

Compensation and Grievance Management In Tanzania

*Presented by: Margie Winsel Boorda
Director, Corporate Land Management
Barrick Gold Corporation*

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Overview

- Status of the FC System
- Develop Standards for Tanzania
- Challenges and Requirements
- Capitalize on Barrick's PNG Experience
- Status of the Project
- Investigate New Possibilities
- The Path to Success



Current Status of the FC System

- Operates on FC Version 4.2.0.11
- Initial Go-Live June 2008
- Enhancement of the System Completed August 2011
- Inventory of Assets Includes all Exploration and Mining Rights and Related Agreements

Current Status of the FC System

2011 Enhancement

- Meet the Requirements of the 2010 Mining Law
- Development of a Customized Project Map
- Development of a Customized Ownership and Director Details Report
- Utilize Report Functionality in 2011 FC Code
 - Agreement List
 - Project List
 - Group List

Develop Compensation Standards for Tanzania

- Establish Standard Business Practice
- Comply with Legal Requirement to Compensate Customary Land Holders
- Comply with Corporate Governance Standards
 - Land Services - Records Management
 - Grievance Trending & Resolution
- Comply with Existing Resettlement Action Plans

Challenges Generally

- Human Resources
- Rotational Staff Schedules
- Ad hoc and Undocumented Historic Practices
- Incomplete, Scattered and Disorganized Historic Source Data
- Resistance to Change
- Acceptance of Systems

Challenges and Requirements

- Four Operating Mines
- Two Advanced Exploration Projects
- On-going Need for Periodic Land Takes
- Relocation Action Plans Vary
- Accounting Procedures Vary
- Compensation Incentives/Top-ups Vary

Challenges and Requirements

- Migration of Data from Existing Data Base
- Compilation of Historic Business Data
- Point Data and Polygons
- Volume of Data is Large
- Incomplete Spatial Data

Capitalize on the PNG Experience

- Naming of Agreement and Status Types
- Naming of Action Types
- Multiple AFE Tracking
- Cash Compensation and Associated Reports
- Use of Conditions for Complex or Varied Work Flow Business Rules
- Land Officer Team Roles
- Use of Out of Office Functionality

Current Status of the Project

- Work flow design 75% complete
- Implementation of work flows in FlexiCadastre 5% complete
- Custom report specifications 75% complete
- Custom report development scheduled
- Compilation of historic records in progress
- Data import scripts testing in progress
- Data migration requirements complete

Investigate New Possibilities

- Create Template Agreement Forms for Individual Mine Sites
- Utilize New Functionality for Quick Links
- Consider Use of Thumb Print Recognition

The Path to Success

- Develop the Client/Vendor Project Team
- Enlist and Coordinate the Participation of all Affected Departments (For this implementation: Accounting, Community Relations, Construction, Exploration, Land, Legal, Operations and Security)
- Communication is Key
- Mitigate Potential Conflict Between Four Site Management Teams



The Path to Success

- Remember Lessons Learned from Prior Implementations
- Work Hard – BUT- Work Smart
- Be Patient – BUT - Be Persistent
- Always Be Creative
- Deliver Results

THANK YOU

- Thank you to Spatial Dimension for the opportunity to share our current activity.
- Thank you to the audience for your interest.
- We wish each of you well in your individual endeavor.
- If I can be of any assistance to you please contact me via E-Mail: mwinselboorda@barrick.com
- Or by phone at:

My office	801-990-3791
My cell	801-209-3971

