Gold Fields South Deep Gold Mine

Uhlelo Oluphathelene Nezomphakathi Nezabasebenzi 2018 – 2022

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ISIGABA 1

ISINGENISO

GI-Gold Fields Limited ingumkhiqizi wegolide elinhlobonhlobo owaziwa umhlaba wonke njengoba unezimayini eziyisishiyagalombili e-Australia, e-Ghana, e-Peru naseNingizimu Afrika. I-Gold Fields inegolide elilinganiselwa ku-22Moz ngonyaka, Izinqolobane Zokumbiwa Phansi okusagolide okulinganiselwa ku-49Moz kanye Nokumbiwa Phansi okusagolide okulinganiselwa ku-104Moz. Ithusi legolide Elisenqolobane Zokumbiwa Phansi eliyizigidigidi zamaphawundi ezingu-764 isilinganiso kanjalo nezinsiza zegolide lethusi Elisenqolobane Zokumbiwa Phansi eliyizigidigidi zamaphawundi ezingu-4, 881. I-Gold Fields ikleliswe phambili ku-JSE Limited, yakleliswa okwesibili ku-New York Stock Exchange (NYSE) nakwi-Swiss Exchange (SWX).

I-Gold Fields Operations Limited ("GFO") ne-GFI Joint Venture Holdings (Pty) Limited ("GFI Holdings") basebenza ngokuhlanganyela ohlelweni olungabekiwe umthetho ebhizinisini elibizwa nge-South Deep Joint Venture (lapha ebizwa ngokuthi yi- "South Deep"). I-South Deep ingumsebenzi ohamba phambili kwa-Gold Fields, kanti kuhloswe ukuthi ilethe umkhiqizo wesikhathi eside nozoletha imali njalo kuleli Qembu uma usufinyelele ezingeni lokukhiqiza elibonakalayo. Ukusunguleka okuyimpumelelo kwe-South Deep–Okunemikhiqizo Embiwa Phansi engu- 52% kanye no-72% Wezinqolobane Zokumbiwa Phansi – kubaluleke kakhulu ezinhlosweni ze-Gold Field zesikhathi eside esizayo nokukhula kwayo okusimeme.

Ngaphezu kwalokhu i-Gold Fields izinikele ekuqhamukeni nesu elizonyusa umkhiqizo emayini. Leli su lagunyazwa Ibhodi lakwa-Gold Fields Board ngoFebhuwari 2017 kanti lahlela ukuthi imayini ifinyelele esigabeni esisimeme sokukhiqiza esilinganiselwa ku-500,000 oz ngo-2022 uma sibalwa ngaphansi kuka-US$900/oz (ngokuka-2017).

I-South Deep, inelungelo eyalinikwa uMnyango Wezimbiwa Phansi (Department of Mineral Resources "DMR") lokumba ezimayini ngo-2010. Ilungelo lokumba ezimayini linikeza i-South Deep ilungelo lokumba igolide, isiliva, imethali yesiliva elimhlophe, imethali esetshenziselwa inuzi, ithusi, ne-pyrite. Ilungelo lokumba emayini laguqulwa Ngokwephuzu 7 likaSheduli II woMthetho Wezokuthuthukiswa Kwezimbiwa Phansi Nophethiloli, 28 ka-2002 (Mineral and Petroleum Resources Development Act [MPRDA], "2002") maqondana nendawo engamahekhtha angu-4,268, okumele iphinde ibhalise eHhovisi Lokubhaliswa Kwezimbiwa Phansi noPhethiloli kanti leli lungelo lisemthethweni kuze kube ngumhla ka-12 July 2040.

Njengengxenye yezethulo zesicelo sayo soguquko, i-South Deep kwakudingeka ukuba iphinde yethule ngokomthetho Uhlelo Lomphakathi Nabasebenzi ("SLP") njengoba kuveziwe I-MRPDA, Kanye neMithethonqubo ka-2002 nombiko waminyaka yonke oveza yonke imininingwane mayelana nobunjalo bokuthotshelwa kokushiwo i-MPRDA, 2002 neMithethonqubo yayo. Kanjalo i-SLP ye-South Deep yemukelwa ngo-Agasti 2010 njengendlela yabo yokuguqula amalungelo abo okumba ezimayini.

Izinhloso ze-MPRDA njengoba zifakwe esigabeni 2(d), (f) no (i) soMthetho obandakanya:

- ukukhulisa ngesivinini nangokuzwakalayo amathuba kulabo ababencishiwe phambilini, kubandakanya abesifazane, ukuze bangene ezimbonini yezimbiwa phansi nezephethroliyamu nokuzuza ekuxhashazweni kwezimbiwa zezwe nemithombo yephethroliyamu;
- ukukhuphula izinga lemisebenzi nokuqhuba inhlalakahle yabantu nezomnotho kubo bonke abantu baseNingizimu Afrika; kanye
- ukuqinisekisa ukuthi njengenkampani ephethe amalungelo okumayina nokukhiqiza bafaka isandla ekuthuthukiseni isimo somnotho emiphakathini, i-South Deep iba neqhaza lokuthuthukisa imiphakathi esebenzela kuyo;

I-SLP iyingxenye nendlela eseqhulwini ukufinyelela ezinhlosweni zoMqulu. Injongo enkulu ye-SLP ukufaka isandla enguqukweni yemboni yezimayini nokuqinisekisa ukuthi umphakathi wonke uyazuza ngokuxhashazwa kwemithombo yokumbiwa phansi. Lokhu kubandakanya ukuqashwa nokukhushulwa kwenhlalakahle yabantu baseNingizimu Afrika nezomnotho. I-SLP idinga ukuba indima yezimbiwa phansi ibe noHlelo Olucacile Lokuthuthukiswa Kwabasebenzi (kubandakanya noHlelo Lokulingana Emsebenzini), iziNhlelo Zokuthuthukisa Umnotho Wendawo kanjalo nokwenza izindlela zokuba kongiwe imisebenzi nokulawulwa kokwehla kwezinga lomsebenzi uma kuvalwa amaphrojekthi ezimayini.

Ukuze kuthotshelwe imigomo nemibandela yamalungelo okumba ezimayini njengamanje, inombolo Yelungelo Lokumba: GP30/5/1/2/2(220) MR, i-South Deep isiqale i-SLP ka-2018 kuya ku-2022 ngokweMithethonqubo 46 ifundwa Kanye noMthethonqubo 43 no-44 woMthetho, kanti iyokwaziwa njenge-2018 - 2022 South Deep SLP.

Kumele kuqashelwe ukuthi i-DMR yakwenza ukuhlola okungukuthobela umthetho ngoSepthemba 2012, okwaholela ekutheni kube nomyalelo owakhishwayo ngokweSigaba 93 se-MPRDA, 2001 owawuyalela i-South Deep ukuba ibuyekeze i-SLP egunyaziwe ukuze ithobele ukuzinikela kwe-SLP

bese ibhekana nokubambezeleka okukhona. I-SLP 2013 ehlongozwayo yathunyelwa Kumele kuqashelwe ukuthi i-DMR yakwenza ukuhlola okungukuthobela umthetho ngoSepthemba 2012, okwaholela ekutheni kube nomyalelo owakhishwayo ngokweSigaba 93 se-MPRDA, 2001 owawuyalela i-South Deep ukuba ibuyekeze i-SLP egunyaziwe ukuze ithobele ukuzinikela kwe-SLP bese ibhekana nokubambezeleka okukhona. I-SLP 2013 ehlongozwayo yathunyelwa kwa-DMR ngo-Ephreli 2013 kanti kwakungeyeminyaka emi-5 kusuka ngoJanuwari 2013 kuya kuDisemba 2017. I-SLP ka-2013 ehlongozwayo ayikaze ize yemukelwe ngokusemthethweni i-DMR kuze kube inamuhla yize kunjalo zonke izethulo nemibiko ngokuthobela umthetho kwabe sekuthunyelwe kwaqondaniswa nalokho okuhlongozwayo ngokwe-SLP yango-2013.

Ngokubheka lokhu okubalulwe ngenhla, i-SLP ye-SOUTH Deep ka-2018-2022 iyona ezosetshenziswa ngaphezu kwale eyayihlongozwa ngo-2013 eyathunyelwa kwi-DMR. Le-SLP ikhombisa ukuzinikela okuqhubekayo kwe-South Deep okuzoqala ukwenza okwashiwo Umqulu Wezimayini Ochitshiyelwe ka-2010.

Injongo yale-SLP:

- ukukhuphula izinga lemisebenzi nokuqhuba inhlalakahle yabantu nezomnotho kulabo abasebenza e-South Deep kanye nemiphakathi eyakhele i-South Deep (abantu abakhe kule ndawo nalezo zindawo ezinabantu abaningi abasebenzela i-South Deep);
- ukusebenzisa nokukhulisa amakhono akhona ukuze kuthuthukiswe i-HDSA nokusebenzela umphakathi;
- ukuqinisekisa ukuthi njengenkampani eNelungelo Lokumba Ezimayini, i-South Deep iba neqhaza lokuthuthukisa imiphakathi esebenzela kuyo;
- iba nohlelo lokuxhumana nabantu abathintekayo olusebenzayo noluvulelekile nababambiqhaza.

1.1 Isendlalelo

Igama lenkampani

I-Gold Fields Operations Limited (“GFO”) ne-GFI Joint Venture Holdings (Pty) Limited (“GFI Holdings”) basebenza ngokubambisana ebhizinisini elaziwa nge-South Deep Joint Venture.

Igama lomsebenzi

Gold Fields South Deep

Ikheli lendawo

South Deep
Farm Modderfontein
Old Vereeniging
Road Westonaria

Imininingwane yokuxhumana

Ucingo: (011) 411 1000 • Ifeksi: (011) 411 1588

Okuxhunyanwa naye:

Executive Vice President (iPhini likaMengameli)– SA Region

Indawo yemayini

I-South Deep isepulazini i- Modderfontein, ku-Old Vereeniging Road, esifundeni i-Westonaria (engamakhilomitha angu-45 eningizimu nenyakatho yeGoli) eSifundazweni i-Gauteng kanti ungena kule ndawo ngomgwaqo i-N12 noma nge-R28 (e-Randfontein / Westonaria).

Umkhiqizo

Igolide futhi, ngokuhambisana nokushiwo isigaba 5(3) soMthetho Wokumbiwa Phansi No 20 ka-1991, konke okumbiwa phansi okumele kube kuhlanganiswe ndawonye negolide okubandakanya: isiliva, ifuweli, i-pyrite, ithusi elibomvana, i-challcopyrite, i-arsenopyrite, imethali ensundu, i-zircon, imethali kapende, ithusi elisetshenziselwa ugesi ne-kaolinite.

Usuku Lokusungulwa Kwemayini:

Ilungelo lokusebenza izimayini laqala mhla ka-13 Julayi 2013, liyoba semthethweni iminyaka engama-30, liphele mhla ka-12 Julayi 2040. Isikhathi imayini eyosihlala siyadlula ku-2040.

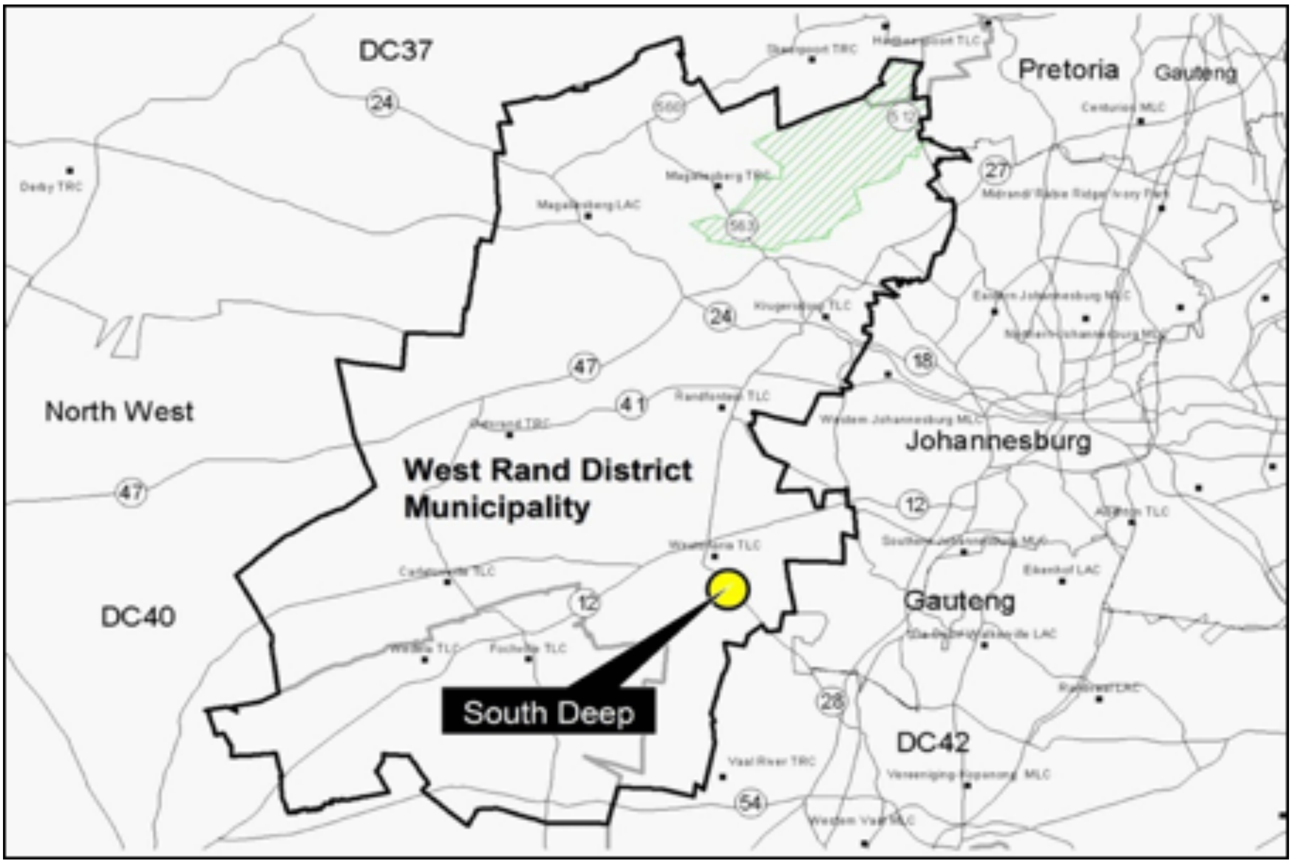
Unyaka Wezezimali Wemayini:

01 Januwari – 31 Disemba

Umbiko wonyaka we-SLP:

Ngomhla ka-31 Mashi wonyaka ngamunye.

1.2 Indawo



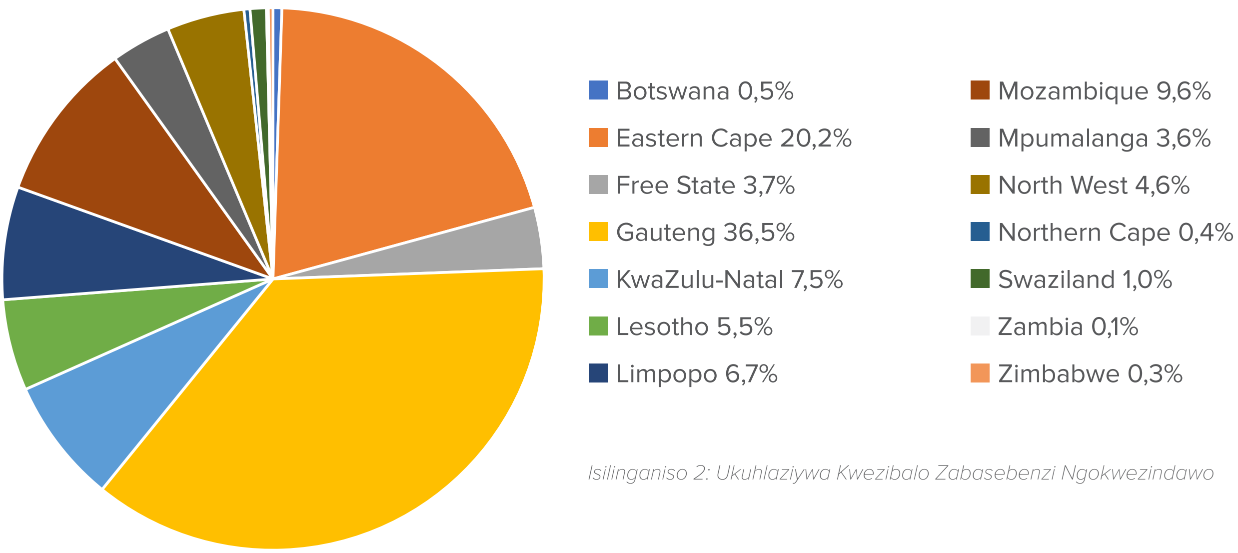
Isilinganiso 1: Indawo lapho kune-South Deep

1.3 Izindawo okudabuka kuzo abasebenzi nosonkontileka ngoJuni 2018

Ukuhlaziywa kwezibalo zezindawo zalapho kudabuka khona abasebenzi abayizinkulungwane ezintathu namakhullu ayisithupha neshumi nanhlanu (3 615) okuvezwa ithebula ngezansi:

Ithebula 1: Izindawo Okudabuka kuzo Abasebenzi

Isifundazwe	Isibalo sabasebenzi bonke basemayini i-South Deep
Eastern Cape	731
Free State	132
Gauteng	1 318
Kwa-Zulu Natal	270
Limpopo	243
Mpumalanga	129
North-West	167
Northern Cape	13
Isamba Esincane: Abasebenzi isifundazwe ngasinye	**3 003**
Amanye amazwe	
Botswana	19
Lesotho	197
Mozambique	347
Zimbabwe	10
Swaziland	35
Zambia	4
Isamba Esincane: Abasebenzi abavela kwamanye amazwe	**612**
ISAMBA ESIPHELELE	**3 615**



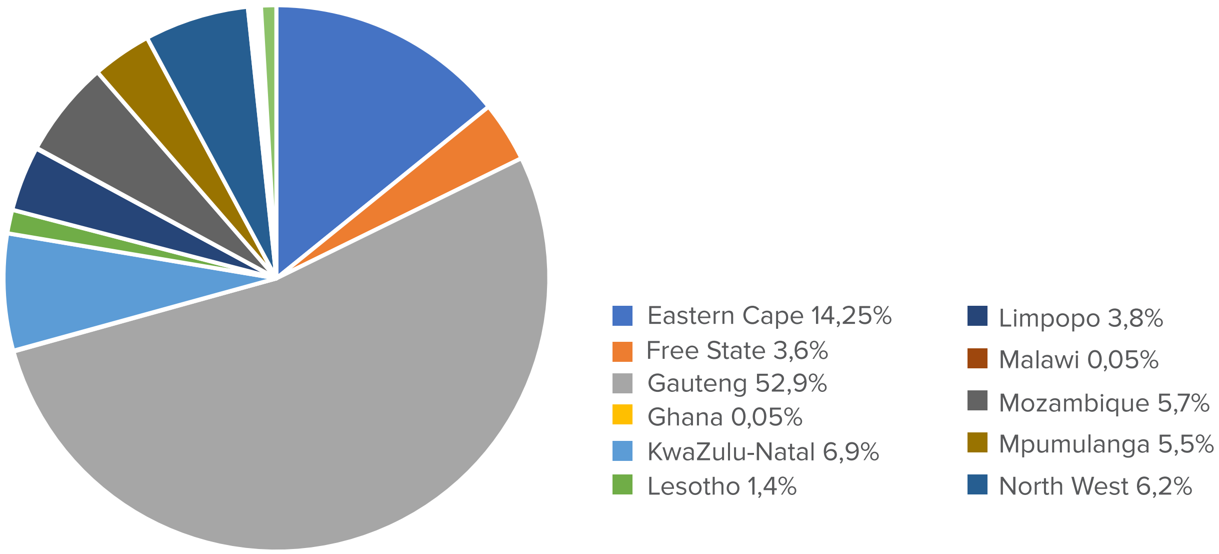
Isilinganiso 2: Ukuhlaziywa Kwezibalo Zabasebenzi Ngokwezindawo

1.3 Izindawo okudabuka kuzo abasebenzi nosonkontileka (ziyaqhutshwa)

Ukuhlaziywa kwezibalo zezindawo zalapho kudabuka khona abasebenzi abayizinkulungwane ezimbili namakhulu amabili neshumi nane (2 214) okuvezwa ithebula ngezansi:

Ithebula 2: Indawo okudabuka kuyo osonkontileka

Isifundazwe	Isibalo sabasebenzi bonke basemayini i-South Deep
Eastern Cape	314
Free State	79
Gauteng	1 172
Kwa-Zulu Natal	153
Limpopo	85
Mpumalanga	78
North-West	137
Northern Cape	4
Western Cape	4
Isamba Esincane: Abasebenzi isifundazwe ngasinye	**2 026**
Amanye amazwe	
Mozambique	126
Lesotho	31
Botswana	131
Ghana	1
Swaziland	4
Zambia	2
Zimbabwe	20
Malawi	1
Okunye	3
Isamba Esincane: Abasebenzi abavela kwamanye amazwe	**188**
ISAMBA ESIPHELELE	**2 214**



Isilinganiso 3: Ukuhlaziywa kwezibalo zosonkontileka

1.4 Osonkontileka Abaqashwe e-South Deep

I-South Deep njengoba inelungelo lokusebenza ngokohlelo oludala oluchazwa i-MPRDA, iyakwamukela ukuthi onelungelo lokusebenza ezimayini unejoka lokuthobela okudingwa i-MPRDA ngisho kuthiwa lowo onelungelo uqoka usonkontileka ukuba asebenzele kuleyo ndawo yasemayini. Ngalokhu okungenhla, i-South Deep izokwenza konke okusemandleni ukuqinisekisa ukuthi osonkontileka bayobathobela i-SLP kanti iyokuveza obala hayi kubasebenzi bayo kuphela kodwa nakulabo basebenzi abaqashwe osonkontileka bayo. Ngalokhu i-South Deep iyoxoxisana nabo bonke osonkontileka bayo yenze konke okusemandleni ukuthi izethembiso eziyisivumelwano ngokomthetho okumele zilandelwe osonkontileka nabasebenzi babo ziyagcinwa njengoba kwenza onelungelo lokusebenza emayini njengoba kusho i-SLP.

ISIGABA 2

UHLELO LWENTUTHUKO LABEZINDABA ZABASEBENZI

Inhloso enkulu yoHlelo Lwentuthuko Labezindaba Zabasebenzi (Human Resources Development [HRD]) ukuqinisekisa ukuthi abasebenzi bathola amakhono athile okusebenza njengokusebenza emayini nokukhiqiza afanelekile nadingwa i-South Deep, kanjalo namakhono ezandla abangawasebenzisa ngaphandle kwemboni yezimayini uma kwenzeka abasebenzi bengasasebenzeli imboni ukuze bazokwazi ukuziphilisa ngawo. Ngokulandela i-South Deep HRD Framework, incazelo ye-HRD kungaba uhlelo lokuthuthukisa ngolwazi, amakhono, indlela yokubuka izinto nendlela yokuziphatha komuntu ngamunye noma abantu bonkana ukuze bakwazi ukwenza umsebenzi wabo ngendlela ephephile nekhombisa ulwazi lomsebenzi kanjalo nokufeza izidingo zomphakathi wonkana.

Ukwenziwa koHlelo lwe-HRD kuyohlelwa kuphinde kuhlanganiswe nohlelo lomsebenzi wonyaka nebhajethi kuphinde kuhlanganiswe nohlelo lwamasu okudingwa ibhizinisi. Ngokulandela uMthethonqubo 46 (b), le ngxenye ye-SLP ibheka ngeso elibanzi amasu eminyaka eyisihlanu e-South Deep ukuze kwenzeke intuthuko ethinta abasebenzi enezithelo ezinhlelo. Ulwazi olungezansi ilona oluyonikezwa:

- Amasu Okuthuthukiswa Kwamakhono
- Amazinga Emfundo Akhona
- Izikhala Zomsebenzi Okunzima Ukuzigcwalisa
- Ukufunda Nokuqeqeshwa Kwabantu Abadala
- Imfundo Yabangakaze Bafunde Phambilini
- Ukufunda ngomsebenzi
- Imifundaze
- Uhlelo Lokusiza Ngokufunda
- Ukufunda Ngomsebenzi
- Uhlelo Lwamakhono Angumongo Nokuqeqeshwa
- Amakhono Ezandla Angasetshenziswa Ukuziphilisa
- Izinhlelo Zokuqeqeshwa Komphakathi
- Uhlelo Lokuqhubekela Phambili Kwabasebenzi

Kuhloswe ukuba iNqubomgomo ye-HRD yase-South Deep ilekelele izinhlaka zomthetho nezilawulayo kanjalo namasu ebhizinisi nezinjongo zeNkampani.

UMthethonqubo 46(b) we-MPRDA uveza ukuthi okuqukethwe i-SLP kumele kube nohlelo lwe-HRD okumele lubandakanye uHlelo Lokuthuthukiswa Kwamakhono (Skills Development Plan) okumele lukhombe luphinde lubike ngalokhu:

- isibalo sabasebenzi namazinga abagcine kuwo emfundo (Form Q);
- isibalo sezikhala zomsebenzi inkampani yezimayini engakazwanga ukuzigcwalisa isikhathi esingaphezu kwezinyanga eziyi-12 yize kube nemizamo eminingi yokuthola abantu abafanelekile (Form R);
- uhlelo lwabasebenzi lokuqhubekela phambili ngokomsebenzi nokwenziwa kwalo kulandelwa uhlelo lokuthuthukiswa kwamakhono;
- uhlelo lokufundisa ngomsebenzi nokwenziwa kwalo kulandelwa uhlelo lokuthuthukiswa kwamakhono nezidingo zamaqembu zentuthuko.

2.1 Ukuthotshelwa koMthetho Wokuthuthukiswa Kwamakhono

I-South Deep iyothobela okudingwa uMthetho Wokuthuthukiswa Kwamakhono, okubandakanya ukuthumela Uhlelo Lwamakhono Emsebenzini (Workplace Skills Programme [WSP]) noMbiko Wonyaka Wezokuqeqeshwa (Annual Training Report [ATR]) uyiswa kuMkhandlu Ogunyaza Ukumbiwa Kwezimayini (Mining Qualifications Authority [MQA]), kanjalo nokukhokhela izindleko nokulanda uxhaso lwezimali. I-WSP ne-ATR zenziwa njalo ngonyaka ngabadidiyeli bokuthuthukiswa kwamakhono (skills development facilitators [SDFs]) abaqokiwe, ngokubonisana nalabo abathintekayo kubandakanya nezinyunyana. Le minininingwane elandelayo emayelana nokulandela imithetho ibalulekile kulokhu:

Ulwazi Oludingwa i-SETA	Imininingwane ye-SETA	
Igama le-SETA:	I-Mining Qualifications Authority (MQA)	
Inombolo yokubhaliswa nama-SETA ahlobene:	L770732933	
Umdidiyeli wokuThuthukiswa kwamaKhono (Skills Development Facilitator):	Emmanuel Bolosha	
Ubufakazi bokuthumela uHlelo Lwamakhono Emisebenzi nosuku lokuthumela:	30 Ephreli 2018	
Isinyathelo	**Kuzobikwa**	**Usuku Lokuthumela**
I-South Deep izothumela i-WSP-ATR iya kwi-MQA ukuze ifaneleke Ukufaka Isicelo Soxhaso Lwezimali Olugunyaziwe ukuze kube lula ukuhlela ukuqeqeshwa emayini.	Njalo Ngonyaka	30 Ephreli 2018

2.2 Uhlelo Lokuthuthukiswa Kwamakhono

Ukuze i-South Deep iphumelele kubalulekile ukuthi ibe nabasebenzi abanamakhono ukuze bafeze amasu nezinjongo zomsebenzi. Uhlelo Lwentuthuko lakwa-Human Resources luyingxenye enkulu yokuqinisekisa ukuthi abasebenzi bamelelekile ngokwezibalo zabantu abakhona ezweni. I-South Deep izinikele okwempela ukuthuthukisa ulwazi, amakhono nobungoti kubo bonke abasebenzi, ngokuhlanganisa izindlela zokufunda okubandakanya: ngokufundisa amakhono manje nangesikhathi esizayo, ukuqeqesha abantu emsebenzini abawenzayo, izifundo ezenziwa ezikhungweni ezisemthethweni, uhlelo lwamakhono nokufunda ngomsebenzi nokuvivinya abasebenzi ngomsebenzi abangawazi. Okuqapha nokulawula amakhono abasebenzi kwenza kube lula ukubona izidingo zokuqeqeshwa kwabasebenzi ngezindlela abangazithatha zokukhula emsebenzini, ukuze kulungiselelwe labo abanamakhono indlela yokukhula ngokubanika imisebenzi eyengeziwe.

Imayini ihlose ukuhlinzeka ngohlelo lokuthuthukiswa kwamakhono olucacile oluveza izinhloso zayo zokuthuthukisa abasebenzi maqondana namakhono:

- Imfundo Yabadala Nokuqeqeshwa (AET);
- Ukufundela ikhono lokubhala nokubala kubasebenzi nalabo abangasebenzi (amalungu omphakathi);
- Ukufunda Ngomsebenzi;
- Imifundaze;
- Ukuqeqeshelwa Umsebenzi;
- Nezinye izinhlelo zokuqeqeshwa eziveza ukumeleleka ngokwezindawo kwabasebenzi njengoba kuchaziwe Kusomqulu Wezimayini ochitshiyelwe ngo-2010 (njengoba uchitshiyelwa njalo njalo).

2.2 Uhlelo Lokuthuthukiswa Kwamakhono (luyaqhutshwa)

Inhloso yoHlelo Lokuthuthukiswa Kwamakhono ukuhlola nokuqopha amazinga emfundo namakhono akhona. Imiphumela eyophuma kulokhu kuhlola iyosetshenziswa njengesiqalo sokukhuphula izinga lamakhono labasebenzi nezinhlelo zamakhono zesikhathi esizayo. Uhlelo Lokuthuthukiswa Kwamakhono luzoba ingxenye yesisekelo lezinhlelo zokuhlinzeka imfundo, ukuqeqesha kanye nentuthuko.

Ukuze kulungiswe ukushoda kwamakhono, i-South Deep izosebenzisana Nezikhungo Zomthetho njenge-MQA, ukuze yenze uhlelo olucacile namasu okuthuthukiswa kwamakhono ukuze iqinisekise ukuthi kunamakhono akhonjwayo emayini nomkhiqizo, abasebenzi abakulungele ukusebenza nokuqeqeshwa kwabasebenzi namakhono okuqeqeshwa kubasebenzi angasetshenziswa nakwenye indawo ngaphandle kwemboni yezimayini noma yokukhiqiza kodwa aveze amathuba omsebenzi esikhathini esizayo. Kuzokwenziwa konke okusemandleni ukuqinisekisa ukuthi Uhlelo Lokuthuthukiswa Kwamakhono Lwabasebenzi base-South Deep lweseka i-National Development Plan kanye ne-Millennium Development Goal mayelana (i) Nemfundo (eyisisekelo), (ii) Amakhono Nemisebenzi noma Ukuqasheka, kanye (iii) Nokulingana Ngokobulili.

2.2.1 Izindawo Zokuqeqeshelwa (Ezobuchwepheshe nokungekhona okoBuchwepheshe)

I-South Deep inikezela ngekhathalogi ecacisayo ngezinhlelo zokuqeqesha nezifundo zobuchwepheshe zesikhathi esifushane ezenziwa abaqeqeshi abagunyaziwe. Izinhlelo Zokuthuthukiswa Kwamakhono ezahlukahlukene zifundiswa kulezi ndawo ezilandelayo:

- **Abaqeqeshi Bangaphandle:** i-South Deep isebenzisa ulwazi lwabaqeqeshi bangaphandle abagunyazwe ngokugcwele yi-MQA. Ngaphezu kwalokhu laba baqeqeshi sebesebenze ezinhlelweni Zomkhakha Wezemfundo Nesigungu Sokuqeqesha (Sector Education and Training Authorities [SETA]), okubenza babe nekhono lokufundisa baphinde baqeqeshe ngendlela egunyaziwe ezifundweni eziningi ezingaphathelene nemayini. Ezinye zezifundo namakhono afundiswayo ilezi Abasebenzi baseMayini abaneZitifiketi zokuQhumisa, Izinduna zoMkhiqizo (isib. Abagada iZikhathi zokuSebenza), AbaBheke uMkhiqizo (isib. Abongamele eMayini) kanye neziMenenja zeMayini. Baqeqeshe abasebenzi kuwo wonke amazinga Okungukuthi abasha abangenayo (Ukukwazi ukwenza [Competency] "A" no-"B" okunguhlelo lokuqeqeshelwa amakhono) kuze kufike ezingeni lemenenja yemayini. Abafundi bafundiswa neziqu ezigunyazwe kuzwelonke ze-NQF amazinga 2 kuya ku-5.

- **Isikhungo Sokuqeqesha sase-South Deep:** I-South Deep Inezikhungo Zokuqeqeshwa ezimbili ezenza uhlelo lokwemukela abasebenzi nokubafundisa Kanye Namakhono Okuqeqeshwa Emayini ase-Enduleni Training Centre kanye ne-TM3 Training Centre eTwin Shafts. Lesi Sikhungo Sokuqeqesha sifundisa imfundo namakhono kubasebenzi base-Gold Fields South Deep kuphela (kubandakanya nosonkontileka abenzela umsebenzi i-South Deep).

Enduleni Training Centre (South Shaft) nazi izifundo ezenziwayo:

1. Ukwemukelwa Emsebenzini Ngokuqeqeshwa okubandakanya lokhu okulandelayo:
    a) Ukuqeqeshelwa i-DNA;
    b) Ukuqeqeshelwa Ezezimali;
    c) Ukuqeqeshelwa Usizo Lokuqala;
    d) Ukuqeqeshwa Kwamahhanisi;
    e) Ukufunda ngekhompyutha (i-e-Learning);
    f) Ukuqeqeshelwa ukukwazi ukubona ithuluzi legesi (GDI);
    g) Ukuqeqeshelwa Ithuluzi Lokushisela;
    h) Ukuqeqeshelwa izinto ezihambayo;
    i) Ukuqeqeshelwa Umshini Ohlola Izimoto.
2. Ukuqeqeshelwa ukuphatha "iSifundo sokuBuyela eSisekelweni";
3. Ukuqeqeshelwa Izifundo ze-Trans 4 zokuQeqeshelwa ukusebenza eziMayini "Imishini engoMahambanendlwana engaLandeleki (Trackless Mobile Machines [TMM])";

4. Ukuqeqeshelwa Izifundo zokuLawula i-Strata;
5. Ukuqeqeshelwa izifundo zokuLungisa ngaphambi kwesikhathi;
6. Ukuqeqeshelwa Izifundo zokuKwazi uKwenza “A”;
7. Ukuqeqeshelwa Izifundo zokuKwazi uKwenza “B”;
8. Ukuqeqeshelwa Izifundo zaBasiza ukuQhumisa

Esikhungweni Sokuqeqeshelwa Ukusebenzisa Imishini (Twin Shaft), nazi izifundo ezenziwayo;

1. Ukuqeqeshwa njengo-Operator okubandakanya Yonke Imishini Yangaphansi Komhlaba Nephathwa Ngesandla;
2. Ukuqeqeshelwa ukuSebenza ngeMishini nokuSebenza ngogesi ebandakanya Yonke Imishini Yangaphansi Komhlaba Nephathwa Ngesandla;
3. Ukuqeqeshelwa uhlelo lwe-Maxus emayelana nezinto ezihambayo;
4. Ukuqeqeshelwa ezoBunjiniyela bamaKhemikhali asaLuketshezi oBuyisisekelo;
5. Izifundo zokuqeqeshelwa ukuPhakamisa ngokuPhepha;
6. Izifundo zokuQukula okuYisisekelo

2.3 Amazinga Emfundo Abasebenzi baseMayini i-South Deep Mine

Ifomu lezibalo namazinga emfundo elibizwa ngo-Form Q (kusuka mhla ka-18 Juni 2019) labasebenzi lichazwa ngezansi:

Ithebula 3: Amazinga Emfundo Abasebenzi ngo-18 Juni 2018

IBHENDI	NQF	UHLELO OLUDALA	Abe-silisa				Abesi-fazane				Isa-mba es-iphelele		Isamba esiphe-lele
			UmAfrika	UmKhaladi	umNdiya	UM-hlophe	UmAfrika	UmKhaladi	umNdiya	UM-hlophe	Abe-silisa	Abesi-fazane	
Imfundo Eyisisekelo (General Education and Training [GET])	1	Ongafundanga /Okungaziwa lutho	60	0	0	22	40	1	1	5	**82**	**47**	**129**
		Ibanga 0 / Pre	0	0	0	0	0	0	0	0	**0**	**0**	**0**
		Ibanga 1 / Sub A	18	0	0	0	0	0	0	0	**18**	**0**	**18**
		Ibanga 2 / Sub B	5	0	0	0	0	0	0	0	**5**	**0**	**5**
		Ibanga 3 / Std 1 / ABET 1	92	0	0	0	1	0	0	0	**92**	**1**	**93**
		Ibanga 4 / Std 2	66	0	0	0	3	0	0	0	**66**	**3**	**69**
		Ibanga 5 / Std 3 / ABET 2	83	0	0	1	5	0	0	0	**84**	**5**	**89**
		Ibanga 6 / Std 4	91	0	0	0	3	0	0	0	**91**	**3**	**94**
		Ibanga 7 / Std 5 / ABET 3	160	0	0	0	9	1	0	0	**160**	**10**	**170**
		Ibanga 8 / Std 6	153	0	0	0	7	0	0	0	**153**	**7**	**160**
		Ibanga 9 / Std 7 / ABET 4	180	0	0	2	12	0	0	0	**182**	**12**	**194**
Imfundo Yasekolishi Nokuqeqe-shwa (Further Education and Training [FET])	2	Ibanga 10 / Std 8 / N1	205	0	0	28	48	3	0	2	**233**	**53**	**286**
	3	Ibanga 9 / Std 9 / N2	320	1	1	28	117	0	0	0	**350**	**117**	**467**
	4	Ibanga 12 / Std 10 / N3	720	8	5	125	345	5	4	30	**858**	**384**	**1,242**
Imfundo Ephakeme Nokuqeqe-shwa (Higher Education and Training [HET])	5	AmaDiploma / Izifiketi	220	0	2	98	109	3	1	12	**320**	**125**	**445**
	6	Iziqu zokuqala / Amadiploma aphakeme	51	4	1	8	35	2	0	4	**64**	**41**	**105**
	7	I-Honours / Iziqu ze-Masters	23	2	1	2	16	0	1	1	**28**	**18**	**46**
	8	Iziqu zobuDokotela	1	1	0	0	1	0	0	0	**2**	**1**	**2**
ISAMBA ESIPHELELE			**2448**	**16**	**10**	**314**	**751**	**15**	**7**	**54**	**2,788**	**827**	**3,615**

Izibalo namazinga emfundo osonkontileka mhla ka-18 Juni 2018 kuchazwa ngezansi. Kuqhutshekwa nokuhlaziya ngokwamazinga emfundo aqinisekisiwe. Ithebula eligcwele elinokunye ukuhlaziya lizothunyelwa njengesithasiselo.

