

Barberton Mines (Pty) LTD



A subsidiary of:



Luhlelo lweTenhlalo neMsebenti

Imayini yeFairview

Sifundza seMpumalanga

MP/191/MR

Lulungiswe

Yinkapani yetiMayini taseBhaptini (Barberton Mines (Pty)

Limited

01 Julay i2019 – 30 Juni 2024

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- C. Masipala weliDolobha laseMbombela: Kucinisekisa kucedvwa kwemklamo we2014 – 19.
- D. Masipala welidolobha laseMbombela: Kucinisekisa kubona ummango Lonemayini
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- E. Masipala waseNkomazi: Siciniseko sekucokwa kwemayini letfufukako.
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- J. Kutibandzakanya kwebaphatsi SLP emihlanganweni: Liwadi 45.
- K. Masipala waseNkomazi (Sigodzi lesitfumela Tisebenti).

A SENDLALELOMUVA.

Kwetfulwa kweLuhlelo lweTenhlalo neTemisebenti yaseMayini yaseFairview ngaphasi kwetiMayini taseBarberton (Pty) Limited

Fairview Mine: MP/191/MR

Lesikhatsi seminyaka lesihlanu lesetfulwe ngayo eLuhlelweni Lwetenhlalo neTemisebenti etiMayini tase Barberton lwaphelelwa sikhatsi nga – Apreli 2019. Ngalesizatfu-ke kubalulekile kutsi kubuketwe lesikhatsi sihambisane nekuhlela loluhlelekile etiMayini taseBhaptini.

Sifuna kutsi kubukisiswe Umgomo 25 wekutfufukisa kweTimbiwa nalokungeMafutsa, Umtsetfo 28 wa 2002 (Mineral and Petroleum Development Act) lofundzeka ngalendlela:

(2) Umuntfu lonelilungelo lekuba nemayini kufuneka:

(a) Abike lelilungelo wentele kubhalisa ehhovisi leMining Titles kungakapheli emalanga

la-30 kusukela atfolo lelilungelo -

- i) Kuvuselelwa ngekwencenye 24(3)*
- b) Cala ngemsebenti weMayini ngenyaka munye kusukela ngelusuku lapho lelilungelo libe neligalelo ngekwesicephu 23(5) nobe ucele sikhatsi lesekhatsi lesengetwe sagunyatwa nguMengameli*
- c) Ngekukhutsala yenta umsebenti wemayini, ulandzele luhlelo lwemsebenti wemayini.*
- d) Sebenta ngekulandzela lokufunwa ngumtsetfo, lokubekwe kulomtsetfo, nalomunye umtsetfo nemigomo netimiso telilungelo lekuba nemayini*
- e) Landzela tidzingo tekuchutjwa kweluhlelo lolumukelwe lwavunywa ngummango.*
- f) Landzela tidzingo letimisiwe teluhlelo lweTenhlalo neTemisebenti.*
- g) Khokhela umbuso timfanelo tawo.*
- h) Yetfula umbiko wemnyaka, locacisaa yonkhe imininingwane lelandzelwe ngulophetse, uchaze kutsi umnihilungelo, uyilandzele kangakanani imigomo netidzingo teNcenywe 2(d) na(f) nencenye 100, Kanye nekutsi Luhlelo lweTenhlalo neTemisebenti ululandzele yini.*

Luluhlelo lweTenhlalo neTemisebenti lulungiswe ngekulandzela imitsetfo yeMineral nePetroleum Resource, wa 2002 kanye nemigomo lemisiwe yetimayini, 2018 kanye neluhlelo lolumisiwe lolutawubona tindzaba tenhlalo netemisebenti kwentela imphilo lesele ne/ nobe iminyaka lesihlanu letako yalelo nalelo lilungelo lwekuhweba ngetimayini njengobe abhaliwe lapha ngenhla.

Ledokhumenti ibeka sobala kuhlatiywa kwe-SLP ngekwelayisensi yeshaft esletjentiswa yona emgodzini Lapho kusukelwa khona nakuhlahlelwa leminyaka lesihlanu letawube ingumjikkeleto umnyaka wekucala njengemjikkeleto wekucala walemnyaka lapho loluhwebo lwemayini lolutawutsatsa iminyaka lesihlanu kuleyo nkapani lesetawuchubeka, isebentise emalanga ekhhaleda njengobe lusuku lwako lutawuba ngaJuly 2019.

MP/191//MR, Faview Mine lelungiselelwe ngemtsetfo

Kutfola lwati lolwenele ngalokucuketfwe ngulomculu sita utsintse laba labalindzelako:

Jan Thirion	Fortunate Ngomane
General Manager	Social and Labour Plan Manager
Umlawulijikelele	Umlawuliweluhlelo lweTenhlalo neTemisebenti
Lucingo: +27 (0) 13 712 8500	Tel: +27 (0) 13 712 8500
Email: jant@bmines.co.za	Lucingo: +27 (0) 13 712 8500
	Email: fortunaten@bmines.co.za

Lapho kutfolakala khona Timayini taseBarberton

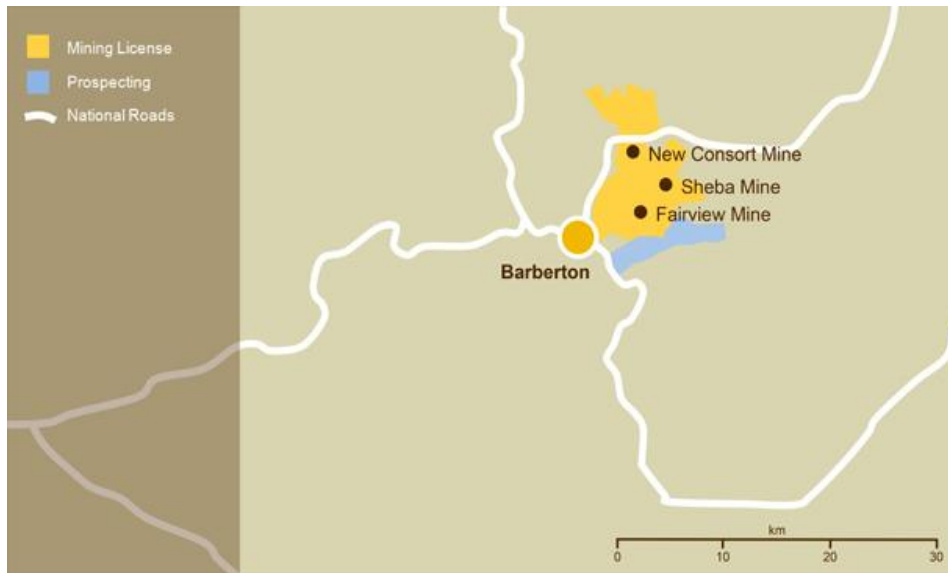


Figure 1: BML Operations (Pan African Resources: 2017)

Umsebenti wetimayini taseBarberton titfolakala emaphatselweni aseBarberton, etintsabeni takaMakhonjwa, esifundzeni saseMpumalanga, eNingizimu Afrika. Letimayini tingaseminceleni lemitsatfu yeSwatini namunye waseMozambique, lekungiyi leheha tivakashi letisemtsetfweni naletingekho emtsetfweni letivunyelwe naletingakavunyelwa kungena kulesifundza, kutewufuna ematfuba emsebenti.

SECTION 1: SETFULO

Sigaba 1: Sendlalelo

1.1 Tinjongongco Teluhlelo lweTenhlalo neTemisebenti

Ticondziso Tekuletsa tetfulo letiphatselene neLuhlelo lweTenhlalo neTemisebenti (2010) . Tifaka nati tinjongongco te- SLP:

- a) Kukhutsata kukhula kwemnotfo nekutfutukiswa kwemnotfo netenjiwa, kanye nemitfombo yaphethiloli eRepublic (Incenye2(e) yeMPRDA),
- b) Kukhutsata kuvulwa kwematfuba emisebenti nekutfutukiswa kwetenhlalo netemnotfo ngelizinga leliphakeme kwentela wonkhe umuntu waseNingizimu Afriika (Sigaba 2 (f) seMPRDA),
- c) Kucinisekisa kutsi emalungelo ebaphatsi betimayini nobe imikhicito aneligalelo kutenhlalo netemnotfo wesigodzi, nesalapho linyenti letisebenti lichamuka khona nalapho kusetjentelwa(Sigaba 2 (i) seMPRDA kanye neLishadi);
- d) Kusebentisa nekwandzisa emakhono lakhona lasisekelo kwentela kutsi kunikwe iHDSA emandla ekusita ummango.

