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Appendix C: Summary of Social and Labour Plan

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Draft Summary on Social and Labour Plan: Yzermyn Underground Coal Mine

Objectives of the Social and Labour Plan

- ❖ Promote economic growth and mineral and petroleum resources development in the Republic;
- ❖ Promote employment and advance the social and economic welfare of all South Africans; and
- ❖ Ensure that the Yzermyn Coal Mine contributes towards the socioeconomic development of the area of operation as well as the areas from which the majority of the workforce is sourced.

Atha's Vision, Mission and Values

Vision - Committed to Socio- Economic Development of South Africa through business propositions

Mission - Vision would be achieved through sustainable approach on the way forward while keeping the commitment to Welfare of community as a whole

Values - Provide value added services to the Nation

Information on the Workforce

It is anticipated that there may be approximately 576 (comprising 280 employees during Year 1, 425 during Year 2 and 576 employees in Year 3 onwards) employees, and as stated above, half is likely to come from Mpumalanga and KwaZulu Natal (KZN), and the other half from the rest of South Africa.

Atha commits to complying with the MPRDA regulations, and has provided specific commitments to achieve the following specific objectives for each aspect of the SLP:

- ❖ Skills Development
- ❖ Adult Basic Education and Training (ABET)
- ❖ Portable Skills
- ❖ Internships and Bursaries:
- ❖ Career Progression and Mentorship
- ❖ Employment Equity
- ❖ Community Development
- ❖ Local Economic Development and Social Development
- ❖ Procurement

Human Resource Development (HRD) Programme Regulation 46(b)

This programme intends to facilitate the achievement of four key outcomes:

- ❖ To provide skills training opportunities to mine workers during their employment in order to improve their income earning capacity after mine closure;
- ❖ To promote employment and skills development in the local communities and major labour sending areas;
- ❖ To ensure substantially higher levels of inclusiveness and advancement of HDSAs¹, including women, in the mining industry; and
- ❖ To contribute to the development of a pool of skilled South African workers in support of National Economic and Skills Development strategies.

These priorities will include the following plans for implementation:

- ❖ Adult Basic Education and Training (ABET);
- ❖ Learnerships;
- ❖ Core Skills Training (relevant to the core business functions);
- ❖ Portable Skills Training (promoting employment beyond mine closure);
- ❖ Internships and Bursaries; and
- ❖ Career Progression and Mentorship Programmes.

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Human Resource Development programme (Budget)

Category	Year 1	Year 2	Year 3	Year 4	Year 5	Total
ABET	R -	R 96,000	R 90,000	R 90,000	R 97,500	R 373,500
Core skill training	R 128,000	R 128,000	R 144,000	R 144,000	R 156,000	R 700,000
External Learnerships	R 48,000	R 72,000	R 72,000	R 72,000	R 78,000	R 342,000
Internal Learnerships	R 48,000	R 72,000	R 72,000	R 72,000	R 78,000	R 342,000
Portable Skills	R -	R -	R -	R -	R 32,500	R 32,500
Bursaries	R 16,000	R 24,000	R 24,000	R 24,000	R 26,000	R 114,000
Internships	R 16,000	R 24,000	R 24,000	R 24,000	R 26,000	R 114,000
Grand Total	R 256,000	R 416,000	R 426,000	R 426,000	R 494,000	R 2,018,000

Budget is subject to commencement of commercial production.

Local Economic Development (LED) Programme

Highlights of the LED programmes are as mentioned below:

- ❖ Cooperation with the Local Municipalities
- ❖ Housing and Living Conditions
- ❖ Measures to Address Nutrition
- ❖ Procurement Progression Plan

Atha has selected the following potential projects for intervention:

- ❖ Existing municipal cooperative initiatives funding assistance;
- ❖ Sponsorship of local mobile clinics;
- ❖ Sinethemba Agricultural & Technical Secondary School;
- ❖ SEDA Office establishment (SME support); and
- ❖ Establishment of a Rural ICT centres.

Local Economic Development (LED) Programme (Budget)

Row Labels	Total	Year 1	Year 2	Year 3	Year 4	Year 5
1 Existing Municipal Cooperative Funding Assistance	1,050	210	210	210	210	210
2 Sponsorship of Local Mobile Clinics	520	104	104	104	104	104
3 SME support (SEDA)	1,500	300	300	300	300	300
4 Sinethemba Agricultural & Technical Secondary School	1,120	224	224	224	224	224
5 Rural ICT Centres	1,530	306	306	306	306	306
Grand Total (R000.00)	5,720	1144	1144	1144	1144	1144

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