

Contribution Policy

It is necessary to ensure that the basis upon which the members of the Minerals Education Trust Fund contribute to the fund is equitable. It has thus been agreed by the Trustees that members will contribute an agreed upon amount per tertiary qualified employee in the discipline concerned (i.e. Metallurgy/Chemical Engineering, Mining and allied disciplines including Rock Engineering and Survey, Geosciences) in their organization as follows:

All tertiary qualified employees who have completed their studies and are on the company books (including those still on in-house training programmes or in Technical Services) and whose home base is in South Africa as at the first of July each year are counted and included in the calculation of the member contributions. This includes employees appointed on either a permanent or fixed term contract basis. South African trained engineers based overseas are to be excluded.

Incorporated Joint Venture's (JV's) should be included in company numbers and JV's where they are a separate company/entity are to be excluded.

Contributions are calculated on the 1st July each year for the subsequent year and remain fixed for that year regardless of any interim minor changes in the per capita numbers so as to reduce the administrative burden of the Trust and the members.