



ISICWANGCISO ESINXULIMENE NEZENTLALO NEMISEBENZI

SOMGODI WEGOLIDE ISOUTH DEEP

2020 – 2024



GOLD FIELDS

Our Purpose Creating enduring value beyond mining



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery

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ICANDELO



INTSHAYELELO

ICANDELO 1

INTSHAYELELO

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ICANDELO 1 - INTSHAYELELO

IGold Fields Limited ngumvelisi wegolide onoluhlu lweemveliso wehlabathi jikelele inemigodi esebenzayo esibhozo eMzantsi Afrika, Australia, Ghana nasePeru kunye neprojekthi yophuhliso lomgodi omtsha eChile. IGold Fields inemveliso yonyaka ethathwa ngokuba ilingana negolide yamalunga ne-2.7Moz, iiRizevu zeziMbiwa eziyigolide ezibalelwa malunga ne-47.4Moz kunye negolide ebalelwa kwimiThombo yeziMbiwa zegolide zamalunga ne-102.0Moz. IRizevu zeziMbiwa zobhedu ezinokubalelwa kuma-474 ezigidi zeeponi kunye nemiThombo yeziMbiwa yobhedu enokubalelwa kwi- 4,711 yezigodi zeeponi. IGold Fields ikhona kwiqonga lorhwebo elungundoqo le-JSE Limited, ikwakhona nakwiqonga lorhwebo elinganeno kwiNew York Stock Exchange (NYSE)nakwiSwiss Exchange (SWX).

IGold Fields Operations Limited ("GFO") neGFI Joint Venture Holdings (Pty) Limited ("GFI Holdings") ezisebenza ngokuhlanganyelana ngokwezikhundla zazo njengabathathi nxaxheba kwiphulo elihlanganyelweyo elingasekwanga ngokusemthethweni elaziwa ngokuba yiSouth Deep Joint Venture (apha ekibhekiselwa kulo njenge "South Deep"). ISouth Deep isahleli iyasethi yesicwangciso yeGold Fields, kwaye kuthelwelelwa ukuba iza kuzisa imveliso yexesha elide, eyenza imali kwiQela njengoko lizilungiselela ukuvelisa imveliso karhulumente. Ufezekiso olunempumelelo lweSouth Deep – olubalelwa kuma-59% eMithombo yeziMbiwa enokubalelwa kwiQela kwaye ama-62% abalelwa kwiiRizevu zeziMbiwa – licandelo elingundoqo kwipotifoliyo yexesha elide yeGold Fields. ISouth Deep iqhubile ukuyonyusa imveliso ngokubhekisele kwimveliso ezinzileyo karhulumente yesiveliso se-12t segolide ngonyaka ngo-2027.

ISouth Deep ngumnini welungelo lezemigodi eSouth Deep lungelo elo yalinikwa liSebe leMithombo yeziMbiwa naMandla (Department of Mineral Resources and Energy) ("DMRE") kwaye laqala ukusebenza ngowe-13 Julayi 2010. Ilungelo lokwemba imigodi le linika iSouth Deep ilungelo lokwemba igolide, isilivere, inikheli, iyureniyam, ubhedu nephayirayithi. Ilungelo lokwemba imigodi laguqulwa ngokweNqaku 7 leShedyuli II lomThetho woPhuhliso lwemiThombo yeziMbiwa nePetroliyam, wama-28 ka-2002 (MPRDA) ngokuphathelele nommandla wokwemba imigodi olinganiselwa kuma- 4,268 ehekthare, kwaye lisebenza ithuba eliya kuphelelwa ngowe-12 Julayi 2040. ISouth Deep inokhetho lokufaka isicelo sokuvuselela ilungelo lokwemba imigodi kwiintsuku ezingama-90 eziphambi kokuphelelwa kwelungelo lokwemba imigodi.

Njengenxenye yesingeniso sesicelo sayo soguqulo, iSouth Deep kwaye kwafunwa ngokomthetho ukuba ingenise iSicwangciso sezeNtlalo nezeMisebenzi (Social and Labour Plan) ("SLP") njengoko kuxeliwe kumThetho woPhuhliso lwemiThombo yeziMbiwa nePetroliyam (Mineral and Petroleum Resources Development Act), wama-28 ka-2002 ("MPRDA") kunye neMimiselo yoPhuhliso lwemiThombo yeziMbiwa nePetroliyam ("Imimiselo") ngokunjalo nengxelo yonyaka echaza ubungakanani bokuthobela koMgodi amagatya e-MPRDA, kunye neMimiselo yawo. Ke ngoko, i-SLP yeSouth Deep yaye yavunywa ngoAgasti ka-2010 njengenxenye yelungelo layo yoguqulo lweLungelo lokweMba iMigodi.

Iinjongo ze-MPRDA njengoko zixelwe kumacandelo 2(d), (f) no (i) mThetho phakathi kwezinye zezi:

1	Ukukhuthaza ukukhula koqoqosho kunye noPhuhliso lweziMbiwa nePetroliyam kwiRiphabliki
2	Ukwandisa ngokubonakalayo nangokunentsingiselo amathuba kubantu ababevinjwe amathuba ngaphambili, kuquka abasetyhini, ukuba bangene kumashishini ezimbiwa nepetroliyam kwaye baxhamle ekusetyenzisweni kwemithombo yezimbiwa kunye nepetroliyam yesizwe.
3	Ukukhuthaza ingqesho kunye nokusiwa phambili kwentlalontle yezentlalo kunye neyoqoqosho kubo bonke abantu baseMzantsi Afrika.
4	Ukuqinisekisa ukuba abanini bamalungelo ezemigodi kunye nawokuvelisa bafaka isandla kuphuhliso olunxulumene nezentlalo kunye noqoqosho kwimimandla abasebenza kuyo.

I-SLP ngumba kunye nendlela engundoqo yokuphuneza iinjongo zeTshata yezeMigodi njengoko kubekwe kwicandelo le-100 le-MPRDA.

Iinjongo engundoqo ye-SLP kukufaka isandla kutshintsho lweshishini lezemigodi kunye nokuqinisekisa ukuba uluNtu oluChaphazelekayo luyaxhamla ekusetyenzisweni kwemithombo yezimbiwa. Oku kuquka ukukhuthazwa kwengqesho kunye nokusiwa phambili kwentlalontle yezentlalo kunye neyoqoqosho yabo bonke abantu baseMzantsi Afrika. I-SLP ifuna ukuba ishishini lezemigodi liphuhlise kwaye liphumeze iiNkqubo zoPhuhliso lwemiThombo eNxulumene nabaSebenzi eziquka konke (kuquka iziCwangciso zoBulungisa kwiNgqesho), iiNkqubo zoPhuhliso loQoqosho lweNgingqi kunye nokuphuhlisa kananjalo iinkqubo zokugcina imisebenzi nezolulawula ukuphuhlulwa kwabasebenzi kunye/okanye ukuvalwa kwemigodi.

Ukuyiqwalasela kwakhona i-SLP (2023 – 2027) engenisiweyo, iSebe lemiThombo yeziMbiwa naMandla (Department of Mineral Resources and Energy) (DMRE) lanika iSouth Deep isaziso esibhaliweyo somhla we-16 Agasti 2023 kunye neleta elandelayo yomhla we-04 Disemba 2023 lisazisa ukuba i-SLP engenisiweyo, khange yonelise uMmiselo 46 we-MPRDA. Inkxalabo engundoqo ye-DMRE yayinxulumene nokungangqinelani phakathi kwamathuba okanye iMijikelo ye-SLP engenisiweyo yeSouth Deep, kunye nethuba elimiselweyo leMijikelo yeminyaka emihlanu ye-SLP ebalwe ukusukela ekusungulweni kweLungelo lezeMigodi elaguqulwayo leSouth Deep ngo-2010.

Ngexa lentlangukiso eyayibanjwe ne-DMRE ngowe-11 Januwari 2024, umlawuli wayicacisa imvelaphi kunye nohlobo lwempazamo kulawulo. Okuqaphelekayo, impazamo yabalelwa kwiziganeko ezalandela uqwalaselo kwakhona loMjikelo I we-DMRE SLP (2010 to 2014) ngo-2013. Umyalelo ka-2013 we-DMRE wawufuna ukuba iSouth Deep iluqwalasele kwakhona ujoliso oluthile olwenziwe kwi SLP kuMjikelo 1 (2010 ukuya 2014) wayo. Ngexa iSouth Deep yaluqwalasela kwakhona ujoliso ithobela umyalelo we-DMRE ka-2013, yaye yaqwalasela ngempazamo ithuba layo le-SLP yayo ukuba lihlalane nomyalelo we-DMRE ka-2013 kwaye ifaka ithuba leminyaka emihlanu ukuba liye ku-2018. Umlawuli wacacisa ngokungaphaya ukuba umyalelo we-DMRE ka-2013 wawufuna ukuba iSouth Deep iluqwalasele kwakhona ujoliso ezibophelele kulo kuphela hayi ithuba. Eneneni, ithuba lokuqala loMjikelo I elifaka u-2010 ukuya ku-2014 kwakufanele ukuba ligciniwe.

IMijikelo ye-SLP ifunelwa ukuba ifake amathuba eminyaka emihlanu aqala kunyaka lowo likhutshwe ngawo iLungelo lezeMigodi eliGuquliweyo. ILungelo lezeMigodi eliGuquliweyo leSouth Deep Mine lakhutshwa ngo-2010 kwaye iMijikelo yalo ye-SLP kufuneka ifake ithuba leminyaka emihlanu njengoku kulandelayo:

UMjikelo we-SLP	IThuba loMjikelo wemiNyaka emihlanu ye-SLP
UMjikelo I	2010 ukuya ku 2014
UMjikelo II	2015 ukuya ku 2019
UMjikelo III	2020 ukuya ku 2024

Ukubuyisela ungqinelwano loMjikelo we-SLP weSouth Deep, kwavunyelwana phakathi kwe-DMRE neSouth Deep ukuba kumiselwe ngokutsha uMjikelo III we-SLP ukuze ufake ithuba leminyaka emihlanu eliqala ku-2020 ukuya ku-2024.

Ukucuma ukuba iSouth Deep izifezekise ngokufanelekileyo izibophelelo zayo phantsi koMmiselo 45 we-MPRDA ngokungeniswa kunye nokuvunywa kwemfuneko yeeNgxelo zokuThobela kumathuba 2020, 2021 no 2022, lo Mjikelo III we-SLP uqwalaselweyo kwakhona uza kuquka isimo sokuqala se-SLP kumathuba ka-2020, 2021 no-2022 kunye, nezicwangciso ezimiselweyo kwakhona ze-SLP kunye nojoliso ku-2023 no-2024.

ISouth Deep iwuphumeze ngokufanelekileyo uMjikelo II we-SLP kwaye yagqiba ukudibana kunye nokuhlangana namahlakani achongiweyo ngexa lokwenziwa koMjikelo III we-SLP oko ke ngoko kurhoxisa nayiphi imfuno yokudibana okanye ukuhlangana okunjalo ngokuphathelele nale SLP imiselwe ngokutsha.

Ukuze ihlale ithobela imiqathango ebekiweyo yelungelo langoku lezemigodi, inombolo yeLungelo lezeMigodi: GP30/5/1/2/2(220) MR, iSouth Deep iphuhlise le SLP iMiselwe ngokutsha yethuba 2020 ukuya ku-2024 ngokoMmiselo 46 njengoko ufundwa noMmiselo 43 nowama-44 yeMimiselo ye-MPRDA, kwaye kuza kubhekiselwa kuyo njenge-SLP ka-2020-2024 yeSouth Deep.

Le SLP yirekhodi yokuzibophelela okuqhubekayo kweSouth Deep ekwenzeni ukuba kusebenze amagatya eTshatha yezeMigodi ka-2018.

Injongo yale SLP yile:

Ukukhuthaza ingqesho kunye nokusiwa phambili kwentlalontle yezentlalo kunye neyoqoqosho yabo bonke abo baphangela eSouth Deep ngokunjalo nabo bonke abo bavela kuluntu lweSouth Deep (uluntu oluchaphazelekayo)	Ukusebenzisa nokwandisa isiseko sezakhono esele zikhona ukuze kuxhotyiswe ii-HDSA kunye nokunceda uluntu	Ukuqinisekisa ukuba umnini weLungelo lezeMigodi, iSouth Deep ufaka isandla kuphuhliso olunxulumene nezentlalo nezoqoqosho kwindawo yoluntu esebenza kuyo	Ukuphumeza ubandakanyo nonxibelelwano olunempumelelo nolungafihliyo namahlakani
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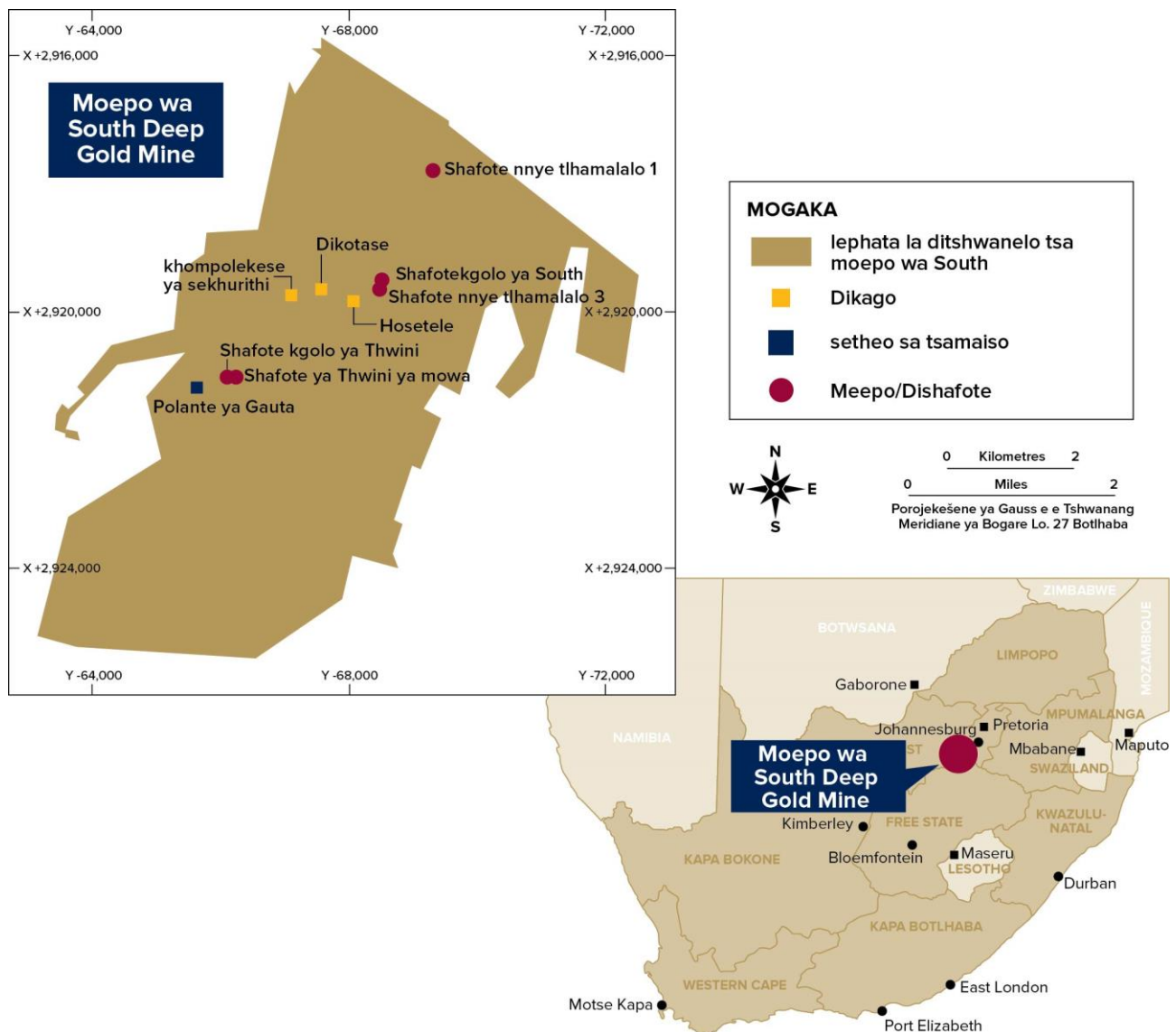
Isingeniso

IGama leNkampani IGold Fields Operations Limited (“GFO”) neGFI Joint Venture Holdings (Pty) Limited (“GFI Holdings”) ezisebenza ngokuhlanganyelana ngokwezikhundla zazo njengabathathi nxaxheba kwiphulo elihlanganyelweyo elingasekwanga ngokusemthethweni elaziwa ngokuba yiSouth Deep Joint Venture	Indawo okuyo umgodi: ISouth Deep ikwiFama iModderfontein, Old Vereeniging Road, imi kwisithili sikamantyi saseWestonaria (malunga neekhilomitha ezingama-45 zomzantsi ntshona weJohannesburg) kwiPhondo laseGauteng kwaye kungenwa ngendlela eku-N12 okanye ngo-R28 (eRandfontein / Westonaria)
IGama lokuSebenza South Deep Gold Mine	Impahla yayo: Yigolide, isilivere, inikheli, iyureniyam, ubhedu nephayirayithi
IDilesi yeSitalato: South Deep Farm Modderfontein Old Vereeniging Road Westonaria	IXesha loBukho boMgodi: Ilungelo lezemigodi lomyalelo omtsha liqale ngowe-13 Julayi 2010 ithuba leminyaka engama-30, eliphelelwa ngowe-12 Julayi 2040. IXesha loBukho boMgodi elithelekelelwayo kwimisebenzi linabela ku-2101 ukususela ngoDisemba 2021. ISouth Deep inokhetho lokufaka isicelo sokuvuselela ilungelo lokwemba imigodi kwiintsuku ezingama-90 eziphambi kokuphelelwa kwelungelo lokwemba imigodi.
Contact details: Tel: (011) 411 1000 Fax: (011) 411 1588	UNyakamali woMgodi: 01 Januwari – 31 Disemba
UmNtu onoXanduva: USekela Mongameli weSigqeba – UMmandla wase-SA	UNyaka wokuNika iNgxelo yoNyaka we-SLP: Ngowama-31 Matshi wonyaka ngamnye

1.2 Indawo

UMgodi weGolide iSouth Deep: INdawo Jikelele ezikuyo iiAsethi ezineXabiso

Isazobe 1: UMgodi weGolide iSouth Deep: INdawo Jikelele ezikuyo iiAsethi ezineXabiso



1.3 IMvelaphi yabaSebenzi nabeeKontraki ngokweJografi ukususela ngowama-31 Julayi 2022¹

Ukohlukaniswa kwemvelaphi ngokwejografi kwabasebenzi abangamawaka amane amakhulu alithoba namashumi asixhenxe anesihlanu (4 975) kunikwe ngezantsi:

ITheyibhile 1: IMvelaphi yabaSebenzi ngokweJografi

IPhondo	Inani elipheleleyo labasebenzi baseSouth Deep emgodini
EGauteng	1 107
EMpuma Koloni	416
KwaZulu-Natal	165
ELimpopo	159
KumNtla Ntshona	117
EFreyistata	114
EMpumalanga	83
KumNtla Koloni	7
ENTshona Koloni	1
Bephelele: AbaSebenzi ngePhondo	2 169
Kwamanye amaZwe	
Mozambique	168
Lesotho	110
Swaziland	21
Botswana	12
Zimbabwe	9
Zambia	2
Bephelele: Abasebenzi abavela kwamanye amazwe	322
ABASEBENZI BEPHELELE	2491

¹ Ngokombono woMjikelo III oMiselwe ngokutsha we-SLP, isiseko siza kusebenza kwiZicwangciso noJoliso luka-2023 no-2024

Itheyibhile 2: IMvelaphi yabeeKontraki ngokweJografi

IPhondo	Inani elipheleleyo labeeKontraki baseSouth Deep emgodini
EGauteng	1 537
EMpuma Koloni	255
KumNtla Ntshona	133
KwaZulu-Natal	119
EMpumalanga	86
EFreyistata	84
ELimpopo	83
KumNtla Koloni	22
ENTshona Koloni	3
Bephelele: AbeeKontraki ngePhondo	2 322
Kwamanye amaZwe	
Mozambique	86
Lesotho	33
Zimbabwe	33
Zambia	5
Finland	2
Malawi	1
DRC	1
Swaziland	1
Bephelele: AbeeKontraki abavela kwamanye amazwe	162
BEPHELELE	2 484

ICANDELO

2



INKQUBO YOPHUHLISO LWEMICIMBI

ICANDELO 2

INKQUBO YOPHUHLISO LWEMICIMBI

2.1	UkuThobela umThetho woPhuhliso lwezaKhono	14	2.14	liNkqubo zoQeqesho kuluNtu oluChaphazelekayo	31
2.2	ISicwangciso soPhuhliso lwezaKhono	15	2.14.1	INKqubo yeMathematika nezeNzululwazi	31
2.2.1	IziBonelelo zoQeqesho (ezobuChwepheshe nezingeZizo ezobuChwepheshe)	16	2.14.2	IziFundo zobuNjineli kwiKholeji ye-FET	32
2.3	AmaNqanaba eMfundo abaSebenzi boMgodi waseSouth Deep	18	2.14.3	liNdleko zeSikim seMali yokuBonelela ngokuFunda eZikolweni iBanga 10-12	32
2.4	IziThuba ekuNzima ukuziGcwalisa	19	2.14.4	INKqubo yeNkxaso yeziKolo	33
2.5	IMfundo noQeqesho lwabaDala (Adult Education and Training) (AET)	21	2.14.5	INKqubo yabaNtu abanokuKhubazeka (People with Disabilities) (PWD)	33
2.6	UkuFanelekela ukuFunda okuSisiseko (Foundational Learning Competence) (FLC)	22	2.14.6	INKqubo yabaQeqeshwayo abasebaTsha kuluNtu (Community Cadet Programme) (CCP)	33
2.7	UkuFundela ukuFumana aMava useMsebenzini	23	2.15	ISicwangciso seNkqubela kwiKhondo loMsebenzi	34
2.8	UPhuhliso lokuPhatha nobuNkokeli	25	2.15.1	liNdlela zamaKhondo eMisebenzi	35
2.9	IiMali eziNikelwe ukuFunda	27	2.15.2	Isakhono	39
2.10	UNcedo lokuFunda	27	2.15.3	ULawulo lweTalente	40
2.11	INKqubo yabaneziDanga	28	2.15.4	UPhuhliso neNkqubela kwizaKhono eziCwangcisiweyo (Structured Skills Development & Progression) (SSDP)	41
2.12	liNkqubo zoQeqesho lwezaKhono ezinguNdoqo	28	2.16	ISicwangciso sobuCebisi	42
2.13	liNkqubo zoQeqesho lwezaKhono ezinokuDluliswa	30	2.17	Ulungiselelo lwezemali – UPhuhliso lweMicimbi eNxulumene nabaSebenzi	42
2.13.1	INKqubo yoPhuculo lwezaKhono ezinokuDluliswa kwabo Badla uMhlalaphantsi kunye nabangenakuPhangela ngenxa yokuGula	30			
2.13.2	UQeqesho lwezaKhono ezinokuDluliswa - Uluntu	31			

ICANDELO 2:

INKQUBO YOPHUHLISO LWEMICIMBI ENXULUMENE NABASEBENZI

Ukuqhutywa kweenkqubo zoPhuhliso oluNxulumene neMicimbi yabaSebenzi (Human Resources Development) (HRD) kuza kulungelelaniswa nesicwangciso sokusebenza sonyaka kunye nohlahlo lwabiwomali kwaye apho wenzekayo, kuhlenganiswe neemfuneko zesicwangciso sokusebenza.

Ngokungqinelana noMmiselo 46(b), eli candelo le-SLP liphathelene kakhulu nesicwangciso seminyaka emihlanu seSouth Deep sokuphumeza ukuphuhlisa ngokuphezulu kwemicimbi yayo enxulumene nabasebenzi. Olu lwazi lulandelayo lunikiwe

- Isicwangciso soPhuhliso lwezaKhono
- Amanqanaba angoku emfundo
- Izithuba ekunzima ukuzigcwalisa
- IMfundo noQeqesho lwabaDala
- UkuFanelekela ukuFunda okuSiseko
- UkuFundela ukuFumana aMava useMsebenzini
- Iinkqubo zezakhono
- IiMali eziNikelwe ukuFunda
- Uncedo lokufunda
- Ukufundela umsebenzi usemsebenzini
- Inkqubo yoqeqesho lwezakhono ezingundoqo
- Izakhono ezinokudluliswa
- Iinkqubo zoqeqesho zoluntu
- Isicwangciso senkqubela kwikhondo lomsebenzi
- zombini inkqubobosikhokelo yomthetho neyolawulo kunye zomThethi woPhuhliso



Molawana wa 46(b) wa MPRDA o tlhoka gore diteng tsa SLP di nne le lenaneo la HRD le le tshwanetseng go akaretsa Leano la Tlhabololo ya Bokgoni le le supang le go bega ka:



maemo a palo le a a badiri (Foromo Q);



palo ya diphatlhatiro tse opereishene ya meepo e sa kgoneng go di tlatsa mo pakeng e e fetang dikgwedi di le 12 le fa go dirilwe maiteko a a kopanetsweng a go thapa batho ba ba tshwanetseng (Foromo R);



leano la tswelopele ya boitshediso le go tsennngwa tirisong ga lone go tsamaelana le leano la tlhabololo ya bokgoni; le



leano la bogakolodi le tsenytirisong ya lone go tsamaelana le leano la tlhabololo ya bokgoni le ditlhoko tsa ditlhopho tsa matlafatso.

Kujoliswe ukuba uMgaqonkqubo we-HRD eSouth Deep uxhase isicwangciso sokusebenza kunye neenjongo zenkampani.

2.1 Compliance with Skills Development Legislation

Isicwangciso se-HRD seSouth Deep siyayinakana imfuno yezakhono nonikezo kwishishini lezemigodi nongqinisiso olukhethekileyo kwizakhono ezingabileyo nezibalulekileyo, kuquka ukuyila iqela labasebenzi abanobuchule, leyo eyinkalo engundoqo yojoliso kwisicwangciso.

I-HRD ilawulwa kuwo onke amanqanaba engqesho kwaye ithathwa njengecandelo elibalulekileyo ekuphumezeni iinjongo zombutho kunye nokuqinisekisa ukuthotyelwa komthetho. Okulandelayo, izicwangciso ze-HRD zomgodi zingqinelaniswa ngokuqhubekayo neziCwangciso zezaKhono zaseMsebenzini (Workplace Skills Plans) (WSP) kwaye zifakwe kwisicwangciso sokusebenza sombutho ukuhlangabezana neemfuneko zophuhliso zexesha elifutshane, ixesha eliphakathi nexesha elide zolwazi kunye nezakhono zabantu.

UMgodi uzibophlele ekuqinisekiseni ukuba abasebenzi bawo, kuqukwa nabo bangabasebenzi beekontraki kunye noluntu lwengingqi banikwa ithuba lokufumana izakhono nobuchule ukuze baphumeze zombini iinjongo zabo bengabodwa kunye nezombutho ngokomxholo wemisebenzi yomgodi kunye neenjongo zophuhliso loqoqosho lwengingqi.

ULwazi oluFunwayo lwe-SETA	Iinkcukacha ze-SETA	
Igama le-SETA:	UGunyaziwe weziQinisekiso weMigodi (Mining Qualifications Authority) (MQA)	
Inombolo yobhaliso nee-SETA ezibandakanyekayo:	L770732933	
UMququzeleli woPhuhliso lwezaKhono:	Emmanuel Bolosha	
Ubungqina bokungeniswa kweSicwangciso sezaKhono zaseMsebenzini kunye nomhla wokungeniswa:	30 Epreli 2022	
Inyathelo	Ukunika ingxelo	UMhla wokuNgenisa
ISouth Deep iza kungenisa i-WSP-ATR to MQA ukuze ifaneleke kwiSicelo seNkxaso eNyanzelekileyo kuqeqesho oluququzelelwa nguMgodi.	Ngonyaka	30 Epreli 2019

2.2 ISicwangciso soPhuhliso lwezaKhono

Impumelelo ezinzileyo yeSouth Deep ilele kubasebenzi abanezakhono ezifanelekileyo ukuze iphumeze iinjongo zayo zesisicwangciso nezokusebenza. UPhuhliso lweMicimbi eNxulumene nabaSebenzi yinxenye engundoqo kananjalo kwindlela yenkampani yokuseka abasebenzi ababonakalisa iidemografi zelizwe. ISouth Deep izibophelele ngokufanelekileyo ekuphuhliseni ulwazi, izakhono kunye nobuchule kubasebenzi bayo xa bebonke, oko kusenziwa ngokuxuba iindlela zokufunda kuquka ukucetyiswa, ukuqeqeshwa, uqeqesho emsebenzini, izifundo ezisesikweni, iinkqubo zezakhono nokufundela umsebenzi usemsebenzini kunye nemisebenzi emiselweyo enatyiweyo.

Ngaphakathi, iinkqubo zokusebenza kunye nolawulo lweetalente zenza kuchongwe iimfuno zoqeqesho kwaye zinike abasebenzi inkxaso ngokokhetho lwamakhondo omsebenzi onokulandelwa, zilungiselela abo banako ukuthatha amxanduva awongezelekileyo okanye amaxanduva awohlukeneyo kwiinkqubo yekhondo lomsebenzi kwixesha elizayo.

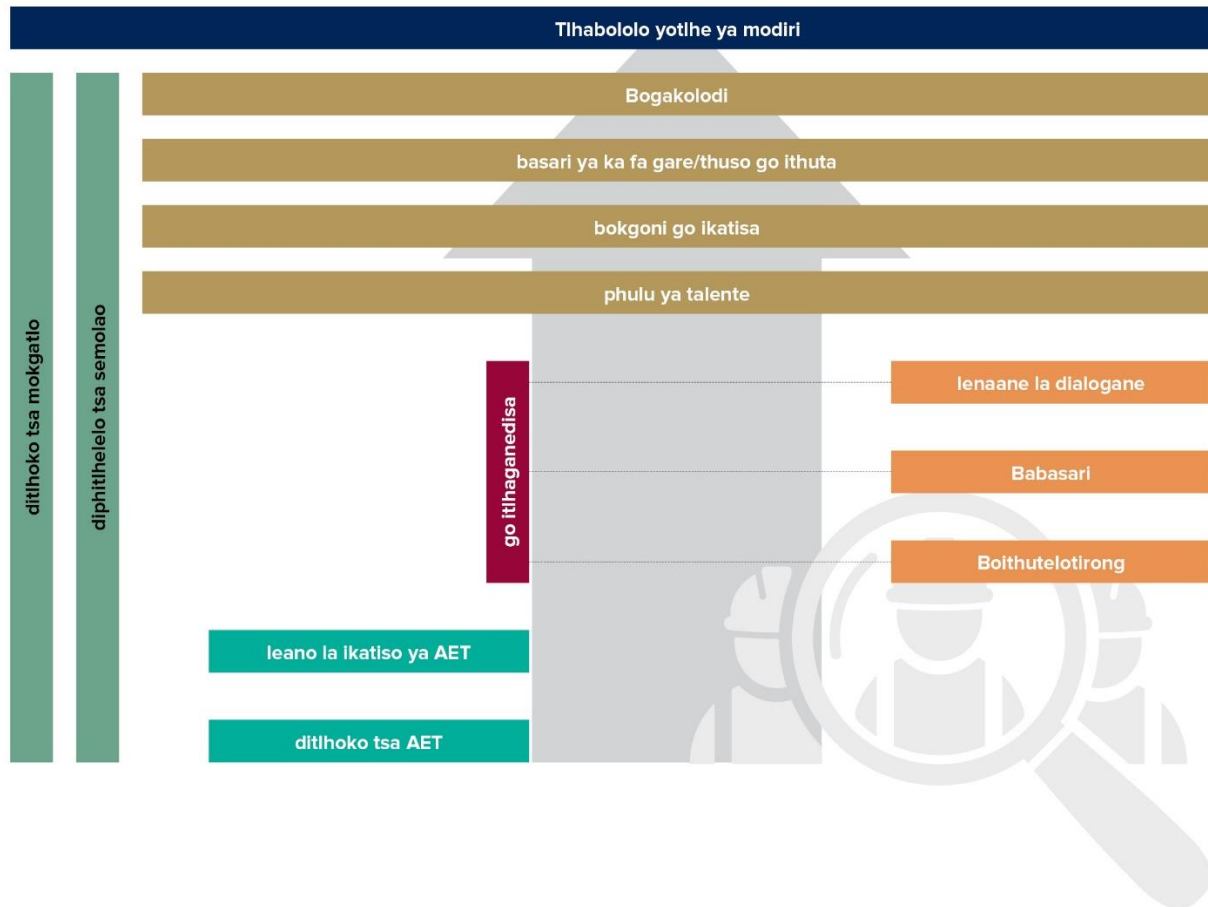
UMgodi ujolise ekunikeni isicwangciso sophuhliso lwezakhono esicazululiweyo esichaza ukuba ujolise ekuzinikeni njani na izakhono zophuhliso lwabasebenzi eziyimfuneko ngokunxulumene noku:
Adult Education and Training (AET);

- IMfundo noQeqesho lwabaDala (Adult Education and Training) (AET):
- Ulwazi lokufunda nokubhala kunye nezakhono zokubala kubasebenzi kunye nabo bangebabo abasebenzi (amalungu oluntu);
- UkuFundela ukuFumana aMava useMsebenzini;
- IiMali eziNikelwe ukuFunda;
- Ukufundela umsebenzi usemsebenzini;
- Amanye amaphulo oqeqesho abonisa iidemografi njengoko kuchaziwe kwiTshatha yeMigodi etshintshiweyo ka-2010 (njengoko itshintshwa ixesha nexesha).

Injongo yeSicwangciso soPhuhliso lwezaKhono iza kuba kukuhlola amanqanaba angoku ezakhono nemfundo. Iziphumo zala mahlolo ziza kusetyenziswa njengesiseko sokunyusa izakhono zabasebenzi bangoku kunye namaphulo ophuhliso lwezakhono wexesha elizayo. ISicwangciso soPhuhliso lwezaKhono siza kwenza isiseko eso amaphulo emfundo, uqeqesho nawophuhliso aza kunikwa ngaso.

Ukuze kuthathelwe ingqalelo ukunqongophala kwezakhono, iSouth Deep iza kuhlangukama namaqumrhu asemthethweni afana noGunyaziwe weziQinisekiso weMigodi (Mine Qualifications Authority) (MQA), ekuphuhliseni isicwangciso sophuhliso lwezakhono esiquka konke ukuqinisekisa ukufumaneke kwezakhono zemigodi kunye nezo zingqalene nokuvelisa, abasebenzi abafanelekileyo kunye noqeqesho lwabasebenzi kwizakhono ezonokusetyenziswa hayi nje emigodini nakumashishini okuvelisa kuphela, kodwa nakumathuba engqesho exesha elizayo Umzamo ngamnye ofanelekileyo uza kwenziwa ukuqinisekisa ukuba iSicwangciso soPhuhliso lweMicimbi eNxulumene nabaSebenzi eSouth Deep sixhasa iSicwangciso soPhuhliso seSizwe (National Development Plan) (NDP) kunye neenjongo soPhuhliso seWaka lemiNyaka ngokunxulumene noku:

- Imfundo (Undoqo)
- IzaKhono neNqesho okanye ukuba nokuQesheka
- ULingano ngokweSini



2.2.1 IZiBonelelo zoQeqesho (ezobuChwepheshe nezingeZizo ezobuChwepheshe)

ISouth Deep ibonelela ngekhathalogu equka konke yeenkqubo zoqeqesho kunye neekhosi ezimfutshane zobucwepheshe eziqhutywa ngababoneleli ngoqeqesho abavunyiweyo. IiNkqubo zoPhuhliso lwesaKhono ezoHlukeneyo zinikwa kwizibonelelo ezilandelayo:

- Ababoboneleli ngonkonzo bangaphandle: ISouth Deep isebenzisa ababoneleli ngeenkonzo bangaphandle abo uninzi lwabo luvunyiwe ngokupheleleyo yi-MQA. Ukongeza, aba baboneleli ngeenkonzo baneenkqubo ezivunyiweyo zabanye ooGunyaziwe beCandelo lezeMfundo noQeqesho (Sector Education and Training Authorities) (ii-SETA), oko okubenza bakwazi ukubonelela ngemfundo noqeqesho oluqondwayo noluvunyiweyo kwiqela lemimandla yezemigodi kunye naleyo ingeyiyo eyemigodi. Ezithile zezakhono neziqinisekiso ezinikwayo zezabasebenzi basemgodini abanikwa izatifiketi zokuqhushumbisa, abaphathi ekuveliseni (umzkl. abaphathi beeshifti), abaphathi ekuveliseni (umzkl. abongameli emgodini) kunye nabaphathi bomgodi. Banika uqeqesho kubafundi bawo onke amanqanaba njengokuba baqala kwabatsha abasanda kungena emgodini ukuya kwinqanaba labaphathi bomgodi. Abafundi banikwa kananjalo iziqinisekiso zesizwe ze-NQF amanqanaba 2 ukuya kwelesi-5.
- IZiko loQeqesho laseSouth Deep: ISouth Deep inamaziko amabini oqeqesho alungiselela ukungeniswa emsebenzini kunye noqeqesho kwizakhonoi zemigodi kwiCentral Training Centre kunye ne-TM3 Training Centre kwiiTwin Shafts. Amaziko oqeqesho anika imfundo noqeqesho ngokukhethekileyo kubasebenzi baseGold Fields South Deep (kuqukwa abeecontraki abanika iinkonzo eSouth Deep).

Iziko loQeqesho elinguNdoqo (iSouth Shaft) linika amangenelelo oqeqesho alandelayo:	I-TM3 Training Centre (Twin Shaft) inika amangenelelo oqeqesho alandelayo:
- Uqeqesho lokungenisa oluquka okulandelayo: - Uqeqesho kwezemali - UQeqesho loNcedo lokuQala - Uqeqesho ekusebenzeni ngokubophelela - IMpilo noKhuseleko - UkuQonda okusiNgqongileyo - Ukufunda nge-elektroniki - Uqeqesho kwiSixhobo sokuVa iGesi (Gas Detection Instrument) (GDI) - Uqeqesho lweNkqubo yokuBona ukuba kuFuphi - Ikhosi yoqeqesho lwasemgodini lweTrans 4 'OoMatshini beMobhayili abangenaMzila ("Trackless Mobile Machines") (TMM)" - Ikhosi yoqeqesho yolawulo lweStrata - Ikhosi yoqeqesho yokubeka kwimo efanelekileyo - Ikhosi yoqeqesho yokufaneleka "A" - Ikhosi yoqeqesho yokufaneleka "B" - Ikhosi yoqeqesho yabancedisi bokuqhushumbisa	- Uqeqesho lwabaqhubi boomatshini luquka bonke ooMatshini abaHamba Phantsi koMhlaba nabeMobhayili abangenaMizila - Uqeqesho koomatshini nombane oluquka oomatshini bonke ooMatshini abaHamba Phantsi koMhlaba nabeMobhayili abangenaMizila kunye nooMatshini bangaPhandle - Inkqubo kaMaxus kuqeqesho lwezo zihamba emzileni - Uqeqesho olunxulumene nolwelo oluhambayo kubunjini obusisiseko - Ikhosi yokuphakamisa ngokukhuselekileyo - Ikhosi esisiseko yolawulo lweentambo namatyathanga

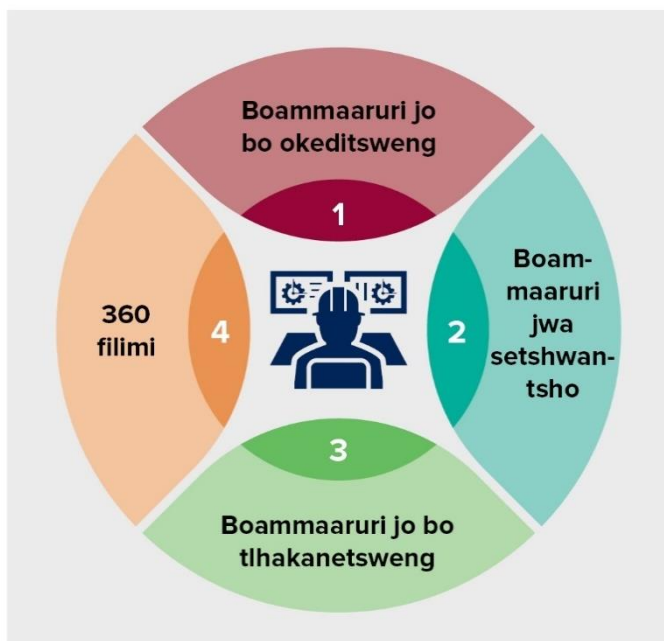
Indlela Yethu yoQeqesho

ISazobe 5: ImiZekelo yaMava okuFunda aThabathekisayo

Iindlela zokufundisa abadala ziyaqhuba zitshintsha ngenxa yokufakwa jikelele ngokukhawuleza kobuchwepheshe kwindawo zokusebenza zala maxesha. ISouth Deep yamkele kwaye iza kuqhuba ukucolisisa okusiNgqongileyo kokuFunda okuThabathekisayo (Immersive Learning Environment) (ILE) leyo eyiyindlela yokufunda ezuze udumo kule minyaka yakutsha nje. Iindlela ezahlukeneyo zokufunda ezithabathekisayo zitshintsha inkalo yophuhliso lwezemfundo, ukufunda nasebantwini.

Ukufunda okuthabathekisayo yindlela yokufundisa nokufunda efaka ubuchwepheshe kwiindlela eziqhelekileyo zokufunda, zibonelela ngeyona mo ingqongileyo yokwenene nevuselelayo yokukhula. Ijolisise kakhulu kumava okufunda ukonyusa isiquatho somfundi ekuqondeni kunye nasekugcineni kunasekukwazini nje komfundi ukuphinda isiquatho.

I-ILE ifaka unxibelelwano lobuxhakaxhaka, oopopayi, kunye nezinye izixhobo zokunxibelelana ukuyila awona mava "athabathekisayo" kubafundi. Olu hlobo lwemfundo/ukufunda lunokusetyenziswa kuzo zombini kwi-intanethi kunye nakumsebenzi wesifundo ohlanganisiweyo owenziwa ngumququzeleli oko kusenziwa ngoopopayi, imidlalo, okanye eminye imisebenzi eyenza ukuba umfundi afumane amava ngqo okuba ufunda ngantoni na.



Amava okufunda athabathekisayo ajolisise ekubandakanyeni abafundi ukuze bafunde ngokugqwesileyo.

2.3 AmaNqanaba eMfundo abaSebenzi boMgodi waseSouth Deep

Ifom yenani kunye namanqanaba emfundo ekubhekiselwe kuyo njengeFom Q (ukususela kuEpreli 2022) kubasebenzi abakhonjiswe ngezantsi. ISouth Deep iza kube iqhuba uphicotho olunzulu lwezakhono neziqinisekiso ngexa lika-2023 ukucolisa ngokungaphaya kunye nokuhlaziya izakhono zabasebenzi bayo kunye neeshedyuli zamangenelelo e-HRD.

Qaphela: Iiprofayili zeetheyibhile 3 no 4 zinxulumene noEpreli 2022 ngexa iiprofayili zabasebenzi nabeekontraki

kwiCandelo 1 zinxulumene neTheyibhile 3 kaJulayi 2022: AmaNqanaba eMfundo abaSebenzi kususela kuEpreli 2022

Ibhendi	I-NQF	Inkqubo endala	Amadoda				Abasetyhini				Kuphelele		Kuphelele
			Abam-Nyama	Abe-Bala	Ama-Indiya	Aba-Mhlophe	Abam-Nyama	Abe-Bala	Ama-Indiya	Aba-Mhlophe	Ama-doda	Aba-setyhini	
IMfundo noQeqesho Jikelele (General Education and Training) (GET)	1	Abangafundanga/Akwaziwa	650	9	14	120	272	5	7	28	793	312	1 105
		IBanga 0/Phambi kokungena isikolo	0	0	0	0	0	0	0	0	0	0	0
		IBanga 1/Sabhu A	0	0	0	0	0	0	0	0	0	0	0
		IBanga 2/Sabhu B	0	0	0	0	0	0	0	0	0	0	0
		IBanga 3/Std 1 /ABET 1	38	0	0	0	0	0	0	0	38	0	38
		IBanga 4/Std 2	21	0	0	0	1	0	0	0	21	1	22
		IBanga 5/Std 3/ABET 2	28	0	0	0	3	0	0	0	28	3	31
		IBanga 6/Std 4	57	0	0	0	0	0	0	0	57	0	57
		IBanga 7/Std 5/ABET 3	75	0	0	0	3	0	0	0	75	3	78
		IBanga 8/Std 6	60	0	0	1	1	0	0	0	61	1	62
		IBanga 9/Std 7/ABET 4	81	0	0	1	5	1	0	1	82	7	89
IMfundo eNgaphaya noQeqesho (Further Education and Training) (FET)	2	IBanga 10/Std 8/N1	65	0	0	22	16	1	0	1	87	18	105
	3	IBanga 11/Std 9/N2	90	0	1	5	46	1	0	0	96	47	143
	4	IBanga 12/Std 10/N3	318	5	0	73	174	3	1	15	396	193	589
	5	I-N4	16	0	0	6	8	0	0	2	22	10	32
	6	N5	7	0	0	2	5	0	0	0	9	5	14
	7	N6	10	0	0	1	3	0	0	1	11	4	15
IMfundo ePhakamileyo noQeqesho (Higher Education and Training) (HET)	8	IiDiploma/iZatifiketi	13	0	0	6	5	0	0	1	19	6	25
	9	Izidanga zokuqala/iidiploma eziphezulu	9	0	0	3	6	0	1	2	12	9	21
	10	Abangafundanga/Akwaziwa	3	1	0	2	4	0	1	0	6	5	11
	11	IBanga 0/Phambi kokungena isikolo	0	0	0	1	0	0	0	0	1	0	1
Total			1 541	15	15	243	552	11	10	51	1 814	624	2 438

Inani namanqanaba emfundo abeeKontraki ukususela ngoEpreli 2022 abonakaliswe ngezantsi. Ukohlukaniswa okungaphaya ngokwamanqanaba emfundo kusaqinisekiswa. Itheyibhile ephelileyo yokwahlukaniswa iza kungeniswa kwibakala lamva njengesihlomelo kwaye uphicotho lwezakhono kunye neziqinisekiso olulandelayo lubhekisele kokungentla.

