

GUIDELINES FOR SUBMISSION OF THE SOCIAL LABOUR PLAN
IN TERMS OF REGULATION 46 OF THE MINERALS AND PETROLEUM RESOURCES DEVELOPMENT ACT (ACT 28 of 2002)

PURPOSE OF GUIDELINES

To assist applicants for mining and production rights in preparing the prescribed Social and Labour Plans specified in the Regulations of the (MPRDA).

Section	Detail	Content of the SLP
Section1	Preamble	Details about the applicant include: Commodity to be mined, Life of Mine, Financial Year, Reporting Year, Mine Manager responsible, geographic of employees (mine community and labour sending areas),
Section2	Human Resource Development Programme	The primary objective of human resource development programme is to ensure development of requisite skills in respect of learnerships, bursaries (of core and critical skills), artisans, ABET training (level I, II, III, IV and NQF 1), other training initiatives reflective of demographics as defined in the amended Mining Charter.
Section4	Mine Community Development Programme	Provide the social and economic baseline information of the mine community. Revised Social and Labour Plan Guidelines October 2010 19 4.1.2 The background information must include but not limited to

		the following: Gender Profile; Population Profile; Health and HIV/AIDS Prevalence; Economic Profile; Education Levels; Expenditure Profile; Employment Profile; Income Profile; Infrastructure, Housing; Water and Sanitation as well as Electricity.
Section5	Process Pertaining to the Management of Downscaling and Retrenchment	Establishment of Future Forums Mechanism to Save Jobs and avoid losses and the Decline in Employment Mechanisms to provide alternative solutions for creating job security. Mechanisms to Ameliorate the Socio-Economic Impacts on Individuals, region, and economies in the Event of Retrenchment and Closure
Section6	Financial Provision	Financial Provision for Human Resource Development 6.2 Financial Provision for Local Economies Development Programme 6.2.1 Financial Provision to Manage Downscaling and Retrenchments 6.2.2. SLP Financial Provision
Section7	Undertaking	The person responsible for the social and labour plan, who is responsible to make known the social and labour plan to the employees and who must be contacted for follow-ups, requests, reports, queries, enquiries, discussions, etc. at time of such needs must make the following undertaking on behalf of the Mine or Production Operation. The Chief Executive Officer, Managing Director, or any other person so appointed must approve the social and labour plan.