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DATE: 2025/03/08

MBUYELO MINING

MEYERSDAL

*PROPOSAL FOR RENDERING WELLNESS SERVICES AND OFFERING A HAND ON YOUR CSI INITIATIVES: NGHONYI WELLNESS AND PROJECTS PTY LTD.*

EXECUTIVE SUMMARY

Nghonyi Wellness and Projects Pty Ltd proposes a strategic partnership with Mbuyelo Mining to implement a comprehensive mental health programme for its miners. Our organization offers a unique blend of expertise in psychology, education, and organizational development to promote employee well-being, improve productivity, and enhance organizational performance. The proposed partnership aims to address the specific mental health challenges faced by miners, including stress, anxiety, and trauma. Our programme will provide a range of services, including trauma debriefing, crisis management, emotional intelligence, diversity and inclusion, and team building activities.

**Background**

The mining industry is a high-risk profession that poses significant physical and mental health challenges to workers. The demanding nature of the job, coupled with the risk of accidents and injuries, can take a toll on miners' mental well-being. According to the International Labour Organization (ILO), the mining industry has one of the highest rates of occupational injuries and illnesses. In South Africa, for example, the mining industry reported 2,954 occupational fatalities between 2015 and 2019 (Department of Mineral Resources and Energy, 2020).

Furthermore, miners often work in remote locations, away from their families and social support networks, which can exacerbate feelings of isolation and disconnection. A study by the South African Society of Occupational Medicine found that 71% of miners reported feeling stressed, 64% reported feeling anxious, and 55% reported feeling depressed (South African Society of Occupational Medicine, 2018).

The physical demands of mining work also take a toll on miners' mental health. A study by the University of the Witwatersrand found that miners who worked long hours, had limited rest periods, and were exposed to hazardous substances were more likely to experience stress, anxiety, and depression (University of the Witwatersrand, 2019). Wellness programs are essential in enhancing productivity and mental wellness for mine workers. By investing in employee well-being, mining companies can reduce absenteeism, improve morale, and increase productivity. Moreover, wellness programs can help mitigate the risk of mental health issues, such as depression and anxiety, which are prevalent in the mining industry.

**About us**

OUR VISION

*To provide excellent health and wellness programmes that add value to our clients and guarantee returns on investments through well crafted, tailored interventions which are relevant to our clients.*

MAIN AREAS OF BUSINESS ACTIVITIES.

We offer a range of needs based integrated Employee Health and Wellness Programmes, *the company consists of a group of Psychologists and Social workers and other Professionals, who come in whenever there is a need.*

**Management**

Our team, led by Nghonyama Musa, is a registered Educational Psychologist……… (please more info about you experience, skills knowledge, etc

**Outline of the proposal**

Nghonyi Wellness and Projects seeks to partner with Mbuyelo Mining to implement a comprehensive mental health programme for its miners. Our programme aims to promote mental well-being, reduce stress, and improve resilience among miners. Working closely with the Mbuyelo Mining management, Nghonyi Wellness proposes to design and implement a customized programme that meets the unique needs of the organization. We believe that our partnership will not only benefit Mbuyelo Mining but also contribute to the overall well-being of the mining community. We look forward to collaborating with Mbuyelo Mining to promote mental health and well-being for its miners.

**PROPOSED SERVICES TO BE OFFERED**

1. **Trauma Debriefing**:

Our trauma debriefing services provide immediate support to employees following a traumatic event, reducing the risk of developing PTSD and other mental health conditions.

1. **Crisis Management Programme**

This programme equips management and team leaders with the skills to respond effectively to crises, minimizing the impact on employees and organizational performance.

1. **Leading with Emotional Intelligence**

Our emotional intelligence programme helps leaders develop self-awareness, self-regulation, empathy, and social skills, leading to improved communication, relationships, and decision-making.

1. **Diversity in the Workplace**

This programme promotes diversity, inclusion, and cultural awareness, fostering a positive work environment and enhancing creativity, innovation, and productivity.

