

**ZANDBERG SANDPUT (PTY) LTD  
PORTION 4 OF THE FARM ZANDBERG FONTEIN 97  
MAGISTERIAL DISTRICT OF ROBERTSON  
WESTERN CAPE PROVINCE**

**SOCIAL AND LABOUR PLAN**

**DEPARTMENTAL REFERENCE NUMBER:**

**WC 30/5/1/2/2/87 MR**

**2020 - 2024**

**PREPARED FOR:**

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## **EXECUTIVE SUMMARY**

Zandberg Sand Mine is an opencast sand mine located approximately 7 kilometres South-West of Robertson in the Western Cape Province. Zandberg Sandput (Pty) Ltd intends submitting a Section 102 amendment application to add 108.3851ha to the current 17.6826ha mining footprint on Portion 4 of the farm Zandberg Fontein No 97 in the Robertson magisterial district of the Western Cape Province. The Section 102 application necessitates an amendment of the current Social and Labour Plan (SLP).

Zandberg Sand Mine currently has 3 (three) full time employees (2 senior management positions and 1 junior management position), which employees reside within the local community. There is also 1 board member, who does not form part of the full time employees.

Zandberg Sand Mine intends to spend at least R229 993.40 (Two Hundred and Twenty-Nine Thousand Nine Hundred and Ninety-Three Rand and Forty cents) on Human Resource Development for the 5-year duration of this SLP. The total amount to be spent on Human Resource Development within the 1<sup>st</sup> ten years should this amendment application be successful is approximately R537 776.40 (Five Hundred and Thirty-Seven Thousand Seven Hundred and Seventy-Six Rand and forty cents).

Zandberg Sand Mine will also have available a total amount of R41 777.00 (Forty-One Thousand Seven Hundred and Seventy-Seven Rand) for Local Economic Development of the community for the 5-year period of this SLP. In the event that this amendment application is successful the applicant will spend a minimum amount of R100 063.50 (One Hundred and Sixty-Three Thousand Rand and Fifty cents) during the first ten years of this amended mining right, towards the upliftment of the local community. During the previous amendment application, which was resultant of the conversion of an old order mining right and renewal thereof, Zandberg Sand Mine and the local authority (Langeberg Municipality) agreed that the Local Economic Development project to be implemented will be the installation of cement slabs to cover a 260 square meters' area surrounding a local school (Willem Bucholtz - Le Chasseur). This project will be implemented in two phases, the first phase to commence during 2020 until 2024 as part of this SLP, and the second phase will form part of the subsequent SLP period.

## 1. PREAMBLE (REGULATION 46(A))

<b>Name of Company/Applicant</b>	Zandberg Sandput (Pty) Ltd
<b>Name of mine/production operation</b>	Zandberg Sand Mine
<b>Physical Address</b>	Appelsdrift Farm Robertson 6705
<b>Postal Address</b>	PO Box 717 Robertson 6705
<b>Telephone number</b>	023 626 1836
<b>Fax number</b>	086 546 0579
<b>Location of mine or production operation</b>	Appelsdrift Farm Robertson
<b>Commodity</b>	Sand
<b>Life of mine</b>	30 years
<b>Financial year end</b>	March to February
<b>Reporting year</b>	2020
<b>Responsible person</b>	Mrs Trudi Viljoen
<b>Geographic origin of employees (mine employees and labour sending areas)</b>	
(a) Mine community	(b) Labour sending area
<i>Province</i>	<i>Province</i>
Western Cape	Western Cape
<i>District municipality</i>	<i>District municipality</i>
Cape Winelands	Cape Winelands
<i>Local municipality</i>	<i>Local municipality</i>
Langeberg	Langeberg

## 2. HUMAN RESOURCE DEVELOPMENT PROGRAMME (REGULATION 46(B))

It is important to point out that the mine currently has a very small staff complement of 3 (three) full time employees. This reviewed Social and Labour Plan is for the purpose of a Section 102 amendment application in which application is made to the Department of Mineral Resources and Energy (“DMRE”) for the extension of the mining area. Zandberg Sandput (Pty) Ltd intends submitting a Section 102 amendment application to add 108.3851 ha to the current 17.6826 ha mining footprint on Portion 4 of the farm Zandberg fontein No 97 in the Robertson magisterial district of the Western Cape Province.

Although the mining area will increase the operation will still remain very small and consequently will not have the capacity or structure to be comparative in terms of Training and Development and Social Responsibilities, to that of other larger mining operations. Due to the aforementioned, the Skills Development Plan and Human Resources Development Programme contained herein is simplistic but most of all, attainable and manageable.

The primary objective of the Human Resource Development and Social Programme is to focus on strategic development initiatives for all employees.

Although training initiatives are somewhat restricted due to the size and financial constraints of the operation, the company has fully embraced the concept of sectoral training and has access to the activities of SETA (Sector Education and Training Authority) and MQA (Mining Qualifications Authority).

### 2.1. COMPLIANCE WITH SKILLS DEVELOPMENT LEGISLATION

The mine will continue to pay the skills development levies of all its employees to the South African Receiver of Revenue as a legal requirement. Where possible, all training opportunities will be facilitated through the Mining Qualification Authority (MQA) (011) 832 1022.

**Table 2.1: Seta Information**

<b>Name of SETA</b>	Mining Qualifications Authority (MQA)
<b>Registration number with relevant SETA</b>	L470784333
<b>Has your company appointed a Skills Development Facilitator. If yes, provide name</b>	Mrs. Trudi (Gertrud Angela) Viljoen
<b>To which institution have you submitted your workplace skills plan?</b> (i) Department of Labour (ii) Mining Qualifications Authority (iii) Mine Health and Safety	Mining Qualifications Authority By 30 April annually

Zandberg Sand Mine appointed Mrs Gertrud Angela Viljoen, it's senior manager, as the main liaison person with the MQA, who also submits the annual workplace skills plan to the MQA. Due to the size of the mine there is no formal appointed skills development facilitator, although the role of SDF is currently filled by Mrs. Viljoen.

This role includes:

- The developing of the Workplace Skills Development plan.
- To ensure the reporting on the social and labour plan is submitted as and when required.
- To advise on the implementation, monitoring and review mechanism of the social and labour plan.
- To serve as a resource in all aspects of skills development, including skills programmes and learnership development.
- To advise on quality assurance requirements as set out by the MQA.
- To serve as a liaison person between the organisation and the MQA.
- To, where possible, assist the employees to claim grants for the training courses which have been undertaken.

Due to the small size of the operation Zandberg Sand Mine will be able to focus on strategic and specific training interventions for all employees. Such strategic and specific training interventions are to form part of the workplace skills development plan that will also take cognisance of the commitments made within this Social and Labour Plan.

## 2.2. SKILLS DEVELOPMENT PLAN (REGULATION 46(B)(I) IN CONJUNCTION WITH REGULATION 11(G))

Zandberg Sand Mine regards training as an important activity and a simplistic yet effective and attainable training programme has been established, especially in light of the small size of the operation. The objectives of the skills development plans for Zandberg Sand Mine are as follows:

- Ensure that all employees have the ongoing skills required for successful continuation of the mining operations (workplace skills).
- To implement plans to ensure succession of management and career development is achieved through the identification of talent and development of the identified talent.
- Develop plans to provide all employees with both life skills and portable skills that they may need either upon closure of the mine or should they choose to leave the employment of the mine.
- Provide ABET training to ensure all employees have the opportunity to obtain an education level up to ABET 4.

### APPENDIX 2.2.1 and 2.2.2

#### 2.2.1. Education levels of the workforce

The education levels of the current workforce, consisting of 3 employees, are set out below. Zandberg Sand Mine is however unable, at this stage, to indicate the education level of the future employees, should employees be appointed after this amendment application has been finalised. In the event that further employees are appointed, should need be, the education levels will be reported on within the subsequent year of reporting after such employees have been appointed.

**Table 2.2: Education levels of employees.**

Education level	African		Coloured		Indian		White		Total	
	M	F	M	F	M	F	M	F	M	F
None										
Grade 0 / Pre										
Grade 1 / Sub A										
Grade 2 / Sub B										
Grade 3 / Std 1 / ABET 1										
Grade 4 / Std 2 / ABET 1										
Grade 5 / Std 3 / ABET 2										
Grade 6 / Std 4 / ABET 2										
Grade 7 / Std 5 / ABET 3										
Grade 8 / Std 6 / ABET 3			1						1	
Grade 9 / Std 7 / ABET 4										
Grade 10 / Std 8 / N1										
Grade 11 / Std 9 / N2										
Grade 12 / Std 10 / N3							1		1	
Diplomas / Certificates								1		1
First degree / higher diploma										
Honours/Master's degree										
<b>Total</b>			<b>1</b>				<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>



### 2.2.2. Illiteracy level and ABET needs

The mine currently has 1 employee with an education level lower than ABET 4. This employee will be afforded the opportunity to become functionally literate. The success of the ABET (Adult Basic Education Training) will be based on the commitment of the employee to accept and embrace the opportunity for ABET and to comply with the rules and requirements of such a programme.

If the employees do not want to take part in the programme, alternative and suitable means of contribution to the development and education of the local community will be investigated and incorporated into this plan.

Zandberg Sand Mine will make use of Triple E Training for all ABET solutions, should the employee be interested in the ABET training. For all other Human Resources Development Training Zandberg Sand Mine will make use of Breërivier Training and Development, which company is accredited by SETA as well as the Department of Labour and Transport.

### 2.2.3. Training planned in respect of ABET needs (*Regulation 46 (b)(i)*)

#### APPENDIX 2.2.3 and 2.2.4

#### Staff and present level of competence

#### Table 2.3: Planned ABET Training for a five year period

The below table indicates the proposed ABET training for this SLP period, which comprise of the current employee. It should however be noted that due to the size of the operation annual contributions will accumulate to make provision for training during year 5 of this SLP. Should new employees be appointed under the extended mining right such employees will be included in the subsequent SLP's. The below is based on the presumption that the current employee who has an education level of less than ABET 4 will want to participate in the current ABET programme.

Level	2020	2021	2022	2023	2024	Total
ABET 1						
ABET 2						
ABET 3						
ABET 4					1	1
<b>Total No.</b>	0	0	0	0	1	1
<b>Budget</b>	R800.00	R748.00	R843.00	R1 093.00	R1 509.00	R4 993.00

The intention of Zandberg Sand Mine is for all employees to obtain an educational level of at least ABET level 4.

#### Action plan:

- The identified employee will be invited to a workshop designed to inform him about ABET training and encourage him to make use of the opportunity at his own discretion.

- The employee will be expected to enrol for ABET training as outlined in the table above until they reach ABET 4. Should new employees be enrolled within the next 5 years any ABET training they may require will be included in the subsequent SLP.
- ABET will be offered on the basis of balance between the employee's own personal time and the company time and the cost will be covered by the company.
- In the event that the employee is not willing or interested to take part in ABET initiatives, further investigation into possibilities will be made into development and funding of educational programs in the local areas.
- The above budget includes cost of the training course, material and equipment.

#### 2.2.4. Portable Skills Programme and Core Business Training

Zandberg Sand Mine recognises that the changing nature and demands of any business can result in a reduction in the number of employees at any stage of the business's life. In addition, Zandberg Sand Mine also recognises that employees may seek alternative employment during their careers.

In recognition of the above Zandberg Sand Mine will implement the following portable skills plan.

##### Action plan:

- Table 2.4 below provides an indication of the portable skills that Zandberg Sand Mine will aim to provide employees which will be useful both during their employment as well as after employment at the mine.
- Employees showing interest and ability will be provided with the opportunity to attend a portable skills training workshop over the five-year period.
- Employees will be requested to sign an attendance register.
- The training will be provided by outsourced companies.
- After attending the portable training courses, employees will be provided with a certificate of attendance.

**Table 2.4: Portable skills & Core Business training targets**

Type / area of training	Number of employees					TOTAL
	2020	2021	2022	2023	2024	
Front End Loader	1		1		1	3
First Aid		1		1		2
Core Business training (Induction)	All	All	All	All	All	All
<b>BUDGET</b>	<b>R10 000-</b>	<b>R12 000-</b>	<b>R14 000-</b>	<b>R16 000-</b>	<b>R18 000-</b>	<b>R70 000.00</b>

### 2.2.5. Core Business Training

In addition to the training described above Zandberg Sand Mine will also provide all employees induction training in the following:

- HIV/AIDS Awareness programme: All employees are encouraged through a presentation to “Know your Status”, for which an external and independent service provider will be used. Should the employee consent, this external service provider will undertake the appropriate testing and the results will be kept confidential. Should the results be positive the external company is to refer the employee to the nearest clinic for counselling and support;
- Tuberculosis awareness training;
- Health and Safety in the workplace training;
- Risk assessment training;
- Introduction to Environmental Awareness;
- Introduction to Fire Fighting.

The above training will form part of the employee induction training undertaken when commencing with employment and with refresher courses annually.

### 2.2.6 Learnerships (internal and external) and Artisan Training

#### APPENDIX 2.2.6 and 2.2.7

#### 2.2.6. Internal Learnerships

Experience has taught that internal learnerships are not always practical by reason of the fact that full time employees earning a specific salary do not often want to (nor can they afford to) sacrifice their salary and accept the stipend offered as part of a learnership programme. In the circumstances, also taking into consideration that the mine only has 3 employees, Zandberg Sand Mine will direct it’s commitment towards external learnerships and artisan training. Having said that, it is not to say that the door is closed to an employee who would like to participate in a learnership programme. In the event that an employee shows an interest in the learnership programme, such employee will be afforded the opportunity to apply for a particular learnership together with the external applicants. Employees will also have the opportunity to apply for an internal bursary at Zandberg Sand Mine, as more fully set out in Appendix 2.6.1. Alternatively employees interested in learnership or artisan training can also apply to receive such training under mentorship.

#### 2.2.7. External Learnerships and Artisan Training

Table 2.5: External Learnership & Artisan Training

Field/ area of training	Targets and timelines									Budget
	2020	2021		2022		2023		2024		
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Business Practice	1	1		1		1		1		5
<b>Total No</b>	1	1		1		1		1		5
<b>Budget</b>	R10000-	R10000-	0	R10000-	0	R10000-	0	R10000-	0	R50 000.00



### 2.3. FORM R: HARD TO FILL VACANCIES (ANNEXURE 2)

**Table 2.6: Hard to fill Vacancies**

Due to the size of the operation no job vacancies exist at this stage. In the event that the operation expands in terms of employees hard to fill vacancies will be reported on in the annual reports and addressed in the subsequent SLP's.

