151,525.01



Karolo 6: Go bega, go baya leitlho le go sekaseka

Motsamaisikakaretso wa moepo mongwe le mongwe o ikarabelela ka tiriso ya SLP mme o tla bega kotare nngwe le nngwe go mokhuthamaga yo a ikarabelelang ka meepo ya Afrika Borwa ka kgatelopele ya meepo malebana le tiriso ya leano leno. Mokhuduthamaga yo a ikarabelelang ka meepo ene o tla begela Boto ka kgatelopele ya tiriso ya leano leno.

Go tla batlega gore mokhuthamaga yo a ikarabelelang ka meepo ya Afrika Borwa a okamele paakanyo le thomelo ya Harmony ka dipego tsa DME, ngwaga le ngwaga. Dipego tseo di tla tsamaisana le bofelo jwa ngwaga wa ditšhelete mme di tla bontsha ditshenyegelo le kgatelopele go ya ka maitlamo a go buiwang ka one mo dikgaolong tse di farologaneng.

Maikarabelo

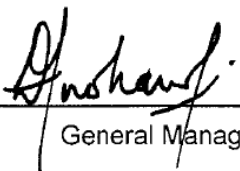
Molawana 46(f): Maikarabelo a motho yo a nang le tetla ya moepo ya go tihomamisa go tsamaisana le Leano la Loago le Tiro le go le itsise badiri

Motho yo o ikarabelelang ka Leano la Loago le Tiro, yo a ikarabelelang ka go itsise badiri Leano la Loago le Tiro le yo go tshwanetseng ga ikgolaganngwa le ene ka ditatediso, dikopo, dipego, dipotso, dipuisano, jjl. ka nako ya fa dilo tsenno di tlhokega o tshwanetse go tsaya maikarabelo a a latelang mo boemong jwa moepo kgotsa tirelo ya tlhagiso. Mokhuduthamagamogolo, Mokaedi wa Botsamaisi kgotsa motho ope yo mongwe, o tshwanetse go dumelela Leano la Loago le Tiro.

Nna, Donald Nokane yo ke saenileng fa tlase fano e bile a letleletswe ke Operation of Harmony Gold Mining Company Limited go tsaya maikarabelo a go ngaparela tshedimosetso, dipatlafalo, maitlamo le maemo a a tihalositsweno mo Leanong la Loago le Tiro.

E saenilwe kwa Kusasaletu ka letsatsi leno la bo 19 la Lwetse 2018

Signature of responsible person:


General Manager