

UMLAAS ROAD QUARRY

UHLELO OLUSHINTSHIWE
LOMPHAKATHI
NEMISEBENZI

KZN 30/5/1/2/2/258MR

2023 KUYA KU 2027

LUTHUNYELWE: 11 MARCH 2025

ISIFINYEZO SOKUPHATHA



Uhlelo Lwezenhlalakahle Nezemisebenzi luqoqwe njengokuzibophezele ekunikeleni ekuthuthukiseni inhlalakahle yezomnotho yabantu baseNingizimu Afrika ngokugxila ikakhulukazi emthelela wezenhlalakahle nowezomnotho okwenziwa ukusebenza emiphakathini ezungezile. I-SLP inikeza olunye usizo ekuthuthukiseni abasebenzi ababehluphekile ngaphambilini kanye nokuhlinzeka amalungu omphakathi ozungezile ngezindlela ezahlukahlukene zokuqeqesha.

Lolu hlelo luhlelwe ngokweMithetho ye-MPRDA Regulation 46 (a-f) ye-MPRDA.

Ngokuhambisana nomoya we-Charta Yezezimayini, le SLP izobandakanya loki:

- Ukuthuthukiswa Kwezinsiza Zabantu,
- Ukulingana Komsebenzi,
- Ukuthengwa Kwezimpahla,
- Izindlu, Intuthuko Yomnotho Wendawo,
- Ukuphathwa Kokwehliswa Kwezisebenzi Nokuxoshwa.



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Incazelo Yamagama

AET	Imfundo yaBantu Abadala noKukeqeshwa (i-Adult Education and Training)
BBBEE	Ukunikezwa Kwamandla Kwezomnotho Kwabamnyama Okubanzi (i-Broad-Based Black Economic Empowerment)
BEE	Ukuhlomisa Abamnyama Kwezomnotho (i-Black Economic Empowerment)
BO	Izinkampani Eziphethwe Abamnyama (i-Black Owned)
BWO	Izinkampani Eziphethwe Abesifazane Abamnyama (i-Black Women Owned)
CLAS	Usimende, i-Lime, i-Aggregate neSihlabathi (u-Cement, Lime, Aggregate and Sand)
CSR	Ukuzibophezela Komphakathi (i-Corporate Social Responsibility)
DTI	Umnyango Wezohwebo Nezimboni (i-Department of Trade and Industry)
DMRE	UMnyango Wezokumbiwa Nezamandla (i-Department of Minerals Resources and Energy)
EDR	Ukubuyekwezwa Kokuthuthukiswa Kwabasebenzi (i-Employee Development Review)
EE	Ukulingana Kwemisebenzi/Emsebenzini (i-Employment Equity)
EME	Izinsiza Kusebenza Zomhlaba (i-Earthmoving Equipment)
FEL	Umlayishi Ongaphambili (i-Front-end Loader)
FET	Imfundo Eqhubekayo Nokuqeqeshwa (i-Further Education and Training)
FML	Izinga Lokuqala Lokuphatha (i-First Management Level)
GCC	Isitifiketi SikaHulumeni Sokuthi Unekhono (i-Government Certificate of Competency)
GDP	Umkhiqizo Wasekhaya Ophelele (i-Gross Domestic Product)
GET	Imfundo Jikelele Nokuqeqeshwa (i-General Education and Training)
HDSA	Abantu baseNingizimu Afrika ababencishwe amathuba - Izisebenzi zase-Afrika, zamaNdiya nezamaKhaladi. (i-Historically Disadvantaged South African - African, Indian and Coloured employees)
HET	Imfundo Ephakeme Nokuqeqeshwa (i-Higher Education and Training)
HRD	Ukuthuthukiswa Kwabasebenzi (i-Human Resources Development)
IEB	Ibhodi Lokuhlola Elizimele (i-Independent Examination Board)
IDP	Uhlelo Lokuthuthukiswa Okuhlanganisiwe (i-Integrated Development Plan)
KPI	Inkomba Yokusebenza Okuyinhloko (i-Key Performance Indicator)
LED	Ukuthuthukiswa Komnotho Wendawo (i-Local Economic Development)
MERSETA	Igunya Lemfundo Nokuqeqeshwa Kwezokukhiqiza, Ubunjiniyela Nemikhakha Ehlobene (i- Manufacturing, Engineering and Related Sector Education and Training Authority)
MML	Izinga Lokuphatha Elimaphakathi (i-Middle Management Level)
MPRDA	Umthetho Wokuthuthukiswa Kwemithombo Yamaminerali Ne-Petroleum (i-Mineral and Petroleum Resources Development Act)
MQA	Iziphathimandla Zokufaneleka Kwezimayini (i-Mining Qualifications Authority)
NML	Izinkampani ezizimele (i-Non-Management Level)
NQF	Uhlaka Lweziqu Lukazwelonke (i-National Qualifications Framework)
OEE	Ukusebenza Kwezinsimbi Ngokuphelele (i-Overall Equipment Effectiveness)
SETA	Umkhakha Wemfundo Nokuqeqeshwa (i-Sector Education and Training Authority)
SHE	Ezokuphepha, Ezempilo, Ezemvelo (i-Safety, Health, Environment)
SHEQ	Ukuphepha, Impilo, Imvelo, Ikhwalithi (i-Safety, Health, Environment, Quality)
SML	Izinga Lokuphatha Eliphakeme (i-Senior Management Level)
SMMEs	Amabhezini Amancane Naphakathi (ama-Small, Micro and Medium Enterprises)
SSC	Isikhungo Sezinsizakalo Ezihlanganyelwe (i-Shared Services Centre)
SSLAs	Izivumelwano Zamazinga Okuhlinzeka Nezinsizakalo (ama- Supply and Service Level Agreements)
TCO	Izindleko Eziphelele Zobunikazi (i-Total Cost of Ownership)
TML	Izinga Eliphezulu Lokuphatha (i-Top Management Level)

UIF	Isikhwama Somshwalense Wokungasebenzi (i-Unemployment Insurance Fund)
WCA	Umthetho Wokunxeshezela Kwabasebenzi (i-Workmen's Compensation Act)
WSP	Uhlelo Lwamakhono Emsebenzini (i-Work Place Skills Plan)

Uhlu Lwamagama

Abantu baseNingizimu Afrika ababencishwe amathuba ngokomlando (HDSA)	Kubhekisela kunoma yimuphi umuntu, isigaba sabantu, noma umphakathi owahlukunyezwa ngokungenabulungiswa ngaphambi kokuba uMthethosisekelo wezwe laseNingizimu Afrika, 1993 (Umthetho No. 200 ka-1993) usebenze.			
Uhlelo Lokuthuthukisa Oluhlanganisiwe (i-IDP)	Uhlelo oluhloselwe ukuthuthukiswa okuhlanganisiwe nokuphathwa kwendawo kaMasipala njengoba kucashunwe kuMthetho Wezakhiwo zikaMasipala (Umthetho 117 ka-1998). Ngokwezinhloso zaloluhlelo lwezenhlalakahle Nezemisebenzi, i-IDP Isho i-IDP kaMasipala Wendawo yaseMkhambathini, oyingxenye kaMasipala Wesifunda saseUmgungundlovu.			
Indawo enkulu ethumela abasebenzi	Indawo enkulu ethumela abasebenzi uMasipala Wendawo waseMkhambathini.			
Amazinga Okuphatha	Incazelo	Izinga lenkampani	Izinga le-Hay	Izinga le-Paterson
	Abaphathi abaphezulu	TML	H14 – H15	F
	Abaphathi abakhulu	SML	H11 – H13	E
	Ochwepheshe abaqeqeshiwe nabanolwazi, abaphathi abaphakathi, abasebenzi abaneziqu zemfundo, abaphathi abancane nabaphathi ababheke umsebenzi.	MML	H9 – H10	D
	Abasebenzi abanamakhono ezobuchwepheshe, nabaneziqu zemfundo, izinduna kanye nabaqondosi.	FML	H7 – H8	C
	Makhono amancane nokuthatha izinqumo ngokuzikhethela.	NML	H5 – H6	B
	Ukungabi namakhono, nokuthatha izinqumo ngokuchaziwe.	NML	H4 – H2	A
uMasipala	Ngokwezinhloso zaloluhlelo lwezenhlalakahle Nezemisebenzi, uMasipala wendawo uchazwa njengoMasipala wendawo okwabelana nesigungu esiphezulu sikaMasipala nesishayamthetho esisendaweni yawo, noMasipala wesifunda ongaphansi kwendawo yawo, futhi ochazwe esigabeni 155 (1) soMthethosisekelo njengomMasipala wesigaba B.			
Inkampani	Kubhekiswe kwi-AfriSam (South Africa) Properties (Pty) Ltd njengoba kuchazwe ngokugcwele esigabeni 1.1			

1 UMTHETHO 46 (A)

Isingeniso kanye nolwazi oluyisisekelo mayelana nomsebenzi

Igama lomfakisicelo/lenkampani	I-AfriSam (South Africa) Properties (Pty) Ltd [ephinde la ibizwe nge- AfriSam or iNkampani]
Igama lomsebenzi	Umlaas Road Quarry
Igama lomuntu oxhumana naye	Glenn Johnson Isikhulu: Construction Materials
iKheli lendawo	UB419 (OF250) & REM OF SUB 182 (OF172) THE VAALKOP & DADELFontein NO855
Ikheli leposi	P.O. Box 6367 Weltevredenpark Roodepoort 1715
Ucingo	011 670 5997
Imeyili	glenn.johnson@za.afrisam.com
Izimpahla ezimbiwa emayini	I-Tillite ne-Shale
Indawo	Inombolo yepulazi kanye nesigaba sokubhalisa: Vaalkop & Dadelfontein Farm. Sub division 419 (of 250) and remainder of Subdivision 182 (of 172) Isifunda seMantshi: Camperdown Umasipala wendawo: Mkhambathini Umasipala wesifunda: Umgungundlovu Isifundazwe: KwaZulu-Natal See also Section 1.1
Ubude besikhathi semayini	> iminyaka angu-30
Ukuphela konyaka wezimali	31 Disemba
ISIZATHU: I-AfriSam (South Africa) Properties (Pty) Ltd ingumnikazi wamalungelo ezimayini welayisensi yezimayini (KZN30/5/1/2/258MR) yokumba yonke i-tillite epulazini laseVaalkop & Dadelfontein, esigabeni esingezansi se-419 (esingama-250) kanye nensalela yesigaba esingezansi se-182 (esingama-172), KwaZulu Natal. I-AfriSam izoba nesibopho esiqondile sokuqaliswa kwalolu Hlelo Lwezenhlalakahle Nezabasebenzi lwe-quarry. I-Alpha (Pty) Ltd yashintsha igama layo yaba yi-Holcim (South Africa) (Pty) Ltd ngo-1 kuFebhuwari 2005. I-Holcim (South Africa) (Pty) Ltd yashintsha igama layo laba yi-AfriSam (South Africa) Properties (Pty) Ltd ngo-1 Ephreli 2008.	



1.1 ISIBUKEZO SENKAMPANI



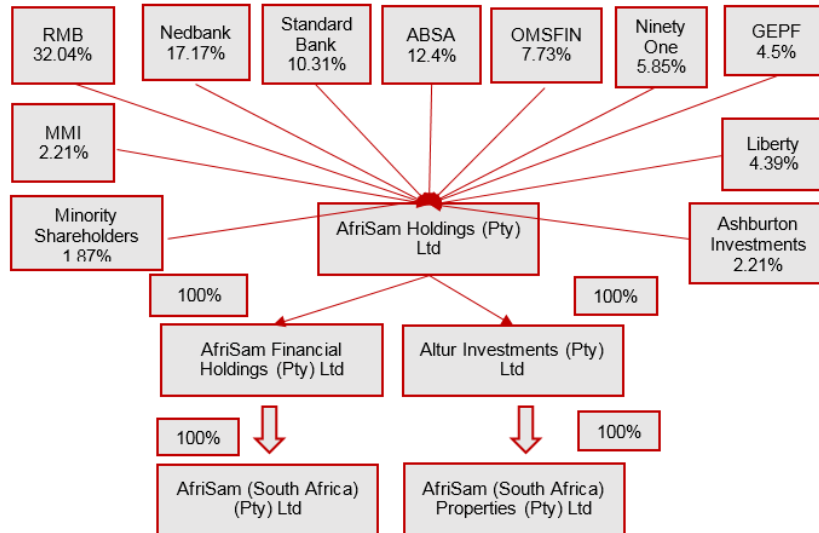
1.1.1. Isakhiwo Sabanini Bamasheya

According to the Revised Mining Charter:

- Umnikazi wamalungelo okumba okukhona osethole ubuncane bokubamba iqhaza kwe-BEE okungama-26% ngosuku lokushicilelwa kwe-Mining Charter ebukeyiwe uzobonwa njengohambisana nesikhathi esisele selungelo labo lokumba.
- Umnikazi wamalungelo okumba okukhona, noma ngasiphi isikhathi ngesikhathi sokubakhona kwelungelo lokumba, ufinyelele ubuncane bamasheya angama-26% eBEE futhi abalingani be-BEE babo babekhona ngaphambi kokuqala kweSivumelwano Sokumba Esibuyekiwe bazokwaziwa njengokuhambisana nesikhathi esisele selungelo lokumba kodwa lokhu kwaziswa ngeke kusebenze lapho kuvuselelwa.
- I-AfriSam yaphothula ukuthengiselana kwe-BEE kabili, okokuqala ngo-2006 lapho i-Black Consortium ithola u-66% wamasheya ayo, bese futhi ngo-2012/2013 lapho i-Black Controlled Group ithola u-30% wesabelo ku-AfriSam, i-GEPP iphethe u-66% wenhlangano.



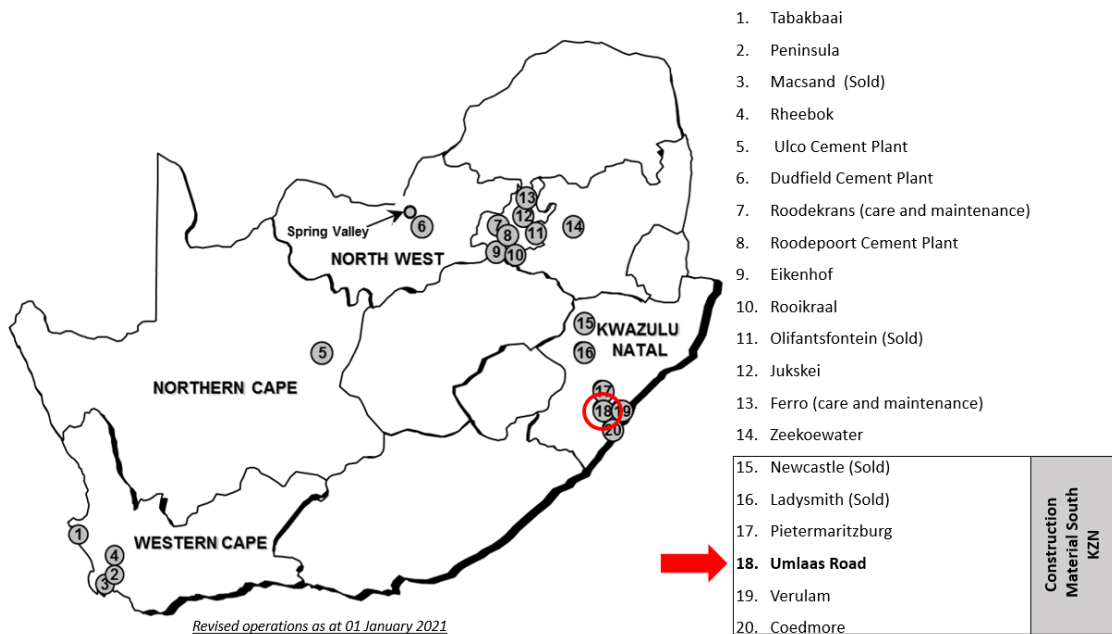
- I-AfriSam, kulandela inqubo yayo yokuhlelwa kabusha kwesikweletu ngo-2020, manje inesakhiwo sokubamba iqhaza esilandelayo:



1.1.2. Imisebenzi yenkampani

LeNkampani iqasha abantu ababalelwa ku-1294. Esifundeni jikelele saseNingizimu Afrika (phecelezi i-Southern Africa), leNkampani iphethe futhi isebenzisa izimboni ezintathu zesamente, izindawo ezimbili zokugaya isamente / islagment, ama-depo ayisikhombisa zesamente, izigodi eziyishumi nezitshalo ze-aggregate kanye nezitshalo ezingu-17 zokuxuba isihlabathi sokhonkolo olungisiwe. Lemisebenzi itholakala kuso sonke isifunda saseNingizimu Afrika okuhlanganise iLesotho kanye neSwatini. Inkampani inamahhovisi ayo amakhulu eRoodepoort, eKapa naseThekwini.

Isibalo 1 Izindawo ze-Aggregate noSimende



1.1.3. Isibukezo senkampani – umlando wethu

I-AfriSam iyiqembu elihamba phambili lezinto zokwakha elawulwa ngabantu abamnyama esifundeni saseNingizimu Afrika jikelele eLesotho naseSwatini.

Inkampani ikhiqiza usamente oyinani lama-ton (phecelezi ama-tons) ayizigidi ezingu 4.5 ngonyaka, elikhiqizwa ezikhungweni zokukhiqiza ezisishiyagalombili, futhi lisatshalaliswa kumakhasimende ngokusebenzisa iziteshi zesamente ezibekwe ngokuhleliwe.

Umsebenzi wokuxuba ukhonkolo we-AfriSam ungakhiqiza noma yiluphi uhlobo lokhonkolo edingwa amakhasimende kusuka kunoma yisiphi sesitshalo sayo sokuxuba ukhonkolo kwezingu-17 ezweni lonke.

Inkampani inokwazi ukukhiqiza cishe ama-ton ayizigidi ezingu-4.8 ezivela ezimayini eziyishumi minyaka yonke.

Ibhizinisi layo le-Slagment, elise-Vanderbijlpark, selikhiqize i-Ground Granulated Blast Furnace Slagment yokwakha izakhiwo ezinkulu eminyakeni engu-50 edlule. Loku kuhlangukisa nezakhiwo, amadamu, amabhuloho, imigwaqo nezakhiwo zokugcina amanzi.

I-AfriSam (South Africa) Properties (Pty) Ltd yasungulwa yi-Anglovaal Portland Cement Co. Ltd ngo-1934, futhi isike yenza izinto zokwakha zemiphakathi yesifunda saseNingizimu Afrika jikelele, kusukela, lapho isitshalo sayo sokuqala sesimendi sasisebenza khona. Igama lenkampani lishintshwe laba yi-Alpha (Pty) Ltd ngo-1996 kwabe sekuba yi-Holcim (South Africa) (Pty) Ltd ngo-2004.

Ukudayiswa komlando kwe-Holcim (SA) (Pty) Ltd kudlulele ku-AfriSam Consortium eqhutshwa ngabantu abamnyama ngo-2007 kwaholela ekuzalweni komkhiqizo omusha, i-AfriSam.

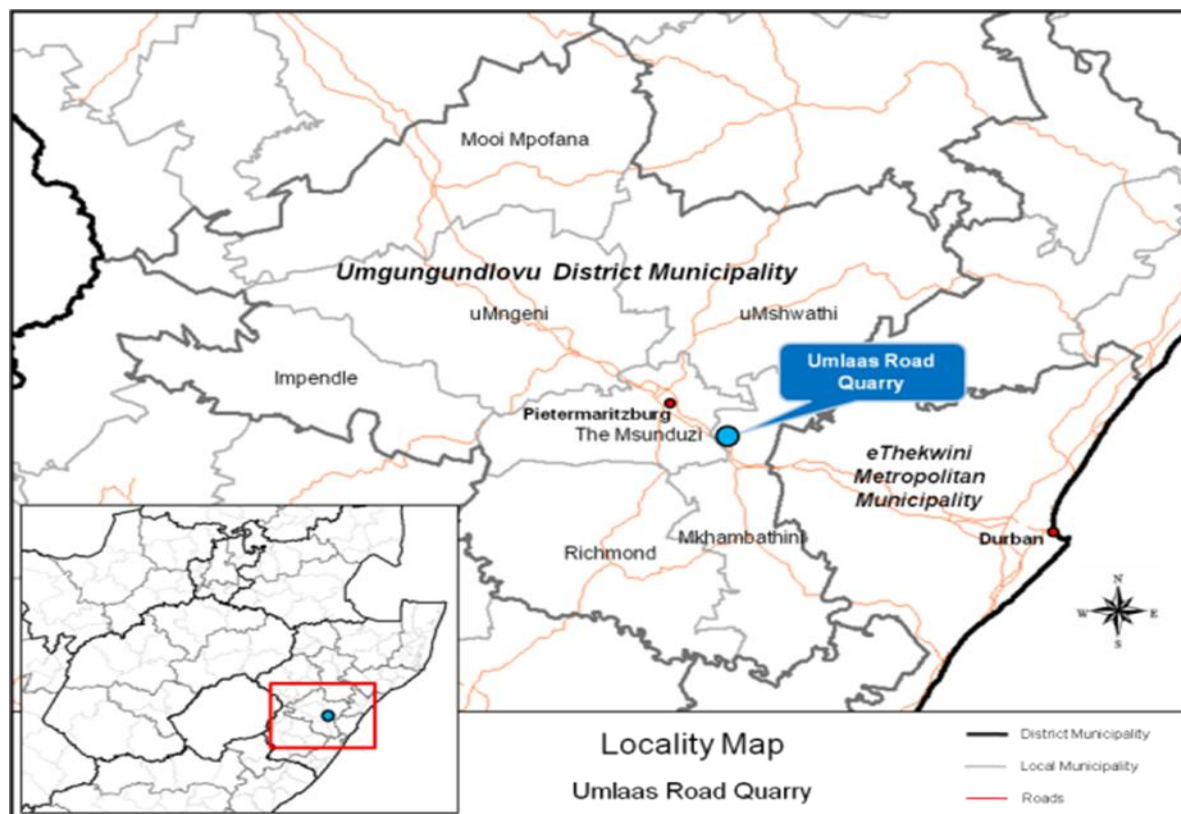
Ngo-2020, i-AfriSam yaqeda ukuthengiselana kokuhleleka kwezimali okuholele ekutheni amabhange amane amakhulu eNingizimu Afrika abe neqhaza elibonakalayo kodwa elingawulawuli enkampanini.

1.1 Isibukezo somsebenzi

Umlaas Road Quarry isesifundazweni saKwaZulu-Natali, futhi isemngceleni eMpumalanga noMgungundlovu (Pietermaritzburg). Igunya lendawo nguMasipala waseMkhambathini. Inkwali yokumba itholakala eMpumalanga yomgwaqo omkhulu u-N3 njengoba kukhonjisiwe kuSithombe 2 ngezansi.

Enkwalini, wonke amatshe akhishwe ngezindlela zemayini ngaphezulu komhlaba. I-Tillite ne-Sandstone isuswa ngezindlela ezivamile zokumba nezindlela zokuqhumisa, nezinto ezixegayo ezithuthwa ziye kumshini okuyiwonawona wokugaya ngama-excavator nangezimoto zokuthutha. Izinto lezi ziqhubeka zicubungulwe zihanjiswe ngochungechunge lwama-crusher nezikrini ukuze kwakhiwe imikhiqizo efunwayo. Umlaas Road Quarry umba amathani ayizinkulungwane ezingama-215 we-tillite ngonyaka.

Isibalo 2 Ibalazwe lendawo yase-Umlaas Road Quarry



1.2 Izibalo zabantu zabasebenzi

Umlaas Road Quarry uqashe abantu abangu-9 – u-100% wabo bonke abasebenzi baphuma esifundazweni saKwaZulu-Natali futhi bakhonjiswe kuThebula (Table) 1, la ngezansi.

Ithebula 1 Izindawo Ezithumela Abasebenzi

Idolobha/Isigodi	Umasipala	Isifundazwe	Inani labasebenzi
Pietermaritzburg	Umgungundlovu	Kwa-Zulu Natal	8
Camperdown	Umgungundlovu	Kwa-Zulu Natal	1
Inani			9

2 UMTHETHO 46 (B) (I)

Uhlelo lokuthuthukiswa kwamakhono



2.1 Isingeniso

Uhlelo jikelele lokuThuthukiswa Kwezinsiza Zabantu (HRD) enkampanini lunikeza izindlela ezibanzi zamathuba okukhula okuvumela abasebenzi ukuthi babe nokufinyelela ekuthuthukisweni kwemisebenzi ngaphakathi kwemisebenzi yenkampani..

Umlaas Road Quarry iyingxenye yebhizinisi le-AfriSam lezinto Zokwakha elisebenza ezingeni likazwelonke eNingizimu Afrika. Le nxenye yebhizinisi ihlelwe yaba izingxenye ezimbili, okungukuthi, Izinto Zokwakha e-North ne-South. Umlaas Road Quarry usezingeni Lezinto Zokwakha South/KZN..

