

Moepo Wa Bafokeng Rasimone Platinum



Leano la Loago le Babereki (Social and Labour Plan [SLP]) 2020 – 2024

NW 30/5/1/2/2/89 MR





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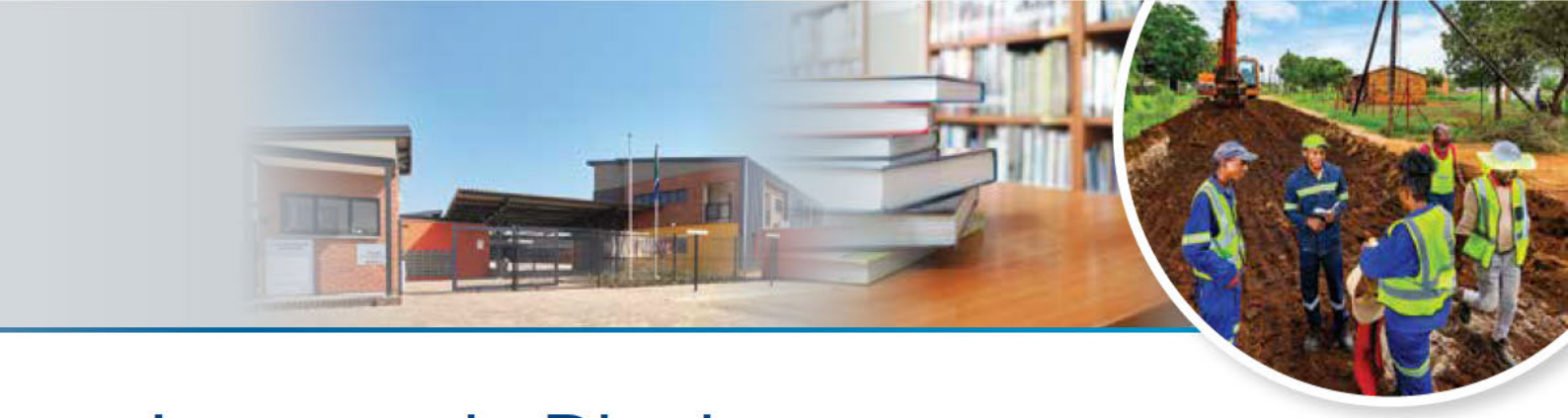
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Ditlhakaina le Dikhutswafatso

DIKHUTSWAFATSO	TLHALOSO
AET:	Adult Education and Training
BEE:	Black Economic Empowerment
BRPM:	Bafokeng Rasimone Platinum Mine
DMR:	Department of Mineral Resources
DoL:	Department of Labour
ESTC:	Engineering Skills Training Centre
FET:	Further Education and Training
FF:	Future Forum
HOA:	Home Ownership Allowance
HDSAs:	Historically Disadvantaged South Africans
HET:	Higher Education and Training
HRD:	Human Resources Development
HRDP:	Human Resources Development Programme
IDC	Individual Development Charter
IDPs:	Integrated Development Plans
ISO:	International Standardisation Organisation
JV:	Joint Venture
LED:	Local Economic Development
MPRDA:	Mineral and Petroleum Resources Development Act
MQA:	Mining Qualifications Authority
NQF:	National Qualifications Framework
RBA:	Royal Bafokeng Administration
RBH:	Royal Bafokeng Holdings
RBN:	Royal Bafokeng Nation



DIKHUTSWAFATSO	TLHALOSO
RLM:	Rustenburg Local Municipality
SABS:	South African Bureau of Standards
SADC:	South African Development Community
SETA:	Sector Education and Training Authority
SLP:	Social and Labour Plan
WIM:	Women in Mining
WSP:	Workplace Skills Plan

Go Dira Tumalanong le Thulaganyo ya Bolaodi

Melawana ya Minerals and Petroleum Resources Development Act (R 527)

MOLAWANA	DIPATLAFALO	KAROLO E E NANG LE DITSHUPISO
Molawana 41	Maitlamo a leano la loago le babereki ke – (a) Go rotloeletsa gore go nne le ditiro le go tswelletsa loago le ikonomi ya batho ba Aforika Borwa botlhe. (b) Go nna le seabe mo go fetoleng intaseteri ya meepo; le (c) Go tihomamisa gore beng ba ditetlelelo tsa go epa ba na le seabe mo tihabololong ya loago le ikonomi ya mafelo a ba dirang mo go one.	Tshimololo
Molawana 42(1)b	Go romelwa ga leano la loago le babereki 1 (b) Mookamedi wa Kgaolo o ka busetsa leano la loago le babereki go mokopi le na le ditshitshinyo tsa gore go dirwe dipaakanyo dingwe mme Mookamedi wa Kgaolo o tshwanetse go romela leano le le tokafaditsweng la loago le babereki gape mo nakong e e beilweng.	Tshimololo
Diteng tsa leano la loago le babereki Molawana 46: Diteng tsa leano la loago le babereki le tshwanentse go nna le tse di latelang:		
Molawana 46a:	(a) ketapele e e nayang tshedimosetso ya tihaloso ya moepo o go buiwang ka one	Ketapele ya Khamphane (Molawana 41, 42(1)(b) le 46(a))
Melawana 46b:	(b) lenaneo la tihabololo ya batho ba ba thapilweng le le tshwanetseng go akaretsa - (i). leano la tihabololo ya bokgoni e e supang le go bega ka a. Palo le maemo a thuto ya babereki e e tshwanetseng go kwalwa mo teng ga Form Q e e mo go Annexure II; le b. Palo ya diphatlhatiro tse moepo o sa kgoneng go di tlatsa mo sebakeng se se fetang dikgwedi di le 12 le fa go dirilwe maiteko a magolo a go thapa babatlalati ba ba tshwanelegang tse di tshwanetseng go kwala mo teng ga Form R e e mo go Annexure II. (ii). leano la botswelelopele ka ditiro le tiragatso ya lone tumalanong le leano la tihabololo ya bokgoni. (iii). leano la botlhomasekao le go diragadiwa ga lone tumalanong le leano la tihabololo ya bokgoni le ditlhokego tsa ditlhopha tsa tlhatlhelelo (iv). leano la boithutela tiro mo tirong le dibasari le go diragadiwa ga lone tumalanong le leano la tihabololo ya bokgoni; le	Tihabololo ya Dikgono tsa Babereki (Molawana 46(b))



MOLAWANA	DIPATLAFALO	KAROLO E E NANG LE DITSHUPISO
	(vi).dipalopalo tsa tekatekano ya ditiro tse di tshwanetseng go kwalwa mo teng ga Form S e e leng mo go Annexure II le leano la moepo la gore go nne le 10% ya basadi ba ba tsayakang karolo mo meepong le 40% ya batho ba Aforika Borwa ba ba neng ba tlodisiwa matlho mo nakong e e fetileng (<i>historically disadvantaged South African</i> [HDSA]) ba ba tsayang karolo mo maemong a bolaodi mo dingwageng di le 5 morago ga go newa ga tshwanelo kgotsa go fetolwa ga tshwanelo ya puso ya bogologolo.	
Molawana 46c:	(c) lenaneo la tlhabololo ya ikonomi ya loago le le tshwanetseng go akaretsa- (i). lefelo la loago le ikonomi le moepo o leng mo go lone, (ii). ditiro tsa ikonomi tsa konokono tsa lefelo le moepo o leng mo go lone. (iii). kafa moepo o tlileng go ama morafe wa lefelo leo le o babereki ba tswang mo go one. (iv). diporojeke tsa dikago le ditsela le phediso ya khumanego tse moepo o tlileng go di tshegetsatsa tumalanong le Leano la Tlhabololo e e Kopantsweng tsa mafelo a moepo o leng mo go one le mafelo a magolo a babereki ba tswang mo go one (v). dikgato tsa go rarabolola mathata a matlo le maemo a botshelo jwa babereki ba mo meepong. (vi). dikgato tsa go rarabolola dijo tse di nang le dikotla tsa babereki ba mo meepong; le (vii). leano la go tswelletsatsa pele ka theko ya dithoto le tiragatso ya lona mo dikhamphaning tsa HDSA go ya ka dithoto tse go dirwang dilo ka tsone, ditirelo le dithoto tse di rekwang le go kgaoganngwa ga go rekwa ga dilo tse di tshwanetseng go tladiwa mo teng ga Foromo T e e mo go Annexure II.	Molao wa Tswelediso ya Ikonomi mo Loagong 46 (c)
Molawana 46d:	(d) ditiro tse di maleba le go laola go fokodiwa le go kgaolwa ga babereki tse di tshwanetseng go akaretsa- (i). go tlhomiwa ga foramo ya nako e e tlang. (ii). ditsamaiso tsa go boloka ditiro le go tila go latlhegelwa ke ditiro le phokotsego tsa ditiro. (iii).ditsamaiso tsa go naya ditharabololo tse dingwe le ditsamaiso tsa go dira tshireletsego ya ditiro fa tatlhegelo ya ditiro e ka se ka ya tilwa; le (iv).ditsamaiso tsa go tokafatsa kafa loago le ikonomi di amang batho, dikgaolo le mo ditsamaiso tse dingwe fa bereki ba kgaolwa mo tirong kgotsa go tlhomamisega gore moepo o tlile go tswalwa.	Lenaneo la go laola go Fokodiwa le go Kgaolwa ga Babereki Molawana 46(d)

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LEANO LA LOAGO LE BABEREKI (SLP)
2020 – 2024

MOLAWANA	DIPATLAFALO	KAROLO E E NANG LE DITSHUPISO
Molawana 46e:	(e) go naya madi go diragatsa leano la loago le babereki malebana le tiragatso ya – (i). lenaneo la tswelediso ya babereki. (ii). lenaneo la tswelediso ya ikonomi ya lefelo; le (iii). ditiro tsa go laola go fokodiwa le go kgaolwa ga babereki mo tirong.	Ditlamelo tsa Ditšhelete – Molawana 46(e)
Molawana 46f:	(f) tiro ya mong wa tetlelelo ya go epa go netefatsa gore leano la loago le babereki le a latelwa le go itsise babereki ka lone.	Tiro e e Simololwang– Molawana 46(f)



Ketapele ya Khamphane

Molawana 41, 42(1)(b) le 46(a)

1

1.1 Dintlha tsa Khamphane

Lenaneothalo 1: Dintlha ka Khamphane

NTLHA	DINTLHA
a) Leina la Khamphane/mokopi	Impala-Bafokeng Platinum
b) Leina la moepo/ ditiro tsa tlhagisotiro	Bafokeng Rasimone Platinum Mine
c) Aterese ya Lefelo	Sun City Road R556 Styldrift Farm 90-JQ Rustenburg 0301
d) Aterese ya Poso	Private Bag X 82085 Rustenburg 0300
e) Nomoro ya Mogala	+27(0) 14 573 1478
f) Nomoro ya Fekese	+27(0) 14 573 1474
g) Lefelo la moepo kgotsa tiro ya tlhagisotiro	Leba Setshwantsho 2
h) Tse di Tshwanetseng go Dirwa	Dimetale tsa Gouta ya Polatinamo
i) Porofense	Bokone-Bophirima
j) Kgaolo	Mmasepala wa Kgaolo ya Bojanala Platinum
k) Mmasepala	Mmasepala wa Selegae wa Rustenburg
l) Botshelo jwa moepo	Dingwaga tse 43
m) Ngwaga wa Ditšhelete	31 Sedimonthole
n) Ngwaga o go begwang ka one	Mopitlwe 31 ngwaga le ngwaga
o) Motho yo o Ikarabelelang	██████████ – Senior HR Manager



1.2 Tshimololo

Bafokeng-Rasimone Mine (Pty) Ltd (e morago ga fano e tla bidiwang BRPM) e romela Social and Labour Plan (SLP) la dingwaga tse tlhano go ya ka molao wa Mineral and Petroleum Resources Development Act (Molao wa 28 wa 2002) (MPRDA). Go dirwa le go romelwa ga SLP ke selo se se batlwang ke MPRDA mme e tihalosa mananeo a loago le a babereki a botshelo jotihe jwa moepo.

Maikaelelo a SLP, jaaka a tihalositswe mo Melawaneng ya MPRDA (R 527), Molawana wa 41 ke go:

- Go rotloeletsa gore go nne le ditiro le go tswelletsa loago le ikonomi ya batho ba Aforika Borwa botlhe.
- Go nna le seabe mo go fetoleng intaseteri ya meepo.
- Go tihomamisa gore beng ba ditetlelelo tsa go epa ba na le seabe mo tihabololong ya loago le ikonomi ya mafelo a ba dirang mo go one.

Kgatelopele mo go diragatseng maitlamo a a tihalositsweng mo mananeong a a tihalositsweng mo SLP malebana le Human Resource Development (HRD), Local

Economic Development (LED), Theko ya Dithoto, Matlo le Maemo a Botshelo le Taolo ya go Fokotsa le go Kgaola Babereki mo Tirong e tla begela Department of Mineral Resources (DMR) la Kgaolo ya Bokone-Bophirima.

SLP ya BRPM e ne ya romelwa lantlha ka 2019 gore e diragadiwe ka 2020-2024. DMRE e ne ya dira tihatlhobo ya lefelo mme ya kopa Impala-Bafokeng gore e romele gape di-SLP tsa tsone ya ditiro tsotlhe tsa yone e na le dintlha tse di latelang tsa tlaletso:

- Tshedimosetso e nngwe malebana le diporojeke tsa Tsweliso ya Ikonomi ya Lefelo.
- Go rulaganngwa sesha ga diporojeke go ya ka morafe o o solegelwang molemo.
- Tihaloso ya leano le le rulagantsweng la go tlogela kgotsa go neela mo diporokeng tse di farologaneng.

Go tsibogela dikakantsho tsa DMRE, tokumente eno e diragatsa kopo ya go romelwa gape go ya ka Molawana wa 42 (1) (b).

1.3 Khamphane

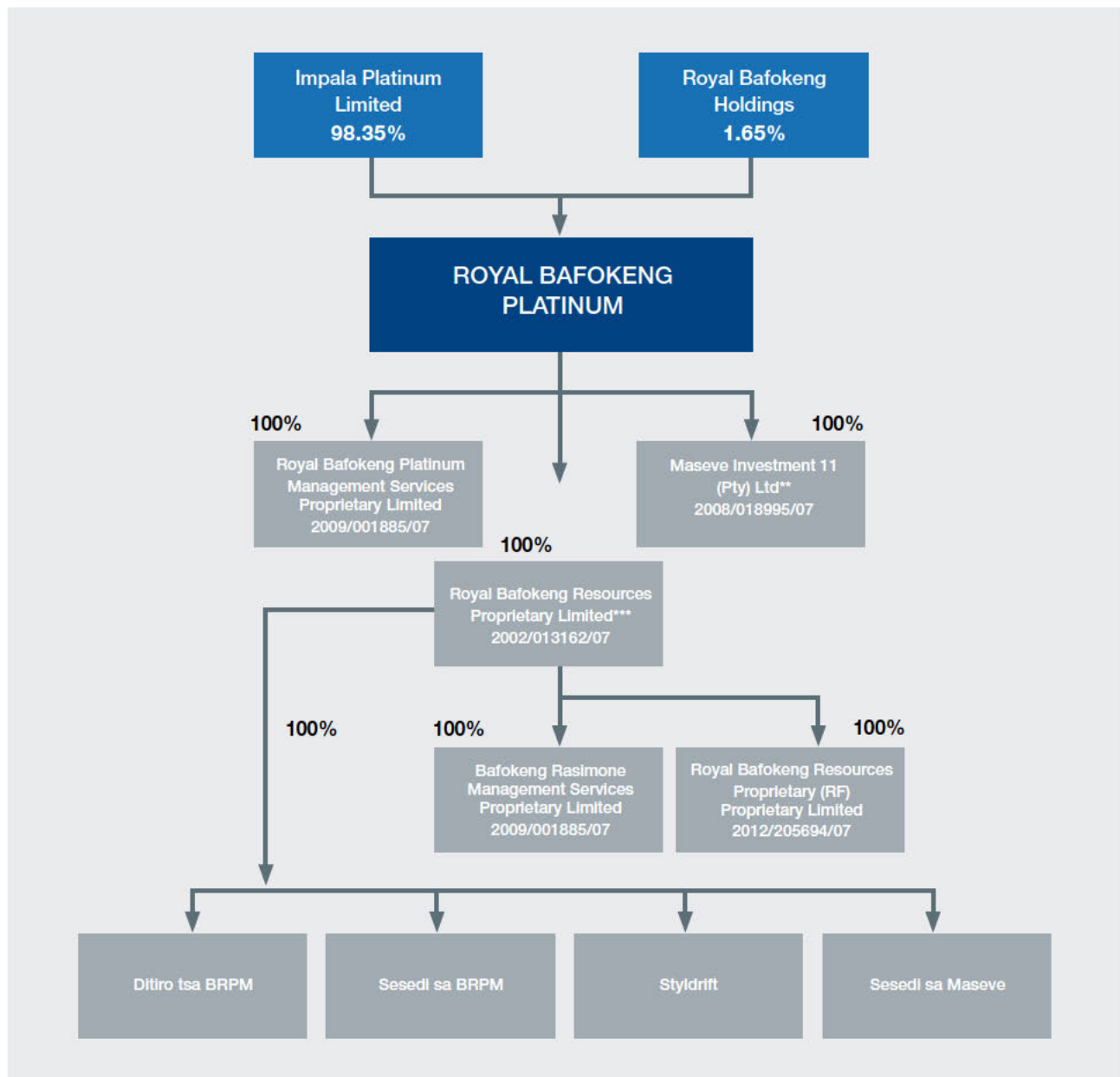
Royal Bafokeng Nation (RBN) e ne e le monaleseabe wa konokono mo go Impala-Bafokeng Platinum (IB) go simolola ka 2010 go ya go Ngwanatsele 2021, fa RBN e ne e tsena mo tumalanong mme ya rekisetsa Northam Platinum Holdings (NTM) dishere tsa yone tsa 34.52%. Impala-Bafokeng e nnile serekisiwa gape mo kgwebong ya khamphane fa Impala Platinum Holdings (IMP), go ya ka kopo ya bone e e patelesegang e be e baoatsa go reka dishere tsotlhe tsa Impala-Bafokeng tse di bonweng lantlha tsa 56,02% mme ka 2023 ya kgona go reka 98,35% ya dishere. Ga jaana Impala-Bafokeng e e neng e itsege jaaka RBPlat e tswa mo Johannesburg Stock Exchange (JSE) mme jaanong ke setlamo se se botlana sa Impala Platinum Holdings (IMP). Monaledishere yo mogolo wa Impala-Bafokeng jaanong ke IMP (98.35%),

e e nang le 1.65% e e santseng e le ya Royal Bafokeng Holdings (RBH), leba Setshwantsho 1.

Impala-Bafokeng e na le ditiro tse tharo: Bafokeng Rasimone Platinum Mine (BRPM), moepo wa Styldrift le Maseve. Moepo wa Maseve e tlhokometse le go baakanngwa. Ditiro tseno di ka nna 30km kwa Bokone-Bophirima jwa toropo ya Rustenburg mo porofenseng ya Bokone-Bophirima ya Aforika Borwa. Morafe o di leng mo go one ke wa Bafokeng bogolo jang mo metseng ya Macharora (metse ya Chaneng, Mafenya, Robega le Rasimone). Matlotlo a Impala-Bafokeng ke one fela a a botlhokwa a maemo a a seng kalo a kwa Merensky le a a santseng a le teng go ka epiwa kwa Western Limb ya Bushveld Complex mo Aforika Borwa mme a ka dirisiwa dingwaga di ka nna 60 tse di latelang.



MOEPO WA BAFOKENG RASIMONE PLATINUM
LEANO LA LOAGO LE BABEREKI (SLP)
2020 – 2024

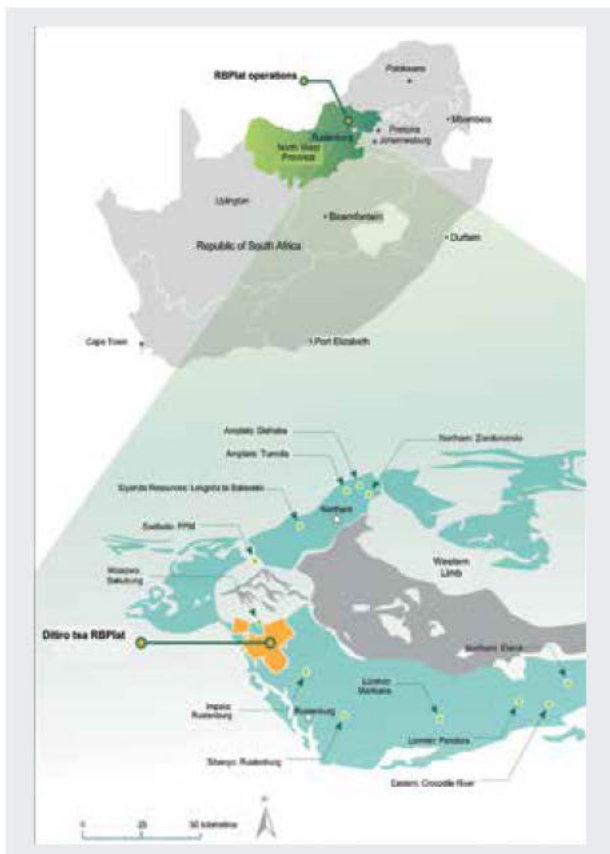


Setshwantsho 1: Kago ya Bolaodi jwa Impala-Bafokeng

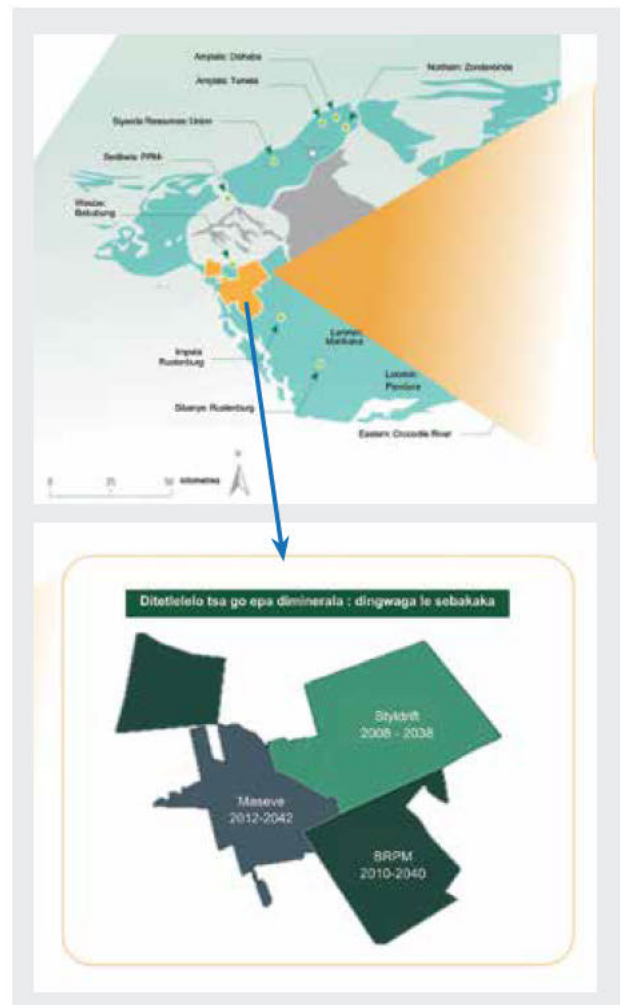
1.4 Lefelo

BRPM ke moepo o o tihabolotsweng ka botlalo o o leng kwa ntlheng ya bokone-bophirima jwa Bushveld Complex. Moepo ono o mo Mmasenaleng wa Selegae wa Rustenburg wa Porofense ya Bokone-Bophirima, o o ka nnang dikilometara di le 38 kwa bokone jwa Rustenburg. BRPM e mo polaseng ya Boschoppie, e e tshwerweng ke Royal Bafokeng Administration mo boemong jwa beng ba polasi, e leng RBN. Moepo o agilwe e le tiro tshwaraganetsweng ka botlalo le Royal Bafokeng Nation mme go dirilwe ditshono tse dintsi tsa ditiro. Lefelo le le letleletsweng la go hira meepo le akaretsa diheketara di le

3 860, le na le sekgala sa dikilometara di le thataro. Toropo ya Rasimone le lefelo la Robega di mo kgaolong ya go rebolela go hira meepo, fa bontlhanngwe jwa toropo ya Chaneng jone bo le mo kgaolong yone eo. Go epa le tiro ya go dira mo moepong e ikaegile ka dishafote tse pedi tse di welang kwa tlase le khonsentereitara ya segompiano. Tsela ya konokono ya go tsena kwa moepong ke ka ditsela tsa sekontere, mme seporo sa Rustenburg-Thabazimbi se kgbaganya lefelo le moepo o nang le tetla ya go le hirisa go ya kwa borwa-bokone.



Setshwantsho 2: Lefelo la Ditiro tsa Impala-Bafokeng



Setshwantsho 3: Lefelo la Ditsetelelo tsa Diminerale



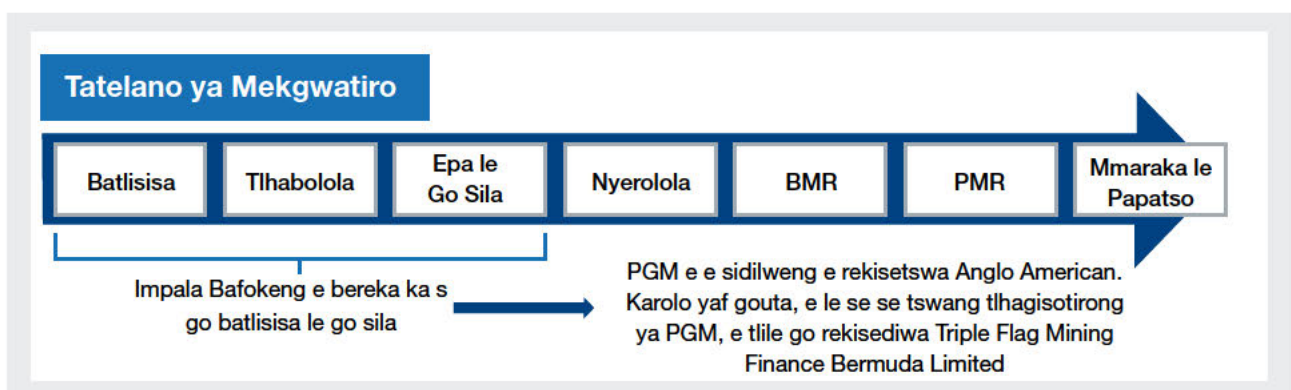
1.5 Ponelopele, Mokgele, le Maitlamo a Kgwebo

Maikaelelo a rona ke go dira isagwe e e botoka mme ponelopele ya rona ke go nna motlhagisatiro wa dimetale wa tlhwalihwakgolo le yo o nang le maikarabelo a go direla banalesabe isagwe e e botoka. Dipalo tsa rona di bontshiwa mo setshwantshong se se fa tlase:



Setshwantsho 4: Ponelopele, Mokgele, le Maitlamo a Kgwebo

Dikgato tsa tatelano ya tiro ya Impala-Bafokeng di bontshiwa mo setshwantshong se se fa tlase (Setshwantsho 5).



Setshwantsho 5: Dikgato tsa Tatelano ya Tiro ya Impala-Bafokeng



1.6 Bogolo le Mofuta wa Babereki

Lenaneothalo 2: Bogolo le Mofuta wa Babereki

(Ba Nako Yotlhe, Ba Nako e e Tlhomilweng le Borakonteraka ba fa Tiro e le Ntsi)

MAFELO A BABEREKI BA TSWANG MO GO ONE	PALO YA BABEREKI BOTLHE	%
Kapa Botlhaba	813	11%
Freestate	221	3%
Gauteng	328	5%
Kwazulu Natal	139	2%
Lesotho	453	6%
Limpopo	230	3%
Mozambique	1 325	19%
Mpumalanga	149	2%
Kapa Bokone	45	1%
Bokone-Bophirima	3 348	47%
Swaziland	29	0%
Kapa Bophirima	5	0%
Zimbabwe	7	0%
E nngwe	7	0%
Paloyotlhe	7 099	
BA NAKO YOTLHE		
	2 697	
BORAKONTERAKA BA TIRO E NTSI		
	4 402	



1.7 Ponokakaretso ya Tshobokanyo ya SLP

Lenaneothalo 3: Ditekanyo tsa SLP le Mekgele ya Lefelo Lengwe le Lengwe

LEFELO LA SLP	TEKANYO	MOKGELE
Matlo le Maemo a Botshelo	Palo ya Matlo a a agilweng fa esale porojeke e simolola ka 2014	2677
	Palo ya Babereki ba ba Amogelang Thuso ya Madi ya Matlo	Sepe
	Palo ya Babereki ba ba Amogelang Thuso ya Madi ya go sa Nne Gaufi le Moepo	Sepe
Theko ya Dithoto le Tswelediso ya Kgwebo Dilo tsa Moepo	<i>Ya HDP le e e Laolwang ke Yone (50%+1) – Dilo tsa Moepo</i>	70%
	<i>Ya HDP le e e Laolwang ke Yone (50%+1) – Ditirelo tsa Moepo</i>	80%
Tekatekano mo Tirong	Boto	50%
	Bolaodi jwa Khuduthamaga	50%
	Botsamaisi jo bo Kwa Godimo (Ditiro tsa BRPM)	60%
	Botsamaisi jo bo Magareng (Ditiro tsa BRPM)	60%
	Botsamaisi jo bo Kwa Tlase (Ditiro tsa BRPM)	70%
	Bokgoni jwa Konokono le jwa Botlhokwa	60%
	Bonalebogole	1.5%
Basadi mo Botsamaising	Boto	20%
	Bolaodi jwa Khuduthamaga	20%
	Botsamaisi jo bo Kwa Godimo (Ditiro tsa BRPM)	25%
	Botsamaisi jo bo Magareng (Ditiro tsa BRPM)	25%
	Botsamaisi jo bo Kwa Tlase (Ditiro tsa BRPM)	30%
Tswelediso ya Babereki	Tirisomadi ya HRD e le peresente ya dituelo tsa babereki tsotlhe ka ngwaga (go sa akarediwe tuediso e e patelesegang ya tihabololo ya bokgoni).	5%
Tswelediso ya Morafe wa Moepo	Ditshenyegelo tsotlhe se di dirisiweng mo morafeng wa lefelo	1% ¹

¹ Go ya ka gore a go na le poelo e e lekaneng morago ga lekgetho



Tlhabololo ya Dikgono tsa Babereki

Molawana 46(b)

2

2.1 Tshimololo

Karolo eno ya SLP e rulagantswe go ya ka molawana wa 46 (b) jaaka go tlhalositswe fa tlase:

Lenaneothalo 4: Dipatlafalo tsa HRD go ya ka Molawana ya MPRDA

TEMANA YA SLP	MOLAWANA	DITENG
2.5	Molawana 46 (b) (i)(aa)	Leano la Tlhabololo ya Bokgoni – palo ya babereki le maemo a thutego ya bone
2.10	Molawana 46 (b) (i)(bb)	Leano la Tlhabololo ya Bokgoni – ditiro tse di tshwanetseng go tladiwa
2.11	Molawana 46 (b) (ii)	Leano la Tswelelopele ya Tiro le tiragatso ya yone go ya ka Leano la Tlhabololo ya Bokgoni.
2.12	Molawana 46 (b) (iii)	Leano la Botlhomasekao le tiragatso ya yone go ya ka Leano la Tlhabololo ya Bokgoni.
2.13	Molawana 46 (b) (iv)	Leano la Go lthutelatiro mo Tirong le Dibasari le tiragatso ya yone go ya ka Leano la Tlhabololo ya Bokgoni.
2.14	Molawana 46 (b) (v)	Dipalopalo tsa Tekatekano mo Tirong (Foromo S) le leano la moepo go fitlhelela 10% ya botsayakarolo jwa basadi mo meepo le 40% ya botsayakarolo jwa batho ba Aforika Borwa Ba ba Neng ba Tlodisiwa Matlho mo Nakong e e Fetileng (<i>Historically Disadvantaged South Africans</i> [HDSA]) mo botsamaising mo dingwageng di le 5 go tloga ka go fiwa ga tshwanelo kgotsa go fetolwa ga tetelelo ya bogologolo.

