

TEBA NEWS

TEBA FIELD VISITS

TEBA field visits create a platform for HR, Health and other support services within the sector to form a dialogue with employees, past and present, and their beneficiaries in a comfortable setting. It furthermore assists mining professionals to foster a deeper understanding of living conditions and the impact that is felt from post employment services, care and support.

Our latest successful field visit to Lesotho included stakeholders from Sibanye-Stillwater Gold and Platinum divisions. During the visit stakeholders were able to experience the TEBA Immigration Processes, visit homes that have been upgraded for injured employees and experience first hand the challenges mineworkers and their beneficiaries face.



Sibanye and TEBA delegates visit the upgraded home of a former employee

Sibanye later described the visit as “A great experience”, “Very informative” and “seeing the great work that TEBA and our company is doing” whilst heaping praises on the management teams in Lesotho, Carletonville and Rustenburg for planning and hosting.

IN CASE YOU MISSED OUR RECENT WEBINAR ON EMPLOYEE RISK MANAGEMENT

On 7 August 2025, TEBA hosted an in-depth webinar on employee risk management, focusing on the growing challenges of fraudulent IDs, passports, visas, records of service, qualifications, and medical certificates.

Key Takeaways:

- Fraud is evolving – Common scams include falsified or altered IDs, impersonation, multiple users of the same ID, and the use of deceased persons' documents. Green ID books remain valid but are highly susceptible to tampering.
- Visa & permit risks – Non-work visas used for employment, forged work permits, and counterfeit TRPs remain widespread. TEBA is able to verify through the Department of Home Affairs, Border Management Authorities and VFS Global
- Records of service – Altered histories are used to hide dismissals, inflate experience, or obscure identity. Cross-check all records with TEBA and original employers.
- Qualification fraud – “Fly-by-night” providers and forged trade/blasting certificates are common. Verification with the DMRE, MQA, and SAQA is essential.
- Medical exit certificate fraud – Altered or forged documents can allow medically unfit individuals into the workplace, creating safety and absenteeism risks.

Why it matters

Fraudulent documents not only undermine safety but also carry significant legal, reputational, and operational risks. TEBA's screening pillars—data custodianship, biometric verification, industry checks, gatekeeping, and external verifications—offer a robust defence.

TEBA RECRUITMENT SERVICES FOR MINING CUSTOMERS AND CONTRACTORS

TEBA has over a century's experience connecting the mining sector with skilled labour across Southern Africa. Our recruitment services are trusted by mining houses and contractors alike for filling both entry-level roles (e.g. Rock Drill Operators, Scraper Winch Drivers, Team Leaders, TMM Operators) and senior mining and engineering positions (e.g. Shift Bosses, Mine Overseers, Artisans: Electricians, Boilermakers, Fitters & Turners)

Why Partner with TEBA?

1. Regional Talent Network We source candidates from multiple mining jurisdictions and labour-sending areas using a mobile enabled website and WhatsApp chatbot, enabling quick and intuitive registration. Our pool of suitable qualified candidates is available at short notice, ensuring quick turnaround times on staffing needs.

2. Pre-screened, Verified Candidates All CVs undergo pre-screening, including TEBA Record of Service, ID and basic qualification checks.

3. Efficient Shortlisting & Interview Logistics TEBA manages candidate longlisting and shortlisting, then plans & executes logistics for interviews—facilitating seamless coordination for our clients. You simply tell us where and when, and we make it happen.

4. Comprehensive Detailed Screening Selected candidates are fully vetted: identity, criminal record, qualifications—all documented and compliant with mining industry and legal standards.

5. Onboarding via the TEBA On Mine Office Process Our onboarding system captures and retains all employment information in line with the **Mine Health and Safety Act (MHSA)**—ensuring all worker records are up to date and audit-ready.

Partner with TEBA for your next recruitment drive and benefit from our proven systems—from sourcing, screening, and interviews to full onboarding and compliance oversight. Let us simplify your recruitment so you can stay focused on operations.

TEBA CRIMINAL SCREENING

Due to a growing demand for criminal screening services TEBA has equipped 23 of our offices in mining and other regions to provide Criminal Screening services. TEBA will provide this service at R258,72 Including VAT which is significantly lower than comparable rates in most regions.

NAMAQUALAND PRESENTATIONS

TEBA presented its basket of services to Mines in the Namaqualand District of the Northern Cape in July. The region is richly endowed with Copper, Zinc, Alluvial diamonds and we are very excited about the prospect of providing services to these mines.

Despite the remote location, the common issues are similar to issues affecting all mining operations including; -

1. Illegal Mining, including finding mechanisms to combat syndicates
2. Community participation, activism and managing expectations
3. Employment Fraud related to; Falsified ID and Qualifications, Manipulated Service records and Medical exits

CHANGES TO REQUIREMENTS FOR FOREIGN NATIONALS WORKING ON A CORPORATE VISA TRAVELLING TO SOUTH AFRICA

TEBA and MCSA are still engaged in high level discussions with the Department of Home Affairs and Border Management Authority of South Africa. Herewith an outline of the current status:

- The exemption granted to the Mining industry until the end of July 2025 has been, after extensive negotiations, extended to the end of January 2026
- The impact on the return-to-work program will therefore be limited
- This also means that mineworkers will not be required to present the Certified original Corporate Visa of the employer as well as the original CWAC (Corporate Worker Authorization Certificate) and other documents as per the initial instruction from the DHA and BMA
- The TEBA conceptualised replacement solution has been approved in principle and a pilot will commence in Mozambique on or around September 2025
- We cautiously confident that the industry will continue to enjoy the streamlined processes developed and managed by TEBA

A follow up was also made on the current delays experienced by certain Mines and Contractors regarding their applications to convert from Open ended Corporate Permits to 3 year Corporate Visas, and DHA has promised to look into this. Nonetheless, the Deputy Director General assured TEBA and the MCSA that the delay does not render the current Open-ended Corporate Permits null and void. Noting that the Corporate employer has already submitted the application to convert to CV.

ZIMBABWE EXEMPTION PERMIT HOLDERS

ZEP holders have had their permits automatically extended until 28 November 2025, per Minister Schreiber's directive, following a Gauteng High Court ruling.

During this period, Zimbabwean Nationals may legally live, work, and travel in and out of South Africa, and cannot be arrested or deported simply because your ZEP expired

The Immigration Advisory Board is currently consulting on the ZEP's future, making further extension unlikely. If mineworkers in your employment haven't applied for a waiver or work visa it is highly recommended that that do so ASAP.

If a waiver or application is already in process mineworkers are legally allowed to stay and work until their status is confirmed. These individuals must however monitor their e-mail for additional updates. Employees should also be encouraged to gather all documents needed to apply for a work visa.

Employers are encouraged to verify all Critical Skills and General Work Permits given the recent incidence of falsified permits.

TEBA SOCIAL MEDIA

We thank the thousands of mining professionals who have already joined us on social media. These platforms, especially LinkedIn, help us to disseminate information which is relevant to the entire mining sector quickly and efficiently. Please follow us.

You are also welcome to suggest any topics you may want covered in future social media posts, newsletter articles or webinars by leaving comments on social media or mailing our Growth and Innovation team at Sales@teba.co.za.



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