**THOUGHT LEADERSHIP ARTICLE**

Nurturing growth in smaller-scale mining companies through innovative incentive solutions

**By Steve Mallaby, CEO, adumo Payouts**

**30 May 2024:** As we commemorate Youth Month in June, it is crucial to acknowledge the pivotal role that smaller-scale or so-called ‘junior’ mining companies play in driving financial resilience and empowerment, not only on a local level but also within the broader mining industry. While these companies may differ in size from the major mining houses, they share a common obligation to foster a culture of savings, safety, and productivity in communities.

The mining industry stands as a cornerstone of our nation’s economic landscape. Its ethos of sustainability and safety resonates deeply within the junior mining sector. Yet, as these companies strive for growth and sustainability, they must embrace innovative approaches to drive productivity and safety. This is where implementing innovative incentive payout schemes such as those provided by [adumo Payouts](http://www.adumo.com/payouts) becomes instrumental.

By introducing tailored incentive payout campaigns, junior mining companies can catalyse a transformation within their operations, fostering a culture of maturity and safety. The ultimate goal of achieving Zero Harm is an aspiration that transcends company size and underscores a collective commitment not only to employee well-being, but also the broader community.

Indeed, the size of a mining company is not the determining factor in its ability to implement change. Rather, it is the company’s innate adaptability and willingness to embrace new paradigms. In this regard, junior miners often possess a unique nimbleness, allowing them to swiftly implement and drive change through customised incentives that resonate with their workforce.

At the heart of this transformation lies the adoption of relevant payout solutions. By leveraging innovative incentive mechanisms, junior mining companies not only enhance productivity, but also foster a culture of financial awareness and savings. This is particularly crucial for the younger demographic comprising the bulk of the mining workforce, many of whom have not inherited a culture of savings, traditionally having only used stokvels as a means of saving.

adumo Payouts offers junior mining companies bespoke solutions tailored to their specific requirements and workforce dynamics. Our customisable incentive payout programmes not only boost productivity but also promote and opportunity for financial literacy and security among employees.

Furthermore, our payout card serves as an enabler for broader economic growth and development within local communities. By providing a secure and accessible means of receiving rewards, we empower workers to manage their finances responsibly and embark on a journey toward financial security.

As we strive to increase savings statistics and reduce the percentage of salary spent in the first week of every month, innovative incentive solutions emerge as a powerful instrument for positive change within the junior mining sector. Together, let’s empower growth, foster safety, and pave the way for a brighter future in mining.

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To download hi-res images for this release, please visit <http://media.ngage.co.za> and click the adumo Payouts link to view the company’s press office.

**About adumo Payouts**

Physical and digital prepaid, secure payout solutions for South African businesses.

Trusted by over 500 corporates and backed by Mastercard, our transactional card products empower you to recognise and reward positive workplace behaviours.

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