Occupational Level	Job title of vacancy	Main reason for being unable to fill vacancy
Top management	None	None
Senior management	None	None
Professionally qualified and experienced specialists and middle management	None	None
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	None	None
Semi-skilled and discretionary decision making	None	None
Unskilled and defined decision making	None	None

### 2.4. CAREER PROGRESSION PLAN (REGULATION 46(B)(II))

#### 2.4.1. Career Development Matrix

##### APPENDIX 2.4.1

Career development is aimed at providing better employment opportunities to employees and to develop the skills, competencies and education levels of employees so as to equip them to progress within their existing place of employment, alternatively take up employment in a key position in a different company.

#### 2.4.2. Career Progression Plan (Regulation 46(b)(ii))

##### APPENDIX 2.4.2

An employee progression along a career development path at Zandberg Sand Mine will depend on possible growth and subsequent vacancies within the operation, the employee obtaining the necessary educational level, experience and / or competencies to cope with the complexities of a position with greater responsibility (i.e career development).

The rate of career development for an individual employee will depend on numerous factors, such as:

- The talent and education level of the employee.
- The aspirations and age of the employee.
- Staff turnover of the Mine.

- The availability of a vacant position which represents a career development move. This is influenced by the growth or reduction in activity of the mine and the actual labour turnover rate.

The objectives of a career development path are:

- To develop the competencies and education levels of employees in order for them to fill key positions (for example management, diesel mechanics, production foreman, fitter and turners and plant operators).
- To give opportunities to Historically Disadvantaged South Africans (HDSAs) and to progress towards Work Skills Plan and Employment Equity (EE) targets.

#### **2.4.3. Action plan to implement Career Development paths:**

- Implement a plan to identify the talent pool and aspirations of all the employees. This will be done through biennial surveys to determine the individual aspiration of each employee and through obtaining feedback from the various supervisors about the competencies of the individuals. A record of aspirations and current talent will be maintained by the mine.
- High potential candidates are to be identified and linked to an accelerated skills development and mentorship plan, although this might be difficult in an operation of this size.
- As and when roles are vacated within Zandberg Sand Mine the position will firstly be offered internally. Should none of the employees have the required skills or aspiration to fill the role, then the mine will have no other choice but to source the skill from outside the company.
- If an employee has to be sourced outside, the mine can amend its skills development plan to be able to ensure that the skills for future fulfilment of the role are available internally, if such aspirations exist.

#### **Table 2.7 Five Year Career Progression Plans**

See Table 2.7 attached for an indication of the Training and Development in respect to the current employees over a five-year period. This will be used for updating future progress in this regard.

In the event that new employees are appointed after finalisation and approval of the amendment application such employees will be incorporated into the subsequent Career Progression Plans, which plan will also be reported on to the MQA.

**Table 2.7: Five Year Career Progression Plan of current employees**

No	Name	Identity number	Ethnic	Gender	Educational Level	Core Business	Mentorship	2020	2021	2022	2023	2024
1.	Andre Naude Viljoen	750506 5099 088	White	Male	Gr 12	All Employees						
2.	Trudi Viljoen	750216 0075 089	White	Female	N4 diploma							
3.	Jonathan Karelse	861021 5214 089	Coloured	Male	Gr 8							

**Pink** – ABET

**Green** -Mentorship

**Blue** - Front End Loader

**Red** – First Aid

**Yellow** – Core Business

## 2.5. MENTORSHIP PLAN (REGULATION 46(B)(III))

Zandberg Sand Mine regards mentorship as helping people realising their potential and maximising their potential through learning and skills development. Mentoring is a joint venture between the mentor and the mentee whereby the mentor guides the mentee in terms of personal and career development.

Zandberg Sand Mine will implement a mentorship plan through the action plan listed below. This constitutes a provisional mentorship plan.

### Action plan:

- Zandberg Sand Mine will undertake annual surveys to identify both potential mentors and mentees to take part in the mentorship programme. Mentors will need to be experienced senior employees who are respected and have a personal trait which is conducive to the contribution of their knowledge and acting as a role model. Mentees have to be employees who have demonstrated high potential and interests to develop their careers with Zandberg Sand Mine.
- Develop a strategy for implementing a mentorship programme. The strategy should provide guidance on the reasonable expectations of both the mentor and mentee.
- Assign mentees to mentors. This must be done considering the personalities of both the mentor and mentee. Mentees will be either male or female, depending on the workforce profile of the mine at that stage.
- Implement the mentorship programme. Each mentorship programme is to run for a minimum period of one year, depending on the circumstances of each mentorship.
- Once per annum the mentor is to provide feedback to the mentee on performance and strengths and weaknesses and if the mentorship requires a longer period, the mentorship will go on for a longer period, dependent on individual requirements.
- At the end of the mentorship programme the mentee must provide feedback on the success of the mentorship.
- Every year the mentorship programme must be evaluated and improved based on the feedback of the mentors and mentees.
- Table 2.8 provides an indication of the number of employees that Zandberg Sand Mine intend to have within the mentorship programme.
- It is most likely the managers who will fulfil mentorship roles to individuals identified for advancement, as they are the only management positions that oversee other personnel.

The following positions are regarded as positions which oversee other personnel at the operation:

- Site/Plant Manager;
- Site Clerk;
- Mechanical Technician;
- Welder – Skilled Artisan;
- Plant Supervisor.



The following mentees could be assigned to the mentors described above:

**Table 2.8: Mentorship plan targets**

MENTORING PROGRAMME	MENTOR	TARGET			GENDER	
		DURATION	HDSA	NON-HDSA	FEMALE	MALE
Machinery and mining Skills	Andre Viljoen	1 Year	1	0	0	1
Environmental management	Andre Viljoen	1 Year	1	0	0	1
Health & Safety	Andre Viljoen	1 Year	1	0	0	1

**Responsibility of a Mentor:**

- To act as a role-model for the mentee;
- Provide advice in terms of skills development;
- Provide advice on career development;
- To provide practical training concerning on the job skills;
- To provide encouragement to the mentee.

**2.6. BURSARY AND INTERNSHIP PLAN (REGULATION 46(B)(IV))**

**APPENDIX 2.6.1 and 2.6.2**

**2.6.1. Internal Bursaries**

Zandberg Sand Mine will make internal bursaries available to employees of the company who want to study on a part time basis. The Company actively optimises on the utilisation of the skills, abilities and efforts of all its employees. To this end we encourage and assist our employees in realising their aspirations for personal growth and career advancement. The company will promote, within budget, employee applications for study assistance aligned to the Company's needs, provided the following basic principles are adhered to:

- Studies must be job specific and company related.
- The employee can apply for the internal bursary any time prior to the financial year end, for the bursary to be awarded during the next financial year. The employee must provide Zandberg Sand Mine with proof of the cost of the course as well as the course material.
- Studies (courses accredited by SAQA) and educational institutions must be approved by the Company.
- Company contribution & budget will be dependent on employee interest; therefore, no specific budget is allocated at this stage.

## 2.6.2. External Bursary Plan

**Table 2.9: Tertiary Learnership Targets – External Bursary**

Bursary field	Targets and timelines									
	2020	2021		2022		2023		2024		Total Budget
	New	New	Cont.	New	Cont.	New	Cont.	New		
Mechanical or Mine Engineering	1	0	1	0	1	0	1	1		
<b>Total No</b>	1	0	1	0	1	0	1	1		
<b>Budget</b>	<b>R15 000-</b>	<b>0</b>	<b>R15 500-</b>		<b>R16 000-</b>		<b>R16 500-</b>	<b>R17 000-</b>		<b>R80 000-</b>

In order to identify potential students in need of assistance who would benefit from the external bursary programme, Zandberg Sand Mine will liaise with local schools and/or local authority to ascertain the student interest. Aspiring students from the Langeberg Municipal Region will be furnished with the opportunity to study Mechanical or Mine Engineering, or any other field of study that will benefit both the student and the operation, at an educational institution of their choosing (to be approved by the mine). Zandberg Sand Mine will:

- Fund the tertiary course in whole or in part depending on the facts and circumstances relevant to each particular student (internal and external).
- Fund the learning material in whole or in part, dependent on the circumstances.
- Fund the student accommodation in whole or in part, dependent on the circumstances.

The student will be required to enter into an agreement with Zandberg Sand Mine in terms of which they *inter alia* agree to apply themselves and dedicate his/her best effort to achieve a pass in each year of study. In the event that it becomes clear to Zandberg Sand Mine that any one or more student/s are not fully committed to their studies, Zandberg Sand Mine reserves the right to terminate that particular student's bursary and offer the bursary to a new student. Zandberg Sand Mine will make payment of all the applicable fees directly to the relevant educational institution and/or service provider.

## 2.6.3. Internship plan (Regulation 46(b)(iv))

### APPENDIX 2.6.3

**Table 2.10: Internship targets**

Internship field	Targets and timelines									
	2020	2021		2022		2023		2024		Total Budget
	New intake	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
Mining related	1	1	0	1	0	1	0	1	0	
<b>Total No</b>	1	1	0	1	0	1	0	1	0	
<b>Budget</b>	<b>R3000-</b>	<b>R3000-</b>	<b>0</b>	<b>R3000-</b>	<b>0</b>	<b>R3000-</b>	<b>0</b>	<b>R3000-</b>	<b>0</b>	<b>R15000-</b>



<b>Women</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>JUNIOR MANAGEMENT 70% (currently at 100% HDSA male)</b>										
<b>HDSA</b>	100%	100%	100%	100%	100%	100%	100%	100%	100%	<b>40%</b>
<b>Women</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	<b>30%</b>
<b>CORE AND CRITICAL SKILLS 70%</b>										
<b>HDSA</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	<b>70%</b>
<b>EMPLOYEES WITH DISABILITIES</b>										
<b>Disabilities</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	<b>1.5%</b>

### Women in Mining

Zandberg Sand Mine intend to employ women in accordance to the Mining Charter and Employment Equity Act. Currently the mine has 1 women employed, excluding the female board member, constituting 33% of all the employees. Zandberg Sand Mine will implement the following action plan in order to maintain the women in mining targets:

- Women employed by the mine will be trained in terms of the mining environment and will form part of the mine's skills development plan.
- Zandberg Sand Mine will consider suitable qualified women for vacant employment positions as and when they are available.
- Zandberg Sand Mine will, when positions become available, conduct presentations to educational institutions in the area to specifically target female school learners.
- Zandberg Sand Mine recognises that one of the roles that would suit women is as a vehicle operator, weighbridge operator, engineer or administrator in the mining environment.
- Additionally, the mine will develop an implementation training programme whereby HDSA women who have a driver's license are provided with the opportunity to learn to drive a mine vehicle or to operate a weighbridge.

## 3. MINE COMMUNITY ECONOMIC DEVELOPMENT (*REGULATION 46(C)*)

### 3.1. SOCIAL AND ECONOMIC BACKGROUND INFORMATION (*REGULATION 46(c)(i)*)

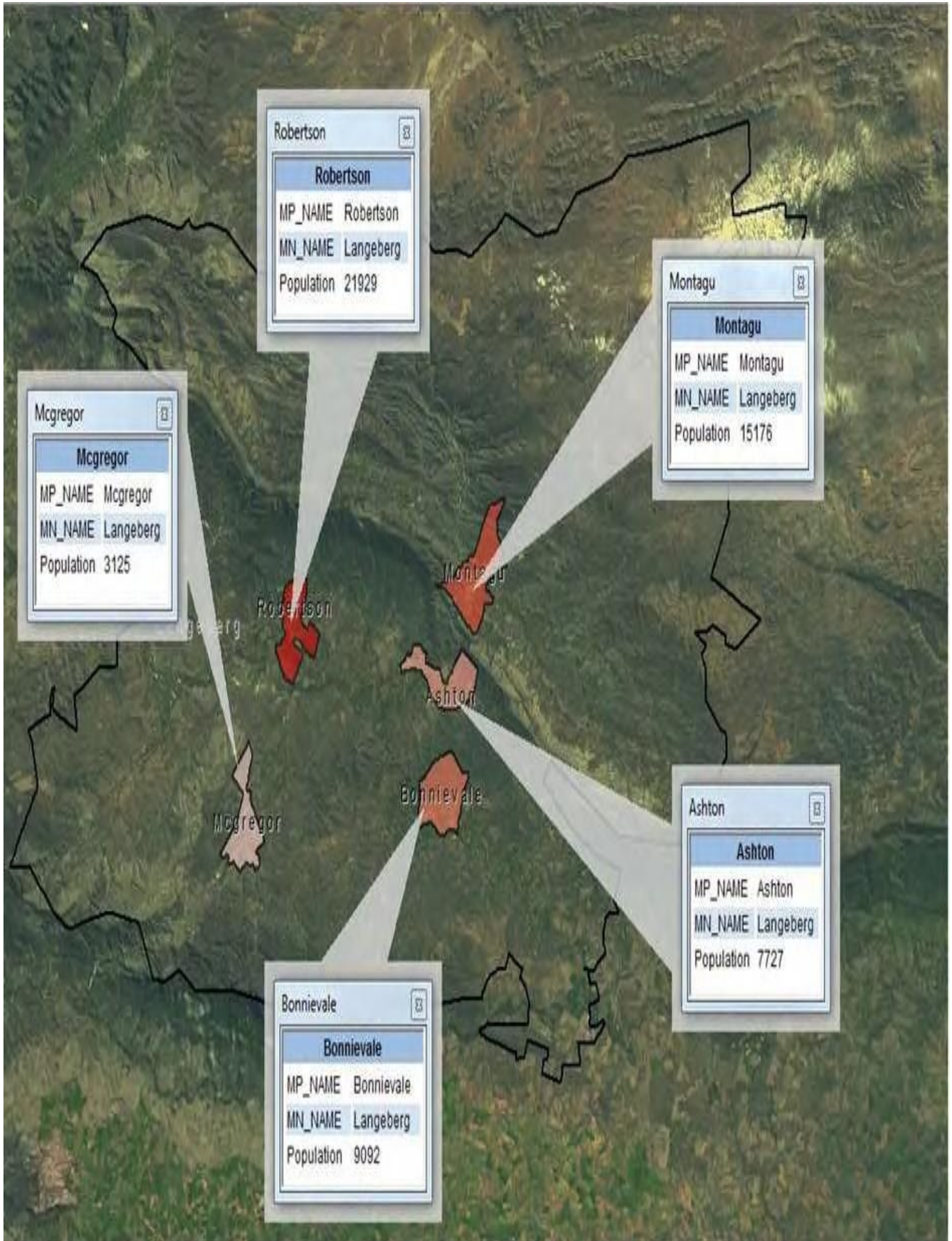
#### APPENDIX 3.1

#### 3.1.1. Background

The Langeberg Municipality lies within the beautiful Cape Winelands District which also includes the municipalities Breede Valley (Worcester), Drakenstein (Paarl), Stellenbosch and Witzenberg (Ceres).