Isifunda Sezinto Zokwakha e-South / KZN, esihlanganisa izigodi ezine nezimboni ezinhlano zokuxuba okulungele ukusetshenziswa, sisebenza ngendlela yezinsizakalo ezabiwe, lapho izingqubo ezingeyona eyinhloko zihlanganiswa eZikhungweni Zezinsizakalo Eziyinhloko (SSC).

Uhlelo Lwentuthuko Yamakhono lwe-Umlaas Road Quarry lukhombisa ngokukhethekile ukuqinisekisa ukuthi bonke abasebenzi be-quarry banamakhono namandla adingekayo ukuze bahlangabezane namazinga okusebenza adingekayo; kanye nokubhekana nezidingo zokuqeqeshwa nentuthuko, ezothuthukisa ikhono lomsebenzi wamanje futhi zilungise abasebenzi ukukhula emsebenzini kanye namakhono angahambisana nomsebenzi. Imisebenzi eyinhloko endaweni yile; umsebenzi wokumba nokuqhuma; ukugaya nokuhlunga itshe; ukuphatha izinto; ukulawula izinga yomkhiqizo; ukugcinwa kwemishini; nokukhiqizwa kosimende ngokunakekela okukhethekile kwezempilo, ukuphepha nezindaba zemvelo. Amazinga omsebenzi wabasebenzi besikhathi eside e-quarry akhonjiswa kwiThebula lesibili (i-Table 2).

Ithebula 2 Amazinga emsebenzi wabasebenzi abaqashwe ngokugcwele – Umlaas Road Quarry

Incazelo yomsebenzi	Abesilisa		Abesifazane		Inani	Izinga lomsebenzi	Izinga le-NQF
	HDSA	Non-HDSA	HDSA	Non-HDSA			
Electrician	1	0	0	0	1	Skilled & qual. workers, jnr mgt., supervisory, foremen, supt.	4
Works Manager	1	0	0	0	1	Prof. qualified & experienced specialists and mid-management	5
Fitter	1	0	0	0	1	Skilled & qual. workers, jnr mgt., supervisory foremen, supt.	4
Mobile Equipment Operator	0	0	1	0	1	Semi-skilled and discretionary decision making	3
Maintenance Assistant	1	0	0	0	1	Semi-skilled and discretionary decision making	3
Mobile Equipment Operator	1	0	0	0	1	Semi-skilled and discretionary decision making	3
Plant Operator	1	0	0	0	1	Semi-skilled and discretionary decision making	3
Despatch Clerk	1	0	0	0	1	Semi-skilled and discretionary decision making	4
Maintenance assistant	1	0	0	0	1	Semi-skilled and discretionary decision making	3
Inani	9	0	1	0	9		

*HDSA isho abasebenzi abangama Afrika, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaNhlophe.

2.2 Isu nezinhloso

Uhlelo Lwenkampani Lokuthuthukisa Amakhono luhambisana nokufezisa izinhloso zenkampani. Uhlelo wukuthuthukisa abasebenzi beNkampani e-Umlaas Road Quarry kanye nokubaqeqesha ngamathuba emisebenzi esikhathini esizayo. Njengoba lolu hlelo lwenziwa, luzosiza ukugcina amakhono eNkampani futhi luzokhuphula amandla okuncintisana kweNkampani kanye nokuzinzile kwayo embonini.

Izinhloso zenkampani zokuthuthukiswa kwamakhono ziqinisekisa ukuthi inkampani ihweba futhi igcina abantu abangcono kakhulu embonini, futhi okubaluleke kakhulu yakha umthombo wabaholi nabaphathi bakusasa ukuze bahlangabezane nezinhloso zebhizinisi futhi babone izinselelo ezintsha.

Lokhu kuzofezeka ngokuthi:

- ukuba nekhono elidingekayo lokufezisa izinga eliphezulu elifunekayo lomsebenzi wokumbiwa kwamatshe/ukumba;
- ukuvumela abasebenzi ukuthola izinga lobuchule emsebenzini elihlangabezana namazinga okusebenza adingekayo futhi elakha isisekelo sokuthuthukiswa komuntu kanye nokunyuswa emsebenzini
- okuqinisekisa ukuthi amazinga okuphepha, impilo, kanye nemvelo ayagcinwa
- ukuphatha ngokuzibophezela inqubo yokuphathwa kokulandelana okuveza amakhono adingekayo namakhono ezinsiza zabantu abanekhono;
- ukuba nezibuyekezo zokuthuthukiswa kwabasebenzi ukuze kuhlonzwe futhi kubhekelelwe ukuthuthuka nokukhula komuntu ngamunye;

- f) ukuba nenqubo eqhuba ingxoxo ngokuthuthukiswa kokusebenza kwabasebenzi, ukutholakala kwezindawo ezibalulekile zokuthuthukisa, nokuqonda izifiso zabasebenzi;
- g) ukuthuthukisa izinhlelo zokuqeqesha umuntu ngamunye ukuze umehluko phakathi kwamakhono akhona omsebenzi nalawo adingekayo kohlobo lomsebenzi oluchaziwe ukwaziwe, bese kufakwa izinhlelo zenqubo yokususa lezo zikhala
- h) ukuhlinzeka abasebenzi ngamakhono empilo nokuphathekayo ukuze bakwazi ukubhekana nezinselelo zomnotho nabantu
- i) ukukhuthaza abasebenzi ukuba baphendule kulezi zinhlelo ngokubamba iqhaza ekuthuthukisweni kwabo, nokubeka ukuzibophezela nemizamo edingekayo.

2.3 Isimo samanje

Amazinga amakhono abasebenzi abayi-9 abaqashwe ngokugcwele e-Umlaas Road Quarry akhombisa okulandelayo:

- a) Abasebenzi abayisi-8 banawo amazinga e-NQFefunakalayo, laba bamele u-88.88% wabasebenzi abaqashwe ngokuphelele; futhi
- b) Umsebenzi oyedwa usezingeni eliphansi le-NQF ofunakalayo, lona umele u-11.11% wabasebenzi bonke abaqashwe ngokugcwele.
- c) Umsisebenzi ongaphansi kwezinga le-NQF elikhethiwe lifunekayo usebenza ngokuqeqeshwa kwakhe ngokweziqo ze-boilermaking

Uhlobo lwezamakhono (Bheka Ithebula 3) lubonisa ukuthi kudingeka intuthuko komunye umsebenzi ukuze afinyelele ezingeni le-NQF olifunwayo. Isu lokuziqeqesha nezinhlelo ezikuThebula 4 zichaza ukuthi ukuthuthukiswa kwalo msebenzi kanye nabanye kuzokwenzeka kanjani.

Ithebula 3 Izinga lobuchwepheshe nokwenzeka ngokuthuthukiswa okuqhubekayo – Umlaas Road Quarry

Amazinga Emisebenzi e-Umlaas Road Quarry	Izinga Lwamakhono kanye Namathuba Okuthuthuka Ngaphezulu			
Incazelo Yomsebenzi	Company preferred NQF Level	Inani Labasebenzi		
		In job category	Who meet preferred standard	Below preferred standard
Electrician	4	1	1	0
Works Manager	6	1	0	1
Fitter	4	1	1	0
Mobile Equipment Operator	3	1	1	0
Maintenance Assistant	3	1	1	0
Mobile Equipment Operator	3	1	1	0
Plant Operator	3	1	1	0
Despatch Clerk	4	1	1	0
Maintenance Assistant	3	1	1	0
Inani		9	8	1

Isu nezindlela zokuqeqesha zigxile ekuthuthukiseni amakhono ahlobene nabantu kanye nezinhloso zebhizinisi. Lezi zinhlelo zokuthuthukisa zibonisa uhlelo kwamakhono endawo yokusebenza

oluhanjiswe ku-MQA. Isu nezindlela zokuqeqesha njengoba kubonisiwe kwiThebula 4 zibonisa isu lonke lokuqeqesha kanye nezinhlelo ezizogxilwa kuzo ngo-2023 - 2027.

Ukugxila kusekuqeqeshweni amakhono kwezobuchwepheshe ukuze kusizwe ekunqobeni ukuntula amakhono embonini yebhizinesi le-quarry kanye nokuqinisekisa ukuthi imigomo yokusebenza kahle kwemishini yonke (OEE) iyatholakala.

Ngaphezu kokugxila kwayo kwezobuchwepheshe, Inkampani izoqhubeka nokuthuthukisa amakhono okuphatha nokwengamela futhi isekele izintshisekelo zokuthuthukiswa komuntu ngamunyeNgokuhambisana nezinhloso zokuphepha, ezempilo kanye nezemvelo, bonke abasebenzi bazohlanganyela ekuqeqeshweni okuhleliwe okuhlobene nokukhuthaza ukuqaphela ukuphepha, ezempilo kanye nemvelo. Umzamo oqhubekayo wenkampani wokudlula okulindelwe amakhasimende udinga ukuthuthukisa abasebenzi ngezinsiza zamakhasimende nakwamanye amakhono ezihlobene nebhizinisi.

Ukuphuculwa kwamakhono okubhala nokufunda nokubala kuhlala kuyindlela ephambili yohlelo loqeqesho lweNkampani. Lamakhono azolungiswa ngokusebenzisa uhlelo lwe-AET.

Ithebula 4 Isu lokuqeqesha nezinhlelo – Izinto zokwakha

Target Output	Objectives	Measuring Criteria	Implementation
1. UKUQOKWA KWAMAKHONO ADINGEKAYO	• Ukuqinisekisa ukuqondanisa izidingo zamakhono weNkampani nezinhlelo zokuqeqesha abasebenzi. • Ukwakha amakhono okuhlangabezana nezidingo zebhizinisi.	• Izinhlelo zokuqeqesha abasebenzi zihambisana nezidingo zamakhono.	Njalo ngonyaka
2. UKUHLINZEKA NGOKUQEQESHA KWAMAKHONO ABASEBENZI	• Nikeza ukuqeqeshwa ngokuhambisana nezidingo, kucatshangelwa lezi zigaba ezilandelayo:	• Ukuhlinzekwa ngokubuyekizwa kohlelo lokuthuthukiswa ngabasebenzi.	Ngokuqhubekayo
3. UKUNIKEZELA UQEQESHO LWE- AET KUBASEBENZI	• Ukuqeqeshwa kwezobuchwepheshe	• Ukwethulwa kwezinhlelo ngokuhambisana nezidingo ezibonisiwe	Ngokuqhubekayo
4. UKUNIKEZELA UQEQESHO NGOKUPHATHA NANGOBUHOLI	• Okuqondene Nomsebenzi	• Ukudluliselwa kwamakhono nokwakhiwa kwamakhono	Ngokuqhubekayo
5. UKUNIKELA NGOQEQESHO LOKUPHEPHA, IMPILO KANYE NOKUFUNDA NGEMVELO KWABASEBENZI	• Ukuziphatha	• Nikeza uhlelo lwe-AET ngokuya ngesidingo esibonisiwe.	Ngokuqhubekayo
6. UKUNIKELA NGOQEQESHO KWEZEMITHETHO KANYE NOKUPHATHA KUBASEBENZI	• Thola izisebenzi ezingaphansi kwezinga le-AET 4.	• Ukwethulwa kwezinhlelo ngokuhambisana nezidingo ezikhonjisiwe.	Ngokuqhubekayo

7. PHATHA FUTHI UHLANGANYELE IZINDAWO ZOKUTHUTHUKISA	• Nikeza ukuqeqeshwa ngokuvumelana nezidingo.	• Ukwethulwa kwezinhlelo.	Ngokuqhubekayo
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Ithebula 5 elingezansi limele ukuqeqeshwa okuhleliwe kwesikhathi esisukela ku-2023 kuya ku-2027 ngokusekelwe kulo isu lwamanje, izakhiwo zenhlango, amakhono nezidingo zolwazi. Isu loqeqesho, izinhlelo, izindlela eziqondile zokuqeqesha kanye nababambiqhaza kungalungiswa ngokwezinhloso zebhizinisi.

Ithebula 5 Izinhloso zokuqeqesha – Umlaas Road Quarry 2023-2027

	Okuhlosiwe ngo-2023 kuya ku-2027				
Uhlobo lokuqeqeshwa	2023	2024	2025	2026	2027
Ukuqeqeshwa Kwamakhono	6	6	6	6	6
Okuphoqelekele	2	2	2	2	2
Ukuphepha	2	2	2	2	2
Inani eliphelele	10	10	10	10	10
Isabelomali	R 67,520	R 66,186	R 74,879	R 78,596	R 85,000

**HDSA isho abasebenzi abangama Afrikha, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaNhlophe*

2.3.1 Indlela yokwenza nezenzo

- Ukungenelela ngokuqeqesha kuzokwenziwa ngabahlinzeki bezinsiza abathengwe ngokuvumelana nenqubomgomo yokuthenga Yenkampani futhi abaqinisekisiwe ngendlela efanele ngokuhambisana nezidingo ezifanele ze-Sector Education and Training Authority (SETA).
- Ukungenelela ngokuqeqesha kuzokwenziwa ngaphakathi endaweni yokusebenzela kanye nangaphandle kwendawo yomsebenzi, kuzoya ngohlobo lokungenelela.
- Inqubekela phambili yokuqeqesha izobhekwa futhi ibuyekwezwe kanye nemi-nyaka emibili njengengxenywe yenqubo yokubuyekiza uhlelo lokuthuthukiswa komuntu siqu.
- Iningi loqeqesho lihlelwe ngokwecebo oluyinhloko loqeqesho. Uhlelo oluyinhloko loqeqesho luhlanganisa zonke izidingo zokuthuthukiswa ezikhonjwe yizisebenzi ngaleso sikhathi esithile.
- Izinhlelo zokuqeqesha nezamasu zizohlolwa minyaka yonke ukuqinisekisa ukuthi zisahlolone nezinhloso zebhizinisi kanye nezidingo zokuthuthukiswa kwamakhono enkampani.
- Lezi zinhlelo zokuqeqesha zenzelwe ukusiza abasebenzi ekulungiseleleni kwabo ukukhula emsebenzini kanye nokuthuthukisa amakhono abo emisebenzini yabo yamanje.

2.4 Uhlelo lokufunda

2.4.1 Isimo samanje

Uhlelo lokufunda lusungulwe ukuqinisekisa ukuthi inqwaba yochwepheshe iyakhula ukuze ihlangabezane nezidingo zobuchwepheshe zeNkampani. Kugcizelelwa ukuqashwa nokuthuthukiswa kwabafundi ngokuhambisana nezinhlelo zokufunda ezivunyiwe ze-MQA. Ukugxila kwezinhlelo zokufunda kusempendulweni yezikhala ezinzima ukuzigcwalisa (Itafula) kanye nezidingo ezithile zebhizinisi. Ukunakwa kubekwa emikhakheni yobuciko elandelayo: Boilermakers, Fitters, and

Electricians. Uhlelo lokufunda lweNkampani lufinyelela kubafundi be-18.1 kanye ne-18.2. Ukubekwa kwabafundi ukuze bathole ulwazi nesipiliyoni kuphathwa ngobukhulu nezinsiza zomsebenzi ngenhloso yokunikeza abafundi ulwazi nesipiliyoni esiningi ukuze bathuthukise amakhono abo.

Igama elithi abafundi ku 18.1 libhekisela kubafundi asebeqashwe yinkampani, ngezindlela ezehlukile ku18.2 elisho abafundi abangasebenzi abaqashwe yinkampani isikhathi sokufunda. Inkampani izozama ukuqasha abafundi ababalwe ku-18.2 emva kohlelo lokufunda.

Uhlelo lokufunda luzobandakanya:

- Izigaba ezahlukene zokufunda ngaphakathi kwesikhathi semijikelezo eyi-36 months (iminyaka emi-3) se-Umlaas Road Quarry;
- Abafundi bazochitha isikhathi esifanele emisebenzini ukuze bathole ulwazi olusebenzayo kanye nesiqondiso. Lapho kudingeka, abafundi bazophonselwa insalela nezinye izindlela zokwenza ukuze bathuthukise ulwazi nokuqonda kwabo ngesifundo.

Isimo samanje sokufunda e-Umlaas Road Quarry siboniswa kwiThebula 6, kanti izinhloso zokufunda emikhakheni ehlukene zethulwa kwiThebula 7

Ithebula 6 Izifundo – Umlaas Road Quarry

Izifundo (ama-Learnership)	Abesilisa		Abesifazane		Inani
	HDSA	NON HDSA	HDSA	NON HDSA	
18.1 Izifundo	1	0	0	0	0
18.2 Izifundo	1	0	0	0	0
Inbani	2	0	0	0	0

***HDSA isho abasebenzi abangama Afrikha, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaMhlophe.*

Ithebula 7 Izinhloso Zokufunda Ezihlosiwe– Umlaas Road Quarry

Izifundo 18.1	Inani Labafundi															
	2023				2024				2025				2026			
	HDS A		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Umkhakha	Fitter															
Okusha	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Okuqhubekayo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ingxenywe Yenani	1															
Inani	1				-				-				-			
Isabelozimali	R255,477				-				-				-			

Ithebula 8: Ukwakheka 18.1 Ukuhlinzekwa kokuqeqeshwa

18.1 Leanership	Lnani	Iholo	Imali yokufunda	Indawo yokuhlala	Amathuluzi	I-PPE	Ukuhlolwa kokuhweba
Year 2023	R 255,477	R 251,400	R 0.00	R 0.00	R 0.00	R 4,077	R 0.00
Year 2024							
Year 2025							
Year 2026							
Year 2027							
Total	R 255,477	R 251,400	R 0.00	R 0.00	R 0.00	R 4,077	R 0.00

Ithebula 9: 8.2 Ukuhlinzekwa kokuqeqeshwa

Izifundo 18.2	Inani Labafundi																			
	2023				2024				2025				2026				2027			
	HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Umkhakha	-				-				Fitting/ Electrical/ Boilermaking				Fitting/ Electrical/ Boilermaking				Fitting/ Electrical/ Boilermaking			
Okusha	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Okuqhubekayo	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-
Inani	-				-				1				1				1			
Isabelozimali	R 0				R 0				R224,077				R224,277				R 244,387			

Ithebula 10: Isilinganiso sokuhlinzekwa kwezimali kobambiswano lwe-18.2 Ukufunda

18.2 Izifundo	Inani	Inani labazuzi	Iholo	Imali yokufunda	Indawo yokuhlala	Amamthuluzi	I-PPE	Ukuhlolwa kokuhweba
Unyaka ka 2023	-	0	-	-	-	-	-	
Unyaka ka 2024	-	0	-	-	-	-	-	
Unyaka ka 2025	224,077	1	84,000	61,000	59,000	16,000	4,077	-
Unyaka ka 2026	224,277	1	88,200	67,100	64,900	-	4,077	-
Unyaka ka 2027	244,387	1	92,610	73,810	71,390	-	4,077	2,500
Inani	692,741	1	264,810	201,910	195,290	16,000	12,231	2,500

2.4.2 Indlela yokwenza nezenzo

- Izinhlelo zokufunda ziqhutshwa ngokusebenzisa imfundiso kanye nokuzivocavoca okusebenzay. Ingxenywe yethiyori iyingxenywe engu-30% yohlelo futhi ilethwa ngabahlinzeki bezokuqeqesha abaqinisekiswa yi-MQA, noma isikhungo esivunyiwe esiseduze nendawo e-KZN, esifanele futhi siqinisekiswa yi-MQA. Ingxenywe yohlelo olusele olungu-70%luyingxenywe yezandla olwenzeka emsebenzini.
- Umfundi ngamunye unikezwa uqeqeshi ophinde ube uchwepheshe oqeqeshiwe ezimweni eziningi. Umqeqeshi unesibopho sokusiza umfundi ukuthola amakhono okusebenza

ukuqinisekisa ukuthi ulungele ukuhlolwa. Uhlolo luzokwenziwa endaweni yokusebenza efanele ngemuva kokuqedwa kwesigaba ngasinye kuze kube abafundi bayeqeda ukuqeqeshwa kwabo futhi babe nekhono.

- c) Ukuqondisa nokuqeqesha kwenzeka ngokubamba iqhaza kwabasebenzi abaphezulu nabezochwepheshe.

2.5 Ukuqeqeshwa kwamakhono aphahekayo

2.5.1 Isimo samanje

Uhlelo lwamakhono aphahekayo lweNkampani luhlose ukuhlinzeka abasebenzi ngamakhono azobavumela ukubhekana nezinsalelo nezinhlobo zezomnotho uma umsebenzi wabo ephelile umsebenzi. Ngokusebenzisa izinqubo zokuhlola ukuthuthukiswa kweNkampani, abasebenzi bazonikezwa ithuba lokuthola amakhono aphahekayo. Amakhono ahambisanayo akhoniwe afanele ibhizinisi leNkampani. Ngakho-ke abasebenzi bazokwazi ukusebenzisa lamakhono emva kokuphela komsebenzi wabo e-Umlaas Road Quarry. Inzuzo yale nqubo wukuthi abasebenzi bazokwazi ukuhola imali emakethe yomsebenzi engakahleleki. Ukuqeqeshwa kuzoba ngesikhathi sakhe umsebenzi esiseceleni, kuthathelwa ingqikithi izidingo zokusebenza kwenqubo ngayinye. Ithebula 11 ngezansi liyimikhiqizo yeminyaka emihlanu.

Ithebula 11: Amakhono Aphahekayo Ahlosiwe– Umlaas Road Quarry

Amakhono	Inani Labasebenzi															
	2023				2024				2025				2026			
	HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Amakhono aphahekayo	-	-	-	-	-	-	-	-	1	1	-	-	2	-	-	-
Ingxenyeyenani	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-
Inani	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-
Isabelozimali	R 0				R 0				R 10,000				R 10,000			

*HDSA isho abasebenzi abangama Afrika, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaNhlobo

Ithebula 12: Ukwakhiwa Kokuhlinzekwa Kwezezimali Kwamakhono Aphahekayo

Unyaka	Inani Elibukeziwe	Inani Labazuzi	Amakhono aphahekayo
2023	R 0.00	0	N/A
2024	R 0.00	0	N/A
2025	R 10,000.00	2	Ukupheka Nokubhaka
2026	R 10,000.00	2	Ukushisela Nokusika
2027	R 5,000.00	1	Ukulungiswa kwemishini
Inani	R 25,000.00	5	N/A

2.5.2 Indlela nezinyathelo

- a) a) Ukuqeqeshwa Kwamakhono aphaathekayo kuzocatshangelwa kubasebenzi abakhona ku-Hay Grade H01 kuya ku-H04 (Semi – Skilled) and H05 and H06 (Skilled Technical)
- b) Amathuba aphaathekayo okuthuthukisa amakhono kubasebenzi azobakhona, nakuba engeyona impogo, futhi umqashwa ngamunye kuzodingeka ukuthi anqume ukuthi efuna ukuhlalanyela noma cha.
- c) Kuzobanjwa izingxoxo nabasebenzi ukuze kutholakale ukuthi banayo yini intshisekelo.
- d) Umqulu webuku elukhulu lamakhono eliphathekayo lisetshenziselwa ukuhlela nokwengamela izinhlelo zokuqeqeshwa kwamakhono aphaathekayo.
- e) Abasebenzi abaqokiwe bazonikezwa ithuba lokubamba iqhaza kukuphathekayo ngaphandle kwezindleko.
- f) Inqubo ebhaliwe izolandela ukuqopha amathuba amukeliwe kanye nalawo angamukelwanga ngabasebenzi.
- g) Uhlelo lokuqeqesha amakhono oluphathekeyo luzoqhutshwa ngokusebenzisa abahlinzeki bezinsizakalo abathengwe ngokohlelo lokuthenga lwenkampani futhi abaqinisekisiwe kahle yi-SETA efanele.
- h) Ukuqeqeshwa kwamakhono aphaathekayo kuzobuyekezwa njalo ngonyaka ukuze kutholakale ukuthi kusebenza kangakanani nokuthi kuyadingeka yini.
- i) Izindleko zilinganiselwa ngomsebenzi ngamunye, nokungenelela ngokuqeqesha futhi kuncike ohlotsheni okungenelelwe ngalo kanye nomhlinzeki wezinsiza osetshenzisiwe ngesikhathi sokuqeqeshwa.

2.6 Imfundo Yabantu Abadala Nokuqeqeshwa

2.5.3 Isimo samanje

Kukhona izinselele zokufunda nokubala ngaphakathi e-AfriSam. Inkampani ixhasa izinhlelo ze-AET ukuphakamisa amakhono abasebenzi bamanje abaphansi kwe-AET 4. Ukuvumela abasebenzi ukuba babambe iqhaza kulo hlelo kukhuphula amathuba abasebenzi okuthola amathuba okuthuthuka futhi kunikeza inhlangano ithuba lokukhulisa ukusebenza kahle nezinga lokusebenza kwabasebenzi.

