

Moepo Wa Platinum Wa Styldrift



Togomaano ya Batho le Babereki (Social and Labour Plan [SLP]) 2020 – 2024

NW 30/5/1/2/2/312 MR





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MOEPO WA PLATINUM WA STYLDRIFT

TOGOMAANO YA BATHO LE BABEREKI (SLP)

2020 – 2024

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Ditlhakaina le Dikhutshwafatso

KHUTSHWAFATSO	TLHALOSO
AET:	Adult Education & 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
Di-HDSA:	Historically Disadvantaged South Africans
HET:	Higher Education and Training
HRD:	Human Resources Development
HRDP:	Human Resources Development Programme
IDC	Individual Development Charter
Di-IDP:	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
RBF:	Royal Bafokeng Finance
RBH:	Royal Bafokeng Holdings
RBN:	Royal Bafokeng Nation
RLM:	Rustenburg Local Municipality



KHUTSHWAFATSO	TLHALOSO
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

Molao wa Mineral and Resources Development Act (R 527)

MOLAWANA	DIPATLAFALO	KAROLO E GO BUIWANG KA YONE
Molawana 41	Maikaelelo a leano la loago le babereki ke go – (a) Rotloetsa go thapiwa le go tswelisedisiwa ga batho ba loago le ikonomi ya Aforika Borwa yotlhe. (b) Go nna le seabe mo go fetoleng intaseteri ya meepo; le (c) Go netefatsa gore beng ba ditshwanelo tsa meepo ba nna le seabe mo tsweledisong 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 togoleano e e boletsweng ya loago le babereki kwa mothong yo o dirang kopo e na le dikakantsho tsa go dira diphetogo dingwe mme togoleano eo e e baakantsweng ya loago le babereki e tshwanetse jaanong e romelwe gape mo nakong e e beilweng ke Mookamedi wa Kgaolo.	Tshimololo
Diteng tsa togoleano ya loago le babereki		
Molawana 46: Tshedimosetso ya togoleano ya loago le ya babereki e tshwanetse go akaretsa tse di latelang:		
Molawana 46a:	(a) ketapele e e nayang tshedimosetso ya motheo ya moepo o go buiwang ka one	(b) Ketapele ka Khamphane (Molawana 41, 42(1)(b) le 46(a))
Molawana 46b:	(b) lenaneo la tlhabololo ya batho ba ba thapilweng le le tshwanetseng go akaretsa- (i). togoleano ya tlhabololo 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 go Annexure II; le b. Palo ya diphatlhatiro tse meepo 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 babatlatiro ba ba tshwanelegang tse di tshwanetseng go kwalwa ka 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 tlhabololo ya bokgoni. (iii). Leano la botlhomasekao le go diragadiwa ga lone tumalanong le leano la tlhabololo ya bokgoni le ditlhokego tsa ditlhopha tsa tlhatlhelelo (iv). Leano la boithutela tiro mo tirong le dibasari le go diragadiwa ga go lone tumalanong le leano la tlhabololo ya bokgoni; le	Tlhabololo ya Dikgono tsa Babereki (Molawana 46(b))



MOLAWANA	DIPATLAFALO	KAROLO E GO BUIWANG KA YONE
	(v). 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 tsayang karolo mo meepo le 40% ya batho ba Aforika Borwa ba ba neng ba tlodisiwa matlho mo nakong e e fetileng (historically disadvantaged South African [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 thulaganyo ya bogologolo.	
Molawana 46c:	(c) lenaneo la tlhabololo ya ikonomi ya loago le le tshwanetseng go akaretsa - (i). tlhaloso ya maemo a loago le ikonomi a lefelo le moepo o leng mo go lone - (ii). ditiro tsa konokono tsa ikonomi tsa lefelo le moepo o leng mo go yone. (iii). kafa moepo o tlileng go ama baaging ba lefelo leo ka gone le mo metseng e babereki ba tswang mo go yone. (iv). diporojeke tsa dikago le ditsela le go fedisa lehuma tse moepo o tla di tshetsang go ya ka Togamaano e e Kopantsweng ya Tlhabololo ya mafelo a moepo o leng mo go one le mafelo a magolo a babereki ba tswang mo go one. (v). dikgato tse di tla dirisiwang go baakanya maemo a bonno le a botshelo a babereki ba mo meepo. (vi). dikgato tsa go tlhokomela dijo tse di nang le dikotla tsa badiri ba kwa meepo; le (vii). leano la go tswaledisa pele go batliwa ga dilo le tiragatso ya lona mo dikhamphaneng tsa HDSA malebana le dilo tse di dirisiwang go dira tse dingwe, ditirelo le dilwana tse di dirisiwang le go tlhalosiwa ga patlo ya dilo e e tshwanetseng go tladiwa mo teng ga Form T e e mo go Annexure II.	Molao wa Naga wa Tswelediso ya Ikonomi 46(c)
Molawana 46d:	(d) ditiro tse di amanang le tsamaiso ya go fokotsa le go kgaolwa mo tirong tse di tshwanetseng go akaretsa - (i). go tlhongwa ga foramo ya nako e e tlang. (ii). dithulaganyo tsa go boloka ditiro le go dira gore batho ba se ka ba latlhegelwa ke ditiro le go fokotsega ga ditiro. (iii). ditsamaiso tsa go naya ditharabololo tse dingwe le ditsamaiso tsa go dira gore go nne le tshireletsego ya ditiro fa tatlhegelo ya ditiro e ka se kang ya tilwa; le (iv). ditsamaiso tsa go tokafatsa go amiwa ga batho, dikgaolo le dikonomi ke loago le ikonomi fa go na le tlhomamisiwa gore batho ba tlile go kgaolwa mo ditirong le kgotsa go tswala moepo.	Lenaneo la go laola go Fokodiwa le go Kgaolwa ga Babereki mo Tirong Molawana 46(d)

MOEPO WA PLATINUM WA STYLDRIFT
TOGOMAANO YA BATHO LE BABEREKI (SLP)
 2020 – 2024

MOLAWANA	DIPATLAFALO	KAROLO E GO BUIWANG KA YONE
Molawana 46e:	(e) go naya tšhelete ya go diragatsa leano la loago le babereki mabapi le tiragatso ya – (i). lenaneo la tswelediso ya babereki. (ii). lenaneo la tswelediso ya ikonomi ya naga; le (iii). ditiro tsa go laola go fokodiwa ga babereki le go kgaolwa mo tirong.	Go Tlamelwa ka Tšhelete – Molawana 46(e)
Molawana 46f:	(f) Maitlamo a mong wa tshwanelo ya go epa go tlhomamisa gore go dirwa tumalanong le leano la loago le babereki le go itsise babereki ka lone.	Maitlamo – Molawana 46(f)



Ketapele ka Khamphane

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

1



1

Ketapele ka Khamphane

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

1.1 Dintlha tsa Khamphane

Lenaneothalo 1: Ditlhaloso ka khamphane

NTLHA	DINTLHA
a) Leina la Khamphane/modirakopo	Impala-Bafokeng
b) Leina la moepo/ ditiro tsa tlhagisotiro	Moepo wa Polatinamo wa Styldrift
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 2 251 / +27(0) 14 573 1 300
f) Nomoro ya Fekese	+27(0) 86 771 2 246
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 Polatinamo wa Bojanala
k) Mmasepala	Mmasepala wa Selegae wa Rustenburg
l) Nako e moepo o nnileng teng ka yone	Dingwaga tse 30
m) Ngwaga wa ditšhelete	31 Sedimonthole
n) Ngwaga o go begwang ka one	31 Mopitlwe ngwaga le ngwaga
a) Motho yo o Ikarabelelang	██████████ – SNR HR Manager Operations



1.2 Tshimololo

Leano la Loago le Babereki (Social and Labour Plan [SLP]) leno la dingwaga di le tlhano le newa ke Styldrift Platinum Mine (Pty) Ltd (e morago ga fano e tla bidiwang Styldrift) go ya ka dipatlafalo tsa Development of Mineral and Petroleum Resources Development Act (Molao wa bo-28 wa 2002) (MPRDA). Go dirwa le go romelwa ga SLP ke selo se se batliwang ke MPRDA mme e tihalosa mananeo a loago le babereki a botshelo jotlehe jwa moepo.

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

- Rotloetsa go thapiwa le go tsewedisiwa ga batho ba loago le ikonomi ya Aforika Borwa yotlehe.
- Go nna le seabe mo go fetoleng intaseteri ya meepo.
- Go tlhomamisa gore beng ba ditshwanelo tsa meepo ba nna le seabe mo tsewedising ya loago le ikonomi ya mafelo a go dirwang mo go one.

Kgatelopele mo go diragatseng ditlamego tse di tihalosiwang mo mananeong a a tihalositsweng mo SLP mabapi le Human Resource Development (HRD), Local

Economic Development (LED), Theko ya Dithoto, Matlo le Maemo a Botshelo le Tsamaiso ya go Fokotsa Babereki le go ba Kgaola mo tironbg e tla begwa ngwaga le ngwaga kwa Lefapheng la Kgaolo ya Bokone-Bophirima la Dithoto tsa Diminerale (Department of Mineral Resources [DMR]).

Styldrift SLP e ne ya romelwa lantlha ka 2019 gore e diragadiwe ka 2020-2024. DMRE e ne ya dira tshekatsheko ya lefelo mme ya kopa Impala-Bafokeng Platinum go romela gape di-SLP tsa bone tsa ditiro tsotlehe tsa bone di na le dintlha tse di latelang tsa tlaleletso:

- Tshedimosetso e nngwe ka diporojeke tsa Tsewediso ya Ikonomi ya Naga.
- Go kgaoganya diporojeke ka ditlhophah tse di farologaneng go ya ka batho ba ba amogelang thuso.
- Tihaloso ya leano le le rulaganyeditsweng go tlogela kgotsa go naya diporojeke tse di farologaneng.

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

1.3 Khamphane

The Royal Bafokeng Nation (RBN) e ne e le monaledishere yo mogolo mo Impala-Bafokeng Platinum (IB) go tloga ka 2010 go fitlha ka Ngwanaatsele 2021, fa RBN e ne e tsena mo tumalanong mme ya rekisetsa Northam Platinum Holdings (NTM) 34,52% ya dishere tsa yone. Impala-Bafokeng e ne gape e le karolo ya kgwebo e nngwe fa Impala Platinum Holdings (IMP), go ya ka papatso ya yone e e patelesegang ya go reka dishere tsotlehe tsa Impala-Bafokeng e ne santlha e reka 56,02% mme ka 2023 ya kgona go reka 98,35% ya dishere. Impala-Bafokeng, eo pele e neng e itsiwe jaaka RBPlat e ne ya ntshiwa mo Johannesburg Stock Exchange (JSE) mme jaanong ke setlamo-potlana sa Impala Platinum Holdings (IMP). Monaledishere yo mogolo wa Impala-Bafokeng jaanong ke IMP (98.35%), ka 1.65% e santse e le ya Royal Bafokeng Holdings (RBH), leba Setshwantsho 1.

Impala-Bafokeng e na le ditiro di le tharo: Bafokeng Rasimone Platinum Mine (BRPM), Styldrift Mine, Maseve. Moepo wa Maseve o santse o tlhokometswe le go baakanngwa. Ditiro di bokgakaleng jo bo ka nngang 30km Bokone-Bophirima jwa toropo ya Rustenburg kwa porofenseng ya Bokone Bophirima ya Aforika Borwa Batho ba lefelo leo ke Bafokeng ba ba remeletsengb thata mo Macharora (mo metseng ya Chaneng, Mafenya, Robega le Rasimone). Matlotlo a Impala-Bafokeng ke one fela a a botlhokwa a a seng boteng a boleng jo bo kwa godimo jwa ditswammung tsa Merensky go santse go na le a a epiwang kwa Western Limb ya Bushveld Complex mo Afrika Borwa mme a ka dirisiwa mo dingwageng tse di ka nngang 60 tse di tlang.

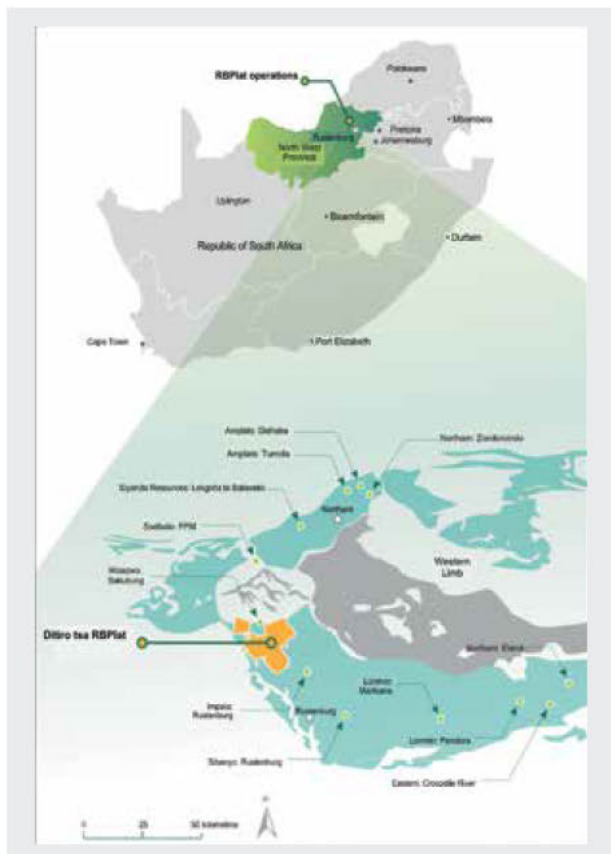




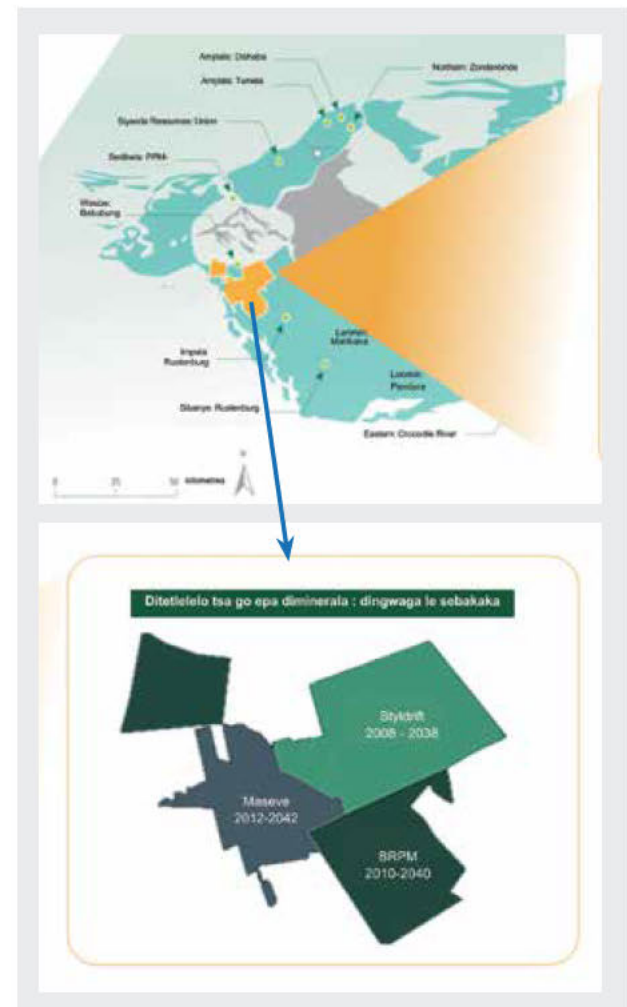
1.4 Lefelo

Styl drift ke moepo o o tlhabolotsweng ka botlalo o o leng kwa bokone-bophirima jwa Bushveld Complex. Moepo ono o kwa Rustenburg Local Municipality ya North-West Province, mo e ka nnang dikilometara di le 38 kwa bokone jwa Rustenburg. Styl drift e mo polasing ya Boschkoppe, e e leng ya Royal Bafokeng Administration mo boemong jwa beng ba polasi, RBN. Moepo ono o agilwe ka go dirisana mmogo thata le Royal Bafokeng Nation mme go dirilwe ditšhono tse dintsi tsa ditiro. Lefelo le moepo o letleletsweng go le hira le bogolo jwa diheketara di le 3 860, le na le sekgala se go ntshediwang kwa go sone sa

dikilometara di le thataro. Toropo ya Rasimone le lefelo la Robega di mo kgaolong e moepo o reboletsweng go le hirisa, fa bontlhanngwe jwa toropo ya Chaneng yone e le mo kgaolong e e tshwanang. Tiro ya moepo le ya go dira mo moepong e ikaegile ka dikhuti tse pedi tse di welang kwa tlase le sedirisiwa sa segompiano sa khonsentereitha. Tsela ya konokono ya go tsena kwa moepong ke ka ditsela tsa sekontere, mme seporo sa Rustenburg-Thabazimbi se kgbaganya lefelo le moepo o letleletsweng go le hirisa mo e ka nnang kwa borwa-bokone



Setshwantsho 2: Lefelo la Ditiro tsa IMPALA-BAFOKENG



Setshwantsho 3: Lefelo la Ditsetelelo tsa Moepo

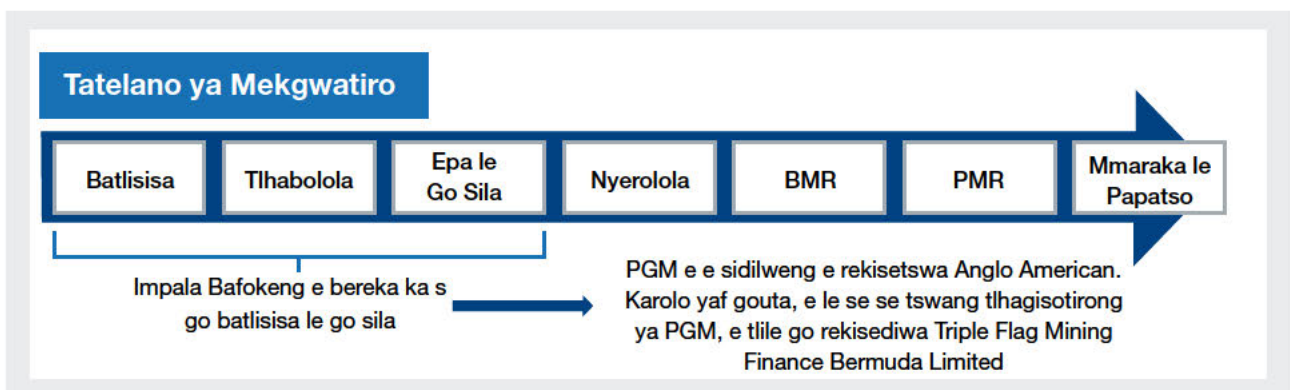
1.5 Ponelopele, Boikaelelo, Le Maitlamo a Kgwebo

Boikaelelo jwa rona ke go dira isagwe e e botoka mme ponelopele ya rona ke go nna montshadimetale wa botlhokwa thata e bile a bontsha boikarabelo ka go direla banaleseabe ba isagwe e e botoka. Mekgwatiro ya rona e tlhalosiwa mo setshwantshong se se fa tlase:



Setshwantsho 4: Ponelopele, Boikaelelo le Maitlamo a Kgwebo

Tatelano ya dikgato tsa tiro ya IMPALA-BAFOKENG e bontshiwa mo setshwantshong se se fa tlase (Setshwantsho 5).



Setshwantsho 5: Tatelano ya Dikgato tsa Tiro ya IMPALA-BAFOKENG



1.6 Bogolo le Mofuta wa Babereki

Lenaneothalo 2: Bogolo le Mofuta wa Babereki

(Borakonteraka ba Leruri, ba Nako e e Tlhomilweng le ba Bogolo jwa Tiro).

MAFELO A BABEREKI BA TSWANG KWA GO ONE	PALO YOTLHE	%
Kapa Botlhaba	198	4,4%
Free State	220	4,9%
Gauteng	424	9,4%
KwaZulu Natal	76	1,7%
Lesotho	19	0,4%
Limpopo	321	7,1%
Mozambique	57	1,3%
Mpumalanga	167	3,7%
Northern Cape	54	1,2%
Bokone-Bophirima	2 872	63,5%
A Mangwe	10	0,2%
Swaziland	1	0,0%
Kapa Bophirima	7	0,2%
Zimbabwe	97	2,1%
Palo Yotlhe	4 523	
BA LERURI		
	3 379	
PALO		
	1 144	



1.7 Kakaretso ya Tshobokanyo ya SLP

Lenaneothalo 3: Ditekanyo tsa SLP le Mekgele go ya ka Lefelo

LEFELO LA SLP	TEKANYO	MOKGELE
Tlanelo ka Matlo le Maemo a Botshelo	Palo ya Matlo a a agilweng fa e sale porojeke eno e simologa ka 2014	2 677
	Palo ya Bathapiwa ba ba Newang Thuso Madi a go Nna le Ntlo	Sepe
	Palo ya Babereki ba ba Newang Thuso Madi a go Nna Kgakala le Moepo	Sepe
Theko ya Dithoto le Tswelediso ya Kgwebo Dithoto tsa mo Moepong	<i>Tse e leng tsa HDP ebile di Laolwa ke Yone (50%+1) – Dithoto tsa Moepo</i>	70%
	<i>Tse e leng tsa HDP ebile di Laolwa ke Yone (50%+1) – Ditirelo tsa Moepo</i>	80%
Tekatekano mo Tirong	Boto	50%
	Bolaodi jwa Bokhuduthamaga	50%
	Bolaodi jo bo kwa Godimo (Ditiro tsa Stydrift)	60%
	Bolaodi jo bo Magareng (Ditiro tsa Stydrift)	60%
	Bolaodi jo bo kwa Tlase (Ditiro tsa Stydrift)	70%
	Bokgoni jwa Konokono le jwa Botlhokwa	60%
	Go Nna le Bogole	1,5%
Basadi ba ba mo Bolaoding	Boto	20%
	Bolaodi jwa Bokhuduthamaga	20%
	Bolaodi jo bo kwa Godimo (Ditiro tsa Stydrift)	25%
	Bolaodi jo bo Magareng (Ditiro tsa Stydrift)	25%
	Bolaodi jo bo kwa Tlase (Ditiro tsa Stydrift)	30%
Thabololo ya Bokgoni jwa Babereki	Ditshenyegelo tsa HRD jaaka peresente ya palogotlhe ya dituelo tsa ngwaga le ngwaga (ntle le lekgetho le le patelediwang la thabololo ya bokgoni).	5%
Tlhabololo ya Morafe wa mo Moepong	Madi otlhe a a dirisitsweng mo morafeng wa lefelo	1% ¹

¹ Go ikaegilwe ka go nna teng ga poelo e e lekaneng morago ga lekgetho



Tlhabololo ya Bokgoni jwa Babereki

Molawana wa 46 (b)

2



Tlhabololo ya Bokgoni jwa Babereki

Molawana wa 46 (b)

2.1 Tshimololo

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

Lenaneothalo 4: Tse di batliwang ke HRD go ya ka Molawana ya MPRDA:

TEMANA YA SLP	MOLAWANA	DITENG
1.8	Molawana 46 (b) (i) (aa)	Leano la Tswalediso ya Bokgoni – palo ya babereki le maemo a thutego
1.13	Molawana 46 (b) (i) (bb)	Leano la Tswalediso ya Bokgoni – diphatlhatiro tse di tshwanetseng go tladiwa
1.13	Molawana 46 (b) (ii)	Thulaganyo ya Kgatelopele mabapi le Tiro le tiragatso ya yone tumalanong le Leano la Tlhabololo ya Bokgoni.
1.14	Molawana 46 (b) (iii)	Leano la Botlhomasekao le tiragatso ya lone tumalanong le Leano la Tlhabololo ya Bokgoni.
1.15	Molawana 46 (b) (iv)	Leano la Boithutelatiro mo Tirong le Dibasari le go diragadiwa ga lone tumalanong le Leano la Tlhabololo ya Bokgoni.
1.7	Molawana 46 (b) (v)	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 tsayang karolo mo meepo le 40% ya batho ba Aforika Borwa ba ba neng ba tlodisiwa matlho mo nakong e e fetileng (historically disadvantaged South African [HDSA]) ba ba tsayang karolo mo maemong a bolaodi mo dingwageng di le 5 morago ga go newa tshwanelo kgotsa go fetolwa ga tshwanelo ya thulaganyo ya bogologolo.