Ithebula 4: Amazinga Emfundo Osonkontileka ngo-18 Juni 2018

IBHENDI	NQF	UHLELO OLUDALA	Abe-silisa				Abesi-fazane				Isa-mba esi-phelele		Isa-mba esi-phelele
			UmAfrika	UmKhaladi	umNdiya	UM-hlophe	UmAfrika	UmKhaladi	umNdiya	UM-hlophe	Abe-silisa	Abesi-fazane	
Imfundo Eyisisekelo (GET)	1	Ongafundanga /Okungaziwa lutho	1562	33	8	397	190	5	0	19	**2000**	**214**	
		Ibanga 0 / Pre									**0**		
		Ibanga 1 / Sub A									**0**		
		Ibanga 2 / Sub B									**0**		
		Ibanga 3 / Std 1 / ABET 1									**0**		
		Ibanga 4 / Std 2									**0**		
		Ibanga 5 / Std 3 / ABET 2									**0**		
		Ibanga 6 / Std 4									**0**		
		Ibanga 7 / Std 5 / ABET 3									**0**		
		Ibanga 8 / Std 6									**0**		
		Ibanga 9 / Std 7 / ABET 4									**0**		
Imfundo Yasekolishi Nokuqeqeshwa (FET)	2	Ibanga 10 / Std 8 / N1									**0**		
	3	Ibanga 9 / Std 9 / N2									**0**		
	4	Ibanga 12 / Std 10 / N3									**0**		
Imfundo Ephakeme Nokuqe-qeshwa (HET)	5	AmaDiploma / Izifiketi									**0**		
	6	Iziqu zokuqala / Amadiploma aphakeme									**0**		
	7	I-Honours / Iziqu ze-Masters									**0**		
	8	Iziqu zobuDokotela									**0**		
ISAMBA ESIPHELELE			**1562**	**33**	**8**	**397**	**190**	**5**	**0**	**19**	**2000**	**214**	

2.4 Izikhala zomsebenzi okunzima ukuzigcwalisa: Form R

U-Form R ongezansi wethula izikhala zomsebenzi okunzima ukuzigcwalisa njengamanje okunomthelela e-South Deep. Lezi zikhundla sezihlonzwe ngokwe-WSP yase-South Deep. Okudingwa yilezi zikhundla kubandakanya izibalo njengesifundo esibalulekile. Lezi zikhala zomsebenzi okunzima ukuzigcwalisa ziyingxenye yokwenziwa ohlelweni lokuthuthukiswa kwamakhono nokufunda ngomsebenzi. Ekufundisweni umsebenzi, imifundaze, nokwenza ezinye izinhlelo zokuthuthukiswa kwamakhono, kuzoqashelwa kakhulu izikhundla okunzima ukuzigcwalisa e-South Deep kubhekwa nokuhlosiwe okuhambisana Nokulingana Kwabasebenzi Emayini.

Ithebula 5: Izikhundla Okunzima Ukuzigcwalisa

Izinga Lesikhundla Somsebenzi	Isihloko Sesikhundla Sesikhala	Asigcwaliseki	Isikhala	Isizathu esiphambili sobunzima bokugcwalisa isikhala
Iziphathimandla	N/A			N/A
Abaphathi Abakhulu	Imenenja yemayini			Amakhono ashodayo – ukulingana emsebenzini
Abaqeqeshi-we nabanesipili-yoni ongoti nabaphathi abamaphakathi	Unjiniyela		X	Amakhono ashodayo – ukulingana emsebenzini
	Unjiniyela wamadwala	X	X	Ngokuphelele –abekho abanamakhono e-SA
	Umcwanin-gimadwala		X	Ngokuphelele –abekho abanamakhono e-SA
	UMhleli waseMayini		X	Ngokuphelele –abekho abanamakhono e-SA
	Umcwanin-gimadwala	X	X	Ngokuphelele –abekho abanamakhono e-SA
	USaveya			Ngokuphelele –abekho abanamakhono e-SA
Abanamakhono obuchwephe-she nobemfundo ephakeme, amazinga aphansi abaphathi, izinduna, izimfolomane kanye nonsumpa	Umakhenikha Wamathuluzi	X	X	Ngokuphelele –abekho abanamakhono e-SA
	Ubukhenikha bukaDizili		X	Ngokuphelele –abekho abanamakhono e-SA
	Osebenza ngogesi		X	Ngokuphelele –abekho abanamakhono e-SA
	Umbaseli wobhayela		X	Ngokuphelele –abekho abanamakhono e-SA
	Osebenza ngogesi (Ubunjiniyela)		X	Ngokuphelele –abekho abanamakhono e-SA
	Umsebenzi kaloli kadoti	X	X	Ngokuphelele –abekho abanamakhono e-SA
	Umsebenzisi onguMqhumisi wamaDwala		X	Ngokuphelele –abekho abanamakhono e-SA
	Umfakizinto noThena		X	Ngokuphelele –abekho abanamakhono e-SA
	Umshayeli weloli elide likadoti (LHD)		X	Ngokuphelele –abekho abanamakhono e-SA
	Abafaka izintambo zokudonsa Okukhiqiza			Ngokuphelele –abekho abanamakhono e-SA
	Izinduna Zomsebenzi (Ukumba Imayini			Ngokuphelele –abekho abanamakhono e-SA
	Osebenza emayini		X	Ngokuphelele –abekho abanamakhono e-SA
Abanamakhono angatheni abakwazi ukuthatha izinqumo ngokwabo	N/A			N/A
Abangenamakhono nabathathelwa izinqumo	N/A			N/A

Ithebula 6: i-Form R izikhala okunzima ukuzigcwalisa ezihlanganiswa noHlelo Lwamakhono Nombiko Wokuqeqeshwa Wonyaka

Igama lesikhundla ngokoMsebenzi noma ngokobuNgoti	Isizathu sokuba uMsebenzi ube yiNdlala	Yongeza ukuphawula mayelana nokuntuleka, okungukuthi yimiphi imisebenzi ebekiwe/ okuzokwenziwa okubalulekile emsebenzini okungahlangatshe-zwana nakho	Yiziphi izinhlobo zezinhlelo zokufunda ingabe uhlele ukubhekana nalokhu kuntuleka komsebenzi?	Izinga le- NQF
Umbaseli wobhayela	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukunakekelwa kwemishini	MQA_ Ukufunda ngomsebenzi	3
Ubukhenikha bukaDizili	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukunakekelwa kwemishini	MQA_ Ukufunda ngomsebenzi	4
Osebenza ngogesi (Ubunjiniyela)	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukunakekelwa kwemishini	MQA_ Ukufunda ngomsebenzi	4
Umsebenzi kaloli kadoti	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukusebenzisa i-Tram	Isifundo Esifushane	2
Umshayeli wokuhlakaza	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukuhlakaza nokuqhumisa	MQA_ Ukufunda ngomsebenzi	2
Umfakizinto noThena	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukunakekelwa	MQA_ Ukufunda ngomsebenzi	3
Umshayeli weloli elide likadoti (LHD)	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukusebenzisa i-Tram	Isifundo Esifushane	2
Abafaka izintambo zokudonsa	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Kwengqalasizinda Ukunakekelwa	MQA_ Ukufunda ngomsebenzi	3
PInduna yokuKhiqiza / yoMsebenzi (Ukumayina)	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukukhiqiza	Isifundo Esifushane	4
Osebenza emayini	Ngokuphelele - isidingo esifakwe esikhundleni sokunye	Ukukhiqiza	MQA_ Ukufunda ngomsebenzi	3

2.5 Imfundo Yabadala Nokuqeqeshwa (AET)

I-AET ifaka izakhi ezibalulekile zokuthuthukisa amakhono okuzisiza nokuqhubeka ngendlela yomkhakha othile. Ihlinzeka intubakungena yomuntu ngamunye ukuba aqale Ezingeni 1 le-AET nokuqhubeka ngendlela yokufunda ukuze kufinyelelwe ezingeni 4 le-AET (Iziqu eziku-NQF 1), okunika ukufinyelela ekufundeni ngomsebenzi, izinhlelo zamakhono nezifundo ezingaphakathi kwendlelakufunda yokufunda emkhakheni othile.

Isu lasesikhathini esizayo sokubutha le-South Deep lizogxila ekuqashweni komuntu ngamunye neziqu zezinga le-AET. Kodwa imayini izinikele ukunika amakhono aphezulu abasebenzi abangakwazi ukufunda nokubhala. I-South Deep iyobe isiqinisekisa ukuthi abasebenzi bayo, namalungu emiphakathi banikwa ithuba lokuba bakwazi ukufunda, ukubhala nokubala (kuze kufike futhi kufake izinga 3) ngokuqalisa ukusebenza kwe-AET. Abaseqhulwini lesu le-AET bafaka umkhankaso wokukhangisa phakathi nangaphandle kwasemayini ukuheha abasebenzi basemayini, nokufukamela amalungu omphakathi owakhelene nemayini.

2.5 Imfundo Yabadala Nokuqeqeshwa (AET) (iyaqhutshwa)

Izinhlelo ze-AET ezilandelayo zizonikezwa:

AET – Izinga 1 / Std 1 / Ibanga 3
AET – IZinga 2 / Std 3 / IBanga 5 AET – IZinga 3 / Std 5 / IBanga 7
AET – NQF1 / IZinga 4 / Std 7 / IBanga 9

Isiqiniseko seqophelo, ukulethwa kwezinto ezizobe zifunwa nendawo yokuqeqeshelwa izohambisana nokudingwa yi-MQA. I-AET izofundiswa abasebenzi nomphakathi njengengxenye yohlelo lwe-HRD lwase-South Deep. Amagumbi okufundela ayatholakala e-South Deep ukuze abasebenzi nomphakathi bakwazi ukufunda ohlelwen lwe-AET.

Ngaphandle kwezinselelo ezibhekene nemboni yasezimayini yonkana maqondana ne-AET, I-South Deep isike yabhekana nezinselelo eziningi uma ithatha abasebenzi abazofunda i-AET. Lezi zinselelo zibala isibalo sabantu abafisa ukufunda kanjalo nokungabi nentshisekelo engxenyeni ethile yabantu ngenxa yeminyaka yabo, njengoba iningi labo libheke ekuthatheni umhlalaphansi. Yize kunjalo, i-South Deep iyaqhubeka nokukhuthaza abasebenzi ukuthi babhalisele ukufunda kanti sebenze uhlelo olujulile lokuhlola izinga lemfundo kanti izoqhubeka nokuqhamuka namanye amasu okwenza ngcono izinga lemfundo.

Ithebuli 7: Imigudu ye-AET ngezinga ngalinye

Isikhathi sezifundo ze-AET ngeZinga ngalinye	Duration (Abafunda Ngokugcwele)	Isikhathi (Abafunda Ngezinsuku ezithile)	Ibanga elingali-nganiswa nalo
IZinga 1 (ulimi lwebele)	Izinyanga eziyisi-6	Izinyanga eziyisi-9	Ayikho imfundo / ngaphansi kweBanga 3
IZinga 1 (isiNgisi & Ukubala)	Izinyanga ezi-3	Izinyanga eziyisi-6	STD 1/IBanga 3
IZinga 2 (isiNgisi, Ukubala neSifundo seNdlelakuphila)	Izinyanga ezi-3	Izinyanga eziyisi-6	STD 3/IBanga 5
IZinga 3 (isiNgisi; Ukubala; isifundo seNdlelakuphila & nesokuSebenza eZimayini)	Izinyanga ezi-3	Izinyanga eziyisi-6	STD 5/IBanga 7
IZinga 4 / NQF 1 (isiNgisi; Ukubala; isifundo seNdlelakuziphatha, iSayensi yokwezeMvelo kanye nezifundo ezikhethwa kwezeziMayini)	Izinyanga eziyisi-9	12 – 15 izinyanga	STD 7/IBanga 9

Imigudu ye-AET yezinga ngalinye

I-South Deep izoba nezifundo ze-AET ngenhloso yokuthuthukisa izinga lemfundo kubasebenzi njengoba kuchaziwe ngezansi:

- IZinga 1: 5 % wabasebenzi – AET izinga 1
- IZinga 2: 5 % wabasebenzi – AET izinga 2
- IZinga 3: 6 % wabasebenzi – AET izinga 3
- IZinga 4: 12 % wabasebenzi – AET izinga 4

Yize kunjalo imayini izokuqaphela ukuthi izifundo ezifundiswa njengamanje zisezingeni elemukelekile kanti libeka nezinhloso ezingenzeka ezizohlanganiswa nokudingekayo uma sekukhiqizwa.

Ithebuli 8: Isamba sokuhleliwe FLC/NQF1 & AET

AET IZINGA	C2018		C2019		C2020		C2021		C2022	
(Isibalo saba-bambiqhaza)	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.+	Aba-sha Abatha-thwayo
Abafunda Ngokugcwe-le	44	0	42	0	0	35	0	35	0	35
Izinsuku ezithile	13	0	5	0	0	55	0	55	0	55
Umphakathi	298	0	272	0	0	0	0	0	0	0
ISAMBA ESIPHELELE	**355**	**0**	**319**	**0**	**0**	**90**	**0**	**90**	**0**	**90**

Qaphela: Lezi zibalo ezingenhla zingumphumela wezinga elemukelekile lezifundo zaseklasini njengamanje

Ukufezekisa izibalo ezihleliwe ezikhonjiswe kwithebhuli 8, kuzohlinzekelwa abantu abangu-61% ukuba bafunde ngokugcwele amakilasi e-ABET kanti abanye abangu-39% bazofunda ngezikhathi/ngezinsuku ezithile.

Ithebuli 9: Okuhleliwe FLC/NQF1 & AET – Isikhathi esigcwele

AET IZINGA	C2018		C2019		C2020		C2021		C2022	
(Isibalo saba-bambiqhaza)	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo
Pre AET	10	0	10	0	0		0		0	
AET IZinga 1	93	0	10	0	0	10	0	10	0	10
AET IZinga 2	81	0	93	0	0	10	0	10	0	10
AET IZinga 3	51	0	81	0	0	10	0	10	0	10
AET IZinga 4/ NQF 1/FLC	34	0	51	0	0	5	0	5	0	5
ISAMBA ESIPHELELE	**269**	**0**	**245**	**0**	**0**	**35**	**0**	**35**	**0**	**35**

Qaphela: Lezi zibalo ezingenhla zingumphumela wezinga elemukelekile lezifundo njengamanje

Ithebuli 10: Okuhleliwe FLC/NQF1 & AET – Isikhathi esithile

AET IZINGA	C2018		C2019		C2020		C2021		C2022	
(Isibalo saba-bambiqhaza)	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo
AET IZinga 1	33	0	0	0	0	20	0	20	0	20
AET IZinga 2	26	0	33	0	0	15	0	15	0	15
AET IZinga 3	15	0	26	0	0	15	0	15	0	15
AET IZinga 4/ NQF 1/FLC	12	0	15	0	0	5	0	5	0	5
ISAMBA ESIPHELELE	**86**	**0**	**74**	**0**	**0**	**55**	**0**	**55**	**0**	**55**

2.5 Imfundo Yabadala Nokuqeqeshwa (AET) (iyaqhutshwa)

Ithebuli 11: Izindleko ze-AET 2018 – 2022

	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Izibalo	355	319	90	90	90
Izinga eliphakathi lombambiqhaza ngamunye	R29 822	R31 611	R33 508	R35 518	R37 650
ISAMBA ESIPHELELE	**R10 586 810**	**R10 084 011**	**R3 015 720**	**R3 196 663**	**R3 388 463**

2.6 Imfundo Yabangakaze Bafunde (FLC)

I-South Deep izonika umphakathi ithuba lokuba ingxenye yohlelo lwe-FLC Lwezokuxhumana neMetametiksi. Le-FLC Yezokuxhumana izosiza abantu ngolwazi oluyisisekelo kwezolimi nendlela yokucabanga edingekayo kwezokuxhumana emsebenzini.

Lolu hlelo lusiza ngamakhono okufunda, ukukhuluma nekhono lokulalela okuzosiza abafundi ukuthi basebenze ngakho konke okusemandleni, bakwazi ukuqhubekela phambili nemfundo okokugcina bakwazi ukufunda izincwadi abaqeqeshwa ngazo nokunye ukuhlolwa okuhlobene nalokhu. I-FLC Communications ibhaliswe esigabeni se-NQF IZinga 2 kanti ikleliswe amakhredithi angu-20.

I-FLC kwi-Mathemathiksi eLudlana ifundisa abafundi ngemfundo eyisisekelo ukuze bakwazi ukubhekana nezinselelo zemathemathiksi. I-Foundational Mathematical Literacy izoba imfundo eyisisekelo ukuze ikwazi ukuthuthukisa abantu ngemetametiksi nomqondo wayo ongaba usizo emsebenzini othile wezobuchwepheshe. I-FLC Mathematical Literacy iklelisiwe esigabeni se-NQF IZinga 2 kanti ikleliswe kumakhredithi angu-20.

Ithebuli 12: FLC Ukuqeqeshelwa ezokuXhumana IMathemathiksi eLudlana (ama-50% isifundo ngasinye) kowezi- 2018 – 2022

FLC	C2018		C2019		C2020		C2021		C2022	
(Isibalo saba-bambiqhaza)	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo
FLC: IMathemathiksi eLudlana	200	0	0	20	0	20	0	20	0	20
ISAMBA ESIPH-ELELE	**200**	**0**	**0**	**20**	**0**	**20**	**0**	**20**	**0**	**20**

2.6 Imfundo Yabangakaze Bafunde (FLC) (iyaqhutshwa)

Ithebuli 13: Izindleko ze-FLC 2018 – 2022

		C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
FLC: Ukuxhumana	Izibalo	200	20	20	20	20
	Izinga eliphakathi lombambiqhaza ngamunye	R5 000	R5 300	R5 618	R5 955	R6 312
FLC: Mathematical	Izibalo	200	20	20	20	20
	Izinga eliphakathi lombambiqhaza ngamunye	R5 000	R5 300	R5 618	R5 955	R6 312
ISAMBA ESIPHELELE		**R2 000 000**	**R212 000**	**R224 720**	**R238 201**	**R252 495**

2.7 Ukufunda ngomsebenzi

Le mfundo mayelana nomsebenzi ibhaliswe ngokusemthethweni kanti inezinhlelo ezigunyaziwe zokufunda abakwa-South African Qualifications Authority (SAQA). Lokhu kufunda ngomsebenzi kuqukethe ingxube yokufundwa kwezincwadi, nokufunda umsebenzi ngokuwenza. Lolu hlelo lokufunda ngomsebenzi lubonakala njengenye yezindlela zokuthola amakhono angasiza abantu ngaphandle komsebenzi ngokwenze njalo kunciphisa umthelela omubi wokuncipha komsebenzi nokudilizwa kwabasebenzi.

Imfundo ngomsebenzi inikwa abasebenzi kanje (i) ukufundisa abasebenzi (18.1 Ukufunda ngomsebenzi: uMthetho wokuThuthukiswa Kwamakhono, 97 ka-1998, s18.1) kanye (ii) ukufundisa amalungu omphakathi (18.2 Ukufunda ngomsebenzi: uMthetho wokuThuthukiswa Kwamakhono, 97 ka-1998, s18.2).

I-South Deep inika abafundi imfundo ngomsebenzi emikhakheni ebalulekile yebhizinisi isib. Okukagesi/Okokukhenikha, Ukukhenikha kukaDizili, Abafithayo, Abafaka izintambo zokudonsa, abaBasela oBhayela, abasebenzisa amathuluzi nokukaGesi. Isikhathi sokufunda siqala ezinyangeni eziyi-18. Ukufunda ngomsebenzi konke kuyogunyazwa i-MQA kanye ne-SAQA bese ibhaliswa eMnyangweni weZabasebenzi (Department of Labour [DoI]).

Ubukhona bezikhala zokufunda ngomsebenzi buncike ekutheni singakanani isidingo samakhono kulowo mkhakha, kanjalo nokuba khona kwezikhala zokufunda ngomsebenzi ezivela ezikhungweni ezaziwa ngama-SETA ezahlukahlukene. Kuyemukeleka ukuthi ukudala amathuba omsebenzi endaweni kumele kubandakanye nentsha. Uma abantu abasha bebhalisela ukufunda ngomsebenzi lokhu kuzobanika ithuba lokuhlala eduze namakhaya abo bese bedlala indima ekuthuthukiseni umnotho wendawo. Imfundo ngomsebenzi izosatshalaliswa kubantu abehlukahlukene kubandakanya nabesifazane. Ukufunda ngomsebenzi emkhakheni wobunjiniyela nowezimayini iyohlonzwa i-South Deep njalo ngonyaka ibheka izidingo zamakhono emayini.

2.7 Ukufunda Ngomsebenzi (kuyaqhutshwa)

Ithebuli 14: Izinhlelo Zokuqeqeshelwa Umsebenzi zika-2018 – 2022

SELEMO		BOENJINERE		Unjiniyela	HO RAFA	
		18.1	18.2		18.1	18.2
2018	Iyaqhutsh.	48	80	23	52	18
	Abasha Abatha-thwayo	0	0	0	0	0
2019	Iyaqhutsh.	28	52	11	24	9
	Abasha Abatha-thwayo	0	0	0	0	0
2020	Iyaqhutsh.	7	26	7	2	3
	Abasha Abatha-thwayo	0	0	0	2	0
2021	Iyaqhutsh.	0	0	6	2	1
	Abasha Abatha-thwayo	4	3	0	2	2
2022	Iyaqhutsh.	4	3	6	4	3
	Abasha Abatha-thwayo	4	3	0	4	3
ISAMBA ESIPH-ELELE	**Iyaqhutsh.**	**87**	**161**	**53**	**84**	**34**
	Abasha Abathath-wayo	**8**	**6**	**0**	**8**	**5**

Ithebuli 15: Ithebula Lezindleko Zokuqeqeshelwa Umsebenzi 2018 – 2022

		C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
18,1 Abafundi	Izibalo	100	52	11	8	16
	Izinga eliphakathi lombambiqhaza ngamunye	R171 132	R192 441	R179 232	R194 014	R200 196
18,2 Abafundi	Izibalo	98	61	29	6	12
	Izinga eliphakathi lombambiqhaza ngamunye	R171 132	R192 441	R179 232	R194 014	R200 196
Unjiniyela Osafufu-sa	Izibalo	23	11	7	6	6
	Izinga eliphakathi lombambiqhaza ngamunye	R171 132	R192 441	R179 232	R194 014	R200 196
ISAMBA ESIPHELELE		**R37 820 172**	**R23 862 646**	**R8 423 938**	**R3 880 285**	**R6 806 689**

2.8 Ukuqeqeshelwa Umsebenzi Kwezinduna Nezimenenja

Ukuthuthukiswa kwabasebenzi ngezinhlelo eziningi kwezobuholi kubalulekile uma kubhekwa impumelelo yesikhathi esizayo ye-South Deep. I-South Deep izoqasha abanikezeli bemisebenzi abaningi ukulekelela ngokufundisa izifundo ezigunyaziwe zokuphatha ezichazwe Ithebuli 16. Abafundi abenza izifundo zokuphatha bazothathwa emsebenzini bathuthukiswe ngokufunda izincwadi nomsebenzi ngqo.

Ithebuli 16: Ukuqeqeshelwa Umsebenzi wokuphatha nokwengamela

Igama lesifundo	Izinga le-NQF	Inhloso yesifundo sokuqeqeshelwa umsebenzi
Ukugada	NQF IZinga 3	Lesi sifundo sihlose ukunika abaphathi emazingeni aphansi ulwazi namakhono abawadingayo ukuze: • Ukuthuthukisa, ukuhola nokukhuthaza abasebenzi ukuthi baveze izithelo ezinhle. • Ukuqinisekisa ukuthi abasebenzi bayathuthukiswa ngokwamakhono
Ukuhola okunama-ndla	NQF Izinga 4/5	Lesi sifundo sigxile kulabo abayizimenenja emazingeni aphansi, maphakathi naphezulu, noma labo abafisa lezi zikhundla. Izimenenja ezincane zifaka abaholi bamathimu, izinduna, izimfolomane nezinhloko zezigaba. Kuyisisekelo sentuthuko yezokulawula esezingeni eliphezulu. Ukugxila kwalezi ziqu wukwenza abafundi bakwazi ukuthuthukisa ulwazi, amakhono, ukuziveza nokumqoka.
Imenenja Yemayini Isitifiketi sokuKwazi ukwenza	NQF IZinga 6 MMC NQF IZinga 7 Iziqu	**ISitifiketi seziMenenja zaseZimayini iNgxenye A =Ukucwanigwa kwamadwala 1+2 1 = Injulalwazi 2 = Ukufundakwenza Eyabantu abadinga ulwazi lokucwaninga amadwala. Yakhelwe ukusiza abafundi ababhalisile ngosizo oludingekayo lolwazi lwenjulalwazi lokucwaninga amadwala eyisisekelo ekumbiweni kwamadwala emethaliferasi eNingizimu Afrika, kanye nolwazi lokwenziwayo ukubheka izingxenye zokucwaninga amadwala kanjalo nokutolika ulwazi ngezimbobokumbiwa. Izifundo zizokwenziwa ngezingxenye ezimbili: Izinsuku eziyi-10 ekilasini, izinsuku eziyisi-5 Ukuhlela nokudweba.**
Uhlelo lokuThuthukisa ukuLawula	NQF 7/8	Ukwakha ikhono lokuphatha nobuholi kubasebenzi abasezikhundleni nabangase babhekelelwe ezikhundleni zokuphatha ngelinye ilanga. Abantu bazothola ulwazi nesipiliyoni kwezokuphatha nobuholi, nokuthi bangakhulisa kanjani ikhono labo bakwazi ukuphatha nokuhola kahle abanye abasebenzi.
Uhlelo oluPhezulu lokuThuthuki-sa ukuLawula	NQF 7/8	Ukulungiselela abakhombisa ikhono lokuba izimenenja emsebenzini nobuholi. Inika ikhono lokuhola nokugxila ekuholeni ezingeni lokuhlela ngaphezu komsebenzi ojwayelekile.

Izibalo zababambiqhaza abakhonjwe ukuba ingxenye yohlelo Lokufunda Ngomsebenzi Wokuphatha isikhathi esibekiwe njengoba sivezwa Ithebuli 17.

2.8 Ukufunda Ngomsebenzi Wokuphatha (kuyaqhutshwa)

Ithebuli 17: Ukuqeqeshelwa Umsebenzi wokuphatha nokwengamela

Uhlelo lokuthuthukisa	C2018 Abatha-thwayo	C2019 Abatha-thwayo	C2020 Abatha-thwayo	C2021 Abatha-thwayo	C2022 Abatha-thwayo
Isifundo sabaGada iZikhathi zokuSebenza	10	10	10	10	10
Uhlelo lokuThuthukisa ukuPhatha	20	20	20	20	20
Ukuhola okunamandla	10	10	10	10	10
Imenenja Yemayini Isitifiketi sokuKwazi ukwenza	2	2	2	2	2
Uhlelo lokuThuthukisa ukuMenenja	10	10	10	10	10
Uhlelo oluPhezulu lokuThuthukisa ukuMenenja	2	2	2	2	2

Ithebuli 18: Izindleko Zokuthuthukiswa Kwabasezikhundleni Zokuphatha

UHlobo Loqeqesho	Izibalo	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Isifundo sabaGada iZikhathi zokuSebenza	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R10 000	R10 600	R11 236	R11 910	R12 625
Ukuphatha Uhlelo lokuthuthuki-sa	Izibalo	20	20	20	20	20
	Izinga eliphakathi lomfundi ngamunye	R20 000	R21 200	R22 472	R23 820	R25 250
okunamandla Ukuhola	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R30 000	R31 800	R33 708	R35 730	R37 874
Imenenja Yemayini Isitifiketi sokuKwazi ukwenza	Izibalo	2	2	2	2	2
	Izinga eliphakathi lomfundi ngamunye	R40 000	R42 400	R44 944	R47 641	R50 499
ukuMenenja Uhlelo lokuthuthuki-sa	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R75 000	R79 500	R84 270	R89 326	R94 666
Uhlelo oluPhezulu lokuThuthuki-sa ukuMenenja	Izibalo	2	2	2	2	2
	Izinga eliphakathi lomfundi ngamunye	R85 000	R90 100	R95 506	R101 236	R107 311
ISAMBA ESIPHELELE		**R1 800 000**	**R1 908 000**	**R2 022 480**	**R2 143 829**	**R2 272 459**

2.9 Imifundaze

I-South Deep inohlelo oluseqophelweni eliphezulu lwemifundaze. Inhloso yalolu hlelo lwemifundaze ukwandisa amakhono, ukunciphisa izikhala zomsebenzi okunzima ukuzigcwalisa namakhono ayingcosana nokweseka okuhloswe i-South Deep ngoguquko. Imifundaze izonikezwa abafundi abafisayo noma abafundayo kulezi zifundo ezibalulekile ezimayini: ijiyoloji (ukucwaninga amadwala), ukungena komoya, ubunjiniyela bemethaleji nobamakhemikhali, ubunjiniyela bukagesi nobamakhemikhali, ubunjiniyela bezimayini nemisebenzi yokweseka, uma benakho konke okudingekayo kulolu hlelo.

Imifundaze izonikwa abantu bangaphandle (okusho amalungu omphakathi) nezingane zabasebenzi nezihlobo zabo ezifisa ukufunda imfundo ephakeme okungaba idiploma noma iziqu emkhakheni wasezimayini. Ukwabiwa kwemifundaze kuyohambisana noHlelo lweNkampani Lwezokulingana eMsebenzini. I-South Deep izokwaba isibalo esifanele somfundaze kumfundi ngamunye unyaka nonyaka. Izimali ezizokhokhwa zizobandakanya izincwadi, izibonelelo, indawo yokuhlala nemali yesikole.

Ithebuli 19: Imifundaze Ehlelelwe unyaka ka-2018 – 2022

Umkhakha Wemfundo	C2018		C2019		C2020		C2021		C2022	
	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.
Ukumba imayini	0	2	0	1	1	1	1	1	1	2
Ukwenza umsebenzi	0	2	0	1	1	1	1	1	1	2
Ubunjiniyela	0	10	0	4	1	0	1	1	1	2
MRM	0	2	1	0	1	1	1	1	1	2
yokweSeka (i-HR, ezeZimali, i-SHE)	0	16	0	7	0	3	1	0	1	1
ISAMBA ESIPHELELE	**0**	**32**	**1**	**13**	**4**	**6**	**5**	**4**	**5**	**9**

Ithebuli 20: Izindleko Zemifundaze Onyakeni ka-2018 – 2022

Abanikezwa Imifundaze	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Izibalo	32	14	10	9	14
Izinga lomtholi mfundaze ngamunye	R122 248	R129 583	R137 358	R145 599	R154 335
ISAMBA ESIPHELELE	**R3 911 936**	**R1 814 160**	**R1 373 579**	**R1 310 394**	**R2 160 694**

2.10 Uhlelo Lokusiza Ngokufunda

Ukuqeqeshelwa umsebenzi kuyingxenye ebalulekile oHlelweni Lokuthuthukiswa Kwamakhono e-South Deep. Ukuqeqeshelwa umsebenzi kuhlanganisa izindlela eziningi zokuqeqesha kubandakanya nezifundo ezihleliwe, imihlangano nokuqeqeshwa kuwo umsebenzi.

Ingxenye ebalulekile yokuqeqesha e-South Deep yileyo yokuzifundela. Lolu hlelo lunika usizo lwemali kubo bonke abasebenzi abaqashwe ngokugcwele ukuba bafunde izifundo ngesikhathi esithile ukuze benze noma iziphi izifundo ezigunyaziwe, kodwa lezo zifundo kumele zihlobane nokwenziwa emayini. Uhlelo lokuzifundela lunika abasebenzi ithuba lokuphothula izifundo zabo ngokuhambisana nokukhula kwabo nokwenkampani. Kubalulekile ukuqaphela ukuthi lolu hlelo lungenziwa umuntu ngokuzithandela ebheka ukuthi ikusasa lakhe emsebenzini njengoba kuhlose lolu hlelo.

Ithebuli 21: Izindleko zoHlelo Lokusiza Ngokufunda zika-2018 – 2022

Uhlelo Lokusiza Ngokufunda	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Izibalo	20	20	20	20	20
Izinga lomtholi mfundaze ngamunye	R37 500	R39 750	R42 135	R44 663	R47 343
ISAMBA ESIPHELELE	**R750 000**	**R795 000**	**R842 700**	**R893 262**	**R946 858**

2.11 Abagogodile nokuqeqeshelwa Umsebenzi

I-South Deep ihlinzeka ngokuqeqeshelwa umsebenzi ngqo nemifundaze kubafundi abafika bevakashile nangohlelo lokufunda ngomsebenzi. Abafundi abagogodile nabo bayafakwa ngohlelo lwabo lokuqeqeshelwa umsebenzi. Ilowo nalowo mfundi ogogodile unikezwa umuntu ozomfundisa umsebenzi. Ukubaluleka kohlelo lokuqeqeshwa kwabagogodile ukuthola abantu abasebasha abanamakhono ngokwe-HDSA bese kubekwa phambili labo bantu abatholakale emphakathi oseduze.

Ukuqeqeshelwa umsebenzi kwabagogodile okwenziwa i-South Deep kuncike kulokho okudingwa iMayini ngokomsebenzi okumele kube imikhakha ebalulelekile njengobunjiniyela, ngokumba imayini, ukucwaninga amadwala, isaveyi, imethaleji kanye nobunjiniyela bamadwala. Uma abafundi sebeqedile ukuqeqeshwa ngomsebenzi, i-South Deep ibheka okuqala ukuthi ingabaqasha yini ngokugcwele.

Ithebuli 22: Izinhlelo Zabagogodile nabaFundela Umsebenzi 2018 – 2022

IUmkhakha Wemfundo	C2018		C2019		C2020		C2021		C2022	
	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.
Ukumba imayini	0	0	0	0	0	0	1	0	1	1
Ukwenza umsebenzi	0	3	0	1	0	3	1	0	1	1
Ubunjiniyela	0	5	0	5	0	0	1	0	1	1
MRM	0	8	0	7	0	5	1	0	1	1
Imisebenzi yokweSeka (i-HR, ezeZimali, i-SHE)	0	4	0	4	0	4	1	0	1	1
ISAMBA ESIPHELELE	**0**	**20**	**0**	**17**	**0**	**12**	**5**	**0**	**5**	**5**

2.11 Abagogodile nabasaFundela Umsebenzi (kuyaqhutshwa)

Abagogodile Imikhakha		2019		2020		2021		2022	
	18.1	18.2	18.1	18.2	18.1	18.2	18.1	18.2	18.1	18.2
Ubunjiniyela	1	0	1	0	1	0	0	1	0	2
Ukumba imayini	0	0	0	0	0	0	0	1	0	2
Ezezimali	0	3	0	3	0	3	0	0	0	0
Ezezindaba zabaSebenzi	0	6	0	6	0	6	0	1	0	2
ISaveyi	0	2	0	2	0	2	0	1	0	2
Ukucwaninga amadwala	0	4	0	4	0	4	0	0	0	0
Ubunjiniyela bamadwala	0	5	0	5	0	5	0	0	0	0
Ezendawo	0	3	0	3	0	3	0	0	0	0
Ezokuphepha	0	0	0	0	0	0	0	0	0	0
Intuthuko Ekhulayo	0	0	0	0	0	0	0	0	0	0
Imethaleji	0	5	0	5	0	5	0	1	0	2
ISAMBA ESIPHELELE	**1**	**28**	**1**	**28**	**1**	**28**	**0**	**5**	**0**	**10**

Ithebuli 23: Izindleko Zokufunda Ngomsebenzi Okuhleliwe 2018 – 2022

Ukufunda ngomsebenzi	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Izibalo	49	46	41	10	20
Isilinganiso esimaphakathi se-intheni ngayinye	R276 983	R303 122	R341 411	R304 440	R322 706
ISAMBA ESIPHELELE	**R13 572 187**	**R13 943 629**	**R13 997 839**	**R3 044 398**	**R6 454 123**

2.12 Uhlelo Olubalulekile Lokuqeqeshelwa Amakhono

Ngaphezu kokuqeqeshwa okuchazwe ngenhla, i-South Deep iphinde ihlinzeke ngohlu olubanzi lwezinhlelo zokuqeqeshwa nezifundo ezimfushane kwezobuchwepheshe eziqhutshwa yisikhungo esisemthethweni sokuqeqesha. Iningi lezinhlelo zokuthuthukisa amakhono liqhutshwa e-South Deep Enduleni Training Centre (South Shaft) nase-Mechanised Training Centre (Twins Shaft) ngokwahlukana.