Isikhathi sokuthi abasebenzi bathuthuke emazingeni ahlukeni e-AET sincike emzamweni nasekuzibophezeleni komsebenzi. Inhloso ukusiza abafundi ukuphakamisa amakhono abo okufunda nokubala. Izinto zokuqeqesha zizohambisana namazinga ezinhlelo zikazwelonke futhi abafundi bazolandela imihlahlandlela yomfundisi nezinhlelo zezifundo. Umlaas Road Quarry izosebenzisa izinsiza zomhlinzeki wezinsiza ogunyaziwe wohlelo lwe-AET. Abafundi bazobhaliswa neSigungu Sokuhlola Ezimele (IEB) ukuze babhale izivivinyo zawo wonke amazanga e-AET ukuze bathole izinga le-NQF.

Ukuhlaziywa kweminyaka okukhonjiswe etafuleni kukhombisa abasebenzi abanemfundo engaphansi kwezinga le-AET 4 (Igrade 9). Abasebenzi abaqokiwe bakhuthazwa ukuba babambe iqhaza, kanti abaphathi babhekene nenselelo yokugqugquzela abasebenzi ukuba babambe iqhaza futhi baqede uhlelo lwe-AET ikakhulukazi nabasebenzi abadala.

Ithebula 13: Ukuhlaziywa Kweminyaka – Umlaas Road Quarry

Isigaba sobudala	Pre-AET	AET 1	AET 2	AET 3
Ngaphansi kuka 40	0	0	0	0
40 – 50 ubudala	0	0	0	0
51 – 60 ubudala	0	0	0	0

Abasebenzi abasezingeni eliphakathi ngobuhlakani nalabo abanamathuba okuthuthukela phambili baqokwa wuhlelo lwe AET. Umlaas Road Quarry akanabo basebenzi abanemfundo engaphansi kwe-

AET 4. Akukho ukuqeqeshwa kwe-AET isikhathi sika-2023 – 2027. Lokhu kungenxa yokuthi umsebenzi ukhombisile ukungabi nentshisekelo ku-AET. Ekwazini ukuthi i-AET iyindlela yokuthola ukufunda okuyisisekelo ukuze kwenziwe ukuxhumana nokuqonda kahle, kufanele kugxilwe ekwamukelekeni kwemiphumela yomsebenzi kunoma yisiphi isigaba se-AET, uma nje amakhono abo okufunda evumela lokho. Kodwa-ke i-Umlaas Road Quarry izoqhubeka nokuxhasa labo basebenzi abafisa ukuqeda uhlelo kuze kufike eSilinganisweni 4, futhi baqhubekele phambili ekufundeni kwabo ukuze bafinyelele ezindleleni zomsebenzi abazifunayo.

Ithebula 14: Imigomo ye-AET – Umlaas Road Quarry

Izinga le AET	2023				2024				2025				2026				2027			
	HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
AET 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Okuqhubekayo</i>	0				0				0				0				0			
<i>Okusha</i>	0				0				0				0				0			
AET 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Okuqhubekayo</i>	0				0				0				0				0			
<i>Okusha</i>	0				0				0				0				0			
Inani	0				0				0				0				0			
Isabelozimali	R 0.00				R 0.00				R 0.00				R 0.00				R 0.00			

**HDSA isho abasebenzi abangama Afrika, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaNhlophe.*

2.6.2 Indlela yokwenza nezenzo ngokwe-AET

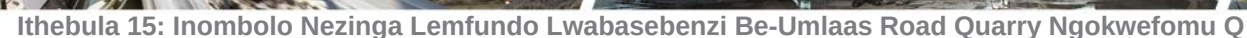
- Igumbi lokufundela elinezinsiza linikezelwe ku-AET. Igumbi lokufundela liyimfihlo futhi lisendaweni eseduze nomsebenzi oyinhloko.
- Izivivinyo ze-IEB zibhalwa njalo ngonyaka. Ukubuyezwa okwenzeka ezinyangeni ezintathu nezinsizakalo kwenziwa ngumhlinzeki wesevisi kanye neNkampani ukuze kulandelwe inqubekela phambili futhi kubhekane nezinkinga eziphathelele nohlelo lwe-AET.
- Amaripoti anyangazonke enqubekela phambili yabafundi anikezwa abaphathi ukuze kuqashwe intuthuko yabo ekufezeni izinhloso ze-AET
- d) Inkampani izoqhubeka nokukhuthaza abasebenzi ukuthi bathuthukise imfundo yabo ngezinhlelo ze-AET ngokuzibandakanya nabo ezimeni zobuso nobuso lapho izinzuzo ze-AET zizogcizelelwa.

2.6 Ukubhaliswa kwe-SETA: Igunya Leziqu Zezimayini

Le Nkampani ingaphansi kwegunya le-MQA SETA. Inkampani iyamukela futhi ilandela umthetho wokuthuthukiswa kwamakhono. Uhlelo Lwamakhono Endaweni Yokusebenza kanye Nombiko Wokuqeqesha kubikwa minyaka yonke futhi izimali zentuthuko yamakhono zikhokhiswa ngenyanga.

Igama le-SETA	I-MQA (Iziphathimandla Kwezimayini) Zokufaneleka
Inombolo Yokubhaliswa kwe-SETA Umxhumanisi Wokuthuthukiswa Kwamakhono Oqokwiwe Ubufakazi bokufakwa kohlelo lwamakhono zokusebenza nosuku lokufaka.	Trish Persad See Annexure 1

Inani nezinga lemfundo labasebenzi

[illegible]

Inani			7	0	1	0	1	0	0	0	8	1
Abvasebenzi Angaqashiwe Ngokuphelele			0	0	0	0	0	0	0	0	0	0
Inani			7	0	1	0	1	0	0	0	8	1

4 UMTHETHO 46 (B) (I) (BB)

Inani lezikhala ezinzima ukuzigcwalisa



Nakuba inkampani ingavamile ukuba nezikhala isikhathi eside kunenyanga eziyi-12, inkampani ithola kunzima ukuthola Abasebenzi abanobuciko, Abaphathi Bemisebenzi, Onjiniyela kanye nabaqinisekisiwe be-GCC Bemayini nonjiniyela bemisebenzi. Inkampani ibhekana nokushoda kwamakhono emikhakheni yezobuchwepheshe yebhizinisi. Lokhu kubonakala ngesikhathi esithathayo ukugcwalisa izikhala ezithile. Isikhathi sokuthuthuka sabalandelayo bangaphakathi abakhonjwe ngokweqoqo leziphiwo siveza yona lenselela. Isu lenkampani lokugcina abasebenzi ligxile ekuthuthukiseni abantu ukuze libanike ithuba lokufinyelela emisebenzini engagcwalisa amaphupho abo ngokomsebenzi. Amasu okulungisa izikhala ezinzima ukuzigcwalisa yilawa alandelayo:

- a) abasebenzi abakhonjwe ngenqubo yokuphathwa kokulandelana kweNkampani babekwa ohlelweni lokuthuthukiswa oluhlelekile oluqukethe izinhlelo zokuthuthukiswa kobuchwepheshe nokuphathwa;
- b) Le Nkampani inohlelo lo-njiniyela-Abafundi (EIT) olukhona, ngenhloso ethile yokubhekana nokushoda kwezindlela zobunjiniyela. Lolu hlelo luhambisana nezimfuneko ze-Engineering Council yaseNingizimu Afrika. Lapho kuqedwa uhlelo loqeqesho lwezinyanga eziyi-18, abasebenzi abaphumelele bangathatha izikhundla zobunjiniyela bokuphatha ezingeni lokuqala
- c) Inkampani inikeza imifundaze kubafundi bezobunjiniyela ukuze idale umthombo wabafundi abangaba khona ohlelweni lonjiniyelai-abaqeqeshiwe. Ngesikhathi befunda bangadingeka ukuthi basebenze ngamaholide ukubafundisa umsebenzi. Ukuhlolwa ngokusemthethweni kwenziwa emva kwesikhathi ngasinye somsebenzi weholide ukuze kuhlolwe amathuba abo nokuhambisana kwabo nenhlango. Ngemva kokuqedwa kokufunda, abaphathi bezimali bafakwa ohlelweni lwe-EIT kuya ngokutholakala kwezikhala
- d) Uhlelo luhloselwe abafundi be-FET. Lokhu kuzokwandisa inani labafake izicelo abaya kufanelekela ukufakwa ezikhundleni ezinzima ukuzigcwalisa.

Uhlelo lokufunda lwe-AfriSam olusunguliwe kahle lwakha ichibi lobuchule bale Nkampani. Bonke abafundi babhaliswe ne-Mining Qualifications Authority. I-Umlaas Road Quarry, ngenxa yemvelo yokusebenza kwayo, idinga ubuchwepheshe obuphakeme ku-70% wabasebenzi bayo. Ukugxila kwamakhono kkukuyo imayini namakhono wemishini ukuze kufezwe ukukhiqiza okufunekayo, ukusebenza kahle kwemishini jikelele (OEE) nokwenza ngcono izinsiza. Lokhu kudinga ukuphathwa nokuqhuthwa kokusebenza kwenziwe yizisebenzi ezinekhono zobuchwepheshe nezokuphatha.

Ithebula 16: Izikhala ezinzima ukuzigcwalisa ngokweFomu R kuSicaphuno II semithetho yeMPRDA

Izinga lomsebenzi (Izigaba zokuphatha enkampanini)	Isihloko somsebenzi ovulekile	Isizathu esikhulu sokungakwazi ukugcwalisa isikhala somsebenzi
Abaphathi amasezingeni alikhul (TML)	N/A	-
Abaphathi abasezingeni eliphakeme (SML)	N/A	-
Ochwepheshe abanemfundo efanele futhi abanamava kanye nabaphathi abaphakathi, abasebenzi abanemfundo ephakeme, abaphathi abasebasha kanye nabaqondisi (MML)	Abaphathi bemisebenzi, onjiniyela kanye nonjiniyela bezimayini nemisebenzi abaqinisekiswe yi-GCC Refer Table 21 and Table 27, Bursars and Engineers In Training, addressing the above.	Ukuntuleka kwesipiliyoni esilungele nezinsiza ezifanele
Abasebenzi abanamakhono kwezobuchwepheshe nezinga elifanele lemfundo (NML/FML)	Umholi Weqembu Lokulondolozwa / Umphathi	Ukuntuleka kwesipiliyoni esilungele nezinsiza ezifanele
	Izingcweti: Usomabhezimusi, Umakhi	Ukuntuleka kwesipiliyoni esilungele nezinsiza ezifanele
Ukuthatha izinqumo ngokwazi nangekhono elisezingeni eliphakathi (NML)	N/A	
Ukungabi namakhono nokwenza izinqumo ezichaziwe (NML)	N/A	

5 UMTHETHO 46 (B) (II)

Ukulelela ukuqhubeka emsebenzini



5.1 Isingeniso

Inkampani ibeka phambili kakhulu ekuthuthukisweni ukuthuthukiswa komuntu siqu futhi inikeza amathuba amaningi omsebenzi kubasebenzi bayo. Lokhu kufezwa ngesiko elivulekile nelokusebenzisana elinikeza ukukhula nokusungula kubasebenzi kanye neNkampani. Inkampani inikeza abasebenzi amathuba okuqeqeshwa nokuthuthukiswa, njengoba kukhonjwe ngeZinhlelo Zokuthuthukiswa Komuntu Nokusebenzisa amathuluzi ukweseka umzamo womuntu ekwakheni ukukhula emkhakheni womsebeni.

5.2 Imikhakha ngokomsebenzi

Umkhondo womsebenzi kwithebula 17 ukhombisa indlela ejwayelekile yokukhula emsebenzini ngaphakathi kwe-Construction Materials Business Unit. Lendlela inikeza ukuthuthuka komsebenzi kusukela ekubukeni kwezwe, kwezokuthengisa nakwezokusebenza. Ukugxila kusemsebenzini wezokumbiwa ngaphakathi enkwadini. Indlela iqala emisebenzini yokungena evamile, emisebenzini onezinga elincane lokusebenza ngezandla kanye, nokwenza izinqumo ngokuzikhethelela, ivula indlela yabasebenzi ukuba bakhuphuke ezingeni eliphezulu ekhwantini lomsebenzi. Isibonelo, umsebenzi ofana nomsebenzisi oyi- Mobile Plant Operator, angangena ezindimeni zokukhiqiza noma zokugcinwa kwezinto ezisebenza ezingeni lokuqala lobuholi ngokwezinga lomsebenzi owubonayo nolwazi kanye namakhono adingekayo.

Izakiwo Zezinto Zokwakha Iyunithi Yebhizinisi zemisebenzi zidlula ezingeni ezinhlanu:

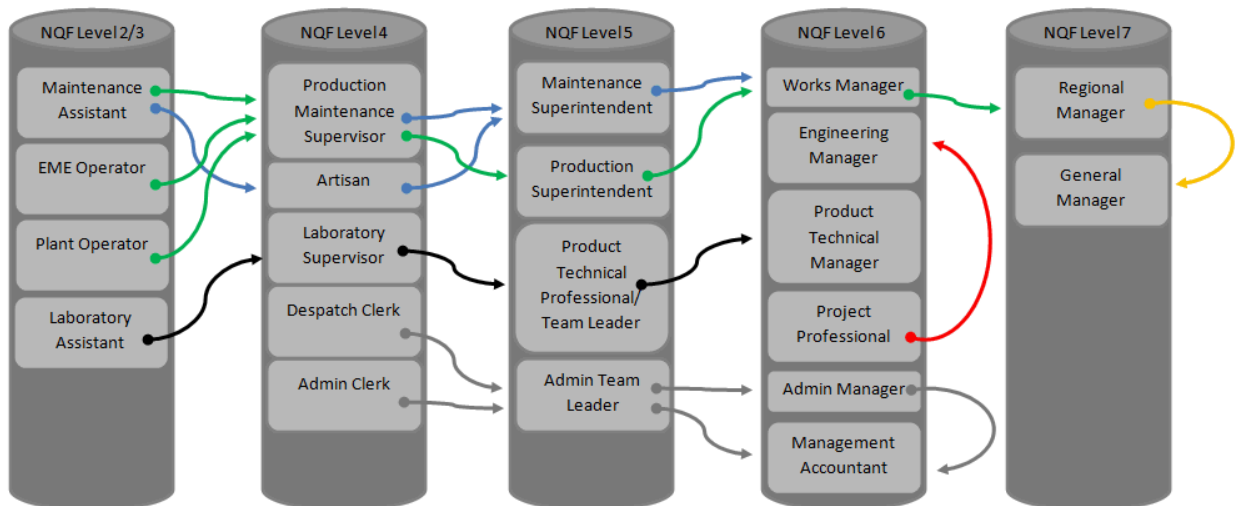
- Izinga Elingaphansi Kokuphatha (NML), ngokujwayelekile i-Paterson A, B & C Ephansi;
- Izinga Lokuqala Lokuphatha (FML) ngokujwayelekile i-Paterson C Ephakeme elimele izikhundla zokwengamela noma zokungena ekuphathweni;
- Izinga Eliphakathi Kophatha (MML), ngokujwayelekile i-Paterson D Band;
- Izinga Eliphezulu Lokuphatha (SML), ngokujwayelekile i-Paterson E Band; kanye
- Izinga Eliphezulu Kakhulu Lokuphatha (TML), ngokujwayelekile i-Paterson F Band.

Ithebula 17: I-Matrix Yomsebenzi Ovamile - Izinto Zokwakha

Izinga Lokuphatha		Incazelo
Abaphathi abasezingeni elikhulu	TML H14 – H15	Iphathelene nenhloso yecebo nokwenza izinqumo zenqubomgomo. Lokhu kubhekisela kuwo wonke umsebenzi osezingeni likaMqondisi nangaphezulu..
Abaphathi abasezingeni eliphezulu	SML H11 - H13	Isebenza ngokwenza isu futhi inesigunyazo esihlukile.
Abaphathi abasezingeni eliphakathi nendawo	MML H9– H10	Isebenza ngokwenza ngcono kwezamasu futhi ingase ibe yikhanda lemisebenzi noma uchwepheshe onolwazit.
Abaphathi abasezingeni lokuqala	FML H7 – H8	Iphathelene nezindaba eziholayo zokuphatha kwansuku zonke ezihlanganisa nezinsizakalo zabacebisi ngaphakathi kwamandla okuthengisa.
Abangebona abaphathi	NML H1 - H6	Ulandela imiyalelo ezindabeni zansuku zonke, uzohamba phakathi kochwepheshe abanamakhono aphezulu, abanamakhono kanye nezinga elinqunyelwe lokwenza izinqumo.

Izindlela zomsebenzi ezineminingwane egcwele ngaphakathi kwe-Construction Materials Business Unit zikhonjisiwe kwiSibalo 1. Uma abasebenzi abasezifundweni zomsebenzi ze-NQF 2 no-3 bengaqhubekeli phambili ngaphezu kwezinga le-NQF 3, amathuba okukhula ngomsebenzi ayancipha. Izisebenzi ezisezingeni le-NQF 4, ezilungele ukuqhubekela phambili nokufunda, zingathata noma yimuphi umkhakha ohambelana nentshisekelo kanye nesipiliyoni yazo. Ukuqhubekela phambili emikhakheni yomsebenzi wenkampani kuzoncika ekutheni isisebenzi sithole izinga lemfundo elidingekayo ukuze siqonde futhi simelane nomsebenzi, sikhombise ubuchule kanye nesipiliyoni esihambisanayo.

Isibalo 1 Amathuba Emisebenzi – Izinto Zokwakha



5.3 Isu nezinhlalo

Isu leNkampani ukwakha amakhono ayisisekelo namakhono ngaphakathi kohlaka lwendlela yebhizinisi layo; nokuthuthukisa amandla ayo ukuhlangabezana nokulindelwe ikhasimende. INkampani iyavuma ukuthi inzuzo ifinyelelwa ngokuba nabasebenzi abanamakhono nokuqonda izimfuneko yendawo nezomthetho. Ukuthuthukiswa kwemisebenzi yabasebenzi kunezinhlalo ezilandelayo:

- a) ukuthuthukisa amakhono adingekayo ukuze kugcwaliswe izikhundla ezibalulekile;
- b) ukuvumela abasebenzi ukuthi bafinyelele amandla abo aphelele;
- c) ukunikeza amathuba ku-HDSAs; kanye
- d) ukuqhubekela phambili emigomweni ye-WSP ne-EE.

5.4 Uhlelo lokuthuthukisa imisebenzi

Izinga lenkampani mayelana nohlelo lokuthuthukisa lihloselwe ukubhekana nezidingo ezithile zokuthuthukiswa kwazo zonke izisebenzi ngaphakathi kwebhizinisi. Wonke umsenezi, kungakhathalekile izinga lakhe enhlanganweni, unethuba lokuxoxa nokuvumelana ngezidingo zakhe zokuthuthukiswa kufaka phakathi amalindelo omsebenzi. Uhlelo lokuthuthukiswa kuvunyelwana ngalo ekuqaleni konyaka ngamunye, futhi inqubekela phambili iyalandelwa kuwo wonke unyaka njengengxenywe yemihlangano yokubukeza ukusebenza komuntu ngamunye, le mihlangano yakhelwe ukubhekana nezindawo ezithile zokuthuthukiswa. Inqubo eqinile yokuphathwa kokusebenza yenkampani iyivumela ukuthi ikwazi ukuthola kalula abasebenzi abanamakhono kanye nekhono lokuthuthuka. Izinhlelo zokuqeqesha zakhelwe ngokuhambisana nezinhlalo zomuntu ngamunye zokuthuthukiswa.

Ububanzi bokuphumelela emsebenzini buhluka kumuntu nomuntu kuye ngohlobo lokufunda, intshisekelo nokugqugquzela. Kuphinde kulindelwe ukuthi abasebenzi bathathe ngokuphelele umnikelo wokuthuthukiswa kwabo ukuze bafeze izinhloso zabo. Ngezansi kunezinto ezibalulekile okufanele zicatshangwe maqondana nezinhlalo Zokuthuthukiswa Komuntu kanye nokukhuphuka emsebenzini kwabasebenzi.

5.4.1 Okucatshangwayo

- a) Izinga lokuthuthuka kwabasebenzi lixhomeke esimisweni samakhono adingekayo endaweni yomsebenzi, amakhono kanye nezifiso zabasebenzi.
- b) Ukutholakala kwezikhundla kuthonywa izinga lokushintshashintsha kwabasebenzi kanye nezidingo zenhlangotho mayelana nemisebenzi edingekayo.
- c) Ukufeza izinto ezichazwe kuThebula 18 kuthonywa yi:
 - a. ukuhamba kwabasebenzi;
 - b. inqinamba yesabelomali; kanye
 - c. ukuhamba kwabasebenzi ukuya ezindaweni zebhizinisi ezingabalwanga yillolu Hlelo Lomphakathi Nezabasebenzi. Isibonelo: umsebenzi ohamba evela emsebenzini wemayini ukuya eSikhungweni Sezinsizakalo Ezikanye, eReadymix noma kwenye imisebenzi yemayini enohlalo lwayo Lomphakathi Nezabasebenzi.
 - d. Inkampani inezinqwaba zabasebenzi ezihlukene ngokusebenza, zesifunda nezikazwelonke ezisesimweni sokuthuthukiswa ukuze zithathe izikhundla ezilandelayo ngaphakathi kwenkampani. Ithuba lomuntu ukithola lezi zigaba zezikhundla kuzoncika ezintweni eziningi, okubalwa kuzo, kodwa kungacini lapho:

- a. ukusebenza kahle, ukusebenza ngempumelelo emsebenzini;
- b. ukufinyelela amazinga e-NQF akhethiweyo; kanye
- c. ukutholakala kwezikhala zomsebenzi zokwamukela abafundi abaphumelele.

Ithebula 18 Uhlelo Lokuthuthukiswa Komsebenzi: Ukuphathwa Kwamakhono e-Umlaas Road Quarry

Identified employee	Isikhundla Samanje	Izinga Lokuphatha	Isikhundla Esicatshangwayo	Izinga Lokuphatha Elicatshangwayo	Ukungenelela	Isikhathi Esibekiwe (Iminyaka)
Musa Ndlovu	Despatch Clerk	NML	Production Supervisor	NML	Blasting - Brauteseth -Third party contractor	On-going
Abegail Mtshali	Mobile Equipment Operator	NML	Production Supervisor	NML	Supervisory on the job training -Lance du Plooy - Production Supervisor	On-going
Saziso Dube	Maintenance Assistant	NML	Boilermaker	NML	Dustin Naidoo - Coedmore Quarry - maintenance Superintendent	Ready
Xolani Khumalo	Electrician	NML	Maintenance Team Leader	FML	On-the-Job Training;	On-going

5.5 Ukuphathwa Kwamakhono

Inkampani isebenzisa indlela ehlelekile yokuhlonza nokuthuthukisa amathalente. Njalo ngonyaka abaphathi bahlangana nabasebenzi babo abaphansi bese benza ukubuyekeza kokusebenza nokuthuthukiswa. Ngokusekelwe emiphumeleni yalemihlango, kukhonjiswa uhlu lwabalandeli abalulekile bemisebenzi ebalulekile ehlukene.

Isu leNkampani lokuphathwa Kwezibopho Zabasebenzi Nokulandelana Kwabaphathi ligcizelela ubuthakathaka beNkampani maqondana nezidingo eziyisisekelo zamakhono namakhono omsebenzi kuzo zonke izindima. Ngale nqubo, ukuntuleka kwezinto ezithuthukisayo kuyahlonzwa. Izinga lokulungele ukufika kwabafaneleke ukushintsha kusuka ekushintsheni ngokushesha kuya ekushintsheni phakathi nesikhathi seminyaka emithathu kuya kwemihlanu ngokwezikhala kanye nohlelo lokuthuthukiswa komuntu ngamunye kuze kuvalwe izikhala. Ukuphathwa kwamakhono kuphinde kuhlunganise nokugcina amakhono kanye nokuqinisekisa ikhono emisebenzini yamanje eyenziwa abasebenzi.

6 UMTHETHO 46 (B) (III)

Uhlelo Lokufundisa Nokusetshenziswa kwalo ngokuhambisana
noHlelo Lokuthuthukisa Amakhono



6.1 Isingeniso

Inkampani iyaqaphela ukuthi ukuqeqesha nokuhola kubalulekile futhi kuyisisekelo sokusekela ukuthuthukiswa kwabasebenzi abanamakhono aphezulu. Ukuqeqesha nokuhola kubhekwa njengomsebenzi ongokubambisana phakathi komholi/noholwayo lowo ofundayo nomqeqeshi/umfundi lapho umthwalo wokufunda wabelwana ngawo.

Ngokombono wokuthuthukiswa kobuholi namakhono obuchwepheshe, ukuhola nokufundisa kuyindlela lapho izingxoxo eziqhubekayo zingenzeka khona, umongo lapho abaphathi nabasebenzi bengabamba izingxoxo zokuthuthukisa ezingenza abantu bafinyelele imigomo yabo, lapho kwakhiwa khona ubudlelwano obuqinile futhi buqhutshwe, futhi lapho umphathi ngamunye angakwazi ukwakha, ukweseka, ukufundisa, ukuhola nokugqguzela abantu babo.