Itheyibhile 4: AmaNqanaba eMfundo abeeKontraki ukususela ngoEpreli 2022

Ibhendi	I-NQF	Inkqubo endala	Amadoda				Abasetyhini				Kuphelele		Kuphelele
			Abam-Nyama	Abe-Bala	Ama-Indiya	Aba-Mhlophe	Abam-Nyama	Abe-Bala	Ama-Indiya	Aba-Mhlophe	Ama-doda	Aba-setyhini	
IMfundo noQeqesho Jikelele (General Education and Training) (GET)	1	Abangafundanga/Akwaziwa	1 709	46	11	339	179	1	0	23	2 105	203	2 308
		IBanga 0/Phambi kokungena isikolo	0	0	0	0	0	0	0	0	0	0	0
		IBanga 1/Sabhu A	0	0	0	0	0	0	0	0	0	0	0
		IBanga 2/Sabhu B	1	0	0	0	0	0	0	0	1	0	1
		IBanga 3/Std 1 /ABET 1	0	0	0	0	0	0	0	0	0	0	0
		IBanga 4/Std 2	2	0	0	0	0	0	0	0	2	0	2
		IBanga 5/Std 3/ABET 2	2	0	0	0	0	0	0	0	2	0	2
		IBanga 6/Std 4	1	0	0	0	0	0	0	0	1	0	1

Ibhendi	I-NQF	Inkqubo endala	Amadoda				Abasetyhini				Kuphelele		Kuphelele
			Abam-Nyama	Abe-Bala	Ama-Indiya	Aba-Mhlophe	Abam-Nyama	Abe-Bala	Ama-Indiya	Aba-Mhlophe	Ama-doda	Aba-setyhini	
		IBanga 7/Std 5/ABET 3	2	0	0	0	0	0	0	0	2	0	2
		IBanga 8/Std 6	5	0	0	0	0	0	0	0	5	0	5
		IBanga 9/Std 7/ABET 4	4	0	0	0	0	0	0	0	4	0	4
IMfundo eNgaphaya noQeqesho (Further Education and Training) (FET)	2	IBanga 10/Std 8/N1	4	0	0	2	1	0	0	0	6	1	7
	3	IBanga 11/Std 9/N2	11	0	0	2	1	0	0	0	13	1	14
	4	IBanga 12/Std 10/N3	32	0	0	8	6	0	0	1	40	7	47
	5	N4	0	1	0	0	0	0	0	0	1	0	1
	6	N6	1	0	0	0	1	0	0	0	1	1	2
IMfundo ePhakamileyo noQeqesho (Higher Education and Training) (HET)	7	IiDiploma/iZatifiketi	0	0	0	0	0	0	0	0	0	0	0
	8	Izidanga zokuqala/iidiploma eziphezulu	0	0	0	0	0	0	0	0	0	0	0
	9	IziDanga zesiBini / iziDanga ezilandela emva kwezisiBini	0	0	0	0	0	0	0	0	0	0	0
	10	Ubugqirhalwazi	0	0	0	0	0	0	0	0	0	0	0
Total			1 774	47	11	351	188	1	0	24	2 183	213	2 396

2.4 IziThuba ekuNzima ukuziGcwalisa

Itheyibhile 5: IziThuba ekuNzima ukuziGcwalisa

Inqanaba lomsebenzi	Uhlobo lomsebenzi kwisithuba	Kunzima ukuzigcwalisa	Azinamntu	Isizathu esingundoqo sokuba singagcwaliswa isithuba
UMphathi oPhezulu	IiLidi zaseMgodini	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano
	IiLidi zoYilo eMgodini	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano
Iingcali ezinobuchule eziqinisekisiweyo nezinamava kunye nabaphathi abaphakathi	IiNjineli zamaCandelo	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; iTM3 noLawulo lweeAsethi oluHlanganisiweyo
	AbaPhathi be-C&I	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa obuChwepheshe aKhethekileyo
	IiNjineli zamaTye	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano
	IiNgcali zeJoloji zemiThombo	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano
	IiNjineli zokuBhola nokuQhushumbisa	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; IiNkqubo zokuSebenza namaVa eeNkqubo zeMigodi
Abasebenzi abafanelekileyo ngokwezakhono zobuchwepheshe nangemfundo, abaphathi abasezantsi, abaphathi, iifolomani nabalawuli.	AbaKhandi noChwepheshe beziXhobo	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa obuChwepheshe aKhethekileyo
	AbaKhandi beDizili	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa kwiziXhobo ezingenamiZila eziKhathekileyo
	Iincutshe zombane	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa kwiziXhobo ezingenamiZila eziKhathekileyo
	Abadibanisi boomatshini	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa kwiziXhobo ezingenamiZila eziKhathekileyo
	AbaKhadi kwezoMbane/ Abayili	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa kwiziXhobo ezingenamiZila eziKhathekileyo
	AbaSebenzi baseMgodini Jikelele abangekho kwezineMizila	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa eeNkqubo zeMigodi ngaPhantsi koMhlaba
	AbaSebenzi ngeeNtambo neBhola ezingenamiZila kwimiNgxunya eMide	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AMava kwiNtambo zeSimba ne-HP eziKhethekileyo
	AbaSebenzi ngamaPlanga beShafti	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; IziQinisekiso zeBanga 12/NQF 4
	AmaGosa oQeqesho aPhezulu e-ETD	X	X	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; aMava e-ILE, uPhuhliso lwesiQulatho nokuHlanganiswa kobuChwepheshe

Ittheyibhile 6: IziThuba ekunzima ukuziGcwalisa njengoko ziLungelelaniswe kwiSicwangciso sezaKhono eMsebenzini kunye neNgxelo yoQeqesho yoNyaka

Umsebenzi okanye isikhundla sokugqwesa	ISizathu sokuba unqongophale umsebenzi	Faka izimvo malunga nokunqongophala, njengokuba imisebenzi/isiveliso esibalulekileyo kumsebenzi lowo akuhlangatyezwana naso okanye senziwa ngabasebenzi.	Hlobo luni lweenkqubo zokufunda ocebha ukuzithathela ingqalelo koku kunqongophala kumsebenzi?	I-NQF Inqanaba
IiLidi zaseMgodini	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano	Isatifiketi soMphathi woMgodi osemthethweni	INkqubo yabaneziDanga; ISatifiketi sabaPhathi boMgodi	> I-NQF 7
IiLidi zoYilo eMgodini	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano	Uyilo lwesicwangciso noluhlanganisiweyo; IiNkqubo zoYilo lokuSebenza nezakhono zobunkokeli	INkqubo yabaneziDanga; INkqubo yoPhuhliso loYilo lokuSebenza	> NQF 7
IiNjineli zamaCandelo	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; iTM3 noLawulo lweeAsethi oluHlanganisiweyo	Ukufaneleka kubuchwepheshe; TM3 noLawulo lweeAsethi oluHlanganisiweyo	INkqubo yabaneziDanga	> NQF 7
AbaPhathi be-C&I	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa obuChwepheshe aKhethekileyo	Ukufaneleka kubuchwepheshe; UbuChwepheshe obuKhethekileyo (iNewtrax)	INkqubo yabaneziDanga; UkuBa nokuVela kubuChwepheshe	> NQF 7
IiNjineli zamaTye	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano	Itikiti lobuNjineli bamaTye	INkqubo yabaneziDanga; INkqubo yoPhuhliso	> NQF 7
IiNgcali zeJoloji zemiThombo	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano	Inggikelelo yemithombo; Iinkcukacha manani ezijolise kwizithuba kunye nohlalutyo olunxulumeneyo	INkqubo yabaneziDanga; INkqubo yoPhuhliso	> NQF 7
IiNjineli zokuBhola nokuQhushumbisa	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; IiNkqubo zokuSebenza namaVa eeNkqubo zeMigodi	Ulwazi lokusebenza/iinkqubo kunye namava e-LHS	INkqubo yabaneziDanga; INkqubo yoPhuhliso	> NQF 7
AbaKhandi noChwepheshe beziXhobo	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa obuChwepheshe aKhethekileyo	Ukufaneleka kubuchwepheshe; iinkqubo zokusebenza (iNEWTRAX)	INkqubo yabaneziDanga; UkuBa nokuVela kubuChwepheshe	> NQF 5
AbaKhandi beDizili	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa kwiziXhobo ezingenamiZila eziKhathekileyo	Amava aKhethekileyo aNgqalene ne-TM3	UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi kwi-MQA	> NQF 4
Iincutshe zombane	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa kwiziXhobo ezingenamiZila eziKhathekileyo	Amava aKhethekileyo aNgqalene ne-TM3	UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi kwi-MQA	> NQF 4
Abadibanisi boomatshini	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa kwiziXhobo ezingenamiZila eziKhathekileyo	Amava aKhethekileyo aNgqalene ne-TM3	UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi kwi-MQA	> NQF 4
AbaKhadi kwezoMbane/ Abayili	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa kwiziXhobo ezingenamiZila eziKhathekileyo	Amava aKhethekileyo aNgqalene ne-TM3	UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi kwi-MQA	> NQF 4
AbaSebenzi baseMgodini Jikelele abangekho kwezineMizila	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AmaVa eeNkqubo zeMigodi ngaPhantsi koMhlaba	EzeMigodi zingenaMizila Phantsi koMhlaba naMava e-LHS	UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi kwi-MQA	> NQF 4
AbaSebenzi ngeeNtambo neBhola ezingenamiZila kwimiNgxunya eMide	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; AMava kwiNtambo zeSimba ne-HP eziKhethekileyo	AmaVa kwiNtambo zeSimba, Rhino ne-HP eziKhethekileyo	UQeqesho loMsebenzisi weeNtambo zokuBhola eziKhethekileyo ne-O4R	> NQF 4
AbaSebenzi ngamaPlanga beShafti	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; IziQinisekiso zeBanga 12/NQF 4	Ukufaneleka kubuchwepheshe neziQinisekiso zeBanga-12/ NQF 4	INkqubo yoPhuhliso yoMsebenzi ngamaPlanga kwiShafti/uNcedo lwezeMfundo	> NQF 4

Umsebenzi okanye isikhundla sokugqwesa	ISizathu sokuba unqongophale umsebenzi	Faka izimvo malunga nokunqongophala, njengokuba imisebenzi/isiveliso esibalulekileyo kumsebenzi lowo akuhlangatyezwana naso okanye senziwa ngabasebenzi.	Hlobo luni lweenkqubo zokufunda ocebha ukuzithathela ingqalelo koku kunqongophala kumsebenzi?	I-NQF Inqanaba
AmaGosa oQeqesho aPhezulu e-ETD	ISakhono esiNqabileyo, Ubuchule nokuBalulekileyo kwiyaNtlukwano; aMava e-ILE, uPhuhliso lwesiQulatho nokuHlanganiswa kobuChwepheshe	Amava e-ILE, uPhuhliso lwesiQulatho kunye naMava okuHlanganisa ubuChwepheshe	UkuVelisa nokuSebenzisa i-ILE, uMsebenzi nge-HRD kiunye neeKhosi zokuSetyenziswa kwe-3D/VR	> I-NQF 6

2.5 IMfundo noQeqesho lwabaDala (Adult Education and Training) (AET)

I-AET iquka ibhloko yokwakha esisiseko yophuhliso lwezakho zokusebenza kunye nenkqubela yendlela yekhondo lomsebenzi onokulandelwa. Ibonelela ngendawo yokungena ebantwini ukuba bangaqala i-AET iNqanaba 1 kwaye baqhubeka kwindlela leyo yokufunda baze bafumane i-AET iNqanaba 4 (isiqinisekiso se-NQF 1), oko okunika ufikelelo kwiinkqubo kunye nezifundo zezakhono ezijonge emsebenzini kwindlela yokufundela ikhondo lomsebenzi onokulandelwa.

ISouth Deep iye yayiqwalasela kwakhona indlela yayo yokungena xa uqala umsebenzi kunye nendlela esetyenziswayo ekukhethelweni unyuselo yaya kwiBanga le-12 okanye i-NQF iNqanaba 4. Ukunika abasebenzi asele bekhona ithuba lokuphucula iziqinisekiso zabo zemfundo uMgodi uza kujolisa ekuchongeni abasebenzi ngophicotho olulandelayo lwezakhono neziqinisekiso. Aba basebenzi baza kunikwa ithuba lokungena kwaye baqhubeka nenkqubo zokuphucula imfundo ze-AET kwaye ijolise kwinkqubela yabafundi be-AET iNqanaba 4 kwinkqubo yokuFunda esiSiseko. Abasebenzi abaqhubela phambili baye ngaphaya kwe-AET iNqanaba 4 kunye nabasebenzi abafanelekileyo kwiindidi ezinganeno ze-NQF iNqanaba 4 baza kuba nofikelelo kwiinkqubo zemfundo ezingqinelanayo ezijolise ekufumaneni iBanga le-12 okanye i-NQF iNqanaba 4.

ISouth Deep iza kuqinisekisa ngokungaphaya ukuba amalungu oluNtu oluChaphazelekayo anikwa ithuba lokuba afunde ngokuphunyezwa kweenkqubo ze-AET. Okuphambili okuqhuba isicwangciso se-AET kuhamba namaphulo okwazisa kuwo nangaphandle kwawo uMgodi ukutsala abasebenzi basemgodini kunye namalungu oluntu oluchaphazelekayo.

linkqubo ezilandelayo ze-AET ziza kunikwa:

AET	iNqanaba 1	IBakala 1	IBanga 3	
	iNqanaba 2	IBakala 3	IBanga 5	
	iNqanaba 3	IBakala 5	IBanga 7	
	I-NQF1	iNqanaba 4	IBakala 7	IBanga 9

Ukulinganiswa kobulunga kwisiquqatho, ukunikwa kwesiquqatho esimiselweyo kunye nezibonelelo zoqeqesho eziza kuHlangabezana neemfuneko ze-MQA. I-AET iza kunikwa abasebenzi kunye namalungu oluntu njengenxenywe yenkqubo ye-HRD yeSouth Deep. Izibonelelo zeeklasi zinikwa yiSouth Deep ukunika i-AET kubasebenzi namalungu oluntu oluchaphazelekayo.

Ngaphandle kwemingeni elijongene nayo ishishini lezemigodi xa lilonke ngokuphathene ne-AET, iSouth Deep ihlangabezane nemingeni eyahlukeneyo kananjalo ekuthatheni abasebenzi kwi-AET. Le mingeni iqala ekuzeni kwabafundi ukuya kumdlala ongekho phakathi kwecandelo labemi ngenxa yobudala babo, uninzi lwabo lusondela kubudala bokuthatha umhlalaphantsi. Nakuba kunjalo iSouth Deep iyaqhuba ukubakhuthaza abasebenzi ukuba babhalise.

Itheyibhile 7: Ubude bexesha le-AET ngeNqanaba

UBude beXesha le-AET ngeNqanaba	Ubude bexesha (ixesha elipheleleyo)	Okulingana neBanga
INqanaba 1 (IsiNgesi noLwazi nobuchule bokuBala)	linyanga ezi-6	Std 1/iBanga 3
INqanaba 2 (IsiNgesi; uLwazi nobuchule bokuBala noNxulumano nabaNye kunye noluNtu) L	linyanga ezi-6	Std 3/iBanga 5
INqanaba 3 (IsiNgesi; uLwazi nobuchule bokuBala; uNxulumano nabaNye kunye noluNtu kunye nezeMigodi)	linyanga ezi-6	Std 5/iBanga 7
INqanaba 4 (IsiNgesi; uLwazi nobuchule bokuBala; uNxulumano nabaNye kunye noluNtu; iiNzululwazi zeNdalo nezeMigodi ezikhethwayo)	ezili-12	Std 7/iBanga 9

Iskhokelo se-AET ngeNqanaba

ISouth Deep iza kunika izifundo ze-AET ngenjongo yokuphucula inqanaba elikhoyo ngoku lemfundo labasebenzi kunye namalungu ayo oluntu. Zonke iiklasi ziza kunikwa ngokusekelwe kwixesha elipheleleyo kwaye kuza kwenziwa ulungiselelo lokuba abasebenzi basemgodini baye ixesha elipheleleyo ngexa leeshifti abangaphangeliyo ngazo.

Abasebenzi baza kuchongwa ngenkqubo yokuqinisekiswa kwemfundo kwaye ukuba ngaba umsebenzi uyalala ithuba lokuya kwi-AET, kuza kufunwa ukuba agcwalise isibhengezo esisayiniweyo esiqinisekisa isigqibo sakhe.

Itheyibhile 8: Abantu abathathiweyo kwi-AET (kuluNtu)

INqanaba le-AET	UJOLISO				
	2020	2021	2022	2023	2024
Uluntu	226	213	276	80	80
Kuphelele	226	213	276	80	80

Itheyibhile 8a: Abantu abathathiweyo kwi-AET (abaSebenzi –ngokuziThandela)

INqanaba le-AET	UJOLISO				
	2020	2021	2022	2023	2024
Abasebenzi	0	0	0	10	10
Kuphelele	0	0	0	10	10

Itheyibhile 9: IiNdleko ze-AET

IiNdleko ze-AET	UJOLISO				
	2020	2021	2022	2023	2024
Uluntu	226	213	276	80	80
Abasebenzi				10	10
Izinga eliphakathi ngomthathi nxaxheba	R33 508	R35 518	R37 650	R39 909	R42 304
Kuphelele	R7 572 808	R7 565 334	R10 391 400	R3 591 810	R3 807 360

2.6 UkuFanelekela ukuFunda okuSisiseko (Foundational Learning Competence) (FLC)

ISouth Deep iza kunika amalungu oluntu ithuba lokuthatha inxaxheba kwinkqubo ye-FLC kunxibelelwano nemathematika. I-FLC kuNxibelelwano iphuhlisa ulwazi olusisiseko lwabathathi nxaxheba lolwimi kunye neenkqubo zokucinga ezifunekayo ekunxibelelaneni ngempumelelo emsebenzini. Inkqubo iphuhlisa izakhono zokufunda, ukubhala, ukuthetha nezokumamela eziza kwenza umfundi asebenze ngokugqwesileyo emsebenzini, ajongane ngempumelelo nokufunda okungaphaya kwaye ekugqibeleni afikelele kwimathiriyeli yoqeqesho lwasemsebenzini kunye namahlolo axnulumeneyo. UNxibelelwano lwe-FLC lubhalisiwe kwi-NQF iNqanaba 2 kwaye luneekhredithi ezingama-20.

ULwazi nobuchule bokuBala kwiMathematika lwe-FLC lunika abafundi isiseko esoneleyo sokumelana neemfuno zemathematika kuqeqesho lwasemsebenzini kunye nokumelana ngokunentsingiselo kwiimeko zokwenene zobomi ezibandakanya imathematika. ULwazi nobuchule bokuBala kwiMathematika luza kusebenza kananjalo njengesiseko sophuhliso olungaphaya lomntu kwiingqiqo zemixholo yolwazi nobuchule bokubala kwimathematika ezinokungqalana nomsebenzi.

Itheyibhile 10: Ukuthathwa kwabantu kwi-FLC (Kungaqukwa abaQhubekayo)

I-FLC (amalungu oluntu)	UJOLISO				
	2020	2021	2022	2023	2024
I-FLC:UNxibelelwano noLwazi nobuchule bokuBala	21	35	55	10	10
Kuphelele	21	35	55	10	10

theyibhile 11:

Iindleko ze-FLC	UJOLISO				
	2020	2021	2022	2023	2024
Abathathi nxaxheba	21	35	55	10	10
Izinga eliphakathi ngomthathi nxaxheba	R5 618	R5 955	R6 312	R6 690	R7 092
Kuphelele	R117 978	R208 425	R347 160	R66 900	R70 920

2.7 UkuFundela ukuFumana aMava useMsebenzini

Ukufundela ukufumana amava usemsebenzini kubhalisiwe kunye neenkqubo zokufunda ezivunyiweyo ezikhokelela kwisiqinisekiso esibhalisiwe kuGunyaziwe weziQinisekiso waseMzantsi Afrika (South African Qualifications Authority) (SAQA). Ukufundela ukufumana amava usemsebenzini kuquka umxube wokufunda okuxutyiweyo, amava omsebenzi wasemsebenzini aphuculwe ngokusebenza. Iinkqubo zokufundela ukufumana amava usemsebenzini zezinye zeendlela ezichongwayo kananjalo zokuphumeza izakhono zokusebenza ngezandla kwaye ngokwenza njalo kuncitshiswa iimpembelelo ezimbi zokunciphisa abasebenzi nokudenda. Ukufundela ukufumana amava emsebenzini kunikwa ngokohlobo:

1	2
UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi (18.1 UkuFundela ukuFumana aMava useMsebenzini: umThetho woPhuhliso lwezaKhono, 97 ka-1998, icandelo 18.1)	UkuFundela ukuFumana aMava useMsebenzini kwamaLungu oluNtu (18.2 UkuFundela ukuFumana aMava useMsebenzini: umThetho woPhuhliso lwezaKhono, 97 ka-1998, icandelo 18.2)

ISouth Deep ibonelela ngokufundela ukufumana amava usemsebenzini kwiinkalo zokuvelisa ezingundodo, ezizezi ezemigodi nobunjini. Ubuncinane bobude bexesha longokufundela ukufumana amava usemsebenzini kwezemigodi ziinyanga ezili-18 kwaye ukufundela ukufumana amava usemsebenzini kwezobunjini ziinyanga ezingama-24 ukuya kwezingama-36. Konke ukufundela ukufumana amava usemsebenzini kuza kuvunywa kwaye kwamkelwe yi-MQA ngokunjalo liBhunga loMgangatho loRhwebo neMisebenzi (Quality Council For Trades and Occupation) (QCTO).

Ukufumaneka kokufundela ukufumana amava usemsebenzini kuxhomekeke kwiimfuno zesakhono senkalo ethile, ngokunjalo nokufumaneka kokufundela ukufumana amava usemsebenzini okuvela kooGunyaziwe boQeqesho kwiMfundo (Skills Education Training Authorities) (iiSETA) bohlukeneyo. Kuyaqondwa ukuba ukudalwa kwemisebenzi kuluntu lwengingqi kufuneka kuquke amathuba kulutsha.

Ukubhalisela ukuFundela ukuFumana aMava useMsebenzini kuza kunika amathuba abantu abatsha ukuba bahlale kwiindawo zabo kwaye bafake isandla ekukhuleni koqoqosho lommandla wabo. Ukufundela ukufumana amava usemsebenzini kuya kunatyselwa kumaqela abemi awohlukeneyo kuquka nabasetyhini. Amajelo okufundela ukufumana amava usemsebenzini kuzo zombini ezemigodi nobunjini aza kumiselwa yiSouth Deep ngokusekelwe kunyaka emva kokuthathela ingqalelo izakhono ezifunekayo eMgodini.

Itheyibhile 12: UkuThathwa kwabaNtu abaFundela ukuFumana aMava eMsebenzini (Ezobunjini kunye neZinye)

Unyaka	Isimo	UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi kubuNjineli		IiNjineli eziseZantsi	AbaQhubi abaLawula iNjini yeKheyibhile	Umkhwelisi wabantu
		18.1	18.2		18.1	18.1
2020	Abaqhubekayo	12	27	8	0	0
	UkuThathwa kwabaNtu abaTsha	0	0	0	0	0
2021	Abaqhubekayo	6	9	3	0	0
	UkuThathwa kwabaNtu abaTsha	0	13	0	0	0
2022	Abaqhubekayo	6	18	2	0	0
	UkuThathwa kwabaNtu abaTsha	1	16	0	0	0
2023	Abaqhubekayo	1	29	0	0	0
	UkuThathwa kwabaNtu abaTsha	4	6	0	1	1

Unyaka	Isimo	UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi kubuNjineli		IiNjineli eziseZantsi	AbaQhubi abaLawula iNjini yeKheyibhile	Umkhwelisi wabantu
		18.1	18.2		18.1	18.1
2024	Abaqhubekayo	5	35	0	0	0
	UkuThathwa kwabaNtu abaTsha	4	6	0	1	1
Kuphelele	Abaqhubekayo	30	118	13	0	0
Kuphelele	UkuThathwa kwabaNtu abaTsha	9	41	0	2	2

Qaphela: Ukuthathwa kweenjineli eziseZantsi ku-2023 no-2024 kuqukwe phantsi kuka 2.11 ngezantsi

Itheyibhile 13: IiNdleko kwabaFundela ukuFumana

AbaFundi bobuNjineli		UJOLISO				
		2020	2021	2022	2023	2024
18.1 Abafundi	Abonyulwa	12	6	7	5	9
	Izinga eliPhakathi / uMonyulwa	R179 232	R194 014	R200 196	R212 207	R224 940
18.2 Abafundi	Abonyulwa	27	22	34	35	41
	Izinga eliPhakathi / uMonyulwa	R179 232	R194 014	R200 196	R212 207	R224 940
IiNjineli eziseZantsi	Abonyulwa	8	3	2	0	0
	Izinga eliPhakathi / uMonyulwa	R179 232	R194 014	R200 196	R0	R0
Kuphelele		R8 423 904	R6 014 434	R8 608 428	R8 488 280	R11 247 000

Itheyibhile 14: UkuThathwa kwabaFundela ukuFumana aMava eMsebenzini (Ezemigodi)

Unyaka	Isimo	Abasebenzi basemgodini abangabafundi	
		18.1	18.2
2020	Abaqhubekayo	1	6
	UkuThathwa kwabaNtu abaTsha	0	0
2021	Abaqhubekayo	0	1
	UkuThathwa kwabaNtu abaTsha	0	1
2022	Abaqhubekayo	0	1
	UkuThathwa kwabaNtu abaTsha	3	1
2023	Abaqhubekayo	15	6
	UkuThathwa kwabaNtu abaTsha	7	3
2024	Abaqhubekayo	18	9
	UkuThathwa kwabaNtu abaTsha	7	3
Kuphelele	Abaqhubekayo	34	23
Kuphelele	UkuThathwa kwabaNtu abaTsha	17	8

Ittheyibhile 15: IiNdleko kabaFundela ukuFumana aMava eMsebenzini (Ezemigodi)

AbaFundi kwezemigodi		UJOLISO				
		2020	2021	2022	2023	2024
18.1 Abafundi	Abonyulwa	1	0	3	22	25
	Izinga eliPhakathi / uMonyulwa	R179 232	R194 014	R200 196	R212 207	R224 940
18.2 Abafundi	Abonyulwa	6	2	2	9	12
	Izinga eliPhakathi / uMonyulwa	R179 232	R194 014	R200 196	R212 207	R224 940
Total		R1 254 624	R388 028	R1 000 980	R6 578 417	R8 322 780

2.8 UPuhhliso lokuPhatha nobuNkokeli

Uphuhliso lwabasebenzi ngeenkqubo ezahlukeneyo zokuphatha nezobunkokeli kubalulekile kwimpumelelo yexesha elide yeSouth Deep. UMGodi uza kunika ikontraki iqela lababoneleli ngeenkono ukuba bancede kuphuhliso lweenkqubo zokuphatha nezolawulo ezichazwe kwiTheyibhile 16. Abafundi bophuhliso lokuphatha nobunkokeli baza kuthathwa emsebenzini kwaye baphuhliswe ngendibaniselwano eqhubeka besemsebeznini kunye noqeqesho lwaseklasini.

Ittheyibhile 16: IiNkqubo zoPhuhliso lokuPhatha nobuNkokeli

INkqubo yoPhuhliso	INjongo yeNkqubo yokuFundela ukuFumana aMava eMsebenzini
Ukuphatha	Inkqubo ijolise ekuxhobiseni umphathi ngqo ngamnye onoxanduva lokongamela abasebenzi ngolwazi oluyimfuneko kunye nezakhono eziyimfuneko koku: • Ukuphuhlisa, ukukhokela nokuvuselelela amaqela abasebenzi avelisayo • Ukuqinisekisa ukuba onke amalungu eqela aphuhliswa afike apho anokufika khona ngokupheleleyo.
UbuNkokeli obunaMandla	Isiqinisekiso sijoliswe kubaphathi abasezantsi bemibutho emincinci, abaphathi abanoxanduva lokongamela abasebenzi beeyunithi zeshishini kwimibutho ephakathi nemikhulu, okanye abo balangazelela ezi zikhundla. Abaphathi abasezantsi baquka iinkokeli zamaqela, abaphathi, iifolomani, neentloko zamacandelo. Sibeka isiseko sophuhliso lolawulo olungaphaya. Ujoliso lwesi siqinisekiso kukwenza ukuba abafundi baphuhle ubuchule kulwazi, izakhono, izimvo neenqobo ezisemgangathweni
ISatifiketi soMphathi woMGodi sobuChule	ISatifiketi sabaPhathi boMGodi iNxenye A = IJoloji 1+2 1 = IThiyori 2 = Umsebenzi owenziwayo oyilelwe ukuxhobisa abo babhalisileyo ngolwazi olufunwayo lwethiyori yamava ejoloji asisiseko kwezemigodi zelite eliqinileyo eliqulethe isinyithi eMzantsi Afrika, ngokunjalo nalo lonke ulwazi olunokusetyenziswa emsebenzini ukuzoba amacandelo ejoloji kunye nokutolika umngxuma wesitsalamanzi. Ikhozi inikwa ngezigaba ezibini: ithiyori yeentsuku ezili-10, isicwangciso seentsuku ezi-5 kunye nokuzotywa kwecandelo.
INkqubo yoPhuhliso lokuPhatha	Ukuphuhlisa izakhono zokuphatha nobunkokeli zabasebenzi abakwizikhundla zokuphatha kunye /okanye abo bazichongelweyo, kwixesha elizayo ukuba bangene kwiindima zokuphatha kunye/okanye zobunkokeli. Abantu bengabodwa baza kuzuza ulwazi kunye nengqiqo kulawulo lwabo lwendalo kunye nezimbo zobunkokeli, kunye nendlela abanokunyusa ngayo izimbo zabo kwaye balawule kwaye bakhokele ngempumelelo amaqela.
INkqubo yoPhuhliso lokuPhatha ePhambili	Ilungisa abaphathi abanezakhono eziphezulu kwiindima zobunkokeli beshishini. Iphakamsia igalelo lobunkokeli kwaye isuse ujoliso kulawulo lwemisebenzi iluse kubukhokeli besicwangciso.

Ittheyibhile 17: ISicwangciso soPhuhliso lokuPhatha nobuNkokeli

INkqubo yoPhuhliso	UJOLISO				
	2020	2021	2022	2023	2024
IKhosi yoMphathi weShifti	1	10	24	0	0
INkqubo yoPhuhliso lobuNkokeli	48	290	338	30	30
UbuNkokeli obunaMandla	8	28	18	10	10
ISatifiketi soMphathi woMgodi sobuChule	6	1	2	2	2
INkqubo yoPhuhliso lokuPhatha	31	31	30	22	22
INkqubo yoPhuhliso lokuPhatha ePhambili	21	15	13	5	5

Ittheyibhile 18: IiNdleko zoPhuhliso lokuPhatha nobuNkokeli

Development Programme		UJOLISO				
		2020	2021	2022	2023	2024
IKhosi yoMphathi weShifti	Abonyulwa	1	10	24	0	0
	Izinga eliPhakathi / uMonyulwa	R11 236	R11 910	R12 625	0	0
INkqubo yoPhuhliso lobuNkokeli	Abonyulwa	48	290	338	30	30
	Izinga eliPhakathi / uMonyulwa	R22 472	R23 820	R25 250	R26 765	R28 370
UbuNkokeli obunaMandla	Abonyulwa	8	28	18	10	10
	Izinga eliPhakathi / uMonyulwa	R33 708	R35 730	R37 874	R40 146	R42 555
UMphathi woMgodi/ISatifiketi sokoNgamela sobuChule	Abonyulwa	6	1	2	2	2
	Izinga eliPhakathi / uMonyulwa	R44 944	R47 641	R50 499	R53 528	R56 740
INkqubo yoPhuhliso lokuPhatha	Abonyulwa	31	31	30	22	22
	Izinga eliPhakathi / uMonyulwa	R84 270	R89 326	R94 666	R89 785	R95 172
Adv. INkqubo yoPhuhliso lokuPhatha	Abonyulwa	21	15	13	5	5
	Izinga eliPhakathi / uMonyulwa	R95 506	R101 236	R107 311	R203 106	R215 293
BEPHELELE		R6 247 216	R12 362 627	R13 855 253	R4 302 266	R4 560 379

2.9 IIMali eziNikelwe ukuFunda

ISouth Deep inesikim esisekwe kakuhle semali enikelwa ukufunda esivulelekileyo. Injongo yesikim semali enikelwa ukufunda kukonyusa izakhono, ukuvala isikhewu kwizithuba ekunzima ukuzigcwalisa kunye nezakhono ezingabileyo, kunye nokuxhasa iinjongo zotshintsho eSouth Deep. Iimali ezinikelwa ukufunda zinikwa abafundi abanomdla okanye okwangoku abafunda kwiinkalo ezingundoqo zezemigodi kunye namacandelo eenkonzo. Iimali ezinikelwa ukufunda ziza kunikwa abonyulwa abahlangabezana neenqobo zokulinganisa. Ukukhethwa kwabantu abalawula imicimbi yezemali yemali enikelwe ukufunda kuya kulungelelaniswa neSicwangciso soBulungisa kwiNgqesho seNkampani.

ISouth Deep iya kwabela isixa esiyimfuneko umfundi onikwe imali yokufunda kunyaka ngamnye ubude bexesha lesivumelwano semali enikelwe ukufunda kwaye iza kuhlawulela iincwadi, isibonelelo, indawo yokuhlala, kunye nemali ehlawulelwa ukufunda.

Itheyibhile 19: ISicwangciso seMali eNikelwe ukuFunda (Kuquka abaQhubekayo - "Contin'tn")

INKalo yokuFunda	UJOLISO									
	2020		2021		2022		2023		2024	
	Kusaghubeka	Kugqityiwe	Kusaghubeka	Kugqityiwe	Kusaghubeka	Kugqityiwe	Kusaghubeka	Ujoliso	Kusaghubeka	Ujoliso
Ezemigodi	1	9	1	5	2	19	1	2	3	2
Ukusebenza ngento	1		1		2		4	1	2	1
UbuNjineli			1		2		6	3	7	3
I-MRM	1		1		2					
Iinkonzo (HR, Ezemali, SHE)	3				1		6	4	8	4
BEPHELELE	6	9	4	5	9	19	17	10	20	10

Itheyibhile 20: IiNdleko zeMali eNikelwe ukuFunda (Kuquka abaQhubekayo)

Abantu abalawula imicimbi yemali enikelwe ukufunda	UJOLISO				
	2020	2021	2022	2023	2024
Abantu abalawula imicimbi yemali enikelwe ukufunda	15	9	28	27	30
IZinga eliPhakathi ngomNtu olawula imicimbi yemali enikelwe ukufunda	R137 358	R145 599	R154 335	R127 200	R134 832
BEPHELELE	R2 060 370	R1 310 391	R4 321 380	R3 434 400	R4 044 960

2.10 ISikim soNcedo lokuFunda

Uqeqesho kwimisebenzi yokufundisa lwenza icandelo elibalulekileyo leNkqubo yoPhuhliso lwezakhono yeSouth Deep. Uqeqesho kwimisebenzi yokufundisa lufaka iindlela ezininzi ezahlukeneyo zoqeqesho, kuquka iikhosi ezimiseliweyo, iisemina kunye noqeqesho emsebenzini.

Icandelo elingundoqo loqeqesho kwimisebenzi yokufundisa sisikim sokuzifundela. Esi sikim sinika uncedo lwezemali kubo bonke abasebenzi abasisigxina kwiikhosi zexesha elingaphelelanga lokufunda okukhokela kwisiqinisekiso esivunyiweyo, ukuba nje izifundo ezo ziphakanyisiweyo ziwela kwiinkalo zeshishini leMigodi ezibandakanyekayo. Isikim sokuzifundela sinika abasebenzi amathuba okwandisa uphuhliso lwabo ngokungqinelana neenjongo zobuqu nezombutho. Kubalulekile ukuqaphela ukuba esi sikim siqhutywa sisodwa ngokusekelwe kwicala lekhondo lomsebenzi langoku kumsebenzi njengoko lilungelelaniswa nemiqathango yesikim.

Ulungiselelo lwezemali lwenzelwe esi sikim kuba sisikim esisekelwe ekuzithandeleni.

Itheyibhile 21: ULungiselelo lwemali yokuNcedisa ekuFundeni

UNcedo lokuFunda	UJOLISO				
	2020	2021	2022	2023	2024
Abalufumanayo	12	20	41	Demand Based	Demand Based
IZinga eliPhakathi ngokwalowo uluFumanayo	R42 135	R44 663	R47 343	Per Intervention	Per Intervention
BEPHELELE	R505 620	R893 260	R1 941 063	R500 000	R530 000

2.11 INkqubo yabaneziDanga

ISouth Deep inika uqeqesho olwenziwa ngezandla kubafundi kunye nakubalawuli beemali ezinikelwe ukufunda ngokomsebenzi owenziwa ngamakhefu. Abaqeqeshwa abanezidanga bayamkelwa kananjalo ngoqeqesho lwabo sele bezifumene izidanga zokuqala ngalowo uqeqeshelwa ubugcisa ngamnye esabelwa umcebisi. Ugxininiso lukumthwali sidanga kwaye kukuchonga ulutsha olunokuphuhliswa lwaseMzantsi Afrika obeluhlelekile ngokweMbali (Historically Disadvantaged South African) (HDSA) kwaye kuthathelwe ingqalo kakhulu ulutsha oluvela kuluntu lwengingqi.

Izikhundla zabathwali zidanga abaqeqeshwayo ezinikwa yiSouth Deep zixhomekeke kwiimfuno zokusebenza zoMgodi kwaye ziya kujolisa kwiinkalo ezongundoqo zemigodi kunye neenkonzo zemigodi Bakube aba bafundi beyigqibile inkqubo yabanezidanga, iSouth Deep iya kusebenzisa ukhetho lokuqala ukuba ingaba iyabanika na okanye hayi ingqesho esisigxina abo.

Itheyibhile 22: ISicwangciso seNkqubo yabaneziDanga (Kuquka abaQhubekayo - "Contin'tn")

INKalo yokuFunda	UJOLISO									
	2020		2021		2022		2023		2024	
	Kusaqhubeka	Kugqityiwe	Kusaqhubeka	Kugqityiwe	Kusaqhubeka	Kugqityiwe	Kusaqhubeka	Ujoliso	Kusaqhubeka	Ujoliso
Ezemigodi					1		8		5	
Ukusebenza ngento/iCandelo lezinyithi	3				1		1			
UbuNjineli/uNjineli oseZantsi					1		2		2	
I-MRM		27		24		28		0		0
- I-Joloji							1		1	
- UbuNjineli bamaTye	5				1		4		2	
- Uphando							1		1	
Iinkonzo (HR, Ezemali, SHE)	4				1		6		5	
BEPHELELE	12	27	0	24	5	28	23	0	16	0

Itheyibhile 23: IiNdlako zeNkqubo yabaneziDanga (Kuquka abaQhubekayo)

INKqubo yabaneziDanga	UJOLISO				
	2020	2021	2022	2023	2024
Amanani	27	24	28	23	16
IZinga eliPhakathi ngonesiDanga	R341 411	R304 440	R322 706	R359 263	R380 819
BEPHELELE	R9 218 097	R7 306 560	R9 035 768	R8 263 049	R6 093 104

2.12 IiNkqubo zoQeqesho lwezaKhono ezinguNdoqo

Ukongeza kuqeqesho oluchazwe ngasentla, iSouth Deep ibonelela ngekhathalogu equka konke yeenkqubo zoqeqesho kunye neekhosi ezimfutshane zobuchwepheshe eziqhutywa ngababoneleli ngoqeqesho abavunyiweyo. IiNkqubo zoPhuhliso lwezaKhono ezoHlukeneyo zinikwa Central Training Centre (South Shaft) kunye nakwi-TM3 Training Centre (Twin Shaft).

Inkqubo yezakhono ezingundoqo zeshishini iquka zonke iimfuneko ezisemthethweni ezixelwe kwiiprofayili zokufaneleka zenkampani, iinkqubo zezakhono zeerejista zesizwe kunye nomthetho wezemigodi obandakanyekayo linkqubo zijoliswe ngokomsebenzi kumangenelelo ezakhono zobuchwepheshe ezijoliswe ekunikeni abasebenzi ulwazi nezakhono eziyimfuneko ezifunekayo ekwenzeni imisebenzi yabo ngempumelelo nangendlela ekhuselekileyo kunye nokunika uphuhliso lwezakhono ezibhekisele ekuqhubekeleni phambili ngokwekhondo lomsebenzi. Uqeqesho lwezempilo nokhuseleko, uqeqesho kokusingqongileyo kunye noqeqesho loncedo lokuqala ziimodyuli ezinyanzelekileyo ezifunekayo kubasebenzi ababuya ekhefini ngokunjalo nakubasebenzi abatsha abazimanya noMgodi.

ISouth Deep iceba ukuphumeza amangenelelo oqeqesho anxulumene nomgodi olunyanzelekileyo okungenisa kwishishini elingundoqo kubasebenzi baseMgodini nakwabeekotraki.

Ittheyibhile 24: ISicwangciso

UQeqesho lwezaKhono ezinguNdoqo	UJOLISO				
	2020	2021	2022	2023	2024
UQeqesho lokuNgenisa lweMpilo, uKhuseleko nokusiNgqongileyo	2 089	3 992	2 409	1 000	1 000
UQeqesho loNcedo lokuQala	1 411	2 990	2 624	1 000	1 000
UPhononongo lweNdlela ayiyo amaTye/uLawulo lweStrata kunye noHlolo lomNgcipheko	4	0	0	50	50
BEPHELELE	3 504	6 982	5 033	2 050	2 050

Table 25: Core Skills Training Cost

Core Skills Training		UJOLISO				
		2020	2021	2022	2023	2024
UQeqesho lokuNgenisa lweMpilo, uKhuseleko nokusiNgqongileyo	Numbers	2 089	3 992	2 409	1 000	1 000
	Average Rate per Learner	R1 124	R1 191	R1 262	R1 337	R1 417
UQeqesho loNcedo lokuQala	Numbers	1 411	2 990	2 624	1 000	1 000
	Average Rate per Learner	R1 124	R1 191	R1 262	R1 337	R1 417
UPhononongo lweNdlela ayiyo amaTye/uLawulo lweStrata kunye noHlolo lomNgcipheko	Numbers	4	0	0	50	50
	Average Rate per Learner	R1 124	R0	R0	R1 337	R1 417
BEPHELELE		R3 938 496	R8 315 562	R6 351 646	R2 740 850	R2 904 850

linkqubo zoqeqesho kwizakhono zobuchwepheshe zenza icandelo elibalulekileyo lamangenelelo oqeqesho nophuhliso kumaqela emisebenzi alandelayo: abasebenzi ngoomatshini, abaqhubi nabasebenzi abenza imisebenzi elula. linkqubo zophuhliso lobuchwepheshe ezinikwa yiSouth Deep zithobela iimfuneko zomgangatho weyunithi we-NQF ne-MQA kwaye ke ngoko zinika abathathi nxaxheba iikhredithi zezakhono ezinokudluliswa ngokubhekisele kwisiqinisekiso esibhalisiweyo se-NQF. linkqubo zezakhono zobuchwepheshe ezinikwa yiSouth Deep zichazwe ngezantsi:

Ittheyibhile 26: ISicwangciso soQeqesho lwezaKhono zobuChwepheshe

Technical Skills Training	UJOLISO				
	2020	2021	2022	2023	2024
Ubuchule A	41	10	54	10	10
Ubuchule B	74	144	261	50	50
Umncedisi wokuqhushumbisa	0	42	15	10	10
UmSebenzi ngamaPlanga weShafti	0	0	0	3	3
UMsebenzi ngezineMizila	10	25	10	5	5
AbaSebenzi ngeeNtambo zokuBhola	62	157	66	8	8
AbaQhubi beeLori eziLayisha imiThwalo emiKhulu	44	86	70	8	8
AbaQhubi be-LHD	188	140	64	8	8
AbaQhubi beziThuthi eziLayisha imiThwalo emiNcinci	159	157	120	8	8
BEPHELELE	578	761	660	110	110

Ittheyibhile 27: IiNdleko zoQeqesho

UQeqesho IwezaKhono zobuChwepheshe		UJOLISO				
		2020	2021	2022	2023	2024
Ubuchule A	Amanani	41	10	54	10	10
	Izinga eliPhakathi ngoMfundi	R44 944	R47 641	R50 499	R53 528	R56 740
Ubuchule B	Amanani	74	144	261	50	50
	Izinga eliPhakathi ngoMfundi	R57 124	R54 191	R57 443	R60 889	R64 542
Umncedisi wokuqhushumbisa	Amanani	0	42	15	10	10
	Izinga eliPhakathi ngoMfundi	R0	R15 483	R16 412	R17 396	R18 440
UmSebenzi ngamaPlanga weShafti	Amanani	0	0	0	3	3
	Izinga eliPhakathi ngoMfundi	R0	R0	R0	R29 425	R31 191
Abasebenzi ngezineMizila	Amanani	10	25	10	5	5
	Izinga eliPhakathi ngoMfundi	R2 247	R2 382	R2 525	R2 676	R2 837
AbaSebenzi ngeeNtambo zokuBhola	Amanani	62	157	66	8	8
	Izinga eliPhakathi ngoMfundi	R21 629	R22 927	R24 303	R25 761	R27 306
AbaQhubi beeLori eziLayisha imiThwalo emiKhulu	Amanani	44	86	70	8	8
	Izinga eliPhakathi ngoMfundi	R21 629	R22 927	R24 303	R25 761	R27 306
AbaQhubi be-LHD	Amanani	188	140	64	8	8
	Izinga eliPhakathi ngoMfundi	R17 978	R19 056	R20 200	R21 412	R22 696
AbaQhubi beziThuthi eziLayisha imiThwalo emiNcinci	Amanani	159	157	120	8	8
	Izinga eliPhakathi ngoMfundi	R7 865	R8 337	R8 837	R9 367	R9 929
Kuphelele		R13 015 423	R18 537 760	R23 649 447	R4 513 753	R4 784 554

2.13 IiNkqubo zoQeqesho IwezaKhono ezinokuDluliswa

2.13.1 INkqubo yoPhuculo IwezaKhono ezinokuDluliswa kwabo Badla uMhlalaphantsi kunye nabangenakuPhangela ngenxa yokuGula

Ukulungelelanisa nokuzibophelela kweSouth Deep kwimpilontle yabasebenzi bethu, uMgodi uceba ukwazisa iNkqubo yoQeqesho yezaKhono ezinokuDluliswa kwabo badla umhlalaphantsi kunye nabasebenzi abangasenako ukusebenza ngenxa yokugula ngo-2023/4. Kugxininiswa ukuba eli phulo aliqhutywa lucamngco lokudenda njengoko kubhekiselwe kulo kwiCandelo 7: ULawulo lokuPhungulwa kwabaSebenzi noDendo, kodwa liyilelwe ukunika inkxaso namathuba kwaba basebenzi. Uqeqesho luza kuqhutywa ngababoneleli ngenkonzo abavunyiweyo, kwaye akukho ntlawulo ngqo iza kwenziwa kubafaki zicelo. Qaphela ukuba le nkqubo kubhekiselwe kuyo phantsi kwecandelo le-SLP ngokomxholo ngenxa ulungiselelo lwayo lwezemali lufakwe phantsi kweCandelo 7.

Ittheyibhile 28: INkqubo yoPhuculo IwezaKhono ezinokuDluliswa

IiNdleko zoPhuculo IwezaKhono ezinokuDluliswa	2023	2024
Abadla uMhlalaphantsi kunye nabaNgakwaziyo ukuGcina uMsebenzi Ngenxa yokuGula	24	27
Izinga ngomntu	R59 150	R62 699
Kuphelele	R1 419 600	R1 692 873

2.13.2 UQeqesho lwezaKhono ezinokuDluliswa - Uluntu

Njengenxenye yesicwangciso sophuhliso lwezakhono seSouth Deep, uMgodini uza kubonelela ngoqeqesho kwizakhono ezinokudluliswa ezisebenzayo kuzo zombini ishishini lezemigodi kunye nakwamanye amacandelo. Injongo engundoqo kukunika iinkqubo zoqeqesho kwizakhono ezinokudluliswa kumalungu oluntu, ukwehlisa ukuxhomekeka eMgodini kunye nokukhuthaza amathuba okudalwa kwemisebenzi. Uqeqesho lwezakhono ezinokudluliswa luza kuwela kwiindidi ezibanzi ezilandelayo:

Izakhono zokuba ngoosomashishini:	Inkqubo yoqeqesho kwizakhono zobomi:	Izakhono ezinokudluliswa:
Uluhlu olubanzi lwezakhono eziyimfuneko kwimpumelelo yamashishini orhwebo. Ezi zakhono zinokuhlelwa ngokweendidi ezibanzi ezifana nolawulo lwamashishini, ubuchule bokwazisa, ubuchule bokuvelisa, ulawulo lwe-ICT nolwezemali.	Le nkqubo iza kuxhobisa abathathi nxaxheba ngemfundo kwizakhono zobomi ezingundoqo eziyimfuneko ekukhuthazeni uzinzo. Imizekelo ethile iquka izakhono zolawulo lwezemali, ukuqulunqa uhlahlo lwabiwomali, ukuhlawula kweemali ezihlawulelwa iinkonzo nerhafu, izakhono zokwakha zosapho nokuzithathela komntu ubunini bekamva lakhe.	Izakhono ezinganxulumananga nezemigodi kwimimandla yengingqi abakuyo abasebenzi ezinganxulumananga nezemigodi zinokusetyenziselwa ukuxhasa kunye nokuphucula amathuba engqesho.

Ittheyibhile 29: ISicwangciso soQeqesho lwezaKhono ezinokuDluliswa

UQeqesho lwezaKhono ezinokuDluliswa	TARGET				
	2020	2021	2022	2023	2024
Uluntu	0	40	30	20	20
Kuphelele	0	40	30	20	20

Table 30: Portable Skills Training Cost

UQeqesho lwezaKhono ezinokuDluliswa	TARGET				
	2020	2021	2022	2023	2024
Uluntu	0	40	30	20	20
Izinga ngomNtu	R49 663	R52 643	R55 802	R59 150	R62 699
Kuphelele	R0	R2 105 720	R1 674 060	R1 183 000	R1 253 980

2.14 IiNkqubo zoQeqesho kuluNtu oluChaphazelekayo

2.14.1 INkqubo yeMathematika nezeNzululwazi

Isouth Deep iza kubonelela ngeenkqubo zemathematika nezenzululwazi ezongezelelweyo kubafundi bamaBanga 10, 11 nele-12 kwiZiko layo le-AET ngeMigqibelo ukunceda abafundi abavela kuluntlwi lwengingqi. Injongo yale nkqubo kukunika iiklasi zokunceda abafundi bengingqi kwimathematika nezenzululwazi. Ukunika inkxaso ngokungaphaya kule projekthi iSouth Deep iza kubonelela, ngokutya, izithuthi, nezixhobo zokubhala kubafundi.

Ittheyibhile 31: Inkqubo yeMathematika nezeNzululwazi kumaBanga 10, 11 & 12

Inkqubo yeMathematika nezeNzululwazi	UJOLISO				
	2020	2021	2022	2023	2024
AbaFundi beBanga 10	30	30	30	20	20
AbaFundi beBanga 11				20	20

AbaFundi beBanga 12				20	20
Kuphelele	30	30	30	60	60

Ittheyibhile 32: IiNdleko zeNkqubo yeMathematika

Inkqubo yeMathematika nezeNzululwazi	UJOLISO				
	2020	2021	2022	2023	2024
AbaFundi beBanga 10	30	30	30	20	20
AbaFundi beBanga 11				20	20
AbaFundi beBanga 12				20	20
Average Rate per Learner	R40 405	R42 829	R45 399	R20 900	R22 154
Kuphelele	R1 212 150	R1 284 870	R1 361 970	R1 254 000	R2 215 400

2.14.2 IziFundo zobuNjineli kwiKholeji ye-FET

ISouth Deep iza kuzamela ukonyusa uthatho nxaxheba loluntu lwethu lwengingqi kwiinkalo zobunjineli ngokuphumeza isikim semali enikelwa ukufunda kwiMfundo noQeqesho olungaphaya. Isikim semali enikelwa ukufunda siza kwenza ukuba abafundi bemathematika nezenzululwazi beBanga 12 abavela kwizikolo zethu zengingqi babhalise kwiikholeji ze-TVET kwaye bafumane iziqinisekiso ze-N1, N2 ne-N3. Ekugqibeni u-N3, abafundi banokuba ngabaxhasi kwiinkqubo zokufundela ukufumana amava emsebenzini emarikeneni.

Ittheyibhile 33: Isicwangciso seziFundo zobuNjineli kwiKholeji ye-FET

I-FET	UJOLISO				
	2020	2021	2022	2023	2024
Abasebenzi	8	6	1	0	0
Uluntu	32	35	38	20	20
Kuphelele	40	41	39	20	20

Ittheyibhile 34: IiNdleko zeSicwangciso seziFundo zobuNjineli kwiKholeji ye-FET

I-FET	UJOLISO				
	2020	2021	2022	2023	2024
Inani	40	41	39	20	20
Izinga eliPhakathi ngoMfundi	R35 259	R37 374	R39 617	R32 796	R34 764
Kuphelele	R1 410 360	R1 532 334	R1 545 063	R655 920	R695 280

2.14.3 iNdleko zeSikim seMali yokuBonelela ngokuFunda eZikolweni iBanga 10-12

Ukususela ku-2023, iSouth Deep iza kuqwalasela kwakhona iinkqubo zenkxaso yezikolo ukunika ujoliso lophuhliso olubanzi nolujolise ngokungaphaya kwimali yokubonelela ngokufunda eziya kunikwa abafundi beBanga 10, 11 ne-12 beMathematika nezeNzululwazi abavela kwizikolo zethu zengingqi.