2.2 Tshobokanyo e Khutshwane ya Tlhabololo ya Bokgoni jwa Tiro (HRD)

Dipilara tse nné tsa leano la rona di diretswe go re thusa go dira gore go nne le kgolo ya banaleseabe botlhe gammogo le babereki le baagi ba re dirang mo lefelong la bone, Mokgele wa Tlhabololo ya Bokgoni jaaka o tlhalositswe mo Molaong wa Tlhabololo ya Bokgoni (go akaretsa tlhabololo ya bokgoni e e diragadiwang jaaka karolo ya maiteko a rona a tswalediso ya setšhaba) a lekana le 5% ya palogotlhe ya dituelo tsotlhe tsa Impala-Bafokeng. Go tokafatsa dithuso tsa tlhabololo ya bokgoni, Impala-Bafokeng e dirile Leano la Tsamaiso ya Talenta le le dirisang tsamaiso ya go rulaganya 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 fitlhelela le go feta mekgele ya tekatekano ya Mining Charter III, e e leng kgwetlho e kgolo thata malebana le basadi mo meepo.

Dikgato tse di tserweng ke Impala-Bafokeng go netefatsa gore go fitlhelelwa ka bonako ga mekgele go akaretsa Togamaano ya Phetogo e e maatlafatsang ditlhophatso tsa batho ba ba neng ba tlodisiwa matlho mo nakong e e fetileng. Go gatelela maitlamo a rona, kgato e nngwe e re e tsereng ke go tlhoma mokgele wa go nna le seabe ga 60% ya basadi mo dithulaganyong tsotlhe tsa katiso. Maitlamo a magolo ke go oketsa go nna le seabe ga basadi mo dithulaganyong tsa katiso jaaka



karolo ya kgatelopele ya ka bonako go ya kwa maemong a a kwa godimo a botsamaisi le boeteledipele. Go tsewa ga batho go kgaogantswe ka morafe le bong go tsamaelana le dikaelo tsa Mining Charter III tsa go bega ka botegeniki. National Mining Qualifications Authority (MQA) e e tlhomamisitse lefelola-katiso la Styldrift le go le naya setifikeiti sa ISO 9001 gore le tlamele ka katiso, e e tlhomamisang gore mongwe le mongwe yo o fetsang khoso ya katiso mo lefelong leo o nawa setifikeiti se se amogelwang mo nageng yotlhe. Lefelo leno le ne la tswelala le na le bokgoni jwa lone jwa go katisa morago ga gore MQA e dire tshekatsheko ya go ba naya disetifikeiti tse disha.

Dithuto tsa go katisa tse di rutwang ke tse di latelang:

- a) **Katiso ya semolao le e e patelesegang ya babereki ba rona ba nako e e tletseng le borakonteraka.**
- b) **Katiso le tlhabololo ya SLP** ya babereki, borakonteraka, le maloko a setšhaba, e e akaretsang Adult Education Training (AET) le katiso ya bokgoni jo bo ka dirisiwang mo mafapheng a mangwe; le
- c) **Mananeo a Tlhabololo ya Boeteledipele le Botsamaisi**, go akaretsa katiso ya boeteledipele ya baeteledipele ba setšhaba.

Thabololo ya Bokgoni jwa Babereki ke karolo e e botlhokwa ya katlego, ya phetogo le kgolo e e tswelelang. E re ka intaseteri ya meepo e ikaegile ka kitso, maikaelelo a Mining Charter, ya 2018 ke go:

- a) Tlhagisa badiri ba ba nang le bokgoni, ba ba katisitsweng, le ba mefufafuta go fitlhelela ditlhokego tsa intaseteri ya segompiano.

- b) Go tlhabolola bokgoni jo bo tla ntlafatsa go tlhagisotiro ya babereki le go tokafatsa ditšhono tsa go thapiwa ga Batho ba ba Neng ba Tlodisiwa Matlho mo Nakong e e Fetileng; le
- c) Go tlhabolola bokgoni jwa go tsamaisa kgwebo jo bo tokafatsang matshelo a batho le go dira gore ikonomi ya lefelo le ya kgaolo e e laolwang ke meepo e nne ya mefufafuta.

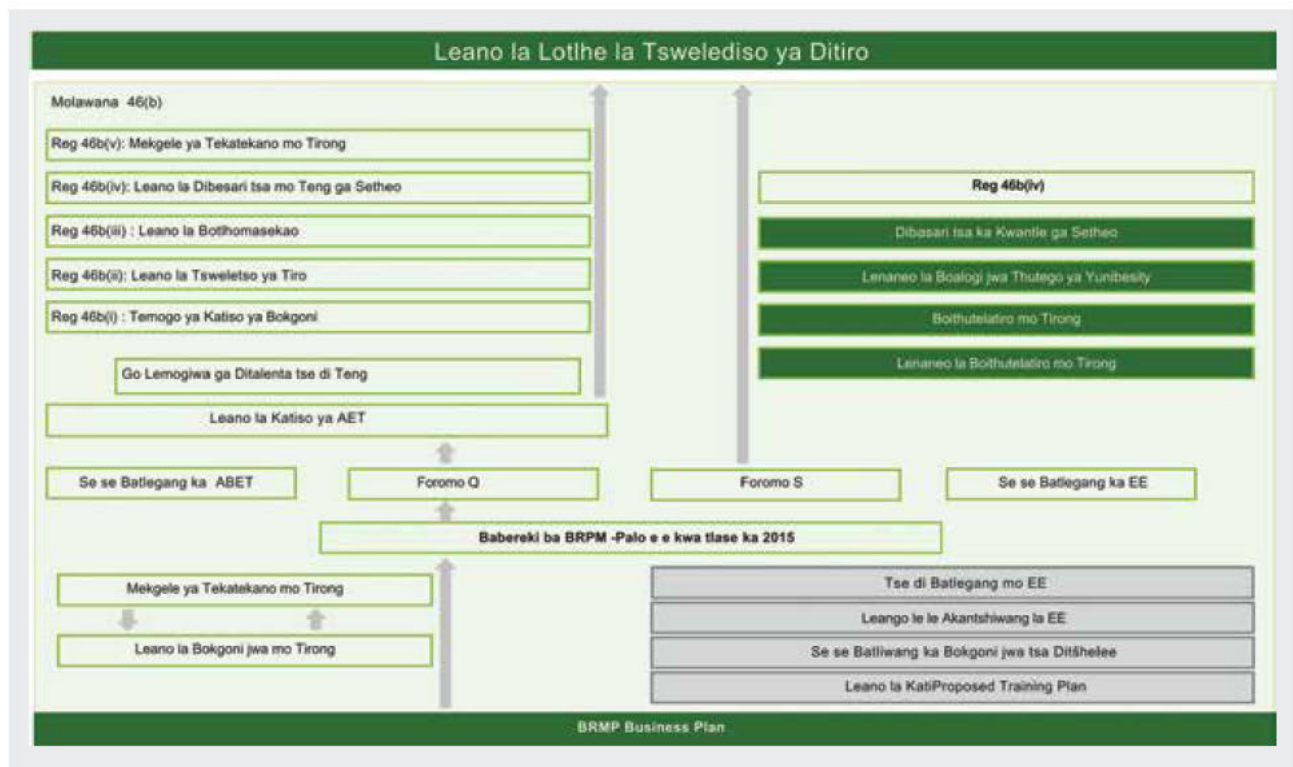
Leano la HRD le tsaya tsia kgang ya gore go na le tlhokego ya bokgoni jwa intaseteri ya meepo e bile go tshwanetse ga tlamelwa ka jone kwa Rustenburg go lebisitswe ka tlamalalo mo bokgoning jo bo tlaelang le jo bo botlhokwa. Tlhabololo ya boeteledipele jwa HDSA ke karolo ya botlhokwa ya togamaano e e akaretsang go tlhama thulaganyo e e tswelelang ya boeteledipele jwa HDSA. HRD e tsamaisiwa mo maemong otlhe a go thapiwa mme gape e tsewa e le karolo e e botlhokwa thata ya go fitlhelela maitlomo a moepo a go dira gore go nne le Tekatekano mo Tirong. Ka jalo, dithulaganyo tsa HRD ya moepo di nna di tsamaisanngwa le Ditogamaano tsa Bokgoni jwa kwa Tirong (Workplace Skills Plans [WSP]) le go tsenngwa mo leanong la kgwebo la nako e telele go akaretsa le ditlhokego tsa tlhabololo ya boleng jwa batho tsa lobaka lo lo khutshwane, lo lo mo magareng le lo lo leele tsa khamphane eno.

Moepo o ititeile sehuba go tlhomamisa gore babereki ba one, go akarediwa le babereki ba konteraka, ba fiwa tšhono ya go nna le bokgoni le botswere jwa go fitlhelela mekgele ya motho ka nosi le ya khamphane mo mabakeng a maitlomo a moepo a tiro le tsweliso ya lefelo leno.



2.3 Thulaganyo ya HRD

Ditogomaano tsa HRD ya moepo di tsamaisanngwa le leano la kgwebo la moepo ono. Tlhabololo ya boeteledipele jwa nako e e tlang jwa HDSA e botlhokwa thata e bile ke leano la botlhokwa la gore moepo ono o tswelele.



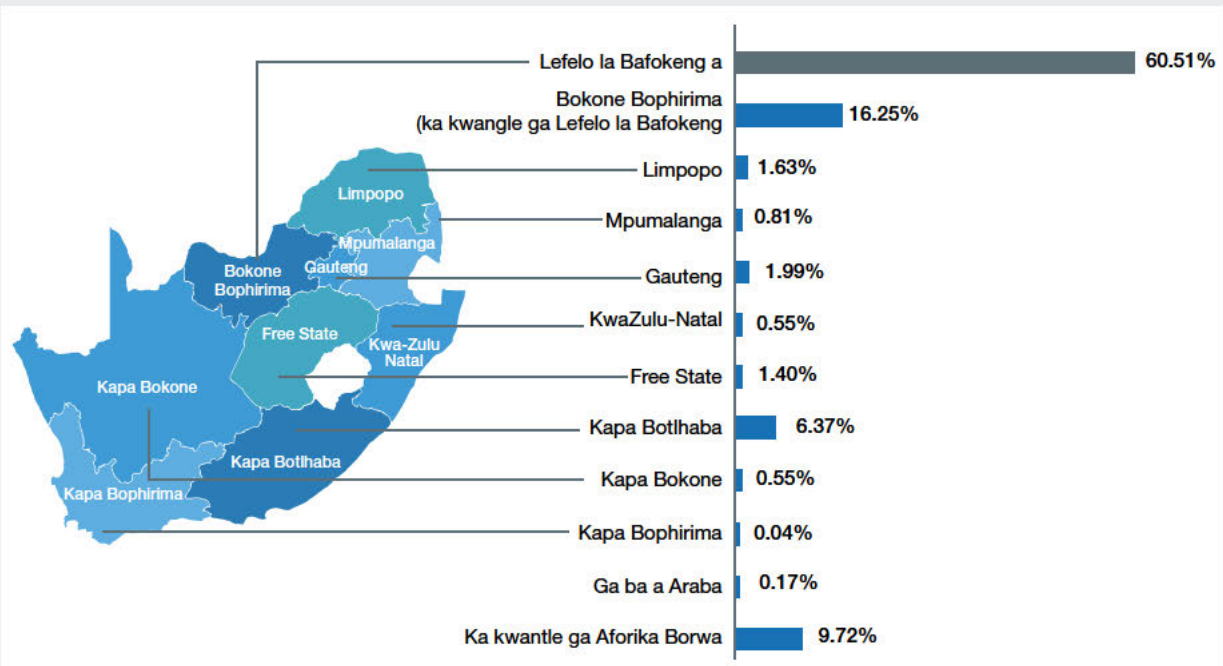
Setshwantsho 6: Thulaganyo ya HRD

2.4 Mefuta ya Batho ba mo Moepong ono

2.4.1 Mafelo a Motseselegae a Babereki ba Tswang mo go One

Lefelo la motseselegae le le romelang babereki ke mmasepala o o ka kwantle ga baagi o moepo o tsayang babereki mo go one. Gantsi e batla e nna mo go se ka tlwaelo se tswang e le lefelo la metseselegae 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 a Romelang Babereki a kgaolo ya RBN

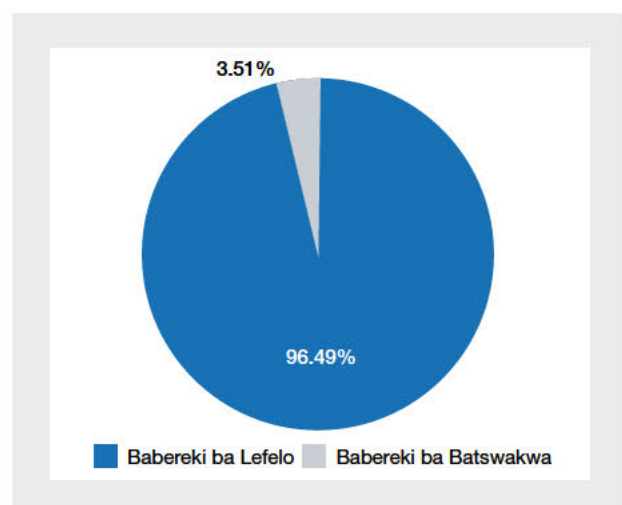
2.4.2 Babereki ba Moepo

Mo maemong ano a Leano la Loago le Babereki, badiri ba kwa meepong ba tihlasiwa e le babereki bao ba thapilweng ka tihamalalo ke Styltdrift le ba ba berekelang borakonteraka ba ba ikemetseng ka nosi.

Babereki ba kgaoganngwa ka ditlhophah tse tharo tseno:

- a) Babereki ba lefelo ke ba ba tswang mo baaging ba moo moepo o leng teng.
- b) Babereki ba ba tswang kwa mafelong a mangwe ke baberekii ba ba tswang kwa dikgaolong tsa metseselegae, ba ba nnang mo dihoseteleng kgotsa mo mafelong a mangwe a bonno a ba a neilweng ke meepo mme ba se na batlhokomelwa ba semolao mo lefelong leo. Mefuta e meraro eno ya babereki ba ba tswang kwa mafelong a mangwe go buiwa ka yone mo Leanong la Babereki ba Loago:
 - i) Babereki ba ba tswang kwa mafelong a mangwe a porofense ke ba ba tswang kwa mafelong a a mo porofenseng ya moepo mme e le ka kwantle ga motse wa moepo.
 - ii) Babereki ba Aforika Borwa ba batswakwa ke ba ba tswang kwa dinageng tse di mabapi tsa mafatshe a Southern African Development Community (SADC). Ke babereki ba go tweng ba tswang kwa dinageng di sele mo teng ga Molao wa Mineral and Petroleum Resources Development Act.

- c) Babereki ba nakwana ke ba ba kopanyang tlhaloso ya badiri ba mo nageng eo le ba ba tswang kwa dinageng di sele ka go wela mo ditlhopheng tseno ka bobedi. Ka kakaretso, ke babereki ba ba tswang kwa dinageng di sele ba ba nang le nako e telele ba ntse ba bereka mo moepong, ba jaanong ba ratanang le batho ba lefelo leno mme jaanong ba na le malapa (a mabedi) mo toropong ya lefelo leno.



Setshwantsho 8: Babereki ba IMPALA-BAFOKENG (Ba Mono fa ba Bapisiwa le ba ba Tswang kwa Mafatsheng a Sele)



2.5 Go Dira Tumalanong le Molao wa Tlhabololo ya Bokgoni

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

Lenaneothalo 5: Bolaodi jwa SETA

LEINA LA SETA	
Nomoro ya kwadiso ya SETA e e maleba	L 820734343
A khamphane ya gago e tihomile Morulaganyi wa Tlhabololo ya Bokgoni? Fa e le ee, naya leina la motho yoo	
O romeletse setheo sefe leano la gago la bokgoni mo tirong?	MQA

Leano la Tlhabololo ya Bokgoni le tihalosa ka fa babereki ba tšile go newa tšhono ya go:

- Go kgona go buisa le go bala.
- Go tsaya karolo mo boithutelatiro mo tirong.
- Go tsaya karolo mo mananeong a bokgoni.
- go nna le bokgoni jo bo ka dirisiwang mo mafelong a mangwe; le
- go tsaya karolo mo ditseleng tse disha tse di farologaneng tsa go katisa.

Leano leno le akaretsa ditsela tse disha tse dintsi tsa mo lenaneong la 'Phitlhelelo e Kgolo ya go Kgona go Bala le go Kwala' ka thuto ya morago ga thuto ya yunibesithi. Mananeo ano a tšile go tsamaisana le tse di batliwang mo go National Qualifications Framework (NQF) le Mining Qualifications Authority (MQA). Boikaelelo jwa Tlhabololo ya Bokgoni

Thulaganyo ke gore go sekasekiwe le go kwala semolao maemo a gajaana a bokgoni le maemo a thuto a babereki botlhe le go dirisa seno jaaka motheo wa dithulaganyo tsa mo nakong e e tlang tsa tlhabololo ya bokgoni. Dithulaganyo tseno di rarabolola dikgoreletsi tsa gone jaanong tsa bokgoni le bokgoni kwa moepo mme di remelela thata mo ditlhokegong tsa katiso tsa babereki ba HDSA, mo go tlhabololeng ditsela tse di farologaneng tsa tiro le mo mananeong a botlhomasekao.

Tlhabololo ya bokgoni kwa Styldrift e direlwa mo lefelong la tiro le kwa ESTC (Engineering Skills Training Centre) kwa Randfontein, gammogo le kwa go lepe la mafelo a a rileng a a tlhophilweng ke batlamedi ba ditirelo. Mafelo otlhe a katiso a dirisa banalekitso ba tsa tlhabololo le bakatisi mme lengwe le lengwe la mafelo a katiso le na le disetifikeiti tsa ISO le makwaloitshupo a MQA e e tlhomamisang gore katiso e e neelwang e tumalanong le se se tlhokwang mo nageng eno.

Leano la Tlhabololo ya Bokgoni le dira tumalanong le molao wa tlhabololo ya bokgoni mme le akaretsa go romelwa gangwe le gape ga Workplace Skills Plan (WSP) le Annual Training Report (ATR). Se se akaretsa go duela le go kopa dituelo le dithuso kwa Sector Education and Training Authority (SETA) e e maleba e tiro e kwadisitsweng mo go yone, ke gore, Mining Qualifications Authority (MQA)

Go ngoka, go boloka, le go tlhabolola babereki ba bomankge ba nang le ditshwanelego tse di kwa godimo go laola le go etelela pele ke selo se se botlhokwa mo katlegong ya nako e telele ya tiro ya moepo. Tlhaelo e e tsewetseng ya bokgoni bongwe jwa botlhokwa mo intasetering ya meepo mo Aforika Borwa mmogo le tlhokego ya seno mo meepo e totobaditse botlhokwa jwa taolo e e siameng ya talente le tsewediso ya batho.

Lenaneothalo 6: (Foromo Q) Palo le maemo a thuto ya babereki ba ba kwadisitswe mo Styldrift le babereki ba ba mo konterakeng

FQ	Tlhaloso ya Maemo a NQF	Basadi				Banna					
		Moaforika	Wa Mmala	Mosweu	Palo ya Basadi Botlhe	Moaforika	Wa Mmala	Molintia	Mosweu	Palo-yothlhe ya Banna	Palo Yothlhe
LEVEL00	ABET 2/Mophato 3, Kereiti 5		-	-		1	-	-	-	1	1
	ABET 2/Mophato 5, Kereiti 7	1	-	-	1	2	-	-	-	2	3
	ABET01	1	-	-	1	11	-	-	-	11	12
	Ga Go Na Maemo a a Neilweng	3	-	-	3	11	-	-	-	11	14
	Ga a Tsena Sekolo		-	-		1	-	-	1	2	2
	Pele ga ABET		-	-		10	-	-	-	10	10
LEVEL01	ABET 4/Mophato 7, Kereiti 9	1	-	-	1	11	-	-	-	11	12
LEVEL02	Mophato 8/Kereiti 10, NATED 1/NCV Maemo 1	201	3	-	204	673	5		19	697	901
LEVEL03	Mophato 9/Kereiti 11, NATED 1/NCV Maemo 2	37	-	-	37	231	7	1	52	291	328
LEVEL04	Ga Go Na Maemo a a Neilweng	-	-		1		-	1	2	2	
LEVEL05	Mophato 10/Kereiti 12, NATED 1/NCV Maemo 3	325	3	5	333	884	2	-	54	940	1 273
	National Certificate/Diploma/Advanced Certificate	7	-		7	884	2	-	54	940	1 273
	National/Higher Certificate	53	-	4	57	9		-	1	10	17
	Ga Go Na Maemo a a Neilweng	2	-	-	2	148	5	-	31	184	241
	Ga a Tsena Sekolo	-	-	-		2		-	-	2	4
	Mophato 10/Kereiti 12, NATED 1/NCV Maemo 3	2	-	-	2	1	-	-	-	1	1
	Mophato 9/Kereiti 11, NATED 1/NCV Maemo 2	4	-	-	4	5	-	-	1	6	8





Lenaneoethalo 6: (Foromo Q) Palo le maemo a thuto ya babereki ba ba kwadisitswe mo Styldrift le babereki ba ba mo konterakeng

FQ	Tlhaloso ya Maemo a NQF	Basadi				Banna					
		Moaforika	Wa Mmala	Mosweu	Palo ya Basadi Botlhe	Moaforika	Wa Mmala	MoIntia	Mosweu	Palo-yothhe ya Banna	Palo Yothhe
LEVEL06	National Certificate/ Diploma/Advanced Certificate	8	-	-	8	22	-	-	2	24	32
	National/Higher Certificate			-		1	-	-	-	1	1
	Bachelor Honours Degree/ Postgraduate Diploma	3	-		3	8	-	-	-	8	11
LEVEL07	National Certificate/Advanced Diploma/B	20	1		21	26	-	-	2	28	49
	National Certificate/Diploma/ Advanced Certificate		-	-		1	-	-	-	1	1
	National/Higher Certificate	1	-	-	1		-	-	-		1
LEVEL08	Bachelor Honours Degree/ Postgraduate Diploma	6	1		7	2	-	-	-	2	9
	National Certificate/Diploma/ Advanced Certificate	-	-	-		1	-	-	-	1	1
LEVEL09	National Certificate/Master's Degree/Masters	-	-	-		7	-	-	-	7	7
Thutego ga ya bolelwa	Thutego ga ya bolelwa	118	3	1	122	294	1	-	13	308	430
Palo Yothhe		793	11	10	814	2 364	20	1	180	2 565	3 379



2.6 Adult Education Training (AET)

2.6.1 Tshobokanyo

Styldrift e dumela gore e na le maikarabelo a go tihatlosa maemo a go itse go bala le go kwala a babereki botlhe ba ba tsewang ba sa itse go bala le go kwala mme e neetse bontsi jwa babereki ba ba sa itseng go bala le go kwala tšhono ya go bona thutego e e ntseng jalo. Styldrift e ititeile 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 ka tsela e e babalesegileng le ka botswerere.

