

I-DRIEFONTEIN OPERATION

ISicwangciso sezeNtlalo nesaBasebenzi sika-2017 - 2021

INOMBOLO YELUNGELO LEZEMIGODI: (GP) 30/5/1/2/2 (51) MR

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ULUHLU LWEENKCAZELO ZAMAGAMA

UFINYEZOMAGAMA	MEANING	INTSINGISELO
I-AET	Adult Education and Training	IMfundu yabaDala noQeqesho
I-ATR	Annual Training Report	INgxelo yoQeqesho yoNyaka
I-BEE	Black Economic Empowerment	UkuXhotyiswa kwabaNtsundu kwezoQoqosho
I-CPP	Career Progression Plan	IsiCwangciso seNkqubelaphambili yoMsebenzi
I-DMR	Department of Mineral Resources	ISebe lemiCimbi yeziMbiwa
I-DoL	Department of Labour	ISebe lezabaSebenzi
I-EE	Employment Equity	UBulungisa kwezeNgqesho
I-EEA	Employment Equity Act	UMthetho woBulungisa kwezeNgqesho
I-ETD	Education Training and Development	UQeqesho noPhuhliso kwezeMfundu
I-EXCO	Executive Committee	IKomiti yeSigqeba
I-FY	Financial Year	UNyakamali
I-GCC	Government Certificate of Competence	ISatifiketi sokuGqwesa sikaRhulumente
II-HDSA	Historically Disadvantaged South Africans	ABermi baseMzantsi Afrika abaHlelelekileyo ngokweMbali
I-HRD	Human Resources Development	UPhuhliso IwabaSebenzi
I-HRDP	Human Resources Development Programme	INKqubo yoPhuhliso IwabaSebenzi
I-IDP	Individual Development Plan	IsiCwangciso soPhuhliso soMntu ngokuzimeleyo
I-IDP	Integrated Development Plan	IsiCwangciso soPhuhliso esiHlanganisiweyo
I-LED	Local Economic Development	UPhuhliso IwezoQoqosho Iwasekuhlaleni
I-MOA	Memorandum of Agreement	IMemorandam yesiVumelwano
I-MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002)	UMthetho woPhuhliso IweMicimbi yeziMbiwa nePetroliyam (Minerals and Petroleum Resources Development Act) (no. 28, 2002)
I-MQA	Mining Qualifications Authority	UGunyaziwe weziQinisekiso zezeMigodi
I-NQF	National Qualifications Framework	INKqubosikhokelo yeziQinisekiso yeSizwe
I-PWD	Person with Disability	UMntu oPhila nokuKhbazeka
I-QCTO	Quality Council for Trades and Occupations	IBhunga lezoMgangatho woRhwebo neziKhundla zoMsebenzi
I-SADC	Southern African Development Community	ULuntu IwezoPhuhliso IwaMazantsi eAfrika
ISETA	Sector Education and Training Authority	UGunyaziwe weCandelo lezeMfundu noQeqesho
I-SLP	Social and Labour Plan	IsiCwangciso sezeNtlalo nezabaSebenzi
II-SMME	Small, Medium and Micro Enterprises	AmaShishini asaKhasayo, asaKhulayo kwinqanaba eliphakathi namaNcinci
I-SDF	Skills Development Facilitator	UMBhexeshi woPhuhliso IweZakhono
I-KPA	Key Performance Area	UMmandla wokuSebenza onguNdoqo
I-KPI	Key Performance Indicator	IsiBonisikusebenza esinguNdoqo
IWIM	Women in Mining	AmaNira abandakanyeka kwezeMigodi
I-WSP	Workplace Skills Plan	IsiCwangciso sezaKhono eMsebenzini

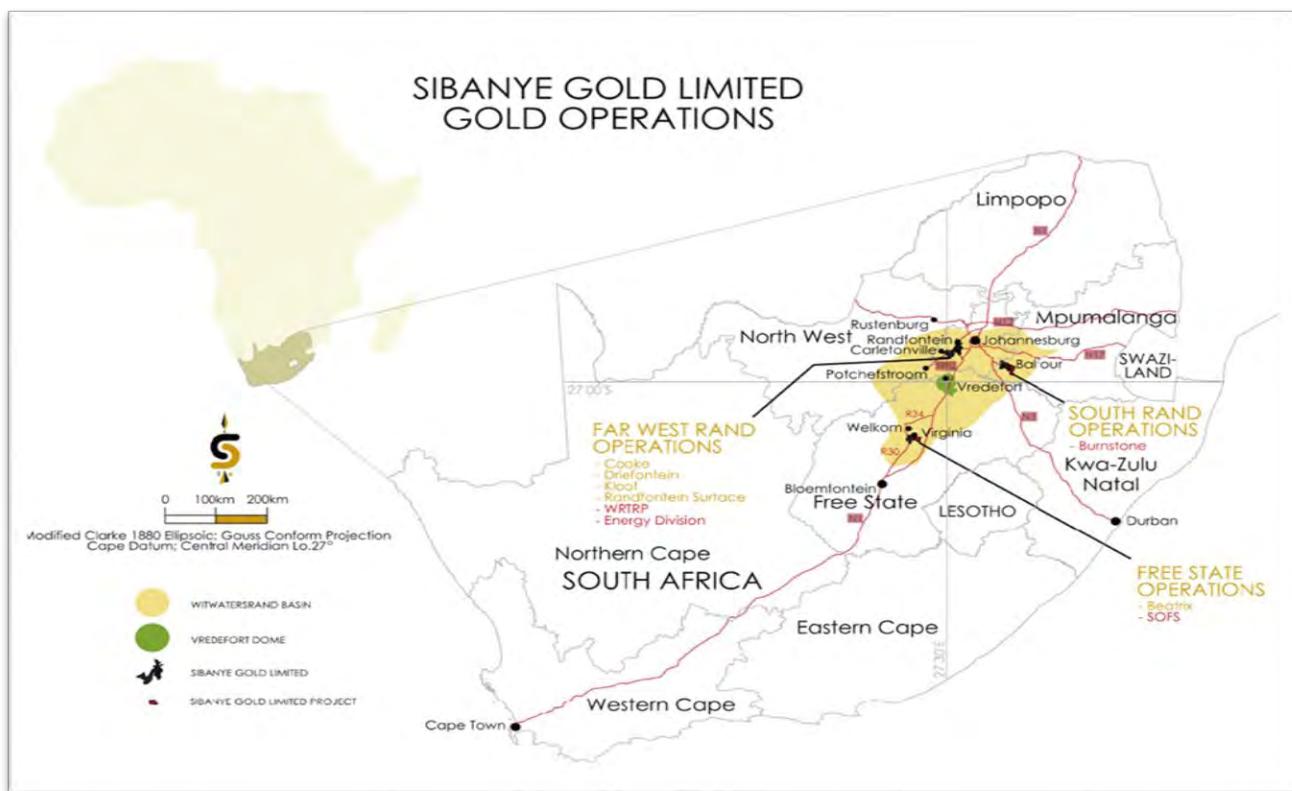
1 Intshayelelo neNgabulazigcawu

1.1 Intshayelelo

ISibanye-Stillwater, liqumrhu lezemigodi elizimeleyo elineendawo zokuhlala nelijolise eMzantsi Afrika, lavela emva kokwahlukanisa yiGold Fields Limited ngenkampani engaphantsi kwayo eyeyabo ngokupheleleyo, i-GFI Mining South Africa Proprietary Limited (i-GFIMSA). ISibanye-Stillwater iqulethe amaquamrhu ama-5 azintloko okuvelisa igolide aneembali zokusebenza ezinde nezibalaseleyo, eziquka i-Driefontein, i-Kloof, iBeatrix, i-Cooke 1, 2 kune 3 ne-Cooke 4 Operations kwiPhondo laseGauteng. Imithombo edibeneyo yale migodi yenza iSibanye-Stillwater ibe yenyenye yabona bavelisi bakhulu begolide eMzantsi Afrika kwaye ibe phakathi kwabona bavelisi bakhulu begolide abali-10 eHlabathini. Inkampani ngoku ineprojekthi zokusebenza ngegolide kwiNgingqi ye-Witwatersrand iyonke.

ISibanye-Stillwater inabise ipotifoliyo yemveliso ekrwada yayo ngokufumana iiasethi zeplatinam zase-Rustenburg e-Anglo American Platinum Limited (i-Rustenburg Operations) nase-Aquarius Platinum Limited (i-Aquarius) ngeentengiselwano ezimbini ezahlukeneyo. Intengiselwano yase-Aquarius yagqitywa ngoMatshi ka-2016, ngelixa intengiselwano yase-Rustenburg yaqalisa ukusebenza ngomhla we-1 kuNovemba ka-2016. ISibanye-Stillwater ikuluhlu lwe-Johannesburg Stock Exchange (i-JSE) nakwi-New York Stock Exchange (i-NYSE).

I-Driefontein Operation imi kumgama othi ubengu-70 km entshona yeJohannesburg kwisibanzi esiyi-26°24'S nakwaside esiyi-27°30'E kufutshane ne-Carletonville kwiphondo laseGauteng eMzantsi Afrika. Isiza sifumaneka kuhola wendlela u-N12 phakathi kweJohannesburg nePotchefstroom. Ngokwejiyoloji imi kwi-West Wits Line, eyenza inxenye ye-Far West Rand Goldfield yeNgingqi ye-Witwatersrand. Inkcazomphandle imcabala ngokubonakalayo kwaye uhlaza lomandla luhlelwe njengeBankenveld enethafa lengca. Ufuyo lwempahla lunabele kummandla ojikelezileyo kwaye akukho mozulu ibaxe kileyo, echaphazela imisebenzi yezemigodi, ikhe ibekho.



Umfanekso 1: INdawo eQhelekileyo yeSibanye-Stillwater Gold Operations1

I-Driefontein Operation inoMyalelo oMtsha weLungelo lezeMigodi osemthethweni ukusukela kumhla wama-30 kuJanyuwari ka-2007 ukuya kutsho kumhla wama-29 ku-Janyuwari ka-2037 ngokunxulumene nelungelo lezemigodi elifikelela kuma-8,561 eehekthare lilonke elikwi-Magisterial District of Oberholzer kwiPhondo laseGauteng.

Le SLP iquka imida ebonisiwego kwiSicelo seCandelo 102. Isicelo, ngokuhambelana neCandelo 102 loMthetho woPhuhliso IweMicimbi yeziMbiwa nePetroliyam (i-Minerals and Petroleum Resource Development Act) ("i-MPRDA") (Umthetho 28 ka-2008), wangeniswa kwiShebe leMicimbi yezeziMbiwa ("i-DMR") ngowe-2016 ukulungiselela:

- Ukwandisa uMda weLungelo lezeMigodi ("i-MR") ukuba ubandakanywe i-Driefontein 4 Tailings Storage Facility ("i-TSF"), emi kwiindawo ezahlukahlukeneyo ze-Vlakplaats 112 IQ kune necandelo le-Remaining Extent of Portion 2 le-Driefontein 113 IQ. Impembelelo yokwandisa iza kukhulisa ummandla okhoyo we-MR wama-8,561.2391 eehekthare, okuza kuthi kongeze ama-929.3828 eehekthare afikelela kuma-9,490.6219 eehekthare ewonke. Ukuvunyelwa kusalindelwe.
- Ukuquka ne-West Rand Tailings Retreatment Project ("i-WRTRP"): ICandelo lase-Driefontein kwi-MR ukulungiswa kodaka (slimes) ekugqibeleni kwii-5 TSF emi kwi-Driefontein MR.

Le SLP sisixhobo esijonge ukuhlangabezana nophuhliso loqoqosho Iwentlalo kune neenjongo zotshintsho ngokwayamene ne-Mineral and Petroleum Resources Development Act (i-MPRDA) Umgaqo 46 (a – f), ngokunika iinkukacha zeMbulambethe, iiNkqubo zoPhuhliso IwaBasebenzi (i-HRD), iINkqubo yoPhuhliso IwezoQoqosho IwasekuHlaleni (equka phakathi kwezinye, iziNdlu neeMeko ekuPhilwa phantsi kwazo kune neCiwangciso seNkqubelaphambili seNkqubo yeeNtengo nokufuna abanikinkonzo), iiNkqubo eziPhathelele kuLawulo lokuPhungula abasebenzi nokuDenda, ukuBonelelwanezeMali kune neSivumelwano ngumnikazi/ngumnini welungelo lezasemgodini. Ilungelelene kwakhona nemithethosiseko yowisomthetho olufanelekileyo oluqhabela phambili utshintsho, okubaluleke nangakumbi kwi-MPRDA nemigaqo yayo.

Okubalulekileyo emakuqatshelwe, kukuba i-SLP ixhaswa sisicwangcisoqhinga sethu sovalo Iwezentlalo. Oku kwayamene nokuqonda ukungalityalwa kweenzuso zezoqoqosho kummandla lowo, iimpembelelo zeziphumo zoqoqosho Iwasekuhlaleni nezokusingqongileyo ezinokunyamezelisaithuba sexesha elide. Sikwaqonda nokuba ukucwangcisa kovalo loqoqosho Iwasekuhlaleni ngokuqhelekileyo akuhlanganiswa nomjikelo wobomi bezomgodi. Nangona kunjalo, indlela yethu yinzame yangabom ejonge ukulumkela ukudala "iidolophu ezingasasebenziyo" kune nentswelangqesho. I-SLP ngoko ke ijonge ekucwangciseni uqoqosho Iwasekuhlaleni ukuqinisekisa ukuba sishiya abahlali abanokuphila ngokwezoqoqosho okunokuthi kubenze baziphilise ngokuzinzileyo kwixesha elizayo, bengaxhomekekanga emgodini.

Le SLP ikwaziswa nazizophumo zengxelo yovavanyo lwempembelelo. Ingxelo leyo ibalula ukuqondwa kwempembelelo yeenkqubo ze-SLP zangaphambili kwaye okubaluleke nangakumbi, ukuboniswa kwemingcipheko engundoqo ukuhlangabezana nenqubo yokuphumeza. Ingxelo ikwabalula imeko ecacileyo yokucinga kwakhona ngotyalomali Iwexesha elizayo ngokuphathelele kwindlela yokuphumeza. Ngengxelo yohlolo lwempembelelo siqonda ngokungcono ngeemeko ezikhoyo kwimimandla engabagcini babasebenzi nekufunyanwa kuyo abasebenzi kune neendlela zabezayo ezingwenelwayo ngabahlali benginqi nganye. Ingxelo ixhaswa yidatha esemthethweni enje ngoBalobantu Iwe-Stats-SA 2011, kune neSaveyi yoLuntu ka-2016.

Ukongeza, kwenziwa zonke iinzame ukulungelelanisa amangenelelo ethu oqoqosho Iwasekuhlaleni esicwangciso soPhuhliso oluHlangeneyo lukaMasipala wenginqi wesiXeko saseMerafong (i-City Local Municipality's Integrated Development Plan) (i-IDP) kune nezinye iinkqubosikhokelo zophuhliso ezinje ngesicwangciso soPhuhliso seSizwe 2030 (i-National Development Plan 2030). Kule meko, izinto ezifunekayo ezingundoqo zendlela yokuphila ephucukileyo, ezibonakaliswayo kuMfanekiso 2 apha ngezantsi, zibalule isiseko esingqingqwa sale SLP:



Umfanekiso 2: IsiCwangciso soPhuhliso seSizwe: Izinto ezifunekayo ezingundoqo zendlela yokuphila ngokuphucukileyo²

Sivuma kwakhona iiNjongo zeHlabathi zeZizwe eziManyeneyo zoPhuhliso oluZinzileyo (i-United Nations' Global Goals for Sustainable Development), (ngaphambili iiNjongo zoPhuhliso zeMillennium (i-the Millennium Development Goals)), esasixhomekeke kuzo njengesindululo esisisiseko sengxoxo esinabileyo ekunokuphuhliswa kuso izicwangciso kune nekujoliswe kuko ngokwahlukahlukeneyo okulandelayo. Kubalulekile ukuqaphela ukuba eli qela lintsha leeNjongo zeHlabathi zeZizwe eziManyeneyo zoPhuhliso oluZinzileyo (oluboniswe kuMfanekiso 3 apha ngezantsi), liquka ekujoliswe kuko okungenakufaniswa nanto kwindima yoshishino. Ngoko ke, kubaluleke ngokulinganayo ukujolisa kwindima i-Driefontein Operation, njengomdlali oqinisekisiweyo kushishino lwezemigodi yegolide enokuyidlala njengomasibambisane wezophuhliso ocingela phambili ekulangazeleleni kwethu uvalo lwezentlalo olulutho.

¹ (Umthombo: IsiCwangciso soPhuhliso seSizwe (National Development Plan) 2030)



Umfanekiso 3: liNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo³²

linjongo zesiCwangciso sezeNtlalo nezabaSebenzi:

- Kukukhuthaza uhlumo Iwezoqoqosho kune nophuhliso Iwemicimbi yezimbiwa nepetroliyam kwiphablikhi - Icandelo 2 (e) le-MPRDA;
- Kukukhuthaza ingqesho nokuhubela phambili impilontle yezentlalo neyezoqoqosho kubo bonke abemi boMzantsi Afrika - Icandelo 2 (f) le-MPRDA;
- Kukuqinisekisa ukuba abanini bamalungelo ezemigodi okanye ezokuvelisa banegalelo kupuhliso oluhlanganisa ezentlalo nezoqoqosho zemimandla abasebenza kuyo kwakunye nakwimimandla isininzi sabasebenzi bebonke esifumaneka kuyo - Icandelo 2 (i) le-MPRDA, kune nomqulu wokuXhobisa ngezoQoqosho IwasekuHlaleni oluNabileyo (i-Broad-Based Socio-Economic Empowerment Charter) zoShishino IwezeMigodi neziMbiwa IwaseMzantsi Afrika (South African Mining and Minerals Industry); kwaye
- Kukusebeniza nokwandisa isiseko sezakhono ezikhoyo zokuxhobisa ii-HDSA kune nokukhonza abahlali.

² http://www.indexmundi.com/south_africa/millennium-development-goals.html

1.2 Ingabulazigcawu

Itheyibhile 1: Ulwazi Iwemvelaphi yeQumrhu1

IGama leNkampani	ISibanye-Stillwater INombolo yoBhaliso: 2002/031431/06
IGama loMgodi	I-Driefontein Operation (apha ebizwa ngokuba yi-Driefontein) Icandelo leSibanye-Stillwater INombolo yeLungelo lezeMgodi: (GP) 30/5/1/2/2(51) MR
IDilesi yeNdawo ekuHlaiwa kuyo	Leeuport Farm, Goudveld, 2507
IDilesi yePosi	Private Bag X2016 Goudveld, 2507
INombolo yoMnxeba	Iketleng Mogohlong – Ukuthobela & nokuNika iNgxelo Umnxeba: +27 11 278 9613 Iketleng.mogohlong@Sibanyestillwater.com Dikago Mathule – INTloko yeeNgxoxiswano noLuntu & noPhuhliso Umnxeba: +27 11 278 9826 Dikago.mathule@Sibanyestillwater.com
Isithili saseDriefontein okanye iQumrhu lokuVelisa	I-Driefontein Operation imi kuMasipala weNgingqi wesiXeko saseMerafong amashumi asixhenxe (70) eekhilomitha entshona yaseJohannesburg kumaphandle aseCarletonville kuMasipala weSithili saseWest Rand
Imveliso ekrwada	Igolide, kune nesinye isimbiwa, ekufuneka, ngokufanelekileyo, sombiwe kune negolide.
Ubomi baseMgodini	Ubomi basemgodini ngezinga langoku lezemigodi busemtethweni isigaba sexesha esiphela ngomhla wama-29 kuJanyuwari ka-2037
UNyakamali	Unyaka wonikongxelo Iwezemali IweDriefontein Operation uqhuba ukusukela kumhla we-1 kuJanyuwari ukuya kutsho kumhla wama-31 kuDisemba
Umntu onoxanduva	Karel de Lange (uSekela Mongameli we-Driefontein Operation (eNtshona)) Koos Barnard (uSekela Mongameli we-Driefontein Operation (eMpuma)) +27 18 781 8702

1.3 Imvelaphi ngokweendawo abasuka kuzo abasebenzi – abasebenzimgodini kunye nemimandla ekufunyanwa kuyo abasebenzi

Itheyibhile 2: IMvelaphi yoMmandla waBasebenzi – abasebenzimgodini kunye nemimandla ekufunyanwa kuyo abasebenzi2

IPhondo	Inani labaSebenzi abasiSigxina	Inani labaSebenzi beKontraki	Ipesenteji
IMpuma Koloni	3155	470	29%
EFreyistata	393	103	4%
EGauteng	1716	831	16%
KwaZulu-Natal	1356	140	12%
ELimpopo	312	62	3%
EMpumalanga	216	41	2%
EMntla Ntshona	381	236	3%
UMntla Koloni	13	15	0%
ENtshona Koloni	6	3	0%
AbangengoBemi baseMzantsi Afrika	3393	240	31%
Bebonke	10941	2141	100.0%
	13082		

1.4 Ukwahlulwahluwa kwabaSebenzi (Abasisigxina nabeKontraki)

Ukusukela kumhla wama-31 Disemba 2016, i-Driefontein Operation yaquesha ama-10 941 abasebenzi abasisigxina kunye nama-2 141 abasebenzi bekontraki.

Itheyibhile 3 ibonakalisa ulwazi ngabasebenzi abasisigxina abasetyeniswa yinkampani ukwakha kunye nokuqalisa umsebenzi ngokwezigaba ukusukela kumhla wama-31 Disemba 2016.

Itheyibhile 3: Ulwahlulahlulo IwaBasebenzi abasisiGxina ngokweNqanaba loMsebenzi ukusukela kumhla wama-31 Disemba 20163

INqanaba loMsebenzi	Yindoda				Libhinqa				Bebonke		
	UmAfrika	IKhaladi	Indiya	Umtu oMhlophe	UmAfrika	IKhaladi	Indiya	Umtu oMhlophe	Abantu bangaphandle	I-HDSA	Abasebenzi
IziPhathamandla	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abaPhezulu	2	0	0	6	0	0	0	0	0	2	8
UMphathi oPhakathi	22	2	5	40	3	0	0	5	6	37	83
Oosochwepheshe abanezakhono, iingcali ezinxulumeneyo, ukuquka nabalawuli abaphantsi, abaphathi kunye nabaphathibasebenzi	591	4	8	31 9	177	0	2	13	165	795	1279

INqanaba loMsebenzi	Yindoda				Libhinqa					Bebonke	
	UmAfrika	IKhaladi	Indiya	Umntu oMhlöphe	UmAfrika	IKhaladi	Indiya	Umntu oMhlöphe	abantu bangaPhandle	I-HDSA	Abasebenzi
Onesakhono esingephi kunye nokwenziwa kwezigqibo ngokuzikhethela	3911	4	1	75	305	1	0	6	256 0	422 8	6863
Ukungabi nasakhono kunye nokwenziwa kwezigqibo okuchaziwego	1649	1	0	6	417	1	0	0	634	206 8	2708
BEBONKE	6175	11	14	44 6	902	2	2	24	336 5	713 0	10941

Itheyibhile 4 ithi thaca ulwazi ngeekontraki ezisisigxina ezietyenziswa yinkampani ukusukela kumhla wama-31 Disemba 2016.

Itheyibhile 4: Ulwahlulahlulo IwabaSebenzi beKontraki ngokweNqanaba loMsebenzi ukusukela kumhla wama-31 Disemba 20164

INqanaba loMsebenzi	Yindoda				Libhinqa					Bebonke	
	UmAfrika	IKhaladi	Indiya	Umntu oMhlöphe	UmAfrika	IKhaladi	Indiya	Umntu oMhlöphe	abantu bangaPhandle	I-HDSA	Abasebenzi
IziPhathamandla	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abaPhezulu	2	0	0	16	0	0	0	0	1	2	19
UMphathi oPhakathi	0	0	0	23	0	0	0	0	0	0	23
Oosochwepeshe abanezakhono, iingcali ezinxulumeneyo, ukuquka nabalawuli abaphantsi, abaphathi kunye nabaphathibasebenzi	62	2	0	94	4	0	0	1	6	69	169
Onesakhono esingephi kunye nokwenziwa kwezigqibo ngokuzikhethela	603	1	0	58	11	0	0	8	146	623	827
Ukungabi nasakhono kunye nokwenziwa kwezigqibo okuchaziwego	964	9	0	64	37	0	0	1	28	101 1	1103
BEBONKE	163 1	12	0	255	52	0	0	10	181	170 5	2141

1.5 INgxelo yeNgqikelelo yabaSebenzi beBonke ngesiGaba sexesha sika-2017 ukuya ku-2021

Kuyaqikelelo ukuba la manani alandelayo abantu (abasisigxina nabekontraki) baza kuqeshwa kwisigaba sexesha sokuba semthethweni kwesi siCwangciso sezeNtlalo nezabaSebenzi. Ingxelo yengqikelelo yomsebenzi iyahlaziwa rhoqo ngekota nanini na kuqeshwa abasebenzi abongezelelweyo.

Itheyibile 5: INgxelo yeNgqikelelo yaBasebenzi beBonke ngesiGaba sexesha sika-2017 ukuya ku-20215

Ngoku	2017	2018	2019	2020	2021
13082	12253	11852	10836	10840	11091

Itheyibile 6: Isishwankathelo saBasebenzi abalindelekileyo ngenqanaba lomsebenzi ngamnye (2017 – 2021)6

AmaNqanaba omSebenzi	2016	2017	2018	2019	2020	2021
Iziphathamandla	0	0	0	0	0	0
Abaphathi abaphezulu	8	8	8	8	8	8
Abaneziqinisekiso zobungcali neengcali ezinamava kunye nabaphathi abaphakathi	83	91	88	80	80	82
Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, iifolomani kunye neentsumpa	1279	1323	1280	1170	1170	1197
Onesakhono esingephi kunye nokwenziwa kwezigqibo ngokuzikhethela	6863	6317	6110	5586	5588	5718
Ukungabi nasakhono kunye nokwenziwa kwezigqibo okuchaziweyo	2708	2936	2840	2597	2598	2658
ABASISIGXINA BEBONKE	10941	10675	10326	9441	9444	9663
Abekontraki	2141	1578	1526	1395	1396	1428
ABASEBENZI BEBONKE	13082	12253	11852	10836	10840	11091

1.6 UkuQeshwa kwabasebenzi basekuHlaleni

Abasebenzi baseDriefontein Operations ekupheleni kukaDisemba ka-2016 babengama-13082 (Itheyibile 2). Oku kubandakanya amathuba engqesho esisigxina kubantu abangamawaka alishumi namakhulu alithoba anamashumi amane ananye (10941), kunye namathuba engqesho engesosigxina kubantu abangamawaka amabini nekhulu elinye namashumi amane ananye (2141).

Isivumelwano	I-Driefontein Operations iqonda ngokwaneleyo iimeko ezhlangene nentlalo noqoqoshu ezikhoyo kummandla ongumgcini wabasebenzi. Ukuze kuhungulwe impembelelo engantlanga yokusebenza kwezemigodi kummandla lowo, iqumrhu lijolise ngokungqingqwa kuqesho lwabasebenzi kunye nophuhliso lwamalungu angekho kwingqesho abehlelelekile ngaphambili eengingqi ezichaphazelelkileyo.
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Izikhokelo	linkqubo zophuhliso lwezakhono zase-Driefontein Operations zilungelelaniswe ngendlela yokuba abasebenzi abangenazo izakhono (ingakumbi abasuka kwimimandla yasekuhlaleni) banethuba lokupuhhliswa kwamakhono.
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Abasebenzi bahlelwa ngokweendawo abathathwe kuzo; oko kukuthi

- Abasebenzi abasuka nabahlala kwinginqi yasekuhlaleni engumgcini wabasebenzi, uMasipala weNgingqi wesiXeko saseMerafong; kune
- Nabasebenzi abathathwe kwimimandla ekufunyanwa kuyo abasebenzi (i-LSA) njengakumaphondo oMzantsi Afrika kune namazwe angabamelwane (i-Mozambique neLesotho).

Njengoko kubonakala kwiTheyibhile 2, kwiDriefontein Operation imimandla engundoqo ekufunyanwa kuyo abasebenzi eMzantsi Afrika yiMpuma Koloni, iGauteng kune ngokungagqithisanga Kwa-Zulu Natal. Ngoku, ngaphandle kweengingqi ezingabagcini babasebenzi kwindawo yasekuhlaleni ekufutshane yamaqumrhu aphi uninzi lweNkcithomali yoPhuhliso lwezoQoqosho lwasekuHlaleni (i-LED) lujoliswe khona, i-Driefontein Operation ibeke phambili impembelelo ephezulu yeeprojekthi ze-LED zeZolimo nezamaseko eMpuma Koloni ngenxa yepesenteji yegalelo lephondo njengendawo engundoqo ekufunyanwa kuyo abasebenzi. Ukuya phambili, iqumrhu kwakhona liza kuqhube ka nokwandisa ipesenteji yokuqeshwa kwabasebenzi basekuhlaleni neeprojekthi ze-LED kwinginqi yasekuhlaleni engumgcini wabasebenzi ukuqinisekisa ukuba uphuhliso oluzinzileyo loqoqosho nolwezakhono lomandla kaMasipala wenginqi luyaxhaswa ngesicwangcisoqhinga somgodi sokuqesha abasebenzi esilapha ngezantsi.

Itheyibhile 7: IsiCwangcisoqhinga sokuQeshwa kwaBasebenzi basekuHlaleni e-Driefontein Operation

IsiKhundla esinoXanduva	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiweyo
Umlawuli wabaSebenzi	Ubhengezwa izithuba zomsebenzi kumaphephandaba engingqi.	Ngelo xesha izithuba zomsebenzi zivela ngalo
UMLawuli weYuniti: Ezabasebenzi/Umnikinkonzo	Ukuqeshwa kwabasebenzi basekuhlaleni kuza kuququzelelwa nguMnikinkonzo	Ngelo xesha izithuba zomsebenzi zivela ngalo

Icandelo B: UPhuhliso IwabaSebenzi

2 UPhuhliso IwabaSebenzi

2.1 Inkcazelos emfutshane

Zonke iinkampani ezingaphantsi kweSibanye-Stillwater zikhokelwa yiNkqubosikhokelo yoPhuhliso IwabaSebenzi (i-HRD) yeSibanye-Stillwater Group. Ngenxa yesi sizathu amacandelo esi sicwangciso anxulumene noPhuhliso IwabaSebenzi axhaphakile kuwo onke amaqumrhu eSibanye-Stillwater Operations angala Beatrix, Kloof, Driefontein, Ezulwini (i-Cooke 4), i-Rand Uranium (i-Cooke 1, 2 kune 3) ne-Burnstone. Apho kufanelekileyo, icandelo ngalinye liza kuqalisa ngesishwankathelo sesivumelwano esenziwa ngelinge elithile nangezikhokelo ezithile. Oku kuza kulandelwa sisicwangcisoqhingga sokuphumeza esithile somgodi sigxininise imisebenzi yobuchule engundoqo, amaxesha abekiwego kune nomsebenzi onoxanduva.

Icandelo 3.1 lesi siCwangciso sezeNtlalo nezabaSebenzi sinika isishwankathelo esinabileyo seNkqubosikhokelo ye-HRD yeSibanye-Stillwater. Likwachaza indlela yophumezo Iwamalinge e-HRD nendima yeSibanye-Stillwater Academy nobume bayo njengomnikinkonzo woshishino Iwezemigodi. Eli candelo likwanika iinkcukacha zokuthobela uwisomthetho loPhuhliso IwezaKhono kwequmrhu.

KumaCandelo 3.2 ukuya ku-3.5 umfuziselo we-HRD weSibanye-Stillwater uyaziswa kwaye uyachazwa, kwaye iinjongo zawo zndlaliwe. Icandelo eli likwanika izivumelwano ze-HRD ezithile ze-Driefontein Operation kune nezikhokelo eziveliswe liZiko loQeqesho lequmrhu. Imithethosiseko ye-HRD engundoqo kwaye amalinge aboniswe ngemifanekiso ebonisa uqhagamshelwano olungundoqo phakathi kwamalinge e-HRD awohlukahlukeneyo. Umba weLitheresi yokuSebenza ngokwanelisayo ichaziwe ukunika umxholo ofanelekileyo kune nengqiqo yezicwangciso namalinge andlaliwe kule SLP. Eli candelo likwandlala amanqanaba emfundo abasebenzi kune nabasebenza ngekontraki (iFomu Q).

Amacandelo 3.6 ukuya ku-3.9 achaza isiCwangciso soPhuhliso IwezaKhono se-Driefontein Operation kwaye andlala indlela i-Driefontein Operation ejonge ukunika abasebenzi amathuba ngayo kule mimandla ilandelayo:

- ILitheresi neNyumeresi yokuSebenza ngokwanelisayo;
- Ukufunda umsebenzi kwingqesho (ezeMigodi nezobuNjineli);
- liNkubo zezaKhono ezinguNdoqo;
- UQeqesho kwizaKhono ezinokusetyenziswa naphi na; kune

Icandelo 3.10 lichonga zonke iziThuba ekuNzima ukuziGcwalisa (iFomu R) kwaye lichaza amangenelelo ajonge ekuvaleni ezi zithuba.

Icandelo 3.11 lichaza indlela yokuCwangcisa iNkqubelaphambili yoMsebenzi eSibanye-Stillwater Group kwaye ingakumbi indlela ephunyezwa ngayo eDriefontein Operation.

Icandelo 3.12 lichaza indlela yoQeqesho eSibanye-Stillwater Group, kwaye ingakumbi indlela oluphunyezwa ngayo e-Driefontein Operation.

Icandelo 3.13 lichaza ukuGqibezeka iziFundu kwiNgqesho, iSibonelelo sokuFunda ukuquka iiNkxasomali zokuFunda kune neziBonelelo kwiSibanye-Stillwater Group, kwaye ingakumbi indlela ezi eziphunyezwa ngayo e-Driefontein Operation.

2.2 IsiCwangciso soPhuhliso IwabaSebenzi

Injongo ephambili yoMfuziselo woPhuhliso IwabaSebenzi (i-HRD) weSibanye-Stillwater kukuqinisekisa uphuhliso lwezakhono ezifunekayo ngokuphathelele ekufundeni umsebenzi kwingqesho, iinkxasomali zokufunda (izakhono ezingundoqo nezibalulekileyo), amagcisa, uqequesho lwe-AET (Inqanaba I, II, III), i-AET Inqanaba 4/NQF Inqanaba 1 kunye namanye amalinge oqequesho abonakalisa iinkukachamanani zabemi njengoko echaziwe kuMqulu wezeMigodi ne-MPRDA. Zonke iinzame kule meko zilungelaliniswe nesiCwangciso soPhuhliso seSizwe kunye neeNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo ngokunxulumene (i) nezeMfundu, (ii) uLingano ngokweSini, (iii) Ukuncitshiswa kokungalingani, iv) uMsebenzi oPhucukileyo kunye noHlumo IwezoQoqosh.