Covering a total area of approximately 4 517.4 km<sup>2</sup>, the Langeberg Municipality includes the towns of Ashton, Bonnievale, McGregor, Montagu and Robertson, as well as rural areas adjacent to and between these towns.











## Montagu



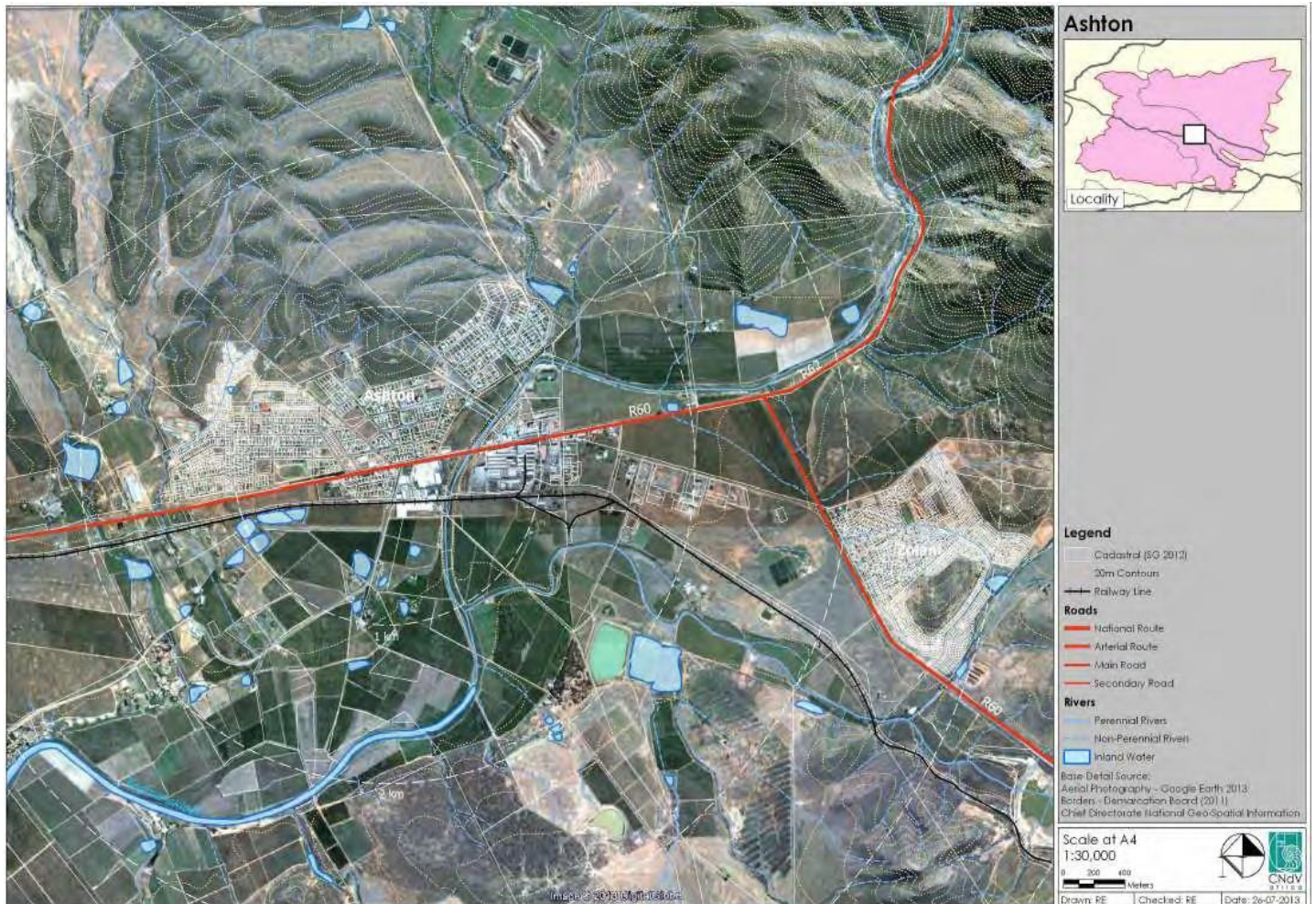
Montagu lies on the legendary Route 62, nestled between two mountain ranges and halfway between Cape Town and the Garden Route. The town is the scenic heart of Route 62 and the gateway to the Little Karoo. It is renowned for its crisp, clean air - free of any pollution. This historic link between Cape Town, Oudtshoorn, the Garden Route and the Eastern Cape, offers travellers, winding through spectacular scenery and mountain passes, remarkable beauty and excellent facilities. Montagu lies between the Keisie and Kingna Rivers. John Montagu, the British Secretary of the Cape Colony in the 1850s, envisaged unlocking the potential of the Cape Colony. He was aided by pioneering road engineers to create passes through the mountain barriers. Through his efforts the country side could develop agriculturally. He became a popular figure. In tribute to him the village was officially named Montagu in 1851. He travelled there to 'baptize' the town.

Early trekker's often followed the course of rivers and some camped in the vicinity of present-day Montagu. They drank the clear, strangely-flavoured water, found it wonderfully refreshing and traced its course through the kloof to where the hot springs were discovered. The springs form part of the now popular Montagu Baths. The magic of this area is its wonderful dry, healthy climate.



Nature walks, 4X4 routes, cycling and many hiking trails add to the magic. As one of the Western Cape's best rock climbing areas, it offers crags of varying grade, steepness and excellent quality rock. Montagu has many hidden gems to discover. Unique art galleries and top cuisine can be found just about everywhere.

## Ashton



Ashton is a small town at the foot of the Langeberg, situated on the R62, between Robertson and Swellendam. It is the heart of the Langeberg Municipal area and not only host the administrative Head Office of the Langeberg Municipality, but is also home to almost ten wineries and two large canneries. Between vineyards and green fruit orchards, this wine producing and fruit processing centre is home to many local artists.

With the completion of the railway line from Worcester to the coastal regions in 1887, the trading post, Roodewal became a railway station and was, shortly afterwards, renamed Ashton - in honour of Job Ashton, Director and Railway Engineer of the New Cape Central Railways (Ltd). For several years the settlement consisted of only a railway station, warehouse, hotel, post office, butchery, a little school, one shop and a few houses. During 1939 and 1940, with the opening of the Langeberg Cooperative, extraordinary growth took place, resulting in the farmland being divided into plots. Development received a further boost with the establishment of a second canning factory in 1949. Ashton gained municipal status in 1956.



Next to the Municipal Offices of the Langeberg Municipality in the Main Road of Ashton, the steam locomotive no 2010 class 14 CR, commissioned in 1919 and used on the Worcester-Mossel Bay rail section until 1983, still proudly depicts the town's history.

Ashton also offers you the opportunity to cruise down the Breede River while sipping wine or to enjoy a light lunch on the river banks. Only a few minutes' drive away, the Cogmanskloof offers panoramic views, mountain biking, hiking and rock climbing.

### Bonnievale



Bonnievale is situated on the banks of the Breede River and is surrounded by the Langeberg Mountain Range in the north-east and the Riviersonderend mountains in the south-west. Having majestic mountains, an ever-flowing Breede River and a rolling, green sea of beautiful fruit and wine farms lining the way, it is one of the most beautifully situated towns in the Western Cape. The name Bonnievale actually means Beautiful Valley.

Bonnievale, also known as the valley of cheese and wine, boasts eight wine cellars and two cheese factories producing cheese, butter, milk, and yoghurt and whey powder.

The town was founded by Christopher Forrest Rigg. Rigg and his wife moved to Bonnievale in 1900. Their only surviving daughter, Mary Myrtle was born in 1903. Sadly, in 1911 she contracted meningitis and on her deathbed she asked her father to build her a small church. Mary Myrtle was buried in her favourite playground, the lucerne field near her home. Rigg kept his promise and built the small Norman-style church in her memory. The date on the cornerstone is 1921, but the first Anglican service was only held in 1924. At the entrance above the main door there is a statuette in the likeness of Mary Myrtle, and in the



background is a rose tree with seven roses, depicting the seven years of her life. The Mary Myrtle Rigg Church is the only church in the world known to be built at the request of a child.

Rigg was also responsible for the construction of the water channel scheme providing Bonnievale with water. Today, more than 100 years since completion, all of the east side and large sections of the west side of Bonnievale still use the water from these canals, which are much as they were when built by Rigg.

In 1902 a railway halt was constructed between Robertson and Swellendam and was called 'Vale'. In 1917, at Rigg's request, the halt received full railway station status and the name changed to Bonnievale. In 1922 a village management board was elected. The town received full municipal status in April 1953.

## McGregor



The 19<sup>th</sup> century village of McGregor dreams away in a quiet valley at the end of a road going no-where. Life is slow, tranquil and gentle. Beautiful preserved white-washed cottages nestle in half-wild gardens, with water burbling down old stone irrigation channels.

The village of McGregor was laid out in 1861, the population then 350. In 1894 a Village Management Board was established and in 1907 the village became a municipality. In 1905, the village, originally known as Lady Grey, was renamed in honour of Reverend

Andrew McGregor, who had been the Dutch Reformed Church minister of the Robertson district for forty years.

Surrounded by mountains, fruit orchards, olive groves and vineyards, the village has maintained a peaceful, rural ambience. McGregor is a unique, eccentric and therapeutic village away from the crowds. A place to unwind, step back in time and just relax. The village is home to a vibrant community of artists. Several fine restaurants make eating out a pleasure. A variety of activities are on offer - walking, hiking, mountain biking, 4x4 trails, bird watching, art galleries, pottery studios, massage therapies and much more.

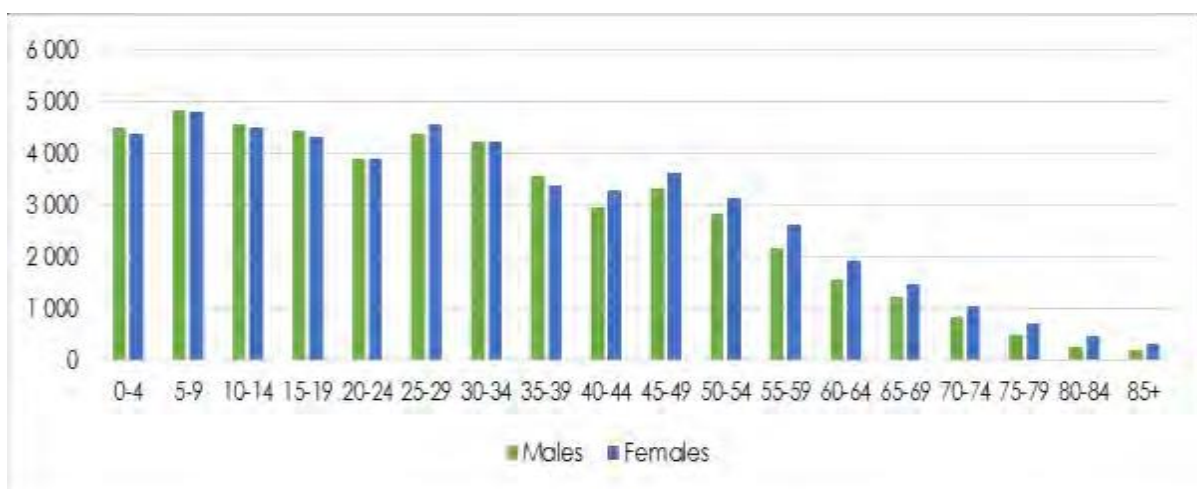
### 3.1.2. Gender Profile

In 2017, Langeberg's population gender breakdown will be relatively evenly split between male (50 427, 48.8 per cent) and female (52 963, 51.2 per cent). For 2023, the split is anticipated to be 52 742 (48.6 per cent) and 55 798 (51.4 per cent) for males and females respectively.

### 3.1.3. Population Profile

Langeberg has the smallest population in the Cape Winelands District which, according to the forecasts of the Western Cape Department of Social Development, is estimated to be **103 389** in 2017. This total gradually increases across the 5-year planning cycle and is expected to reach **108 540** by 2023. This equates to an approximate **5.0 per cent growth** off the 2017 base estimate.

In 2017, Langeberg's population gender breakdown will be relatively evenly split between male (50 427, 48.8 per cent) and female (52 963, 51.2 per cent). For 2023, the split is anticipated to be 52 742 (48.6 per cent) and 55 798 (51.4 per cent) for males and females respectively.



It is expected that there will be considerably less individuals within the 20 – 24 age cohort in 2017 in comparison to the 15 – 19 age group. This lower concentration could potentially be attributed to the outflow of school leavers and finishers (in particular within towns such as Ashton and Montague) who move from the region in search of better employment opportunities. The Robertson area's economy is however driven by

wholesale, retail, trade, catering and accommodation activities which necessitates the need for a more skilled and semi-skilled labour force that is sourced from outside of the region, hence the higher population concentration within the 25 – 29 and 30 – 34 age groups. The higher concentration in the 45 - 49 age groups can in turn potentially be attributed to the growing trend of individuals that retire early or downscale to more rural and tranquil communities.

#### 3.1.4. Population by race

The Langeberg area has the fourth largest populace in the Cape Winelands District with a population size of 97 724 people, according to Census 2011. The coloured community is the dominant population group in the Langeberg area, accounting for 70% of the population; black Africans comprise 16% of the population while whites account for 12%.

#### 3.1.5. Distribution of population by Language

Language	Percentage
Afrikaans	80,6%
English	3%
IsiNdebele	0,1%
IsiXhosa	10,5%
IsiZulu	0,1%
Sepedi	0,1%
Sesotho	1,2%
Setswana	0,3%
Sign Language	0,4%
SiSwati	0,1%
Tshivenda	0,1%
Xitsonga	0%
Other	1.1%
Not Applicable	2,3%

#### 3.1.6. Economic Profile

Economic growth at the municipal level is essential for the attainment of economic development, the reduction of poverty and improved accessibility (forward and backwards linkages between the first and second economy). Fostering this growth requires an in-depth understanding of the economic landscape within which each respective municipality operates.

Langeberg comprised R4.484 billion (or 10.2 per cent) of the District's total R44.16 billion GDP as at the end of 2015. GDP growth averaged 4.0 per cent per annum over the period 2005 - 2015. This is above the District average of 3.5 per cent. Average annual growth of 3.0 per cent in the post-recessionary period remained above the District average of 2.8 per cent.