2.2 Tshobokanyo e Khutshwane ya HRD

Dipilara tse nné tsa togamaano ya rona di diretswe go re thusa go dira kgolo mo banaleseabeng botlhe ba rona gammogo le babereki le merafe e re dirang mo go yone. Mokgele wa Tlhabololo ya Bokgoni jaaka go tlhagisitswe mo Molaong wa Tlhabololo ya Bokgoni (go akaretsa tlhabololo ya bokgoni e e diragadiwang jaaka karolo ya maiteko a rona a tlhabololo ya setšhaba) ke 5% ya palogotlhe ya dituelo tsa babereki ba Impala-Bafokeng. Go tokafatsa dithuso tsa tlhabololo ya bokgoni, Impala-Bafokeng e dirile Leano la Taolo ya Ditalenta e e kopanyang tiro ya go logaleano ka tatelano go tlhomamisa gore go na le bokgoni jo bo tlhokegang go tshegetsa khamphane. Mekgele ya togamaano ya phetogo ya

Impala-Bafokeng e diretswe go diragatsa mekgele ya tekatekano ya Mining Charter III le go feta, e e leng kgwetlho e kgolo thata malebana le basadi mo meepo.

Dikgato tse di tserweng ke Impala-Bafokeng go tlhomamisa gore mekgele e fitlhelwa ka bonako di akaretsa Togamaano ya Phetogo e e maatlafatsang ditlhopha tsa batho ba ba neng ba tloledisiwa matlho mo nakong e e fetileng Go gatelela maitlamo a rona, kgato e nngwe e re e tsereng ke go tlhoma maikaelelo a go nna le seabe ga 60% ya basadi mo dithulaganyong tsotlhe tsa katiso. Maikaelelo a magolo ke go oketsa go nna le seabe ga basadi mo dithulaganyong tsa katiso jaaka karolo ya



kgatelopele e e potlakileng ya go ya kwa maamong a a kwa godimo a botsamaisi le boeteledipele.

Go thapiwa ga batho go kgaogantswe go ya ka morafe le bong go tsamaelana le dithulaganyo tsa dikaelo tsa setegeniki tsa Mining Charter III. Lefelo la katiso la BRPM le na le setifikeiti sa ISO 9001 mme le amogetswe jaaka batlamedi ba katiso ke National Mining Qualifications Authority (MQA), e e netefatsang gore mongwe le mongwe yo o fetsang khoso ya katiso mo lefelong leno o amogela setifikeiti se se amogelwang mo nageng eno. Lefelo leno le ne la tswelela le na le thulaganyo ya go katisa morago ga gore le tlatlhabiwe sesha ke MQA.

Dikhoso tsa katiso tse di rutiwang ke tse di latelang:

- a) **Katiso ya semolao e e patelesegang** ya babereki ba nako yotlhe le ba borakonteraka.
- b) Katiso le tlhabololo ya SLP ya babereki, borakonteraka le maloko a morafe, e e akaretsang Adult Education and Training (AET) le katiso ya bokgoni jo bo ka dirisiwang gongwe le gongwe; le
- c) **Mananeo a Tlhabololo ya Boeteledipele le Botsamaisi**, go akaretsa katiso ya boeteledipele jwa baeteledipele ba morafe.

Tlhabololo ya Babereki ke karolo ya botlhokwa ya go nna ba maemo a a kwa godimo, phetogo, le kgolo e e ka tsweledisiwang. Ereka intaseteri ya meepo e thailwe mo kitsong boikaelelo jwa Mining Charter, 2018, ke

- a) Go dira gore go nne le babereki ba ba nang le bokgoni, ba ba katisitsweng, le ba mefutafuta go fitlhelela tse di batliwang ke intaseteri ya segompieno.

- b) Go tlhabolola bokgoni jo bo tla ntlafatsang tlhagisotiro ya babereki le go tokafatsa ditshono tsa go bona tiro ga Batho ba ba Neng ba Tlodisiwa Matlho mo Nakong e e Fetileng; le
- c) Go tsweledisa bokgoni jwa go nna le dikgwebo jo bo tokafatsang matshelo a batho le go dira gore ikonomi ya selegae le ya kgaolo e e laolwang ke meepo e nne ya mefutafuta.

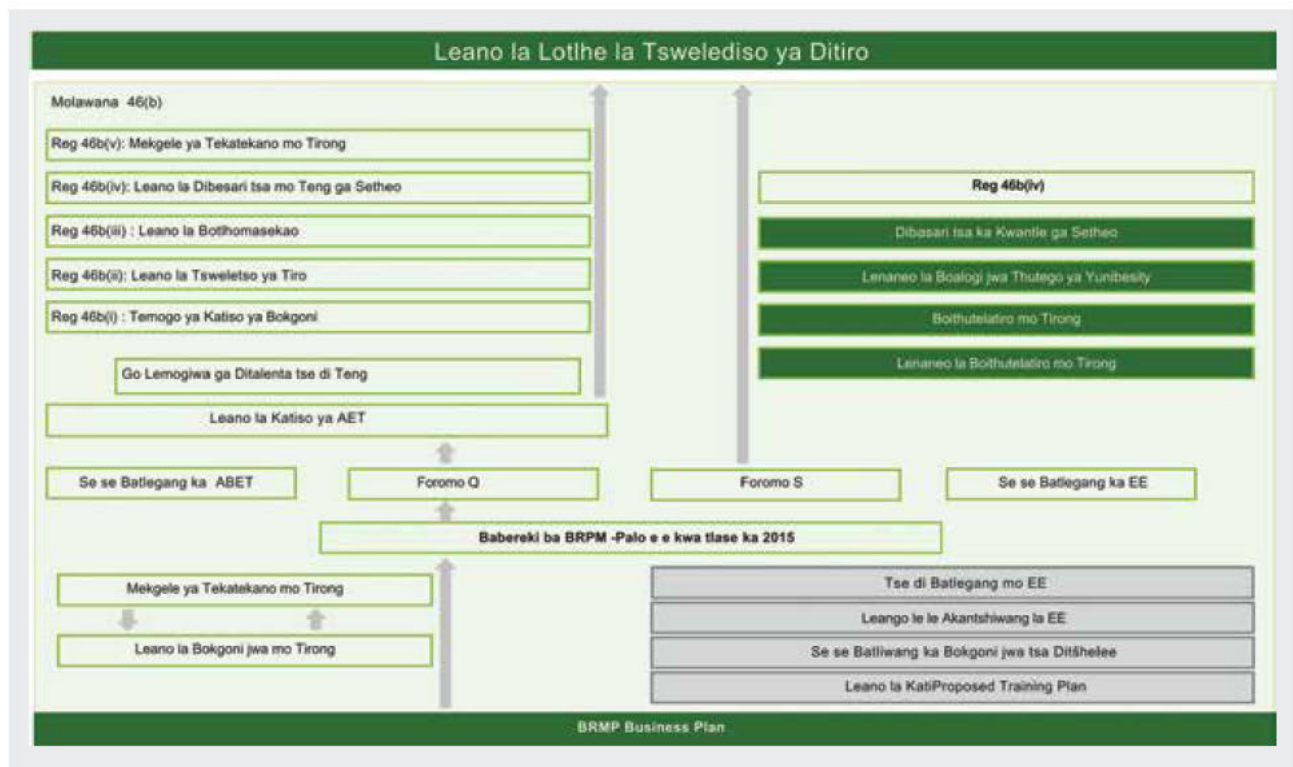
Togamaano ya HRD e tsaya tsia go batliwa le go tlamela intaseteri ya meepo kwa Rustenburg go lebisitswe mo bokgoning jo bo tlhaelang le jwa botlhokwa. Tlhabololo ya boeteledipele jwa HDSA ke karolo e e botlhokwa ya boremelelo jwa togamaano gammogo le go tlhama thulaganyo e e tsweletseng ya boeteledipele jwa HDSA. HRD e laolwa mo maamong otlhe a ditiro mme gape e tsewa jaaka karolo ya botlhokwa ya go fitlhelela mekgele ya moepo ya Tekatekano mo Tirong. Ka jalo, dithulaganyo tsa HRD tsa moepo di nna di tsamaisanngwa le Workplace Skills Plans (WSP) le go tsenngwa mo thulaganyong ya kgwebo ya nako e telele go akaretsa ditlhokego tsa tlhabololo ya boleng jwa babereki ba khamphane tsa nako e khutshwane, e e fa gare le e telele.

Moepo o ititeile sehuba go tlhomamisa gore babereki ba yone, go akarediwa le borakonteraka, ba fiwa tshono ya go nna le bokgoni le botswere jwa go fitlhelela mekgele ya motho ka nosi le ya khamphane mo mabakeng a maitlamo a moepo a tiro le a tlhabololo ya lefelo.



2.3 Thulaganyo ya HRD

Dithulaganyo tsa moepo tsa HRD di tsamaisanngwa le leano la kgwebo la moepo. Tihabololo ya boeteledipele jwa HDSA jwa nako e e tlang bo botlhokwa thata ebile bo siametse go tswela ga moepo ono.



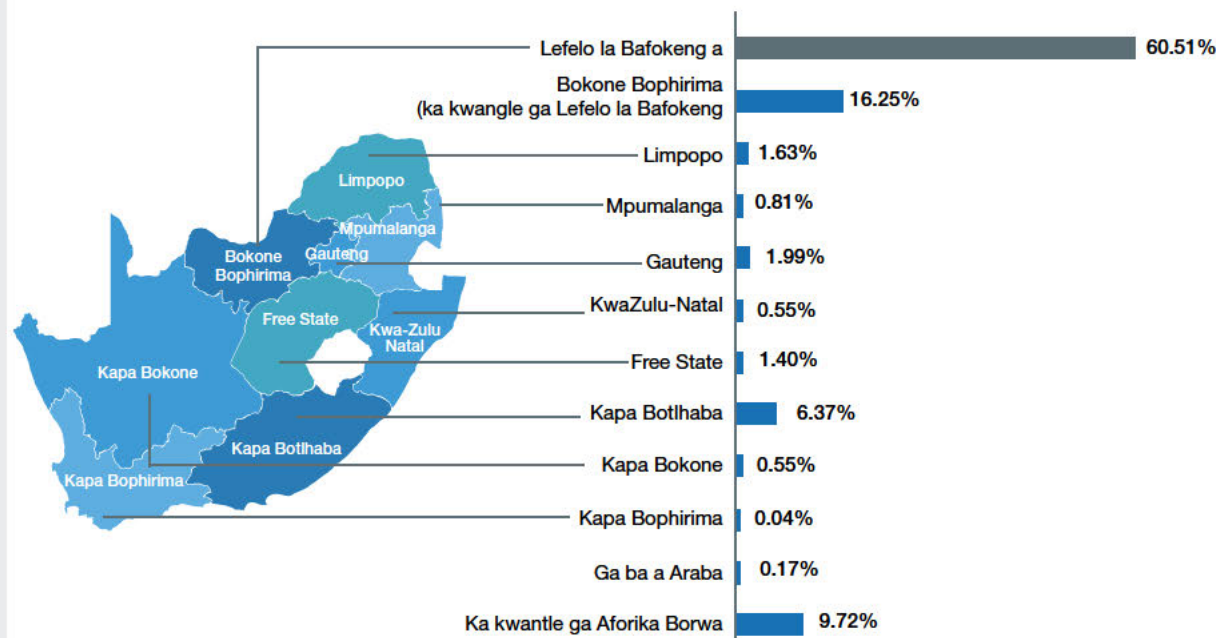
Setshwantsho 6: Thulaganyo ya HRD

2.4 Mefuta ya Morafe wa Moepo

2.4.1 Mafelo a babereki ba tswang mo go one

Lefelo la kwa magaeng le le romelang babereki ke mmasepala o o ka kwantle ga motse wa moepo o moepo o tsayang babereki mo go one. E batla e le mo go se ka tlwaelo se tsewang e le kgaolo ya magae jaaka mafelo

mangwe a kwa Kapa Botlhaba. Ga se batho botlhe ba ba nnang mo kgaolong ya RBN ba ba tswang mo morafeng wa Bafokeng



Setshwantsho 7: Mafelo a babereki ba tswang mo go one a kgaolo yaRBN.

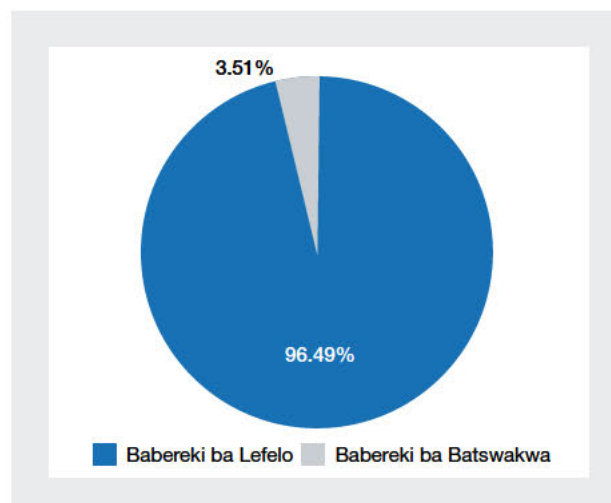
2.4.2 Babereki ba moepo

Mo maemong a Leano leno la Loago le Babereki, babereki ba kwa meepong ba tlhalosiwa e le babereki ba ba thapilweng ka tihamalalo ke BRPM le ba ba berekelang borakonteraka ba ba ikemetseng.

Babereki ke nngwe ya ditlhopha tse tharo tseno:

- Babereki ba lefelo ke ba ba tswang mo motseng wa moepo.
- Babereki ba batswakwa ke babereki ba ba tswang kwa dikgaolong tsa magae, ba ba nnang mo dihoseteleng kgotsa mo mafelong a mangwe a bonno a a neilweng ke meepe le ba ba se nang batho bape ba ba ba tlhokomelang semolao mo lefelong leo. Mefuta e le meraro ya babereki ba ba tswang kwa dinageng di sele e umakiwa mo Leanong leno la Loago le Babereki:
 - Babereki ba ba tswang wa diporofense di sele ke ba ba tswang kwa mafelong a porofense e moepo o leng mo go yone mme e le ka kwa ntle ga motse wa moepo.
 - Babereki ba Aforika Borwa ba e leng batswakwa ke ba ba tswang kwa dinageng tse di mabapi tsa Southern African Development Community (SADC). Ke babereki ba go tweng ke babereki ba batswakwa mo Mineral and Petroleum Resources Development Act.

- Babereki ba ka nakwana ke ba ba kopanyang tlhaloso ya babereki ba lefelo le ba batswakwa ka go nna ba ditlhopha tseno ka bobedi. Ka kakaretso, ke babereki ba batswakwa ba ba nang le nako e telele ba bereka mo meepong, ba ba ileng ba ratana le batho ba lefelo leo mme ba na le malapa a toropo (a bobedi) mo lefelong leo.



Setshwantsho 8: Babereki ba Impala-Bafokeng (Ba Lefelo fa ba Bapisiwa le ba Batswakwa)



2.5 Go Dira Tumalanong le Molao wa Tlhabololo ya Bokgoni

Badiradikopo ba ka molao ba tshwanetseng go ikwadisa mo di-SETA ba tshwanetse go neela tse di latelang:

Lenaneothalo 5: Bolaodi jwa SETA

LEINA LA SETA	
Nomoro ya go ikwadisa mo SETA e e maleba	L 820734343
A khamphane ya gago e tlhomile Morulaganyi wa Tlhabololo ya Bokgoni? Fa e le ee naya leina	
Ke setheo sefe se o se romeleletseng leano la bokgoni la kwa o berekang teng?	MQA

Leano la Tlhabololo ya Bokgoni le tlhalosa ya kafa babereki ba tla newang ka teng tshono ya:

- go kgona go kwala le go bala dipalo sentle.
- go tsaya karolo mmo boithutlotirong.
- go tsaya karolo mo mananeong a bokgoni.
- go nna le bokgoni jo bo ka dirisiwang gongwe le gongwe; le
- go tsaya karolo mo ditirong tsa katiso tse dingwe tse di farologaneng.

Leano leno le akaretsa maiteko a a farologaneng go simolola ka lenaneo la “Katlego Malebana le go Kgona go Bala le go Kwala” ka thuto ya morago ga yunibesithi. Mananeo a a tla tsamaelana le tse di batliwang mo go National Qualifications Framework (NQF) le Mining Qualifications Authority (MQA). Boikaelelo jwa Leano la Tlhabololo ya Bokgoni ke go sekaseka le go rekota ka tshwanelo maemo a ga jaana a bokgoni le maemo a thuto a babereki botlhe le go dirisa seno jaaka motheo wa maano a tlhabololo ya bokgoni mo nakong e e tlang. Maano ano a amana le tse di seyong gone jaanong tsa bokgoni le botswerere mo moepong mme di remeletse mo go batlegeng ga katiso ya di-HDSA, mananeo a a farologaneng a tlhabololo ya ditsela tsa tiro le botlhomasekao.

Tlhabololo ya bokgoni kwa BRPM e diragala mo lefelong la tiro mme kwa ESTC (Engineering Skills Training Centre) kwa Randfontein, gammogo le kwa go lengwe le lengwe la mafelo a a rileng a a a tlhophilweng ke batlamedi ba ditirelo. Mafelo otlhe a katiso a thapa baitseanape ba tlhololo le babereki ba katiso mme lengwe le lengwe la mafelo ao le na le setifikeiti sa ISO le thebolelosemolao ya MQA e e tlhomamisang gore katiso e e newang e tumalanong le tse di batlegang mo nageng eno.

Leano la Tlhabololo ya Bokgoni le tsamaelana le molao wa tlhabololo ya bokgoni mme le akaretsa go romelwa ka metlha ga Workplace Skills Plan (WSP) (WSP) le Annual Training Report (ATR). Se se akaretsa go duela le go kopa ditefiso le dithuso tsa madi mo Sector Education and Training Authority (SETA) e e maleba le tiro e kwadisitsweng mo go yone, e leng Mining Qualifications Authority (MQA).

Go ngoka, go boloka le go tlhabolola babereki ba bomankge ba bokgoni jwa maemoagodimo go laola le go etelela pele ke selo sa botlhokwa mo katlegong ya nako e telele ya tiro ya moepo. Tlhaelo e e tswelelang ya bokgoni jo bo rileng jo bo botlhokwa mo intasetering ya meepo mo Aforika Borwa gammogo le go tlhoka seno ga moepo go gateletse botlhokwa jwa tsamaiso e e tshwanetseng ya talente le tlhabololo ya batho.

Lenaneothalo 6: (Foromo Q) Palo le maemo a thuto ya babereki ba ba kwadisitsweng mo go BRPM (Ba Nako e Telele le ba Nako e e Tihomilweng)

NQF	Tlhaloso ya Maemo a NQF	Mosadi						Monna				
		MoAforika	Wa Mmala	Mointia	Mosweu	Palo ya Basadi Botlhe	MoAforika	Wa Mmala	Mointia	Mosweu	Palo ya Banna Botlhe	Paloyo-theyoithe
LEVEL00	ABET 2/Std 3, Kereti 5						9				9	9
	ABET 3/Std 5, Kereti 7						23			1	24	24
	ABET01						28				28	28
	Ga Go A Bewa Maemo Ape						46				46	46
LEVEL01	Pele ga - ABET	1				1	32			1	33	34
	ABET 4/Std 7, Kereti 9						41				41	41
LEVEL02	Std 8/Kereti 10, NATED 1/ NCV Maemo 1	32				32	780	1		9	790	822
LEVEL03	Std 9/Kereti 11, NATED 1/ NCV Maemo 2	14			1	15	112			21	133	148
LEVEL04	National Certificate/Advanced Diploma/B						1				1	1
	Ga Go A Bewa Maemo Ape						4			2	6	6
	Std 10/Kereti 12, NATED 1/ NCV Maemo 3	181	1		17	199	539	2		33	574	773
	ABET 4/Std 7, Kereti 9						1				1	1
LEVEL05	National Certificate/Diploma/Advanced Certificate	4	1		2	7	17				17	24
	National/Higher Certificate	39		1	4	44	107			19	126	170
	Ga Go A Bewa Maemo Ape	3			1	4	7			1	8	12
	Std 10/Kereti 12, NATED 1/ NCV Maemo 3	2				2	7			1	8	10
	Std 9/Kereti 11, NATED 1/ NCV Maemo 2	2			1	3	19			1	20	23





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Lenaneothalo 6: (Foromo Q) Palo le maemo a thuto ya babereki ba ba kwadisitsweng mo go BRPM (Ba Nako e Telele le ba Nako e Tlhomilweng)

NQF	Tlhaloso ya Maemo a NQF	Mosadi					Monna					Palo ya Banna Botlhe	Paloyo- tlheyotlhe
		MoAforika	Wa Mmala	Mointia	Mosweu	Palo ya Basadi Botlhe	MoAforika	Wa Mmala	Mointia	Mosweu			
LEVEL06	National Certificate/Diploma/ Advanced Certificate	13			1	14	37	1	1	6	45	59	
	National/Higher Certificate						4				4	4	
	Bachelor Honour's Degree/ Postgraduate Degree	7				7	4				4	11	
LEVEL07	National Certificate/Advanced Diploma/B	43	3		8	54	25			9	34	88	
	National Certificate/Diploma/ Advanced Certificate	3			1	4	2				2	6	
	National/Higher Certificate	2				2						2	
LEVEL08	Bachelor Honour's Degree/ Postgraduate Degree	8		1	4	13	11			3	14	27	
	Doctoral Degree & Post-Doctoral Degree	1				1						1	
	National Certificate/Diploma/ Advanced Certificate						2				2	2	
LEVEL09	National Certificate/Master's Degree/Masters	3			2	5	3	1		3	7	12	
Thutego e e fithile- tsweng	Thutego e e fithileletsweng	90	1		10	101	199	2		11	212	313	
Paloyotlheyotlhe		448	6	2	52	508	2 060	7	1	121	2 189	2 697	



2.6 Adult Education Training (AET)

2.6.1 Tshobokanyo

BRPM e amogela maikarabelo a yone a go tlatlosa maemo a go bala le go kwala a babereki botlhe ba ba tsewang ba sa itse go bala le go kwala mme e bapaleditse babereki ka bontsi ba ba sa itseng go bala le go kwala tshono ya go bona thutego ya go nna jalo. BRPM e ititelle sehuba go tokafatsa tsela e babereki botlhe ba itebang ka yone, gammogo le go dira gore ba nne le bokgoni jo bo feletseng jwa go dira ditiro sentle le ka tshireletsego.

BRPM e tswelela ka go dumela gore katiso ya AET e na le diphelelo tse di siameng mo go kgoneng go buisana sentle ga babereki le go bereka ka tshireletsego. Mo godimo ga moo, e naya babereki tshono ya go tokafatsa bokgoni jwa bone le go fitlhelela bokgoni jwa bone ka botlalo

Babereki, borakonteraka le maloko a morafe ba neilwe tshono ya go tswelela pele ka go katiswa ka AET. Bontsi jwa mananeo a AET ga jaana a batho ba katiswa ka one mo nakong ya bone. Lefelo la AET le na le dinako tse di fetofetogang tsa go ruta go tihomamisa gore mongwe le mongwe a kgone go tsenela ditlhlase.

2.6.2 Maemo a go bala le go kwala le Ditlhoko tsa AET

Go itse go bala le go kwala ke karolo ya botlhokwa mo babereking botlhe gore ba kgone go nna le bokgoni le kitso mme ka ntlha ya maemo a a kwa godimo a go sa itse go bala le go kwala a gone jaanong babereki le

borakonteraka ba newa tshono ya gore ba nne le seabe mo katisong ya AET go oketsa maemo a bone a go kgona go bala le go kwala.

Lenaneothalo le le fa tlase le sobokanya seemo sa go kgona go bala le go kwala le go bala dipalo ga babereki ba nako yotlhe le ba dikonteraka kwa bokhutlong jwa **31 Sedimonthole 2018**.

Tiro eno e amogela maikarabelo a go tlatlosa maemo a go itse go bala le go kwala ga babereki botlhe ba ba iseng ba nne le AET Level 4 e bile ba neile babereki ba ba sa itseng go bala le go kwala ka bontsi tshono ya go bona thutego eo. Go na le maitlamo a go tokafatsa maemo a bokgoni jwa babereki botlhe, gammogo le go tihabolola bokgoni jwa bone ka botlalo mabapi le go diria ditiro ka tshireletsego le ka botswerere. Babereki botlhe ba nna ba ntse ba itsisewe ka mesola ya go tokafatsa tiro ya bone le go tswaledisa thutego ya bone. Babereki botlhe ba ba ikwadisetsang katiso ya AET ba tlhatlhobiwa go ya ka dithulaganyo tsa go amogela thuto ya nako e e fetileng (*recognition of prior learning [RPL]*) le go kwalwa maemo a a tshwanetseng thata a go simolola dithuto tse dingwe.

2.6.3 Katiso ya AET e e Rulagantsweng

BRPM e ikaelela go nna e sekaseka seemo sa thuto sa babereki le go tlhama leano la go naya babereki botlhe ba ba sa itseng go bala le go kwala tshono e e tshwanang.

Lenaneothalo 7: Seemo sa go kgona go bala le go kwala le go bala dipalo

MAEMO A AET	BABEREKI BA BA KWADISITSWENG	BABEREKI BA BORAKONTERAKA	TLHOKEGO YOTLHE
Go sa Tsena Sekolo/ ga go itsiwe	1 121	3437	4 558
Kereti 0/ Pele ga go Tsena Sekolo	58	38	96
Level 1	82	49	131
Level 2	19	60	79
Level 3	16	42	58
Level 4	52	120	172
FLC	164	276	440



2.6.4 Katiso e e Rulagantsweng: AET ya Nako ya Motho

Lenaneothalo 8: Kgaoganyo ya Katiso ya Thuto ya Bagolo: Nako ya Babereki

KAROLO / LEFELO LA KATISO	BABEREKI BA BA KWADISEDITSENG AET KA NAKO YA BONE						
	Mokgele le Molanako						
	Tse di Saletseng Moragp	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Pele ga AET	0	7	9	11	13	10	50
AET Level 1	0	9	11	13	15	10	58
AET Level 2	0	10	12	14	16	10	62
AET Level 3	0	10	12	14	16	10	62
AET Level 4	0	6	8	10	12	10	46
FLC	0	5	7	9	11	10	42
GETC	0	4	6	8	10	10	38
Paloyotlhe	0	51	65	79	93	70	358

2.6.5 Katiso e e Rulagantsweng: Borakonteraka ba ba Ikatisetsang AET ka Nako ya Bone

Lenaneothalo 9: Kgaoganyo ya Katiso ya Thuto ya Bagolo: Borakonteraka

KAROLO / LEFELO LA KATISO	BORAKONTERAKA BA BA IKATISETSANG AET KA NAKO YA BONE						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Pele ga AET	0	10	12	14	16	10	62
AET Level 1	0	12	14	16	18	10	70
AET Level 2	0	12	14	16	18	10	70
AET Level 3	0	8	10	12	14	10	54
AET Level 4	0	6	8	10	12	10	46
FLC	0	4	6	8	10	10	38
GETC	0	3	5	7	9	10	34
Paloyotlhe	0	55	69	83	97	70	374



2.6.6 Katiso e e Rulagantsweng: Morafe o o Ikatisetsang AET ka Nako ya Bone

Lenaneothalo 10: Kgaoganyo ya Katiso ya Thuto ya Bagolo: Morafe

KAROLO / LEFELO LA KATISO	MORAFE O O IKATISETSANG AET KA NAKO YA BONE						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Pele ga AET	0	3	5	7	9	15	39
AET Level 1	0	15	17	19	21	15	87
AET Level 2	0	15	17	19	21	15	87
AET Level 3	0	9	11	13	15	15	63
AET Level 4	0	7	9	11	13	15	55
FLC	0	5	7	9	11	15	47
GETC	0	8	10	12	14	15	59
Paloyotlhe	0	62	76	90	104	105	437

2.7 Katiso ya Motheo ya Kgwebo

2.7.1 Kgwebo ya Motheo (Moepo, Boinjinere)

Katiso ya motheo ya kgwebo e tlhalosiwa go ya ka molao jaaka e e amanang le moepo le boenjeneri, (go

sa akareidiwe boithutelatiro mo tirong) Go botlhokwa gore tiro e remelele mo go tlhomamiseng gore babereki botlhe ba katisitswe sentle le go nna le bokgoni mo katisong ya motheo ya ditiro tse di farologaneng tse ba di dirang.

