



**ASSMANG**

**IRON ORE**

BEESHOEK MINE

ASSMANG PROPRIETARY LIMITED  
REG.NO. 1935/007343/07  
A division of Assmang Limited

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MINERALS LIMITED

**National Union of Mineworkers**

Mr Mosepedi Sanane – Regional Secretary

Per Email: [msanane@num.org.za](mailto:msanane@num.org.za)

**And**

**Solidarity**

Ms Adele Rossouw – Regional Organizer

Per Email: [adele@solidarity.co.za](mailto:adele@solidarity.co.za)

**And**

**Construction Mining, Energy and Engineering Workers Union**

Mr Lucas Phiri – Deputy Secretary General

Per Email: [lucasp@comeewu.org.za](mailto:lucasp@comeewu.org.za)

**And**

**All Non – Unionised Employees**

**13 August 2025**

Dear All

**NOTICE OF CONTEMPLATED RETRENCHMENT IN TERMS OF  
SECTION 189 (3) OF THE LABOUR RELATIONS ACT, 66 OF 1995, as  
amended**

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This letter serves as a formal notice in terms of Section 189(3) read with Section 189A of the Labour Relations Act, 66 of 1995 (the LRA), that Assmang Proprietary Limited ("Assmang / the Company"), in respect of Beeshoek Iron Ore Mine ("Beeshoek Mine") is contemplating the possible retrenchment of employees for operational reasons.

*BTM P.P G.*

## **1. INTRODUCTION**

- 1.1. Due to operational reasons, Assmang is contemplating closure of Beeshoek Mine, which may result in retrenchment of its employees.
- 1.2. In terms of section 189(1) of the LRA, Beeshoek Mine is required to consult with trade unions whose members could be affected by the proposed retrenchments.
- 1.3. In terms of section 189(3) of the the LRA, we hereby invite the parties to consult with Beeshoek Mine in order that we may attempt to reach agreement on the issues concerning the possible retrenchments.
- 1.4. It is emphasized that no final decision has been taken regarding the contemplated retrenchments and a final decision will be made upon the completion of the consultation process. It is also important to note that serious considerations have been given by the Company to this matter before adopting the view of the need for possible retrenchments.
- 1.5. To facilitate a proper, meaningful and effective consultation process, below you will find relevant information required by section 189(3) of the LRA and/or proposals for your consideration in preparation for the consultation meetings. Beeshoek would like to consult with you on these aspects as well as to afford you the opportunity to give inputs and representations on these matters.

## **2. BACKGROUND**

- 2.1. Assmang is jointly owned by African Rainbow Minerals Limited ("ARM") and Assore South Africa Proprietary Limited (Assore). Beeshoek is a mine owned by of Assmang, and it is the oldest of Assmang's iron ore mining operations, which currently produces iron ore for sales in the domestic market only.
- 2.2. Beeshoek started as Manganese Corp as a Manganese Mine in 1928, Ammosal (Assmang) was established in 1935. The first iron ore was mined in 1964, with numerous extensions and infrastructural developments since then. The infrastructure and activities include, but not limited to, offices, training centre, clinic, security and recreational areas. The Northern mining area ("North Mine") comprises the North opencast pits, mine residue dumps of various categories, the iron ore beneficiation plant and on-grade washing and screening plant together with process water facilities and tailings storage facility (Slimes Dam).
- 2.3. The Southern mining area ("South Mine") comprises the South opencast pits and associated waste rock dumps (WRDs) which includes the Village Opencast Pit

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and associated WRD, a Primary and Secondary crushing plant as pre-preparation of the Run of Mine (ROM) and overland conveyor to the processing plants at North Mine.

- 2.4. Beeshoek started with a basic hand sorting operation mining the extensive reserves of iron ore near Postmasburg in the Northern Cape province of South Africa. In 1970, production of 1Mtpa was first obtained. In 1973, the on-grade washing and screening plant was installed, and in 1974 the first shipment via Saldanha was celebrated. Over the years, production peaked at 6.2Mtpa.
- 2.5. Conventional open pit mining is performed, in multiple moderate depth pits, to produce "on-grade" ore (64% or greater Fe content) and off-grade ore. Pits are split in two separate mine areas, North and South, which are separated by a public highway.