Ittheyibhile 35: Isicwangciso seMali yokuBonelela ngokuFunda

Isicwangciso semali yokubonelela ngokufunda	2023	2024
IBanga 10	10	10
IBanga 11	10	10
IBanga 12	10	10
Kuphelele	30	30

Ittheyibhile 36: IiNdleko zeSikim seMali yokuBonelela ngokuFunda

IMali yokuBonelela ngokuFunda iBanga 10-12	2023	2024
Uluntu	30	50
Izinga ngomntu	R32 800	R34 768
Kuphelele	R984 000	R1 738 400

2.14.4 INkqubo yeNkxaso yeziKolo

Ukuze kunikwe inkqubo yemali enikelwe ukufunda yesikolo enempumelelo, kubalulekile ukuba kufumaneka izakhono ezifanelekileyo kwinqanaba letyhutha. ISouth Deep iza kuqalisa inkqubo yenkxaso yezikolo ukuqala ngo-2023 apho iityhutha zixhotyiswa ngezakhono zokufundisa ngokohlobo lokucebisa ukuqinisekisa impumelelo kwinkqubo. Oku kuza kuqinisekisa inkqubo efanelekileyo kwaye inike abafundi abahlangabezana neemfuneko ukuba bakhuphisanele imali enikelwa ukufunda kunye namanye amathuba okubaxhobisa.

Ittheyibhile 37: ULungiselelo lweMali kwiNkqubo yeNkxaso yeziKolo

INkqubo yeNkxaso yeziKolo	2023	2024
Iphelele ngonyaka	R810 000	R1 200 000
Kuphelele	R810 000	R1 200 000

2.14.5 INkqubo yabaNtu abanokuKhubazeka (People with Disabilities) (PWD)

ISouth Deep ngentsebenziswano neSigna Academy iqale inkqubo yokunceda abantu abanokukhubazeka. ISigna Academy liziko lesizwe elineekhampasi ezisisigxina ezintandathu kumaphondo amahlanu kwaye yiavareji yabafundi abali-1400 abathathe inxaxheba kwiinkqubo zophuhliso lwezakhono ezivunyiweyo ezingama-44. Iikhosi ziququzelelwa ngaphakathi kwiSigna Academy okanye ngeintanethi.

Injongo yale nkqubo kukufikelela kwabona bantu basesichengeni kuluntu lwaseMzantsi Afrika ibanika ithuba lokufunda inkqubo enakanawayo kwaye ebhalisiweyo kunye nokuxhobisa nokuxhasa ngcono aba bantu ukuba bangene kwimarike yemisebenzi.

Ittheyibhile 38: ISicwangciso se-PWD

ISicwangciso se-PWD	2023	2024
Abonyulwa	50	50
Kuphelele	50	50

Table 39: PWD Cost

PWD cost	2023	2024
Abonyulwa	50	50
Izinga ngomntu	R54 000	R57 240
Kuphelele	R2 700 000	R2 862 000

2.14.6 INkqubo yabaQeqeshwayo abasebaTsha kuluNtu (Community Cadet Programme) (CCP)

Kwinkxaso engaphaya yentswelangqesho yolutsha kuluntu lwethu lwengingqi, iSouth iqhuba inkqubo yoqeqesho ehlanganisa ukwenza umsebenzi ngezandla ehlanganisa amava okwenza umsebenzi ngezandla emsebenzini kunye noqeqesho olusesikweni oluququzelelwayo. Inkqubo ijolise ekufundeni ngamava kunye nokubona umsebenzi kwimisebenzi yasemgodini yabasangenayo kwikontraki yesigxina yonyaka omnye. Le nkqubo inikwa ngentsebenziswano neYes4Youth kwaye ijolise ekuxhobiseni abantu abaqeqeshwayo ngamava okuqala asemsebenzini eSouth Deep okanye kwimarike ebanzi yezemisebenzi.

Ittheyibhile 40: ISicwangciso se-CCP

ISicwangciso se-CCP	2023	2024
Abonyulwa	40	40
Kuphelele	40	40

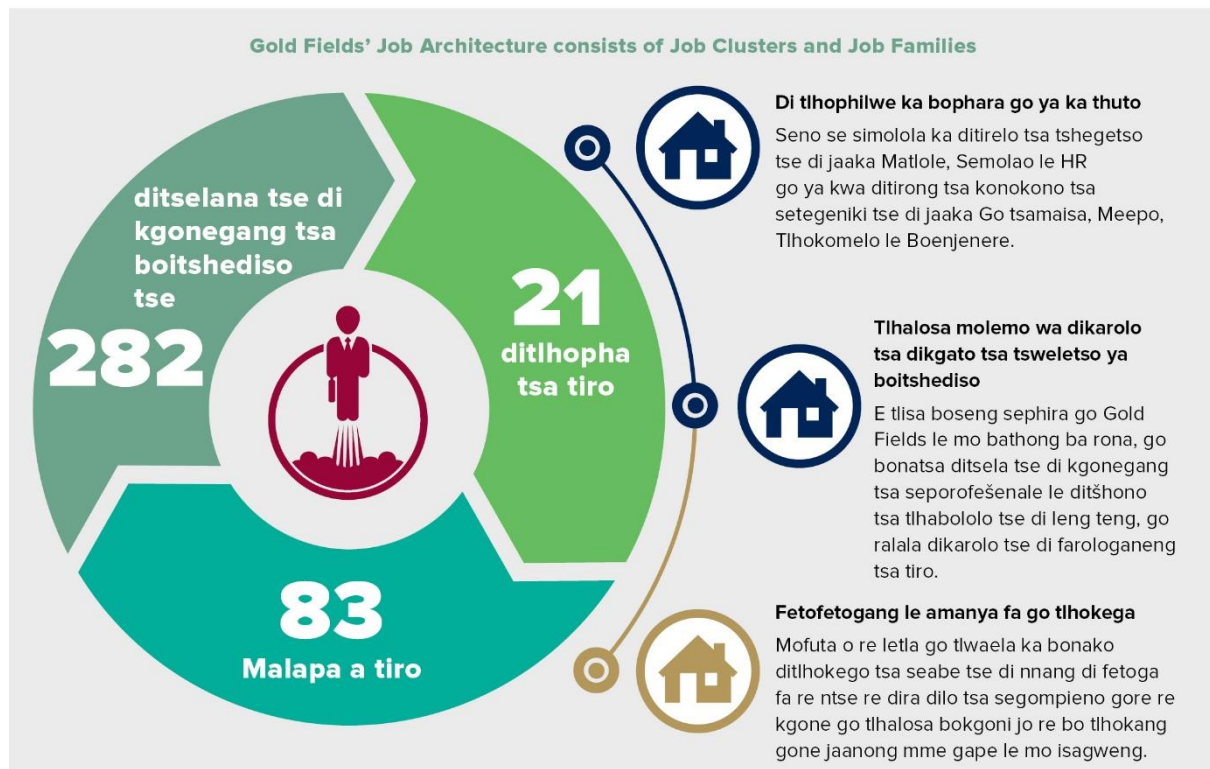
Ittheyibhile 41:

IiNdleko ze-CCP	2023	2024
Abonyulwa	40	40
Izinga ngomntu	R78 000	R82 680
Kuphelele	R3 120 000	R3 307 200

2.15 ISicwangciso seNkqubela kwiKhondo loMsebenzi

ULwakhiwo lweMisebenzi lweGold Fields Group lumisela isiseko eso iSicwangciso kunye nendlela yoLawulo lweTalente lombutho kunye neNkqubela kwiKhondo loMsebenzi zisekelwe kuso. ULwakhiwo loMsebenzi luchaza amanqwanqwa eendima ezichaziweyo ukwakha amacandelo emisebenzi angama-21, iintsapho zemisebenzi ezingama-83 kunye namakhondo emisebenzi anokuba khona angama-282 kwipotifoliyo xa iyonke yeGold Fields.

Isazobe 6: UMfanekiso woMyili weMisebenzi yaseGold Fields



Amacandelo emisebenzi ayilelwe ukufaka ngokwamaqela ukufezekiswa kwezemisebenzi kumjikelo wonke wokuvelisa wombutho kwaye kumisela izakhono zombutho ezifunekayo zokunikeza ngempumelelo iziphumo zeshishini. IiNtsapho zoMsebenzi zimele ngokungaphaya amacandelo eendima ezingazodwa kwinkalo yokusebenza okanye yomsebenzi ebonisa iintlobo ezifanayo zemisebenzi kunye nezakhono ezinxulumene nayo ezifunekayo ukuphumeza iinjongo zomsebenzi ezichaziweyo zokwenza ukuba kuphunyezwe iziphumo ekujoliswe kuzo zeshishini.

ULwakhiwo lokudalwa kwemisebenzi, amacandelo emisebenzi kunye neentsapho zemisebenzi zenza indlela efana kwaye engafihli ngokungaphaya yomjikelo wokuvelisa wombutho, izakhono ezifunekayo zombutho, iindima ezivumayo kunye nezakhono zeendima ezinxulumeneyo ukuqinisekisa ukukhula okuzinzileyo kombutho. Le nkqubo yokuyila, ke ngoko, inika ingcaciso kubaphathi nabasebenzi ukuba baqonde ngcono imiba eyohlukanisa ubunzima beendima ezilandelelanayo, izakhono ezifunekayo kunye nokuba nokukhula kwabantu bengabodwa. Imisela isiseko esikhawulezayo nesicwangciso sekhondo lomsebenzi esinokutshintsha, uphuhliso lomntu engagedwa kunye, namathuba amiselweyo kubasebenzi ukuba bafikelele apho banokufikelela khona.

Ittheyibhile engezantsi ibonisa imiba yosapho lwemisebenzi engundoqo kunye nenkqubosikhokelo yayo eyazisa icala lenkqubela yekhondo lomsebenzi, iindima ezinxulumeneyo zamacala nezakhono.

Ittheyibhile 42: IMiba yoSapho yeMisebenzi enguNdoqo kunye nolwaKhiwo lweeNkqubosikhokelo

1	Icandelo	Ukuhlela ngokwamaqela kweentsapho zemisebenzi okunxulumene nesakhono esingundoqo esinye sombutho.
	USapho lweMisebenzi	Udidi oluthile lomsebenzi okanye inkalo yomsebenzi omele inkqubela yekhondo lomsebenzi elinengqiqo.
2	INjoingo yoSapho	Isishwankathelo samaxandiwa ayintloko /amaxanduva angundoqo osapho.
	AmaNyathelo eNkqubela	Uphuhliso lweziganeko ezimele amanqanaba acacileyo omsebenzi kunye negalelo kudidi lomsebenzi. La ngamanyathelo enkqubela yekhondo lomsebenzi onyuselo kwicandelo elinye.
	INjongo yoMsebenzi	Isishwankathelo esifutshane senjongo engundoqo esimelwe ngumsebenzi okanye linqanaba lomsebenzi. Simele injongo engundoqo yokuba neli nqanaba lomsebenzi embuthweni.
3	AmaXanduva anguNdoqo	Imimandla engundoqo leyo lo msebenzi kufuneka ufumane iziphumo kuyo ukuze kuphunyezwe injongo. Imimandla yokuthatha uxanduva echazwe ngokukhethekileyo kudidi lomsebenzi kwaye eluncedo ekuchazeni indlela umsebenzi otshintsha ngayo kusapho lwemisebenzi.
	IMiba eyaHlukanisayo	Imimandla yomsebenzi enceda ngokucacileyo ukohluknisa inqanaba elinye lobunzima bomsebenzi kolandelayo. Ikhethwa ngokukhethekileyo ukuchonga umahluko kubunzima bomsebenzi kusapho olunikiweyo.
4	Imfundo	Inqanaba lobuncinane bemfundo elifunekayo ukwenza ngempumelelo umsebenzi okanye inqanaba lomsebenzi.
	ULwazi oluFunekayo	Ulwazi olufunekayo ukwenza loo msebenzi ngempumelelo okanye inqanaba lomsebenzi.
	Amava	Uhlobo lwamava afunekayo ukulungela ukusebenza ngempumelelo emsebenzini okanye inqanaba lomsebenzi.
5	UbuChule ekuziPhatheni	Ukuziphatha okubalulekileyo ekufuneka kuboniswe emsebenzini okanye kwinqanaba lomsebenzi oza kwenziwa kwaye ulungelelaniswe neenqobo ezisemgangathweni kunye nenkcubeko efunekayo yeGold Fields. Ubuchule bufakwe kwiqela ngamacandelo eNginga, iziPhumo, abaNtu, nobuQu. Ubuchule obungundoqo bunyanzelekile kuzo zonke iintsapho zemisebenzi. Okuninzi kungqalene nosapho.
	I-BARS (<i>Behaviour Anchored Rating Scale</i>)	Imele uhlobo lomsebenzi kumabakala amane egalelo. Oku kusetyenziswa ukubona izikhombisi zokuziphatha ezilungele umsebenzi.
	UbuChule bobuChwepheshe	Izakhono zobuchwepheshe ezifunekayo kusapho lomsebenzi ukuze kusetyenzwe ngempumelelo, kunye nangenqanaba elabiweyo lobuchule ngokomsebenzi.

Undoqo kwimpumelelo ezinzileyo yokusebenza okuphezulu ngumbutho oyilwe ngempumelelo, oneendima ezichazwe ngokucacileyo, imisebenzi namaxanduva, kunye nongqinelwano oluchanekileyo lwezakhono zabasebenzi emsebenzini ekufuneka wenziwe. Ukuphumeza isakhono esipheleleyo sabantu bethu neeasethi, ke ngoko, kuthembele ebantwini abachanekileyo abakwiindima ezichanekileyo, besenza umsebenzi ochanekileyo.

Ulwakhiwo lwemisebenzi yaseGold Fields, amacandelo emisebenzi neentsapho zemisebenzi lunika inkqubosikhokelo evumayo leyo inokwakha kwaye ikhokele umbutho, ubunkokeli bawo kunye nabasebenzi bawo ukuba baphumeze okona kusebenza kuphezulu kunye, nokuphumeza okona kuba nako kwabo kupheleleyo ebantwini kunye nakwiiasethi zethu.

2.15.1 IiNdlela zamaKhondo eMisebenzi

Iindlela zamakhondo emisebenzi kuMgodi iSouth Deep zimiselwe kwaye iinkqubo zesicwangciso sophuhliso ezibanzi zinika iinkokeli ngqo nabasebenzi indlela echaziweyo leyo kungayilelwa kuyo ukusiwa phambili kwekhondo lomsebenzi. Abasebenzi ke ngoko bayakwazi ukufikelela kwiindlela ezichaziweyo zamakhondo emisebenzi ezinxulumene namakhondo emisebenzi abayilangazelelayo kunye nokuzibandakanya neenkokeli zabo ngqo ukuze bafumane iingcebiso nenkxaso yokuyila ukhetho lophuhliso olulungelelaniswe nolangazelelo olunjalo.

Imfuneko engundoqo kubasebenzi ukuba baqalise izicwangciso zophuhliso kumakhondo emisebenzi avunyiwe, kwimeko yokuqala, kukuphumeza ukusebenza okupheleleyo ngokungatshintshiyo ekufezekiseni iimfuno zoko kufuneka bekuphumezile kwimisebenzi abakuyo. Oku kakhulu kokokuqinisekisa ufezekiso oluphezulu lokwenziwa komsebenzi, ukuqinisekiswa

kwezakhono zomsebenzi kunye nokuba ayingomsebenzi okanye ukwenziwa komsebenzi okuchatshazelwa kakubi ngenxa yeemfuno zophuhliso ezingaphaya.

Inkqubela yekhondo lomsebenzi esesikweni kunye neenkqubo zophuhliso zifuna ukuba indima yangoku yomsebenzi ibekusapho lomsebenzi oluxeliweyo apho uphuhliso olunjalo kujoliswe kulo. Oku kokokuqinisekisa ukuba iinkokeli ngqo ziyakwazi ukuyila amathuba awoneleyo okuveza, ukuqeqesha nokuxhasa ukuququzelela uphuhliso olunjalo. Oku kusebenza ngokulinganayo kubasebenzi abafuna ufikelelo kwiinkxasomali zokufunda okungaphaya ezixhaswa yiNkampani kunye neenkxasomali ezinxulumeneyo. Ngexa omabini amaqela enoxanduva lokuqinisekisa ukubambelela kwisicwagciso sophuhliso sangaphakathi (internal development plan) (IDP), umsebenzi kulindelwe ukuba aluthathe lonke uxanduva ukuqinisekisa ukuba iinjongo zophuhliso kuhlangeyenzwana nazo ngokungatshintshiyo kwaye ziyaqwalaselwa kwakhona.

Esi sigaba senkqubela kwikhondo lomsebenzi jikelele sijolise ekuphuhliseni abasebenzi ekulungiseleleni inkqubela kwizikhundla eziphezulu kwikhondo lomsebenzi kwiindidi ezichaziweyo kwabo basafuna uqeqesho kunye nabo bangenazakhono. Kwiimeko ezikhethekileyo, uphuhliso olunjalo lunokujolisa kulungiselelo lwenkqubela kwikhondo lomsebenzi kwicandelo lomsebenzi langaphakathi kunye nelingaphakathi ngokunjalo.

Ukonyukela ngokweendlela eziqhelekileyo emsebenzini	Ukonyukela kwicandelo elingaphakathi lomsebenzi	Ukonyukela kwicandelo phakathi emsebenzini
apho umsebenzi anyuka kusapho lwemisebenzi esuka kwenye indima esiya kwindima ephezulu.	apho umsebenzi asuka kusapho olunye lwemisebenzi esiya kwenye indima yosapho lwemisebenzi. Intshukumo enjalo inokusuka kwenye indima isiya kwenye indima elinganayo ngobunzima ukwandisa amava okanye, inokuphathelela nokuya kwindima enzima ephezulu.	apho umsebenzi asuka kwindima enye okanye kwicala lomsebenzi esuka kwicandelo elimye lomsebenzi esiya kwelinye icandelo okanye kwicandelo lomsebenzi elahlukileyo. Intshukumo enjalo phakathi kwicandelo inokusuka kwenye indima isiya kwenye indima elinganayo ngobunzima ukwandisa amava okanye, inokuphathelela nokuya kwindima enzima ephezulu.

Abasebenzi abaya kwiindidi zemisebenzi enezakhono zobuchwepheshe kwaye befanelekile ngokwemfundo kunye/okanye bewufanele umsebenzi ngokobungcali kusapho lomsebenzi olonyukweyo, abo ukusebenza kwabo kuthelekelelwa njengokuphezulu ngokungatshintshiyo, abahloliweyo njengokuba banaso isakhono sokusebenza kumanqanaba anzima aphezulu banokuhlelwa njengetalente esavelayo okanye babekwe phantsi kweliso lokuqwalaselwa kwetalente leyo.

Bakube behlelwe kanjalo, abasebenzi banonkungenisiwa kwiinkqubo zophuhliso lwetalente yenkalo ethile esesikweni kwaye baya kwabelwa umqeqeshi ongqalene nenkalo kunye/okanye umcebisi ukuqinisekisa ulungelelaniso olusesikweni neemfuneko zophuhliso ezingqalene nenkalo. Oku kuza kuquka ngokungaphaya uqwalaselo kwakhona lwenkqubela yetalente yenkalo eyenzeka ngemijikelo ngolongamelo oluyintloko lwenkalo.

a. EzeMigodi kunye neNdlela yeKhondo elinokuLandelwa kwezeMigodi elingenaMizila

Ittheyibhile 43: EzeMigodi kunye neNdlela yeKhondo elinokuLandelwa kwezeMigodi elingenaMizila

Amanqanaba enkqubela yophuhliso	Indlela yekhondo lomsebenzi wasemgodini woomatshini (kungaqukwa iinkqubo zonke zasemsebenzin)	UHlelo	Uvavanyo lolungelelwano	Iimfuneko ezikhethekileyo	Iimfuneko ezinyanzelekileyo	Imvume yokuqhuba	Ukukwazi ukusebenzisa ikhompyutha	Ezokukhanda kwamatye okusisiseko	Ikhosi enxulumene nokusetyenziswa koxinzelelo lwamanzi	Uqeqesho olungqalene noomatshini	Amava emigodi anxulumene noomatshini
1	UMsebenzi Jikelele	I-AU	Hayi	I-NQF 4	IBanga 12/Comp B, imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa keMpilo noKhuseleko	Hayi	Hayi	Hayi	Hayi	Hayi	Nabanye
2	UMsebenzisi weSixhobo sokuDiliza	BL	Ewe	I-NQF 4	IBanga 12/Comp B, imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa keMpilo noKhuseleko, uqeqesho olungqalene	Hayi	Hayi	Hayi	Ewe	iintsuku ezi-3	Iinyanga ezi-6

Amanqanaba enkubela yophuhliso	Indlela yekhondo lomsebenzi wasemgodini woomatshini (kungaqukwa iinkqubo zonke zasemsebenzin)	UHlelo	Uvavanyo lolungelelw aniso	Iimfuneko ezikhethwayo	Iimfuneko ezinyanzelekileyo	Iimvume yokuqhuba	Ukukwazi ukuse- benzisa ikhompyutha	Ezokukhan- dwa kwamatye okusisiseko	Ikhosi enxulumene nokusetye- nziiswa koxinzelelo lwamanzi	Uqeqesho olungqalene noomatshini	Amava emigodi anxulumene noomatshini
					noomatshini						
3	UMsebenzi ngeSikeyila/ UMqhubi weSithuthi esiLayisha imiThwalo emiNcinci/um qhubi weCharmec/ UMqhubi weSitshizi se- mec	BU	Ewe	I-NQF 4	IBanga 12/Comp B, imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa keMpilo noKhuseleko, uqeqesho olungqalene noomatshini	Ewe	Hayi	Hayi	Ewe	iintsuku ezi-5	Iinyanga ezili-12
4	UMqhubi weLori eziKhuphela ngoKwayo ekuQuletheyo /uMqhubi weGreyida/u Mqhubi weDowuza	BU	Ewe	I-NQF 4	IBanga 12/Comp B, imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa keMpilo noKhuseleko, uqeqesho olungqalene noomatshini	Ewe	Hayi	Hayi	Ewe	iintsuku ezili-10	Iinyanga ezili-18
5	I-LHD Umqhubi	I-CL	Ewe	ISatifiketi sokuqhushumbisa /NQF 4	IBanga 12/Comp A, imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko, uqeqesho olungqalene noomatshini	Ewe	Hayi	Ewe	Ewe	iintsuku ezili-10	Iinyanga ezingama- 24
6	AbaSebenzi ngeeNtambo zokuBhola/ UMsebenzi ngeeNtambo zeNkxaso/U Msebenzi ngeeNtambo kwimiNgxuny a eMide	I-CL	Ewe	ISatifiketi sokuqhushumbisa	IBanga 12/Comp A, imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko, uqeqesho olungqalene noomatshini	Ewe	Hayi	Ewe	Ewe	iintsuku ezili-10	Iinyanga ezingama- 30
7	INkokeli yeQela	I-CU	Ewe	INkqubo eseSikweni yoMfundi/POLC	IBanga 12/ISatifiketi sokuqhushumbisa, ImiThetho yokuVelisa yoKhuseleko, ikhosi kwezeMpilo noKhuseleko	Ewe	Ewe	Ewe	Ewe	Progressed through levels	Iminyaka eli-4
8	UMphathi kwezoku- Velisa	I-CU	Ewe	ISatifiketi se-MO/ ikhosi ye-POLC	IBanga 12/ISatifiketi sabaPhathi bokuqhushumbisa neMveliso, iSatifiketi soVavanyo IweMethane, ImiThetho yokuVelisa yoKhuseleko, ikhosi kwezeMpilo noKhuseleko	Ewe	Ewe	Ewe	Ewe	Progressed through levels	Iminyaka eli-6
9	UMongameli woMgodi	I-DL	Ewe	ISatifiketi sabaPhathi boMgodi/GIBS- MDP/LDP	IBanga 12/ISatifiketi soMongameli woMgodi, imiThetho yokuVelisa yoKhuseleko, ikhosi kweMpilo noKhuseleko	Ewe	Ewe	Ewe	Ewe	Progressed through levels	Iminyaka eli- 8

Amanqanaba enkqubela yophuhliso	Indlela yekhondo lomsebenzi wasemgodini woomatshini (kungaqukwa iinkqubo zonke zasemsebenzin)	UHlelo	Uvavanyo lolungelelw aniso	Iimfuneko ezikhethwayo	Iimfuneko ezinyanzelekileyo	Imvume yokuqhuba	Ukukwazi ukuse- benzisa ikhompyutha	Ezokukhan- dwa kwamatye okusisiseko	Ikhosi enxulumene nokusetye- nziiswa koxinzelelo lwamanzi	Uqeqesho olungqalene noomatshini	Amava emigodi anxulumene noomatshini
10	UMphathi weCandelo	I-DU	Ewe	IsiDanga sezeMigodi/ iDiploma/i-GIBS- MDP/LDP	IBanga 12/Isatifiketi sabaPhathi boMgodi, ukuBhaliswa kwamaGcisa, ImiThetho yokuVelisa yoKhuseleko, ikhosi kwezeMpilo noKhuseleko	Ewe	Ewe	Hayi	Hayi	Progressed through levels	Iminyaka eli-10
11	UMphathi weMisebenzi	I-EL	Ewe	IsiDanga sezeMigodi/ iDiploma/i-GIBS- MDP/LDP	IBanga 12/Isatifiketi sabaPhathi boMgodi, ukuBhaliswa kwamaGcisa, ImiThetho yokuVelisa yoKhuseleko, ikhosi kwezeMpilo noKhuseleko	Ewe	Ewe	Hayi	Hayi	Hayi	Iminyaka eli-12
12	INTloko yezeMLigodi	I-EU	Ewe	IsiDanga sezeMigodi/ iDiploma/i-GIBS- MDP/LDP	IBanga 12/Isatifiketi sabaPhathi boMgodi, ukuBhaliswa kwamaGcisa, ImiThetho yokuVelisa yoKhuseleko, ikhosi kwezeMpilo noKhuseleko	Ewe	Ewe	Hayi	Hayi	Hayi	Iminyaka eli-15
* Ubude bexesha loQeqesho noPhuhliso buxhomekeke ekusebenzeni komntu, ubuchule nenkqubela. * Isatifiketi soNcedo lokuQala esisemthethweni kunye neSatifiketi sokuFaneleka ngokwezoNyango kubo bonke abasebenzi abasebenza phantsi komhlaba											

b. INdlela yeKhondo loMsebenzi wobuNjineli

Ittheyibhile 44: INdlela yeKhondo loMsebenzi wobuNjineli

Amanqanaba enqubela yophuhliso	Indlela yekhondo lomsebenzi wobuNjineli	UHlelo	Uvavanyo lolungele-lwaniso	Iimfuneko ezikhethwayo	Iimfuneko ezinyanzelekileyo	Iimvume yokuqhuba	Ukukwazi ukusebenzisa ikhompyutha	Iikhosi zobuchwepheshe ngomsebenzi	Iikhosi enxulumene nokusetyenziswa koxinzelelo lwamanzi	Uqeqesho olungqalene noomatshini	Amava obunjineli
1	UmNcedisi kubuNjineli	I-AU	Hayi	I-NQF 4	IBanga 12/imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko/ISatifiketi somNcedisi kubuNjineli	Hayi	Hayi	Hayi	Hayi	Hayi	Nabanye
2	UkuFundela ukuFumana aMava eMsebenzini	I-NG	Ewe	I-N3/NQF 4	IBanga 12/imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko	Ewe	Ewe	Hayi	Ewe	Ewe	3-4 yeminyaka ngexa loqeqesho
3	IGosa elinguMfundi	I-NG	Ewe	I-BSC kubuNjineli/ iDiploma yeSizwe	IBanga 12/imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko, uqeqesho olungqalene nobuNjineli neziXhobo	Ewe	Ewe	Ewe	Ewe	Ewe	Ukufundela umsebenzi okugqityiweyo okanye isiDanga. IDiploma
4	Igcisa	I-CL	Ewe	I-N3/NQF 4	IBanga 12/imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko, uqeqesho olungqalene neziXhobo, uVavanyo loMsebenzi	Ewe	Ewe	Hayi	Ewe	Ewe	Ukufundela amava emsebenzini okugaitiweyo 3-4 yeminyaka
5	UbuNjineli beFolomani	I-CU	Ewe	I-NQF 4/ N3/ ISatifiketi seFolomani	IBanga 12/imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko, uqeqesho olungqalene neziXhobo, uVavanyo loMsebenzi	Ewe	Ewe	Ewe	Ewe	Ewe	5 yeminyaka emva kokufundela ukufumana amava emsebenzini
6	INjineli eseZantsi	I-NG	Ewe	I-BSC kubuNjineli/ iDiploma yeSizwe	IBanga 12/imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko, uqeqesho olungqalene neziXhobo	Ewe	Ewe	Ewe	Ewe	Ewe	Iminyaka emi-4
7	UMonganeli kwezokuLungisa	I-DL	Ewe	I-N4	IBanga 12/N4, imiThetho yokuVelisa yoKhuseleko, ikhosi/ukwaziswa kwezeMpilo noKhuseleko, uqeqesho olungqalene nooMatshini/iziXhobo, uVavanyo loMsebenzi	Ewe	Ewe	Ewe	Ewe	Ewe	10 yeminyaka emva kokufundela ukufumana amava emsebenzini/Ingcali yoomatshini
8	UMphathi weCandelo ubuNjineli	I-DU	Ewe	I-BSC UbuNjineli/ iDiploma yeSizwe	I-GCC, ImiThetho yokuVelisa yoKhuseleko, ikhosi kwezeMpilo noKhuseleko	Ewe	Ewe	Ewe	Ewe	Ewe	1-2 yeminyaka emva kwenkqubo yeNjineli eseZantsi
9	UMphathi wobuNjineli	I-EL	Ewe	I-BSC UbuNjineli/ iDiploma yeSizwe	I-GCC, ImiThetho yokuVelisa yoKhuseleko, ikhosi kwezeMpilo noKhuseleko	Ewe	Ewe	Ewe	Ewe	Ewe	10 yeminyaka emva kwenkqubo yeNjineli eseZantsi
10	INTloko yobuNjineli	I-EU	Ewe	I-BSC UbuNjineli/ iDiploma yeSizwe	I-GCC, ImiThetho yokuVelisa yoKhuseleko, ikhosi kwezeMpilo noKhuseleko	Ewe	Ewe	Ewe	Ewe	Ewe	15 yeminyaka emva kwenkqubo yeNjineli eseZantsi

* Ubude bexesha loQeqesho noPhuhliso buxhomekeke ekusebenzeni komntu, ubuchule nenqubela.

* ISatifiketi soNcedo lokuQala esisemthethweni kunye neSatifiketi sokuFaneleka ngokwezoNyango kubo bonke abasebenzi abasebenza phantsi komhlaba.

2.15.2 Isakhono

Njengoko kuqatshelwe ngasentla, ukuphumeza isakhono esipheleleyo sabantu bethu neeasethi, ke ngoko, kuthembele ebantwini abachanekileyo abakwiindima ezichanekileyo kwaye besenza umsebenzi ochanekileyo. Oku kufuna ungqinelwano oluphezulu phakathi kokuxelwa kwendima kunye nokuba nako komntu ukwenza umsebenzi njengoko kuchaziwe ngamacandelo emisebenzi neentsapho zemisebenzi ezisebenzayo. Ngokomfuziselo wolwakhiwo lomsebenzi, umsebenzi wakhiwe ngokwamanqanaba obunzima obunyukayo kumbutho kulo ngalinye kumanqanaba lisongeza ixabiso embuthweni ngendlela eyodwa.

Ukuhlola ubunzima bemisebenzi kumanqanaba awohlukeneyo, kuqinisekiswa inani lemaleko echanekileyo yimibutho kunye nezakhono ezingqinelanayo zabasebenzi kuhlobo kunye nobunzima bomsebenzi oza kwenziwa kuza kunceda ukuqinisekisa ukuba umbutho uyaphumelela kunye nokuba abantu abasemsebenzini basebenza ngokoko kusemandleni abo. Ukuqinisekisa ubulungisa nokungatshintshi kuhlobo lwezakhono, ingqalelo iza kunikwa kumagatya abandakanyekayo omThetho woBulungisa kwiNgqesho afuna amahlolo anjalo ukuba asebenze kwaye athembeke ngokwezenzululwazi, esetyenziswa ngokufanelekileyo kubo bonke abasebenzi, kwaye kungakhethwa nawuphi na umntu okanye iqela. Ukuba nako kwimiba emihlanu edweliswe ngezantsi:

1	Ukukwazi ukusebenza ngesinyithi	Izakhono zokusombulula ingxaki ezinxulumene nobungakanani kunye nobunzima bolwazi olo anako ukulusebenza umntu. Kukukwazi ukuhlala kubekho ucwangco kwimbambano, kunye nokwenza ipateni nokwakha ihlabathi ngokwesikeyile nexesha njengokuba umntu uluhlela kwaye alusebenze njani na ulwazi aluthathayo ukusombulula iingxaki kunye nokwenza izigqibo ezisemgangathweni.
2	IzaKhono zokuSebenza kokuNxulumene nezeNtlalo	Izakhono zobudlelwane nokudibana kwezo zakhono zinika umsebenzi ukukwazi ukufunda iimeko zentlalo kwaye aphembelele ezo nkqubo ngempumelelo.
3	ULwazi loMsebenzi	Iziqinisekiso kunye nolwazi olungqalene nomsebenzi ziziqinisekiso ezinxulumeneyo ezisesikweni zomsebenzi, into ayaziyo umsebenzi kunye nento ayifundileyo. Ukuqonda ulwazi lobuchwepheshe/lokusebenza, olunokuba nazo zonke okanye inxenye yeqela lolwazi olwamkelekileyo kunye/okanye ukusombulula iingxaki (ulwazi ozifyumaneleyo).
4	IKhono zobuChwepheshe	Amava kunye nerekhodi ebonisiweyo ebhekisele kubuchule ekusebenziseni ngqo kunye nasekusetyenzisweni kolwazi, njengokukwazi ukwenza imisebenzi ethile usebenzisa izixhobo, iinkqubo kunye/okanye iisistim.
5	Ukusebenzisa	Amandla, ukuziqhuba nenkuthalo ngokunxulumene nomsebenzi obonisa amandla awoneleyo ekusebenzeni yena, ukuqhuba kunye nenyathelo elisetyenzisiweyo kunye nonikezo olungatshintshiyo lwesivuliso.

Kumxholo weSouth Deep, umsebenzi uthathwa njengonako xa yonke imiba emihlanu yokuba nako iboniswe kwaye ihlolwe njengehlangabezana noku kuxeliweyo kwindima ngokungatshintshiyo. Njengoko le miba inxulumene yonke kwaye eminye ixhomekeke kweminye, ukungabikho komnye okanye ngaphezulu yale miba kuza kumveza “njengongenako umsebenzi” kwaye ke uphuhliso olungaphaya luza kufuneka ukufumana oko kuba nako.

Ukuphinda kwakhona, ukusebenza ngokuphezulu kufuna ungqinelwano oluphezulu phakathi kokuxelwa kwendima kunye nokuba nako komntu ukwenza umsebenzi njengoko kuchaziwe ngamacandelo emisebenzi neentsapho zemisebenzi ezisebenzayo. ISouth Deep isebenzisa inkqubo esekelwe kwimerithi efuna ungqinelwano ukuqinisekisa ukuba abantu bethu basebenza ngokuvelisayo kwaye ngokona kuba nako kwabo Abasebenzi kufunwa ukuba baqalise ukuthatha uxanduva ukuqinisekisa ukuba balawula uphuhliso lwabo ngexa iinkokeli ngqo zinoxanduva lokuyila okusingqongileyo, iimeko kunye neendlela zenkxaso ukuqinisekisa ukuba abasebenzi baphuhla bayokuma apho banokufikelela khona kwaye basebenza ngokona kuba nako kwabo kupheleleyo.

Abaphathi abajonga ukusebenza kufunwa ke ngoko baqalise uqeqesho nophuhliso olufunekayo ukuqinisekisa ukuba bayakwazi ukulawula le miba ukuququzelela unikezo lwezakhono kunye nentalente okunempilo kumbutho.

2.15.3 Ulawulo lwetalente

ULwakhiwo lweMisebenzi lweGold Fields Group sisiseko solawulo lwetalente kwiQela. Luchonga yonke imiba yokuba nako eyenza umntu aphumelele kwindima yangoku okanye yexesha elizayo kwaye lwenza ulawulo lwetalente lwexesha elifutshane nexesha elide. Njengoko ulwakhiwo lomsebenzi lusebenza kuyo yonke iGold Fields Group, luchaza imiba engundoqo elandelayo yolawulo lwetalente.

a. Luchaza italente efunekayo kulo lonke ishishini kuzo zonke iinkalo kunye nakuyo yonke imimandla.	b. Luchaza ngokucacileyo nangokungatshintshiyo iimfuneko zokuba nako kwindima nganye.
c. Ludibanisa abasebenzi kumacandelo emisebenzi kunye neentsapho zemisebenzi kwaye luhlola ukuba nako kwabo ukuze babe nombono wehlabathi wokuba nako kwitalente.	d. Lunika ulwazi lokuba neengxoxo ezimiseliweyo kuphuhliso kwixesha elifutshane, eliphakathi nelide.

Ngokungqinelana nenjongo yesicwangciso yeSouth Deep yokwakha uphuhliso lwezakhono zabasebenzi oluzinzileyo, ukomeleza ubunkokeli kunye nokuphumeza ukugqwesa kutshintsho, uMgodi uza kuqhuba ujlise kwitalente njengomthombo obalulekileyo ekufuneka ulawulwe. Ngokusekelwe kumfuziselo wangoku wolawulo lwetalente kunye nangokubhekisele kumba wendlela yekhondo lomsebenzi engento, inkqubosikhokelo yolawulo lwetalente olumiselweyo ijolise kakhulu kwiindidi zemisebenzi yabaqinisekisiweyo ngobungcali kunye nabaphathi abaphezulu. Abasebenzi abachongiweyo ngokwezakhono zobuchwepheshe nabaqinisekisiweyo ngokwemfundo abahlelwa njengetalente esavelayo okanye babekwe kuluhlu olujongiweyo lwenkalo yetalente baqukwe ngokukhethekileyo ngokusekelwe kwimerithi ehloliweyo. Abasebenzi abangaphandle koku kuhlelwa baxhomekeke kwinqwanqwa lophuhliso lwezakhono elimiselweyo elithathelwe ingqalelo ngasekupheleni kolu xwebhu.

Ukuza kuthi ga ngoku, isicwangciso esihlanganisiweyo solawulo lwetalente siphuhlisiwe eso silungiselelwe iimfuno zenkampani nezabantu bengabodwa. Esi sicwangciso sinoku:

1	ULawulo lokuSebenza	Imijikelo yokusebenza emiselweyo yonyaka eneMilinganiso yeMiba yeshishini kunye nee-IDP kubo bonke abasebenzi kwiBhendi D nangaphezulu elungelelaniswe kwiinjongo zesisicwangciso zeshishini ezisebenzayo eSouth Deep. Inkqubela ngokubhekisele ekusebenzeni okumiselweyo kunye neenjongo zophuhliso kuhlolwa kabini ngonyaka ngamangelelo angqinelanayo aphunyezwayo ukuqinisekisa unikezo oluphezulu olunempumelelo ngokubhekisele kwezi njongo njengoko kufuneka.
2	UQwalaselo kwakhona lweTalente loNyaka	Inkqubela kwikhondo lomsebenzi kunye nolwazi olunxulumeneyo ziyadityaniswa xa kuyilwa iMilinganiso yeMiba yeshishini kunye nee-IDP kubo bonke abasebenzi kwiBhendi D nangaphezulu kwaye kuqwalaselwe kwakhona unyaka wonke. Iziphumo zolu lwazi kunye noqwalaselo kwakhona ziguqulelwa kumahlolo etelante engqalene nenkalo ukuba zithathelwe ingqalelo ngokunxulumene nohlolo lwenkalo yezempilo, ukudluliswa okunokuba khona kwetalente, ukukhankanywa kwelandela, ukuba nobukho bophuhliso/ukuveliswa okungapha, njl. njl. Amanathelo namangenelo avela kuqwalaselo kwakhona lwetalente lonyaka aguqulelwa kumangenelelo okusebenza kwaye afakwe ekwandiseni amathuba ophuhliso, ukudlulisa, njl. njl.

Amabhunga etalente eenkalo ayahlanganiswa kwinkalo nganye injongo ezingundoqo izezi:

- Ukuhlola amayilo ezicwangciso zabasebenzi zoMgodi ukuhlola amathuba kunye nemimandla yophuhliso
- Ukugcina, ukucolisisa kunye/okanye ukuvuselela amandla okulinganisa enkalo yetalente kunye nokuhlola italente esavelayo okanye ezo zibekwe kuluhlu lokujonga italente.
- Ukuhlola ububanzi nobunzulu bonikezo lwelandela loMgodi kunye nokuphumeza izicwangciso zokulandela ukuchonga izikhundla ezibalulekileyo emsebenzini nezineempembelelo eziphezulu.
- Ukuhlola ukufumaneka kunye nobungakanani betalente enokuba khona kwixesha elifutshane, eliphakathi nelide.
- Ukukhawulezisa uphuhliso lwabasebenzi abachongiweyo nabakhethiweyo abasebenza kakhulu kunye nabo banezakhono eziphezulu oko kusenziwa ngolawulo lophuhliso lwabo ngenkuthalo.
- Ukuhlola ukutsalwa nokugcinwa kwetalente ebalulekileyo, ngokunjalo, nokonyusa italente nonikezo ngabantu.
- Ukukhawulezisa uphuhliso lwetalente eyahlukileyo echongiweyo, ii-HDSA, njl. njl, kuxhaswa iinjongo zotshintsho zenkampani.
- Ukwakha kunye/okanye isimo soqwalaselo wakhona lwetalente ngonyaka.

Injongo xa iyonke yenkqubo yomjikelo wolawulo kukuphucula ulungelaleniso phakathi kolwakhiwo lomsebenzi weqela, ukuhlaziya ulwakhiwo lomsebenzi kunye nokuphuhlisa izicwangciso zemeko enokwenzeka kwixesha elizayo ukuqinisekisa unikezo lwetalente oluphezulu olulungelelaniswe noyilo lwesicwangciso lwexesha elifutshane, eliphakathi nelide

2.15.4 UPuhliso neNkqubela kwizaKhono eziCwangcisiweyo (Structured Skills Development & Progression) (SSDP)

I-SSDP linqwanqwa lenkqubela yekhondo lomsebenzi elaziswe kuphuhliso ekujoliswe kulo lwabasebenzi abachongiweyo kulungiselelwa inkqubela kwikhondo lomsebenzi lokonyuselwa kwiindidi zemisebenzi kwabo banezakhono zobugcisa kwaye beqinisekisiwe ngokwemfundo. Le nkqubo yohlukile kujolo jikelele lwekhondo lomsebenzi njengoko kukhankanyiwe ngaphambili ekubeni uyilo lwayo luphelele kwaye lukhawulezise iindidi ezichaziweyo kwabo basafuna uqeqesho kunye nabo bangenazakhono.

Ufikelelo kw-SSDP lufuna:

- Ukonyulwa ngumphathi ojonga ukusebenza okanye intloko yenkalo
- Ukusebenza ngokupheleleyo ngokungatshintshiyo kwindima yangoku
- Ukuba nako okuhloliweyo ngokunxulumene nezakhono zokusebenza nezokusetyenzwa
- Ukuvuma ukulandela inkqubela kwikhondo lomsebenzi kudidi losapho lomsebenzi wobuchwepheshe
- Ukuvuma ukuqala nokuzibophelela kwizifundo ezijolise kwikhondo lomsebenzi elithle kunye/okanye umsebenzi wekhosi
- Uvavanyo lwesimo sengqondo ubuncinane somsebenzi wenqanaba 2

Ubhaliso olusesikweni kwinkqubo ye-SSDP lunoku:

- I-IDP eyenziwe ngokukhethekileyo yalungelelaniswa kwindima yojoliso yeNqanaba 2 kusapho lomsebenzi ochaziweyo
- Isivumelwano sobucebisi esabiweyo kunye nomphathi wenkalo ophakathi owonyuliweyo
- Inkqubo yophuhliso yezemfundo emiselweyo kunye nomsebenzi wekhosi onxulumeneyo ngoninzi lokufunda/ikhosi umntu esiza ngexesha lakhe
- Imisebenzi emiselweyo eyenziwayo, umsebenzi weprojekthi kunye nemisebenzi emiselweyo yokulinganisa
- Uhlolo lwenkqubela olumiselweyo kunye nohlolo lokusebenza
- Ukonyuka komvuzo okulungelelaniswe nokuzigqiba ngempumelelo iimodyuli ezichaziweyo
- Ixesha elimiselweyo njengoku., inkqubo kufuneka igqitywe kwithuba elithile nelicacileyo

Ukufumana isidanga ngempumelelo kuya kubeka umsebenzi kudidi lwabo banesakhono somsebenzi kwaye benesiqinisekiso semfundo kwaye umsebenzi uza kuxhomekeka kwiinkqubo zolawulo lwenkalo yetalente ezinxulumene netalente evelayo okanye abekwe kuluhlu olujongiweyo kwinkalo yetalente. Ukusilela ukufumana uhlelo olunjalo kuya kukhokelela ekususweni komsebenzi kwinkqubo enjalo kwaye asiwe kwenye indima efanelekileyo eyenye.

IsiCwangciso zeNkqubela kwiKhondo loMsebenzi – 2023 ukuya ku-2024

Itheyibhile 45 ngezantsi ibonakalisa iNkqubela kwiKhondo loMsebenzi kubasebenzi abasisigxina Ukonyulwa kwabafundi boluntu nakuba kunjalo kudityaniswa kwiimfuneko zokusebenza kunye nezithuba ezinokuvela kwishishini.

Itheyibhile 45: ISicwangciso seNkqubela kwiKhondo loMsebenzi kubaSebenzi abaSisigxina

IziKhundla Ngoku	Ungenelelo loqeqesho	ISiqinisekiso esiFunyenweyo	2023	2024
Umfundi wobuNjineli	UkuFundela ukuFumana aMava eMsebenzini	Igcisa	10	10
Umfundi onguMqhubi weNjini eJijwayo (Winding Engine Driver (WED))	UkuFundela ukuFumana aMava useMsebenzini kwabaSebenzi kwi-WED	UMqhubi weNjini eJijwayo	1	1
UMfundu onguMkhwelisi wabaNtu	INkqubo yoMfundu onguMkhwelisi wabaNtu	Umkhwelisi wabantu	1	1
UMfundu wezeMigodi	INkqubo yoMfundu onguMsebenzi waseMgodini	ITikiti lokuQhushumbisa	10	10
Abantu abalawula imicimbi yemali enikelwe ukufunda	IziFundo ezingeMfundo	IsiDanga/uThweso siDanga	10	10
AbaThwali ziDanga	INkqubo yoPhuhliso lwabaneziDanga	Ukuqeshwa kwinkalo ethile	0	0
Total			32	32

2.16 ISicwangciso sobuCebisi

ISouth Deep izibophelele ekunikeni iinkokeli kunye nabasebenzi ithuba lokuba babandakanyeka ngamandla kwiinkqubo zobucebisi. Ukuza kuthi ga ngoku, abantu abalandelayo bayakhuthazwa ukuba bathathe inxaxheba kwiinkqubo zobucebisi:



Badiri ka tlabololo ya kago go ya ka poelo ya tsamaiso ya tebogape ya talente.



Badiri ba ba supilweng jaaka balatedi ba isagwe ka tsamaiso ya tebogape ya talente.



Badiri ba baithutlotirong, baithuti ba dira le dibasari.



Dialogane tse di tsenang sešwa mo tirongy.



Badiri b aba lebilweng go phulu ya talente.

Inkqubo yobucebisi inikwa kwiindidi wezilandelayo: abaLawuli abaseZantsi, iiNjineli eziseZantsi, abaLawuli beeMali eziNikelwa ukuFunda (abaneziDanga), abaFundela ukuFumana izaKhono eMsebenzini kubuNjineli, kunye nabaFundela ukuFumana izaKhono eMsebenzini kwezeMigodi. Ubucebisi/uqeqesho lunikwa abasebenzi.

Itheyibhile 46: Ubucebisi

UbuCebisi	UJOLISO				
	2020	2021	2022	2023	2024
INani labaCetyiswayo	209	29	0	27	27
INani labaCebisi	11	23	0	14	14

2.17 ULungiselelo lwezeMali lwe-HRD

Itheyibhile 47: ULungiselelo lwezeMali lwe-HRD

INkcitho neNgqikelelo ye-HRD	2020	2021	2022	2023	2024	Kuphelele
	R54 359 110	R72 832 089	R83 076 327	R54 606 245	R61 331 040	R326 204 811

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3



UBULUNGISA KWINGQESHO LWEMICIMBI

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UBULUNGISA KWINGQESHO

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UBULUNGISA KWINGQESHO

ISouth Deep ixhasa injongo nemithethosiseko ekhoyo kumThetho woBulungisa kwiNgqesho, wama-59 ka-1998 (“EEA”) kunye nomThetho woPhuhliso lwemiThombo yeziMbiwa nePetroliyam, wama-28 ka-2002, (“MPRDA”).