Styldrift e tswelala go dumela gore go neelwa ga AET go na le ditlamorago tse di siameng mo go kgoneng ga badiri ba yone go buisana ka botswerere le ka pabalesego. Mo godimo ga moo, e naya badiri ba yone tšhono ya go tokafatsa bokgoni jwa bone le go fitlhelela bokgoni jwa bone ka botlalo.

Babereki, borakonteraka, le maloko a baagi ba neilwe tšhono ya katiso e e tswelelang ya AET. Bontsi jwa mananeo ano a AET mo nakong eno a newa ka nako ya gago. AET Centre e na le dinako tse di fetofetogang go tihomamisa gore mongwe le mongwe o ka kgona go tla ditlolaseng tseno.

2.6.2 Maemo a go Kgona 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 a leng teng gompiono, bathapiwa le borakonteraka ba newa tšhono ya go nna le seabe mo thapisong ya AET go oketsa maemo a bone a go itse go bala le go kwala.

Tiro eno e amogela maikarabelo a go tihatlosa maemo a go itse go bala le go kwala ga babereki botlhe ba ba iseng ba nne le thutego ya AET Level 4 e bile ba neetse babereki ba ba sa itseng go bala le go kwala tšhono ya go bona thutego e e ntseng jalo. Styldrift e ititeile sehuba go tokafatsa maemo a bokgoni a babereki botlhe, gammogo le go dira gore ba nne le bokgoni jo bo feletseng jwa go dira ka tsela e e babalesegileng le ka botswerere. Babereki botlhe ba nna ba ntse ba itsisiwe ka ga melemo ya batho ka bongwe le ya tiro ya go tokafatsa maemo a thutego ya bone. Babereki botlhe ba ba ikwadisetsang katiso ya AET ba tihatlhobiwa ka go dirisa mekgwa ya go ithuta e e fetileng (*recognition of prior learning [RPL]*) mme 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 tihama leano la go naya babereki botlhe ba ba sa itseng go bala le go kwala tšhono e e tshwanang.



2.6.4 Katiso e e Rulagantsweng: Nako ya Gago ya AET

Lenaneothalo 7: Kgaoganyo ya Adult Education Training: Nako ya Babereki

MOFUTA/ LEFELO LA KATISO	BABEREKI BA BA KWADISITSWENG BA AET BA NAKO YA BONE						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Pre-AET	0	3	5	7	2	2	19
AET Level 1		7	9	11	2	2	31
AET Level 2		9	11	13	2	2	37
AET Level 3		5	7	9	2	2	25
AET Level 4		4	6	8	2	2	22
FLC		2	4	6	2	2	16
GETC		2	4	6	2	2	16
Palogotlhe	0	32	46	60	14	14	166

2.6.5 Katiso e e Rulagantsweng: Borakonteraka ba AET Ba Nako ya Bone

Lenaneothalo 8: Kgaoganyo ya Adult Education Training: Borakonteraka

MOFUTA/ LEFELO LA KATISO	BORAKONTERAKA BA AET BA NAKO YA BONE						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Pre-AET	0	3	5	7	2	2	19
AET Level 1		4	6	8	2	2	22
AET Level 2		4	6	8	2	2	22
AET Level 3		6	8	10	2	2	28
AET Level 4		2	4	6	2	2	16
FLC		0	2	4	2	2	10
GETC		2	4	6	2	2	16
Palogotlhe	0	21	35	49	14	14	133



2.6.6 Katiso e e Rulagantsweng: Morafe wa AET wa Nako ya Bone

Lenaneothalo 9: Kgaoganyo ya Adult Education Training: Morafe

MOFUTA/ LEFELO LA KATISO	MORAFE WA AET WA NAKO YA BONE						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Pre-AET	0	2	4	6	5	5	22
AET Level 1		2	4	6	5	5	22
AET Level 2		3	5	7	5	5	25
AET Level 3		2	4	6	5	5	22
AET Level 4		1	3	5	5	5	19
FLC		0	2	4	5	5	16
GETC		1	3	5	5	5	19
Palagotlhe	0	11	25	39	35	35	145

2.7 Katiso ya Konokono ya Kgwebo

2.7.1 Katiso ya Konokono ya Kgwebo (Meepo, Boenjenere)

Katiso ya konokono ya kgwebo e tihlosiwa go ya ka molao jaaka e e amanang le meepo le boenjeniri, (go sa akarediwe go ithutela tiro mo tirong). Go botlhokwa thata

gore tiro e remelele mo go tihomamiseng gore babereki botlhe ba katisitswe sentle le go nna le bokgoni mo katisong ya konokono ya ditiro tse di farologaneng tse ba di dirang.

Lenaneothalo 10: Kgaoganyo ya Adult Education Training: Morafe

MOFUTA/ LEFELO LA KATISO	KATISO YA KONOKONO					
	Mokgele le Tatelano ya Nako					
	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Meepo	2	2	3	1	1	9
Boinjiniere	2	2	3	1	1	9
MRM	2	2	3	1	1	9
Palagotlhe	6	6	9	3	3	27



2.8. Boithutelotiro mo Tirong

2.8.1 Tshobokanyo

Boithutelotiro mo tirong ke lenaneo la go ithuta ke le le kwadisitsweng le le le amogetsweng le le akaretsang boitemogelo jwa tiro ya sebele, gammogo le dithuto tsa go bala fela, ka go dira jalo di kopanya go ithuta mo lefelong la tiro le mo setheong Dithutokatiso di dira goroe barutwana ba dire ka natla go nna le thutego fa ba ntse ba bereka.

Styl drift e tla tswelela ka go naya baagi ba metse e e gaufi dithulaganyo tsa go ithutelatiro mo tirong, gammogo le baithuti ba ba ikwadisitseng mo ditheong tse di farologaneng tsa thuto ya morago ga materiki. Boikaelelo jwa go ithutela tiro mo tirong mono e tla nna go tihatthelela babereki gore ba nne le bokgoni jo bo tla ba thusang go dira maikarabelo a bone ka botswerere, gore ba nne le botswelelopele mo maemong a mangwe mo Styl drift, fa go na le tlhokego.

Tiro eno e naya babereki ba yone Boithutelatiro mo Tirong mo Meepong le mo Boenjenere fela. Baithuti ba boenjenere le ba bodithekeniki ba romelwa kwa Engineering Skills Training Centre (ESTC) kwa Randfontein go ya go katisiwa. Boithutelatiro jwa meepo bo direlwa mo madirelong a yone.

Styl drift e tla netefatsa gore leano la yone la go ithutela tiro mo tirong le tsamaisana le melawana ya khampani le maitlamo a Mining Charter jaaka go tlhalositswe fa tlase:

- Maitlamo a go tlhopha 80% ya ba-HDSA go tsenngwa mo mananeong ano.
- 25% ya boithutelatiro mo tirong jwa HDSA bo tla beelwa basadi.
- 20% e e setseng e tla newa batho ba eseng ba di-HDSA;p le
- Morago ga go tsaya karolo jaaka moithuti, moithuti mongwe le mongwe o tla kopiwa go tsena mo tumalanong ya go nna motlhomasekao mme o tla bewa leitho morago ga sephatlo sa ngwaga sengwe le sengwe go tlhomamisa gore botsalano jono bo na le mosola. Tseno e tiile go nna dikgato tse di tsewang go tlhomamisa gore moepo o fitlhelela mekgele ya one.

2.8.2. Boithutelatiro mo Tirong (Moepo mo Teng)

Go ithutelatiro mo tirong ke lenaneo le le rulagantsweng le le kwadisitsweng mo Lefapheng la Babereki, mo moithuti a bonang maitemogelo a go dira ya mofuta o o rileng le ka sebaka se se rileng mo a felelang a na le thutego e e kwadisitsweng mo NQF e e ka dirisiwang mo tirong e e rileng. Lereo la mo teng le raya baithuti ba ba thapilweng ke Styl drift (S18.1). Gape, ba ba akarediwa mo maemong ano ke baithuti botlhe ba mo teng ba ba simololang go boithutelatiro mo tirong mo go kwadisitsweng jaaka go tlhalositswe mo molaong wa Tlhabololo ya Bokgoni.

Lenaneothalo 11: Boithutelatiro mo Tirong jwa Meepo: Karolo 18 (1)

MOFUTA/ LEFELO LA KATISO	MOEPO MO TENG						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Setifikeiti sa go Thunya	0	8	8	8	2	2	38
Palogotlhe	0	8	8	8	2	2	38



2.8.3 Boithutelatiro mo Tirong (Boenjenere jwa mo Tirong 18,1)

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

MOFUTA/ LEFELO LA KATISO	BOINJINERE MO TENG						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Setlhotlhi	0	1	1	2	1	1	6
Boilermaker		1	1	1	1	1	5
Ramotlakase		1	1	2	1	1	6
Makheneke wa Diesel		1	1	2	1	1	6
Auto Electrician		1	1	0	1	1	4
Didirisiwa		1	0	0	1	1	3
Rigger		0	1	0	1	1	3
	0	6	6	7	7	7	33

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

2.8.4. Boithutelatiro mo Tirong (Boenjeneere jwa ka Kwantle le Meepo 18,2)

Ka kwantle e raya baithuti ba ba sa thapiwang ke Khamphane eno (S18.). Gape, ba ba akarediawang mo maemong ano ke baithuti botlhe ba ka kwantle ba ba simololang go boithutelatiro mo tirong mo go kwadisitsweng jaaa go tlhalositswe ke molao wa Tlhabololo ya Bokgoni.

Lenaneothalo 13: Boithutelatiro mo Tirong mo Teng KaROLO 18 (2)

MOFUTA/ LEFELO LA KATISO	MOEPO KA KWANTLE						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Setifikeiti sa go Thunya	0	2	2	2	1	1	8
Palogotlhe	0	2	2	2	1	1	8

Lenaneothalo 14: Boinjiniere ka Kwantle (18,2)

MOFUTA/ LEFELO LA KATISO	BOENJENERE KA KWANTLE (18,2)						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Setlhotlhi	0	1	1	1	0	1	4
Boilermaker		1	0	0	0	1	2
Ramotlakase		1	1	0	1	1	4
Makheneke wa Diesel		1	1	1	0	1	4
Auto Electrician		0	0	1	0	0	1
Didirisiwa		0	1	0	1	0	2
Rigger		0	0	0	1	0	1
Palogotlhe	0	4	4	3	3	4	18

Se se fa godimo (Boithutelatiro mo tirong jwa Boenjenere jwa ka Kwantle 18.1) se bontsha mekgele ya baithuti ba Boenjenere mo lenaneong le le tsayang dingwaga di le tharo. Ka baka la seno baithuti ba ba tsenang mo

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

2.9 Lenaneo la Katiso ya Bokgoni jo bo ka Dirisiwang mo Mafapheng a Mangwe

Stylldrift e lemoga gore moepo mongwe le mongwe o na le botshelo jo bo lekanyeditsweng le gore ditlhokego tsa kgwebo di ka tlhoka gore go fokodiwe babereki mo nakong e e tlang. Jaaka karolo ya boikarabelo jwa yone jwa go nna le seabe mo setšhabeng, boikaelelo jwa Moepo ke gore o neye babereki mo nakong e e tlang – gammogo le maloko a setšhaba – ka bokgoni jo bo ka dirisiwang mo mafapheng a mangwe 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. Go tlile go latelwa tsela ya dikgato tse tharo mo nakong eno le ka nako ya go kgaola babereki mo tirong.

a) Bokgoni jo bo ka dirisiwang mo mafapheng a mangwe bo tla dirisiwa santlha ka go naya bokgoni jo bo kgonang go dirisiwa le jo bo botlhokwa fa moepo o ntse o tsweletse go dira. Bokgoni bo tshwanetse go tlaletsa kgwebo ya motheo ya tiro eno. Mananeo a go bonwang a tshwanetse go dirwa a tshwanetse go tsamaisana le ditlhokego le dikgatlhego tsa babereki le kafa tiro e kgonang go fediswa ka gone.

- b) Sa bobedi, khamphane eno e tla dira thulaganyo ya go katisa babereki gore ba nne le bokgoni jo bo sa amaneng le meepo ka dinako tse ba ka nnang ba kgaolwa mo tirong, tsa go fokotsa, kgotsa go tswalwa ga moepo. Fa go diragala gore go nne le diphetogo mo maemong a dimaraka a a dirang gore go tlhokege gore babereki ba fokodiwe, ba fokodiwe kgotsa gore moepo o tswalwe, khampani e tla simolola letlole la bokgoni jo bo ka dirisiwang mo ditirong tse dingwe gore e kgone go katisa ba ba tlhophilweng kgotsa ba ba amilweng ke maemo a a ntseng jalo.
- c) Babereki botlhe, mo ngwageng wa pele ga ba rola tiro, ba tla nwa tšhono 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 dira:
- i) Lephata la HRD ka Maofirsara a HRD le dikhampani tse di dirang ka dikonteraka di tla



tlhaola batho ba ba tshwanetseng go tsenela mananeo a a tshwailweng.

- ii) Bokgoni jo bo tla dirwa e le karolo ya leano la bokgoni jwa mo tirong; gape
- iii) Dithuso tseno tsa go katisa di ka nna tsa newa babereki ba ba tlogang ba rola tiro.

Bokgoni jo bo ka dirisiwang gongwe le gongwe bo ka tlhalosiwa jaaka bokgoni jo bo amanang le diintaseteri tse e eseng intaseteri ya 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, ba kgaolwe mo tirong. Gape e thusa babereki ba ba amilweng ke maemo ano ka go ba naya ditiro tse dingwe kgotsa go ba naya ditšhono tsa go itshedisa.

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

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

MOFUTA/ LEFELO LA KATISO	BABEREKI BA BOKGONI JO BO KA DIRISIWANG GONGWE LE GONGWE						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Bolemirui (Dikoko, jalo jalo)	0	4	4	6	2	2	18
Tsholobaeng		4	4	6	2	2	18
Palagotlhe	0	8	8	12	4	4	36

2.10. Foromo R: Diphatlhatiro tse go leng thata go bona batho ba ba di tshwanelegelang

Stylldrift e sekaseka ditlhokego tsa batho ba ba nang le maitemogelo mo lefapheng lengwe le lengwe ka ngwaga go bona bokgoni jo bo tlhaelang le go tlhama maano a tiro a a maleba, jaaka mananeo a tlhabololo ya baalogi ba yunibesethi le dibasari. Fa tlase fano go na le ditshupiso tsa mananeo a a rileng a a diretsweng go rarabolola bothata jwa go tlhabela ga batho ba ba nang le bokgoni.

Diphatlhatiro tse go leng thata go bona batho ba ba di tshwanelegelang ke maemo a ditiro a a tladitsweng le a go tlhokegang batho ba one. Go thata go di tlatsa ka

gonne go na le bokgoni jo bo maleba jo bo seng kalo mmarakeng. Mathata a diphatlhatiro tse go leng thata go bona batho ba ba di tshwanelegelang di tlatsa a tla rarabololwa kwa Stylldrift ka go dirisa Mananeo a Tlhabololo ya Bokgoni, leano la HRD, le go ithutela ditiro tse di farologaneng mo tirong, jaaka go tlhalositswe mo dikarolong tse di fa godimo. Diphatlhatiro tse go leng thata go di tlatsa kwa Stylldrift di kwadilwe mo Foromong ya R. Tshedimoseiso e e mo lenaneothalong leno e tla nna e tlhabololwa ngwaga le ngwaga.



Table 16: Hard to Fill Vacancies

MAEMO A TIRO	MAEMO A TIRO E E TLHOKELWANG MOTHO	LEBAKA LE LEGOLO LA GO BO PHATLHATIRO E SA TLADIWA
Batsamaisi ba maemogodimo	Manenjara wa Kgolagano ya Tiro Yotlhe ya Kgwego (Supply Chain Manager)	- Go senang maitemogelo a Tlhokomotlhala - Bokgoni jo bo seyong mo mmarakeng
	Moenjenere wa Karolo	
Bookamedi jwa Maemogodimo	Manenjara wa Karolo ya go Epa	
Bomankge ba thutego ya bonalekitso ebile ba na le maitemogelo - bookamedi	Shaft Timberman	Go senang maitemogelo
Babereki ba ba nang le bokgoni le thutego ya botegenike, botsamaisi jwa maemotlase, baokamedi, foromane le bosupiritenthe.	Makheneke wa Disele	- Bokgoni jo bo seyong mo mmarakeng - Maitemogelo a a sa lekanang a go epa mo go senang motlhala
Go dira tshwetso ya bokgoni le temogo e e sa lekanang.	Roof Bolter Operator	
Go dira ditshwetso ntle le boitemogelo le mo go sa tihalosiweng sentle.	Sepe	Sepe

2.11 Leano la Tsweletso ya Tiro

Stylldrift e lemoga gore go dira gore babereki ba nne ba tshwaregile le go ineela mo Khamphaneng, go tshwanetse ga nna le tlhabololo e e tswelolang pele e e tla dirang gore babereki ba kgone go dirisa ditšhono tsa go tokafatsa ditiro tsa bone. Khampane eno e ikaeletse go lekalekanya maikarabelo a go tsamaisa tiro le go tihatlosiwa ga maemo magareng ga ditlhokego tsa bokgoni tsa Khampani le dikeletso tsa tiro tsa babereki, go ka kgona le go dira sentle.

Stylldrift e tihamile dithulaganyo tsa bokgoni tse di tlwaelegileng tsa tiro nngwe le nngwe le dithulaganyo tsa tselana ya tiro (ditšhate tsa go elela ga tiro) tsa lefapha lengwe le lengwe mo ditirong tsa yone go tsweletsa tiro. Ditšhate tseno tsa go rulagana ga tiro tsa tiro nngwe

le nngwe di tshwanetse go naya Stylldrift le babereki ba yone dikaelo tsa tselana ya tiro e e eletsegang ya tsweletso ya tiro le dipaka tse di solofetsweng tsa nako tse di tlhokegang go fitlhelela maemo a a farologaneng a tiro fa motho a tshwanelega mabapi le ditekanyetso tsa borutegi.

Maemo a mo tirong a tihalosiwa go ya ka ditlhokego tse di kwa tlase tsa go simolola mo tirong, dithutego tse di eletsegang, le dikhoso tse di maleba tse di tsamaelanang le ditlhokego tsa bosetšhaba nako e e tlhokegang go wetsa kgato nngwe le nngwe mo tihatlihamanong ya tiro e e akantshiwang mo maemong mangwe le mangwe. Go akanyediwa go raraana ga tiro, dithutego, le boitemogelo jwa nako e e fetileng, le bokgoni.



2.11.1 Thulaganyo ya go Gatela Pele mo Tirong – Moepo (Go sa Akarediwe go Ithutelatiro mo Tirong/Dibasari tsa mo Teng ga Setheo: Thuso ya Thuto)

Lenaneothalo 17: Tsweletso ya Tiro ya go Epa

MOFUTA/ LEFELO LA KATISO	GO EPA						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Setifikeiti sa Mookamedi wa Shifti	-80	2	2	2	1	1	8
Setifikeiti sa Mookamedi wa Moepo		1	1	1	1	1	5
Setifikeiti sa Mmanenjara wa Moepo		1	0	1	0	0	2
Palogotlhe	-80	4	3	4	2	2	15

2.11.2 Tlhatlhamano ya Tsweletso ya Tiro – Boenjenere (Go sa Akarediwe go Ithutelatiro mo Tirong le Thuso ya Thuto)

Lenaneothalo 18: Boenjenere jwa Tsweletso ya Tiro

MOFUTA/ LEFELO LA KATISO	BOENJENERE						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Mothusi wa Modirakadiatla	-97	10	10	10	2	2	34
Manenjara wa Tirelo ya Setupu		5	5	5	3	2	20
Modirakadiatla		5	5	5	2	2	19
Foromane		1	1	1	2	2	7
Palogotlhe	-97	21	21	21	9	8	80



2.11.3 Leano la Tswelelo ya Tiro – Mafapha a Tirelo

Lenaneothalo 19: Mafapha a Tirelo ya Tswelelo ya Tiro

MOFUTA / LEFELO LA KATISO	MAFAPHA A TIRELO						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Moenjenere wa Matlapa	-53	1	0	1	0	1	3
Tshireletsego		1	0	1	0	1	3
Patlisiso		0	1	0	1	0	2
Jioloji		1	0	1	0	1	3
HR		0	1	0	1	0	2
HRD		1	0	1	0	1	3
Tsa Ditšhelete		0	1	0	1	0	2
Ditirelo tsa Tshireletso		0	1	0	1	0	2
Palogotlhe	-14	4	4	4	4	4	20

Mo nakong ya mananeo otlhe a katiso e e tlhomameng a a kwadilweng fa godimo go ya ka mafapha, a a tsayang dikgwedi di le 12 kgotsa go feta, porojeke eno e tla tlhomamisa gore go nna le go tlhomelwasekao le kaelo. Baithuti ba tla abelwa bakatisi morago ga go tsenela mananeo a katiso gore ba tle ba bone tshegetso le kaelo e nngwe. Baofisara ba Maemogodimo ba Katiso, Baofisara le Barulaganyi ba tla dira le bakatisi ba babereki ba maemotlase.