**FY2025 pit mining tons was planned as follows:**

Pit	On-Grade (t)	Off-Grade (t)	Waste (t)	TOTAL
HF (North)	759 330	197 211	1 987 949	2 944 490
Village (South)	1 218 846	1 329 262	16 814 215	19 362 323
				22 306 813

- 2.6. Stockpiles of approximately 420 000t of combined on-grade and off-grade ore are held.
- 2.7. The processing of ore consists of a South Primary and Secondary crushing plant, for initial size reduction of ore mined from pits in South Mine, overland conveyance of ore from the South Plant to North Plant, Primary and Secondary crushing plant at North Mine; a washing and screening plant that prepares on-grade ore and a jig plant at North Mine that beneficiates lower and mixed grade ore for sales to customers through a rail load-out facility. Beeshoek also has a road loadout facility at North Mine.
- 2.8. The plant has produced at a maximum capacity of 6.2Mtpa, but over years planned production was reduced and the operation budgeted to produce at 2.2Mtpa for the remaining life of the mine.
- 2.9. The ore feed to the Wash & Screen plant and Jig Plant budget for FY2025 was for Jig Plant feed 1.6Mt and W&S Feed 1.7Mt.

- 2.10. Based on the reserve statement for 30 June 2024, life of mine was six years, which considers a production rate of 2.2Mt of product per year.
- 2.11. Over recent years, production volumes have significantly declined, mainly due to the reduced offtake from ArcelorMittal South Africa Limited ("AMSA").
- 2.12. During the FY2025 business planning phase, the Company actively explored various possible options to optimize costs to improve the sustainability of Beeshoek Mine. The most significant of these being:
- The removal of high stripping pits from the mining plan to reduce waste stripping and the consequent high input costs.
  - The reduction of jig as well as washing and screening shifts and rightsizing of the labour force to align with the reduced production.
- 2.13. In September 2024, the Company's Board approved the Consolidated business plan for the financial year 01 July 2024 to 30 June 2025. The Beeshoek plan was not approved at the time, since it was dependent on a 3-year contract with AMSA to off-take 2.2mt of iron ore each year. The contract could not be secured at the time due to the public announcement that AMSA was considering shutting down and closing its Long Steel Business.
- 2.14. Beeshoek continued to operate on a month-to-month agreement with AMSA from 01 July 2024.
- 2.15. In November 2024, Beeshoek Mine devised a cash preservation plan to try to preserve cash since AMSA was still unable to commit to a 3-year contract at that time. The objective of this plan was to reduce costs and try to favorably position Beeshoek Mine in the face of such uncertainty.
- 2.16. In January 2025 AMSA announced its intention to start winding down its Long Steel Business and indicated the possibility of buying 1.4million tons of ore per year instead of the 2.2mt from Beeshoek.
- 2.17. In January 2025, a special working group was formed to pursue alternatives for the future of Beeshoek Mine. The working group comprised of executives from ARM and Assore together with the Senior General Managers and Financial Managers of Beeshoek and Khumani Mine. The working group considered different options for Beeshoek and the combined Assmang Iron Ore Division.

- 2.18. These options included placing the mine on care and maintenance, closing the mine, exploring various production plans to find an optimal production plan, and selling ore through Assmang Khumani Mine. Key considerations included, amongst others, micro and macro financial aspects, socio economic aspects, sustainability and costs.
- 2.19. After carefully considering the various scenarios, the decision was that Beeshoek would continue producing 183, 333 tons (183kt) of iron ore per month from 01 April 2025 until 31 March 2027 and continue selling 116, 667 tons (117kt) per month until 30 June 2028. This option was in line with the indicated AMSA Vanderbijl off-take requirements and which did not rely on the sustainability of Newcastle. Capital expenditure on waste stripping and maintenance to support the monthly production of 183kt from 01 April 2025 to 31 March 2027 was approved. The plan was approved subject to and being conditional on securing a three (3) year contract with AMSA.
- 2.20. Late June 2025, in an unexpected turn of events, AMSA confirmed that they will not sign a three (3) year contract with Beeshoek. Prior to this, AMSA did not give any indications that they would not be willing to sign a three (3) year contract with Beeshoek Mine. If anything, AMSA had reinforced its intention to enter into a three (3) year contract with the Mine prior to this. This is a disappointing turn of events but one over which the Company, unfortunately, does not have control.
- 2.21. Moving forward, Beeshoek proposes to discuss with the unions the potential closure of Beeshoek. We emphasize that no final decision in this regard has been made, and the consultation process is intended to explore any possible viable alternatives to try to save jobs.