2.8 Boithutelatiro mo Tirong

2.8.1 Tshobokanyo

Boithutelatiro mo tirong ke thulaganyo ya go ithuta e e kwadisitsweng le e e nang le lekwalo la thebolelo e e akaretsang maitemogelo a go dira tiro ka diatla, gammogo le dithuto tsa mafoko fela, ka go dira jalo go tsenngwa go ithuta kwa lefelong la tiro le kwa setheong. Boithutelatiro mo tirong bo dira gore barutwana ba kgone go dira ka natla go bona thutega fa ba ntse ba thapiwe.

BRPM e tla tswelala go naya babereki le batho ba ba tlhophilweng ba metse e e mo tikologong ditshono tsa boithutelatiro mo tirong, gammogo le baithuti ba ba ikwadisitseng mo ditheong tse di farologaneng tsa thuto e e kwa godimo. Boikaelelo jwa boithutelatiro jono e tla nna go thusa babereki ka bokgoni ja go ba thusa go diragatsa maikarabelo a bone sentle thata, go ba thusa go tswelala go nna le maemo a mangwe kwa BRPM, fa go tlhokega.

Tiro eno e naya bogolo jang babereki ba yone Mining and Engineering Learnerships. Baithuti ba boenjeneri le

borabothekeniki ba romelwa kwa Engineering Skills Training Centre (ESTC) kwa Randfontein go ya go katisiwa. Boithutelatiro jwa meepo bo direlwa mo tirong.

BRPM e tla netefatsa gore leano la yone la boithutelatiro le tumalanong le maemo a khamphane le ditlamago tsa Mining Charter tse di tlhalositsweng fa tlase:

- Boitlamo jwa go tlhophela 80% ya di-HDSA mananeo ano.
- 25% ya boithutelatiro jono jwa HDSA e tla beelwa basadi.
- 20% e e setseng e tla beelwa ba e seng ba di-HDSA; le
- Morago ga go ikwadisa jaaka moithuti, moithuti mongwe le mongwe o tla kopiwa go tsena mo tumalanong ya botlhomasekao mme o tla bewa leitlho mo sephatlong sengwe le sengwe sa ngwaga go tlhomamisa gore kamano eno e a bereka. Tseno e tla nna dikgato tse di tseelwang go tlhomamisa gore moepo o fitlhelela mekgele ya one.



2.8.2 Boithutelatiro (Moepo mo Teng ga Setheo)

Lenaneo la boithutelatiro ke thulaganyo ya go ithuta e e rulagantsweng e e kwadisitsweng mo Lefapheng la Babereki, mo moithuti a nnang le maitemogelo a go dira tiro ya diatla ya mofuta o o rileng le ka sebaka se se rileng sa nako mo a felelang a na le thutego e e kwadisitsweng

ya NQF e e ka tsamaelanang le tiro e e rileng. Mo teng go kaya baithuti ba e leng babereki ba BRPM (S18..1). Gape, ba ba akarediawang mo setlhopheng seno ke baithuti botlhe ba ba mo teng ga setheo ba ba tsenang mo thutong e e kwadisitsweng jaaka go tlhalositswe mo molaong wa Tlhabololo ya Bokgoni.

Lenaneothalo 11: Boithutelatiro jwa Meepo: Section 18 (1)

KAROLO / LEFELO LA KATISO	MOEPO MO TENG						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Setifikeiti sa go Thuba	0	10	10	10	2	2	34
Paloyotlhe	0	10	10	10	2	2	34

2.8.3 Boithutelatiro (Boinjinere mo Teng 18,1)

Lenaneothalo 12: Boithutelatiro mo Teng: Section 18 (1)

KAROLO / LEFELO LA KATISO	BOINJINERE MO TENG						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Morutegi ka tsa Motlakase	0	2	3	2	2	0	9
Fitter	0	2	2	2	0	1	7
Boilermaker	0	2	3	2	1	1	9
Instr. Mech	0	2	2	2	1	1	8
Diesel Mech	0	1	1	1	1	1	5
Rigger	0	1	1	1	1	1	5
Paloyotlhe	0	10	12	10	6	5	43

Lenaneothalo le le fa godimo (Boithutelatiro jwa Boinjinere mo Teng 18.1) e bontsha mekgele ya baithuti ba boenjenere mo lenaneong le le tsayang dingwaga di le tharo. Ka baka leno, baithuti ba ba tsenang mo lenaneong leno mo ngwageng wa ntlha (ka sekai, 2020) ba tla nna mo lenaneong leo dingwaga tse tse pedi tse dingwe e leng 2021 le 2022 go wetsa lenaneo leo. Go tla nna jalo ka ba ba tsewang ka 2021 go ya pele.

2.8.4 Boithutelatiro (Boinjinere mo ka Kwantle ga Setheo)

Ka kwantle e raya baithuti ba ba sa thapiwang ke Khamphane eno (S18.2). Gape, ba ba akarediawang mo setlhopheng seno ke baithuti botlhe ba ka kwantle ga setheo ba ba tsenang mo thutong e e kwadisitsweng jaaka go tlhalositswe ke molao wa Tlhabololo ya Bokgoni.

Lenaneothalo 13: Boinjinere jwa ka Kwantle (18,2)

KAROLO / LEFELO LA KATISO	BOINJINERE JWA KA KWANTLE (18,2)						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Morutegi ka tsa Motlakase	0	2	1	2	1	1	7
Fitter	0	2	1	2	1	1	7
Boilermaker	0	1	1	1	1	1	5
Instr. Mech	0	1	1	1	1	1	5
Diesel Mech	0	1	1	1	1	1	5
Rigger	0	1	1	1	1	1	5
Paloyotlhe	0	8	6	8	6	6	34

Se se fa godimo (Boithutelatiro jwa Boinjinere ka Kwantle 18.2) se bontsha mekgele ya baithuti ba boenjinere mo lenaneong le le tsayang dingwaga di le tharo. Ka baka leno, baithuti ba ba tsenang mo lenaneong leno

mo ngwageng wa ntlha (ka sekai, 2020) ba tla nna mo lenaneong leo dingwaga tse tse pedi tse dingwe e leng 2021 le 2022 go wetsa lenaneo leo. Go tla nna jalo ka ba ba tsewang ka 2021 go ya pele.

2.9 Lenaneo la Katiso ya Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe

BRPM e lemoga gore moepo mongwe le mongwe o na le botshelo jo bo lekanyeditsweng le gore kgwebo e ka nna ya tlhoka gore go fokodiwe babereki mo nakong e e tlang. Jaaka karolo ya boikarabelo jwa yone jwa go nna le seabe mo loagong, Moepo ono o ikaelela go naya babereki ba nako e e tlang – gammogo le maloko a morafe – bokgoni jo bo ka dirisiwang gongwe le gongwe jo bo ka solegelang molemo batho ba ba amegang. Maiteko ano a tla tsamaelana le Leano la Porofense ya Bokone-Bophirima la Kgolo le Tlhabololo. Go tla latelwa thulaganyo ya dikarolo tse tharo gone jaanong le ka nako ya fa babereki ba kgaolwa mo tirong.

a) Bokgoni jo bo ka dirisiwang gongwe le gongwe bo tla dirisiwa pele ka go naya bokgoni jo bo berekang le jo bo botlhokwa mo botshelong jwa moepo. Bokgoni bo tshwanetse go tlaleletsa mo kgwebong ya motheo ya tiro eno. Mananeo a a lemogilweng a tshwanetse go tlhophiwa go ya ka tse di tlhokiwang le go kgatlhegelwa ke babereki le kafa setheo se kgonang go diragatsa seo ka gone.

- b) Sa bobedi, khamphane eno e tla dira dithulaganyo tsa go katisetsa babereki bokgoni jo bo sa amaneng le meepo fa go ka nna ga diragala gore babereki ba kgaolwe mo tirong, ba fokodiwe kgotsa moepo o tswalwa. Fa go ka diragala gore go nne le diphetogo mo maemong a mmara tse di dirang gore go nne botlhokwa gore babereki ba kgaolwe mo tirong, ba fokodiwe kgotsa go tswala, khamphane e tla tlhama letlole la bokgoni jo bo ka dirisiwang gongwe le gongwe la go katisa batho ba ba lemogilweng kgotsa ba ba amilweng ke maemo a a ntseng jalo; gape
- c) Babereki botlhe, mo ngwageng wa pele ga ba rola tiro, ba tla nwa tshono ya go tsenela katiso ya motheo ya Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe.

Go tla tsewa dikgato tse di latelang.

- a) Bokgoni jo bo ka dirisiwang gongwe le gongwe fa moepo o ntse o bereka:
- i) Lefapha la HRD ka Maofisara a HRD le dikhampani tsa di dikonteraka le tla tlhopha



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batho ba ba tshwanetseng go tsenela mananeo a a supilweng.

- ii) Go tla dirwa gore go nne le bokgoni jono e le karolo ya leano la bokgoni jwa kwa tirong; gape
- iii) Dithulaganyo tseno tsa go katisa di ka nna tsa direlwa babereki ba dingwaga tse di gaufi le go rola tiro.

Bokgoni jo bo ka dirisiwang gongwe le gongwe bo ka kaiwa e le bokgoni jo bo amanang le diintaseteri tse eseng tsa meepo jo bo ka dirisiwang go tokafatsa bokgoni jwa go bona lotseno mo nakong ya botshelo jwa moepo le fa go ka diragala gore babereki ba fokodiwe, le go kgaolwa mo tirong. Gape bo thusa babereki ba ba amilweng ke maemo ano ka mefuta e mengwe ya ditiro tse dingwe kgotsa go ba naya ditshono tsa go itshedisa tse di ka tsewedisiwang.

2.9.1 Lenaneo la Katiso ya Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe – Babereki

Lenaneothalo 14: Lenaneo la Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe

KAROLO / LEFELO LA KATISO	BABEREKI BA BOKGONI JO BO KA DIRISIWANG GONGWE LE GONGWE						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Bokgoni jwa go Bereka ka Diphaphe tsa Metsi (Thutego ka Botlalo)	0	2	2	2	1	1	8
Ramotlakase (Thutego ka Botlalo)	0	2	2	2	1	1	8
Thutego ya Dikhomphiuta (Thomelo ya Ditshupamolato, Porojeke ya MS le Go Ntsha Dithendara)	0	2	2	2	1	1	8
Quantity Surveying e e Tlwaelegile	0	2	2	2	1	1	8
Paloyotlhe	0	8	8	8	4	4	32

2.9.2 Lenaneo la Katiso ya Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe – Morafe

Lenaneothalo 15: Lenaneo la Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe

KAROLO / LEFELO LA KATISO	MORAFE WA BOKGONI JO BO KA DIRISIWANG GONGWE LE GONGWE						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Bolemirui (Dikoko, jalo jalo)	0	4	4	4	4	4	20
Kamogelobaeng	0	4	4	4	4	4	20
Paloyotlhe	0	8	8	8	8	8	40



2.10 Ditiro tse go Leng Thata go di Tlatsa

Lenaneothalo 16: Ditiro tse go Leng Thata go di Tlatsa

MAEMO A TIRO	MAEMO A TIRO A PHATLHATIRO	LEBAKA LE LEGOLO LA GO SA KGONE GO TLATSA PHATLHATIRO
Motsamaisi jo bo kwa godimo	Sepe	Sepe
Botsamaisi jwa Maemogodimo	Sepe	Sepe
Botsamaisi jwa maemo a gareng jwa barutegi ba baitseanape le bomankge ba ba nang le maitemogelo	Sepe	Sepe
Babereki ba ba nang le bokgoni jwa botegeniki le ba ba rutegileng, baokamedi ba babotlana, baokamedi, diforomane le batsamaisi	Sepe	Sepe
Ba bokgoni jo bo sa felelang le tshwetso e e dirwang ka botlhale	Sepe	Sepe
Ba ba senang bokgoni le tshwetso e e dirwang ka tlhamalalo	Sepe	Sepe

2.11 Leano la Tswelelopele ya Tiro

BRPM e lemoga gore go dira gore babereki ba nne ba tshwaregile le go ikanyega mo Khamphaning, go tshwanetse ga nna le tlhabololo e e tswelelang e e tla dirang gore babereki ba kgone go dirisa ditshono tsa go tokafatsa ditiro tsa bone. Boikaelelo jwa Khampani ke go lekalekanya maikarabelo a go laola ditiro le tswelediso pele gareng ga bokgoni jo bo batliwang ke Khampani le ditiro tse mmereki a di eletsang, se a ka kgonang go se dira le go dira tiro sentle.

BRPM e dirile dipalo tse di tlwaelegileng tsa botswerere jwa tiro nngwe le dipalo tsa tsela ya tiro (ditshate tsa kelelo) tsa lefapha lengwe le lengwe mo ditirong tsa yone go tswetsa tiro. Ditshate tseno tsa kelelo ya tiro nngwe le

nngwe di tshwanetse go naya BRPM le babereki ba yone dikaelo tsa tsela e e eletsegang kafa tiro e tswelelang ka gone le dinako tse di lebeleletsweng tse di tlhokegang go dira ditiro tsa maemo a a farologaneng morago ga go nna le thutego e e tlhokegang.

Tlhaloso ya maemo a tiro e newa go ya ka maemo a a kwa tlase a a batlegang go tsena mo tirong, thutego e e batlegang, le dikhoso tse di maleba tse di tsamaelanang le tse di batlegang mo nageng eno le nako e e tlhokegang go wetsa kgato nngwe le nngwe ya tiro e e akantshiwang ya maemo mangwe le mangwe. Go akanyediwa go raraana, dithutego, boitemogelo jo bo fetileng, le botswerere.



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2.11.1 Leano la Tswelelopele ya Tiro – Moepo (Ntle go Baithutelatiro/Banewadibasari ba mo Khamphaneng: Thuso ka Thuto)

Lenaneothalo 17: Moepo wa go Tsweletsapele Tiro

KAROLO / LEFELO LA KATISO	MOEPO						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Setefikeiti sa Bookamedi jwa Shifiti	-13	5	5	5	2	2	19
Setifikeiti sa Bookamedi jwa Moepo		1	1	1	1	1	5
Paloyotlhe	-13	6	6	6	3	3	24

2.11.2 Leano la Tswelelopele ya Tiro – Boinjinere (Ntle go Baithutelatiro le Thuso ka Thuto)

Lenaneothalo 18: Boinjinere jwa Tswelelopele Malebana le Tiro

KAROLO / LEFELO LA KATISO	BOINJENERE						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Mothusi wa Modirakadiatla	-16	5	5	5	1	1	5
Stope Service Man		4	4	4	1	1	5
Modirakadiatla		0	0	0	2	2	10
Foromane		7	7	7	0	0	21
Paloyotlhe	-16	16	16	16	4	4	41



2.11.3 Leano la Tswelelopele ka Tiro – Mafapha a Tirelo

Lenaneothalo 19: Mafapha a Tirelo a Tswelelopele ka Tiro

KAROLO / LEFELO LA KATISO	MAFAPHA A TIRELO						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Ditirelo tsa Botegenike	-53	85	85	85	2	2	259
Tshireletsego		47	47	47	2	2	145
Ditirelo tsa Tshireletso		54	54	54	2	2	166
Tlhabololo e e ka Tsweledisiwang		3	3	3	2	2	13
HRD		103	103	103	0	0	309
Ditšhelete		109	109	109	0	0	327
IT		13	13	13	0	0	39
Paloyotlhe	-53	414	414	414	8	8	1 258

Ka nako ya mananeo otlhe a katiso e e tlhomameng a a kwadilweng fa godimo a a tsayang dikgwedi di le 12 kgotsa go feta, setheo seno se tla tlhomamisa gore go nna le katiso le kaelo. Baithuti ba tla abelwa bakatise morago ga go tsenela mananeo a katiso gore ba bone tshegetso e nngwe le kaelo. Maofisara a Maemogodimo a Katiso, Maofisara le Barulaganyi ba tla dira jaaka bakaedi ba babereki ba maemo a a kwa tlase.

Ditiro tsa tshekatsheko di tsentswe mo mafapheng a Meepo, Boenjineri, le a tirelo go tswelela ka go sekaseka le go katisa babereki ba maemo a a kwa tlase mo tikologong ya bone ya tiro ya mmatota Mokgwa o o latelwang le one ke wa maemo a yuniti go ya ka molaomotho wa Kamogelo ya Thutego ya Nako e e Fetileng. Thulaganyo e e tla tokafatsa maemo a botswerere le go thusa go lemoga kgonego ya go thatlthelela ba ba nang le bokgoni.



2.12 Leano la Botlhomasekao

Botlhomasekao ke tiro ya botlhokwa le sediriswa sa go tshegetsatsa tlhabololo ya batho, Tekatekano mo Tirong, thulaganyo ya HRD, le taolo ya go dira sentle. Ke kamano e e tlhomaneng gareng ga motlhomasekao le motlhomelwasekao mme e tlhomilwa go ntlafatsa tiro ya motlhomelwasekao ka go dira gore go nne le bokgoni le kitso. Seno ke tiro e e tswelelang e bile e tlhomanisa gore bokgoni jwa motlhomelwasekao bo a dirisiwa, e

leng se se solegelang botlhe molemo, go akaretsa le tiro ya moepo. Mo godimo ga moo, botlhomelasekao, le go tshegetsatsa tiro ya BRPM ka go katisa le tsamaiso ya tatelano ya botsamaisi, go rulaganyetsa go fetisa kitso, tiro le maitemogelo a botshelo go ya ka kaelo ya semolao kgotsa e e seng ya semolao ya batho ba ba tlhophilweng ba ba maleba le banayamalebela ba ba dirang ka botswerere le ba ba dirang jaaka batlhomasekao.

Lenaneothalo 20: Mekgele ya Botlhomasekao

KAROLO/LEFELO LA KATISO	MEKGELE YA BOTLHOMASEKAO							
	Mokgele le Molanako							
	Sebaka sa Nako	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Boithutelatiro	Dingwaga tse 3	-141	10	10	10	10	10	50
Banewadibasari			10	10	10	10	10	50
Baalogi ba Yunibesethi			11	11	11	11	11	55
Botlhomasekao			3	3	3	3	3	15
Ba ba nang le bokgoni (D1 le Kwa Tlase)	Go ya ka bogolo jwa tlhabololo		31	45	55	45	55	231
Ba ba Nang le Ditalenta (D2 & le kwa Godimo)			15	18	22	18	22	95
Paloyotlhe		-141	80	97	111	97	111	496

Lenanothalo le le fa godimo le bontsha mekgele ya ga jaana le ya mo nakong e e tlang e e dirang gore go nne le dikamano tsa botlhomaseka jwa babereki botlhe mo mananeong a a farologaneng a katiso le tlhabololo, e leng, boithutelatiro, dibasari, baalogi ba yunibesethi, le batlhophiwa ba setlhopha se se nang le ditalenta boikaelelo e le go fitlhelela mekgele Tekatekano mo Tirong gammogo le go go nna le babereki ba ba batlelwang nako e e tlang. Batlhophiwa ba ba leng mo mananeong a tlhabololo ba tla tsenang mo mananeong a botlhomasekao.

Dikgato tse di latelang di tla dira gore setheo se kgone go nna le mekgele e e umakiwang fa godimo:

- Batlhomasekao ba tla tlhophiwa ka kelotlhoko le go tlhabololwa go tlhomamisa gore dikamano tsa botlhomasekao di tswelala ka tsela e e nang le mosola.
- Babereki ba ba sa tseyeng karolo mo mananeong a botlhomasekao ba tla tlhabololwa ka ditsela tse di tlwaelegileng tsa tlhabololo, go akaretsa katiso e e maleba ya baokamedi le katiso ya Khampani.
- Batlhomelwasekao le batlhomasekao ba ba kwadisitsweng ba ba tsayang sekao mo lenaneong la botlhomasekao ba tla newa katiso ya botlhomasekao.
- Ditlhokego tse di lemogilweng ka ntlha ya botsalano jwa botlhomasekao di tla begelwa mookamedi wa



tlhamalalo ka motlhomelwasekao le go tsenngwa mo go Individual Development Charter (IDC).

- e) Tumulano ya botlhomasekao e tla dirwa semolao mme e tla tihlaloa ka botlalo ditebelelo le ditlamago tsa Khamphane nngwe le nngwe kgotsa tsa lephata; le

- f) Ditsamaiso tsa botlhomasekao di tla sekasekiwa ka metlha go tlhomamisa gore tsamaiso ya botlhomasekao e dirwa sentle le ka tsela e e nang le mosola.

2.13 Dibasadi, Lenaneo la Botlhomasekao le Boalogi jwa Yunibesethi

Boikaelelo jwa dithulaganyo tsa dibasari tsa mo teng ga moepo le tsa kwa ntle ke go naya ka bobedi babereki le batho ba ba tswang kwa ntle tshono ya go tswelatsa dithuto tsa bone ka go dira jalo go dira gore ba tshwanelegele go tswelela ba tihabololwa ka tsela e e tsamaelanang le tsela ya bone ya go tihatlosiwa mo tirong kgotsa go ba letla go tsena mo thulaganyong ya dithuto tsa yunibesethi.

2.13.1 Dibasari tsa mo Teng (Thuso ya Dithuto)

Babereki botlhe ba ka bona dibasari tsa mo teng ga khampani, mo batho ba itlamang go itokafatsa mo tirong mme Khampani e ema maiteko ano nokeng. Go botlhoekwa go umaka gore thulaganyo ya thuso ya dithuto e dirwa ka nako ya motho ka boene mme ka tiwaelo ke ya go ithuta ka go kwalelana. Thulaganyo eno e tla dirwa go dumalana le Company Educational Assistance Policy.

Lenaneothalo 21: Katiso ya Motheo le e e Seng ya Motheo

KAROLO / LEFELO LA KATISO	BANEWADIBASARI BA MO TENG						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Botsamaisi	0	3	4	3	2	0	12
Boinjenere		4	4	4	4	1	17
Tsa Ditšhelete le Bobalamatlotlo		6	7	6	3	0	22
Merero ya Babereki		35	35	33	5	0	108
Ditsamaiso tsa Tshedimosetso		0	1	0	0	0	1
Botsamaisi		5	5	5	5	0	20
Moepo		1	1	1	1	1	5
MRM		9	7	7	8	1	32
Bolaodi jwa Porojeke		1	1	1	1	0	4
Ditirelo tsa Tshireletso		1	0	1	1	0	3
Tshireletsego le Tlhabololo e e Tsweledisegang		15	19	16	1	0	51
Paloyotlhe	0	80	84	77	31	3	275



BRPM e lemoga botlhokwa jwa go tihabolola didirisiwa tsa yone tsa botlhokwa thata, babereki ba yone. Mo godimo ga tihabololo ya bokgoni, BRPM gape e lemoga gore dithuto tsa morago ga thuto e kgolwane di thusa go nna le babereki ba ba rutegileng sente. Ka jalo, Moepo ono o tla naya babereki dibasari go ba naya tshono ya go bona dithutego tse di amogelwang tsa morago ga sekolo se segolwane go tsamaelana le ditiro tsa bone. Lenaneo la dibasari la mo khamphaneng le tla tswela le tsamaisana le ditlhokego tsa kgwebo, go ikaegile ka ditlhokego tsa mo nakong e e tlang go ya ka kemedi ya di-HDSA ka Mining Charter.

Dikgato tse di latelang di tla dira gore setheo se kgone go nna le mekgele e e umakiwang fa godimo:

- a) Go rotloetsa babereki ba gone jaanong go tswela mo tirong ya bone, go tla nna le dibasari tsa mo teng ga khampani tse di tla abelwang babereki ba ba tshwanelegang.
- b) Tsone di tla nawa fela fa khoso ya go ithuta e le maleba le ditiro tse mmereki a di dirang gone jaanong mo Khamphaneng.
- c) Go tihophiwa ga bakopi go tla kaelwa ke thulaganyo ya go tlatlhamiwa le ya ditiro tsa tsamaiso ya tiro go ya lefapha lengwe le lengwe.
- d) Kamogelo ya bofelo ya dibasari tsa mo teng ga khamphani tsa babereki ba ba supilweng le/kgotsa babereki ba ba dirang kopo e tla dirwa ke mookamedi wa bone yo o gaufi le Tlhogo ya Lefapha a rerisana le Mookamedi wa HRD le mankge mongwe le mongwe yo o maleba wa tiro eno; gape
- e) Dithuto tsa go nna jalo di tshwanetse go dirwa kwa ditheong tse di tlotliwang ke Khamphani eno.

2.13.2 Dibasari tsa ka Kwantle ga Khamphani

Khampani eno e na thulaganyo e e tihomameng ya dibasari e e rulaganyeditsweng go tihabolola batho ba ba tshwanelegang sentle le ba ba nang le bokgoni le ba, fa ba sena go aloga, ba tla newang ditsela tsa tiro ya boitseanape mo Khamphaneng. Ka thulaganyo e e akaretsang le e e kgathisang eno ya dibasari, BRPM e tla tihabolola baitseanape ba yone ba basha. Boremelelo jwa

thulaganyo eno e tla nna go tihopha bakopi ba basha ba ba nang le bokgoni jo bo kwa godimo HDSA gammogo le go tlatla diphatlha tsa bokgoni jwa botlhokwa mo mafapheng a konokono a BRPM.

Dikgato tse di latelang di tla dira gore setheo se kgone go fitlhelela mekgele.

- a) Boitlamo jwa go tihophela 80% ya di-HDSA dibasari tseno.
- b) 20% ya dibasari tseno tsa HDSA e tla beelwa basadi.
- c) Baitseanape ba basha ba maemo a a kwa godimo ba tla ngokelwa go tshwanegela tse di batilwang mo Tekatekano mo Tirong. Lefelo leno le tsewa e le lengwe la ditlapele tsa togamaano tsa Mining Operations, segolobogolo fa go akanngwa ka tihalelo ya bokgoni jwa motheo mo intasetering ya meepo ya Aforika Borwa.
- d) Thutego e e kwa tlase e e tlhokegang gore baithuti ba Grade 12 ba tihophiwe ke fa ba nnile le maduo a 60% mo Mathematics le Saense.
- e) Bakopi ba ba tshwanelegang go ya ka thutego e e batlegang mme ba sa batle go tsenela dithuto tsa morago ga dikolo tse dikgolwane tsa nako e e tletseng ba tla fiwa dibasari tse di tsamaelanang le ditiro tsa mo meepo, tihabisaphefo mo meepo le boitekanelo jwa mo tirong. Malebana le thulaganyo ya dibasari tsa ka kwa ntle ga khamphane, kgato ya ntlha e tla nna go sekaseka dibasari tsotlhe tse disha mabapi le gore a motho o ipaakanyeditse thuto ya morago ga sekolo se segolwang ya nako e e tletseng le gore a o tla tswela tiro e e tihophilweng. Go ya ka tshekatsheko eno, ba tla tsenngwa mo Exposure Year kgotsa ba tla iswa kwa thutong ya nako e e tletseng ya morago ga sekolo se segolwane; gape
- f) Thuto ya nako e e tletseng kwa setheong sa thuto ya morago ga thutego ya sekolo se segolwane e kopanngwa le dipaka tsa katiso ya tiro ya diatla (e le karolo ya mananeo a go ithuta kgotsa ka nako ya malatsi a boikhutso), le kgato ya katiso ya thuto ya yunibesithi. Seno se ikaelela go tlamela baitseanape ba basha ka sengwe le sengwe se ba se tihokang go fetoletsa tihabololo ya bone ya pele go nna tiro ya maemo a a kwa godimo mo lefelong la tiro.



Lenaneothalo 22: Banewadibasari ba ka Kwantle

KAROLO / LEFELO LA KATISO	BANEWADIBASARI BA KA KWANTLE						
	Mokgele le Molanako						Mekgele ya dingwaga tse 5
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	
Moepo	-52	2	2	2	2	2	10
Jioloji		2	2	2	2	0	8
Patlisiso le Tlhabisophefo		2	2	2	2	0	8
Boinjinere jwa Motlakase		2	2	2	2	1	9
Boinjinere jwa Dikoloi		2	2	2	2	2	10
Patlisiso/ Phetolo ya Thekenoloji		2	2	2	2	0	8
Metallurgy		2	2	2	2	0	8
Paloyotlhe	-52	14	14	14	14	5	61

2.13.3 Boithutelatiro mo Tirong

Lenaneo la BRPM la Boithutelatiro mo Tirong le tla nna le mananeo a a farologaneng a boikaelelo jwa one eleng go naya baithuti tshono ya go ithuta ka bonako e le karolo ya mananeo a go ba tsweledisa. Mananeo ano a tla farologana go simolola ka go ba latswisa go nna babereki, go ya go baithuti ba ba tlhokang maitemogelo a tiro ya diatla gore ba tshwanelege. Mokgele wa mangwe a mananeo a tekeletso ke go tsweledisa ba go nang le

kgonego ya gore ba nne babereki. Thuto ya nako e e tletseng kwa setheong sa thutego ya morago ga sekolo se segolwane e kopanngwa le dipaka tsa katiso ya tiro ya diatla (e le karolo ya mananeo a go ithuta kgotsa ka nako ya malatsi a boikhutso), le kgato ya katiso ya thuto ya yunibesithi. Seno se ikaelela go tlamela baitseanape ba basha ka sengwe le sengwe se ba se tlhokang go fetolela tlhabololo ya bone ya pele go nna tiro ya maemo a a kwa godimo mo lefelong la tiro.

Lenaneothalo 23: Lenaneo la Boithutelatiro mo Tirong

KAROLO / LEFELO LA KATISO	LENANEO LA BOITHUTELATIRO MO TIRONG						
	Mokgele le Molanako						Mekgele ya dingwaga tse 5
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	
Merero ya Babereki	-22	2	2	2	2	0	8
Go Epa (P1 & P2)		2	2	2	2	1	9
Boinjinere jwa Motlakase (P1 le P2)		2	2	2	2	1	9
Boinjinere jwa Dikoloi (P1 le P2)		2	2	2	2	0	8
Tsa Ditshhelete		2	2	2	2	0	8
E nngwe		2	2	2	2	0	8
Paloyotlhe	-22	12	12	12	12	2	50



2.13.4 Lenaane la Tswelediso ya Baalogi ba Yunibesithi

Graduate Development Scheme, e e leng karolo ya tiro ya Baitseanape ba Basha, e lebagantswe go tlatša diphatlha tsa botlhokwa tsa bokgoni le go fitlhelela maitlhomō a HDSA mo ditirong tsa motheo mo maemong a boitseanape.