Luhlelo lwe-SLP lolusetjentiswa yinkapani yeTimayini taseBhaptini (Barberton Mines) luhlose kewngeta sikhatsi sekusebenta setimayini, kutfutukisa emakhono etisebenti, kugula indlela kusebenta yati timayini letingephansi kweBarberton Mines, kwenta inkapani ibe sesimeni lesijabulisako iphindze yente nato temhlalo nemnotfo wakuleto tindzawo lesebentela nalspho icasha tisebenti khona tibe nguletijabulisako.

1.2 Lwati lolubalulekile mayelana nalesicelo

Libito lenkapani lephetse	Pan African Resources
Balingani beBEE	<ul style="list-style-type: none">• Concrete Rose (Pty) LTD = 22.1%• Barberton Mines BEE Trust (ESOPS) = 5%
Ligama leMayini	Barberton Mines (PTY) LTD
Ligama Lenzawo lekusetjentelwa kuyo	Fairview Mine (Inhlokohhovisi)
Umkhicito	Ligolide neliSiliva
Likheli Lenhlokohhovisi (Head Office)	Endleleni lesuka eKaapmende Barberton

	1300 Ehlanzeni District Mpumalanga Province, South Africa.
Likheli leliposi	P.O. Box 121 Barberton 1300
Inombolo Yelucingo	+27 (0) 13 712 8500
Inombolo YeFax	+27 (0) 013 712 9060
Lapho iMayini YaseFairview Isebentela Khona	25 43 52.7 S 31 04 27.5 E

1.3 Imphilo YeMayini i-Fairview

Ligama LeMayini	Bunjalo Bayo	Lusuku Lwekucala lwekumba	Imphilo Yayo Lesele
Fairview Mine	Iyasebenta	1886	Iminyaka lengu-20

1.4. Luhlaka lolwakha Tisebenti

LUHLAKA LOLWAKHA TISEBENTI (IPROFAYILI)	Linani Lebasebenti	Emaphesenti
Linani (Ngaphandle kwalabasebentela bosokontileka)	1020	
Labadvuna	901	91%
Labasikati	119	9%
Labasikati Labantima Bekutalwa eNingizimu Afrika	94	8%
Labasikati Labantima labangasibo bekutalwa eNingizimu Afrika	0	0%
Labasikati Labamhlophe	21	1%

Labadvuna Labantima BaseNingizimu Afrika	794	80%
Labadvuna Labantima labangasimo bekutalwa eNingizimu Afrika	13	1%
Labadvuna Labamhlophe BaseNingizimu Afrika	103	10%

1.4.1 Linani latotonkhe tisebenti kusukela nga 01 Janawari 2019 kubukwa loko labakwentako noma labakufundzele

Discipline	Samba Sebasebenti	Bosokontileka
Umsebenti Wasemayini	514	296
Bunjinyela	175	167
Basebenti	74	71
Timali nebuphatsi	44	0
Imisebenti	55	0
Lokusansimbi	158	0
Linani	1020	534
Samba Sako onkhe	1554	

1.4.2 Kwehlukahlukaniswa kwebasebenti ngekwemisebenti yabo labayentela nemmango lephakela tisebenti kusuka 01 Bhimbhidvwane/ Januwari 2019

Sisebenti Indzawo lephakela ngetisebenti, Sifundza)	Umsebenti Indzawo lephakela ngetisebenti, Lidolobha	Linani lebasebenti kusuka kusukela kuleto tinzawo letiphakela ngetisebenti	Linani lebasebenti setiphelele	Emaphesenti etisebnti letiphaekelwe nguleto tindawo
Mpumalanga	IBhaptini nemaphetselo	862	1020	79%
	Matsulu	68		9%
	Shongwe (Nkomazi Municipality)	53		7%
	KaBokweni	7		1%
	Elukwatini	13		1%
	SAMBA	1003		97%
Limpopo		5		0.5%
Eastern Cape		1		0.25%
KwaZulu Natal		1		0.25%
	SAMBA	1010		1%
Swaziland		2		0.5%
Mozambique		7		1%
Zimbabwe		1		0.5%
	SAMBA	1020		2%
	SAMBA SAKO KONKHE	1039		100%

Sigaba 2: Kutfutukiswa Kwetisebenti (I-HRD)

2.1 Singeniso

Timayini taseBhaptini tesekela luhlelo lwekucasha lolufaka wonkhe muntfu kantsi nendlela yekutfutukisa emakhono lecala ngebantfu lamangekhatsi kwayo. Lena ndlela igugcutela kutsi kwakhiwa ematfuma kuphindze kucashe tisebenti tenkapani kucala, kodvwa lapho emakhono angekho lendlela yekusebenta ikhutsata kutsi nalabangayisebentile lenkapani bacashwe.

Lena ncenye yale-SLP isebenta kahle neluhlelo lweminyaka lesihlanu lweTimayini TaseBhaptini kute kutfolakale intfutuko lephelele kusetjentiswa tindlela tekungenelela letifaka ekhatsi imfundvo kanye nekucesheka, njengobe kuchazwa kuMPRDA nakulo Lishadi Letimayini.

Lishadi Letimayini, ikakhulukati kulenye lebukene nekutfutukisa kwetenhlo yalabansundvu likubeka kucace ngetinjongo letintsatfu

- a. Kukhucita basebenti labanemakhono, labaceceshekile kuze benetise tidzingo tetimboni talamuhla tesimanje,
- b. Kutfutukisa emakhono lachuba umkhucito nekutfutukisa kucasha lokulindzelekile nakubukwa umlandvo webantfu labebangenamatfuba.
- c. Kutfutukisa emakhono ekubhizinisa kubantfu kute ente ncono imphilo yebantfu kanye nekhakhwa umnotfo wenzawo nesigodzi loholwa bumayini kantsi lofaka wonkhe wonkhe

Lishadi lelinika umnotfo esiveni kanye nemandla ekuphatsa (2018 :21) libuye libeke loku sobala, lowo lonelilungelo kanye nemvumo yekumba lena lebekwe ngekwemtsetfo lebukene nekutfutukiswa kwemakhono. Lesamba salokungenani lesingu5% kumele sitjalwe ngalendlela lelandzelako:

Kutjalwe noma kusetjentiswe linani lelingemaphesenti lasihlanu nom afayifi ekutfutuseneni emakhono ladzingeka kakhulu, ikakhulukati busayensi, buciko/ tekhunoloji, bunjiniyela, umsebenti wetandla lofaka kushisesla nalokunye, tinhlelo tekufundzisa bantfu umsebenti (emalenashiphu), kuceceshelwa bantfu umsebenti kanye nemifundzate 5% yelinani lenentsela lenemakhono latfutukako emisebenti lenjengeSayensi, iTekhinoloji neTibalo Kanye imfundvo kuceceshwa, kufundza kuceceshelwa umsebenti imifundzate, kuba sifundziswa, kwenta lucangingo kanye nekukhutsata bufundziswa jikilel. Kufundzisa bantfu ngetifundvo tetimbiwa kanye nemandla kanye netenzawo kanye nekunakekelwa kwayo.

