



## mineral resources

Department:  
Mineral Resources  
**REPUBLIC OF SOUTH AFRICA**

# Tokomane ya maano a kwano magareng ga Moepo le setshaba ya ngwaga wa 2020-2024

Kwano ye e gapeletšwa ke karolo ya bo masome nne tshela (46) ya molawo woo o laolago tlhabollo ya diepwiša wa bo masome pedi seswai, wa ngwaga wa ketepedi – pedi.

<b>Leina la mokgopedi:</b>	SEFATENG CHROME (PTY) LTD
----------------------------	---------------------------

<b>REFERENCE NUMBER:</b>	LP 30/5/1/2/5/ 10062 MR
--------------------------	-------------------------

<b>SUBMISSION DATE:</b>	1 March 2023
-------------------------	--------------

*sengwalwa sa sephiri*

Pego ye, e hlamilwe go somišwa feela ke moepo wa Sefateng wa koromo.

Ka gona go e ra gore, ga ya dumelelwa go šomišwa ke mang kappa mang ntle ga yona khamphani ye ya moepo feela yeo e dumeletswego go ya ka semolao ya Sefateng Chrome Mine.

Golebjalo, mošomo ka moka woo o lego tokomang ye ya sephiri, o ka se fetišwe goba wa šomišwa ka ntle ga tumelelo le molao go akaretša le go rekhota goba go o gatiša ntle ga tumelelo ya khamphani ye ya Sefateng.

**Sefateng Chrome Mine Proprietary Limited**

**Registration no:** 2006/035799/07

2 Bruton Road, Bryanston, 2021 | P O Box 98549, Sloane Park, 2152

**Tel:** +27 10 300 0859

**Directors:** P Ragimana (Chairman), GJ Blaauw (CEO), R Monakedi, L Manjezi,

M Maphutha, RL Moloto, SW Mampa, TM Phasha and J Porter

**Company Secretary:** C Jacob

# TŠHUPOBOTENG

<b>1. DITENG.....</b>	<b>6</b>
<b>2. DITSEBISHO LE DIKETAPELE.....</b>	<b>7</b>
2.1. Maikemišetšo a maano a leago le a mošomo a Sefateng Chrome Mine.....	7
2.2. Dinthla ka botlalo tša tshepidišo ya moepo.....	8
2.3. Lefolo la tshepidišo ya moepo.....	9
2.4. Go romela mošomo.....	11
2.5. Sebopego sa beng ba moepo.....	13
2.6. Tšhepidišo ya moepo le palomoka yeo e letetšwego.....	14
2.7. Bogolo bja bašomi le karoganyo ya palo ya batho.....	15
2.7.1. Bašomi ba sa ruri (konteraka ya motheo ya tshepidišo).....	15
2.7.2. Boemo bya thuto ya bašomi.....	16
<b>3. LENANEO LA THLABOLLO YA METHOPO YA BAŠOMI.....</b>	<b>17</b>
3.1. Matseno le kobamelo ya molao wa thlabollo ya bokgoni.....	17
3.2. Lenaneo la thlabollo ya bokgoni.....	18
3.2.1. Thuto ya batho ba bagolo (AET) le lenaneo la thekgo ya dikolo.....	18
3.2.2. Thupelo ya kgwebo ya motheo.....	20
3.2.3. Lenaneo la di learnership le di artisan.....	21
3.3. Dikgoba tša mošomo tšeo di sa tswalelego.....	22
3.3.1. Maano a thlabollo ya bokgoni bja bašumi.....	22
3.4. Lenaneo la tšwelopele ya mošomo.....	24
3.5. Lenaneo leo le feletšego la thlabollo ya bokgoni.....	25
3.6. Lenaneo la thlahlo.....	26
3.7. Bursary le lenaneo la go ithutela mošomo.....	26
3.7.1. Thusho ya mashelng a go tsena sekolo.....	26
3.7.2. Go ithutela mošomo.....	27
3.8. Thlabollo ya methopo ya bašomi kabo ya ditshetele.....	28
3.9. Lenaneo la porojeke ya thlabollo ya methopo ya bašomi.....	28
<b>4. LENANEO LA TEKATEKANO YA MEŠOMO.....</b>	<b>30</b>
4.1. Foromo S : maemo a tekatekanyo ya mošomo.....	30
4.2. Diphetho go ya ka kgaolo ya meepo ya 2018.....	31
<b>5. THLABOLLO YA SETŠHABA SA MOEPO.....</b>	<b>32</b>
5.1. Go tsenela ga bo mong moepo.....	32
5.1.1. Therišano.....	32
5.1.2. Ditokomane tša peakanto ka kelohloko.....	32
5.1.3. Ditumello tša masepala.....	33
5.2. Tshedimošo ya setlogo sa leano le sa ekonomi.....	33
5.3. Porofile ya moruo.....	39
5.4. Dikhamphani tša moepo tšeo di šomago tikologong ya Sefateng.....	41
5.5. Khuētšo ye mpe ya tshe pidišo ya moepo.....	42
5.6. Dinyakwa tša IPD ka tatekato.....	43
5.7. Ditekanyetšo tša projeke.....	44
5.8. Merero ya projeke.....	46
5.8.1. Porojeke ya kabelo ya meetsi Ga-Mampa.....	46
5.8.2. Tsela ya sekontiri ya go tsena Ga-Mampa/ Ga-Phasha.....	48
5.8.3. Phaphoši ya khomphura ya Mashianyane.....	50
5.8.4. Hall ya setšhaba ya Ga-Mampa.....	52

<b>6. KGWEBO YA THEKO LE THLABOLLO YA MOABI.....</b>	<b>54</b>
<b>7. MAGATO A GO RAROLLA MAEMO A DINTLO LE A BOPHELO.....</b>	<b>57</b>
7.1. Maemo a motheo a dintlo.....	57
7.2. Lenaneo la mmasepala la go rarolla dintlo.....	58
7.3. Leano la matlo le maemo a bophelo.....	58
7.4. Lenaneo la bophelo bjo bo botse le phepo.....	59
<b>8. DITSHEPETŠO TŠE DI AMANAGO LE TAOLO YA GO FOKOTŠA MOŠOMO.....</b>	<b>60</b>
8.1. Go hlongwa ga foramo yaka moso.....	60
8.2. Mekgwa ya go boloka mešomo.....	61
8.3. Go fokotšwa ga balaodi.....	62
8.3.1. Go kgatha tema ga CCMA.....	63
8.3.2. Ditumellano tša kopanelo.....	64
8.3.3. Khuetšo ya leago le ya ekonomi.....	64
<b>9. KABO YA DITŠHELETE.....</b>	<b>65</b>
<b>10. GO ITLAMA.....</b>	<b>67</b>

- Seswantšo 1 : selegae sa Sefateng Chrome mine la Limpopo  
 Seswantšo 2 : selegae sa Sefateng Chrome mine ge se bapetšwa le diitšhaba tša selegae  
 Seswantšo 3 :tikologo ya Sefateng Chrome Mine  
 Seswantšo 4 : go romela bašomi ba lefelo leo  
 Seswantšo 5 : sebopego sa beng ba moepo  
 Seswantšo 6 : diprofile tša bong  
 Seswantšo 7 : maemo a thuto  
 Seswantšo 8 : dikolo tša lefelo la goes romela bašomi  
 Seswantšo 9 : mehuta ya madulo  
 Seswantšo 10 : phihlelelo ya meetsi  
 Seswantšo 11 : dipalopalo tša mešomo  
 Seswantšo 12 : maemo a meputso  
 Seswantšo 13 : selegae sa meepo ge se bapetšwa le Sefateng Chrome Mine

- Tafola 1 : moswari wa ditokelo tša meepo dinthla ka botlalo le dinthla tša kgokagano  
 Tafola 2 : mafelo a go romela bašomi  
 Tafola 3 : karoganyo ya bašomi goy aka palo ya batho le bong  
 Tafola 4 : Foromo Q :boemo bja godimodimo bja thuto  
 Tafola 5 : kobamelo ya molao wa thlabollo ya mabokgoni  
 Tafola 6 : AET le maemo a go dira moedi wa sekolo  
 Tafola 7 : Thupelo ya mabokgoni a motheo a kgwebo  
 Tafola 8 : Boithuto  
 Tafola 9 : Foromo R: go thata go tlatša dikgoba tša mošomo  
 Tafola 10 : leano le le feletšego la thlabollo ya mabokgoni  
 Tafola 11 : diphetho tša thlahlo  
 Tafola 12 : Sephetho sa internship  
 Tafola 13 : mešomo tekatekano le dipalopalo tša batho  
 Tafola 14 : diphetho tša HDT go sepelelana le kgsolo III ya moepo  
 Tafola 15 : baagi le malapa a bona  
 Tafola 16 : dinyakwa tša setšhaba

Tafola 17	: dinyakwa tša setšhaba
Tafola 18	: Porojeke ya SLP LED
Tafola 19	: diphetho tša theko
Tafola 20	: diporofaele tša dintlo
Tafola 21	: Kabo ya ditšhelete

## 1. DITENG

Khamphani ye ya moepo wa koromo, ya Sefateng e bapile le lepanta la bodikela, legaeng la Bushveld mono profenseng ya Limpopo. Meetse e meraro ebago Ga Phasha, Ga Mampa, le Jibeng e na le setseka moepong wo efela, setseka seo ga se na boleng. Dikhamphani tše dingwe tseo di nago le ditseka dieetša khamphani ye nngwe ya moepo ya Corridor Mining Resources (Pty) Ltd ( yeo e laolwago ke leka la mmušo la tlhabollo Ya Ekonomi gotee le Bolepu Holdings (Pty) Ltd tseo bobedi bo tsentšego letsogo ka thekgo ya masheleng gore projeke ye e atlege.

Kgoro ya diminerale le dibešeletši e file Khamphani ye ya moepo, ya Sefateng, tumelelo ya go epa koromo dikarolong tse dingwe tsa dipolasa tsa Zwartkoppies 413 KS le ya Waterkop 113 KT, ka la lesome nne kgweding ya Desemere ngwageng wa ketepedi lesomehlano, gore e thome ka mošomo wona ngwageng woo gomme, tokomane ya maano a kwano magareng ga moepo le setšhaba ya mathomo ya mengwaga ye mehlano, e thomile kgweding ya June ngwageng wa ketepedi lesometshela.

E rile ka ngwaga wa ketepedi lesomehlano, khamphani ya Sefateng Underground Mining Development Company (SUMDEV) ka boripana, ya tsenela ditherišano tsa go epa koromo ye, le khamphani ya Sefateng Chrome Mine

SUMDEV e šišintše gape maano a bobolokelo bja tšhelete kabo yona. Golebjalo sephetho se ile sa tšewa khamphani ya Sefateng sa gore, morago ga go rungwa ka maano a bobolokelo bja tšhelete, khamphani ye e tla tšwela pele ya aga moepo wo.

Ka go realo, SUMDEV e hlamilwe nepo kgolo ele go aga moepo wo le go o hlokomela ka mašelang.

## 2. DITSEBISHO LE DIKETAPELE

### 2.1. Maikemišetšo a maano a leago le a mošomo a Sefateng Chrome Mine

Go ya ka molao wabo masomepedi seswai, wa ngwaga wa ketepedi pedi, morero mogolo wa Tokomane ya maano a kwano magareng ga moepo le setšhaba ya khamphani ye ya Sefateng, ke go imolla le go hlabolla lephelo la setšhaba, go ya ka melawana le tshepedišo ka go akaretša mabaka a ekonomi, leago goree le tikologo kutšwanyana ka go loga maano a go thoma tša meepo.

Gomme se se ka fihlelelwa ka go latela tše di latelago:

- Go tsenya letsogo tlhabolong ya industeri ya meepo
- Tlhabollo ya kgolo ya ekonomi, diminerale gotee le dibešeletši ka mono Afrika borwa.
- Kgonthišišo ya gore, bao baswereco maswanedi le mangwalo a moepo, ba hlabolla maphelo a badudi le tikologo, fao ba epago ntshe
- Gape le go hlabolla bokgoni bja bašomi matlafatšong ya **HDSA** gore batle ba kgone go hlankela setšhaba.

Kwano le tshepedišo ya moepo wo wa Sefateng, ke gore o thwale bahlankedi bao batlogo rutwa mošomo, le bao batlogo šoma ka tshepedišo, elego bašomi ba senyane fela.

Gomme ge e le tshepedišo ya go epa ya tšatsi ka tšatši e tla sepedišwa ke khamphani ya MTC yeo elego yona e tla thwalago bašomi go ya ka karolwana ya bo lekgolo –le metso e medi ya molawana wa tlhabollo wa diminerale le dibešeletši

## 2.2. Dintlha ka botlalo tša tshepidišo ya moepo

Khampani ye ya Sefateng e na le mengwaga ye masometharo go tše tša meepo, gomme se efa sebaka sa maleba gore moepo wo o fihlelele maano a kwano magareng ga moepo le setšhaba, elego sebaka sa diphihlelelo tša pele le tša bobedi.

**Tafola 1 : moswari wa ditokelo tša meepo dintlha ka botlalo le dintlha tša kgokagano**

<b>Name of Company / Applicant</b>	Sefateng Chrome Mine (Pty) Ltd
<b>Name of the Mine / Production Operation</b>	Sefateng Chrome Mine
<b>Responsible Person</b>	Alexandra King
<b>Physical Address</b>	Farm Zwartkoppies (413 KS) & Waterkop 113KT
<b>Postal Address</b>	P.O Box 98549, Sloane Park 2152
<b>Cell Number</b>	+27 (0) 60 906 1274
<b>Telephone Number</b>	012 346 6403
<b>Fax Number</b>	011 591 0622
<b>Email:</b>	alexandra@sefateng.co.za
<b>Commodity or mineral</b>	Chrome Ore
<b>Life of Mine</b>	30 years
<b>Financial Year</b>	1 April - 31 March
<b>Reporting Date</b>	Annually

### 2.3. Lefolo la tshepidišo ya moepo

Go le bjalo, khamphani ye ya moepo ya koromo, e bapile le dipolasa tša Zwartkoppies 413 KS le Waterkop 113 KT, elego monabo wa go kaba dikilomitara tše masomeseswai hlano borwa bodikela bja toropo ya Polokwane, go bapa le tsela ya lephefo ya R37. Projeke ye e mmasepaleng wa selegae wa Fetakgomo-Tubatse, mmasepaleng wa selete wa Sekhukhune.

