



IMPALA PLATINUM LIMITED

SOCIAL AND LABOUR PLAN

(Leano la Loago le Badiri)

TOKOMANE E NEELETSWE GAPE

27 Tlhakole 2015

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TATELANO YA DIKHUTSHWAFATSO

ABET	Adult Basic Education Training (Thuto le Katiso ya Bagolo)
ATR	Annual Training Report (Pego ya Katiso ya Ngwaga)
BE	Black Empowered (Maatlafatso ya Bantsho)
BEE	Black Economic Empowerment (Maatlafatso ya Ikonomi ya Bantsho)
BI	Black Influenced (Tlholtlheletso ya Bantsho)
BO	Black Owned (Tsa Bantsho)
CEB	Child of Employee Bursary (Basari e e fiwang Ngwana wa Modiri)
CFT	Cross Functional Team (Setlhophha sa Tirisanommogo mo Tirong)
COE	Child of Employee (Ngwana wa Modiri)
COM	Chamber of Mines (Mokgatlho wa Meepo)
CSI	Corporate Social Investment (Peeletso ya dikgwebo mo Loagong)
DMR	Department of Mineral Resources (Lefapha la Metswedi ya Diminerale)
DPLG	Department for Provincial and Local Government (Lefapha la Puso ya Diporofense le Selegae)
DTI	Department of Trade and Industry (Lefapha la Kgwebo le Madirelo)
EBDA	Ekurhuleni Business Development Agency (Mokgatlho wa Tlhabololo ya dikgwebo wa Ekurhuleni)
ETD	Education and Training Development (Tlhabololo ya Dithuto le Katiso)
EE	Employment Equity (Bothapi ka Tekatekano)
ESOP	Employee Share Ownership Scheme (Sekema sa Go nna mong wa Dišere ga Badiri)
ETD	Education, Training and Development (Thuto, Katiso le Tlhabololo)
FET	Further Education and Training (Thuto le Katiso go ya pele)
FLC	Foundational Learning Competency (Bokgoni ba Thuto ya Tshimologo)
FOG	Fall Of Ground (Go wa ga Matlapa mo Moepong)
FT	Full Time (Nako e e tletseng)
FY	Financial Year (Ngwaga wa Ditšelete)
GCC	Government Certificate of Competency (Lokwalo Iwa Puso Iwa Bokgoni)
GET	General Education and Training (Thuto le Katiso ka Kakaretso)
GIS	Geographical Information System (Mokgwa wa Kitso ka tsa Lefatshe)
GRCF	Greater Rustenburg Community Foundation (Mokgatlho wa Thuso ya Baagi ba Rustenburg ka Bogolwane)
HDSA	Historically Disadvantaged South Africans (Maaforika Borwa a a ileditsweng Ditšhono mo Malobeng)
HET	Higher Education and Training (Thuto le Katiso e Kgolwane)
HO	Head Office (Kantorokgolo)
HoD	Head of Department (Tlhogo ya Lefapha)
HR	Human Resources (Metswedithuso ya Batho)
HRD	Human Resources Development (Tlhabololo ya Metswedithuso ya Batho)
HSE	Health, Safety and Environmental (Pholo, Pabalesego le Tikologo)
IDP	Integrated Development Plan (Lenaneo le le Gokaneng la Tlhabololo)
IDP	Individual Development Plan (Lenaneo la Tlhabololo ya Motho ka nosi)
Implats	Impala Platinum Holdings Limited
IRS	Impala Refineries Services (Ditirelophepafatso tsa Diminerale tsa Impala Platinum)
JDF	Joint Development Forum (Foramotshwaraganelo ya Tlhabololo)
JIPSA	Joint Initiative for Priority Skills Acquisitions (Maiteko a a Kopaneng a go Bona Kitso e e Thokekang)
JR	Junior (Mmotlana)
JTTT	Joint Technical Task Team (Setlhophha se se Kopaneng sa Tiro ya Boitseanpe)
KPI	Key Performance Indicators (Ditshupetso tsa Bothokwa tsa Tiragatso ya Tiro)
LED	Local Economic Development (Tlhabololo ya Ikonomi ya Selegae)

LRA	Labour Relations Act (Molao wa Dikamano tsa Badiri)
LTD	Limited (e e Lekanyeditsweng)
MOA	Memorandum of Agreement (Lokwalo Iwa Tumelano)
MPRDA	Mineral and Petroleum Resources Development Act (Molao wa Tlhabololo ya Metswedi ya Dimineral le Leokwane)
MQA	Mining Qualifications Authority (Bothati jwa Dithutego tsa Meepo)
NGO	Non-Governmental Organization (Mekgatlho e e seng ya Puso)
NQF	National Qualifications Forum (Foramo ya Dithutego tsa Bosetšhaba)
NRA	National Roads Agency (Mokgatlho wa Ditsela tsa Bosetšhaba)
OLS	Operating License Strategy (Togomaano ya Laesense ya go Dira)
PGM	Platinum Group Metal (Kgetse ya Ditshipi tsa Polatinamo)
PGDS	Provincial Growth and Development Strategy (Togomaano ya Kgolo le Tlhabololo ya Porofense)
PM	Procurement Manager (Motsamaisi wa tsa Theko)
PMU	Project Management Unit (Karolo ya Batsamaisi ba diporojeke)
PROC	Procurement Department (Lefapha la Theko)
PT	Part Time (Tiro ya Nakwana)
PTP	Public Transport Plan (Tiriso ya Dipalangwa tsa Botlhe)
PTY	Proprietary (Maemo a go nna mong)
QLFS	Quarterly Labour Force Survey (Palo ya Badiri ya Kotara)
QCTO	Quality Council for Trades and Occupations (Lekgotla la Boleng jwa Tiro le Boamogelatiro)
RDP	Reconstruction and Development Plan (Leano la go Aga Gape le Tlhabololo)
RBA	Royal Bafokeng Administration
RBN	Royal Bafokeng Nation
RCDC	Rustenburg Community Development Centre (Lefelo la Tlhabololo ya Baagi ba Rustenburg)
RPL	Recognition of Prior Learning (Temogo ya Dithuto tsa Pele)
SADB	South African Demarcation Board (Balaodi ba dimmepe ba Aforika Borwa)
SAQA	South African Qualifications Authority (Bothati jwa Borutegi jwa Aforika Borwa)
SARS	South African Revenue Services (Ditirelo tsa Lotseno Iwa Aforika Borwa)
SEIA	Socio-Economic Impact Analysis (Tshekatsheko ya Ditslamorago tsa Loago le Ikonomi)
SETA	Sector Education Training Authority (Bothati jwa Lephata la Katiso le Thuto)
SLP	Social and Labour Plan (Leano la Loago le Badiri)
SME	Small to Medium Enterprise (Dikgwebo tse di Magareng go ya go di Nnye)
SMME	Small, Medium and Micro Enterprise (Dikgwebo tse di Magareng, tse di nnye, le tse di nnyennye)
StatsSa	Statistics South Africa (Dipalopalo tsa Aforika Borwa)
SR	Senior (Mogolo)
UIF	Unemployment Insurance Fund (Letlole la Inšorense ya Botlhokatiro)
VAT	Value Added Tax (Lekgetho la Boleng bo Tlaleleditsweng)
WSP	Workplace Skills Plan (Leano la Bokgoni ko Tirong)
YTD	Year To Date (Ngwaga Go Fitilha Jaanong)

Definition of Paterson Grading: (Tlhuloso ya Maemo Tirong)

- Board (Boto)
- Top Management (Botsamaisi jo bo ko Setlhoeng) (E – Level: Upper & F - Level)
- Senior Management (Botsamaibogolo) (E – Level: Lower)
- Middle Management (Botsamaisigare) (D – Level: Upper)
- Junior Management (Botsamaitsitase) (D – Level: Lower)
- Supervisors and Technically Skilled Personnel (Baokamedi le Baitseanape) C – Level)
- Semi-skilled and Discretionary decision making (Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng) (B – Level) Unskilled and Defined decision making (Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng) (A – Level)

KAROLO 1

MATSENO LE PUELO PELE

KAROLO 1

1.1 MATSENO

1.1.1 KA BORIPANA

Leano la Loago le Badiri (SLP) ke tlhoko e e sweditsweng ya peomolao ya diminerale e leng Molao wa Tlhabololo ya Metswedi ya Diminerale le Leokwane (Mineral and Petroleum Resources Development Act (28/2002) (MPRD Act)) e e tla tsenang tirisong go fitlhelela tetla ya go epa e fela¹. SLP e tlhogega go nna go feta puo ya maikaelelo tebang le Metswedithuso ya Batho, Tlhabololo ya Ikonomi ya Selegae, le Taolo ya Kwelotlase le Phokotso le Kgaolo ya Badiri. Leano ke tshobokanyo ya melawanatheo le dipholisi go kaela tsenyotirisong ya mananeo a a rileng a a lebaneng le go kaela thuso ya baagi mabapi le tlhabololo ya ikonomi le loago le kgolo ya ikonomi mo tikologong ya meepo ka dinako tsotlhe. Tswelelopele malebana le diporojeke tse di rileng le go thusa ga meepo mo tlhabololong ya loago le ikonomi di tla begwa ngwaga le ngwaga mo dipegong tsa SLP, tse di romelwang kwa dikantorong tsa Kgaolo tsa Lefapha la Metswedi ya Diminerale, kgotsa gongwe le gongwe ko go laetsweng ke ba Lefapha. Maitlhomo a SLP (Karolo 41 ya Melawana) ke go:

- Tsweletsapele ya boitekanelo jwa loago le ikonomi jwa baagi botlhe ba Aforika Borwa;
- Thusa go lere diphetogo mo go tsa Meepo;
- Go netefatsa gore batshwari ba ditetla tsa go epa ba thusa ka tlhabololo ya loago le ikonomi mo tikologong ya meepo.

1.1.2 POPEGO YA TOKOMANE E

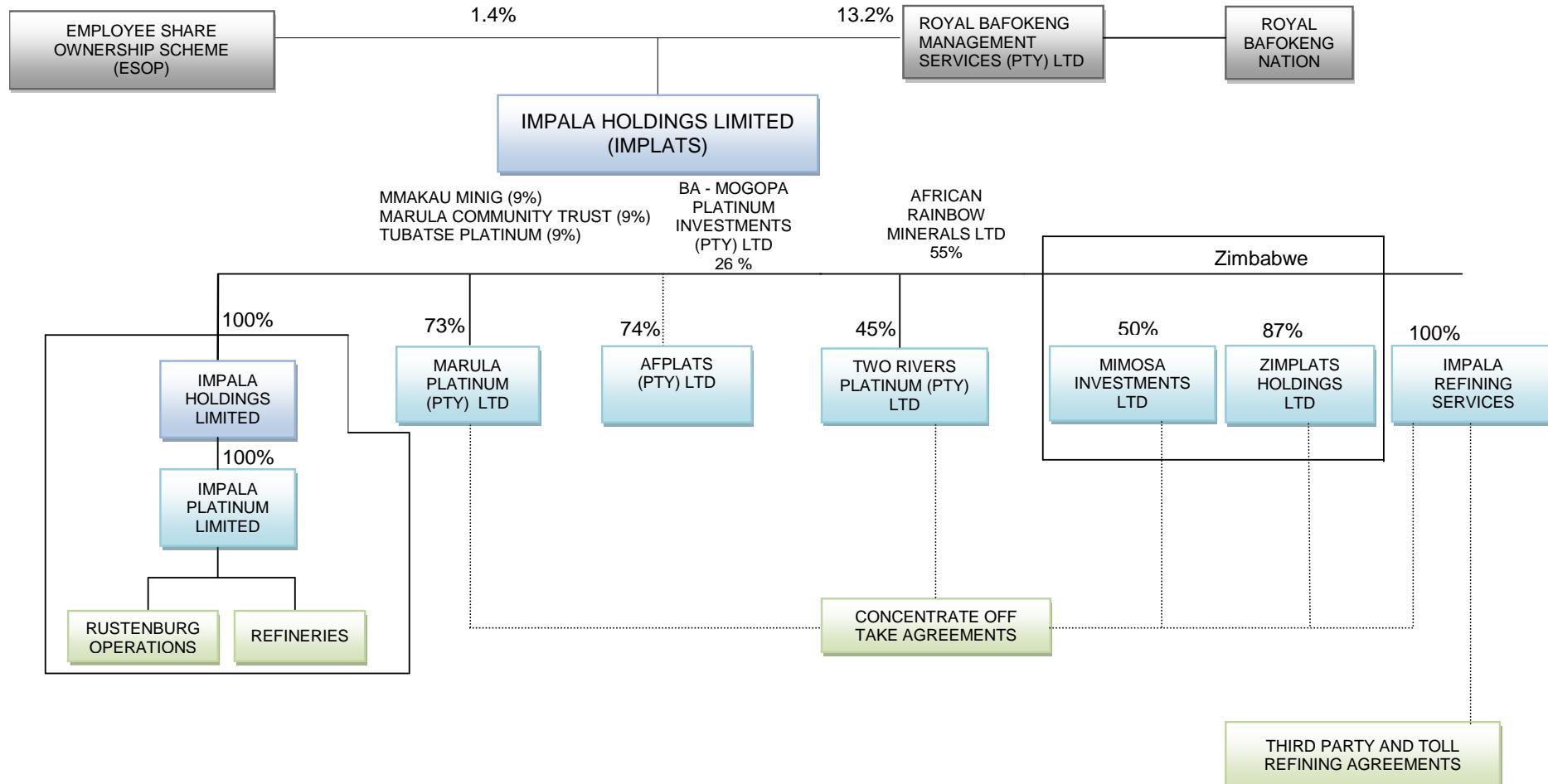
Lefatshe la meepo ya Impala Rustenburg Operations mo bophirima ba Bushveld Complex, bokone ba toropo ya Rustenburg mo Porofenseng ya Bokone Bophirima (Mametlelelo A), ke lefatshe la meepo ya Impala Platinum Limited, ditirelokolo tsa Impala Platinum Holdings Limited's (Implats) (Setshwantsho 1.1). Ditirelo tsa meepo di akaretsa boalo jwa bokana ka disekwerekilometara tse di makgolo a mabedi le some a marataro jo bo akaretsang le ditirelo tsa disekwerekilometara tse di makgolo a mabedi le masome a marataro tse diakaretsang le ditirelo tsa dišafo di le sometlhano (15), tse di tlhamaletseng, dišafo tse tlhano (5) tse di okameng tse di tsamaisanang le tsona le dišafo tse tharo tse di agiwang. Mo godimo ga ditiro tsa moepo, Impala Platinum Limited e akaretsa Madirelo a Diminerale; ditirelo tsa go apaya le tlhotlhlo ya diminerale tsa Setlhophya, tse le tsona di leng mo lefatsheng la Ditirelo tsa Impala Rustenburg, le Ditirelo tsa Phefafatso tsa Impala, tse di akaretsang phefafatso ya ditshipi le setlhophya sa ditshipi tsa Polatinamo, mo toropong ya Springs, Gauteng. (Bona Setshwantsho 1.1).

Khampani e soloeditse go netefatsa gore thebolelo ya Loago le badiri, jaaka go tlhalositswe mo Tokomaneng, di tla salwa morago gape di begelwe khampani yotlhe (Impala Platinum Limited) ngwaga le ngwaga.

Go botlhokwa go lemoga gore badiri botlhe ba Impala ba thapilwe ke Impala Platinum Limited e seng ke Implats (khampani e e okametseng le e e kwadisitsweng ko mebarakeng ya ditšelete) kgotsa Impala Refining Services (IRS). Ka moo Mananeo a Tlhabololo ya Metswedithuso ya Batho, Tlhabololo ya Ikonomi ya Selegae, le Tsamaiso ya Maano a go Tswalwa ga Meepo le Phokotso ya Badiri mo maemong a Ditirelo e tla tsamaiswa go latela dipholisi le melawanatheo ya bogareng, gape e begwe mo pegelong ya ngwaga le ngwaga ya khampani. Go lekalekanya ditlhokego tsa go bega tsa ngwaga le ngwaga le go bega maitlhomo a a kopaneng a loago le badiri ba khampani ka bophara, SLP e e tla akaretsa maphata a Kantorokgolo ya Impala Platinum Holdings Limited le Impala Platinum Refineries. Ka jalo, Ditirelo tsa moepo wa Impala Rustenburg di tla be di fitlhelela maitlhomo jaaka a tlhagisitswe mo SLP e go latela Molao wa MPRDA (Bona Setshwantso 1.2).

¹ Go a totobatswa gore SLP e nna mo tirisong go fitlha Lokwalo lwa tswalo ya meepo (mo tlase ga Karolo 43 ya Molao wa Tlhabololo ya Metswedi ya Diminerale le Leokwane) e rebolwa.

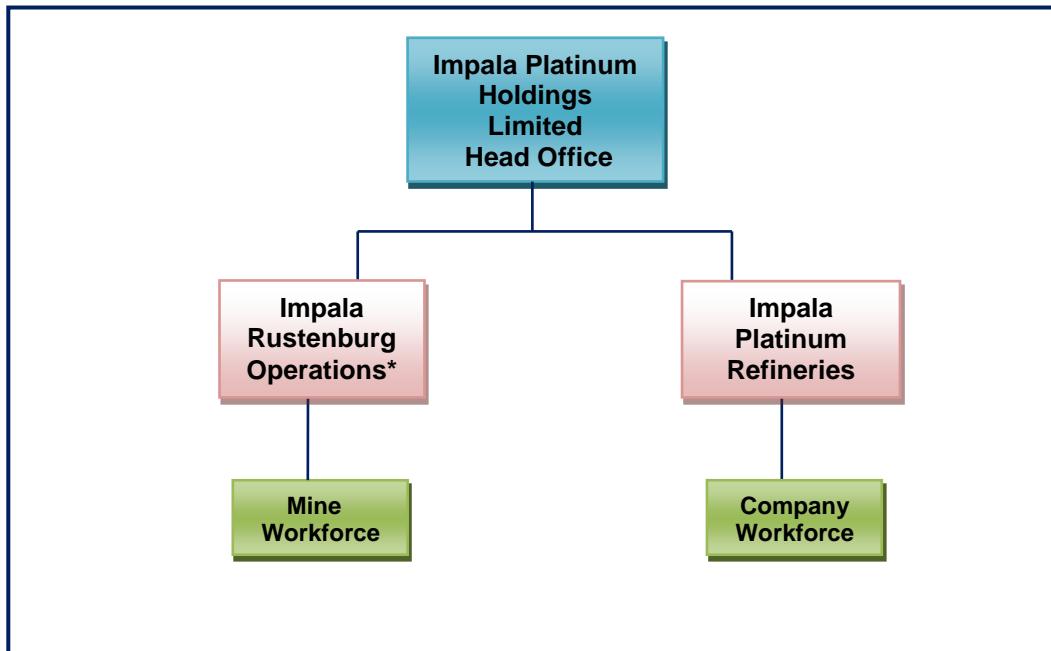
Setshwantsho 1.1: Popego ya Impala Platinum Holdings Limited



Concentrate Off-Take Agreements: Tumellano ya Theko ya Konsentereiti

Third Party and Toll Refining Agreements: Tumellano le ba Lekgheto la Boraro mabapi le Phepafatso

Setshwantsho 1.2: Popego ya Impala Platinum Limited ya Leano la Loago le Badiri



* **Ela tlhoko:** Ditirelo tsa Impala Rustenburg di akaretsa dišafo tse sometlhano le tirelo ya diminerale. Palo ya badiri mo meepong le borakonteraka e a fapafapaana magareng ga dišafo tse sometlhano le mo madirelong a diminerale, kgwedi le kgwedi go latela leano la kgwebo. Ka moo, palo ya badiri ba moepo gongwe ba dikonteraka mo šafong nngwe le nngwe le ko tirelong ya diminerale ga e a totobala, go nolofatsa tiro ya tsholo ya badiri go ralala tirelo yothe.

Tokomane e e rulagantswe ka mokgwa o, go latela molawana wa masome a mane le borataro (46) wa MPRDA:

- Karolo 1 – Matseno le Puelo Pele:
 - o Matseno
 - o Puelo Pele – Kantoro-Kgolo ya Impala Platinum Holdings Limited
 - o Puelo Pele – Ditirelo tsa Impala Platinum Limited tsa Rustenburg
 - o Puelo Pele – Ditirelo tsa Impala Platinum Limited tsa Phepafatso
- Karolo 2 – Mananeo a Tlhabololo ya Badiri
- Karolo 3 – Mananeo a Tlhabololo ya Ikonomi ya Selegae
- Karolo 4 – Tsamaiso ya Maano a go Tswalwa ga Meepo le Phokotso ya Badiri
- Karolo 5 – Tlamelo ya Ditšelete tsa go tsenya SLP tirisong
- Karolo 6 – Tsholofetso

Lenaneo 1.1: Tshobokanyo ya ditetla tsa go Epa tsa Impala Platinum Limited mo ditirelong tsa Rustenburg

Ditshwanelo tse di Tshotsweng go latela Tetla ya go Epa	Tetla ya go Epa	Letlha la Tiriso ya Bofelo	Tlhopho ya Ntšhwafatso	Leina la Setsha/ Naga	Mafaratlhatalha (Dišafo)
Mining Right Protocol: 597/2008 DMR Ref No: NW30/5/1/2/2/130 MR	Di-PGM, nikel, gauta, silibere le koporo	11/12/2018	E e nang le ditshwanelo tsa go ntšhafatsa ka dipakakgaotso tsa dingwaga tse 30 go fitlha go fetswa go epa	Boschkoppie 104JQ	6, 8, 12, 20
Mining Right Protocol: 599/2008 DMR Ref No: NW30/5/1/2/2/131 MR	Di-PGM, nikel, gauta, khobalete, khoroumo, koporo Silibere, salfa, santa tse di dirilweng go tswa mo matlapeng a a latliwang le manyatshipi	11/12/2018	E e nang le ditshwanelo tsa go ntšhafatsa ka dipakakgaotso tsa dingwaga tse 30 go fitlha go fetswa go epa	Elandsheuvel 282JQ Elandsheuvel 282JQ (Rem) Elandsheuvel 282JQ (Pt.5) Reinkroyalskraal 278JQ Vlakfontein 276JQ Welbekend 117JQ Toulon 111JQ Goedgedacht 114JQ Kleindoornspruit 108JQ Doornspruit Annex 109JQ Goedgedacht 110JQ Hartbeestspruit 88JQ	Nil 16 Decline 16 Decline, 17 Decline 16, 16 Decline, 1SVD, 2, 10 10, 17, 17 Decline 10, 11C 10, 11C 10, 11, 11C, 14, 14 Decline 14, 14 Decline, 12, 12SD, 12N 12N, 20 12, 12N, 20 Nil
Mining Right Protocol: 598/2008 DMR Ref No:	Di-PGM, nikel, gauta, silibere, koporo, salfa santa tse di dirilweng go tswa mo matlapeng a a latliwang le manyatshipi	11/12/2018	E e nang le ditshwanelo tsa go ntšhafatsa ka dipakakgaotso tsa dingwaga tse 30 go fitlha go fetswa go epa	Kookfontein 265JQ (Pt.12) Uitvalgrond 105 JQ (Pt.1) Elandsheuvel 282JQ (Pt.5) Uitvalgrond 105 JQ (Pt.2)	2A, Opencast 6, Opencast 6, Opencast 6, Opencast

Ditshwanelo tse di Tshotsweng go latela Tetla ya go Epa	Tetla ya go Epa	Letlha la Tiriso ya Bofelo	Tlhopho ya Ntšhwafatso	Leina la Setsha/ Naga	Mafaratlhatlha (Dišafo)
NW30/5/1/2/2/132 MR					
Mining Right Protocol: 600/2008 DMR Ref No: NW30/5/1/2/2/133 MR	Di-PGM, nikel, gauteng, cobalt, koporo silibere, salfa, santa tse di dirilweng go tswa mo matlapeng a a latliwang le manyatshipi	11/12/2018	E nang le ditshwanelo tsa go ntshafatsa ka dipakakgaotso tsa dingwaga tse 30 go fitlha go fetswa go epa	Wildebeestfontein 274JQ Reinkoyalskraal 278JQ Vlakfontein 276JQ Vaalkop 275JQ Kookfontein 265JQ Beerfontein 263JQ Turffontein 262JQ Doornspruit 106JQ Goedgedacht 114JQ Kleindoornspruit 108JQ Goedgedacht 110JQ	1, 2, 2A, 9, 5, 10 1SV, 1SVD, 9, 10 9, 10 2A, EF, 5, 4, 7A, 11, 10, Opencast EF, 2A, Opencast EF, 7A, 4, Opencast 7A, Opencast 7A, 4, 6, 7, 11, 14, 8, Opencast 4, 10, 11, 14 6, 8, 14, 12, 12N 6, 8, 12, 20

1.2 PUELO PELE – IMPALA PLATINUM HOLDINGS LIMITED KANTOROKGOLO

1.2.1 LEINA LA KGWEBOKGOLO YA TAOLO

Impala Platinum Holdings Limited

1.2.3 ATERESE YA LEFELO LE ATERESE YA POSO

No 2 Fricker Road Illovo 2196	Private Bag X 18 Northlands 2116
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1.2.4 DINOMORO TSA MOGALA LE DINOMORO TSA FEKESE

Mogala: (011) 731 9000	Fekese: (011) 731 9254
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1.2.5 LEFELO LA KANTOROKGOLO

Kantorokgolo ya Impala Platinum Limited e mo toropokgolong ya Johannesburg mo Porofenseng ya Gauteng

1.2.6 NGWAGA WA DITŠHELETE

1 Phukwi go fitlha 30 Seetebosigo.

1.2.7 BOGOLO LE PALO YA BADIRI

Lenaneo 1.2: Phatlalatso ya Badiri ba Kantorokgolo ya Impala Platinum Limited ka Tiro ka Seetebosigo 2013

MAEMO GO LATELA TIRO	Borre				Bomme				Baditšaba		PALOGOTLHE
	A	C	I	W	A	C	I	W	Banna	Basadi	
Botsamaisi jo bo ko Sethoeng	0	0	0	2	0	0	0	1	0	0	3
Botsamaisibogolo	3	1	0	12	1	0	2	3	2	0	24
Diporofešenale, ba ba nang le maitemogelo le botsamaisigare	6	1	1	11	3	0	2	6	0	0	30
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendent	3	0	2	1	3	0	0	5	0	0	14
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	0	0	0	1	2	0	0	4	0	0	7
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	0	0	0	0	2	0	0	0	0	0	2
PALOGODIMO	12	2	3	27	11	0	4	19	2	0	80

1.2.8 MAFELOBOTSO A BADIRI

Lenaneo 1.3: Tshobokanyo ya Mafelo a a Romelang Badiri ba Kantorokgolo ya Impala Platinum Limited ka Seetebosigo 2013²

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a a Romelang Badiri (Toropo)	Palo ya Badiri mo Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a a Romelang Badiri
NORTH WEST	Bojanala	Rustenburg	Rustenburg	9	
NORTH WEST PALOGOTLHE				9	11%
GAUTENG	City of Johannesburg	City of Johannesburg	Craighall Park	1	
			Halfway House	2	
			Johannesburg	15	
			Midrand	2	
			Orlando	1	
			Parktown	1	
			Randburg	2	
			Roodepoort	4	
			Sandton	1	
	City of Tshwane	City of Tshwane	Centurion	2	
			Moreleta Park	1	
			Pretoria	6	
			Soshanguve	1	
	Ekurhuleni	Ekurhuleni	Alberton	4	
			Benoni	4	
			Boksburg	3	
			Brakpan	2	
			Germiston	2	
			Kempton Park	1	
			Nigel	1	
			Springs	4	
			Vosloorus	1	
	West Rand	Mogale City	Krugersdorp	1	
		Randfontein	Randfontein	1	
GAUTENG PALOGOTLHE				63	79%
KWA ZULU NATAL	Ethewini	Ethewini	Durban	1	
			Phoenix	1	
	Uthungulu	uMhlathuze	Richards Bay	1	
KWA ZULU NATAL PALOGOTLHE				3	4%
LIMPOPO	Mopani	Greater Giyani	Giyani	1	
LIMPOPO PALOGOTLHE				1	1%
WESTERN CAPE	Cape Winelands	Drakenstein	Paarl	1	

² Tshedimosetso e ya Thomelo ya badiri e theilwe mo tshedimosetsong e e bonweng go tswa mo badiring ka Sedimonthole 2012. Tshedimosetso e e ka fetoga le nako mme e tla tlhabololwa ngwaga le ngwaga mo Pegong ya SLP.

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a a Romelang Badiri (Toropo)	Palo ya Badiri mo Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a a Romelang Badiri
WESTERN CAPE PALOGOTLHE				1	1%
FREE STATE	Lejweleputswa	Matjhabeng	Welkom	2	
FREE STATE PALOGOTLHE				2	3%
SWAZILAND			Manzini	1	
SWAZILAND PALOGOTLHE				1	1%
PALOGOTLHE KGOLO				80	100%

1.3 PUELO PELE – IMPALA PLATINUM LIMITED RUSTENBURG OPERATIONS

1.3.1 LEINA LA KGWEBO

Impala Platinum Limited ke karolo ka botlalo ya Impala Platinum Holdings Limited.

1.3.2 LEINA LA MOEPO

Impala Rustenburg Operations

1.3.3 ATERESE YA LEFELO LE ATERESE YA POSO

Central Offices	PO Box 5683
Beerfontein	Rustenburg
263 JQ	0300
Phokeng	
0335	
North West Province	

1.3.4 DINOMORO TSA MOGALA LE DINOMORO TSA FEKESE

Mogala: (014) 569 0000

Fekese: (014) 569 6548

1.3.5 LEFELO LA MOEPO

Ditirelo tsa moepo wa Impala Rustenburg di fitlhelwa bokana ka dikelometara di le lesome (10) ko bokone jwa toropo ya Rustenburg mo Mmasepaleng wa Selegae wa Rustenburg, mo Mmasepaleng wa Sedika wa Bojanala Platinum mo Porofenseng ya Bokone Bophirima. Go bona mmapa wa lefelo la Ditirelo tsa moepo Impala Rustenburg, leba Mametlelelo A.

1.3.6 TSE DI EPIWANG (DIKUNO)

Polatinamo e e romelwang ntle e tswa mo seretseng sa setlhophsa ditshipi tsa Polatinamo (di-PGM), gape le ditshipi le dimineral tse di tsamaisanang le polatinamo. E tlhagiswa ka selekano sa dionse di le **710 000** tsa polatinamo e e phepafaditsweng jaaka go begilwe mo ngwageng wa Ditšelete wa 2013 gape le dionse tse dimilione di le 121.5 tsa metswedi ya dimineral.

1.3.7 TSHOLOFELO YA NAKO YA BOTSHELO BA MOEPO

Mafelo a a nang le kuno e e epiwang le metswedi ya kuno ya go nna jalo tse di kopaneng tsa ditetla tse nne (4) tse dintsha tsa go epa, tsa Ditirelo tsa moepo wa Impala Rustenburg le mafelo a a mabapi a go batlisisa dimineral, di lekane go tshola leano la botshelo jwa moepo dingwaga tse di ka nnang masome a mararo (30).

1.3.8 NGWAGA WA DITŠHELETE

1 Phukwi go fitlha 30 Seetebosigo

1.3.9 BOGOLO LE PALO YA BADIRI

1.3.9.1 BADIRI BA BA THAPILWENG KA TLHAMALALO KE BODIRELO JWA IMPALA RUSTENBURG

Lenaneo 1.4 Phatlalatso ya Badiri ba Impala Platinum Limited Rustenburg ka Seetebosigo 2013

MAEMO GO LATELA TIRO	Borre				Bomme				Baditšhaba		PALOGOTLHE
	A	C	I	W	A	C	I	W	Banna	Basadi	
Botsamaisi jo bo ko Setlhoeng	0	0	0	0	0	0	0	0	1	0	1
Botsamaisibogolo	13	0	2	48	5	0	0	2	2	0	72
Diporofešenale, ba ba nang le maitemogelo le botsamaisigare	139	3	11	241	28	0	3	48	9	0	482
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendentee	2695	25	2	746	399	4	3	81	311	2	4262
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	7660	10	0	122	712	3	0	11	1887	5	10410
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	13012	14	0	20	1638	4	0	0	2055	22	16765
PALOGOTLHE	23519	52	15	1177	2782	11	6	142	4265	29	31998

Lenaneo 1.5: Khutshwafatso ya Mafelo a a Romelang Badiri ba Ditirelo tsa Impala Platinum Limited ka Seetebosigo 2013

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
EASTERN CAPE	Alfred Nzo	Umzimvubu	Libode	481	
			Mount Ayliff	61	
			Mount Frere	80	
	Amatole	Amahlathi	Keiskamahoek	2	
			Stutterheim	8	
			Tsomo	62	
		Great Kei	Komga	3	
		Mbhlashe	Elliotdale	365	
			Idutywa	345	
			Willowvale	63	
		Mnquma	Butterworth	70	
			Gcuwa	2	
			Kentani	113	
			Nqamakwe	50	
	Ngqushwa	Ngqushwa	Peddie	16	
		Nkonkobe	Alice	1	
			Fort Beaufort	2	
			Middledrift	22	
			Seymour	1	
	Buffalo City	Nxuba	Adelaide	1	
		Buffalo City	East London	46	
			King Williams Town	90	
			Mdantsane	5	
	Cacadu	Camdeboo	Ngqeleni	446	
			Aberdeen	1	
			Joubertina	2	
	Chris Hani	Emalahleni	Dordrecht	3	
			Indwe	2	
			Lady Frere	30	
		Engcobo	Engcobo	212	
			Zwelisha	3	
		Inkwanca	Sterkstroom	4	
		Intsika Yethu	Cofimvaba	86	
		Lukanji	Queenstown	38	
			Qumbu	91	
			Whittlesea	4	
	Eden	Sakhisizwe	Cala	37	
		George	George	2	
		Joe Gqabi	Maclear	4	
			Mount Fletcher	53	
			Ugie	1	
			Gariep	Burghersdorp	

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
		Maletswai	Aliwal North	16	
		Senqu	Barkly East	11	
			Herschel	239	
			Lady Grey	1	
			Sterkspruit	54	
	Nelson Mandela Bay	Nelson Mandela Bay	Motherwell	1	
			Port Elizabeth	13	
			Uitenhage	1	
	O.R. Tambo	King Sebata Dalindyebo	Mqanduli	370	
			Mthatha	195	
		Mhlontlo	Tsolo	108	
		Ngquza Hill	Flagstaff	167	
			Lusikisiki	305	
		Ntabankulu	Tabankulu	237	
		Port St Johns	Bizana	205	
			Port St. Johns	120	
	Ugu	Hibiscus Coast	Port Edward	1	
EASTERN CAPE PALOGOTLHE				4954	15%
FREE STATE	Amatole	Amahlathi	Frankfort	3	
	Fezile Dabi	Metsimaholo	Sasolburg	2	
		Moghaka	Kroonstad	10	
			Viljoenskroon	7	
		Ngwathe	Heilbron	2	
			Parys	7	
	Lejweleputswa	Masilonyana	Theunissen	12	
			Winburg	3	
		Matjhabeng	Allandridge	3	
			Bronville	2	
			Hennenman	1	
			Matjhabeng	13	
			Odendaalsrus	37	
			Ventersburg	3	
			Virginia	41	
			Welkom	130	
		Nala	Bothaville	20	
			Wesselbron	2	
		Tokologo	Hertzogville	3	
		Tswelopele	Bultfontein	2	
	Mangaung	Mangaung	Hoopstad	2	
			Bloemfontein	135	
			Botshabelo	17	
			Thaba Nchu	79	
	Thabo Mofutsanyane	Dihlabeng	Bethlehem	24	
			Clarens	2	
			Fouriesburg	20	

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
		Maluti a Phofung	Harrismith	1	
			Phutaditjaba	6	
			Qwa Qwa	2	
			Witzieshoek	49	
		Mantsopa	Hobhouse	2	
			Ladybrand	13	
		Setsoto	Clocolan	1	
			Ficksburg	85	
			Meqheleng	6	
			Senekal	5	
	Xhariep	Kopanong	Edenburg	2	
			Reddersburg	1	
		Letsemeng	Koffiefontein	2	
		Mohokare	Zastron	24	
		Naledi	Dewetsdorp	1	
			Wepener	24	
FREE STATE PALOGOTLHE				806	3%
GAUTENG	City of Johannesburg	City of Johannesburg	Alexandra	1	
			Bassonia	1	
			Chiawelo	1	
			Johannesburg	146	
			Kwa-Xuma	1	
			Midrand	3	
			Pimville	2	
			Randburg	1	
			Roodepoort	23	
			Soweto	6	
	City of Tshwane	City of Tshwane	Attridgeville	3	
			Bronkhorstspruit	5	
			Centurion	2	
			Cullinan	1	
			Ga-Rankuwa	6	
			Hammanskraal	50	
			Mabopane	10	
			Mamelodi	3	
			Pretoria	100	
			Soshanuve	7	
	Ehlanzeni	Mbombela	Hazyview	3	
	Ekurhuleni	Ekurhuleni	Alberton	5	
			Benoni	20	

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
			Boksburg	8	
			Brakpan	3	
			Daveyton	6	
			Germiston	57	
			Kempton Park	16	
			Lethabong	32	
			Nigel	2	
			Springs	22	
			Vlakfontein	1	
			Vosloorus	3	
Sedibeng	Emfuleni	Emfuleni	Evaton	5	
			Henley-On-klip	2	
			Vanderbijlpark	6	
			Vereeniging	57	
	Maluti a Phofung	Maluti a Phofung	Sebokeng	30	
			Sedibeng	2	
	West Rand	Merafong City	Carletonville	85	
			Fochville	12	
		Mogale City	Krugersdorp	33	
		Randfontein	Helikon Park	1	
			Mohlakeng	8	
			Randfontein	33	
		Westonaria	Bekkersdal	2	
			West Rand	12	
			Westonaria	31	
GAUTENG PALOGOTLHE				869	3%
KWAZULU NATAL	Alfred Nzo	Matatiele	Matatiele	320	
	Amajuba	Newcastle	Madadeni	1	
			Newcastle	7	
	EThekweni	EThekweni	Bulwer	3	
			Chatsworth	1	
			Chesterville	1	
			Durban	19	
			Phoenix	2	
			Pinetown	4	
			Umlazi	1	
	iLembe	KwaDukuza	Stanger	1	
	Pixley ka Seme	Ubuntu	Richmond – Natal	1	
	Sisonke	Greater Kokstad			
		Ingwe	Ixopo	11	

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
		Umzimkulu	Umzimkulu	40	
Ugu		Ezingoleni	Izingolweni	3	
		Hibiscus Coast	Port Shepstone	2	
		uMuziwabantu	Harding	19	
		Vulamehlo	Mapumulo	1	
		Ulundi	Zululand	Mahlabatini	20
uMgungundlo vu		Msunduzi	Dambuza	2	
			Pietermaritzburg	7	
		Umkhayakude	Hlabisa	Hlabisa	4
Umgungundlo vu	Jozini	Jozini	Ingwavuma	70	
			Mkuze	9	
			Ngwavuma	1	
			Ubombo	5	
		Mtubatuba	Mtubatuba	Mtubatuba	1
		The big 5 False Bay	Hluhluwe	Hluhluwe	3
	Umzinyathi	Endumeni	Dundee	Dundee	1
		Msinga	Msinga	Msinga	1
		Nqutu	Nqutu	Nqutu	1
		Umvoti	Greytown	Greytown	3
Uthukela	Emnambithi	Emnambithi	Ezakheni	Ezakheni	2
			Ladysmith – Natal	Ladysmith – Natal	3
		Okhahlamba	Bergville	Bergville	2
	Uthungulu	Mthonjaneni	Melmoth	Melmoth	4
		Nkandla	Nkandla	Nkandla	3
Zululand		uMhlathuze	Empangeni	Empangeni	14
			Richards Bay	Richards Bay	1
			uMlalazi	Eshowe	1
			Abaqulusi	Louwsburg	1
			Vryheid	Vryheid	8
		Nongoma	Nongoma	Nongoma	57
		UPhongolo	UPhongolo	UPhongolo	6
KWAZULU NATAL PALOGOTLHE				671	2%
MPUMALANGA	Ehlanzeni	Bushbuckridge	Acornhoek	Acornhoek	1
		Mbombela	Hazeyview	Hazeyview	3
			Nelspruit	Nelspruit	119
			Nsikazi	Nsikazi	1
			White River	White River	2
		Nkomazi	Komatipoort	Komatipoort	29
			Malelane	Malelane	1
			Masibhekela	Masibhekela	3
			Thaba Chweu	Thaba Chweu	4
			Umjindi	Umjindi	16

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
	Gert Sibanda	Albert Lethuli	Carolina	1	
		Govan Mbeki	Bethal	3	
			Evander	5	
			Secunda	1	
		Lekwa	Standerton	3	
		Mkhondo	Piet Retief	4	
		Msukaligwa	Ermelo	3	
	Mopani	Ba-Phalaborwa	Lulekani	1	
	Nkangala	Emakhazeni	Belfast	2	
		Emalahleni	Kriel	1	
			Witbank	13	
		Steve Tshwete	Middelburg	2	
		Victor Khanye	Delmas	1	
MPUMALANGA PALOGOTLHE				219	1%
NORTH WEST PROVINCE	Bojanala	Kgetleng River	Boons	1	
			Borolelo	3	
			Derby	5	
			Koster	78	
			Swartruggens	13	
			Ventersdorp	37	
		Madibeng	Bapong	9	
			Brits	124	
			Kosmos	1	
			Letlhabile	6	
			Pecanwood	1	
			Winterveldt	20	
		Moses Kotane	Debraka	1	
			DiepkUIL (maile)	2	
			Kopman (Maile)	10	
			Kraalhoek	6	
			Ledig	17	
			Mabeskraal	18	
			Madikwe	837	
			Magong	13	
			Maile	23	
			Maile Extention	8	
			Mankwe	9	
			Mogwase	23	
			Moses Kotane	12	
			Phalane	2	
			Phatsima	4	

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
			Phella	5	
			Pilansberg	508	
			Rooikraal	7	
			Ruighoek	1	
			Sandfontein	8	
			Saulspoort	20	
			Silwerkrans	14	
			Sun City	1	
			Tweelaagte	5	
		Rustenburg	Bethanie	5	
			Bleskop	5	
			Boitekong	146	
			Boschdal	1	
			Boshoek	10	
			Buffespoort	1	
			Cashan	22	
			Chaneng	334	
			Freedom Park	89	
			Geelhout Park	113	
			Haartebeesfontein	10	
			Kanana	378	
			Karlienpark	3	
			Kroondal	9	
			Lefaragatlhé	149	
			Lesung	10	
			Luka	1045	
			Mafenya	1	
			Mafeteng	2	
			Mafika	2	
			Mamerotse	12	
			Marikana	13	
			Meriteng	259	
			Mfidikwe	2	
			Mogajana	12	
			Mogono	2	
			Monakato	16	
			Mooinooi	8	
			Mosenthal	45	
			Olifants Nek	3	

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
			Paardekraal	45	
			Phokeng	628	
			Photsaneng	9	
			Protea Park	210	
			Rankelenyane	4	
			Rasimone	15	
			Rhenosterfontein	3	
			Robega	55	
			Rockcliffe	2	
			Rustenburg	5581	
			Safari Gardens	40	
			Serutube	31	
			Sun Rise Park	110	
			Tantanana	6	
			Thekwana	9	
			Tlapa	5	
			Tlaseng	43	
			Tlhabane	462	
			Tsitsing	87	
			Zinniaville	3	
Dr Kenneth Kaunda	City of Matlosana	Elandsheuwel	1		
		Klerksdorp	184		
		Matlosana	6		
		Orkney	22		
		Stilfontein	14		
Maquassi Hill	Leeudoringstad	Leeudoringstad	1		
		Wolmaranstad	17		
	Ikageng	Ikageng	8		
		Potchefstroom	26		
Dr Ruth Segomotsi Moppati	Greater Taung	Pudimoe	6		
		Taung	1443		
	Kagisano-Molopo	Ganyesa	1426		
	Lekwa-Teemane	Bloemhof	14		
		Christiana	7		
	Schweizer Reneke	Mamusa	69		
		Molopo	134		
		Naledi	420		
	Ehlanzeni	Nkomazi	Malelane	2	
	Frances Baard	Sol Plaatjie	Donkerhoek	2	
	Kgalagadi	Moshaweng	Cassel	7	
		Ditsobotla	Ditsobotla	116	

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
Ngaka Modiri Molema	Ngaka Modiri Molema		Itsoseng	9	
			Lichtenburg	194	
		Mafikeng	Mahikeng	1303	
			Mmabatho	10	
		Phokwane	Pampierstad	8	
			Ramotshere Moiloa	Dinokana Gopane Lehurutshe Marico Zeerust	14 10 487 1 505
		Tswaing	Delareyville	146	
NORTH WEST PROVINCE PALOGOTLHE				18519	58%
NORTHERN CAPE	Frances Baard	Dikgatlong	Barkly West	1	
		Magareng	Warrenton	8	
		Phokwane	Hartswater	28	
			Jan Kemp Dorp	1	
		Sol Plaatjie	Kimberley	30	
		John Taolo Gaetsewe	Ga-Segonyana	Kuruman	1280
		Namakwa	Karoo Hoogland	Sutherland	1
		Pixley ka Seme	Emthanjeni	De Aar	2
			Ubuntu	Richmond – Cape	1
		Siyanda	Khara Hais	Upington	4
			Tsantsabane	Postmasburg	1
NORTHERN CAPE PALOGOTLHE				1357	4%
LIMPOPO PROVINCE	Capricorn	Aganang	Seshego	1	
		Blouberg	Bochum	5	
		Lepelle-Nkumpi	Grootfontein	2	
			Lebowakgomo	5	
			Zebediela	6	
		Polokwane	Capricorn	3	
			Polokwane	91	
			Sovenga	1	
		Ehlanzeni	Bushbuckridge	Bushbuckridge	151
		Greater Sekhukhune	Elias Motsoaledi	Groblersdal	12
			Ephraim Mogale	Marble Hall	1
			Fetakgomo	Atok	1
			Greater Tubatse	Burgersfort	14
				Driekop	12

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
			Steelpoort	9	
		Greater Tzaneen	Tzaneen	24	
Mopani		Ba-Phalaborwa	Phalaborwa	15	
		Greater Giyani	Giyani	46	
Overberg	Cape Agulhas		Elim	1	
Vhembe	Makhado		Louis Trichardt	19	
			Vuwani	2	
	Musina		Musina	8	
	Thulamela		Malamulele	11	
			Sibasa	10	
			Thohoyandou	5	
Waterberg	Lephalale		Lephalale	10	
	Modimolle		Modimolle	5	
	Mogalakwena		Mokerong	2	
			Mokopane	6	
	Mookgopong		Mookgopong	1	
	Thabazimbi		Northam	3	
			Swartklip	5	
			Thabazimbi	1	
			Warmbaths	4	
LIMPOPO PROVINCE PALOGOTLHE				492	2%
WESTERN CAPE	Cape Winelands	Breede Valley	Worcestor	2	
		Drakenstein	Paarl	1	
		Langeberg	Montagu	1	
			Robertson	1	
	City of Cape Town	City of Cape Town	Brackenfell	2	
			Cape Town	2	
			Claremont	3	
			Kuilsriver	2	
	Eden	George	George	1	
		Mossel Bay	Heiderand	1	
	Gert Sibanda	Mkhondo	Amsterdam	2	
	West Coast	Bergrivier	Piquetburg	1	
			Veldrif	1	
		Saldanha Bay	Vredenburg	1	
		Swartland	Malmesbury	1	
WESTERN CAPE PALOGOTLHE				22	0%
BOTSWANA					
BOTSWANA PALOGOTLHE				305	1%
LESOTHO					

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a Romelang Badiri (Toropo)	Palo ya Badiri Moepong (Badiri ba Moepo)	% ya Badiri go ya ka Mafelo a Romelang Badiri
LESOTHO PALOGOTLHE				1956	6%
MOCAMBIQUE					
MOCAMBIQUE PALOGOTLHE				1695	5%
SWAZILAND					
SWAZILAND PALOGOTLHE				125	0%
ZIMBABWE					
ZIMBABWE PALOGOTLHE				8	0%
PALOGOTLHE KGOLO				31998	100%

1.4 PUELO PELE – MAFELOPHEPAFATSO A DIMINERALE TSA IMPALA PLATINUM

1.4.1 LEINA LA KGWEBO

Impala Platinum Refineries ke karolo ka botlalo ya Impala Platinum Holdings Limited.

1.4.2 LEINA LA BODIRELO JWA PHEPAFATSO YA DIMINERALE

Impala Platinum Refineries

1.4.3 ATERESE YA LEFELO LE ATERESE YA POSO

Cnr Cowles Street & East Geduld Road
Springs
1561

PO Box 222
Springs
1560

1.4.4 DINOMORO TSA MOGALA LE DINOMORO TSA FEKESE

Mogala: (011) 360 3557

Fekese: (011) 360 3680

1.4.5 LEFELO LA BODIRELO

Impala Platinum Refineries e fitlhelwa mo Mmasepalamogolo wa Ekurhuleni mo Porofenseng ya Gauteng. Lefelophepatso le bonwa dikilometara di ka nna tlhano (5) go tswa mo toropogareng ya Springs.