### **3. THE REASONS FOR THE PROPOSED RETRENCHMENTS**

- 3.1. The Mine has only one significant customer, (AMSA) and the Mine's revenue stream is dependent on this customer. The customer is not willing and has declined concluding any long term contract with Beeshoek Mine.
- 3.2. The Mine cannot invest in capital for waste stripping without a long term contract in place. The input costs relating to waste stripping such as diesel and the costs of explosives (which are significant input costs) have increased by 60% (cost per litre of diesel) and 65% (cost per ton of bulk explosives) from June 2020 to June 2025.

- 3.3. Due to the reduced offtake by AMSA and the related uncertainties over the last two years, the Mine was not in a position to replace machinery and equipment and as a result expenditure on major repairs will be required to sustain operations and this is not justifiable in the absence of a long-term contract.
- 3.4. The Mine cannot responsibly fill critical vacant positions to ensure sustainable and safe operations without a long-term contract.
- 3.5. Coupled with the above is the fact that the Mine is aging and operational expenditure will be required to complete significant maintenance work in the plant. The Mine cannot commit to this expenditure without a long-term contract.
- 3.6. With effect of 27 July 2025, deliveries to AMSA ceased due to the fact that credit guarantee insurance was suspended arising from amongst other things non payment of historic price adjustment invoices and furthermore following the release of AMSA's half-year results on 31 July 2025, credit guarantee insurance cover (CGIC) was unable to persuade its board/risk committee to extend or increase insurance cover.
- 3.7. Sales to AMSA can only resume if an agreement was reached on the payment plan for the outstanding price adjustment invoices as well as when CGIC cover is reinstated. Beeshoek Mine's fixed cost on a monthly basis amounts to R72m and without any revenue this results in a significant financial loss to Assmang amounting to R2.6 billion per annum.
- 3.8. Over the past three (3) financial years Beeshoek has recognised impairment losses totalling R3.6 billion on all its assets as the Mine is no longer economically viable.

#### **4. THE PROPOSED PROCESS TO BE FOLLOWED**

- 4.1. Beeshoek will follow a procedurally fair process in determining whether retrenchments due to operational requirements are avoidable and if so, how best to reduce the impact thereof.
- 4.2. Due to the number of employees affected by the contemplated retrenchment, the provisions of section 189A of the LRA are applicable. Beeshoek will, in terms of section 189A(4) of the LRA, approach the Commission for Conciliation, Mediation and Arbitration (CCMA) for the appointment of a facilitator, to guide and assist the parties during the required consultation process.

## **5. THE ISSUES TO BE DISCUSSED DURING THE CONSULTATION PROCESS**

- 5.1 In terms of Sections 189A and 189 of the LRA, Beeshoek intends to engage with parties in a meaningful, joint consensus-seeking process with a view to attempting to agree on appropriate and viable options aimed to:
  - 5.1.1 determine whether there are means to avoid the proposed retrenchments;
  - 5.1.2 minimize the number of retrenchments;
  - 5.1.3 determining the timing of the proposed retrenchments;
  - 5.1.4 mitigating the adverse effects of any possible retrenchments;
  - 5.1.5 determining the method and criteria for identifying/selecting employees who may be retrenched or deployed in alternative positions within Assmang; and
  - 5.1.6 determining the severance pay for employees who may be retrenched.