INkampani ngokuzibophelela kwayo kuBulungisa kwiNgqesho, ke ngoko iza kuzama ngokubekisele koku:

- Ukuphelisa ucalulo olungafanelekanga;
- Ukukhuthaza umelo lwabasebenzi ngokubanzi;
- Ukuthathela ingqalelo ukungalingani okubangwe zizenzo zangaphambili zocalulo olungafanelekanga;
- Ukuqinisekisa amathuba anobulungisa nalinganayo kubo bonke;
- Ukulawula iyantlukwano ngenzuzo yexesha elide kumbutho nabasebenzi bawo;
- Ukuxabisa igalelo elenziwe ngabo bonke abasebenzi; kunye
- Nokuqinisekisa ukuthotyelwa kw-EEA ne-MPRDA.

Ukwenza zisebenze ezi zibophelelo kufuna uphuhliso kunye nokuphunyezwa kwesicwangciso esihamba namaxesha amiselweyo, iinjongo kunye namanyathelo amahle lawo iinjongo zoBulungisa kwiNgqesho zeSouth Deep zinokuphunyezwa ngawo.’

ISouth Deep iphuhlise ngokufanelekileyo iSicwangciso soBulungisa semiNyaka emihlanu (Employment Equity Plan) (“iSicwangciso se-EE”) hayi ukuthobela kuphela isibophelelo sayo ngokwe-MPRDA, kodwa ifuna kananjalo ukuthathela ingqalelo iinjongo zesicwangciso seNkampani ngokufikelela kwisiseko sezakhono esibanzi.

Injongo yeSicwangciso se-EE kukuqinisekisa iyantlukwano ngokunjalo nothatho nxaxheba lwabantu baseMzantsi Afrika ebebeHllelelekile ngokweMbali (Historically Disadvantaged South Africans) (“HDSA”) kuzo zonke izikhundla zokwenziwa kwezigqibo kunye neendidi ezingundoqo zemisebenzi kwishishini lezemigodi.



Go tsamaelana le Karolo 20 ya Molao wa Tekatekano ya Tiro le Molawana 46(b); Lenaneo la Tihabololo ya Badiri tshedimoseetso e e latelang e neetswe mo karolong e: Molawana 46 (b) (v):



Matseno



Leano tekatekano ya tiro le dipalopalo



Pholisi ya tekatekano tiro



Tekano ya bong le bogole

3.1 IiNjongo eziza kuPhunyezwa Nyaka ngamNye kwiSicwangciso se-EE

Iinjongo ezikhethekileyo zimiselwe ukuqinisekisa inkqubela efanelekileyo ngokubhekisele kutshintsho. Ezi zezilandelayo:

Isazobe 7: IiNjongo zeSicwangciso soBulungisa kwiNgqesho

IXESHA ELIMISELWEYO 2020 - 2024				
	1	2	3	4
 IINJONGO	Ukusebenzisa amanyathelo okunika amathuba abo babewaviniwe kumeasures to progressively remove any barriers to employment equity	Ukuphucula umelo representivity of designated groups through the implementation of annual numerical targets	Ukuphucula percentage of the workforce classified as HDSA and women through targeted recruitment	Ukuphucula amanyathelo profile through targeted recruitment and workplace accommodation
5	6	7	8	9
Develop and implement appropriate training and development measures and programmes for people from designated groups demonstrating the potential to meet the capability requirements for specified roles	Improving the number of females through internal learnerships and skills programmes	Identify eligible candidates for appointment from available pools of suitably qualified designated groups	Develop and review strategies for the retention of people from designated groups	Set up and review monitoring, measurement and communication procedures

3.2 IQumrhu loBulungisa kwiNgqesho

IQumrhu loBulungisa kwiNgqesho (Employment Equity Forum) (IQumrhu le-EE) lisekelwe ukuba lijongane nemiba yoBulungisa kwiNgqesho kunye neyaNtlukwano noQuko kunye nokwenza iziphakamiso njengoko kubonelelwe kumthetho wobulungisa kwingqesho. Amalungu eQumrhu le-EE alungelelaniswe ngokongqinisiso ekuvunyelwene ngalo kudityenwe phakathi kwabameli nabalawuli, iimanyano zabasebenzi nabameli abonyuliweyo bamalungu angekho kwiimanyano zabasebenzi.

3.3 IMiqobo yaseMsebenzini kunye namaNyathelo okuNika amaThuba abo babewaVinjiwe

Ngokungqinelana neemfuneko ze-EEA, uhlalutylo lwemigaqonkqubo yobulungisa kwingqesho, iinkqubo kunye nemo engqongileyo yokusebenza ziqhutywe kuMgodi iSouth Deep ukuchonga imiqobo yengqesho echaphazele kakubi abantu abavela kumaqela awonyuliweyo. Isishwankathelo sohlalutylo siqhutywe nezicwangciso zokwenza zokuthathela ingqalelo imiqobo zichazwe ngezantsi:

Imiqobo yengqesho echongwe ngokweCandelo 19 le-EEA	Amanyathelo okuphelisa ngokweCandelo 15(2)(a)le-EEA
linkqubo zokufunwa kwabasebenzi abatsha	Ukuqwalasela kwakhona uMgaqonkqubo wokuFunwa kwabaSebenzi abaTsha woMgodi ukuchonga kunye nokuphelisa naluphi ucalulo olungafanelekanga ukuze kuphunyezwe iSicwangciso se-EE Ukuqinisekisa ukuba ucwangciso lokufunwa kwabasebenzi abatsha luqonda iinjongo nojoliso lwe-EE kwiSicwangciso se-EE
Ukukwazisa izithuba	Ukuqinisekisa ukuba ukwaziswa kwezithuba kuvezwa ngokungatshintshiyo kwiqonga le-eletroniki lokufunwa kwabasebenzi abatsha loMgodi. Eli qonga okwangoku likwi-Intanethi nakwi-Intranet yeQela Izaziso zokwazisa ziza kuxela ngokucacileyo iinqobo zokulinganisa ze-EE kunye nelungelo lomqeshi lokuqesha ngokweSicwangciso sakhe se-EE njengenjongo yesicwangciso.
Iinqobo zokulinganisa zokhetho	Ukuqeqesha abaphathi abaphezulu ukubaxhobisa ngendlela zokuqhuba udliwanondlebe olusekelwe kubuchule kunye nokulandela imigaqo esele ikhona kukhetho kunye nokwenza udliwanondlebe nabo banokubizwa
Ukuqeshwa	Ukuthathela ingqalelo amandla kunye nokuba nako kwabo bafanelekileyo ukufumana izakhono kwithuba lexesha elifanelekileyo Ukunika isikhokelo kwiinjongo zophuhliso kunye nokulindelweyo kwabo basebenzi basanda kuqeshwa ukuquzelela ukwakhiwa ngokuhlanganyelana kwezicwangciso zophuhliso lwabantu bengabodwa kunye nokulindelweyo ekusebenzeni
Imivuzo neenzuzo	ISouth Deep iza kuba ngumqeshi onokukhethwa kwimo engqongileyo yezemigodi esebenza ngoomatshini; ukuchonga kunye nokukhuthaza iinzuzo zengqesho kwimo engqongileyo engenamizila
Imiqathango ebekiweyo yengqesho	Ukuchonga kunye nokwenza izicwangciso zokwenza ngokufanelekileyo ukuba kwamkeleke abasebenzi ngokunxulumene neSini kunye nabaNtu abanokuKhubazeka
Imo engqongileyo yasemsebenzini nezibonelelo	Ukuphumeza uhlobo lwarhoqo kunye namanyathelo okuphucula ufikelelo kunye nezibonelelo kwi-PWD emgodini
Ukonyuselwa	Ukuphumeza inkqubosikhokelo yenkqubela kwikhondo lomsebenzi esekelwe kwimerithi ehamba namangenelelo amiselweyo e-HRD, kuquka inkqubo zobucebisi, ukulungisa abasebenzi abafanelekileyo ukuba bakhuphisanele amathuba okonyuselwa
Ulandelo nocwangciso lwamava	Ukulungelelanisa inkqubela yomsebenzi, iinkqubo zoyilo lwekhondo elinokulandelwa kunye nolawulo lwamalandela kwinkqubosikhokelo yoLwakhiwo lwemiSebenzi yeGold Fields Group kunye nokubonelela ngophuhliso olufikelekayo kunye neenkonzo zocwangciso lwamakhondo emisebenzi kwaye abaphathi abasebenza phantsi kwabo ngqo beququzelela ukwenziwa ngokuhlanganyelana kwezicwangciso zophuhliso lwabantu bengabanye.
Amanyathelo oluleko	Ukunxibelelana kunye nokunika uqeqesho kwikhowudi yoluleko kunye neenkqubo kubasebenzi bonke
Ukugcinwa	Ukufaka amaphulo eeNgxoxo ezineNkuthazo ukuququzelela amava anyukileyo abasebenzi ngokusekelwe kwimixholo yokubandakanyeka kwabasebenzi echongiweyo
Inkcubeko yequmrhu	Ukukhuthaza uqoko ekuhlaleni kunye “nomanyano” kwinkcubeko yeSouth Deep kuSeka iNkqubo zoPhuhliso lobuNkokeli Ukunika uQeqesho kuBulungisa kwiNgqesho kubaPhathi abaPhezulu
Indawo yokuhlala efanelekileyo	Ukuqwalasela kwakhona amathuba angqinelana nokuba nako komsebenzi, ukuba nokukhubazeka okuhleliweyo kunye notshintsho lwasemsebenzini ukuququzelela indawo efanelekileyo yokuhlala ye-PWD
Ukufundiswa nge-HIV/AIDS nenkqubo yothintelo	Ukulungelelanisa imfundo yangaphakathi emgodini ye-HIV/AIDS kunye namaphulo okwazisa ngephulo lempilontle elibanzi kunye nokuqhubeka ngephulo le-VCT njengoko lisenziwa ngeZiko leMpilo yaseMsebenzini
Um(aba)phathi o(aba)phezulu owo(abo)nyuliweyo uza kulawula ukuphunyezwa kwe-EE	Aqhubeke ongaMele ingqesho kwi-HR njenoMphathi we-EE kunye nokuchonga imithombo yenkxaso ukubeka iliso kunye nokulawula kunye i-EE notshintsho eSouth Deep
Ulwabiwo lohlahlo lwabiwomali kuxhasa iinjongo zobulungisa kwingqesho	Ukuqinisekisa ulungiselelo lohlahlo lwabiwomali olwaneleyo kunye nofikelelo kwimithombo yokuxhasa izicwangciso neenkqubo ze-EE ISouth Deep iza kubonelela ngoqeqesho kubaSebenzi abaHlanganisiweyo kwimiba yoBulungisa kwiNgqesho oko kusenziwa ngendibaniselwano yabaBoneleli ngoQeqesho bangaphandle nabangaphakathi.

3.4 IProfayili neeNjongo zoBulungisa kwiNgqesho

3.4.1 IProfayili neeNjongo zoBulungisa kwiNgqesho – 2023 & 2024

Injongo ye-SLP kukuqinisekisa iyantlukwano ngokunjalo nothatho nxaxheba lwee-HDSA kuzo zonke izikhundla zokwenziwa kwezigqibo kunye nakwiindidi ezingundoqo zemisebenzi kwishishini lezemigodi. Ukumisela izinga lokumelwa ngokusezantsi kwabantu abavela kumaqela awonyuliweyo kwizikhundla zokwenziwa kwezigqibo, iSouth Deep iqhube uhlalutyo lweprofayili yasemsebenzini ithelekisa iprofayili yayo yeyantlukwano ngokubhekisele kubemi abasarhumayo ngokoqoqosho lommandla esebenza kuwo. Itheyibhile 49 imele iprofayile yabasebenzi bangoku ngokobulungisa kwingqesho abakwizikhundla zokwenza izigqibo ngokwesini nohlanga.

Itheyibhile 49: IProfayili yeDemografi kwizikhundla zokwenziwa kwezigqibo ukususela ngoDisemba ka-2023

INqanaba loMsebenzi	Amadoda				Abasetyhini				UMmi wamaZwe angaPhandle		Kuphelele
	A	C	I	W	A	C	I	W	M	F	
AbaPhathi aboNgameleyo	0	0	0	0	0	0	0	0	0	0	0
UMphathi oPhezulu	2	1	0	8	2	0	1	0	1	0	15
AbaQinisekisiweyo o ngokobuGcisa	33	5	6	42	22	1	2	21	1	0	133
UbuChwepheshe obunezaKhono	701	9	5	188	213	5	3	26	93	2	1 245
I-PWD	33	0	0	3	38	0	0	0	1	0	75

UmThetho woBulungisa kwiNgqesho ufuna ukuba umqeshi owonyuliweyo kufuneka, njengenxenye yeSicwangciso soBulungisa kwiNgqesho, amisele iinjongo zokubala nojoliso ukuphumeza umelo lwabantu abafanelekileyo kuwo onke amaqela awonyuliweyo (kuquka abantu abanokukhubazeka) kudidi ngalunye lomsebenzi kubasebenzi. Ujoliso luza kwenza inxenye yenkqubo yokuphunyezwa kweSicwangciso se-EE. UMgodi weSouth Deep wenze izigqibo zomgaqonkqubo ukumisela inqanaba elilandelayo:

1	2	3	4	5
Uluntu lommandla olusafaka isandla kwezoqoqosho kuthathelwa ingqalelo abaphathi abakhulu, abaphathi abaphezulu, abaqinisekisiweyo ngobuchule, oochwepheshe abanezakhono, abakumanqanaba asafuna uqeqesho kunye nabo bangenazakhono, kuquka abantu abanokukhubazeka kananjalo.	UkuXhotyiswa ngokoQoqosho kwabamNyama UmThetho wokuXhotyiswa (53 ka-2003) liKhowudi zokuSebenza kakuHle, kuthathelwa ingqalelo abaphathi abakhulu, abaphathi abaphezulu, abaqinisekisiweyo ngobuchule, oochwepheshe abanezakhono, abakumanqanaba asafuna uqeqesho kunye nabo bangenazakhono, kuquka abantu abanokukhubazeka kananjalo.	UkuXhotyiswa okuSekelwe kubuBanzi okuNxulumene nezeNtlalo noQoqosho ITshatha yeShishini lezeMigodi neziMbiwa (2018), ithathela ingqalelo abaphathi abakhulu, abaphathi abaphezulu, abaqinisekisiweyo ngobuchule, oochwepheshe abanezakhono, abakumanqanaba asafuna uqeqesho kunye nabo bangenazakhono, kuquka abantu abanokukhubazeka kananjalo.	UmThetho woBulungisa kwiNgqesho (55 ka-1998) njengoko utshintshiwe, uthathela ingqalelo abaphathi abakhulu, abaphathi abaphezulu, abaqinisekisiweyo ngobuchule, oochwepheshe abanezakhono, abakumanqanaba asafuna uqeqesho kunye nabo bangenazakhono, kuquka abantu abanokukhubazeka kananjalo.	ISEbe lezeNgqesho neMisebenzi ngoJoliso loBulungisa kwiNgqesho okuPhakanyiswayo kwicandelo lezeMigodi neeKwari (Isetyhula yeBhodi eyiNombolo 48/22), ithathelwa ingqalelo abaphathi abakhulu, abaphathi abaphezulu, abaqinisekisiweyo ngobuchule, oochwepheshe abanezakhono, abakumanqanaba asafuna uqeqesho kunye nabo bangenazakhono, kuquka abantu abanokukhubazeka kananjalo.

Itheyibhile engezantsi ibonisa iinjongo zobulungisa kwingqesho iSouth Deep eza kuzamela ukuziphumeza kwizikhundla zokwenziwa kwezigqibo kunye nangokwabantu abanokukhubazeka (people with disabilities) (PWD) kunyaka ngamnye weSicwangciso se-EE.

INGcaciso yeNkcazelo	
AbaPhathi aboNgameleyo	Abalawuli beGold Fields Operations Limited, GFI Joint Venture Holdings (Pty) Limited neNewshelf 899 (Pty) Limited
UMphathi oPhezulu	Bonke abasebenzi abakwiBhendi E (AbaSebenzi abasiSigxina nabaSebenzi beXeshana abaqeshwe ngaphezulu kweenyanga ezi-3)
AbaQinisekisiweyo ngokobuGcisa	Iingcali ezinobuchule eziqinisekisiweyo nezinamava kunye nabaphathi abaphakathi AbaSebenzi be-DL ne-DU (AbaSebenzi abasiSigxina nabaSebenzi beXeshana abaqeshwe ngaphezulu kweenyanga ezi-3)
UbuChwepheshe obunezaKhono	AbaSebenzi abaFanelekileyo ngokweZakhono zobuChwepheshe nangeMfundo/ abaPhathi abaSezantsi/ abaPhathi/ iiFolomani/ nabaLawuli Bonke abasebenzi abakwiBhendi D1 noC, kuquka abasebenzi be-NG (AbaSebenzi abasiSigxina nabaSebenzi beXeshana abaqeshwe ngaphezulu kweenyanga ezi-3)
IzaKhono ezingundoqo nezibalulekileyo	Izakhono zenzululwazi, ubuchwepheshe, ubunjinieli, nemathematika kuwo onke amanqanaba ombutho, kuzo zombini ukuvelisa nemisebenzi yenkampani yemigodi. Bonke abasebenzi kwiinkalo zokuvelisa ezingundoqo: ezeMigodi, ubuNjineli, iiProjekthi, isiNyithi, iiNkonzo zobuChwepheshe, uKhuseleko nokusiNgqongileyo kungaqukwa iiNkonzo zeMpilo.

Itheyibhile 51: UJoliso kuBulungisa kwiNgqesho ku-2024

INqanaba loMsebenzi	Amadoda				Abasetyhini				UMmi wamaZwe angaPhandle		Kuphelele
	A	C	I	W	A	C	I	W	M	F	
AbaPhathi aboNgameleyo											
Abaphathi abaphezulu	6	1	0	11	4	0	1	1	0	0	24
Abaqinisekisiweyo ngokobugcisa	45	5	6	39	24	4	2	14	2	0	141
Ubuchwepheshe obunezakhono	652	14		157	242	7	9	42	80	3	1 218
Izakhono ezingundoqo nezibalulekileyo	620	13	13	107	337	13	10	40	77	6	1 236
I-PWD	27	1	2	4	21	1	1	0	2	0	59

Itheyibhile 51: UJoliso kuBulungisa kwiNgqesho ku-2024

INqanaba loMsebenzi	Amadoda				Abasetyhini				UMmi wamaZwe angaPhandle		Kuphelele
	A	C	I	W	A	C	I	W	M	F	
AbaPhathi aboNgameleyo											
Abaphathi abaphezulu	6	1	0	10	4	1	1	1	0	0	24
Abaqinisekisiweyo ngokobugcisa	46	5	6	35	26	5	2	14	2	0	141
Ubuchwepheshe obunezakhono	656	18	15	146	273	10	11	48	73	3	1 254
Izakhono ezingundoqo nezibalulekileyo	586	16	17	97	372	15	13	46	68	6	1 236
I-PWD	27	1	2	4	21	1	1	0	2	0	59

3.4.2 IiNjongo zoBulungisa kwiNgqesho – UMelo lwe-HDSA ne-PWD

Itheyibhile engezantsi ibonisa isimo se-HDSA ne-PWD iSouth Deep eza kuzamela ukusiphumeza kwizikhundla zokwenziwa kwezigqibo kunye nangokwabantu abanokukhubazela kunyaka ka-2023 no-2024 weSicwangciso se-EE.

Itheyibhile 52: IPesenti ye-HDSA ne-PWD ku-2023 no-2024

Umlinganiso	UJoliso lokuThobela	UJOLISO	
		2023	2024
AbaPhathi aboNgameleyo			
UMphathi oPhezulu	60,0%	54,0%	58,0%
AbaQinisekisiweyo ngokobuGcisa	60,0%	71,0%	74,0%
UbuChwepheshe obunezaKhono	70,0%	80,0%	82,0%
IzaKhono ezinguNdoqo neziBalulekileyo	60,0%	85,0%	86,0%
AbaNtu abanokuKhubazeka	1,5%	2,0%	2,0%

3.5 ISicwangciso soBulungisa kwiNgqesho ukuSa Phambili abaseTyhini kwezeMigodi kunye noThatho Nxaxheba lwe-HDSA kuLawulo

ISouth Deep izibophelele kwinkqubela yabasetyhini kwishishini lemigodi ngokunjalo nothathi nxaxheba lwe-HDSA olunyakayo kulawulo. UMgodi uza kunika bonke abasetyhini ithuba elilinganayo lokuthatha inxaxheba kuyo yonke imisebenzi, kunye nakuwo onke amaqanaba okuthatha uxanduva. Amaphulo aza kuqaliswa aza kuqinisekisa impumelelo yoku:

UkuFunwa kwabaSebenzi abafsha:
Ukhetho ngexa lokufunwa kwabasebenzi abafsha luza kunikwa abasetyhini abahlangabezana neemfuneko zomsebenzi kwaye bebonakalisa ukuba nokukwazi ukwenza umsebenzi.
Ukhetho:
Zakube zonke izicelo zifunyenwe kwisithuba esithile ezi ziza kugocagocwa ngokobuchule, amava neziqinisekiso ezifunwayo eziyimfuneko emsebenzini lowo. Ukhetho luza kunikwa abasetyhini abahlangabezana neemfuneko zomsebenzi.
Uqeqesho:
Ngenxa yokungqongophala jikelele kwezakhono abanazo abasetyhini kwishishini, iSouth Deep izibophelele ekuchongeni abasebenzi kwaye ibaqeqeshe ukuba bafumane izakhono eziyimfuneko. UMgodi uza kujolisa kuphuhliso lwabasetyhini ukwenza ukuba inkampani ihlangabezane nojiso lobulungisa kwingqesho.
Oku kuza kwenziswa ngeenkqubo zezakhono ezahlukeneyo, uqeqesho lwamava kunye nolunzulu noluiungelelaniswe kwinkqubo yoMgodi neenkqubo zikhokelo zenkqubela kwikhondo lomsebenzi.

litheyibhile ezingezantsi zibonisa isimo sabaseTyhini kwezeMigodi eSouth Deep ukususela ngoDisemba 2023:

litheyibhile 53: ULwazi oluPhathelene nabaseTyhini kwezeMigodi ukususela ngoDisemba 2023

AbaseTyhini kwezeMigodi	Ukususela ngoDisemba 23:
AmaNdla aPheleleyo oMgodi	2582
AbaseTyhini eMgodini	716 (27.8%)
Inani elipheleleyo labasebenzi abakwimisebenzi engundoqo emgodini	2101
Abasetyhini abakwimisebenzi engundoqo emgodini	462 (64.5%)

litheyibhile 54: AbaseTyhini kwezeMigodi: IiNdima ezingundoqo zithelekiswa nezokuXhasa ukususela ngoDisemba 2023

AbaseTyhini kwezeMigodi	Abasetyhini					I-HDSA (RSA) %	UMmi wamaZ we angaPhandle %
	A	C	I	W	ABemi bamaZwe angaPhandle		
Abasetyhini abakwiindima ezingundoqo	415	4	3	18	22	61.5%	3.2%
Abasetyhini abakwiindima ezixhasayo	205	6	4	32	7	34.5%	1.0%

IFomula: Abasetyhini abakwiindima ezingundoqo/AbaseTyhini bePhelele eMgodini

UHlelo	Bephelele emg odini	Bephelele kwezi ngundoqo	AbaseTyhini abakwiNdima ezinguNdoqo							% AbaseTyhini kwezinguNdoqo
			Ezenigodi	UbuNjineli	Icandelo lezinyithi	Ubuchwepheshe	I-HEE	Ukhuselako	Kuphelele	
IBhendi E	15	9	0	0	0	0	0	0	0	0.0%
IBhendi D	135	80	1	4	0	10	0	3	18	39.1%
IBhendi C	1 194	1 055	48	72	11	10	9	7	157	69.8%
IBhendi B	548	443	75	40	7	0	0	3	125	67.6%
IBhendi A	611	514	64	80	3	4	11	0	162	76.1%
I-NG	79	0	0	0	0	0	0	0	0	0.0%
Kuphelele	2 582	2 017	188	196	21	24	20	13	462	64.5%

3.5.1 IziiCwangciso zoKwenza

Ezi zicwangciso zokwenza ziphuhliselwe ukuqinisekisa ukufunwa kunye nokuqeshwa kwabasetyhini kuzo zombini iindima ezobuchwepheshe kunye nezingezizo ezobuchwepheshe okanye kwiindima zokusebenza ezingundoqo kananjalo:

- INkampani kuye kwafuneka iqonde izibophelelo zayo ezahlukeneyo zotshintsho ngaphakathi kunye nangaphandle kwaye iqinisekise ukufaniswa kwezi ukuze ifezekise iziphumo zotshintsho ezinengqiqo. Ingakumbi, izibophelelo ezingundoqo zomthetho ezinxulumene nomThetho woBulungisa kwiNgqesho, iTshatha yeMigodi, iiKhowudi zokuSebenza kakuHle ze-B-BBEE ngexa izibophelelo zangaphakathi zinxulumene neyaNtlukwano noQuko lweGold Fields Group kunye nokubalulekileyo kutshintsho lombutho ngokunxulumene nezibophelelo zawo ze-ESG. Iinjongo zotshintsho zeSouth Deep ke ngoko zifuna ukutolika ezi zibophelelo zibe sisicwangciso esinengqiqo esisebenza njengomthombo wamandla lowo kunokuqhutyelwa kuwo iziphumo zeshishini eziphezulu ngokunyusa iitalente ezahlukeneyo zabasebenzi bayo.
- Ukuhlola ngenkuthalo kunye nokuchonga amathuba athile ngokusekelwe kwizithuba ezichongiweyo njengoko zinokuvunywama kuhlalo lwabiwomali lezemisebenzi lonyaka ngamnye oluqala ngo- 2023 kunye nakwixesha lonke leziCwangciso ze-SLP/EE. La mathuba aza kwabelwa kwaye onyulelwe amaqela oluntu achaziweyo kunye/okanye i-PWD ukuqinisekisa ukuba ukufunwa kwabasebenzi abatsha okujolise kwaye kungqalene namagunya okufunwa kwabasebenzi abatsha kuyavunywama kunye nokuba zonke iinzame ziyenziwa zokufuna abantu abafunekayo.
- Ukuhlola inkqubo yeMigodi ngokubhekisele kwizicwangciso ze-EE zonyaka kuye nokuchaza iirashiyo zokuqesha esifunekayo kumaqela awohlukeneyo abemi. Kwimeko yokuba uMigodi ungakwazi ukufumana umntu ofanelekileyo oqinisekisiweyo ovela kwiqela labemi elonyuliweyo, icandelo le-HR kuza kufunwa ukuba lilungise iirashiyo zokuqesha kumaqela abemi awohlukeneyo ukuqinisekisa ukuba inkqubo efanelekileyo yenziwe ngokubhekisele ekufumaneni ujoliso lonyaka lwe-EE.
- Ukuphonononga amathuba ayilwe kulandela ingeniso ukuqinisekisa ukuba iirashiyo zokuqesha okanye ukhetho lokufuna luhlangahlengiselwa ukuqinisekisa ukuba inkqubo efanelekileyo yenziwe ngokubhekisele ekufumaneni ujoliso lonyaka lwe-EE.
- Ukuchonga abasebenzi abafanelekileyo ababonisa ukuba nako kuphuhliso olungaphaya kunye nokuyila izicwangciso zenkqubo kwikhondo lomsebenzi ezifaneleke ngokufanayo. Iinkqubo zophuhliso ziza kulandela inkqubosikhokelo yoPhuhliso neNkqubo kwizaKhono eziCwangcisiweyo (Structured Skills Development & Progression) (SSDP) ukulungiselela amathuba abasebenzi abafanelekileyo kwinkqubo kwikhondo lomsebenzi.
- I-SSDP iza kuhlolwa ngokungaphaya ukuchonga izithuba ekuNzima ukuziGcwalisa kunye, nanjengeqonga elo kunowakhiwa ngalo amangenelelo enkqubo njengendlela yokusa phambili izicwangciso ze-EE. Oku kuza kuquka iinkalo ezingundoqo ekujoliswe kuzo oko kusenziwa ngofikelelo ngokufundela ukufumana amava emsebenzini, iimali ezinikelwa ukufunda, iinkqubo zabanezidanga kunye neenkqubo zoqeqesho kwizakhono ezingundoqo.
- Uphuhliso lwabasebenzi luza kuquka Ukufunda okuThabathekisiyo, eyindlela yokufundisa nokufunda efaka ubuchwepheshe kwiindlela eziqhelekileyo zokufunda, ibonelela ngeyona mo ingqongileyo yokwenene nevuselelayo yokukhula. Ijolise kakhulu kumava okufunda ukonyusa isiqulatho somfundi ekuqondeni kunye nasekugcineni kunasekukwazini nje komfundi ukuphinda isiqulatho.

- Abasebenzi abangenisiweyo kwaye abaqhubele phambili ngempumelelo okanye baathweswe izidanga nge-SSDP baya kufanelekela uquko kwiqela elisesikweni leTalente eMgodini kunye nelamaLandela kwaye, baya kuxhomekeka kulawulo lokuzinikela ekusebenzeni, uqwalaselo kwakhona lwetalente lonyaka kunye nolongamelo lwebhunga letalente.
- Ujoliso olungundoqo lwe-HRD yeSouth Deep kunye nongenelelo lwe-EE lutshintsho kunye nokuphuhliswa kwabasetyhini. Ngenxa yoko ugxininiso luza kubekwa ekuchongeni abasebenzi basetyhini abafanelekileyo oko kusenziwa ngoPhicotho lweziQinisekiso nezaKhono luka-2022/2023 ngophuhliso olungaphaya.

3.5.2 ISicwangciso esiBandakanya iiNdlela eziMbini zokuPhumeza uJoliso

ISouth Deep yakhe isicwangciso sayo sotshintsho ukuba senze kusebenze ukusiwa phambili kwe-EE, iyaNtlukwano noQuko kunye nokusiwa phambii kwabasetyhini ngokwendlela elandelayo:

ISicwangciso 1	ISicwangciso 2
• Abasebenzi basetyhini abakhoyo ngoku bayakusiwa phambili ngokwekhondo lomsebenzi (ukufundela ukufumana amava emsebenzini, iimali ezinikelwa ukufunda, ukufundela umsebenzi usemsebenzini njl.); kwaye • Abasebenzi basetyhini abaneziqinisekiso zenkalo engundoqo okwangoku abakumacandelo eenkonzo ezingaphakathi baza kujongelwa ukonyuselwa kumakhondo emisebenzi angundoqo oko kusenziwa ngenkqubosikhokelo eMiselweyo yoPhuhliso lwezaKhono nokuQhubela Phambili) (Structured Skills Development and Progression) (SSDP) njengoko kuchaziwe ngasentla.	• Ujoliso luza kuba kwabasetyhini boluntu oluchaphazelekayo ukuba baqeshwe ekufundeleni ukufumana amava emsebenzini, iimali ezinikelwa ukufunda, ukufundela umsebenzi usemsebenzini; • Ujoliso luza kuba kwabasetyhini abakuluntu oluchaphazelekayo ukuba baqeshwe njengabafundi be-AET; • Ukuyila izikhundla zophuhliso ingakumbi ezo zabasebenzi be-HDSA bangemhlophe ezilungelelaniswa kwinkqubosikhokelo ye-SSDP; kunye • Nokujolisa kwabasetyhini ukuba baqeshwe kwizithuba ezingenabantu kunye nokuqinisekisa ukuba ababasebenzi basetyhini abahambayo eMgodini kungena abanye basetyhini kwiindawo zabo.

3.5.3 ImiQobo ekuPhumezeni ezi Njongo kunye neeNdlela zokuyoYoyisa

Utsalo nokugcinwa kwetalente: Ngenxa yokunqongophala kwezakhono kwishishini lemigodi ngokwabasetyhini abafanelekileyo abanamava, iSouth Deep ikhuphisana namanye amashishini ezemigodi. Ujoliso olucala mbini lokubeka ngokwemivuzo efanelekileyo emarikenini kunye nokonyusa amava omsebenzi zizinto ezingundoqo ezikwaziyo ukutsala kunye nokugcina izakhono ezifunekayo eziyimfuneko kwimpumelelo yexesha elide yeSouth Deep. NgoPhando olubandakanya abaSebenzi kunye namaphulo eeNgxoxo zeNkuthazo, uMgodi uvakalise ukuba uchonge imiqobo engundoqo kunye namanyathelo okuyiphelisa angqinelanayo kuphucula ukuba nako ukutsala nokugcina itelente yemveli.

3.5.4 UThatho Nxaxheba lwe-HDSA kuLawulo: Isicwangciso

Silungelelaniswe neNkqubosikhokelo yeNkqubela nesaKhono ehlanganisiweyo, umahluko wenziwe ngokubanzi ngokunxulumene nokohlukanisa phakathi kwemisebenzi yeenkalo ezingundoqo kunye nezo zingengundoqo kunye neendima ezinxulumene nazo. UMgodi ke ngoko uyicacisa njengokulandelayo le:

Maphata konokono:

					
Meepo	Boenjeniere	Thuto ya tshipi	Ditirelo tsa setegenike	Boenjiliere jwa tikologo	Pabalesego

Maphata a eseng a konokono:

			
Didiriswa batho	Ditirelo tsa kgwebo	Tlhabololo e e tswelelang le tikologo	Ditirelo tsa boitekanelo

Nangaphandle kwalo mahluko, ifilosofi ye-HRD yeSouth Deep kukuqinisekisa ukuba bonke abasebenzi, kungakhathaliseki nkalo, banelungelo lokuthathelwa ingqalelo ekonyuselweni emsebenzini kunye nenkqubela kwikhondo lomsebenzi

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**UPHUHLISO
LOLUNTU**

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UPHUHLISO LOLUNTU

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Injongo engundoqo yophuhliso loluntu lomgodi kukufaka isandla okunentsingiselo kuphuhliso wezentlalo kunye nokuphakamisa uluntu oluchaphazelekayo lwaseSouth Deep.

ISouth Deep iyaqonda ukuba amagalelo anjalo aphunyezwa ngokugqwesileyo ngokudibana kunye nokuhlangana okunentsingiselo namahlakani angundoqo ekwakhiweni kunye noqwalaselo kwakhona kweSicwangciso soPhuhliso esiHlanganisiweyo (Integrated Development Plan) (IDPs) soogunyaziwe beengingqi kuluntu lwethu. ISouth Deep iya kujonga ngokungaphaya ezinye iinqkubozikhokelo zophuhliso loqoqosho zifana neSicwangciso soPhuhliso nokuKhula sePhondo (Provincial Growth and Development Strategy) (PGDS), iSicwangciso soPhuhliso lweziThuba seSizwe (National Spatial Development Strategy) (NSDS), okuPhambili kweSizwe kunye nawo nawaphi amanye amahlakani abandakanyekayo.

ITshatha yezeMigodi ixela ukuba uluNtu lwemiGodi lwenza inxenye engundoqo yophuhliso lwemigodi, oko okufuna ungqinelwano phakathi kokwembiwa kwemigodi kunye nophuhliso olunxulumene nezentlalo noqoqosho loluNtu loMgodi. ISouth Deep ifaka isandla ngokubonakalayo ngokubhekisele kuphuhliso loluNtu loMgodi (ithatha icala ngokubhekise kuluntu olo kwenzeka khona ukwembiwa kwemigodi) ngazo zombini ngokweempembelelo kunye kananjalo ngokugcina imithethosiseko yemvume yasekuhlaleni yokusebenza. IiProjekthi zoPhuhliso loluNtu lweMigodi zijolise ekuqukeni iiprojekthi zeziseko zophuhliso, iiprojekthi ezenza ingeniso, kunye nophuhliso lwamashishini.

4.1 OoMasipala beSithili, abaMbhaxa nabeengingqi

Oomasipala bezithili, abambhaxa, nabeengingqi njengamaziko agunyaziswe ngokomgaqo-siseko kuphuhliso loluntu, banoxanduva lokuqulunqa izicwangciso zophuhliso ezihlanganisiweyo (integrated development plans) (ii-IDP) bedibene namahlakani abandakanyekayo ngendlela engafihliyo neqokayo. ISouth Deep kufuneka ifake isandla ngokubhekisele kuphuhliso loluNtu lwaseMgadini ngokuphonononga amathuba okuxhasa ezithile zeeprojekthi eziphambili/ezichongwe ngee-IDP.

ISouth Deep yenza utyalomali kuphuhliso loluntu oluchatshazelwa ngokungqalileyo kunye nangokungqalanga yimisebenzi yayo. Iiprojekthi ezixhaswa nguMgodi zifaka isandla kuphuhliso oluzinzileyo olunxulumene nezentlalo noqoqosho kuluntu olo uninzi lwabasebenzi neentsapho zabo luhlala khona. Ngokwenza njalo uMgodi uceba ukuzalisekisa iinjongo zawo zoPhuhliso loQoqosho lweNgingqi (Local Economic Development) (LED), njengoko ziqulethwe kwi-SLP yayo.

4.2 UkuDibana kunye neNdibano yamaHlakani kwi-SLP

ITshatha yezeMigodi ka-2018 ifuna ukuba umnini welungelo lomgodi, edibene noomasipala ababandakanyekayo, uluntu lomgodi, oogunyaziwe bemveli, kunye namahlakani abandakanyekayo achange okuphambili kuphuhliso loluntu lwaseMgadini. Uluntu lwaseMgadini luchazwa njengoluntu olo kwenzeka kulo ukwembiwa kwemigodi kumasipala wengingqi, umasipala ombhaxa, okanye umasipala wesithili kuye nemimandla ethumela ezemisebenzi ezingundoqo.

Kule SLP, iSouth Deep ijolise ukudibana kwayo noluntu lwayo oluchaphazelekayo, ngokukhethekileyo iPoortjie, Bekkersdal, Simunye, Thusanang neZuurbekom isebenzisa amaqela ojoliso avela kuluntu ngokungqinelana nemigaqo yothatho nxaxheba loluntu yoHlobo lweeMpembelelo zokusiNgqongileyo (Environmental Impact Assessment) (EIA). Oku kuye kwenziwa kwayimfuneko kulandela ukulibaziseka kuMasipala weNgingqi weRand West City (Rand West City Local Municipality) (RWCLM) – ongumasipala wengingqi osebenza kuwo uMgodi – ukubamba iiseshoni zayo ze-IDP. ISouth Deep bekufuneka igqibe iindibano zayo ze-SLP entsha. IMibutho eNgekho Phantsi kukaRhulumente (Non-governmental Organisations) (NGOs) evela kwiindawo ezohlukeneyo zoluntu yamenywa kananjalo kwiintlanganiso zeengxoxo ukuba kudityanwe nayo ngendlela efanayo njengoluntu kodwa ngokusekelwe kwimimandla yayo yojoliso kunye neeprojekthi. Ezi ndibano zenziwa ngokuhlanganyelana nooceba bengingqi, amalungu eekomiti zeewadi amele i-RWCLM kunye neenkokeli zoluntu.

Kubalulekile ukuqaphela ukuba iSouth Deep isebenza kummandla ongasedolophini onabemi abohlukeneyo. Imimandla yakhethwa ngokusekelwe kwiinzuzo kunye neeprojekthi zangaphambili ezaziphunyezwe njengenxenye yee-SLP zangaphambili Iseshoni zokudibana zaqalwa ngoJuni ukuya kuAgasti 2022. Ukunceda ngokungaphaya iimfuno zangoku zoluntu lwethu oluchaphazelekayo, iSouth Deep yaqhuba uPhononongo lweSiseko esiNxulumene nezeNtlalo noQoqosho (Socio-Economic Baseline Study) (SEBS).

Ekudibaneni ngakunye, ooceba bengingqi neenkokeli zoluntu banika iimeko ezinxulumene nezentlalo noqoqosho zommandla yaze iSouth Deep yazithi thaca kwi-SEBS iziphumo. Oku kwenza ukuba uluntu luphakamise okwalo okuphambili kuphuhliso. Le nkqubo yakhokelela kwiiprojekthi ze-LED zichongelwa i-SLP.

4.3 ULwazi lweMvelaphi lwezeNtlalo noQoqosho

Uqoqosho lwephondo laseGauteng luchazwa ngokweMpahla Xa iyoNke yeLizwe (Gross Domestic Product) (GDP), intswelanguqosho, isiveliso ngokwecandelo lezoqoqosho, utyalomali, uveliso kwezemisebenzi kunye nengeniso evela kwezokhenketho. Iingxaki eziphambili zonikezo lweenkonzo abajongene nazo oomasipala eGauteng ngokwe-SEBS, ziindleko zombane, ukunqongophala kwamathuba engqosho okanye angonelanga, ubundlobongela nolwaphulomthetho; ukungabikho kombane othembekileyo nezindlu ezingonelanga. Isabelo esiphezulu kwingqosho eRand West City zezemigodi ngexa esisezantsi ungumbane, igesi, amanzi nezolimo, ezamahlathi nezokuloba. Amanqanaba emfundo asezantsi kakhulu kuMasipala weSithili, nangoina kukho impucuko encinci kubo bonke bobathathu oomasipala beengingqi. Intswelanguqosho yolutsha ngumngeni omkhulu kuluntu oluchaphazelekayo lweSouth Deep.

Ittheyibhile 56: IziKhombisi ezinguNdoqo eziNxulumene nezeNtlalo nezoQoqosho

ISikhombisi esinguNdoqo	IYunithi/Ukuguquguquka	SA	EGauteng	IWest Rand DM	IRand West City LM
Idemografi	Abemi bephelele ¹	55 653 654	13 399 724	838 594	308 567
	% yeSabelo ngoMmandla	AKUNGENI	24.1% ²	6.2% ³	31.7% ⁴
	Ingxinano yabemi (inani labantu nge-km ²) (2018)	45.3	737.0	203.5	238.1
	IZinga lokuKhula kwaBemi eDolophini (%) (2016 – 2020) ⁵	1.4%	2.4%	1.2%	1.2%
Uphuhliso	ISikhombisi soPhuhliso lwabaNtu (HDI) ⁶	0.71	0.65	0.65	0.65
	Imilinganiselo yolwabiwo lwengeniso (2019) ⁷	0.63	0.62	0.64	0.60
	Izinga lesikhewu kubuhlwempu (ukusuka kubuncinane bemali yezinto ezisisiseko phezulu) ⁸	49.2%	46.9%	49.9%	49.9%
	INani labaneMatriki ubudala 20+ yeminyaka ⁹	14 644 033	4 808 764	257 310	68 356
	% AbaneMatriki ababudala 20+ yeminyaka yabemi ¹⁰	43.4%	52.4%	44.1%	37.4%
	ISabelo semzi ehlala ematyotyombeni ¹¹ (2017)	87.0%	82.3%	77.4%	74.1%

¹ UPhando loluNtu 2016
² Ngokunxulumene nenani lesizwe
³ Ngokunxulumene neGauteng 9 UPhando loluNtu 2016
⁴ Ngokunxulumene neWest Rand DM
⁵ Gauteng SERO 2021 11 UPhando loluNtu 2016
⁶ INTetho yeSiveliso yezoQoqosho eTshwane 2017
⁷ Gauteng SERO 2021
⁸ Gauteng SERO 2021
¹⁰ UPhando loluNtu 2016

Uninzi lomhlaba okulawulo lukaMasipala weNgingqi weRand West City ngowabantu babucala, ngomninzi ingoweenkampani zemigodi. Umhlaba kamasipala ongenanto usasazeke iNtshona Randi yonke. Iidolophu ezimbini ezingundoqo iRandfontein neWestonaria ngokusebenza zidityaniswe kwikhompleksi yedolophu iMogale City ngo-R28. Ubukho bemisebenzi yemigodi buqinisekisa izinga lokwahlukaniswa phakathi kweRandfontein neWestonaria. Ingxinano kunye nophuhliso olugcwalisileyo lunaba lusuka eMogale City kwicala elikumazantsi ntshona luye ngaseRandfontein. Uphuhliso kummandla lohlukanisiwe ngenxa yeziqephu zomhlaba kakhulu engalungelanga uphuhliso. Iindawo zokuhlala zaseMgodini, kakhulu ezimi kufutshane nemigodi eziyisebenzelayo, zikhokelela ekwahlukanisweni okungaphaya.



Go sa kgathalesege tlhabololo e e bonako ya madirelo le tiro e e nang le dikgolagano tse di kwa morago le tse di kwa pele, le meepo ya gauta, karolo e kgolo ya West Rand e ntse e na le semelo sa yona sa magae.

Lefelo leno le akaretsa mafelo a mantle a Gauteng. Gape e itumelela maemo a bosa a a eletsegang, a a siametseng thata bojanala jwa tikologo. Gape ke karolo ya lefelo la Ngwaoboswa ya Lefatshe la Cradle of Humankind la diheketara di le 47 000 le le itsegeng mo lefatsheng lotlhe.

West Rand e kile ya bo e le lesaka le setulo sa bogosi sa Khosi Musi wa Ndebele, yo o neng a busa go tswa kwa eMhlangeni go ya kwa gompieno e leng City of Tshwane, Mookeng kwa Randfontein e ne ya tewa ka rraagwe Khosi Musi, Mhlanga. Mo bofelong jwa dingwaga tsa bo 1900, ka go ribololwa ga gauta, West Rand e ne ya gola ka go itsege mme ya ngoka batho ba le bantsi ba kwa tshimologong ba neng ba tlile kwa "Toropong ya Gauta" e e tumileng, Johannesburg, ba batla dikhumo.

Uqoqosho kuMmandla weSithili seNtshona Randi

Nangaphandle kokuba ilelona lincinci kumaphondo alithoba aseMzantsi Afrika, iGauteng ngundlunkulu wezoqoqosho welizwe, ngephondo lirhuma ama-34% e-GDP yaseMzantsi Afrika (StatsSA, 2017). Nangona ngokwembali yakhiwe kwisiseko sezemigodi noshishino, uqoqosho lwaseGauteng luye lwahlukahlukeneyo kwaye ke ngoku luqhutywa ziinkonzo eziquka konke nezoluntu.

Ezolimo nemigodi ngoondoqo abaqhuba umsebenzi wezoqoqosho weNtshona Randi. Ngo-2018, isivuliso sezemigodi sabalelwa kuma-29.2% esivuliso sezoqoqosho sesithili. Urhwebo neenkonzo eziquka konke, okuqaphelekayo icandelo lezemali, zidlala indima ebalulekileyo eGauteng kunye nakwiSithili seNtshona Randi. Igalelo elibalulekileyo leenkonzo ezinxulumene noluntu sisiphumo sabemi abaninzi.

AmaCandelo ezeMali

UQoqosho lukaMasipala weSithili seNtshona Randi lwenziwe ngamashishini amaninzi. ISazobe 9 sinika isishwankathelo sepesenti yomrhumo wecandelo ngalinye kuqoqosho lukaMasipala weSithili seNtshona Randi. Utshintsho loMlinganisano weSivuliso (Gross Value Added) (GVA) lunika ukuhlwala kwecandelo, apho icandelo ngalinye lilinganiswa ngokongeza kwalo ixabiso kuqoqosho lwengingqi. I-GVA ngumlinganisano wesivuliso (imveliso ephelileyo) yommandla ngokwexabiso elenziwa kummandla. Unokohlukaniswa ngokwamacandelo okuvelisa awohlukahlukeneyo.

UMasipala weNgingqi weRand West City ngundoqo kwiSouth Deep kuba uMgodi usebenza apha kwaye kufuneka uxhase okuphambili kuphuhliso lwakhe. Ngexa olu xwebhu luza kucaphula ulwazi kunye neenkcukacha manani malunga nomasipala wesithili kumxholo omkhulu, ugxininiso luza kuba kumasipala wengingqi kunye noluntu oluchaphazelekayo. Kubalulekile ukuqaphela ukuba iSouth Deep isebenzisa uhlatho kwabiwomali lwayo lwe-SLP ukunceda i-RWCLM kunye noluntu lwayo oluchaphazelekayo. Uluntu oluchaphazelekayo luchazwa njengolo lukufutshane noMgodi, kwaye ke ngoko luchatshazelwa yimisebenzi yomgodi. Njengenkampani ethatha uxanduva, iSouth Deep izibophelele ekufakeni isandla ngokunoncedo ekuphakanyisweni ngokwezentshalo kunye nophuhliso lolu luntu kunye nokudambisa naziphi na iimpembelelo ezimbi ezokwenyani nezicingelwayo.

4.3.1 Abemi

Iprofayili yabemi

INTshona Randi yeyona ndawo ingagcwalanga kwiPhondo laseGauteng. Isayizi yabemi (ngokweStats SA) iqikelelwa kubantu abangaphantsi kwama- 900 000 kukho ukwehla phakathi kuka-2010 no-2016.

Ummandla odityanisiwe we-RWCLM neSixeko saseJohannesburg (City of Johannesburg) (COJ) iWadi 5 kubhekiselwa kuwo njengoMmandla weeMpembelelo (Area of Impact) (AOI). I-AOI yayinabemi abangama-308 567 abantu ngokophando loluntu luka-2016. Ngokolwabiwo, ama-Afrika amNyama esenza elona qela labemi lininzi, ngobukho kancinci kwamadoda kunabasetyhini. Phakathi kuka-2016 no-2020, uMzantsi Afrika wawunezinga lokukhula kwabemi eliphakathi le-1.4% (The World Bank, 2022).

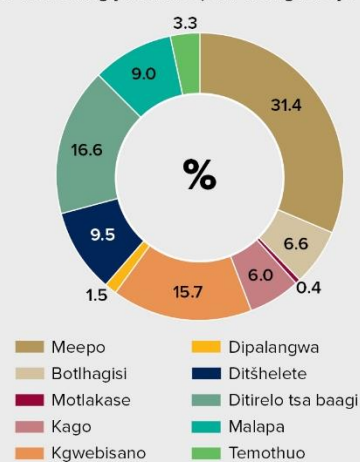
elona qela labemi lininzi, ngobukho kancinci kwamadoda kunabasetyhini. Phakathi kuka-2016 no-2020, uMzantsi Afrika

UMasipala weNgingqi weRand West City (osanda kusekwa kwaye udibanisa uMasipala weNgingqi weWestonaria noMasipala weNgingqi weRandfontein) unabemi abangama-308 567 abantu, ngedatha yeStats SA ka-2011 no-2016 ubonisa ukonyuka xa kukonke nge-2.6% kwisayizi yebemi. Isayizi zemizi zincinci kumasipala wengingqi xa kuthelekiswa neSithili nePhondo, ngeavareji ye-2.8 yabantu ngomzi (2015 – Westonaria, iDolophu zeMigodi ezinoXinzelelo).