1.4.6 NGWAGA WA DITŠHELETE

1 Phukwi go fitlha 30 Seetebosigo.

1.4.7 BOGOLO LE PALO YA BADIRI

1.4.7.1 BADIRI BA BA THAPILWENG KA TLHAMALALO KE BODIRELO BA TSA PHEPAFATSO BA IMPALA

Lenaneo 1.9: Phatlalatso ya Badiri ba Ditirelo tsa Phepfatso tsa Impala Platinum Limited ka Seetebosigo 2013

MAEMO GO LATELA TIRO	Borre				Bomme				Baditšhaba		PALOGOTLHE
	A	C	I	W	A	C	I	W	Banna	Basadi	
Botsamaisi jo bo ko Sethoeng	0	0	0	0	0	0	0	0	0	0	0
Botsamaisibogolo	1	0	1	3	1	0	0	1	3	0	10
Diporofešenale, ba ba maitemogelo le botsamaisigare	14	0	5	31	11	1	4	10	8	1	85
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendent	146	2	4	107	36	1	0	21	3	0	320
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	422	1	3	28	97	0	0	16	6	0	573
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	0	0	0	0	0	0	0	0	0	0	0
PALOGOTLHE	583	3	13	169	145	2	4	48	20	1	988

1.4.8 MAFELOBOTSO A BADIRI

Lenaneo 1.10: Tshobokanyo ya Mafelo a a Romelang Badiri ba Ditirelo tsa Phepafatso tsa Impala Platinum ka Seetebosigo 2013

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a a Romelang Badiri (Toropo)	Palo ya Badiri mo Moepong (Badiri ba Moepo))	% ya Badiri go ya ka Mafelo a a Romelang Badiri
EASTERN CAPE	Alfred Nzo	Matatiele	Matatiele	4	
		Umzimvubu	Libode	1	
			Mount Frere	4	
	Amatole	Amahlathi	Keiskammahoek	1	
		Mbhashe	Elliotdale	1	
			Idutywa	3	
		Mnquma	Butterworth	1	
			Nqamakwe	2	
		Nkonkobe	Alice	5	
			Cathcartvale	1	
			Seymour	1	
		Buffalo City	Bisho	1	
			East London	3	
			Ngqeleni	4	
	Cacadu	Camdeboo	Graaff-Reinet	1	
	Chris Hani	Engcobo	Engcobo	2	
		Inkwanca	Molteno	1	
		Sakhisizwe	Cala	3	
	Nelson Mandela Bay	Nelson Mandela Bay	Port Elizabeth	3	
	O.R. Tambo	King Sebata Dalindyabo	Mthatha	5	
		Mhlontlo	Tsolo	2	
		Ngquza Hill	Flagstaff	1	
		Ntabankulu	Ntabankulu	1	
		Port St Johns	Bizana	4	
EASTERN CAPE PALOGOTLHE				55	6%
FREE STATE	Fezile Dabi	Mafube	Villiers	2	
	Lejweleputswa	Matjhabeng	Ventersburg	2	
			Welkom	3	
		Nala	Bothaville	1	
	Mangaung	Mangaung	Bloemfontein	3	
	Thabo Mofutsanya	Maluti a Phofung	Phuthaditjhaba	4	
			Zastron	2	
FREE STATE PALOGOTLHE				17	
GAUTENG	City of Johannesburg	City of Johannesburg	Bryanston	1	
			Dube	1	
			Florida	1	
			Halfway House	2	
			Johannesburg	6	
			Kwa Xuma	2	
			Lenaicia	1	

Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a a Romelang Badiri (Toropo)	Palo ya Badiri mo Moepong (Badiri ba Moepo))	% ya Badiri go ya ka Mafelo a a Romelang Badiri
	Uthukela	Emnambithi	Ezakheni	1	
			Ladysmith	1	
		Okhahlamba	Bergville	1	
	Uthungulu	Nkandla	Nkandla	1	
		uMhlathuze	Empangeni	1	
	Zululand	Abaqulusi	Mondlo	1	
			Vryheid	2	
		Nongoma	Nongoma	2	
		UPhongolo	Pongola	5	
KWAZULU-NATAL PALOGOTLHE				64	
LIMPOPO	Capricon	Lepelle-Nkumpi	Lebowakgomo	2	
		Polokwane	Polokwane	26	
	Greater Sekhukhune	Elias Motsoaledi	Dennilton	2	
			Groblersdal	8	
		Ephraim Mogale	Marble Hall	6	
		Greater Tubatse	Burgersfort	10	
			Driekop	11	
			Steelpoort	4	
		Greater Tzaneen	Tzaneen	2	
	Mopani	Makhuduthamaga	Jane Furse	1	
		Greater Giyani	Giyani	6	
		Vhembe	Makhado	11	
			Musina	4	
		Thulamela	Thohoyandou	4	
	Waterberg		Tshilwavhusiku	1	
		Mogalakwena	Mokopane	6	
LIMPOPO PALOGOTLHE				105	
MPUMALANGA	Ehlanzeni	Bushbuckridge	Bushbuckridge	8	
		Mbombela	Hazyview	10	
			Nelspruit	4	
			White River	1	
		Thaba Chweu	Graskop	2	
	Gert Sibanda	Dipaleseng	Balfour	1	
		Mkhondo	Piet Retief	4	
		Msukaligwa	Ermelo	3	
	Nkangala	Emakhazeni	Belfast	1	
		Emalahleni	Witbank	1	
		Victor Khanye	Delmas	4	
MPUMALANGA PALOGOTLHE				39	
NORTHERN CAPE	Frances Baard	Magareng	Warrenton	1	
		Phokwane	Hartswater	2	

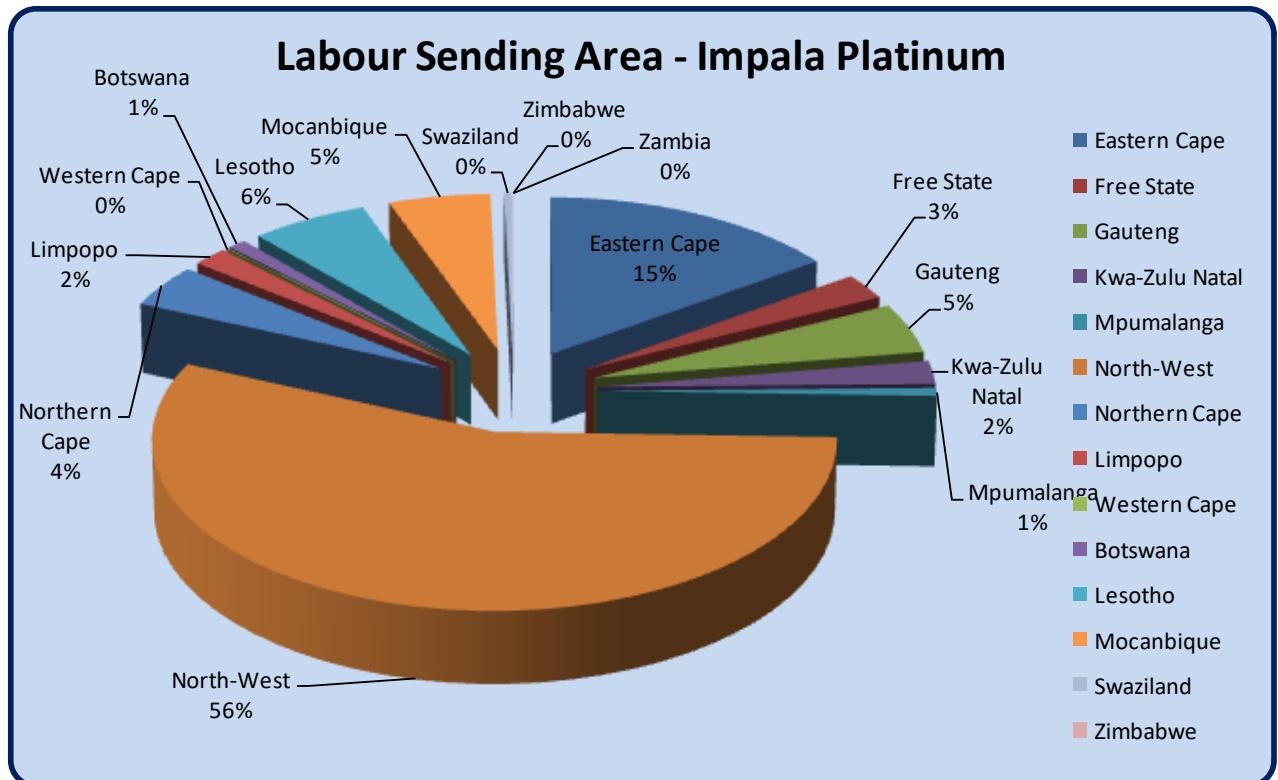
Mafelo a a Romelang Badiri (Porofense/Naga)	Mmasepala wa Kgaolo	Mmasepala wa Selegae	Mafelo a a Romelang Badiri (Toropo)	Palo ya Badiri mo Moepong (Badiri ba Moepo))	% ya Badiri go ya ka Mafelo a a Romelang Badiri		
	Ngaka Modiri Molema	Phokwane	Pampierstad	1			
NORTHERN CAPE PALOGOTLHE				4			
NORTH-WEST	Bojanala	Madibeng	Brits	1			
		Rustenburg	Rustenburg	5			
	Dr Kenneth Kaunda	City of Matlosana	Klerksdorp	4			
	Dr Ruth Segomotsi Mompatti	Greater Taung	Taung	5			
		Naledi	Vryburg	5			
	Ngaka Modiri Molema	Mafikeng	Mafikeng	7			
		Mafikeng	Mmabatho	3			
		Tswaing	Delareyville	1			
NORTH-WEST PALOGOTLHE				31			
LESOTHO			Butha Buthe	1			
			Maseru	2			
			Quthing	1			
LESOTHO PALOGOTLHE				4			
SWAZILAND				1			
SWAZILAND PALOGOTLHE				1			
BOTSWANA			Tonta	1			
			Gaborone	2			
			Palapye	1			
BOTSWANA PALOGOTLHE				4			
ZAMBIA				1			
ZAMBIA PALOGOTLHE				1	0%		
PALOGOTLHE KGOLO				988	100%		

1.5 TSHOBOKANYO YA BADIRI BA IMPALA PLATINUM LIMITED

Lenaneo 1.11: Phatlhalatso ya Badiri ba Khampani ba Impala Platinum Limited Rustenburg ka Seetebosigo 2013

MAEMO GO LATELA TIRO	Borre				Bomme				Baditšhaba		PALOGOTLHE
	A	C	I	W	A	C	I	W	Banna	Basadi	
Botsamaisi jo bo ko Setlhoeng	0	0	0	2	0	0	0	1	1	0	4
Botsamaisibogolo	17	1	3	63	7	0	2	6	7	0	106
Diporofešenale, ba ba nang le maitemogelo le botsamaisigare	159	4	17	283	42	1	9	64	17	1	597
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendent	2844	27	8	854	438	5	3	107	314	2	4602
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	8082	11	3	151	811	3	0	31	1893	5	10990
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	13012	14	0	20	1640	4	0	0	2055	22	16767
PALOGOTLHE	24114	57	31	1373	2938	13	14	209	4287	30	33066

Setshwantsho 1.3: Mafelo a Botlhokwa a Thomelo ya Badiri ba Khampani ya Impala Platinum Limited ka Seetebosigo 2013



KAROLO 2

**TLHABOLOLO YA METSWEDITHUSO YA
BATHO**

KAROLO 2

2.1 MANANEO A TLHABOLOLO YA METSWEDITHUSO YA BATHO

2.1.1 TSHOBOKANYO

Lenaneo la tlhabololo ya metswedithuso ya batho ba ditirelo tsa Impala Rustenburg (le Ditirelo tsa Phepfatso le Kantorokgolo tsa Impala Platinum) di tlhomilwe mo leanong la tlhabololo ya metswedithuso ya batho tsa Impala Platinum Limited. Leano le le tswa mo dipegong tsa ngwaga le ngwaga tsa ditogamaano tsa Impala Platinum Limited tsa metswedithuso ya batho. Ditogamaano tse di ela tlhoko ditlhoko tsa Khampani mabapi le leano la yona la kgwebo (ka ga badiri), molao o o mo tirisong, go akaretsa tsa baagi le tikologo. Ka moo, ditlhokego tsa metswedithuso ya batho di fitlhelelwga go latela dintlhakgolo tse di latelang:

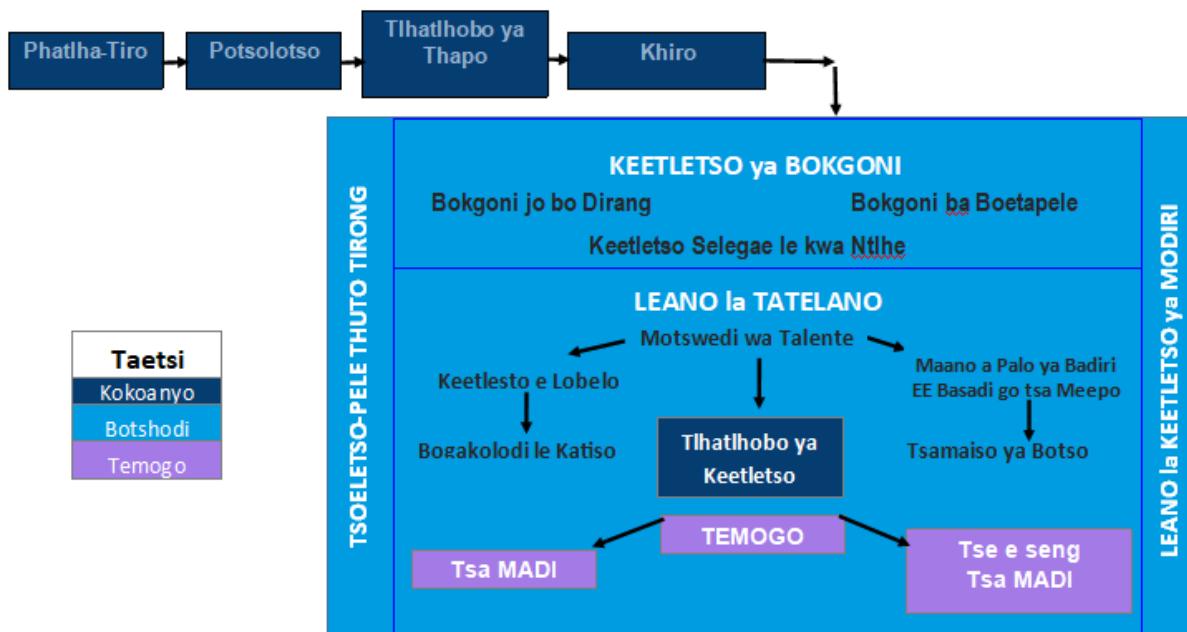
- Tšhata ya Meepo
- Leano la Loago le Badiri
- Maano a Tlhabololo ya Ikonomi ya Selegae
- Dithhoko tsa Khampani tsa tlhagisokuno le tsweledisego
- Leano la tsa Bokgoni Tirong

Karolo e ya SLP e tla lebagana thata le Tlhabololo ya Metswedithuso ya Batho e e tla tsenngwang tirisong mo legatong la Impala Platinum Limited³. Tshedimosetso e e maleba le Ditirelo tsa Phepfatso tsa Impala Platinum le Kantorokgolo ya Impala Platinum Limited e tla neelwa fa go leng maleba.

Ka Seetebosigo 2013 palogotlhe ya dikete di le masomeamararotharo le masomeamaratarothataro a batho ba ne ba thapilwe ke Impala Platinum Ltd. Ditirelo tsa Impala Rustenburg di sololetsa go obamela Karolo 101 ya Molao wa MPRDA go netefatsa gore badiri ba botlhe ba leruri ba moepo kgotsa ba dikonteraka, ba ne le phitlhelelo ya Mananeo a Tlhabololo ya Metswedithuso ya Batho, jaaka go kailwe mo karolong e, e e tshegetswang kgotsa e e tsamaiswang ke moepo kgotsa dikhampani tsa dikonteraka. Khampani e mo dipuisanong le borakonteraka ba bagolo ba kwa ditirelong. Maitlhomo a a tlhokang go fitlhelelwga a tla neelwa ko DMR ka la 30 la Moranang 2015. Dinako le maitlhomo a mananeo a setse a tlhomilwe mme tswelelopele e tla begwa mo dipegong tsa SLP tsa ngwaga le ngwaga tsa Impala Platinum Limited.

Setshwantsho 2.1 se bontsha Sekao se se kitlaneng sa Tsamaiso ya Ditalente se se dirisiwang ke Ditirelo tsa Impala Platinum go tshegetsa Katiso ya HRD le tsweletsopole ya boithutelatiro jo bo golaganeng jwa badiri. Dithulaganyo tsa HRD tse di begilweng mo karolong e ya SLP di bonwa mo sekaong se gape le melawanatheo ya mokgwa o montle wa tsamaiso ya HRD. Mo godimo ga go abelana ka tsholofetsa mabapi le ntlha nngwe le nngwe ya lenaneo la HRD ko Impala Platinum e e mo karolong e, leanolegolo le maitlhomo di setse di abetswe dingwaga di le tlhano (5) go latela Leano la Khampani la Tlhabololo ya Bokgoni le Leano la Kitso ko Tirong (WSP) le go ela tlhoko leano la kgwebo, tshedimosetso ya bogologolo le photogo ya badiri mo pakeng e.

Setshwantsho 2.1 Tsela ya Tsamaiso ya Talente ya Impala Platinum



2.1.2 IMPALA PLATINUM LIMITED: MAFELA A BOIKATISO LE DIDIRISWA

Ka letsatsi lepe fela, barutwana magareng a palo ya sekete le makgoloamararo (1300) le sekete le makgoloarobedi (1800) ba amega mo dithutong tsa leruri kgotsa tsa nakwana, mo setheong se se tsamaisiwang mo boemong jwa Impala Platinum Limited. Ikwadiso e e akaretsa baithuti ba ba amogelang katiso e e lebaneng mabapi le tsa moepo, boenjenere, boitseanape ba go tlhotla dimineral, thuto le katiso ya Bagolo (ABET), bokgoni ba khomphiutha, borutapuo, katiso ya Boetapele le tsamaiso ya ditlhophpha. Mafelo otlhe a Impala Platinum Limited a katiso a letleletswe semmuso ke Bothati jwa Dithutego tsa Meepo (MQA) go abelana ka katiso. Lenaane le didiriswa tse di farologaneng tsa katiso tse di laolwang mo boemong jwa Impala Platinum Limited ke tse di latelang:

Lenaneo 2.1 Impala Platinum Limited: Mafelo le Didiriswa tsa Katiso

LEFELO LA KATISO	DIDIRISWA TSE DI LENG TENG	KATISO E E LENG TENG	THULAGANYO YA DITHUTO	SELEKANYO
No. 1 Shaft Training Centre (Mining related training)	Diphaposi di le15 tsa di diriswa tsa katiso fa tlase ga lefatshe	Mining Competent A & B Panel Leader Level 2 Mining Operations Qualification Level 3 Rock Break Qualification Supervisory (New recruits)	Nako ka Botlalo	Baithuti ba le 150
	Lefelo la go wa ga matlapa mo moepong le mafelo a katisotiro	Systematic Supervision and Strata Control		Baithuti ba le 15

LEFELO LA KATISO	DIDIRISWA TSE DI LENG TENG	KATISO E E LENG TENG	THULAGANYO YA DITHUTO	SELEKANYO
Engineering Training Centre – No. 2 Shaft	Diphaposi di le 17 tsa tlhatlhelelo le Phaposi ya boithutelo e le 1	Electrical, Boilermaking, Fitting, Diesel Mechanic, Rigging, (skilled and semi-skilled training, Onsetter, Ex-leave and Advanced artisan training	Nako e e feletseng ya lobaka la lenaneo	Baithuti ba le 230
No. 2 Shaft Training Centre (The Human Resources Development Training Centre)	<u>ABET/Katiso ya Dikhomphiutha:</u> Diphaposi tsa didiriswa di le 8 di tsenyeletsa diphaposi tsa dikhomphiutha di le 2 tse di nang le dikhomphiutha di le 28	ABET, Computer Skills, Foundational Language Courses	Nako e feletseng Dithuto tsa nakwana	Baithuti na le 100
	<u>Katiso ya Bookamedi:</u> Phaposi ya didiriswa e le 1	Supervisory training	Malatsi a le 3 mo kgwedding	Baithuti ba le 16-20
	<u>Bookamedi ba tsa go Epa:</u> Diphaposi di le 3	Supervisory Training	Nako e e feletseng	Baithuti ba le 60
	Team Mobilization Centre (2#)	Team Mobilization	Mo bekeng (Malatsi a le 5)	Baithuti ba le 75-90
	2 Psychometric assessments room			Baithuti ba le 16
No. 4 Shaft Training Centre (Mining)	Diphaposi tsa didiriswa di le 12, lefelo la go wa ga matlapa le lefelo la katisotirong	New recruits and re-classing of existing employees and contractors Novice Mining Trainees (Community)	Nako e e feletseng	Baithuti ba le 380
No. 6 Shaft Training Centre (Mining)	Diphaposi tsa didiriswa di le 15, lefelo la go wa ga matlapa le lefelo la katisotirong	Competent A & B, Mechanical & ex-leave Novice Mining Trainees (Community)	Nako e e feletseng	Baithuti ba le 405
	5 Surface Classrooms Diphaposi di le 5 fa godimo ga moepo	Induction, E-learning, Mechanized and ad-hoc training		Baithuti ba le 100
	2 Simulators (old)	Mechanized Drill rig and LHD	Nako e e feletseng	Baithuti ba le 8
	Diphaposi tsa katiso di le 5	ABET	Dithuto tsa nakwana (Morago ga diura tsa tiro)	Baithuti ba le 100
No. 9 Shaft Training Centre	Diphaposi tse feletseng ka di diriswa di le 5	ABET, Foundational Language Courses	Dithuto tsa nakwana (Morago ga diura tsa tiro)	Baithuti ba le 100

LEFETO LA KATISO	DIDIRISWA TSE DI LENG TENG	KATISO E E LENG TENG	THULAGANYO YA DITHUTO	SELEKANYO
		OHS Skills Programme Level 2	Nako e e feletseng	Baithuti ba le 100
	Holo e e feletseng ka didiriswa e le 1	Half Level Safe Production	Nako e e feletseng	Baithuti ba le 40
Metallurgy	Diphaposi tse di nang le didiriswa tsa katiso di le 12	Plant Operator training, Shift Supervisor training, Safety training, Induction and Ex-leave training	Nako e e feletseng	Baithuti ba le 96
Impala Laboratory	Phaposi ya dikhomphiutha e le 1 Phaposi ya boithutelo e le 1 1 Classroom			Baithuti ba le 8 Baithuti ba le 15
Impala Platinum Refineries Training Centre	Diphaposi tse di nang le didiriswa tsa katiso di le 8, di tsenyeletsa auditorium e le 1 diphaposi tsa katiso di le 2 dikhomphiutha di le 24,	Computer Skills, Life Skills, Supervisory and Management Courses Legislative training License training	Nako e e feletseng ya lobaka la lenaneo	Baithuti ba le 180 Baithuti ba le 20

2.2 LEANO LA TLHABOLOLO LE TOKAFATSO YA BOKGONI

2.2.1 KA BORIPANA

Impala Platinum Limited e fithelela e bile e tla tswelela pele go fitlhelela dithoko tsa Molao wa Tlhabololo ya Bokgoni. Se se akaretsa Thomelo ya Leano la Kitso ko Tirong (WSP) le Pego ya Ngwaga ya Katiso (ATR) ya ditirelo tsotlhe tsa Impala Platinum Limited ngwaga le ngwaga. Ka mo gare ga ditokomane tse ke dithomelo tse di tlhogegang tsa Kantorokgolo ya Impala Platinum Limited, Ditirelo tsa Impala Rustenburg le Ditirelo tsa Phepafatso tsa Impala Platinum go latela Maitlhommagolo a Tlhabololo ya Metswedithuso ya Batho ya Impala Platinum Limited. Mo godimo ga moo, Ditirelo tsa Impala Rustenburg di kwadisitswe le Ditirelo tsa Lotseno lwa Aforika Borwa (SARS) gape le Bothati jwa Lephata la Katiso le Thuto (SETA) e bile ba neela phesente e le nngwe (1%) ya megolo go Lekgetho la Tlhabololo ya Bokgoni.

2.2.2 BOKGONI JWA GO BUISA LE GO KWALA LE DIPALO TSE DI KA DIRISWANG

2.2.2.1 Ka Boripana

Mananeo a Thuto le Katiso ya Bagolo (ABET) a sale a nna tirisong go tloga ka 1993 mo Ditirelong tsa Impala Rustenburg. Mananeo a ntse a abelwa e bile a tla tswelela a ntse a abelwa jalo ka karolo ya Togamaano ya Tlhabololo ya Badiri ba Impala Platinum Limited. Mananeo a a tlhotlhelediwa ke lebakalegolo la ABET mo go Leano la Kitso ko Tirong (WSP) la Impala Platinum. Karolo e kgolo ya leano le ke maitlamo mo go tlhabololeng le go tokafatsa thuto ya badiri ba Impala Platinum Limited, le go netefatsa gore badiri botlhe ba newa tshono ya go itse puiso le dipalo.

2.2.2.2 Togamaano

Didiriswa tsa Katiso le Bakatisi: Mananeo a ABET mo Impala Platinum³ a tla abelwa ka dinako tse pedi (2) tse di sa tshwaneng; dithuto tsa nako e e tletseng (Mosupologo go fitlha Labotlhano), tsa nakwana (Mosupologo go fitlha Labone) go kgontsha badiri ba dinako tse farologaneng go tsaya karolo. Mafelo otlhe le Didiriswa (Lenaneo 2.1) a letleletswe semmuso ke MQA, ga mananeo a ABET a dumetswe ke (ETD) SETA ya Tlhabololo ya Thuto le Katiso. Impala Platinum Rustenburg e tla tshola palo ya bakatisi ba le robongngwe (9) ba nako yotlhe ba ABET le bakatisi ba le somerobedi (18) ba nakwana. Bakatisi ba ABET ke bakatisi ba ba nang le botswererere ba go katisa mo mafapheng a bona, le mo go tlhatlhobeng le go lekalekanyetsa, e bile ba kwadisitse le MQA. Go feta foo, bakatisi botlhe ba ABET ba tla latela dithoko tsa ISO 9001.

Lenaneo la Katiso: Impala Platinum Rustenburg e tla tswelela go abela mananeo a ABET mo badiring ba botlhe mo ditirelong tsa bona tse di farologaneng, go ba neela tshono ya go itse puiso le dipalo. Mananeo a a latelang a abelwa e bile a tla tswelela a abelwa mo boemong ba Impala Platinum Rustenburg, go gopotswe dithlokego tsa dithuto tsa badiri ba yone:

- ABET Bogato 1: Pre ABET (Foundation Level), Communication and Numeracy
- ABET Bogato 2: Communication, Life Orientation and Numeracy
- ABET Bogato 3: Communication, Life Orientation, Natural Science and Numeracy
- ABET Bogato 4: Communication, Life Orientation, Natural Science and Mathematics/ NQF Bogato 1: Introduction to Mining and Mineral Sector. (Until June 2015)
- FLC – Foundational Learning Competency

Dithuto tsotle di tla latela dielo tsa diyuniti, le tlhatlhobo e khutshwane morago ga go fetsa lenaneo le le rileng. Impala Platinum e tla tsweletsa go dirisa fela mananeo a thuto le tekatekanyetso a a letleletsweng semmuso ke MQA. Puo ya thuto e tla nna ka Sengesemane. Mme mo dithutong tse di ko tlase le tse di mo magareng go fitlha ko mananeong a puiso, mokatisi o tla thusa morutwana ka leleme la mme fo go tlhogegang, le ka Sengesemane.

Ditirelo tsa Impala Rustenburg ba amega mme gape ba tla tswelela ba amega ka matlhagatlhaga mo mananeong a phitlhelelo ya thuto mo dikolong tse dikgowlane (go lebeletswe dipalo, saense le Sengesemane) ka tirisanommogo le dikolo tse dikgowlane tse di leng mo tikologong ya moepo.

Mametlelelo B (DMR Form Q) e tlhagisa dikgato tsa motheo tsa dipalo le puiso tsa badiri ba Kantorokgolo ya Impala Platinum Limited, le Ditirelo tsa Impala Rustenburg, le Madirelo a Phepafatso ya Dimineral a Impala Platinum. Diforomo tse di tla tlhabololwa ngwaga le ngwaga mme di romelwe le SLP ya Impala Platinum Limited ya ngwaga le ngwaga. Pego ya SLP ya ngwaga le ngwaga e tla akaretsa Ditirelo tsa Impala Rustenburg le dikonteraka tsa tirokgolo ya kgwebo, Impala Platinum Refineries le Kantorokgolo ya Impala Platinum. Jaaka re sa ntse re na le palo ya badiri mo maemong a thuto a a sa itseweng, matsapa otlhe a tla tsewa go bona maemo a thuto a bona ka go kopa makwalo a bona a thuto le kgotsa go ba kopa go a tlhatlhoba.

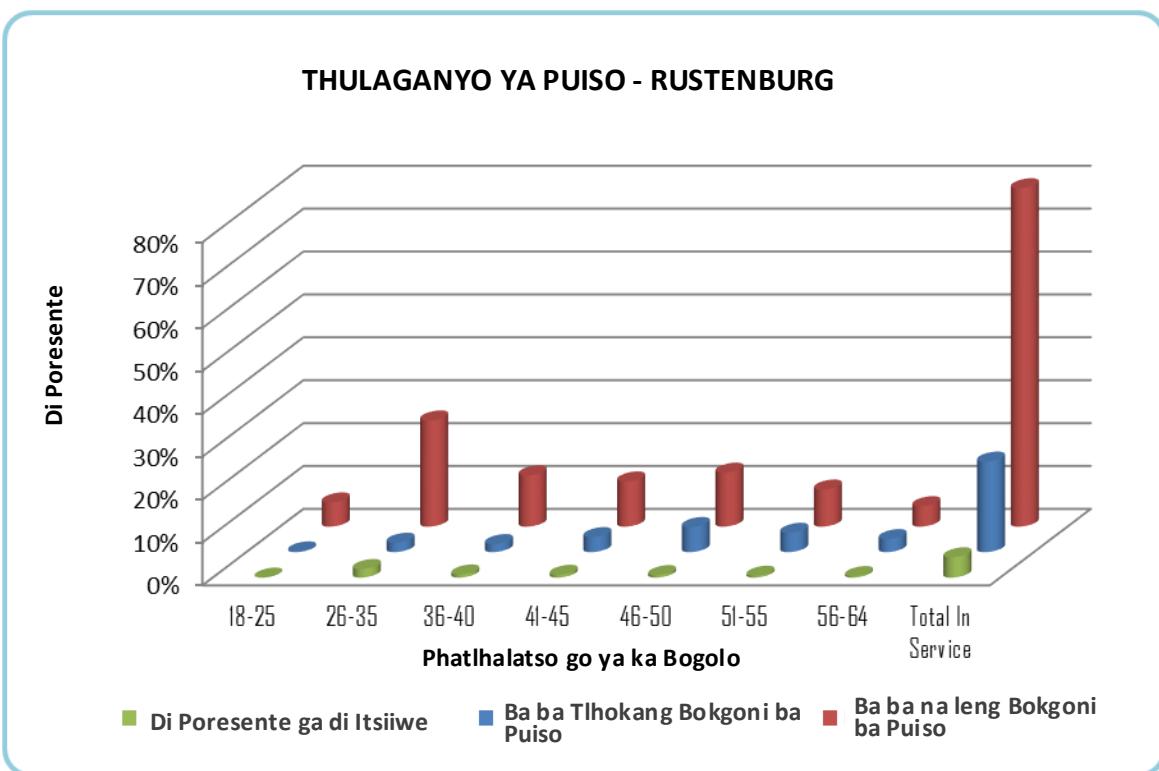
Phasalatso ya Lenaneo: Phasalatso ya mananeo a ABET e tla akaretsa mekgwa e farologaneng go netefatsa gore katiso e e abiwang ke Impala Platinum Rustenburg e fitlhelela badiri botlhe. Phasalatso ya mananeo a puiso a a abiwang e tla nna mo setlheng se se ntšha sa kwadiso go badiri ba ba thapilweng seša, le mo mananeong a ba ba tswang malatsing a boikhutso, ka papatso le ka bongwe ka bongwe kwa mafelobonnong le kwa tirong.

Maitlhomo a Lenaneo: Lenaneo la ABET le ikemisetsa go:

- oketsa kgopolo mo katisong ya ABET 3, 4 le FLC ka botlalo, go netefatsa tatelano ya thutelotirong go badiri
- oketsa selekanyo sa phitlhelelo ya dithuto tsa nakwana segolo tsa Bogato 1, 2, & 3
- tsweletsa kwadiso ka gale go latela lenaneo 2.3 go netefatsa motswedi wa thuto o o tlhomameng

Lenaneo 2.3 le bontsha maikemisetso a katiso ya ABET mo magatong a otlhe a sebaka sa dingwaga di le tlhano (5) tsa nakwana le tsa nako e e tletseng re akanyetsa tekatekanyo ya go falola ga 100% mo legatong longwe le longwe.

Setshwantsho 2.2: Thulaganyo ya Puiso go latela Phatlalatso go ya ka bogolo mo Ditirelong tsa Rustenburg



Dipoelo tsa Lenaneo: Fa moithuti a falotse dithuto tsa gagwe tsa magato a ABET o amogela lokwalo lwa dithuto le le totobaditsweng ke MQA. Mo godimo ga ditlamorago tsa tlhabololo mo loagong ka go neela badiri ba rona katiso ya puiso le dipalo, (segolo mabapi le ABET Bogato 1 le 2 tsa Thupelo tsa Botshelo), ABET bogato 4 le FLC di thusa baithuti ba ba tsweletseng pele go tsena Bogato 2 le 3 tsa Dithuto tsa go Thuba Letlapa Mokoting – bokgoni jo bo leng maleba le tsa go epa bo bo tsholegang go kgabaganya maphata a meepo le a diminerale. Baithuti ba ba falotseng ba kcona gape go fitlhelela thuto ya bo Serviceman/Bogato 2 Artisan Aide kgotsa bo Plant Operator. FLC (Lokwalo la Bokgoni ba Thuto ya Motheo) e tsentswe jaaka tlhokego e e gapelesegang ya lokwalo la dithuto tsa Bogato 3 ba go Thuba Matlapa gape ke lokwalo la thopho ya boikgethelo ya dithuto tsa Bogato 2 tsa Ditirelo tsa Moepo.

Lenaneo 2.3: Maitlhomo a dingwaga di le Tlhano (5) tsa katiso ya ABET go Simolola ka 2014

Thuto le Katiso ya Bagolo (ABET) Bogato	Maemo a Motheo wa Borutegi (ref: Form Q)	Sebaka	2014		2015		2016		2017		2018		Total	
			Ikwadiso e e Solofetsweng	% Maemo a Borutegi	Ikwadiso e e Solofetsweng	% Maemo a Borutegi	Ikwadiso e e Solofetsweng	% Maemo a Borutegi	Ikwadiso e e Solofetsweng	% Maemo a Borutegi	Ikwadiso e e Solofetsweng	% Maemo a Borutegi	Ikwadiso e e Solofetsweng a Borutegi %	
PRE-ABET	75% (ka Sedimonthole 2012)	PT	35	81%	35	82%	70	83%	70	84%	70	85%	280	85%
ABET Level 1		PT	55		50		100		110		110		425	
ABET Level 2		PT	70		55		110		120		120		475	
ABET Level 3		FT	40		45		45		60		60		250	
ABET Level 4		PT	45		40		80		90		90		345	
FLC		FT	40		45		45		60		60		250	
		PT	30		15		30		35		35		145	
		FT	63		20		20		45		45		193	
		PT	0		0		0		0		0		0	
<i>Palogotlhe</i>		FT	143		110		110		165		165		693	
		PT	235		195		390		425		425		1670	

2.2.3 BOITHUTELOTIRO

2.2.3.1 Tsholofetso

Ka botsayakarolo jwa yone jo bo matlhagatlhaga mo lenaneong la katiso la Mqa, Impala Platinum Limited e tshegetsa mananeo a katiso a Lefapha la Badiri a a totileng go netefatsa gore batsayakarolo ba amogela e seng fela katiso e e dumelletseng semolao ya katiso e maleba le makala a dithuto tsa bona, mme ba ungewelwa gape le mo thutong ya Tiriso ya diatla mo mafelong a tiro moepong. Ga Jaana, Impala Platinum Limited e na le bokgoni jwa go ka fitha go masome a mathlano (50) a baithuti ba boenjenere le masome a mararo (30) a baithuti ba L3 go Thuba Letlapa.

2.2.3.2 Togamaano

Lenaneo la Katiso: Impala Platinum Limited e tsentse tirong gape e tla tswelela pele e atolosa mananeo a katiso go latela ditlhokego tse di maleba tsa SETA. Impala Rustenburg le Ditirelo tsa Phepafatso tsa Impala³ di tla tswelela go fetola mananeo a katiso le tlhabololo go latela mananeo a kitso kgotsa bokgoni jaaka fa di gololwa ke SETA e e mabapi.

Palo le mofuta wa katiso e e abiwang ka ngwaga e tla laolwa ke kakanyetso ya badiri e e tla bong e tshotswe mo khampaling e e tswang mo ditlhokegong tse di farologaneng tsa kgwebo, mananeo a kemisetso ya badiri, phetolo ya badiri, ba ba leng mo phenšeneng, jalo le jalo, ba mo gare ga Impala Platinum Limited (go lebeletswe tshedimosetso ya dingwaga di le tlhano (5) tse di fetileng le palelopele ya dingwaga di le tlhano (5) tse di tllang). Khampani e ikemisetsa go netefatsa gore go nna le papiso ya 80:20 malebana le botsayakarolo ba HDSA mo lenaneong la thutelotiro, go lebeletswe bogolo go thapiwa ga bomme mo katisong ya boenjenere. Go tlaleletsa tlhabololo le tokafatso ya ka fa gare ya badiri Impala Platinum Limited e dirisana mmogo le baagi ba ba gaufi go atolosa tlhabololo ya baša ba ba lemogilweng mo mananeong a katiso a boenjenere.

Mananeo a otlhe a katiso a tla tsenngwa mo tirisong go latela peomolao e e leng maleba ya katiso (Mqa le Bothati jwa Borutegi jwa Aforika Borwa (SAQA) le Kgotsa ya Boleng ba Kgwebo le Botsayatiro (QCTO) mme a tla tlhagiswa ko setheong sa katiso se se dumelletseng semolao go ya ka maitlhomo a Bothapi ka Tekatekano jwa Impala Platinum Limited. Tswelelopele mabapi le dithutelotirong e tla begwa le pego ya SLP ya Impala Platinum Limited ya ngwaga le ngwaga, gape le mo pegong ya tsa Katiso ya ngwaga le ngwaga tsa Impala Platinum Limited tse di romelwang kwa Lefapheng la Badiri.

Maikemisetso a Lenaneo: Lenaneo 2.4 le bontsha maikemisetso a Impala Platinum a dingwaga di le tlhano (5) tsa katiso go lebeletswe leano la tlhabololo ya bokgoni, WSP le ATR tsa khampani, le ditogamaano tsa EE gore go fitlhelelwae maitlhomo a a tlhokegong. Kelotlhoko ya nako ya lenaneo lengwe le lengwe le le umakilweng mo lenaneong la maikemisetso e a tlhokega fa go lebelelwae selekanyo sa go falola sa ngwaga le ngwaga. Ela tlhoko gore selekanyo sa tshwanelego ke dingwaga di le tharo (3) go tswa ikwadisong. Maikemisetso a boenjeneri a kgaogantswe gareng ga Karolo 18.1 le 18.2 (\pm 62%) jaaka kaelo ya diikwadiso tse di ntšha. Maiteko otlhe a dirwa go ka amogela baithuti botlhe ba Karolo 18.2 jaaka diathisene kwa phetsong ya lenaneo. Ela tlhoka gore maikemisetso a ngwaga a ka fetoga jaaka go supilwe, mme a tlhomilwe mo tshedimosetsong e kgologolo le mo ditlhokegong tsa kgwebo tsa ga jaanong.

Fa go lejwa tlhokego ya jaanong ya di athisene tsa boenjeneri mo Impala Rustenburg, Boithutelotirong ba boenjeneri bo lekana le 9.8% ya tuelo ya katiso yotlhe (go lebeletswe ngwaga wa Ditšelete wa 2013). Impala Platinum e tla tsweletsa go tshegetsa matsapa a yone a katiso ya badiri ba palogare ya 50 ka ngwaga (ba ba tla fetsang dithuto tsa bone mo dingwageng tse tlhano) mo lenaneong la Boithutelotirong ba Boenjenere, go tlamelia diathisene tse di falotseng go thusa mo kgwetlhong ya diathisene. Ditirelo tsa Impala Rustenburg di butse gape le Ditirelo tsa Katiso ya boenjenere go abela baagi ba mo tikologong ka Katiso ya boathisene go oketsa palo ya diathisene tse di katisitsweng e e begwang mo Karolong 3 ya tokomane.

Dipoelo tsa Lenaneo: Borutegi ba Boithutelotirong ba Boenjenere bo tshwaragane le borutegi ba boathisene le Boithutelotirong ba go epa, mme e nna di Maenara. Bontsi ba baithuti ba boenjenere le bomaenara gompieno ba tsewa ke khampani.

Lenaneo 2.4: Maitlhomo a Mananeo⁵ a Boithutelotirong a dingwaga di le Tlhano (5) go Simolola ka 2014

Lenaneo la Boithutelotirong	Sebaka	2014				2015				2016			
		Ikwadiso e Ntšha	Batsaya karolo	Ikwadiso ka Botlalo	Ba ba Falotseng	Ikwadiso e Ntšha	Batsaya karolo	Ikwadiso ka Botlalo	Ba ba Falotseng	Ikwadiso e Ntšha	Batsaya karolo	Ikwadiso ka Botlalo	Ba ba Falotseng
Boathisene													
Engineering Electrician (18.1)	dikgwedi di le 42	0	25	25	7	10	18	28	10	16	18	34	10
Engineering Electrician (18.2)		9	21	30	6	0	24	24	10	0	14	14	10
Engineering Boilermaker (18.1)	dikgwedi di le 36	0	13	13	5	10	8	18	9	12	9	21	12
Engineering Boilermaker (18.2)		6	5	11	9	0	2	2	2	0	0	0	0
Engineering Diesel Mechanic (18.1)	dikgwedi di le 36	0	12	12	5	10	7	17	8	12	9	21	8
Engineering Diesel Mechanic (18.2)		8	10	18	5	0	13	13	7	0	6	6	4
Engineering Instrument Mechanic (18.1)	dikgwedi di le 36	0	3	3	1	2	2	4	1	3	3	6	2
Engineering Instrument Mechanic (18.2)		4	2	6	1	0	5	5	1	0	4	4	1
Engineering Fitting (18.1)	dikgwedi di le 36	2	20	22	5	10	17	27	9	16	18	34	10
Engineering Fitting (18.2)		9	14	23	6	0	17	17	6	0	11	11	7
Engineering Rigging (18.1)	dikgwedi di le 36	0	6	6	1	4	5	9	2	6	7	13	2
Engineering Rigging (18.2)		4	0	4	0	0	4	4	0	0	4	4	1
Palogare		42	131	173	51	46	122	168	65	65	103	168	67

⁵ Kantorokgolo ya Impala Platinum ga e a tsenyeletswa mo Lenaneong la Boithutelotirong jaaka ditšhono di tlhaela mo kagegong ya yona.

Lenaneo 2.4 le a Tswelela: Maithomo a Mananeo⁵ a Boithutelotirong a dingwaga di le Tlhano (5) go Simolola ka 2014

Lenaneo la Boithutelotirong	Sebaka	2014				2015				2016			
		Kwadiso e Ntšha	Batsaya karolo	Kwadiso e Ntšhwa	Ba ba Falotseng	Ikwadiso e Ntšhwa	Batsaa karolo	Ikwadiso ka Botlalo	Ba ba Falotseng	Ikwadiso e Ntšha	Batsaya karolo	Ikwadiso ka Botlalo	Ba ba Falotseng
E seng Boathisene													
Level 2 Mining Operations (Cat 3-8)	<i>dikgwedi di le 18</i>	18	18	36	18	18	18	36	18	18	18	36	18
Level 2 Mining Operations (Community)	<i>dikgwedi di le 12</i>	5	5	10	5	5	5	10	5	5	5	10	5
Level 2 Mining Operations (Experiential)	<i>dikgwedi di le 18</i>	15	15	30	15	15	15	30	15	15	15	30	15
Level 2 Mining Operations (LMO)	<i>dikgwedi di le 10</i>	15	15	30	15	15	15	30	15	15	15	30	15
Level 3 Rock Breaker Qualification (Cat 3-8)	<i>dikgwedi di le 9</i>	15	15	30	15	15	15	30	15	15	15	30	15
Level 3 Rock Breaker Qualification (LMO)	<i>dikgwedi di le 9</i>	15	15	30	15	15	15	30	15	15	15	30	15
Palogare		83	83	166	83	83	83	166	83	83	83	166	83
PALOGOTLHE		125	214	339	134	129	205	334	148	148	186	334	150

Lenaneo 2.4 le a Tswelela: Maithomo a Mananeo⁵ a Boithutelotirong a dingwaga di le Tlhano (5) go Simolola ka 2014

Lenaneo la Boithutelotirong	Sebaka	2017				2018			
		Kwadiso e Ntšha	Batsaya karolo	Kwadiso e Ntšha	Ba ba Falotseng	Kwadiso e Ntšha	Batsaya karolo	Kwadiso e Ntšha	Ba ba Falotseng
Boathisene									
Engineering Electrician (18.1)	<i>dikgwedi di le 42</i>	11	24	35	15	12	20	32	10
Engineering Electrician (18.2)		5	4	9	5	5	4	9	5
Engineering Boilermaker (18.1)	<i>dikgwedi di le 36</i>	9	9	18	10	7	8	15	8
Engineering Boilermaker (18.2)		6	0	6	5	6	1	7	5
Engineering Diesel Mechanic (18.1)	<i>dikgwedi di le 36</i>	8	13	21	10	6	11	17	8
Engineering Diesel Mechanic (18.2)		7	2	9	5	6	4	10	6
Engineering Instrument Mechanic (18.1)	<i>dikgwedi di le 36</i>	4	4	8	1	1	7	8	2
Engineering Instrument Mechanic (18.2)		1	3	4	1	1	3	4	1
Engineering Fitting (18.1)	<i>dikgwedi di le 36</i>	12	24	36	14	13	22	35	10
Engineering Fitting (18.2)		5	4	9	3	5	6	11	5
Engineering Rigging (18.1)	<i>dikgwedi di le 36</i>	3	11	14	3	2	11	13	2
Engineering Rigging (18.2)		1	3	4	2	2	2	4	1
Palogare		72	101	173	74	66	99	165	63

Lenaneo 2.4 le a Tswelela: Maitlhomo a Mananeo⁵ a Boithutelotirong a dingwaga di le Tlhano (5) go Simolola ka 2014

Lenaneo la Boithutelotirong	Sebaka	2017				2018			
		Kwadiso e Ntšha	Batsaya karolo	Kwadiso e Ntšha	Ba ba Falotseng	Kwadiso e Ntšha	Batsaya karolo	Kwadiso e Ntšha	Ba ba Falotseng
<i>E seng Boathisene</i>									
Level 2 Mining Operations (Cat 3-8)	<i>dikgwedi di le 18</i>	18	18	36	18	18	18	36	18
Level 2 Mining Operations (Community)	<i>dikgwedi di le 12</i>	5	5	10	5	5	5	10	5
Level 2 Mining Operations (Experiential)	<i>dikgwedi di le 18</i>	15	15	30	15	15	15	30	15
Level 2 Mining Operations (LMO)	<i>dikgwedi di le 10</i>	15	15	30	15	15	15	30	15
Level 3 Rock Breaker Qualification (Cat 3-8)	<i>dikgwedi di le 9</i>	15	15	30	15	15	15	30	15
Level 3 Rock Breaker Qualification (LMO)	<i>dikgwedi di le 9</i>	15	15	30	15	15	15	30	15
<i>Palogare</i>		83	83	166	83	83	83	166	83
PALOGOTLHE		155	184	339	157	149	182	331	146

2.2.4 MANANEO A TLHABOLOLO YA BOKGONI

2.2.4.1 Tsholofetso

Impala Platinum Limited, e tsamaisana le Lenaneo la Impala Platinum Limited la Tlhabololo ya Metswedithuso ya Batho, e bile e tla tswelela ka dikatoloso le go tsenya tirisong maano a katiso fa go tlhokega. Go feta foo, Impala Platinum Limited e tla tswelela go fetolela mananeo a katiso le tlhabololo go ithutelotiro kgotsa mananeo a bokgoni, jaaka fa di gololwa ke SAQA go akaretsa le mananeo a katiso le tlhabololo a tsamaisanang le tiro fa go tlhokegang.

2.2.4.2 Togamaano

Lenaneo la Katiso: Go latela dithlokego tsa Molao wa Pholo le Pabalesego mo Meepong, Ditirelo tsa Impala Rustenburg di netefatsa gore badiri ba ba maleba ba rebolelwa katiso ka fa tlase ga Bokgoni A, Bokgoni B, Mothusi wa Thuntsho le Moemedi wa tsa Pholo le Polo kego jaaka go batlega mo botshelong jwa moepo. Mo godimo ga mananeo a katiso ya ntsha ya badiri botlhe ba ba maleba ba khampani, katiso e tswelelang ya Bokgoni B le Mothusi wa Thuntsho e tla lebelela Bogolo mo go katiseng bathapiwa ba ba ntsha gongwe go latela leano la kgwebo. Bogato 2 le Bogato 3 jwa go Thuba Letlapa jwa MSA bo tsentswe tirisong mo logatong Iwa Lokwalo Iwa go Thuntsha la DMR. Impala Platinum Limited e tla lekalekanya katiso ya ga jaanong ya Bothudi ba boenjenere le Bogato 2 ba MSA ba Lenaneo la Bokgoni ba Bothusi ba Athisene.

Impala Platinum Limited e tsentse tirisong Borutegi ba Bosetshaba jwa Bogato 1 ba Motheo go Lephata la Meepo le diminerale ba Kopano ya Naga ya tsa dithuto (NQF) bo bo tsentsweng ke MSA, e bile ba tla tswelela go dira jalo go fitlha ka la 30 Seetebosigo 2015, kgotsa go feta fa nako ya Ikwadiso ya borutegi jo e okeditswe jaaka go begilwe mo Lenaneo 2.3 le ABET. Impala Platinum Limited gape e simolotse lenaneo le le kitlaneng la katiso go tshegetsa lenaneo la katiso ya mo tlase ga lefatsho le Tlhabololo la DMR. Mo godimo ga mananeo otthe, WSP ya khampani e lemogile dikarolo tsa botlhokwa mme ya tsenya tirisong maano a maleba a go nolofatsa phithelelo ya dithuto tse mo gare ga Mokgatlho (Lenaneo 2.5). FLC (Thuto ya Motheo) e neelana ka metheo ya Bogato 3 le 4 jwa Dithutego tsa QCTO bo tsentswe tirisong mme di begwa ga jaana mo Lenaneo 2.3 le ABET

Maikeisetso a Lenaneo: Lenaneo 2.5 le tlhagisa maitlhomo a Mananeo a Tlhabololo ya Bokgoni sebaka sa paka ya dingwaga di le tlhano (5). Maikeisetso ke go ya ka dipalo tsa phetolo ya badiri ka tshedimosetso e kgologolo le ka tlhokego ya dithuto ya kamoso go tsamaisana le leano la kgwebo. Mo bofelong gone, kwadiso ya mananeo a e tla nna ditlhokego go latela dikhiro tse dintsha kgotsa ditlhathlhosu mo maemotirong. Lenaneo la maikeisetso le bega gape le neelana ka kgopolu ya kwadiso mo mananeong a tlhabololothuto ya dingwaga di le tlhano (5) tse di tleng go lekalekana le mafelo a bokgoni bo botlhokwa go latela WSP.

Dipoelo tsa Lenaneo: Le fa go wetswa ga katiso ya Bokgoni jwa A, B jwa Mothusi wa Thunyo, le Moemedi wa Pholo le Pabalesego mo badiring ba ba maleba go tla thusa moepo go tsamaisana le Molao wa Pholo le Tshireletsego mo Meepong, badiri ba ba amegang, go feta foo, ba tla amogela Dikwalo tsa dithuto tse di amogetsweng semmuso tse di ka dirisiwang go ralala maphata a meepo, mme e nna bokgoni bo bo ka dirisiwang mo ditirong tse di farologaneng. Gareng ga bokgoni bo bo ka dirisiwang mo ditirong tse di faologaneng go tla nna le Bogato 2 jo bontsha jwa Dithuto tsa Bothusi ba Athisene. Go ya ka Lefapha la Diminerale go emisa ditlhathlubo tsa Lekwalo la go Thuntsha go tloga ka Seetebosigo sa 2009 le go tsenya tirisong molawana o moša, Ditirelo tsa Rustenburg Impala di tla netefatsa gore badiri ba ba maleba ba rebolwa ka fa tlase ga Bogato 2 ba Tiro kgwebo tsa Meepo le Bogato 3 ba go Thuntsha Matlapa jaaka go tlhokega botshelong jwa moepo.

Lenaneo 2.5: Maithlomo a Mananeo a Tlhabololo ya Bokgoni ya dingwaga de le Tlhano (5) go Simolola ka 2014 go latela Phetholo³ ya Badiri e e Sololetseng

Mananeo a Bokgoni	WSP Bokgoni jo bo Tlhokwa	Sebaka	2014		2015		2016		2017		2018	
			Kwadiso	Sololetswe go Rebolelw								
Competent A	Core Mining	Matsatsi ± 5	100	100	100	100	100	100	100	100	100	100
Competent B	Core Mining	Matsatsi ± 5	700	700	700	700	700	700	700	700	700	700
Blasting Assistant	Core Mining	Matsatsi ± 5	500	500	500	500	500	500	500	500	500	500
OHS Rep	Safety & Health	Matsatsi ± 10	710	710	710	710	710	710	710	710	710	710
Artisan Aide - Level 2	Core Engineering	12 dikgwedi	50	48	50	48	50	48	50	48	50	48
PALOGOTLHE			2060	2058								

⁶ Mananeo a a Tlhabololo ya Bokgoni jo ga a ame Kantorokgolo ya Impala le Ditirelo tsa Phefafatso tsa Impala. Maithlomo a a beilwe mo dipalong tsa phetogo tsa bogologolo tsa dingwaga di le tlhano (5) le leano la kgwebo la tlhagisodikuno tsa dingwaga di le tlhano (5) tse di tlang.

2.2.5 KATISO YA BOKGONI JO BO KA DIRISWANG MO DITIRONG TSE DI FAROLOGANENG

2.2.5.1 Maikemisetso

Impala Platinum Limited, jaaka karolo ya leano la bona la tlhabololo ya bokgoni le la phokotso ya badiri, e tlamel a katiso ya bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng gape bo dirisega mo lephateng la meepo le mo maphateng a mangwe a tiro gape e netefatsa gore mananeo ao a katiso a logilwe go ya ka dikopo tsa Modiri. Ka foo khampani e thalosa bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng jaaka dithuto tse dumelweng semolao tse di tsweleditsweng go latela katiso e e agilweng go tswa go diyuniti tse di ka dirisiwang mo lephateng la meepo (go ralala maphata a dimineral) ke kwa ntle ga lephata la meepo.

2.2.5.2 Tomagaano

a. Katiso ya Bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng go tswa go Katiso ya Tirokgolo ya Kgwebo mo Lenaneong la Katiso ya Impala Platinum Limited:

Mofuta wa tirokgolo ya khampani o ka mokgwa o o dirang gore badiri ba tlagelele mo katisong le bokgonging tse di tla ba kgontshang go bona ditiro felo gongwe gape ka mo gare gongwe kwa ntle ga madirelo a meepo, le go ba kgontsha gore ba kgone go itlamela ka tsa matlolo mo lephateng lengwe le lengwe. Katiso ya tirokgolo e neelwa badiri botlhe mo botshelong jwa moepo mo mafapheng a a farologaneng a tirokgolo ka jalo e kgontsha tlhabololo ya bokgoni e e tswelelang le makwalo a semmuso a yona. Go feta foo, moepo o tlhomile katiso ya bookamedi le Botsamaisi mo maemong otlhe a badiri le go feta, e kgontsha phitlhelelo ya katiso ya dithuto tsa kgwebo, ditshelete le botsamaisi tse di ka dirisiwang lephateng lengwe le lengwe (Lenaneo 2.6).

Mo godimo ga katiso e e dirisegang ya Puiso le Dipalo (Lenaneo 2.3) (e e totileng badiri ba ba maemotirong a a mo tlase) Impala Platinum e tla neela katiso ya dithuto tse di ka dirisiwang mo ditirong tse di farologaneng magareng ga mafapha a a farologaneng mo modiring wa kgwebo mo magatong otlhe a tiro kgwebo, botshelo jotlhe jwa moepo.⁴ Go bonwe ka maleba fa katiso ya bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng ka mo lephateng la meepo, mo lephateng la dimineral, le mo maphateng a kwa ntle ga tsa meepo.

Maikemisetso a Lenaneo: Maikemisetso a katiso ya bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng a dingwaga tse tlhano (5) tse di latelanang a tsweleditswe go lekalekana le mananeo a tlhabololo ka mongwe ya katiso ya bookamedi, kgwebo ka kakaretso, le thuto ya tsa ditshelete mo megatong yotlhe ya badiri le Mananeong Keetletso ya Bokgoni a nako e gape go tswa mo kwadisong e ntsha go ya ka lenaneo go latela Lenaneo 2.6.

b. Katiso ya Bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng mo Dithutong tse di sa ameganeng le tsa Meepo ka Motlha wa Phokotso ya badiri kgotsa go kgaolwa mo tirong

Fa maemo ka ntlha ya diphetogo mo mebarakeng e ka dira gore phokotso ya badiri e tlhokege mo botshelong ba moepo, Letlolo la Bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng le tla tlagelela ka nako ya phokotso ya badiri jaaka go umakilwe mo Karolong 4.1, 4.2 le 4.3 tsa tokomane e.

Ka nako ya phokotso ya badiri, letlolo le tla diriswa ka mokgwa o o latelang:

- Go katisa badiri ba ba amegileng
- Mananeo a katiso a jalo a tla nna le Mophato wa Yuniti o o letleletseng semolao jaaka go dumelwane ke Baamegi.
- Ka tshwanelo, Modiri mongwe le mongwe yo o amegang ga a tshwanela go tsaya malatsi a a fetang some le bone (14) kwa katisong
- Mananeo a supilweng go katisa badiri ba ba amegileng ka bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng a bontshwa mo setshwantshong 2.3 fa tlase. (Leba Mametlelelo H(c))

⁴ Kwa ntle ga Kantorkgolo ya Impala Platinum

Lenaneo 2.3 Bokgoni jo bo leng ko ntle ga Madirelo a Meepo

Dikarolo tsa Katiso ya Bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng	Palogare ya Malatsi a Sebaka sa Katiso
Mechanical	14
Electrical	14
Construction	14
Agricultural	14
Business Skills	11

Ka mokgwa o matlole a katiso ya bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng a tla diriswa ka mokgwa o siameng go lemoga mananeo a a maleba le go thusa ka katiso ka dinako tsa phokotso kgotsa tswalo ya moepo.

c. Katiso ya Bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng jo bo sa Amaneng le tsa Meepo

Impala e tla latela tsela e latelang go dira maano le go aga tseraganyo ya katiso ya bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng jwa badiri ba mo meepong

- i. Dipuisano di tla tsholwa ka bottlalo le setlhophya sa Batsamaisi le Baamegi
- ii. Setlhophya sa Tlhabololo ya Metswedithuso ya Batho se tla buisana le Baemedi ba Badiri mabapi le leano kwa Foramong ya Dithuto le Bokgoni
 - Dintlhha tsa puisano:
 - Le tla tsenngwa jang tirisong?
 - Ke mang yo o tla beng a dira se?
 - Khampani e tla tlhoka eng?
 - Se tla tswela badiri mosola ka eng?
 - Mananeo a a tshwanetse go tswela badiri bottlhe mosola
- iii. Go tsamaisana le Foramo ya Thuto le Bokgoni go tla buiwa gape ka tshedimosetso kwa Future Forum (Kopano ya tsa Bokamoso) ya ka fa Gare
- iv. Re bonela pele paka e Baemedi ba Badiri ba tla tshwanelang go buisana le maloko mabapi le se ba se tlhokang mabapi le bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng.
- v. Fa go feditswe ka se, HRD e tla golagana le Baabi ba ditirelo malebana le patlisiso ya dikgonagalo. Se e tla nna lenaneo ka bottlalo go akaretsa mafelo otlhe s.k. go gopola kwa badiri ba tswang
- vi. Ka go tlhaloganya seemo morago ga tiragalo ka ntlha ya nako e e begilweng HRD, e kopane le Kopano ya Dithuto le Bokgoni ba tshwaragane le WSP-ATR (Leano la Bokgoni Tirong le Pego ya Katiso ya Ngwaga) go tswa go SETA ya MQA. Se se tla diragala go tloga ka Mopitlwé go fitlha go fela ka Motsheganong 2015.

