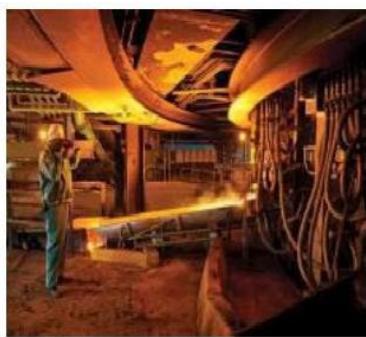


IPANDORA PLATINUM MINE (PTY) LTD

UMGODI IPANDORA

ISICWANGCISO SEZENTLALO NESEZABASEBENZI

(Inombolo yokukhangela ye-DMR NW/30/5/1/2/2/292MR and NW30/5/1/1/2/433MR)



Ingeniswe ngokwayamene noMgaqo 46 we-Mineral and Petroleum Resources Development Act, 2002 (uMthetho woPhuhliso IwemiCimbi yezeziMbiwa kunye nePetroliyam) (uMthetho 28 yowe-2002, njengoko ulungisiwe)

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UFINYEZOMAGAMA	INTSINGISELO
I-AET	IMfundu yabaDala noQeqesho
I-ATR	INgxelo yoQeqesho yoNyaka
I-BBSEE	UkuXhotyiswa ngezeNtlalo noQoqosho okuFikelela ngokuNabileyo
I-BEE	UkuXhotyiswa kwabaNtsundu kwezoQoqosho
II-CBO	AmaQumrhu aSekelwe kuluNtu
I-CEO	IGosa lesiGqeba eliLawulayo
I-CSI	UTyalomali IweQumrhu loluNtu
I-DMR	ISebe lemiCimbi yeziMbiwa
I-DoE	ISebe lezeMfundu
I-DoL	ISebe lezabaSebenzi
I-DTI	ISebe lezoRhwebo namaShishini
I-EE	UBulungisa kwezeNgqesho
I-FET	IMfundu enganeno kweyesidanga elungiselelw abantu abasele bebadala ukuba bangangena isikolo kanye noQeqesho
I-HIV/AIDS	INTsholongwane kaGawulayo / uGawulayo
I-HOD	INTloko yeSebe
I-HR	AbaSebenzi
I-HRD	UPhuhliso IwabaSebenzi
I-IDP	IsiCwangciso soPhuhliso esihlanganisiweyo
I-KPA	UMmandla wokuSebenza onguNdoqo
I-KPI	IsiBonisikusebenza esinguNdoqo
I-LED	UPhuhliso IwezoQoqosho IweNgingqi
I-LM	UMasipala weNgingqi
I-MPCC	IZiko lezoluNtu leeNjongo eziNinzi
I-MQA	UGunyaziwe weziQinisekiso zezeziMbiwa
I-NQF	INKqubosikhokelo yeziQinisekiso yeSizwe
I-SEDA	IArhente yoPhuhliso IwamaShishini asaKhulayo
I-SETA	UGunyaziwe weCandelo lezeMfundu noQeqesho
I-SLA	ISivumelwano sokusebenzisana
I-WSP	IsiCwangciso sezaKhono zabaSebenzi

ICANDELO 1

INTSHAYELELO NENGABULAZIGCAWU

ICANDELO 1: INTSHAYELELO NENGABULAZIGCAWU

1.1 INTSHAYELELO

linjongo zeMineral and Petroleum Resources Development Act (uMthetho woPhuhliso lwemiCimbi yeziMbiwa nePetroliyam), uMthetho 28 yowe-2002, njengoko ulungisiwe, ("i-MPRDA") njengoko kubalulwe kwicandelo 2(d), (f) kunye (i) loMthetho phakathi kwezinye:

- kukwandisa ngokubonakalayo nangokululutho amathuba kubantu abavinja amathuba ngokwembali, ukuquka amabhinqa, ukuba bangene kumashishini ezemicimbi yezimbiwa neyepetroliyam kunye nokuzuza kusetyenziso lobutyebi bezimbiwa nepetroliyam besizwe;
- Kukukhuthaza ingqesho nokuqhubela phambili impilontle yezentlalo neyezoqoqosho kubo bonke abemi boMzantsi Afrika;
- kukuqinisekisa ukuba abanini bamalungelo ezezimbiwa nokuvelisa banegalelo kupuhliso lwezentlalo noqoqosho kwimimandla abaqhuba umsebenzi kuyo;

Ngokwayamene namagatya e-MPRDA, ubutyebi bezimbiwa lilifa lemveli elixhaphakileyo kubo bonke abemi boMzantsi Afrika yiyo loo nto uMphathiswa wemiCimbi yeziMbiwa ("**uMphathiswa**") kufuneka aqinisekise uphuhliso oluzinzileyo lobutyebi baseMzantsi Afrika ngelixa ekhuthaza uphuhliso lwezentlalo noqoqosho. limfuneko kunye namanyathelo okulangazelela uphuhliso lwezentlalo noqoqosho ziboniswe kuMqulu wamaLungelo wokuXhotyiswa kwezeNtlalo noQoqosho okuFikelela ngokuNabileyo koShishino lwezeziMbiwa lwaseMzantsi Afrika ("**uMqulu wamaLungelo kwezeziMbiwa**") ngokwayamene necandelo 100 le-MPRDA. UMqulu wamaLungelo ezeziMbiwa wandlala inkqubosikhokelo, ekujoliswe kuko kunye neetheyibile zamaxesha abekiwego ukungenisa abemi baseMzantsi Afrika abavinja amathuba ngokwembali ("**i-HDSA**") kushishino olo kwaye uvumela abemi boMzantsi Afrika ukuba baxhamle kusetyenziso lobutyebi bezimbiwa.

Amagatya kunye neenjongo ze-MPRDA kunye noMqulu wamaLungelo kwezeziMbiwa kufuneka kujongwane nazo kwisiCwangciso sezeNtlalo nezabaSebenzi ("**i-SLP**") njengoko kufunwa njalo nguMgaqo 46 we-MPRDA. linjongo ze-SLP (uMgaqo 41 we-MPRDA):

- Kukukhuthaza ingqesho nokuqhubela phambili impilontle yezentlalo neyezoqoqosho kubo bonke abemi boMzantsi Afrika;
- kukuba negalelo kutshintsho loshishino lwezezimbiwa; kwaye
- kukuqinisekisa ukuba uMnini welungelo kwezezimbiwa ufaka igalelo kupuhliso lwezentlalo noqoqosho kwimimandla eqhuba umsebenzi kuyo.
- Ezi njongo zikhankanywe apha ngentla zixhaswa yiPandora ngoMqulu wamaLungelo1 waseLonmin, ophawula ukuba:

"Ukuhlionipa uMqulu wethu wamaLungelo, ukufezekisa umbono wethu kwaye sidale ixabiso elizinzileyo kwabachaphazelekayo bethu, iLonmin izibophelele ekuphuculeni umgangatho wobomi wezizukulwana zangoku nezexesha elizayo ngokuhlanganisa ubutyebi bezoqoqosho, uphuhliso loluntu kunye nokhuseleko lokusingqongileyo".

Ngokungqinelana nenjongo yokuqinisekisa ukuba iPandora Platinum Mine (“**iPandora**”) iphumeza iinjongo ze-SLP, ezi zicwangciso zokusebenza zilandelayo ziza kuqhube ka nokuphunyezwa, ukubekwa iliso nokuxhaswa:

- Ukuphunyezwa kwesiCwangciso sezeNtlalo nezabaSebenzi;
- Ukukhuthazwa nokudalwa kwengqesho okuzinzileyo;
- Ukuqhubela phambili intlalontle yezentlalo noqoqosho yabasebenzi bayo, iingingqi zabahlali ezisingethe abasebenzi kunye neeNdawo eziThumela abaSebenzi ezingundoqo (ii-LSA);eziSebenzisana noMasipala weSithili waseBojanala (i-BPDM), iMadibeng yoqoqosho Iwengingqi kunye nohlumo lwezentlalo noqoqosho;
- Ukwandisa igalelo lotyalomali loPhuhliso lwezoQoqosho lweNgingqi yasePandora (i-LED) kupuhliso lwezentlalo noqoqosho lwee-LSA ezingundoqo; kunye
- Ukunika igalelo kutshintsho loshishino lwezezimbiwa.

1.2 ISIMO SEZOQOQOSHO SANGOKU SASELONMIN

Ushishino lwe-PGM lube neendleko ezinyukayo nokuthintelwa kweemfuno. Uxinzelelo lwezoqoqosho lwehlabathi luchaphazele imekobume yokunika amaxabiso. Uqhankqalazo olwabangela ukunya ka okungaphaya kweendleko zabasebenzi. Ixabiso lezabelo lehla ngokubalaseleyo. UKusukela kowe-2013 iimakethi ziphawulwe ziimpembelelo ezibonakalayo zonikonkonzo neemfuno . Ushishino lwePlatinam kusafuneka lubuyele kwisimo salo sesiqhelo ngenxa yokuthwaxwa luqhankqalazo olungapheliyo. Unikonkonzo ngemithombo yendalo yesinyithi luyehla ngelixa iindleko zokuqhube umsebenzi zinyuka.

Ngenxa yoko isimo sezemali saseLonmin sihle ngokubalaseleyo kwaye ngenxa yoko kube nzima ukuba inkampani ihlangabezane ne-SLP yayo kunye nezinye izibophelelo zezemali.

1.3 INGABULAZIGCAWU

UMgaqo 46(a) we-MPRDA uphawula ukuba: “Umxholo wesiCwangciso sezeNtlalo nezabaSebenzi kufuneka uquke ingabulazigcawu enikeza ulwazi lwemvelaphi yomgodi ekubhekiselelwe kuwo.”

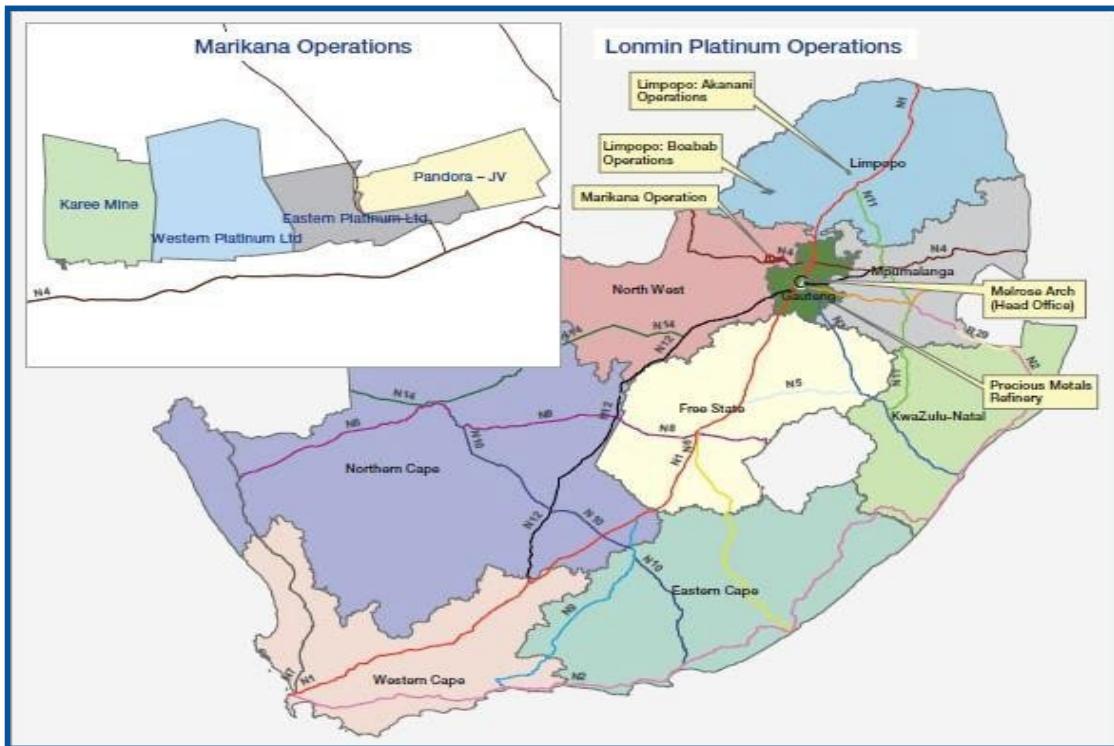
UMgodi iPandora kuqhutywa kuwo imisebenzi yokumba izimbiwa phantsi kolawulo lomgodi iLonmin’s Eastern Platinum Limited (“**i-EPL**”). iPandora iqhuba imisebenzi yezezimbiwa ngokuzimiseleyo kwiziqithi ezahlukahlukeneyo zeefama iUitvalgrond 416 JQ, iRoodekopjes 417 JQ kunye neHartebeespoort B 410 JQ.

Itheyibhile 1: iINkukacha zoMfakisicelo

IGAMA LENKAMPANI	IPandora Platinum Mine (Pty) Ltd
IGAMA LOMGODI	UMgodи iPandora
UMNTU ONOXANDUVA	Tomas Ntuli
IDILESI YEPOSI	Private Bag X700 Mooinooi 0325
IDILESI YENDAWO EKUHLALWA KUYO	Eastern Platinum Limited Bapong
INOMBOLO YOMNXEBA	014-571 2423
INOMBOLO YEFEKSI	086 630 9116
IDILESI YEIMEYILI	Tomas.Ntuli@lonmin.com
IMVELISO EKRWADA	IPlatinum Group Metals
UBUDE BEXESHA LOKUSEBENZA KOMGODI	28 iminyaka
UNYAKAMALI WOMGODI	30 Septemba
UNYAKA WOKUNIKA INGXELO	01 Okthobha ukuya kuma-30 Septemba
IINKUKACHA ZOMNYE UMNTU EKUNOKUQHAGAMSHELWANA NAYE	
Umntu ekuqhagamshelwana naye	uThandeka Ncube
Idilesi yeposi	Private Bag X700 Mooinooi 0325
Idilesi yendawo ekuhlalwa kuyo	Eastern Platinum Limited, Bapong
Inombolo yomnxeba	014-571 2814
Idilesi yeimeyili	Thandeka.Ncube@lonmin.com

1.4 INDAWO OKUYO UMGODI

IPandora ikuMasipala weNgingqi waseMadibeng malunga ne-10km kwintshona yeBrits. IMarikana ili-15km ukuya entshona, ngelixa iRustenburg izinze ama-40km entshona yomgodi. lilali ezincinci ezahlukahlukeneyo zikufutshane nePandora kwaye ziQuka phakathi kwezinye iBapong, iModderspruit, iSegwaelane kunye neMakolokwe. Ezi fama zilandelayo zikummandla wezezimbiwa: iUitvalgrond 416 JQ, iRoodekopjes 417 JQ kunye neHartebeespoort B 410 JQ.



Umfanekiso 1: IMephу yeNgingqi yoMgodi

1.5 UBUMNINI KUNYE NOBUNINIZABELO

IPandora Joint Venture ebandakanya iLonmin's Easter Platinum Limited, iAnglo American Platinum kunye neMvelaphanda Resources yayingumnini wamalungelo ezezimbiwa abalulwe ngaphambili, nangona kunjalo iJoint Venture iphelisiwe kwaye ngenxa yoko iLonmin Eastern Platinum Limited ifumene zonke izabelo ngokwayamene neCandelo 11 le-MPRDA.

1.6 INKQUBOLWAZI YOKUMBA IZIMBIWA EMGODINI KUNYE NENGQESHO YABASEBENZI

Kukho amaqela amathathu (3) asebenzisanayo njengabathabathinxaxheba kwiJoint Venture kwaye asebenzise iziseko zophuhliso ezikhoyo e-EPL ukuze akwazi ukufikelela kummandla wamalungelo ezimbiwa eyayamene ne-EPL. Njengoko kuphawulwe ngaphambili i-EPL ngumlawuli wePandora kwaye ke ngokwesi sikhundla iza kuba noxanduva lokuphumeza le SLP ilungisiweyo kwaye ke ngoko iza kunika ingxelo.

IPandora iqeshe abantu abanezakhono zobuchwepheshe ezininzi ezahlukahlukeneyo kwaye eziquka, phakathi kwezinye ezi zilandelayo: ezeziMbiwa, ezobuNjineli, ezeNdalo, uHholomhlaba, iNzululwazi ngokwaKhiwa koMhlaba, uCwangcismali, ezoNyango kune nezabaSebenzi.

Itheyibile 2 : Abasebenzi basePandora ukusukela kuma-30 Novemba 2017

AmaNqanaba omSebenzi	Indo da				Ahlelekileyo				AngaHelelekanga			
	A	C	I		A	C	I	W	Abantu bangaphandle	Indo da	Ibhinqa	Bebonke
Iziphathamandla	0	0	0	0	0	0	0	0	0	0	0	0
Udidi F	0	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abaphezulu	0	0	0	0	0	0	0	0	0	0	0	0
Udidi E	0	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zobungcali neengcali ezinamava kune nabaphathi abaphakathi	0	0	0	1	0	0	0	0	0	0	0	1
Udidi D												
Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezemfundu yaseyunesithi , abalawuli abasezantsi, abaphathi, iifolomani, kune neentsumpa	19	0	0	4	7	0	0	0	5	0	0	35
Udidi C												
Onesakhono esingephi kune nolwenziwozigqibo ngokuzikhethela	218	0	0	0	1	0	0	0	86	0	0	305
Udidi B												
Ukungabi nasakhono kune nokwenziwa kwezigqibo okuchaziweyo	430	0	0	0	29	0	0	0	59	0	0	518
Udidi A												
ABASISIGXINA BEBONKE	667	0	0	5	37	0	0	0	150	0	0	859
Abasebenzi abangxungxileyo	0	0	0	0	0	0	0	0	0	0	0	0
INANI LABO BEBONKE	667	0	0	5	37	0	0	0	150	0	0	859

1.7 IMVELAPHI YOMMANDLA YABASEBENZI

Itheyibhile 3 ibonisa ukwahlulwahlulwa kwabasebenzi basePandora ngokommandla ngamnye othumela abasebenzi. Ama-83% abasebenzi ngaBemi baseMzantsi Afrika kuge ngama-38% ePhondo laseMntla Ntshona, i-12% yeyaseMozambique, i-4% yeyaseLesotho ize i-0,1% ibe yeyaseSwaziland ngokwahlukahlukeneyo.

Itheyibhile 3 : Ukwahlulwahlulwa kwabaSebenzi basePandora ngokoMmandla ngamnye oThumela abaSebenzi ukusukela kumhla wama-30 Novemba 2017

IMimandla eThumela abaSebenzi	IsiBalo sePandora JV	%
ELesotho	34	4%
EMozambique	107	12%
ESwaziland	1	0.1%
EMzantsi Afrika	717	83%
EMpuma Koloni	319	44%
EFreyistata	19	3%
EGauteng	23	3%
KwaZulu-Natal	28	4%
ELimpopo	43	6%
EMpumalanga	6	1%
EMntla Ntshona	274	38%
UMntla Koloni	5	1%
INtshona Koloni	0	0%
Inani labo beBonke	859	100 %

ICANDELO 2

UPHUHLISO LWABASEBENZI

ICANDELO 2: UPHUHLISO LWABASEBENZI

UMgaqo 46(b) we-MPRDA ufunu ukuba umxholo wesiCwangciso sezeNtlalo nezabaSebenzi uqulathe inkqubo yoPhuhliso IwabaSebenzi (i-HRD) ekufuneka ibandakanye isiCwangciso soPhuhliso lwezaKhono echonga nenika ingxelo:

- ngenani namanqanaba emfundu abasebenzi ekufuneka zigcwaliswe ngendlela **yeFomu Q**; kunye
- nangenani lezithuba iqumrhu lezezimbiwa elingakhange libe nako ukuzigcwalisa ngesigaba sexesha esingaphezulu kweenyanga ezili-12 nangona kubekho iinzame ezimxhelomnye ukugaya abalingwa abafanelekileyo ekufuneka zigcwaliswe ngendlela **yeFomu R**.
 - isicwangciso senkqubela phambili yekhondo lomsebenzi onokulandelwa nokuphunyezwa kwaso ngokuhambelana nesicwangciso sophuhliso lwezakhono;
 - isicwangciso sokuba ngumzekelo ngokunika iingcebiso kunye nokuphunyezwa kwaso ngokuhambelana nesicwangciso sophuhliso lwezakhono kunye nezidingo zokuxhotyiswa kwamaqela;
 - isicwangciso sokuggibezela izifundo kwingqesho nenkxasomali yokufunda kunye nokuphunyezwa kwaso ngokuhambelana nesicwangciso sophuhliso lwezakhono; kunye
 - neenkukachamanani zobulungisa kwezengqesho ekufuneka zigcwaliswe ngendlela **yeFomu S** kunye nesicwangciso somgodi ukuphumeza i-10% yokuthabatha inxaxheba kwamabhinqa kwezezimbiwa kunye nama-40% okuthabatha inxaxheba kwabemi boMzantsi Afrika abavinjwa amathuba ngokwembali (i-HDSA) kulawulo kwiminyaka emi-5 ukusekela ekunikweni kwelungelo okanye ekutshintshweni kwelungelo lolawulo lwangaphambili."

2.1 INTSHAYELELO

IPandora izibophelele ekunikeni igalelo kwimisebenzi yezentlalo noqoqosho kwinginqi yabahlali kunye nakummandla. Nangona injongo ephambili ikukumba kwiPlatinum Group Metals ukulungiselela iimakethi zamazwe ngamazwe nezenginqi, ishishini lilawulwa ngendlela equlethe ukuthobela irhafuntengo neemfuno ezimiswe ngokusemthethweni ezifanelekileyo kunye noxanduva lwezentlalo noqoqosho.

Ukuphumeza le njongo, uphuhliso Iwabantu ngumthethosiseko owandlalwe kwisicwangcisoqhinga seshishini. Inkampani iza kunipta amathuba kunye nezincedisi zokuba abasebenzi baphuhlisiswe ngokuggibeleleyo kwiinkalo zomsebenzi eziyinxenyenya yamaqela ngokwasemsebenzini ePandora. La mathuba atyhutyha kulo lonke ixesa lokusebenza komgodi kwaye awaphelelanga kwisebe elithile okanye inqanaba.

Inkalo ekujoliswe kuyo yophuhliso yangoku iza kuba zezobunjinel, ezezimbiwa kunye nezinye iinkonzo zezbuchwepheshe apho kukho ukunqongophala kwezakhono okubalaseleyo. Ngokufunda umsebenzi kwingqesho okufanelekileyo kunye neenkqubo zezakhono, iPandora ijonge ukuvala umsantsa wezakhono ukubonelela ngeemfuno zomgodi zangoku

nezexesha elizayo. Amanqanaba oqequesho aza kuthi kwakhona athathelo ingqalelo iimfuno zolwandiso zePandora iyonke.

Kanjalo, oku kuza kunceda abasebenzi ekuphumezeni isakhono sabo ngokubaxhasa nangokuba ngumzekelo kubo ngokubanika iingcebiso ekukhuleni kwabo. Kwangaxeshanye, kunikwa ingqalelo egqithisileyo iimfuno ze-MPRDA, iimfuno zikaGunyaziwe weziQinisekisomfundo zezeziMbiwa ("i-MQA") kunye noMqulu wamaLungelo ezeziMbiwa.

ILonmin Platinum ineZiko loQequesho likaGunyaziwe woQinisekisomfundo yezeziMbiwa eliqinisekisiweyo apho abaqalayo ukungena emgodini bathi baqequeshw, kunye nophuhliso oluqhubekeyo lwamanqanaba ezakhono zabafundi angoku.

IPandora iza kuthi kwakhona ikhupele iinkonzo ezithile kwiiKontraki kwaye ithathela ingqalelo yokuba inyanzelwa licandelo 101 le-MPRDA elinika phakathi kwezinye "ukuba uMnini uqesha iKontraki ukwenza nawuphi na umsebenzi kwimida yommandla wevezimbiwa, loo Mnini uza kubanoxanduva lokuthobela ngokwayamene ne-MPRDA".

2.2 ISICWANGCISO SOPHUHLISO LWEZAKHONO

IPandora iza kuthobela iimfuno zeSkills Development Act 97 of 1998 (uMthetho woPhuhliso IwezaKhono 97 ka-1998). Isicwangciso siza kulungiswa rhoqo ngonyaka ukuthathela ingqalelo utshintsho lalonke lwenani labasebenzi bequmrhu ngesigaba esithile, iimfuno zemakethi, ukuphucuka kwezobuchwepheshe kunye nowisomthetho olulungisiweyo. Umntu ngamnye uza kuba nesiCwangciso soPhuhliso IwezaKhono / seNkqubelaphambili yeKhondo loMsebenzi onokulandelwa esihlaziywayo rhoqo ngonyaka kwaye sibekwe iliso ngabaLawuli nangumntu ekubhekiselelw kuye. Oku kuza kuquka ukungeniswa kwesiCwangciso sezakhono zaseMsebenzini ("i-WSP") kunye neNgxelo yoQequesho yoNyaka ("i-ATR") ngokweemfuno ze-SETA, intlawulo yemirhumo kunye nokubangwa kweemali zesibonelelo ngokwayamene neenkukacha ezikhankanyiweyo zooGunyaziwe beziQinisekisomfundo zezeziMbiwa ("i-MQA"). IPandora iza kungenisa ezi ngxelo ngokuqhubekeyo ngokwayamene nezikhokelo ezandalalwe yi-SETA. Izifezekiso ezingundoqo zesicwangciso sophumezo lwe-HRD zezi:

- Ukunciphisa amazinga okungakwazi ukufunda nokubhala ngenkqubo yethu ka-ABET ngokungxungxileyo;
- Inkqubo leyo iza kuhubeka nokujolisa kubasebenzi kunye nabahlali; njengenxenyen yenyathelo eliqhubekayo ukukhulisa imimandla yokuqesha abasebenzi yenginqi;
- Ukwandisa ezezimbiwa ezingundoqo kunye nokulungisa, kunye nezakhono zobunjinel (amagcisa) ngenkqubo yokuFunda umsebenzi kwinqesho;
- Njengakwinkqubo ye-AET, eli nyathelo liphambili lijolise abasebenzi balo kunye nolutsha olungekho kwinqesho kuluntu lwasekuhlalen. Utyalomali kwisigaba sesibini

seArtisan College (oko kukuthi ukungeniswa koqequesho lolungiselezozixhobo zokusebenza) siza kufuneka ukunceda ikholeji ukuba yandise iinkqubo ezinikwayo kunye nokuthathwa kwabafundi;

- Ukuqhutywa kophuhliso lommandla wezakhono ezibalulekileyo ngenkxasomali yokufunda yaseLonmin kunye neenkqubo zophuhliso lwabanezidanga. Zombini ezi nkqubo ziza kuqhube ka nokubeka phambili ii-HDSA, amabhinqa, uluntu lwasekuhlaleni kwaye ziza kujolisa kupuhhliso Iwezakhono ezibalulekileyo kwiLonmin;
- Ukukhawulezisa uphuhliso lohlanganisondawonye lwetalente **ngeziCwangciso zoPhuhliso IweKhondo lomsebenzi onokulandelwa kunye nezokuNgena kwisikhundla sophumayo;**
- Isicwangciso sophuhliso Iwezakhono esixhasa isicwangciso sabasebenzi kunye nezicwangciso zomgodi gabalala okanye ezeshishini;
- Isicwangciso solawulo lwetalente ukudala uhlanganisondawonye ekuza kutsalwa kulo italente, kwakhona ukukhawulezisa uphuhliso Iwe-HDSA;
- Ukuphunyeza kwesicwangcisoqhinga sokuqeshwa kwabasebenzi ekujoliswe kuso ukukhuthaza nokunyuswa ukuqeshwa kwabantu basekuhlaleni kwiinginqi ezijikelezileyo (iNgingqi zeGreater Lonmin "i-GLC");
- Isicwangcisoqhinga sokuqeshwa kwabasebenzi ekugxilwe kuso esijolise ukuqeshwa kwee-HDSA kunye namabhinqa, ingakumbi kwizakhono ezingundoqo;
- INkqubo yezaKhono eziNxulumene nezeziMbiwa, INkqubo yezaKhono zobuChwepheshe bezeziMbiwa kunye neNkqubo yokuba sesiChengeni soLwazi oluPhangaleleyo yokuLungisa yabalhlali ukwakha isiseko sezakhono kwi-GLC yethu GLC.

