

VERULAM QUARRY

UHLELO
OLULUNGISIWE
LWEZENHLALO
NABASEBENZI

KZN 30/5/1/2/2/206

2023 KUYA 2027

LUTHUNYELWE:

10 OCTOBER 2024

ISIFINYEZO SOKUPHATHA



Uhlelo Lwezenhlalo Nezabasebenzi (phecelezi i- *Social Labour Plan* - SLP) luhlanganiswe njengesibophezelo ekufakeni isandla ekuthuthukisweni komnotho-nokuphila kwabantu baseNingizimu Afrika, ngokugxila okukhethekile kwezenhlalo nomnotho okunomthelela ekusebenzeni ezindaweni ezizungezile. I-SLP iphinde inikeze ithuba lokuthuthukisa abasebenzi abebhekene nencindezi ngokomlando kanye nokuhlomisa amalungu omphakathi ozungezile ngezinhlelo zokuqeqesha ezahlukahlukeni.

Lolu hlelo lwenziwe ngokulandela iMithetho ye-MPRDA Isigaba 46 (a-f) nesoMthetho we-MPRDA.

Ngokuhambisana neSivumelwano sezoKumbiwa Phansi (iziMayini), le SLP izogxila kulokhu:

- Ukuthuthukiswa kwezaBasebenzi,
- Ubulungisa kwezeMisebenzi,
- Ukuthengwa kweZimpahla,
- Izindlu, ukuThuthukiswa koMnotho weNdawo,
- Ukuphathwa koKwehliswa kwaBasebenzi nokuXoshwa eMsebenzini.



Uhlu Lokuqukethwe

ISIFINYEZO

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Izifinyezo Zamagama

AET	Imfundo yaBantu Abadala noKugeqeshwa (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	Ukubuyekizwa 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)
PIC	Inkampani iSoc Ltd Yokutshalwa Kwezimali Komphakathi (i-Public Investment Corporation Soc Ltd)
RSC	Umkhandlu Wezidingo Zesifunda (i-Regional Services Council)
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 Wokunxeshelwa 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 oluhlose ukuthuthukiswa kanye nokuphathwa okuhlanganisiwe kwendawo kamasipala njengoba kuhlangozwe kuMthetho Wezinhlaka Zikamasipala (uMthetho 117 ka-1998). Ngenhloso yalolu Hlelo Lwezenhlalo Nezabasebenzi, i-IDP ithathwa njengesho i-IDP kaMasipala Wendawo weTheku.				
Indawo enkulu yokuthumela abasebenzi	Indawo enkulu ethumela abasebenzi uMasipala Wendawo weTheku.				
Amazinga okuphatha	Incazelo		Izinga Lenkampa ni	Izinga le-Hay	Izinga le-Paterson
	Abaphathi abaphezulu	UKUPHATHA	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
			NML	H5 – H6	
	Makhono amancane nokuthatha izinqumo ngokuzikhethela.		NML	H4 – H2	B
	Ukungabi namakhono, nokuthatha izinqumo ngokuchaziwe.		NML	H1	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 UMTHEHO 46 (A)

Isingeniso kanye nolwazi oluyisisekelo mayelana nomsebenzi



Igama lomfakisiselo/lenkampani	I-AfriSam (South Africa) Properties (Pty) Ltd [ephinde la ibizwe nge- AfriSam or iNkampani]
Igama lomsebenzi	Verulam Quarry
Igama lomuntu oxhumana naye	Glenn Johnson Isikhulu: Construction Materials
iKheli lendawo	No 1 Quarry Road Redcliffe Verulam
Ikheli leposi	P.O. Box 6367 Weltevredenpark Roodepoort 1715
Ucingo	011 670 5997
Imeyili	Glenn.johnson@za.afrisam.com
Izimpahla ezimbiwa emayini	I- Quartzite ne-Tillite
Indawo	Inombolo yepulazi kanye nesigaba sokubhalisa: Ingxenywe esele yesigaba 119, izingxenywe 101 ne-lot 111 yepulazi i-Roodekrans No. 828 Isifunda seMantshi: eThekwini Umasipala weSifunda: Umasipala weTheku (eThekwini) Isifundazwe: KwaZulu-Natal (<i>Bheka u-Section 1.1</i>)
Ubude besikhathi semayini	> iminyaka engu-30
Ukuphela konyaka wezimali	31 Disemba

ISIZATHU:

I-AfriSam (South Africa) Properties (Pty) Ltd ingumnikazi wamalungelo ezimayini welayisensi yezimayini (KZN30/5/1/2/2/206MR) ukumba yonke i-tillite/sandstone kusukela engxenyeni esele yesigatshana 119, izingxenywe 101 & Lot 111 epulazini iRoodekrans No 828. 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 yaba yi-AfriSam (South Africa) Properties (Pty) Ltd ngo-1 Ephreli 2008.



1.1 ISIBUKEZO SENKAMPANI



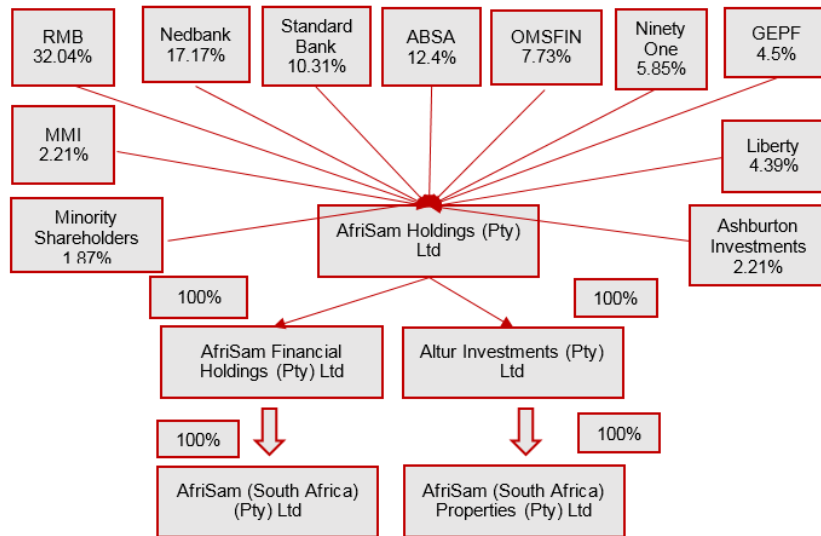
1.1.1. Isakhiwo sabanini bamasheya

Ngokwe Sibuyekezo seSimiso seMayini:

- Umnikazi wamalungelo okumba okukhona osethole ubuncane bokubamba iqhaza kwe-BEE okungama-26% ngosuku lokushicilelwa kwe-Mining Charter ebukeziwe 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 Esibuyekeziwe 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.



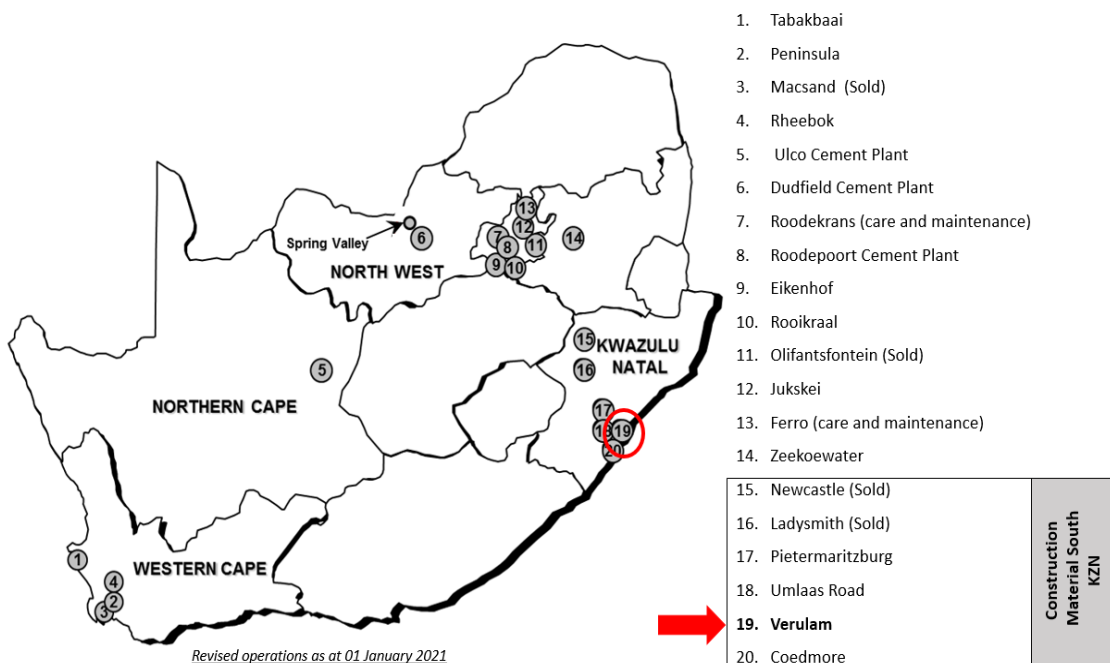
- I-AfriSam, kulandela inqubo yayo yokuhlelwa kabusha kwesikweletu ngo-2020, manje inesakhiwo sokubamba iqhaza esilandelayo:



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 nase-Swatini.

Inkampani ikhiqiza usamente oyinani lama-ton (phecelezi ama-tons) ayizigidi ezingu 4.5 ngonyaka, elikhiqizwa ezikhungweni zokukhiqiza ezisishiyagalombili, futhi lisatshaliswa 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 kuhlangukise 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.

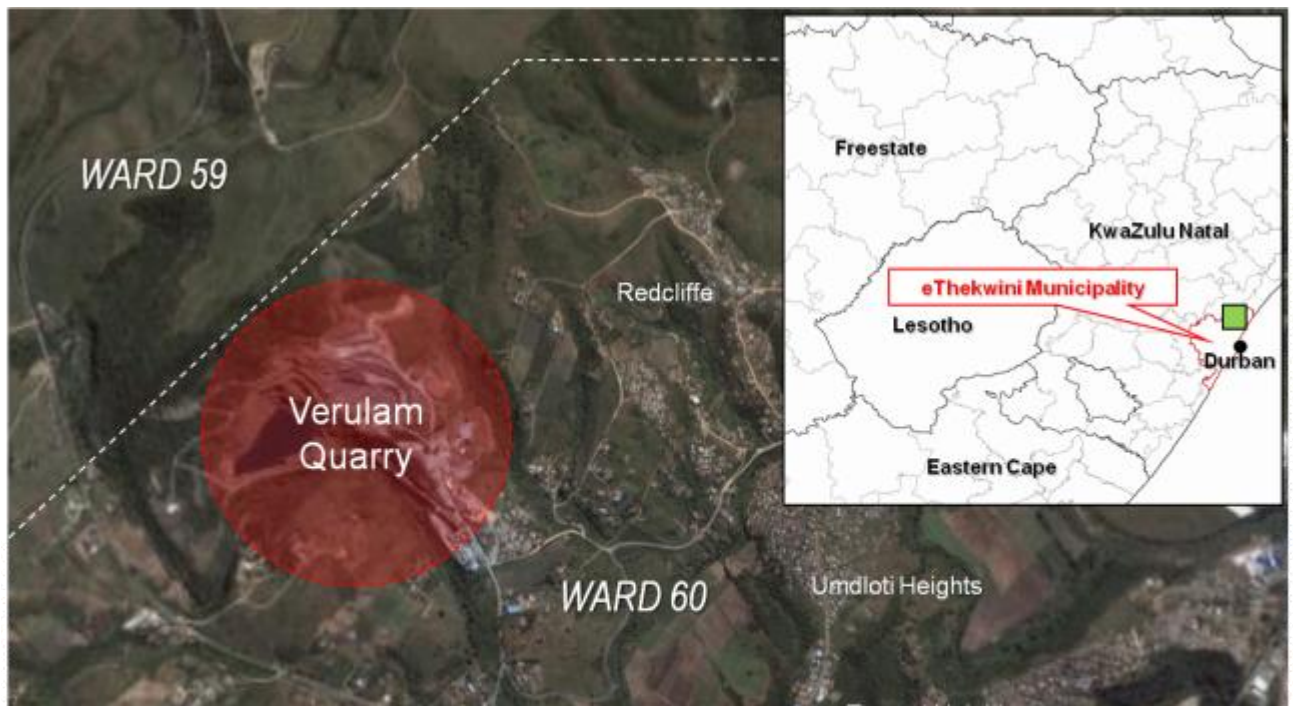
Ngo-2020, i-AfriSam yaqeda ukuthengiselana kokuhleleka kwezimali okuholele ekutheni amabhange amane amakhulu eNingizimu Afrika abe neqhaza elibonakalayo kodwa elingawulawuli enkampanini.