Leano le le tla salwang morago go ya pele:

Kgato	Sebaka
1. WSP-ATR go latela Molao wa Tlhabololo ya Bokgoni. Go fetswa ngwaga le ngwaga go fitlha bokhutlo jwa Motsheganong 2015.	Mopitlwe go ya Motsheganong 2015
2. Kgolagano le Botsamaisi ka mo gare.	Seetebosigo 2015
3. Foramo ya Bokgoni le Foramo ya ka mo Gare ya Isago.	Phukwi 2015
4. Baemedi ba badiri ba buisana le badiri/maloko ka thulaganyo.	Phatwe 2015
5. Tsamao ya pele ya go ngoka batlamedi.	Phatwe go ya Diphalane 2015
6. Dipatlisiso tsa Kgongo di dirwe, mme di tlhalosa se se tlhokang go dirwa.	Ngwanatsele 2015 go ya Ferikgong 2016
7. Begela Diforamo tsotlhе tse di maleba	Tlhakole 2016
8. Tlhopisa leano go latela leano le le ntšha la kgweebo BP16/17 gape go kopanya pego ya Karolo 102	Mopitlwe 2016

Lenaneo 2.6: Maikemisetso a dingwaga di le Tlhano (5) a Katiso ya ka Fa gare ya Bokgoni jwa Bothhokwa jo bo ka dirisiwang mo ditirong tse di farologaneng⁵ go tloga ka 2014

Mananeo a Katiso	Magato a Tiro go latela Foromo S	Sebaka	2014		2015		2016	
			Kwadiso	Ba ba Sololetsweng go Rebolelwa	Kwadiso	Ba ba Sololetsweng go Rebolelwa	Kwadiso	Ba ba Sololetsweng go Rebolelwa
Katiso ya Bookamedi le Botsamaisi								
Bokgoni ba Bookamedi	Badiri ba ba nang le dithuto le bokgoni jwa botegeniki (Paterson Bogato C), Bokgoni le botsayatshwetso jo bo lekaneng (Paterson B & A ka kopo e kgethegileng)	Malatsi a le 3	204	204	224	224	224	224
Bokgoni ba Ditšelete mo Botshelong	Tlhoko-bokgoni le botsayatshwetso jo bo lekantsweng, Bokgoni bo bo lekaneng le botsayatshwetso (Paterson Bogato A & B)	Malatsi a le 2	240	240	240	240	240	240
Bokgoni ba Kgwebo ba Motheo	Tlhoko-bokgoni le botsayatshwetso jo bo lekantsweng, Bokgoni bo bo lekaneng le botsayatshwetso (Paterson Bogato A & B)	Malatsi a le 3	200	200	200	200	200	200
Matseno a Motheo Dikhomphiutheng	Bokgoni le botsayatshwetso jo bo lekaneng (Paterson B & A ka kopo e kgethegileng)	Malatsi a le 2 (Nako e tletseng)	160	160	160	160	160	160
PALOGOTLHE			804	804	824	824	824	824

⁵ Malebana le ditthaloso tse di feletseng mo diteng tsa lenaneo mo kgaolong nngwe le nngwe, ka kopo lebelela Mametlelelo H.

Lenaneo 2.6 e a tswelela: Maikemisetso a dingwaga di le Tlhano (5) a Katiso ya Fa gare ya Bokgoni jwa Botlhokwa jo bo ka dirisiwang mo ditirong tse di farologaneng⁶ go tloga ka 2014

Mananeo a Katiso	Magato a Tiro go latela Foromo S	Sebaka	2017		2018	
			Ba ba Solofetsweng go Rebolelwa	Kwadiso	Ba ba Solofetsweng go Rebolelwa	Kwadiso
Katiso ya Bookamedi & Botsamaisi						
Bokgoni ba Bookamedi	Badiri ba ba nang le dithuto le bokgoni jwa botegeniki (Paterson Bogato C), Bokgoni le botsayatshwetso jo bo lekaneng (Paterson B & A ka kopo e e kgethegileng)	Malatsi a le 3	244	244	224	224
Bokgoni ba Matlotlo mo Botshelong	Tlhoko-bokgoni le botsayatshwetso jo bo lekantsweng, Bokgoni bo bo lekaneng le botsayatshwetso (Paterson Bogato A & B)	Malatsi a le 2	240	240	240	240
Bokgoni ba Kgwebo ba Motheo	Tlhoko-bokgoni le botsayatshwetso jo bo lekantsweng, Bokgoni bo bo lekaneng le botsayatshwetso (Paterson Bogato A & B)	Malatsi a le 3	200	200	200	200
Matseno a Motheo Dikhomphiutheng	Bokgoni le botsayatshwetso jo bo lekaneng (Paterson B & A ka kopo e kgethegileng)	Malatsi a le 2 (Nako e tletseng)	160	160	160	160
PALOGOTLHE					824	824

⁶ Malebana le di tlhaloso tse di feletseng mo diteng tsa lenaneo mo kgaolong ngwe le ngwe, ka kopa lebelela Mametlello H.

2.2.6 KATISO MO DIKAROLONG TSA BOTLHOKWA TSA KGWEBO

2.2.6.1 Tsholofelo

Tirokgolo ya Impala Platinum Limited ke go epa diminerale mme go tla nna jalo go fitlha kwa bokhutlong jwa ditirelo tse di farologaneng. Ke ka lebaka le le khampani e tla rebolelang karolo e ntsi ya yona ya katiso le tlhabololo go dithuto le bokgoni jwa go epa, boenjineri le ditirelo tsa polanta.

2.2.6.3 Togamaano

Didiriswa tsa Katiso: Impala Platinum Limited e tla tswelela e rulaganya badiri ba go epa, boenjeneri le ba dipolanta dithuto tse di ikaegileng mo dipholong le katiso jaaka go tlhokega ka SAQA, QCTO le SETA e mabapi.

Lenaneo la Katiso: Maikemisetso a katiso e e tsamaisanang le tiro a dingwaga tse tlhano (5) tse di tlang mo Impala Platinum⁷ a tswa mo WSP (le mo Pegong ya Ngwaga wa Katiso) gape le kitso ya maloba ya phetogo ya badiri go fitlha jaanong e bile di tlhagiswa mo go Lenaneo 2.7. Fa go tsewa gore tlhagisokuno ya moepo e tla nna e tshwana sebaka sa dingwaga di le tlhano (5), palo ya badiri e e tshwanang e sololetswe ka dipharologano tse dinnye. Ka jalo, mo mabakeng a tlhokego ya katiso ya kgwebokgolo, go beilwe mo lenaneong la kgwebo mo nakong e, e tla nna a tshwana ngwaga le ngwaga. Maikemisetso a mangwe a katiso ya tsa kgwebokgolo ka fa tlase ga mananeo a Thutelotirong (Lenaneo 2.4) le a Tlhabolo ya Bokgoni (Lenaneo 2.5) le tsona di beilwe go ya ka ditlhokego tsa kgwebo mme ga di a tlhagiswa mo Lenaneo 2.7. Palotota ya badiri ba ba katisitsweng e tla begwa mo dipegong tsa ngwaga le ngwaga tsa SLP. Lobaka Iwa badiri ba bantsha le ba ba fetotseng tiro ya kgwebo ga a tshwane, le go ya ka mafapha a tiro ya kgwebo Mo go ba fetolang tiro ya kgwebo go tsa go Epa, katiso e ka nna gongwe le gongwe gareng ga malatsi a le 1 le 3 mme katiso ya badiri ba bantsha e ka tsaya malatsi a le 30 go ya go 40. Katiso ya Kgakoloso ya Ditshipi ke malatsi a le 1 go ya go 3 le tsa boenjeneri malatsi a le 1 – 3 a ntshafatso le a le 5 – 10 a katiso ya bokgoni.

Mo godimo ga katiso ya tsa tirokgolo Impala Platinum Limited e katisa le ba ba tswang khunologong e le maiteko a go netefatsa tokafalo e e tsweletsang le go tlolomatsa badiri. Impala Platinum Limited e tla katisa badiri bothe ba ba tswang khunologong le ba ba kwadisitsweng seša mo nakong ya botshelo jwa moepo. Lobaka le katiso ya ntshafatso e gape e neelanang ka tšhono ya puisano e botlhokwa le badiri (jaaka mananeo a ABET, mananeo a bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng, ka tsa mananedijo le kotlo, HIV/AIDS... jalo jalo). Mametlelelo C (DMR Form R) e bontsha diphatlatiro tse go leng thata go di tlatsa mo Impala Platinum Limited. Diforomo tse di tla tlatswa mme di begwe le SLP ya IPL ya ngwaga le ngwaga.

Maikemisetso a Lenaneo: Maikemisetso a katiso mo tirokgolong a tla lomaganngwa fa go baakangwa WSP, mme tswelelopele go lebagana le leano le e tla begwa mo WSP ya ngwaga le ngwaga e e begwang ko Lefapheng la Badiri gape le mo SLP ya Impala Platinum Limited ya ngwaga le ngwaga. Fa go ka nna le diphetogo mo maikemisetsong a ngwaga a tlhagisitsweng mo leanong le ka ntlha ya diphetogo mo leanong la kgwebo le thulaganyo togamaano tse di tsamaisanang; diphetogo tse di tla begelwa DMR.

Dipoelo tsa Lenaneo: Ditselanatiro (tse di tlhagisitsweng mo Karolo 2.3) di bontsha mo badiri ba kgonang go ya mo konosetsong ya dithuto tsa botlhokwa tsa kgwebo tsa bona. Se ke sesupo fela sa ko tselanathuto e leng gone, le baungwi ba tselanatirong, e ka bontshwa gape felo gongwe mo SLP. Ka foo dipalo tse ga di a tshwanelo go atoloswa go baya palo e tswelelang.

⁷ Kwa ntle ga Kantorokgolo ya Impala Platinum

Lenaneo 2.7: Maitlhomo a dingwaga di le tlhano (5) a Katiso mo dikarolong tsa Tirokgolo go Simolola ka 2014

Katiso e Maleba le Tiro	WSP Bokgoni jwa Botlhokwa	2014		2015		2016		2017		2018	
		Palo ya Batsaya karolo	Ba ba Solofetsweng go Rebolelwa	Palo ya Batsaya karolo	Ba ba Solofetsweng go Rebolelwa	Palo ya Batsaya karolo	Ba ba Solofetsweng go Rebolelwa	Palo ya Batsaa karolo	Ba ba Solofetsweng go Rebolelwa	Palo ya Batsaya karolo	Ba ba Solofetsweng go Rebolelwa
Mining *	Katiso ya tsa go Epa	2800	2800	2800	2800	2800	2800	2800	2800	2800	2800
Engineering	Tsa boenjenere	730	730	730	730	730	730	730	730	730	730
Metallurgy	Tsa tlhotlho ya Ditshipi	600	600	600	600	600	600	600	600	600	600
Plant	Tsa Polanteng	200	200	200	200	200	200	200	200	200	200
Palogotlhe		4330	4330	4330	4330	4330	4330	4330	4330	4330	4330
Badiri ba ba nang le bokoa ***		412		300		350		412		412	

Katiso ya ba tswang malatsing a boikhutso	WSP Bokgoni jwa Botlhokwa	2014		2015		2016		2017		2018	
		Palo ya Batsaya karolo	Ba ba Solofetsweng go Rebolelwa	Palo ya Batsaya karolo	Ba ba Solofetsweng go Rebolelwa	Palo ya Batsaya karolo		Palo ya Batsaya karolo	Ba ba Solofetsweng go Rebolelwa	Palo ya Batsaya Karolo	Ba ba Solofetsweng go Rebolelwa
Mining **	Katiso ya tsa go Epa	15 000	15 000	15 000	15 000	15 000	15 000	15 000	15 000	15 000	15 000
Engineering	Tsa boenjenere	800	800	800	800	800	800	800	800	800	800
Metallurgy	Tsa tlhotlho ya Ditshipi	1 000	1 000	1 000	1 000	1 000	1 000	1 000	1 000	1 000	1 000
Plant	Tsa Polanteng	1 000	1 000	1 000	1 000	1 000	1 000	1 000	1 000	1 000	1 000
Palogotlhe		17 800	17 800	17 800	17 800	17 800	17 800	17 800	17 800	17 800	17 800
Badiri ba ba nang le bokoa **		806		806		806		806		806	

* Mananeo a katiso a tlhagisitsweng mo Lenaneo 2.5 ga a tsenngwa mo dipalong tse di fa godimo

** Le fa badiri ba ka tsena katiso ya tlhabololo go feta gangwe, matsapa otlhе a tla tsewa go tlhagisa ba ungwe mme e seng ditseregano ke ka moo dipalo tse di leng mo pegong ya Bofelo di tla farologana le dipego tse di gatelang pele tsa kotara le kotara

*** *Dipalo tsa batho ba ba nang le bokoa ga se maitlhomo, mme di tlhagisa fela boemedi ba batho ba ba nang le bokoa ba ba katisitsweng mo go tsa go epa.*

2.3 LEANO LA TSELANA YA ITHUTELOTIRONG

2.3.1 TSHOLOFETSO

Impala Platinum Limited e tsholetsa Kakanyo ya gore Modiri mongwe le mongwe o tshwanetse go newa tšhono ya go tswelela go nngwe ya tsela ya tatelano ya thutelotirong e e leng teng. Go fitlha fa, moepo o tsweditse ditsela tsa thutelotirong go ya ka mafapha a tiro go thusa badiri go supa di tselatiro tse maleba, gape le go tlwaela di thokega mo bogatong bongwe le bongwe ba tsela e tlhophilweng.

Impala Platinum Limited e na le leano la tatelano ya thutelotirong le le tlhagisitsweng sentle mo botlhatlhaming bo supiwang mme ba tlhokomela ditlhokego tsa jaanong le tsa isago tsa metswedithuso ya batho (Mametlelelo E)

2.3.2 DITOGAMAANO⁸

Go kgora go supa kopano ya Togamaano ya tselana ya thutelotirong mo Impala Platinum ka lenaneo le le bophara le tlhabololo ya bokgoni le mabaka a ditlhoko tsa Bothapi ka go lekalekana, go botlhokwa go ela ditlhoko tse di latelang:

- Maikemisetso a leano la tatelano ya thutelotirong (mo Lenaneo 2.8) ke Setshwantsho sa palo ya badiri (Bogato ba Patterson A4 go fitlha ka C) go tswa go palogotlhe ya badiri ba ba tla tsayang karolo mo mananeong a katiso a botlhokwa a a supilweng go latelana le Togamaano ya tatelano ya thutelotirong ya bona. Maitlhomo a ke Setshwantsho sa maitlhomo a HDSA le ba e seng HDSA mo Impala Platinum.
- Mo bofelong, go raya gore lenaneo la thutotatelano tirong le leano la lenaneo la katiso ya tatelano di tsenngwe tirong mo Metswedding e e farologaneng ya badiri; gongwe palogotlhe ya badiri kgotsa dikarolo tse di farologaneng tsa badiri. Ka mokgwa o, mananeo otlhe a, a supa katumelo e sosobaneng go bothapi ka tekatekano le maitlhomo a tlhabololo ya bokgoni.
- Ditogamaano le maano tse di bontshitsweng mo mananeong (Mananeo 2.8 le 2.9) di dirisitswe go sedimosa maano a go fitlhelela di HDSA mo tsamaisong jaaka lenaneo la Bothapi ka tekatekano

a. Mananeo a Tselatiro ka Kakaretso

Go tsamaisana le sekai sa Impala Platinum Limited sa tselatiro, badiri botlhe ba ya ka lenaneo la go tsenya badiri ba ba ntšha e e ba e tsentseng ka ditlhokego tsa tatelano go ya pele ka mo tselatirong ya bona go ya ka lekala la bona la tiro. Ditselatiro tsa Kakaretso go ya ka Makala, ditlhokego tse di maleba le ditlhokego go ya ka bogato jaaka go tlwaela ditlhokego bogato le bogato gareng ga tsela e tlhophilweng di begwa ka botlalo mo Mametlelelo E.

b. Maano a Tlhabololo ya Motho ka nosi

Go tswa mo puisanong le badiri botlhe ka tselatiro ka kakaretso, Maano a Tlhabololo ya Motho ka nosi a etediwa go thusa tlhabololo ya modiri. Maano a tlhabololo ya motho ka nosi a sekasekwa gangwe le gape mme thuso e fiwe fa go thokega.

Lenaneo 2.8 le bontsha maitlhomo a tatelano ya tsela-tiro ya dingwaga di le tlhano (5) mo Impala platinum.

Jaaka fa go ka bonwa, lenaneo le bontsha tsela tota ka botlalo e motho ka nosi yo a supilweng a tla e tsamayang (ke tiro e ba simololang ka yona le tiro e ba dirang go e fitlhelela) go tsamaisana le

⁸ Go na le sebaka se begilweng mo tselatirong gore batho ba fitlha mo bogatong bo bo rileng. Gatelopele e ka dirwa mmogo le mananeo a lobelo a ketleetso go thusa go fitlhelela maikemisetso a phetogo om Impala Platinum.

tsereganyo e maleba ya katiso e e dirisitsweng go kgontsha tatelano ya tselatiro e. Maitlhomo a theilwe mo lenaneong la tlhabololo ya bokgoni mo meepong le dipholo tsa puisano le badiri go fitilha ga jaana. Maitlhomo a a tlhagelela mo mananeong a a farologaneng ntle le tsa tlhabololo ya bo-Foromane, CPDP, Snr Plant Operator. Tsotlhe dingwe di begelwa mo Mananeong 2.4, 2.5, 2.7 and 2.14 ka go latelana.

c. Lenaneo la Katiso le le Akofisitsweng

Go kgontsha Impala Platinum Limited go tlhokomela ditlhoko tsa bona tsa batsayatiro, mananeo a katiso a a akofisitsweng a tsentswe tirisong go thusa badiri ba ba lemogilweng go itlhaganedisa katiso ya bona ka botlalo mo go nngwe ya tselatiro e e leng teng. Bokgoni jwa go rulaganya ditselatiro go latela maitlhomo a khampani a tekatekano le go neelana ka maano a tlhabololo ka bongwe a tla sala e le o mongwe wa mekgwa e botlhokwa go lemoga le go katisa badiri ba HDSA. Mananeo a tlhagisitsweng ka bongwe a supiwa mo Lenaneo 2.10. Lenaneo le tlhagisa maitlhomo a go tsweletsa pele badiri ba Impala Platinum ka lebelo lobaka lwa dingwaga di le tlhano (5), go lebeletse segolo katiso ya HDSA mo maitekong a go tokafatsa maemo a HDSA a kemo ya dithuto mo moepong. Maitlhomo a a bontsha dikwadiso tse dintšha kgatlhanong le mananeo a fetang. Dipalo ga di a tlaleletswa jaaka di tlhagisiwa mo mananeong 2.4, 2.8, 2.10, 2.14 ka tatelano.

d. Thulagano ya Tatelano

Makgotla a Ditalente a tswelela pele mo baetapele ba elang tlhoko dintlha tse di farologaneng mo go lemogeng metswedi ya talente jaaka ditlhokegopotlana tsa tiro, phetogo ya badiri, dingwaga tsa bogodi, bokgoni ba tiro le Bothapi ba Tekatekano. Se ke go netefatsa gore tsela e lekalakanang mme e tshwana e a latelwa go kgabagana ditirelo. Go lebeletswe go gaisa mo go lemogeng balatedi ba ba ka kgonang ba HDSA go maemo a D le E. Maitlhomo a beetswe balatedi ba ba supilweng go ralala mokgatlhong dingwaga di le tlhano (5) tse di latelang jaaka go tlhagisitswe mo Lenaneo 2.9. Dipalo tsa kgatelopele di tla begwa ngwaga le ngwaga. Kelothloko ya balatedi maleba le metsamao (phetogo, tlhatlhoso le Sebaka) le go ipaakanya go begwa gangwe le gape me ba tla sekwasekwa ngwaga le ngwaga.

Lenaneo 2.8: Maithlomo a Maano a Kgatelopele ya Tselatiro a dingwaga di le Tlhano (5) go Simolola ka 2014

Mananeo a Katiso fa gare ga Kgateleopele ya Tselatiro	Maemo a go Simololwang ka one	Botseganyi ba Katiso bo bo leng teng ga Jaanong	Maikemisetso a Boemo bo bo Direlwang	2014	2015	2016	2017	2018
				Badiri ba ba neelweng Leano la Kgatelopele ya Tselatiro				
Trainee Engineer *	Junior/Trainee Engineer	Junior Engineer Program	Engineer	4	4	4	4	4
Engineering Foremen	Artisan	Foreman Dev. program	Engineering Foreman	20	20	20	20	20
Eng. Learnerships **	Learner	Learnership	Artisan	53	65	77	74	72
Artisan Aide Level2 ***	Aide/helper	Artisan Aide L2 Skills Program	Serviceman	50	50	50	50	50
Plant Foreman	Plant Operator	Unit Standard Based	Plant Foreman	5	5	5	5	5
Modular Based Training	Senior Plant Operator	Modular Based Training	Process Controller	10	10	10	10	10
(CPDP) Career Path Development Progr.	Trainee Analyst	(CPDP) Career Path Development Programme	Analyst (B5)	2	2	2	2	2
PALOGARE				144	156	168	165	163

* Moenjeneri yo o Katisiwang – Kwadiso e ntšha ka ngwaga mme e tsentswe mo Lenaneo 2.11 ka fa tlase ga Tataiso

** Maithlomo a Bogato 3 Mothuba Matlapa le Thutelotiro ya Boenjinere: Kwadiso e ntšha ka ngwaga go nyalana le maithlomo a bontshitsweng mo Lenaneo 2.4 Mananeo a Thutelotirong

*** Maithlomo a Mothusa Athisene: Kwadiso e ntšha ka ngwaga go nyalana le maithlomo a bontshitsweng mo Lenaneo 2.5 Mananeo a Tlhabololo ya Bokgoni

Lenaneo 2.8 e a tswelela: Maitlhomo a Maano a Kgatelopele ya Tselatiro a di ngwaga di le Tlhano (5) go Simolola ka 2014

Mananeo a Katiso fa gare ga Kgatelopele ya Tselatiro	Maemo a go Simololwang ka one	Botserganyi ba Katiso bo bo leng teng ga Jaanong	Maikemisetso a Boemo bo bo Direlwang	2014	2015	2016	2017	2018
				Badiri ba ba neelweng Leano la Kgatelopele ya Tselatiro				
NC: Rock Breaker ** U/G Hard Rock Lev.3	Mining Trainee	Level 3 Rock Breaker Qualification	Miner	30	30	30	305	30
Mining Engineer in training (Graduate)	Mining Graduate	Learner Mine Official	Shift Supervisor	0	0	5	5	5
Mining Trainees	Mining Trainee	Learner Mine Official	Shift Supervisor	5	5	5	5	5
Ex-Miners	Miner	Shift Supervisor	Shift Supervisor	15	15	15	15	15
Operator Mining ^	Equipment Helper	Operator training	Operator	500	500	500	500	500
New recruit mining ^ training	New recruit	Equipment helper	Equipment helper	700	700	700	700	700
Rock Engineering ^^	Learner	Rock engineering programme	Rock Engineer	3	3	3	3	3
Survey ^^	Survey assistant	Survey programme	Surveyor	1	1	1	1	1
Ventilation ^^	Ventilation observer	Ventilation programme	Ventilation Officer	2	2	2	2	2
PALOGARE				1256	1256	1261	1261	1261
PALOGOTLHE				1 400	1 412	1 429	1 426	1 424

** Maitlhomo a Bogato 3 Mothuba Matlapa le Thutelotiro ya boenjinere: Kwadiso e ntšha ya ngwaga go nyalana le maithomo a tlhagisitsweng mo Lenaneo 2.4 Dithutelotirong

^ E akareditswe gape mo Lenaneo 2.7 Katiso mo tsa Kgwebokgolo – se di tlhakanye jaaka palo e tswelelang

^^ E tlhagisitswe gape mo Lenaneo 2.14 Mananeo a Digrata/Dipoloma le Thutelotirong.

Lenaneo 2.9: Maitlhomo a dingwaga tse Tlhano (5) go Simolola ka 2014 a Maano a Tatelano (Magato a Patterson D & E Fela)

Tselatiro	2014	2015	2016	2017	2018
	Palo ya Balatedi ba HDSA				
Mining	10	10	10	10	10
Technical Services	12	12	12	12	12
Engineering	6	6	6	6	6
Human Resources	9	9	9	9	9
Medical Services	3	3	3	3	3
Safety	3	3	3	3	3
Finance	6	6	6	6	6
Processing	6	6	6	6	6
Refineries & HO	35	35	35	35	35
Palogotlhe	90	90	90	90	90

Ela tlhoko: Maitlhomo a bontsha balatedi ba baša go ralala setlhophha sa dingwaga di le tlhano (5) tse di latelang

Lenaneo 2.10: Maitlhomo a dingwaga di le tlhano (5) go tloga ka 2014 a go tsweletsapele ka itlhaganediso

Lenaneo le le fefofaditsweng	Sebaka	Mo Lenaneong Seetebosigo 2014	2014 Maitlhomo				2015 Maitlhomo			
			Supetswe tswelelopel e ka lebelo	HDSA supetswe tswelelopele ka lebelo	Palo Tsweledi tswe pele ka bonako	HDSA tsweleditswe pele ka lebelo	Supetswe tsweletsapele ka lebelo	HDSA supetswe tswelelopele ka lebelo	Palo Tsweledi tswe pele ka bonako	HDSA tsweleditswepe le ka lebelo
Ex-Miners	Ngwaga o le 1	15	15	13	15	13	15	13	15	13
NC: Rock Breaker L3	Dikgwedi tse 9	75	30	30	30	30	30	29	30	29
Trainee Engineers (Junior Ingeneer)	Dikgwedi tse 30	6	2	2	1	1	2	2	1	1
PALOGOTLHE		96	47	45	46	44	47	44	46	43

Lenaneo le le fefofaditsweng	Sebaka	2016 Maitlhomo				2017 Maitlhomo			
		Supetswe tswelelopele ka lebelo	HDSA supetswe tswelelopel e ka lebelo	Palo Tsweleditswe pele ka bonako	HDSA tsweleditswepele ka lebelo	Supetswe tsweletsapele ka lebelo	HDSA supetswe tswelelopele ka lebelo	Palo Tsweleditswe pele ka bonako	HDSA tsweleditswepele ka lebelo
Ex-Miners	Ngwaga o le 1	15	13	15	13	15	13	15	13
NC: Rock Breaker L3	Dikgwedi tse 9	30	28	30	28	30	29	30	29
Trainee Engineers (Junior Ingeneer)	Dikgwedi tse 30	2	2	1	1	2	2	1	1
PALOGOTLHE		47	43	46	42	47	44	46	43

Lenaneo le le fefofaditsweng	Sebaka	2018 Maitlhomo			
		Supetswe tsweleopele ka lebelo	HDSA supetswe tswelelopel e ka lebelo	Palo Tsweleditswe pele ka bonako	HDSA tsweleditswepele ka lebelo
Ex-Miners	Ngwaga o le 1	15	13	15	13
NC: Rock Breaker L3	Dikgwedi tse 9	30	30	30	30
Trainee Engineers (Junior Ingeneer)	Dikgwedi tse 30	2	2	1	1
PALOGOTLHE		47	45	46	44

Ela Tlhoko: Maitlhomo a bontsha palo ya barutiwa ba bantšha ba ba tsenang mo lenaneong kgathhanong le palo ya maitlhomo a palo ya ba ba tshwanetseng go bona dikwalo tsa bona ka ngwaga. Maitlhomo a ga se baithuti ba tlaleletso jaaka go supilwe mo di mananeong 2.4, 2.10 & 2.11

2.4 LENANEO LA TATAISO

2.4.1 TSHOLOFETSO

Impala Platinum Limited e itlamile ka kgakololo e e botlhofo ya badiri. Impala Platinum Holdings Limited, mo boemong ba Impala Platinum Limited, e amega gape ka matlhagatlhaga mo go abeng mekgwa e farologaneng ya thuso go ditlhophpha tsa maatlafatso tse di botlhokwa, go lebeletswe thata Setšhaba sa Royal Bafokeng (RBN) ba ba nnang mo tikologong ya Ditirelo tsa Impala Rustenburg mme ba amogetswe jaaka tokololo ya Impala Platinum e e botlhokwa ya BEE.

2.4.2 TOGAMAANO – TATAISO YA BADIRI

Tataiso ya badiri e bonwa jaaka mokgwatiriso o botlhokwa o khampani e ka o dirisang go fitlhelela maitlhomo a yona a katiso mme ka moo e fitlhelele bothapi ka Tekatekano kampaneng yotlhe go latela Leano la Bothapi ka Tekatekano. Lenaneo 2.11 le supa ditlhophpha tse di boneng thuso ya tataiso e botlhofo gareng ga Impala Platinum. Lenaneo le le khutshwafatsa gape dipholo tse di solofelwang tsa tataiso e jalo (jaaka motswedie wa talente kgotsa dikarolo tsa bokgoni jo bo rileng), mo godimo ga sebaka sa lenaneo la tataiso mo kgetseng nngwe le nngwe. Jaaka se e le mokgwa o botlhokwa wa maitlhomo a Bothapi ka Tekatekano ka mo khampanning a ka filthelelwang, khampani e tsenya tirisong thulaganyo ya bogakolodi/botataisi go baithuti ba Thutelotirong, Bakatisiwa le ba dibasari.

Se se botlhokwatlhokwa go latela tataiso ke tsamaiso ya barutwana ba basari ba khampani le tataiso e tsamaisanang le katiso ya maitemogelo e e neelwang barutiwa ba. Setshwantsho 2.3 (Karolo 2.5) se khutshwafatsa tshusumelo e e kitlaneng mo tlhophong le tsamaiso ya baamogedi ba basari ba Impala le ka mokgwa o ba busetsang mo motswedding wa talente wa khampani. Setlhophpha sa batataisi (Lenaneo 2.12) se tla tsholwa kwa ditirelong go kgontsha kgokololo ya barutiwa ba ba lemogilweng nako le nako jaaka mo Lenaneo 2.11.

Lenaneo 2.11: Maitlhomo a Tataiso a Dingwaga di le Tlhano (5) go tloga ka 2014

Lenaneo la Tataiso	Dikungo tsa Tselatiro	Sebaka	Batsaakarolo ka June 2013	2014		2015		2016		2017		2018	
				Maitlhomo Tataiso	Tataiso Feditswe								
Mining Engineer in training (Graduate)	Shift Supervisor	± 3 Dingwaga	49	5	15	5	13	5	12	9	9	5	5
Mining Engineer in Training (Diplomat)	Shift Supervisor	± 3 Dingwaga	7	0	3	0	4	0	0	0	0	0	0
Mining Trainees	Shift Supervisor	± 3 Dingwaga	30	5	11	5	10	5	9	5	11	5	10
Ex-Miners	Shift Supervisor	1 Ngwaga	15	15	15	15	15	15	15	15	15	15	15
Trainee Engineers (Junior Engineer)	Engineers	30 Dikgwedi	14	5	3	8	4	11	3	11	6	10	3
Engineering Learnerships	Artisans	36-42 Dikgwedi	138	42	51	46	69	61	74	69	78	61	67
Bursars (incl. CSI)	Graduates	3-4 Dingwaga	70	72	17	73	16	74	18	78	15	79	0
Experiential learning / Internship	Competency training: Engineering, Metallurgy, Chemistry, Surveying, Finance, HR Environment Engineering Plant	1 Ngwaga	64	3	48	14	7	14	6	26	4	26	16
TOTAL			387	147	163	166	138	185	137	211	138	201	116

Ela tlhoko: Tataiso ya baithuti ba dibasari e tsenyeletsa le Mafelo a Thomelo le Baagi ba Tikologong

Lenaneo 2.12: Tshobokanyo ya Maitlhomo a Tataiso a Dingwaga di le Tlhano (5) (2014 – 2018)

Tataiso	Lefelo	Maitlhomo palo ya Batataisi	Ipoletso ya tataiso
Baithuti ba dibasari	Impala Platinum Limited	8	Tataiso gararo ka Ngwaga
Baithuti ba bo Shift Boss	Impala Rustenburg Operations	12	Ka kgwedi
Baithuti ba boenjeneri	Impala Rustenburg Operations	5	Ka kgwedi
Boithutelotirong	Impala Platinum Limited	10	Gangwe mo dikgweding tse pedi

2.4.2.1 Tataiso ya di Basari, Digrata/Dipoloma le Mananeo a Thutelotirong

Go tataisa le go gakolola barutiwa ba ba umakilweng fa godimo fa ke karolo ya tataiso ya Impala Platinum Limited jaaka go kailwe mo Karolo 2.4

- **Barutiwa ba Basari**
Ga jaanong Impala Platinum e na le barutiwa ba le masome a supa (70) ba ba filweng basari ya Yunibesiti go akaretsa le Mafelo a a Romelang Badiri le Baagi ba mo Tikologong jaaka go supilwe mo Karolo 3 (Lenaneo 2.11: Lenaneo 2.12). Barutiwa ba le masome a supa (70) ba, ba tla gakololwa gararo (3) ka ngwaga jaaka go supilwe mo Lenaneo 2.12. Dithulaganyo tse pedi (2) ka ngwaga tsa kgakololo di rulaganyeditswe barutiwa kwa mafelong a bona a dithuto tse dikgolwane mme tse di setseng ka setlha sa bona sa boikhutso.
- **Ba Digrata le di Dipoloma:**
Kgakololo ya barutiwa ba digrata le di dipoloma e tla nna ka kotara jaaka go supilwe mo Lenaneo 2.12. Tataiso e tla nna lobaka la thulaganyo ya bona jaaka go kailwe mo Lenaneo 2.11.
- **Barutiwa ba Bangwe ba Lenaneo la Thutelatirong le Maitemogelo**
Tataiso ya barutiwa ba e tla nna ka kotara jaaka go supilwe mo Lenaneo 2.12. Tataiso e tla nna lobaka la thulaganyo ya bona jaaka go kailwe mo Lenaneo 2.11.

2.5 LEANO LA MANANEO A DIBASARI, DIGRATA/DIPOLOMA LE THUTELOTIRONG

2.5.1 MAIKEMISETSO

Lenaneo la Impala Platinum Limited la dibasari ke lenaneo le le bulegileng gore le ka bonwa ke badiri ba rutegileng ba ba maleba ba ba lekaneng ba khampani ba ba ka katisetswang tlhathosetsogodimo le tlhabololo. Ditirelo tsa Rustenburg Impala le Ditirelo tsa Phepafatso tsa Impala Platinum di tla laola di thutelotirong le dibasari tsotlhe tse di abilweng ke Impala Platinum Limited mo legatong la bona ngwaga le ngwaga.

2.5.2 DITOGAMAANO

Maikemisetso a Lenaneo: Lenaneo 2.14 e bontsha ponelopele ya mananeo a Digrata/Dipoloma, Bakatiswa ba Maitemogelo le ba Ithutelotirong la dingwaga di le tlhano (5) mo Impala Platinum. Tshedimosetso maleba le dikala tse di maleba tsa thuto, HDSA le maemo a bong di begilwe mo pegong ya kgatelopele. Lenaneo la thutelotirong le kgontsha tlhabololo ya metswedi e farologaneng ya thuto le mananeo a Thutelotirong go tshegetsa dintlha tse di farologaneng tsa tselatiro jaaka go supilwe mo lenaneong.

Ditirelo tsa Impala Rustenburg di tla tsweletsa di tsholetsa mokgwa wa go sala morago tsamao ya baamogelabasari le barutiwa ngwaga le ngwaga mabapi le mophato le Letlha la go fetsa dithuto. Barutiwa ba ba falolang marematlou kaigrata tse di maleba mme ba na le kgatlhego ba tla lalediwa go ikwadisa mo tlhophong ya lenaneo la thutelotirong gongwe tlhopho ya basari e maleba jaaka go kailwe mo Karolo 3 ya tokomane e, go netefatsa gore fa go kgonega, baamogedi ba dibasari ba golaganngwa le tlhopho le mananeo a katiso a HRD ko meepong. Go amogela ka katlego ga barutiwa ba Impala Platinum go ikaega moigrata tse fitheletseng le dikeletso tsa tselatiro ya motho ka nosi.

Impala Platinum Limited e neelana gape ka ditshono go badiri ba ba tshwanetseng go tsweletsa dithuto le go oketsa kitso ya bona ka go aba thuso ya matlolo go ditheo tse di Kgolwane tse di amogelesegileng semolao. Lenaneo 2.14 (b) le neelana ka pono e khutshwafaditsweng ya palo e e lebilweng ya badiri go bona thuso ka ngwaga. Maitlhomo a a supa bogare ka ngwaga mme ga se dikwadiso ka ngwaga ka gore dithuto tse ke tsa nakwana.

Dibasari tsa Yunibesiti: Impala Platinum Limited neelana ka dibasari go baithuti ba ba kwa ntle fa gare ga lenaneo la dibasari le le bulegileng, Lenaneo 2.14 le dibasari go bana go tswa mo mafelong a a romelang badiri ga di a akaretswa mo lenaneong 2.14. Baikwadisi botlhe ba tlhophiwa go latela katlego ka dithuto go ntse go lemogiwa molao wa EE wa khampani le maikemisetso a tsamaisanang le dithlokego tsa kitso mo leanong la kgwebo ya isago. Impala Platinum Limited e leka ka bojotlhe go fithelela palo tekatekano ya 80% ya baamogedi ba dibasari ba HDSA, mme go kgonega ga tekatekano e ikaega ka fo beng teng ga batlhophiwa ba ba maleba. Go tla lebelelwla fela baithuti ba ba nang le bonnye letshwao la C mo Dipalong le Saenseng tsa Letshwao Godimo. Maikemisetso a bontshitsweng a dibasari ke palo ya baamogeladibasari ka ngwaga mme e seng batsholadibasari ba bantsha ka ngwaga.

Leano la Thutelotirong/Katiso ya Maitemogelo

Mananeo a a latelang a thutelotirong le maitemogelo a abiwa ke Impala Platinum Limited ga jaanong:

- i. **Tiro ya Malatsi a Boikhutso ya Batsholadibasari ba Impala Platinum Limited** mo mafapheng e amana thata le lekala la bona la dithuto kwa Ditirelong tsa Impala Platinum Limited ka setlha sa tiro ya maikhutso ya bona. Badiri ba ka bona thuso mo tirogaeng tsa bona tsa go dirwa gape baithuti botlhe ba thuswa go reka dikhomphiutha tsa bona go ba kgontsha go tlwaela Mafaratlhatlha a a tsamaisanang le dikala tsa bona tsa thuto.

- ii. **Tiro ya malatsi a boikhutso le katiso ya maitemogelo ya mafapha otlhe ya ba e seng Batshola-Basari** le bona ba lalediwe go thusa ko Ditirelong tsa Impala Platinum Limited ka setlha sa Sedimonthole. Mosola wa lenaneo le ke go tshola palo ya badiri fa badiri ba leruri ba ile khunologong le go neela barutwana ba ba kwadisitsweng maitemogelo a tiro. Tšono e e neelwa ka tekatekano ya 70% go baithuti ba HDSA
- iii. **Katiso ya Maitemogelo le Thutelotirong ya ba Digrate le di Dipoloma ba e seng Badiri.** Ka tirisanommogo le baagi, diyunibesiti le diyunibesiti tsa Thekenoloji, Impala Platinum Limited e tla tswelela e abelana ka katiso le thutelotirong mo tsa go Gakolosa Ditshipi, Khemisiteri, go Epa, tsa go batlisisa, tsa Matlotlo, Metswedithuso ya Batho, boenjeneri, tsa Tikologo le tsa boenjeneri ba Matlapa. Baithuti ba abelwa katiso ya maitemogelo e e tla ba kgontshang go bona dithuto tsa bona tse di maleba. Mananeo a a katiso, a tla tswelela go nna teng mo Ditirelong tsa Impala Rustenburg le Phepafatsong ya Diminerale ya Impala Platinum ko Springs. Thutelotirong e tla abelwa ba Digrata le di Dipoloma lobaka lwa ngwaga go bona maitemogelo.
- iv. **Lenaneo la Katiso ya boenjeneri** le nyalana le go tsweletsa pele baenjeneri. Makala a boenjeneri a a gokeletsweng ke Impala Platinum Limited ke: Metlakase, Metšhini, tsa go Gakolosa Ditshipi, di Khemikale le boenjeneri ba go Epa. Mananeo a a ka tsaya dingwaga di le pedi (2) go konosetswa mme a kgontsha bafalodi ba boenjeneri go ka tlhomiya mo mafelong a bona a a kgethegileng.

Mo godimo ga mananeo a katiso a dibasari le thutelotirong a a abelwang ke Impala Platinum, baamogedi ba dibasari ba kwa ntla ba na le tšono ya go bona thutelotirong mo moepong. Baithuti ba ba amogetsweng mo lenaneong le ba tla bona katiso e maleba go wetsa dithuto ka go dirisa mananeo tataiso le thutelatirong a a leng teng go baithuti ba di basari. Lenaneo 2.14 bontsha mafelo a kgweebo ko baithuti ba ba ka bonang manno gone. Dipalo tse di soloftsweng mo Lenaneo 2.14 di akaretsa di basari le thutelotirong tse di neelwang baithuti go tswa Mafelong a a Romelang Badiri.

2.5.2.1 Thuso ka Thuto

Thuso ka thuto e abelwa badiri ba ba kgonang go tsweletsa dithuto tsa bona mme le go ungwa kitso go feta go tsamaisa le tiro ya bona go feleletsa makwalo a dithuto tsa bona tsa Bokgoni kgotsa ba Dithuto tsa pele ga grate ya ntlha le Dithuto tsa morago ga grate ya ntlha le Dithuto tsa boporofešenale. Lenaneo le le thusa Modiri ka Matlole a tlhokegang a Ikwadiso le dibuka, malatsi a khunololo a go ithutela ditlhatlhobo, le go ya Sekolong fa go tlhokega.

Lenaneo 2.14 (a): Maitlhomo a Mananeo a dingwaga di le Tlhano (5) tsa dibasari, Digrata/Dipoloma le Thutelotirong go simolola ka 2014

Impala Platinum Limited		2014		2015		2016		2017		2018		Tseno ya Tselatiro
Lenaneo	Lekala la Boithutelo	Kwadiso e Ntšhwa	Maitlhomo (Palo)									
* <i>Di Basari tsa Yunibesithi (ba kwa Ntle)</i>	Mining Engineering	4	18	4	17	3	17	3	15	4	15	Mananeo a Katiso ya Bokgonibogolo ya ba ba Weditseng di Thuto
	Chemical Engineering	0	5	0	2	0	2	0	1	1	1	
	Electrical Engineering	1	1	0	2	1	2	1	2	0	2	
	Accounting	1	2	0	2	0	1	0	1	0	1	
	Mechanical Engineering	2	3	2	3	1	2	1	2	1	2	
	Chemistry	0	1	0	0	0	0	0	0	0	0	
	Geology	1	4	0	3	1	2	0	2	0	2	
	Survey	1	0	0	0	0	0	0	0	0	0	
	Human Resource	0	0	0	0	0	0	0	0	0	0	
	Digrata Dingwe	1	0	0	0	0	0	0	0	0	0	
	Digrata-kgolo	1	2	1	2	1	2	1	2	1	2	
	PALOGOTLHE	12	36	7	31	7	28	6	25	7	25	

Lenaneo 2.14 (a) e a tswelela: Maitlhomo a Mananeo a dingwaga di le Tlhano (5) tsa di basari, Digrata/Diploma le Thutelotirong go simolola ka 2014

*

Lenaneo	Lekala la Boithutelo	2014		2015		2016		2017		2018		Tseno ya Tselatiro
		Kwadiso e Ntšha	Maitlh omo (Palo)									
** Lenaneo la Digrata/ Diploma, Thutelotirong (la ba ka fa Gare)	Graduate Mining Training	5	33	5	26	10	27	14	33	10	33	Maemo a Bookamedi ba Bokgonibogolo ba tsa go Epa le boenjinere
	Diplomat Surveying * Training	1	1	1	1	6	1	6	1	5	1	
	Diplomat Mining Training	0	8	0	8	0	0	0	0	0	0	
	Diplomat / Graduate * Engineering Training	2	10	2	10	2	10	2	10	2	10	
	Graduate Rock Engineering	3	5	3	5	3	5	3	5	3	5	
	Graduate Ventilation	2	5	2	5	2	5	2	5	2	5	
	Mining Trainees	5	25	5	25	5	25	5	25	5	25	
	Palogothle	18	82	18	78	28	71	32	79	27	79	

Lenaneo	Lekala la Boithutelo	2014		2015		2016		2017		2018		Tseno ya Tselatiro
		Kwadiso e Ntšha	Maitlh omo (Palo)									
*** Mananeo Mangwe a Thutelotirong & Maitemogelo (tsa ba kwa Ntle)	Metallurgy/ Chemical Eng.	0	0	2	7	7	7	7	7	7	7	Katiso e Maleba le Kala Maemong a Training/Metallurgists & Analysts positions
	Chemistry	3	3	2	7	7	7	7	7	7	7	
	Mining	0	0	0	0	0	0	10	10	10	10	
	Engineering	0	0	0	0	0	0	2	2	2	2	
	Palogothle	3	3	4	14	14	14	26	26	26	26	

Ela tlhoko:

Dibasari tse ga di akaretse mafelo a a romelang badiri le dibasari tsa baagi ba selegae.

Maitlhomo a a emela Palogare ya baithuti ba ba kwadisitsweng mo lenaneong le ka ngwaga. Ga se kwadiso tse di ntšha ka ngwaga.

Lenaneo 2.14 (b): Maitlhomo a dingwaga tse tlhano (5) go tloga ka 2014 a dibasari, Digrata/Diploma & Mananeo a Thutelatiro

Lenaneo	2014		2015		2016		2017		2018		Tseno ya Tselatiro
	Kwadiso e Ntšha	Batsayakarolo ka Ngwaga									
Kala ya Thuto											
Badiri ba ba Bonang Thuso	75	360	95	380	105	390	115	400	115	400	Go latela tiro ya bona moepong
Palogotlhe	75	360	95	380	105	390	115	400	115	400	

Ela Tlhoko: Maikemisetso a ke palogare ya baithuti e tlamelwang ke lenaneo le ka ngwaga. Ga go na Kwadiso tse di ntšha. Badiri ba ba ntsi ba tla tswelela go tswa mo ngwageng go ya go o mongwe go fitlhba wetsa dithuto tsa bona.

2.6 LEANO LA BOTHAPI KA TEKATEKANO

2.6.1 KA BORIPANA

Impala Platinum e tla tsamisa matsapa otlhe a Bothapi ka Tekatekano jaaka go tlhonego go tshwantsha dipalopalo tsa baagi mo Aforika Borwa. Go nyalana le pono ya yona ya “go bula bokgoni jwa badiri bothhe ba yona” mme le go nyalana le Molao wa Tekatekano ya Khiro le Tšhata ya Meepo jaaka e ntse e fetolwa nako le nako, Impala Platinum e itlama ka tirego ya go:

- Oketsa manontlholtlo a mokgatlho go tsholetsa mosola o o gaisang ka go ngoka, go tlhopha le go tshegetsa badiri ba HDSA go fitlhelela bokgoni jwa bona jo bo tlotseng;
- Abelana ka ditšhono tsa tlhabololo go badiri bothhe go tobilwe bogolo ba ba neng ba sa akarediwa mo go tsa ikonomi e kgogolane ka ntlha ya kgethololo;
- Tshegetsa mekgwa e nonofileng ya tekatekano go fetola go sa lekalekane ga badiri ga maloba ka ntlha ya molao kgotsa melawana e e sa kwalwang;
- Nyalanya thulaganyo ya bothapi ka tekatekano le melao ya maitseo le maikemisetso a khampani.

2.6.2 MAIKEMISETSO

Impala Platinum e tla tsenya tirisong Leano la Bothapi ka Tekatekano e netefatsang gore maitlhomo a a beilweng a fitlhelelwelwa le gore badiri bothhe ba itse ka maikemisetso a khampani. Leano la Bothapi ka Tekatekano (jaaka le tlhagisitswe mo Lenaneo 2.10 fa tlase) e akaretsa ditogamaano le maano go dumelana le tebo ya Tšhata ya Meepo mo maikemisetsong a maleba a tsamaiso ya Maaforika Borwa a a ileditsweng Ditšhono mo Malobeng (HDSA) ya maemo a botsamaisi mo tirong

2.6.3 TOGAMAANO YA BOTHAPI KA TEKATEKANO

2.6.3.1 MELAWANA YA IMPALA PLATINUM YA BOTHAPI KA TEKATEKANO

Impala Platinum e beile maithlomo a palo maleba le khiro ka tekatekano. Mo tseleng ya go fitlhelela maitlhomo a, khampani e golagana le melawana e e latelang:

- Ga go ope yo o a tla thapiwang mo tirong ntle le fa a na le bokgoni kgotsa dithuto tse di maleba;
- Ba ba maleba go tswa mo ditlhopheng tsa HDSA ba tla neewa tlhopho mo go tlatseng diphatlatiro le mo tlhatlhosetsong godimo mo maemotirong;
- Ga go lenaneo lepe le le tla tsenang tirisong la phokotso ya badiri go kgontsha maitlhomo a dipalo;
- Go thapiwa ga badiri ba bantšha go tla kgethiwa go tswa mo ditlhopheng tsa HDSA go fitlhelela maikemisetso a dipalo;
- Mo go tsweletseng ga go tlhoma maikemisetso a dipalopalo, Impala Platinum e tla ela tlhoko dintla tsa ikonomi le tsa matlole tsa ga jaanong le tsa isago tsa kgwebo tse di maleba le go dira ga khampani;
- Khampani e tla ela tlhoko kgolo kgotsa phokotso ya badiri mo nakong e e betsweng go fitlhelela maitlhomo;
- Bontsi ba bokgoni bo bo tlhonego bo beilwe mo ba e seng HDSA. Maikutlo le megopolole e e bosula go tswa tsenyo tirisong ya lenaneo le e nne ko tlase. Ke ka foo khampani e dumelanang le molawana wa tlhagelelo ka mokgwa o o siameng wa puisano le ba e seng ba HDSA mme le go supa gore ditšhono tsa bona tsa tlhatlhosetsogodimo di tla foketsega gore maikemisetso a leano le a fitlhelelwelwe.
- Paka ya Khiro ka Tekatekano e tla laolwa ke go ikamanya le melao e maleba go akaretsa le ya Tšhata ya Meepo ya diphesente tse masome a mane (40%) HDSA mo botsamaising le mo maemong a dithuto tsa botlhokwa le tse di tlhonego.

2.6.3.2 TSAMAISO YA MANANEO A BOTHAPI KA TEKATEKANO MO IMPALA PLATINUM

- Khampani e tlhomile Komiti ya Loago, Mekgwa e e Siameng le Phetogo (SET) go netefatsa tlhomo le tsenyo tirisong ya leano le le lebeletsweng phitlhelelo ya 40% ya badiri ba HDSA mo maemong a botsamaisi. Go netefatsa gore leano le le diragatswa le go tsweletsa kakanyokgolo tsa setlhophsa sa Implats nako le nako, go kopantswe komitipotlana ya boto ya bakaedibagolo botlhe; le bakaedibagolo bangwe ba ba sa tseyeng tshwetso le Mokaedi Mogolo wa Metswedithuso ya Batho. Komitipotlana e tla kopana ka kotara mme e tla ela tlhoko go tswelela ga leano la tlhabololo e e akaretsang Leano la Loago le Badiri.
- Motsamaisi Mogolo o tlhomilwe go tsaya maikarabelo le go ela leano tlhoko.
- Dikomiti tsa go Laola Phetogo di tlhomilwe kwa ditirelong mme ba bega kwa Lekgotleng la go Laola Phetogo la khampani. Dikomiti tse di dirang di ikarabela go loga maano a badiri ba bona le go netefatsa tiriso ya puisano, kelothoko le mananeo a katiso.
- Batsamaisi ba ba kwa pele mo Ditirelong ba ikarabela go netefatsa gore maano a tsenngwa tirisong mo mafelong a bona.
- Le fa molao wa Tekatekano mo bofelong o nna maikarabelo a go tsenya lenaneo la Bothapi ka Tekatekano tirisong mo botsamaising, karolo e botlhokwa e tshwanetseng go dirwa ke Dikomiti tsa go Laola Phetogo a Impala Rustenburg le a Ditirelo tsa Phepafatso e lemogwa e bile e dumelwa ke baamegi botlhe.
- Badiri botlhe ba buletswe tshosobanyo ya Molao wa Bothapi ka Tekatekano le ka ditlhokego tsa Tšata ya Meepo.

2.6.3.3 DITOGAMAANO TSA GO FITLHELELA HDSA MO BOTSAMAINING MO IMPALA PLATINUM

Lenaneo 2.10 le neelana ka maikemisetso a Bothapi ka Tekatekano mo dingwageng tse tlhano (5) tse di tllang a badiri ba moepo ka maitlhomo a go fitlhelela 40% HDSA mo botsamaising le mo maemong a bokgoni jo bo tlhogegang, le bokgoni ba botlhokwa go tsamaisa le ditlhokego tsa Tšata ya Meepo. Togamaano ya maikemisetso le mekgwa phitlhelelo e e bontshiwang fa tlase e beiwe mo go nmeng teng ga diphatlatiro go ya ka Lenaneo la Kgwebo gape le go beng teng ga batlhopiwa ba HDSA mo kaleng nngwe le nngwe ya moepo.

