

Leano la Loago le Tiro

2018 go fitlha ka 2022

Tirelo ya Kalgold

Bokone Bophirima

Laesense ya Moepo NW 30/5/1/1/2/77MR

Ngwanatsele 2018

(Thomelo ya bo4)





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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	Tlhagiso ya Lotseno ya Selegae
BBBEE	Matlafatso e e Akaretsang ya Itsholelo ya Batnsho	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	Ba-Afrika Borwa ba pele ba neng ba se na ditshiamelo jaaka go tthalosiwa mo Molawaneng wa Tlhabololo ya Tlhagiso ya Diminerale le Leokwane
BLDP	Leano la Tlhabololo ya Boeteledipele jwa Kgwebo	HET	Thuto e Kgolwane le Thapiso
CBO	Mokgatlho o o Theilweng mo Morafeng	HND	Dipoloma e e kwa Godingwana ya Bosetšhaba
CEO	Mokhuduthamaga Mogolo	HOD	Tlhago 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	Peeletso ya Loago ya Kgwebo	IDP	Leano la Tlhabololo ya Botho/e e Kopaneng
CSR	Maikarabelo a Loago a Kgwebo	IMMC	Setifikeiti sa Matseno a Moepo le Diminerale
DMR	Lefapha la Diminerale le Eneji	IMU	Mokgatlho wa Dipalo wa Boditšhabatšhaba
DTI	Lefapha la Kgwebo le Madirelo	ISO	Mokgatlho wa Melawana ya Boditšhatšhaba
ECSA	Kgotla ya Enjenering ya Afrika Borwa	JIPSA	Leano le le Kopanetsweng la go Bona Bokgoni jo bo Botlhokwa
EE	Tekatekano ya Tiro	LED	Tlhabololo ya Itsholelo ya Selegae
EPWP	Thulaganyo e e Okeditsweng ya Tiro ya Morafe	LOM	Botshelo jwa Moepo
ETD	Tlhabololo ya Thuto le Thapiso	LRA	Molawana wa Ditirisano tsa Badiri 66 wa 1995
MLSC	Merafe e Megolo e e Batlang Badiri	SDP	Leano la Tlhabololo ya Bokgoni
MO	Mookamedi wa Moepo	SDL	Lekgetho la Tlhabololo ya Bokgoni
MQA	Bolaodi jwa Ditshwanelego tsa Moepo	SETA	Thuto ya Setheo le Bolaodi jwa Thapiso
MQF	Karolo ya Ditshwanelego tsa Moepo	SHI	Setheo sa Loago sa Matlo
MPRDA	Molawana wa Tlhabololo ya Madirelo a Diminerale le Leokwane 28 wa 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	Setheo sa Tiro sa Afrika



NGO	Mokgatlho o e Seng wa Puso	TOM	TEBA mo Moepong
NPI	Setheo sa Bosetšhaba sa Tlhagiso	UIF	Letlole la Inshoreense ya Batho ba ba sa Berekeng
NQF	Karolo ya Ditshwanelego tsa Bosetšhaba	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	Mokgatlho wa Bosetšhaba wa Badiramoepong	RPL	Temogo ya Thuto ya Pele
SADC	Tlhabololo ya Morafe ya Afrika Borwa	SAMS	Morafe wa Afrika Borwa wa Dipalo
SAMF	Setheo sa Afrika Borwa sa Dipalo	SAQA	Bolaodi jwa Ditshwanelego jwa Afrika Borwa
SAMO	Bolaodi jwa Dipalo jwa Afrika Borwa	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 ditlhagiso 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 ba-Afrika Borwa botlhe 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 rulaganngwa 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 sa go tswala se ntshitswe 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 eno e rulagantswe go dumalana le karolo II ya Molawana wa Melao ya Madirelo a Diminerale le Leokwane (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. Tshimologo 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*

Maikaelelo a Leano la Loago le Tiro

Maikaelelo a Leano la Loago le Tiro ke:

- Go rotloetsa kgolo ya itsholelo
- Go rotloetsa tiro le kgolo ya itekanelo ya loago le itsholelo ya ba-Afrika Borwa botlhe
- Contribute towards the socio-economic development of the areas in which we operate
- Go dira le go godisa bokgoni jo bo leng gone go matlafatsa ba-Afrika Borwa ba Pele ba Neng ba se na Ditshiamelo 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 ba yone, phetolo ya meepo ya yone, 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 khampani e e ribololang, e dira ditiro tsa yone mo 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.

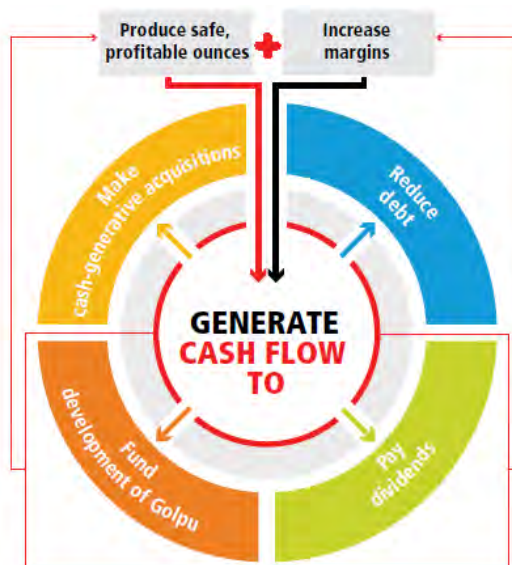
Mo Harmony, re tshaloganya kafa khampani ya rona e amang ka gone matshelo a batho, merafe e e gaufi le meepo ya rona, mo tikologong, le mo itekanelong ya itsholelo ya dinaga tse re berekang mo go tsone.

Khampani ya rona e naya bannaleseabe ba bantsi mesola ya pakatelele. Re ikaegile ka ditlhophha 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 tlhomame.

Khampani e laolwa ke boto ya bakaedi e e kopanyang bokgoni le maitemogelo le e maloko a yone a itlamileng go tshola selekanyo se se kwa godimo thata sa bolaodi jwa kgwebo. Mme bakaedi bone, ba naya bolaodi jwa Harmony go ditlhophha tsa bolaodi tse di thusang go tlhomamisa gore khampani e nna e tlhomame, go tokafatsa meelwane 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 o 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 tshela melao ya yone – tshireletsego, go nna maikarabelo, phitlhelelo le kgolagano le boikanyegi. Tseno ke dintlha tsa konokono 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 tshegetsa 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 ditirisano tsa rona le bannaleseabe ba kwa ntle, go tswa go bannaledishere le metswedi ya dikgang go ya go merafe ya selegae, go akaretsa e badiri ba rona ba tswang mo go yone. Tsholofelo ya rona ke gore ka maitlamo a rona, re kgone go aga khampani e batho ba batlang go amanngwa le yone le e e tla tlisang mosola mo isagweng.



Go sa kgathalesege maemo, **tshireletsego** ke selo sa botlhokwa thata



Rotlhe re **ikarabelela** ka go diragatsa maitlamo a rona



Phitlhelelo e botlhokwa mo katlegong ya rona



Rotlhe re **golagane** jaaka setlhopho se le sengwe



Re tseela kwa godimo **boikanyegi** mo ditirisano tsothle tsa kgwebo le go busana ka tshosologo le



Ka ga Tirelo (*motswedi HAR-RR16 – Madirelo a Diminerale le Bobolokelo jwa Diminerale 2016*)

Lefelo

Moepo wa Kalgold o 55km kwa borwabophirima jwa Mafikeng fa gare ga Mareetsane le Stella mo mmileng wa Mafikeng-Vryburg (R49) mo Porofenseng ya Afrika Borwa ya Bokone Bophirima.

Go na le mafelo a le mmalwa a gouta mo karolong e e thapilweng ya minerale ya Kalgold. Mafelo ano ke mafelo a a bopegileng jaaka tshipi a leje le letala. A akaretse A-Zone, A-Zone West, Watertank le Windmill. Mafelo ano mmogo le mekgwa ya go epa ga e tshwane le ep emo ditirelong tsa Harmony mo Afrika Borwa, ka jalo mekgwa ya go dira diteko, ditekanyo tsa go sega, phopholetso ya madirelo a tshipi le go bega di dirwa le go begwa ka tsela e e sa tshwaneng mo ditirelong tse dingwe.

Mofuta wa Tirelo

Go setse go epilwe le go sekasekwa palogotlhe ya 71 843m mo lefelong le le Thapilweng la Diminerale le mo mafelong a a mabapi. Karolo ya D-Zone le ya A-Zone di supilwe mme dikarolo di le mmalwa tse di netefatsang patlisiso e e tsweleng di ne tsa supiwa.

Karolo ya A-Zone e kwa bokone jwa ya D-Zone mo lefelong le le tshwanang. Ke lefelo le le nang le diminerale di le mmalwa, le le bopegileng jaaka tshipi mme le kopane le manyatshipi le selei. Karolo ya A-Zone e na le 850m mme e na le dikarolo di le mmalwa tsa diminerale tse di boteng mme di le boleele jwa 20m go fitlha ka 500m. Bophara jwa meepo bo fa gare ga 15m le 70m. Go epilwe palogotlhe ya mesima ya metsi e le 232 e e emelang boteng jo bo kopantsweng jwa 12 700m mo karolong ya A-Zone. Gape go ne ga epiwa mesima e le merataro ya teemane (1 310m).

Karolo ya A-Zone West e kwa bofelong jwa karolo ya A-Zone. Mafelo ano a arolwa ke manya a a tswelang kwa bokone. Karolo ya A-Zone West ke kakaretso ya 750m le bophara jwa 20m mme e ka nna 5m go ya bokone. Go ne ga epiwa palogotlhe ya mesima e le 172 ya metsi mo meleng ya karolo e e sekgala sa 25m. Go epilwe palogotlhe ya 6 450m.

Karolo ya Watertank ke karolo e telele le e tshesane e e bopegileng jaaka tshipi mme e batlile e nna jaaka karolo ya D-Zone le ya A-Zone. Karolo eno e e bopegileng jaaka tshipi e boteng thata mme e boleele jwa 950m le kakaretso ya bophara jwa 45m. Karolo ya D-Zone e e nang le diminerale mo lefelong leno e fa gare ga 2m le 12m ka bophara. Go weditse palogotlhe ya mesima e le 168 ya metsi e e emelang 10 969m ya go epiwa mo meleng ya karolo e e sekgala sa 25m go fitlha ka 50m.

Karolo ya Windmill ke karolo e nnye go gaisa mo mafelong a tshipi a Goldridge, mme e na le gouta e ntsi. E kwa tlase ga dikarolo tse digwe tse tharo mme e tshwerwe ke makenete o o nonofileng o o bopegileng jaaka tshipi o o kopaneng le manya. Karolo e e bopegileng jaaka leje e boleele jwa 950m mme e ela kwa bokone le kwa borwa ka bophara jwa 25m mo bogareng. Go dira diminerale mo karolong eno go direga mo boleele jo bo fetang 800m le bophara jwa 2m go ya go 17m. Karolo eno e rarangwa ke go sutisiwa ga mo go diregang mo go farologanang ka 75 go ya go 90 degrees east. Go weditse palogotlhe ya 8 800m ya go epa mo meleng e e sekgala sa 50m.

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 tlhagisiwang kgwedi le kgwedi	125 028	125 028	125 440	127 000	127 000
Palogare ya gauta e e tlhagisiwang kgwedi le kgwedi (kg)	111	112	113	120	120
Palogare ya ditshenyegelo tsa tirelo kgwedi le kgwedi ('R)	R 58 336 000	R 57 260 000	R 57 327 000	R 53 494 000	R 53 865 000
Palogare ya tlhabololo e e tswelelang / tlhabololo ya madi kgwedi le kgwedi (R)	R -	R -	R -	R -	R -
Palo ya badiri go akaretsa ba konteraka	599	599	599	599	599



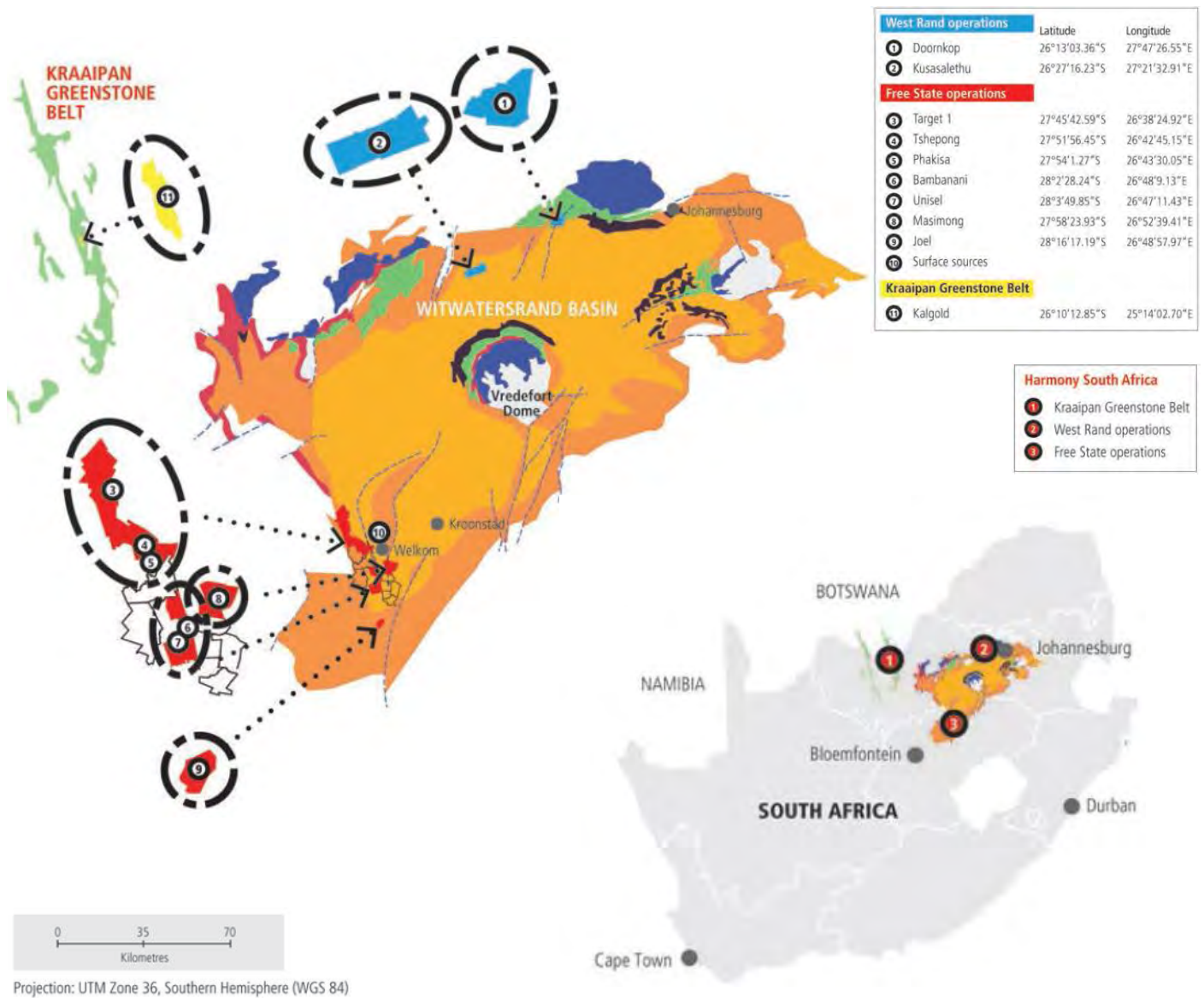


Karolo 1: **Ketapele**

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	Kalgold Mine
1.3	Aterese ya lefelo	Portion 632 IQ ya polase ya Goldridge Mmila wa Mafikeng / Vryburg Kgaolo ya Mafikeng Polase ya Bunningham Mareetsane
1.4	Aterese ya poso	C/o Harmony Gold Mining Company Limited P O Box 2 Randfontein 1760
1.5	Nomoro ya mogala	(018) 478 2364
1.6	Nomoro ya fekese	(018) 478 2363
1.7	Lefelo la moepo	Kalgold ke tirelo ya moepo o o bulegileng e e mo mmileng wa Mafikeng/ Vryburg gaufi le motsana wa Mareetsane, mo e ka nnang 55km kwa Borwa Bophirima jwa Mafikeng mo Kgaolong ya Bogareng ya Porofense ya Bokone Bophirima. Lefelo leno le fitlhelwa ka mmila wa selegae wa R49 fa gare ga Mafikeng le Vryburg. Mafelo a gauta kwa Kalgold a ne a bonwa ke Shell South Africa (Pty) Limited ka 1991, morago ga thulaganyo ya thibololo e e tlhomileng mogopolo mo dikarolong tse di bonalang tsa Archaean Greenstone tsa Setlhophsa sa Kraaipan, e e leng mo lefelong leno.
1.8	Kuno	Gouta
1.9	Botshelo jwa moepo	Dingwaga di le 20– bofelong jwa ngwaga wa 2038
1.10	Letlha ka go Felelwa ke Nako ga Tshwanelo ya Moepo	27 Phatwe 2038
1.11	Ngwaga wa Ditšhelete	Ngwaga wa ditšhelete wa Khampani o simolola ka Phukwi go fitlha ka Seetebosigo wa ngwaga o o latelang.
1.12	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 setlankase seno tsweetswee ikgolaganye le	<u>Motsamaisi Kakaretso</u> Joe Mosupyoe (018) 332 1102 083 395 3013 joe.mosupyoe@harmony.co.za <u>Moetapele wa HR</u> Nkosinathi Mkhize (018) 332 1104 079 761 7846 nkosinathi.mkhize@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): Leano la kaelo le tiriso ya lone go dumalana le leano la tlhabololo ya bokgoni
- 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 phatlhatiro 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, taolo ya dithulaganyo le boleng, mme Tirelo e na le bokgoni le maatla a go diragatsa melawana.

Karolo eno ya SLP e bua gotlhelele ka leano la Tirelo la dingwaga tse tlhano go fithelela tlhabololo e e feletseng ya lephata la yone la badiri ka tsenelelo ya thuto, thapiso le tlhabololo (ETD), jaaka go akareditswe mo MPRDA, le mo Molaomotheng wa Moepo, o o tlhokomelwang ka karata ya dipalopalo.