Langeberg employed 13.7 per cent (51 545 labourers) of the Cape Winelands District's labour

force in 2015. Employment growth was moderate, averaging 2.5 per cent per annum since 2005, which was above the overall District employment growth rate of 1.9 per cent per annum. Employment growth has nevertheless picked up significantly in the post-recessionary period (2010-2015) averaging 3.7 per cent per annum (remaining above the district's rate of 2.9 per cent over the same period). Langeberg has experienced significant job losses in the Agriculture, forestry and fishing sector and in the Manufacturing sector prior to and during the recession. However, 11 810 (net) additional jobs have been created in total since 2005. The semi-skilled sector employed 21.0 per cent of the Municipality's workforce, and rose by 1.7 per cent per annum on average since 2005. The low-skilled sector (which employs 14 774 workers or 28.7 per cent of the Municipality's workforce) experienced a contraction of 1.7 per cent per annum over the past decade. Most of the job losses experienced during the recession emanated from this sector. The skilled sector employed 4 567 workers (8.9 per cent of the workforce), and grew at a moderate rate of 2.6 per cent per annum since 2005. The majority (41.5 per cent or 21 374 workers) of the formally employed workforce operate within the informal sector, which has grown by 9.1 per cent per annum on average since 2005 and absorbed most of the job losses from the low and semi-skilled sectors. A detailed sectoral analysis is provided in the ensuing section.

### **Agriculture, Forestry and Fishing**

This industry comprised R641.5 million (or 14.3 per cent) of the Municipality's GDP in 2015. It displayed modest growth of 1.5 per cent for the period 2005 - 2015, but contracted by 0.8 per cent over the period 2010 - 2015). Agriculture, forestry and fishing employed 23.1 per cent of the Municipality's workforce. Employment growth over the period 2005 - 2015 has contracted by 2.6 per cent per annum on average. Employment picked up significantly after the recession and grew at a rate of 2.9 per cent per annum on average since 2010. However, in terms of net employment, the sector has recorded significant net job loss since 2005. A total of 4 124 jobs have been lost since then. Despite the good growth rates in all sectors from 2010 - 2015, a recovery of all the jobs will take a long time. The labour force in the primary sector is characterised by a relatively large proportion of unskilled labour.

The majority (67.7 per cent or 8 053 workers) of the workforce in agriculture, forestry and fishing operate within the low-skill sector, which has experienced a contraction of 3.3 per cent and a net job loss of 3 275 jobs since 2005. However, the sector grew by 2.8 per cent per annum over the post-recession period 2010 - 2015. The semi-skilled sector employs 1 291 workers (10.8 per cent) and the sector has grown at a rate of 3.3 per cent per annum since 2010 but experienced a contraction of 2.7 per cent per annum over the long term (2005 - 2015). The skilled sector employs the smallest proportion of the industry's workforce (2.1 per cent or 248 workers). This segment has shown robust growth post-recession (3.5 per cent per annum), but a 2.5 per cent per annum contraction over the long term (2005 - 2015). The informal sector makes up 19.4 per cent of the industry's workforce and was the only sector to experience long term growth (albeit marginal) as employment grew by 0.8 per cent per annum over the period 2005

- 2015. Informal employment within the agriculture, forestry and fishing industry furthermore experienced moderate growth of 2.9 per cent per annum since 2010.

## Employment Trends in Agriculture, Forestry and Fishing

GDP		2015	Trend 2005 – 2015	Recovery 2010 – 2015
		R641.5 million	1.5%	-0.8%
Employment		11 902	-2.6%	2.9%
Skill Levels	Skilled	248	-2.5%	3.5%
	Semi-skilled	1 291	-2.7%	3.3%
	Low-skilled	8 053	-3.3%	2.8%
	Informal	2 310	0.8%	2.9%

## Top 10 Crops

Top 10 Crops			
Rank	Area (Ha)	Crop	% of WC
1	16662.4	Wine Grapes	15.4
2	7999.1	Planted Pastures Perennial	3.4
3	6526.6	Lucerne	1.6
4	4661	Small Grain Grazing	2.4
5	4100	Natural grazing	3.8
6	2977.3	Weeds	9.1
7	2565.7	Peaches	33
8	2327.4	Fallow	2.6
9	1588.4	Apricots	50.1
10	1117.1	Wheat	0.4

## Agri Tourism

Type	Count	% of WC
4x4	25	10.4
Accommodation	131	6.7
Birding	6	2.7
Camping	11	4.6
Cellars	72	8.4
Conference/Function Venue	19	2.2
Ecotourism	22	7.5
Fishing	9	4.2

Farm Market	4	7.3
Farm Stall	19	8.8
Hiking	28	6.8
Horse Riding	7	4.4
Mountain Biking	20	6.6
Ostrich	0	0.0
Picnic	3	2.7
Quad Biking	3	7.3
Restaurant	43	5.6

### Live Stock

Type	Count	% of WC
Cattle	15818	4.1
Goats	1299	0.8
Horses	2584	20.2
Ostriches	2956	1.4
Pigs	11415	14.2
Sheep	34512	2.1

## Infrastructure

Type	Count	% of WC
Abattoir - red meat	2	3.6
Abattoir - white meat	1	4.0
Agro processing plant	11	4.2
Airfield	7	4.2
Chicken batteries	1	1.8
Chicken batteries - broilers	0	0.0
Chicken batteries - layers	2	1.4
Chicken hatchery	0	0.0
Cool chain facilities	0	0.0
Crush pen	61	2.0
Crush pen and dip tank	4	1.3
Dairy	25	3.3
Dam	1806	5.7
Feedlot – beef	6	13.6
Feedlot – pigs	0	0.0
Feedlot – sheep	0	0.0
Fruit cool chain facilities	9	31.0
Fruit packers	5	11.4
Grain dam - Commercial	0	0.0
Homestead	657	11.8
Homestead – labour	472	3.4
Nursery	8	5.8
Other	2	28.6
Pack house	32	5.2
Piggery	3	4.0
Shade netting	43	4.2
Silo bags – Commercial	2	9.1
Silo bags - Non Commercial	0	0.0
Silos – Commercial	1	2.3
Silos - Non Commercial	1	2.4
Tunnels	21	2.5



## **Manufacturing**

The manufacturing sector comprised R782.9 million (or 17.5 per cent) of the Municipality's GDP in 2015. The sector has experienced below-average growth of 0.8 per cent per annum on average over the period 2005 – 2015. GDP growth in the latter half of the decade (0.4 per cent for period 2010 – 2015) remained significantly below the overall municipal GDP growth rate over the period under review as the sector struggles to fully recover after the recession. The manufacturing industry employed 8.5 per cent of the Municipality's workforce. Employment growth of 0.2 per cent per annum was recorded over the period 2005 – 2015. Furthermore, employment contracted by 0.3 per cent per annum in the post-recessionary period. The sector has experienced a net job loss of 400 jobs since 2005.

A large number of workers employed in the manufacturing industry are classified as semi-skilled (35.2 per cent), while this number contracted by 0.2 per cent per annum since 2005. The low-skilled segment (employing 23.5 of the industry's workforce) contracted by 1.7 per cent in the last decade. Informal employment grew by 2.7 per cent from 2005 - 2015, thus being the only growing segment during this period. A total of 8.5 per cent of the workforce is classified as skilled, while this percentage remained stagnant since 2005 (with a growth rate of zero per cent).

## **Construction**

The construction sector comprised R184.9 million (or 4.1 per cent) of the Municipality's GDP in 2015, making it the smallest industry in the region. Construction has nevertheless been one of the two fastest growing industries since 2005, with growth averaging 7.0 per cent per annum. This growth has nevertheless slowed noticeably since the recession and averaged 3.0 per cent over the period 2010 – 2015 as the industry struggles to fully recover from the recession. The construction industry employed only 6.8 per cent of the Municipality's workforce.

Employment in the Municipality's construction industry has grown by 6.3 per cent per annum since 2005. Approximately 1 432 jobs have been created on net since 2005. Growth slowed down over the period 2010 – 2015, reaching 5.4 per cent per annum. The vast majority (65.5 per cent) of the workers employed in the construction industry operate within the informal sector. Employment growth within this sector has been consistently high since 2005 (10.5 per cent per annum). Low-skilled employment makes up only 8.6 per cent and semi-skilled employment makes up 22.6 per cent of the workforce in the construction industry. The semi-skilled sector recorded a moderate growth rate of 2.3 per cent since 2005, which slowed down to 0.5 per cent per annum in the post-recession period. Workers who have lost their jobs in other sectors may have found employment in the informal sector. Skilled employment makes up only 3.3 per cent of the construction industry's workforce, and has experienced a stable growth rate of 4.4 per cent over the past decade, with a slowdown since 2010 (2.2 per cent per annum).

## Employment Trends in Construction Industry

GDP		2015	Trend 2005 – 2015	Recovery 2010 – 2015
		R184.9million	7.0%	3.0%
Employment		3 502	6.3%	5.4%
Skill Levels	Skilled	116	4.4%	2.2%
	Semi-skilled	793	2.3%	0.5%
	Low-skilled	300	-0.6%	-3.1%
	Informal	2 293	10.5%	9.7%

### Commercial Services

Commercial services encompass the wholesale & retail trade, catering & accommodation, transport, storage & communication and finance, insurance, real estate & business services sectors. This industry comprised R2.17 billion (or 48.4 per cent) of the Municipality's GDP in 2015 (the by far largest sector in the region). The industry grew steadily over the period 2005 – 2015 (7.0 per cent per annum compared to the overall municipal average of 4.0 per cent). The sector also performed relatively well in the post- recessionary period continuing to grow at an above-average rate of 5.7 per cent per annum on average (which is almost twice as high as the Municipality's average of 3.0 in this time period). This sector employed 42.6 per cent of the Municipality's workforce (making it the largest employer).

Employment has shown robust growth throughout the past decade recording a 7.6 per cent growth rate per annum (the fastest growth in Langeberg for the given period). Employment growth has slowed down (4.9 per cent) over the period 2010 – 2015, nevertheless remaining the second fastest growing sector over this period. The commercial services industry has created 10 827 jobs on net (out of 11 810 net jobs created in Langeberg) since 2005. Approximately, 24.6 per cent of the workers are classified as semi-skilled, 10.7 per cent are classified as low-skilled, and 9.3 per cent are categorised as skilled. The low-skilled/ semi-skilled/skilled workforce has shown good growth both prior to and post-recession. The largest proportion (55.4 per cent) of the industry's workforce is employed in the informal segment, which has experienced robust growth of 12.9 per cent per annum since 2005, and lower but still strong growth of 6.5 per cent per annum over the last 5 years.

## Employment Trends in Commercial Services Industry

GDP		2015	Trend 2005 – 2015	Recovery 2010 – 2015
		R2.17 billion	7.0%	5.7%
Employment		21 938	7.6%	4.9%
Skill Level s	Skilled	2 041	4.2%	3.7%
	Semi-skilled	5 401	3.8%	3.1%
	Low-skilled	2 344	3.6%	2.9%
	Informal	12 152	12.9%	6.5%

### Government and Community, Social and Personal Services

The general government & community, social and personal services industry contributed 14.3 per cent, or R643 million, to the Municipality's overall GDP in 2015. The industry grew by 3.5 per cent over the period 2005 – 2015, but with a slightly lower growth rate of 3.0 per cent per annum since 2010. The industry employs a noteworthy share (18.8 per cent) of the Municipality's workforce and its employment growth over the period 2005 – 2015 averaged 5.4 per cent per annum, which slowed down slightly (4.3 per cent) since the recession.

Almost two thirds of the industry's workforce operate in the informal (32.5 per cent) and low-skilled (31.1 per cent) sector. The informal segment displayed an outstanding growth rate of 18.1 per cent per annum since 2005, creating 2 449 (net) jobs in this time period. Employment growth has slowed down since 2010 (10.1 per cent per annum), nevertheless remaining significantly above the average growth rate of the sector (4.3 per cent) and the Municipality (3.7 per cent). In contrast, the low-skilled sector grew by only 2.3 per cent from 2005 - 2015. Approximately 18.0 per cent of the workforce falls within the semi-skilled category and 18.3 per cent of the workers are classified as skilled. Employment in the skilled category grew moderately at 2.7 per cent over the period 2005 -2015 overall and has slowed slightly since 2010 recording a figure of 2.3 per cent. Semi-skilled employment grew at a stable rate of 3.3 per cent per annum since 2005 which was sustained during the post-recessionary period at 3.0 per cent.

#### **3.1.7. Education Levels**

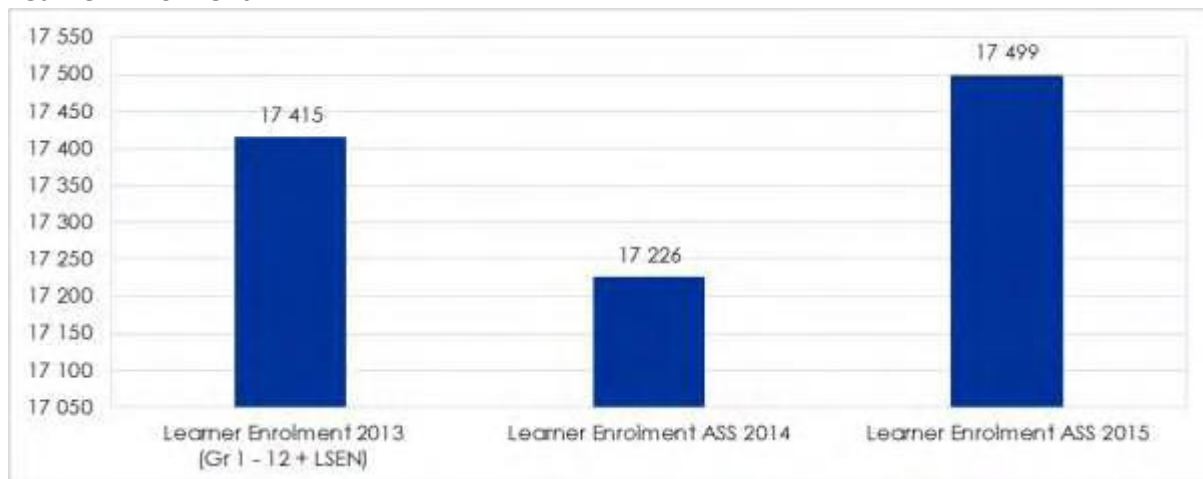
Education and training improves access to employment opportunities and helps to sustain and accelerate overall development. It expands the range of options available from which a person can choose to create opportunities for a fulfilling life. Through indirect positive effects on health and life expectancy, the level of education of a population also influences its welfare.