Umlinganiso wobudala kumagela awohlukeneyo

Amashumi amathandathu anesihlanu eepesenti abemi kwi-AOI akubudala bokuphangela, phakathi kweminyaka eli-18 namai-64 ubudala. IGauteng, njengoMzantsi Afrika xa uwonke, unento ekuthiwa 'kukukhula koqoqosho olukhokelela kutshintsho kulwakheko lobudala lwabemi belizwe'. Ukukhula koqoqosho olukhokelela kutshintsho kulwakheko lobudala lwabemi belizwe kukuba nako kokukhula koqoqosho okuvela xa isabelo sabemi abakubudala bokuphangela bebininzi kunabo bakubudala babangaphangeliyo babemi. Iinzuzo zokukhula koqoqosho olukhokelela kutshintsho kulwakheko lobudala lwabemi belizwe ziyehla njengoko ulwakheko lobudala butshintsha busiba phezulu ngokuhamba kwexesha. Ukuphumeza iinzuzo zokukhula koqoqosho olukhokelela kutshintsho kulwakheko lobudala lwabemi belizwe esele zikhona, uqoqosho lwaseMzantsi Afrika kufuneka lukhulise amathuba engqesho kwaye luphucule impumelelo yemarike yezemisebenzi kubantu abakubudala bokuphangela abasebatsha. Ingqesho enkulu iya kwandisa ingeniso, isenza ukuba abantu baseMzantsi Afrika benze utyalomali kwezemfundo kwaye balondoloze. La manyathelo abalulekile ekuphumezeni ukukukhula koqoqosho olukhokelela kutshintsho kulwakheko lobudala lwabemi belizwe kwesibini. (Oosthuizen, 2016). Yiloo nto, kukho

Setshwantsho 9: Peresente ya Seabe sa Lekala lengwe le lengwe mo Ikonoming ya Mmasepala wa Kgaolo ya West Rand



Source: Community Survey 2016

Table 61: Population Profile

Porofaele ya palobatho		
Porofaele	Palobatho	%
Montsho	253 202	82.1
Bammala	16 096	5.2
Mointiya	753	0.2
Mosweu	38 420	12.4
Ba bangwe	96	0.0
Palobatho ya basadi	49.0	

Palobatho yotlhe 308 567

Motswedi: Sensase 2011 le Patlisiso ya baagi 2016

ithuba elihle lokukhula koqoqosho ngokukhawuleza kunye nentlalontle yosapho, kodwa lifuna abemi abafundileyo kwaye nabanezakhono.

Intloko yomzi

Nangaphandle kokuphantse balingane abemi abangamadoda nabasetyhini, uninzi lwemizi kwi-AOI luphethwe ngamadoda.

Imvelaphi yabemi inemfuduko

Ukuqonda iipateni zemfuduko kuveza uxinzelelo lwabemi nolophuhliso olufakwa kummandla wejografi. Oku kuyinyani ingakumbi eGauteng, njengoko iphondo iyeyona ndawo inkulu yokufudukela kubafuduki abavela ekhaya nakwihlabathi ukususela ngo-2016 (BusinessTech, 2021). Isazobe 10 sibonisa isikeyile soxinzelelo lwemfuduko olubekwa kwiGauteng xa kuthelekiswa namanye amaphondo asibhozo aseMzantsi Afrika

Ukuqondwa kweziphumo zokufudukela ngaphakathi okuphezulu kufuneka kuthathelwe ingqalelo xa kuyilwa iinkqubo zophuhliso loqoqosho kunye neloluntu oluzinzileyo lwengingqi.

Table 62: Age Profile

 Porofaele ya dingwaga		
Dingwaga	Palobatho	%
Tlase go 18	95 572	31.0
18 - 64	199 050	65.0
65+	13 944	5.0

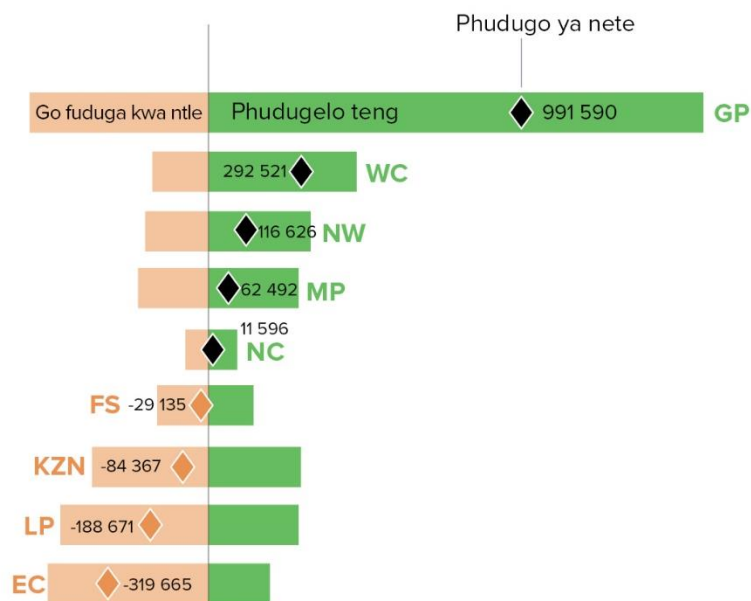
Motswedi: Sensase 2011 le Patlisiso ya baagi 2016

Table 63: Head of Household

 Tlthogo ya lelapa		
Lelapa	Palobatho	%
Banna	77 687	67.0
Basadi	38 777	33.0

Motswedi: Sensase 2011 le Patlisiso ya baagi 2016

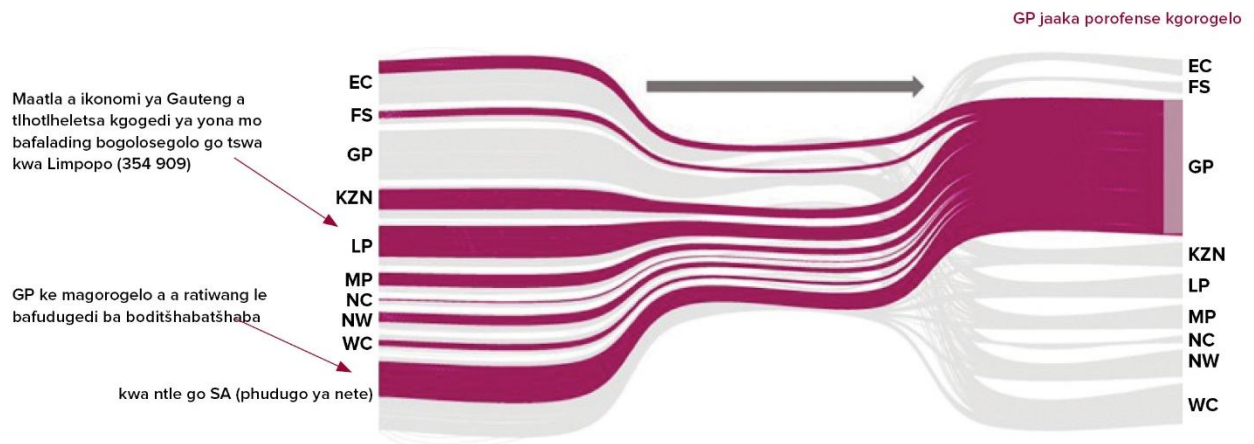
Isazobe 10: IMfuduko eBaliweyo 2016-2021



Motswedi: Diphopholetso tsa Baagi tsa StatsSA tsa 2021

Isazobe 11: Sibonisa imvelaphi yabafuduki basekhaya kunye nabehlabathi abafika eGauteng, ngephondo iyeyona ndawo ikhethwayo ngabafuduki basekhaya abavela eLimpopo kwaye lifumana noninzi lwabafuduki behlabathi.

Isazobe 11: IGauteng njengePhondo ekuYiwa kulo



Kwi-AOI, sisibini esithathwini sabemi abazalelwa eGauteng, ngexa isinye esithathwini isisizukulwana sokuqala sabafuduki. Oku kuyangqinelana nemizila yenqanaba lephondo ethiwe thaca ngentla.

Table 57: Province of Birth

 Porofense ya tsalo		
Lefelo	Palobatho	%
Gauteng	202 982	66.0
Eastern Cape	22 343	7.0
Kwa ntle go aforika borwa	23 803	8.0
Kwa-Zulu Natal	11 671	4.0
Limpopo	9 918	3.0
Tse dingwe	17 965	6.0
Bokone Bophirima	17 067	6.0
Free State	2 816	1.0
Gotho	308 565	100.0

Motswedi: sensase 2011 le Patlisiso ya baagi 2015

4.3.2 Ulwimi

lilwimi ezithethwa kakhulu ziphembelela zombini ulwimi lokunxibelelana olusetyenziswa kwiindawo esihlala kuzo, ngokunjalo nopapasho loxwebhu lwe-SLP oluvunyiweyo. Kwi-AOI, olona lwimi luthethwa ngokuxhaphakileyo seSetswana, silandelwa yiAfrikansi.

ltheyibhile 58: liLwimi

 Languages		
Language	Population	%
Setswana	87 491	28.4
Afrikaans	50 609	16.4
IsiXhosa	45 769	14.8
Sesotho	43 807	14.2
IsiZulu	36 657	11.9
Xitsonga	16 258	5.3
Sepedi	1 093	0.4
Other	26 883	8.7
Total	308 567	100.0

Source: Census 2011 and Community Survey 2016

4.3.3 IProfayili yezoQoqosho

I-RWCLM inoqoqosho olwahlukene ngokufanelekileyo ngomrhumo kwi-GDP yommandla wama-R3.7 eebhiliyoni ngo-2011.

Uqoqosho lweNtshona Randi luqhutywa kakhulu licandelo lezemigodi kwaye, ke ngoko, luxhomekeke ekuququququkeni kunye nakwiimpembelelo zangaphandle. Ke ngoko, isabelo esiphezulu sengqesho eRand West City zezemigodi nokwemba, kunye neenkonzo zoluntu ngexa esisezantsi ingumbane, igesi, amanzi nezolimo, ezamahlathi nezokuloba.

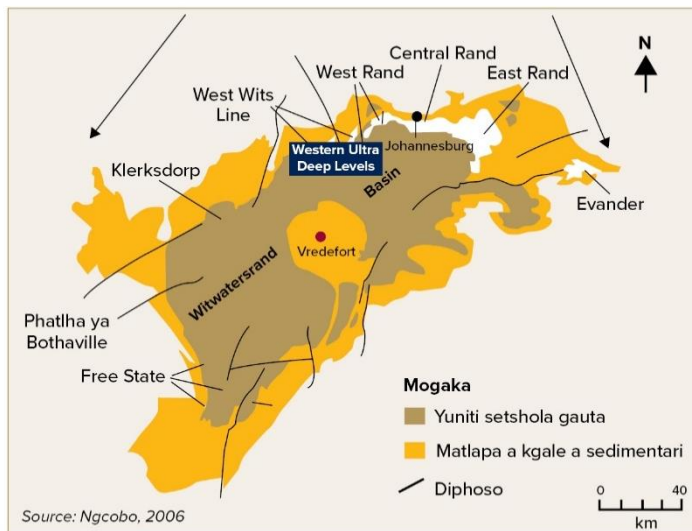
Ezemigodi kunye neqela lamanye amacandelo ehlelwe kukwehla ekukhuleni kwesiveliso secandelo ngo-2020.

ltheyibhile 59: UkuKhula kweSiveliso seCandelo 2020

Lephata	Gauteng (%)	Rand West (%)	Merafong (%)	Mogale (%)
Temothuo	16.6	16.3	19.7	16.8
Meepo	(16.5)	(13.5)	(20.7)	(16.7)
Botlhagisi	(10.0)	(9.4)	(11.3)	(9)
Motlakase	(17.2)	(13.4)	(10.7)	(12.4)
Kago	(10.4)	(10.8)	(11.6)	(10.4)
Kgwebisano	(11.70)	(11.9)	(12.4)	(11.7)
Dipalangwa	(9.1)	(7.6)	(7.7)	(7.5)
Ditšhelete	(1.7)	(2.1)	(1.1)	(2.2)
Baagi	(4.7)	(4.8)	(5.4)	(4.2)

Motswedi: Gauteng SERO 2021

Isazobe 12: IMisebenzi yezeMigodi eChaphazela



4.3.4 AmaNqanaba eMfundo

Imfundo lilungelo loluntu elisisiseko kuMqulu wamaLungelo, iSahluko 2 soMgaqo-siseko weLizwe. Amashumi asixhenxe anesine eepesenti abemi kwi-AOI anamanqanaba emfundo yesecondari okanye iBanga 12. Inqanaba lemfundo engaphaya kwesecondari lisezantsi, nge-4% kuphela yabemi abawela kolu didi.

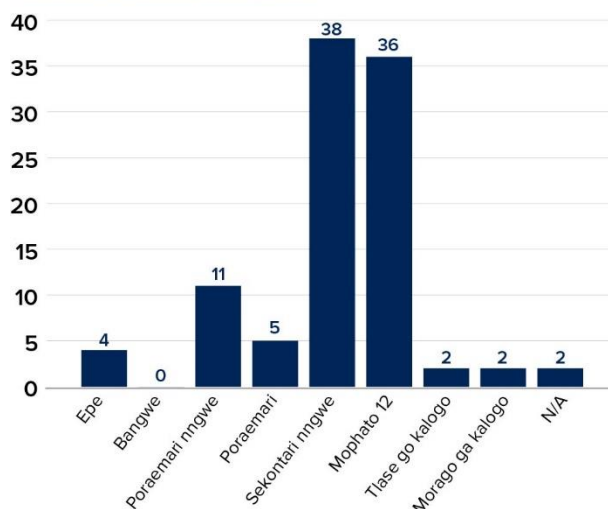
Ittheyibhile 60: Abemi ngelona nqanaba liphezulu lemfundo

Maemo a thuto godimo		
Maemo a thuto	Palobatho	%
Epe	8 791	4.0
Bangwe	545	0.0
Poraemari nngwe	23 063	11.0
Poraemari	10 036	5.0
Sekontari nngwe	78 020	38.0
Mophato 12	75 386	36.0
Pele go kalogo	3 729	2.0
Morago ga kalogo	3 493	2.0
Epe N/A	4 700	2.0
Gotlhe	207 763	100.0

Motswedi: sensase 2011 le Patlisiso ya baagi 2016

Isazobe 13: Abemi ngelona nqanaba liphezulu lemfundo

Palobatho ka maemo godimo a thuto



Ubhubhane we-COVID-19 kunye nokuphazamiseka okulandelayo ekuhlaleni kwaba neempembelelo ezibonakalayo kwezemfundo kuMzantsi Afrika wonke. Kwingxelo eyakhutshwa yiStatsSA ngoFebruwari ka-2022, iimpembelelo ezingundoqo ezilandelayo ze-COVID-19 kwimfundo zaye zaqatshelwa.

- Li-11.7% kuphela lezikolo ezakwazi ukunika ukhetho lokufunda ukude, ngexa eziseleyo zaphumeza ukufunda ngokutshintshisana. Oku kwabehlisa kakhulu ubuninzi bexesha lokudibana eklasini kwabo bafundi babengenalo ufikelelo lokufunda bekude.
- Ukonyuka okuqaphelekayo ebantwaneni abangayiyo esikolweni kwaqwalaselwa, ngengqikelelo yesigidi sabo baneminyaka emi-5 ukuya kweli-18 bengayi kwaphela esikolweni ngexa lethuba likabhubhane.
- Ngama-24.7% kuphela imizi enabantwana ababudala busisi-5 ukuya kuma-24 abanelaptop okanye ikhompyutha, oko kunyina ufikelelo kwi-intanethi kunye nokhetho lokufunda ukude kwizixhobo zeeselula kuphela.
- Uahluko obonakalayo wamaphandle needolophu ukhona ekufikeleleni kwi-intanethi kunye nezixhobo ezifana neelaptop okanye iikhompyutha, ngokunjalo noqhagamshelo kwi-intanethi ekhaya.

Utyalomali olubonakalayo kwezemfundo luyafuneka hayi nje ukuphucula iintsilelo zoMzantsi Afrika ezazikhona naphambi kukabhubhane, kodwa olokuxhasa abo bafundi abaye bashiyeka ngokunganakuphetshwa kwimfundo yabo ngexa likabhubhane.

Amanqanaba emfundo asezantsi kakhulu kulo Masipala weSithili, nangona kukho impucuko encinci kubo bonke bobathathu oomasipala beengingqi lpesenti yabantu “abangafundanga” kwiNtshona Randi sisi-3.8% (2015), xa kuthelekiswa no-2010 xa yayisisi-4.8%. Linqaku elihle elokuba kukho ukonyuka kumda kwipesenti yabantu abanematriki, ukusuka kuma-29.7% ukuya kuma-31.2% (2015).

Kukho ukonuka kananjalo kwipesenti yabantu abanemfundo yamaziko aphakamileyo, nge-11.2%, kusuka kwi-10.3%. Le pateni iphucukileyo kumanqanaba emfundo iboniswe kubo bonke bobathathu oomasipala (UMasipala weSithili seRand West, IDP 2016/7 ukuya 2020/1_14 UXwebhu lweziPhumo). Ukonyuka kumanqanaba emfundo kwimatriki kunye nakumaziko emfundo ephakamileyo kwi-RWCLM kuyakhuthaza kuMgodi weSouth Deep kuba uMgodi wenza imirhumo emikhulu kwimfundo.

Idolophu yaseWestonaria inezikolo zamabanga aphantsi ezili-13, izikolo zezekondari ezine nezikolo zeintermediate ezibini. KwiSouth Deep ukuba neli galelo lihle kwimfundo kulo masipala, ujliso lwayo kufuneka lube kwezi izikolo zichongiweyo. Amanqanaba emfundo aphucukile kummandla kamasipala nenkampani, kunye neeTrasti zayo (ITrasti yezeMfundo yaseSouth Deep kunye neTrasti yoluNtu lwaseSouth Deep) bafake isandla ngokuthe ngcembe ekonyukeni kwezi pesenti, ngenxa yeqela leemali ezinikelwe ukufunda ezinikwe ngamaziko akhankanyiweyo. Izibonelelo kwizikolo ezininzi ziyalambatha, kwaye zizikolo ezi-6 kuphela kwezi zili-12 ezinamathala eencwadi.

Izinga lokuphumelela kwimatriki lenyuke ngokuthe ngcembe phakathi kuka-2012 no-2016, ukusuka kuma-78% ukuya kuma-87%. IRashiyo yeavareji yomNtwana noTitshala inyukile, ifana neyeGauteng xa iyonke.

Ngo-2016, ama-55% abantwana besikolo (kowayesakuba) kuMasipala weNgiqngi waseWestonaria babehamba ngenyawo ukuya esikolweni. Kweli nani, ama-67% ayethatha phakathi kwe-15 nama-30 emizuzu ukufika kwindawo aya kuyo.

(www.statssa.gov.za). Nangona izithuthi zikawonkewonke ngokohlobo lweeteksi zizininzi ezilokishini, iindleko zithintela abantwana ekubeni bahambe ngale ndlela.

Kubalulekile ukuqaphela ukungabikho kwezibonelelo zezemidlalo kwimimandla enengeniso esezantsi kuMasipala weNgingqi, kuquka iBekkersdal neSimunye, oko okuchasene kakhulu nakwizikolo ezikwimimandla ephucukileyo efana neWestonaria. Ukungabikho kwezibonelelo zezemidlalo kunokuba ngumba onegalelo kwizinga eliphezulu lolwaphulomthetho kumasipala wengingqi, kwaye inxenye enokubalelwa kwintswelangqesho yolutsha nesithukuthezi.

4.3.5 Ingqesho

IXesha elininzi kuthiwa uMzantsi Afrika unomthwalo ohamba ngezithathu wobuhlwempu, ukungalingani nentswelangqesho, ngale yamva ingqina intlekele ekuhlaleni eyenziwa mandundu nangakumbi ngubhubhane we-COVID-19 kunye nokhula koqoqosho okwehlayo. Ukususela ngowe-1 Juni 2022, iStats SA yacaphula amanani entswelangqesho alandelayo kwinqanaba lelizwe:

Idatha ibonisa ngokucacileyo ukuba ulutsha luthwele owona mthwalo mkhulu wentswelangqesho eMzantsi Afrika. Yimfuneko ukuyila inkqubo ehlanganisiweyo yophuhliso lwezakhono kunye neyokufunda yomfuniselo eyenza abantu abatsha baqesheke kuzo zombini ishishini lezemigodi kunye noluhlu olubanzi lwamanye amacandelo ezoqoqosho.

Kwi-AOI ngo-2016, ama-24% abemi ayengaphangeli okanye engabafuni msebenzi abatyafileyo. Kulindelwe ukuba eli nani liza konyuka ngo-2022.

Itheyibhile 61: Abemi ngokwesimo sengqesho

 Palobatho ka maemo a thapo		
Maemo a thapo	Palobatho	%
Mmatlatiro yo o weleng mooko	8 382	4.0
Thapilwe/dirang	102 186	48.0
Bangwe ga ba tseyekarolo go ikonomi	60 969	28.0
Ga a dire	43 180	20.0
Gotlhe	214 717	100.0

Motswedi: Sensase 2011 le patlisiso ya baagi 2016

Itheyibhile 62: Abemi ngokwecandelo lengqesho

 Lephata la thapo		
Lephata	Palobatho	%
Lephata le le rulanantsweng	78 496	76.0
ILephata le le sa rulanangwang	11 924	12.0
Lelapa la poraefete	10 777	10.0
Ga a itse	2 254	2.0
Gotlhe	103 451	100.0

Motswedi: sensase 2011 le Patlisiso ya baagi 2016

Uninzi (76%) lwabo baphangelayo, bakwenza ngecandelo elisesikweni oko. Oku kusakhombisa uninzi lwabemi lusebenza kwicandelo elingekho sikweni. Icandelo elingekho sikweni likhusi phantse kwisinye esithathwini sabahlali baseGauteng, ngexa iavareji yesizwe ibonisa phantse ummi orhumayo kwezoqoqosho omnye kwabahlanu ukwincandelo elingekho sikweni. Umfanekiso ovelayo ucela umngeni kumgaqonkqubo wophuhliso kunye nakubasebenzi kuphuhliso loqoqosho lwengingqi ukuba bacinge ngaphandle kwebhokisi kwaye baqale ukuyila isithuba esivumayo kwicandelo elingekho sikweni ukuba likhule kwaye lirhume ngokwakhayo kuqoqosho lwengingqi kunye nolwesizwe

Ingeniso (kuquka izibonelelo)

Uninzi lwabemi kwi-AOI lufumene phakathi kwama-R40 000 nama-R75 000 ngonyaka ku-2016. Oku kutolikelwa kwingeniso yenyanga ngokuphakathi engama-R4 800, engaphezulu kobuncinane bomvuzo esizwe wama-R3 710,40 ngenyanga (URhulumente waseMzantsi Afrika, 2022). Ngokwamanqanaba okuhlupheka ahlengahlengisiweyo akhonjise yiStats SA ngo- 2021:

Umlinganiso wobuncinane bengeniso efuneka kwizinto ezisisiseko (ingeniso yenyanga efunekayo ukuze umntu akwazi ukufumana amaqanaba amandla) ngama-R624;

OkuBalwa kusoNgezwa kuMlinganiso wobuNcinane beNgeniso eFuneka kwizinto ezisisiseko (kuquka izinto ezisisiseko zokutya kunye nempahla eyongezelelekileyo yomzi) ngama-R890;

ISixa esiPhakathi kusoNgezwa kuMlinganiso wobuNcinane beNgeniso eFuneka kwizinto ezisisiseko (ukukwazi ukuthenga ukutya okoneleyo kunye nezinto ezingekuko ukutya) li-R1 335.

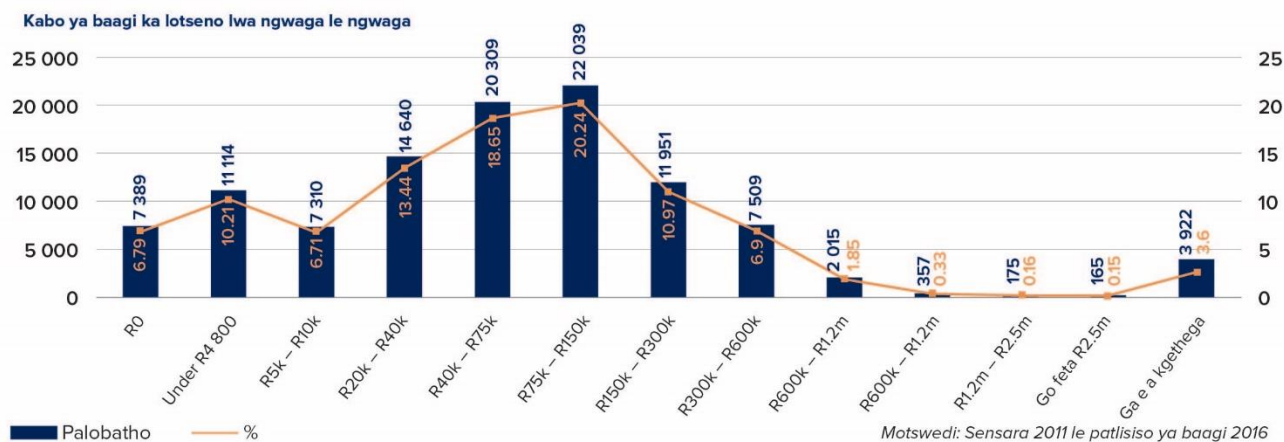
Ngexa iinkcukacha ezithile zingafumanekiyo kwibrakethi yengeniso ye-R0 ukuya kuma- R4 800, ubuncinane yi-6.79% yabemi exele ukungabi nangeniso kwaye ke ngoko iwela kwimilinganiso yobuncinane bengeniso efuneka kwizinto ezisisiseko engentla.

Ittheyibhile 6

 Kabo ya baagi ka lotseno lwa ngwaga le ngwaga		
Maemo a letseno	Palobatho	%
R0	7 389	6.8
Under R4800	11 114	10.2
R5k – R10k	7 310	6.7
R10k – R20k	14 640	13.4
R20k – R40k	20 309	18.7
R40k – R75k	22 039	20.2
R75k – 150k	11 951	11.0
R150k – R300k	7 509	7.0
R300k – R600k	2 015	1.9
R600k – R1.2M	357	0.3
R1.2M – R2.5M	174	0.2
Go feta R2.5M	165	0.2
Ga e a kgethega	3 922	3.6
Gothi	108 894	100.0

Motswedi: sensase 2011 le Patlisiso ya baagi 2016

Isazobe 14: Ukusasazeka kwabemi ngokwengeniso yonyaka



Ukuyilwa kwendlela yokuziphilisa kunye nokwenza ingeniso licandelo eliyimfuneko ekuphelisweni kobuhlwempu kwaye kubalulekile kwiinzame eziqhubekayo zokwakha ngokutsha uqoqosho kulandela ubhubhane we-COVID-19.

4.3.6 IiWadi kunye noluNtu oluChaphazelekayo lweSouth Deep

Intswelangqesho yolutsha ngumngeni omkhulu kuluntu olukufutshane noMgodi waseSouth Deep kuquka nalowo wayesakuba nguMasipala weNgingqi waseWestonaria njengoko kuveziwe luphononongo lwesiseko olwayalelwa yiGold Fields lwaze lwaqhutywa yi-ERM ngoJulayi ka-2017. Uluntu lwaseBekkersdal naseSimunye (IiWadi 27, 28, 29, 31, 32, 33, 34 neyama- 35) lunelona zinga lentswelangqesho liphezulu elisondele kuma-50%.

Itheyibhile 64: Intswelangqesho yolutsha

IiWadi	Ulutsha oluqeshiweyo	Ulutsha olungaphangel iyo	Abasebenzi abalulut sha	Izinga lentswelangqesho yolutsha (%)
IiWadi 30, 17 (Thusanang, Hillshaven neZuurbekom)	3 742	1 504	5 246	29%
IiWadi 23, 25 (Glenharvie, Libanon neVenterspost)	3 821	1 113	4 934	23%
IiWadi 24, 26 (Westonaria CBD, Westonaria Borwa)	2 216	736	2 952	25%
IiWadi 27, 28, 29, 31, 32, 33, 34 neyama-35 (Simunye naseBekkersdal)	8 360	8 391	16 751	50%
Owayesakuba nguMasipala weNgingqi waseWestonaria	18 138	11 745	29 883	39%

4.3.7 Ubuhlwempu

Kubalulekile ukuqambisa umngeni wobuhlwempu kunye nokungafumaneki kokutya kulo masipala wengingqi ngokuzimeleyo kwiinkcukacha manani zengqesho, kuba ngumba okhathaza kakhulu.

Ngo-2016, phantse li-15% leepesenti yemizi kowawusakuba nguMasipala weNgingqi waseWestonaria ebebephila ngaphantsi komlinganiso wobuhlwempu. Irashiyo yepesenti ephila ekuhluphekeni (njengokuba ichazwa njengomlinganiso wabemi abakhoyo, okanye abaphila, ngaphantsi komlinganiso wobuhlwempu kummandla), ithande ukuba phezulu kuneyaseGauteng naseMzantsi Afrika.

Itheyibhile 65: Imizi ephila ekuhluphekeni

	2011	2016
EWestonaria LM	15.4%	14.9%
EGauteng	4.8%	4.6%
EMzantsi Afrika	8.0%	8.0%

ISikhomboisi sobuHlwempu esiQuka amaCala amaNinzi saseMzantsi Afrika (South African Multidimensional Poverty Index) (SAMPI), umlinganiso wobuhlwempu obugqithisileyo, ubonisa ukuba ipesenti ye-RWCLM ka-2016 ili-0.07 ngeGauteng iku-0.02% noMzantsi Afrika uku-0.03%. Xa sijonga ukufumaneka kokutya kuthelekiswa ngokungafumaneki kokutya, kubalulekile ukuqaphela ukuba:

10%	15%
yabemi ngo-2016 ixele ukuba iye "ayasitya isidlo kwiinyanga ezili-12 ezidlulileyo"	iyeyaphelelwa yimali yokuthenga ukutya kwiinyanga ezili-12 ezidlulileyo"

www.statssa.gov.za, idatha yophando ka-2016

4.3.8 Ulwaphulomthetho

Imeko yolwaphulomthetho kowayesakuba nguMasipala weNgingqi waseWestonaria yingozi enkulu, egxininiswa apha njengenxeny yomxholo omisela kwaye ekufuneka uthathelwe ingqalelo njengento ephambili kuphuhliso loluntu. Idatha yakutsha nje ibonisa ukonyuka okubonakalayo kwiqela lolwaphulomthetho olubi, kwithuba leminyaka emihlanu kunye nelonyaka omnye, elikamasipala wengingqi waseWestonaria liphezulu kakhulu kunelePhondo laseGauteng kwiqela lolwaphulomthetho olunzima. (UPhononongo lweSiseko lwe-ERM, Julayi 2017).

Ittheyibhile 66: Izinga lolwaphulomthetho laseWestonaria

	EGauteng	EWestonaria LM	EGauteng	EWestonaria LM
	Utshintsho kumazinga olwaphulomthetho kwiminyaka emi-5: 2012 – 2016		Utshintsho kumazinga olwaphulomthetho kunyaka om-1: 2015 – 2016	
Ulwaphulomthetho olunxulumene namaxhoba				
Ukubulala	28.0%	39.0%	5.0%	7.0%
Ukuzama ukubulala	33.0%	54.0%	9.0%	43.0%
Ukuhlasela (ngenjongo yokwenzakalisa emzimbeni)	0.0%	29.0%	2.0%	18.0%
Ukuphanga okuzenza zibe mandundu iimeko	42.0%	17.0%	5.0%	6.0%
Ulwaphulomthetho olunxulumene nepropati				
Ukwebiwa kwemfuyo	35.0%	225.0%	2.0%	24.0%
Olunye ulwaphulomthetho olubi				
Ulwaphulomthetho lwezorhwebo	(21.0%)	26.0%	(1.0%)	7.0%
Ulwaphulumthetho olubonwe ngenxa yamanyathelo amapolisa				
Ulwaphulomthetho olunxulumene neziyobisi	114.0%	387.0%	(21.0%)	(35.0%)
Ukuqhuba phantsi kweempembelelo zotywala	56.0%	76.0%	25.0%	10.0%
Iindidi ezinganeno zokuphanga okuzenza zibe mandundu iimeko				
Ukuphanga iimoto	48.0%	30.0%	7.0%	(6.0%)
Ukuphanga iilori	57.0%	400.0%	(14.0%)	(20.0%)
Ukuphanga kwiindawo zokuhlala	25.0%	91.0%	(3.0%)	38.0%
Ukuphanga kwiindawo ezingezizo ezokuhlala	35.0%	11.0%	9.0%	11.0%

linkcukacha manani ezingentla zithelekisa utshintsho kulwaphulomthetho kwiminyaka emihlanu ithelekiswa nethuba lonyaka omnye kwinqanaba lephondo nelikamasipala. Kubalulekile ukuqaphela ukuba ukonyuka ngama-387% kulwaphulomthetho olunxulumene neziyobisi kumasipala kuthetha ukuba inani lezi ntlobo zolwaphulomthetho lonyukile lisuka kuma- 62 ngo-2012 ukuya kuma-302 ngo-2016. Kwimeko yephondo amanani onyuke esuka phaya kuma-25 000 esiya ngaphezulu kwama-55 000 amatyala kwithuba elinye, ngoko ke kusonyuka nge-114% .

Idatha inxulumene kakhulu nolwazi olungekho sikweni olo amalungu oluntu abelana ngalo nabameli boMgodi kumaqumrhu kwiindibano zoluntu. Ukhuseleko loluntu kufuneka ibe yinkalo ephambili kuwo onke amahlakani asebenza kumasipala wengingqi.

4.3.9 Impilo

Azikhokho izibhedlele zikarhulumente kowawusakuba nguMasipala weNgingqi waseWestonaria, kodwa kukho izibonelelo zezempilo ezisibhozo (8) ezikhoyo. Ezi ziquka iikliniki eVenterspost, Westonaria, Bekkersdal West, Bekkersdal East, Simunye, Thusanang, Zuurbekom naseGlenharvie. Iikliniki ezihambahambayo zisetyenziselwa ukunceda eminye imimandla engenazo iikliniki zempilo.

4.3.10 HIV/AIDS

The RWCLM's IDP quotes data from "Global Insight", which shows a slight decline in the HIV/AIDS cases between 2003 and 2013. Mogale City had 8.8% of the population living with the disease in 2003, which decreased to 8.5% by 2013. Randfontein had the lowest percentage of people living with HIV during 2013, at 7.6% (down from 7.9% in 2003). Westonaria had the second highest percentage for the district in 2013, at 10.3%, and the figure has decreased to 10.09% by 2013. At 12%, Merafong had the highest percentage of people living with HIV in the West Rand LM in 2003 and 2013

4.3.11 IziNdlu neziSeko zoPhuhliso

Idatha yobalo bantu ka-2011 ikhombisa ukuba abo bahlala kwiindawo zokuhlala ezisesikweni kwi-RWCLM barhola ngeavareji ephindwe ngesi-2.5 ngaphezulu kunabo bahlali bahlala ematyotyombeni. Idatha ikhombisa ngokungaphaya ukuba zombini iindawo zokuhlala ezisesikweni kunye namatyotyombe zonyukile phakathi kuka-2011 no-2016 kodwa umlinganiselo wepesenti yamatyotyombe wehlile (usuka kuma-40.0% ukuya kuma-38.0%) ngexa leli thuba linye.

4.3.12 Umbane

Ufikelelo embaneni luphezulu kwaye lungaphaya kwama-80.0% kwiMogale City, Merafong City neRandfontein, kodwa lusezantsi eWestonaria, ehleli kuma 60.6%. Ukonyuka kwimali yombane ovela e-Eskom phakathi kuka-2011/12 no-2012/13 kube kokona kuphezulu eWestonaria.

Idatha yeStats SA ka-2016 ibonisa ukuba ama-32% abemi kwi-RWCLM “awanalo ufikelelo embaneni” kwaye abo banalo ufikelelo behlile besuka kuma-71.0% (2011) ukuya kuma-67.0% (2016).

4.3.13 Ezococeko

Ngokuchaseneyo nofikelelo emanzini, yonke imizi kummandla ibone ukonyuka kufikelelo lwezococeko olufanelekileyo.

Ngo-2003, imizi yaseRandfontein yayinelona nqanaba liphezulu lofikelelo, ngama-86.6%, ilandelwa yiMogale City ngama-86.4%. Nakuba kunjalo, iRandfontein yayinofikelelo lokukhula olunomda kuphela, ifikelela kuma-87.5% ngo-2012. Ufikelelo eMogale City lwakhula ngama-91.6% kwakwithuba elinye, kuyenza ukuba yeyona iphezulu ngo-2012. Kwakhona kokona kusezantsi kwiWestonaria LM, ngama-77.1%.

Kukho ukungangqinelani phakathi kwee-IDP zeSithili sikaMasipala kunye nedatha evela kwiiDolophu zeMigodi eziHluphekayo”, uphando luka-2015, kodwa nakuba kunjalo kusabonisa impucuko kwezococeko kuMasipala weNgingqi waseWestonaria. Ii “2015 – IDolophu zeMigodi eziHluphekayo zaseWestonaria”, zixela ukuba inani lemizi engenazo izindlu zangasese ezigungxulwayo linyukile lisuka kuma-49% ukuya kuma- 62.6% phakathi kwethuba lika-1995-2013. Umlinganiselo wemizi enofikelelo kwezococeko ngaphantsi kwemigangatho ye-RDP wehlile usuka kwi-10% ukuya kwi-4.7% phakathi kuka-1995 no-2013.

Ittheyibhile 67: Abemi ngokokulahlwa kwenkunkuma

 Palobatho ka tatlho ya matlakala		
Mofuta wa matlakala a a lwatshiwang	Palobatho	%
Moneelatirolo (ka gale)	256 483	83.0
Thotobolo ya gago	24 637	8.0
Thotobolo ya botlhe	10 600	3.0
Epe	6 414	2.0
Dingwe	10 431	3.0
Gotlhe	308 565	100.0

Motswedi: Sensase 2011 le patlisiso ya baagi 2016

Ittheyibhile 68: Abemi ngezococeko

 Palobatho ka kgeleloleswe		
mMofuta wa kgeleloleswe	Palobatho	%
Ntlwanaboithumelo e e folashang	219 010	79.0
Ntlwanaboithumelo ya mosima	41 534	15.0
Ntlwanaboithumelo ka kgamele	10 674	4.0
Epe	3 468	1.0
Dingwe	2 950	1.0
Gotlhe	277 636	100.0

Motswedi: Sensase 2011 le patlisiso ya baagi 2016

 Palobatho la moneela metsi		
Moneela/motlamedi ka metsi	Palobatho	%
Moneelatirelo	268 124	8.7
Motlamedi	19 993	6.5
Sekema sa metsi	14 564	5.0
Ga a itse	2 799	1.0
Thenka	838	0.3
Mosima wa metsi	244	0.1
Dingwe	1 805	0.6
Gotlhe	308 367	100.0

Motswedi: Sensase 2011 le patlisiso ya baagi 2016

4.3.14 IMisebenzi enguNdoqo yezoQoqosho

EzeMigodi, iMveliso noKwakha yimithombo engundoqo yoqoqosho kuMasipala weSithili kwaye ezeMigodi zezikaMasipala weNtshona Randi apho isebenza khona iSouth Deep. Ezolimo kunye neemveliso ezinxulumene nezolimo zichongwe njengezenza iyantlukwano ezingundoqo kwaye bobabini oomasipala owesithili nowengingqi basebenzela ukukhulisa eli candelo.

ISibanye-Stillwater Resources isebenza kumasipala wesithili kunye nowengingqi omnye kwaye babelana noluntu oluchaphazelekayo neSouth Deep. Iinkampani ezimbini zikonyusile oku kuba kufutshane ukuzisa okona kuphezulu kufanelekileyo kuluntu, okokusenziwa ngolungiselelo lwentsebenziswano olusesikweni olwalusaziwa njengeGold Alliance. NgeGold Alliance, iinkampani ziphumeze "INkqubo yezoLimo yeGold Alliance", ejolise ekuphuhliseni amafama asakhasayo amnyama engingqi kunye nokudala imisebenzi. Olu gxininiso kwezolimo luhambelana nokuchongwa kwezolimo liphondo laseGauteng kunye nangumasipala wesithili njengesiqhubi esingundoqo soqoqosho kummandla, ngokunjalo no "14 Xwebhu lweziPhumo" lwe-RWCLM, oluqulethe okuphambili kumasipala.

Endaweni yeGold Alliance kuye kwangena ukuhlanganyelana okutsha okuphakathi kweSibanye-Stillwater noMgodi weGolide iSouth Deep.

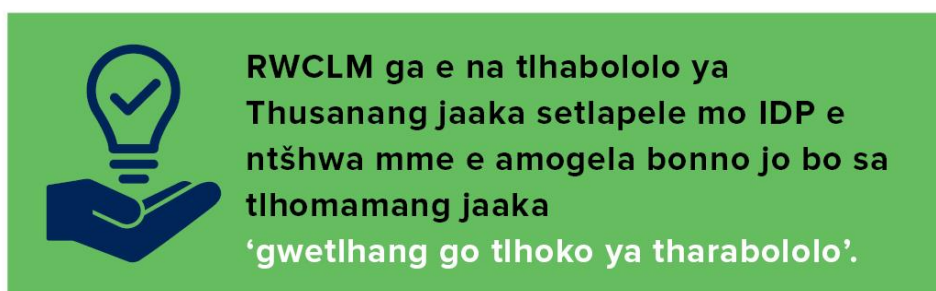
4.3.15 IiMpembelelo eziMbi zeMisebenzi yeMigodi

Ukufuduswa kwabantu

ISouth Deep ayikafudusi nabaphi na abantu kwaye ingenazo naziphi izicwangciso zokufudusa ezikhoyo. Izicwangciso zokukhula koMgodi azenzi mfuneko yokufuduswa koluntu/abantu.

Ukuthontelana kwabantu – amatyotyombe

UMgodi uchonge ukukhula kweThusanang njengomngcipheko onokuba khona kwimisebenzi yayo ngokunjalo nakumasipala, kuba le ingeyolokishi ebhengeziweyo' Ummandla owaziwa njengeThusanang ukhululile ukusukela ekusekweni kwawo ngo-1998 usuka kwimizi eli-121 ukuya kwimizi eli-1 182 ngo-2016. Ulwakheko lobunini mhlaba bongeza ubunzima ekufumaneni isisombululo kuthontelwano, kuba kukho abantu ababini babucala abangabodwa abangabanini mhlaba, ngomnini mhlaba wesithathu "iyiTrasti yoluNtu yeThusanang".



4.4 UluNtu oluChaphazelekayo lweSouth Deep

UMgodi ngokwembali uchonge iindawo zoluntu ezichaphazelekayo ezilandelayo ezikufutshane nemisebenzi kwaye oluchatshazelwa nguMgodi:

Thusanang (Wadi 30)	Westonaria (Wadi 24)	Hillshaven (Wadi 30)
Bekkersdal (Wadi 29,31,33,34,35)	Simunye (Wadi 27,28)	Jachtfontein (Wadi 30)
Kalbasfontein (Wadi 30)	Zuurbekom (Wadi 17)	Poortjie (Wadi 5, uMmandla D, CoJ)

Ezi mpembelelo zintle (kwingqesho) kwaye zinako ukuba mbi (uthuli, ingxolo, itrafiki, njl. njl), kwaye uMgodi unoxanduva lwasekuhlaleni ngokubhekisele kuluntu olunokuba luphenjelelwe yile misebenzi yomgodi. Inkcazelo yoluntu oluchaphazelekileyo ibanzi ngoku ukuba ibonakalise i-RWCLM kulandela ukudityaniswa phakathi koomasipala beengingqi owaseRandfontein nowaseWestonaria ngoAgasti ka-2016.

4.5 Intsebenziswano nokuHlangana

ISouth Deep iqala utyalomali loluntu ngaphaya kwezibophelelo ze-SLP. Uphuhliso olunxulumene nezentlalo noqoqosho luqaliswa ngqo nguMgodi kunye nangokuhlanganyelana kananjalo neetrasti zolungu loMgodi – ITtrasti yezeMfundo yeSouth Deep kunye neTrasti yoluNtu yeSouth Deep. Utyalomali lwezentlalo lweGold Fields lujolize kuphuhliso olunxulumene nezentlalo noqoqosho kunye neeprojekthi ekwabelwana ngazo ngexabiso kwinqanaba loluntu.’ Ezi projekthi zidala iimpembelelo ezinxulumene nezentlalo noqoqosho kuluntu oluchaphazelekayo ngokujolisa kwiimfuno zalo eziphambili kuquka ingqesho nophuhliso lwezakhono namashishini. Iiprojekthi ekwabelwana ngazo ngexabiso ziqinisekisa ukuba ixabiso eliyiliweyo kwabelwana ngalo ngamashishini noluntu. ESouth Deep ezi ziquka ukufunwa nokufunyanwa kweeprojekthi kuluntu oluchaphazelekayo kunye nenkqubo yemfundo noqeqesho kwizakhono.

Iitrasti ezimbini zoluntu zizisebenzela ngokuzimeleyo kwiSouth Deep, ukuzisa iinzuzo zophuhliso ezinxulumene nezentlalo noqoqosho kulungu oluchaphazelekayo kunye nolo uthunyelwa kulo imisebenzi loMgodi. Iiprojekthi eziqalwayo zikwiinkalo zemfundo noqeqesho, impilo nempilontle kunye nokwahlukaniswa koqoqosho.

Ukuhlangabezana neenjongo ze-LED yayo, ngokunjalo nokuzibophelela kwiTshatha yoluNtu neyasekuHlaleni yeGold Fields ukuze kwakhiwe ubudlelwane obuluqilima nokuthembana, iSouth Deep izibandakanya ngempumelelo namahlakani ayo ngokungqinelana nemityhethosiseko yayo yokudibana namahlakani ukuze kuphunyezwe:

1	2	3
Igalelo elinentsingiselo kuphuhliso olunentsingiselo olunxulumene nezentlalo noqoqosho kuluntu oluchaphazelekayo.	Ukuhlangana noomasipala beengingqi nabazithili kunye negalelo kuyilo kunye nokuphunyezwa kweziCwangciso zoPhuhliso eziHlanganisiweyo.	Ukudibana, ukucebisa kunye nokuhlangana noluntu, amasebe karhulumente abandakanyekayo kunye neearhente ngokuphathelene neenkqubo zophuhliso.

4.6 INjongo yeeProjekthi zoPhuhliso loQoqosho lweNgingqi (Local Economic Development) (LED)

Iipprojekthi ze-LED zijolise ekuncothuleni neengcambu ubuhlwempu kunye nasekonyusweni kommandla lowo yenza kuwo imisebenzi yemigodi iSouth Deep. Ezi projekthi zichongwa kudityenwe noogunyaziwe beengingqi, uluntu, amahlakani angundoqo kunye nakumxholo wee-IDP kumasipala wengingqi.

Kumxholo we-SLP III eyakhiwe ngokutsha exelwe kwiCandelo 1 – Intshayelelo, iSouth Deep izibandakanye noluntu oluchaphazelekayo ekulungiseleleni ukuchonga iipprojekthi ze-LED ezicetyelwe amathuba awohlukahlukeneyo ka-2018 ukuya ku-2022 no-2023 ukuya ku-2027. Iindibano zeSouth Deep bezijolise kuluntu oluchaphazelekayo, ingakumbi iPoortjie, Bekkersdal, Simunye, Thusanang neZuurbekom isebenzisa amaqela ojoliso ngokungqinelana nemigaqo yothatho nxaxheba loluntu kwi-EIA. Oku kwakungenxa yokulibaziseka kwi-RWCLM ekubambeni iseshoni zayo ze-IDP, apho iSouth Deep kwafuneka igqibe iindibano zayo ze-SLP entsha.

Iqela lee-NGO ezivela kwiindawo ezohlukeneyo zoluntu zamenywa kananjalo kwiintlanganiso zeengxoxo ukuba kudityanwe nazo ngendlela efanayo naleo yoluntu ngokusekelwe kwimimandla yalo yojoliso kunye neepprojekthi. Ezi ndibano zenziwa ngokuhlanganyelana nooceba bengingqi, amalungu eekomiti zeewadi kunye namanye amahlakani abalulekileyo kwindawo nganye yoluntu. Imimandla yakhethwa ngokusekelwe kwiinzuzo kunye neepprojekthi zangaphambili ezaziphunyezwe njengenxenye yee-SLP zangaphambili

Kwindibano nganye, ooceba bengingqi neenkokeli zoluntu banika iimeko ezinxulumene nezentlalo noqoqosho zommandla yaze iSouth Deep yazithi thaca iziphumo zoPhononongo lweSiseko esiNxulumene nezeNtlapo noQoqosho ezisesikweni olwaluqhutywe ngo-2022. Oku kwenza ukuba uluntu luphakamise okwalo okuphambili kuphuhliso kwaze ekugqibeleni zachongwa iipprojekthi eziza kuqukwa kule SLP.