Kwengetwa kanye nekutfutukiswa kwemakhono kanye nako kutjala timali etindzabeni telucwaningo lolokukhunywa ngako esiceshini 1, kufanele tihambisane netinhelo tahlumende wesifundza kanye nawavelonkhe futsi tivete bulili, libala, iminyaka, indzabuko, luwlimi nalokunye

2.2 Kuhambisana Nemtsetfo Wekutfutukiswa Kwemakhono

Item	Iminingwane
Ligama le-SETA	Sikhungo sekufundzisa ngetifundvo tetimayini
Inombolo Lekubhaliswe Ngayo iSETA	L160714939
Sicinisekiso Sekutsi Ngabe Kucashwe Umfundzisi Lonemakhono Latfutukisiwe	Yebo (Fundza SICHIBIYELO A)
Bufakazi bekuletfwa Kweluhlelo nendzawo lapho kutawusetjentelwa khona nelusuku leluletfwe ngalo	Lusuku Lekuletfwe ngalo: 12 July 2018 Lusuku lwekungenisa Umsebenti: 12 July 2018 (Fundza SICHIBIYELO B)

2.3 Luhlelo lwekutfutukisa Emakhono e ISETA

Kuhambisana neLishadi Letimayini (2018) Luhlelo lweminyaka lesihlanu lwekutfutukiswa kwebasebenti luhlathiwe ngendlela lelandzelako:

- Tigaba Temfundvo : Basebenti
- Sigaba seTemfundvo: Basebenti
- Sigaba seTemfundvo: Bantfu bekontileka
- Indlela neTinhlelo tekucecesha:
 1. Imfundvo lesisekelo yebantfu labadzala nekucecesha (ABET)
 2. Kuhlela kunikela ngemakhono laphatsekako lalungele kucashelwa weTetimayini kucasha emva kweku
 3. Luhlelo Lwekutfutukisa Emakhono eSayensi , iTekhinoloji NeTibalo.
 4. Luhlelo lwekutfutukisa: Basebenti

5. Luhlelo lwekutfutukisa: Ummango longasebenti
6. Imfundzate yebasebenti
7. Imifundzate yebantfu labangasebenti
8. Lwati lwemsebenti / Luhlelo lweLearnership
9. Luhlel lwalabafundzela umsebenti
1. Career progressions plan
10. Luhlelo lwekuchubela embili imisebenti
11. Lucwaningo nekutfutukisa

2.3.1 Emazinga emfundvo: Basebenti

EMAZINGA EMFUNDVO KUSUKA 01 JANAWARI 2019																		
			Labantima		Coloured		Indian		White		Sambba				Luhla ILminyaka			
Luhlobo	10 Point Scale-NQF Level	Education Classification system Interim	M	F	M	F	M	F	M	F	M	F	PWD	Non-SA	<35	35-55	>55	
Imfundvo nekucesha jikelele (GET)	Below NQF 1	Ngaphandle kwemfundvo	87										87	0	9	15	29	43
		Pre- ABET																
		ABET 1	4											4	0	4	2	2
		ABET 2/Std 3,Grade 5	11											11	0		3	8
	ABET 3/Std 5,Grade 7	14							1				15	0		9	6	
	1	ABET 4/Std 7,Grade 9	37	1						1			39	1		17	22	1
Further Education &	2	Std 8/Grade 10, NATED 1/NCV Level 1	77	3							18		95	3		50	42	6

Training(FET)	3	Std 9/Grade 11, NATED 1/NCV Level 2	306	10	2				22		330	10			70	255	15
	4	Std 10/Grade 12, NATED 1/NCV Level 3	236	41	2	1			42	13	280	55			197	113	25
Higher Education & Training (HET)	5	National/Higher Certificate	28						8	1	36	1				37	
	6	National Certificate/Diploma/Advanced Certificate	3	2					3		6	2				7	1
	7	National Certificate/Advanced Diploma/B Tech Degree/Bachelor's Degree	25	5						7	25	12			6	15	16
	8	Bachelor Honors' Degree/Postgraduate Diploma/Bachelor's Degree (480 credits)	1	2	1	1			2		4	3				2	6
	9	National Certificate/Master's Degree/Master's Diploma		1							0	1				1	
	10	Doctoral Degree & Post- Doctoral Degree								1							

Samba	830	65	5	2			97	21	932	88		13	345	536	139
Sambaj Sako Konkhe									1020						

2.3.2 Tinhlelo Nendlela Yekucecesha

2.3.2.1 Imfundvo Lesisekelo Nekucecesha Kwalabadzala (ABET)

ABET Level	TARGET AND TIMELINES										Total Budget
	2020		2021		2022		2023		2024		
	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	
ABET 1	7	0	7	0	7	0	9	0	8	0	R111 500
ABET 2	5	0	5	0	5	0	6	0	5	0	R111 500
ABET 3	3	0	3	0	3	0	3	0	3	0	R111 500
ABET 4	2	0	3	0	3	0	2	0	1	0	R111 500
Total number	16		18		18		20		17		
Budget	R90 000		R86 600		R90 000		R93 000		R86 600		R446 200

2.3.2.2 Luhlelo loluchutjwa emfundvweni nekucecesha kwalabadzala (ABET)

ABET Implementation Plan 2020-2024

Luhlelo Lolulandzelwako Lwebantfu Labadzala 2020-2024

Luhlelo Lwekuphakela Ngebasebenti Labafudzile Nalabakwati Kubala

Injongongco:

- Kutfutukisa Kucasha Nekwandzisa Tendzawo Nemnotfo Wabo Bonkhe BaseNingizimu Afrika
- Kusebentisa Nekwandzisa emakhono lakhona kute kunikwe basebenti basemayini yaseBarberton
- Kunika Basebenti Litfuba Lekutfufuka

Luntjintjo Lwekuhlomula:

- **Basebenti:**

- ✓ Liholo Lelisetulu
- ✓ Kutfutukisa kujabula nekuba nenhlalo lenhle
- ✓ Imphilo lentiwe ncono
- ✓ Kutfutukisa Lubumbano Lwemmango

- **Imayini:**

- ✓ Kutfutukisa Lizinga Lemfundvo Yebasebenti
- ✓ Kutfutukisa Umsebenti Kabanti – Kutfutukiswa kwemakhono
- ✓ Kusebentisana Lolucinnile
- ✓ Kutfutukiswa Kwemkhitico Nekusebenta

- **Umsebenti Lokuhlelekile**

- **Imindeni**

- ✓ Liholo
- ✓ Imphilo
- ✓ Kutimela
- ✓ Kukhutsata

Bahlomuli:

- Tisebenti Tenkapani yetiMayini taseBhabtini
- Imimmango Lesedvute NeTimayini
- Imayini
- INingizimu Afrika – Takamuti letifundzile

Luhlelo Lulusetjentiswako

- Baphatsi (HOD) Bemayini Kumele Bakhutse Bafundzi Labatawufundza Ngesikhatsi Lesiphelele

2.3.2.3 Luhlelo Lwekunika Emakhono Ekuhweba

Timayini taseBarberton titimisele kunika emakhono ekuhweba lekungasiwo lacondzenengco netimboni tetimayini kodwa lacondzene naleminye imisebenti lehlukahlukene, ngaloko-ke iMayini itatibophelela kuloku lokulandzelako:

Basebenti:

Tinhlelo tetiInjongo temakhono ebasebenti laphatsekako kwenta kutsi bacasheke, bavulle ematfuba emsebenti batfutukise emabhiziisi lamancane ngeku:

- Equipping employees with skills to use post their employment at Barberton Mines to perform other non-mining jobs
Kuhlomisa basebenti labawasebentisa lapho bacashwe khona etimayini taseBhabtini bate kwati kwenta leminye imisebenti lengasiyo yetimayini
- Enabling the employees post their employment at Barberton Mines to have the skills to start small businesses
Kwenta basebenti kutsi emva kwekucashwa kwabo etimayini taseBhabtini babe nemakhono okwenta emabhizinisi aleminye imisebenti.

Ummango

Injongo yeluhlelo lwemakhono emmango laphatsekako anciphisa kwetsembela kakhulu emisebentini yetimayini abuye anciphise linani lebantfu bemmango lelingakacashwa ngeku:

- Kuhlomisa Emalunga Emmango Ngemakhono Latawandza Kumuntfu Ngamunye nobe Kulabanyenti Kutsi Bakwati Kutfolo Inzuzu Lenyenti.
- Nakwentekile kunikwe imvumo yekutfufukisa emafuba emisebenti lemincane / nalesafufusako (Imiklamo layentekako naletfufukako)
- Kuwahlanganisa neluhlu lolulandzelako lweTenhlalo neTemisebenti naleminye imiklamo lapho kunekwenteka khona dvute netimayini.