Gape e bua ka molawana wa tlhabololo ya bokgoni go tlhomamisa 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 le SETA	Lekgetho = L650710538 Tetlelelo = 16/MQA/0469/AC4?130614
Tlhomamiso ya go tlhomiwa ga Motlhokomedi wa Tlhabololo ya Bokgoni	Ditirelo tsotlhe di tlhophile Batlhokomedi ba Tlhabololo ya Bokgoni ba ba beilweng mo maemong ao
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 Bokgoni, ngwaga le ngwaga Tirelo e romela 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 bone le leano la tlhabololo ya bokgoni la Harmony mme e tla tlhomamisa



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 tlhomamisa gore Tekatekano ya Tiro le Tekatekano ya Bong di fitlhelelwa ka tlhabololo ya badiri. Maano ano a tlhabololo ya badiri a amanngwa le Maano a Bokgoni jwa Lefelo la Tiro (WSP).

Gape Ditirelo di duelela lekgetho la tlhabololo ya bokgoni le go batla ditshenyegelo tsa thapiso e e newang go ya ka melao le melawana e e maleba.

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

- Go thapisa badiri go fitlhelela bokgoni jo bo feletseng mo maemong a ba leng mo go one le go tokafatsa tlhagiso mo tirong
- Go tlhomamisa gore badiri ba bereka sentle
- Go tlhomamisa 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 bokgoni
- Go boloka badiri ba ba nang le ditshwanelego

Tirelo e itlamba ka bottlalo go naya badiri botlhe ba yone ditshono tse di tlhokegang 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	241	100.0%
Banna	210	87.1%
Basadi	31	12.9%
Banna ba ba-Afrika ba SA	196	81.3%
Basadi ba ba-Afrika ba SA	29	12.0%
Banna ba Mmala		
Banna ba Basweu	12	5.0%
Basadi ba Basweu	2	0.8%
Banna ba e seng ba SA	2	0.8%

TSHEDIMOSETSO YA BADIRI - DIPALOPALO - BANNA VS BASADI

Badiri ba e Seng ba Leruri	Palogotlhe ya badiri	%
Palogotlhe ya badiri	431	100.0%
Banna	386	89.6%
Basadi	45	10.4%
Banna ba ba-Afrika ba SA	338	78.4%
Basadi ba ba-Afrika ba SA	42	9.7%
Banna ba Mmala	1	0.2%
Banna ba Basweu	43	10.0%
Basadi ba Basweu	3	0.7%
Banna ba e seng ba SA	4	0.9%



Kgaoganyo ya badiri ba morafe o o romelang badiri ka Mopitlwe 2017

TSHEDIMOSSETSO YA BADIRI – BA SELEGAE VS BATSWAKWA

Badiri ba Leruru	Palogotlh e ya badiri	%
Palogotlhe ya badiri	241	100.0%
Palogotlhe ya ba-Afrika Borwa	239	99.2%
Palogotlhe ya Dinaga tse di Mabapi	2	0.8%
Ba RSA	239	99.2%
Zimbabwe	2	0.8%

TSHEDIMOSSETSO YA BADIRI – BA SELEGAE VS BATSWAKWA

Badiri ba e Seng ba Leruri	Palogotlh e ya badiri	%
Palogotlhe ya badiri	431	100.0%
Palogotlhe ya ba-Afrika Borwa	427	99.1%
Palogotlhe ya Dinaga tse di Mabapi	4	0.9%
Ba RSA	427	99.1%
Zimbabwe	4	0.9%

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

TSHEDIMOSSETSO YA BADIRI – BA KONOKONO VS BA BA TSHEGETSANG

Badiri ba Leruri	Palogotlh e ya badiri	%
Palogotlhe ya badiri	241	100.0%
Ba konokono	219	90.9%
Ba ba tshegetsang	22	9.1%
Moepo	2	0.8%
Enjenering	77	32.0%
Bolaodi jwa Madirelo a Tshipi	26	10.8%
Saense ya Dimetale	114	47.3%
Lephata la Badiri	13	5.4%
Matlole	1	0.4%
Ditirelo tsa Kgwebo	5	2.1%
Tshireletsego le Pholo	2	0.8%
Tikologo	1	0.4%
Ditirelo tse Dingwe		

TSHEDIMOSSETSO YA BADIRI – BA KONOKONO VS BA BA TSHEGETSANG

Badiri ba e Seng ba Leruri	Palogotlh e ya badiri	%
Palogotlhe ya badiri	431	100.0%
Ba konokono	356	82.6%
Ba ba tshegetsang	75	17.4%
Moepo	193	44.8%
Enjenering	141	32.7%
Bolaodi jwa Madirelo a Tshipi	9	2.1%
Saense ya Dimetale	13	3.0%
Lephata la Badiri	27	6.3%
Matlole		
Ditirelo tsa Kgwebo		
Tshireletsego le Pholo	3	0.7%
Tikologo		
Ditirelo tse Dingwe	45	10.4%

Tirelo e naya batho ba le 672 tiro ba mo go bone 241 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 seabe 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 bolelang 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 Mozambique di bontsha gore mo e ka nnang 30% ya dituelo tsa badiri bano ba batswantle 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 khumanego 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 tsamaele ruri le bone, le fa gone maloko a lelapa a a bonang tumelelo ya go eta a dumelelwa 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	
THUTOKAKARETSO LE THAPISO										
Ga go na Thuto	Ga go a Tsenwa Sekolo	14								14
Kwa Tlase ga NQF 1	Pele ga AET / Gerata 1 go fitlha ka 3	1								1
Kwa Tlase ga NQF 1	AET 1 / Mpt 2 / Gerata 4	9								9
Kwa Tlase ga NQF 1	AET 2 / Mpt 3 & 4 / Gerata 5 & 6	2								2
Kwa Tlase ga NQF 1	Baithuti ba go ka diregang gore ba teng ba AET	26								26
THUTO E E KWA GODINGWANA LE THAPISO										
Kwa Tlase ga NQF 1	AET 3 / Mpt 5 & 6 / Gerata 7 & 8	6								6
NQF 1	AET 4 / Mpt 7 / Gerata 9	2								2
NQF 2	Mpt 8 / Gerata 10 / NATED 1 / NCV Selekanyo 1	10								10
NQF 3	Mpt 9 / Gerata 11 / NATED 2 / NCV Selekanyo 2	14	2					1	1	18
NQF 4	Mpt 10 / Gerata 12 / NATED 3 / NCV Selekanyo 3	105	18							123
THUTO E KGOLWANE LE THAPISO										
NQF 5	Setifikeiti sa Bosetšhaba / se se kwa Godingwana	24	3					11		38
NQF 6	Setifikeiti se se kwa Godingwana / Dipoloma / Setifikeiti sa Kgatelopele / NATED 4 go fitlha ka 6	10	5							15
NQF 7	Dipoloma ya Kgatelopele / Dikirii ya B-Tech / Dikirii ya Bachelor (Dintlha di le 360)	1							1	2
NQF 8	Dikirii ya Bachelor Honor / Dipoloma ya Morago ga Kalogo / Dikirii ya Bachelor (Dintlha di le 480)		1							1
NQF 9	Dikirii ya Master									
NQF 10	Dikirii ya Doctoral & Dikirii ya Post-Doctoral									
PALOGOTLHE		198	29					12	2	241



Lenaane le le fa tlase (Form Q) le bontsha dilekanyo tsa thuto tsa badiri ba e seng ba leruri ka Mopitlwe 2017

DILEKANO 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	
THUTOKAKARETISO LE THAPISO										
Ga go na Thuto	Ga go a tsenwa Sekolo	21	1					4		26
Kwa tlase ga NQF 1	Pele ga AET / Gerata 1 go fitlha ka 3	5	1					1		7
Kwa tlase ga NQF 1	AET 1 / Mpt 2 / Gerata 4	7								7
Kwa tlase ga NQF 1	AET 2 / Mpt 3 & 4 / Gerata 5 & 6	16	3							19
Kwa tlase ga NQF 1	Baithuti ba go ka diregang gore ba teng ba AET	49	5					5		59
THUTO E E KWA GODINGWANA LE THAPISO										
Kwa tlase ga NQF 1	AET 3 / Mpt 5 & 6 / Gerata 7 & 8	30	3					1		34
NQF 1	AET 4 / Mpt 7 / Gerata 9	19	1					5		25
NQF 2	Mpt 8 / Gerata 10 / NATED 1 / NCV Selekanyo 1	49	7					7	1	64
NQF 3	Mpt 9 / Gerata 11 / NATED 2 / NCV Selekanyo 2	70	9	1				10	1	91
NQF 4	Mpt 10 / Gerata 12 / NATED 3 / NCV Selekanyo 3	122	17					15	1	155
THUTO E KGOLWANE LE THAPISO										
NQF 5	Setifikeiti sa Bosetšhaba / se se kwa Godingwana	2								2
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		342	42	1				43	3	431



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 (%)
241	12	14	26	11%

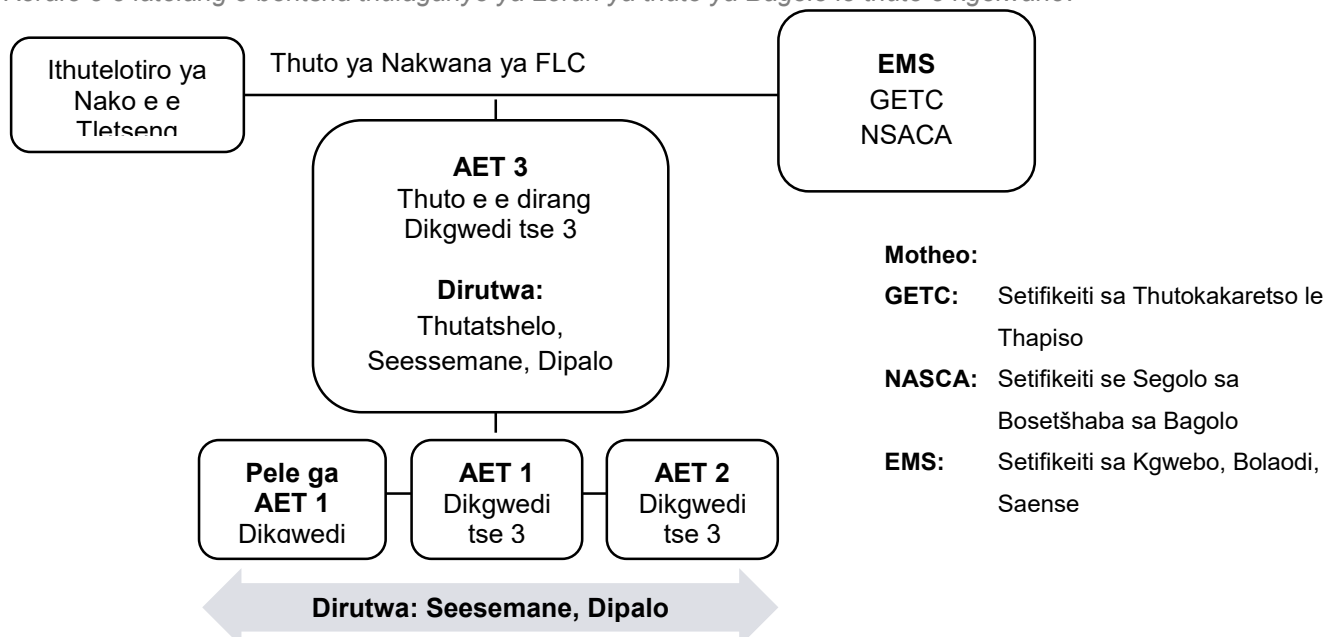
LITERACY LEVEL - NON PERMANENT EMPLOYEES

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 (%)
431	33	26	59	14%

Thuto ya Bagolo le Thapiso

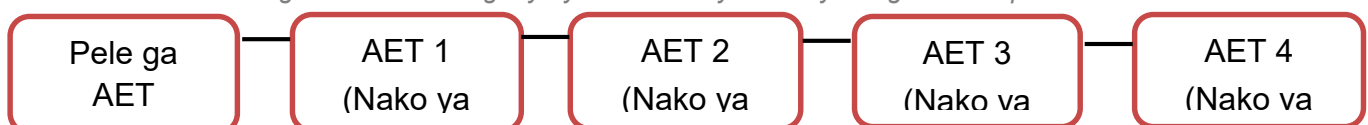
Kgatelopele ya dilekanyo tsa AET e diretswe go naya badiri botlhe tshono ya gore ba rutege le gore ba itse dipalo.

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



Sekao se se fa godimo se dira mo baithuting ba Leruri ba AET, mme gone Kalgold ga e na ditheo tsa leruri mme e latela thulaganyo ya nakwana jaaka go bontshitswe fa tlase.

Kerafo e e latelang e bontsha thulaganyo ya Nakwana ya thuto ya Bagolo le thapiso:





Le fa lenaane la dipalo le batla gore Harmony e neye badiri tshono ya go rutega, Harmony e fetile patlafalo eno mme e ipeetse maikaelelo a yone: phitlhelelo ya gore badiri botlhe ba bo ba rutegile ka 2024. Harmony e naya ditlase 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 akaretse diphosetara, komiti ya HRD le dipampitshana. Tlhatlhobo ya mo teng ga khampani e fitlhetse gore badiri ba itse sentle ka ditheo tsa AET kwa Tirelong.

Leano la tiroso 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**
 - E ama 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 go sa rutega.

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

Tirelo ga e na ditheo tsa AET tse di kwa Tirelong go isa thuto e e amanang le Bolaodi jwa afrika Borwa jwa Ditshwanelego (SAQA) kwa baithuting. Ditikwatikwe tsotlhe tsa AET ya Harmony di kwala 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

Le fa gone Kalgold e bontsha palogotlhe ya baithuti ba le 26 ba ba ka nnang gone ba AET, badiri ba le 12 mo go bano ba ganne tshono ya go thapisiwa, ka jalo seo se tlogela Tirelo ka badiri ba le 14 fela ba ba tla thapisiwang.

Maemo a le 12 a ba ba tsewang a ka tsewa ke badiri ba konteraka, ba ba berekang kwa Kalgold. Ba akarediwa mo lenaaneng le le fa tlase fano.

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 (go akaretsa badiri ba e seng ba leruri)						
Dilekanyo tsa AET	Leano					Palogotlhe ya Baemedi
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Pele ga AET	2					2
AET 1	2	2	2			6
AET 2	1	1	2	2	2	8
AET 3		1	1	2	2	6
AET 4	1	1	1	1		4
Palogotlhe e e Rulagantsweng	6	5	6	5	4	26

Tlhokomela: Dipalo tseno tsa AET di tla amiwa ke palo ya ngwaga le ngwaga ya badiri ya mo e ka nnang 10%, go thapiwa ga badiri ba ba rutegileng mmogo le ditlhatlhobo 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

Dithutelotiro 18.1

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

DIITHUTELOTIRO - 18.1						
Tlhaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Diithutelotiro tsa Enjenering	1	1	1	1	1	5
E nngwe: (Tshegetso ya Moepo ya Setegeniki - Jioloji)	1	1	1	1	1	5
Palogotlhe	2	2	2	2	2	10

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 metlha go tla nna le go tsewa gabedi ga batho ba ba thapisiwang le matlole a tla ntshiwa ka tsela e e tshwanelang.



Diithutelatiro 18.2

Lenaane le le fa tlase le bontsha thulaganyo ya go tsewa ga dilekanyo tsa Diithutelotiro 18.2

DIITHUTELATIRO - 18.2						
Tlhaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Diithutelatiro tsa Enjenering	2	2	2	2	2	10
Palogotlhe	2	2	2	2	2	10

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 metlha go tla nna le go tsewa gabedi ga batho ba ba thapisiwang le matlole a tla ntshiwa ka tsela e e tshwanelang.

Tlhabololo ya Boeteledipele

Leano la Kalgold la tlhabololo ya lephata la badiri le tla tlhomamisa gore badiri ba gola go ya bokgakaleng jo bo kgonegang. Go tlhongwamogopolo mo tlhabololong ya boeteledipele ka tshwaragano le maano a mangwe a tlhabololo jaaka tlhabololo ya khuduthamaga, bolaodi le bokaedi. Badiri ba tla 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.

Tlhabololo ya Bolaodi le Bokaedi

Badiri botlhe ba bolaodi le bokaedi mo Harmony ba tshwanelegela Dithulaganyo tsa Tlhabololo. Ba akaretsa botlhe ba ba mo ditirong le ditirelong. Dithulaganyo tsa Tlhabololo di direga go dumalana le melaometheo ya tlhabololo e e tlhalositsweng mo Molawaneng wa Thuso ya Thuto. Dithulaganyo di dira mo ditheong di le mmalwa.

Dithulaganyo tsa tlhabololo di tlhomilwe go tlhomamisa gore bakaedi, balaodi ba magareng le ba bagolo ba na le kitso ya bokgoni jo bo tlhokegang go dira sentle le go diragatsa maikarabelo a bone ka matsetseleko, mmogo le go tlhomamisa gore ba newa ditshono tsa tlhabololo ya bokgoni jwa bone.

Sekaelo sa Phelelo ya Boetapele jwa Harmony se ne sa sekasekwa gape. Morago ga tshekatsheko, thulaganyo e ntšha ya boeteledipele e ne ya dirwa go tlhomamisa go tsamaisana le dilekanyo tsotlhe tsa boeteledipele.

Lenaane le le fa tlase fano le bontsha thulaganyo ya dilekanyo tsa Tlhabololo ya Boeteledipele

THAPISO YA TLHABOLOLO YA BOETELEDIPELE						
Tlhaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Tlhabololo ya Bookamedi	2	2	3	3	3	13

Tlhokomela: Lenaane le le fa godimo le bontsha ba basha ba ba tsewang ngwaga le ngwaga.



Tlhabololo ya Bokgoni

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

THAPISO YA TLHABOLOLO YA BOKGONI						
Tlhaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Foromane ya Enjenering	3	3	3	3	3	15
Modiredi wa Lephata la Badiri	1		1		1	3
Motsamaisi wa Matlotlo	1		1		1	3
Radiakhaonto		1		1		2
Moitseanape wa Bophepa kwa Tirong	1		1		1	3
Motsamaisi wa Bophepa kwa Tirong	1					1
Palogotlhe	7	4	6	4	6	27

Tlhokomela: Lenaane le le fa godimo le bontsha ba basha ba ba tsewang ngwaga le ngwaga.