## **6. ALTERNATIVES CONSIDERED**

- 6.1. Beeshoek has considered several alternatives to these possible retrenchments; which includes:
  - 6.1.1. De-risking the Mine from AMSA by exporting its product through Khumani Mine.
  - 6.1.2. De-risking the Mine from AMSA through direct exports via road transport to Saldanha.
  - 6.1.3. De-risking the mine from AMSA through direct exports via additional capital required for link-line.
  - 6.1.4. Extensive review of LOM plans to flex all scenarios and determine the minimum production volumes to remain sustainable (in increments of 100kt).
  - 6.1.5. Seeking of partnership opportunities with other Mines in the area.
  - 6.1.6. Seeking of alternative customers within the domestic market.
  - 6.1.7. Not escalating sales price to AMSA for year 1 of the proposed contract with PPI and reducing year on year PPI escalations with 1%.
  - 6.1.8. Labour redeployment and re-skilling and shift configuration changes already implemented with limited impact.
  - 6.1.9. Moratorium on recruitment, except recruiting for critical and legally required positions only, was implemented but unsustainable.
  - 6.1.10. All of the above scenarios have been extensively explored which resulted in negative free cashflows with the exception of a two year production plan and a three year sales plan, which required a three year sales contract with AMSA. Furthermore, this scenario would still require investment of R532m which cannot be made without securing a long term contract.

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6.1.11. Extensive discussions with AMSA have not yielded a long term contract, and as per 3.6 Sales to AMSA have been suspended. AMSA has indicated that Iron Ore can be secured by alternative supplier up to R300/ton cheaper than Beeshoek rendering continuous engagements fruitless. At this price a cash loss of R240m will be incurred for Beeshoek.

6.2. Any proposed alternatives put forward by affected employees through their registered trade unions will be considered during the consultation process.

## **7. NUMBER OF EMPLOYEES LIKELY TO BE AFFECTED**

7.1. It is envisaged that the potential impact of this process will apply to the entire workforce of 622 permanent employees and 66 fixed term employees, which includes graduates, trainees, Persons with Disabilities and Adult Education and Training learners. A list of the current workforce and affected roles is attached hereto and will be provided to all parties during the consultation process.

## **8. TIMING OF ANY POSSIBLE RETRENCHMENTS**

8.1. The period which the contemplated retrenchments are likely to be affected would be informed by the consultation process in line with the provisions of the LRA. It is anticipated that the retrenchments could take effect by **30 November 2025**.

8.2. The affected employees may be required to work during the notice period.

## **9. PROPOSED SEVERANCE PAY**

9.1. In line with the provisions of the BCEA, Beeshoek proposes to pay a severance package calculated as follows:

- 9.1.1. One (1) week's remuneration for each completed year of continuous service within Assmang / ARM Group.
- 9.1.2. Remuneration in lieu of notice in line with the contractual notice period, subject to what is stated in paragraph 8.2 above.
- 9.1.3. Annual leave pay and any other monies that might be due and payable.
- 9.1.4. This payment would be subject to any deductions for tax and the employer would apply for a tax directive from the South African Revenue Services (SARS) before the severance benefit is paid to affected employees.

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## **10. PROPOSED ASSISTANCE TO BE OFFERED**

- 10.1. The employer will grant the employees to be retrenched the following assistance:
- 10.1.1. A record of service and a reference letter where required.
  - 10.1.2. Giving retrenched employees during the notice period, reasonable opportunity to seek alternative employment and to attend job interviews.
  - 10.1.3. Offering personal counselling, job search assistance, financial support and guidance in starting small businesses.
  - 10.1.4. Access to the company's employee wellness programme to help with any psychosocial challenges.
  - 10.1.5. Beeshoek will issue retrenched employees with UIF forms and assist employees to make applications for benefits where applicable.
  - 10.1.6. The HR Department will be available to assist with queries and explain the proper processes to be followed during this period.
  - 10.1.7. Experts in the relevant fields will be engaged by Beeshoek to provide counselling, financial planning and any other assistance which the affected employees may reasonably request.
  - 10.1.8. Any such assistance as agreed to by the parties in terms of retrenched employees having access to future employment opportunities within the organisation.