Izinhlelo zamakhono abalulekile ebhizinisi zibandakanya zonke izidingo zomthetho ezibekwe ezincwadini zamakhono adingekayo zenkampani, ezinhlelweni zamakhono ezibhalisiwe kuzwelonke neminye imithetho yezimayini. Izinhlelo zakhelwe ukungenelela ngokuthuthukisa amakhono obuchwepheshe asemsebenzini ahlose ukunika abasebenzi ulwazi namakhono adingekayo ukuze benze umsebenzi wabo ngendlela ephephile nefanele nokuhlomisa ngamakhono ukuze bakhule emsebenzini. Ukuqeqeshwa Kwezempilo Nokuphepha, Ukuqeqeshwa Kwezemvelo Nokuqeqeshelwa Usizo Lokuqala kuyizifundo eziyimpoqo ezinikezwa abasebenzi uma bebuya elivini kanjalo nakubasebenzi abasuke bezoqala ukusebenza enkampanini.

I-South Deep ihlela ukuqalisa lezi zinhlelo zokuqeqesha zasezimayini eziyimpoqo kwabaqalayo ukungena enkampanini ezizonikezwa abasebenzi bemayini kanye nosonkontileka.

Ithebuli 24: Izinhlelo Zokuqeqeshwa Eziyimpoqo e-South Deep

Ukungenelela	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Ukuqeqeshelwa Ezempilo Nokuphepha	1 000	1 000	1 000	1 000	1 000
Ukuqeqeshelwa Ezemvelo	1 000	1 000	1 000	1 000	1 000
Ukuqeqeshelwa Usizo Lokuqala	1 000	1 000	1 000	1 000	1 000
Ubukhenikha bamaDwala nokuBheka Ingcuphe	10	10	10	10	10
ISAMBA ESIPHELELE	**3 010**	**3 010**	**3 010**	**3 010**	**3 010**

2.12 Izinhlelo Zokuqeqeshelwa Amakhono Abalulekile (iyaqhubeka)

Ithebuli 25: Izindleko Zokungenelela Kokuqeqesha Eziyimpoqo 2018 – 2022

UHlobo Loqeqesho	Izibalo	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Ukuqeqeshelwa Ezempilo Nokuphe-pha	Izibalo	1 000	1 000	1 000	1 000	1 000
	Izinga eliphakathi lomfundi ngamunye	R1 000	R1 060	R1 124	R1 191	R1 262
Ukuqeqeshe-lwa Ezemvelo	Izibalo	1 000	1 000	1 000	1 000	1 000
	Izinga eliphakathi lomfundi ngamunye	R1 000	R1 060	R1 124	R1 191	R1 262
Ukuqeqeshelwa Usizo Lokuqala	Izibalo	1 000	1 000	1 000	1 000	1 000
	Izinga eliphakathi lomfundi ngamunye	R1 000	R1 060	R1 124	R1 191	R1 262
Ubukhenikha bamaDwala nokuBheka Ingcuphe	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R1 000	R1 060	R1 124	R1 191	R1 262
ISAMBA ESIPHELELE		**R3 010 000**	**R3 190 600**	**R3 382 036**	**R3 584 958**	**R3 800 056**

Uhlelo lokuqeqeshelwa amakhono obuchwepheshe luyingxenye ebalulekile yezinhlelo zokuqeqesha nokuthuthukisa abasebenzi kulawa maqoqo abasebenzi alandelayo: abasebenzi ngemishini, abashayeli, nabenza imisebenzi yokulekelela. Izinhlelo zamakhono obuchwepheshe ezihlinzekwa yi-South Deep ziyahambisana namazinga adingekayo ngokwe-NQF ne-MQA futhi ngalokho zinika labo ababambe iqhaza kuzo amaphuzu ngamakhono ezandla abanawo uma bebhalisela iziqu ze-NQF. Izinhlelo Zamakhono Obuchwepheshe ezihlinzekwa yi-South Deep zibhaliwe lapha ngezansi:

Ithebuli 26: Izinhlelo Zamakhono Obuchwepheshe

UHlobo Loqeqesho	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Ukukwazi ukwenza A	20	20	20	20	20
Ukukwazi ukwenza B	100	100	100	100	100
Umsizi wokuQhumisa	5	5	5	5	5
Umholi wethimba	10	10	10	10	10
Umshayeli weLoco	10	10	10	10	10
Abashayeli bemishini ehlakazayo	10	10	10	10	10
Abasebenzi bamaloli kadoti	10	10	10	10	10
Abasebenzi be-LHD	10	10	10	10	10
Abashayeli besiThuthi somsebenzi	10	10	10	10	10
ISAMBA ESIPHELELE	**185**	**185**	**185**	**185**	**185**

2.12 Izinhlelo Zokuqeqeshelwa Amakhono Abalulekile (aiyaqhubeka)

Ithebuli 27: Izindleko zoHlelo Lwamakhono Obuchwepheshe 2018 - 2022

UHlobo Loqeqesho	Izibalo	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Ukukwazi ukwenza A	Izibalo	20	20	20	20	20
	Izinga eliphakathi lomfundi ngamunye	R40 000	R42 400	R44 944	R47 641	R50 499
Ukukwazi ukwenza B	Izibalo	100	100	100	100	100
	Izinga eliphakathi lomfundi ngamunye	R45 500	R48 230	R57 124	R54 191	R57 443
Umsizi wokuQhumisa	Izibalo	5	5	5	5	5
	Izinga eliphakathi lomfundi ngamunye	R13 000	R13 780	R14 607	R15 483	R16 412
Umholi wethimba	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R10 000	R10 600	R11 236	R11 810	R12 625
Abashayeli be-Loco	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R2 000	R2 120	R2 247	R2 382	R2 525
Abasha-yeli bemishini ehlakaza-yo	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R19 250	R20 405	R21 629	R22 927	R24 303
Abasebe-nzi bamaloli kadoti	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R19 250	R20 405	R21 629	R22 927	R24 303
I-LHD Abasebe-nzi/ Aba-shayeli	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R16 000	R16 960	R17 978	R19 056	R20 200
Abasha-yeli besiThu-thi somsebenzi	Izibalo	10	10	10	10	10
	Izinga eliphakathi lomfundi ngamunye	R7 000	R7 420	R7 865	R8 337	R8 837
ISAMBA ESIPHELELE		**R6 150 000**	**R6 519 000**	**R6 910 140**	**R7 324 748**	**R7 764 233**

2.13 Uhlelo Lokuqeqeshelwa Amakhono Ezandla

Uhlelo lokuthuthukiswa kwamakhono e-South Deep luhlanganisa ukuqeqeshwa nokuthuthukiswa okweseka isikhundla umuntu akuso ngaleso sikhathi. Nokho, kwenziwa yonke imizamo ukuqinisekisa ukuthi amakhono ahlinzekwa kubasebenzi okuyiwona abalulekile ukuze benze umsebenzi futhi bakwazi ukusebenziseka nakweminye imisebenzi yasemayini nangale kwemisebenzi yasemayini. I-South Deep njengengxenye yohlelo lwayo lokuthuthukisa amakhono izohlinzeka ngoqeqesho lwamakhono ezandla adingekayo embonini yezimayini nakweminye imikhakha. Inhloso enkulu wukunikeza abasebenzi asebezothatha umhlalaphansi amakhono ezandla noma uma kubhekwe ukuba kudilizwe abasebenzi. Uhlelo lwamakhono ezandla luzophinde luhlinzekwe emphakathini ukuze ungathembeli kakhulu emayini kodwa ukwazi ukuzidalela amathuba emisebenzi. Ukuqeqeshelwa amakhono ezandla kuzolandela lolu hlelo olubanzi olulandelayo:

- **Amakhono adluliselekayo:** "ahambisana nezidingo zomsebenzi futhi abalulekile ngesikhathi sokusebenza kwemayini, kodwa ahlangene namakhono angakusiza ukuba uphinde uqashwe kwenye indawo uma sekuvalwe imayini. Lezi zinhlelo zizohlonzwa ngokubheka izidingo kanye nalokho okufunwa ngabasebenzi kanjalo nokusebenza kweMayini. Isibophezelo se-South Deep kulokhu siyavela kulezi zigaba ezingenhla.

2.13 Uhlelo Lokuqeqeshelwa Amakhono Ezandla

- **Amakhono amabhizinisi:** amakhono amaningi ehlukene asiza ekutheni uphumelele kwezamabhizinisi. Lawa makhono angachazwa ngemikhakha ebanzi eyisihlanu njengokuthi ukuphathwa kwamabhizinisi, ikhono lokuzimaketha, ikhono lokukhiqiza, i-ICT kanye nokuphathwa kwezimali.
- **Amakhono ezandla:** amakhono angahlangene nemisebenzi yasemayini, amakhono okungewona awabasebenzi basemayini angasiza ukweseka nokulekelela umphakathi ekudaleni amathuba emisebenzi uma kudilizwa, kuncishiswa abasebenzi noma imayini ivala.
  Uhlu lwamakhono ezandla lubala:
  - Opulamba
  - Ipulangwe
  - Ukubeka isitini
  - Ukulima
  - Ukukhanda/Ukukhenikha
  - Ukushisela / Ukusebenza
  - ngensimbi Ukukhiqiza
  - Ukuxhuma ugesi
  - Umsebenzi wasendlini
  - Ukuthunga
  - Ukusebenza ngendwangu
  - Amakhono ekhompyutha
- Amakhono okushintsha umsebenzi: Umsebenzi anganikwa ikhono lokumsiza ukuze aphinde aqashwe kwenye imayini noma kweminye imikhakha yomnotho. Ikhono lokushintsha umsebenzi libandakanya ukuhlomisa abasebenzi ngamakhono ahambisana:
  - Nokwenza ama-Curriculum Vitae/ama-CV;
  - Ufunwa kanjani umsebenzi;
  - Uwamaketha kanjani amakhono akho;
  - Ubhekana kanjani nokufudukela kwelinye izwe;
  - Ukwelulekwa; Nokucathuliswa.
- **Uhlelo lokuqeqeshwa ngamakhono empilo:** lolu hlelo luzohlomisa abasebenzi ngamakhono ngezinto ezibalulekile empilweni azobasiza ukuthi bakwazi ukuqhubeka nokuphila. Amanye awo afana nekhono lokukwazi ukuphatha izimali, ukubhajetha, ukukhokha amareythi nentela, amakhono okwakha umndeni nokukwazi ukubhekelela ikusasa.

Isibophezelo se-South Deep sokuhlinzeka amakhono ezandla ngaphezu kwamanye amakhono avela kule-SLP sigqama kulawa mathebula alandelayo:

Ithebuli 28: Uhlelo Lokuqeqeshelwa Amakhono Ezandla

Uhlelo Lokuqeqeshelwa Amakhono Ezandla	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Abasebenzi kanye noMphakathi	20	20	20	20	20
ISAMBA ESIPHELELE	**20**	**20**	**20**	**20**	**20**

Ithebuli 29: Izindleko Zohlelo Lokuqeqeshelwa Amakhono Ezandla 2018 - 2022

	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Izibalo	20	20	20	20	20
Izinga eliphakathi lomfundi ngamunye	R44 200	R46 852	R49 663	R52 643	R55 802
ISAMBA ESIPHELELE	**R884 000**	**R937 040**	**R993 262**	**R1 052 858**	**R1 116 030**

2.14 Izinhlelo Zokuqeqeshwa Komphakathi

2.14.1 Uhlelo Lwemetametiksi Nesayensi

I-South Deep izohlinzeka uhlelo Lwemetametiksi nolweSayensi esikhungweni i-AET ngeMisombuluko, oLwesithathu neMigqibelo ukusiza abafundi bakamatikuletsheni bemiphakathi eyakhele imayini. Inhloso yohlelo ukuhlinzeka ngamakilasi azolekelela abafundi beBanga 12 kuMetametiksi nakwiSayensi ukuze benze ngcono amamaki abo kamatikuletsheni. Usizo oluhlinzekwa yi-South Deep lubandakanya ukuphrinta, ukuhlela ukubhalisa, ukudla, izithuthi, imibiko, izindawo, amashadi okufunda, amapeni namapensela, njll.

2.14.1 Uhlelo Lwemetametiksi neSayensi (liyaqhubeka)

Ithebuli 30: Uhlelo Lwemetametiksi Nesayensi Lomphakathi

Uhlelo Lwemetametiksi Nesayensi Uhlelo	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Isamba Esiphelele Somphakathi	30	30	30	30	30

Ithebuli 31: Izindleko Zohlelo Lwemetametiksi Nesayensi Yomphakathi

	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Izibalo	30	30	30	30	30
Izinga eliphakathi lomfundi ngamunye	R35 960	R38 118	R40 405	R42 829	R45 399
ISAMBA ESIPHELELE	**R1 078 800**	**R1 143 528**	**R1 212 140**	**R1 284 868**	**R1 361 960**

2.14.2 Ukuhlinzekwa kwe-FET – IBanga 12

I-South Deep isibambisane noMnyango Wezemfundo (ISikhungo sokuFunda se-21 Battalion) ukusiza ngokuhlinzeka amakilasi weBanga 12 kubantu bendawo (okungaba ngamalungu omphakathi owakhele imayini) nabasebenzi basemayini abafuna ukulungisa amamaki abo weBanga 12. Abafundi bazobe befunda ngohlelo olusha (NCS) nohlelo oludala lwe-NATED 550. Abafundi ababhalisile bazosebenzisa isikhungo sokuhlola sendawo naleso esibhalisiwe. I-South Deep izohlinzeka ngendawo, izinto zokufunda nezincwadi kanti uMnyango uzohlinzeka ngothisha njengoba kushiwo esiVumelwaneni Sokusebenzisana phakathi kwezinhlangothi zombili. Izimali zizokhokhela izincwadi, ukubhalisela ukuhlolwa, izinto zokubhala nezinto zokuthutha. I-South Deep izozama ukwandisa ababamba iqhaza nezikhungo zemfundo ephakeme ngokuhlinzeka izinhlelo zokufunda izikhathi ngezikhathi.

Ithebuli 32: Uhlelo Lokuqeqeshwa lwe-FET

FET (Isibalo saba-bambiqhaza)	C2018		C2019		C2020		C2021		C2022	
	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo	Iyaqh-utsh.	Aba-sha Abatha-thwayo
Abasebenzi	10	0	0	5	0	5	0	5	0	5
Umphakathi	70	0	0	15	0	15	0	15	0	15
ISAMBA ES-IPHELELE	**80**	**0**	**0**	**20**	**0**	**20**	**0**	**20**	**0**	**20**

Ithebula 33: Izindleko Zohlelo Lokuqeqeshwa Lwe-FET 2018 - 2022

	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Izibalo	80	20	20	20	20
Izinga eliphakathi lomfundi ngamunye	R31 380	R33 263	R35 259	R37 374	R39 617
ISAMBA ESIPHELELE	**R2 510 400**	**R665 256**	**R705 171**	**R747 482**	**R792 331**

2.15 Uhlelo Lokuqhubekela Phambili Kwabasebenzi

I-South Deep ilwela ukukhulisa nokuthuthukisa abasebenzi bethu ngaphakathi ngokubaqalisa izinhlelo zokubakhulisa emsebenzini. Ukukhula ngokomsebenzi kuyadinga nokho ukuba kulawulwe ngendlela enenqubekelaphambili nezokuba yimpumelelo ukugwema ukunikeza ithemba elingekho kodwa akugxilwe ezinhlelweni zokukhula emsebenzini okuhambisana namakhono abantu nezidingo zenkampani. Ukukhula emsebenzini e-South Deep kuthathwa njengohlelo okumele lusukunyelwe yi-South Deep kanye nabasebenzi ngokulinganayo. Kulele kumsebenzi ukuqinisekisa ukuthi usungula uhlelo lwakhe lokuzikhulisa nokuzithuthukisa nokuqinisekisa ukuthi uhlelo lwabo luba yimpumelelo, kanti inkampani ineqhaza okubalwa ukweseka umsebenzi emizamweni yakhe yokuzithuthukisa nokumnikeza amathuluzi awadingayo namathuba okuzithuthukisa. E-South Deep uhlelo lwethu lokukhula emsebenzini silufezekisa ngokuthi sizalise futhi siqhube uhlelo lokulawula amakhono okubalwa kulo:

- Ukuzithuthukisa ngamakhono abalulekile (ezobuchwepheshe noma ezokuphatha);
- Ukuhlolwa mayelana nokuqashwa nokuthuthukiswa;
- Izinhlelo zokuthuthukisa izimenenja, izinduna nabasebenzi;
- Izinhlelo zokucathulisna ngomsebenzi emsebenzini.

2.15.1 Izindlela zokukhula Emsebenzini

Kuqalwe uhlelo lokukhula emsebenzini lwesikhundla ngasinye futhi lusebenza kubona bonke abasebenzi abakuleso sikhundla. Empeleni ukukhuphuka/ukukhula emsebenzini kusho izikhundla ngokulandelana kwazo kulowo mkhakha kanjalo nezidingo ezihambisana nalowo msebenzi. Lokhu kuhlobene nomsebenzi, futhi kuhambisana namaqhaza omsebenzi kanye neziqu ezihambisanayo, ukuqeqeshwa nesipiliyoni okudingekayo ukuze ukhuphukele esikhundleni esilandelayo kulowo mkhakha okuwona. Abasebenzi abasohlelweni lokukhuphuka esikhundleni bazohlelelwa ngokwalowo msebenzi abakuwona. Isibonelo sohlaka lokukhuphuka esikhundleni lwemayini lunjengoba luboniswe ngezansi. I-South Deep iyakuhlonipha ukuthi abanye abantu bayokhetha ukwenyukela ezikhundleni zongoti kunokwenyukela ezikhundleni zokuphatha.

Ukthuthu-ki-swa Indlela amazinga	Ezobukhenikha Umkhakha Wezezimayini yenqubekela phambili (kungabalwa amalojistiki)	Ibanga	Dover Ukuh lolwa kwe- Ukuhlolw Ukuhlolw Ukuhlolwa kwe- Ukuhlolw Ukuhlolwa kwe- Ukuhlolwa kwe- Ukuhlolwa kwe-	Encomekayo Izidingo	Okugunyaziwe izidingo	Aba-shayeli llay-ise-nse	Ukufunda ngeK-ho-mpy-utha Ukufunda nokub-hala	amaDwala okuy-iSise-kelo Ubukhe-	Imishini nika Ukubo ngwa Isifundo	ye-Hydraulic Obuthile Ukuqeqe-shwa	Ezobukhe-ni-kha Ukumba imayini Isipiliyoni
12	Umenenja Omkhulu Wom-sebenzi	EU	Yebo	Iziqu zaseMyini / i-Diploma / GIBBS - MDP / LDP / Isifundo se-POLC	Isitifiketi samaMenenja Emayini, Ukubhaliiswa Kwabaqeqeshiwe Imithetho Ephephile Yokukhiqiza Izifundo Zempilo Nokuphepha	Yebo	Yebo	Cha	Cha	Cha	Iminyaka eyi-15
11	Umenenja Womsebenzi	EL	Yebo	Iziqu zaseMyini / i-Diploma / GIBBS - MDP / LDP / Isifundo se-POLC	Isitifiketi samaMenenja Emayini, Ukubhaliiswa Kwabaqeqeshiwe, Imithetho Ephephile Yokukhiqiza, Izifundo Zempilo Nokuphepha	Yebo	Yebo	Cha	Cha	Cha	Iminyaka eyi-12
10	Imenenja yeyunithi	DU	Yebo	Iziqu zaseMyini / i-Diploma / GIBBS - MDP / LDP	Isitifiketi samaMenenja Emayini, Abaqeqeshiwe Ukubhalisa, Imithetho Ephephile Yokukhiqiza, Izifundo Zempilo Nokuphepha	Yebo	Yebo	Cha	Cha	Baqhubele phambili ngama zinga	Iminyaka eyi-10
9	Abongamele eMayini	DL	Yebo	Isitifiketi samaMenenja Emayini / Ibanga 12 / GIBBS - MDP / LDP	Isitifiketi sbongamele eMayini, Imithetho Ephephile Yokukhiqiza, Izifundo Zempilo Nokuphepha	Yebo	Yebo	Yebo	Yebo	Baqhubele phambili ngama zinga	Iminyaka eyi-8
8	Ukukhiqiza Induna	CU	Yebo	Isitifiketi se-M O / Abahloli beBanga 12, Isitifiketi/ Isifundo se-POLC	Isitifiketi Sezinduna Zokuqhumi-sa Nokukhiqiza Isitifiketi Sokuhlola i-Methane Imithetho Ephephile Yokukhiqiza Izifundo Zempilo Nokuphepha	Yebo	Yebo	Yebo	Yebo	Baqhubele phambili ngama zinga	Iminyaka eyi-6

2.15.1 Izindlela zokukhula Emsebenzini

Ukthuthu-ki-swa Indlela amazinga	Ezobukhenikha Umkhakha Wezezimayini yenqubekela phambili (kungabalwa amalojistiki)	Ibanga	Dover Ukuh lolwa kwe-Ukuhlolw Ukuhlolw Ukuhlolwa kwe-Ukuhlolw Ukuhlolwa kwe-Ukuhlolwa kwe-Ukuhlolwa kwe-	Encomekayo Izidingo	Okugunyaziwe izidingo	Aba-shayeli llay-ise-nse	Ukufunda ngeK-ho-mpy-utha Ukufunda nokub-hala	amaDwala okuy-iSise-kelo Ubukhe-	Imishini nika Ukubo ngwa Isifundo	ye-Hydraulic Obuthile Ukuqeqe-shwa	Ezobukhe-ni-kha Ukumba imayini Isipiliyoni
7	Umholi Wethimba	CU	Yebo	LUkuqhubeka Komfundi / Ibanga 12 / Izifundo ze-POLC	Isitifiketi sokuQhumisa, Isitifiketi, Imithetho Ephephile Yokukhiqiza, Izifundo Zempilo Nokuphepha	Yebo	Yebo	Yebo	Yebo	Baqhubele phambili ngokwamaz-inga	Iminyaka emi-4
6	Umshayeli wokuhlakaza / Ukweseka Umshayeli / Ukuhlakazwa komgodi omude Umshayeli	CL	Yebo	Isitifiketi sokuQhumisa Ibanga 10	Ukukwazi A, Ukukhiqiza Ok-uphephile Imithetho Yempilo Nokuphepha	Yebo	Cha	Yebo	Yebo	Izinsuku eziyi-10	Izinyanga ezingama-30
5	Umsebenzi we-LHD	CL	Yebo	Isitifiketi sokuQhumisa Ibanga 10	Ukukwazi A, Ukukhiqiza Ok-uphephile Imithetho Yempilo Nokuphepha	Yebo	Cha	Yebo	Yebo	Izinsuku eziyi-10	Izinyanga ezingama-24
4	Umsebenzi kaloli kadoti / Grader Umshayeli / Doz-er Umshayeli	BU	Yebo	ABET 4	Ukukwazi B, Ukukhiqiza Ok-uphephile Imithetho Isifundo Sezempilo Nokuphepha	Yebo	Cha	Cha	Yebo	Izinsuku eziyi-10	Izinyanga ezingama-18
3	Umshayeli we-Scaler / Um-shayeli wenqola yomsebenzi/ Charmec Umshayeli/ umsebenzi ospreyayo	BU	Yebo	ABET 3	Ukukwazi B, Ukukhiqiza Ok-uphephile Imithetho Isifundo Sezempilo Nokuphepha	Yebo	Cha	Cha	Yebo	Izinsuku eziyi-5	Izinyanga ezingama-12
2	kwenselelo Umebenzi	BL	Yebo	ABET 2	Ukukwazi B, Ukukhiqiza Ok-uphephile Imithetho Isifundo Sezempilo Nokuphepha	Cha	Cha	Cha	Yebo	Izinsuku eziyi-3	Izinyanga eziyi-6
1	Umsebenzi Ovamile	AU	Cha	ABET 1	Ukukwazi B, Ukukhiqiza Ok-uphephile Imithetho Isifundo Sezempilo Nokuphepha	Cha	Cha	Cha	Cha	Akukho	Akukho

*Ubudesikhathi sokuQeqesha neNtuthuko kuncike ekusebenzeni komuntu ngamunye, izingakwenza nokuqhubeka
*Isitifiketi esiyiso soSizo lokuQala neSitifiketi sikaDokotela sokuba oLungele ziyimpoqo kubo bonke abasebenza ngaphansi komhlaba

2.15.2 Ukubhekwa/ukulawulwa kwamakhono (amathalente):

Ngokuhambisana nesu le-South Deep lokwakha amakhono esikhathi eside kubasebenzi, ukuqinisa ubuholi nokufezekisa izinguquko eziyimpumelelo, i-South Deep izoqhubeka nokugxila ethalenteni njengento ebalulekile okumele ilawulwe kahle. Ngenxa yalokhu kusungulwe uhlelo lokulawula ithalente elizobhekelela izidingo zenkampani nabasebenzi. Leli su lihlanganise:

- **Ukulawula amazinga okusebenza:** Kwakhiwe izinkontileka zamazinga okusebenza zaminyaka yonke ezibizwa nge-Balanced Scorecard kubo bonke abasebenzi kwi-D bhendi nangaphezulu ezihambisana noHlelo lokusebenza kwe-South Deep. Kubhekwa inqubekelaphambili ngokuqhathanisa nezinjongo ezibekiwe kabili ngonyaka ezihambisana nohlelo lwamabhonasi/lwemihlomulo uma kunesidingo.
- **Ukubuyekezwa kwamathalente minyaka yonke:** Kuyoxoxwa ngendaba yokukhula emsebenzini nabo bonke abasebenzi abakwi-D bhendi nangaphezulu kanye ngonyaka kubhekelelwa amazinga okusebenza esikhathi esedlule abasebenzi kanjalo nezifiso zabasebenzi namakhono abo. Kulezi zingxoxo abasebenzi nezimenenja bayoxoxa ngenqubekelaphambili yomsebenzi ngamunye emsebenzini wakhe kanjalo namasu abanawo okuzikhulisa emsebenzini. Abasebenzi bayocelwa ukuba bagcwalise ifomu lokuhlolwa ngokwamakhono ukuze kuhlelwe indlela eya phambili yamathalente e-South Deep ngamathalente ehlukene ukuze inhlangano ikwazi ukulawula ukuthuthukiswa kwawo.

2.15.2 Ukulawulwa Kwethalente: (kuyaqhubeka)

- **Imikhandlu yeThalente:** Ikhona inqubekelaphambili eseyenziwe ekusunguleni iMikhandlu Yamathalente Emikhakha Ehlukene emkhakheni ngamunye. Inhloso enkulu yeMikhandlu yamaThalente wukuhlangana okungenani kanye ngonyaka:

- ukuqinisekisa ukuthi kuqashwa abantu abafanele nabanekhono elifanele ngesikhathi esifanele ukuze bezokwenza umsebenzi odingwa yinkampani manje nangomuso;
- ukusheshisa ukuthuthukiswa kwabasebenzi abathile abakhuthele nabazimisele ngokubasiza ukuthi bazithuthukise ngokwabo;
- ukwenza ngcono ukuhehwa nokugcinwa kwabasebenzi abanamakhono angandile kanjalo nokuvundulula ithalente nokusebenza ngokuzikhandla kwabasebenzi;
- ukusheshisa ukwakhiwa kwe-HDSA ukweseka izinhloso zenkampani zokuba nabasebenzi abakhombisa ukumeleleka kwabantu bezinhlobo ezahlukene enkampanini kuwona wonke amazinga;
- ukuqala uhlelo lokwenyuka ezikhundleni ezibucayi nezibalulekile e-South Deep nakwi-Gold Fields iyonke;
- ukubeka amava ohlelweni lokubuyekezwa kwethalente laminyaka yonke elenziwa yiphaneli yezimenenja ukuze kwenziwe ngcono ukuhlela; kanye
- nokuhlonza abazothatha izikhundla ezibalulekile ukuqinisekisa ukuthi inkampani iyakhula.

Ukubuyekezwa kwamathalente okusemthethweni kwenziwa minyaka yonke nomkhandlu wamathalente wohlobo ngalunye lomsebenzi.

Izizinda zamathalente: I-South Deep izosungula inqwaba yezizinda zamathalente okuhloswe ngazo ukusheshisa ukuthuthukiswa kwabantu ngabanye ababonakala bezimisele, ikakhulukazi abasemkhakheni we-HDSA. I-South Deep igxile ezizindeni ezine zamathalente:

- Abantu abasebenza ngokuzikhandla abangongoti emikhakheni abasebenza kuyo;
- Abantu abanethalente elikhulu abasethubeni lokuba sezikhundleni zokuphatha ngomuso;
- Abasebenza ngokuzimisela abayinhliziyo yenkampani; kanye
- Nabantu abadinga usizo ukuze basebenze kangcono.

Ithalente liyohlukaniswa ngokwalezi zigaba ezishiwo ngenhla ngohlelo lokubhekisisayo olubheka ukusebenza kwabantu kwangaleso sikhathi, amathuba okukhula nabahambisana nesiko lenkampani. Kuyothathwa izincomo ekuhlolweni kwabo, ezimenenjeni kanjalo nasemikhandlwini yamathalente ukuze kuhlukaniswe kahle amathalente abantu.

Ukuthuthukiswa, ukugcinwa nokuklonyeliswa kwabasebenzi abanamathalente kuyokwenziwa ngendlela ehambisana nalowo mkhakha elitholakale kuwo lelo thalente.

2.16 Isu Lokucathulisa (mentorship) Abasebenzi

Ukucathulisa wuhlelo olusetshenziswa ikakhulukazi kubantu abathile abakhethiwe futhi abaqeqeshiwe ukuze bakhalinywe futhi belulekwe okuzobasiza ukuba bakhule emsebenzini babe “yizinkunzi”. Ukucathulisa kuhloswe ngakho ukulekelela umuntu ofunda umsebenzi, okumele kube yindlela ehamba phambili yokuthola amakhono nolwazi lowo msebenzi aludingayo. Ukucathulisa kuphinde kusize lapho umuntu eqeqeshwa ngokuthi lowo muntu ahlomule ngokuthola ulwazi olubhekene naye ngqo alunikezwa yizimenenja ezinesipiliyoni enkampanini.

I-South Deep ikholwa wukuthi ukucathulisa kuwuhlelo olubalulekile ukulusebenzisa ekuthuthukiseni abasebenzi bayo ikakhulukazi uma kubhekwe ukudluliselwa kolwazi namakhono. Ukucathuliswa kuphinde kubaluleke kakhulu kunoma yiliphi isu lokusheshisa i-HDSA. Uhlelo lokucathulisa oluyimpumelelo kumele luhlanganiswe nezinye izinhlelo zokuhlela ukusebenza nokwenyuka ezikhundleni. Ukucathuliswa okuhlelekile noma okungahleliwe imvamisa kuhlanganisa umuntu ofundayo onamathuba futhi ozimisele ukuya phezulu emazingeni aphakeme enkampani.

2.16 Isu Lokucathulisa Abasebenzi (liyaqhubeka)

I-South Deep izibophezele ukuhlinzeka abaholi nabasebenzi ithuba lokubamba iqhaza ezinhlelweni zokucathulisa. Ngenxa yalokho, laba bantu abalandelayo bayakhuthazwa ukuba babambe iqhaza ezinhlelweni zokucathulisa abasebenzi:

- Abasebenzi abasohlelweni lokuthuthukiswa ngokwemiphumela yoHlelo Lokubuyekezwa Kwamathalente;
- Abasebenzi abahlonzwe njengabazothatha izintambo ngomuso ngokwemiphumela yoHlelo Lokubuyekezwa Kwethalente;
- Abasebenzi abafunda umsebenzi, abafundela umsebenzi nabanemifundaze;
- Abagogodile abafikayo enkampanini; kanye
- Nabasebenzi abaqokwe njengabanamakhono esizizindeni samathalente.

Uhlelo lokucathuliswa luhlinzekwa kule mikhakha: Abaphathi abasezingeni eliphansi, Unjiniyela osafufusa, Abanikeza imifundaze (Abathola iziqu nalabo abathole amadiploma), Abafundela ubunjiniyela, Abafundela nalabo Abaqeqeshelwa umsebenzi wasezimayini. Ukuqeqeshelwa ukucathulisa kuhlinzekwa abasebenzi.

Ithebuli 34: Ukucathulisa

Uhlelo lokucathulisa	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Izibalo Zabacathuliswayo	20	20	20	20	20
Izibalo Zabacathulisi	5	5	5	5	5

2.17 Izimali Ezihlinzekelwe ukuThuthukisa Umnyango wezaBasebenzi

Imininingwane yokuhlinzekwa kwezimali kweminyaka emihlanu ohlelweni lwe-SLP ihlinzekwe lapha ngezansi:

Ithebuli 35: Izindleko Zokuqeqesha

Ukuqeqesha	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
AET	R10 586 810	R10 084 011	R3 015 720	R3 196 663	R3 388 463
FLC	R2 000 000	R212 000	R224 720	R238 203	R252 495
Ukufundela umsebenzi	R37 820 172	R23 862 646	R8 423 938	R3 880 285	R6 806 689
Abanikeza imifundaze	R3 911 936	R1 814 160	R1 373 579	R1 310 394	R2 160 694
Uhlelo Lokusiza Ngokufunda	R750 000	R795 000	R842 700	R893 262	R946 858
Abagogodile nabasaFundela Umsebenzi	R13 572 187	R13 943 629	R13 997 839	R3 044 398	R6 454 123
Uhlelo Lwamakhono	R6 150 001	R6 519 000	R6 910 140	R7 324 748	R7 764 233
Izinhlelo Zokuqeqeshwa Eziyimpoqo	R3 010 000	R3 190 600	R3 382 036	R3 584 958	R3 800 056
Ukuhola Ukuthuthukisa	R1 800 000	R1 908 000	R2 022 480	R2 143 829	R2 272 459
Amakhono Ezandla	R884 000	R937 040	R993 262	R1 052 858	R1 116 030
Uhlelo lweMetametiksi neSayensi Uhlelo;	R1 078 800	R1 143 528	R1 212 140	R1 284 868	R1 361 960
Lokuqeqeshelwa i-FET	R2 510 400	R665 256	R705 171	R747 482	R792 331
ISAMBA ESIPHELELE	**R84 074 306**	**R65 074 870**	**R43 103 725**	**R28 701 948**	**R37 116 391**

ISIGABA 3
EUKUQASHA NGOKULINGANA EMSEBENZINI

I-South Deep izibophezele ukuletha izinguquko ezinqala kwezomnotho eNingizimu Arika futhi ihlose ukwakha isizinda sabasebenzi abakhombisa ngokusobala ukumeleleka kwabo bonke abantu bezwe lethu. South Deep yeseka inhloso kanye nemigomo esekele uMthetho wokuLingana eMsebenzini 59 ka-1996 ("EEA") kanye ne-MRPDA. INkampani ngokuzibophezela kwayo ekuQasheni Ngokulingana, ngakho ke izolwela:

- Ukuqeda ukucwasa okungafanele;
- Ukukhuthaza ukumeleleka kwabasebenzi;
- Ukubhekelela ukungalingani okwadalwa wubandlululo lwaphambilini;
- Ukuqinisekisa ukunikezwa ngokulingana kwamathuba kubo bonke;
- Ukulawula kahle ukwehlukana kwabantu ukuze kuhlomule inhlangano nabasebenzi esikhathini eside;
- Ukuqinisekisa ukuhlonishwa kwe-EEA ne-MRPDA; kanye
- Ukuhlonipha igalelo labo bonke abasebenzi.