I-Driefontein Operation inoxanduva lokuphendula ngokupheleleyo ngokuchonga nokuphumeza iimfuno zayo zoPhuhliso IwabaSebenzi kwaye inenkululeko engaphaya ngokusekelwe kwimfuno zoshishino lwayo ngokuphathelele kwisicwangciso seminyaka emihlanu kunye neemeko kwimo yoMfuziselo we-HRD onabileyo weSibanye-Stillwater. Ngenxa yokuba imingeni yokusebenza neendleko ezingelolutho zibe nempembelelo engantlanga kwizicwangciso zoPhuhliso IwabaSebenzi kwiminyaka emibini edlulileyo, ekujoliswe kuko kuye kwalungelelanisa ngokwaloo meko ngokwezidingo zoshishino.

ISibanye-Stillwater Academy, inkampani engaphantsi kweSibanye-Stillwater ngama-100%, inika iinkonzo zoPhuhliso IwabaSebenzi ezinkqenkqenza phambili kwi-Driefontein Operation kunye neSibanye-Stillwater Group ngokupheleleyo. ISibanye-Stillwater Academy iqinisekiswe ngokupheleleyo nguGunyaziwe weziQinisekiso zezeMigodi (i-Mining Qualifications Authority) (i-MQA) kwaye, inkqubo yamkelwe zii-SETA ezininzi, ziyinika isakhono sokunika imfundu noqequesho ezaziwayo neqinisekisiwego kuninzi lwemimandla engenanto yakwenza nemigodi. Isakhono sokuhlangabezana nezivumelwano zayo ngokokunxulumana kwazo noPhuhliso loBunkokeli, iMfundu yabaDala noQequesho (i-AET), izaKhono zobuChwepheshe nezaKhono ezinokuSetyenziswa naphi na ngoko ke siyandiswa, kwaye ikhampasi eyisathelayithi esezenza ngokupheleleyo yeSibanye-Stillwater Academy isebenzela e-Driefontein Operation. Itheyibhile elapha ngezantsi inika iinkcukacha ngokuphathelele kukuthobela kwe-Driefontein Operation uwisomthetho woPhuhliso IwezaKhono.

Itheyibhile 8: UkuThobela uWisomthetho loPhuhliso IweZakhono8

ULwazi Iwe-SETA oluFunekayo	LiNkcukacha ze-SETA
IGama leSETA:	UGunyaziwe weziQinisekiso zezeMigodi (i-MQA)
INombolo yoBhaliso nee-SETA ezifanelekileyo:	L420750137
UMBhexeshi woPhuhliso IwezaKhono:	Mnu. Fundi Gatya
Ubungqina bokungeniswa kwezaKhono zaseMsebenzini kunye nomhla wokungenisa	Ubungqina bokungenisa

Itheyibhile engezantsi ibonisa ukuzibophelela kwe-Driefontein Operation ekungeniseni kwayo isiCwangciso sezaKhono saseMsebenzini soNyaka (i-WSP)/iNgxelo yoQequesho yoNyaka (i-ATR).

Itheyibhile 9: IsiCwangciso sezaKhono eMsebenzini (i-WSP) kunye nesiCwangciso sesiCwangcisoqhingga seNgxelo yoQequesho yoNyaka (i-ATR)9

Inyathelo	Ukunika ingxelo	UMhla wokuNgenisa
I-Driefontein Operation kufuneka ingenise i-WSP ne-ATR kwi-MQA ukuze ilungele iSicelo sesiBonelelo esiyanzalekileyo (i-Mandatory Grant Application) soqequesho olwabhexehwa kwiqumrhu.	Ngonyaka	Ngokuhambelana namaxesha abekiwego e-MQA.

2.3 Ukwaziswa koMfuziselo woPhuhliso IwabaSebenzi baseSibanye-Stillwater

Injongo yesi siCwangciso sezeNtlalo nezabaSebenzi kukudandalazisa izicwangciso zeDriefontein Operation ngesigaba sexesha sowe-2017 ukuya kowe-2021. Nangona kunjalo, inkcazeloo emfutshane

yeendlela, imigaqonkqubo nezicwangcisoqhinga zoPhuhliso IwabaSebenzi (i-HRD) kwimeko yoMfuziselo woPhuhliso IwabaSebenzi beSibanye-Stillwater onabileyo, kubalulekile kumxholo nokuqonda.

Ngelixa i-Driefontein Operation inoxanduva lokuphendula ngokupheleleyo ukuchonga nokuphumeza izidingo zayo ze-HRD kwaye inenkululeko engaphaya ngokuphathelele kwizidingo zoshishino Iwayo neemeko ngokunjalo, isebeza kumda woMfuziselo weSibanye-Stillwater HRD. Lo nguMfuziselo ocacileyo nowaziwa ngokwaneleyo, ofikelela yonke imiba yoPhuhliso IwabaSebenzi eSibanye-Stillwater Group kwaye ngakumbi njengokuba usebenza kwinkampani nganye kweziphantsi kwayo, ukuquka i-Driefontein Operation.

Apho kufanelekileyo kwesi siCwangciso, kuyangqiniswa kwezo nxalenye zoMfuziselo ezinemempemelelo engqalileyo kuphumezo IwesiCwangciso soPhuhliso IwabaSebenzi esithile se-Driefontein Operation.

Ngokwayamene nokumiselwa kwekjoliswe kuko ngamangenelelo e-HRD awohlukahlukaneyo; kwagxininiswa ngokukhethekileyo ekuphuhlisiweni kwesicwangciso se-HRD eyayilungelelene neemfuno zoshishino nokufikeleka. Oku kwaqhutywa ngendlela yokuqhuba uhlalutyo kwidesk-top olwalubandakanya iinguqulo zezakhono eziphuthileyo kanye nezithuba zomsebenzi zengqikelelo (okanye iimfuno zezakhono ezibonisiwego) ngenjongo yokumisela ekujoliswe kuko ngommandla woqequesho ngamnye. Ukuqinisekisa ukuba izidingo zoshishino ze-HRD kuLangatyezwana nazo ngokuqhubekeyo, ezinye iindlela zokuphicothwa kwezidingo zezakhono ziza kophononongwa ngexesha lomjikelo wangoku we-SLP.

2.4 Inkczelo yoPhuhliso IwabaSebenzi

I-HRD ibhekiselele kwinkqubo yokuphuhliswa kolwazi, izakhono, izimongqondo neendlela zokuziphatha kwabantu namaqela kumanqanaba okusebenza alangazelelwayo, ukuphumeza iinjongo eziphangaleleyo zequmrhu, zobuqu nezentlalo.

2.5 Injongo zoPhuhliso IwabaSebenzi

Injongo eziphambili ze-HRD kukuqinisekisa:

- Ukufumaneka, ngokuphathelele kumgangatho, ubuninzi, kanye nobulungisa kwezengqesho, kwintloba ngeentloba zezakhono ezifunekayo ukufikelela, ukukhupha nokulungisa intsimbi ekrwada ngokuvvelisa isiqhamo esihle nangokukhuselekileyo, ngokwesiseko esizinzileyo nesinoxanduva kokusingqongileyo, ebandakanya ukuvelisa, ezobuchwepheshe, inkxaso, izakhono zolawulo kanye nophuhliso lobunkokeli; kanye
- Ukuxhotyisa kwabasebenzi ngezakhono ezinokusetyenziswa naphi na, okunxulumene nokuphila ngaphandle kwemekobume yezemigodi kwaye ezinokusetyenziswa ukuphilisa abantu noluntu isakube imisebenzi yezemigodi iphelile.

2.6 IsiCwangciso soPhuhliso IwabaSebenzi

Isivumelwano	I-Driefontein Operation iza kuqinisekisa ukufumaneka, ngokwayamene nomgangatho nobuninzi bezakhono ezahlukahlukaneyo ezifunekayo ukufikelela, ukukhupha nokulungisa intsimbi ekrwada ngokuvvelisa isiqhamo nangokukhuselekileyo, ngokwesiseko esizinzileyo nesinoxanduva kokusingqongileyo ngokwezidingo zoshishino. Oku kuza kuquka izakhono zokuvvelisa, zobuchwepheshe, zenkxaso kanye nolawulo nobunkokeli. I-Driefontein Operation ichonge uMbhixeshi woPhuhliso IwezaKhono kwaye iza kuqhubekeyo nokungenisa isiCwangciso sezaKhono zaseMsebenzini (i-WSP) kanye neNgxelo yoQeqesho yoNyaka (i-ATR) kuGonyaziwe weziQinisekiso wezeMigodi (i-MQA).
Izikhokelo	Izakhono zobuchwepheshe, zokuziphatha nezentlalo ezifunwa ngabasebenzi zdilulisewa kumfuziselo we-HRD yeSibanye-Stillwater. UMfuziselo lowo uxhaswa

	kwinqanaba lokwenziwayo yiSibanye-Stillwater Academy exhaswa ngemali ngendlela yomlinganiselo lilo ngalinye kumaqumrhu akwiSibanye-Stillwater Group. Oku kubandakanya amaseko abonakalayo, iimveliso zokufunda nezisombululo, kwakunye namagcisa e-HRD anezakhono ezaneleyo aza kudlulisela izakhono ezifunekayo kubafundi.
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2.7 UMFUZISELO WO PHUHLISO IWABA SEBENZI BASE SIBANYE-STILLWATER NAMALINGE

Human Resources Development Model

Key Principles

- Our training and development focus remains on our employees and the communities that we impact upon (direct and labour sending areas)
- Training interventions are advertised within the organisation, within communities (local and labour sending areas), and at learning institutions
- In cases where the business needs are lower than the target, communities are given the training and development opportunity
- We try to ensure linkages between the different SLP/ Mining Charter requirements
- Training requirements are based on business needs

AET and Portable Skills:

- AET targets - focus remains on improving the current illiteracy profile
- Our employees are empowered with choice (Employees 45-50+ may rather opt for Portable Skills training, rather than AET)
- Targets emphasise Community AET, and Community Portable Skills
- Employees are encouraged to improve their skills sets through our available learning interventions e.g. Portable skills, Learnerships



Umfaneko 4: UMFUZISELO WE-HRD WE-SIKOLO SE-MFUNDU EPHAKAMILEYO SASE SIBANYE-STILLWATER KUNYE NA MALINGE 4

2.8 Inkcazeloye Litheresi neNyumeresi yokusebenza

ISibanye-Stillwater Group, ukuquka neDriefontein Operation, ichaza iLitheresi neNyumeresi yokusebenza ngokwanelisayo ngale ndlela ilandelayo:

- I-AET Inqanaba 3 elinezipumo zokuphuma ezilingana neminyaka esixhenxe (7) yokufunda okunyanzelekileyo kwaye oko kuza kuthi kwenze umsebenzi alungele ukubhalisela iziqinisekiso ezikhokelela kumsebenzi ezibhaliswa kwi-NQF.

Itheyibhile 10: iFomu Q - ILitheresi yokuSebenza kubaSebenzi be-Driefontein Operation ukusukela kuDisemba ka-201610

UkuHlelwa kwezeMfundu	UmAfrika		IKhaladi		INdiya		Umntu oMhlophe		OkuPheleleyo kuKonke	I-PWD		Ongengommi wase-SA		UBUDALA			
	Yindoda	Libhinqa	Yindoda	Libhinqa	Yindoda	Libhinqa	Yindoda	Libhinqa		Yindoda	Libhinqa	Yindoda	Libhinqa	<35	35-45	>45-55	>55-75
Phambi ko-ABET	422	12	0	0	0	0	0	0	434	0	0	166	0	66	171	183	14
U-ABET 1	344	0	0	0	0	0	0	0	344	0	0	164	0	27	101	194	22
U-ABET 2 / Std 3, Ibanga 5	567	4	0	0	0	0	0	0	571	0	0	406	3	36	193	322	20
U-ABET 3 / Std 5, Ibanga 7	1705	25	0	0	0	0	1	0	1731	0	0	1014	8	159	687	809	76
U-ABET 4 / Std 7, Ibanga 9	896	52	0	0	0	0	7	0	955	0	0	472	15	236	412	281	26
Std 8 / Ibanga 10, NATED 1 / NCV Inqanaba 1	696	102	1	0	0	0	96	3	898	0	0	157	9	341	351	178	28
Std 9 / Ibanga 11, NATED 2 / NCV Inqanaba 2	1043	205	1	1	0	0	26	0	1276	0	0	167	5	486	606	170	14
Std 10 / Ibanga 12, NATED 3 / NCV Inqanaba 3	1260	305	4	1	3	0	144	7	1724	0	0	90	7	817	725	168	14
ISatifiketi seSizwe/i-Diploma/ISatifiketi esikumgangatho oPhezulu/NATED 4 – 6	44	9	0	0	1	0	10	0	64	0	0	3	0	12	40	11	1
ISidanga sesiBini/i-Diploma yesidanga esilandela esokuqala/ISidanga sokuQala(480 iikhredithi)	18	7	0	0	0	1	8	2	36	0	0	0	0	19	12	3	2
ISatifiketi seSizwe/iSidanga sesiThathu/iDiploma yesiDanga sesiThathu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ISidanga sobuGqirhalwazi kunye neSidanga esilandela esobuGqirhalwazi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Akuchazwanga	2493	233	5	0	10	1	154	12	2908	0	0	674	5	822	1091	736	259
BEBONKE	9488	954	11	2	14	2	446	24	10941	0	0	3313	52	3021	4389	3055	476

Itheyibhile 11: iFomu Q - ILitheresi yokuSebenza kubaSebenzi abaQeshwe ngeKontraki e-Driefontein Operation ukusukela kuDisemba ka-201611

UkuHlelwa kwezeMfundu	UmAfrika		IKhaladi		INdiya		Umntu oMhlophe		OkuPheleleyo kuKonke	I-PWD		Ongengommi wase-SA		UBUDALA			
	Yindoda	Libhinqa	Yindoda	Libhinqa	Yindoda	Libhinqa	Yindoda	Libhinqa		Yindoda	Libhinqa	Yindoda	Libhinqa	<35	35-45	>45-55	>55-75
Phambi ko-ABET	56	1	0	0	0	0	4	0	61	0	0	2	0	20	20	14	7
UABET 1	31	0	0	0	0	0	0	0	31	0	0	5	0	3	12	8	8
U-ABET 2 / Std 3, Ibanga 5	42	0	0	0	0	0	0	0	42	0	0	24	0	3	13	20	6
U-ABET 3 / Std 5, Ibanga 7	87	0	0	0	0	0	1	1	89	0	0	16	0	25	31	22	11
U-ABET 4 / Std 7, Ibanga 9	57	1	0	0	0	0	1	0	59	0	0	6	0	21	20	13	5
Std 8 / Ibanga 10, NATED 1 / NCV Inqanaba 1	80	5	1	0	0	0	16	0	102	0	0	3	0	69	23	7	3
Std 9 / Ibanga 11, NATED 2 / NCV Inqanaba 2	125	13	0	0	0	0	12	0	150	0	0	1	0	89	41	20	0
Std 10 / Ibanga 12, NATED 3 / NCV Inqanaba 3	139	6	1	0	0	0	37	2	185	0	0	1	0	129	38	13	5
ISatifiketi seSizwe/iDiploma/iSatifiketi esikumgangatho oPhezulu/NATED 4 – 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ISidanga sesiBini/iDiploma yesidanga esilandela esokuqala/iSidanga sokuQala(480 iikhredithi)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ISatifiketi seSizwe/iSidanga sesiThathu/iDiploma yesiDanga sesiThathu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ISidanga sobuGqirhalwazi kunye neSidanga esilandela esobuGqirhalwazi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Akuchazwanga	1194	27	10	0	0	0	184	7	1422	0	0	122	1	658	400	285	79
BEBONKE	1811	53	12	0	0	0	255	10	2141	0	0	180	1	1017	598	402	124

2.9 IMfundu yabaDala noQeqesho (i-AET)

liklasi ze-AET ziqhutywa mhlawumbi ngokungafundi imini okanye ivedi yonke, okanye ngokufunda imini okanye ivedi yonke kwabasebenzi, oko kunika ithuba lokuba abasebenzi nabafundi basekuhlaleni babhalisele ukungafundi imini okanye ivedi yonke kwaye baye eziklasini ngelabo ixesha ukuphuma kwabo emsebenzini. Ukuqondwa kweMfundu yangaPhambili (i-RPL) nako kuyasetyenzisa njengenxe yenqubo yethu ye-AET ukunika abasebenzi nabafundi basekuhlaleni ithuba lokufumana isiqinisekiso semfundo esamkelekileyo. Okuphambili, i-RPL isetyenziselwa ukumisela ukufakwa kwizithuba zomsebenzi nezakhono zabasebenzi kumanqanaba e-AET afanelekileyo. Abo basebenzi bayahlolwa kwaye ukuba bakrelekrele, bayaqinisekiswa baze babekelwe isibonelelo se-MQA. Abasebenzi bayakhuthazwa ukuba baye kwiiklasi ze-AET ukubenza ukuba balungelelane nophuhliso, uqequesho kune namathuba okunyuselwa angaphaya anokubakho, apho izithuba zomsebenzi zivulekile. I-AET ivumela abasebenzi ukuba bakhuphisane nabanye abasebenzi abanezfundo eziqinisekisiweyo kwaye ibanike isakhono sokuzimaketha. Amanqanaba e-AET kwakhona ayimfuneko ukunyuselwa kwezinye izikhundla zomsebenzi.

Ukutshintsha kwasigama ku-ABET sibe ngu-AET kusemgceni nesikhundla esibanjwe yi-MQA sokuba imfundu yabadala ingaphezulu kakhulu kunokufunda okusisiseko. Kule meko, Isikolo seMfundu ePhakamileyo senze isigqibo sokuba sihambelane ne-MQA kwaye sisebenzise isigama esitsha ukuya phambili. Ukulungela ukuba ungene ngokupheleleyo ku-AET, umntu kufuneka abe uye wangena kwinkqubo yokuhluzelwa ukufakwa ye-RPL. Abalingwa ababonakalisa amanqanaba aphezulu esakhono ngelixa lohlolo lokufakwa/RPL kungandululwa ukuba bangene ngokupheleleyo ku-AET nguMlawuli wabaSebenzi, kanye neekomiti zeShafti. Ukuchongelwa kwabafundi ku-AET kuza kusekelwa kwizidingo ezizayo zoshishino lweshafti.

Isivumelwano	<p>I-Driefontein Operation ivuma ukunika abasebenzi nabahlali ithuba lobuchule bokufunda nokubhala nokubala ngokwanelisayo. Oku kuza kuqhubeka nokwenzeka ngokolungiselelo Iwe-AET lokufunda usuku olupheleleyo okanye iiveki epheleleyo kanye nokufunda usuku olungaphelelanga okanye iiveki engaphelelanga. Ezi zixhobo zilandelayo ziza kusetyenziselwa ukuphumeza iinjongo zenyumeresi nelitheresi:</p> <ul style="list-style-type: none"> • Ukwamkelwa kwemfundu yangaphambili (i-RPL) (uhlolo Iwe-AET lusetyenziselwa ukuqonda i-RPL kanye nokufakwa kwisikhundla esifanelekileyo); • Ukuqeshwa kwabasebenzi kuza kuxhomekela kulwazi IweFomu Q, iprofayili yobudala (abasebenzi abangaphantsi kweminyaka engama-45 ubudala) kanye nangezidingo zoshishino ezichongiwego; kanye <p>Ukuqeshwa kwabasebenzi abangamalungu asekuhlaleni kuza kwenziwa ngokubonisana noMasipala weNgingqi.</p>
Izikhokelo	<p>IMfundu yabaDala noQeqesho izi kuqhubeka nokunikwa abasebenzi namalungu asekuhlaleni ayilungeleyo. Oku kuza kwenziwa ngokulinganayo ngokweentsuku okanye iiveki ezipheleleyo (amaNqanaba 1 ukuya ku-3 e-AET) kanye ngokweentsuku okanye iiveki ezingaphelelanga (Phambi kwe-AET ukuya ku-AET Amanqanaba 3) abasebenzi namalungu asekuhlaleni. Ukumisela ekujoliswe kuko kwe-AET ngokonyaka abasebenzi baza kukhokelwa sisidingo esichongiwego ngeFomu Q, iprofayili yobudala, iprofayili yeltheresi kanye nangeemfuno zoshishino. Ngokuphathelele kwi-AET yabahlali, ekujoliswe kuko kuza kuxhomekeka kulwazi ekwabelwene ngalo nomasipala wengingqi. Ekugqibeleni, abasebenzi namalungu asekuhlaleni aza kubanako ukufumana amathuba ophuhliso angaphaya.</p>

2.10 ISicwangcisoqhinga sokuPhunyezwa kwe-AET

IsiKhundla soXanduva IokuNika iiMpendulo	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwego
UMlawuli: I-HRD	1. Abasebenzi, abafuna i-AET baza kukhethwa ngokwenkqubo yokukhetha yenkampani ukulungiselela ukufikelela kwiseti yokujoliswe kuko kwe-AET.	Kuyaqhubeke

IsiKhundla soXanduva IokuNika iiMpendulo	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwego
UMLawuli: I-HRD	2. Ukunika inkqubo yokufunda eqinisekisiwego.	Kuyaqhubeka
UMLawuli: I-HRD	3. Uvavanyo malunikwe yibhodi yohlolo yangaphandle eqinisekisiwego.	Kuyaqhubeka
UMLawuli: I-HRD	4. Ababhexeshi abaqinisekisiwego mabanike uqequesho olusemgangathweni.	Kuyaqhubeka
UMLawuli: I-HRD	5. Uphuhliso oluqhubekayo lwababhexeshi ukuphucula izakhono zabo ezifunekayo emazinikwe.	Kuyaqhubeka
UMLawuli: I-HRD	6. lifasiliti zokufunda kufuneka zincede ekufundeni.	Kuyaqhubeka
UMLawuli: I-HRD	7. Abafundi bayaziswa ngamakhono kwindlela yokufundisa nganye.	Kuyaqhubeka
UMLawuli: I-HRD	8. Iqela labaquegeshi eliqinisekisiwego labafundi be-AET abanesakhono.	Kuyaqhubeka

Ekujoliswe kuko kwe-AET ngokweentsuku/iiveki eziPheleleyo kune nokwe-AET ngokweeNtsuku/iiVeki ezingaPhelelanga kubonakaliswe kwiitheyibhile ezilapha ngezantsi kune noqingqomali olulungiselelw uqequesho olundululwego. Ulungiselelo loqingqomali lwe-AET yeentsuku ezingaphelelanga yabasebenzi alubandakanyi imivuzo.

Itheyibile 12: Okujolise kwi-AET – NgokusisiGxina12

INkqubo ye-AET	Okujolise kuBhaliso					AbaBhalisileyo beBonke (2017 ukuya 2021)
	2017	2018	2019	2020	2021	
I-AET Inqanaba 1	180	180	180	180	180	900
I-AET Inqanaba 2						
I-AET Inqanaba 3						
I-NQF Inqanaba 1	20	20	20	20	20	100
INani liLonke labaBhalisileyo kwi-AET	200	200	200	200	200	1000
Uqingqomali (R)	R37 168 498	R39 398 608	R41 762 524	R44 268 276	R46 924 372	R209 522 279

Itheyibile 13: Okujolise kwi-AET – NgokweeNtsuku/iiVeki ezingaPhelelanga13

INkqubo ye-AET	Okujolise kuBhaliso					AbaBhalisileyo beBonke (2017 ukuya 2021)
	2017	2018	2019	2020	2021	
I-AET Inqanaba 1	50	50	50	50	50	250
I-AET Inqanaba 2						
I-AET Inqanaba 3						
I-NQF Inqanaba 1	10	10	10	10	10	50
INani liLonke labaBhalisileyo kwi-AET	60	60	60	60	60	300
Uqingqomali (R)	R1 032 404	R1 094 348	R1 160 009	R1 229 609	R1 303 386	R5 819 756

Itheyibile 14: Okujolise kwi-AET – Abahlali14

INkqubo ye-AET	Okujolise kuBhaliso					AbaBhalisileyo beBonke (2017 ukuya 2021)
	2017	2018	2019	2020	2021	
Abafundi basekuhlaleni	40	40	40	40	40	200
Uqingqomali (R)	R527 109	R558 736	R592 260	R627 796	R665 463	R2 971 364

Itheyibile 15: ULungiselelo loQingqomali luLonke lwe-AET15

UQingqomali lwe-AET	ULungiselelo loQingqomali					UQikelelo IweeNdleko luLonke (2017 – 2021)
	2017	2018	2019	2020	2021	
	R38 728 011	R41 051 692	R43 514 793	R46 125 681	R48 983 222	R218 313 399

2.11 EzeMfundu noQeqesho

Isivumelwano	<p>I-Driefontein Operation ivuma:</p> <ul style="list-style-type: none"> Ukuchonga abasebenzi abanesakhono semfundo elandela imatriki, uqequesho nophuhliso; Ukuqequeshela izakhono ezingundoqo ukuqinisekisa ubukho bezakhono ezaneleyo ukuzinzisa izidingo zoshishino; Ukunikwa kweenkxasomali zokufunda, ukugqibezela izifundo kwingqesho, ufunda umsebenzi kwingqesho kunye noqequesho ukuxhasa izidingo zoshishino; kunye Ukunika amathuba esibonelelo sokufunda kubo bonke abasebenzi ukuxhasa izidingo zeshishini.
Izikhokelo	<p>Injongo yemfundu eqhubekayo noqequesho lwabasebenzi, kukuqinisekisa umzila olulutho wezakhono zobungcali, zobuchwepeshe kunye nezobunkokeli. Oku kuqinisekiswa ngala mangenelelo alandelayo:</p> <ul style="list-style-type: none"> Amathuba enkqubo yokugqibezela izifundo kwingqesho, enkxasomali yokufunda kunye nawokufundela umsebenzi kwingqesho ukuhlangabezana nezithuba zomsebenzi ekunzima ukuzigcwala, amanina akwezemigodi kunye nee-HDSA kuLawulo; Uqequesho olusemthethweni (olunyanzelekileyo) oluqinisekisa ukuba iqumrhu lithobela iimfuno zowisomthetho; ISibanye-Stillwater Academy ne-Driefontein Operation Campus ziza kusetyenziselwa ukuphumeza onke amangenelelo e-HRD.

2.12 Ukufunda umsebenzi kwingqesho

Isivumelwano	I-Driefontein Operation iqonda ukubaluleka kokufundela umsebenzi kwingqesho njengomba ongundoqo ukuphumeza isiCwangcisoqhinga soBuLungisa kwezeNgqesho senkampani, kunye nokuhlangabezana nezidingo zeshishini nezelizwe.
Isikhokelo	Ukufundela umsebenzi kwingqesho kuza kunikwa abasebenzi namalungu asekuhlaleni. Ukufundela umsebenzi kwingqesho kuza kwabiwa ngokweemfuno zeshishini nangokwesicwangcisoqhinga sengqesho senkampani. Ukufundela umsebenzi kwingqesho kwabahlali benginqi kuza kuxhasa isicwangcisoqhinga sophuhliso loqqosho.

2.13 Isicwangcisoqhinga sokuPhunyezwa kokuFunda uMsebenzi kwiNgqesho

IsiKhundla soXanduva IokuNika iiMpendulo	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwego
UMLawuli weYunithi: INgxoxiswano naBahlali noPhuhliso	1. Makabhengeze amathuba okufundela umsebenzi kwingqesho ngaphandle kumaphephanda asekuhlaleni, amabhunga kamasipala kunye nabanye oogunyaziwe abafanelekileyo ukutsala ukuqeshwa kwabasebenzi kubahlali bengingqi.	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	2. Makabhengeze amathuba okufundela umsebenzi kwingqesho ngaphakathi kubasebenzi.	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	3. Abalingwa bamathuba okufundela umsebenzi kwingqesho baza kuchongwa ngokwayamene nenkqubo yokuchonga yenkompani. Okujoliswe kukufundela umsebenzi kwingqesho kusekelwe kwiimfuno zeshishini.	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	4. Makanike iinkqubo zokufunda eziqinisekisiwego ngokweemfunoze-SETA.	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	5. Ababhexeshi abaqinisekisiwego mabanike uqequesho olusemgangathweni.	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	6. lifasiliti zokufunda kufuneka zincede ekufundeni.	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	7. li-IDP zikhona ukulungiselela abafundi abanesakhono, kwaye abafundi bayaziswa ngamakhono kwiinkalo zokufunda ezisemxholweni.	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	8. Iqela labaqeqeshi abaqinisekisiwego labafundi abanezakhono.	Kuyaqhubeka

Itheyibhile 16: Okujolise kukuFunda uMsebenzi kwiNgqesho kwezeMigodi ngaPhakathi (18.1)16

Inkqubo	UBude beNkqubo yokuFunda (umzkl. iminyaka emi-3 , njl.njl.)	Ekujoliswe kuko					Kukonke Ekujoliswe kuko (2017 – 2021)
		2017	2018	2019	2020	2021	
Umsebenzimgodini onguMfundii: ISatifiketi sikaZwelone semiSebenzi yezeMigodi	1 Unyaka	46	41	37	34	30	188
Umsebenzimgodini onguMfundii: ISatifiketi sikaZwelone sokuQhekezwka kwaMatye	2 Iminyaka	15	15	15	15	15	75
UMphathi wezokuVelisa oliGosa elinguMfundii	3 Iminyaka	4	4	8	8	8	32
Bebonke		65	60	60	57	53	295

Itheyibhile 17: Okujolise kukuFunda uMsebenzi kwiNgqesho kwezeMigodi ngaPhandle (18.2)17

Inkqubo	UBude beNkqubo yokuFunda (umzkl. iminyaka emi-3 , njl.njl..)	Ekujoliswe kuko					Kukonke Ekujoliswe kuko (2017 – 2021)
		2017	2018	2019	2020	2021	
Umsebenzimgodini onguMfundii: ISatifiketi sikaZwelone sokuQhekezwka kwaMatye	2 Iminyaka	2	3	5	3	3	16
IGosa elinguMfundii: UMphathi wezokuVelisa	3 Iminyaka	1	1	2	1	1	6

Bebonke	3	4	7	4	4	22
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Itheyibile 18: Okujolise kukuFunda uMsebenzi kwiNgqesho kwezobuNjineli ngaPhakathi(18.1) 18

Inkqubo	Ubude beNkqubo yokuFunda	Ekujoliswe kuko					Kukonke Ekujoliswe kuko (2017 – 2021)
		2017	2018	2019	2020	2021	
Ezombane - Ezoomatshini L2	2 iminyaka	17	16	15	14	13	75
Ukudibanisa oomatshini L3	3 iminyaka						
Umgqumi ngegolide/ngesilivere L3	3 iminyaka						
Ukudityaniswa kwezixhobo ngenjongo ethile L3	3 iminyaka						
Ezombane L4	3 iminyaka						
USomatshini wokulungiselela izixhobo zokusebenza L4	3 iminyaka						
Bebonke		17	16	15	14	13	75

Itheyibile 19: Okujolise kukuFunda uMsebenzi kwiNgqesho kwezobuNjineli ngaPhandle (18.2)19

Inkqubo	Ubude beNkqubo yokuFunda	Ekujoliswe kuko					Kukonke Ekujoliswe kuko (2017 – 2021)
		2017	2017	2017	2017	2017	
Ukudibanisa oomatshini L3	3 iminyaka	10	9	8	7	6	40
Umgqumi ngegolide/ngesilivere L3	3 iminyaka						
Ukudityaniswa kwezixhobo ngenjongo ethile L3	3 iminyaka						
Ezombane L4	3 iminyaka						
USomatshini wokulungiselela izixhobo zokusebenza L4	3 iminyaka						
Bebonke		10	9	8	7	6	40

Itheyibile 20: IsiBonelelo soQingqomali sokufunda uMsebenzi kwiNgqesho20

Inkqubo	ULungiselelo loQingqomali					ULungiselelo loQingqomali luLonke (2017 - 2021)
	2017	2018	2019	2020	2021	
Ukufunda umsebenzi kwinqqesho kwezoBunjinali	R14 703 161	R13 609 760	R13 284 556	R11 255 647	R13 183 490	R66 036 614
Ukufunda umsebenzi kwinqqesho kwezeMigodi	R52 388 868	R39 094 352	R31 939 284	R24 907 018	R29 879 507	R178 209 029
Bebonke	R67 092 029	R52 704 112	R45 223 840	R36 162 665	R43 062 998	R244 245 643

2.14 INkqubo yezaKhono zoMsebenzi onguNdoqo

linkqubo zokufunda vezakhono zoMsebenzi onguNdoqo ziquka zonke iimfuneko ezisemthethweni ezichazwe kwiiprofayili vezakhono zenkampani, iinkqubo zazakhono ezibhalisiweyo zikazwelonekunye nowisomthetho lwezemigodi olusemxholweni. linkqubo zokufunda ngamangenelelo ezakhono zobuchwepheshe ezikhokelwa ngumsebenzi ejijonge:

- Ukunika abasebenzi ulwazi oluyimfuneko nezakhono ezifunekayo ukuqhube umsebenzi wabo ngokwanelisayo kwaye ngendlela ekhuslekileyo; kwaye
- Ukunika uphuhliso lwezakhono kwinkqubelaphambili yomsebenzi.