Itheyibhile 4: Ukuthobela uWisomthetho IoPhuhliso IwezaKhono ePandora

ULwazi lokuThobela IweSkills Development Act (uMthetho woPhuhliso IwezaKhono)	
IGama leSETA:	UGunyaziwe weziQinisekisomfundo zezeziMbiwa (i-MQA)
INombolo yoBhaliso nee-SETA ezifanelekileyo	L470713779 kunye L610713770
UMququzeleli woPhuhliso IwezaKhono	UVaruna Maharaj – i-SDF yokuqala ULerato Maphoto – i-SDF yesibini
Ubungqina bokungeniswa kwesiCwangciso sezaKhono zaseMsebenzini kunye nomhla wokungenisa:	30 Epreli rhoqo ngonyaka

2.3 IMFUNDO YABADALA NOQEQQESHO

UMgaqo 46 (b)(1)(aa) we-MPRDA ufunu ukuba: "*Umholo wesiCwangciso sezeNtlalo nabaSebenzi kufuneka uquake inani kunye namanganaba emfundo abasebenzi ekufuneka zigcwaliswe ngendlela yeFomu Q.*"

I-AET ibonwa njengelungelo nanje ngemfuneko yezoqoqosho olusebenzayo kuluntu olutshintshayo. I-AET iqulunqelwe ukwamkela izakhono eziyimfuneko emntwini ukuba asebenze ngokuzithemba phakathi koluntu. I-AET yindlela yokufundisa abantu abadala abangakwaziyo ukufunda nokubhala, abangafundanga ncum okanye abo baphoswe yimfundu noqequesho ngenxa yezizathu ezahlukahlukeneyo.

IPandora iza kuqinisekisa ukuba abafundi be-AET banikwa ithuba lobuchule bokufunda nokubhala nokubala ngokwanelisayo ngokuphunyeza kwe-AET. IPandora kwakhona iza kuqinisekisa ukuba i-AET inikwa abasebenzi nabahlali.

IPandora iza kuchonga kwaye iqueshe uMbhexashe we-AET ngenjongo yokuyincedisa ekuphunyezweni kwenkqubo ye-AET. IPandora iza kusebenzisana neSebe lezeMfundu elibonelela ngenkqubo ye-AET kummandla woluntu lwasekuhlaleni ngenjongo yokuqinisekisa ukuba iiprogram ezinkwayo zihambelana neshedyuli yokuvelisa yePandora.

Indawo yokuhlanganelu nayo iza kuchongwa kummandla wabahlali basemgodini ngenjongo yokuqinisekisa ukuba abazimasileyo abahambi imigama emide xa besiya eziklasini.

Itheyibhile 5: IsiCwangciso soPhumezo loCwangcisoqhinga se-ABET ePandora

IsiCwangcisoqhinga	Uxanduva	IXesha eliMisiwego
Uququzelelo lwenkqubo ukuqokelela nokuqinisekisa isimo semfundu sabo bonke abasebenzi ukujongana nokusilelayo kwidatha yangoku.	UQeqesho loBoniswano lweAkhademi	Ekupheleni kweKota yoku-1 kowe-2019
Ukulondoloza iirekhodi zabasebenzi ngokuphathelele kumanqanaba emfundu.	UQeqesho loBoniswano lweAkhademi	Ukuba kwi-indakshini rhoqo ngonyaka
Ukuthiwa thaca kokujolise kwi-AET konyaka (kuhambelana ne-SLP kunye nesimo selitheresi sangoku) kwishishini ukulungiselala ingeniso	IGosa loQeqesho	Rhoqo ngonyaka
Ishishini lichonga abafundi	UMphathi	Rhoqo ngonyaka
Ukubhaliswa kwabaFundi	UMLawuli woQeqesho	Rhoqo ngonyaka
Ukuqeleshwa kwabaFundi	UMBhexeshi we-AET	Kuyaqhubeke

2.4 ISIMO SELITHERESI SE-AET SANGOKU EPANDORA:

Itheyibile 6: Ifomu Q: INani namaNqanaba eMfundu abasebenzi ukusukela kumhla wama-30 Novemba 2017

UDIDI	INQA NABA LE-NQF	INKQUBO ENDALA	Indoda				Ibhinqa				Bebonke	
			UmAfrik a	IKhaladi	INdiya	UmNtu oMhloph he	UmAfrik a	IKhaladi	INdiya	UmNtu oMhloph he	Indoda	Ibhinqa
EzeMfundu noQeqesho Jikelele (i-GET)	1	AkaFundanga / Akwaziwa	140	0	0	0	17	0	0	0	140	17
		Ibanga 0 / i-Pre	8	0	0	0	0	0	0	0	8	0
		Ibanga 1 / u-Sub A	1	0	0	0	0	0	0	0	1	0
		Ibanga 2 / u-Sub B	0	0	0	0	0	0	0	0	0	0
		Ibanga 3 / u-Std 1 / i-AET 1	12	0	0	0	0	0	0	0	12	0
		Ibanga 4 u-Std 2	1	0	0	0	0	0	0	0	1	0
		Ibanga 5 / u-Std 3 / i-AET 2	10	0	0	0	0	0	0	0	10	0
		Ibanga 6 / u-Std 4	1	0	0	0	0	0	0	0	1	0
		Ibanga 7 / Std 5 / i-AET 3	11	0	0	0	3	0	0	0	11	3
		Ibanga 8 / u-Std 6	0	0	0	0	0	0	0	0	0	0
Imfundu enganeno kweyesidanga	2	Ibanga 10 / u-Std 8 / N1	447	0	0	1	6	0	0	0	448	6
	3	Ibanga 11 / u-Std 9 / N2	58	0	0	3	5	0	0	0	58	5
	4	Ibanga 12 / u-Std 10 / i-N3	113	0	0	1	6	0	0	0	116	6
	5	Iidiploma / izaTifiketi	3	0	0	0	0	0	0	0	3	0
IMfundu ePhezelu noQeqesho (i-HET)	6	Izidanga zokuqala / iidiploma eziphezelu	0	0	0	0	0	0	0	0	0	0
	7	IziDanga zesiBini / iziDanga ezilandela emva kwezesiBini	0	0	0	0	0	0	0	0	0	0
	8	Ubugqirhalwazi	0	0	0	0	0	0	0	0	0	0
	KUKO NKE		817	0	0	5	37	0	0	0	822	37

*Nceda qaphela ukuba iPandora ne-Eastern Platinum Mine zifake isicelo sokuhlanganisa imigodi yomibini ngokwayamene necandelo 102 le-MPRDA kunye nodendo Iwangoku oluqhube kayo kwimigodi yomibini. IFomu Q iza kugwaliswa kusakuggitywa ezi nkubo zikhankanywe apha ngentla.

IsiCwangciso sezeNtlalo nesezaBasebenzi sasePandora 2018 – 2022

Iphepha | 17

Itheyibhile 7 elapha ngezantsi ivelisa okujolise kwi-AET yabeXesha eliPheleleyo okulungiselelw abasebenzi abanomdla ePandora.

Itheyibhile 7: IsiCwangciso semiNyaka emiHlanu se-AET sabaSebenzi

E-AET ABASEB ENZI	IMpahla yoRhwebo ehloboluny e esiseko seNtsusa yorhwebo lwexesha elizayo yangoku ukusukela kuOkthobh a 2017	UQEQQESHO LWE-AET : AMANQANABA								
		EKUJOLISWE KUKO 2018	EKUJOLISWE KUKO 2019	2020 EKUJOLISWE KUKO	2021 EKUJOLISWE KUKO	2022 EKUJOLISWE KUKO	KUYAQ HUBEK A.	OKUTS HA	KUYAQ HUBEK A.	OKUTS HA
I-AET 1	1	1	0	1	0	1	0	1	0	1
I-AET 2	2	0	1	0	1	0	1	0	1	1
I-AET 3	0	0	0	0	1	0	1	0	1	0
I-AET 4	0	0	0	0	0	0	1	0	1	0
AbaTh athiwe yo beboN ke	3	1	1	1	2	1	3	1	3	2
UQingqomali luloNke		R 13 500	R28 350	R 44 550	R 59 400	R 74 250				

Itheyibhile 8: IsiCwangciso semiNyaka emiHlanu se-AET sabaHlali

E-AET ABASE BENZI	IMpahla yoRhweb o ehlobolun ye esisiseko seNtsusa yorhwebo lwexesha elizayo yangoku ukusukela kuOkthob ha 2017	UQEQQESHO LWE-AET : ABAHLALI								
		EKUJOLISW E KUKO 2018	EKUJOLISWE KUKO 2019	2020 EKUJOLISWE KUKO	2021 EKUJOLISWE KUKO	2022 EKUJOLISWE KUKO	KUYAQ QHUB EKA.	OKUT SHA	KUYAQ QHUB EKA.	OKUT SHA
I-AET 1	0	3	0	0	0	3	0	0	0	2
I-AET 2	0	2	3	0	0	1	3	0	0	2
I-AET 3	0	2	2	0	3	0	1	3	3	3
I-AET 4	0	0	2	0	2	0	0	0	4	0
AbaT hathi weyo bebo Nke	0	7	7	0	5	4	4	3	7	7
UQingqomali luloNke		R 12 000	R13 200	R 14 520	R 15 972	R 17 569				

* Nceda qaphela ukuba iPandora ne-Eastern Platinum Mine zifake isicelo sokuhlanganisa imigodi yomibini ngokwayamene necandelo 102 le-MPRDA kanye nodendo lwangoku oluqhubekeyo kwimigodi yomibini. Amananiaza kulungiswa kwaye agcwaliswe kusakugqitywa ezi nkubo zikhankanywe apha ngentla.

2.5 UKUFUNDA UMSEBENZI KWINGQESHO

I-MQA ifuna ukuba:

"Ukufunda umsebenzi kwinqesho kuzinkqubo zokufunda emsebenzini okuphambili, okuxhaswa kukufunda kwiziko okulungelelanisiweyo, okukhokelela kuqinisekisomfund. Lelinye kumanyathelo okuqala awohlukahlukeneyo ajonge ekutshintsheni ufilelelo kwimfundo. Kuba konke ukufunda umsebenzi kwinqesho kukhokelela kuqinisekisomfund, kufuneka:

Kuquke iindidi zamacandelo ama-3 kuqinisekisomfund- ezizezi Elisisiseko, elingundoqo nelesifundo esinganyanzekanga.

Libonise ilinge elicwangcisiweyo nelifezekileyo eliyilwe ngokuphathelele kwinjongo yoqinisekisomfund, kunye neziphumo neendlela zokuhluza zohlolo ezikwimigangatho yeeyunithi.

Liquke ukufunda okulungiselelwe iziphumo ezibalulekileyo ezikwiinkalo zonke kunye neziphumo zommandla wesifundo.

Linike abafundi amathuba okuphumeza ubukrelekrele bokusetyenziswayo kunye nesiseko sokudlulela ekufundeni.

Ukufunda umsebenzi kwinqesho ngakunye kufuneka kwakhona kunike amava okufunda alungelelanisiweyo (oko kukuthi, ukufunda okuqhubeka ngokweziko), kuhambe kunye:

Nokufunda kwasemsebenzini okulungelelanisiweyo – kokubini okuza kumiselwa luqinisekisomfund kune nemigangatho yeeyunithi enxulumeneyo.

Liqinisekise ukuba phakathi kwama-30% nama-70% eekhredithi ezifunekayo ayaphunyezwa ngentsebenzo yasemsebenzini ephumeleleyo. Ukufunda umsebenzi kwinqesho kuza kubhalisa kwi-MQA.

Ukuze angewe ekufundeni umsebenzi kwinqesho, umfundu kuza kufuneka asayine isivumelwano esingundelantathu nomnikinkonzo wasemsebenzini kunye nomnikinkonzo wezemfund noqequesho."

Inkcazeloe mfutshane

- IPandora iphuhlise iinkqubo zokufunda umsebenzi kwinqesho ngokwayamene neenkukacha ezikhankanyiweyo ze-MQA. linkqubo ziza kubhalisa ne-MQA neSebe lezabaSebenzi aza kuthi axhobise abafundi ngezakhono ezifunekayo ukubanceda ukuba balungele izikhundla zobuGcisa nezokuphatha zombini.
- Ukufunda umsebenzi kwinqesho kunika abasebenzi nabo bangengobasebenzi kwaye kukhokelela ngokwamanqanaba awohlukahlukeneyo kwiNkqubosikhokelo yeziQinisekisomfund zeSizwe

("**i-NQF**"). Ukuba khona kokufundela umsebenzi kwingqesho kuxhomekeke kwimfuno yezakhono ezigxile kwinkalo yesifundo ethile, kunye nokubakho kokufunda umsebenzi kwingqesho kwii-SETA ezahlukahlukaneyo. linkqubo ezinikwa kunyaka ngamnye ziza kuxhomekeka kwizakhono ezifunekayo ePandora.

- iPandora izi kuthi apho kuyimfuneko, iqhagamshelanise uqequesho lwabafundi nenqubo yokuba ngumzekelo ngokunika iingcebiso. Okulandelayo, aba bafundi kwakhona baza kuqhagamshelaniswa namanyathelo okuqala ophuhliso lwezakhono zengingqi kunye nenqubo yokuba ngumzekelo ngokunika iingcebiso ekubonelelwa ngayo yiPandora.
- Ukufumana isiqinisekiso semfundo esamkelekileyo sokuFunda umsebenzi kwingqesho, abafundi ababhalisileyo balindeleke ukuba bathi ngokwendlela emisiwego bangene kwizigaba ezihlanu (5) zenqubo, ezizezi:
 - Uqequesho olusisiseko kwiZiko loQeqesho;
 - Uqequesho olusisiseko emsebenzini kwiNdawo yomsebenzi;
 - UQeqesho olukuMgangatho oPhezulu kwiZiko loQeqesho;
 - Uqequesho emsebenzini olukumgangatho ophezulu kwiNdawo yomsebenzi; kunye
 - Uvavanyo lorhwebo kwasekuqaleni kwiZiko lezoQeqesho.

IsiCwangciso sokuSebenza

- Inani nohlobo lokufunda umsebenzi kwingqesho ezinikwayo kunyaka ngamnye ziza kuchazwa luphicotho lwezakhono lonyaka oluqhutywa kwinkampani ngokwayamene nabasebenzi abongezelelwego, izidingo zoshishino ezahlukahlukaneyo, utshintsho lulonke lwenani labasebenzi bequmrhu ngesigaba esithile, izicwangciso zokubuyisela endaweni yabanye, abathatha umhlalaphantsi njl.njl.
- Esi silandelayo sisicwangciso esibonakalisa uqequesho oluza kuqhutywa yiPandora kwiminyaka emihlanu elandelayo:

UKUFUNDA UMSEBENZI KWINGQESHO KWEMINYAKA EMIHLANU

Itheyibhile 9: INkqubo yokuFunda uMsebenzi kwiNgqesho

IGAMA LEKHOSI YOQEQQESHO	INKQUBO YOKUFUNDA UMSEBENZI KWINGQESHO												
	2018 EKUJOLI SWE KUKO OKUTSH A	2019 EKUJOLISWE KUKO	2020 EKUJOLISWE KUKO	2021 EKUJOLISWE KUKO	2022 EKUJOLISWE KUKO	KUYA QHUB EKA.	OKUT SHA	KUYA QHUB EKA.	OKU TSH A	KUYA QHUB EKA.	OKUT SHA	KUYA QHUB EKA.	OKUT SHA
UkuFunda uMsebenzi kwiNgqesho kwezeziMbi wa	2	2	3	3	2			3		1		3	3
UkuFunda uMsebenzi kwiNgqesho kwezoBunj neli	2	2	0	2	1			1		1		1	2
UkuFunda uMsebenzi kwiNgqesho kokuLungisa	2	2	0	2	2			2		1		3	1
Ulawulo	1	1	0	1	1			1		1		2	1
UkuFunda uMsebenzi kwiNgqesho koluNtu	3	0	3	0	3			0		3		0	3
Bebonke	10												
UQingqomali luloNke	R 339 000		R 342 390		R 456 520			R 228 260			R 342 390		

*Nceda qaphela ukuba iPandora ne-Eastern Platinum Mine zifake isicelo sokuhlanganisa imigodi yomibini ngokwayamene necandelo 102 le-MPRDA kanye nodendo Iwangoku oluqhubekeyo kwimigodi yomibini. Amanani aza kulungiswa kwaye agcwaliswe kusakuggitywa ezi nkqubo zikhankanywe apha ngentla.

2.5 INKQUBO YOPHUHLISO LWEZAKHONO

UMgaqo 46(b)(1) we-MPRDA ufunu ukuba: "Umxholo wesiCwangciso sezeNtlalo nesezabaSebenzi kufuneka uquke isicwangciso sophuhliso lwezakhono."

Inkcazeloe emfutshane

Isicwangciso sophuhliso lwezakhono ePandora siza kubandakanya uqequesho nophuhliso oluxhasa iimfuno zemeko yangoku. Nangona kunjalo, uninzi lwezakhono ekuza kubonelelwa ngazo abasebenzi njengobukrelekrele bomsebenzi ongundoqo ziza kudluliselwa kwamanye amaqumrhu ezezimbiwa nangaphaya koshishino lwezezimbiwa. IPandora njengenxenyen yesicwangciso sophuhliso lwezakhono iza kubonelela ngezakhono ezinokusetyenziswa naphi na ezisetyenziswa kushishino lwezezimbiwa nakwamanye amacandelo. Injongo engundoqo kukunikeza izakhono ezinokusetyenziswa naphi na kubasebenzi abangenazakhono kanye nanje ngenxenyen yoLawulo lweNkqubo yokuPhungulwa kwabaSebenzi.

- Ukongeza kuqequesho lwelitheresi nenyumeresi, iPandora iza kubonelela ngezakhono ezinokusetyenziswa naphi na ngelixa lokusebenza komgodi. Oku kuza kuxhobisa abasebenzi ngezakhono ezisebenzayo ngaphandle koshishino lwezezimbiwa.
- iPandora iza kuqhube uphicotho lwenqanaba lezakhono ukumisela izakhono ezifunwayo ngabasebenzi basemgodini kunye nabahlali ngokunjalo ngenjongo yokuphumeza inqanba elifunekayo lobukrelekrele ngaphandle koshishino lwezezimbiwa.
- Isiphumo sophicotho lwenqanaba lezakhono olukhankanywe ngaphambili siza kubonakaliswa kwitheyibhile yophumezo:

Ezi zakhono zilandelayo zachongwa njengezinye zezona ezidingekayo kwaye ziza kujongwa kwakhona rhoqo ngonyaka:

- UkuFuya nokulima
- UkuThunga
- UkuTyhida
- UkuPheka
- UkuChwela
- UkuSebenza ngemibhobho yamanzi
- UkuKhanda iiMoto okusisiSeko
- Ukwakha ngezitena; kunye
- Ukwandlala indlu ngeethayili.

ISICWANGCISO SOQEQUESHO SASEPANDORA NGOKUPHATHELELE KWIZAKHONO EZINOKUSETYENZISWA NAPHI NA: ABASEBENZI

IzaKhono ezinokuSetyenziswa naphi na Uqequesho	Ekujolisw e kuko					Ubhaliso olulindelwego	Bebonke Okulindel weyo Ukubhalisa & Uqingqoma li FY2018 - FY2022
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022		
Abasebenzi	2	2	2	2	2		10
Abahlali	10	8	9	9	8		44
UQingqomali luloNke	R 25 000	R 26 625	R 28 356	R 30 199	R 32 162		R 142 341

iPandora ibona kulixabiso ukudibana uqequesho lwezakhono ezinokusetyenziswa naphi na nenqubo yeentengo nokufumana abanikinkonzo. Kule meko, iPandora ichonge ezi ndlela zilandelayo ezijonge ukukhuthaza inkqubo yeentengo nokufumana abanikinkonzo kummandla wabahlali basemgodini:

- ukubonelela ngoqequesho lwezakhono ezinokusetyenziswa naphi na kubahlali;
- ukunika abaxhamli isatifiketi sobukrelekrele;
- ukubonelela abaxhamli ngesikhokelo ngenjongo yokubaxhobisa ngezakhono ukubandakanya nokubhalisa ii-SMME;
- ukuhlanganisa idathabheyisi yabathengisi aba-HDSA bengingqi kunye nokuchongwa kwamanqanaba enkqubo yeentengo nokufumana abanikinkonzo ngokwayamene neziveliso eziyinkunzi, izinto ezisetyenziswa ziphele kunye neenkonzo;
- ukwenza inkqubo yeentengo nokufumana abanikinkonzo engingqini kwaye kuncedwe abanikinkonzo be-HDSA abaqikelelwayo, ngokuba ngumzekelo ngokunika iingcebiso, ukuba yinxenyen yenkqubo yeentengo yezezimbiwa; kunye
- uququzelelo Iwamaphulo ahlanganyelweyo nabanikinkonzo abaziwayo.

2.6 IZITHUBA ZOMSEBENZI EKUNZIMA UKUZIGCWALISA

UMgaqo 46 (b)(1) (bb) we-MPRDA ufunu ukuba:

"Umxholo wesiCwangciso sezeNtlalo nesezabaSebenzi uquke inani lezithuba zomsebenzi iqumrhu lezezimbiwa elingakhange libe nako ukuzigcwala ngesigaba sexesha esingaphezulu kweenyanga ezili-12 nangona kubekho iinzame ezimxhelomnye ukuquesha abalingwa abafanelekileyo ekufuneka zigcwaliswe ngendlela yeFomu R ekwisiHlomelo II; Ukwabela ugqibezelozifundo kwingqesho, ukufunda umsebenzi kwingqesho, iinkqubo zezakhono, iinkxasomali zokufunda, iimalimboleko zokufunda kunye nezibonelelo, kuza kuthathelwa ingqalelo izikhundla ekunzima ukuzigcwala zasePandora, kunye nokujolise kwi-EE okuquka okujolise kumaBhinqa akwezeziMbiwa."

Inkcazelu emfutshane

iPandora iqhubeuka nokuzama ukudala uqequesho kunye namathuba ophuhliso ukujongana nokunqongophala kwezakhono ezibalulekileyo. Izithuba zomsebenzi ekunzima ukuzigcwala ePandora kuza kujongwana nazo ngeenkqubo zolwabelo Iwenkxasomali yokufunda, izikim zesibonelelo sokufunda kunye nokubonelelo ngokufunda umsebenzi kwingqesho kunye neenkqubo zezakhono. Abasebenzi baza kukhuthazwa ukuba bafunde kwimihlaba enezakhono ezinqongopheleyo.

Ifomu R: IZITHUBA ZOMSEBENZI EKUNZIMA UKUZIGCWALISA EPANDORA

Itheyibhile 10 :IziThuba zoMsebenzi ekuNzima ukuziGcwalisa ePandora

INqanaba loMsebenzi	IsiThuba seTayitile yoMsebenzi	Isizathu esingundoqo sokungakwazi ukugcwalisa isithuba	Izicwangcisoqhingga zokujongana nemingeni echongiweyo
Iziphathamandla (F) IziPhathamandla eziPhezulu (E)	Nceda qaphela, amanqanaba olawulo (Abaphathi abaseZantsi ukuya kubaPhathi abaPhezulu) babandakanywe phantsi kwe-WPL nakwizingeniso ze-SLP yee-EPL (ulwakhwiw Iwabalawuli kwabelwana ngalo phakathi kwamaqumrhu) kwaye ke ngoko babekelwe ecaleni kule SLP.		
Abasebenzi abaneziqinisekiso zezakhono zobuchwepheshe nezemfundu yaseyunivesithi, abalawuli abasezantsi, abaphathi, iifolomani kunye neentsumpa (C)	<ul style="list-style-type: none"> • AbaPhathi abaTshintshanayo; • Ulondolozo; • Umdibanisi woomatshini; • UMntu oSebenza ngamaPlanga kwiShafti; kunye • IGosa loLawulo IweSitratha. 	UkuNqongophala kweSakhono kwimakethi kunye/okanye amava angonelanga.	Ufundomsebenzi kwingqesho, linkqubo zenkxasomali yokufunda & uqequesho olugxile kumsebenzi.
Onesakhono esingephi kunye nokwenziwa kwezigqibo ngokuzikhethela (B)	<ul style="list-style-type: none"> • Ubhankimani; • Isimbamgodi; • IGcisa elilungisa iiNtumbo zesiNyusi; • Iwayinda; kunye • IGcisa lezoMbane. 	UkuNqongophala kweSakhono kwimakethi kunye/okanye amava angonelanga.	Ukwakha uhlanganisondawony e Iwabalingwa abanomdla, nabalungeleyo. Ukufunda umsebenzi kwingqesho kunye nophuhliso olukhawulezileyo Iwangaphakathi.
Ukungabi nasakhono kunye nokwenziwa kwezigqibo okuchaziweyo (A)	<ul style="list-style-type: none"> • OSebenza ngokuBhora amaTye; • OSebenza ngesiLayishi; kunye • NoSebenza ngesiXhobo sokuTsala nokuNyusa ngeNtumbo. 	UkuNqongophala kweSakhono kwimakethi kunye/okanye amava angonelanga.	Ukwakha uhlanganisondawony e Iwabalingwa abanomdla, abalungeleyo kunye nokuphumeza. uphuhliso olukhawulezileyo Iwangaphakathi.

1.8 2.7 ISICWANGCISO SENKQUBELAPHAMBILI YEKHONDO LOMSEBENZI ONOKULANDELWA

UMgaqo 46(b)(ii) we-MPRDA ufunu ukuba: "Umholo wesiCwangciso sezeNtlalo nesezabaSebenzi uquke isicwangciso senkqubelaphambili yekhondo lomsebenzi onokulandelwa kunye nophumezo lwaso ngokuhambelana nesicwangciso sophuhliso lwezakhono."

Inkcazelot emfutshane

- Ucwangciso Iwenkqubelaphambili yekhondo lomsebenzi onokulandelwa yinxene ebalulekileyo yesiCwangciso se-HRD. Bonke abasebenzi bayakhuthazwa kwaye banikwa amathuba okuthabatha inxaxheba kwindela ethile yophuhliso Iwekhondo lomsebenzi onokulandelwa. Uphuhliso Iwekhondo lomsebenzi onokulandelwa libandakanya inxene ebalulekileyo yenqubo yolawulo lokusebenza IwePandora. Uphuhliso Iwekhondo lomsebenzi onokulandelwa luhkhuthaza uhlumo kunye nokuzinikela kwabasebenzi kwaye lunyusa ulwaneliseko emsebenzini kunye nokusebenza ngokufezekileyo. Abaphathi banoxanduva lokuncedisa abasebenzi ngophuhliso lwabo Iwekhondo lomsebenzi onokulandelwa.
- Isicwangciso senkqubelaphambili yekhondo lomsebenzi onokulandelwa ukhombisa amakhondo omsebenzi onokulandelwa ngobukrelekrele obububo (oko kukuthi izakhono, imikhwa esulungekileyo kunye nezimongqondo ezifunwayo ziindidi zomsebenzi ezahlukahlukeneyo).