#### Literacy

Literacy is used to indicate a minimum education level attained. A simple definition of literacy is

the ability to read and write, but it is more strictly defined as the successful completion of a minimum of 7 years of formal education. Since most learners start school at the age of 7 years, the literacy rate is calculated as the proportion of those 14 years and older who have successfully completed a minimum of 7 years of formal education. The literacy rate in Langeberg was recorded at 75.3 per cent in 2011 which is lower than the average literacy rates of the Cape Winelands district (81.7 per cent), the Western Cape (87.2 per cent) as well as the rest of South Africa (80.9 per cent).

#### Learner Enrolment



Learner enrolment in Langeberg dropped slightly by 189 learners between 2013 and 2014, which might be due to the inclusion of data on learners with special education needs (LSEN) in the 2013 WCED survey. Subsequently, learner enrolment increased by 273 learners between 2014 and 2015.

#### Learner-Teacher Ratio



The learner-teacher ratio within Langeberg was below 30 in 2012 and 2014, however the number of learners per teacher increased to 32.1 in 2013 and 39.3 in 2015. According to the Department of Education, the number of learners per teacher was 30.3 in 2010. Factors influencing the learner-teacher ratio includes the ability of schools to employ more educators when needed and the ability to collect school fees.

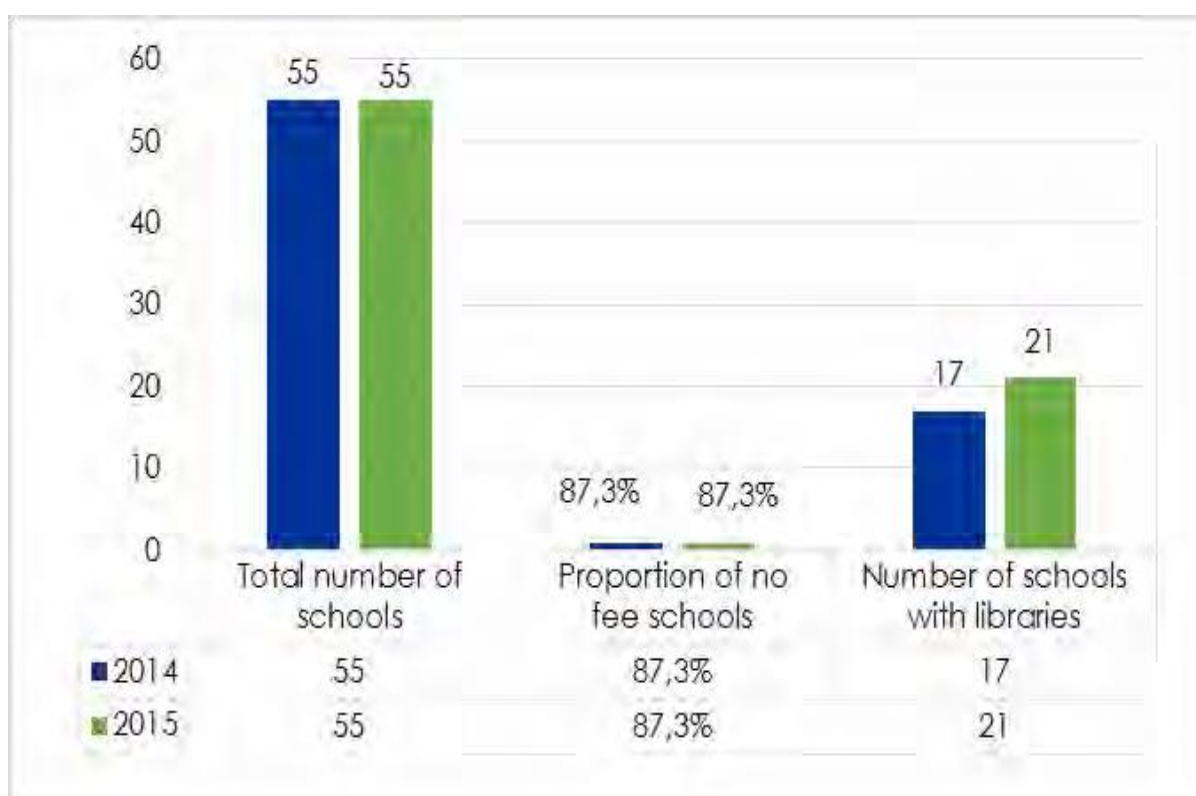
#### Grade 12 Drop-Out Rates

The drop-out rate for learners within Langeberg that enrolled from Grade 10 in 2014 to Grade 12 in 2016 was recorded at 46.8 per cent, which is much higher than the average drop-out rate for the district over the same period. The high levels of high school drop-outs are influenced by a wide array of socio-economic factors including teenage pregnancies, availability of no-fee schools, indigent households and unemployment.

#### Educational Facilities

The availability of adequate education facilities such as schools, FET colleges and schools equipped with libraries and media centres could affect academic outcomes positively.

## Educational Facilities



Langeberg had 55 schools in 2015 which had to accommodate 17 499 learners at the start of 2015. Given the tough economic climate, schools have been reporting an increase in parents being unable to pay their school fees. Nevertheless, the proportion of no-fee schools has remained at 87.3 per cent between 2014 and 2015.

The number of schools that are equipped with a library increased from 17 in 2014 to 21 in 2015 indicating a positive change towards the improvement of academic outcomes

### 3.1.8. Employment Profile

Employment Status	Number
Employed	34713
Unemployed	4432
Discouraged Work Seeker	1110
Not Economically Active	23773

### 3.1.9. Income Profile

The annual income for households living within the Langeberg municipal area shows the proportion of people that fall within the low, middle and high income brackets. Poor households fall under the low income bracket, which ranges from no income to just over R50 000 annually (R4 166 per month). An increase in living standards can be evidenced by a rising number of households entering the middle and high income brackets.

## Household Income

Amount (2016)	Cape Winelands District	Lang eberg	
No income	13.1	10.0	Low income
R1 – R6 327	1.9	2.5	
R6 328 – R12 653	3.5	4.3	
R12 654 – R25 306	13.4	15.8	
R25 307 – R50 613	20.1	24.3	
R50 614 – R101 225	18.4	19.8	Middle Income
R101 226 – R202 450	12.3	10.8	
R202 451 – R404 901	8.8	7.3	
R404 902 – R809 802	5.7	3.6	High income
R809 803 – R1 619 604	2.0	1.0	
R1 619 605 – R3 239 208	0.5	0.2	
R3 239 209 or more	0.4	0.2	

Approximately 56.9 per cent of households in Langeberg fall within the low income bracket, of which 10.0 per cent have no income. Less than fifty per cent of households fall within the middle to higher income categories, split between 37.9 per cent in the middle income group and 5 per cent in the higher income group. A sustained increase in economic growth within the Langeberg municipal area is needed if the 2030 NDP income target of R110 000 per person, per annum is to be achieved.

### **Indigent Households**

The Non-Financial Census of Municipalities released by Statistics South Africa in 2016 indicates increases or decreases of indigent households per municipal area between 2014 and 2015.

Indigent Households

Area	2014	2015	Change
Langeberg	7 168	7 495	327
Cape Winelands District	39 368	38 374	-994
Western Cape	413 259	360 238	-53 021

The Langeberg municipal area experienced an increase in the number of indigents (327) between 2014 and 2015, implying increased burden on municipal financial resources.

### **3.1.10. Infrastructure & Crime**

Good health is vital to achieving and maintaining a high quality of life. A diverse range of factors play a role in ensuring the good health of communities and that disease, especially preventable and contagious/communicable ones, are kept at bay. Some of the factors include lifestyle features that also depend on the provision of high quality municipal services, such as clean water, sanitation and the removal of solid waste.

The information provided by the Department of Health as detailed in this section, pertains only to public sector healthcare institutions. Any privately provided facilities or services are not reflected in the information below.

#### **Emergency Medical Services**

Access to emergency medical services is critical for rural citizens due to rural distances between towns and health facilities being much greater than in the urban areas. Combined with the relatively lower population per square kilometre in rural areas, ambulance coverage is greater in rural areas in order to maintain adequate coverage for rural communities. Within the Cape Winelands District, Langeberg has 0.77 ambulances per 10 000 populations, higher than the District average of 0.42.

## Emergency Medical Services



Health Indicator	Langeberg	Cape Winelands
<b>EMS Operational Ambulances</b>	8	36
<b>Population (2017)</b>	103 389	853 423
<b>No. of operational ambulances per 10 000 people</b>	0.77	0.42

## HIV/AIDS

At the end of March 2016, anti-retroviral treatment (ART) was provided to over 200 000 persons in the Province, 23 172 of whom were in the Cape Winelands District and 2 160 in the Langeberg municipal area. At the end of March 2016, 372 new ART patients were being treated from 7 treatment sites in the Langeberg municipal area. In addition to improving the quality of life of the patient, anti-retroviral treatment to mothers both before and at birth, also decreases the chances that infants will contract HIV from their mothers. The most recent information for Langeberg indicates a mother-to-child transmission rate of zero per cent which is lower than the 1.7 per cent District and the 1.4 per cent Provincial rate as well as the medium term annual target for 2015/16 and 2016/17.

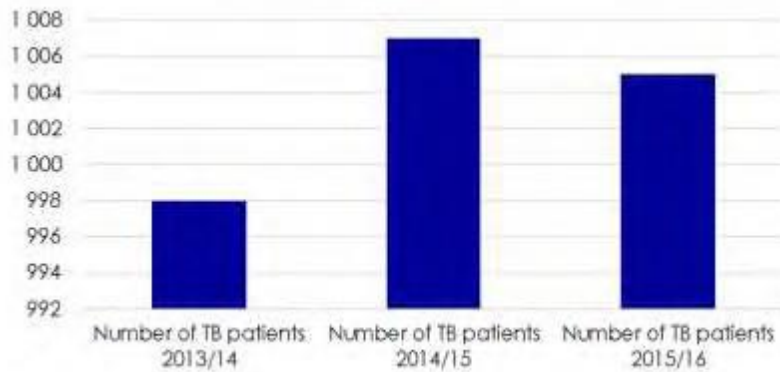


Health Indicator	Langeberg	Cape Winelands
<b>Total registered patients receiving ART</b>	2 160	23 172
<b>No. of new ART patients</b>	372	5 195
<b>HIV Transmission Rate</b>	0.0%	1.7%



## Tuberculosis

### Tuberculosis Patients



The number of TB patients in the Cape Winelands District increased over the past few years, reaching 7 531 in 2015/16 treated at 102 clinics or treatment sites. In the Langeberg municipal area, patient load had a slight decrease in 2015. Most recent information shows a patient load of 1 005 with treatment administered from 19 clinics or treatment sites.

## Child Health



Health Indicator	Langeberg	Cape Winelands
Immunisation	75.8%	78.4%
Malnutrition	3.0	1.4
Neonatal mortality rate	8.3	6.5
Low birth weight	18%	15%

In 2015, the full **immunisation average rate** for Cape Winelands was 78.4 per cent. In Langeberg it was lower at 75.8 per cent, showing an improvement from the 2014 rate of 73 per cent.

The number of **malnourished children under five years** in Cape Winelands in 2015 was 1.4 per 100 000 children. Langeberg's rate currently at 3.0 is higher than that of the District.

The District's **neonatal mortality rate** of 6.5 is higher than the Province's 2019 target of 6.0 per 1 000 live births. Although Langeberg's rate of 8.3 is higher than the District rate and the Provincial target it has improved from the 2014 rate of 10.8.

In the Cape Winelands District, 15 per cent of babies were born **underweight**. At 18 per cent, Langeberg's rate is higher than the District's and the Provincial average of 14.5 per cent.

#### DEFINITIONS

- **Immunisation:** Immunisation protects both adults and children against preventable infectious diseases. Low immunisation rates speak to the need for parents to understand the critical importance of immunisation, as well as the need to encourage parents to have their young children immunised.
- **Malnutrition:** Malnutrition (either under- or over nutrition) refers to the condition whereby an individual does not receive adequate amounts or receives excessive amounts of nutrients.
- **Neonatal mortality rate:** The first 28 days of life – the neonatal period - represent the most vulnerable time for a child's survival. The neonatal mortality rate is the number of neonates dying before reaching 28 days of age, per 1 000 live births in a given year. The Province has a target of 6.0 per 1 000 live births by 2019.
- **Low birth weight:** Low birth weight is defined as weight at birth of less than 2 500 g. Low birth weight is associated with a range of both short- and long term consequences.

## Maternal Health

### Maternal Health Indicators



Health Indicator	Langeberg	Cape Winelands
Maternal Mortality Ratio	68.6	46.5
Delivery Rate to Women under 18 years	8.3%	6.1%
Termination of Pregnancy Rate	0.2	0.7

**Maternal mortality rate:** Langeberg's most recent figures show a maternal mortality ratio of 68.6 per 100 000 live births which is higher than the District's ratio of 46.5. The Province has a maternal mortality ratio target of 65 by 2019.

**Births to teenage mothers:** In 2015, the delivery rate to women under 18 years in the District was 6.1 per cent. At 8.3 per cent, Langeberg's rate is higher than the District rate.

**Termination of pregnancy:** Langeberg's termination of pregnancy rate of 0.2 per 1 000 live births is lower than the District's at 0.7 per cent.

Overall, approximately half of the indicators for child and maternal health have improved in the last year which indicates that Langeberg is making progress towards reaching its health targets. A concern is with regards to its maternal mortality ratio which has increased sharply in the last year.

### **Safety and Security**

The Constitution upholds the notion that everybody has the right to freedom and security of the person. The safety of persons and property is therefore vitally important to the physical and emotional well-being of people and business. Without the respect of person and property, it would be impossible for people to live peacefully, without fear of attack and for businesses to flourish.

The extent of crime in South Africa does however not only have a significant impact on the livelihood of citizens, but also affects the general economy. Crime hampers growth and discourages investment and capital accumulation. If not addressed with seriousness, it has the potential to derail both social and economic prosperity.

During the 2016/17 Policing Needs and Priorities (PNPs), the Department of Community Safety consulted with communities and relevant stakeholders in all 16 policing cluster. In each cluster, a community safety plan has been updated to guide the implementation for the cluster and local CPF. The safety plan draws on the resources of the stakeholders, including municipalities.

The DCS have developed a PNP and community safety plan relevant to Langeberg Municipality.