- **Kuyekeliswa umsebenti ngenca yekungaphii kahle**
- Tisebenti letingakakulungeli kwenta umsebenti wato leticashelwe wona yinkapani /nobe kwenta noma nguwuphi umsebenti.
- Tisebenti letitsintsekako titawunikwa litfuba lekukhetsa lolunye luhlobo lwemsebenti (lolukhona ngaleso sikhatsi kutsi bawutfole kodvwa bangetsembeli kuloko labakwentako kuphela kepha bakhethse nobe nguluphi luhlobo lwemsebenti labawukhonako.
- Tindleko nekuceleshwa kabusha kwemsebenti kutawuba ngumsebenti wenkapani.

Kunciphisa

- Nangabe inkapani idzinga kunciphisa emakhono lucechesho lulentiwa kwo makhono
- Tindleko tekwehlisa tisebenti tabelwe lokuvunyelenwe ngako netifundvo letingentiwa ngumsebenti tivunywa yintsandvo yemsebenti lowehlisiwe.
Tindleko tekunciphisa tabelwa ngesivumelwano,
- Kunenchubo leseceleni lekumele ilandzelwe uma inkapani seyicala kwehlisa basebenti. Lenchubo itawusebentisana nesivumelwano sekwehlisa basebenti. Nangabe kute sivumelwano lesisha, kufanele kusetjentiswe lesidzala lekwavunyelwana ngaso.

Tinhlelo letitfolakalako

Tinhlelo letilandzelako:

- Kutfunga
- Kushisela

Nobe nguwuphi umsebenti longakahleliwa ngenhlelo ngekufunwa (Kufanele ubuketwe uphindze uvunywe)

Luhlelo lwekutfutukiswa kwekwekuhweba

Luhlelo lwekutfutukisa emakhono ekwenta etiMayini taseBhaptini					
Sifundvo semakhono ekwenta	2020	2021	2022	2023	2024
Kutfunga	3	3	3	3	3
Kushisela	3	3	3	3	3
Samba sebasebenti lekufanelwe bacecshwe	6	6	6	6	6
Kubita R24150-00 Umsebenti ngamunye					

2.3.2.4 Luhlelo lwekutfutukisa iSayensi, iThekhnoloji neTibalo tesikolo letiphakeme

Luluhlelo lufuna kuchubekisa Tibalo neSayensi yemango wenzawo / Tikolo letiphakeme te HDSA. Loluhlelo lufuna kwetfula sifundvo se CAT etikolweni tendzawo lephakeme teHDSA.

Luhlelo lwekutfutukisa emakhono eSayensi, iThekinoloji neTibalo tetikolo letiphakeme								
Ligama lemklamo	Ligama lesikolo	Tinjongongo	2020	2021	2022	2023	2024	Total
Luhlelo lwekutfutukisa iSayensi neTibalo	-KaMhola Secondary School. -Chief Funwako	Kunika emaklasi emabanga 10-12 ebafundzi lababhaliswe ngalokugcwele	R170 000	R183 000	R190 000	R200 000	R230 000	R973 000

	Secondary School -Barberton Secondary School -Emjindini Senior Secondary School	kusuka nga - 2020 Kuhlomisa letikolo letintsatfu ngaphandle kwesikolo saseMjindini ngobe sinetinsita kufundza letibalulekile (asinaso sisekelo) teTibalo neSayensi nga 2023)						
TOTAL			R170 000	R183 000	R190 000	R200 000	R230 000	R973 000

2.3.2.5 Timayini letenta umsebenti wekumba eBhaptini

Ngekusebentisana neYunivesithi yaseMpumalanga loluhlelo luhlose kwetfula ematfuba etemabhiznisi kanye nekwetfula ematfuba ekumba timbiwa bosomabhiznisi labancane noma emabhiznisi laholwa bantfu bendzawo.

Small Scale Mining Development Plan							
Luhlelo Loluncane kwehweba ngaTimayini ****							
Ligama lemklamo	Tinjongongco	2020	2021	2022	2023	2024	Total
Kumbiwa kwetimbiwa lokwentwa bosomabhiznisi	Kufuna ematfuba langahle abe khona etimayini taseBhaptini	0	0	R200 000	250 000	R200 000	R650 000

labancane eBhabtini							
	SAMBA	0	0	R200 000	R250 000	R200 000	R650 000

2.3.2.6 Imifundzate yebasebenti

Umfundzate	Sikhatsi nalabolekucondvwe bona										
	2020		2021		2022		2023		2024		Total Budget
	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	
Tifundvo letiphatselene nekutsenga kwetinsita nemathuluzi (Supply Chain)		1	1		1		1		1		R100 000
Tekuphepha		1	1		1		1		1		R100 000
Accounting Science											
BA (Health Science and Social Services)											
National Certificate: Engineering Mechanical											
Bachelor of Administration – Degree											
Samba	2		2		2		2		2		

LUPHAKELO	R40 000	R40 000	R40 000	R40 000	R40 000	R200 000
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2.3.2.7 Imifundzate yebantfu labangakacashwa (Bantfu bemmango)

Tifundvo Temfundzate	Sikhatsi nalabolekucondvwe bona										Samba sebhajethi
	2020		2021		2022		2023		2024		
	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	
BENG/BSC Mining	1	0	1	0	1	0	0	1	1	0	R625 000
BENG/BSC Mechanical	1	0	0	0	0	0	0	1	1	0	R375 000
BENG/BSC Electrical	1	0	1	0	0	0	0	0	0	0	R250 000
Bachelor of Mineral Survey	0	1	1	0	1	0	0	0	0	0	R375 000
Bachelor of Medicine	1	0	1	0	1	0	0	0	0	0	R375 000
BCOM Accounting	0	1	1	0	1	0	1	0	0	0	R500 000
Samba	6		5		4		3		2		
iBhajethi	R750 000		R625 000		R500 000		R375 000		R250 000		R2 500 000

Note:

- R125 000.00 ubekelwe umfundzi munye lohlaliswe ngalokugcwele ngemnyaka.
- 20X imifundzate yemfundzi ngamunye ngeminyaka lesihlanu.

Imininingwane yemfundzate:

- Umnyaka 2020: 4X kuchubeka, 2X kubhalisa lokusha 1X labaphutfulako umsebenti.

- Umnyaka 2021: 5X kuchubeka, kute kubhalisa lokusha 1X labaphutfulako umsebeni.
- Umnyaka 2022: 4X kuchubeka, kute kubhalisa lokusha 1X labaphutfulako umsebeni.
- Umnyaka 2023: 1X kuchubeka, 2X kubhalisa lokusha 1X labaphutfulako umsebeni.
- Umnyaka 2024: 2X kuchubeka, kute kubhalisa lokusha kute labaphutfulako umsebeni.

2.3.2.8 Lwati lwemsebeni / Luhlelo lwekufundzela umsebeni : 18.2 - Emalunga emmango

Field of study	2020	2021	2022	2023	2024	Total Cost
Mechanical Engineering	0	2	2	2	2	R1 152 000
Chemical Engineering	0	0	0	0	0	0
Electrical Engineering	0	1	1	2	1	R720 000
Environmental Studies	0	0	0	0	0	0
Geology	0	0	0	0	0	0
Mining Engineering	2	2	2	2	2	R1 440 000
Metallurgical Engineering	0	1	0	0	0	R144 000
Mineral Surveying	0	1	1	1	1	R576 000
Process Instrumentation	0	0	0	0	0	0
Occupational Health & Safety	0	0	0	0	0	0
Industrial Engineering	0	0	0	0	0	0
Occupational Medicine	0	0	0	0	0	0
Occupational Hygiene	0	0	0	0	0	0
Samba	2	7	6	7	6	
Samba sebhajethi	R288 000	R1 008 000	R864 000	R1 008 000	R864 000	R4 032 000

Note: funding for this program relies on the MQA discretionary grant

2.3.2.9 Luhlelo lwemsebenti lofundzelwako

Tifundvo	2020	2021	2022	2023	2024	Total Cost
Mechanical Engineering	2	1	1	0	0	R44 000
Electrical Engineering	1	1	0	1	0	R33 000
Mining Engineering	1	1	1	1	1	R55 000
Mineral Surveying	1	1	1	1	1	R55 000
Occupational Medicine	0	0	0	0	0	0
BCOM Accounting	1	1	1	1	1	R55 000
Samba	6	5	4	4	3	
Samba sebhajethi	R66 000	R55 000	R44 000	R44 000	R33 000	R242 000

Note: -R11000.00 reserved for each student for 8 weeks' vacation work period.