Dikgato tse di latelang di tla thusa go fitlhelela mekgele eno:

- a) Palo ya Bakatisiwa ba ba Alogileng mo lefapheng lengwe le lengwe ba ba tla thapiwang go ya ka mekgele ya babereki le ya HDSA mo dingwageng tse 5 tse di latelang ba tlatlhoibiwa ngwaga le ngwaga.
- b) Bakatisiwa ba ba alogileng bano morago ba tsweledisiwa ka lefapha le le amanang le Graduate Development Programs nako e e ka nnang dikgwedi tse 18.
- c) Ka nako ya Lenaneo leo, ba newa katiso ya motheo, go latswisiwa tiro le dikhoso tse di dirang gore ba kgone go nna le bokgoni le kitso ya motheo e e batliwang mo tirong eno; gape
- d) Moithuti mongwe le mongwe yo o alogileng o na le Individual Development Charter (IDC), le motlhomasekao yo o tlhophilwang yo o sekasekiwang gabedi mo ngwageng.

Lenaneothalo 24: Lenaane la Thuto ya Yunibesithi

KAROLO / LEFELO LA KATISO	LENAANE LA THUTO YA YUNIBESITHI						
	Mokgele le Molanako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Boinjinere jwa Meepo	-39	1	1	1	1	1	5
Boinjinere jwa Motlakase le jwa Dikoloi		1	1	1	1	1	5
Boinjinere jwa Matlapa		1	1	1	1	0	4
Jioloji / Leano la Moepo		1	1	1	1	0	4
Patlisiso / Tlhabisophefo		1	1	1	1	0	4
Saense ya Tikologo		1	1	1	1	0	4
Tshireletsego		1	1	1	1	0	4
Metallurgy		1	1	1	1	0	4
Merero ya Babereki		1	1	1	1	0	4
IT		1	1	1	1	0	4
Tsa Ditšhhelete		1	1	1	1	0	4
Paloyotlhe	-39	11	11	11	11	2	46



2.14 Forom S: Leano la Tekatekano mo Tirong

Lenaneothalo 25: Dipalopalo tsa Tekatekano mo Tirong go ya ka Foromo S Nngwe le Nngwe

Maemo mo Tirong	Monna				Mosadi				Monna	Mosadi	Babereki Botlhe
	A	C	I	W	A	C	I	W	Batswakwa		
Boto	2	0	0	3	1	0	2	0	0	0	8
Komiti ya Khuduthamaga	3	0	0	7	0	0	0	1	0	0	11
Botsamaisi jo bo kwa Godimo	10	1	1	13	2	0	0	2	0	0	29
Botsamaisi jwa mo Magareng	89	3	0	41	54	4	0	27	1	1	220
Botsamaisi jo bo kwa Tlase	513	1	0	56	181	0	1	21	13	1	787
Bokgoni jwa ba ba sa Rutegang	1172	2	0	7	166	1	0	0	161	1	1 510
Babereki ba Eseng ka ba ka Metlha	100	0	0	4	42	1	1	2	0	0	150
Paloyotlheyotlhe	1 889	7	1	131	446	6	2	53	175	3	2 715

2.14.1 Mekgele ya HDSA e e Tswelolang ya Ngwaga le Ngwaga Babereking ba ka Metlha

Lenaneothalo 26: Mekgele ya HDSA

MAEMO MO TIRONG	MEKGELE YA HDSA					
	PB	2020	2021	2022	2023	2024
Boto		50%	50%	50%	50%	50%
Botsamaisi jwa Khuduthamaga		50%	50%	50%	50%	50%
Botsamaisi jo bo kwa Godimo	E - Levels	55%	55%	60%	60%	60%
Botsamaisi jwa mo Magareng	D - Levels	55%	55%	60%	60%	60%
Botsamaisi jo bo kwa Tlase	C - Levels	65%	65%	65%	70%	70%

Lenaneothalo 27: Lefapha la Motheo le la Botlhokwa

MAEMO MO TIRONG	BOKGONI JWA MOTHEO LE JWA BOTLHOKWA					
	PB	2020	2021	2022	2023	2024
Tsotlhe	Tsotlhe	80%	80%	80%	80%	80%



2.14.2 Basadi mo Botsamaising (Mafapha Otlhe)

Lenaneothalo 28: Mekgele ya Basadi mo Botsamaising

MAEMO MO TIRONG	MEKGELE YA BASADI MO BOTSAMISING					
	PB	2020	2021	2022	2023	2024
Boto		15%	15%	15%	20%	20%
Botsamaisi jwa Khuduthamaga		15%	15%	15%	20%	20%
Botsamaisi jo bo kwa Godimo	E2- E4	15%	20%	25%	25%	25%
Botsamaisi jwa mo Magareng	D2 - E1	25%	25%	25%	25%	25%
Botsamaisi jo bo kwa Tlase	C1 - D1	25%	25%	30%	30%	30%

Lenaneothalo 29: Mekgele ya Banalebogole

MAEMO MO TIRONG	MEKGELE YA BANALEBOGOLE					
	PB	2020	2021	2022	2023	2024
Tsotlhe	Tsotlhe	1%	1%	1%	1.5%	1.5%



Molao wa Tswelediso ya Ikonomi mo

Loagong 46 (c)

3

Molao wa Tswelediso ya Ikonomi mo

Loagong 46 (c)

3.1 Tshimololo

Karolo eno e bua thata ka dithulaganyo tsa togamaano tse di tla akaretsang dilo tsa botlhokwa tsa lefelo le tsa kgaolo tse di jaaka tlhabololo ya ikonomi, go fedisa lehuma, go tlhatlosa morafe le go tokafatsa matshelo a batho le tswelediso ya nako e telele morago ga moepo o se na go tswalwa.

The Local Economic Development Programme (LEDP) e batla go tsamaisana le go nna le seabe ga Impala-Bafokeng mo maitekong a LED le Integrated Development Plans (di-IDP) tsa Mmasepala wa Bojanala Platinum District Municipality (BPDM) le mmasepala wa selegae o moepo o leng mo go one, Rustenburg Local Municipality

(RLM) le wa Moses Kotane Local Municipality (MKLM). Dikarolo tse di latelang ke motheo wa LEDP ya Impala-Bafokeng:

- Leano la Phetolo.
- Tshekatsheko ya Maano a Tswelediso e e Kopantsweng ya Mmasepala.
- Tshekatsheko ya Tlhaloso ya Loago le Ikonomi ya Kgaolo
- Leano la Diporojeke tsa LED
- Leano la Matlho le Maemo a Botshelo; le
- Leano la Theko ya Dithoto

3.2 Agenda ya Phetolo

Leano la Phetolo mo Impala-Bafokeng le thailwe mo melaometheong e e latelang:

- Mokgele wa go tsamaisa Tswelediso ya Phetogo, Kgwebo, Motlamedi le Corporate Social Investment (CSI) ka tsela e e tshegetsang go dira kgwebo ka tsela e e nonofileng le e e tsweleng.
- Go batla go nna setheo se se eteletseng pele mabapi le Phetogo mo nakong e e magareng le e telele.
- Mokgele wa go tsamaisa tswelediso ya bokgoni jwa babereki (bogolo jang mabapi le Phetogo).
- Mokgele wa go tokafatsa leina le morafe o lebang

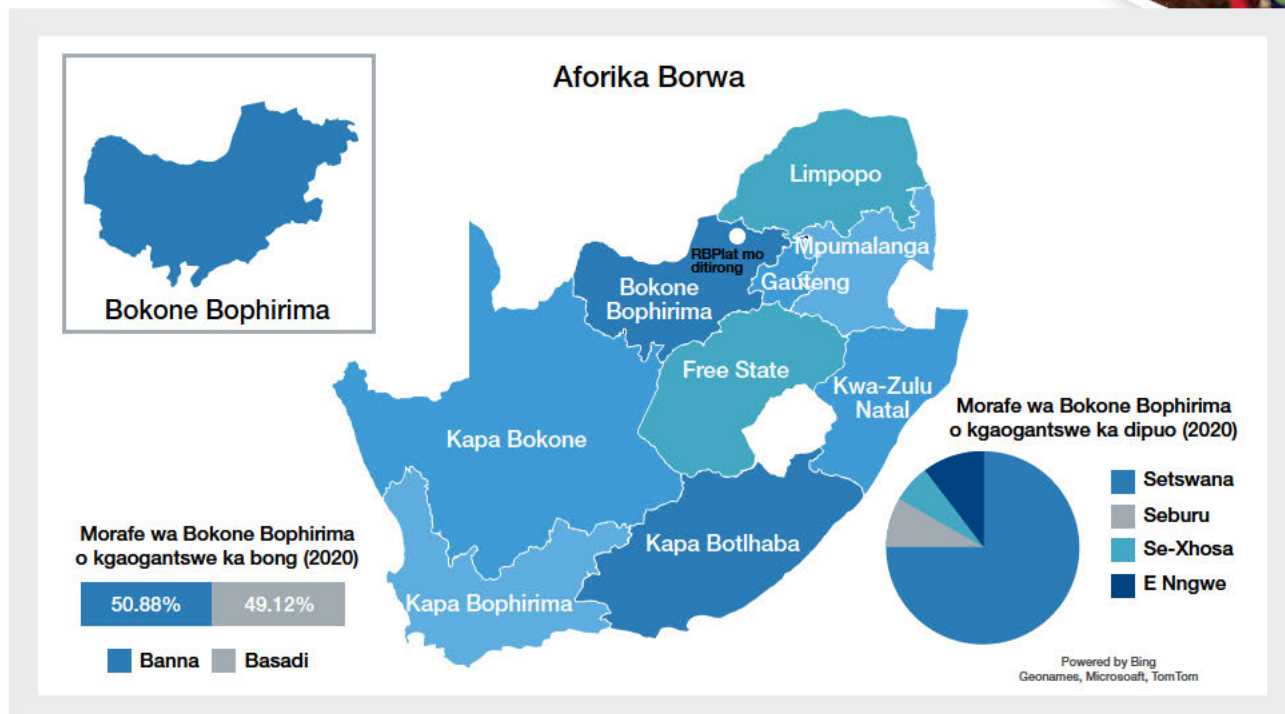
Impala-Bafokeng mo morafeng go bontsha boikemisetso mo lefelong gammogo le go tokafatsa tswelediso ya kgwebo.

- Mokgele wa go nna le botsalano jo bo nonofileng le puso ka go tsamaisana le Department of Trade and Industry (DTI) le dikhoutu tsa DMRE.
- Mokgele wa go tsamaisa maiteko a Phetogo a kwa bokhutlong a batlang go dirisa mekgwa e mentle e e ka kgonegang ya kgwebo (mo maemong a mo nakong eno a mathata a kgwebo).

3.3 Tshobokanyo ya Lefatshe

Karolo e kgolo ya porofense ya Bokone-Bophirima ke ya batho ba ba buang Setswana gape ke porofense ya boraro e nnye mo Aforika Borwa. Lefa go ntse jalo, e na le letlolo le legolo la polatinamo, se se dirang gore e nne boremelelo jwa ikonomi le polotiki. Porofense ya Bokone-Bophirima e na le baagi ba le dimilione di le 4.11 e e emelang 6.9% ya palo ya baagi botlhe ba Aforika

Borwa (2019). Porofense e ke ya borataro ka bogolo mo diporofenseng di le robongwe mo Aforika Borwa mme e mo lefatsheng la 104 822km². Ka 2019 porofense ya Bokone-Bophirima e ne ya nna le seabe sa 6.5% mo Gross Domestic Product (GDP) ya naga. Meepo ke yone e tsweledisang ikonomi ya Bokone Bophirima, ka 2019 e ne e le 30.5% ya GDP ya Bokone Bophirima.

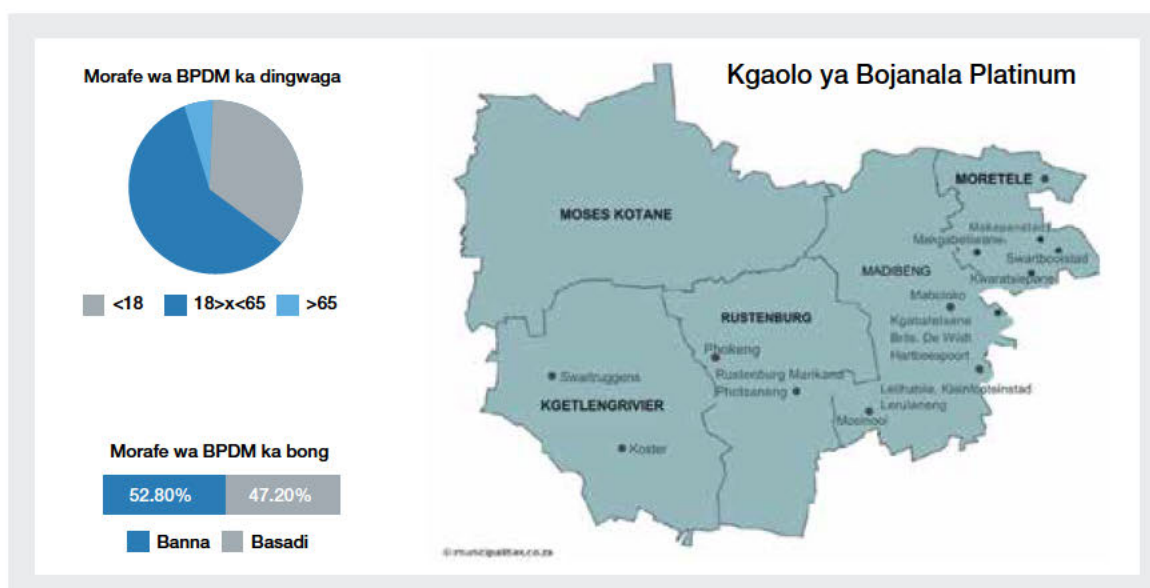


Setshwantsho 9: Tshobokanyo ya Porofense ya Bokone-Bophirima

(Motswedi: Diphopholetso tsa IHS Global Insight's Regional eXplorer 2016)

Bojanala Platinum District Municipality (BPDM) ke nngwe ya dikgaolo tse di nang le baagi ba le bantsi mo porofenseng ya Bokone-Bophirima mme bontsi jwa baagi ba teng ba na le dingwaga tse di magareng ga 18-64 mme bontsi jwa bone ke banna. BPDM ke mongwe wa bommasepala ba kgaolo mo Bokone-Bophirima mme e mo lefelong la bogolo jwa 18 333km². (BPDM) ke

kgaolo e e nang le batho ba le bantsi thata mo Bokone-Bophirima ba ba neng ba le ba palo ya dimilione tse 1,85, ka 2 019 Gareng ga 2008 le 2018 palo ya batho e ne ya gola ka palogare ya 2.6% ngwaga le ngwaga, e e leng kwa godimo go feta palogare ya peresente ya kgolo ya Porofense ya Bokone-Bophirima (~2% ka ngwaga).



Setshwantsho 10: Tshobokanyo ya Mmasepala wa Kgaolo wa Bojanala Platinum



MOEPO WA BAFOKENG RASIMONE PLATINUM

LEANO LA LOAGO LE BABEREKI (SLP)

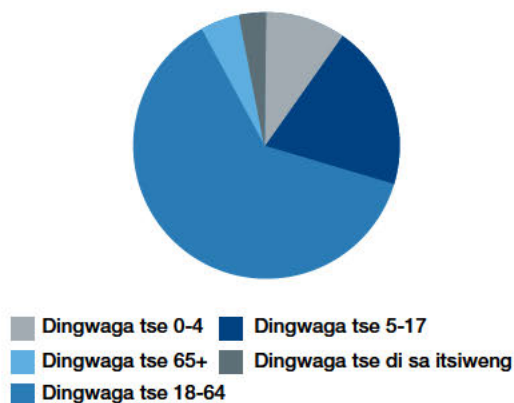
2020 – 2024

Royal Bafokeng Nation (RBN) ke lengwe la mafelo a mo BPDM mme e mo lefelong la bogolo jwa 1 200 km². Kafa tlase ga lefatshe la RBN go na le letlotlo le la polatinamo le legolo go feta tsotlhe mo lefatsheng RBN ke morafe o o laolwang ka setso wa batho ba ba nnang mo metseng e le 29. RBN e ne e na le batho ba le 150 000 ka 2020.

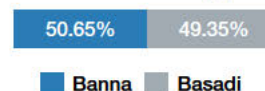
Ke 3.6% ya palo ya batho botlhe mo BPDM. Bontsi jwa batho ke ba dingwaga tse ba ka berekang, e leng tse 18-64. 96% ya baagi ba Bafokeng ba dirisa Setswana jaaka puo ya mo gae. Dipuo tse dingwe tse di buiwang mo kgaolong eno di akatsa Se-Xhosa, Sesotho le Se-Tsonga



Morafe wa RBN o kgaogantswe ka dingwaga



Morafe wa RBN ka bong jwa bone



Setshwantsho 11: Tshobokanyo ya Morafe wa Royal Bafokeng

(Motswedi: HS Global Insight: Regional eXplorer 1 070 (2.5y) dipalo tsa 2 016)

Metse ya Mafenya, Chaneng, Robega le Rasimone, e e bidiwang Macharora e gaufi thata le metse ya Moepo wa Impala- Bafokeng Platinum. Motse wa Robega o mo lefatsheng le eleng la puso “le le laolwang ke RLM gammogo le RBA” mme metse e mengwe e meraro e mo lefatsheng la RBN. Lefa go ntse jalo, metse yotlhe mo nakong eno e laolwa ke RBN. Rasimone e sekgala se se ka nnang 4.2km go tswa fa Moepong wa Bafokeng Rasimone Platinum.

Go na le dikgotla di le tharo (3) tsa makhanselara (Kgotla 01 le Kgotla02) le RLM – 03 - eleng ya Rustenburg le mokhanselara wa bobedi yo o emetseng Royal Bafokeng Nation (RBA-01). Go na le Dikgosana di le tharo (3) mo

Macharona mme Kgosana nngwe le nngwe e emela nngwe ya metse e e gaufi le moepo.

Metse eno e na le palo e e kwa godimo ya bana ba ba tlogelang sekolo, mo bontsi jwa batho ba metse eno ba se nang thutego ya materiki, se se dirang gore palo ya batho ba ba sa berekeng e nne kwa godimo thata mo metseng eno. Go na le dikolo tse dipotlana di le nné le sekolo se segolwane se le sengwe mo Macharona. Go na le tlilini e le nngwe e e tlhokomelang metse yotlhe, mme e kwa motseng wa Chaneng, lefa go ntse jalo, go na le tlilini e e tsamaisiwang ka koloi e e tlhokomelang batho ba Mafenya /Rasimone mo e ka nnang tsatsi le letsatsi.



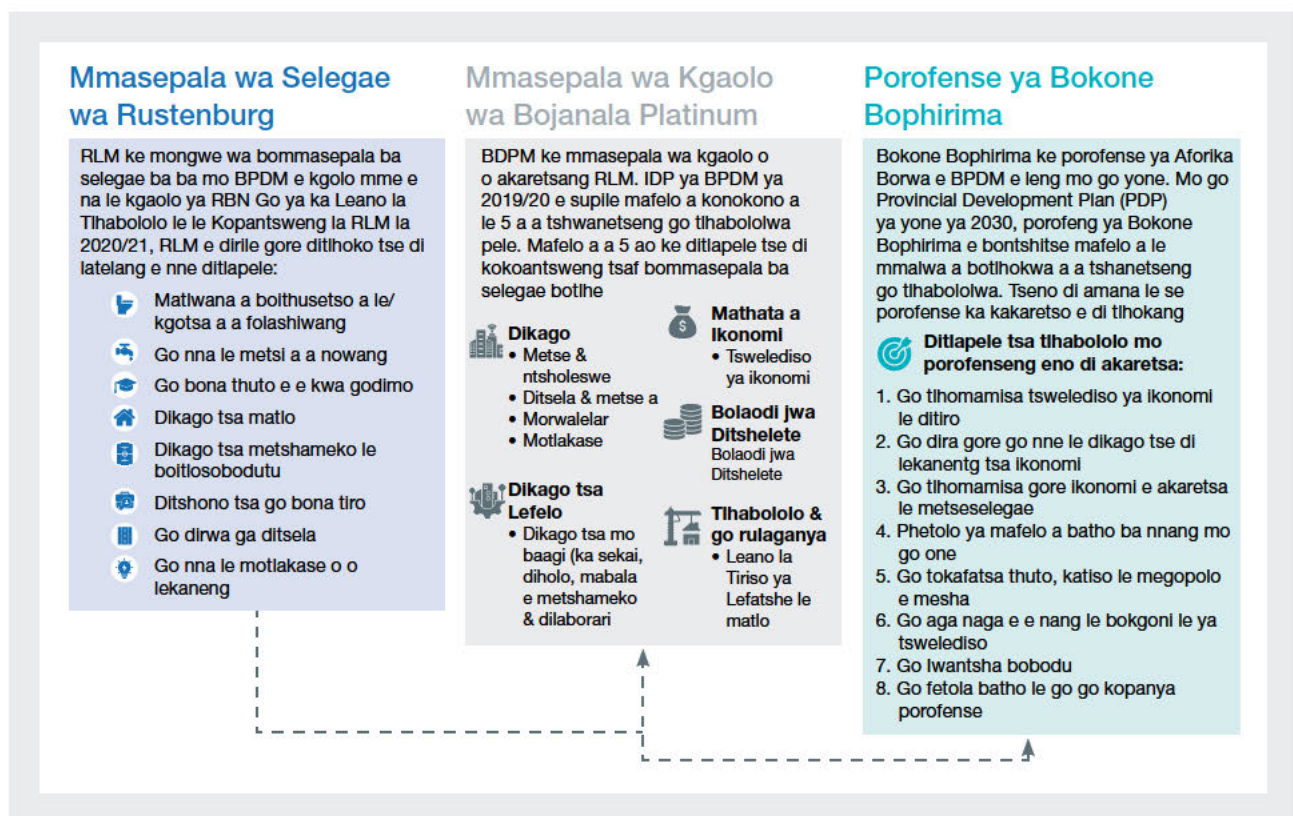
3.4 Ditlapele Mabapi le Tlhabololo ya Kgaolo Eno le Lefelo

3.4.1 Ditlapele tsa tlhabololo ya kgaolo

Baagi ba RBN ga ba tlhokomelwe fela ke dithulaganyo le ditsadisomadi tsa tlhabololo tsa Naga eno; gape e akarediwa mo ditogomaanong tsa tlhabololo ya bommassepala, kgaolo le diporofense. Lefa go ntse jalo, go tlwaelegile gore ditheo tse dingwe tsa kgaolo di dire gore mafelo a Bafokeng e se ka ya nna ditlapele ka baka la khumo e Morafe oo o nang le yone le dithoto. RBN e mo mmasepaleng wa lefelo leo, o o leng mo mmasepaleng

wa kgaolo, o o leng mo porofenseng. Mekgele e e tlhalositsweng mo go Leano '35 e tsamaelana le dithulaganyo tse dingwe tsa tlhabololo le tshekatsheko ya ditlhokiwa tse di leng maleba mo kgaolong eo.

Ditlapele tsa thulaganyo ya tlhabololo e e kopantsweng tsa lefelo lengwe le lengwe la kgaolo. Setshwantsho 12 fa tiase.



↑

↑

↑

Setshwantsho 12: Ditlapele tsa Tlhabololo ya Kgaolo

Rustenburg Local Municipality Integrated Development Plan (IDP) e dirisiwa jaaka motheo wa diporojeke tsotlhe tsa Local Economic Development (LED) go tihomamisa go tsamaisanya le gore dithuso di dirisiwa mo ditlhokong tse di rileng mo morafeng. Go dirisana le Mookamedi wa IDP ya Mmasepala le Mayoral Stakeholder Engagement

Committee (MASECO) go dirwa malebana le seno ka nako ya kgato ya thulaganyo le ka kotara ya ngwaga go baya tswelopele leitho. Mo godimo ga moo, go na le Komiti ya Tlhabololo ya Dikago le Ditsela e e rulagantsweng mo teng go rulaganyetsa dithuso tsotlhe tsa CED le go ela tlhoko kgatelopele ya tsone.

3.5 Tshedimosetso ya Tlhaloso ya Loago le Ikonomi

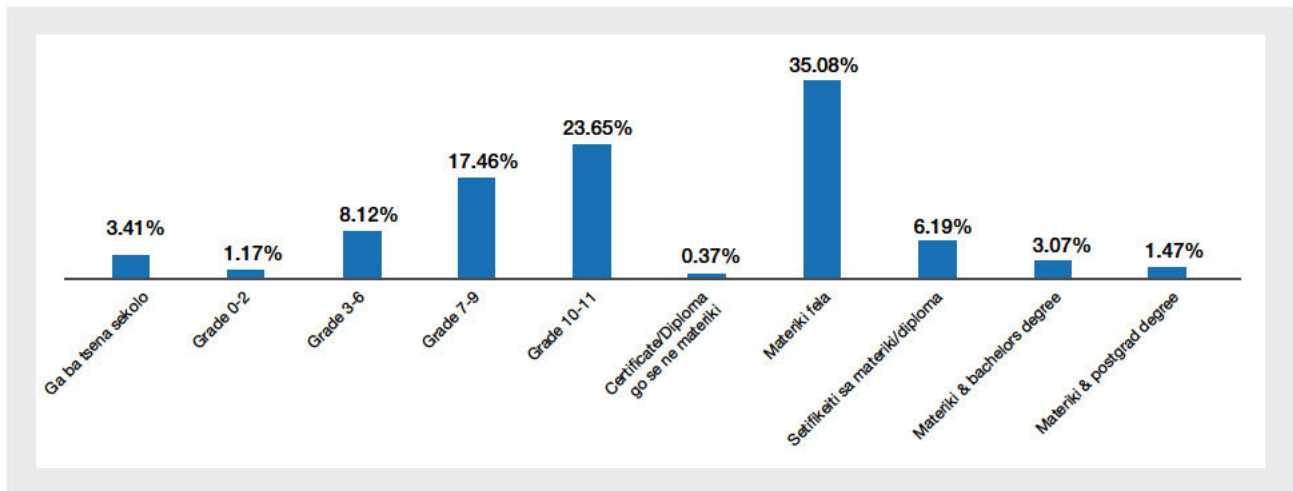
3.5.1 Tlhokomelo ya Boitekanelo

Go na le mafelo a tlhokomelo ya botsogo a feta 125 mo Kgaolong ya Bojanala. Mo mafelong ao otlhe, a le 9 ke mafelo a tlhokomelo ya botsogo jwa morafe mme a dira diura tse 24. A le 115 ke ditlilini, a le 17 a dira diura di le 24, a le 3 ke bookelo jwa kgaolo mme le le 1 ke bookelo jwa thuto ya morago ga sekolo se segolwane. RLM e ne e na le ditlilini di le 21, mafelo a tlhokomelo a botsogo a le 3 le bookelo jwa kgaolo bo le 1 ka 2017. Go tloga ka 2012 go fitlha ka 2017, malwetse a a sa tshelanweng e ne e le one a a bakang dintsho tse dintsi mo Kgaolong ya Bojanala, mme a ne a bolaya 57% ya basadi le 45% ya banna. Malwetse ano a ne a akaretsa malwetse a endocrine, a a amanang le dijo, a madi kgotsa a masole a mmele gammogo le bolwetse jwa sukiri, kgatelelo e e

kwa godimo ya madi, malwetse a boboko le a ditshika tsa madi, bolwetse jwa pelo, jwa prostate, jwa molomo wa popelo le malwetse a mangwe a go hema.

3.5.2 Thuto

Thuto ke selo sa botlhokwa mo kgolong ya ikonomi ya RLM le tlhabelo ya madirelo a yone. Seno se ka fitlhelwa ka go naya babereki ba ba nang le bokgoni le babereki ba ba katisitsweng. Seno se bontshitswe ka koketsego ya batho ba ba nang le materiki go tloga ka 2010 go fitlha ka 2020 ka 70 000. Palo ya batho ba ba nang le “materiki le setifikeiti/diploma” le “materiki le dikirii ya Bachelor” le yone e oketsegile ka selekanyo sa ngwaga le ngwaga sa 5.43% le 5.59% ka go latelana mo nakong e e tshwanang.

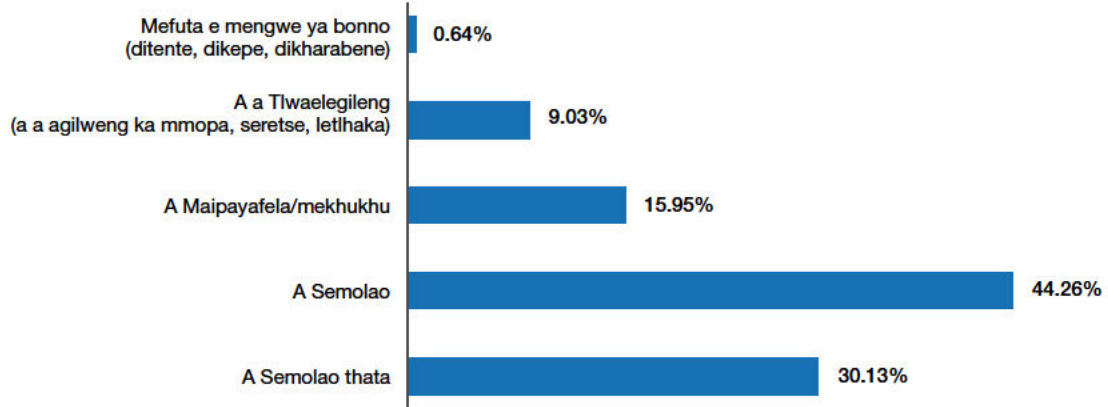


Setshwantsho 13: Maemo a Thutego mo RLM

3.5.3 Maemo a go Tshela, Didirisiwa le Ditirelo

Maemo a botshelo mo Kgaolong ya Bojanala Platinum, Mmasepala wa Selegae wa Rustenburg le morafe wa moepo a ne a farologana go se kae ka 2019. Bontsi jwa baagi ba RLM ba nna mo dikagong tsa semolao (dikago tse di agilweng go ya ka dipolane tse di amogetsweng mme di se na metsi a a tsamayang kgotsa ntlwana ya boithomelo mo teng ga ntlo), ba latelwa ke ba ba ka nnang 30% ba ba nnang mo diyuniting tsa semolao

sentle thata (dikago tse di agilweng go ya ka dipolane tse di amogetsweng tse gape di nang le metsi a a tsamayang le ntlwana ya boithomelo mo teng ga ntlo) (Setshwantsho 14). Palo ya batho ba ba nnang mo matlong a a seng a semolao e ntse e oketsega ka 1.24% ngwaga le ngwaga gareng ga 2009 le 2019. Palo ya batho ba malapa e ne e le batho ba le 3 ntlo nngwe le nngwe mo Rustenburg ka 2020 mme 90.5% ya setlhopha sa malapa ba e le MaAforika.