Ukuqinisekisa ukulandelwa kwezibophezelo kudinga ukuba kwakhiwe futhi kusetshenziswe uhlelo oluneminqamulajuqu, izinjongo nezilinganiso okuzolinganiswa ngazo impumelelo yezinjongo ze-South Deep zokuQasha Ngokulingana. I-South Deep isiqale uHlelo Lokuqala Ngokulingana lweminyaka emi-5 ("EE Plan") hhayi nje ngenhloso yokuhlonipha izibophezelo ezibekwe kwi-EEA ne-MRPDA, kodwa futhi ngenhloso yokubhekana nezinjongo zamasu eNkampani ngokuthi kutholakale amakhono amaningi ehlukene. Inhloso ye-EE Plan wukuqinisekisa ukuba nabasebenzi abehlukahlukene kanye nokubamba iqhaza kwe-HDSA kuzona zonke izikhundla ezithatha izinqumo nemikhakha ebalulekile yokusebenza embonini yezimayini.

Ngokuhambisana noMthethonqubo 46(b): uHlelo Lokuthuthukiswa Kwabasebenzi lolu lwazi luhlinzekwe esigabeni: uMthethonqubo 46(b) (v):

- Isu Lokuqasha Ngokulingana kanye nezibalo
- Isingeniso
- Inqubomgomo yokuqasha yokulingana
- Ukulingana ngokobulini nokukhubazeka

3.1 Izinhloso okumele zifezwe unyaka ngamunye we-EE Plan

Kunezinhloso ezithile ezibekiwe ukuqinisekisa ukuthi kuyaqhutshelwa nemizamo yokuletha izinguquko, okuyilezi:-

Isikhathi sokusebenza	Injongo
2018 -2022	Ukuqeda imingcele evimbela ukuqasha ngokulingana ngokwenza ngcono ukusebenza kweKomidi le-EE.
	Ukwakha nokusebenzisa izindlela zokuqhubela phambili ukuqasha izinhlanga ezahlukene kuncike ekuhloniphaneni nasekunikaneni isithunzi.
	Ukuqhubeka nokuqeda ukubandlululwa okungafanele kwinqubomgomo yokuqasha, kwizinqumo nemigomo yokuqala, nasemsebenzini
	Ukunikwa ithuba kwabasebenzi abaneziqu ezifanele abavela ezinhlotsheni zabantu abathile, ukuba baqashwe futhi bakhushulwe ezikhundleni.
	Ukufezekisa izibalo ezihlosiwe ngonyaka epulanini.
	Ukusheshisa ukuqashwa kwabantu ababencishwe amathuba ngokuqala amasu okuqeqesha nokuhlomisa ngamakhono afanele (ukuqeqseha/ukucathulisa).
	Ukwenza ngcono isibalo sabesifazane ngezinhlelo zangaphakathi zokufunda umsebenzi nokuthola amakhono.
	Ukwenza ngcono uhlelo lokuqasha abakhubazekile lwe-DBCM ngohlelo lokuqasha nolwezindawo zokuhlala emsebenzini.

3.2 IForamu Yokuqasha Ngokulingana

Kusungulwe iForamu Yokuqasha Ngokulingana (EE Forum) ezobhekana Nezindaba zokuqasha ngokulingana nokwenza izinqumo njengoba kuhlinzekelwe emthethweni wokuqasha ngokulingana. Amalungu e-EE Forum abandakanya: Abameleli Bezinyunyana, iNHloko yoKumba, iNhloko kwezoBunjiniyela, iMenenja yokuSebenza kweHhovisi leziNdaba zaBasebenzi, iMenenja yezokuPhathwa kwaBasebenzi, iMenenja yamaThalente noKwenza iMisebenzi.

3.3 Izingqinamba Emsebenzini Namasu Okuqasha Abesifazane

Ngokulandela izidingo ze-EEA, kwenziwe ucwaningo ngezinqubomgomo zokuqasha ngokulingana, izinqubo nezimo zokusebenza e-South Deep Mine, ukuze kubonakale izingqinamba zokuqasha ezikhinyabeza abantu abavela emaqenjini abencishwe amathuba. Ucwaningo olufingqiwe nohlelo lokubhekana nezingqinamba luboniswe lapha ngezansi:

Ithebuli 36: Izingqinamba Zokuqasha

Izingqinamba Zokuqasha ezihlonzwe ngokwesigaba S19 se-EEA	Izindlela zokuqeda lokhu ngokwesigaba S15(2)(a) se-EEA
Izinqubo Zokuqasha	• Ukubuyekeza inqubomgomo yokuqasha, ukuqeda ukwenzelela nokuhambisa ngokwesu le-EE • Ukuqeqesha izimenenja ekuhloleni amakhono nezinqubo • Ukuqinisekisa ukuthi kuqashwa ngokwezinjongo ze-EE nemigomo yesu le-EE
Ukukhangisa Izikhala	• Ukukhangisisa kabanzi ezindaweni okuqashwa kuzo, isibonelo njengasezinhlanganweni ezisemthethweni nasemaphephandabeni ezwe • Izikhangiso kumele zisho kucace uhlobo lwe-EE namandla omqashi okuqoka ngokuhambisana nezinjongo zesu le-EE
Inqubo	• Ukuqeqesha izimenenja ezinkulu ukulandela imikhombandlela ekhona yokukhetha nokwenza inhlolokhono kwabafake izicelo
Ukuqokwa	• Ukubheka ikhono lokuthola amakhono esikhathini esithile ngesikhathi sokhetho kwabafake izicelo • Ukusho izinjongo zentuthuko ezindelekile uma kuqashwa ngokweNkontileka • Ukusho izikhathi zokukhuliswa nokuthuthukiswa (uma kuqashwa ngaphakathi)
Imihlomulo Yamaholo nezinzuzo	I-South Deep ukuze ibe wumqashi okhethekile emkhaklheni wezimayini; ukuhlonza nokuphucula izinzuzo ziokuqashwa ezindaweni ezingadonsi
Imigomo Nemibandela yokuqashwa	Ukuchibiyela izinkontileka ziveze isidingo sokubhekelelwa ngendawo yokuhlala efanele (Ngokobulili noma Abantu Abakhubazekile)
Izimo Nendawo Yokusebenza	Ukuqala ukulungisa nokungeneka kwezakhiwo kwabaphila nokukhubazeka (PWD) emayini
Ukukhushulwa	Buyekeza uphinde uthuthukise ukulandelana nenqubomgomo yokuhlela umumo wokusebenza yeMinyango
Ukuhlelwa Kokushiyelana izikhundla nokunikana isipiliyoni	Buyekeza uphinde uthuthukise ukulandelana nenqubomgomo yokuhlela umumo wokusebenza yeMinyango emazingeni okuPhatha kanjalo namazinga Aphansi
Ukuqondiswa izigwegwe	Ukukhuluma nokuhlinzeka uqeqesho ngenqubo yokuqondisa izigwegwe kubo

3.3 Izingqinamba Nokubheka Ababencishwe Amathuba (ziyaqhubeka)

Ithebuli 36: Izingqinamba Zokuqasha

Izingqinamba Zokuqasha ezihlonzwe ngokwe S19 ye-EEA	Izindlela zokuqeda lokhu ngokwe-S15(2)(a) se-EEA
Ukugcina abasebenzi	• Ukukhuthaza ukucathuliswa kwabasebenzi abasha nabakhona njengamanje, ikakhulukazi ababencishwe amathuba • Ukwenza izimo ezinhle zokusebenza, ngokwesiko nangokwezinsiza
Usiko lwenkampani	• Ukukhuthaza ubumbano "nokubambisana" osikweni lwase-South Deep • Ukusungulwa Kohlelo Lokuthuthukisa Abaholi • Ukuqeqesha Izimenenja Ezinkulu Ngokuqasha Ngokulingana
Izindawo zokuhlala ezifanele	Ukuqala inqubomgomo ezobhekelela ababhekene nenkinga yokulimala emsebenzini
Uhlelo lokufundisa nokunqanda i-HIV/AIDS	Ukuqokwa kwabazofundisana Ukusabalalisa kangcono okokuzivikela Ukuthola umdidiyeli wezinhlelo ze-HIV
Ukuqoka imenenja enkulu ezophatha ukusebenza kwe-EE	Ukuthola abasebenzi abazoqapha balawule i-EE nezinguquko e-South Deep
Ibhajethi yokweseka izinjongo zokuqasha ngokulingana	Ukwenza izincomo eSigungwini eSiphezulu (EXCO) zebhajethi zokuxhasa ukulungiswa kwendawo yokusebenza, izindawo zokuhlala nokuqasha abasebenzi

3.4 Isimo Nezinjongo Zokuqasha Ngokulingana

Inhloso ye-SLP ukuqinisekisa ukuba nabantu abehlukene kanjalo nokuba ne-HDSA kuyona yonke imikhakha yomsebenzi esezingeni lokuthatha izinqumo embonini yezimayini. Ukubona ubungako bokungameleleki kwabantu ababencishwe amathuba ezikhundleni ezikwazi ukuthatha izinqumo, i-South Deep yenza ucwaningo lwasemsebenzini iqhathanisa isimo sayo sokuxuba izinhlanga namazinga abantu ababambe iqhaza emnothweni waseNingizimu Afrika nasesifundeni esisebenzela kusona. IThebuli 37 liveza isimo samanje sokuqasha ngokulingana kubasebenzi abasezikhundleni zokuthatha izinqumo uma kubhekwe ibala nobulili:

Ithebula 37: Ukumeleleka kwezinhlanga nobulili ezikhundleni ezithatha izinqumo ngoJuni 2018

Lesikhundla Izinga	Abesifazane				Owesilisa				Isamba esi-phe-lele	Ukukhubaze-ka	
	A	C	I	W	A	C	I	W		Abe-silisa	Abesi-fazane
Abaphathi abaphezulu (Board)							1	2	3		
Abaphathi Abakhulu (Exco)	1	0	0	1	1	0	0	4	7	0	0
Izimenenja Eziphakathi	19	4	2	7	55	9	8	76	180	1	0
Abaphathi Abancane	25	2	0	16	168	3	5	83	302	2	0

Izinga Lesikhundla	Abesifa-zane				Owesil-isa				Isamba esi-phe-lele	Abaphuma ezweni elingaphandle
	A	C	I	W	A	C	I	W		
Amakhono asemqoka	274	10	4	39	976	11	6	274	1 821	227

3.4 Isimo Nezinjongo Zokuqasha Ngokulingana (siyaqhubeka)

UMthetho Wokuqasha Ngokulingana uthi abaqashi kumele, njengengxenye yoHlelo Lokuqasha Ngokulingana, baqhube isibalo abasihlosile sokumeleleka kwabantu abanamakhono kwababencisheke amathuba (okubalwa nabantu abakhubazekile) emkhakheni ngamunye wabasebenzi. Izinjongo yizona ezizokwakha uhlaka oluzolandelwa uma sekuqaliswa isu leEE. I-South Deep Mine ithathe isinqumo senqubomgomo sokubeka izinjongo emazingeni amabili:

- Izibalo ezisuselwe kuzwelonke uma kubhekwe abaphathi abaphezulu, izimenenja ezinkulu nabaphathi kanjalo nabasebenzi abaqeqeshiwe.
- Izibalo ezisuselwe esifundeni uma kubhekwe abasebenzi abanamakhono obuchwepheshe, abanamakhono angatheni nabangenawo amakhono.

Ithebuli ngezansi liveza izinjongo zokuqasha ngokulingana ze-South Deep ehlose ukufeza ngazo isinqumo sayo – ukwakha izikhundla minyaka yonke kwisu le-EE ekhona.

Ithebuli 38: Okuhlosiwe Mayelana Nokulingana Emsebenzini 2018

Isikhundla Izinga	Abesifa-zane				Owesil-isa				Isam-ba esiph-elele	Ukukhubaze-ka	
	A	C	I	W	A	C	I	W		Abe-silisa	Abesi-fazane
Abaphathi abaphezulu (Board)			1				1	2	4		
Abaphathi Abakhulu (Exco)	3	0	0	1	4	0	0	4	12	1	0
Izimenenja Eziphakathi	16	0	0	0	45	0	0	0	61	1	1
Abaphathi Abancane	28	3	0	16	169	4	5	79	302	3	1

Isikhundla Izinga	Abesifa-zane				Owesil-isa				Isam-ba esiph-elele	Abaphuma ezweni elingaphandle
	A	C	I	W	A	C	I	W		
Amakhono asemqoka	275	14	5	39	986	16	11	260	1 821	214

Ithebuli 39: Okuhlosiwe Mayelana Nokulingana Emsebenzini 2019

Isikhundla Izinga	Abesifa-zane				Owesil-isa				Isam-ba esiph-elele	Ukukhuba-zeka	
	A	C	I	W	A	C	I	W		Abe-silisa	Abesi-fazane
Abaphathi abaphezulu (Board)			1				1	2	4		
Abaphathi Abakhulu (Exco)	3	0	1	1	3	0	0	4	12	1	0
Izimenenja Eziphakathi	18	0	0	0	39	0	0	2	61	1	2
Abaphathi Abancane	31	3	0	15	170	4	4	75	302	3	2

Isikhundla Izinga	Abesifa-zane				Owesil-isa				Isam-ba esiph-elele	Abaphuma ezweni elingaphandle
	A	C	I	W	A	C	I	W		
Amakhono asemqoka	276	18	6	40	996	21	16	247	1 821	201

3.4 Isimo Nezinjongo Zokuqasha Ngokulingana (siyaqhubeka)

Ithebuli ngezansi liveza amaphesenti abakwi-HDSA abasezikhundleni ezithatha izinqumo unyaka ngamunye wepulani:

Ithebuli 40: Okuhlosiwe Mayelana Nokulingana Emsebenzini 2020

Lesikhundla Izinga	Abesifazane				Owesilisa				Isamba esiphelele	Ba Phelang le Bokowa	
	A	C	I	W	A	C	I	W		Abesilisa	Abesifazane
Abaphathi abaphezulu (Board)			1				1	2	4		
Abaphathi Abakhulu (Exco)	3	0	1	1	3	1	0	3	12	1	0
Izimenenja Eziphakathi	20	1	0	1	34	1	1	3	61	2	2
Abaphathi Abancane	33	4	0	15	170	4	4	72	302	3	3

Lesikhundla Izinga	Abesifazane				Owesilisa				Isamba esiphelele	Abaphuma ezweni elingaphandle
	A	C	I	W	A	C	I	W		
Amakhono asemqoka	277	21	7	40	1 004	26	20	236	1 821	190

Ithebuli 41: Okuhlosiwe Mayelana Nokulingana Emsebenzini 2021

Lesikhundla Izinga	Abesifazane				Owesilisa				Isamba esiphelele	Ba Phelang le Bokowa	
	A	C	I	W	A	C	I	W		Abesilisa	Abesifazane
Abaphathi abaphezulu (Board)			1				1	2	4		
Abaphathi Abakhulu (Exco)	3	0	1	1	3	1	0	3	12	1	0
Izimenenja Eziphakathi	22	1	0	1	30	1	1	5	61	2	2
Abaphathi Abancane	36	4	1	14	171	5	4	68	302	3	4

Lesikhundla Izinga	Abesifazane				Owesilisa				Isamba esiphelele	Abaphuma ezweni elingaphandle
	A	C	I	W	A	C	I	W		
Amakhono asemqoka	278	24	7	40	1 013	30	24	225	1 821	180

Ithebuli 42: Okuhlosiwe Mayelana Nokulingana Emsebenzini 2022

Lesikhundla Izinga	Abesifazane				Owesilisa				Isamba esiphelele	Ba Phelang le Bokowa	
	A	C	I	W	A	C	I	W		Abesilisa	Abesifazane
Abaphathi abaphezulu (Board)			1				1	2	4		
Abaphathi Abakhulu (Exco)	3	1	1	0	4	1	0	2	12	1	0
Izimenenja Eziphakathi	24	1	0	1	26	1	2	5	61	2	2
Abaphathi Abancane	38	5	1	14	171	5	4	65	302	4	4

Lesikhundla Izinga	Abesifazane				Owesilisa				Isamba esiphelele	Abaphuma ezweni elingaphandle
	A	C	I	W	A	C	I	W		
Amakhono asemqoka	278	26	8	40	1 020	33	27	215	1 821	174

3.4 Isimo Nezinjongo Zokuqasha Ngokulingana (siyaqhubeka)

Ithebuli ngezansi liveza amaphesenti abakwi-HDSA abasezikhundleni ezithatha izinqumo unyaka ngamunye wepulani:

Ithebuli 43: Amaphesenti e-HDSA

Ukuhambi-sana	Okuhlosiwe	Izinjongo ezi bhekiwe				
		2018	2019	2020	2021	2022
Izimenenja Eziphezulu (Board)	40%	50%	50%	50%	50%	50%
IZimenenja Eziphakeme (Exco)	40%	67%	67%	75%	75%	83%
Izimenenja Eziphakathi	40%	67%	69%	71%	72%	74%
Abaphathi Abancane	40%	74%	75%	76%	77%	78%
Amakhono abalulekile	40%	74%	75%	77%	78%	79%

3.5 UHLELO LOKUQASHA NGOKULINGANA LUZOSIMAMISA ABESIFAZANE EZIMAYINI NOKUBAMBA IQHAZA KWE-HDSA EKUPHATHENI

I-South Deep izibophezele ukufukula abesifazane embonini yezimayii nokwandisa isibalo se-HDSA kwezokuphatha. I-South Deep izonika abesifazane amathuba alinganayo okubamba iqhaza kuyona yonke imisebenzi eyenziwayo, nakuwona wonke amazinga omsebenzi. Kunezinhlelo ezithathiwe ukuqinisekisa lokhu okushiwo ngenhla:

- Ukuqasha: Uma kuqashwa kuzobhekelelwa kakhulu abesifazane abahlangabezanayo nezidingo zomsebenzi futhi abakhombisa ukuthi bangakwazi ukwenza umsebenzi.
- Ukuqoka/ukukhetha: Uma sezifakiwe isicelo zesikhundla esithile ziyabhekwa kubhekwe amakhono, isipiliyoni neziqu ezidingekayo emsebenzini. Kubhekelelwa abesifazane abahlangabezanayo nezidingo.
- Ukuqeqeshwa: Ngenxa yokuthi abesifazane bayashoda ngamakhono kule mboni, i-South Deep izibophezele ukuthola labo basebenzi bese ibaqeqesha ukuze babe namakhono adingekayo. I-South Deep izogxila ekuthuthukiseni abesifazane ukuze inkampani izohlangabezana nezinjongo zayo zokuqasha ngokulingana. Lokhu kuzokwenziwa ngezinhlelo ezahlukene zamakhono, ngokwehlukana kwemisebenzi kanjalo nangokuqeqeshwa ngokomsebenzi.

3.5.1 Amasu Okuzokwenziwa

Kunalawa masu okuzokwenziwa azoqinisekisa ukuthi abesifazane abagcini nje ngokuba sezikhundleni zobubhalane kodwa nasemisebenzini emikhulu yasemayini:
- Ukuqashwa kwe-C2013 Labour ukubhekana nokusilela okukhona;
- Ukugxila kuleyo misebenzi ehamba phambili;
- Ukugxila ezidingweni zokuqasha ngokulingana; kanye
- Nokusebenzisa uhlelo Lokucwaninga Ngeziqu Namakhono njengesisekelo sokuletha uguquko nokuthuthukisa abesifazane.

Ithebuli 44: Ulwazi Oluphethelene Nabesifazane Abasezimayini ngezansi:

Isibalo Abasemayini	Abesifazane				Abaphuma Emazweni	HDSA %	Abaphuma
	A	C	I	W	F		
Abesifazane ngokubaluleka	444	3	2	20	34	16.7%	1.2%
Abesifazane kweyokweseka	261	12	5	34	12	8.6%	0.03%

Abesifazane Ezimayini

Meyi 2018	Uhlelo	Eyangempela
Isamba Semayini Esiyikho Juni 2018		3615
Abesifazame eMayini		23% (827)
Inombolo eyisamba yabasebenzi eMkhakheni weziMayini eziwuMgogodla		2812
Abesifazane eMkhakheni weziMayini owuMgogodla	12% (337)	18% (503)
Iphesenti elidingekayo ukufinyelela kuma-12% aBesifazane eMkhakheni weziMayini owuMgogodla		0%

Ithebuli 45: Abesifazane kwezeziMayini ngokoMkhakha ngamunye owuMgogodla

Ibanga	Umkhakha								
		ngqo sabesifazane eQhulwini							
	Isamba se-Mayini	Isamba Esi-wumgogodla	Abasemayini	Ubunjiniyela	Imethaleji	Ubuchwe-pheshe	SHEE	Isamba es-iphelele	10% Okuhlosiwe
E-Bhendi	21	9	0	0	0	0	0	0	0%
D-Bhendi	104	66	1	0	0	3	1	5	8%
C-Bhendi	1276	1 114	32	79	8	9	12	143	13%
B-Bhendi	956	735	39	74	6	2	6	127	17%
A-Bhendi	985	874	84	119	5	7	11	226	26%
NG	173	14	5	0	0	0	0	5	36%
Izamba	**3615**	**2812**	**161**	**272**	**19**	**21**	**30**	**503**	**18%**

3.5.2 Amasu amabili abanzi okuhlangabezana nezinjongo/nezinhloso zethu

Isu 1:

- Abasebenzi abakhona besifazane bazothuthukiswa ngokomsebenzi (ngokufunda umsebenzi, ngemifundaze, ngokuqeqeshelwa umsebenzi, njl. njl.); futhi
- Abasebenzi besifazane abaneziqu emisebenzini ephambili yasemayini okumanje basebenzela inkampani bazobhekwa ukuze bathuthukiswe emsebenzini, njengaBasebenzi abaQeqeshayo besifazane abaneziqu zokuBheka iMisebenzi.

Isu 2:

- Ukufunda umsebenzi komphakathi, Imifundaze, ukuqeqeshelwa umsebenzi;
- Abafundi be-ABET;
- Ukusungula izikhala sokuthuthuka ikakhulukazi kubasebenzi be-HDSA okungebona abebala elimhlophe;
- Ukuqoka abanye abesifazane abazofunda umsebenzi; kanye
- Nokuzingela abesifazane abazoqokelwa ezikhundleni ezingenamuntu kuqinisekiswe ukuthi abasebenzi besifazane abashiya imayini izindawo zabo zithathwa ngabanye besifazane.

3.5.3 Izingqinamba ekufezeni lezi zinjongo nezindlela zokubheka nazo:

- Ukuheha nokugcina ithalente: Ngenxa yokushoda kwamakhono embonini yezimayini ikakhulu kwabesifazane kunzima ukuncintisana nezinye izimayini ezikhokhwa amaholo aphezulu. Ngakho ke abasebenzi abaningi esibaqeqeshayo noma esibahehayo ngokubaqasha bajwayele ukuthatha ezinye izikhundla ezinemali kwezinye izinkampani.
- Nokho nakuba kunalezi zingqinamba, i-South Deep isalokhu izibophezele ukufezekisa izinjongo ezibekwe kuSomqulu Wezimayini futhi izoqhubeka nokulwa kuzona zonke izindawo esisebenza kuzo ukufezekisa uSomqulu Wezimayini.

3.5.4 Ukubamba iqhaza kwe-HDSA kwezokuphatha: ISU/UHLELO

Uhlelo luzolekelela abesifazane ukuba bakhule emsebenzini kakhulukazi kule misebenzi emqoka elandelayo:

- Abasemayini
- Ubunjiniyela
- Imishini
- Ubunjiniyela bamadwala; kanye
- Nobunjiniyela kwezemvelo

Uhlelo luzolekela abesifazane ukuba bakhule emsebenzini nakule misebenzi engahambi phambili elandelayo:

- Ezokuphepha
- I-HR
- Ezezimali; kanye
- Intuthuko Ekhulayo

ISIGABA 4

UKUTHUTHUKISWA KOMPHAKATHI WASEMAYINI

Injongo ebalulekile ukuthuthukiswa komphakathi wasemayini kuyinhloso ebalulekile okumele ibe neqhaza elibonakalayo ekuthuthukiseni abantu ngokomthelela nangokwamanani nangokugcina imigomo yemvume yokusebenza. I-South Deep iyothintana iphinde ibambisane nabanesabelo ekwakhiweni nasekubuyekezweni koHlelo lweNtuthuko oluDidiyelwe (IDP) lwemiphakathi yasemayini. I-South Deep izophinde ibonisane nezinye izinhlaka zokuthuthukiswa komnotho njenge-Provincial Growth and Development Strategy (PGDS), i-National Spatial Development Strategy (NSDS), Okuseqhulwini Kuzwelonke nabanye ababambiqhaza abafanele.

Usomqulu Wezimayini uthi Imiphakathi YaseMayini kumele ibe ingxenye yokuthuthuka kwemayini, okunozinzo phakathi kwezimayini nemiphakathi ehlala emayini okumele kube nokusimama komnotho. I-South Deep kumele ibe neqhaza elibalulekile ekuthuthukiseni isimo somnotho Emiphakathi Yasezimayini (kumele icheme nomphakathi uma kusetshenzwa izimayini) ngokomthelela nokugcina imigomo yemvume yokusebenza emayini. Amaphrojekthi Athuthukisa Umphakathi Wasemayini abalulwe ngenhla kumele abandakanye ingqalasizinda, amaprojekthi angenisa imali, nokuthuthukiswa kwezamabhizinisi.

4.1 OMasipala beSifunda, aBakhulu nabeNdawo

OMasipala beSifunda, aBakhulu, nabeNdawo bayizikhungo eziyalelwe ngumthethosisekelo ukuba bathuthukise umphakathi, babenejoka lokwenza uhlelo lwentuthuko edidiyele (IDP) ngokwahlukana ngokubonisana nababambiqhaza ngendlela evulelekile nefaka wonke umuntu ngokulandela umthetho. I-South Deep kumele ibe neqhaza ekuthuthukiseni Umphakathi Wasemayini ngokuhlonza amaprojekthi abalulekile ngokwe-IDP egunyaziwe.

I-South Deep itshala imali ekuthuthukisweni kwemiphakathi ethinteka nengathinteki ngqo ekusebenzeni kwayo. Amaprojekthi esekwa imayini aneqhaza ekuthuthukiseni nasekusimamiseni isimo somnotho emiphakathini lapho kuhlala khona iningi lemindeni yabasebenzi basemayini. Ngokwenze njalo imayini ihlela ukufeza izinhloso Zokuthuthukiswa Komnotho Wendawo (LED) njengoba ziqukukethwe i-SLP.

I-South Deep ngokubonisana nemiphakathi nabaholi abathintekayo izoqhamuka nesu. Leli su kumele lihambisane ne-IDP yomphakathi wasemayini. Ngale ndlela:

- Iqhaza le-South Deep Ekuthuthukisweni Komphakathi Wasemayini liyolingana nesilinganiso sotshalo mali;
- I-South Deep izoba neqhaza elibalulekile ekuthuthukiseni Umphakathi Wasemayini ngokwe-SLP egunyaziwe; futhi
- I-South Deep izokwenza imizamo yokusebenzisana kumaphrojekthi nezinye izinkampani zemayini ezisebenzela endaweni eyodwa nayo. Lokhu kusebenzisana ngamaprojekthi kuzohambisana ne-SLP, okuzoncika kwi-IDP yomasipala besifunda, abakhulu, nabendaweni ukuze kube nomthelela obonakalayo wokuthuthukisa isimo sezomnotho.

4.2 Umlando Ngolwazi Lomphakathi Nezomnotho

I-South Deep isebenza kuMasipala weNdawo i-Rand West City (RWCLM), okungeminye yomasipala abathathu bendawo abangaphansi kwe-Rand District Municipality (WRDM). IseNingizimu eseNtshonalanga ekupheleni kweSifundazwe i-Gauteng, kanti kungamakhilomitha angama-60 ukusuka eGoli. Ubukhulu besifunda i-West Rand siyizi-4 095 km2 sinabantu abayi-820 165. Amadolobha akulesi sifunda afaka i-Krugersdorp, i-Randfontein, i-Westonaria ne-Carletonville.

i-Rand West City LM ibalulekile enkampanini i-South Deep njengoba imayini isebenzela kulo masipala wendawo kanti kumele yeseke izinhlelo zentuthuko eziseqhulwini likamasipala. Yize lombhalo uzoveza ulwazi nezibalo ngoMasipala weSifunda, kumele kugxilwe kumasipala wendawo nabantu abakhele imayini. Kubalulekile ukuqaphela ukuthi i-South Deep isebenzisa ibhajethi ye-SLP ukuze kuhlomule i-RWCLM nabantu abakhele imayini. Abantu abakhele bangachazwa njengalabo abahlala eduze nemayini, futhi ngalokho abathintekayo uma imayini isebenza. I-South Deep ifisa ukuba neqhaza elibonakala ekukhuliseni nasekuthuthukiseni abantu bakulo mphakathi iphinde inciphise umthelela ongemuhle okubonakala ungaba khona.

4.2.1 Abantu

I-West Rand inabantu abancane eSifundazweni i-Gauteng. Isibalo sabantu (ngokwabakwa Stats S.A) sihlawumbiselwa ukuthi singaphansi kwezi-900 000 kanti kubukeka sehlile isibalo sabantu phakathi kweminyaka ka-2010 no-2016.

I-Rand West City LM (isanda kusungulwa ibandakanya i-Westonaria LM ne-Randfontein LM), inabantu abayi-265 538, njengoba ulwazi ngokwe-Stats S.A. kusuka ngo-2011 no-2016 zikhombisa ukwehla kwezibalo zabantu ngo-2.6%. Isibalo sabantu umuzi nomuzi singaphansi uma uqhathanisa neSifunda Kanye neSifundazwe, njengoba isibalo sabantu umuzi ngamunye singu-2.8% (2015 – Westonaria, [amaDolobha eziMayini aneZinkinga] Distressed Mining Towns).

4.2.1 Abantu (iyaqhutshwa)

Ukufudukela kwabantu abaningi kwehlile kuMasipala owawaziwa nge-Westonaria LM, lapho kusebenzela khona i-South Deep. Phakathi kowezi-2001 no-2011 kwakunabantu abangu-20 735 abathutheleke kule ndawo, kanti kowezi-2011 - 2016, inani lehlile laba yizi-5 234. (Ucwaningo oluyiSisekelo lwe-ERM, Julayi 2017). ngokwe-Stats S.A. kusuka ngo-2011, kukhombisa ukuthi abantu abafundukele kule ndawo balapha eNingizimu Afrika bavela kakhulu ezifundazweni i-Eastern Cape naKwaZulu Natali.

KuMasipala wendawo owawaziwa kudala nge-Westonoria LM abantu besilisa (55%), okuyisibalo esiphezulu kunomasipala weSifunda (52%), neSifundazwe i-Gauteng (51%) kanti eNingizimu Afrika yonke (49%), kanti imbangela yalokhu ukuthi kunezimayini eziheha abantu besilisa kunabesifazane ukuthi bazosebenza (ngokweminingo eyatholwa kowezi-2013 , ngowezi-2015 – Westonaria, amaDolobha eziMayini aneZinkinga).

Ulwazi ngentsha nalo alufani nokujwayelekile ezweni lonke, ngokuthi kulo masipala wendawo owawaziwa nge-Westonaria LM kunabantu asebekhulile. Isibalo sabantu abangaphezu kweminyaka engama-65 sinyuke ngo-31% phakathi kuka-2011 no-2016 (ngokwemininingo ye-Stats SA). Ngo-2011 abantu abasha abaphakathi kweminyaka eyi-15 kuya kwengama-34 babalelwa ku-41% wabantu (kubantu abayi-45 812). Lezi zibalo zehle ngo-12% ziya ku- 40 275 ngo-2016. Izibalo ziveza ukuthi ukwehla kwabantu kudalwa abantu abafuduka basuke kule ndawo nemindeni yabo, kanjalo nabantu abasha abahamba ngenhla yamathuba omsebenzi kwezinye izindawo.

4.2.2 Ulimi

Izilimi ezintathu ezikhulunywa kakhulu kuMasipala wendawo i-Rand West City ngo-2016 IsiXhosa (26%), iSesotho (21%) neSetswana (20%).

4.2.3 Isimo Somnotho

KuMasipala weSifunda zintathu izinto ezihamba phambili kakhulu kwezomnotho izimayini, imboni yezokukhiqiza umkhakha wezokwakha, njengoba kuveziwe ngezansi:

- Izimayini (i-Westonaria, Merafong City ne-Randfontein)
- Imboni Yezokukhiqiza (i-Mogale City ne-Randfontein)
- Umkhakha Wezokwakha (i-Randfontein ne-Mogale City)

Umkhakha wezimayini awusimami kanti umasipala weSifunda noweNdawo usubone isidingo esiphuthumayo sokuthi kumele umnotho wendawo ukhuliswe ngezindlela eziningi. UMasipala weSifunda uyingxenye yohlelo lwe-Maize Triangle kanti noHulumeni weSifundazwe i-Gauteng utshala izimali ngokuba ingxenye yamaphrojekthi eZolimo ukuze kuhlomule abantu. Isizinda sezolimo esiseduze ne-South Deep yi-Westonaria Agri-hub esivele sesiyingxenye yamaphrojekthi asezimayini azuzisa umphakathi.

Indawo i-WRDN inhle uma kubhekwa ukuthi iSifundazwe i-Gauteng sizama izindlela zokuthi kuthuthukiswe umkhakha wezolimo ukuze kukhule umnotho kulesi sifunda. Abalimi bahlomula ngokuthi eduze kwe-West Rand kunemakethe enabantu abadinga ukudla eNingizimu Afrika. (isibonelo amaDolobha iTshwane neGoli) okuhambisana nokuthi lesi sifunda sinezindawo ezinamathuba amahle okukhula kwezolimo. Ngaphezu kwalokhu lesi sifunda sinethuba elihle lokuthuthukisa ukwenziwa kwemikhiqizo yezolimo kuso, njengoba izinsiza ezidingekayo zikhona (ngokwe-Rand West District Municipality, IDP 2016/7 to 2020/1_14 Incwadi yeMiphumela).

I-South Deep iyaliqaphela leli ithuba lentuthuko kanti isike yabamba iqhaza kule ntuthuko ngesikhathi kunohlelo lokusebenzisana i-Gold Alliance Agriculture Programme (GAAP), lapho kuhlomula khona umphakathi ngezinkontileka nabalimi. Nge-GAAP, imayini isitshale izimali ukuze kusimame i-Donaldson Dam (eseduze

4.2.3 Economic Profile (*continued*)

ne-Westonaria Agri-hub), kanti ilekelele umfelandawonye owaziwa nge-Agrifuture ukuba uqale ukusebenza wenze imali. Ngalo lolu hlelo kuzoqhubeka ukusebenzisana noMnyango weZolimo Nokuthuthukiswa Kwezindawo Zasemakhaya eGauteng (Gauteng Department of Agriculture and Rural Development [GDARD]) noMasipala weNdawo i-Rand West ukuze kusimamiswe ezolimo kosomabhizinisi abancane.

Ukungalingani kukhulu kakhulu kulo Masipala weSifunda kanti kubonakala kakhulu eMogale City njengoba kungu-0,64, kulandele uMasipala weNdawo i-West Rand City ngo-0.60. Ngesikhathi iMogale City iqophe izilinganiso zokukhula ezinhle kusukela kowezi-2010 kuya kowezi-2013, i-Rand West City yenza njalo kowezi-2013 kuya kowezi-2014 kuphela. Ukukhula komnotho kukhombisa ukungabi kuhle kulesi sifunda nengxenye enkulu kamasipala wendawo uma kubuyekezwa kulo nyaka. E-Merafong City, izinga lokhula libukeka lilibi kukho konke ukubuyekezwa obekwenziwa (2010 - 2014).

Ithebuli 44: Isamba sezabelo zemikhakha sezizonke esifundeni, 2016

	Isifunda sase-West Rand District	Mogale City	Rand West City	Merafong City
1. EzoLimo, ezamahlathi nokudoba	1.7%	2.4%	1.2%	1.3%
2. Ukusebenza ezimayini nokumba inkwali	28.6%	4.9%	47.6%	33.8%
Umkhakha ophambili	30.0%	7.3%	48.8%	35.0%
3. Ukukhiqiza	13.6%	24.4%	11.9%	4.2%
4. Ugesi, igesi namanzi	4.4%	7.5%	3.4%	2.2%
5. Umkhakha wezokwakha	3.1%	4.1%	2.6%	2.6%
6. Ezokuhweba	11.4%	12.4%	8.9%	12.9%
7. Ezokuthutha nokuxhumana	7.0%	8.1%	5.2%	7.6%
8. Izinsiza zezimali namabhizinisi	12.8%	13.9%	8.1%	16.4%
9. Izinsiza zikahulumeni, zomphakathi nezomuntu siqu	17.4%	22.2%	11.1%	18.8%

Source: IHS Markit, 2017

Ngokwe-IDP yakamumva ye-RWCLM, “ithuba lentuthuko enyakatho alithembisi ngenxa yesimo samadwala. Izindawo ezikhona isibonelo i-Westonaria, i-Simunye, i-Bekkersdal ne-Venterspost azikwazi ukunwetshwa / lokhu kungenzeka ngendlela enomkhawulo”. Amasu entuthuko yesifunda adidiyelwe angaba seduze neDolobha iGoli. (Rand West City Local Municipality, 2016/17 – 2020/21 Draft IDP).