IsiCwangciso sokuSebenza

- Amakhondo omsebenzi onokulandelwa iza kuphunyezelwa inkalo yokufunda nganye kwaye iza kusebenza kubo bonke abasebenzi kuloo nkalo yokufunda ithile. Okubalulekileyo la makhondo omsebenzi onokulandelwa iza kuchaza amanyathelo alandelelanayo okanye izikhundla zomsebenzi ngenkalo yokufunda ethile ngokudibene neemfuno ezisisiseko zesikhundla ngasinye. Ezi zeziqukayo kwinkalo yokufunda, kwaye zisebenza kwiinkcazo zendima edlalwayo kunye neenkukacha ezibanzi zeziqinisekisomfundo, amava kunye namalinge oqequesho afunekayo ngenjongo yokuqhubela phambili kwizikhundla zalo nkalo yokufunda. Abasebenzi basePandora baza kubalulwa ngokwekhondo lomsebenzi onokulandelwa othile.
- linkqubo zophuhliso Iwekhondo lomsebenzi onokulandelwa ziza kubonelela abasebenzi ngamathuba emfundu yobomi kunye nokuziphucula okuqhubeckay. Inkqubo yophuhliso Iwamakhondo omsebenzi onokulandelwa yomgodi iza kubandakanya la malinge aphambili ophuhliso Iwezakhono namathuba alandelayo:
 - imfundu ngokwasemsebenzini okanye ngokoqequesho lobungcali noqequesho ukulondoloza ubungcali;

- amathuba okutyebisa umsebenzi awandisa izakhono ngokufunda uxanduva lomsebenzi olwahlukeneyo; kwaye
- iPandora iza kuzama ukuqinisekisa ukuba bonke abasebenzi abakwinqanaba lokuphatha nelolawulo banesicwangciso sophuhliso Iwezakhono. Ukuze iphumeze oku, iPandora iza:
 - kuhlanganisa ulwazi lwabasebenzi;
 - kuqhuba uphicotho Iwezakhono zabasebenzi;
 - kuhlanganisa izicwangciso zenkqubelaphambili yekhondo lomsebenzi onokulandelwa ngokuzimeleyo ngokubonisana nabaphathi kunye nabalawuli ngokudibeneyo / uPhuhliso IwezaKhono IweManyano kunye neKomiti yoQeqesho;
 - kuchonga abalingwa abafuna abangumzekelo ngokunika iingcebiso;
 - kubamba ucwego lokuqequesha abangumzekelo ngokunika iingcebiso/ abaphathi;
 - kuchonga abangumzekelo ngokunika iingcebiso;
 - kubamba iintlanganiso zekota zengxelo yempendulo;
 - ukubeka iliso nokuphengulula izicwangcisa rhoqo ngonyaka. Isishwankathelo solu phengululo siza kuboniswa kwiNgxelo yoNyaka ye-SLP.

INKQUBELAPHAMBILI YEKHONDO LOMSEBENZI ONOKULANDELWA

INkqubelaphambili yeKhondo loMsebenzi onokulandelwa				
INKALO YOKUFUND A				
EZOBUNJINELI	UkuFakwa kweziXhobo zooMatshini	Ofundela ukuFakwa kweziXhobo zooMatshini	Ofundela ezobuGcisa	OFaka iziXhobo zooMatshini Umphathi
	UHlanganiso lweziXhobo kulwenziwo lweeBhoyila	OFundela uHlanganiso lweziXhobo kulwenziwo lweeBhoyila	Ofundela ezobuGcisa	Ohlanganisa izixhobo kulwenziwo lweeBhoyila Umphathi
	OSebenza ngeePlanti	OFundela ukuSebenza ngooMatshini	Ofundela ezobuGcisa	OSebenza ngeePlanti UMphathi weePlanti
	ULawulo loMgangatho	OFundela uLawulo loMgangatho	Ofundela ezobuGcisa	ULawulo loMgangatho Umphathi
	Ubugcisa bonyibilikisosinyithi nokusebenza ngaso	OFundela ubuGcisa bezeziMbiwa	Ofundela ezobuGcisa	Igcisa lonyibilikisosinyithi nokusebenza ngaso UMphathi weePlanti
	ONcedisa kwiGumbi loLawulo lweziXhobo neeNkonzo	IGosa eliFundela ukusebenza kwiGumbi loLawulo lweziXhobo neeNkonzo zeQumrhu	Ofundela ezobuGcisa	IGosa leGumbi loLawulo lweziXhobo neeNkonzo zeQumrhu Umphathi
ULAWULI	UMabhalana we-HR ongaPhantsi	UMabhalana we-HR oPhezulu	ONcedisa e-HR	IGosa le-HR UMLawuli we-HR
	UMncedisi weNdawo yokuGcina iMpahla	UMabhalana weNdawo yokuGcina iMpahla	OFundela ukuba noXanduva IweMpahla eGciniweyo	OnoXanduva IweMpahla eGciniweyo UMphathi weziXhobo
WENNWEN	UMsebenzi oNcedisayo	UMfundi oNcedisa kwezeziMbiwa	IGcisa lezeziMbiwa	ISimbamgodi soTshintshwano UMLawuli waseMgodini
	INKokeli yeqela lezoKhuselo	OMele ezoKhuseleko osisiGxina	OMele ezoKhuseleko osisiGxina	UMfundu oliGosa lezoKhuseleko IGosa lezoKhuseleko
	UMekhanikhi weDizili	UMfundi osisiMbamgodi	Ofundela ezobuGcisa	UMekhanikhi weDizili IGcisa laseMgodini/uMphathi
	ICHule leJiyoloji	UMfundi weJiyoloji	Ofundela ezobuGcisa	ICHule leJiyoloji IGcisa laseMgodini/uMphathi

EKUJOLISWE KUKO KWEMINYAKA EMIHLANU (5) KWABASEBENZI ABANOMDLA KWI-IDPS

ISICWANGCISO SENKQABELAPHAMBILI YEKHONDO LOMSEBENZI ONOKULANDELWA (UMMANDLA)	2018	2019	2020	2021	2022
IziCwangciso zeNkqabelaphambili yeKhondo elinokulandelwa & nee-IDP Izicwangciso zenkqabelaphambili yekhondo lomsebenzi onokulandelwa (nee-IDP) njengepesenti yabanezidanga nabasebenzi bethu abanomdl (ichongwa kwizicwangciso zophuhliso zokungena kwisikhundla sophumayo / zenkqabelaphambili yekhondo lomsebenzi onokulandelwa kuphela) - inqanaba Cat 4-9 ukuya kwinganaba C kuphela	100%	100%	100%	100%	100%

- Izicwangciso zophuhliso Iwekhondo lomsebenzi onokulandelwa ziququzelela ukwakhiwa kwemimandla ekugxilwe kuyo ethile, ebhaliweyo nelungiselelwe abasebenzi be-HDSA ngenjongo yokubancedisa mhlawumbi:
 - Ukuphucula indlela ekusetyenzwa ngayo kwimeko yabo yangoku; kunye
 - Ukabalungiselela kumsebenzi omiselweyo wabo olandelayo.
 - Iziphumo ezizodwa zeziwangciso zophuhliso Iwekhondo lomsebenzi onokulandelwa ziquka:
 - Izicwangciso zophuhliso Iwekhondo lomsebenzi onokulandelwa ziza kumiselwa ukulungiselela abalingwa bohlanganondawonye lokungena kwisikhundla sophumayo be-HDSA kunye nabo baqhuba ngokusilelayo;
 - Ukuba nengqiqo nokuqonda izidingo zophuhliso Iwekhondo lomsebenzi onokulandelwa zabasebenzi;
 - Kuza kuchongwa iiprojekthi ukunika ithuba ii-HDSA ukuba zifumane amava okwenziwayo;
 - Izicwangciso zokusebenza ukuvala izikhewu ngezicwangciso zophuhliso ekuvunyelwene ngazo;
 - Ingcaciso (kubasebenzi) ngemimandla yokugxinisa ukuqhuba upuhliso olulolwakho.

2. **ISICWANGCISO SOKUBA NGUMZEKELO NGOKUNIKA IINGCEBISO**

- **IMigago ye-MPRDA**

UMgaqo 46 (b)(iii) we-MPRDA ufunu ukuba:

"Umxholo wesiCwangciso sezeNtlalo nesezabaSebenzi kufuneka siquke isicwangciso sokuba ngumzekelo ngokuniqa iingcebiso kunye nokuphunyezwa kwaso ngokuhambelana nesicwangciso sophuhliso lwezakhono kunye nezidingo zokuxhotyiswa kwamaqela."

- **Inkcazelo emfutshane**

- Ukuba ngumzekelo ngokuniqa iingcebiso yinkqubo yokusebenzia abantu abachongwe ngokukhethekileyo nabaqequeshiweyo ukuba banike isikhokelo neengcebiso eziza kunceda ekupuhhliseni amakhondo emisebenzi enokulandelwa "yabantu abaphantsi kogcino lwabanye" ababelwe bona.
- Ukuba ngumzekelo ngokuniqa iingcebiso kujonge ekuxakamezeni ukufunda emsebenzini, ekufuneka kusoloko iyeyona ndlela ingcono yokufumana izakhono ezithile nolwazi ngokunjalo oludingwa ngumnini womsebenzi. Ukuba ngumzekelo ngokuniqa iingcebiso kwakhona kufezekisa uqequesho olusesikweni ngokubonelela abo baxhamlayo kuko ngokukhokelwa komntu ngabalawuli abanamava "abanobulumko" ngeendlela zequmrhu. Abasebenzi banika ithuba lokuthabatha inxaxheba kubudlelane bokuba ngumzekelo ngokuniqa iingcebiso nomntu acinga ukuba unokongezelela uhlumo kuhlumo nophuhliso lwabo.
- Le nkqubo yenzeka ngokukodwa kula manqanaba alandelayo:
 - 2.1 umphathi wokuqala nangaphantsi - okujonge kubasebenzi ngokwayamene neqela C5 lenkqubo yokuhlela uphononongo lomsebenzi nangaphantsi;
 - 2.2 isikhundla ekuqalwa kuso ngabanezidanga graduate - bonke abanezidanga abaziswa kwiqumrhu;
 - 2.3 "Abangumzekelo ngokuniqa iingcebiso" kunye nabangumzekelo bezobuchwepheshe abanika inkxaso nesikhokelo ukwenza amanyathelo akwangoko ekhondo lomsebenzi onokulandelwa eliqequeshelweyo;
 - 2.4 abaLawuli abaphakathi ukuya kwabaPhezulu - kujonge kubasebenzi abakuDidi D abaphantsi nabaPhezulu;

- 2.5 iinkokeli eziphezulu- kujonge kuDidi E Iwabaphantsi nabaPhezulu;
- 2.6 linkokeli zesigqeba - ilungiselelw amalungu ekomiti yesiGqeba.

- IsiCwangciso sokuSebenza**

- IPandora iza kuqhuba isicwangcisoqhinga sokwakha isakhono esaneleyo phakathi kwabasebenzi bayo abaza kubonelela ngenkxaso nesikhokelo kubasebenzi kumanqanaba awohlukeny kwiqumrhu.
- La manyathelo alandelayo aza kuthotyelwa kuphumezo lwenkqubo yokuba ngumzekelo ngokunika iingcebiso yePandora:
 - 2.1 ukudala imibutho yophumezo lokuba ngumzekelo ngokunika iingcebiso kwiqumrhu; 2.2 ukuqeleshwa kwabaququzeleli abangumzekelo ngokunika iingcebiso;
 - 2.3 ukuchonga abangumzekelo ngokunika iingcebiso kunye nabantu abaphantsi kogcino Iwabanye;
- 2.4 ukumatanisa abangumzekelo nabantu abaphantsi kogcino Iwabanye; 2.5 ukuphonononga iziphumo.

**ISICWANGCISO SOKUBA NGUMZEKELO NGOKUNIKA IINGCEBISO SEMINYAKA
EMIHLANU:**

ISICWANGCISO SOKUBA NGUMZEKELO NGOKUNIKA IINGCEBISO	EKUJOLIS WE KUKO				
	2018	2019	2020	2021	2022
Ukuba ngumzekelo ngokunika iingcebiso: Abasebenzi Ubudlelane bokuba ngumzekelo ngokunika iingcebiso ngokuzimiseleyo njengepesenti yabanezidanga kunye nabangama-30 ababalaseleyo (inqanaba lolawulo) abasebenzi bethu (inqanaba lolawulo - iimeko ezibonakalayo ikukunikwa amanqaku ngetalente konyaka)	100%	100%	100%	100%	100%

3. **INKXASOMALI ZOKUFUNDA**

- **IMigaqo ye-MPRDA**

UMgaqo 46 (b)(iv) we-MPRDA ufunu ukuba:

"Umxholo wesiCwangciso sezeNtlalo nesezabaSebenzi kufuneka siquke isicwangciso senkxasomali yokufunda kunye nokuphunyezwa kwaso ngokuhambelana nesicwangciso sophuhliso lwezakhono."

- **Inkcazelo emfutshane**

- linkxasomali zokufunda ziza kunikwa abantu bangaphandle (oko kukuthi ii-HDSA zoluntu lwasekuhlalen) kunye nabasebenzi abanqwenelayo ukufundela uqinisekisomfundu lwemfundu ephakamileyo kwidiploma okanye kwisidanga esinxulumene nezezimbiwa. Ngokwezindululo ze-DMR, iiNkxasomali zokuFunda ziza kukhutshelwa kwakhona izifundo ezingadibanga noshishino lwezezimbiwa. Ekujoliswe kuko okukodwa ngekhosi nganye kungalungiswa ngokwayamene nesicwangciso samva somgodi kunye neenguqulelo kwizithuba zomsebenzi ekunzima ukuzigwalisa ngokunjalo.
- Ekujoliswe kuko kumiselwa ngokubhekiselele kwezi ndlela zokuhluza zilandelayo:
 - 3.1 65% i-HDSA;
 - 3.2 40% Amabhinqa; kunye
 - 3.3 55% i-GLC.
- Ngokukwanjalo, linkxasomali zokuFunda ziza kukhutshelwa ezi nkalo zokufunda zilandelayo: 3.1 UbuNjineli bezeziMbiwa;
 - 3.2 ULawulo IwezoKhuseleko nezeNdalo;
 - 3.3 IJiyoloji;
 - 3.4 Ubugcisa bonyibilikisosinyithi nokusebenza ngaso;

- **IsiCwangciso sokuSebenza**

IPandora iza kubonelela ngeenxasomali zokufunda ngesigaba sexesha seminyaka emi-5 njengoko kubonisiwe kwitheyibhile elapha ngezantsi.

ISICWANGCISO SEMINYAKA EMI-5 SASEPANDORA SENKXASOMALI YOKUFUNDA

IGAMA LEKHOSI YOQEQQESHO	INKQUBO YOKUFUNDA UMSEBENZI KWINGQESHO									
	2018 EKUJOLI SWE KUKO OKUTSH A	2019 EKUJOLISWE KUKO	KUYA QHUB EKA.	OKUT SHA	2020 EKUJOLISWE KUKO	OKU TSH A	KUYA QHUB EKA.	OKUT SHA	2022 EKUJOLISWE KUKO	OKUT SHA
linkxasomali zokufunda <i>IsiBonelelo sokuFunda (linkxasomali zokufunda zabaSebenzi bethu)</i>	1	1	0	1	0	0	0	0	0	0
AbaFund beboNke	0	0	0	0	1	1	0	1	1	0
UQingqomali luloNke	R 170 950	R 182 062			R 193 896		R 206 499		R 219 921	

4. INKQUBO ZOKUGQIBEZELA IZIFUNDO KWINGQESHO

- **IMiqago ye-MPRDA**

UMgaqo 46 (b)(iv) we-MPRDA ufunu ukuba:

*"Umholo wesiCwangciso sezeNtlalo nesezabaSebenzi kufuneka siuke
isicwangciso sokugqibezela izifundo kwinqgesho kunye nokuphunyezwa
kwaso ngokuhambelana nesicwangciso sophuhliso lwezakhono."*

- **Inkcazelo emfutshane**

Uggibezelozifundo kwinqgesho lubeka abantu esichengeni solwazi oluphangaleleyo olukhawulezileyo kwimeko yasemsebenzini njengenxenyen yophuhliso lwabo lobuqu nolwemfundu. Uggibezelozifundo kwinqgesho luyohlukana ukusuka ekubekeni esichengeni solwazi oluphangaleleyo abasebenzi abalindelekileyo, ukuya kubafundi beenginqi zabahlali abafuna amava okwenziwayo ngeziqinisekisomfundu zabo kunye nakubafundi abaseholideyini.

- **IsiCwanqciso sokuSebenza**

- Uggibezelozifundo kwinqgesho oluza kunikwa luza kuxhomekeka kwinxenyen yokwenziwayo yeziqinisekisomfundu zabafundi, kunye neenkalo zokufunda ezithile ngokunjalo apho kukho unqongophalo.
- Inkqubo yogqibezelozifundo kwinqgesho iza kumiselwa ukujolisa udluliselo lwezakhono kubasebenzi nakubahlali ababonakalisa umdla kubandakanyeko kushishino lwezezimbiwa. Inkqubo yogqibezelozifundo iza kunika iPandora ithuba lokugaya abalingwa abafanelekileyo ukusukela kwizikhundla zabafundi abafundi abaggibezela izifundo zabo kwinqgesho bangaphandle ukongeza kubasebenzi bayo. Ngenxa yoko, injongo yenqubo yogqibezelozifundo kwinqgesho iza kukuqinisekisa ukuqeshwa kwabasebenzi, uphuhliso kunye nokugcinwa kwezakhono zabasebenzi ezsengangathweni ophezulu.

- Ugxininiso lwale nkubo yogqibezelozifundo kwingqesho luza kuba kukuchonga abalingwa abancinci abakrelekrele ngokubalaseleyo be-HDSA kubahlali bengingqi. Inkubo yogqibezelozifundo kwingqesho ingalungiswa kumaxesha ngamaxesha. Inkubo leyo izu kuukuka:
 - 4.1 ukubonelela ngoggibezelozifundo kwingqesho okokuqala kubalingwa abachongwe kwingingqi ejikelezileyo kuze okwesibini kubalingwa bangaphandle abathembisayo; kunye
 - 4.2 nokubonelela ngoggibezelozifundo kwingqesho kubasebenzi abaqueshwe ePandora.

**ISICWANGCISO SOGQIBEZOZIFUNDO KWINGQESHO SEMINYAKA EMI-5
SASEPANDORA**

IGAMA LEKHOSI YOQEQQESHO	INKQUBO YOKUFUNDA UMSEBENZI KWINGQESHO									
	2018 EKUJOLI SWE KUKO OKUTSH A	2019 EKUJOLISWE KUKO	2020 EKUJOLISWE KUKO	2021 EKUJOLISWE KUKO	2022 EKUJOLISWE KUKO	KUYA QHUB EKA.	OKUT SHA	KUYA QHUB EKA.	OKUT SHA	KUYA QHUB EKA.
Abanezidanga (Inkubo yeminyaka emi-2)	0	0	0	0	0	0	0	1	1	1
Abafundi abagqibezela izifundo zabo kwinqesho ukufumana amava (unyaka om-1)	1	0	1	0	1	0	0	1	0	1
AbaFundi beboNke	1	0	1	0	1	0	2	1	1	2
UQingqomali luloNke	R 42 000		R 46 200		R 46 200		R 95 040		R 138 600	



ICANDELO 4

UBULUNGISA KWEZENGQESHO

5. **UBULUNGISA KWEZENGQESHO**

- **IMfuneko yoMqulu wamaLungelo wezeziMbiwa**

UMqulu wamaLungelo wezeziMbiwa uchaza ukuba:

"Ukwahlukahlukana kwasemsebenzini nomelo olunobulungisa kuwo onke amanqanaba zizincedisi zokubumbana koluntu, utshintsho kunye nokhuphiswano loshishino lwevezimbiwa. Ukuze kudalwe imekobume encedayo ukuqinisekisa iyantlukwano kunye nokuthabatha inxaxheba ye-HDSA kuzo zonke izikhundla zokuthathwa kwezigqibo kunye neendidi ngokwasemsebenzini kushishino lwevezimbiwa, inkampani yezezimbiwa nganye kufuneka ifumane obona buncinane bama-40% HDSA yomelo lweenkcukachamanani zabemi:

- *Inqanaba labalawuli besigqeba (Ibhodi) ngowe-2014;*
- *Inqanaba labalawuli abaphezulu (i-EXCO) ngowe-2014;*
- *Izakhono ezingundoqo nezibalulekileyo ngowe-2014;*
- *Inqanaba labalawuli eliphakathi ngowe-2014; kunye*
- *Inqanaba labalawuli abasezantsi ngowe-2014.*

Ukongeza, iinkampani zezezimbiwa kufuneka zichonge kwaye zikhawulezise uhlanganisondawonye lwetalente olukhoyo ukuqinisekisa ukuba sesichengeni solwazi oluphangaleleyo lwenqanaba eliphezulu lokusebenza ngokwayamene neenkqubo zekhondo lomsebenzi onokulandelwa."

- **IMigaqo ye-MPRDA**

UMgaqo 46 (b)(v) we-MPRDA ufunu ukuba:

" Umxholo wesicwangciso sezeNtlalo nesezabaSebenzi uquke iinkcukachamanani zobulungisa kwezengqesho ekufuneka zigcwaliwe ngendlela yeFomu SekwisiHlomelo II kunye nesicwangciso somgodi ukuphumeza i-10% yokuthabatha inxaxheba kwamabhinqa kwezezimbiwa kunye nama-40% okuthabatha inxaxheba kwabemi boMzantsi Afrika abavinjwa amathuba ngokwembali (i-HDSA) kulawulo kwiminyaka emi-5 ukusukela ekunikweni kwelungelo okanye ekutshintshweni kwelungelo lolawulo lwangaphambili."

- **Inkcazelو emfutshane**

- linjongo ezinabileyo zomgaqonkqubo wePandora ngokunxulumene noBulungisa kwezeNgqesho zezi:

- 5.1 ukuba nequmrhu elinotshintsho nelimelwe ngokunobulungisa elibonisa iinkcukachamanani zabemi baseMzantsi Afrika kuwo onke amanqanaba omsebenzi kanye nakuzo zonke iindidi zemisebenzi;
- 5.2 ukuqinisekisa ukucingela phambili kokuqeshwa kwabantu abaphila nokukhubazeka kanye nokuqinisekisa ukudalwa kwesithethe sokuhlonipha abantu abaphila nokukhubazeka, ngokuthathela ingqalelo imeko nobungakanani bomsebenzi ongundoqo;
- 5.3 ukudala imekobume yequmrhu eluncedo kubulungisa, kufaneleko, kwisidima kanye nakukuhloniphana, kwaye ebonakalisa iyantlukwano kwitalente ekhoyo ekuhlaleni kwethu;
- 5.4 ukusebenzela ukwakha abasebenzi abaxhotyisiweyo abaza kuba nako ukujongana nayo yonke imingeni eza nenguqoko notshintsho, nokubeka iliso nokuvavanya iinguqulelo ukuqinisekisa ukuba sijonga rhoqo inkqubela phambili ekuyileni iqumrhu elinobulungisa;
- 5.5 ukushenxisa iziphumo zocalucalulo ngokobuhlanga, ngokobuzwe nangokwesini emsebenzini, kanye nokufundisa wonke umtu kwiqumrhu malunga neziphumo ezibuyisela umva zezo zimongqondo; kanye
- 5.6 Ukuqinisekisa ukuba ulwimi alusetyenziselwa njengomqobo wokucalucalula abasebenzi kodwa njengesixhobo esincedayo esiqinisekisa uxibelelwano olusebenzayo.
- Inkqubelaphambili yee-HDSA kuLawulo.
 - Kubalulekile ukuba iPandora idale imekobume encedayo ngenjongo yokuqinisekisa iyantlukwano kanye nokuthabatha inxaxheba kwee-HDSA kwizikhundla zokuthathwa kwezigqibo kanye neendidi zomsebenzi ongundoqo nobalulekileyo emsebenzini. Ekujoliswe kuko okubonisiweyo kwii-HDSA kuLawulo namaBhinqa akwezeziMbiwa kufuneka kuthathele ingqalelo yobungakanani obuqikelelwayo babasebenzi bexesha elizayo. Kubalulekile ukuba oku kujolise kubuLungisa kwezeNgqesho kuxhaswe:
 - 5.1 Ngokubekwa phambili kokuqeshwa kwabasebenzi;
 - 5.2 Ucwangciso lokungena kwisikhundla sophumayo;

5.3 linkqubo zophuhliso ezikhawulezileyo;
 kunye 5.4 nesiCwangcisoqhinga sokuGcina.

Itheyibhile 11:

ISIVUMELWANO	UBulungisa kwezeNgqesho kufuneka bulawulwe nje ngomba wotshintsho kwaye kufuneka uhlanganiswe kwishishini lilonke ukhlangabezana nemingeni ngokufezekileyo. Kanjalo, iPandora izibophelela ekuhlangabezeni nokumela okunobulungisa kwe-HDSA ngenqanaba ngalinye lolawulo. Izikhokelo:
IZIKHOKELO	<ul style="list-style-type: none"> • Kuqikelelwa utshintsho Iwabalawuli ukuba lukwiavareji ye-8% iminyaka emi-5 elandelayo. • Kulwahlukwano Iwabalawuli unyaka ngamnye, kuyaqikelelwa ukuba ama-30% olwahlukwano aza kuvela kumaqela avinjwa amathuba (ii-HDSA) nokuba ngaba amanyathelo okuqala ekujoliswe kuwo aphanyeziwe oko kukuthi iinkqubo zokugcina, uphuhliso olukhawulezileyo njl.njl. • Kwi-8% eyahlukanayo – uvalozithuba malwenziwe ngokusekelwe kuma-50% – okubhekiselele kuma-50% e-HDSA (abekelwe bucala) kunye nama-50% abanye (angabekelwanga bucala). • Ukuqinisekisa izicwangcisoqhinga ngokujolisa ngokukodwa kuhlanganisondawonye Iwe-HDSA kunye nablawuli ziyaphunyezwu kwiminyaka emihlanu elandelayo. Ngokutsho oko, uninzi lophuhliso Iwabalawuli / amanyathelo okuqala akhawulezileyo luza kujolisa kuhlanganisondawonye Iwe-HDSA.

- **UkuPapasha nokunika iNqxelo ngesiCwangciso sobuLungisa kwiNgqesho**
 - IsiCwangciso sobuLungisa kwezeNgqesho sisonke sasePandora siza kupapashwa kwaye kuza kunikwa ingxelo njengoko kufunwa ngumthetho rhoqo ngonyaka kunye nangale ndlela ilandelayo:
 - 5.1 kuza kunikwa ingxelo ngenkqubelaphambili i-DMR, kudandalaziswa iinkcukachamanani zobulungisa kwezengqesho, ngendlela yeFomu S, ifomu leyo eza kuhlaziya rhoqo ngonyaka ukudandalazisa iinguqulelo emsebenzini; kunye
 - 5.2 nokuthobelwa kwePandora nawo onke amagatya eEmployment Equity Act (uMthetho woBulungisa kwezeNgqesho) 55 ka-1998 kunye nokungeniswa kwengxelo kuMlawuli Jikelele njengoko kufunwa njalo liCandelo 21 loMthetho olapha ngentla.

UBulungisa kwezeNgqesho

Itheyibhile 12: liNkukachamanani zoBulungisa kwezeNgqesho zaNgoku zePandora Platinum Mine (iFomu S) ukusukela kumhla wama-30 Novemba 2017



AmaNqanaba omSebenzi	Indo da				Ibhinqa				Abantu bangaPhandle		Bebonke
	A	C	I	W	A	C	I	W	Indo da	Ibhinqa	
Iziphathamandla	0	0	0	0	0	0	0	0	0	0	0
Udidi F											
Abalawuli abaphezulu	0	0	0	0	0	0	0	0	0	0	0
Udidi E											
Abaneziqinisekiso zobungcali neengcali ezinamava kunye nabalaWuli abaphakathi	0	0	0	1	0	0	0	0	0	0	1
Udidi D											
Abasebenzi abaneziqinisekiso zezakhono zobuchwepeshe nezobufundiswa, abaphathi abaseantsi, abaphathi, ifolomani kunye neentsumpa	19	0	0	4	7	0	0	0	5	0	35
Udidi C											
Onesakhono esingephi kunye nolwenziwozigqibo ngokuzikhethela	218	0	0	0	1	0	0	0	86	0	305
Udidi B											
Ukungabi nasakhono kunye nokwenziwa kwezigqibo okuchaziweyo	430	0	0	0	29	0	0	0	59	0	518
Udidi A											
ABASISIGXINA BEBONKE	667	0	0	5	37	0	0	0	150	0	859
Abasebenzi abangxungxileyo	0	0	0	0	0	0	0	0	0	0	
INANI LABO BEBONKE	667	0	0	5	37	0	0	0	150	0	859

- IsiCwangciso sokuSebenza**

- Isicwangciso sokuphumeza ama-40% othabathonxaxheba Iwee-HDSA kuLawulo**

Le theyibhile ilandelayo ibonakalisa isiCwangciso soBulungisa kwezeNgqesho nesoTshintsho seminyaka emi-5 se-HDSA kuLawulo njengoko kufunwa njalo nguMqulu wamaLungelo wokuXhotyiswa kwezeNtlalo noQoqosho okuNabileyo kuShishino lwezeziMbiba lwaseMzantsi Afrika.