2.3.2.10 Luhlelo lwekuceceshela umsebenti

Tifundvo	2020	2021	2022	2023	2024	Total Cost
Mechanical Engineering	1	1	0	0	0	R316 000
Electrical Engineering	1	1	0	0	0	R316 000
Mining Engineering	1	1	1	1	2	R948 000
Mineral Surveying	0	1	1	1	1	R632 000
Geology	0	0	0	0	0	0
Metallurgical Engineering	0	0	0	0	0	0
Samba	3	4	2	2	3	
Samba sebhajethi	R474 000	R632 000	R316 000	R316 000	R474 000	R2 212 000

Note: funding for this program relies on the MQA discretionary grant, equivalent to R158 000.00 per annum (new enrolments every year)

2.3.2.11 Luhlelo lwemmango lofundzela umsebenti

Timfundvo	2020	2021	2022	2023	2024	Total Cost
Kwente kwesibiliso	0	0	2	2	2	R510 000
Samba	0	0	2	2	2	
Samba sebhajethi	0	0	R170 000	R170 000	R170 000	R510 000

2.3.2.12 Luhlelo lwekutfutukisa ngamunye

Luhlelo lwebuholi

Luhlobo lwekucecesha	2020	2021	2022	2023	2024	Total Nominees	Total Cost
Kutfutukiswa kwebuholi	0	0	0	0	0	0	0
Luhlelo	0	0	0	0	0	0	0
Tifundvo Tekutfutukisa Buphatsi(Management development program (including mentorship)	2	2	2	2	2	10	R433 000
Tifundvo letiphatselene nekucapha liso(Supervisory Development Program)	2	2	2	2	2	10	R400 000
Sitifiketi Sebuphatsi beMayini (Mine Manager's Certificate)	0	0	0	0	0	0	0
Samba	4	4	4	4	4	20	R2 300 000

Luhlelo lwekutfutukiswa ngamunye

Sikhundla Sanyalo	Kungenelela Ngekucesha	Ticu tekumele litfolwe	2020		2021		2022		2023		2024	
			Linani lebasebenti labacokiwe		Linani lebasebenti labacokiwe		Linani lebasebenti labacokiwe		Linani lebasebenti labacokiwe		Linani lebasebenti labacokiwe	
			New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Umsebenti waseMayini	Emakhono ebuholi	Indvuna	2		2		2		2		2	
Indvuna yeshifti	Emakhono ebuholi	Indvuna	2		2		2		2		2	
Indzawo yekubuholi Bundvuna cecsha	Indzawo yekunebaholi cecshela bundvuna	Indzawo yetindvuna	2		2		2		2		2	
Tonkhe Tigaba	WED Certificate	Qualified WED	2		2		2		2		2	
Tonkhe Tigaba	Onsetters Certificate	Qualified Onsetter	2		2		2		2		2	
Tonkhe Tigaba	Artisan Training (Learnership)	Usobucika lokufundzela	2		2		2		2		2	

SICEPHU 3: KUCASHWA NGEKULINGANA

3.1 SINGENISO

Njengobe kumiswe kucaca kahle eShadini Letimayini, i (2018:22), injongo yaloluhlelo kufinyelela ekucashweni ngekulingana kwawonkhe wonkhe emsebentini. Ngiko kukhutsatwa indzaba yematfuba lalinganako nemaphatfwa ngalokufanako kwabo bonkhe emsebentini, kugwema lubandlululo, kwekunika sifazane litfuba kucala kanye nalabo lebebeta ematfuba phambili. Loku kutawucinisekisa kutsi wonkhe wonkhe uyavakala futsi ameleleke kuto tonkhe tigaba tenkapani.

Lishadi letiMayini (2018) lichubeka lichaze ngalokusobala loku lokulandzelako:

a) Libhodi;

EBhodini kudzingeka kutsi emaphenseti langu 50 kube bantfu lebebeta ematfuba nemalungelo ngaphambilini kantsi kulabo bantfu kube nemaphesenti langu 20 abomake . Loku kufanele kwentiwe ngekulandzela bunjalo besigodzi noma besifundza nakubukwa luhlanga, umnyaka, bulili nalokunye

b) Bucondzisi

Kudzingeka kutsi emaphenseti langu 50 kube bantfu lebebeta ematfuba nemalungelo ngaphambilini babe netikhundla nebucindzisi lobukhulu kantsi kulabo bantfu kube nemaphesenti langu 20 abomake . Loku kufanele kwentiwe ngekulandzela bunjalo besifundza nelive, lokufaka ekhatsi bulili, iminyaka, buhlanga, nalokunye

Buphatsi Lobukhulu

Kudzingeka kutsi emaphenseti langu 60 kube bantfu lebebeta ematfuba nemalungelo ngaphambilini babe netikhundla nebucindzisi lobukhulu kantsi kulabo bantfu kube nemaphesenti langu 25 abomake . kulandzelwa bunjalo besifundza nelive, lokufaka ekhatsi bulili, iminyaka, buhlanga, nalokunye

buhlanga, nalokunye

Buphatsi Lobusemkhatsini

Kudzingeka kutsi emaphenseti langu 60 kube bantfu lebebeta ematfuba nemalungelo ngaphambilini babe netikhundla nebucindzisi lobukhulu kantsi kulabo bantfu kube nemaphesenti langu 25 abomake. kulandzelwa bunjalo besifundza nelive, lokufaka ekhatsi bulili, iminyaka, buhlanga, nalokunye

c) Buphatsi Lobuphansi

Kudzingeka kutsi emaphenseti langu 70 kube bantfu lebebeta emafuba nemalungelo ngaphambilini babe netikhundla nebucindzisi lobukhulu kantsi kulabo bantfu kube nemaphesenti langu 30 abomake. Loku kufanele kwentiwe ngekulandzela bunjalo besigodzi noma besifundza nakubukwa luhlanga, umnyaka, bulili nalokunye

d) Basebenti labanekukhubatekile

Lokungenani emaphesenti langu 1.5% kufanele kube basebenti labakhubatekile kulandzelwa bunjalo besifundza nelive, lokufaka ekhatsi bulili, iminyaka, buhlanga, nalokunye

e) Emakhono langumgogodla kanye naladzingekile

Lonemvumo yekumba imayini kufanele acinisekise kutsi lokungenani emaphesenti langu 60% emakhono langumgogodla naladzingekako abekelwa labo lebebeta emalungelo ngaphimbili. Loku kufanele kubonakale eluhlelweni lwemfundvo nekutfufukisa emakhono. Lamakhono afaka bunjiniyela, iSayensi, iTheknoloji, teTibalo. Kute loku kwenteke kufanele loku lokunadzelako kwentiwe;

- 1) Asungule aphindze etfule luhlelo lwemakhono lwenkapani lolahambisana neLuhlelo Lwetenhlalo neLetemsebenti, kantsi futsi
- 2) Loku lokubalwe ngenhla kufanele kubonakale kufaka wonkhe wonkhe kusetjentiswa simonjalo selivelwe.

h) Kukhulu emsebentini (Luhambisa neLuhlelo lweTenhlalo nelweTemsebenti)

Lonemvumo yekumba imayini kufanele acinisekise abuye alandzele simonjalo selive macondzana nebantfu belive ngekwenta loku lokulandzelako:

- 1) Kutfutukiswa kwemsebenti lohambisana naleso naloko lokufundzelwe (kufaka ekhatsi lokungenani loko lokubukwako mayelana nelizinga lemfundvo nelwati nangabe kucashwa kanye nesikhatsi lesimisiwe),
- 2) Kubuketwe kuphindze kwakhiwe tinhlelo tesisebenti ngasinye
- 3) Luhlelo nebukhona bebantfu labaceceshekile kufanele lunonoshiswe futsi luhambisane netidzingo nenkapani
- 4) Luhlelo loluvisisekako lwalokucondziwe, sikhatsi lesibekiwe nendlela lekutawentiwa ngayo nalo lube khona