Go fitlhelela maikemisetso a supilweng mo Lenaneo 2.10 a bothapi ka tekatekano dikgato tse di latelang di tla tsengwa tirisong:

- **Mananeo a a Itlhaganedisiwang a Katiso:** Go kgontsha moepo go tlhokomela ditlhoko tsa bona tsa badiri tsa isago, mananeo a katiso a lebelo a tsentswe tirisong go thusa badiri ba ba supilweng go fefofatsa katiso ya bona mo ngwageng o le mongwe wa tsela tiro e e leng teng (leba dikarolo 2.3 le 2.4).
- **Tswelelopele ya Tselatiro:** Batho ba ba nang le bokgoni ba supiwa mme ba bewe mo lenaneong la tswelelopele ya tselatiro (Leba Karolo 2.3);
- **Phetiso ya Bokgoni:** Ke tsela e ka yona di HDSA ba tataisiwang go fitlha maemong a ba ka tsayang maemo a tiro a maleba. Maitlhomo e le go thibela tatlhego e e fetelletseng ya bokgoni, bogolo mo makaleng a tirokgolo.
- **Baamogedi ba Dibasari:** go netefatsa tlhomo ya barutiwa fa ba konosetsa dithuto kwa ditheong tse di kgolo tsa thuto;
- **Katiso ya Maitemogelo:** e newa e bile e tla tswelela go newa ba digrata go bona makwalo a thuto.
- **Lenaneo la Tataiso** le tla tswelela go diriswa go oketsa bokgoni ba batho ba ba supilweng go tsa maemo a botsamaisi
- **Go Tsoma ditlhogo/Ngoka** talente e e gaisang ka baemedi ba ba ngokang le kwa ditheo tse di kgolwane go na le mekgwa e tla diriswang fa go kgonega

Mo godimo ga dikgato tse di umakilweng fa godimo, go netefatsa kemelo ya basadi mo ditirong tse di amanang le go epa, dikgato tse di latelang di tsentswe e bile di tla tswelela go tsenngwa tirisong:

- Tlhopho e neelwa basadi mo mananeong a Thutelatirong;
- Mekgwa ya go tlhoma basadi mo maemong a maleba e tsentswe tirisong;

Dikomiti tsa go Laola Phetogo tsa Implats le a ko Ditirelong a tla tshameka karolo e kgolo mo go tsweletseng di Togamaano tse di supilweng fa godimo. Mabaka magolo a tlaa tla pele mo dikomiting tsa go laola phetogo mme a ka feleletsa mo mekgweng e e latelang e tsentsweng tirisong ke dikomiti:

- Go ela tlhoko le go tlhoma maloko go tswa go HDSA;
- Go ela tlhoko temogo ya badiri ba HDSA mabapi le tatelano le mafapha le dikarolo le go netefatsa gore mananeo a Katiso le Tlhabololo a tsenngwa tirisong;
- Go rulaganya kgonego ya tlthathosetsogodimo go tswa malokong a HDSA;
- Go netefatsa tsholo ya badiri go tswa malokong a HDSA;
- Go fetola melao, melawana le go tlwaela go dira go go kailweng jaaka dithibedi go tsenya khiron ka tekatekano tirisong le go fitlhelela maikemisetso a molao;
- Paka ya Leano la Bothapi ka Tekatekano e tla laolwa ke kobamelo ya khampani ya melao yotha mabapi le khiron ka tekatekano go akaretsa le maikemisetso a Molao wa MPRDA a 40% ya HDSA mo maemong a botsamaisi;

2.6.3.4. KELOTLHOKO LE TSHEKATSHEKO YA MAANO A BOTHAPI KA TEKATEKANO MO IMPALA PLATINUM

Maano a Bothapi ka Tekatekano a tla sekwasekwa ka kotara ke ditlhophpha tsa Taolo ya Phetogo tsa Ditirelo tsa Impala Rustenburg le Ditirelo tsa Phefafatso go netefatsa tswelelopele. Maloko a setlhophha a tlaa neelwa nako e e lekaneng go bega go dikgaolotlhophpha morago ga dikopano. Merero ya Bothapi ka Tekatekano e tla buisangwa kwa dikopanong tsa dikomiti tsa Loago, Maitseo le Phetogo tsa Impala Platinum Holdings (Implats) mme di tla newa kelotlhoko e e newang dikgang tsa Togamaano le tsa Ditirelo.

Lenaneo 2.10: Maikemisetso a Bothapi ka Tekatekano a dingwaga di le Tlhano (5)

Kala	Maikemisetso a Beilweng	2014	2015	2016	2017	2018
		Maikemisetso (%)				
Balaodi ba Khampani	40% by 2014	56%	56%	56%	56%	56%
Botsamaisi jo bo ko Sethoeng (E-Level: Upper)	40% by 2014	40%	40%	40%	40%	40%
Botsamaisibogolo (E-Level: Lower)	40% by 2014	41%	42%	42%	43%	44%
Botsamaisigare (D-Level: Upper)	40% by 2014	43%	43%	44%	45%	46%
Botsamaisitlase (D-Level: Lower)	40% by 2014	54%	56%	57%	59%	60%
Bokgonibogolo bo Botlhokwa	40% by 2014	74%	75%	75%	76%	77%

KAROLO 3

**MANANEO A TLHABOLOLO YA LOAGO
LE IKONOMI**

KAROLO 3

3.1 KAGEGO YA LOAGO LE IKONOMI LE TIROKGOLY YA IKONOMI MO MAFELONG A A AMEGANG

3.1.1 MATSENO

Ditirelo tsa Impala Platinum Rustenburg di fitlhelwa mo Mmasepaleng wa Selegae wa Rustenburg wa Sedika sa Bojanala Porofenseng ya Bokone Bophirima (Mametlelelo A). Toropo e kgolwane e gaufi ke Rustenburg. Ditirelo tsa Phepafatso tsa Impala Platinum di fitlhelelwa ko Springs mo Mmasepaleng o Mogolo wa Ekurhuleni mo Porofenseng ya Gauteng fa Kantorokgolo ya Impala Platinum Limited e bonwa kwa Johannesburg, Gauteng.

Go lejwa mafelo a ditirelo tse gape go elwa tlhoko mafelo a a romelang badiri (jaaka go kailwe mo setshwantsho 1.3), karolo e e tlhagisa kagego ya tsa ikonomi le loago tsa diporofense tsa Bokone Bophirima, Gauteng le Kapa Botlhaba, bommasepala ba sedika sa Bojanala le Ekurhuleni ga mmogo le Mmasepala wa Selegae wa Rustenburg.

3.1.2 POROFENSE YA BOKONE BOPHIRIMA

3.1.2.1 KAGEGO YA IKONOMI LE LOAGO MO SELEKANONG SA POROFENSE

Dipholo tsa dipalopalo tsa 2011 di fopholetsa baagi ba Bokone Bophirima go nna dimilione di le tharo dikete di le makgolo a matlhano le borobonngwe makgolo a robongngwe some a matlhano tharo (3 509 953).

Patlisiso ya Palo ya Badiri ya Kotara (QLFS) ya kotara ya bobedi ya 2013 go tswa Stats SA e begile fa batho ba dingwaga tsa go dira (magareng ga dingwaga tsa 15 le 64) mo Bokone Bophirima ba nnile 68.3% ya palogotlhe ya batho ba dingwaga tsa go dira mo Aforika Borwa. Le fa go le jalo palogotlhe ya batho ba ba Dirang (magareng ga dingwaga 15 le 64) e dira 36% ya palogotlhe. Bothhokatiro jo bo begilweng mo pakeng e bo ne bo dira 13% fa lekala la ba ba seng matlhagatlhaga mo ikonoming ba dirile 51%. Re tlhoka go ela tlhoko gore dipalo tse ga di akaretsa letseno go tswa tirong e e sa totobadiwang kgotsa thuso go magae ka maloko a lelapa a a dirang felo gongwe go sele.

Lenaneo 3.1 fa tlase e bontsha tiro tsa motheo mo porofenseng ya Bokone Bophirima, go nnile le tokafalo e e bonalang mo dingwageng mo thebolong ya ditirelo tsa motheo go tloga 2001 go fitlha 2011. Palo tekatekanyo ya magae a a dirisang motlakase go tshuba, go ithutafatsa le go apaya e oketsegile go bonagala porofense ka bophara; ka 2001 tiriso ya motlakase go tshuba e ne e le 72.3% mme e tlhatlogetse go 84% ka 2011. Go nnile le koketso ya kabu ya metsi a a tswang mo dipeiping (thepe) ka mo ditsheng go tloga go 52.8% ka 2001 go ya go 69.3% ka 2011.

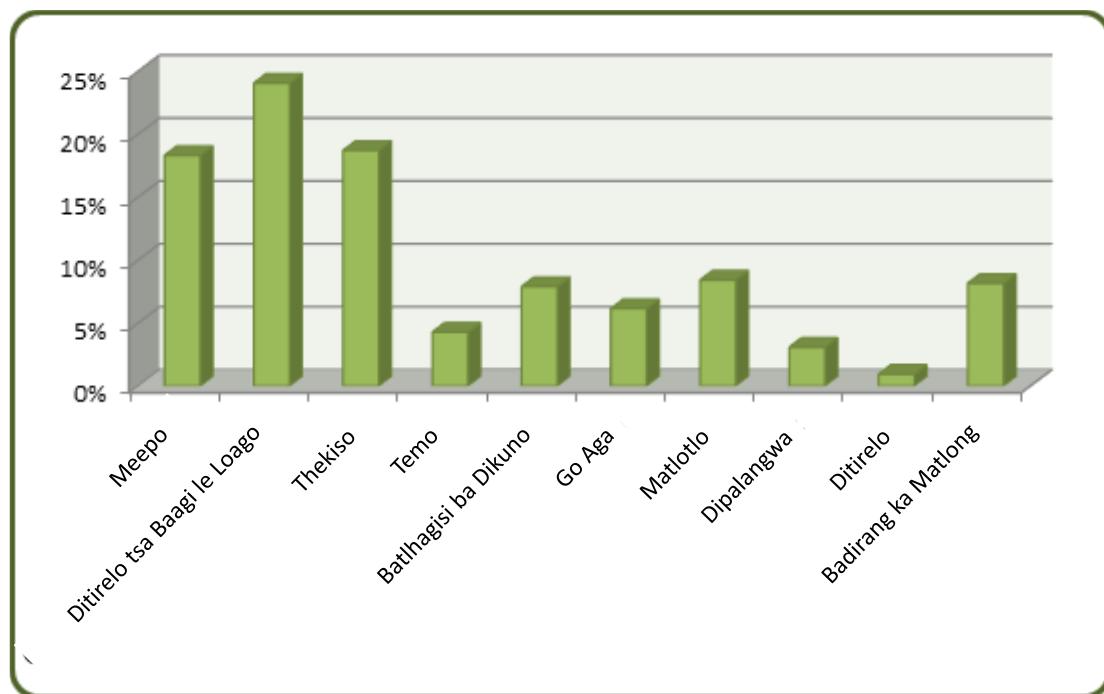
Lenaneo 3.1: Tshobokanyo ya tekanyo ya ditirelo mo Porofenseng ya Bokone Bophirima ka 2011 (Census 2011)

THALOSO YA DITIRO TSA MOTHEO	
Thebolo ya Motlakase	
Go Tshuba	84.0%
Go Apaya	75.3%
Go Thutafatsa	61.8%
Phitlhelelo ya Metsi	
Peipi (thepe) ka mo setsheng	69%
Peipi (thepe) ka mo ntle ga setsha	22%
Tlhokego	8%
Mefuta ya Matlwanabothusetso	
Ntlwana ya boithusetso ya metsi/dikhemikale	47%
Matlwana a mosima	46%
Matlwana a dikgamelو	1%
Sepe	6%

3.1.2.2 DITIROKGOLO TSA IKONOMI MO SELEKANONG SA POROFENSE

Lekala la meepo le begilwe e le la Boraro mo 18% mo khirong mo porofenseng ya Bokone Bophirima, lephata la tiro mo 19% mme ditirelo tsa loago le baagi le fekeetsa ka 28%. Lephata la didiriswa e le monnaleseabepotlana ka 1% (Setshwantsho 3.1).

Setshwantsho 3.1 Dikala tsa Khiro mo Porofenseng ya Bokone Bophirima ka 2013 (Q2: QLFS)



3.1.3 GAUTENG

3.1.3.1 KAGEGO YA TSA IKONOMI LE LOAGO MO SELEKANONG SA POROFENSE

Go latela Patlisiso ya Dipalopalo 2011 porofense ya Gauteng e tshotse palogodimo ya batho mo Aforika Borwa e e fetang dimilione di le 12.2. Bontsi jwa batho ba 72% e ne e le ba dingwaga tsa go dira ka nako e ka palo e e kwa tlase ka palo Tekatekano ya 31% ka fa tlase ga dingwaga di le 19. Ka jalo go tlhola ga ditshono tsa Khiro tse di lekaneng gape le kabelo ya ditirelo e e lekaneng gonno palo ya batho e e oketsang ka bonako e ka nna kgopol ya pele ya porofense.

Go latela GLFS e e dirilweng mo kotareng ya bobedi ya 2013, kagego ya Khiro mo Gauteng e botoka go gaisa tse di mmalwa tse dingwe diporofense mo Aforika Borwa. Diphesente di le some a mathlano pedi (52%) tsa batho ba dingwaga tsa go dira (dingwaga 15 – 64) ba ne ba dira mme 30% ba se matlhagatlha mo ikonoming.

Fa go lejwa ditirelo tsa motheo, palo tekatekano ya matlo a dirisang motlakase go tshuba, go thutafatsa le go apaya e oketsegile go kgabaganya porofense. Matlo a a nang le phitlhelelo ya metsi a mo dipeiping mo setsheng a oketsegile go tloga go 82.7% ka 2001 go ya go 89.4 ka 2011 gape go tsamaisana le phokotsego ya matlo a se nang metsi go tswa dipeiping. Ka Kakaretso kabot ya ditirelo tsa motheo e tokafetse thata mo porofenseng.

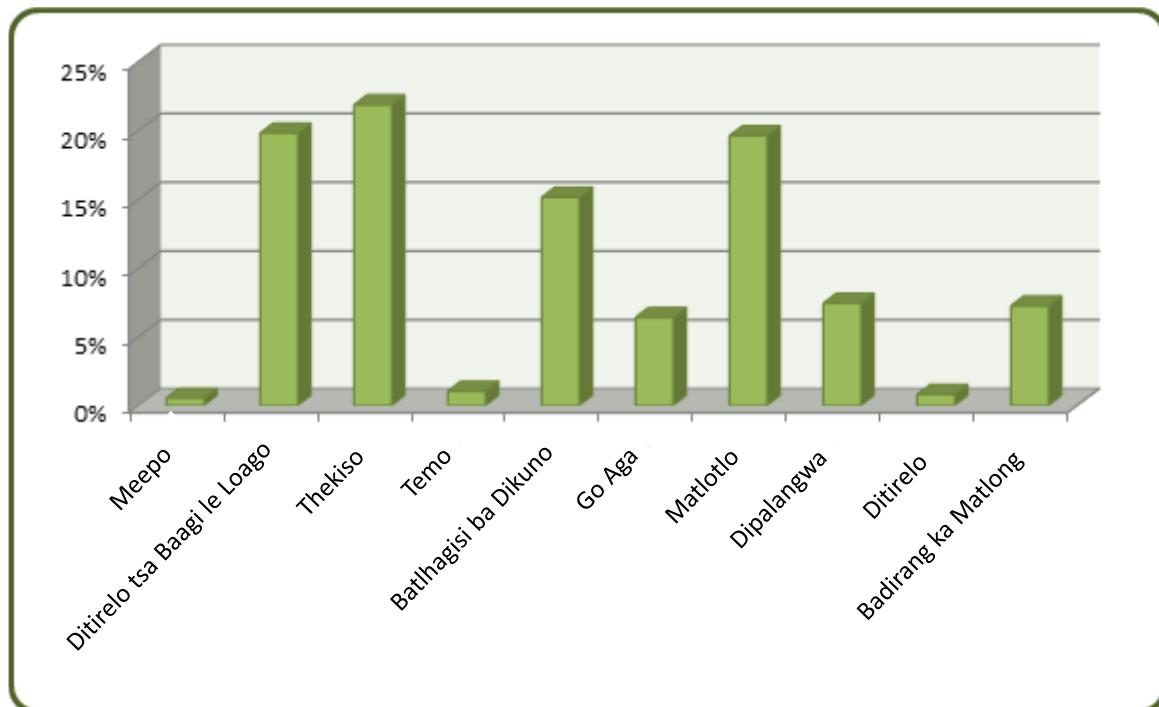
Lenaneo 3.2: Tshobokanyo ya maemo (%) a kabelo a ditirelo Porofenseng ya Kapa Botlhaba ka 2011 (Palobatho 2011)

TLHALOSO YA DITIRO TSA MOTHEO	
Thebolo ya Motlakase	
Go Tshuba	87.4%
Go Apaya	83.9%
Go Thutafatsa	74.7%
Phitlhelelo ya Metsi	
Peipi (thepe) ka mo setsheng	89.4%
Peipi (Thepe) ka mo ntle ga setsha	8.8%
Tlhokego	1.8%
Mefuta ya Matlwanabothusetso	
Ntlwana ya boithusetso ya metsi/dikhemikale	86.5%
Sepe	1.1%

3.1.3.2 DITIRO TSE DIKGOLU MO IKONOMING MO MAEMONG A DIPOROFENSE

Lephata la meepo mo Gauteng le neelane fela ka 1% ya Khiro yotlhe mo porofenseng mo kotareng ya bobedi ya 2013 ya QLFS. Lephata la tiro le begilwe e le mothagisimogolo mo ikonoming ya porofense ka 22% mme Didiriswa le temothuo di le kwa tlase ga 1%. Baagi le ditirelo tsa loago le madirelo a go bopa le a matlotlo mmogo di tlhageletse jaaka bathapi ba Bagolo mo porofenseng ka 20%, 15% le 20% ka tatelano (Setshwantsho 3.2).

Setshwantsho 3.2 Khiro ka Maphata a mo Porofenseng ya Gauteng ka 2013 (Q2: QLFS)



3.1.4 POROFENSE YA KAPA BOTLHABA

3.1.4.1 KAGEGO YA TSA IKONOMI LE LOAGO MO SELEKANONG SA POROFENSE

Porofense ya Kapa Botlhaba e ne e na le palo e bonalang ya batho ba ba fetang dimilione di le 6.5 go ya ka Palo ya Batho e dirlweng ka 2011 e Dirang porofense ya Boraro ya batho ba bantsi mo nageng. Go nnile le phokotsego e tswelelang ya palo Tekatekano ya batho ba mo dingwageng 0 – 14 (36.6% ka 2001 go ya go 33% ka 2011), go oketsegia mo 15 – 64 (57.1% ka 2001 go ya go 60.2% ka 2011) le 65+ (6.3% ka 2001 go ya go 6.7% ka 2011). QLFS ka kotara ya bobedi e begile gore palo ya batho ba dingwaga tsa go dira mo Kapa Botlhaba e nnile 12.7% ya palogotlhе ya batho ba dingwaga tsa go dira mo Aforika Borwa. Selekanyo sa batlhokatiro mo pakeng e, se begilwe mo 14% mme palo ya batho ba ba seng matlhagatlhaga mo ikonoming ba le mo dingwageng tsa go dira e ne e le 55%.

Malebana le phitlhelelo ya ditiro tsa motheo, Kapa Bophirima e na le tokafalo e bonalang mo dingwageng. Palo Tekatekano ya matlo a a dirisang motlakase go tshuba ka 2001 e ne e le 50%, mme e oketsegile go ya go 75% ka 2011 gape go nnile le koketso mo kabong ya metsi a a tswang mo dipeiping mo ditsheng go 89.4% ka 2011. Bokana ka 86.5% ba na le phitlhelelo ya didiriswa tsa metsi le kgeleloleswe.

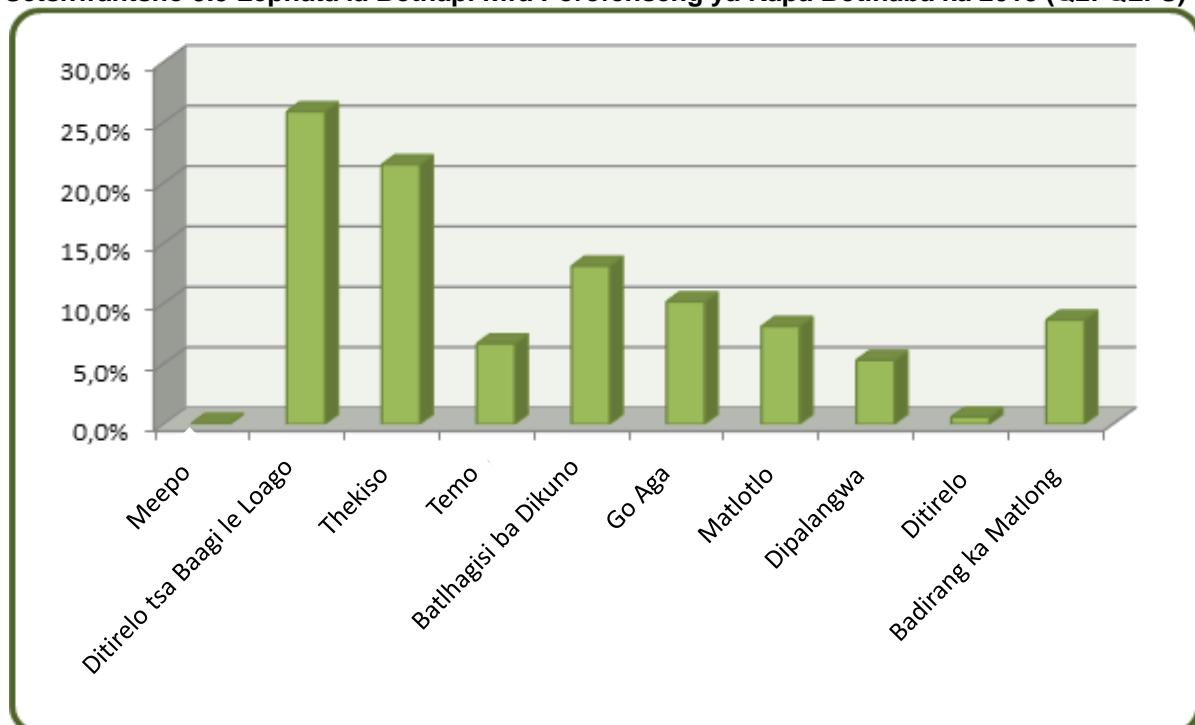
Lenaneo 3.3: Tshobokanyo ya maemo (%) a kabelo a ditirelo Porofenseng ya Kapa Botlhaba ka 2011 (Palobatho 2011)

THALOSO YA DITIRO TSA MOTHEO	
Thebolo ya Motlakase	
Go Tshuba	75.0%
Go Apaya	62.1%
Go Thutafatsa	31.2%
Phitlhelelo ya Metsi	
Peipi (thepe) ka mo setsheng	89.4%
Peipi (thepe) ka mo ntle ga setsha	8.8%
Tlhokego	1.8%
Mefuta ya Matlwana boithusetso	
Ntlwana ya boithusetso ya metsi/dikhemikale	86.5%
Sepe	1.1%

3.1.4.2 DITIRO TSE DIKGOLU MO IKONOMING MO MAEMONG A DIPOROFENSE

Go latela kotara ya bobedi ya 2013 ya QLFS, meepo ka bahiri ba bannye thata mo porofenseng ya Kapa Botlhaba e e ntshitseng fela 0.1% go lekala la dikhilo. Motlhagisimogolo ke ditirelo tsa baagi le loago ka 26% mme go latele tiro 21%. Bathapi semolao bangwe ba ba bonagalang ke ba ditirelo tsa go bopa le go aga ka 13% le 10% ka tatelano. Kgaoganyo ya Bothapi mo porofenseng e neelwa setshwantshong 3.3 fa tlase.

Setshwantsho 3.3 Lephata la Bothapi kwa Porofenseng ya Kapa Botlhaba ka 2013 (Q2: QLFS)

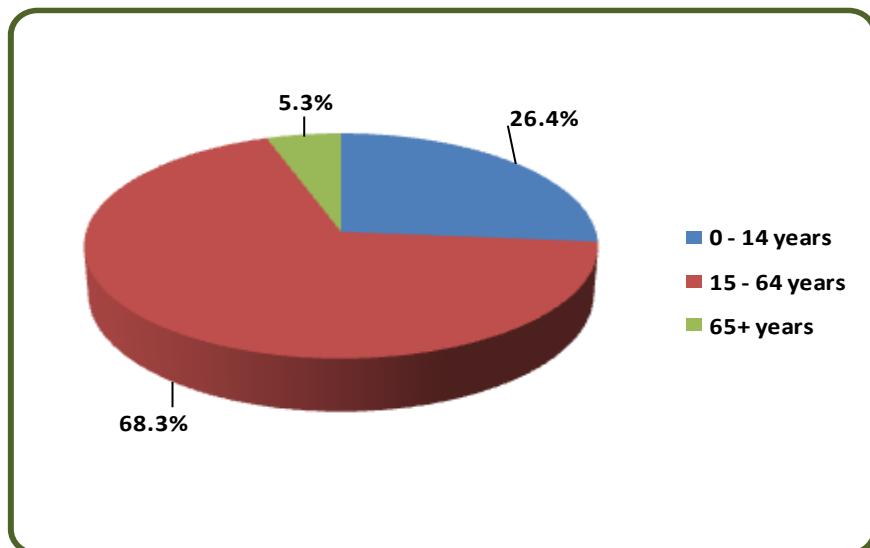


3.1.5 MMASEPALA WA SEDIKA WA BOJANALA PLATINUM

3.1.5.1 KAGEGO YA TSA LOAGO LE IKONOMI MO MAEMONG A MMASEPALA WA SEDIKA

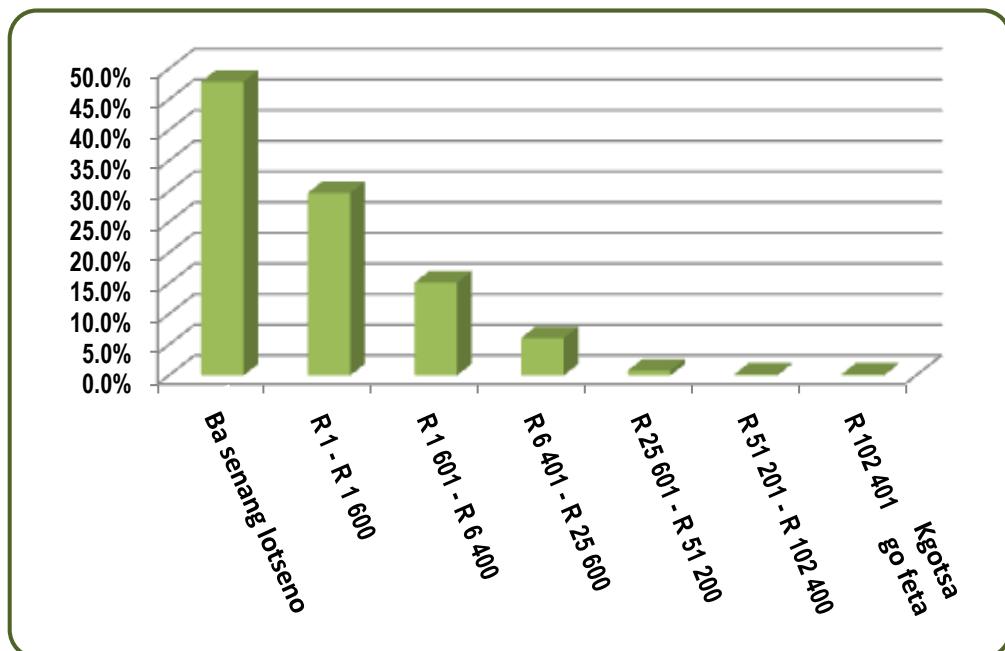
Mo palong ya batho e e fetang milione phegelwane tlhano (1.5m) e e begilweng mo Palobathong ya 2011, 68.3% e ne e le ya ba dingwaga tsa go dira (gareng ga 15 le 64 ya dingwaga), fa 26.4% ya baagi e le ba dingwaga di le ka fa tlase ga 14. Kagego ya dingwaga tsa batho mo sedikeng e bontshwa mo setshwantshong 3.4 fa tlase. Kelo ya botlhokatiro mo tikologong e fokotsegile thata go tswa go 40.9% ka 2001 go ya go 30.7% ka 2011.

Setshwantsho 3.4: Kagego ya dingwaga ya Mmasepala wa Sedika sa Bojanala (Census 2011)



Batho ba ba dirang ba begwa mo 42% ya batho ba dingwaga tsa go ka dira, mme 19% e tlhoka tiro gape 4% ke babatlatiro ba ba nyemileng mooko. Maemo a tlhakatlhakanngwa ke ntlha ya gore 29.8% ya batho ba ba neng ba thapilwe ba ne ba amogela fela R1 600 ka kgwedi. Mo godimo ga foo 15.1% ya batho e ne e amogela gareng ga R1 601 le R6 400 fela ka kgwedi. Go bonagala sentle. Bontsi jwa malapa mo Mmasepaleng wa Sedika a na le maloko a mannye a a dirang, ba bantsi ba bona ke ba amogelang mogolo o bokoa (kwa tlase ga R1 600). Kagego ya letseno ya Mmasepala wa Sedika, e e sa akaretseng lotseno lwa loago go tswa pusong, diphenšene le ditiro tse di sa kwadisiwang e neelwa mo Setshwantsho 3.5 fa tlase.

Setshwantsho 3.5: Lotseno ka Kgwedi la Bathapiwa mo Sedikeng sa Mmasepala wa Bojanala (Palobatho 2011)



Tafole 3.4 e neelana ka tshobokanyo bosupibogolo jwa thebolelo ya ditirelo mo Mmasepaleng wa Sedika wa Bojanala. Go nnile le tokafalo mo ditirelong tse di rebolwang ke Mmasepala. Le fa go nnile le tlhabologo ya mefuta ya matlwanaboithusetso a a dirisiwang mo mmasepaleng e sa ntse e le tshwenyego gore go feta halofo ya magae (59.9%) a sa ntse a dirisa matlwana a mosima.

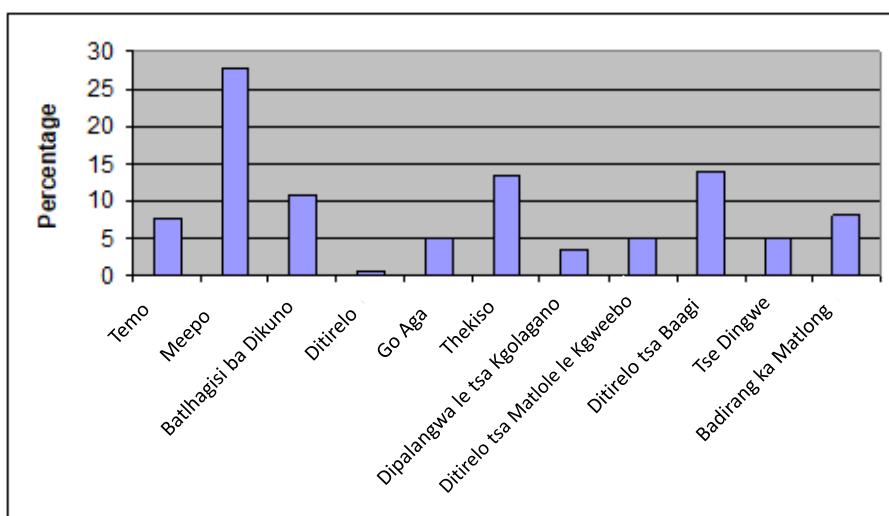
Lenaneo 3.4: Tshobokanyoya maemo a thebolelo ya ditirelo mo Mmasepaleng wa Sedika wa Bojanala (Palobatho ya 2011)

THALOSO YA DITIRELO TSA MOTHEO	
Thebolelo ya Motlakase	
Go Tshuba	84.2%
Go Apaya	77.2%
Go Thutafatsa	66.4%
Phitlhelelo ya Metsi	
Peipi (thepe) ka mo setsheng	73.4%
Peipi (thepe) ka mo ntle ga setsha	16.8%
Tlhokego	9.7%
Mefuta ya Matlwanaboithusetso	
Ntlwana ya boithusetso ya metsi/dikhemikale	38.8%
Matlwana a mosima	55.9%
Matlwana a dikgamelو	0.9%
Sepe	4.4%

3.1.5.2 DITIRO TSE DIKGOLO MO IKONOMING MO MAEMONG A BOMMASEPALA

Jaaka go begilwe mo IDP ya Sedika ya 2010, lephata la meepo ke Motswedi mogolo wa boabatiro mme bontsi ba bao ba ba dirang mo meepong ke badiri ba ba tswang mo dikarolong dingwe tsa naga. Botlhokatiro go ba ba leng matlhagatlha mo ikonoming ka jalo bo mo go 16%. Jaaka go bonwa mo Setshwantshong 3.6 fa tlase, lephata la meepo ke madirelo a magetla mo Mmasepaleng wa Sedika, e neelanang ka 27% ya ditiro. Ba dithekiso (13%) mme ba ditirelo tsa baagi (14%) di dira makala mangwe a magolo a Ikonomi mo tikologong. Lephata la temothuo le sa le la botlhokwa mo tikologong, e abelanang ka 7.5% go lephata la badiri.

Setshwantsho 3.6: Lephata la Ditiro mo Mmasepaleng wa Sedika sa Bojanala Platinum (BPDM: 2010 IDP)



3.1.7 MMASEPALA WA SELEGAE WA RUSTENBURG

3.1.7.1 KAGEGO YA TSA LOAGO LE IKONOMI MO MAEMONG A MMASEPALENG WA SELEGAE

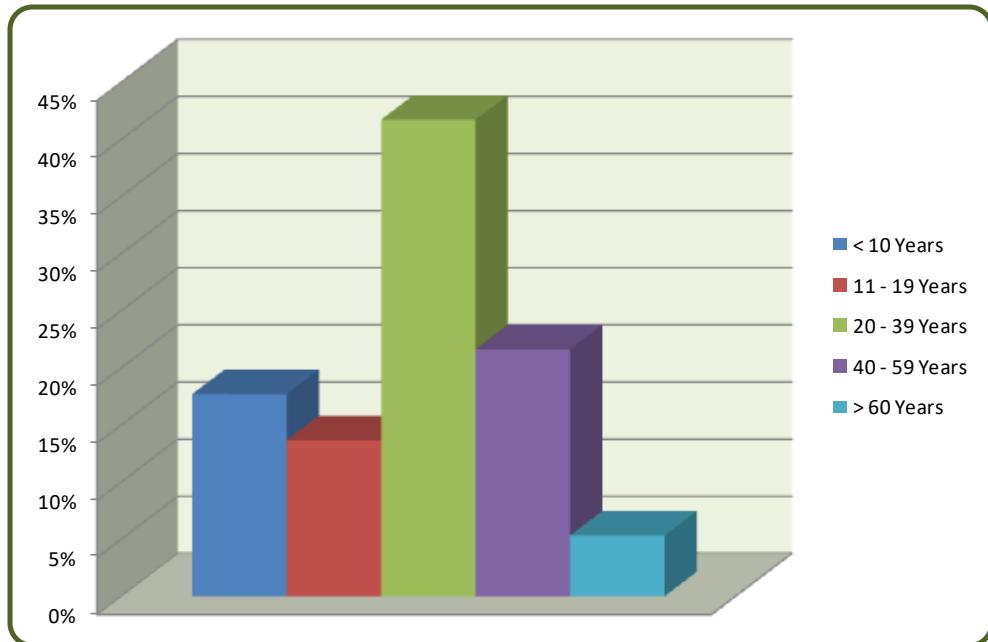
Go begilwe palogothe ya 549 575 ya batho mo Mmasepaleng wa Selegae wa Rustenburg go latela Palobatho 2011, e e nang le 55% ya banna le 45% ya Basadi. Kgolo e bonagalang e mo Rustenburg e golaganngwa Bogolo le ditlamorago tsa meepo e mene e megolo mo lefatsheng mo kgaolong ya toropo e leng Anglo American Platinum, Xstrata, Lonmin le rona Impala. Pharologantsho ya batho go ya ka bong le go ya ka semorafe e ya ka go latela Lenaneo 3.6 fa tlase.

Lenaneo 3.6: Palo ya Baagi ba Mmasepala wa Sedika wa Rustenburg go ya ka bong le ka semorafe (RLM: IDP 2013/2014)

Ditlhopa tsa Merafe	Banna	Basadi	Palogothle
Bantsho	269,351	217,060	486,411
Ba-Mmala	2,503	2,356	4,859
Ma-India/Ma-Asia	2362	1852	4,214
Basweu	26,113	25,729	51,842
Ba bangwe	1,469	780	2,249
Palogothle	301,798	247,777	549,575

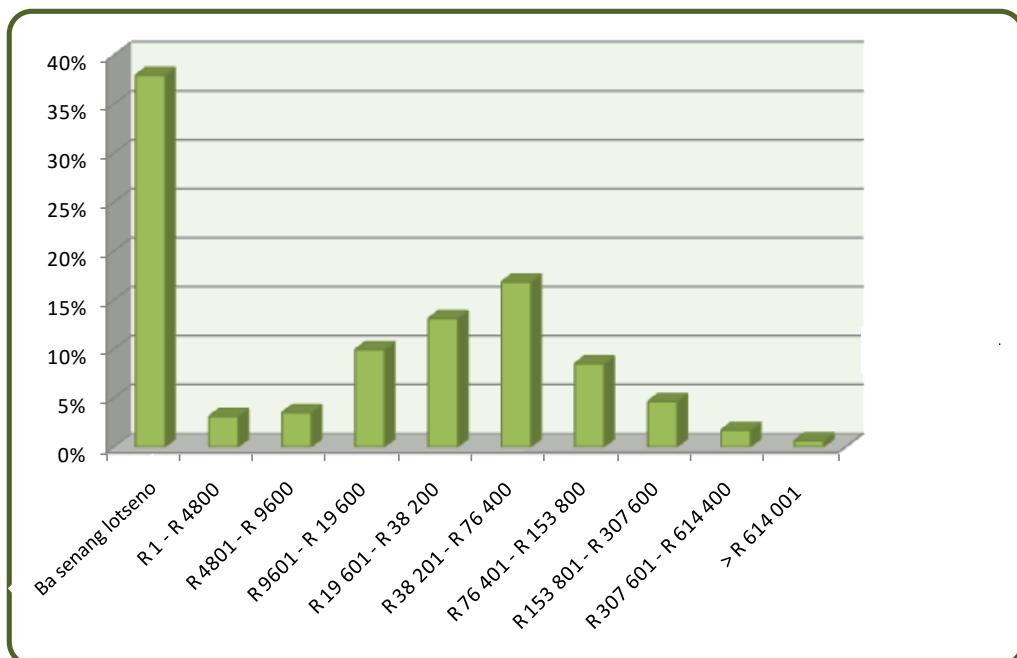
Go agega ka dingwaga ga palo ya baagi go bontshiwa mo setshwantshong 3.7 se se supang go bonala ga kago ya bontsha mo Mmasepaleng wa Selegae wa Rustenburg ka 18% ya baagi e le kwa tlase ga dingwaga di le 10 le fo godimo ga foo 14% gareng ga dingwaga di le 11 le 19.

Setshwantsho 3.7: Kagego ya dingwaga ya baagi ba Mmasepala wa Sedika wa Rustenburg



Bokana ka nngwetharong ya baagi e ne e le kwa tlase ga dingwaga di le 19, mme tebego ya Lotseno la baagi e ama thata. Go ya ka setshwantsho 3.8 fa tlase go bonagala gore bontsi ba batho (17%) ba amogela gareng ga R38 201 le R76 400 ka ngwaga.

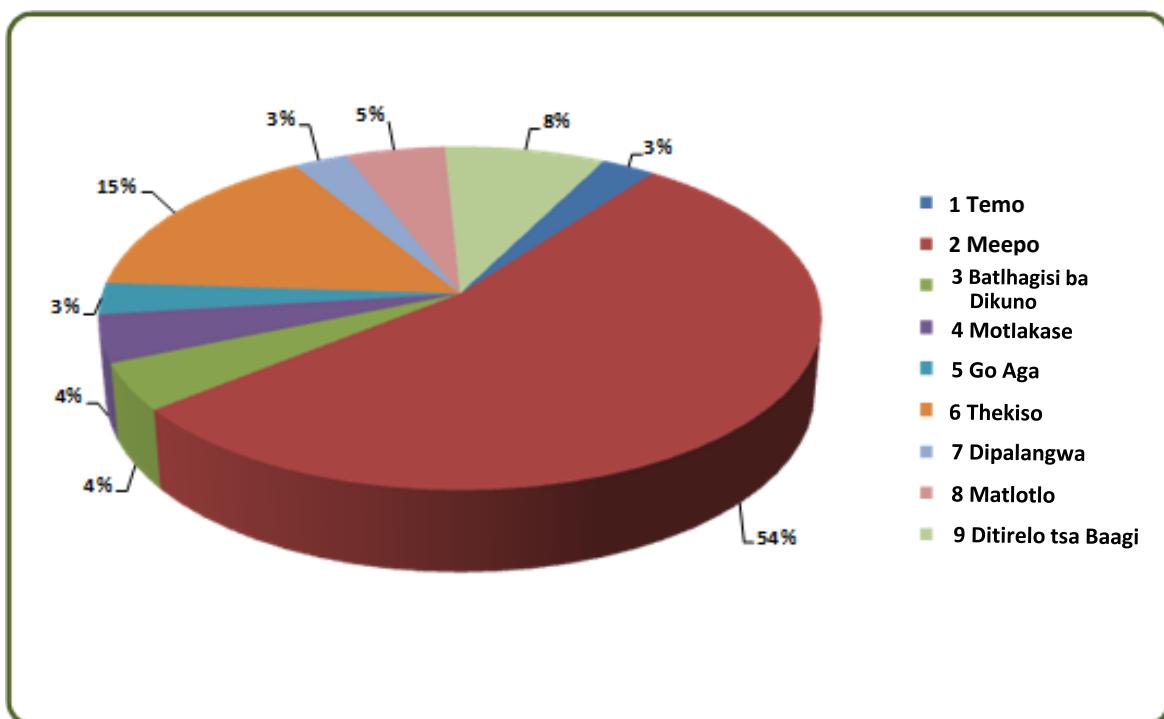
Setshwantsho 3.8: Lotseno ka Bongwe ka Kgwedi la Batho ba ba Dirang mo Mmasepaleng wa Selegae wa Rustenburg



3.1.7.2 DITIRO TSE DIKGOLLO MO IKONOMING MO MAEMONG A BOMMASEPALA

Jaaka go bonwa mo setshwantshong 3.9 fa tlase, ditirelo tsa meepo ke tse di abelanang ka ditiro bogolo go gaisa mo Mmasepaleng wa Selegae wa Rustenburg e bile di ikarabela mo e batlang e nna halofo ya ditirelo tsotlhe tse di tsepameng. Bathapi bangwe gape ba ba bonalang ke ditirelo kgwebo (15%) le ditirelo tsa baagi (8%).

Setshwantsho 3.9: Lephata la Ditiro mo Mmasepaleng wa Selegae wa Rustenburg
(RLM: IDP 2013/2014)



Lenaneo 3.7 fa tlase le neelana ka khutshwafatso ya dibontshikgolo tsa thebolelo ya ditirelo go Mmasepaleng wa Selegae wa Rustenburg mme e bontsha dikgwetlho tse di leng gona mo thebolelong ya ditirelo. Kabelo ya ditirelo tsa motlakase le tlosoleswe mmogo di bapisana ka molemo le maemo a a begilweng a Mmasepaleng wa Sedika wa Bojanala ka bojotlhe. Kabelano ya matlo a a lekaneng mo Mmasepaleng wa Selegae e tlhoka kelothlhoko e kgolo.

Lenaneo 3.7: Khutshwafatso ya maemo a thebolelo ya ditirelo mo Mmasepaleng wa Selegae wa Rustenburg go latela Palobatho 2011

THALOSO YA DITIRELO TSA MOTHEO	
Thebolelo ya Motlakase	
Go Tshuba	35%
Go Apaya	31%
Go Thutafatsa	34%
Phitlhelelo ya Metsi	
Peipi (thepe) ka mo setsheng	84.3%
Peipi (thepe) ka mo ntle ga setsha	9.4%
Tlhokego	6.3%
Mefuta ya Matlwana boithusetso	
Ntlwana ya boithusetso ya metsi/dikhemikale	58.1%
Matlwana a mosima	37.4%
Matlwana a kgamelot	0.6%
Sepe	3.9%

3.2 SEABE SA DITIRELO TSA IMPALA PLATINUM LIMITED

3.2.1 MAITLAMO A IMPALA PLATINUM GO TLHABOLOLO YA LOAGO LE IKONOMI⁹

Impala Platinum e tlhamaladitse mokgwa wa yona wa go tlhabolola Ikonomi ya Selegae go thusa dithlokego tsa Leano le le Kitlaneng la Tlhabololo la Puso Selegae la thebolelo ya Mafarathatlha, tlhabololo ya dikgwebo le kago ya matlo. Setshwantsho 3.10 se bontsha botserganyi bo botlhokwa, thebolelo ya dikabelo le baungwi mo mo e leng mongwe le mongwe. Tshobokanyo ka botlalo e e supang tlhabololo ya Mafarathatlha, diporojeke tse di tlhagisang letseno le matsholo a mangwe a sebaka sa dingwaga di le tlhano (5) e tlhagisiwa mo Lenaneo 3.8, go latele maano a diporojeke ka botlalo a diporojeke tsotlhe tsa LED. Leano le le tletseng la porojeke le mokgwa wa tlhabololo ya matlo le maemo a go tshela jaaka go tlhalositswe mo Karolo 3.3.

3.2.2 TSELA YA TSHUPO YA DIPOROJEKE

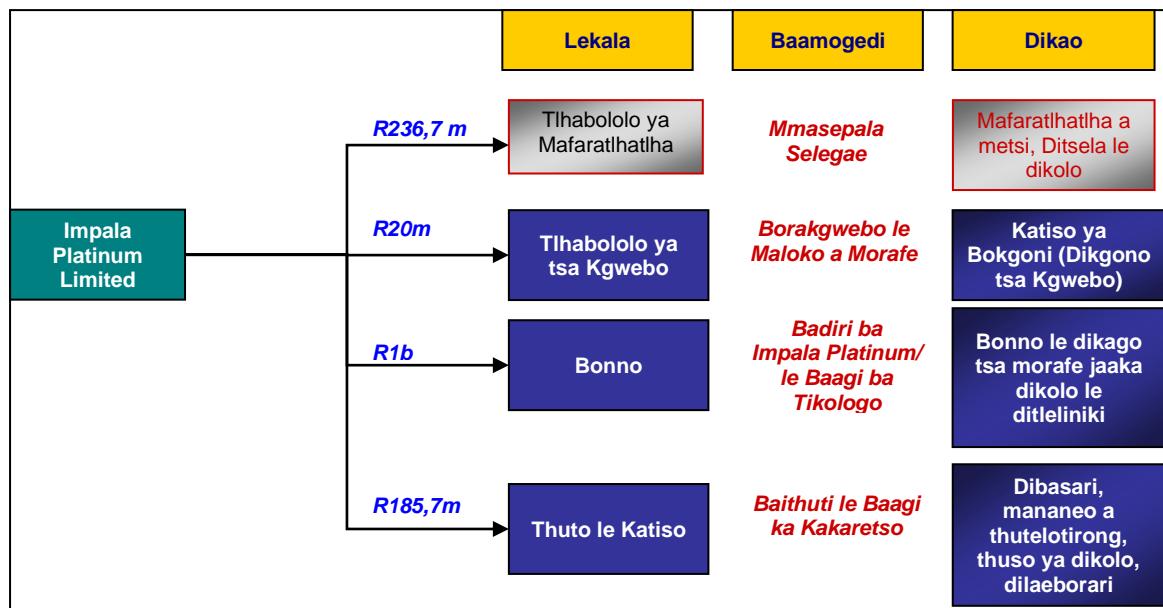
Tshupatsela ya SLP e tlhoka dikhampani tsa meepo go golagana le Lenaneo le le lotaneng la Tlhabololo (IDP) la Mmasepala wa Selegae o ba dirang mo go one. Jaaka ntlha ya go tloga, Impala e bone tokomane ya IDP go tswa go Mmasepala wa Selegae wa Rustenburg (RLM) mme ya supa diporojeke tse di maleba tse di beetsweng kwa thoko go thusa baagi ba mo tikologong ya meepo mmogo le IDP. Impala e kopane le ketapele ya Royal Bafokeng Nation (RBN) ka pono ya go netefatsa gore mananeo a tlhabololo a kailweng go dithlokego tsa baagi ba bona le go ba naya tshono ya go tshwaela mo porojekeng e e tla lejwang.

Fa fela diporojeke tse di tshitshintsweng di rulagantswe e bile di kopantswe, go kopanwe le baemedi ba baagi mo foramong ya dipuisano tsa bokamoso (IFF) go netefatsa gore diporojeke tse di tshitshintsweng di tla thusa dithlokego tsa baagi. Mo godimo ga foo, Impala e batlile go itse fa go na le diporojeke tse di tlaleletsang tsa baagi tse di tlhokomelwang mo lenaaneng la diporojeke go lebelelw. Diporojeke tsa didiriswa tsa metshameko mo motseng wa Luka di kailwe ke baemedi ba baagi mme di akarereditswe mo lenaaneng la diporojeke le le kopaneng go sekasekiwa.

Morago go foo, lenaane la diporojeke tse di tshitshintsweng le neetswe baagi ke baemedi ba bona ba FF go netefatswa. Diporojeke di ne tsa netefatswa mme di tlhagisiwa fa tlase.

⁹ Go tshwanetse go elwa tlhoko gore kgaolo ya SLP ya Tlhabololo ya Loago le tsa Ikonomi e begilwe ngwaga pejana go na le ka Seetebosigo 2012

Setshwantsho 3.10: Maikaelelo a kwa Godimo a Tlhabololo ya Ikonomi ya Selegae a Impala Platinum



a. Diporojeke tsa Tlhabololo ya Mafaratlhatlha:

Tlhabololo ya Mafaratlhatlha a Baagi

Mogono (Roads & storm water channels IDP 3013, page 174) le Kanana (Roads and storm water channels IDP 2013, page 174)

Ditsela le metsi a morwalela di a lebalega gonne mathata a tlhagelela ka setlha sa dipula mme mafaratlhatlha a ditsela le tshololelo ya metsi a merwalela ke tse dingwe tsa seelo sa mathata a magolo a baagi ba ba mo tikologong. Ditsela tse di tletseng metsi le seretse di kgoreletsa phitlhelelo e e bonolo go dipalangwa tsa botlhe mme di oketsa dikgwethlo dingwe tse di mmalwa tsa dipalangwa tsa baagi ba mo tikologong. Tsela e e siameng le tsamaiso ya mafaratlhatlha a ditsela le metsi a merwalela e botlhokwa go goletsa maemo a botshelo mo baaging ba le go sireleta dithoto tsa bona.

Mogono (Tlhabololo ya Holo ya Baagi)

Didiriswa tsa baagi di thusa go godisa baagi ka metshameko le boithabiso, mafelo a a bulegileng le tsela ya botshelo e e itekanetseng. Tlhabololo ya porojeke e e neelwa ka tšhono ya tlhatoso e boleng (didiriswa tsa boitapoloso, ditirelooloago, mananeo a baša) ya baagi ba.

Kanana (Senthara e e direlang botlhe le Laeborari IDP 2013, page 194)

Mo dipuisanong le baagi ba RLM, go beile le tlhoko e e lemogilweng ya go agiwa ga Senthara e e Direlang Botlhe le Laeborari mo Kanana. Porojeke e e neelana ka boleng mo go kgodisang (Didiriswa tsa boitapoloso, ditirelo loago, mananeo a baša) ya baagi ba.

Freedom Park

Manno a e seng a semolao jaaka Freedom Park a tlhageletse gaufi le ditirelo tsa moepo. Mafelo a a seng a semolao a a itsge ka tlhogego ya ditirelo tsa motheo tsa mmasepala, mafaratlhatlha, ditirelo

tsa pholo le Didiriswa tsa boitapoloso/metshameko. Mo ditherisanong le baagi RLM e lemogile tlhoekego ya diporojeke tse di ka thusang baagi ba Freedom Park.

- Go agiwa ga Tleliniki (go latela IDP, tsebe 205, 2013);
- Mafaratlhatlha a baagi jaaka Ditsela, mabone a mo ditseleng jalo le jalo;

Diporojeke tse di neelana ka tokafatso ya maemo a botshelo le loago mme di tla dirwa ka tirisano le RLM.

Didiriswa tsa Boiketlo le Metshameko

Luka/Mogono

Ko kopanong e e itsegeng jaaka Dumela Phokeng e e neng e tshwerwe ka Moranang 2013, maikaelelo a RBN ke go rotloetsa botsayakarolo jwa bana, baša le bagolo mo metshamekong. Go fithelela maikemisetso a, tsa metshameko tsa Segosi sa Bafokeng ba simolotse lenaneo la beke la katiso ya metshameko e e farologaneng la baagi botlhe. Lenaneo le le batla go nna le tšhono ya thuto ya pholo ya mo mmeleng le boitapoloso ntse ka nako eo go lebeletswe go lemogiwa ga talente. Go dirilwe dipatlisiso mo baaging ba Luka le Mogono go netefatsa didiriswa tsa metshameko tse di leng teng. Mabala a mane a metshameko a baagi a dirisiwa ga jaanong, a mabedi go Mogono le a mabedi ko Luka. Mabala otlhe (ntle le Mogono), ga a na didiriswa, ke fela mabala a seloko go se na diphaposi tsa kaparelo le dibebofatsi tsa kgeleloleswe. Go a bonagala gore didiriswa tse di leng teng ga jaana ga di a lekana le seng ka jalo re tla thusa mo tlhomong ya didiriswa tsa metshameko ko Luka/Mogono re dirisana le Royal Bafokeng Nation (RBN).

Lefaragatlhe (go latela IDP, tsebe 183, 2013)

Maikaelelo a RBN ke go rotloetsa botsayakarolo jwa bana, baša le bagolo mo metshamekong. Go fithelela maikemisetso a, tsa metshameko tsa Segosi sa Bafokeng ba simolotse lenaneo la beke la katiso ya metshameko le le farologaneng la baagi botlhe. Lenaneo le le batla go bona tšhono thuto ya pholo ya mo mmeleng le boitapoloso ntse ka nako eo go lebeletswe go lemogiwa ga talente. Porojeke e e tla tlhomowi ka tirisanommogo le RBN le RLM.

Freedom Park (go latela IDP, tsebe 183, 2013)

Mo ditherisanong le baagi, RLM e lemogile tlhoekega ya diporojeke tse di ka thusang baagi ba Freedom Park. Diporojeke jaaka tsa Didiriswa tsa metshameko le boitapoloso di botlhokwa go tsweletsa kgolagano ya loago. Porojeke e tla dirwa mmogo le RLM.