People's general impressions, as well as official statistics on safety and crime issues, mould perceptions of areas as living spaces or place in which to establish businesses. The discussion in this section that follows is limited to the reported contact and property-related crime such as murder and sexual crimes, as well as crime heavily dependent on police action for detecting drug-related crimes and driving under the influence of alcohol/drugs.

		2016	% Change
<b>Cape Winelands District (average per 100 000)</b>	62	58	-6.4
<b>Langeberg (per 100 000)</b>	26	36	38.4

The murder rate within the Cape Winelands District declined by 6.4 per cent - from 62 in 2015 to 58 in 2016. The murder rate within the Langeberg municipal area increased sharply by 38.4 per cent - from 26 in 2015 to 36 in 2016. The murder rate in Langeberg nonetheless remains below the District average.

### **Sexual Offences**

Area	2015	2016	% Change
<b>Cape Winelands District (average per 100 000)</b>	228	206	-9.6
<b>Langeberg (per 100 000)</b>	126	101	-19.8

**Definition:** *Sexual offences includes rape (updated to the new definition of rape to provide for the inclusion of male rape), sex work, pornography, public indecency and human trafficking.*

In 2016, there were 101 sexual crimes recorded in Langeberg compared with 126 the previous year which equates to 19.8 per cent less. In turn, the sexual crimes rate declined by 9.6 per cent - from 228 in 2015 to 206 in 2016 across the Cape Winelands District. The sexual related crimes in the Langeberg area remains below the District average of 206 per 100 000 people.

### Drug-Related Crimes



Area	2015	2016	% Change
<b>Cape Winelands District (average per 100 000)</b>	2 349	2 454	4.4
<b>Langeberg (per 100 000)</b>	1 432	1 362	-4.8

**Definition:** *Drug-related crimes refer to the situation where the perpetrator is found to be in possession of, under the influence of, or selling illegal drugs. This is a crime detected through police activity rather than reports by members of the public.*

Drug-related crimes have a severe negative impact on human development by degrading the quality of life as it infiltrates all aspects of society including families, health, the work environment and the economy. Drug-related crimes within Langeberg decreased by 4.8 per cent from 1 432 in 2015 to 1 362 cases in 2016. However, drug-related crimes within Cape Winelands District increased by

4.4 per cent from 2 349 in 2015 to 2 454 in 2016. Drug-related crimes in Langeberg area remains below the District average of 2 454 per 100 000 people.

### Driving under the influence



Area	2015	2016	% Change
<b>Cape Winelands District (average per 100 000)</b>	197	185	-6.0
<b>Langeberg (per 100 000)</b>	171	148	-13.4

**Driving under the influence (DUI):** *DUI refers to a situation where the driver of a vehicle is found to be over the legal blood alcohol limit. This is a crime detected through police activity rather than reports by members of the public.*

In 2016, there were 148 incidences of driving under the influence of drugs and alcohol in Langeberg compared with 171 the previous year which equates to a 13.4 per cent decrease. The incidence of DUI declined by 6.0 per cent - from 197 in 2015 to 185 in 2016 across the Cape Winelands District. The incidence of driving under the influence of drugs and alcohol in Langeberg area remains below the District average.

### Residential Burglaries



<b>Langeberg (per 100 000)</b>	616	741	20.2
<b>Area</b>	<b>2015</b>	<b>2016</b>	<b>% Change</b>
<b>Cape Winelands District (average per 100 000)</b>	1 359	1 343	-1.1

**Definition:** *Residential burglary is defined as the unlawful entry of a residential structure with the intent to commit a crime, usually a theft.*

Given its regular occurrence and the psychological impact on victims, residential burglaries are an obstinate concern in South Africa. It is therefore of immense concern that the number of residential burglary cases in Langeberg increased by 20.2 per cent from 616 in 2015 to 741 in 2016. Drug-related crimes within the Cape Winelands District however dropped by 1.1 per cent from 1 359 in 2015 to 1 343 in 2016. Drug-related crimes in the Langeberg area however remain considerably below the District average.

### 3.1.11. Housing

According to the Western Cape Housing Demand Data Base the total households awaiting houses, is 9325. The transfer of pre- 1994 to 2012 properties is a priority. The first phase of the McGregor housing project development has commenced.

Other projects in the planning phases are: Hundred and sixty-one (161) Erven, Ashton.

Applicants waiting per town

Row Labels	Count of Suburb HWL
ASHTON	2454
BONNIEVALE	1791
MCGREGOR	721
MONTAGU	1035
ROBERTSON	3339
SWELLENDAM	1
VELDDRIF	1
(blank)	
<b>Grand Total</b>	<b>9342</b>

#### Informal Settlements

Kanana (Nkanini): The upgrading of 450 sites has been approved. Infrastructure works and planning has been initiated.

Boekenhoutskloof: The provision of serviced sites (precast waterborne toilet with a washing basin) in Bonnievale has been approved in principle and layout plans are being developed for approval.

#### Challenges

- The implementation of the aged based policy in the McGregor project.
- Beneficiaries who stay in the informal area do not qualify, because of their income that is above the threshold of R3500.00 a month and the agreement with the McGregor Heritage, as well as the community that the informal area will be gone by the time we complete that project.
- The temporary relocation area (TRA) in Nkqubela where 450 even are planned for informal structures and there will most probably be an overflow of people which will not be accommodated.
- Growing informal settlements throughout the area
- Transfer of Breaking New Ground (BNG/RDP) stock
- Beneficiaries refusal to take ownership because of structural damages to BNG houses
- Non-availability of suitable land for housing purposes
- Lack of monitoring land invasion and uncontrolled growth of informal settlements

What role the current housing pipeline implementation can play in the community:

Due to the long housing waiting list in the Langeberg Municipal area the housing pipeline can assist us in accommodating most of the beneficiaries appearing on that list. The servicing of the land available is another stumbling block in the carrying out or commencement of the projects.

It will take the Municipality more than fifty (50) years to eradicate the current waiting list with the provision of houses for the people on our data base, but it can be less if serviced sites with the necessary basic services are provided.

**Priorities:**

GPS Informal Structures Counting Devices

**Future Priorities**

- Provide housing opportunities according to the Housing Pipeline.
- Effectively manage the waiting list by profiling the waiting list according to the Provincial Priority.
- Investigate the Montagu Housing Project - Prepare the Strydom Street Report
- Provide land for housing according to the Housing Pipeline
- Avail land for housing as per the land audit
- Speed up housing projects. GAP/ Social/Affordable Housing.
- Report on outstanding Pipeline Projects, e.g. Erf 4024, Robertson, Uitspan, Ashton.
- Transfer ownership of rental as well as BNG/RDP houses in accordance with the Title Deed Restoration Programme.
- Add the repair of RDP houses to the Housing Pipeline and communicate Council's decision to Province.
- Address farm dweller evictions and land availability
- Conduct a survey on back yard dwellers.
- Eradicate detached, outside toilets - make an application to be made for funding.
- Apply for funding to upgrade the PA Hostel and Roodezandt Hostel.
- Repair fire damaged properties as and when required.
- Provide basic services to informal settlements in accordance with the Housing Pipeline
- Sell municipal properties to River Street tenants in accordance with the Title Deed Restoration Programme.

**3.1.12. Water and Sanitation**

Access to basic services within South Africa is a basic human right. It is also an indication of the quality of life of the inhabitants in the country. The extent of human development within a municipality is largely influenced by access to housing and associated basic services such as water, electricity, sanitation and refuse removal, with high access levels implying better human development and vice versa. The profile uses data from Census 2011 and the Community Survey of 2016 for the analysis of access to basic services.

*Please note: Access level definitions for water and electricity were phrased differently in the respective Census 2011 and Community Survey 2016 questionnaires.*

## Access to Water



**SERVICE STANDARD DEFINITION:** *Households with access to piped water inside the dwelling or yard or within 200 metres from yard.*

Area	2011	2016	% Change
<b>Cape Winelands District</b>	196 603	232 605	18.3
<b>Langeberg</b>	24 975	27 919	11.8

Statistics South Africa estimates the number of households in the Langeberg municipal area increased from 25 125 in 2011 to 28 401 in 2016. The biggest source of water in Langeberg in 2016 was access to piped water inside their dwelling/yard/or within 200 metres. Access to piped water for these categories increased by 11.8 per cent from 24 975 households in 2011 to 27 919 households in 2016. Similarly, access to water increased by 18.3 per cent across the District over the same period.

The graph below depicts the service delivery levels in 2016 for water availability in the Langeberg municipal area as provided by StatsSA.

Service delivery levels: Water availability





## Access to Sanitation



**SERVICE STANDARD DEFINITION:** Households with access to flush toilet connected to sewerage system.

Area	2011	2016	% Change
<b>Cape Winelands District</b>	181 418	228 650	26.0
<b>Langeberg</b>	22 445	26 896	19.8

In the Langeberg municipal area, a total of 26 896 households (94.7 per cent) currently have access to flush toilets connected to a sewerage system/flush toilet. Approximately, 4.7 per cent of households must therefore make due with other sources of sanitation, meaning facilities other than flushed and chemical (i.e. pit latrine, ecological toilets and bucket toilets). Access to flush toilets connected to a sewerage system in Langeberg improved by 19.8 per cent from 22 445 households in 2011 to 26 896 households in 2016 and by 26.0 per cent across the District over the same period.

## Access to Refuse Removal



**SERVICE STANDARD DEFINITION:** *Households whose waste is removed by local authority at least weekly.*

Area	2011	2016	% Change
<b>Cape Winelands District</b>	158 426	192 974	21.8
<b>Langeberg</b>	18 010	22 527	25.1

The majority of households in the Langeberg municipal area has their refuse removed by local authorities at least weekly (79.3 per cent) and a further 3.4 per cent of households have refuse removed by the local authority/private company less often. Refuse removed by local authorities once a week increased by 25.1 per cent from 18 010 households in 2011 to 22 527 households in 2016 and by 21.8 per cent across the District over the same period.

The graph below depicts the service delivery levels in 2016 for refuse removal in the Langeberg municipal area, as provided by StatsSA.



## Electricity and Energy

### Access to Electricity

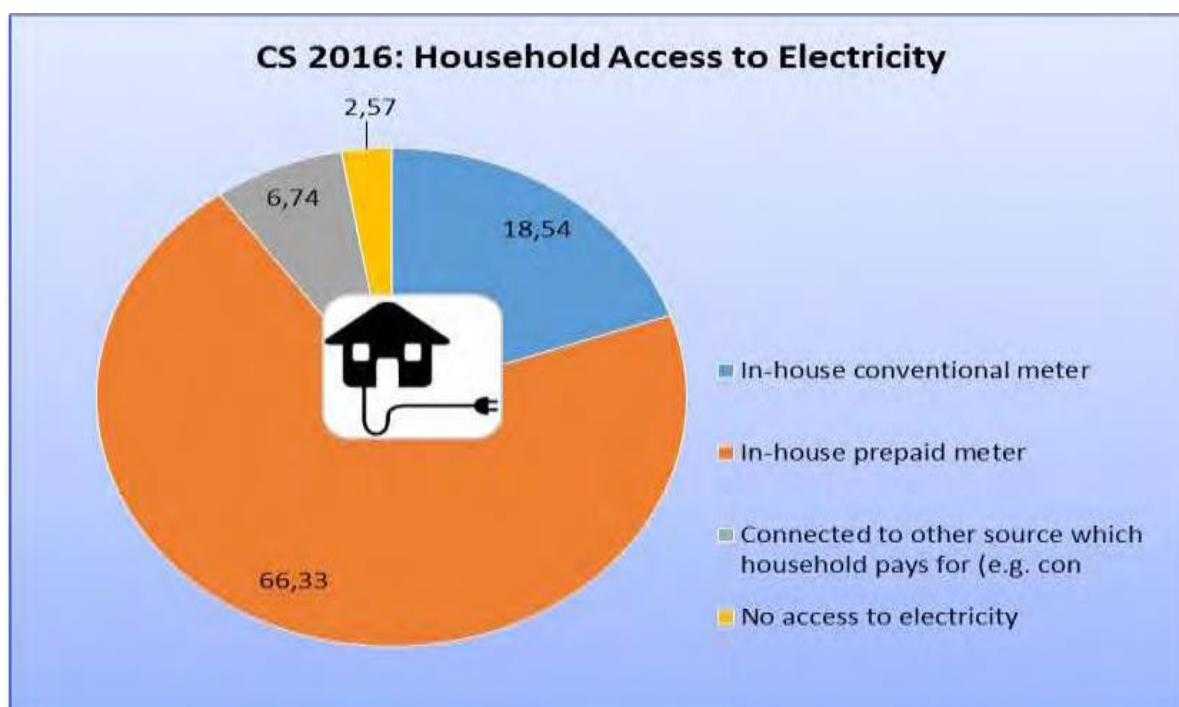


**SERVICE STANDARD DEFINITION:** *Households with access to electricity as primary source of energy for lighting purposes.*

Area	2011	2016	% Change
<b>Cape Winelands District</b>	183 976	218 483	18.8
<b>Langeberg</b>	23 665	26 288	11.1

The biggest source of energy for lighting purposes in the Langeberg municipal area in 2016 was electricity whilst 9.1 per cent of households make use of other sources of energy i.e. households that access electricity from a source which they do not pay for, generator, solar home system, battery and other. Access to electricity for lighting purposes improved by 11.1 per cent from 23 665 households in 2011 to 26 288 households in 2016 and increased by 18.8 per cent across the District over the same period.

The graph below depicts the service delivery levels in 2016 for accessible electricity in the Langeberg municipal area, as provided by StatsSA.



### 3.1.13. Unemployment

The intensity of poverty as well as the poverty headcount of municipalities is analysed in this section. The intensity of poverty is measured by calculating the Poverty Gap Index, which is the average poverty gap in the population as a proportion of the poverty line. The Poverty Gap Index estimates the depth of poverty by considering how far, on the average, the poor are from that poverty line. The Poverty Gap Index is a percentage between 0 and 100 per cent. A theoretical value of zero implies that no one in the population is below the poverty line. Individuals whose income is above the poverty line have a gap of zero while individuals whose income is below the poverty line would have a gap ranging from 1 per cent to 100 per cent, with a theoretical value of 100 per cent implying that everyone in the population has an income that is below the poverty line or zero. A higher poverty gap index means that poverty is more severe.

This section also provides information on annual household income for residents living within the Langeberg municipal area. Poverty tends to be prevalent in areas where the majority of households fall within the low income bracket.