ITHEYIBHILE 28:

Umlinganiselo	OkuJolise kukuThobela ngowe-2014	Inkqubelaphambili ye-% ekujoliswe kuyo				
		Kunyaka 1	Kunyaka 2	Kunyaka 3	Kunyaka 4	Kunyaka 5
AbaLawuli abaPhezulu (uDidi E)	40%	40%	40%	40%	40%	40%
AbaLawuli abaPhakathi (D- Ukuya phezulu)	40%	40%	40%	40%	40%	40%
AbaPhathi abaseZantsi (D- ukuhla)	40%	40%	40%	40%	40%	40%
IzaKhono ezinguNdoqo/eziBalul ekileyo (UDidi-C)	40%	40%	40%	40%	40%	40%
Amanqanaba olawulo angundoqo (amaBhinqa akwezeziMbiba)	10%	4%	5%	8%	9%	10%



ICANDELO 5

**IINKQUBO ZOPHUHLISO
LOQOQOSHO LWENGINGQI**

ICANDELO 5: INKQUBO YOPHUHLISO LWEZOQQOSHO LWENGINGQI

5.1 Intshayelelo

Eli candelo ligxile kwiinkqubo zocwangcisoqhinga eziza kufikelela kumalinge aphambili eNgingqi nawoemandla ophuhliso lwezoqqosho, ezokuncitshiswa kwendlala, ukuphakanyiswa koluntu kanye nokuphuculwa kobomi babantu kanye nozinzo lwexesha elide ngaphaya kobude bexesha lokusebenza koMgodi. IPandora ikuMasipala weNgingqi waseMadibeng malunga neekhilomitha ezilishumi (10) kwintshona yeBrits.

Amaqumrhu enkampani ajikelezwe ziinggaqzi zabahlali kwimimandla yasezilalini naleyo ikufutshane nedolophu ebizwa ngokuba yiGreater Lonmin Communities (i-GLC). Le ngingqi yabahlali iqulethe iqela leengingqi zabahlali ezisesikweni nezingekho sikweni ezijikeleze amaqumrhu eLonmin Platinum kwaye iquka iidolophu iMarikana, iBapong, iSegwaelane, iModderspruit, iMajakaneng, iSonop, iMooinooi kanye neWonderkop.

Lo mmandla, ohlelwe njengommandla wasezilalini, utyebile ngokwezimbiwa kwaye i-EPL nePandora zisebenza kumhlaba weNgingqi iBapo Ba Mogale. Ngokwemeko yokuba kufuphi, iPandora ingxabalaze kummandla weBapo, kumhlaba wabucala kanye nakwingingqi yaseSonop ngokunjalo. Kwimeko yokumiswa kwemida iBapong iquka iiWadi ezingama-25 nezingama-28 ngelixa iSegwaelane neSonop zizinze kwiWadi 25 kaMasipala weNgingqi waseMadibeng. IWadi 25 ibandakanya, uMbindidolophu iSonop kanye neRegorogile/eSifikile kwaye iSegwaelane iphantsi kweWadi 32. IWadi 28 iquka uMbindidolophu weBapong, iOustad, iSkoolplaas kanye nommandla omkhulu kakhulu ongaphandle kwegunya likaGunyaziwe woMmandla ngokoBuzwe weBapo Ba Mogale. Le mimandla idityaniswe ngokwamaqela kwaye idweliswe kwiTheyihile 10 apha ngezantsi.

Itheyihile 13 : iNgingqi zeGreater Lonmin (i-GLC)

iGreater Marikana	iGreater Bapong	iGreater Mooinooi	iGreater Sonop
1. Umbindidolophu waseMarikana	1. UMBindidolophu waseBapong	1. UMbindidolophu waseMooinooi	1. UMbindidolophu waseSonop
2. INtshona yeMarikana	2. IOustad	2. IBarnardsvlei	2. ERegorogile/eSifikile
3. Izindlu ze-RDP	3. ILeokeng	3. IModderspruit	3. iFama (Kareepoort)
4. Amatyotyombe aseMaditlhokwa	4. ISegwaelane	4. IMajakaneng	
5. Amatyotyombe aseSkierlik	5. IWonderkop	5. Amatyotyombe aseKhalamtwana	
6. Amatyotyombe aseBraampie	6. Amatyotyombe aseNkaneng	6. Amatyotyombe aseMamba (indawo yokuhlala yaseSamancor)	
7. Amatyotyombe aseBig House			
8. Amatyotyombe aseStomhuis			

5.2 |Profayili yeeNkukachamanani zabemi

Itheyibile 14: INkazo yeeNkukachamanani zabemi baseBojanala ngowe-2010

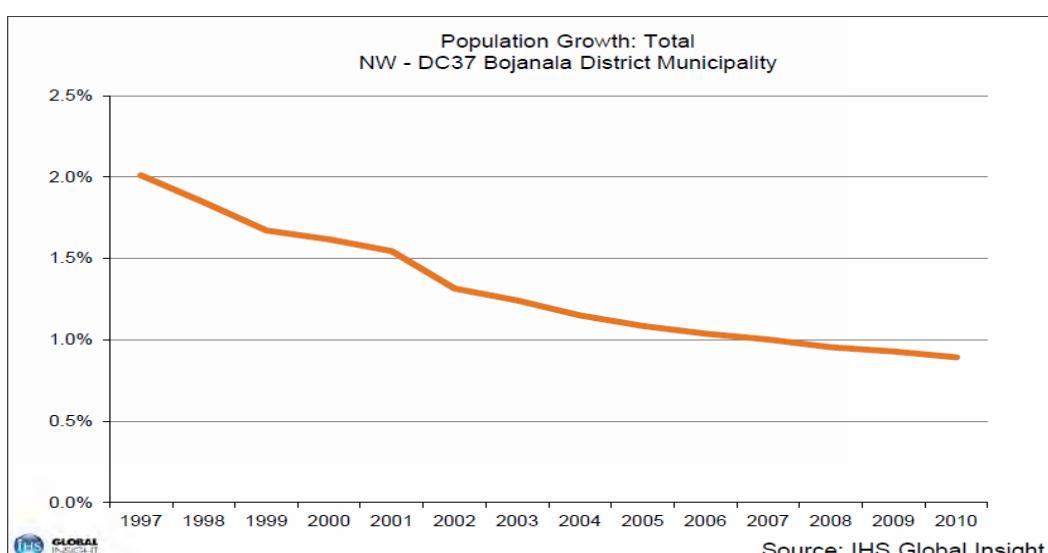
INkazo yeeNkukachamanani zabemi baseBojanala ngowe-2010								
Abemi beboNke								
	I-RSA	I-NW	I-BPDM (I-DC37)	I-MLM (I-D371)	I-LMoM (I-D372)	I-RLM (I-D373)	I-KRLM (I-D374)	I-MKLM (I-D375)
2006	47 889 378	3 384 836	1 275 060	182 252	365 750	446 545	39 276	241 238
2010	49 780 934	3 489 740	1 323 921	185 306	377 057	475 226	40 477	245 854
Inani lemizi iyonke								
2006	13 019 744	892 122	357 192	43 189	106 355	132 400	11 133	64 114
2010	13 416 349	904 164	364 331	42 911	107 562	138 609	11 308	63 940
Ubungakanani bommandla (km²)								
	1 221 246	106 710	18 370	1 382	3 847	3 430	3 981	5 731

5.3 Ezommandla kanye neenkukachamanani zabemi beSithili

UMasipala weSithili weBojanala Platinam (“i-BPDM”) ngumasipala woDidi C ozinze kwindawo yomntla-mpuma kwiPhondo loMntla Ntshona. UMasipala weSithili uquka oomasipala boDidi B beKgetleng River, iMadibeng, iMoretele, iMoses Kotane kanye neRustenburg. Ulwazi olukwitheyibhile elapha ngezantsi lushwankathela inkazo yezommandla nezenkukachamanani zabemi beSithili seBojanala Platinam.

abantu belizwe abaqikelelwayo bebonke ngowe-2006 bakaMasipala weSithili saseBojanala Platinam babe ngabantu abangama-1 275 060 kanye nezindlu ezingama-357 192, kanye nakwidatha ye-IHS

liNgqiqo zeHlabathi ezi zinyuke zaya kutsho kuma-1 323 921 kanye nama-364 331 ngowe-2010 ngokwahluhlukeneyo.

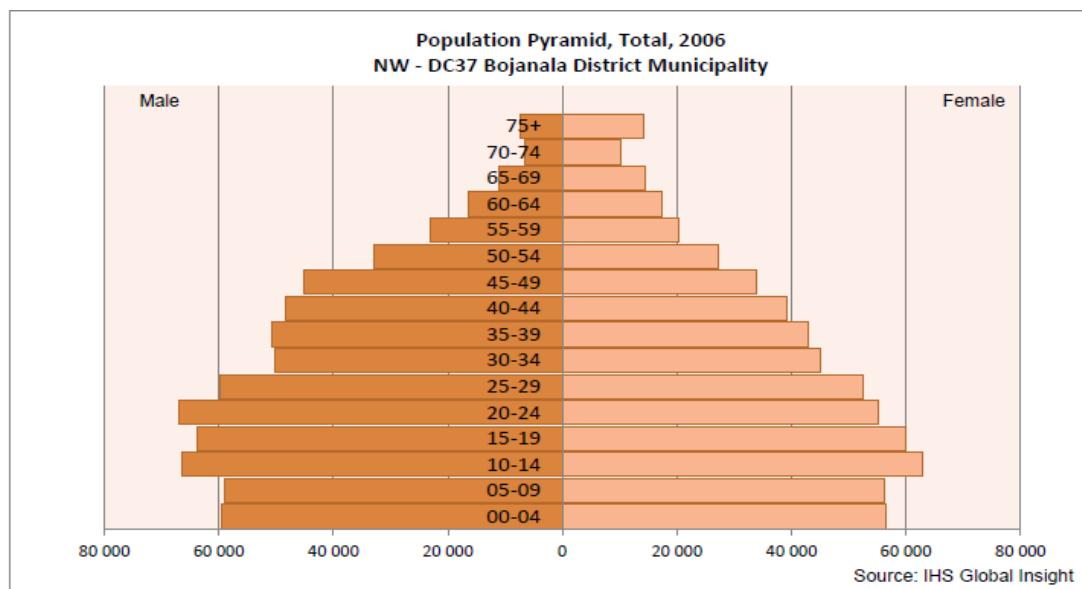


Umfanekiso 2: Izinga loKwanda kakhulu kwabaNtu beLizwe ngoNyaka lowe-2006 - 2010

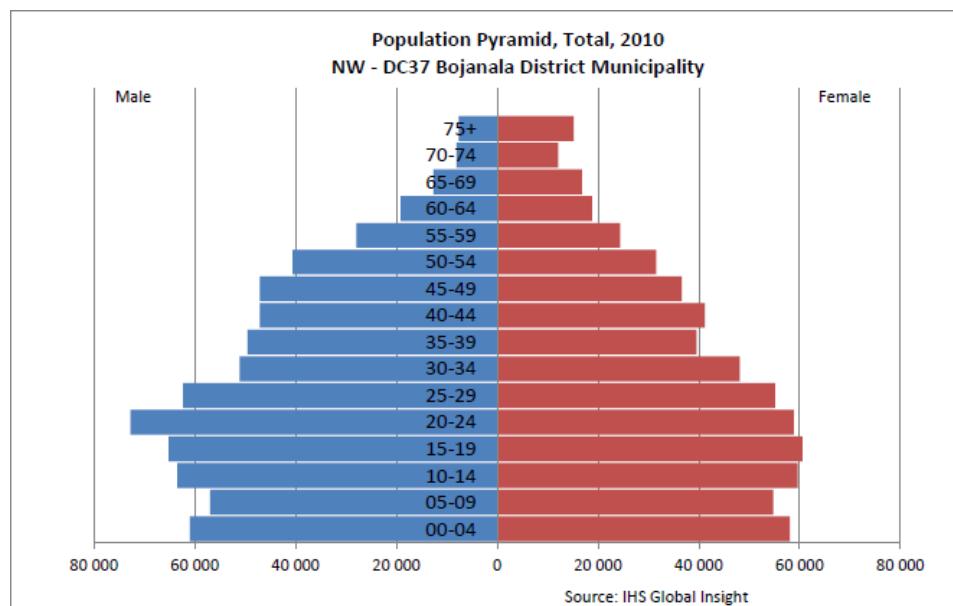
Izinga lokwanda lonyaka likaMasipala weSithili waseBojanala Platinam liyehla ukusukela konyaka yowe-1997, ukusuka phezulu kwi-2% ngowe-1997 ukuya ngaphantsi kwexabiso elinguziro lwe-0,9% ngowe-2010. Ukuhla okubalasele kakhulu kwezinga lokwanda kakhulu kwabemi abakhoyo kwisithili phakathi kweminyaka yowe-2000 nowe-2002 kukho nabo bohluke kakhulu kwabanye ngokungakuhlanga ngokucacileyo kwabonakala koomasipala bengingqi baseMoses Kotane naseMoretele. Oomasipala bengingqi ababini barekhoda awona maxabiso okwanda aphantsi angu-0.00042% kanye no- -0.2% ngokwahluhlukeneyo phakathi kwezigaba zexesha ezinikiwego zowe-2000 ukuya kowe-2002.

Utshintsho olubalaseleyo lokuhla phakathi konyaka yowe-2000 nowe-2002 lungachazwa kukucandwa ngokutsha komda womnye oxinene kakulu novelisa kakulu ngokuphathelele kwezoqoqosho kude kuMasipla weNgingqi waseMoretele (iTtemba, iHammanskraal) kanye ne-LM yaseMadibeng (iGa-Rankuwa, iMabopane, njl.njl.) kanye neminye imimandla ekufutshane nedolophu yacandwa ngokutsha yayiTshwane ngonyaka yowe-2006, kwangaloo nyaka umnye aphi umasipala wengingqi waseMoretele wafikelela kwelona zinga liphantsi lokwanda kakhulu kwabemi le- -0.2% elibonakalisa imfuduko enkul. Isenzeko esingacacisekiyo

isenzeko sesiphene esinokuba ngumqobo ekusebenzeni ngokuyimpumelelo siyabonakala kwi-LM yaseMoses Kotane kanye nakwisigaba sexesha esiphantsi koqwalaselo ngokunjalo.



Umfanekiso 3 : INkcazo yobudala yabantu belizwe be-BPDM – 2006



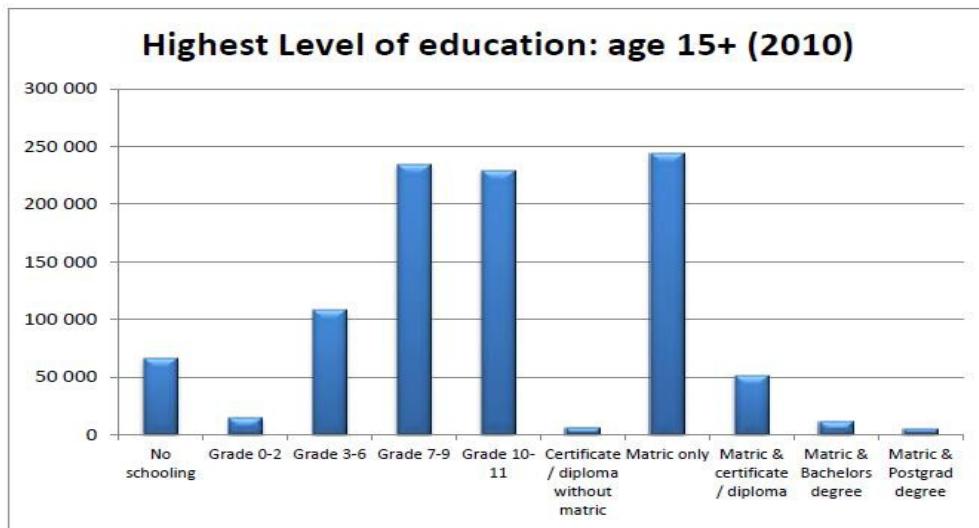
Umfanekiso 4 : INkcazo yobudala yabantu belizwe be-BPDM – 2010

Iphiramidi yabantu belizwe be-BPDM ibonisa ukuba isithili sibe namanani aphezulu ngokuzinziyeo abantu abasebatsha ababudala buphakathi kwama-20 nama-24 ukuya kulo naliphi na elinye iqela lobudala emva konyaka yowe-2006. Amadoda kweli qela lobudala enza elona nani liphezulu labantu belizwe ngexabiso lama-72 743 kwaye amabhinqa lama-58 860. Phezulu kwiphiramidi kubonisa ukuba amabhinqa angaphaya kunamadoda afikelela kwibhrakethi yabemi abadala. Emva kobudala beminyaka engama-59, ngoku kukho mhlawumbi inani lamabhinqa elilinganayo nelamadoda okanye elingaphezulu kwisithili. Kwakhona kukho isenzeko seqela lobudala lama-20 – 24 esibonisa inqanaba elibonakalayo lokwanda kwabemi ukusukela kowe-2006, kwaye oku kuchazwa koku kulandelayo:

Itheyibile 15 : INKCAZO YESESINI KAMASIPALA WE-BPDM 2010

INKCAZO YESESINI KAMASIPALA WE-BPDM - 2010						
ISINI	I-BPDM	I-MLM	I-LMoM	I-RLM	I-KRLM	I-MKLM
Indoda	674 503	91 186	192 741	246 900	19 691	123 985
Ibhinqa	613 332	91 560	175 857	207 844	19 906	118 164
Bebonke	1 287 835	182 746	368 598	454 745	39 598	242 149
INKCAZO YESESINI KAMASIPALA WE-BPDM ngokwe-%- 2010						
ISINI	I-BPDM	I-MLM	I-LMoM	I-RLM	I-KRLM	I-MKLM
Indoda	52.37	49.90	52.29	54.29	49.73	51.20
Ibhinqa	47.63	50.10	47.71	45.71	50.27	48.80
Bebonke	100.00	100.00	100.00	100.00	100.00	100.00

Ulwakhiwo ngokwesini lwabantu belizwe be-BPDM bebonke abangaphezu kobudala beziza ezili-15 ngamadoda angama-52% kunye namabhinqa angama-48%. Ngokupheleleyo kuqikelelwu ukuba kukho amadoda angama-674 503 kunye namabhinqa angama-613 332 kwisithili ukusukela konyaka yowe-2010. Ngoomasipala bengingqi abathathu kuphela kwabahlanu ababonakalisa ukuba ngaphezulu kwamadoda kunamabhinqa.



Umfanekiso 5: IsiMo sezeMfundu sabantu belizwe be-BPDM

Inani elilapha ngaphezulu libonisa kwakhona inkqubelaphambili ebonakalayo ekuhleni kwabantu abanesikolo esingephi okanye abangenaso, ngelixa kwakukho kwakhona ukunyuka ngowe-2010 kwabantu abaligqibileyo ibanga

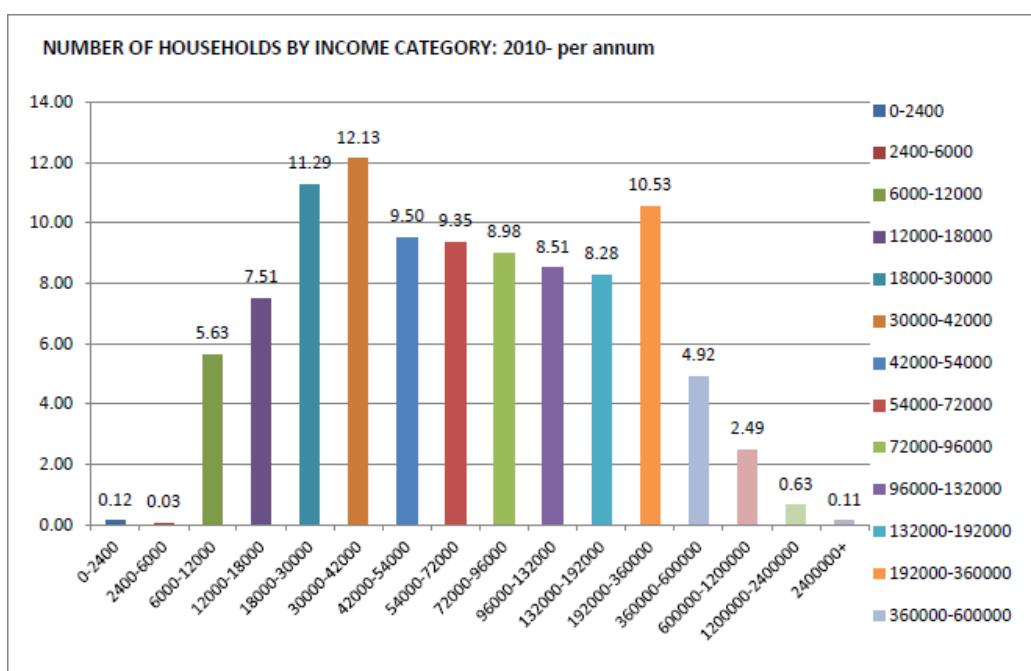
12. Umngeni usekhona kwiqela labantu benqanaba labanezakhono abaneMatriki & neziDanga kune nabo baneMatriki kune neziDanga ezilandela ezokuqala. Awokugqibela amabini ngamaqela abonakalayo nanjengoko ekwazi ukunceda iimfuno zezakhono zoqoqosho kwinqanaba lemfundo ephakamileyo/amacandelo anje ngorhwebo, ezemali kune nokuvelisa.

Isimo sezemfundu sabantu belizwe abangaphezulu kweminyaka eli-15 ubudala sibonisa ukuba amanqanaba elitheresi ayanda kwisithili. Kukho iziphumo ezibonakalayo zamanyathelo okuqala anje ngamaCandelo ezeMfundu esisiSeko yabaDala (i-ABET) kune neeKholeji ze-FET. Inqanaba lelitheresi yokusebenza ngokwanelisayo yesithili ngowe-2010 yayingama-73.8%. Imakethi yezabasebenzi ngoku ingaphawulwa ngabantu abanelitheresi, ulwimi, kune nezakhono zomsebenzi wokuziphilisa ezisisiseko nangona uninzi luza kube lungenawo amava okanye ubhaliso olusesikweni kumsebenzi wokuziphilisa lowo. Isithili nangona kunjalo sisalambatha kwiingcali eziqeqliwewo ezinanzi. Yi-0.46% kuphela yabantu belizwe abadala kune-15 enoqinisekisomfundu lwasidanga esilandela esokuqala. Isithili kufuneka senze iphulo ngokungaphaya lemfundo anganeno kweyesidanga elungiselelw abantu abasele bebadala ukuba bangangena isikolo, ukufikelela kumaziko emfundu ephakamileyo kufuneka kuphuculwe nanje ngoko uninzi lwazo lumgama kwisithili. Yi-6.86% kuphela yabantu belizwe abangaphezulu kweminyaka eli-15 ubudala bangathathwa njengokuba abanabo ubuchule bokufunda nokubhala. Kumanqanaba oomasipala bengiqi, iRustenburg inyusa elona nqanaba liphezulu lelitheresi yokusebenza ngokwanelisayo kwaye iKgetleng elona liphantsi zombini zingama-78.3% nama-56.7%.

Inkxaso engaphaya kufuneka inikwe amanyathelo okuqala ophuhliso lwezentlalo noqoqosho aphuhlisa isiphiwo sezakhono zizonke zesithili.

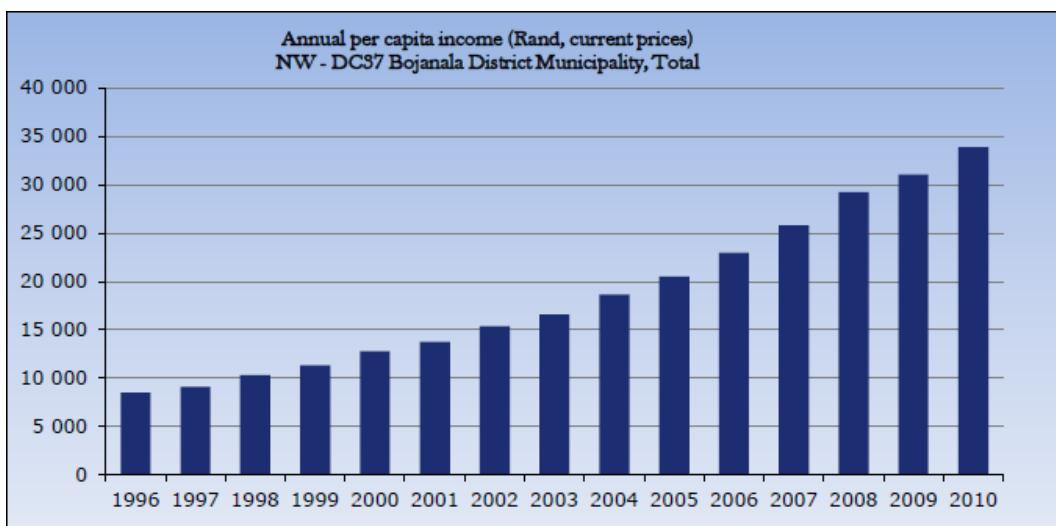
5.4 Ukufikeleleka

Ulwazi olubonisiwego lubonakalisa ukuba kuthathwe amanyathelo abonakalayo nanje ngoko umthethosiseko womvuzo ophantsi. Lubonakalisa kuphela i-0.12% yemizi kumasipala yamkela ngaphantsi kwama-R2400 umzi ngamnye ngonyaka. Kangange-13.29% yemizi ye-BPDM ifumana ingeniso yonyaka engaphantsi kwama-18 000 engama-1 500 ngenyanga. Ngoku ngokomlinganiselo wokuhlola amandla okuhlawula wesizwe oyena msebenzi wamkela kancinci ngumntu osebenza ezindlwini osebenza iiyure ezingama-27 okanye ngaphantsi ngeveki kwaye uvunyelwa ukwamkela owona mrholo umncinane wenyanga wama-974.49 ongama-11 693.88 ngonyaka ongumvuzo womzi uwonke ukuba nguye yedwa onoxanduva lomzi. Yimizi emininzi kangangama-59.76% erhola phakathi kwama-2 5000 nama-10 000 ngenyanga kwisithili. Ngomlinganiselo womvuzo ongaphezulwana kancinci wama-11 000 nangaphezulu kukho isibalo sama-26.96% sayo yonke imizi.



Umfanekiso 6: INgeniso yoMzi yaRhoqo ngeNyanga

Nangona kunjalo, kwicala elihle abantu belizwe besithili bafumene unyuselo lulonke ngokwemivuzo yomntu ngamnye elizweni ukusukela kowe-1996 ukuya phambili. Iavareji yonyaka ngokomrholo womntu ngamnye elizweni kwisithili yenyuka ukusuka malunga nakuma-R8498 ngokomntu ngamnye elizweni ngowe-1996 yaya kutsho kuma-R33 858 ngowe- 2010, oku kwakhona kuboniswe ngegrafu kumfanekiso 1.6 ukuba umvuzo wonyaka ngokomntu ngamnye elizweni unyuka ngokwezinga elicotthayo. Amazinga omvuzo angawona aphantsi ngonyaka ngokomntu ngamnye elizweni axhaphake kooMasipala beNgingqi owaseMoretele nowaseMoses Kotane ukusukela kowe-1996 ukuya kowe-2010 apho akumalunga nama-R19 182 kunye nama-R21 136 ngokomntu ngamnye elizweni ngokwahlukahlukeneyo.