Ditiro tsa tshekatsheko di tsentswe mo mafapheng a Meepo, Boenjenere, le mafapha a tirelo go tswelela ka go tlhatlhoba 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 o o theilweng mo molaomotheng wa go Amogela Thutego ya Pele. Thulaganyo eno e tla ntlafatsa maemo a bokgoni le go thusa go lemoga go ka kgona go tlatsa mafapha a a tlhokang babereki.

2.12 Leano la Botlhomasekao

Botlhomasekao ke thulaganyo e e botlhokwa le sedirisiwa sa go tshegetsa tlhabololo ya batho, Tekatekano ya Ditiro, leano la HRD, le botsamaisi jwa tiro sentle. Ke kamano e e tlhomameng magareng ga motlhomasekao le motlhomelwasekao mme e tlhomilwe go ntlafatsa tiro ya motlhomelwasekao ka go aga bokgoni le kitso. Seno ke tiro e e tswelelang e e tlhomamisang gore bokgoni jwa batlhomelwasekao bo bonale, se se solegelang

mongwe le mongwe molemo, gammogo le tiro ya moepo. Mo godimo ga moo, botlhomasekao, le go katisa go tshegetsa tsamaiso ya tiro le tatelano ya botsamaisa jwa Styldrift, se se dirang kitso, tiro, e kgone go fetisiwa, le maitemogelo a botshelo ka kaelo ya semolao kgotsa e e seng ya semolao ya batho ba ba tlhophilweng ba ba tshwanelegang batlhomasekao ba ba nang le bokgoni ba ba dirang jaaka batlhomasekao.



Lenaneothalo 20: Mekgele ya Botlhomasekao

MOFUTA/ LEFELo LA KATISO	MEKGELE YA BOTLHOMASEKAO							
	Mokgele le Tatelano ya Nako							
	Nako e e Tsewang	Backlog	2020	2021	2022	2023	2024	Mekgele a dingwaga tse 5
Boithutlotiro jo Tiro	Dingwaga tse 3	-93	10	10	10	10	10	50
Dibasari	Dingwaga tse 3		2	2	2	2	2	10
Baalogi ba yunibesethi	Dingwaga tse 3		4	4	4	4	4	20
Boithutlatiro	Dingwaga tse 3		2	2	2	2	2	10
Ba ba Nang le Bokgoni (D1 le kwa Tlase)	Go ikaegile la bogolo jwa		86	77	87	77	87	414
Ba ba Nang le Talenta (D2 le kwa Godimo)	tlhabololo kgotsa tsewediso		5	30	34	30	34	133
Palogotlhe		-93		109	139	125	139	637

Lenaneothalo le le fa godimo le bontsha mokgele wa ga jaana le wa nako e e tlang o o dirang gore go nne le dikamano tsa go tlhabela babereki botlhe sekao mo mananeong a a farologaneng a katiso le tlhabololo, e leng, go ithutlatiro mo tirong, dibasari, baalogi ba yunibesithi le ba ba batlang go nna le bokgoni jwa talente se boikaelelo eleng go fitlhelela mekgele ya Tekatekano mo Tirong gammogo le go fitlhelela ditlhokego tsa badiri tsa mo nakong e e tlang. Babereki ba ba mo mananeong a tlhabololo ba tla nna mo mananeong a botlhomasekao.

Dikgato tse di latelang di tla dira gore tiro eno e kgone go fitlhelela mekgele e e fa godimo:

- Batlhomasekao ba tla tlhophiwa ka kelotlhoko le go tsewedisiwa go tlhomamisa gore dikamano tsaa botlhomasekao di a tsewedisiwa.
- Babereki ba ba tsayang karolo mo mananeong a botlhomasekao ba tla tsewedisiwa ka dithulaganyo

tse di tiwaelegileng tsa tsewediso, gammogo le bokatisi jo bo maleba jo bo tla dirwang ka baokamedi le katiso ya Khamphane.

- Batlhomelwasekao le batlhomasekao ba ba kwadisitsweng ba ba tsayang sekao mo lenaneong la botlhomasekao ba tla newa katiso ya botlhomasekao.
- Ditlhoko tse di lemogilweng tsa tsalano ya botlhomasekao di tla begelwa mookamedi yo o gaufi ke motlhomelwasekao le go tsenngwa mo go Individual Development Charter (IDC).
- Tumalano ya botlhomasekao e tla rulaganngwa mme e tla tlhalosa ditebelelo le maitlamo a Khamphane nngwe le nngwe kgotsa lefapha le lengwe.
- Ditsamaiso tsa botlhomasekao di tla sekasekiwa ka metlha go tlhomamisa gore tsamaiso ya botlhomasekao e a atlega le gore e dirwa ka botswerere.



2.13 Dibasari, Go lthutelatiro mo Tirong le Lenaneo la Baalogi ba Yunibesethi

Maikaelelo a magolo a dithulaganyo tsa mo teng ga moepo le tsa kwa ntle ke go naya badiri le batho ba ba kwa ntle tšhono ya go tsweletsa dithuto tsa bone ka go dira jalo ba ba kgontsha go nna le ditshwanelo tsa go tswelela pele ka thuto go ya ka tsela e ba tswelelang ka yone mo tirong kgotsa go ba letla go tsenela thulaganyo ya yunibesithi.

2.13.1 Dibasari tsa mo Teng (Thuso ya go lthuta)

Babereki botlhe ba ka bona dibasari tsa mo teng ga khampani, tse mo go tsone batho ba itlamang go tokafatsa tsela e ba dirang ka yone mme Khampani e tshegetsa maiteko ao. Go botlhokwa go umaka gore thulaganyo ya thuso ya thuto e dirwa ka nako ya gago mme ka tlwaelo ke ka go ithuta ka tlhaeletsano. Thulaganyo eno e tla diragadiwa go ya ka Pholisi ya Khampani wa Thuso ya Thuto.

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

MOFUTA/ LEFELO LA KATISO	MOFUTA/ LEFELO LA KATISO						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	5-year targets
Botsamaisi	0	0	0	0	0	0	0
Boenjenere		3	3	3	3	3	15
Ditšhelete le Palomatlotlo		1	1	1	1	1	5
Palogotlhe	0	4	4	4	4	4	20

Styldrift e lemoga botlhokwa jwa go tlhabolola batho ba ba botlhokwa thata, e leng babereki ba yone. Mo godimo ga tlhabololo ya bokgoni, Styldrift gape e lemoga gore tlhabololo ya thuto e kgolwane go thusa go nna le babereki ba ba rutegileng sentle. Ka jalo, Moepo o tliile go lo naya babereki dibasari tsa go ba naya tšhono ya go bona dithutego tse dikgolwane tse di amogelwang go tsamaelana le ditiro tsa bone. Lenaneo la dibasari la mo teng le tla nna le ntse le tsamaisanngwa le ditlhokego tsa kgwebo, go ikaegile ka ditlhokego tsa nako e e tlang go ya ka kemedi ya ba-HDSA ka Mining Charter.

Dikgato tse di latelang di tla dira gore tiro eno e kgone go fitlhelela mekgele e e fa godimo:

- Go rotloetsa babereki ba gone jaanong gore ba gatele pele mo ditirong tsa bone, go tla nna le dibasari tsa

mo teng ga khampani tse di tla newang babereki ba ba tshwanelegang.

- Di tla fiwa fa fela khoso ya thutego eo e le maleba le ditiro tsa ga jaana le tsa mo nakong e e tlang tsa mothapiwa mo Khamphaneng.
- Go tlhophiwa ga bakopi go tla kaelwa ke dithulaganyo tsa go rulaganya tatelano le ditiro tsaa botsamaisi go ya ka lefapha lengwe le lengwe.
- Kamogelo ya bofelo ya dibasari tsa mo teng 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 dirisana le Mookamedi wa HRD le moitseanape ope fela yo mongwe yo o maleba wa kang eno; le
- Dithuto tseno di tshwanetse go dirwa ka ditheo tse di amogelwang ke Khamphane eno.



2.13.2. Dibasari tsa ka Kwantle ga Setheo

Dibasari tsa ka Kwantle di nwa batho ba mo nakong eno e seng babereki ba khamphane eno. Khampani e na le thulaganyo e e tlhomameng ya dibasari e e ikaeletseng go tlhabolola batho ba ba tshwanelegang sentle le ba ba nang le bokgoni, ba morago ga go aloga, ba tla newang ditiro tsa seporofesene tsa go tswela mo Khamphaneng. Ka thulaganyo eno e e akaretsang dilo tse dintsi le e e kgatlhang ya dibasari, Stylrift e tla tlhabolola baitseanape ba yone ba basha Thulaganyo eno e tla remelela mo go boneng ba ba nang le bokgoni jo bo kwa godimo ba ba batlang go nna babereki ba HDSA ba basha gammogo le go tlatsa diphatlhatiro tsa bokgoni jo bo botlhokwa mo mafapheng a phitlhelelo ya Stylrift.

Dikgato tse di latelang di tla dira gore tiro eno e kgone go fitlhelela mekgele:

- Maitlamo a go tlhopha 80% ya ba-HDSA go tlhophelwa dibasari tseno.
- 20% ya ba-HDSA tseno e tla beelwa basadi.
- Banalekitso ba maemo a a kwa godimo ba basha ba tla ngokelwa gore ba tshwanelegele tse di batliwang mo babereking le Tekatekano mo Tirong. Lefelo leno le tsewa jaaka nngwe ya ditlapele tsa togamaano tsa Ditiro tsa Meepo, segolo thata fa go akanngwa ka tlhalelo ya bokgoni jwa motheo mo intasetering ya meepo mo Aforika Borwa

- Tshwanelego e e kwa tlase ya go tlhopha baithuti ba Kereiti ya 12 e tla nna 60% mo Mathematics le Saense.
- Bakopi ba ba tshwanelegang go ya dithuto tse di tlhokegang mme ba sa batle go tsenela dithuto tse dikgolwane tsa nako e e tletseng ba tla fiwa dibasari thata thata tsa tiro ya diatla mo meepong, go tsidifatsa meepong le boitekanelo jwa mo tirong. Malebana le lenaneo la dibasari tsa kwa ntle, kgato ya ntsha e tla nna go sekaseka dibasari tsotlhe tse disha go ya ka gore a motho o ipaakanyeditse dithuto tsa maemo a a kwa godimo ya nako e e tletseng le gore a di siametse tiro e e tlhophilweng. Go ikaegilwe ka tshekatsheko eno, di tla tsenngwa mo Ngwageng wa Kamano kgotsa di tla romelwa kwa thutong e kgolwane ya nako e e tletseng; le
- Thuto ya nako e e tletseng kwa setheong sa thuto e e kwa godimo e kopanngwa le dipaka tsa katiso e e mosola (jaaka karolo ya mananeo a go ithuta kgotsa ka nako ya malatsi a boikhutso) le kgato ya katiso ya morago ga yunibesithi. Boikaelelo jwa seno ke go tlhatlhelela baitseanape ba basha ka sengwe le sengwe se ba se tlhokang go dira gore thutego ya bone ya pele e ba dire gore e nne babereki ba maemo a a kwa godimo mo tirong.

Lenaneothalo 22: Banewadibasari ba ka Kwantle ga Setheo

MOFUTA/ LEFEO LA KATISO	BANEWADIBASARI BA KA KWANTLE GA SETHEO						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele ya dingwaga tse 5
Go Epa	0	2	2	2	1	1	8
Jioloji		2	2	2	1	1	8
Patlisiso le Moya o o Phepa		2	2	2	1	1	8
Boinjiniere jwa Motlakase		2	2	2	1	1	8
Boinjiniere jwwa Dikoloi		2	2	2	1	1	8
Patlisiso/ Phetolo ya Thekenoloji		2	2	2	0	0	6
Palogotlhe	0	14	14	14	5	5	46



2.13.3 Boithutelatiro mo Tirong

Lenaneo la Boithutelatiro mo Tirong la Stylrift le tla nna le mananeo a a farologaneng a boikaelelo jwa one e leng go naya baithuti tšhono ya gore ba karolo ya mananeo a bone a tihabololo ka bonako. Mananeo a a ntseng jalo a tla farologana go simolola ba a manya le go ka nna babereki, le go baithuti ba ba batlang maitemogelo a tiro ya diatla a borutegi jwa bone. Boikaelelo ja mananeo a mangwe a tekeletso ke a go tswaledisa ba ba ka nngang babereki. Thuto ya nako e e tletseng kwa setheong sa thuto e e kwa godimo e kopanngwa le dipaka tsa katiso e e mosola (jaaka karolo ya mananeo a go ithuta kgotsa ka nako ya malatsi a boikhutso) le kgato ya katiso ya morago ga yunibesithi. Boikaelelo jwa seno ke go tlathelela baitseanape ba basha ka sengwe le sengwe se ba se tihokang go dira gore thutego ya bone ya pele e ba dire gore e nne babereki ba maemo a a kwa godimo mo tirong.

2.13.4 Lenaneo la Tswalediso ya Baalogi ba Yunibesethi

Thulaganyo ya Tswalediso ya Baalogi ba Yunibesithi, e e leng karolo ya tiro ya Baitseanape ba Basha, e lebisitswe mo go tletseng ditiro tsa botlhokwa tse di senang batho

le mekgele ya HDSA mo ditirong tsa motheo le maemo a boitseanape.

Dikgato tse di latelang di tla dira gore mekgele e fitlhelelwe:

- a) Palo ya Bakatisiwa ba Baalogi ba Yunibesithi ba ba tla thaphiwang mo lefapheng lengwe le lengwe le nngwe go ya ka palo ya babereki le mekgelle ya HDSA jwa dingwaga tse tihano tse di latelang.
- b) Morago bakatisiwa ba baalogi ba yunibesethi ba tswaledisiwa gape go dirisiwa Mananeo a Tswalediso ya Baalogi ba Yunibesethi ba lefapha le le rileng ka nako ya dikgwedi di ka nna 18.
- c) Ka nako ya Lenaneo leno, ba nwa katiso ya motheo, go amana le tiro le go dira dikhoso tse di tla ba kgontshang go nna le bokgoni le kitso ya motheo e e tihokegang mo tirong; le
- d) Moalogi mongwe le mongwe wa yunibesithi o na le Individual Development Charter (IDC), le motlhomasekao yo o tihomilweng yo o sekasekiwang morago ga halofo ya ngwana nngwe le nngwe.

Lenaneothalo 23: Lenaneo la Baalogi ba Yunibesethi

MOFUTA/ LEFELO LA KATISO	LENANEO LA BAALOGI BA YUNIBESETHI						
	Mokgele le Tatelano ya Nako						
	Tse di Saletseng Morago	2020	2021	2022	2023	2024	Mekgele a dingwaga tse 5
Boinjiniere jwa Meepo	0	0	1	1	1	1	4
Motlakase le Boinjiniere		1	0	1	0	0	2
Boinjiniere jwwa Dikoloi		1	1	1	1	1	5
Jioloji / Thulaganyo ya Moepo		1	1	1	0	0	3
Moenjenere wa Matlapa		1	0	0	0	0	1
Patlisiso le Moya o o Phepa		0	1	0	0	0	1
Palogotlhe	0	4	4	4	2	2	16



2.14. FOROMO S: Togoleano ya Tekatekano mo Tirong

Moepo ono o dumalana ka ka botlalo le melaometheo ya Mining Charter mme e leka ka natla go dira se se fetang bonnye jo bo batliwang. Moepo ono o dumela gore Tekatekano mo Tirong ke karolo e kgolo ya go

dira gore go nne le babereki ba ba nang le bokgoni le ba ba emetseng botlhe go tlhomamisa gore go nna le tekatekano mo babereking ba yone.

Lenaneothalo 24: Dipalopalo tsa Tekatekano mo Tirong go ya ka Foromo S

Maemo a Tiro	B anna				B asadi				Banna	Basadi	Babereki Botlhe
	A	C	I	W	A	C	I	W	Batho ba Mafatshe a Sele		
Boto	2	0	0	3	1	0	2	0	0	0	8
Bokhuduthamaga	3	0	0	7	0	0	0	1	0	0	11
Bookamedi jwa Maemogodimo	8	0	0	5	0	0	0	0	0	0	13
Bookamedi jwa Maemogare	56	2	0	19	19	0	0	1	1	0	98
Bookamedi jwa Maemotlase	723	12	1	119	163	3	0	8	8	0	1 037
Bokgoni jo bo sa Rutelwang	1 517	6	0	31	572	1	0	0	16	3	2 146
Babereki ba e Seng ba Nako Yotlhe	34	0	0	6	36	0	7	1	0	0	84
Palo Yotlhe	2 343	20	1	190	791	4	9	11	25	3	3 397

2.14.1 Mekgele ya HDSA e e Tsweleng Ngwaga le Ngwaga Babereki Ba Nako Yotlhe

Lenaneothalo 25: Mekgele ya HDSA

MAEMO A TIRO	MEKGELE YA HDSA					
	PB	2020	2021	2022	2023	2024
Boto		50%	50%	50%	50%	50%
Bookamei jwa Khuduthamaga		50%	50%	50%	50%	50%
Bookamedi jwa Maemogodimo	E - Maemo	55%	55%	60%	60%	60%
Bookamedi jwa Maemogare	D - Maemo	55%	55%	60%	60%	60%
Bookamedi jwa Maemotlase	C - Maemo	65%	65%	65%	70%	70%



Lenaneothalo 26: Lefapha la Motheo le la Botlhokwa

MAEMO A TIRO	BOKGONI JWA MOTHEO LE JWA BOTLHOKWA					
	PB	2020	2021	2022	2023	2024
Tsotlhe	Tsotlhe	80%	80%	80%	80%	80%

2.14.2 Basadi mo Bookameding (Mafapha Otlhe)

Lenaneothalo 27: Mekgele ya Basadi mo Bookameding

MAEMO A TIRO	MEKGELE YA BASADI MO BOOKAMEDING					
	PB	2020	2021	2022	2023	2024
Boto		15%	15%	15%	20%	20%
Bookamei jwa Khuduthamaga		15%	15%	15%	20%	20%
Bookamedi jwa Maemogodimo	E2 - E4	15%	20%	25%	25%	25%
Bookamedi jwa Maemogare	D2 - E1	25%	25%	25%	25%	25%
Bookamedi jwa Maemotlase	C1 - D1	25%	25%	30%	30%	30%

Lenaneothalo 28: Mekgele ya Ba ba Tshelang ka Bogole

MAEMO A TIRO	MEKGELE YA BA BA TSHELANG KA BOGOLE					
	PB	2020	2021	2022	2023	2024
Tsotlhe	Tsotlhe	1%	1%	1%	1.5%	1.5%



Molao wa Naga wa Tswelediso ya

Ikonomi 46(c)

3



Molao wa Naga wa Tswelediso ya

Ikonomi 46(c)

3.1 Tshimololo

Karolo e e itebagantse le mananeo a togamaano a a tla akaretsang ditlapele tsa lefelo le tsa kgaolo tsa tswelediso ya ikonomi, go fokotsa lehuma, go tihatlosa morafe le go tokafatsa matsheo a batho le go tswaledisiwa ka nako e telele le fa moepo o se na go tswalwa.

Lenaneo la Tswelediso ya Ikonomi ya Lefelo Local Economic Development Programme (LEDP) le batla go rotloetsa Impala-Bafokeng go tswela e tsamaisana le go nna le seabe mo maitlhomong a LED le Integrated Development Plans (di-IDP) tsa Bojanala Platinum District Municipality (BPD) le mmasepala wa selegae o tiro e dirwang mo go one, Mmasepala wa Selegae wa

Rustenburg (RLM) le Mmasepala wa Selegae wa Moses Kotane (MKLM). Dikarolo gsed di latelang ke motheo wa LEDP ya Impala-Bafokeng.

- Togoleano ya Phetolo
- Tshekatsheko ya Maano a a Kopantsweng a Tswelediso
- Tshekatsheko ya Tlhaloso ya Loago le Ikonomi ya Kgaolo
- Leano la Diporojeke tsa LED
- Leano la Matlo le Maemo a Botshelo
- Leano la Patlo ya Dilo

3.2 Agenda ya Phetogo

Togomaano ya Phetogo mo Impala-Bafokeng e thailwe mo melaometheong e e latelang:

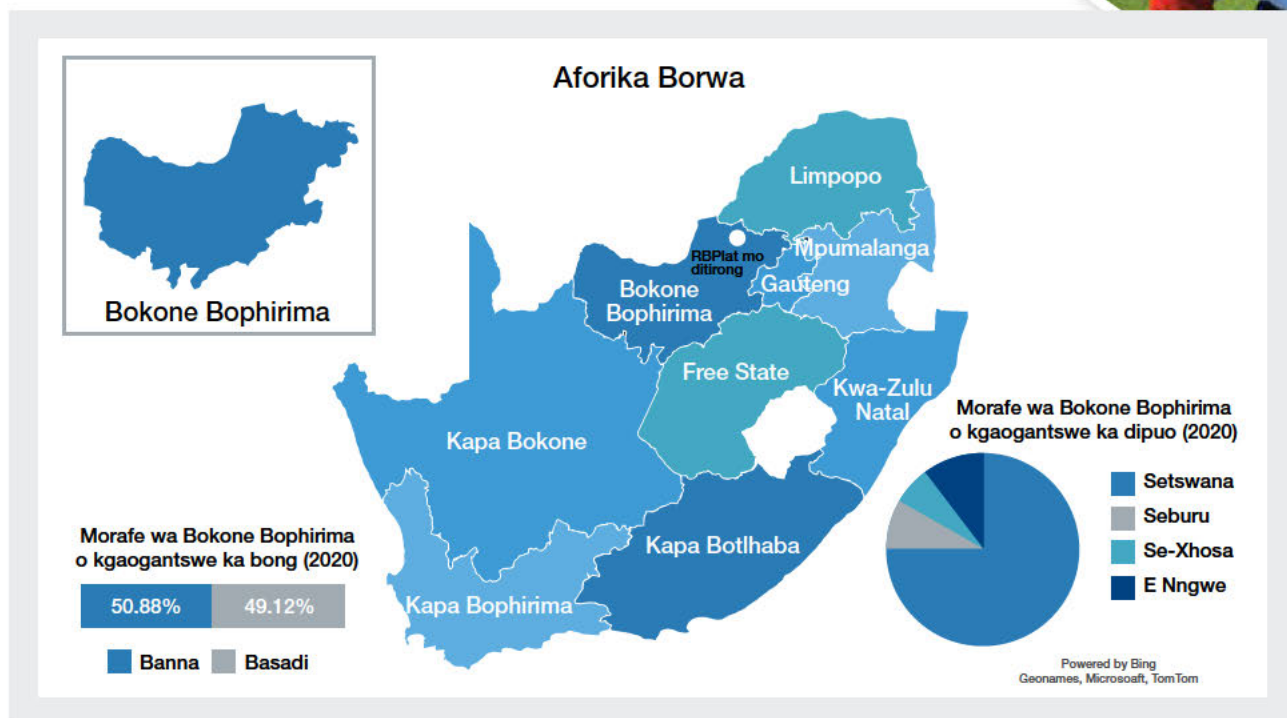
- Go nna le boikaelelo jwa go tsamaisa Phetogo, Kgwebo, Tswelediso ya Motlamedi le Corporate Social Investment (CSI) ka tsela e e tshegetsang go dira kgwebo ka tsela e e nonofileng le e e tsweleng
- Go batla go nna khamphane e e eteletseng pele mo go fetoleng dilo mo pakeng e e fa gare go ya go e telele.
- Go nna le boikaelelo jwa go tswaledisa bokgoni jwa babereki (segolo jang mabapi le Phetogo).

