



TRINITY METALS

SKILLS DEVELOPMENT - EXECUTIVE REPORT

NOVEMBER 2024





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1. SCHEDULED COURSES CONDUCTED

Course Name	Date(s)	Participants	Key Outcomes
HIRA	11 Nov	6	Hazard Identification & Risk Assessment aimed at Supervisors & Employees
HIRA	13-14 Nov	30	Hazard Identification & Risk Assessment aimed at Supervisors & Employees
HIRA	15-16 Nov	20	Hazard Identification & Risk Assessment aimed at Supervisors & Employees.
Introduction to Blasting	4-22 Nov	22	This course aims to equip underground miners with knowledge of basic mining practice, commencing with initial access to the orebody and all activities and infrastructure following to extract ore safely. In addition, participants will learn to safely transport, handle, prepare, and use explosives and accessories for application in underground mines.
Menya Nibi (Phase A, Group 8)	25-29 Nov	17	Frontline Supervisory Program

2. CONSULTATION & STAKEHOLDER ENGAGEMENT SESSIONS

Session Purpose	Date(s)	Key Participants	Main Points Discussed
Context & background meeting SOP & OHS Training Meeting	12 Nov 12 Nov	Shane Ryan Gerrit Ferreira	SML Value proposition & skills development background SOP Development & OHS Training needs-HIRA
HOD Follow Up	20 Nov	Epiphanie	HOD Follow up on job as new Site Manager
Engineering BV16 Mining Training facility	21 Nov 21 Nov	Regis Evode	Grader Training Construction progress & required costs
IPRC Eng Kigali HOD Follow up	25 Nov 25 Nov	Lilian, Charles, Regis Zachy	Engineering Trades Training plan-2025 HOD Follow up on job as new Site Manager
Engineering Engagement	26 Nov	Regis, Pieter Nel	HIRA training for Engineering, OHS Engagement in relation to appointed Safety Officer for surface area
Bobcat Supplier, HR Engagement	27 Nov	Pieter Nel, Charles, Jocelyn	New Bobcat training for mechanics, Locomotive operator license issuing & printing
Training Steercom	28 Nov	Shane, Mary, Evode, Missionaire, James, Gerrit	Re-energized Steercom, GMs Training Needs for 2025 & planned courses prioritised





3. PROJECT ACTIVITIES – PLAN-DO-CHECK-ACT

Activity Description	Date(s)	Key Details
SOP Development -Mining	September-October 2024	Draft SOPs submitted for review
Blasting ticket application Process – RTB TVET	Ongoing	Awaiting RTB Availability for verification & registration
Skills documentation	Ongoing	Maintaining skills matrices & database
Competency Mapping	Technical Services	On hold, to review Mining & Engineering again after restructuring
Mentorship Program Development	Q4	Program design for managers
Coaching Program Development	Q4	Program design for leadership and supervision
E Learning platform research	Q4	Align and explore options for recommendations to Trinity for 2025
National Plan development for Trinity Academy	Initiate	Develop a conceptual document to guide the future of skills development

4. MATTERS FOR MANAGEMENT

Issue/Matters	Description	Required Actions/Decisions
Procedure Development	First batch circulated & reviewed at 3 sites	Gerrit & Mining Management to sign off
Underground Training Facility	Construction ongoing	Engineering projects to complete civil work for classroom
Training coordinator roles	Advertise & shortlist for interview	Interviews to take place during December
Training Venues	Musha and Nyakabingo still require dedicated training venues that meet the standards provided	Plans with budgets being developed for submission to GM's, drawings with Engineer (Month 6).





5. PLANS FOR THE COMING MONTH

Planned Activity	Date(s)	Goals and Objectives
POLC for HOD's (Phase A Group 4)	5-6 Dec	Plan-Organise-Lead-Control Management system (POLC for HOD)
Menya Nibi (Phase A, Group 8)	9-10 Dec (Postponed)	Hazard Identification & Risk Assessment aimed at Supervisors & Employees
Bobcat Training-Nyakabingo	9-12 Dec	The purpose of this course is to equip Trinity Metals employees with the knowledge and skills to operate a Skid loader (Bobcat).
Bobcat Training-Musha	13-16 Dec	The purpose of this course is to equip Trinity Metals employees with the knowledge and skills to operate a Skid loader (Bobcat).
Bobcat Training-Rutongo	17-20 Dec	The purpose of this course is to equip Trinity Metals employees with the knowledge and skills to operate a Skid loader (Bobcat).

6. VERSION DETAILS

TRINITY METALS

REPORT: Executive

DATE: November 2024

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