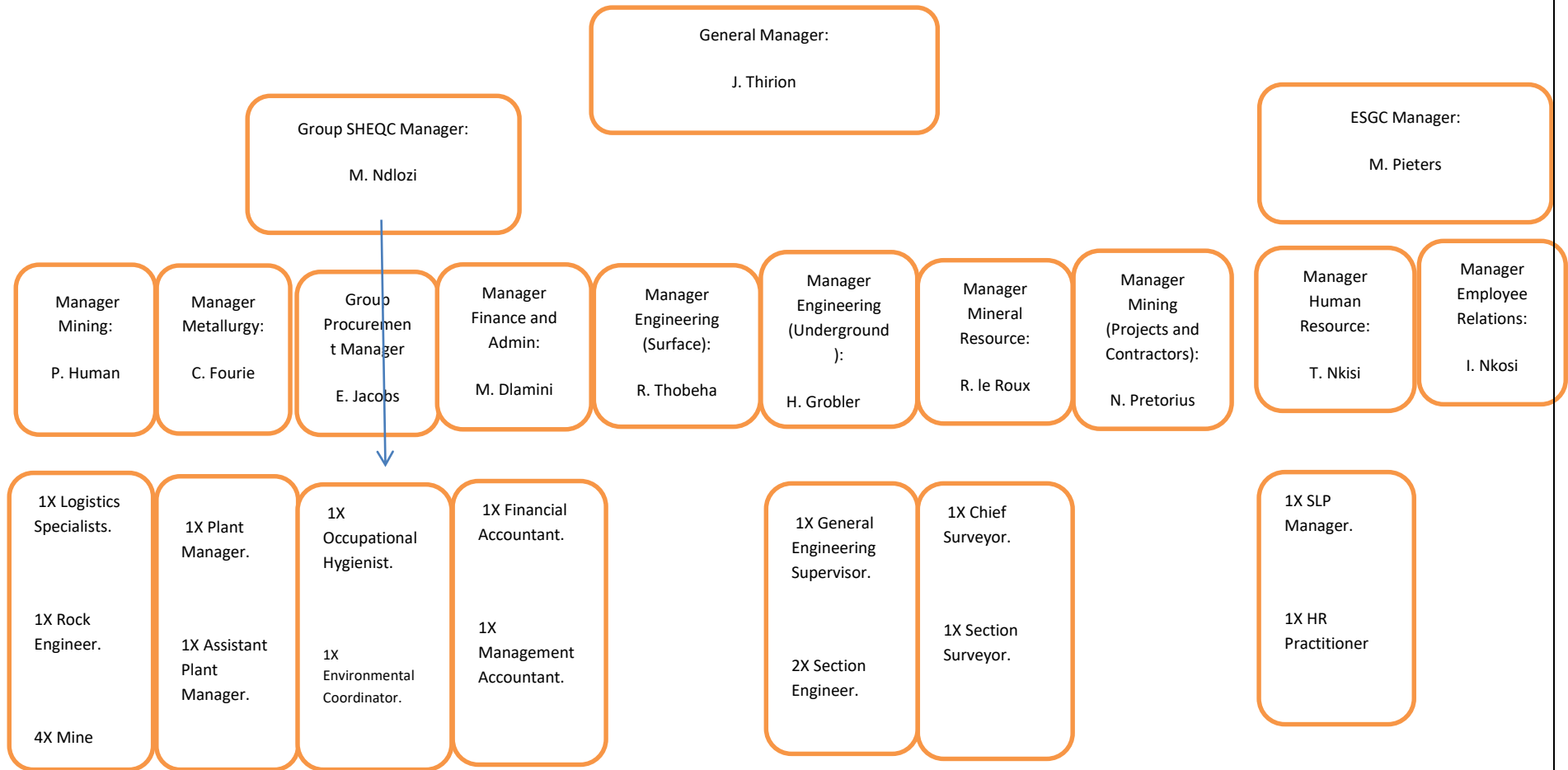
Tinkhoyoyo telebhodi lecokiwe neBuphatsi Lobukhulu kufanele tifake ekhatsi balangani belibhizinisi labanemasheya kusetjentiswa i-BEE, kuhambisana netinhloso te-MPRDA neLishadi letiMayini(2018) letikhuluma ngekutsi bantfu labebete emalungelaa kufanele babe yincenye yebuphatsi nebulawuli betimayini

3.2: SITFOMBE LESIBUFAKAZI BEKUCASHWA NGALOKULINGANAKO Kusuka 01 Julayi 2019

TIGABA TEMSEBENTI	Labadvuna			LABASIKATI				SAMBA	Labakhubatekile		
		Coloured	Indian	White	African	Coloured	Indian		White	Labadvuna	Labasikati
Tiphatsimandla letiphakeme											
Tiphatsimandla letisetulu	5	1	0	6	0	1	0	0	13	0	0
	5	0	0	9	2	0	0	4	20	0	0
Tisebenti letinemakhono ekwenta umsebenti kanye naleto letifundzile buphatsi lobuphansi, tindvuna tindvuna, nabonsumpa.	62	2	0	60	10	1	1	8	144	2	0
Labanemakhono lamancane nalabatsatsa tincumo ngekubona kwabo .	356	0	0	18	35	1	0	9	419	0	0
Labangenamakhono nalabangeke batsatse tincumo tincumo tabo	347	1	0	8	45	0	0	0	401	5	0
SAMBA SALABACASHWE NGALOKUPHELELE	775	4	0	101	92	3	1	21	997	7	0
Basebenti besikhashana	19	0	0	2	2	0	0	0	23	0	0
SAMBA	794	4	0	103	94	3	1	21	1020	7	0

Note: in accordance with the structured partisan grading, Top Management structure is accommodated at Pan African Resources.

3.3 I-Oganogramu/ Luhlaka lwenkapani: Buphtasi (Julayi 2019)



3.4 Bulukhuni Bekugcwalisa Tikala Temsebenti

Sigaba semsebenti	Ligama lemsebenti	Sizatfu lesimcoka sekungakwati kugcwalisa sikhala semsebenti
Tiphatsimandla letiphakeme		
Tiphatsimandla Letisetulu letitifundziswa naletiwatiko umsebenti		
Tisebenti letinemakhono ethekhenikhi naletitifundziswa temsebenti, balawuli labasencane, tindvuna, nabonsumpa.	Bonjiniyela Bemikhakha a	Bulukhuni beकुतफला बान्तु लानेमखोनो endzaweni yaseBhabtini nakuleto letakhelene nayo nakubukwa labo lebetete emalungelo phambilini
Labanemakhono lamancane nalabatsatsa tincumo ngekubona kwabo .	Makhenikha weDizili	Bulukhuni beकुतफला बान्तु लानेमखोनो endzaweni yaseBhabtini nakuleto letakhelene nayo nakubukwa labo lebetete emalungelo phambilini
Labanemakhono lamancane nalabatsatsa tincumo	Lowenta umsebenti ngekhatsi emayini	Bulukhuni beकुतफला बान्तु लानेमखोनो endzaweni yaseBhabtini nakuleto letakhelene nayo nakubukwa labo lebetete emalungelo phambilini

ngekubona kwabo .		
Labangenamakhono nalabangeke bachaze tincumo tabo labatitsatsele tona.		

3.5 Emasuekwesekela kucashwa Ngalokulinganako:

Inkapani yeTimayini taseBhaptini ilawula timayini letintsatfu tegolide (Sheba, Consort ne-Fairview) eBhaptini, (endzaweni lengelakilomitha langu 45 kusuka eMbombela/Naspoti), ngaphasikwaMasipala wesigodzi saseHlanzeni esifundzeni saseMpumalanga, eNingizimu Afrika.

Lenkapani yetsemba kutsi kunelichaza lekumele ilibambe ekukhuleni nasekutfufukiseni ummango lecondzene nalapho kusetjentelwa khona ngekuhambisana neMbono netinjongo, lenkapani itibophelele ekwesekeleni kwakhiwa kwemmango lotfufukako ngetetenhlalo nemnotfo. Ngaloko-ke lenkapani itibophelele eluhlelweni ngalokugcwele eluhlelweni lwaHuluemende lwekutfufukiswa kweTenhlalo neTemnotfo, kufaka ekhatsi i-BEE, Temphilo, kuvula ematfuba emsebenti, kutfufukiswa kwemakhono, Kufundzisa ngeteMvelo, Luhlelo lwekutakula labampofu neTemfundvo.