1.2 Isibukezo somsebenzi

I-Verulam Quarry itholakala esifundazweni saseKwa-Zulu Natal enyakatho-mpumalanga yedolobha laseVerulam. Iziphathimandla zendawo uMasipala Wendawo wase-Ethekwini. I-quarry itholakala eningizimu-mpumalanga yeHazelmere Dam endaweni yokuhlala yaseRedcliffe yaseVerulam, empumalanga yomgwaqo omkhulu i-N2. I-quarry itholakala ngaphakathi kwe-Ward 60 kaMasipala weTheku njengoba kukhonjisiwe kumfanekiso 2 ngezansi.

Emgodini, wonke amatshe akhishwa ngezindlela zokumba ngaphansi komhlaba. I-Quartzite & Tillite isuswa ngezindlela ezijwayelekile zokubhola nokuqhuma, lapho izinto ezixutshiwe zithuthelwa esigayweni sokuqala ngama-excavator nezimoto zokudonsa. Khona-ke le nto isetshenziswa uchungechunge lwama-crusher nama-screens ukuze kwenziwe imikhiqizo efiselekayo. I-Verulam Quarry imayini amathani ayizinkulungwane ezingama-500 000 e-Quartzite & Tillite ngonyaka ukukhiqiza i-aggregate.

Isibalo 2 Ibalazwe Lendawo ye-Verulam Quarry



1.3 Izibalo zabantu abasebenzayo

I-Verulam Quarry iqasha abantu abangu-14 kuya ku-100% wabo bonke abasebenzi bavela esifundazweni saseKwaZulu-Natal futhi baboniswa kuThebula 1.

Ithebula 1 Izindawo Ezithumela Abasebenzi

Izindawo Ezithumela Abasebenzi			
Idolobha/Isigodi	Umasipala	Isifundazwe	Inani labasebenzi
Verulam	eThekwini	Kwa-Zulu Natal	7
Snell Parade	eThekwini	Kwa-Zulu Natal	1
Westville	eThekwini	Kwa-Zulu Natal	1
Overport	eThekwini	Kwa-Zulu Natal	1
Umlazi	eThekwini	Kwa-Zulu Natal	1
Madadeni	Amajuba	Kwa-Zulu Natal	2
Newlands East	eThekwini	Kwa-Zulu Natal	1
Inani			14

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..

Verulam Quarry iyingxenywe yebhizinisi le-AfriSam lezinto Zokwakha elisebenza ezingeni likazwelonke eNingizimu Afrika. Le nxenye yebhizinisi ihlelwe yaba izingxenywe ezimbili, okungukuthi, Izinto Zokwakha e-North ne-South. Verulam Quarry ingaphansi kwesfunda seZinto Zokwakha e-South/KZN.

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

Uhlelo Lwentuthuko Yamakhono ye-Verulam Quarry lukhombwe 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 etafuleni lesibili (Ithebula 2).



Ithebula 2: Amazinga okuqashwa kwabasebenzi abaqashwe ngokuphelele – Verulam Quarry

Incazelo yoMsebenzi	Abesilisa		Abesifazane		Total	Iznga Lomsebenzi	Izinga le- NQF
	HDSA	Non- HDSA	HDSA	Non- HDSA			
Maintenance Leading Hand	1	0	0	0	1	Semi-skilled and discretionary decision making	1
Fitter	0	0	0	1	1	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	5
Mobile Equipment Operator II	1	0	0	0	1	Semi-skilled and discretionary decision making	1
Production Team Leader	1	0	0	0	1	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	5
Production Team Leader	1	0	0	0	1	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	5
Plant Operator II	1	0	0	0	1	Semi-skilled and discretionary decision making	4
Works Manager II	0	0	1	0	1	Prof. qualified & experienced specialists and mid-management	6
Plant Operator II	1	0	0	0	1	Semi-skilled and discretionary decision making	4
Electrician	1	0	0	0	1	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	5
Admin Team Leader	0	0	1	0	1	Skilled & qual. workers, jnr mgt., supv, foremen, supt	5
Despatch Clerk	1	0	0	0	1	Semi-skilled and discretionary decision making	4
Despatch Clerk II	1	0	0	0	1	Semi-skilled and discretionary decision making	4
Mobile Equipment Operator II	0	0	1	0	1	Semi-skilled and discretionary decision making	6
Maintenance Team Leader	1	0	0	0	1	Skilled & qual. workers, jnr mgt., supv, foremen, supt	5

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

2.2 Isu and nezinhlalo

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

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

Lokhu kuzofezeka ngokuthi:

- a) ukuba nekhono elidingekayo lokufezisa izinga eliphezulu elifunekayo lomsebenzi wokumbiwa kwamatshe/ukumba;
- b) ukuvumela abasebenzi ukuthola izinga lobuchule emsebenzini elihlangabezana namazinga okusebenza adingekayo futhi elakha isisekelo sokuthuthukiswa komuntu kanye nokunyuswa emsebenzini
- c) okuqinisekisa ukuthi amazinga okuphepha, impilo, kanye nemvelo ayagcinwa
- d) ukuphatha ngokuzibophezela inqubo yokuphathwa kokulandelana okuveza amakhono adingekayo namakhono ezinsiza zabantu abanekhono;
- e) 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 abangu-14 abaqashwe ngokugcwele e-Verulam Quarry akhombisa okulandelayo:

- a) Abasebenzi abangu-12 banawo amazinga e-NQFefunakalayo, okumele u-84.61% wabasebenzi abaqashwe ngokuphelele; futhi
- b) Abasebenzi ababili basezingeni eliphansi le-NQF efunakalayo, okumele u-15.38% wabasebenzi bonke abaqashwe ngokugcwele.

Uhlelo lwezamakhono (Bheka Ithebula 3) libonisa ukuthi kudingeka intuthuko yabasebenzi ababili ukuze bafinyelele ezingeni le-NQF elifunwayo. Isu lokuqeqesha kanye nezinhlalo ezikwiThebula 4 zichaza ukuthi ukuthuthukiswa kwalaba basebenzi kanye nabanye kuzokwenzeka kanjani.

Ithebula 3: Izinga lobuchwepheshe nokwenzeka ngokuthuthukiswa okuqhubekayo – Verulam Quarry

Amazinga Omsebenzi e-Verulam Quarry	Izinga Lamakhono kanye Namathuba Okuthuthuka Angeziwe			
Incazelo yoMsebenzi	Company preferred NQF Level	Inani Labasebenzi		
		In job category	Who meet preferred standard	Below preferred standard
Maintenance Leading Hand	4	1	0	1
Fitter	4	1	1	0
Mobile Equipment Operator II	3	1	0	1
Production Team Leader	4	1	1	0
Production Team Leader	4	1	1	0
Plant Operator II	3	1	1	0
Works Manager II	6	1	1	0
Plant Operator II	3	1	1	0
Electrician	4	1	1	0
Despatch Clerk	4	1	1	0
Despatch Clerk II	4	1	1	0
Mobile Equipment Operator II	3	1	1	0
Maintenance Team Leader	4	1	1	0
Admin Team leader	4	1	1	0
Inani		14	12	2

Isu nezindlela zokuqeqesha zigxile ekuthuthukiseni amakhono ahlobene nabantu kanye nezinhloso zebhizinisi. Lezi zinhlelo zokuthuthukisa zibonisa uhlelo kwamakhono endawo yokusebenza oluhanjiswa 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 bazohlanyela 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 Lokuzilolonga Nezinhlelo – Izinto Zokwakha

Umkhqizo Ohlosiwe	Izinhloso	Izindlela Zokulinganisa	Ukuqaliswa
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. UKUPHATHA FUTHI UHLANGANYELE IZINDAWO ZOKUTHUTHUKISA	• Nikeza ukuqeqeshwa ngokuvumelana nezidingo.	• Ukwethulwa kwezinhlelo.	Ngokuqhubekayo

Ithebula 5 elingezansi limele ukuqeqeshwa okuhleliwe kwesikhathi esisukela ku-2023 kuya ku-2027 ngokusekelwe kulo isu lwamanje, izakhiwo zehlangano, amakhono nezidingo zolwazi. Isu loqeqesho, izinhlelo, izindlela eziqondile zokuqeqesha kanye nababambiqhaza kungalungiswa ngokwezinhloso zebhizinisi.

Ithebula 5 Izinhloso Zokuqeqesha – Verulam Quarry 2023-2027

Uhlobo lokuqeqeshwa	Okuhlosiwe ngo-2023 kuya ku-2027				
	2023	2024	2025	2026	2027
Ukuqeqeshwa Kwamakhono					
Okuphoqelekele	8	3	3	3	3
Ukuphepha	9	4	4	4	4
Inani eliphelele	9	3	3	3	3
Inani	26	10	10	10	10
Isabelozimali	R 79,197	R 99,632	R 126,569	R 125,934	R 131,190

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

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 (Ithebula) 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 ku-18.2 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 engu-3) se-Verulam 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-Verulam Quarry siboniswa kwiThebula 6, kanti izinhloso zokufunda emikhakheni ehlukene zethulwa ku-Thebula 7.

Ithebula 6 Izifundo – Verulam Quarry

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

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

Ithebula 7: 18.1 Izinhloso zokuFunda Ezihlosiwe – Verulam Quarry

Izifundo 18.1	Inani Labafundi															
	2023		Targets		2024		Targets		2025		Targets		2026		Targets	
	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
Umkhakha					Fitter/Boilermaker				Fitter/Boilermaker				Fitter/Boilermaker			
Okusha	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Okuqhubekayo	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-
Inani	R0				R 140,077				R 136,077				R 151,777			

Ithebula 8: Ukunikezwa Kwezezimali Okulinganiselwe Zezifundo zika- 18.1

18.1 Izifundo	Inani	Inani labazuzi	Imali yokufunda	Indawo yokuhlala	Amathuluzi	I-PPE	Ukuhlolwa kokuhweba
Year 2023	R 0.00	0	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Year 2024	R 140,077.00	1	R 61,000.00	R 59,000.00	R 16,000.00	R 4,077.00	R 0.00

Year 2025	R 136,077.00	1	R 67,100.00	R 64,900.00	R 0.00	R 4,077.00	R 0.00
Year 2026	R 151,777.00	1	R 73,810.00	R 71,390.00	R 0.00	R 4,077.00	R 2,500.00
Year 2027	R 0.00		R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Total	R 427,931.00	2	R 201,910.00	R 195,290.00	R 16,000.00	R 12,231.00	R 2,500.00

Table 9: 18.2 Izifundo Ezihlosiwe

Izifundo 18.2	Inani Labafundi															
	2023		Targets		2024		Targets		2025		Targets		2026		Targets	
	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
Umkhakha					Fitter/Electrician				Fitter/Electrician				Fitter/Electrician			
Okusha	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Okuqhubekayo	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-
Inani					1				1				1			
Isabelozimali	R 0				R224,077				R224,277				R244,387			