Source: IHS Global Insight

Umfanekiso 7 : Umvuzo wonyaka ngokomntu ngamnye elizweni

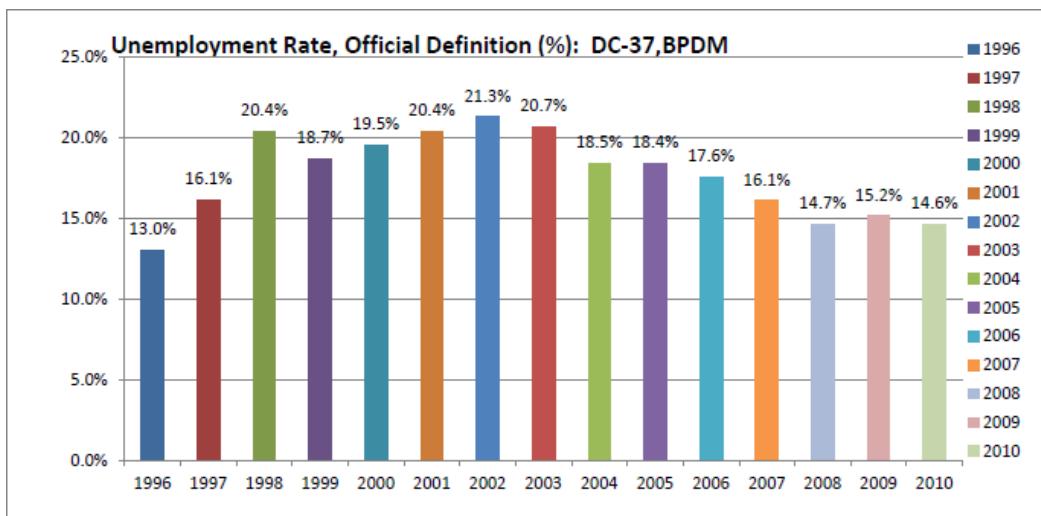
Ukuxhaphaka kwentlupheko kwimimandla emikhulu yesithili kubeka uxinzelelo kumandla okuvelisa iintengiso koomasipala bengingqi kuba imizi enemivuzo emincinci okanye engenamivuzo konke konke ayikwazi ukuhlawula iinkonzo zikamasipala.

Ngelixa kuqondwa umthethosiseko olapha ngentla, kukho ukunyuka okuqaphelekayo kwimivuzo yemizi kwi-DM yonke phakathi kwsigaba sexesha sowe-1996 nesowe-2010.

5.5 Intswelangqesho

Izinga lentswelangqesho langoku lelona nani liphantsi lesibini kwiminyaka eli-15 edlulileyo ukusukela kwi-13% ngowe-1996. Nangona inani elipheleleleyo labantu abangekho kwinqesho kwisithili laye lenyuka, izinga lentswelangqesho lizinzile kwaye lihle kancinci ukusukela kowe-2002 ukuya phambili. Izinga lentswelangqesho eliqikelelwayo lesithili njengoko kubonisiwe kwigrafu limalunga ne-14.6%. Ukuhla ukuya kwi-14% ngowe-2010 kubonakalisa:

- Impembelelo yeNdebe yeMbumba yeMibutho yaMazantsi Afrika yeBhola eKhatywayo yowe-2009 kunye neNdebe yeHlabathi yeFIFA ka-2010;
- Ukufumaneka kweisiqinisekiso kwakhona kunye nemigodi evula iishafti ezintsha okanye ukwanda kwemveliso okwabekwayo kwsigaba sexesha sokuDobobala koQoqosho sowe-2008/09.



Umfanekiso 8 : Intswelangqesho kwi-BPDM

Amanani othelekiso Iwentswelangqesho nokufikeleleka oomasipala abohlukahlukneneyo kwi-BPDM ashwankathelwe kwiTheyibhile 1.2 apha ngezantsi. Ngokuphathelele kula manani kukho amanqanaba aphantsi axhalabisayo abantu belizwe abasebenza ngokuzimiseleyo ngokuphathelele kwezoqoqosho, ingakumbi eMoretele naseMoses Kotane. Umasipala waseRustenburg unepesenti ephezulu ngokubalaseleyo yemizi erhola ama-R10 000 nangaphezulu ngenyanga oko kukuthi ama-37.08% kulandele iKgetleng kuze iMadibeng, iMoretele kunye ne-MKLM ziphakathi kwe-17%.

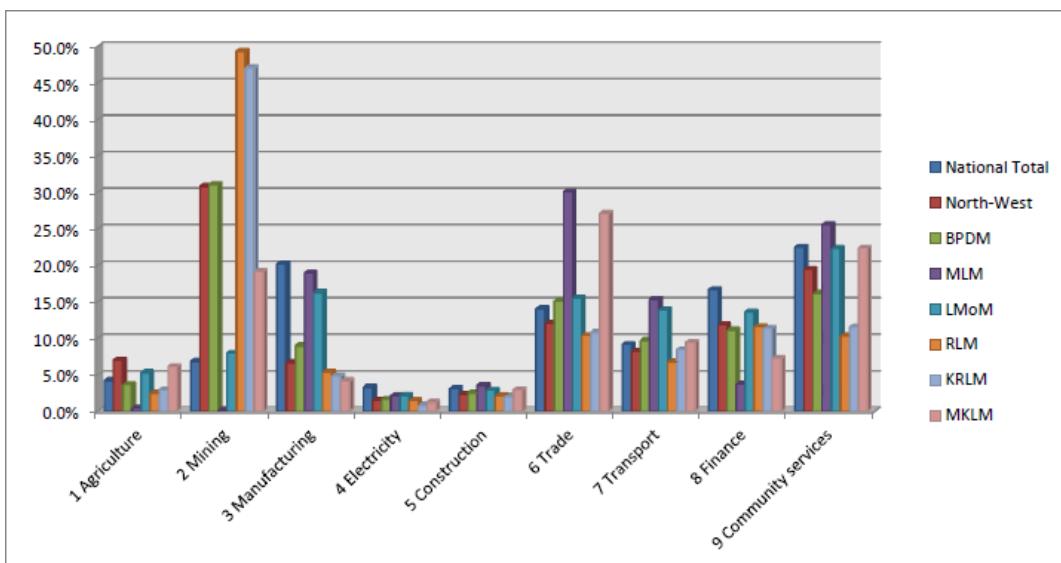
Itheyibhile 16 : Uthelekiso Iwentswelangqesho nokufikeleka

Umasipala	AbaNtu beliZwe abaSebenza ngokuZimiseleyo ngokuphathelele kwezoQoqosho	Udidi IoMrholo weMizi (rhoqo ngenyanga)		
		%	<1500	1500<x<10000
UMasipala weSithili saseBojanala Platinum	34.20%	13.29%	59.76%	26.96%
EMoretele	23.00%	16.36%	65.87%	17.78%
EMadibeng	32.50%	14.63%	62.03%	23.34%
ERustenburg	45.30%	8.97%	53.95%	37.08%
EKgetleng	50.40%	11.69%	60.10%	28.21%
EMoses Kotane	21.30%	18.62%	64.35%	17.03%

5.6 INkalo yokuSebenza enguNdoqo: UPhuhliso IwezoQoqosho IweNgingqi

linjongo zikaMasipala weSithili zale nkalo kujoliswe kuyo kukunyusa, nokomeleza umgangatho nanani lemisenbenzi ekhoyo kwisithili njengendlela ezinzileyo yokunciphisa indlala, ukudala imisenbenzi eyongezelelwego kuze kubonelelwego uqequesho njengoko siphumeza iziseko zophuhliso zemizi ehluphekayo, ukukhuthaza utyalomali kwisithili ukuqinisekisa uhlumo IwezoQoqosho oluzinzileyo, ukukhuthaza ezokhenketho, ukukhuthaza UkuXhotiyisa kwabaNtsundu kwezoQoqosho ngezivumelwano zengqesho ezinikwa ngumasipala nezixhasa ii-SMME.

IsiCwangcisoqhinga soHlumo noPhuhliso Iwe-BPDM sisabela kwiinjongo njengoko kwandlaliwe kolu xwebhu. Kukuphucula isiCwangcisoqhinga soHlumo noPhuhliso sePhondo loMntla Ntshona esinika umbono, iinjongo kunye neenjongo ezinabileyo koko kufuneka kuphunyeziwe kwiminyaka elishumi ezayo.

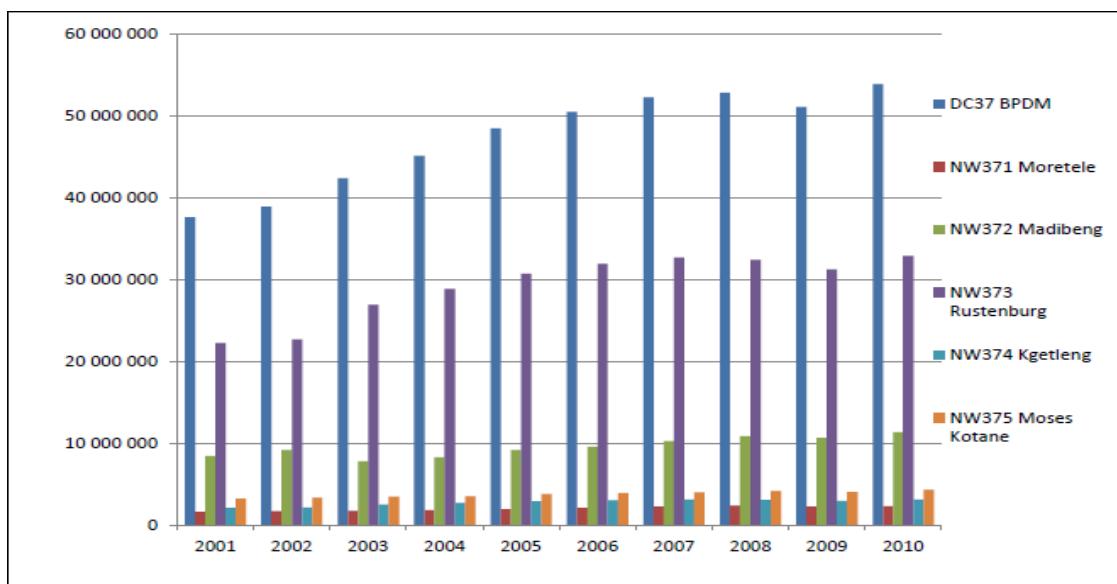


Umfanekiso 9: IMvelaphi yolwakhiwo IwezoQoqosho IweSithili ngaMacandelo ezoQoqosho aNabileyo

5. 7 UHLALUTYO LWAMACANDELO EZOQOQOSHO ESITHILI

UMfanekiso olapha ngentla ubonakalisa oku kulandelayo ngokwayamene nolwakhiwo Iwezoqoqosho Iwesithili: Ukuba uqoqosho Iwesithili longanyelwa licandelo lezezimbiwa, apho ngowe-2010 sasinika elona galelo likhulu kuhlumo Iwezoqoqosho, ingakumbi eRustenburg apho ngaphezulu kwe-45% ye-GVA-R isenziwa yimisebenzi yezezimbiwa'; Ukuba i-Kgetleng River LM nayo ibonwe njengohlumo olukhulu kweli candelo. Oku kungachazwa ngokumiswa ngokomthetho kwemigodi yesileyiti kunye nokuvela kwemigodi yeDayimani; uRhwebo eMoretele LM lubonakalisa njenge-30 % yoqoqosho Iwengingqi, ngelixa olwaseRustenburg iyi-10 % kuphela. Le mifanekiso mibini mayijongwe ngokomxholo; i-GVA (okuvelisiweyo kwezoqoqosho) yaseMoretele ingama-R650 m kuphela ngelixa iRustenburg ingamaR12 bn kumanani yowe-2011.

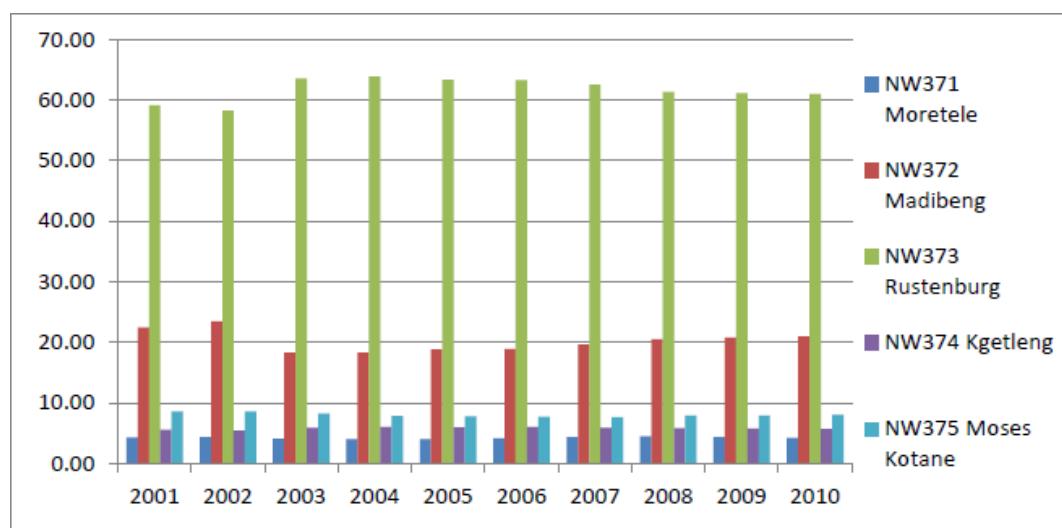
Ngokuqhelekileyo kuqatshelwa ukuba uMasipala weSithili waseBojanala Platinam ngumbindi wohlumo Iwezoqoqosho wePhondo IoMntla Ntshona kwaye unika igalelo elikhulu lokuvvelisiweyo kukonke kunye namathuba engqesho kwiPhondo le-NW. Intsebenzo yezoqoqosho kwesi sithili ngoko ke ibalulekile ukuba kuphunyezwe uhlumo lulonke kunye nokujolise kupuhliso ekuvunyelwene ngako kwinqanaba lephondo. Ulwazi oluboniswe kuMfanekiso 6.2.1 lubonakalisa ukuba uqoqosho Iwesithili (olulinganisewa nangamaxabiso e-GVA azinzileyo) lukhule ngokubalaseleyo kokuvvelisiweyo kukonke okumalunga ne-R12.2 bn ngowe-1996 ukuya kwi-R18.3 bn ngowe-2003. Ngowe-2010 uqoqosho lommandla lwakhula ukuya nje ngaphantsi kwe-R54 bn. Oku kubonisa ngaphezulu kunakabini kobungakanani boqoqosho kwiminyaka esixhenxe (7) bubalelwaa kukunyuka kwamashishini eemveliso ezikrwada.



Source: Global Insight – Regional Explorer v. 593

Umfanekiso 10 : I-GVA kuMaxabiso aZinzileyo (R1000)

Igalelo lolwalamano lecandelo lezeziMbiwa lokuvelisiweyo kwezoqoqosho kukonke kwenyuka ukusuka kwi-42.3% ngowe-1996 ukuya kangangama-59.5% ngowe-2001. Amanye amacandelo abaluleke kakhulu anika igalelo kuveliso lwezoqoqosho kwiSithili kukuVelisa, iHoseyle kunye noRhwebo lokuThengisa noLuntu, iiNkonzo zezeNtlalo nezoBuqu.



Umfanekiso 11 : AmaXabiso aZinzileyo e-GVA kaMasipala (R1000) njengesahlulo sikaMasipala weSithili

5.7 Ingqesho

Ulwazi oluboniswe kumfanekiso olapha ngezantsi lubonakalisa ukuba inani elipheleleyo lamathuba engqesho ecandelo elisesikweni lenyuka ukusuka kuma-206 680 ngowe-1996 ukuya kutsho kuma-304 651 ngowe-2007. Uhlumo nangona lumphawulwa ngokuhla okuthile eminyakeni yokudodobala koqoqosho kowe-2008/09 kwakungama-306 225 ngowe-2010.

Itheyibhile 17 : Abona baQeshi baKhulu becandelo

Icandelo	i-% yeNgqesho (2010)
Ezezimbiwa	43%
Urhwebo	15.4%
liNkonzo zasekuHlaleni	13.6%
Ukuvelisa	6.1%

5.8 Iimpembelelo zezeNtlalo noQoqosho ezilindelwego kwiqumrhu

Apho kufanelekileyo, iiprojekthi ze-LED ziza kusebenza njengeendlela apho abaxhamli bezakhono ezinokusetyenziswa naphi na beza kugcinwa njengabaxhamli beeprojekthi okanye abathabathinxaxheba.

IPandora izinikele kwiiprojekthi ezinika igalelo ngokubalaseleyo kupuhliso lwezentlalo noqoqosho, ukunciphisa indlala kunye nokuphakamisa abahlali.

Uqhagamshelwano phakathi kweeprojekthi ze-LED kunye neenkubo zikarhulumente nalo lwathathelwa ingqalelo ngenjongo yokuqinisekisa uzinzo lweeprojekthi ngaphaya kwelixa lokusebenza komgodi. Ubambiswano neentsebenziswano phakathi kwePandora, nabanye abachaphazelekayo nazo zathathelwa ingqalelo ekuchongweni kweeprojekthi ze-LED.

IPandora iza kuqhubeke nokusebenzisa amanyathelo aza kuphembelela ngendlela elungileyo isimo sezentlalo noqoqosho sabahlali basemgodini ngokomeleza oku kulandelayo: amathuba engqesho kunye nokuncitshiswa kwendlala;

amathuba abanikezinkonzo benkxaso yamaqumrhu ee-SMME;

amathuba oqeqesho nawophuhliso lwezakhono; iiprojekthi zasekuhlaleni eziqhutywa kwaye nezixhaswa ngemali yiPandora, ezinye iinkampani zezezimbiwa kunye nabachaphazelekayo kunye noMasipala ngokunjalo; kunye neziseko zophuhliso eziPhuculweyo.

5.9 Iiprojekthi zophuhliso

IPandora ngokuncediswa nguMasipala wengingqi iza kumisela iQonga leeNgxoxo lasekuHlaleni eliza kubamba

iintlanganiso ukuxoxa ngenkqubelaphambili ngokuphathelele ekuphunyezwensi kwe-SLP.

Okokuggibela, izicwangcisoqhinga kunye nolwakhiwo zokuxhotyiswa ngezakhono zinokubonakala zizezisebenzayo, zikhokelela ekubeni abahlali bavelise ezabo izimvo zoshishino, ezithi ekuggibeleni zibe ziiprojekthi ezizinzileyo namashishini ngokunjalo. Ngoko ke, inginqi yabahlali izi kuzinza ngokwandayo. I-SEDA, uMasipala wengingqi kunye namanye amaSebe kaRhulumente afanelekileyo kuza kuyiwa kuzo ukuze zixhobise ngezakhono abahlali abazibandakanye kwiiprojekthi ezahlukeneyo.

5.10 Ukudenda kunye nokuvala

Ekuggibeleni ukuvalwa komgodi kuza kubonisa ilahleko yomvuzo kunye neyengqesho, okuza kuba neziphumo kwisakhono sabasebenzi sokondla imizi yabo. Amanyathelo esicwangciso sezentalalo nezabasebenzi, anje ngeeprojekthi zokuziphilisa, aza kumiliselwa njengenyathelo lokuqala ukulumkela ezi mpembelelo zingantlanga kunye nokuqinisekisa uzinzo loluntu kwixesha elide. Abasebenzimgodini kuza kufuneka babonelelwe ngamathuba angamanye okuvelisa ingeniso ngeenkqubo ze-LED zenkampani.

Bonke abantu nabahlali abachaphazelekileyo enginqini kuza kuboniswana nabo ngokuselubala ngokuphathelele kwimisebenzi yePandora. Amaqonga eengxoxo onxibelewano aza kumiselwa ngenjongo yokuqinisekisa ukuhanjiswa kolwazi ngendlela yothabathonxaxheba neselubala.

5.11 Ukubandakanyeka kwiinkqubo zophuhliso ezihlanganisiwego

Nanje ngoko i-IDP iyinkqubosikhokelo engaphezulu yesithili esithile, i-SLP yePandora namalinge okuqala ophuhliso oluzinzileyo izi kuthobela inkqubo ye-IDP, eza kubandakanya isiseko sazo zonke iiprojekthi. Ngokwakha ngezicwangcisoqhinga zophuhliso ezikhoyo kwinqanaba likarhulumente wengingqi, kuza kwensiwa ubambiswano phakathi kwePandora norhulumente wengingqi, ezinokusebenza kunye ukwakha uluntu lwasekuhlaleni oluzinzileyo.

5.12 Isicwangciso sophuhliso oluzinzileyo

Isicwangciso sophuhliso oluzinzileyo siza kulungiselelwa yiPandora ukubonelela ngenkqubosikhokelo yamanyathelo okuqala akhuthaza uzinzo lwemizi yabasebenzi, kunye nolo lwenginqi yabahlali esingathileyo ngokunjalo. Ngokwayamene nesicwangcisoqhinga se-IDP esikhoyo sesithili, iPandora inenjongo: yokucwangcisa nokuqhuba evezimbiwa ngendlela yokubambelela kwimiba ebalulekileyo emithathu yophuhliso oluzinzileyo, eyile:-

- ukusebenza koqoqosh;
- ubulungisa kwezentlalo; kunye
- nokugqibelela kwezokusingqongileyo

Ukupuhhlisa inkqubosikhokelo yokucwangciswa, ukusebenza nokuvalwa komgodi eyanelisa iimfuneko zezomthetho, ephumeza uphuhliso oluzinzileyo kwaye evumayo ngokwaneleyo ukuvumela utshintsho.

Itheyibhile 18 : Isishwankathelo sesiCwangciso seMinyaka emiHlanu seeProjekthi zoPhuhliso IwabaHlali sowe-2018 - 2022

No.	Igama leProjekthi eChongiweyo	iNkalo ekujoliswe kuyo	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	INkcithomali iyoNke
1	Ukuhlaziya kweKhaya labaDala laseSonop	Iziseko zophuhliso zezempiro	R 2 400 000	R 2 000 000	R 1 000 000	R 0	R 0	R 5 400 000
2	Ukuhlaziya kweKlinikhi yaseSonop	Iziseko zophuhliso zezempiro	R 1 600 000	R 1 000 000	R 1 000 000	R 400 000	R 500 000	R 4 500 000
3	Ukuphuculwa kwesiKolo samaBanga aPhantsi saseTebogo esiseSonop	IziSeko zophuhliso zezeMfundu	R 0	R 1 000 000	R 2 000 000	R 1 000 000	R 1 000 000	R 5 000 000
4	Ukuphuculwa kwesiKolo samaBanga aPhantsi saseSonop	IziSeko zophuhliso zezeMfundu	R 0	R 0	R 500 000	R 1 500 000	R 2 000 000	R 4 000 000
Uqingqomali lalonke imiNyaka emiHlanu (5)			R 4 000 000	R 4 000 000	R 4 500 000	R 2 900 000	R 3 500 000	R 18 900 000

5.13 IPROJEKTHI 1: IPROJEKTHI YEZISEKO ZOPHUHLISO: UKUHLAZIWA KWEKHAYA LABADALA LASESONOP

Imvelaphi

Ikhaya labadala laseSonop lizinze kwiSithili saseBrits kwaye sinakekela abantu abalupheleyo abakwiinggingqi ejijkelezileyo.

Ngowe-2013 iSebe lePhondo lezoPhuhliso loLuntu lalinezicwangciso zokuvala iKhaya labaDala lase Sonop ngezizathu ezahlukeneyo ukuquka neemeko zabantu abalupheleyo abahlala kwikhaya labadala. ICosatu neNehawu zangenelela zaza zabamba intlanganiso ne-MEC yezoPhuhliso loLuntu. Isiphumo sentlanganiso yaba kukuba ikhaya labadala elo malihlaziye kwaye kuvuselelwe umoya wabasebenzi. I-MEC yaqhuba ukugcwaliswa kwezithuba zomsebenzi.

Kwabakho isibonelelo kubahlali beengingqi ejijkelezileyo.

Ngowe-2017 iPandora yabamba iintlanganiso neSebe lePhondo lezoPhuhliso loLuntutu, kwathathwa iziggibo zokuba kungaba kokufezekileyo ukuba iPandora ihlaziye iziseko zophuhliso ize emva ko inike inkxaso efunekayo kwikhaya labadala.

Ingqiqosiseko yeProjekthi

Ngokuphathelele kwi-BPDM i-IDP ibonakalisa ukuba kukho ngaphezulu okanye malunga nama-20 000 amadoda kunye nama-20 000 amabhinqa phakathi kweminyaka yobudala engama-65 nama-75 kwi-BPDM. Kuyinyaniso ukuba ngaphezulu kwama-40% abantu abalupheleyo kufuneka bagcinwe kumakhaya abadala. I-BPDM ayinazincedisikusebenza zekhaya labadala ezaneleyo ukugcina abo bantu bangenako ukufikelela kwizincedisikusebenza zamakhaya abadala aduru.

LiNjongo zeProjekthi

- Ukuququzelela uphumezo lwekhaya labadala elifikelelekayo ukulungiselela abahlali be-BPDM. Ukubonelela ngesincedisikusebenza esifikelelekayo ebantwini abagugileyo neentsapho zabo. Ukunciphisa imo zobuhlwempu kanye neemeko zesincedisikusebenza zekhaya labadala laseSonop. IsiCwangcisoqhinga sokuphuma

Isakube igqityiwe iprojekthi, izu kunikezelwa kwiSebe lePhondo lezoPhuhliso loLuntu.