Luhlelo Lwenkapani Lwekuncedza mayelana netenhlalo (CSI) lwakhiwe kutsi lufake wonkhe wonkhe, lusimame, kwemukeleke kantsi lugcile etinjongweni tenkapani.

Kukhutsata nekusebentisa luhlelo lwe-BEE.

Khutsata kwakhana, umoya wekusebenetisana kanye ngekusebentisa emkhono ngelizinga leliphakeme

Kutfufukisa bosomabhizinisi.

Kwatiwa njengenkapani lecotfo

Luhlelo lwekufaka lichaza ekwakhiweni kwesive mayelana netenhlalo silubona njenguluhlelo lwetinkapani tetfu tonkhe tekwakha sive, kuba ngumcashu kanye nekufundzisa tisebeenti jikelele

3.6 Luhlelo lwekucasha Ngalokulinganako nekuvakala tikhala

Luhlelo lwekucechesha emsebentini lochubeka ngendlela	Umsebenti	Sikhundla sicala lapho	Kungenelela ekuceceshweni kwanyalo	Sikhundla lesicondzisekuso	Umnyaka 1 - 5
					Linani lebasebenti labacokiwe
Mineral Survey	Bursary	Survey Student	Survey Qualification (Degree or National Diploma)	Surveyor	1
	Surveyor	Surveyor	Advanced Survey Certificate	Senior Surveyor	1
Bachelor of Science (Metallurgy)	Bursar	Trainee Metallurgist	Metallurgist Qualification (Degree or National Diploma)	Metallurgist	1
	Metallurgist	Metallurgist	Superintended development training program	Superintended	1

	Operators	Trainee Foreman	Development program	Foreman	3
Mine Geology	Geologist	Geologist	Geologist development program	Senior Geologist	1
Mining Engineering	General Worker	General Worker	Blasting Certificate	Miner	2
	Miner	Miner	Shiftboss development program	Shiftboss	1
	Shiftboss	Shiftboss	Mine Captain development program	Mine Captain	1
BCom Accounting	Bursar	Student	BCom Accounting Qualification	Accountant	1
Engineering Learnership	General Worker	Learnership	Trade Learnership	Artisan	2
Winding Engine Driver Trainee	General Worker	Learner Onsetter	Winding Engine Driver Certificate	Winding Engine Driver	1
Trainee Engineering Supervisor	Artisan	Trainee General Engineering	Engineering Diploma	General Engineering Supervisor	1

		Supervisor			
Kutfufukiswa kwemmango	CSI Officer	CSI Officer	Community Development / Public Management Degree	CSI Coordinator	1
Kutfufukiswa kwebasebenti	General Worker	Clerk	Development program	HRD Facility Supervisor	1
	General Worker	Clerk	Development program	HRD Supervisor	1
	Instructor	Instructor	Development program	Assessor	5
	Assessor	Assessor	Development program	Senior HRD Officer	1
	Senior HRD Officer	Senior HRD Officer	Development program	Training Manager	1

3.7 Tindlela letigcimile:

Liholo Lelisesigabeni lesifanele

Umhlomulo wewmalivi

Kwelekelelwa ekukhokheleni lusito lwetempilo/ imedkhali eyidi

Imohlomulo lephatselene netempilo

Ematfuba ekuceceshwa

Ematfuba ekukhushulwa

3.8 Luhlelo Lwekulawula: Kwehlisa linani indlela yekusebenta nekudenda:

Inkapani yeTimayini taseBhatini iyati kutsi njengobe, ngalesinye sikhatsi, ngenca yekungahambi kahle kwesimo semnotfo noma kwemsebenti, tinkapani letikulomkhkha kumele tibukisise kwehlisa imisebenti yato ngekubabeka ngaphasi kweliso lelubukhali nebalondzi nobe kuvalwe ngci. Ngenca yekungabi khona kwemisebenti kulelive lenkapani iyati kutsi inemsebenti nesibophelela sekuciisekisa kutsi iisebenti ayikahleki.

Imitsetfo yekulawula kwehlisalinani lemsebenti nekudenda ibekwe sobala esigabeni 52 yseMPRDA kantis tonkhe tinkapani letisebenta eNingizimu Afrika kulindzeleke kutsi tiandzele lomtsetfo. Lenchubo lengaphasi Sigaba 52 iphocenele tonkhe tinkapani tetimayini kutsi tilandzele luhlelo lwetenhlo lolutfulwe Litiko Letemisebenti. Ticondziso tekenhlalo ngaphansi kwemgomo 46 d (i), (ii) and (iv) tibeka loku lokulandzelako kucace:

- (i) Kusungulwa kwesigungu lesibukene nelikusasa,
- (ii) Kukhutsata tinkhulumiswano letichubekako emkhatsini walabemele basebenti nebacashi,
- (iii) Kubona tinkinga letingahle tibavelele, tinsayeya netisombululo letiphatselene nemsebenti kanye nekucashwa,
- (iv) Kufuna kanye nekutfufukisa emasu laphatselene nemsebenti kanye nemkhicito
- (v) Kwetfula emasu lekuvunyelwewne ngawo phakatsi kwemcashi nalabo labamelele tisebenti,
- (vi) Kwakha lisu lekuvikela kulahleka kwemsebenti ,
- (vii) Hlahlela inchubo lekufanele ilandzelwe nakudendwa tisebenti, kantsi kufanele Luhlelo kwetfulwe luhlelo lwekutsi tisebenti tiphindze ticeceshwe kute titfole emakhono ngaphandle kwalawa kwemhakha labasebenta kuwo.

3.9 Tindlela tekwenta lomtfwalo lophatselene netenhlo nemnotfo ube lula emahlombe emuntfu ngamunye, esigodzini kanye nemnotfweni jikelele walabo kubonakala kahle kutsi imayini itavalwa

Indlelanchubo lekufanele ilandzelwe kute kwehlise umtfwalo emahlombe ebantfu, esigodzi kanye newemnotfo lophatselen netenhlalo nemnotfo ufaka loku lokulandzelako :

1. Luhlelo loluvakalako lolucecesha kutisebenta. Loluhlelo lwekucecesha luchutjwa ngekuhambisana nekutfutukiswa kwemabhizinisi lamancane nalasemkhatsini kukhona kuba nematfuba ekutsi basebenti labadendiwe bakhone kucasha.
2. Kucecesha tisebenti ngalokuphele lokufaka ekhatsi ematfuba ekuphindze bacasheke Luhlelo loluvakalako lwekutfutukisa emakhono laphatsekako, lolutawusita tisebenti
3. Kusungulwa luhlelo lwekucecesha tisebenti ngemakhono ladzingega emikhakheni yesikhatsi lesidze futsi lasimeme. Lamakhono atawetfulwa ngekutsi kuhlolisisiwe emakhono lakhona bese kwetfulwa inchubo yekwetfula kucecesha ngemakhona kabusha letawuhlala yentiwa njalo

Emakhono labonakala kungiwo bantfu labangaceceshwa kuwo ngulawa:

- Kucala nekutichubela ibhizinisi,
- Emakhono ekwakha, kubeka sitini, somaphayiphi, kufaka emathayilisi, njll
- Emakhono ebakhenikhitimoti,
- Emakhono ekukwati kusebenta ngabongcondvomshini,
- Emakhono etitjalo nekufuya ,
- emakhono ekusebenta ehhovisi,

Tisebenti titawuceceshwa nanome ngawaphi emakhono labonakala angancedza kulomunye umkhakha

Injongongco yenkapani yetimayini taseBhaptini kuhlala njalo kugweba kulahleka kwemsebenti lapho khona kungeke kuhlakele imali kanye nekucasha bantfu lapho ematfuba avela khona .

Lencubomgomo nendlela lekuphilwa ngayo ilandzelwa yonkhe ndawomlapho lenkapani inetimayini khona lokufaka ekhatsi letimayini letilandzelako (Sheba, Fairview neConsort).