Lebelela Mmepe wo o latelago ka tlase:



Seswantšo 1 : selegae sa Sefateng Chrome mine la Limpopo



Seswantšo 2 : selegae sa Sefateng Chrome mine ge se bapetšwa le diišhaba tša selegae



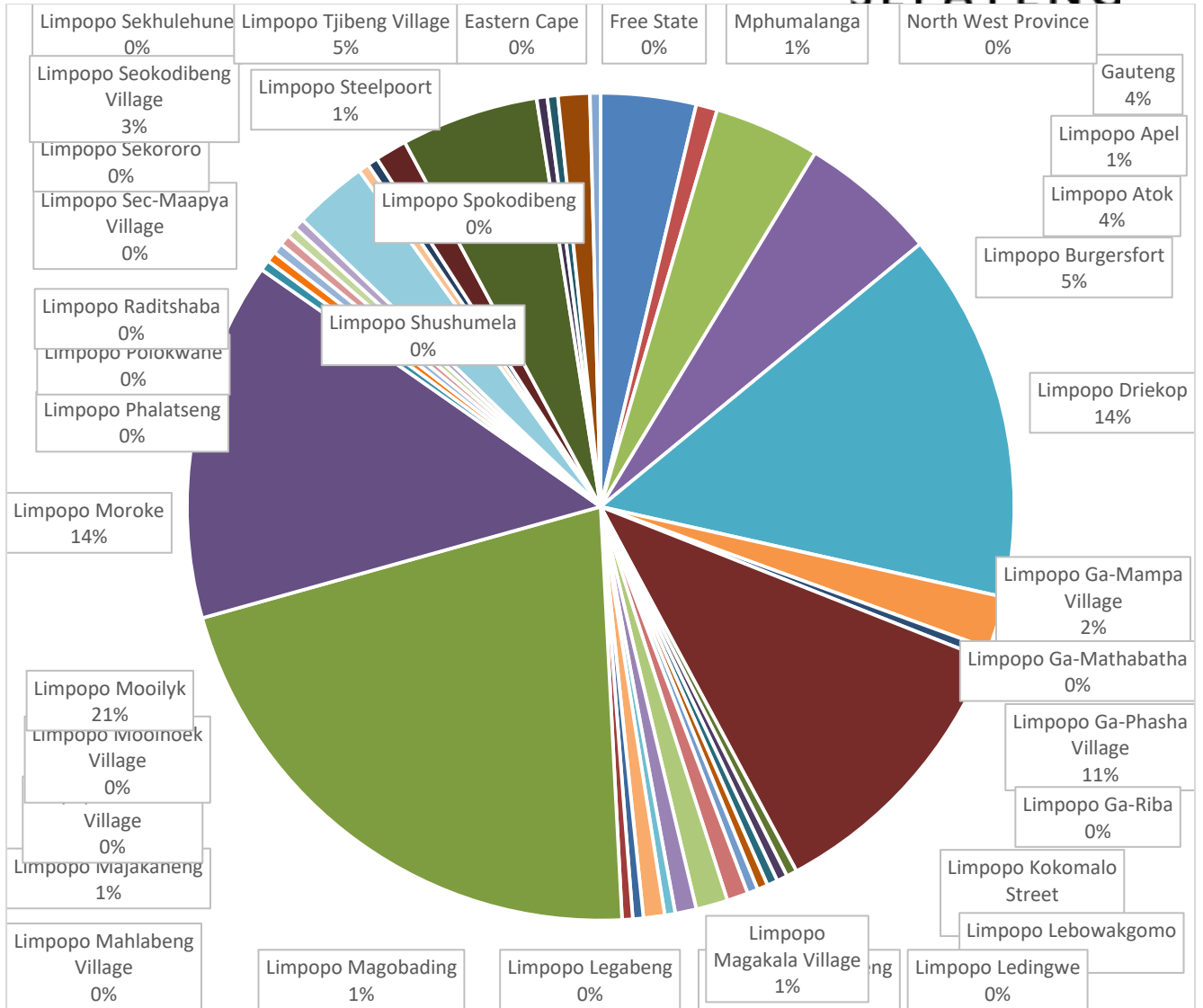
Seswantšo 3 :tikologo ya Sefatenf Chrome Mine

## 2.4. Go romela mošomo

Mošomo moepong wo, wo onago le bašomi ba senyane fela, o sepetšwa ke borakotraka ba meepo. Dipego ka moka le tšeo di swanetšwego go fihlelelwa, ke tša borakotraka le moepo wo wa Sefateng mola basomi ka moka ba etswa meetseng yeo e amegago elego Ga Phasha, Mampa, Phashamokgalanoka, Seokodibeng gotee le Jibeng. Efela ba bangwe ba bašomi, batšwa gona mmasepaleng wo, le provenseng ye ya Limpopo ka ge ba ena le bokgoni bjo bo itšego bja go šoma ka tše tša meepo.

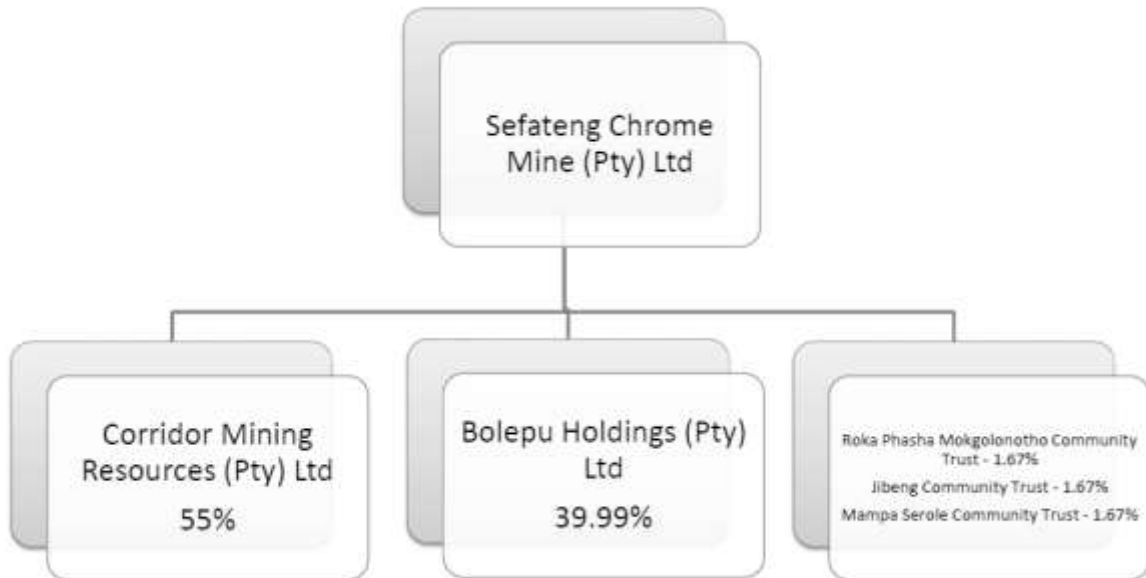
Tafola 2 : mafelo a go romela bašomi

<i>Region</i>	<i>Headcount</i>
<b>Gauteng</b>	<b>9</b>
<b>Limpopo</b>	<b>210</b>
<b>Eastern Cape</b>	<b>1</b>
<b>Free State</b>	<b>1</b>
<b>Mpumalanga</b>	<b>3</b>
<b>Northwest Province</b>	<b>1</b>
<b>Grand Total</b>	<b>225</b>



Seswantšho 4 : go romela bašomi ba lefelo leo

## 2.5. Sebopego sa beng ba moepo



Seswantšho 5 : sebopego sa beng ba moepo

Bjale ka ge seswantšho sa ka godimo se bontšha, diperesente tse masome nne hlano fegelwana tee 45.01% tša setseka sa Khamphani ye ya moepo wa Sefateng, e swerwe ke ba setlamo sa matlafatšo ya batho baso mererong ya ekonomi goba yona BEE.

Le ge gole bjalo setseka se, ga se imile goba gona go šitiša khamphani e le ga tee.

Ditlamo tše tša batho baso, di akaretša khamphani ya Bolepu Holdings (Pty) Ltd, Sekhwama tša setšhaba sa Mampa Serole, sa (Mampa Serole Community Trust) sa setšhaba sa Jibeng (Community Trust, ) gotee le sa setšhaba sa Roka Phasha Makgalanoko ( Community Trust)

Ka moka Ditlamo tše, di na le setseka sa peresente fegelwana masome tshela šupa Moepong wo wa Sefateng Chrome Mine (Pty) Ltd.

Go tlaleletša, diperesente tse masome hlano - hlano moeepong wo, e laolwa ke khamphani ya

### **Corridor Mining Resources.**

Golebjalo, khamphani ye ya Corridor Mining Resources, e laolwa ke mmušo, kgorong ya tlhabollo ya ekonomi mono Limpopo – goba yona LIMDEV. Bjalo lekala la LEDA, ebago (Limpopo Economic Development Agency) ke karolo ya kgoro ya

tlhabollo ya Ekonomi mono Limpopo gotee le kgoro ya tlhabollo ya ekonomi boeti le tikologo.

Bjalo nepokgolo ya boraro bja tšona bo hlalošwa gabotse ka mo fase:

Dikhwama tša ditšhaba tše Mampa Serole, Jibeng le Roka Phasha Makgalanoko, di hlomilwe ke

Khamphani ye ya moepo ya Sefateng Chrome Mine (Pty) Ltd ka ngwaga wa ketepedi lesome tee, bjale ka dikhama tša go ikema tša semolao, ka ditseka tša diperesente tše hlano moepong wo, mongwe ka mongwe.

Boraro bja dikhwama tše tša ditšhaba tše, di kgonthiša gore lenaneo la matlafatšo ya batho baso mererong ya ekonomi le tšwela pele fao ditšhaba elego beng –ditseka moepong wo gomme di a holega. Efela Ditšhaba tše, ga di lefišwe gore ebeng beng ditseka.

Nepo –kgolo ya dikhwama tše ke go tla go šomiša letseno la mašheleng, go tla go sepediša diprojeke tše di latelago:

- Matlafatšo le tlhabollo ya lephelo ya ditšhaba tše di angwago ke moepo wo, le gore ditšhaba tše di thwalelwe mešomo
- Gape le go matlafatša tsona ditšhaba tše di dukulugago ke moepo wo

## **2.6. Tšhepidišo ya moepo le palomoka yeo e letetšwego**

Go letetšwe gore moepo wo o golele go ya pele ka mošomo wa wona mo dikgweding tse masopedi nne. Se, setla baka gape dikgoba tše dingwe tša mešomo. Go tla dirwa gape ditekolo malebana le tšwelopele ya mošomo wa moepo wo gape le go lekola dinyakwa tsa bašomi.

Ditherišano magareng ga moepo le kgoro ya dimenerale le dibešeletši ( DMRE) e ka katološa gape mošomo wa moepo wo gape le mananeo a tlhahlo ya ditsibi tša moepo ge go rungwa ka mengwaga ye mebedi ya kwano ye. Efela se ga se sa hlwa se fihlelwa mafelelong, ka gona go era gore kwano ye ya bobedi, e tla lebelela fela bašomi bao ba lego gona gabjale.

## 2.7. Bogolo bja bašomi le karoganyo ya palo ya batho

### 2.7.1. Bašomi ba sa ruri (konteraka ya motheo ya tshepidišo)

Tafola 3 : karoganyo ya bašomi goy aka palo ya batho le bong

Category	Male				Female				Total
	A	C	I	W	A	C	I	W	
Bahlankedi bagolo	8	1		3	1				13
Bahlankedi bagolwane	1			2	1				4
Ditsibi tša ProProfessine gotee le bahlankedi bagolo ba mo magareng	5			1	1				7
Bahlankedi ba tsebo ba setegeniki le bao ba tšwago thlahlong ya sekolo, bahlanedi bagolo ba bannyane, bahlapetsi, Foromane, gotee le di-supridentende	18			3	4				25
Bahlankedi bao ba senago tsebo ya tsenelelo gotee le go tšea diphetho	157				12				169
Bašomi bao e sego ba go ya go ile	6				1				7
<b>Palo - moka ya bahlankedi ge ba feleletše</b>	<b>195</b>	<b>1</b>		<b>9</b>	<b>19</b>				<b>225</b>

### 2.7.2. Boemo bja thuto ya bašomi

Tafola 4 : Foromo Q :boemo bja godimodimo bja thuto

Education Levels	Male					Female					Total
	A	C	I	W	Total	A	C	I	W	Total	
No schooling											
Grade 0/Preschool											
Grade 1											
Grade 2											
Grade 3/AET 1											
Grade 4											
Grade 5/AET 2											
Grade 6											
Grade 7/AET 3											
Grade 8/Std 6	8				8						8
Grade 9/AET 4	52				52	1					53
Grade 10/N1	40				40	9				9	49
Grade 11/N2	55				55						55
Grade 12/N3	16			1	16	3				3	20
Certificates / Diplomas	20			1	21	5				5	26
First degrees/Higher Diplomas	3			3	6	3				3	9
Honours/Masters	1			1	2	3				2	5
Doctorates											
<b>Total</b>	<b>148</b>			<b>6</b>	<b>155</b>	<b>24</b>				<b>22</b>	<b>225</b>

### 3. LENANEO LA THLABOLLO YA METHOPO YA BAŠOMI

#### 3.1. Matseno le kobamelo ya molao wa thlabollo ya bokgoni

Khamphani ye ya Sefateng e ya lemoga gore, maano tokišo a yona, a itshamile ka tsebo ya bahlankedi ba yona gotee le borakotraka. Ka go realo, Sefateng e ikemišeditše kudu ka maatla tlhahlong le tlhabollong ya bahlankedi ba yona le bao ba šomago ka dikotraka gore ba kgone go dira mošomo wa bona ba bolokegile le gona ka makgethe. Tlhahlo le tlhabollo, e kgonthiša gape e kgonthišha gape gore bašhomi ba humane tlhahlo ya maleba le tsebo go fihlelela dinyakwa tša go šhomela moepo wo wa Sefateng.

Lenaneo le la tlhabollo la tlhokomelo ya bašomi le thadilwe go ya ka molao wa tlhabollo ya bošetšhaba wa bo masomesenyane šhupa wa ngwaga wa lesomesenyane masome senyane seswai ge o balwa le dinyakwa ka moka ka kakaretšo tša moepo.

Tafola 5 : kobamelo ya molao wa tlhabollo ya mabokgoni

<b>Name of SETA:</b>	Mining Qualifications Authority (MQA)
<b>Registration number with the relevant SETA:</b>	L230810639
<b>Naa ekaba khamphani ya gago e thwešhe moaba ditirelo ?</b>	YES
<b>Naa o rometše lenaneo la maanoa tlhabollo ya bokgoni bja bašomi kae?</b>	MQA

### **3.2. Lenaneo la thalobollo ya bokgoni**

#### **3.2.1. Thuto ya batho ba bagolo (AET) le lenaneo la thekgo ya dikolo**

Moepo wo wa Sefateng Chrome Mine (Pty) Ltd, gabjale ga o na le bašhomedu ba maleba. Tokomane ya maano, yeo e rometšwego e lebeletše kutšwanyana maloko a setšhaba sa Mmasepala wa Fetakgomo Tubatse.

Go tla tšewa kgato tše di latelago, ka morago ga go re go thwalwe bašhomi.

- Tekolo ya bašhomi bao ba thomago mošhomo le thuto yeo banago nayo
- Go tla thalwa gape lenaneo la thutela – bogolo go bašhomi bao basa swanelwago ke thuto ya mohuta wo.

Go lebeletšwe gore go tla fihlelelwa lenaneo le la thutela –bogolo ( AET)

Tafola 6 : AET le maemo a go dira moedi wa sekolo

Programmes		Costing	2020		2021		2022		2023		2024		Total	
			Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment
1	Level 1	R 10 125,00		R0,00		R0,00		R0,00		R0,00		R0,00	0	R0,00
2	Level 2	R 10 125,00		R0,00		R0,00		R0,00	2	R20 250,00	2	R20 250,00	4	R40 500,00
3	Level 3	R 10 125,00		R0,00		R0,00		R0,00	2	R20 250,00	2	R20 250,00	4	R40 500,00
4	Level 4	R 10 125,00		R0,00		R0,00		R0,00	2	R20 250,00	2	R20 250,00	4	R40 500,00
5	Bridging Program	R 10 125,00		R0,00		R0,00		R0,00	5	R50 625,00	5	R50 625,00	10	R101 250,00
TOTAL SLP PROVISION			0	R0,00	0	R0,00	0	R0,00	11	R111 375,00	11	R111 375,00	22	R222 750,00

Go tla šomiswa gape mkgwa wo o latelago :

- Mananeo a thutela – bogolo ye (AET )a tla fiwa bašomedi le ditšhaba tša kgauswi
- Go tla hlongwa gape tlhahlo ya kgauswi le moepo gore e fihlelelwe ka bjako
- Baaba ditirelo ba go ba le maswanedi le bona ba thweetšwe go phethagatša lenaneo le
- Bašhomi bao ba dumago go kgatha tema lenaneo le la go tšea kgopu ya tlhahlo, ba tla ba le sebaka sa go hlabolla dipoelo tša bona tša lengwalo la mphato wa marematlou goba ba fiwe sebaka sa le le feleletša

### 3.2.2. Thupelo ya kgwebo ya motheo

Go tla šomiswa gape mokgwa wo o latelago :

Mananeo –tlhahlo a a lebeletše kutšwanyana ba goba le tsebo le gore e thwalešwe go thekga bao ba namelelago mošomong ka lebaka la thuto.