6.2 Ukuqondisa Nokufundisa

6.2.1 Isimo samanje

Ukuqondisa nokuqeqesha kuyingxenye yamathuluzi okulawula ukukhulisa, ukuthuthukisa nokunikeza amandla abasebenzi babo.

6.2.2 Isu nezinhloso

Izinhlelo zigxila kulokhu okulandelayo:

- a) abakhethiweyo abakhona ohlwini lokulandelana;
- b) abasebenzi abasemikhakheni yokuthuthukiswa abanamandla okuthuthukisa nokukhula babe sezikhundleni eziphezulu kwimigudu yomsebenzi;
- c) amakhono omsebenzi nokwakhiwa kwamakhono;
- d) ukusheshisa ukuthuthukiswa ukuvumela abasebenzi ukuba bathwale izindima ezinemithwalo emikhulu nezinzima;
- e) ukuhlinzekwa okuqhubekayo kwabasebenzi abaqeqeshiwe futhi abanesipiliyoni esibanzi ukuze bathuthuke emsebenzini; kanye
- f) ukugcina amakhono abalulekile namancane.

Izinhloso zokweluleka nokufundisa zendawo yase-Umlaas Road zivezwe kuThebula 19 elinikeza uhlelo lweminyaka emihlanu ngokwezinhloso zabasebenzi abazofundiswa / abafundiswe. Izinhloso

zibekwe eminyakeni emihlanu ezayo. Lezi zinhloso zingathinteka ngenxa yokunyakaza kwabasebenzi njengokushiya umsebenzi, ukuqashwa phansi noma ukudluliselwa kanye nezinguquko ezingase zenziwe kumacebo okuthuthukisa ngenxa yokuntuleka kokuthuthukiswa okutholakele ngesikhathi soHlelo Lokuthuthukiswa Komuntu.

Ithebula 19: Ukululekwa Okuhlosiwe – Umlaas Road Quarry

Isigaba	Inani Labalulekwayo / Abaqeqeshi																			
	2023				2024				2025				2026				2027			
	HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FML / MML	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NML	2	1	0	0	2	1	0	0	2	1	0	0	2	1	0	0	0	0	0	0
Developmental Positions (Learners, EITs, Interns)	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	4				3				3				3				0			

*HDSA isho abasebenzi abangama Afrika, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaNhlophe.

Ithebula 20: Ukuhlangeriswa Kokululekwa Okuhlosiwe

Umsebenzi Okhonjiwe	Indima Yamanje	Izinga Lokuphatha	Isikhundla Esicatshangwayo	Izinga Lokuphatha Elicatshangwayo	Ukungenelela	Isikhathi Esibekiwe (Iminyaka)
Musa Ndlovu	Despatch Clerk	NML	Production Supervisor	NML	Blasting - Brauteseth - Third party contractor	On-going
Abigail Mtshali	Mobile Equipment Operator	NML	Production Supervisor	NML	Supervisory on the job training - Lance du Plooy - Production Supervisor	On-going
Saziso Dube	Maintenance Assistant	NML	Boilermaker	NML	Dustin Naidoo - Coedmore Quarry - maintenance Superintendent	Ready
Xolani Khumalo	Electrician	NML	Maintenance Team Leader	FML	On-the-job Training – Lance Mudaly	On-going

6.2.3 Indlela yokwenza nezenzo

- Ukufaka ukululekwa nokuqeqesha kube yingxenye ebalulekile yokuthuthukiswa kwabantu abasebenza enkampanini.
- Inqubo ibandakanya izingxoxo ezihlelekile nezingahlelekile mayelana nezindawo zokuthuthukiswa zabasebenzi.

- c) Imiqulu esekelayo ingxenye esemthethweni yenqubo yizibuyekezo zokusebenza komuntu siqu nezinhlelo zokuthuthukiswa komuntu siqu.
- d) Ingxenye engehlelekile ibandakanya ukuqeqeshwa emsebenzini, ukuzibandakanya, ulwazi kanye nezingxoxo ezingekho emthethweni.

7 UMTHETHO 46 (B) (IV)

Uhlelo lokufunda ngokuqeqeshwa nemifundaze



7.1 Isingeniso

Njalo ngonyaka inkampani inikeza imifundaze kubafundi abakhethwe ngaphandle ukuze bafunde ngokugcwele ezikhungweni zemfundo ephakeme, ezikoleni zobuchwepheshe nasemakolishi. Ngokuhambisana nezidingo zebhizinisi leNkampani, ukuqashwa kwabasizi kanye nochwepheshe abaqeqeshwayo kuqokwa njalo ngonyaka.

7.2 Imifundaze

7.2.1 Isimo samanje

Inhloso yohlelo lomfundaze ukuhlinzeka Inkampani ngamaqembu abafundi abanolwazi oluphakeme kanye nabafundi abaseqedile abafisa ukwenza umsebenzi ngaphakathi kwemakethe yomsebenzi ebanzi kanye / noma Inkampani emikhakheni ethile njengoba kunqunywe izidingo zebhizinisi. Inkampani inikeza izibonelelo zemfundo ezindaweni ezibalulekile ekuqhubekeni kwemisebenzi yebhizinisi leNkampani. Izinkambu zokufunda eziwayelekile ezibalwe ngenhla, nakuba zingagcini lapho, zokuhlela izibonelelo zemfundo, yilezi ezilandelayo: ubunjiniyela bemishini, ugesi, ezokwakha, ezokumbiwa phansi, ezimbonini nezamakhemikhali, accounting, HR, uchungechunge lokuhlinzeka nezokuthuthwa, nezinye iziqu zobuchwepheshe.

Uma kungenzeka, umfundisi oxhumene nezifundo zebhizinisi uzothola ithuba lokuthola isipiliyoni esisebenzayo ngesikhathi somsebenzi weholide owakhokhelwayo. Umqeqeshi/umeluleki okhona endaweni unikwa umfundisi ngamunye ngesikhathi somsebenzi weholide ezindaweni zokusebenza.

Ukukhethwa kuzokwenziwa kubafundi bemikhakha yobunjiniyela/neyezobuchwepheshe futhi singase sicabangele iphesenti elincane lokunikezwa kwemifundaze kubafundi abakweminye imikhakha yezifundo.

Abakhokhi bezimali bangangena ebhizinisini ngemva kokuqeda izifundo zabo njengoba lokhu kuncike ekutholalakeni kwamathuba afanele.

Inkolo yenkampani ukuthi nakuba bonke abaphathi bebhajethi bengazange bamukelwe, banikezwe ithuba lokuthuthukisa emikhakheni abakhethile futhi bangaba negalelo emnothweni omkhulu.

Ithebula 21: Okuhlosiwe Ngemifundaze- Umlaas Road Quarry

Imifundaze	Okuhlosiwe				
	2023	2024	2025	2026	2027
Bursaries – New					
Umkhakha wokufunda - Omusha	0	-	Logistics, Financial & HR Management	-	-
			3	-	-
Inani	0	-	R386,115		
Bursaries – Continue					
Umkhakha wokufunda - Oqhubekeyo	-	-	-	Logistics, Financial & HR Management	Logistics, Financial & HR Management
Inani lemifundaze	0	0	-	3	3
Isabelozimali	R 0	R 0	R0	R372,199	R395,919

*HDSA isho abasebenzi abangama Afrikha, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaMhlophe.

Ithebula 22: Ukuhlenganiswa Kwezimali Zezifundo

Unyaka	Inani	Inani Labazuzi	Imali Yokufunbda	Izincwadi / ama-Laptop	Indawo yokuhlala	Imali yokuzisiza (isibonelelo)
2023	-	0	-	-	-	-
2024	-	0	-	-	-	-
2025	386,115	3	106,560	51,000	120,555	108,000
2026	372,199	3	117,216	15,000	126,583	113,400
2027	395,919	3	128,937	15,000	132,912	119,070
Inani	1,154,233	3	352,713	81,000	380,050	340,470

7.2.2 Indlela yokwenza nezenzo

Njalo ngonyaka, abafundi abathola izibonelelo bangatholakala yiNkampani ezikhungweni zemfundo ephakeme, ezikoleni zobuchwepheshe nezemisebenzi ngokukhethwa ezikhungweni ngaphakathi kwesifundazwe esiphethe lapho imisebenzi yayo ikhona..

- Abaphathi bezezimali bafanele bafake isicelo sesibonelelo semfundo njalo ngonyaka. Ukunikezwa kwesibonelelo kuncike ekusebenzeni komfundi kwezemfundo..
- Inani lemali yesibonelelo singashintsha kuye ngenani eliphelele lesibonelelo sezidingo zabafundi abakhishiwe konyaka wesifundo othile.

7.2.3 Ukuhlenganiswa kwezimali zemifundaze

Inkampani izonquma ngenani elizokhokhelwa ngokuqondile esikhungweni sezemfundo ephakeme nasekolishi yezemfundo yezobuchwepheshe noma kubafundi ngokufanele. Inani eligcwele elinikwa abafundi kulindeleke ukuthi lihlenganise le mfuneko yezifundo elandelayo:

- Imali ephilelele yokufunda kanye nemali yokuhlola ekhokhwa ngqo esikhungweni ngokuhambisa i-invoysi eneminingwane;
- Imali yokuhlala ezikhungweni zemfundo ephakeme kuhlanguke nokudla njengoba ikhokhwa yinhlangothi ngesikhathi sokufunda esithile uma kusebenza;
- Imali efanayo nezindleko zezincwadi zokufunda nezinye izinto zokufunda njengokuchazwe emkhakheni wokufunda ofanele esikhathini sokufunda, ekhokhwa ngqo kumfundi womfundaze okumele anikele ubufakazi bokuthenga.

7.3 Imifundaze yangaphakathi kwiNkampanini

7.3.1 Isimo samanje

Uhlelo lwangaphakathi lwemifundaze lwenkampani luyatholakala kubo bonke abasebenzi. Abantu bazibophezela ekuqhubekeni kwezemisebenzi ngesikhathi sabo futhi izifundo ngokuvamile zenziwa ngokufunda ngokuxhumana ukuze bathole izitifiketi, ama-diploma noma iziqu. Ukuvunywa kwezibonelelo zokufunda zangaphakathi kuncike kusabelozimali kanye nokuhlobana kwezifundo nomsebenzi wabasebenzi ngaphakathi kwe-AfriSam maqondana nokwakha ikhono emsebenzini wamanje noma ukuthuthuka komsebenzi.

Inhloso yemifundaze yangaphakathi ukukwazi ukweseka izisebenzi ngokwezezimali ukuze ziqale izifundo ngezikhathi ezingezona eziphelele (part time) ezihloselwe ukuvuna umsebenzi wesikhathi esizayo wabasebenzi leNkampani. Izinhloso kulesi simo zinikezwe ngezansi eThebuleni 23.

Ithebula 23: Okuhlosiwe ngemifundaze yangaphakathi – Umlaas Road Quarry

Imifundaze Yangaphakathi/ Usizo lokufunda	Okuhlosiwe				
	2023	2024	2025	2026	2027
Bursaries – New					
Umkhakha wokufunda - Omusha	0	0	N-Levels Mechanical Engineering studies	0	0
Inani Lemifundaze	0	0	2	0	0
Isabelozimali	R 0	R 0	R 15,000	R 0	R 0
Imifundaze Yangaphakathi/ Usizo lokufunda – Eqhubekayo					
Umkhakha wokufunda - Oqhubekayo	0	0	0	N-Levels Mechanical Engineering studies	-
Inani Lemifundaze	0	0	0	2	0
Inani Lesabelozimali	R 0	R 0	R 0	R 15,000	R 0

Ithebula 24: Ukuhlangukiswa Kwezibonelelo Zezimali Zemifundaze Zangaphakathi

Unyaka	Inani Elibuyekiwe	Inani Lemifundaze	Imali yokufunda	Izincwadi / ama-Laptops	Indawo yokuhlala	Imali yokuzisiza (isibonelelo)
2023	0	0	R 0.00	R 0.00	R 0.00	R 0.00
2024	R 0.00	0	R 0.00	R 0.00	R 0.00	R 0.00

2025	R 15,000.00	2	R 15 000	R 0.00	R 0.00	R 0.00
2026	R 15,000.00	2	R 15 000	R 0.00	R 0.00	R 0.00
2027	R 0.00	0	R 0.00	R 0.00	R 0.00	R 0.00
Inani	R 30,000.00		R 30 000	R 0.00	R 0.00	R 0.00

7.4 Ukufunda ngokuqeqeshwa (i-inservice/i-internship)

7.4.1 Isimo samanje

Ukufunda ngokuqeqeshwa kwabasebenzi kunikeza abafundi ukuzibandakanya ngokushesha esimweni somsebenzi njengengxenye yokuthuthukiswa kwabo siqu nangokwemfundo. Ukuhweba kunikeza abafuna umsebenzi ithuba lokuthola ulwazi olusebenzayo ukuze baqede iziqu zabo.

Uhlelo lokufunda ngokuqeqeshwa luhlelelwe isikhathi esingamahora ayi-24 ezinyangeni (iminyaka engu-2).

Ithebula 25: Izinhloso zokufunda ngokuqeqeshwa – Umlaas Road Quarry

Ukufunda ngokuqeqeshwa	Okuhlosiwe				
	2023	2024	2025	2026	2027
Ukufunda ngokuqeqeshwa – Okusha					
Umkhakha wokufunda - Omusha	0	0	Financial Management	0	0
Inani lezikhala zokufunda ngokuqeqeshwa	0	0	1	0	0
Isabelozimali	R 0	R 0	R 100,077	R 0	R 0
Ukufunda ngokuqeqeshwa – Okuqhubekayo					
Umkhakha wokufunda - Oqhubekayo	0	0	0	Financial Management	-
Inani lezikhala zokufunda ngokuqeqeshwa	0	0	0	1	0
Inani Lesabelozimali	R 0	R 0	R 0	R 104,877	R 0

**HDSA isho abasebenzi abangama Afrika, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abamhlophe.*

Ithebula 26: Ukuhlenganiswa Kokunikezwa Kwezimali Kwabasebenzi/Abaqeqeshwayo

Unyaka	Inbani	Inani Labazuzi	Imali yokufunda	Izincwadi / ama-Laptops	I-PPE	Imali yokuzisiza (isibonelelo)
2023	-	-	-	-	-	-
2024	-	-	-	-	-	-
2025	R 100,077.00	1	R 0.00	R 0.00	R 4,077.00	R 96,000.00
2026	R 104,877.00	1	R 0.00	R 0.00	R 4,077.00	R 100,800.00
2027	R 0.00	0	R 0.00	R 0.00	R 0.00	R 0.00
Total	R 204,954.00	1	R 0.00	R 0.00	R 8,154.00	R 196,800.00

7.4.2 Indlela yokwenza nezenzo

Le nkampani imema izicelo ezivela kubafundi bezikhungo zemfundo ephakeme ukuze benze ingxenye yezifundo zabo ephathekayo neAfriSam. Abafundisi/abaeqeqeshi banikezwa laba bafundi ukuze baqinisekise ukuthi bathola ulwazi oludingekayo lokwenza izinto ezenzakalayo. Laba bafundi bazoba yinxenye yabafaka izicelo abangaba khona ukuze bathathe izikhundla ezizayo..

7.5 Onjiniyela abaeqeqeshwayo

7.5.1 Isimo samanje

Le Nkampani futhi inohlelo lwe-Engineers-in-Training (EIT) (Ithebula 27) olubhekiswe kubafundi bezobunjiniyela abaqedile (abaphuma kumfundaze nakwabanye abangaphandle komfundaze) ukuze babambe iqhaza ohlelweni loqeqesho oluhlanganisa abantu ngendlela ehlelekile ebhizinisini eliyinhloko leNkampani kanye nokunikeza labo abafundi isipiliyoni esisebenzayo emkhakheni ofanele wobunjiniyela. Akukho ukuhlinzekwa kwayo ku-SLP cycle ka-2023 kuya ku-2027.

Ithebula 27: Okuhlosiwe ngoqeqesho lonjiniyela - Umlaas Road Quarry

Onjiniyela Abaeqeqeshwayo Abahlosiwe	Inani Lonjiniyela Abaeqeqeshwayo				
	2023	2024	2025	2026	2027
Abaqhubekayo	0	0	0	0	0
Abasha	0	0	0	0	0
Inbani	0	0	0	0	0
Isabelozimali	R 0	R 0	R 0	R 0	R 0

**HDSA isho abasebenzi abangama Afrikha, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaNhlophe.*

7.5.2 Indlela yokwenza nezenzo

- Isiteshi sokubeka ama-EITs sigxile ikakhulukazi kubafundi be-AfriSam Bursars abaqede izifundo zabo zobunjiniyela.
- Ukuqokwa koNjiniyela-abaeqeqeshwayo kuzoncike ezikhundleni ezinzima ukuzigcwalisa nasezikhonzweni zobuchwepheshe ezidingwa yibhizinisi..

Bonke oNjiniyela-abaeqeqeshwayo abasebenza eNkampanini kudingeka babhalise eBhodi Lobunjiniyela laseNingizimu Afrika (ECSA) futhi bazolandela uhlelo loqeqesho oluhambisana ne-ECSA. Lokhu kuzobasiza ukuthola ulwazi ukuze bakhule futhi bathuthuke ngaphakathi kweNkampanini.

8 UMTHETHO 46 (B) (V)

Ukuqashwa Ngokulingana: Ifomu S



Isakhiwo senhlangano sequarry ngayinye asifaki i-TML ne-SML. Lezi zindima zingamasevisi ezemikhakha ezinikeza izinsizakalo zokusiza kunqunywe ngaphezu kwequarry eyodwa ezindaweni ze-Construction Materials.

Ithebula 28: Izibalo Zokulingana Kwamathuba Emisebenzi njengokwefomu S ku-Anexure II yemithetho ye-MPRDA

[illegible]

Inani LABASEBNZI	7	0	1	0	1	0	0	0	9	0	0
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*Isigaba sika-Paterson C sihlanganisa izikhundla ze-AfriSam i-Hay level 05 kanye ne-Hay level 06 isb. Izingcweti Nabaqondisi. Yize lezi zikhundla ziwela ezingeni lomsebenzi weSkilled Technical, azithathwa njengezikhundla zokuphatha (FML) First Line Management ngaphakathi komongo we-AfriSam. Ngokwezigaba ze-AfriSam, izikhundla ezisezingeni le-Hay 07 ne-Hay 08 kuphela ezibhekwa njengokuphatha okuphambili.

9 UMTHETHO 46 (B) (V)

Ukulingana Emsebenzini: Ukubamba iqhaza kwabesifazane emayini



9.1 Isingeniso

Ukuqashwa nokuthuthukiswa kwabantu baseNingizimu Afrika ababebhekene nokungabi nalo ithuba, ikakhulukazi abesifazane, kuyinto ebalulekile ku-AfriSam.

9.2 Isimo samanje

Isimo samanje eNkampanini sikhombisa ukuthi abesifazane baningi emisebenzini yokweseka. Lokhu kudinga ukuthi kugxilwe ngokucophelela ekuthuthukiseni abesifazane emisebenzini yezemayini nasezindimeni zobuchwepheshe noma emikhakheni eyinhloko. Isu lokuqasha lizogxila ekutholeni abesifazane ukuze bagcwalise ngokukhethekile imisebenzi eyinhloko yezemayini ebhizinisini.

Umlaas Road Quarry unesisebenzi sesifazane esisodwa; oyi- Mobile Equipment Operator.

Ithebula 29 Izikhundla Ezikhona Njengamanje Ezigcwaliswe Abesifazane e-Umlaas Road Quarry

Incazelo Yomsebenzi	HDSA	Non-HDSA	HDSA	Non-HDSA	Izinga Lomsebenzi	Core
Mobile Equipment Operator	0	0	1	0	Semi-skilled and discretionary decision making	Y

9.3 Isu nezinhloso

Inhloso wukubonisa izikhundla ezifanele lapho abesifazane bangabekwa futhi bathuthukiswe khona ngaphakathi kwendawo yezimayini. Izinhloso eziyiqiniso zihlelelwe abesifazane emayini nakwezifundo eziyinhloko.

Amandla okusebenza okwamanje azinzile futhi awekho amacebo okwandisa uhlaka olukhona. Abasebenzi abasalayo bazogcinwa futhi noma yiziphi izikhala ezizayo zizogcwaliswa ngokunikeza ukuqashelwa kwabafazi ezingeni zonke.

Njengengxenye yohlelo lwethu lokuthuthukisa isikhundla, uhlelo lwethu ukuqasha umfundi wesifazane (2025) kanye nofunda ngokuqeqeshwa (2024).

9.4 Indlela yokwenza nezenzo

- Uma kwenzeka ukushintsha kwabasebenzi, iSifunda sidinga ukuqasha, ukuthuthukisa noma ukukhuthaza abesifazane.

- b) Uhlelo lokufunda umsebenzi, uhlelo lwemifundaze kanye nohlelo lwonjiniyela abaqeqeshwayo kuzoba izindlela zokukhulisa ukuqashwa kwabesifazane emayini..
- c) Ukufaneleka kwabesifazane ngabanye ukuba basebenze ezikhundleni zokusebenza kuzoncika ekukwazini kwabo ukuhambisana ngokuphelele nezikhomandlela zesilinganiso esiphansi sokufaneleka njengoba kuchaziwe yiMithetho Yezempilo Nokuphepha Esemigodini 29/1996.
- d) Ukuhlolwa kwezingozi kwenziwa ukuze kuqinisekise ukuthi izingozi zomzimba, ezokusebenza komzimba, amakhemikhali nezokuphila ezichazwe kuKhodi Yomsebenzi Omuhle Ngokukhulelwa Nokubeletha zibhekwa lapho owesifazane egcina izikhundla emigodini.

Ithebula 30 linikeza uhlaka lokuhlukanisa olubonisa ukuthi yiziphi izikhundla ezisemqoka ezisemayini kanye nezingezona ezisemqoka. Lolu hlaka lunikeza isisekelo sokuhloswa kwabantu besifazane emikhakheni esemqoka.

Itafula 30: Izikhundla Eziyinhloko Nezingeyona Eynhloko – Umlaas Road Quarry

Incazelo Yomsebenzi	Izinga Lomsebenzi	Company preferred NQF Level	Core	Non-Core
Electrician	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	4	1	0
Works Manager	Prof. qualified & experienced specialists and mid-management	6	1	0
Fitter	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	4	1	0
Mobile Equipment Operator	Semi-skilled and discretionary decision making	3	1	0
Maintenance Assistant	Semi-skilled and discretionary decision making	3	1	0
Mobile Equipment Operator	Semi-skilled and discretionary decision making	3	1	0
Plant Operator	Semi-skilled and discretionary decision making	3	1	0
Despatch Clerk	Semi-skilled and discretionary decision making	4	1	0
Maintenance Assistant	Semi-skilled and discretionary decision making	3	1	0

Amanothi ethebula 31: Isakhiwo senhlangano emaquarrii asifaki izikhundla Zokuphatha Ezingeni Eliphezulu (SML). Izikhundla ze-SML yizikhundla zezinsiza ezisezingeni lesifunda ezibhekelele ngaphezu kwe-quarry eyodwa noma isifunda. Izigaba ze-SML ezinikeza insizakalo yokusekela kulo msebenzi wezinto zokwakha nasemazweni ahlukahlukene zibonakala esakhiweni esiphelele soPhiko Lwabasebenzi Abaphezulu Bezinto Zokwakha. Ezingeni LabaPhathi Abaphakathi kunesikhundla esisodwa kuphela esinjalo kwinqwaba ngayinye okungukuthi Umphathi Wezisebenzi.

Table 31: Okuhlosiwe Ngokubamba iqhaza Kwabesifazane Ezimayini – Umlaas Road Quarry

Izinga	2023				2024				2025				2026				2027			
	HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA	
	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No
SML (Paterson E)	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MML (Paterson D)	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0
FML (Paterson C)	0%	0	0	0	0%	0		0	0%	0	0	0	0%	0	0	0	0%	0	0	0
NML (Paterson B)	12.5%	1	0	0	12.5%	1	0	0	12.5%	1	0	0	12.5%	1	0	0	12.5%	1	0	0
NML (Paterson A)	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total women	1		0		1		0		1		0		1		0		1		0	
Total employees	9				9				9				9				9			

**HDSA isho abasebenzi abangama Afrika, amaNdiya kanye nama Khaladi, bese kuthgi i-NON HDSA isho abaMhlophe.*

Amanothi ethubala 32: Isakhiwo senhlangano yama-quarry asifaki izikhundla Zokuphatha Ezingeni Eliphezulu (SML). Izikhundla ze-SML yizikhundla zezinsiza ezisezingeni lesifunda ezibhekelele ngaphezu kwe-quarry eyodwa noma isifunda. Izigaba ze-SML ezinikeza insizakalo yokusekela kulo msebenzi wezinto zokwakha nasemazweni ahlukahlukene zibonakala esakhiweni esiphelele soMphathi Omkhulu Wezinto Zokwakha. Ezingeni LabaPhathi Abaphakathi kunendima eyodwa kuphela e-quarry ngayinye okusho uMphathi Wezisebenzi.

