

HARMONY GOLD MINING CO LTD

Form 6-K

May 18, 2010

UNITED STATES

SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

**Form 6-K**

REPORT OF FOREIGN PRIVATE ISSUER PURSUANT TO

RULE 13a-16 OR 15d-16 UNDER THE SECURITIES

EXCHANGE ACT OF 1934

For

18 May 2010

**Harmony Gold Mining Company**

**Limited**

Randfontein Office Park

Corner Main Reef Road and Ward Avenue

Randfontein, 1759

South Africa

(Address of principal executive offices)

(Indicate by check mark whether the registrant files or will file annual reports under cover of Form 20-F or Form 40-F.)

Form 20-F  Form 40-F

(Indicate by check mark whether the registrant by furnishing the information contained in this form is also thereby furnishing the information to the Commission pursuant to Rule 12g3-2(b) under the Securities Exchange Act of 1934.)

Yes  No

**Issued by Harmony Gold  
Mining Company Limited**

**18 May 2010**

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**JSE: HAR**  
**NYSE: HMY**  
**LSE: HRM**  
**ISIN No.: ZAE000015228**

**HARMONY, UNIONS AGREE GROUND-BREAKING PROFITABILITY PLAN TO SAVE JOBS**

**Johannesburg. Tuesday, 18 May 2010.** Harmony Gold Mining Company Limited (Harmony) today announced a ground-breaking job preservation and profitability agreement with the National Union of Mineworkers (NUM), UASA and Solidarity in respect of restructuring at the company's Virginia operations in the Free State.

In terms of the agreement, certain sections of the Virginia operations' Merriespruit 1 shaft will continue to operate, provided:

- o these sections do not make a loss (on a total cost basis, including any capital expenditure) for two consecutive months; and
- o total costs remained under R250 000/kg.

Last month, Harmony announced – after an extensive review – its intention to close three loss-making shafts at the Virginia operations – Merriespruit 1 and 3, and Harmony 2. The company has since engaged with trade unions under the auspices of the Commission for Conciliation, Mediation and Arbitration (CCMA), in a bid to mitigate the effect of the closures on jobs.

Harmony CEO Graham Briggs said: “The innovative agreement announced today resulted from the process of engagement, and points to the excellent relationship between management and trade unions in the Free State.”

“All parties recognise that, to achieve the desired result – keeping one of the shafts operational and containing job losses to fewer than 1 000 – the agreed cost and profitability targets must be achieved through improved productivity. I believe there is a firm commitment to achieve success by everyone involved.”

Ends.

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Dated: May 18, 2010

Harmony Gold Mining Company Limited

By:

/s/

Hannes Meyer

Name:

Hannes Meyer

Title: Financial Director