Gomme, bohlatse bja se, (a)e tla ba lengwalo la go tiišeletsa boingwadišo goba go ruma tlhahlo ga mošomi gotšwa go moaba ditirelo.

b) Bohlatse bja sengwalwa sa gore o be o tsenela tlhahlo ye

c) Gotee le Setifikarata sa go fetša goba le bohlatse bja tefelo ya dithuto

Tafola 7 : Thupelo ya mabokgoni a motheo a kgwebo

Programmes	2020		2021		2022		2023		2024		Total	
	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment
1 Mandatory Training: SOP's, COP's, Induction	200	R25 000,00	200	R26 500,00	400	R56 180,00	450	R66 994,65	500	R78 904,81	1750	R253 579,46
2 Mandatory Training: Other SHE courses	5	R12 500,00	5	R13 250,00	5	R14 045,00	5	R14 887,70	5	R15 780,96	25	R70 463,66
3 Developmental Training: Plant 18.1	1	R10 000,00		R0,00		0		0		0	1	R10 000,00
4 Developmental Training: MRM				0	1	R9 010,00		R0,00		0	1	R9 010,00
5 Developmental Training: Engineering				0	1	R9 010,00	1	R9 550,60		R0,00	2	R18 560,60
6 Developmental Training: HR	1	R1 955,27		R0,00		0		0		0	1	R1 955,27
7 Developmental Training: Finance				0		0		0		0	0	R0,00
8 Developmental Training: Finance (Head Office)				0		0		0		0	0	R0,00
9 Developmental Training: Safety			2	R10 000,00		R0,00		0		0	2	R10 000,00
10 Developmental Training: Logistics				0		0		0		0	0	R0,00
11 Developmental Training: General manager				0		0		0		0	0	R0,00
12 Operator license and renewal	20	R50 000,00	20	R53 000,00	20	R56 180,00	20	R59 550,80	20	R63 123,85	100	R281 854,65
13 Competent A			10	R85 000,00	10	R90 100,00	10	R95 506,00	10	R101 236,36	40	R371 842,36
14 Competeng B				0		0		0		0	0	R0,00
15 Rock Breaking	1	R8 000,00	1	R8 480,00	1	R8 988,80	1	R9 528,13	1	R10 099,82	5	R45 096,74
COMMUNITY DEVELOPMENT PROGRAMS											0	R0,00
1 Competent A							20	R110 000,00	20	R110 000,00	40	R220 000,00
2 Competent B							20	R110 000,00	20	R110 000,00	40	R220 000,00
3 Blasting Assistant							20	R110 000,00	20	R110 000,00	40	R220 000,00
4 Underground							20	R110 000,00	20	R110 000,00	40	R220 000,00
5 Belt Attendant							10	R55 000,00	10	R55 000,00	20	R110 000,00
6 Artisan Assistant							10	R55 000,00	10	R55 000,00	20	R110 000,00
<b>TOTAL SLP PROVISION</b>	<b>228</b>	<b>R107 455,27</b>	<b>238</b>	<b>R196 230,00</b>	<b>438</b>	<b>R243 513,80</b>	<b>587</b>	<b>R806 017,88</b>	<b>636</b>	<b>R819 145,80</b>	<b>2127</b>	<b>R2 172 362,74</b>

### 3.2.3. Lenaneo la di learnership le di artisan

Tafola 8 : Boithuto

Programmes	Duration in Months	2020			2021			2022			2023			2024			Total		
		New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	Total Target	Financial Commitment	
<b>Internal</b>																			
1	Artisan (18.1)	24			1		R165 000,00	1		R174 900,00			R0,00	1		0	3	R339 900,00	
2	Non-Artisan Plant Oper	12			1		R165 000,00	1		R174 900,00			R0,00			0	2	R339 900,00	
3	Mining/Blasting (18.1)	18								0	1		0	1		R0,00	2	R0,00	
4	Other									0	1		0	1		R0,00	2	R0,00	
Sub Total: Internal			0	0	###	2	0	R330 000,00	2	0	R349 800,00	2	0	R0,00	3	0	R0,00	9	R679 800,00
<b>External</b>																			
1	Artisan (18.2)	24						1		0	1		R0,00			R0,00	2	R0,00	
2	Non-Artisan Plant Oper	12			2		R210 000,00	2		R222 600,00			R0,00			0	4	R432 600,00	
3	Mining/Blasting (18.2)	18								0	1		R117 978,00	1		R125 056,68	2	R243 034,68	
4	Other																		
Sub Total: Internal			0	0	###	2	0	R210 000,00	3	0	R222 600,00	2	0	R117 978,00	1	0	R125 056,68	8	R675 634,68
<b>TOTAL SLP PROVISION</b>			0	0	###	4	0	R540 000,00	5	0	R572 400,00	4	0	R117 978,00	4	0	R125 056,68	17	R1 355 434,68

Go tla šomiswa gape mokgwa wo o latelago :

- Ba ya mengwaga ye meraro
- Thutela mošomo ye e tla phethagašwa ka melawana ya **MQA**
- Nepokgolo ya Thutela mošomo ye e tla ba baiithuti ba lesome seswai bao batlogo dira mošomo woo o bondalago gona moepong wo
- Mananeo a a tla sepedišwa tekano ya mengwaga ye mebedi go ya go ye meraro go ya ka diiri tša mošomo tšeo di beilwego go ya ka molao
- Dibaka tša Thutela mošomo wo, di tla kwalakwašwa websiteng ya khamphani gotee ke diholong tša setšhaba le fao go nago le batho bao ba senago mešomo

### 3.3. Dikgoba tša mošomo tšeo di sa tswalelego

Lenaneo le la tlhahlo le tlhabollo le šetšwa kudu go ya ka dikgoba tša dibaka tša maemo a bohlokwa a mošomo tšeo di lego boima go di thiba.

Lenaneo le la ka fase, le laetša tswalano magareng ga dikgoba tša dibaka tša maemo a bohlokwa a mošomo tšeo di lego boima go di thiba moepong wo:

Tafola 9 : Foromo R: go thata go tlatša dikgoba tša mošomo

Occupational level	Job Title	Reason for Scarcity	Intervention / Learning Programme
Top management	None		
Senior Management	None		
Professionally qualified and experienced specialists and mid management	Production Manager Chief Safety Officer Geologist	Lack of experience & qualifications	Bursaries, Internships
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	Engineering Foreman Productions Supervisor Engineering Planner	Lack of experience & qualifications	Training, Internships Wide Advertisements
Semi-skilled and discretionary decision making	Operators	Lack of experience & qualifications	Core business training & RPL Programme

Mafelo a a latelago a nepo a akaretšwa bakeng sa nako ya ngwaga wa 2 wa kotare ya SLP

NO	NAME OF PROGRAMME	Current Position	Succession Position	5 YEAR PLAN
1	Mine Manager Certificate	Mine Overseer	Mine/Production Manager	1
2	Blasting Certificate	Graduates / Team Leaders	Junior Management Positions	2
3	Rock Breaking Programme level 1	Team Leaders	Team Leaders / Supervisors	3
4	Competent A	Team Members	Team Leaders / Supervisors	5
5	Competent B	General Workers / Team Members	Team Leaders / Supervisors	10
6	Supervisory Skills programme	Miner	Team Leaders / Supervisors	2

Bohlatse bja gona botla tšweleletša tše di latelago:

- Lenaneo la bahlaolwa bao batla tsenelago lenaneo la tsebo le bokgoni
- Mananeo a tlhabollo ya bašomi
- Molawana wa lenaneo-thuto la tshepedišo
- Dikwanelo tša lenaneo -thuto
- Ditherišano le dikwanelo tša lenaneo thuto
- Maano a tlhatlogo mošomong a dikgorwana
- Mananeo ao a dumeletšwego a tlhabollo ya bokgoni

### 3.4. Maano a thlabollo ya bokgoni bja bašumi

Training Intervention	Current Position	Qualification	2022	2023	2024	2025	2026	Total
Mining / Electrical / Mechanical	Mine Overseer	Mine Manager Certificate	0	0	0	1	0	<b>1</b>
Mining / Electrical / Mechanical	Graduates / Team Leaders	Blasting Certificate	0	1	1	0	0	<b>2</b>
Mining / Electrical / Mechanical	Team Leaders	Rock Breaking Programme level 1	0	0	1	2	0	<b>3</b>
Mining / Electrical / Mechanical	Team Members	Competent A	0	1	1	1	1	<b>4</b>
Mining / Electrical / Mechanical	General Workers / Team Members	Competent B	0	2	2	2	2	<b>8</b>
Mining / Electrical / Mechanical	Miner	Supervisory Skills programme	0	0	1	0	1	<b>2</b>
Artisans and Mining related learnerships	Artisan Aids	Trade Certificate	0	0	2	0	2	<b>4</b>
Artisans and Mining related learnerships	General Workers / Team Members	Training Certificate	0	0	2	2	2	<b>6</b>
<b>Total number</b>			<b>0</b>	<b>4</b>	<b>10</b>	<b>8</b>	<b>8</b>	<b>30</b>

### 3.5. Lenaneo la tšwelopele ya mošomo

Tafola 10 : leano le le feletšego la thlabollo ya mabokgoni

Programmes	2020		2021		2022		2023		2024		Total	
	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment
1 Agricultural Skills		0,00	0	0		0,00	5	R75 000,00	5	R79 500,00	10	R154 500,00
2 Farming & Self Sustaining Skills		R0,00		0,00		0,00	5	R75 000,00		R0,00	5	R75 000,00
3 Construction Skills		0,00		0,00		0	5	R75 000,00	5	R75 000,00	10	R150 000,00
<b>TOTAL SLP PROVISION</b>	<b>0</b>	<b>R0,00</b>	<b>0</b>	<b>R0,00</b>	<b>0</b>	<b>R0,00</b>	<b>15</b>	<b>R225 000,00</b>	<b>10</b>	<b>R154 500,00</b>	<b>25</b>	<b>R379 500,00</b>

### 3.6. Lenaneo la thlahlo

Tafola 11 : diphetho tša thlahlo

Employee Categories		2020	2021	2022	2023	2024	Total
		Target	Target	Target	Target	Target	Target
1	Learnerships 18.1 & 18.2	0	4	5	4	4	17
2	Internships	0	0	4	4	3	11
3	Bursaries	0	1	0	3	3	7
4	Management Development		1		1		2
5	Supervisory Development	1		1		1	3
6	Other						0
							0
	<b>TOTAL SLP PROVISION</b>	<b>1</b>	<b>6</b>	<b>10</b>	<b>12</b>	<b>11</b>	<b>40</b>

#### Go tla šomišwa gape mokgwa wo o latelago :

Lenaneo la go ithutela mošomo le tla šetša bahlaolwa bao batla tsenelago lenaneo ge ba ruma ka lenaneo la bokgoni

- . Go tla thalwa gape molawana wa ka gare wa lenaneo la go ithutela mošomo

- Bohlatse bja gona botla akaretša – (a) – Dikwano tša lenaneo la go ithutela mošomo, (b) bohlatse bja boingwadišo bja go tsenela dithuto, (c) gotee le lengwalo la bohlatse bja go ruma dithuto tše

### 3.7. Bursary le lenaneo la go ithutela mošomo

#### 3.7.1. Thusho ya masheleng a go tsenela sekolo

Bjale ka ge moepo wo o le o moswa, go balwa bašomi ba ka o tee ka o tee, go ka se akaretše bahlaolwa ba lenaneo la thušo ya mašeleng a go tsenela dithuto, kage ba hloka tlhahlo le thego.

Ke peresente e tee feela ( 1%) ya bašomi bao ba humanego lenaneo la thušo ya masheleng

Programmes	Duration in Months	Bursary Value PA	2020			2021			2022			2023			2024			Total	
			New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	Target	Financial Commitment
1 Finance	48	R 35 000,00			R0,00			R0,00			R0,00	1		R36 750,00		1	R38 500,00	1	R75 250,00
2 Administration	36	R 34 000,00			R0,00			R0,00			R0,00			R0,00		2	R74 800,00	0	R74 800,00
3 Human Resources	36	R 34 000,00			R0,00			R0,00			R0,00			R0,00		2	R74 800,00	2	R74 800,00
4 Leadership	12	R100 000,00			R0,00	1		R100 000,00	1		R100 000,00			R0,00		1	R110 000,00	2	R310 000,00
5 Environmental	48	R 50 000,00			R0,00			R0,00			R0,00			R0,00			R0,00	0	R0,00
6 Geology	36	R 50 000,00			R0,00			R0,00			R0,00			R0,00			R0,00	0	R0,00
7 Engineering	48	R 50 000,00			R0,00			R0,00			R0,00	1		R52 500,00		1	R55 000,00	1	R107 500,00
8 Mining	48	R 50 000,00			R0,00			R0,00			R0,00	1		R52 500,00		1	R55 000,00	1	R107 500,00
<b>TOTAL SLP PROVISION</b>			0	0	R0,00	1	0	R100 000,00	0	1	R100 000,00	3	0	R141 750,00	3	5	R408 100,00	7	R749 850,00

Go tla šomišwa gape mokgwa wo o latelago :

- Lenaneo la thušo ya mašeleng a kwalakwašwa Websiteng ya Sefateng
- Dikwalakwašo tša go mema badudi ba tikologo go dira dikgopelo tša mošomo, di romelwa diholong ka moka tša setšhaba le go dikomiti tša go hlokomela merero ya tlhokego ya mošomo

- Bahlaolwa batla setšwa kudu ditšhabeng tša kgauswi
- Le gore, baiuthuti bao ba filwego thekgo ya mašeleng a dithuto batla fiwa thlahlo gotšwa mohlankeding mogolo wa bašomi
- Nako ya go khutša ya mošomo e tla fiwa ke wona moepo wo wa Sefateng goba moepong wo mongwe woo o dumeletšwego woo o nago le bokgoni bja maleba goba tsebo yeo e ka šomišwago ke bao ba filwego thušo ya mašeleng a thuto.

### 3.7.2. Go ithutela mošomo

Tafola 12 : Sephetho sa internship

Role / Function	Duration in Months	Annual Rate	2020			2021			2022			2023			2024			Total		
			New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	Target	Financial Commitment	
1 Engineering	60	R 240 000,00		1	R240 000,00		1	R240 000,00		1	R240 000,00		1	R240 000,00		1	R240 000,00	1	R1 200 000,00	
2 Geology	24	R 180 000,00			R0,00			R0,00	2		R360 000,00		2	R360 000,00		2	R360 000,00	2	R1 080 000,00	
3 Human Resources	12	R 78 000,00			R0,00			R0,00	2		R156 000,00		2	R156 000,00		2	R156 000,00	4	R468 000,00	
4 Mining	24	R 300 000,00		1	R300 000,00		1	R300 000,00		1	R300 000,00		2	R600 000,00		1	2	R900 000,00	3	R2 400 000,00
5 SHERQ	12	R 180 000,00			R0,00			R0,00			R0,00		1	R180 000,00			R0,00	1	R180 000,00	
6					0			0			0			0			0	0	R0,00	
7					0			0			0			0			0	0	R0,00	
					0			0			0			0			0	0	R0,00	
TOTAL SLP PROVISION			0	2	R540 000,00	0	2	R540 000,00	4	2	R1 056 000,00	4	4	R1 536 000,00	3	5	R1 656 000,00	11	R5 328 000,00	

- Go tla šomišwa gape mokgwa wo o latelago:
- Lenaneo la go ithutela mošomo le tla kwalakwatšwa websiteng ya Sefateng
- Dikwalakwatšo tša go mema badudi ba tikologo go dira dikgopelo tsa mošomo, di romelwa diholong ka moka tša setšhaba le go dikomiti tša go hlokomela merero ya tlhokego ya mošomo
- Le gore, baiuthutela mošomo ba filwego thekgo ya mašeleng a dithuto batla fiwa thlahlo gotšwa mohlankeding mogolo wa bašomi
- Nako ya go khutša ya mošomo e tla fiwa ke wona moepo wo wa Sefateng goba moepong wo mongwe woo o dumeletšwego woo o nago le bokgoni bja maleba le goba le tsebo yeo e ka šomišwago ke bao ba filwego thušo ya mašeleng a thuto
- Le gore baiuthutela mošomo wo batla thwalelwa mošomo wa tekano ya mengwaga ye mebedi go ya go ye meraro gona fa moepong wa Sefateng goba moepong wo mongwe woo o dumeletšwego woo o nago le bokgoni bja maleba le tsebo yeo e ka šomišwago ke bao filwego thušo ya mašeleng a thuto.