Ithebula 32: Okuhlosiwe Ngokubamba Iqhaza Kwabesifazane Ezemfundo Eziyisisekelo – Umlaas Road Quarry

Izinga	2023				2024				2025				2026				2027			
	HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA		HDSA		NON HDSA	
	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No
SML (Paterson E)	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0
MML (Paterson D)	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0
FML (Paterson C)	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0
NML (Paterson B)	12.5%	1	0	0	12.5%	1	0	0	12.5%	1	0	0	12.5%	1	0	0	12.5%	1	0	0
Total Women in core	1				1				1				1				1			
Total Employees in core	9				9				9				9				9			

10 UMTHETHO 46 (B) (V)

Ukulingana Emsebenzini: Ukubamba iqhaza kwe-HDSA ekuphatheni



10.1 Isingeniso

Ukulingana Emsebenzini sekube yinkambiso yenkampani kusukela ngo-1995. Umsebenzi nokuthuthukiswa kwabantu baseNingizimu Afrika abaye bahlupheka ngaphambili kuyinto ebalulekile ku-AfriSam.

10.2 Isimo samanje

Lolu Hlelo Lomphakathi Nezabasebenzi lubonisa imigomo ye-Umlaas Road Quarry.

10.3 Isu nezinhloso

Le Nkampani inezinhlelo zezwe lonke kanye nezindawo zabasebenzi abahlongozwayo ukuthi bathutheke baye ezikhundleni zokuphatha eziphakathi naphakathi nabasezingeni eliphezulu.

Izinhloso ze-HDSA sezibekwe etafuleni 33. I-Umlaas Road Quarry ngakho-ke ingakhetha abaphathi abavela kwesifunda kanye nakwisizinda sezwe sonke sabafakizicelo be-HDSA. Ngakho-ke i-Quarry iyakwazi ukusebenzisa lezi zinsiza lapho nje izikhala ezingeni lokuphatha zivela..

10.4 Indlela yokwenza nezenzo

Lokhu ukukhuphuka kwe-HDSA ezingeni lokuphatha kuzoba umphumela wokulandelayo:

- a) Ukusebenzisa amathuba okungena emsebenzini ngokuhamba emsebenzini ngenxa yokuthatha umhlalaphansi, ukudluliselwa noma ukuthuthukiswa kanye nokushiya umsebenzi.
- b) Ukuthuthukiswa kwabasebenzi abanamakhono njengoba kubonisiwe ohlelweni lokukhula emsebenzini (Ithebula 18).
- c) Ukuthuthukisa abantu abangene enkampanini ngezinhlelo ezahlukahlukene zokuthuthukisa ezifana nezibonelelo zemfundo, ukuqeqeshwa okwesikhashana, ukufunda umsebenzi, kanye nezinhlelo zoNjiniyela Abaqeqeshwayo ukuba bafinyelele ezikhundleni zobuholi.
- d) Izinhlelo zokufundisa nokweluleka zizosebenza njengendlela yokusiza enqubweni yokuthuthukisa.
- e) Izinhlelo zokuthuthukiswa ze-HDSA ezibhekiswe ekunyukeni ezindimeni zokuphatha zihloselwe ukuthuthukisa amandla abo okuziqeqesha.

Amanothi ethebula 33: Isakhiwo senhlangano ye-quarry asibandakanyi izikhundla Zokuphatha Ezingeni Eliphezulu (SML). Izikhundla ze-SML yizikhundla zesevisi ezisezingeni lesifunda ezibhekelele ngaphezu kwe-quarry eyodwa noma isifunda. Izigaba ze-SML ezinikeza insizakalo yokusekela kulo msebenzi wezinto zokwakha nasezizindeni ezahlukahlukene zibonakala esakhiweni esiphelele soPhiko Lwabasebenzi Abaphezulu Bezinto Zokwakha. Ezingeni Lokuphatha Phakathi kunendima eyodwa kuphela enjengale kwinqaba ngayinye okungukuthi uMphathi Wezisebenzi.

Ithebula 33: Okuhlosiwe Ngokubamba Iqhaza Kwe-HDSA Ekuphathweni - Umlaas Road Quarry

Izinga		2023		2024		2025		2026		2027	
		%	No	%	No	%	No	%	No	%	No
SML (Paterson E)	HDSA M*	0%	0	0%	0	0%	0	0%	0	0%	0
	HDSA F*	0%	0	0%	0	0%	0	0%	0	0%	0
	White F	0%	0	0%	0	0%	0	0%	0	0%	0
	Total		0	0%	0	0%	0	0%	0	0%	0
MML (Paterson D)	HDSA M	100%	1	100%	1	100%	1	100%	1	100%	1
	HDSA F	0%	0	0%	0	0%	0	0%	0	0%	0
	White F	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	100%	1	0%	0	0%	0	0%	0	0%	0
FML (Paterson C)**	HDSA M	0%	0	0%	0	0%	0	0%	0	0%	0
	HDSA F	0%	0	0%	0	0%	0	0%	0	0%	0
	White F	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	0%	0	0%	0	0%	0	0%	0	0%	0
Core Skills in Management	HDSA M	100%	1	100%	1	100%	1	100%	1	100%	1
	HDSA F	0%	0	0%	0	0%	0	0%	0	0%	0
	White F	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	100%	1	100%	1	100%	1	100%	1	100%	1

*HDSA M refers to African, Indian and Coloured males, HDSA F refers to African, Indian and Coloured females and although white females are considered to be HDSAs in the Mining Industry, they are included in the above targets, but indicated separately.

**Isigaba sika-Paterson C sihlanganisa izikhundla ze-AfriSam i-Hay level 05 kanye ne-Hay level 06 isb. Izingcweti Nabaqondisi. Yize lezi zikhundla ziwela ezingeni lomsebenzi weSkilled Technical, azithathwa njengezikhundla zokuphatha (FML) First Line Management ngaphakathi komongo we-AfriSam. Ngokwezigaba ze-AfriSam, izikhundla ezisezingeni le-Hay 07 ne-Hay 08 kuphela ezibhekwa njengokuphatha okuphambili.*

11 UMTHETHO 46 (C) (I) NO (II) (A)

Imvelaphi yezomnotho nezenhlalo yemisebenzi ebalulekile yezomnotho endaweni lapho umsebenzi usebenza khona



11.1 Ulwazi oluyisisekelo lwezenhlalo nezomnotho (Umthetho 46 (c) (i))

11.1.1 Ulwazi oluyisisekelo lwenhlalo nomnotho lomphakathi wezimayini

I-Umlaas Road Quarry itholakala kuMasipala weNdawo waseMkhambathini (Local Municipality) otholakala emngceleni oseningizimu-mpumalanga kaMasipala wesiFunda uMgungundlovu futhi ihlangana noMasipala waseRichmond noMasipala waseMsunduzi entshonalanga, uMasipala waseMshwathi enyakatho kanye neTheku Metropolitan endaweni esempumalanga. UMasipala weNdawo waseMkhambathini cishe ungamakhilomitha-skwele angu-917 ngobukhulu nangokusabalalaUngomunye komasipala abayisikhombisa abahlanganisa uMasipala wesiFunda uMgungundlovu; abanye omasipala basendaweni yiMpofana, Msunduzi, Richmond, Mshwathi, uMngeni kanye noMasipala Wendawo wase-Impendle.

UMasipala Wendawo waseMkhambathini unamawadi ayisikhombisa (7), kanti ingxenye enkulu kamasipala iyindawo yasemakhaya futhi ayithuthuki. Lo masipala uneziphathimandla ezine (4) zendabuko okunguMbambangalo Traditional Authority, Manyavu Traditional Authority, Macala-Gwala Traditional Authority kanye ne-Embo-Thimuni Traditional Authority.

Imephu kaMasipala weNdawo waseMkhambathini



UMasipala unamadolobha amathathu (3) asungulwe ngaphambilini; I-Camperdown, i-Eston neMid-Illovo. I-Camperdown ithathwa njengesikhungo esikhulu sokukhula kanye nesikhungo sezomnotho womasipala. Le ndawo inamahhovisi omasipala, izikole, isiteshi samaphoyisa, ihotel, isitolo samabhodlela nezindawo zokuthengisa.

Iwadi 3 yindawo okugxilwe kuyo futhi lapho kuzosetshenziswa khona iphrojekthi yomphakathi. Iwadi lesithathu (3) linamapulazi futhi linalazi zindawo ezilandelayo, iNkanyezini, Ntweka, Ezimbileni, Emasangweni, KwaTomi, Lion Park, Umlaas Road kanye neManderston. Le ndawo yayingaphansi kobuholi bendabuko beNkosi uMdluli.

11.1.2 Izibalo zabantu

UMkhandlu weNdawo waseMkhambathini ungowesibili ngobuncane kuMasipala weSifunda sase-Mgungundlovu. Le ndawo inabantu abambalwa kakhulu uma kuqhathaniswa nezindawo eziningi ngaphakathi koMgungundlovu, kodwa ngobuningi babantu, ingeyesibili ngobukhulu, lokhu kungenzeka kungenxa yobukhulu bendawo. Ubuningi babantu abangu-69/km² buphansi kunesilinganiso sesikhashana sabantu abangu-108.8/km² kodwa buphakeme kunesilinganiso sikazwelonke sabantu abangu-42/km². Iwadi 3 linabantu abangu 7 591.

11.1.2.1 Inani labantu

UMasipala weNdawo waseMkhambathini unabantu abangu-63 142 bese kuthi ngokwesilinganiso sobulili amadoda angu-92 kwabesifazane abayikhulu (100). Izinga lokuncika lingaphezu kwengxenywe engu58. Abantu abamnyama base-Afrika bangu-95% wenani labantu, okuyisibalo esikhulu sabantu esifundeni. Abantu abamhlophe bang-3%, bese kuba nesilinganiso esincane samaNdiya namaKhaladi, ngamunye benza iphesenti elilodwa (1%) wenani labantu.

UMkhambathini ngokuhlukana kwamaqembu abantu (iphesenti lomnikelo) 2015

Iqembu	Amaphesenti
Black African	94,8%
Coloured	0,3%
Indian/Asian	1%
White	3,7%
Other	0,2%

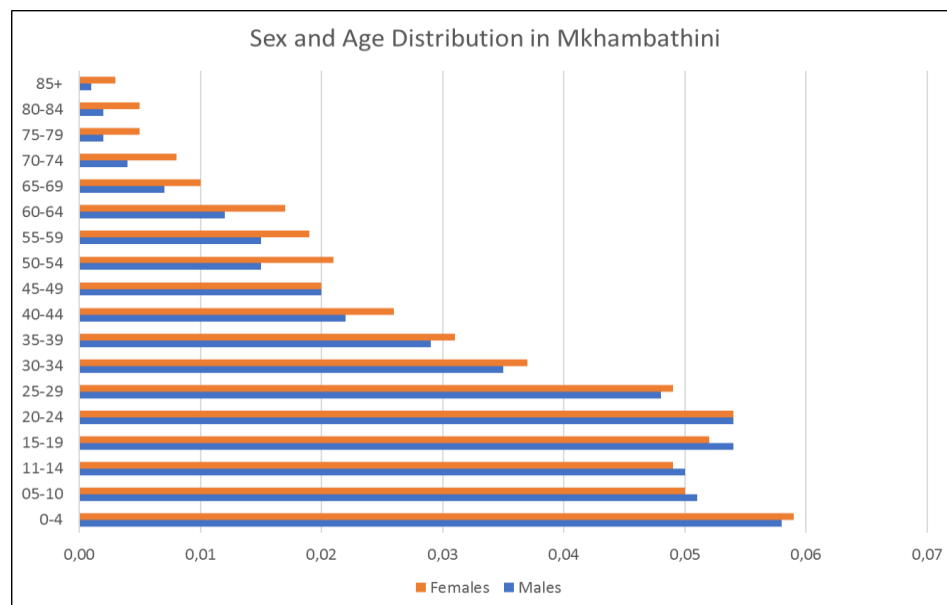
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Inani Labantu ngokweNdawo kaWdi 3

Characteristics	Camperdown	Mboyi	Mvuyane	Mbila
Total Population	2101	1274	836	1515
Young (0-14)	15.8%	33.9%	36.5%	43.5%
Working Age (15-64)	77.7%	62.3%	59.3%	52.5%
Elderly (65+)	6.5%	3.8%	4.2%	4%
Dependency Ration	28.7%	60.5%	68.7%	90.3
Sex Ration	125.3	84.6%	88.9	74.9
Population Density	339 persons/km ²	326 person/km ²	577 persons/km ²	167 persons/km ²

11.1.2.2 Ubudala Nobulili

Abantu baseMkhambathini boMasipala weNdawo bathe ukungabhalansi kancane ngoba abesifazane baningi kunabesilisa. Ngo-2011 abesifazane babebanengi kunabesilisa ngo-4%. Lokhu kwehluka kwesilinganiso kungabangelwa iqiniso lokuthi amadoda avame ukuhamba amakhaya ukuyocinga amathuba omsebenzi. Ukunyezela kulokhu okungenhla, kungashiwo futhi ukuthi kunesidingo se-ajenda yetuthuko okufanele ihlose ukuhlomisa abesifazane endaweni yaseMkhambathini.



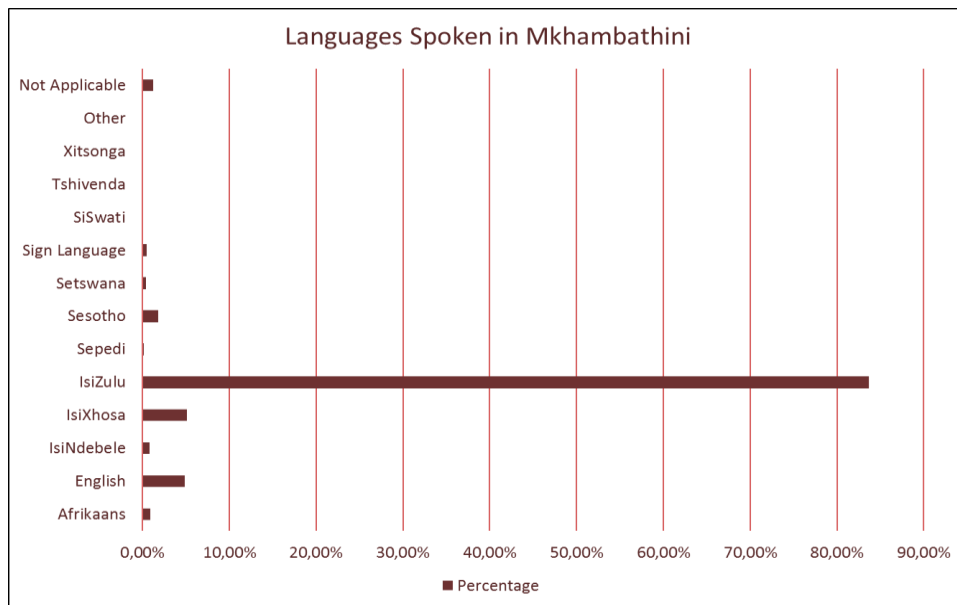
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11.1.2.3 Isandulela Ngculaza neNgculaza (HIV/AIDS)

Ngokocwaningo, iKwaZulu-Natal inenani eliphakeme kakhulu lezigameko zesandulela ngculaza/nengculaza (HIV/AIDS) eNingizimu Afrika (ingu-40.75). Amaphesenti angu-38,5 abantu abane-HIV abaneminyaka ephakathi kuka-25 kuya ku-29 ubudala, alandelwe yiqembu labantu abaneminyaka ephakathi kuka-30 kuya ku-34 ubudala, elihlanganisa amaphesenti angu-30,8 abantu abanengculaza (AIDS).

Ngaphakathi eMkhambathini, inani labantu abane-HIV lenyuke ngesilinganiso sokukhula sonyaka esingu-2.9% phakathi nonyaka ka-2000 - 2010, okwenza iphesenti labantu abane-HIV lifinyelele cishe ku-17% wabantu bonke. Isibalo sokufa okuhlobene nengculazi sikhuphuke ngesilinganiso sokukhula saminyaka yonke esingu-8.7% phakathi konyaka ka-2000 kuya ku-2010, kanti ukufa okuhlobene nengculazi kwakha cishe u-62% wenani lokufa kwabantu kumasipala.

11.1.2.4 Izilimi

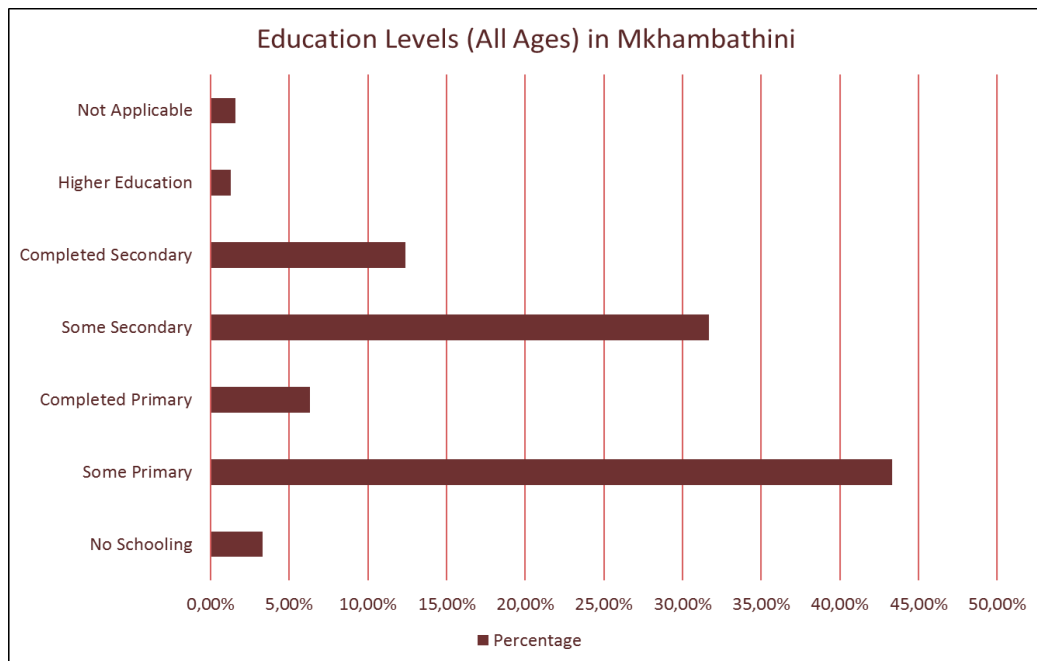


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Ngokwe-Stats SA, isiZulu siyaqhubeka nokuba ulimi olukhulunywa kakhulu endaweni yaseMkhambathini, ngo-83,7%. Lokhu kulandelwa isiXhosa, esingu-5,1% nesiNgisi, esingu-4,9%. Izilimi ezikhulunywa kuleli wadi isiZulu, isiNgisi, isiXhosa nesiSuthu.

11.1.2.5 Imfundo

Imininingwane etholakalayo ikhombisa amazinga aphansi okufunda nokubhala kuMasipala Wendawo waseMkhambathini. Izinga lokubhalisa esikoleni samabanga aphansi lingu-89,9% kanti izinga lokuphasa umatikuletshehi lingu-20,3%. Ngokwe-IDP kaMasipala waseMkhambathini ka-2012/13, kunesidingo sokusebenzisa uhlelo lokufundisa nokuqeqesha abantu abadala. Izinga lemfundo liyakhuphuka kancane kancane eMkhambathini kangangokuthi isilinganiso sabantu abangafundanga nhlobo sehle sisuka ku-37.6% (ngo-1996) saya ku-12% ngo-2011. Kodwa, inani labantu abangazange baqede isikole liphakeme kakhulu, cishe abantu abangu-29% abahlulekile ukuqeda isikole samabanga aphansi, bese kuba amaphesenti angu-37 abangasiqedanga isikole samabanga aphakeme. U-14% kuphela wabantu abaqedile umatikuletshehi (ibanga u-12). Kodwa, inani labantu abanemfundo ephakeme liye landa lisuka ku-1.9% (1996) laya ku-2.5% (2001) futhi lagcina liku-3.4% (2011).



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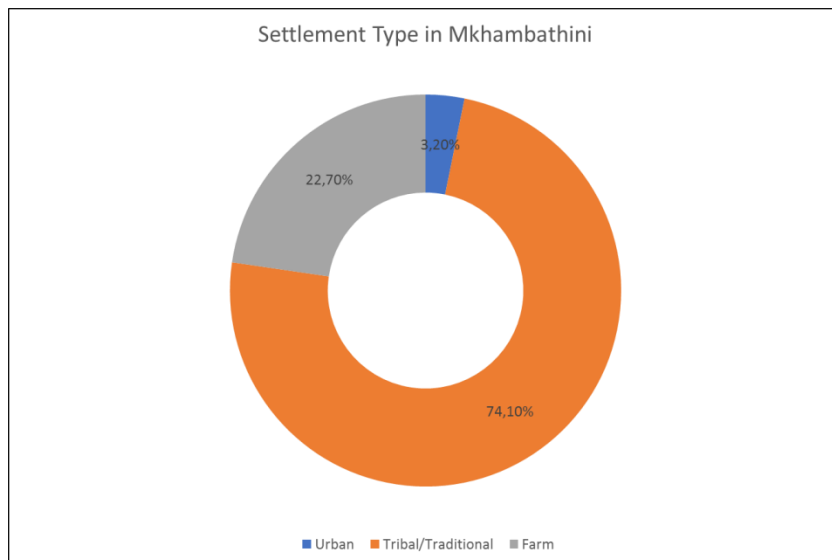
Okwamanje iWard 3 inalezi izikhungo zemfundo ezilandelayo:

ECD	04
Primary	04
Secondary/High	01
Post-Secondary	-

11.1.2.6 Izindlu

Kukhona imizi engu-14,964 kuMasipala Wendawo waseMkhambathini enabantu abalinganiselwa ku-4,2 emzini ngamunye. Cishe imizi ebalelwa ku-45% iphethwe ngabantu besifazane. Imizi ebalelwa ku-49% engaphansi kwezakhiwo ezisemthethweni. Ibalelwa ku-66% imizi enamanzi ahamba ngamapayipi, kungaba angaphakathi endlini, noma asegekeni, noma asendaweni yomphakathi. Cishe ingxenye eyodwa kwezinhlanu yabantu baseMkhambathini inendawo yokukhuculula indle, kanti imizi elinganiselwa ku-18% inendawo yokukhuculula indle. Cishe izingxenye ezimbili kwezintathu zemizi zisebenzisa ugesi ukukhanyisa.

UMasipala waseMkhambathini ingxenye yawo eningi ingamakhaya (emaphandleni) kanti iningi labantu lihlala ezindaweni zombuso zendabuko (izindawo zamaKhosi), futhi ezikhungekhwe izinga eliphezulu lobuphofu. Abantu kulezi zindawo abakwazi ukukhokhela ukwakha nokugcina izindlu ezifanele, ngenxa yezinga eliphezulu lokungasebenzi. Ngaphezu kwalokho, izindawo ezingaphansi kombuso wendabuko zazibandlululwa zingafakwa ohlelweni lokuxhaswa ngezindlu. Izidingo zezindlu zabasebenzi basemapulazini nazo kufanele zibhekelelwe.



http://www.statssa.gov.za/?page_id=993&id=mkhambathini-municipality

11.1.2.7 Ukulethwa kwezidingo

Yize kunenqubekela phambili enkulu eyenziwe ekuletheni izidingo-ngqalasizinda ezifana nogesi, amanzi kanye nezokuxhumana ngocingo, izinga/ubukhulu besidingo bunjalo ukuthi ukulethwa kwalezi zidingo kusalokhu kungenye yezinselelo ezinkulu zentuthuko uMasipala Wendawo waseMkhambathini obhekene nazo. Inani elikhulu lezizinda namanje alinamithombo ethembekile yamandla futhi lincike kumakhandlela, i-paraffin nezinkuni zokukhanyisa namandla. Ama-49% amakhaya ahlala ezindlini ezisemthethweni. Ama-66% anamanzi ahamba ngamapayipi, kungaba ngaphakathi kwendlu, ngaphakathi egcekeni, noma amanzi asendaweni yomphakathi. Cishe ingxenye eyodwa kwezinhlanu yabantu baseMkhambathini inendawo yokukhuculula indle, kanti imindeneni engu-18% inendawo yokukhuculula indle. Cishe izingxenye ezimbili kwezintathu zemikhaya zisebenzisa ugesi ukuze zikhanyise. Amanzi anikezwe ngaphansi kwezinga elivunyelwe yi-RDP ezindaweni ezithile ezibonisa izinga eliphakeme lokuncika (emigodini) nasemithonjeni yemvelo.