Isivumelwano	Uqequesho Iwezakhono zomsebenzi ongundoqo ziyanika ukuqinisekisa ukuba umsebenzi ngamnye uhlangabezana neemfuneko ezisemthethweni zesikhundla akuso. Amangenelelo ahlangabezana ngokwanelisayo nezona mfuneko ziphantsi kanye namava esikhundla ngokwezidingo zeshishini.
Izikhokelo	<p>Injongo yoqequesho Iwezakhono ezingundoqo zabasebenzi kukuqinisekisa ukuba umntu ngamnye uxhotyisiwe ukusebenza ngokufezekileyo kwisikhundla akuso. Oku kuqinisekisa ngala mangenelelo alandelayo:</p> <ul style="list-style-type: none"> • UQeqesho IwezaKhono zobuChwepheshe • Uqequesho olusemthethweni (lunyanzelekile) oluqinisekisa ukuba i-Driefontein Operation nomsebenzi bathobela zonke iimfuneko zowisomthetho • UQeqesho loBunkokeli nolobuPhathi • Iqela namangenelelo okugaya inkxaso <p>ISibanye-Stillwater Academy kanye ne-Driefontein Operation's Campus ziza kusetyenziselwa ukuphumeza onke amangenelelo e-HRD.</p>

2.15 IsiCwangcisoqhinga sokuPhumeza soQeqesho loMsebenzi onguNdoqo

IsiKhundla soXanduva lokuNika iiMpendulo	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwewo
li-HOD	1. Abasebenzi bahlolwe ngokuqhubekeyo ngokweemfuneko zomsebenzi	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	2. Unika iinkqubo zokufunda eziqinisekisiwego	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	3. Ababhexeshi abaqinisekisiwego banike uqequesho olusemgangathweni.	Kuyaqhubeka
UMLawuli weYunithi: I-HRD	4. lifasiliti zokufunda kufuneka zincede ekufundeni.	Kuyaqhubeka

Itheyibhile 21: Okujolise kuQeqesho loMsebenzi onguNdoqo21

UMmandla woMsebenzi onguNdoqo	Ubhaliso olulindelwego				
	2017	2018	2019	2020	2021
INkqubo yokuFunda yeZakhono zezeMigodi: Nesakhono A	662	662	662	662	662
INkqubo yokuFunda yeZakhono zezeMigodi: Nesakhono B	411	411	411	411	411
INkqubo yokuFunda yeZakhono zezeMigodi: UMncedisi kwezoQhushumbiso	406	406	406	406	406
UQeqesho loMmeli wezoKhuselo	145	145	145	145	145
UMsebenzi ngokuBhora aMatye kwezeMigodi	164	164	164	164	164
UMsebenzi ngeziXhobo ezineLayisenisi kwezeMigodi (Uquka i-Loader, i-Loco, ii-Winches kanye nee-rigs)	444	444	444	444	444
IzaKhono eziKhethekileyo zezeMigodi (Ukuquka ukwakha, i-mesh kanye ne-lacing, i-Hydropower kanye nee-loco guards)	481	481	481	481	481
Uqequesho IwezoBuchwepheshe kwezeMpilo noKhuseleko	0	0	0	0	0
Uqequesho loBuchwepheshe boLawulo IweStrata	0	0	0	0	0
EzeMigodi: Isatifiketi soqequesho sokoNgamela kwezeMigodi	0	0	0	0	0

UMmandla woMsebenzi onguNdoqo	Ubhaliso olulindelwyo				
	2017	2018	2019	2020	2021
EzeMigodi: UqeQesho IweSatifiketi sabaLawuli boMgodi	0	0	0	0	0
UqeQesho lobuPhathi kuLawulo noBunkokeli	0	0	0	0	0
Uqhelaniso/uMhlaziyi	0	0	0	0	0
UqeQesho kuNcedo lokuQala	2 611	2 611	2 611	2 611	2 611
Bebonke	5 391	5 324	5 324	5 324	5 324

Itheyibhile 22: IsiBonelelo soQingqomali soQeqesho loMsebenzi onguNdoqo22

Uqingqomali	2017	2018	2019	2020	2021	Iyonke (2017-2021)
Bebonke	R13 360 730	R13 821 478	R14 650 766	R15 529 812	R16 461 601	R73 502 788

Ngokubhekiselele kuqeQesho olunikiwyo kwitheybile elapha ngentla, la manqaku alandelayo aqatshelwe:

- UqeQesho lokuhlaziya nokwandisa ulwazi noqeQesho lokuGaya inkxaso yeQela kufuneka ziqhutywe kwishafti;
- Abasebenzi abatsha neekontraki bayaqhelaniswa; kwaye
- ISatifiketi soqeQesho loNcedo lokuQala lusemhethweni iminyaka emithathu. Ngoko ke, abasebenzi bafuna nje kuphela uqeQesho kanye ngeminyaka emi-3.

2.16 INkubo yezaKhono ezinokuSetyenziswa naphi na

ISibanye-Stillwater, ngokubambisene nabaNikinkonzo abaqinisekisiwyo, inika iinkubo zokufunda zesakhono esinokusetyenziswa naphi na. Ezi nkubo zokufunda ziqinisekisiwyo ziza kuxhobisa abasebenzi abaphumayo nabasemsebenzini kwakunye namalungu asekuhlaleni anesakhono nezakhono zobusomashishini ukuba bakwazi ukuziphilela okanye baqhube amanye amathuba amakhono kwezemigodi nakumanye amaziko ezooqosho loMzantsi Afrika.

Ukuze kuqondwe yi-SETA, imfuneko yokungena kuqeQesho Iwezakhono ezinokusetyenziswa naphi na yi-AET 3 (isiNgesi –ukusithetha, ukusibhala kunye nelitheresi kwiziBalo njengoko kufunwa njalo yimigangatho yeyuniti). Abalingwa abachongwe kwinqanaba lokungena eliphantsi baza kufumana kuphela iSatifiketi saseSibanye-Stillwater Academy esiqhelekileyo. INkubo zokufunda eziza kunkwa abasebenzi ziquka:

Isivumelwano	IDriefontein Operation izinikele ekunikeni amathuba okufunda, ngoko ke kusandiswa ukumakethuka kwabasebenzi namalungu asekuhlaleni kunye nokuqesheka kwimakethi evulekileyo kubasebenzi kwisehlo esinokwenzeka sokuphungulwa kwabasebenzi kunye(okanye nokuvalwa komgodi.
Izikhokelo	I-Driefontein Operation inika izakhono ezinokusetyenziswa naphi na. Ezi nkonzidilulisewa kumalungu akwingingqi ejikelezileyo. Ezi zakhono zijolise ekuhlangabezeni nezithile okanye zonke kwezi njongo zilandelayo: Ukomeleza isakhono somsebenzi esiza kuhokelela ekubenit umntu akwazi ukuzimaketha komnye umsebenzi; Ukuxhasa imisebenzi engenisa imali enokwenzwa “Naxa kungasasetyenzwa eMgodini”; kunye <ul style="list-style-type: none"> • Nokunika izakhono ezinokusetyenziswa hayi kuphela kwicandelo elisesikweni kodwa nakwicandelo elingekho sesikwe.

2.17 IsiCwangcisoqhinga sokuPhunyezwa koQeqesho IwezaKhono ezinokuSetyenziswa naphi na

IsiKhundla soXanduva lokuNika iiMpendulo	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwego
UMLawuli weYunitihi: INgxoxiswano naBahlali noPhuhliso	1. Kubhengezwe amathuba ezakhono ezinokusetyenziswa naphi na ngaphandle ngamabhunga kamasipala kunye noogunyaziwe abafanelekileyo ukutsala ukuqeshwa kwabasebenzi kubahlali bengingqi.	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	2. Kubhengezwe izakhono ezinokusetyenziswa naphi na ngaphakathi kubasebenzi	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	3. linkqubo zokufunda eziqinisekisiwego ngokweemfuneko ze-SETA	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	4. Ababhexeshi abaqinisekisiwego banike uqequesho olusemgangathweni.	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	5. lifasilithi zokufunda kufuneka zincede ekufundeni.	KuyaqhubeKA

Itheyibhile 23: Okujolise kuQeqesho IwabaSebenzi IweZakhono ezinokusetyenziswa naphi na (18.1)23

Uhlobo loQeqesho IwezaKhono ezinokuSetyenzisw a naphi na	Ubhaliso olulindelwego					AbaLindeleke ukuBhalisa beBonke 2017 - 2021
	2017	2018	2019	2020	2021	
IzaKhono ezinokuSetyenzisw a naphi na	35	35	35	35	35	175
Bebonke	35	35	35	35	35	175
Uqingqomali	R58 320	R61 819	R65 528	R69 460	R73 628	R328 755

Itheyibhile 24: Okujolise kuQeqesho IwabaHlali IweZakhono ezinokusetyenziswa naphi na (18.2)24

Uhlobo loQeqesho IwezaKhono ezinokuSetyenzisw a naphi na	2017	2018	2019	2020	2021	AbaBhalisileyo beBonke 2017 ukuya 2021
	Ubhaliso olulindelwego	Ubhaliso olulindelwe yo	Ubhaliso olulindelwe yo	Ubhaliso olulindelwe yo	Ubhaliso olulindelwe yo	
IzaKhono ezinokuSetyenzisw a naphi na	70	35	35	35	35	210
Uqingqomali:	R225 360	R119 441	R126 607	R134 204	R142 256	R747 868

Itheyibhile 25: Okujolise kuQeqesho IwabaHlali loMsebenzi wezeMigodi (18.2)25

Uhlobo loQeqesho IwezaKhono ezinokuSetyenzisw a naphi na	2017	2018	2019	2020	2021	AbaBhalisileyo beBonke 2017 ukuya 2021
	Ubhaliso olulindelwe yo	Okulindelwe yo	Ubhaliso olulindelwe yo	Ubhaliso olulindelwe yo	Ubhaliso olulindelwe yo	
IzaKhono ezinokuSetyenzisw a naphi na	45	45	90	90	90	360
Uqingqomali:	R228 960,00	R228 960,00	R485 395,20	R514 518,91	R545 390,05	R2 003 224,16

2.18 Izithuba zomsebenzi ekuNzima ukuziGcwalisa

Isivumelwano	I-Driefontein Operation izi kuzama ukufumana abalingwa bangaphakathi abafanelekileyo ukuvala izithuba ekunzima ukuzivala ngokwezidino zeshishini.
Izikhokelo	<p>Izithuba zomsebenzi ekunzima ukuzigcwalisa ezichongiwego ngokweemfuneko zeshishini kuza kujongwana nazo ngamangenelelo awahlukahlukeneyo oPhuhliso lwabaSebenzi.</p> <p>Umlingwa wesithuba somsebenzi ekunzima ukusigcwalisa esivelayo kufuneka akhangelwe aze afakwe kwisigaba sexesha senyanga 1-3. Okugqithisileyo koku kwawuba neziphumo ezingazihlanga kwishishini.</p> <p>Ukusabela kulungiselelo novavanyo lomlingwa wesithuba sangaphakathi akufuneki kudlule kwiintsku ezingama-180 ezilandeelanayo, ngaphandle kokuba kuvunyelwene.</p>

2.19 IsiCwangcisoqhinga sokuPhunyezwu kweziThuba zoMsebenzi ekunzima ukuziGcwalisa

IsiKhundla esinoXanduva	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwego
UMLawuli weYuniti: I-HRD	<ol style="list-style-type: none"> Makanike uluhlu Iwezhkhundla ekunzima ukuzigcwalisa ezifunwayo liqumrhu kumanqanaba obuPhathi/obuPhathi obuPhakathi Anike uluhlu Iwabasebenzi ababambe/abanyuselwe kwisithuba esivulekileyo Anike iinkqubo zoqequesho ezssemxholweni ezikhutshiweyo, ukuquka nokuqequesha Aqinisekise ii-IDP Aqinisekise uqequesho 	Kuyaqhubeke

Itheyibile elapha ngezantsi ibonakalisa ezo zithuba zomsebenzi i-Driefontein Operation engazange ibenako ukuzigcwalisa isigaba sexesha esingaphezulu kweenyanga ezilishumi elinesibini (12).

Itheyibile 26: Izithuba zoMsebenzi ekuNzima ukuziGcwalisa26

IQumrhloMsebenzi	INqanaba loMsebenzi	IsiKhundla	Patterson Grading	IsizathusokuNgakwazi ukuGcwalisa isiThuba soMsebenzi	INyathelolokuGcwalisa isiThuba soMsebenzi	IsiCwangciso seNgqesho
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kune nabaphathi abaphakathi	UMLawuli weYuniti wezeMigodi (2.6.1)	DU	Ukunqongop hala kwezakhono nokunkwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kune nabaphathi abaphakathi	UMLawuli weYuniti kwezoBunjinel (i-GCC)	DU	Ukunqongop hala kwezakhono nokunkwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kune nabaphathi abaphakathi	UMLawuli weYuniti kwezoBunjinel (Ezokwakha)	DU	Ukunqongop hala kwezakhono nokunkwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kune nabaphathi abaphakathi	UMLawuli weYuniti yoBunjinel bezamatye	DU	Ukunqongop hala kwezakhono nokunkwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi

IQumruhu loMsebenzi	INqanaba loMsebenzi	IsiKhundla	Patterson Grading	Isizathu sokuNgakwa zi ukuGcwalisa isiThuba soMsebenzi	INyathelo lokuGcwalisa isiThuba soMsebenzi	IsiCwangciso seNgqesho
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kanye nabaphathi abaphakathi	UMLawuli weYunithi yoBunjinel i bezokusNgqongi leyo	DU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kanye nabaphathi abaphakathi	UMLawuli weYunithi yobuGcisa bokuNyibilika isiNyithi nokusebenza ngaso	DU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kanye nabaphathi abaphakathi	INJineli ye-Geotechnical Tailings	DU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kanye nabaphathi abaphakathi	INTsumpa yobuNjineli bezokusNgqongi leyo	DL	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kanye nabaphathi abaphakathi	ISaveyi yeNtsumpa	DL	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kanye nabaphathi abaphakathi	INTsumpa yeenKqubo zezaManzi	DL	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kanye nabaphathi abaphakathi	INTsumpa yoLungiselelozh obo zokusebenza	DL	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
kuBalawuli	Abaneziqinisekiso zobungcali neengcali ezinamava kanye nabaphathi abaphakathi	INTsumpa yezobuNjineli baMatye	DL	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zeZakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi wezemisebenzi	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zeZakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi wobugcisa boNyibilikosinyithi nokusebenza ngaso (iFolomani)	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zeZakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi wezobuNjineli bezoMbane, bezooMatshini kanye noMenzi weeBhoyila	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi

IQumruhu loMsebenzi	INqanaba loMsebenzi	IsiKhundla	Patterson Grading	Isizathu sokuNgakwa zi ukuGcwala isithuba soMsebenzi	INyathelo lokuGcwala isithuba soMsebenzi	IsiCwangciso seNgqesho
	abaphathi, ifolomani kanye neentsumpa					
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi weeShafti zobuNjineli	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi wamaGcisa	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi wobuNjineli bezokusNgqongileyo	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	IGosa elikiwiBanga eliPhezulu	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UNocanda oPhezulu	CU	Ukunaqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	AmaGcisa eMicimbi yezeziMbiwa aPhezulu	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi woLawulo IweStrata	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi we-ETD (Sayikhometristi)	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi

IQumruh loMsebenzi	INqanaba loMsebenzi	IsiKhundla	Patterson Grading	Isizathu sokuNgakwa zi ukuGcwala isiThuba soMsebenzi	INyathelo lokuGcwala isiThuba soMsebenzi	IsiCwangciso seNgqesho
	abaphathi, ifolomani kunye neentsumpa					
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	UMphathi we- ETD Ezombane	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	UMphathi we- ETD iRigging	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	UMphathi we- ETD Ukufakwa kwezikhobo	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	UMphathi we- ETD Ulungiselelozixho bo zokusebenza	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	UMphathi we- ETD Ubugcisa bonyibilikisosinyit hi nokusebenza ngaso	CU	Ukunaqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	UMphathi we- ETD Umtyhidi /Umgqumi ngegolide okanye ngesilivere	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	AmaGcisa eMicimbi yeZimbiwa	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	IGosa eliNcedisayo ETD (iiShafti)	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi

IQumruhu loMsebenzi	INqanaba loMsebenzi	IsiKhundla	Patterson Grading	Isizathu sokuNgakwa zi ukuGcwalisa isiThuba soMsebenzi	INyathelo lokuGcwalisa isiThuba soMsebenzi	IsiCwangciso seNgqesho
	abaphathi, ifolomani kanye neentsumpa					
Amagosa	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	UMphathi wezeMali/ukuMis a amaxabiso	CU	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	IGcisa lobuNjineli i-Mill right Ngaphantsi eMgodini	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	iiWayinda zobiNjineli ezingamaGcisa (AmaGcisa eeWayinda/iiNc utshe zombane zeeWayinda)	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	IGcisa lobuNjineli bokuFakela iziXhobo (Isifakelimpombo)	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	IGcisa lobuNjineli bezoMbane (iiWayinda)	CL	Ukunqon gophala kwezakh ono nokunikw a kwezatifik eti	Masibhenge zwe	Abasebenzi abaneziqinise kiso zezakhono zobuchweph eshe nezobufundis wa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	IGcisa ubuNjineli i-Artisan i-Engineering ii-Platers (ii-Shaft Boilermakers)	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kanye neentsumpa	IGcisa ubuNjineli be-Plate laying	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiki	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi

IQumruh loMsebenzi	INqanaba loMsebenzi	IsiKhundla	Patterson Grading	Isizathu sokuNgakwa zi ukuGcwalisa isiThuba soMsebenzi	INyathelo lokuGcwalisa isiThuba soMsebenzi	IsiCwangciso seNgqesho
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	IGcisa UbuNjineli boDibanisozixho bo ngenjongo ethile	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	Amagcisa oLungiselelozixho bo zokusebenza /		IGcisa leSimbamgo di	Abasebenzi abaneziqinise kiso zezakhono zobuchweph eshe nezobufundis wa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	Amagcisa oLungiselelozixho bo zokusebenza		IGcisa leSimbamgodi	Abasebenzi abaneziqinise kiso zezakhono zobuchweph eshe nezobufundis wa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	Izimbamgodi zezeMigodi yooMatshini: i- Stoping	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi
IGcisa leSimbamgodi	Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezobufundiswa, abaphathi abasezantsi, abaphathi, ifolomani kunye neentsumpa	Izimbamgodi zezeMigodi yooMatshini: Uphuhliso	CL	Ukunqongop hala kwezakhono nokunikwa kwezatifiketi	Masibhengez we	Makuqeshwe kwiinyanga ezi-3 zokubhengezwa kwesithuba somsebenzi

Ekuqaleni kowe-2016, iBhodi yanika uxanduva Iweqela IwezaKhono zabaSebenzi ukupuhhliswa kophuhliso lwasigqeba nesicwangciso sokulandela, iinjongo zayo ezingundoqo yayikukuchonga iimfuno zetalente yesigqeba nokuphumeza izicwangcisoqhingga ukutsala nokupuhhlisa iziphathamandla ezilungeleyo ukugcwalisa izithuba ezibalulekileyo ukunceda iSibanye-Stillwater ukuba iphumeze isicwangcisoqhingga sayo. Oku kwabandakanya kwakhona ukupuhhlisa izicwangciso ukuqinisekisa ukugcinwa kwetalente nengxoxiswano, nokubhexesa ukudululiselwa kolwazi ngokukhawuleza ukusuka kwabasezikhundleni ukuya kwaba balandelayo.

Ekulungiseni isicwangciso, kwakuyimfuneko ukuqonda iindima ezibalulekileyo nezakhono ezifunekayo, ukuhlola izakhono ezikhoyo kune nesakhono sabalingwa abangaphakathi ngokwayamene nokulungela kwakunge nokuba sesichengeni solwazi oluphangaleleyo nophuhliso, kune nokundulula amanyathelo okuqala afanelekileyo. Isicwangciso sabandakanya isicwangciso sexesha likaxakeka sexesha elifutshane (iinyanga ezintathu ukuya kwezintandathu) kune novalozithuba ezsisisigxina, kwakunge nesicwangciso songxamiseko.

Isicwangciso esineenkukacha sagqitywa saza saphunyezwu ngezigaba ezithathu kwinqanaba lesigqeba, leziphathamandla kune nelabalawuli. Ekupheleni kuka-2016, iindima ezibalulekileyo zachongwa kwaye izakhono ezifunekayo zezikhundla zamagosa esigqeba zaggitywa zaza zabandakanya kwiNkqubosikhokelo soPhuhliso lobuNkokeli seSibanye-Stillwater. Uhlolo lokuchonga isakhono, ukulungela kune nophuhliso lwagqitywa ngokuphathelele kumagosa esigqeba neziphathamandla zonke. Inkqubo yabasebenzi benqanaba labalawuli iqalile kwaye isemgenci wokuba ingagqitywa ekupheleni kowe-2017.

Isicwangciso sokungena kwisikhundla sophumayo samagosa esigqeba sokuqala saphuhliswa saza sathiwa thaca kwiGosa lesiGqeba eliyiNtloko neBhodi ukuba samkelwe. Isicwangciso sokungena kwisikhundla sophumayo sokuqala siquka iqela labalingwa abanesakhono bangaphandle ukuba bathathelwe ingqalelo njengabafunwayo. Isicwangciso siza kuhlaziya ngokuqhubekeyo.

Kubalulekile ukuba uphuhliso lwamalungu esigqeba kune nenqubo yokungena kwisikhundla sophumayo zibe yinxenye yenqubosikhokelo yoLawulo lweTalente eHlanganisiweyo yethu (i-Integrated Talent Management framework). Zonke iinkqubo, ukuquka nophuhliso lobunkokeli kune nenqubosikhokelo yezakhono, isicwangcisoqhinga sabasebenzi, izicwangciso zoqequesho nezotshintsho, ukucwangcisa ukungena kwisikhundla sophumayo kwakunge nolawulo lokusebenza, phakathi kwezinye, ziza kuthi ke ngoko zilungelelaniswe nale nkqubo. Ngokugcina oku engqondweni, ukuqala ngowe-2017, ukujongwa kwakhona kwetalente kuza kuqhutywa rhoqo kwiminyaka emibini. Ngoko ke, isicwangcisoqhinga sokujongana nezithuba ekunzima ukuzigcwala kuqhagamshelana nezicwangciso ezikula macandelo angezantsi.

2.20 IsiCwangciso seNkqubelaphambili yoMsebenzi

Isivumelwano	I-Driefontein Operation izibophelela ekunikeni abasebenzi bayo ithuba lokukhula ngokolwazi nezakhono. Okubandakanyiweyo koku lithuba lokuqhubela phambili ngekhono lomsebenzi elilungelelaniswe nezidingo zeshishini loMgodi kwaye lilungele uludwe lwezakhono neenjongo zobuqu zomsebenzi ngamnye. ISibanye-Stillwater iveze inkqubo ehlanganisiweyo yophuhliso lwezakhono nokufunda ethi, ngokwenene, inike ithuba abasebenzi abanesakhono ukuba balandele ikhono lomsebenzi elimiselekileyo kwisikhundla somsebenzi esikhethwe ngumsebenzi.
Izikhokelo	AmaKhono oMsebenzi abonakalisa indlela abantu abaqhabela phambili ngayo ukusuka kwesi isikhundla ukuya kwesinye kumaqela amakhono ngophuhliso lwezakhono ezingaphaya. AmaKhono oMsebenzi kwakhona ashwankathela ezona mfuno ziphantsi ngesikhundla ngasinye kune nolona qequesho/amava lu(a)phantsi lu(a)funwayo; ngoko ke asebenza njengenkubosikhokelo sokucwangcisel ukuziphuhlisa.

2.21 IsiCwangcisoqhinga sokuPhunyezwa kwesiCwangciso seNkqubelaphambili yoMsebenzi

IsiKhundla esinoXanduva	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwego
I-HOD, uLawulo IweTalente	1. Abalandela abashiye isikhundla bachongwa kusetyenziswa izikhokelo zokungena kwisikhundla sophumayo; se-D Band nangaphezulu, isiQinisekiso seMfundu, Ukusebenza, ixesha ukwindawo yangoku, amava kunye nokulungela inqanaba elilandelayo, ngamanqanaba angaphantsi ko-D Band izikhokelo zokungena kwisikhundla sophumayo sesi, ukuya emsebenzini, irekhodi yokhuseleko kunye noqinisekisomfundo. Aba balandela abaphuma ezikhundleni abachongiweyo baza kuqinisekiswa ngamabhunga eShaft Talent kunye namabhunga e-Discipline Talent. Iqela labangena kwizikhundla zabaphumayo baza kujongwa kwakhona kanye ngonyaka.	Kuyaqhubeke
AbaLawuli bezeTalente, iKomiti yeBhunga lezeTalente	2. Uphuhliso longeno kwisikhundla sophumayo luza kubekwa iliso libhunga lezetalente kanye ngekota.	Kuyaqhubeke
AbaLawuli be-HR	3. Iqela letalente lokusebenza liza kuthiwa thaca kwintlanganiso nganye ye-EE	Kuyaqhubeke
AbaLawuli be-HR, ii-HOD	4. Xa sikhona isithuba somsebenzi uhlanganisondawonye lwabanetalente yenkalo yokufunda esemxholweni luza kujongwa kwakhona kuqala ukubona abalingwa abafanelekileyo. Kuphela xa kungekho mlingwa ufanelekileyo kuhlanganisondawonye, apho ukuqeshwa kwabasebenzi bangaphandle kuza kuthi kuthathelwe ingqalelo.	Kuyaqhubeke

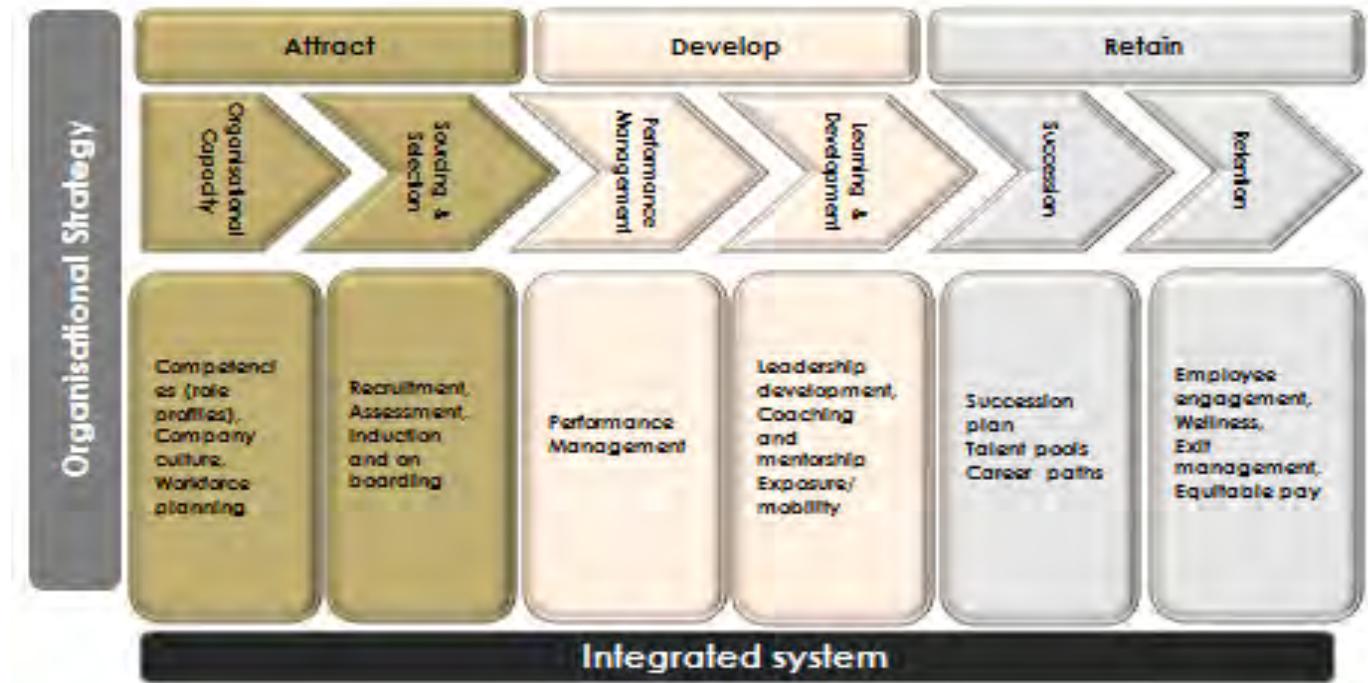
Inkubo yoLawulo IweTalente ehlanganisiweyo ibalulekile ukuxhasa amathuba enkqubelaphambili yomsebenzi. Inkubo yoLawulo IweTalente iqala ngeSicwangciso sabaSebenzi esinoBuchule. IsiCwangciso sabaSebenzi esinobuChule yinkubo elungeleleneyo yokuqikelela ikamva labasebenzi bequmrhu nokumisela ezona zithethe zisebenzayo ukuvala izikhewu ukuhlangabezana nezidingo zabasebenzi bexesha elizayo kuthathelwa ingqalelo ubuLungisa kwezeNgqesho, aManina akwezeMigodi, intengiso neprofayili yokuvelisa.



Umfanekiso 5: UMfuziselo woLawulo IweTalente oluHlanganisiweyo5

Umfanekiso 6 olapha ngezantsi ubonisa uMfuziselo woLawulo IwezeTalente oluhlanganisiweyo. Umfuziselo woLawulo IwezeTalente oluhlanganisiweyo uneenkalo ezintathu, ukuTsala, ukuPhuhlisa nokuGcina, okuyinxenye yomjikelo wobomi bomsebenzi.

Talent Framework



Umfanekiso 6: UMfuziselo woLawulo IweTalente oluhlanganisiweyo6

Itheyibile 27: Okujolise kwiNkqubelaphambili yoMsebenzi27

Paterson Band	IsiKhundla saNgoku	Ungenelelo loQeqesho	Isiqinisekiso semfundo	Abasebenzi abaChongiwyo kunye nee-IDP eziQinisekisiweyo	2017	2018	2019	2020	2021	IThuba leNkqubelaphambili elinokubaKhona/ UQhagamshelwano Iwe-HRD
D Inqanaba	UMphathi oPhakathi	Ngokwe-IDP eyaMkelweyo	Ngokwemfuneko yomsebenzi	10% yabaPhathi abaPhakathi abanesakhono abaphezulu kwiinkqubo zoPhuhliso lobuNkokeli	2	2	2	1	1	Ukuqeshwa kwisithuba somsebenzi esingenamntu, ukuba sibhengeziwe kwaye saphumelela ngenkqubo yokuqeshwa kwabasebenzi.
C Inqanaba	Umphathi/ Ofundela umsebenzi kwingqesho	Ngokwe-IDP eyaMkelweyo	Ngokwemfuneko yomsebenzi	10% yabaPhathi/Abafundela umsebenzi kwingqesho kwiinkqubo zoPhuhliso lobuNkokeli	11	11	11	11	11	Ukuqeshwa kwisithuba somsebenzi esingenamntu, ukuba sibhengeziwe kwaye saphumelela ngenkqubo yokuqeshwa kwabasebenzi.
NG	Ofumana inkxasomali yokufunda	Ngokwe-IDP eyaMkelweyo	IsiDanga esiseMxholweni	Abafumana inkxasomali yokufunda bonyaka wokugqibela	13	26	25	23	22	Inkqubo yoPhuhliso IwabeziDanga nokufundela umsebenzi kwingqesho, ukuba ibhengeziwe kwaye iphumelele ngenkqubo yokuqeshwa kwabasebenzi.
B Inqanaba	Cat 3-8 Umsebenzi	Ngokwe-IDP eyamkelweyo	Ngokwemfuneko yomsebenzi	Abaqeqeshwa abanesakhono sokufundela umsebenzi kwiNgqesho abaphambili	31	31	28	26	24	Ukuqeshwa kwisithuba somsebenzi esingenamntu, ukuba sibhengeziwe kwaye saphumelela ngenkqubo yokuqeshwa kwabasebenzi.
A Inqanaba	Cat 3-8 Umsebenzi	Ngokwe-IDP eyaMkelweyo	Ngokwemfuneko yomsebenzi	Abaafundi abanesakhono se-AET abaphambili (abasebenzi) abakuqelesh	14	14	14	14	14	Ukufundela umsebenzi kwingqesho/iNkqubo yezaKhono, ukuba sibhengeziwe kwaye saphumelela ngenkqubo yokuqeshwa kwabasebenzi.
Bebonke					71	83	80	75	72	

2.22 IsiCwangciso soQeqesho

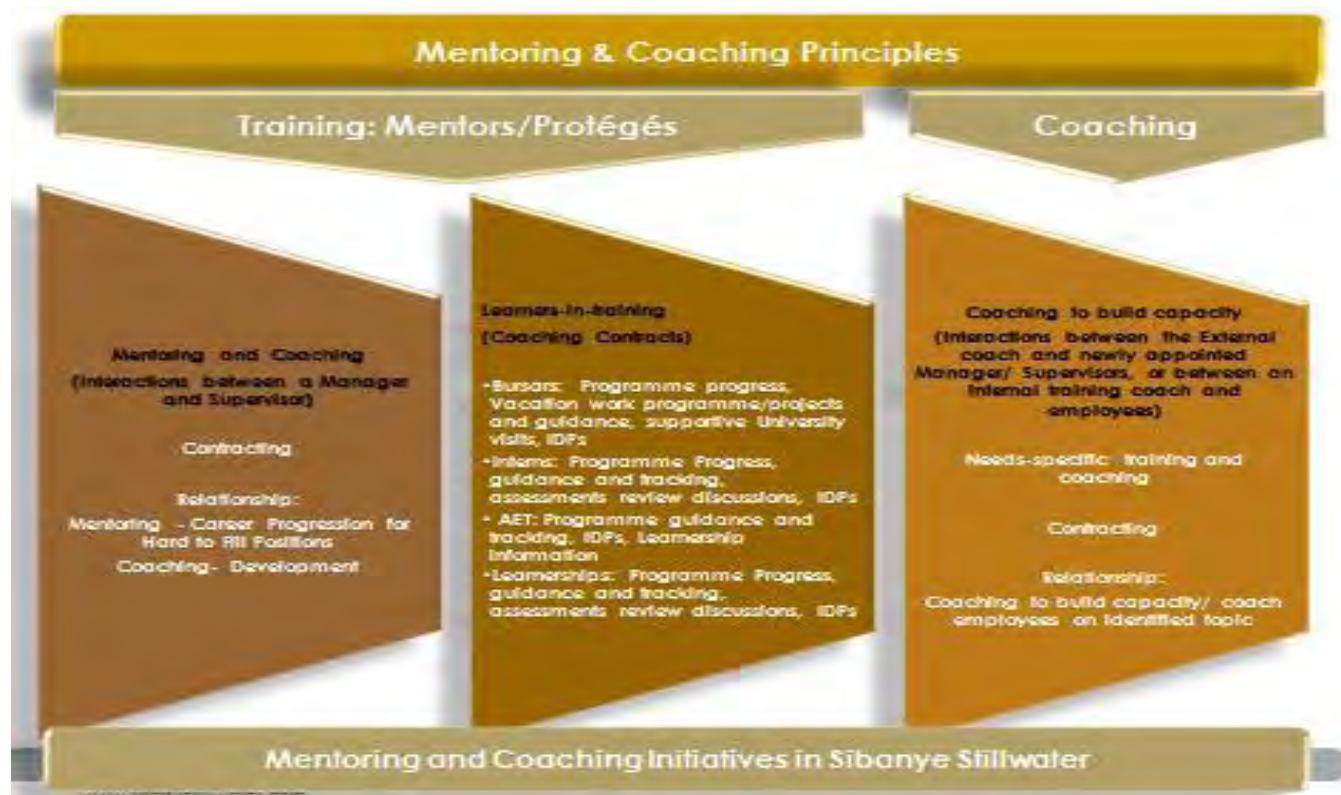
Isivumelwano	I-Driefontein Operation ivuma ukwenza ngokusesikweni inkqubo yayo yoqeqesho, eza kubandakanya izivumelwano zoqeqesho olusesikweni phakathi kwabaqequeshi nee-protégés zabafundi abakuqequesho/abakwiinkqubo zophuhliso.
Izikhokelo	<p>Isicwangciso soqeqesho siza kuyilelwa:</p> <ul style="list-style-type: none"> • Ukuchonga imimandla yophuhliso efuna uqequesho; • Ukunika isicwangciso soqeqesho esicacileyo ngesivumelwano soqeqesho; • Kugxininisa inani labaquequeshi nee-protégés ezinokujoliswe kuko namaxesha amiselwego; • Ukubeka iliso ekuphunyezweni kwenkqubo.