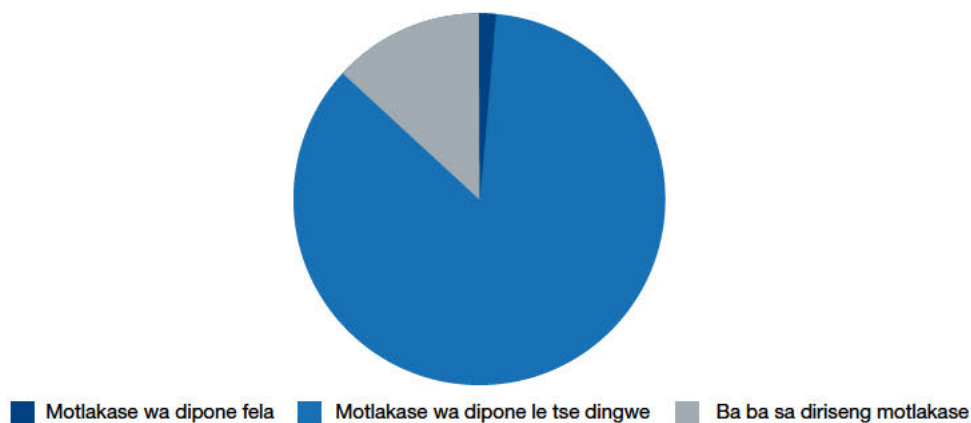


Setshwantsho 14: Mofuta wa matlo a mantsi mo RLM

3.5.4 Motlakase le Maatla

Motlakase e ne e le motswedi wa konokono wa maatla a a neng a dirisiwa mo metseng go tshuba dipone, go apaya, le go thutafatsa matlo. Go feta 86% ya malapa mo RLM a dirisa motlakase mo ditirong tse di tiwaelegileng tsa

lelapa fa go feta 13% e sena motlakase (Setshwantsho 15). Motlakase o newa ke Eskom e seng puso. Palo ya malapa a a senang motlakase e fokosegile ngwaga le ngwana ka selekanyo sa 0.97% ngwaga le ngwaga go simolola ka 2009 go ya go 2019.



Setshwantsho 15: Tiriso ya motlakase ka RLM

3.5.5 Metsi

Baagi ba RLM ba dira botoka go na le ba Kgaolo e kgolo ya Bojanala fa go tla mo ditirelong tsa metsi a a tsamaisiwang ka diphaepe. Go ya ka RLM IDP (2022-2027), 52.66% ya malapa mo RLM a na le metsi a a

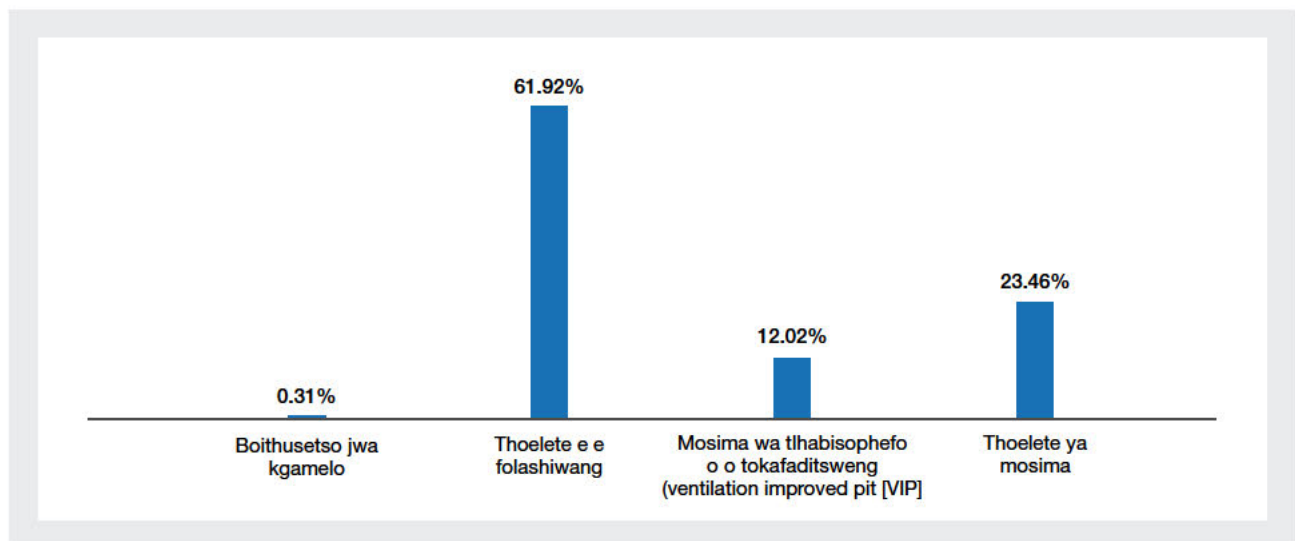
tse nang ka diphaepe mo teng ga jarata fa 31.14% ya malapa a na le metsi mo teng ga matlo a bone. Ke matlo a le 0.69% fela a a senang metsi a a tse nang ka diphaepe.



3.5.6 Ntsholeswe la Matlwana a Boithusetso le go Latlhiwa ga Matlakala

Palo ya malapa a a se nang ntlwana ya boithusetso e e nang le metsi e oketsegile ka selekanyo sa 0,65% ngwaga le ngwaga go tloga ka 2009 go fitlha ka 2019 ka ntlha ya koketsego ya palo ya malapa mo RLM. Seno se

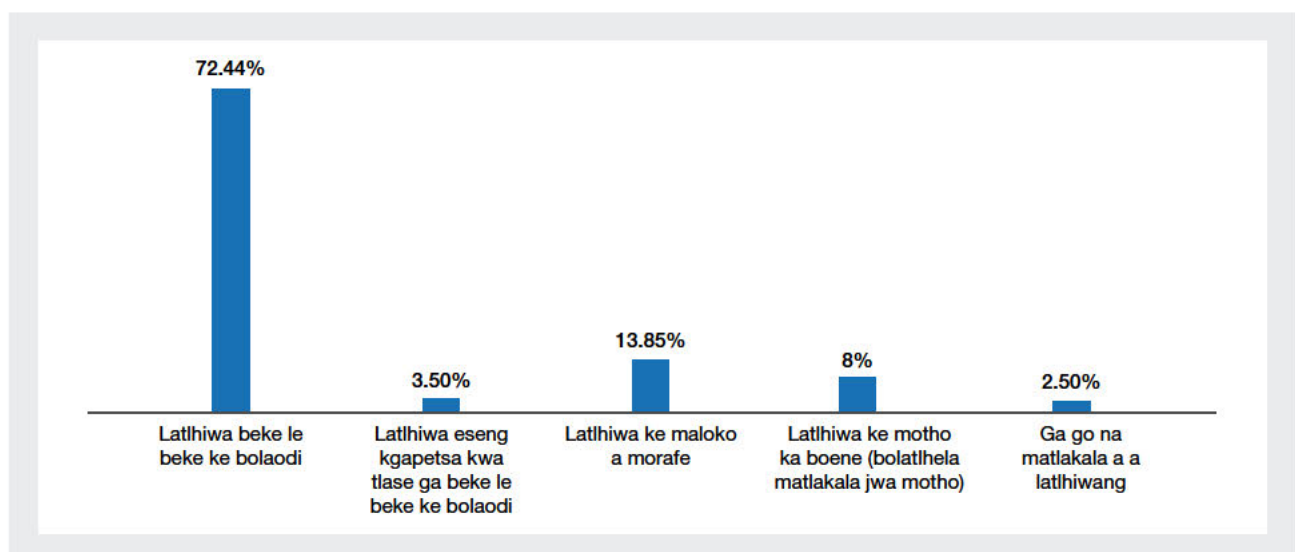
bakwa ke go fudugela ga batho ba le bantsi mo kgaolong eno, e leng selo se se dirang gore go nne le mathata mo matlong a malapa mme se ka dira gore palo ya malapa a a sa nngeng mo matlong a semolao e oketsege. Ka kakaretso, RLM e sa ntse e dira botoka go na le dikgaolo tse dingwe mo Kgaolong ya Bojanala ka go nna le palo ya 60.15% ya matlwana a boithomelo mo kgaolong eo (Setshwantsho 16).



Setshwantsho 16: Mofuta wa Matlwana a Boithusetso o Montsi mo RLM

72.44% ya malapa a RLM a latlhelwa matlakala a bone beke le beke ke RLM. Go ne ga nna le tokafalo mo go latlhiwang ga matlakala go tloga ka 2009 go fitlha ka 2019 mo palong ya malapa a a neng a sa latlhe

matlakala ka tsela ya semmuso mme seo se fokoditse palo eno ka selekanyo sa ngwaga le ngwaga sa 0,96%. (Setshwantsho 17).



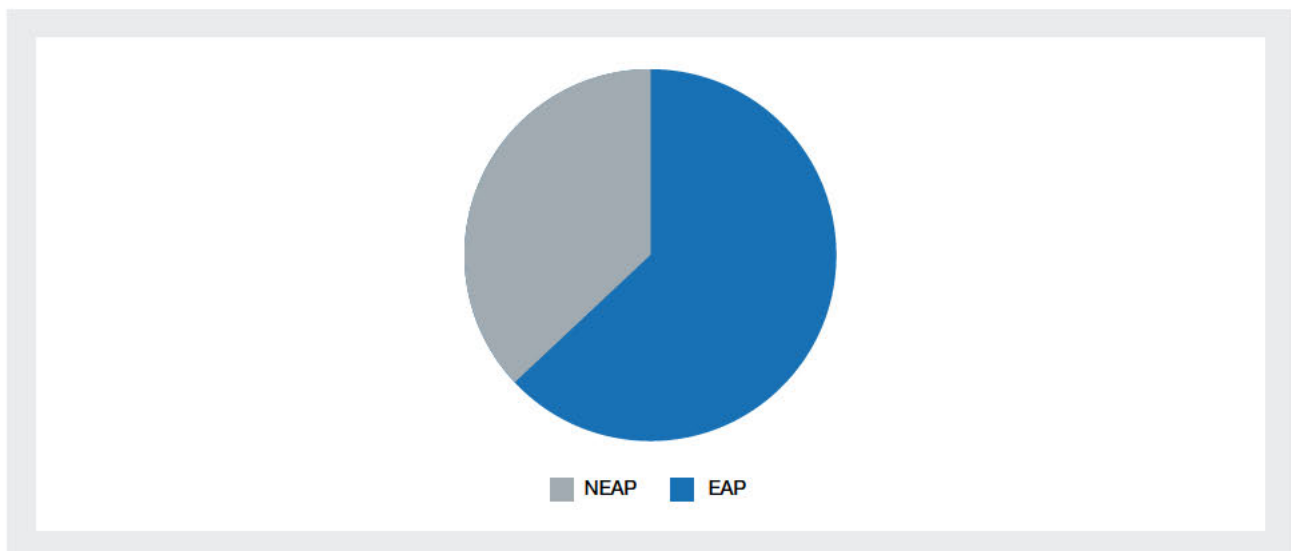
Setshwantsho 17: Go Latlhiwa ga Matlakala mo RLM



3.5.7 Batho ba ba Berekang ka Metlha (Economically Active Population [EAP])

Palo ya batho ba ba neng ba kgona go dira kwa RLM ka 2020 e ne e le 524 000, e oketsega ka palogare ya 3,05% ka ngwaga fa e sale ka 2010. Mo go yone nako eo, palo ya batho ba ba mo dingwageng tsa go bereka kwa Mmasepaleng wa Kgaolo ya Bojanala Platinum e ne ya oketsega ka 2.45% ka ngwaga, fa ya Porofense ya Bokone Bophirima yone e ne ya oketsega ka 1.75% ka ngwaga. Mo setlhopheng sa batho ba ba leng mo dingwageng tsa go bereka mo Mmasepaleng wa Rustenburg, 58.5% ke bangwe ba babereki, se se rayang gore baagi ba le

307 000 ba mmasepala wa selegae ke karolo ya baagi ba ba berekang ka metlha (economically active population [EAP]). Fa re bapisa palo eno le ya batho ba ba sa berekeng (non-economically active population [NEAP]) ba mmasepala wa selegae: baithuti ba nako e e tletseng kwa ditheong tsa thuto e e kwa godimo, batho ba ba nang le bogole, le ba ba tlhophang go se bereke, palogotlhe ya bone botlhe ke batho ba le 217 000. Mo palong ya baagi ba ba berekang, go na le ba le 94 600 ya ba ba sa berekeng, kana fa go tlhalosiwa e le diperesente, selekanyo sa go tlhoka tiro sa 30,8%.



Setshwantsho 18: EAP fa e Bapisiwa le NEAP mo RLM

3.5.8 Palo ya Babereki Botlhe

Palogotlhe ya ditiro e na le dikarolo di le pedi: ditiro mo lefapheng la semmuso, le ditiro mo lefapheng le eseng la semmuso. Ka go dirisa tshedimosetso ya ditiro, go ka dirwa phopholetso ya gore batho ba ba sa berekeng ba kana kang. Mo godimo ga moo, ditiro tse di ratiwang mo mafapheng a a farologaneng le diintaseteri gantsi di bontsha diphetogo tse dikgolo mo dithulaganyong tsa ikonomi.

Ka 2020, RLM e ne e thapile batho ba le 216 000 e leng 51.37% ya palogotlhe ya ditiro mo Mmasepaleng wa Kgaolo ya Bojanala Platinum (421 000), 24.47% ya palogotlhe ya ditiro mo Porofenseng ya Bokone-Bophirima (884 000), le 1.38% ya palogotlhe ya ditiro tsa batho ba le dimilione di le 15,7 mo Aforika Borwa. Ditiro mo RLM di ne tsa oketsega ka ngwaga ka palogare ya 1,23% go tloga ka 2010 go fitlha ka 2020.

Palo ya batho ba ba thapilweng ka tshwanelo mo Mmasepaleng wa Selegae wa RLM e ne e le 186 000 ka 2020, e leng 86.02% ya palogotlhe ya batho ba ba thapilweng, fa palo ya batho ba ba thapilweng mo lefapheng le eseng la semmuso e ne e le 30 200 kgotsa 13.98% ya palogotlhe ya batho ba ba thapilweng. Ditiro tse eseng tsa semmuso mo RLM e ne ya oketsega go tswa go 18 400 ka 2010 go ya go mo e ka nnang 30 200 ka 2020.

3.5.9 Tshobokanyo ya Ikonomi

Ka Gross Domestic Product (GDP) ya R72.9 billion ka 2020 (go tswa go R37.4 billion ka 2010), RLM e tsentsa 47.04% mo GDP ya Mmasepala wa Kgaolo ya Bojanala Platinum ya R155 bilione ka 2020 go oketsa karolo ya Bojanala Platinum go tswa go 43.74% ka 2010. RLM ke 24.65% mo GDP ya Porofense ya Bokone-Bophirima le 1.47% ya GDP ya Aforika Borwa e e neng e na le GDP ya

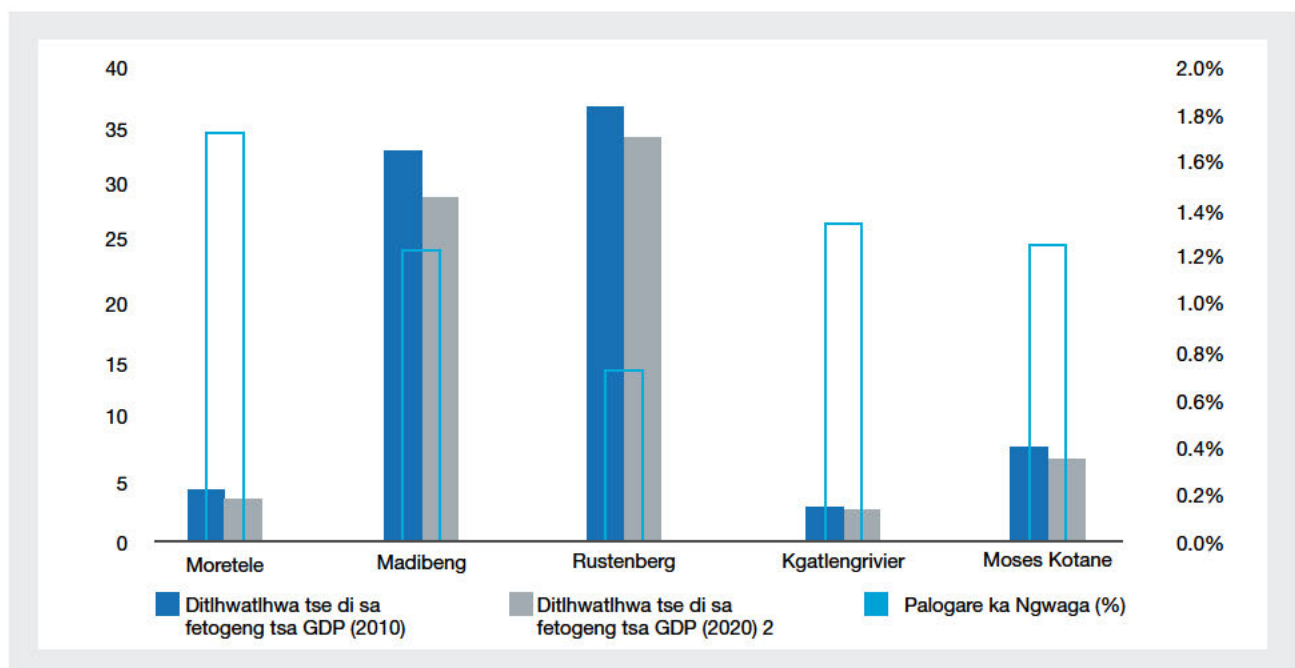


R4.97 terilione ka 2020 (e e lekanngwang ka ditlhwatlhwa tse di kwa tlase kgotsa tse di tlwaelegileng). Go nna le seabe ga yona mo ikonoming ya bosetšhaba go ne ga nna go ntse go le botlhokwa go tshwana le ka 2010 fa e ne e na le seabe sa 1.36% mo Aforika Borwa, mme e kwa tlase go na le e e neng e le kwa godimo thata ya 1.51% ka 2013.

Ka 2020, RLM e fitlhetse selekanyo sa kgolo ya ngwaga le ngwaga ya -10.39% e e leng kgolo e e kwa tlase thata ya GDP go na le ya Porofense ya Bokone-Bophirima ya -8.05%, mme e kwa tlase go feta ya Aforika Borwa, mo

selekanyo sa kgolo ya GDP ya 2020 e neng e le -6.96%. Fela jaaka le selekanyo sa kgolo ya nako e khutshwane ya 2020, palogare ya selekanyo sa kgolo ya nako e telele ya Rustenburg (-0.73%) le yone e kwa tlase thata go na le ya Afrika Borwa (0.64%). Kgolo ya ikonomi mo Rustenburg e ne ya tlhatloga ka 2015 ka 14,10%.

GDP ya dikgaolo tse di mo go Masepala wa Kgaolo ya Bojanala Platinum, dishere le kgolo ya 2010 go ya go 2020 di bontshiwa mo go Setshwantsho 19 fa tlase. Palogare ya kgolo ya ngwaga le ngwaga e kwa tlase ga lefela.

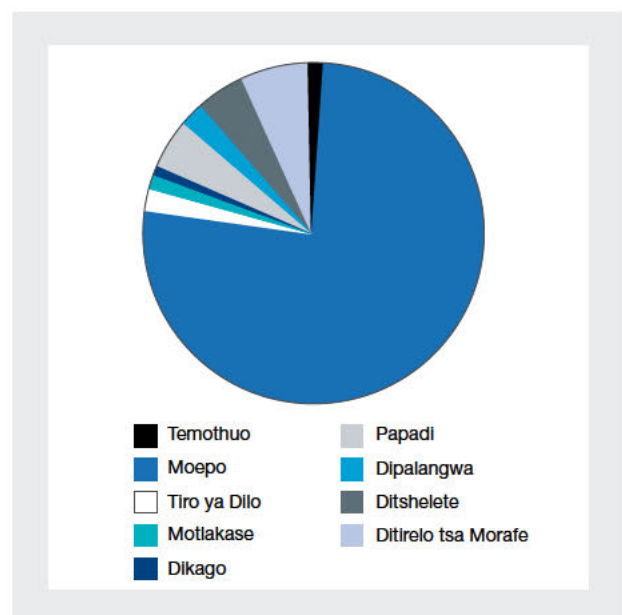


Setshwantsho 19: GDP ka ditlhwatlhwa tse di tlhomameng 2010 fa e bapisiwa le 2020
(Motswedi: IHS Markit; Regional eXplorer 1070 (2.5y))

3.5.10 Tlhakanyo ya Dipalo Tsotlhe tsa Ikonomi

Ikonomi ya RLM ke ya diintaseteri tse di farologaneng. Dipalo tsa Gross Value Added ya Kgaolo (GVA-R) di bontsha go kgaoganngwa ga tsa lefapha, mo lefapha lengwe le lengwe le lekanngwang go ya ka boleng jo bo tsentsweng jo bo dirang mo ikonoming ya lefelo.

Gross Value Added (GVA) ke selekanyo sa tlhagisotiro (paloyohle ya tlhagisotiro) ya kgaolo go ya ka palo e e dirilweng mo kgaolong eo. GVA e ka kgaoganngwa ka mafapa a a farologaneng a tlhagisotiro. Kerafo e e fa tlase e bontsha GVA ka lefapha ka kakaretso la ikonomi ya RLM ka 2020

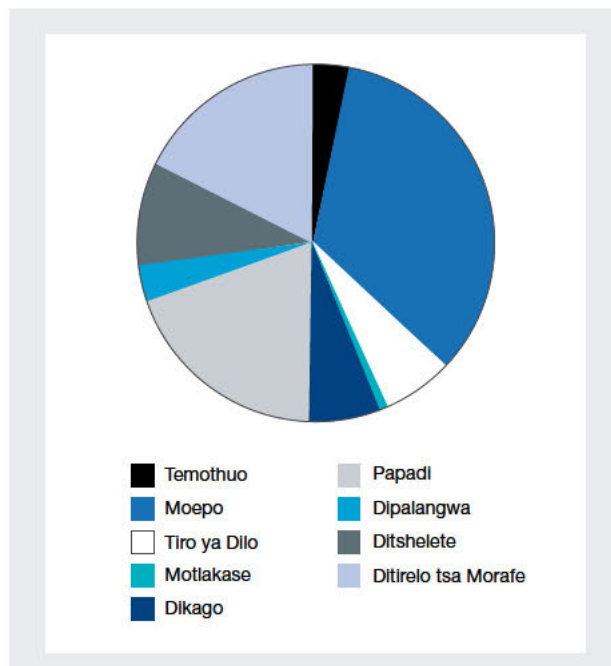


Setshwantsho 20: Lefapha GVA jaaka % ya RLM



3.5.11 Paloyotlhe ya babereki go ya ka lefapha la ikonomi lengwe le lengwe

Ka 2020, RLM e ne e thapile batho ba le 216 000 e leng 51.37% ya palogotlhe ya ditiro mo Mmassepaleng wa Kgaolo ya Bojanala Platinum (421 000), 24.47% ya palogotlhe ya ditiro mo Porofenseng ya Bokone-Bophirima (884 000), le 1.38% ya palogotlhe ya ditiro tsa batho ba le dimilione di le 15,7 mo Aforika Borwa. Tiro mo RLM e oketsegile ka ngwaga ka palogare ya 1,23% go tswa go 2010 go ya go 2020. Palogotlhe ya babereki go ya ka lefapha le legolo la ikonomi e bontshiwang mo goSetshwantsho 21.



Setshwantsho 21: Paloyotlhe ya babereki go ya ka lefapha le legolo la ikonomi

(Motswedi: IHS Markit; Regional eXplorer 1070 (2.5y))

3.6 Leano la Tlhatlhamano ya Dikgato tsa Theko ya Dithoto le Go Diragadiwa ga Lone mo Dikhamphaneng tsa HDSA – Molawana 46 (c) (vi)

BRPM e lemoga gore go tlhokega gore go baakanngwe go tlhoka tekatekano ga nako e e fetileng mme e tsaya Black Economic Empowerment (BEE) jaaka nngwe ya dipilara tse di tshetsang Tsamaiso ya Phetogo mo Aforika Borwa. BRPM gape e lemoga gore BEE ke ya botlhokwa malebana le go diragatsa ditebelelo tsa Mining Charter ya Aforika Borwa. Meepo e dumela gore theko ya dithoto e neela seemo se se siameng sa go simolodisa tsela e e tlhomameng ya go maatlafatsa ikonomi ya di-HDSA.

3.6.1 Tsela ya go Dira

Dikgato tsa Tlamelo le pholisi ya theko ya dithoto ya HDSA e dirilwe e e tlhalosang ka phepafalo boikemisetso jwa BRPM mabapi le BEE. Tumalanong le Mining Charter, pholisi ya BRPM le ditshenyegelo tsa go reka di remeletse thata mo thekong ya dithoto mo barekising ba HDSA ebile e rotloetsa dikhampani tsa HDSA go nna le ditshono tse disha tsa go nna le seabe ka tsela e e nang le bokao. Pholisi eno e dirile thulaganyo ya mekgwa e e latelang:

- BRPM e tla dirisa dikgato tsa go rotloetsa, go tlhomamisa, go rata le go tsewedisa theko ya dithoto mo bathong ba ba kileng ba kgethololwa ka tsela e e sa siamang mo nakong e e fetileng. Meepo e lemoga tlhokego ya go atolosa ka botlalo ditshono tsa HDSA go tsena mo intasetering ya meepo le go solegelwa molemo ke go dirisiwa ga metswedi ya naga.
- BRPM e tla dirisa theko ya dithoto jaaka nngwe ya ditsela tsa konokono tsa go rulaganya LED mo merafeng e e amilweng ke tiro ya yone. Mo mabakeng a theko ya dithoto tse di batliwang ka ntlha ya go tlhoka bokgoni mo baaging ba lefelo, batho ba lefelo ba tla fiwa ditshono tsa go tlamela BRPM ka ditirelo.
- Ponelepele ya BRPM ke go lemoga, go tsewedisa le go rotloetsa go tlhamiwa le go tsewediwa ga dikgwebo tse di tsamaisiwang ke HDSA ka mokgwa theko ya dithoto. Maikaelelo ke go rotloetsa go nna le dikgwebo mo merafeng e e gaufi le ditiro tsa yone tsa meepo le ka go oketsa maemo a go nna le seabe ga batlamedi ba HDSA mo intasetering e kgolo ya



didirisiwa, gammogo le diintaseteri tse dingwe tse di amanang le one.

- Batlamedi botlhe ba tllile go batliwa go lotlega tshedimisetso ka go nna le mananeo a BEE le a mo teng.
- BRPM e tla rulaganya dikgato tsa go bayaleitlho le go tihomamisa maemo a batlamedi ba ba farologaneng le go tihomamisa gore tshedimisetso e e ntseng jalo e a ikanyega.
- Go tla tlhophiwa direkisiwa tse go tlamelwang ka tsone le ditirelo tse di newang ke batlamedi ba HDSA go tswa mo metseng ya lefelo e e mo Rustenburg Local Municipality (RLM).
- Moepo o tla rotloetsa batlamedi go dira dikamano kgotsa Dikgwebo tse di Kopanetsweng le dikhamphane tsa batlamedi ba HDSA fa go se na morekisi wa HDSA yo o tsenelang dithendara go tlamela ka dithoto kgotsa ditirelo tse di tlhokegang.
- Tse di batlelwang dithendara di tla boolelewa barekisi ba HDSA ka tsela e e utlwalang; gape
- Barekisi ba HDSA ba ba batlang ba tla thusiwa le go tlhomelwasekao mabapi le go rulaganya maano a kgwebo a a maleba.

3.6.2 Light House Industry Centre – Lefelo la Enterprise and Supplier Development (ESD)

Lenaneo la Enterprise & Supplier Development le tihamilwe go dira gore dikhamphane tsa metse e moepo

o leng mo go one di kgone go nna dikgwebo tse di tswelletseng tse di ka dirang kgwebo le Impala-Bafokeng le ditheo tse dingwe tsa meepo. Go tshegetsa dikgwebo tse dinnye, go ne ga tlhomiwa Enterprise, and Supplier Development Centre (“madirelo”). Maloko otlhe a morafe a ka tsena mo madirelong **mo malatsing a beke go simolola ka 07h00 go ya go 16h00**, ka dipapatso tse di latelang le dikago:

- Bakatisi ba ba ka bonwang ka nako epe fela go bodiwa dipotso tse di amanang le kgwebo.
- Phaposi ya boto e ka bonwa go ya ka tatelano ya ba ba e bukileng fa beng ba kgwebo ba batla lefelo.
- Go na le lefelo la khomphiutha le le nang le dikhomphiutha tse tlhano le go ka bonwang porintara mo go lone.

3.6.2.1 Intaseteri ya Lesedi

Boikaelelo jwa lefelo la intaseteri ya lesedi ke gore batlamedi ba kgone go dirisa Madirelo ano ka tsela e e botoka ka dikgato tsa ikonomi tse di ka tsweledisiwang mo go ka kgonegang go tlhama ditiro, e le go tsibogela se se batliwang ke bolaodi go dira leano la tswelediso.

Impala-Bafokeng jaanong e tihamile kgang ya kgwebo ya go dirisa intaseteri ya lesedi ya Warehousing. Mekgele e e akantshiwang ke dikhamphani tsa mo Metseng yotlhe ya Impala-Bafokeng e e neilwang dikonteraka ke Impala-Bafokeng. Boikaelelo jwa tshono eno ke go tokafatsa bokgoni jwa tirelo ya dikhasetomara.

