

Newsflash



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South Deep Proposed Restructuring

Frequently Asked Questions

Some of our employees asked us these questions about the proposed restructuring. Here are our answers:

We hear that there is a list of people and their job titles, which is circulating throughout the mine. Is this the final retrenchment list?

We have only provided organised labour with a list of proposed designations that may be affected by the restructuring exercise – this is part of the consultation process. This list does not contain any names of people, because we are waiting for the NUM's response on the proposed selection criteria. The NUM has been given until the close of business on 22 October 2018 (today) to provide us with their alternative proposals.

The proposal is for people in many departments to get retrenched, but I've heard that in other departments there is a proposal for some people to be promoted. How does this work?

No employees have been promoted since we issued the Section 189 notice and the HR department has not received any justifications for promotion. However, remember that the 2017 Section 189 affected about a quarter of all D-Band and above employees and the current Section 189 will not affect these employees. We are therefore continuing with the process to fill mission-critical roles in those levels.

Why are some job titles being retrenched in one department, but there is a shortage of them in another department?

Do not forget that the skills set and experience required are different for various departments; for example, an artisan employed in the processing plant requires a different skills set than a TM3 artisan. If



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employees who are affected by retrenchments have the experience and skills for positions that are available in other departments, these employees will be considered for those positions.

How can I be expected to focus on my work when I know that my position is one of the ones included on the list?

We know that this is a difficult and uncertain time for all our people. As much as we would like to finalise the process quickly, so employees can understand if and how they may be impacted, we have to ensure that we follow the consultation process and engage in good faith. We have emphasised to organised labour how important it is to conclude the consultation process speedily.

How will you measure if a person has the skills for the particular job?

A selection panel will use the selection criteria to draw up a list of individuals proposed for retrenchment. This list will be forwarded to organised labour, who will be given three days to make written representation in respect of such list. The people who sit on the panel will have the expertise and knowledge of the individual candidates so they can make a fair determination of the selection criteria.

Can I individually negotiate my own package?

Section 189 of the Labour Relations Act requires us to consult with all registered trade unions. The results of these consultations will be applied to all employees under the provisions of Section 23 of the Labour Relations Act.

I heard the Union saying that they are going to strike and they are going to close all the possible entrances to the mine. What is going to happen to us who do not want to strike?

We are deeply concerned about the impact that a possible strike will have on South Deep, particularly considering the current financial challenges we are facing. A strike will only worsen the losses we are currently experiencing and could lead to an increase in the number employees who may be affected by restructuring.

We will manage any strike in line with labour legislation. As a principle, any employee who does not report for duty during industrial action will be deemed to be absent from work and a “no-work no pay rule” will be applied. If you are being intimidated and forced to stay away from work, you should report the matter to us and to the police.



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We were told that advertising of job vacancies would be put on hold until the Section 189 is over, but I see a vacancy has been posted for a position in the ICT department.

This position is a D-Upper Head of ICT and therefore falls into the group that is not affected by the current Section 189. (D-Band and above employees were affected by the previous Section 189 process in 2017 and have been excluded from the current process). We are therefore continuing with the process to fill mission-critical roles in those levels – the Head of ICT is one such role.

The Section 189 is fine, but only if the Company offers the same benefits to affected employees as they offered to people who took a VSP in March 2018.

After consulting with organised labour, we offered the VSPs in March 2018 to avoid forced retrenchments. However, employees who took the VSP had to leave immediately and did not continue to be paid over a 60-day period, as they would have done if we had gone the forced retrenchment route. This is why they received an enhanced retrenchment package. Employees who may be affected by the current Section 189 have continued to be paid during the 60-day consultation period and were not asked to leave immediately, which is what would have happened if we had not done a Section 189.



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