Indlela yethu esiyisebenzisayo ingqinelaniswa yimithethosiseko ecacileyo yofezekiso kunye nemigangatho leyo iiprojekthi ezixhaswayo kufuneka:



4.7 IImfuno zoluNtu eziChongiweyo

Kuluntu ngalunye, imiba eliqela yaye yaqaqanjiswa, eyile: intswelangaqesho, ukunqongophala kwezakhono okanye ezingonelanga, iziseko zophuhlisi ezingonelanga kwiinkonzo zoluntu (imfundo, izithuthi, impilo, njl.njl) njengemingeni engundoqo. Amahlakani avela kwiprojekthi yoluntu nganye ephakanyiswayo kwi-SLP, aqaqambisa iiprojekthi eziphambili. Uluhlu lweeprojekthi ngoluntu lungezantsi:

Itheyibhile 70: Iiprojekthi eziChongiweyo ngendawo yoluntu

Gabalala	UHlobo lweMfuno	IMfuno eChongiweyo	UMasipala
Imfundo	Iziseko zophuhliso	Amagumbi okufunda awongezeleleweyo kunye nesikolo samabanga aphakamileyo esitsha	ISixeko saseJohannesburg (Poortjie, Zuurbekom)
UPhuhliso lwamaShishini	Iziseko zophuhliso	Izitola zabathengisi kwirenti yeeteki	UMasipala weNgingqi weRand West City (Bekkersdal)
IiNkonzo zoluNtu	Iziseko zophuhliso	Iziko lokweNza iziNto eziNinzi	UMasipala weNgingqi weRand West City (Bekkersdal)
IiNkonzo zoluNtu	Iziseko zophuhliso	Iziko loLwazi laseBekkersdal	UMasipala weNgingqi weRand West City (Bekkersdal, Simunye)
UPhuhliso lwamaShishini/Ukuncothulwa neengcambu kobuhlwempu	Iziseko zophuhliso, uPhuhliso lwezakhono, Ukunikwa izakhono noqeqesho, iNkxaso yezeMali	Inkxaso kumafama engingqi kunye neeprojekthi zokudala imisebenzi	UMasipala weNgingqi weRand West City (Lonke uluntu)
Ukuncothula neengcambu ubuhlwempu (Ukudalwa kwemisebenzi)	UPhuhliso lwezakhono	UPhuhliso lwezakhono kunye nenkxaso yoosomashishini, ulutsha, abasetyhini, abantu abaphila nokukhubazeka	UMasipala weNgingqi weRand West City (Lonke uluntu)
IiNkonzo zeMpilo	Iziseko zophuhliso	Ikhushi lendawo yokulindela ekliniki	UMasipala weNgingqi weRand West City (Thusanang)
Ukuncothula neengcambu ubuhlwempu, UPhuhliso lwamaShishini	UPhuhliso lwezakhono, uQeqesho, iNkxaso yoosomaShishini nofikelelo kwiMarike	Amathuba okuvelisa kmacandelo awohlukemeyo afana nelefانيتشالا, ukubhaka, ezoimo, ukwenza impahla, njl. njl.	UMasipala weNgingqi weRand West City (Lonke uluntu)
Ezemidlalo nolonwabo	Iziseko zophuhliso	Izibonelelo zemidlalo nolonwabo	UMasipala weNgingqi weRand West City (Thusanang)
Izindlu	Iziseko zophuhliso	Izindlu eziphucukileyo ezifikelekayo	UMasipala weNgingqi weRand West City (Thusanang)

Kukonke, kukho imizila evela njengeemfuno zophuhliso kuninzi loluntu oluchaphazelekayo. Ezi ziquka okulandelayo:



Tshegetso ya mafaratlatlha a dikolo le ditirelo tsa baagi



Kago ya bokgoni le tihabololo ya bokgoni jwa ditlhophisa tse di farologaneng mo merafeng jaaka bomme, bašwa le batho ba ba tshelang ka bogole



Tshegetso ya balemirui mo dikgatong tse di farologaneng le mo maamong a opereishene



Ditšhono tsa go tihama ditiro le tihokego ya diporojeke tsa maatla a a ntšhwafadiwang

4.8 INkxasomali yeeProjekthi ze-LED

ISouth Deep inika eyayo inkxaso kwiiProjekthi ze-LED ngokungqinelana neSicwangciso seShishini sokuSebenza. Kwithuba lika-2018-2022 iSouth Deep yazibophelela ekuphumezeni iiprojekthi ezilandelayo:

ULungiselelo lwezeMali	2018	2019	2020	2021	2022	ULungiselelo lwe-SLP
IIPROJETHI ZE-SLP (LED)						
UluNtu oluChaphazelekayo	3,900,000	6,600,000	5,000,000	850,000	650,000	17,000,000
IKliniki yoluNtu iHillshaven	500,000	500,000	500,000	250,000	250,000	2,000,000
IKhompleksi yezeMidlalo yaseHillshaven	800,000	900,000	200,000	100,000	-	2,000,000
ISigaba 1 se-TVET yaseWestonaria	500,000	2,000,000	2,500,000			5,000,000
IThala leeNcwadi laseZuurbekom elinokusetyenziselwa iinjongo zezimbini	500,000	1,000,000	500,000			2,000,000
ILebhu yezeNzullwazi kwisikolo sesekondari i-TM Letlhake eSimunye	1,000,000	1,000,000	500,000			2,500,000
INkxasomali ye-SMME neZiko leNkxaso yezoShishini eWestonaria	400,000	400,000	400,000	200,000	100,000	1,500,000
INkqubo iyeNkxaso yezoLimo eJachfontein	200,000	800,000	400,000	300,000	300,000	2,000,000
IMimandla oluSiwe kuyo uNinzi lweMisebenzi (Labour Sending Areas) (LSA)	500,000	5,500,000	1,400,000	300,000	300,000	8,000,000
IProjekthi yeziSeko zoPhuhliso		5,000,000	1,000,000			6,000,000
INTsebenziswano kwiProjekthi yezoLimo (Limpopo, EC, KZN)	500,000	500,000	400,000	300,000	300,000	2,000,000
ZIPHELELE iiprojekthi ze-SLP LED	4,400,000	12,100,000	6,400,000	1,150,000	950,000	25,000,000

4.9 Iiprojekthi ze-LED: 2023 ukuya ku-2024

UMmiselo 46 (c) IV ufuna ukuba uMgodi uphumeze iiprojekthi zeziSeko zoPhuhliso nokuNcothulwa neeNgcambu kobuHlwempu ezo uMgodi uza kuziqala ngokungqinelana neSicwangciso soPhuhliso esiHlanganisiweyo (Integrated Development Plan) (IDP) semimandla kunye nezinye iinkqubo zikhokelo ezibandakanyekayo ezo uMgodi usebenza kuzo kunye nemimandla engundoqo ekuthunyelwa kuyo. Iiprojekthi eziza kuphunyezwa kufuneka zihlelwe njengoko kulandelayo:

- Iiprojekthi zeziSeko zoPhuhliso
- Iiprojekthi ezeNza iMali, ezizinzileyo kwaye ezineempembelelo

Ukuthathela ingqalelo zolawulo kunye nokulungelelanisa umjikelo we-SLP nelungelo lezemigodi njengoko kuxeliwe kwiCandelo 1 – Intshayelelo, le SLP III yakhiwe ngokutsha ichaza kuphela iiprojekthi ezicetyelwe u-2023 ukuya ku-2024. Ezi projekthi zicetyelwe kwaye ziza kuphunyezwa ekuvunyweni kunye nasekunikweni kwemvume yokuba ziqhubeke yile SLP III yakhiwe ngokutsha yi-DMRE.

4.9.1 IiProjekthi ze-LED zeSouth Deep LED kuNtu oluChaphazelekayo lweSouth Deep

ISouth Deep ithatha inxaxheba kumaphulo ophuhliso olunxulumene nezentlalo noqoqosho kooMasipala oweNgingqi weRand West City kunye noweSithili weNtshona Randi kwaye ixhasa iiprojekthi ezilungelelaniswe neeprojekthi ze-IDP yayo ezinxulumene nabantu kunye nophuhliso lweziseko zophuhliso. Iiprojekthi ezichongiweyo zaze zabekwa phambili njengeemfuno ezingundoqo zophuhliso zihlelwa njengokulandelayo:



4.10 IiProjekthi eziPhakanyiswayo

ISouth Deep iqalise iindibano kunye nomsebenzi wohlalutyo ukwenza nzulu iingxoxo kwiiprojekthi zophuhliso ezizayo eziphakanyiswayo. Ukhethe lokugqibela lusekelwe kwezi ngxoxo kunye nokudibana namahlakani abandakanyekayo, ngokunjalo nojoliso kwezo projekthi ziya kuba nezona mpembelelo ziphezulu zintle, zinyuse iinzuzo kwaye zidale imisebenzi kuluntu lwethu.

Itheyibhile 71: IiProjekthi zoPhuhliso loluNtu eziPhakanyiswayo kuluNtu oluChaphazelekayo:

#	Gabalala	Engqalileyo	UHlobo lweMfuno	UMasipala	ILokishi	AbaNokuba ngamaHlakani
1.	IiNkonzo zoluNtu	UKwakhiwa kweZiko eleNza iziNto eziNinzi (Thusong)	Iziseko zophuhliso	UMasipala weNgingqi weRand West City	ILokishi yaseBekkersdal	UMasipala weNgingqi weRand West City
2.	Imfundo / iinkonzo zoluntu	Ukufakwa kombane welanga kwizikolo/iikliniki, izikhululo zamapolisa zengingqi	Iziseko zophuhliso noMbane oVela kwimiThombo yeNdalo	UMasipala weNgingqi weRand West City	UMasipala weNgingqi weRand West City	AmaHlakan i oShishino eSouth Deep
3.	Imfundo	Ukwakhiwa kweeklasi ezongezelelekileyo kwiSikolo seSekondari iThusa Setjhaba	Iziseko zophuhliso neMfundo	ISixeko saseJohannesburg	ILokishi yasePoortjie	ISEbe lezeMfundo laseGauteng
4.	Imfundo	Ukwakhiwa kweeklasi ezongezelelekileyo kwiSikolo iZuurbekom Combined	Iziseko zophuhliso neMfundo	IRand West City	IZuurbekom Agricultural Holdings, uMasipala weNgingqi weRand West City	ISEbe lezeMfundo laseGauteng
UHLahlo lwaBiwomali kuluNtu oluChaphazelekayo					R20 500 000	

IGama leProjekthi		Uhlalo lwaBiwomali luPhelele
1.	UKwakhiwa kweZiko eleNza iziNto eziNinzi (iZiko leThusong kwiLokishi yaseBekkersdal)	R 3 500 000
2.	Ukufakwa kombane welanga kwizibonelelo zoluntu kunye nzikolo zengingqi (UMasipala weNgingqi weRand West City)	R4 000 000
3.	Ukwakhiwa kweeklasi ezongezelelekileyo kwiSikolo seSekondari iThusa Setjhaba (ePoortjie)	R 5 000 000
4.	Ukwakhiwa kweeklasi ezongezelelekileyo kwiSikolo iZuurbekom Intermediate (UMasipala weNgingqi weRand West City)	R 8 000 000
ISIXA SOKUGQIBELA		R20 500 000

4.10.1 UKwakhiwa kweZiko eleNza iziNto eziNinzi (Thusong - Bekkersdal)

1. INkcazo yeProjekthi

Uluntu lwaseBekkersdal kunye noMasipala weNgingqi weRand West City bakhombise ukuab ukusukela ngo-2012 bayasokola ukufikelela kwiinkonzo zoluntu kwilokishi yabo. ISouth Deep iyazibophelela ekwakheni iZiko laseThusong elonakaliswayo ukuze uluntu lube nofikelelo kwiinkonzo zoluntu kufutshane neendawo oluhlala kuzo. UMasipala uwucocile ummandla elalikuwo iZiko, kwaye kufuneka kumiswe isakhiwo esitsha.

2. IZizathu zeProjekthi

Unikezo lweenkonzo kuluntu luxanduva lukarhulumene wengingqi. Nakuba kunjalo, i-RWCLM ayikwazi ukubonelela ngokwaneleyo ezithile zezi nkonzo kufutshane noluntu lwaseBekkersdal kuba izakhiwo ezazinikwa kuzo ezi nkonzo zonakaliswa ngexa lezidubedube zoluntu. Oku kunyina kananjalo ezinye iinkonzo zikarhulumente ezifana nezo zinikwa liSebe loPhuhliso lwezeNtlalo, iSebe leMicimbi yezeKhaya ne-SASSA abanika ezi nkonzo kuluntu olusesichengeni. Ngokwakha iZiko laseThusong, la maSebe kunye nomasipala wengingqi baza wukwazi ukunika iinkonzo zoluntu eBekkersdal. Oku akuyi kuphucula nje unikezo lweenkonzo, kodwa kuza kulondoloza imali kunye nexesha lamalungu oluntu xa bezifuna ezi nkonzo.

3. IiNjongo zeProjekthi

Iprojekthi ijolise ekuncedeni i-RWCLM ngonikezo lweenkonzo ngokwakha nokuququzelela unikezo lweenkonzo kwiziseko zophuhliso ezikhuselekileyo eBekkersdal.

4. INdawo ekuyo iProjekthi

IProjekthi iza kuba kuMasipala weNgingqi weRand West City eBekkersdal.

5. AbaXhamli beProjekthi

Iprojekthi iza kuxhamlisa uluntu lwaseBekkersdal kunye nemimandla engqongileyo.

6. IiNdleko zeProjekthi

Iindleko zale projekthi kwithuba leminyaka emibini (2023 – 2024) ngama-R3.5 ezigidi.

UkuPhumeza okanye ukuGcina

UMgodi uza kuqinisekisa ukuba kukho intsebenziswano ne-RWCLM. Le ndlela yeyokuqinisekisa ukuba kukho uzinzo ekunikweni kweenkonzo kubahlali kummandla.

Ukuphuyezwa kweprojekthi kuhambelana namanqaku alandelayo abiniswe ekunene:

Abakhi bengingqi abaneziqinisekiso ezifanelekileyo baza kusetyenziswa ukulungisa. Baza kukhuthazwa ukuba baqeshe amalungu oluntu engingqi Oku kuza kuqinisekisa ukuba uluntu lwengingqi luyazuza ngokufumana ingqesho ngexa lokwakha.

Go tlhama le go saena memorantamo go thaganya magareng ga balekane

Tshwetso le tumalano ya bogolo jwa tiro

Go bona ditumelelo tsotlhe tse di tlhokegang

Kago ya senthara



Go neela senthara e e agiweng sešwa

Isicwangciso sokuphuma

Ekugqityweni kweprojekthi, uMgodi uya kunikezela ngeprojekthi kuMasipala weNgingqi. Kuza kuba khona isivumelwano esibophelela ngokusemthethweni phambi kokwsakha esiza kuquka isibophelelo sikaMasipala weNgingqi sokuxhobisa, ukusebenza nokugcina isiseko sophuhliso esiza kwakhiwa yiSouth Deep. UMasipala uza kungena kwizivumelwano nabasebenzisi abohlukeneyo abaza kubizwa imali ehlawulelwa ingqesho ebubuncinane yokuhlawulelwa kweendleko zokugcina isakhiwo.

Ittheyibhile 73: UKwakhiwa kweZiko iThusong (eBekkersdal)

UKwakhiwa kweZiko iThusong eBekkersdal									
IProjekthi ifakwe kweyiphi i-IDP		UMASIPALA WENGINGQI WERAND WEST CITY						IProjekthi yoKwakhiwa kweZiko iThusong	
AmaHlakani eProjekthi		UMasipala weNgingqi weRand West City						AbaXhamli	Luluntu kuMasipala weNgingqi weRand West City
Umhla wokuqala kweprojekthi	Matshi 2023	Inani lemisebenzi yesigxina	Inani imisebenzi yexeshana	Amado da aqeshiweyo	Abasetyhini abaqeshiweyo	Ulutsha oluqeshiweyo	Abanokukhubazeka abaqeshiweyo	Indawo ekuyo ngokweJografi iprojekthi	
Isiphumo		I-TBC	I-TBC	I-TBC	I-TBC	I-TBC	I-TBC	IRand West City eBekkersdal	
		Iziko elinoxanduva		Iphulo lomsebenzi we-KPI		I-KPI (kuyalinganiseka)		IXesha eliMiselweyo	
								2023	2024
Ukudibane ne-RWCLM, ngokunxulumene nenkxasomali yeprojekthi, umsebenzi nokugcina		UMgodi iSouth Deep		Inkqubo yokuphuhlisa nokuphumeza		Isikowupu seprojekthi sigqityiwe		X	X
Isivumelwano esisesikweni ne-RWCLM kunye namanye amahlakani		UMgodi iSouth Deep		Ukwenza isivumelwano ngemiqathango ebekiweyo yobuhlakani		I-MOU esayiniweyo phakathi kwamahlakani		x	X
Umsebenzi wolungiselelo kuquka ukumisela kunye nokufumana yonke imvume		UMgodi iSouth Deep namahlakani				Imvume inikiwe		x	X
Ukhethwa nokuqeshwa komakhi		UMgodi iSouth Deep				UMakhi oQeshiweyo		x	X
UKwakhiwa kweZiko		UMgodi iSouth Deep		Ishedyuli yokwakha		Isakhiwo esigqityiweyo		x	X
UkuNikezela ngeZiko		UMgodi iSouth Deep namaHlakani						x	X
Ulungiselelo lwezemali								R1 750 000	R1 750 000
Ulungiselelo lwezemali luphelele								R 3 500 000	

4.10.2 Ulungiselelo loMbane weLanga kwiZikolo zeNgingqi kunye nezibonelelo zikaRhulumente (ISixeko seNtshona Randi)

1. INkcazo yeProjekthi

UMzantsi Afrika wehlelwa yintlekele yoMbane. Oku kuphazamisa iinkonzo ezisiwa kuluntu. Ukufunda nokufundisa ezikolweni ngeke kwenzeke ngempumelelo, izikhululo zamapolisa neekliniki azikwazi ukunika iinkonzo zazo ngokupheleleyo nangempumelelo ngenxa yokucinywa kombane kuba ulondolozwa. Ukunceda ekwehliseni imfuno yombane ovela kwigradi, ukunceda ezi zibonelelo ukuba zilawule iindleko zazo zombane kunye nokuphucula unikezo lweenkonzo olungatshintshiyo, iSouth Deep izibophelele ekunikeneni umbane welanga kwizikolo ezikhethiweyo kunye nezibonelelo zikarhulumente kwi-RWCLM.

2. IZizathu zeProjekthi

Umbane welanga uza kunika umbane wendalo, wasimahla ezikolweni, wehlise ukukhutshwa kwekhabhoni kunye neendleko zombane. Oku kuza kunceda kananjalo ekufundeni okuphuculweyo oko ngesiqhelo kuchatshazelwa kukucinywa kombane kuba ulondolozwa okwenzeka kuMzantsi Afrika wonke. Ukufakwa kombane welanga ezikolweni kwenza kwenzeke ukufundisa nokufunda ngobuxhakaxhaka ngaphandle kokuphazamiseka. Oku kuza kwehlisa kananjalo imfuno kwi-RWCLM, kwaye ngenye indlela kwigradi yesizwe. Iinkonzo kwizikhululo zamapolisa nakwiikliniki ziza kuqhuba zingathintelwa.

3. IiNjongo zeProjekthi

Iprojekthi ijolise ekuncedeni i-RWCLM ngolungiselelo lombane ovela kwimithombo yendalo kwiinkonzo ezibalulekileyo zoluntu ezikliniki, ezikolweni, nakwizikhululo zamapolisa. Abafaki bombane welanga abaqeqeshiweyo bengingqi baza kusetyenziswa ukwenza olu fako oko kusenziwa ngekontrakta zengingqi ezifanelekileyo neziqinisekisiweyo. Kuza kuba khona uphuhliso lwamashishini kananjalo kubantu bengingqi abaqeqeshiweyo ukubaxhobisa ukuba balungise olu fako lombane welanga kwezi zibonelelo zoluntu.

4. INdawo ekuyo iProjekthi

Iprojekthi iza kuba kwi-RWCLM kwizikolo kunye nezibonelelo zoluntu ezikhethekileyo (izikhululo zamapolisa neekliniki) eWestonaria naseRandfontein.

5. AbaXhamli beProjekthi

Iprojekthi iza kuxhamlisa uluntu kuMasipala weNgingqi weRand West City kunye nemimandla engqongileyo. Ubuncinane zizibonelelo ezine (4) eziza kufakwa umbane welanga. Ezi iza kuba yindibaniselwano yezikolo, izikhululo zamapolisa neekliniki kwindawo yoluntu. Ziza kukhethwa kudityenwe neziphathamandla kunye namahlakani abandakanyekayo ngokusekelwe kwiimfuno.

6. IiNdlleko zeProjekthi

iSouth Deep ibophelele isixa sesi-R4 sezigidi ithuba leminyaka emibini (2023 – 2024) ngokubhekisele kule projekthi.

UkuPhumeza okanye ukuGcina

UMgodini uza kuqinisekisa ukuba kukho intsebenziswano ne-RWCLM kunye nolawulo lwezikolo kunye nolwezinye izibonelelo. Le ndlela yeyokuqinisekisa ukuba kukho uzinzo ekunikweni kweenkonzo. Ukuphunyezwa kweprojekthi kuhambelana namanyathelo njengoko eboniswe ekunene:



ISicwangciso sokuPhuma

Ekugqityweni kweprojekthi, uMgodini uya kunikezela ngeprojekthi kuMasipala weNgingqi kunye neziphathamandla ezibandakanyekayo ukuba bayilawule. Oku kuza kuqinisekisa kukho ubunini boluntu bepropati kunye nokuthatha uxanduva. Kuza kuba khona isivumelwano esibophelela ngokusemthethweni phambi kokwakha esiza kuquka isibophelelo yi-RWCLM kunye noluntu kunye nolawulo lwezikolo/lwezibonelelo sokusebenza nokugcina isiseko sophuhliso esiza kwakhiwa yiSouth Deep .

Itheyibhile 74: Ulungiselelo loMbane weLanga kwiZikolo zeNgingqi kunye nezibonelelo zikaRhulumente (Rand West City)

Ukufaka koMbane welanga kwizibonelelo zoluntu									
IProjekthi ifakwe kweyiphi i-IDP		UMASIPALA WENGINQI WERAND WEST CITY						Ukufaka koMbane welanga kwizibonelelo zoluntu	
AmaHlakani eProjekthi		UMasipala weNgingqi weRand West City						AbaXhamli	Luluntu kuMasipala weNgingqi weRand West City
		IZikolo/iiKliniki/iziKhululo zamaPolisa							
UMhla woku-Qala kwe-Projekthi	Jun 2023	Inani imisebenzi esisigxina	Inani imisebenzi yexeshana	Am-adoda aqeshiweyo	Abasetyhini abaqeshiweyo	Ulutsha oluqeshiweyo	Abanokukh ubazeka abaqeshiweyo	Indawo ekuyo ngokweJografi iprojekthi	
Isiphumo		I-TBC	I-TBC	I-TBC	I-TBC	I-TBC	I-TBC	Westonaria Rand West City LM	
		Iziko elinoxanduva		Iphulo lomsebenzi we-KPI		I-KPI (kuyalinganiseka)		IXesha eliMiselweyo	
								2023	2024
Ukuchaza umda weprojekthi nokugqitywa		UMgodi iSouth Deep namahlakani				Umda ochaziweyo kwaye wagqitywa		X	X
Ukudibana ne-RWCLM, kunye namanye amahlakani ngokunxulumene nenkxasomali yeprojekthi, umsebenzi nokugcina.		UMgodi iSouth Deep		Ukwenza isivumelwano ngemiqathango ebekiweyo yobuhlakani		I-MOU phakathi kwamahlakani		X	X
Isivumelwano esisesikweni ne-RWCLM kunye namanye amahlakani		UMgodi iSouth Deep namahlakani				Imvume inikiwe		X	X
Ukukhethwa nokuqeshwa kwabakhi		Ukwenza isivumelwano ngemiqathango ebekiweyo yobuhlakani				Umqulu wobungakanani kunye nohlalo lwabiwomali oluvinyiweyo		X	X
Ukufakwa		UMgodi iSouth Deep				Izibonelelo zombane welanga ezigqityweyo		X	X
Ukugqitywa ngokusesikweni nokunikezela nokubeka iliso		UMgodi iSouth Deep namahlakani						x	X
Ulungiselelo lwezemali								R2 000 000	R2 000 000
Ulungiselelo lwezemali luphelele								R4 000 000	

4.10.3 Ukwakhiwa kweeklasi kwiSikolo seSekondari iThusa Setjhaba (kwiLokishi yasePoortjie)

1. INkcazo yeProjekthi

ISouth Deep izibophelele ekwakhiweni kwamagumbi amathandathu (6) kwiSikolo seSekondari eThusa Setjhaba ePoortjie.

2. Project Rationale

IThusa Setjhaba kuphela kwesikolo sesekondari ePoortjie, apho kukho izikolo zamabanga aphantsi ezithathu. Azikho ezinye izikolo zamabanga aphakamileyo zokuthatha abafundi abavela kwezi zikolo zamabanga aphantsi. Ngaphezulu kwama-90 eepesenti abafundi besikolo samabanga aphantsi abavela eThusanang, indawo yoluntu ekufutshane neSouth Deep, bangena isikolo ePoortjie baze babhalise kwisikolo seSekondari iThusa Setjhaba xa beyigqibile imfundo yamabanga aphantsi. Ngenxa yemfuno epehezulu yendawo eThusa Setjhaba, kubhaliswa abafundi abaninzi kodwa kungekho kwandiswa kweziseko zophuhliso. Ngokwakha iiklasi ezongezelelekileyo, ukufundisa, nokufunda kuza kuphucuka kuba kuza kwehliswa ukugcwala ngokugqithisileyo kwaye kudalwe imo engqongileyo efanelekileyo yokufundisa.

3. IZizathu zeProjekthi

Iprojekthi ijolise ekuncedeni iSebe lezeMfundo, isikolo, noluntu lwengingqi, ngokuqinisekisa ukuba abafundi banokufunda kwimo engqongileyo efanelekileyo.

Oku kujolise ekuphuculeni iziphumo zabafundi esikolweni kwaye kuza kwenza iSouth Deep ithathe abathile babasebenzi babo abafundela ukufumana amava emsebenzini eThusanang nasePoortjie.

4. INdawo ekuyo iProjekthi

IProjekthi iza kuba kuWadi 5 kuMmandla D weSixeko saseJohannesburg, ePoortjie.

5. AbaXhamli beProjekthi

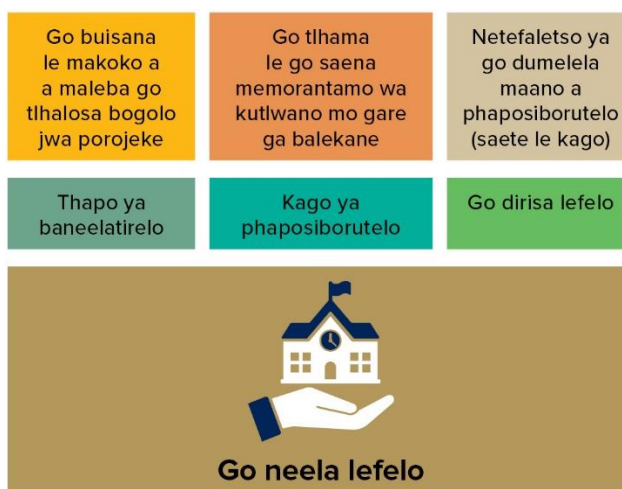
Iprojekthi iza kuxhamlisa uluntu uluntu lwasePoortjie naseThusanang kuMasipala weNgingqi weRand West City kunye nemimandla engqongileyo.

6. IiNtleko zeProjekthi

ISouth Deep ibophelele isixa sesi-R5 sezigidi ithuba leminyaka emibini (2023 – 2024).

UkuPhumeza okanye ukuGcina

UMgodi uza kuqinisekisa ukuba kukho intsebenziswano neSebe lezeMfundo kunye neQumrhu eliLawula isikolo ukuze ibe nempumelelo le projekthi. Le ndlela yeyokuqinisekisa ukuba kukho uzinzo ekunikweni kwezibonelelo zenkxaso kwimfuno esemgangathweni kubahlali bommandla Ukuphunyezwa kweprojekthi kubandakanya amanyathelo njengoko eboniswe ekunene:



ISicwangciso sokuPhuma

Ekugqityweni kweprojekthi, uMgodi uya kunikezela ngeprojekthi kwiSebe lezeMfundo kunye neQumrhu eliLawula iSikolo (School Governing Body) (SGB) ukuba sincede uluntu lwendawo enesikolo. Kuza kuba khona isivumelwano esibophelela ngokusemthethweni phambi kokwakha phakathi kwamaqela afanelekileyo, esiza kuquka isibophelelo liSebe lezeMfundo kunye ne-SGB, sokusebenza nokucina isiseko sophuhliso esiza kunikwa yiSouth Deep .

Itheyibhile 75: Ukwakhiwa kweeklasi kwiSikolo seSekondari iThusa Setjhaba (kwiLokishi yasePoortjie)

Ukwakhiwa kweeklasi kwiSikolo seSekondari iThusa Setjhaba									
IProjekthi ifakwe kweyiphi i-IDP		ISIXEKO SASEJOHANNESBURG						Ukwakhiwa kweeklasi kwiSikolo seSekondari iThusa Setjhaba	
AmaHlakani eProjekthi		ISebe lezeMfundo, iQumrhu eliLawula iSikolo						Aba-Xhamli	Uluntu lwasePoortjie naseThusanang kuMasipala weNgingqi weRand West City
UMhla wokuQala kweProjekthi	Juni 2023	Inani imisebenzi esisigxina	Inani imisebenzi yexeshana	Am-adoda aqeshiweyo	Abasetyhini abaqeshiweyo	Ulutsha oluqeshiweyo	Abanokukhubazeka abaqeshiweyo	Indawo ekuyo ngokweJografi iprojekthi	
Isiphumo		I-TBC	I-TBC	70%	30%	50%	1%	UluNtu lwasePoortjie, iSixeko saseJohannesburg	
		Iziko elinoxanduva		Iphulo lomsebenzi we-KPI		I-KPI (kuyalinganiseka)		IXesha eliMiselweyo	
								2023	2024
Ukudibana nabaLawuli beSikolo neSebe lezeMfundo ngokunxulumene nenkxasomali yeprojekthi, umsebenzi nokugcina		UMgodini iSouth Deep		Inkqubo yokuphuhlisa nokuphumeza		Isikowupu seprojekthi sigqityiwe		X	X
Isivumelwano esisesikweni ne-DoE, SGB kunye namanye amahlakani		UMgodini iSouth Deep		Ukwenza isivumelwano ngemiqathango ebekiweyo yobuhlakani		I-MOU esayiniweyo phakathi kwamahlakani		x	X
Ulungiselelo lomsebenzi kuquka ukuzoba kunye nkuvunywaya kweeklasi		UMgodini iSouth Deep namahlakani				Imvume inikiwe		x	X
Ukukhethwa nokuqeshwa kwabakhi		UMgodini iSouth Deep		Ukukhetha umakhi wengingqi kwiprojekthi		Umakhi uqeshiwe		x	X
Ukwakhiwa kweeklasi		UMgodini iSouth Deep		Ishedyuli yokwakha		Iziseko zophuhliso zeeklasi ezigqityiweyo		x	X
Ukugqitywa ngokusesikweni nokunikezela nokubeka iliso		UMgodini iSouth Deep namahlakani						x	X
Ulungiselelo lwezemali								R2 500 000	R2 500 000
ULungiselelo lwezeMali luPhelele								R 5 000 000	

4.10.4 Ukwakhiwa kweeklasi kwiSikolo iZuurbekom Intermediate (eZuurbekom)

1. INkcazo yeProjekthi

ISouth Deep izibophelele ekwakhoweni kwamagumbi amahlanu (5) kwiSikolo iZuurbekom intermediate ukulungiselela abafundi besikolo samabanga aphakamileyo.

2. IZizathu zeProjekthi

ISikolo iZuurbekom Intermediate esikummandla wezolimo eZuurbekom, sisikolo samabanga aphantsi ezilungiselela abafundi besikolo samabanga aphantsi kunye nesikolo samabanga aphakamileyo (ukuya kwibanga 9). Oku kwenziwe kwayimfuneko ngenxa yokungabikho kweziko zamabanga aphakamileyo ezonelelo kummandla. Ngaphaya koko, imfuno yeziko iphezulu njengoko nabafundi abavela eSoweto bebhalese eZuurbekom ngenxa yokuba kufutshane kwisikolo kwilokishi eyandayo esanda kwakhiwa yaseProtea Glen. Okwangoku abafundi besikolo samabanga aphakamileyo bakwizakhiwo ezinye nezabafundi besikolo abaphambi kokungena isikolo kunye nabamabanga aphakamileyo. Oku kubanga imingeni yoluleko esikolweni ngexa yomahluko kubudala babafundi. Ngokwakha iiklasi ezongezelelekileyo, ukufundisa, nokufunda kuza kuphucuka kuba kuza kwehliswa ukugcwala ngokugqithisileyo kwaye kudalwe imo engqongileyo efanelekileyo yokufundisa.

3. IiNjongo zeProjekthi

Iprojekthi ijolise ekuncedeni iSebe lezeMfundo, isikolo, noluntu lwengingqi, ngokuqinisekisa ukuba abafundi banokufunda kwimo engqongileyo efanelekileyo.

Injongo engundoqo isekuphuculeni iziphumo zabafundi esikolweni ukuze iSouth Deep ithathe abathile babasebenzi babo abafundela amava emsebenzini kuluntu lwengingqi.

4. INdawo ekuyo iProjekthi

IProjekthi iza kuba kwiWadi 17 uMasipala weNgingqi weRand West City eZuurbekom.

5. AbaXhamli beProjekthi

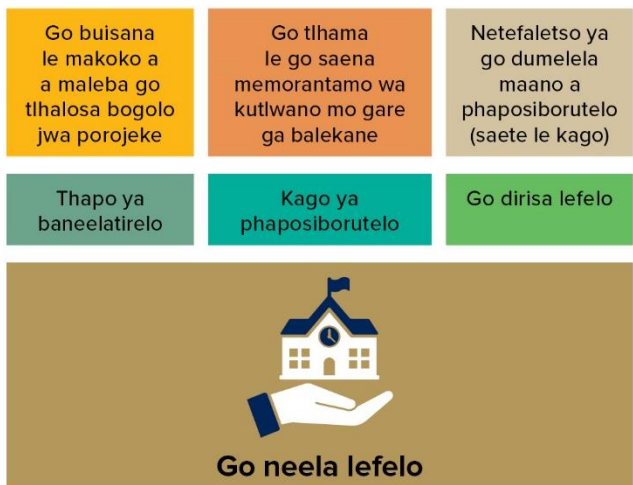
Iprojekthi iza kuxhamlisa uluntu uluntu lwaseZuurbekom kuMasipala weNgingqi weRand West City kunye nemimandla engqongileyo.

1. IiNdleko zeProjekthi

ISouth Deep ibophelele isixa sesi-R8 sezigidi ithuba leminyaka emibini (2023 – 2024).

UkuPhumeza okanye ukuGcina

UMgodi uza kuqinisekisa ukuba kukho intsebenziswano neSebe lezeMfundo kunye neQumrhu eliLawula isikolo ukuze ibe nempumelelo le projekthi. Le ndlela yeyokuqinisekisa ukuba kukho uzinzo ekunikweni kwezibonelelo zenkxaso kwimfuno esemgangathweni kubahlali bommandla Ukuphunyezwa kwepojekthi kubandakanya amanyathelo njengoko eboniswe ekunene:



ISicwangciso sokuPhuma

Ekugqityweni kwepojekthi, uMgodi uya kunikezela ngeprojekthi kwiSebe lezeMfundo kunye neQumrhu eliLawula iSikolo (School Governing Body) (SGB) ukuba sincele uluntu lwendawo enesikolo. Kuza kuba khona isivumelwano esibophelela ngokusemthethweni phambi kokwakha phakathi kwamaqela afanelekileyo, esiza kuquka isibophelelo liSebe lezeMfundo kunye ne-SGB, sokusebenza nokucina isiseko sophuhliso esiza kunikwa yiSouth Deep.

Itheyibhile 76: Ukwakhiwa kweeklasi kwiSikolo iZuurbekom Combined (eZuurbekom)

Ukwakhiwa kweeklasi kwiSikolo iZuurbekom Combined									
IProjekthi ifakwe kweyiphi i-IDP		UMASIPALA WENGINGQI WERAND WEST CITY						Ukwakhiwa kweeklasi kwiSikolo iZuurbekom Combined	
AmaHlakani eProjekthi		ISebe lezeMfundo, iQumrhu eliLawula iSikolo						AbaXhamli	Luluntu kuMasipala weNgingqi weNtshona Randi UMasipala neSixeko saseJohannesburg
Umhla wokuqala kweprojekthi	Septemba 2023	Inani imisebenzi esisigxina	Inani imisebenzi yexeshana	Amadoda aqeshiweyo	Abasetyhini abaqeshiweyo	Ulutsha oluqeshiweyo	Abanokukhub azeka abaqeshiweyo	Indawo ekuyo ngokwe Jografi iprojekthi	
Isiphumo		I-TBC	I-TBC	70%	30%	50%	1%	Uluntu lwaseZuurbekom, iRand West City	
		Iziko elinoxanduva		Iphulo lomsebenzi we-KPI		I-KPI (kuyalinganiseka)		IXesha eliMiselweyo	
								2023	2024
Ukudibana nabaLawuli beSikolo neSebe lezeMfundo ngokunxulumene nenkxasomali yeprojekthi, umsebenzi nokugcina		UMgodi iSouth Deep		Inkqubo yokuphuhlisa nokuphumeza		Isikowupu seprojekthi sigqityiwe			X
Isivumelwano esisesikweni ne-DoE, SGB kunye namanye amahlakani		UMgodi iSouth Deep		Ukwenza isivumelwano ngemiqathango ebekiweyo yobuhlakani		I-MOU esayiniweyo phakathi kwamahlakani		X	X
Ulungiselelo lomsebenzi kuquka ukuzoba kunye nkuvunywwa kweeklasi		UMgodi iSouth Deep namahlakani				Imvume inikiwe		X	X
Ukukhethwa nokuqeshwa kwabakhi		UMgodi iSouth Deep		Ukukhetha umakhi wengingqi kwiprojekthi		Umakhi uqeshiwe		X	X
Ukwakhiwa kweeklasi		UMgodi iSouth Deep		Ishedyuli yokwakha		Iziseko zophuhliso zeeklasi ezigqityiweyo		X	X
Ukugqitywa ngokusesikweni nokunikezela nokubeka iliso		UMgodi iSouth Deep namahlakani						X	X
Ulungiselelo lwezemali								R 4 000 000	R4 000 000
ULungiselelo lwezeMali luPhelele								R 8 000 000	

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5



IZINDLU NEEMEKO ZOKUPHILA

IZINDLU NEEMEKO ZOKUPHILA

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IZINDLU NEEMEKO ZOKUPHILA

5.1 Intshayelelo

ISouth Deep ivumelana ngokupheleleyo nemithethosiseko njengoko ibekiwe kwizindlu neMigangatho yeeMeko zokuPhila kwiShishini lezeMigodi neziMbiwa ephuhliswe ngokwecandelo 100(1)(a) le-MPRDA neTshatha yezeMigodi equka:

ISazobe 15: Imithethosiseko njengoko ibekiwe kwizindlu neMigangatho yeeMeko zokuPhila



5.2 UPhando lweeNdawo zokuHlala

NgoMatshi ka-2019 iSouth Deep yaqesha iShisaka Development Management Services (Shisaka) ukuba ibonelele ngoncedo ekwakhiweni ngokutsha kwenkqubo yenkxaso yobunini mzi yeMgodi. Okufunyanisiweyo neziphakamiso zoqwalaselo kwakhona zathathelwa ingqalelo zaze zafakwa ukwazisa iSikim sobuNini seSouth Deep esineempawu ezingundoqo elandelayo:

ISouth Deep inesicwangciso sezindlu esiquka konke kunye nomagaqonkqubo othathela ingqalelo zombini ukunikwa kunye nemfuno yendawo yokuhlala esecaleni kunye neemfuno zobunini mzi zabasebenzi bayo.	Umgaqonkqubo ujolise ekukhuthazeni abasebenzi ukuba basuke ekusebenziseni iindawo zokuhlala ezikumgangatho olambathayo (IsiBonelelo sokuPhila) baye kwiindawo zokuhlala ezingcono oko kusenziwa ngeSibonelelo seziNdlu.	ISouth Deep ineepotifoliyo zeeyunithi zezindlu ezikumgangatho omhle ezifumanekayo.	Umgaqonkqubo ujolise kananjalo ekuxhaseni amaqanaba awonyukileyo obunini mzi oko kusenziwa ngokunikwa kweeyunithi ezithengiswayo ezimnini wazo iyiSouth Deep, ukhetho lokwakhela umnini kunye nephakheji yenkxaso yezemali ngokohlobo lwemalimboleko engenanzala.
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Ezithile zeziphumo ezingundoqo zophando zinxulumene noku:

Uphando lwendawo yokuhlala yabasebenzi lwaqalwa ngo-Oktobha 2020 ngonxibelelwano ngolwazi lweWhatsApp. Abathathi nxaxheba babecelwe ukuba baphendule imibuzo elandelayo njengenxenye yophando: • Uhlobo lwendawo yokuhlala emsebenzini. • Ubude bexesha lokuphangela. • Nokuba umsebenzi unendawo eyenye yokuhlala emsebenzini okanye hayi emsebenzini. • Iminqweno yokuba nendlu	Ngexesha oluqhutywe ngalo uphando, iSouth Deep yayinabasebenzi abangama-2,237. Kweli nani, bephelele ngabasebenzi abangama-837 abanika iimpemulo, ezinama-37% eesampuli ezipheleleyo. Iziphumo ezilandelayo zinokujongwa kuphando: • Ama-33.0% anokuthanda ukuthenga izindlu ezikufutshane nasemsebenzini • Ama-24.0% angathanda ukuzakhela ezawo izindlu • I-16.0% ingathanda ukuphucula amakhaya asele ekhona akufutshane nasemsebenzini • I-5.0% ingathanda ukuqesha • I-36.0% ayinqweneli tyalomali lungaphaya
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5.3 Ukuthobela iimfuneko zomThetho weShishini leziMbiwa nePetroliyam

UMphathiswa weziMbiwa nemiThombo yaMandla upapashe iMigangatho yeeMeko zokuPhila neziNdlu kwiShishini lezeMigodi ukuba kunikwe izimvo ngowama-20 Matshi 2019.

Injongo xa iyonke yoMgangatho kukubonelela ngemigangatho eyomeleleyo yezindlu neemeko zokuphila ngemithethosiseko echazwe ngokucacileyo, iinkqubo, namaxesha amiselweyo namanyathelo okunyanzelisa.

Imigangatho imisele imithethosiseko elandelayo leyo umnini wamalungelo ezemigodi kufuneka ayizalisekise:

- Ukuphuhlisa uphuhliso lwezindlu ekuhlaleni, ezobuqu nezihlanganiswe kuqoqosho kuluntu lwasemgodini.
- Ukwenza ulungiselelo oloneleyo lokusabela ngokwaneleyo kwiimfuno zezindlu zabasebenzi ngokungqinelana nezicwangciso zawo zokukhula.
- Ukuqinisekisa ukubandakanyeka kwabasebenzi kulawulo lweenkqubo zezindlu.
- Ukukhuthaza izenzo ezigqwesileyo kunye nokuthobela izithethe nemigangatho ebubuncinane.
- Ukukhaza ukusetyenziswa kwezikim zenkxaso ngendlela engafihliyo nethatha uxanduva. Ngokuphathelene noku izindlu njengenxenye yiphakheji yomvuzo ekufuneka kwenziwe ngayo
- uthethathethwano ngeengxoxo.

Kulandela ukudibana okubanzi namahlakani awohlukeneyo, kuquka iimanyano zabasebenzi, iSebe lezokuHlaliswa kwabaNtu laseGauteng, iNkqubo yeeDolophu zeMigodi eziHluphekayo, uMasipala weNtshona Randi noMasipala weSithili weNtshona Randi, iSicwangciso seeMeko zokuPhila neziNdlu zaseSouth Deep sihlonyelwe apha njengeSihlomelo 1.

5.4 ISicwangciso seziNdlu

Imiba engentla ibe negalelo kwiSicwangciso seziNdlu zoMgodi weSouth Deep. Omnye woondogo besi sicwangciso kukuba iSouth Deep, njengoMgodi onoxanduva, ifuna ukuba abasebenzi bayo bahlale kwindawo ezisemgangathweni ezifikelelekayo ezimi kuluntu oluhlanganisiweyo, kufutshane noMgodi.

UMgaqonkqubo weziNdlu weSouth Deep wangoku (kwiBhedni C nangaphantsi) ujolise ekwenzeni abasebenzi bafikele kwindawo zokuhlala ezisemgangathweni nezifikelelekayo nokuba zezisekelwe kwingqesho okanye kubunini eumgama wendawo yokuhamba imihla ngemihla efanelekileyo ukuya kuMgodi iSouth Deep.

Umgaqonkqubo wezindlu wSouth Deep wangoku ujolise ekuququzeleleni ubunini khaya obufikelelekayo kunye nofikelelo kukhetho lweendawo zokuhlala eziphucukileyo ezinamacandelo amahlanu:

- UMgaqonkqubo weziNdlu
- ISibonelelo seNdlu,
- ISibonelelo sokuHlala ngaPhandle,
- Ulungiselelo lwendawo yokuhlala emnini wayo ingumgodi ngengqesho; kunye
- Nenkxaso yezemali kubunini khaya enemalimboleko engenanzala yama-R200,000 yokuthengwa kwezindlu ezinxulumene nomgodi.

Kwabo basebenzi banqwenela ukwenza utyalomali kubunini khaya behamba yonke imihla ngokufanelekileyo i-100km xa besuka emsebenzini, iNkqubo yeNkxaso yobuNini Khaya yeSouth Deep inika olu khetho lubunini lulandelayo:

- Ukuthenga izindlu eSouth Deep;
- Ukuthenga izindlu kubakhi okanye abanye abaqeshi;
- Ukuthenga indlu esele ikhona kwimarike enganano; okanye
- Ukuthenga isiza kwaye wakhe, okanye ukwakha kwisiza esele sinomnini njengomakhi ongumnini

Ukongeza, iSouth Deep iza kubonelela ngeenkqubo zeNkxaso yobuNini ezinokulandelayo:

- Icebo lobunini mzi;
- Ubunini mzi obudityanisiwe kulawulo lokufanelekela ikhredithi;
- Inkxaso yetransekshini ngokuncedisa abasebenzi abanezicelo zeebhondi, ubhaliso, njl. njl;
- Isaphulelo kwisitokhwe sezindlu esele sikhona zeSouth Deep.
- Nenkxaso yezemali kubunini khaya ngezibonelelo zemalimboleko engenanzala njengoko kuchaziwe ngezantsi;

Imalimboleko yobunini mzi engenanzala yenziwe kwaye kunokufikelelwa kuyo njengokulandelayo:

- Ubuninzi besixa semalimboleko ngama-R200,000 enikwa ngesikeyile sezinga elitshintshayo.
- Apho iitransekshini zodlula ama-R400,000 ubuninzi bemalimboleko engenanzala siya kwehla ngokomlinganiselo siye kwiqanda kuzo zonke iitransekshini ezinxabiso lama-R800,000 okanye ngaphezulu.
- Ngokufanayo apho ixabiso letransekshini lingaphantsi kwama-R400,000 imalimboleko engenanzala ngeke idlule ixabiso elupheleleyo letransekshini epheleleyo.
- Ithuba lentlawulo yokubuyisa imalimboleko engenanzala liza kumiselwe ngumhla wokuthatha umhlalaphantsi komsebenzi, kodwa liza kuxhomekeka kubuninzi beminyaka eli-15 okanye iinyanga ezili-180.
- ISouth Deep iqeshe iSummit Financial Partners ukuba ibonelele ngempilontle yezemali, ukudityaniswa kwamatyala kunye neenkonzo zokubuyisiela kwimo yesiqhelo ematyaleni kubo bonke abasebenzi abanako ukufikelela kwimalimboleko engenanzala.

Abasebenzi baseSouth Deep banofikelelo kukhetho lwendawo yokuhlala kunye nezibonelelo ezinxulumeneyo ezixelwe negzantsi:

Iiyunithi ezihlala abantu abangabodwa

Ukulungiswa kwehostele kwagqitywa ngo-2014 kwaye onke amagumbi ngoku aziyuniithi zabantu abangabodwa. Bephelele ngabasebenzi abangama-848 abanokuhlaliswa kwiyunithi ezihlala abantu abangabodwa ngokusekelwe kumntu omnye kwiyunithi. Abahlali abahlawuli mali yengqesho, okanye bahlawulele amanzi nombane. Ukutya neziselo zinikwa yonke imihla kananjalo.

Iiyunithi zeentsapho

Ihostele yatshintshwa yaba ziyuniithi zeentsapho ezinamagumbi amabini kunye namathathu ngoku ahlala iintsapho ezingama-203. Abahlali abahlawuli mali yengqesho, okanye bahlawulele amanzi nombane. Iiyunithi zinamakhitshi ukuze iintsapho zibe nako ukuzilungiselela ezazo izidlo. ISouth Deep iyaqhuba ukulungisa ngenkuthalo narhoqo iindawo zokuhlala ezilungisiweyo ukuqinisekisa ukuba indawo yokuhlala ifanelekele abasebenzi bethu.

Izindlu kunye neepatimenti ezikhoyo ezimnini wazo inguMgodi iSouth Deep

Kukho izindlu ezingama-471 kwiilokishi zaseHillshaven, Westonaria naseGlenharvie. ISibonelelo seziNdlu seNyanga sonyuke nge-8.2% sisuka kuma-R4110 ngo-2020 sisiya kuma-R4445 ngo-2022 saze sanyuswa nge-7.5% engaphaya ukuya kuma-R4780 nge- 2023.

Izibonelelo zendlu zenzelwe ukuxhasa ingeniso yabo yenyanga, kunye neendleko zamanzi nombane. Iindleko zokulungisa zihlawulewa nguMgodi. Abasebenzi banokufikelela kwisikim zezindlu ukuthenga izindlu abahlala kuzo.

ISouth Deep iqeshisela abanini abavela kwiqela lesithathu

ISouth Deep yonyuse ingqesho yayo yezindlu kwiQela lesithathu phakathi kuka-2020 ukuya ku-2022 ngeeyunithi ziphelele eziqeshisiweyo ezinama-246 elupheleni kuka-2022 ukuze kuhlale abasebenzi. Ingqesho yamaqela esithathu iza kususwa ngokuthe ngcembe njengoko abasebenzi bengena kubunini mzi.