4.2.4 Amazinga Emfundo

Amazinga Emfundo aphansi kakhulu kuMasipala weSifunda, yize kube nokukhula okuncane kule ndima kubo bobathathu oMasipala bendawo. Iphesenti labantu “abangafundile” e-West Rand bangama-3.8% (2015), kanti kowezi-2010 babengama-4.8%. Kunokwenyuka emaphesentini abantu abanomatikuletsheni, esuka kuma-29.7% kuya kuma-31.2% (2015). Abantu abafunde imfundo ephakeme bangamaphesenti angu-11,2% manje banyuke besuka ku-10.3%. Lokhu kunyuka kwezinga lemfundo kwenzeka kubo bobathathu omasipala. (Rand West District Municipality, IDP 2016/7 to 2020/1_14 Outcomes Document). Ukunyuka kwezinga labaphothule umatikuletsheni nabafunde imfundo ephakeme e-RWCLM uyayithokozisa i-South Deep njengoba idlala indima ebonakalayo kwezemfundo.

E-Westonaria kunezikole zamabanga aphansi ezingu-13, ezamabanga aphakeme ezingu-4 nezikole ezikhethekile ezingu-2. Ukuze i-South Deep ikwazi ukwenza umehluko obonakalayo kwezemfundo kulo masipala, i-South Deep izogxila kulezi zikole esezibaliwe. Amazinga ezemfundo akhuphukile kulo masipala kanti inkampani, ngokubambisana namaThrasti ayo amabili (i-South Deep Education Trust ne-South Deep Community Trust) sebenze imizamo ebonakalayo ukwenyusa amazinga ngokwamaphesenti, uma ubheka isibalo semifundaze ekhishiwe ngalezi zinhlaka ezimbili ezishiwo ngenhla. Izakhiwo ezikoleni eziningi zisesimweni esibi, kanti ziyisithupha kuphela izikole ezinemitapo yolwazi kulezo ezingu-12 ezikhona.

Amazinga okuphasa kwabafundi bakamatikuletsheni abelokhu enyuka kancane kancane kusukela ngo-2012 kuya ku-2016, esuka ku-78% aya ku-87%. Izibalo zabafundi abafundiswa nguthisha ngamunye zenyukile, okuyinto ebonakala ivamile cishe kusona sonke isifundazwe saseGauteng.

Ngo-2016, izingane zesikole ezingu-55% ezazihlala (kudala) kumasipala wase-Westonaria bezihamba ngezinyawo ukuya esikoleni. Kulezi zibalo, izingane ezingu-67% bezihamba phakathi kwemizuzu engu-15 kuya ku-30 ukuya esikoleni. (www.statssa.gov.za). Nakuba zikhona izithuthi zomphakathi ezifana namatekisi elokishini, nokho izingane azikwazi ukuzisebenzisa ngenxa yamanani azo aphezulu.

Kubaluleke kakhulu ukuqaphela ukuthi ziyashoda izinto zemidlalo ezikoleni kulezo zindawo zabantu abadonsa kanzima kuMasipala, okubalwa izindawo zase-Bekkersdal naseSimunye, okuyinto ebukeka yehluke kakhulu ezindaweni zabaphila impilo engcono njengasedolobheni e-Westonaia. Ukushoda kwengqalasizinda yokudlala kungenzeka kube nomthelela ekwenyukeni kwamazinga obugebengu kumasipala futhi kuphinde kubangelwe nawukuhlala ekhaya kwentsha engasebenzi nenesizungu.

4.2.5 Umsebenzi

Amazinga okusweleka kwemisebenzi aselokhu ephezulu kulesi sifunda kanti i-RWCLM inesibalo esiphezulu kakhulu sabantu abangasebenzi esiku-39%. Imikhakha ekhona kulo masipala wesifunda ibandakanya izimayini, amafemu nemboni yezokwakha kuMasipala wesiFunda kanti kwi-RWCLM yizimayini. Isibalo sentsha engasebenzi senyukile, kanti i-Bekkersdal neSimunye yizindawo ezihamba phambili ngamazinga ethusayo okwesweleka kwemisebenzi.

4.2.6 Amawadi nemiphakathi okusebenzela kuyo i-South Deep

Ukusweleka kwamathuba emisebenzi entsheni kuyinselelo enkulu emiphakathini eyakhelene nemayini i-South Deep okubalwa nomasipala wase-Westonaria njengoba kuvela kwidatha ehlanganiswe yi-Gold Field yocwaningo lwe-ERM lwangoJulayi 2017. Imiphakathi yase-Bekkersdal naseSimunye (Amawadi 27, 28, 29, 31, 32, 33, 34 no-35) inamazinga aphezulu kunawo wonke okusweleka kwemisebenzi acishe afike ku-50%.

Ithebuli 45: Intsha Engasebenzi

Amawadi	Intsha Esebenzayo Umsebenzi	Intsha Engasebenzi	Intsha Ireyithi	Intsha Ukungasebenzi Yabasebenzi (%)
Amawadi 30, 17	3 742	1 504	5 246	29%
Amawadi 23, 25	3 821	1 113	4 934	23%
Amawadi 24, 26	2 216	736	2 952	25%
Amawadi 27, 28, 29, 31, 32, 33, 34 no-35	8 360	8 391	16 751	50%
Endaweni ebingumasipala i-Westonaria	18 138	11 745	29 883	39%

4.2.7 Ububha/Ubumpofu

Kubalulekile ukuba siyigqamise ngokwayo eceleni inselele yobubha nokusweleka kokudla kulo masipala siyehlukanise nezibalo zokusweleka kwemisebenzi, njengoba nayo iyinkinga enkulu.

Ngo-2016 cishe imizi engu-15% kumasipala obuwaziwa nge-Westonaria ibiphila ngaphansi kwamazinga obubha angemukelekile. Izibalo zamazinga obubha (ezibalwa ngokubheka isibalo esithile sabantu abaphila, noma abahlala ngaphansi kwamazinga obubha emukelekile kuleyo ndawo), sikhombe ukuba phezulu kunaseGauteng naseNingizimu Afrika.

Ithebuli 46: Imizi ephila ebubheni obungemukelekile

	2011	2016
Westonaria LM	15.4%	14.9%
Gauteng	4.8%	4.6%
South Africa	8.0%	8.0%

Ngokwezilinganiso ze-South African Multidimensional Poverty Index (SAMPI), izilinganiso zobubha obungemukelekile zikhombisa ukuthi ngo-2016 amaphesenti e-RWCLM ayengu-0.07%, kuthi eGauteng abe ngu-0.02%, kanti eNingizimu Afrika aku-0.03%.

Uma kubhekwa indaba yokusweleka nokutholakala kokudla, kubalulekile ukuqaphela ukuthi ama-10% abantu ngo-2016 aveza ukuthi “ake alala engadlile ezinyangeni ezingu-12 ezedlule kanti ama-15% abantu athi “ake aphelelwa yimali yokuthenga ukudla ezinyangeni ezingu-12 ezedlule”. (Www.statssa.gov.za, idatha yocwaningio lwango-2016).

4.2.8 Ubugebengu

Indaba yokudlanga kobugebengu kumasipala wase-Westonaria iyethusa, kanti lapha kugxilwe kuyona njengengxenye yohlelo olubalulekile okumele lubhekwe ukufukula inhlalo yomphakathi. Imininingwane yakamuva iveza ukuthi kunokwenyuka kwezibalo zobugebengu obuhlobonhlobo esikhathini esiyiminyaka emihlanu nasesikhathini esiwunyaka, njengoba indawo yase-Westonaria ihamba phambili ngokwezibalo zobugebengu kuneGauteng. (Ucwaningo oluyiSisekelo lwe-ERM, Julayi 2017).

4.2.8 Ubugebengu (buyaqhubeka)

Ithebuli 47: Amazinga obugebengu e-Westonaria

	Gauteng	Westonaria LM	Gauteng	Westonaria LM
	Ushintsho kumazinga obugebengu eminyakeni engu-5: 2012 - 2016		Ushintsho lwamazinga obugebengu onyakeni o-1: 2015 - 2016	
Ubugebengu obunodlame				
Ukubulala	28%	39%	5%	7%
Ukuzama ukubulala	33%	54%	9%	43%
Ukushaya (ngenhloso yokulimaza)	0%	29%	2%	18%
Ukukhuthuza ngendluzula	42%	17%	5%	6%
Ubugebengu obuhlobene nempahla				
Ukuntshontshwa kwemfuyo	35%	225%	2%	24%
Obunye ubugebengu obubucayi				
Ubugebengu bezimali	-21%	26%	-1%	7%
Ubugebengu Obuvezwa Wuphenyo Lwamaphoyisa				
Ubugebengu obuhlobene nezidakamizwa	114%	387%	-21%	-35%
Abashayela bephuzile	56%	76%	25%	10%
Imikhakha Yobugebengu obubucayi				
Ukudunwa kwezimoto	48%	30%	7%	-6%
Ukudunwa kwamaloli	57%	400%	-14%	-20%
Inkunzi emakhaya	25%	91%	-3%	38%
Inkunzi ezindaweni okungewona amakhaya	35%	11%	9%	11%

Izibalo ezingenhla ziqhathanisa izinguquko zobugebengu eminyakeni eyisihlanu kanjalo nezinguquko ezenzeka onyakeni owodwa ezingeni lesifundazwe nasezingeni likamasipala. Kubalulekile ukuqaphela ukuthi ukukhula kwamacala ahlobene nezidakamizwa ngo-387% kumasipala kusho ukuthi izibalo zalawa macala alolu hlobo zenyuke zisuka ku-62 ngo-2012 zaya ku-302 ngo-2016. Esifundazweni izibalo zamacala zikhule zisuka ku-25 000 zaya ngaphezu kuka-55 000, esikhathini esifanayo, okusho
ukwenyuka kuka-114%.

Idatha iyahambisana kakhulu nalokho okuhlale kushiwo ngamalungu omphakathi ezithunyweni zemayini uma kunemihlangano yomphakathi. Ukuphepha komphakathi kumele kubekwe phambili yibona bonke ababambe iqhaza abasebenzi kumasipala wendawo.

4.2.9 Impilo

Azikho izibhedlela zikahulumeni e-Westonaria LM kodwa zikhona izikhungo zezempilo ezingu-8 ezikhona. Kuzona kubalwa imitholampilo i-Venterspost, i-Westonaria, i-Bekkersdal West, i-Bekkersdal East, iSimunye, iThusanang, i-Zuurbekom ne-Glenharvie. Kubuye kube nemitholampilo engomahamba nendlwana esetshenziswa ezindaweni ezingenayo imitholampilo njengase-Hillshaven.

4.2.10 I-HIV/Aids

I-IDP yase-RWCLM icaphuna idatha ye-"Global Insight", ekhombisa ukwehla okungatheni kwezibalo ze-HIV/Aids phakathi konyaka ka-2003 no-2013. EMogale City bekunesibalo sabantu abangu- 8.8% abaphila nalesi sifo ngo-2003, okwehle kwafika ku-8.5 ngo-2013. I-Randfontein iyona enesibalo esiphansi kakhulu sabantu abaphila ne-HIV abebengu-7.6% ngo-2013 (besuka ku-7.9% ngo-2003). I-Westonaria iyona engeyesibili ezifundeni ezihamba phambili ngamazinga e-HIV, ngo-2003 abengu-10.3% kanti isibalo sehle safika ku-10.09% ngo-2013. IMerafong ihola phambili ngo-12% wabantu abaphila ne-HIV ngaphansi kukamasipala i-West Rand ngo-2003 nango-2013.

4.2.11 Izindlu neNgqalasizinda

IDatha ye-Census ka-2011 iveza ukuthi abantu abahlala ezindlini ezihlelekile kwi-RWCLM ngokuvamile bahola cishe ngokuphindwe ka-2.5 kunalabo abahlala emizini ebhedayo. Idatha iphinde iveze ukuthi imizi ehlelekile naleyo ebhedayo yandile phakathi kuka-2011 no-2016 KODWA isibalo semizi ebhedayo uma sesiphelele sehlile (sisuka ku-40% saya ku-38%) ngesikhathi esifanayo.

4.2.12 Ugesi

Bangaphezu kuka-80% abantu abanogesi eMogale City, eMerafong City nase-Randfontein, kodwa e-Westonaria bangu-60.6% nje kuphela. U-Eskom wenyuse kakhulu amatharifu kagesi e-Westonaria phakathi konyaka ka-2011/12 no-2012/13.

Izibalo ze-Stats S.A. zika-2016 ziveza ukuthi u-32% wabantu abahlala e-RWCLM "abanawo ugesi" kanti nalabo abanawo behlile ngo-2011 (71%) baya ku-(67%) ngo-2016.

4.2.13 Ukuhlanzeka

Kungafani nendlela abantu abathola ngayo amanzi, bandile abantu abahlinzekwe ngezinsiza zokuthuthwa kwendle okufanele esifundeni. Ngo-2003, imizi yase-Randfontein ibihamba phambili ngokuthuthelwa indle ngo-86.6% kulandela iMogale City ebiku-86.4%. Nokho e-Randfontein kube nokukhula okungatheni kwalezi zibalo njengoba zifinyelele ku-87.5% ngo-2012. Ukuthuthwa kwendle eMogale City kukhule kwafika ku-91.6% ngesikhathi esifanayo, okube phezulu kunakho konke ngo-2012. Nokho e-Westonaria LM kusephansi kunazo zonke izindawo njengoba kuku-77.1%.

Kunokushayisana phakathi kwama-IDP kaMasipala wesiFunda nedatha evela Emadolobheni Axakekile Asezimayini," kusho ucwaningo luka-2015, kodwa kusakhomba ukuthi bukhona ubungcono obubonakalayo kumasipala wase-Westonaria. "Umbiko ka-2015 Wamadolobha Axakekile Ezimayini ase-Westonaria" uveza ukuthi "isibalo semizi enezindlu zangasese ezishaywayo senyukile sisuka ku-49% saya ku-62.6% phakathi kuka-1995 kuya ku-2013. Isibalo semizi ehlinzekwa ngokuthuthwa kwendle okusezingeni elingaphansi kwalawo abekwe kwi-IDP sehlile sisuka ku-10% saya ku-4.7% phakathi kuka-1995 no-2013.

Ithebuli 48: Ukuqoqwa kodoti kuMasipala wase-Rand West City:

	2011	2106
Ukuqoqwa kodoti	76%	88%
Ukuqoqwa kodoti womphakathi	6%	2%
Ukuziqoqela udoti	15%	8%
Lapho ungaqoqwa khona udoti	2%	2%

www.statssa.gov.za; 2016

4.2.13 Ukuthuthwa kwendle (kuyaqhubeka)

Ithebuli 49: Ukuthuthwa Kwendle Namanzi kuMasipala Wendawo wase-Rand West City

	2011	2106
Izindlu Zangasese Ezishaywayo	69%	67%
Izindlu zangasese zamakhemikhali	1%	1%
Amathoyilethe emigodi	26%	21%
Amabhakede endle	1%	9%
Imizi engenazo izinsiza zokuthuthwa kwendle	2%	2%
Amanzi ompompi (endlini/egcekeni)	71%	68%
Amanzi ompompi (emphakathini)	28%	31%
Abangenawo amanzi ompompi	1%	1%

4.2.14 Imisebenzi ebalulekile engenisa umnotho

- Izimayini, izimboni zokukhiqiza nezokwakha yiyona imithombo ehamba phambili esiza uMasipala wesiFunda kanti iziMayini zikumasipala i-Rand West lapho kuzinze khona i-South Deep. Ezolimo nokugaywa kokudla kuhlonzwe njengenye yezinto ezingandisa amathuba ezomnotho kanti isifunda nomasipala basekhaya basebenza kanzima ukukhulisa le mboni.

- ISibanye Resources isebenza kumasipala wesifunda nowasekhaya ofanayo, kanti isemphakathini owodwa ne-South Deep ye-Gold Field. Lezi zinkampani zombili zibambisene kule ndawo ezisebenzela kuyo ukuze zilethele umphakathi okungcono kakhulu, ngokuthi kube khona izinhlelo zokubambisana ezaziwa ngokuthi yi-Gold Alliance. Nge-Gold Alliance, lezi zinkampani ziqale uhlelo olubizwa nge-“Gold Alliance Agriculture Programme” okuhloswe ngalo ukwakha abalimi abancane abasafufusa nokudala amathuba emisebenzi. Ukugxila kangaka kwezolimo kuyahambisana nezinhlelo zikahulumeni waseGauteng nomasipala wesifunda zokuhlonza ezolimo njengenye yezindlela zokungenisa umnotho kulesi sifunda, kanjalo nombhalo we-RWCLM we- “dokhumenti yeMiphumela eyi-14”, oqukethe izinto eziseqhulwini kumasipala. Endaweni ye-Gold Alliance sekungene iSibanye Stillwater ne-South Deep Gold Mine.

4.2.15 Imithelela engemihle eza nomsebenzi wezimayini

- **Ukugudluzwa kwemizi yabantu**
  I-South Deep ayikakasusi muntu futhi ayinazo izinhlelo zokususa abantu njengoba isu lale nkampani lokukhula lingadingi ukuba kube khona imizi yabantu noma imiphakathi esuswayo.

- **Ukuthutheleka kwabantu - Imijondolo**
  Inkampani ibona indlela okukhula ngayo iThusanang izobeka engcupheni ukusebenza kwemayini kanjalo nomasipala, ngenxa yokuthi ayikamenyezelwa njengelokishi. Indawo ebizwa ngeThusanang isikhule kakhulu kusukela iqaliwe ngo-1998 isuka emizini engu-121 yaya emizini engu-1182 ngo-2016. Indlela yobunikazi balo mhlaba nayo iletha izinkinga ekutheni kutholakale isisombululo kule nkinga yokuthutheleka kwabantu njengoba bebabili abantu abangabanikazi bomhlaba, kanti owesithathu yi-“Thusanang Community Trust”.

I-RWCLM ayikubekile eqhulwini ukuthuthukiswa kweThusanang kwi-IDP yayo entsha kanti iyavuma ukuthi imijondolo ‘iyinselelo edinga isixazululo’.

4.3 Imiphakathi eyakhele i-South Deep

Imayini kusukela ekuqaleni ihlonze le miphakathi eyisishiyagalolunye njengemiphakathi eyakhele, eseduzane kwendawo okusebenza kuyo imayini:

- I-Thusanang, i-Westonaria, i-Hillshaven, i-Bekkersdal, i-Simunye, i-Jachtfontein; i-Kalbasfontein, i-Zuurbekom ne-Poortjie.

Kunemithelela emihle yenkampani (amathuba emisebenzi) nemithelela emibi (uthuli, umsindo, nesiminyaminya, njll), kanti imayini inejoka lokulekelela umphakathi obhekene nemithelela emibi eza nemayini nsuku zonke empilweni yawo. Uma kukhulunywa ngomphakathi owakhele imayini sekushiwo nezinye izindawo manje njengoba kuhlanganiswe omasipala i-Randfontein ne-Westonaria ngo-Agasti 2016.

4.4 Ubambiswano Nokusebenzisana

I-South Deep iphinde yenze umsebenzi wokutshala izimali emphakathini engale kwe-SLP yayo. Kunezinhlelo zokuthuthukisa umnotho ezindaweni ezenziwa ngqo yimayini kanjalo nangokubambisana namathrasti emayini abhekele umphakathi – i-South Deep Education Trust ne-South Deep Community Trust. Uhlelo lokutshala emphakathini lwe-Gold Field lugxile ekuthuthukiseni umnotho endaweni nokusiza umphakathi ngamaphrojekthi abalulekile. Lawa maphrojekthi aba nomthelela omuhle wezomnotho emiphakathini eyakhele imayini ngokubhekana nezingqinamba ezinkulu ezifana nokusweleka kwamathuba emisebenzi, amakhono nokusungulwa kwamabhizinisi. Amaphrojekthi abalulekile okubanjiswene kuwo aqinisekisa ukuthi kunobambiswano phakathi kwenkampani nomphakathi. E-South Deep lokhu kubandakanya uhlelo lokunikwa imisebenzi yomphakathi nohlelo lokufunda nokucijwa amakhono.

Amathrasti amabili omphakathi, asebenza ngokuzimela kwi-South Deep, ukuletha intuthuko yezomnotho emiphakathini eyakhele imayini nenabantu abasebenza emayini. Amaphrojekthi asemkhakheni wezemfundo nokuqeqeshwa, ezempilo nenhlalakahle kanye nokwandisa imithombo yomnotho.

Njengengxenye yemihlangano yayo ye-LED kanjalo nesibophezelo se-Gold Fields Society and Community Charter sokwakha ubudlelwane obuqinile nokwethembana, i-South Deep ihlale njalo ibonisana nabantu abathintekayo ngokuhambisana nemigomo yokubonisana nabo bonke abathintekayo ukuze kufezekiswe:

a. Igalelo elibonakalayo ekufukulweni ngakwezomnotho lwemiphakathi eyakhele imayini nesebenza emayini;

b. Ukubambisana nomasipala basekhaya nabezifunda ukwakha nokuqalisa uHlelo Oludidiyele Lwentuthuko;

c. Ukuxhumanisa, ukubonisana nokuxoxisana nemiphakathi, iminyango kahulumeni ethintekayo nezinye izinhlaka mayelana nezinhlelo zentuthuko; kanye

4.5 Inhloso yamaPhrojekthi Okuthuthukiswa Komnotho Wendawo (LED)

Amaphrojekthi e-LED kuhloswe ngawo ukuba kuqedwe ubumpofu/ububha nokuba kuphuculwe umphakathi endaweni ese-South Deep amayelana nemisebenzi yasezimayini nasezindaweni lapho iningi labaqashiwe litholwa khona. La maphrojekthi ahlonzwa ngokuhambisana nabasemagunyeni, imiphakathi, abanesabelo ngokubhekwa kweZinhlelo zeNtuthuko eDidiyelwe.

Ukuhlonzwa kwalawa maphrojekthi kuncike ekutholakaleni kolunye ulwazi kweminye imithombo ngale kohlelo Oludidiyele Lwentuthuko lukamasipala wasekhaya. Le mithombo yolwazi ibandakanya imihlangano ehlelekile yomphakathi ebanjwa nyanga zonke emiphakathini ehlukene eyakhele imayini, uhlelo lokufakwa izikhalo nezimangalo nohlu lwezindaba ezidingidwa yithimba elikhethekile lemayini nabantu ngamunye ngamunye.
Uhlelo lwethu luhambisana nemigomo ehlelwe kahle namazinga lapho siqinisekisa ukuthi amaphrojekthi esiwesekayo kumele:

- Ahlangabezane nezidingo zangempela,
- Kumele afaneleke,
- Kumele ahambisane nohlelo lukahulumeni lokukhula nentuthuko (kumasipala wasekhaya, wesifunda nasesifundazweni),
- Azame ngendlela zonke ukwakha ubudlelwane,
- Abe nomthelela obonakalayo,
- Kutholakale imibono yabathintekayo lapho kukhethwa amaphrojekthi abalulekile.

4.6 Ukuxhaswa kwamaProjekthi e-LED

I-South Deep ixhasa ngezimali zayo amaphrojekthi e-LED ngokuhambisana nohlelo lwayo lokusebenza.

4.7 AmaPhrojekthi e-LED: 2018 kuya ku-2022

UMthethonqubo 46 (c) (iv) udinga ukuba imayini iqale amaphrojekthi engqalasizinda nokulwa nobubha imayini ezowenza ngokuhambisana nohlelo Oludidiyele Lwentuthuko (IDP) ezindaweni nakwezinye izingxenye lapho imayini iqhuba khona imisebenzi nalapho ithumela kakhulu khona. Amaphrojekthi okumele aqalwe kumele achazwe kanje:

- Amaphrojekthi engqalasizinda;
- Amaphrojekthi okuxosha ikati eziko.

4.7.1 Amaphrojekthi e-LED e-South Deep emiphakathini eyakhele

I-South Deep ibamba iqhaza ezinhlelweni zokuthuthukisa umnotho kumasipala wase-Rand West City nakumasipala wesifunda wase-West Rand kanti yeseka amaphrojekthi ahambisana ne-IDP, ikakhulukazi amaphrojekthi aphathelene nezindlu, abantu nengqalasizinda nakumaphrojekthi ahlonzwe futhi athathwa njengabalulekile entuthukweni njengalawa:

- Ukutholakala komhlaba nezindlu
- Ukulwa nobubha
- Ukusimamisa umnotho
- Imfundo
- Amathuba emisebenzi
- Ukuvuselela idolobha
- Ukunika izakhamizi amathenda
- Ukwakha amakhono kwezamabhizinisi

4.7.2 Amaphrojekthi e-South Deep e-LED ezindaweni ethola kuzo abasebenzi

I-South Deep - iphinde iqhube amaphrojekthi okuthuthukisa umnotho ezindaweni ethola kuzona abasebenzi. I-South Deep ithola abasebenzi ezindaweni eziningi eNingizimu Afrika. IMpumalanga-Kapa iyona ndawo ethathwa njengephambili ngokuletha abasebenzi (LSA) njengoba kunesibalo esiphezulu sabasebenzi emayini abaqhamuka kulesi sifundazwe esintulayo.

Amaphrojekthi imvamisa aba sezigodini lapho ingqalasizinda nezinsiza zizoba nomthelela obonakalayo futhi ozokuba nomthelela futhi ufezekise izinhloso zemayini zokutshala izimali emiphakathini esebenza kuyona naleyo okunabasebenzi abaningi abaqhamuka kuyona. Nokho, ukuhlelwa kwalolu hlobo lwama-SLP kubuye kubhekwe amanye ama-LSA lapho kungaqalwa khona amaphrojekthi okuthuthukisa umnotho ngokulandela ucwaningo lwangaphakathi ngemiphakathi okusuka kuyona abasebenzi bethu.

Imiphakathi eminingi okusuka kuyo abasebenzi bethu iseMpumalanga Kapa. Amaphrojekthi e-LED ezindaweni ezisuka abasebenzi ahlose ukulwa:

- Nobubha nokusweleka kwamathua emisebenzi
- Ukwakhiwa Kwengqalasizinda
- Ukulimela ukuziphilisa nokudayisa

4.8 AMAPHROJEKTHI AHLONGOZWAYO

I-South Deep iqale uhlelo lokubonisana nokuhlaziya umsebenzi ukuze kugxiliswe izingxoxo mayelana nezinhlelo ezisahlongozwa zamaphrojekthi entuthuko. Ukukhethwa kokugcina kuncike ezingxoxweni nasekubonisaneni nabantu abathintekayo, kanjalo nokugxila kulawo maphrojekthi azokuba nomthelela omkhulu futhi ahlomulise imiphakathi yethu.

Amaphrojekthi ahlongozwayo aphinde agxile ezifundweni ezifundwe ekuhlolweni kwakamuva komthelela nemihlomulo ekutshalweni kwezimali emphakathini (Social Impactand Social Return on Investment [SROI]) okwenziwe yi-ERM. Imiphumela yalokhu kuhlola ikhomba ukuthi abalulekile amaphrojekthi engqalasizinda, uma enziwa ngokubambisana nabanye nalapho konke okuphathelene nephrojekthi kubhekiwe futhi kwenziwa, njengokwakhiwa kwesikhungo samakhompyutha kumele kube khona ophathina abanikela ngemishini, abaqaphi kanye nomshwalense, ugesi nokuqeqeshwa kothisha nabafundi. Kuhlongozwe amaphrojekthi anemihlomulo e-SROI ephezulu.

Amaphrojekthi abhalwe ekhasini elilandelayo:

Ithebuli 50: Amaphrojekthi Entuthuko Ahlongozwayo Kubantu Bendawo Yasemayini:

#	Okuvamile	Okuthile	Uhlobo Lwesidingo	Umasipala	Ilokishi	Ophathina Abazoba Khona
1.	Impilo	Ukuhlinzeka Ngendawo/ngesayithi ukwenzela ukwakhiwa komtholampilo	Ingqalasizinda	yelokishi i-Hillshaven (Rand West City Local Municipality)	Ilokishi lase-Hillshaven	West Rand Department of Health, Rand West City Local Municipality
2.	Ukuthuthukiswa Kwezemidlalo	Ukulungiswa Kwendawo Yezemidlalo e-Hillshaven	Ingqalasizinda	Rand West City (Rand West City LM) Hillshaven	Ilokishi lase-Hillshaven	Umasipala wase-Rand West City
3.	Imfundo	West Rand Academy ngaphambilini eyayaziwa nge-Westonaria TVET College	Ingqalasizinda	yase-Westonaria Town(Rand West City Local Municipality)	Westonaria Town	Sibanye Resources, WCT, Ithrasti ye-South Deep Education Idolobha i-Westonaria, uMnyango weMfundo Yamazinga Aphakeme, Rand West City Local Municipality
4.	Imfundo	Onokuningi Umtapo wolwazi: Zuurbekom	Izinsiza zomphakathi	Zuurbekom Township (Rand West City Local Municipality)	Ilokishi lase-Zuurbekom	Rand West City Local Municipality
5.	Imfundo	Ukulungisa Nokufaka Impahla Ilabhoretheri yeSayensi e-TM Letlhake Secondary School	Ingqalasizinda	yelokishi iSimunye(Rand West City Local Municipality)	Ilokishi i-Simunye	South Deep Education Trust, Ilokishi i-Simunye uMnyango weMfundo Yamazinga Aphakeme, Umasipala wase-Rand West City
6.	Ukuthuthukiswa Kwezamabhizinisi	Ukuxhasa ngemali ama-SME funding nokwesekwa kwebhizinisi	Ukweseka Ezolimo Ukuthuthukiswa Kwezamabhizinisi	I-Rand West City kanye nayo yonke imiphakathi eyakhele imayini (Rand West City LM)	Westonaria Town	Sibanye Resources, South Deep Community Trust, Rand West City Local Municipality
7.	Ezolimo	Uhlelo (Jachtfontein & Kalbasfontein)	Ukwenza ingeniso	Rand West City	I-Jachtfontein ne-Kalbasfontein	South Deep Mine
Ibhajethi yamaprojekthi yomphakathi owakhele imayini					**R17 Wezigidi**	

Ithebuli 51: Amaphrojekthi Entuthuko Ahlongozwayo Wemiphakathi Ezindawo Okudabuka Kuzo Abasebenzi

Amaphrojekthi Okuthuthukisa Umphakathi Ezindawo Okudabuka Kuzo Abasebenzi						
1.	Ingqalasizinda	Ukwakhiwa Kwezindawo Zezokuthutha	Ingqalasizinda	e-Flagstaff (Ingquza Hill Local Municipality)	e-Flagstaff	Inqguza Hill Local Municipality
2.	Temo	Porojeke ya Temo	Tse kenyang lekeno	Kapa Botjhabela	Umzimvubu	LiMA, Jobs Fund, South Deep Education Trust, South Deep Community Trust
Ibhajethi yamaprojekthi ezindawo okudabuka kuzo abasebenzi					**R8 Wezigidi**	
*Lolu wuhlu lwamaphrojekthi angenziwa kuncike ekuvumelaneni nabathintekayo ukwenzeka kwawo nokukhethwa kwawo ekugcineni. Kuzokwakhiwa izivumelwano zalawa maphrojekthi akhethiwe.						

Ithebuli 52: Uhlu olufingqiwe lwamaphrojekthi entuthuko ama-LED nezindleko zawo emiphakathini eyakhele imayini (2018 – 2022)

	Igama lephrojekthi	C2018	C2019	C2020	C2021	C2022	Isamba seBhajethi
Ukuthuthukiswa Kwengqalasizinda							
1.	Ukuhlinzeka Ngendawo/ngesayithi nokwakhiwa komtholampilo (Hillshaven)	R500 000	R500 000	R500 000	R250 000	R250 000	R2 000 000
2.	Ukulungiswa kwesikhungo sezemidlalo (Hillshaven)	R800 000	R900 000	R200 000	R100 000	-	R2 000 000
3.	PUkubambisana nokwakhiwa kwe-West Rand Academy – ISigaba 1 (Westonaria)	R500 000	R2 000 000	R2 500 000	-	-	R5 000 000
4.	Ukwakhiwa komtapolwazi osetshenziselwa nokunye (Zuurbekom)	R500 000	R1 000 000	R500 000	-	-	R2 000 000
5.	Ukulungisa Nokufaka Impahla kwi-Lab yesanyensi e-TM Letlhake Secondary School (Simunye)	R1 000 000	R1 000 000	R500 000	-	-	R2 500 000
Ukuthuthukiswa kwamabhizinisi							
6.	Ukusungulwa kwesikhwama sokuxhasa ngemali ama-SMME nesikhungo Esisiza Amabhizinisi (Westonaria)	R400 000	R400 000	R400 000	R200 000	R100 000	R1 500 000
Ukwenza ingeniso							
7.	Uhlelo Lokweseka Ezolimo (Jachtfontein & Kalbasfontein)	R200 000	R800 000	R400 000	R300 000	R300 000	R2 000 000
	ISAMBA SESISONKE						**R17 000 000**

4.8.1 Ukuhlinzekwa kweSayithi Nokwakhiwa Komtholampilo Womphakathi (Hillshaven)

Incazelo yePhrojekthi
I-South Deep isizibophezele ukwakha umtholampilo ozohlinzeka ngosizo lwezempilo oluyisisekelo e-Hillshaven kuMasipala wase-Rand West City. UMtholampilo uzokuba ngowohlobo B (isakhiwo esizoba namagumbi ama-5 odokotela) ngokusho kwamazinga omnyango wezempilo. Kuze kube manje, i-South Deep isiphumelele ukwakha nokuqeda umtholampilo wasemijondolo yaseThusanang kanjalo nowasePhilani, njengengxenye yohlelo lwayo lwe-SLP lonyaka ka-2017. Yomibili le mitholampilo ilethe imihlomulo ebonakalayo ngotshalomali olwenziwe emphakathini, ngokubheka umthelela enawo emphakathini eyisebenzisayo.

Isidingo sePhrojekthi
Ukuhlinzekwa kwezidingo emphakathini ngumsebenzi kahulumemi wendawo. Nokho akubona bonke omasipala abakwazi ukuhlinzeka ngokuphelele izinsiza kubona bonke abantu abahlala kuyona. Umphakathi wase-Hillshaven kumanje uthola umtholampilo ongumahamba nendlwana kanye ngeviki. Kunesidingo sokuba zokuthi kube nosizo lwezempilo olutholakala njalo kulo mphakathi. Ukuphendula esicelweni somphakathi wakule ndawo noMnyango wezeMpilo sokuba kwelekelelwe uHlelo Oludidiyele (IDP) lukamasipala, i-South Deep ibone ukuthi umtholampilo womphakathi yiyona phrojekthi ye-SLP ezosiza ekuthuthukiseni umphakathi kwezomnotho (LED).
Ucwaningo oluzimele lwe-South Deep obelubheka imitholampilo yaseThusanang nasePhilani lukhomba ukuthi isakhiwo esihlelekile siba nomthelela esibalweni seziguli ezingakwazi ukusizwa ngosuku, nokuthola usizo ngendlela ehlelekile nengcono kweziguli nokunciphisa isikhathi sokulinda. Imayini iyibonile imihlomulo yokusebenza ngokubambisana kanti ihlela ukuqhuba le phrojekthi ngendlela efanayo.

Izinhloso Zephrojekthi
Iphrojekthi ihlose ukusiza uMasipala wase-Rand West City ekuhlinzekeni izidingo ngokwakha nokuhlela ukuba khona kwendawo yosizo lwezempilo oluyisisekelo elokishini lase-Hillshaven ukuze uMasipala akwazi ukuhlinzeka ngalolu sizo njalo. Iphrojekthi izokwandisa amathuba okuthola usizo lwezempilo emphakathini wase-Hillshaven nasezindaweni ezingomakhelwane.

Indawo yePhrojekthi
Iphrojekthi izokuba kumasipala wase-Rand West City, e-Hillshaven.

Abazohlomula kwiPhrojekthi
Iphrojekthi izohlomulisa umphakathi wase-Hillshaven, izindawo ezingomakhelwane namapulazi angomakhelwane.

Izindleko zePhrojekthi
Izindleko zephrojekthi esikhathini esiyiminyaka emihlanu (2018 – 2022) zingu-R2 wezigidi.

Isu Lokuqalisa Nokulandelela iPhrojekthi
Imayini izoqinisekisa ukuthi kuba nobudlelwane nomasipala wase-Rand West City noMnyango wezeMpilo eGauteng okuyibona abasingethe ezempilo esifundazweni. Lokhu kuzoqinisekisa ukuthi kuba nenqubekelaphambili ekuhlinzekweni kwezidingo kwizakhamizi endaweni. Ukuqalwa kwale phrojekthi kuhambisana nalokhu:

- Ukudwetshwa nokusayinwa kwesivumelwano sokusebenzissna nabanye ophathina
- Ukudwetshwa nokugunyazwa kwamapulani okwakhiwa komtholampilo (isayithi nesakhiwo)
- Ukuhlinzekwa kwengqalasizinda engumthamo
- Ukwakhiwa kwesakhiwo somtholampilo
- Ukufaka impahla esakhiweni
- Ukudlulisela isakhiwo

Osonkontileka bendawo abanezicucu ezidingekayo yibona abayosetshenziswa ukwakha umtholampilo futhi bayokhuthazwa ukuba baqashe amalungu omphakathi. Lokhu kuyoqinisekisa ukuthi umphakathi wendawo uyahlomula ngokuthola amathuba omsebenzi ngesikhathi kwakhiwa. Kuyophinde kuvuleke amathuba emisebenzi uma sekuqala ukusebenza komtholampilo njengoba kumanje kungekho mtholampilo osebenza ngokugcwele endaweni.