### 3.8. Thlabollo ya methopo ya bašomi kabo ya ditshelete

Programmes	2020		2021		2022		2023		2024		Total	
	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment
1 Adult Education Training (AET)	0	R0,00	0	R0,00	0	R0,00	11	R111 375,00	11	R111 375,00	22	R222 750,00
2 Core Business Skills	228	R107 455,27	238	R196 230,00	438	R243 513,80	587	R806 017,88	636	R819 145,80	2127	R2 172 362,74
3 Bursaries	0	R0,00	1	R100 000,00	0	R100 000,00	3	R141 750,00	3	R408 100,00	7	R749 850,00
4 Learnerships	0	R0,00	4	R540 000,00	5	R572 400,00	4	R117 978,00	4	R125 056,68	17	R1 355 434,68
5 Internships	0	R540 000,00	0	R540 000,00	4	R1 056 000,00	4	R1 536 000,00	3	R1 656 000,00	11	R5 328 000,00
6 Portable Skills	0	R0,00	0	R0,00	0	R0,00	15	R225 000,00	10	R154 500,00	25	R379 500,00
<b>TOTAL SLP PROVISION</b>	<b>228</b>	<b>R647 455,27</b>	<b>243</b>	<b>R1 376 230,00</b>	<b>447</b>	<b>R1 971 913,80</b>	<b>624</b>	<b>R2 938 120,88</b>	<b>667</b>	<b>R3 274 177,48</b>	<b>2209</b>	<b>R10 207 897,42</b>

### 3.9. Lelaneo la porojeke ya thlabollo ya methopo ya bašomi

HRD Element	Responsible Person	Start Date	End Date	Deliverables
Provider Selection	HR Manager	3 Jan 2022	3 Feb 2022	Provider Selection to deliver AET, Core Skills and Learnership Outputs
In House Training Centre	HR Manager	Nov 2021	April 2022	
AET	HR Manager	Jan 2022	Dec 2022	Source on site provider to offer learning to 18.1 and 18.2 students on site.
Core Business Training	HR Manager	Jan 2022	Dec 2022	In-house where possible and the balance will be done

			CHROME MINE	
				through registered providers.
Learnerships	HR Manager	Jan 2022	Dec 2022	Source on site provider to offer learning to 18.1 and 18.2 students on site.
Artisans	HR Manager	Jan 2022	Dec 2022	
Hard-to-fill vacancies	HR Manager	Jan 2022	Dec 2022	All cv's are capture onto a Recruitment Database which will serve as a resource pool as and when vacancies occur. For more senior roles, where possible, development programs will be put in place to develop local and employees.
Career Progression	HR Manager	Feb 2022	Aug 2022	Each role to have a career plan drawn up.
Mentorship Plan	HR Manager	Jan 2022	Dec 2022	All learners on Development, Learnerships and Bursar will receive mentorship. For Management skills this will be built into their Career Progression.
Bursary	HR Manager	Jan 2022	Dec 2022	
Internship / Graduate	HR Manager	Jan 2022	Dec 2022	

## 4. LENANEO LA TEKATEKANO YA MEŠOMO

### 4.1. Foromo S : maemo a tekatekanyo ya mošomo

Tafola 13 : mešomo tekatekano le dipalapalo tša batho

Category	Male				Female				Total	HDSA
	A	C	I	W	A	C	I	W		
Top Management	8	1		4	1				14	10
Senior Management	6		1	7	1				15	8
Professionally qualified and experienced specialists and mid management	45			10	8			1	64	54
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	50			10	11			3	74	64
Semi-skilled and discretionary decision making	110				20				130	130
Non-permanent employees	80				21				101	101
<b>Total Personnel</b>	<b>299</b>	<b>1</b>	<b>1</b>	<b>31</b>	<b>60</b>			<b>4</b>	<b>398</b>	<b>367</b>



## 4.2. Diphetho go ya ka kgaolo ya meepo ya 2018

Tafola 14 : diphetho tša HDT go sepelelana le kgsolo III ya moepo

Levels	2020		2021		2022		2023		2024	
	HDP Target	Female Target	HDP Target	Female Target	HDP Target	Female Target	HDP Target	Female Target	HDP Target	Female Target
Board										
Executive Management										
Senior Management	0%	0%	50%	25%	50%	25%	50%	25%	50%	25%
Middle Management	0%	0%	<b>60%</b>	15%	<b>60%</b>	20%	60%	25%	60%	25%
Junior Management	0%	0%	<b>80%</b>	23%	<b>80%</b>	25%	80%	30%	80%	30%
Core & critical Skills	50%	7%	<b>60%</b>	10%	<b>60%</b>	10%	60%	10%	60%	10%
Disability	0%		0.75%		1%		1.5%		1.5%	

## 5. THLABOLLO YA SETŠHABA SA MOEPO

### 5.1. Go tsenela ga bo mong moepo

#### 5.1.1. Ditherišano

Bakgatha tema ba balatelago ba rerišitšwe malebana le tokomane ya maano a kwano magareng ga moepo le setšhaba ya sekga sa bobedi:

- Mmasepala wa selegae wa Fetakgomo-Tubatse; Mmeyara, Molaodi mogolo wa Mmasepala, Molaodi wa kantoro ya tlhabollo ya ekonomi le lenaneo la maano a tlhabollo ya setšhaba gotee le makanselara a fikologo gape le maloko a komiti ya Diwarde ( bohlatsa bja metsotso botla romelwa ge go romelwa tokomane ya mafelelo ya sekga sa bobedi sa maano a kwano magareng ga moepo le setšhaba).
- Dikopano le ditšhaba di swerwe le ditšhaba tša, Jibeng, Phasha-Makgalanoko gammogo le Ga-Mampa ( Fa le gona, bohlatsa bja metsotso botla romelwa le tokomane ya mafelelo ya sekga sa bobedi sa tokomane ya maano a kwano magareng ga moepo le setšhaba).

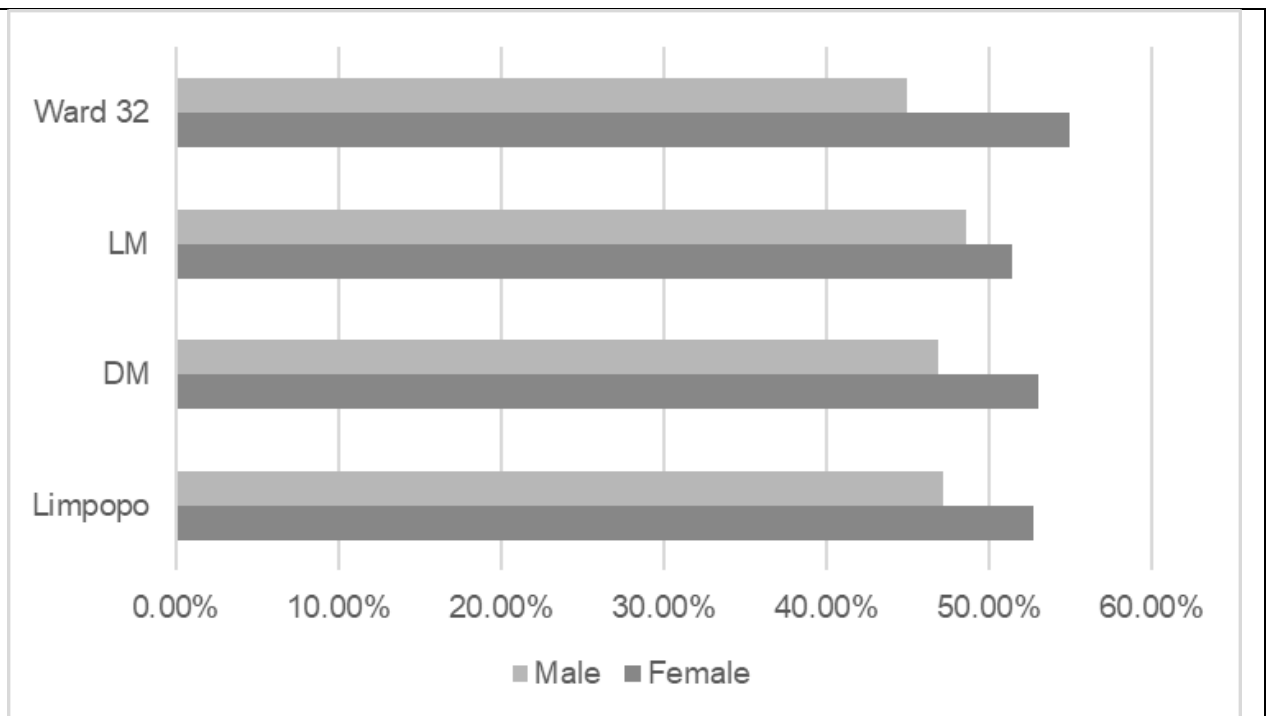
#### 5.1.2. Ditokomane tša peakanto ka kelohloko

- Tshedimošo ye e lokolotšwego ya setšhaba ya malebana le palo ya badudi maamong a bosetšhaba tša ngwaga wa kete tše masomepedi lesome tee gammogo le diphatišišo tša ngwaga wa kete tse masomepedi lesometshela .
- Tshedimošo tše, di gona gabjale, elego tše di hwetšagalago diwardeng feela mo lebakeng le gomme di tla lokolelwa phatlalatša ka mo nakong ye e sa fetšego pelo ka moso.
- Bjale ge, tokomane ya lenaneo la maano a tlhabollo ya kabo ya ditirelo ya setšhaba ya ngwaga wa kete tše masomepedi- le ngwaga wa dikete tše masome pedi masome pedi pedi
- gotee le tekolo ya dinyakwa tša badudi leo le tsopolwago gotšwa tokomaneng yona ye ya lenaneo la maano a tlhabollo ya kabo ya ditirelo ya setšhaba ya mmasepala wa selegae wa Fetakgomo-Tubatse
- Gammogo le Tokomane ya tlhabollo le togiošo-maano ya kgolo ya Profense (PGDS)

### 5.1.3. Ditumello tša masepala

Nakong ya ditherišano le mmasepala wa selegae wa Fetakgomo-Tubatse, go tla tsongwa thekgo ya diprojeke gotee le lengwalo la bohlatse la tiiseletšo la mmasepala. Gomme ka morago ga moo, diprojeke tšeo di tla akaretšwa le lenaneong la mafelelo la tokomane ya maano a tlhabollo ya kabo ya ditirelo ya setšhaba. Golebjalo lengwalo la mmasepala la bohlatse le tla romelwa le tokomane ya sekga sa bobedi sa mafelelo sa maano a kwano magareng ga moepo le setšhaba).

## 5.2. Tshedimošo ya setlogo sa leano le sa ekonomi



Seswantšo 6 : diprofile tša bong

Ka tlwaelo bjalo ka masepala ka moka, selete le profense, maloko a malapa a basadi a laola palomoka ya badudi

Tafola 15 : baagi le malapa a bona

Village	Population	Households
Jibeng	2325	501
Ga-Phasha	2214	531
Ga-Mampa	1377	312
Seokodibeng	2040	459
<b>Total</b>	<b>7956</b>	<b>1803</b>

Source: Census 2011

Population Profile

### **Merero ya meepo**

Mmasepala wa selegae wa Fetakgomo Tubatse ona le tikologo e kgolo ya meepo mono seleteng sa Sekhukhune. Lepanta la bohlabatšatši la moepo wa platinumo le koromo le tlile ka tlhabologo e kgolo mmasepaleng wo, ka go hlola dibaka tše ntši tša mešomo le kgolo ya ekonomi

### **Merero ya Temo**

Ditragalo tše mmalwa tša merero ya temo seleteng se, di itshamile kutšwanyana ka merero ya temo le temo-thuo. Temo ka kakaretšo mafelong a mangwe, e tliša letseno le lentšhi kudu go hlabolla lephelo. Ka go realo, temo ka kakaretšo tikologong ye, e ka tlase ga kगतello e kgolo ka lebaka la merero ya tlhabollo ya meepo, kgolo ya palo ya badudi, ga e šita le tlhabollo ya ekonomi ka lebaka la letseno la badudi

### **Merero ya tša boeti**

Tikologo ye e humile kudu ka histori ya merero ya setšo efela merero ye ga se ya hlwa e tsenelelwa

### **Merero ya kago ya mafarahlahla**

Kgolo e kgolo ya ekonomi tikologong ye, ke malebana le tlhabollo ya diprojeke tša mafarahlahla bjalo ka ditsela, mohlagase le kago ya mengwako.

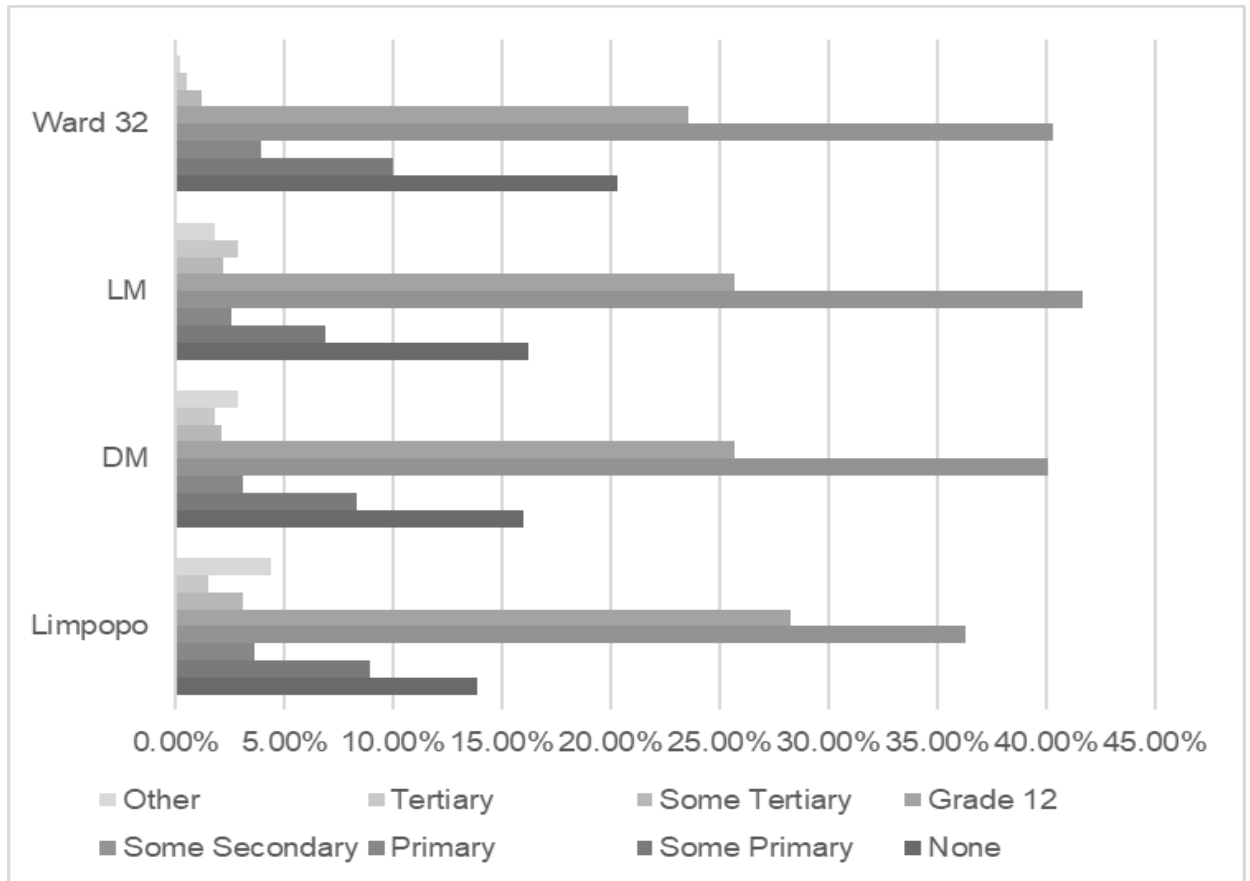
**Manufacturing –Industeri ya**

**Industeri ya ditirelo tša go roka diaparo, thekišo**

Lekala le, leo le bego le sa kgonego go itlhabolla la phenkgišano, leo le tsebegago ka mabenkele a manyane, mabenkele a diaparo, gabjale le thoma go fetwa le go patlwa ke sebjae bjale sa mabenkele kgoparara seo gabjale senago le mabenkele a go tuma a go tsebega. Mmaraka o thoma go sekamela mo sebjaalebjaleng gomme lekala le la bjale le gola ka lebelo bjale ka ge badudi ba ena le sa bona sa go reka.