Mafaratlhatlha a Dikolo

Impala e etleetsa tshimololo e lotaneng ya kago ya matlo, porojeke ya Platinum Village ya go nna beng ba matlo gaufi le ditirelo tsa Rustenburg. Legato la pele la Platinum Village le saenolotswe ka diyuniti di le 557 tse di tla agiwang mme mo bofelong tlhabololo e e tla nna le di yuniti di le 2420. Impala e dirisana le puso go netefatsa gore diporojeke tsa kago ya matlo di tla thusa baagi ka dithokego tsotlhe tsa loago le gore, le gore di agiwa mo lenaneong la tlhabololo ya lefatshe le le mo tikologong. Porojeke e ga e rotloetse fela go nna le matlo e dira gape le matlo Setoropo ka go aga dikolo, mafelo a boitapoloso le ditikwatikwe tsa marekelo. Platinum Village e akaretsa gape le baagi ka bophara ka ga diphesente dingwe tsa matlo di tlile go rekisetswa setšhaba ka Kakaretso. Go latela katlego ya dikolo

tsa Sunrise View, Impala e supile porojeke ya sekolo sa Platinum Village jaaka e nngwe ya ntsha ya botlhokwa ya go aga ditshaba tse di matlhagatlha. Sekolo sa kopanelo Motheo/Segolo se tla agiwa ka tirisano le Lefapha la Thuto (DoE) le Impala Bafokeng Trust (IBT).

Motsesetoropo was Boitekong – Letsholo la go laola Merwalela

Mo ditherisanong le RLM, go lemogilwe gore noka e e elelang mo gare ga motsesetoropo wa Boitekong e tlhoka tlhabololo go laola kelelo ya metsi ka ditlha tsa dipula. Kotsi e gaufi ya morwalela e lemogilwe dingwaga di le mmalwa tse di fetileng e e okediwang ke ditlhabololo tse dintsha mo Rustenburg. Go tsenya tirisong tshimololo ya taolo ya merwalela e tla fokotsa poifo ya go rwalelwla ke metsi mo baaging ba ba gaufi le noka. Porojeke e tla tsenngwa tirisong ka tirisano le Mmasepala wa Selegae wa Rustenburg.

b. Diporojeke tsa Tlhabololo ya Dikgwebo

Go kgontsha tsweletso ya setlamo sa BEE, go tokafatsa bogaisani jwa di-SMME tsa Selegae le dikhampani tsa Bantsho le go thusa tsa theko le go oketsa tiriso ya madi ya BEE, re tla tshegetsa tiro ya tlhabololo ya dikgwebo ka mananeo a tshwanang le Lenaneo la Tlhabololo ya Batlamedi, Lenaneo la Tlhabololo ya Kgwebo, le Lenaneo le leng teng la Thuso ya Kgwebo le Lenaneo la Tataiso go tswa jaaka go tlhokega le maemo a ditshete a khampani. Lephata la tlhabololo ya dikgwebo le a tshela ka diphetogo tse di tswelelang mme ke ka lebaka le le lefapha la ED le tlhokang go ka kgora go fetola mananeo a bona go lebagana le diphetogo tse.

c. Letsholo la Tlhabololo ya Thuto

Diporojeke tsa tlhabololo ya thuto di lemogilwe go Mafelo a a Romelang Badiri, le mo baaging ba selegae mo ditirelong tsa Rustenburg le mo Ditirelong tsa Phepafatso tsa Impala ko Springs.

Dibasari

Matsholo a a abela baithuti ba ba tswang ko Mafelong a a Romelang Badiri gape le ba mo gae ba dibasari. Molao wa Impala Platinum wa dibasari o tla dirisiwa.

Ikatisotirong

Letsholo le ke go aba mananeo a katisotirong go baithuti ba ba tswang mo mafelong a a romelang badiri gape le ba mo gae. Baithuti ba, ba tla bo ba thapilwe ka nako ya katiso fa ba tla bo ba siametse go tsweletsa dithuto kgotsa tiro mo isagong.

Maatlafatso ya Didiriswa tsa Baagi

Impala ka tirisano le dipuso tsa diporofense ba lemogile tlhokego ya go maatlafatsa Didiriswa tsa baagi jaaka Ditikwatikwe tsa tshedimosetso, ditleliniki, Diholo tsa Baagi jalo le jalo mo Tikologong ya Ditirelo tsa Moepo le mo Mafelong a a Romelang Badiri. Maatlafatso ya Didiriswa tse go tla thusa go tokafatsa Boleng jwa matshelo mo baaging.

Lenaneo la go Thusa Dikolo

Porojeke ya go tshegetsa tshimololo ya Dikolo tsa Dipalo le Saense: Nonotsho ya Barutabana

Lenaneo la thuto le le fetileng le timile barutabana ba HDSA ba Dipalo le Saense kitso e e lekaneng serutwa ya go ka ruta dirutwa tse ka manontlhetho. Kharikhulamo e ntsha e e fetogileng e tlogetse barutabana ba le bantsi ba kgaratlha mo go tshwareng dintlha tse dintsha. Go nnile le dipuisano le barutabana ba Dipalo le Saense ba dikolo tse di tshegeditsweng mme botlhe ba ngongoregile ka go

tlhoka thuso go feta ka Dipalo le Saense. Go feta foo, ba itlhophetse dikakanyo tsa go tlhabana matlhale go na le lenaneo la go tsena sekolo. Lenaneo le ka barutabana botlhe ba dikolo tse dikgolo le tse di potlana. Barutwana bangwe go tswa mo lenaneong le ba tla tsenngwa go la Motswana wa Talente wa Impala.

3.2.3 DIPOROJEKE TSE DI RULAGANTSWENG

Mananeo a a fa tlase a tlhalosa diporojeke tse di kgethegileng le tshedimosetso ya matsholo otlhe a tlhabololo ya ikonomi ya loago. Tshedimosetso e e akaretsa lemorago, lefelo le thebolelo ya kab.

Leina la Porojeke:	Freedom Park – Go Agiwa ga Tleiniki								
Lemorago:	Ka nako ya ditherisano le batsayakarolo, dithophatiro di lemogile porojeke ya go aga tleiniki mo Freedom Park (go latela IDP, tsebe 205). Tlhabololo ya porojeke e e neelana ka tshono e mosola ya go godisa baagi ba ileditsweng Ditshono mo Malobeng ba ba leng gaufi le ditirelo tsa Impala, Ke ka moo go sweditsweng go neela R10 000 000 go yeng go tlhoma tleiniki ya Freedom Park.								
Lefelo la Porojeke:	Freedom Park	Letlha la Tshimololo ya Porojeke:	FY2017		Letlha la Pheleletso ya Porojeke:		FY2018		
Palogotlhe e Solofetsweng ya Ditiro tse di tla Tlholtwang:	Go fopholediwa badiri ba nakwana ba le 8 - Palo ya Bofelo e tla nna teng morago ga patlitsiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng					Palogotlhe ya Tekanyetso Kabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse Kgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa sa Diporojeke sa Impala				R 200,000		R 200,000
Thadiso ka Botlalo	Kago le thadiso ya go kgabisa mabala	Phetso ya Thadiso	Setlhophsa sa Diporojeke sa Impala				R 1,000,000		R 1,000,000
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka botlalo le batsayakarolo botlhe	Ditokomane tse di Saenetsweng tsa bogolo ba tiro thadiso	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le DoH						R -
Legato la go Aga	Kemiso ya kago le go tlhoma tleiniki	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumelanweng	Setlhophsa sa Diporojeke sa Impala				R 800,000	R 7,950,000	R 8,750,000
Phetiso	Mokgwa wa go tswa, Phetiso ya didiriswa tse di feditsweng go DoH	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa sa Diporojeke sa Impala / Kamano le Baamegi/ Baemedi ba Baagi le DoH				R 50,000		R 50,000
Palogotlhe ya Kabo ya Porojeke:				R -	R -	R -	R 2,000,000	R 8,000,000	R 10,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Maloko a baagi ba Freedom Park ka kakaretso		Badirammogo ba Porojeke:			Impala / DoH (Lefapha la Boitekanelo le tsaya maikarabelo go tsamaisa le go tlhokomela)			

Leina la Porojeke:	Freedom Park – Kago ya Didiriswa tsa Metshameko										
Lemorago:	Ka nako ya ditherisano le batsayakarolo, ditlhophatiro di lemogile porojeke ya go aga Didiriswa tsa metshameko mo morafeng wa Freedom Park (jaaka IDP, tsebe 183). Ke pono ya Impala go baa moneedi wa bothokwa mo go ageng tikologo e tshegetsang ya loago le Ikonomi mo baaging ba e dirang mo go bona ka tlhabololo ya metshameko. Ke ka moo go sweditsweng go aga Didiriswa tsa go neela baithuti ba dikolo mo Freedom Park phitlhelelo ya metshameko le baagi ka bopphara ba ba mo tikologong ya dikolo tse.										
Lefelo la Porojeke:	Freedom Park	Letlha la Tshimololo ya Projekte:	FY2017		Letlha la Pheleletso ya Porojeke:			FY2018			
Palogotlhe e Solofetsweng ya Ditiro tse di tla Tlholwang:	Go fopholediwa badiri ba nakwana ba le 15 - Palo ya Bofelo e tla nna teng morago ga patlitsiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe				
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng						Palogotlhe ya Tekanetso Kaabo	
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18			
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa Diporojeke sa Impala				R 200,000			R 200,000	
Thadiso ka Botlalo	Kago le thadiso ya go kgabisa mabala	Phetso ya Thadiso	Setlhophsa Diporojeke sa Impala				R 800,000			R 800,000	
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka bottlalo le batsayakarolo bottlhe	Ditokomane tse di saenetsweng tsa thadiso	Setlhophsa Diporojeke sa Impala / Kamano le Baamegi/ Baemedi ba Baagi le RLM							R -	
Legato la go Aga	Tshimolo ya kago le go tlhomma didiriswa tsa metshameko le boitapoloso	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumelanweng	Setlhophsa Diporojeke sa Impala					R 7,000,000		R 7,000,000	
Mokgwa wa go Tsya - Phetiso	Phetisetso ya didiriswa tse di feditsweng go RLM	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa Diporojeke sa Impala / Kamano le Baamegi/ Baemedi ba Baagi le RLM							R -	
Palogotlhe ya Kabo ya Porojeke:				R -	R -	R -	R 1,000,000	R 7,000,000	R 8,000,000		
Baamogedi: (Baagi ba Tikologo e Rileng)	Baithuti ba dikolo tsa Freedom Park le baagi kakaretso			Badirammogo ba Porojeke:				Impala / RLM (RLM e tsaya maikarabelo go tsamaisa le go tlhokomela morago phetiso)			

Leina la Porojeke:	Freedom Park – Tlhabololo ya Mafarathatlha a Morafe								
Lemorago:	Ka nako ya ditherisano le batsayakarolo, ditlhophatiro di lemogile o ya go tlhabololwa Mafarathatlha a Morafe jaaka Ditsela le Mabone a mo Tseng (dipalo go ya ka dikilometara tsa ditsela mme palo ya mabone ga e itsiwe mme DMR e tla itsiwe morago ga patlisiso e khutlha). Tlhabololo ya Mafarathatlha e neelana ka tshono e boleng ya tlhatlhosu mo baaging ba Freedom Park ba ba gaufi le ditirelo tsa Impala. Ke ka moo go sweditweng go tsaya karolo mo porojekeng ya tlhabololo ya Mafarathatlha mo Freedom Park.								
Lefelo la Porojeke:	Freedom Park	Letlha la Tshimololo ya Porojeke:	FY2017		Letlha la Pheleletso ya Porojeke:			FY2018	
Palogotlhe e Sololetseng ya Ditiro tse di tla Tlhollwang:	Go fpholediwa badiri ba nakwana ba le 30 - Palo ya Bofelo e tla nna teng morago ga patlisiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng					Palogotlhe ya Tekanyetso Kaabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa sa Diporojeke sa Impala				R 1,000,000		R 1,000,000
Thadiso ka Botlalo	Kago le thadiso ya go kgabisu mabala	Phetso ya Thadiso	Setlhophsa sa Diporojeke sa Impala				R 5,000,000		R 5,000,000
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka botlalo le batsaakarolo botlhe	Ditokomane tse di saenetsweng tsa thadiso	Setlhophsa sa Diporojeke sa Impala / Kamano le Baamegi/ Baemedi ba Baagi le RLM						R -
Legato la go Aga	Tshimolo ya kago	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumelanweng	Setlhophsa sa Diporojeke sa Impala				R 4,000,000	R 39,900,000	R 43,900,000
Mokgwa wa go Tswa - Phetiso	Phetisetso ya didiriswa tse di feditsweng go RLM	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RLM					R 100,000	R 100,000
Palogotlhe ya Kabo ya Porojeke:				R -	R -	R -	R 10,000,000	R 40,000,000	R 50,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Baagi ka kakaretso mo Freedom Park			Badirammogo ba Porojeke:			Impala / RLM (RLM e tsaya maikarabelo go tsamaisa le go tlhokomela morago phetiso)		

Leina la Porojeke:	Mogono – Ntšhafatso ya Holo ya Morafe								
Lemorago:	Ka nako ya ditherisano le batsayakarolo, ditlhophatiro di lemogile porojeke ya go tlhabololwa holo ya morafe. Porojeke e e neelana ditšhono tse di Boleng mo kgodisong ya baagi ba Mogono. Ke ka foo go sweditsweng go ntšhafatsa didiriswa tse di leng teng go abela tlhabololo e e botlhokwa go baagi ba Mogono.								
Lefelo la Porojeke:	Mogono	Letlha la Tshimololo ya Porojeke:	FY2017		Letlha la Pheleletso ya Porojeke:		FY2017		
Palogotlhe e Sololetsweng ya Ditiro tse di tla Thholwang:	Go fopholediwa badiri ba nakwana ba le 8 - Palo ya Bofelo e tla nna teng morago ga patlisiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng					Palogotlhe ya Tekanyetso Kabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse Kgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa sa Diporojeke sa Impala				R 40,000		R 40,000
Thadiso ka Botlalo	Kago le thadiso ya go kgabisa mabala	Phetso ya Thadiso	Setlhophsa sa Diporojeke sa Impala				R 200,000		R 200,000
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka botlalo le batsayakarolo botlhe	Ditokomane tse di saenetsweng tsa thadiso	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA						R -
Legato la go Aga	Tshimololo ya ntšhafatso le go aga holo	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumelanweng	Setlhophsa sa Diporojeke sa Impala				R 1,760,000		R 1,760,000
Mokgwa wa go Tswa – Phetiso	Phetisetso ya didirswa tse di feditsweng go RBA	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA						R -
Palogotlhe ya Kabo ya Porojeke:				R -	R -	R -	R 2,000,000	R -	R 2,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Baagi ka kakaretso mo Mogono		Badirammogo ba Porojeke:			Impala / RBA (RBA e tsaya maikarabelo go tsamaisa le go tlhokomela morago phetiso)			

Leina la Porojeke:	Mogono (Ward 3) – Ditsela le Mesele ya Metsi a Merwalela									
Lemorago:	<p>Ka nako ya ditherisano le batsayakarolo, ditlhophatiro di lemogile porojeke ya go aga Ditsela le mesele ya metsi a dipula (dikilometara tsa Ditsela le tsa mesele ga se di itsiwe mme di tla bolelelwaa DMR morago ga go wetsa patlisiso) mo Luka/Mogono (Ward 3) (go latela IDP, tsebe 174). Tsweletso ya porojeke e e neelana ka tšhono e boleng ya tlhatloso go baagi ba ba ileditsweng ditšhono mo Malobeng gaufi le ditirelo tsa Impala. Ka moo go sweditsweng go neela go tlhoma Ditsela le mesele ya metsi a dipula mo metseng ya Luka/Mogono.</p>									
Lefelo la Projekte:	Luka/ Mogono	Letlha la Tshimololo ya Porojeke:	FY2016		Letlha la Pheleletso ya Porojeke:			FY2018		
Palogothle e Solofetsweng ya Ditiro tse di tla Tlhwang:	Go fopholediwa badiri ba nakwana ba le 30 - Palo ya Bofelo e tla nna teng morago ga patlisiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe			
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng						Palogothle ya Tekanetso Kaabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18		
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa Diporojeke sa Impala			R 320,000				R 320,000
Thadiso ka Botlalo	Kago le thadiso ya go kgabisa mabala	Phetso ya Thadiso	Setlhophsa Diporojeke sa Impala			R 1,680,000				R 1,680,000
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka botlalo le batsayakarolo botlhe	Ditokomane tse di saenetsweng tsa thadiso	Setlhophsa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA							R -
Legato la go Aga	Tshimolo ya kago le go tlhoma ditsela le mesele ya metsi a pula	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumelanweng	Setlhophsa Diporojeke sa Impala				R 8,000,000	R 5,900,000	R 13,900,000	
Mokgwa wa go Tswa - Phetiso	Phetisetso ya didiriswa tse di feditsweng go RBA	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa Diporojeke sa Impala / Kaaano le Baamegi/ Baemedi ba Baagi le RBA					R 100,000	R 100,000	
Palogothle ya Kabo ya Porojeke:				R -	R -	R 2,000,000	R 8,000,000	R 6,000,000	R 16,000,000	
Baamogedi: (Baagi ba Tikologo e Rileng)	Baagi ka kakaretso mo Luka/ Mogono		Badirammogo ba Porojeke:			Impala / RBA (RBA e tsaya maikarabelo go tsamaisa le go tlhokomela morago phetiso)				

Leina la Porojeke:	Luka/Mogono – Kago ya Didiriswa tsa Boitapoloso le Metshameko								
Lemorago:	Ka nako ya ditherisano le batsayakarolo, dithophatiro di lemogile porojeke ya go aga Didiriswa tsa boitapoloso le metshameko tsa baagi ba Lkua/Mogono. Ke pono ya Impala go nna moabi o bothokwa mo go tlholeng tikologo ya Ikonomi le loago tse di mathagatlhaga mo baaging ba e direlang mo go bona. Ke ka moo go sweditsweng go aga Didiriswa tse go neela barutwana phithhelelo mo metshamekong le baagi ka bopphara ba ba nnang gaufi le dikolo tse.								
Lefelo la Porojeke:	Luka/Mogono	Letlha la Tshimololo ya Projekte:	FY2016		Letlha la Pheleletso ya Porojeke:		FY2017		
Palogotlhe e Solofetsweng ya Ditiro tse di tla Tlhwang:	Go fopholediwa badiri ba nakwana ba le 25 - Palo ya Bofelo e tla nna teng morago ga patlitsiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša::	Ga e itsewe		
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng					Palogotlhe ya Tekanetso Kaabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse Kgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa sa Diporojeke sa Impala			R 400,000			R 400,000
Thadiso ka Botlalo	Kago le thadiso ya go kgabisa mabala	Phetso ya Thadiso	Setlhophsa sa Diporojeke sa Impala			R 2,000,000			R 2,000,000
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka botlalo le batsaakarolo botlhe	Ditokomane tse di saentsweng tsa thadiso	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA						R -
Legato la go Aga	Tshimololo ya kago le go tlhomma di diriswa tsa metshameko le boitapoloso	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumellwaneng	Setlhophsa sa Diporojeke sa Impala			R 7,600,000	R 9,900,000		R 17,500,000
Mokgwa wa go Tswa – Phetiso	Phetisetso ya didiriswa tse di feditsweng go RBA	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA				R 100,000		R 100,000
Palogotlhe ya Kabo ya Porojeke:				R -	R -	R 10,000,000	R 10,000,000	R -	R 20,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Baithuti ba dikolo tsa Luka/Mogono schools le baagi ka kakaretso		Badirammogo ba Porojeke:			Impala / RBA (RBA e tsaya maikarabelo go tsamaisa le go tlhokomela morago phetiso)			

Leina la Porojeke:	Kanana – Kago ya Tikwatikwe e e Direlang Gothe le Leabrarri								
Lemorago:	Ka nako ya ditherisano le batsayakarolo, dithophatiro di lemogile porojeke ya go aga Tikwatikwe e e Direlang Gothe le Laeborari mo Kanana (go latela IDP, tsebe 194). Tlhabolo ya porojeke e e neelana ka tshono ya tlhatlhoso e boleng go baagi ba HDSA ba ba gaufi le ditirelo tsa Impala. Ke ka moo go sweditweng go aga Didiriswa tse go neela baagi phitthelelo go Didiriswa le laeborari mo Kanana.								
Lefelo la Porojeke:	Kanana	Letlha la Tshimololo ya Porojeke:	FY2016		Letlha la Pheleletso ya Porojeke:			FY2017	
Palogotlh e Solofetsweng ya Ditiro tse di tla Tlholtwang:	Go fopholediwa badiri ba nakwana ba le 25 - Palo ya bofelo e tla nna teng morago ga patlisiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng					Palogotlh e Tekanetso Kaabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse Kgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa sa Diporojeke sa Impala			R 300,000			R 300,000
Thadiso ka Botlalo	Kago le thadiso ya go kgabisa mabala	Phetso ya Thadiso	Setlhophsa sa Diporojeke sa Impala			R 1,500,000			R 1,500,000
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka botlalo le batsaakarolo botlhe	Ditokomane tse di saenetweng tsa thadiso	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA						R -
Legato la go Aga	Tshimolo ya kago le go tlhoma ga tikwatikwe	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumelanweng	Setlhophsa sa Diporojeke sa Impala			R 4,200,000	R 8,900,000		R 13,100,000
Mokgwa wa go Tswa – Phetiso	Phetisetso ya didiriswa tse di feditsweng go RBA	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA				R 100,000		R 100,000
Palogotlh e Kabo ya Porojeke:				R -	R -	R 6,000,000	R 9,000,000	R -	R 15,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Baagi ba Kanana ka kakaretso		Badirammogo ba Porojeke:			Impala / RBA (RBA e tsaya maikarabelo go tsamaisa le go tlhokomela morago phetiso)			

Leina la Porojeke:	Kanana – Ditsela le Mesele ya Metsi a Pula								
Lemorago:	Ka nako ya ditherisano le batsayakarolo, ditlhophatiro di lemogile porojeke ya go aga Ditsela le mesele ya metsi a pula (dikilometara tsa ditsela le tsa mesele ga di itsiwe mme di tla itsiwe DMR fa patlisiso e weditswe) mo Kanana (go latela IDP, tsebe 174). Tlhabololo ya porojeke e neelana ka tshono ya tlathhosu e boleng go baagi ba ileditsweng ditshono mo malobeng ba ba leng gaufi le ditirelo tsa Impala. Ke ka moo go sweditsweng go neela R4 000 000 go tlhoma Ditsela le mesele ya metsi a pula mo metseng ya Kanana.								
Lefelo la Porojeke:	Kanana	Letiha la Tshimollo ya Porojeke:	FY2017		Letiha la Pheleletso ya Porojeke:		FY2018		
Palogothe e Sololetseng ya Ditiro tse di tla Tlholwang:	Go fopholediwa badiri ba nakwana ba le 8 - Palo ya Bofelo e tla nna teng morago ga patlisiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng					Palogothe ya Tekanyetsos Kabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa sa Diporojeke sa Impala				R 80,000		R 80,000
Thadiso ka Botlalo	Kago le thadiso ya go kgabisa mabala	Phetso ya Thadiso	Setlhophsa sa Diporojeke sa Impala				R 200,000		R 200,000
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka botlalo le batsaakarolo botthe	Ditokomane tse di saenetsweng tsa thadiso	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA						R -
Legato la go Aga	Tshimololo ya kago le go tlhoma ditsela le mesele ya metsi a pula	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumelanweng	Setlhophsa sa Diporojeke sa Impala				R 1,720,000	R 1,950,000	R 3,670,000
Neelo	Leano la go tswa – Go neelana ka di diriswa go RBA	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa sa Diporojeke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA				R 50,000		R 50,000
Palogothe ya Kabo ya Porojeke:				R -	R -	R -	R 2,000,000	R 2,000,000	R 4,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Baagi ba Kanana ka kakaretso		Badirammogo ba Porojeke:			Impala / RBA (RBA e tsaya maikarabelo go tsamaisa le go tlhokomela morago phetiso)			

Leina la Porojeke:	Lefaragatthe – Kago ya Didiriswa tsa Metshameko								
Lemorago:	Ka nako ya ditherisano le batsayakarolo, dithophatiro di lemogile porojeke ya kago ya didiriswa tsa metshameko mo morafeng wa Lefaragatthe (go latela IDP, tsebe 183). Ke popo ya Impala go nna moabi o botlhokwa mo go tlholeng tikologo ya Ikonomi le loago tse di matlhagatlhaga mo baaging ba e direlang mo go bona ka go tlhabolola tsa metshameko. Ke ka moo go tsweditsweng go aga Didiriswa tse go neela barutwana ba dikolo tsa Lefaragatthe le tsa tikologong le baagi ka bophara phitlhelelo mo metshamekong.								
Lefelo la Porojeke:	Lefaragatthe	Letlha la Tshimololo ya Porojeke:	FY2017		Letlha la Pheleletso ya Porojeke:		FY2018		
Palogotthe e Solofetsweng ya Ditiro tse di tla Tlholwang:	Go fopholediwa badiri ba nakwana ba le 8 - Palo ya Bofelo e tla nna teng morago ga patlitsiso	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng					Palogotthe ya Tekanyetso Kaabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	
Patlisiso ya Kgonego	Pego ya kgonego	Phetso ya Pego	Setlhophsa Diporoke sa Impala				R 40,000		R 40,000
Thadiso ka Botlalo	Kago le thadiso ya go kgabisa mabala	Phetso ya Thadiso	Setlhophsa Diporoke sa Impala				R 100,000		R 100,000
Go Saenelwa le Bogolo ba Tiro	Tumelano mo thadisong ka botlalo le batsayakarolo botlhe	Ditokomane tse di saenetsweng tsa thadiso	Setlhophsa Diporoke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA						R -
Legato la go Aga	Tshimololo ya kago le go tlhoma di diriswa tsa metshameko le boitapoloso	Didiriswa tse di feditsweng go latela bogolo le thadiso tse di dumellwaneng	Setlhophsa Diporoke sa Impala				R 1,360,000	R 450,000	R 1,810,000
Neelo	Leano la go tswa – Go neelana ka di diriswa go RBA	Tiro ya phetiso ka katlego le kamogelo ka baagi	Setlhophsa Diporoke sa Impala / Kamaano le Baamegi/ Baemedi ba Baagi le RBA				R 50,000	R 50,000	R 50,000
Palogotthe ya Kabo ya Porojeke:				R -	R -	R -	R 1,500,000	R 500,000	R 2,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Baithuti ba dikolo tsa Lefaragatthe le baagi ka kakaretso		Badirammogo ba Porojeke:			Impala / RBA (RBA e tsaya maikarabelo go tsamaisa le go tlhokomela morago phetso)			

Leina la Porojeke:	Mafaratlhathla a Dikolo								
Lemorago:	Go latela katlego ya Dikolo tsa Sunrise View, Lefapha la Thuto le dumelane le Impala go loga maano le go aga dikolo di le pedi mo Platinum Village (Freedom Park ext. 4). Impala e tla ntšhafatsa sekolo se segolo ko Luka ka thebolelo e e setseng.								
Lefelo la Porojeke:	Freedom Park ext. 4	Letiha la Tshimololo ya Porojeke:	FY2014		Letiha la Pheleletso ya Projekte:			FY2015	
Palogothe e Solofetsweng ya Ditiro tse di tla Tlholwang:	300 (e e Fopholediwang)	Banna:	Ga e itsewe		Ga e itsewe		Baša:	Ga e itsewe	
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng					Palogothe ya Tekanyetso Kabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	
Togamaano ka botlalo le go abela dithendara	Tlhomoo ya baporofešenale Go abela dithendara go boradikonteraka, Ditirelo tsa seprofesēnale	Dikonteraka	PM Team	R 5,000,000	R 1,000,000	R 1,000,000	R 1,000,000	R 8,000,000	R 8,000,000
Go aga ga sekolo sa motheo	Go tlhomoo lefelo la go direla – Ponagalo ya Dikago	Setifikeite sa go fetsa	PM Team & Contractor (s)		R 29,000,000	R 33,000,000	R 8,000,000		R 70,000,000
Go aga ga sekolo se se kgolo le holo ya sekolo	Leano la go tswa – Go neelana ka di diriswa go DOE	Setifikeite sa go fetsa	PM Team & Contractor (s), DOE			R 1,000,000	R 1,000,000		R 2,000,000
Palogothe ya Kabo ya Porojeke:				R 5,000,000	R 30,000,000	R 35,000,000	R 10,000,000	R -	R 80,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Baagi ba Freedom Park ka kakaretso		Badirammogo ba Porojeke:			Lefapha la Thuto, Impala Platinum (DOE e tla thusa ka Matlole a porojeke mme e tsaya maikarabelo go tsamaisa le go tlhokomela sekolo morago ga phetso le morago ga neelo.			

Leina la Porojeke:	Tlhabololo ya Letamo la Boitekong ya go Fokotsa Maatla a Metsi										
Lemorago:	Jaaka karolo ya maikarabelo a loago a Impala Platinum Holdings Limited, ba tsaya mosepele wa porojeke ya go tlhabolola letamo gaufi le Kgolegelo ya Rustenburg le gaufi le Sunrise View Home Ownership development. Letamo le le senyegile dingwaga tse di fetileng ka nthha ya merwalela mme ga ka la agiwa gape. Go tlhabololwa ga letamo le go tla fokotsa tshosetsegoo ya go rwalelega ko Sunrise View. Tletla ya Leano la Tsamaiso ya Tikologo e bonwe.K										
Lefelo la Porojeke:	Boitekong	Letlha la Tshimololo ya Projek:	FY2015		Letlha la Pheleletso ya Projek:			FY2018			
Palogothe e Solofetsweng ya Ditiro tse di tla Tlhwang:	30 (e fopholediwang)	Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe				
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng						Palogothe ya Tekanetso Kaabo	
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse Kgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18			
Togamaano ka botlalo le go abela dithendara	Tlhomo ya baporofešenale Go abela dithendara go boradikonteraka, Ditirelo tsa seporofešenale	Dikonteraka	PM Team	R 2,000,000	R 200,000	R 1,000,000	R 670,000	R 3,870,000			
Kago ya tsela e e yang letamong, le Ntšhafatso ya letamo	Go tlhoma lefelo la go direla – Ponagalo ya Dikago	Setifikeite sa go fetsa	PM Team & Contractor (s)		R 1,800,000	R 9,000,000	R 5,830,000	R 16,630,000			
Mokgwa wa go Tsya - Phetiso	Phetisetso ya didirswa tse di feditsweng goRLM	Setifikeite sa go fetsa	PM Team & Contractor (s), RLM				R 200,000	R 200,000			
Palogothe ya Kaabo ya Porojeke:				R -	R 2,000,000	R 2,000,000	R 10,000,000	R 6,700,000	R 20,700,000		
Baamogedi: (Baagi ba Tikologo e Rileng)	Baagi ba Boitekong ka kakaretso			Badirammogo ba Porojeke:			Impala / RLM (RLM e tsaya maikarabelo go tsamaisa le go tlhokomela morago pheteso)				

Leina la Porojeke:	Laeborari le diholo tsa Baagi LSA									
Lemorago:	Go neela mo tlhabolong ya mafelo a a romelang badiri (Taung le Kapa Bophirima) Impala e dumela go se nne le diporojeke tsa mafarathatlha tsa SLP e mme ba ka mpe ba maatlaftsa didiriswa (s.k. dilaeborari, ditleliniki, ditikwatikwe ya dikhomphiutha, jalo le jalo). Ke ka moo re sa supeng dintlha ka botlalo tsa mananeo mme re ineela mo molaotheong wa dineelo tse di tshitshtsweng le dithhwatlha tse di beetsweng. Porojeke nngwe le nngwe mo tlase ga letsholo le e tla dumelanwa le baamegi botlhe mme e tla nyalana le dithhokego tse di kailweng tsa baagi.									
Lefelo la Porojeke:	Baagi ba LSA	Letlha la Tshimololo ya Porojeke:	FY2016		Letlha la Pheleletso ya Porojeke:			FY2018		
Palogotlhe e Sololetsweng ya Ditiro tse di tla Tlhwang:	Go fopholediwa badiri ba nakwana ba le 5 - Palo ya Bofelo e tla nna teng morago ga patlisiso	Banna:	Ga e itsiwe	Basadi:	Ga e itsiwe	Basha:	Ga e itsiwe			
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng						Palogotlhe ya Tekanyetso Kaabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse Kgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18		
Tlhagiso e e tseneletseng ya bogolo ba tiro	Phetso ya tokomane ya tlhagiso ya bogolo jwa tiro	Tokomane ya tlhagiso ya bogolo jwa tiro				R 50,000	R 100,000	R 350,000	R 500,000	
Go saeniwa ga tokomane ya bofelo ya tlhagiso ya bogolo jwa tiro	Kutlwano ya baamegi botlhe ka tlhagiso ya bogolo jwa tiro	Tokomane e e saenilweng ya tlhagiso ya bogolo jwa tiro							R -	
Legato la go tlhoma	Ponagatso ya didiriswa	Didiriswa tse di tlhomilweng go ya ka tumelano ya tiro				R 400,000	R 850,000	R 3,100,000	R 4,350,000	
Mokgwa wa go Tsya – Phetiso	Go neelana ka porojeke e e feditsweng					R 50,000	R 50,000	R 50,000	R 150,000	
Palogotlhe ya Kabo ya Porojeke:				R -	R -	R 500,000	R 1,000,000	R 3,500,000	R 5,000,000	
Baamogedi: (Baagi ba Tikologo e Rileng)	Baagi ba Mafelo a Romelang Badiri			Badirammogo ba Porojeke:			Mmasepala wa Selegae le Mafapha a maleba a Puso (Lefapha le le maleba le tla tsaya maikarebelo le go tlhokomela morago ga neelo)			

Leina la Porojeke:	Tlhabololo ya SMME								
Lemorago:	Go tsamaisa ditlhabololo tsa BEE, go tlhabololwa kgaisano ya SMME ya Selegae le dikgwebo tsa Bantsho le go thusa ka theko le go oketsa ditheko tsa BEE, re tla tshola tiro tlhabololo ya tsa kgwebo ka mananeo a jaaka Lenaneo la Tlhabololo ya Baabi ba Ditirelo, Lenaneo la Tlhabololo ya Dikgwebo, Ditirelo tsa Bogakolodi ba Dikgwebo (ba nakwana) ga mmogo le Lenaneo la Thuso le Tataiso ya Dikgwebo. Lekala la tlhabololo la tsa dikgwebo e e mathagathaga ka diphetogo tse di tswelelang. Ke ka moo lefapha la ED le tlhoka go kgona go tepatepanya mananeo a lona go latela diphetogo. Ka jalo dintlha tsa mananeo di ka fetoga, fela Impala e e tlama go melawana ya SMME le tlhabololo ya dikgweebo go latela madi a tekanyetso.								
Lefelo la Porojeke:	Baagi ba Selegae ba ba dikganyeditseng Ditirelo tsa Moepo wa Rustenburg		Letlha la Tshimololo ya Projekte:		FY2014	Letlha la Pheleletso ya Porojeke:			FY2018
Palogotlhe e Sololetseng ya Ditiro tse di tla Tlholwang:	Go fopholediwa ditiro tse di ka nnang 55	Banna:	Ga e itsewe		Basadi:	Ga e itsewe	Batšha:	Ga e itsewe	
Dipholo	Tiro		Maikarabelo	Nako e e Belweng					
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)		FY14	FY15	FY16	FY17	FY18	Palogotha ya Tekanetsos Kaabo
Lenaneo la Tlhabololo ya Baabi ba Ditirelo	Tlhophpha setlhophpha sa bagwebi ba le 6 go tsenela lenaneo le le tsepameng la SD	Setlhophpha sa bagwebi ba le 6 ba ba lekanyeditsweng go ya ka Ditshupo tse di dumelanweng mo Tumelanong e e rulagantsweng ya Ditirelo	Impala ED	R 1,133,115	R 400,000	R 900,000	R 1,600,000	R 3,893,508	R 7,926,623
Lenaneo la Tlhabololo ya Dikgwebo	Tlhophpha setlhophpha sa bagwebi ba le 5 go tsenela lenaneo le le tsepameng la SD	Setlhophpha sa bagwebi ba le 5 ba ba lekanyeditsweng go ya ka Ditshupo tse di dumelanweng mo Tumelanong e e rulagantsweng ya Ditirelo	Impala ED	R 1,133,115	R 1,400,000	R 900,000	R 1,600,000	R 3,893,508	R 8,926,623
Ditirelo tsa Bogakolodi ba Dikgwebo (ba nakwana)	Ba lekanyetswa fa ntse ba tsena	E ka se fopholetswe, e tla lekanyetswa go ya ka kgetsi nngwe le to nngwe	Impala ED		R 100,000	R 100,000	R 400,000	R 973,377	R 1,573,377
Lenaneo la Thuso le Tataiso ya Dikgweebo	Jaaka di supiwa ke baamogedi	E ka se fopholetswe, e tla lekanyetswa go ya ka kgetsi nngwe le to nngwe	Impala ED		R 100,000	R 100,000	R 400,000	R 973,377	R 1,573,377
Palogotlhe ya Kabo ya Porojeke:				R 2,266,230	R 2,000,000	R 2,000,000	R 4,000,000	R 9,733,770	R 20,000,000
Baamogedi: (Baagi ba Tikologo e Rileng)	Thata thata bagwebi ba bantsho ba mo tikologong			Badirammogo ba Porojeke:				Impala	

Leina la Porojeke:	Basari ya Morafe wa Moepo								
Lemorago:	Impala e tsere bogato bo, jaaka karolo ya Leano la Loago le Badiri, go fana ka dibasari go baithuti ba tikologo ya Moepo wa Impala. Baithuti ba e tla baithuti ba ba tlwaelegileng ba dibasari. Morago ga dithuto tsa bone ba ka thapiwa ke Impala mafelong a dithuto tsa bone.								
Lefelo la Porojeke:	Mine Community	Letlha la Tshimololo ya Porojeke:	FY2014		Letlha la Pheleletso ya Porojeke:		FY2018		
Palogothe e Sololetsweng ya Ditiro tse di tla Tlholiwang:		Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro		Maikarabelo	Nako e e Belweng					Palogothe ya Tekanyetso Kabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)		FY2014	FY2015	FY2016	FY2017	FY2018	
Go oketsa palo ya dialogane tse di nang le bokgoni mo nageng	Go gogela baithuti ba le 10 ka mokgwa wa dipotsolotso	Go rulaganya 20 go tlhopha 5, go nna le direkoto tsa dipotsolotso	Bursary Department	R 3,905,250	R 6,000,000	R 7,000,000	R 8,000,000	R 5,094,750	R 30,000,000
Go fokotsa tlhopego ka go tlhoma ditiro, ka jalo re thusa JIPSA (Bogato jwa Kopanelo go Boneng Bokgoni jo bo Bothhokwa)	Go duela dipalangwa le bonno jwa baithuti mo Rustenburg, gore ba nne karolo ya dipotsolotso tsa bofelo le baithuti ba bangwe go tswa ko ditikologong tse dingwe.	Go rulaganya mananeo a dipontsho tsa ditselatiro, go etela moepo go akaretsa ka fa tlase ga lefatshes, go kopana le dienjinere. Go tlhalosa mesola, melao le melawana ya basari.	Impala Platinum						
Go kgothaletsa baša ba bangwe go letela boenjinere, Saense le dirutwa tse dingwe tse di maleba.	Go tlhopha ga baithuti ba ba atlegileng ke setlhophasa dibasari.	Go ela tlhoko kgatelopele ya dithuto ka thuso ya Ditheo tsa Thuto	Impala Platinum						
Go tokafatsa motheo wa dikgono	Go ba itsise semmuso ditlamorago. Go ba thusa le go ba neela go dira dikopo ko ditheong tse dikgolo.	Go tlhoma Komiti ya Thuto go lebagana le dintlha tsotlhe tsa thuto	Impala Platinum						
	Go buisana le mafapha a maleba mo ditirelong mabapi le malatsi a boikhutsotirong a ngwaga le ngwaga ka ngwaga wa bone (4) wa dithuto	Go etela mafelo a tiro, go dira ditlhatlhobo le go ba thusa ka nako ya matseno a thutelotirong	Impala Platinum						

Leina la Porojeke:	Basari ya Morafe wa Moepo									
Lemorago:	Impala e tsere bogato bo, jaaka karolo ya Leano la Loago le Badiri, go fana ka dibasari go baithuti ba tikologo ya Moepo wa Impala. Baithuti ba e tla baithuti ba ba tlwaelegileng ba dibasari. Morago ga dithuto tsa bone ba ka thapiwa ke Impala mafelong a dithuto tsa bone.									
Lefelo la Porojeke:	Mine Community	Letlha la Tshimololo ya Porojeke:	FY2014		Letlha la Pheleletso ya Porojeke:			FY2018		
Palogothe e Solofetsweng ya Ditiro tse di tla Tlholtwang:			Banna:	Ga e itsewe	Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro			Maikarabelo	Nako e e Beilweng					Palogothe ya Tekanyetso Kabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)			FY2014	FY2015	FY2016	FY2017	FY2018	
Bokgoni	Mining, Electrical, Mechanical, Chemical, B-Com Accounting, Metallurgy, Geology, Survey, Human Resource le dithuto tse dingwe tse di maleba	Leano la Kgwebo le palo ya di alogane di tla beya palo ya ba thapiwang	Impala Platinum		R 3,905,250.00	R 6,000,000	R 7,000,000	R 8,000,000	R 5,094,750	R 30,000,000
Palogothe ya Kabo ya Porojeke:				Badirammogo ba Porojeke:					Impala	
Baamogedi: (Baagi ba Tikologo e Rileng)	Baithuti ba tikologong ya Moepo									

Baithuti	Nako e e Beilweng				
	FY2014	FY2015	FY2016	FY2017	FY2018
Maitlhomo	30	35	39	45	46
Ga Jaanong	35	27	39	45	46
Dialogane/Ba ba Tlogetseng	9	3	12	9	10
Ba Baša	1	15	18	10	10
Bofelo ba Ngwaga	27	39	45	46	46

Leina la Porojeke:	Lenaneo la Bosetlabošeng le Boithutelotirong (Bojanala, EC & Taung)									
Lemorago:	Ka nako ya dikgolaganyo le baamegi, go dumelanwe go thusiwe mafelo a romelang badiri le baagi ba tikologo ya moepo ka go neela katiso ya bo Bosetlabošeng le Boithutelotirong. Diphatlha tse 50 tsa Boithutelotirong di tla nna teng ka ngwaga.									
Lefelo la Porojeke:	Mafelo a romelang badiri le baagi ba mo tikologong ya moepo	Letlha la Tshimololo ya Porojeke:	FY2014			Letlha la Pheleletso ya Porojeke:		FY2018		
Palogotlh e Soloftsweng ya Ditiro tse di tla Tlholwang:	50	Banna:	Ga e itsewe		Basadi:	Ga e itsewe	Baša:	Ga e itsewe		
Dipholo	Tiro			Maikarabelo	Nako e e Belweng					Palogotlh e Tekanetsko Kabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshupo tse dikgolo tsa Tiragatso)			FY 2014	FY2015	FY2016	FY2017	FY2018	
Go supa baithuti	Go supa baithuti	Go nna teng ga setlhophsa sa baithuti	Setlhophsa sa Impala	R 1,997,742	R 8,000,000	R 10,000,000	R 12,000,000	R 28,002,258	R 60,000,000	
Go buisana le go tsena mo kontrakeng le baithuti	Go tsena mo kontrakeng le baithuti	Dikontraka tse di saenilweng	Setlhophsa sa Impala							
Katiso	Tumelano ya lenaneo la katiso	Kelotlhoko ya kgatelopele	Setlhophsa sa Impala							
Palogotlh e Kaabo ya Porojeke:				R 1,997,742	R 8,000,000	R 10,000,000	R 12,000,000	R 28,002,258	R 60,000,000	
Baamogedi: (Baagi ba Tikologo e e Rileng)	Mafelo a romelang badiri le merafe ya tikologong ya Moepo			Badirammogo ba Porojeke:				Impala		

Baithuti	Sebaka				
	FY2014	FY2015	FY2016	FY2017	FY2018
Maitlhomo	50	50	50	50	50
Ga Jaanong	57	57	90	73	33
Ba Wreditseng	0	0	17	40	33

Leina la Porojeke:		Thuso ya Dikolo le Lenaneo la Tlhokomelo								
Lemorago:		Re beile kgatlhego mo dikolong tse re thusitseng go di aga re lebeletse mabaka a gore di agilwe mo merafeng e e nang le palo e kwa godimo ya badiri ba rona. Re tsaya tsela e akaretsang ya kabelo ya di ditirelo mo dikolong tse gore di diriswa di nne di tlhomelesegile re lebeletse di thuto le botsamaisi.								
Lefelo la Porojeke:		Bonjanala Distric	Letlha la tshimololo ya Projekte:	FY 2014		Letlha la Pheleletso la Porojeke:			FY 2018	
Palogotlhe e Sololetsweng ya Ditiro tse di tla Tlholtwang:		Banna:		Basadi:			Baša:			
Dipholo	Tiro		Maikarabelo	Nako e e Beilweng						Palogotlhe ya Tekanyetsuo Kabo
	KPA (Mafelo a Magolo a Tiragatso)	KPI (Ditshuo tse Kgolo tsa Tiragatso)		FY2014	FY2015	FY2016	FY2017	FY2018		
Go thusa dikolo ka go neelana ka thuso ya dikolo mo mabakeng a dithuto le mabaka a tsamaiso	Letsholo la kwadiso ya batataisi mo dirutweng tsa Dipalo le Saense le tsa Botegeniki le go gakolola Botsamaisi ba dikolo	Go supa, go konteraka le go ela tlhoko Bogato ba dipalo le puiso	Impala Platinum, Lefapha la Thuto la Bokone Bophirima le dikolo tse di maleba	R 1 462 000	R 1 600 000	R 2 000 000	R 4 936 711	R 5 436 711	R 15 435 423	
Go thusa barutwana ba dikolo tse dikgolo ka dikgang tsa botegeniki le tsa dithuto	Tlhopho ya barutwana go tswa mo baaging ba meepo go ikwadisa ko dikolong tse dikgolo	Ditlamorago tsa dithuto tsa Mophato 12	Impala Platinum, Lefapha la Thuto la Bokone Bophirima le dikolo tse di maleba	R 185 000	R 500 000	R 1 500 000	R 4 436 711	R 4 936 711	R 11 558 423	
Go thusa dikolo ka go neelana ka thuso ya dikolo mo ditirong tsa metshameko le tsa ngwao	Go tsweletsa le go thusa ka tlhabololo ya metshameko le ditiro tsa ngwao gape le go dirisa dithophpha go tsaya karolo mo metshamekong	Go supa, go konteraka le go ela tlhoko le tlhopho ya barutabana ba maleba le bakatisi, le Tlhopho ya baithuti le setlhophsa sa batsayakarolo sa sidilwe	Impala Platinum, Lefapha la Thuto la Bokone Bophirima le dikolo tse di maleba	R 2 615 659	R 3 500 000	R 3 500 000	R 5 936 711	R 5 936 711	R 21 489 082	
Lenaneo la METF	Ketleetso ya diyunibesiti tse di nang le mafapha a tsa meepo	Baithuti ko diyunibesiting ba falola dithuto tse di mabapi le tsa meepo	Impala Platinum, Lefapha la Thuto la Bokone Bophirima le matlolle METF	R 4 600 000	R 4 600 000	R 4 600 000	R 4 600 000	R 4 600 000	R 23 000 000	
Lenaneo le le ikaeletse go maatlafatsa barutabana ba ba rutang Dipalo le Saense	Barutabana ba ba tlhophilweng go tswa mo dikolong tse di supilweng	Setlhophsa barutabana se lekanyetswa kgathanhong le lenaneo le le tsepameng la ditsupotiro tse dumelanweng	Impala	R 835 149	R 1 200 000	R 1 200 000	R 3 636 711	R 6 871 860	R 13 743 721	
Go thusa bana bao batsadi ba bona ba ameileng mo dikotsing tse di masisi ka dithokego tsa dithuto	Go thusa malapa go tsweletsa dithuto tsa bana ba bona.	Bana ba falola maikemisetso a bona a dithuto		R 1 000 000	R 1 500 000	R 2 000 000	R 4 436 711	R 1 566 413	R 10 503 125	
Palogotlhe ya Kabo ya Porojeke:				R 10 697 808	R 12 900 000	R 14 800 000	R 27 983 557	R 29 348 408	R 95 729 773	
Baamogedi: (Baagi ba Tikologo e Rileng)	Merafe ya tikologong ya Moepo		Badirammogo ba Porojeke:							

3.3 MATLO LE MAEMO A BOTSHETO A BADIRI BA MO MEEPONG

3.3.1 MAEMO A MATLO GA JAANA MO DITIRELONG TSA IMPALA RUSTENBURG

Ga jaana badiri ba Impala Platinum le borakonteraka ba bona ba dirisa metswedi ya manno a ka mo gare ga dikhilometara di le someamarataro (60) go tloga mo Ditirelong (Setshwantsho 3.10) kwa ntle ga matlo a moepo. (Gore go nne monna a le mongwe mo phaposing, matlo a moepo a dirisetswa badiri ba Impala fela).

- Manno a poraefete mo mafelong a fa gaufi (a e leng a bone le a thapilweng);
- Matlo a khampani mo Rustenburg (gareng ga dikhilometara di le somepedi (12) le dikhilometara di le masome a mararo (30) go tswela Ditirelong tsa Rustenburg);
- Difolete tsa khampani mo Rustenburg le Tlhabane (gareng ga dikhilometara di le somepedi (12) le dikhilometara di le masome a mararo (30) go tswela Ditirelong tsa Rustenburg);
- Manno a ba ba sa nyalang a bong ba bottle mo Rustenburg;
- Manno a khampani a le mararo (3) ko Ditirelong tsa Rustenburg tse go nnang badiri ba le dikete di le tlhano (5000) a go nnang motho a le mongwe mo phaposing go tloga ka Seetebosigo 2013;

Go feta fo tlhatlhahololo ya tiriso ya manno a a leng mo lefatsheng la Impala Platinum Limited gaufi le Ditirelo tsa Impala Rustenburg, Bophepafatsi le Kantorokgolo (ka Seetebosigo 2013) e neelwa mo Setshwantshong 3.10 le Lenaneo 3.26 fa tlase:

Setshwantsho 3.10: Tiriso ya Manno mo Ditirelong tsa Impala Rustenburg (Diphesente) ka Seetebosigo 2013



3.26: Lenaneo: Tiriso ya Bonno mo Ditirelong tsa Impala Rustenburg

Tlhaloso ya Mofuta wa Bonno	Persente	Palo ya Banni
Bonno jwa Poraefete (ya mong kgotsa ya khiro)	77%	25374
Matlo a Khampani (a khiro)	6%	1887
Difolete tsa Khampani	2%	651
Manno a bongwe a Siesta	1%	177
Matlo a a tshwaraganeng	15%	4977
Palogotlhе	100%	33066

3.3.2 MELAWANATHEO E E LAOLANG PHOLISI YA KABELO YA MATLO YA DITIRELO TSA IMPALA RUSTENBURG

a. Puo ya Maikemisetso

Impala Platinum Limited e itemogela gore go thusa ka manno a badiri ba ba maleba ke karolo ya botlhokwa ya go ititaya sefuba go go nametsang baagi gareng ga mafelo a ditirelo tsa bona. Ka mokgwa oo go botlhokwa gore pholisi le togamaano ya mofuta wa bonno jwa badiri ba Ditirelo tsa Rustenburg di tsenngwe tirisong go latela melawana ya Kantorokgolo ya maikemisetso a loago. Impala Platinum Limited e ikaega ka pono ya gore badiri ba tshwanetse go nna le bamalapa a bona mo tikologong e e tsepameng, e itekanetse mme e sireletsegile go le gaufi le lefelo la tiro. Bogaufi boo ba go tsamaya ka dipalangwa bo beetswe go dikilometara di le masome a marataro (60) go tswa mo lefelong la tiro.¹⁰

b. Mosola

Pholisi ya go abelana ka matlo e ikaelela go neelana ka kaelo go Ditirelo tsa Rustenburg mabapi le katlegiso ya matlo le manno a maleba le tse di tsamaisang go tsweletsa tshiamo ya modiri, le ka thulaganyo ya go thusa go atlegisa maitlhomo ka kakaretso a kgwebo ya Impala Platinum Limited.

c. Dikaelo

Tsela ya Ditirelo tsa Impala Rustenburg ya kabelano ya matlo e beilwe mo tlhomong ya boikgethelo bo bo tla kgontshang badiri go dirisa dithlophha tsa mmatota fa go tla mo mannong. Ditogamaano tsa ditirelo tse di amang le kabu ya matlo le manno di tlhodilwe ka mo letlhomesong la go:

- Rotloetsa go nna beng ba matlo le go thusa badiri go nna beng ba matlo
- Tokafatsa maemo a go tshela a badiri ba ba nnang mo mannong a bong bo bongwe ka tlhabololo go ya go motho yo mongwe ka phaposi le lenaneo la go fetolela go manno a malapa.
- Thibela le/kgotsa go sa rotloetsa go runya ga bonno jo bo sa rulaganyang mo mafelong a khampani a bodirelo, ka tettelesego ya mananeo a go nyeletsa mmogo le puso le selegae.

Tettelesego ya ditirelo tsa matlo le Didiriswa e tshwanetse go dirwa ka mokgwa o o lotaneng go lebeletswe ditlhokego tsa kgwebo mabapi le bokgoni ba totatota ba Ikonomi le Didiriswa tse di leng teng go badiri ka Kakaretso le baagi ka bophara. Ka mo ditlhokegong tsa ditirelo, Ditirelo tsa Impala Rustenburg di tla rotloetsa go nna le matlo ka mafolofolo le go thusa tlhabololo le kago ya matlo. Go feta foo, Ditirelo tsa Impala Rustenburg ba tla golagana le baamegi ba ba maleba mo go lekeng go bona go neela badiri manno a a maleba a kgethegang. Motse o o tla akaretsa kamano ya dikemedi tsa puso.