Itheyibhile 19 : IPROJEKTHI 1: IPROJEKTHI YEZISEKO ZOPHULISO: UKUHLAZIYWA KWEKHAYA LABADALA LASESONOP

IGamal eProjekthi	UKUHLAZIYWA KWEKHAYA LABADALA LASESONOP							UkuHlawa kweProjekthi	Iziseko zophuliso
Imvelaphi	<p>IKhaya labaDala laseSonop lizinze kwisakhiwo esidala, esidilikayo esisetenziswa liSebe lezoPhuhliso loLuntu. Ekuholweni kwafunyaniswa ukuba ikhaya elo ligcina izigulane nabalupheleyo kwisakhiwo esingakhuselekanga nesingafanelekanga ukuba kuhlale abantu kuso. Uninzi Iwezincedisikusebenza ezifunekayo apho mhlawumbi azisebenzi kwaye zinezinto ezaphukileyo ezinje ngeegiza, oomatshini bokuhlamba impahla kunye nezindlu zangasese. Imekobume ke ngoko ayilunganga kwaye ayikhuselekanga.</p> <p>Esi sakhiwo sikhoyo seseSebe lezeMisebenzi kaRhulumente kwaye sisetyenziswa liSebe lezoPhuhliso loLuntu.</p>							Iprojekthi ikwizigaba zokuqala.	
OoMasibambisane beProjekthi	IPandora, iSebe lezeMpilo, iSebe lezoPhuhliso loLuntu kunye naBahlali							Uluntu Iwasekuhlalen olujikeleze uMasipala weNgingqi waseMadibeng.	
UMhla wokuQ alisa kwePr ojekthi	2018	INani eLilindelweyo lemiSebenzi eza kudalwa liLonke	Indoda	Ibhinqa	Ulutsha	Abakhubazekileyo	INdawo ekuyo iProjekthi	eSonop	
IQumrhu elinoXanduva	le-KIP	Umsebenzi			Ixesha elibekiweyo			Ulwabelo loqingqomali	
		i-KPA (Amanyathelo okuqala)			Q1	Q 2	Q 3	Q4	
Ukuqinisekiswa kokuvumelana ngeProjekthi	IPandora, iSebe lezoPhuhliso loLuntu	Intlanganiso nabachaphazeleyo			x				R5 600 000
Ukwamkelwa kommandla neendleko	IPandora	Ukwabelwa koqingqomali kunye neengxoxiswano ngommandla				x			
Ukuqeshwa komnikinkonzo	ILonmin	Ukukhutshwa kwesinikimaxabiso kunye nenkqubo yokukhetha abanesakhono sokwenza umsebenzi.			x				

Ukuggitywa kweprojekthi iiSMME.	likontraki	Ukuhlaziya kwezakhiwo			x		
Isicwangcisoqhinga sokuphuma	IPandora	Ukunikezela iprojekthi kwiSebe IezoPhuhliso loLuntu			x		
UQINGQOMALI				R5 600 000			

5.14 IPROJEKTHI 2: UPHUHLISO LWEZISEKO: IKLINIKHI YASESONOP

Iklinikhi yaseSonop izinze kwisithili saseBrits phantsi kwe-BPDM. Yifasilithi yokhathalelo lwezempiro yonyango lwe-HIV, i-AIDS nokunxulumene ne-TB, iinkonzo zokhathalelo nezenkxaso. Yifasilithi yokhathalelo lwezempiro ephathelele eluntwini ebeka iliso kwaye eseberenza kwangaphambili ekuphuculeni impilo nokuphila kakuhle koluntu. Iklinikhi inika unyango lwee-ARV kwaye apho kuyimfuneko, izigulane zidlulisawa kwisiBhedlele saseBrits ukufumana unyango olongezelelweyo. Iklinikhi ibonelela ngesidudu esomelezayo kwizigulane ezingondlekanga, ezine-TB, ezine-HIV & AIDS. Iklinikhi ibonelela ngeenkonzo zokhathalelo lokongelwa ekhaya kwezigulane ezigulela ukufa nezinezifo ezinganyangekiyo. Iklinikhi ibonelela ngeenkonzo zokubelekisa kumabhinqa akhulelwego engingqi nawasekuhlaleni.

IPandora ibambe iintlanganiso neKlinikhi yaseSonop neSebe lezeMpilo abacele ukuba iPandora iphucule iziseko zophuhliso zeSonop kwaye iPandora ivumile ukuyiphucula iKlinikhi leyo. Iklinikhi yaseSonop ikufutshane nakubahlali.

liNjongo zeProjekthi

Impembelelo yeFasilithi yezeMpilo iza kubonakaliswa koku kulandelayo: Ukuqeleshwa kwabakhi kunye nokupuhhliswa kweefasilithi;

Ukuphuculwa komgangatho wezeMpilo ekuhlaleni; ukudalwa kweNgqesho kulwakhiwo kwefasilithi yezeMpilo; kunye

Ukomelezwa kwenkqubo yeentengo nokufumana abanikinkonzo ngokuquesha abahlali bengingqi kulwakhiwo lweFasilithi yezeMpilo.

Itheyibhile 20: Ukuhlaziya kweKlinikhi yaseSonop

IGama leProjekthi		UKUHLAZIWA KWEKLINIKHI YASESONOP						UkuHlewa kweProjekthi	Iziseko zophuhliso
Imvelaphi		<p>IKlinikhi yaseSonop ikwisimo esingasihlanga okudala umngeni ekuboneleleni ngofikelelo olufanelekileyo nobonelelo olwaneleyo lokhathalelompi lokuqala olubanzi kwizigulane ezikufutshane neSonop.</p> <p>Abahlali baye badibana neLonmin ngokuphathelele kwimeko yeklinikhi baza bacela uncedo lokuba ikllinikhi ihlaziye.</p> <p>ISebe lezeMpilo lavuma ukuba ikllinikhi ihlaziye nanje ngoko oku kuza kunceda ukuba ikllinikhi ifumane isimo seklinikhi esifezekileyo ngokuqinisekiswa zezeMpilo zeSizwe</p> <p>Isakhiwo esikhoyo seseSebe lezeMisebenzi kaRhulumente kwaye sisetyenziswa liSebe lezeMpilo.</p>						IsiGaba seProjekthi ngelixa lokuchongwa	Iprojekthi ikwizigaba zokuqala.
OoMasibambisane beProjekthi		IPandora, iSebe lezeMpilo, iSebe lezoPhuhliso loLuntu kunye naBahlali						Abaxhamli	lingingqi zabahlali baseSonop
UMhla wokuQ alisa kwePr ojekthi	2019	INani eLilindelweyo lemiSebenzi eza kudalwa liLonke	Indoda	Ibhinqa	Ulutsha	Abakhubazekiley o	INDawo ekuyo iProjekthi	eSonop	
IQumirhu elinoXanduva		Ie-KIP	Umsebenzi			Ixesha elibekiwyo			Ulwabelo loqingqomali
			i-KPA (Amanyathelo okuqala)		Q1	Q 2		Q 3	Q 4
Ukuqinisekiswa kokuvumelana ngeProjekthi		IPandora, iSebe lezoPhuhliso loLuntu	Intlanganiso nabachaphazelekayo		X				R5 000 000
Ukwamkelwa kommandla neendleko		IPandora	Ukwabelwa koqingqomali kunye neengxoxiswano ngommandla		X				

Ukuqeshwa komnikinkonzo	ILonmin	Ukuhutshwa kjesinikimaxabiso kunye nenqubo yokukhetha abanesakhono sokwenza umsebenzi.		X			
Ukuggitywa kweprojekthi iiSMME.	Ikontraki	Ukuhlaziya kwezakhiwo			X		
Isicwangcisoqhinga sokuphuma	IPandora	Ukunikezela iprojekthi kwiSebe lezeMpilo			X		
UQINGQOMALI				R5 000 000			

5.15 **IIPROJEKTHI 3 KUNYE NEPROJEKTHI 4: IIIPROJEKTHI ZEZISEKO**

Ngoku, isiKolo samaBanga aPhantsi saseTebogo kune nesiKolo samaBanga aPhantsi saseSonop zidinga kakhulu uhlaziyo lweziseko zophuhliso esele ziguga kwaye azinalo iCandelo leziXhobo zokuFunda neMithombo yoLwazi. Ezo zakhiwo kunyanzelekile ukuba komelezwe imfundu esemgangathweni kuzo kune nokusebenza okufanelekileyo kwesikolo.

IPandora iqonda ukubonelelwa ngemfundu esemgangathweni kwabafundi njengelinge eliphambili lesizwe. Ukuze kuphuculwe umgangatho wemfundu kummandla woluntu Iwasemgodini, iPandora ikunye nabahlali bachonge isidingo sokuhaziya iziseko zophuhliso kwaye apho kunokwenzeka kubonelelwe ngeCandelo leMithombo yoLwazi eliphucukileyo kuzo zozibini izikolo. Le projekthi ibandakanya ukuhlaziya kwezakhiwo zezikolo kune nokwakhiwa kweCandelo leMithombo yoLwazi ngenjongo yokubonelela abafundi ngezixhobo zokufunda ezaneleyo kune nemithombo yowlazi ukuqinisekisa ukuba imfundu kune nokufunda kubonelelwa ngazo kubo bonke abafundi esikolweni.

IPandora iza kubambisana neSebe lezeMfundu ngenjongo yokubonelela ngezixhobo ezifunekayo nezixhobo zokufunda ezifunwayo zokupuhuhliwa okungaphaya kwale projekthi.

Ingqiqosiseko yeProjekthi

IPandora izinikele kwiiprojekthi ezinegalelo ekuphuculeni amanqanaba emfundu kwimimandla yabahlali basemgodini. Ngeengqwalasela ezahlukahlukeneyo kwiinginqi zabahlali basemgodini iPandora ichonge isidingo sokumisela iiprojekthi eziza kusebenza njengeendlela zokuqhubela phambili izinga lemfundo kummandla wenginqi yabahlali basemgodini.

IPandora iza kuthathela ingqalelo Ukuyila okuseMgangathweni okuNdululweyo kweMimandla yeZikolo okwakufumaneku kuMasipala weNgingqi neSebe lezeMfundu ngeengxoxiswano nooMasipala, ooCeba beeWadi kune neSebe lezeMfundu ukuze kusetyenziswe njengesixhobo senqaku lentelekiso.

IIINjongo zeProjekthi

Iinjongo ezinabileyo

- 5.1 Ukuququzelela uphumezo lwemfundu esemgangathweni kubahlali benginqi;
- 5.2 Ukwakha iCandelo elibonelela abafundi ngezixhobo ezaneleyo nangezixhobo zokufunda;

- 5.3 Ukwandisa izinga lokuthabatha inxaxheba esikolweni ngokuzimiseleyo; and
- 5.4 Ukunciphisa iimeko ezisilelayo zeziseko zophuhliso zemfundo kwingingqi yasekuhlaleni emgodini.

- **IsiCwangcisoqhinga sokuphuma**

Isakube iprojekthi igqityiwe kunye nomjikelo weminyaka emihlanu, iPandora iza kunikeyela iprojekthi kwiSebe lezeMfundu.

Itheyibhile 21 : UKUPHUCULWA KWESIKOLO SAMABANGA APHANTSİ SASETEBOGO

IGama leProjekthi		UKUPHUCULWA KWESIKOLO SAMABANGA APHANTSİ SASETEBOGO						UkuHielwa kweProjekthi		Iziseko zophuhliso			
Imvelaphi		IPandora iqonda ukubonelelwa ngemfundu esemgangathweni kwabafundi njengelinge eliphambili lesizwe. Ukuze kuphuculwe umgangatho wemfundu kummandla woluntu Iwasemgodini, iPandora ikunye nabahlali bachonge isidingo sokuhlaziya iziseko zophuhliso kwaye apho kunokwenzeka kubonelelwe ngeCandelo leMithombo yoLwazi eliphucukileyo kuzo zozibini izikolo. Le projekthi ibandakanya ukuhlaziya kvezakhiwo zezikolo kunye nokwakhiwa kweCandelo leMithombo yoLwazi ngenjongo yokubonelela abafundi ngezixhobo zokufunda ezaneleyo kunye nemithombo yowlazi ukupqinisekisa ukuba imfundu kunye nokufunda kubonelelwa ngazo kubo bonke abafundi esikolweni.						IsiGaba seProjekthi ngelixa lokuchongwa	Iprojekthi ikwizigaba zokuqala.				
OoMasibambisan beProjekthi		IPandora, iSebe lezeMfundu, i-BPDM kunye noLuntu						Abaxhamli	Ukuphuculwa kwesikolo kuza kuqhoba ukuphunyezwu kwemfundu esemgangathweni kuluntu lwengingqi. ICandelo leMithombo yoLwazi liza kuboneleta abafundi ngemithombo yowlazi eyaneleyo kunye nezixhobo zokufunda. Le projekthi iza kunciphisa iimeko ezisilelayo zeziseko zophuhliso zemfundu kuluntu Iwasemgodini.				
UMhla woku Qalisa kwePr ojekth i	2019	INani eLilindelweyo IemiSebenzi eza kudalwa liLonke	Indoda	Ibhinqa	Uluts ha	Abakhub azekileyo	INdawo ekuyo iProjekthi		I-BPDM				
li-KPI		IQumrhu elinoXanduva	Umsebenzi			Ixesha elibekiwego							
			i-KPA (Amanyathelo okuqala)	Kuny aka 1	Kunyaka 2	Kunyaka 3	Kunyaka 4	Kunyaka 5	Ulwabel o loqingqo mali				

IPandora izi kuba ngumasibambisane okhokeleyo kwaye izi kuqinisekisa ukuba utshintsho ngokwemfundu Luza kuphunyezwa.	iPandora, iSebe lezeMfundu, iSeda kunye ne-BPDM	Ukubamba ntlanganiso nabachaphazelekayo, umasipala kunye neSebe lezeMfundu, iSeda zisithi thaca isicwangciso	X				
		Ukwabelwa koqingqomali	X				
		Uqequesho lweekontraka eziqikelelwayo	X	X	X		
li-SMME zeNgingqi ziza kuxhamla kwaye iprojekthi izi bamba ixabiso lezoqoqosho kwii-SMME.		Ukwakhiwa kwezakhiwo	X	X	X	X	
Injongo kukuqinisekisa ukuba izikolo zoluntu zisebenza njengendlela yokuphucula kunye nokuvelisa isakhono sabo ngemfundu.		Ukubonelela ngezincedisi, oko kukuthi ifenitshala, izixhobo, iikhompyutha, njl.njl.					X
Isicwangcisoqhinga sokuphuma		Ukuniqezelwa kweprojekthi kwiSebe lezeMfundu					X
			R1 000 000	R2 000 000	R1 000 000	R1 000 000	
UQINGQOMALI							

**I PROJEKTHI 4: UKUPHUPHUCULWA KWESIKOLO
SAMABANGA APHANTSİ SASESONOP**

Itheyibhile 22: Ukuphuculwa kwesiKolo samaBanga aPhantsi saseTebogo

IGama leProjekthi		UKUPHUPHUCULWA KWESIKOLO SAMABANGA APHANTSİ SASETEBOGO				UkuHlelwa kweProjekthi	Iziseko zophuhliso	
Imvelaphi		IPandora iqonda ukubonelelwa ngemfundu esemgangathweni kwabafundi njengelinge eliphambili lesizwe. Ukuze kuphuculwe umgangatho wemfundu kummandla woluntu Iwasemgodini, iPandora ikunye nabahlali bachonge isidingo sokuhlaziya iziseko zophuhliso kwaye apho kunokwenzeka kubonelelwe ngeCandelo leMithombo yoLwazi eliphucukileyo kuzo zozibini izikolo. Le projekthi ibandakanya ukuhlaziya kvezakhiwo zezikolo kunye nokwakhiwa kweCandelo leMithombo yoLwazi ngenjongo yokubonelela abafundi ngezixhobo zokufunda ezaneleyo kunye nemithombo yowlazi ukujinisekisa ukuba imfundu kunye nokufunda kubonelelwa ngazo kubo bonke abafundi esikolweni.				Iprojekthi ikwizigaba zokuqala.		
OoMasibambisane beProjekthi		IPandora, iSebe lezeMfundu, i-BPDM kunge noLuntu				Abaxhamli		
UkuQa lisa kwePr ojekthi	2020	INani eLilindelweyo lemeSebenzi	Indoda	Ibhinqa	Ulutsha	Abakhubazekiley o	INDawo ekuyo iProjekthi	I-BPDM

Umhla		edalwe ngawo	10	10	5				
IQumrhu elinoXanduva	le-KIP	Umsebenzi			Ixesha elibekiwyo				Ulwabelo loqingqomali
		i-KPA (Amanyathelo okuqala)	Kunyaka 1	Kunyaka 2	Kunyaka 3	Kunyaka 4	Kunyaka 5		
IPandora izu kuba ngumasibambisane okhokeleyo kwaye izu kuqinisekisa ukuba kuphunyezwu utshintsho ngezemfundo.	IPandora, iSebe lezeMfundu, iSeda kunye ne-BPDM	Intlanganiso nabachaphazelekayo, umasipala kunye neSebe lezeMfundu, iSeda isithi thaca isicwangciso.	X						
		Ukwabelwa koqingqomali			X				
		Uqequesho leekontraka eziqikelelwayo			X	X			
li-SMME zeNgingqi ziza kuxhamla kwaye iprojekthi izu kuzuza ixabiso lezoqoqosho kwii-SMME.		Ukwakhiwa kwezakhiwo			X	X	X		
Injongo kukuqinisekisa ukuba izikolo zengingqi zisebenza njengendlela yokuphucula nokuvvelisa isakhono sabo ngemfundo.		Ukubonelela ngezincedisi, oko kukuthi ifenitshala, izixhobo, iikhompyutha, njl.njl.						X	
Isicwangcisoqhinga sokuphuma		Ukunikezelwa						X	



		kweprojekthi kwiSebe lezeMfundo						
UQINGQOMALI					R 500 000	R1 500 000	R2 000 000	

Icandelo 6

Ezezindlu neeMeko zokuHlala

6. EZEZINDLU NEEMEKO ZOKUHLALA KUNYE NESONDLO

Amanyathelo okujongana neemeko zezezindlu nezokuhlala kunye nesondlo

- *UMqulu wamaLungelo wezeziMbiwa ufunu ukuba: "Isidima somntu kunye nobumfihlo babasebenzimgodini zibe yimiqondiso yokomeleza uveliso kwaye kukhawuleziswe utshintsho kushishino lwezezimbiwa ngokwayamene nezezindlu neemeko zokuhlala. Kule meko iinkampani zezezimbiwa kufuneka ziphumeze amanyathelo okuphucula imigangatho yezezindlu kunye neemeko zokuhlala zabasebenzimgodini ngale ndlela ilandelayo:*
 - *Ukutshintsha okanye ukuphucula iihostele zibe ziyyunithi zeentsapho ngowe-2014;*
 - *Ukfumana izinga lokuhlala komntu omnye kwigumbi ngalinye ngowe-2014; kunye*
 - *Ukuquuzelela iindlela zokhetho lokuba ngumninindlu kwabo bonke abasebenzi basemgodini ngokubonisana nombutho wabasebenzi ngowe-2014."*

UMgaqo 46 c (iv) we-MPRDA ufunu ukuba: "Umxholo wesiCwangciso sezeNtlalo nesezabaSebenzi uqulathe amanyathelo okuhlangabezana neemeko zezindlu kunye neemeko zokuhlala kwabasebenzimgodini."

UMgaqo 46 c(v) we-MPRDA ufunu ukuba: "INkubo yoPhuhliso lweNgingqi ekufuneka ibandakanye amanyathelo okuhlangabezana nesondlo sabasebenzimgodini ibandakanywe kwi-SLP."

Inkcazelo emfutshane

UMgangatho wezeZindlu kunye neeMeko zokuHlala zoShishino lwezeziMbiwa ("UMgangatho wezeZindlu") waqulunqelwa ukuba unike ifuthe kwicandelo 100(1) (a) le-MPRDA kunye namacandelo 26(1) kunye no-(3) no-27(1) kunye no-(3) oMgaqosiseko weRiphablikhi yoMzantsi Afrika, ka-1996, kunye nowisomthetho olunxulumeneyo ngokuqinisekisa ukuba izindlu ezaneleyo, iinkonzo zokhathalelopilo, ukutya okwaneleyo namanzi ngokunjalo kubonelelwa ngazo ngokwaneleyo kubasebenzimgodini.

- **UMgangatho wezeZindlu uphawula ukuba:**

"Ummandla wamaqumrhu ezezimbiwa, kwiimeko ezininzi oba kude kwizindlu ezikhoyo, ukhuthaze abaqeshi ukuba babonelele ngezindlu njengesivumelwano sokuba yinxenyeye yeziseko zophuhliso ezifunekayo ukuphuhlisa umgodi. Kwinkulungwane yeshumi elinethoba ekupheleni, ukusukela

ekuveleni koshishino lwezezimbiwa lwale mihla, iihostele zesini esinye zibe lumphawu olubonakalayo lwenkubo yabasebenzi emigodini. EzeZindlu kanye neemeko zokuhlala zabasebenzi abaninzi kushishino lwezezimbiwa zazikumgangatho ophantsi, oko kunempembelelo empilweni yabo, ukuvelisa kanye nokuphila kakuhle koluntu.

Inkubo yeehostele yabasebenzimgodini abantsundu yayiqhutywa ngokobuhlanga nangokobuzwe. Amagoduka kwelinye icala achaphazeleke kakhulu zezi meko nanje ngoko ayesalelwa ubomi obuqhelekileyo bokuphila njengosapho. Babe phantsi kweemeko zokuhlala ezingekho mgangathweni kwiihostele zabantu abasinisinye okwaggibelela kwiingxaki zentlalo ukuquka nokuphela kwemitshato. Oku kwakhona kube negalelo kakhulu ekunweniseni i-HIV/AIDS neSifo sePhepha eMzantsi Afrika.

Urhulumente nabachaphazelekayo baqonde ukuba ukupuhhliswa kwezindlu ngokwamkelekayo nangokuzinzileyo kanye neemeko zokuhlala ukulungiselela abasebenzimgodini kungaphunyezwa ngokubandakanya kwezelando labucala ekuphuculen iihostele ukuba zibe ziindawo zokuhlala komntu omnye ezinesidima kanye nokutshintshwa kweehostele zibe zizindlu zosapho njengenxenyen yokuphucula ezezindlu neemeko zokuhlala zabasebenzimgodini."

- **IMeko yaNgoku**

Ngoku kukho abasebenzi basePandora abathandathu (6) abahlaliswe kwindawo yokuhlala ye-EPL. Abanye abasebenzi bazihlalela kwiindawo zabo zokuhlala nezirentwayo. Izibophelelo ezithile nekujoliswe kuko ngokunxulumene nezezindlu neemeko zokuhlala ze-EPL kuhlangatyezwene nazo kwisiCwangciso sezeNtlalo nezabaSebenzi se-EPL. IPandora ayinazo naziphi na iihostele.

- **Ezezindlu zeXesha elizavo**

Isicwangcisoqhinga sezezindlu saseLonmin esiquelethe ekujoliswe kuko okubalaseleyo kodwa okunako ukuphunyezwa siyahlanganiswa kwaye siza kuphunyezwa sisakube nje samkelwe. Ezi ndidi zilandelayo zamangenelelo zithathelwa ingqalelo:

- **Amanyathelo okuHlangabezana neSondlo neMpilo yabaSebenzi**

Ukubonelelwa kwesondlo esifezekileyo sabasebenzimgodini ngumba obalulekileyo wesakhono somgodi ukulondoloza abasebenzi abaphilileyo, abalulutho. Ikhadi lomsebenzi ngamnye liyagcwaliwa lize litshixelwe kwinkqubo yamakhadi e-elektronikh enemali ethile yezidlo ngenyanga (oku kusebenza kwabo basebenzi bahlala kwizindlwana ezihlala umntu omnye ze-EPL). Ulungiselelokuya kwiindawo ezihlala umntu omnye ze-EPL luchazwe kwisiCwangciso se-EPL sezeNtlalo nezabaSebenzi.

Icandelo 6

Inkqubo yeentengo nokufumana abanikinkonzo

7. **ISICWANGCISO SENKQUBELAPHAMBILI SENKQUBO YEENTENGO NOKUFUMANA ABANIKINKONZO NOPHUMEZO LWASO LWEENKAMPANI ZE-HDSA NGOKWAYAMENE NEZIVELISO EZIYINKUNZI, IINKONZO KUNYE NEMPAHLA ESEBENZISEKAYO**

- **IMfuneko yoMqulu wamaLungelo wezeziMbiwa**
 - *UMqulu wamaLungelo wezeziMbiwa ufunu ukuba:*

"Inkqubo yeentengo nokufumana abanikinkonzo yengingqi inokubalelwa kumaxabiso anganeno notshintsho, ibamba ixabiso lezoqoqosho, inika amathuba okwandisa uhlumo lwezoqoqosho oluvumela ukudalwa kwemisebenzi ephucukileyo kwaye ivula ummandla wofikelelo kwimakethi yeziveliso eziyinkunzi neenkonzo zaseMzantsi Afrika. Ukuze kuphunyezwe oku, ushishino lwezezimbiwa kufuneka lwenze inkqubo yeentengo nokufumana abanikinkonzo kumaqumrhu e-BEE ngokwayamene nezi nqobo zokulinganisa zilandelayo, ngokuxhomekeke kumagatya omhlathi 2.9:

- *Ukwenziwa kwenkqubo yeentengo nokufumana abanikinkonzo yobuncinane bama-40% eziveliso eziyinkunzi kumaqumrhu e-BEE ngowe-2014;*
- *Ukuqinisekisa ukuba abanikinkonzo bezizwe ngezizwe beziveliso eziyinkunzi barhuma ubuncinane be-0.5% ngonyaka ngengeniso yonyaka eveliswe kwiinkampani zezezimbiwa zengingqi kupuhliso lwezentlalo noqoqosho loluntu lwengingqi kwingsowamali yophuhliso lwezentlalo ukusukela kowe-2010;*
- *Ukwenza inkqubo yeentengo nokufumana abanikinkonzo ye-70% yeenkonzo kune ne-50% yempahla esebezisekayo kumaqumrhu e-BEE ngowe-2014.*

Ekujoliswe kuko okulapha ngentla akuhlangananga nenkcitho yenqubo yeentengo nokufumana abanikinkonzo yokungazikhetheli

- **UMgaqo ye-MPRDA**
 - *UMgaqo 46 (vi) we-MPRDA ufunu ukuba:*

"Umholo wesiCwangciso sezeNtlalo nezabaSebenzi kufuneka siqulathe isicwangciso senkqubelaphambili yenqubo yeentengo nokufumana abanikinkonzo kune nophumezo lwayo lweenkampani ze-HDSA ngokwayamene neziveliso eziyinkunzi, iinkonzo kune nezinto ezisetyenziswayo eziphelayo kune nokwahluwahlulwa kwenqubo yeentengo nokufumana abanikinkonzo ekufuneka igqitywe ngendlela yeFomu T ekwisiHlomelo II."

- **liniongo nesiCwangcisoqhinga seNkaqubo yeentengo nokufumana abanikinkonzo**

- Injongo yeNkqubo yeentengo nokufumana abanikinkonzo yaseLonmin kupuhhliso lwezoqoqosho lwengingqi kukutyala imali ngokunika ingqalelo egxile kubaNini abaNtsundu (ngaphezulu kwe-50% yobumnini) echithiweyo ngelixa kwakhona kuLangatyezwana nokujolise kuMqulu wamaLungelo ezeziMbiwa wangoku. Kugxilwe ekuqinisekiseni uzinzo lwexesha elide kubo bonke abachaphazelekayo ngokuzinzisa izibophelelo zentlalo ngesidingo sokunciphisa indleko yobumnini ukuqinisekisa amaxabiso anganeno kwindleko.

Itheyibhile 23:

ISIVUMELWANO	Ukuphumeza amanyathelo okuqala ukuqinisekisa ukuhambelana kwePandora nesinyanzelo sesizwe sokuxhotyiswa kwe-HDSA. Amanyathelo okuqala kwakhona aza kusebenza ukuqinisekisa ukuba i-BBBEE izinziswe kwINkampani yonke
ISIKHOKELO	<p>La manyathelo okuqala alandelayo aza kuphunyeza ukuqinisekisa ukuhambelana kwePandora nesinyanzelo sesizwe se-BBBEE:</p> <ul style="list-style-type: none"> • Ukuqinisekisa ukulungela kwequmrhu ukuthatha izivumelwano ezihambelana ne-BBBEE; • Ukuqinisekisa isimo se-BEE sabanikinkonzo; kunye • Ukuphunyeza komylelo woMqulu wamaLungelo ezeziMbiwa ngokuphathelele kubanikinkonzo beZizwe ngezizwe.