Izidingo zikaMasipala	Amaphesenti
Ukuxhuma ugesi (Ukupheka)	51,9%
Ukuxhumeka kukagesi (Ukukhanya)	65,2%
Isikimu samanzi sesifunda/sendawo (esiphethwe ngumasipala)	38,8%
Izindlu zangasese ezikhishwa ngamanzi (ezixhunywe ohlelweni lokukhuculula indle)	8,9%
Indlu yangasese emgodini (enomoya/engenayo)	68%
Ukulahla imfucucuza (okususwa wuhulumeni wendawo)	5,5%
Indawo yokulahla imfucuza yomphakathi	5%

Iwadi 3 linezikhungo zezempilo ezilandelayo:

Imitholampilo ye-Satellite	Cha
Izibhedlela zangaSese	Cha
Izibhedlela zesiFundazwe	Cha
Izibhedlela zesiFunda	Cha
Ukunakekela kwasekhaya	Cha
Izikhungo zokunakekela ngokwezempilo emphakathini	Yebo
Abalaphi	Yebo

11.1.2.8 Isifinyezo

Nakuba seyenziwe intuthuko enkulu ekulethweni kwezingqalasizinda zikagesi, amanzi kanye nezokuxhumana, izinga/izinga lesidingo liphezulu kangangokuthi ukuhlinzekwa kwalezi zinsizakalo kusalokhu kungenye yezinselelo ezibalulekile zentuthuko ezibhekene noMasipala Wendawo waseMkhambathini. Indawo kaMasipala yaseMkhambathini iyindawo yasemakhaya kakhulu futhi ngokwezibalo umsebenzi omningi uyadingeka ukuthuthukisa amazinga emfundo, kanye nokulethwa kwezinsizakalo. Izinkinga ezifana nesandulela ngculazi/ingculazi (HIV/AIDS) kanye nokungasebenzi ziyaghubeka nokucekela phansi uMasipala okuholela emazingeni amakhulu obumpofu kanye nokuthembela kuHulumeni. Ingxoxo yomphakathi eWadini 3 yabanjwa ngomhlaka-15 Juni ngo-2014 futhi okulandelayo kwahlonzwa njengezinkinga zomphakathi kakhulu: Ukusetshenziswa kabi kwezidakamizwa, Ukukhulelwa kweNtsha, Ukungasebenzi, Ukuhlukunyezwa kweZingane, Ubugebengu ukugqokeza ezindlini kanye nentsha engenamakhono. Lezi yizinkinga zomphakathi ezibhekene neWadi 3.

11.2 Imisebenzi ebalulekile yezomnotho (Umthetho 46 (c) (ii))

11.2.1 Imisebenzi ebalulekile yezomnotho yomphakathi wezimayini

UMasipala Wendawo waseMkhambathini ubulokhu ubhekwa njengoMasipala wasemakhaya nowendabuko. Ugxile kakhulu kwezolimo kanye nentuthuko yezokuvakasha, noma kunjalo kunemisebenzi ethile yezimboni evelayo emgwaqweni wase-Umlaas. Ukukhiqizwa kwezolimo kumasipala kuhlenganisa ukukhula kwemifino emakethe yemikhiqizo emisha yasendaweni kanye neyasemaphandleni, ukukhiqizwa kommbila kanye nomoba. Le ndawo ineqogo lesibili eliphezulu labakhiqizi bezinkukhu emhlabeni, elisekelwa yinethiwekhi yabahlinzeki bezinsizakalo, kanye nokufuya izingulube nenyama yenkomo.

Izindawo eziningana ezinamathuba okuvakasha zisakazeke kulo lonke umasipala. Lezi zihlanganisa izindawo zokugcina izilwane, okuyiNagel Dam Nature Reserve, iGwaHumbe Game Reserve kanye neSpa.

Kufakwe nezinye izindawo zokugcina izilwane zangasese, njengeTala Game Reserve, iMayibuye Game Reserve kanye nezindawo zokugcina izilwane zasendle ezihlanganisa i-African Bird of Prey Centre, iLion Park kanye neNatal Zoological Gardens.

Kunezindawo ezimbili zamagugu ezitholakala ngaphakathi kwemingcele yendawo kamasipala waseMkhambathini, okuyiMgwahumbe kanye neHope Valley.

11.2.1.1 Imikhakha yezomnotho

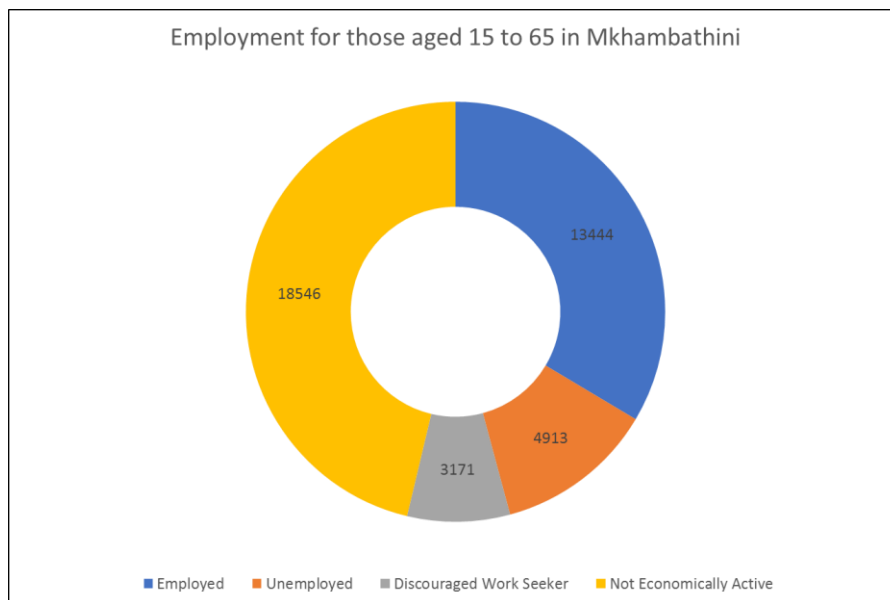
Umsebenzi wokukhiqiza wenzeka kakhulu eCamperdown kanye nase-Eston Sugar Mill. Lo mkhakha uphethwe yi-agro-processing ehlobene noshukela kanye nezinkukhu. Umkhakha wezolimo endaweni kaMasipala waseMkhambathini ubonakala ngokungalingani okusekelwe obandlululweni okubonakala ekwahlukaneni phakathi komkhakha wezentengiselwano othuthukile, onezinzuzo ezinhle nokhiqizayo esigcemeni sesi-3 kanye nesesi-4, kanye nomkhakha wezolimo ongathuthukile, ongenazo izinsiza ezanele esigcemeni sesi-1, sesi-2, sesi-5, sesi-6 kanye nesesi-7. Ukugxila komkhiqizo wezolimo kulezi zindawo kusho ukuthi iningi labantu basemakhaya abahlala ezindaweni zendabuko ezilawulwa yiziphathimandla likhishwe kwezolimo zezentengiselwano.

Umasipala unenqwaba yezimpahla zamasiko, zomlando kanye nezemvelo, eseqalile ukwakha isisekelo semboni yezokuvakasha ekhulayo. Izici eziyinhloko zomkhakha wezokuvakasha okhona zihlanganisa ezokuvakasha kwezemvelo, ezokuvakasha kwezolimo kanye nezokuvakasha okujabulisayo. Ubunikazi bemboni yezokuvakasha buvame ukugxila kakhulu ngaphandle kokubandakanyeka okuncane kwemiphakathi yasemakhaya.

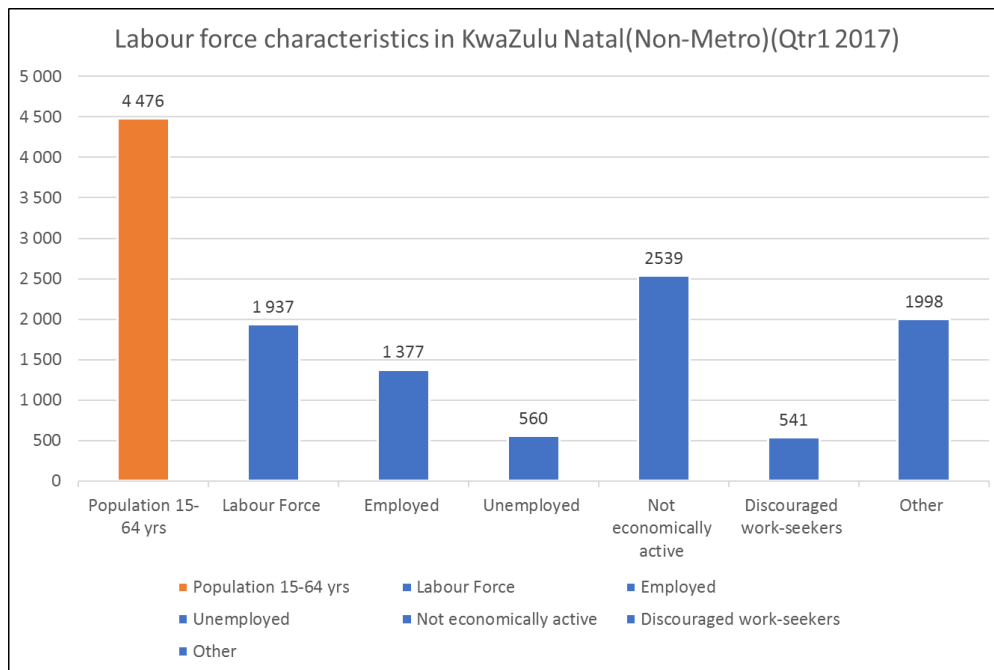
11.2.1.2 Umsebenzi

Ngokusho kwe-IDP kaMasipala Wendawo waseMkhambathini ka-2012/13, izibalo zika-2010 zibonisa ukuthi u-10% weqembu elisebenzayo kwezomnotho alisebenzi. Lokhu kusho ukuthi umasipala udinga ukuqhubeka namasu okudala amathuba emisebenzi, izinhlelo kanye namaprojekthi.

Imiphumela ye-Census ka-2011 ikhombisa ukuthi izinga lokubamba iqhaza kwabasebenzi liku-46%, kuyilapho u-54% wabantu bengasebenzi kahle kwezomnotho. Izinga lokungasebenzi lilonke lingu-27%, kanti i-Impendle inezinga eliphezulu kakhulu elingu-45%.

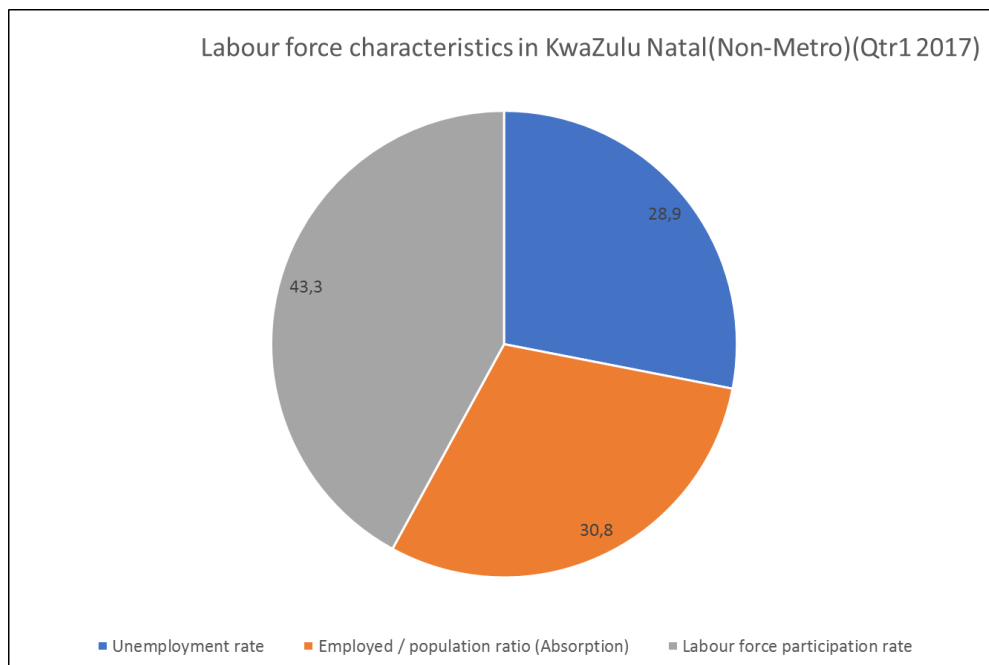


http://www.statssa.gov.za/?page_id=993&id=mkhambathini-municipality



<http://www.statssa.gov.za/publications/P0211/P02111stQuarter2017.pdf>

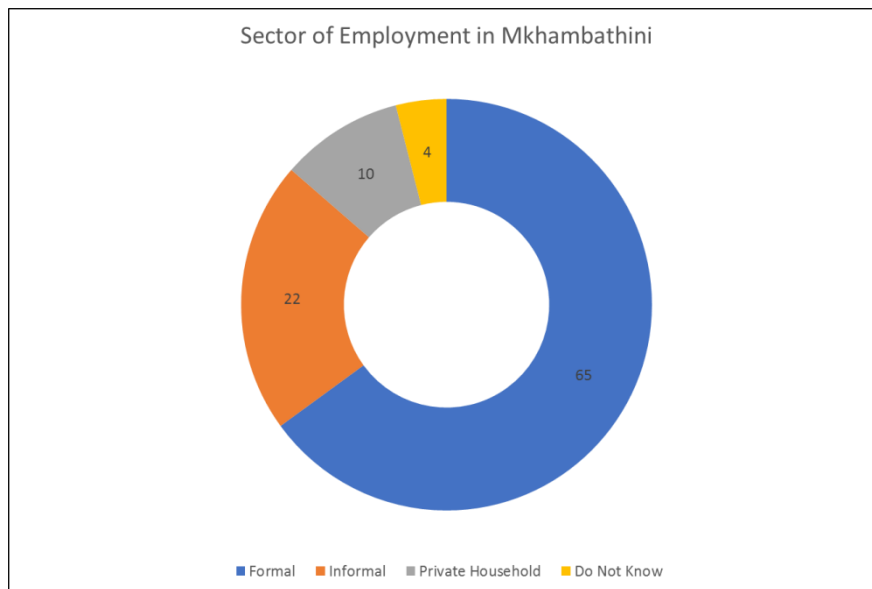
Umdwebo ongenhla ngokusho kwe-Labour Force Survey Q1 2017 uhlose ukukhombisa ukuthi iningi labantu abahlala e-KZN engeyona imetro abasebenzi ngokwezomnotho. Izinga lokuntuleka kwemisebenzi njengamanje limi ku-28,9%.



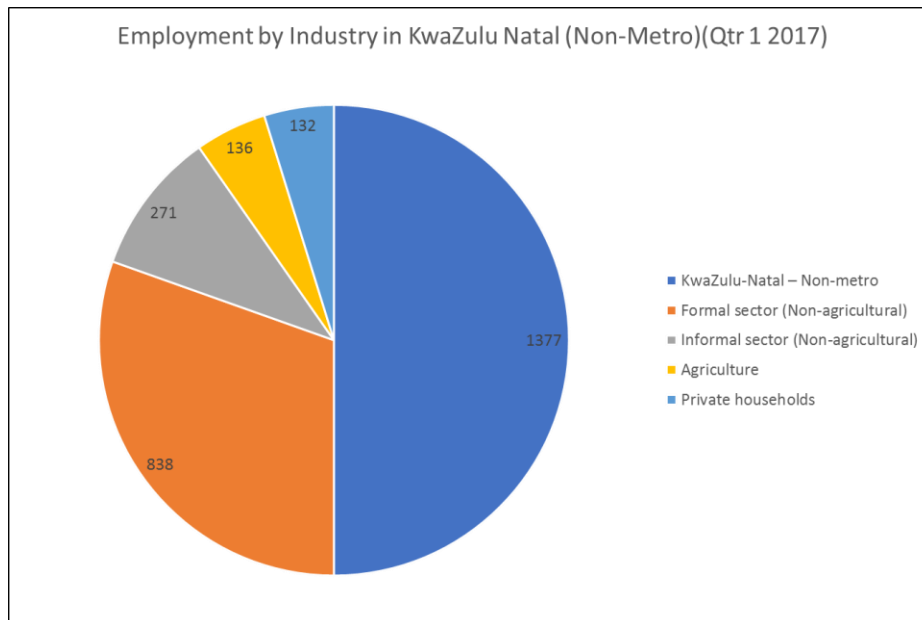
<http://www.statssa.gov.za/publications/P0211/P02111stQuarter2017.pdf>

11.2.1.3 Umkhakha womsebenzi

Ngokusho kwe-Stats SA, iningi labantu abahlala kule ndawo basebenza ngokusemthethweni, u-65% uma kuqhathaniswa no-22% wabantu abahlala kule ndawo abanomsebenzi ongahlelekile.



<https://wazimap.co.za/profiles/municipality-KZN226-mkhambathini/>

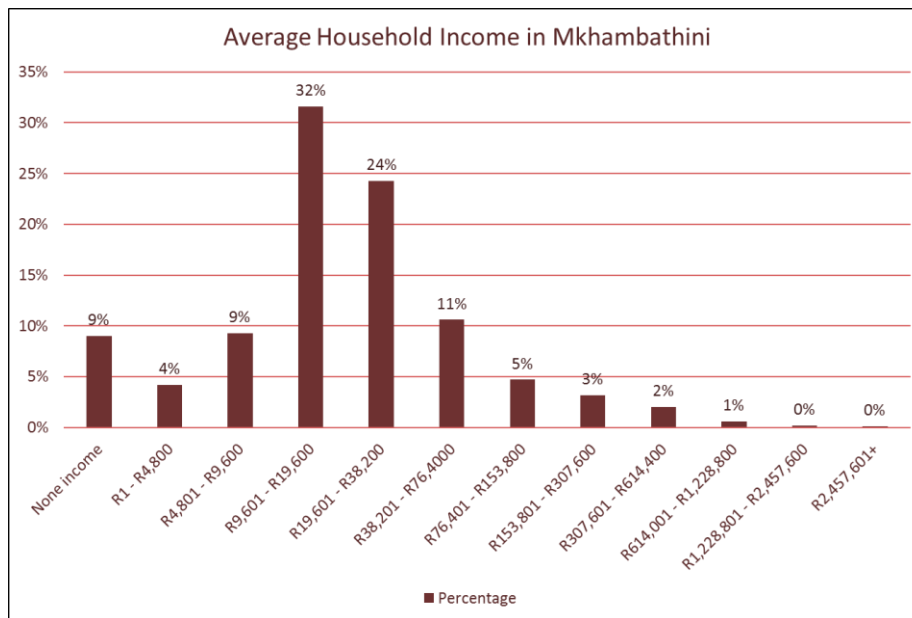


<http://www.statssa.gov.za/publications/P0211/P02111stQuarter2017.pdf>

Ucwaningo Lwabasebenzi Q1 2017 lubonisa ukuthi iningi labantu (838) liqashwe emkhakheni osemthethweni, uma kuqhathaniswa nabantu abangu-271 abaqashwe ngokungahlelekile.

11.2.1.4 Isilinganiso Semali Engenayo Yomndeni

Imindeni eyi-1354 ayinayo nhlobo imali engenayo kuyilapho iningi lemindeni (6760) linenzuzo engenayo engaphansi kuka-R22,728 ngonyaka futhi libhekwa njengeliphila ngaphansi komugqa wobumpofu. Le phrofayili yemali engenayo iphinde ibonise izinga eliphansi lemfundo kanye nezinga eliphezulu lokungasebenzi elitholakala eMkhambathini.



http://www.statssa.gov.za/?page_id=993&id=mkhambathini-municipality

11.2.2 Ezinye izinkampani zezimayini ezikhona endaweni. Azikho

11.3 Umthelela ongemuhle womsebenzi wokumba (Umthetho 46 (c) (ii)

11.3.1 Ukususwa nokubekwa kwabantu akukho

11.3.2 Ukumbiwa kwamathuna akukho

11.3.3 Ukuthuthuleka kwabantu ezindaweni zokuhlala ezingekho emthethweni akukho

11.4 Imisebenzi yengqalasizinda kanye nokulwa nobuphofu eyokwenziwa yimayini ngokuhambisana noHlelo Lokuthuthukiswa Oluhlanganisiwe lwezindawo nezinye izinhloko ezifanele lapho imayini isebenza khona kanye nezindawo ezinkulu zokuthumela. Umthetho 46 (c) iv.

11.4.1 Ukunikezwa kwezidingo zendawo ngokulandelayo kwazo

Okubalulekile Ekuletheni Izidingo ngewadi ngayinye – lwadi 3

WARD	PROJECT NAME
Ward 1	✓ Access Roads to be rehabilitated. ✓ Electricity ✓ Mast Lights
Ward 2	✓ Housing (RDP) ✓ Electricity (In-Fills and green fills) ✓ Creches (Early Childhood Development Centers) ✓ Mast Lights ✓ Access Roads to be rehabilitated.
Ward 3	✓ Electricity In-Fills ✓ Access Roads to be Rehabilitated ✓ Mast Lights

11.4.2 I-AfriSam iyazibophezela ukusiza uMasipala ngokuqaliswa kwale phrojekthi elandelayo - ukuthuthukisa ukufinyelela kumphakathi, ukuhlinzekwa kwezinsizakalo zomphakathi kanye nokusebenzela umphakathi

I-Social Investment yeAfriSam ihlose ukugxila kulezi zindawo ezibalulekile zentuthuko:

- o Amaphrojekthi ezemfundo afaka phakathi i-Early Childhood Development (ECD), izinhlelo zezibalo nesayensi, ukufunda okusekelwe kwezobuchwepheshe kanye nokusekelwa kwezemfundo kwabantu abakhubazekile;
- o Impilo kanye nenhlalakahle, kufaka phakathi izinhlelo zokuphendula ezinkingeni ezinkulu, izindawo zangaphandle zomphakathi kanye nezindawo zempilo enhle;
- o Ukuthuthukiswa nokuqeqeshwa kwamabhizinisi amancane aphethwe ngabesifazane abamnyama kanye nentsha anamandla okufaka isandla ngendlela enhle eketangeni lokuhlinzeka le-AfriSam kanye nomkhakha obanzi.

I-AfriSam isiyiqokile iphrojekthi yoKuthuthukiswa Komnotho Wendawo ezosekelwa ngokubonisana noMasipala Wendawo kanye nomphakathi weziMayini. Igama lephrojekthi i-Imboyi Community Sports Field

Igama lePhrojekthi: Imboyi Community Sports Field	
Ukuhlukaniswa kwePhrojekthi:	Ukuthuthukiswa kwengqalasizinda
Isizinda sePhrojekthi:	I-Umlaas Road Quarry ngokubambisana noMasipala Wendawo waseMkhambathini kanye nabamele umphakathi bathole iphrojekthi ezosekela izakhamuzi zase-Imboyi ngenkundla yezemidlalo yomphakathi. Lo msebenzi uzosekela izinhloso zikamasipala ngokunikeza ukufinyelela ezikhungweni zokuzilibazisa, ikakhulukazi entsheni nakubantu abanentshisekelo emisebenzini yezemidlalo. <i>Bheka i-Annexure A ukwazi kabanzi ngesizinda sale phrojekthi.</i>
Izinhloso zePhrojekthi:	NgoMashi 2025 kuya kuDisemba 2026. • Ukuhlinzeka umphakathi ngezikhungo zokuzilibazisa ukuze kukhuthazwe izinhlobo ezahlukene zemidlalo. • Vumelanani ngobubanzi bephrojekthi nomasipala waseMkhambathini kanye nabazuzayo bendawo. • Ukuphetha iSivumelwano Sokuvumelana noMasipala waseMkhambathini.
Inqubo yePhrojekthi	NgoJanwari 2024 kuya kuDisemba 2026 • Ububanzi bephrojekthi buqinisekisiwe • I-MOU iqediwe • Isigaba sokwakha iphrojekthi • Ukudluliselwa kwephrojekthi

Okulethwa yiPhrojekthi:	Amagumbi Okushintsha – Amagumbi amabili ngalinye linamashawa amabili, indawo yokushintshela, kanye namabhentshi, ithoyilethe kanye nosinki ababili bokugeza izandla. Inkundla yeCombi – Ukusebenzisa i-basketball, i-netball, i-volleyball nezimpawu zayo kanye nezigxobo/amagoli Ukugcinwa kwaManzi – Ukuhlinzeka ngokokugcina amanzi endlu yangasese kanye ukuhlanzwa nokusetshenziswa kwayo. Ucingo lokubiya Olukhethiwe – Ukuvalwa kwendawo ukuze kube nokuphepha. Uhlelo Lokuthuthwa Kwendle – Amathoyilethe ama-VIP noma uhlelo lwethangi lokuhambisa indle Bheka i-Annexure A ukwazi kabanzi ngohlelo lwalomsebenzi				
Umthelela wePhrojekthi.	Intuthuko yezomnotho wendawo ikhuthazwe ngokuthuthukiswa kwengqalasizinda yomphakathi kaMasipala Wendawo waseMkhambathini. Ukudala imisebenzi kanye namathuba okudlulisela amakhono. Bheka i-Annexure A				
Isikhathi Esibekiwe Sokuqala Nesokuphela Komsebenzi:	Ngo-2025 kuya ku- 2027				
Isabelozimali:	R 1, 995, 242.00				
Iqembu Elihlosiwe/Abazuzi:	Wadi 3, uMasipala waseMkhambathini		Iphrojekthi kuMphakathi Wendawo:		uMasipala waseMkhambathini
Inani Labazuzi Abathintekayo:	Abesilisa	Abeseifazane	Intsha	Abakhubazekile	Inani
	29045	34096	20044	2024	63142
Inani Lemisebenzi Eyakhiwe:	Ukuhlukaniswa kweMisebenzi	Abesilisa abadala	Abesifazane abadala	Intsha yabesilisa	Intsha yabesifazane
	12	6	4	1	1
Usuku lokuqeda kanye nesu lokuphuma:	Usuku lokuqeda uDisemba 2026 I-AfriSam izodlulisela inkundla yezemidlalo kumphakathi uma isiqediwe ngokuphelele futhi isetshenziswa ngabazuzi bayo. UMasipala uzoba umgcini walo msebenzi.				