2.23 IsiCwangcisoqhinga sokuPhunyezwa kwesiCwangciso soQeqesho

Ukuba noxanduva lokuphendula IsiKhundla	IsiCwangciso sesiCwangcisoqhinga	Ixesha elimiselwego
UMlawuli we-HRD	1. Ukujonga kwakhona isicwangciso soqeqesho	Kuyaqhubeka
AbaLawuli beNgqequesho UMlawuli we-HRD	2. Kuchongwa uhlanganiso lwabaqequeshi beprotégés (abasebenzi abakuqequesho/Abaphathi kanye nabaPhathi abaPhakathi abanesakhono)	Kuyaqhubeka
AbaLawuli beNgqequesho UMlawuli we-HRD	3. Unika uqequesho noqequesho lwe-protégé ukwakha isakhono apho sifunekayo	Kuyaqhubeka
AbaLawuli beNgqequesho UMlawuli we-HRM	4. Ukunika ikontraki ngezivumelwano zoqeqesho ngokunxulumene nexesha lenqubo yokufundela umsebenzi kwingqesho/ukufunda	Kuyaqhubeka
UMlawuli we-HRD	5. Ukubeka iliso ukuphumeza nokuqinisekiswa koqequesho ngokuphathelele: <ul style="list-style-type: none"> • Kwiinkcukacha zoBuqu zeProtégé ukuquka uhlanga, isini, isikhundla sangoku kanye nenqanaba kanye namathuba exesha elizayo anokubakhona • linkcukacha zoBuqu zoMqequeshi kanye nesikhundla 	Kuyaqhubeka

Ukongeza kwisicwangcisoqhinga esilapha ngentla, umfanekiso olapha ngezantsi uchaza imithethosiseko yendlela yethu yokuQeqesha neyokuQhelisa. Ukuqequesha, gabalala, kubhekiselele kubudlelane obuncheda abantu ukuba baphuhlise kwaye bafumane ulwazi, umsebenzi kanye namava obomi ngendlela engekho sikweni okanye ngenkqubo yophuhliso esesikweni. Umqequeshi onesakhono uza kukhokela ngokuyimpumelelo iprotégé ngendlela exananazleyo.

Ukuqhelisa kujolise ngokukodwa kumsebenzi onxulumene nomsebenzi. Abaphathi neenkokeli abasebenza ngokukoko abasebenza njengabaqheli, kufuneka banike ngokukhutheleyo umyalelo, isikhokelo, ingcebiso nenkuthazo ezifunekayo ukuncedisa abo babaphetheyo ukuba baphucule umsebenzi wabo kwimisebenzi yabo yangoku. Ukuqhelisa kujonge ekuguqulen'i ithiyori yokusebenza ibe yeyenziwayo.



Umfanekiso 7: IMithethosiseko yokuQeqesha nokuQhelisa7

Itheyibhile 28: Okujolise kwisiCwangciso soQeqesho28

IsiCwangciso sokuQeqesha	2017	2018	2019	2020	2021
Ukufunda umsebenzi kwingqesho	88	96	83	82	76
linkxasomali zokufunda	23	22	22	22	22
linkqubo zokugqibezela izifundo kwingqesho	22	19	17	15	13
I-AET yeentsuku neeveki ezipheleleyo	200	200	200	200	200
IGosa eliFundayo Iqela-A	5	6	6	6	6
Zizonke:	338	343	328	325	317
Uqequesha					
Intlanganisela yabaQeqeshi abaza kuqequesha:	20	20	20	20	20
IProtégés eziza kuqequesha:	338	343	328	325	317
Zizonke:	358	363	348	345	337
Uqingqomali	234	248	262	278	295
	000	040	922	698	420

Ngokubhekiselele kwitheyibhile elapha ngentla, abafundi ababhalise ngoku iinkqubo ezahlukahlukeneyo zoqequesha nophuhliso, baza kungena kubudlelane bokuhelisa/boqequesha ngesikhokelo samakhono esingaphaya nophuhliso. Ukuze obu budlelane buphumelele, intlanganisela yabaqequeshi kune nabafundi abanye kuza kufuneka baza kuqequeshelwa uqequesha/i-protégé ukusebenzia ngokukuko nokuqondwa kwendima yobudlelane nenqubo.

2.24 UkuGqibezelə iziFundo kwiNgqesho

Isivumelwano	I-Driefontein Operation ivuma ukunika amathuba okuba sesichengeni solwazi ngokwenza okanye okufunda ngamava kubafundi abanezidanga nabanee-diploma afunwayo ngokuphathelele kwizidingo zeshishini.
Izikhokelo	Amathuba okuba sesichengeni solwazi oluphangaleleyo ngokwenza okanye ukufunda ngamava anikwa abantu bangaphakathi nabangaphandle abagqiba izifundo zemfundo ephakamileyo. UkuziBophelela kwabaHlali kubhekiselela kuluntu IwasekuHlaleni nakuLuntu lweengingqi ekufumaneka kuzo abasebenzi Umngeni ukhona ngokuphathelele kunikongxelo oluchanekileyo kulwahlulo Iwasekuhlaleni/Iwemimandla ekufumaneka kuyo abasebenzi ngenxa yabafundi abanganiki ngxelo ichanekileyo ngentsukaphi yabo kubhaliso.

2.25 IsiCwangcisoqhingga sokuPhunyezwā kokuGqibezelə iziFundo kwiNgqesho

IsiKhundla soXanduva lokuNika iiMpendulo	IsiCwangciso sesiCwangcisoqhingga	Ixesha elibekiweyo
UMLawuli weYunitihi: I-HRD	1. Ukunika iNkqubo yoPhuhliso IweMfundu yesiDanga	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	2. Ukunika inkqubo yoqheliso neyoqeQesho	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	3. Abasebenzi kufuneka bahlolwe ngokuqhubeKAYO ngeziphumo zenkqubo ezifunekayo	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	4. li-IDP zikhona ukulungiselela abafundi kwaye abafundi bayaxeletwa ngamakhono anokulandelwa	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	5. Intlanganisela yabaqeQeshi eqiniseKiselwe abaFundI abagqibezelə izifundo zabo kwingqesho	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	6. Ukunika iNkqubo yoPhuhliso IweMfundu yesiDanga	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	7. Ukunika inkqubo yoqheliso neyoqeQesho	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	8. Abasebenzi kufuneka bahlolwe ngokuqhubeKAYO ngeziphumo zenkqubo ezifunekayo	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	9. li-IDP zikhona ukulungiselela abafundi kwaye abafundi bayaxeletwa ngamakhono anokulandelwa	KuyaqhubeKA
UMLawuli weYunitihi: I-HRD	10. Intlanganisela yabaqeQeshi eqiniseKiselwe abaFundI abagqibezelə izifundo zabo kwingqesho	KuyaqhubeKA

Itheyibhile 29: Okujolise kukuGqibezela iziFundo kwiNgqesho kwangaPhakathi (KuMthombo weNkxasomali yokuFunda yangaPhakathi) noQingqomali29

Ekujoliswe kuko	2017	2018	2019	2020	2021	Bebonke (2017 – 2021)
Inani labaFundi abagqibezela izifundo zabo kwingqesho bangaPhakathi	14	11	9	7	5	46
Uqingqomali	R16 730 164	R16 368 817	R16 868 590	R14 301 629	R11 907 880	R76 117 080

Itheyibhile 30: Okujolise kukuGqibezela iziFundo kwiNgqesho kwangaPhandle (i-MQA) noQingqomali30

Ekujoliswe kuko	2017	2018	2019	2020	2021	Bebonke (2017 – 2021)
Inani labaFundi abagqibezela izifundo zabo kwingqesho bangaPhakathi	8	8	8	8	8	40
Uqingqomali	R720 000	R1 526 400	R2 426 976	R2 572 595	R2 726 950	R9 972 921

Amava kwimijikelo ye-SLP yangaphambili aqinisekise ukuba intlanganisela esithatha kuyo abaxhamli bethu isoloko inamandla kwaye izibophelelo zethu zogqibezelozifundo kwingqesho kwiitheyibhile ezilapha ngentla zibonakaliswa ngesigama jikelele (asibhekiselelanga nakwiyiphi na inkalo yokufunda ngenjongo yokuvumela utshintsho). Ngokuyinene ukunika ingxelo yenqubelaphambili/yophumezo kuza kubhekiselela ngokukodwa kwiinkalo zokufunda ezixhaswayo.

2.26 IsiBonelelo sokuFunda

Isivumelwano	I-Driefontein Operation ivuma ukunika isibonelelo sokufunda abasebenzi nabantu beenginqi zasekuhlaleni kune nabemimandla ekufunyanwa kuyo abasebenzi engundoqo. Ngokunxulumene nomgaqonkqubo wenkxasomali yokufunda, ukuba oxhaswa ngemali yokufunda unesifundo/nyaka wokufunda angasi(wu)phumeleliyo kanye, oxhaswa ngemali yokufunda uza kuhlawulela eso sifundo/ nyaka wokufunda ngokwakhe, kwaye inkxasomali yokufunda iza kunqunyanyiswa. Abaxhaswa ngemali yokufunda abanqunyanyisiweyo abazi kubalwa kokujoliswe kuko okumiselweyo nabanye abankxasomali yabo yokufunda isasebenzayo. Asakube nje oxhaswa ngemali yemfundo ephumelela isifundo/ nyaka wokufunda, inkxasomali yabo iza kuvuselelwa.
Izikhokelo	<p>IsiBonelelo sokuFunda siza kunikwa abasebenzi kune noluntu lwenginqi nolo kufunyanwa abasebenzi kwimimandla yalo ngezi ndlela zilandelayo:</p> <ul style="list-style-type: none"> • linkxasomali zokufunda kubasebenzi ngokufunda iintsuku/iiveki ezipheleleyo; • Inkxasomali kubantu benginqi nabemimandla ekufunyanwa kuyo abasebenzi ngokufunda iintsuku/iiveki ezipheleleyo; • IziBonelelo zokuFunda kubasebenzi ngokufunda iintsuku/iiveki ezingaphelelanga <p>IziBophelelo kubaHlali zisebenza kuluntu lweNgingqi nakuluntu lwemimandla ekufunyanwa kuyo abasebenzi. Umngeni ukhona ngokuphathelele kunikongxelo oluchanekileyo kulwahlulo lwasekuhlaleni/lwemimandla ekufumaneka kuyo abasebenzi ngenxa yabafundi abanganiki ngxelo ichanekileyo ngentsukaphi yabo kubhaliso.</p>
JB Marks	<p>I-Driefontein Operation iza kuxhasa kwakhona abaxhaswa ngemali yokufunda nge-JB Marks Bursary Scheme (ilinge leManyano yeSizwe yeZimbamgodi (i-National Union of Mineworkers)) ngokweentsuku/iiveki ezingaphelelanga, okanye ngokunxulumene nesiqqibo sebhodi yeSibanye-Stillwater Academy. linkxasomali zokufunda ze-JB Marks zixhaswa ngemali kwaye zabelwa yi-JB Marks Bursary Scheme. Igalelo loMgodi kwesi sikim, liphelele kumba womvuzo ophathelele kwabaxhaswa ngemali yokufunda ngelixa lesigaba sexesha lesivumelwano, kwaye kuza kunikwa ingxelo ngawo kanjalo. Oku kuza kuba ngumlinganiselo wetyala le-SLP elifanele ukuba lihlawulelw umgodi.</p> <p>Kufuneka kuqatshelwe ukuba oku akubandakanyi ekujoliswe kuko okongezelweyo ngokwayamene neenkxasomali zokufunda kwaye akuz' ukubandakanya naziphi na izibophelelo kwizinto ezinje ngolungiselelo, indawo yokuhlala, izidlo, njl.njl., okuluxanduva lwe-JB Marks Scheme.</p>

2.27 IsiCwangcisoqhinga sokuPhunyezwa kweNkqubo yeNkxasomali yokufunda

IsiKhundla soXanduva IokuNika iiMpendulo	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwego
UMlawuli weYunitihi: I-HRD	1. Kubhengezwe amathuba esibonelelo sokufunda ngaphathi kulungiselelwa abasebenzi	Kuyaqhubeke
UMlawuli weYunitihi: UPhuhliso oluZinzileyo	2. Kubhengezwe amathuba esibonelelo sokufunda ngaphandle kumaphephandaba asekuhlaleni, amabhunga kamasipala kunye nabanye ogunyaziwe abafanelekileyo ukutsala ukuqeshwa kwabasebenzi kuluntu lwengingqi nakuluntu lwemimandla ekufunyanwa kuyo abasebenzi	Kuyaqhubeke
UMlawuli weYunitihi: I-HRD	3. Abalingwa bamathuba enkxasomali yokufunda nesibonelelo sokufunda baza kuchongwa ngokwayamene nenkqubo yokuchonga yenkampani.	Kuyaqhubeke
UMlawuli weYunitihi: I-HRD	4. Amaziko okufunda aqinisekisiwego ngokwezidingo zenkampani aza kusetyenziswa	Kuyaqhubeke
UMlawuli weYunitihi: I-HRD	5. li-IDPs zikhona ukulungiselela abafundi, kwaye abafundi bayaxelelwa ngamakhono emisebenzi akwiinkalo zokufunda ezipsemxholweni	Kuyaqhubeke
UMlawuli weYunitihi: I-HRD	6. Abaqeqeshi baqinisekiselwa abafundi	Kuyaqhubeke

Itheyibhile 31: Okujolise kwizibonelelo zeNkxasomali yokuFunda yangaPhakathi noQingqomali31

Ekujoliswe kuko	2017	2018	2019	2020	2021	Bebonke (2017 – 2021)
liNkxasomali zokufunda iiNtsuku/iiVeki eziPheleleyo	10	8	8	8	8	42
linkxasomali zokufunda iiNtsuku/iiVeki eziNgaphelelanga (Izbonelelo)	8	8	8	8	8	40
Bebonke	18	16	16	16	16	82
Uqingqomali	R2 780 000	R5 831 440	R8 296 661	R8 203 537	R8 671 749	R33 783 387

Itheyibhile 32: Okujolise kwiNkqubo yeQela-A yamaGosa aFundayo32

Ekujoliswe kuko	2017	2018	2019	2020	2021	Bebonke (2017 – 2021)
IGosa eliFundayo Ieqela-A	5	6	6	6	6	27
Uqingqomali	R1 908 820	R3 278 177	R4 804 986	R6 503 209	R8 387 922	R24 883 114

Inkqubo yeGosa eliFundayo leqela-A lungenelelo 18.1 olutsha oluphunyezelwa ukutsala italente kuluntu lwengingqi kushishino lwezemigodi kwaye ibandakanya inkqubo yesiQinisekiso seMfundu ePhakamileyo esekelwe kuMsebenzi ehlanganisiweyo.

Itheyibile 33: Okujolise kwiNkxasomali yokufunda yabaHlali noQingqomali³³

Ekujoliswe kuko	2017	2018	2019	2020	2021	Bebonke (2017 – 2021)
Ofumana inkxasomali yokufunda	5	5	5	5	5	25
Uqingqomali	R2 004 000	R2 357 440	R2 548 325	R2 963 248	R3 141 043	R13 014 055

Amava kwimijikelo ye-SLP yangaphambili aqinisekise ukuba intlanganisela esithatha kuyo abaxhamli bethu kusoloko kunamandla kakhlulu kwaye ke ngoko izibophelelo zesibonelelo sokufunda kwiitheyibile ezilapha ngentla zibonakaliswa ngesigama jikelele (esingabhekiselelanga nakwiyiphi na inkalo yokufunda ngenjongo yokuvumela utshintsho). Ngokuyinene ukunika ingxelo yenqubelaphambili/yophumezo kuza kubhekiselela ngokukodwa kwiinkalo zokufunda ezixhaswayo.

Itheyibile 34: liNkqubo ze-HRD – IsiBonelelo seMali³⁴

UQingqomali loNyaka	2 017	2 018	2 019	2 020	2 021	IsiBonelelo seMali siSonke (2017 - 2021)
IsiBonelelo seMali seeNkqubo zoPhuhliso IwabaSebenzi	R144 070 394	R137 600 232	R139 277 952	R133 361 972	R144 312 936	R698 623 486

³³ Okujolise kubahlali kuquka izibophelelo zengingqi engumgcini kwakunye nommandla ekufunyanwa kuwo abasebenzi

3 UBulungisa kwezeNgqesho

3.1 Intshayelelo

Injongo yesicwangciso soBulungisa kwezeNgqesho kukuqinisekisa ukuba iprofayili efanelekileyo ngokweenkcukacha zabemi iphunyeziwe ngokuthabatha inxaxheba koMmi waseMzantsi Afrika oHlelelekileyo ngokweMbali (ii-HDSA) kuzo zonke izikhundla zokwensiwa kwezigqibo kune nakwiindidi zomsebenzi ezingundoqo emgodini. Ekuzameni ukufikelela kulwakhiwo lwama-40% e-HDSA kubume bolawulo kune nokuthabatha inxaxheba kwe-10% yamanina kwizikhundla zomsebenzi wezemigodi ezingundoqo, iDriefontein Operation ilangazelela ukulungelelanisa ukungalingani ngokwesini nangokobuhlanga okukhoyo. Isicwangciso sibonakalisa okujoliswe kuko kwenkqubela phambili yonyaka yenkampani. Njengenkampani yaseMzantsi Afrika ehamba phambili, iSibanye-Stillwater yamkela umngeni wokutshintsha kobume babasebenzi bebonke nabalawuli benkampani. Esi sisinyanzelo seshishini ukuqinisekisa ukuba sifikelela kwisiseko sezakhono sisonke sabemi baseMzantsi Afrika. Zonke iinzame ngokuphathelele koku zilungelelaniswe nesiCwangciso soPhuhliso seSizwe kune neeNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo ngokunxulumene nokuba (i) Makungabikho ntlupheko, (ii) Makungabikho ndlala, (iii) IMfundo eseMgangathweni, iv) ULingano ngokweSini, v) UMsebenzi oPhucukileyo kune noHlumo kuQoqosho, kune vi) UNcipphiso lokuNgalingani.

IziCwangcisoqhingo zoBulungisa kwezeNgqesho zilungelelaniswe nesicwangciso sokungena kwisikhundla sophumayo, ukuphuhlisa kwentlanganisela yabanetalente yenkampani, iinkqubo zophuhliso lwabafundi, iinkqubo zoqequeso lwezakhono ezingundoqo nezibalulekileyo, izicwangciso zophuhliso lwamakhono, ukuqequesha nokuqhelisa. Le mithethosiseko ilandelayo yeSibanye-Stillwater ikhokela indlela ekuphunyenza ngayo UBulungisa kwezeNgqesho kumgodi weDriefontein Operation, kune nokuthobela kwakhona imigaqonkqubo yethu yeMikhwa eSulungekileyo neyamaLungelo oLuntu:

- Ukuqonga ukungalingani ngokwembali, ii-HDSA kune namanina anezakhono ezaziwayo anikwa amathuba akhetekileyo kune nenkxaso eyongezelelwego ukuqonda izakhono zavo;
- Ukuvala isithuba ngasinye kwinkampani ngomntu osebenza ngokwanelisayo ngokugqibeleyo. Ngoko ke, asiz' ukudala imisebenzi engekhoyo okanye siqeshe ngeendlela ezingezizo;
- Iyantlukwano iyakhuthazwa emsebenzini kwaye nayiphi na indlela yobuhlanga ayinakunyamezelwa;
- Abanye abasebenzi abakwizikhundla zolawulo bangathunyelwa kwezinye iindawo okanye kwimisebenzi emitsha bengazimiselanga ukuvula isithuba see-HDSA nesamanina;
- Bonke abasebenzi bayaphuhlisa ukuqinisekisa ukuba basebenza ngokwanelisayo ngokugqibeleyo kwimisebenzi abakuyo kwaye, aphi kunokwenzeka, ukubalungiselela amathuba exesha elizayo; kwaye
- Ukufaka amanina emisebenzini, inkampani iza kuthathela ingqalelo imingcipheko eyodwa yokuba amanina asekwiminyaka yokuba nabantwana, akhulelwego nancancisayo angabikho sesichengeni.

Iqumrhu lezemigodi ngalinye neyuniti yenkonzo ngokunjalo eSibanye-Stillwater ilindeleke ukuguqula isicwangcisoqhinga senkampani sibe zizicwangciso zokusebenza zeminyaka emihlanu (5) ezinokuphunyenza nezinokulinganiswa. IDriefontein Operation izibophelela ekudaleni indawo yokusebenzela aphi abantu abanesakhono nobuchule banokuphuhlisa amakhono adala ulwaneliseko kuwo onke amanqanaba kungajongwanga imvelaphi, uhlanga okanye isini sabo. Izithethe zengqesho nemigaqonkqubo yeDriefontein Operation zigxininisa amathuba alinganayo kumntu wonke, kwaye zijonge ukuchonga, ukuphuhlisa kwaye zibuyekeze abo basebenzi babonakalisa iimpawu ezipodwa zenkuthalo, umzamo,

ukuzinikela nezakhono. Imigaqonkubo yoBulungisa kwezeNgqesho nayo ijonge ukudala imeko yequmrhu eliuka konke aphi bonke abasebenzi bexatyisiwe. Ukuphunyeza koBulungisa kwezeNgqesho kubekwa iliso ngabalawuli abaphezulu kwaye kuphambili kwisicwangcisoqhinga somgodi.

Aphi kufanelekileyo, uBulungisa kwezeNgqesho buphunyeza ngokubonisana neebhodi ezimele abasebenzi. Njesinyanzelo seshishini esingundoqo seDriefontein Operation, uBulungisa kwezeNgqesho bubalulekile ekuncediseni iqumrhu ukuba libeke abasebenzi abakrelekrele kwimisebenzi echanekileyo elungelelaniswe neenjongo zoMgodi. Zezi zilandelayo:

- I-Driefontein Operation izibophelele ekuphuhliseni abasebenzi bayo kwelona zinga liphezulu lokuqqa kwabo, okuza kuthi kube negalelo ekuphunyezweni kweenjongo zoMgodi;
- I-Driefontein Operation iqonda isidingo sotyalomali oluqhubekeyo kubasebenzi bayo ngoqequesho nophuhliso, esibonakaliswa ngamathuba oqequesho nophuhliso nokufakwa emisebenzini kujoliswe kwizakhono ezingundoqo, inkqabelaphambili yomsebenzi kune nokugcinwa kwetalente; kwaye
- I-Driefontein Operation ivelise umgaqonkubo wokuqeshwa kwabasebenzi osebenzayo, wokuchongwa nowengqesho, onceda abalingwa kumaqela achongiweyo. Oku kuncede iqumrhu ukuba lisebenzele ukuphumeza iinjongo zamanani zesiCwangciso soBulungisa kwezeNgqesho zoMgodi.

Isivumelwano	I-Driefontein Operation izibophelele kwiinjongo zobuchule zoMthetho woBulungisa kwezeNgqesho eziquka abantu abavela kumaqela ebehlelelekile ngaphambili zikhona kuzo zonke izikhundla zezakhono, uxanduva kwaye kuwo onke amanqanaba kwisigaba sexesha seminyaka emihlanu (5) elandelayo; ngokukodwa ukuthabatha inxaxheba kwe-10% yamanina kune nama-40% obume bamaqela alawulayo e-HDSA.
Izikhokelo	UBulungisa kwezeNgqesho buza kulungelelaniswa nezicwangcisoqhinga zokuqeshwa kwabasebenzi basekuhlaleni nophuhliso lwabasebenzi. I-Driefontein Operation izibophelele ekuphuhliseni nasekukhuthazeni phakathi kwiqumrhu, kuthathelwe ingqalelo kuqala abasetyhini nabantu ebebehlelelekile ngaphambili.

Itheyibile 35: IsiCwangcisoqhinga sokuPhunyeza kwesiCwangciso soBulungisa kwezeNgqesho35

IsiKhundla esinoXanduva	IsiCwangciso sesiCwangcisoqhinga	UMhla wokuQalisa
UMLawuli weYunithi we-HR	1. Makujoliswe ekutsaleni nasekugcineni ii-HDSA ukuquka amanina kwaye kukokoswe italente ukongeza inani labasebenzi bebonke kune nokucwangcisel aukungena kwisikhundla sophumayo.	KuyaqhubeKA
UMLawuli weYunithi we-HR	2. Ukuthathela ingqalelo ukuqeshwa kwee-HDSA kune namaNina kwiziKhundla zezeMgodi ngokujolisa okukodwa kwisicwangciso sabasebasebenzi bebonke.	KuyaqhubeKA
UMLawuli weYunithi we-HR	3. Ekujoliswe kuko ngokuphathelele kukuqeshwa kwabasebenzi kwee-HDSA kujonge ngokukodwa ekuphuhliseni nasekukhuthazeni abasebenzi kwizikhundla zolawulo xa loo mathuba evela.	KuyaqhubeKA
UMLawuli weYunithi we-HR	4. Izikhundla ezinxulumene nezemigodi mazichongwe kwisicwangciso sabasebenzi bebonke kwaye	KuyaqhubeKA

IsiKhundla esinoXanduva	IsiCwangciso sesiCwangcisoqhinga	UMhla wokuQalisa
	izicwangcisoqhinga nekujoliswe kuko kuchongwe ukuxhasa ukubandakanywa kwamanina kwezi zikhundla.	
ITalente yoMlawuli weYunithi	5. Uhlolo Iwezakhono kufuneka lujolse ekuchongweni kwabasebenzi abanesakhono ukuba baphuhlisiswe babe kwizikhundla zolawulo kwaye izicwangciso zophuhliso Iwamakhono ziza kuhambisu uhlumo kwaye ziqhubele phambili aba basebenzi.	Kuyaqhubeke
ITalente yoMlawuli weYunithi	6. Uqequesho Iwezakhono olufanelekileyo oluhambelana nobume besakhono somsebenzi malunikwe ii-HDSA naManina ukuqinisekisa ukuba bafumana izakhono ezifanelekileyo.	Kuyaqhubeke
ITalente yoMlawuli weYunithi	7. Ukuqequesha kwee-HDSA ukuzinika inkxaso noncedo ukuqinisekisa ukuba ziqhuba iindima zazo ngempumelelo.	Kuyaqhubeke
UMLawuli we-HR	8. Uphuhlisa imigaqonkubo ejonge ukugcina ii-HDSA naManina.	Kuyaqhubeke
UMLawuli we-HR	9. Uphuhlisa izicwangciso zokuqeshwa kwabasebenzi zabalingwa bangaphandle xa banokuthi abasebenzi bangaphakathi bangazilungeli iindima zabalawuli.	Kuyaqhubeke

Itheyibile 36: iINkukachamanani zoBulungisa kwezeNgqesho ukusukela ekupheleni kukaDisemba 2016⁴

INqanaba loMsebenzi	Yindoda				Libhinqa				Abantu bangaPhandle		Bebonke	Abakhubazekileyo		I-% ye-HDSA iyonke kuBalawuli
	UmAfrika	IKhaladi	INDiya	Umntu oMhlophe	UmAfrika	IKhaladi	INDiya	Umntu oMhlophe	Yindoda	Libhinqa		Yindoda	Libhinqa	
Iziphathamandla (iBhodi) *	3	0	0	7	0	0	0	1	2	0	13	0	0	30.8%
IziPhathamandla (i-EXCO) *	5	2	1	11	1	0	0	0	0	0	20	0	0	45.0%
IziPhathamandla (Okunye) *	5	1	1	12	1	0	1	2	0	0	23	0	0	47.8%
UMphathi oPhakathi	2	0	0	6	0	0	0	0	0	0	8	0	0	25.0%
UMphathi oseZantsi	22	2	5	40	3	0	0	5	6	0	83	0	0	44.6%
IzaKhono ezinguNdoqo	5803	8	8	371	754	2	2	8	3232	50	10238	0	0	64.3%

⁴ * La manani abonakaliswa ngokwayamene neemfuneko zoMqulu wezeMigodi kwaye aba bantu abaqeshwanga liqumrhu. La manani abonakalisa abasebenzi abaqeshwe liqumrhu ngokwayamene noMfuziselo wokuSebenza weSibanye-Stillwater.

3.2 Ukuthatha inxaxheba kwaBemi baseMzantsi Afrika abaHlelelekileyo ngokweMbali

I-Driefontein Operation izibophelela ekukhuthazeni ii-HDSA kubume bolawulo ngokuqhuba inkqubosikhokelo elungiselele ukuqeshwa kwabasebenzi basekuhlaleni, kanye nophuhliso lwabasebenzi. Izithuba zomsebenzi ngokuphambili zigcwaliwa ngabalingwa basekuhlaleni. Apho izakhono ezikhethekileyo zingekho ekuhlaleni zifunyanwa ngaphandle kwengingqi. Ilinjongo zoMgodi zexesha elide kukuLangabezana noku kunqongophala kwezakhono ngeenkqubo zophuhliso lwezakhono. Abasebenzi abachongiwego abanezakhono banethuba lokuqhabela phambili namakhono abo emisebenzi abawakhethileyo ngoko ke baqhubele phambili kwiqumrhu.

Isivumelwano	I-Driefontein Operation izibophelele ekufumaneni ama-40% ee-HDSA kulawulo ekujoliswe kulo njengoko kumiselwe yi-DMR kwaye iyaqonda ukuba oku kubhekiselele kuBalawuli abakumaqela ka-Paterson u-D, u-E kanye no-F.
Izikhokelo	Ukwakha isakhono kwiqumrhu ngamalinge e-HRD kunikwa ingqalelo abantu abasuka kumaqela ahlelelekileyo. Aba basebenzi bavule indlela yentlanganisela yabanetalente yenkampani kanye nokucwangciswa kokungena kwisikhundla sophumayo.

Itheyibile 37: II-HDA ezikwisiCwangcisoqhinga sokuPhunyezwu koLawulo37

IsiKhundla esinoXanduva	IsiCwangciso sesiCwangcisoqhinga	UMhla wokuQalisa
UMlawuli we-HR	1. Kuphuhlisa imigaqonkqubo yoBulungisa kwezeNgqesho (i-EE), iindlela zokusebenza kanye nezikhokelo zilungelelaniswe ngokufanelekileyo namalinge e-HRD anje ngolawulo lwetalente, njl.njl.	KuyaqhubeKA
UMlawuli we-HR	2. Basebenzisane nabachaphazelekayo inkqubo ze-EE ekujoliswe kuzo.	KuyaqhubeKA

Itheyibile 38: Okujolise kwii-HDSA ezikuLawulo 2017 – 2021⁵

INqanaba loMsebenzi/A maQela ePaterson	Ekujoliswe kuko okumiseweyo	Ngoku		%	2017		I-% emiselweyo	2018		I-% emiselweyo	2019		I-% emiselweyo	2020		I-% emiselweyo	2021		I-% emiselweyo
		Ahlelekile yo	Angahlek anga		Ahlelekile yo	Angahlek anga		Ahlelekile yo	Angahlek anga		Ahlelekile yo	Angahlek anga		Ahlelekile yo	Angahlek anga		Ahlelekile yo	Angahlek anga	
IziPhathamand la (Ibhodi)	40.0%	4	9	31%															
IziPhathamand la (i-EXCO kunye neZinye)	40.0%	20	23	47%															
AmaNqanaba abaPhathi abaPhakathi	40.0%	2	6	25%	3	5	38%	3	5	38%	3	5	38%	3	5	38%	3	5	38%
AmaNqanaba abaPhathi abaSezantsi	40.0%	37	46	45%	41	50	45%	40	48	45%	36	44	45%	36	44	45%	37	45	45%
IzaKhono ezinguNdoqo neziBalulekiley o	40.0%	6585	3653	64%	6425	3564	64%	6215	3447	64%	5682	3152	64%	5684	3153	64%	5816	3226	64%
Zisonke ii-HDSA ezikuLawulo:		43%			44%			44%			44%			44%			44%		

⁵ Qaphela umahlukophakathi kweeNkcukachamanani zoBulungisa kwezeNgqesho kunye nokuJoliswe kuko kwee-HDSA ezikuLawulo. Amanani asemthethweni ngokuphathelele kumhla wokungeniswa wokuqala, kodwa atshintshile ngenjongo yokubonakalisa uMfuziselo wezoShishino weSibanye-Stillwater, onokutshintsha ngelo xesha ishishini lifuna imiyalelo.

Icandelo C: UPhuhliso IoLuntu IwabaSebenzimgodini

4 INkcazel eMfutshane yoPhuhliso IwabaSebenzimgodini

UMqulu wezeMigodi kune neziCwangciso zezeNtlalo nezabaSebenzi zizixhobo zotshintsho ezingundoqo ezenziwe nguMthetho woPhuhliso IweMicimbi yeziMbiwa nePetroliyam (i-Mineral and Petroleum Resources Development Act) (i-MPRDA). Izinto ezifunekayo zawo zawo ziakwa imithethosiseko enableyo eyilelwe ukwenza utshintsho kubasebenzi bethu, abahlali beengingqi zethu kune nemekobume abahlala phakathi kwayo. Oku kukwanika ithuba lokuyila ngononophelo iinjongo zexesha elide eziza kuthi zenze uluntu oluzincedayo olukwaziyo ukuzimela ngaphandle kokuxhomekeka kwimigodi olulugcinileyo. Oku kuzinze kwifilosofi yethu yokuvalwa kwezentlalo ebalula indlela esiqhuba ngayo uphuhliso Iwabahlali. Indlela esiqhuba ngayo ithathelwe kwisicwangcisoqhinga esifuna ukudala ngokusebenzayo uqoqosho olunxuseneyo ukunceda abahlali, ukuba bakwazi ukuziphilisa naxa bengasekho emgodini. Ukuvalwa kweenkampani zemigodi ezithile kudandalazise intshabalalo nokuhlupheka koluntu okudalwe kukuvalwa kwemigodi.

Indlela yethu ifuna ukunciphisa iimpembelelo zentlalo zasemva kokuvalwa, inciphise uxhomekeko kwiqumrhu ngeenkonzo zentlalo nezoluntu kune noncedo Iwezoqoqosho, kwaye ishiye ilifa lemveli lezentlalo elilulutho. Oku kuza kufuna uphononongo olunengqwelasela Iweendlela zoqoqosho ezizezinye kune nezinye iindlela zengqesho nokucaciswa kobuni bexesha elizayo lezentlalo noqoqosho lomandla obungabandakanyi ezemigodi. Yinkolelo yethu ukuba xa luqhutywe ngokufanelekileyo, uvalo Iwezentlalo lungatshintsha imigodi yethu ukuba ibe ziinyoba zophuhliso nasemva kobukho balo ngokunciphisa iimpembelelo ezimbi kwaye kwandiswe iinzuso eziza kusetyenziswa mva ekuhambeni kwexesha.