#### Poverty Headcount and Intensity

The poverty headcount shows that the number of poor people within the Langeberg municipal area decreased from 1.7 per cent of the population in 2011 to 1.0 per cent in 2016. The decreasing poverty headcount is positive as it means less strain on municipal financial resources.

Area	Poverty Headcount (Percentage)		Poverty Intensity (Percentage)	
	2011	2016	2011	2016
	Langeberg	1.7	1.0	42.4
Cape Winelands District	2.5	3.1	42.0	41.3
Western Cape	3.6	2.7	42.6	40.1

The intensity of poverty, i.e. the proportion of poor people that are below the poverty line within the Langeberg municipal area, decreased from 42.4 per cent in 2011 to 39.8 per cent in 2016. This percentage is still high and should be moving towards zero as income of more households within the Langeberg municipal area moves away from the poverty line.

### 3.2. KEY ECONOMIC ACTIVITIES (REGULATION 46 (c) (ii))

#### 3.2.1. Key Economic Activities in the Mining Community

Activity	Percentage of Employment
Wholesale and Retail	18.7%
Manufacturing	18%
Finance, Insurance, real estate & business services	16.9%
Agriculture, forestry and fishing	14.1%
Community, social and personal services	6.4%

#### 3.2.2. Mining Companies in the Area

Name of Mining Company	Commodity
CP Concrete	Gravel
Afrimat Keurkloof	Sand Aggregate Gravel
Cape Lime - Langvlei	Limestone Lime Aggregate

In the direct vicinity of Zandberg Sand Mine there is also 3 other mining companies, which companies are listed above, with mainly aggregate as commodity.

Zandberg Sand Mine currently has 3 employees who support approximately 8 dependents, keeping in mind that each household is an average size of 3,7.

Although Zandberg Sand Mine is a very small operation the fact that all the employees reside within the Langeberg Municipal area, it is fair to presume that the majority of monthly earned salaries is spent in the local area.

### 3.3. NEGATIVE IMPACT OF THE MINING OPERATION

	Yes	No	If yes, how will this be addressed
Relocation of people		x	
Exhumation of graves		x	
Influx of people		x	
Other		x	

### 3.4. INFRASTRUCTURE AND POVERTY ERADICATION PROJECTS - NEEDS OF AREA (REGULATION 46(c)(iv))

Table 3.1: Needs of the Area

General	Specific	Type of need	Municipality
Education	Refurbishment to local farm schools	Infrastructure & community development	Langeberg
Community	Upgrade Gravel Roads	Infrastructure	Langeberg
Education	Youth development programmes	Community development	Langeberg

### 3.5. Project plan format (Regulation 46(c)(iii))

See table 3.2 below.

#### **Type of project and locality**

The project allocated and approved by the municipality is the installation of block paving/cement slabs at the Willem Buchaltz School, La Chasseur Robertson, which is a small local farming school and therefore does not have many financial resources. The area allocated for this project is 260 square meters, which area was already allocated during the previous SLP period. Due to the mine being closed for an extended period of time, subsequent financial constraints and only commencing with operations during January 2019, the mine was unable to implement this project up to date

The proposed value of this project is R100 063.50, which was more than double the amount allocated for the previous SLP period. Due to the size and financial constraints of the operation it was agreed to between the Langeberg municipality and the mine that the project will be implemented in 2 phases. The first phase will run for the period of this SLP and the second phase will run during the subsequent SLP to follow this SLP.

The budget allocated for the first phase (2020 – 2024) is R41 777.00 and the budget allocated for the second phase (2024 – 2028) is R58 286,50. In the event that the project is not yet complete after the above expenditure the budget for the completion of the project will form part of subsequent SLP's.

The parties are in the process of negotiating a Memorandum of Agreement, which will be provided to the DMRE upon signature thereof. Attached hereto is a map of the area as well investigation notes.

#### **3.5.1. Stakeholder's involved in the project**

The primary stakeholders involved in the project are *inter alia* the following:-

- Zandberg Sand Mine;
- The landowner;
- The local authority;
- The local community;
- SMME suppliers and local labour;
- The Department of Mineral Resources and Energy.

#### **3.5.2. Sustainability of the project**

This project is sustainable in that no upkeep will be necessary by Willem Buchaltz school after implementation and finalisation of the project. This project will lead to upliftment of the local school on scholars, in that the area surrounding the school will no longer be muddy during rainy weather, nor dusty during windy/dry weather.

### **3.5.3. Financial provision over a 5-year timeframe**

Zandberg Sand Mine is able to contribute a total amount of R41 777.00 (Forty-One Thousand Seven Hundred and Seventy-Seven Rand) in terms of Local Economic Development for the 5-year duration of this SLP.

### **3.5.4. Company's exit strategy after implementation**

Upon completion of the first phase of this project Zandberg Sand Mine will request the Willem Buchaltz school to provide Zandberg Sand Mine with written confirmation which confirms that the Mine has fulfilled its obligations in respect of the project. The second phase will be completed as part of the subsequent SLP.

**Table 3.2: Project Plan**

<b>Project Name</b>	Willem Buchaltz (Le Chasseur) School – cement slab of surrounding area		<b>Classification of project</b>	Infrastructure				
<b>Background</b>	The project allocated and approved by the municipality is the installation of cement slabs at the Willem Buchaltz School, La Chasseur Robertson, which is a small local farming school and therefore does not have many financial resources. The area allocated for this project is 260 square meters surrounding the school, which area was already allocated during the previous SLP period. Due to the mine being closed for an extended period of time, subsequent financial constraints and only commencing with operations during January 2019, the mine was unable to implement this project up to date.							
<b>Timeframe</b>	The value of this project is R100 063.50, which was more than double the amount allocated for the previous SLP period. It was agreed to between the Langeberg municipality and the mine that the project will be implemented in 2 phases, the first phase to be completed during this SLP period (2020-2024) and the second phase to be completed as part of the subsequent SLP.							
	The budget therefore allocated for the first phase is R41 777.00 and the budget allocated for the second phase is R58 286.50, which second phase will be completed as part of the subsequent SLP. Attached to this revised SLP is the map of the project, as well as site investigation notes.							
<b>Geographical Location</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village / Town</b>		<b>Project Start Date</b>		<b>Project End Date</b>	
Western Cape	Cape Winelands	Langeberg	Robertson		2020		2024	
<b>Output</b>	<b>Key performance indicators and areas</b>	<b>Responsible Entity</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>Total</b>
<b>Infrastructure</b>	Community Consultation & local authority	Applicant and local authority	R7 257.00	R7 796.00	R8 308.00	R8 916.00	R9 500.00	R41 777.00
<b>Type of jobs</b>	<b>No of jobs</b>	<b>Male adults</b>	<b>Female adults</b>	<b>Male/Fem youth</b>	<b>Total</b>	<b>Comment</b>		
Short-term	TBC	TBC	TBC	TBC	TBC	See above		
Medium term	TBC	TBC	TBC	TBC	TBC	See above		
Long term	TBC	TBC	TBC	TBC	TBC	See above		
<b>Completion</b>	2024	<b>Exit strategy</b>	Upon confirmation from the school.			<b>Total:</b>	<b>R41 777.00</b>	



### 3.6. MEASURES TO ADDRESS HOUSING AND LIVING CONDITIONS (*REGULATION 46(C)(IV)*)

#### 3.6.1. Current status of available dwelling for employees –

**Table 3.3: Status of available dwellings for employees**

	Mark (x) where appropriate	Percentage
Hostels	N/A	
Own home	N/A	
Rentals	N/A	
Other (employees will live off site in their own homes within the local community)	X	100%

#### 3.6.2. Municipality's plan to address housing

The local authority has adopted an Integrated Human Settlements Plan which aims to identify the housing backlog and provide the manner in which the housing backlog will be eradicated. Although the housing provisioning rests with the Department of Human Settlements, the municipality together with the officials from the department work together to have the housing backlog eradicated and housing projects implemented.

#### 3.6.3. Preferred requirements for housing and living conditions of the workforce

See paragraph 3.8.4 below. Housing will not be required having regard to the distance of the mine from the local community. Furthermore, where possible, employees have been sourced from the local community and all employees currently have their own existing housing. Future employees will also be sourced from within the local community, where possible, whom will most likely already have their own existing housing or rental agreements in place. In the event that an employee does not reside within the Langeberg Local Municipality and has to work away from home, the employee will be paid a living out allowance until such time as the employee relocates to the local municipality, at which time the employee will be provided with a once-off relocation allowance.

#### 3.6.4. Housing and living conditions plan over a five-year period -

**Table 3.4: Housing and living conditions**

Type of accommodation	2020 Baseline	2021 25%	2022 50%	2023 75%	2024 100%
Home ownership					
Family units					
Single quarters					
Other – Employees have established households that they either rent or own off site	Will remain	Will remain	Will remain	Will remain	Will remain

Please refer to paragraph 3.8.3 above.

The underlying principles of the housing strategy are to promote a socially stable community through housing and improved living conditions, which is supported by the following approach:

- A focus on local recruitment. 100% of the employees of Zandberg Sand Mine reside within the local Langeberg Municipality.
- Zandberg Sand Mine will support the Infrastructure and Basic Services projects identified, which will provide skills, finance and encouragement for the development of community related infrastructure.
- Active promotion of home ownership through annual awareness campaigns and continuous consultations with worker representatives, as well as the local authority.

Zandberg Sand Mine intends to implement regular awareness programmes to inform all employees of the benefits of good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food as well as Water and Sanitation when preparing food, including the use of nutritional diets in the management of HIV/Aids and Tuberculosis. Zandberg Sand Mine will provide employee transport to and from the site at no cost to the employee. The employees will also undergo annual medical check-ups, at the expense of Zandberg Sand Mine.

### **3.7. PROCUREMENT PROGRESSION (*REGULATION 46(c)(vi)*)**

The DMR procurement reporting tool is attached as Form T, Annexure 4.

Zandberg Sand Mine undertakes to do the following in order to facilitate procurement progression: -

- **STEP 1:** Zandberg Sand Mine will ensure that where possible all suppliers of goods and services will be BEE compliant entities, or BEE entities being either HDP, women or youth owned;
- **STEP 2:** Submit a list of the needs of Zandberg Sand Mine to the local authority, as well as request for local SMME and BEE supplier list, after which the local authority will be able to provide the relevant information contained on their database;
- **STEP 3:** Zandberg Sand Mine will investigate each supplier taking *inter alia* the following into account namely: -
  - Quality of the product and service;
  - Price of the product and service;
  - Availability of the product and service;
  - Zandberg Sand Mine's needs.
- **STEP 4:** Zandberg Sand Mine will select the most suitable SMME/BEE suppliers (if any) where possible and make contact with each supplier in order to obtain a quotation. Should the quotation be acceptable to Zandberg Sand Mine the supplier will be selected. It must be pointed out that if there is no suitable SMME/BEE supplier for a specific product or service, Zandberg Sand Mine may make use of an alternate suitable supplier which may or may not have a poor BEE rating/no BEE rating;
- **STEP 5:** Facilitate the efficient transition from the old supplier to the new SMME/BEE supplier (where required) and ensure that procurement from SMME/BEE suppliers is upheld and where possible improved upon.

The aforesaid process will be implemented and upheld for the 5-year duration of the social and labour plan.

#### **4. PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT (REGULATION 46(D))**

##### **4.1. THE ESTABLISHMENT OF THE FUTURE FORUM (REGULATION 46(D)(I))**

###### **Zandberg Sand Mine has already established a future forum.**

The function of the Future Forum will be to:

- Promote discussions between the company and the employees.
- To jointly debate potential solutions to any potential job losses.
- To jointly engage in strategic planning to avoid / minimise any job losses.
- To initiate turnaround and / or redeployment or other appropriate strategies to minimise job losses.
- To jointly structure and implement solutions to prevent job losses.

The Future Forum meets **bi-annually** to discuss the following issues, if applicable at that time:

- Problems or challenges,
- Possible solutions to the problems and challenges, and
- The future of the mine.

If there is the potential for downscaling or retrenchments, members of the Future Forum will be called to a meeting immediately. Possible solutions or alternative to downscaling and retrenchment will be discussed with all present.

##### **4.2. JOB LOSS PREVENTION AND**

##### **4.3. MANAGEMENT OF RETRENCHMENTS (REGULATION 46(D)(II))**

###### **Consultation with the Department of Labour**

The mine will contact the Department of Labour and inform them of the intention to downscale and / or retrench. Should the Department of Labour feel that it is necessary to be involved in the process, the mine will either meet with them to discuss the alternative or they can send a representative to the meeting outlined below.

###### **Consultation with Staff and Representatives**

The process described below has been developed to include the procedures outlined in Section 52 of the Minerals and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002) and Section 189 of the Labour Relations Act, 1995 (Act No. 66 of 1995).

- Call a meeting with the future forum to discuss the potential downscaling as a result of the economic conditions. When calling this meeting, ensure that the following person(s) have been invited:
  - any person whom the employer is required to consult in terms of a collective agreement,

- if there is no collective agreement that requires consultation, a workplace forum, if the employees likely to be affected by the proposed dismissals are employed in a workplace in respect of which there is a workplace forum;
  - if there is no workplace forum in the workplace in which the employees likely to be affected by the proposed dismissals are employed, any registered trade union whose members are likely to be affected by the proposed dismissals, or
  - if there is no such trade union, the employees likely to be affected by the proposed dismissals or their representatives nominated for that purpose.
- At the meeting, the employer must disclose, in writing:
  - the reasons for the proposed dismissals,
  - alternatives considered before proposing the dismissals, and the reasons for rejecting alternatives,
  - the employee/s likely to be affected and the job category in which he/she/they are employed,
  - the proposed method for selecting which employee/s to dismiss,
  - the time period during which the dismissals are likely to take effect,
  - the severance pay proposed,
  - any assistance that the employer proposes to offer to the employee likely to be dismissed, and
  - the possibility of the future re-employment of the employee/s who is/are dismissed.
- The group must discuss the information presented by the employer and either accept what the employer proposes or suggest alternatives.
- The consultation process during the meeting must ensure:
  - The employer allows the other consulting party an opportunity to make representations about any matter on which they are consulting.
  - The employer must consider and respond to the representations made by the other consulting party and, if the employer does not agree with them, the employer must state the reasons for disagreeing.
- Subject to the restrictions listed below, an employer must disclose all relevant information to a trade union representative, if any, in order for the representative to
  - perform their functions as outlined in Section 14(4) of the Labour Relations Act, 1995:
    - that is legally privileged,
    - that the employer cannot disclose without contravening a prohibition imposed on the employer by any law or order of any court,
    - that is confidential and, if disclosed, may cause substantial harm to an employee or the employer, or
    - that is private personal information relating to an employee, unless that employee consents to the disclosure of that information.
- All issues must be resolved by the end of the meeting.