Uhlelo Lokuphuma
Uma isiphelile iphrojekthi, imayini iyobe isiyidlulisela ezandleni zoMnyango wezeMpilo nomasipala wendawo ukuze kuhlinzekwe usizo lwezempilo oluzosiza umphakathi. Kuyoba nesivumelwano esibophezelayo ngokomthetho ngaphambi kokwakhiwa esiyobandakanya isibopho soMnyango Wezempilo sokuhlinzeka impahla yokusebenza, ukuqhuba nokunakekela isakhiwo esizokube sakhiwe yi-South Deep.

Umtholampilo wase-Hillshaven (Omusha)												
Iphrojekthi ingaphansi kweyiphi i-IDP		UMASIPALA WASE-RAND WEST CITY						Iphrojekthi yomtholampilo omusha				
Okubanjiswene nabo kwiphrojekthi		Umasipala wase-Rand West City Umnyango Wezempilo eGauteng						Abahlomuli			Umphakathi kuMasipala wase-Rand West City	
USuku lokuqala iPhrojekthi	Mashi 2018	No. Imisebenzi egcwele	Inombo-lo yemisebenzi eyitoho	Abesilisa abaqashiwe	Abesifazane abaqashiwe	Intsha eqashiwe	Abakhubazekile abaqashiwe	Indawo Lapho kukhona iPhrojekthi				
Umphumela		TBC	TBC	TBC	TBC	TBC	TBC	Hillshaven Rand West City				
		Ozokwenza umsebenzi		Okubalulekle okuzokwenziwa yi-KPI		I-KPI (isikalo)		Isikhathi sokusebenza				
								2018	2019	2020	2021	2022
Ukuxoxisana noMasipala wase-Rand West City noMnyango Wezempilo mayelana nokuthi iphrojekthi izoxhaswa kanjani, iqhutshwe futhi inakekelwe kanjani		I-South Deep Mine		Ukwakha nokuqalisa uhlelo		Ukuphothula ukuhlelwa kwephrojekthi		X				
ISivumelwano esisemthethweni nomasipala wase-Rand West City nabanye ophathina		I-South Deep Mine		Ukudweba isivumelwano esinemigomo nemibandela ngokubambisana		Ukusayinwa kwe-MOU phakathi kophathina		X				
Ukulungiselela umsebenzi okubalwa ukudwetshwa nokugunyazwa ukwakhiwa komtholampilo ongumahamba nendlwana		I-South Deep Mine nophatina bayo				Ukugunyazwa kwezimvume		X				
Isicelo sokugunya-zwa koxhasomali		I-South Deep Mine				Ukubalwa kwezidingo zomsebenzi nokugunya-zwa kwe-AFE		X				
Ukuqoka osonkontileka abazokwakha		I-South Deep Mine		Ukuqoka usonkontileka wendawo wephrojekthi		Usonkontileka uyaqokwa		X				
Ukwakhiwa komtholampilo		I-South Deep Mine						X	X			
Ukusayinelwa nokudluliselwa kanye nokuqapha		I-South Deep Mine nophatina bayo						X	X	X	X	X
Imali ehlinzekiwe								R500 000	R500 000	R500 000	R250 000	R250 000
Isamba semali ehlinzekiwe								R2 000 000				

4.8.2 Ukulungiswa kwesikhungo sezemidlalo (Hillshaven)

Incazelo yePhrojekthi

I-South Deep izibophezele ukulungisa isikhungo sezemidlalo sase-Hillshaven ukuze kulekelelwe umasipala ngokuhlinzeka ngezinsiza kwezemidlalo nokungcebeleka. Isikhungo esikhona manje sinezinkundla zethenisi nebhola lomnqakiswano, iphuli yokubhukuda nenkundla yebhola lezinyawo.

Isidingo sePhrojekthi

I-Hillshaven iyindawo esedolobheni eyakhelwe abasebenzi basemayini i-South Deep. Le ndawo njengamanje isimenyezelwe ngokusemthethweni nguMasipala. UMasipala wase-Rand West City manje usuyakwazi ukuhlinzeka izinsiza ezithile emphakathi wase-Hillshaven. Isikhungo sezemidlalo sase-Hillshaven sisesimweni sokungasebenziseki kanti sidinga ukukhandwa. I-South Deep isizibophezele ukulungisa isikhungo sezemidlalo sase-Hillshaven ukuze kusizakale umphakathi wase-Hillshaven ngokuba uthole indawo yezemidlalo nokungcebeleka.

Izinhloso Zephrojekthi

Iphrojekthi ihlose ukusiza uMasipala wase-Rand West ekuhlinzekweni kwezidingo ngokulungisa isikhungo somphakathi sezemidlalo nokungcebeleka. Ngaphezu kwalokho, umphakathi, ikakhulukazi intsha isingakwazi ukuthuthukisa amakhono ayo futhi ibe matasa nezemidlalo izivocavoce okuzoyisiza ekubeni nemiqondo ephilile, imizimba ephilile nokuzizwa kahle. Ngaphezu kwalokho, imidlalo edlalwa ngokwamaqembu iyasiza ekugxiliseni ukuzinikela, isibopho sokubika, nobuholi, phakathi kwezinto eziningi. Lokhu kuzophucula iqophelo elihle lokuphila komphakathi.

Indawo yePhrojekthi

Iphrojekthi izokuba kumasipala wase-Rand West City, e-Hillshaven.

Abazohlomula kwiPhrojekthi

Iphrojekthi izohlomulisa umphakathi wase-Hillshaven kumasipala wase-West Rand City nezindawo ezingomakhelwane.

Izindleko zePhrojekthi

I-South Deep isibeke eceleni u-R2 wezigidi eminyakeni emihlanu (2018 – 2022) ukwenzela le phrojekthi.

Isu Lokuqalisa Nokulandelela iPhrojekthi

Imayini izoqinisekisa ukuthi kuba nokubambisana nomasipala wase-Rand West City, kanye neNhlangano Yabanikazi Bemizi e-Hillshaven okuyibhodi ebhekele ukunakekelwa komphakathi wase-Hillshaven ngendlela enenhlonipho nehlelekile. Lokhu kuzokwenza ukuthi kube nenqubekelaphambili ekuhlinzekweni kwezindawo zezokungcebeleka kwizakhamizi endaweni. Ukuqalwa kwale phrojekthi kuhambisana nalokhu:

- Ukudwetshwa nokusayinwa kwesivumelwano sokusebenzissna nabanye ophathina
- Ukuqinisekiswa ukugunyazwa kwebhajethi yephrojekthi
- Ukuqokwa kwezinkampani ezizosebenza
- Ukulungisa kwesikhungo sezemidlalo
- Ukudluliselwa kwesakhiwo

Uhlelo Lokuphuma

Uma isiqediwe iphrojekthi, imayini izobe isiyidlulisela kumasipala wendawo nakubantu abamele umphakathi ukuze bayiphathe. Lokhu kuzoqinisekisa ukuthi umphakathi uyaziphathela futhi uyazigadela le ndawo. Kuzoba nesivumelwano esibophezelayo ngaphambi kokuqala ukwakha esibandakanya ukuzibophezela kukaMasipala wase-Rand West City nomphakathi ukuthi bazosiqhuba futhi basinakekele lesi sikhungo esizolungiswa yi-South Deep.

Ukulungiswa kwesikhungo sezemidlalo i-Hillshaven Sports Complex												
Iphrojekthi ingaphansi kweyiphi i-IDP		UMASIPALA WASE-RAND WEST CITY						Ukulungiswa kwesikhungo sezemidlalo i-Hillshaven Sports Complex				
Okubanjiswene nabo kwiphrojekthi		Umasipala wase-Rand West City Inhlangano yabahlali base-Hillshaven						Abahlomuli			Umphakathi kuMasipala wase-Rand West City	
USuku lokuqala iPhroje-kthi	Mashi 2018	No. Imisebenzi egcwele	Inombolo yemisebenzi eyitoho	Abesili-sa abaqa-shiwe	Abesifa-zane abaqa-shiwe	Intsha eqashiwe	Abakhu-bazekile abaqa-shiwe	Indawo Lapho kukhona iPhrojekthi				
Umphumela		TBC	TBC	TBC	TBC	TBC	TBC	Westonaria Rand West City LM				
		Ozokwenza umsebenzi		Okubalulekile okuzokwenziwa yi-KPI		I-KPI (isikalo)		Isikhathi sokusebe-nza				
								2018	2019	2020	2021	2022
Ukuxoxisana noMasipala wase-Rand West City noMnyango Wezempilo mayelana nokuthi iphrojekthi izoxhaswa kanjani, iqhutshwe futhi inakekelwe kanjani		I-South Deep Mine		Ukwakha nokuqalisa uhlelo		Ukuphothula ukuhlelwa kwephrojekthi		X				
ISivumelwano esisemthethweni nomasipala wase-Rand West City nabanye ophathina		I-South Deep Mine		Ukudweba isivumelwano esinemigomo nemibandela ngokubambisana		I-MOA esayinwe wophathina		X				
Ukuqoka osonkonti-leka abazokwakha		I-South Deep Mine		Ukuqoka usonkontileka wendawo wephrojekthi		Usonkontileka uyaqokwa		X				
Ukulungisa		I-South Deep Mine				Isikhungo esilungisiwe sezemidlalo		X	X			
Ukusayina nokudluliselwa kwesikhungo nokusiqapha		I-South Deep Mine nophatina bayo							X	X	X	X
Imali ehlinzekiwe								R800 000	R900 000	R200 000	R100 000	–
Isamba semali ehlinzekiwe								R2 000 000				

4.8.3 I-West Rand Academy (Ubambiswano lwephrojekthi yeSigaba 1)

Incazelo yePhrojekthi
I-South Deep izibophezele ukwakha i- TVET College ukuze kuhlinzekwe ngezifundo kwezolimo nakwezobunjiniyela. Lesi yisona kuphela isikhungo semfundo ephakeme e-Westonaria nakumasipala i-Rand West City. Ikolishi lizokwakhiwa ngezigaba, ngokubambisana nabantu abehlukene.

Isidingo sePhrojekthi
UMasipala i-West Rand District usuhlonzwe njengenye yezindawo ezifanelwe ezolimo. Ukuze lokhu kufeziswe, umphakathi wase-WRDM kudingeka ukuba uqeqeshwe emakhonweni adingekayo ukuze kufukulwe umkhakha wezolimo. I-South Deep Mine ngokubambisana nezinye izinhlaka isibone ukuthi kuyadingeka ukuba kwakhiwe ikolishi lezolimo e-Westonaria njengoba kungekho sikhungo semfundo ephakeme esihlinzeka ngamakhono azokweseka lo mbono wesifunda wokuba kuthuthukiswe ezolimo ukuze kungathenjelwa kakhulu kwezezimayini. Ukuze kwesekwe uHlelo Oludidiyele Lwentuthuko (IDP) lukamasipala, i-South Deep ihlonze ukwakha i-TVET njengengxenye yamaphrojekthi ayo e-SLP okuthuthukisa umnotho (LED).

Ngo-2015 no-2016, i-Gold Fields ngokusebenzisa i-Westonaria Community Trust (WCT), yatshala izimali ekwakhiweni kwesikhungo sesikhashana se-TVET West College (‘Westcol’) e-Westonaria (ezinkundleni zemidlalo). Lesi sikhungo sesikhashana sisingatha cishe abafundi abangu-500 abavela emiphakathini eyakhele imayini, abenza izifundo ezahlukene zokuthuthukiswa kwamakhono. Iphrojekthi isivezwe njengeyimpumelelo kwi-SROI ngenxa yokuhlinzekwa kwamathuba okufunda umsebenzi ngamanani aphansi, kanjalo nezincomo ezivele kwabahlomulayo.
Iphrojekthi entsha ehlongozwayo yokuthi kwakhiwe isikhungo izokwandisa imihlomulo yokweseka nohlelo lukamasipala lwe-IDP. Ngakho-ke lufakiwe njengengxenye yamaphrojekthi e-SPL okuthuthukisa umnotho wendawo (LED).

Izinhloso Zephrojekthi
Iphrojekthi ihlose ukusiza umasipala wase-Rand West ekuhlinzekeni izidingo ngokwakha nokuhlela ukuba kuhlinzekwe izikhungo sokufundisa ezobunjiniyela nezolimo emiphakathini ezizokuba sendaweni efinyeleleka kalula.

Indawo yePhrojekthi
Iphrojekthi isendaweni engaphansi kukamasipala wase-Rand West City, edolobheni i-Westonaria.

Abazohlomula kwiPhrojekthi
Iphrojekthi izohlomulisa umphakathi kamasipala wase-West Rand City nezindawo ezingomakhelwane.

Izindleko zePhrojekthi
Sezizonke izindleko zesigaba sephrojekthi ngu-R25 wezigidi. I-South Deep izibophezele ukutshala u-R5 milliom iminyaka eyisihlanu (2018 – 2022) ukuze ilekelele ekwakhiweni kwesigaba sokuqala sale phrojekthi esilinganiselwa ku-R25 wezigidi.

Isu Lokuqalisa Nokulandelela iPhrojekthi
Imayini izoqinisekisa ukuthi kuba nobudlelwane nomasipala wase-Rand West City, umnyango wezeMfundo Ephakeme ne-WestCol okumanje iqhuba isikhungo sesikhashana se-TVET esikhona, nabaxhasi (i-Westonaria Community Trust neSibanye). Lolu hlelo ngolokuqinisekisa ukuthi kuba nozinzo ekuhlinzekweni kwemfundo yezinga eliphezulu kwizakhamuzi zendawo. Ukuqalwa kwale phrojekthi kuhambisana nalokhu:

- Ukudwetshwa nokusayinwa kwesivumelwano sokusebenzissna nabanye ophathina
- Ukuqinisekiswa kokugunyazwa kwamapulani okwakha i-TVET (esayithi nesakhiwo)
- Ukuqokwa kwezinkampani ezizosebenza
- Ukwakhiwa kwesakhiwo se-TVET
- Ukufaka impahla esakhiweni
- Ukudluliselwa kwesakhiwo

Uhlelo Lokuphuma
Uma iphela iphrojekthi, imayini iyoyidlulisela eMnyangweni Wemfundo Yamabanga Aphakeme nomasipala ukuze kuhlomule umphakathi. Kuyoba nezivumelwano ezibophezelayo ngaphambi kokwakha okubalwa lapho uMnyango wezeMfundo Yamabanga Aphakeme ne-WestCol beyozibophezela ukufakwa impahla, ukuqhuba nokunakekela izikhungo ezizokwakhiwa yi-South Deep nokwabo.

Ukwakhiwa kwe-TVET College e-Westonaria												
Iphrojekthi ingaphansi kweyiphi i-IDP		UMASIPALA WASE-RAND WEST CITY						Ukwakhiwa kwe-TVET College				
Okubanjiswene nabo kwiphrojekthi		UMasipala wase-Rand West City, uMnyango weMfundo Yamazinga Aphakeme, i-WestCol, i-Westonaria Community Trust, neSibanye						Abahlomuli		Umphakathi kuMasipala wase-Rand West City		
USuku lokuqala iPhroje-kthi	Mashi 2018	No. Imisebenzi egcwele	Inombolo yemisebenzi eyitoho	Abesili-sa abaqa-shiwe	Abesifa-zane abaqa-shiwe	Intsha eqashiwe	Abakhu-bazekile abaqashiwe	Indawo Lapho kukhona iPhrojekthi				
Umphumela		TBC	TBC	TBC	TBC	TBC	TBC	Westonaria Rand West City LM				
		Ozokwenza umsebenzi		Okubalulekile okuzokwenziwa yi-KPI		I-KPI (isikalo)		Isikhathi sokusebe-nza				
								2018	2019	2020	2021	2022
Ukubonisana nomasipala wase-Rand West City uMnyango Wezemfundo mayelana nokuxhaswa kwephrojekthi, ukusebenza kwayo nokunakekelwa kwayo		I-South Deep Mine		Ukwakha nokuqalisa uhlelo		Ukuphothula ukuhlelwa kwephrojekthi		X				
ISivumelwano esisemthethweni nomasipala wase-Rand West City nabanye ophathina		I-South Deep Mine		Ukudweba isivumelwano esinemigomo nemibandela ngokubambisana		Ukusayinwa kwe-MOU phakathi kophathina		X				
Umsebenzi wokulungiselela okubalwa ukudwetshwa nokugunyazwa kweSigaba 1 se-TVET		I-South Deep Mine nophatina bayo				Ukugunyazwa kwezimvume		X				
Ukuqoka osonkontileka abazokwakha		I-South Deep Mine		Ukuqoka usonkontileka wendawo wephrojekthi		Usonkontileka uyaqokwa		X				
Ukwakhiwa kwe-TVET college		I-South Deep Mine						X	X			
Ukusayinelwa nokudluliselwa kanye nokuqapha		I-South Deep Mine nophatina bayo							X	X	X	X
Imali ehlinzekiwe								R500 000	R2 000 000	R2 500 000	–	–
Isamba semali ehlinzekiwe								R5 000 000				

4.8.4 Ukwakhiwa komtapolwazi osetshenziselwa nokunye (Zuurbekom)

Incazelo yePhrojekthi
I-South Deep izibophezele ukwakha umtapolwazi osetshenziselwa nokunye (ozosetshenziswa ngabafundi bezikole eziseduze nomphakathi) e-Zuurbekom.

Isidingo sePhrojekthi
UMasipala wase-Rand West City usuhlonze isidingo sokuba kube khona imitapolwazi emiphakathini yawo njengohlelo lwawo Lokuthuthukisa Ingqalasizinda Nokuhlinzeka Izidingo. I-Zuurbekom ngenye yezindawo engenayo imitapolwazi futhi ezingahlomulanga ohlelweni lwe-SLP yase-South Deep ka-2013. Inhloso yemitapolwazi esetshenziselwa nokunye ukwenza ukuba kutholakale izincwadi kanye ne-inthanethi kubafundi, entsheni nakumalungu omphakathi ewonke. Umphakathi uzohlomula ngokusebenzisa umtapolwazi njengendawo yokuthola ulwazi. Ukukwazi ukusebenzisa amakhompyutha kuzosiza intsha ukuba ikwazi ukuthola ulwazi eludingayo kanye namathuba emisebenzi. Iphrojekthi izohlinzeka ngengqalasizinda edingekayo ukuze nabanye ophathina bethu bakwazi ukuletha amakhono adingeka kakhulu emphakathini.

Izinhloso Zephrojekthi
Iphrojekthi ihlose ukusiza umasipala wase-Rand West City ngokuhlinzekwa kwezidingo ngokwakha umtapolwazi e-Zuurbekom. Lokhu kuzokwenza kube lula ukuthola usizo lwe-ICT emphakathini, ikakhulukazi entsheni. Abafundi bazophinde babe nendawo ezobasiza uma befunda okuzoba yindawo efinyeleleka kalula.

Indawo yePhrojekthi
Iphrojekthi izokuba se-Zuuberkom kumasipala wase-Rand West City.

Abazohlomula kwiPhrojekthi
Iphrojekthi izohlomulisa umphakathi wase-Zuurbekom kumasipala wase-West Rand City nezindawo ezingomakhelwane.

Izindleko zePhrojekthi
I-South Deep izibophezele ukukhipha u-R2 wezigidi eminyakeni emihlanu (2018 – 2022).

Isu Lokuqalisa Nokulandelela iPhrojekthi
Imayini izoqinisekisa ukuthi kunobudlelwane phakathi kwe-RWCLM Nomnyango wezeMidlalo, Ubuciko, Amasiko Nokungcebeleka eGauteng okuyiwona owengamele ezemitapo yolwazi esifundazweni.

Lolu hlelo ngolokuqinisekisa ukuthi kuba nozinzo ekuhlinzekweni kwemfundo yezinga eliphezulu kwizakhamuzi zendawo. Ukuqalwa kwale phrojekthi kuhambisana nalokhu:

- Ukudwetshwa nokusayinwa kwesivumelwano sokusebenzissna nabanye ophathina
- Ukuhlonzwa komhlaba wokwakha umtapolwazi
- Ukuqinisekiswa kwamapulani ukwakha umtapolwazi (awesayithi nesakhiwo)
- Ukuqokwa kwezinkampani ezizosebenza
- Ukwakhiwa kwesakhiwo somtapolwazi
- Ukufaka impahla esakhiweni
- Ukudluliselwa kwesakhiwo

Uhlelo Lokuphuma
Uma isiqediwe iphrojekthi, imayini iyodlulisela iphrojekthi kumasipala ukuze kuhlomule umphakathi. Kuyoba nesivumelwano esibophezelayo ngaphambi kokuqala ukwakha esibandakanya ukuzibophezela kukamasipala, ukuqhuba nokunakekela ingqalasizinda eyakhiwe yi-South Deep nophathina bayo.

Ukwakhiwa komtapolwazi osetshenziselwa nokunye (Zuurbekom)												
Iphrojekthi ingaphansi kweyiphi i-IDP		UMASIPALA WASE-RAND WEST CITY						Ukwakhiwa Komtapolwazi Osetshenziselwa Nokunye				
Okubanjiswene nabo kwiphrojekthi		Umasipala wase-Rand West City						Abahlomuli		Umphakathi kuMasipala wase-Rand West City		
USuku lokuqala iPhroje-kthi	Mashi 2018	No. Imisebenzi egcwele	Inombolo yemisebenzi eyitoho	Abesili-sa abaqa-shiwe	Abesifa-zane abaqa-shiwe	Intsha eqashiwe	Abakhu-bazekile abaqa-shiwe	Indawo Lapho kukhona iPhrojekthi				
Umphumela		TBC	TBC	TBC	TBC	TBC	TBC	Westonaria Rand West City LM, Zuurbekom				
		Ozokwenza umsebenzi		Okubalulekle okuzokweniziwa yi-KPI		I-KPI (isikalo)		Isikhathi sokusebe-nza				
								2018	2019	2020	2021	2022
Ukubonisana nomasipala wase-Rand West City uMnyango Wezemfundo mayelana nokuxhaswa kwephrojekthi, ukusebenza kwayo nokunakekelwa kwayo		I-South Deep Mine		Ukwakha nokuqalisa uhlelo		Ukuphothula ukuhlelwa kwephrojekthi		X				
ISivumelwano esisemthethweni nomasipala wase-Rand West City nabanye ophathina		I-South Deep Mine		Ukudweba isivumelwano esinemigomo nemibandela ngokubambisana		I-MOA esayinwe wophathina		X				
Ukulungiselela umsebenzi okubalwa ukugunyazwa kwemidwebo yomtapolwazi		I-South Deep Mine nophatina bayo				Ukugunyazwa kwezimvume		X				
Ukuqoka osonkontileka abazokwakha		I-South Deep Mine		Ukuqoka usonkontileka wendawo wephrojekthi		Usonkontileka uyaqokwa		X				
Ukwakhiwa komtapolwazi		I-South Deep Mine						X	X			
Ukusayinelwa nokudluliselwa kanye nokuqapha		I-South Deep Mine nophatina bayo							X	X	X	X
Imali ehlinzekiwe								R500 000	R1 000 000	R500 000	–	–
Isamba semali ehlinzekiwe								R2 000 000				

4.8.5 Ukulungisa Nokufaka Impahla kwi-Lab yesanyensi e-TM Letlhake Secondary School (Elokishini lase-Simunye)

Incazelo yePhrojekthi
I-South Deep izibophezele ukwakha i-lab yesayensi entsha noma ukulungisa i-lab yesayensi nokuyifaka impahla esikoleni i-TM Letlhake Secondary eSimunye.

Isidingo sePhrojekthi
I-TM Letlhake ngesinye sezikole zamabanga aphakeme esise-Westonaria. SiseSimunye kanti yisona kuphela isikole samabanga aphakeme kule ndawo. I-T.M Letlhake Secondary yisikole esisesigabeni sesithathu ngokwezinga, esithola ibhajethi encane emnyangweni. Esikoleni kufundwa ngesayensi yemvelo kodwa akukho labhorethri esebenzayo esikoleni ukuze abafundi bafunde ngezinto abazibonayo njengengxenye yezifundo zabo. Emizamweni yokutholela i-South Deep abasebenzi endaweni, kugxilwa kwabafunde ezobunjiniyela, kubalulekile ukuba kwesekwe nezifundo zesayensi ezikoleni ukuze kuqinisekiswe ukuthi kuba nabasebenzi bangomuso abathuthukiswayo. Emizamweni yokusiza isikole ukukhiqiza imiphumela engcono kwisayensi, i-South Deep izibophezele ukwakha nokufaka impahla elabhorethri yesayensi e-TM Letlhake.

Izinhloso Zephrojekthi
Iphrojekthi ihlose ukusiza uMnyango Wezemfundo, isikole nomphakathi ngokuqinisekisa ukuthi abafundi besayensi bayakwazi ukufunda ngezinto abazibonayo elabhorethri esebenza ngokuphelele ukuze bafunde kangcono. Inhloso yesibili ukulekelela ekukhiqizeni abafundi bemetametiksi nesayensi abenza kahle abangakwazi ukufunda ezobunjiniyela babe ngabanye babasebenzi be-South Deep ngomuso.

Imayini izodala ukuxhumana phakathi kwale phrojekthi nephrojekthi evele ikhona yemetametiksi nesayensi eqhutshwa yi-South Deep Education Trust (SDET). Lobu budlelwane buzokwenza ukuba kushintshiswane ngolwazi lokufunda futhi kuvela amathuba okuba kwenziwe ngcono ezifundweni zemetametiksi nesayensi, ngaphezu kokuhlinzeka ingqalasizinda.

Indawo yePhrojekthi
Iphrojekthi izokuba seSimunye kumasipala wase-Rand West City.

Abazohlomula kwiPhrojekthi
Iphrojekthi izohlomulisa umphakathi waseSimunye kumasipala wase-West Rand City nezindawo ezingomakhelwane.

Izindleko zePhrojekthi
I-South Deep izibophezele ukukhipha u-R2.5 wezigidi eminyakeni emihlanu (2018 – 2022).

Isu Lokuqalisa Nokulandelela iPhrojekthi
Imayini izoqinisekisa ukuthi kunobudlelwane Nomnyango Wezemfundo nesigungu esilawula isikole ukuze le phrojekthi ibe yimpumelelo. Le ndlela izokwenza ukuthi kube nenqubekelaphambili endleleni okuhlinzekwa ngayo izinsiza zokuphucula amazinga emfundo kwizakhamuzi zendawo. Ukuqaliswa kwale phrojekthi kubandakanya lokhu okulandelayo:

- Ukubonisana nabantu abathintekayo ukuze kunqunywe ubungako bephrojekthi
- Ukudwetshwa nokusayinwa kwesivumelwano sokusebenzissna nabanye ophathina
- Ukuqinisekisa ukugunyazwa kwamapulani okwakha ilabhorethri (isayithi nesakhiwo)
- Ukuqokwa kwezinkampani ezizosebenza
- Ukwakha/ukulungisa isakhiwo selabhorethri
- Ukufaka impahla esakhiweni
- Ukudluliselwa kwesakhiwo

Uhlelo Lokuphuma
Uma iphela iPhrojekthi, imayini izoyidlulisela eMnyangweni wezeMfundo nasesiGungwini Esilawula isikole (SGB) ukuze ihlomulise isikole. Kuyoba khona izivumelwano ezibophezelayo ngaphambi kokuqala ukwakha phakathi kwezinhlangothi ezithintekayo, ezibandakanya isibopho sokuthi uMnyango Wezemfundo ne-SGB bayoqhuba futhi banakekele le ngqalasizinda eyakhiwa yi-South Deep.

<table>
<tr><th colspan="13">Ukwakhiwa kwe-Labhorethri yeSayensi eTM Letlhake Secondary School</th></tr>
<tr><th colspan="2">Iphrojekthi ingaphansi kweyiphi i-IDP</th><th colspan="6">UMASIPALA WASE-RAND WEST CITY</th><th colspan="5">Ukwakhiwa kwe-Labhorethri yeSayensi eTM Letlhake Secondary School</th></tr>
<tr><th colspan="2">Okubanjiswene nabo kwiphrojekthi</th><th colspan="6">Umnyango Wezemfundo, isiGungu Esilawula Isikole (SGB)</th><th colspan="2">Abahlomuli</th><th colspan="3">Umphakathi kuMasipala wase-Rand West City</th></tr>
<tr><th>USuku lokuqala iPhroje-kthi</th><th>Mashi 2018</th><th>No. Imisebenzi egcwele</th><th>Inombolo yemisebenzi eyitoho</th><th>Abesili-sa abaqa-shiwe</th><th>Abesifa-zane abaqa-shiwe</th><th>Intsha eqashiwe</th><th>Abakhu-bazekile abaqa-shiwe</th><th colspan="5">Indawo Lapho kukhona iPhrojekthi</th></tr>
<tr><th colspan="2" rowspan="3">Umphumela</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th colspan="5">Westonaria Rand West City LM, Simunye</th></tr>
<tr><th colspan="2" rowspan="2">Ozokwenza umsebenzi</th><th colspan="2" rowspan="2">Okubalulekile okuzokwenziwa yi-KPI</th><th colspan="2" rowspan="2">I-KPI (isikalo)</th><th colspan="5">Isikhathi sokusebe-nza</th></tr>
<tr><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th></tr>
<tr><td colspan="2">Ukubonisana nomasipala wase-Rand West City uMnyango Wezemfundo mayelana nokuxhaswa kwephrojekthi, ukusebenza kwayo nokunakekelwa kwayo</td><td colspan="2">I-South Deep Mine</td><td colspan="2">Ukwakha nokuqalisa uhlelo</td><td colspan="2">Ukuphothula ukuhlelwa kwephrojekthi</td><td>X</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Isivumelwano ne-DoE, ne-SGB nabanye ophathina</td><td colspan="2">I-South Deep Mine</td><td colspan="2">Ukudweba isivumelwano esinemigomo nemibandela ngokubambisana</td><td colspan="2">I-MOA esayinwe wophathina</td><td>X</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Ukulungiselela umsebenzi okubalwa ukugunyazwa kwemidwebo yomtapolwazi</td><td colspan="2">I-South Deep Mine nophatina bayo</td><td colspan="2"></td><td colspan="2">Ukugunyazwa kwezimvume</td><td>X</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Ukuqoka osonkontileka abazokwakha</td><td colspan="2">I-South Deep Mine</td><td colspan="2">Ukuqoka usonkontileka wendawo wephrojekthi</td><td colspan="2">Usonkontileka uyaqokwa</td><td>X</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Ukwakha/ukulungisa ilabhorethri</td><td colspan="2">I-South Deep Mine</td><td colspan="2">Isikhathi sokwakha</td><td colspan="2">Isakhiwo esiphelile selabhorethri yesayensi</td><td>X</td><td>X</td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Ukusayinelwa nokudluliselwa kanye nokuqapha</td><td colspan="2">I-South Deep Mine nophatina bayo</td><td colspan="2"></td><td colspan="2"></td><td></td><td>X</td><td>X</td><td>X</td><td>X</td></tr>
<tr><td colspan="8">Imali ehlinzekiwe</td><td>R1 000 000</td><td>R1 000 000</td><td>R500 000</td><td>–</td><td>–</td></tr>
<tr><th colspan="8">Isamba semali ehlinzekiwe</th><th colspan="5">R2 500 000</th></tr>
</table>

4.8.6 Iphrojekthi yokweseka ama-SMME ngeSikhungo soKweseka iBhizinisi (e-Westonaria)

Ukuchazwa Kwenkinga

Ama- SMME emphakathini wase-South Deep athwala kanzima uma edinga izimali, ukucathuliswa kwezamabhizinisi nokukwazi ukungena ezimakethe. Iningi lalawa ma-SMME alikwazi ukusizakala emabhange ngenxa yokungakwazi ukubeka amarekhodi aqondile ezimali nempahla elinayo futhi alikwazi ukulawula kahle ama-oda uma kwenzeka likwazi ukuthola amathenda. Osomabhizinisi baphinde badinge ukuba bacathuliswe ngomsebenzi ngokubuka mayelana nezinkinga zamabhizinisi abahlangabenzana nazo kunokuba bayiswe esikoleni bayofundela lokhu.

Incazelo yePhrojekthi

Le phrojekthi ehlongozwayo izosiza ama-SMME asendaweni ukuze akwazi ukuboleka izimali futhi akwazi ukucathuliswa kwezebhizinisi. Lokhu kuzokwenziwa ngokusebenzisa iSikhungo soKweseka iBhizinisi esivele sikhona esixhaswe yi-South Deep Community Trust (SDCT). Le phrojekthi izonxenxa utshalomali ngobambiswano ukuze kwandiswe isibalo sama-SMME azokwazi ukusizakala. Lokhu kuzobandakanya ama-SMME ahlinzeka i-South Deep nalawo ahlinzeka izimakethe ezingaphandle kwemayini. Okubanjiswene naye ofaka imali uzohlonzwa ukuhlinzeka usizo kuma-SMME ukuthuthukisa izinhlelo zamabhizinisi, bazokwenza imali ebolekiwe ibe khona, baqoqe izimali ebezibolekiwe, nokuhlinzeka ukucathulisa abasafufusa. Ukukhokhwa kwezikweletu kuzoqinisekisa ukuthi kuba nohlelo lwesikweletu oluziphindaphindayo.

Indawo yePhrojekthi

Iphrojekthi izokuba kumasipala wase-Rand West City

Abazohlomula kwiPhrojekthi

Iphrojekthi izohlomulisa ama-SMME kumasipala wase-Westonaria nezindawo ezingomakhelwane bakamasipala i-Rand West City.

Izindleko zePhrojekthi

I-South Deep izokhipha u-R1.5 wezigidi ozosetshenziselwa izindleko zokuqhuba isikhungo phakathi we-SPL ka-2018 – 2022. Lokhu kuzobhekelela ukweseka ngokucathuliswa kosomabhizinisi baphumelele ukuthola uxhasomali lwesikweletu. Usizo lwesikweletu luzokwenza ukuthi kube lula ukuthola isikweletu esiphindaphindayo, kanti ingeniso ezotholakala lapho izosiza ukuphinde ikhokhele ukucathuliswa nokuqeqeshwa kwabanye ngomuso, okuzokwenza ukuthi isikhungo sikwazi ukuzimela.

Izinkomba

Lokhu kuzobhekwa nyanga zonke:

- Isibalo sama-SMME axhasiwe (ngokubolekwa izimali nokucathuliswa)
  o Osomabhizinisi besifazane abaxhasiwe (lapho ama-SMME ephethwe ngabesifazane)
  o Amabhizinisi Entsha Axhasiwe (lapho ama-SMME ephethwe ngabaneminyaka engaphansi kuka-35)
- Isibalo semisebenzi (isibalo sabasebenzi kwi-SMME ngayinye)
- Izimali ezikhishiwe
- Izimali eziqoqiwe (iphesenti lokukhokhwa kwezikweletu)
- Inzalo eqoqiwe isiphelele

Imithelela

- Iphrojekthi izodala amathuba emisebenzi yesikhathi eside yezimenenja zamabhizinisi ezinolwazi olunzulu lokuqeqeshelwa imisebenzi eziyenzayo
- Kuzovela amathuba emisebenzi emphakathini owakhele imayini ngama-SMME esikhathini se-SLP
- Ama-SMME angakwazi ukuthola izimali emabhange asezokwazi ukuxhaswa
- Ama-SMME asendaweni asezokwazi ukungena ohlelweni lwamathenda lwe-South Deep ngokunikwa umsebenzi nokuxhaswa ngemali kuphinde kwesekwe ama-SMME endawo aphumelele.

Uhlelo Lokuphuma

Uma isiphelile iphrojekthi, imayini izoyidlulisela kumasipala wase-Rand West City okuyiwona azohlinzeka indawo/isakhiwo sokuqhuba isikhungo (kuphothulwa i-MOU). Abanye ophathina abehlukene abazobe behlinzeka ngoqeqesho lwamabhizinisi, amakhono ekhompyutha, abazobolekisa ngezimali zokusebenza, nokuphatha isikhungo bazoqhubeka nokubika kwi-South Deep, i-South Deep Education Trust ne-RWCLM. Isivumelwano esisemthethweni, okungukuthi i-MOA, phakathi kwababambisene sizoqinisekisa ukuthi umasipala uqashisa ngesakhiwo/ngendawo yokuhlala kwiphrojekthi yesikhathi eside, okungukuthi, okungenani iminyaka emi-5 bese ifukamela iphrojekthi. Kuhlelwa nokuthi imali eyinzuzo etholakala uma sekukhokhwa izikweletu isetshenziselwe izindleko zangomuso zokulungisa nokunakekela isikhungo.