**Merero ya dinamelwa le di didirišwa**

Lekala le la dinamelwa tša bohle, le didirišwa, le akaretša dithekisi le dipese, gotee le bao ba nago le dilori ba se nene, bao ba sepetšago ditšweletšwa tše dingwe mono gae. Go bonala kgolo lekaleng le ka lebaka la ditšweletšwa tša moepo le dinamelwa tša bohle tša bašomi di tšomegago kudu ka maatla.

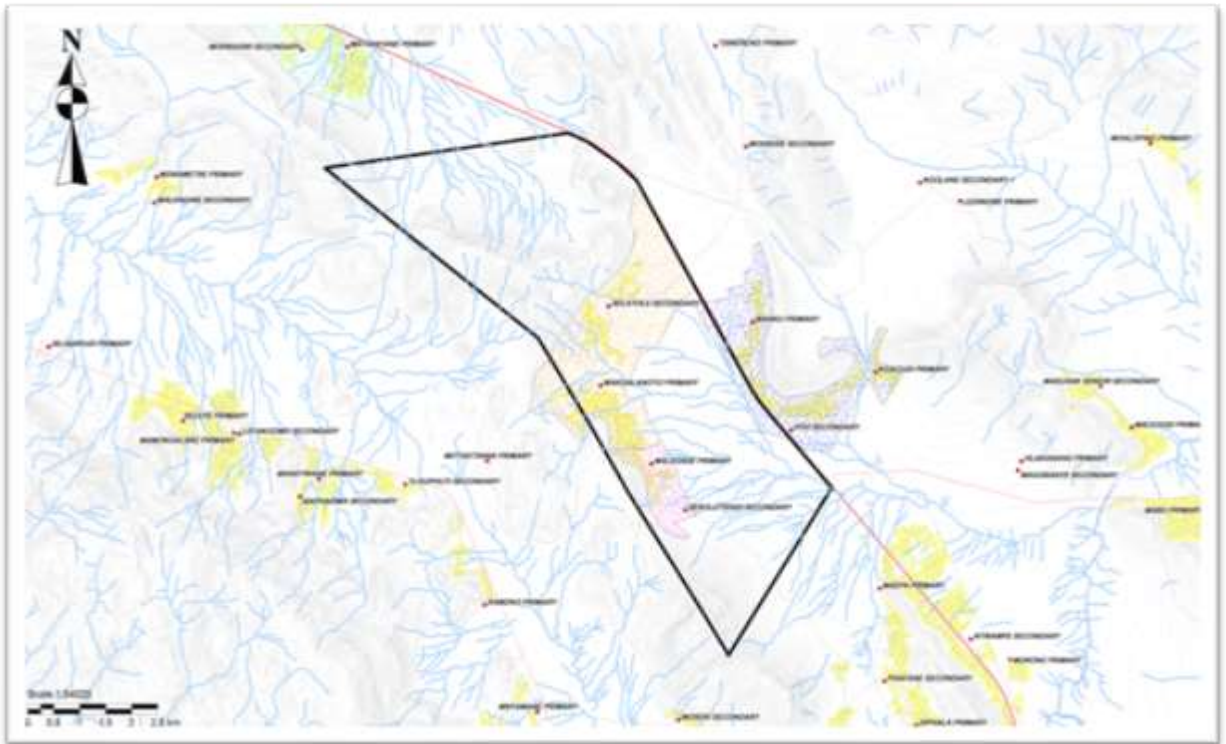


**Seswantšho 7 : maemo a thuto**

Go ya ka maemo a thuto: Diperesente tše masometharo tša setšhaba sa mo se gare ka dithuto elego batho ba bagolo bontšhi bja bona. Ntle ga karolo ye ya setšhaba seo se tšenago dikolo, botšhi bo na le thuto ya mohuta wo:

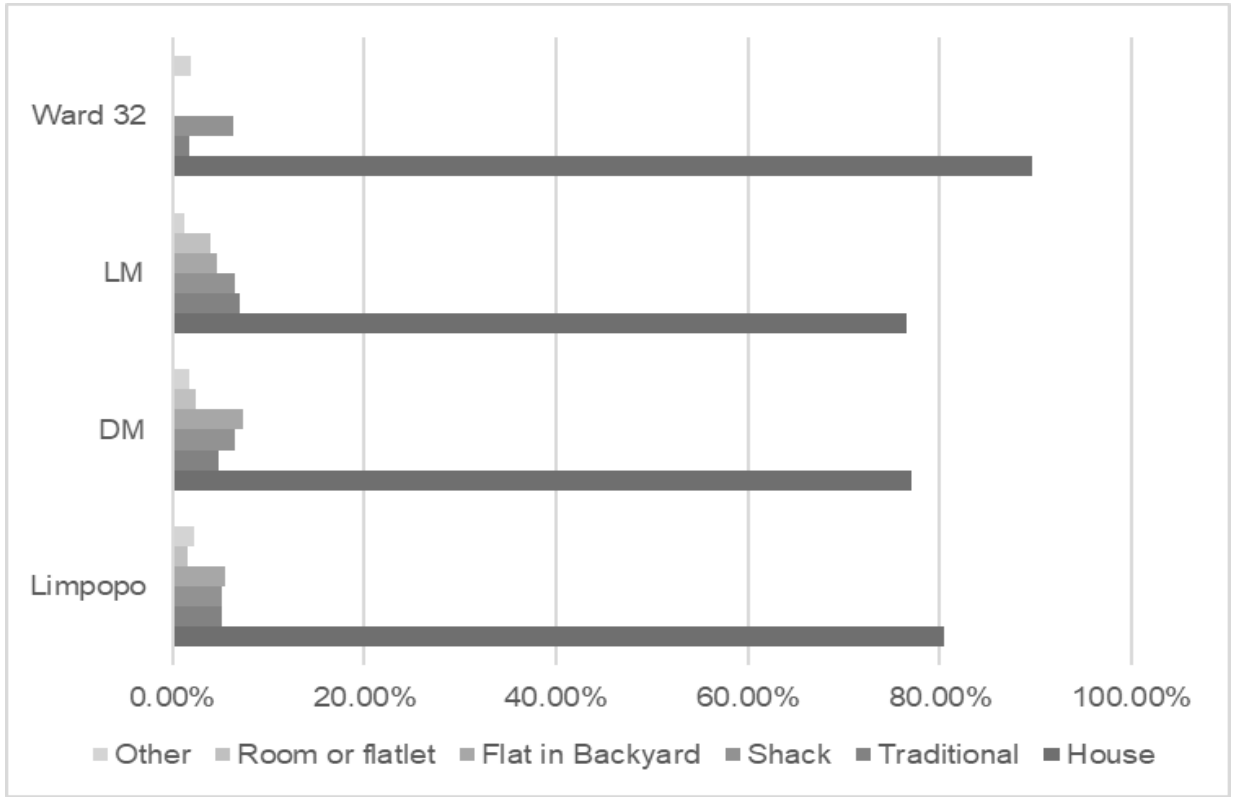
Diperesente tse lesomepedi tša batho tšeo di feditšego dithuto, di na le mphato wa marematlou, mola diperesente tše masome nne hlano tša setšhaba se, se ena le thuto ya ka tlase ga mphato wa marematlou, gomme diperesente tše lesomesenyane di fihleletše thuto ya godimo.

Meetse ye e angwago ke moepo wo, ena le sekolo sa tlasana sa digotlane le sa godimo bjale ka ge go laetšwa seswantšhong saka tlase:



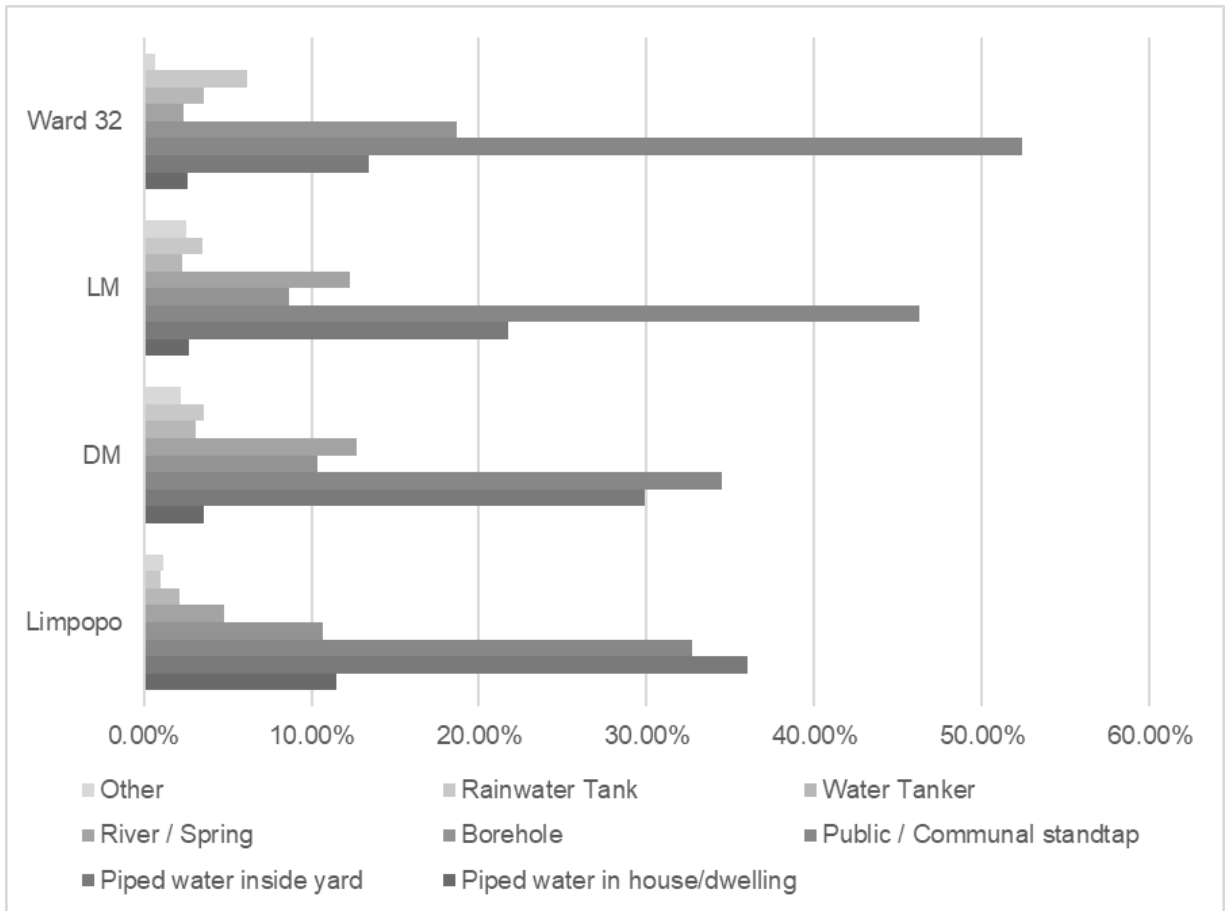
Seswantšho 8 : dikolo tša lefelo la goes romela bašomi

Bontšhi bja malapa bona le mengwako ya maleba elego diperesente tše masomesewai senyane mola ele gore diperesente tše lesometee di sa dula ka mengwakong ya go dirwa ka mobu le mekhukhu.



Seswantšho 1: Mohuta wa bodulo:

Bontšhi bja malapa, ebago diperesnete tše masome senyane šupa di nwa meetse a maleba a dipompi tša mo motseng mola ba bangwe ba itshepetše meetse a pula gomme gape gona le bao ba epilego meetse.



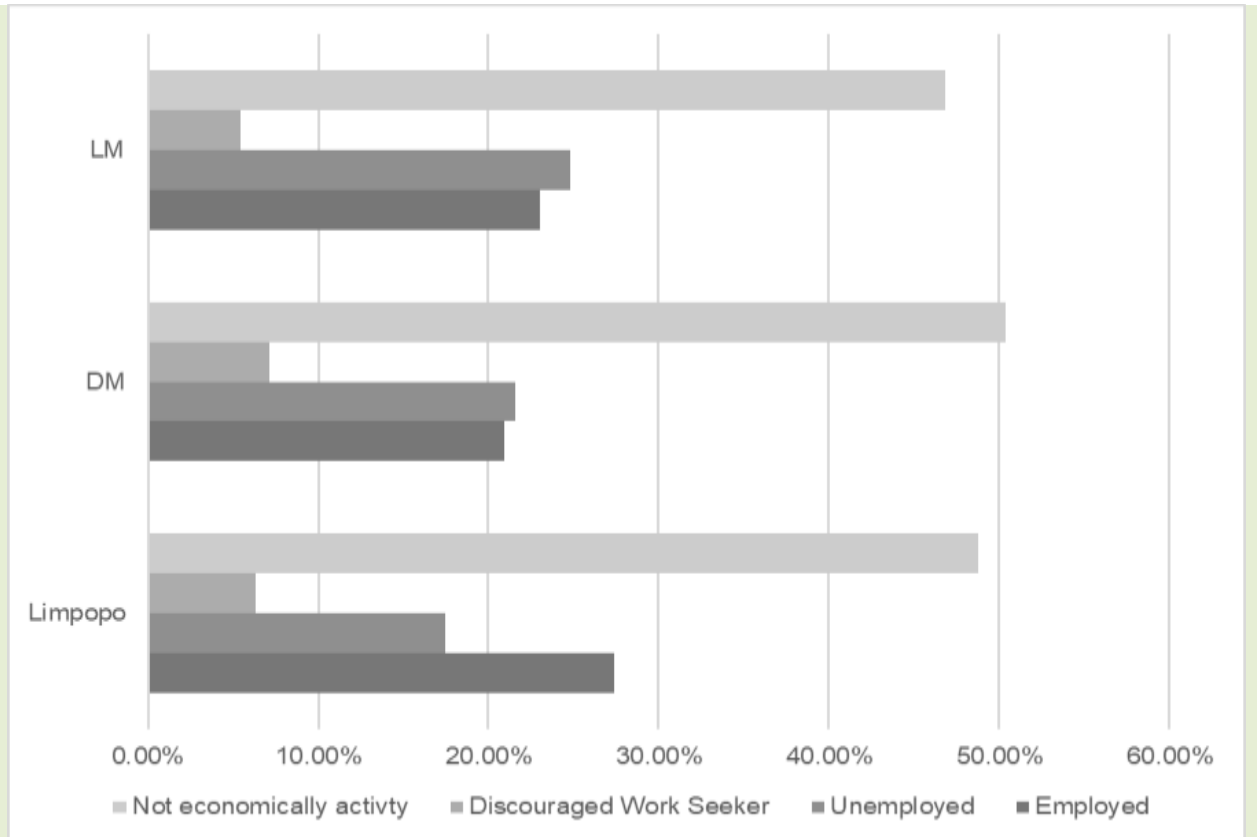
**seswantšho 2: Phihlelo ya Meetse**

Ditaba tša malebana le kelelatšhila ya maleba, ke diperesente tše lesometshela fegelwana šupa feela tšeo dinago le kelelatšhila yeo e tsomegago.

Ditšhaba tša mo, di na le mohlagase, ba bangwe ba šomiša paraffine, le go beša dikgong. Efela bontšhinyana bo sa šomiša dikgong go dira mollo le go apea ka malapeng.