2.3 Diphatlhatiro tse go leng 'Thata go di Tswala'

Go tshwanetse ga elwa tlhoko gore Harmony le meepo e e nang le dilaesense e akanyetsa bokgoni jwa konokono fa e sekaseka bontlhopheng ba diithutelo, ba ba ithutang ba le mo tirong, bokaedi, 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 Repaboliki ya Afrika Borwa

Diphatlhatiro tse go leng thata go di tswala ka Mopitlwe 2017

Go ya ka molawana 46(b)(i)(bb) wa Leano la Loago le Tiro la Molawana wa Tlhabololo ya Diminerale le Leokwane 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 maitemogelo 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 Kgatelopele ya Tiro

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

Leano la kgatelopele ya tiro mo selekanyong sa mongwe le mongwe, le bontsha ditshono tsa kgolo ya tiro ka ditsela tse di kgethegileng tsa tiro mo maemong a setegeniki (mankge) 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 kgatelopele 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 amana le ditiro tse dingwe tsa HRD tse di jaaka kaedi le katiso, go tlhokomela talente, 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 tse di lemogilweng tsa mokgatlho
- **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 tlhatlosiwa le/kgotsa go romelwa mo maamong 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 dipatlafalo tsa Tirelo go fitlhelela ditebelelo tsa tekatekano ya tiro
- **Ditlhophha tsa tlhabololo.** Tseno ke ditlhophha 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, ba 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 seemo sa bolaodi a tla bewa leitlho mo go rileng.

% tsa kemedi ya HDSA mo ditshonong tsa kgolo le go tlatsa diphlatlhatiro tse di gone	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
	60%	65%	70%	80%	80%

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

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 maamong a a latelang.

Kgethololo ya dilekanyo tsa tiro e bua ka dilekanyo tse di latelang tsa tiro:

- 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 botlhale; badirisi; badiri ba tsamaiso; le badiri ba ikwadiso – Patterson bands B1 go fitlha ka B7



- Bokgoni jwa seteginiki/badirisi: badiri ba ba nang le bokgoni jwa setegeniki le ba ba tshwanelegang ka dithuto, 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: Kgatelopele ya tiro go ya selekanyong sa bokhuduthamaga e tlosa modiri mo moepong e mo isa mo selekanyong sa setlhophla. Selekanyo sa khuduthamaga sa Harmony se mo Patterson band F.

Leano la tlhabololo ya modiri go tshegetsatsa kgatelopele 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 newa 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 tse di 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 maleba jo badiri ba nang le jone tse ga jaana di sa dirisiweng

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 tsone ka thapiso kgotsa katiso e nngwe
- Lemoga bokgoni kgotsa maikarabelo a mangwe a a ka 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, kaelo, katiso kgotsa ditshono tse dingwe tsa tlhabololo gore modiri a kgone go dirisa bokgoni le kitso e ntšha

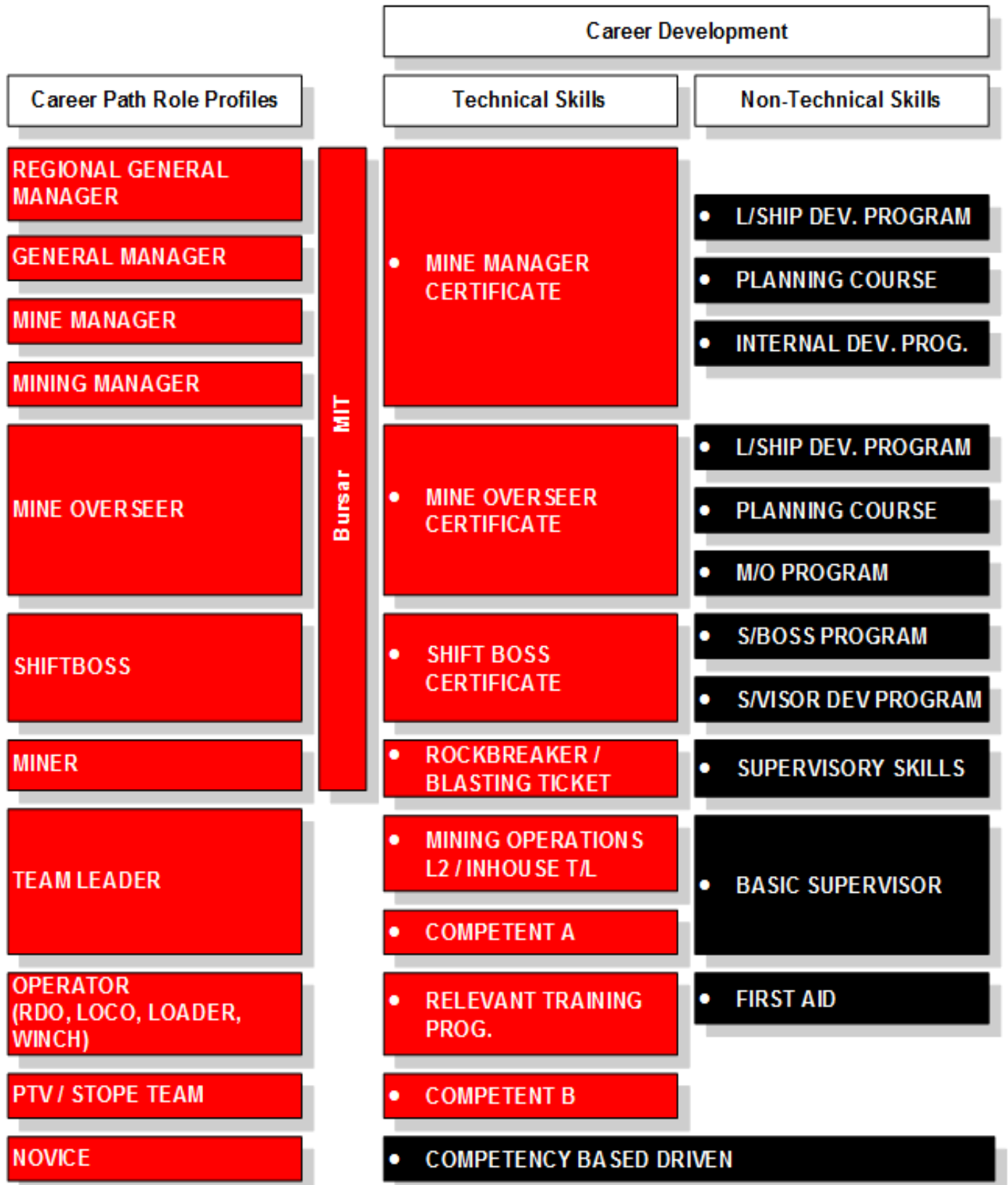
Kgato 4: Tshekatsheko e e tswelelang ya leano la tlhabololo ya badiri le go naya karabo ya badiri



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 Tirelong.

Tselana ya Tiro – Moepo





Tselana ya tiro – Enjenering

Entry Requirements	Career Path Role Profiles	Skills Development
	Group Engineering Manager	
Government Ticket / Appointment	SENIOR ENGINEERING MANAGER Management	Specialised Management Courses
Government Ticket / Appointment	SENIOR ENGINEER Management	Specialised Management Courses
Government Ticket / Appointment	ENGINEER Management	Specialised Management Courses
Degree / Diploma / N6 with required subjects for GCC Exam	JUNIOR ENGINEER Official	Harmony Junior Engineers Development Programme
* Level 4 Engineering Artisan * N4 / N5 / Equivalent * 5 Years Supervisory Experience	CHIEF ELECTRICIAN / CHIEF ENGINEERING SUPERVISOR Official	Harmony Certificate in Management Specialise Courses
* Relevant Trade * N3 Equivalent * 5 Years Trade Specific Experience * Completed Eng Foreman Dev Programme	ENGINEERING FOREMAN Official	Harmony Foreman Development Programme
* Degree / Diploma in electrical Engineering or Instrumentation - OR * Instrumentation Mechanician Trade and N6 and ECSA Registration as a Technician	INSTRUMENTATION TECHNICIAN Official	ECSA Requirements & Specialised Instrumentation Courses
* N2 Equivalent * Technical Grade 12 with relevant Subjects including Maths & Science	ENGINEERING ARTISAN Union Men & Artisans	One of the following Skills (L3 & L4) - Instrumentation or Measuring & Control - Electrical - Fitting - Plater / Welder - Diesel Mechanic - Rigging
* N1 / Grade 10 - Maths and Science * English Literate / Communication * 1 Year Engineering Experience	SERVICE PERSON Union Men & Artisans	One of the following Skills - 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 – Madirelo a Tshipi (Patlisiso)

Career Development			
Ticketed Surveyor			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
ORE RESERVE MANAGER	- NQF 8 - NHD SURVEY OR BTECH + GSCC OR - SURFACE SURV CERTIFICATE	- GRADE MANAGEMENT - FINANCE MANAGEMENT - RESERVES & RESOURCES MANAGEMENT	- LEADERSHIP - PROFESSIONAL REGISTRATION - STRATEGIC PLANNING
SURVEY HOD (M+ 10 YEARS)	- SURVEY GOVERNMENT - CERTIFICATE OF COMPETENCY	- CARRY LEGALS - RELEVANT COMPUTER SOFTWARE	- LEADERSHIP - EMPLOYEE DEVELOPMENT
SECTION SURVEYOR (M+ 8 YEARS)	- NQF 6 - National Higher Diploma Mining Survey OR BTECH	MANAGE SECTION	FINANCIAL MANAGEMENT
MINE SURVEYOR / SENIOR SURFACE SURVEYOR (M+ 6 YEARS)	- NQF 6 - National Higher Diploma Mining Survey	- GYRO AND CHECK SURVEY - LATOUTS - HOLING NOTES	SUPERVISORY SKILLS
SHAFT / SURFACE SURVEYOR GRADUATE SURVEYOR	- NQF 5 - NATIONAL DIPLOMA SURVEY	- GYRO AND CHECK SURVEY - LATOUTS	- SUPERVISORY SKILLS - PRESENTATION & MEETING SKILLS - RELEVANT COMPUTER SOFTWARE
• COMPETENCY BASED DRIVEN			HEALTH AND SAFETY
Non Ticket Surveyor			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
SECTION SURVEYOR (M+ 10 YEARS)	- NQF 8 - ADVANCED SURVEY - MRM AND OR GDE	MANAGE SECTION	- REGISTERED WITH PLATO - MANAGEMENT LEADERSHIP
MINE SURVEYOR / SENIOR SURFACE SURVEYOR (M+ 9 YEARS)	- NQF 6 - ADVANCED SURVEY OR - NHD SURVEY + MRM	- GYRO AND CHECK SURVEY - LATOUTS - HOLING NOTES	SUPERVISORY SKILLS
SHAFT / SURFACE SURVEYOR 48 MONTHS	- NQF 5 - ADVANCED SURVEY	- GYRO AND CHECK SURVEY - LATOUTS	- SUPERVISORY SKILLS - PRESENTATION & MEETING SKILLS
SENIOR SURVEYOR 36 MONTHS +12 MONTHS	- NQF 4 - ELEMENTARY SURVEY	- DEVELOPMENT + CHECK SURVEY	RELEVANT COMPUTER SOFTWARE
SURVEYOR 24 MONTHS	NQF 4	- STOPE SURVEY - INSTALL PEGS	REPORT WRITING
JUNIOR SURVEYOR 12 MONTHS	ELEMENTARY SURVEY +		
LEARNER SURVEYOR 6 MONTHS	- NQF 3 - BASIC SURVEY	- INSTALL PEGS + - MEASURING	SURVEY EQUIPMENT CARE
TRAINEE SURVEYOR	- NQF 1 ABET 4 OR - MATRIC (GRADE 12)	MATHS + SCIENCE	WORK IN TEAM
• ENTRY BASED ASSISTANCE			
• COMPETENCY BASED DRIVEN			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	- NQF 8 - B SC HONOURS	- GRADE MANAGEMENT - FINANCE MANAGEMENT - RESERVES & RESOURCES MANAGEMENT	- LEADERSHIP - PROFESSIONAL REGISTRATION - STRATEGIC PLANNING
GEOLOGY HOD (M+10)	- NQF 8 - B Sc HONOURS <u>GRADUATE DIPLOMA IN</u> <u>ENGINEERING (GDE)</u>	- MANAGE A SECTION - GRADE CONTROL - MANAGE DRILLING PROJECTS - GEOLOGICAL MODELLING - APPLY COMPUTER SOFTWARE	- LEADERSHIP/ MENTORING - EMPLOYEE DEVELOPMENT - FINANCIAL MANAGEMENT
SECTION GEOLOGIST (M+8)			
SENIOR GEOLOGIST (M+6)	- NQF 8 <u>B SC HONOURS</u>	- MANAGING DEVELOPMENT AND STOPING - INTEPRETE STRUCTURE - COMPILE LAYOUTS & PLANS - APPLY COMPUTER SOFTWARE	SUPERVISORY SKILLS
SHAFT GEOLOGIST GRADUATE TRAINEE	- NQF 8 <u>B SC GEOLOGY</u> - NHD OR B TECH	- FACE MAPPING - STRUCTURE INTEPRETATION - APPLY DRILL AND SAMPLING TECHNIQUES	- 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	- NQF 6 <u>GRADUATE DIPLOMA IN</u> <u>ENGINEERING (GDE)</u>	- GRADE CONTROL - MANAGE DRILLING PROJECTS - GEOLOGICAL MODELLING - APPLY COMPUTER SOFTWARE	- PROFESSIONAL REGISTRATION - LEADERSHIP/ MENTORING - MANAGEMENT SKILLS
SENIOR GEOLOGIST 9 YEARS	- NQF 6 <u>MINERAL RESOURCES</u> <u>MANAGEMENT (MRM)</u>		SUPERVISORY SKILLS
SHAFT GEOLOGIST 48 MONTHS		- FACE MAPPING - STRUCTURE INTEPRETATION - APPLY DRILLING AND SAMPLING TECHNIQUES	PROJECT MANAGEMENT
SENIOR GEOTECH 36 MONTHS	- NQF 5 <u>Advanced Geology</u>		- COMPUTER LITERATE - SUPERVISORY SKILLS
GEOTECH 24 MONTHS	- NQF 4 <u>INTERMEDIATE GEOLOGY</u>	- MAPPING/ STRUCTURAL - INTERPRETATION	REPORT WRITING SKILLS
JUNIOR GEOTECH 12 MONTHS			
LEARNER SAMPLER 6 MONTHS	- NQF 4 <u>Basic Geology</u> - Basic Sampling	- MAPPING - SAMPLING TECHNIQUE	- COMMUNICATION SKILLS - BUSINESS WRITING SKILLS
TRAINEE SAMPLER ENTRY NO EXPERIENCE	- NQF 4 OR ABET 4 - MATRIC (GRADE 12)	SAMPLING TECHNIQUE	
	COMPETENCY BASED DRIVEN		HEALTH AND SAFETY



Tselana ya tiro – Saense ya Dimetale

Career Development			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
Group Metallurgist	B Sc(Eng) Extraction Met B Eng/B Sc(Eng)	4 Years Tertiary Education 10 Years Experience & broad exposure essential	- Leadership Development Programme - Management Development programme
Plant Manager	BEng/B SC(Eng) B-Tech: Extraction Metallurgy	4 Years Tertiary Education 4-5 Years Experience,	
Senior Plant Metallurgist	BEng/B SC(Eng) B-Tech: Extraction Metallurgy	4 Years Tertiary Education 4 Years Experience,	
Metallurgist	BEng/B SC(Eng) Nat Diploma – Extraction Metallurgy	3 Years Tertiary Education 4 Years Experience	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	<u>Complete relevant course and area workbook and 2 Years experience in the following areas:</u> ✓ 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		



Tselana ya Tiro – Matlole

Career Development			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
GROUP FINANCIAL MANAGER	POST GRAD DEGREE IN FINANCE	MANAGERIAL STRATEGIC / BUDGETING & PLANNING	- MANAGEMENT SKILLS / EQ - ADVANCE PROJECT MANAGEMENT SKILLS
FINANCIAL MANAGER	DIPLOMA/DEGREE IN FINANCE (COST & MANAGEMENT)	MANAGERIAL STRATEGIC/ BUDGETING & PLANNING	- LEADERSHIP SKILLS - CONFLICT MANAGEMENT - PROJECT MANAGEMENT
COST ACCOUNTANT	DIPLOMA/DEGREE IN FINANCE (COST & MANAGEMENT)	BUDGETING AND PLANNING	ADVANCE EXCEL
MANAGER IN TRAINING	DIPLOMA/DEGREE IN FINANCE (COST & MANAGEMENT)	- ANALYSIS COMPARISON - BENCHMARKING	- ASSERTIVENESS - REPORT WRITING SKILLS
ASSISTANT COST ACCOUNTANT	DIPLOMA/DEGREE IN FINANCE (COST & MANAGEMENT)	- COMPUTER SKILLS - ANALYSIS/ PROBLEM SOLVING	- PRESENTATION SKILLS - ADVANCE PROBLEM SOLVING SKILLS
SHAFT ACCOUNTANT	DIPLOMA/DEGREE IN FINANCE (COST & MANAGEMENT)	- COMPUTER SKILLS - PLANNING SKILLS	- EXCEL - TIME MANAGEMENT
SUPERVISOR	FINANCE CERTIFICATE	- SUPERVISORY COURSES - COMPUTER LITERATE	- SUPERVISORY SKILLS - PROBLEM SOLVING SKILLS
SENIOR CLERK	FINANCE CERTIFICATE	- PEOPLE MANAGEMENT - COMPUTER LITERATE	- INTERPERSONAL SKILLS - COMMUNICATION SKILLS
CLERK	GR 12 WITH ACCOUNTING BACKGROUND	- ACCOUNTING SYSTEM - COMPUTER LITERATE - ADMINISTRATIVE	- PLANNING AND ORGANISING SKILLS - COMPUTER / ADMINISTRATION SKILLS
JUNIOR CLERK	GR 12 WITH ACCOUNTING BACKGROUND	- FLAIR FOR FIGURES - ADMINISTRATIVE/FEEL FOR SYSTEMS	