- IPandora iza kubonelela kwakhona isimo sabanikinkonzo abakhethwayo kwii-HDSA ngokuphunyeza kwala manyathelo alandelayo:
 - 7.1 ukuyila ubambiswano nabanikinkonzo bangoku;
 - 7.2 ukukhuthaza abanikinkonzo abakhoyo benqubo yeentengo nokufumana abanikinkonzo ukuyila ubambiswano okanye amaphulo ahanganyelweyo neenkampani ze-HDSA, apho kungekho nkampani ye-HDSA enika amaxabiso okunika impahla okanye iinkonzo;
 - 7.3 ukuchonga iimveliso ezinokunikwa ngabanikinkonzo bengingqi; kunye
 - 7.4 ukuchonga abanikinkonzo benqubo yeentengo nokufumana abanikinkonzo abalindelekileyo kubasebenzi / kwiingingqi zabahlali ezijkelezileyo, ngeQonga leeNgxoxo le-LED.
- Ngelixa lokusebenza koMgodi, ii-HDSA ziza kunikwa iwonga lomnikinkonzo okhethwayo, kuthathelwa ingqalelo ixabiso nomgangatho wezifezekiso. Uncedo

Iwasekuqaleni luza kuthi, ke ngoko, lunikwe abanikinkonzo be-HDSA ngokumiselwa nokuwinwa kwezivumelwano zengqesho. Amanqanaba exesha elizayo lenkubo yeentengo nokufumana abanikinkonzo ye-HDSA ePandora kuza kunikwa ingxelo ngawo ngokuwangenisa kwiFomu T (le fomu ingeniswa rhoqo ngonyaka kwi-DMR). Inkampani kwakhona iza kukhuthaza kwinkqubo yayo yezinikimaxabiso oku kulandelayo kubanikinkonzo:

- 7.1 ukukhuthazwa kwee-SMME;
- 7.2 ukudala imisebenzi yokuthathwa kwabasebenzi abatsha; kunye
- 7.3 nokunyuswa kwabahlali.
- IPandora iza kuqhuba inkqubo yeentengo nokufunyanwa kwabanikinkonzo kubanikinkonzo bengingqi abakummandla.
linkonzo zokufumana abanikinkonzo abanezakhono ngaphandle zenkqubo yeentengo nokufumana abanikinkonzo ezahlukahlukeneyo ziphandiwe, ziquka:
 - 7.1 Ukutya – ulungiselelokutya;
 - 7.2 Ukwakha – izixhobo zokwakha nokwakha;
 - 7.3 Ezothutho – iisampuli, izixhobo, inkunkuma kunye nabasebenzi;
 - 7.4 Indawo yokufudukela kwenye indawo kwamakhaya athile;
 - 7.5 linkonzo zokucoca iyadi – ukugcina iifasilithi zezezimbiwa zicocekile;
 - 7.6 Ukulondolozwa jikelele kweyadi, imibhobho yamanzi, umbane;
 - 7.7 Ukuhlanjwa kwempahla yezezimbiwa;
 - 7.8 liovaroli ze-PPE – abathungi bempahla; kunye
 - 7.9 Ukurentiswa kwezixhobo nolondolozo.

Itheyibhile elapha ngezantsi ibonakalisa okujolise kwinkqubo yeentengo nokufumana abanikinkonzo yeminyaka emihlanu yasePandora Itheyibhile 24: Okujolise kwinkqubo yeentengo nokufumana abanikinkonzo yeminyaka emihlanu yasePandora

INKQUBO YEENTENGO NOKUFUMANA ABANIKINKONZO	2018 Ekujoli swe kuko	2019 Ekujoliswe kuko	2020 Ekujoliswe kuko	2021 Ekujoli swe kuko	2022 Ekujoli swe kuko					
INKQUBO YEENTENGO NOKUFUMANA ABANIKINKONZO ECHITHWE KUMAQUMRHU E-BEE										
	EKUJOLI SWE KUKO	OKOQO BO	EKUJOLI SWE KUKO	CWANGC ISA	EKUJOLI SWE KUKO	CWANGCISA	EKUJOLIS WE KUKO	CWANGCISA	EKUJOLIS WE KUKO	CWANGCISA
IZIVELISO EZIYINKUNZI	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
IINKONZO	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%
IIIMPAHLA ESEBENZISEKAYO	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%

ICANDELO 7

INKQUBO EPHATHELELE KULAWULO
LOKUPHUNGULWA KWABASEBENZI
KUNYE NODENDO LWABO

**8. INKQUBO EPHATHELELE KULAWULO LOKUPHUNGULWA KWABASEBENZI
KUNYE NODENDO LWABO**

• **UMgaqo we-MPRDA**

- UMgaqo 46 (d) we-MPRDA ufunu ukuba:

Umxholo wesiCwangciso sezeNtlalo nezabaSebenzi uqulathe iinkqubo eziphathelele ekulawulweni kokuphungulwa nokudendwa kwabasebenzi ekufuneka kuquke-

- (i) *ukumiselwa kweqonga leengxoxo lexesha elizayo;*
- (ii) *iindlela zokonga imisebenzi kwaye kulunyukelwe ukulahleka kwemisebenzi kunye nokuncipha kwengqesho;*
- (iii) *iindlela zokunika izisombululo ezizezinye neenkubo ukudala ukhuseleko lwemisebenzi apha ukuphulukana nemisebenzi kungenakuphetshwa; kunye*
- (iv) *neendlela zokulungisa impembelelo yezentlalo neyezoqoqosho ebantwini, kwimimandla nakuqoqosho apha udendo okanye ukavalwa komgodi kunokwenzeka.*

• **Imvelaphi neenjongo**

Umthethosiseko weNkqubo yoPhuhliso IwabaSebenzi basePandora (okhokela uQeqesho lwezaKhono ezinokuSetyenziswa naphi na, i-AET, iinkqubo zokuFunda uMsebenzi kwiNgqesho njl.njl.) kunye neNkqubo yoPhuhliso lwezoQoqosho IweNgingqi (ukwazisa amanyathelo okuqala ophuhliso oluzinzileyo, imigaqonkqubo yezezindlu njl.njl.) kukudala amathuba emisebenzi. Nangona kunjalo, ekuvalweni komgodi, nokuba ngaba akunakunqandwa okanye akulindelekanga, isiphumo esingundoqo siza kuba kukuphulukana namathuba engqesho. Okulandelayo, umba ongundoqo we-SLP kukuphuhlisa iindlela nezicwangcisoqhinga ukunqanda ukuphulukana nemisebenzi okanye apha oku kungenakuphetshwa, ukuphumeza izicwangciso ezifanelekileyo ukulungisa impembelelo yezentlalo neyezoqoqosho ukuphungulwa kwabasebenzi kwiqumrhu kunye/okanye ukavalwa kwalo okunokuba nayo kubasebenzi, uluntu kunye noqoqosho.

Injongo ezisisiseko zezicwangciso ekufuneka zisekiwe ngobomi bemayini zihambelana nemithetho yentlalo "yesiCwangciso sezeNtlalo" seSebe lezabaSebenzi kwakunya noMthetho kwaye ziquka:

- ukunqanda ukuphulukana nemisebenzi njengoko kwandaliwe apha ngezantsi;
 - aphi ukuphulukana nemisebenzi kungenakuphetshwa kuncitshiswe ubungakanani bokuphulukana nemisebenzi okugqibelela kumanyathelo ohlengahlengiso okanye odendo;
 - ukuququzelela, kangangoko kunokwenzeka, ukufikelela kumathuba engqesho angamanye kwinkampani;
 - ukuququzelela uqequesho lomsebenzi ongundoqo oluqhubekeyo kunyenofikelelo kwisicwangciso soqequesho Iwezakhono ezinokusetyenziswa naphi na esinganxulumananga nevezimbiwa ukunceda abasebenzi abachaphazelekileyo ukuba bahlale besebenza ngokuphathelele kwezoqoqosho kwinkampani okanye kushishino okanye ngaphandle kwazo;
 - ukulumkela, ukudambisa okanye ukunciphisa naziphi na iimpembelelo ezingantlanga zentlalo nezoqoqosho ezinokubakho kubasebenzi, kuluntu, kuqoqosho lwengingqi nolemandla kunye nolweendawo ezithumela abasebenzi xa kunokuthi kubekho imfuno yokuba kudendwe okanye kuvalwe ngokuphathelele kwiinkqubo zophuhliso loqoqosho lwengingqi njengoko kwandaliwe kwisiCwangciso;
 - ukuquinisekisa ukuba iinkqubo ezesemxholweni zolawulo lokuvala okusebenzayo zikhona iminyaka emine (4) okanye emihlanu (5) ethile phambi kokuvalwa komgodi okucwangcisiweyo; kunye
 - nokunxibevelana nokubonisana ngokusebenzayo kunye nokuxoxa kwaye kupuhhliswe izicwangcisoqhingga nezicwangciso ngokuhlangeneyo nabachaphazelekayo abangundoqo, ngendlela yeFuture Forum, kubo bonke ubude bexesha lokusebenza komgodi ngemiba eyandalwe apha ngentla.
- **IFuture Forum**
 - **IsiCwangciso sokuSebenza**
 - 8.1 Ngenxa yemeko yeyantlukwano yequmrhu, kunye nommandla walo ngokunjalo, iFuture Forum iyamiselwa ePandora. iFuture Forum iza kumiselwa ngokuhlangeneyo nombutho wabasebenzi. iFuture Forum iza kwakhiwa ngale ndlela ilandelayo:
 - 8.1.1 abameli babalawuli; kunye

- 8.1.2 nabasebenzi okanye abameli babo (uMbutho wabaSebenzi).
- 8.2 Future Forum iza kudibana rhoqo, mhlawumbi kanye ngekota okanye njengoko kuvunyelwene ngabo bonke ubude bexesha lokusebenza kwamaqumrhu ukupuhhlisa, ukuphumeza nokunxibelelana ngezicwangcisoqhinga kunye nezicwangciso ukunqanda okanye ngapha koko ukujongana nokuphungulwa kwabasebenzi okubalaseleyo okanye ukuvalwa kwequmrhu elo.
- 8.3 Ukuxhaphaka kweetlanganiso kuza kunyuka ukuba kukho imiba ebalulekileyo ekufuneka kuhlangatyezwane nayo ngokungxamisekileyo. Iajenda yeeFuture Forum iza kuquka, kodwa ingaphelelanga apho:
- 8.3.1 ukuchonga nokuhlalutywa kweengxaki nemingeni ehangabezana nequmrhu ingakumbi apho ezi zinokukhokelela ekuphungulweni kwabasebenzi kunye/okanye ekuvalweni kwamaqumrhu;
 - 8.3.2 upuhhliso kwezicwangcisoqhinga nezicwangciso ukujongana neengxaki ezichongiwego nemingeni ngokunjalo;
 - 8.3.3 upuhhliso lwezicwangcisoqhinga nezicwangciso ukunqanda ukuphulukana nemisebenzi ukuba kunokwenzeka;
 - 8.3.4 upuhhliso lwezicwangcisoqhinga nezicwangciso ukunciphisa ukuphulukana nemisebenzi kuze kudanjiswe iziphumo ezibalaseleyo ekunokuthi ukuphungulwa kwabasebenzi, kunye nokuvalwa kube nazo kubasebenzi, kuluntu nakuqoqosho;
 - 8.3.5 ukuphunyezwa kwezicwangcisoqhinga kunye nezicwangciso zokusebenza ekuvunyelwene ngazo;
 - 8.3.6 ukujonga kwakhona iinkqubo zoqequesho zezakhono ezinokusetyenziswa naphi na kunye neenkqubo zophuhliso lwezoqoqosho lwengingqi;
 - 8.3.7 uhlolo kunye nokuniqa ingxelo, ngeeNgxelo ze-SLP zoNyaka zasePandora, impumelelo nenqubelaphambili

Iwazo zonke iinkqubo zolawulo lokuphulukana nemisebenzi nezolawulo lodendo ezicwangciselwe kwaye eziphunyezwe ngexesha lokuphungulwa kwabasebenzi, ukuvala okanye ngesigaba sexesha sasemva kokuvala esifanelekileyo.

9. IINDLELA ZOKONGA IMISEBENZI KWAYE KULUNYUKELWE UKULAHLEKA KWEMISEBENZI KUNYE NOKUNCIPHA KWENGQESHO

Icandelo 52 (1) le-MPRDA libalula ukuba:

(1) *Umnini welungelo lelezimbiwa kufuneka, emva kokubonisana nayo nayiphi na imanyano yabasebenzi ebhalisiweyo okanye abasebenzi abachaphazelekayo okanye abameli babo abachongiweyo apho ingekhoyo imanyano yabasebenzi, yazise iBhodi ngendlela emisiweyo-*

(a) *apho iimeko zoqoqosho ezikhoyo zisenza inzuzo kumlinganiselo wentengo yomgodi ofanelekileyo ibe ngaphantsi kuneepesenti ezintandathu (6%) ngokwesiqhelo ngesigaba sexesha esiqhubekayo seenyanga ezili-12 okanye*

(b) *ukuba naliphi na iqumrhu lelezimbiwa liyaphungulwa okanye liyayeka ngesiphumo sokuba i-10 pesenti okanye ngaphezulu yabasebenzi okanye ngaphezulu kwabasebenzi abangama-500, nayiphi na engaphantsi, bangadendwa ngaso nasiphi na isigaba sexesha seenyanga ezili-12."*

- **IsiCwanqcisohinga**

Xa kunokuthi uMgodi kufuneke ukuba iqalise ngenkqubo yokuphungula abasebenzi okanye yokuvala (ngokuhambelana nesivumelwano esilapha ngentla) le nkqubo ilandelayo iza kulandelwa:

- unxibelewano nesiCwangciso ngeeFuture Forum.
- kuyacingelwa ukuba nayiphi na imfuno yokuphungulwa kwabasebenzi okanye yokuvala iza kuchongwa ngelixa lokubonisana, leengxoxo kunye nelokucamngca eliqhubekayo kwiintlanganiso zarhoqo zeeFuture Forum.
- zonke izicwangcisoqhinga ezichongiweyo ziiFuture Forum ziza kuphunyezwa ngoluvo lokulumkela ukuphulukana nemisebenzi. Izicwangciso kunye nezicwangcisoqhinga ngokuqhubekayo ziza

ziza kuhlolwa ukuqinisekisa ukuba zisemxholweni neemeko ezikhoyo ngelixa kukrokrelwa ukuba kuza kuvalwa okanye kuza kuphungulwa abasebenzi.

- iFuture Forum iza kuhlolola iimeko zoqoqosho kunye nenani labasebenzi elinokuchaphazeleka kukuphungulwa kwabasebenzi okanye kukuvala.
- iFuture Forum iza kuxoxa kwaye ivumelane ngezicwangcisoqhinga nezicwangciso zokusebenza eziza kuphunyezwu ukulumkela ukuphulukana nemisebenzi.
- **IziCwangcisoqhinga eziQikelelwayo kunye nezicwangciso ukulumkela ukuphulukana nemisebenzi**
 - Ukuphulukana nemisebenzi kunye nezicwangciso kuza kuquka kodwa kungaphelelanga apha:

- 9.1 ukuthatha umhlalaphantsi kwangoko kokuzithandela kubasebenzi abakulungeleyo oko ngokuphathelele kwingxowamali yomhlalaphantsi efanelekileyo, njl.njl.;
- 9.2 ukunqunyanyiswa kokusebenza ixesha elidluleleyo, izikim zolwabelwano ngomsebenzi, ikhefu elifutshane nelide;
- 9.3 ukuyeka ukuqesha abasebenzi abatsha ade amaqumrhu asePANDORA abe azame ukugcwala izithuba ezingenamntu ngaphakathi;
- 9.4 apho kufanelekileyo kwaye kunokwenzeka, kuyekwe ukuqesha abasebenzi abangxungxileyo kunye/okanye abesivumelwano sengqesho;
- 9.5 apho kukrokrelwa ukuba kuza kuvalwa okanye kuza kuphungulwa abasebenzi isithuba ngasinye esivelayo ngokurhoxa, ngokuthatha umhlalaphantsi, ukusweleka okanye ukugxothwa komsebenzi, kwisigaba sexesha ukuya kutsho ekuphungulweni kwabasebenzi okanye ukuvala kuza kujongwa kwakhona ngengqiqo phambi kokuba isithuba sigcwaliswe ukuvumela ukungaqueshi kwizithuba zabasebenzi abemkileyo ngalo ndlela kulunyukelwa ukuphulukana nemisebenzi nokudendwa okungeyomfuneko;
- 9.6 ngelixa lobude bexesha lokusebenza kwequmrhu kuza kubakho uqequesho olunxulumene nezezimbiwa oluqinisekisiweyo oluqhubekayo kunye neenkqubo zoqequesho lwezakhono ezinokusetyenziswa naphi na ezingahlangananga nezezimbiwa

ukuxhobisa abasebenzi ngezakhono ezizezinye ukuze bahlale bengabasebenzayo ngokuphathelele kwezoqoqosho xa banokuthi badendwe; kwaye

- 9.7 ukongeza, inkaso yePandora eqhubekayo yeeprojekthi zophuhliso ezizinzileyo, ngeenkubo zayo zoPhuhliso IwezoQoqosho IweNgingqi, kwiinginqi zoluntu ekufumaneka kuzo abasebenzi iza kongeza kwakhona amathuba okudala imisebenzi kunye nokugcina uzinzo lwazo lwexesha elide. linzame zokuqhuba inkubo yokufumaneka kweentengo nabankinkonzo kwindingqi apho kunokwenzeka, kuLanganiswe noqequeso loshishino olunxulumeneyo nokunikwa kvezakhono ezizezinye zoosomashishini benginqi kuza kuthi kwakhona kunciphise ukungazithembi kwinqesho kubasebenzi benginqi.
- **Ukuphumeza iCandelo 189 le-Labour Relations Act 1995 (uMthetho wemiCimbi vezabaSebenzi)(njengoko ulungisiwe)**
 - Ukuphunyezwa kweCandelo 189 kunye no-189 (A) leLabour Relations Act okanye apho kukho izivumelwano ezihlangeneyo phakathi kweemanyano zabasebenzi nabalawuli ezingananzi amagatya eLabour Relations Act (uMthetho wezabaSebenzi), iinkubo ezandlalwe kwezi zivumelwano zihlangeneyo ziza kulandelwa. Le miba ilandelayo isemxholweni kwinkqubo yokubonisana eza kuqhutwywa neemanyano zabasebenzi ezifanelekileyo / abameli babasebenzi ngokunjalo:
 - 9.1 ukuqinisekisa ukuzibophelela nemithethosiseko eyamkelwe kwihi labathi jikelele yokudendwa ngokobulungisa, kubandakanya wa ukubonisana nothethathethwano nabameli babasebenzi abachongiwego emgodini.
 - 9.2 ukuthobela izivumelwano ezihlangeneyo phakathi kombutho wabasebenzi nenkampani.
 - 9.3 ukubhengezwa kwalo lonke ulwazi olusemxholweni.
 - 9.4 iindlela zokulumkela okanye ukunciphisa ukugxothwa njengoko kwandlaliwe kwisivumelwano esihlangeneyo.

- **UkwaZiswa kooGunyaziwe bakaRhumente**

Emva kokubonisana ngoqhagamshelwano neFuture Forum kune neemanyano zabasebenzi apha kucacayo ukuba izicwangcisoqhinga kune nezicwangciso aziphumelelanga ekuphepheni ukuphulukana nemisebenzi, inkampani iza kwazisa iBhodi yoPhuhliso IwezeziMbiwa nezemiGodi (Minerals and Mining Development Board) ngokwayamene neCandelo 52(1) (a) le-MPRDA lesidingo sokuphungula abasebenzi / sokuvala xa kufuneka njalo ngobude bexesha lokusebenza koMgodi kune neminyaka emine (4) ukuya kwemihlanu (5) phambi kwasekupheleni kobude bexesha lokusebenza koMgodi. OoGunnyaziwe bakaRhulumente baza kunikwa inothisi yexesha elibekiwego lokuvala kune/okanye inkubo yokuphungulwa kwabasebenzi, ukubonisana okuqhubeckay, amalinge ezicwangcisoqhinga nawezicwangciso njengoko kuxoxiwe ngoqhagamshelwano neFuture Forum. lingxelo zenqubelaphambili zarhoqo okulandelayo ziza kusiwa kumaSebe kaRhulumente afanelekileyo. Nawuphi na umyalelo yile Bhodi ikhankanywe apha ngentla kuza kubanjelelw kuwo ngenjongo yokuhlangabezana namanyathelo okulungisa njengoko kukhankanyiwe.

**10. IINDLELA ZOKUNIKA IZISOMBULULO EZIZEZINYE NEENKQUBO UKUDALA
UKUGCINA UMSEBENZI UKHUSELEKILE APHO UKUPHULUKANA
NEMISEBENZI KUNGENAKUPHETSHWA.**

• **Isivumelwano**

Ngokuthobela iCandelo 52(1) loMthetho, xa unokuthi umlinganiselo wentengiso yenzozo yequmrhu elifanelekileyo ube ngaphantsi kwe-6% ngokuqhelekileyo ngesigaba sexesha esiqhubekayo seenyanga ezilishumi elinesibini (12) okanye, xa kunokuthi i-10% okanye ngaphezulu yabasebenzi kufuneke idendwe, ngokuchonga isidingo sokuphungula abasebenzi okanye ukuyekisa imisebenzi yasemgodini ePandora kwaye apha ukuphulukana nemisebenzi kunokubangelwa zezi nkqubo, inkubo yokubonisana enabileyo iza kwenziwa kwiFuture Forum. Icandelo 189 kune nele-189(A) liza kuthotyelwa ukujongana neenkukacha zokudendwa, iBhodi yoPhuhliso IwezeziMbiwa nezemiGodi (Minerals and Mining Development Board) iza kwazisa, kwaye nawaphi na amanyathelo okulungisa kune nemiyalelo njengoko kumiselwe nguMphathiswa ziza kuthotyelwa.

• **IsiCwangcisoqhinga**

- Inkubo yokubonisana enabileyo iza kwenziwa ngoqhagamshelwano nemibutho yeFuture Forum apha amalinge esicwangcisoqhinga nawezicwangciso aphunyezwa yiForum engaphumeleli ekuphepheni ukuphulukana nemisebenzi. Apha ukuphulukana nemisebenzi kungenakuphetshwa iFuture Forum iza kuxoxa kwaye iphumeze izicwangcisoqhinga ukuhlola nokuphumeza izisombululo ezizezinye kwaye kudalwe ukugcinwa kwemisebenzi yabasebenzi abachaphazelekayo ikhuselekile.

- iFuture Forum iza kuhlola iimeko zoqoqosho nezizezinye ezinokubangela ukuphulukana nemisebenzi ize imisele inani labasebenzi abanokuchaphazeleka kukuphungulwa kwabasebenzi okanye ukuvala.
- iFuture Forum iza kuxoxa kwaye ivumelane ngezicwangcisoqhinga nezicwangciso zokusebenza eziza kuphunyezwa ukudala ukhuseleko lwabasebenzi abanokuchaphazeleka kukuphulukana nemisebenzi.
- **Izisombululo ezizezinye kunye nezicwangcisoqhinga ukudala ukhuseleko lwemisebenzi**
 - Izisombululo ezizezinye eziqikelelwayo kunye nezicwangcisoqhinga zokudala imisebenzi eziza kuthathelwa ingqalelo yiFuture Forum zingabandakanya kodwa zingaphelelanga apha:
 - 10.1 iindlela zokunciphisa inani labasebenzi abanokuchaphazeleka ludendo olubalulweyo; kwaye
 - 10.2 abasebenzi ekujoliswe kubo ukuba badendwe baza kunikwa uqequesho olufanelekileyo ukuze bahlale besebenza ngokuphathelele kwezoqoqosho ukuba badendiwe. (Oku kuza kwensiwa ngeenkqubo zokufunda umsebenzi kwinqesho ezithile ezijonge ukunika abasebenzi izakhono ezizezinye namava ngokunjalo eziza komeleza ukunesheka kwabo ngaphandle kwecandelo levezimbiwa. Le nkqubo iza kuqinisekisa ukuba abasebenzi abadendiweyo bamaketheka ngokungaphaya kwaye banokuthi bathathe ithuba kumathuba engqesho angoku navelayo akhoyo kwinkqubo yokugaywa kwabasebenzi yengingqi.)
 - 10.3 iiNkqubo zoPhuhliso IwezoQoqosho IweNgingqi ekufuneka ziphunyezwe njengenxe ye-SLP ziylilelwé ukudala amashishini exesha elide nazinzileyo kunye nemisebenzi yezoqoqosho engaxhomekekanga kwimisebenzi yevezimbiwa. La malinge e-LED anokuthi ke ngoko adale amathuba engqesho abasebenzi abanokuthi badendwe. Abasebenzi abanokudendwa baza kubekwa phambili ngokwamathuba engqesho avelayo ngeenkqubo ze-LED ezsungulwe yinkampani.

10.4 inkampani iza kuqhagamshelana neSebe lezabaSebenzi, abanye abaqeshi abakummandla wequmrhu kunye neendawo ezithumela abasebenzi ukuchonga onke amathuba engqesho anokuthi abe khona kunye nezithuba zomsebenzi ngokunjalo. Abasebenzi abachaphazelekayo baza kunikwa ulwazi oluahlaziyiwego rhoqo kwaye baza kunikwa uncedo olufanelekileyo ukuba benze izicelo zezikhundla ezipulekileyo.

10.5 ukunika uncedo oosomashishini kunye nophuhliso Iwee-SMME ngamaziko amashishini asakhasayo asele emiselwe, abanye abanikinkonzo abafanelekileyo kummandla osemxholweni kunye neenkubo ze-LED ngokunjalo.

10.6 iNkubo yoPhuhliso IwabaSebenzi iza kuqinisekisa ukuba abasebenzi bafumana izakhono eziqinisekisiweyo noqequesho ngokunjalo. Ezo zakhono ziqinisekisiweyo kunye noqequesho ngokunjalo zingasetyenziswa kwenye indawo kwicandelo lezezimbiwa okanye, kungenjalo, kumacandelo oshishino awahlukahlukeneyo okanye ngokujonga kumaphulo okuba ngusomashishini (ii-SMME okanye ii-BEE).

- Ukuphumeza iCandelo 189 le-Labour Relations Act 1995 (uMthetho wemiCimbi yezabaSebenzi)(njengoko ulungisiwe)
- Ukuba iingxoxo kwiFuture Forum zifinciwe kwaye ukuphulukana nemisebenzi akunakuphetshwa amagatya eCandelo 189 nele-189(A) leLabour Relations Act (uMthetho wemiCimbi yezabaSebenzi) kunye namagatya esivumelwano esihlangeneyo esikhoyo aza kuphunyezwa. Inkubo yokubonisana iza kusungulwa nomsebenzi ofanelekileyo, imibutho yabameli kwaye iza kubandakanya yonke imimandla echongiweyo kwi-LRA kunye nezivumelwano ezihlangeneyo. Imiba enje ngeendlela zokunciphisa udendo, ixesha lodendo kunye nentlawulo yokuyekiswa umsebenzi iza kuxoxwa yinkampani kunye nangabameli bomsebenzi. Zonke izicwangciso neminye imiba ekuvunyelwene ngayo ngelixa lale nkubo yokubonisana ziza kuphunyezwa.
- Ukwazisa iBhodi

Emva kokubonisana ngoqhagamshelwano neeFuture Forum kune neemanyano zabasebenzi ezaziwayo nalapho kucacayo ukuba izicwangcisoqhinga kune nezicwangciso aziphumeleli ukuphepha ukuphulukana nemisebenzi, inkampani iza kwazisa iBhodi yoPhuhliso IwezeziMbiwa nezemiGodi (Minerals and Mining Development Board) ngokwayamene neCandelo 52(1) le-MPRDA ukuba umlinganiselo weentengo wenzozo yequmrhu elifanelekileyo ungaphantsi kwe-6% ngokwesiqhelo ngesigaba sexesha esiqhubekayo seenyanga ezilishumi elinesibini (12)okanye xa kunokuthi i-10% okanye ngaphezulu yabasebenzi kufuneke idendwe. Ezo zaziso ziza kunikwa ngelo xesha zifunwa ngalo ngobude bexesha lokusebenza koMgodi kune neminyaka ethile emine (4) okanye emihlanu (5) phambi kokuphela kobude bexesha boMgodi. Oogunyaziwe bakarhulumente baza kunikwa inothisi yexesha elibekiweyo lokuvala kune/okanye inkubo yokuphungulwa kwabasebenzi, ukubonisana okuqhubeckay, amalinge ezicwangcisoqhinga nawezicwangciso njengoko kuxoxiwe ngokweeFuture Forum. Lingxelo zenkqabelaphambili zarhoqo okulandelayo ziza kusiwa kumaSebe kaRhulumente afanelekileyo. Ukuthobela umyalelo weBhodi kuza kabanjelewa kuwo ngenjongo yokuhlangabezana namanyathelo okulungisa njengoko kukhankanyiwe yiBhodi.

