

6. TRAINING AND PROMOTION

Please describe company programmes for the training and advancement of black employees. Include details of company's use of outside educational facilities and university bursaries for both general and specialized technical and professional development of employees. Indicate numbers of black employees involved in programmes at each level of employment positions, actual progress achieved during the annual period concerned in promotions to all levels and total costs to companies. For similar categories of information compare such programmes with similar programmes the company has made available to other non-white employees and to white employees during the same period.

(a) It is the objective of the Company to promote from within wherever possible. As a result, a variety of training and development programs have been implemented to achieve this objective.

(b) The Company provides structured in-house courses for the advancement of all employees at all levels. These courses include the Basic Supervisory Course, 6M, Interaction Management, Louis Allen Managerial Training and various skills courses.

(c) Structured operational and technical training programs are in place to provide all employees with the specific skills required to perform their jobs to a competent standard.

(d) A fully equipped Technical Training Centre provides employees with approved instruction to achieve full artisan status in the trade of Boilermaking, Fitting & Turning, Electrical and Motor Mechanic.

(e) The Company operates a sponsored Educational Scheme whereby any employee is afforded the opportunity of enhancing their academic or professional qualifications through correspondence at Universities and technical institutions. During 1988, 61 Whites and 36 Blacks were sponsored. The amounts spent were R20 886 and R17 502 respectively.

(f) Total amounts spent on Training during 1988 = R1 761 215 (excluding bursaries and grants).

(g) Bursaries: 2 Whites
Grants: 26 Whites (R41 192)
87 Blacks (R79 162)

In addition, 86 employees were enrolled during 1988 on a continuing education programme (see Question 7.6).

6. TRAINING AND PROMOTION (suite)

Promotions as a result of Training:

	<u>Blacks:</u>	<u>Whites:</u>
Section Leader - Shift Foreman	1	
Clerk - Trainee Shift Foreman	1	
Operator - Trainee Shift Foreman	3	
Trainee Shift Foreman - Shift Foreman	2	1
Foreman Higher Grade		4
Shift Foreman - Co-ordinator	1	
Intermediate Artisan - Artisan	8	
Apprentice - Artisans		3
Shift Foreman - Co-ordinator		1
Artisan - Training Officer		1
Plant Training Officer Higher Grade	3	
	19	10

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