Tselana ya Tiro – Lephata la Badiri

Career Development			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
HR EXECUTIVE (+10 YEARS EXPERIENCE)	• POST GRAD /ADVANCE • QUALIFICATION IN HRM/ • LABOUR LAW/HRM DEGREE	• HR POLICY AND STRATEGIES • MDP (EXECUTIVE LEVEL) • ADVANCE NEGOTIATION & INFLUENCING SKILLS • COPORATE GOVERNANCE	• MANAGEMENT SKILLS • EQ
GROUP HR LEADER (10 YEARS EXP)	• POST GRAD/ADVANCE QUALIFICATION IN HRM/ • LABOUR LAW/HRM DEGREE	• IMPACT OF THE LABOUR LEGISLATION ON BUSINESS • NEGOTIATING AND INFLUENCING SKILLS • DEVELOPMENT AND IMPLEMENTATION OF HR POLICIES AND STRATEGIES	• PROJECT MANAGEMENT
HR LEADER (5-7 YEARS EXPERIENCE)	• HRM DEGREE	• STRATEGIC WORKFORCE PLANNING • MANAGEMENT OF LABOUR RELATIONS • AND DISCIPLINE	• STRATEGIC SKILLS
HR MANAGER (4-6 YEARS EXPERIENCE)	• HRM DEGREE	• PERFORMANCE MANAGEMENT • PREPARING FOR AND PROSECUTING • DISCIPLINARY HEARINGS (IR) • MANAGING RETRENCHMENTS	• PROBLEM SOLVING • PLANNING SKILLS
HOSTEL MANAGER (4 YEARS EXPERIENCE)	• HRM DIPLOMA - OR • HRM DEGREE	• STAFFING AND LABOUR MANAGEMENT • SOURCING AND EMPLOYEE RETENTION • STRATEGIC HR MANAGEMENT AND CHANGE • ER/ EE/ SLP	• ASSERTIVENESS • PRESENTATION SKILLS • REPORT WRITING
HR MANAGER IN TRAINING (4 YEARS EXPERIENCE)	• HRM DIPLOMA - OR • HRM DEGREE	• UNDERSTAND AND IMPLEMENT HR STRATEGY • SUSTAINABLE COLLECTIVE BARGAINING (ER)	• INTERPERSONAL SKILLS • TIME MANAGEMENT
HR OFFICER	• HRM DIPLOMA	• UNDERSTAND AND IMPLEMENT HR STRATEGY • SUSTAINABLE COLLECTIVE BARGAINING (ER)	• INTERPERSONAL SKILLS • TIME MANAGEMENT
ASSISTANT HR OFFICE	• HRM CERTIFICATE	• LABOUR MANAGEMENT	• COMPUTER SKILLS
HR ASSISTANT	• GR 12 OR EQUIVALENT • 18 MONTHS EXPERIENCE	• ESSENTIAL BUSINESS WRITING	• COMMUNICATION SKILLS
NOVICE/HR TRAINEE	• HRO TRAINING AS PER REMUNERATION STRUCTURE	• RECRUITMENT AND SELECTION	



Tselana ya Tiro – Go Ithuta le Tlhabololo

Career Development			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
GROUP LEARNING AND DEVELOPMENT MANAGER	Relevant Degree in HRD or equivalent	ADVANCED MANAGEMENT DEVELOPMENT PROGRAMME	- LEADERSHIP SKILLS - EMOTIONAL INTELLIGENCE - PRESENTATION SKILLS - ORGANISING SKILLS - NEGOTIATION SKILLS
LEARNING AND DEVELOPMENT MANAGER		- LEADERSHIP DEVELOPMENT PROGRAMME - PROJECT MANAGEMENT - MDP - MINING: MINE OVERSEER CERTIFICATE - ENGINEERING: FOREMAN - METALLURGY: PLANT METALLURGIST - ORM: SURVEYOR/GEOLOGIST	- PLANNING & ORGANISING SKILLS - MANAGEMENT SKILLS - ADVANCE INTERPERSONAL SKILLS - ANALYTIC SKILLS - REPORT WRITING SKILLS - ADVANCE PROBLEM SOLVING
TRAINING COORDINATOR (EXPERIENCE IN A SUPERVISORY POSITION, AS WELL AS IN MODERATION & ASSESSMENTS)	NATIONAL DIPLOMA: OCCUPATION DIRECTED EDUCATION TRAINING AND DEVELOPMENT	LDP	- SUPERVISORY SKILLS - PLANNING SKILLS - CONFLICT MANAGEMENT
TRAINING OFFICER (2 years experience as an assessor in relevant discipline)	HIGHER CERTIFICATE: OCCUPATION DIRECTED EDUCATION TRAINING AND DEVELOPMENT – NQF level 5	- CONDUCT MODERATION - SUPERVISORY DEVELOPMENT PROGRAMME	- ASSERTIVENESS SKILLS - ADVANCE COMMUNICATIONS SKILLS
ASSISTANT TRAINING OFFICER (2 Years experience as a Training Instructor)	CERTIFICATE: OCCUPATION DIRECTED EDUCATION TRAINING AND DEVELOPMENT NQF level 4	WORKPLACE ASSESSOR	- PROBLEM SOLVING SKILLS - INTERPERSONAL SKILLS - COMPUTER SKILLS
TRAINING INSTRUCTOR / FACILITATOR (3 Years experience in the field in which training will be delivered)	GR 9/NQF1/ABET LEVEL 4 PERFORM ONE-TO-ONE TRAINING NQF Level 3	COACH THE LEARNER	- PRESENTATION SKILLS - COMMUNICATION SKILLS
GENERAL WORKER			



Tselana ya Tiro – Pholo le Tshireletso

Career Development			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
GROUP OHS GM (+10 YEARS EXPERIENCE)	- Degree in Occupational Health and Safety - Mine Manager Certificate - Mine Overseers Certificate	ADVANCE RISK MANAGEMENT	- MANAGEMENT SKILLS - EQ - BUSINESS PRESENTATION SKILLS - PROJECT MANAGEMENT
SAFETY MANAGER (7 YEARS EXP)	- Management Development Certificate - Mine Manager Certificate - Mine Overseers Certificate	RISK MANAGEMENT	- PLANNING SKILLS - LEADERSHIP SKILLS - CONFLICT MANAGEMENT - ASSERTIVENESS
CHIEF SAFETY OFFICER (MINIMUM 5 YEARS EXP)	- Dip Occupational Safety, Hygiene & Environment - Mine Overseers Certificate	LEADERSHIP FOR MIDDLE MANAGEMENT	- SUPERVISOR SKILLS - CONFLICT MANAGEMENT - AUDITING - TIME MANAGEMENT
SAFETY OFFICER	Nat Certificate Occupational Safety, Hygiene & Environment	- BASIC AND ADVANCE RISK MANAGEMENT - OCCUPATIONAL HEALTH & HYGIENE - COMSOC 2 - SAFETY MANAGEMENT SKILLS - SAMRAC	- PROBLEM SOLVING SKILLS - REPORT WRITING SKILLS - PIPL - LABOUR RELATIONS
FULL TIME HEALTH & SAFETY REP	- Certificate in Hazard Identification - Certificate in Safety Representation		COMMUNICATION SKILLS
WORKFORCE	Gr 12		COMPUTER SKILLS



Tselana ya Tiro – Tlhokomelo ya Pholo (Booki)

Career Path Role Profiles	Qualification
NURSING SERVICES MANAGER	• 5 Years experience as an Assistant Nursing Manager
ASSISTANT NURSING MANAGER	• 5 Years experience as a Unit Manager
UNIT MANAGER	• Diploma/Degree in Health Care Management • 5 Years experience as Professional Nurse
SENIOR PROFESSIONAL NURSE	• 1 Year post-basic training in a specialized Area • Full time training includes theory & practical
PROFESSIONAL NURSE	• Nursing Diploma/Degree • 4 Year full time training includes Theory & practical OR • 2 Year full time bridging includes theory & practical
ENROLLED NURSE	• Nursing College Certificate • 2 Year full time training includes theory & practical OR • 1 Year bridging course includes theory & practical
ENROLLED NURSING ASSISTANT	• Nursing College Certificate • 1 Year full time training includes theory & practical
HEALTH CARE GIVER	Certificate • 1 Month theory • 2 Months practical
WARD ASSISTANT	• GR 12
PORTER	• ON THE JOB TRAINING



Tselana ya Tiro - Pabalesego

Career Development			
Career Path Role Profiles	Qualification	Technical Skills	Non-Technical Skills
SECURITY MANAGER (+10 YEARS EXPERIENCE)	• GRADE 12 OR EQUIVALENT	• PSIRA GRADE A+	• ADVANCE MANAGEMENT SKILLS • EQ • LEADERSHIP SKILLS
ASSISTANT SECURITY MANAGER (7 YEARS EXP)	• GRADE 12 OR EQUIVALENT	• PSIRA GRADE A	• PLANNING & ORGANISING SKILLS • MANAGEMENT SKILLS • TIME MANAGEMENT SKILLS
ASSET PROTECTION CO-ORDINATOR (MINIMUM 5 YEARS EXP)	• GRADE 12 OR EQUIVALENT	• PSIRA GRADE A	• SUPERVISORY SKILLS • ADVANCE CONFLICT MANAGEMENT
ASSET PROTECTION OFFICER GR1	• GRADE 12	• PSIRA GRADE B	• PROBLEM SOLVING AND AUDITING SKILLS
ASSET PROTECTION OFFICER GR 2	• GRADE 12	• PSIRA GRADE C	• CONFLICT MANAGEMENT
ASSET PROTECTOR GR 1	• GRADE 12	• PSIRA GRADE D	• ADVANCE REPORT WRITING • PRESENTATION SKILLS
ASSET PROTECTOR GR 2	• GRADE 12	• PSIRA GRADE D	• ADVANCE COMMUNICATION SKILLS • REPORT WRITING SKILLS
ASSET PROTECTOR	• GRADE 12	• PSIRA GRADE E	• COMPUTER SKILLS • COMMUNICATION SKILLS



Setlhopha sa talente

Boikaelelo jwa setlhopha sa talente

Boikaelelo jwa setlhopha sa talente sa Tirelo (jaaka go tlhalositswe ka meepo yotlhe ya Harmony) bo akaretsa tse di latelang:

- 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 le le fa godimo la Boeteledipele le Tlhabololo ya Bokgoni le le fa godimo.

Kemedi ya HDSA mo Setlhopheng sa Talente (e emela 80% ya thulaganyo ya kaelo)	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
	7	4	7	5	7

Ditsela tsa go tlhabolola setlhopha sa talente

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

- Kaelo / Katiso
- Ditebelelo tsa tekatekano ya tiro (go ya ka Molawana wa Tekatekano ya Tiro)
- Ditshono tsa tiro tsa setlhopha/moepo (ditshono tsa go tlhatlhosiwa, go romelwa felo gongwe le go tshwara marapo)
- Ditshono mo diporijekeng tsa Harmony tsa kgolo
- Ditshono tsa go romelwa kwa ditirelong tsa boditshabatshaba 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 ba mo 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 tlhabolole baeteledipele ba ba tshwanelegang le setlhopha se se siameng sa baetapele le bomankge ba HDSA, go ne ga dirwa thulaganyo ya mo khamphaning ya kaelo le katiso go rotloetsa le go tshegetsa dikarolo tsa tlhabololo tse go lemogilweng gore di a tlhabela.

Leano la tiriso

KAELO LE KATISO
LEANO LA TIRISO
Maikaelelo: - Go tlhabolola setlhopha sa baeteledipele le bomankge - Go tlhomamisa gore re na le didirisiwa tsa botlhokwa go fitlhelela dipatlafalo tsa isagwe tsa leano la rona la tekatekano ya tiro - Go tokafatsa bokgoni jwa basha ba ba golang go nna baeteledipele
Melemo e e bonwang: - Bakaedi / bakatise ba ba lekaneng le ba ba tshwanelegang - Bakaedi / bakatise ba ba nnang ba kaelwa
Leano la tiriso: - Thapiso e e tsweleng ya bakaedi / bakatise ba ga jaana - Tlhabolola le go tshegetsa bakaedi / bakatise - Tlhokomela 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 setlhopha sa talente ba tla dira karolo ya Thulaganyo ya Kaelo / Katiso.

Lenaane le le fa tlase le bontsha leano la Kaelo

THULAGANYO YA KAELO						
Tlhaloso	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Tlhabololo ya Bokaedi	2	2	3	3	3	13
Foromane ya Enjenering	3	3	3	3	3	15
Modiredi wa Lephata la Badiri	1	-	1	-	1	3
Motsamaisi wa Matlotlo	1	-	1	-	1	3
Radiakhaonto	-	1	-	1	-	2
Moitseanape wa Bophepa kwa Tirong	1	-	1	-	1	3
Motsamaisi wa Bophepa kwa Tirong	1	-	-	-	-	1
Palogotlhe	9	6	9	7	9	40



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

Thulaganyo ya rona ya go ithuta o le mo tirong le go bona maitemogelo ke karolo ya Harmony ya tlhabololo ya talente. Baalogi ba ba tswang mo diyunibesithing tse di farologaneng tsa Afrika Borwa ba thapiwa ka tlhamalalo kgotsa e se ka tlhamalalo 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 amanang le moepo tse di jaaka moepo, enjenering, jioloji, saense ya dimetale le patlisiso. Bontsi jwa baalogi ke di-HDSA mme ba tsewa mo merafeng ya selegae e Harmony e dirang mo go yone. 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 jwa kgwebo le boeteledipele go ba baakanyetsa tiro ya mo isagweng e e amanang le bolaodi.

Dithulaganyo tseno di diratswe go naya batho ba ba sa berekeng mo Harmony tshono ya go nna le maitemogelo kwa tirelong le go ithuta mo go oketsegileng ka madirelo a moepo wa gouta.

Leano la thapiso ya MQA le Boitemogelo

Lenaane 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	2	1	7

Tlhokomela: Lenaane le le fa godimo le bontsha ba basha ba b atsewang ngwaga le ngwaga.

Leano la thapiso ya Baithuti mo Tirong le Baalogi

Lenaane le le fa tlase le bontsha thulaganyo ya go tsewa ga dilekanyo 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	1	5

Tlhokomela: Lenaane le le fa godimo le bontsha ba basha ba ba tsewang ngwaga le ngwaga.

Badiri ba ba berekelang Tirelo ga ba dire thulaganyo e e tshwanang le ya badiri ba e seng ba Harmony ya go ithuta ba le mo tirong. Morago ga go wetsa dithuto, badiri ba rona ba newa tshono ya go romelwa kwa mafapheng a a farologaneng le go nna karolo ya setlhopho sa talente le thulaganyo ya kaelo go bona tlhabololo e e oketsegileng.



Thulaganyo ya Basari

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

THULAGANYO YA BASARI

Tlamele ya thuto e kgolwane le thapiso ka basari le baithuti ba 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 dibasari 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 setlhophahlopha 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 konokono 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 dilekanyo tsa Dibasari tsa Morafe / Rakonteraka

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

Tlhokomela: Lenaane le le fa godimo le bontsha ba basha ba ba tsewang ngwaga le ngwaga.

Badiri ba ba berekang mo Tirelong ga ba dire thulaganyo e e tshwanang le ya badiri ba e seng ba Harmony ya Basari. Badiri ba rona ba newa tshono ya go ithuta go ya pele ka Dithulaganyo tsa rona tsa Thuso ya Thuto, mme Tirelo e tla naya moithuti madi a tlhabololo e e oketsegileng, a ntse a bereka mo Tirelong.

Bokgoni jo bo tlhokegang

Leba Karolo 4: Mokgwa wa go laola go fokotsa badiri le go tlosa batho mo tirong kwa Tirelong mo tsebe 90.

2.7 TLAMELO YA MATLOLE – Tlhabololo 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	55,453.54	50,663.64	59,227.40	54,437.50	34,255.96	254,038.04
Ithutlotiro 18.1	214,594.92	228,543.59	243,398.92	259,219.68	276,068.70	1,221,825.82
Ithutlotiro 18.2	277,189.84	295,207.18	314,395.65	334,831.36	356,595.40	1,578,219.43
Tlhabololo ya Bokgoni	81,735.36	87,048.16	92,706.29	98,732.20	105,149.79	465,371.79
MQA, Thapiso ya Boitemogelo	288,000.00	152,640.00	161,798.40	343,012.61	181,796.68	1,127,247.69
Baithuti mo Tirong le Baalogi	158,400.00	167,904.00	177,978.24	188,656.93	199,976.35	892,915.52
Dibasari (go akaretsa Dibasari tsa Morafe)	200,000.00	212,000.00	224,720.00	238,203.20	252,495.39	1,127,418.59
Palogotlhe ya Tlamele ya Matlole	1,275,373.66	1,194,006.57	1,274,224.90	1,517,093.48	1,406,338.28	6,667,036.89



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%
Balaodi 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%

**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 tsotlhe tsa Harmony*

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

DILEKANYO TSA TIRO - ka Mopitlwe 2017

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	2						1				3	67%	
Bomankge ba ba tshwanelegang, baitse le bolaodi jwa magareng	3	2					2	1			8	75%	38%
Badiri ba ba nang le bokgoni jwa setegeniki, bolaodi jo bo kwa tlasenyana, baokamedi	47	10					9	1	2		69	84%	16%
Bokgoni jo bonnye le go dira ditshwetso ka botlhale	33	7									40	100%	18%
Go sa nne le bokgoni jwa go dira ditshwetso le go tlhalosa	111	10									121	100%	8%
Palogotlhe ya ba leruri	196	29					12	2	2		241	94%	13%
Badiri ba e Seng ba Leruri	338	42	1				43	3	4		431	89%	10%
Palogotlhe	534	71	1				55	5	6		672	91%	11%



HDSA MO BOLAODING - ka Mopitlwe 2017

	Ba-Afrika		Ba Mmala		Ba-India		Basweu		Batswantle		Palogotlhe	Palogotlhe ya HDSA	% HDSA
	M	F	M	F	M	F	M	F	M	F			
Bolaodi jo bo kwa Godimo	2						1				3	2	67%
Bolaodi jwa Magareng	3	2					2	1			8	6	75%
Bolaodi jo bo kwa Tlasenyana	47	10					9	1	2		69	58	84%
Palogotlhe ya ba leruri	52	12					12	2	2		80	66	83%
Bokgoni jo bo Tlhokegang / Botlhokwa mo Bolaoding	43	8					11		2		64	51	80%

Maano a go tshegetsatsa 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. A bapatswa mo khampaning mme leano la tlhabololo le dirilwe go tlhomamisa gore batho ba amogela tshwanelego e e tlhokegang 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 porofeshenale.

