

Compliance with the Mining Charter RDI mid-tier diamond company



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Introduction

The mining charter facilitates and measures sustainable progress of mining companies. The emphasis is placed on mining activities having a positive effect on the communities in which the mines are located as well as the employees. Legislation is put in place to ensure that not only does mining occur in a safe environment but that the footprint left behind is a positive one. The biggest challenge of small companies is to ensure that the requirements or rather the bare minimum standards set by the DMR are not treated as moving goal posts in response to daily operational requirements. The last five years have proved very challenging for diamond companies, especially a mid-tier diamond company like Rockwell Diamonds, with the economic crash and the company not making a profit. The key factors of the mining charter are: the procurement policy, employment equity, human resource development, housing conditions, development of surrounding community, environmental management as well as health and safety.

The Mining Charter Requirements

Rockwell's aim is to continuously improve and go beyond the minimum standards set by the department. The Middle Orange operations are situated within the Prieska and Douglas municipalities and; the majority of the employed work force comes from within the local communities in the above mentioned areas. When there is a vacant post, first preference is given to applicants from local communities.

2.1 Human Resource Development

Rockwell Diamonds as a company fully appreciates that its people are its most valuable asset and it is with that knowledge in mind that we create an environment that allows for people to reach their full potential. Investing in human capital has far reaching rewards; the company has originated a skills development plan in order to fully harness this capital.

2.2 Employment Equity

The mining charter requires companies to publish their equity plan on a yearly basis. The companies must continuously improve the percentage of Historically Disadvantaged South Africans (HDSA) on the different levels of management.

Table 1: Skills development plan

	2013/2014	2014/2015	2015/2016	2016/2017
HCVV training budget	R450 000	R500 000	R520 000	R520 000
Mentorship plan	R15 000	R15 000	R 15 000	R15 000
ABET Training Centre – Niewejaarskraal and Saxendrift	R120 000	R120 000	R120 000	R120 000
Portable skills: welding, bricklaying, driver's licence	R50 000	R50 000	R30 000	R30 000
Internal learnerships:				
3 x Boilermaking; 2 x Fitting;				
1 x Electrical; 2 x Mechanical	R465 000	R465 000	R465 000	R4 650 000
Other technical support programmes	R20 000	R20 000	R 20 000	R20 000
Targets: women in mining	30	35	40	45
Budget for programme to develop women	R30 000	R30 000	R30 000	R30 000
Total HRD commitment	R1 150 000	R1 150 000	R1 200 000	R1 200 000

Table 2: Employment Equity Profile RDI

Northern Cape Occupational levels	MALE				FEMALE				% EE
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	-	-	-	-	-	-	-	-	-
Senior management	-	-	-	2	-	-	-	2	0
Middle management	-	-	-	6	-	-	-	-	0
Junior management	4	4	-	22	1	-	-	1	25
Semi-skilled	139	66	-	21	2	10	-	6	84
Unskilled	25	11	-	-	5	-	-	-	88
Total permanent	168	81	-	51	8	10	-	9	76
Non-permanent	2	2	-	2	4	5	-	-	7.6
Total non-permanent	2	2	-	2	4	5	-	-	7.6
Total employees	170	83	-	53	12	15	-	9	74
Bokamoso	2	1	0	1	1	1	0	0	50
Bokamoso casuals	23	20	0	0	14	7	0	0	67
Total employees including Bokamoso	195	104	0	54	27	23	0	9	73

2.3 Social Labour Plans

The mining charter requires that the mining houses must leave a positive footprint in the communities within which they operate. This positivity is achieved by empowering the local residents and uplifting the living conditions.



Soup kitchen SLP Project

Summary

The mining charter requires that companies report on an annual basis in order to keep track of the progress that each individual company is making with regard to the outlined standards. RDI as a mid-tier diamond company is fully committed to this initiative and is continuously striving for improvement.

Uncovering the facets of our potential...

REFERENCE
www.dmr.gov.za/publications/finish/...charter...mining-charter/0.html

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