Ukuthi krwaqu kwethu kokusingqongileyo nako kubonakalisa ukuba imiba yezentlalo nemingeni ngokunjalo kukude ukuba idambe. Amazinga entlupheko nentswelangqesho awehli; isoyikiso sokungazinzi kwezentlalo nezoqoqosho kubonakala kusiya kusiba mandundu, kwaye amatyotyombe aqhubeka ngokwanda, ngelixa imekobume yezentlalo enempembelelo engantlanga iqhubeka nokwanda. Ugwayimbo lophumezonkonzo luye Iwaxhaphaka ukuya kutsho phaya, nasemva konyulo loomasipala bengingqi ngowe-2016, Iwensiwe mandundu ngokungaphaya ngokugqithisileyo, sisihelo sokungahlawulwa kweenkonzo eziphunyeziweyo. Kuba singasebenzi nje esithuben, iingingqi zethu zasekuhlaleni zinesakhono sokuba nempembelelo kwimisebenzi yethu, ingakumbi ngokuphathelele kukhuseleko neminye imingcipheko yasekuhlaleni. Ngenxa yesi sizathu, kunyanzeleke ngokungaphaya ukwamkela ubudlelane obuhle noluntu ukuze sigcine isiqinisekiso sethu sentlalo sisebenza.

Amavawethu ukuza kuthi ga ngoku abonakalise ukuba indlela yethu yokuphunyezwa koPhuhliso loQoqosho IweNgingqi (i-LED) kwimimandla yethu yokusebenza kube namazinga awohlukahlukenyi empumelelo. Iziphumo zexeshana zibonakalisa ukuba iiprojekthi eziphunyeziweyo ukaza kuthi ga ngoku, ngelixa zilungelelaniswe neziCwangciso zoPhuhliso oluHlanganisiweyo zikamasipala (ii-IDP) kwaye ezamkelwe yi-DMR, azinazo ngokwenene iimpembelelo ezifunekayo kuluntu. Oku kuqinisekiswe kutshanje kuphononongo lohlolohwempembelelo yezentlalo oluzimeleyo oluqhutywe ngu-Knowledge Pele egameni leSibanye-Stillwater ngowe-2016. Phakathi kwezinye izinto, ezi ziphene zilandelayo zibonakala ngokucacileyo:

- Umlinganiselo weeprojekthi eziphunyeziweyo wafunyaniswa umncinci kakhulu ngenxa yoqingqomali olunatyiselwe kwimimandla emikhulu;

- Uphumezo Iwanxunguphaliswa yimfuneko okanye ukulindeleka kokuba kwaneliswe abachaphazelekayo abaninzi abahlukahlukeneyo, ngamnye kubo beneeajenda ezingquzulanayo nezikhuphisanyo ngokuqhelekileyo;
- Ngenxa yesidingo soqoqosho Iwasekuhlaleni olungaphaya, uthyalomali Iwenziwa kwiiprojekthi ezininzi ezincinci kodwa ngokuqhelekileyo ezingazinzanga ezinempebblelo encinci okanye ezingenayo. Oku kwakusenziwa nzima nangakumbi kukulindeleka ukuba kuphunyezwe iiprojekthi "zengingqi" kunezo "zommandla";
- Iiprojekthi eziphunyeziwego zibonakalise uqhagamshelwano olumbalwa kunye nohlanganiso oluncinci kakhulu; kunye
- Apho lumiselwego, ubambiswano zange lumphumelele okanye aluzange luze neziqhamo ezilindelekileyo.

Kungenxa yale mvelaphi ukuze siqalise ukwenza isicwangcisoqhinga sophuhliso soluntu esihlaziywego esijonge ukugcina ilayisenisi yethu yezentlalo ukuba isebeenze kwaye, uvalo Iwezentlalo luyinjongo ephambili eseizingqondweni. Ngoko ke, ngelixa siqonda ukuba akunakwenzeka ukubuyisela indalo kwisimo sayo samandulo, injongo yethu yokuvalwa kwezentlalo kugqithela ngaphaya kokuthobela ngokuphumeza iiprojekthi ezincedayo ngokwezoqoqosho eziza kudala uqoqosho olunxuseneyo ukulumkela ukudala "iidolophu ekungasekho nto iqhubekayo kuzo" xa imigodi yethu ifikelela esiphelweni sokuvelisa. Ukuze zibe nempebblelo ebonakalayo, ezo projekthi zifuna intsebenziswano engaphaya ngokwabelana ngezakhono nobuchule noontanga bethu kwicandelo lezemigodi, uluntu, oomasipala, abalawuli kunye namanye amashishini. Oku kuza kubandakanya ukumiselwa kwamafelandawonye aluncedo kuqoqosho olunoomasibambisane bamaqumrhu kumacandelo angengawo awezemigodi kwaye kudalwe uthyalomali olusemgceni ngephulo elihlanganyelwego, oomasibambisane kunye neentsebenziswano ezilulutho.

Kuza kugxilwa kakhulu ekuqhubeni iiprojekthi zommandla ezinxulumene neenjongo ezinobuchule zeSibanye-Stillwater, iinkqubosikhokelo nezicwangciso zophuhliso zikarhulumente wengingqi, wephondo nowesizwe, kwakunye nezibophelelo zamazwe ngamazwe ezinje ngeeNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo zempembelelo enku nenengqiqo. Kwisicwangcisoqhinga sethu, iinzame ezinkulu yaba kukulungelelaniswa kwezi zibophelelo zilapha ngentla kwaye ingakumbi iINjongo zoPhuhliso oluZinzileyo zeHlabathi ze-UN ezilandelayo: (i) Ukupheliswa nya kwentlupheko, (ii) Ukupheliswa nya kwendlala, (iii) Izixeko neeNgingqi zaBahlali eziZinzileyo (iv) UMsebenzi oPhucukileyo noHlumo IwezoQoqosho, v) IMfundo eseMgangathweni kunye vi) Ushishino, Ubuchule nazaKhiwo.

Ngokuphathelele apha, ukomeleza indlela esiqhuba ngayo kukho le mithethosiseko llandelayo:

- Ukugqithela ngaphaya kokuthobela ngokuphuhlisa nokuzinzisa ilayisenisi yethu yokusebenza ngengxoxiswano esebezayo nokwakha ubudlelane;
- Siza kusebenzisa imithombo yethu ngokufanelekileyo nangokusebenzayo ukusabela kwiiasethi zasekuhlaleni ezichongiwego nekuvunyelwene ngazo, ezangoku nezexeshza elizayo;
- Siza kuchonga ngokukhutheleyo amathuba obambiswano Iwamacandelo amaninzi angundoqo ngenjongo yokomeleza igalelo lethu kunye neempembelelo ezinxulumeneyo;
- linzame zethu ziza kujolisa ekuphumezeni impembelelo ebonakalayo nezinzieyo eza kuqhubeka nasemva kokuyeka komgodi;
- Siza kubeka iliso kwaye sivavanye ngokuqhubekayo impembelelo yethu nembuyekezo yezentlalo kutyalomali;
- Ukuphumeza eyona mpembelelo inkulu, siza kujolisa kwimimandla engundoqo embalwa enokuthi inkampani iyomeleze ngokukuko;
- Siza kuggithela ngaphaya kwemithombo yezemali size sithathelle ingqalelo indlela esinokusebenzisa ngayo ngokungcono iiasethi, imithombo, ubuchule kunye

nobudlelane benkampani ngentsebenziswano ukuxhamlisa uluntu Iwasemgodini; kune

- Ngokungqinelana nesicwangcisoqhinga sokuvala sethu, silangazelela ukulumkela uxhomekeko, sikhuthaza ukudalwa koqoqosho olunxuseneyo size sidale uzinzo lwexesha elide.

Injongo yobuchule engundoqo yethu kukugcina ilayisenisi yethu yezentlalo ukuba isebenze kvalo Iwezentlalo. Isicwangcisoqhinga sethu sinemimandla ekujoliswe kuyo engundoqo emithathu eyile (i) uphuhliso loqoqosho Iwasekuhlaleni (ii) uphuhliso Iwezemfundo nezakhono kune (iii) ezempilo zasekuhlaleni kune nokhuseleko. Kubalulekile ukuqaphela ukuba iinkalo zobuchule ezintathu azohlukananga, umzekelo, uphuhliso Iwezoqoqosho Iwasekuhlaleni alunakwenzeka ngaphandle kolwakhiwo Iwezakhono kune nabahlali abasempilweni. Ezi ndlela zokuxhamla zocwangcisoqhinga zilapha ngentla ziyanda kwakhona zibe zezinye iindlela zokusebenza zocwangcisoqhinga eziquka phakathi kwezinye, uPhuhliso IwaMashishini, uPhuhliso Ioshishino IweZolimo, uPhuhliso IwezaKhiwo, ezeMfundu noQeqesho kune nezeMpilo.

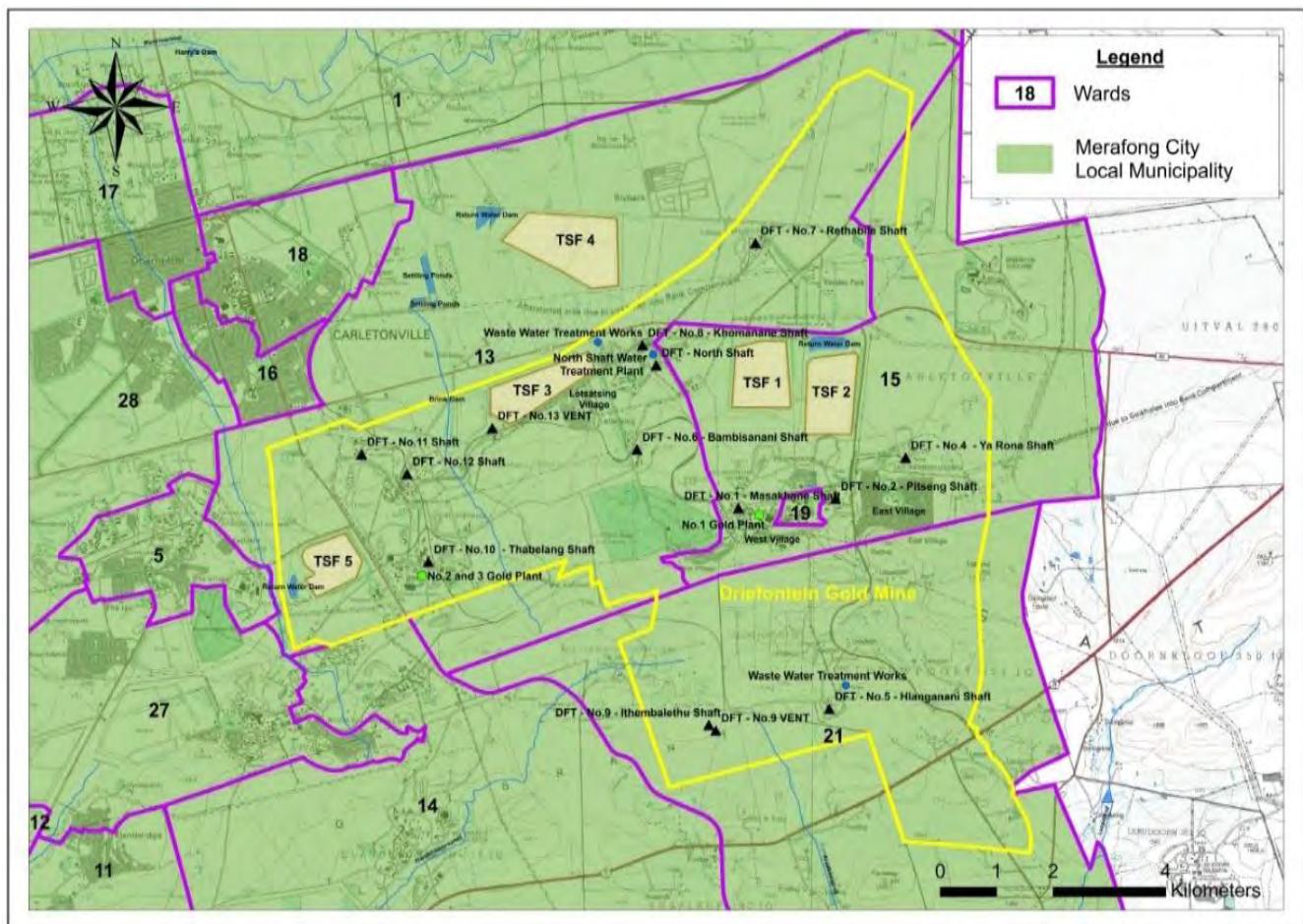
Iprojekthi zoPhuhliso IwezoQoqosho IwasekuHlaleni (i-LED) zichongiwe emva kokubonisana nabachaphazelekayo bethu abangundoqo abangaba OoMasipala benginqi besiXeko saseMerafong kune neentlanganiso zexeshana nemibutho yasekuhlaleni eyahlukahlukeneyo. Sikholelwa ukuba imimandla ekujoliswe kuyo yobuchule echongiwego iyahambelana nolangazelelo lophuhliso lukamasipala wenginqi. Sikwakholelwa nokuba ukuphunyezwa kweprojekthi kule mimandla ibalulekileyo kuza kugqibelela ekufumaneni kwethu injongo yethu yobuchule ephambili yokudala uqoqosho olunxuseneyo olungqingqwa. Imimandla ekujoliswe kuyo yobuchule echongiwego inxulumene ngokungqalileyo nezinye iindlela zokusebenza zocwangcisoqhinga ekubhekiselwelwe kuzo apha ngentla:

- Ezolimo
- Amaseko ezolimo
- Amaseko ezeMfundu/ezeMpilo
- Izikolo zeMfundu ePhantsi nezePhezulu
- Li-TVET

Iprojekthi ze-LED ezibalulwe kwesi sicwangciso zichongwe ngokubonisana noogunyaziwe bakamasipala wenginqi ngokomxholo weziCwangciso zoPhuhliso oluHlangeneyo. Inkxasomali ye-LED ifumaneka kwiDriefontein Operation kwaye isekelwe kuMqlu wezeMigodi kwaye ilingana ne-1% yeNzudo emva kweeNdleko eMva kweRhafu. Ngoko ke, ngokubhekiselele kwiprofayili yokuvelisa yangoku ye-Driefontein Operation kune namaxabiso egolide aqikelelwayo akhoyo kune neendleko zokuvvelisa, ubonelelo ngoqingqomali Iwama-R31 709 600 ukuxhasa ngemali iiprojekthi ze-LED ngelixa lalo mijikelo we-SLP weminyaka emi-5. Esi siboniselo sibhekiselele kukusebenza kwemali kwangoku komgodi kwaye asithathelanga ngqalelo iimeko zangaphakathi nezangaphandle ezinokuba nempembelelo engantlanga kumsebenzi wezemigodi.

4.1 IMvelaphi yoQoqosho IwasekuHlaleni

I-Driefontein Operation imi kuMasipala weSithili sase-West Rand kuMaspala weNgingqi yeSixeko saseMerafong. Imi kumda wentshona wePhondo laseGauteng, aphi i-Carletonville iyidolophu engundoqo. UMAsipala weNgingqi yesiXeko saseMerafong uphawuleka ngesakhiwo sasedolophini esinabileyo esineedolophana zezemigodi ezahlukahlukeneyo, imimandla yedolophu neyedolophana inabe kuwo wonke ummandla kamasipala. Umasipala wenginqi ubandakanya le mimandla ingundoqo ilandelayo: i-Carletonville, iFochville, iWedela, i-Welverdiend, iKhutsong, iKokosi, i-Greenspark, i-Blybank, i-Blyvooruitzicht, i-Doornfontein, i-Deelkraal, i-Elandsrand, iBentley Park, i-East kune ne-West Driefontein Operations, kune ne-Western Deep Levels.



Umfanekiso 8: UMzila we-Driefontein Operation ngokunxulumene noMasipala weNgingqi wesiXeko saseMerafong8

Nangona igalelo jikelele leshishini lezemigodi lisihla kwiMveliso yeLizwe yoNyaka (i-Gross Domestic Product) (i-GDP) yaseMerafong, isaqhubeka nokuba ngumqeshi ongundoqo. I-Driefontein Operation ngoyena mqeshi mkhulu kummandla waseMerafong, kwaye ukusukela ngoDisemba ka-2016, iqueshe abasebenzi abangama-13 082 bebonke (ama-10,941abangqalileyo kanye nama-2,141 ngeekontraki).

4.2 IProfayili yeeNkukachamanani zabemi

Umlinganiselo wabemi bakaMasipala weNgingqi wesiXeko saseMerafong ngokwezipumo zobalobantu luka-2011 ngama-197 520. Lomandla ube nezinga lohlumo olungaluhlanga lwe-0.6% kuBalobantu Iwangaphambili. Itheyibhile engezantsi ibonakalisa iyantlukwano ngokobuhlanga kwemimandla yengingqi, yesithili kanye neyephondo:

Itheyibhile 39: USasazeko laBemi belizwe⁶

Abemi belizwe	IPhondo laseGauteng	EWest Rand DM	IsiXeko saseMerafong LM
Umntu oNtsundu /UmAfrika	77.9%	79.6%	86.8%
IKhaladi	3.5%	2.5%	1.1%
Umntu oMhlophe	15.7%	16.8%	11.8%

⁶ Ubalobantu luka-2011 (StatsSA); uPhononongo loluntu luka-2016 (StatsSA)

UmNdiya okanye umEshiya	2.9%	1.2%	0.3%
UHlalutyo oluFutshane	NgokoBalobantu lowe-2011, abemi base-MCLM bebonke ngama-197 520. Oku kubonakalisa i-1.6% yabemi baseGauteng bebonke kune nama-23% abemi besithili. Abantu belizwe behle nge-2.4% ukusukela kuBalobantu Iwangaphambili olubalelwu kuphela kubasebenzi bequmrhu abadendwayo ngenxa yokuvalwa kweeshafti. AmaAfrika aqulethe uninzi Iwabantu belizwe (ama-86.80 %), alandelwe ngabaMhlophe (i-11.83%), amaKhaladi (i-1.08 %) kuze okokugqibela (amaNdiya/ amaEshiya 0.29%).		

Itheyibhile 40: Ubungakanani bomzi⁴⁰

IziBonisi zoQoqosho IwasekuHlaleni	IPhondo laseGauteng	EWest Rand DM	IsiXeko saseMerafong
Inani labantu bebonke	12 187 736	817 156	196 882
Inani lemizi iyonke	3 909 022	267 397	66 624
Ubungakanani obuphakathi bemizi	3	2.9	2.7
UHlalutyo oluFutshane	Kucacile kwezi nkukachamanani zilapha ngentla ukuba ubungakanani bomzi obuphakathi kummandla bungamalungu amathathu (3) omzi. Ubungakanani bomzi obuphakathi kwi-MCLM bubonakalisa ukwanda okungephi okuyi-0.2 (Ubalobantu lowe-2001) kumalungu angoku ayi-2.7 ngomzi ngamnye. Ngelixa kwakukholelwu ngaphambili ukuba inani elincinci lomzi kumasipala wengingqi lalibangelwa kukuba abahlali abaninzi babe ngabaphambukeli ababefuna ingqesho, uhlumo ingathi lubonakalisa ukuba iiintsapho zabahlali ziyakhula okanye zijoyinwe ngamalungu osapho asuka ezilalini.		

Umthombo wolwazi: Ubalobantu luka-2011 (StatsSA)

Itheyibhile 41: IProfayili yoQoqosho IwasekuHlaleni eJikeleze uMmandla: liNtlobo zokuHlaliswa koLuntu⁴¹

IziBonisi zoQoqosho IwasekuHlaleni	IPhondo laseGauteng	EWest Rand DM	IsiXeko saseMerafong LM
EzeziNdlu (i-% echaziwego kwimizi ekwiMimandla kaMasipala)			
Indawo yokuhlala yezitena kwisiza esizimeleyo	80.6%	74.0%	77.6%
Indawo zokuhlala zeSintu	0.4%	0.3%	0.2%
Amatyotyombe (iziza ezizimeleyo kune)	19.1%	25.8%	22.1%

⁴⁰ Umthombo wolwazi: Ubalobantu luka-2011 (StatsSA)

neendawo zokuhlala ezisemva kweyadi)			
UHlalutyo oluFutshane	Uninzi lwemizi (77.36%) oluphononongiwego kwimimandla yonke yaseMerafong kwiindawo zokuhlala zezitena ezineziza ezizimeleyo. Malunga ne-(0.28%) ihlala kwiindawo zokuhlala zesintu kwiindawo ezaphononongwa ngowe-2011. Le profayili yeenkukachamanani yommandla ingqinelana nesimo sezindlu esibonakalayo seengingqi ezipikeleze uMasipala weNgingqi yesiXeko saseMerafong. Ngokwezinga eliphakathi, ama-22.32% emizi ngamatyotyombe.		

Itheyibile 42: Ufikelelo kwiiNkonzo eziSisiseko42

IziBonisi zoQoqosho IwasekuHlaleni (I-% echaZiweyo kwimizi ekwimimandla kaMasipala)	IPhondo laseGauteng	EWest Rand DM	IsiXeko saseMerafong LM
Indlu yangasese egungxulwayo enendlela yogutyulo lwelindle	87.2%	83.0%	81%
Indlu yangasese yoMngxuma (Engenandawo yokungenisa nokukhupha umoya)	9.9%	13.5%	11.6%
Akukho zindlu zangasese	1.1%	17%	1%
Ilindle lithathwa ngumasipala ubuncinane kanye ngeveki	90%	ama-80%	79.7%
Indawo yokulahla inkunkuma eyeyakhe	8%	16.4%	15.6%
Akukho ndawo yokulahla inkunkuma	2%	3.6%	4.5%
Umbane usetyenziselwa ukupheka	83.9%	77.7%	75.9%
Umbane usetyenziselwa ukufudumeza	74.7%	68.8%	66.8%
Kukho amanzi ahamba ngemibhobho ngaphakathi kwekhaya	89.4%	83.2%	83.3%
Amanzi ahamba ngemibhobho kwisiza esihlanganyelweyo	8.8%	14.8%	15.7%
Akukho manzi ahamba ngemibhobho	1.8%	2%	10.2%
UHlalutyo oluFutshane	Izakhiwo zeenkonzo ezingundoqo zibonakala zisesikweni e-MCLM, zinama-84.5% yemizi enezindlu zangasese ezigungxulwayo ezinemibhobho yogutyulo lwelindle kune ne-1.0% yezindlu ezingenazo izindlu zangasese. Inani lemizi elinezindlu zangasese ezigungxulwayo lingaphantsi kancinci kunomlinganiselo ophakathi wama-85.0% kwiPhondo laseGauteng noMasipala weSithili sase-West Rand. IMerafong ikwasalela ngemva kwiphondo nakumasipala wesithili ngokuphathelele kusetyenziso lombane wokupheka (ama-36.7%) kune nokufudumeza indlu (ama-29.6%). Kusekho igcuntswana loluntu Iwase-MCLM esaxhomekeke kwigesi, iparafini, iinkuni namalahle njengamafutha akhethwayo ukupheka nokufudumeza. Akwanelanga nje ukuthi le mithombo yamandla iyingozi kokusingqongileyo nje kuphela koko iza nengozi kwimpilo nakukhuselko kuluntu. Ama-80% aqikelelwayo enkunkuma athathwa ngumasipala kanye ngeveki ubuncinane. Ngokomgangatho ophakathi, i-15.6% yemizi kummandla lowo ibisebenzisa iindawo zayo zenkunkuma ukulahla		

	inkunkuma yayo. Ipesenti yabantu abasebenzisa iindawo ezizezabo zenkunkuma ukulahla inkunkuma yemizi yabo e-MCLM (i-17.0%) ingaphezulwana konomyinge ophakathi wephondo. Imeko efanayo iyabonakala kwiinkonzo ezinje ngokubananamanzi ehamba ngemibhobho ekhayeni kunye namanzi ahamba ngemibhobho kwisiza esihlanganyelweyo. I-10.2% yoluntu ibingenawo amanzi ahamba ngemibhobho.
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Itheyibile 43: Imizi eneentloko zekhaya ezingabasetyhini nezingabantwana43

IziBonisi zoQoqosho lwasekuhlaleni (i-% echaziwego kwimizi ekwiMimandla kaMasipala)	IPhondo IaseGauteng	EWest Rand DM	IsiXeko saseMerafong LM
Imizi eneentloko zamakhaya ingabantwana	0.3%	0.3%	0.4%
Imizi eneentloko zamakhaya ingabasetyhini	34.3%	31.1%	29.4%
UHlalutyo oluFutshane	Isiqhelo esixhalabisayo esinokwayanyaniswa kukunwena kwe-HIV ne-AIDS kummandla lowo kukwanda kwemizi eneentloko zamakhaya ezingabantwana; i-0.30% kwiphondo kunye nakumasipala wesithili ngokwahlukahlukeneyo kwaye i-0.4% kumasipala wengingqi.		

Itheyibile 44: AmaNqanaba okuPhumelela iMfundu44

Iprofayili yezeMfundu yabantu abadala	IPhondo IaseGauteng	EWest Rand DM	IsiXeko saseMerafong LM
Ayikho okanye ayingephi imfundu yamabanga aphantsi	3.6%	5.2%	6.1%
Uyigqibile imfundu yamabanga aphantsi	7.3%	7.2%	6.5%
Uyigqibile imfundu yesekondari	34.7%	30.7%	20.6%
Uyigqibile imfundu ephakamileyo	17.6%	10.4%	5.4%
UHlalutyo oluFutshane	Ubalobantu lowe-2011 luveza ukuba i-6.1% yoluntu kwisiXeko saseMerafong yarekhodwa njengokuba ayinayo okanye ayingephi imfundu yamabanga aphantsi, ngelixa i-24.5% ifumene imfundu yamabanga aphantsi ethile. La manani abonakalisa ukuphucuka ekuncipheni kwabantu abadala abangenahlobo lamfundo. I-Driefontein Operation ke ngoko inethuba lokwandisa iinkqubo zophuhliso lwezakhono kumalungu eengingqi zabahlali ezingabagcini njengendlela yokwandisa yokuqhubeke kwabantu abadala abangazange bafikelele kwimatriki kummandla wengingqi nokuxhobisa amalungu asekuhlaleni ngezakhono eziza kubanceda ukuba babandakanyeke kumacandelo angengowezemigodi namanye akhulayo kwezoqoqosho. Kungumda ukuqaphela ukuba udidi lwabangayanga sikolweni luhle nge-7.6% ukusuka kuBalobantu lwangaphambili. I-(6.5%) nje yabahlali kummandla kamasipala wengingqi uwonke yarekhodwa ngokuba iyigqibile imfundu yamabanga aphantsi, i-20.6% igqibe imfundu yeSekondari kwaye i-5.4% kuphela igqibe imfundu yamabanga aphezulu.		

Itheyibile 45: Ingqesho45⁹

⁹ Umthombo wolwazi: Ubalobantu luka-2011 (StatsSA)

IziBonisi zoQoqosho IwasekuHlaleni	IPhondo IaseGauteng	EWest Rand DM	IsiXeko saseMerafong LM
Ingqesho yabahlali ababudala beminyaka yokusebenza			
Ubudala beminyaka yokusebenza (15 ukuya kuma-64 iminyaka)	4,467,370	293,335	143 278
Izinga lengqesho	45.1%	48.5%	46.5%
Izinga lentswelangqesho	26.3%	26.7%	27.2%
Ukungasebenzi ngokwezoqoqoqsho	29%	28.2%	36.1%
UHlalutyo oluFutshane	I-MCLM ibe nohlumo lwe-12.4% phakathi kwabahlali abangenzi nto ngokuphathelele kuqoqosho. Ummadla kamasipala lowo wawunezinga lentswelangqesho elingama-27.2%. Ukungena kwamagoduka angafundanga afuna amathuba engqesho engafuni ziqinisekiso zemfundo zisesikweni kwaye amazinga aphezulu okunqongophala kwemfundo asele ekhona kakade angoonobangela amazinga engqesho aphantsi kummandla. Ukwanda kwakhona kungabangelwa ludendo kunye nokuhla kokuhuttwa koqoqosho kummandla lowo. Icandelo lezemigodi ngumqeshi ongundoqo kwisiXeko saseMerafong elenza ama-28% e-GDP kamasipala. Icandelo lezemigodi lichatshazelwa luguquguquko Iwemarike nanjengoko imigodi inyanzeleka ukuba iphungule abasebenzi, ibadende okanye ivale xa imfuneko yemveliso ekrwada eyombiwayo emgodini inciphia. Oku kukhatshwa kukwehla kwexabiso lemveliso ekrwada eyombiwayo emgodini kwakunye nesiphumo sezinga lemarike yerandi/yedola.		

Itheyibile 46: INgeniso yeKhaya yenyanga nenyanga46¹⁰

UDidi IweNgeniso	IPhondo IaseGauteng	EWest Rand DM	IsiXeko saseMerafong LM
Ingeniso yeKhaya yeNyanga nenyanga (kuquka ingeniso ethathwe kwizibonelelo zikarhulumente, imihlalaphantsi nengqesho engekho sikweni)			
Akukho ngeniso	19.2%	17.3%	15.3%
R1 - R4 800 ngenyanga	4.6%	5.2%	4%
R4 801 - R 9 600	11.4%	11.8%	5.9%
R9,600 ukuya R19600 ngenyanga	57.2%	54.4%	11.1%
R19600 – R38200	32.4%	11.3%	14.7%
R38200 – R76400*		26.6%	
R76400 – R153 800*		11.3%	
R153800 nangaphezulu*		11%	
Izinga eliphakathi lengeniso yekhaya	R 156 222	R 100 812	R 78 686
UHlalutyo oluFutshane	NgokoBalobantu luka-2011, i-15.3% yamakhaya akuMasipala weNgingqi wesixeko saseMerafong ayengafumanu ngeniso. Malunga ne-4%		

¹⁰ Umthombo wolwazi: Ublobantu luka-2011 (StatsSA)

	<p>yamakhaya aphakathi kommandla kamasipala ophononongiweyo afumana ingeniso kwibhendi yengeniso yama-R1 ukuya kuma-R4 800. Uphononongo lowe-2011 lukwabonisa ukuba i-5.90 % nje kuphela yabantu belizwe bommandla kamasipala bafumana ingeniso ekwibhendi yengeniso ephakathi kwama-R4 801 ukuya kuma-R 9 600 kwaye ama-25.8 % afumana ingeniso kwibhendi yengeniso yama-R 9 600 ukuya kuma- R 38 200 rhoqo ngenyanga. Umlinganiselo omkhulu wabantu belizwe abaphononongiweyo (ama-44.9%), afumana ingeniso entle enepesenteji encinci (malunga ne-4%), yabantu abafumana ingeniso enkulu yenyanga nenyanga egqithise ngama-R600 000 xa ithelekiswa nabo bonke abantu belizwe kummandla ekuzuzwe kuwo. Umasipala unamakhaya angama-4 750 ahluphekayo ababhaliswe njengamahlwempu (malunga ne-7% yamakhaya). Aba ngabantu abaxhomekeke kwizibonelelo zikarhulumente, imihlalaphantsi, isisa kune nenkxaso yezalamane ukuphila. ICandelo lezeMigodi nguMqeshi onguNdoqo kummandla ophononongiweyo kwaye ke ngoko lingumthombo wengeniso obanakalayo kune nozinzo loqoqosho lwasekuhlaleni eMerafong.</p>
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4.3 IMisebenzi yezoQoqosho enguNdoqo

Icandelo eli libonakalisa iimpawu zoqoqosho lukaMasipala weNgingqi wesiXeko saseMerafong kwaye ligxininisiza iziqhelo zoqoqosho. Ulwakheko Iwecandelo Iwezoqoqosho lubonakaliswa ligalelo lecandelo ngalinye kwi-GDP.

Icandelo lezeMigodi lihamba phambili kwimisebenzi yoqoqosho ye-MCLM, kwaye i-Driefontein Operation ibenegalelo elibonakalayo kwiminyaka engama-20 edlulileyo kuhlumo nophuhliso lomandla.

Itheyibhile 47: IGalelo leCandelo kwiMimandla eJikelezileyo47

AbaQeshi beCandelo	IPhondo laseGauteng	EWest Rand DM	IsiXeko saseMerafong LM
Ezolimo	1.1%	2.9%	1.1%
linkonzo zasekuhlaleni	8.1%	6.3%	4.1%
UKwakha	2.5%	2.3%	1%
linkonzo zezemali nezoshishino	6.4%	3.5%	1.9%
Ukuvelisa	6.2%	4.5%	1.5%
Ezemigodi	1.6%	14%	28%
Imizi yabucala	4.3%	4.1%	2.9%
Ezothutho & nonxibelelwano	2.6%	1.7%	0.9%
Urhwebo Iweholiseyile nolokuthengisa	7.6%	5.9%	3.9%
UHlalutyo oluFutshane	Ngokomyinge ophakathi, icandelo lezemigodi libe ne-14.5% yengqesho yecandelo kulomandla. Icandelo lezemigodi lalingengomqeshi ophambili kwiphondo, kodwa ngokuqinisekileyo lishishini eliphambili kuMasipala weSithili waseWest Rand -14%; kwaye eMerafong (28%). ICandelo lezeMigodi linempembelelo ebonakalayo kwimisebenzi yoqoqosho lwasekuhlaleni lwabahlali nakwimimandla ejikelezileyo kwisiXeko saseMerafong. Eli lithuba Ie-Driefontein Operation lokudala ughagamshelwano kwicandelo lezemigodi ukuya		

	kwamanye amacandelo oqoqosho lukamasipala. Oku kufuneka kwensiwe ukunceda amanye amacandelo angengowezemigodi ukuba omeleze amacandelo ezemigodi akhoyo ukuze kubekho amanye amathuba engqesho angengowezemigodi xa icandelo lezemigodi lichaphazeleke ngokungakuhlanga.
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Umthombo wolwazi: Census 2001 (StatsSA)

4.4 ULungelewaniso nesiCwangciso soPhuhliso esiHlanganisiwego

Eli candeloo libonakalisa iimpawu zoqoqosho Iwe-MCLM kwaye ligxininisa iziqhelo zoqoqosho. Ulwakheko Iwezoqoqosho lubonakaliswa ligalelo lecandelo ngalinye kwi-GDB.

Icandelo lezeMigodi lihamba phambili kwimisebenzi yoqoqosho ye-MCLM, kwaye i-Driefontein Operation ibenegalelo elibonakalayo kwiminyaka engama-20 edlulileyo kuhlumo nophuhliso lomandla.