- 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 mmogo le balaodi ba itsise dikgang tsa pharologano



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

Lenaane le le fa tlase le bontsha leano la Tekatekano ya Tiro mmogo 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	75%	25%	75%	25%	75%	25%	75%	25%	75%	25%
Bomankge ba ba tshwanlegang, baitse le bolaodi jwa magareng	80%	40%	80%	40%	80%	40%	80%	40%	80%	40%
Badiri ba ba nang le bokgoni jwa setegeniki, bolaodi jo bo kwa tlasenyana, batsamaisi	85%	15%	85%	15%	85%	15%	85%	15%	85%	15%
Bokgoni jo bo rileng le go dira ditshwetso ka bothale	100%	22%	100%	22%	100%	22%	100%	22%	100%	22%
Go sa kgone go dira ditshwetso le go tlhalosa	100%	11%	100%	11%	100%	11%	100%	11%	100%	11%
Palogotlhe ya ba leruri	94%	15%	94%	15%	94%	15%	94%	15%	94%	15%

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
- Go akofisa thapiso le tlhabololo ya dithopha 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 mokgatlong le go itshokela kgolo e e farologaneng ya badiri botlhe
- Go dira tsiboso ka pharologano ya bolaodi ka metlha
- Go tlhokomela dikopano tsa kotara nngwe le nngwe tsa EE le tiro e e rulagantsweng go ela tlhoko kgatelopele, le go tlhokomela dikgang tse di tswelatang pele tsa puisano mo dikgannyeng tse di amanang le EE

Go tlhokomela leano la tekatekano ya tiro:

Maikaelelo:

- Go fitlhelela kemedi ya HDSA mo maemong a a kwa godimo mo mokgatlong
- 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:

- Tshekatsheko e e tswelelang le tiriso ya maano a tekatekano ya tiro
- Tlhokomela ditebelelo tsa EE tsa karolo ya kgwebo kotara nngwe le nngwe
- Tshekatsheko e e tswelelang 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 maamong a bokaedi a a amanang ka tlhamalalo 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 gobeletwe le go se tlhaolwe. Ka gone, bolaodi jwa pharologano ke jwa botlhokwa mo go tlhomamiseng gore basadi ba tsenngwa 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 maamong a botlhokwa a bokaedi mo tikologong ya moepo
- Go fenyha boikutlo jo bo sa siamang le ditlhamane kaga bokgoni jwa basadi
- Dikgwetlho tsa tlhologanyo 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 tekatekano ya bong
- Go rotloetsa boitsholo jo bo siameng le go fetola mogopolo mo badiring ba banna
- Go dira thulaganyo ya go lemoga, go tlhabolola le go tokafatsa kemedi ya badiri ba basadi ba ba nang le bokgoni mo maamong a bokaedi 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 tse di nang le dithini tsa matlakala
- Tlanelo 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 e e seng kafa tlase ga lefatshe



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): *Tshedimosetso 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)(iii): *Diporojeke tsa mafaratlhatlha le go fedisa khumanego mo mafelong a selegae le a a romelang badiri*
- Molawana 46(c)(iv): *Matlo le seemo sa botshelo*
- Molawana 46(c)(v): *Mekgwa ya go lebana le kotlo*
- Molawana 46(c)(vi): *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 merafeng 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 setlhophisa 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 tsotlhe 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 dumalanweng le dimmasepala tsa selegae mo merafeng ya moepo le e e romelang badiri, go ya ka SLP eno, a tla bontsha dikarolo tse go tlhlongwang mogopolo mo go tsone go ya ka se se fa godimo mme gape a 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 ga tse di bontshitsweng mo SLP eno le tsone di tla supiwana 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
- Ditheo tsa ditlhophatse tse di dirang mmogo le tses di tsayang karolo (bomphato le monnaleseabe) le balekane ba tlhabololo ya itsholelo ya selegae
- Go golagana ka tlhamalalo le ditheo tsa morafe

Go nna mong wa LED

Kgwebo ya konokono ya Tirelo ke ya moepo mme tshegetso ya LED ke karolo ya botlhokwa ya leano la khampani 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 akaretse 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 ke ya puso fela. Re dumela gore LED ke karolo ya botlhokwa ya kgwebo ya rona mme re 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 go tshegetsa 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 tshwanetse 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 tlhabolotsweng, ditiro tse di tlhodilweng, kgumanengo e e fokoditsweng, morafe o o nang le bokgoni, le go tsaya karolo mo go oketsegileng mo itsholelong ke maloko a morafe

- **Tlhabololo:**

Porojeke nngwe le nngwe e e tshegediwang ya LED e tshwanetse go nna le boikaelelo jwa yone jwa konokono go tlhabolola morafe o o totilweng.

- **Go tihoma mogopolo:**

Go tihomamisa go tihoma mogopolo, go tla supwa baungwelwa ba ba rileng ba porojeke nngwe le nngwe e e tshegediwang ya LED

- **Tlhomamo:**

Go bothokwa gore pele ga porojeke nngwe le nngwe ya LED e tshegediwa, go dirwe dithuto tse di tshwanetseng tsa kgonagalo le tlhomamo. 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 tshwanelo ya go dira ditirelo tsa moepo go ya ditaelo 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

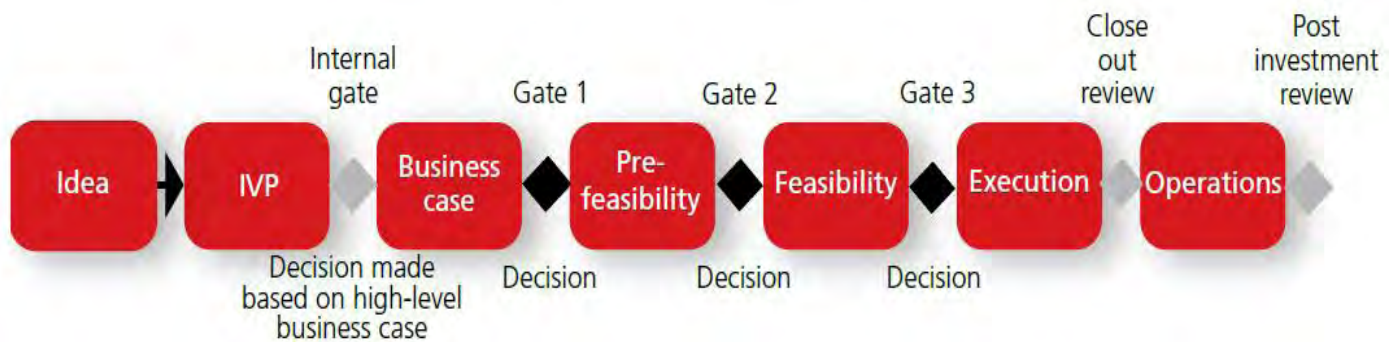
Molaomotho wa bolaodi jwa porojeke le thulaganyo ya bolaodi le tlhomamisetso

Bolaodi jwa porojeke le tekanyo ke nngwe ya dikarolo tsa bothokwa 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 boditshabatshaba, go fitlha ka diporojeke tse dinnye tse di akaretsang dikarolo tsotlhe tse di fitlhelwang mo madirelong a moepo. Khampani e na le kgolo e e farologaneng le diporojeke tsa tokafatso ya tirelo tse di ikaelelang 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 tlhomamiso. 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 bakhuduthamaga 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 tshalositsweng 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 tsamaisano le tshegetso ya LED ya Harmony. Harmony e tla thusa go tlhabolola bokgoni jono fa go kgonegang gone. Selo sa konokono fano ke gore porojeke nngwe le nngwe ya LED e nne le leano le le tshwanelang la porojeke le le akaretsang selekanyo se se batlegang sa tlhaloso.

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

- Palo ya diporojeke tsa LED tse di dirisitsweng ka katlego e tla oketsega
- Tihomamo 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 fitlhelwa motlhofo
- Bolaodi le tihomamisego 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 setlhopho sa diporojeke tsa LED le go tihomamisa gore melaometheo ya porojeke ya porofeshenale e a latelwa e le karolo ya tiriso 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 di 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 tsweleng le go tihomamisa gore melemo e e kwa godimo ya tlhabololo ya itsholelo e a fitlhelwa
- Ka metlha diporojeke tsa LED di tla tsamaisana le maikaelelo a LED jaaka go bontshitswe mo MPRDA le mo Melawaneng ya MPRDA
- Tshekatsheko ya diporojeke tsa LED e tla dirwa kgapetsakgapetsa le ka tsela e e tsweleng, le bannaleseabe botlhe ba tsaya karolo go akaretsa mme e seng fela dimmasepala, Harmony, le DMR

3.3 Thuto

Thuto e botlhokwa mo tlhabololong ya morafe ope mme e tshameka karolo ya botlhokwa 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 dithulusu tsa thuto. Gape Harmony e amega mo Jewellery School, Sports Academy, Bridging School, le mo



tlhabololong ya barutisi mo dikolong tse di gaufi le meepo 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 khumanego, 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 pego ya ngwaga le ngwaga ke Tirelo, ke boikarabelo jwa moepo mongwe le mongwe mme e ikarabelela go Mokhuduthamaga yo a ikarabelelang ka meepo ya Afrika Borwa to tlhomamisa gore maano a dirwa sentle.

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

Karolo eno e tla bua ka tshedimosetso ya loago le ya itsholelo ya morafe wa Tirelo ya moepo. Sa ntlha go tla newa tshobokanyo ya tshedimosetso ya loago le ya itsholelo ya Porofense ya Bokone Bophirima. Go tla latela mmasepala wa selegae wa Ratlou, o e leng mmasepala wa selegae wa baamogedi. Tirelo eno e kwa mmasepaleng wa selegae wa Ratlou e e leng karolo ya mmasepala wa kgaolo wa Ngaka Modiri Molema mo porofenseng ya Bokone Bophirima. *Tshedimosetso yotlhe e tserwe mo Statistics South Africa, Census 2011.*

Go tla fitlhelwa mafelo a a latelang:

- Porofense ya Bokone Bophirima – Baagi 3 509 953 (33.47 km² nngwe le nngwe), Lefelo 104 881.67 km², Malapa 1 062 015 (10.13 per km²)
- Mmasepala wa Selegae wa Ratlou – Baagi 842 699, Lefelo 28 206.08 km²

3.6.1 Tshedimosetso ya loago le itsholelo ya Porofense ya Bokone Bophirima

Porofense ya Bokone Bophirima ke nngwe ya diporofense tsa Repaboliki ya Afrika Borwa. Go ya ka census ya 2011, le palogare ya ngwaga le ngwaga ya kgolo ya baagi ya kwa godingwana fela ga 1.6%, ga jaana porofense e na le baagi ba feta 3 509 953 mme bontsi jwa bone ba mo dikgaolong tsa Bojanala, Ngaka Modiri Molema le Dr Kenneth Kaunda. Porofense e kgaogantswe ka dimmasepala di le nnè (4).

Porofense ya Bokone Bophirim e na le Dimmasepala tse di latelang tsa Kgaolo:

Leina	Baagi	Lefelo (km ²)
Bojanala	1 507 505	18 333.39
Dr Kenneth Kaunda	695 933	14 642.24
Dr Ruth Segomotsi Mompati	463 815	43 699.96
Ngaka Modiri Molema	842 699	28 206.08



Baagi, Bong le setlhophsa sa Puo

Manaane a a latelang a bontsha baagi, Bong le ditlhophsa tsa Puo tsa batho ba ba nnang mo Porofenseng ya Bokone Bophirima.

Setlhophsa sa baagi	Batho	Diperesente
Ba-Afrika ba Bantsho	3152063	89.80%
Basweu	255385	7.28%
Ba Mmala	71409	2.03%
Ba-India kgotsa ba-Asia	20652	0.59%
Ba Bangwe	10444	0.30%

Bong	Batho	Diperesente
Basadi	1730049	49.29%
Banna	1779903	50.71%

Puo ya ntlha	Batho	Diperesente
Setswana	2191230	63.39%
Se-Afrikaans	309867	8.96%
Sesotho	201153	5.82%
Se-Xhosa	190601	5.51%
Se-Tsonga	127146	3.68%
Seesemane	120041	3.47%
Se-Zulu	84835	2.45%

Puo ya ntlha	Batho	Diperesente
Sepedi	83999	2.43%
E Nngwe	60872	1.76%
Se-Ndebele	43988	1.27%
Se-Venda	16255	0.47%
Puo ya Diatla	14924	0.43%
Se-Swati	12091	0.35%
Ga e tshwanele	52949	

Setlhophsa sa Baagi								
Mmasepala	Ba-Afrika		Ba Mmala		Ba-India		Basweu	
	2001	2011	2001	2011	2001	2011	2001	2011
Bojanala	1,097,189	1,377,821	6,377	10,931	3,753	8,576	82,042	105,274
Ngaka Modiri Molema	720,736	791,251	11,277	13,809	2,994	4,968	29,833	30,950
Dr Ruth Segomotsi Mompati	396,560	423,980	15,016	18,346	963	2,003	17,689	18,127
Dr Kenneth Kaunda	472,232	559,011	21,038	28,322	2,029	5,105	104,371	101,034
Palogotlhe ya Bokone Bophirima	2,686,717	3,152,063	53,708	71,408	9,739	20,652	233,935	255,385



Tiro

Lenaane le le latelang le bontsha maemo a tiro a batho ba ba nnang mo Porofenseng ya Bokone Bophirima.

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
Bojanala	257,917	288,078	420,520	139,152	199,176	186,567	35.0	40.9	30.7
Ngaka Modiri Molema	108,439	115,818	146,936	94,164	105,674	75,191	46.5	47.7	33.9
Dr Ruth Segomotsi Mompoti	58,893	57,141	70,505	51,476	54,380	39,622	46.6	48.8	36.0
Dr Kenneth Kaunda	169,390	155,312	180,703	64,078	100,061	76,754	27.4	39.2	29.8
Palogotlhe ya Bokone Bophirima	594,639	616,349	818,664	348,870	459,291	378,134	37.0	42.7	31.6

Lenaane le le fa godimo le bontsha gore seelo sa botlhokatiro se eme mo go 31.6%, mme seo se a tlhobaetsa.

Lenaane le le latelang le bontsha palogare ya lotseno lwa malapa a batho ba ba nnang mo Porofenseng ya Bokone Bophirima.

Palogare ya Lotseno lwa Malapa		
Mmasepala	2001	2011
Bojanala	31,336	73,020
Ngaka Modiri Molema	25,870	63,770
Dr Ruth Segomotsi Mompoti	24,379	48,063
Dr Kenneth Kaunda	36,702	82,266
Palogotlhe ya Bokone Bophirima	30,189	69,914

Selekanyo se se kwa godimo sa thuto go ya ka ditlhopho tsa baagi

Lenaane le le latelang le bontsha selekanyo sa thuto sa batho ba ba nnang mo Porofenseng ya Bokone Bophirima.

Selekanyo sa Thuto (dingwaga tse 20 le go feta)			
Selekanyo sa Thuto	1996	2001	2011
Ga go a Tsenwa Sekolo	336,292	359,378	248,516
Sekolo Sengwe sa Poraemari	302,836	349,954	353,753
Ba Feditse Poraemari	113,730	117,109	111,439
Sekolo Sengwe sa Sekontari	450,952	497,369	697,908
Gerata 12 / Mpt 10	187,339	315,247	529,121
Kwa godingwaga	72,463	99,055	162,815
Palogotlhe ya Bokone Bophirima	1,463,612	1,738,112	2,103,552



Lenaane le le fa godimo le bontsha gore mo e ka nnang 7% ya baagi ba Porofense ya Bokone Bophirima ga e a tsena sekolo. Mo e ka nnang 15% e weditse sekolo sa sekontari go fitlha ka Gerata 12. Ke fela 5% ya batho ba Porofense e e nang le thuto e kgolwane. Le fa gone selekanyo sa dipalo tsa “ga go a tsenwa sekolo” 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 kgaolo 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 e batho ba Porofense ya Bokone Bophirima ba e dirisang.

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
Bojanala	155,771	213,362	345,263	70,550	98,629	148,221	10,841	11,693	4,041
Ngaka Modiri Molema	113,589	148,909	187,685	12,362	19,650	28,618	10,432	11,396	8,016
Dr Ruth Segomotsi Mompati	62,124	80,828	107,388	8,886	10,720	12,729	13,273	10,235	4,180
Dr Kenneth Kaunda	75,827	104,171	169,346	44,935	44,947	35,408	3,992	4,162	1,294
Palogotlhe ya Bokone Bophirima	407,311	547,270	809,682	136,733	173,946	224,976	38,538	37,486	17,531

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

Mmasepala wa Selegae wa Ratlou ke nngwe ya dimmasepala tsa selegae tse di kafa tlase ga Mmasepala wa Kgaolo wa Ngaka Modiri Molema mo Porofenseng ya Bokone Bophirima mme ke nngwe ya dimmasepala tse tlhano.

Dipalo tsa Konokono - 2011			
Palogotlhe ya baagi	107,339	Materiki ba dingwaga tse 20+	11.20%
Ba bannye (0-14)	38.70%	Palo ya malapa	26,889
Ba ba Berekang (15-64)	53.90%	Palo ya malapa a Temothuo	11,348
Batsofe (65+)	7.40%	Palogare ya bogolo jwa lelapa	3.9
Rashio ya go ikaega	85.6	Malapa a a eteletsweng pele ke basadi	49.50%
Rashio ya bong	91.6	Bonno jwa semmuso	89.90%
Seelo sa kgolo	0.11% (2001-2011)	Matlo a bone/a a duetsweng	54.10%
Kgotlhagano ya baagi	Batho ba le 22/km ²	Ntlwanaboithomelo e e folashiwang e e tshwaragantsweng le kgeleloleswe	1.80%
Seelo sa botlhokatiro	43.90%	Go tsewa matlakala beke le beke	0.80%
Seelo sa basha sa botlhokatiro	52.40%	Metsi mo matlong	5.20%
Ba bas a tsenang sekolo ba dingwaga tse 20+	28.90%	Motlakase go bonesa	83.70%
Thuto e e kwa godingwana ba dingwaga tse 20+	3.10%		



Batho

Mmasepala wa Selegae wa Ratlou o a le palogotlhe ya baagi ba le 107 339, mme 98.2% ya bone ke ba-Afrika ba bantsho. Ditlhophha tse dingwe tsa baagi di dira 0.8% e e setseng.