1. **Intra and Interpersonal Relationship Plus Team Building Activities**

Our team-building programme helps employees develop strong relationships, improve communication, and enhance collaboration, leading to increased productivity and job satisfaction.

**JUSTIFICATION**

**Trauma Debriefing and crisis management**

The mining sector is a high-risk environment that poses significant physical and emotional challenges to workers. Miners are frequently exposed to hazardous conditions, including:

1. Accidents and injuries: Mining accidents can result in serious injuries or fatalities, causing trauma to witnesses and colleagues.
2. Explosions and blasts: Explosions and blasts can cause physical harm, as well as emotional trauma.
3. Confined spaces and isolation: Miners often work in confined spaces, which can lead to feelings of claustrophobia, anxiety, and isolation.
4. Shift work and fatigue: Irregular shift patterns and fatigue can exacerbate stress and increase the risk of accidents.

**The Consequences of Untreated Trauma**

When miners experience traumatic events, they may develop mental health conditions, including:

1. *Post-Traumatic Stress Disorder (PTSD)*: PTSD can cause flashbacks, nightmares, and avoidance behaviors, impacting daily life and work performance.
2. *Anxiety and depression*: Trauma can lead to anxiety, depression, and substance abuse, affecting miners' overall well-being and relationships.
3. *Substance abuse*: Miners may turn to substance abuse as a coping mechanism, further exacerbating mental health issues.

**Leading with Emotional Intelligence and diversity in the workplace**

The mining sector is a highly diversified and high-pressure environment that demands strong leadership, effective communication, and emotional resilience. Mining leaders face numerous challenges, including:

1. Complex operational demands: Managing complex operations, ensuring safety, and meeting production targets.
2. High-stress work environment: Dealing with high-stress situations, including accidents, equipment failures, and conflicts.
3. Diverse workforce: Managing a diverse workforce, including different cultures, languages, and skill levels.
4. Constant change: Adapting to constant changes in the industry, including new technologies, regulations, and market conditions.

**The Importance of Emotional Intelligence and managing a diversified environment in the Mining environment**

Emotional intelligence (EI) is essential for effective leadership in the mining sector. EI enables leaders to:

1. Manage their own emotions: Recognize and manage their own emotions, ensuring they remain calm and composed under pressure.
2. Empathize with others: Understand and empathize with the emotions and needs of their team members, stakeholders, and communities.
3. Build strong relationships: Develop strong, trusting relationships with diversified their team members, stakeholders, and communities.
4. Make informed decisions: Make informed, thoughtful decisions that consider the emotional and social implications.

**IMPLEMENTATION OF THE PROGRAMME**

We propose the following implementation plan for the mental health programme:

1. Signing of Memorandum of Understanding (MOU): We will collaborate with Mbuyelo Mining to sign an MOU outlining the terms and conditions of our partnership, including the scope of work, timelines, and responsibilities.
2. Needs Assessment: We will conduct a comprehensive needs assessment to identify the specific mental health needs of Mbuyelo Mining's employees.
3. Programme Design: Based on the needs assessment, we will design a customized mental health programme that addresses the unique needs of Mbuyelo Mining's employees.
4. Training and Capacity Building: We will provide training and capacity building for Mbuyelo Mining's management and employees on mental health awareness, trauma debriefing, and crisis management.
5. Programme Implementation: We will implement the mental health programme, which will include trauma debrief

**TIMELINE**

We propose the following timeline for the implementation of the programme:

* Month 1-2: Needs assessment and programme design
* Month 3-4: Training and capacity building
* Month 5-6: Programme implementation
* Month 7-12: Monitoring and evaluation

**RESOURCES**

We will provide the following resources to support the implementation of the programme:

* Experienced mental health professionals
* Training materials and equipment
* Programme management and coordination

**BENEFITS**

By partnering with Nghonyi Wellness and Projects, Mbuyelo Mining will benefit from:

* Improved mental well-being and resilience among miners
* Reduced absenteeism and improved productivity
* Enhanced reputation as a responsible and caring employer
* Improved employee engagement and retention
* Increased competitiveness in the mining industry