Isibonelelo sezindlu kwiindawo zokuhla ezingaququzelelwanga nguMgodi

Ngasekupheleni kukaDisemba 2022, i-1010 labasebenzi lakhetha ukufikelela kwisibonelelo salo sezindlu sama-R4445 ngokuhlala kwindawo yokuhlala evunyiweyo abayikhethayo emi kwi-100km yerediyasi yoMgodi iSouth Deep. Kweli 1010 labasebenzi, i-162 lihlala kumakhaya ahlawuwe agqitywa, ama-439 ahlawula iibhondi aze ama-409 aseleyo aqashe iindawo zokuhlala.

Ikomiti yezindlu

Ukwenza ukuba sisebenze iSicwangciso seziNdlu neeMeko zokuPhila eMsebenzini uMgodi useke iKomiti yeziNdlu eHlangeneyo njengendlela engundoqo leyo iNkampani kunye neeManyano zabaseSebenzi baza kudibana kwimicimbi enxulumene nobuNini Mzi obuQuquzelelweyo, ngokunjalo nezo zilawulwa yiMigangatho kwiziNdlu neeMeko zokuPhila kwiShishini leziMbiwa, njengoko ikhutshiwe liSebe leMithombo yeziMbiwa naMandla. Ukuchazwa kweenjongo nolwakheko lweKomiti yeziNdlu eHlangeneyo zihlonyelwe apha kwiSihlomelo 2.

Injongo yeKomiti yeziNdlu eHlangeneyo yile:

- Ukongamela kunye nokufaka isandla kuphuhliso kunye nokuphunyezwa kweNkqubo yobuNini Mzi eQuquzelelwe yiSouth Deep;
- Ukufaka isandla kulungiselelo leSicwangciso seziNdlu neeMeko zokuPhila ukuze singeniswe kwi-DMRE;
- Ukuqwalasela kwakhona kunye nokunika ingxelo ngokwenziweyo rhoqo ngokusebenza kweNkqubo yeNkxaso yobuNini Mzi; kunye
- Nokudibana ngomoya omhle ngokuphunyezwa kweNkqubo yobuNini Mzi eQuquzelelwe yiSouth Deep kunye nemicimbi enxulumene nezindlu.

Isondlo

Ulungiselelo lwesondlo esinempilo kwaye esiquka zonke indidi zokutya ngundoqo kwaye ngumba obalulekileyo wokuqinisekisa isondlo esinempilo nesoneleyo kubasebenzi bethu. Ngoku kuzibophelela kusengqondweni, amaphulo alandelayo ayasebenza eSouth Deep:

Abapheki baqeqeshwe siSikolo se-HTA sobuGcisa bokuPheka ukuba baphekele abasebenzi ukutya okusemgangathweni eSouth Deep; Izidlo zilungiswa ngokungqinelana nezikhokelo zesondlo zoPhando lweZiko lezeNzululwazi noShishino (Centre for Scientific and Industrial Research) (CSIR); Kwathengwa izixhobo ezitsha zasekhitshini kwaye ikhitshi lithobela imigangatho ye-ISO 14001; Isicwangciso sesidlo esiquka zonke iindidi zokutya sazisiwe kwikhitshi loMgodi elimi kwiSouth Shaft.

ICANDELO

6



**UKUFUNWA
NOKUKHUTSHWA
KWEMPAHLA
NEENKONZO,
ISHISHINI
NOPHUHLISO**

ICANDELO 6

UKUFUNWA NOKUKHUTSHWA KWEMPAHLA LNEENKONZO, ABANIKI SITOKHWE NOKUPHUHLISWA KWESHISHINI

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ICANDELO 6

UKUFUNWA NOKUKHUTSHWA KWEMPAHLA LNEENKONZO, ABANIKI SITOKHWE NOKUPHUHLISWA KWESHISHINI

6.1 Intshayelelo

ISouth Deep iyaqonda ukuba ukufunwa nokukhutshwa kweenkonzo okuqakayo yindlela efanelekileyo yokuxhotyiswa ngokoqoqosho lwabaNtu ebebeHlelelekile ngokweMbali (Historically Disadvantaged Persons) (ii-HDP).

ISouth Deep izibophelele kwiinjongo zokuthenga ngokukhethayo kunye nezokufuna nokukhupha iinkonzo eziqulethwe kwiTshatha yoMgodi njengoko itshintshiwe. Injongo ye-SLP kukuqinisekisa ukuchongwa, ukufunwa nokukhutshwa kweenkonzo kunye nolawulo olulandelayo lwabaniki zinkonzo abahlelwe ngokwamaziko e-B-BBBEE (njengobuNini >25%) ingakumbi i-HDP enobunini kwaye elawulwa (njengobunini >51%). ISouth Deep izibophelele ekufumaneni nasekukhupheleni kwingingqi kunye nokuncedisa abo inokuba ngabaniki nkonzo be-HDP, oko kusenziwa ngokucebisa, ukuba babe yinxenye yeemveliso zoMgodi. Ngomsebenzi wayo wemigodi, iSouth Deep iza wukwazi ukudala imo engqongileyo evumayo ekuxhotyisweni kwe-HDP emnini kwaye elawulwa ziinkampani ezikwimimandla engqongileyo. INdlela yokuFuna nokuKhupha iiNkonzo neMpahla eQukayo inamahlakani awohlukeneyo angaphakathi nawangaphandle (IziPhathamandla eziLawulayo, uluntu, abafaki sandla kwishishini, abadibene ngezoshishino). UkuFuna nokuKhupha iiNkonzo neMpahla okuQakayo kuhamba kunye noPhuhliso lwamaShishini nabaNiki Mpahla neeNkonzo, behlangene besenza iNkqubosikhokelo yokuFunwa nokuKhutshwa keMpahla eneNkonzo namaShishini okuQakayo nabaNiki ziNkonzo neMpahla (Enterprise and Supplier Development) (ESD) eSouth Deep.

ISouth Deep iza kunika umniki mpahla kunye neenkonzo isimo sokuba ngumniki mpahla neenkonzo kwiinkampani ezimnini kwaye zilawulwa yi-HDP (kuquka ulutsha nabasetyhini) ngokuphunyezwa kwamanyathelo alandelayo:

- Ukonyusa inqanaba lokunika iikotraki abantu, okanye iindidi zabantu, ebebenziwe bahleleleka ngokwezembali lucalulo olungafanelekanga ngokusekelwe kuhlanga, isini okanye ukuba nokukhubazeka;
- Ukonyusa amathuba oshishino kwiinkampani ezithobela i-B-BBBEE ingakumbi i-HDP, iinkampani ezimnini kwaye zilawulwa lulutsha nabasetyhini;
- Amashishini engingqi akhulayo, ukusuka kuluntu oluchaphazelekayo, ukuze babe nozinzo baze ekugqibeleni babe ngabo banokunika iinkonzo nempahla eSouth Deep (njengokukhuthaza ukuba ngoosomashishini phakathi kwamashishini e-HDP/ B-BBBEE);
- Ukunika ukhetho abaniki nkonzo nempahla abathobela i-B-BBBEE ababandakanyekayo ekudalweni kwemisebenzi kuluntu oluchaphazelekayo ngokusekelwe kwiimeko zorhwebo ezizizo kunye namashishini azinzileyo.
- Ukonyusa inkcitho yokukhutshwa nokufunwa kweenkonzo nempahla kuluntu oluchaphazelekayo oko kusenziwa ngokubandakanyeka kweNkqubo ye-ESD yeSouth Deep; kunye
- Nokonyusa inani labaXhamli boPhuhliso lwamaShishini nabaNiki Mpahla neNkonzo okokusenziwa ngeNgxowamali ye-ESD esekiweyo.



(The Mining Charter) Tshata ya Meepo e bolela gore tirisokgolo go tswa mo metsweding ya diminerale ya Rephaboliki go tla tlhoka go matlafatsa dikgolagano magareng ga intaseteri ya meepo le diminerale le ikonomi ka bophara. Tshenkelo ya selegae e amana le kgaisano le phetogo, e tshwara boleng jwa ikonomi, e tlhagisa ditshono tsa go atolosa kgolo ya ikonomi e e letlang go tlhamiwa ga ditiro tse di nang le seriti le go atolosa sebaka sa phitlhelelo ya mebaraka ya dithoto le ditirelo tsa matlotlo tsa Aforika Borwa.

Go fithelela seno, intaseteri ya meepo e tshwanetse go senkela ditheo tsa BEE go tsamaisana le mogkwa o o latelang:



Bonnye

70%

jwa tshenyegelo ya tshenkelo ya thoto ya meepo e tshwanetse go nna jwa dithoto tse di tlhagisitsweng go Aforika borwa.



Bonnye

80%

go tshenyegelo yotlhe ya ditirelo e tshwanetse go batliwa go tswa go dikhampani tse di ikaegileng mo aforika Borwa.

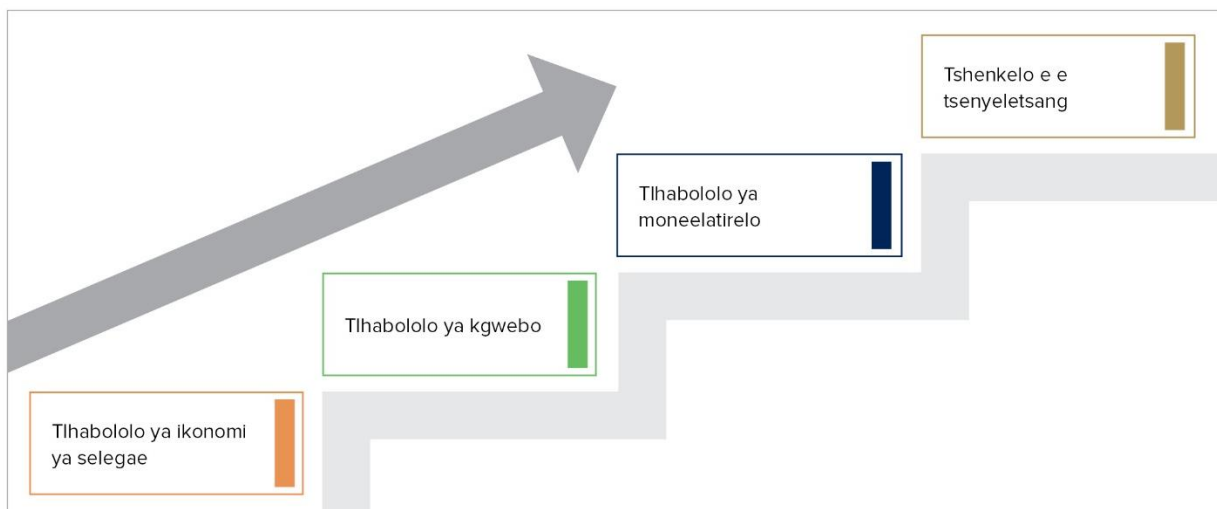
UkuFunwa nokuKhutshwa kweNkonzo neMpahla okuQukayo

Tshenkelo e e tsenyeletsang



INdlela yokuhlola ye-ESD ukuya eFunweni naseKhutshweni kweeNkonzo okuQukayo ineentsika ezilandelayo:

ISazobe 16: INdlela yokuhlola ye-ESD ekuFunweni naseKhutshweni kweeNkonzo okuQukayo



NgokokuFunwa nokuKhutshwa kweeNkonzo okuQukayo neNkqubosikhokelo ye-ESD, iSouth Deep izimisele iinjongo ezilandelayo eziza kuphunyezwa ngo-2027:

1	2	3	4	5
INkqubo yoPhuhliso lweShishini noMniki Sitokhwe (Enterprise and Supplier Development) (ESD) elungiswe ngokusesikweni yalungelelaniswa kwiinjongo zokufumana nokukhutshwa kweenkonzo nempahla kwabo baxhotyiswa ngokoqoqosho.	Amashumi amabini anesihlanu eepesenti zenkcitho yokufumana nokukhupha impahla neenkonzo kuluntu oluchaphazelekayo..	liprojekthi ezivunyiweyo zoPhuhliso loQoqosho lweNgingqi (Local Economic Development) (LED) ezidala imisebenzi ezinzileyo (izakhono ezinokudluliswa).	Ukuququzelela ukukhula kweZiko loPhuhliso lwamaShishini (Business Development Centre) (BDC) eSouth Deep abe ziiNkampani eziNceda amaQumrhu aQala ushishino asebenza ngokupheleleyo alungelelaniswe kwii-KPI zeSouth Deep.	Inkxasomali ye-ESD kuphuhliso lwe-SMME.

Ilungelelaniswe neTshatha yeMigodi ka-2018, iSouth Deep ifuna ukukhuthaza kwaye inike umnki nkonzo kwabo baxhotyiswa ngokoqoqosho kumashishini e-HPD afaka ezamashishini apho abaNtu ebebeHlelelekile ngokweMbali banobuncinane bama-51% bamalungelo okuvota asebenzisekayo, kunye nomdla wezoqoqosho, ujolise kwabasetyhini noolutsha.

6.2 Ujoliso lokufunwa nokukhutshwa kweenkonzo nempahla kwabo baxhotyiswa ngokoqoqosho

ISouth Deep isebenzise inkcitho ka-2019 njengesiseko sokwakha ujoliso lokufunwa nokukhutshwa kwempahla neenkonzo kwabo baxhotyiswa ngokoqoqosho.

Itheyibhile 77: UJoliso loFunwa nokuKhutshwa kweeNkonzo neMpahla kwabo baxhotyiswa ngokoqoqosho

UJoliso loFunwa nokuKhutshwa kweeNkonzo neMpahla	Ujoliso	2020	2021	2022	2023	2024
		Ujoliso	Ujoliso	Ujoliso	Ujoliso	Ujoliso
IMPAHLA YEZEMIGODI (linkampani ezithobelayo)	70.0%				71.0%	73.0%
Inkampani emnini kwaye ilawulwa yi-HDP (51% HDP)	21.0%	31%	40%	40%	21%	22%
Inkampani emnini kwaye ilawulwa ngabasetyhini okanye ulutsha	5.0%	5%	1-10%	13%	6%	7%
Inkampani ethobela i-BEE (25%+1 yeVoti ye-BEE)	44.0%	47%	54%	52%	44%	44%
IINKONZO (linkampani ezithobelayo)	80.0%				82.0%	85.0%
Inkampani emnini kwaye ilawulwa yi-HDP	50.0%	47%	69%	69%	51%	52%
Inkampani emnini kwaye ilawulwa ngabasetyhini	15.0%	16%	26%	25%	16%	17%
Inkampani emnini kwaye ilawulwa lulutsha	5.0%	0%	0%	4%	1%	2%
Inkampani ethobela i-BEE	10.0%	85%	90%	88%	14%	14%

** Itheyibhile engentla yeyojoliso lweTshatha yoMgodi ka-2018 kwithuba 2020 - 2024, nakuba kunjalo i-SLP yethu ka-2020/21/22 yangeniswa ngokojoliso lweTshatha yoMgodi ka-2010 ngokwethayibhile engezantsi*

Itheyibhile 77: UJoliso loFunwa nokuKhutshwa keNkonzo neMpahla kwabo baXhotyiswa ngokoQoqosho

UMba woFunwa nokuKhutshwa kweeNkonzo neMpahla	2020	2021	2022
	Ujoliso	Ujoliso	Ujoliso
Iiasethi ngqo (40%)	81%	86%	88%
Iinkonzo	90%	91%	90%
IMpahla eSetyenziswa iPhele (50%)	92%	90%	90%

** Itheyibhile engentla yeyojoliso lweTshatha yoMgodi ka-2010 kwithuba 2020 - 2022 kwaye njengoko kuxeliwe ngaphambili ngokweengxelo zokuthobela zonyaka ze-SLP zika-2020 - 2022..*

6.3 Ukufuna nokukhutshwa kwempahla neenkonzo kwiMimandla eChaphazelekayo

Ukusekwa kokuFumana nokuKhupha iiNkonzo neMpahla kuluNtu oluChaphazelekayo kujolise ekukhokeleni kunye nokuxhasa izigqibo zecandelo oko kusenziwa ngesicwangciso salo sokufumana nokukhupha impahla neenkonzo soluntu oluchaphazelekayo. Isicwangciso sokufunwa nokukhutshwa kweenkonzo nempahla soluntu oluchaphazelekayo sivakalisa ukuzibophelela kwenkampani ekufakeni isandla kuphuhliso lwezoqoqosho loluntu oluchaphazelekayo ngokukhuphela impahla neenkonzo kumashishini oluntu oluchaphazelekayo, ukuthathela ingqalelo izikhewu kwizakhono, kunye nokwakha ukuba nokhuphiswano kubanini zinkonzo nempahla ukuze bahlangabezane nemigangatho yehlabathi kwaye balungele iikontraki ezixhamlisayo.

ISouth Deep iyiqwalasele kwakhona inkcazo yayo yoluntu oluchaphazelekayo njengokuba luluntu oluchathazelwa ngqo kwaye kukho into oluyilindeleyo ngokuphathelele nemisebenzi yethu. Ngokuqhelekileyo baquka uluntu olukufutshana nemisebenzi yethu, kumasipala weNgigqi iRand West City nePoortjie, kwaye kuquka nawu(ba) phi um(aba) o(aba)hlala apho.

Uluhlu lweenjongo ekufuneka ziphunyezwe luquka ezilandelayo:

- Ukuxhobisa ngezakhono ii-SMME zoluntu oluchaphazelekayo ukuba zisebenze ngokuzinzileyo kunye namaziko afuna ukuphumelela;

- Ukuhlenganisa ii-SMME zoluntu oluchaphazelekayo kumjikelo wethu wokuvelisa;
- Ukuchonga amaqhagamshela angekhoyo kumjikelo wokuvelisa kunye nokubeka phambili ezi ekutsaleni amashishini amatsha kummandla;
- Ukuququzelela intsebenziswano ye-SMME yoluntu oluchaphazelekayo namaziko asele ezinzile angengawo awoluntu oluchaphazelekayo; kunye
- Nokudala imo evumayo yokusingqongileyo kuphuhliso lwamashishini ngokukhuthaza intsebenziswano phakathi lwamashishini oluntu oluchaphazelekayo kunye namaziko karhulumente.

Ukuhlola amathuba otyalomali kuphuhliso olunokuba khona kuluntu oluchaphazelekayo ngokuqhelekileyo kuqala ngohlalutyo lwemfuno. Oku kubandakanya ukuchonga amathuba kunye nohlolo lokuba nako kwabo kwithuba ngalinye kunye nohlalutyo olumandla lolondolozo lweendleko zokuthatha kwinkampani yoluntu oluchaphazelekayo ngokubhekisele kwisikali sommandla okanye sesizwe. Jikelele, iinkampani kufuneka ziqale kancinci, ngeekontraiki ezilula nezincinci kwaye ziqhubele kwiikontraiki ezinzima ngokungaphaya.

Isazobe 17: Iinqobo zokulinganisa ekukhetheni abaNiki Sitokhwe neMpahla kuluNtu oluChaphazelekayo

		
Mokgwa wa tshenkelo ya baagi b aba amogelang	Mokgwa o o tshwanelegang ka meterike: Itlhophelo 1	Mokgwa o o tshwanelegang ka meterike: Itlhophelo 2
Lefelo lotlhe kgotsa karolo ya lefelo	Ee (e tshwanetse go nna mo meteseteropong ka tlhaloso ya baagi b aba amogelang)	No
Lefelo la beng le(ma)loko a baagi b aba amogelang	Ee (e tshwanetse go nna bonnye 25%+1% le tebelelo e e tshwanetseng go neelwa maloko a baagi – basadi, banna, bašwa, bogole)	Ee (e tshwanetse go nna bonnye 25%+1% le tebelelo e e tshwanetseng go neelwa maloko a baagi – basadi, banna, bašwa, bogole)
Karolo ya thapo ya baagi a ba amogelang	Ee (bonnye 25% ya bodiri jotlhe jwa konteraka bo tshwanetse go tsa go baagi ba baamogedi jaaka go tlhalositswe)	Ee (bonnye 50% jwa bodiri botlhe ka konteraka go tshwanetse go tswa go baagi b aba amogelang jaaka go tlhalositswe)

ISouth Deep ichonge ujoliso lulandelayo njengenxenyane yenkqubo yayo yoPhuhliso lwabaNiki Nkonzo neMpahla namaShishini ekuphuhliseni abanini nkonzo nempahla boluntu oluchaphazelekayo.

Ittheyibhile 79: UJoliso loPhuhliso lwamaShishini

Uphuhliso lwamashishini	2020 Ujoliso	2021 Ujoliso	2022 Ujoliso	2023 Ujoliso	2024 Ujoliso
Inani labathengisi kuluntu oluchaphazelekayo ekujoliswe kulo ngonyaka, abahlangabezana neenqobo zokulinganisa zokhetho	2	5	8	3	3
Uqeqesho lwe-SMME (akukho Nkampani ziQeqeshiweyo)	14	8	10	5	5
Inani labatsha abangenileyo	22	30	28	5	5
Abaxhamli bophuhliso lwamashishini	AKUNGENI	AKUNGENI	AKUNGENI	10	10
Abaxhamli bophuhliso lwabaniki mpahla neenkonzo	AKUNGENI	AKUNGENI	AKUNGENI	9	10

Phakathi kuka-2020 no-2022, ujoliso yaba kukwaziswa kwabo batsha jikelele (li-SMME ze-HDP zaziswa kushishino njengabathengisi abatsha), nakuba kunjalo ngo-2023 sazisa inkqubo ye-ESD efuna ukuxelwa kwabaxhamli be-ESD kwithuba lika-2023/24 kuba ilujoliso olubekiweyo. Abaxhamli be-ESD abaxelwe ngentla, zii-SMME zoluntu oluchaphazelekayo abaqeqeshelwe ukuba baxhamle ekufunweni kunye nasekukhupheni kwethu iinkonzo nempahla kuqakayo kunye neemarike apho izakhono nobugcisa babo bufunwayo.

6.4 Inkqubo yophuhliso (ESD)

Inkqubo yoPhuhliso lwabaNiki Nkonzo neMpahla namaShishini (Enterprise and Supplier Development) (ESD) liphulo leSouth Deep elijolise ekwenzeni kusebenze iTshatha yoMgodi ka-2018, iTshatha yokuXhobisa ngokoQoqosho abamNyama ye-DTI eqwalaselweyo kwakhona kunye neeKhowudi zokuSebenza kakuHle, kunye nokwenza kusebenze iinjongo zesicwangciso ze-South Deep ngokunxulumene nokuphunyezwa kwe-ESD kunye nenkxaso yokufuna nokukhupha iinkonzo ukuze kuxhamle amashishini oluntu lwethu oluchaphazelekayo kunye neeprojekthi zophuhliso loqoqosho zengingqo.

IZiko loPhuhliso lwabaNiki Nkonzo neMpahla (Centre for Supplier Development) (CFSD) liqabane lethu lokuphumeza inkqubo yethu ye-ESD elinikwe umsebenzi wokuphuhlisa inkqubo ye-ESD esabela kwimingeniyangoko yeSouth Deep kune yeenyani kuluntu lwethu oluchaphazelekayo. Kukho amacandelo amahlanu (5) kunye nemiba yenkqubo ye-ESD ezinokushwankathelwa kanje:

1. Ukunika inkxaso eqhubekayo yophuhliso lweshishini le-SMME kunye neenkonzo ezongezwe ixabiso ukuthathela ingqalelo iimfuno zophuhliso lweshishini koosomashishini kunye namashishini oluntu lwethu oluchaphazelekayo.
2. Ukubonelela ngeenkqubo, iindlela, nezixhobo zokulawula kunye nokugcina uvimba weenkukacha wamashishini oluntu oluchaphazelekayo kunye nokunika inkxaso yokufunyanwa nokukhutshwa kweenkonzo nempahla ukuququzelela uthatho nxaxheba lwamashishini oluntu oluchaphazelekayo kumjikelo wokuvelisa wokufuna nokukhutshwa kwempahla neenkonzo waseSouth Deep.
3. Ukunika uqeqesho lwe-SMME kunye neenkqubo zophuhliso ukuphuhlisa izakhono, ubuchule, kunye nezakhono koosomashishini boluntu oluchaphazelekayo zokuseka, ukukhulisa, nokugcina amashishini abo okanye iiprojekthi zokwenziwa kwengeniso zoluntu lwengingqi.
4. Ukubonelela ngokuqalisa i-SMME kunye nezibonelelo zoqeqesho lobuchwepheshe ukudala imo engqongileyo efanelekileyo yokuphuhlisa izakhono zobuchwepheshe nezoshishino ezifunekayo ukuseka kunye nokuxhasa koosomashishini boluntu oluchaphazelekayo lwaseSouth Deep kunye nokuqalisa amashishini.
5. Ukunika inkxaso yezemali efunekayo ukuxhobisa iNkqubo ye-ESD kunye nokuququzelela ufikelelo kwinkxasomali ngoosomashishini kunye namashishini oluntu oluchaphazelekayo.



Lenaane tlhabololo la kgwebo

- Neelana ka dikgono tsa SMME tsa katso le tlhabololo
- Neelana ka katso le tlhabololo ya dikgono tsa SMME tsa tegeiki
- Tsamaisa ditshono tsa tlhamo tse diswa tsa diSMME
- Neela didiriswa tsa thutuso ya kgwebo le ditirelo go simolola diSMME
- Neela ditserenganyo tsa kago bokgoni go diSMME tse diswa le tse di leng gona

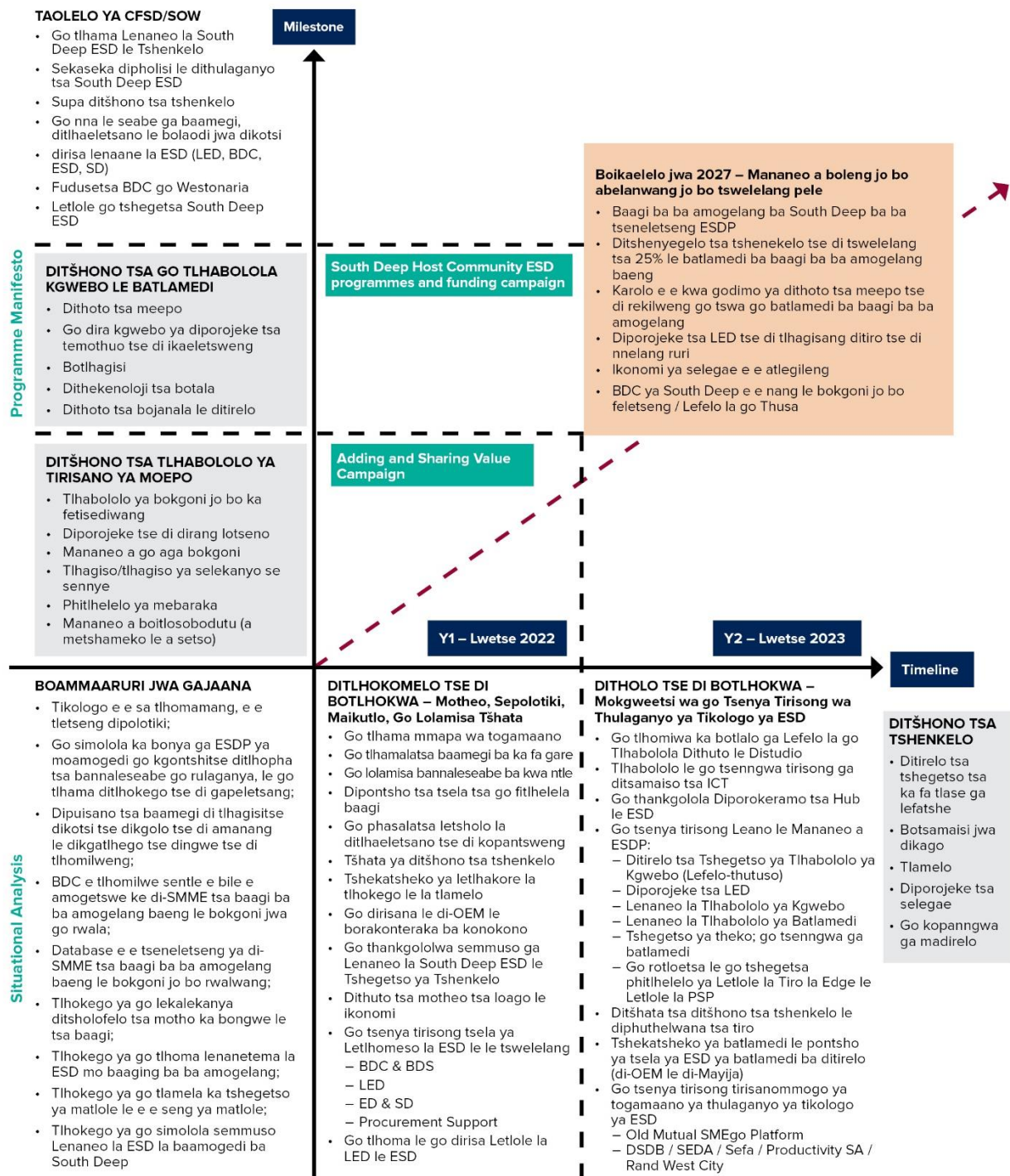


Lenaane la tlhabololo ya moneelati-relo

- Go tsamaisa lenaneo la go itlhanedisa kgwebo go itlhanedisa kgolo, tlhabololo, le go tswela ga dikgwebo tse di tlhophilweng tsa baagi ba ba amogelang
- Go tlamela ka ditserenganyo tse di tswela tse tsa kago ya bokgoni go tsegetsatsa bajaboswa ba tlhabololo ya batlamedi ba ba tlhophilweng
- Go tsamaisa go tlhamiwa le go nna le seabe ga dikgwebo tsa baagi ba ba amogelang baeng mo ditshonong tsa dikoloi tse di nang le maikaelelo a a kgethegileng
- Go neela kaelo ya dithendara le katso go tokafatsa maemo le maemo a botsayakarolo mo dithendareng ke dikgwebo tsa baagi tse di amogelang baeng.

Ngezantsi sisishwankathelo senkqubo ye-ESD kwiminyaka emihlanu ezayo.

Isazobe 18: ISishwankathelo seminyaka emihlanu seNkqubo ye-ESD



Inkqubo inatyselwe kwimimandla kunye nakuluntu oluqaqanjiswe ngezantsi. Le iquka iindawo zethu zoluntu oluchaphazelekayo ezilithoba ngokunjalo noluntu oluthathwa ngokuba lubalekile kumgaqonkqubo wokufumana nokukhupha impahla neenkonzo. Okuphambili kunikwa uluntu obeluhlelekile ngokwembali jikelele, kunye nemimandla ehluphekileyo ngokwentlalo nezozoqosho kwezi ndawo zoluntu. Umda wenkqubo unyinelwe kwimimandla yoluntu exelwe ngezantsi:

Ittheyibhile 80: IMimandla yoluNtu oluChaphazelekayo

IMimandla yoluNtu oluChaphazelekayo			
Westonaria *	Randfontein	Greenhills	Bootha Plots
Bekkersdal *	Mohlakeng	Westergloor	Loumarina
Simunye *	Zenzele	Helikon Park	Middlevlei
Hillshaven *	Toekomsrus	Culemborg Park	Randridge
Kalbasfontein *	Pelzvale	Eike Park	Rietvallei
Jachtfontein *	Finsbury	Hectorton	Rikassrus
Zuurbekom *	Hillside	Kocksoord	Tenacres
Thusanang *	Aureus	Orion Park	Vleikop
Venterspost *	Bhongweni	West Porges	Wheatlands
Libanon *	Homelake	Brandvlei	Witbetsdal
Glenharvie *	Randgate	Dennydale	City of Johannesburg Poortjie*
Waterpan	Robinspark	Dwarskloof	
Wagterskop	Randpoort	Elandsvlei	

* Primary Host Communities

Ukusekwa kweNgxowamali ye-ESD yeSouth Deep

ISicwangciso se-ESD noYilo lokuPhumeza ziqaqambise imfuno yokunika inkxasomali kunye neenkonzo ezingezwe ixabiso eziquka konke ukuhlangabezana neemfuno neemfuneko ze-ESD zabaxhamli benkqubo, kunye noluntu oluchaphazelekayo lweSouth Deep ngokubanzi.

ISouth Deep, ke ngoko, ihlangene ne-Edge Growth enguMphathi weNgxowamali yoPhuhliso we-SME onamava ukuvula ukuba nako kwamashishini eendawo zethu ezichaphazelekayo. ISouth Deep ifake isandla ngaphezulu kwama-R60 ezigidi kwithuba lika-2021/22 ngokubhekisele kwiNgxowamali ye-ESD kwaye iza kuqhuba ukwenza imirhumo eyongezelelekileyo ngokusekelwe kunyaka.

INGxowamali yakhiwe ngendlela yokuba kube khona iingxowamali ezimbini ezilawulwa yiEdge Growth neProfit Share Partners ukuthathela ingqalelo bobabini uPhuhliso lwabaniki Mpahla neeNkonzo noPhuhliso

IwamaShishini, ngokwahlukahlukeneyo.



INGxowamali yeEdge Action (INKxasomali yoPhuhliso lwabaNiki Mpahla neeNkonzo)	INGxowamali yeProfit Share Partners (INKxasomali yoPhuhliso lwamaShishini)
Inikele ngama-R45.3 ezigidi kuPhuhliso lwabaNiki Nkonzo neMpahla - Ejolise ekunikeni ukukhuliswa kwenkxaso kubanini zinkonzo nempahla kwiSouth Deep asele belungele utyalomali kodwa besokola ukufumana inkxasomali kwezinye iindawo. - Ngenxa yenani eliphezulu lezicelo zengxowamali ezingakhange zihlangabezane negunya lengxowamali, iSouth Deep igqibe ekubeni iliqwalasele kwakhona igunya lengxowamali ukufaka ii-SMME esele zilungele utyalomali ezifuna imali ngeenjongo zokusebenza.	Ibophelele i-R19.7 yezigidi kuPhuhliso lwamaShishini - Ejolise ekunikeni inkxasomali yexesha elifutshane kwii-SMME/abaniki mpahla nesitokhwe kwiSouth Deep ezo zifuna imali ukufumana impahla okanye ukuhlawulela abaniki mpahla okanye zinkonzo babo. - Ukunika iimalimboleko kwii-SMME ezifanelekileyo ukuzinceda zoyise imingeni yezemali kwaye zenze utyalomali ekukhuleni. - Ukusukela ekuqalisweni kwayo, ingxowamali yabe ngaphezulu kwesi- R7 sezigidi kwii-SMME ezilithoba (9) zoluntu oluchaphazelekayo kwaye oko kukhokelele ekudalweni kwemisebenzi engama-49 kumalungu oluntu oluchaphazelekayo ebengaphangeli ngaphambili.

Le mali yinxenye engundoqo yesibophelelo seSouth Deep kwinkqubo ye-ESD kunye nabaxhamli bayo, ngojoliso olumandla lukumanshishini amnini wawo kwaye alawulwa ngabasetyhini nolutsha. Zombini iingxowamali zamkelwa kakuhle luluntu lwethu oluchaphazelekayo kwaye imibuzo ephathelene nengxowamali inyukile ukuskela ngoko.

Ezi ngxowamali ziza kwenza isiseko ngokubhekisele ekuxhasweni kwenkqubo ye-ESD kunye nabaxhamli bayo, amashishini oluntu oluchaphazelekayo kunye nokuchongwa nokuphuhliswa kwamashishini amnini kwaye elawulwa ngabasetyhini nolutsha.

ICANDELO

7



**ULAWULO LOKUPHUNGULA
ABASEBENZI
NODENDO**

ICANDELO 7

ULAWULO LOKUPHUNGULA

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ULAWULO LOKUPHUNGULA

ABASEBENZI NODENDO

Injongo engundoqo yokulawula ukuphungulwa kwabasebenzi nokudenda kukuqinisekisa ukuba alukho olunye ukhetho olufikelelekayo lokuphumeza iimfuneko zokusebenza phambi kokuthathela ingqalelo ukuphungulwa kwabasebenzi. Ukuphumeza oku, oku kulandelayo kusetyenzisiwe:

7.1 IFuture Forum (“IQumrhu”)

ISouth Deep yamkela imfuneko yomthetho enxulumene nokusekwa kweFuture Forum (“iQumrhu”) ukuqinisekisa ukuthobela kwisiganeko sokuphungulwa kwabasebenzi kunye/okanye ukudendwa. Ke ngoko uMgodi uye wabandalanya iimanyano zabaSebenzi ukuba zonyule abameli abaza kusebenza kweli Qumrhu kwaye amalungu aphezulu abalawuli amelwe ngokunjalo. IQumrhu lifuna ukubandakanya iimanyano zabaSebenzi kwimiba ephathelene neshishini kunye neempembelelo ngaphaya koko ngabasebenzi ngeenjongo nolwakheko ezilungelelaniswe kwezo zimiselwe kuMmiselo 46.

7.2 IMisebenzi yeFuture Forum

Injongo yeQumrhu, njengoko kuchaziwe kwitheyibhile engezantsi, kukuchaza iimfuneko zoMmiselo 46 ekusekweni kweFuture Forum:

Ukumiselwa kweFuture Forum

- Ukukhuthaza iingxoxo eziqhubekayo phakathi kwabameli babasebenzi kunye nabaqeshi malunga nekamva loMgodi;
- Ukujonga kwangaphambili ukuze kuchongwe iingxaki, imingeni kunye nezisombululo ezinokuba khona ngokuphathelene nokuvelisa nengqesho;
- Ukuphuhlisa izicwangciso esokujongana nobunzima kunye nesokwabela kwimisebenzi emitsha ukunceda ukwehlisa ilahleko yemisebenzi kunye nokuphucula ukuzinza kweshishini;
- Ukuphumeza izicwangciso ekuvunyelwene ngazo ngabo bobabini umqeshi kunye neqela lokusebenza; kunye
- Neendlela zokulondoloza imisebenzi, ukuphepha ilahleko yemisebenzi kunye nokwehla kwingqesho.

Imiba engundoqo exoxiweyo iquka (phakathi kweminye):



Seemo sa kgwebo go ya ka tlhagiso le phetogo



Boitekanelo le pabalesego



Tiragatso ya matlole ya setlamo mmogo le dikgoreletsi tse di amang kgono ya Moepo



Go tlhama leano la go fokotsa mathata malebana le kgonagalo ya go latlhegelwa ke ditiro fa go tswalwa



Go batlisisa diporojeke tse di ka nnang teng tsa morago ga go tswalwa go tlhama serala sa go tswelela ka go thapiwa

7.3 Iindibano zeQumrhu

ISouth Deep ngonyaka iphuhlisa ishedyuli yeendibano neeManyano zabaSebenzi. Le shedyuli iquka iintlanganiselo zeQumrhu zekota. IQumrhu lichotshelwa mhlawumbi nguSekela Mongameli neNtloko yezeMisebenzi okanye uSekela Mongameli weSigqeba woMmandla waseMzantsi Afrika. Ngaphaya kweQumrhu, iSouth Deep iseke iqela lamanye amaqumrhu ukukhuthaza iindibano ezakhayo neeManyano zabaSebenzi. IKomiti yoTshintsho lelinye lamaqumrhu anjalo, elihlangana rhoqo ukudibanela imiba enxulumene nokulandelwa kwenkqubela ekuphonyezweni kwe-SLP.

7.4 Inkqubo eziza kulandelwa ukuPhepha iLahleko yeMisebenzi kunye noKwehla kwiNgqesho

Ulwazi lomthombo olo iNkqubo yokuSebenza yoMgodi isekelwe kulo ikhombise ukuba iSouth Deep inxesha lobomi bokusebenza leminyaka engama-70. Nakuba kunjalo, oku kunokuphenjelelwa yimiba eyahlukeneyo ezoqoqosho, ngaphakathi kunye nagaphandle enokuchaphazela kakubi ukufikeleleka kuqoqosho lomgodi kwixesha elizayo. Kwisiganeko sokuba kungabi nakuphetshwa ukuphungulwa kwabasebenzi, iSouth Deep iza kulandela inkqubo efanelekileyo, elandelwa yile nkqubo yokudibana ilandelayo:

- Unxibelelwano noCwangciso oko kusenziwa ngamaqumrhu okudibana abandakanyekayo, njengoko esekiwe eMgodini;
- Nakuphi na ukuphungulwa kwabasebenzi okanye iimfuneko zokuvala ziza kuchongwa ngexa lendibano, iingxoxo nokuxoxa nzulu okuqhubekayo kwintlanganiselo zekota zeQumrhu;
- Lonke uyilo lwezicwangciso oluchongiweyo ngamaqumrhu okudibana abandakanyekayo luza kuphonyezwa ngombono wokuphepha ilahleko yemisebenzi. Amayilo nezicwangciso ziza kuhlolwa ngokuqhubekayo ukuqinisekisa ukuba zifanelekile kwiimeko ezizingileyo ngelo xesha kucingelwa ngalo ukuvala okanye ukuncitshiswa kwabasebenzi;
- Amaqumrhu abandakanyekayo ekudibaneni aza kuhlola iimeko zoqoqosho kunye nenani labasebenzi ekunokwenzeka bachatshazelwe kukuphungulwa kwabasebenzi okanye kukuvalwa;
- Amaqumrhu abandakanyekayo ekudibaneni aza kuxoxa kwaye avumelane ngezicwangciso kunye namanyathelo okusebenza aza kuphonyeza ukuphepha ilahleko yemisebenzi;
- IziCwangciso namaYilo anokuba Khona ukuphepha ilahleko yemisebenzi ziza kuquka kodwa zingamiselwanga mda kwezi:
 - Ukuthatha umhlalaphantsi phambi kwexesha ngokuzithandela kwabasebenzi abafanelekileyo ngokwengxowamali eyobekelo neyomhlalaphatsi;
 - Ukuyekiswa kokuphangela ixesha elongezelelweyo, izikim zokwabelana ngomsebenzi, ikhefu elifutshane nelandisiweyo;
 - Ukuyekwa kokufunwa kwabasebenzi abatsha de imisebenzi yeSouth Deep ibe izame ukugcwalisa izithuba ezingenabantu kwimithombo yangaphakathi;
 - Apho kubalulekileyo kwaye kwenzekayo, ukuyekisa ingqesho yabasebenzi bexeshana kunye/okanye abeekontraki;
 - Apho ukuphungulwa kwabasebenzi okanye ukuvala kucingelwayo isithuba ngasinye esiye singabi namntu ngenxa yokurhoxa emsebenzini, ukuthatha umhlalaphantsi, ukuswelela okanye ukugxothwa, kwithuba elo lisondela ekuphungulweni kwabasebenzi okanye ukuvala, siza kuqwalaselwa kwakhona phambi kokuba isithuba, sigcwaliswe ukwenzela ukuzehlale ngokwabo abasebenzi ngalo ndlela kuphetshwa ilahleko engeyomfuneko yabasebenzi kunye nokudendwa.

Ngexa lobukho bemisebenzi kuza kuba khona uqeqesho oluvunyiweyo okuqhubekayo lweenkqubo ezinxulumene nezemigodi kunye neenkqubo zoqoqosho kwizakhono ezinokudluliswa ezinganxulumananga nezemigodi ukuxhobisa abasebenzi ngezinye izakhono ukubagcina bebandakanyeka ngokoqoqosho kwisiganeko sokudendwa.

7.5 ICandelo lama-52 le-MPRDA

Ngokwecandelo 52 le-MPRDA, umnini welungelo lezemigodi unyanzelekileyo ukuba azise uMphathiswa weSebe leziMbiwa nemiThombo yaMandla kwiimeko ezo nawuphi na umsebenzi wezemigodi uza kwehliswa okanye upheliswe ekunokwenzeka ukuba i-10% okanye ngaphezulu yabasebenzi okanye ngaphezulu kwamakhulu amahlanu abasebenzi, nokuba yeyiphi esezantsi, kwenzeke ukuba badendwe kwithuba leenyanga ezilishumi elinambini. UMgodi iSouth Deep iya kukhuphela i-DMR isaziso esisesikweni ngokwecandelo 52 apho iimeko ezixelwe kwicandelo 52(1) le-MPRDA zivela.

7.6 ULungiselelo lweMali yokuPhungula abaSebenzi noDendo

Izigqibo zokusebenzisa uhlehlengiso lombutho zimiselwa ziimfuneko zokusebenza zenkampani kunye neemeko zoqoqosho ezikhoyo zoMgodi ngelo thuba lexesha. UMgodi iSouth Deep ayicebeli naluphi na udendo ngaphambi kwexesha. Apho imfuno yezigqibo ezinjalo ivelayo uMgodi uya kufaka amatatya ezemali kulawulo lokuphungulwa kwabasebenzi kunye nodendo kwisicwangciso sayo soshishino nesezemali.

UMgodi iSouth Deep yenze izivumelwano eziliqela neNational Union of Mineworkers kunye neUnited Association of South Africa, ngokuphathelele nokuphungulwa kwabasebenzi kunye nodendo. Ezi zivumelwano zixela iinkqubo ezimiselwe ngasentla, kodwa ziphathelele kananjalo nemiba yomvuzo ohlawulwa xa uyeka umsebenzi. Ezi zivumelwano zibophelela uMgodi iSouth Deep ekuhlawuleni iiphakeji zemivuzo ehlawulwa xa uyeka umsebenzi edlula ubuncinane obufunwayo ngumthetho kwaye zibonelela ngokulandelayo:

1	Umvuzo olindelekileyo ngomhla wokuyeka umsebenzi (kuquka apho kungenayo, ixesha lokusebenza elongezelelweyo eligunyazisiweyo, ilalela, ibhonasi engumlinagniselo kunye nemivuzo yekontraki);
2	Izibonelelo zomlinganiso wekhefu leholidi;
3	Umvuzo wekhefu;
4	Iibhenefithi ngokungqinelana nemithetho esebenzayo yengxowamali yomhlalaphantsi;
5	Iintlawulo ngokweSikim sokuVuzelwa iNkonzo eNde seQela, ukuba sikhona;
6	Umvuzo wenyanga enye kwimeko yesaziso sokuyeka;
7	Iphakheji ymvuzo enikwa umntu xa eyeka umsebenzi inoku: • umvuzo osisiseko weeveki ezimbini ngonyaka ngamnye ogqityiweyo wenkonzo eqhubekayo kwiQela; • Intlawulo eyenziwa ngokungenasibophelelo, elingana nentlawulo yezinga elisiseko yeenyanga ezine 4 (ezine) • ukuba nje ubuncinane bephakheji yentlawulo yokuyeka umsebenzi ngokuzithandela ayiyi kuba ngaphantsi kwama-R60 000.
8	ISibonelelo sezaKhono ezinokuDluliswa iza kwenziwa ifumaneke kubasebenzi abakwiiBhendi zePaterson A no B. Esi sibonelelo asiya kodlula kuma-R30 000 kwaye siya kuhlawulwa ngqo kubaboneleli abavuywe yi-SETA kuphela, ekufunyanweni kweinvoyisi echanekileyo.

Ulungiselelo lwemali yokuphungulwa kwabasebenzi nodendo, imiselwa ziimfuneko zokusebenza ngexesha elo kukho imfuno yokudenda okanye yokuphungulwa kwabasebenzi. Nakuba kunjalo, njengexenye yokuzibophelela kwethu ekuthobeleni, senze ulungiselelo lwezemali oluquka konke lokuphunyezwa kwe-SLP III yethu, kuquka iinkqubo zolulawula ukuphungula abasebenzi kunye nodendo. Ngokungqinelana nale mfuneko, ingxelo yethu yonyaka yemithombo neerizevu iquka umfuziselo ocazululiweyo wezemali ofaka zonke iindleko ngexabiso elithile legolide, ngokunjalo nezokusebenza, inkunzi, kunye nezinye iindleko. Okuqaphelekayo, lo mfuziselo ufaka ulungiselelo lwezemali kudendo kwisiganeko sokuba amanqanaba engqesho ehle ngaphezulu kwe-10% ukusuka kunyaka wangaphambili kunye nasekupheleni kwexesha lokusebenza koMgodi (Life of Mine) (LOM) ekulindeleke ukuba ibe yiminyaka engama-70 ukuya kwengama-80.

Kungeniso luka-2023 loyilo lwethu lwe-LOM, siquke ulungiselo lokwenyani (ixabiso elingonyuswanga kwiikota zika-2024) lwe-R813 yezigidi. Uninzi lolu lungiselelo lwabelwe imisebenzi yokuvala kwiminyaka ka- 2096/97 (R760 ezigidi), ngesixa esongezelelweyo esenzelwe iminyaka 2046 (R17.1 lezigidi), 2072 (R16.2 lezigidi), no-2091 (R20 ezigidi).

Ukukulawula ngempumelelo ukuphungulwa kwabasebenzi, sibeka ugxininiso olumandla ekuqeqesheni nasekonyuseni izakhono zabasebenzi bethu. Le ndlela yokuthatha amanyathelo kwangaphambili ayilungiseleli nje abasebenzi bethu utshintsho ekugqibeleni kodwa ibaxhasa kananjalo ngeenqubo zemali enikelwa ukufunda kunye namathuba oqeqesho awongezelekileyo ngaphandle kweshishini lomgodi. Ngokuxhobisa abasebenzi bethu ngezakhono ezixabisekileyo kumacandelo awohlukeneyo, siqinisekisa ukuba banofikelelo kumathuba engqesho awohlukeneyo kwixesha elizayo.

7.7 INkqubo yoPhuculo lwezaKhono ezinokuDluliswa kwabo Badla uMhlalaphantsi kunye nabangenakuPhangela ngenxa yokuGula

ISouth Deep izibophelele kuqeqesho lwabasebenzi bala maxesha, iqinisekisa ukuba zonke izakhono ezifunyanwayo ziyadluliswa kwaye zixabisekile kuzo zombini iindima zangoku kunye neenzame zexesha elizayo. Sijolise ekuphuhliseni izakhono ezingeyomfuneko kuphela kwimisebenzi yethu kodwa eziluncedo kananjalo kamathuba amakhondo emisebenzi ebanzi kwishini lezemigodi nangaphaya.