<table>
<tr><th colspan="13">Ukwakhiwa kwe-Business Support Centre e-Westonaria</th></tr>
<tr><th colspan="2">Iphrojekthi ingaphansi kweyiphi i-IDP</th><th colspan="6">UMASIPALA WASE-RAND WEST CITY</th><th colspan="5">Ukwakhiwa kwe-Business Support Centre</th></tr>
<tr><th colspan="2">Okubanjiswene nabo kwiphrojekthi</th><th colspan="6">UMasipala waseKhaya wase-Rand West City, i-South Deep Education neZikhwama zoMphakathi, Phakamani</th><th colspan="2">Abahlomuli</th><th colspan="3">Umphakathi kuMasipala wase-Rand West City</th></tr>
<tr><th>USuku lokuqala iPhrojek-thi</th><th>Mashi 2018</th><th>No. Imisebenzi egcwele</th><th>Inombolo yemisebenzi eyitoho</th><th>Abesili-sa abaqashiwe</th><th>Abesifa-zane abaqa-shiwe</th><th>Intsha eqashiwe</th><th>Abakhu-bazekile abaqa-shiwe</th><th colspan="5">Indawo Lapho kukhona iPhrojekthi</th></tr>
<tr><th colspan="2" rowspan="3">Umphumela</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th colspan="5">Westonaria Rand West City LM</th></tr>
<tr><th colspan="2" rowspan="2">Ozokwenza umsebenzi</th><th colspan="2" rowspan="2">Okubalulekile okuzokwenziwa yi-KPI</th><th colspan="2" rowspan="2">I-KPI (isikalo)</th><th colspan="5">Isikhathi sokusebe-nza</th></tr>
<tr><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th></tr>
<tr><td colspan="2">Ukubonisana nomasipala wase-Rand West City uMnyango Wezemfundo mayelana nokuxhaswa kwephrojekthi, ukusebenza kwayo nokunakekelwa kwayo</td><td colspan="2">I-South Deep Mine</td><td colspan="2">Ukwakha nokuqalisa uhlelo</td><td colspan="2">Ukuphothula ukuhlelwa kwephrojekthi</td><td>X</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Isivumelwano nomasipala i-West Rand City nabanye ophathina, okubalwa namaThrasti</td><td colspan="2">I-South Deep Mine</td><td colspan="2">Ukudweba isivumelwano esinemigomo nemibandela ngokubambisana</td><td colspan="2">I-MOA esayinwe wophathina</td><td>X</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Ukusayinelwa nokudluliselwa kanye nokuqapha</td><td colspan="2">I-South Deep Mine nophatina bayo</td><td colspan="2"></td><td colspan="2"></td><td></td><td>X</td><td>X</td><td>X</td><td>X</td></tr>
<tr><td colspan="8">Imali ehlinzekiwe</td><td>R400 000</td><td>R400 000</td><td>R400 000</td><td>R200 000</td><td>R100 000</td></tr>
<tr><th colspan="8">Isamba semali ehlinzekiwe</th><th colspan="5">R1 500 000</th></tr>
</table>

4.8.7 UBambiswano kwiPhrojekthi Yezolimo (EC)

Ukuchazwa Kwenkinga:
Abalimi abancane banazo izindlela zokukhiqiza ukudla, kodwa babhekana nenkinga yokungena ebhizinisini lezolimo nokuthola izeluleko ezifanele, ukungena ezimakethe, ukuxhaswa ngezikweletu, ulwazi lochwepheshe, kanye nobuchwepheshe besimanje. Ngakho-ke, abalimi abakhulu yibona abashaya amaphiko ezimakethe zolimo. Inkinga enkulu yokushiya abalimi abancane ngaphandle wukuthi kuyashoda ukudla okusezingeni eliphezulu okukhiqizwayo, basala ngaphandle abantu abahlwempu ekukhiqizweni kokudla, nokwethembela kakhulu ekudleni okukhiqizwa kwezinye izindawo ezikude. Lokhu kuyafakazeleka ikakhulukazi eLusikisiki, e-Eastern Cape lapho indawo ivundile futhi isimo sezulu sivuma ukuba kungakhiqizwa ukudla okuningi kwezolimo.

Lezi zinselelo zibe sezilandelwa yizindleko ezinkulu ezibhekana nabalimi. Izindleko zokuthutha nezinye izindleko ziholela ekutheni abalimi basebenzise izindlela ezishibhile okwenza ukudla okukhiqizwayo kungabi sezingeni. Ukungakwazi ukuthola isikweletu kwenza abalimi bangakwazi ukukhula ngendlela abayifunayo. Ukuboleka izimali ezincane kunengcuphe, futhi nalapho umlimi ekwazi ukuboleka imali, inzalo yakhona iba phezulu bese ibeka umlimi engcupheni. Ezolimo zithembele kakhulu ekutheni uqale ube nemali njengoba ukulima nempahla yakhona kudinga imali ukuze kwande umkhiqizo ube sezingeni lokudala amathuba emisebenzi. Lezi zinkinga kanye nezindleko zezokuthutha nenkinga yokungena ezimakethe, kuyabavimba abalimi ekutheni bakhiqize ngendlela abangakwazi ukukhiqiza ngayo bese kuncipha imisebenzi edalekayo.

Incazelo yePhrojekthi Nesidingo Sayo
Kuzotholakala uphathina ezoqalwa naye iphrojekthi ukuze kwesekwe abalimi abasafufusa ngokuthi bahlinzekwe ngokuqeqeshwa ngokomsebenzi wabo, bafundiswe ngokuthola izimali ngezindlela zebhizinisi, ukuxhunyaniswa nezimakethe nokungena ezivumelwaneni.

Iphrojekthi izolandelela abalimi abaningi abazokuba sohlelweni lokuqeqeshwa, lubheke ingeniso nokukhula kwamabhizinisi, isibalo semisebenzi edalekayo nesibalo samabhizinisi ezolimo anenqubekelaphambili.

Isikhungo samabhizinisi esizohlinzeka ngoxhaso lwezimali zebhizinisi kanjalo nokwesekwa kwezamabhizinisi esizokwandisa inqubekelaphambili emabhizinisini amancane nasafufusa ezolimo endaweni (abalimi abancane).

Izinhloso Zephrojekthi
Inhloso yephrojekthi wukusiza osomabhizinisi abancane ukuba bakwazi ukungena ohlwini lwamabhizinisi ezolimo bathole nemibono ephusile, bakwazi ukungena ezimakethe, baxhaswe ngomsebenzi wabo futhi bathole ulwazi longoti nobuchwepheshe besimanje.

Indawo yePhrojekthi
Iphrojekthi izokuba seLusikisiki, e-Eastern Cape.

Abazohlomula kwiPhrojekthi
Abalimi abancane abasafufusa bemiphakathi yasemakhaya eLusikisiki.

Izindleko zePhrojekthi
I-South Deep izohlinzeka u-R2 wezigidi esikhathini se-SLP yeminyaka emihlanu (2018 - 2022)

Izinkomba
Sizobheka lezi zinkomba ezilandelayo ukubona ukuthi ngabe le phrojekthi iyimpumelelo yini:
- Isibalo sabalimi eLusikisiki esikwazi ukuthola izinhlobonhlobo zokwesekwa nokuqeqeshwa ekukhuliseni amabhizinisi ezolimo.
- Abalimi nezinhlangano zolimo ezinengeniso engaphezu kuka-R32 000 ngonyaka

Umthelela olindelekile
Kulindelwe le miphumela elandelayo:
- Ukwanda kwemikhiqizo evela kubalimi abancane
- Ukuthuthukiswa nokufukulwa kwezolimo ezindaweni zasemakhaya
- Ukusiza abalimi abancane ekutheni bakwazi ukungena bazinze ezimakethe okuzoholela ekutheni kube nezinguquko ezizoxhumanisa kalula abalimi nezimakethe
- Ukuza nobuchwepheshe obusha nezindlela zokulekelela nokuhlola amasu amasha amabhizinisi
- Amathuba emisebenzi
- Ukutholakala koxhaso kubalimi abancane basemakhaya
- Ukwenza kube lula ukuthola ukudla okunempilo emakhaya ngokuthi kutholakale ukudla okunempilo futhi okungambi eqolo kwezokuthutha
- Uhlelo luzophinde lusize ekongiweni kwemvelo ngokuthi umhlaba usetshenziswe kahle, njengoba abalimi bezoqeqeshelwa nalokho.

Isu Lokuqalisa Nokulandelela iPhrojekthi
I-South Deep izosebenza nabaxhasi esibahlonzile kanjalo nabanye abaxhasi ukuqhuba le phrojekthi, futhi izoqhubeka eminyakeni eyisihlanu eyibekile. Omasipala basekhaya bazonikwa ijoka lokuwanakekela lawa maphrojekthi futhi kunobudlelwane neLima Foundation ngezimenenja ezahlukene ze-LED kumasipala ngamunye. Ukuqalwa kwale phrojekthi kuhambisana nalokhu:
- Isivumelwano nokugunyazwa koxhasomali lwephrojekthi yizinhlaka zangaphakathi e-South Deep
- Ukuvumelana nokugunyaza kwabantu bangaphandle esibambisene nabo
- Ukuvakashelwa kwesayithi enabalimi abancane endaweni
- Ukubuyekezwa kwezinkomba nokubeka izinjongo ezihlosiwe neLima kanye nabazohlomula

Izindleko zePhrojekthi
Iphrojekthi isho utshalomali luka-R2 wezigidi esikhathini se-SLP semiyaka emi-5 (2018 - 2022)

Isu Lokuqalisa Nokulandelela iPhrojekthi
I-South Deep izosebenza nophathina esesibahlonzile nabanye abaxhasi ukuphumelelisa le phrojekthi, futhi sizoqhubeka nokusebenza ngokuzikhandla esikhathini seminyaka emihlanu sotshalomali. Ukuqalwa kwale phrojekthi kuhambisana nalokhu:
- Isivumelwano nokugunyazwa koxhasomali lwephrojekthi yizinhlaka zangaphakathi e-South Deep
- Ukuvumelana nokugunyaza kwabantu bangaphandle esibambisene nabo
- Ukubuyekezwa kwezinkomba nezinjongo ezibekiwe nalezi zinhlaka okusetshenziswana nazo kanjalo nabazohlomula
- Ukulawula, okubalwa ukuqapha nokuhlola (M&E) nokubika emuva kotshalomali

Uhlelo Lokuphuma
Omasipala basekhaya yibona okuzobanjiswana nabo kakhulu kule phrojekthi futhi yibona abazowengamela amaphrojekthi. I-South Deep izoqinisekisa ukuthi konke kuhamba ngendlela ukuze kuqalwe ngempumelelo futhi kube nenqubekelaphambili kulawa maphrojekthi.

<table>
<tr><th colspan="13">Uhlelo lokweseka Abalimi Abancane</th></tr>
<tr><th colspan="2">Iphrojekthi ingaphansi kweyiphi i-IDP</th><th colspan="6">NGQUZA Hill LOCAL MUNICIPALITY</th><th colspan="5">Ezolimo</th></tr>
<tr><th colspan="2">Okubanjiswene nabo kwiphrojekthi</th><th colspan="6">Umasipala wase-Ngquza Hill; i-Jobs Fund, i-South Deep Education nama-Community Trust</th><th colspan="2">Abahlomuli</th><th colspan="3">Abalimi abancane komasipala basekhaya (LSA)</th></tr>
<tr><th>USuku lokuqala iPhroje-kthi</th><th>Mashi 2018</th><th>No. Imisebenzi egcwele</th><th>Inombolo yemisebenzi eyitoho</th><th>Abesili-sa abaqa-shiwe</th><th>Abesifa-zane abaqa-shiwe</th><th>Intsha eqashiwe</th><th>Abakhu-bazekile abaqa-shiwe</th><th colspan="5">Indawo Lapho kukhona iPhrojekthi</th></tr>
<tr><th colspan="2" rowspan="3">Umphumela</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th>TBC</th><th colspan="5">Ngquza Hill: Eastern Cape</th></tr>
<tr><th colspan="2" rowspan="2">Ozokwenza umsebenzi</th><th colspan="2" rowspan="2">Okubalulekile okuzokwenziwa yi-KPI</th><th colspan="2" rowspan="2">I-KPI (isikalo)</th><th colspan="5">Isikhathi sokusebenza</th></tr>
<tr><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th></tr>
<tr><td colspan="2">Ukuhlinzekwa kwezinsiza zezolimo nokuqeqeshwa kubalimi</td><td colspan="2">Ophathina</td><td colspan="2">Uhlelo lokuqeqeshwa</td><td colspan="2">Isibalo sabalimi ababhalisayo ohlelweni nabaluphothulayo</td><td>X</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Ukusungulwa kwesizinda sezolimo nokungena ezimakethe</td><td colspan="2">Ophathina</td><td colspan="2">ISizinda Sezolimo</td><td colspan="2">Isibalo sabalimi ababhalisiwe esizindeni sezolimo</td><td>X</td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Uhlelo Lwesikweletu Esiphindaphindayo</td><td colspan="2">Ophathina</td><td colspan="2">Abalimi bakwazi ukuboleka imali</td><td colspan="2">Isibalo sabalimi ababolekwa imali nephesenti lokukhokha inzalo</td><td>X</td><td>X</td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Imisebenzi emisha yesikhathi eside</td><td colspan="2">I-South Deep nophathina bayo</td><td colspan="2"></td><td colspan="2">Isibalo Semisebenzi (eyesikhathi eside, eyamasizini namatoho)</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td></tr>
<tr><td colspan="8">Imali ehlinzekiwe</td><td>R500 000</td><td>R500 000</td><td>R400 000</td><td>R300 000</td><td>R300 000</td></tr>
<tr><th colspan="8">Isamba semali ehlinzekiwe</th><th colspan="5">R2 000 000</th></tr>
</table>

Ithebuli 53: Isifingqo sezindleko ze-LED Ezindaweni Okudabuka Kuzo Abasebenzi (2018 – 2022)

<table>
<tr><th colspan="2">Igama lephrojekthi</th><th>C2018</th><th>C2019</th><th>C2020</th><th>C2021</th><th>C2022</th><th>Isamba seBhajethi</th></tr>
<tr><td colspan="8">Ukuthuthukiswa Kwengqalasizinda</td></tr>
<tr><td>1.</td><td>Ukwakhiwa kwendawo yezithuthi e-Flagstaff</td><td>–</td><td>R4 000 000</td><td>R2 000 000</td><td>–</td><td>–</td><td>R6 000 000</td></tr>
<tr><td colspan="8">Ukuthuthukisa ezolimo</td></tr>
<tr><td>2.</td><td>UBambiswano kwiPhrojekthi Yezolimo (EC)</td><td>R500 000</td><td>R500 000</td><td>R500 000</td><td>R500 000</td><td>–</td><td>R2 000 000</td></tr>
<tr><th colspan="7">ISAMBA SESISONKE</th><th>R8 000 000</th></tr>
</table>

4.8.8 Ukwakhiwa kwendawo yezithuthi e-Flagstaff

Incazelo yePhrojekthi

I-South Deep izibophezele ukwakha isizinda sezithuthi zomphakathi e-Flagstaff esizosetshenziswa abahwebi, amatekisi namabhasi njengerenki, okuzokwenziwa ngokubambisana nomasipala Ingquza Hill neHhovisi likaNdunankulu wase-Eastern Cape. Lesi sizinda zizokwazi ukumumatha amatekisi okungenani angu-100 (ayishumi azokube elayisha), irenke yamabhasi okungenani angu-15 enendawo yokungena ehlukile, amahhovisi erenke nezindlu zangasese, indawo yokuwasha izimoto nendawo yokudayisa okungenani abahwebi abangu-100. Kuyoba nendawo yokudayisa abahwebi ehlukanisa irenki yamabhasi neyamatekisi.

Isidingo sePhrojekthi

Umasipala Ingquza Hill unesibalo esiphezulu kakhulu sokwesweleka kwemisebenzi, esilinganiselwa ku-51% okungesesibili ngobukhulu esifundeni i-OR Tambo District. Indawo kaMasipala i-Tambo District Municipal. Ngenxa yalokho, ukubona sanda isibalo sabantu abafudukela ezindaweni ezingamadolobha ukuyobheka amathuba emisebenzi ngenye yezinto eyimbangela yokukhula ngamawala kwamadolobha kamasipala. Iqiniso lithi umnotho wase-Ingquza Hill angeke ukwazi ukudonsa isibalo esiphezulu sabasebenzi ngenxa yezizathu ezahlukene.

Okubaluleke kakhulu wukuthi i-Flagstaff neLusikisiki ngamadolobha angenazo izimboni ezihlinzeka amathuba emisebenzi. Njengoba zimbalwa izindlela zokuziphilisa, ukuhweba yilona bhizinisi elibonakala lingaphumelela futhi elilula kubantu abaningi. Lokhu sekuholele ekutheni ukhule umkhakha wezohwebo kulawa madolobha womabili. Phakathi konyaka ka-2015 no-2017, umasipala ubone ukhula kakhulu lo mkhakha njengoba izibalo zababhalise njengabahwebi ziphindeke kabili e-Flagstaff zisuka ku-20 zaya ku-400. I-Flagstaff angeke ikwazi ukumumatha isibalo esikhulu sabahwebi basemgwaqeni njengoba iyidolobha elincane. Abahwebi bagcina sebebeka amatafula abo namatende abo onqenqemeni lomgwaqo endaweni okumele ngabe isetshenziswa ngabahamba ngezinyawo nasezindaweni zokupaka. Leli dolobha elingelinye lamabili asiza kakhulu umphakathi linabantu basemakhaya abangu-90%.

Uhlobo lwezithuthi zomphakathi ezivamile endaweni ngamatekisi namabhasi. Ahamba phakathi kwamalokishi nedolobha aphinde ahambele izindawo zasemakhaya kanjalo nezindawo ezikude esifundazweni nangaphandle kwaso. Ngemuva kweminyaka eminingi izithuthi zomphakathi zikhula, ingqalasizinda yona ayanele. Akukho kuhlinzeka kwendawo yokushiya kanye neyokulanda emadolobheni amabili. ngakho-ke ukuphuma edolobheni usebenzisa umgwaqo okungukuphela kwawo lapho ibhizinisi likhona ukuze kushiywe kuphinde kulandwe impahla. Ngokwendawo, lokhu kuchaze ukuthi izindawo ezibekelwe ukupaka ezisemgwaqweni kumele zisetshenziswe abathengi, ngezikhathi kunabantu abaningi noma ngezikhathi ezithule, zisetshenziswa njengamarenki amatekisi angekho emthethweni. Irenki yamatekisi namabhasi, kanye nezitolo ezisemgwaqeni omkhulu kubalulekile ziyindawo ebalulekile futhi yizona eziphinde zidonse abahwebi basemgwaqeni. Abahamba ngezinyawo abathembele kwizithuthi zomphakathi yibona abangabathengi abakhulu kubadayisi abazizamelayo. Lokhu sekuphoqe ukuthi abahwebi abangamakhulu amane (400) e-Flagstaff kuphela bathutheleke emgwaqeni omkhulu ukuze babe seduze namakhasimende. Lokhu sekuholele ekutheni kube nesiminyaminya emgwaqeni omkhulu esidalwa abantu abahamba ngezinyawo abangakwazi ukusebenzisa unqenqema lomgwaqo olwakhelwe abahamba ngezinyawo njengoba lona selusetshenziswa abahwebi. Abashayeli bayaphoqeleka ukulinda emgwaqeni omkhulu cishe imizuzu engaphezu kuka-30 ngezikhathi ezibhizi ukuze bakwazi ukuthola indawo yokupaka njengoba ezinye izindawo zokupaka zisetshenziswa njengerenki. Lokhu kuholela ekutheni kuhlale kunesiminyaminya emgwaqeni omkhulu.

Inkinga ngesiminyaminya emgwaqeni omkhulu e-Flagstaff ibuye yandiswe wukuthi umgwaqo omkhulu iwona osetshenziswa kakhulu njengoba udlala indima ebalulekile ekuxhumaniseni amadolobha ase-Port St Johns, i-Bhizana ne-Kokstad. Phakathi kwalawa madolobha amathathu abaliwe, umgwaqo omkhulu iwona osebenza njengomzila wezithuthi owahlanganisayo, futhi omfishane wesifundazwe. Lokhu kwenza ukuthi kushibhe ukuwusebenzisa kubanikazi bamabhizinisi, umphakathi nohulumeni abasebenzi kulawa madolobha. Uhlobo lo mgwaqo omkhulu osetshenziselwa lona okungukuxhumanisa lawa madolobha amathathu kuphinde kunezele ekutheni kuhlale kunesiminyaminya. Lokhu sekudale ukuthi kube nezimo ezingezinhle mayelana nenhlanzeko.

Izinhloso Zephrojekthi
Iphrojekthi ihlose ukulwa nesiminyaminya esidaleka edolobheni lase-Flagstaff, ngokuhlinzeka ngengqalasizinda yezokuthutha ezokweseka abanikazi bamabhasi namatekisi, kuhlinzekwe ingqalasizinda nakubahwebi basemgwaqeni. Lokhu kuzophinde kusize uMasipala waseKhaya ukuba ukwazi ukuqinisa imithetho yawo yedolobha ephathelene nokulawulwa kwezimoto emgwaqeni kanjalo nabahwebi basemgwaqeni kuphinde kuhlinzekwe izindlu zangasese okumanje kazikho.

Indawo yePhrojekthi
Iphrojekthi yerenki yamatekisi ehlongozwayo izoba sedolobheni lase-Flagstaff eSizeni 102.

Abazohlomula kwiPhrojekthi
Iphrojekthi izohlomulisa izakhamuzi nabantu abahlala nabanqamula e-Flagstaff, abagibeli, abanikazi bamatekisi namabhasi kanye nabahwebi basemgwaqeni e-Flagstaff.

Izindleko zePhrojekthi
Kubhekwe ukuba iphrojekthi idle u-R18 wezigidi. I-South Deep izokhipha u-R6 wezigidi wokwakhwa kwendawo yezithuthi zomphakathi e-Flagstaff ngesikhathi se-SLP sika-2018-2022.

Isu Lokuqalisa Nokulandelela iPhrojekthi
Kuzoqalwa ubudlelwane neHhovisi likaNdunankulu wase-Eastern Cape kanye noMasipala waseNgquza Hill. UMasipala uzobhekelela ukunakekelwa kwerenki yezithuthi zomphakathi nokulawula irenki yamatekisi nendawo yabahwebi yokudayisa. Ukuqalwa kwale phrojekthi kuhambisana nalokhu:

Uhlelo Lokuphuma
Uma umsebenzi usuphelile i-Gold Fields izodlulisela irenki yamatekisi kumasipala waseNgquza Hill ukuze iyilawule futhi iyinakekele ukuze kuhlomule umphakathi.

Ukwakhiwa kwendawo yezithuthi zomphakathi e-Flagstaff												
Iphrojekthi ingaphansi kweyiphi i-IDP		UMASIPALA WASE-FLAGSTAFF NGQUZA HILL EASTERN CAPE						Ingqalasizinda				
Okubanjiswene nabo kwiphrojekthi		UMasipala waseNgquza Hill; iHhovisi likaNdunankulu e-Eastern Cape						Abahlomuli		Abahlali baseFlagstaff , abadayisa ngokungemthetho, abanikazi nabasebenzisi bamatekisi bamabhasi		
USuku lokuqala iPhroje-kthi	Mashi 2018	No. Imisebenzi egcwele	Inombolo yemisebenzi eyitoho	Abesili-sa abaqa-shiwe	Abesifa-zane abaqashiwe	Intsha eqashiwe	Abakhu-bazekile abaqa-shiwe	Indawo Lapho kukhona iPhrojekthi				
Umphumela/Umsebenzi		TBC	TBC	TBC	TBC	TBC	TBC	Flagstaff Ingquza Hill: Eastern Cape				
		Ozokwenza umsebenzi		Okubalule-kile (KPI) okuzokwenziwa		I-KPI (isikalo)		Isikhathi sokusebenza				
								2018	2019	2020	2021	2022
Incazelo nobungako bomsebenzi nebhajethi		I-Gold Fields Nophathina				Ubungako bephrojekthi nebhajethi yayo		X				
Ukudwetshwa nokusayinwa kwe-MoU		I-Gold Fields Nophathina		Ukubonisana kwabaxhasi nophathina kwiphrojekthi		Kusayinwe i-MOU		X				
Ukuvumelana kwabathintekayo		Ingquza Hill Local Municipality		ukuqalisa isu lokusebenza kwabanesabelo		Ukweseka abanesabelo ngokugcwele		X	X	X	X	X
Ukuqokwa kukasonkontileka		I-Gold Fields Nophathina		Uhlelo okuvunyelwene ngalo lokukhishwa kwethenda		Usonkont-ileka uyaqokwa		X				
Ukwakhiwa kwendawo yezithuthi		Bonke ophathina				Ukuphothulwa kwendawo yezithuthi			X	X		
Ukudlulisela nokuphuma		I-Gold Fields ne-OTP				Ukudluliselwa nokwethu-lwa kwephrojekthi						
Imali ehlinzekiwe									R5 000 000	R1 000 000		
Isamba semali ehlinzekiwe								R6 000 000				

ISIGABA 5

EZEZINDLU NEZIMO ZOKUPHILA

-South Deep iyihlonipha ngokuphelele imigomo ebekwe kumaZinga Enhlalo Nokuhlinzekwa Kwezindlu Yimboni Yezimayini Nezimbiwa akhiwe ngokwesigaba 100(1)(a) se-MPRDA noSomqulu Wezimayini ebandakanya:

- Amazinga ahloniphekile okuphila;
- Ukuqhakanjiswa kobunikazi bemizi;
- Ukuhlinzekwa kwezindlu ngendlela enokuhlalisana, ehloniphekile nenosizo kwezomnotho;
- Ukubandakanywa kwabasebenzi ohlelweni lokulawulwa kwezindlu;
- Uhlelo lwezempilo olunokulingana nokunenqubekelaphambili; kanye
- Amazinga adingekayo okuhlinzekwa kokudla.

5.2 Ucwaningo Ngezindawo Zokuhlala

Kwaba nocwaningo ngezindawo zokuhlala Zabasebenzi base-South Deep olwenziwe ngo-2014 yinhlangano ezimele egxile ekucwaningeni ngezindawo zokuhlala zabasebenzi. Inhloso yocwaningo kwakungukulungisa isimo esikhona sezindlu, izidingo zezindlu nalokho okufunwa ngabasebenzi base-South Deep nokuhlola lokhu ngokuhambisana nenqubomgomo ekhona yezindlu.

Ucwaningo lwalugxile kwisampuli labantu abangu-35% wabasebenzi abasebenza ngokugcwele emisebenzini esesigabeni A kuya ku-D. Kwakhulunywa nabasebenzi abangu-1 345. Ngenxa yalolu cwaningo, ama-70% abasebenzi bathi bakhetha ukuba nemizi yabo kanti indawo abayikhethayo kwaba yi-Westonaria ne-Hillshaven. Babekhona nalabo ababengathandi ukuhlala emadolobheni ababekhetha ukuhlala ngabodwa noma bahlale ezindlini zemindeni mahhala.

5.3 Uhlelo Lwezindlu

Konke lokhu okushiwo ngasenhla kwaba nomthelela ekutheni kwakhiwe uHlelo Lwezindlu lwase-South Deep olukhona njengamanje. Okunye okuhamba phambili kulolu hlelo wukuthi i-South Deep njengemayini enakekelayo ifuna abasebenzi bayo bahlale ezimweni ezinhle futhi ezikhonekayo ezisemphakathini eseduzane nemayini. Uhlelo lwezindlu olwabasebenzi abaku-C band nabangaphansi kuphela. Ekupheleni kuka-2018 babengu-3 805 abasebenzi baseMayini abaku-C band nabangaphansi. Uhlelo lwezindlu luhlose ukuba abasebenzi basemayini babenelungelo lokuzikhethela ukuthi bafuna ukuhlala kuphi nohlobo lwendawo yokuhlala abayithandayo. Izindawo zokuhlala ziyehluka ngohlobo, usayizi, intengo nendawo ezikuyo. Abasebenzi base-South Deep bazokuba nelungelo lokukhetha uhlobo lwendawo yokuhlala, kulolu hlu olulandelayo:

5.3.1 Izindlu Zokuhlala Zomuntu Oyedwa

Ukulungiswa kwehostela kuphothulwe ngo-2014 kanti onke amagumbi manje sekungawabantu abahlala ngabodwa kuphela. Izindlu zabantu abahlala ngabodwa singahlalisa abasebenzi abangu-848 umuntu ngamunye egumbini. Lezi zakhamuzi azikhokhi irenti futhi aziwakhokheli amanzi nogesi. Kuhlinzekwa ngokudla neziphuzo nsuku zonke.

5.3.2 Izindlu Zemindeni

Ihostela lashintshwa laba nezindlu ezinamagumbi okulala amabili (2) nezinamathathu (3) zokuhlala imindeni futhi zihlalisa imindeni engu-203. Lezi zakhamuzi azikhokhi irenti futhi aziwakhokheli amanzi nogesi. Bayaziphekela ukudla kwabo emakhishini abo. I-South Deep iyaqhubeka nokulungisa nokunakekela izindawo zokuhlala ukuqinisekisa ukuthi (i) kulandelwa umthetho othi igumbi lihlala umuntu oyedwa, kodwa (ii) futhi kuphinde kuqinisekiswe ukuthi izindawo zibafanele abasebenzi. Kulandelwa uhlelo lokunakekela izakhiwo.

5.3.3 Izindlu Nezindawo Zokuhlala Okungeze-South Deep Mine Ezikhona

Kunezindlu ezingu-471 emalokishini ase-Hillshaven, e-Westonaria nase-Glenharvie. Ngaphezu kwalokho, kukhona izindlu ezingu-50 namafulethi angu-84 eHillshaven. Kumanje abasebenzi (2017) bathola isibonelelo sezindawo zokuhlala sika-R3500 ngenyanga esithwalwa yimayini ngezindleko zayo sokukhokhela ugesi, amanzi nerenti. Indawo inakekelwa yimayini ngezindleko zayo. Abasebenzi bangasebenzisa uhlelo lwezindlu ukuze bathenge imizi nezindlu zasedolobheni. Amafulethi nawo abasebenzi bazokwazi ukuwathenga ngomuso. (Bheka ngezansi imininingwane).

5.3.4 Abasebenzi abazithengelayo noma baziqashele

Abanye abasebenzi bathengile noma baqashe izindlu ezingekho elokishini lase-Westonaria kodwa ezihambisanayo nemigomo yohlelo lwezindlu. Lezi yizindlu ezingaqashiwe futhi okungezona ezemayini. Laba basebenzi bathola uxhaso lokusizwa ekuthengeni izindlu esingama-R3 500 ukuxhasa isivumelwano sokuqashisa noma ukukhokhela ibhondi namanzi nogesi. Ekupheleni kukaMeyi 2017, abasebenzi abangu-665 bathathe lolu hlobo loxhaso lwezindlu. Imayini iyahlolisisa ukuqinisekisa ukuthi indlu eqashwayo isezingeni elidingwa wuhlelo lwezindlu.

5.3.5 Izindlu eziqashwe yi-South Deep Kwabanye Omasitende

Mhla ka-30 Septhemba 2017, i-South Deep yaqasha izindlu ezingu-460 komasitende abazimele ezizohlala abasebenzi abazothenga noma baqashe izindlu ezintsha ezishiwo ngezansi. Ukuqashwa kwezindlu komasitende kuzoqedwa uma abantu sebekwazi ukungena ezindlini ezintsha ezakhiwayo. Nokho, lezi yizindawo ezilungile zokuhlala ezingasetshenziswa uma kwenzeka isibalo sabasebenzi emayini sikhula siba ngaphezu kwezindawo zokuhlala ezikhona.

5.3.6 Isibonelelo sezindlu ezindaweni ezingekho phansi kwemayini

Ekupheleni kukaMashi 2018, bangu-744 abasebenzi abakhetha ukuthola imali engu-R3500 yesibonelelo sezindlu ngoba bezohlala ezindlini abazikhethele zona ezisebangeni elingaphansi kwamakhilomitha angu-100 ukusuka emayini i-South Deep. Kulaba basebenzi abangu-744 abangu abangu-162 bahlala emizini ekhokhelwe yaqedwa, abangu-336 bakhokha ibhondi kanti abangu-246 baqashile.

5.3.7 Izakhiwo/izindlu Ezintsha

UHlelo lwezindlu lwe-South Deep lwakha izindlu ezingu-150 ezakhiwe zadluliselwa kubasebenzi ngo-2016. I-South Deep inqume ukwakha ezinye izindlu ezingu-206 namafulethi endaweni eyizikwele zamamitha angu-50 kuya ku-70 e-Hillshaven nase-Westonaria. Ezinye ezingu-850 ezisele ziyothengwa kwezinye izimayini ezingomakhelwane be-South Deep noma zakhiwe kabusha. Uma seziqediwe izindlu ezintsha nokuthengwa kwezinye izindlu kwabanye abantu abasebenzi abangu-3 341 bazokwazi ukuba nezindawo zokuhlala ezihambisana nezidingo zabo.

Ngenxa yezinguquko ekusebenzeni emayini kanjalo nezinga eliphansi lokuthengwa kwezindlu ezikhona ngabasebenzi, i-South Deep ibuyekeza uhlelo enalo lwezindlu kanti ihlela ukuqala olunye uhlelo lokulekelela ukuthengwa kwezindlu, ngale kohlelo olulawulwa yinkampani lokuthenga izindlu. Kuzokhulunyiswana nezinyunyana nabanye abathintekayo ngalokhu ukuze kutholakale isisombululo. Ngale nje kwalokho, imayini isazibophezele ukuhlinzeka abasebenzi abakuzinga-C nangaphansi ngezindlu.

5.4 Uhlelo Lobnikazi Lwezindlu lwe-Tswelopele

Nakuba bonke abasebenzi bezokwazi ukukhetha uhlelo lwezindlu abaluthandayo, abanye bazothanda ukuzithathela imali yesibonelelo bese beyozihlalela emijondolo. Kodwa, sethemba ukuthi laba basebenzi bazoba bancane ngesibalo nokuthi iningi labasebenzi bayothatha lokho okubenza bahlale ezindaweni ezinhle. Ngenxa yalokhu, i-South Deep Mine iyaqhubeka nokukhuthaza ubunikazi bemizi kanti kuqalwe uhlelo lwe-Tswelopele Home Ownership ngo-2015 oluqale ukusebenza ngo-2016. Ukufangafaneleki nokuxineka kwezezimali yikhona okuvimba abantu ekutheni babe nemizi ngakho imayini i-South Deep iqale uhlelo lemihlomulo ebhekana nale nkinga ukuze bande abasebenzi abathenga imizi.

Ngaphezu kwalokho, uHlelo lwakhiwe ngendlela yokuthi lubhekelele wonke umsebenzi, lucace kubona bonke abathintekayo, lehlise umthwalo wentela (Njengemihlomulo yentela), uma kwenzeka, lukwazi ukuqalwa ngendlela esheshayo, okubaluleke kakhulu, ezokwazi ukuqhubeka isikhathi eside.

Izingxenye soHlelo loBunikazi beZindlu base-South Deep zimi kanje:

- Imalimboleko ka-R100 000 engenanzalo: ukhokha u-R417 ngenyanga izinyanga ezingu-240, imalimboleko engenanzalo yisivumelwano sebhondi esiphakathi kwe-South Deep nomsebenzi sesihlanganisiwe saphothulwa. Kusetshenziswa amareythi enzalo ka-10.5%
- neminyaka engu-20 yesikweletu, imalimboleko ka-R100 000 okwenza umsebenzi onge u-R239 611 webhondi isiyonke.
- Isaphulelo sika-20% kwisamba somuzi: indlu ebiza u-R515 000 nenzalo ka-10.5% eminyakeni engu-20 yesikweletu umsebenzi uthola umhlomulo ka-R165 356 emalini yebhondi.
- Isamba sokuthenga indlu asishintshi: I-South Deep ixhasa intuthuko kodwa ayizifaki izindleko zokuxhaswa ngezimali emalini yendlu. Indlu idayiswa ngentengo yayo kumsebenzi.
- Izibonelelo sanyanga zonke sendawo yokuhlala sika-R3 500: Noma yimuphi umsebenzi ohlala endlini eqondile futhi ohlangabezana nezidingo zoHlelo lokuba wuMnikazi weNdlu lwakwaTswelopele angakwazi ukuthola isibonelelo sanyanga zonke sezindlu.
- Kuqalwe uhlelo lokusizwa ngezimpendulo uma kunemibuzo lwe-Housing Help Desk. Uma ufuna ukukhetha ukuthenga noma ukuqasha, ukubona uma ungakwazi ukuthenga nokuthi sifakwa kanjani isicelo sokuthenga umuzi ngezinye zezinto ezihlinzekwa yi-Housing Help Desk kubasebenzi.
- Basizwa ngohlelo lokufundiswa ngezimali nangokweboleka mahhala.
- Ukubonisana ngezilinganiso ezikahle zebhondi namaBhenki aseNingizimu Afrika, kumelwe abasebenzi, sekuphothuliwe kwaphinde kwaqaliswa ukusebenza.
- Abasebenzi banikwe usizo lokugcwalisa amafomu okufaka izicelo ebhange.

5.4 5.4 Uhlelo Lwezindlu lwe-Tswelopele (luyaqhutshwa)

- Kuboniswene futhi kwaqalwa ngempumelelo uhlelo lomshwalense wabasebenzi we-Group Insurance (ikhava yempilo neyomuzi).
- Kwabafaka isicelo sebhondi abachithwa amaBhange, sekuqale uhlelo lokusizwa ngokuphuma ezikweletini. Uma abasebenzi belulandela ngendlela uhlelo, labo basebenzi bangakwazi ukuthenga umuzi kwi-South Deep uma sebephumile esikweletini.

Abasebenzi base-South Deep bakhombisa intshisekelo ekuthengeni imizi, kodwa iqiniso lithi akubona bonke abangakwazi ukuthola ibhondi. Ngomhla ka-30 Septhemba 2017, kwagunyazwa izicelo ezingu-88 zebhondi ngamabhange. Izicelo ezingu-88 kwezingu-242 ngu-36% okungaphezulu kwamazinga ajwayelekile kule mboni njengoba bebalelwa ku-25% kuya ku-30% abantu abaphasayo uma beyofaka izicelo zebhondi yezindlu ngenxa yokungabi sesimweni sezimali esihle.