¹⁰ Sekgal a se se tsamaiwang go ya tirong se tla tlhaloswa jaaka bokgakala jwa dikilometara di le masome a marataro (60) km go tswa mo lefelong la tiro.

d. Maikemisetso le Kelotlhoko

Tettelelo ya maano a kabelo ya matlo a ditirelo e tla nna maikemisetso a **Mookamedi yo Mogolo: Ditirelo tsa Rustenburg fa Mookamedi wa Setlhophap: Togomaano ya Matlole** a tla netefatsa phitlhelelo ya maikemisetso a thebolelo ya matlo mme a akanyetse **Mookamedi yo Mogolo: Ditirelo tsa Rustenburg** ka tlhokego ya tshekatsheko ya pholisi.

e. Melawanatheo

Melaomegolo e e supetsang ditogamaano tse tsa kabelo ya matlo tsa ditirelo mo nakong ya botshelo jwa ditirelo tse di farologaneng di akaretsa:

- Tirokgolo ya Ditirelo tsa Rustenburg e tshwanetse go sala e ntse e le ya go epa diminerale mme e tla nna mothapi yo o maikarabelo yo o tla netefatsang manno a kgotsfatsang a khampani mme e thuse badiri ba yona go nna beng ba matlo go fitlha fa go kgonegang;
- Fa ntse Ditirelo tsa Rustenburg di dirisa manno a mararo (3) a bong bo le bongwe ka motho ka phaposi, go amogetswe gore a tla tsholwa e le manno a maleba gape a ka fetolwa go nna manno a malapa mo isagong fa go ka tlhokega. Ditirelo tsa Rustenburg ba rotloetsa go nna beng ba matlo go tsamaisana le molawanatheo wa Impala Platinum Limited;
- Molawana wa tiriso wa Rustenburg wa matlo o tsamaisana le go ngoka badiri, dituelo le mananeo a ditlhabololo tsa ikonomi ya selegae mo lekaleng la tiro, go ka netefatsa go bona ka bophara ntla e ka nako ya botshelo jwa ditiro tse di farologaneng le go tsamaisa ditharabololo tsa lobaka morago ga botshelo wa moepo.
- Molawana wa matlo o tsaya tsia lenaneo la kgwebo la Ditirelo Tsa Rustenburg, le mananeo a kgwebo a a lebeletseng ditlhokego tsa badiri, ka dinako tse di siameng gore mekgwa ya mananeo a a nonofileng e tsenngwe tirisong.
- Impala Platinum Limited e leka, go ya ka melawana ya yona ya bonno, go thibela go tlhongwa ga bonno jo bo sa rulagangwang mo mafelong a bona a bodirelo.

3.3.3 DITOGAMAANO

Impala Platinum e weditse tshekatsheko ya bona ya manno mo potefoliong ya jaanong e leng gone, s.k. matlo, mafelo a bonno a ba ba sa nyalang le magae a a tshwaraganeng. Diphatlha tse di supilweng ke tshekatsheko di ne tsa thijwa ka katlego mme tebelelo ga jaanong e mo tsweletsong ya go abela matlo go badiri botlhe gore e nne a bona. Molaotheo le Togamaano tsa matlo tsa Impala Platinum di tla tswelela go mekamekana le dikgwethlo tse di latelang:

- Go tlhaela ga go bona botlhoho matlo a dueletsweng a badiri;
- Go fokotsa palo ya badiri ba ba nnang mo mathibelelong;
- Tlhoko ya lefatshe le le buelletseng go thibela mekgwa e e ka dirisanang go rarabolola tlhokega ka bonako gape Rustenburg e tswelela go nna toropo e e golang ka bonako mo kontinenteng, e e gogelang batlhabolodi mme go tshegetswa tlhatlogo ya dithhwatlha.
- Go palelwa ke go ngoka le go tshola badiri ba bokgoni go tswelela go ama go nna le matswela a ditirelo.

Lenaneo ka bottalo le le latelang le tsweleditswe go ikamanya le dikgwethlo tse di fa godimo (bona Lenaneo 3.27):

- a) **Tlhatloso ya boitlhophelo ba go nna le matlo ka thuso ya matlo a duelesegang go itepatepanya le go nna teng ga matlo le go kgona go ka duela ga badiri**

Ditirelo tsa Impala Rustenburg ba tla leka go tokafatsa sekema sa go nna le matlo sa jaanong go thusa palo e kgolo ya badiri go nna beng ba matlo. Maikemisetso ke go thusa phitlhelelo ya badiri go setshwantsho se se maleba sa matlotlo se na le thuso ya matlole ya ka fa gare, thuso ka matlole a matlo ya puso, le thuso ka matlole ya dikgwewo. Setlamo sa Matlo sa Khampani se tla thusa ka ditsamaiso. Lenaneo kakaretso le tla le tla lere matlo a le 2 420 ka 2017 go tsweng mo go ditlhokego tsa badiri. Bona lenaneo 3.27 mo tsebeng e e latelang.

Lenaneo 3.27 Leano la Beng ba Matlo

Porjeke	Tekanyetsokabo	Palogotlhe ya Mantlo	2014	2015	2016	2017	2018
			Maitlhomo: Palo ya Matlo				
Platinum Village	R1bn	2 420	600	600	600	620	0

- b) Tlhokomelo ya matlo a a kgomaganeng go sala e le manno a mantle a ba ba sa nyalang gongwe a fetolwe go nna diyuniti tsa malapa fa go tlhokega.**

Matlo otlhe a a kgomaganeng a mararo (3) a fotoletswe go nna manno a a siameng a badiri ba bong bo le bongwe go nna mongwe ka phaposi gape matlo a kgomaganeng a bone a fotoletswe go nna manno a malapa a le 264. Matlo a tla tlhokomelwa go sala e le manno a a siameng le go obamela ditlhoko tsotlhe tsa molao. Matlo a mararo a a ntšhafaditsweng a dirile kgonego ya phetolelo, fa go tlhokega, go folete ya dikamore tse pedi (2) tsa go robala, boapeelo, ya bonno le ya go tlhapela.

- d) Tihatloso mo go nneng le matlo go badiri ka go ba letlelela go reka matlo a khampani a ba nnang mo go ona:**

Khampani e tla letla badiri go reka matlo a khampani e badiri ba nnang mo go ona ka tlhwatlhwae magareng e e neetsweng ke balekanyi ba le bararo (3) ba ba ikemetseng. Khampani e tla thusa gape ka Matlolo ka go aba dikadimo tse di se nang morokotsotso lobaka la dingwaga di le masome a mabedi (20).

- e) Go bega**

Ditirelo tsa Impala Rustenburg di tla bega kgatelopele ya lenaneo la kabu ya matlo go baamegi jaaka go tlhalositswe ke molao kgotsa dithulaganyo tsa khampani.

3.4 LEANO LA KOTLO

3.4 LENANEO LA KOTLO

3.4.1 KA BORIPANA

Karolo nngwe ya maano a Ditirelo tsa Impala Rustenburg a loago ke go fokotsa Tiriso ya manno a bona go tsamaisana le molaotheo wa kabelo ya matlo e e tlhalositsweng mo karolo 3.4. Ditirelo tsa Impala Rustenburg, mo nakong ya ga jaana di mo maemong a go ka tlhotlheletsa go jewa ga dijo, ka jalo go jewe dikotla, mo phesenteng e e rileng ya badiri ba yona (s.k. banni mo matlong a a tshwaraganeng) ka ditlamlo tse di abelanang ka dijo. Ditirelo tsa Impala Rustenburg, ka moo, di lemoga bothhokwa ba go ruta badiri ba bona ka kotlo e e lekaneng mo dijond tsa bona, go kgona go thusa tokafalo mo go tsa pholo le boitekanelo tsa badiri e le go kgona go ntsha dikuno mo lefelong la tiro.

3.4.2 TOGAMAANO

Lenaneo la dikotla la Impala Platinum Limited, le le tlhagisitsweng mo boemong ba Ditirelo tsa Impala Rustenburg, le ka arolelw go mafelo a mabedi, ao a nang le tlhotlheletso e e tlhamaletseng le e e sa tlhamalalang mo go jeng dikotla.

a. *E e tlhamaletseng*

- Banni ba ba nnang ko matlong a tshwaraganeng mo Ditirelong tsa Rustenburg ga jaanong ba bona dijo gararo (3) ka letsatsi. Mo go tokafatseng go ja dikotla ditogamaano tse di latelang di akanyeditswe:
- Ditirelo tsa Impala Rustenburg ga jaana di dirisa baitseanape ba tsa dijo le batlhatalhobi ba tsa boitekanelo go lekanyetsa maemo a ga jaana a kotlo le go neelana ka dkgakololo ka mekgwa ya go tlhabolola dijo fa go kgonagalang, ka go ikamanya le baitseanape ba ba tlamelang dijo le boetapele ba matlo a tshwaraganeng.
- Badiri ba ba nnang mo matlong a ba na le boitlhophelo ko diholong tsa bojelo ba dijo tse di farologaneng tse ba ka tlhophang go tsona. Tsela e e bitswa **Miner Diner** moo badiri ba ikgethelang ka bobona gore ba ja eng.
- Dijo tsa dikotla tse di jewang le tsa boitekanelo jwa banni ba matlo a a tshwaraganeng di tlhokomelwa gabedi mo ngwageng ka thuso ya moitseanape yo ikemetseng wa tsa dijo mme dipolo tse di nne teng fa di tlhogega.

b. *E e sa tlhamalalang*

- Mananeo a sa tlhamalalang a lebeletse mo go tokafatseng go ja dikotla ga badiri botha ba bangwe ba ba sa diriseng manno a ba ba sa nyalang a khampani a akaretsa tse di latelang:
- Go tsenya tirisong lenaneo la kelotlhoko la ngwaga, ka thulaganyo ya Impala ya kwadiso ya dijo tse di amogelesegang, dikotla le kelotlhoko ka tsa pholo.
- Go atlegisa kelotlhoko mo tirisong ya dijo tsa tlaleletso mo bathong ba ba tshwaeditsweng ke HIV/AIDS.

3.5 LENANEO LA THEKO

3.5.1 MATSENO

Impala Platinum Limited (Impala) go fitlha ga jaana e dirile gape e tsweletsa go dira, sentle thata fa go lebelelwaa ditotwa tsa Tšhata ya Meepo le Leano la Loago le Badiri. Lenaneo 1 le thadisa tiro e go buiwang ka yona mo dingwageng tse thataro tse di konoseditsweng tsa Ditšelete. Kgatlhanong le kwelotlase e Impala e e tswelela ka leano le kgolo mo go tokafatseng tiragatso ya ngwaga o o fetileng ka ya 2014 go ya go 2018.

Lenaneo 1: Tiragatso ya Maloba ya BEE fa go lekanngwa Maitlhomo a Tšhata ya Meepo

Tekanyetso	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013
Theko go tswa go BEE >25% (R m)	2 678	3 789	3 517	4 531	4 366	4 994
Maitlhomo a BEE % a SLP	32.7	34.7	36.7	38.7	40.7	44.0
BEE % e e Fitheletsweng	41.8	45.0	49.2	55.2	51.0	54.1

Kgonagalopotlana ya 51% mo ngwageng wa ditšelete wa 2012 e golaganngwa le seteraeke sa dibeke di le thataro le diphetogo tsa tekano tsa moabimogolo wa rona e leng Shaft Sinkers (Pty) Ltd go fitlha ko tlase ga selekano sa 25.1%. Se se bakilwe ke fa batsholadikabo ba Bantsho ba rekitse ditekano mme ka foo ba fokoditseng maemo a maatlafatso a moabi mme ga nna le kamo ya diphesente di le 8 mo Tiragatsong ya mo ngwageng wa 2012 wa Ditšelete (51% go na le 59%). Le fa go le jalo, ditekanyo di beilwe tsa go fetola maemo go latela dikabo tsa Matlolle ka Shaft Sinkers Mining (Pty) Ltd, khampani e Ntšha e e tlhodilweng ke Shaft Sinkers e e obamelang dithhoko tsa >25%.

3.5.2 TOGAMAANO

Impala Platinum e tsweletsa ditogamaano tse di latelang ka matlhagatlhaga maleba le phetogo:

- Go tokafatsa Maatlafatso ya maemo a Ikonomi ya Bantsho (BEE) ka tshwarelo ngwaga le ngwaga tiragatso kgatlhanong le ditlhokego tsa Tšhata ya Meepo
- Go tswelela go batla, go lemoga, go tshegetsa le go tsweletsa baabi ba ba ileditsweng ditšhono mo malobeng ka mekgwa e molemo ya theko
- Go tlhola ditšhono tsa kgolo ya Ikonomi ka Theko ya Tlhopho go tswa go baagi botlhe
- Go laola kgolagano le baabi ba ga jaanong go bula ditšhono ka mo gare ga dikgwebo tsa bona go kgontsha bothapi ba tikologo go tloga ka tataiso go fitlha ka dipeelelso mo baaging ba Impala ba tikologo.
- Go fepa tikologo ka, le go aba ditšhono tsa Theko go Lefapha la yona la Tlhabolo ya Dikgwebo, go rotloetsa tirisanommogo gareng ga baabi ba ba leng teng le bagwebi.

3.5.3 MAANO

Maano a a latelang a maleba le mekgwa ya theko ya rona ya togamaano ya 2014 go ya go 2018:

- Tshola baabi ba ba leng teng ba BEE le tiragatso ya tiriso tsa matlolle e e latelang mabapi le phetogo le ka fa go ka kgonegang
- Mo go tlhomeng baabi ba ba ntšha, thuso go lebelela go tswa mo dikhampaning tsa Bantsho tse di maatlafaditsweng (>25% Bantsho ba ba maatlafaditsweng) le dikhampani tsa Bantsho (>50% tsa Bantsho le >30% dikgwebo tsa Basadi ba Bantsho)

- Mo go thapiwang ga moabi wa ditirelo yo montšha, go lebelelwé kgodiso go tswa go Maatlafatso ya Dikhampani tsa Bantsho (go ya go dikhampani tseo e leng tsa Bantsho, Dikgwebo tse e leng tsa Bomme ba Bantsho)
- Matsapa a a okeditweng mo go faposeng tse e seng tsa botlhokwa (matshosetsi a kwa tlase) tsa go dirisa Matole ka go dirisa Leano la go Thendara go dikgwebopotlana tse di tlhagelelang tsa batho Bantsho (EME)
- Go neelana ka leano la dithendara la ngwaga le ngwaga mo kgwedding ya motsheganong
- Ga di diriswa e se tsa boemo kgotsa tse se tsa Mong wa Sediriswa go dirisa ga madi go botlhokwa go neelwa le boatlhodi jo bo lekanang go beilwe mo tlhwatlhweng, boleng le tsamaisano ya setegeniki mo magareng a dipholo tsa moabi, Tlhopho e newa Maaforika Borwa a a ileditsweng Ditšhono mo Malobeng (HDSA) kwa ntle le pataganyotiragatso go tshela dikaedi tsa setlhophya se se dirang le tsela ya go thendara e e lolameng.
- Go golagana le Lefapha la Thabololo ya Dikgwebo le go supa baabi ba ba maleba ba setšhaba ba ba godisang kgolo ya Ikonomi ka tsela e kgolo ya bothholatiro le fa ka nako e le nngwe go tsweletswa maemo a tsamaiso ya kamano le moabi gareng ga Theko ya Setlhophya.
- Ka tsweletso re golagane gape re tlhotlhointse baabi ba sa fetogang go fetoga go latela ditlhokego tsa Tšhata ya Meepo ka ditirisano tsotlhie le baabi le dipotsolotso tse di akantsweng
- Go arogana le tshedimosetso le baamega botlhie go ela tlhoko tiragetso le go toba tokagalo
- Go netefatsa tsamaelano le ditlhokego tsa Tšhata ya Meepo ya Aforika Borwa le maikeisetso a begilweng mo Lenaneong la Loago le Badiri, re na le molaetheo o re batlang go o sala morago, re supa, re tshegetsa, re tlhatlholtse baabi ba ba ileditsweng ditšhono mo Malobeng ka mekgwa e e tshegetsegang.
- Implats e tsweletse go tlhoma ditšhono tsa ditiro, go gatelela baabi go oketsa tsholo ya dikabelo tsa bantsho le go thusa tlhabololo ya baabi ka borakonterakapotlana le ditirisannommogo.
- Ditiro tse, di dirwa tsotlhie ka netefatsa e e tsweletseng le katlanegiso ya ditsela tsa Matlotlo tse di leng teng.

Go kcona go fitlhelela maikeisetso a Leano la Loago le Badiri (SLP) jaaka go tlhalosiswe mo tokomaneng e, Impala e ikaelela go tokafatsa palo tekatekano ya barekisi ba ba tsamaelanang le BEE le ba ba sa tsamaelaneng le yona ka ditsela tse di latelang:

- Go tswelela go supa le go tswalela baabi ba sa tsamaelaneng ba ba sa ikaelelang go fetoga, fa go kgonega le ntle le go senya ditirelo ka tsamaisano le badiri ba ditirelo tse tsotlhie
- Go netefatsa bonnete ba barekisi ba ba tsamaelanang le BEE ka go ela tlhoko Dikwalo tsa SANAS kgotsa IRBA BBBEE

Leano la Setšhaba le ikemisetsa go fitlhelela maidlhommo a latelang a BEE (% ya theko yotlhie ya boikgethelo) jaaka go supilwe mo lenaneong fa tlase:

Lenaneo 2: Maikeisetso a SLP a 2014-2018 go latela maphata a theko

Lephata	FY2014	FY2015	FY2016	FY2017	FY2018
Didiriswa tse di felang	64%	65%	66%	67%	68%
Ditirelo	70%	70%	71%	72%	73%
Letlotlo la Porojeke	41%	41%	42%	42%	42%
Palogotlhie	58%	59%	60%	61%	62%

Ngwaga wa tshimololo – FY2014 – e agelela mo tiragatsong e e fetileng gape e beilwe mo e ko godimo ga maikeisetso a Tšhata ya Meepo kgotsa tiragatso ya mannete ya FY2013 le koketsegoo ya tokafalo mo magareng a dingwaga tse di setseng. Dikoketso tse dinnye go tloga FY2014 – 2018 di akantswe go lebeletswe koketso ya kaonafalo ya maloba. Maikeisetso a letlole le one a sala a le sireleditswe ka ntlha ya diporejeke tsa go epa dišafo tse di atametseng go fela le phokotsegoo ya madi e e akantsweng mo baabing ba ba rileng ba ba fetogileng.

3.5.4 BOKHUTLO

Impala e bontshitse gore e sala e ineetse mo go lereng Leano la Loago le Badiri la yone e lebeletse mo tiragatsong e e fetileng. Maikemisetso a begilweng a ko godimo, mme a kgonagala gape e tla tlhoka tlhatlhelelo ya Theko e tsweletseng, matsapa le taolo go kgontsha thomelo ya leano le.

KAROLO 4

**TSELA YA TSAMAISO YA PHOKOTSO YA
DITIRELO TSA MOEPO LE GO KGAOLWA
GA BADIRI MO TIRONG**

KAROLO 4

4.1 TSELA YA TSAMAISO YA PHOKOTSO YA DITIRELO TSA MOEPO LE GO KGAOLWA GA BADIRI MO TIRONG

4.1.1 KA BORIPANA LE MAIKEMISETSO

Molawanatheo wa botlhokwa o o tlhotlheletsang Lenaneo la Tlhabololo ya Metswedithuso ya Batho (e e eletsang Katiso ya Bokgoni jo bo Tsholegang, ABET, Mananeo a Thutelatirong jalo le jalo) le Lenaneo la Tlhabololo ya Ikonomi ya Tikologo (e e latelang ditsereganyo tsa tlhabololo e tshegetswang, melawanatheo ya kabo ya matlo jalo le jalo) ka bobedi ke bothholatiro gareng ga SLP ya Impala Rustenburg. Mme, mo tswalong ya moepo, mo go sa efogiweng kgotsa mo go sa solo felwang, poelokgolo ke tatlhagelo ya ditshono tsa tiro. Ka jalo ntihakgolo ya SLP ke go tsweletsa mekgwa le ditogamaano go thibela tatlhagelo ya ditiro gongwe fa tse di ka se kgonege, go tsenya tirisong maano a maleba a go fokotsa ditlamorago mo go Ikonomi le loago tse phokotsego ya ditirelo kgotsa tswalo e ka nnang mo badiring, baagi le Ikonomi.

Maitlhommagolo a maano a tla tsweletswang a botshelo jwa moepo a nyalana le maitshwaro a ‘Leano la Loago’ la Lefapha la Ditiro le Molao e bile di akaretsa:

- Thibelo ya tatlhagelo ya ditiro jaaka go beilwe mo 4.2 fa tlase.
- Moo tatlhego ya ditiro e e sa fopholesegeng, go fokotsa bogolo ba tatlhagelo ya ditiro go go tlhodilweng ke gobopagape Bogolo le phoktso ya badiri;
- Go thusa, go fitlha fa go kgonegang, phitlhelelo ya ditshono tsa tiro e nngwe ka mo gare ga khampani;
- Go thusa ka katiso ya kgwebokgolo go go tswelelang le leano la katiso ya bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng jo bo sa tsamaisanang le go epa go mananeo a katiso a maleba go kgontsha badiri ba ba amegang ba sale ba le matlhagatlhaga mo ikonoming ka mo gare kgotsa kwa ntle ga khampani kgotsa mo intasetering;
- Go efoga, go thibela kgotsa go fokotsa ditlamorago tsa loago le ikonomi tse di sa siamang mo badiring, baaging, diikonomi tsa selegae le tsa kgaolo le mafelo a a romelang badiri fa phokotsa ya ditiro kgotsa tswalo e ka tlhokega go latela mananeo a tlhabololo ya Ikonomi ya selegae jaaka go kailwe mo Leanong;
- Go netefatsa gore dithulaganyo tse di maleba tsa tsamaiso ya go tswala di mo mannong dingwaga di ka nna nne (4) go ya go tse tlhano (5) pele ga nako e e akanyeditsweng tswalo ya moepo;
- Go tshwara dipuisano tse di nonofileng le go golagana le go tsweletsa mekgwa le maano a a kopanetsweng ke baamegi ka mokgwa wa Foramo ya Isago mo botshelong ba moepo mo mabakeng a kailweng fa godimo.

4.1.2 FORAMO YA ISAGO

Go lebeletswe tlhago ya ditlhokego le dikgatlhego tsa Baamegi ba Impala, mo godimo ga Foramo ya Isago, foromo ya baagi e tlhomilwe mme e bitswa Foramo ya Ketapele ya Baagi ba Moepo (MCLF).

Tlhogo ya Ditirelo e tlhomile batsamaisi ba ba ko godimo ba babedi (2) go nna bannasetulo ba makoko a. Foramo ya Isago e na le baemedi go tswa mo baemeding ba badiri le Batsamaisi ba Bagolo ba moepo. MCLF e tlhomilwe ka tirisano le puso selegae le Baetapele ba Setso go tlhokomela ditlhokego tsa baagi mme e agilwe mokgwa o o latelang:

- Baemedi ba bagolo ba Batsamaisi ba ba tlhopilweng ke Tlhogo ya Ditirelo tsa Rustenburg
- Baemedi go tswa di Bommasepaleng ba Selegae le Sedika
- Baemedi ba Royal Bafokeng

FORAMO YA KETAPELE YA BAAGI BA MOEPO

Foramo e tlhomile melawanatshupo ya go kaela le go kgontsha ditherisano mo dikopanong. Dikopano tse di rulagantswe go boaboelela e ka nna mo dikgweding tse pedi kgotsa jaaka go dumelane maloko. Dikopano tse di tla nna teng mo botshelong jotlhe jwa moepo; go tsweletsa ditsela tsa dipuisano go tswa mo foramong go ya baaging le ka le go tswa baaging go ya foramong.

Maikaelelo a mangwe go feta foo ke go buisana le go dumelana ka tlhabololo ya Ikonomi ya Selegae jaaka go tlhalositswe mo karolong ya boraro (Section 3) ya tokomane e le go itsise maloko a leloko ka phokotso e kgolo kgotsa go tswalelwa ga ditirelo jaaka go atoloswa fa tlase fa. Poeletso ya dikopano e tla okediwa fa go na le dikgatelelo tse di thokang go sekasekwa. Lenaneo la foramo le akaretsa mme ga le felele mo go tse di latelang:

- Phasalatso ya tshedimosetso e maleba go kgontsha baemedi ba foramo go tsaya seabe mo dikgokaganong le dipuisano le go tsaya ditshwetso. Se se tla akaretsa ditshupi tsa matlotlo le tsa ikonomi tsa selegae le lefatshe ka bophara, di ntla tse di amang madirelo a meepo ka bophara le lephata la meepo ya polatinamo ka boyona. Tshedimosetso ya matlole, nako ya botshelo jwa ditirelokogo kgotsa phokotsego/tswalo tse di gopotsweng kgotsa tse di akantsweng le ditlholtlheletso tse di ka nnang le tsona mo baaging.
- Go supa le go sekaseka mathata le dikgwetlho tse di lebaneng ditirelo bogolo fa tse di ka isang ko phokotsong/tswalelo ya ditirelo
- Go kgaogana tshedimosetso mo mekgweng le maanong a a tlhagisitsweng ke Foramo ya Isago, go thibela tatlhego ya ditiro, go fokotsa tatlhego ya ditiro, le go fefofatsa ditlamorago tse di masisi tse phokotso le tswalo di ka nnang le tsona mo baaging le mo ikonoming.
- Puisano le tshedimosetso go netefatsa gore MCLF ba itsisiwe ka metlha ka ditshwetso tsa Foramo ya Isago, ditogamaano le maano a tiro.

FORAMO YA ISAGO

Melawanatshupetso go kaela le go thusa dikgolagano tsa Foramo ya Isago di a etlediwa. Dikopano di rulaganyeditswe go nna teng botshelo botlhe jwa ditirelo mme lenaneo le akaretsa:

- Phasalatso ya tshedimosetso e maleba go kgontsha baemedi ba lekoko go tsa seabe mo di kgokaganong le dipuisano le go tsaya di tshwetso. Se se tla akaretsa ditshupi tsa selegae le lefatshe ka bophara, dintla tse di amang meepo ka kakaretso le lephata la polatinamo ka bolona. Tshedimosetso ya Ditšelete, maano a kgwebo le badiri a ngwaga, botshelo jwa ditirelo, digolo kgotsa Phokotso/tswalelo le ditlamorago tse ka nnang teng mo badiring le mo ikonoming le tsona di a rerisanwa.
- Go supa le go sekaseka mathata le dikgwetlho tse di lebaganeng le tsamaiso segolo fa e le gore di ka isa kwa go fokodiweng ga badiri le/kgotsa tswalelo ya moepo.
- Go dira mekgwa le togamaano go samagana le go supa mathata le dikgwetlho.
- Go dira mekgwa le togamaano go thibela tatlhegelo ya ditiro fa go kgonagala.
- Go dira mekgwa le togamaano go fokotsa tatlhego ya ditiro le go thibela ditlamorago tse di sa siamang
- Go tsenya tirisong mekgwa le maano a go dumelanweng ka ona
- Kgalagana le go neela ka tshwaelo ya mananeo a katiso ya bokgoni, maemo a bonno le a botshelo le tlhabololo ya baagi (karolo 3) ya mafelo a a romelang badiri.
- Mekgatlho ya badiri e buisane ka dintla tse di builweng ko foramong le maloko

4.2 MEKGWA YA GO SIRELETS A DITIRO LE GO EFOGA TATLHEGELO YA DITIRO LE KWELOTLASE YA DITIRO

4.2.1 TSHOLOFETSO

Go latela ditaelo tsa Karolo 52 (1) ya Molao, mo go supeng bothokwa ba go fokotsa ditirelo ko Ditirelong tsa Impala Rustenburg, fa selekanyo sa lotseno sa ditirelo se ka nna ka fa tlase ga diphesente tse thataro go tswelela mo nakong ya dikgwedi di le somepedi (12) kgotsa fa diphesente di le some (10%) kgotsa go feta tsa badiri (kgotsa badiri ba ba fetang makgolo a matlhano (500)) ba ba tshwanetseng go fokodiwa, ditherisano tse tseneletseng di tla tsenwa le Foramo ya Isago le Lefapha la Ditiro, mme Karolo 189 ya Molao wa Dikamano tsa Badiri e tla tswenngwa tirisong fa fela ditherisano di feditswe. Boto ya Diminerale le Thabololo ya Meepo e tla itsisiwe gape dikatopaakanyo dingwe le dingwe le dikaelo jaaka di sweditswe ke Makhuduthamaga e tla obamelwa.

4.2.2 TOGAMAANO

Fa moepo o ka patelesega go Simolola ka ditsamaiso tsa go fokotsa badiri kgotsa go tswelela (go tsamaisana le ditsamaiso tse di fa godimo), leano le le latelang le tla tsenngwa tirisong:

a. *Dipuisano le Ditogamaano ka thuso ya Foramo ya Isago*

- Go bonelwa pele gore kgonagalo ya go fokotsa badiri kgotsa go tswala e tla supiwa ka mokgwa wa dipuisano tse di tswelelang, dipuisano le ditshwetso ko kopanong ya legae ya Foramo ya Isago.
- Ditogamaano tse di supilweng ke Foramo ya Isago di tla tsenngwa tirisong ka pono ya go thibela tatlhego ya ditiro. Maano le thulaganyo di tla sekasekwa gangwe le gape go netefatsa gore di tsamaisana le maemo a leng teng ka nako ya tswalelo ya moepo kgotsa Phokotso ya badiri jaaka go lebeletswe.
- Foramo ya Isago e tla sekaseka maemo a ikonomi le palo ya badiri bao ba ka amiwang ke phokotso kgotsa tswalelo ya moepo.
- Foramo ya Isago e tla buisana le go tlhagisa dithulaganyo le maano a tiro a tileng go tsenngwa tirisong go efoga tatlhego ya ditiro.

b. *Ditogamaano le maano a ka nnang teng go efoga tatlhego ya ditiro*

Maano le dithulaganyo tsa go thibela tatlhego ya ditiro di tla akaretsa mme di sa beelwa seelo:

- Go rola tiro ka go ithaopa pele go nako mo badiring ba ba nang le tshwanelo go ya ka melao ya matlole a peeletso ka nako ya go tlogela tiro/phenšene;
- Go beela thoko nako ya tlaleletso tiro, mekgwa ya go refosana tiro, malatsi a boikhutso a makhutshwane le a okeditsweng;
- Go kgonagalo ya go fetisetsa mo mafapheng a mangwe mo Ditirelong tsa Impala Rustenburg/Phepafatsong gongwe mo ditirelong tse dingwe ka mo gare ga Setlhophya sa Impats, le neelo ya katiso e e maleba fa go tlhokega;
- Go emisweng go batliwa ga badiri ba baša go fitlhelela Ditirelo tsa Impala Rustenburg/Phepafatso di lekile go tlatsa diphatlhatiro ka badiri ba ba leng teng;
- Fo go leng maleba go kgonega, go emiswe khiro ya badiri ba nakwana le/kgotsa dikonteraka;
- Fa tswalelo kgotsa phokotso ya badiri e bonelwa pele maemo mangwe le mangwe a se nang modiri ka ntla ya go tlogela tiro, go rola tiro, go kobiwa mo tiron, go tlhokafala, mo nakong eo e lebisang kwa go fokodiweng ga badiri kgotsa tswalelo ya moepo e tla sekasekiwa ka bojotlh pele maemo a ka tladiwa go letlelela go namola matshelo a badiri ka jalo go tilwe tatlhego e sa tlhokagaleng ya ditiro le go fokodiwa mo tiron.
- Ka nako ya botshelo jwa ditirelo go tla nna le katiso e e maleba le tsa go epa e di dumelletseng semolao go abela badiri bokgoni ba go tswelela go nna matlhagatlha mo ikonoming ga go ka etsagala gore gonno le phokotso.
- Ka nako ya botshelo, Ditirelo tsa Impala Rustenburg le di Phepafatso di tla tsweletsa ba batla go netefatsa tswelela ya tsona ka poapoeletso ya leano la kgwebo le matlole a diporojeke tsa go godisa moepo go latela maemo a ikonomi le mebaraka. Tsela e e tsweletseng ya go godisa kgwebo e tla thusa go sireletsa ditiro tsa badiri ba ditirelo.

- Go tlaleletsa, Impala Platinum Limited e thusa ka diporojeke tsa tlhabololo e tsweletseng ka thuso ya mananeo a Tlhabololo ya Ikonomi ya Selegae, (Karolo 3.3) mo ditikologong tsa botso jwa badiri e tla tswelela gape ka go thusa go tlhoma ditshono tsa ditiro le go sireletsa lenaneo la pakatele ya go iphedis. Maiteko a Theko mo tikologong fa go kgonega (Karolo 3.6) a kopane le katiso mo dikgwebong le go abela bokgoni bo farologaneng go borakgwebo ba selegae go tla thusa gape go tsweletsa go fokotsa go tlhoka tshireletso mo badiring ba selegae.

c. *Go tsenngwa tirisong ga Karolo 189 ya Molao wa Dikamano tsa Badiri wa 1995 (Jaaka o Fetotswe)*

Go tsenngwa tirisong ga Karolo 189 le 189(A) ya Molao wa Dikamano tsa Badiri go tla nna maleba fa ditogamaano le thulaganyo tsa ditherisano tsa Foramo ya Isago e setse e fedile, tatlhegelo ya ditiro e ka se ke ya efogwa le phokotsa ya badiri e atlhaathhilwe.

Go tla nna le kobamelo ya dipeelo tsa Karolo 189 le 189(A) tsa Molao wa Dikamano tsa Badiri kgotsa fa go nang le ditumelano tse di kopanetsweng fa gare ga mekgatlh e e emetseng badiri le Batsamaisi e e emelang mo godimo ga Molao wa Dikamano tsa Badiri, dithulaganyo tse di tlhagisitsweng mo ditumelanong tsa kopanelo di tla salwa morago. Dintlha tse di latelang di maleba mo ditherisanong tse di tla tsewang le mekgatlh e e maleba/ e e emelang badiri:

- Go netefatsa dipeeletso tsa boditshaba tsa melawana e e amogelesegang ya tebiso-tiro e e maleba, e tsenyeletsang ditherisano le dipuisano le baemedi ba ba tlhopilweng go emela badiri mo moepong;
- Go sala morago ditumelano tsa kopanelo tse magareng ga setlamo sa badiri le khampani;
- Go tlhagisa dintlha tsotlhe tsa botlhokwa mo pepeneneng;
- Mekgwa e ka dirisiwang go efoga kgotsa go isa tlase go kobiwa jaaka go beilwe mo ditumelanong tsa kopanelo.

d. *Kitsiso ya Baemedi ba Puso*

Morago ga ditherisano ka thuso ya Foramo ya Isago le Mekgatlh ya badiri e dumeleng le fa go bonagalang gore maano le dithulaganyo ga di atlege mo go efogeng tatlhagelo ya ditiro, khampani e tla itsise Boto ya Dimineral le Dittlhabololo tsa Meepo go latela Karolo 52(1)(a) ya Molao wa MPRDA ka ditlhokego tsa go fokotsa badiri kgotsa go tswala ga moepo fa go tlhokega mo botshelong jwa moepo le dingwaga di le nne (4) go ya go di le tlhano (5) pele ga botshelo jwa moepo bo ya bokhutlong. Baemedi ba puso ba tla fiwa dikitsiso ka nako e e begilweng ya go tswala kgotsa thulaganyo ya go fokotsa badiri, ditherisano tse di tswelelang, ditogamaano le dithulaganyo tse di tlhagisitsweng ka thuso ya Foramo ya Isago. Dipegelo tsa nako le nako tsa tswelelopele di tla newa mafapha a a maleba, go akaretsa Khansele ya Leano la Loago le Bogakolodi Ba Tlhagisokuno le Lefapha la Diporofense le Dipusoselegae. Go tla latelwa melawana le ditaelo tsa Boto gore go fithelelw mekgwa ya tshiamiso jaaka e beilwe ke Boto.

e. *Tatelo ya Ditaelo tsa Bodiredi*

Khampani e tla latela mekgwa ya tshiamiso le ditumelano go ya ka Makhuduthamaga. Khampani e tla netefatsa ka go kwala go diragaditse molao le go latela mekgwa ya tshiamiso e e laetsweng ke Makhuduthamaga. Dipegelo tsa nako le nako ka go latela melao di tla ntshiwa.

4.3 DITSELA TSA GO NEELANA KA TLHOPHO YA DIKARABO LE MELAWANATHEO YA GO TLHOLA TSHIRELETSO YA DITIRO MOO TATLHEGELO YA DITIRO E KA SE EFOGIWENG

4.3.1 MAIKEMISETSO

Mo go obameleng Karolo 52(1) ya molao, fa palotekatekano ya lotseno la ditirelo tse di lebaneng e ka nna kwa tlase ga diphesente tse thataro go tswelela mo nakong ya dikgwedi di le somepedi (12) kgotsa fa diphesente di le some (10%) kgotsa go feta tsa badiri (kgotsa badiri ba fetang makgolo a matlhano (500)) ba ba tshwanetseng go fokodiwa, fa go bonwe ditlhokego tsa go fokotsa kgotsa go tswalwa ga ditirelo tsa moepo tsa Impala Platinum le fao tatlhegelo ya ditiro e ka nna teng ka ntlha ya tsamaiso e, ditherisano tse di tseneletseng di tla diragatswa kwa Foramong ya Isago. Karolo 189 le 189(A) di tla obamelwa go tsamaisa lenaneo la phokotso. Boto ya Dimineral le Tlhabololo ya Meepo e tla itsisiwe gape dikgatopaakanyo dingwe le dingwe le dikaelo jaaka di sweditswe ke Makhuduthamaga e tla obamelwa.

4.3.2 DITOOGAMAANO

a. Dipuisano le Dithulaganyo ka thuso ya Foramo ya Isago

Dipuisano tse di tseneletseng di tla diragatswa ka thuso ya Foramo ya Isago fa e le gore maiteko otthe a ditogamaano le a a tshitshintsweng ke foramo ga a atlega mo go lekeng go efoga go fokodiwa ga badiri mo tirong. Mo mabakeng a leng gore go latlhegelwa ke ditiro go ka se efogwe Foramo ya Isago e tla buisana le go tshitshinya ditogamaano tse di ka lebelelwang mmogo le mekgwa mengwe ya ditharabololo go dira tshireletsego ya ditiro mo badiring ba ba amegang

- Foramo ya Isago e tla lebelela Ikonomi le mabaka a mangwe a a ka feletsang a baka ditatlhegelo tsa ditiro le go buisana go ke badiri ba ba kae ba ba ka amiwang ke go fokotswa ga badiri kgotsa go tswalelwang ga moepo.
- Foramo ya Isago e tla buisana ka ga mekgwa le maano a tla tsenngwang tirisong go tlhola ditiro mo go badiri ba ba ka amiwang ke tatlhegelo ya tiro.

b. Mekgwa mengwe le maano a go tlhola tshireletso ya ditiro

Mekgwa mengwe e botlhokwa go rabolola maano a go tlhola tshireletso ya ditiro e e tla lebelelwang ke Foramo ya Isago e ka akaretsa mme e sa beye seelo mo go:

- Mekgwa ya go isa tlase palo ya badiri bao ba ka maiwang ke go lebogisiwa tiro go go akantsweng;
- Palo ya badiri bao ba tla katisiwang e tla tlhatlhoga go samagana le palo ya badiri bao ba ka lebogisiwang tiro. Dintlha tsa katiso di tla tlhomamisiwa morago ga tshekatsheko e e tseneletseng ya bokgoni jo bo thokegang mo lefelong la ditirelo, mafelong a romelang badiri le mo nageng ka bophara. Se se tla netefatsa gore badiri ba bona katiso mo mafelong a a leng gore ba tla kgona go bona ditiro fa ba ka fokodiwa mo tirong. Maitlhommagolo ke go netefatsa gore badiri ba ba fokoditsweng ba tla kgona go tswelela go nna matlhagatlhaga mo ikonoming morago ga phokotso;
- Fa go lebeletswe tswalelo kgotsa go fokodiwa ga badiri, phatlhatiro nngwe le nngwe e e nnang lolea ka ntlha ya go rola tiro pele ga nako, go leboga tiro, loso kgotsa go kobiwa mo tirong, mo nakong e e seng kwa go fokodiweng ga badiri kgotsa go tswala ga moepo, e tla lebelela ka tsenelelo pele phatlhatiro e ka tlatswa go letlelela phokotsego ya badiri e e tlhomilweng ke tlhago, ka jalo le tatlhegelo ya ditiro go ya tlase,
- Mananeo a Tlhabololo ya Ikonomi ya Selegae a a tla tsenngwang tirisong jaaka ka karolo ya SLP (Karolo 3) a dirilwe go tlisa pakatelele le go ikemela mo dikgwebong le mo ditirong tsa ikonomi tse di sa ikaegang mo ditirelong tsa meepo.
- Khampani e tla ikgolaganya le Lefapha la tsa Ditiro, bathapi ba bangwe ba ba leng lefelong la ditirelo le mafelong a romelang badiri go supa ditshono tsa ditiro tse di ka nnang teng le diphatlhatiro. Badiri bao ba amegileng ba tla newa tshedimosetso e e mo dinakong ka metlha gape ba tla newa thuso e e maleba ya go ka dira dikopo tsa diphatlhatiro tse di lolea.
- Go neela bagwebipotlana thuso le katiso ka ditikwatikwe tsa dikgwebopotlana tse di tlhomilweng le go ba neela ditirelo tse di maleba mo mafelong a ba siametseng;
- Lenaneo la Tlhabololo ya Metswedithuso ya Batho (jaaka e tlhalositswe mo Karolo 2) e tla netefatsa gore badiri ba bona katiso le bokgoni tse di leng molaong. Bokgoni jo bo ka diriswa mo lephateng la meepo kgotsa mo maphateng a mangwe kgotsa go latela maiteko mangwe a kgwebo (SMME kgotsa BEE).

c. Go Tsenngwa Tirisong ga Karolo 189 ya Molao wa Dikamano tsa Badiri 1995 (Jaaka o Fetotswe)

Ga ditherisano le Foramo ya Isago di fedswe mme tatlhego ya tiro e ka se efogiwe, dipeelo tsa Karolo 189 le 189(A) tsa Molao wa Dikamano tsa Badiri mmogo le dipeelo tse di leng teng tsa tumelano ya kopanelo. Ditherisano di tla simololwa le mekgatlo ya semmuso e maleba mme di tla akaretsa mafelo otlohe a supilweng ke LRA le ditumelano tsa kopanelo. Dintla tse di tshwanang le mekgwa ya go isa tlase go fokotswa ga badiri mo tirong, nako e lebeletsweng ya Phokotsa le dituelo tsa go ithaopa go rola tiro di tla buisanelwa ke khampani le Mekgatlo e e emelang babereki. Dithulaganyo tsotlohe le dintla tse go dumelanweng ka tsona ka nako ya ditsamaiso tsa ditherisano di tla diragatswa.

d. Kitsiso ya Boto

Morago ga ditherisano tsa Foramo ya Isago le Mekgatlo ya badiri e e amogelwang, le fa go bonagalang gore dithulaganyo le maano ga di atlege mo go efogeng go latlheda ga ditiro, khampani e tla itsise Boto ya Diminerale le Dithabololo tsa Meepo go ya ka Karolo 52(1)(a) Molao was MPRDA ga poelo go letseno la tirelo le le fa tlase ga 6% ka tekanyetso go tsweletsa sebaka sa dikgwedi di le somepedi (12) kgotsa fa 10% kgotsa go feta ya babereki (kgotsa babereki ba ba fetang makgolo a matlhano (500) ba tshwanelwa go lebogesiwa tiro. Kitsiso e e jalo e tla neelwa fa e thlokiwa ka nako ya botshelo jwa moepo dingwaga di le nne (4) go ya go tse tlano (5) pele ga Bofelo jwa botshelo jwa moepo. Baemedi ba puso ba tla fiwa kitsiso ya lenaneo la tirelo ya go tswala le/kgotsa tsamaiso ya go fokodiwa, ditherisano tse di tswelelang, mananeo a tlhagisa le maano jaaka a beilwe ka thuso ya Foramo ya Isago. Dipegelo tsa ka metlha tsa tsamaiso di tla phatlaladiwa ka go latelana mo mafapheng a botlhokwa, go akaretsa Leano la Loago le Lekgotla la Bagakolodi ba Tlhagisodikuno, le Lefapha la Diporofense le Puso Selegae. Go tla latelwa dikaelo tsa Boto gore go tle go kgonwe go fitlhelela mekgwa ya tshiamiso jaaka e tlhagisitswe ke Boto.

e. Go Buisanelo Kgonagalo ya go Fokotswa ga Badiri

Fa mekgwa yotlohe ya go efoga go fokotsa badiri go setse go buisanwe ka yona mme go se na sepe se se fitheletseng mme go bonagala gore go fokotswa ga badiri mo tirong go na le kgonagalo ya gore go diragadiwe, go tla diragatswa lenaane le le tseneletseng la go buisana, morago ga kopano le ditumelano kwa Foramong ya Isago. Dipuisano tsa merero eo go builweng ka yona kwa foramong, ditogamaano le go tsengwa tirisong ga tsona e tla nna Karolo ya lenaanetema le dikopano tse di tla tshwarwang gangwe le gape kwa dikopanong. Morago ga kopano nngwe le nngwe ya Foramo ya Isago badiri botlhe ba tla itsisiwe ka dintla tse di neng di buisanelwa le ditogamaano tseo go ka tswang go dumelanwe ka tsona kwa Foramong ya Isago.

Fa e le gore go lebogisa badiri tiro go tla diragala ditselana tse di latelang go dirisiwa go netefatsa gore go nne dipuisano le badiri botlhe, batsamaisi ba tla neelana ka dintla ka bokhutshwane, lekwaldikgang la Team Spirit, Quest Hotline, ditshwantshopo (dibidio), go dirisa segoagoe, lekwalo la maranyana le inthanete, diboto tsa dikitsiso, dipuisanotshwaraganelo tsa batsamaisi le mekgatlo e e emelang badiri, diforamo tsa go buisana le dikopano tsa thutelotirong.

Mekgatlo e e emelang badiri le yona e tla itsise badiri ka dintla go tswa kwa Foramo ya Isago ka nako ya dikopano tsa bona tsa Makala le dikopano tsa bona tsa mogoso, dintla tse di tshwanetseng go buiwe ka tsona fa go kgonega fa go akanyetswa go fokodiwa ga badiri mo tirong di tla akaretsa mme e se selekanyetso sa:

- Mabaka a a tlisang gore go akanyiwe ka go fokotswa ga badiri mo tirong.
- Ditogamaano tse Future Forum e di dumetseng go efoga le go isa tlase tatlhego ya ditiro.
- Palo ya badiri bao ba ka amiwang ke tatlhego ya ditiro.
- Tlhaloso e tletseng e bile e atolositswe ya mananeo a dikatiso tsa dikgono le mokgwa o o ka fitlhelewang ka ona.
- Mananeo a LED le ditshono tseo di leng teng le mokgwa o di ka fitlhelewang ka ona.
- Mekgwa e mengwe ya ditshono tse le thuso eo e tla newang badiri go fitlhelela ditshono tse.
- Lebaka la go nagana ka go lebogisa badiri tiro.
- Ditogamaano tseo Foramo ya Isago e dumelaneng ka tsona go efoga le go isa tlasetlase tatlhego ya ditiro.

- Mananeo a a tlhalositsweng ka botlalo a a atolositsweng a dikatiso tsa dikgono tse di seatleng le mokgwa o a ka fitlhelelwang ka ona.
- Mananeo a LED le ditšhono tse di leng teng go badiri bao ba fokodiwang mo tirong.
- Ditšhono tse dingwe le thuso e e tla newang badiri go ba thusa go fitlhelela ditšhono tseo.
- Mananeo a LED le ditšhono tse di leng teng go badiri bao ba fokodiwang mo tirong.
- Nako e e beilweng ya go fokotsa badiri le madi a tebogiso tiro a a tla duelwang go badiri.
- Thuso eo e tla neewang badiri le bamalapa a bona go samagana le mathata a tlhaloganyo a a ka tlisiwang ke go lebogisiwa tiro.
- Thuso nngwe le nngwe ya tlaleletso e e tla newang badiri

Puso selegae/puso ya mafelo a a amegang a ditirelo a tla nna le baemedi kgotsa a tla tsaya karolo mo MCLF ka jalo a tla tlhalosetswa ka boripana ka ga go fokodiwa ga badiri go go tla bong go lebeletswe.

Nako ya dipuisano e tla tshwarwa le maloko a e seng karolo ya MCLF jaaka Baemedi Ba Puso Selegae go tsa kwa mafelong a a amegang, Mafapha a Puso, le dikgwebo tseo di ikaegileng mo madirelong a moepo ga mmogo le foramo eo e nang le kgatlhego kgotsa e amiwa ke kakanyo ya go fokotswa ga badiri. Dipuisano tsa fa go lebaganwe di tla tshwariwa gore dintilha di tlhalosiwe le go buisanelwa. Mo go tlaleletseng, kitsiso eo e kwadilweng e tla fiwa maloko otlhe ao a kailweng fa godimo ga mmogo le makoko a mangwe a a tlhaotsweng ke Foramo ya Isago le MCLF.

Khampani e tla ntsha pegelo ya makwalodikgang le /kgotsa go tshwara dipegelo le makwalodikgang fa go tlhokafala go tlhalosetsa babegi ba dikgang ka boripana gore ba nne ba kgone go fitlhelela dintilha tse e leng boammaruri le dintilha tse di tsepameng tseo di leng maleba le go fokodiwa ga badiri mo tirong. Bobegadikgang bo tla fiwa dintilha gangwe le gape.

4.4 DITSELA TSA GO FEOFATSA DITLAMORAGO TSA LOAGO LE IKONOMI MO BATHONG, DIKGALONG LE MO DIIKONOMING MOO PHOKOTSEGO YA BADIRI KGOTSA TSWALELO YA MOEPO E NETEFADITSWENG

4.4.1 TSHOLOFETSO

Le fa ba Lefapha la tsa Badiri le la Lenaneo la Tlhabololo ya Ikonomi ba tlhagisitse mo Karolong 2 le 3 ya papetlana e, papetlana e e dirilweng le go rulagangwa go tsenngwa tirisong gore e thuse mo tsamaisong ya kgolo ya ikonomi le matshelo kgomaganyo a selegae le metswedi ya baagi ya ditiro mo botshelong jothe jwa yona, le mekgwa ya go laola go imelwa ga puso selegae le badiri ka nako ya go fokotsa mme go tswalelwa go tla bo go sa ntse go tlhokega.

Karolo e e tlhalosa mekgwa e e tla dirisiwang go fokotsa mathata ka moo go ka kgonagalang. Ditlamorago tsa go tswalela le go fokotsa badiri mo go tsa ikonomi le tsa loago ga mmogo le mo bathong. Dithulaganyo tse di dirilweng ka bottalo tse di akaretsang batsayakarolo bottle di tshwanetse go tlhagisiwa dingwaga di le nne (4) go ya go di le tlhano (5) pele moebo o ka tswalelwa. Ka jalo karolo e e ka se ke ya tlhagisa maemo a kwa godimo a go tswala kgotsa maano a pele go tswalwa ka ntlha ya ditlamorago tsa maemo a tsa loago le ikonomi. Maemo a lotseno a kwa magaeng le a lotseno lo lo kwa tlase la baagi a ikaegile mo tsamaisong e e utlwlang gore go tliwe ka mokgwa o o siameng wa go tswala le go dirisiwa ga ditheo tsa baagi tse di leng teng ka nako ya go tswalela. Ga go ne go nna bonolo go fopholetsa maemo a ikonomi le a loago ka nako ya tswalelo.

4.4.2 TOGOMAANO

a. Dipatlisiso tsa ditlamorago tsa go tswalela mo baaging le Ikonomi

Jaaka lenaneo lengwe le lengwe la tlhabololo, ditshekatsheko tsa ditlamorago tsa loago le ikonomi (SEIA) di tla diragatswa ke mogakolodi wa moitseanape pele go tlhagisiwa maano ka bottalo a go tswala. SEIA e tla simolola dingwaga di le nne (4) go ya go di le tlhano (5) pele go ka tswalwa mme e e ikgolagantse le go dumelana le diforam tsotlhe.

b. Dipuisano le baamegi

Go diragatswa ga leano la tswalelo go tla baya kgatelelo bogolo segolo mo go ikopanyeng bosisi le baamegi bottle. Go sa dumelaneng go tlhokega gore go laolwe magareng ga baamegi bottle jaaka borradikgwewo ba selegae bao ba nang le letshogo ka ntlha ya go tswalelwa. Go ikgolaganya le dipuisano le baamegi bottle go tswa go baagi, mafapha a a matshwanedi a puso le foramo ya selegae ya tsa dikgwewo go tla diragatswa ka MCLF.

c. Maano a a Botlhokwa a go Tsamaisa Ditlamorago mo go tsa loago le Ikonomi

Go ya ka Lenaneo la Tlhabololo ya Badiri mo Impala Platinum, Lenaneo la Tlhabololo ya Ikonomi (Karolo 3.2) e tla dirisiwa mo botshelong jwa moebo ka maikaelelo magolo a go kgontsha tsereganyo ya dikgwewo mo loagong ka kakaretso le ka thuso ya LED, e tsweletsang thusang le go ungeweleng baagi ba ba maleba morago ga go tswalela ga moebo. E netefatsa le go akaretsa ba ditirelo tsa selegae le bao ba neelanang ka dithoto go ya ka Leano la Tsweleletso ya Theko (Karolo 3.5). Go tla diriwa mekgwa yotlhe mo botshelong jwa tsamaiso, go katisa badikgwewo bao ba tlamelang ka dithoto kgotsa ditirelo go netefatsa gore ba nne le maitemogelo a a tlhokagalang a go tsamaisa dikgwewo gore ba tle ba kgone go itsamaisetsa dikgwewopotlana sentle ka seo se ka ba kgontsha go iponela ditiro mo meepong e mengwe kgotsa madirelo mangwe ntle le a meepo.