## **11. POSSIBLE FUTURE RE-EMPLOYMENT**

Should a vacancy arise in a position for which a retrenched employee is suitably qualified during a period of twelve (12) months after retrenchment, that employee will be given an opportunity to apply for that position. Such employees would still be subjected to the applicable recruitment and selection criteria as agreed to by the parties.

## **12. THE NUMBER OF EMPLOYEES RETRENCHED WITHIN PRECEDING 12 MONTHS**

Beeshoek has not retrenched any employees due to operational requirements during the period of twelve (12) months preceding the date of this notification.

## **13. CONCLUSION**

The registered trade unions are invited to participate in the facilitated consultative process and make representations regarding the aspects set out above. Beeshoek is committed to ensuring that the consultative process is a joint one.

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We look forward to the co-operation of the trade unions and affected persons in this regard.

Yours faithfully

Signed by: Jacobie Caroline Louise Horn  
Signed at: 2025-08-12 16:39:21 +02:00  
Reason: I approve this document. Jacobie

JCL Horn 

**Leonie Horn**  
**Senior General Mine Manager**

Acknowledgement of receipt of Section 189 (3) Notice and List of Affected Roles

See email detail attached and by hand delivery to:



**R Molusi**  
**NUM Branch Secretary**

12/08/2025

**Date**



**P Plaatjies**  
**Solidarity Branch Chairperson**

13.08.2025

**Date**



**K Mebalo** *BRUCE MOSOKI*  
**COMEEWU Shop steward**

13/08/2025

**Date**

<b>List of Roles Impacted / Affected</b>				
<b>Positions</b>	<b>Assignment Employment</b>	<b>Position Grade</b>	<b>Number of Positions</b>	<b>Department</b>
Senior General Mine Manager	Full Time Permanent	EU	<b>1</b>	BH Administration
Manager Finance	Full Time Permanent	EL	<b>1</b>	BH Administration
Accountant Management	Full Time Permanent	D3	<b>1</b>	BH Administration
Materials Controller	Full Time Permanent	D1	<b>1</b>	BH Administration
Mine Cost Accountant	Full Time Permanent	D1	<b>1</b>	BH Administration
Mine Financial Accountant	Full Time Permanent	D1	<b>1</b>	BH Administration
Superintendent SED	Full Time Permanent	D1	<b>1</b>	BH Administration
Chief Storekeeper	Full Time Permanent	C5	<b>1</b>	BH Administration
Practitioner Socio Economic Development	Full Time Permanent	C4	<b>1</b>	BH Administration
Supervisor Time and Attendance	Full Time Permanent	C4	<b>1</b>	BH Administration
Buyer Contracts	Full Time Permanent	C3	<b>1</b>	BH Administration
Buyer	Full Time Permanent	C2	<b>3</b>	BH Administration
Clerk Costing Senior	Full Time Permanent	C2	<b>1</b>	BH Administration
Clerk Stores Senior	Full Time Permanent	C2	<b>1</b>	BH Administration
IT Technician	Full Time Permanent	C2	<b>1</b>	BH Administration
IT Technician	Temporary	C2	<b>1</b>	BH Administration
Supervisor Club	Full Time Permanent	C2	<b>1</b>	BH Administration
Clerk Fixed Assets	Full Time Permanent	C1	<b>1</b>	BH Administration
Administrator Contracts	Full Time Permanent	B5	<b>1</b>	BH Administration
Administrator Master Data	Full Time Permanent	B5	<b>1</b>	BH Administration
Chief Issuing Clerk	Full Time Permanent	B5	<b>1</b>	BH Administration
Clerk Accounts	Full Time Permanent	B5	<b>1</b>	BH Administration