- Go nna le boikaelelo jwa go tokafatsa seriti sa morafe wa Impala-Bafokeng go bontsha boineelo jwa lefelo leo gammogo le go tokafatsa tswelelopele ya kgwebo.
- Go nna le boikaelelo jwa go nna le kamano e e nonofileng le puso ka go latela melao ya Lefapha la Kgwebo le Madirelo (DTI) le DMRE.
- Go nna le boikaelelo jwa go tsamaisa maitlomo a Phetogo a a batlang go bontsha boleng jwa kgwebo e e ka kgonegang (mo seemong sa mathata a kgwebo a ga jaana).

3.3 Tshobokanyo Mabapi le Lefatshe

Bontsi jwa batho ba Porofense ya Bokone Bophirima ke ba ba buang Setswana ebile ke porofense ya boraro e nnye mo Aforika Borwa. Lefa go ntse jalo, letlotlo la yone la polatinamo le dira gore e nne boremelelo jwa ikonomi le jwa polotiki. Porofense ya Bokone Bophirima e na le batho ba le dimilione tse 4.11 se e leng 6.9% ya batho botlhe ba Aforika Borwa (ka 2019). Porofense eno ke ya

bo-6 e kgolo mo diporofenseng tse robongwe tsa Aforika Borwa mme e na le lefatshe le 104 822km². Ka 2019 porofense ya Bokone Bophirima e ne ya tsenya seabe sa 6.5% sa Gross Domestic Product (GDP) ya naga eno. Meepo ke yone e tsamaisang ikonomi mo porofenseng ya Bokone Bophirima, ka 2019 e ne e le 30,5% ya GDP ya Bokone Bophirima.

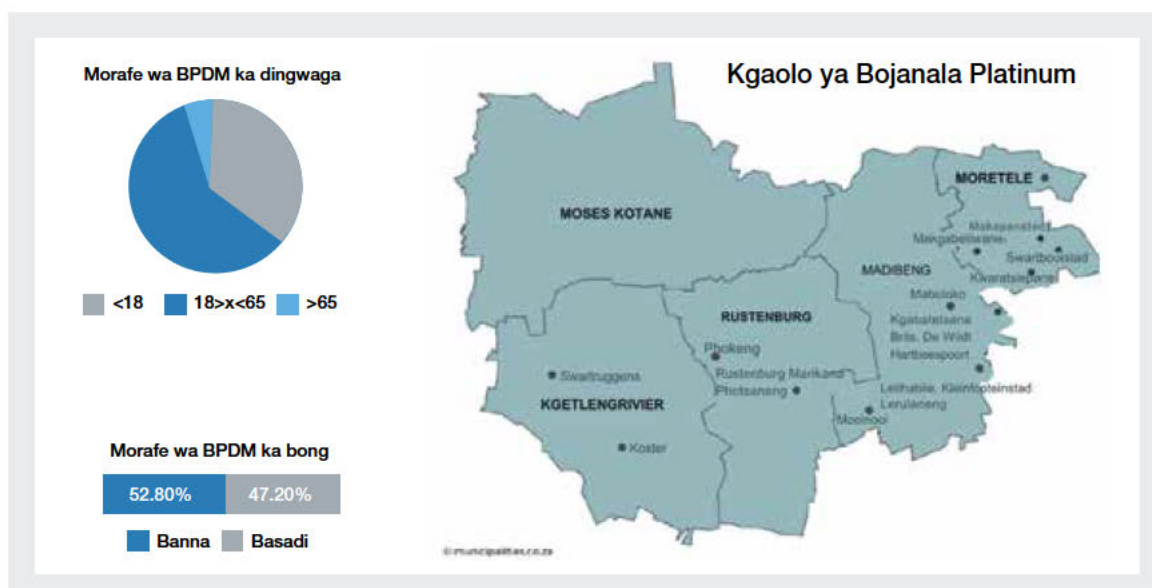


Setshwantsho 9: Tshobokanyo ya Porofense ya Bokone Bophirima

(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 nngwe ya bommasepala ba kgaolo mo porofenseng ya Bokone Bophirima mme e na le lefatshe la 18 333km². (BPDM) ke

yone e nang le batho ba le bantsi thata mo porofenseng ya Bokone Bophirima ka e ne e na le batho ba le dimilione tse 1,85, ka 2 019 Gareng ga 2008 le 2018 palo ya batho e ne ya gola ka palogare ya 2.6% ka ngwaga, se e leng kwa godimo ga palogare ya kgolo mo Porofenseng ya Bokone Bophirima (~2% ka ngwaga).



Setshwantsho 10: Tshobokanyo ya Mmasepala wa Kgaolo wa Bojanala Platinum

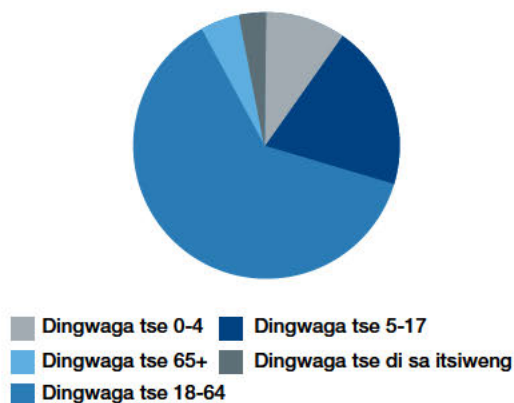


Royal Bafokeng Nation (RBN) ke lengwe la mafeloi a mo BPDM mme e na le lefatshe la 1 200 km². Kafa tlase ga lefatshe la RBN go na le letlotlo le la polatinamo e go feta tsotlhe mo lefatsheng. RBN ke morafe o o laolwa ka setso wa batho ba ba nnang mo metseng e le 29. RBN e ne e na le batho ba le 150 000 ka 2020 Ke 3.6% ya palo ya

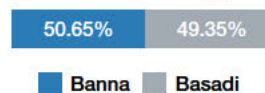
batho botlhe mo BPDM. Bontsi jwa batho ke ba dingwaga tse ba ka berekang, e leng tse 18-64. 96% ya baagi ba Bafokeng ba dirisa Setswana jaaka puo ya mo gae. Dipuo tse dingwe tse di buiwang mo kgaolong eno ke Se-Xhosa, Sesotho le Se-Tsonga.



Morafe wa RBN o kgaogantswe ka dingwaga



Morafe wa RBN ka bong jwa bone



Setshwantsho 11: Tshobokanyo ya Morafe wa Royal Bafokeng

(Motswedi: Dipalo tsa IHS Global Insight: Regional eXplorer 1 070 (Dingwaga tse 2.5y) 2016)

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 sa 4.2km go tswa fa Moepo wa Bafokeng Rasimone Platinum.

Go na le dikgotla di le tharo (3) tsa balekgotla (Kgotla 01 le Kgotla02) le RLM – 03 - eleng ya Rustenburg le molekgotla 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 sekgolo 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



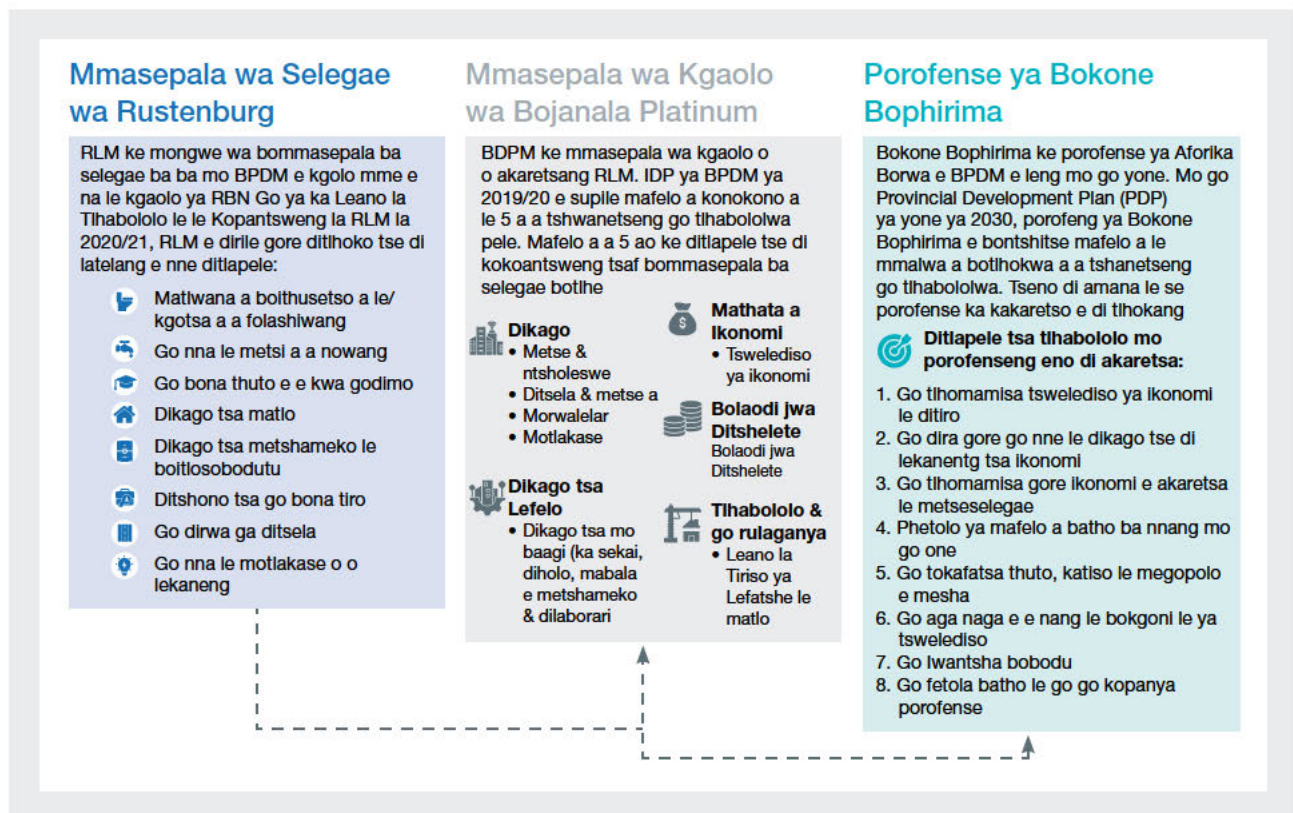
3.4. Ditlapele Mabapi le Tlhabololo ya Kgaolo Eno le Lefelo

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 a bommasepala, kgaolo le diporofense. Lefa go ntse jalo, go tiwaelegile 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 dithlokiwa tse di leng maleba mo kgaolong eo

Ditlapele tsa thulaganyo ya tlhabololo e e kopantsweng Setshwantsho 12 fa tlase.



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 dithokong 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 thulaganyo le ka kotara ya ngwana go baya tswelelopele 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

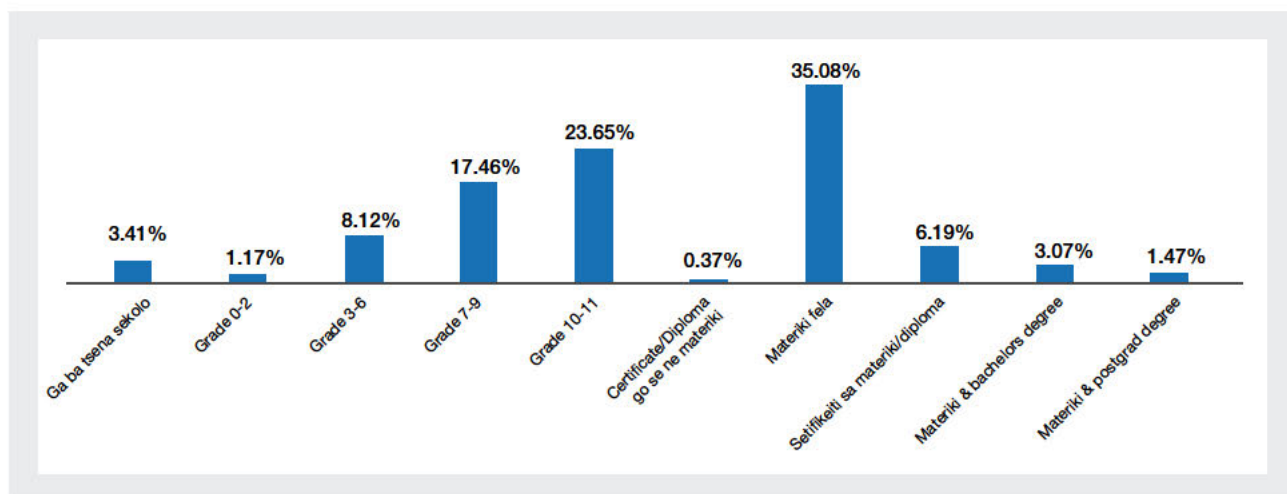
3.5.1. Tlhokomelo ya Boitekanelo

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 maokelo a kgaolo bo le 1 ke bookelo jwa thuto ya morago ga materiki. 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 201, 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 dikgeleswa, a a amanang le dijo, a madi kgotsa a masole a mmele mmogo le bolwetse jwa sukiri, kgatelelo e e kwa godimo ya madi, malwetse

a boboko le a ditshika tsa madi, bolwetse jwa pelo, jwa kgeleswa ya bonna, jwa mometso 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 tlhabololo ya madirelo a yone. Seno se ka fitlhelwa ka go naya badiri 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 Batšhelara” le yone e oketsegile ka selekanyo sa ngwaga le ngwaga sa 5.43% le 5.59% ka go latelana mo nakong e e tshwanang.

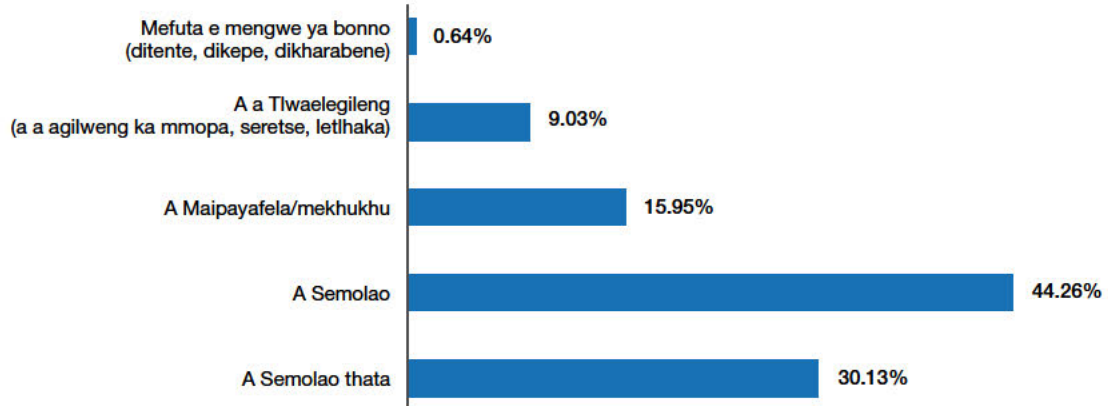


Setshwantsho 13: Maemo a Thutego mo RLM

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 diyuniti tsa semolao sentle

thata (dikago tse di agilweng go ya ka dipolane tse di amogetsweng tse gape di nang le metsi a a tsamayang ka diphaephe 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 ~1,2% ngwaga le ngwaga gareng ga 2 009 le 2 019. Palo ya batho ba malapa e ne e le batho ba le 3 ntlo nngwe le nngwe mo Rustenburg ka 2020 ka 90.5% ya setlhopha sa malapa ba e le MaAforika.

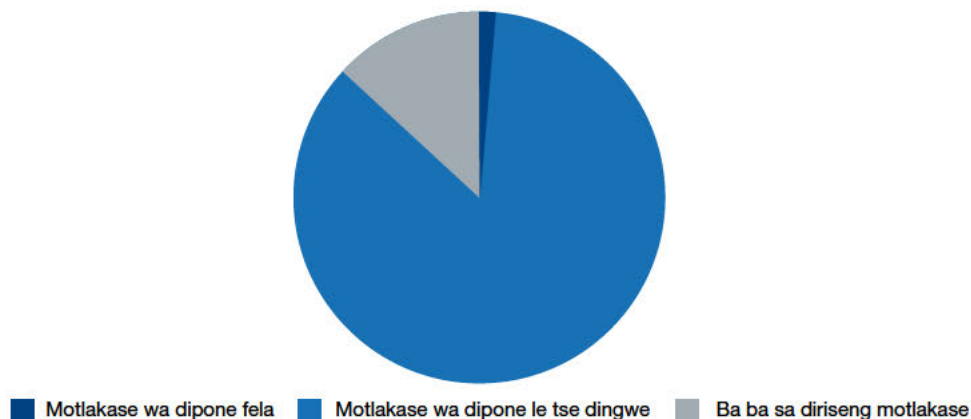


Setshwantsho 14: Mofuta wa Matlo mo RLM

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 tsa motheo tsa lelapa mme go feta 13% e sena motlakase (Setshwantho

15). Motlakase o newa ke Eskom e se ya puso. Palo ya malapa a a senang motlakase e fokotsegile 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

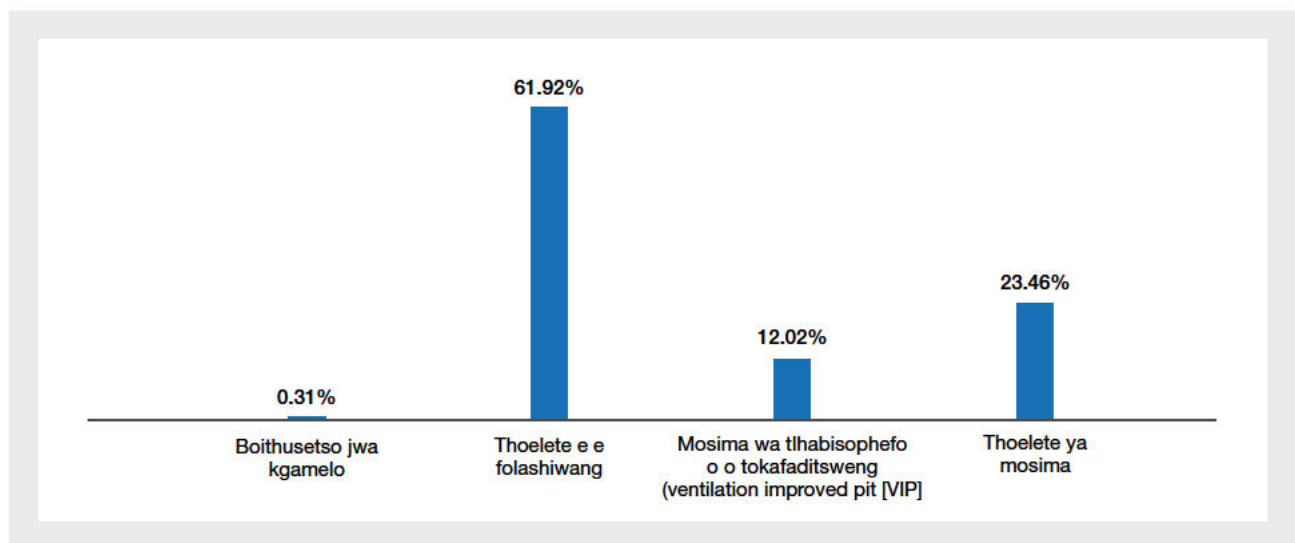
tsamayang ka diphaepe mo teng ga jarata fa 31.14% ya malapa a na le metsi mo teng ga matlo a bone. Ke matlo a le 0.69% fela a a senang metsi a a tsamayang ka diphaepe.



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

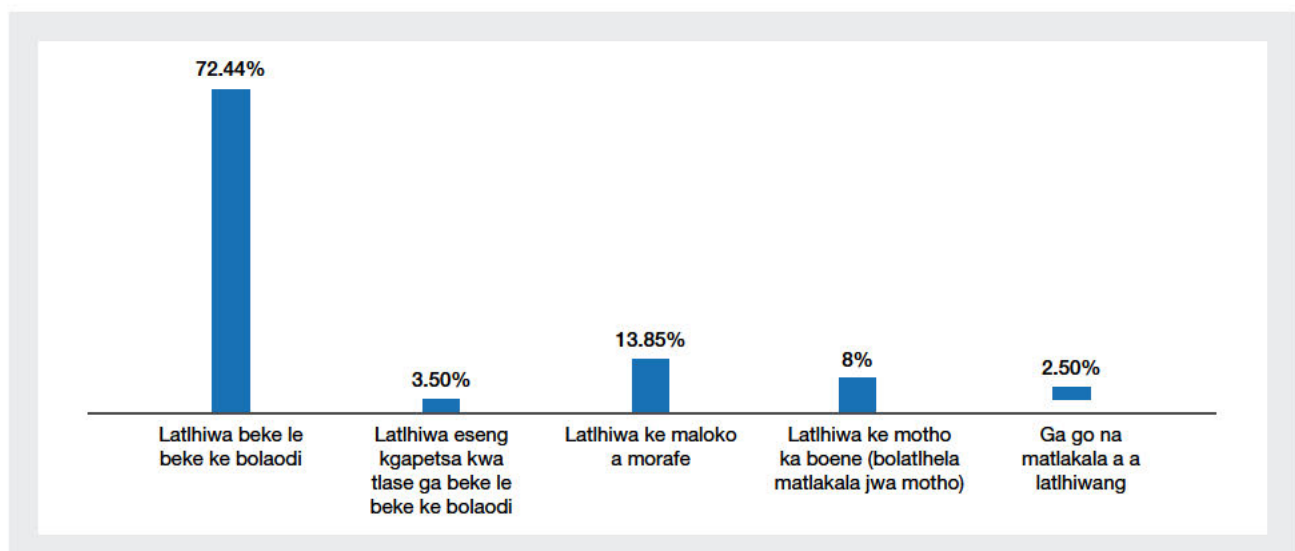
eno, e leng selo se se dirang gore go nne le mathata mo matlong a malapa mme se ka dira gore palo ya malapa a a sa nneng mo matlong a semolaoi e oketsege. Ka kakaretso, RLM e sa ntse e dira botoka go na le dikgaolo tse dingwe mo Kgaolong ya Bojanala ka go nna le palo ya 60.15% ya matlwana a boithomelo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



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

72.44% ya malapa a RLM a latihelwa 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).