3.6.3 Theko ya Dithoto ya HDSA ya Dingwaga tse Tlhano e Remeletse mo Dithotong tsa Moepo

Lenaneothalo 30: Theko ya Dithoto ya HDSA ya Dingwaga tse Tlhano e Remeletse mo Dithotong tsa Moepo

MEKGELE THEKO YA DITHOTHO						
Mofuta wa Theko ya Dithoto	Mokgele wa MC%	2020	2021	2022	2023	2024
Dilo tsa Moepo	70%	69%	69%	70%	70%	70%
Tsa HDP le tse di Laolwang ke Yone (50%+1)	21%	20%	20%	20%	20%	20%
HDP e e Leng ya Basadi le e e Laolwang ke Bone (50%+1)	5%	4%	4%	5%	5%	5%
HDP e e Leng ya Basha le e e Laolwang ke Bone (50%+1)						
Batlamedi ba ba Tsamaisanang le BEE (25% +1 Maemo 4≤)	44%	45%	45%	45%	45%	44%



3.6.4 Theko ya Dithoto ya HDSA e Remelela mo Dithotong tsa

Lenaneothalo 31: Theko ya Dithoto ya HDSA ya Dingwaga tse Tlhano e Remelela mo Dithotong tsa Moepo

BOREMELEMO JWA THEKO YA DITHOTO						
Mofuta wa Dithoto tse di Rekilweng	Mokgele wa MC%	2020	2021	2022	2023	2024
Ditirelo tsa Moepo	80%	70%	80%	80%	80%	80%

Lenaneothalo 32: Dingwaga tsa ntlha tse pedi tsa Theko ya Dithoto ya HDSA di Remelela mo Ditirelong

BOREMELEMO JWA THEKO YA DITHOTO			
Mofuta wa Dithoto tse di Rekilweng	Mokgele wa MC%	2020	2021
Ditirelo	80%	70%	80%
Tsa HDP le tse di Laolwang ke Yone (50%+1)	50%	50%	50%
HDP e e Leng ya Basadi le e e Laolwang ke Bone (50%+1)	15%	10%	10%
HDP e e Leng ya Basha le e e Laolwang ke Bone (50%+1)	5%	3%	3%
Batlamedi ba ba Tsamaisanang le BEE (25% +1 Level 4≤)	10%	7%	7%

3.6.5 Go Reka Dithoto ga HDSA

Thulaganyo ya Theko ya Dithoto e tla diragadiwa ka dikgato tse di latelang go tlhohofatsa maemo a motlamedi yo o tlhophilweng mo dikhamphaning tsa HDSA.

- Go dirisa leano leno la theko ya dithoto mo 'Barekising' botlhe, ba ba akaretsang borakonteraka, batlamedi ba ditirelo le batlamedi.
- Go kgothatsa batlamedi go dira dikamano, go dira kopanelo ya dikgwebo, kgotsa setlhopha le dikhamphane tsa HDSA, fa go se na khamphane epe ya HDSA e e dirang thentara ya go tlamela ka dithoto kgotsa ditirelo tse di batliwang.
- Go naya lenaane le le feletseng la direkiwa le ditirelo tse di tlhokwang ke BRPM tse di ka tlamelwang ke di-HDSA.
- Go tlhomamisa gore tse di batlelwang dithendara di bolelelwa barekisi ba HDSA ka tsela e e utlwalang; gape
- Go thusa di-HDSA mo mananeong a katiso a a remeletseng mo go diragatseng ditlhokego tsa thendara le tsa South African Bureau of Standards (SABS), gammogo le go dira gore go tihalogangwe ditsamaiso tsa motheo tsa taolo ya ditšhelete.
- Go tla tlhamiwa lenaanetshwao gore go se ka ga nna le go tlhotlhelediwa ke mongwe le go 'dirisiwa ke mongwe go mo emela' mabapi le go tlhophiwa ga motlamedi.

- Go tlhomamisa maemo a BEE/HDSA a barekisi ba ba tlamelang borakontereraka ba konokono ba BRPM ka dilo tse go dirwang dilo tse dingwe ka tsone, dilwana tse di dirisiwang, le ditirelo.

3.6.6 Tswelediso ya Kgwebo le Motlamedi

Tswelediso ya bagwebi ke nngwe ya ditsela tse di mosola thata tsa go rotloetsa kgolo ya ikonomi, phetogo, le go dirwa ga ditiro mo baaging ba rona. Impala-Bafokeng e lemoga gore lefapha la kgwebo e e golang e nnye, e e magareng, le e nnye thata (SMME) le botlhokwa thata mo go atoloseng go nna le seabe mo ikonoming le go diragatsa maikaelelo a tlhabololo ya ikonomi ya naga ya rona.

Tiro ya Kgwebo ya Impala-Bafokeng le Tswelediso ya Batlamedi e ne ya tlhomiwa go tlhomamisa gore mananeo a Impala-Bafokeng a diragadiwa ka tsela e e tlhomameng ebile a kopanetswe a boikaelelo e leng go thusa mo tlhabololong ya karolo ya di-SMME. Tsela e re tsweledisang kgwebo le motlamedi ka yone ke go tlhokomela, go godisa, le go tshegetsa di-SMME ka go ba naya tshegetso ya setegeniki le tswelediso ya kgwebo, ka go ruta le go katisa. Impala-Bafokeng e itlamilile go tsweledisa Kgwebo le Motlamedi le leano la tiro le le fa tlase la dikgato tse re yang go di latela go diragatsa leano la rona.



MOEPO WA BAFOKENG RASIMONE PLATINUM
LEANO LA LOAGO LE BABEREKI (SLP)
2020 – 2024

Lenaneothalo 33: Tswelediso ya Kgwebo le Leano la Tiro ya Tshegetso

Description	Action	Duration
Katiso ya Tswelediso ya Kgwebo	Lenaneo la Tswelediso ya Kgwebo le le remeletseng mo tshegetsong le go tswaledisa beng ba dikgwebo tsa bantsho tse di simologang tsa lefelo leo ka maikaelelo a magolo a go ba tihamela mebaraka e e gaisanang gore ba kgone go dira ditiro tse dintsi le go tlhoma merafe e e tsweleng. Thulaganyo ya go thusa barekisi go kaela dikgwebo tsa mo lefelong ka dipholisi tsa khamphane le dikaelo.	2020-2024
Tiro ya SMME Hub	SMME Hub e boikaelelo jwa yone e leng go godisa di-SMME tse di leng teng le tse di sa tswang go tlhomiwa tse di gaufi le moepo tse di tla ba nayang tshono ya go nna dikgwebo tse dikgolo. Katiso ya kotara ya ngwaga ya dikgwebo tsa lefelo leo ka mokgele wa go katisa batsayakarolo ba le 40 ka ngwaga.	2020-2024
Tshegetso ya go Tsweledisa Motlamedi	Tuelo ya Pele ga Nako Go fokotsa mathata a madi a batlamedi ba Doorstep le ba BEE ya Lefelo, Impala-Bafokeng e akanyeditse go sekaseka melawana ya go duela pele ga nako (malatsi a le 7 go simolola ka letlha la tshupamolato) ga dikhamphane tse disha tse di simologang tse di tswang mo metseng ya Doorstep le ya Lefelo leo. Dithuso tsa Motlamedi yo o Tihomilweng Fa go kgonega, itsise ba e ka nnang batlamedi ba HDSA le borakonteraka ba babotlana batlamedi ba ba tlwaelegile ka maikaelelo a go dira dikamano tsa kgwebo, dikgwebo tse di kopanetsweng, le dikonteraka tse di potlana. Fa go le maleba, ditshono tsa theko ya dithoto di tla beelwa kwa thoko ka botlalo kgotsa bontlhanngwe jwa tsone gore e nne Ditheo tsa BEE fela tse di tsayang karolo.	2020-2024



3.7 Kafa Tiro e Amang Batho le Ikonomi ka Teng

Ntliha e e botlhokwa ya tshekatsheko ya poelo e e lekanyeditsweng ya BRPM ke gore poelo ya ikonomi e e bonwang segolobogolo ka go duela megolo ya moepo, fa theko ya dithoto tsa moepo e sa ame go le kalo ikonomi ya morafe wa moepo. E ama ka tsela e kgolo mafelo a kgwebo a a leng kgakala le Moepo.

Malebana le seno, go na le seabe se segolo se se dirwang mo ikonoming ya morafe ke mananeo a ditiro tsa setšhaba le ditirelo tsa puso; mme le fa seno se sa amane ka tšhamalalo le makgetho a a farologaneng le dituelo tse di duelwang ke Moepo, mo mabakeng a

le mantsi di ka se ka tsa nna le mosola fa go ne go se na morafe wa moepo. Go ka se kgonege go tšhalosa mosola ono le fa go le jalo o ka se tšhokomologiwane. Dikhampani tsa meepo di dira madi a mantsi mme gantsi di dira dipoelo tse dikgolo, ka jalo di duela makgetho a mantsi Makgetho ano ke one a a nayang puso bokgoni jwa go tšamela ka dikago le ditsela le ditirelo. Karolo e e sekaseka seabe sa BRPM mo sekgwameng sa naga le matlotlo a diporofense, gammogo le seabe sa yone se se kopantsweng mo ikonoming ya lefelo, ya kgaolo, ya naga le ya SADC ka go duela megolo le makgetho, le ka go reka dithoto le ditirelo.

3.8 Diporojeke tsa Tšhabololo ya Dikago le Ditsela, Phediso ya Lehuma le go Dira gore Batho ba Tshele Sentle – Molawana 46 (c) (iii)

3.8.1 Tsela ya go Dira

LED ke mokgwa wa go tšweledisa ikonomi o o letlang le go kgothaletsa baagi ba lefelo, puso, le lephata la poraefete go dira mmogo go fitšhelela kgolo le tšhabololo ya ikonomi e e tšwelelang, ka go dira jalo go rotloetsa dipoelo tsa ikonomi le go tokafatsa boleng jwa botshelo jwa baagi botlhe mo lefelong lepe la mmasepala wa selegae. Boikaelelo jwa BRPM ke go thusa puso ya selegae le dithulaganyo tsa morafe go diragatsa ditlapele tsa bone tsa tšhabololo le go nna le ditshono tse disha tsa ikonomi ka go dira gore BRPM e nne le poelo mo RLM.

3.8.2 Maano a go Dira Diporojeke

BRPM e tla tšwelela e sekaseka diporojeke/ditiro tsa gajaana/tse di rulaganyeditsweng nako e e tlang tsa IDP le LED mo RLM. Go rulagantswe leano la porojeke ya LED la dingwaga tse 5. Kwa bokhutlong jwa sebaka sa dingwaga tse 5, Leano la LED le tla sekasekiwa mme go tla rulaganngwa maano a masha. Go newa leano la go tsaya kgato la go diragatsa diporojeke tsa LED. Leano la porojeke ya LED ya BRPM le tla remelela mo go diragatseng ditsela tse di latelang:

a) Go dira diporojeke tse di tšhophilweng tsa go fedisa lehuma, tšwelediso ya dikago le ditsela le go dira gore batho ba tshele sentle tse di tsamaisanang le maemo a Khamphane.

- b) Go dira le go tshegetsa maiteko a a lemogilweng a go tšhama di-SMME kwa Macharora le merafe e e amilweng, fa go kgonega e bile go tšhwanela go dira jalo.
- c) Go itebaganya le ditšhokego tsa botlhokwa tsa malapa a babereki (ditirelo tsa motheo, matlo, go dira ga ditsela) ka:
 - I. Go dira diporojeke tsa go agiwa ga matlo le ditsela.
 - II. Go oketsa gore malapa a babereki ba bone ditiro gore ba nne le madi le dithoto; le
 - III. Go matlafatsa dikgwebo tsa lefelo tsa bantsho.
- d) Go dirisana mmogo le puso ya selegae le baagi, ka tšisanommogo ya puso le ya poraefete, go lemoga ditiro tsa LED.
- e) Go simolola lenaneo la bokgoni jo bo ka dirisiwang gongwe gongwe le le ka nngang le seabe mo go matlafatseng malapa a babereki le maloko a morafe go kgona go dira tšhabololo e e tšwelelang.
- f) Go sekaseka ditiro tsa LED ngwaga le ngwaga le go rulaganya maano a dingwaga tse 5.



3.8.3 Diporojeke tsa Matlo le Ditsela

Leina la Porojeke		Go Dirwa ga Tsela		Lefelo la Boremelelo		Dikago le Ditsela tsa Morafe	
Tlhaloso ya Porojeke				Jaaka karolo ya ditirisano tsa batsayakarolo tse di neng di tshwerwe le Royal Bafokeng Administration, go ne ga lemogiwa gore ditsela tsa mmu tse di yang kwa metseng e e farologaneng di ne di sa tlhokomelwe sentle, le gore ka ntsha ya maemo a bosa a farologaneng le tiriso ya dilori tse di bokete, ditsela tsa mmu di ne di sa lekalekana, ka dinako tse dingwe di baka dikhuti, le go thiba metsi. Seno se ne se tla felela ka go senya dikoloi tsa maloko a morafe le gore go nne le dikotsi fa batho ba leka go tla go tsamaya mo mmung o o sa lekalekaneng. Pofojeke eno e ne ya tobaleliwa go tokafatsa tshireletsego ya ditsela mo motseng wa Macharara			
Bajete Yotlhe		Mmasepala wa Kgaolo		Mmasepala wa Selegae		Lefelo le Porojeke e Leng kwa go Lone	
R 44 800 000		Bojanala		Rustenburg		Kgotla 01 le 02	
Morafe / Motse o o Solegelwang Molemo							
Chaneng	Robega	Rasimone	Mafenya	Phokeng	Boshoek	Phatsima	Rustenburg
Tlhaloso ya Porojeke				Matshwao a Tiragatso ya Botlhokwa			
Go agiwa ga tsela ya mo teng, e e golaganyang ditsela tse di mokwakwa tsa metse ya Chaneng, Robega, Rasimone le Mafenya.				- Go dira mmogo le batsayakarolo ba ba amegang ka thulaganyo ya tlhabololo ya ditsela mo Metseng e e farologaneng ya RNB/ RLM. Go lemoga ditsela tse di kotsi tse di tlhokang go tlhabololwa kgotsa go agiwa. - Go fediwa ga go tlhamiwa ga ditsela le go di terowa le go dumelela ka tsamaiso ya motlhokomedi le go ntsha dithendara. - Bogolo jwa Tiro ya Ditsela - ditsela tsa lefelo tse tse di golaganang le go kgabagana mo lefelong le le tlhophilweng gore le tlhabololwe			
Molanako wa Porojeke							
Porojeke e a Simolola	Porojeke e a Fela	Dithaloso tsa Porojeke			Bajete (R)	Phopholetso ya Ditiro tse di Tlhamilweng	Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki
2020	2021	Ditsela tse di feditsweng go tlhamiwa tse di tshwanetseng go dirwa Go dirwa ga tsela ya kgolagano ya R24 (asphalt) e e mo Waterkloof Estate.			4 800 000	34	Tshono ya batho ba lefelo ya go agelela tsela Tshono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo baaging ba ba amegileng ka tlhamalalo.
2021	2022	Tsela e e Mokwakwa ya 3km - 1km ya tsela e e mokwakwa e e golaganang le go kgabagana mo go lengwe le lengwe la mafelo a a latelang Robega, Chaneng le Ras/Mafenya – ditsela tsa boleele jwa 3km fa bo kopanngwa s			8 000 000	81	
2022	2023	Tsela e e Mokwakwa ya Boleele jwa 2km - 0.54km ya tsela ya lefelo leo e e golaganang le go kgabagana e tshwanetse go dirwa mo Robega le 0.94km mo Rasimone.			24 000 000	100	
2023	2024	Tsela e Kgolo ya Mafenya 3km			8 000 000	100	
Banaleseabe ba Konokono		Leano la go Digela Tiro le go Tswa mo go Yone					
Department of Public Works Mmasepala wa Rustenburg Royal Bafokeng Administration (RBA)		Porojeke eno e tile go fediwa ka 2024 le go newa Royal Bafokeng Administrator le Department of Public Works and Roads ya porofense ya Bokone-Bophirima.					

3.8.3 Diporojeke tsa Matlo le Ditsela

Leina la Porojeke	Matlo a Baagi	Lefelo la Boremelelo	Dikago le Ditsela tsa Morafe				
Tlhaloso ya Porojeke	Impala-Bafokeng, e dirisana le banaleseabe ba ba farologaneng, e simolotse tiro ya go baakanya kgotsa go agela baagi matlo gape ka go ba naya 70m² go simolola ka 2014-2019 mme morago go ne ga dumalanwa go thatlosa thulaganyo eo ka thuso ya modirelaloago e remelela mo bathoking le baagi ba ba mo mathateng ba Macharora. Boikaelelo ke go naya baagi ba metse e e gaufi matlo a a sireletsegileng go ba thusa jaaka batho fela. Go ne ga fitlhelelwa tumelano magareng ga banaleseabe botho gore matlo a tla agiwa gape go fitlha go 70m² le gore matlo a mangwe a tla baakannngwa go ya ka pego ya matlo a a seenyegileng le bogolo jwa tiro. Maiteko ano a tsamaelana le molawana wa meepo le se se batliwang ke SLP gore batho ba tshwanetse go nna mo maemong a a ba siametseng.						
Bajete Yotlhe	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Porojeke ya Lefelo la Lefatshe				
R 2 680 000	Bojanala	Rustenburg	Kgotla 01 le 02				
Morafe / Motse o o Sogelwang Molemo							
Chaneng	Robega	Rasimone	Mafanya	Phokeng	Boshoek	Phatsima	Rustenburg
Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Botlhokwa					
Go agiwa gape ga matlo a baagi a a lemogilweng gore a kotsi a a kwadilweng ke Boeteledipele jwa Kgotla mo motseng wa Macharora.		- Kgotla e lemogile matlo a a kotsi mo metseng. Go nwa ga baijinere ba ba agang le pego ya badirelaloago. Dithamo tse disha tsa leano la matlo la 80sqm. - Basolegelwamolemo ba ba akantshitsweng ebile ba dumeletswe gore ba amogelwe le go saena tumelano ya matlo.					
Molanako wa Porojeke							
Porojeke e a Simolola	Porojeke e a Fela	Dithaloso tsa Porojeke		Bajete (R)		Phopholetso ya Ditiro tse di Tlhamilweng	Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki
2020	2020	- Go agiwa ga matlo a le 18 (Matlo a 80sqm). Ntlo ya dipaposi tsa marobalo di le 3, e e ruletsweng ka IBR, e e pentilweng e na le motlakase, le metsi a a tsamayang ka diphaepe. - Kgotla 1: Matlo a le 6 mo Mafanya/Rasimone. - Kgotla 2: Matlo a le 6 mo Robega, Matlo a le 6 mo Chaneng.		2 680 000		34	Tshono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo metseng e e amegileng ka tlhamalalo.
Banaleseabe ba Konokono		Leano la go Digela Tiro le go Tswa mo go Yone					
Royal Bafokeng Administration (RBA) Beng ba matlo		Porojeke eno e tile go fediswa ka 2022. Matlo a a feditsweng a nwa RBA le beng ba matlo ba tswela ka go a tlhokomela le gore a nne a siame.					



3.8.3 Diporojeke tsa Matlo le Ditsela

Leina la Porojeke		Weighbridge ya Lefapha la Pharakano ya Dikoloi		Lefelo la Boremelelo		Dikago le Ditsela tsa Morafe	
Tlhaloso ya Porojeke		Jaaka karolo ya tiro ya MASECO, ba pabalesego ya setšhaba ba ne ba kopa gore go tlhomiwe sekale sa go lekola dikoloi tse di boima go bona gore a di rwele morwalo o o amogelesegang le go dira lotseno. Weighbridge e ne e se karolo ya porojeke e e kwadilweng gore e dirwe ka 2022 jalo e tille e le mo lenaaneng la ditlapele la porojeke ya IDP ya dikago le ditsela. Porojeke eno e tille go ama tse di latelang ka tsela e e siameng: • Botsamaisi iwa taolo ya pharakano ya diteraka. • Koketsego ya Lotseno la Mmassepala. • Phokotsego ya go laisa diteraka eseng ka molao.					
Bajete Yotlhe		Mmassepala wa Kgaolo		Mmassepala wa Selegae		Porojeke ya Lefelo la Lefatshe	
R 1 200 000		Bojanala		Rustenburg		Rustenburg – Lefapha la Tshireletsego ya Morafe	
Morafe / Motse o o Solegelwang Molemo							
Chaneng	Robega	Rasimone	Mafenya	Phokeng	Boshoe	Phatsima	Rustenburg
Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Botlhokwa					
Go agiwa ga Traffic Department Weighbridge ya morafe wa Rustenburg		Go tlhamiwa le go agiwa ga lefelo la taolo ya pharakano ya dikoloi mo Tseleng ya R565.					
Molanako wa Porojeke							
Porojeke e a Simolola	Porojeke e a Fela	Ditlhaloso tsa Porojeke		Bajete (R)		Phopholetso ya Ditiro tse di Tlhamilweng	Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki
2022	2022	Ditlhamo tse di feditsweng tsa R565. Lefelo le le agilweng la taolo ya pharakano ya diteraka mo tseleng ya R565.		1 200 000		37	Tshono e e leng ya batho ba lefelo fela. Tshono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo metseng e e amegileng ka tlhamalalo.
Banaleseabe ba Konokono		Leano la go Fetsa Tiro le go Tswa mo go Yone					
Department of Public Works							
Mmassepala wa Rustenburg		Porojeke eno e tille go fediwa ka 2022 le go nwa Lefapha la Pharakano ya Dikoloi.					
Lefapha la Pharakano la Rustenburg							

3.8.3 Diporojeke tsa Matlo le Ditsela

Leina la Porojeke		Community Hall		Lefelo la Boremelelo		Dikago le Ditsela tsa Morafe	
Tlhaloso ya Porojeke		E le karolo ya Community Consultative Engagement Meeting (CCEM) go lemogilwe gore go tlokega gore go agiwe community hall ka gonne baagi ba motse ga ba na lefelo le ba ka le dirisang la ditiro tsa bone.					
Bajete Yotlhe		Mmasepala wa Kgaolo		Mmasepala wa Selegae		Porojeke ya Lefelo la Lefatshe	
R 4 800 000		Bojanala		Rustenburg		Chaneng-Ward 02	
Morafe / Motse o o Solegelwang Molemo							
Chaneng		Robega	Rasimone	Mafenya	Phokeng	Boshoe	Phatsima
						Rustenburg	
				Matshwao a Tiragatso ya Botlhokwa			
Go agiwa ga di-Community Hall mo metseng ya Chaneng le Rasimone.				Go agiwa ga community hall go ya ka tse di batliwang ke baagi gammogo le dilo tse di latelang: • ofisi, bobolokelo, kamogelobatho, kitsi, le matwana a bothapelo.			
Molanako wa Porojeke							
Porojeke e a Simolola	Porojeke e a Fela	Dithaloso tsa Porojeke		Bajete (R)		Phopholetso ya Ditiro tse di Tlhamilwang	
2023	2023	• Dithamo tse di feletseng tsa di- <i>community hall</i> le go dumelelwa ga dithaloso tsa holo eno mo metseng ya lefelo. Go agiwa ga Community Hall ya Chaneng		2 400 000		80	Tshono e e leng ya batho ba lefelo fela. Tshono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo metseng e e amegileng ka tlhamalalo.
2024	2024	• Go agiwa ga <i>Community Hall</i> ya Rasimone		2 400 000		80	
Banaleseabe ba Konokono							
Leano la go Fetsa Tiro le go Tswa mo go Yone							
Department of Public Works							
Mmasepala wa Rustenburg							
Royal Bafokeng Administration (RBA)							
Porojeke eno e tile go fediswa ka 2024 le go nwa Royal Bafokeng Administrator le Department of Public Works and Roads ya porofense ya Bokone-Bophirima.							





3.8.3 Diporojeke tsa Matlo le Ditsela

Leina la Porojeke		Go Tlhabololwa ga <i>Septic Tank</i>		Lefelo la Boremelelo		Dikago le Ditsela tsa Morafe	
Tlhaloso ya Porojeke		Jaaka karolo ya go nna le seabe ga Batho ba ba Nang le Seabe, go ne ga kopiwa gore go tlhabololwe <i>septic tank</i> ka ntlha ya gore e e neng e le teng e ne e sa tsamaisane le melao. Tanka e e ntseng e le teng e a dutla se eseng tumalano le se se batliwang mo tetelelong. Ka jalo, tiro ya go baakanya e ka se ka ya tlhola e dirwa; seno se ne sa dira gore go nne bothlokwa gore go dirwe <i>septic tank</i> e ntsha.					
Bajete Yotlhe		Mmasepala wa Kgaolo		Mmasepala wa Selegae		Porojeke ya Lefelo la Lefatshe	
R 200 000		Bojanala		Rustenburg		Kgotla 01	
Morafe / Motse o o Solegelwang Molemo							
Chaneng	Robega	Rasimone	Mafenya	Phokeng	Boshoek	Phatsima	Rustenburg
Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Bothlokwa					
Go agiwa ga <i>Septic tank</i> mo Robega		Go agiwa ga tsamaiso ya <i>septic tank</i> le go newa ga yone RBA.					
Molanako wa Porojeke							
Porojeke e a Simolola	Porojeke e a Fela	Ditlhaloso tsa Porojeke		Bajete (R)		Phopholetso ya Ditiro tse di Tlhamilweng	Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki
2020	2021	Go tlhamiwa le go dira ditiro tsa go reka dithoto tsa go agiwa ga <i>septic tank</i> e ntsha mo Robega. Tiro eno e akaretsa go nna le ditetelelo tsothle tsa bothlokwa. Go agiwa ga <i>septic tank</i> le go newa ga yone.		200 000		10	Tshono e e leng ya batho ba lefelo fela Tshono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo metseng e e amegileng ka tlhamalalo.
Banaleseabe ba Konokono							
Leano la go Fetsa Tiro le go Tswa mo go Yone							
Mmasepala wa Rustenburg Department of Public Works Royal Bafokeng Administration (RBA)		Porojeke eno e tile go fediswa ka 2021. Fa go tlhabololwa ga <i>Septic tank</i> e se na go fediswa, e tla newa RBA le Department of Public Works gore ba e tlhokomele.					

3.8.4 Tshegetso ya Boitekanelo

Leina la Porojeke		Go Tlhabololwa ga Tlilini ya Tlaseng		Lefelo la Boremelelo		Tshegetso ya Boitekanelo									
Tlhaloso ya Porojeke		Jaaka karolo ya tse di eleliwang tse di lemogilwang mo foramong ya puisano ya banalesabe le komiti ya tlilini, kopo ya go tlhabolola e ne ya romelwa mme ya amogelwa mo porojekeng ya 2022/23. Kopo eno e ne ya akaretsa dithabolo tse di tlhokegang tse di latelang: 1. Go agiwa ga matlwana a bothapelo 2. Tlhabololo ya <i>septic tank</i> 3. Go fetolwa ga matlwana a boithusetso a magologolo gore e nne diphaposi 4. Go tsenngwa ga mokwakwa o o golaganeng mo tselana													
Bajete Yotlhe		Mmasepala wa Kgaolo		Mmasepala wa Selegae		Porojeke ya Lefelo la Lefatshe									
R 1 200 000		Bojanala		Rustenburg		Rustenburg / RBN									
Morafe / Motse o o Sogelwang Molemo															
Chaneng		Robega		Rasimone		Mafanya		Phokeng		Boshoe		Phatsima		Rustenburg	
Tlhaloso ya Porojeke								Matshwao a Tiragatso ya Botlhokwa							
Go tlhabololwa ga tlilini ya Tlaseng go naya maloko a morafe tlhokomelo ya boitekanelo e e tlwaelegileng.								• Kwala dithabolo tsa kwa tlilining ya Tlaseng jaaka go tlhalositswe mo dithalosong tsa porojeke							
Molanako wa Porojeke															
Porojeke e a Simolola		Porojeke e a Fela		Dithaloso tsa Porojeke				Bajete (R)		Phopholetso ya Ditiro tse go dirilwang gore di nne teng		Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki			
2023		2023		• Bojininere, tiro ya go dumelelwa ga go tlhama le go naya dithendara fa tiro e se na go fela • Go agiwa ga lefelo le le emeng nosi la Matlwana a Bothapelo, go fetolwa ga diphaposi tse go direlwang dipotsoloto mo go tsone, go tsenngwa ga <i>septic tank</i> e ntsha, go tsenngwa ga ditshipi tse di kopanyang mo ditseleng tsa batho ba ba tsamayang ka dinao, go tlhonga ga jeneraitara le diphaposi tsa go leta.				1 200 000		25		Tshono e e leng ya batho ba lefelo fela. Tshono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo baaging ba ba amegileng ka tlhamalalo			
Leano la go Fetsa Tiro le go Tswa mo go Yone															
Banaleseabe ba Konokono															
Mmasepala wa Rustenburg															
Royal Bafokeng Administration (RBA)		Porojeke eno e tile go fediswa ka 2023 le go newa Royal Bafokeng Administrator le Lefapha la Boitekanelo la porofense ya Bokone-Bophirima.													
Lefapha la Boitekanelo															





3.8.4 Tshegetso ya Boitekanelo

Leina la Porojeke		Tlhabololo ya Tlilini ya Chaneng			Lefelo la Boremelelo		Tshegetso ya Boitekanelo	
Tlhaloso ya Porojeke		Go oketsa bokgoni jwa tlilini, Impala-Bafokeng e ne e setse e duetse dituelo tsa baaki ba bangwe ba le babedi kwa tlilining ya Chaneng go fitlha ka 2019. Mo godimo ga moo, go dirwa maitlamo a a latelang: 1. Mo godimo ga phaposi ya boletelo 2. Tlhabololo ya <i>septic tank</i> 3. Go tsenngwa ga jeneraitara 4. Tlhokomelo ya ka kakaretso						
Bajete Yotlhe		Mmasepala wa Kgaolo		Mmasepala wa Selegae		Porojeke ya Lefelo la Lefatshe		
R 480 000		Bojanala		Rustenburg		Kgotla 02		
Morafe / Motse o o Sogelwang Molemo								
Chaneng	Robega	Rasimone	Mafenya	Phokeng	Boshoe	Phatsima	Rustenburg	
Tlhaloso ya Porojeke			Matshwao a Tiragatso ya Botlhokwa					
Go tlhabololwa ga tlilini ya Chaneng go naya maloko a morafe tlhokomelo ya boitekanelo e e tlwaelegileng.			• Kwala ditlhabololo tsa kwa tlilining ya Chaneng jaaka go tlhalositswe mo ditlhalosong tsa porojeke					
Molanako wa Porojeke								
Porojeke e a Simolola	Porojeke e a Fela	Ditlhaloso tsa Porojeke			Bajete (R)		Phopholetso ya Ditiro tse go dirilweng gore di nne teng	Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki
2020	2020	Go baakanya (e le fela go kgona go folasha) mo matlwaneng a boithomelo a ka kwa ntle ga tlilini le mo matlong a boithomelo a mo teng ga tlilini. Ditlhabololo tsa tsamaiso ya ntsholeswe ya tlilini.			160 000		20	Tshono e e leng ya batho ba lefelo fela Tshono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo baaging ba ba amegileng ka tlhamalalo.
2021	2021	Go agiwa ga lefelo la boletelo. Go baakanngwa ga di-airconditioner le ditswalo tse di tlhophilweng. Go tsenngwa ga di-blind le maina, go tsenngwa ga jeneraitara.			320 000		10	
Banaleseabe ba Konokono		Leano la go Fetsa Tiro le go Tswa mo go Yone						
Mmasepala wa Rustenburg Royal Bafokeng Administration (RBA) Lefapha la Boitekanelo		Porojeke eno e tlike go fediwa ka 2021 go ya ka ditumalano tse di saennweng le go nwa Royal Bafokeng Administrator le Lefapha la Boitekanelo ya porofense ya Bokone-Bophirima.						