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Positions	Assignment Employment	Position Grade	Number of Positions	Department
Clerk Procurement	Full Time Permanent	B5	1	BH Administration
Clerk Issuing	Full Time Permanent	B3	2	BH Administration
Clerk Receiving	Full Time Permanent	B3	1	BH Administration
Clerk Receiving Truck Driver	Full Time Permanent	B3	1	BH Administration
Cycle Counter Stores	Full Time Permanent	B3	1	BH Administration
Clerk Finance	Full Time Permanent	B2	1	BH Administration
Materials Handler	Full Time Permanent	B2	3	BH Administration
Manager Engineering	Full Time Permanent	EL	1	BH Engineering
Senior Engineer Plants	Full Time Permanent	D4	1	BH Engineering
GES Mechanical	Full Time Permanent	D1	1	BH Engineering
Clerk of Works and Draughting Engineering	Full Time Permanent	C5	1	BH Engineering
Foreman Civils	Full Time Permanent	C5	1	BH Engineering
Foreman Instrumentation	Full Time Permanent	C5	1	BH Engineering
Foreman Mechanical	Full Time Permanent	C5	3	BH Engineering
Supervisor SHERQ Engineering	Full Time Permanent	C5	1	BH Engineering
Instrumentation Technician	Full Time Permanent	C4	2	BH Engineering
Planner Maintenance	Full Time Permanent	C4	2	BH Engineering
Chargehand Electrical	Full Time Permanent	C3	1	BH Engineering
Chargehand Mechanical	Full Time Permanent	C3	4	BH Engineering
Boilermaker	Full Time Permanent	C2	11	BH Engineering
Electrician	Full Time Permanent	C2	9	BH Engineering
Fitter	Full Time Permanent	C2	13	BH Engineering
Rigger	Full Time Permanent	C2	2	BH Engineering

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Positions	Assignment Employment	Position Grade	Number of Positions	Department
Supervisor Driver	Full Time Permanent	C1	1	BH Engineering
Administrator Planning	Full Time Permanent	B4	5	BH Engineering
Secretary Engineering	Full Time Permanent	B4	2	BH Engineering
Driver Sanitation	Full Time Permanent	B3	1	BH Engineering
Driver Transport	Full Time Permanent	B3	2	BH Engineering
Toolhandler Multi Skilled	Full Time Permanent	B3	32	BH Engineering
Attendant Lorry	Full Time Permanent	B2	2	BH Engineering
Manager HR	Full Time Permanent	EL	1	BH HR / IR / Training
Manager Human Resource Operational	Full Time Permanent	D3	1	BH HR / IR / Training
Superintendent EE Transformation Compliance OD and Talent	Full Time Permanent	D2	1	BH HR / IR / Training
Superintendent Employee Relations	Full Time Permanent	D2	1	BH HR / IR / Training
Superintendent Training	Full Time Permanent	D2	1	BH HR / IR / Training
Superintendent Contingent Worker	Full Time Permanent	D1	1	BH HR / IR / Training
Superintendent Quality and HRD Compliance	Full Time Permanent	D1	1	BH HR / IR / Training
Coordinator HRD Systems	Full Time Permanent	C5	1	BH HR / IR / Training
Practitioner HR Senior	Full Time Permanent	C5	1	BH HR / IR / Training
Officer ER	Full Time Permanent	C4	1	BH HR / IR / Training
Training Officer Engineering	Full Time Permanent	C4	1	BH HR / IR / Training
Training Officer Metallurgical	Full Time Permanent	C4	1	BH HR / IR / Training
Graduate Environmental	Graduate	C3	1	BH HR / IR / Training
Graduate Industrial Engineering	Graduate	C3	1	BH HR / IR / Training
Graduate Mining Engineering	Graduate	C3	1	BH HR / IR / Training
Graduate Occupational Hygiene	Graduate	C3	1	BH HR / IR / Training