Le fa go le jalo, maano a mo botshelong jwa moebo, kitso ya tswalelo le kgonagalo ya tatlhegelo ya dikgwewo kgotsa ditselana tsa thuso di ka tlisa ketsaetsego le letshogo le logolo ka ntlha ya kitso ya go latlhegeliwa ke tiro. Thuso e ka tlhokagalala ka bonako go ba thusa go ka tsena mo madirelong a mangwe, dipuisano tse di jalo di tla diriwa ke MCLF le ditsela tse dingwe tsa dipuisano jaaka e tlhagisiwa mo go (KAROLWANA 4.4.2) fa godimo. E tla nna ka tsona ditsela tse tsa dipuisano tse di tla supang fa go na le ditlhokego tse di rileng kgotsa fa go tlhokega katiso mme Impala Platinum e ka thusang ka nako e ya go fokotsa. Dithuso tse di tlhokagang di ka se totobadiwe

pele ga nako ya go fokotswa ka ntlha ya fa dithlokego tsa baagi di tlie go fetoga le go ya ko godimo gangwe le gape. Le fa go le jalo, thuso e e jalo e ka akaretsa tse di latelang:

- Thuso ya bagwebi ba selegae ka mafaratlhatlha a le teng, baemedi ba puso le ba ditheo tsa puso ba ba nang le bokgoni.
- Tlhatlhelelo ya tirisano ya ditheo tsa puso le tsa poraefete e dirilwe go fitlhelela ditlokego tse di rileng tsa baagi, e ka nna tsa dikago, mo go ruteng batho dikgono tsa tiro.
- Ka therisano ya Tumelano - Khiro ya rona, go akanyediwa kgonagalo ya go dirisa dikago tsa moepo tseo di sa dirisiweng go latela go fokodiwa kana go tswalwa ga moepo (jaaka, ditheo tsa katiso, dikantoro jalo jalo)
- Mananeo a dithupelelo tsa bokgoni tseo di diretsweng go netefatsa gore badiri ba iponela tiro morago ga gore moepo o tswalelwwe.
- Go naya badiri dikgakololo le bamalapa a bona fa go tlhokega go netefatsa gore ba kgoni go mekamekana le kgatelelo ya tlhaloganyo morago ga go latlhegelwa ke tiro.
- Go nna le ttlelelo ya go tsena mo ditheong tseo di neelanang ka dikgakololo tsa ditiro tsa selegae kgotsa ditheo tse di maleba tseo di thusang ka go romela mafelo ao a tlhokang badiri.
- Thuso ya go ikwadisa jaaka motho yo batlang tiro (le mafapha a a maleba a tsa ditiro)
- Go netefatsa gore dithupelelo tsotlhe tsa bokgoni tseo o di boneng fa o sa ntse o le mothapiwa wa Impala Platinum ke tseo di netefaditsweng kgotsa di letleletsweng.
- Go thusa badiri gore ba kgone go bona madi a bona a UIF le dithuso tse dingwe fa go tlhokega.
- Go rupelela ka tiriso ya madi jaaka madi a go lebogisiwa tiro, diphenšene kgotsa letlole la dituelo tsa modiri (letlole la peeletso ya nako ya go tlogela tiro).

d. Maano a Morago ga go Tswalelwwe

Maano a tsamaiso a morago ga go tswalelwwe le ona a tla dirwa le MCFL pele go ka tswalelwwe. Maano a, a ikemeseditse gore batho ba se ka ba ikaega mo mading a namolo a a tswang mo pusong mme ke maano a tla rotloetsang gore ba ikemele ka bobona, ba kgone go ipulela dikgwebo mo ba nnang teng gore ba kgone go tsweletsa matshelo a bone morago ga gore moepo o tswaletswe. Dikgolagano tse di tswelelang le dikgakololo di tsamaisiwang ke MCFL di tla dirisiwa go netefatsa gore mananeo le maano a tswelela go tlisa maungo a namatsang. Go neelana le go go tsweletseng le karolo e e tsweletseng ya batsamaisi ba puso selegae le baeteledipele ba setso mo mabakeng a,e tla tlhokega mo nakong e ya tsamaiso ya pele go tswalelwwe.

KAROLO 5

TLAMELO YA DITŠHELETE

KAROLO 5

5.1 TLAMELO YA DITŠHELETE

5.1.1 KA BORIPANA

Go ya ka Karolwana 23 (1) (e) " Mokhuduthamaga o tshwanetse go neela tshwanelo ya go epa fa mokopi a tlhagisitse matlole (madi) gape le lenaneo le le tlhaotsweng la maano a loago le merero ya badiri "Karolwana e, e ikaeletse go tlhalosa mokgwa o Impala Platinum Limited e ikemiseditseng go neelana ka matlole (madi) go karolo nngwe le nngwe ya Maano a Loago mmogo le Merero ya Badiri mo nakong ya botshelo jwa moepo. Le fa go le jalo go tshwanetse ga elwa tlhoko gore dikakanyo tse di ikaegile mo lenaneong la ga jaana la tsa Kgwebo la Impala Platinum Limited le mmapaka kopanelo le maemo a ikonomi a a dikologileng tsamaiso. Mo lebakeng la fa go ka nna le diphetogo mo dikakanyong tse di tlhokegang, di tla begiwa ko Dipegelo tsa Ngwaga tsa SLP. Lenaneo 5.1 e khutshwafatso tlameло ka matlole ya Impala Platinum Limited's SLP go ya go dingwaga tse tlhano (5) tse di tlang mo ntlheng ya lekala lengwe le lengwe le le ikaegileng ka leano la kgwebo mo dingwageng tse tlhano (5).

Lenaneo 5.1: Khutshwafatso ya Thebolelo ya Matlole a Dintlhakgolo tsa SLP ya Impala Platinum ya Dingwaga di le Tlhano (5)

Lephata	2014	2015	2016	2017	2018	Total
Mananeo a Tlhabololo ya Metswedithuso ya Batho (Karolo 2)	R294 000 000	R311 640 000	R330 338 400	R350 158 704	R371 168 226	R1 657 305 330
Mananeo a Tlhabololo ya Ikonomi ya Selegae (Karolo 3)	R449 052 063	R100 900 000	R133 300 000	R374 681 904	R384 495 806	R1 442 429 773
Tsamaiso ya Phokotsa ya Badiri (Karolo 4)				R15.5m		

5.1.2 TLAMELO YA MATLOLE A THLABOLOLO YA MANANEO A METSWEDITHUSO YA BATHO

Impala Platinum Limited ga jaana e dirisa madi a kana ka diphesente di le tlhano (5%) tsa dituelo tsa badiri ka ngwaga go katisa le go tlhabolola badiri ba yona.

Lenaneo 5.2: Khutshwafatso ya Kgaogantsho ya Tekanyetso ya Matlole a Tlhabololo ya Badiri

Lephata	2014	2015	2016	2017	2018
Mananeo a Tlhabololo ya Metswedithuso ya Batho (Karolo 2)	5%	5%	5%	5%	5%
	R294 000 000	R311 640 000	R330 338 400	R350 158 704	R371 168 226

* Boleng jwa Ranta bo ikaegile ka ditumelano tsa tlhatloso ya megolo le palo ya badiri. Dithulaganyo tsa Matlole tsa Tlhabololo ya Metswedithuso ya Batho e e dirilweng boemong jwa Impala Platinum Limited e lekanyediwa go nna diphesente di le tlhano (5%) tsa dituelo ka ngwaga.

5.1.3 TLAMELO YA DITŠHELETE TSA TLHABOLOLO YA IKONOMI YA SELEGAE

Lenaneo 5.3: Tlameло ya Ditšhelete tsa Tlhabololo ya Ikonomi ya Selegae

Mokgatlho wa baamogedi kgotsa Leina la Porojeke	FY2014	FY2015	FY2016	FY2017	FY2018	Palogodimo
TLHABOLOLO YA DIKGWEBO						
Tlhabololo ya SMME	R 2,266,230	R 2,000,000	R 2,000,000	R 4,000,000	R 9,733,770	R 20,000,000
Palogotlhe ya Tlhabololo ya Dikgwebo	R 2,266,230	R 2,000,000	R 2,000,000	R 4,000,000	R 9,733,770	R 20,000,000
Diporojeke tsa Thuto						
Bursary (Bojanala, EC, Taung)	R 3,905,250	R 6,000,000	R 7,000,000	R 8,000,000	R 5,094,750	R 30,000,000
Novice & Learnerships (Bojanala, EC, Taung)	R 1,997,742	R 8,000,000	R 10,000,000	R 12,000,000	R 28,002,258	R 60,000,000
School Support & We Care Project	R 10,697,808	R 12,900,000	R 14,800,000	R 27,983,557	R 29,348,408	R 95,729,773
Palogotlhe ya Diporojeke tsa Thuto	R 16,600,800	R 26,900,000	R 31,800,000	R 47,983,557	R 62,445,416	R 185,729,773
Diporojeke tsa Mafaratlhatlha						
Freedom Park – Go Agiwa ga Tleiniki	R 0	R 0	R 0	R 2,000,000	R 8,000,000	R 10,000,000
Freedom Park – Kago ya Didiriswa tsa Metshameko	R -	R -	R -	R 1,000,000	R 7,000,000	R 8,000,000
Freedom Park – Tlhabololo ya Mafaratlhatlha a Morafe	R -	R -	R -	R 10,000,000	R 40,000,000	R 50,000,000
Mogono – Ntšhafatso ya Holo ya Morafe	R -	R -	R -	R 2,000,000	R -	R 2,000,000
Mogono (Ward 3) – Ditsela le Mesele ya Metsi a Merwalela	R -	R -	R 2,000,000	R 8,000,000	R 6,000,000	R 16,000,000

Mokgatlho wa baamogedi kgotsa Leina la Porojeke	FY2014	FY2015	FY2016	FY2017	FY2018	Palogodimo
Luka/Mogono – Kago ya Didiriswa tsa Boitapoloso le Metshameko	R -	R -	R 10,000,000	R 10,000,000	R -	R 20,000,000
Tlhabololo ya Dikantoro tsa Makgotla mo Luka	R -	R -	R 4,000,000	R -	R -	R 4,000,000
Kanana – Kago ya Tikwatikwe e e Direlang Gotlhe le Laeborari	R -	R -	R 6,000,000	R 9,000,000	R -	R 15,000,000
Kanana – Ditsela le Mesele ya Metsi a Pula	R -	R -	R -	R 2,000,000	R 2,000,000	R 4,000,000
Lefaragatlhе – Kago ya Didiriswa tsa Metshameko	R -	R -	R -	R 1,500,000	R 500,000	R 2,000,000
Mafaratlhatlha a Dikolo	5,000,000	30,000,000	35,000,000	10,000,000	0	R 80,000,000
Boitekong Tlhabololo ya Letamo le le Fokotsang Maatla a Metsi	R 0	R 2,000,000	R 2,000,000	R 10,000,000	R 6,700,000	R 20,700,000
Laeborari le diholo tsa Baagi LSA	R 0	R 0	R 500,000	R 1,000,000	R 3,500,000	R 5,000,000
Palogotlhе ya diporojeke tsa Mafaratlhatlha	R 5,000,000	R 32,000,000	R 59,500,000	R 66,500,000	R 73,700,000	R 236,700,000
Palogotlhе ya di Porojeke tsa Matlo	R 425,185,033	R 40,000,000	R 40,000,000	R 256,198,347	R 238,616,620	R 1,000,000,000
PALOGOTLHE	R 449,052,063	R 100,900,000	R 133,300,000	R 374,681,904	R 384,495,806	R 1,442,429,773

5.1.4 KABELO YA DITŠHELETE MO GO TSAMAISEN G A GO FOKOTSA DITIRELO LE BADIRI

Matlole a tsamaiso a lenaneo le le tswelelang la go katisa badiri mo go tsa ditirokgolo, le le rutang ka tseo di tsamaisanang le tsa meopo, le lenaneo la katiso ya bokgoni (Karolo 2.2.5) e tla neelwa go tswa mo Tekanyetsong ya Lenaneo la Tlhabololo ya Metswedithuso ya Batho, go katisa mo go tsa bokgoni ko Impala Platinum Limited, e ikaegile mo bokgoning jo bo tlhokagalang mo badiring ka ngwaga mme e tsamaisana le leano la kgwebo.

Go tlaleletsa se, jaaka go kailwe mo Karolong 2.2.5, moepo o tla ntsha matlole a katiso ya bokgoni bo bo sa tsamaisaneng le tsa moepo, ka thuso ya Matlole a Katiso e Tsholegang a le dimillione tsa diranta di le 15,5 ka nako ya go fokotswa ga badiri.

Ka nako ya go fokotswa ga badiri, modiri mongwe le mongwe o tla newa bonnye katisotlaleletso ya malatsi a le mabedi (2) go tsamaisa go neelwa ga tsamaiso ya ditirelo tlaleletso tsa phokotso - tirong ya badiri, jaaka moepo o tshepisitse mo Karolong ya 4 ya tokomane e. Ditirelo tse di ka akaretsa go naya dikgakololo le tetla ya go bona dikgakololo mo go tsa ditiro, ditheo tsa ditiro le go ikwadisa jaaka motho yo batlang tiro sekao, e tla tlaleletsa mo katiso tirong e seatleng go neelwa badiri botlhe ka nako ya phokotso ya badiri. Ditshenyegelo e tla nna maikarabelo a Impala Platinum Limited ka tiriso ya tekanyetsokabo ya SLP. Se se tla diragala mo godimo le go feta dipakana tsa go lebogisiwa tiro, e tla diriwa go dumalana le Molawana wa jaana wa go lebogisa badiri tiro, gape le ka dipuisano le mekgatlhoo e e maleba eo e emelang badiri jaaka go tlhokega.

KAROLO 6

MAIKEMISETSO

KAROLO 6

6.1 PUO YA MAIKAELELO

Nna, _____ ya a saenileng fa gape ke dumelletswe
ke _____ (Khampani) ke tsaya boikarabelo jwa go
obamela tshedimosetso, dithlokego, boitlamo le dipeelo jaaka di tlhagisitswe mo leanong la loago le
badiri.

E saenilwe kwa _____ ka di _____ tsa kgwedi ya _____ 20 _____

Tshaeno ya motho o tsayang maikarabelo _____

Boemo Tirong _____

Dinomoro tsa Mogala _____

Tetla

E saenilwe kwa _____ ka di _____ tsa kgwedi ya _____ 20 _____

Tshaeno ya motho o tsayang maikarabelo _____

Boemo Tirong _____

E saenilwe kwa _____ ka di _____ tsa kgwedi ya _____ 20 _____

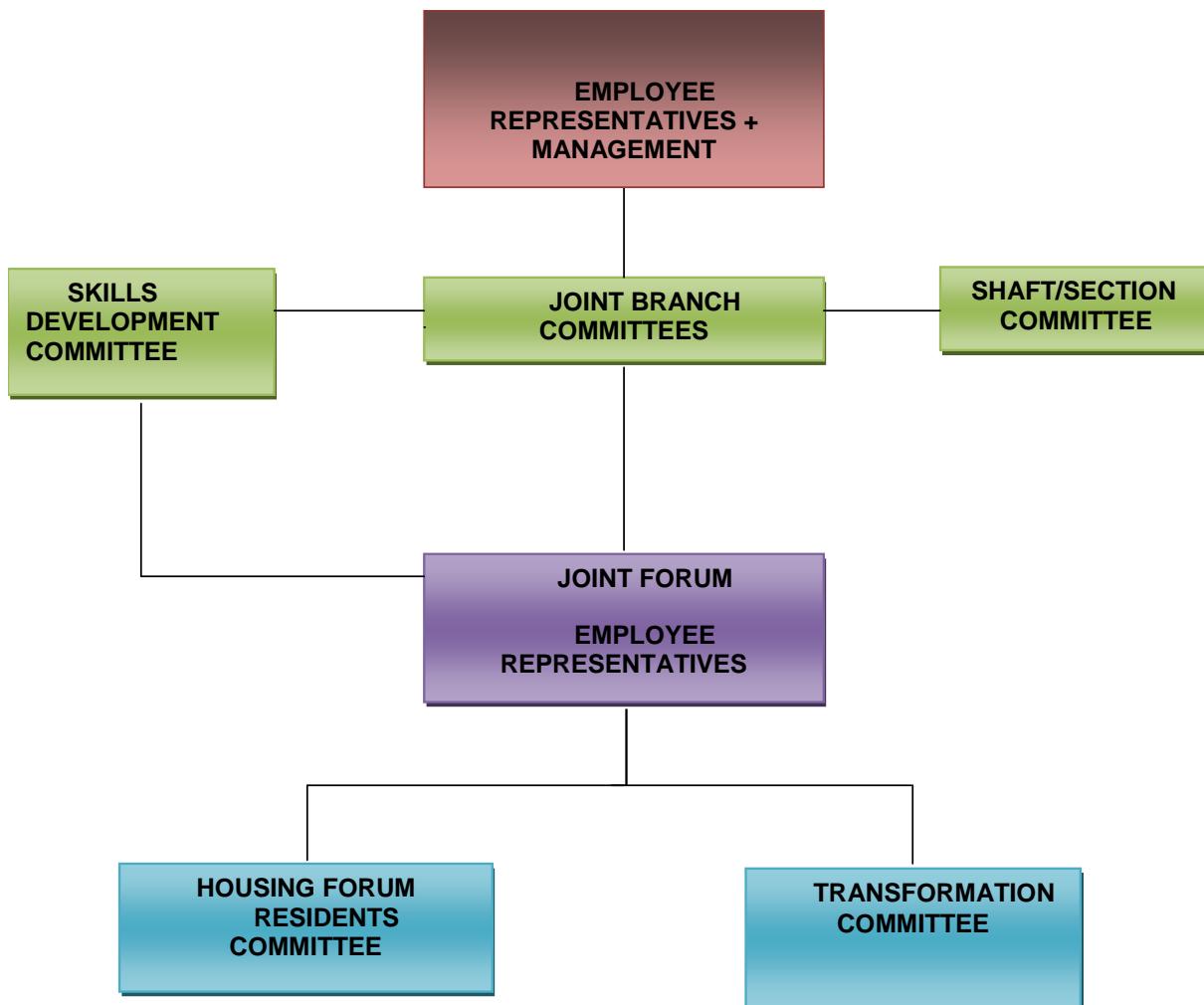
Tshaeno ya motho o tsayang maikarabelo _____

Boemo Tirong _____

Lenaneo la Puisano ya SLP le Badiri le Baamegi

Setshwantsho 6.1. Fa tlase se tlhalosa mekgwa e e farologaneng eo ka yona Impala Platinum Limited SLP e tla buisanelwang. Go lebilwe mafelo a dithlokego tse ditshwanang go mekgatho yotlhe e e emelang badiri. Kopano ya bottle e tla dirisiwa jaaka mokgwa wa dipuisano. Go tlaleletsa mokgwa o, wa dipuisano, Batsamaisi ba tla neela badiri makwalo, gape le lekwalo la dikgang la Impala Platinum Limited la kgwedi, Mowa wa tshwaragano o tla dirisiwa go tlhagisa Impala Platinum Limited SLP

Setshwantsho 6.1: Popego ya Mokgwa o o tla dirisetswang Dipuisano tsa SLP ya Impala Platinum Limited



MAMETLELELO A

LEFELO LA DITIRELO TSA IMPALA RUSTENBURG

MAMETLELLO B

**FOROMO Q – PALO LE MAGATO A DITHUTO A:
KANTOROKGOLO YA IMPALA PLATINUM LIMITED
DITIRELO TSA IMPALA RUSTENBURG
DITIRELO TSA PHEPAFATSO TSA IMPALA**

FOROMO Q: KANTOROKGOLO IMPALA PLATINUM LIMITED

BAND	NQF LEVEL	OLD SYSTEM	Borre				Bomme				Palogothle	
			Bantsho	Ba-Mmala	Ma-India	Basweu	Bantsho	Ba-Mmala	Ma-India	Basweu	Borre	Bomme
General Education and Training (GET)	1	No Schooling/Unknown	2	0	0	8	3	0	0	4	10	7
		Grade 0/Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1/Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2/Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/Std 1/ABET 1	0	0	0	0	0	0	0	0	0	0
		Grade 4/Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5/std3/ABET 2	0	0	0	0	0	0	0	0	0	0
		Grade 6/Std 4	0	0	0	0	0	0	0	0	0	0
		Grade7/Std 5 ABET 3	0	0	0	0	0	0	0	0	0	0
		Grade 8/Std 6	0	0	0	0	0	0	0	0	0	0
Further Education and Training (FET)		Grade 9/Std 7/ABET 4/NQF Lev.1	0	0	0	0	0	0	0	0	0	0
		Grade 10/Std 8/N1	0	0	0	0	0	0	0	0	0	0
		Grade 11/Std 9/N2	0	0	0	0	0	0	0	0	0	0
		Grade 12/Std 10/N3	0	1	0	3	2	0	0	4	4	6
		Higher Certificates / Adv NCV	0	0	0	1	0	0	0	0	1	0
		Diplomas / Adv Certificates	3	0	2		1	0	0	0	5	1
		Bachelor Degree / Adv Diplomas	6	0	1	1	2	0		6	8	8
		Higher / Hons / Degrees / Prof Qual	0	1	0	10	3	0	1	4	11	8
		Master Degree	1	0	0	6	1	0	3	0	7	4
		Doctorates	0	0	0	0	0	0	0	0	0	0
PALOGOTLHE			12	2	3	29	12	0	4	18	46	34

FOROMO Q: DITIRELO TSA IMPALA PLATINUM LIMITED RUSTENBURG

MOPHATO	BOGATO BA NQF	TSELA YA KGALE	Borre				Bomme				Palogotlhe	
			Bantsho	Bammala	Ma-India	Basweu	Bantsho	Bammala	Ma-India	Basweu	Borre	Bomm e
General Education and Training (GET)	1	No Schooling/Unknown	838	7	1	126	151	1	0	10	972	162
		Grade 0/Pre	487	0	0	1	12	0	0	0	488	12
		Grade 1/Sub A	47	0	0	0	0	0	0	0	47	0
		Grade 2/Sub B	34	0	0	0	1	0	0	0	34	1
		Grade 3/Std 1/ABET 1	967	0	0	0	4	0	0	0	967	4
		Grade 4/Std 2	933	0	0	0	3	0	0	0	933	3
		Grade 5/std3/ABET 2	1057	1	0	1	2	0	0	0	1059	2
		Grade 6/Std 4	1602	2	0	0	5	0	0	0	1604	5
		Grade7/Std 5 ABET 3	2687	1	0	80	31	0	2	12	2768	45
		Grade 8/Std 6	3496	1	0	4	28	0	0	0	3501	28
Further Education and Training (FET)	2	Grade 10/Std 8/N1	1849	2	0	71	86	0	0	4	1922	90
	3	Grade 11/Std 9/N2	3348	6	0	187	270	1	0	2	3541	273
	4	Grade 12/Std 10/N3	6906	27	3	555	1867	7	2	68	7491	1944
Higher Education and Training (HET)	5	Higher Certificates / Adv NCV	251	1	1	38	74	2	0	4	291	80
	6	Diplomas / Adv Certificates	145	1	3	38	151	0	0	7	187	158
	7	Bachelor Degrees / Adv Diplomas	89	3	1	39	56	1	0	19	132	76
	8	Higher / Hons / Degrees / Prof Qual	40	0	4	39	21	0	2	13	83	36
	9	Master Degree	4	0	2	7	1	0	0	3	13	4
	10	Doctorates	0	0	0	0	0	0	0	0	0	0
PALOGOTLHE			27769	53	15	1191	2810	12	6	142	2902	8
												2970

FORM Q: DITIRELO TSA PHEPAFATSO TSA IMPALA

MOPHATO	BOGATO NA NQF	TSELA YA KGALE	Borre				Bomme				Palogotlhe	
			Bantsho	Bammala	Ma-India	Basweu	Bantsho	Bammala	Ma-India	Basweu	Borr e	Bomm e
General Education and Training (GET)	1	No Schooling/Unknown	30	0	0	0	3	0	0	0	30	3
		Grade 0/Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1/Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2/Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/Std 1/ABET 1	21	0	0	0	0	0	0	0	21	0
		Grade 4/Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5/std3/ABET 2	10	0	0	0	0	0	0	0	10	0
		Grade 6/Std 4	0	0	0	0	0	0	0	0	0	0
		Grade7/Std 5 ABET 3	69	0	0	0	4	0	0	0	69	4
		Grade 8/Std 6	0	0	0	0	0	0	0	0	0	0
Further Education and Training (FET)	2	Grade 10/Std 8/N1	8	0	0	38	2	0	0	1	46	3
	3	Grade 11/Std 9/N2	46	0	0	7	1	0	0	0	53	1
	4	Grade 12/Std 10/N3	277	1	5	51	97	0	0	27	334	124
	5	Higher Certificates / Adv NCV	31	0	1	9	9	0	1	2	41	12
Higher Education and Training (HET)	6	Diplomas / Adv Certificates	19	0	0	0	10	0	0	1	19	11
	7	Bachelors Degrees / Adv Diplomas	12	1	3	34	12	1	1	12	50	26
	8	Higher / Hons / Degrees / Prof Qual	8	0	6	26	5	0	0	10	40	15
	9	Master Degree	5	0	1	7	1	0	1	0	13	2
	10	Doctorates	2	0	0	4	0	0	1	0	6	1
PALOGOTLHE			591	2	16	176	145	1	4	53	785	203

MAMETLELELO C

FOROMO R – DIPHATLHATIRO TSE GO LENG THATA GO DI TLATSA TSA:

KANTOROKGOLO YA IMPALA PLATINUM LIMITED

DITIRELO TSA IMPALA RUSTENBURG

DITIRELO TSA PHEPAFATSO TSA IMPALA

FOROMO R: KANTOROKGOLO YA IMPALA PLATINUM LIMITED

Maemo go latela tiro	Leina la Phatlatiro	Lebakakgolo la go palelwa ke go tlatsa phatlatiro
Botsamaisi jo bo ko Setlhoeng	Ga go phatlatiro e thata go tladiwa	
Botsamaisibogolo	Ga go phatlatiro e thata go tladiwa	
Diporofešenale, ba ba maitemogelo le botsamaisigare	Ga go phatlatiro e thata go tladiwa	
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendent	Ga go phatlatiro e thata go tladiwa	
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	Ga go phatlatiro e thata go tladiwa	
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	Ga go phatlatiro e thata go tladiwa	

FOROMO R: DITIRELO TSA IMPALA PLATINUM LIMITED RUSTENBURG

MAEMO GO LATELA TIRO	Leina la Phatlatiro	Lebakakgolo la go palelwa ke go tlatsa phatlatiro
Botsamaisi jo bo ko Setlhoeng	Ga go phatlatiro e thata go tladiwa	
Botsamaisibogolo	Ga go phatlatiro e thata go tladiwa	
Diporofešenale, ba ba maitemogelo le botsamaisigare	Ga go phatlatiro e thata go tladiwa	
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendent	Ga go phatlatiro e thata go tladiwa	
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	Ga go phatlatiro e thata go tladiwa	
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	Ga go phatlatiro e thata go tladiwa	

**FOROMO R: DITIRELO TSA PHEPAFATSO YA DIMINERALE TSA IMPALA
PLATINUM LIMITED**

Maemo go latela tiro	Leina la Phatlatiro	Lebakakgolo la go palelwa ke go tlatsa phatlatiro
Botsamaisi jo bo ko Setlhoeng	Ga go phatlatiro e thata go tladiwa	
Botsamaisibogolo	Ga go phatlatiro e thata go tladiwa	
Diporofešenale, ba ba maitemogelo le botsamaisigare	Ga go phatlatiro e thata go tladiwa	
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendent	Ga go phatlatiro e thata go tladiwa	
Bokgoni jo bo Maleba le Botsayatshwetso jo bo Iekaneng	Ga go phatlatiro e thata go tladiwa	
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo Iekantsweng	Ga go phatlatiro e thata go tladiwa	

MAMETLELELO D

**FOROMO S – DIPALOPALO TSA BOTHAPI KA TEKATEKANO TSA
KANTOROKGOLO YA IMPALA PLATINUM LIMITED
DITIRELO TSA IMPALA RUSTENBURG
DITIRELO TSA PHEPAFATSO TSA IMPALA**

FOROMO S: KANTOROKGOLO YA IMPALA PLATINUM LIMITED

MAEMO GO LATELA TIRO	Borre				Bomme				Baditšaba		PALOGOTLHE
	A	C	I	W	A	C	I	W	Borre	Bomme	
Botsamaisi jo bo ko Setlhoeng	0	0	0	2	0	0	0	1	0	0	3
Botsamaisibogolo	3	1	0	12	1	0	2	3	2	0	24
Diporofešenale, ba ba maitemogelo le botsamaisigare	6	1	1	11	3	0	2	6	0	0	30
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendente	3	0	2	1	3	0	0	5	0	0	14
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	0	0	0	1	2	0	0	4	0	0	7
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	0	0	0	0	2	0	0	0	0	0	2
PALOGOTLHE	12	2	3	27	11	0	4	19	2	0	80

FOROMO S: DITIRELO TSA IMPALA PLATINUM LIMITED RUSTENBURG

MAEMO GO LATELA TIRO	Borre				Bomme				Baditšhaba		PALOGOTLHE
	A	C	I	W	A	C	I	W	Borre	Bomme	
Botsamaisi jo bo ko Setlhoeng	0	0	0	0	0	0	0	0	1	0	1
Botsamaisibogolo	13	0	2	48	5	0	0	2	2	0	72
Diporofešenale, ba ba maitemogelo le botsamaisigare	139	3	11	241	28	0	3	48	9	0	482
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendent	2695	25	2	746	399	4	3	81	311	2	4268
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	7660	10	0	122	712	3	0	11	1887	5	10410
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	13012	14	0	20	1638	4	0	0	2055	22	16765
PALOGOTLHE	23519	52	15	1177	2782	11	6	142	4265	29	31998

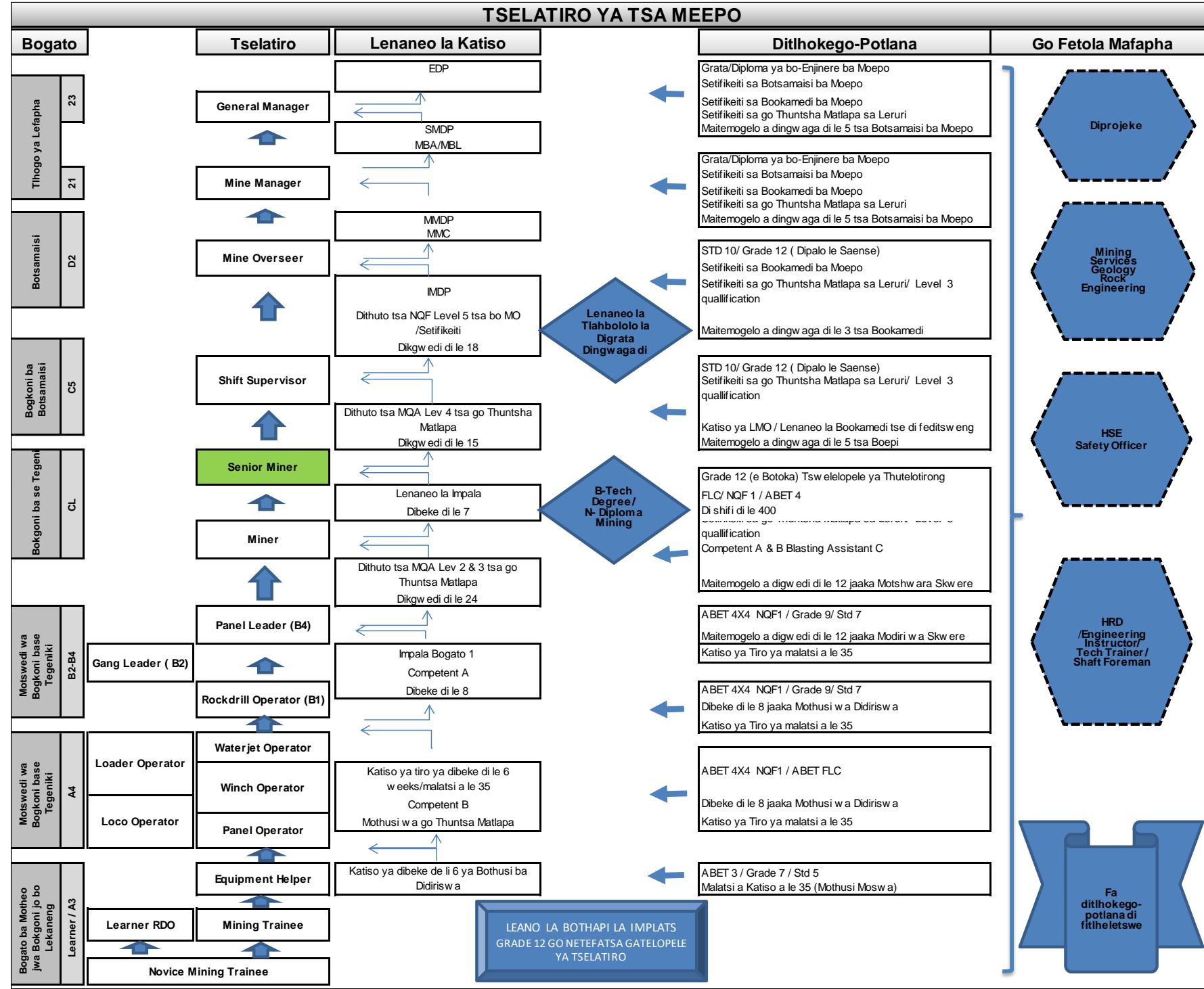
FOROMO S: DITIRELO TSA PHEPAFATSO YA DIMINERALE TSA IMPALA PLATINUM LIMITED

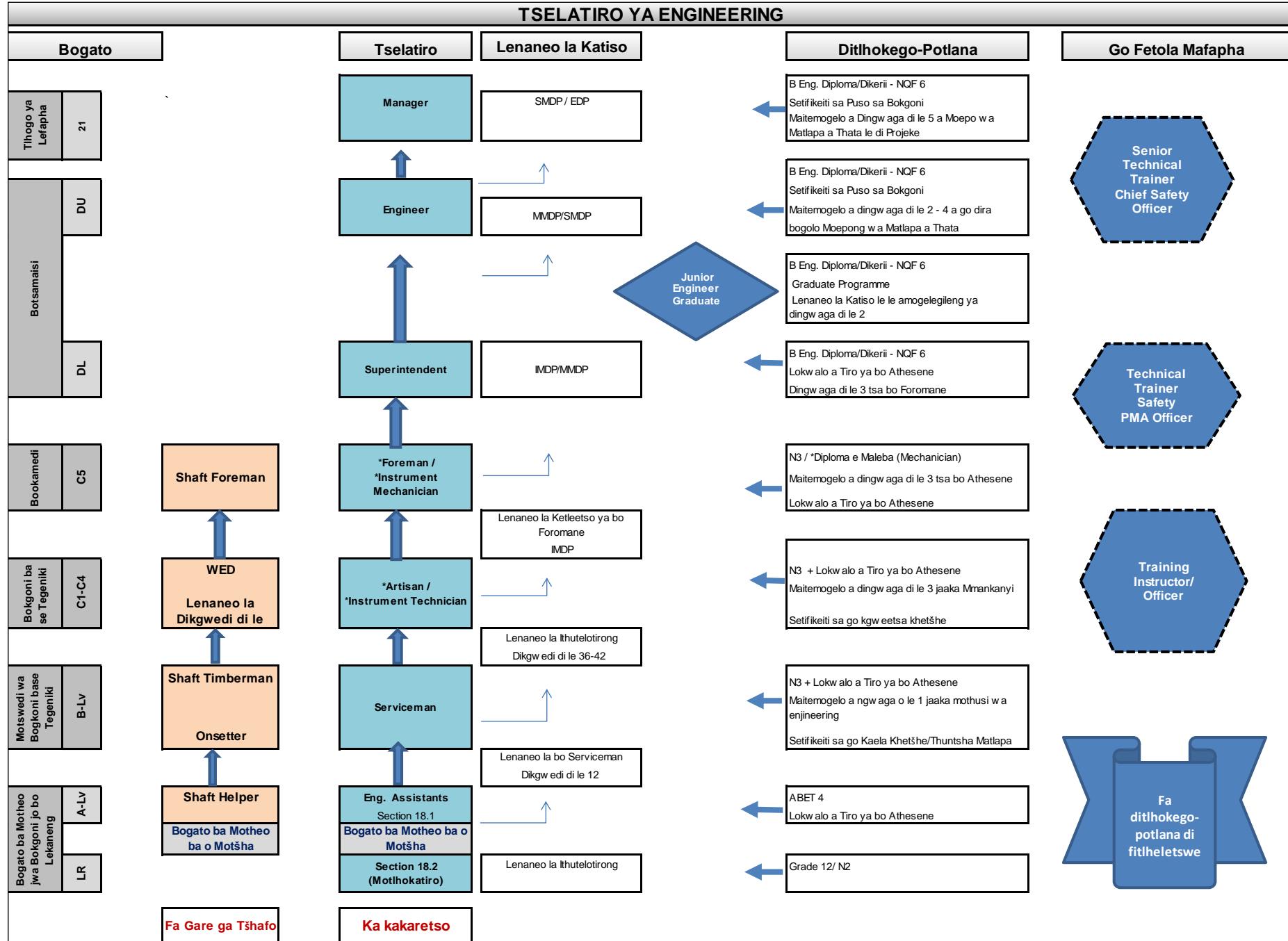
MAEMO GO LATELA TIRO	Borre				Bomme				Baditšhaba		PALOGOTLHE
	A	C	I	W	A	C	I	W	Borre	Bomme	
Botsamaisi jo bo ko Setlhoeng	0	0	0	0	0	0	0	0	0	0	0
Botsamaisibogolo	1	0	1	3	1	0	0	1	3	0	10
Diporofešenale, ba ba maitemogelo le botsamaisigare	14	0	5	31	11	1	4	10	8	1	85
Badiri ba ba nang le dithuto le bokgoni jo bo maleba le botsamaisitlase, baokamedi, diforomane, le disuperintendente	146	2	4	107	36	1	0	21	3	0	320
Bokgoni jo bo Maleba le Botsayatshwetso jo bo lekaneng	422	1	3	28	97	0	0	16	6	0	573
Tlhoko-bokgoni jo bo maleba le Botsayatshwetso jo bo lekantsweng	0	0	0	0	0	0	0	0	0	0	0
PALOGOTLHE	583	3	13	169	145	2	4	48	20	1	988

MAMETLELELO E

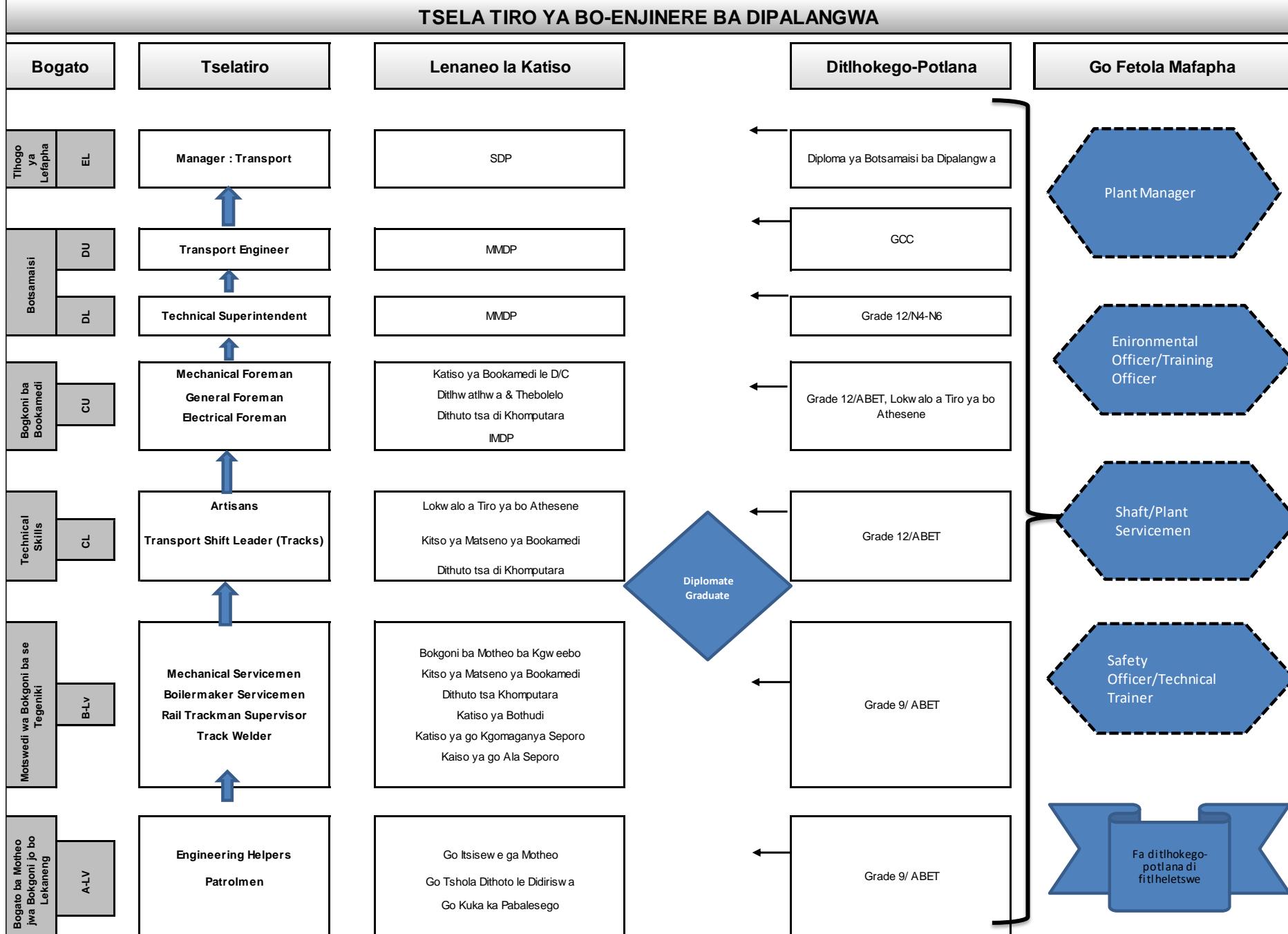
**TLHABOLOLO YA TSELATIRO MO DITIRELONG TSA IMPALA
RUSTENBURG**

LE PHEPAFATSONG YA DIMINERALE YA IMPALA

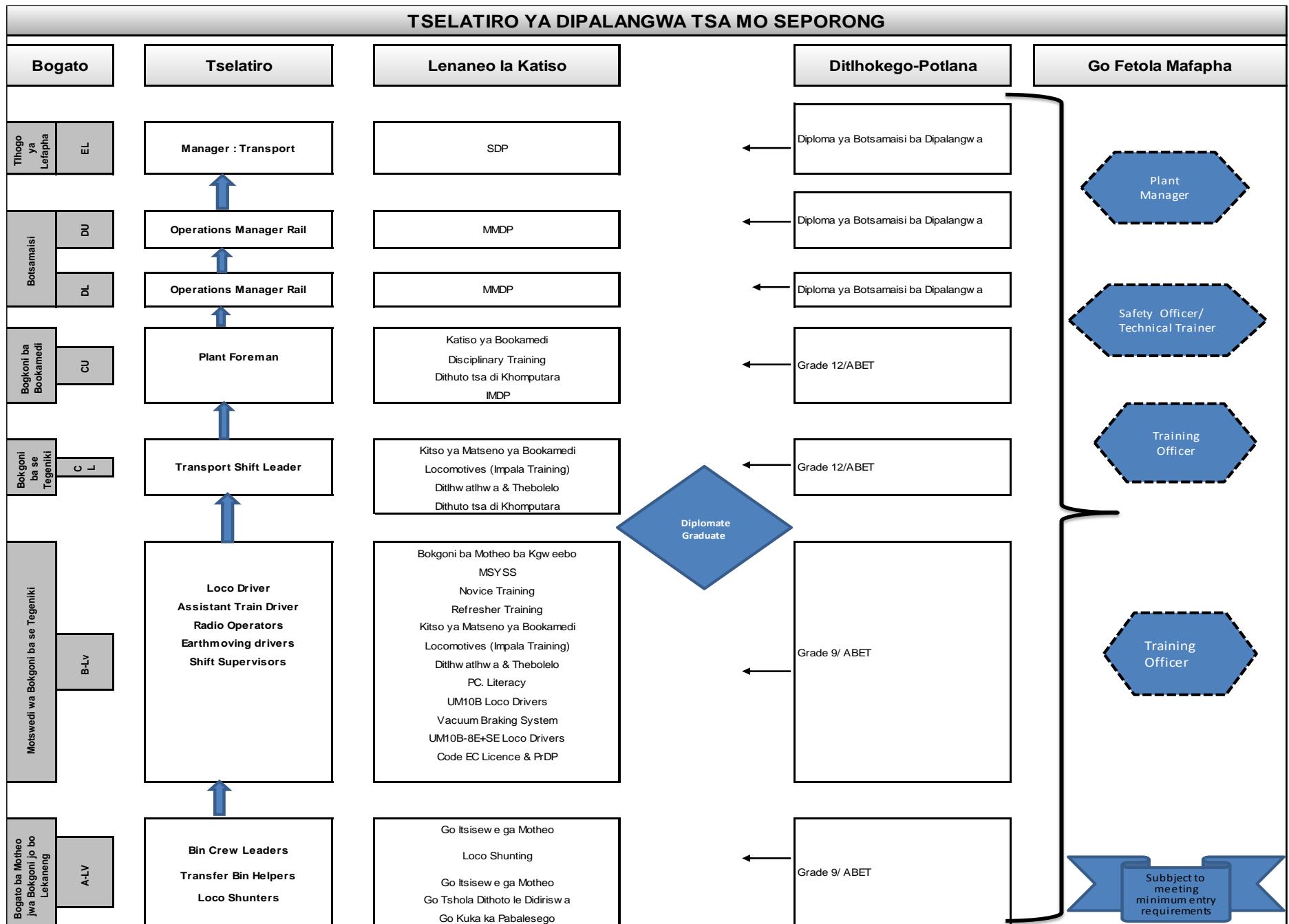




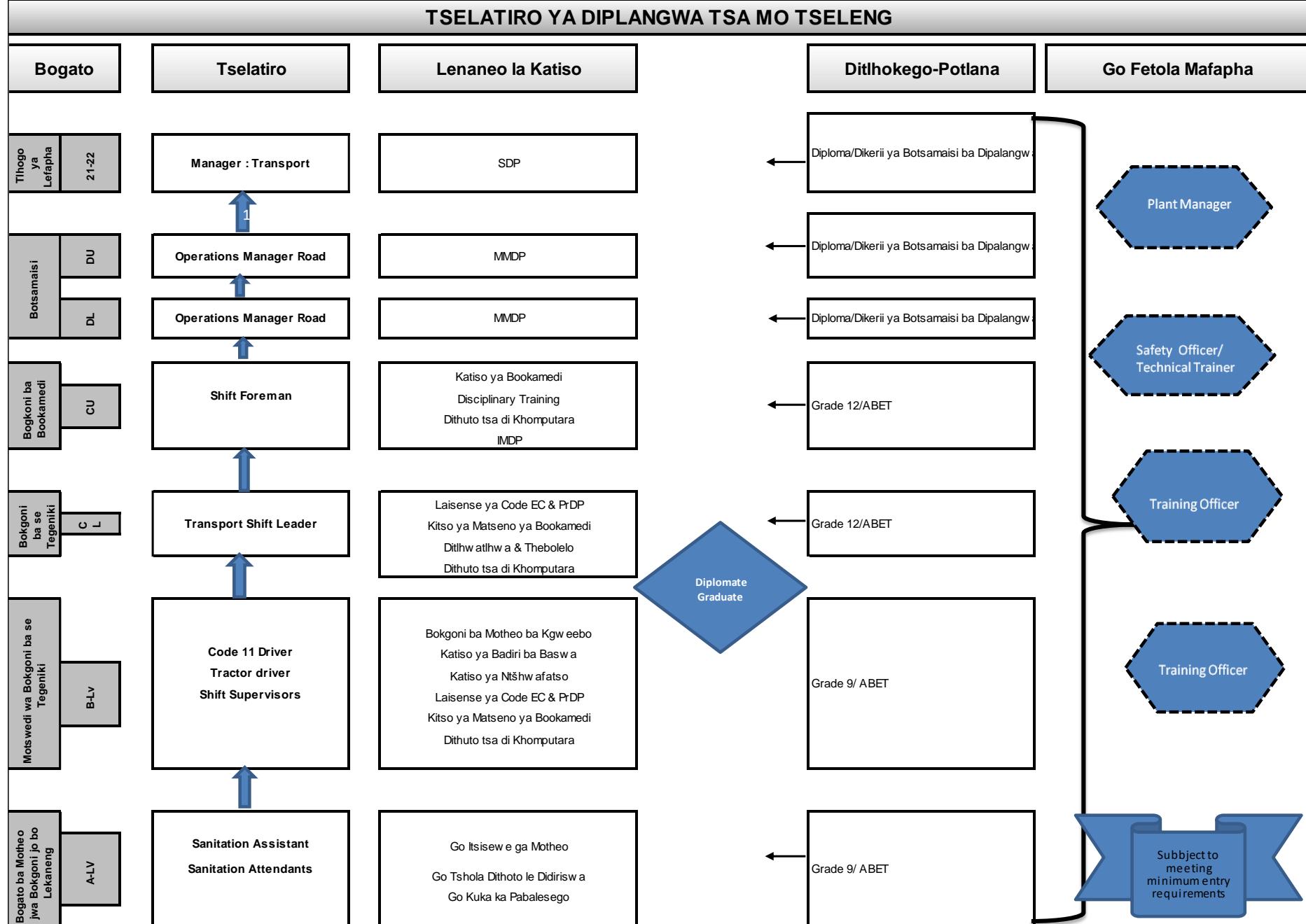
TSELA TIRO YA BO-ENJINERE BA DIPALANGWA



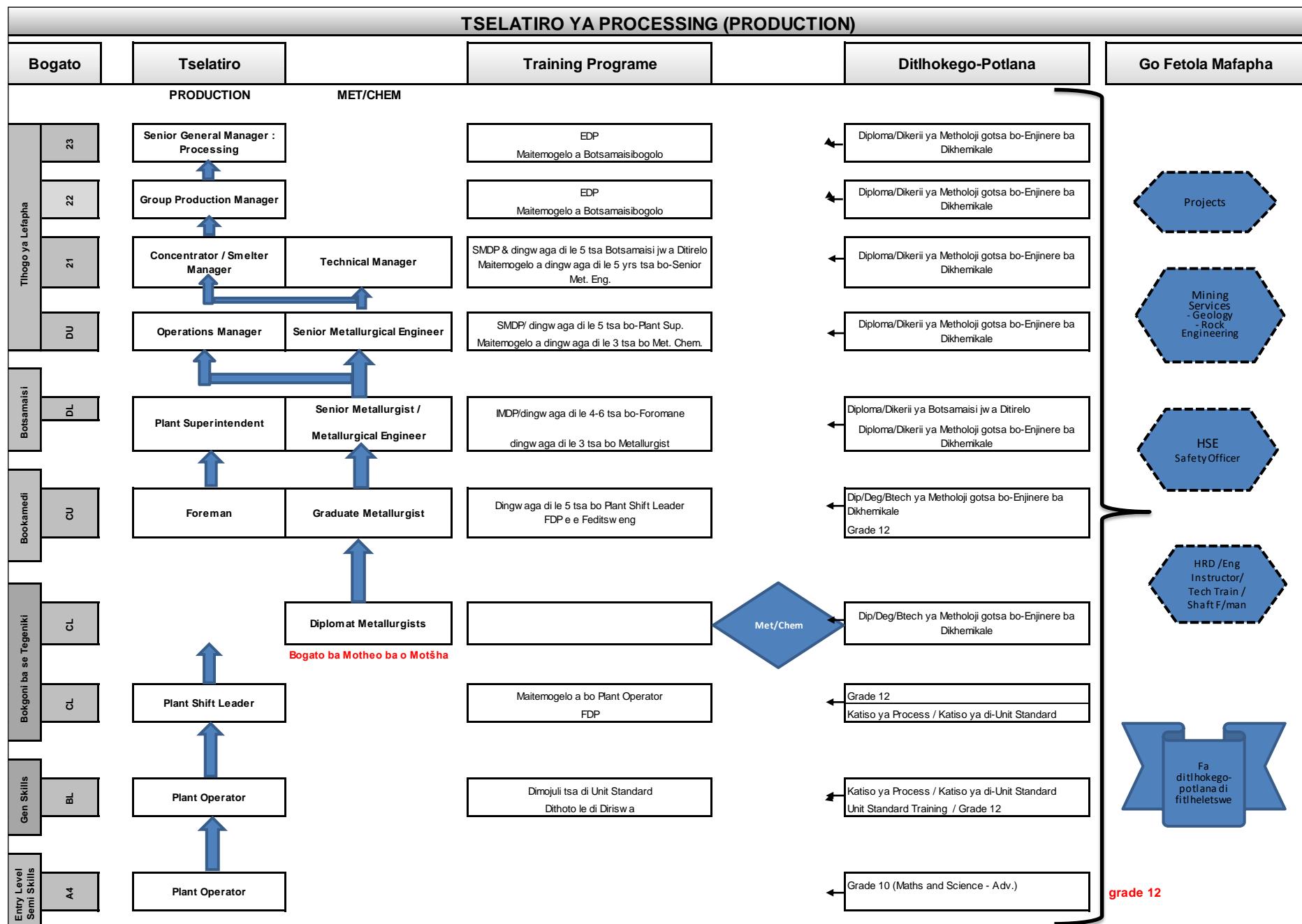
TSELATIRO YA DIPALANGWA TSA MO SEPORONG



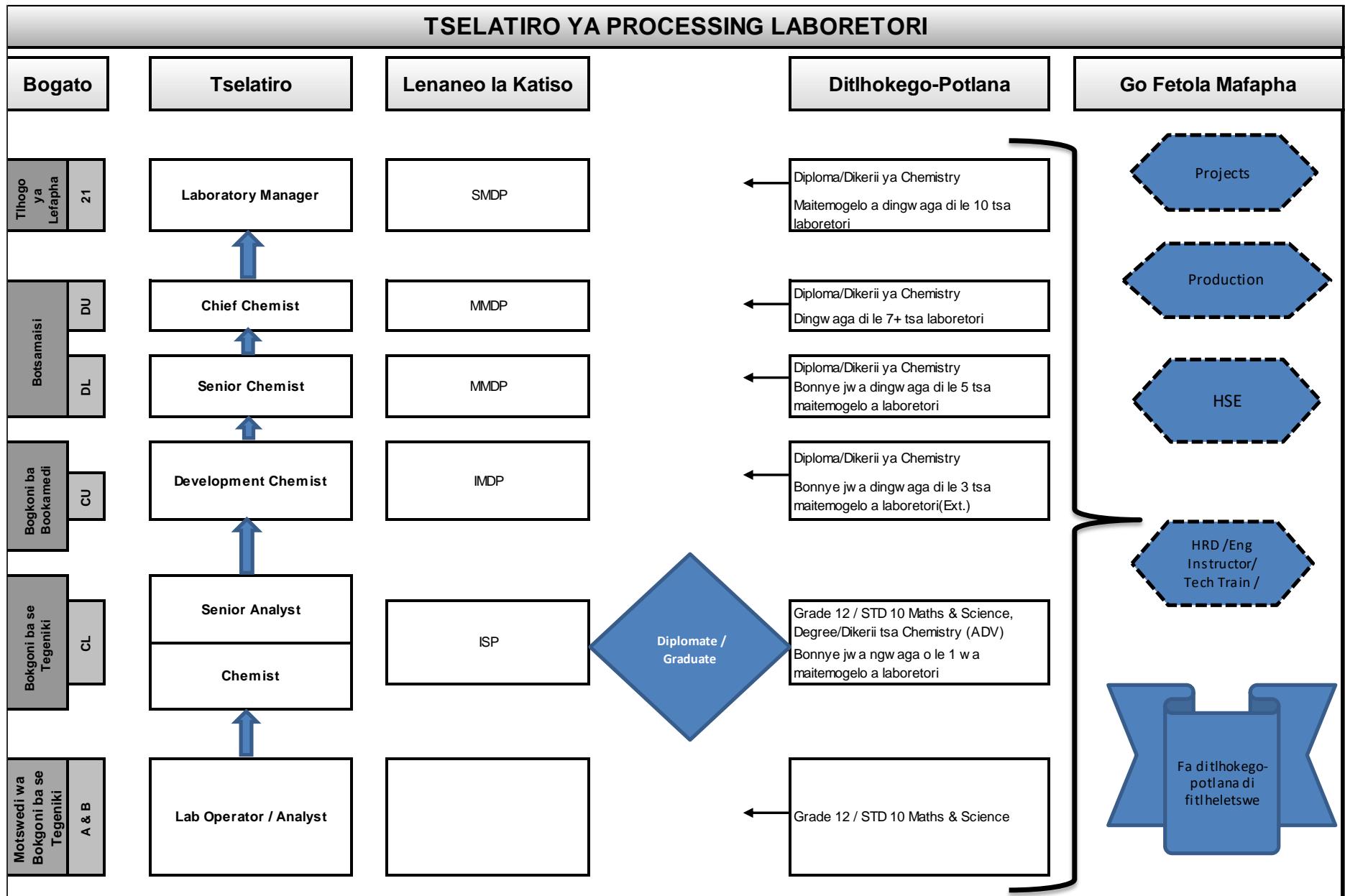
TSELATIRO YA DIPLANGWA TSA MO TSELENG



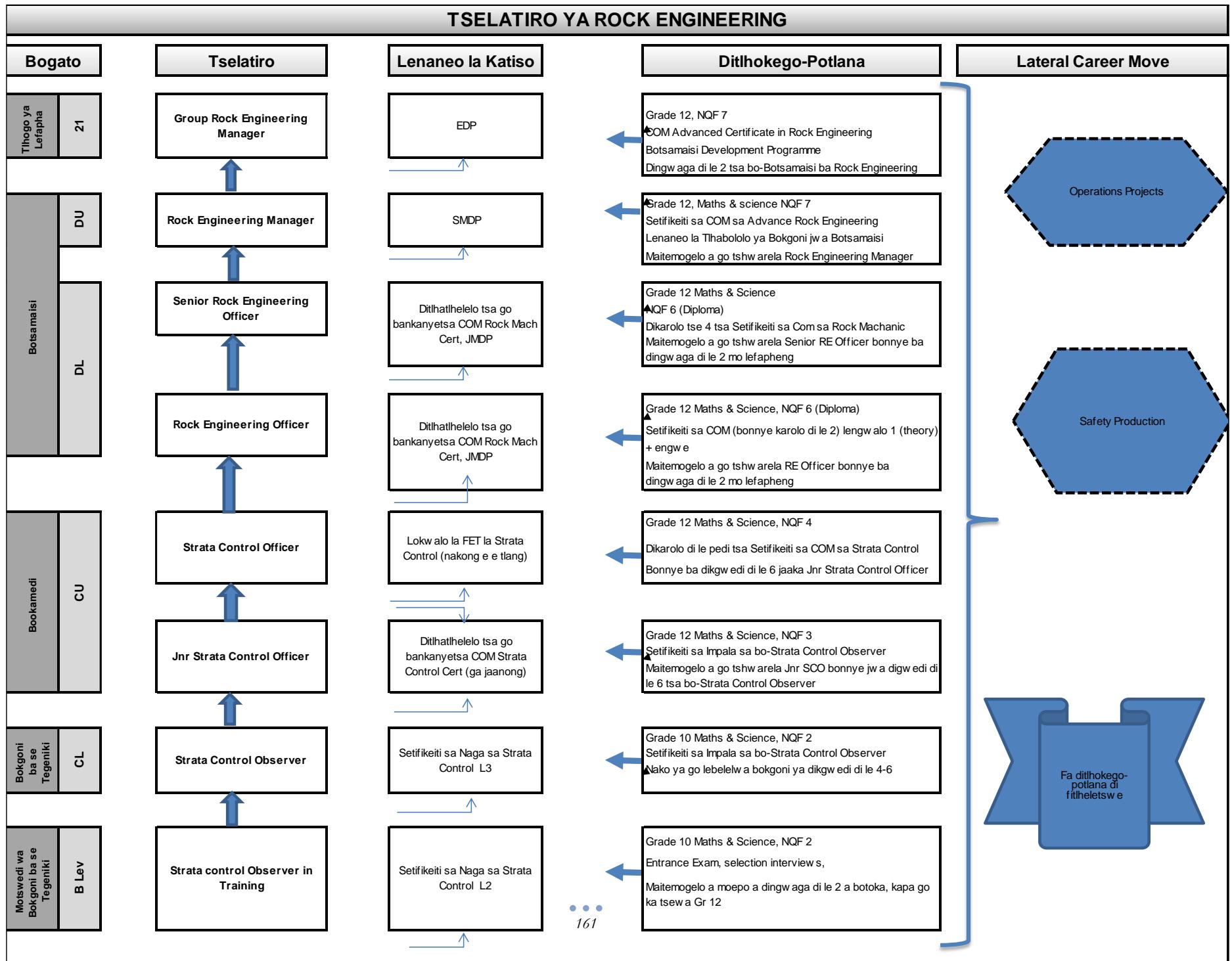
TSELATIRO YA PROCESSING (PRODUCTION)