Itheyibile 48: liNjongo zesiCwangcisoqhinga se-MCLM48

Hayi	liNjongo zeSicwangcisoqhingga se-MCLM	IziPhumo zoMmandla	UkuBuyela kwiindlela eziLula	liNkalo zePhondo	IziPhumo zikaZwelonke
I-KPA 1	UkuNika iiNkonzo eziSiSiseko	Ukuphucula uPhumezo IweeNkonzo eziSiSiseko (1) ULuntu oluKhuselekileyo (5) ULuntu oluseMpilweni (7)	Ukuphumeza iinkonzo zakwamasipala ezinobulunga nezisemgang athweni.	UTshintsho lukaRhulumente kunye nolawulo	Uqhagamshelwano Iwamaseko ezoqoqosho olusebenzayo, olunempumelelo nolusabela ngokukhawuleza.
I-KPA 2	UkuNika uPhuhliso IwezoQoqosho IwasekuHlaleni nolwezeNtlalo	ULuntu oluBumbeneyo ngokwasekuHlaleni (10) UkuNcitshiswa kweNtswelangqesho (11) UPhuhliso IwezoQoqosho (12)	Ukubeka abantu neenkxalabo zabo phambili	Utshintsho Iwezoqoqosho olungqingqwa. Ukukhawuleziswa kotshintsho IwasekuHlaleni. Ukuphuculwa koqoqosho. Ukwandiswa kwakhona kwemizimveliso eGauteng njengendawo yezoqoqosho yelizwe	Inqesho ephucukileyo ngohlumo Iwezoqoqosho oluhlangeneyo.
I-KPA 3	UKwenza UTshintsho kuMasipala noPhuhliso IweQumrhu	ULawulo lukaMasipala olunoXanduva lokuPhendula (2) Abasebenzi bebonke abanezaKhono, abaneNgqiqo, abaKrelekrele nabaKhuthazekileyo (3) ULawulo oluSulungekileyo	Ukwakhiwa kwamaziko kunye nezakhono zolawulo	Utshintsho Iwezoqoqosho olungqingqwa.	Abasebenzi bebonke abanezakhono nabanengqiqo ukuxhasa uhlumo oluhlangeneyo

Hayi	liNjongo zeSicwangcisoqhingga se-MCLM	IziPhumo zoMmandla	UkuBuyela kwiindlela eziLula	liNkalo zePhondo	IziPhumo zikaZwelonke
		kunye noLawulo oluLungileyo (4) UCwangciso noTshintsho IwaMaziko (14)			
I-KPA 4	UkuNika iSakhono noLawulo IwezeMali	ULawulo IwezeMali oluNgqingqwa (13)	Ulawulo Iwezemali olululo noxanduva lokuphendula		
I-KPA 5	UkuNika uLawulo oluLungileyo nokuThabatha inxaxheka koLuntu	ULawulo olu\$ulungekileyo kunye noLawulo oluLungileyo (4) ULuntu oluFundileyo (6)	Ulawulo oluLungileyo nolawulo olululo	UTshintsho lukaRhulumente kunye nolawulo	Bonke abantu abaseMzantsi Afrika bakhuselwane kwaye bazive behuselekile. Esabela ngokukhawuleza nenoxanduva lokuphendula nesebenzayo
I-KPA 6	UkuNika iNkqubosikhokelo yoPhuhliso lokuHlaliswa kwabantu noluHlanganisiwe yo	IMekobume eZinzileyo (8) UKwakha iiNdawo zoluntu zokuHlala eziHlanganisiweyo (9)	Ukuphumeza iinkonzo zikamasipala ezinobulunga nezisemgang athweni.	Utshintsho lokuhlaliswa kwabantu olungqalileyo	Ukuhlaliswa kwabantu okuzinzileyo kunye nobomi basekhaya obunomgangath o ophucukileyo. Inkubo karhulumente esabela ngokukhawuleza nenoxanduva lokuphendula, esebezayo neyaneleyo

Iprojekthi yoPhuhliso IwezoQoqosho IweNgingqi yathathelwa ingqalelo, okokuqala umbono neenjongo zikamasipala njengoko zichaziwe kwitheyibhile elapha ngentla kwaye okwesibini ummandla okanye isithili kunye nemithombo efunekayo kwiprojekthi nganye, kunye nemiba ephakanyiswe luluntu kwiinkqubo zethu zoboniswano. Ubungqina beengxoxiswano ngemizuzu yentlanganiso ebanjwe ne-MCLM buqhotyoshelwe njengobungqina beengxoxiswano nomasipala. Emva kweengxoxiswano iiprojekthi zabandakanywa kwi-2017-2021 IDP kaMasipala weNgingqi wesiXeko saseMerafong.

4.5 liProjekthi ze-LED ze-Driefontein Operation

I-Driefontein Operation iqhubeka nokudlala indima ebalulekileyo kuPhuhliso IwezoQoqosho lwasekuHlaleni ngokomeleza umgangatho wobomi wabahlali abajikeleze iqumrhu, kwakunye nemimandla ethile amalungu abasebenzi asuka khona njengooMasipala beSithili iAmathole, Chris Hani, Joe Gqabi, Alfred Nzo kunye ne-Oliver Tambo eMpuma Koloni.

Le Nkqubo yoPhuhliso IwezoQoqosho IweNgingqi iquka iiprojekthi nezicwangciso zokuvuselela uphuhliso Iwezoqoqosho Iwengingqi, ukunciphisa indlala, unatyiso loqoqosho Iwengingqi ngenjongo yokwandisa isiseko sezozoqosho esiquka uhlumo Iwezoqoqosho kwaye kunyuswe uluntu kwimimandla echaphazelekayo zezemigodi. linkqubo ze-LED ziquka iiprojekthi

ezizinzileyo eziza kuqaliswa, ziphunyezwe kwaye zixhaswe ngemali njengoko kutshiwo kwiiinkqubosikhokelo zophumezo kweli candel.

Njengoko kuhankanyiwe kwicandelo ngenkcazel o emfutshane yophuhliso lwabahlali, indlela yeSibanye-Stillwater kule SLP isuka kumsebenzi wenjongo yesicwangcisoqhinga sokugcina ilayisenisi yethu yentlalo yokusebenza ngovalo lwezentlalo. Okungundoqo kule ndlela lulungelelwaniso nezibophelelo ezibalulekileyo zesizwe nezehlabathi ezinje nge-NDP kune neeNjongo zeHlabathi ze-UN Global Goals zoPhuhliso oluZinzileyo. Ukongeza, uMgaqo we-MPRDA 46 (c) (iii) ufuna amaqumrhu ezemigodi alungelelanise iiprojekthi ze-LED nee-IDP zikamasipala.

Okubalulekileyo emakuqatshelwe kukuba iiprojekthi ze-LED eziza kuphunyezwa yi-Driefontein Operation kufuneka zihlangabezane nokulangazelewa luluntu ngoku ngelixa zidala uqoqosho olunxuseneyo oluza kuthi luzinzise uluntu ukulungiselela izizukulwana ezizayo.

Iiprojekthi ze-LED ekuhlangatyewana nazo ngale SLP ziza kujolisa kokuphambili okunxulumene nophuhliso lwaseMerafong njengoko kuphawulwe kwi-IDP. Injongo kukuphumeza iiprojekthi zophuhliso loqoqosho lwengingqi eziza kuphuhlisa kwaye zizinzise uhlumo lwezoqoqosho kummandla kamasipala ongumgcini. Umba obalulekileyo obandakanyiweyo kweli candel kukubonakalisa kolungelelwaniso lweeprojekthi ezindululweyo nokuphambili kuphuhliso lukamasipala.

Indlela ehlanganisiweyo iyasetyenzisa ukuqinisekisa ukuphunyezwa kophuhliso lwezoqoqosho okuza kubanesiphumo esivakalayo kwaye kuxhamlise ummandla kamasipala wengingqi uwonke. Ngenxa yesi sizathu, iiprojekthi eziza kuqhutywa kufuneka zizinze, zihlale ubomi obungaphaya kobomgodi kwaye zibe nako ukuqweba imithombo ngoomasibambisane. Ngoko ke, ngokombono wokuqhutywa kophuhliso lesicwangcisoqhinga, kubalulekile ukuqinisekisa ukuba uqhagamshelwano olufanelekileyo neentsebenziswano phakathi kweprojekthi ziymiselwa.

Zonke iiprojekthi ze-LED ze-Driefontein Operation zijonge ukuxhasa uphumezo lwemibono yoomasipala bengingqi nabesithili kwaye ukuchongwa kweeprojekthi kuxoxwe ngako ngokungaphaya nee-entithi zombini. Ingxoxiswano noomasipala ikwabandakanya ukujongwa kwakhona kweeprojekthi ezinokubanegalelo ekupheliseni ukusetyenzisa komhlaba, oko kukuthi iiprojekthi ezithathela ingqalelo imisebenzi yezoqoqosho enxulumene novalo lwezentlalo kuluntu. Ezi ziiprojekthi zexesha elide ejijonge ukuqinisekisa ukukhuthazwa komsebenzi wezoqoqosho ongomnye nozinzileyo kummandla kamasipala ekuvalweni komgodi.

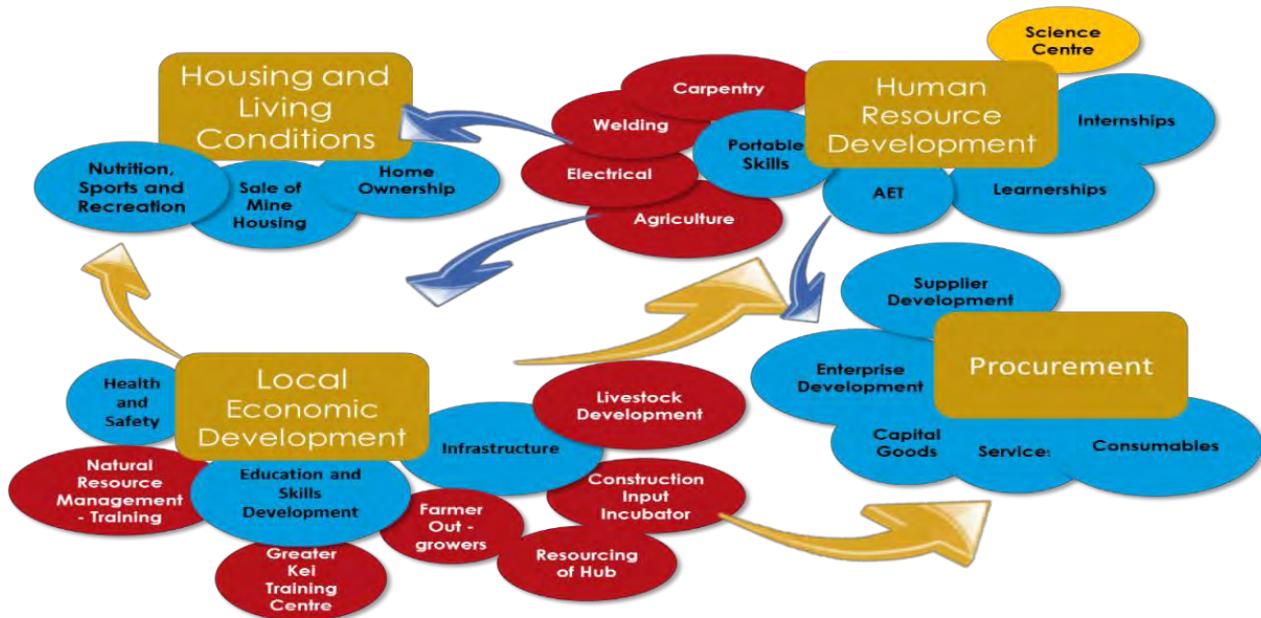
4.6 INdlela yokuPhumeza yeSibanye-Stillwater

Ekuphumezeni iiprojekthi ze-LED, kuthathelwe ingqalelo lwemo ehlanganisiweyo ye-SLP, apho iinkqubo zoqequesho ze-HRD, inkqubo yeentengo nokufumana abanikinkonzo kune neZindlu neeMeko zokuPhila zonke zijonge ukuba negalelo kutshintsho olupheleleyo lwe-Driefontein Operation neengingqi zayo eziijkelezileyo. Ukuze kuphunyezwa uqoqosho lokonga, ubudlelane nem pembelelo enku, iiprojekthi ze-LED ziphunyezwa ngokusebenziana noomasipala, amasebe karhulumente wephondo, kune namanye amaqumrhu abucala/iinkampani zezemigodi. Njengoko bekukhankanyiwe ngaphambili, indlela yethu ijonge kwiiprojekthi ezinempembelelo ephezulu ezidala imisebenzi ngokuzinzileyo kwiiingingqi zabahlali ezikufutshane kune nokujolisa kunatyiso lwezoqoqosho. Oku kubhekiselele kwimandla engumgcini naleyo kufunyanwa kuyo abasebenzi ukuze kuhlangatyewane nokuxhomekeka kwishishini lezemigodi.

Ngokuphathelele kwiiProjekthi ze-LED kwimandla engundoqo ekufunyanwa kuyo abasebenzi, intsebenziswano iphunyezwa ngeSebe loBudlelane naBachaphazelekayo

beNkampani ngempembelelo ekwiqondo lokugqibela. Inkxasomali ifumaneka kuyo yonke imigodi, ukuquka ne-Driefontein Operation.

ISibanye-Stillwater ivelise indlela ehlanganisiwego ukuvuselela uPhuhliso lwezoQoqosho lweNgingqi. Umfanekiso olapha ngezantsi ubonakalisa le mo yohlanganiso.



Umfanekiso 9: UQhagamshelwano olungaPhakathi kwaMasebe aseSibanye-Stillwater 9

4.7 IsiShwankathelo sokuPhunyezwa kweProjekthi ye-LED

Ezi projekthi zilandelayo zichongiwe njengezifanelekileyo ngokwayamene nefilosofi yeSibanye-Stillwater yokuqinisekisa impembelelo ephezulu kwiqingqi. Nangona kunjalo iiprojekthi ezithiwe thaca kwi-SLP zinokwenzeka ngokungaphaya kwaye zibonakalisa ukuba zinokuphumelela. Utyalomali kule meko lulingana namazinga okuvelisa angoku namazinga enzuso anxulumeneyo e-Driefontein Operation. Iiprojekthi ezilandelayo zahlulwe ngokwe- (i) Projekthi zoMmandla ekuFunyanwa kuzo abaSebenzi kune (ii) Projekthi zeNgingqi enguMgcini, ngale ndlela ilandelayo:

Itheyibile 49: IsiShwankathelo seProjekthi ye-LED yeDriefontein Operation49

IGamal eProjekthi	Impembelelo yeProjekthi	UMhla wokuPhumeza	Umasipala	Uqingqomali
Ukumiselwa kwendawo ekukhuliswa nekuthengwa kuyo izityalo	Ukudalwa kwemisebenzi noLawulo IweeNdidi zeziTyalo neziLwanyana ezoHlukaneyo	Juni 2017	UMasipala weNgingqi wesiXeko saseMerafong	R 3 000 000
IHolo i-Blybank Multipurpose	UPhuhliso IwaMaseko	Juni 2017	UMasipala weNgingqi yesiXeko saseMerafong	R 9 000 000
I-Intyhubheyitha yokuVelisa	UPhuhliso IweShishini	Juni 2017	UMasipala weNgingqi yesiXeko saseMerafong	R 4 000 000
ISikim sokuFama ngeKontraki	Amaseko noPhuhliso IweShishini	Juni 2017	UMasipala weNgingqi yesiXeko saseMerafong	R 10 000 000
Iyonke - Umgcini				R26 000 000
Imfuyo, Uphuculo kune noPhuhliso Iwamaseko	UPhuhliso IwezaMaphandle noPhuhliso IwaMashishini	Julayi 2017	I-LSA yaseMpuma Koloni	R 2 800 000 elinganiselweyo
Isikolo semfundu ephakamileyo soPhuhliso IwezaKhono se-Great Kei	UPhuhliso IwaMaseko	Juni 2017	I-LSA yaseMpuma Koloni	R2 909 600 elinganiselweyo
Iyonke - LSA				R 5 709 600
Iyonke (Umgcini + LSA)				R 31 709 600.00

4.8 IiProjekthi zeMimandla ekuFunyanwa kuyo abaSebenzi

Le nkqubo yophuhliso loluntu Iwasemgodini ijolisa kwiiiprojekthi zophuhliso Iwamaseko kwimimandla ekufumaneka kuyo abasebenzimgodini/amajoyini. Iiprojekthi eziphawulweyo ziquka: i) I-Great Kei Skills Development Academy e-Great Kei eMpuma Koloni; kuye ii) iProjekthi yoPhuculo IweMfuyo kunye neyoPhuhliso IwaMaseko. Kuza kunyanzeleka ukuqhuba iiprojekthi ezibandakanya uboniswano nentsebenziswano enabileyo nabachaphazelekayo, ingakumbi iingingqi, oomasipala bengingqi nabesithili, i-DMR kunye neSebe lezoLimo. Ekugqibeleni kukuba iiprojekthi eziqhube ka nokwenza igalelo elililo emva kokuba iyekile imigodi.

Ileta ecela iSibanye-Stillwater ukuba ibe negalelo ekwakhiweni kweefasilithi zoqequesho eziza kusetyenziswa ukuqinisekisa ukulungela koluntu amalinge ophuhliso Iwezoqoqosho eziqalisayo kuMasipala weNgingqi wase-Great Kei iqhotyoshelwe njengobungqina obuyimfuneko. Ekugqibeleni iintlanganiso zibanjiwe nomasipala nabanye oomasibambisane ukuthi thaca umba ukuze kupuhhliswe kwaye kuqaliswe isicwangciso seprojekthi

Itheyibhile 50: Isikolo seMfundu ePhakamileyo soPhuhliso IweZakhono sase-Great Kei50

IGama leProjekthi	Isikolo semfundu ephakamileyo soPhuhliso IwezaKhono seGreat Kei	FY yePhetshana leProjekthi	2017
Imvelaphi yeprojekthi	<p>NgoFebruwari ka-2017, uMasipala weNgingqi wase-Great Kei (i-GKLM) wangenisa isicelo sokuxhaswa ngenxenye yengxowamali yokwakhiwa kweSikolo seMfundu ePhakamileyo yoPhuhliso IwezaKhono (i-Skills Development Academy) esiza kumiselwa kummandla lowo kamasipala. Umasipala wase-Great Kei ukwiSithili saseAmathole, eyiyenye yeMimandla ekuFunyanwa kuyo abaSebenzi.</p> <p>Umasipala lowo uchonge oomasibambisane abaninzi abanesakhono seprojekthi kwaye ujunge ukuphumeza iprojekthi ngokwezigaba. Igalelo leSibanye-Stillwater liza kusetyenziselwa ukwakha isigaba sokuqala, esiza kwakhiwa sibe yiuniti esebeenza ngokupheleleyo, kuqingqomali olwabelwe yona, ngelixa umasipala egaya inkxaso yoncedomali olongezelelwego. Xa kunokuthi umasipala angakwazi ukugaya inkxaso yoncedomali olongezelelwego isigaba sokuqala singasetyenziswa njengetyuniti yefasilithi yeSikolo seMfundu ePhakamileyo yezaKhono.</p> <p>Iprojekthi isukela kumbono ondululwe kutshanje kamasipala egxile ku-Operation Ocean Phakisa. Umbono uxhaswa ziinkalo ezintathu ezizezi</p> <ul style="list-style-type: none"> • UPuhliso IwezoLimo • UPuhliso IwezoKhenketho kunye • NoPhuhliso IwezoQoqosho loLwandlekazi • Kwakhona i-GKLM ichonge ezi projekthi zilandelayo ukulungiselela ezoQoqosho loLwandlekazi: <ul style="list-style-type: none"> ◦ UkuHlaziwa kweeDolophana zase-Kei Mouth ◦ Izibuko lokuloba leziKhephe eziNcinci ◦ I-Kei River Mouth: ukuhlaziwa kweefasiliti zeenqwelo zokuhamba emanzini ukuquka: indawo yokucina izikhephe nokusetyenziselwa injongo yokuzonwabiswa. <p>Ngokwe-GKLM, onke la malinge akhankanywe apha ngentla aza kufuna abantu abanezakhono; Nangona kunjalo i-GKLM inolutsha olungekho kwinqesho oluninzi kangangama-70%. Umbono kamasipala wesikolo semfundu ephakamileyo sophuhliso Iwezakhono wavela ngenxa yesidingo sokuhlangabezana nentswelangqesho yolutsha kwaye ujunge ukujinisekisa ukulungela kolutsha ukufikelela kumathuba aza kuvela kuphumezo lwala malinge angentla njengoko eqhutywa ngu-Operation Phakisa (UQoqosho IwezoLwandlekazi). Ngokwe-IDP kamasipala, yi-19% kuphela yabemi abaneBanga 12, ebonakalisa izinga eliphezulu lokuyeka esikolweni kwinkqubo yokufunda.</p> <p>Isikolo semfundu ephakamileyo sophuhliso Iwezakhono siza kuqequesha ulutsha kwezolimo nakwizakhono zezaselwandle, ngale ndlela umasipala uza kunciphisa intswelangqesho eyandayo. Oku kumisiwego ngokukamasipala lupuhliso olungundoqo nanjengoko kungekho nalinje kumaziko amathathu eMfundu</p>	Umhla wokuqalisa kweprojekthi	Janyuwari 2017

	yezoBugcisa neyoBizo kune noQeqesho eSithili saseAmathole elifundisa ezolimo kune nezakhono zezaselwandle. Kungenxa yesi sizathu ukuba umasipala abe umisa ngendlela iprojekthi ukukhonza isithili sisonke. IziPhumezo zeProjekthi Iprojekthi ibandakanya ukwenza igalelo ekwakheni isikolo semfundo ephakamileyo sophuhliso Iwezakhono.																																							
OoMasibambisane beProjekthi	<ul style="list-style-type: none"> • ISibanye-Stillwater: - iza kuncedisa ngoncedomali lwamaseko nolawulo lweprojekthi • ISabe leMfundu ePhakamileyo (i-DHET): - IMemorandum yeSivumelwano (i-MOA) iza kunika iinkcukacha zokuza kwensiwa, abasebenzi, ukuxhotyisa kune nolondolozo ukuya phambil • UMasipala weNgingqi wase-Great Kei: - Ukunika umhlaba neenkonzo kwisiza kwaye iququzelele ukufakwa kwegalelo kwabachaphazelekayo abohlukahlukeneyo • UMasipala weSithili saseAmathole; Uncedomali nabanye • ISabe lezoLimo:- Ukunika iingcebiso ngokuphatelele kokwenziwayo kwezolimo ukuquka nokucebisa ngekharityhulam • Ezinye iiNkampani zeCandelo laBucala: - Uncedomali nabanye • IYunivesithi yase-Fort Hare, iYunivesithi yase-Nelson Mandela, iKholeji yezoLimo yaseFort Cox LGSETA: La maziko kuditienwe nawo ukuba angenelele njengomasibambisane besicwangcisoqhinga sobugcisa 							Janyuwari 2017	Ulwazi lusesemthethweni ukusukela:																															
IProjekthi iBandakanywe kweyiphi i-IDP	OoMasipala beNgingqi beSithili saseAmathole kune nowase-Great Kei			Abaxhamli (NgokweNgingqi zabahlali)		I-Great Kei, Amathole kune neengingqi zabahlali baseMpuma Koloni jikelele																																		
INombolo yoNgqinisiso ye-IDP yeProjekthi	INani eLindelweyo lemeSebenzi eza kudalwa liLonke ngexesha lokwakha	Yindoda	Libhinqa	Ulutsha	Abakhubazekileyo	Bebonke	INDawo ekuyo iProjekthi	Great Kei kwiSithili saseAmathole eMpuma Koloni IPhondo																																
Okuvelisiweyo	IQumruhu elinoXanduva	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2">Umsebenzi</th> <th colspan="2">INkaloyokuSebenza enguNdoqo (i-KPA)</th> <th colspan="2">IsiBonisi sokuSebenza esinguNdoqo (i-KPI)</th> <th colspan="2">Unyaka 1</th> <th colspan="2">Unyaka 2</th> <th colspan="2">Unyaka 3</th> <th colspan="2">Unyaka 4</th> <th colspan="2">Unyaka 5</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>3</td> <td>8</td> <td>0</td> <td>13</td> <td></td> </tr></tbody> </table>								Umsebenzi		INkaloyokuSebenza enguNdoqo (i-KPA)		IsiBonisi sokuSebenza esinguNdoqo (i-KPI)		Unyaka 1		Unyaka 2		Unyaka 3		Unyaka 4		Unyaka 5		10	3	8	0	13										
Umsebenzi		INkaloyokuSebenza enguNdoqo (i-KPA)		IsiBonisi sokuSebenza esinguNdoqo (i-KPI)		Unyaka 1		Unyaka 2		Unyaka 3		Unyaka 4		Unyaka 5																										
10	3	8	0	13																																				
IKomiti eChopheleyo yabaChaphazelekayo aboHlukahlukeneyo	I-GKLM, i-DHET kunye neSibanye – Stillwater	Uququzelelo lwasekuhlaleni		Imizuzu neerejista zabakhoyo																																				
IMemorandum yeSivumelwano (i- MoA)	I-GKLM, iSibanye- Stillwater ne-DHET	Ubambiswano nezivumelwano		I-MoA yoBambiswano lukaRhulumente nolwaBucala eSayiniweyo (i- PPP)																																				
Umhlaba wefasilithi	I-GKLM	Umhlaba wesakhiwo sepjekthi omi embindini		IsiSombululo seBhunga																																				

Uncedomali noomasibambisane bobugcisa	I-GKLM	Ubambiswano	Isivumelwano esisayiniweyo zentsebenziswano																				
Kuchongwa amaqela oBuchule	I-GKLM /Sibanye-Stillwater kunye nooMasibambisane	Ulawulo Iweprojekthi	Izivumelwano zokusebenzisana																				
I-EIA, ukucanda kwakhona neeplani zokwakha	I-GKLM, i-DoHE, iSibanye-Stillwater nooMasibambisane	Ukugunyaziswa kweprojekthi	Ingxelo yokunokwenzenka eyamkelweni neeplani zokwakha ezamkelweyo																				
Ukuqeshwa kwekontraka	iSibanye-Stillwater nabanye ooMasibambisane	Inkqubo yomiso-maxabiso	ISivumelwano sokusebenzisana																				
IsiKolo seMfundu ePhakamileyo soPhuhliso IwezaKhono	iSibanye-Stillwater, i-GKLM nabaNye ooMasibambisane	Ukumiselwa kwesiza kunye nokwakhiwa kweefasilithi	Ukuggitywa ngokuyimpumelelo kwefasilithi																				
Ukunikezelwa	iSibanye-Stillwater	Ukuvalwa kweprojekthi	Ingxelo yokuvalwa kweprojekthi																				
Uqingqomali	*R8 782 800																						
IsiCwangcisoqhinga sokuphuma:	Isakhiwo siza kunikezelwa kwiSebe lezeMfundu ePhakamileyo noQeqesho (ukusihlaziya nokusilondoloza)																						
UMhla wokuGqiba:	2021																						

*Makuqingqwe ngokulinganayo phakathi kwawo onke amaQumrhu eSibanye-Stillwater Gold

Itheyibile 51: IProjekthi yoPhuhliso IweMfuyo, uPhuculo naMaseko: eMpuma Koloni*51

IGama leProjekthi	UPhuhliso IweMfuyo, INkxaso yokuPhucula kune noPhuhliso IwaMaseko							FY yePhetshana leProjekthi	2017
Imvelaphi yeprojekthi	<p>Le projekthi ijonge ukwakha nokuxhobisa iishedi zokucheba, ukunceda amafama asakhasayo ukuba athabathe inxaxheba kushishino lokuvelisa iwulu. Ngale ndlela kuza kudalwa uludwe lwengeniso ezinzileyo kubavelisi bewulu. Iprojekthi isuka kwiinkqubo eziphambili zophuhliso Iwezoqoqosho Iwasekuhlaleni lukaMasipala weSithili saseChris Hani (i-CHDM), ngoko ke iza kuxhaswa ngemali yi-CHDM neSebe lezoPhuhliso IwaMaphandle noHlengahlengiso IwezoLimo.</p> <p>Iprojekthi le yaqaliswa kumjikelo we-SLP yowe-2012-2016 ukuphucula impilo yemfuyo yamafama asakhasayo aseMpuma Koloni kwaye iphuhlise iVillage Link Persons (ii-VLPs) ababonelele ngeenkonzo zempilo. Ngeminyaka emi-3 yokuqhutwywa kweprojekthi iliali ezininzi kune nama-3 359 emfuyo yamafama akhasayo baxhamla kwingcebiso yempilo yezilwanyana nangamayeza awanikezelwayo, oko kunciphisa izinga lokufa kweegusha laba ngaphantsi kwe-10%.</p> <p>Ukumiselwa kweeshedi zokucheba kuza kunciphisa imiqobo yokungena kwishishini lokuveliswa kwewulu kwamafama asakhasayo kwaye kuza kuwabonelela ngamaseko ekudala efuneka aza kuthi axhase lo msebenzi wezoqoqosho.</p> <p>IziPhumezo zeProjekthi</p> <ul style="list-style-type: none"> • Ukwakha nokuxhobisa iishedi zokucheba ezi-4 • Ukuqeleshwa kwabaxhamli ekusetyenzisweni kwezixhobo zokucheba 	Umhla wokuqalisa kweprojekthi	Janyuwari 2017						
								UMhla wokuPhela kweProjekthi	Disemba 2021
OoMasibambisane beProjekthi	<ul style="list-style-type: none"> • ISibanye-Stillwater: Incedise ngemali yeziqhobo zokucheba nolawulo Iweprojekthi • UMasipala weSithili sase-Chris Hani: Anikezele ngomhlaba nangeenkonzo zamaseko noncedomali lokuphculwa kwempilo yemfuyo • IArhente yoPhuhliso yase-Chris Hani: Inkxaso yoLawulo neyobuNgcali • ISebe lezoPhuhliso IwaMaphandle noHlengahlengiso IwezoLimo (i-DRDAR): Inkxaso yezobugcisa noncedo ngemali Iwamaseko kune nolondolozo 	Ulwazi lusesemthethweni ukusukela:	Juni 2017						
IProjekthi iBandakanywe kweyiphi i-IDP	UMasipala weSithili saseChris Hani		Abaxhamli (NgokweNgingqi zabahlali)			Amafama asakhasayo abandakanya ooMasipala beNgingqi aba-3 (iSakhisizwe, Engcobo kune nelntsika Yethu) kuMasipala weSithili sase-Chris Hani			
INombolo yoNgginisiso ye-IDP yeProjekthi	INani eLindelwego lemiSebenzi eza kudalwa liLonke	Yindoda	Libhingga	Ulutsha	Abakhubazekileyo	Bebonke	INdawo ekuyo iProjekthi	IPhondo IaseMpuma Koloni	
		20	5	1	0	25			
Okuvelisiweyo	IQumrhu elinoXanduva	Umsebenzi							
		INkalo yokuSebenza enguNdoqo (i-KPA)	IsiBonisi sokusebenza esinguNdoqo (i-KPI)	Unyaka 1		Unyaka 2	Unyaka 3	Unyaka 4	Unyaka 5
Khuselekileyo, ukuvumelana, ubumnini noxanduva lokuphendula	<ul style="list-style-type: none"> • ISibanye-Stillwater, • UMasipala weSithili sase-Chris Hani 	Ukuquzelelwa kwentlalo	Imizuzu neerejista zabakhoyo						

	kunye neArhente yoPhuhliso yase- Chris Hani kunye • ne-DRDAR																								
IMemorandum yeSivumelwano (i-MoA)/i- Memorandum yokuQonda (i-MoU)	<ul style="list-style-type: none"> • ISibanye-Stillwater, • uMasipala weSithili sase-Chris Hani, iArhente yoPhuhliso lwase-Chris Hani • kunye ne-DRDAR 	Ubambiswano nezivumelwano	I-MoA yoBambiswano lukaRhulumente nolwaBucala eSayiniweyo (i-PPP)																						
Imimandla esembindini ngokuphathelele kulwakhiwo lweeshedi	UMasipala weSithili saseChris Hani	Makuchongwe imimandla esembindini ukwakha iishedi	Isisombululo sebhunga																						
Imiyilo nemifanekiso	<ul style="list-style-type: none"> • ISibanye-Stillwater, • uMasipala weSithili sase-Chris Hani kunye • neArhente yezoPhuhliso yase- Chris Hani kunye • ne-DRDAR 	Ukugunyaziswa kweprojekthi	Umasipala wamkele iiplani zokwakha																						
Ukwakhiwa kweeshedi zokuchebela	<ul style="list-style-type: none"> • ISibanye-Stillwater • uMasipala weSithili sase-Chris Hani kunye • neArhente yezoPhuhliso yase- Chris Hani kunye • neSebe lezoLimo 	Ukumiselwa kweziza	likontraki zezinikimaxabiso nezokwakha																						
Ukuxhotyiswa kweeshedi zokuchebela	<ul style="list-style-type: none"> • ISibanye-Stillwater, • uMasipala weSithili sase-Chris Hani, • iArhente yezoPhuhliso lwase-Chris Hani kunye neMbumba yabaVelisi beWulu yeSizwe (i-National Wool Growers Association) 	Amaseko kunye nokuzuzwa kweefasilithi nokuthengwa kwezixhobo zokucheba	li-Odolo zokuthenga nophumezo lweeshedi zokuchebela ezigqityiweyo																						

Ukuqeqeshwa ngokusetyenziswa kwezixhobo	ISibanye-Stillwater, IArhente yezoPhuhliso lwase-Chris Hani kanye neMbumba yabaVelisi beWulu yeSizwe	Ukuxhobisa ngezakhono	Ipotifoliyo of yobungqina																
Ukunikezelwa	I-DMR, iSibanye-Stillwater	Ukuvalwa kweprojekthi	Ingxelo yokuvalwa kweprojekthi																
Uqingqomali																			
IsiCwangcisoqhingga sokuphuma:	Amaseko aza kunikezelwa kuMasipala weSithili sase-Chris Hani																		
UMhla wokuGqitywa	2021																		

*Makuqingqwe ngokulinganayo phakathi kwawo onke amaQumrhu eSibanye-Stillwater Gold

4.9 IiProjekthi ze-LED zeNgingqi enguMgcini wabaSebenzi

Iprofayili yezoqoqosho Iwasekuhlaleni ethiwe thaca kwicandelo lokuqala lolu xwebhu ibonakalisa imingeni ejongene nabahlali bakaMasipala weNgingqi weSixeko saseMerafong. Ngenxa yesi sizathu iiprojekthi zabahlali zezemigodi zale-SLP kuza kufuneka zijongane nale miba ilandelayo:

- yandise ukuqhubeka nokuqesheka kolutsha ngokusebenzisa iiprojekthi ukuphucula izakhono zabo
- Iqhagamshelanise iZakhono ezinokusetyenziswa naphi na kumathuba ezoqoqosho akho kummandla, ngokufaka abanezidanga kwiiprojekthi ezo
- Utyalomali kumaseko kufuneka lulingene isakhono sabaxhamli sokulondoloza amaseko
- Amalinge oPhuhliso IwezoQoqosho IwasekuHlaleni kufuneka akhuthaze uhlumo Iwezoqoqosho oluhlangeneyo aze andise isiseko sezoqoqosho ngokwandisa ukuthabatha inxaxheba kwabahlali kuqoqosho oluqhelekileyo ukuhlangabezana nemingeni emithathu yentlupheko, ukungalingani nentswelangqesho
- Uqoqosho olunganatyiswanga Iwe-MCLM luyaxhalabiswa kwaye lufuna kuthathwe amanyathelo engqwalasela ukukhulisa uqoqosho ngokuchonga amathuba ngaphandle kwenkqubo yenguqulelo ekrwada yoveliso Iwezemigodi ukwandisa isiseko sezoqoqosho.
-

Itheyibile 52: Ii-Intyhubheyitha zokuVelisa52

IGamal eProjekthi	Umthombo weintyhubheyitha wokuVelisa	I-FY yePhetshana leProjekthi	2017	
Imvelaphi yeprojekthi	<p>Injongo engundoqo yeprojekthi kukupuhlisa ii-SMME ezingenankqubo yonikezo lwesitokhwe ukuze zibe nesakhono sokunika inkonzo ezinye iinkampani kunye nabanye abahlali, ke ngoko zisakha uzinzo ngaphaya komsebenzi wokukhupa.</p> <p>Injongo zenkqubo kuxkhobisa oosomashishini abasakhulayo ngezakhono zobungcali nangemithombo ukumisela amashishini aqhutywa luveliso aza kujonga isidingo sangoku esivelayo sokukhulisa iinkqubo zenguqulelo ekrwada yoshishino lwemveliso kwaye ukongeza, bancediswe ukulawula iphulo leshishini elihlanganyelwego ngohlumo oluzinzileyo namazinga enzuso ngokunjalo.</p> <p>Iprojekthi iqaliswe ngokufaniselanayo nesicwangcisoqhinga sase-West Rand sokusekwa kwakhona kwemizimveliso esikhokela liPhondo neSithili ukuvula uphuhliso lweshishini ngokupuhlisa ii-SMME zasekuhlaleni ukuba zibe ngabanikinkonzo baze badlulisele izakhono ukuthabatha inxaxheba kwicandelo lokuvelisa (isinyithi, iplanga, ikonkriti nepeyinti)</p> <p>IziPhumezo zeProjekthi</p> <p>Iprojekthi ibandakanya ukuqequeswa kwee-SMME kulwenziwo lweemveliso zomthi, zepeyinti, zesinyithi nezesamente baze banike intyhubheyitha izixhobo</p>	Umhla wokuqalisa kweProjekthi	Janyuvari 2017	
OoMasibambisane beProjekthi	<ul style="list-style-type: none"> • ISebe loPhuhliso IwaMashishini amaNcinci - lenkonzo zezemali nezingezozamali • UMasipala weSithili sase-West Rand kunye noomasipala abanamagunya – Banika inkxaso yoququzelelo Iwemakethi nolungelelaniso • ILinge lokuVelisa lezoBugcisa laseGauteng (i-GTMI) – Lilawula iprojekthi uvimba weintyhubheyitha kunye nophumezo Iwee-SMME eziqinisekisiwego ezinzinileyo 	UMhla wokuPhela kweProjekthi	Disemba 2021	
UkuLungelelaniswa kwe-IDP	Iprojekthi ilungelelaniswe nee-IDP zaseMerafong, uMasipala weNgingqi wesiXeko saseRand West kunye nakumalinge aphambili kaMasipala weSithili saseWest Rand ophuhliso Iwee-SMME ukukhulisa uqoqosho Iwelokishi kwakunye nokuHlaziya koQoqosho IweeLokishi zePhondo laseGauteng	Ulwazi lusesemthethweni ukusukela:	Juni 2017	
IProjekthi iBandakanywe kweyiphi i-IDP	UMasipala wesiXeko saseRand West City noweNgingqi wesiXeko saseMerafong	Abaxhamli (NgokweNgingqi zabahlali)	AmaShishini asaKhasayo, asaKhulayo kwinqanaba eliphakathi namaNcinci kooMasipala abohlukahlukeneyo	
INombolo yoNgqiniso ye-IDP yeProjekthi	INani eLindelwego lemiSebenzi eza kudalwa liLonke	Yindoda Libhinqa Ulutsha Abakhubazekileyo Bebonke	INdawo ekuyo iProjekthi	EWestonaria, kwiPhondo laseGauteng
Okuvelisiwego		Umsebenzi		

	IQumrhu elinoXanduva	INkalo yokuSebenza enguNdoqo (i-KPA)	IsiBonisi sokuSebenza esinguNdoqo (i-KPI)	Unyaka 1		Unyaka 2	Unyaka 3	Unyaka 4	Unyaka 5		
Khuselekileyo, ukuvumelana, ubumnini noxanduva lokuphendula	ISibanye-Stillwater nooMasibambisane beProjekthi	Ukuququzelelwa kwendlalo	Imizuzu neerejista zabakhoyo								
Uqequesho kushishino Iwabasakhasayo	ISibanye-Stillwater	IKhosiyobuchule yeLinge eliTsha	Ukufunyanwa kwezatifiketi (ukuqinisekiswa) kunye nePotifoliyo yobuNgqina								
Uhlaziyo Iwezakhiwo		Uphuhliso Iwamaseko	IFasilithi eHlaziyiweyo								
UQequesho IwezoBugcisa		Uqequesho lobugcisa nolokusetyenziswa kwezixhobo zokusebenza	Ukufumana isatifiketi								
Ifasilithi enezixhobo		Ukufuna nokuthengwa kwezixhobo nokumiselwa kweplanti	IPlanti eGunyazisiweyo								
Umnikezi womthwalo wokuqala		Ukuvelisa	lisampuli zeemveliso ukuzibeka emboniselweni								
Uqhagamshelwano Iwemarike	ISibanye-Stillwater I-GTMI	Uphuhliso Iwamaziko	Izivumelwano zaphambi kokuba kuqaliswe								
Ukunikezelwa	ISibanye- Stillwater	Ukuvalwa kweprojekthi	Ingxelo yokuvalwa kweprojekthi	R4m							
Uqingqomali											
IsiCwangcisoqhinga sokuphuma:	I-intyhubheyitha iza kunikezelwa kwiArhente yezoPhuhliso yaseWest Rand ukufumana inkxaso yeqela lezoshishino										
UMhla wokuGqiba:	2021										

Itheyibhile 53:53 IHolo yoLuntu iBlybank yeMicimbi eyahlukahlukaneyo

IGama leProjekthi	IHolo yoLuntu i-Blybank Multi-Purpose	I-FY yePhetshana leProjekthi	2017
Imvelaphi yeprojekthi	<p>Abahlali bewadi 13 abanayo ifasiliti yokudibanelo yoluntu kwaye babanengxaki xa bebambe iintlanganiso neendibano zoluntu. Qho xa kukho indibano yoluntu kuqeshwa intente ize ibekwe ngaphandle kwethala leencwadi. UMasipala weNgingqi wesiXeko saseMerafong (i-MCLM) kwi-IDP ka-2017-2021 ibeke phambili ukwakhiwa kwamaholo oluntu ukuhlangabezana neenkubo ezishiyewe lixesha kwimimandla engenazo ezo fasiliti.</p> <p>Kungesi sizathu ukuba iSibanye-Stillwater ixhase umasipala ekuphumezeni eli linge liphambilu ngenjongo yokunika abahlali beeWadi 13 neengingqi ezijikelezileyo ngefasiliti eza kunceda kwimisebenzi yasekuhlaleni eyahlukahlukaneyo.</p> <p>Iprojekthi ibandakanya ukwakha iholo yokubambela imicimbi eyahlukahlukaneyo eza kulungiselela iindibano zabahlali, ezolonwabo, ezenkcubeko nezemfundo (oko kukuthi iZiko laBantwana abaNcinci) iza kusetyenziswa njengendawo yezixhobo zokufundisa (oko kukuthi iza kusingatha amacweyo asekuhlaleni, ukuthiwa thaca kweentetho, imiboniso kunye neenkubo ezahlukahlukaneyo zophuhliso lwezentlalo). Isakube igqityiwe iholo yokubambela imicimbi eyahlukahlukaneyo iza kuba yekaMasipala weNgingqi wesiXeko saseMerafong.</p> <p>IziPhumezo zeProjekthi Iprojekthi ibandakanya ukwakhiwa kweholo yabahlali yokubambela imicimbi eyahlukahlukaneyo</p>		Janyuwari 2017
OoMasibambisane beProjekthi	UMasipala weNgingqi yesiXeko saseMerafong	UMhla wokuPhela kweProjekthi	Septemba 2020
UkuLungelelaniswa kwe-IDP	Iprojekthi ilungelelaniswe noMasipala weNgingqi wesiXeko saseMerafong	Ulwazi lusesemthethweni ukusukela:	Juni 2017
IProjekthi iBandakanywe kweyiphi i-IDP	UMasipala weNgingqi yesiXeko saseMerafong	Abaxhamli (NgokweNgingqi zabahlali)	Abahlali bewadi 13 neengingqi ezijikelezileyo
INombolo yoNgqiniso ye-IDP yeProjekthi		Yindoda Libhinqa Ulutsha Abakhubazekileyo Bebonke	INdawo ekuyo iProjekthi Abahlali bewadi 13, e-Blybank

	INani elindelwego lemeSebenzi eza kudalwa liLonke	15	10	0	0	25			
Okuvelisiweyo	IQumrh elinoXanduva	Umsebenzi							
		INKalo yokuSebenza enguNdoqo (i-KPA)	IsiBonisi sokuSebenza esinguNdoqo (i-KPI)	Unyaka 1	Unyaka 2	Unyaka 3	Unyaka 4	Unyaka 5	
Umhlaba ofanelekileyo ukuba kwakhiwe kuwo	ISibanye - Stillwater	Ukuchongwa komhlaba	Umhlaba ophawulweyo						
Khuselekileyo, ukuvumelana, ubumnini noxanduva lokuphendula	ISibanye- Stillwater noMasipala weNgingqi wesiXeko saseMerafong	Ukuququzelelwa kwentlalo	Imizuzu neerejista zabakhoyo						
Uyilo olufanelekileyo	ISibanye - Stillwater	Uzinzo lomgangatho izifundo	Ingxelo entle ye- Geo-tech						
liPlani zeSakhiwo	ISibanye - Stillwater ne- MCLM	Ukuzoba nemiyilo	liplani ezamkelweyo						
Ukuqeshwa kwekontraki	ISibanye - Stillwater	Inkqubo yomiso- maxabiso	Ukumiselwa kwesiza						
Iholo esebebenzayo	ISibanye - Stillwater	UKwakha	Isatifiketi sokuhlala						
Ukunikezela	ISibanye - Stillwater	Ukuvalwa kweprojekthi	Ingxelo yokuvalwa kweprojekthi						
Uqingqomali									R9m
IsiCwangcisoqhinga sokuphuma:	Ifasiliti izu kunikezelwa kumasipala								
UMhla wokuGqiba:	2020								

Itheyibile 54: Indawo ekukhulisa nekuthengiswa kuyo izityalo yaseMerafong

IGama leProjekthi	INdawo ekukhulisa nekuthengiswa kuyo izityalo yaseMerafong	I-FY leProjekthi	yePhetshana leProjekthi	2017
Imvelaphi yeprojekthi	<p>ISithili sase-West Rand noMasipala weNgingqi wesiXeko saseMerafong kwi-IDP ka-2017-2021 iqhubeke nokubeka phambili umbono we-Green IQ kune noqoqosho oluphathelele kwezaselwandle kwaye ifuna ukutyalwa kwemithi ukuqonda umbono lowo. Iprojekthi yeNesari yaseMerafong ilangazelela ukuxhasa eli linge liphambilii ngokumisela inesari engama-500m² eza kutyala imithi nezinye izithole ukulungiselela intlutha. Imithana emincinci ebhityileyo iza kuniqewa ukuqalisa nokulondoloza ukutyalwa kwakhona kwamahlathi aza kutyalwa kumhlaba wempembelelo yezemigodi.</p> <p>IProjekthi yeNdawo ekukhulisa nekuthengiswa kuyo izityalo yaseMerafong iqaliswa ngokufaniselanayo nesicwangciso sokusebenza seendidi zezityalo neziwanyana ezohlukeneyo seSibanye-Stillwater Driefontein Operation esibandakanywe kwiNkqubo yoLawulo lokusiNgqongileyo yeDriefontein Operation. Yenzelwe ukutyalwa imithana ebhityileyo ezakuthi inikezwe kwakhona kwinkqubo yokuvuselela yamaqumrhu eSibanye-Stillwater. Iprojekthi iza kuniqewa imithi eza kutyalwa ukuvuselela umhlaba womgodi obe nempembelelo kune nakumasipala kune nakubahlali ukulungiselela ezolimo ezibandakanya utsalo lwemithi. Indawo ekukhulisa nekuthengiswa kuyo izityalo iza kuntshulisa kwakhona imbewu ize ithengise izithole kuluntu jikelele ukuxhasa uphuhiiso lokulinywa kwemiyeko okuphunyezwa ngoku iSebe lezoLimo eMerafong.</p> <p>Ukutyalwa kwemithi kabalulekile, hayi nje kuphela ukwandisa izigqumathelo zemithi zengingqi, kodwa nokukhusela oovimba bendalo ukuba baqhubeke nokuphela, ngale ndlela kuza kuxhasa iprojekthi yemithi yamanye amazwe eyasungulwa kwi-SLP ka-2012-2016 ngenjongo yokuzinzisa iimpiliso zee-SMME ezibandakanyeka kugawulo lwemithi.</p> <p>IziPhumezo zeProjekthi</p> <ul style="list-style-type: none"> • Umisia ama-500m² endawo ekukhulisa nekuthengiswa kuyo izityalo ukwandisa imithi yemveli, imithi yeziqhamo nemifuno kune nezithole zeentyatyambo • Ukuphulisa usomashishini osakhasayo wasekuhlaleni ukuba aqhube indawo ekukhulisa nekuthengiswa kuyo izityalo 		Umhla wokuqalisa kweprojekthi	Janyuari 2017
OoMasibambisane beProjekthi	<ul style="list-style-type: none"> • UMasipala weNgingqi yesiXeko saseMerafong • ISebe lezoLimo amaHlathi nezokuLoba (i-DAFF) • ISebe lezoLimo noPhuhliiso IwezamaPhandle (i-GDARD) 		UMhla wokuPhela kweProjekthi	Disemba 2021
UkuLungelelaniswa kwe-IDP	Iprojekthi ilungelelaniswa nombono we-Green IQ kaMasipala weNgingqi wesiXeko saseMerafong kune noMasipala weSithili sase-West Rand, njengoko kuphawulwe kwii-IDP.		Ulwazi lusesemthethweni ukusukela:	Juni 2017

IProjekthi iBandakanywe kweyiphi i-IDP	UMasipala weNgingqi yesiXeko saseMerafong			Abaxhamli (NgokweNgingqi zabahlali)		lingingqi ezimi eMerafong							
INombolo yoNgqinisiso ye-IDP yeProjekthi	INani eLindelwego lemeSebenzi eza kudalwa liLonke	Yindoda	Libhinqa	Ulutsha	Abakhubaz ekileyo	Bebonke	INDawo ekuyo iProjekthi		EMerafong. IPhondo laseGauteng				
		5	4	3	0	9							
Okuvelisiweyo	IQumruhu elinoXanduva	Umsebenzi											
Ukuqinisekiswa kokufumaneka komhlaba	ISibanye-Stillwater	UPhicotho loMhlaba	Ingxelo yoPhicotho loMhlaba	INkalo yokuSebenza enguNdoqo (i-KPA)	IsiBonisi sokuSebenza esinguNdoqo (i-KPI)	Unyaka 1	Unyaka 2	Unyaka 3	Unyaka 4	Unyaka 5			
Ingxelo yokunokwenzeka ngokuphathelele kwimfuno novavanyo lomhlaba	ISibanye- Stillwater	Uvavanyo lwesixhobo	Ingxelo ngokunokwenzeka										
Khuselekileyo, ukuvumelana, ubumnini noxanduva lokuphendula	ISibanye- Stillwater noMasipala weNgingqi wesiXeko saseMerafong	Ukuquzelelwa kwentlalo	Imizuzu neerejista zabakhoyo										
Uvavanyo lwesiza nokucwangcisa	ISibanye- Stillwater, i- GDARD kunye ne-DAFF	limfuneko zesiza – uvavanyo lomhlaba kunye ngokuphathelele kwimfuno zemozulu	Uzinzo lwesiza										
Amaseko endawo ekukhulisa nekuthengiswa kuyo izityalo	ISibanye- Stillwater ne- GDARD	Uphuhliso lwamaseko	Uyilo nesicwangciso										
Iqumruhu lolawulo lwendawo ekukhulisa nekuthengiswa kuyo izityalo elifikeleka ngokunabile	ISibanye- Stillwater nooMasibambisa ne beProjekthi	Ukwenziwa kwamaziko	Ishishini elibhalisiweyo inkxalabo										

Isicwangciso sokwandisa	ISibanye- Stillwater ne- GDARD	Ukutyala nokuvelisa	Ukugunyazisa																	
Ukunikezela	ISibanye – Stillwater	Ukuvalwa kweprojekthi	Ingxelo yokuvalwa kweprojekthi yenxalabo eqhubekayo nezinzileyo																	
Uqingqomali																				R3m
IsiCwangcisoqhinga sokuphuma:	Iprojekthi iza kunikezelwa kwi-WRDA ukuze ibandakanywe kupuhliso lwe-Agropolis nodal lwase-West Rand																			
UMhla wokuGqiba:	2021																			

Itheyibile 55: IsiKim sokuFama ngeKontraki55

IGama leProjekthi	Ukumiselwa kwasikim sokuFama ngeKontraki	I-FY yePhetshana leProjekthi	2017
Imvelaphi yeprojekthi <p>Iprojekthi iza kuphunyezwa ngenqubo yophuhliso Iwezolimo enku phantsi kolawulo IweSibanye-Stillwater elubambiswano phakathi kweSibanye-Stillwater, i-Mining Phakisa, iArhente yezeMali yaMaseko yaseGauteng, iArhente yoPhuhliso yaseWest Rand kune neQumrhu loTyalomali yoLuntu. Ukuphunyezwa kwale projekthi iza kuba ligalelo leSibanye-Stillwater ekomelezeni uphuhliso Iwe-agropolis nodal eyiNkqubo yePhondo elangazelela ukusebenzisa ezolimo ukunabisa uqoqosho IwaseWest Rand.</p> <p>ISibanye-Stillwater yenza imali kumhlaba we-Driefontein Operation kwaye iza kuwusebenzisa ukukhuthaza uphuhliso Iwezolimo eMerafong nase-West Rand jikelele.</p> <p>Iprofayili yezoQoqosho yase-West Rand eqhutywe liPhondo laseGauteng idandalazise ukuba abantu abambalwa bafumana iimbuyekezo zezoqoqosho eziphezulu kwiinzame zabo zezolimo. Abanye baphila ngaphantsi kwentlupheko. Oku komeleza ukungena nokuphuma kwengeniso okungazinzanga okuxelwa ngokuzingileyo kuMasipala wesiSithili nakwiphondo kwicandelo lezolimo. Kungenxa yesi sizathu ukuba ISibanye-Stillwater ibeke phambili ezolimo njengengundoqo ekuhlangabezeni ukungalingani kwengeniso, intswelangqesho kune nentlupheko eMerafong. Esi sikim/umfuziselo sokufama ngekontraki siza kundululwa ukuhlangabezana uphuhliso lokuvelisa, lomgangatho, Iwezakhono kune noqhamshelwano Iwenqubo yeentengo. ISibanye-Stillwater iza kunikezela ngomhlaba kwaye ityale imali kumaseko afunwayo kwifama aza kuthi abandakanye namafama asekuhlalen. Amafama aza kuchongwa kumafama asakhasayo akhoyo, ookooleyeni kune nolutsha olwaluqequeshe ngenqubo yezakhono zezolimo ezixhaswe ngemali nguGunyaziwe weziQinisekiso zezeMigodi, eyaphunyezwa yiSibanye-Stillwater.</p> <p>Amafama asakhasayo athabatha inxaxheba aza kwabelwa umhlaba kwaye aqhagamshelane namafama ezoshishino azakube ethabatha inxaxheba kwinkqubo yophuhliso Iwezolimo enku, ukuqinisekisa ukuba bayafikelela kwiimakethi, uphuhliso Iwermveliso kune nenkxaso yezobugcisa.</p> <p>IziPhumezo zeProjekthi</p> <p>Iprojekthi ibandakanya ukumisela iiyunithi zokuvelisa kwamafama ezi-4 ukuphuhlisa amafama asakhasayo ngeehekthare ezingama-20, ezakuthi ISibanye-Stillwater iyabele kule projekthi.</p>	Umhla wokuqalisa kweprojekthi	Janyuwari 2017	

OoMasibambisane beProjekthi	<ul style="list-style-type: none"> ISebe lezoLimo noPhuhliso IwezamaPhandle (i-GDARD) U-Operation Mining Phakisa UMasipala weNgingqi yesiXeko saseMerafong IArhente yoPhuhliso yase-West Rand (i-WRDA) IArhente yezeMali yaMaseko yaseGauteng ISebe loPhuhliso IwezaMaphandle kune noHlengahlengiso IwezoLimo (i-DRDAR) 						UMhla wokuPhela kweProjekthi	Disemba 2021	
UkuLungelelaniswa kwe-IDP	Iprojekthi ilungelelaniswa ne-IDP ye-MCLM eye yabeka phambili ezolimo njengengundoqo ukukhuthaza uhlumo Iwezoqoqoshlo oluhlangeneyo. Iprojekthi ikwalungelelaniswa nophuhliso Iwe-Agropolis nodal weMasipala weSithili saseWest Rand.						Ulwazi lusesemthethweni ukusukela:	Juni 2017	
IProjekthi iBandakanywe kweyiphi i-IDP	UMasipala weNgingqi yesiXeko saseMerafong			Abaxhamli (NgokweNgingqi zabahlali)		lingingqi ezimi eMerafong (i-Blybank, iKhutsong, iKokosi, i-Carletonville, iWedela)			
INombolo yoNgqiniso ye-IDP yeProjekthi	INani elindelweyo lemiSebenzi eza kudalwa liLonke	Yindoda 20	Libhinqa 20	Ulutsha 25	Abakhubazekileyo 0	Bebonke 40	INdawo ekuyo iProjekthi	IPhondo laseGauteng	
Okuvelisiweyo	IQumruhu elinoXanduva	Umsebenzi							
		INkalo yokuSebenza enguNdoqo (i- KPA)	IsiBonisi sokuSebenza esinguNdoqo (i- KPI)	Unyaka 1		Unyaka 2	Unyaka 3	Unyaka 4	Unyaka 5
Ukuqinisekiswa kokufumaneka komhlaba Ingxelo yokunokwenzeka ngokuphathellele kwiimfuno novavanyo lomhlaba Ubambiswano kune izivumelwano zentsebenziswano	ISibanye-Stillwater nePhakisa	UPhicotho loMhlaba	Ingxelo yoPhicotho loMhlaba						
	IPhakisa kune namafama ezoshishino olubanzi	Uvavanyo Iwesixhobo	Ingxelo ngokunokwenzeka						
	ISibanye-Stillwater nooMasibambisane beProjekthi	Uququzelelo Iwasekuhlalen	Ukubandakanyeka okumi ngendlela kwabahlali kuphumezo Iweprojekthi						

			noomasibambisane bezobugcisa																		
Ulawulo lwefama olufikelela ngokunabileyo kunye nequmrhu lokuvelisa	ISibanye-Stillwater ne-GDARD; i- DRDAR ne-WRDA	Uphuhliso lwamaziko	Ishishini linkxalabo zokufama																		
Uphuhliso lweMarike	AmaFama oShishino oluBanzi	Amalungiselelo eenkqubo zolungiselelo olubanzi	Izivumelwano zaphambi kokuba kuqaliswe																		
Izicwangciso zokutyalala isivuno kunye nesiVuno esityaliweyo	ISibanye-Stillwater, i-GDARD kunye namaFama ezoShishino oluBanzi ePhakisa	Ukuvelisa	Isivuno																		
Ukunikezelwa	ISibanye-Stillwater	Ukuphuma	(Ingxelo yokuvala yenxalabo eqhubekayo nezinzileyo																		
Uqingqomali	I-R10m																				
IsiCwangcisoqhinga sokuphuma:	Iprojekthi iza kunikezelwa kwi-WRDA ukuze ibandakanywe kupuhliso lwe-Agropolis nodal lwase-West Rand																				
UMhla wokuGqiba:	2021																				

5 Izindlu neeMeko ekuPhilwa phantsi kwazo

5.1 Intshayelelo

I-Driefontein Operation izilungelelanise nomgaqonkubo nesicwangcisoqhinga seSibanye-Stillwater sokuphucula iindlela zokuphila zabasebenzi, kwaye:

- Imisele amaqonga endawo yokuhlala ngaphakathi nakwinqanaba lokusebenza;
- Ichonge iiKomiti zabaHlali baseHostele ezinamalungu asebenza ngokupheleleyo amele iimfuno zabasebenzi ekulawulweni kweendawo zokuhlala;
- Icwangciso ulandelelo lophononongo ngenjongo yokufumanisa ukuba indawo yokuhlala ekhethwa ngabasebenzi itshintshile na kwiminyaka esibhozo edlulileyo. Uphononongo luza kunceda ekomelezeni isicwangcisoqhinga sendawo yokuhlala esikhoyo, esiquka okukhethwa kuko okulandelayo:
 - UHLaziyo IweeHostele;
 - liYunithi zeeNtsapho;
 - UkuRentwa kwezindlu zangoku;
 - ISikim sokuba Nomzi;
 - Amalinge endawo yokuhlala alungelelaniswe neziCwangciso zoPhuhliso oluHlanganisiwego loogunyaziwe bengingqi abafanelekileyo.

Okulandela oku kungentla, kwaye kuqondwa imiyalelo ehamba sesidima somntu, intlonipho nobumfihlo, iSibanye-Stillwater iqalisie iprojekthi enkulu ukuphucula nokutshintsha iihostele zabantu abasini sinye ezikhoyo ukunciphisa iingxinano kumagumbi, nokulungiselela ubumfihlo. Oku kuphucule iindlela zokuphila kwaye kunike uphuhliso Iwentlalo kubahlali, kwaye xa kudityaniswe nentsalela yepotifoliyo yeepropati yangoku yeSibanye-Stillwater iza kwenza ukuba abantu bazikhethelle indawo yokuhlala. I-Driefontein Operation iphucule ngama-100% ekupheleni kukaDisemba C2013.

I-Driefontein Operation iyazibophelela kuququzelelo IweSikim sokuba neziNdlu ukunceda abasebenzi ngokukhetha ukuthenga izindlu kwiindawo ezijikelezileyo kumaqumrhu ezemigodi. Zonke iinzame ngokuphathelele koku zilungelelaniswe nesiCwangciso soPhuhliso seSizwe kune neeNjongo zoPhuhliso oluZinzileyo zeHlabathi ngokunxulumene (i) iMfundu nezaKhono kune neNgqesho, (ii) UKhuselo noKhuseleko, (iii) iziNdlu, aManzi, uGutulyo Iwelindle, uMbane kune (iv) nokusiNgqongileyo okuCocekileyo.

Itheyibhile 56: ISimo seZindlu esikhoyo kubaSebenzi (ukusukela kumhla wama-31 Disemba 2016)
Le theyibhile ilapha ngentla ibonakalisa iindawo zokuhlala ezikhethwayo ezenziwe

UHlobu IweNdawo yokuHlala	INani labaSebenzi	IPesenteji (%) yabaSebenzi beBonke
Iihostele	4 345	33%
Indawo yokuHlala eyeyakho	790	6%
INdawo yokuHlala yeNkampani	3 007	23%
Okunye (Chaza): IsiBonelelo sokuHlala ngaPhandle	4 754	36%
Izindlu ezilungiselelw ukuHlala komntu omnye	186	1.42%
Bebonke		100%

ngabasebenzi be-Driefontein Operation: ama-33% abasebenzi bahlala kwiindawo zokuhlala zasehostele, ama-23% kwindawo yokuhlala yeNkampani, i-6% osebenzise indlela yokusebenzisa iindawo zokuhlala ezinezabo, ngelixa ama-36% abasebenzi akhetha isiBonelelo sokuHlala ngaPhandle. Izicwangciso zophumezo zidweliswe apha ngezantsi.

Itheyibhile 57: INdleko iYonke yeNkqubo yeNdawo yokuHlala ye-Driefontein Operation ka-2017 – 2021

Inyathelo	2017	2018	2019	2020	2021	Zizonke (2017-2021)
	Rm	Rm	Rm	Rm	Rm	Rm
lindleko zokuLondoloza iNdawo yokuHlala iiNtsapho	27 992	26 734	25 235	23 471	21 414	124 846
lindleko zokuLondoloza iNdawo yokuHlala umntu oYedwa	43 832	43 894	43 823	43 604	43 217	218 371
lyonke - Rm	71 824	70 628	69 058	67 075	64 631	343 216

5.2 IsiCwangcisoqhinga sokuba neNdlu

I-Driefontein Operation izibophelele ekuphuculen iindlela zokuphila zabasebenzi bayo be-PR 2. Ngokwenza oku, kwathathwa isiggibo sokuphumeza isikim sokuba neziNdlu sabasebenzi be-PR 2. Ukuza kuthi ga ngoku, iSebe lezePropati liphanda abadlala indima kwimakethi abohlukahlukeneyo ngenjongo yendlela abangaququzelela ngayo ukungeniswa kweSikim sokuba Nezindlu kwabaSebenzi (i-Employee Home Ownership Scheme). Eso sikim asiz'ukunceda abasebenzi ngendlu eyakhiwe ngokufanelekileyo nelondolozwayo nje kuphela, kodwa siza kunika bona neentsapho zabo isiqinisekiso sobunimali sexesha elide. Ngokuphathelele kukubanako ukuziphilela kwabasebenzi kwesi sikim kune nokunyuka kweendleko zokwakha, imifuziselo emitsha iyaphandwa kwaye ukuya phambili kuza kuxhomekeka kwixesha lokusebenza kwequmrhu lomgodi ngalinye.

5.3 Isondlo

ISibanye-Stillwater iphuhlise imigaqonkqubo nemigangatho yokuphucula isondlo esinikwa abasebenzi bayo abahlala kwindawo yokuhlala yenkampani exineneyo ebandakanya:

- UMgaqonkqubo weSondlo owamkelweyo, ohlangabezena neemfuneko zamandla kubasebenzi;
- Ukubonisana, nokwamkelwa kombutho wabasebenzi;
- Ukudalwa kwemanyuwali yokupheka enika iinkcukacha zemenyu kune neeresiphi; kune
- Nesondlo esifezekileyo sabasebenzi ngenjongo yokubagcina benamandla kwaye inkxaso yezempilo iyanikwa:
 - Ngokuthobela imigangatho yezesondlo, ezococeko nezokhuselo;
 - Ngokusebenzia inkcutshe kwisondlo eqinisekisiwego;
 - Ngokuqinisekisa uzinzo oluchanekileyo phakathi kwezondlo ezinkulu nezincinci, iivithamini neeminerali;
 - Ngokuphucula izidlo ekukhethwa kuzo;
 - Ukulungiswa kwezixhobo ezikhoyo nokuzibuyisela ngezinye;
 - Ukuhlaziya izixhobo ngokuyimfuneko kumaxesha ngamaxesh, ukulungiselela naluphi na utshintsho kwiindlela zokupheka; kune
 - Ngokuqequesha abapheki ngeeresiphi nezixhobo ezintsha.

Inkqubo zophicotho/zokukujonga kwakhona kwangaphakathi, kubandakanya nolawulo lomgangatho ziza kungeniswa kusetyenziswa amaqonga amisiwego nabasebenzi nemibutho yabasebenzi rhoqo ukuqinisekisa ukuthotyelwa okungqingqwa koku kungentla, kwaye

ngokwenza njalo, kukhuthazwa umsebenzi osempilweni, osebenza ngokufezekileyo. Zonke iinzame ngokuphathelile koku zilungelelaniswe nesiCwangciso soPhuhliso lweSizwe kunye neeNjongo ze-UN zoPhuhliso oluZinzileyo ngokunxulumene (i) Nokungabikho kwendlala, (ii) Impilo entle nokuphila ngokufezekileyo, kwakunye (iii) Namanzi acocekileyo nogutulyo lwelindle.

Itheyibhile 58: INdleko iYonke yeNkqubo yeSondlo ye-Driefontein Operation ka-2017 – 202158

Inyathelo	2017	2018	2019	2020	2021	Bebonke (2017-2021)
Isondlo	Rm	Rm	Rm	Rm	Rm	Rm
	130 732	135 962	141 400	147 056	152 938	708 089

6 Inkqubo yeentengo nokufumana abanikinkonzo

6.1 Intshayelelo

Umsebenzi wenkqubo yeentengo nokufumana abanikinkonzo weSibanye-Stillwater uqhutywa yinkampani engaphantsi kwayo ngokupheleleyo, iShared Services (Proprietary) Limited njengearhente yayo okanye egameni leSibanye-Stillwater Operations kumanqanaba amathathu enkqubo yeentengo nokufumana abanikinkonzo, njengezinto ezinkulu, iinkonzo kunye nezinto ezisetyenziswayo eziphelayo. Ngokunjalo, izibophelelo ze-SLP ye-Driefontein Operation kunye ne-MPRDA ngokubalulekileyo ziza kusetyenziswa egameni layo yiarhente yayo kwinqanaba lolwabelwano ngeeNkonzo.

I-Driefontein Operation inike ii-HDSA isimo esisemxholweni, apho kunokwenzeka, kuwo onke amanqanaba amathathu enkqubo yeentengo nokufumana abanikinkonzo. Ukuza kuthi ga ngoku:

- ichonge amanqanaba akhoyo enkqubo yeentengo nokufumana abanikinkonzo beQumrhu kwiinkampani ze-HDSA;
- izibophelele, yaphumeza kwaye yaggwesa kwimisebenzi ejolise kuyo njengoko kwandlaliwe kumqulu wezemigodi ka-2010-2014.

litheyibhile ezilapha ngezantsi zibonisa iinkcazelosigama senkqubo yeentengo nokufumana abanikinkonzo kunye nenkqubo yeentengo nokufumana abanikinkonzo ye-HDSA echithiweyo ekuthengeni okungqalileyo kwe-Driefontein Operation ukusukela kuDisemba 2016.