Ukuze kwandiswe isibalo sokuphumelela kwezicelo zebhondi, i-South Deep iqoke i-Summit Financial Partners Partners ezohlinzeka ngosizo kwezezimali, ukuhlanganisa izikweletu nokulungisa isimo sezikweletu kubo bonke abasebenzi basemayini

5.5 Ukudla

Ukuhlinzekwa kokudla okunempilo nokunemisoco ehlukene kuyinto ebaluleke kakhulu ekuqinisekiseni ukuthi abasebenzi badla ukudla okunomsoco nokunempilo okwanele. Ngalesi sibophezelo emqondweni, sinalezi zinhlelo ezilandelayo e-South Deep:

- Abapheki baqeqeshwe yi-HTA School of Culinary Art ukulungisa ukudla okusezingeni kwabasebenzi base-South Deep;
- Ukudla kwenziwa ngokuhambisana nemigomo yokudla okunomsoco yi-Centre for Scientific and Industrial Research (CSIR);
- Kwathengwa impahla entsha yasekhishini kanti nekhishi liyahlangabezana namazinga e-ISO 14001-;
- Kwethulwe isu lokudla okunemisoco ekhishini lemayini elise-South Shaft.

ISIGABA 6

AMATHENDA, IZINKAMPANI NOKUFUFUKULWA KWAMABHIZINISI

I-South Deep iyakuqonda ukuthi ukubhekelela ngokulingana uma kukhishwa amathenda okuwuhlelo oluhlosiwe ekuthuthukiseni umnotho we-HDSA. I-South Deep izibophezele ukuqoka ngokucophelela uma ithenga noma ikhipha amathenda okuyizinjongo zoSomqulu Wezimayini oChitshiyelwe ka-2010. Inhloso yeSu le-South Deep Lokukhishwa Kwamathenda ukuqinisekisa ukuthi kuhlonzwa, kunikezwa amathenda futhi kulawulwa ngendlela ukukhishwa kwamathenda ngokubhekelela izinkampani ze-BEE – nosomabhizinisi be-HDSA (abanamasheya obunikazi angaphezu kuka-25%). I-South Deep izibophezele ukuqasha izinkampani zasendaweni nokusiza amabhizinisi e-HDSA, ngokuwacathulisa ukuze abe yingxenye yabahlinzeka inkampani ngezidingo. Ngomsebenzi wayo wezimayini i-South Deep izokwazi ukuvula ithuba lokuba kuthuthukiswe amabhizinisi e-HDSA ezindaweni ezingomakhelwane.

I-South Deep izohlinzeka amabhizinisi afanele ngegama lokuba kwi-HDSA ngokuthi kugcwaliswe lawa masu alandelayo:

- Ukwandisa amazinga okunikwa kwezinkontileka abantu noma amaqoqo abantu ababencishwe amathuba phambilini ngenxa yobulili, ibala noma ukukhubazeka;
- Ukwandisa amathuba ebhizinisi ezinkampanini ze-HDSA/BEE lokukhulisa osomabhizinisi bendawo ukuze bakwazi ukuzimela futhi bahlinzeke i-South Deep (ukukhuthaza amasu ebhizinisi kosomabhisinisi ne-HDSA/BEE);
- Ukukhuthaza izinkampani ezikhona ukuthi zihlangane zenze imifelandawonye namabhizinisi e-HDSA/BEE;
- Ukuqeda izinqubomgomo, izenzo nezinqubo ezivumela ukuncintisana okunokwenzelela ekwahlulelweni kwamathenda;
- Ukunika ithuba izinkampani ze-HDSA/BEE ezifaka isandla ekudaleni amathuba omsebenzi endaweni ngamasu asebenzayo kumabhizinisi;
- Ukuzibophezela ezinjongweni zokukhetha nokuletha uguquko ekukhishweni kwamathenda nokudala amathuba emisebenzi;
- Ukwandisa izimali ezichithwa endaweni;
- Ukwandisa amathuba amathenda; kanye
- Nokwakha amabhizinisi anozinzo.

USomqulu Wezimayini uthi ukuze kutholakale imihlomulo kwizimbiwaphansi zeRiphablikhi kudingeka kuqiniswe ubudlelwane phakathi kwemboni yezimayini kanye nomphakathi ngobubanzi. Ukukhishwa kwamathenda kumele kube nokuncintisana nezinguquko, kube namathuba anele kwezomnotho azokhulisa umnotho ukuze kudaleke amathuba emisebenzi engcono futhi kwande nemakethe yezimpahla nezinsiza eNingizimu Afrika.

Ukuze kufinyelelwe kulokhu, imboni yezimayini kumele ithole ezinhlakeni ze-BEE ngokuhambisana nemigomo elandelayo:

- Ukuthenga okungenani u- 40% wezimpahla ezinkampanini ze-BEE;
- Ukuthenga izinsiza ezingu-70% no-50% wezimpahla ezisetshenziswayo ze-BEE; kanye
- Nokuqinisekisa ukuthi amabhizinisi amazwe ngamazwe afake okungenani u-0.5% wengeniso ngonyaka ekuthuthukiseni umphakathi kwezomnotho ngesikhwama sokuthuthukiswa kwezomnotho.

6.2 Izinjongo Ezinconywayo Zokukhipha Amathenda

I-South Deep isebenzise ucwaningo lokusebenza kwezimali luka-2016/17 kanye namaZinga Okwenyuka Kwezindleko Zokusebenza (CPI) emayini njengendlela yokubeka izinjongo ezinconywayo zokukhipha amathenda.

Ithebuli 54: Izinjongo Ezinconywayo Zokukhipha Amathenda

Imali ezichithwa ngamathenda e-BEE	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Imisebenzi emikhulu (40%)	50%	53%	55%	60%	65%
Izinsiza (70%)	70%	72%	75%	77%	80%
Impahla Esetshenziswayo (50%)	55%	57%	60%	63%	65%
Izinjongo ezingenhla azifaki phakathi izimali ezichithwa ngamathenda abekelwe abantu abathile					

6.3 Iqhaza elibanjwa Izinkampani zamazwe ngamazwe Kwezokuthuthukiswa Komnotho Womphakathi

I-South Deep izosebenzisa igama layo elihle, ngokwezidingo zenkontileka, ukuqinisekisa ukuthi osonkontileka bamazwe ngamazwe bayayilandela imigomo ethi abahlinzeka ngemisebenzi emikhulu, kumele bafake okungenani u-0.5% wengeniso yabo ngonyaka abayenza e-South Deep ezinhlelweni zokuthuthukiswa komnotho zomphakathi ngokusebenzisa izikhwama zokuthuthukisa umphakathi.

6.4 Iphrojekthi Yamathenda Yomphakathi Wendawo

Ukusungulwa kwephrojekthi Yamathenda Yomphakathi Wendawo kuhlose ukukhalima nokweseka isinqumo somnyango wokukhishwa kwamathenda ngohlelo lwawo lokuhlomulisa umphakathi ngamathenda. Uhlelo lokuhlomulisa umphakathi wendawo ngamathenda lusho isibophezelo senkampani sokufaka isandla emnothweni womphakathi wendawo ngokuthengwa kwezimpahla nezinsiza kosomabhizinisi bendawo, ukuvala amagebe ekuhlinzekweni kwesidingo yizinkampani zendawo nokwenza kube nokuncintisana ezinkampanini ezihlinzeka izinsiza ukuze kuhlangatshezwane namazinga omhlaba jikelele futhi bakwazi nokuthola izinkontileka ezingcono.

I-South Deep isibuyekeze incazelo yayo ngomphakathi wendawo ngokuthi kube yilowo mphakathi othinteka ngqo futhi okukhona okulindele emisebenzini esiyenzayo. Lokhu kubandakanya imiphakathi eseduze nalapho sisebenzela khona, engaphakathi kwemingcele emisha kamasipala i-Rand West City ne-Poortjie, futhi kubandakanya abantu abahlala lapho.

Izinjongo eziningi okuhlelwe ukuba zifezekiswe zibandakanya lezi ezilandelayo:

- Ukuthuthukisa ama-SMME omphakathi wendawo ukuze akwazi ukuba nekhono lokuletha uguquko emphakathini wendawo;
- Ukufaka ama-SMME omphakathi ohlelweni lokukhishwa kwamathenda;
- Ukubheka izinkinga ohlelweni lwemisebenzi eyenziwayo nokuthi lokhu kulungiswe ngokushesha ukuze kuhehwe amabhizinisi amasha endaweni;
- Ukuhlelela umphakathi wendawo amabhizinisi angama-SMME; kanye
- Nokuvula inkundla yokufukula amabhizinisi ukuze kube nobudlelwane kuhulumeni namabhizinisi endawo.

6.4 IPhrojethi Yamathenda Omphakathi Wendawo (iyaqhubeka)

Ukubheka amathuba okutshala izimali ekuthuthukiseni amakhono endaweni imvamisa kuqala ngokubheka ukudingeka kwawo. Lokhu kubandakanya ukuhlonza amathuba amabhizinisi nokuhlola ikhono lawo ethubeni ngalinye nokucubungula amasu okonga imali ngokuthi kuthengwe ezinkampanini zendawo kunalezo zakwezinye izifunda noma kwenye indawo kuleli. Imvamisa, izinkampani kumele ziqale kancane, ngezinkontileka ezincane ezilula neze ziya zikhula ngezinkontileka ezibucayi.

I-South Deep ichithe u-16% emphakathini ngasekupheleni kwekota yesikhathi 3 2017. Le nqubekelaphambili ibangelwe ukuzinikela ukubeka eceleni amathuba abekelwe amabhizinisi omphakathi wendawo esikhundleni sokuqhubeka nokwakha amabhizinisi ahlanganyelwe okubonakala ukuthi awabi nayo impumelelo njengoba bekulindelekile. Isu lokubeka eceleni umsebenzi wezinkampani zendawo uzoqhubeka emnyangweni wokukhishwa kwamathenda ngokubambisana nephrojekthi yamathenda omphakathi wendawo, nokuncintisana kwabahlinzeka ngempahla yokwakha ukuze bahlangabezane namazinga omhlaba jikelele.

Amathuba abekwe eceleni azodalulwa wumnyango wamathenda ukuze abantu bakwazi ukufakwa amathenda okuzokuba ngawamabhizinisi endawo kuphela okungamele ahlanganiswe namathenda ajwayelekile. Kuzosetshenziswa le nqubo engezansi ukukhetha amabhizinisi endawo azothuthukiswa.

Ithebuli 55: Inqubo Yokukhetha Amabhizinisi Endawo

	Isu 1 :inqubo yokukhetha abaphumelele njengamabhizinisi endawo	Isu 2 : Inqubo yokukhetha abaphumelele njengezinkampani zendawo
Ibhizinisi elikumasipala i-Rand West City kubalwa ne-Poortjie	Yebo	Alikho eWestonaria noma ePoortjie kodwa lihambisana nale nqubo engezansi
Abanikazi bahlala kumasipala wase-Rand West City nase-Poortjie	Yebo, okungenani amavoti angu-25% nelilodwa ngaphezulu	Yebo, okungenani amavoti angu-25% nelilodwa ngaphezulu
Abasebenzi bebhizinisi bahlala komasipala base-Rand West City nase-Poortjie	Yebo, okungenani ama-25% abasebenzi asuka komasipala base-Rand West City nase-Poortjie	Yebo, okungenani ama-50% abasebenzi asuka komasipala base-Rand West City nase-Poortjie

I-South Deep ihlonze lezi zinjongo ezilandelayo njengengxenye yohlelo lokuthuthukiswa kwamabhizinisi ukulungisela nokuthuthukisa izinkampani zomphakathi wendawo.

Ithebuli 56: Izinjongo Zokuthuthukiswa Kwamabhizinisi

Ukuthuthukiswa Kwezamabhizinisi	C2018 Okuhlosiwe	C2019 Okuhlosiwe	C2020 Okuhlosiwe	C2021 Okuhlosiwe	C2022 Okuhlosiwe
Isibalo sabadayisi bendawo unyaka wonke abahlangabezana nenqubo yokukhetha	3	2	2	2	1
Isibalo sabasha	1	1	1	2	2
Abaqeqeshelwa ama-SMME	5	5	5	5	5

ISIGABA 7

UKULAWULA, UKUNCISHISWA KWABASEBENZI NOKUDILIZA

Inhloso enkulu yokulawula ukunciphisa abasebenzi nokudiliza wukuqinisekisa ukuthi azikho ezinye izindlela ezikhona okungahlangatshezwana ngazo nezidingo zokusebenza ngaphambi kokuba kuncishiswe abasebenzi. Ukuze sifeze lokhu, nakhu okumele sikubheke:

7.1 IForamu Edingida Ngekusasa ("iForamu")

I-South Deep iyayihlonipha imigomo yomthetho ephathelene nokusungulwa kweForamu Edingida Ngekusasa (ïForamu"} ukuqinisekisa ukuthi umthetho uyahlonishwa uma kuncishiswa noma kudilizwa abasebenzi. Ngenxa yalokho imayini isikhulumisane nezinyunyana ukuba zikhethe abazosebenza kule Foramu kanti nabaphathi bemayini nabo bamelelekile. IForamu ihlose ukukhuluma nezinyunyana ngezinto ezithinta ibhizinisi kanye nomthelela ongaba kubasebenzi abanemigomo yokusebenza ehambisana naleyo ebekwe kuMthethonqubo 46.

7.2 Imisebenzi yeForamu Edingida Ngekusasa

Inhloso yeForamu, njengoba kubekwe ngezansi kwithebhuli, ibeka izidingo ezingokoMthethonqubo 46 zokusungulwa nokusebenza kweForamu edingida ngekusasa:

Ukusungulwa KweForamu Edingida Ngekusasa
• Ukukhuthaza izingxoxo eziqhubekayo phakathi kwabamele abasebenzi nabaqashi ngekusasa lemayini;
• Ukubheka izinkinga zangomuso, izinselelo nezinye izixazululo mayelana nokukhiqiza kanye nokuqashwa;
• Ukwakha uhlelo lokuletha izinguquko nokuqala ezinye izinhlelo zokusiza ukugwema ukulahleka kwemisebenzi nokuthi ibhizinisi liqhubeke nokusebenza;
• Ukuqala amasu okuvunyelwene ngawo phakathi komqashi nabasabenzi; kanye
• Izinhlelo zokuvikela imisebenzi, ukugwema ukudilizwa nokwehla kwesibalo sabasebenzi.

Izinto ezibalulekile ezikhulunywayo zibandakanya (phakathi kokunye):

- Isimo sebhizinisi uma kubhekwa umkhiqizo nokugaywa kwawo;
- Ukuphepha Nokuvikeleka;
- Isimo sezimali senkampani kanye nezingqinamba eziphazamisa ukusebenza kwemayini;
- Ukwakha amasu okubhekana nokuphela komsebenzi nokuvala kwenkampani; kanye
- Nokuphenya ngamaphrojekthi angenziwa uma sekuvaliwe ukuze abantu baqhubeke basebenze.

7.3 Izingxoxo

I-South Deep minyaka yonke iba nohlelo Lokubonisana nezinyunyana. Lolu hlelo lubandakanya imihlangano yamakota onyaka yeForamu edingida ngekusasa. Usihlalo weForamu uba yiPhini likaMengameli neNhloko Yezokusebenza noma iPhini likaMengameli kwiRijini yaseNingizimu Afrika. Ngaphezu kweForamu Edingida Ngekusasa, i-South Deep iqale amanye amaforamu. Enye yawo ngeye-SLP, ehlangana njalo ukuzodingida inqubekelaphambili ngokuqaliswa kwe-SLP. Iforamu ye-SLP izoqhubeka nokubonisana ukuqinisekisa ukuthi umthetho uyalandelwa uma kusetshenzwa.

7.4 Inqubo Elandelwayo ukugwema Ukulahleka Kwemisebenzi Nokudilizwa

- Ulwazi ngezimbiwa okususelwe kulo uHlelo Lokusebenza Lwemayini luthi i-South Deep izokwazi ukusebenza iminyaka engu-70. Nokho lokhu kungaphazanyiswa ngezinye izingqinamba zezomnotho ezahlukene, ezangaphandle nezangaphakathi. Lokhu kungayiphazamisa kakhulu indlela yokungenisa umnotho ngomuso emayini. Uma kugcina kungakwazi ukugwemeka ukudiliza, i-South Deep iyolandela uhlelo olusemthethweni olwesekwa wukuba kube nezingxoxo:
- Ukuxhumana Nokuhlela ngezinhlaka ezikhona ezifanele zokubonisana ezisungulwe yimayini;
- Noma yikuphi ukudiliza noma ukuvala okuyodingeka kuyobhekwa ngokuba nezingxoxo eziqhubekayo nokubonisana emihlanganweni yeforamu edingida ngekusasa yamakota onyaka;
- Wonke amasu aqhamuka nezinhlaka ezifanele zokubonisana ayozanywa ukusetshenziswa ukuze kugwenywe ukudilizwa kwabasebenzi. Amasu namacebo ayolokhu ehlolwa ukuqinisekisa ukuthi ayahambisana nezimo zangaleso sikhathi sokuvalwa kwenkampani noma sokudiliza esilindelekile;
- Uhlaka olufanele lokubonisana luyohlola isimo sezomnotho nesibalo sabasebenzi okungenzeka baphazamiseke ngenxa yokudiliza noma ukuvala kwenkampani;
- Izinhlaka ezifanele zokubonisana ziyokhuluma ngamasu okumele asetshenziswe ukugwema ukulahleka kwemisebenzi;
- Amasu nezinhlelo ezingasebenza sokugwema ukulahleka kwemisebenzi okubalwa phakathi kwazo:
  - Ukusheshe bazithathele umhlalaphansi abasebenzi abafanelekile ngokwezikhwama zempesheni abakuzo;
  - Ukumiswa kwesikhathi esengeziwe, ukushintshana ngomsebenzi, namalivu amafishane;
  - Ukumisa ukuqashwa kwabasebenzi abasha kuze kube i-South Deep isizamile ukuvala izikhala ngabantu abavele baqashiwe;
  - Uma kungenzeka, kumiswe ukuqashwa kwabasebenzi abayitoho nosonkontileka;
  - Uma kuzovalwa inkampani noma kuzodilizwa noma yisiphi isikhunda esivela ngenxa yokwesula, umhlalaphansi, ukufa noma ukuxoshwa, ngaphambi kokuthi kuvalwe noma kudilizwe, sibuyekezwe kahle ngaphambi kokuthi sivalwe ukuze abasebenzi bazehlele bona kungaze kufike ekutheni baxoshwe noma badilizwe.

Ngesikhathi sokusebenza kwenkampani kuzokuba nokuqeqeshwa kwabantu ngamakhono okungewona awokumba imayini ukuze abasebenzi babe namanye amakhono azobasiza ngokomnotho uma kwenzeka kudilizwa.

7.5 Isigaba 52 se-MPRDA

Ngokwesigaba 52 se-MPRDA, umuntu onamalungelo emayini unesibopho sokwazisa uNgqongqoshe Wezimbiwaphansi uma kuzokwenzeka kube nokwehlisa komsebenzi noma ukudilizwa kwabasebenzi noma ivala ngendlela yokuthi abasebenzi abangaphezu kuka-10% noma abangaphezu kuka-500 noma yikuphi okuncane, kungenzeka badilizwe esikhathini esiyizinyanga ezingu-12. I-South Deep Mine iyokhipha i-DMR enesaziso esisemthethweni ngokwesigaba 52 uma kuvela izimo ezishiwo esigabeni 52(1) se-MPRDA.

7.6 Ukuhlinzekwa kwezimali uma kuncishiswa noma kudilizwa abasebenzi

Isinqumo sokuqala uhlelo lokuhlela kabusha inkampani ngokwezidingo zokusebenza nezimo zomnotho ezikhona emayini ngezikhathi ezithile. I-South Deep ayihleleli ukudiliza abantu singakafiki isikhathi. Uma kuba nesidingo sokuba kuthathwe leso sinqumo imayini iyobhekela zonke izinto ezithinta izimali ukuze kulawulwe kahle ukuncishiswa nokudilizwa kwabasebenzi ebhizinisini nasepulanini yayo yezimali.

I-South Deep isiziphothulile izivumelwano ezithile neNyunyana i-NUMSA, mayelana nokunciphisa nokudiliza abasebenzi. Lezi zivumelwano zisho uhlelo nenqubo esikhulume ngakho ngenhla, kodwa futhi siphinde sikhulume nangesinxephezelo. Lezi zivumelwano zibophezela i-South Deep ukuba ikhokhe isinxephezelo ezingaphezulu kwaleso esidingwa wumthetho bese ihlinzeka lokhu okulandelayo.

- Iholo elilindelekile ngesikhathi sokudilizwa (okubandakanya imali ye-overtime eshodayo, yokubamba, amabhonasi nezimali zezinkontileka);
- Izibonelelo zamalivu amaholidi;
- Inkonkelo yelivu;
- Imihlomulo ehambisana nemithetho yesikhwama sezimpesheni;
- Ukukhokhelwa ngokoHlelo lwe-Group Long Service Award Scheme, uma ikhona;
- Inkokhelo yenyanga eyodwa ngokuhambisana nesaziso;
- Inhlanganisela yesinxephezelo ebandakanya:
    - Iholo lamasonto amabili kuyona yonke iminyaka oyisebenzile;
    - Inkokhelo yokudilizwa elingana nemali obuyihola yezinyanga ezine (4)
    - Imali yesinxephezelo akumele ibe ngaphansi kuka-R40 000.
- Imali Yesibonelelo Samakhono iyonikwa abasebenzi abasesigabeni A no-B be-Paterson Bands. Le mali angeke yeqe ku-R15 000 futhi iyokhokhwa ngqo enkampanini egunyazwe yi-SETA ehlinzeka ngokuqeqesha, uma sekutholwe i-invoice edingekayo.

Izinhlinzeko zezimali uma kwehliswa noma kudilizwa abasebenzi, siyonqunywa yizidingo zokusebenza ngesikhathi lapho kunesidingo khona sokudiliza noma ukunciphisa abasebenzi.

ISIGABA 8

UKUHLINZEKWA KWEZIMALI

UKUHLINZEKWA KWEZIMALI OKUHLONGOZWAYO						
UNYAKA WEZIMALI	**C2018 - C2022 Ibhajethi R mil**					
Into (item)	**Ibhajethi C2018**	**Ibhajethi C2019**	**Ibhajethi C2020**	**Ibhajethi C2021**	**Ibhajethi C2022**	**Isamba seBhajethi (2018 – 2022)**
Imali ye-HRD SLP esebenzile (R mil)	R84 074 306	R65 074 870	R43 103 725	R28 701 948	R37 116 391	R258 071 240
Ukuthuthukisa umphakathi wemayini – Umphakathi wendawo (R mil)	R6 900 000	R4 200 000	R3 500 000	R850 000	R650 000	R17 000 000
Ukuthuthukisa umphakathi wasemayini – Izindawo okusuka kuzo abasebenzi (R mil)	R2 500 000	R2 500 000	R2 500 000	R500 000	R0	R8 000 000
Ezezindlu nezimo zokuhlala/zokuphila (Uhlelo Lobunikazi beZindlu)	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi
Ukunciphisa Nokudiliza Abasebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi	Ngokwezidingo Zomsebenzi

ISIBOPHEZELO

Mina, ____ osayina lapha futhi ogunyazwe ngokusemthethweni yi-South Deep Joint Venture ngiyazibophezela ukuqinisekisa ukulandelwa kohlelo Lomphakathi Nolwabasebenzi ukuze lwaziwe ngabasebenzi nabanye abathintekayo.

SISAYINWE E...................................MHLA KA ....NGONYAKA KA-..

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UKUSAYINA KOMUNTU OQOKIWE

ISIKHUNDLA:

UKUGUNYAZA KOMNYANGO WEZIMBIWA PHANSI

SISAYINWE E...................................MHLA KA .... KU................................

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UKUSAYINA KOMUNTU OQOKIWE

ISIKHUNDLA:

IZINCAZELO

"Ukukhushulwa kweSisekelo esiBanzi sezeNhlalo neziMnotho (Broad Based Socio-Economic Empowerment)"- kushiwo uhlelo lwezomnotho noma lwenhlalakale noma umgomo noma indlela yokusebenza ehlose:

- Ukubhekana nomthelela wokubandlululwa kwabantu kwaphambilini ngenxa yebala, ububili noma ukukhubazeka kwabo embonini yezimayini nezimbiwa nezinye izimboni ezisebenzisanayo kanye neyezimayini
- Ukushintsha lezo zimboni ukuze zisize ukuhlinzeka noma ukuqala noma ukuhlela:
- Ubunikazi, ukubamba iqhaza noma ukuhlomula kwabantu ezimayini ezikhona noma eziyoba khona nasemathubeni akhona okukhiqiza.
- Ukubamba iqhaza noma ukulawula ukuphathwa kwaleyo misebenzi yezimayini
- Ukuthuthukiswa kwamakhono okuphatha, esayensi, obunjiniyela namanye amakhono kulabo phambilini babencishwe amathuba.
- Ukubandakanywa noma ukubamba iqhaza ekukhishweni kwamathenda.
- Ubunikazi nokubamba iqhaza ekuhlomuleni kwinzuzo eyenziwa ngezinye izindlela kulezo zimboni.
- Ukuthuthukiswa kwezomnotho kwemiphakathi eyakhele imayini ehlinzeka imayini ngabasebenzi.
- Uhlelo lokuthuthukiswa kwezomnotho kwabo bonke ababencishwe amathuba eNingizimu Afrika ezimalini ezingeniswa yileyo misebenzi.

AMAWADI AKHE UMPHAKATHI OWAKHELE I-SOUTH DEEP	
IWADI 1:	Thusanang
IWADI 2:	Leeudoorn Mine, Glenharvie
IWADI 3:	Kloof Mine
IWADI 4:	I-C.B.D eyakhiwe yizingxenye ezimbili okuyi West & Bridges Street nendawo ephakathi kwe-Bridges ne-Forbes Street
IWADI 5:	Libanon Mine & Venterspost
IWADI 6:	IiHillshaven, indawo yase-Zenex, Shell ne-PNP kuya eSimunye, nendawo ese-Westonaria Extension 8 kubalwa ne-WLM noMtholampilo
IWADI 7:	INgxenye yeSimunye ISigaba 5 neSimunye ISigaba 1 (Nare side)
IWADI 8:	Ingxenye yeSimunye ISigaba 1 (Station side), ISigaba 2 (Big), ISigaba 2 (Small), ISigaba 3, ISigaba Lucky Farms
IWADI 9:	I-Winnie Section, i-Holomisa section, i-Transit Camp, nengxenye ye-Spook town
IWADI 10:	Ingxenye yeGhana, Emijindolo yaseSilver City,, nengxenye ye-Spook town
IWADI 11:	Imijondolo yaseMandela

IWADI 12:	(Zuma Street kuya-Uptown, i-Z Section, i-X Section, i-Cook 2 Mine
IWADI 13:	Ingxenye yeZama Zama Street, Johnson Street, Godlo Street, Mosidi Street kuya kuPanya-Panya Street nasemijondolo yaseGhana Section
IWADI 14:	Imijondolo yaseTambo
IWADI 15:	I-Tambo Outline, i-Skerlek, i-Bekkersdal Hostel
IWADI 16:	I-Water Works, i-Zuurbekom, i-Cook 3 Mine
I-Poortjie:	Engaphansi koMkhandlu wase-Johannesburg City kodwa ngenxa yokuba seduze kwayo nemayini iyabalwa emiphakathini eyakhele imayini
I-Randfontein:	Okubalwa ne-Randfontein, Mohlakeng ne-Toekomsrus

"Usonkontileka" – kusho usonkontileka oqokwe yi-South Deep isikhathi esiyiminyaka emithathu ukwenza imisebenzi emayini:

- abasebenzi baleyo nkontileka abaqashwe yinkontileka ngokugcwele futhi abayingxenye yemayini; futhi
- abenza umsebenzi wabo nsuku zonke (njengemisebenzi yasemayini, ukukhanya nokulungisa, ukwakha, ukudla nokuhlanza, njll.)

"Amakhono abalulekile nayindlala" kushiwo amakhono adingeka futhi abalulekile ekuqhutshweni komsebenzi wansuku zonke wemayini noma amakhono azokwenza ukuzebenza kwemayini kukhule futhi ayindlala ekutholakaleni. Lokhu kubandakanya awemisebenzi yezandla, ubunjiniyela kubandakanya ubunjiniyela bokumba amatshe, ochwepheshe (abahlonishwa yiznhlangano ezithile ezisemthethweni) ongoti (njengosaveya, abezokuphepha, abokumbiwa komhlaba, abensimbi, onozinjini, abemvelo, njll). kanye nabantu abaneziqu ezithile zokusebenza emayini noma abanamalayisense.

"Utshalomali Lwenkampani Emphakathini" – ukunikela (kwemali, kwesikhathi sabasebenzi noma izipho ezithile) okubhekiswe kubantu abahlobene nemisebenzi eqhubeka emayini okubahlomulisayo ngaphezu kwemisebenzi eyenziwa yinkampani. Lolu tshalomali imvama luhlose ukubhekana nezidingo zalowo mphakathi oqokiwe. Okwenziwa lapha kubalwa kukho iminikelo ezinhlanganweni ezisiza umphakathi ezihambisana nezidingo zebhizinisi (njengokuthuthukisa amakhono emphakathini ukuze uqasheke).

"Abasebenzi" – kushiwo noma yimuphi umuntu osebenzela umnikazi wanoma yimaphi amalungelo okubheka, okumba noma imvume yokumba imayini, ukugcina indawo efanelekile ukuholelwa, okubalwa khona umsebenzi osebenza emayini, okubalwa nomuntu osebenza njengosonkontileka ozimele.

"Abasebenzi abavela kwamanye amazwe" – abasebenzi bamazwe angomakhelwane abaqhubekayo nokuba ngabantu bangaphandle ngesikhathi besebenzela i-South Deep.

“Uhlelo Oludidiyele Lwentuthuko (Integrated Development Plan [IDP])” – uMthetho Wezinhlelo Zomasipala uthi wonke umasipala kumele usungule i-IDP njengethuluzi lokuhlela nokudidiyela intuthuko ezindaweni zabo. Leli thuluzi lisho ukusiza omasipala ukubandakanya bonke abathintekayo ekuhleleni nasekuletheni iznsiza ukuze kube namathuba okukhula ezindaweni zabo.

“Izikhundla Ezinomthelela Obalulekile” – zishayela izinhlelo ezihlonziwe zezinguquko enhlanganweni (ezinomphumela wesikhathi eside). Akuzona ezibheke kakhulu ukusebenza kwansuku zonke kodwa uma kwenzeka kungena umuntu ongafanele kuzo, inhlangano ingalahlekelwa amathuba okukhula nokusebenza kahle.

“Umuntu Owayencisheke Amathuba” – noma ngubani, okungaba ngabantu bomphakathi othile, abancisheka amathuba ngaphambi kokuba kuqale ukusebenza koMthethosisekelo waseNingizimu Afrika ngo-1993, noma iyiphi inhlangano, iningi lamalungu ayo ngabantu okukhulunywe ngabo ngasenhla endimeni (a) noma iningi labo elinamavoti amaningi.

“Abantu baseNingizimu Afrika ababencishwe amathuba” – kushiwo noma yimuphi umuntu, umkhakha wabantu noma umphakathi, ababencishwe amathuba wubandlululo ngaphambi kokuqala ukusebenza koMthethosisekelo weRiphablikhi yaseNingizimu Afrika ka-1993 (uMthetho No.200 ka-1993).

“Abaphathi abasemazingeni aphansi” kushiwo abasebenzi abanamakhono, abanolwazi futhi abaneziqu zemfundo, abangababaphathi emazingeni aphansi, abayizinduna, imfolomane, noma abangonsumpa abaku-Paterson IBanga C.

“Ukufunda ngomsebenzi” – wuhlelo “olugxile emsebenzini” oluholela ekutheni kutholakale iziqu, kodwa okungelona nje kuphela olokuthola iziqu. Uhlelo lwamakhono lungabizwa “ngeziqu ezingatheni” njengoba luhlanganise amazinga athile okuvunyelwene ngawo. Uma seluphelile uhlelo lwamakhono, luzohlola ukuthi uthola amaphuzu azokuqhubela ekutholeni iziqu ezisemthethweni ze-NQF. Uhlelo lwamakhono lubhaliswa yi-SETA ehlobene nalo.

“Izindawo okuyizo ezithumela kakhulu abasebenzi” – izindawo lapho kuqhamuka khona noma kuqashwa khona abasebenzi abaningi bemayini.

“Izimenenja eziphakathi” – bonke abasebenzi abakwi-Paterson D, no-E abangeyona ingxenye ye-Exco yemayini.

“uSomqulu Wezimayini” – kushiwo uSomqulu Wokuthuthukiswa Kwabamnyama Kwezomnotho weMboni yeziMayini.

“Ihhovisi lesifunda” – amaHhovisi esifunda oMnyango Wezimbiwaphansi azinze e-Braamfontein.

“Abaphathi Abaphezulu” (labo abayingxenye ye-EXCO kuphela) – Abaphathi abakwi-E Band abangamalungu eziphathimandla zesifunda (ExCo) zemayini futhi abaholelwa yi-South Deep.

“I-Scorecard” – kushiwo i-scorecard noma indlela yokulinganisa ukuqaliswa, ukulandelwa kanye nempumelelo yemigomo ebekwe kuSomqulu Wokufukulwa Kwabamnyama Kwezomnotho wemboni yezimayini eNingizimu Afrika.

“Intuthuko Yesikhathi Eside” – kushiwo ukuhlanganiswa kwezinto eziphatheleme nenhlalo, ezomnotho nezemvelo ekuhleleni nasekuthatheni izinqumo ukuze kuqinisekiswe ukuthi izimbiwa phansi zisiza isizukulwane samanje nesangomuso.

“Iziphathimandla” – Abaqondisi be-Gold Fields Operations Limited ne-GFI Joint Venture Holdings (Pty) Limited.

AMAGAMA AFINGQIWE E-SLP NEZINCAZELO ZAWO

AMAGAMA AFINGQIWE E-SLP NEZINCAZELO ZAWO	
Isifingqo	Igama Eliphelele
AET (Adult Education and Training)	Ukufunda Nokuqeqeshwa Kwabantu Abadala
ATR Annual Training Report)	Umbiko Wokuqeqeshwa Wonyaka
WSP (Annual Training Report)	Isu Lamakhono Emsebenzini
BBBEE (Broad Based Black Economic Empowerment)	Ukuthuthukiswa Kwabamnyama Kwezomnotho
DMR (Department of Mineral Resources)	UMnyango Wezokumbiwa Phansi
DoL (Department of Labour)	Umnyango Wezabasebenzi
EE (Employment Equity)	Ukulingana Emsebenzini
FET (Further Education and Training)	Izikhungo Zokufunda Nokuqeqeshwa
HDSA (Historically Disadvantaged South African)	AbaseNingizimu Afrika Ababencishwe Amathuba Phambilini
HRD (Human Resources Development)	Ezokuthuthukiswa Kwabasebenzi
IDP (Individual Development Plan)	Uhlelo Lomuntu Ngamunye Lokuzithuthukisa
IDP (Intergrated Development Plan)	Uhlelo Oludidiyele Lwentuthuko
JV (Joint Venture)	Amabhizinisi Ahlanganyele
LED (Local Economic Development)	Ukuthuthukiswa Komnotho Wendawo
LSA (Labour Sending Area)	Izindawo Okutholakala Kuzo Abasebenzi
MPRDA (Mineral and Petroleum Resources Development Act 28 of 2002)	UMthetho Wokumbiwa Kwezimayini Nezimbiwaphansi 28 ka-2002

MQA	Bolalodi ba Tsamaiso ya Merafo
NQF	Motheo wa Mangolo a Bokgoni a Naha
SA	Afrika Borwa
SAQA	Bolaodi ba Mangolo a Bokgoni Afrika Borwa
SETA	Bolaodi ba Mefuta ya Thuto le Thupello
SMME	Dikgwebo tse nyenyane le tse mahareng
RWCLM	Masepala wa Lehae wa Rand West City
WRDM	Masepala wa Setereke wa West Rand

AMAGAMA AFINGQIWE E-SLP NEZINCAZELO ZAWO	
MQA (Mining Qualifications Authority)	UMkhandlu Ogunyaza Ukumbiwa Kwezimayini
NQF (National Qualifications Framework)	Uhlaka Lukazwelonke Lweziqu
SA (South Africa)	INingizimu Afrika
SAQA (South African Qualifications Authority)	Umkhandlu Weziqu waseNingizimu Afrika
SETA (Sectoral Education and Training Authority)	Umkhandlu Wemboni Wokufunda Nokuqeqesha
SMME (Small Medium and Micro Enterprises)	Amabhizinisi Amancane Nasafufusa
RWCLM (Rand West City Local Municipality)	Umasipala Wendawo/Wasekhaya wase-Rand West City
WRDM (West Rand District Municipality)	Umasipala wesifunda wase-West Rand

GOLD FIELDS