3.8.4 Tshegetso ya Boitekanelo

Leina la Porojeke		Tlhabololo ya Tliniki ya Phatsima			Lefelo la Boremelelo			Tshegetso ya Boitekanelo							
Tlhaloso ya Porojeke		Jaaka karolo ya lenaane la dikeletso le le supilweng la foramo ya dipuisano tsa banaleseabe le komiti ya tlininiki, go ne ga dirwa kakants'ho ya go tlhabololwa ga tlininiki ya Phatsima mme morago ga moo ga dirwa patlisiso ya kgonego.													
Bajete Yotlhe		Mmasepala wa Kgaolo			Mmasepala wa Selegae			Porojeke ya Lefelo la Lefatshe							
R 1 200 000		Bojanala			Rustenburg			Kgotla 01							
Morafe / Motse o o Solegelwang Molemo															
Chaneng		Robega		Rasimone		Mafanya		Phokeng		Boshoe		Phatsima		Rustenburg	
Tlhaloso ya Porojeke					Matshwao a Tiragatso ya Bothokwa										
Tlhabololo ya Phatsima tumalanong le maemo e e tshwanetseng go ya ka DOH. Tlininiki e tshwanetse go naya maloko a morafe tlhokomelo ya boitekanelo e e tlwaelegileng.									• Kwa ditlhabololo tsa kwa tlininiking ya Chaneng jaaka go tlhalositswe mo ditlhalosong tsa porojeke.						
Molanako wa Porojeke															
Porojeke e a Simolola		Porojeke e a Fela		Ditlhaloso tsa Porojeke				Bajete (R)		Phopholetso ya Ditiro tse go dirilweng gore di nne teng		Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki			
2023		2023		• Go tshwanetse ga dirwa patlisiso ya gore a go ka kgonega go aga tlininiki e e ntseng jalo mme e neelwe mothokomedi wa tlininiki eo.				N/A		1		Tshono e e leng ya batho ba lefelo fela Tshono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo baaging ba ba amegileng ka tlhamalalo.			
2024		2024		• Fa go santse go letetswe tetelelo ya mothokomedi, go tshwanetse ga dirwa dipaakanyo. • Dipaakanyo tse di tshwanang le tsa kwa ditlininiking tse dingwe: go tsenngwa ga phaposi ya go leta, go tlhabolola septic tank le go tsenya jeneraitara.				1 200 000		0					
Banaleseabe ba Konokono									Leano la go Fetsa Tiro le go Tswa mo go Yone						
Mmasepala wa Rustenburg									Porojeke eno e tla wediwa ka 2024 e bo e newa Lefapha la Boitekanelo la Bokone Bophirima.						
Lefapha la Boitekanelo															





3.8.5 Go Tlhamiwa ga Ditiro le Manaane a go Fedisiwa ga Lehuma

Leina la Porojeke		Balemerui ba Motse le Porojeke ya Tshegetso ya Temothuo				Lefelo la Boremelelo				Tlhamo ya Ditiro le Phediso ya Lehuma									
Tlhaloso ya Porojeke		Porojeke eno e ne ya tlhamiwa ka maikaelelo a go dirisana le maemo a kwa godimo a bgo tlhokatiro ga basha mo setšhabeng le koketsego ya go thoka dijo mo malapeng a a farologaneng. Tsamaiso e simolotse ka go kopa Makgotla go supa basolegelwamolemo ba ba nang le kgathhego mo temothuong ba mo lenaaneng la ba ba sa berekeng. Maitlhommo a porojeke eno a dumalana le melaometheo ya motheo ya MPRDA (karolo 2 (i)) le Clause 2.5 ya Mining Charter e e tsayang tsia kamano ya yone le thabololo ya ikonomi ya loago le ditlamorago tse e tla nnang le tsone mo setšhabeng.																	
Bajete Yotlhe		Mmasepala wa Kgaolo		Mmasepala wa Selegae		Porojeke ya Lefelo la Lefatshe													
R 2 640 000		Bojanala		Rustenburg		Rustenburg - Metse e e leng setlapele e le ya Doorstep - Rasimone/ Mafenya, Chaneng, Robega, Luka, Phokeng le Lefaragatlhe.													
Morafe / Motse o o Solegelwang Molemo																			
Chaneng		Robega		Rasimone		Mafenya		Phokeng		Boshoe		Phatsima		Rustenburg					
Tlhaloso ya Porojeke												Matshwao a Tiragatso ya Botlhokwa							
Katiso ya Bokgoni jwa Temothuo go dirisanwa le Thojane Farming Academy. Baithuti ba tsenela lenaneo le le dumeletsweng la katiso ya bokgoni. Lenaneo leno le akaretsa ditiro tse di dirwang ka diatla, ditshekatsheko, tlhatlhobo, le go newa ga disetifikeiti.												Matshwao a Tiragatso ya Botlhokwa				Lenaneo la go fepiwa ga dikgomo tsa Leruo Ngwaga le Ngwaga			
● Katiso ya bokgoni jwa ngwaga le ngwaga ya temo ya mabele ya balemerui ba lefelo kwa Polasing ya Thojane.												● Go naya balemerui tshegetso kwa Madirelong go simolola koporase ya direkisiwa tse di tswediswag							
Molanako wa Porojeke																			
Porojeke e a Simolola		Porojeke e a Fela		Ditlhaloso tsa Porojeke				Bajete (R)		Phopholetso ya Ditiro tse go dirilweng gore di nne teng		Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki							
2020		2020		Go rulaganya, go tlhama, mokgele, le maitlamo a lenaane la go fepa leruo la dikgomo.				720 000		3									
2021		2022		Go rulaganya, go tlhama, mokgele, le maitlamo a lenaane la go fepa leruo la dikgomo.				480 000		3									
2022		2022		Lenaneo la go fepiwa ga dikgomo tsa Leruo Balemerui ba ba 10 ba ba tshwanetseng go tsenela katiso ya bokgoni kwa Polasing ya Thojane.				480 000		10		Baithuti ba supile metse e e gaufi le moepo.							
2023		2024		Lenaneo la go fepiwa ga dikgomo tsa leruo Balemi ba mabele ba ba 24 ba ba tshwanetseng go tsenela katiso ya bokgoni kwa Polasing ya Thojane.				480 000		24									
2024		2024		Naya balemerui tshegetso kwa Madirelong gore ba bule koporase ya go rekisa dijwalo.				480 000		6									

3.8.5 Go Tlhamiwa ga Ditiro le Manaane a go Fedisiwa ga Lehuma

Banaleseabe ba Konokono	Leano la go Fetsa Tiro le go Tswa mo go Yone
Mmassepala wa Rustenburg	Se se akarediwa mo go Leano la Botswalediso leno ke go nwa ga dikgetsana tsa go simolola (tsa mofuta wa dipeo, dithanele, jalo le jalo) gore basolegetlwamolemo ba kgone go simolola ditiro tsa temothuo mo matlong a bone. Koporasi eno e tla kwadisiwa mme go tla dirwa gore e kgone go tsena mo mmarakeng o o nang le disupamakete di le pedi tsa mo lefelong leo le gore go nne le lefelo le lengwe gape le go ka rekisiwang mo go lone la hotele ya mo lefelong leo. Mmaraka o tla isiwa gape kwa metseng ya moepo le babereki ba mo Impala-Bafokeng. Tshegetso ya gajaana e e neliwang mo Hub ke karolonyana ya lefatshe mme ke phaposi e e tsedidi. Mo nakong e telele, leano le ke la go tshomamisa go kgona go tsena mo karolong eno ya lefatshe le go nna le seabe mo lenaneong la tshireletsego ya dijo le le laolwang ke Royal Bafokeng Administration (RBA) jaaka karolo ya go thusa go fokotsa lehuma.





3.8.5 Go Tlhamiwa ga Ditiro le Manaane a go Fedisiwa ga Lehuma

Leina la Porojeke		Dikago tsa Sekolo		Lefelo la Boremelelo		Tshegetso ya Thuto									
Tlhaloso ya Porojeke		Dikago tsa sekolo ke nngwe ya ditlhoko tsa motheo tsa go tlhomamisa gore go nna le tsela ya go ithuta e e tshwanetseng le e kgothatsang. Ka kharikhulamo e ntšha le go fetolwa le go tihabololwa ga thuto ka kakaretso, jaanong go tlokega dikago tse dingwe tse di tsamaisanang le leano leno. Go agiwa ga dikago ke se se batliwang ke tsamaiso ya dikolo; tsone di akaretša diphaposi tsa borutelo, laborathori le dilo dipe fela tse di amanang le kago.													
Bajete Yotlhe		Mmasepala wa Kgaolo		Mmasepala wa Selegae		Porojeke ya Lefelo la Lefatshe									
R 4 200 000		Bojanala		Rustenburg		Kgotla 01 le 02									
Morafe / Motse o o Solegelwang Molemo															
Chaneng		Robega		Rasimone		Mafenya		Phokeng		Boshoe		Phatsima		Rustenburg	
Tlhaloso ya Porojeke				Matshwao a Tiragatso ya Botlhokwa											
Go aga dikago tse di kgothatsang baithuti go ithuta mo dikolong tsa motse wa Macharona. Dira gore go nne le dikago le didirisiwa tsa saense le go tsweledisa thekenoloji.				Go agiwa ga diphaposi tsa borutelo tsa Gr R tsa dikolo tsa mo lefelong leo (tse di nang le boapeelo, mafelo a go thapa, lefelo la balwetse le lefelo la go tshamekela).						Go tsenngwa ga didirisiwa tsa e-learning					
Molanako wa Porojeke															
Porojeke e a Simolola		Porojeke e a Fela		Ditlhaloso tsa Porojeke		Bajete (R)		Phopholetso ya Ditiro tse go Dirilweng Gore di Nne Teng		Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki					
2020		2020		Go Naya le go Tsenya Sedirisiwa sa eLearning		1 200 000		12		Tshono e e leng ya batho ba lefelo					
2021		2022		Phaposiborutelo ya Gr R kwa Rasimone. Go thusa dikolo tsa lefelo ka go ba naya tshegetso e nngwe ya go tihokomela.		2 200 000		28		fela. Tshono ya dikhamphane tsa kago tsa lefelo le go					
2023		2024		Porojeke ya go dirisana ya tletase ya Gr R - go nna semphato le Sandvik. Rulaganya tiro e e tshwaneteng go fediwa ka 2023 mme go agiwa go latelang ka 2024.		800 000		0		thapiwa ga 50% ya babereki mo metseng e e amegileng ka tlhamalalo.					
Banaleseabe ba Konokono								Leano la go Fetša Tiro le go Tswa mo go Yone							
Lefapha la Thuto Department of Public Works		Diporojeke tseno di tille go fediwa ka 2024. Tshekatsheko ya kamego e tla diwa go bona gore porojeke e atlegile go le kana kang. Porojeke eno e tla lekannngwa ka go dirisa sedirisiwa sa go lekanya le go sekaseka go bona gore a Impala-Bafokeng e ka kgona go dira tsadisomadi e nngwe ka diporojeke tsa mofuta on.													



3.9 Dikgato tsa go rarabolola bothata jwa Matlo, Maemo a go Tshela le Dijo tse di Nayang Dikotla

3.9.1 Mafoko a Boikemisetso

BRPM le Styldrift ba ne ba dira maitlamo a go aga Matlo mo kgaolong ya Boshoeke ka gore go ne go tsewa gore ke lefelo le le tshwanetseng go nna le tihabololo ya mofuta ono. Go ne ga kopanwa le dikgwetlho tse di latelang:

- Ditirelo tse Dikgolo di ne di seyo mme di sa kgone go bonwa.
- Go ne go sa kgone go atolosa go feta diyuniti tsa ntlha di le 3000 ka gone go ne go tla tsenwa mo lefatsheng la morafe, le le neng le sa rekisiwe; gape
- Go sa itumelela lefelo le le lebilweng ga Makgotla a Babereki, mme seno se ne sa baka go tshwenyega ka palo ya babereki ba ba thapiwang fa go sena go agiwa.

Ereka go ne go bonala gore leano la Boshoeke la Kago ya Matlo le ne le ka se atlege, BRPM e ne ya ikaega thata ka Dithuso ka Madi tsa ba ba sa Nneng mo Moepong le Dithuso ka Madi tsa ba ba Nang le Matlo go rotloetsa go Nna le Matlo. Fa nako e ntse e tsamaya seno gape se ne sa supa fa se na le mathata mme Impala-Bafokeng Platinum e ne ya tshwanelwa ke go sekaseka mokgwa wa yone wa go aga matlo gore o dumalane le ditlhokego tsa babereki ba yone le morafe o o mabapi.

3.9.2 Tsela ya Impala-Bafokeng ya go Aga Matlo

DMRE ka 2009 e ne ya sekaseka tiragatso ya Mining Charter ya 2004 mme ya lemoga gore “Mo godimo ga moo, tshekatsheko e bone gore bontsi jwa dikhampani tsa meepo di bone gore go botoka go naya babereki “madi a go nna kgakala le moepo”. Ditlamorago tse di sa ikaelelwang tsa se se umakilweng fa godimo ke go agiwa ga mekhukhu e mentsi. Ke se se itsegeng ka tiwaelo gore mekhukhu mo Aforika Borwa gantsi ke lefelo le le tiholang bokebekwa, go dirisa ditagi le go nwa bojalwa ka tsela e e feteletseng, le go anama ga malwetse.”

Impala-Bafokeng le Makgotla a Babereki a yone e ne ya dira maiteko a go tla ditlamorago tse di umakilweng fa godimo mme ka 2011 ba ne ba tsena mo Tumalanong ya Dituelo le Mekgatlo ya babereki e e tihalosang se se latelang (Tsofelo ya Impala-Bafokeng 2011-2014 Wage Agreement- Clause (9):

PATLISISO YA GO KGONEGA GA DITHARABOLO TSA MATHATA A MATLO LE GO AGIWA GA ONE”

Ditheo tseno di itlama go sekaseka tharabololo ya mathata boikaelelo e le go batlela babereki ba ba thapiwang kwa

Operational Units matlo. Ditheo tseno di itlama go dira tse di latelang go fitlhelela mokgele wa tsone:

- *Mo bekeng e le 1 (nngwe) morago ga Letlha la go Saena, Ditheo tseno di tla tihopha maloko a le matlhano sengwe le sengwe sa tsone go tsna mo komiting ya patlisiso (“Komiti”).*
- *Khamphane eno e tla naya ditirelo tsa bokwaledi jwa Komiti eno.*
- *Komiti e tla nna le tshwanelo ya go tlhoma bagakolodi ba ba ntseng jalo kgotsa batlamedi ba ditirelo ba ba nang le bokgoni jo bo tihokegang mme jaaka go ka nna ga tihokega, ka ditshenyegelo tsa Khamphane, go e thusa ka go rulaganya tharabololo ka bothata jwa matlo.*
- *Komiti e tshwanetse, ntle le fa Ditheo tse di dumalane ka tsela e nngwe ka lekwalo, go romela pegelo ya yone ka ga tharabololo ka bothata jwa matlo e na le dikakantsho kwa Botong mo dikgweding di le 6 (tse thataro) morago ga Letlha la go Saena. Boto e tla dira tshwetso ka fa e bonang go tshwanela ka teng gore a e amogele nngwe le nngwe ya dikakantsho tsa Komiti gore e di dirise.*

Ditheo tseno di dumalana gore tharabololo e e kopelwang ya bothata jwa matlo e tshwanetse go akaretsa bobotlana tse di latelang:

- *Babereki ba tla latlhegelwa ke HOA le LOA go tloga ka letlha le ka mokgwa o o tshitshinngwang ke Komiti le go dumelelwa ke Boto go ya ka karolo ya 9.4, ka maikaelelo a Ditheo a gore HOA le LOA di se tihole di duelwa Babereki ka tihamalalo, mme di duelwe mo letloleng la matlo.*
- *Babereki ba tla tsenya seabe sa 8% (diperepresente tse robedi) le 12% (diperepresente tse di somerobedi) sa tuelo ya bone e e tiwaelegile kgotsa thulaganyo ya palogotlhe ya tuelo kgwedi le kgwedi go simolola ka letlha le le tihomilweng ke Komiti le le amogetsweng ke Boto go ya ka molawana wa 9.4; gape*
- *Fa go tihokega, tumalano ya babereki ba ba thapiwang kwa Operational Units ba e seng Bathapiwa, go le seabe le go tsenya letsogo mo tharabololong ya bothata jwa matlo.*

Fa tharabololo e e dumalanweng ya bothata jwa matlo e sa bonwe mo sebakeng sa dikgwedi di le somepedi go tloga ka Letlha la go Saena, Ditheo tseno di dumalana gore Komiti e tla fedisiwa, mme HOA le LOA di tla nna di duelwa Babereki jaaka go dumalanwe.”



3.9.3 Pego ya Tswelelopele ya HIC ya Impala-Bafokeng

Ka 2018, go ne ga agiwa matlo a le 419 a maemo a a kwa tlase a Baokamedi (A – D1) mo lefelong le le tlhomilweng, e leng, Waterkloof Hills Extension. Matlo ano a ne a rekisediwa babereki ba Impala-Bafokeng (BRPM, Styldrift Mine le Maseve Mine) go tloga ka Ferikgong 2019 mme ba ne ba simolola go nna mo go one ka 2019. Go ne go ikaeletswe go agiwa matlo a le 2677, mme go fitlha ga jaana go agilwe matlo a le 1575 fela a BRPM, Styldrift le Maseve e le a a tlhokiwang ke babereki ba ba amogetseng tshono ya go nna le matlo.

Tshwetso ya go tswelela ka go aga matlo go tla itsiwe ka gore a babereki ba a a batla. Togamaano ya Madi a Thuso ya Go Nna le Matlo le Thuso ya Madi ya go Nna Kgakala le Moepo e tla tswelela go dirisiwa mo babereking ba ba iseng ba dirise kgothaletso ya go nna le matlo a bone.

Tsadisomadi yotlhe e e dirilweng ke R1 197 742 77 300

(R 1,9 blilione) go simolola ka 2 014 fa e bapiswa le mokgele wa R 2,7 blilione. Ka 2018 fela go ne ga agiwa matlo a le 419 mme ya dira tsadisomadi ya R285 900 824.

3.9.4 Go Tshegetsisa Dikago tsa Botala jwa Tlhaga

Mo dingwageng tse tlhano tse di latelang Impala-Bafokeng e tla batlisisa gore a go ka kgonega go tlhoma polase ya solar go bapa le porojeke ya go tlamela Waterkloof Hills Estate ka motlakase mme go ya pele e tla batlisisa gore a go ka kgonega go tlhoma Water Treatment Works e e kgonang go busetsa bobotlana 60% ya metsi a a tsamaisang matlakala go boela kwa maemong a metsi a a tsewang gore a dirisiwe gape ke setšhaba.

Maikaelelo a Impala-Bafokeng ke go agela babereki botlhe ba yone matlo a a babalesegileng, a a siameng, le a tlhwalhwa e e kwa tlase mo dingwageng tse di lesome tse di tiang.



Setshwantsho 22: Thulaganyo ya go Nna le Ntlo ya Impala-Bafokeng



3.9.5 Dikgato tsa go Tokafatsa Dijo tse di Nang le Dikotla tsa Mmele

Go tlamela babereki ba kwa moepong ka dijo tse di nang le dikotla ke selo sa botlhokwa se se dirang gore Moepo o kgone go nna le babereki ba ba itekanetseng le ba ba berekang sentle. Khampani e dirile thulaganyo ya boleng jo bo kwa godimo ya dijo tsa dikotla mo ditirong tsa yone tse di setseng di le teng. Ereka e rulagantswe morago ga go buisana le moitseanape wa dijo, e tla bewa leitlho ka metlha. Le fa gone thulaganyo ya dijo e e leng teng gone jaanong e kgotsofatsa ditlhokafalo tsa dijo tsa babereki ba kwa meepong, Khampani e tla nna e leka go tokafatsa dikarolo tsotlhe tsa tiro ya yone. Ka jalo, e tla

dira dithulaganyo tse disha tsa go tokafatsa thulaganyo ya yone ya dijo e bile e ikemiseditse go tokafatsa dijo tsa yone ka metlha.

Mmereki mongwe le mongwe yo o berekang kafa tlase ga lefatshe o tla fiwa dijo tsa motshegare letsatsi le letsatsi go duela khampani. Mmereki mongwe le mongwe o newa dijo tseno fa a ntse a ya kwa tlase ga lefatshe, ka tlhokomelo ya babereki ba Ditirelo tsa Tshireletso. Boleng jwa dikotla tsa dijo ke 1 500 kJ. BRPM e ne ya dira kopo ya go gololwa gore e se ka ya naya dijo mo ditirong tsotlhe tsa kafa tlase ga lefatshe mme e ne ya gololwa. BRPM e tla tswelela ka go tlamela babereki ba shifite e e magareng ka dijo tsa motshegare.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



Lenaneo la go laola go Fokodiwa le go Kgaolwa ga Babereki

Molawana 46(d)

4

Lenaneo la go laola go Fokodiwa le go Kgaolwa ga Babereki

Molawana 46(d)

4.1 Tshobokanyo

Nngwe ya ditlhokego tsa Future Forum (Bomphato jwa Operational Unit) ke go nna le dithulaganyo tsa go rulaganyetsa ditiro tsa go buisana gore botsamaisi jwa moepo le baemedi ba mekgatlho ya babereki ba ba amogetsweng ba ka kopana ka kgwedi go buisana ka mathata a mo tirong. Maikaelelo ke go dira gore go nne le koloi semolao go ya kwa ditheo ka bobedi tse di amegileng di ka kgonang go buisana ka dikgwetlho

le ditharabololo tse di ka kgonegang tsa mathata a a lebaneng lefelo la tiro a a ka nnang a baka go kgaolwa ga babereki ka bontsi mo nakong e e tlang. Tumalanong le tse di batliwang mo go Molawana 46 (d) (ii) le (iii), BRPM e tla rulaganya maano a go fetola maemo a tiro kgotsa go naya babereki ditiro di sele go fokotsa go latlhegelwa ke ditiro le go tokafatsa go tsewedisa kgwebo.

Lenaneothalo 34: Leano la go Tsaya Kgato ya go Fokotsa le go Kgaola Babereki mo Tirong

Tiro	Tse di Tshwanetesng go Dirwa	Letlha la Mokgele
Go tlhamiwa ga dikgato le ditlamelo tsa ditšhelete tsa go fokotsa babereki mo go sa lebelelwang, go kgaolwa ga batho ba le bantsi mo tirong, go tswalwa ga moepo	Leano le le sa lebelelwang la go fokotsa le go kgaola babereki mo tirong.	Ngwaga o le 1 pele ga go tswala moepo
Go rulaganyetsa Leano la Loago la go Tswala Moepo go supa mekgwa e mengwe ya go itshedisa le ditiro tsa ikonomi tsa babereki, gammogo le tiro ya Tshakatsheko ya Kamego ya Loago le tiro ya go buisana le Banaleseabe.	Leano la go tswala la loago	Dingwaga tse 6 pele ga go tswala mo go rulagantsweng
Tiragatso ya togomaano ya go fetola maemo a Moepo	Maano a go fetola maemo	Ngwaga o le 1 pele ga go tswala moepo
Tiragatso ya maano a mangwe a go dira gore batho ba kgone go itshedisa	Maano a mangwe a go dira gore batho ba kgone go itshedisa.	Go tswalwa ga moepo dikgwedi di le 6 pele ga nako
Tiragatso ya Leano la Go Fokodiwa le go Kgaolwa ga Badiri	Tse di farologaneng – go santse go tla tlhalosiwa	Go tswalwa ga moepo dikgwedi di le 4 pele ga nako

4.2 Togomaano le Maitlamo

BRPM e tla dira dithulaganyo tse di tla dirang gore botsamaisi jwa Moepo bo simolole dikgato tse di tshwanetseng go thibela go latlhegelwa ke ditiro fa go ka nna le maemo a a kgoreletsang ditiro tse di tlhomamisitsweng. Thuso e e tlhamaletseng le e e tshwanetseng ke ya gore BRPM e tsenegare go thusa babereki ba ba ka nnang ba kgaolwa mo tirong go bona ditiro tse dingwe. BRPM e tla tlhoma ditsela di le mmalwa tsa go fokotsa ditlamorago tsa go latlhegelwa ke ditiro

fa babereki ba ka fokodiwa kgotsa fa Moepo o ka wa tswalwa. Go tla latelwa ditiro dingwe fa maemo a ikonomi a a leng teng a dira gore poelo ya BRPM e wele kwa tlase ga 6% ka kakaretso mo lobakeng lo lo sa kgaotseng lwa dikgwedi di le 12. Ditiro tseno di tla akaretse:

- a) aDipuisano – tiro ya dipuisano go ya ka Section 52 (1) ya MPRDA.
- b) Tiragatso ya Section 189 ya Molao wa Tsalano le Babereki (Labour Relations Act).



- c) Kitsiso go Boto ya Tlhabololo ya Diminerale le Meepo – thulaganyo ya go itsise Boto go ya ka Section 52 (1) (a) ya Molao wa MPRDA.
- d) Go dira tumalanong le kaelo ya Tonakgolo le go tihomamisa kafa dikgato tseno tsa paakanyo di tlileng go dirwa ka teng.
- e) Go katisa bao ba nang le dikemedi.
- f) Go okeletsa babereki bokgoni jwa ditiro tse dingwe tsa mo Moepong, kgotsa ditiro tsa ka kwantle ga lefapha la moepo.

4.3 Go Katisa Bao ba Nang le Dikemedi

BRPM e tlile go tlhama dipholisi go netefatsa gore motho yo o amogelang lotseno lwa kemedi o tihatlheletswe go emisetsa lotseno lo lo dirilweng ke mmereki wa pele wa mo moepong. Go tsamaelana le lenaneo la tlhabololo ya bokgoni jwa setšhaba le le akareditsweng mo thulaganyong ya go fedisa lehuma mo Molawaneng wa 46 (c) (iii), BRPM e tla simolola mananeo a go okeletsa

babereki bokgoni le go katisetsa malapa a babereki bokgoni kwa Moepong. Leano leno ke kgato ya go thibela go latlhegelwa ke ditiro mme le ikaeletse go fetola metswedi ya lotseno lwa malapa pele ga moepo o kgaola babereki mo tirong. Dikgato tsa mofuta ono di tla nna di tlhabololwa go dirisanngwa le baemedi ba babereki.

4.4 Go Okeletsa Babereki Bokgoni jwa Tiro ya mo Teng sa Setlamo le ya ka Kwantle ga Setlamo

4.4.1 Ditshono

Nngwe ya maikaelelo a go dira gore babereki ba nne le bokgoni jo bo farologaneng ke go oketsa tshono ya go ka bona ditiro tse dingwe e ka tswa e le mo karolong e sele ya moepo, kgotsa mo setheong se sele go na le lefapha la meepo. Go dira tumalanong le mokgele ono, BRPM e tla katisa babereki go nna le bokgoni bo sele gore ba kgone go nna mo seemong se se botoka sa go batla tiro mo maemong a a farologaneng kgotsa ditiro. Katiso eno e remeletse thata mo go ithuteng go itshedisa, go nna le bokgoni jwa botshelo le ditiro tsa kgwebo. Mo godimo ga moo, BRPM e ikaelela:

- a) a) Go dira kopo ya thuso ya setegeniki le tshegetso ya National Productivity Institute (NPI) ka go dirisa ditheo tsa Disenthara Tsa Bogakolodi le Disenthara Tsa Leano la Baagi tsa Department of Labour.

- b) Dirisa MQA, e e leng bolaodi jwa thuto le katiso jwa lephata la meepo go bona dithuso tse di maleba tsa madi go ya ka Skills Development Act, 97 wa 1998 le melawana ya one.
- c) Go supa le go akanyetsa maiteko a di-SMME a a nang le bokgoni jwa go dira ditshono tsa ditiro mo nakong e e tlang fa go ka diragala gore batho ba le bantsi ba kgaolwe mo tirong.

Mo lenaneong la go ruta batho go nna le bokgoni jwa botshelo, BRPM e ikaeletse go bua ka mathata a a bothokwa a thulaganyo ya kgaola babereki mo tirong a a tshwanang le:

- Go tsaya dipenshene tsa mo moepong.
- Go kgona go bona dithuso tsa puso tsa mapenshenara.
- Thulaganyo ya ditšhelete morago ga go rola tiro.
- Kgonego ya go oketsa lotseno lwa penshene.



4.5 Ditsela tsa go Neela Ditharabololo Di Sele le Ditsamaisi Tsa go Dira Gore Batho ba Nne le Tiro e e Sireletsegileng, Fa go Latlhegelwa ke Tiro go sa Kgone go Tilwa- Molawana 46 d (iii)

Nngwe ya ditlhokego tsa Operational Unit Partnership Forum (OUPF) ke go nna le dithulaganyo tsa go rulaganyetsa ditiro tsa go buisana gore botsamaisi le baemedi ba mekgatlho ya babereki ba ba amogetsweng ba kgone go kopana ka kgwedi go buisana ka mathata a mo tirong. Maikaelelo ke go dira gore go nne le koloi semolao go ya kwa ditheo ka bobedi tse di amegileng di ka kgonang go buisana ka dikgwetlho le ditharabololo tse di ka kgonegang tsa mathata a a lebaneng lefelo la tiro a a ka nnang a baka go kgaolwa ga babereki ka bontsi mo nakong e e tlang.