INjongo yeNkqubo:

Injongo engundoqo yeeNkqubo zoPhuculo lwezaKhono ezinokuDluliswa kukuxhobisa abasebenzi bethu ngezakhono ezixabisekileyo eziza konyusa ukuba nokuqesheka kwabo nalowo nengeniso abanokuyifumana, ngaphakathi nangaphandle kwecandelo lezemigodi. Sijolise ekuxhobiseni abantu bengabodwa ngezakhono ezinokusebenza njengomthombo wokongeza ingeniso ngexa lomhlalaphantsi okanye ngexesha lokuphelisa ingqesho ngenxa yokungakwazi ukuphangela ngenxa yokugula.

IZakhono ezinokuDluliswa eziFumanekayo:

Inkqubo inika uluhlu lwezakhono ezinokudluliswa ezahlukeneyo, kuquka kodwa kungamiselanga mda kwezi:

- IzaKhono zeKhompyutha
- UkuThunga iMpahla
- UkuFuya iiNkukhu
- UkuTyaka iMifuno
- UMfaki woMbane waseNdlini
- IzaKhono zokuDibanisa nokuSika
- IzaKhono zokuKhanda
- Uchwelo
- IzaKhono zoKwakha ngeziTena
- UkuFakwa kweMibhobo yaManzi eNdlini

Ezi zakhono zikhethwe ngononophelo ukuba zinike uluhlu olubanzi lwamathuba, kuwo omabini amacandelo elisesikweni nelingekho sikweni.

Ukufaneleka:

Uqeqesho lwezakhono ezinokudluliswa luza kufumaneka kwiindidi ezilandelayo zabantu:

- Abasebenzi asele besalelwe ngunyaka omnye ukuba bathathe umhlalaphantsi (ababudala bungama-62 ukuya kuma-63 eminyaka).
- Abasebenzi abakwinkqubo yokugqibela yokungafanelekeli ukuphangela ngenxa yokugula njengoko kucetyisiwe ngugqirha.
- Abasebenzi abajongene nokungakwazi ukuphangela ngenxa yokugula nabasondele ekuthatheni umhlalaphantsi, abanoqeqesho olulungiselelwe iimeko zabo ezikhethekileyo.

INkqubo yoQeqesho:

Uqeqesho luza kuqhutywa ngababoneleli ngenkonzo abavunyiweyo, kwaye akukho ntlawulo ngqo iza kwenziwa kubafaki zicelo. Endaweni yoko, iGold Fields noMgodi iSouth Deep baza kuhlawulela iindleko zoqeqesho kwaye luza kulawulwa kwaye lubonelwe phantsi kweNkqubo ye-HRD. Le nkqubo iqinisekisa ukuba abasebenzi bafumana uqeqesho olukumgangatho ophezulu ngaphandle kokwenza iindleko zobuqu.

INkqubo yokuPhuculo lwezaKhono ezinokuDluliswa ngeke ifumaneke ebantwini asele benazo izakhono ezinokudluliswa okanye abakhetha ukungayigqibi inkqubo.

Sikholwa ukuba iNkqubo yoPhuculo lwezaKhono ezinokuDluliswa ngeke ixhamlise abasebenzi bethu kuphela kodwa inokufaka isandla kakuhle kananjalo ekuxhotyisweni ngokoqoqosho koluntu lwethu oluchaphazelekayo. Ngokuxhobisa abantu ngezi zakhono zixabisekileyo, sijolise ekuxhaseni ukukhula kwabo okukqhubekayo kunye nempumelelo engaphaya kwamakhondo abo emisebenzi kwezemigodi.

ULungiselelo lwezeMali:

Ngezantsi lulungiselelo lwemali olwenzelwe iNkqubo yoPhuculo lwezaKhono ezinokuDluliswa ekhoyo njengoko kuxeliwe ngezantsi:

Itheyibhile 81: INkqubo yoPhuculo lwezaKhono ezinokuDluliswa

IiNdleko zoPhuculo lwezaKhono ezinokuDluliswa	Ujoliso luka-2023	Ujoliso luka-2024
Abadla uMhlalaphantsi kunye nabaNgakwaziyo ukuGcina uMsebenzi Ngenxa yokuGula	24	27
Izinga ngomntu	R59 150	R62 699
Kuphelele	R1 419 600	R1 692 873

ICANDELO

8



ULUNGISELELO LWEZEMALI

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ULUNGISELELO LWEZEMALI

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Ittheyibhile 82 (1) ULungiselelo lweMali – 2020 - 2024

	2020 ULungiselelo luka-	2021 ULungiselelo luka-	2022 ULungiselelo luka-	2023 ULungiselelo luka-	2024 ULungiselelo luka-	ULungisele lo luPhelele 2020 - 2024
I-HRD SLP echithiweyo	R54 359 110	R72 832 089	R83 076 327	R53 186 645	R59 638 167	R323 092 338
UPhuhliso loluNtu loMgodi – UluNtu oluChaphazelekayo*	R6 400 000	R1 150 000	R950 000	R 10 250 000	R10 250 000	R29 000 000
ULawulo lokuPhungulwa kwabaSebenzi noDendo	-	R639 305	R314 750	R1 841 331.50	R2 946 853	R5 742 239.50

Isivumelwano

I, _____ osayinileyo kwaye ogunyaziswe ngokufanelekileyo Liphulo
eliHlanganyelweyo

leSouth Deep ndiyazibophelela ekuqiniseksieni ukuthotyelwa kweSicwangciso sezeNtlalo neMisebenzi kwaye ndisenze saziwe
ngabasebenzi

kunye namanye amahlakani.

SISAYINWE E _____ NGALO _____ WOSUKU
LUKA _____

Benford Mokoatle

USekela Mongameli weSigqeba – EMzantsi Afrika

SIVUNYWE LISEBE LEMITHOMBO YEZIMBIWA NAMANDLA

SISAYINWE E _____ NGALO _____ WOSUKU
LUKA _____

USAYINO LOMNTU ONOXANDUVA

ISIKHUNDLA:

SECTION

9



GLOSSARY OF TERMS

ICANDELO 9

**ULUHLU LWEENKCAZELO ZAMAGAMA, AMAGAMA
AWAKHIWE NGOONOBUMBA NEENKCAZELO**

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GLOSSARY OF TERMS, ABBREVIATIONS AND DEFINITIONS

Term / abbreviation	Definition
AET	Adult Education and Training
AOI	Area of Impact
ATR	Annual Training Report
BDC	Business Development Centre
BEE Certificate,	Refers to a certificate issued by a BEE Verification Agent validating a supplier's BEE Status, that is SANAS accredited
BEE compliant company (BO)	Means a company with a minimum B-BBEE level 4 status in terms of the B-BBEE Codes of Good Practice and minimum 25% plus 1 vote ownership by Historically Disadvantaged Persons
B-BBEE	Broad-Based Black Economic Empowerment as defined by government in its strategy for broad-based black economic empowerment, subsequent legislation and codes of practice
CfSD	Centre for Supplier Development
CoJ	City of Johannesburg Gauteng province is divided into three metropolitan municipalities and two district municipalities. Along with City of Johannesburg is one of the metropolitan municipalities.
Contractor	Means a contractor appointed by South Deep for a period of at least 3 years, to perform work within the boundaries of the mining area and: • the employees of such contractor, who are employed by the contractor on a full time basis and who form part of the workforce at the mine; and • performs work of a repetitive nature (e.g. mining operations, repair and maintenance, construction, catering and cleaning services, etc.)
Core and Critical Skills	Science, technology, engineering and mathematical skills across the organisational levels, in both production and operations of a mining company. All employees in the following core production disciplines: Mining, Engineering, Projects, Metallurgy, Technical Services, Safety and environmental excluding Health Services.
CSIR	Council for Scientific and Industrial Research
DHET	Department of Higher Education and Training
DMRE	South Africa's government Department of Mineral Resources and Energy In May 2019 the Department of Mineral Resources and the Department of Energy merged into a new Department of Mineral Resources and Energy (DMRE) to better capacitate and respond to the strategic objectives espoused in the National Development Plan (NDP) with regard to the regulation and transformation of the mining and energy sectors
DoL	South Africa's government Department of Employment and Labour
EE	Employment Equity
EEA	Employment Equity Act No. 59 of 1998
Employee	Means any person who works for the holder of a prospecting right, mining right, mining permit, retention permit and who is entitled to receive any remuneration, and includes any employee working at or in a mine, including any person working for an independent contractor.
ESD	Enterprise and Supplier Development
FET	Further Education and Training FET institutions are vocational or occupational by nature, meaning that the learner receives education and training for a specific range of jobs or employment possibilities
FLC	Foundational Learning Competence
GDP	Gross Domestic Product

GLOSSARY OF TERMS, ABBREVIATIONS AND DEFINITIONS

continued

Term / abbreviation	Definition
GET	General Education and Training
GFO	Gold Fields Operations Limited
GVA	Gross Value Added
Historically disadvantaged person	Any person, category of persons or community, disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa, 1993, took effect; any association, a majority of whose members are persons contemplated in Paragraph (a); and any juristic person other than an association, in which persons contemplated in Paragraph (a) own and control a majority of the issued capital or members' interest and are able to control a majority of the members' votes
HDSA	Historically Disadvantaged South African. Means any person, category of persons or community, disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993) came into operation
HET	Higher Education and Training
Host Community Spend	Spend in the host community around South Deep as described in the SLP and includes vendors in the host community and where a vendor employs more than 50% of their labour from the host community
HRD	Human Resources Development This refers to the integrated training and career development effort implemented by a company to improve the performance of the individual or group as well as overall organisational effectiveness
High impact positions	Drives strategically identified change in the organisation (long-term outcome). Not key to operational continuity, but if wrong person is in the role, the organisation misses opportunities for growth/efficiency.
IDP	Individual Development Plan
IDP	The Municipal Systems Act requires every municipality to develop an IDP as a tool to plan and coordinate development within their areas of jurisdiction. This tool is meant to assist municipalities to involve all stakeholders in the plan
ILE	Immersive Learning Environment
JV	Joint Venture
Learnerships	A "work-based" process that leads to the achievement of a qualification but is not necessarily the only means of achieving a qualification. A skills plan can be considered a "mini- qualification", as it comprises an agreed cluster of unit standards. A skills programme, when completed, will constitute credit toward an NQF registered qualification. Skills Programmes are registered by the relevant SETA
LED	Local Economic Development An approach towards economic development which allows and encourages local people to work together to achieve sustainable economic growth and development thereby bringing economic benefits and improved quality of life for all residents in a local municipal area. As a programme, LED is intended to maximise the economic potential of all municipal localities throughout the country and enhance the resilience of the macro-economic growth through increased local economic growth, employment creation and development initiatives within the context of sustainable development. (www.cogta.gov.za)
Local content	Refers to the value added during assembly or manufacturing of the mining good that is produced in South Africa
Mining Charter	Means the Broad Based Socio-Economic Empowerment Charter for the South African Mining industry

GLOSSARY OF TERMS, ABBREVIATIONS AND DEFINITIONS

continued

Term / abbreviation	Definition
MR	Mining Rights
Mining goods	Refers to capital goods and consumables used by a right holder or by a contractor on behalf of a right holder
MPRDA	Mineral and Petroleum Resources Development Act 28 of 2002 This Act makes provision for equitable access to and sustainable development of the nation's mineral and petroleum resources; and to provide for related matters
MQA	Mine Qualifications Authority This is a statutory body established in terms of the Mine Health and Safety Act No. 29 of 1996 and is a registered Sector Education and Training Authority (SETA) for the mining and minerals sector in terms of the Skills Development Act No 97 of 1998 as amended. The MQA must supports the objectives of the National Skills Development Plan (NSDP) 2020-2030 as guided by the Department of Higher Education and Training (DHET), and also supports the objectives of the Mining Charter in terms of the Minerals and Petroleum Resources Development Act No. 29 of 1996.
Multi-nationals	Organisations that operate globally
NDP	South Africa's National Development Plan This is a long-term South African development plan, developed by the National Planning Commission in collaboration with South Africans. It serves as an action plan for securing the future of South Africans as charted in the Constitution. It is founded on six pillars that represent the plan's broad objectives to eliminate poverty, reduce inequality and ensure a decent standard of living for all South Africans by 2030
NGOs	Non-Governmental Organisations
NQF	National Qualifications Framework This is the set of principles and guidelines by which records of learner achievement are registered to enable national recognition of acquired skills and knowledge, thereby ensuring an integrated system that encourages life-long learning. (www.saqqa.org.za)
Partnership	Commitments between two or more organisations to form strategic collaborative relationships based on trust and shared objectives for the benefit of all parties.
Preferential Procurement	Means the system of preference applied to purchasing from Black owned/Black woman owned and related categories of Suppliers
Procurement Spend	Means all expenditure as per Mining Charter definitions to acquire goods and/or services including capital expenditure, but excluding: non-discretionary spend as defined in the Charter Guideline
Professionally Qualified	Professionally Qualified & experienced specialists/mid-management. DL and DU Employees (Permanent Employees and Temporary Employees employed for more than 3 months)
PWD	People with Disabilities. People who have a long-term or recurring physical, including sensory, or mental impairment which substantially limits their prospect of entry into or advancement in employment. Employees at all levels in the organisation.
QCTO	Quality Council for Trades and Occupations
Recipient/beneficiary	An individual or organisation that receives the supplied benefit of the humanitarian relief effort
RWCLM	Rand West City Local Municipality RWCLM is one of three local municipalities that comprise the West Rand District Municipality (WRDM) of Gauteng province
SA	South Africa
SAQA	South African Qualifications Authority The role of SAQA, as stipulated in the NQF Act, is to advance the objectives of the NQF, oversee the further development and implementation of the NQF, and co-ordinate the Sub-Frameworks (www.saqqa.org.za)
Scope	Refers to the boundaries of the project; it defines what the project will deliver and what it will not deliver
Senior management	All E-Band Employees (Permanent Employees and Temporary Employees employed for more than 3 months)
Services	Intangible offers from organisations that customers experience or engage in to satisfy a need or want

GLOSSARY OF TERMS, ABBREVIATIONS AND DEFINITIONS

continued

Term / abbreviation	Definition
SETA	Sectoral Education and Training Authority This refers to South Africa's 21 vocational skills training organizations responsible for managing and creating learnerships, internships, unit-based skills programmes, and apprenticeships within the industries and occupations it is responsible for.
SGB	School Governing Body
SMME	Small- to medium-sized enterprise, normally defined by turnover or number of staff
Skilled Technical	Skilled Technical & Academically Qualified/Junior Management/Supervisors/Foremen/Superintendents. All D1 and C Band Employees, including NG Employees (Permanent Employees and Temporary Employees employed for more than 3 months)
SLP	Social and Labour Plan A document that mining companies are required to submit to the Department of Mineral Resources and Energy as part of their applications for mining rights. In essence, it is a collection of promises the Mine makes which become legal commitments once the application is approved by the DMRE
Sourcing	Assessing the market to identify viable suppliers able to meet organisation's needs (such as quality, quantity and speed of delivery)
South African manufactured goods	Refers to goods with a minimum of 60% local content during the assembly or manufacturing of the product in South Africa. The calculation of local content excludes profit mark-up, intangible value such as brand value and overheads
SPV	Special Purpose Vehicle A separate entity created for a specific and narrow objective. SPVs are typically used by companies to isolate the firm from financial risk
Spend	Payments made to third parties in exchange for products, services and information.
SSDP	Structured Skills Development and Progression
Strategic	High level planning, including setting direction and long-term goals
Sustainable development	Means the integration of social, economic and environmental factors into planning, implementation and decision making so as to ensure that mineral and petroleum resources development serves present and future generations
Sustainability	Supporting future ecological balance by not harming the environment or depleting natural resources
Tender	A written /electronic offer in response to a RFx.
TMM	Trackless mobile Machines
Top management	Directors of Gold Fields Operations Limited, GFI Joint Venture Holdings (Pty) Limited and Newshelf 899 (Pty) Limited
WSP	Workplace Skills Plan This is a document submitted to the relevant SETA describing the company's annual plan for training and development of its employees
WRDM	West Rand District Municipality Gauteng province is divided into three metropolitan municipalities and two district municipalities which are in turn divided into three local municipalities each. West Rand District Municipality is one of the district municipalities and is divided into Rand West City Local Municipality, Mogale City and Merafong City
Women at the Mine (WAM)	All Permanent Employees and Temporary Female Employees
Women in Mining (WiM)	Permanent Employees and Temporary Employees in Core Disciplines included are Mining, Engineering, Metallurgy / Processing, Projects, Technical Services and SHEE (excluding Health)

ULUHLU LWEENKCAZELO ZAMAGAMA

Term/abbreviation		Definition
English	Xhosa	
AET		
AOI		
ATR		
BDC		
BEE Certificate		
BEE compliant company (BO)		
B-BBEE		
CfSD		
CoJ		
Contractor		
Core and Critical Skills		
CSIR		
DHET		
DMRE		
DoL		
EE		
EEA		
Employee		
ESD		
FLC		
GDP		
GET		
GFO		
GVA		
Historically disadvantaged person		
HDSA		
HET		
Host Community Spend		

Term/abbreviation		Definition
English	Xhosa	
HRD		
High impact positions		
IDP		
IDP		
ILE		
JV		
Learnerships		
LED		
Local content		
Mining Charter		
MR		
Mining goods		
MPRDA		
MQA		
Multi-nationals		
NDP		
NGOs		
NQF		
Partnership		
Preferential procurement		
Procurement Spend		
Professionally Qualified		
PWD		
QCTO		
Recipient/beneficiary		
RWCLM		
SA		
SAQA		
Scope		

Term/abbreviation		Definition
English	Xhosa	
Senior management		
Services		
SETA		
SGB		
SMME		
Skilled Technical		
SLP		
Sourcing		
South African manufactured goods		
SPV		
Spend		
SSDP		
Strategic		
Sustainable development		
Sustainability		
Tender		
TMM		
Top management		
WSP		
WRDM		
Women at the Mine (WAM)		
Women in Mining (WiM)		

SECTION

10



ANNEXURES

ICANDELO 10

ZECANDELO

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ANNEXURE 1

Friday, 11 December, 2020

The Regional Manager
Department of Mineral Resources and Energy: Gauteng
Region
Mineralia Building
Corner De Korte and De Beer Streets
Braamfontein
2017

Email: Sunday.Mabaso@dmre.gov.za

BY HAND AND EMAIL

Dear Sir,

SUBMISSION OF SOUTH DEEP JOINT VENTURE'S HOUSING AND LIVING CONDITIONS PLAN

Section 4 of the new Housing and Living Conditions Standard for the Minerals Industry issued on the 11 December 2019 indicates that: 'An existing Mining Right Holder must within a period of twelve months from the date of publication of the Standard and after consultation with organised labour, submit a detailed Housing and Living Conditions Plan ("Plan").

On behalf of Gold Fields Operations Limited (Registration Number:1959/003209/06) and GFI Joint Venture Holdings (Pty) Limited (Registration Number:1998/023354/07) known as "The South Deep Joint Venture" (Mining Right Number: GP 30/5/1/2/2(220)MR), we hereby submit the Housing and Living Conditions Plan for South Deep Gold Mine. We have also attached for your reference, three sets of minutes reflecting the external stakeholder engagements that took place regarding the Plan as required by Section 11 of the Housing and Living Conditions Plan.

* South Deep Joint Venture is an unincorporated joint venture between GFI Joint Venture Holdings Proprietary Limited (Reg. No. 1998/023354/07) and Gold Fields Operations Limited (Reg. No. 1959/003209/06), both wholly-owned subsidiaries of Newshelf 899 Proprietary Limited (Reg. No. 2007/019941/07) a subsidiary of Gold Fields Limited (Reg. No. 1968/004680/06).

Gold Fields Operations Limited Directors: NJ Holland[†] (Chairman), NA Chohan, M Preece, R Bardien, B Mokoatlhe, P Matete
GFI Joint Venture Holdings Proprietary Limited Directors: NJ Holland[†] (Chairman), NA Chohan, M Preece, R Bardien, B Mokoatlhe, P Matete
[†]British

Corporate Secretary: Gold Fields Group Services (Pty) Ltd



GOLD FIELDS

Farm Modderfontein,
Old Vereeniging Road,
Westonaria, 1779

PO Box 57, Westonaria,
1780
South Africa

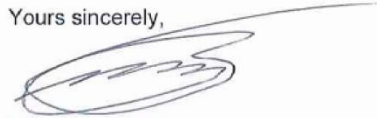
Tel +27 11 411 1000
Dir +27 11 411 1169
Fax +27 11 411 1294
www.goldfields.co.za

ANNEXURE 1 continued

Furthermore we have included below two statements from Representatives of the National Union of Mineworkers (NUM) and the United Association of South Africa (UASA) confirming support for the submission of the South Deep Plan.

We will be scheduling a meeting with your office, early in 2021 to take you through the Plan.

Yours sincerely,



MARTIN PREECE
EXECUTIVE VICE PRESIDENT - SOUTH AFRICA

CC: Director General - Department of Mineral Resources

National Union of Mine Workers

I Vuyo Gubanza, Secretary of the South Deep NUM Health and Safety Structure, herewith confirm that the NUM has been consulted on the South Deep Housing and Living Conditions Plan and support the submission of the Plan to the Department of Mineral Resources and Energy.



Vuyo Gubanza
NUM Secretary Health and Safety Structure

11/12/2020
Date

United Association of South Africa

I Asivhanga Musiwalo, Chairperson of the South Deep UASA Branch, herewith confirm that UASA has been consulted on the South Deep Housing and Living Conditions Plan and support the submission of the Plan to the Department of Mineral Resources and Energy.



Asivhanga Musiwalo
UASA Branch Chairperson

11/12/2020
Date

ANNEXURE 1 continued

HOUSING AND LIVING CONDITIONS PLAN	
SECTION A: COMPANY DETAILS	
Company name/ Mining Operation	Holding Company : Gold Fields Operations Limited ("GFO") and GFI Joint Venture Holdings (Pty) Limited ("GFI Holdings") Mine : South Deep Gold Mine
Registration number/ Licence Number	Mining Right No: GP30/5/1/2/2(220)
Telephone number	Tel: (011) 411 1000
Postal address	South Deep Gold Mine, Old Vereeniging Road, Farm Modderfontein,
Postal code	1779
City/Town	Westonaria
Province	Gauteng
Physical address	South Deep Farm Modderfontein Old Vereeniging Road
Postal code	1779
City/Town	Westonaria
Province	Gauteng
Details of responsible manager at the filing of this plan	
Name and surname	Gerrit Lotz
Telephone number	0837032397
Email address	Gerrit.lotz@goldfields.com
Financial Year in which this report is submitted	2020

ANNEXURE 1 continued

SECTION B: HOUSING AND ACCOMMODATION NEEDS ANALYSIS

B1: EMPLOYEE ACCOMMODATION NEEDS ANALYSIS

Total Number of Employees Surveyed	South Deep has 2,237 employees (end 30 September 2020)
Date of survey	October 2020
Method used (e.g. survey, group meetings, housing forums etc.)	An electronic survey via cell phone (WhatsApp) was undertaken where employees provided the required data. The fields that were covered included: - Type of accommodation at work - Tenure at work - Whether the employee owns alternative accommodation not at work - Housing aspirations A total of 823 employees provided valid responses comprising a 37% sample overall. It is noted that the survey provides indicative findings due to the fact that it depended on employees electing to respond as opposed to a survey based on a randomly selected sample.

B2: PREFERRED ACCOMMODATION AT WORK ASPIRATIONS

Employees Preferred Accommodation Options at work	Employees have the following housing aspirations at place of work: • 33% would like to buy a house close to work • 24% would like to be owner builders: - 16% would like to improve their existing home close to work - 8% would like to build a house close to work • 5% would like to rent • 36% do not wish to invest further
---	--

SECTION C: CURRENT HOUSING AND LIVING CONDITIONS AT WORK

C1: CURRENT STATUS OF ACCOMMODATION (as at end 30 September 2020)

TOTAL NUMBER OF EMPLOYEES	2,237
Employer Provided Accommodation (mine owned & rented-in)	1113

ANNEXURE 1 continued

Employer Assisted Home Ownership	142 (100k interest free loan or 20% discount on the purchase of a company house)
Employees in Government Subsidized Homes	67
Employees in Other Accommodation	915
Employees Not Yet Accommodated	None

C2. HOUSING OPTIONS PROVIDED BY THE EMPLOYER

Overview

South Deep's current housing policy comprises four components as follows:

- 1) **Housing Allowance:** The Housing Allowance applies to Category 4-8, Miners as well as Artisans & Officials. To qualify employee must:
 - Have purchased a housing unit through the South Deep Ownership Scheme;
 - Own a housing unit, (standard approved by South Deep);
 - Have rented a housing unit within a radius of 100 kilometers from the mine;
 - Occupy one of the mine-owned housing units (excluding the single and family quarters)

In addition the employee must live in the house whilst at work.
- 2) **Living-Out Allowance:** The Living-Out Allowance applies to Category 4-8, Miners as well as Artisans & Officials. The Living-Out Allowance (which has a lower value than the housing allowance) applies to employee who do not qualify for a housing allowance.
- 3) **Mine Owned/Provided Accommodation:** Applies to Category 4-8, Miners as well as Artisans & Officials. The Mine administers and maintains these units. The accommodation includes:
 - 848 high density accommodation units for rental. No or a nominal rental is charged but benefiting employees do not receive the housing allowance.
 - 936 houses or flats for rental owned by South Deep or rented in by South Deep for on-rental to employees. Rental and utility charges are levied and a housing allowance is paid.
- 4) **Financial Support for Homeownership:** Applies to Category 4-8, Miners, and Artisans & Officials who have demonstrated an ability to afford home ownership with the Mine support provided. The financial support comprises:
 - Interest free housing loan to support the purchase of a mine facilitated house.
 - A discount on the purchase price on a mine facilitated house.
 - Free financial literacy, borrower education, and monitoring
 - Service Level Agreement with First National Bank for mortgage loans

ANNEXURE 1 continued

C2.1: Rental Accommodation – Single Occupancy Rooms

Name of Hostel	Location	Municipality	Number of units
1.Emoyeni - single quarters	South Deep Mine	Westonaria	848 (Occupied 320)
2.			
3.			

C2. 2: Rental Accommodation – Family Units

Name of Hostel	Location	Municipality	Number of units
1.Enduleni Heights	South Deep Mine	Westonaria	123 (Occupied 116)
2. Ethembeni	South Deep Mine	Westonaria	56 (Occupied 45)
3.Sifikile	South Deep Mine	Westonaria	24 (Occupied 20)

C2.3: Rental Accommodation – Flats / Houses

Property Type	Location(s)	Municipality	Number of units
1. Houses	Glenharvie / Westonaria/Hillshaven	Westonaria	403 (Occupied 314)
2. Flats	Hillshaven & Westonaria	Westonaria	84 (Occupied 60)
3. Houses	Westonaria	Rand west City Council	44 (Occupied 39)
4. Flats	Randfontein & Soweto		202 (Occupied 199)

C2.4: Private Home Ownership (Assisted by the Employer)

Private Home Ownership	Location	Municipality	Number of units
1. Employer Assisted Home Ownership	Various	Gauteng	142
2.			
3.			

C2.5: Allowances

Amount	Period Applicable
Living Out Allowance R2 200 (347 recipients)	Reviewed annually (as part of wage negotiations)
Housing Allowance R4 110 (978 recipients)	Reviewed annually (as part of wage negotiations)

ANNEXURE 1 continued

C2.6: Rental Accommodation – Hostels (Where there is no full conversion)

Name of Hostel	Location	Municipality	Number of units
None	-	-	-

C3: HOUSING OPTIONS INITIATED BY THE EMPLOYEE (Indicative figures based on the employee survey)

C3.1: Private Home Ownership - Employee Initiated

Private Home Ownership	Location	Municipality	Number of units
1. Private home ownership	Various	Various	465
2.			
3.			

C3.2: Government Subsidized Home Ownership (Low Cost Housing and/ or FLISP)

Government Subsidised Home Ownership	Location	Municipality	Number of units
1. Subsidised home ownership	Various	Various	67
2.			
3.			

C3.3: Rental Accommodation – Flats / Houses

Property Type	Location(s)	Municipality	Number of units
1. Private rental	Various	Various	432
2.			

C4: OTHER ACCOMMODATION

C4.1: Rental Accommodation – Informal Settlements

Property Type	Location(s)	Municipality	Number of units
Informal settlement	Unknown		18

ANNEXURE 1 continued

SECTION D: HOUSING AND LIVING CONDITIONS PLAN

D1: PROPOSED HOME OWNERSHIP SUPPORT PROGRAMME

In 2019/20 South Deep undertook a review of its housing policy and has formulated a proposed revised home ownership programme. This programme is still to be reviewed by management and Unions and then to be approved by the GFO and GFI Holdings Board.

The purpose of the programme is to enable the maximum number of employees to effectively invest in home ownership at work should they wish to do so.

The programme will comprise four components as follows:

- 1) Home ownership advice to clarify housing options and affordability and agree a home ownership pathway.
- 2) Credit worthiness support to identify and rehabilitate employees that can become home owners with the correct support provided.
- 3) Transactional Support for employees who undertake a housing transaction.
- 4) Strengthened financial Support (interest free housing loan and access pension and mortgage backed loans from banks) to for employees who undertake a housing transaction so as to improve affordability.

Work is also currently underway to develop a policy in respect of the housing and living conditions of Contractor's employee. This is expected to be finalized and introduced in the course of 2021.

D2: GEOGRAPHICAL AREA OF THE PLAN

The geographical area of the plan are the towns within commuting distance of South Deep Mine namely Westonaria, Randfontein, Mogale City, Syferfontein Mega City in the Johannesburg Metropolitan Municipality and Protea Glen Ext 39.

ANNEXURE 1 continued

D3: RESPONDING TO THE STANDARD PRINCIPLES

There are five principles specified in the Housing and Living Conditions Standard for the Minerals Industry, 11 December 2019. Set out in the table below is how South Deep Mine is responding to them.

Principle	Requirements in the standard	South Deep Mine Response
1) Develop social, physical and economic integrated housing within mine community	- Housing options for mine employees to form part of collective bargaining negotiation relating to remuneration. - Holder who intends developing accommodation to, where possible, buy land within close proximity of operations. - Consult municipalities on planned housing development (social and recreational facilities considered). - Planned housing development to be developed on a non-racial, non-ethnic basis and must accommodate a range of income groups (i.e.: facility specific and type of housing options offered – rental, ownership etc.)	South Deep Mine is fully compliant with this principle: - The housing options provided through the current policy have been agreed with the Unions and are incorporated in negotiations in respect of remuneration. Processes are currently underway to negotiate the revised policy with the Unions. - While 1051 high density single and family units have been created through the conversion of mine hostels on South Deep Mine land, the number of units in use will be reduced and demolished as employees' access home ownership through the new home ownership scheme and demand for these units decreases. - The majority of South Deep Mine's rental accommodation is located in the town of Westonaria, which is the closest town to the Mine. - South Deep Mine does not intend to undertake any new developments as a review of the market determined that there is an extensive amount of accommodation available for sale and rental in the surrounding towns.
2) Measures to address housing demand	- Holders to ensure that housing plans include potential growth and increase in number of mine employees. - Housing options offered to employees include (not an exhaustive list) – - Rental (with basic fixtures and fittings) - Private home ownership - Government subsidized home ownership - Living out allowance	South Deep Mine is fully compliant with this principle: - South Deep Mine has sufficient rental accommodation at present. The current and proposed revised housing policy encourages and enables employees to become home owners at the place of work. It is therefore envisaged that over time South Deep Mine will have more accommodation than required and the intention is to make such units available to employees on an ownership basis. - All of the housing options specified are being made available. - All of South Deep Mine's rental accommodation meets the standard requirements as specified. Currently South Deep Mine is

ANNEXURE 1 continued

Principle	Requirements in the standard	South Deep's Response
	- Possible temporary accommodation as a result of jobs they have on the mine • Standard of housing to be redeveloped or developed to have basic amenities including – - access to electricity - access to hot water and running water - access to ablution facilities • Mining right holder to encourage employees to ensure that their housing needs are addressed through the Housing Committee and Housing Forum structures set up.	South Deep's Response not requiring employees in private rental or ownership to meet such requirements but this will be introduced through the revised Housing Policy.
3) Involvement of mine employees in the housing administrative systems	• Mining right holder to encourage employees to ensure that their housing needs are addressed through the Housing Committee and Housing Forum structures set up.	South Deep Mine is fully compliant with this principle: • South Deep Mine has a housing forum that meets as required.
4) Promote best practices and compliance with minimum norms and standards in relation to the delivery and management of housing	• For construction of housing, Mining Right Holder to ensure compliance with the approved - National Minimum Norms and Standards for Permanent Housing Structures; and - National Minimum Norms and Standards for High Density Residential Buildings • Holder to consider inclusive procurement criteria in MC18 when considering contractors and suppliers for housing developments • Consistent standard of housing development to be built	South Deep Mine is fully compliant with this principle: • All of South Deep Mine's rental accommodation meets the National Norms and Standards and is developed to a consistent standard.
5) Promote the use of financing schemes in a transparent and accountable manner	• Through Housing Committees and Housing Forums, Holder to educate mine employees on financing options and schemes. • Mine employees to negotiate financing schemes with financial institutions through union structures, if they wish to.	South Deep Mine is fully compliant with this principle: • South Deep provides financial literacy training to employees as part of its current policy and has a service level agreement with First National Bank in respect of mortgage loans.

ANNEXURE 1 continued

D4: MINE CLOSURE PLAN FOR HOUSING AND ACCOMMODATION

South Deep Mine has a life of mine of approximately 75 years. Closure plan for housing and accommodation will be reviewed and updated accordingly when the mine is within 5 years of planned closure. In case of unplanned closure and or Care and Maintenance, the plan will be reviewed. In addition, South Deep will regularly review its plan to ensure it remains applicable, relevant, adequate and in line with the mining cycle.

SECTION E: CONSULTATION AND MONITORING

Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Housing and Living Conditions plan.

Consultation	Yes	No
Registered trade union(s) (NUM)	√	
Employees (via What's App Survey)	√	
Municipality (Rand West City Local Municipality)	√	
Gauteng Department of Human Settlements	√	
National Department of Human Settlements, Water and Sanitation	√	
The Housing Development Agency	√	
The Human Rights Commission (For information only)	√	

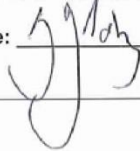
HOUSING AND LIVING CONDITIONS PLAN

Company: South Deep Gold Mine

Approved On: 11 December 2020 **at (place):** Westonaria – South Deep

Full Name: Gerrit Lotz

Position: Vice President People and Organisational Effectiveness

Signature: 

ANNEXURE 1 continued

Goldfields: South Deep Housing and Living Conditions Plan Stakeholder Consultation

Date	3 November 2020
Time	10h00 – 11h00
Location	Zoom Meeting
Participants	Randwest Municipality: Greg Setai Greg.Setei@Randwestcity.gov.za West Rand District Municipality : Mashudu Nevhugoni Southdeep: Puseletso Matete Shisaka: Themba Maluleke, Monty Narsoo and Karen Hague
Purpose	The purpose of the meeting was to consult with the proximate Local Municipalities on the Housing and Living Conditions Plan (HLCP) of Goldfield South Deep mine.

Summary of the discussion
M Narsoo presented the South Deep HCLP to the municipalities. The following responses were received from Randwest: • There is a major problem with dolomite in the area. • They also have a problem with bulk infrastructure and bulk infrastructure funding. • They have been rolling out a rapid land release programme. • They still need to complete a land audit of the municipality. • The municipality has a good relationship with mining companies in the area but want an ongoing relationship. • They also noted that the local municipality and district municipality want to jointly engage with South Deep. • They were satisfied with the HCLP. • They also expressed the need to align the Housing Policy of South Deep and their IDP. South Deep expressed the desire to continue a relationship with the municipality

ANNEXURE 1 continued

Goldfields: South Deep Housing and Living Conditions Plan Stakeholder Consultation

Date	10 November 2020
Time	1500 – 16h30
Location	Zoom Meeting
Participants	Shisaka: Monty Narsoo Themba Maluleke and Karen Hague Southdeep: Puseitso Matete NDHS Head of the Distressed Mining Towns Programme: Pamela Dili Pamela.Dili@dhs.gov.za HDA Head of the Distressed Mining Towns Programme : Thiathu Manenzhe Thiathu.Manenzhe@thehda.co.za
Purpose	The purpose of the meeting was to consult with the National Department and the Housing Development Agency on the Housing and Living Conditions Plan (HLCP) of Goldfields Southdeep mine.

Summary of the discussion

M Narsoo presented the South Deep HCLP to the meeting participants:

The following response was received

- Clarification was needed on the link between the Housing Allowance, Living Out Allowance and the Home Ownership funding. The response to this question is that the Housing Allowance was related to both ownership and rental housing that is compliant with minimum norms and standards and within a 100km radius, whereas those who do not qualify receive a Living Out Allowance. The home-ownership scheme is being revised to phase out the Living Out Allowance in accordance with the principles in the DMRE Housing and Living Conditions Standard..
- There was also a question of the housing conditions of employees of the sub-contractors. It was explained by Shisaka that South Deep has initiated a process to understand the scope and housing arrangements relating to the employees of subcontractors. This is to be reviewed going forward as South Deep continues its review of Housing arrangements for permanent workers and its contractual relationship with sub-contractors regarding the housing conditions of their employees. .
- The role of the Housing committee in the process was asked. A Terms of Reference has been submitted to the Housing Committee for consideration.
- The HCLP has been finalised in consultation with the Housing Committee.
- Whether there was a 'rent to buy' option. The response was that there is no rent to buy option but that the company would be offering some of its properties for sale with financial support.
- Were happy with the creditworthiness programme and the role of the mine in accessing financial products such as pension backed loans.
- Felt that the issue of mine closures and legacy assets needed more detail in the HCLP. This was noted.

ANNEXURE 1 continued

Goldfields: South Deep Housing and Living Conditions Plan Stakeholder Consultation

Date	3 November 2020
Time	11h30 – 12h30
Location	Zoom Meeting
Participants	Gauteng Department of Human Settlements: Leah Manenzhe Leah.Manenzhe@gauteng.gov.za Ofentse Makhu Ofentse.Makhu@gauteng.gov.za Libby Molekane libby.molekane@gauteng.gov.za South Deep: Puseletso Matete Shisaka: Themba Maluleke, Monty Narsoo and Karen Hague
Purpose	The purpose of the meeting was to consult with the Gauteng Province on the Housing and Living Conditions Plan (HLCP) of Goldfields South Deep mine.

Summary of the discussion
M Narsoo presented the South Deep HCLP to the participants from Gauteng Province. Over and above the presenter also mentioned the particular circumstances of Western Gauteng in regard to rapid land release, Mega Projects and the housing market in the area. The following response was received: • The HCLP is inward looking in relation to their employees. • Their view as that the mine should also look at the issue of sub-contractors • That South Deep needs to look at the community as a whole and also understand the Provinces backlog and its beneficiary list • Attention should also be given to sustainable livelihoods in the area • They also wanted to know the lifespan of the mine and the affordability of the mineworkers. Response to the questions: • In terms of the gazetted Housing and Living Conditions Standard the current requirement is in relation to the permanent employees. • The issue of sub-contractors is being addressed through a process of engagement with them to understand the housing conditions of their employees. • In regard to the community this is mainly through the Social and Labour Plans including issues of sustainable livelihoods. The point was made that South Deep will not be developing further housing but will be supporting their employees to access housing (for both rental and purchase) in the housing market. • The affordability of mineworkers has been taken into account and employees will also receive financial support to afford home ownership. Some employees would qualify for FLISP. • P Matete indicated that the lifespan of the mine is in excess of 35 years. She also indicated that an ongoing relationship with GDHS is important.

ANNEXURE 1 continued

GDHS said that alignment with provincial and municipal plans is important. They also indicated that an ongoing relationship was desired. They were happy with responses and wanted to be kept updated.

The presenter then indicated that the ongoing relationship will become important when there is the implementation of the home-ownership scheme.

ANNEXURE 1 continued



SOUTH DEEP GOLD MINE
HOUSING AND LIVING CONDITIONS PLAN
CONSULTATION

November 2020



PRESENTATION OUTLINE

BACKGROUND

☐ STANDARD REQUIREMENTS

☐ SOUTH DEEP MINE'S HOUSING APPROACH

04 CONCLUSIONS

2

ANNEXURE 1 continued



BACKGROUND

- On 11 December 2019 the Department of Mineral Resources and Energy (DMRE) released the revised Housing and Living Conditions Standard for the minerals industry.
- The reviewed Standard repeals the 2009 Housing and Living Conditions Standard.
- The Standard requires that existing mining right holders submit a detailed Housing and Living Conditions Plan by December 2020.
- The Minerals Council issued a format for the Housing and Living Conditions Plan (Circular No 26/20)
- Section 11 of the Housing and Living Conditions plan indicates that consultation on the plan must be undertaken with organised labour, relevant municipalities and related stakeholders
- South Deep Mine is a mining rights holder and is proceeding with the compilation of its housing and living conditions plan for submission in December 2020. This presentation aims to facilitate the consultation process.

3



PRESENTATION OUTLINE

- ☐ BACKGROUND
- ☒ STANDARD REQUIREMENTS
- ☐ SOUTH DEEP MINE'S HOUSING APPROACH
- 04** CONCLUSIONS

4

ANNEXURE 1 continued



HOUSING AND LIVING CONDITIONS STANDARD FOR THE MINERALS INDUSTRY, 11 DECEMBER 2019

Mission of the Standard: To provide for the progressive realisation and protection of mine employees basic constitutional right to human dignity through provision of adequate access to housing, better living conditions and related amenities of life.

Purpose of the Standard:

- To ensure that mining right holders provide decent livable integrated human settlements, healthcare schemes, balanced nutrition, water and related amenities to
- To provide for housing and living conditions standards with clearly defined principles & processes and to guide mining right holders in providing decent housing & living conditions to mine employees

Status: The housing and living conditions standard came into effect on 11th December 2019 and requires first plans to be submitted within 12 months (December 2020)

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KEY REQUIREMENTS OF THE STANDARD

The standard sets out the following principles that a mining rights holder must fulfill:

- 1) **Develop social, physical and economic integrated housing developments within a mine community.** In this regard a mining right holder must promote housing delivery for a range of income groups in an integrated manner.
- 2) **Make sufficient provision to respond adequately to the housing needs of employees consistent with its growth plans.** A mining right holder must offer employees a range of housing options which includes, amongst others rental accommodation, private home ownership, government subsidised home ownership and living out allowance. Housing options must include single and family accommodation and home ownership within places of origin or residence and the place of work; or rental flexibility considering their occupational mobility and a need for temporary accommodation.
- 3) **Involvement of employees in the housing administrative systems.**
- 4) **Comply with the National Minimum Norms and Standards** approved by the Department of Human Settlement for the construction of housing, homeownership and rental
- 5) **Promote the use of financing schemes in a transparent and accountable manner.** In this regard housing as part of the remuneration package should be negotiated through collective bargaining

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ANNEXURE 1 continued



HOUSING AND LIVING CONDITIONS PLAN

Section 4: An existing mining right holder must within a period of twelve months from the date of publication of the standard submit a detailed Housing and Living Conditions plan indicating the following:

- 1) **Maintenance of single and family units** in line with the National Norms and Standard approved by the Minister of Human Settlement;
- 2) Where applicable, a detailed plan to finalise **single and family units hostel conversion upgrades**;
- 3) A three year detailed plan to **phase out living out allowances** where verifiable decent accommodation cannot be proven and verified;
- 4) **Current and future housing option schemes /allowances** ; and
- 5) **An agreed Employer Assisted Home Ownership Scheme** consistent with its growth plans.

7



HOUSING AND LIVING CONDITIONS PLAN CONTENT

Section 11: The Housing and Living Conditions plan must be consulted with organised labour, relevant municipalities and related stakeholders (Provincial Government, National Government) and must address the following issues:

- a) **Measures on how the mining right holder will implement the housing and living conditions principles** that are outlined in this Standard;
- b) **Provide the current status of available accommodation for employees and a targeted response to specifically quantified and profiled housing needs of employees**;
- c) **Preferred options for housing and living conditions of the mine employees**;
- d) Where applicable provide the **status of progress in converting or upgrading of hostels into single quarters and family units**;
- e) **An Employer Assisted Housing Scheme**;
- f) **Mine closure and post mining development**.

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ANNEXURE 1 continued



PRESENTATION OUTLINE

☐

BACKGROUND

☐

STANDARD REQUIREMENTS

☒

SOUTH DEEP MINE'S HOUSING APPROACH

04

CONCLUSIONS

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ANNEXURE 2



Terms of Reference:
South Deep Joint Housing Committee

December 2020

ANNEXURE 2 continued

1. Introduction

- 1.1 South Deep Gold Mine recognises that its success is linked to the performance, commitment and well-being of its employees and believes that this is impacted on by their living conditions.
- 1.2 The Mine further recognises that individual home ownership leads to a better quality of life, greater security for employees and wealth creation in the longer term.
- 1.3 The Mine recognises that certain employees, particularly those in unskilled and semi-skilled job categories are struggling to afford home ownership close to their place of work.
- 1.4 To this end South Deep will develop and implement a Facilitated Home Ownership Programme.
- 1.5 The purpose of the programme is to encourage home ownership by providing eligible South Deep employees with advice, technical and financial support to facilitate access to safe, decent, and affordable housing, close to their place of work.
- 1.6 The parties agree to establish a Joint Housing Committee as the primary mechanism by which the Company and Organised Labour will consult on matters relating to Facilitated Home Ownership, as well as those regulated by Housing and Living Conditions Standards for the Minerals Industry, as issued by the Department Of Mineral Resources and Energy.
- 1.7 This document sets out the Terms of Reference for a Joint Housing Committee to oversee the development and ongoing implementation of the South Deep Home Ownership Programme.

2. Purpose

The purpose of the Joint Housing Committee is to:

- 2.1 Oversee and contribute to the development and implementation of the South Deep Facilitated Home Ownership Programme;
- 2.2 Contribute to the preparation of the Housing and Living Conditions Plan for submission to the DMRE; and
- 2.3 Review progress and provide feedback on a regular basis on the effectiveness of the Home Ownership Support Programme.
- 2.4 Consult in good faith on the implementation of the South Deep Facilitated Homeownership Programme and Housing related matters.

3. Time Frame

- 3.1 The time frame for the Joint Housing Committee is 3 years from 1 October 2020, and the term is subject to termination, amendment or extension by agreement between the parties.

4. Membership and quorum

- 4.1 The Joint Housing Committee will comprise the following parties:
 - Three representatives from the NUM, two representatives from UASA; and
 - Three representatives of South Deep management.
- 4.2 A quorum for the meeting will be at least two representatives from South Deep and one representative from NUM and UASA respectively.
- 4.3 The names of members of the Joint Housing Committee is outlined in Annexure A.

5. Decisions

- 5.1 The Joint Housing Committee does not limit management's authority, nor do they interfere with a union's rights as established by legislation or collective agreements.
- 5.2 The parties further commit to engage in good faith with the intent of reaching agreement. The parties agree that good faith engagement will include, without limitation, that the parties will make themselves reasonably available for meetings at a mutually convenient time and venue, will obtain mandates promptly for purposes of negotiation, will not cause any undue delay in the engagement process, will limit discussions to topics relevant to the engagement, and will arrive for scheduled meetings on time and be fully prepared to engage. Parties will also adhere to reasonable requests for relevant information and will conduct themselves in a courteous, disciplined and polite manner during engagements.

ANNEXURE 2 continued

6. Role

The role of the Joint Housing Committee will be as follows:

- 6.1 Contribute to the development of South Deep Facilitated Homeownership Programme, which includes the Strategy, Implementation Plan and Funding Arrangements;
- 6.2 Contribute to the formulation of South Deep Housing Policy;
- 6.3 Review and comment on annual plans and budgets for the South Deep Housing Programme;
- 6.4 Monitor and comment on the overall progress and performance of the South Deep Housing Programme;
- 6.5 Review and comment on all South Deep Housing Initiatives;
- 6.6 Review and comment on South Deep housing related communication programmes to employees;
- 6.7 Feedback and discussion on any housing related issues that may arise.

7. Meetings

- 7.1 The Joint Housing Committee shall meet at least once every three months;
- 7.2 In addition, the Joint Housing Committee shall meet on an ad hoc basis as required.

8. Chairperson

- 8.1 The Chairperson of the Joint Housing Committee will be South Deep HR Manager or his/her nominee.
- 8.2 The duties of the Chairperson and his/her alternate shall be:
 - 8.2.1 Convene and chair meetings;
 - 8.2.2 Set the agenda;
 - 8.2.3 Ensure that all stakeholders participate, and quorums of the Committee are achieved; and
 - 8.2.4 Ensure that the secretariat to the Joint Housing Committee performs its responsibilities to the satisfaction of the parties to the Joint Housing Committee.

9. The secretariat

- 9.1 The secretariat of the Joint Housing Committee will be provided by South Deep.
- 9.2 The Secretariat will be responsible for the following functions:
 - 9.2.1 Preparation and circulation of all agendas and supporting documentation;
 - 9.2.2 Serving adequate notice of meetings and making all necessary arrangements for meetings including transport to attendees where necessary;
 - 9.2.3 Preparing formal minutes for all meetings, securing confirmation of minutes and retaining a formal record of approved minutes of all meetings; taking minutes;
 - 9.2.4 Any other support functions required by the Joint Housing Committee.
- 9.3 The secretariat shall report to and be accountable to the Chairman of the Joint Housing Committee.

ANNEXURE 2A

Joint Housing Committee Members

NUM Representatives:

Robert Mphaga

Rabeca Nyoni

Vuyo Gubanja

UASA Representatives

Asivhanga Musiwalo

Themba Shihlongonyane

South Deep Management Representatives

Gerrit Lotz

Brian Boatard

Silas Munyai



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