- With particular reference to selecting employees for dismissal, the employer must make the selection according to selection criteria:
  - that have been agreed to by the consulting parties, or
  - if no criteria have been agreed, criteria that is fair and objective.
- Minutes of the meeting must be taken.

**Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided (*Regulation 46(d)(iii)*)**

Where retrenchment or closure of the mine is unavoidable the mine will consider the following measures to assist the employee/s who will be affected, inclusive of but not limited to:-

- Zandberg Sand Mine will contact other companies in the same/similar industry and ascertain whether they have any vacant posts suited to the employee's skill set;
- Determine whether there is a suitable position available at a different site owned and operated by Zandberg Sand Mine or any of its contractors;
- Assist the employee in obtaining UIF benefits;
- Provide the employee with a certificate of service confirming the employee's retrenchment;
- In the event that Zandberg Sand Mine would be able to re-employ in the future (at the mine or at any other site), the employee will be offered the position first.

**4.4. MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT ON INDIVIDUALS, REGIONS AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE MINE IS CERTAIN (*REGULATION 46(D)(IV)*)**

The impact on the region and local economy should the mine shut down will not be significant due to the fact that the mine just provides 3 jobs within the local community. Should the mine however shut down, it will have a major impact on the development and construction projects in the area, as Zandberg Sand Mine is the only high quality sand mine in the area.

**4.4.1. Management of Retrenchments**

**APPENDIX 4.4.1**

In the event that dismissals ensue as a direct result of the mine's operational requirements, Zandberg Sand Mine will ensure that consultations take place with the affected employee/s alternatively his/her/their representative (if any) as required by section 189(1) of the Labour Relations Act 66 of 1995.

Zandberg Sand Mine will ensure that it complies with its obligations in terms of the Labour Relations Act in so far as severance pay is concerned.

The Department of Labour offers a number of services and skills programmes and information for employees who are about to be retrenched. Zandberg Sand Mine will inform the affected employee/s of the existence of these services and skills programmes.

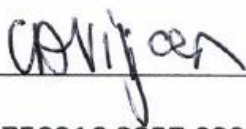
Zandberg Sand Mine will together with a suitably qualified person in the field of labour law ensure that the affected employee/s receives substantial information and advice regarding *inter alia* the following:-

- Appropriate centres able to assist the employee such as Social Plan Centres, Job Advice Centres, Labour Centres etc.;
- Counselling for the employee to promote their absorption into the labour market;
- How to cope with retrenchment;
- How to draw on support of the community, friends and family;
- What opportunities there are to obtain further training;
- Knowing his/her legal rights;
- Managing money matters;
- Self-employment opportunities and training programmes;
- Job hunting tips;
- Registration as a job seeker;
- Labour market opportunities, local economic development opportunities and other employment opportunities.

#### 5. FINANCIAL PROVISION (REGULATION 46(E)(I), (II) AND (III))

Item	Financial provision for a 5-year period					
	2020	2021	2022	2023	2024	Total
HR development	R40 800.00	R43 248.00	R45 843.00	R48 593.00	R51 509.00	<b>R229 993.00</b>
Local Economic Development	R7 257.00	R7 796.00	R8 308.00	R8 916.00	R9 500.00	<b>R41 777.00</b>
Management of downscaling	R5 000.00	R7 500.00	R10 000.00	R12 500.00	R15 000.00	<b>R50 000.00</b>
<b>Total</b>	<b>R53 057.00</b>	<b>R58 544.00</b>	<b>R64 151.00</b>	<b>R70 009.00</b>	<b>R76 009.00</b>	<b>R321 770.00</b>

#### 6. UNDERTAKING (REGULATION 46(F))

	Herewith I, the person whose name and Identity Number is stated below, confirm that I am the person authorised to act as representative of Zandberg Sand Mine in terms of the resolution submitted with the application, and undertake to implement this Social and Labour Plan and adhere to the proposals set therein.
Full name(s) and surname	Mrs. Gertrud Angela Viljoen
Signature	
Identity number	750216 0057 089



## ANNEXURE 2: FORM R (DME 328)



**DEPARTMENT: MINERALS AND ENERGY  
REPUBLIC OF SOUTH AFRICA**

**HARD-TO-FILL VACANCIES AS AT FEBRUARY 2020**

[in terms of regulation 46(b)(i)(bb) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002  
(Act No. 28 of 2002)]

**INSTRUCTIONS:**

1. For any enquiries, contact the relevant Regional office or designated agency during office hours (refer to List 1).
2. Complete the form in block letters and in black pen.
3. Complete the form in English and do not use abbreviations (e.g. Street not St).

<b>Occupational Level</b>	<b>Job title of Vacancy</b>	<b>Main Reason for being unable to fill the vacancy</b>
Top Management	None	None
Senior Management	None	None
Professionally qualified and experienced specialists and mid-management	None	None
	None	None
	None	None
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	None	None
	None	None
	None	None
	None	None
Semi-skilled and discretionary decision making	None	None
	None	None
	None	None
	None	None
Unskilled and defined decision making	None	None
	None	None
	None	None



## 7.2. ANNEXURE 3: FORM S (DME 325)



**DEPARTMENT: MINERALS AND ENERGY  
REPUBLIC OF SOUTH AFRICA**

**EMPLOYMENT EQUITY STATISTICS AS AT FEBRUARY 2020**

[in terms of regulation 46(b)(v) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

OCCUPATIONAL LEVELS	Male				Female				TOTAL	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management								1	1		
Senior Management				1				1	2		
Professionally qualified and experienced specialist and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents		1							1		
Semi-skilled and discretionary decision making.											
Unskilled and defined decision making											
<b>TOTAL PERMANENT</b>		1		1				1	3		
Non-permanent employees											
<b>TOTAL</b>		1		1				1	3		

## 7.3. ANNEXURE 4: FORM T (DME 326)



**DEPARTMENT: MINERALS AND ENERGY  
REPUBLIC OF SOUTH AFRICA**

**PROCUREMENT AS AT FEBRUARY 2020**

[in terms of regulation 46(c) (vi) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

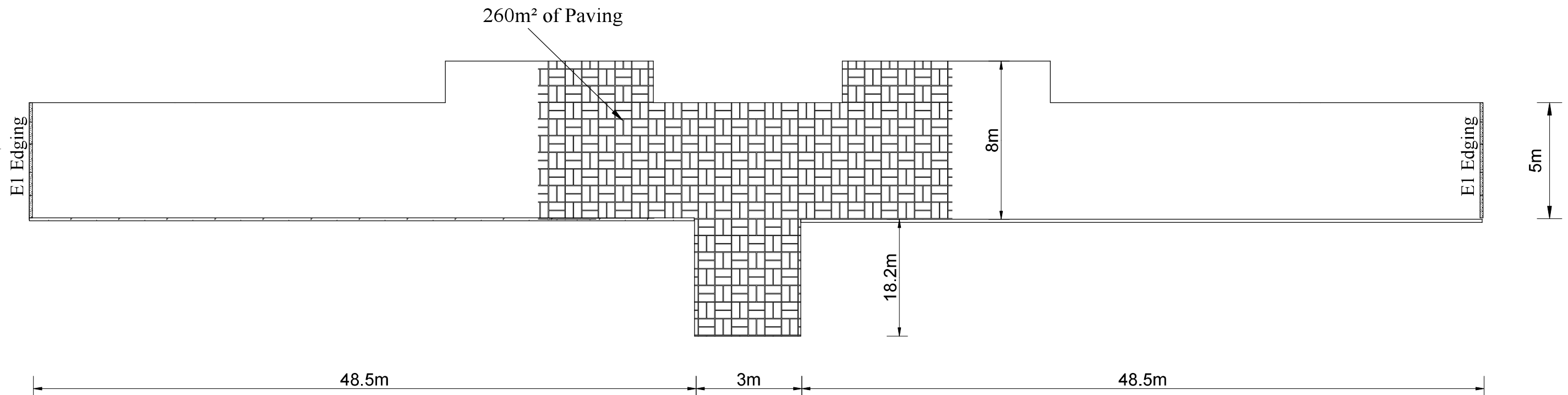
CAPITAL GOODS			SERVICES			CONSUMABLES					
Provider and Address	Percentage of total capital goods procurement	HDSA Composition	Provider and Address	Percentage of total services procurement	HDSA Composition	Provider and Address	Percentage of total consumables procurement	HDSA Composition			
Babcock	10%	9.96%	Barnard Accountants		26%	Waltons (stationary and printing)	100%	25%			
Kaap Agri	52%	26%	BM Pioneer		No						
Moreson Grondverskuiwers	37%	No	FX Computing		No						
			Greenmined Environmental		51%						
			IP Wireless		No						
			Kannenbergs & Louw Attorneys		26%						
			Sage		No						
			Ultra Flow Engineering		51%						
			Robertson Auto		No						
			<b>Capital</b>			<b>Services</b>			<b>Consumables</b>		
<b>Total Spent</b>			R785 306.40			R123 683.01			R4424.21		
<b>Amount BEE compliant</b>			R491 283.50			R106 432.26			R4424.21		
<b>Percentage BEE</b>			62%			86%			100%		

## 7.4. ANNEXURE 5: QUESTIONNAIRE

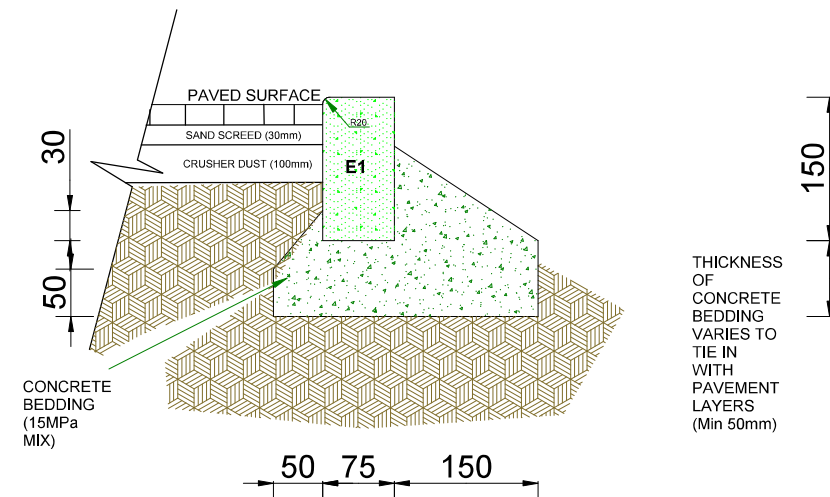
<b>SOCIAL AND LABOUR PLAN QUESTIONNAIRE FOR ZANDBERG SAND MINE EMPLOYEES</b>				
<b>“PLEASE COMPLETE AND RETURN TO THE TEAM LEADER”</b>				
<b>BACK GROUND INFORMATION</b>				
NAME:		IDENTITY NUMBER:		GENDER (M OR F):
POSITION:		RESPONSIBILITIES		
RACE:	<b>African:</b>	<b>Coloured:</b>	<b>Indian:</b>	<b>White:</b>
HOME ADDRESS: <i>(Family)</i>			WORK ADDRESS: <i>(Only required if different to family address)</i>	
NUMBER OF DEPENDENTS: <i>(How many people do you support with your salary?)</i>				
WHAT PROBLEMS DO YOU THINK NEEDS TO BE ADDRESSED IN THE COMMUNITY WHERE <b>YOUR FAMILY LIVES?</b>				
<b>EDUCATION AND TRAINING</b>				

WHAT IS YOUR HIGHEST SCHOOLING LEVEL?	
DO YOU HAVE A TERTIARY EDUCATIONAL QUALIFICATION, IF YES WHAT?	
DO YOU HAVE ANY OTHER QUALIFICATIONS AND IF YES, WHAT?	
WHAT TRAINING COURSES HAVE YOU DONE IN THE LAST 2 YEAR?	
<b>WORK SKILLS NEEDS ANALYSES</b>	
WHAT ADDITIONAL WORK SKILLS DO YOU THINK WOULD BE USEFUL FOR YOU TO PERFORM YOUR JOB?	
WHAT IS YOUR WORKING AMBITION IN THE NEXT 5 YEARS?	
WHAT IS YOUR IDEAL JOB AT THE MINE?	
<b>PORTABLE SKILLS NEEDS ANALYSES</b>	
IF YOU WERE <b>NOT</b> WORKING AT THE MINE, WHAT WORK WOULD YOU <b>WANT</b> TO DO?	
IF YOU WERE <b>NOT</b> WORKING AT THE MINE, WHAT WORK DO YOU <b>THINK</b> YOU COULD DO?	

LE CHASSEUR DRC PRIMARY



EDGING DETAIL



NOTES:

- 1) TOTAL SQUARE METERS OF BLOCK PAVING REQUIRED = 260
- 2) INSTALL E1 EDGINGS AS INDICATED ON PLAN
- 3) 100 mm OF G4 BASE COARSE REQUIRED BENEATH PAVING
- 4) PAVING MUST BE PLUMB & LEVEL AND NEATLY GROUTED ON COMPLETION

## 1.) Site investigation

**Requested by** : Speaker Hull  
**Investigated by** : J.Booyesen  
**Department** : Project Management  
**Directorate** : Engineering Services  
**Date of site inspection:** 11 March 2016  
**Time of site inspection:** 10:00 am  
**Venue of site inspection:** Le Chasseur DRC Primary

- It is compulsory to ensure the site is safe at all times.
- Contractors must adhere to the safety rules and regulations of the municipality, failure to do so will lead to disciplinary action.
- It is required from the Municipality that the contractor must wear appropriate PPE on site.
- Please note that this school will be actively used and the contractor must plan his work accordingly.

### Scope of work:

- 1) Remove 100mm of existing in-situ material and store away from classrooms or as indicated by the Principal of the school
- 2) Import a 100mm layer of G4 Base coarse compact to 93% MOD-AASHTO
- 3) Import 80mm concrete interlock block paver.
- 4) Allow for 2 brick border and brown brick infill.
- 5) Ensure that the site is in a clean condition throughout the entire project.
- 6) The paving must be neatly grouted on completion, comprising on quality of work shall not be tolerated.
- 7) Install E1 edging around the border as detailed on plan
- 8) Edging must be plumb and level
- 9) All Pavers, E1 edgings must be free from any dirt or cracks when handing over project.

### Potential supplies

As per Supply Chain

BUSINESS SECTOR: Construction