12 UMTHEHO 46 (C) (IV)

Izinyathelo zokubhekana nezimo zokuhlala nezokuhlala zabasebenzi



I-AfriSam (South Africa) (Pty) Ltd (“AfriSam”) izibophezele ekusizeni abasebenzi bayo ukuthi bathole amathuba ezindlu afanele, inhloso ngangi ukuthi babe nemizi. Ukuba umnikazi womuzi kuhlobene ngokuphelele nezidingo zezinsizakusebenza zabantu zokuheha, ukukhuthaza nokugcina abasebenzi abahamba phambili ngomsebezi futhi abajabulela indawo yokusebenza abakuyo ukuze basebenze kahle kakhulu. Izindawo zokumba imigodi ze-AfriSam ziseduze nezindawo zasemadolobheni futhi abasebenzi banamathuba ezindlini zemakethe evulekile. Asinazo izindawo zokuhlala zamahostela kunoma yiziphi izindawo zethu. Izidingo zezindlu zabasebenzi ziyancunywa futhi zibhalwe phansi ngokulandela ucwaningo olunzulu. Ucwaningo luzosiza ekuqondiseni isu lethu lezindlu. Ngenxa yocwaningo, iNqubomgomo Yezindlu isiyenziwe futhi yavunywa uMphathi oMkhulu (i-CEO) kanye noSihlalo weBhodi.

Izimiso zenqubomgomo ezingandi:

- 1) Ukubamba iqhaza kwabasebenzi kanye nemfundo;
- 2) Ukubamba iqhaza kukaHulumeni nokwangasese (izikhungo zezimali);
- 3) Ukubamba iqhaza kwabaqashi;
- 4) Ukuhambisana nezindinganiso nemigomo ephansi yezindlu;
- 5) Indlela ehlanganisiwe yezindlu;
- 6) Izinketho zezindlu;
- 7) Ukungabizi;
- 8) Ukusimama;
- 9) Izimali ezizimele.

I-AfriSam ikhuthaza ukuba ngumnikazi womuzi futhi inikeza amathuba alandelayo kubasebenzi::

- Ubunikazi obungasese bendlu ngokuba nebhondi yendlu;
- Uhulumeni usize ubunikazi bezindlu nge-Finance Linked Individual Subsidy Program (FLISP) kubasebenzi abanezimfanelo (lamathuba okukhetha atholakala eNingizimu Afrika KUPHELA);
- Izaphulelo ezintweni zokwakha - Abasebenzi banikezwa isaphulelo sabasebenzi sokuthenga usimende, ukuhlanganisa (ama-aggregate) kanye nemikhiqizo esihlanganisiwe (i-readymix).
- Isibonelelo sendlu esingu-R850 ngenyanga sabasebenzi kusukela ku-H01 kuya ku-H08 (okungekhe ezingeni lokuphatha kanye nokusezingeni eliyisiqalo lokuphatheni). Isibonelelo sendlu sisiza nabasebenzi abangakakulungeli ukuthenga indlu ukuthi bathole izimpahla zokuqasha ezitholakala emakethe.
- I-AfriSam ingene kwisivumelwaneni seSikimu Sezindlu Zabasebenzi ne-FNB ngezinzuzo okuxoxiswene ngazo ezitholwa abasebenzi be-AfriSam. Lolu hlelo lwaqalwe ngo-Agasti 2022. Isikhwama Sokuhlinzeka Ngezibonelelo (i-provident fund) sisekele imali mboleko yezindlu

Nge-ASI Wellness Solutions, i-AfriSam inikeza uhlelo lokusiza abasebenzi oluhlanganisa ukuphathwa kwezimali zomuntu siqu sakhe kanye nokwelulekwa ngezikweletu ukusiza abasebenzi ngokuphathwa kwezimali zabo.

13 UMTHEHO 46 (C) (V)

Izinyathelo zokubhekana nokudla okunempilo kwabasebenzi



- a) Amahora okusebenza angamashifti okusebenza ajwayelekile futhi ezimweni zesikhathi esengeziwe esingahleliwe ukudla kuyanikezwa uma lawo mahora esikhathi esengeziwe edlula ku-19:00.
- b) Izingxoxo zolwazi ngokudla okunempilo zizokwenziwa nguMhlengikazi Wezempilo Yomsebenzi ngezikhathi ezithile.
- c) Ngesikhathi sezokwelapha, uMhlengikazi Wezempilo Yomsebenzi uzosiza ngezeluleko zokudla okunempilo ukunakekela izifo ezingamahlalakhona.
- d) Uma kwenzeka ubandanyeka ekucindezelekeni kokushisa, nokho okungajwayelekile, sinikeza abasebenzi izithako zokubuyisela amanzi emzimbeni

14 UMTHETHO 46 (C) (VI)

Uhlelo Lokuqhubekela Phambili Lokuthengwa Kwempahla kanye nokusetshenziswa kwalo ezinkampanini zaka-HDSA okuqondene Nezimpahla Nezinsizakalo Zezimayini



14.1 Uhlolajikelele lokuthengwa kwempahla

Umbono we-AfriSam wohlelo lokuthenga izimpahla ukuze ukuthengwa kwezimpahla okusezingeni lomhlaba kulo lonke iQembu nokuqinisa izindleko kanye nobuholi bemakethe. Ukuthengwa kwezimpahla ngaphakathi kwenkampani kuqinisekisa ukuthi imisebenzi yokuthengwa kwezimpahla evela eceleni (kumuntu noma imboni yesithathu) emazingeni wokusebenza ukuqinisekisa ukuthi izindleko eziphelele zobunikazi ziphansi kakhulu.

I-AfriSam isebenzisa inqubo yokuthenga ejwayelekile ephethwe yiqembu lonke ngokubambisana nabaphakeli kuzo zonke izigaba ukuze kuthuthukiswe izinsizakusebenza kanye nemisebenzi ngokusebenzisa amahhovisi okuthenga ahlanganisiwe, esifunda kanye nawasendaweni.

Le nkampani inemali esetshenzisiwe yonyaka eyizigidigidi ezingu-4.2 kanye nabaphakeli abangaba ngu-1900, okungu-98% wabo obalwa ngezinqubo zokuthenga ezijwayelekile eziphethwe ngaphakathi kwenkampani. U-61% wemali esetshenzisiwe iyonke imbozwe yisivumelwano samanani noma inkontileka futhi ibhekwa njengemali esetshenzisiwe elinganisiwe.

Ngenxa yobuchwepheshe bebhizinisi, i-AfriSam ithole izigaba ezahlukene zabaphakeli bazo zonke izimpahla nezinsizakalo ezithengwayo, okuyilokhu:

- Abahlinzeki bamasu - (Abahlinzeki ababalulekile bezimpahla ezibalulekile kanye nezinsizakalo ezinezibopho zenkontileka zesikhathi eside);
- Abathuthi - (Imikhumbi enegama kanye nabasebenzisana nabo benkampani yangaphandle abaletha imikhiqizo eyahlukahlukeni kumakhasimende e-AfriSam kanye nokuthutha izinto ezingenayo);
- Abakhiqizi Bezimpahla Ezithuthwayo;
- Abahlinzeki Bendawo - (Abahlinzeki abaseduzane lapho i-AfriSam isebenza khona kulo lonke elaseNingizimu Afrika. I-AfriSam isekela inqubomgomo yokusebenzisa imali kanye nokutshalwa kwezimali kwendawo emiphakathini yendawo); kanye
- Abahlinzeki bokungenisa impahla

Imisebenzi yokusekela yangaphakathi yeNkampani yayo yonke imisebenzi etholakala esikhungweni sezinsizakalo ezihlanganyelwe eHhovisi Eliyinhloko. Imininingwane yedatha ye-SAP Master iphathwa

esikhungweni sezinsizakalo ezihlanganyelwe futhi ihlala ivuselelwe. Yonke imibiko ehlobene ne-BEE ijwayelekile futhi ithathwe kule database yemibiko ephakathi, yesifunda kanye neyezitshalo.

Ngenxa yokuthi ingxenye yebhizinisi le-AfriSam iwela ngaphansi kwemibandela ye-Mining Charter, i-AfriSam iyadingeka ukuthi igcine izinhlelo kanye nemibiko ukuze ilinganise inqubekela phambili ekuguqulweni kwesimo sayo kanye nesabaphakeli.

14.2 Ukusebenza komhlinzeki, ubudlelwano kanye nemivuzo

Izivumelwano Zezinga Lokuphakelwa Nokuhlinzeka Ngezinsizakalo (ama-SSLA) ziqashelwa njengezindlela ezibalulekile zokwenza ubudlelwano bube semthethweni nabaphakeli ababalulekile bezwe nabasekhaya. Ukusebenzisana kanye nokuthembelana okudalwe kuzothuthukisa imithombo eqinile yokuphakelwa kwe-AfriSam kanye nemakethe eqinile yabaphakeli. Inhloso ukwakha ubudlelwano nabaphakeli ngokusekelwe ekulungeni nasekuhlonipheni, okuholela ekwenzeni ngcono uchungechunge lwenani elihlanganyelwe kanye nokuqondisa nokusiza abaphakeli enkambisweni yokuguqulwa.

Ekuphishekeleni ukusungula imithombo eqinile nethembekile yokuphakelwa, inkampani isebenzise uhlelo lokuhlola abaphakeli lwabaphakeli ababalulekile abanamasu nabasendaweni, lolu hlelo okwamanje lubukezwa futhi luzoqedwa ngo-Q4 2022.

14.3 Ukuthengwa kwempahla okunenzuzo

I-AfriSam isekela ukuthengwa kwempahla okunenzuzo njengendlela yokuguqula ezomnotho kanye nokuhlomisa abantu abamnyama ngokwezomnotho (B-BBEE). Lonke uchungechunge lokuhlinzeka lunokuqonda okuvamile nokuthenga okuphoqelekile kokuguqulwa. I-AfriSam izibophezele ekusekeleni nasekukhuliseni ukunikezwa amandla kwezomnotho kwabamnyama (i-B-BBEE) kanye namabhizinisi amancane, amancane naphakathi (ama-SMME) eNingizimu Afrika ngokugcizelela ekuthengeni ezinkampanini ezinikwe amandla. Le nkampani izibophezele ekusebenzeni nabaphakeli bayo abakhona ukuvumela ukuguqulwa kwabo, kanye nokuthengwa kwemikhiqizo nezinsizakalo kubaphakeli abasha abafaka izimiso zokuguqulwa.

Ngokusebenzisa amandla ayo okuthenga, i-AfriSam ibe neqhaza elikhulu ekuthonyeni abaningi babahlinzeki bayo ukuthi bakhiqize amakhadi abo okuhlola i-B-BBEE futhi bawahambise ukuze kuqinisekise isimo sabo se-B-BBEE. Inani leziqinisekiso ezintsha zokuqinisekisa kanye nokuthuthuka kwesilinganiso sokuthengwa kwempahla okunconywayo kweqembu kukhombisa ukuthi abahlinzeki banokuqonda okungcono ngesimo sabo futhi bangathatha izinyathelo ezengeziwe zokuthuthukisa izilinganiso zabo. Le nqubo izophinde ithuthukiswe ngokuthola izibopho kubaphakeli maqondana namasu abo okuguqula. Lokhu kuzokwenza iQembu likwazi ukulandelela lezi zibophezelo ezenziwe futhi liqinisekise ukuqaliswa kwazo. Lapho abahlinzeki bengakhombisi ukuzibophezela kwinqubo yokuguqulwa, iQembu lizohlola ithuba lokufaka abahlinzeki abahambisanayo.

Ukuze ukuguqulwa ngaphakathi kokuthengwa kwempahla kube nokusimama, amanani namazinga ezinsizakalo kudingeka abe nokuncintisana. Ngakho-ke i-AfriSam isiza abahlinzeki bayo ukuba babe nokuncintisana ngokusebenzisa izinqubo zokuqhathanisa nokuthengwa kwemikhiqizo yasendaweni nezomhlaba wonke lapho konke ukunikezwa kwabahlinzeki kuhlolwa khona ngokususelwa ku-Total Cost of Ownership (TCO), kufaka phakathi izinga lomnikelo we-BEE, intengo, insizakalo, ukuphepha kanye nekhwalithi.

Imigomo ehlucahlukene ye-B-BBEE ibekwa minyaka yonke ngesisekelo sikazwelonke senkampani futhi ihlukaniswe nemigomo yezifunda ezahlucahlukene zokuthengwa kwempahla. Imisebenzi ehlucahlukene ngaphakathi kwezifunda idala izinhlelo zokusebenza zabahlinzeki bendawo ngaphakathi kwemisebenzi ehlucahlukene ukufeza lezi zinhloso zesifunda.

Izenzo ezilandelayo ezibalulekile seziqualisiwe ezingeni leqembu ukuqhubela phambili ukuthuthukiswa kokuthengwa kwempahla okunconywayo kwe-AfriSam:

- Ukuqokwa koMphathi Wezokuthengwa Kwezimpahla Kazwelonke ukulawula nokwenza ngcono ukuqondanisa umsebenzi wokuthengwa kwempahla
- Ukuqokwa koMphathi Wezokuthengwa kwempahla ukuze asize ngamasu endawo ezifundeni
- Ukuqokwa kochwepheshe beTender kanye namaContracts ukuze alekelele futhi apha the wonke amathenda eQembu
- Ukushintsha kweNqubomgomo Yokuthengwa kwempahla ukuze kufakwe izidingo zomthetho omusha - Kuqaliswe ngesikhathi se-Q4 ka-2022
- Ukuqaliswa kwezinqubo zethenda eziwayelekile ukuze kufakwe izilinganiso zezindleko vs ze-BEE
- Kukhethwa kakhulu abaphakeli abane:
 - I-BEE yezinga eliphansi lika-4 kanye
 - Nobunikazi obulinganayo bezabelo obungaphezu kuka-25+1%
- Imigomo Yokukhokha Ewayelekile yabaphakeli abahlangabezana nezindinganiso ezingenhla yizinsuku ezingama-30 kanti Abaphakeli abanezinga lesi-5 noma ngaphezulu bathuthelwe ezinsukwini ezingama-45 ukuze bakhuthaze futhi bakhuthaze Uguquko.
- Ukugxila okukhulu ekwenzeni ibhizinisi nezinkampani ezinobunikazi bamasheya obungu-51% nangaphezulu kanye nezinkampani ezinobunikazi babesifazane abamnyama obungaphezu kuka-30%
- Inqubomgomo ebuyekeziwe izogxila nasekunikezeni ukukhetha izinkampani ezinobunikazi babesifazane nentsha obungu-51% okungenani ngokwezidingo ze-Charter entsha.
- Ukushintsha abathengisi abangenazo izitifiketi ze-B-BBEE ezisemthethweni noma ukukhombisa ukuthuthukiswa kobunikazi nabathengisi abahlangabezana nezidingo eziphansi
- Ukuthola izimpahla eziqondiwe kubalingani bebhizinisi abaphethwe ngabantu abamnyama kube yinto ebalulekile
- Ukusheshisa ukuguqulwa kwabathuthi - amaphrojekthi athile esifunda.
- Imihlangano yolwazi eqhutshwa kuzo zonke izifunda zabahlinzeki bamanje nabangaba khona kanye nabasebenzi be-AfriSam.
- Ukusebenzisa Uhlelo Lokuthuthukiswa Kwamabhizinisi ukusiza osomabhizinisi ekukhuliseni amabhizinisi abo kanye nokuthuthukisa abaphakeli abasha be-SMME be-AfriSam.
- Kuhlelwe eminye imihlangano yokufundisa abaphakeli eyenzeka njalo ngo-2023 ukusiza abaphakeli ukuthi baqonde kangcono umthetho we-B-BBEE kanye nezidingo njengoba kuchazwe kuMqulu Wezimayini 3.

Ithebula 34: Umthetho-sisekelo Wezimayini 3 Okuhlosiwe 2023– 2027

Isigaba	Incazelo	Isisekelo Esihlosiwe	2023 Okuhlosiwe	2024 Okuhlosiwe	2025 Okuhlosiwe	2026 Okuhlosiwe	2027 Okuhlosiwe
IZIMPAHLA ZEZIMAYINI	Izimpahla Ezikhiqizwayo zaseNingizimu Afrika	70%	> 70%	> 70%	> 70%	> 70%	> 70%
	Inkampani Ebuswa Futhi Ephethwe Abantu Abangenayo Emlandweni (51% BO)	21%	> 21%	> 21%	> 21%	> 21%	> 21%
	Inkampani Ephethwe futhi Ilawulwa Abesifazane 51% WO	5%	1%	2%	3%	4%	5%
	NOMA						
	Inkampani ephethwe futhi ilawulwa yintsha - 51% Phakathi kweminyaka engu-18 nengu-35)	5%	1%	2%	3%	4%	5%
	I-BEE Compliant Company (Level 4 kanye nama-26% aphethwe ngabantu abahlwempu ngokomlando)	44%	44%	>44%	>44%	>44%	>44%
	Izinkampani Ezizinze eNingizimu Afrika	80%	> 80%	> 80%	> 80%	> 80%	> 80%
IZIDINGO	Izinkampani Ezilawulwayo Neziphethwe Abantu Abangenayo Emlandweni (51% BO)	50%	> 50%	> 50%	> 50%	> 50%	> 50%
	Inkampani Ephethwe futhi Ilawulwa Abesifazane (51% WO)	15%	15%	>15%	>15%	>15%	>15%
	Inkampani ephethwe futhi ilawulwa yintsha (51% Phakathi kweminyaka engu-18 nengu-35)	5%	5%	>5%	>5%	>5%	>5%

	I-BEE Compliant Company (Level 4 kanye nama-26% aphethwe ngabantu abahlwempu ngokomlando)	10%	> 10%	> 10%	> 10%	> 10%	> 10%
	Izindleko Zokucwaninga Nokuthuthukisa	70%	> 70%	> 70%	> 70%	> 70%	> 70%
	Ukuhlaziywa okwenziwa ezikhungweni eziseNingizimu Afrika	100%	> 100%	> 100%	> 100%	> 70%	> 100%

14.4 Uhlelo Lokuthuthukiswa Kwamabhizinisi Nabahlinzeki

I-AfriSam ibheka ukuthuthukiswa kwamabhizinisi njengengxenywe ebalulekile yokukhuthaza nokukhuthaza ukuthuthukiswa kwama-SMME amnyama eNingizimu Afrika. I-AfriSam iyayisekela ngokuqinile, futhi izibheka njengomdlali obalulekile we-National Ajenda ekukhuthazeni umkhakha wama-SMME ochumayo ikakhulukazi ezindaweni lapho iNkampani isebenza khona.

Inselelo isese ukukhulisa ukubamba iqhaza kwabesifazane nentsha ochungechungeni lokuhlinzeka, ngakho-ke iNkampani ithuthukisa uhlelo lokuthenga nokuthuthukisa abaphakeli bendawo olunobuciko nolusebenzayo ukuze kunqotshwe le nselele. Lolu hlelo kufanele lusize ekwandiseni ukusetshenziswa kwemali emiphakathini yendawo okuholela emnothweni othuthukisiwe kanye nomsebenzi emiphakathini eseduze nemisebenzi ye-AfriSam.

I-AfriSam iyazazi izinselelo ama-SMME abhekene nazo ekwenzeni ibhizinisi ngaphakathi kwezizimayini nakwezinye izimboni ezifana ne:

- Ukuntuleka kwamakhono afanele phakathi kwamabhizinisi endawo
- Ukuntuleka kwemali kanye nemishini edingekayo
- Ukufinyelela ezimakethe ezengeziwe zokukhulisa ibhizinisi

Uhlelo Lokuthuthukiswa Kwamabhizinisi Nabahlinzeki luzohlose ukufeza umgomo wesikhathi esifushane kanye nowesikhathi eside:

- Indlela yesikhashana igxile kuma-SMME asekelwe emiphakathini angabaphakeli abakhona noma abaphakeli abangaba khona. Inhloso yaleli qembu eliqondiwe ukwandisa amakhono abo kanye namandla ngaphandle kokuthinta kabi amazanga okuphepha noma izidingo zekhwalithi yokusebenza. I-AfriSam izonikeza ama-SMME ukuqeqeshwa kwamakhono ebhizinisi ayisisekelo, futhi ibasize ukuqinisekisa ukuthi amabhizinisi abo ahambisana nazo zonke izidingo zomthetho.
- Inhloso yesikhathi eside kuzoba ukwandisa ukuncintisana nokuthuthukisa ukufinyelela kwezinye izimakethe zesifunda nezesizwe ngaphandle kwe-AfriSam. Ama-SMME azonikezwa ukuqeqeshwa, ukuqinisekisa ukuthi asebenza kahle ezinkontilekeni zawo zamanje kanye nokuwalungiselela izimakethe ezintsha ezingaba khona. Usizo lwezezimali luzonikezwa abaphakeli abakhona ngemuva kwenkontileka yesikhathi eside ne-AfriSam. Ukudalulwa kwemakethe kuzonikezwa amabhizinisi alungele imakethe nokukhula.

15 IMITHETHO 46 (D) (I)

Ukusungulwa kweForamu Yesikhathi Esizayo



15.1 Isingeniso

I-Future Forum iyindikimba yokuphathwa kwabasebenzi egxile ekuqalisweni nasekuqapheni uhlelo lwezenhlalo nezabasebenzi. Isakhiwo se-Future Forum sikhona ukuze kube lula izinqubo zokubonisana ukuze abaphathi bemigodi, abasebenzi kanye nabameleli bezinyunyana abaziwayo bakwazi ukuhlangana njalo ngekota ukuze baxoxe ngezinkinga zasemsebenzini. Sihlinzeka ngethuluzi elisemthethweni lapho bonke abantu abathintekayo bengabonisana futhi baxoxe ngezinselelo kanye nezixazululo ezingaba khona zezinkinga ezibhekene nemigodi ezingase zibe namandla okuholela ekudilizweni okungenzeka esikhathini esizayo.

15.2 Amasu nezinhlalo

I-Future Forum isungulwe yi-Umlaas Road Quarry futhi inezinhloso ezilandelayo:

- ukubonisana nokuthatha izinyathelo zokugwema ukulahlekelwa yimisebenzi emikhulu;
- ukunciphisa umthelela wezenhlalo nowezomnotho wokulahlekelwa yimisebenzi;
- ukulindela amathuba okulahlekelwa yimisebenzi nokuqalisa izinhlelo zesikhashana;
- ukunikeza isixwayiso ngesikhathi kubantu abathintekile ukuze bathuthukise amathuba abo okuthola eminye imisebenzi;
- ukuxoxa ngemikhuba nezinselele zembali njalo; nokwazisa uMnyango Wezabasebenzi ngezinhlelo uma abasebenzi abangaphezu kuka-10% bengadilizwa emsebenzini ngonyaka owodwa.

16 UMTHEHO 46 (D) (II) AND (III)

Izindlela zokugwema ukulahlekelwa yimisebenzi kanye nokwehla kwemisebenziemployment



16.1 Isingeniso

Isinyathelo esiqondile nesifanele kakhulu ukukwenza wukuthi iNkampani ne-Umlaas Road Quarry zisize abasebenzi abangase baxoshwe ukuthola eminye imisebenzi.

16.2 Isu nezinhlalo

TAmahhovisi Esifunda seKampani eKwaZulu-Natal azokwakha amasu okuphathwa ukuze kwethulwe izinyathelo ezingavimbela ukulahleka kwemisebenzi uma kwenzeka izimo ezisongela umsebenzi oqinisekisiwe.