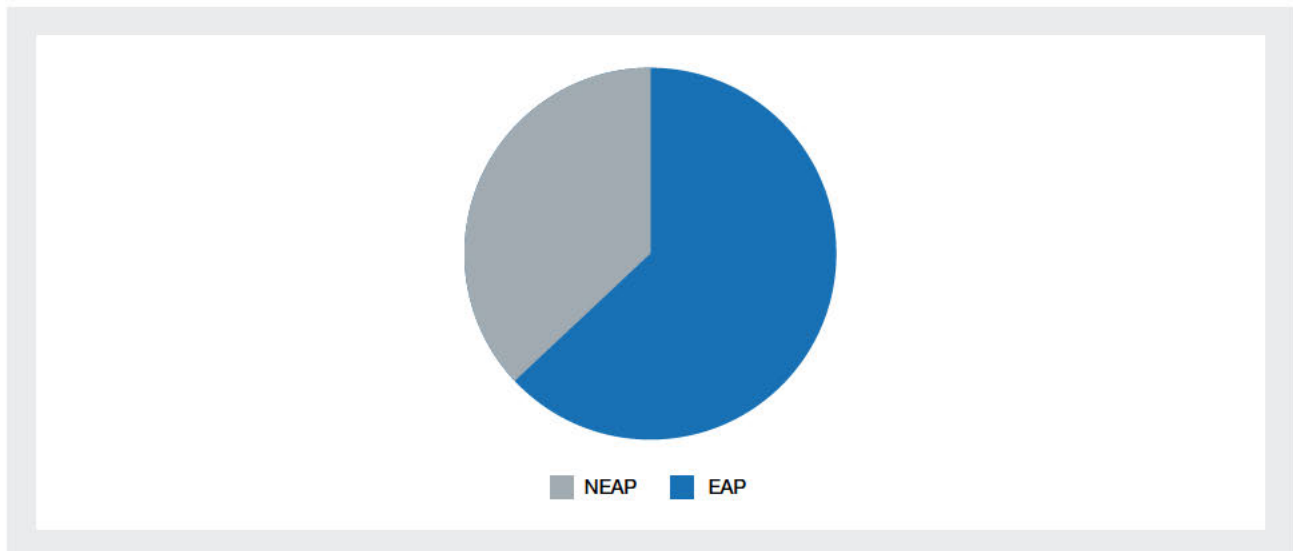
Setshwantsho 17: Go Latlhiwa ga Matlakala mo RLM



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 Mmassepaleng 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 Mmassepaleng 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 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 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. 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 Mmassepaleng 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 di ne tsa 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 Mmassepala wa Kgaolo ya Bojanala Platinum ya R155 billion 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

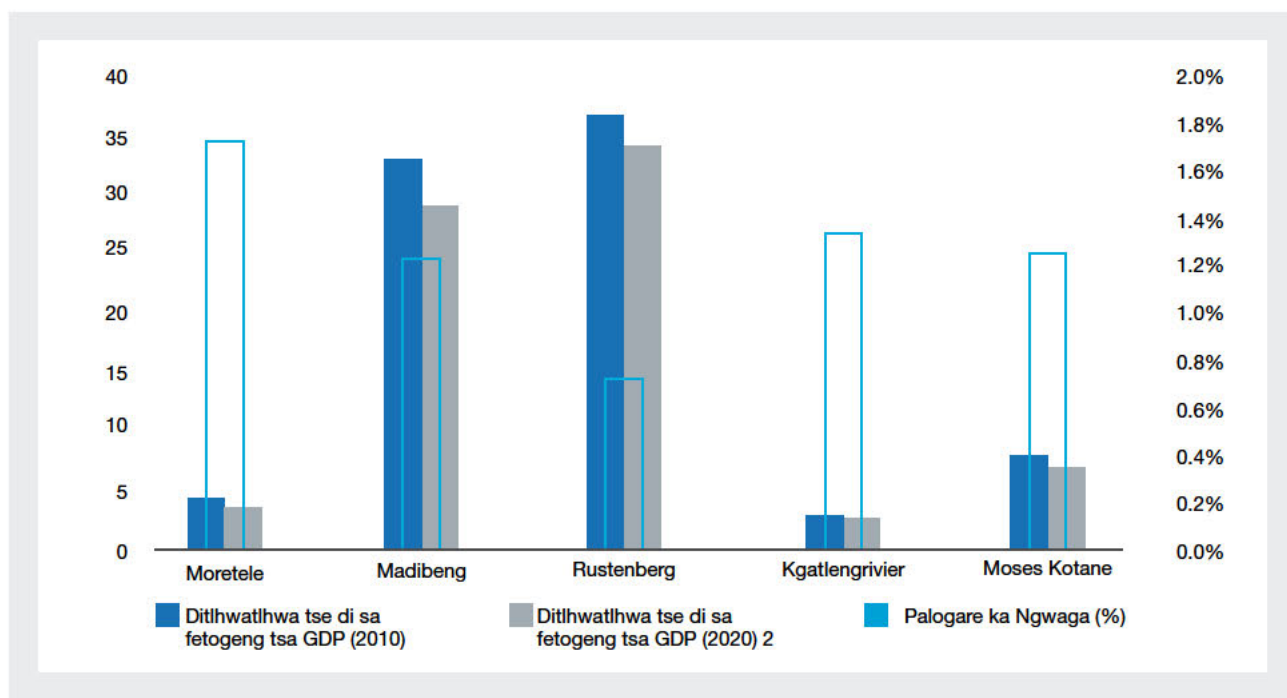


1.47% ya GDP ya Aforika Borwa e e neng e na le GDP ya R4.97 trillion ka 2020 (e e lekanngwang ka ditlhwatlhwa tse di kwa tlase kgotsa tse di tiwaelegileng). Go nna le seabe ga yona mo ikonoming ya bosetšhaba go ne ga nna go ntse go le botlhokwa go tshwana le ka 2010 fa e ne e na le seabe sa 1.36% mo 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 tihatloga ka 2015 ka 14,10%.

GDP ya dikgaolo tsa Mmasepala wa Kgaolo wa Bojanala Platinum, dishere le kgolo ya 2010 go ya go 2020 le kgolo di bontshia 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

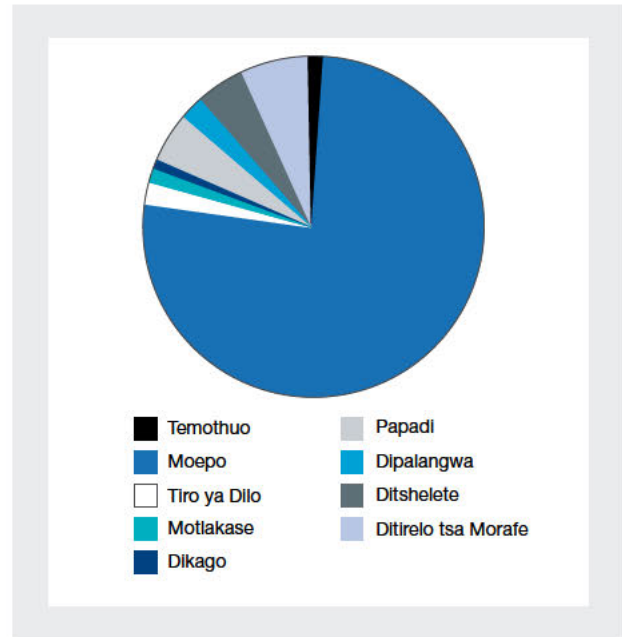
(Motswedi: IHS Markit; Regional eXplorer 1 070 (2.5y))



3.5.10. Tlhakanyo ya Dipalo Tsotlhe tsa Ikonomi (Gross Value Added)

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.

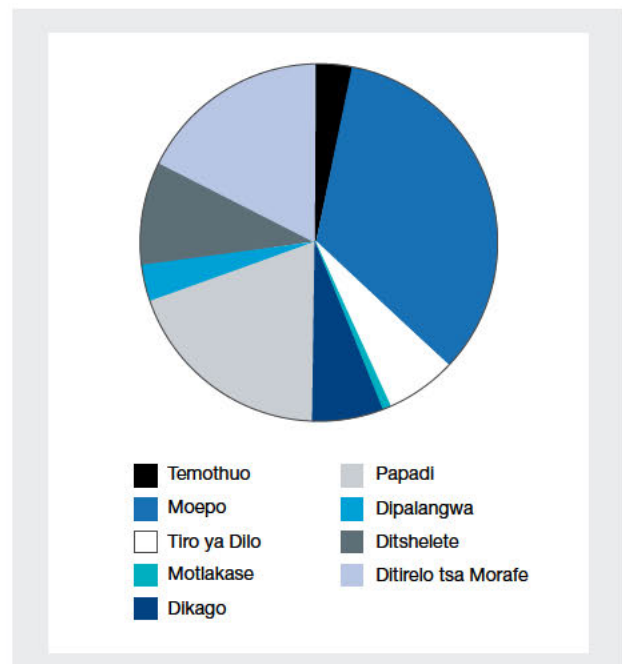
Gross Value Added (GVA) ke selekanyo sa tlhagisotiro (palogotlhe ya tlhagisotiro) ya kgaolo go ya ka palo e e dirilweng mo kgaolong eo. GVA e ka kgaoganngwa ka mafapa a a farologaneng a tlhagisotiro. Kerafo e e fa tlase e bontsha GVA ka lefapha la ikonomi le legolo ya RLM ka 2020.



Setshwantsho 20: Lefapha GVA jaaka % ya RLM

3.5.11. Paloyotlhe ya ba ba Berekabg go ya ka Lefapha Lengwe le Lengwe la Ikonomi

Ka 2020, Rustenburg 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. Go bona ditiro mo Rustenburg go ne ga oketsega ka ngwaga ka palogare ya 1,23% go tswa go 2010 go ya go 2020 Setshwantsho 21.



Setshwantsho 21: Palogotlhe ya ba ba Berekang go ya ka Lefapha Lengwe le Lengwe la Ikonomi

(Motswedi: IHS Markit; Regional eXplorer 1 070 (2.5y))



3.6 Leano la Tswelelopele ya go Batla Dilo le Tiragatso ya Yone ya DIKHAMPHANE TSA HDSA - Molawana 46 (c) (vi)

Styldrift e lemoga tlhokego ya go siamisa go se lekalekane ga nako e e fetileng mme e tsaya Black Economic Empowerment (BEE) jaaka nngwe ya dipilara tse di tshegetsang Tiro ya Phetogo mo Aforika Borwa. Styldrift gape e lemoga gore BEE e botlhokwa thata mo go diragatseng ditebelelo tsa South African Mining Charter. Kgwebo ya meepo e lemoga gore go reka dilo go naya thulaganyo e e siameng ya go simolola letsholo le le sa fetogeng la go maatlafatsa ikonomi ya di-HDSA. Boikaelelo jwa Moepo ke go dirisa letsholo leno.

3.6.1 Tsela ya go Dira

Go dirilwe Mogolagang wa Tlamelo (Supply Chain) le pholisi ya go batla dilo ya HDSA le le tihalosang ka phepafalo boitlamo jwa Styldrift jwa go dira le BEE. Go tsamaelana le Charter ya Meepo, pholisi ya Styldrift le ditshenyegelo tsa go reka di remeetse thata mo go rekeng dilo mo barekising ba HDSA le go rotloetsa ditšhono tse disha tsa go nna le seabe ka tsela e e nang le bokao ga dikhampani tsa HDSA. Pholisi eno e rulagantse mokgwa o o latelang:

- Styldrift e tla diragatsa dikgato tsa go rotloetsa, go tihomamisa, go rata, le go buelela go batlela dilo batho ba ba kileng ba bo ba tlodisiwa matlho mo nakong e e fetileng. Meepo eno e lemoga gore go tlhokega go oketsa ka botlalo ditšhono tsa HDSA go tsena mo intasetering ya meepo le go solegelwa molemo ke go dirisiwa ga didirisiwa tsa naga.
- Go rekwa ga dilo go tla dirisiwa ke Styldrift jaaka mongwe wa mekgwa ya konokono ya go bopa LED mo baaging ba ba amiwang ke tiro ya yone. Mo mabakeng a mo go one go sa kgonegeng go bona ditirelo ka ntsha ya go tlhoka bokgoni mo baaging ba lefelo, batho ba lefelo ba tla nwa ditšhono tsa go nna banele ba ditirelo mo Styldrift.
- Ponelopele ya Styldrift ke go supa, go tihabolola le go rotloetsa go tihamiwa le go tsweladiwa ga dikgwebo tse di tsamaisiwa ke baba-HDSA ka mokgwa wa go reka. Boikaelelo ke go rotloetsa go nna le dikgwebo mo metseng e e bapileng le ditiro tsa yone tsa meepo le ka go oketsa go nna le seabe ga batlamedi ba HDSA mo intasetering e kgolo, gammogo le ditirelo tse dingwe tse di amanang.

- Batlamela ka dithoto botlhe ba tla kopiwa go lotlega tshedimosetso e e malebana le beng ba bone le mananeo a bone a mo teng a BEE.
- Styldrift e tla rulaganya dikgato tsa go elatlhoko le go tihomamisa maemo a batlamela ka dithoto ba ba farologaneng le go tihomamisa gore tshedimosetso eo e a ikanyega.
- Go tla amogelwa dikumo tse ba HDSA ba tlamelang ka tsone le ditirelo tse ba tlamelang baagi ba lefelo la Mmasepala wa Selegae wa Rustenburg (RLM) ka dithoto.
- Moepo ono o tla rotloetsa batlamela ka dithoto go dira dikamano kgotsa go Kopanelo Kgwebo le dikhampani tse di tlamelang HDSA fa go se na morekisi wa HDSA yo o dirang tumalano ya go tlamela ka dithoto kgotsa ditirelo tse di tlhokegang.
- Dipatlafalo tsa thentara di tla tihalosediwa barekisi ba ba HDSA ka botlalo; gape
- Ba HDSA ba ba batlang go nna barekisi ba tla thusiwa le go kaelwa mabapi le go rulaganya dithulaganyo tsa kgwebo tse di maleba.

3.6.2 Setheo sa Intaseteri ya Ntlo ya Lesedi - Lefelo la Enterprise and Supplier Development (ESD)

Lenaneo la Enterprise, and Supplier Development Centre le tihamilwe go kgontsha ditlamo tsa baagi ba moepo o leng mo go bone go nna ditlamo tsa kgwebo tse di tswelatseng tse di ka dirang kgwebo le Impala-Bafokeng le ditheo tse dingwe tsa meepo. Go tshegetsatsa dikgwebo tse dinnye, go ne ga tihomiwa Enterprise, and Supplier Development Centre. Lefelo leno le ka bonwa ke maloko a morafe ka malatsi a beke go tloga ka 07h00 go ya go 16h00, ka ditlamelo tse di latelang le mafelo:

- Bakatisi ba dipuisano tse di sa rulaganngwang tse o tsenang fela tsa go botsa dipotso tse di amanang le kgwebo.
- Phaposi ya dikopano e kgona go dirisiwa ke ba ba tseneng pele mo go yone fa beng ba dikgwebo ba batla lefelo la go tshwara dipokano
- Mo go yone go na le lefelo la dikhomphiutha tse tihano gammogo le porintara.



3.6.2.1 Intaseteri ya Lesedi

Boikaelelo jwa lefelo la intaseteri ya lesedi ke gore batlamela ka dithoto ba kgone go dirisa Madirelo ano ka tsela e e botoka ka dikgato tsa ikonomi tse di ka tsweledisiwang mo go ka kgonegang go tihama 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 interseteri ya letsatsi ya Warehousing. Mekgele e e akantshiwang ke dikhamphane tsa mo Metseng yotlhe ya Impala-Bafokeng e e neilweng dikonteraka ke Impala-Bafokeng. Boikaelelo jwa tšhono eno ke go tokafatsa bokgoni jwa tirelo ya dikhasetomara.

3.6.3 Theko ya Dithoto tsa Moepo ga ba HDSA Dingwaga tse Tlhano

Lenaneothalo 29: Theko ya Dithoto tsa Moepo ga ba HDSA Dingwaga tse Tlhano

MEKGELE YA THEKO YA DITHOTO						
Mofuta wa Theko ya Dithoto	Mokgele wa MC %	2020	2021	2022	2023	2024
Dilo tse di Epiwang	70%	69%	69%	70%	70%	70%
Tsa HDP le Tse di Laolwang ke yone (50%+1)	21%	20%	20%	20%	20%	20%
Tsa HDP ya Basadi le Tse di Laolwang ke Bone (50%+1)	5%	4%	4%	5%	5%	5%
Tsa HDP ya Basha le Tse di Laolwang ke yone (50%+1)						
Batlamadi ba ba Dirang Tumalanong le BEE (25% +1 & Maemo a 4≤)	44%	45%	45%	45%	45%	44%

3.6.4 Dilo tsa Moepo tsa Mokgele wa ba HDSA wa go Reka Dithoto

Lenaneothalo 30: Theko ya Dithoto tsa Moepo Moepo ga ba HDSA Dingwaga tse Tlhano

MEKGELE YA THEKO YA DITHOTO						
Mofuta wa Theko ya Dithoto	Mokgele wa MC %	2020	2021	2022	2023	2024
Ditirelo sa Moepo	80%	70%	80%	80%	80%	80%

Lenaneothalo 31: Ditirelo tsa Ntlha tse Pedi tsa Mokgele wa Theko ya Dithoto ga ba HDSA

MEKGELE YA THEKO YA DITHOTO			
Mofuta wa Dithoto tse di Rekwang	Mokgele wa MC %	2020	2021
Ditirelo	80%	70%	80%
Tsa HDP le Tse di Laolwang ke yone (50%+1)	50%	50%	50%
Tsa HDP ya Basadi le Tse di Laolwang ke Bone (50%+1)	15%	10%	10%
Tsa HDP ya Basha le Tse di Laolwang ke yone (50%+1)	5%	3%	3%
Batlamadi ba ba Dirang Tumalanong le BEE (25% +1 & Maemo a 4≤)	10%	7%	7%



3.6.5 Go Reka Dithoto ga HDSA

Thulaganyo ya go Reka Dilo e tla diragadiwa ka dikgato tse di latelang go tlhohofatsa maemo a motlamedi yo o tlhophilweng mo dikhamphaneng tse di thailweng ke HDSA.

- Go dirisa leano leno la go reka dilo mo 'Barekising' botlhe, ba ba akaretsang borakonteraka, batlamedi ba ditirelo le batlamedi ba dithoto.
- Go kgothatsa batlamedi go dira dikamano, go kopanelo kgwebo, kgotsa setlhopha le dikhamphane tsa ba HDSA, fa go se na khamphane epe ya ba HDSA ba ba dirang thendara ya go tlamela ka dithoto kgotsa ditirelo tse di tlhokegang.
- Go naya lenaane le le feletseng la direkiwa le ditirelo tse di tlhokwang ke Styldrift tse ba HDSA ba tlamelaang ka tsone-
- Barekisi ba HDSA ba tla tlhalosediswa dipatlafalo tsa thendara ka botlalo; gape
- Go thusa ba-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 tlhaloganngwe ditsamaiso tsa motheo tsa taolo ya ditšhelete.
- Go tla tlhamiwa lenaane-tlhopho gore go se ka ga nna le go tlhotlhelediwa ke mongwe le go 'dirisiwa ke mongwe go mo emela' mabapi le go tlhophiwa ga motlamela ka dithoto.
- Go tlhomamisa maemo a BEE/HDSA a barekisi ba ba tlamelang borakontereraka ba konokono ba Styldrift ka dilo tse go dirwang dilo tse dingwe ka tsone, dilwana tse di dirisiwang, le ditirelo.

3.6.6 Tswelediso ya Kgwebo le Motlamedi

Tswedisio 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 Kgwe bo 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 itlamile go tsweledisa Kgwebo le Motlamedi le leano la tiro le le fa tlase la dikgato tse re yang go di latela go diragatsa togoleano ya rona.



Lenaneothalo 32: Tswelediso ya Kgwebo le Leano la Tiro ya Tshegetso

Tlhaloso	Tiro	Lobaka
Katiso ya Tswelediso ya Kgwebo	Lenaneo la Tswelediso ya Kgwebo le le remeletseng mo tshegetsong le tsweledisong ya 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 tswelelang. 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 godisa di-SMME tse di leng teng le tse di sa tswang go tlhomiwa tse di gaufi le moepo tse di tla ba nayang tšhono 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 Nakoi 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 Tihomameng Fa go kgonega, itsise ba e ka nnang batlamedi ba HDSA le borakonteraka ba ba botlana batlamela ka dithoto ba ka gale ka maikaelelo a go dira dikamano tsa kgwebo, dikgwebo tse di kopanetsweng, le dikonteraka tse di potlana. Fa go le maleba, ditšhono tsa go reka 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 rileng e e tswang mo go Styldrift ke gore poelo ya ikonomi ya lefelo leo segolo go simolola ka go duela megolo ya moepo, fa theko ya dilo 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 tihamalalo le makgetho a a farologaneng le dituelo tse di duelwang ke Moepo, mo mabakeng a

le mantshi di ka se ka tsa nna le mosola fa go ne go se na morafe wa moepo. Go ka se kgonege go tihlola mosola ono le fa gol le jang o ka se tlhokomologwe. Dikhampani tsa meepo di dira madi a mantshi mme gantsi di dira dipoelo tse dikgolo, ka jalo di duela makgetho a mantshi Makgetho ano ke one a a nayang puso bokgoni jwa go tlamela ka dikago le ditsela le ditirelo Karolo e e sekaseka ya seabe sa Styldrift 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 Tihabololo 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 tswaledisa ikonomi o o letlang le go kgothaletsa baagi ba lefelo, puso, le lephata la poraefete go dira mmogo go fitlhelela kgolo le tihabololo ya ikonomi e e tswelolang, 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 Styldrift ke go thusa puso ya selegae le dithulaganyo tsa morafe go diragatsa ditlapete tsa bone tsa tihabololo le go nna le ditšhono tse disha tsa ikonomi ka go dira gore Styldrift e nne le poelo mo RLM.

