

# TEBA NEWS

## MESSAGE FROM THABO GUMBI - HEAD OF COMMERCIAL

Dear customer,

This special edition newsletter showcases some of the community development work that we are involved in across SADC as TEBA and the TEBA Foundation.

Communities across SADC continue to suffer an infrastructure deficit, which, in turn, greatly impacts the ability of these communities to uplift themselves and play a meaningful role in the formal economy and societal advancement.

Our aim is to continue lobbying for funding for initiatives that improve healthcare outcomes, promote gender equality, improve education outcomes, and act as catalysts for local economic development.

Apart from this, please be aware that we are conducting research into contractors that service the mining sector and, will share some insights from this in due course. Our aim is to understand the issues and challenges faced by these contractors and design appropriate solutions. Part of this is a project to update and improve customer data and our ability to share industry-relevant information with contractors. The "Corporate work permit conversion" article below is an example of relevant information that, if not shared and followed through on, will impact operations.

I sincerely hope you enjoy this edition.

Warm regards, Thabo Gumbi

## SELF-ARRIVAL COMES TO THE MOBILE APP

We are excited to pilot the new self-arrival function as part of our TEBA Mobile Application. The functionality will give mineworkers returning from leave the option to self-arrive, update all their relevant details, capture documentation, and skip the queue at the TEBA TOM Office, provided that they are within 50 km of the said office.

Mineworkers that have gone through the verification process via a TEBA office and downloaded the TEBA Mobile Application can, in the future, update and upload the relevant documentation that will be saved and stored in our master database called TPS.

Why download the mobile app, you ask? Who does not want to save time and update information in the comfort of their home? The app is also data-free. These are but a few of the benefits of using the app. Ensuring that your employer has the latest information required in case of an emergency or tragic event will also give you peace of mind..

## RETRENCHMENT SUPPORT SERVICES

TEBA provides customers with a range of services before, during, and after Section 189 restructuring programs. These services include:

- Logistics: Transporting individuals and limited possessions home.
- Administrative assistance: completing claim documents for pension fund claims, UIF, etc.
- Placement assistance: screening affected employees and creating a comprehensive database to share with other TEBA customers for placement purposes.
- Portable skills training: Administering all aspects of portable skills training programmes, including identifying training providers, contracting, payments, and reporting to our customers.
- Bursaries and education assistance: payment of bursaries to the dependents of affected employees.
- Medical support includes assistance with in-home care, chronic medicine distribution, and referrals into local healthcare structures for continuity of treatment.

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## CORPORATE WORK PERMIT CONVERSIONS

Mining companies and mining contractors, aligned with the legislation and Minerals Council initiatives, are converting their existing Corporate Permits to Corporate Visas. The process requires an electronic application, followed by a physical appointment, in order to submit all supporting documents, including waiver letters. This process takes approximately 2 to 3 months, after submission.

While many mines and contractors have completed the conversion from the older 'Permits' to the new 'Visas', there are still a number of mines and contractors that need to do so.

TEBA continues to assist clients with these conversions, and renewals, and has the required knowledge and experience to support and guide clients that still need to begin with the conversion process. Kindly contact your local TEBA representative to guide and assist you with this Corporate Visa conversion process.

## EASY COMPENSATION AND CLAIMS MANAGEMENT SERVICES

As previously reported, TEBA has entered into a partnership with SENA Financial Services to assist contractor employers in alleviating the burden of their COID compliance. The service assists employers to;

- Register with the Compensation Fund, RMA, or FEM.
- Calculate the correct risk premiums.
- Obtain letters of good standing and
- Ensure professional claims management and that injured employees receive the full benefit, including pensions, lump sums, private medical care, transport, etc.

Contractors within the mining sector who migrate to the RMA from the Compensation Fund receive all the services free of charge. That's correct, Mahala. Contractors who choose to stay with the CF pay R5 per month per employee. T+Cs apply.

Mines are encouraged to refer contractors to us for this service, as this will ensure that all contractor employees receive exactly the same benefits should they be injured or involved in fatalities.

## SPECIAL FEATURE - PROJECT DEVELOPMENT AND IMPLEMENTATION SERVICES

TEBA provides customers with an outsourced solution for the identification and successful implementation of CSI and SLP projects. Working closely with funders, mines, and community trusts, we have the following success stories to share:



Early Childhood Development and its downstream impact on primary and tertiary educational outcomes are fundamental parts of resilient communities.



Over the last few years, we have upgraded a number of ECD facilities.



Breast cancer awareness and screening for under-served communities is another focus area that improves the lives of the most vulnerable in society.



Access to clean water and proper sanitation facilities in communities

- Encourage employment through agribusiness and SMME development.
- Improve healthcare outcomes
- Improve gender equality by providing girls with access to facilities.

Our focus areas currently are the North West, the Eastern Cape, and Mozambique.



Rural communities are plagued by significant infrastructure deficits.

The small bridge connects community members to education and economic opportunities that are inaccessible during floods.

We will continue our efforts to assist customers with all aspects of community-based projects. We are also committed to increasing the impact of these (and other) initiatives by leveraging the TEBA Foundation to source funding from Private, Institutional, Government and other investors.

## INFORMATION

For any information regarding any of the articles in this newsletter kindly contact; -

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