Meetse le Thlwekišo  
Mohlagase  
Tšeding we (hlaloša)

### 5.3. Porofile ya moruo



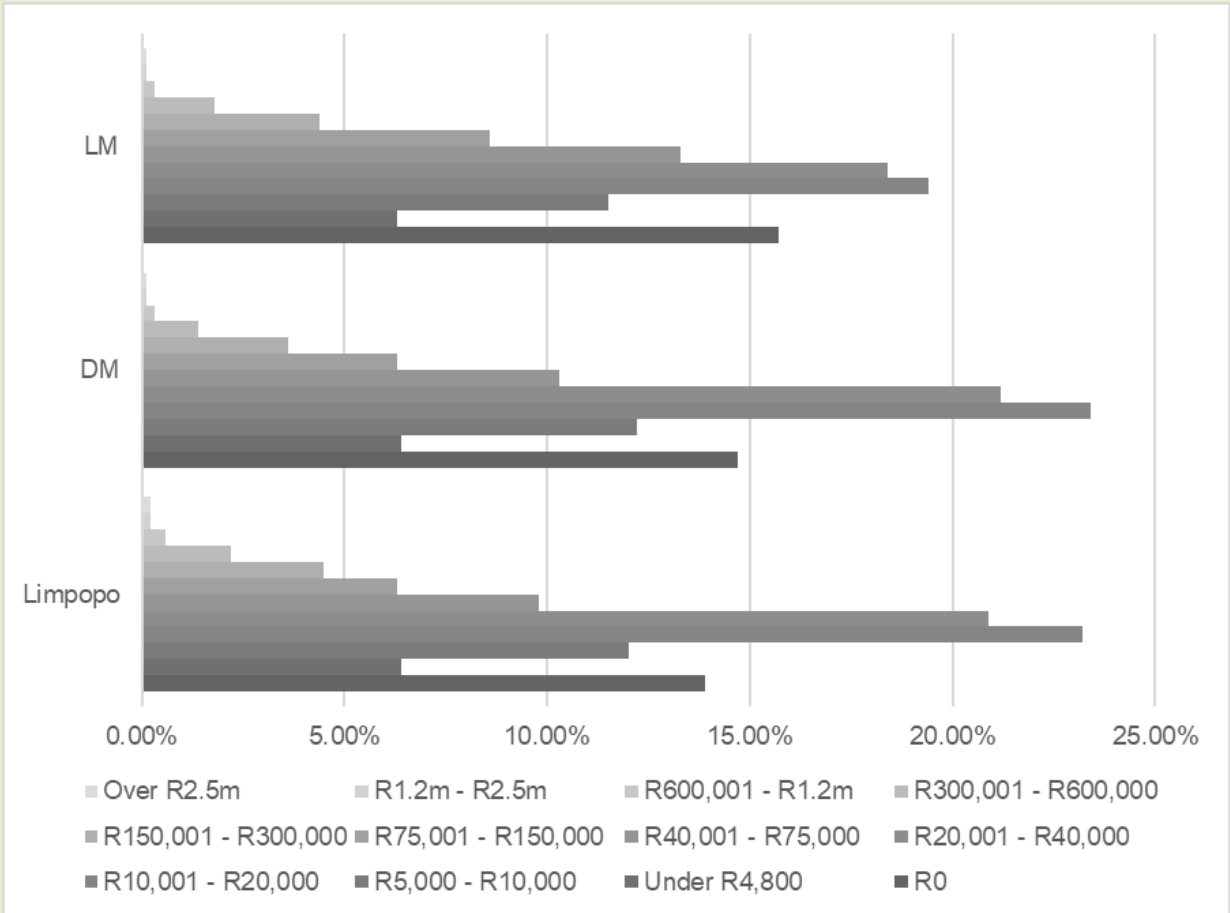
Porofile ya mošomo

**Seswantšho 3: Dipalo palo tša malebana le mešomo.**

Ke diperesente tša godimo tša diitšhaba tša mo tše , di senago mešomo ebago diperesente tše masomehlano šupa, efela le ge gole bjalo tše masometharo di a šoma.

Botšhi bja malapa bo iphidišha ka go amogela mphiwafela, mola seripa se sengwe se amogela megolo mešhomong ya sona. Se se laetša gore, botšhi bo itshamile ka thekgo ya mmušo.

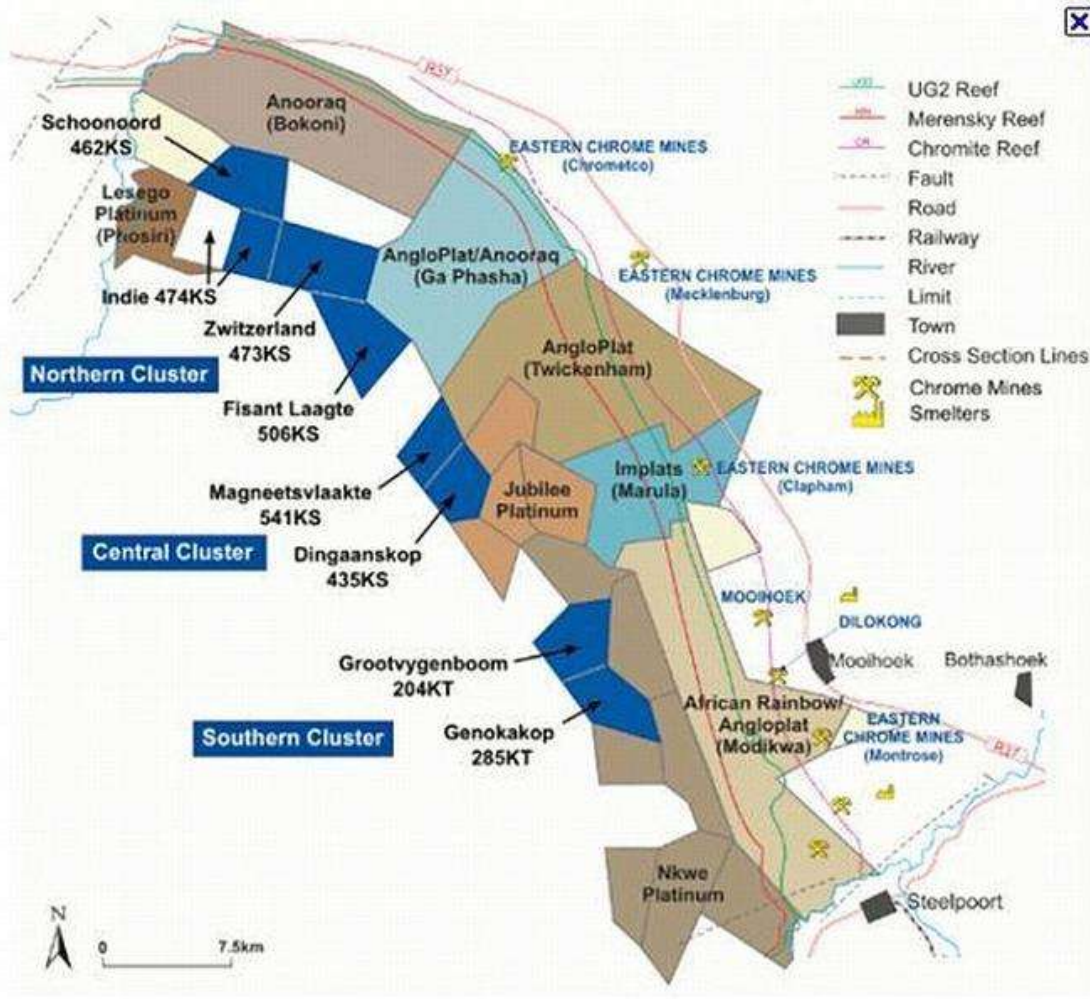
Ka kakaretšo, diperesente tše masomehlano tša malapa a, di a šoma, gomme di na le letseno go akaretša phenšione le mphiwafeela.



Porofile ya letseno

**seswantšho 4: Maemo a Diputseletšo**

### 5.4. Dikhamphani tša moepo tšeo di šomago fikologong ya Sefateng



Seswantšho 13 : selegae sa meepo ge se bapetšwa le Sefateng Chrome Mine

## 5.5. Khuetšo ye mpe ya tshe pidišo ya moepo

Tafola 16 : dinyakwa tša setšhaba

Impact	Yes	No	If Yes, how will you address it?
Go epollwa ga mabitla	X		Mabitla a setše a epolotšwe pele ga tlhabollo ya moepo wo ka go šomisa baaba ditirelo ba maleba..
Go agwa leswa ga malapa	X		Malapa a mangwe a hudušitswe pele moepo o thoma.
Kgeregelo ya batho tikologong ye	X		Leano la go laola kgeregelo ya batho ka go šomišana le mmasepala
Tšhilafalo ya tikologo le marole	X		Go fokotšwa ga lerole ka mokgwa wa maleba
Taba ya kamego ge go pšhaatlwa maswika	X		Nyakego ya maano a maleba a go pshaatla maswika
Koketšego ya lešata	X		Go tsomega tšhomišo ya technolotši ya go fokotša lešata
Kamego ya mahlo	X		Go tsomega didirišwa tša maleba tša go pipa maahlo
Go epšwa ga meetse	X		Go tla nyakega meetse ge a ka amega

## 5.6. Dinyakwa tša IPD ka tatekato

Go ya ka sengwalwa sa lenaneo la maano a kabo ya ditirelo, dinyakwa tše di latelago di hlathilwe wardeng ya bo masometharo pedi.

**Tafola 1: Dinyakwa tša badudi**

Nthla	Setšhaba	Thlalošo ya dihlokwa
<b>Thlokego ya mošomo</b>	Lebatoa ka moka	<p>Tekanyo e phagamego ya go hloka mošomo le dibaki tša meepo yeo e sego molaong yeo e bakago lehu le le golo.</p> <p>Meepo yeo e sego molaong e hlola matamo gomme ka mohla wa pula matamo ao a tlala gomme a hlola mafula ao a tsenago ka dintlong tša batho gomme a senya dithoto,</p> <p>Eka hlola gape le mahu go baswa ge ba kaya mowe matamong go rutha ka gobane bana ba bantši gaba kgone go rutha.</p> <p>E ka bolaya gape le leruo la setšhaba.</p> <p>kgolo ya thlokego ya mešomo basweng bao ba badilego dikolong tša go tšwetša dithuto pele.</p>
<b>Ditsela</b>	Tjibeng go feta Mooiluk, Mahlabeng, Rostock to Shubushubung village	<p>Tsela ya R37ya goya Tjibeng o feta Mooiluk, Mahlabeng, Rostock le Shubushubung e seeming seo sesa kgahlišego, ga dipula diena badudi ba metse eo ba palelwa ke go hwetša dinyakwa tše bohlokwa.</p> <p>tsela ya goya metsang yeo e hloka go agiwa leswa.</p> <p>Tsela ya goya Ledingwe e hloka go agiwa ka leswa le go dira leporogo la go tsena mabitleng le motse o.</p> <p>Access roads from Tjibeng village are in need of re-gravelling and one bridge from Moraswi secondary to graveyard.</p> <p>Road from R37 to via Ga-Phasha to Ga-Mampa need re-gravelling and bridges for two valleys.</p> <p>Road from Seokodibeng to Kgagudi primary school need bridge.</p>
<b>Meets</b>	Lebatowa ka moka	<p>The whole ward still fetched some water to a long distance. Community used to buy water.</p> <p>Most of boreholes not functioning because of mortars need to be fixed e.g. at Seokodibeng community did not have water for couple of four months.</p>
<b>RDP's</b>	Metsana ka moka	<p>Dintlo tša di RDP tše disego tša fela</p> <p>Bao ba swanetšego go hwetša dintlo gase ba fiwa dipoelo tše botse</p>
<b>Thwekišo</b>	Metsana ka moka	Ba bangwe ba metsaneng basa hloka ntlo tša gotswela mare
<b>Mohlagase</b>	Metsana ka moka	<p>Mabone a godimo a bošego ga a šome</p> <p>Metsana e meswa e hloka go mohlagase</p>

## 5.7. Ditekanyetšo tša projeke.

Go ya ka ditherišano le badui gotee le wona mmasepala gape le tekolo leswa ya lenaneo le la maano a ditirelo tša badudi, go šisintšwe diprotjeke tše di latelago:

**Tafola 2: Tokomane ya kwano magareng ga moepo le setšhaba go lebeletšwe diprojeke tša tlhabollo ya ekonomi ya mono gae (: Tekanyetšo ya mašeleng ga ya fetolwa, efela go sa katološitšwe dinako go sa emetšwe go lokollwa ga tokomane ya mafelelo ya kwano magareng ga setšhaba le moepo wo :**

LED Projects		YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	Total Financial Commitment
		2020	2021	2022	2023	2024	
1	Infrastructure and services that enable productive local economic development.	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
	Water Project	R0,00	R0,00	R0,00	R870 000,00	R870 000,00	R1 740 000,00
	Mampa Road Project	R0,00	R0,00	R0,00	R2 000 000,00	R2 000 000,00	R4 000 000,00
2	Education and skills development to increase the local socio-economic capacity of people	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
	NA						

3	Empowerment of women, youth and local people to meaningfully participate in the economy	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
	Schools Project	R0,00	R0,00	R0,00	R745 000,00	R745 000,00	R1 490 000,00
4	Institutional capacity building for driving and delivering integrated local economic development	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
	NA						
5	Social welfare, health and culture of families and communities as a foundation for local economic development	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
	Mampa Community Hall	R0,00	R0,00	R0,00	R750 000,00	R750 000,00	R1 500 000,00
	<b>TOTAL SLP PROVISION</b>	<b>R0,00</b>	<b>R0,00</b>	<b>R0,00</b>	<b>R4 365 000,00</b>	<b>R4 365 000,00</b>	<b>R8 730 000,00</b>

## 5.8. Merero ya projeke

### 5.8.1. Porojeke ya kabelo ya meets Ga-Mampuru

Seswantšho se se latelago, ke maano a go se felelele ao maikemisetšo elego go hlaha go tiišeletšwa le phethagatšo ya diprojeke. Lenaneo la go felela la diprojeke le tla thalwa ge go amogetšwe lentšu gotšwa kgorong ya meepo, dimenerale le dibešeletši gomme le baaba ditirelo batla thwalwa bao batlogo phethagatša maano a.

Project Name	Mampa Water Project: Installation and equipping 2 (two) fully functional boreholes providing potable water.						Classification	Infrastructure					
Background	The Limpopo region has seen a small increase in the access to water for households, however reliability has declined, leaving households unable to source water closer to their dwellings. The Mampa community have expressed a need to have their existing water supplies improved and additional piping and reticulation introduced to improve potability and reliability of the water supply.												
Stakeholder Engagement	Mass Meetings held in 2021, Stakeholder Leadership meeting held 15 November 2022. Mass meeting held on 23 April 2023 FLM meeting held on 4 May 2023				IDP Reference	Ward Priority for 2022/23, Pg 232 - IDP/Budget 2022/2023, for FLM, Adopted 26 May 2022			Community Notes:				
Geographical Location	-24.360810828585972, 30.012883365332662	District Municipality	Sekhukhune District Municipality (SDM)	Local Municipality	Fetakgomo Tubatse Local Municipality (FTLM)	Village Name	Ga-Mampa (Ward 32)		Project Start Date	Nov-22	Project End Date	Jan-24	
Output	Existing Water System Evaluation, Installation and replacement of service pipes, Increase water supply to Ga-Mampa village.			Responsible Entity	Sefateng Chrome Mine in conjunction with Hallcore				Budget	R 1 740 000,00			
K.P.A	Increased reliability of Ga-Mampa water supply. <b>Installation and full equipping of 2 Boreholes.</b>		K.P.I	Water delivery reports		Q timelines & year	2022 - Provider Selection		Q timelines & year	2023 Q1 - Feasibility Study		Q timelines & year	2023 Q2 - Ground breaking
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments						
Short Term	Casual Labourer	10	7	3	7	3	10						
Medium Term	Casual Labourer	0	0	0	0	0	0						
Long Term	Casual Labourer	0	0	0	0	0	0						
Completion Date	Dec-23			Exit Strategy	Handover of water systems to the Ga-Mampa community via the Ga-Mampa Trust.								