Mo baaging ba mmasepala ba dingwaga tse 20 le go feta, 24.6% e na le selekanyo sengwe sa sekolo sa sekontari, mme 11.2% e na le materiki; 28.9% ya batho ga e a tsena sekolo mme 26.9% e na se selekanyo sengwe sa sekolo sa poraemari. 5.3% e weditse sekolo sa poraemari mme ke 3.1% fela e e nang le mofuta mongwe wa thutgo e e kwa godingwana.

Setlhophha sa Baagi	
Setlhophha	Diperesente
Ba-Afrika ba Bantsho	98.2%
Ba Mmala	0.7%
Ba-India/ba-Asia	0.2%
Basweu	0.7%
Tse Dingwe	0.1%

Bong	
Bong	Diperesente
Basadi	52.2%
Banna	47.8%

Selekanyo se se kwa Godimo sa Thuto	
Setlhophha	Diperesente
Ga ba a Tsena Sekolo	6.0%
Sekolo Sengwe sa Poraemari	54.6%
Ba Feditse Poraemari	6.7%
Sekolo Sengwe sa Sekontari	27.1%
Ba Feditse Sekontari	4.6%
Thuto e e kwa Godingwana	0.4%
Ga e Tshwanele	0.4%

Kgaoganyo ya Digwaga le Bong					
Dingwaga	Banna	Basadi	Dingwaga	Banna	Basadi
0-4	7.0%	6.9%	45-49	1.7%	1.7%
5-9	6.3%	6.2%	50-54	1.8%	2.1%
10-14	6.3%	6.0%	55-59	1.5%	1.9%
15-19	5.7%	5.3%	60-64	1.3%	1.6%
20-24	3.9%	4.2%	65-69	1.1%	1.4%
25-29	2.9%	3.4%	70-74	0.8%	1.1%
30-34	2.4%	2.7%	75-79	0.5%	0.8%
35-39	2.1%	2.6%	80-84	0.3%	0.6%
40-44	1.9%	2.4%	85+	0.3%	0.6%

Maemo a Botshelo

Go na le malapa a le 26 889 mo Mmasepaleng wa Selegae wa Ratlou, mme palogare ya bogolo jwa malapa ke batho ba le 4.0 mo lelapeng lengwe le lengwe.

Mo malapeng ao, 10.6% e na le metsi mo jarateng fa 5.2% yone e na le metsi mo matlong. Ke fela 12.4% ya malapa e se nang metsi.

Census ya 2011 e bontsha gore 83.7% ya malapa e bones aka motlakase



Mofuta wa Bonno	
Lefelo	Diperesente
Toropo	96.3%
Segosi/Setso	0.0%
Polase	3.7%

Maemo a go Thapa	Diperesente
Ba thapile	6.7%
Ke ya bone e bile ba e duetse ka botlalo	51.1%
Ke ya bone mme ga ba ise ba e duele ka botlalo	3.0%
Ba nna mo go yone mahala	35.8%
A mangwe	3.4%

Maatla			
Motswedi wa Maatla	Go apaya	Go thuthaftsa	Go bonesa
Motlakase	61.3%	48.7%	83.7%
Gase	1.1%	0.7%	0.1%
Parafene	5.7%	2.3%	0.7%
Solar	0.1%	0.1%	0.2%
Dikerese	0.0%	0.0%	15.0%
Dikgong	28.3%	33.1%	0.0%
Malatlha	0.1%	0.3%	0.0%
Boloko jwa Diphologolo	3.0%	3.8%	0.0%
O Mongwe	0.0%	0.0%	0.0%
Ope	0.3%	11.1%	0.3%

Metsi	
Motswedi wa metsi	Diperesente
O mongwe	3.6%
Metsi a a boriwang	25.1%
Motswedi	0.2%
Tanka ya metsi a pula	0.7%
Tamo/Lekadiba/Metsi a a emeng felo go le gongwe	0.2%
Noka/Molapo	0.7%
Morekisi wa metsi	1.6%
Tanka ya metsi	14.6%
Sekema sa metsi sa Kgaolo/Selegae (a laolwa ke mmasepala kgotsa motlamedi yo mogwe wa metsi)	53.3%

Matlwanaboithomelo	
Ntlwanaboithomelo	Diperesente
Epe	12.6%
Ntlwanaboithomelo e e folashiwang (e e golagantsweng le kgeleloleswe)	1.8%
Ntlwanaboithomelo e e folashiwang (e na le tanka ya kgeleloleswe)	1.4%
Ntlwanaboithomelo ya khemikhale	1.7%
Ntlwanaboithomelo e e tsenang mowa	25.3%
Ntlwanaboithomelo e e sa tsenang mowa	54.7%
Ntlwanaboithomelo ya kgamelo	0.2%
E nngwe	2.4%

Itsholelo

Bo bathong ba le 15 967 ba ba amang itsholelo mo mmasepaleng (ba ba berekang le ba bas a beekeng mme ba batla tiro), 35.8% (6 885) ga e bereke. Go na le ba le 6 587 ba ba tsewang e le babatlatiro ba ba kgobegileng marapo.

Mo basheng ba dingwaga tse 15–34, 3 928 e a bereka mme 4 330 ga e bereke. Seelo sa botlhokatiro sa setlhophsa seno ke 52.4%.



Tiro (Dingwaga 15 - 64)	
Seemo sa Tiro	Palo
Ba a Bereka	8,812
Ga ba Bereke	6,885
Babatlatiro ba ba Kgobegileng Marapo	6,587
Ga ba Ame Itsholelo	35,542

Lotseno lwa Ntlo	
Lotseno	Diperesente
Ga go na lotseno	19.0%
R1 - R4,800	6.1%
R4,801 - R9,600	10.9%
R9,601 - R19,600	28.0%
R19,601 - R38,200	22.4%
R38,201 - R76,4000	7.5%
R76,401 - R153,800	3.1%
R153,801 - R307,600	2.0%
R307,601 - R614,400	0.6%
R614,001 - R1,228,800	0.1%
R1,228,801 - R2,457,600	0.1%
R2,457,601+	0.1%

Temothuo

Malapa a temothuo ka tiro	
Mofuta wa tiro e e rileng	Palo
Tlhagiso ya leruo	6,689
Tlhagiso ya dikgogo	7,118
Tlhagiso ya merogo	384
Tlhagiso ya temo e nngwe	445
E nngwe	

Mofuta wa lotseno wa malapa a temothuo	
Lotseno lwa ngwaga le ngwaga lwa malapa a temothuo	Palo
Ga go na lotseno	4,281
R1-R4 800	295
R4 801-R38 400	6,061
R38 401-R307 200	480
R307 201+	71
Ga lo bontshiwe	159

Malapa a temothuo ka mofuta	
Mofuta wa tiro	Palo
Masimo fela	140
Diphologolo fela	9,818
Temo e e kopaneng	1,001
E nngwe	389



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

Tirelo e naya batho ba le 672 tiro ba mo go bone 241 e thapilweng ka tlhamalalo ke moepo mme 431 ke borakonteraka ba ba nayang Moepo ditirelo. Go tlhomamisetswe gore mo e ka nnang halofo ya dituelo tsa badiri e dirisiwa mo merafeng ya moepo pele tse dinngwe di 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 Ratlou ka diporojeke tse go dumalanwang ka tsone.

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

- Tlamelo ya motlakase ya Setlhophsa sa Itireleng sa Batho ba ba sa ltekanelang mo Mmeleng ba ba lthusang
- Tlhagiso e e Kopaneng ya Ditena – Motsana wa Logagane
- Go Phepafatsa Metsi – Thapiso le Tlhokomelo
- Tshegetso e e Oketsegileng ya LED



HARMONY GOLD MINING COMPANY LIMITED

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NYSE trading symbol HMY
JSE trading symbol HAR

12 June 2018

Ratlou Municipality
Private Bag X209 / R507 Delareyville Road
Setlagole Village
Madibogo, 2772

Attention: Mayor - Ms T Modise
Municipal Manager (Acting) - Mr J Molefe

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:

- NW 30/5/1/1/2/77 MR – Kalgold Mine

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

Project	5 year Expenditure Provisions
Electricity Supply for Itireleng Self-Help Group Disabled	R 300 000,00
Interlocking Brick Manufacturing - Logagane Village	R 1 200 000,00
Reverse Osmosis - Training and Maintenance	R 500 000,00
Further LED Support	R 7 199 793,00
Total	R 9 199 793,00

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

Yours Faithfully

G Masha
Manager: Corporate Social Responsibility
Harmony

T Modise
Mayor

J Molefe (Acting)
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



RATLOU LOCAL MUNICIPALITY

Acting Municipal Manager:
Mr Jonas Molefe
Cell: 083 254 2572
Tel: 018 330 7002
Email: jonas@ratlou.gov.za
www.ratlou.gov.za



Postal Address
Private Bag X 209
Madibogo
2772

Office of the Municipal Manager

31 July 2018

The General Manager
Harmony Gold Mining Company
Kraaipan
2747

Attention: Mr. Joe Mosupyoe

MEMORANDUM OF UNDERSTANDING AND AGREEMENT

Ratlou Local Municipality hereby confirms that the following Social & Labour Plan Community Projects for 2018-2022 were submitted to Harmony Gold Mining Company for implementation, and are part of the Municipality's Integrated Development Plan (IDP).

Projects	5 Year Expenditure Provisions
Electricity supply for Itireleng Self-Help Group for Disabled	R300 000.00
Interlocking Brick Manufacturing – Logageng village	R1 200 000.00
Reverse Osmosis – Training & Maintenance	R500 000.00
Further LED Support	R7 199 793.00
Total	R9 199 793.00

Regards,



Mr. Jonas Molefe
Acting Municipal Manager



SE TLA GOLA SECHABA SE





RATLOU LOCAL MUNICIPALITY

The Mayor:
Cllr. Tebogo Modise
Cell: 076 233 5475
Tel: 018 330 7000
Fax: 086 234 6050
modiset@ratlou.gov.za
www.ratlou.gov.za



Postal Address
Private Bag X 209
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2772

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31 July 2018

The General Manager
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Further LED Support	R7 199 793.00
Total	R9 199 793.00

Regards,


Cllr. Tebogo Modise
Mayor

SE TLA A GOLA SECHABA SE



Tlamele ya Motlakase ya Setlhopha sa Itireleng sa Batho ba ba sa Itekanelang mo Mmeleng ba ba Ithusang

Tshedimosetso ka Porojeke

Porojeke ke karolo ya Leano la Tlhabololo e e Kopaneng (IDP) la Mmassepala wa Selegae wa Ratlou go thusa ka tlhabololo ya itsholelo ya selegae mme ka jalo e tlhola ditshono tsa tiro le go lwantsha khumanego. Tlhabololo ya mafaratlhatlha e e tlhokegang go dira terata le diaparo le yone e tla thusa mo tlhabololong ya bokgoni jwa kgwebo.

Boikaelelo jwa porojeke

Porojeke e ikaelela go aba mafaratlhatlha a a tlhokegang go thusa go tsenya lotseno, go tlhola ditiro ka tllhamalalo le e seng ka tllhamalalo le go fedisa khumanego mo malokong a morafe.

Boikaelelo le kafa porojeke e amang ka gone

Go fedisiwa ga khumanego ka go tllholwa ga ditiro le go direla maloko a morafe lotseno



Leina la Porojeke	Tlamele ya motlakase ya Setlhophapha sa Itireleng sa Batho ba ba sa ltekanelang mo Mmeleng ba ba lthusang				
Go Tlhaola Porojeke	Tlhabololo ya SMME				
Boikaelelo	Go fedisa khumanego ka go tlhola ditiro le go direla maloko a morafe lotseno				
Lefelo le e Leng kwa go Lone					
Mmasepala wa Kgaolo	Mmasepala wa Kgaolo wa Ngaka Modiri Molema				
Mmasepala wa Selegae	Mmasepala wa Selegae wa Ratlou				
Toropo / Motse / Motsana	Morafe wa Ratlou				
Porofense	Bokone Bophirima				
Letlha la go simolola le la go wetsa	2018	2018			
Matswela					
Dikarolo tsa konokono tsa tiragatso	- Porojeke ya tlamele ya motlakase ya Setlhophapha sa Itireleng sa Batho ba ba sa ltekanelang mo Mmeleng ba ba lthusang. - Go tlhola ditiro mo go tlhomameng.				
Matshwao a konokono a Tiragatso	Palo ya ditshono tse di tlhodilweng tsa tiro				
Setlamo se se Ikarabelelang	Tirelo ya Kalgold				
Palogotlhe ya Tekanyetsokabo ya dingwaga tse 5 ('R) le Dikakgelo	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
	300 000				
	Palogotlhe = R300 000				
Go Wetsa Porojeke					
Baungwelwa – tshwaya ka “X”	Mmasepala	Morafe	Basha	Basadi	
	X	X	X	X	
Leano la go Tswa	- Go romela porojeke. - Katiso, kaelo, tlhokomelo le tshekatsheko e e tsweleng.				



Tlhagiso e e Kopaneng ya Ditena – Motsana wa Logagane

Tshedimosetso ya Porojeke

Matlo a Batho ke porojeke e e kopaneng ya tlhagiso ya ditena e e lemogilweng ke Mmasepala wa Selegae wa Ratlou go dira karolo ya tlhabololo ya morafe ya Leano la Kalgold la Loago le Tiro. Lekgotla la maloko a le 30 (viz. Lekgotla ka Konokono la Matlo a Batho) le tlhomilwe ka 2016, ka boikaelelo jwa go dira ditena go aga matlo a batlhoki, ka jalo go direla baungwelwa lotseno.

Lekgotla le kwa Motsaneng wa Logagane, o o ka nnang 158 km go tswa Mmabatho, motsemoshate wa Porofense ya Bokone Bophirima.

Boikaelelo jwa porojeke

- Go reka le go romela dilwana le dithulusu tse di tlhokegang
- Go tlhola ditshono tsa ditiro le go tsenya lotseno.
- Tlhabololo ya itsholelo ya selegae ka go naya merafe ditena.
- Tlhabololo ya bokgoni jwa bolaodi jwa setegeniki le jwa kgwebo go baungwelwa.

Boikaelelo le kafa e amang porojeke ka gone

- Go fedisa khumanego ka go tlhola ditiro le go tsenyetsa maloko a morafe lotseno.
- Go tlhoma setlamo se se tlhomameng.
- Tlhabololo ya itsholelo ya selegae ka go naya merafe ditena.
- Tlhabololo ya bokgoni jwa bolaodi jwa setegeniki le jwa kgwebo go baungwelwa.
- Tlhabololo ya SMME.

Leina la Porojeke	Tlhagiso e e Kopaneng ya Ditena – Motsana wa Logagane	
Go Tlhaola Porojeke	Tlhabololo ya SMME	
Boikaelelo	Go fedisa khumanego le tlhabololo ya itsholelo	
Lefelo le e leng kwa go Lone		
Mmasepala wa Kgaolo	Mmasepala wa Kgaolo wa Ngaka Modiri Molema	
Mmasepala wa Selegae	Mmasepala wa Selegae wa Ratlou	
Toropo / Motse / Motsana	Morafe wa Ratlou	
Porofense	Bokone Bophirima	
Letlha la go simolola le la go wetsa	2018	2018
Matswela		
Dikarolo tsa konokono tsa tiragatso	• Go fedisa khumanego ka go tlhola ditiro le go direla maloko a morafe lotseno. • Go tlhoma setlamo se se tlhomameng. • Tlhabololo ya itsholelo ya selegae ka go romelela merafe ditena. • Tlhabololo ya bokgoni jwa bolaodi jwa setegeniki le jwa kgwebo go baungwelwa. • Tlhabololo ya SMME.	



Leina la Porojeke	Tihagiso e e Kopaneng ya Ditena – Motsana wa Logagane				
Go Tlhaola Porojeke	Tlhabololo ya SMME				
Boikaelelo	Go fedisa khumanego le tlhabololo ya itsholelo				
Matshwao a Konokono a Tiragatso	- Go fedisa khumanego ka go tlhola ditiro le go direla maloko a morafe lotseno. - Go tlhoma setlamo se se tlhomameng. - Tlhabololo ya itsholelo ya selegae ka go naya merafe ditena. - Tlhabololo ya bokgoni jwa bolaodi jwa setegeniki le kgwebo go baungwelwa. - Tlhabololo ya SMME				
Setlamo se se Ikarabelelang	Tirelo ya Kalgold				
Palogotlhe ya Tekanyetsokabo ya dingwaga tse 5 (‘R) le Dikakgelo	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
	1 200 000				
	Palogotlhe = R1 200 000				
Go Wetsa Porojeke					
Baungwelwa – tshwaya ka “X”	Mmasepala	Morafe	Basha	Basadi	
	X	X	X	X	
Leano la go Tswa	- Go romela porojeke. - Katiso, kaelo, tlhokomelo le tshekatsheko e e tsweleng.				

Go Phepafatsa Metsi – Thapiso le Tlhokomelo

Tshedimosetso ya Porojeke

Porojeke eno ke ya go aba metsi e e lemogilweng ke Mmasepala wa Selegae wa Ratlou jaaka karolo ya tlhabololo ya itsholelo ya selegae ya mmasepala, le go thusa go aba metsi le go fetola matshelo a batho. Kwa tshimologong, Harmony e ne ya tlamela mmasepala wa Ratlou ka R 3.5 million go dira setheo sa go phepafatsa metsi. Motšhine wa go phepafatsa metsi le tanka ya go boloka metsi di tsentswe mo lefelong.