Ithebula 10: Isilinganiso Sokuhlinzekwa Kwezimali Kobambiswano lwe-18.2

18.2 Izifundo	Inani	Inani labazuzi	Iholo	Imali yokufunda	Indawo yokuhlala	Amathuluzi	PI-PE	Ukuhlolwa kokuhweba
Unyaka ka 2023	-	0	-	-	-	-	-	-
Unyaka ka 2024	224,077	1	84,000	61,000	59,000	16,000	4,077	-
Unyaka ka 2025	224,277	1	88,200	67,100	64,900	-	4,077	-
Unyaka ka 2026	244,387	1	92,610	73,810	71,390	-	4,077	2,500
Unyaka ka 2027	-		-	-	-	-	-	-
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. Ingxenye yethiyori iyingxenye engu-30% yohlelo futhi ilethwa ngabahlizeki bezokuqeqesha abaqinisekise yi-MQA, noma isikhungo esivunyiwe esiseduze nendawo e-KZN, esifanele futhi siqinisekise yi-MQA. Ingxenye yohlelo olusele olungu-70%luyingxenye yezandla olwenzeka emsebenzini.
- Umfundi ngamunye unikezwa uqeqeshi ophinde ube uchwepheshe oqeqeshiwe ezimweni eziningi. Umqeqeshi unesibopho sokusiza umfundi ukuthola amakhono okusebenza ukuqinisekisa ukuthi ulungele ukuhlolwa. Uhlobo 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 ngokwamakhono aphahekayo

2.5.1 Isimo samanje

Uhlelo lwamakhono aphahekayo lweNkampani luhlose ukuhlinzeka abasebenzi ngamakhono azobavumela ukubhekana nezinsalelo nezinhlobo zezomnotho uma umsebenzi wabo ephelwa umsebenzi. Ngokusebenzisa izinqubo zokuhlela 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-Verulam 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 – Verulam Quarry

Amakhono	Inani Labasebenzi																			
	2023		Targets		2024		Targets		2025		Targets		2026		Targets		2027		Targets	
	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
Amakhono aphahekayo	-	-	-	-	4	1	-	-	2	2	-	-	4	-	-	-	1	-	-	-
Inani	-		-		5		-		2		2		-		4		1		-	
Isabelozimali	R0				R 15,000				R 10,000				R 10,000				R 5,000			

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

Ithebula 12: Ukwakhiwa Kokuhlinzekwa Kwezezimali Kwamakhono Aphahekayo

Unyaka	Isabelozimali esihleliwe	Inani Labazuzi	Amakhono aphahekayo
2023	R 0.00	0	N/A
2024	R 15,000.00	5	Ukushisela
2025	R 10,000.00	4	Amapayipi amanzi
2026	R 10,000.00	4	i-Fitting yezinga eliphezulu
2027	R 5,000.00	1	Ukubhaka

2.5.2 Indlela yokwenza nezenzo

- a. Ukuqeqeshwa Kwamakhono aphahekayo 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 impoqo, futhi umqashwa ngamunye kuzodingeka ukuthi anqume ukuthi efuna ukuhlanganyela 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 kuzobuyezwa 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 Nouqedeshwa

2.6.1 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. I-Verulam Quarry izosebenzisa izinsiza zomhlinzeki wezinsiza ogunyaziwe wohlelo lwe-AET. Abafundi bazobhaliswa neSigungu Sokuhlola Ezimele (IEB) ukuze babhale izivivinyo zawo wonke amazinga 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 yokugqaguzela abasebenzi ukuba babambe iqhaza futhi baqede uhlelo lwe-AET ikakhulukazi nabasebenzi abadala.

Ithebula 13: Ukuhlaziywa Kweminyaka – Verulam 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

Uhlelo oluhlongozwayo lokuqeqeshwa lwe-AET oluhlinzekwe Ithebula 14 libonisa ukuhlinzekwa kwezimali ukuqeqeshwa okuhleliwe kwe-AET kwesikhathi sika-2023 – 2027. Lokhu kusekelwe kubasebenzi abafunda ukubamba iqhaza ohlelweni lwe-AET. Okuhlosiwe ngezansi kuqondaniswe

Ithebula 14: Imigomo ye-AET – Verulam Quarry

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

- Igumbi lokufundela elinezinsiza linikezelwe ku-AET. Igumbi lokufundela liyimfihlo futhi lisandaweni eseduze nomsebenzi oyinhloko.
- Izivivinyo ze-IEB zibhalwa njalo ngonyaka. Ukubuyekizwa 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
- Inkampani izoqhubeka nokukhuthaza abasebenzi ukuthi bathuthukise imfundo yabo ngezinhlelo ze-AET ngokuzibandakanya nabo ezimeni zobuso nobuso lapho izinzuzo ze-AET zizogcizelelwa.

2.7 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 Zokufaneleka Kwezimayini)
Inombolo Yokubhaliswa ne-SETA	TBC
Inombolo Yokubhaliswa ne-SETA	Trish Persad
Ubufakazi bokufakwa kohlelo lwamakhono zokusebenza nosuku lokufaka.	

Imfundo Ephakeme Nokuqeqeshwa (HET)	5	Certificates	2	1	1	1	0	0	0	0	5	0
	6	First degrees/Diplomas	0	0	0	0	3	0	0	0	0	2
	7	Honours/Higher diplomas	0	0	0	0	0	0	0	0	0	0
	8	Masters/Doctorates	0	0	0	0	0	0	0	0	0	0
Inani selilonke			8	1	1	1	3	0	0	0	11	2
Abasebenzi Abangaqashiwe Ngokuphelele			0	0	0	0	0	0	0	0	0	0
Inani selilonke			8	1	1	1	3	0	0	0	12	2

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-Verulam 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 aphezulu (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 abaqinisekiswa yi-GCC Bheka ku Thebula 16 kanye ne Thebula 21 , Imifundaze kanye Nokufunda Ngokuqeqeshwa, okukhuluma ngalokhu okungenhla.	Ukuntuleka kwesipiliyoni esilungele nezinsiza ezifanele
Izisebenzi ezinekhono lobuchwepheshe nezemfundo, abaphathi nabaqondisi (NML/FML)	Umholi Wethimba Lokulungiswa kwezakhiwo/ Umphathi Izingcweti: Usomabhizimusi, Umakhi	Ukuntuleka kwesipiliyoni esilungele nezinsiza ezifanele 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)

Ukuhlelela 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 ngokuzikhethela, 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:

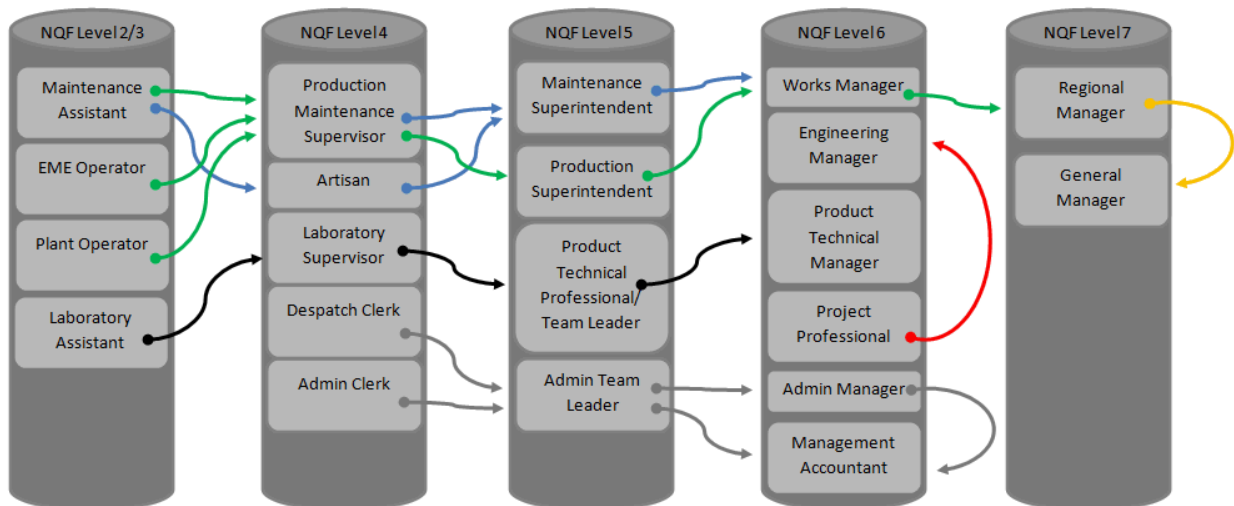
- Izinga Elingaphansi Kokuphatha (NML), ngokujwayelekile i-Paterson B, A, B & C Ephansi;
- Izinga Lokuqala Lokuphatha (FML) ngokujwayelekile i-Paterson B, C Ephakeme elimele izikhundla zokwengamela noma zokungena ekuphathweni;
- Izinga Eliphakathi Kophatha (MML), ngokujwayelekile i-Paterson D Band;
- 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 3. 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 3 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 lokuthuthukiswa komsebenzi

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 kugqugquzelwe 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.

Ithabula 18: Uhlelo Lokuthuthukiswa Komsebenzi e-Verulam Quarry

Igama loMsebenzi	Isikhundla Yamanje	Izinga Lokuphatha	Isikhundla Esicatshangwayo	Izinga Lokuphatha Elicatshangwayo	Izindawo Zokuthuthukiswa Okugxilwe Kuzo	Isikhathi Okuhloswe ngaso Isikhundla Esizayo
Siyanda Mbhele	Despatch Clerk	NML	Administration Team Leader	FML	Obtain Qualification	3-5 years
Patrick Tshwane	Plant Operator	NML	Fitter	NML	Learnership	3-5 years
Lucky Gumede	Plant Operator	NML	Production Team Leader	FML	Supervisory Development Programme and On the job experiential training	3-5 years

5.5 Ukuphathwa Kwamakhono

Inkampani isebenzisa indlela ehlelekile yokuhlonza nokuthuthukisa amathalente. Njalo ngonyaka abaphathi bahlangana nabasebenzi babo abaphansi bese benza ukubuyekwezwa kokusebenza nokuthuthukiswa. Ngokusekelwe emiphumeleni yalemihlangano, 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 kuhlenganise 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 nokugqugquzela 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-Verulam Quarry zivezwe kuThebula 19 elinikeza uhlelo lweminyaka emihlanu ngokwezinombolo 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 – Verulam Quarry

Isigaba	Inani Labalulekwayo / Abaqeqeshi																	
	2023		Target s		2024		Target s		2025		Target s		2026		Target s		2027	
	HDS A		NON HDSA		HDS A		NON HDSA		HDS A		NON HDSA		HDS A		NON HDSA		HDS A	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FML / MML Ukuthuthukiswa Komuntu Siqu Ubuholi Amakhono Ebhizinisi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NML Ukuthuthukiswa Komuntu siqu Ukuqondisa Ukuqeqeshwa emsebenzini Ukuthuthukiswa komsebenzi	2	0	0	0	2	0	0	0	2	0	0	0	2	0	0	0	2	0
Izikhundla Zokuthuthuka (Abafundi, ama-EIT, ama-Interns)	1	0	0	0	0	1	0	0	0	1	0	0	1	0	0	0	1	0
Ingxenywe Yenani	3		0		3		0		3		0		3		0		3	
Inani			3				3				3				3			

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

Ithebula 20: Ukuhlenganiswa Kokululekwa Okuhlosiwe

Igama Lomsebenzi Okhonjiwe	Izinga Lokuphatha Lamanje	Izinga Lokuphatha	Isikhundla Esicatshangwayo Esizayo	Izinga Lokuphatha Elicatshangwayo	Izindawo Zokuthuthukiswa Okugxilwe Kuzo	Isikhathi Okuhloswe ngaso Isikhundla Esizayo
	Despatch Clerk	NML	Administration Team Leader	FML	Obtain Qualification	3-5 years
	Plant Operator	NML	Fitter	NML	Learnership	3-5 years
	Plant Operator	NML	Production Team Leader	FML	Supervisory Development Programme and On the job experiential training	3-5 years

6.2.3 Indlela yokwenza nezenzo

- a) Ukufaka ukululeka nokuqeqesha kube yingxeny ebalulekile yokuthuthukiswa kwabantu abasebenza enkampanini.
- b) Inqubo ibandakanya izingxoxo ezihlelekile nezingahlelekile mayelana nezindawo zokuthuthukiswa zabasebenzi.
- c) Imiqulu esekelayo ingxeny esemthethweni yenqubo yizibuyekezo zokusebenza komuntu siqu nezinhlelo zokuthuthukiswa komuntu siqu.
- d) Ingxeny 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.