- **UkuNxibelelana ngoDendo olunoKwenzeka**

- Apho zonke iinkalo zokuphepha ukuphulukana nemisebenzi zifinciwe kwaye kubalulwe ukuba udendo luza kuqhutywa, isicwangcisoqhinga sonxibelelwano esinabileyo kune nesicwangciso ziza kuphunyezwu emva kwengxoxo nesivumelwano kwiintlanganiso zeFuture Forum. Unxibelelwano ngemiba ekuxoxwe ngayo kwiFuture Forum, izicwangcisoqhinga nokuphumeza ke ngoko ziza kuba yinxenyenye yeAjenda yeentlanganiso zarhoqo zeFuture Forum. Emva kwentlanganiso yeFuture Forum nganye bonke abasebenzi baza kwazisa ngokufutshane ngemiba ekuxoxwe ngayo kune nezicwangcisoqhinga eziza kuphunyezwu ziiFuture Forum.
- Apho udendo lungenakunkandwa ezi ndlela zilandelayo ziza kusetyenziswa ukuqinisekisa unxibelelwano olusebenzayo kubo bonke abasebenzi: ukunika amagqabantshintshi kwabalawuli, isigidimi seendaba seNkampani, iintlanganiso zabalawuli, amaqonga eengxoxo onxibelelwano kune namacweyo.
- Abameli bemanyano yabasebenzi kwakhona baza kuxela imiba evela kwiingxoxo zeFuture Forum ngexesha lezabo iintlanganiso zeSebe nezeKomiti kune neentlanganiso zesininzi nabasebenzi. Imiba ekufuneka

yasiswe apho kunokubakho udendo iza kuquka kodwa kungaphelelanga apha:

- 10.1 izizathu zodendo olucingelwayo;
- 10.2 izicwangcisoqhinga eziphunyezwayo yiFuture Forum ukulumkela nokunciphisa ukuphulukana nemisebenzi;
- 10.3 inani labasebenzi abanokuchaphazeleka ludendo;
- 10.4 iinkukacha zeenkqubo zoqequesho Iwezakhono ezinokusetyenziswa naphi na ezandisiwego kwaye nendlela ekunokufikelewa kuzo ngayo;
- 10.5 iinkqubo ze-LED namathuba akhoyo kubasebenzi abanokuthi badendwe;
- 10.6 amathuba engqesho angamanye akhoyo kubasebenzi abanokuthi badendwe;
- 10.7 ixesha lodendo kunye nemali yokudendwa eza kuhlawulwa abasebenzi;
- 10.8 uncedo oluza kunikwa abasebenzi neentsapho zabo ukujongana nempembelelo yokwasemoyeni yodendo; kunye
- 10.9 naluphi na uncedo olongezelelweyo oluza kunikwa umsebenzi.

11. IINDLELA ZOKULUNGISA IMPEMBELELO YEZENTLALO NOQQQOSHO EBANTWINI, KWIMIMANDLA NAKUQQQOSHO APHO UDENDO OKANYE UKUVALWA KWEQUMRHU KUQINISEKILE

• **Isivumelwano**

- Ngelixa iinkqubo zoPhuhliso IwabaSebenzi nezoQoqosho IweNgingqi ezandlalwe kwiziqendu ezingaphambili zipuhliselwe kwaye zacwangciselwa ukuba ziphunyezwe ngenjongo yokuququzelela uhlumo Iwezentlalo nolwezoqoqosho oluzinzileyo kuluntu Iwengingqi ngexesha lokusebenza kwequmrhu,

amanyathelo okulawula impembelelo kuluntu lwengingqi kune nakwiinginqi zoluntu ekufumaneka kuzo abasebenzi ngamaxesha okuphungula abasebenzi nokuvalwa aseza kufunwa.

- Eli cadelo landlala iindlela eziza kusetyenzisa ukudambisa, kangangoko kunokwenzeka, impembelelo yezentlalo neyezoqoqosho yokuvala neyokudendwa ebantwini, kwimimandla kune nakuqoqosho. Ucwangciso oluchazwe ngokubanzi oluza kuqhubeka ngokuhlangeneyo nabachaphazelekayo kune namasebe karhulumente afanelekileyo luza kufuneka iminyaka ethile emine (4) okanye emihlanu (5) phambi kokuvalwa komgodi.

- **IziCwanqcisoghinga**

- UPhononongo IweMpembelelo yezeNtlalo nezoQoqosho lokuvala

Njengayo nayiphi na inkubo yophuhliso yokwenene, uhlalutyo lwempembelelo yezentlalo neyezoqoqosho (i-SEIA) iza kuqhutywa ngabacebisi abaziingcali phambi kokuqlisa isicwangciso sokuvala esichazwe ngokubanzi. I-SEIA iza kuqlisa iminyaka emine (4) okanye emihlanu (5) phambi kokuvala kwaye ixaswe yintsebenziswano yemibutho yoluuntu kune neeFuture Forum.

- Unxibelewano nabachaphazelekayo

Uphuhliso Iwesicwangciso sokuvala luza kugxininisa kakhulu kukubonisana okubanzi nokunovakalelo nabo bonke abachaphazelekayo. Abalawuli abanenkcaso banokubakhona phakathi kwabachaphazelekayo, njengaboshishino lwengingqi, abanoloyiko neenkhalabo ngokuvala kwaye ke befanele. Ukubonisana nokunxibelewana namaqela abachaphazelekayo beengingqi ekufumaneka kuzo abasebenzi, amasebe karhulumente afanelekileyo kune namaqonga eengxoxo zabamashishini engingqi nako kuza kuqhutywa. Aba bachaphazelekayo bangathabatha inxaxheba kwiFuture Forum emiselweyo okanye iikomitana baze baquuzelele iingxoxo ngamanyathelo aphambili ophuhliso lwengingqi kwinkqubosikhokelo yocwangciso lokuvala kwaye baqinisekise ukuba amangenelelo oluntu azinzie ngelixa lokuvala nasemva kokuvala.

- IziCwangcisoqhinga zokuLawula iMpembelelo yezeNtlalo nezoQoqosho

NjengeNkqubo yoPhuhliso IwabaSebenzi ePandora, iNkqubo yoPhuhliso yoQoqosho IweNgingqi iza kuphuhliswa kulo lonke ixesa lokusebenza

koMgodi enenjongo ephambili yokuqinisekisa ukuba naluphi na ungenelelo lwequmrhu loluntu kunye noncedo lwe-LED olunikiwego, luza kuba loluzinzileyo, kwaye luza kunceda uluntu ekujoliswe kulo sekukudala kakhulu emva kokuba kuvaliwe:

- 11.1 ukuquzelela ubambiswano lukarhulumente nolwabucala olujonge ukuhlangabezana nezidingo ezithile ekuhlaleni, nokuba ngaba zezeziseko zophuhliso, ukunyusa izakhono okanye upuhuhliso lwezakhono;
- 11.2 ukuncedisa kuhlumo lwsakhono kwimibutho yengingqi emiselwego, ngokwayamene nezakhono zobunkokeli, ulawulo lwezemali, ulawulo lweprojekthi kunye nonxibelewano;
- 11.3 ukuthathelwa ingqalelo ukusetyenziswa okuqikelelwayo kweziseko zasemgodini eziphelelwe lixesha / ezingasasetyenziswayo okulandela ukuphungulwa kwabasebenzi okupheleleyo nokuvalwa komgodi (amaziko oqequesho, izakhiwo zeeofisi njl.njl.);
- 11.4 inkqubo yoqequesho lwezakhono ezinokusetyenziswa naphi na eyilelw ukuqinisekisa ukuba abasebenzi bagcina imisebenzi yabo ikhuselekile kwaye bahlale bezisebenzela ngokuphathelele kuqoqosho emva kokuvalwa komgodi;
- 11.5 iiNkonzo zolulekongqondo zabasebenzi kwaye ukuba kuyimfuneko, iintsapho zabo okanye ingingqi ekufumaneka kuyo abasebenzi efanelekileyo;
- 11.6 uncedo lokubhalisa umntu okhangela umsebenzi (neSebe lezabaSebenzi elifanelekileyo, iarihente yezengquesho okanye eminye imigodi yengingqi), iinkqubo zokukhangela umsebenzi nezokufaka izicelo zomsebenzi; ukuqinisekisa ukuba zonke izakhono kunye/okanye amava afunyenwe ngeliax umntu eseberza ePandora ziqinisekiswa kwaye zinikezwa isatifiketi ngokufanelekileyo;
- 11.8 ukunika uncedo lokubanga i-UIF kwabasebenzi kunye nolunye uncedo lombuso ukuba luyafuneka; kunye
- 11.9 nokunika uncedo locwangciso lwezemali ngokuphathelele kwintlawulomali yokudendwa, umhlalaphantsi kunye/okanye ingxowamali yomhlalaphantsi njl.njl.

ukuqinisekisa ukusetyenziswa ngokufanelekileyo kunye/okanye ukulondoloza imali emva kodendo.

- **Isicwangciso saseMva kokuVala**

- Izicwangcisoqhinga zabalawuli zesigaba sexesha sasemva kokuvalwa kwakhona ziza kupuhhliswa ngenkqubo yabachaphazelekayo kwinkqubo yocwangciso lokuvala. Izicwangcisoqhinga zokulumkela ukuxhomekeka kwabaxhamli bongenelelo lwezentlalo baze bakhuthaze ukuzimela ebantwini nakumashishini asenginqini ziza kupuhhliswa ukuqinisekisa uzinzo emva kovalo.
- Ukubonisana okuqhubekayo kunye noxanduva lokucebisa okuququzelewa ngoqhagamshelwano nemibutto yeFuture Forum okanye iikomitana zayo ezifanelekileyo ziza kusetyenziselwa ukuqinisekisa ukuba iinkqubo nezicwangciso ziyaqhubeka ukuphumeza iinzuso ezizinzileyo nezisebenzayo. Igalelo eliqhubekayo kunye noxanduva lwabalawuli oluqhubekayo likarhulumente wengingqi ngokuphathelele apha liza kufuneka kule nkqubo yolawulo lwasemva kokuvala.

- **UkuBonelelwakokuPhungulwakwabaSebenzi kunye nokuValwa koMgodi**

IPandora iqinisekise ukuba kwenziwa isibonelelo seenkcitho zodendo ngokuhambelana nomthetho wezabasebenzi osemxholweni ngokuphathelele kubasebenzi basePandora.

12. UQEQQESHO LWEZAKHONO EZINOKUSETYENZISWA NAPHI NA

- **Inkcazelo emfutshane**

- Isicwangciso sophuhliso lwezakhono ePandora sibandakanya uqequesho nophuhliso oluxhasa iimfuno zemeko yangoku. Uqequesho lwezakhono ezinokusetyenziswa naphi na lubandakanya ukupuhhlisa izakhono zomsebenzi ezinganxulumananga nezezimbiwa, ukuze kubancede ukuba babe nokuqesheka ngaphandle koshishino xa unokuthi uvalwe umgodi, kuphungulwe abasebenzi okanye ngenye indlela. Inkqubo yoqequesho igxile kakhulu kushishino njengenyoba yozinzo lwezoqoqosho lwabantu abavinjwa amathuba ngaphambil.

- iPandora iza kunika uqequesho lwezakhono ezinokusetyenziswa naphi na kwiinkalo zokufunda zomsebenzi ongundoqo ezahlukahlukeneyo kuwo onke amanqanaba obungcali ngelixa lokusebenza komgodi. Oku kuza kuxhobisa abasebenzi ngezakhono ngaphandle koshishino lwezezimbiwa.
- Kwakhona, iPandora ilindeleke ukuba imisele iindlela zokulungisa impembelelo yezentlalo nezoqoqosho ebantwini, kwimimandla kunye noqoqosho apho udendo okanye ukuvala kuqinisekile. UQequesho lwezaKhono ezinokuSetyenziswa naphi na ngokwezakhono ezinganxulumanganha nezezimbiwa ngeenjongo zodendo okanye ukuphungulwa kwabasebenzi luza kunikwa.
- **IsiCwangciso sokuSebenza**
 - Izakhono ezinokusetyenziswa naphi na ziza kubhengezwu kusetyenziswa ezi ndlela zilandelayo: 12.1 ngelezwi lomlomo;
12.2 ngezaziso, ngeephaflethi;
kunye 12.3 ngamaqonga eengxoxo abachaphazelekayo.
 - Izakhono ezinokusetyenziswa naphi na ziza kunikwa abasebenzi kunye nabahlali. iPandora iza kujolisa kwinani labasebenzi nabahlali ngonyaka abaza kuthi bakhethwe ngokuphathelele kuhlolo lohlalutyo lwezidingo ukulumkela ukuqequesha abantu kwiinkalo abangenakuzuza nto kuzo ngokuphathelele okanye ngokungabi namdla kolo qeqesho luthile. Abantu abaza kuthabatha inxaxheba kwiinkqubo zoqeqesho lwezakhono ezinokusetyenziswa naphi na baza kuwongwa ngezatifiketi zobukho basakube beyiggibile inkqubo yoqeqesho.

ICANDELO 8

**UKUBONELELWA NGEMALI KUNYE
NESIVUMELWANO**

13. **UKUBONELEWA NGEMALI**

- **IMigaqo ye-MPRDA:**

- UMgaqo 46 (e) we-MPRDA ufunu ukuba:

"Umxholo wesiCwangciso sezeNtlalo nesezabaSebenzi kufuneka sibonelele ngezemali uphumezo Iwesicwangciso sezentlalo nesezabasebenzi ngokwayamene nokuphunyezwa-

- (i) *kwenkubo yophuhliso lwabasebenzi;*
- (ii) *iinkqubo zophuhliso loqoqosho lwengingqi; kunye*
- (iii) *nenkqubo yokulawula ukuphungula abasebenzi nodendo.*

- **Inkcazelo emfutshane**

Esi sibonelelo sezemali sindululweyo sikhankanywe apha ngezantsi sinokulungiswa. Ezozilungiso ziza kungeniswa kuMlawuli woMmandla weSebe leMicimbi yezeziMbiwa eMntla Ntshona, ukuba zamkelwe. IPandora iza kunika ingxelo ngokuthotyelwa IwesiCwangciso sezeNtlalo nesezabaSebenzi kwaye ingandulula ukuba kwenziwe izilungiso njengoko kubalulwe kwiMigaqo 44 no-45 ye-MPRDA.

Itheyibile 25:

Itheyibile 26 : IsiVumelwano sezeMali sePandora Platinum Mine

	ISIBONELELO SEZEMALI ESINDULULWEYO					
UNYAKA	2018 Uqingqomali	2019 Uqingqomali	2020 Uqingqomali	2021 Uqingqomali	2022 Uqingqomali	eyeminyak a emi-5 iYonke Uqingqoma li
I-HRD	R577 000	R782 700	R890 970	R1 044 767	R1 179 242	R4 474 679
Iiprojekthi ze-LED	R4 000 000	R4 000 000	4 500 000	2 900 000	3 500 000	R18 900 000
ULawulo IokuPhungula abasebenzi noDendo	500 000	500 000	500 000	500 000	500 000	R2 500 000
KUKONKE	R5 077 000	R5 282 700	R5 890 970	R4 444 767	R5 179 242	R25 874 679



14. ISIVUMELWANO

Mna, _____ osayine apha ngezantsi nogunyaziswe ngokufanelekileyo yiPandora Platinum Mine ndivuma ukuqinisekisa ukuthobela isiCwangciso sezeNtlalo nezabaSebenzi kanye nokusazisa kubasebenzi nakwabanye abachaphazelekayo.

Kusayinwe e.....ngalo..... womhla we.....

**USAYINO LOMNTU ONOXANDUVA
OTYUNJIWEYO:**

YAMKELWE LISEBE LEMICIMBI YEZEZIMBIWA

KUSAYINWE ENGALOWOMHLA WE

**USAYINO LOMNTU ONOXANDUVA
OTYUNJIWEYO:**



Itheyibhile elapha ngezantsi yiFomu T ebonakalisa ukuthotyelwa kweNkqubo yeentengo nokufumana abanikinkonzo yiPandora:

Itheyibhile 27 : yiFomu T ebonakalisa ukuthotyelwa kweNkqubo yeentengo nokufumana abanikinkonzo yiPandora:

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkonzo yeziveliso eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkonzo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkonzo zo yempahla esebezisek ayo yonke	ne-HDSA Ukwakhiwa
Krohne (Pty) Ltd, 8 Bushbuck Close, Halfway House, 1685	3%	0.00%	Battery Electric (Pty) Ltd, 533 Malcom Moodie Cresent, East Rand, 1462	1%	51.00%	Hilti (South Africa) (Pty) Ltd, Corner of Bridal Veil Road, Waterfall Logistics Precinct, 2090	1%	0.00%
Battery Electric (Pty) Ltd, 533 Malcom Moodie Cresent, East Rand, 1462	37%	51.00%	Minova Africa (Pty) Ltd, Corner of Anvil and Brewery Road, Isando, Kempton Park, 1600	0%	25.00%	African Explosives Ltd, 1 Platinum Drive, Modderfontein, 1645	0%	61.86%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebenzisek ayo iyonke	ne-HDSA Ukwakhiwa
Sareco Engineering cc, 158 Queen Avenue, Brakpan, 1540	21%	0.00%	Electro Diesel Rustenburg (Pty) Ltd, 138 Ledys Street, Rustenburg, 0300	0%	51.00%	M Props (Pty) Ltd, 1st Floor Dainfern Square, Corner of William Nicol Drive and Broadacres Drive, Benmore, 2010	1%	0.00%
Armcoil Africa (Pty) Ltd, 127 Main Reef Rd, Maraisburg, 1700	26%	32.72%	Sareco Engineering cc, 158 Queen Avenue, Brakpan, 1540	0%	0.00%	Minova Africa (Pty) Ltd, Corner of Anvil and Brewery Road, Isando, Kempton Park, 1600	1%	25.00%
Kaltron Electrical Engineering (Pty, Virginia Workshop Complex, Elandstreet, Virginia, 9430	10%	34.40%	Supreme Brake & Clutch (Pty) Ltd, 24 De Wits laan, Brits, 0250	0%	0.00%	Unique Engineering T/A, 58 Kock Street, Buffalo Thorn Park, Unit 2, Rustenburg 0299	0%	98.56%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkonzo yezivelo eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkonzo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkonzo yempahla esebezisek ayo iyonke	ne-HDSA Ukwakhiwa
Rockwell Automation, 369 Pretoria Avenue, Randburg, 2123	3%	25.00%	Steiner Hygiene (Pty) Ltd, 102 Dawer Street, Rustenburg, 0300	0%	35.60%	Protea Printers, 79 Van Belkum Street, Rustenburg, Kroondal, 0350	1%	0.00%
			Gijima Holdings (Pty) Ltd, 47 Landmarks Avenue, Kosmosdal, Samrand, Centurion, 0046	0%	100.00%	Bates Mining Specialists (Pty) Ltd, 39 Chromium Road, Klerksdorp, 2570	2%	26.00%
			AQS Liquid Transfer (Pty) Ltd, 242 Enkeldoorn Street, Montana, Pretoria, 0001	0%	26.11%	Joesten Mathonsi (Pty) Ltd, 3 Strauss Street, Van Eck Park, Brakpan, 1544	0%	52.00%
			Electro Hydro World, Plot 21, Waterkloof, Rustenburg, 0300	18%	26.00%	Aveng Manufacturing Duraset, 12 Jurié Street, Alrode, Alberton, 1459	1%	67.88%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebezisek ayo iyonke	ne-HDSA Ukwakhiwa
			EHL Engineering Services (Pty) Ltd, 36 Regency Pavillon, Marshalltown, 2107	0%	0.00%	V & S Mining Supplies cc, 20 Gaisford Street, Potchindustria, Potchefstroom, 2520	6%	26.00%
			Orepass And Mining Technologies (Pt, PO Box 2331, Potchefstroom, 2527	0%	0.00%	Videx Mining Products Division of, Corner of Lantern and Bream Roads, Wadeville, 1422	0%	27.90%
			Tabacks, PO Box 333, Houghton, 2041	0%	0.00%	Ernest Lowe Division Of Valard, 17 Corner Church and Zindeling Street, Rustenburg, 0300	2%	26.67%
			ENI Supplies (Pty) Ltd, PO Box 31, Hartbeespoort, 0216	0%	0.00%	Norton & Scallan Mining Supplies, 36 Oliver Thambo Drive, Rustenburg, 0300	0%	0.00%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yezivelo eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebezisek ayo iyonke	ne-HDSA Ukwakhiwa
			Sebetsa Trading (Pty) Ltd, PO Box 3195, Rustenburg, 0300	0%	51.00%	Powerflow, 4 Steyr Street, Aureus, Randfontein, 7767	3%	26.00%
			Amogelang Naledi Catering cc, 138 Wonderkop, Wonderkop, 0287	0%	0.00%	Office Mania cc, 36 Prinsloo Street, Brits, 0250	0%	0.00%
			Aurecon South Africa (Pty) Ltd, PO Box 5609, Rustenburg, 0300	0%	58.94%	PPC Cement (Pty) Ltd, 255 A Beyers Naude Drive, Rustenburg, 0300	20%	13.79%
			FST Mining and Engineering, Kanonkop, Mooinooi, 0325	0%	30.00%	M E Manufacturing Co. (Pty) Ltd, 28 Skag Street, Carletonville, 2499	2%	26.00%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebezisek ayo iyonke	ne-HDSA Ukwakhiwa
			Afrimine Staffing Solutions, PO Box 11497, Pretoria, 0001	0%	100.00%	Sabre Shubane Technologies (Pty) Lt, 5 Protea Street, Aureus, Randfontein, 7767	0%	40.00%
			Mvelo Platinum Group (Pty) Ltd, 235 Beyers Naude, Rustenburg, 0300	75%	100.00%	Marikana Ingenieurswerke (Pty) Ltd, Plot D19, Spruitfontein, Marikana, 0284	5%	26.47%
			Praxos 741 cc, PO Box 11640, Villieria, 0184	1%	0.00%	R & R Signs, 11 Bosman Street, Corner of Ophir Booyens Road, Ophirton, Fordsburg, 2091	0%	100.00%
			A and T Sports and Mining Supplies, PO Box 598, Hartebeespoort, 0216	0%	26.00%	Corlentrade Twenty Six cc, 6 Hercules Street, Riebeeckstad, 9460	3%	0.00%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebenzisek ayo iyonke	ne-HDSA Ukwakhiwa
			Project Management and Manpower, 4 Abelia Lane, Geelhout Park, Rustenburg, 0300	1%	51.22%	RSC Ekusasa Mining, Tedstone Road, Wadeville, Germiston, 1422	30%	26.00%
			M J Erasmus Contractors (Pty) Ltd, PO Box 1012, Mooi Nooi, 0325	0%	26.00%	Yale Lifting Solutions (Pty) Ltd, 7 Rustenburg Road, Magaliesburg, 1791	1%	26.00%
			Tshiamo Chemistry (Pty) Ltd, PO Box 13432, Unit 5 Pretoria, 0126	0%	100.00%	NJR Steel Rustenburg (Pty) Ltd, 73 Kerk Street, Rustenburg, 0300	0%	0.00%
			Bapong S Construction (Pty) Ltd, PO Box 4515, Bapong, Brits,	0%	0.00%	Productive Mining, 40 Warwick Road, Krugersdorp, 1751	0%	0.00%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kunye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebenzisek ayo iyonke	ne-HDSA Ukwakhiwa
			0250					
			Alta van Dyk Environmental, PO Box 8217, Midland Estate, 1692	0%	0.00%	AMS Haden Instruments & Mining Serv, Bergzicht Office Park, Rooibok Street, Weltevreden Park, 1715	0%	0.00%
			Routhledge Modise Incorporated, PO Box 78333, Johannesburg, 2146	1%	0.00%	AQS Liquid Transfer (Pty) Ltd, 242 Enkeldoorn Street, Montana, Pretoria, 0001	1%	26.11%
						Chryso Southern Africa (Pty) Ltd, Jet Park Extention 30, East Rand, 1469	0%	0.00%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo o kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne- HDSA Ukwakhiwa	Umnikinkonzo o kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne- HDSA Ukwakhiwa	Umnikinkonzo o kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebenzisek ayo iyonke	ne- HDSA Ukwakhiwa
						Cheetah Technologies (Pty) Ltd, PO Box 123942, Alrode, 1451	1%	16.00%
						Orepass And Mining Technologies (Pt, PO Box 2331, Potchefstroom, 2527	2%	0.00%
						Innovative Mining Supplies cc, 256 Cornerr Unie Street and Beyers Naude Drive, Rustenburg, 0300	1%	0.00%
						Tungrok Mining (Pty) Ltd, PO Box 13995, Benoni, 1511	0%	51.00%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo o kanye	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne- HDSA Ukwakhiwa	Umnikinkonzo o kanye	Iipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne- HDSA Ukwakhiwa	Umnikinkonzo o kanye	Iipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebenzisek ayo iyonke	ne- HDSA Ukwakhiwa
						Letaba Dewatering a Div of Set Point, PO Box 3534, Edenvale, 1610	0%	24.54%
						Hermar Eng & Services cc, PO Box 7005, Oberholzer, 2499	0%	0.00%
						Jonet 1000 cc, 62 Brink Street, Rustenburg, 0305	0%	0.00%
						Adapt Drilling cc, PO Box 1184, Krugersdorp, 1740	1%	30.00%
						FST Mining and Engineering, Kanonkop, Mooinooi, 0325	1%	30.00%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo o kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne- HDSA Ukwakhiwa	Umnikinkonzo o kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne- HDSA Ukwakhiwa	Umnikinkonzo o kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebenzisek ayo iyonke	ne- HDSA Ukwakhiwa
						Ulula Ash cc, PO Box 1516, Silverton, 0127	7%	13.79%
						Atlas Plastic (Pty) Ltd, 31 Neutron Road, Klerkdorp, 2570	0%	0.00%
						Zonkezintu Mining & Industrial, 67 Derby Road, Johannesburg, 2000	0%	51.00%
						Western Explosives (Pty) Ltd, PO Box 72, Fourways, 2055	3%	26.00%
						Schauenburg (Pty) Ltd, PO Box 145, Kempton Park, 1600	0%	25.10%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
UMnikinkonz o kanye neDilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonz o kanye Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	UMnikinkonz o kanye neDilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebezisek ayo iyonke	ne-HDSA Ukwakhiwa
						Jabula Engineering Supplies (Pty) Ltd, 6 Bosch Street, Rustenburg, 0300	1%	55.00%
						Torre Holdings (Pty) Ltd T/A Letaba, PO Box 3534, Germiston, 16110	0%	29.04%
						Lamco Engineering CC, PO Box 1125, Carletonville, 2500	1%	0.00%
						Earth works Technology (Pty) Ltd, PO Box X89329, Boschfontein, Rustenburg, 0299	1%	66.00%

IZIVELISO EZIYINKUNZI			IINKONZO			IMPAHLA ESEBENZISEKA YO		
Umnikinkonzo kanye	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yeziveliso eziyinkunzi zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kanye	Iipesenti yenqubo yeentengo nokufumana abanikinkon zo yeeNkonzo zizonke	ne-HDSA Ukwakhiwa	Umnikinkonzo kanye	Idilesi	Ipesenti yenqubo yeentengo nokufumana abanikinkon zo yempahla esebezisek ayo iyonke
						Africa Maintenance Equipment Mooiinooi, PO Box 71, Rustenburg, 0300	1%	51.50%
						Bidvest Waltons, PO Box 15, Croxley Clor, Germiston, 1401	0%	35.60%
IZIVELISO EZIYINKUNZI 100%			IINKONZO 100%			IMPAHLA ESEBENZISEKAYO 100%		
IZIVELISO EZIYINKUNZI 2% YENKCITHOMALI IYONKE			IINKONZO 81% YENKCITHOMALI IYONKE			IMPAHLA ESEBENZISEKAYO 17% YENKCITHOMALI IYONKE		