Tumalanong le tse di tlhokiwang mo go Molawana 46 (d) (iii), BRPM e tla dira maano a go fetola maemo kgotsa a go naya batho ditiro go sele go leka go naya ditharabololo tse dingwe tsa tshireletsego ya ditiro fa go ka direga gore go latlhegelwa ke ditiro kwa BRPM go se ka ga tilwa.

4.5.1. Tshegetso ya di-SMME

Go ka nna ga nna le batho ba ba amilweng ke ditiro tsa go fokodiwa ga babereki ba ba batlang go simolola dikgwebo tsa bone. Mo maemong ano, BRPM e tla sekaseka ditsela tse di latelang, tse di akantshitsweng ke Lefapha la Babereki:

- Go rulaganya dilinki tsa go golagana le Local Business Service Centre le ditheo tse dingwe tse di maleba tsa thuso.
- Go naya babereki ditirelo tsa go ba thusa mo kgwebong fa ba sa ntse ba le mo tirong mme ba ka kgona go bona gore ke dilo dife tse ba ka di dirang.
- Go thusa le go kaela mo dipatlisosong tsa kgonagalo le go tlhama maano a kgwebo.
- Go akaretsa katiso ya kgwebo le botegeniki go kgona go itirela kgwebo.
- Go naya baberekii malatsi a boikhutso gore ba kgone go dira katiso eo pele ga ba tlogela tiro ya bone.
- Go lemoga ditshono tsa gore di-SMME di ka tlamela BRPM ka dilo kgotsa ditirelo.
- Go dirisana le dibanka le ditheo tse dingwe tse di adimang madi go batlisisa le go dira dithulaganyo tsa gore babereki ba ba batlang go dirisa madi otlhe a bone a go kgaolwa mo tirong kgotsa bontlhanngwe jwa one e le tshireletso ya dikadimo tsa kgwebo.

4.5.2. Go Fokodiwa ga Tuelo ya go Kgaolwa mo Tirong

Go na le maemo a a farologaneng a mo go one kgabagare go fokodiwa ga babereki e nnang tharabololo e le yosi e e tshwanetseng ya go dira gore BRPM e kgone go itshedisa mabapi le ikonomi. Gantsi go kgaolwa ga babereki go diragala ka ntlha ya go fetoga ga ditlhokego tsa tiro mme go dirwa fela morago ga gore go batlisisiwe ditsela di sele tsotlhe tsa ditiro tse dingwe. Pele ga go tsewa dikgato dipe, BRPM e tla buisana le mekgatlho yotlhe ya babereki e e kwadisitsweng e maloko a yone a ka amiwang ke go kgaolwa ga babereki/go kobiwa ga babereki mo tirong. Ka nako ya go kgaolwa kgotsa go kobiwa mo tirong, babereki ba amogela ditshiamelo mo Letloleng la go Rola Tiro le ba leng mo go lone kgotsa tsa mo Provident Fund. Mo bathapiweng ba ba ikwadisitseng mo go lengwe la Matlole a go Borolatiro, tuelo ke tuelo ya madi seatleng a a lekanang le madi a a tsentsweng ke mothapiwa mo potefoliong e a e tlhophileng. . Babereki ba ba leng maloko a Provident Fund ba amogela madi a a lekanang le madi a a ntshitsweng ke Khampani a a dirisediawang go ba thusa ka nako ya go rolatiro, go sa kgathalesege gore mmereki o na le dingwaga di le kae e le leloko la letlole leno.

BRPM e tla kopa thuso ya semolao kwa tshimologong ya tiro epe ya go buisana le banaleaseabe ba ba maleba. Batsamaisi ba moepo ba tla ya kwa Department of Labour go dirisa didiriswa tsa yone le ditirelo tsa tshegetso, jaaka ditirelo tsa tshidilomaikutlo le ditirelo tsa go thapiwa tse di neelwang ke Ditheo tsa Babereki tsa bone. Thulaganyo eno ya go buisana e tlhoka gore go nne le puisano e e siameng fa gare ga batho ba ba tlleng go kgaolwa mo tirong, ba ba ka nnang ba amiwa ke go kgaolwa mo tirong ka bontsi, le batsamaisi ba moepo. Ntlha nngwe e e botlhokwa e e tshwanetseng go akanyediwa ke gore go kgaolwa mo tirong ga babereki go tla ama jang babereki ba ba sa ntseng ba le mo tirong mme ba sa kgaolwa. Dithulaganyo tsa BRPM tsa go naya tshono ya go kgaolwa mo tirong mo nakong e e tlang mo BRPM:

- Tlhatlhobo ya bokgoni le kamogelo e e kwadilweng ya go ithuta ga bone ga nako e e fetileng, maitemogelo le borutegi.
- Go sekaseka go rulaganyetsa tiro e e ka nnang teng le e e leng teng.



- c) Go romelwa kwa batlameding ba katiso ba ba reboletsweng semolao.
- d) Kakanyetso ya ditshimololo tsa dibasari.
- e) Dikaelo tsa kgato ka kgato tsa go itshimolela kgwebo.
- f) Ditlhabobotlhale tsa go batla tiro.
- g) Thuso ya go lemoga ditshono tsa go bona tiro, maiteko a go tlhabolola ikonomi ya lefelo le ditshono tse dingwe tsa go bona tiro

4.5.3. Pholisi ya Borolatiro

Mo Maemong a Tiro a yone, BRPM e tla dira dithulaganyo tsa phenshene tsa mongwe le mongwe wa babereki ba yone. Babereki botlhe ba Khampani ba tshwanetse go nna maloko a Letlole la Borolatiro, la Panshene kgotsa la Provident Fund jaaka go rulagantswe mo Maemong a Tiro a bone ka bongwe. Gantsi boleloko bo tlhomamisiwa ke Paterson Band e mothapiwa a leng mo go yone, mme, fa go le maleba, go tlhomamisiwa ke yuniti e e tshwarang dtherisano. Matlole a Panshene ga a sa tlhola a amogela maloko a masha. Fa a rola tiro, madi otlhe a a ntshitsweng ke leloko le Khampani, gammogo le poelo le morokotso mme go ntshitswe lekgetho, a duelwa leloko ka bonako jo bo kgonegang morago ga go rola tiro. Fa leloko le rola tiro

a le mo dingwageng tse di tlwaelegileng tsa go rola tiro, le amogela thuso e e lekanang le madi a a ntshitseng. Palo e e kwa godimo ya nngwetharong ya dituelo tsa fa o rola tiro e ka tsewa e le madi a seatleng; madi a a setseng a dirisediwa go reka go duelwa madi a phenshene kgwedi le kgwedi mo Khampaning ya Inshoreense e e kwadisitsweng e mothapiwa a e itlhophelang.

4.5.4. Phimolakeledi ya go Busediwa Gae ka Baka la Bolwetse

Fa go tlhokega gore motho a busediwe gae ka ntlha ya kotsi ya kwa tirong kgotsa bolwetse jo bo koafatsang, BRPM e tla tlhomamisa gore:

- a) Go na le tlhokomelo e e tshwanetseng e e newang ke moemedi wa lefelo le mmereki a tswang kwa go lone le mmereki a boelang kwa go lone.
- b) Babereki ba ba tshwanetseng go busediwa gae ka mabaka a botsogo ba tla dira mananeo a go okelediwa bokgoni jwa ditiro tse di tshwanelang bogole jwa bone; gape
- c) Babereki ba ba amegang ba tla newa penshene go ya ka dipholisi tsa penshene tsa BRPM mabapi le go sa kgone go bereka ka baka la bolwetse.

4.6. Mekgwa ya go Tokafatsa Kamego ya Loago le Ikonomi mo Bathong, Dikgaolo, le Diporofense fa go Kgaolwa mo Tirong Kgotsa go Tswa ga One go Tlhomamisitswe - Molawana 46 (d) (iv)

4.6.1. Tshimololo

Karolo eno e sekaseka ditlamorago tsa go fokotsa babereki le go tswalwa ga moepo mo baaging ba meepo le kwa mafelong a babereki ba tswang kwa go one. Go rulaganyetsa go tswala moepo le go fokotsa babereki go diragala mo nakong yotlhe ya botshelo jwa Moepo, go simolola ka nako ya tshekatsheko ya lefatshe go fitlha ka nako ya paakanyo ya lefelo morago ga go tswalwa ga moepo. BRPM e ikaeletse go tlhomamisa gore babereki ba mo moepong, baagi le malapa a bone ba tswelela pele ba tshela sentle le fa gone babereki ba ka fokodiwa kgosa Moemo o ka tswalwa.

4.6.2. Togomaano le Maitlhommo

Kwa bokhutlong jwa botshelo jwa Moepo, BRPM e tla, go ya ka tse di letlelelwantg ke Environmental Management Plan Report (EMPR) le Setifikeiti sa go Tswala:

- a) Ga a tshwanela go rutlolola kgotsa go tlosa ditokafatso tse di sa sutisiweng mo Kgaolong ya Moepo ntle le fa a Impala-Bafokeng e kopile gore go dirwe jalo ka lekwalo.
- b) Tlosa matlakala otlhe, e ka tswa e le a a bakilweng ke ditiro tsa meepo kgotsa go thubiwa ga dikago le matlo, gammogo le dilo dipe fela tse dingwe tse Impala-Bafokeng e ka batlang gore Moepo o di tlose, gape



- c) Busetša Lefelo la Moepo mo maemong tumalanong le EMPR. Thulaganyo ya go tswala moepo wa BRPM e akanyetsa tiriso e e gaisang ya lefatshe la moepo le dikago le ditsela ka nako ya kgato ya tiro, gammogo le kgato ya go tswala ya modikologo wa botshelo jwa moepo. Leano leno le tla nna boremelelo jwa togomaano ya LED ya BRPM mabapi le go dira gore ikonomi e nne ya mefutafuta mme le tla sekaseka melemo e e ka nnang teng mo loagong ya go dirisa lefatshe le le leng teng le dikago. Se se botlhokwa ke go akanyetsa ditsela tse dingwe tsa go dirisa dikago tsa mmatota fa moepo o ka tswalwa, se se tla batlang gore di-EMPR tse di leng teng di fetolwe ka go buisana le Department of Minerals and Energy. Ela tlhoko gore Environmental Management Plan (EMP) ya BRPM ga e ise e wediwe ka gore Leano la Loago le Babereki leno ke karolo ya go dirisiwa ga tsetlelelo e ntšha ya moepo le tiro ya EMPR e e tla simololang morago ga moo.

Le fa Leano la Loago le la Babereki le lebagane le go fokotsa kafa go tswalwa ga moepo go amang setšhaba sa meepo ka teng, go tlokega thulaganyo e e kgethegileng malebana le tiriso ya diithoto tsa Styltdrift ka nako e le nngwe le morago ga moepo ka maikaelelo a go tlhabolola morafe. Dithoto tseno di akaretsa:

- a) Lefatshe le e leng la Moepo
- b) Dikago tsa mmatota
- c) Dikago tsa Loago
- d) Dikago tsa kgwebo le tsa madirelo
- e) Dikago tsa botsamaisi

Mananeo otlhe a mafaratlhatlha le a tsamaiso ya meepo mo Diporokeng a tla dirwa le go diragadiwa go ya ka maemo a a amogelesegang a tlhabololo e e tswedisiwang. BRPM e tla dira maiteko otlhe go tokafatsa go amiwa ga batho mabapi le loago le ikonomi, mo dikgaolong le mo ditsamaisong tse dingwe mo go kgaolwa ga babereki mo tirong le go tswalwa ga moepo go tlhomamisegang.

Maiteko ano a tlele go remelala mo:

- a) Tshakatshekong le ditirelo tsa tshidilomaikutlo a batho ba ba amegang.
- b) Katiso ka kakaretso ya katiso ya go ipereka le mananeo a go thapiwa gape.
- c) Go katisa le go tlhomelasekao maloko a morafe
- d) Thulaganyo ya go tswala moepo.

4.6.3. Tshakatsheko ya Ditirelo tsa Tshidilomaikutlo

Khamphane e tla akanyetsa go naya tshidilomaikutlo ka batho ba ba nang le baitsianape jwa go dira jalo. Dikopo tsa tshidilomaikutlo eno ba tshwanetse go romelwa kwa Mookameding wa Merero ya Babereki.

4.6.4. Mananeo a Katiso ya go Ipereka le go Bona Tiro Gape

BRPM e lemoga gore tiro ya yone e e kopelwang ya go epa e na le lobaka lo lo lekanyeditsweng lwa botshelo le gore kgwebo e ka nna ya batla gore go fokodiwe babereki mo nakong e e tlang. BRPM e ikaletse go tlamela babereki ba nako e e tlang - gammogo le maloko a setšhaba – **ka bokgoni jo bo ka dirisiwang gongwe le gongwe jo bo tla solegelang batho ba ba amegang molemo.** Maiteko ano a tla tsamaelana le Leano la Porofense ya Bokone-Bophirima la Kgolo le Tlhabololo mo Porofenseng. Gore o bone maitlamo ano, BRPM e tla naya bokgoni jo bo ka dirisiwang gongwe le gongwe fa go setse go itsewe ka go kgaolwa mo tirong kgotsa go fokodiwa ga babereki.

Foramo ya OUPF e tla rulaganya go tlamela ka mananeo a a fa godimo a katiso ya go dira ka bowena le go thapiwa gape ga babereki botlhe ba ba amilweng ke go kgaolwa mo tirong. Babereki ba tla nna le tshono ya go tlhalosa gore ba tlhoka go thapiwa jang malebana le go tokafatsa bokgoni jwa bone ka go ba naya bokgoni jo bo ka dirisiwang gongwe le gongwe fa babereki ba ka kgaolwa kgotsa moepo wa tswalwa.

Lenaneothalo 35: Kgato Madi a a newang a Taolo ya go Fokotsa le go Kgaola Babereki mo Tirong

GO FOKOTSA BABEREKI MO TIRONG	2020	2021	2022	2023	2024	PALOGOTLHE 2020-2024
Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe	20	20	20	20	20	100
DIPALOGOTLHE	20	20	20	20	20	100
BAJETE	R200 000	R200 000	R200 000	R200 000	R200 000	R1 000 000



4.6.5. Go Katisa le go Tlhomelasekao Maloko a Morafe

BRPM e itlama go akanya ka go thusa mabapi le go tlhomiwa ga ditheo tse di farologaneng tsa kgwebo mo banaleseabe kgotsa ba ba tlhomilweng ba tla katisiwa le go tlhomelwasekao mo dikgwebong tse di maleba le bokgoni jwa setegeniki jaaka boremelelo jwa selo se segolo mo lenaneong la LED. Dikgato tse dingwe tsa bokgoni di tla akaretsa:

- Go katisa le go ruta baeteledipele ba setšhaba le beng go laola didirisiwa ka tsela e e ka tswelediwa.
- Go tlhologanya tiriso ya morago ga moepo o se na go tswalwa ya go ka dirisa dikago tsa moepo, lefatshe, le didirisiwa tsa tlhago.
- Go duelela didirisiwa tsa botlhokwa tse di tshwanang le metsi le motlakase morago ga go epa.
- Bokgoni jwa puisano.

- Ditherisano malebana le dintlha tsa ikonomi morago ga go tswalwa ga moepo; le
- Go tlhomamisa gore ditwammung tsa diminerale tse di sa kakeng tsa ntšhwafadiwa di ka emisediwa ka go tokafatsa didirisiwa tse di ka ntšhwafadiwang tsa ditshedi.

4.6.6. Thulaganyo ya go Tswalwa ga Meepo

BRPM e tla dira Sustainable Development (SD) Vision and Management System, e e tla golaganngwang ka tlhamalalo le ponelopele ya go tswala moepo.

Lenaneothalo le le fa tlase le sobokanya maitlamo ka madi a Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe jaaka go itlamiwa fa godimo mabapi le Go Fokodiwa le go Kgaolwa ga Babereki mo Tirong.

Lenaneothalo 36: Madi a a newang a Taolo ya go Fokotsa le go Kgaola Babereki mo Tirong

GO FOKOTSA BABEREKI MO TIRONG	2020	2021	2022	2023	2024	PALOGOTLHE 2020-2024
Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe	20	20	20	20	20	100
DIPALOGOTLHE	20	20	20	20	20	100
BAJETE	R200 000	R200 000	R200 000	R200 000	R200 000	R1 000 000



4.7. Go Tlamelwa ka Ditshelete ga BRPM- HRD

Section 23 (1) (e) ya MPRDA e bolela gore “Tonakgolo o tshwanetse go naya tetelelo ya go epa fa mokopi a neile madi le dilo tse dingwe tsa thulaganyo e e boletsweng ya leano la loago le la babereki”. BRPM e tla naya tšhelete e e lekaneng go diragatsa manaane a yone a SLP le diporojeke. E tla dirisa madi a a tihlositsweng mo Bajeteng go duelela HRDP ya yone le LEDP mo dingwageng di le 5. Madi a Go Fokotsa le go Kgaola Babereki mo Tirong a tsentswe mo ditshenyegelong tsa go tsamaisa Moepo, tse di welang ka fa tlase ga di thulaganyo tsa go tlamela ka madi le dipholisi tsa BRPM. Dikakanyo tse di latelang di dirisiwa mo thulaganyong ya tšhelete:

- Ngwaga wa matlole o fela ka Sedimonthole, ka jalo Lenaneo la Ditshenyegelo tsa SLP le rulagantswe go tloga ka 1 Ferikgong (kgwedi ya ntlha morago ga bokhutlo jwa ngwaga wa ditšhelete) go fitlha ka 31 Sedimonthole ngwaga mongwe le mongwe mme o tla simololwa ka 1 Ferikgong 2020
- Madi a SLP ape fela a a sa diriswang mo ngwageng wa ditšhelete a tla tsenngwa mo bajeteng ya ngwaga o o latelang wa SLP, ke gore, madi a a sa dirisiwang a tla kgobokanngwa.
- Madi a SLP a tla okediwa ngwaga mongwe le mongwe wa matlole go bontsha koketsego ya tihatlogo ya ditlhwatlhwa, gammogo le kgolo mo selekanyong sa Moepo le tswelediso ya ikonomi
- Madi a a buseditsweng morago go tswa go MQA go ya ka Skills Development Levy Claim Backs, a tla tsenngwa mo thulaganyong ya ditšhelete ya SLP ya Styldrift mme a tla dirisediwa go dirisa HRDP.
- Ka ntlha ya mofuta wa tsadisomadi a ntlha a go simolola diporojeke tsa LEDP le ditshenyegelo

tse di nnang teng ka nako ya tsone ya ntlha ya go tsweledisiwa, BRPM e ka tihopha go dirisa madi a a bajetetsweng mo dinakong tse di tlang tsa ngwaga le ngwaga tsa nako ya ngwaga ya pele, ya moragonyana, ka sekai, madi a SLP a a abetsweng paka ya 2019 a ka nna a tshwanela go dirisiwa mo pakeng ya 2018 ya Meepo.

- BRPM ke yone e e nang le tshwanelo ya go dirisa maatla a go dira ditshwetso ka botlalo le go dira dikatiholo malebana le ditshenyegelo tsa SLP, kgotsa go di fetola, jaaka go lebeletswe mo go SLP eno go ya ka bokgoni jwa ditšhelete jwa ditiro tsa yone; gape
- Kwa bokhutlong jwa nako e e lebelwangpele ya dingwaga tse 5 (31 December 2024), go tla dirwa dipalo tsa ditšhelete tsa SLP tse disha tse di newang.

Ela tlhoko gore madi a a bontshitsweng mo karolong ya “Taolo ya go Fokotsa le go Kgaola Babereki” a tla dirisiwa ke BRPM mo maemong a a sa lebelelwang fela. E re ka tswelediso le botshelo jwa Moepo ono ee le ya nako e telele e bile e le mosola, ga go lebege tiragalo eno e ka diragala mo dingwageng tse tihano tse di tlang. Ka jalo, le fa go bonala ditshenyegelo tse di lekanyeditsweng e bile di akareditswe mo bajeteng ya ngwaga le ngwaga ya SLP, ga go reye gore madi ano a tla dirisiwa. Ka jalo, madi ano ga a akarediwe mo palogotlheng ya SLP ka kakaretso, e e akaretsang madi a LEDP le HRDP fela.

BRPM gape e tla dirisa ditsela tsa go duelela madi tse di tihomilweng ke Molao wa Tlhabololo ya Bokgoni le go duela makgetho a bokgoni. BRPM e tla romela dikopo tsa go busediwa madi malebana le seno mme e tla nna leloko la MQA, e itlama go diragatsa melao eno.



Lenaneothalo 37: BRPM - Tlamelo ya Ditšhelete ya HRD

TSHOBOKANYO YA HRD YA MOEPO WA BRPM	2020	2021	2022	2023	2024	PALOGOTLHE
						2020-2024
AET le Le Leano la Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe	2 356 180.91	3 613 890.12	907 701.67	5384 727.00	1 275 880.27	13 538 379.97
Leano la Go Ithutelatiro mo Tirong	1 147 782.75	1 206 091.08	7 285 497.12	40709 012.74	11 973 677.03	62 322 060.72
Tihabololo ya Bokgoni le Katiso ya Kgwebo ya Konokono	11 890 882.03	18 359 281.99	15 942 840.76	31710 830.94	36 310 244.99	114 214 080.71
Leano la Dibasari	3 366 951.00	2 438 120.04	2 579 447.44	5 832 775.32	4 255 358.17	18 472 651.97
Boithutelatiro mo Tirong le Maitemogelo a Tiro	4 193 381.71	4 634 754.00	8 506 751.32	22 609 754.04	20 473 086.00	60 417 727.07
Ditshenyegelo tsa go Tsamaisa Tiro	9 358 641.30	9 435 261.12	8 389 068.77	24 798 405.57	10 009 652.96	61 991 029.73
Metshameko le Tsele le Tsele	52 938.57	–	–	480 348.45	–	533 287.02
DIPALOGOTLHE TSA BAJETE	32 366 758.27	39 687 398.35	43 611 307.08	131 525 854.07	84 297 899.43	331 489 217.19



4.8. Go Newa Ditšhelete tsa Diporojeke tsa Tsewediso ya Ikonomi ya Loago

Lenaneothalo 38: BRPM - Tlamelo ya Ditšhelete ya LED

Tlamelo ya ESD le LED ya Moepo wa IBR BRPM	Bajete e e Rulagantsweng FY2020	Bajete e e Rulagantsweng FY2021	Bajete e e Rulagantsweng FY2022	Bajete e e Rulagantsweng FY2023	Bajete e e Rulagantsweng FY2024
Tsewediso ya SMME	5 630 800	5 912 340	7 407 957	9 124 524	3 425 463
Diporojeke tsa Tsewediso ya Ikonomi ya Loago					
Go dirwa ga ditsela mo metseng ya Robega, Macharora, le Chaneng	1 631 680	5 320 000	8 760 000	24 837 755	13 600 000
Go agiwa ga matlo mo metseng ya Macharora, Chaneng le merafe	2 634 022	0	0	0	0
Dikago tsa Motse e leng, Townhall, Weighbridge ya Lefapha la Pharakano ya Dikoloi	12 211	80 000	1 400 000	2 400 000	0
Tshegetso ya go Agiwa ga Dikolo tsa Macharora le Chaneng	1 362 086	2 156 072	960 000	40 000	920 000
Tshegetso ya Dikolo tsa Waterkloof Hills	–	0	2 520 000	2 400 000	0
Tshegetso ya Temothuo ya Macharora (Go Fepiwa ga Dikgomo)	380 000	240 000	440 000	80 000	400 000
Dikago tsa Tshegetso ya Boitekanelo	604 000	341 547	1 400 000	1 060 000	480 000
Porojeke ya Matlo ya Waterkloof Hills ya Rustenburg	3 916 000	1 984 384	1 522 069	4 080 000	0
Go Agiwa ga Dikolo tse Dipotlana le tse Dikgolwane tsa Waterkloof Hills	10 074 000	42 542 720	3 984 655	1 560 000	0
Go Agiwa ga Tsela ya R24 Link - Waterkloof	–	5 344 416	471 240	0	0
Dipalotsotlhe tsa Bajete	20 614 000	58 009 139	21 457 964	36 457 755	15 400 000
Paloyotlheyotlhe	26 244 800	63 921 476	28 865 921	45 582 279	18 825 463



4.9. Madi a a Newang go Laola go Fokodiwa le go Kgaolwa ga Babereki

Thulaganyo ya go kgaola babereki mo tirong e tla dirwa go ya ka mokgwa o o latelang mme dipalo tsa dituelo tsa go kgaolwa mo tirong di tla dirwa go dirisiwa fomulara e e tlhalisiwang fa tlase:

- a) Dibeke tsa tirelo ya ngwaga o le mongwe o na le Khamphane.
- b) Tuelo ya nothise ya kgwedi e le 1 tuelo; le

- c) Thulaganyo ya malatsi a boikhutso a a lekanang le malatsi a le 30.

Tshedimosetso e e fa godimo e tla tsamaelana le Pholisi ya BRPM go Kgaolwa ga Babereki mo Tirong mme e ka nna ya fetolwa go ya ka molao o o maleba le/kgotsa ditumalano tsa setlhopha le banalesabe.

Lenaneothalo 39: Go Newa ga Madi a go laola go fokodiwa ga babereki mo tirong (Maemo A&B)

Go ya ka Tumalano ya Dituelo Maemo A le B					
Tiro	2020	2021	Ya Mo Nakong Eno	7%	7%
			2022	2023	2024
Shafote ya Bokone	98 802 826	109 963 200	124 675 807	133 403 114	142 741 331
Shafote ya Borwa	20 132 578	21 876 769	21 969 612	23 507 485	25 153 008
Polante ya Tsamaiso	7 483 761	8 066 715	8 910 217	9 533 932	10 201 308
Ditirelo tse di Tlhakanetsweng	6 436 759	8 060 192	9 186 002	9 829 023	10 517 054
Katiso	1 044 087	891 757	1 695 750	1 814 452	1 941 464
E Kgolo	3 220 238	678 945	480 897	514 560	550 579
Paloyotlhe	137 120 250	149 537 580	166 918 285	178 602 566	191 104 745

Lenaneothalo 40: Go Newa ga Madi a go laola go fokodiwa ga babereki (Maemo C go ya go D1)

Ga go na tumalano ya dituelo Maemo a D2 go ya go E1					
Tiro	2020	2021	Ya Mo Nakong Eno	7%	7%
			2022	2023	2024
Shafote ya Bokone	70 704 266	79 050 348	90 527 844	96 864 793	103 645 328
Shafote ya Borwa	45 260 349	50 569 054	61 792 721	66 118 211	70 746 486
Polante ya Tsamaiso	31 234 624	32 341 037	35 536 457	38 024 009	40 685 689
Ditirelo tse di Tlhakanetsweng	32 795 228	47 607 916	56 531 838	60 489 067	64 723 301
Katiso	15 435 829	17 856 467	19 070 958	20 405 925	21 834 340
E Kgolo	12 544 569	4 544 309	5 098 342	5 455 226	5 837 092
Paloyotlhe	207 974 865	231 969 131	268 558 160	287 357 231	307 472 237



MOEPO WA BAFOKENG RASIMONE PLATINUM
LEANO LA LOAGO LE BABEREKI (SLP)
2020 – 2024

Lenaneothalo 41: Thuso ya Tšhelete ya go laola go fokodiwa ga babereki (Botsamaisi jo bo Magareng)

Ga go na tumalano ya dituelo					
Maemo a D2 go ya go E1					
Tiro	2020	2021	Ya Mo Nakong Eno	5%	5%
			2022	2023	2024
Shafote ya Bokone	13 485 728	16 579 429	19 502 726	20 477 863	21 501 756
Shafote ya Borwa	8 641 988	10 663 505	13 262 703	13 925 838	14 622 130
Polante ya Tsamaiso	5 838 190	5 775 872	7 998 225	8 398 137	8 818 043
Ditirelo tse di Tlhakanetsweng	31 278 247	40 649 870	49 495 766	51 970 555	54 569 083
Katiso	1 403 920	1 664 946	2 009 776	2 110 264	2 215 778
E Kgolo	6 919 256	2 981 825	3 823 464	4 014 637	4 215 369
Paloyotlhe	67 567 329	78 315 447	96 092 660	100 897 293	105 942 158

Lenaneothalo 42: Thuso ya Tšhelete ya go laola go fokodiwa ga babereki (Botsamaisi jo bo kwa Godimo)

Ga go na tumalano ya dituelo					
Maemo a E2 go ya go E4					
Tiro	2020	2021	Ya Mo Nakong Eno	5%	5%
			2022	2023	2024
Shafote ya Bokone	976 719	1 202 278	1 510 732	1 586 268	1 665 582
Shafote ya Borwa	1 228 599	1 412 247	1 726 617	1 812 947	1 903 595
Polante ya Tsamaiso	5 502 286	5 552 403	7 135 893	7 492 687	7 867 322
Ditirelo tse di Tlhakanetsweng	12 959 180	17 816 839	20 318 810	21 334 750	22 401 488
Katiso		–	–	–	–
E Kgolo	4 616 560	2 787 016	3 305 866	3 471 159	3 644 717
Paloyotlhe	25 283 344	28 770 783	33 997 917	35 697 812	37 482 703
Paloyotlheoyotlhe	437 945 788	488 592 939	565 567 021,80	602 554 902,00	642 001 842,83



5

Tiro E E Dirwang Ke Moepo Wa Bafokeng Rasimone Platinum Mine (BRPM)

Nna _____ motho yo o saenneng fa tlase le yo o letleletsweng go dira jalo ke Bafokeng Rasimone Platinum Mine (BRPM), ke itlama go obamela tshedimosetso, ditlhokego, ditlamego le maemo a a tthalosiwang mo Bafokeng Rasimone Platinum Mine (BRPM).

E saennwe kwa _____ mo _____ letsatsing la _____ 2024.

Mosaeno wa motho yo o ikarabelelang:

Snr. HR Manager _____

E dumeletswe ke Manenjara wa Moepo

E saennwe kwa _____ mo _____ letsatsing la _____ 2024.

Mosaeno _____



E Dumeletswe Ke Department of Mineral Resources

E DUMELETSWE

E saennwe kwa _____ mo _____ letsatsing la _____ 2024.

Mosaeno wa Motho yo o Ikarabelelang: _____

Maemo _____



Puisano Le Babereki Le Banaleseabe

Meepo e ititeile sehuba go itsise ka SLP ya yone ka dithulaganyo tse di farologaneng go tlhomamisa gore babereki botlhe le banaleseabe ba setšhaba ba fiwa tshono ya go tlhaloganya tokumente le se e se kayang.