Kuzolandelwa ezinye izinqubo lapho izimo zomnotho ezikhona zibangela ukuthi isilinganiso sokuzuzakuholo le-Umlaas Road Quarry sehle ngezansi kuka-6% ngokwesilinganiso esihlala njalo izinyanga eziyi-12. Lezi zinqubo zizofaka phakathi:

- izingxoxo – inqubo yezingxoxo ngokwemigomo Yesigaba 52 (1) YoMthetho;
- ukusebenzisa Isigaba 189 soMthetho Wezobudlelwano Bezabasebenzi, 1995 – inqubo yokusebenzisa Isigaba 189 soMthetho Wezobudlelwano Bezabasebenzi, 1995;
- ukwazisa iBhodi leZimayini Nezintuthuko Zemigodi – inqubo yokwazisa leli Bhodi ngokwemigomo Yesigaba 52 (1) (a) YoMthetho; kanye
- ukuhambisana nomyalelo weNgqongqoshe – ukuhambisana nomyalelo weNgqongqoshe nokuqinisekisa ukuthi izinyathelo zokulungisa zizothathwa.

16.3 Izimiso Nezindlela

Inkampani izosebenzisa lezi zimiso ezilandelayo maqondana nokulahlekelwa imisebenzi nokuncishiswa:

- ukuphepha komsebenzi kubaluleke kakhulu kubasebenzi kunalokho ukuziphatha kwabo kwansuku zonke okungase kukhombise. Ukungabi nakho kudala ukukhathazeka okuningi. Ukugwema ukususwa emsebenzini lapho kungenzeka khona nokubhekana nokubuyiselwa kokuzinza emva kwalokho kubalulekile ekubuholini
- ukuhwebelana kabusha kwabasebenzi abanolwazi lokuncintisana, amakhono ambalwa kanye nokuziphatha okuvelele emsebenzini kubaluleke kakhulu enkampanini. Noma kunjalo, ubuhle bokushintsha okusheshayo okuqhubekayo emikhakheni yezimakethe, ubuchwepheshe namathuba kuphoqa wonke umuntu ukuthi avume ukuthi ukuqashwa okuqinisekisiwe kuze kube yilapho eseyothatha umhlalaphansi akunakwenzeka;

- c) esikhundleni sokuqashwa okuqinisekisiwe, abaqashi abakhethwayo banikezela ngezokuthuthukiswa komuntu kanye nokwabelana kwabasebenzi ngokukhetha kwabo mayelana nokufunda okuqhubekayo ukuze babe namakhono aphahekayo ngaso sonke isikhathi ukuze bakwazi ukubhekana nezidingo zoshintsho oluqhubekayo emhlabeni womsebenzi; kanye
- d) nokuzethemba ekuphatheni kugcinwa kuphela ngesikhathi sokwehliswa kwabasebenzi uma ukukholelwa ekwazini kwebhizinisi, ubulungiswa kubantu kanye nokuxhumana okuthembekile, okucacile kugcinwa kukhona

17 UMTHETHO 46 (D) (III)

Izindlela zokuhlinzeka ngezixazululo nezinhlelo ezihlukile zokwakha imisebenzi kwezokuphepha lapho ukulahlekelwa imisebenzi kungagwemeki



17.1 Isingeniso

Izinto ezihlanganisiwe zibhekana nomthelela wezomnotho ojikelezayo, ngakho-ke kulindeleke ukuncishiswa kwezisebenzi ngezikhathi ezithile. Isimo samanje semboni sinzima ezimbonini zemayini nezokukhiqiza:

- a) Akukho, noma kuncane ukukhula embonini
- b) Ukwanda kokuncintisana emakethe maqondana nabangena emakethe abasha
- c) Akukho ukuthuthukiswa kwesikhungo okusheshayo

Izinselelo zomkhakha zinomthelela ocacile ebhizinisini kulo mkhakha, kodwa i-AfriSam ibike ukusingatha lezi zinselelo ngempumelelo iminyaka eminingi ngokusebenzisa izinqubo nezakhiwo ezihlelwe kahle ukuze:

- a) kugwemeke ukuncishiswa kwabantu emsebenzini
- b) Kugwemeke ukuvalwa kwezindawo zokukhiqiza eziyinhloko

Ngenxa yezinselelo zamanje zemakethe i-AfriSam kungenzeka idinge ukubukeza izakhiwo esikhathini esizayo.

Eizameni yethu yokuqinisekisa umsebenzi noma yikuphi ukubuyekezwa kwezakhiwo kuzokwenziwa ngendlela enesibopho ukuze kugwemeke noma kuncishiswe ukulahleka kwemisebenzi ngokubandakanya bonke ababambiqhaza futhi sisebenzisa zonke izindlela esinazo.

Izindlela ezilandelayo zikhona ukuvimbela ukulahleka kwemisebenzi kanye nokwehla kwemisebenzi okuxoxwa kabanzi ngakho kulomqulu okuphathwa ngohlelo oluchaziwe, oluhlelekile kanye nobambiswano nozakwethu bezempilo abangochwepheshe abangaphandle:

- a) Izinkundla zesikhathi esizayozimi ngomumo endaweni ngayinye yezimayini, futhi imihlangano yenzeka njalo ngekota
- b) Inqubo yokunciphisa abasebenzi igxile ku
 - I. Inqubo Yokubonisana
 - II. Ukwelulekwa ngabanye

III. Izinyathelo zokugwema ukuncishiswa kwabantu emsebenzini

IV. Ukudluliselwa ngaphakathi

V. Usizo olunikezwa abasebenzi abathintekile ekusikweni kwemisebenzi ngokuxhumana nezinkampani zasendaweni ukuze bafune imisebenzi ehlukile ngaphandle kwenkampani

VI. Amathuba okuthuthukiswa kwamabhizinisi/amakhono/amakhono aphahekayo okuqeqeshwa avumela abasebenzi abathintekayo ukuba baqhubeke besebenza ngokomnotho

c) Ukudluliselwa kwabasebenzi njalo kuyindlela ekhethwayo kunokulahlekelwa wumsebenzi. I-AfriSam iqukethe izindawo eziningana zebhizinisi ngaphandle kwemayini okungukuthi ukuthengisa nokumaketha, izokuthutha, usimende, isu nokuthuthukiswa, izinsizakalo zobuchwepheshe kanye nokuxubana okulungile. Lezi zigaba zihlala zicatshangwa uma kuziwa ekudluliseni abasebenzi.

d) Ukuthuthukiswa kwamakhono

I. Ukuthuthukiswa kwekhono okuqhubekayo kuyingxenye yohlelo lokuthuthukiswa komuntu siqu lwabasebenzi ngabanye

II. Ukuthuthukiswa kwamakhono kuhlobene nokuthuthukiswa nokwandiswa kwamakhono adingekayo emsebenzini owenziwa ngumsizi kanye nokuthuthukiswa kwamakhono ezobuchwepheshe/ezokusebenza ukuze kuthuthukiswe umsebenzi futhi kuhlale kusebenzeka ngokwezimali

III. Izinhlelo zokuthuthukisa zihlanganisa ukuqeqeshwa kwezokuphepha, ukuhambisana nemithetho, IT, ubuchwepheshe, izisebenzi, ukuphatha, kanye namakhono obuholi

IV. Ukuqeqeshwa kwamakhono aphahekayo okunikela amathuba omsebenzi ozimele

V. Ukuhlolwa ngaphakathi kusetshenziswa njengethuluzi lokuhlola ikhono lomsebenzi ukuthi angafundiswa kabusha ukuze asebenze emsebenzini ohlukile engxenyeni yebhizinisi njengohlukile kwezimayini

VI. Ukuhlelwa kwamandla omsebenzi okuyindlela esunguliwe yenkampani yokuphatha izidingo zabasebenzi ngokulawula inani labasebenzi lapho kungase kwenziwe khona ukuvinjelwa kokuqashwa kwabantu abasha okwenza kube lula ukuhlela kabusha abasebenzi abakhona

Uma ukulahlekelwa yimisebenzi kungagwemeki emva kokuhlola izixazululo ezihlukahlukene, abaphathi basenkwalini bazoxhumana nabamele abasebenzi noHulumeni ukuqinisekisa ukuthi inqubo iphethwe kahle, ukuthi imiphumela yayo iyancishiswa nokuthi izinyathelo ezilandelayo zingathathwa:

- a) sebenzisa indlela yokumisa ukuqokwa/ noma ukuqasha kwangaphandle;
- b) nikeza amaphakheji okuhlukanisa ngokuzithandela;
- c) nikela abasebenzi umhlalaphansi wokushesha;
- d) faka abasebenzi kabusha kwezinye izinxenye zenkampani lapho kungenzeka; futhi
- e) dala umsebenzi ngemuva kwezimayini lapho ukulahleka kwemisebenzi kungagwemeki.

17.2 Isu nezinhloso

Lapho i-quarry izoncishiswa (nomphumela ongaba khona wokulahleka kwemisebenzi) noma lapho ukumbiwa kwemayini kuzophela, kuzolandelwa izinqubo ezilandelayo:

- a) ukubonisana - inqubo yokubonisana ngokusho kwesigaba 52 (1) soMthetho;
- b) ukusebenzisa iSigaba 189 soMthetho Wezobudlelwano Bomsebenzi, 1995 - inqubo yokusebenzisa iSigaba
- c) ukwazisa uMkhandlu Wezokuthuthukiswa Kwezimbiwa Nokumbiwa Kwezimayini - inqubo yokwazisa uMkhandlu ngokweSigaba 52 (1) (b) soMthetho; kanye
- d) ukuxhumana ngokuncishiswa okungenzeka - kuzolandelwa isu lokuxhumana eliphumelelayo:
 - i. ukwazisa abasebenzi ngokuncishiswa okungase kwenzeke;
 - ii. ukwazisa abanye abathintekayo (izindawo ezithumelayo, omasipala, njll.) mayelana nokuncishiswa okungase kwenzeke emsebenzini; kanye
 - iii. ukwazisa amaqembu angaphandle (abezindaba, njll.) mayelana nokuncishiswa okungase kwenzeke emsebenzini.

17.3 Izinqubo

Lezi zinyathelo ezilandelayo zisebenza njengesiqondiso seNkampani lapho izidingo zokusebenza zibangela ukudilizwa kwemisebenzi kanye nokwehliswa kwabasebenzi kuyadingeka ngokwemibono yebhizinisi:

- a) inhloso yokunciphisa izisebenzi;
- b) ukudalulwa kolwazi;
- c) ukuqala kokubonisana;
- d) ukubonisana mayelana nokugwema ukuxoshwa;
- e) ukuhlangana ukuze kuqinisekise imisebenzi eyengeziwe;
- f) ukubonisana mayelana nezindinganiso zokukhetha;
- g) ukuhlonza izindawo zokuphumula;
- h) ahlangane nabasebenzi abathintekayo; futhi
- i) ukwelulekwa komuntu siqu.

Izithakazelo zeNkampani zizovikelwa ngenkathi zihambisana nezidingo zomthetho futhi zihlangabezane nezidingo zenhlalo nezomnotho zalabo bantu abashiya kanye nalabo abaqhubeka besebenza.

17.3.1 Ukwelulekwa Komuntu Siqu

Ukwelulekwa kwezinga eliphakeme kubhekise ekwazisweni kwamaqiniso, ukuchazwa kanye nokusingathwa kwemibuzo yabasebenzi ngabaphathi esimweni seqembu, kanti ukwelulekwa kwezinga elincane kungabandakanya isisebenzi esisodwa noma iqembu elincane elinenkinga ethile okumele ixazululwe.

IZINGA LE-MICRO

Ukwelulekwa komuntu ngamunye kuyohlinzekwa ukuze kuhlangeke shezwane nezidingo ezingokomzwelo futhi kusetshenzwe emizweni engase ihluke kakhulu kubantu ngabanye ngokuphathelele nokuhlukumezeka nokungaqiniseki ngekusasa labo okumelwe abasebenzi babhekane nakho. Izingxoxo zamaqembu kanye nokwelulekwa ngaphansi kokuqondiswa

ochwepheshe ukubhekana nalokhu okungenhla kungenza lula inqubo futhi kuzokwakha izinhlelo zangaphakathi zokusekela.

Abasebenzi abathintekayo kulolu hlelo lokunciphisa izisebenzi bazonikezwa ithuba lokuya emihlanganweni yokwelulekwa nomhlinzeki woHlelo Lokusiza Abasebenzi ukuze bakwazi ukubhekana nezimo ezingokomzwelo zokunciphisa izisebenzi ezingase zivele.

Ukwaziswa okuyiqiniso kungasatshalaliswa ezingeni elincane noma elikhulu, kuye ngezidingo nezimo zomkhaya. Ulwazi oluthile oludingekayo lubandakanya:

- a) imibandela yokuncishiswa kanye nokwelulekwa kwezezimali okuvela ku-HR Administration;
- b) izimo eziqondile nezibucayi zomuntu siqu ezizodala ubunzima abaphathi okungenzeka ukuthi bebengakwazi ngabo kuze kube manje;
- c) Izinketho zoHlelo lwezinzuzo, kubandakanya ezokwelapha nezokuthatha umhlalaphansi kanye nezindaba ezihilelekile ekukhetheni okumele kwenziwe;
- d) imininingwane ephathelene nanoma yiziphi izinzuzo ezifana nekhefu, ukuqeqeshwa, njll. ;
- e) kanjani futhi kuphi ukufaka isicelo se-UIF?
- f) izinzuzo kufanele zilinganiselwe futhi abasebenzi kufanele baziswe ukuthi amanani aqondile anganikezwa kuphela uma usuku lokuyeka kanye nemininingwane yokugcina isiqinisekisiwe;
- g) abasebenzi abahlala ezindlini zeNkampani kufanele bahlele ukufuduka kwabo nezindawo zokuhlala ezihlukile;
- h) yiziphi izinsiza ezitholakalayo zokweluleka nezinye izidingo? futhi
- i) isikhathi lapho usizo luzonikezwa khona yiNkampani.

IZINGA LE-MACRO

Ukuhlelwa Kabusha Enkampanini

Kuzochazwa inqubo yangaphakathi yokugqashwa kabusha futhi kunikezwe isiqondiso sokwenza izicelo zomsebenzi. Abaphathi ngeke bazame ukuhlela kabusha isisebenzi ngaphandle kokubandakanyeka kwaso kusengaphambili kodwa bazokhathalela ukufeza ukuhlela kabusha okwanelisa ngangokunokwenzeka kokubili isisebenzi kanye nebhizinisi.

Imisebenzi Yesikhathi Esizayo Yezisebenzi Eziphumayo

Usizo lunganikezwa kubasebenzi abathintekayo ngokuncishiswa ngokusebenzisa ukuxhumana nezinye izinkampani zendawo ukuze bafune eminye imisebenzi ngaphandle kweNkampani. Lokhu kuzoqalwa umphathi wesisebenzi ngokusebenzisa uchwepheshe we-HR.

Amathuba okuqeqeshwa kwezamabhizinisi/ukuqeqeshwa kwamakhono okuvumela abasebenzi abathintekayo ukuthi bahlale besebenza ngokwezomnotho kuzobhekwanawo.

Abasebenzi Abasele

Wonke umuntu eNkampanini angabona ukuthi umsebenzi wakhe usengozini ngesikhathi sokuhlehliswa komsebenzi futhi ukuxhumana nalabo abangabekelwe eceleni noma labo abasusiwe ohlwini ngesikhathi sokuhlehliswa komsebenzi kubalulekile ekuqiniseni isimo somsebenzi ngemuva kokuhlehliswa komsebenzi.

Ukuvumelana kwezokuxhumana kwabaphathi, kanye nokubonakaliswa kwangempela nokuthembekile kokunakekelwa kweNkampani kanye nobuqotho bezinqumo kunikeza izinselelo ezithile zobuholi okumele kuhlangekshwane nazo ngezikhathi ezinzima ukuze isimo somqashi ozikhethelayo singonakaliswa.

18 UMTHETHO 46 (D) (IV)

Izindlela zokuthuthukisa umthelela wezenhlalo nezomnotho kubantu ngabanye, ezifundeni nasemnothweni lapho ukuncishiswa noma ukuvalwa komgodi kuqinisekile



18.1 Isingeniso

Ukuhlela ukuvala nokwehlisa umsebenzi kwenzeka kulo lonke ijika lokuphila le-Umlaas Road Quarry. Uma sekuvalwa, umhlaba lapho kwenziwa khona inkwali uzophinde ubuyiselwe esimweni futhi wenziwe ufanele imisebenzi engahluka kusukela kwezemidlalo nakwezokuvakasha kuya ekuthuthukisweni kwamabhezini endawo. Kuzo zonke izakhiwo, ukuqinisekiswa kuzofunwa kuMasipala waseMkhambathini ukuze kuqinisekise ukuthi noma bona noma umthuthukisi ozimele bazimisele ukuthuthukisa lesi sikhungo. Amaphrojekthi, ngokubambisana noMasipala waseMkhambathini, azokwakhiwa ngaphambi kokuvalwa ukuqinisekisa ukusetshenziswa komhlaba okungcono, okusimeme. Umlaas Road Quarry uzoba nengxoxo ngaphakathi kwe-Local Economic Development Forum ukuchaza ukusetshenziswa okuhle kwezinsiza ngemva kokuvalwa, ukuze kuqinisekise ukuthi izakhiwo ezingase zisetshenziswe umphakathi azibhidlizwa nje kuphela.

18.1 Isu nezinhloso

Umlaas Road Quarry uzokwenza umzamo wonke wokunciphisa umthelela wezenhlalo nowomnotho kubantu ngabanye, ezindaweni nasemnothweni lapho ukuhoxiswa kwemisebenzi nokuvalwa kwezimayini kuqinisekisiwe. Lezi zinhlelo zizogxila ku:

- a) izinsizakalo zokuhlola nokwelulekwa zabantu abathintekayo;
- b) uqeqesho oluphelele lokuzisebenzela kanye nezinhlelo zokuphinde uthole umsebenzi; and
- c) ukuqeqeshwa kwamakhono aphahekayo.

18.2 Ukuqeqeshwa kwamakhono okuthwalwayo

Njengokushiwo ngaphansi kweSigaba 2.5, Inkampani iyavuma ukuthi uhlelo lwamakhono aphahekayo lubalulekile ukuze lunike abasebenzi amakhono okuphila naphathekayo ukuze kubasize ukubhekana nezinqubo zomnotho-nezenhlalo uma umsebenzi wabo osemthethweni usunqanyuliwe.

Umlaas Road Quarry uzokhetha abanikezeli bezinsiza abaqinisekisiwe ukuze banikeze la amakhono kubo bonke abasebenzi abakhonjwe. Amakhono aphahekayo akhonjwe esigabeni 2.5 ahlobene nebhizinisi leNkampani futhi abasebenzi abanamakhono bazokwazi ukuwasebenzisa ngenkathi besebenza e-Umlaas Road Quarry kanye nangemva kokunqanyulwa kokuqashwa ngokusemthethweni. Inzuzo yalolu hlelo wukuthi abasebenzi abanyanyulelwe umsebenzi ngaphansi

kwe-Umlaas Road Quarry bazokwazi ukuphila izimpilo ezisebenzisekayo ngokuzuza imali emakethe yomsebenzi engakahleleki

I-Umlaas Road Quarry izophinde inikeze abasebenzi ithuba lokuqeqeshelwa amakhono uma sekubonakala ukuthi umsebenzi uzakuncishiswa (ngemiphumela engase ibe khona yokulahlekelwa imisebenzi) noma ngesikhathi sokuyeka kwemayini nemikhiqizo. Isinqumo sezifundo ezihlinzekwayo sizothathwa ngokubambisana nabasebenzi abahlelekile, futhi abaphathi bazobheka ne-IDP yombuso wendawo ukuze kutholakale izifundo ezifanele. Inani elibekiwe ngaphambilini ngomsebenzi ngamunye lokuqeqeshwa ekutholeni ikhono eliphathekayo lomsebenzi ngokukhetha kwakhe (ngokusho kohlu oluchaziwe) lizotholakala.

19 UMTHEHO 46 (E)

Ukuhlinzeka ngezimali zokuphumelelisa uHlelo Lwezemisebenzi Nezenhlalo ngokwezinhlelo zokuphumelelisa uHlelo Lokuthuthukiswa Kwezinsiza Zabantu, Izinhlelo Zokuthuthukiswa Komnotho Wendawo kanye nezinqubo zokuphatha ukunciphisa abasebenzi nokudilizwa kwemisebenzi



19.1 Ukuhlinzekwa kwezimali zokuqaliswa kohlelo lwezenhlalakahle nezomsebenzi

Ithebula 35 libonisa izindleko ezilinganisiwe zokungenelela kokuqeqesha e-Umlaas Road Quarry kanye nezindleko ezilinganisiwe zezikhundla zentuthuko ezifana neziLearnerships, imifundaze, iInservice kanye nonjiniyela abafundiswa emsebenzini.

Ithebula 35: Isabelozimali Zokuqeqeshwa Kwabantu – Umlaas Road Quarry

Ukungenelela	ISABELOZIMALI SIKA-HRD					Inani Lesabelozimali 2023 - 2027
	2023	2024	2025	2026	2027	
Ukuqeqesha	R 67,520	R 66,186	R 74,879	R 78,596	R 85,000	R 372,181
18.1 Izifundo (ama-intenship)	R 255,477	R 0	R 0	R 0	R 0	R 255,477
18.2 Izifundo (ama-learnership)	R 0	R 224,077	R 224,277	R 244,387	R 0	R 692,741
Amakhono Aphahekayo	R 0	R 10,000	R 10,000	R 5,000	R 0	R 25,000
AET	R 0	R 0	R 0	R 0	R 0	R 0
Imifundaze	R 0	R 0	R 386,115	R 372,199	R 395,919	R 1,154,233
Usizo Lokufunda	R 0	R 0	R 15,000	R 15,000	R 0	R 30,000
I-inservice	R 0	R 0	R 100,077	R 104,877	R 0	R 204,954
Onjiniyela Abaqeqeshwayo	R 0	R 0	R 0	R 0	R 0	R 0
Inani	R 322,997	R 300,263	R 810,348	R 820,059	R 480,919	R 2,734,586
5% ehlosiwe nasekelwe enanini	R 353,002	R 334,793	R 350,790	R 371,505	R 393,268	R 1,803,358

elikhokhelwayo le-Quarry						
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Ithebula 36: Isabelozimali ZokuThuthukiswa Komnotho Wendawo – Umlaas Road Quarry

Ukungenelela	2023	2024	2025	2026	2027	Total
Community multipurpose sport field	R 0.00	R 0.00	R 0.00	R 997,621	R 997,621	R 1,995,242
Inani	R 0.00	R 0.00	R 0.00	R 997, 621	R 997, 621	R 1,995,242

19.1 Ukuhlinzekwa ngokuncishiswa kwemisebenzi

Uma kwenzeka ukuncishwa kwezisebenzi, izindleko ezilandelayo ziyakhokhwa yiNkampani:

- iholo lekhefu elilinganisiwe, ibhonasi elinganisiwe kanye nenkokhelo yokuxoshwa. (Uma isaziso sisebenza, sikhokhelwa njengenkokhelo evamile). Isikhathi sesimemezelo siyizinsuku zekhalenda ezingu-30 (amashumi amathathu) kubo bonke abasebenzi;
- isinxephezelo sokuqedwa komsebenzi esiyinyanga eyodwa kanye namaviki amabili omholo ngonyaka ngamunye wokusebenza ophelile kodwa okungenani sibe izinyanga ezintathu zomholo;
- izindleko zokwelulekwa ngokuncishiswa kwabasebenzi abahlehlisiwe

Isabelozimali esingu-R sinikezwe ngenhloso yokwehlisa abasebenzi nokunciphisa abasebenzi kusesho lomjikelezo ka-2023 – 2027.

Ithebula 38 elingezansi libonisa isabelozimali yokuqeqesha kanye nezindleko zokwehlisa amazinga nokuqeda izikhundla. Kukhona umholo ongu-R25,000 owenziwe ngenhloso yokwehlisa izinga nokususa abasebenzi emsebenzini.

Itafula 37: Isabelozimali Zokuthuthukiswa Kwabasebenzi - Umlaas Road Quarry

Ukungenelela	Isabelozimali ka 2023	Isabelozimali ka 2024	Isabelozimali ka 2025	Isabelozimali ka 2026	Isabelozimali ka 2027
Amakhono Apathhekayo	R0	R10,000.00	R10,000.00	R5,000.00	R0
Inani	R0.00	R10,000.00	R10,000.00	R5,000.00	R0

20 UMTHEHO 46 (F)

Isivumelwano somnikazi welungelo lemayini ukuze kuqinisekiswa ukuhambisana noHlelo Lwezenhlalakahle kanye Nezemisebenzi nokwazisa abasebenzi ngakho



Mina, _____, ngisayine futhi ngigunyazwe ngokufanele yi-AfriSam (South Africa) Properties (Pty) Ltd egameni le-Umlaas Road Quarry, ngiyazibophezela ukunamathela kulwazi, izidingo, izibopho kanye nemibandela njengoba ibekiwe kuHlelo Lwezenhlalakahle Nezabasebenzi.

Isayinwe ngo _____ ngalolu _____ usuku luka _____ 2025

Isiginesha yomuntu ophethe _____

Ukuqokwa: Izinto Zokwakha Eziphezulu

Okuvunyelwe

Isayinwe ngo _____ ngalolu _____ usuku luka _____ 20 _____

Isiginesha _____

Oqokiwe _____