2.2 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 ezijwayelekile ezibalwe ngenhla, nakuba zingagcini lapho, zokuhlala 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 ekutholakaleni 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 - Verulam Quarry

Imifundaze	Okuhlosiwe				
	2023	2024	2025	2026	2027
Imifundaze – Emisha					
Umkhakha wokufunda - Omusha		HR/Finance/ Engineering	HR/Finance/ Engineering	HR/Finance/ Engineering	
Inani lemifundaze	0	2	0	0	0
Isabelozimali	R 0	R249,000	R 0	R 0	R 0
Bursaries - Continue					
Umkhakha wokufunda - Oqhubekayo	0	0	2	2	0
Isabelozimali	R 0	R 0	R261,600	R282,980	R 0

**HDSA isho abasebenzi abangama Afrika, 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	-		-	-	-	-
2024	249,000	2	70,000	17,000	90,000	72,000
2025	261,600	2	77,000	10,000	99,000	75,600
2026	282,980	2	84,700	10,000	108,900	79,380
2027	-	0	-	-	-	-
Inani	793,580	2	231,700	37,000	297,900	226,980

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 ephelile yokufunda kanye nemali yokuhlola ekhokhwa ngqo esikhungweni ngokuhambisa i-invoyisi eneminingwane;
- Imali yokuhlala ezikhungweni zemfundo ephakeme kuhlenganise nokudla njengoba ikhokhwa yinhlangano 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 – Verulam Quarry

Imifundaze Yangaphakathi/ Usizo lokufunda	Okuhlosiwe				
	2023	2024	2025	2026	2027
Bursaries - New					
Umkhakha wokufunda – Omusha		Admin/Ops Mngt/ Eng N courses	0	0	0
Inani Lemifundaze	0	1	0	0	0
Isabelozimali	R 0.00	R 10,000	R 0.00	R 0	R 0
Imifundaze Yangaphakathi/ Usizo lokufunda – Eqhubekayo					
Umkhakha wokufunda - Oqhubekayo			Admin/Ops Mngt/ Eng N courses	Admin/Ops Mngt/ Eng N courses	
Inani Lemifundaze	0	0	1	1	0
Inani Lesabolozimali	R 0	R 0	R 20,000.00	R15,000.00	R 0

Ithebula 24: Ukuhlenganiswa Kwezibonelelo Zezimali Zemifundaze Zangaphakathi

Unyaka	Inani Elibuyekeziwe	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 10,000.00	1	R 10,000.00	R 0.00	R 0.00	R 0.00
2025	R 20,000.00	1	R 20,000.00	R 0.00	R 0.00	R 0.00
2026	R 15,000.00	1	R 15,000.00	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 45,000.00	1	R 45,000.00	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 njengengxenywe 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: Okuhlosiwe ngama-Internship – Verulam Quarry

Isigaba	Inani lama-internships															
	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
Ama-internship amasha	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Ama-internship aqhubekayo	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
Ingxenywe yenani	0		0		2		0		2		0		0		0	
Inani	0				2				2				0			
Isabelozimali	R 0				R316,740				R332,100							

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

Ithebula 26: Ukuhlenganiswa Kokunikezwa Kwezimali Kwabasebenzi/Abaqeqeshwayo

Unyaka	Inani	Inani Labazuzi	Imali yokufunda	Indawo yokuhlala	Imali yokusiza (isibonelelo)	I-PPE
2,023	-	-	-	-	-	-
2,024	200,154	2	-	-	192,000	8,154
2,025	209,754	2	-	-	201,600	8,154
2,026	-	-	-	-	-	-
2,027	-	-	-	-	-	-
Inani	409,908	2	-	-	393,600	16,308

7.4.2 Indlela yokwenza nezenzo

Le nkampani imema izicelo ezivela kubafundi bezikhungo zemfundo ephakeme ukuze benze ingxenye yezifundo zabo ephathekayo neAfriSam. Abafundisi/abaeqeshi 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 Abasaqeqeshwa

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 - Verulam Quarry

Onjiniyela Abaqeqeshwayo Abahlosiwe	Okuhlosiwe					Okuyikhona				
	Inani Lonjiniyela Abaqeqeshwayo					Inani Lonjiniyela Abaqeqeshwayo				
	2023	2024	2025	2026	2027	2023	2024	2025	2026	2027
Abaqhubekayo	0	0	0	0	0	0	0	0	0	0
Abasha	0	0	0	0	0	0	0	0	0	0
Inani	0	0	0	0	0	0	0	0	0	0
Isabelozimali	R 0	R 0	R 0	R 0	R 0	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 abaMhlophe.

7.5.2 Indlela yokwenza nezenzo

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

Bonke oNjiniyela-abaqeqeshwayo 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. UMTHEHO 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

Amazinga omsebenzi (Amazinga okuphatha inkampani)	Abesilisa				Abesifazane				Inani	Abakhubazekile	
	amaAfrika	amaKhaladi	amaNdiya	abaMhlophe	amaAfrika	amaKhaladi	amaNdiya	abaMhlophe		Abesilisa	Abesifazane
Abaphathi abaphezulu (TML) Paterson F	0	0	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (SML) Paterson E - H11 kuya ku-H13	0	0	0	0	0	0	0	0	0	0	0
Ochwepheshe abaqeqeshiwe nabanolwazi kanye nabaphathi abaphakathi (MML Paterson D) H09 no H10	0	0	0	0	1	0	0	0	1	0	0
Izisebenzi ezinekhono lobuchwepheshe neziqeqeshiwe, abaphathi abaphansi, abaqondisi, Nonsumpa (FML Paterson C) H05 kuya ku-H08	1	1	1	0	1	0	0	0	4	0	0
Ukwenza izinqumo ngokuqeqeshwe ngokwengxenywe nangokwengqondo (NML Paterson B) H01 kuya ku-H04	7	0	0	1	1	0	0	0	9	0	0

Ukwenza izinqumo ngokungenaqeqesho futhi okuchaziwe (NML Paterson A)	0	0	0	0	0	0	0	0	0	0	0
Inani labasebenzi abaqashwe ngokuphelele	8	1	1	1	3	0	0	0	14	0	0
Abasebenzi abangaqashiwe ngokuphele	0	0	0	0	0	0	0	0	0	0	0
Inani LABASEBNZI	8	1	1	1	3	0	0	0	14	0	0

*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.

I-Verulam Quarry inabasebenzi besifazane abathathu; i-Mobile Equipment Operator, i-Admin Team Leader kanye nomphathi wemisebenzi.

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

Incazelo Yomsebenzi	HDSA	Non-HDSA	HDSA	Non-HDSA	Izinga Lomsebenzi	Owumgogodla (ophoqayo)
Mobile Equipment Operator	0	0	1	0	Semi-skilled and discretionary decision making	1
Works Manager	0	0	1	0	Prof. qualified & experienced specialists and mid-management	1
Admin Team Leader	0	0	1	0	Semi-skilled and discretionary decision making	0

9.3 Isu nezinhlalo

Inhlalo wukubonisa izikhundla ezifanele lapho abesifazane bangabekwa futhi bathuthukiswe khona ngaphakathi kwendawo yezimayini. Izinhloso eziyiqiniso zihlelwe 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.
- Uhlelo lokufunda umsebenzi, uhlelo lwemifundaze kanye nohlelo lwonjiniyela abaqeqeshwayo kuzoba izindlela zokukhulisa ukuqashwa kwabesifazane emayini..
- Ukufaneleka kwabesifazane ngabanye ukuba basebenze ezikhundleni zokusebenza kuzoncika ekukwazini kwabo ukuhambisana ngokuphelele nezikhombandlela zesilinganiso esiphansi sokufaneleka njengoba kuchaziwe yiMithetho Yezempilo Nokuphepha Esemigodini 29/1996.
- 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 hloka lunikeza isisekelo sokuhloswa kwabantu besifazane emikhakheni esemqoka.

Itafula 30: Izikhundla Eziyinhloko Nezingeyona Eyinhloko – Verulam Quarry

Incazelo Yomsebenzi	Izinga Lomsebenzi	Izingale le-NQF Elikhethwe Inkampani	Owunmgogodla (ophoqayo)	Ongawona umgogodla (ongaphoqi)
Maintenance Leading Hand	Semi-skilled and discretionary decision making	4	✓	
Fitter	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	4	✓	
Mobile Equipment Operator II	Semi-skilled and discretionary decision making	3	✓	

Production Team Leader	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	4	✓	
Production Team Leader	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	4	✓	
Plant Operator II	Semi-skilled and discretionary decision making	3	✓	
Works Manager II	Prof. qualified & experienced specialists and mid-management	6	✓	
Plant Operator II	Semi-skilled and discretionary decision making	3	✓	
Electrician	Skilled & qual. workers, jnr mgt., supv, foremen, supt.	4	✓	
Despatch Clerk	Semi-skilled and discretionary decision making	4	✓	
Despatch Clerk II	Semi-skilled and discretionary decision making	4	✓	
Mobile Equipment Operator II	Semi-skilled and discretionary decision making	3	✓	
Maintenance Team Leader	Skilled & qual. workers, jnr mgt., supv, foremen, supt		✓	
Admin Team Leader	Skilled & qual. workers, jnr mgt., supv, foremen, supt.upt.			

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 – Verulam 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)	100%	1	0	0	100%	1	0	0	100%	1	0	0	100%	1	0	0	100%	1	0	0
FML (Paterson C)	100.00%	1	0	0	100.00%	1	0	0	100.00%	1	0	0	100.00%	1	0	0	100.00%	1.00	0	0
NML (Paterson B)	11.11%	1	0	0	11.11%	1	0	0	11.11%	1	0	0	11.11%	1	0	0	11.11%	1.00	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	3		0		3		0		3		0		3		0		3		0	
Total employees	14				14				14				14				14			

**HDSA isho abasebenzi abangama Afrikha, 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 – Verulam Quarry

	Okuhlosiwe																			
Level	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)	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0
MML (Paterson D)	100.00%	1	0	0	100.00%	1	0	0	100.00%	1	0	0	100.00%	1	0	0	100.00%	1	0	0
FML (Paterson C)	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0
NML (Paterson B)	11.11%	1	0	0	11.11%	1	0	0	11.11%	1	0	0	11.11%	1	0	0	11.11%	1	0	0
Inani labesifazane abawumgogodla	2				2				2				2				2			
Inani labasebenzi abawumgogodla	14				14				14				14				14			

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-Verulam 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 kwiThebula 33. I-Verulam 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 ezahlukahlukeni zokuthuthukisa ezifana nezibonelelo zemfundo, ukuqeqeshwa okwesikhashana, ukufunda umsebenzi, kanye nezinhlelo zoNjinini 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 - Verulam Quarry

Izinga		2023		2024		2025		2026		2027	
		%	No	%	No	%	No	%	No	%	No
SML (Paterson E)	HDSA M*	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	HDSA F*	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	White F	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
MML (Paterson D)	HDSA M	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	HDSA F	100.00%	1	100.00%	1	0.00%	1	100.00%	1	100.00%	1
	White F	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	100.00%	1	100.00%	1	100.00%	1	100.00%	1	100.00%	1
FML (Paterson C)**	HDSA M	100.00%	3	100.00%	3	0.00%	3	100.00%	3	100.00%	3
	HDSA F	100.00%	1	100.00%	1	100.00%	1	100.00%	1	100.00%	1
	White F	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	100.00%	4	100.00%	4	100.00%	4	100.00%	4	100.00%	4
Core Skills in Management	HDSA M	100.00%	3	100.00%	3	0.00%	3	100.00%	3	100.00%	3
	HDSA F	100.00%	1	100.00%	1	0.00%	1	100.00%	1	100.00%	1
	White F	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	100.00%	4	100.00%	4	100.00%	4	100.00%	4	100.00%	4

*HDSA isho abasebenzi abangama Afrikha, amaNdiya kanye nama Khaladi, I-HDSA F ibhekisa kwabesifazane base-Afrika, baseNdiya nabansundu kanti nakuba abesifazane abamhlophe bebhakwa njengaba-HDSA embonini yezimayini, bafakiwe emigomweni engenhla, kodwa baboniswa ngokwehlukana.