3.8.2 Maano a go Dira le Diporojeke

Styldrift e tla tswelela e sekaseka diporojeke/ditiro tse di simololwang tsa gajaana/tse di rulagantsweng 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 maano a masha a tla rulaganngwa. Go newa leano la go tsaya kgato la go diragatsa diporojeke tsa LED. Leano la porojeke ya Styldrift LED le tla remelela mo go diragatseng ditsela tse di latelang:

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

- b) Go dira le go tshegetsa maiteko a a lemogilweng a go tihama di-SMME kwa Macharora le merafe e e amilweng, fa go kgonega e bile go tshwanela go dira jalo.
- c) Go itebaganya le ditlhokego tsa botlhokwa tsa malapa a babereki (ditirelo tsa motheo, matlo, go dirfa ga ditsela) ka:
 - i) Go dira diporojeke tsa go agiwa ga matlo le ditsela.
 - ii) Go oketsa gore malapa a bone ditiro gore a nne le madi le dithoto; le
 - iii) Go matlafatsa dikgwebo tsa lefelo tsa batsho.
- d) Go dirisana mmogo le puso ya selegae le baagi, ka tirisano mmogo ya puso le ya poraefete, go lemoga maiteko a LED.
- e) Go simolola lenaneo la bokgoni jwa morago ga tiro le ka nnang le seabe mo go maatlafatseng malapa a babereki le maloko a morafe go fitlhelela tihabololo e e tswelolang.
- f) Go sekaseka ditiro tsa LED ngwaga le ngwaga le go tihama maano a dingwaga tse tihano.

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 ntlha ya maemo a bosa a a farologaneng le tiriso ya dirori 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 lekalekanang. Pofojeke eno e ne ya tobaleliwa to 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	Kgotala 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 papatetsweng tsa metse ya Chaneng, Robega, Rasimone le Mafenya.		- Go dira mmogo le batsayakarolo ba ba amegang ka thulaganyo ya tlhabololo 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 dira ditshwantsho tsa tsone le go di amogela ka tsamaiso ya di tlhokomela le go di ntsha dithendara tsa tsone. - Bogolo jwa Tiro ya Ditsela - ditsela tsa lefelo tse di golaganang le go kgabaganya mo lefelong le le tlhophilweng gore le tlhabololwe.					
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	Ditsela tse di feditsweng go tlhamiwa tse di tshwanetseng go dirwa. Go dirwa ga tsela ya kgolagano ya R24 (asphalt) e e mo Waterkloof.		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 kgabaganya mo go lengwe le lengwe la mafelo a a latelang Robega, Chaneng le Ras/Mafenya – ditsela tsa boleele jwa 3km fa bo kopanngwa		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 kgabaganya 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 Dikgela Tiro le go Tswa mo go Yone					
Department of Public Works Mmasepala wa Rustenburg Royal Bafokeng Administration (RBA)		Porojeke eno e tlele go fediwa ka 2024 le go nwa Royal Bafokeng Administrator le Department of Public Works 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 kgotso go agela baagi matlo gape ka go ba naya 70m ² go simolola ka 2014-2019 mme morago go ne ga dumalanwa go tlhatlosa 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 botlhe gore matlo a tla agiwa gape go fitlha go 70m ² 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 Solegelwang Molemo							
Chaneng	Robega	Rasimone	Mafenya	Phokeng	Boshoeke	Phatsima	Rustenburg
Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Bothlokwa					
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 baenjenere ba ba agang le pego ya badirelaloago. Dithamo tse disha tsa leano la matlo la 80sqm. - Bajaboswa ba ba akantshitsweng ebile ba dumeletswe gore ba amogelwe le go saena tumalano ya matlo.					
Molanako wa Porojeke							
Porojeke e a Simolola	Porojeke e a Fela	Dithaloso 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 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 Mafenya/Rasimone. - Kgotla 2: Matlo a le 6 mo Robega, Matlo a le 6 mo Chaneng.		2 680 000	34	Tšhono ya dikhamphane tsa lefelo tse di agang le go thapiwa ga 50% ya batho ba mo metseng e e amegileng ka tlhamalalo.	
Banaleseabe ba Konokono		Leano la go Dikgela Tiro le go Tswa mo go Yone					
Royal Bafokeng Administration (RBA)	Porojeke eno e tllile go fediswa ka 2022. Matlo a a feditsweng a newa RBA le beng ba matlo ba tswela ka go a tlhokomela le gore a nne a siame.						
Beng ba matlo							

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 kwadihweng gore e dirwe ka 2022 jalo e tšile e le mo lenaaneng la ditlapele la porojeke ya IDP ya dikago le ditšela. Porojeke eno e tšile go ama tse di latelang ka tsela e e siameng: • Botsamaisi jwa 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 SelegaeMmassepala wa Selegae	Porojeke ya Lefelo la Lefatshe				
R 1 200 000	Bojanala	Rustenburg	Rustenburg – Lefapha la Tshireletsego ya Moradw				
Morafe / Motse o o Solegelwang Molemo							
Chaneng	Robega	Rasimone	Mafenya	Phokeng	Boshhoek	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	Dithaloso tsa Porojeke		Bajete (R)	Phopholetso ya Ditiro tse go Dirilweng Gore di Nne Teng	Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki	
2022	2022	• Dithamo tse di feditsweng tsa R565. • Lefelo le le agilweng la taolo ya pharakano ya diteraka mo tseleng ya R565.		1 200 000	37	Tšhono ya batho ba lefelo leo ya go teratelela. Tšhono ya dikhamphane tsa lefelo tse di agang le go thapiwa ga 50% ya batho ba mo metseng e e amegileng ka tlhamalalo.	
Banaleseabe ba Konokono							
Lefapha la Tirelosetšhaba Mmassepala wa Rustenburg Lefapha la Pharakano la Rustenburg							
Porojeke eno e tšile go fediwa ka 2022 le go nwa Lefapha la Pharakano ya Dikoloi.							





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 SelegaeMmasepala 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	Boshoeck	Phatsima	Rustenburg
Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Botlhokwa						
Go agiwa ga di-Community Hall mo metseng ya Chaneng le Rasimone.		- Go agiwa ga <i>holo</i> ya <i>setšhaba</i> go ka tse di batliwang ke baagi gammogo le dilo tse di latelang: – ofise, bobolokelo, kamogelobatho, kitsi, le matlwana a boithusetso.						
Molanako wa Porojeke								
Porojeke e a Simolola	Porojeke e a Fela	Ditlhaloso 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	Ditlhamo tse di feletseng tsa di-community hall le go dumelelwa ga ditlhaloso tsa holo eno mo baaging ba lefelo. Go agiwa ga community hall ya Chaneng		2 400 000		80		Tšhono ya batho ba lefelo leo ya go teratelela. Tšhono ya dikhamphane tsa lefelo tse di agang le go thapiwa ga 50% ya batho ba mo metseng e e amegileng ka tlhamalalo.
2024	2024	Go agiwa ga holo ya setšhaba ya Rasimone.		2 400 000		80		
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 tšile go fediswa ka 2024 le go nwa Royal Bafokeng Administrator le Lefapha la Tirelosetšhaba le Ditsela 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 nthla 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 bothokwa 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	Boshoe	Phatsima	Rustenburg			
Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Bothokwa									
Go agiwa ga <i>Septic tank</i> mo Robega.		• Go agiwa ga tsamaiso ya <i>septic tank</i> le go newa RBA.									
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		
2020	2021	• Go tlhamiwa le godira ditiro tsa go reka dilo tsa go agiwa ga <i>septic tank</i> e ntsha mo Robega. Tiro eno e akaretse go nna le ditetelelo tsothe tsa bothokwa. • Go agiwa ga <i>septic tank</i> le go newa ga yone.			200 000		10		Tšhono ya batho ba lefelo leo ya go teratelela. Tšhono ya dikhamphane tsa lefelo tse di agang le go thapiwa ga 50% ya batho ba mo metseng e e amegileng ka tihamalalo.		
Banaleseabe ba Konokono									Leano la go Dikgela Tiro le go Tswa mo go Yone		
Mmasepala wa Rustenburg Lefapha la Tirelosetšhaba 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 Lefapha la Tirelosetšhaba gore ba e tlhokomele.									





3.8.4 Diporojeke tsa Tshegetso ya Boitekanelo

Leina la Porojeke		Go Tlhabololwa ga Tlilini ya Tlaseng		Lefelo la Boremelelo		Tshegetso ya Boitekanelo		
Tlhaloso ya Porojeke		Jaaka karolo ya lenane la dikeletso le le lemogilweng mo foramong ya puisano ya banaleseabe le komiti ya tleliniki, kopo ya go tlhabolola e ne ya romelwa mme ya amogelwa mo porojekeng ya 2022/23. Kopo eno e ne ya akaretsa ditlhabololo tse di tlokegang tse di latelang:						
		1. Go agiwa ga matlwana a boithusetso						
		2. Tlhabololo ya septic tank						
		3. Go fetolwa ga matlwana a boithusetso a magalogolo gore e nne diphaposi tsa dipuisano						
		4. Go tsenngwa ga ditselana						
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 Solegelwang Molemo								
Chaneng		Robega	Rasimone	Mafenya	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 botsogo e e tlwaelegileng.				• Kwala ditlhabololo tsa kwa tlilining ya Tlaseng 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	• Boinjiniere, 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 Botlhapelo, go fetolwa ga diphaposi tse go direlwang dipotsolotso mo go tsone, go tsenngwa septic tank e ntsha, go tsenngwa ga ditshipi tse di kopanyang mo ditseleng tsa batho ba ba tsamayang ka dinao, go tlhongwa ga jenereitara le diphaposi tsa go leta.		1 200 000		25		Tshono ya batho ba lefelo leo ya go teratelela. Tshono ya dikhampani tsa dikago tsa selegae le go thapiwa ga badiri ba le 50% go tswa mo baaging ba ba amilweng ka thamalalo
Banaleseabe ba Konokono		Leano la go Dikgela Tiro le go Tswa mo go Yone						
Mmasepala wa Rustenburg Royal Bafokeng Administration (RBA) Lefapha la Boitekanelo		Porojeke e tla wediwa ka 2023 mme e neelwe Royal Bafokeng Administrator le Lefapha la Boitekanelo la porofense ya Bokone-Bophirima.						

3.8.4 Diporojeke tsa Tshegetso ya Boitekanelo

Leina la Porojeke		Tlhabololo ya Tlilini ya Chaneng			Lefelo la Boremelelo		Tshegetso ya Boitekanelo	
Tlhaloso ya Porojeke		Go oketsa bokgoni jwa tliniki, Impala-Bafokeng e ne e setse e duetse dituelo tsa baoki ba bangwe ba le babedi kwa tliniking ya Chaneng go fitlha ka 2019. Mo godimo ga moo, go dirwa maitlamo a a latelang a a dirwa: 1. Phaposi ya boletelo e nngwe gape 2. Tlhabololo ya septic tank 3. Go tsenngwa ga jenereitara 4. Tlhokomelo 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 Solegelwang Molemo								
Chaneng		Robega	Rasimone	Mafanya	Phokeng	Boshoe	Phatsima	Rustenburg
Tlhaloso ya Porojeke				Matshwao a Tiragatso ya Botlhokwa				
Go tlhabololwa ga tliniki ya Chaneng go naya maloko a morafe tlhokomelo ya botsogo e e tswaelegileng.				• Kwala ditlhabololo tsa kwa tliniking 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 Nhe Teng	Leano la Tiriso ya Dikhamphane tse Dingwe le Babereki
2020		2020	• Dipaakanyo (tse e leng tsa go kgona go folasha fela) tsa matlwana a boithusetso a a ka kwantle ga tliniki le matlwana a boithusetso a a mo teng ga tliniki. • Tlhabololo ya tsamaiso ya ntsholeswe ya tliniki.			160 000	20	Tšhono ya batho ba lefelo ya go agelela tsela Tšhono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo baaging ba ba amegileng ka thamalalo.
2021		2021	• Go agiwa ga lefelo la boletelo. Dipaakanyo tsa di-aircon le ditswalo tse di tlhophilweng. Go tsenngwa ga di-blind le matshwao, go tsenngwa ga jenereitara			320 000	10	
Banaleseabe ba Konokono			Leano la go Dikgela Tiro le go Tswa mo go Yone					
Mmasepala wa Rustenburg Royal Bafokeng Administration (RBA) Lefapha la Boitekanelo			Porojeke e tla wediwa ka 2021 go ya ka ditumalano tse di saenilweng mme e tla neelwa Molaodi wa Royal Bafokeng le Lefapha la Boitekanelo la Bokone-Bophirima					





3.8.4 Diporojeke tsa Tshegetso ya Boitekanelo

Leina la Porojeke		Tlhabololo ya Tlilini ha Phatsima		Lefelo la Boremelelo		Tshegetso ya Boitekanelo		
Tlhaloso ya Porojeke		Jaaka karolo ya lenane la dikeletso le le lemogilwang ka foramo go buisana ga banaleseae le komiti ya tlilini, go ne ga dirwa kakants'ho ya go tlhabolola Tlilini ya Phatsima mme morago ga moo ga dirwa patlisiso ya go bona gore a go ka kgonega,						
Bajete Yotlhe		Mmasepala wa Kgaolo		Mmasepala wa Selegae		Porojeke ya Lefelo la Lefatshe		
R 1 200 000		Bojanala		Rustenburg		Kgofla 01		
Chaneng		Robega	Rasimone	Mafanya	Phokeng	Boshoek	Phatsima	Rustenburg
		Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Bothokwa				
Go tlhabololwa ga Phatsima go dumalana le maemo a a siameng go ya ka DOH. Tlilini e tla naya maloko a baagi tlhokomelo ya botsogo ya motheo.		• Feleletsa ditlhabololo tsa Tlilini ya Phatsima go ya ka ditlhaloso tsa porojeke.						
Molanako wa Porojeke								
Porojeke e a Simolola	Porojeke e a Fela	Ditlhaloso 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	• Patlisiso ya kgonego ya go aga e tshwanetse go dira le go newa bathokomedi ba tlilini.			N/A	1	Tšhono ya batho ba lefelo ya go agelela tsela Tšhono ya dikhamphane tsa kago tsa lefelo le go thapiwa ga 50% ya babereki mo baaging ba ba amegileng ka tlhamalalo.	
2024	2024	• Go newa bathokomedi go emisitswe ka nakwana, go tshwanetse ga dirwa dipaakanyo. • Go baakanngwa dilo tse di tshwanang le tse di dirwang kwa ditlilining tse dingwe: go okediwa ka phaposi ya go leta, go tlhabololwa septic tank le go tsenya jenereitara.			1 200 000	0		
Banaleseabe ba Konokono		Leano la go Dikgela Tiro le go Tswa mo go Yone						
Mmasepala wa Rustenburg Lefapha la Boitekanelo		Porojeke eno e tlele go fediwa ka 2024 le go newa Lefapha la Boitekanelo la porofense ya Bokone-Bophirima						

3.8.5 Go Dirwa ga Tiro le Mananeo a go Fedisa Khumanego

Leina la Porojeke		Balemerui ba Motse le Porojeke ya Tshegetso ya Temothuo		Lefelo la Boremelelo		Go Dirwa ga Ditiro le go Fediwa ga Khumanego	
Tlhaloso ya Porojeke		Porojeke eno e ne ya tlhamiwa ka maikaelelo a go dirisana le maemo a a kwa godimo a bothhokatiro jwa basha mo setšhabeng le koketsego ya go oketsa pabalesego ya dijo mo malapeng a a farologaneng Tsamaiso e simolotse ka go kopa Makgotlha go supa baamogeladitshiamelo ba ba nang le kgathhego mo temothuong go tswa mo lenaaneng la ba ba sa berekeng. Matlhommo a porojeke eno a dumalana le melaometho 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	Chaneng	Robega	Rasimone	Mafenya
Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Bothhokwa					
Katiso ya bokgoni le Thojane Farm, baithuti ba tsenela lenaneo le le dumeletsweng la katiso ya bokgoni jwa go lema merogo. Mananeo ano a akaretsa go dira ka diatla, ditshekatsheko, thatlhobo, le go newa disetifikeiti.		- Lenaneo la ngwaga le ngwaga la go fepa dikgomo - Katiso ya ngwaga le ngwaga ya bokgoni jwa temo ya mabele ya balemi ba lefelo kwa Polasing ya Thojane - Go newa tshegetso ga balemerui kwa The Hub go simolola koporase ya tlhagisotiro e e ka tsweledisiwang					
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	Baithuti ba ba tlhophilweng mo metseng e e gaufi le moepo.
2020	2020	Go rulaganya lenaneo la go fepa dikgomo, thulaganyo, dipodi, le matlhommo			720 000	3	
2021	2022	Go rulaganya lenaneo la go fepa dikgomo, thulaganyo, dipodi, le matlhommo			480 000	3	
2022	2022	Lenaneo la go fepa dikgomo: Balemerui ba le 10 ba tshwenetse go tsenela katiso ya bokgoni kwa Polasing ya Thojane.			480 000	10	Baithuti ba ba tlhophilweng mo metseng e e gaufi le moepo.
2023	2024	Lenaneo la go fepa dikgomo: Balemerui ba mabele ba el 24 ba tshwenetse go tsenela katiso ya bokgoni kwa Polasing ya Thojane.			480 000	24	
2024	2024	Naya balemirui tshegetso kwa The Hub go bula koporase ya dijjwalo.			480 000	6	



3.8.5 Go Dirwa ga Tiro le Mananeo a go Fedisa Khumanego

Banaleseabe ba Konokono	Leano la go Dikgela Tiro le go Tswa mo go Yone
Mmasepala wa Rustenburg	Se se akarediawang mo Leanong la Tswelediso ke didirisiwa tsa go simolola go lema (tse di jaaka dimela tse dinnye, dithaele, jalo le jalo) go thusa basolegelwamolemo go simolola ditiro tsa temothuo mo malapeng a bone. Koporasi eno e tla kwadisiwa mme go tla dirwa gore e kgone go tsena mo mmarakeng o o nang le Disupamakete tse pedi tsa mo lefelong leo le gore go kgonege gape go ka rekisetša hotele ya lefelo leo. Mmaraka ono o tla atolosiwa go akaretša morafe wa meepo le babereki ba Impala-Bafokeng. Thuso ya gone jaanong e e neelwang kwa Hub ke setsha le phaposi e e tsididi. Mo nakong e telele, leano leno ke la go tihomamisa go kgona go bona setsha le go nna le seabe mo thulaganyong ya pabalesego ya dijo e e tsamaisiawang ke Royal Bafokeng Administration (RBA) jaaka karolo ya go thusa go fokotsa lehumla

3.8.6 Thuto e Tshegetsa Diporojeke

Leina la Porojeke		Kago ya Sekolo		Lefelo la Boremelelo		Tshegetso ya Thuto	
Tlhaloso ya Porojeke		Dikago le ditsela tsa dikolo ke sengwe sa dilo tsa motheo tse di tlhokegang go tihomamijsa gore go nna le thuto e e tshwanetseng le e e siameng. Ka thulaganyo e ntšha ya go ruta le go fetola le go tlhabetla thuto ka kakaretso, go nna le ditlhokego tse dingwe gape tsa dikago le ditsela tse di tshwanetseng go dirwa mo leanong leno. Dikago le ditsela di tshwanetse go agiwa go ya ka thulaganyo ya dikolo; tseno di akaretisa diphaposi tsa borutelo, laboratori ya saense le dikago dipe tse di amanang le tsone.					
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	Chaneng	Robega	Rasimone	Mafenya
Tlhaloso ya Porojeke		Matshwao a Tiragatso ya Botlhokwa					
Go dira gore go nne le mafelo a go ithuta a a siametseng baithuti mo dikolong tsa setšhaba tsa Macharora. Go aga dikago le didiriswa tsa go tswaledisa saense le thekenoloji.		- Go agiwa ga diphaposi tsa borutelo tsa Gr R tsa dikolo tsa lefelo leo (tse di nang le boapeelo, magtiwana a boithusetso le go tlhapa, lefelo la balwetse le lefelo la go tshameka) - Go tsenngwa ga didirisiwa tsa e-learning					
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	
2020	2020	Go naya le go Tsenya sedirisiwa sa eLearning		1 200 000	12	Tšhono ya batho ba lefelo leo ya go teratelela. Tšhono ya dikhamphane tsa lefelo tse di agang le go thapiwa ga 50% ya batho ba mo metseng e e amegileng ka tlhamalalo.	
2021	2022	Aga phaposi ya borutelo ya Gr R kwa Rasimone Naya tshegetso e nngwe ya tlhokomelo ya dikolo tsa lefelo		2 200 000	28		
2023	2024	Porojeke ya tirisano ya tlelase ya Gr R – go dira mmogo le Sandvik Tiro ya go tlhama e tshwanetse go fediswa ka 2023 e bo e latelwa ke go aga ka 2024.		800 000	0		
Banaleseabe ba Konokono		Leano la go Dikgela Tiro le go Tswa mo go Yone					
Lefa Department of Public Works		Diporojeke tseno di tile go fediswa ka 2024. Tshekatsheko a go amega e tla dirwa go bona gore porojeke e atlegile go le kana kang. Porojeke eno e tla lekanyediwa go dirisiwa sedirisiwa sa go lekanyetsa le go sekaseka go bona gore a Impala-Bafokeng e ka kgona go dira tsadisomadi e nngwe mo dipororejeng tsa mofuta on.					

THESE NAMES ARE DUPLICATED



3.9 Dikgato tsa go Tlamela ka Matlo, Maemo a Botshelo le Dikotlammele

3.9.1 Mafoko a Maitlamo

Stylldrift e ne ya dira maitlamo a go aga Matlo mo kgaolong ya Boshhoek ka e ne e tsewa e le lefelo le le tshwanetseng go nna le tlhabololo ya mofuta o. Go thulangwe le dikgwetlho tse di latelang.

- Ditirelo tsa selekanyo se segolo di ne tsa se ka tsa kgona go bonwa.
- Go ne go sa kgonege gore go okediwe go feta diyuniti tsa ntlha di le 3000 ka gonne go ne go tla senya naga ya morafe, e e neng e sa rekisiwe.
- Mekgatlho ya Babereki e ne e sa itumelela lefelo le go neng go remeletswe mo go lone, mme gone go a tshwenyegwa ka seno mabapi le selekanyo se babereki ba neng ba tla le dirisa ka sone fa le sena go agiwa.

Ereka go ne go bonala gore leano la Boshhoek Housing Development le ne le ka se atlege, Stylldrift e ne ya ikaega thata ka Dithuso tsa Madi tsa ba ba sa Nneng mo Moepong le Dithuso tsa ba ba Nang le Matlo le go kgothaletsa Go Nna le matlo. Fa nako e ntse e tsamaya go ne ga bonala fa seno le sone e le mathata mme Impala-Bafokeng Platinum e ne ya tshwanetse ke go sekaseka mokgwa wa yone wa go aga matlo go tsamaelana le ditlhokego tsa babereki ba yone le setšhaba se se e dikologileng.

