

Mining Charter III

Drafting a Social Labour Plan (SLP)

Best practices for drafting and submitting your SLP as per the DMR requirements



Training Date: 11 & 12 November 2019

Venue: The Park Inn, Radisson Hotel, Sandton, Johannesburg, South Africa

Why you cannot miss this event?

Mining Charter III is here to stay, and the new requirements are challenging.

The seminar will cover in depth the detailed content of a SLP. This includes a discussion on the regulatory requirements for a SLP, the annual compliance audit and further the provision pertaining to the amendment of a SLP. The requirement of the content of each sub-element of a SLP will then be discussed, preceded by the required stakeholder engagements giving effect to the SLP content. It will conclude by providing details of the supporting documents required and further the submission process at the DMR.

Your expert trainer

Dineo Peta

Mining Law, Energy Law, and Environmental Law

Peta Attorneys Inc.



She holds various qualifications including:

- LLB degree (University of Pretoria)
- LLM degree in Environmental Law (Wits University)
- Prospecting and Mining Law certificate (Wits University)
- Attendance of Introduction to Mining Engineering certificate (Wits University)
- Environmental Impact Assessments certificate (Wits University)

Key topics

- Reviewing the regulatory framework
- Overview of mining right application / amendment
- Discussion of content for each Human Resource Development plan
- Local Economic Development (LED) Programmes
- Management of downscaling and retrenchments
- Supporting documents and submission process to the DMR

Who should attend?

- Social Labour Plan
- HR
- Risk and compliance
- Executive management
- Geologist
- Unions

“If you think compliance is expensive - try non compliance”

Paul McNulty

- A certificate will be issued to all attendees

Book before 30th September 2019 and receive a 10% discount.



Promotional gifts

All attendees will take home a mini corner desk table office home desktop dust vacuum cleaner

Services SETA Accreditation No: 12169

We are a B-BBEE Level 1 service provider

Arusha Dasrath
Tel: 011 7023327 Fax: 086 5010472
ad@provisionresearch.co.za



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Day one

Session one

Reviewing the regulatory framework

- Discussion of legislative requirements for SLP's
- Objectives of a SLP

Session two

Introduction

- Overview of mining right application / amendment
- Timelines for implementation of mine community Development
- Salient information on the application
- Document structure

Session three

Preamble

- Commodity
- Life of mine
- Financial year
- Workforce at mine
- Origin of workforce

Session four

Human Resources Development (HRD) programme

- Objectives
- Discussion of content of each HRD plan

Session five

Local Economic Development (LED) Programmes

- Socio-economic and key economic profiles and activities
- Socio-economic impact of Mine
- Housing and living conditions
- Nutrition
- Procurement progression plan

About Dineo Peta

She is an admitted Attorney the High Court of South Africa with extensive experience and qualifications in the field of mining and environmental law. Her experience in mining law was acquired during her tenure at BHP Billiton Energy Coal South Africa and BHP Billiton Manganese South Africa wherein she was responsible for the management of all the legal issues pertaining to the companies mineral and surface rights. She holds over 12 years post qualification experience and runs a law firm (Peta Attorneys Inc.) which specializes in the fields of mining law, energy law and environmental law. Peta Inc. currently provides legal support to government on amongst others providing Commentary on mineral regulation and policy, she has further made presentations to the South African Parliament on the Mineral and Petroleum Resources Amendment Bill. In August 2017 Peta Inc. presented to the African Union's Pan African Parliament a proposal paper for uniform laws for mineral resources governance in Africa.

Day two

Session six

Management of downscaling and retrenchments

- Mechanisms to save jobs
- Mechanisms to provide alternative solutions
- Mechanisms to ameliorate socio-economic impacts
- Mine closure

Session seven

Financial provisioning for SLP

- Enterprise and Supplier Development
- Contributions by foreign suppliers

Session eight

Statement of undertaking

- Who is responsible to make known the Social and Labour Plan to the employees
- Who must be contacted for follow ups, requests, reports, queries, enquiries and discussions

Session nine

Supporting documents / Appendices to attach to SLP

- Practical exercise

Session ten

Submission process and DMR templates

Q&A Sessions After every interactive sessions attendees will have the opportunity to air their questions to the speakers who will help them come up with the best solutions.

What past delegates had to say?

"Dineo is excellent in unpacking and simplifying the topics" **Dwarsrivier Chrome Mine**

"Dineo has a vast knowledge of the topics and presentation is good" **African Exploration Mining**

"This training was very beneficial and simplified" **Graiqqa**

Training times

0800	Welcome and registration
0830	Morning session begins
1000 – 10:30	Morning refreshments and break
1200	Luncheon
1300	Afternoon session begins
1500 - 1530	Afternoon refreshments and break
1630	Course concludes

Registration Form

Mining Charter SLP
Code: TMHR01

To register for the course please review the programme, complete this form immediately and fax or email back to our:

Sales Department

Register Now Contact: Arusha **Tel:** +27 11 7023327

Fax: +27 (0) 86 501 0472

Email: ad@provisionresearch.co.za

Provision Research and Events

Reg no. 2009/159390/23

409 Baobab Close, Carlswald
North Estate, Carlswald
Midrand, 1684,

Authorisation:

Signatory must be authorised to sign on behalf of contracting organisation.



Training fees

Full training per delegate @ R6995

There is an additional surcharge of R550 per delegate per day for halaal and kosher meals.

Please tick option below

Halaal Kosher

Group bookings

Bring 3 delegates or more and get a 15% discount.

Early bird

Book before 30 September 2019 and get a 10% discount.

Payment:

An Invoice will be issued once the registration of the delegate/s is completed. Full payment is then required from receipt of invoice.

Payment Method:

Please indicate your choice of payment method

■ Cheque

Made payable to **Provision Research and Events -**

This should be a bank guaranteed cheque

or

■ Bank Transfer

Name:	
Company:	
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No of delegates:	
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Email address :	
Date:	
Company VAT no:	
Signature:	
Billing address:	

1. Delegate name:	
Job Title:	
Contact no:	
Email address :	

2. Delegate name:	
Job Title:	
Contact no:	
Email address :	

3. Delegate name:	
Job Title:	
Contact no:	
Email address :	

4. Delegate name:	
Job Title:	
Contact no:	
Email address :	

Terms & Conditions:

- Fees are inclusive of programme materials, refreshments, lunch and gifts and NOT accommodation.
- Payment Terms:** Following completion and return of the registration form, full payment is required within 5 days from receipt of invoice. After signing this registration form this becomes a legal and binding contract between your organisation and Provision Research and Events. A receipt will be issued on payment. Due to limited conference space, we advise early registration to avoid disappointment. A 50% cancellation fee will be charged under the terms outlined below. We reserve the right to refuse admission if payment is not received on time.
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