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

11. UMTHETHO 46 (C) (I) AND (II) (A)

Imvelaphi yezomnotho nezenhlalo yemisebenzi ebalulekile yezomnotho endaweni lapho umsebenzi usebenza khona

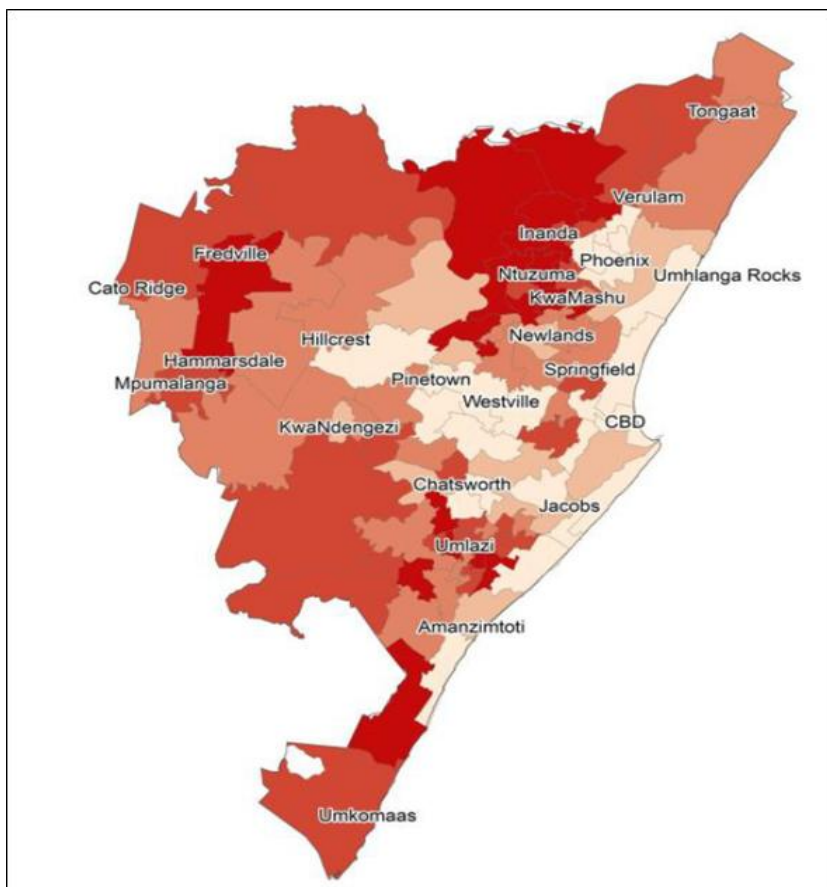


11.1 Ulwazi oluyisisekelo lwezenhlalo nezoMnotho (Umthetho 46 (c) (i))

11.1.1 Ulwazi oluyisisekelo lwenhlalo nomnotho lomphakathi wezimayini

Umasipala weTheku utholakala ogwini oluseMpumalanga neNingizimu Afrika esifundazweni saKwaZulu-Natal (KZN). Lo masipala uhlunganisa indawo engaba ngu-2 297km² futhi uyikhaya labantu abalinganisela kwizigidi ezingu-3.5. Uqukethe umphakathi ohlukahlukene, obhekene nezinsalelo ezahlukahlukeni zehlabathi, ezomnotho, ezemvelo, kanye nezokuphatha.

Imephu kaMasipala weTheku



Verulam

Iwadi ezokhavwa yi-SLP yi-**WADI 60**. I-Verulam inabantu abaningi bomdabu waseNdiya. Inani labantu lingaphezu kuka-63,000. Kunezikole eziningi zamabanga aphantsi nezamabanga aphezulu ezihlinzeka zonke izinhlanga nazo zonke izindawo zedolobha. Idolobhana linezindawo zokuhlala nezimboni ezinabantu abaningi, okubandakanya inqwaba yezitolo, ama-mosque, amathempeli namasonto. Emaphethelweni kunezindawo ezinkulu zokulima, amalokishi amaningana akhiwe kanye namalokishi asemakhaya. Kube nenqubekela phambili ehamba kancane kodwa ezinzile ekwenzeni leli dolobha libe elesimanje ngokuhlinzeka ingqalasizinda eyanele ezindaweni zasemakhaya. (Umthombo: Wikipedia)

Iningi labantu lingamaNdiya/ama-Asia (59%), lilandelwa abamnyama base-Afrika (38%) kanye nabamhlophe abayidlansana (0.3%). I-Verulam inezikole ezihamba phambili ezihlanganisa i-Lotusville Primary, Verulam Primary, Dawncrest Primary, Verulam Secondary, Mountview Secondary, Temple Valley Secondary, Verulam Independent School, Trenance Park Secondary kanye neGlenhaven Secondary School. Isikole i-Verulam Secondary School siba nabafundi abaningi abafakwe phakathi kwabafundi bakamatikuleletsheni abangu-10 abahamba phambili esifundazweni nakuzwelonke futhi sesizuze izinga lokuphasa elingu +-97% iminyaka engu-6 ilandelana. I-Temple Valley Secondary ingesinye sezikole ezihamba phambili eVerulam ezithole izinga lokuphasa ngo-95%+ kule minyaka emihlanu edlule. (Umthombo: Wikipedia)

11.1.2 Izibalo zabantu

Abantu abayizigidi ezingu-3.44 abahlala endaweni kamasipala bahlanganisa abantu bezinhlanga ezahlukene. Umasipala omkhulu ugcwele abantu abamnyama base-Afrika (74%) kanti abebala bayidlansana bangu-3%. Ulimi lwasekhaya oluhamba phambili isiZulu esikhulunywa abantu abalinganiselwa ku-62% kulandele isiNgisi ngo-26%.

Ngo-2001, u-29,2% inani labantu ababenomatikuleletsheni; selinyuke lafinyelela ku-36,7% ngo-2011. Nakuba iphesenti labafundi bakamatikuleletsheni likhula, abafundi beMfundo Ephakeme behlile basuke ku-9,6% baya ku-6,7% kule minyaka eyishumi edlule.

11.1.3 Inani Labantu

Iqembu	Amaphesenti
Abantu Abamnyama AbangamaAfrika	73,8%
AmaKhaladi	2,5%
AmaNdiya/ ama-Asia	16,7%
AbaMhlophe	6,6%
Abanye	0,4%

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

NgokweCensus ka-2011 abantu baseThekwini abaningi bayintsha njengoba u-66% wabantu baneminyaka engaphansi kuka-35. Abantu abakwigruphu eneminyaka engu-0-14 ubudala bangu-25% abeminyaka engu-15-34 ubudala bangu-41% wabantu. Iqembu leminyaka yobudala eku-35 kuya ku-59 weminyaka lihlanganisa yenza u-26% kanye nalabo abaneminyaka engu-60 nangaphezulu bangu-8%. Iqembu leminyaka yobudala elisebenzayo ngokwezomnotho ukusuka eminyakeni engu-15 kuya ku-59 lifaka ku-67% wabantu. Isilinganiso sokuncika kwabantu singu-48/100 futhi lokhu kukhombisa ukuthi abantu abangu-48 abancane noma abadala bancike100% nkubantu abasebenzayo.

Izindawo ezinabantu abaningi kakhulu zisezindaweni eziphakathi nendawo nenyakatho. Isifunda esiphakathi i-Urban Core kamasipala futhi siyikhaya labantu ababalelwa kwizigidi ezingu-1.18 (34.54%). Kulandelwa isifunda esisenyakatho esinabantu ababalelwa kwizigidi ezingu-1,15 (33,61%). Ingxenye eseningizimu yona inabantu ababalelwa ku-758 000 (22.03%), kanti ingxenye esentshonalanga yona inabantu abambalwa kunabo bonke, inabantu ababalelwa ku- 338 000 (9.82%) (Ukubalwa kwabantu ngo-2011).

11.1.2.1 Ubudala Nobulili

Ngokobulili, abantu bakamasipala babalelwa kumaphesenti angu-49 abesilisa bese kuba amaphesenti angu-51 abesifazane. EThekwini abesifazane banesikhathi eside sokuphila kunabesilisa njengoba kuboniswe kwiphiramidi labantu ukuthi kunenani elikhulu labesifazane kunabesilisa emaqenjini eminyaka yobudala, kusuka eminyakeni engu-50 kuya phezulu.

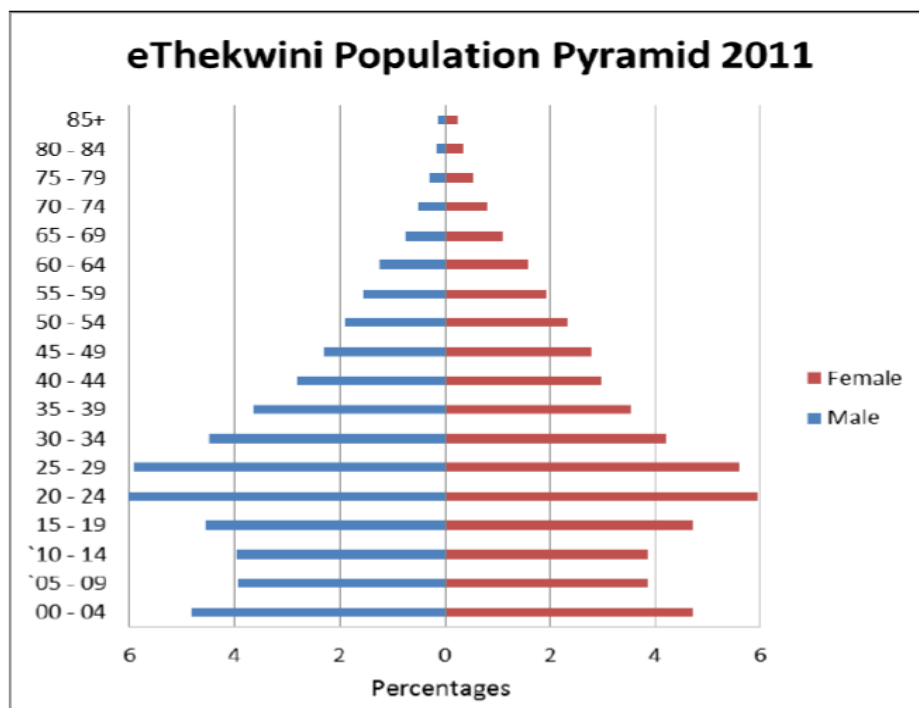
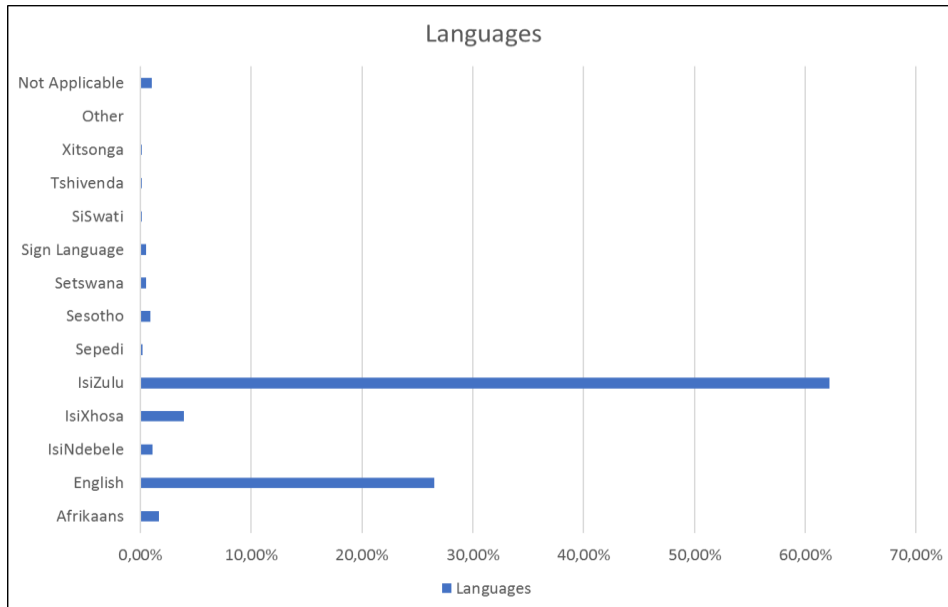