Positions	Assignment Employment	Position Grade	Number of Positions	Department
Graduate Trainee Mechanical	Graduate	C3	1	BH HR / IR / Training
Assistant HR Officer Recruitment	Full Time Permanent	C2	1	BH HR / IR / Training
Assistant Training Officer Engineering	Full Time Permanent	C2	1	BH HR / IR / Training
Assistant Training Officer Induction	Full Time Permanent	C2	2	BH HR / IR / Training
Assistant Training Officer Metallurgical	Full Time Permanent	C2	1	BH HR / IR / Training
Assistant Training Officer Mining	Full Time Permanent	C2	3	BH HR / IR / Training
NUM Full Time Chairperson	Full Time Permanent	C2	1	BH HR / IR / Training
Assistant HRD Systems	Full Time Permanent	C1	1	BH HR / IR / Training
Shop Steward NUM Representative	Full Time Permanent	C1	1	BH HR / IR / Training
Administrator HR	Full Time Permanent	B5	1	BH HR / IR / Training
Administrator Organisational Development	Full Time Permanent	B5	1	BH HR / IR / Training
Assistant ER and Housing	Full Time Permanent	B5	1	BH HR / IR / Training
Clerk Contractor Registration	Full Time Permanent	B4	1	BH HR / IR / Training
Coordinator Training	Full Time Permanent	B4	2	BH HR / IR / Training
Clerk Administration	Temporary	B2	2	BH HR / IR / Training
Learner AET	Learner AET	AA	18	BH HR / IR / Training
Learner Disability	PWD Learner	AA	26	BH HR / IR / Training
Learnership - Diesel Mechanic	Full Time Learner	AA	1	BH HR / IR / Training
Learnership - Rigger	Full Time Learner	AA	1	BH HR / IR / Training
Trainee Belt Attendant	Trainee	AA	4	BH HR / IR / Training
Trainee Operator Multi Skilled	Trainee	AA	7	BH HR / IR / Training
Senior Engineer TMM	Temporary	D4	1	BH Mine Production
Chief Geologist	Full Time Permanent	D3	1	BH Mine Production

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Positions	Assignment Employment	Position Grade	Number of Positions	Department
Mining Engineer	Full Time Permanent	D3	1	BH Mine Production
Superintendent Mining Production	Full Time Permanent	D2	1	BH Mine Production
Geologist	Full Time Permanent	D1	1	BH Mine Production
Mine Production Planner	Full Time Permanent	D1	1	BH Mine Production
Foreman Mobile Equipment	Full Time Permanent	C5	1	BH Mine Production
Supervisor Drill and Blast	Full Time Permanent	C5	1	BH Mine Production
Supervisor SHERQ TMM	Full Time Permanent	C5	1	BH Mine Production
Supervisor Shift	Full Time Permanent	C4	3	BH Mine Production
Chargehand Mobile Equipment	Full Time Permanent	C3	3	BH Mine Production
Mine Planner Assistant	Full Time Permanent	C3	1	BH Mine Production
Production Analyst	Full Time Permanent	C3	1	BH Mine Production
Assistant Geology	Full Time Permanent	C2	1	BH Mine Production
Auto Electrician	Full Time Permanent	C2	4	BH Mine Production
Diesel Mechanic	Full Time Permanent	C2	21	BH Mine Production
Mineral Resources Analyst	Full Time Permanent	C2	1	BH Mine Production
Supervisor Shift Assistant	Full Time Permanent	C2	3	BH Mine Production
Supervisor Shift Assistant Dewatering	Full Time Permanent	C2	1	BH Mine Production
Welder	Full Time Permanent	C2	4	BH Mine Production
Fatigue Analyst	Full Time Permanent	C1	2	BH Mine Production
Quality Controller	Full Time Permanent	C1	6	BH Mine Production
Coordinator Production	Full Time Permanent	B5	3	BH Mine Production
Senior Clerk Mine Production	Full Time Permanent	B5	1	BH Mine Production
Assistant Quality Controller	Full Time Permanent	B4	1	BH Mine Production