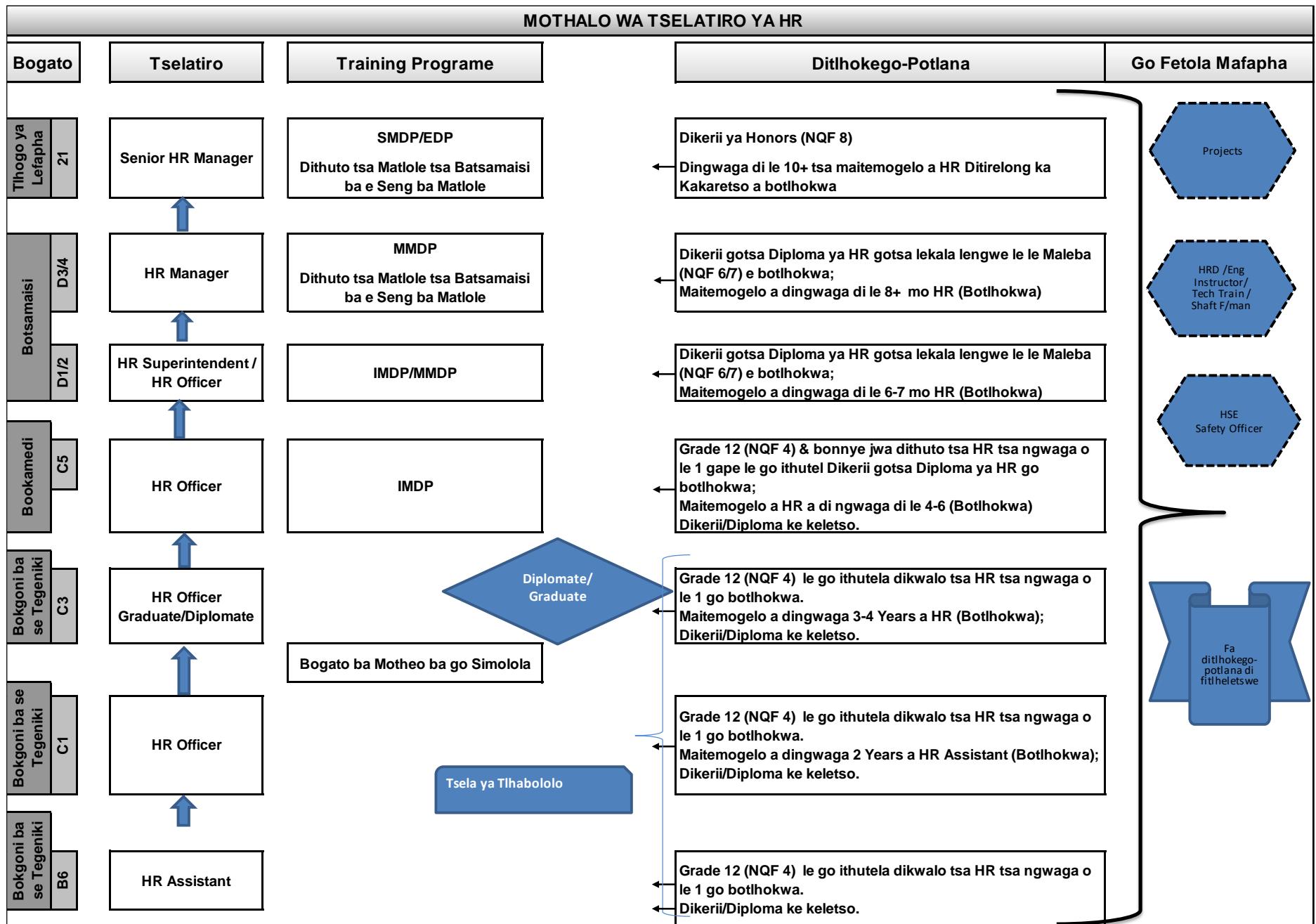
TSELATIRO YA PROCESSING LABORETORI



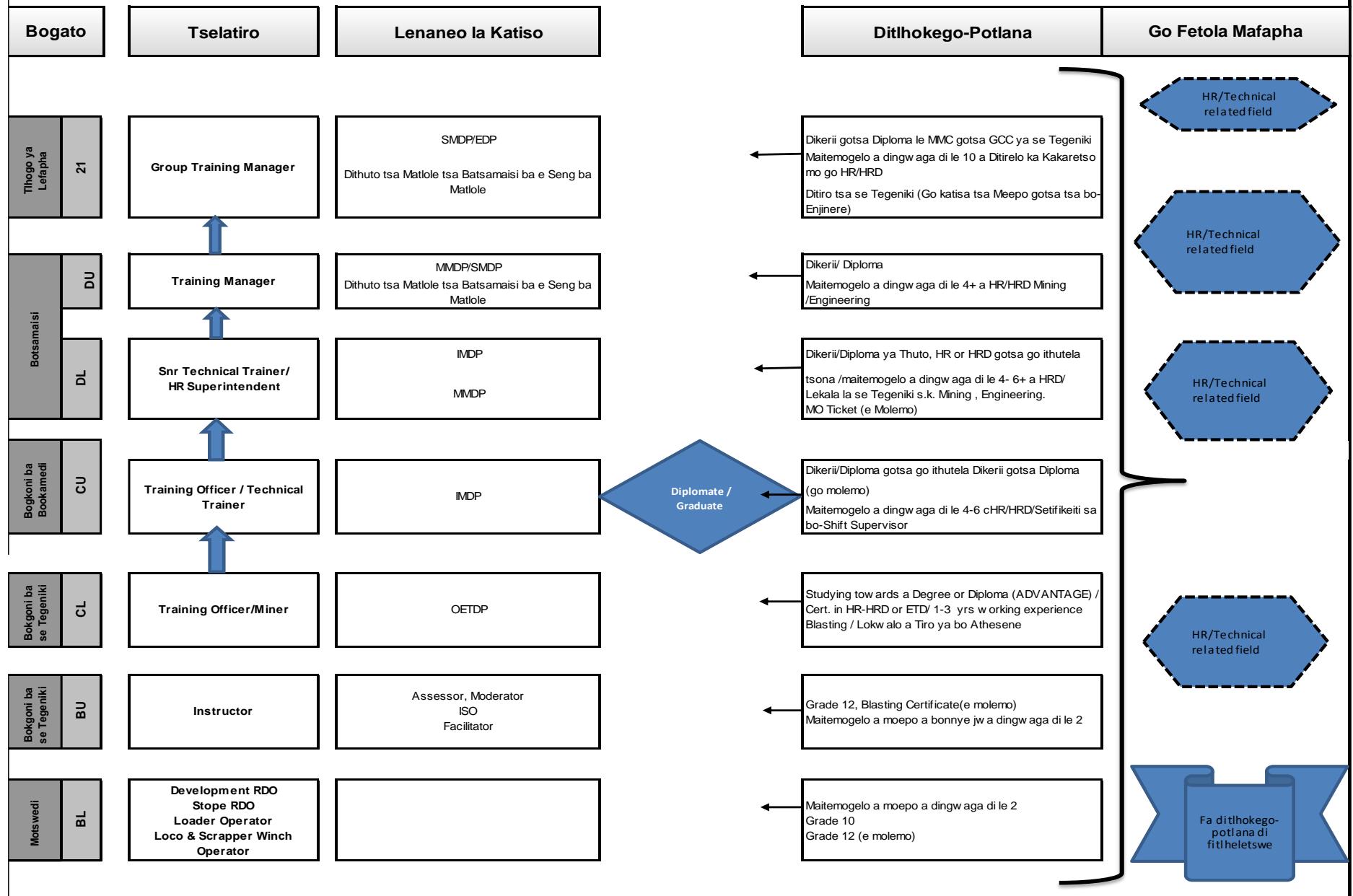
TSELATIRO YA ROCK ENGINEERING



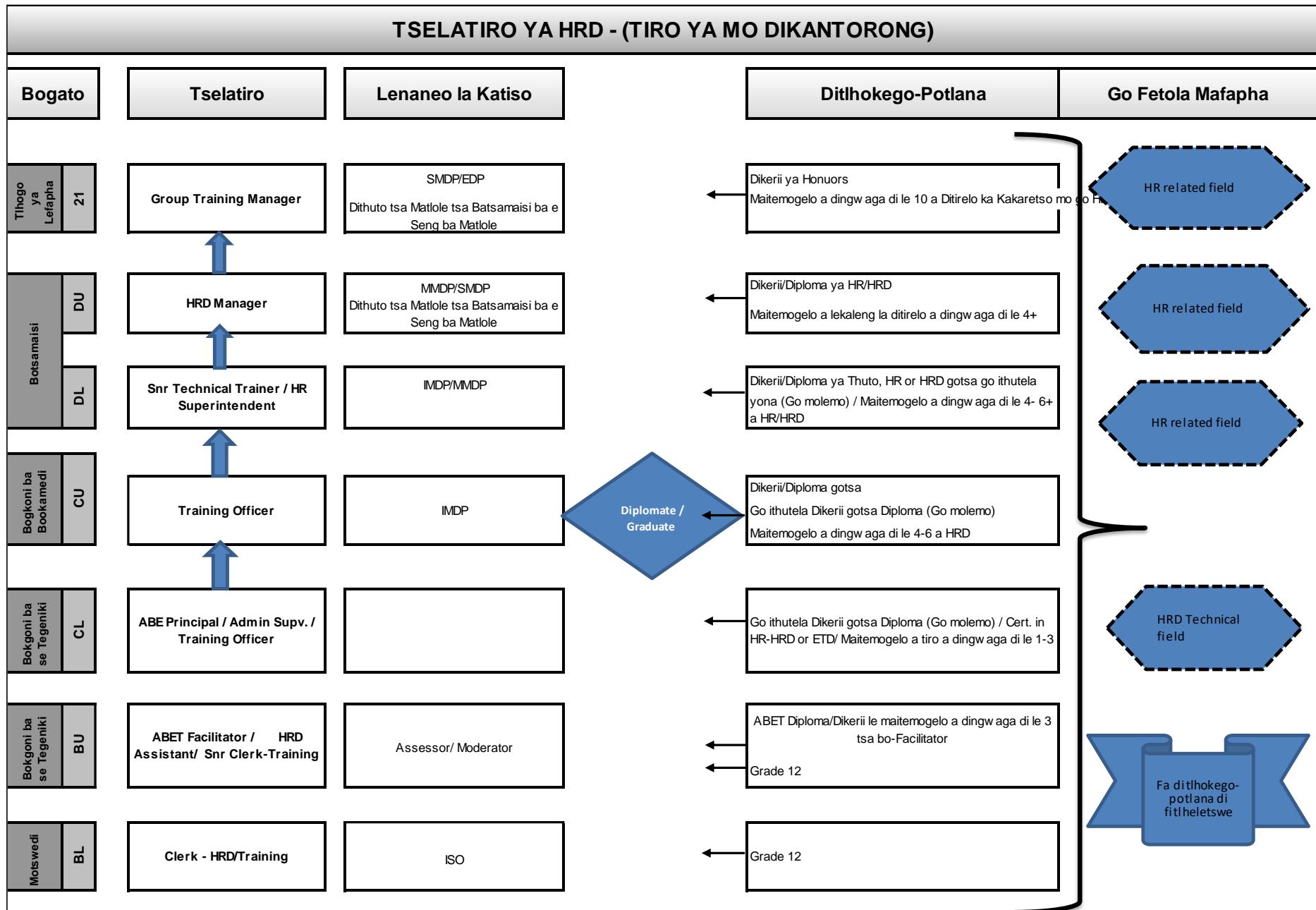
MOTHALO WA TSELATIRO YA HR



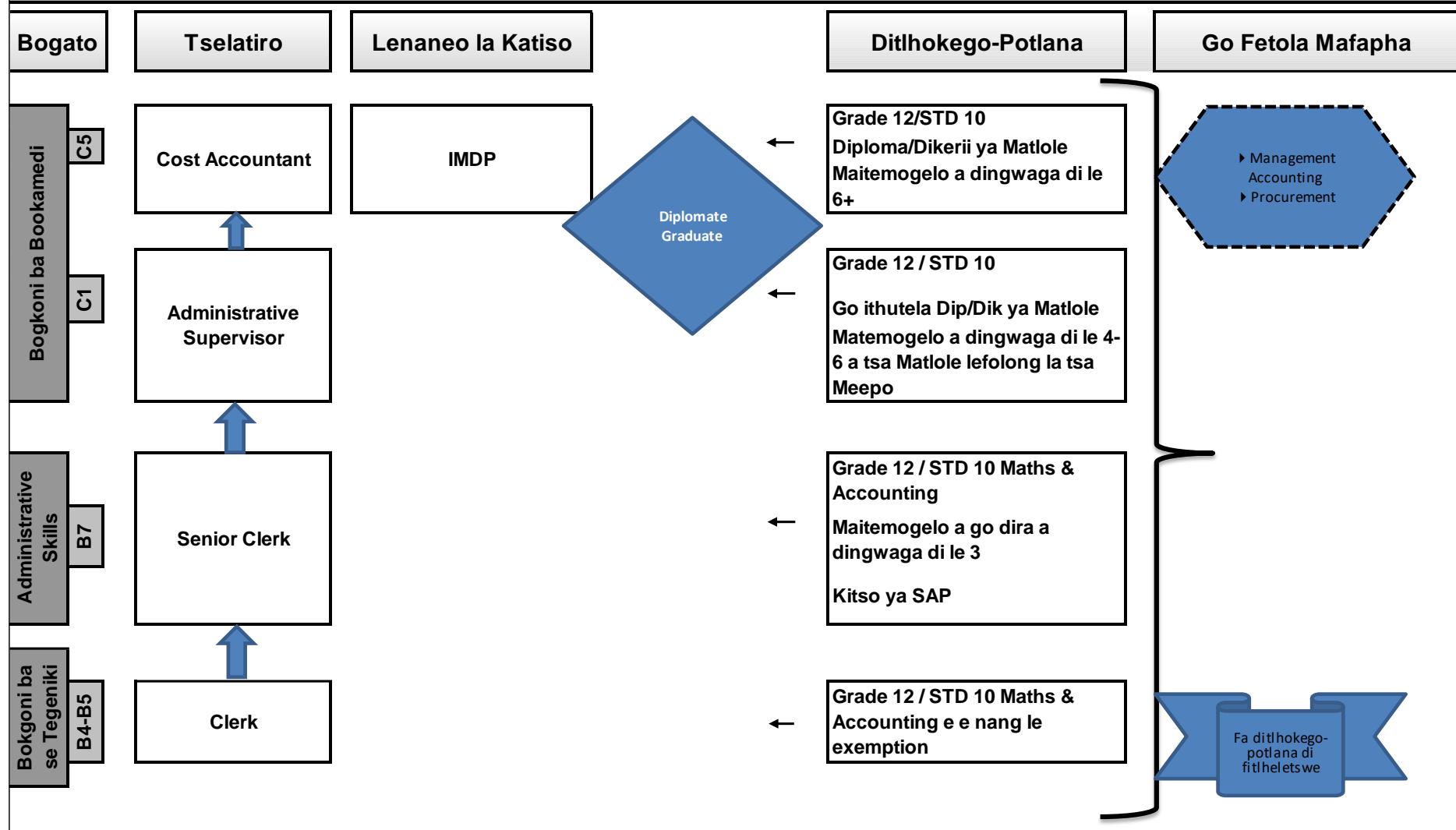
TSELATIRO YA HRD

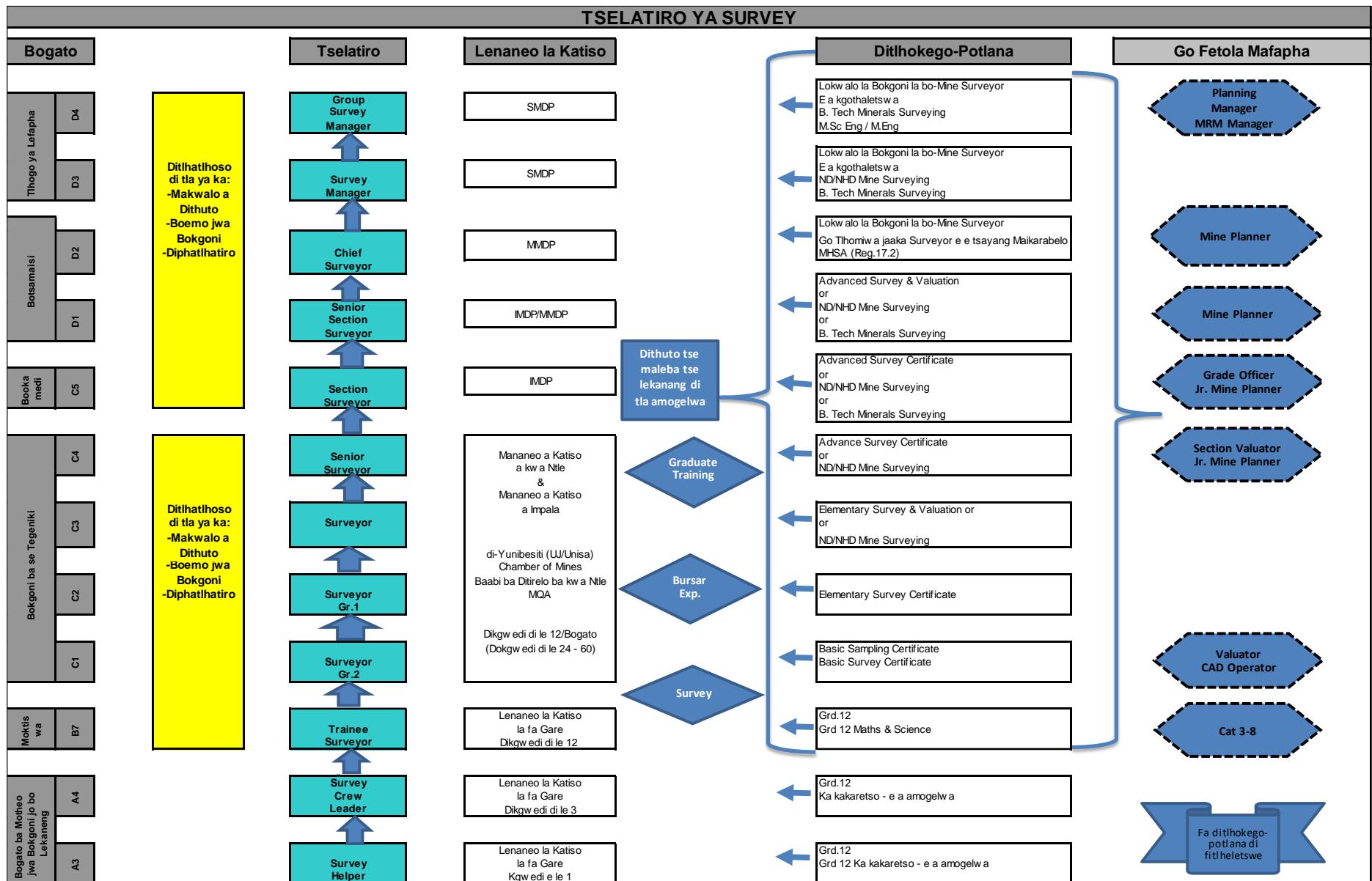


TSELATIRO YA HRD - (TIRO YA MO DIKANTORONG)

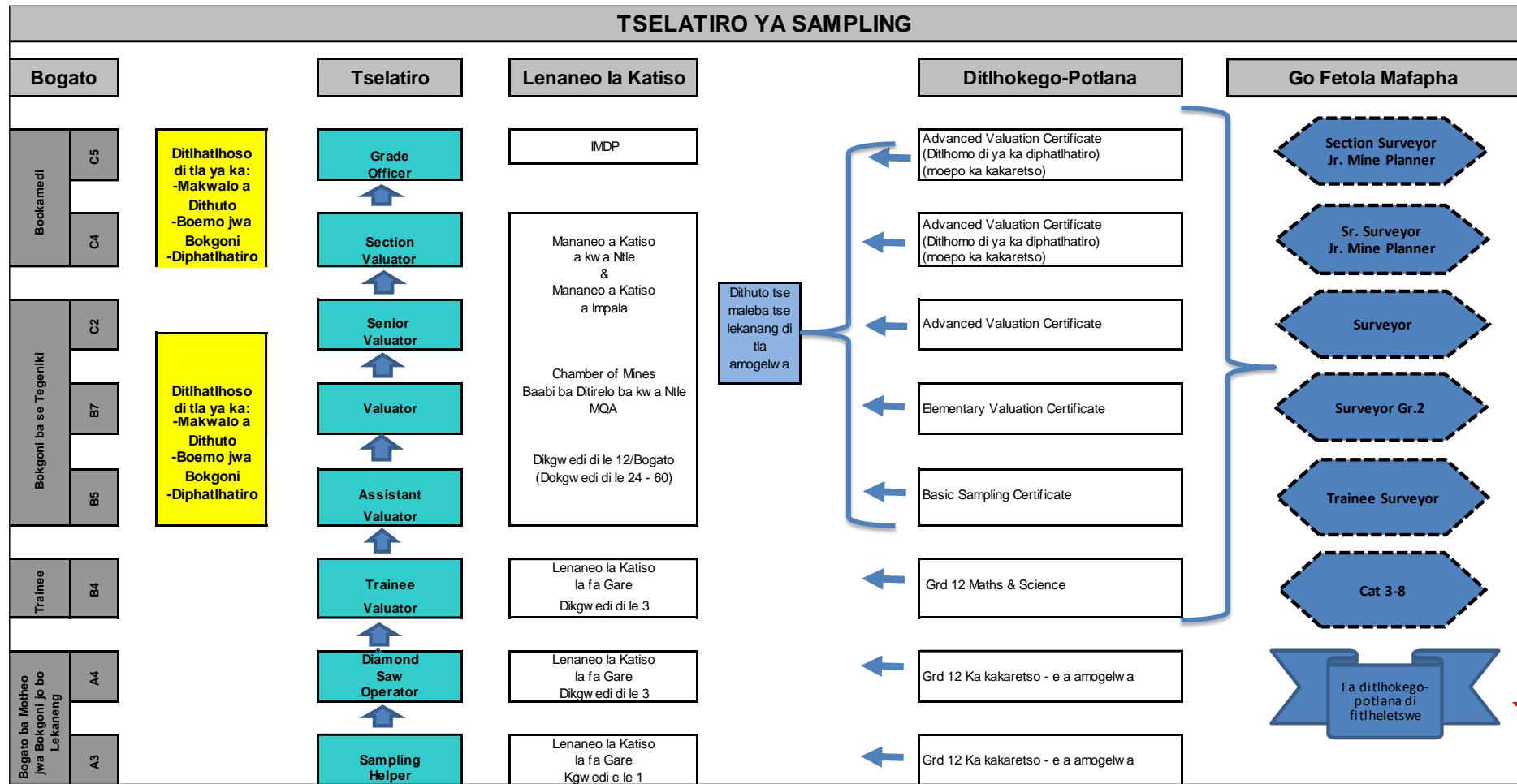


TSELATIRO YA COSTING & ADMINISTRATION

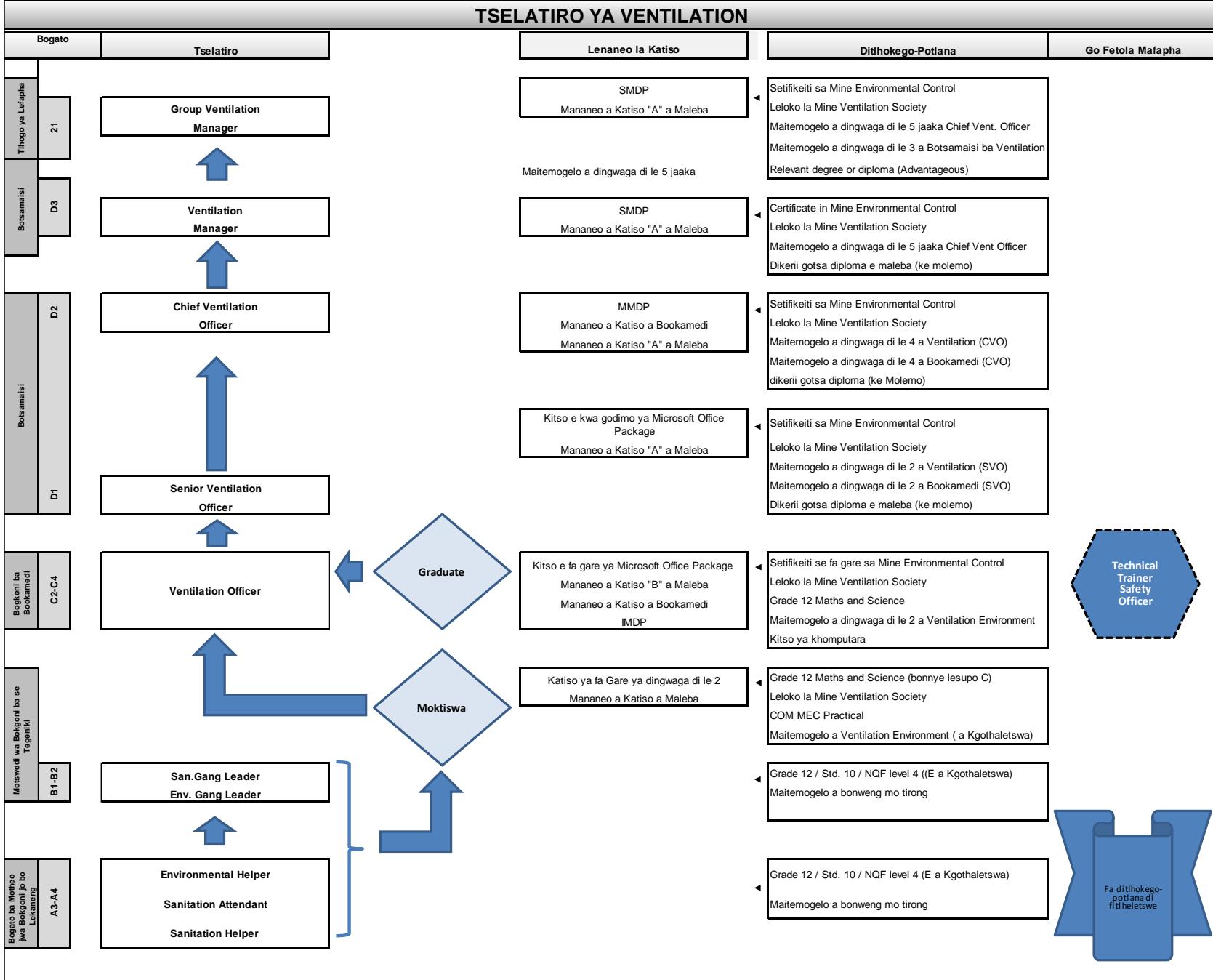




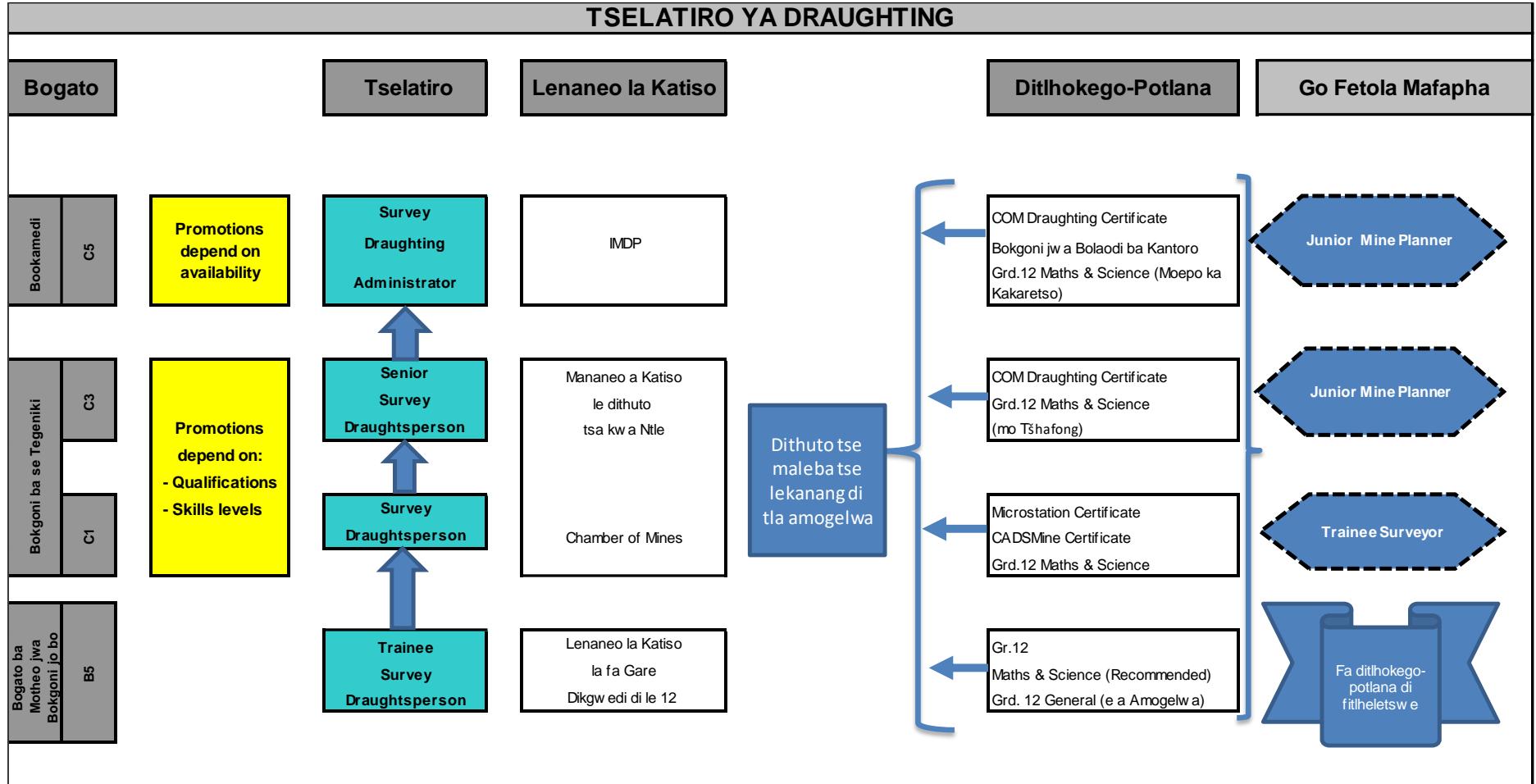
TSELATIRO YA SAMPLING

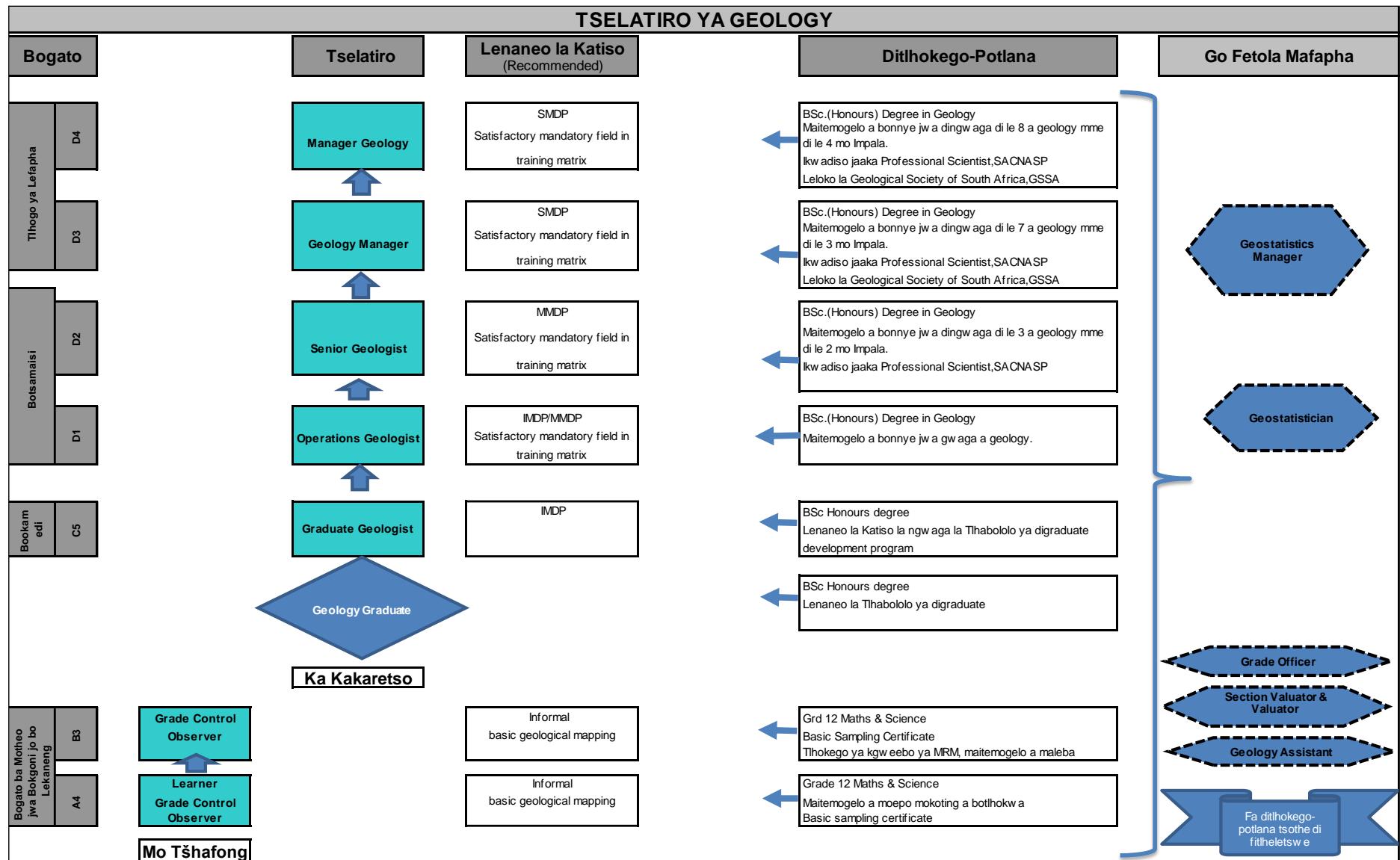


TSELATIRO YA VENTILATION

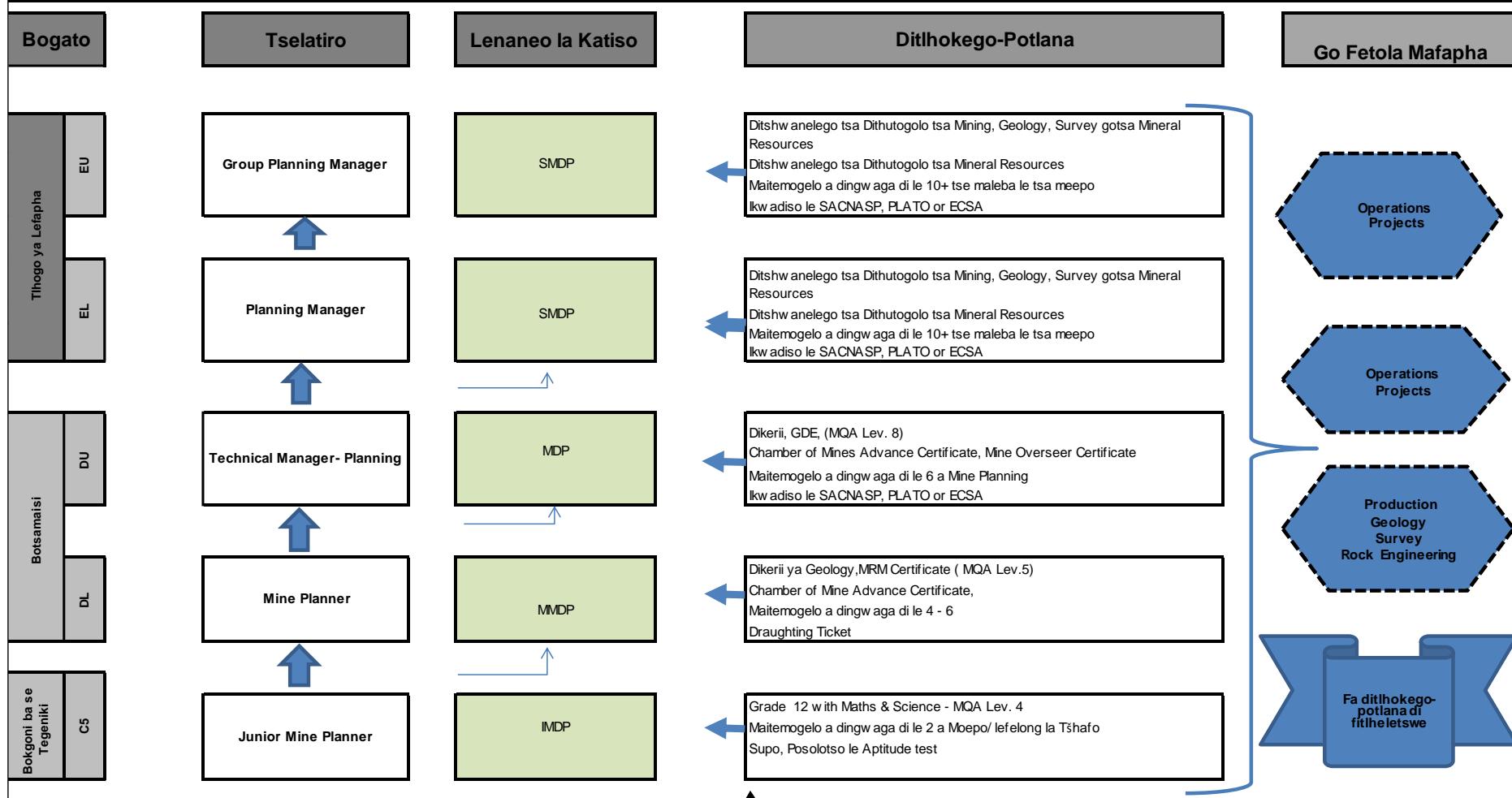


TSELATIRO YA DRAUGHTING

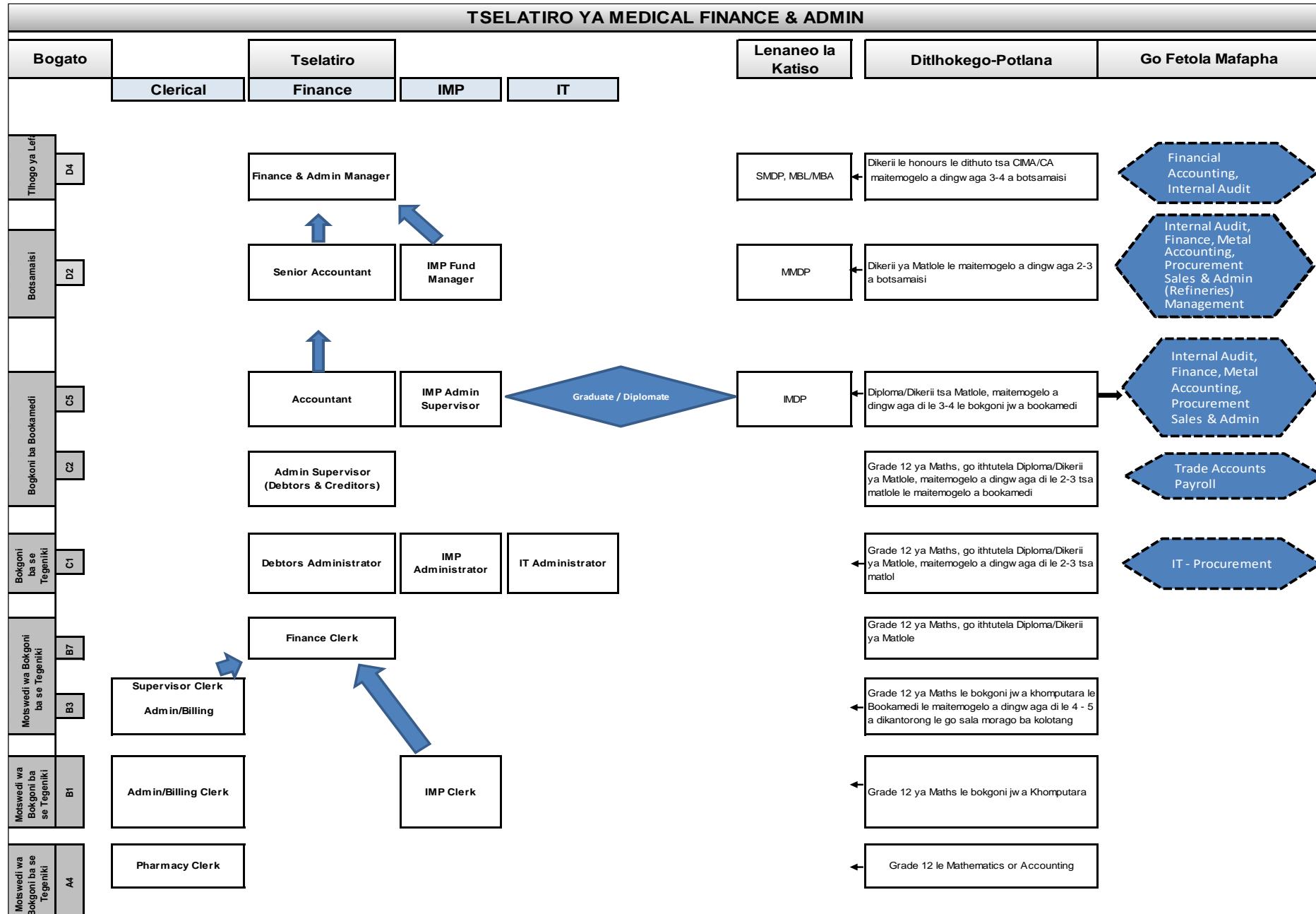


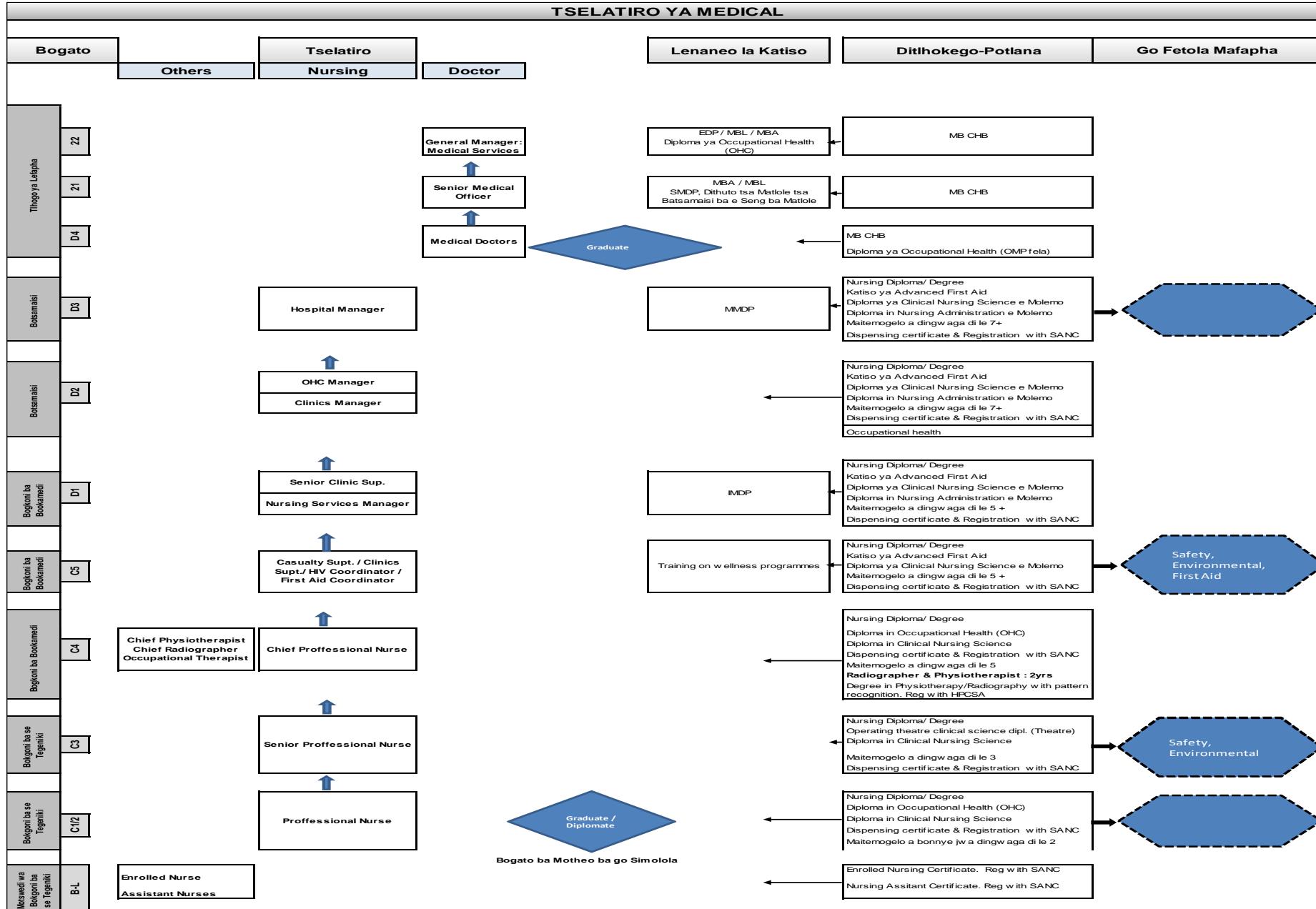


TSELATIRO YA MINE PLANNING



TSELATIRO YA MEDICAL FINANCE & ADMIN





MAMETLELELO F

FOROMO T – THEKO MO IMPALA PLATINUM LIMITED

MAMETLELELO G

DIKAROLO TSA BOKGONI JO BO TSHOLEGANG

- A. BOKGONI JO BO TSHOLEGANG KO NTLE GA SEKETHARA YA MEEPO**
- B. MANANEO A KATISO YA BOKGONI JO BO TSHOLEGANG JO BO SENG MALEBA LE TSA MEEPO KA NAKO YA PHOKOTSO YA BADIRI**

*A. Bokgoni ja Bo ka dirisiwang mo ditirong tse di farologaneng ko ntle
ga Intaseteri ya Meepo*

Katiso ya Bookamedi le Kgwebo

Bokgoni jwa Bookamedi	<i>Bokgoni bo bo lekaneng le botsayatshwetso (Paterson Bogato A & B ka kopo e e kgethegileng)</i>
Bokgoni jwa Botshelo jwa Matlotlo	<i>Tlhoko-bokgoni le botsayatshwetso jo bo lekantsweng, Bokgoni bo bo lekaneng le botsayatshwetso (Paterson Bogato A & B)</i>
Bokgoni jwa Motheo jwa Kgwebo	<i>Tlhoko-bokgoni le botsayatshwetso jo bo lekantsweng, Bokgoni bo bo lekaneng le botsayatshwetso (Paterson Bogato A & B)</i>
Matseno a Motheo a Dikhomphiutha	<i>Bokgoni bo bo lekaneng le botsayatshwetso (Paterson Bogato A & B ka kopo e e kgethegileng)</i>

B. Mananeo a Katiso ya Bokgoni jo bo ka dirisiwang mo ditirong tse di farologaneng e e sa Ameng tsa Meepo ka nako ya Phokotso ya Badiri

Baabi ba Katiso: Skills for Africa

Kago ya Bokgoni, Tlhagisokuno tsa Kgwebo - Bokgoni jwa Botshelo/Bong

Kago ya Bokgoni go Bagwebi

Dikaelo tsa Kgwebo go Bagwebi

Lenaneo la Temoso ya Ntsho Dikuno

Bokgoni jwa Tsamaiso ya Matlolle

Motheo wa go Tshwara dibuka

Go Itshimolela Kgwebo ya gago

Mananeo a go Kgweetsa

Mokgweetsi wa Terekere

Go Baakanya diterekere

Modirisi wa Terekere e na le Didiriswa

Go Weleta ka Gase le Araka mo Polaseng

Go Baakanya Dijanaga tse di Botlhoho

Mokgweetsi wa Dilori - Bokgoni jwa Ikonomi ya go Kgweetsa

Lokwalo la go Kgweetsa - Code 8, 10 & 14

Temothuo

Go Agelela ka Terata

Go Nosetsa le Menontsha

Go Kotula Merogo

Go Beola

Go Rua Dikolobe/Dinku/Dikgomo

Motlhokomedi wa Setoro

Batlamedi ba Katiso: Batho botlhe ba ka kgona

Temothuo - Setifikeite sa Bosetšhaba (ka fa tlase ga NQF L1 & 2)

Dimela le Tshingwana

Palo Potlana ya Diphologolo

Tlhagiso ya Dikgogo

Bokgoni ba Dikgwebo

Bokgoni ba Motheo ba Kgwebo

Bokgoni ba go Rekisa

Tsamaiso ya tsa Kgwebo

Go Tshwara Dibuka (Motheo & Tshimologo)

Batlamedi ba Katiso: Bokgoni jwa Botlhe

Mananeo a Bokgoni

Tlhagiso ya Diphologolo
Tlhagiso ya Dijalo
Kgwebo le Ntsho Dikuno
Bokgoni jwa Botshelo jwa Mong
Ditiro tsa Matlong ka Kakaretso

Ditiro tsa Matlong ka Kakaretso

Tlhokomelo ya Legae
Go Roka (ka motšhini)
Go Boloka Maungo le Merogo
Baabelani ba Dijo
Go Dira Diaparo
Go Dira Dikerese

Metšhini

Go Baakanya Diterekere
Go Baakanya Dilori
Mothusi wa Lefelo la Bodirelo
Go Baakanya Dilori tse di Botllhofo
Go Weleta/Go Segá ka Gase
Go weleta ka Araka di Diriswa tse di mosola
Go Weleta ka CO2
Go Agelela ka Terata
Modiri yo o Tswileng Diatla
Bokgoni jwa Motheo jwa Go dira ka Legong