Figure 1: eThekwini Population Pyramid
Source: Census 2011

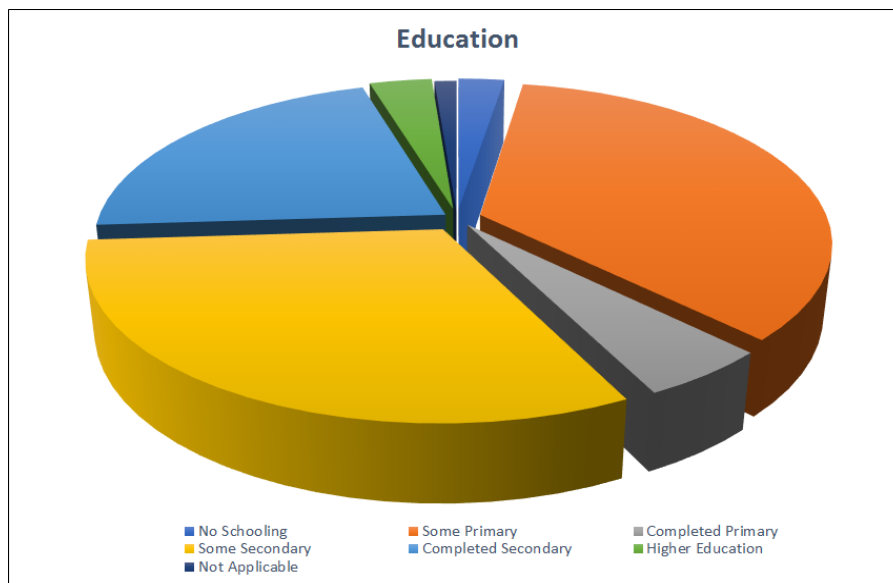
11.1.2.3 Izilimi



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

IsiZulu yilona limi olukhulunywa kakhulu (62,2%) endaweni yase-Thekwini, lulandelwa isiNgisi (26,5%). Ezinye izilimi zikhulunywa ngesilinganiso esincane kakhulu.

11.1.2.4 Imfundo



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

EThekwini izibalo zabantu abaneminyaka engu-20 ubudala abaneziqu zika-Matric noma ngaphezulu zibonisa ukuthi kukhona ukungalingani kwendawo ekufinyeleleni kwezemfundo – umphakathi othuthuke kahle kamasipala unamazinga aphezulu emfundo ngenkathi amadolobha nezindawo

zasemakhaya zinamazinga aphantsi. Umasipala wamukele indlela ephelele nehlanganisiwe yokutshala izimali ekuthuthukiseni izakhamuzi. Umasipala uhlinzeka ngokuqeqeshwa kwangaphandle nge-AET (Imfundo Yabantu Abadala Nokuqeqeshwa) kanye nezinhlelo zezibalo, isayensi nobuchwepheshe ezikoleni.

11.1.2.5 Isandulela Ngculaza neNgculaza (I-HIV/AIDS)

Ithebula 34: Ukusabalala kwegciwane le-HIV okubikezelwe kubantu abaneminyaka engu-15-65 eThekwini (Isilinganiso esingcono kakhulu)

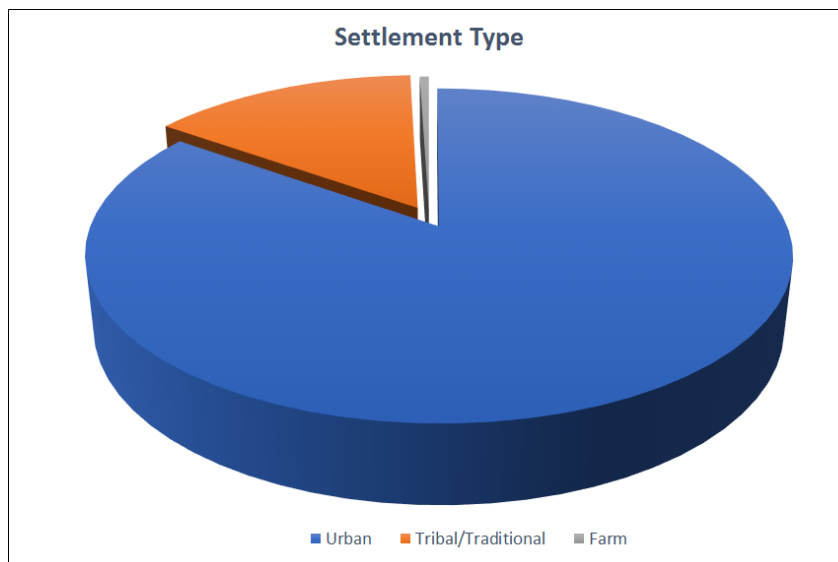
Population Group	2005	2010	2015	2020	2025
Asian	4.9%	6.4%	6.9%	7.2%	7.4%
Black	35.6%	32.8%	29.4%	28.3%	28.1%
Coloured	10.7%	12.3%	12.5%	12.7%	13.0%
White	3.5%	4.5%	4.9%	5.1%	5.3%

Table 11: Projected HIV Prevalence at Ages 15-65 in eThekwini (Best Estimate)

Source: eThekwini Demographic Projections, eThekwini Transport Authority

eThekwini kukhombisa ukwanda okuncane okuqhubekayo kokutheleleka nge-HIV/AIDS phakathi kwamasiko ahlukene. Lokhu kubonakala kwizinto ezivela njengasekubalweni kwabantu, isimo sezenhlalo nezomnotho kanye nokufinyelela kuma-ARV nezinhlelo zokuqwashisa nge-HIV/AIDS.

11.1.2.6 Izindlu



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

Izindawo zokuhlala eziningi eThekwini zingamadolobha. Ingqikithi yabantu abangama-84,8% bahlala ezindaweni ezisemadolobheni, uma kuqhathaniswa nabangu-14,7% abahlala ezindaweni zasemakhaya ezingaphansi kwamakhosi / abantu bendabuko, bese u-0,5% kube ilabo abahlala mapulazini.

11.1.2.7 Ukulethwa Kwezidingo

Izidingo zikaMasipala	Amaphesenti (%)
Izidingo zikaMasipala	89,9%
Ukuxhumeka kukagesi (Ukukhanya)	85,7%
Ukuxhuma Ugesi (Ukupheka)	90,5%
Amapayipi Amanzi Aqhutshwa Umasipala	63,4%
Indlu yangasese ekhipha amanzi	16,7%
Indlu yangasese emgodini	86,1%
Ukususwa Kukadoti Umasipala	8,5%

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

11.1.2.8 Isifinyezo

Kukho konke, uMasipala wase-eThekweni unendlela efanele yokufeza izidingo zikaMasipala, njengoba iningi labantu linamanzi ahamba ngamapayipi ahlinzekwa ngumasipala, izindlu zangasese ezanele, ukukhishwa nokuthuthwa kukadoti njalo kanye nogesi. Ngaphezu kwalokho, iningi lezakhamuzi lhlala ezindaweni ezisemadolobheni, nasezindlini zezitini nodaka. Cishe u-21,4% wabantu uqede isikole samabanga aphakeme, kanti u-3,4% uneziqu zasenyuvesi. Kukhona nomzamo, ngokusho kwedokhumenti ye-IDP, womasipala wokufundisa abantu babo, ikakhulukazi intsha.

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

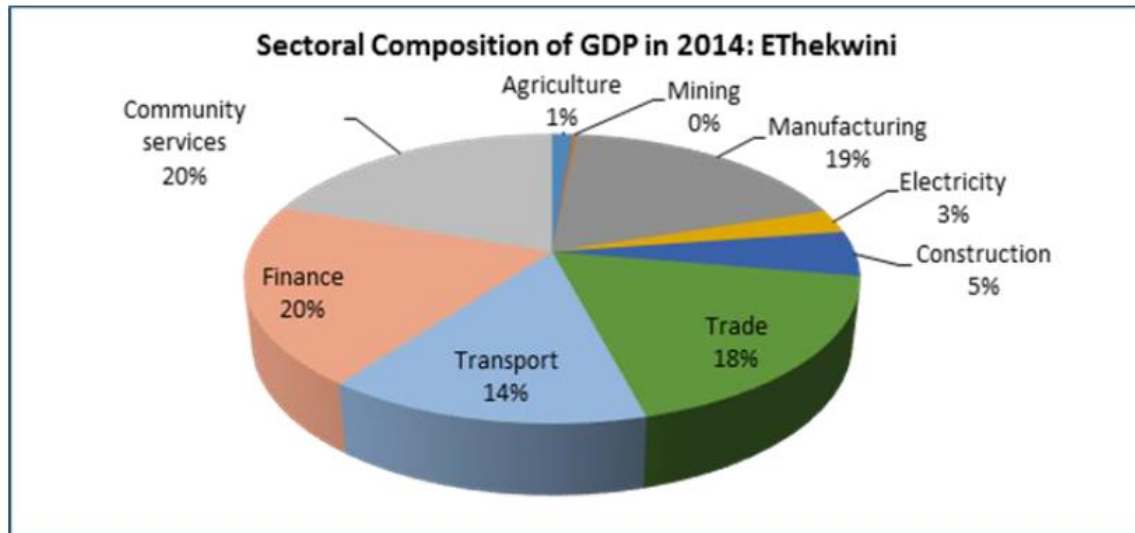
11.2.1 Imisebenzi ebalulekile yezomnotho yomphakathi wezimayini

Isifunda sikaMasipala waseThekwini siyindawo enamandla kwezomnotho KwaZulu-Natali futhi sinikeza negalelo elikhulu kumnotho waseNingizimu Afrika. Siyisixhumanisi esibalulekile phakathi kwezomnotho wesifunda sase-Pietermaritzburg (futhi siqhubekele eGauteng) naseRichards Bay. ITheku libalwa njengesikhungo sesibili ngobukhulu kwezomnotho futhi liyisifunda sesibili esibaluleke kakhulu kwezimboni eNingizimu Afrika. Lingumncintisani womhlaba wonke othembisayo onemboni yokukhiqiza esezingeni lomhlaba.

ITheku liyikhaya lesikhulumi sokuqala sezokuthutha esinamazinga ahlukahlukene e-Afrika kanye nesikhumulo sezindiza sabagibeli bamazwe ngamazwe, ichweba elimatasa kakhulu e-Afrika, kanye nendawo yokuhlangana emhlabeni wonke, ezemidlalo kanye nezivakashi. Futhi liyisikhungo sokuphatha esikhulu, esihlinzeka ngezidingo ezibalulekile zomphakathi ngaphakathi kwedolobha kanye nesifunda esibanzi. Liyisikhungo sokukhiqiza okungabizi kakhulu, kanye nesikhungo esibalulekile sezokuthutha emnothweni kazwelonke. Liyikhaya lika-10% wawo wonke amathuba emisebenzi eNingizimu Afrika.