Itheyibhile 59: Inkcazelosigama senkqubo yeentengo nokufumana abanikinkonzo59

linkcazelosigama senkqubo yeentengo nokufumana abanikinkonzo59	
linkcazelosigama senkqubo yeentengo nokufumana abanikinkonzo59	
Inkunzi:	Izixhobo ezizodwa ezithengwe ngenkqubo yeentengo nokufumana abanikinkonzo ngendlela yeprojekthi, oku kuza kuquka kwakhona izixhobo ezhhlala iinyanga ezilishumi elinesibini (12) kunye(okanye ezinkulu kunama-R 100,000.00. (Zonke iintengo ezichazwa njengeNkonzi ngamaQumrhu)
linkonzo:	Wonke umsebenzi owenziwe egameni le-Driefontein Operation ziKontraki (kwisiza okanye ngaphandle kwaso).
Izinto ezisetyenziswayo eziphelayo:	Lonke uluhlu lwempahla egcinwe kwigumbi lokugcina izinto kunye nazo zonke iintengo ezikhethekileyo ezifikelelwego yikontraki kunye nezo zingafikelelwanga yikontraki.
Amazwe ngamazwe:	Impahla engafumanekiyo kwimakethi yendawo kwaye ezithengwa kwamanye amazwe kwiinkampani zaMazwe ngamazwe. (Qaphela: linkampani zamazwe ngamazwe anearhente ebhalisiweyo e-SA awachazwa ngengamazwe ngamazwe nanjengoko ethobela uWisomthetho lwase-SA).
Inkqubo yeeNtengo nokufumana abanikinkonzo yeNgingqi:	Oku kubhekiselele kwinkqubo yeentengo nokufumana abanikinkonzo kwiinginqi ezingabagcini.
INkcithomali yoLawulo ngokuNgekho ngokweziGqibo:	Lonke udluliselomali ngaphakathi kwenkampani, iintengo zamaqumrhu aphantsi kolawulo lukarhulumente, uqequesho, imfundu, onke amaziko ezemali naweinshorensi, ukuquka amazwe ngamazwe njengoko kuchaziwe apha ngentla.

INkcithomali yoLawulo ngokweziGqibo:	Yonke inkcithomali apho iSibanye-Stillwater inokukhetha ngokuphathelele kwinkqubo yeentengo nokufumana abanikinkonzo.
INkcithomali ye-HDSA	Yonke inkcithomali yolawulo ngokwezigqibo kwiinkampani ze-BEE - echazwa njengequmrhu elinobuncinanana bama-25% + 1 ivoti yesabelo semali yehDSA ngqo ngokulinganiselwe ngokwayamene nomthethosiseko we-flow through.

*linkcazelo ngokomqulu wezeMigodi II

Zonke iinzame ngokuphathelele koku zilungelelaniswe nesiCwangciso soPhuhliso seSizwe kunye neeNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo ngokunxulumene (i) neZixeko neeNgingqi eziZinzileyo; kunye (ii) Nomsebenzi ophucukileyo nohlumo lwezoqoqosh.

6.2 INkcithomali yeNkqubo yeeNtengo nokuFumana abaNikinkonzo ye-HDSA ngo-2016

Inkcithomali iyonke yenqubo yeentengo nokufumana abanikinkonzo ye-HDA yeSibanye-Stillwater phakathi kukaJanyuari noDisemba 2016 yafikelela kuma-R 5, 221 eebhiliyon, ngelixa inkcithomali yenqubo yeentengo nokufumana abanikinkonzo ye-HDSA ye-Driefontein Operation ngesigaba sexesha esifanayo yafikelela kuma-R 1, 440 eebhiliyon. Itheyibhile elapha ngezantsi igxininisa inkcithomali kwiindidi ezi-3 zeziveliso eziyinkunzi, izinto ezesetyenziswa ziphele kunye neenkonzo

Itheyibhile 60: INkcithomali yeNkqubo yeeNtengo nokuFumana abaNikinkonzo ye-HDSA kwiNtengo eziNgqalileyo ukusukela ekupheleni kukaDisemba 201660

INkcithomali yeNkqubo yeeNtengo nokuFumana abaNikinkonzo ye-HDSA ye-Driefontein Operation kwiNtengo eziNgqalileyo				
INxenye ye-HDSA	IziVeliso eziyiNkunzi	linkonzo	Izinto ezisetyenziswa ziphele	I-% iyonke ye-HDSA
Inxenye ye-% ye-HDSA	71%	77%	56%	67%
Inxenye ye-HDSA Rm	R149 102	R 783 231	R 507 882	R 1 440 216

6.3 INkcithomali yeNkqubo yeeNtengo nokuFumana abaNikinkonzo ye-HDSA

Inkqubo yeentengo nokufumana abanikinkonzo yommandla iyonke ye-Driefontein Operation ilingana nama-R 1 345.1 ezigidi eyahlulwe phakathi kweentengo ezingqalileyo kunye neentengo zoluhlu lwempahla zeeNkonzo zolwabelwano zeSibanye-Stillwater.

Itheyibhile 61: INkcithomali yeNkqubo yeeNtengo nokuFumana abaNikinkonzo yoMmandla ye-HDSA ukusukela kuDisemba 201661

Iintengo -I-Driefontein Operation: Janyuari ukuya kuDisemba 2016				
INxenye ye-HDSA	IziVeliso eziyiNkunzi	linkonzo	Izinto ezisetyenziswa ziphele	INkcithomali iyoNke
Inxenye yengingqi & yommandla ye-HDSA - %	72%	79%	55%	

Inxene yeingqiqi & yommandla ye-HDSA - R	R 144 194 598	R 730 700 245	R 470 171 507	R 1 345 063 350
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6.4 IsiCwangcisoqhinga sokuPhunyezwa kwenkqubo yeentengo nokufumana abanikinkonzo

Itheyibhile 62: IsiCwangcisoqhinga sokuPhunyezwa kwenkqubo yeentengo nokufumana abanikinkonzo62

IsiKhundla esinoXanduva	IsiCwangciso sesiCwangcisoqhinga	Ixesha elibekiwego
I-VP ULuhlu lweeNkqubo zoNikezonkonzo	Ukujongwa kwakhona kwemigaqonkqubo, iindlela ezilandelwayo kunye nezikhokelo zokuXhotyiswa kwabaNtsundu kwezoQoqosho (i-BEE), ukuqinisekisa ukuhambelana neemfuneko zoMqulu wezeMigodi	Kuza kulungiswa ngokukuko xa uMqulu wezeMigodi 3 wamkelwe
I-VP ULuhlu lweeNkqubo zoNikezonkonzo	Kuza kunikwa isimo somnikinkonzo ekhethwayo ye-HDSA*nanini na kunokwenzeka kuwo onke amanqanaba amathathu (3) enkqubo yeentengo nokufumana abanikinkonzo.	Kuyaqhubeka
I-VP ULuhlu lweeNkqubo zoNikezonkonzo	Kuza kuchongwa kwaye kurekhodwe inqanaba lenkqubo yeentengo nokufumana abanikinkonzo kwiinkampani ze-HDSA ngekota kwakunye nemithombo yemimandla yenqubo yeentengo nokufumana abanikinkonzo.	Kuyaqhubeka
I-VP ULuhlu lweeNkqubo zoNikezonkonzo	Apho kunokwenzeka, abanikinkonzo baza kujongwa kwakhona & baphicotwhe rhoqo ngekota, ngothabathonxaxheba, ubumnini kunye nobandakanyeko lwe-HDSA, kuqinisekisa ukuba ikomiti yezinikimaxabiso isoloko ihlaziya kwisimo senkqubo yeentengo nokufuna abanikinkonzo se-HDSA sequmrhu leKloof.	Rhoqo ngeKota
I-VP ULuhlu lweeNkqubo zoNikezonkonzo	Ukubonisana nazo zonke iinkampani ze-HDSA ze-0% HDSA ukuba zijonge kwakhona indlela eziqhuba ngayo ukuphumeza iimfuneko zoMqulu wezeMigodi.	Kuyaqhubeka

***Ukuqikelela ukuba imveliso okanye inkonzo ihlangabezana nezibophelelo zobungcali, zoshishino nezomngcipheko zeSibanye-Stillwater**

Amalinge ethu afuna idatha echanekileyo ukupuhlisa izicwangcisoqhinga ezifanelekileyo kwaye kufuneka ongeze ixabiso kwaye abe ngazinzileyo. Isibanye-Stillwater iza kuqhube ka nokuvavanya nokufezekekisa isicwangcisoqhinga sengxoxiswano nabachaphazelekayo bethu ukuba yinkokeli kwiintsebenziswano ezintsha zoluhlu lweenkqubo zonikezonkonzo. Sinenkqubo eneenkalo ezintathu:

- a) Uphuhliso lweshishini – ukuncedisa okanye ukukhawulezisa uphuhliso lweshishini ukuthabatha inxaxheba, ukwandisa okanye ukuphucula amashishini kwimimandla yezemigodi esisebenza kuyo;

- b) Uphuhliso Iwe-SMME – ukusebenza nabanikinkonzo abazii-SMME ukuphucula ukusebenza kwabo kwaye someleze uthabathonxaxheba kwiprofayili yenkcithomali;
- c) Ulomelezo nophuhliso Iwe-BEE – kujoliswe kubanikinkonzo abakhoyo ukuba baphuhlise ukuqhutywa kwemikhombandlela ukomeleza impembelelo yotshintsho.

ISibanye-Stillwater ijolise kuphuhliso Iwamashishini azinzileyo kwiimekobume zezemigodi esisebenza kuyo. Ekuqhubeni isicwangcisoqhinga, kufuneka siqinisekise ukuba ukunika amaxabiso, umngcipheko nomgangatho weemveliso kuneenkonzo zihlangabezana neemfuneko zequmrhu. Indlela yobambiswano ukuqhuba umsebenzi iyafuneka kune nengxelo yempendulo nentsebenziswano eqhubekayo.

6.5 IsiCwangciso seNkqubelaphambili yenkqubo yeentengo nokufumana abanikinkonzo

Isicwangciso senkqubelaphambili senkqubo yeentengo nokufumana abanikinkonzo seSibanye-Stillwater iminyaka emihlanu elandelayo sesi silandelayo:

Itheyibile 63: IsiCwangciso senkqubo yeentengo nokufumana abanikinkonzo63

IsiCwangciso seNkqubo yeeNtengo nokuFumana abaNikinkonzo*						
Injongo enguNdoqo	Ngoku	2017	2018	2019	2020	2021
Ukukhulisa inkqubo yabathengisi eqinisekisiwego ye-HDSA (Inani)	50%	52%	54%	54%	58%	60%
Ukukhulisa inkqubo yeentengo nokufumana abanikinkonzo yeNkunzi kubanikinkonzo be-HDSA	40%	40%	40%	40%	40%	40%
Ukukhulisa iINkonzo zenkqubo yeentengo nokufumana abanikinkonzo ezifunyenwe kubanikinkonzo be-HDSA	70%	70%	70%	70%	70%	70%
Ukwandisa izinto eziSetyenziswa ziphele zenkqubo yeentengo nokufumana abanikinkonzo ezifunyenwe kubanikinkonzo be-HDSA	50%	50%	50%	50%	50%	50%
UPhuhliso Iwamashishini & naBanikinkonzo	1	2	2	3	3	2
UkuNgena okuTsha kwe-SMME okuBhalisiwego	8	8	8	8	8	8
UQeqesho loBhaliso IwabaThengisi be-SMME	5	10	10	10	10	10

ISibanye-Stillwater iqonda ukabaluleka kokwakha nokuzinzisa amashishini kwiingingqi zasekuhlaleni zethu kwaye ikwinkqubo yokuqhuba isicwangcisoqhinga sophuhliso IwamaShishini nabaNikinkonzo ukuhlangabezana noku.

Amaphulo ahlanganyelweyo ekujoliswe kuwo ngowe-2012-2016 akuzange kuhlangatyezwane nawo kwaye okusalele emva 6 kuza kuhlangatyezwana nako ngophumezo Iwesicwangcisoqhinga sophuhliso IwamaShishini nabaNikinkonzo beSibanye-Stillwater.

Ayingawo onke amashishini azinzileyo azinzileyo aphuhliswa ngamaphulo ahlanganyelweyo, kodwa ngolungelewaniso nezinye iinkampani, ubambiswano noqequesho. Kulo mijkelo iSibanye-Stillwater iza kujolisa ekwakheni amashishini asekuhlaleni ngokujikeleze amaquamrhu ethu.

7 UkuPhungula noDendo IwabaSebenzi

7.1 Intshayelelo

I-Driefontein Operation izibophelele ekugcineni imisebenzi nokulumkela ukuphuluka kwemisebenzi kangangoko. Nangona kunjalo iimeko zingavela kumaxesha ngamaxesha ezifuna ukuphungulwa kwabasebenzi. I-Driefontein Operation ngumgodi okumgangatho ophantsi, ochatshazelwa nazinguqulelo ezincinci zokutshintsha kwexabiso legolide, iindleko zokuvelisa kune nabanye oonobangela bangaphandle ezinempebelelo embi ekuqhubeni kakuhle komgodi.

Zonke iinzame ngokuphathelele koku zilungelelaniswe nesiCwangciso soPhuhliso seSizwe kune neeNjongo zeHlabathi ze-UN zoPhuhliso oluZinzileyo ngokunxulumene ngokulumkela okanye ukunciphisa iimpembelelo ezinxulunyaniswa nokuhl koqoqosho.

Ukuze sikhazi kwaye sinciphise isiphumo sokuphungula abasebenzi, ukuvala nodendo, i-Driefontein Operation iza kuphumeza amanyathelo awandlalwe apha ngezantsi ngenzame yokulumkela ukuphulukana nemisebenzi kwaye iza kuqhube inkqubo leyo ngokwayamene nezi zivumelwano zilandelayo, aphi udendo lungenako ukuphetshwa:

7.2 Ukumiselwa kwe-Future Forum

IQonga leXesha elizayo limiselwe kwiqumrhu kwaye liza kuqhube ka nokudibana rhoqo ngekota. IQonga leXesha elizayo lilawulwa nguMgaqo-siseko okhokela iQonga ngokwayamene:

- Nokukhuthaza iingxoxo eziqhube kayo phakathi kwabameli bomsebenzi nabawuli bequmrhu malunga nekamva lomgodi;
- Nokuvavanya imizekeliso yemeko ukuchonga iingxaki, imingeni nezisombululo ezinokubakho, ngokuphathelele kukusebenza ngokufezekileyo nengqesho;
- Nokuchonga izicwangcisoqhingga zenguuko zokusebenza ngokufezekileyo kune nengqesho;
- Nokuphumeza izicwangcisoqhingga ekuxoxwa ngazo ngabalawuli nangabameli babasebenzi bequmrhu; kune
- Nokuthathela ingqalelo amalinge anokuncheda abahlali aphi i-Driefontein Operation isebezelwa khona.

7.3 Nxibelwelwano nabasemaGunyen iDendo

Aphi udendo lungenakuphetshwa, i-Driefontein Operation iza thobela la manyathelo alandelayo:

- Ibonisane neemanyano zabasebenzi kwi-Driefontein Operation Future Forum;
- Isaziso ngokwayamene neCandelo 189(3) loMthetho wemiCimbi yabaSebenzi (Icandelo 189(3) (Labour Relations Act) (i-LRA) siza kukhutshelwa imibutho efanelekileyo njengoko kutshiwo kwiCandelo 189 we-LRA. Uboniswano luza kubanjwa ngokwayamene namagatya asemxholweni oMthetho wemiCimbi yezabaSebenzi;
- Kuza kuboniswana naye nawuphi na umntu njengoko kufunwa ngokwayamene neCandelo 189 kune/okanye iCandelo 189A le-LRA;
- Isaziso ngokwayamene neCandelo 52 le-MPRDA siza kukhutshelwa iBhodi yeziMbiwa nePetroliyam (i-Mineral and Petroleum Board) aphi iimeko zoqoqosho ezikhoyo zisenza inzuso kumlinganiselo wentengo womgodi ofanelekileyo ibe ngaphantsi kuneepesenti ezintandathu (6%) ngokwesiqhelo ngesigaba sexesha esiqhubekayo seenyanga ezili-12 okanye ukuba naliphi na iqumrhu lezemigodi liyaphungulwa okanye liyayeka ngesiphumo sokuba i-10 pesenti (10%) okanye ngaphezulu yabasebenzi okanye ngaphezulu kwabasebenzi abangama-500, nayiphi na engaphantsi, bangadendwa ngaso nasiphi na isigaba sexesha seenyanga ezili-12;

- Xa kunokuthi kufike uMyalelo woMphathiswa ngokwayamene neCandelo 52 le-MPRDA, i-Driefontein Operation iza kuthatha amanyathelo afanelekileyo okuthobela;
- I-Driefontein Operation iza kunxibelelana nala maqumrhu alandelayo xa kunokuthi kubekho udendo:
 - limanyano zabasebenzi ezibhalisiwyo;
 - Abasebenzi abachaphazelekayo kunye/okanye abameli babo;
 - Oomasipala bemimandla ejikelezileyo kunye nemimandla efanelekileyo engundoqo ekufunyanwa kuyo abasebenzi;
 - I-DMR;
 - Abanikinkonzo abafanelekileyo; kunye
 - ISBebe lezabaSebenzi

7.4 UTyalonkunzi

Eyona ndlela isebezayo ukwandisa ubomi bomgodi kungotyalonkunzi kunye nohlumo olwandayo. Amathuba okwanda kwexesha elizayo nawotyalonkunzi anokubakho ngokuphathelele e-Driefontein Operation aza kuthathelwa ingqalelo ngokuphathelele kwixabiso legolide elikhoyo jikelele, iindleko zokuvvelisa kunye nesakhono sovimbawentsimbi ekrwada kunye nemifuziselo yezejiyoloji ukuzisa igolide eyaneleyo ekwiziqulathi ukuxhasa okukhutshwayo kwexesha elizayo okunenzozo. I-Driefontein Operation iza kuhlaziya ngokuqhubekeyo imifuziselo yayo yezejiyoloji ukomeleza isiseko sayo sezejiyoloji nesolwazi.

7.5 Izisombululo ezizezinye

Kwimeko apho ukuphuluka kwemisebenzi kungenakuphetshwa, iFuture Forum iza kuthathela ingqalelo ezinye iindlela kunodendo, ukuquka ezinye iindlela ezindululwe ngabachaphazelekayo abakwiQonga. Uluhlu olulapha ezantsi luqulethe umzekelo wezinye iindlela ezinokuphononongwa. Olu luhlu alugqibelelanga kwaye kunokwenziwa iinguqulelo kulo okanye kongezwe ngenxa yeengxoxo nabachaphazelekayo.

Xa kuthathelwa ingqalelo izindululo inkampani iza kuthi, ngokufanelekileyo, ithathele ingqalelo isidindo sezakhono ezikhethekileyo kunye nesidindo sokugcina abasebenzi abanamava, kwaye iza kuthobela kwakhona imigaqonkqubo neendlela zokusebenza zayo ngokuphathelele kudendo, izivumelwano zabasebenzi ezikhoyo kunye nowisomthetho olukhoyo:

- Ukyekwa kokuqeshwa kwabasebenzi abatsha, kunceda kwizakhono ezibalulekileyo ezifunekayo ukuze amaqumrhu aqhube umsebenzi ngokukhuselekileyo;
- Ukyekwa kweenkonzo zabasebenzi abangxungxileyo kunye nabadlimhlaphantsi abaphinde baqeshwa;
- Ukunciphisa ukusetyenziswa kwabasebenzi abakwikontraki;
- Ukulumkela ukuhlaziya kwezivumelwano zekontraki apho kunokwenzeka;
- Ukusetyenziswa kwezakhono zangaphakathi;
- likontraki ezincinci azichaphazeleki;
- UMhlalaphantsi oghelekileyo;
- UMhlalaphantsi waPhambi kwexesha oNyanzelekileyo;
- UMhlalaphantsi waPhambi kwexesha ngokuziThandela;
- UKuyeka umsebenzi ngokuziThandela;
- Umsebenzi ongomnye kwelinye iqumrhu leNkampani enye;
- Umsebenzi ongomnye kwezinye iinkampani zezemigodi;
- Ukusiwa kwezinye iindawo kwabasebenzi abafakwe ezindaweni ezingabafanelanga kunye/okanye abagqithisileyo kwizithuba zomsebenzi kwiDriefontein Operation kunye nezinye iSibanye-Stillwater Operations;
- UkuPhumeza amaLungiselelo emiSebenzi eyemiNye; kunye
- Ukusebenza ngeentsuku zekhefu.

7.6 Amanyathelo okuPhucula iMpembelelo yezeNtlalo nezoQoqosho ebaNtwini ngokuzimeleyo, kwimiMandla nakwiindawo zoQoqosho apha uDendo okanye ukuValwa kweQumrhu kuqinisekile

Xa udendo lungenako ukuphetshwa, i-Driefontein Operation iza kuthatha amanyathelo okunciphisa impembelelo yezentlalo neyezoqoqosho kubasebenzi abachaphazelekayo nemimandla ngokunjalo, ngokwecandelo 5.3.

7.7 UkuNciphisa iMpembelelo yeMimandla ekuFunyanwa kuyo aBasebenzi

I-Driefontein Operation iza kuthatha la manyathelo alandelayo ukunciphisa impembelelo kwimimandla ekufunyanwa kuyo imisebenzi:

- Ifumane kwaye iphicothe ii-IDPs zemimandla ekufunyanwa kuyo abasebenzi ngenjongo yokusabela ngokwaneleyo kwizidingo ezichongiwego;
- Iqinisekise ukuba iikhosi ezinikwa abasebenzi zoqequesho lwezakhono ezinokusetyenziswa naphi na zisemxholweni kumathuba engqesho nawokuziqesha kwimimandla ekufumaneka kuyo abasebenzi;
- Iqinisekise ukuba amalinge oqequesho asemxholweni kumathuba engqesho nawokuquesha kwimimandla engabagcini neyasezidolphini kwakunye nakwimimandla ekufumaneka kuyo abasebenzi; kunye
- Apha ummandla ekufunyanwa kuwo abasebenzi uza kabanempembelelo ngokungaphaya ngenxa yodendo olunokubakho, amalinge e-LED kwimimandla ekufunyanwa kuyo abasebenziaza kujongana nokudala amathuba engqesho.

7.8 IsiCwangciso saseMva kokuValwa

I-Driefontein Operation ijonge ukuphuhlisa nokwandisa iinkqubo zoqequesho lwezakhono ukunika abasebenzi izakhono ezibalulekileyo ngaphandle kweshishini lezemigodi kwaye lunchede kuhlanganiso loqoqosho olunabileyo. Ezi iya kuba zizicwangcisoqhinga ezilumkela ukuxhomekeka kumgodi koko zikhuthaze ukuzimela kwabantu xa banokuthi bamke kwezemigodi. Izicwangcisoqhinga ziza kuphuhlisa nabachaphazelekayo abafanelekileyo abakwinkqubo yocwangciso lokuvala.

lingxoxiswano eziqbekayo noboniswano ngokunjalo kunye neendima zeengcebiso ezibhexeshwa ngeqela le-Future Forum, ziza kusetyenziselwa ukuqinisekisa ukuba iinkqubo nezicwangciso ziqbekayo nokuphumeza iinzuso ezizinzileyo nezisebenzayo.

Ukucwangciswa kweeprekthi ze-LED ngelixa lokuvalwa kunzima kakhulu ngenxa yesimo sangoku solungiselelo ngeeprekthi zomgodi esiyiminyaka eli-19 ngokwesicwangciso soshishino sangoku. Nangona kunjalo, ukuqondwa kwesidindo seeprekthi ze-LED ezibanzi eziphuhlisa ngenjongo yophuhliso lwezentlalo nezoqoqosho oluzinzileyo kummandla ojikeleze umgodi, ingakumbi kubasebenzi bebonke kunye/okanye abahlali ebebexhomekeke kumgodi ngaphambili ngokuphila kwabo, ziza kubaphambili.

8 IsiBonelelo seMali

I-Driefontein Operation izibophelele ekuphumezeni esi siCwangciso sezeNtlalo nabaSebenzi kwaye yndlala kwitheyibhile elapha ngezantsi izixamali ejonge ukuzichitha kummandla weeprojekthi zoPhuhliso IwabaSebenzi noPhuhliso loQoqosho IwasekuHlaleni. linkcukacha zenkcithomali ukuza kuthi ga ngoku zandlaliwe, apho kufanelekileyo, kumacandelo afanelekileyo ale SLP.

Isakhono se-Driefontein Operation sokuxhasa ngemali, ngokuqhubekeyo, iinkqubo ezichazwe kwisiCwangciso sezeNtlalo nabaSebenzi, nangona kunjalo, sixhomekeke kwisakhono sequmrhu sokungenisa imali ebonakalayo emva kwenkcitho yenkenzi. Njengoko sisazi ukuba injongo yesicwangcisoqhinga sethu kukwandisa ukumba izinyithi ezikrwada, ngokunceda bonke abachaphazelekayo bethu, ngakumbi abasebenzi bethu abakhuseleko lemisebenzi yabo isomelezwa sisakhono sethu sokwandisa ubomi beeshofti zethu ngokutsala intlawulo elinganiselwego, izigqibo ngokunjalo ziza kusoloko zisenziwa ngokuthathela ingqalelo iimpembelelo zexesha elide, kwaye kuza kufuneka sifumane uzinzo phakathi kweenzala ezikhuphisanayo.

Ngokunjalo, inzudo nokwenziwa kwemali kuxhomekeke kwixabiso leRandi/legolide efuyenwego, njengobukho bemithombo yesinyithi esikrwada ukuba ilungiswe ngendlela yokwenza inzudo. Ubutathaka bexabiso legolide lemithombo ngokweewawuni bubonakaliswa ngezithuba ze-5 pesenti (5%) ngaphezulu nangaphantsi kwestiseko sexabiso legolide. Ngexabiso legolide elinyukayo, ngokuqhelekileyo, umgangatho ophakathi owombiweyo uyancipha kodwa ngeetoni ezongezelwego, imveliso yegolide iyenyuka. Ngexabiso legolide elihlayo, imigangatho ephezulu yembiwa ngeetoni eziphantsi ezilingana nemveliso yegolide ehlileyo.

Ngaphandle kokuba asinawukwazi ukulawula ixabiso legolide lamazwe ngamazwe okanye ixabiso lotshintshomali leRandi/IDola, indlela ekuphela kwayo esinokuzinzisa imithombo yesinyithi esikrwada sethu ngayo ngoko ke ikamva lethu, kungokunyusa imveliso kuwo onke amacandelo oshishino, ukuquka ulawulo lweendleko olungqingqwa. Le SLP iqala ixabiso legolide lama-R 490 000 ngekhilogram nokungaqhubekeyo nto okungaphaya kwamandla ethu. Nangona kunjalo, xa eli xabiso linokungafikelewa ngokwemo ezinzileyo, kwaye xa ukunabisela kwe-SLP yethu kube nokuncipha sisenzeko sezechlo esingaphaya kwamandla ethu, okanye xa kunokuthi kwenzeke okanye kutshintshe nawuphi na unobangela womngcipheko (ukuquka, ngokungenamda, ooNobangela boMngcipheko ekubhekiselelw kubo apha ngentla), ukunatyiswa kweenkqubo ezandalalwe kule SLP kungafuna ukuvavanywa kwakhona. Ngokwenene, izivumelwano ze-Driefontein kule SLP kufuneka zifundwe kwaye ziqondwe ngokwalo mxholo kwaye ngokwale mvelaphi. Ngokwahlukeyo, xa sinokuthi sikwazi kwixesha elizayo ukufumana iintengiso ngokubonakalayo ngokugqithisileyo kuma-R 490 000 ngekhilogram, siza wukwazi ukukhawulezisa iinkqubo zethu.

Makuqatshelwe:

Ukubonelelw kule SLP kucacisa imiba ye-HRD neyeProjekthi yoPhuhliso IwabaHlali baseMgodini kuphela. linxenye ze-SLP ezinje ngoBulungisa kwezeNgqesho, Inkqubo yeentengo nokufumana abanikinkonzo, Ukuphungulwa kwabasebenzi noDendo njl.njl., zilungiselelw ngoqingqomali Iwemisebenzi eyabiwa unyaka nonyaka. Izixamali ezithile zoqingqomali nokubonelelw ngemali kwezi zinto zifunekayo ze-SLP ziza kuboniswa rhoqo nongonyaka kwiziCwangciso zoPhumezo ze-SLP ezifunekayo.

8.1 IsiBonelelo seMali (Umgaqo 46 (E))

I-Driefontein Operation izibophelele kwi-SLP kwaye, ukuza kuthi ga ngoku, yenze kwakhona iNKqubo yoMsebenzi wezeMigodi ngenjongo yokuquka inkcithomali enyukileyo efunekayo

kwiprojekthi ye-HRD, LED, Izindlu kunye neeMeko ekuPhilwa phantsi kwazo, Inkqubo yeentengo nokufumana abanikinkonzo kunye noPhuhliso IwezaMashishini nemisebenzi yokuphungulwa nokudendwa kwabasebenzi.

I-Driefontein Operation IsiCwangciso sezeNtlalo nezaBasebenzi 2017 – 2021

8.2 IsiBonelelo seMali seeNkqubo zoPhuhliso lwaBasebenzi

Itheyibhile 64: liNkqubo ze-HRD: IsiBonelelo seMali64

IsiBonelelo seMali seeNkqubo zoPhuhliso lwaBasebenzi	2017	2018	2019	2020	2021	IsiBonelelo seMali siSonke (2017 ukuya 2021)
	R 143 841 434	R 137 829 192	R 139 277 952	R 133 361 972	R 144 312 936	R 698 623 486

8.3 IsiBonelelo seMali seeNkqubo zoPhuhliso lwezoQoqosho lwasekuHlaleni

Itheyibhile 65: liProjekthi ze-LED: IsiBonelelo seMali

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IsiBonelelo seMali seeProjekthi zoPhuhliso lwezoQoqosho lwasekuHlaleni	2017	2018	2019	2020	2021	IsiBonelelo seMali siSonke (2017 ukuya 2021)
Umgcini	R 4 600 000	R 7 600 000	R 8 200 000	R 3 200 000	R 2 400 000	R 26 000 000
LSA	R 500 000	R 1 302 400	R 5 709 600			
Iyonke – Umgcini + LSA	R 5 100 000	R 8 902 400	R 9 502 400	R 4 502 400	R 3 702 400	R 31 709 600

8.4 IsiBonelelo seMali seNdawo yokuHlala neeNkqubo zeSondlo

Itheyibhile 66: Indawo yokuHlala neeNkqubo zeSondlo: IsiBonelelo seMali66

Inyathelo	2017	2018	2019	2020	2021	Bebonke (2017 – 2021)
	Rm	Rm	Rm	Rm	Rm	Rm

Indleko zokuLondoloza iNdawo yokuHlala iiNtsapho	R 27 992 000	R 26 734 000	R 25 235 000	R 23 471 000	R 21 414 000	R 124 846 000
Indleko zokuLondoloza iNdawo yokuHlala umntu oYedwa	R 43 832 000	R 43 894 000	R 43 823 000	R 43 604 000	R 43 217 000	R 218 370 000
Indleko yeNkqubo yeSondlo	R130 732 000	R135 962 000	R141 400 000	R147 056 000	R152 938 000	R 708 088 000
Bebonke	R202 556 000	R206 590 000	R210 458 000	R214 131 000	R217 569 000	R1 051 304 000

8.5 ULungiselelo loLawulo lokuPhungula abasebenzi noDendo

Isigqibo sokudenda abasebenzi sixhomekeke kwiimeko zoqoqosho ezikhoyo zequmrhu ngelo xesha. Ngako oko iSibanye-Stillwater ayicwangcisi udendo kwangaphambili. Nangona kunjalo, xa kufuneka isigqibo esinjalo sithathiwe ngenjongo yokusebenza kwezizathu ezizezinye ezinxulumene nezoqoqosho, ulawulo lodendo luza kulungiselelwa njengenxenyne yoqingqomali lokusebenza. Oku kuza kufikelela kwiindleko zeenkqubo zokubonisana kune namaqonga ekufuneka, ngokufanelekileyo, aqhubeke kwimeko yenqubo yodendo.

Onke amalungiselelo kule meko aza kuthi andlalwe kwizicwangciso zophumezo ezingaphambili. Ngophathelele kuphungulo lwabasebenzi ngokuqhelekileyo kwaye ngokwayamene nesiCwangciso soBomi baseMgodini (INkqubo yemiShebenzi yaseMgodini), amalungiselelo okungaqeshi kwizithuba zabemkileyo selensiwe, ngokwetheyibhile elapha ngezantsi, ngokwayamene (i) neenguqulelo kuveliso, kune (ii) nokunxulumene neemfuneko zabasebenzi bebonke.

Itheyibhile 67: IsiBonelelo seMali ukuLawula ukuPhungula inani labasebenzi kune nokungaQeshi kwizithuba zabemkileyo67

UkuBonelelw ngeMali koLawulo lokuPhungulwa kwabasebenzi kune nokungaqeshi kwizithuba zabemkileyo	2017 RM	2018 RM	2019 Rm	2020 Rm	2021 Rm	IsiBonelelo seMali siSonke (2017 ukuya 2021)
	R106 643	R109 247	R316 697	R111 963	R121 337	R765.9 m

9 Isivumelwano nguSekela Mongameli

Mna, **KB DE LANGE**, osayine apha ngezantsi kwaye ogunyaziswe ngokufanelekileyo **uSibanye Gold (i-Driefontein Operations eNtshona)** ndivuma ukuthobela ulwazi, iimfuneko, izibophelelo kunye nemiqathango ebekiwego kwisicwangciso sezentlalo nesezabasebenzi.

Kusayinwe eSibanye Gold ngalo mhla **wama-30 Juni 2017**

Usayino: X

Isikhundla: USekela Mongameli kwi-Driefontein Operations (eNtshona)

Mna, **JJ BARNARD**, osayine apha ngezantsi kwaye ogunyaziswe ngokufanelekileyo **uSibanye Gold (i-Driefontein Operations eMpuma)** ndivuma ukuthobela ulwazi, iimfuneko, izibophelelo kunye nemiqathango ebekiwego kwisicwangciso sezentlalo nesezabasebenzi.

Kusayinwe eSibanye Gold ngalo mhla **wama-30 Juni 2017**

Usayino: X

Isikhundla: USekela Mongameli kwi-Driefontein Operations (eMpuma)

9. Undertaking by Vice President

I, **KB DE LANGE**, the undersigned and duly authorized thereto by **Sibanye Gold (Driefontein Operations West)** undertake to adhere to the information, requirements, commitments and conditions as set out in the social and labour plan.

Signed at Sibanye Gold on this 30 June **2017**

Signature: signature redacted

Designation: Vice President Driefontein Operations (West)

I, **JJ BARNARD**, the undersigned and duly authorized thereto by **Sibanye Gold (Driefontein Operations East)** undertake to adhere to the information, requirements, commitments and conditions as set out in the social and labour plan.

Signed at Sibanye Gold on this 30 June **2017**

Signature: signature redacted

Designation: Vice President Driefontein Operations (East)