Setheo se dira dilitara di le 10 000/ura tsa metsi a a phepa ka TDS ya <250mg/litara. Metsi a a phepa a pompelwa mo tanking e e tsholang metsi ya dilitara tse 25 000

Boikaelelo jwa porojeke

Porojeke e ikaelela go naya baagi ba Kraaipan metsi a a phepa a a nowang. Setheo sa go phepafatsa metsi se tlhomilwe mme se neilwe morafe, mme go tsentswe motšhine wa go phepafatsa metsi le tanka e e bolokang metsi.

Thapiso ya batho ba le 2 mo tirelong le tlhokomelo ya setheo sa go phepafatsa metsi.

Boikaelelo le kafa e amang porojeke ka gone

Go naya baagi ba Kraaipan metsi a a nowang a a phepa



Leina la Porojeke	Go Phepafatsa Metsi – Thapiso le Tlhokomelo				
Go Tlhaola Porojeke	Tlamelo ya Metsi				
Boikaelelo	Go naya baagi ba Kraaipan metsi a a phepa a a nowang				
Lefelo le e leng kwa go Lone					
Mmasepala wa Kgaolo	Mmasepala wa Kgaolo wa Ngaka Modiri Molema				
Mmasepala wa Selegae	Mmasepala wa Selegae wa Ratlou				
Toropo / Motse / Motsana	Motse wa Ratlou				
Porofense	Bokone Bophirima				
Letlha la go simolola le la go wetsa	2018	2018			
Matswela					
Dikarolo tsa konokono tsa tiragatso	- Go naya baagi ba ba gaufi le Kraaipan metsi a a phepa a a nowang. - Thapiso ya batho ba le 2 mo tirelong le tlhokomelo ya setheo sa go phepafatsa metsi. - Tlhabololo ya SMME. - Tlholo e e tlhomameng ya ditiro.				
Matshwao a Konokono a Tiragatso	- Tlamelo e e tlhomameng ya metsi. - Palo ya ditiro tse di tlholwang. - Go fetola matshelo a batho.				
Setlamo se se Ikarabelelang	Tirelo ya Kalgold				
Palogotlhe ya Tekanyetsokabo ya dingwaga tse 5 ('R) le Dikakgelo	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5
	500 000				
	Palogotlhe = R500 000				
Go Wediwa ga Porojeke					
Baungwelwa – tshwaya ka “X”	Mmasepala	Morafe	Basha	Basadi	
	X	X	X	X	
Leano la go Tswa	- Go romela porojeke. - Katiso, kaelo, tlhokomelo le tshekatsheko e e tswelelang.				

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 dipe tse dingwe tse di oketsegileng mo lobakeng lo lo utlwalang (mo dikgweding tse 3), 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.



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	
Tlamele ya motlakase ya Setlhophha sa Itireleng sa Batho ba ba sa ltekanelang mo Mmeleng ba ba lthusang	300,000.00	-	-	-	-	300,000.00
Tlhagiso e e Kopaneng ya Diteni – Motsana wa Logagane	1,200,000.00	-	-	-	-	1,200,000.00
Go Phepafatsa Metsi – thapiso le tlhokomelo	500,000.00	-	-	-	-	500,000.00
Tshegetso e Nngwe ya LED	1,000,000.00	2,721,448.25	1,159,448.25	1,159,448.25	1,159,448.25	7,199,793.00
Palogotlhe ya Tlamele ya Matlole	3,000,000.00	2,721,448.25	1,159,448.25	1,159,448.25	1,159,448.25	9,199,793.00

Tlhokomela: Ngwaga wa ditšhelete wa Harmony o simolola ka Phukwi ngwaga le ngwaga.



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 le dikologa leano la go tihabolola **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 leno le dirisiwang gone. Go tshegetsa leano leno Harmony e dira gore go nne le lefatshe le le tshwanelang mme mo maemong a mangwe go tihabolola 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, go akaretsa Kalgold, e kaelwa ke **molawana le leano la setlhophapha sa marobalo**.

- Leano la rona ke go naya badiri ba rona marlobalo a a siameng le tlhopho ya botshelo, ka go dira tlhopho ya ditshwetso tsa bonno (dihosetele), go hira, matlo a moepo, matlo a malapa le ditlhopho tsa go nna beng ba matlo;
- Gape 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 setlhophapha e tiwaelegile mo meepo yotlhe.

Tirelo eno e tsamaisana le Setlhophapha 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 ditlhwatlhwa 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 go nna kwa ntle a R2 100 kgwedi le kgwedi;
- 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 leKalgold go tlamela ka matlole thulaganyo ya go fitlhelela boikaelelo jono. Gape re dumela gore tihabololo ya matlo e ka dira ditshono 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 tihabololo ya itsholelo le mosola o o tswelelang 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 tlhagiso 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 **975** a e leng a khampani ka dikago tse di tlhokomelwang;
- Bonno bo na le badiri ba le **7 220** mo mafelong a bonno a phaposi e le nngwe a a sa tswang go tlhabololwa;
- 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 bogareng le mo selekanyong sa tiro, gore di buisane le baemedi ba badiri ka melawana le maano a tlhabololo e e amanang le matlo le seemo sa botshelo. Dikomiti tsa Baagi ba Hosetele le maloko a leruri a a emelang dikgatlhego tsa badiri mo bolaoding jwa bonno di setse di tlhophilwe.

Seemo sa ga jaana sa matlo mo kgaolong ya Kalgold, mo morafeng wa RATLOU

Karolo ya mmasepala ya RATLOU ya IDP le SDF e supa tse di latelang e le leano le le latelwang:

• Maikaelelo a Tlhabololo ya RATLOU ya Matlo

- Go rotloetsa go dirwa ga bonno jo bo tlhomameng mo Lefelong la Mmasepala wa Selegae wa Ratlou
- Go rotloetsa Kopano ya lefelo la selegae le la Setoropo
- Go tlhoma le go rotloetsa tiriso e e molemo ya lefatshe ya Bolaodi mo RLM
- Go bula kgonagalo ya tlhabololo ya mafelo a a lemogilweng a tlhabololo
- Go bula kgonagalo ya lefelo la Setlagole la Kgwebo le tsa tsamaiso
- Go bula kgonagalo ya lefelo la ngwaoboswa mo Kraaipan
- Go bula kgonagalo ya gore Disaneng e nne lefelo la Bojanala
- Go bula kgonagalo ya molelwane wa Makgobistadt

• Matswela a a Batlegang

- Matlo a a siameng
- Go dirisa dithulusu ka tsela e e tlhomameng
- Tlhabololo e e Tseneletseng ya Metseselegae
- Tlhabololo ya Itsholelo ya Selegae
- Thulaganyo e e Akaretsang ya Bolaodi jwa Tiriso ya Lefatshe
- Tshireletso ya tikologo

Dipatlafalo tse di ratwang tsa badiri ba Kalgold tsa matlo le seemo sa botshelo

Tirelo e tswelala go dira mmogo le balaodi ba selegae le ba porofense go diragatsa maano a matlo a selegae le a kgaolo. Ka 2013-2015 Tirelo eno e ya thusa Motsana wa Setlagole ka matlole ka tlhwatlhwa ya R1.24m. Lekeishene leno ke lekeishene la nthla la semmuso la mmasepala mo kgaolong ya Setlagole mme le tla naya morafe makwalo a bonno mo mafelong a ba agileng matlo mo go one.

Lefatshe le le dikologileng moepo le kafa tlase ga taolo ya Molawana wa Naga ya Motseselegae le ya Segosi. Tlhabololo ya matlo mo lefelong e ikaegile ka ditumelelo tse e seng tsa semmuso mme ga go na beng kgotsa makwalo a bonno a a leng teng. Kgang eno e ne ya buisanwa le tiro e e rulagantsweng mme kakantsho e e



mo tseleng ya tlhabololo e direga mo matlong a a leng teng a badiri ba thulaganyo ya boutšhara. Seno se tla letla badiri go tlhabolola matlo a bone go ya ka tsela e ba e batlang.

Porojeke ya go Tlhabolola Matlo a Badiri

Leina la Porojeke	Matlo le seemo sa botshelo sa Kalgold				
Go Tlhaola Porojeke	Go tlhabolola matlo a badiri				
Boikaelelo	Tlhabololo e e tlhomameng				
Lefelo le e leng kwa go Lone					
Mmasepala wa Kgaolo	Ngaka Modiri Molema				
Mmasepala wa Selegae	Ratlou				
Toropo / Motse / Motsana					
Porofense	Bokone Bophirima				
Letlha la go simolola le la go wetsa	2018	2022			
Matswela					
Dikarolo tsa konokono tsa tiragatso	Go oketsa boleng jwa matlo a badiri				
Matshwao a konokono a Tiragatso	- Go tokafatsa matlo a badiri le seebo sa botshelo - Thulaganyo e e atlegileng ya tiriso ya boutšhara ya dilwana tsa go aga				
Setlamo se se Ikarabelelang	Moepo wa Kalgold				
Palogotlhe ya Tekanyetsokabo ya dingwaga tse 5 (‘R) le Dikakgelo	Ngwaga 1	Ngwaga 2	Ngwaga	Ngwaga 4	Year 5
	1 000 000	1 000 000	1 100 000	1 200 000	1 200 000
	Go tla tlhabololwa Matlo a le 50 ngwaga le ngwaga				
Go Tlhaola Matlo	Palo ya Matlo (A leruri)	Palo ya Matlo (A nakwana)	Palo ya Matlo (A setlha)	Palogotlhe ya Matlo	
Paka e Khutshwane	50			50	
Paka ya Magareng	100			100	
Paka e Telele	250			250	
Go Wediwa ga Porojeke					
Baungwelwa – tshwaya ka “X”	Mmasepla	Morafe	Badiri	Basadi	
	X	X	X	X	
Leano la go Tswa	Badiri ba tla nna beng ba matlo a bone				

Tlhabololo ya hosetele

Tirelo ga e na hosetele mme badiri botlhe ba newa madi a go nna kwa ntle a R2 100,00. Madi a a duelwang a go nna kwa ntle ke karolo ya dingangisano tsa dituelo mme tlhwalhwa e ka fetoga gangwe le gape.



3.10 Tlamele ya Matlole – Matlo 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	
Matlo le Seemo sa Botshelo	1,000,000.00	1,000,000.00	1,100,000.00	1,200,000.00	1,200,000.00	5,500,000.00
Palogotlhe ya Tlamele ya Matlole	1,000,000.00	1,000,000.00	1,100,000.00	1,200,000.00	1,200,000.00	5,500,000.00

3.11 Kotlo

Le fa Tirelo eno e se na hosetele, bontsi jwa ditirelo tse dingwe di na le dihosetele tse badiri ba nnang mo go tsone. Fa tlase fano go na le tshedimosetso ya kotlo le maano a dihosetele tseno tsa tirelo.

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 ba etang 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 dikaalo tsa Dietary Reference Intake (DRI) jaaka di tlhalositswe ke Setheo sa Kalafi, Boto ya Dijo le Kotlo, USA le dipatlisiso tse di dirilweng ke Mokgatho wa Dipatlisiso wa Lekgotla la Meepo (COMRO, 1991) mo dipatlafalong tsa kotlo tsa badiramoepong ba kafa tlase ga lefatshe ba ba dirang tiro e e lekaneng go ya go e e bokete.

- DRI ke leina le le akaretsang le le rayang 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 setlhopha 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 setlhopha 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 tlhalosiwa e le go ja motswedi o o rileng 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 e e molemolemo ya boditšhabatšhaba.

- **Patlafalo ya Eneji**

Thulaganyo ya dijo e dirwa go dirisiwa tshupiso ya pego ya COMRO ya 91/11 e le motheo wa go tlhoma 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 lereo le le rayang dipalo tsa dikotla tse nnè.

Seno se raya phetogo go tswa go “boemo jwa go tla tlhalelo” jaaka go tlhalosiwa 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 tshola 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 kgonege go tlatlhoba 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 di 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 ditlhophha 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 ditlhophha tsa dijo tse di abiwang ka nako nngwe le nngwe ya dijo di a akanyediwa.

Palo ya dijo

Le fa go ne go jewa fela pele ga tiro kgotsa sefithlo le morago ga tiro kgotsa dijo tsa konokono mo matlwaneng a boapeelo a dihosetele, go ne ga tsennngwa dijo tsa boraro. Dijo tsa mo gare ga nako ya tiro kgotsa 'dijo tsa motshegare' le tsone di teng mo dihoseteleng tse dintsi.

Badiri ba ba nanng koo ba newa dijo gararo. Sefithlo se naya mo e ka nnang 25-30% ya dikotla tse di batlegang letsatsi le letsatsi; dijo tsa konokono mo e ka nnang 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 metlha.
- 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. Tlhophha 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 ditlathobho kotara nngwe le nngwe go tsamaisana le motsamaisi wa tlamelwa ya dijo le moitseanape wa kotlo yo o kwadisitsweng mo molawaneng wa setheo le bophepa, mmogo le tshekatsheko ya menu 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
Carbohydrate (g)	440g (57%)	AMDR
Protein (g)	135g (18%)	AMDR
Fat (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 (sefitholo)	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

Diphithlelo di tla begwa go tlhokomela kgatelopele ya kang eno fa nako e ya. Ditlathlho 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 tlamele 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 menung. Diwego tsa dipuisano tseo di dirisiwa go tokafatsa kotlo ka lobaka lo lo tswelatang. Gape go dirwa dipatlisiso tsa kgotsofalo ya bareki kotara 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 tsotlhe 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
Dikai tsa badiri	Ramotlakase Mookamedi wa Moepo Setlhophsa sa Loco	Setlhophsa se se baakanyang Moetapele wa Setlhophsa Setlhophsa se se Epang Mothusi wa Modiramoepong	Mokgweetsi yo o Pegang Mokgweetsi wa Motšhine wa Dikgole	Moepi Mothusi wa Moepi



Mofuta wa Tiro	Tiro e Motlhoswana	Tiro e e Lekaneng	Tiro e e Boima go se Kae	Tiro e e Boima
		Setlhophha se se phepafatsang		
Sefitlholo				
Dithoro	90g	90g	90g	90g
Sengkgwe	220g	220g	220g	220g
Setshaso	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
Moro / Sopo	10g / 100ml	10g / 100ml	10g / 100ml	10g / 100ml
Bupi	60g	90g	120g	120g
Sengkgwe			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 tsa dijo tse ditala kgotsa tse di sa apewang:

Sefitlholo	
Dithoro tsa Sefitlholo	90g
Senkgwe	210 – 240g (dila e tse 6)
Setshwaso	25g
Poroteine	100g
Paka ya Dinō	300 ml (go akaretsa sukiri le lobebe)
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 aphilweng	
Poroteine	300g (nama ya kgomo 300g, Kgogo 300g, dijo tse di aphilweng 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 (Makgetlho a le manè ka beke)
Papa or Setatšhe	40g
Diloki	5g



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

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

Ditlhopho tse di akantshiwang tsa menu mme di sa lekanyediwa:

Sefitlholo	
Dithoro	Motogo, Lambalazi e tshetlha, Lambalazi e tshweu, Mabele
Poroteine	Mae a a bedisitsweng, Dibiana, Pasta, Nama e e kgabeteletsweng, Boroso, Dikilana, Setshuu sa kgogo, Spaghetti bolognaise, Dintshu & melala, Meatballs, Mogodu wa kgomo, Seteiki le setshuu sa eiye / amasi / yokate
Senō sa poere	Ditatto tse di Farologaneng
Dijo tsa Konokono	
Poroteine	• Kgogo ke poroteine ya konokono e e tsholwang letsatsi le letsatsi • Tlhopho ya nama ya kgomo le setshuu sa kgogo e tsholwa e le tlhopho ya bobedi go tshwanetse ga dirisiwa mekgwa e e sa tshwaneng ya go apaya: setshuu; go gadika ka bonya mo mafureng; go besa; go gadika. • Dijo tse di aphilweng: di ka tsholwa e le tlhopho e nngwe ya boraro mme di akaretsa Tlhapi / 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
Dijo tsa Maitseboa	
Poroteine	Boroso, Nama e e kgabeteletsweng, Sebetse sa kgomo, setshuu sa kgogo, Setshuu sa kgomo, Sopo ya dinawa, Mogodu wa kgomo
Motogo	Bupi
Mashi	Amasi, Yokaete

Tlhokomela:

Dikoketso dipe mo lenaaneng le le fa godimo di tshwanetse go buisanelwa ka tsela e e matshwanedi mme ga di a 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 kontraka le tse di kgonang go tlamela dilwana ka selekanyo se segolo e tswela e le kgwetlho. Seno ke kgwetlho e Harmony e tsweleng e le bana le yone ka leano la kgatelopele 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 tihomamisa gore batlamedi ba hosetele ba tsamaisana le BEE:

Motlamedi	Kuno	% Beng ba bantsho	Leano la go baakanya
Back to basics	Ditswaiso	26	Market to be tested for alternative BEE Suppliers.
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 khibiu	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 batliwa, go na le bothata jwa go fitlhelela mmara wa mashi a 250ml.
Summit Ridge (Henwil Chickens)	Dikgogo tsa MCP	0	Setlamo sa Kgwebo se supile tihabololo 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 abang dilekanyo tse di tlokegang 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 tswelsetse
Autumn Star (Vitalec)	Dijo	8	Morago ga go dirisana le Harmony, ba itlamilile go fetogela go beng ba bantsho ba ba tlokegang mme ba na le dikgwedi tse thataro go tsamaisana le tsone



3.12 Leano la Kgatelopele ya Theko

Matseno

Harmony, go akaretsa Kalgoid, e dumela gore theko e tshameka karolo ya botlhokwa mo go fetoleng selebo sa itsholelo 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 tlhola ditshono tsa kgwebo go tlotlheletsisa tlhabololo e kgolwane ya bosetšhaba ka nako ya lobaka lo lo tlhokegang lwa dingwaga tse tlhano le go feta, go simolola gaufo le tirelo ya rona kafa go ka kgonegang ka gone, go tshegetsa merafe ya rona ya meepo

Boikaelelo jwa leano leno ke go bontsha maitlamo a rona 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 mme fa madi a dumela, mo lobakeng lwa dingwaga tse dingwe tse tlhano. Go tihomama 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 tihomile leano la theko e e ratwang go tihomamisa 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 tihomamisa merafe e e tihomameng ya moepo. Leano leno le ka fithelwa fela ka maiteko a a kopaneng a Tirelo eno mmogo le tse dingwe.