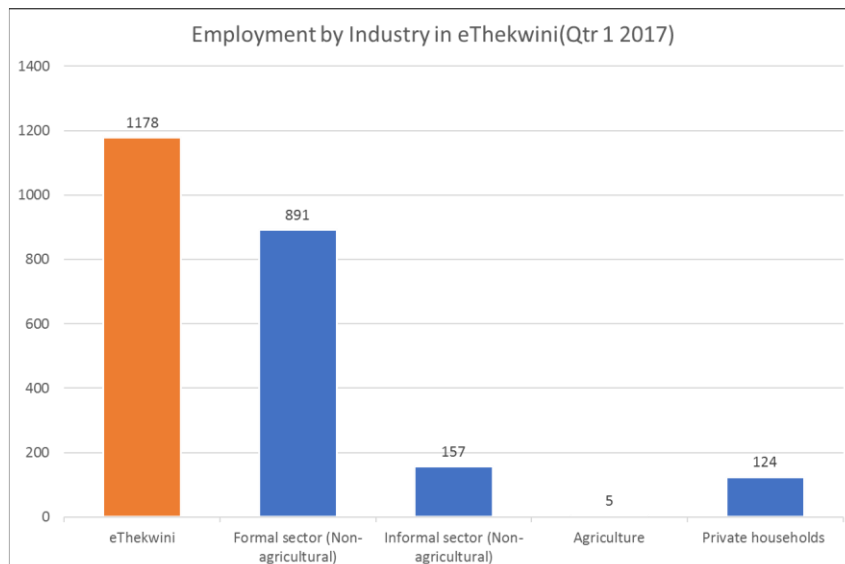
11.2.1.1-GDP

Okwamanje i-GDP yaseThekwini ihlanganisa u-57, 1% we-GDP yaKwaZulu-Natali kanye no-9, 1% kazwelonke. Ukukhula kwe-GDP esifundeni sikaMasipala waseThekwini kukhuphuke ngo-1, 2% phakathi kuka-2013 no-2014 kanti KwaZulu-Natali kanye neNingizimu Afrika kukhule ngo-1, 7% nango-1, 5% ngokulandelayo.



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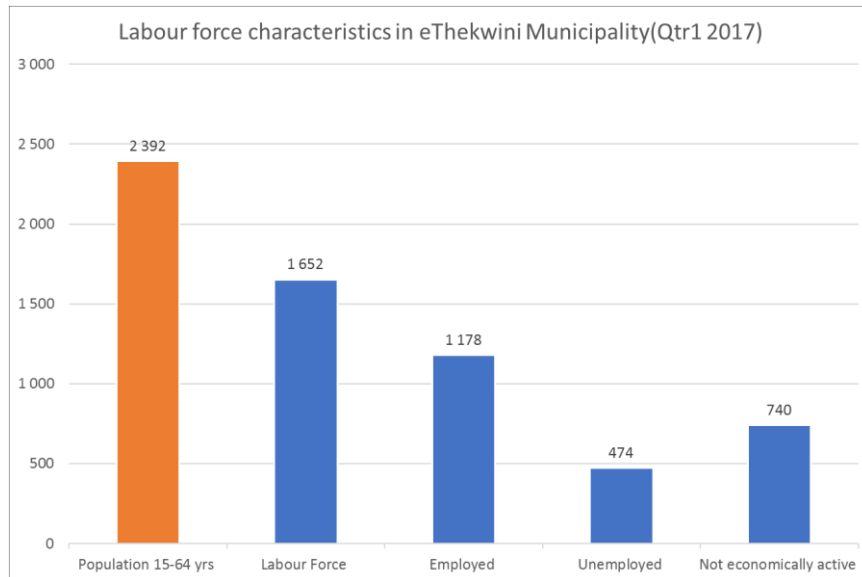
Umnotho waseThekwini wawubuswa yizimbini zezemfundo ephakeme ezazihlanganise (1) ezezimali (20%), (2) ezokukhiqiza (19%), (3) izinsizakalo zomphakathi (20%), ezohwebo (18%), ezokuthutha (14%) kanye nezokwakha (5%). Ngaphandle kokuthi umkhakha wezemfundo ephakeme udlale indima enkulu ngaphakathi komongo womnotho waseThekwini, ukukhiqiza (okuhlukaniswe ngaphakathi komkhakha wesibili) kwakha u-24, 4% womsebenzi wezomnotho uwonke.



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

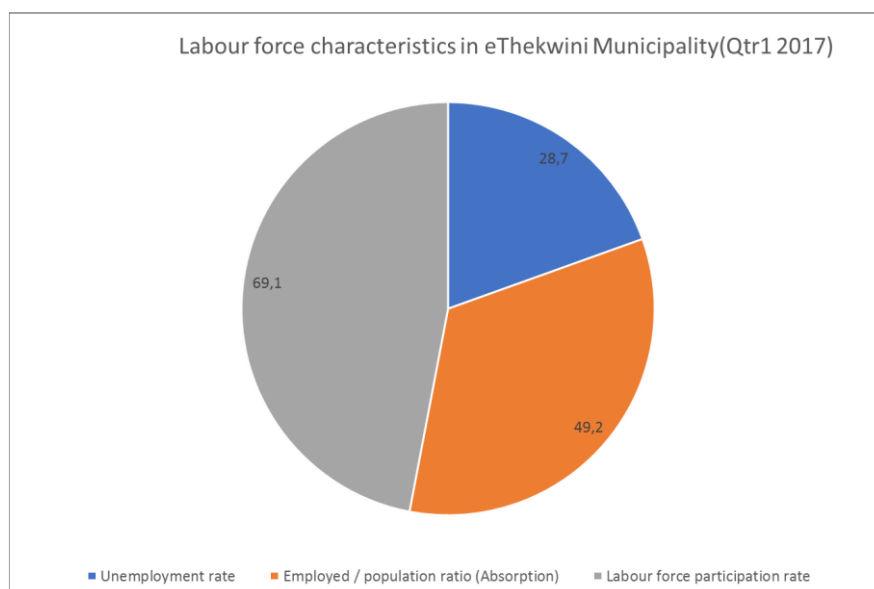
Ngokusho kwe-Q1 2017 yoCwaningo lwe -Labour Force, abantu abangu-891 000 abaphendulile eThekwini babeqashwe ngokomthetho ezindaweni ezisemthethweni okungezona ezolimo uma kuqhathaniswa nabangu-157 000 ababeqashwe ezindaweni ezingekho emthethweni okungezona ezolimo.

11.2.1.2 Umsebenzi



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

Inani labantu abasebenzayo kwikota yokuqala ka-2017 laliyizigidi ezingu-1,12 uma kuqhathaniswa nenani labantu abasebenza emakhaya abayizigidi ezingu-1,65. Lokhu kusho ukuthi inani labantu abangu-474 000 kumasipala abangasebenzi. ITheku liye labhekana nokwehla kwenani labantu abangasebenzi kusukela ngo-2010, iningi labo libangelwa ukwanda kwabantu 'abangasebenzi' kwezomnotho okwenzeka kulo lonke elaseKwaZulu-Natali.

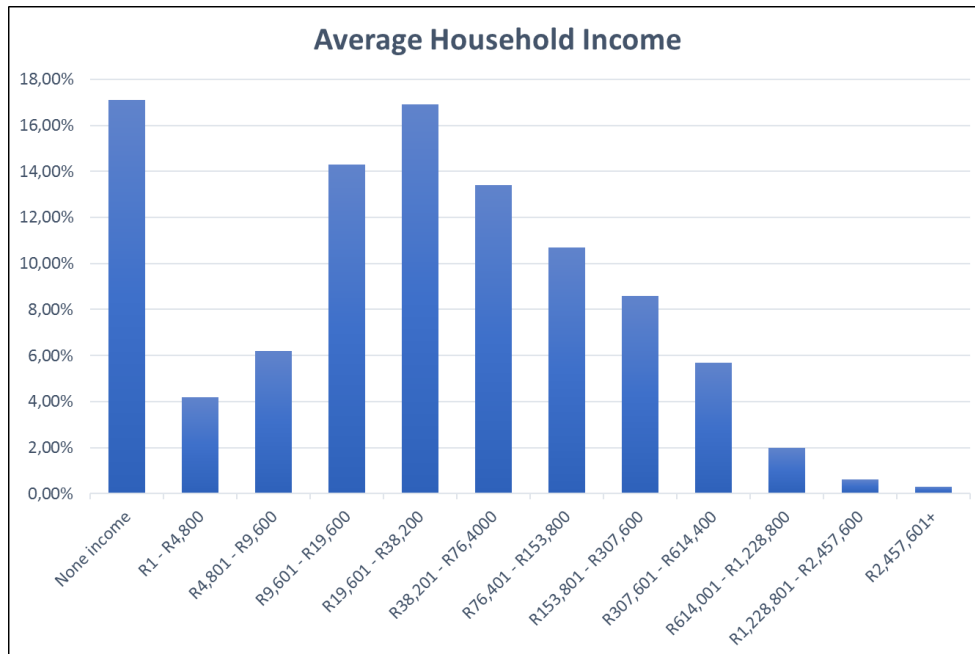


<http://www.statssa.gov.za/publications/P0211/P02111stQuarter2017.pdf>

Izinga lokungasebenzi kuMasipala waseTheku ngokwezibalo ze-Q1 2017 lingu-28,7%.

11.2.1.3 Isilinganiso Semali Yasemakhaya

Ngokusho kokubalwa kwabantu kwe-Stats SA ngo-2015, iningi (17,1%) lemindeni kumasipala waseThekwini ayinayo imali engenayo yanyanga zonke. Inani elikhulu lemindeni kumasipala lithola imali ephakathi kuka-R9601 no-R19600 (14,3%), kanye no-R19601 no-R38200 (16,9%).



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

11.3 Umthelela ongemuhle wokusebenza kwezimayini (Umthetho 46 (c) (ii))

11.3.1 Ukususwa nokubekwa kwabantu

Akukho

11.3.2 Ukumbiwa kwamathuna

Akukho

11.3.3 Ukuthuthuleka kwabantu - ezindawo zokuhlala ezingekho emthethweni Akukho

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

11.4.1 Ukunikezwa kwezidingo zendawo ngokubaluleka kwazo.



11.4.2 Izidingo zendawo ngokulandelana kwazo

11.4.3 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.

Ithebula 35 Uhlelo lokuqalisa lwephrojekthi ekhonjisiwe – Isikhungo Sokuthuthukiswa Kwamakhono Omphakathi eVerulam

Igama lePhrojekthi: Verulam Community Skills Development Centre	
Ukwehlukaniswa kwePhrojekthi:	Ukuthuthukiswa kwengqalasizinda
Isizinda sePhrojekthi	I-Verulam Quarry ngokubambisana noMasipala Wendawo weTheku ithole iphrojekthi ezosekela izakhamuzi zaseWadi 60 ngesikhungo sokuthuthukisa amakhono. Le phrojekthi izosekela izinhloso zikamasipala ngokuhlinzeka ngokufinyelela ezinhlelweni zokuthuthukisa amakhono emphakathini waseVerulam. Le nkampani izokwakha isikhungo sokuthuthukisa amakhono esizohlinzeka ngamakhono okubhaka kanye nawobuciko azonikezwa ngokubambisana noMasipala weTheku kanye nezikhungo ezigunyaziwe.
Izinhloso zePhrojekthi:	• Ukuhlinzeka ngokufinyelela ezinhlelweni zokuthuthukiswa kwamakhono emphakathini waseVerulam.
Inqubo yePhrojekthi	NgoJanwari 2024 – kuya kuDisemba 2026 • Ububanzi bephrojekthi buqinisekisiwe • I-MOA iphelile • Isigaba sokwakhiwa kwephrojekthi • Ukudluliselwa kwephrojekthi kuMasipala weThekwini.