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Positions	Assignment Employment	Position Grade	Number of Positions	Department
Coordinator Production Assistant	Full Time Permanent	B4	3	BH Mine Production
Operator Excavator	Full Time Permanent	B4	15	BH Mine Production
Operator Front End Loader	Full Time Permanent	B4	11	BH Mine Production
Driver Telehandler	Full Time Permanent	B3	1	BH Mine Production
Operator Multi Skilled	Full Time Permanent	B3	133	BH Mine Production
General Worker	Full Time Permanent	B2	6	BH Mine Production
Operator Wash Plant	Full Time Permanent	B2	2	BH Mine Production
Service Assistant Multi Skilled	Full Time Permanent	B2	2	BH Mine Production
Spotter	Full Time Permanent	B2	12	BH Mine Production
Attendant In Pit Dewatering	Full Time Permanent	B1	4	BH Mine Production
Attendant In Pit Dewatering	Temporary	B1	1	BH Mine Production
Senior Metallurgist	Full Time Permanent	D3	1	BH Operational
Supervisor Load Out	Full Time Permanent	C5	1	BH Operational
Supervisor Production Process	Full Time Permanent	C5	1	BH Operational
Supervisor Team Jig	Full Time Permanent	C4	3	BH Operational
Supervisor Team Wash and Screen	Full Time Permanent	C4	2	BH Operational
Supervisor Team Loading	Full Time Permanent	C3	4	BH Operational
Process Controller	Full Time Permanent	C2	5	BH Operational
Coordinator Metallurgical	Full Time Permanent	C1	1	BH Operational
Process Controller Crusher	Full Time Permanent	C1	6	BH Operational
Supervisor Assistant	Full Time Permanent	C1	4	BH Operational
Supervisor Cleaning	Full Time Permanent	C1	1	BH Operational
Section Controller	Full Time Permanent	B5	8	BH Operational

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Positions	Assignment Employment	Position Grade	Number of Positions	Department
Clerk Operational	Full Time Permanent	B3	1	BH Operational
Driver Loco	Full Time Permanent	B3	7	BH Operational
Operator Front End Loader	Full Time Permanent	B3	11	BH Operational
Operator Load Out	Full Time Permanent	B3	4	BH Operational
Equipment Controller	Full Time Permanent	B2	5	BH Operational
Operator Utility Equipment	Full Time Permanent	B2	3	BH Operational
Attendant Loading	Full Time Permanent	B1	37	BH Operational
Belt Attendant	Full Time Permanent	B1	49	BH Operational
Weighbridge Controller	Full Time Permanent	B1	8	BH Operational
Occupational Medical Practitioner	Full Time Permanent	D3	1	BH Technical Services
Superintendent Occupational Hygiene	Full Time Permanent	D2	1	BH Technical Services
Superintendent Product Quality	Full Time Permanent	D2	2	BH Technical Services
Chief Safety Officer	Full Time Permanent	D1	1	BH Technical Services
Superintendent Environmental Services	Full Time Permanent	D1	1	BH Technical Services
Supervisor Section	Full Time Permanent	C5	1	BH Technical Services
Supervisor Wellness and Clinic	Full Time Permanent	C5	1	BH Technical Services
Fire Master	Full Time Permanent	C4	1	BH Technical Services
Officer Occupational Hygiene	Full Time Permanent	C4	1	BH Technical Services
Officer Safety	Temporary	C4	3	BH Technical Services
Officer SHERQ	Full Time Permanent	C4	1	BH Technical Services
Supervisor Laboratory	Full Time Permanent	C4	1	BH Technical Services
Surveyor	Full Time Permanent	C4	1	BH Technical Services
Supervisor Product Quality	Full Time Permanent	C3	4	BH Technical Services

Positions	Assignment Employment	Position Grade	Number of Positions	Department
Administrator Systems	Full Time Permanent	C2	<b>2</b>	BH Technical Services
Draughtsperson Surveying	Full Time Permanent	C2	<b>1</b>	BH Technical Services
Surveyor Field	Full Time Permanent	C2	<b>1</b>	BH Technical Services
Analyst	Full Time Permanent	C1	<b>1</b>	BH Technical Services
Healthcare Wellness Officer HIV	Full Time Permanent	C1	<b>1</b>	BH Technical Services
Full Time Health and Safety Representative	Full Time Permanent	B5	<b>1</b>	BH Technical Services
Shift Analyst	Full Time Permanent	B5	<b>2</b>	BH Technical Services
Sample Processor Senior	Full Time Permanent	B4	<b>7</b>	BH Technical Services
Analyst Routine	Full Time Permanent	B3	<b>1</b>	BH Technical Services
Analyst Routine	Temporary	B3	<b>1</b>	BH Technical Services
Assistant Survey	Full Time Permanent	B3	<b>2</b>	BH Technical Services
Sample Processor	Full Time Permanent	B2	<b>5</b>	BH Technical Services
<b>Total</b>			<b>688</b>	

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