

WC30/5/1/2/2/10043MR

**DEPUTY DIRECTOR-GENERAL:
MINERAL AND PETROLEUM REGULATION**

SUBJECT

**APPLICATION FOR A SOCIAL AND LABOUR PLAN REVIEW IN
TERMS OF SECTION 102 READ WITH REGULATION 46B OF THE
MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT,
2002 (ACT 28 OF 2002) (HEREINAFTER REFERRED TO AS "the
Act"): BY KROPZ ELANDSFONTEIN (PTY) LTD**

1. AIM

- 1.1 To request the Deputy Director-General to consider the Social and Labour Plan review document submitted for the period 2022-2026 by Kropz Elandsfontein (Pty) Ltd

2. BACKGROUND / DELIBERATION

- 2.1 The mining right was issued on the **30 January 2015** ending the **29 January 2030**, to mine for Phosphate and Silica Sand on **Portion 2 and 4 of the Farm Elandsfontein 349**: in the Magisterial District of **Malmesbury** -Annexure "A"
- 2.2 The final version of the Social and Labour Plan Review document was submitted on **03 April 2023** for the cycle 2022-2026 with alignment to Section 100 of the Act and the Broad-Based Socio-Economic Empowerment Charter. - Annexure "B"

2.6 Human Resource Development

2.6.1 Skills Development

The holder is registered with the relevant SETA with the registration number- L960783886 and will appoint the Skills Development Facilitator.

2.6.2 The Holder has made the following commitments for implementation:

ABET

The Holder has indicated that employees need Abet. Therefore, the holder has committed a to offer training to community learners with a budget of R50 000.00 for the duration of the Social and Labour Plan cycle.

Learnerships

Number Planned	Field of Study	Budget
5 Learners for the 5-year cycle	Learner Artisan	R600 000

Core Business Skills Training

FIELD OF TRAINING OPERATIONAL SKILLS	2022	2023	2024	2025	2026	TOTAL
<i>First Aid, Safety Representative Training, Competency A&B, Mine Manager Certification, Mine Overseer Certification, Health and Safety Technical Training, Production Supervisor</i>	250	49	219	48	128	694
TOTAL BUDGET	R265 100	R94 500	R153 000	R84 500	R124 500	R721 600

The Holder has committed to provide the employees with core operational training in different skills and a budget of R721 600 has been set aside for the implementation.

Artisan Training

Artisan and Portable Skills			
Skill	Programme	No	Budget
Portable	Metskills skills programme and other skills training	184	R5 775 649

The Holder commits to provide hundred and eighty-four (184) employees with portable skills.

Bursaries (External)

External Bursaries		
Field of study	No	Budget
Mining related	4	R1 200 000

The Holder commits to offer four (4) candidates with bursary opportunities to further their studies through its bursary programme for two (2) years and an amount of R1 200 000 has been set aside for implementation.

Internships

The Holder has committed to afford experiential work opportunities to three (3) graduates for the duration of the Social and Labour Plan with a budget of R75 000 for implementation.

Career Progression

ELEMENTS	YES	NO	UNCLEAR
Disciplines identified	X		
Talent pool identified	X		
Systems put in place	X		

2.7. Employment Equity

Occupational Level	Male				Female				Total	Disabled	Total HDSA's % in Management
	A	C	I	W	A	C	I	W			
Top Management (Board)	1	0	0	2	1	0	0	1	5	0	40%
Senior Management (Exco)				1		0	0	1	2	0	0.00%
Professionally Qualified and experienced specialists mid- Management	1	1	0	4	1	0	0		7	0	43%
Skilled, technical, and academically qualified Junior Management	0	1	0	0	0	1	0	1	3	0	50%
Semi-Skilled and discretionary decision making									0	0	0.00%
Unskilled and defined decision making	3				1				4	0	100%
Total	4	2	0	5	2	1	0	3	21	0	50%

The holder committed to the strategic objectives of employment equity act that include having individual from previously disadvantaged groups represented in all levels of management within the next five-year period.

2.8. Local Economic Development

The Right Holder has committed to implement the following project for the duration of the Social and Labour Plan under review with a budget of R6 170 000.

Local Economic				
Project Name	Project classification	Municipality	Community	Budget
1.Thusong Centre (computer room upgrade)	Infrastructure, training, and support	Saldanha Bay	Hopefield	R1 500 000
2.Upgrade to the Mfesane Homecare of the Disabled	Infrastructure	Saldanha Bay	Hopefield	120 000
3.Construction of Early Childhood Development	Education, Skills Development infrastructure	Saldanha Bay	Hopefield ward 7	R4 050 000
4. Upgrade -Eco Tourism Fossil Hiking Trail	Infrastructure	Saldanha Bay		R500 000

In consultation with Saldanha Bay Local Municipality, the applicant identified these projects as a key priority need on the Integrated Development Plan (IDP) to ensure the Economic and Social impact is high. -Annexure "C"

2.9 Measures to avoid job losses and decline in employment.

Mechanisms to save jobs and avoid job losses in an event when retrenchment possibilities are foreseen have been provided.

2.10 Financial Provision

The company has provided a total budget of **R6 170 000** for the implementation of the Social and Labour Plan. The budget is distributed as follows:

Human Resource Development – R2 997 600.00

Local Economic Development – R6 170 00.00

Management of Downscaling – R337 870.00

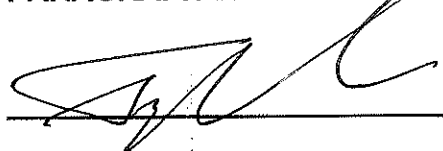
2.12 Undertaking

An undertaking for implementation of the Social and Labour Plan has been signed.

3. RECOMMENDATIONS

- (a) In light of the above the Regional Manager recommends approval for the Social and Labour Plan review 2022-2026 by Kropz Elandsfontein (Pty) Ltd and
- (b) Signing of the attached consent letter.

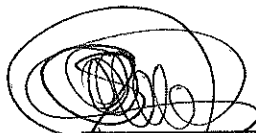
PARAGRAPH 3.1: GRANTED
PARAGRAPH 3.1: LETTER SIGNED



DEPUTY DIRECTOR- GENERAL
MINERAL & PETROLEUM
REGULATION
DATE: 27-06-2023

PARAGRAPH 3.1: NOT GRANTED

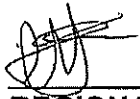
DEPUTY DIRECTOR- GENERAL
MINERAL & PETROLEUM
REGULATION
DATE:



CHIEF DIRECTOR

CENTRAL REGIONS

DATE: 28/06/2023



REGIONAL MANAGER

MINERAL REGULATION

DATE: 14/06/2023