Lenaneo la porojeke goya ka tatelano ya SLP

Event	Date	Details	Spend (estimated - final cost from supplier)	
Supplier Tender	2023/05/01	Tender Submitted for supplier application. Anticipated ring fenced element		
Site Selection	2023/08/01	Evaluation by water experts to select borehole sites	R	200 000,00
Site Establishment	2023/08/01	Supplier to establish site	R	80 000,00
Test Drilling	2023/09/01	Exploratory drilling	R	200 000,00
Site Evaluation	2023/11/01	Testing and evaluation of water supplies	R	100 000,00
Final Installation	2023/12/01	All supporting structures installed	R	1 000 000,00
Close Out	2024/03/01	Final Close out and hand over	R	160 000,00
Total			R	1 740 000,00



## SEFATENG

### 5.8.2. Tsela ya sekontiro ya motse wa Ga-Mampa/ Ga-Phasha

Seswantšho se se latelago, ke maano a go se felelele ao maikemisetšo elego go hlaha go tiišeletšwa le phethagatšo ya diprojeke. Lenaneo la go felela la diprojeke le tla thalwa ge go amogetšwe lentšu gotšwa kgorong ya meepo, dimenerale le dibešeletši gomme le baaba ditirelo batla thwalwa bao batlogo phethagatša maano a.


Project Name	Construction of Ga-Mampa Tar road, 4 kilometers in distance.						Classification	Infrastructure							
Background	Ga-Phasha and Ga-Mampa make use of the same road to connect the towns and attend the local clinic in Ga-Phasha. The roads are currently gravel roads which are prone to significant damage due to rainfall and regular use. Re-gravelling the road has proven futile and a permanent and sustainable solution is required.														
Stakeholder Engagement	Mass Meetings held in 2021, Stakeholder Leadership meeting held 15 November 2022. Mass meeting held on 23 April 2023 FTLM meeting held on 4 May 2023					IDP Reference	Strategic Roads, Pg 92 - IDP/Budget 2022/2023, for FTLM, Adopted 26 May 2022			Community Notes:					
Geographical Location	-24.35217977519133, 30.00703409478037		District Municipality	Sekhukhune District Municipality (SDM)		Local Municipality	Fetakgomo Tubatse Local Municipality (FTLM)		Village Name	Ga-Phasha to Ga-Mampa (Ward 32)		Project Start Date	Jan-23	Project End Date	Dec-24
Output	<b>Tar 4 Kilometers of the road in conjunction with the Ga-Mampa community members.</b>					Responsible Entity	Sefateng Chrome Mine in conjunction with other participating mines in the area and FTLM.			Budget	R 4 000 000,00				
K.P.A	Sustainable road		K.P.J	Finished road		Q timelines & year.	2023 - Provider Selection		Q timelines & year	2023 Q2 - Feasibility Study		Q timelines & year	2024 Q1 - Ground breaking		
Classification of jobs	No of jobs to be created:	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments								
Short Term	Casual Labourer	10	7	3	7	3	10	Tar area off 4 kilometers within Mampa community.							
Medium Term	Casual Labourer	0	0	0	0	0	0								
Long Term	Casual Labourer	0	0	0	0	0	0								
Completion Date	Dec-24					Exit Strategy	Handover of road to the FTLM in conjunction with Ga-Phasha and Ga-Mampa Community Trust								

***Lenaneo la porojeke foya ka tshepidisho ya SLP***

Event	Date	Details	Spend (estimated - final cost from supplier)	
Negotiations with LRM	2023/05/01	Engage with the department of roads in an effort to partner		
Site Establishment	2023/08/01	Supplier to establish site		
Tranche 1 payment	2023/09/01	Exploratory drilling	R	1 000 000,00
Tranche 2 payment	2023/11/01	Testing and evaluation of water supplies	R	1 000 000,00
Tranche 3 payment	2023/12/01	All supporting structures installed	R	1 000 000,00
Tranche 4 payment	2024/03/01	Final Close out and hand over	R	1 000 000,00
*** Note, if Sefateng is unable to partner, construction will begin mid 2024 and managed for the distance of 4 kilometers.				
To this end, the mine have already employed the services of an engineering company to calculate the costs at R1250 per meter.				
Total			R	4 000 000,00

### 5.8.3. Phaphoši ya khomphura ya Matianenyane

Seswantšho se se latelago, ke maano a go se felelele ao maikemisetšo elego go hlhla go tiišeletšwa le phethagatšo ya diprojeke. Lenaneo la go felela la diprojeke le tla thalwa ge go amogetšwe lentšu gotšwa kgorong ya meepo, dimenerale le dibešeletši gomme le baaba ditirelo batla thwalwa bao batlogo phethagatša maano a.

Project Name	Reconstruction of 1 block of classrooms, including 3 classrooms and 1 Computer Room to be renovated and equipped with computers, desks, chairs and wifi functionality.						Classification	Infrastructure & Education								
Background	The students at Matianenyane have limited access to tablets during their school day. In order to adequately prepare for life after school, students must be exposed to computers. The computer class will provide a safe environment for the classes, the storage of the equipment and an ergonomically designed room fit for purpose.															
Stakeholder Engagement	Mass Meetings held in 2021, Stakeholder Leadership meeting held 15 November 2022. Mass meeting held on 23 April 2023 FTLM meeting held on 4 May 2023					IDP Reference	Ward Priority for 2022/23, Pg 232 - IDP/Budget 2022/2023, for FTLM, Adopted 26 May 2022				Community Notes:					
Geographical Location	-24.28739029004558, 29.954036489118305		District Municipality	Sekhukhune District Municipality (SDM)		Local Municipality	Fetakgomo Tubatse Local Municipality (FTLM)		Village Name	Tjibeng (Ward 32)		Project Start Date	Jan-23	Project End Date	Aug-23	
Output	Building Structure, Desks, and Chairs, 8 x Computers and prepaid ready WiFi network set up.					Responsible Entity	Sefateng Chrome Mine				Budget	R	1 490 000,00			
K.P.A	Computer Class Room. <b>Renovation of 4 classroom existing structure and equipment.</b>			K.P.1	Operational Class		Q timelines & year	2023 - Provider Selection		Q timelines & year	2023 Q2 - Construction		Q Timelines &	2023 Q3 - Equipment Delivery		
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments									
Short Term	Casual Labourer	10	7	3	7	3	10									
Medium Term	Casual Labourer	0	0	0	0	0	0									
Long Term	Casual Labourer	0	0	0	0	0	0									
Completion Date	Aug-23					Exit Strategy	Handover of Venue and Equipment to the School									



***Lenaneo la porojeke foya ka tshepidisho ya SLP***

Event	Date	Details	Spend (estimated - final cost from supplier)	
Supplier Tender	2023/05/01	Tender Submitted for supplier application. Anticipated ring fenced element		
Site Establishment	2023/08/01	Supplier to establish site	R	150 000,00
Construction	2023/09/01	Repair of walls, windows, doors, floors, ceilings, white boards & Electrification.	R	1 132 781,78
Equipment	2023/11/01	8 Desks and 16 Chairs	R	60 000,00
Final Installation	2023/12/01	8 Desktop Computers	R	120 000,00
Close Out	2024/03/01	Finishes and Final Close out and hand over	R	27 218,22
Total			R	1 490 000,00

### 5.8.4 Hall ya setšhaba ya Ga-Mampa

Seswantšho se se latelago, ke maano a go se felelele ao maikemisetšo elego go hlhla go tlišeletšwa le phethagatšo ya diprojeke. Lenaneo la go felela la diprojeke le tla thalwa ge go amogetšwe lentšu gotšwa kgorong ya meepo, dimenerale le dibešetšiši gomme le baaba ditirelo batla thwalwa bao batlogo phethagatša maano a.

Project Name	Ga-Mampa Community Hall, reconstruction of existing framework into a complete and functional community hall with one office						Classification	Infrastructure					
Background	The Ga-Mampa community hall burnt down several years ago and has left the community without adequate gathering space. The Community halls provide necessary support for the community and individuals.												
Stakeholder Engagement	Mass Meetings held in 2021, Stakeholder Leadership meeting held 15 November 2022. Mass meeting held on 23 April 2023 FLM meeting held on 4 May 2023				IDP Reference	Ward Priority for 2022/23, Pg 161 - IDP/Budget 2022/2023, for FLM, Adopted 26 May 2022			Community Notes:				
Geographical Location	-24.35217977519133, 30.00703409478037	District Municipality	Sekhukhune District Municipality (SDM)	Local Municipality	Fetakgomo Tubatse Local Municipality (FTLM)	Village Name	Ga-Mampa (Ward 32)		Project Start Date	Jan-24	Project End Date	May-25	
Output	<b>Rebuild existing Community Hall and provide furniture (1 podium, 200 chairs, 1 office desk with 2 office chairs and 1 computer for use in the hall).</b>				Responsible Entity	Sefateng Chrome Mine			Budget	R 1 500 000,00			
K.P.A	Functional Community Hall		K.P.I	Use by community		Q timelines & year	2024 - Provider Selection		Q timelines & year	2024 Q2 - Technical Drawings		Q timelines & year	2024 Q4 - Ground breaking
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments						
Short Term	Casual Labourer	20	14	6	14	6							
Medium Term	Casual Labourer	10	7	3	7	3							
Long Term	Casual Labourer	0	0	0	0	0							
Completion Date	May-25				Exit Strategy	Handover of the Community Hall to the FLM in conjunction with Ga-Mampa Community Trust							

***Lenaneo la porojeke foya ka tshepidisho ya SLP***

Event	Date	Details	Spend (estimated - final cost from supplier)	
Supplier Tender	2023/05/01	Tender Submitted for supplier application. Anticipated ring fenced element		
Site Establishment	2023/08/01	Supplier to establish site	R	11 571,00
Construction	2023/09/01	Repair of walls, windows, doors, floors, ceilings, white boards & Electrification.	R	1 398 429,00
Equipment	2023/11/01	1 Podium, 200 Chairs and 1 Office (Table 3 Chairs and Desktop Computer)	R	80 000,00
Close Out	2024/03/01	Finishes and Final Close out and hand over	R	10 000,00
Total			R	1 500 000,00

## 6. KGWEBO YA THEKO LE THLABOLLO YA MOABI

Khamphani ye ya moepo, e kwešiša gabotse temana ya go leka go hlabolla badudi kudu bao ba tšwago tebetebeng ya bodiidi. Ebile khamphani ye, e bona lenaneo matlafatšo la batho baso ele e nngwe ya dikokwane tša go hlabolla lephelo la badudi ka mono Afrika Borwa le gore e bona lenaneo le la matlafatšo ya batho baso, le ka shomišwa go fihlelela ditumo tsa Lenaneo la meepo la ka mono nageng la ngwaga wa dikete masomepedi le lesome seswai.

Bjale ge, Maano a a go reka, go ya ka ditumo tša lenaneo la meepo la ka mono nageng la ngwaga wa dikete masomepedi le lesome seswai, le tla thalwa go ya ka maano a a latelago ka fase:

**Tafola 19 : dipheho tša theko**

Element Description	ELEMENT	MEASURE AND DESCRIPTION	MC III TARGET	2020	2021	2022	2023	2024
<b>Total Procurement budget spend</b>	Procure 70% locally manufactured mining goods with a 60% local content	21% of total mining goods procurement budget must be spent on South African manufactured goods produced by Historically Disadvantaged Persons owned and controlled company	21,00%	5%	10%	18%	21%	21%
		5% of total mining goods procurement budget must be spent on South African manufactured goods produced by women owned and controlled company or youth owned and controlled company	5,00%	1%	1%	3%	5%	5%
		44% of total mining goods procurement budget must be spent on South African manufactured goods produced by BEE compliant company	44,00%	10%	20%	30%	44%	44%
	80% Services	50% of total services budget must be spent on services supplied by Historically Disadvantaged Persons	50,00%	15%	20%	30%	50%	50%

	15% of total services budget must be spent on services supplied by women owned and controlled companies	15,00%	5%	8%	10%	15%	15%
	5% of total services budget must be spent on services supplied by youth owned and controlled companies	5,00%	1%	2%	3%	5%	5%
	10% of total services budget must be spent on services supplied by a BEE compliant company	10,00%	3%	5%	8%	10%	10%
Research & Development	A minimum of 70% of total research and development budget to be on South African based research development entities	70,00%	30%	50%	60%	70%	70%
Sample Analysis	Utilise South African based facilities or companies for the analysis of 100% of all mineral samples across the mining value chain. (i.e. % of spend)	100,00%	80%	90%	100%	100%	100%

Molawana wo otlā šomiša mokgwa wo o latelago:

- Baaba ditirelo ba baswa, ba tla kgopelwa go tšweletša pepeneneng tshedimošo ya malebana le bolaodi bja bona, le mananeo a kakaretšo a lenaneo la matlafatšo ya batho baso
- Go tla thwalwa maano gape a go lebellishisa le go lekola ka go tsebelela maemo a bjale a baaba ditirelo go kgonthiša gore tshedimošo yeo ya bona ke a maleba na.
- Go tla thwalwa kutšwanyana ditšweletšwa tša baaba ditirelo bao ba lego lenaneong la baaba ditirelo ba khamphani ya HDP
- Khamphani e tla hlohleletša gape baaba ditirelo go bopa segwera le tlemagano le baaba ditirelo ba khamphani ya HDP, geeba ga bana le maswanedi ao a go aba ditirelo tsa di tšweletšwa
- Dinyakwa ka moka tša tendara, di tla tsebišwa dikhamphani tša baaba ditirelo ba HDP
- Bao banago le kganyogo ya go ba baaba ditirelo ba HDP, batla hlahlwa le go thušwa ge go hlongwa maano a maswa a kgwebo.

Kgwekgwe le nepo kgolo fa, ke go leka go hlabolla le go godiša go kgathata, tema baaba ditirelo ba HDP mererong ya meepo gape le go kgonthiša gore ba tsena lenaneong la baaba ditirelo. Se se letetšwe gore se ka thuša go hlabolla kgolo ya letseno la HDP.

Bjale, nepo kgolo ya projeke ke go :

- Go thala lenaneo la baaba ditirelo la HDP la maleba leo le ka lekolwago
- Gape le go kgonthiša gore lenaneo le le a hlokomelwa
- Go thala maano a maleba a HDP le dibaka
- Go tla ka lenaneo le lekaone la dikgokaganyo la dikhamphani tsa HDP
- Go tla ka lesolo kwalakwatšo le gore maano a a thekgwe ke Makala ka moka a HDP
- Go thala segwera sa mengwaga ngwaga seo se tlogo hola mafapa ka moka le baaba ditirelo ba HDP
- Go kgonthiša gore lenaneo la go reka la technologi la khamphani ye,leo le tlogo ka moepo, le bonolo go tsenela ditendara le go re ga le hlaola borakgwebo potlala le gore,
- Le matlafatsa lenaneo le la ditendara

## 7. MAGATO A GO RAROLLA MAEMO A DINTLO LE A BOPHELO

Moepo wo wa Sefateng ke kgale o šoma, mengwaga ngwaga, gomme o šoma le meepo e mengwe ya baagelwane ebago wa Bauba le Samancor. Bjale bashomi ba bantšhi bja moepo wo, bo thwalwa gona mo gae gomme botšwa malapeng a maleba. Ntle ga se, moepo wo o lefela tefelo ya go swana ya malebana le leano la mengwako

### 7.1. Maemo a motheo a dintlo

**Tafola 20 : diporofaele tša dintlo**

Dintlo	Limpopo	DM	LM	Ward 32
Ntlo	80.50%	77.00%	76.50%	89.70%
Ya setšo	5.10%	4.90%	7.00%	1.70%
Mokhukhu	5.10%	6.60%	6.60%	6.40%
Ntlwana ka morago ga ntlo	5.50%	7.30%	4.70%	0.10%
Phaphoši	1.60%	2.40%	4.00%	0.10%
Tšedingwe	2.20%	1.80%	1.20%	2.00%
	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Bjale ka lebaka la kgolo ya setšhaba le tlhabologo ya Industeri ye, gona le nyakego e kgolo ya thušo ya mengwako tikologong ye, gomme se ke go ya ka bahlankedi ba mmasepala. Eupša, bahlankedi ba ba mmasepala ba lemogile gore gona le palo e ntšhi ya kabo ye ya mengwako yeo e abelwago bao ba lefelwago ditefelo tša tlasana le mengwako ye e rekegago.