Okulethwa yiPhrojekthi:	• Igumbi Lokufundela Eli-1X • Indawo Yokusebenzela E-1x ene-patio/ukulayisha/indawo yangaphandle emboziwe • Indawo Yokuhlanza E-1X • Ithangi Le-Septic Eli-1x • Ihhovisi Lokuphatha Eli-1x • Ucingo Olu-1x oluya emngceleni wesakhiwo • Indawo yokugcina amanzi ehlukile engu-2x Bheka i-Annexure A				
Umthelela wePhrojekthi:	Ukuthuthukiswa Komnotho Wendawo Ngokuthuthukiswa Kwengqalasizinda Yomphakathi kaMasipala Wendawo waseVerulam. Bheka i-Annexure A				
Isikhathi Sokuqala Komsebenzi:	Esibekiwe Nesokuphela Ngo-2024 kuya ku-2027				
Isabelozimali:	R 1, 400,000.00				
Iqembu Elihloliwe/ Abazuzi:	Ward 60, eVerulam eThekwini		Iphrojekthi kuMphakathi Wendawo:		Umasipala weTheku
Inani Labazuzi Abathintekayo:	Abesilisa	Abeseifazane	Intsha	Abakhubazekile	Inani
	28980	34020	30 050	1000	63000
Inani Lemisebenzi Eyakhiwe:	Ukuhlukaniswa kweMisebenzi	Abesilisa abadala	Abesifazane abadala	Intsha yabesilisa	Intsha yabesifazane
	14	6	3	3	2
Usuku lokuqedwa isu lokuphuma	I-AfriSam izodlulisela iSikhungo Sokuthuthukiswa Kwamakhono Omphakathi uma sesiqediwe ngokuphelele futhi singasetshenziswa ngabazuzi. 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 ngathi ukuthi babe nemizi. Ukuba umnikazi womuzi kuhlobene ngokuphelele nezidingo zezinsizakusebenza zabantu zokuheha, ukukhuthaza nokugcina abasebenzi abahamba phambili ngomsebenzi 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 ezinqandi:

- 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, ukuhlenganisa (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 Sokuhlizeka Ngezibonelelo (i-provident fund) sisekele imali mboleko yezindlu Nge-ASI Wellness Solutions, i-AfriSam inikeza uhlelo lokusiza abasebenzi oluhlenganisa 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. UMTHEHO 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 ukufeza ukuthengwa kwezimpahla okusezingeni lomhlaba kulo lonke iQembu nokuqinisa izindleko kanye nobuholi bemakethe. Ukuthengwa kwezimpahla ngaphakathi kwenkampani kuqokethe yonke 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 laphe 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 ekugqukulweni 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 yokugqukulwa.

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 yokugququla ezomnotho kanye nokuhlomisa abantu abamnyama ngokwezomnotho (B-BBEE). Lonke uchungechunge lokuhlinzeka lunokuqonda okuvamile nokuthenga okuphoqeleke kokugququlwa. I-AfriSam izibophezele ekusekeleni nasekuhluliseni 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 ukugququlwa kwabo, kanye nokuthengwa kwemikhiqizo nezinsizakalo kubaphakeli abasha abafaka izimiso zokugququlwa.

Ngokusebenzisa amandla ayo okuthenga, i-AfriSam ibe neqhaza elikhulu ekuthonyeni abaningi babahlinzeki bayo ukuthi bakhiqize amakhadi abo okuhlola i-B-BBEE futhi bawahambise ukuze kuqinisekiswa 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 okugququla. Lokhu kuzokwenza iQembu likwazi ukulandelela lezi zibophezelo ezenziwe futhi liqinisekise ukuqaliswa kwazo. Lapho abahlinzeki bengakhombisi ukuzibophezela kwinqubo yokugququlwa, iQembu lizohlola ithuba lokufaka abahlinzeki abahambisanayo.

Ukuze ukugququlwa 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 ehlukahlukene ye-B-BBEE ibekwa minyaka yonke ngesisekelo sikazwelonke senkampani futhi ihlukaniswe nemigomo yezifunda ezahlukahlukene zokuthengwa kwempahla. Imisebenzi ehlukahlukene ngaphakathi kwezifunda idala izinhlelo zokusebenza zabahlinzeki bendawo ngaphakathi kwemisebenzi ehlukahlukene ukuze lezi zinhloso zesifunda.

Izenzo ezilandelayo ezibalulekile seziqalisiwe 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 aphaathe wonke amathenda eQembu
- Ukushintsha kweNqubomgomo Yokuthengwa kwempahla ukuze kufakwe izidingo zomthetho omusha - Kuqaliswe ngesikhathi se-Q4 ka-2022
- Ukuqaliswa kwezinqubo zethenda ezijwayelekile ukuze kufakwe izilinganiso zezindleko vs ze-BEE
- Kukhethwa kakhulu abaphakeli abane:
 - I-BEE yezinga eliphansi lika-4 kanye
 - Nobunikazi obulinganayo bezabelo obungaphezu kuka-25%
- Imigomo Yokukhokha Ejwayelekile 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 36: 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 llawulwa Abesifazane 51% WO	5%	1%	2%	3%	4%	5%
		NOMA					
IZIDINGO	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%
	Izinkampani Ezilawulwayo Neziphethwe Abantu Abangenayo Emlandweni (51% BO)	50%	> 50%	> 50%	> 50%	> 50%	> 50%
	Inkampani Ephethwe futhi llawulwa 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 okwenziwe 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 kwezezimayini 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 amazinga okuphepha noma izidingo zekhwalthi 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. UMTHETHO 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 ukuhlengana 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-Verulam 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 zemboni njalo; nokwazisa uMnyango Wezabasebenzi ngezinhlalo uma abasebenzi abangaphezu kuka-10% bengadilizwa emsebenzini ngonyaka owodwa

16. UMTHETHO 46 (D) (II) AND (III)

Izindlela zokugwema ukulahlekelwa yimisebenzi kanye nokwehla kwemisebenzi



16.1 Isingeniso

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

16.2 Amasu 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 sokuzuka-kuholo le-Pietermaritzburg 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;
- 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

- e) 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 avoided



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 ukubuyekeza 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 ehluke ngaphandle kwenkampani

VI. Amathuba okuthuthukiswa kwamabhizinisi/amakhono/amakhono aphahekayo okuqeqeshwa avumela abasebenzi abathintekayo ukuba baqhubeka 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 Izingqubo

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) ukuhlangani ukuze kuqinisekise imisebenzi eyengeziwe;
- f) ukubonisana mayelana nezindinganiso zokukhetha;
- g) ukuhlonza izindawo zokuphumula;
- h) ahlangani 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 Sakhe

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.

17.3.1.1. 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 ezihlelekile 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.

17.3.1.2 IZINGA LE-MACRO

Ukuhlelwa Kabusha Enkampanini

Kuzochazwa inqubo yangaphakathi yokuqashwa 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 kuzobhekwana nawo.

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 kuhlangukshwane 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-Verulam 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 weTheku ukuze kuqinisekiswa ukuthi noma bona noma umthuthukisi ozimele bazimisele ukuthuthukisa lesi sikhungo. Amaprojekthi, ngokubambisana noMasipala weTheku, azokwakhiwa ngaphambi kokuvalwa ukuqinisekisa ukusetshenziswa komhlaba okungcono, okusimeme. I-Verulam Quarry izoba nengxoxo ngaphakathi kwe-Local Economic Development Forum ukuchaza ukusetshenziswa okuhle kwezinsiza ngemva kokuvalwa, ukuze kuqinisekiswa ukuthi izakhiwo ezingase zisetshenziswe umphakathi azibhidlizwa nje kuphela.

18.2 Isu nezinhloso

I-Verulam Quarry izokwenza umzamo wonke wokunciphisa umthelela wezenhlalo nowomnotho kubantu ngabanye, ezindaweni nasemnothweni lapho ukuhoxiswa kwemisebenzi nokuvalwa kwezimayini kuqinisekisiwe. Lezi zinhlelo zizogxila ku:

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

18.3 Ukuqeqeshwa kwamakhono okuthwalwayo

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

I-Verulam Quarry izokhetha abanikezeli bezinsiza abaqinisekisiwe ukuze banikeze la amakhono kubo bonke abasebenzi abakhonjwe. Amakhono aphahekayo akhunjwe esigabeni 2.5 ahlobene nebhizinisi leNkampani futhi abasebenzi abanamakhono bazokwazi ukuwasebenzisa ngenkathi besebenza e-Verulam Quarry kanye nangemuva kokunqanyulwa kokuqashwa ngokusemthethweni. Inzuzo yalolu hlelo wukuthi abasebenzi abanyanyulelwe umsebenzi ngaphansi kwe-Verulam Quarry bazokwazi ukuphila izimpilo ezisebenzisekayo ngokuzuza imali emakethe yomsebenzi engakahleleki

I-Verulam 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 Ukuhlinzeka kwezimali zokuqaliswa kohlelo lwezenhlalakahle nezomsebenzi

Ithebula 36 libonisa izindleko ezilinganisiwe zokungenelela kokuqeqesha e-Verulam Quarry kanye nezindleko ezilinganisiwe zezikhundla zentuthuko ezifana neziLearnerships, imifundaze, iInservice kanye nonjiniyela abafundiswa emsebenzini.

Ithebula 37 Isabelozimali Zokuqeqeshwa Kwabantu – Verulam Quarry

Intervention	Isabelozimali sika-HRD					Total Budget 2023 - 2027
	2023 Budget	2024 Budget	2025 Budget	2026 Budget	2027 Budget	
Ukuqeqesha	R 79,197	R 99,632	R 126,569	R 125,934	R 131,190	R 562,522
18.1 Izifundo (ama-intenship)	R 0	R 140,077	R 136,077	R 151,777	R 0	R 427,931
18.2 Izifundo (ama-learnership)	R 0	R 0	R 224,077	R 224,277	R 244,387	R 692,741
Amakhono Apathekayo	R 0	R 15,000	R 10,000	R 10,000	R 5,000	R 40,000
AET	R 0		R 0	R 0	R 0	R 0
Imifundaze	R 0	R 249,000	R 261,600	R 282,980	R 0	R 793,580
Usizo Lokufunda	R 0	R 10,000	R 20,000	R 15,000	R 0	R 45,000
I-inservice	R 0	R 200,154	R 209,754	R 0	R 0	R 409,908
Onjiniyela Abaqeqeshwayo	R 0	R 0	R 0	R 0	R 0	R 0
Inani	R 79,197	R 713,863	R 988,077	R 809,968	R 380,577	R 2,971,682

5% ehlosiwe nesekelwe enanini elikhokhelwayo le-Quarry	R 565,692	R 574,210	R 608,546	R 644,515	R 682,299	R 3,075,262.00

Ithebula 38 Isabelomali SokuThuthukiswa Komnotho Wendawo – Verulam Quarry

Ukungenelela	2023	2024	2025	2026	2027
Verulam Skills Development Centre	R0.00	R 0.00	R 800, 000	R 600,000	R 0.00
Inani	R 0.00	R 0.00	R 800,000	R 600,000	R 0.00
Inani Lesabelozimali Leminyaka Emihlanu: R1, 400,000.00					

19.2 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;
- c) izindleko zokwelulekwa ngokuncishiswa kwabasebenzi abahlehlisiwe;

Isabelozimali sika-R40,000.00 senziwe satholakala ngenhloso yokwehlisa nokunciphisa umjikelezo ka2023 kuya ku 2027.

Ithebula 38 elingezansi libonisa isabelomali sokungenelela kwezemfundo kanye nezindleko zokwehliswa nokuncishiswa.

Ithebula 39: Isabelozimali Zokuthuthukiswa Kwabasebenzi – Verulam Quarry

Ukungenelela	Isabelozimali ka 2023	Isabelozimali ka 2024	Isabelozimali ka 2025	Isabelozimali ka 2026	Isabelozimali ka 2027
Amakhono Apathhekayo	R0	R15,000.00	R10,000.00	R10,000.00	R5,000
Inani	R0	R15,000.00	R10,000	R10,000	R5,000

20. UMTHEHO 46 (F)

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



Mina, _____, osayine ngaphansi futhi ogunyazwe ngokufanele yi-AfriSam (South Africa) Properties (Pty) Ltd egameni lePietermaritzburg Quarry, ngiyazibophezela ukuthi ngizonamathela 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 _____