Form T

Bona Mametlelelo 1

Seemo sa ga jaana sa Meepo ya Harmony kgatlhanong le ditebelelo tse di boeleditsweng tsa molaomotho wa moepo

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

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

Tirelo 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 tihamalalo:

- Tirelo e abile dithoto tse di beetsweng bolaodi le go baakanngwa ga boemo le setifikeiti sa batlamedi ba BEE
- Tirelo e amogetse mokgwa o o kgethegileng wa dituelo o o tihomamisang gore di-SMME tse e leng tsa HDSA di duelwa mo malatsing a le supa go tihomamisa go tihomama ga matlotlo a tsone le tiriso ya madi.
- Tirelo 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 nnang le seabe mo dithendareng. Tirelo ga e tshegetse dikonteraka dipe tsa "leruri"
- Go dirilwe tshwetso ya go bapatsa dithendara mo website ya Harmony le mo Polatefomong ya theko ya Harmony, seno se dirwa go letla batlamedi ba ba tsamaisang le BEE go nna le tetla ya ditshono tsa theko tsa Harmony ka mokgwa wa tekatekano ya thendara.
- Go tihomilwe ditebelelo tsa theko e e kwa tlase e e dirisiwang mo batlameding ba ba tsamaisanang le BEE go dumalana le ditebelelo tsa ga jaana tsa molaomotho wa moepo.



- Re buisana le ditlamo tsa HDSA ka leano la Malatsi a Batlamedi go lemoga dikgwetlho le mathata a batlamedi ba babotlana ba lebanang le one fa ba dirisana le Tirelo 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 le tla nna le lekanngwa ka tiragatso ya theko ya BEE, mme le laolwa le go tlhokomelwa go ya bokgakaleng jo bo tshwanang jwa ditshupo tsa matlole, mme ga jaana e begwa mo Botong ya Harmony ka komiti e e ikemiseditseng ya Loago le Boitsholo e e tlhokomelang tiragatso ya theko ya BEE kotara 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?**

Go na le ditebelelo tse di tlhomameng 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 kgatlhanong le ditebelelo tseo e lekanngwa le go begwa kotara nngwe le nngwe.

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

THEKO E E DIRISITSWENG					
<i>Bapala dilwana / dijo / ditirelo tsa selegae mo dikhampaning tsa tlhagiso tse di tsamaisanang le BEE</i>					
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

Tirelo e tsaya masisi maitlamo a yone a Tlhabololo ya Setlamo le Motlamedi. Tlhabololo e tla dirisana thata le 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 maikarabelo a loago a Harmony mo merafeng, Tirelo e itlamile go tlhabololo e e tlhomameng ya itsholelo ya selegae mo merafeng e ba epang mo go yone. Lefapha la Tlhabololo ya Itsholelo ya Selegae



ke thuso e e botlhokwa mo tlabololong 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 tlabololo 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 Tlabololo ya Setlamo le Motlamedi le tthomamisa gore kgang ya phetogo e a tthalogangwa mo merafeng eo yotlhe fa go dirwa ditshwetso.

Ditikwatikwe tsa Tlabololo ya Kgwebo (di-BDC)

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

- Ditikwatikwe di thusa keletso ya Tirelo ya boagisani jo bontle
- Tirelo e batla go lemogiwa jaaka mokgatlo o o ikarabelelang ka loago o o tthokomelang merafe e e dirang mo go one
- Merafe e e gaufi le tirelo e tshwanetse go itemogela Kalgold e le mothusi yo o molemo mo botshelong jwa bone
- Ditikwatikwe di tshwanetse go thusa mo tlabololong ya batlamedi ba ba tthomameng
- Go aga bogolo le bokgoni jwa dikhampani tse di tthagelelang tsa BEE

Go tthomiwa ga tthimologo ya leano la go thusa ka matlole la dikhampani tsa Phakamani Impact Capital le Tsys, tse ka ntlha ya leina di tla bidiwang Harmony / Leano, go tla tthokomela go tthamelwa ka matlole ga dikgwebo tse di tthagelelang tsa selegae go tthokomela kgolo le tthomamo. Boikaelelo jo bogolo ke go naya kgwebo matlole a a tla thusang go tthola ditiro, go fedisa khumanego le matlafatso ya morafe ka kakaretso.

Boikaelelo

Boikaelelo jwa ditikwatikwe tsa tlabololo ya Setlamo ke go dira gore dikhampani tse dinnye tsa selegae tsa bantsho di kgone go fithelela Tirelo. Tikatikwe ya tlabololo ya Setlamo e totile ditlhopho tse tthano tse di tthomologileng:

- Batlamedi ba pele ba neng ba sa solegelwe molemo (HDSA) – ka tthamalalo 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 tthagelelang ba kgonang 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 tsa kgwebo. Badiri ba porofeshenale kwa tikwatikweng ba tla thusa batlamedi le go ba kaela ka go romela thendara le thulaganyo ya kopo ya thekiso.

Tirelo, ka Ditikwatikwe tsa Tlabololo ya Kgwebo, e ikaelela go:

- Tthabolola 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
- Tlholo batlamedi 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 ditiragalo 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 tlhomilwe ofisi ya sathalaete

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 Khampani. 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 kope go naya ditlhwatlhwa
- 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 le SAMTI (SEDA Agricultural Mining Tooling Incubator)
- Mananeo a kgwebo a a tlhokomelwang ke Phakamani le Tsys (thulaganyo ya Harmony/Leano)
- Tlhokomela thuso ya matlole, Phakamani le Tsys (thulaganyo ya Harmony/Leano)
- Tlhokomela dikgwebo tse di kopanetsweng ka tshwaragano le theko, fa ditshono di tlhaga
- Ditirelo tsa nakwana tsa ofisi tse di jaaka inthanete, go gatisa le go fekesa
- Kaelo, e e laolwang ka ditlamelo tse di tlwaelegileng



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 thusa bannaleseabe mo Tlhabololong go tla batliwa ka metlha.

Bannaleseabe bano ba tla akaretsa:

- Ditirelo tsa Harmony SA, go akaretsa Kalgold
- Dimmasepala tsa selegae le merafe ya selegae
- Lefapha la Diminerale (DMR)
- Lefapha la kgwebo e Nnye
- SAMTI (SEDA Agricultural Mining Tooling Incubator)
- Setheo sa Tlhabololo sa Setlamo se Sennye (SEDA)
- Setheo sa Matlole sa Setlamo se Sennye (SEFA)
- Letlole la Matlafatso ya Bosetšhaba (NEF)
- Tlhabololo ya Madirelo a Kgwebo (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
- Lekgotla le Moepo

Tlanelo ya Matlole – Leano / Tsys la Letlole la ESD

TLAMELO YA MATLOLE - ESD						
	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Tlhabololo ya SMME - Leano	26,889.82	26,889.82	26,889.82	26,889.82	26,889.82	134,449.09
Palogotlhe ya Tlanelo ya Matlole	26,889.82	26,889.82	26,889.82	26,889.82	26,889.82	134,449.09



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 tiro*
- *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 bathong, 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 lebele gore ditlhophha di lebana le dikgwetlho tsa go tlhabela le go tswela (ka ntlha ya phetogo e e tsweleng ya kemedi). Harmony e tswela go dira ditlathobho tsa ngwaga le ngwaga mo tirong ya ditlhophha tsa isagwe ngwaga le ngwaga. Ka metlha go tsewa dikgato go lebana le dikgwetlho tseno, ka sekai go tsosolosa ditlhophha le go tokafatsa tiragatso ya tsone. Motsamaisi wa maikarabelo a loago a kgwebo (CSR) le ene o neilwe tiro ya go tlhomamisa tirelo mo isagweng yotlhe.

Maloko a ditlhophha tsa isagwe a tswela a rutwa le go tlathelwa 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 latelang:

- Tiriso ya thulaganyo ya matshwao a tsiboso go sa le gale ka diphetogo tsa botshelo jo bo gone jwa moepo
- Go buisana ka maano a go tla kgotsa go fokotsa go tloswa ga batho mo tirong le go latlhega ga ditiro le go rotloetsa tlhomamo le kgolo mo moepo
- Go sekaseka tiragatso ya kgwedi nngwe le nngwe kgotsa kotara nngwe le nngwe ka go sekaseka dipego tsa tirelo le tsa bolaodi
- Go dira dithulaganyo tsa moepo tsa matshwao a tsiboso ya go sa le gale
- Go sekaseka mathata kgotsa mathata a tirelo ka nako
- Go thusa go tisa diphetogo le kgotsa go thapiwa gape kgotsa maano a mangwe a a tswanang go tla kgotsa go fokotsa go latlhega ga ditiro fa se ntse se rotloetsa kgaisano le pharologano mo kgwebong
- 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 dikatlengiso mo setlhopheng 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 bonalang. Tshedimosetso yotlhe e e tlhokegang e dirwa gore ditlhopha di e bone go tlhomamisa gore di dira ditshwetso tse di siameng. Ga di lebane le dikgang tse di akaretsang tsa dipuisano gonne 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 tlhomamisa gore mekgwa e e tshwanelang ya go tlhagisa go sa le gale e tlhomiwa nako e sa le teng 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 ditlhatlhobo, dithuto kgotsa 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 tlhatlhobo ya tlhoko ya modiri mongwe le mongwe 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 lebiswa 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 bokgoni jo bongwe jwa badiri le kgotsa baemedi ba bone, tumalano ya leano la loago e ne ya 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 letlole leo. 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 letlole 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 Tirelo

Leano la Tiriso:

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

Dikatlenegiso di tla akaretisa 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 ntsha mo moepo 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/kgotsa/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 ditirisanong tsa badiri mo Afrika Borwa mme e tlhalositswe sentle mo karolo 189 le 189A ya Molawana ya Ditirisano tsa Badiri (LRA). Molawana o naya 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 badiring 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 dumalanwa ka tiriso e e tlhalositsweng ya ditsela tseno ntle le go tloswa ga batho mo tirong jaaka go tlhokega le fa go tlhokwa go ya ka dipeelo tsa LRA, melawana 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 jaaka go bontshitswe fa godimo.

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 tlhabololo. Fa go sa kgonege go fitlhelela ditlhoko tsa moepo, go thapiwa mono mo go tlhaolang 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 boaboeleliwang.

Go bereka mo dikhampaning tse dingwe kwantle ga Harmony

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

Go fetolwa ga ditsela tsa go bereka

Ditsela tseno di 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 fa 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. Tsiboso ka thulaganyo eno e tla romelwa kwa Lefapheng la Diminerale.

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 e 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 tlatša diphatlhatiro tse di gone ka badiri ba ba leng gone 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
- Dintlha tsa ditumalano le go sa dumalane le dingangisano le mekgatlho e e itsegeng le e e amegang

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

Lefapha la Badiri

Go lebeletswe gore Tirelo e dirise ditlhopho 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 ba ba amegang diphuthelwana tsa tshedimosetso le go ba tlhaba matlhale ka Matlole a Inshoreense ya Batho ba ba sa Berekeng, 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 setlhopho, thapiso ya badiri ba ba amegang le ditirelo tsa go batla tiro. Fa go tlhokega, badiri ba ba oketsegileng ba tla newa tiro go thusa lefapha le meepo go tlhomamisa gore ditirelo tseno di a abiwa. Fa go tlhokegang gone, ditirelo tse di fa godimo tse di newang badiri ba ba amegang e tla nna ditshenyegelo tsa moepo.

Gape Lefapha la Badiri le tshwanetse go itsitse Setheo sa Bosetšhaba sa Tlhagiso le puso ya porofense le ya selegae ka go tloswa gope ga batho mo tirong mo go lebeletsweng.

Ditumalano tse di akaretsang

Tirelo ke karolo ya ditumalano tse di akaretsang tsa Harmony le mekgatlho yotlhe e e itsegeng a badiri e e 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 lebane 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 setlhopho 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. Fa 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 setlhopho sa go tloswa ga batho mo tirong sa Lefapha la Badiri, meepo e e fokotsang badiri e tla thusa badiri ka ikwadiso le go tsaya madi a UIF.



4.4 Mekgwa ya go rarabolola ditlamorago tsa loago le itsholelo mo bathong, mo mafelong le itsholelo fa go tlhomamisegile gore badiri ba tla fokodiwa kgotsa gore moepo o tlile go tswalwa

Fa go ka direga gore mekgwa e e kwadilweng fa godimo e se lekane go tla 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 tla go tlosa batho mo tirong e akaretsa e e latelang:

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

Thapiso ya bokgoni jo bo botlhokwa

Thapiso ya bokgoni jo bo botlhokwa 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 ka nako 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 tsa 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.

Lenaane le le fa tlase le bontsha leano la Thapiso ya Bokgoni jo bo Botlhokwa

THAPISO YA BOKGONI JO BO TLHOKEGANG						
Mokgwa / Tsenelelo	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Palogotlhe e e Rulagantsweng	48	48	48	48	48	240

Thapiso ya bokgoni jo bo tlhokegang ya Badiri ba Leruri ba Konteraka

Leano la Tirelo ke go dira gore go nne le didiriswa tsa thapiso eno ya badiri ba konteraka. Rakonteraka o tla kgona go tlhatlhoba ditheo le go dirisa batlamedi ba ditirelo ba Tirelo go thapisa badiri mo bokgoning jo bo tlhokegang. Ditshenyegelo tse di nnang gone ka ntlha ya thapiso eno e tla nna tsa rakonteraka ka boene.

Leano la Bokgoni jo bo Tlhokegang

Thapiso ya badiri ba Tirelo e tla nna thulaganyo e e tswelelang, e e siameng le e e akaretsang dilo tsotlhe. Thulaganyo eno e tla akaretsa kgatelopele ya thuto, go bapala bokgoni jwa botshelo le jwa setegeniki mo mokgathlong 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.



Go nwa bokgoni jo bo latelang mo thpisong ya bokgoni jo bo tlhokegang. Manaane a sekasekwa ka metlha mme a fetolwe go ikaegile ka dikopo tsa modiri. Lenaane le akaretsa tse di latelang, mme e seng tsone fela:

- Go Baakanya Dikoloi, go Lomaganya Ditshipi, Motlakase
- Go Itse go Dirisa Khomputara
- Tlhagiso ya Nama ya Kgogo
- Diphaepe tsa Metsi
- Temo
- Go dira Fanitšhara
- Go dira Diaparo

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 mo 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:

Setlhophsa 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 ditlathatlobo tsa bokgoni tse ka tsone badiri ba ka dirang ditlhopho kgotsa bokgoni jo ba bo ratang
- Dirisa ditirelo tsa tlathatlobo 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 tswelela, di siame le gore di akaretsa sengwe le sengwe
- Direla badiri botlhe thapiso ya bogkini jo bo botlhokwa
- Tlhokomelo ya thapiso
- Tlhomamisa 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 tlholwa 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 TLOSSA 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)	48	48	48	48	48	240
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	192,000.00	192,000.00	192,000.00	192,000.00	192,000.00	960,000.00



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): dithulaganyo tsa 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 itluma 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 dithulaganyo tse di tlhalosiwang mo SLP eno ka lobaka lo lo tsweleng bo ikaegile ka bokgoni jwa meepo ya yone 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 ba tshireletsego ya tiro ya bone e okediwang ke bokgoni jwa rona jwa go oketsa lobaka lwa meepo ya rona ka phokoletso ya tekanyetso ya dituelo. 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 mmotata 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 phatlalatso ya madirelo e tlhatlhabiwe ngwaga le ngwaga le go dumelelwa ke Boto mo dipatlafalong tsa tiro.

E re ka re sa kgone go laola tlhwatlhwa ya boditšhabatšhaba ya gouta kgotsa thefosanyo ya ranta/dolara, tsela e le nngwe fela e re ka kgonang go tlamela madirelo a rona a tshipi 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.

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 tlhomameng, 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 tlhalositsweng mo SLP eno di ka nna tsa tlhoka go sekasekwa gape.

Maikarabelo a Tirelo golo gongwe mo leanong leno a tlhoka go balwa le go tlhaloganngwa ka tsela eno kgatlanong 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
Kalgold	3,019,536.56	1,019,171.68	5,447,854.02

5.2 TLAMELO YA MATLOLE – Palogotlhe ya dilwana tsotlhe

TLAMELO YA MATLOLE - TOTAL ALL ELEMENTS OF SLP						
Selwana	Leano					Palogotlhe
	Ngwaga 1	Ngwaga 2	Ngwaga 3	Ngwaga 4	Ngwaga 5	
Tlhabololo ya Lephata la Badiri	1,275,373.66	1,194,006.57	1,274,224.90	1,517,093.48	1,406,338.28	6,667,036.89
Tlhabololo ya Morafe wa Moepo	3,000,000.00	2,721,448.25	1,159,448.25	1,159,448.25	1,159,448.25	9,199,793.00
Matlo le Seemo sa Botshelo	1,000,000.00	1,000,000.00	1,100,000.00	1,200,000.00	1,200,000.00	5,500,000.00
Tlhabololo ya Setlamo le Motlamedi	26,889.82	26,889.82	26,889.82	26,889.82	26,889.82	134,449.09
Go Fokotsa Badiri le go Tlosa Batho mo Tirong	192,000.00	192,000.00	192,000.00	192,000.00	192,000.00	960,000.00
Palogotlhe ya Tlamele ya Matlole	5,494,263.48	5,134,344.64	3,752,562.97	4,095,431.55	3,984,676.35	22,461,278.98



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

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

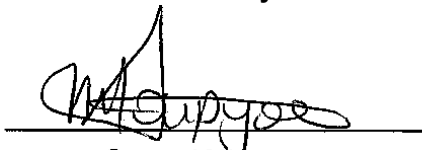
Molawana 46(f): Maikarabelo a motho yo a nang le tetla ya moepo ya go tlhomamisa go tsamaisana le Leano la Loago le Tiro le go le itsise badiri

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, jlj. ka nako ya fa dilo tseno 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, MJA Mosupye 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 tlhalositsweng mo Leanong la Loago le Tiro.

E saenilwe kwa Kalgold Mine ka letsatsi leno la bo29 la Diphalane 2018

Mosaeno wa motho yo a ikarabelelang:


Motsamaisi Kakaretso