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 dikhampane 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 kwa tiwaelo gore mekhukhu mo Aforika Borwa gantsi ke lefelo le le tlholang bokebekwa, go dirisa ditagi le go nwa bojalwa ka tsela e e feteletseng, le go anama ga malwetse.”

Impala-Bafokeng le Mekgatlho ya yone ya Babereki 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 Mekgatlho ya babereki e e tlhalosang se se latelang (Tsofelo ya Impala-Bafokeng 2011-2014 Wage Agreement- Clause (9):

“PATLISISO YA GO KGONEGA GA DITLHAROLELO TSA DIKGANG TSA MATLO LE GO DIRAGADIWA GA TSONE”

Ditheo tseno di itlama go sekaseka tharabololo ya matlo e boikaelelo e leng go batlela babereki ba ba thapilweng ba Operational Units matlo. Ditheo tseno di itlama go dira dilo tse di latelang go fitlhelela mokgele wa tsone:

- Mo bekeng e le 1 (nngwe) morago ga Letlha la go Saena, Ditheo tseno di tla tlhophela maloko a le matlhano sengwe le sengwe sa tsone go bopa komiti ya dipatlisiso (“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 tlhokegang mme jaaka go ka nna ga tlhokega, ka ditshenyegelo tsa Khamphane, go e thusa ka go rulaganya tharabololo ka bothata jwa matlo; gape
- Komiti e tshwanetse, ntle le fa Ditheo tse di dumalane ka tsela e nngwe ka lekwalo, go romela pegelo ya yona 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 nna le 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 tlhole di duelwa Babereki ka tlhamalalo, mme di duelwe mo letloleng la bonno.
- Bathapiwa ba tla tsenya seabe sa 8% (diperesete tse robedi) le 12% (diperesente tse somerobedi) sa tuelo ya bone e e tiwaelegileng kgotsa thulaganyo ya palogotlhe ya tuelo kgwedi le kgwedi go simolola ka letlha le le tlhomilweng ke Komiti le le amogetsweng ke Boto go ya ka molawana wa 9.4; le
- Fa go tlhokega, tumalano ya babereki ba ba thapilweng kwa Operational Units ba e seng Bathapiwa, go nna 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 lesome le borobedi go tloga ka Letlha la go Saena, Ditheo tseno di dumalana gore Komiti e tla fedisiwa, mme HOA le LOA di tla tswelala go duelwa Babereki jaaka go dumalanwe.

3.9.3 Pego ya Tswelelopele ya IMPALA-BAFOKENG HIC

Ka 2018, matlo a le 419 a maemo a a kwa tlase a Baokamedi (A – D1) a ne a agiwa mo lefelong le le tlhomilweng, e leng, Waterkloof Hills Extension. Matlo 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 go ya ka tlhokego ya babereki ba ba amogetseng tšhono ya go nna le matlo.

Tshwetso ya go tswelala ka go aga matlo go tla itsiwe ka gore a babereki ba a batla. Togamaano ya Madi a Thuso ya Go Nna le Matlo le Thuso ya Madi ya go Nna Kgakala

le Moepo e tla tswelala go dirisiwa mo babereking ba ba iseng ba amogele thebolelo ya go nna le matlo a bone.

Tsadisomadi yotlhe e e dirilweng ke R1 197 742 77 300 (R 1,9 billion) go simolola ka 2 014 fa a bapiswa le mokgele wa R 2,7 billion. Ka 2018 fela go ne ga agiwa matlo a le 419 ka tsadisomadi a R285 900 824.

3.9.4 Go Tshegetsa 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 bonnye 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 a tlhwatlhwa e e kwa tlase mo dingwageng tse di lesome tse di tlang.



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 Moepong 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.

Mmerekhi mongwe le mongwe yo o berekang kafa tlase ga lefatshe o tla fiwa dijo tsa motshegare letsatsi le letsatsi ka go duela khampani Mmerekhi 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 dijo tse di newang go mo tlhokomela ke 1 500 kJ. Styldrift 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. Styldrift e tla tswelela ka go tlamela babereki ba shifite e e magareng ka dijo tsa motshegare.



Lenaneo la go laola go Fokodiwa le go Kgaolwa ga Babereki mo Tirong

Molawana 46(d)

4



Lenaneo la go laola go Fokodiwa le go Kgaolwa ga Babereki mo Tirong

Molawana 46(d)

4.1 Ponokakaretso

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 kgone go kopana ka kgwedi go buisana mathata a mo tirong. Maikaelelo ke go tlamela ka koloi semolao 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 dipatlafalo tsa Molawana 46 (d) (ii) le (iii), Styldrift 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 tswaledisa kgwebo.

Lenaneothalo 33: Leano la go Tsaya Kgato la go Fokotsa le go Kgaola Babereki mo Tirong

Tiro	Tse di romelwang	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	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 Tshekatsheko ya Kamego ya Loago le tiro ya go buisana le Banaleseabe.	Leano la loago la go tswala moepo	Dingwaga tse 6 pele ga thulaganyo ya go tswala moepo
Tiragatso ya togomaano ya go fetola maemo a Moeo	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	Ba ba farologaneng – go santse go tla tlhalosiwa	Go tswalwa ga moepo dikgwedi di le 4 pele ga nako

4.2 Togomaano le Maitlamo

Styldrift 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 tshosetsang tse di tihomamisitsweng. Thuso e e tlhamaletseng le e e tshwanetseng ke ya gore Styldrift go tsereganya go thusa badiri ba ba ka nnang ba kgaolwa mo tirong go bona ditiro tse dingwe. Styldrift 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 tswalwa. Go tla latelwa ditiro dingwe fa maemo a ikonomi a a leng teng a dira gore poelo ya Styldrift e wele kwa tlase ga 6% ka kakaretso mo lobakeng lo lo sa kgaotseng lwa dikgwedi di le 12. Ditiro tseno di tla akaretsa:



- a) Dipuisano – tiro ya dipuisano go ya ka Karolo 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 Diminera le Meepo – thulaganyo ya kitsiso go Boto go ya ka Karolo 52 (1) (a) ya Molao wa MPRDA.
- d) Go dira tumalanong le kaelo ya Tonakgolo le go tlhomamisa kafa dikgato tseno tsa paakanyo di tllile 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

Styldrift e tllile go tlhama dipholisi go netefatsa gore motho yo o amogelang lotseno lwa kemedi o tlatltheletswe go emisetsa lotseno lo lo dirilweng ke mmereki wa pele wa mo moepong. Go tsamaelana le lenaneo la tsweliso ya bokgoni jwa setšhaba le le akareditsweng mo thulaganyong ya go fedisa lehuma mo Molawaneng wa 46 (c) (iii), Styldrift 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 ikaletse 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 jw Tiro ya mo Teng ga Setlamo le ya ka Kwa ntle ga Setlamo

4.4.1 Ditšhono

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

- 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, wa bo 97 wa ka 1998 le melawana ya one.

- c) Go supa le go akanyetsa maiteko a di-SMME a a nang le bokgoni jwa go dira ditšhono 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, Styldrift e ikaletse go bua ka mathata a a botlhokwa a go thulaganyo ya kgaola babereki a a tshwanang le:

- a) Go tsaya dipenshene tsa mo moepong.
- b) Go kgona go bona dithuso tsapuso tsamapenshenara.
- c) Thulaganyo ya ditšhhelete morago ga go rola tiro.
- d) 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 mathata a mo tirong. Maikaelelo ke go tlamela ka koloi semolao 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 baberekoi ka bontsi mo nakong e e tlang.

Tumalanong le tse di tlhokiwang mo go Molawana 46 (d) (iii), Styldrift 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 latlhegelwe ke ditiro kwa Styldrift 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, Styldrift 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 dipatlisisong 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 katiso eo pele ga ba tswa mo tirong.
- Go lemoga ditšhono tsa gore di-SMME di ka tlamela Styldrift 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

Go na le maemo a a farologaneng a mo go one kgabagare go fokodiwa ga badiri e nnang tharabololo e le yosi e e tshwanetseng ya go dira gore Styldrift 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 tse dingwe tsotlhe tsa ditiro tse dingwe. Pele ga go tsewa dikgato dipe, Styldrift 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. 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 go tswa 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 potfolio 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.

Styldrift 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 bothokwa 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. Styldrift o rulaganyetsa bapaletsa go kgaolwa mo tirong mo nakong e e tlang mo Styldrift:

- Tlhatlhobo ya bokgoni le kamogelo e e kwadiilweng ya go ithuta ga bone ga nako e e fetileng, maitemogelo le borutegi.



- b) 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
- d) Kakanyetso ditshimololo tsa dibasari.
- e) Dikaelo tsa kgato ka kgato tsa go itshimolela kgwebo
- f) Ditlhabobothale 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, Styltdrift 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 jaaka go rulagantswe mo Maemong a Tiro a bone ka bongwe. Go nna leloko gantsi go tlhomamisiwa ke Paterson Band e mothapiwa a leng mo go yone, mm, fa go le maleba, go tlhomamisiwa ke yuniti e e tshwarang therisano. 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 tiwaelegileng 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 tuelo ya madi a phenshene ka a kgaoganngwa mo Khampaning ya Inshoreense e e kwadisitsweng e mothapiwa a e itlhophelang.

4.5.4. Tuelo 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, Styltdrift e tla tlhomamisa gore:

- a) Go na le tlhokomelo e e tshwanetseng e e newang ke moemedi 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 panshene go ya ka dipholisi tsa panshene tsa Styltdrift 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 tswala 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. Styltdrift e ikaeletse go tlhomamisa gore babereki yone ba mo moepong, baagi le malapa a bone ba tswelala pele ba tshela le fa gone babereki ba ka fokodiwa kgosa Moemo o ka tswalwa.

4.6.2 Togomaano le Maitlhomomo

Kwa bokhutlong jwa botshelo jwa Moepo, Styltdrift e tla, go ya ka tse di letlelelwantg ke Pego ya 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 kopilwe go dira jalo, ka go kwala, ke Impala-Bafokeng
- b) Tlosa matlakala otlhe, e ka tswa e le a a bakilweng ke ditiro tsa meepo kgotsa go thubiwa ga dikago le dikago le ditsela, gammogo le dilo dipe fela tse dingwe tse Impala-Bafokeng e ka batlang gore Moepo o e tlose.
- c) Busetsa Lefelo la Moepo mo maemong tumalanong le EMPR, Thulaganyo ya go tswala moepo wa Styltdrift 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 togomaano ya Styltdrift LED mabapi le go dira gore ikonomi e nne ya mofutafuta 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 tsa di leng teng di fetolwe go buisana le Department of Minerals and Energy. Ela tlhoko gore Environmental Management Plan [EMP] ya Styldrift ga e ise e wediwe ka gore Leano la Loago le Babereki leno ke karolo ya go dirisiwa ga tsetlelelo e ntsha ya moepo le tiro ya EMPR e e tla simololang morago ga moo.

Le fa Leano la Loagole la Babereki le lebagane le go fokotsa kafa go tswalwa ga moepo go amang setšhabeng sa meepo ka teng, go tlhokega thulaganyo e e kgethegileng malebana le tiriso ya dithoto tsa Styldrift ka nako e le nngwe le morago ga moepo mo maikaelelo a go tlahabolola setšhaba. Dithoto tseno di akaretse:

- 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 Diporojekeng a tla dirwa le go diragadiwa go ya ka maemo a a amogetsweng a tlahabololo e e tswedisiwang. Styldrift e tla dira maiteko otlhe go tokafatsa go amiwa ga batho mabapi le loagong ikonomi, mo dikgaolong le mo ditsamaisong tse dingwe mo go kgaolwa ga babereki le go tswalwa ga moepo go tihomamisegang. Maiteko ano a tlele go remelala mo:

- a) Tshekatshekong le ditirelo tsa tshidilomaikutlo a batho ba ba amegang.
- b) Katiso ka kakaretso ya go ipereka mananeo a go thapiwa gape.

- c) Go katisa le go tihomelasekao maloko a morafe:
- d) Thulaganyo ya go tswala moepo.

4.6.3 Tshekatsheko ya Ditirelo tsa Tshidilomaikutlo

Khamphane e tla akanyetsa go naya tshidilomaikutlo ka baitsianape ba tshidilomaikutlo. Dikopo tsa tshidilomaikutlo eno ba tshwanetse go romelwa kwa Mookameding wa Merero ya Babereki.

4.6.4 Katiso ya go Ipereka Mananeo a go Thapiwa Gape.

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

Foramo ya OUPF e tla dirisana mmogo go tlamela ka mananeo a a fa godimo a katiso ya go dira ka bowena le go thapiwa gape ga badiri botlhe ba ba amilweng ke go kobiwa mo tirong.

Babereki ba tla nna le tšhono ya go tlahlosa 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 34: Leano la go Tsaya Kgato la go Fokotsa le go Kgaola Babereki mo Tirong

GO FOKODIWA GA BABEREKI	2020	2021	2022	2023	2024	PALOGOTLHE YA 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 Katsiwa le Botlhomasekao jwa Maloko a Morafe

Styldrift e itlama go akanya ka go thusa mo go tlhomiweng ga ditheo tse di farologaneng tsa kgwebo mo banaleseabe kgotsa ba ba tlhomilweng ba tla katisiwang 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:

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

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

4.6.6. Thulaganyo ya go Tswalwa ga Megala

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

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

Lenaneothalo 35: Leano la go Tsaya Kgato la go Fokotsa le go Kgaola Babereki mo Tirong

GO FOKODIWA GA BABEREKI	2020	2021	2022	2023	2024	PALOGOTLHE YA 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



Ditlamelo tsa Ditšhelete – Molawana 46(e)

4.7 Styldrift – Ditšhelete tse HRD e di Nayang

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

- 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 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 diriswang 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 tsewelediso 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 tseweledisiwa, Styldrift e ka tlihopha go dirisa madi a a bajetetsweng mo dinako 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.

- Styldrift ke yone e nang le tshwanelo ya go dirisa maatla a go dira ditshwetso ka botlalo le go dira dikattholo 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 lebelwang pele 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 ya go Fokotsa le go Kgaola Babereki" a tla dirisiwa ke Styldrift mo maemong a a sa lebelelwang fela. E re ka tsewelediso le botshelo jwa Moepo ono e le ya nako e telele e bile e le mosola, ga go lebege tiragalo eno e ka diragala mo dingwageng tse tlhano 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 palogotlhe ya SLP, e e akaretsang madi a LEDP le HRDP fela.

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

Fa go ka diragala gore babereki ba fokodiwe, Moepo o tla duela ditshenyegelo tse di latelang:

- a) Dituelo tsa go kgaoiwa mom tirona tsa beke e le nngwe ya ngwaga mongwe le mongwe wa tirelo, go ikaegeile ka tuelo ya dikgwedi di le tharo bobotlana.
- b) Dituelo tsa tshidilomaikutlo tsa babereki ba ba kgaotsweng mo tirelo; le
- c) Madi a a tlhomamisitsweng go sa le gale a mothapiwa mongwe le mongwe a katiso ya bokgoni jo bo ka dirisiwang gongwe le gongwe jo mmereki a bo tlihophang.



Lenaneothalo 36: Stylrift - Ditshelete tse HRD e di Nayang

TSHOBOKANYO YA MOEPO WA STYLDRIFT YA HRD	2020	2021	2022	2023	2024	PALLOYOTLHE
						2020-2024
AET le Leano la Bokgoni jo bo ka Dirisiwang Gongwe le Gongwe	1 444 472.55	293 954.04	766 617.26	10388 245.32	1 795 292.54	14 688 581.71
Leano la Boithutelatiro mo Tirong	11 315 806.19	15 490 125.24	25 868 631.84	38120 982.29	37 548 635.13	128 344 180.69
Tlhabololo ya Bokgoni le Katiso ya Konokono ya Kgwebo	10 872 316.97	1 603 643.84	4 568 016.26	10534 364.56	2 467 647.90	30 045 989.53
Leano la Dibasari	355 629.61	143 339.28	2 199 622.65	3972 522.32	2 956 591.18	9 627 705.04
Leano la Boithutelatiro mo Tirong le Maitemogelo ka Tiro	3 236 588.12	2 322 268.80	4 619 707.18	14414 224.51	8 204 643.06	32 797 431.66
Dituelelo tsa Tiro	–	243 493.08	6 916 707.15	–	9 685 382.07	16 845 582.30
Metshameko le Tsele le Tsele	–	–	200 000.16	100 000.14	413 000.28	713 000.58
DIPALOGOTLHE TSA BAJETE	27 224 813.43	20 096 824.28	45 139 302.50	77 530 339.13	63 071 192.17	233 062 471.52



4.8. Dituelo tsa Tšhelete Diporojeke tsa Tsewediso ya Ikonomi ya Loago

Lenaneothalo 37: Stylldrift - Ditšhelete tse LED e di Nayang

IBR BRPM ESD ya Moepo le Tse di Newang ke LED	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 dira 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 Macharona, Chaneng le baagi	2 634 022	0	0	0	0
Dikago tsa Morafe e leng, TownHalo, Weighbridge ya Lefapha la Pharakano ya Dikoloi	12 211	80 000	1 400 000	2 400 000	0
Tshegetso ya Dikago tsa 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 Fepa Dikgomo)	380 000	240 000	440 000	80 000	400 000
Dikago tsa Tshegetso ya Boitekanelo, eleng Dikago tsa Matlwana a Botlhapelo/Matlo a Badisa/ Tsamaiso ya Septic Tank kwa Tlilining	604 000	341 547	1 400 000	1 060 000	480 000
Porojeke ya Matlo ya Rustenburg Waterkloof Hills	3 916 000	1 984 384	1 522 069	4 080 000	0
Go Agiwa ga Sekolo se Sebotlana le se Segolo sa Waterkloof Hills	10 074 000	42 542 720	3 984 655	1 560 000	0
Go Dirwa ga Tsela ya Kgolagano ya R24 - Waterkloof	–	5 344 416	471 240	0	0
Dipalogotlhe tsa Bajete	20 614 000	58 009 139	21 457 964	36 457 755	15 400 000
Palo Yotlhe	26 244 800	63 921 479	28 865 921	45 582 279	18 825 463



4.9 Tlamelo ya Ditshelete ya go Laola Phokotso ya Babereki le go Kgaolwa ga Bone

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 tihalosiwang fa tlase:

- dibeke tsa tirelo ya ngwaga o le mongwe o na le Khamphane.
- Tuelo ya nothise ya kgwedi e le 1 tuelo; le

- Thulaganyo ya malatsi a boikhutso tse di lekanang le malatsi a le 30.

Tshedimosetso e e fa godimo e tla tsamaelana le Pholisi ya Styltdrift Retrenchment mme e ka nna ya fetolwa go ya ka molao o o maleba le/kgotsa ditumalano tsa setlhopha le banaleseabe.

Lenaneothalo 38: Thulaganyo ya Ditshelete ya go Laola Go Fokodiwa ga Babereki (Maemo a A&B)

Go ya ka Tumalano ya dituelo Maemo a A le B							
Tiro	2020	2021	Gajaana 2022	7% 2023	7% 2024	7% 2025	7% 2026
Styltdrift	90 591 405,05	115 022 127,48	141 475 235	151 378 501	161 974 996	152 813 484	163 510 428
Katiso ya Styltdrift	2 462 919,54	3 024 819,98	3 234 458	3 460 870	3 703 131	3 493 677	3 738 234
Palogotlhe	93 054 324,59	118 046 947,46	144 709 692	154 839 371	165 678 127	156 307 161	167 248 663

Lenaneothalo 39: Thulaganyo ya Ditshelete ya go Laola Go Fokodiwa ga Babereki (Maemo a C go ya go D1)

Go ya ka Tumalano ya dituelo Maemo a C1 go ya go D1							
Tiro	2020	2021	Gajaana 2022	7% 2023	7% 2024	7% 2025	7% 2026
Styltdrift	96 536 465,55	131 382 340,83	162 023 543	173 365 191	185 500 755	198 485 808	212 379 814
Katiso ya Styltdrift	2 591 806,11	2 691 100,07	5 490 446	5 874 777	6 286 011	6 726 032	7 196 854
Palogotlhe	99 128 271,65	134 073 440,89	167 513 989	179 239 968	191 786 766	205 211 840	219 576 669



Lenaneothalo 40: Thulaganyo ya Ditšhelete ya go Laola Go Fokodiwa ga Batho mo Tirong
(Botsamaisi jwa Magareng)

Ga go na tumalano ya dituelo							
Maemo a D2 go ya go E1							
Tiro	2020	2021	Gajaana	7%	7%	7%	7%
			2022	2023	2024	2025	2026
Styldrift	24 106 437,73	30 348 255,80	38 087 131	39 991 487	41 991 062	44 090 615	46 295 145
Katiso ya Styldrift	1 293 808,40	1 555 828,51	1 983 714	2 082 900	2 187 045	2 296 397	2 411 217
Palogotlhe	25 400 246,13	31 904 084,31	40 070 845	42 074 387	44 178 106	46 387 011	48 706 362

Lenaneothalo 41: Thulaganyo ya Ditšhelete ya go Laola Go Fokodiwa ga Batho mo Tirong
(Botsamaisi jwa Maemo a a kwa Godimo)

Ga go na tumalano ya dituelo							
Maemo a E2 go ya go E4							
Operation	2020	2021	Gajaana	7%	7%	7%	7%
			2022	2023	2024	2025	2026
Styldrift	10 400 319,13	12 038 265,18	13 732 633	14 419 265	15 140 228	15 897 239	16 692 101
Katiso ya Styldrift		–	–	–	–	–	–
Palogotlhe	10 400 319,13	12 038 265,18	13 732 633	14 419 265	15 140 228	15 897 239	16 692 101



5

Tiro ya Moepo wa Styldrift Platinum

Nna _____ motho yo o saenneng fa tlase le yo o letleletsweng go dira jalo ke Styldrift Platinum Mine, ke itlama go obamela tshedimosetso, ditlhokego, ditlamego le maemo a a tihalosiwang mo Styldrift Platinum Mine.

E saennngwe kwa _____ ka _____ letsatsi la _____ 2024.

Mosaeno wa motho yo ikarabelelang:

Snr. HR Manager _____

Dumeletswe ke: Manenjara wa Moepo

E saennngwe kwa _____ ka _____ letsatsi la _____ 2024.

Mosaeno _____



E dumeletswe ke Department of Mineral Resources

DUMELETSWE

E saenngwe kwa _____ ka _____ letsatsi la _____
2024.

Mosaeno wa motho yo ikarabelelang _____

Maemo _____



Puisano le Babereki le Banaleseabe

Meepo e iteile sehuba go itsise k SLP ya yone ka dithulaganyo tse di farologaneng go tihomamisa gore babereki botlhe le banaleseabe ba setšhaba ba fiwa tšhono ya go tihaloganya tokumente le se e se kayang.