**FINANCIAL IMPLICATIONS**

We estimate the total cost of the programme to be R500,000, which will cover the following expenses:

* Needs assessment and programme design: R50,000
* Training and capacity building: R100,000
* Programme implementation: R200,000
* Monitoring and evaluation: R50,000
* Programme management and coordination: R100,000

We propose the following payment schedule:

* 30% of the total cost (R150,000) upon signing of the MOU
* 40% of the total cost (R200,000) upon completion of the needs assessment and programme design
* 30% of the total cost (R150,000) upon completion of the programme implementation

*9. EXPERIENCE AND REFERENCE*

*Nghonyama Musa ( Director)*

*Nghonyama Musa currently practices as a Psychologist in a part-time private practice at Malamulele Township and in Vosloorus in Boksburg, where she offers counselling to people with psychological problems. She also specializes in working with learners with behavioural and learning problems.*

*She is currently working as a Senior Psychologist for the department of Correctional Services.*

*She worked as a Psychologist for SAPS under Employee Health and Wellness Unit (previously known as EAP).*

*She facilitates team development.*

*She is a motivational speaker and conducts workshops to different organizations on different topic.*

*PROFESSIONAL REGISTRATION*

*Nghonyama Musa holds a Master’s Degree in Guidance and counselling and is registered with the HPCSA (Health Professions Council of South Africa) as an Educational Psychologist with registration number PS0106275 and currently busy trying to register with UK health profession council.*

*She is also registered with SACE*

*She is also registered with BOARD OF HEALTH FUNDERS PRACTICE NO 0332887*

*9.1. REFERENCE:*

|  |  |  |  |
| --- | --- | --- | --- |
| *Name of the company* | *Programme offered* | *Contact person* | *Contact details* |
| 1. *Gauteng DEPT of Education* | *Training on different learners special needs* | *Mr Logan* | *071 543 0550* |
| 1. *Gauteng North district* | *Crisis management by teachers* | *Dr Eunice Rambau*  *Chief education specialist* | *082 432 0694* |
| 1. *Holy rosary school* | *Intra and inter personal relationship plus team building* | *Ms Gomez*  *Principal* | *015 851035/ 0827487525* |
| 1. *Malamulele West circuit* | *Leading with emotional intelligence* | *Mr Malulele S*  *Circuit manager* | *0825229649* |
| 1. *Malamulele west circuit* | *Conflict management* | *Mr Malulele S*  *Circuit manager* | *0825229649* |
| *6.Tshamavunga Circuit* | *Conflict management* | *Dr TM Chauke*  *Circuit Manager* | *083 360 5114* |
| *7 Rentokil Initial* | *Intra and interpersonal relationship* | *Ms Zanele Tshabalala*  *HR practioner* | *0817875260* |
| *8.Rennies Travel/ Mfuwo* | *Intra and interpersonal relationship and tea* | *Ms phindile Ndlovu*  *Director of mfuwo* | *0722787963.* |

*9.2.LIST OF PROFESSIONALS WORKING AT NGHONYI WELLNESS AND PROJECTS*

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| --- | --- | --- | --- | --- | --- |
| *name* | *Qua;ification* | *occupation* | *Facilitators contact* |  |  |
| *Nghonyama MA* | *MA guidance & counselling* | *Psychologist* | *0829529144* |  |  |
| *Dr Nghonyama MG* | *phd* | *Facilitator and programme developer* | *0734575018* |  |  |
| *Ms Mnyakama* | *BA in Social worker* | *Social worker* | *072 222 5689* |  |  |
| *Ms Mbungela MR* | *BA in Psychology* | *Administrator* | *082 4403061* |  |  |
| *Dr Moshebi O* | *PHD* | *Facilitator and programme designer* | *072 633 3332* |  |  |
| *Mr S Nkosi* | *Diploma in marketing* | *Marketing manager* | *0715162267* |  |  |
|  |  |  |  |  |  |