Ka go realo, tšhišhinyo ya tlhabollo ye e tlogo tikologong ye, e tlile go oketša nyakego e nngwe gape ya mengwako le bodulo bja nakwana bja bashomi. Dipalo palo tša bjale, di akanya gore, ke diperesenete tše masomešupa tsela le seripa, tša malapa ao a lego mmasepaleng wo wa Fetakgomo-Tubatse di dulago mengwakong ya maleba ya go agwa ka ditena. Go sana le nyakego ya mengwako ye mengwe ya go kaba dikete tše lekgolo masome tshela šupa, masome hlano-hlano mmasepaleng wo. Tšhalela nthago ye ya mengwako yeo e tsomegago, gotee le kgolo ya palo ya badudi, ka lebaka la kgeregelo ya bafaladi tikologong ye, e beya kगतello e kgolo ya kabo ya ditirelo, kutšwanyana kgolo lefelong la mešhašhaneng leo le humanwago le itshamile ka meepo.

Efela botšhi bja malapa bo dula gabotse mengwakong ya maleba, ka diperesente tse masome seswai tharo, mola ele diperesente tše tshela fegelwana tshela tseo di sa dulago ka mekhukung.

## **7.2. Lenaneo la mmasepala la go rarolla tlaelelo ya dintlo**

Maano a Mmasepala wa Fetakgomo - Tubatse a go rarolla maano a tlhaelelo ya mengwako a sa lekolwa mo lebakeng le.

Tshedimošo yeo e tlogo humanwa gotšwa lenaneong la kabo ya ditirelo malebana le diprojeke tšeo di rulagantšwego, di akareditšwe mo:

- Tlhabollo ya kadimo
- Tulo ya lebakanyana le lephelo
- Taolo ya meago

## **7.3. Leano la matlo le maemo a bophelo**

Tlhabollo ya taba ya lenaneo la gore bashomi ebe beng mengwako.

- Go thuša bašomi bao ba swanelwago ke lenaneo la mmušo la kabo ya mengwako ka go ikgoganya le dikgoro tša maleba gore ba humane mengwako ye.
- Go abela bašomi tšhelete ya bodulo yeo e tlogo kgonthiša gore mafelelong goba le bodulo bja maleba le gore mekhukhu e a fedišwa mafelelong
- Go tla ka mananeo a go swana le go thuša ka mašeleng gore bašomi ba lebe dikolong, le gore ba thušwe ka mekitlana ya bona gore bashomi ba ba ikgokolla mekitlaneng ya dibanka le gore ba laola gabotse temana ye.

Bjale ge, go ya ka maano a bjale a bašomi bao ba lebeletšwego moepong wo, go letetšwe gore go tla thalwa lenaneo leo le latelago la malebana le maemo a bodulo:

- Mo lebakeng le, khamphani e gare e fa bašomi tšhelete gore ba humane bodulo bja maleba
- Moepo wo o sa le gare o a hlabollwa kua fase

- Go tla dirwa diphatišišo ka go šomiša tokomane ya maano a moepo le setšhaba go thala fase dinyakwa le go kgonthiša gore ke bašomi bafe bao banago le mengwako.
- Khamphani ye e tla ikopanya gape le dikhamphani tše dingwe tša go šoma ka merero ya mengwako go thuša bašomi ba

#### **7.4. Lenaneo la bophelo bjo bo botse le phepo**

Bjale kage bašomi ba tlabe ba dula madulong a bona a go lefela goba madulong a bona, moepo o ka se kgone go laola tšeo ba di jago. Efela ka lenaneo leo le thadilwego la phepo, moepo o ka laola tšeo di lewago ke bašomi le ba lapa la bona. Lenaneo le la tlhokomelo ya maphelo le phepo le tla kgothiša tše di latelago:

- Meetse ao a fiwago setšhaba le bašomi
- Go tla hlongwa kliniki moepong wo
- Bašomi ka moka batla fiwa lenaneo la thušo ya kalafo leo le flogo kgonthiša phepo e kaone ka tefelo ya tlasana
- Moepo o hlomile lenaneo la lesolo la tlhokomelo ya lephelo ngwagola ka Desemere

## 8. DITSHEPETŠO TŠE DI AMANAGO LE TAOLO YA GO FOKOTŠA MOŠOMO

Moepo wo wa Sefateng, o na le mengwaga ye masometharo o šoma, ka gona go ra gore, o ka se gapeletšege go fokotša bašomi. Moepo o rata bašomi ba ona, ka gona go ba fokotša, go ama kudu setšhaba sa mo. Ka go realo, moepo o tla tšwela pele go lekola letseno la ona le mengwaga ya wona, go efoga taba ye ya go fokotša bašomi mošomong.

Ge go ka direga gore, taba ye e be gona, moepo o tla latela magato le tshepedišo ka moka, go ya ka molao wa bašomi wa karolwana ya lekgolo masome seswai senyane (a).

### 8.1. Go hlongwa ga foramo yaka moso

Forumo ya moepo wa Sefateng wa Koromo, e hlomilwe kgwedding ya Aporele ngwageng wa ketepedi masomepedi tee, le gore e na le kemedi ya bašomi le ba taolo. Moepo wo gabjale o sa swere ditherišano le Unione ya bašomi – NUM, malebana le dikwanelo tša gore forumo ye e amogelwe. Ge go ka direga gore moepo le Unione di fihlelele dikwanelo tšeo, molaotheo wa forumo yeo o tla thalwa gabotse ka maleba gore o amogelege.

Mo lebakeng le, bašomi ba dumeletšwe go romela maina a kemedi a forumo ye, go ya ka melawana le tshepedišo ye e dumeletšwego:

Se se akaretša:

- Dingwalwa tsa boitlamo tša forumo ye
- Goba, dingwalwa tšeo di saenetšwego tša go laola forumo ye
- Mangwalo a maleba a go thwalwa ga maloko a forumo ye ao a hlaotšwego

Lenaneo le kopano le metsotso :

Dikopano tsa Forumo ye, di tla swara mo dikgwedi tšeo tshela go lša go tse lesome pedi le gona di tla thekgwa ka tšeo di latelago:

- Molwana wa kgoro ya bašomi wa bosetšhaba wa dikwanelo tša meepo le bašomi Department

- Tokomane ya melawana ya kwano magareng ga setšhaba le moepo le ka tsela yeo e tlogo šoma

## 8.2. Mekgwa ya go boloka mešomo

Khamphani ye e tla tla ka maano a go leka go efoga tahlegelo ya meshomo ka mabaka a a itsego. Se se tla dirwa ka go tla ka mananeo a go lekola maano a moepo, le go tla ka ditshisinyo tseo nepo ele go thusa go re moepo wo o golele go ya pele. Ditshisinyo tseo di ka akaretsa tse di latelago:

- Go thala tlemagano le tšhomišano magareng ga meepo
- Go epa mafelo a tlasana
- Phokotšo ya ditefela
- Go tla ka mananeo a go šomiša technologi go godiša moepo wo
- Go tla ka maano le tekolo go fokotsa ditefela tša godimo
- Maano a kgolo le go reka, moepong wo wa koromo wa Sefateng ka kakaretšo
- Go iša bašomi mafelong a mangwe fao go kgonegago
- Taolo le go emiša go thwala bašomi ba baswa
- Go hlohleletša boithaopi bja bašomi bao ba ka rolago modiro ka lebaka la bogolo
- Go hlohleletša boithaopi bja bašomi go kgopela tšhelete ya bona ya botšofe
- Go fedišwa ga dikotraka tša mošomo tša bašomi ba nakwana
- Go thwalela bašomi mošomo dikhamphaning tše dingwe ka ntle ga wo
- Go šuthišwa ga maemo a mošomo
- Go tla ka maano a tlhahlo ya bokgoni

Le ge golebjalo, go boima go efoga go fokotša bašomi mošomong, ntle ga maitekelo ka moka a taolo ya moepo, le mošomo wa Forumo. Forumo ye e tla newa maatla a go nyakana le lemanoga le lengwe ntle ga go fokotša bašomi le tahlegelo ya mešomo. Tshepedišo ye e dirilwe, go ya ka melawana ya bašomi ka mono Afrika Borwa bjale ka ge e thadilwe go ya ka karolwana ya bo lekgolo masome seswai senyane (a) ya molawo wa merero ya bašomi. Tshepedišo ye e dumelela kemedi ya bašomi bao ba amegago, sebaka sa go lekola mabaka a tšhishinyo yeo ya go fokotša bašomi le go tla ka mamano a mangwe ntle ga tahlegelo ye ya mešomo, le tshepedišo ya go thibela kamego ye e ka tšwelelago ka morago ga se.

### 8.3. Go fokotšwa ga balaodi

Karolwana ya bo lekgolo masome seswai senyane (a) ya molawo wa merero ya bašomi:

Tshepedišo e tla latela molawana wo le kemedi ya maleba ya bašomi ka pejana ge taba ya tobo ya mešomo e ngunwangunwa.

Karolwana ya bo masome hlano pedi ya **MPRDA**:

Khamphani ye ya Sefateng, e tla fa kgoro ya dimeneralo le dibešeletši lengwalo, gore le fiwe bodo ya dibešeletši le tlhabollo ya meepo, bjale ka ge go latelwa molawana wo.

Melawana ya kwano ya magareng ga setšhaba le moepo ya bositšhaba: Bjale ka ge ditherišano di beetšwe kwano ya magareng ga setšhaba le moepo di tla latelwa, fao bašomi le kgoro ya merero ya bašomi batla tsebišwago, le go rerišwa, maleba le ngunanguno yeo ya go fokotša bašomi.

Kwano malebana le go thwalwa ga bashomi ba baswa: Operatione ye e tla emiša go thwalwa ga bašomi ba baswa efela ka go leka go thiba dikgoba tšeo di lego gona tša mešomo ka bao ba šetšego ba thwetšwe ba tseba mošomo, goba bao ba hlahlilwego le gona ele kgale ba šoma mo ge feela mong mošomo a ka fiwa maatla a ka tswela pele go thwala ditsibi tša mošomo woo, fao go nagao le tlhaelelo.

Khansela ya bositšhaba ya malebana le tlhabollo ya ekonomi le bašomi ya malebana le kwano ya magareng ga setšhaba le moepo:

Go ya ka dikwanelo tša mokgwatlo wa NEDLAC, kgoro ya bašomi e tla tsebišwa :

- Palo ya bašomi bao batla a ngwago ke se
- Mešomo ya bašomi ya mehutahuta
- Nako le dikwano tša dišhišinyo tša go fokotša bašomi
- Thušo yeo e tla fiwago e akaretša:
- Kholofelo ya go thwalwa gape mošomong
- Maleme le bodulo bja bašomi bao ba amegilego
- Tshedimošo ya bokgoni bja bašomi

- Ditlabakelo tšeo di lego gona tša go thuša bašomi
- Ditaba ka bottlalo tša dikwano le fao go sego gwa kwanwa goba dithulano le diUnione tšeo di tsebegago

Ditherišano di tla swarwa gape le kgoro malebana le koketšego ya ditirelo tšeo di ka tšomegago go akaretša go thwalwa ga sehlopha –tšhomo sa go šogana le go fokotša bašomi

### **8.3.1. Go kgatha tema ga CCMA**

Moepo o tla šomiša tshepedišo ya CCMA ya pele mošomi a rakwa mošomong le go tsebiša maano ao a go fokotša bašomi gore CCMA e kgone go thwala komišenare ya go tla go sepediša temana goba morero wo.

Moepo o tla hloma gape centara ya go eletša bashomi bao ba amegago, le go ba tlabela ka tshedimošo gape le go ba eletša ka sekwama sa Insurance sa go se shome UIF, gape le go thuša ka boingwadišetso le kgoro gore ga basa šoma ga e šita le go ba eletša ka dibaka tsa mešomo tšeo di lego gona dikhamphaning goba mafelong a mangwe.

Moepo o sa akanya go fihlelela kwano le kgoro malebana le go thala lenaneo la dikeletšo go thuša bašomi, go akaretša thoba matswalo ya bao ba amegago. Gomme ge go kgonega, go ka thwalwa gape bašomi ba kontraka ba tlaleletšo go kgonthiša gore ditirelo tšeo di a abjwa. Fao go kgonegago, moepo o tla lefela ditsshenyagalelo ka moka ditirelong tša mohuta wo.

### 8.3.2. Ditumelalo le Unioni

Fao go nago le kwano magareng ga mongmošomo le Diunione, tšeo di angwago ke go fokotšwa ga bašomi moshomong, dikwano tšeo di tla hlomphiwa gomme le tšona ya ba karolo ya tshepedišo ye.

Ka tshomišano le sehlopha tšhomo sa kgoro ya mešomo, meepo yeo e fokotšago bašomi, e tla thuša bašomi bao go ingwadišetsa letseno la UIF

### 8.3.3. Mekgwa ya kaonafatšo ya lephelo, le Ekonomi

Ge mekgwa ye, yeo e beilwego e ka sebe ya maleba go efoga phokotšo ya mešomo, le gore ge go thwalwa lenaneo la go thwala le ka amega, gotla latelwa tshepedišo ye e latelago go kaonafatša maima ao a tla tswelago ka morago ga tobo ya mešomo.

Phethagatšo ya tlhahlo ya bašomi gore ba thwalwe lekaleng le la ekonomi le tlhologo ya mešomo le phokotšo ya bodiidi ka diprojeke tša boipereki.

Tlhahlo ya bašomi: Mekgwa ye mengwe ya go tla ka tharollo ya lemanoga le lengwe go leka go efoga phokotšo ya meshomo yeo e akaretšago:

- Tlhahlo le tlhabollo
- Go iša bašomi meepong e mengwe
- Mekgwanakgwana ya go leka go hlabolla tšweletšo

Tlhahlo ya bokgoni: Tlhahlo ya bokgoni ke e nngwe ya mekgwa ya maleba ya go thibela kamego ya go fokotša mešomo le tahlegelo ya mešomo Industering ye. E fa bašomi sebaka sag go ikema go ya go ile industering ye, yeo e phelago ka go tekateka. Ka lebaka le, Moepo wo wa Sefateng o akanya go tla ka ditlabela tšeo di lego gona malebana le tlhahlo ye. Le ge go kgonega gore moepo wo rulaganya tlhahlo le ka morago ga phokotšo ye ya mešomo, moepo wo o rulaganya go thoma ka tlhahlo ye ge goena le nyakego, ka go leka go fokotša kamego ya bašomi le go ba fa lemanogo ka pejana.

Element		YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	Total Financial Commitment
		2020	2021	2022	2023	2024	
1	Severance Pay	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
2	Skills Development	R50 000,00	R53 000,00	R56 180,00	R119 101,60	R126 247,70	R404 529,30
3	Administrative	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
4	Other	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
5	Other	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
TOTAL SLP PROVISION		R50 000,00	R53 000,00	R56 180,00	R119 101,60	R126 247,70	R404 529,30

## 9. KABO YA DITŠHELETE

**Tafola 21** : *Kabo ya ditšhelete*

Element		YEAR 1 2020	YEAR 2 2021	YEAR 3 2022	YEAR 4 2023	YEAR 5 2024	Total Financial Commitment
1	Human Resource Development	R647 455,27	R1 376 230,00	R1 971 913,80	R2 938 120,88	R3 274 177,48	R10 207 897,42
2	Local Economic Development Projects	R0,00	R0,00	R0,00	R4 365 000,00	R4 365 000,00	R8 730 000,00
3	Downscaling and Retrenchment	R0,00	R0,00	R0,00	R225 000,00	R154 500,00	R379 500,00
<b>TOTAL SLP PROVISION</b>		<b>R647 455,27</b>	<b>R1 376 230,00</b>	<b>R1 971 913,80</b>	<b>R7 528 120,88</b>	<b>R7 793 677,48</b>	<b>R19 317 397,42</b>

## 10. GO ITLAMA

**Molawana 11 (1) (g): BOIKANO, BO SAENETŠWE**

Ka fase, ke nna yoo leina la gagwe le nomoro ya boitsibiso tšeo di lego ka fase, ke a tiiseletša gore ke nna mokgopedi, goba motho wa maleba go ba kemedi ya mokgopedi go ya ka sephetho seo se rometšwego le mokgopedi, ka gona ke a ikana go phethagatša tokomane ya maano magareng ga setšhaba le moepo.

Maina ka botlalo le  
Sefane

**Alexandra Janet King**

Nomoro ya boitsibiso

7605060090080

Go saena