Esikhatsini lapho timo temnotfo tiba timbi kakhulu njengalapho imikhicito ingasaletsi inzuzo emayini nekutsi ingachubeka nekusebenta, banikati bemayini sebancuma kubuyeketa tincumo tabo tekuchubeka nemsebenti, lokufaka ekahtsi kuvala imayini, imayini inetindlela tekulawula kulahlekelwa ngumsebenti ngendlela lelandzelako:

- Kuntjintja tikhundla ne nobe kuyisa basebenti kuletinye tikhungo temisebenti
- Kuhlembisa emahora nobe umsebenti,
- Kunciphisa kusebenta sikhatsi lesengetiwe,
- Kukhutsata kucembulana ngemsebenti,
- Kumisa funwa kwebantfu labafuna imisebenti nakwenteka,
- Kucindzetela emakhefu langakhokhelwa, ne
- Kukhutsata kusheshe kutsatfwe umhlalaphasi

Indlelancubo yekucala kuchumana neLitiko Letemsebenti kunalokunye kakhulukati emkhatsini DOL nalabamele balawuli Kanye nebasebenti bemayini

Letemisebenti

- Kwelashwa ngekwengencondvo emntfwini munye nobe balicembu kutsi bakwati kumela simo selisalelo lekudendwa.
- Kuhlolwa kwebasebenti kubona kutsi usakwati kwenta umsebenti nobe angasakhona kutfutukiselwa lomunye umsebenti kufaka ekhatsi kuphindze aceceshelwe emakhono lehlukene,
- Basebenti baphindze baceceshwe ngekuhambisana nekutfutukiswa kwemakhono,
- Kunika lotawuvala lohambako ngekucasha lomusha embonini lefanako nobe kelenye imboni, ne
- Kucacisa timfundvo tangaphambilini kusita kucashwa lokusha embonini lehlukile nobe lefanako.

Kwengeta kuloku lokungenhla, timayini taseBarberton titawusebenta ngekulandzela inchubomgomo lebekwe encwadzini yeticondziso teSLP tekufaka ekhatsi khukulelangoco kungaba ngulokulingasiwe (Ltd) ku:

- Kuchumana kuhambisane nenchubomgomo ngekwesicephu 52(1) weMPRDA,
- Kusebentisa sicephu 189 wemtsetfo wesive ACT 1995,
- Cwayisa betenjiwa nelibhodi letimayini letimayini letitfutukako sicephu 52(1)(a) yeMPRDA ne
- Kusebenta ngekuhambisana ngeticondziso teNdvunankhulu.

a. **Sigungu selikusasa**

Timayini taseBarberton tisungule sigungu sakusasa. Lapha ngentsi kuneluhla lwemalunga anyalo kanye netinhlango letitimele kulesigungu:

Member Name	Organisation Representing
Jan Thirion	General Manager: Barberton Mines
Pierre Human	Manager Mining: Barberton Mines
Martin Pieters	ESGC Manager: Barberton Mines
Mthandazo Dlamini	Manager Finance and Admin: Barberton Mines
Thobeha Rataemane Oupa	Manager Engineering: Barberton Mines
Israel Nkosi	Manager Employee Relations: Barberton Mines
Tumelo Nkisi	Manager HR: Barberton Mines
Fortunate Ngomane	SLP Manager
T. Mahlangu	NUM
B. Zimba	NUM
Johan Holl	UASA
J Nel	UASA

Sigaba 4:

Njengobe kumisiwe kuMgomo weTiMayini (Mining Charter, (2018:17) umuntfu lonelilungelo lemboni yetimayini kufuneka akhutsate kukhula kwemnotfo ngekugcugcutela nobe kunakekela emabhizinisi lamancane, lasemkhatsini nalamakhulu, kantsi futsi labatsengisa imikhicito netinsita tetimayini. Nangabe lonelilungelo lekuhweba ngetimayini emukela imphahla netinsita tabosokotileka afuna kuhluta nobe kwenta lokutsite (kusila nekutiyisa) njengetenjiwa imikhicito netinsita kutawutsatfwa njengalokwemukelwe ngulonelilungelo lekuhweba ngetimayini.

Kute ufinyelele kukhuthulelangoco wekwemukela, baphaketi nebatfukisi bekukhucita,lonemalungelo okuhweba kufuneka abone yonkhe imphahla netinsita letitawudzingeka emsebentini, acinisekise kutsi incubomgomo yekwemukela ilandzelwe ngalokulandzelako:

4.1 Imphahla yasetimayini

Lokungenani emaphesenti langu 70 ayoyonkhe imphahla yasetimayini lemukelwako (ngaphandle kwaletingakaphocelelwa kutsi titsengwe) kufanele kube ngumkhicito waseNingizimu Afrika. Lamaphesenti langu 70% ahlukianiswa ngalendlela:

- a) Emaphesenti langu 21 kufanele kube ngumkhicito waseNingizimu Afrika letikhicitwe ngekwemlandvo, kube ngumkhicito lokhicitwe ngekwemlandvo, kube tinkapani letilawulwa labaswele,
- b) Emaphesenti langu 5 letikhicitwe eNingizimu Afrika kantsi tibe tikhicitwe tinkapani tabomake nobe lusha ne
- c) Emaphesenti langu 44 lekufanele akhokhelwe emikhicitweni yaseNingizimu Afrika lekhitwa inkapani letiphETFwe tibuye tilawulwe bomake nelusha.

4.2 Tinsita

Lokungenani emaphesenti langu 80 esamba acitselwe tinsita (ngaphandle kwaletingakaphocelelwa kutsi titsengwe) kufanele ibe isuka etinkapanini letitinta eNingizimu Afrika (lamaphesenti lange – 80) 80% utawabiwa ngalendlela lelandzelako:

- a) Emaphesenti langu 50 kufanele acitselwe tinsita letiphakelwa yinkapani, ngekwemlandvo, lephETFwe bantfu labeselwe,
- b) Emaphesenti langu 15 kufanele icitselwe tinsita letiphakelwe, ngekwemlandvo, inkapani lephETFwe, yabuya yalawulwa bomake,
- c) Emaphesenti langu 5 acitselwe tinsita letibuya etinkapanini letiphETFwe tebutha talawulwa lusha, ne
- d) Emaphesenti langu 10 kutsengwe tinsita letiphakelwa yinkapani lehamba luhlelo lwe-BEE.

Lenelilungelo lekuhweba kumele acinisekise kutsi imitsetfo netimiso letinikwe tinkapani tabomake nobe lusha kutsi titsatfwa njengaleti atselwa phasi kunaletinye.

4.3 Luhlelo Lwekukhucita nekutsengisa

Luhlelo Lwekukhucita nekutsengisa						
Kucaza	Lokucondziswe kuvelonkhe	Timelines and Action Plan (Local SMME development strategy)				
		2020	2021	2022	2023	2024
Kukhucita kwemphahla letitsengwako	70%	5%	15%	45%	65%	70%
Kufunwa kwetinsita	80%	10%	25%	45%	70%	80%

4.4 Kutfutuka kweLuhlelo lwekukhucita nekutsengisa

BANTFU LEBENGENAMALUNGELO NOMA LEBEBACINDZETELELIKLE PHAMBILI (EMA-HDSA:						
Baphakeli						
Lokulawulwa yiNkampani	Luhlelo lwekutfutukisa imali yeminyaka lesihlanu					
	Lokucondziswe kuvelonkhe	2020	2021	2022	2023	2024
HDSA	21%	3%	7%	11%	16%	21%
Lokulawulwa Lusha	5%	0.5%	1%	2.5%	3.5%	5%
Lokulawulwa ngulabasikati	5%	0.5%	1%	2.5%	3.5%	5%
Lolandzela i-BEE	44%	3%	8%	16%	29%	44%
HDSA: SUPPLIERS OF SERVICES						
BOSOMABHIZINISI LEBETFULA TINSITA						
Lokulawulwa yiNkampani	Luhlelo lwekutfutukisa imali yeminyaka lesihlanu					
	Lokucondziswe kuvelonkhe	2020	2021	2022	2023	2024
HDSA	50%	4%	13%	26%	38%	50%
Lokulawulwa Lusha	5%	0.5%	1%	2.5%	3.5%	5%
Lokulawulwa ngulabasikati	15%	1%	3%	6%	10%	15%
Lolandzela i-BEE	10%	0.5%	1%	4%	7%	10%
LUCWANINGO NENTFUFUKO						
Lokucondziswe kuvelonkhe	2020	2021	2022	2023	2024	
2.5%	0.5%	1%	1.5%	2%	2.5%	

KUHLATIYWA KWESAMPULA					
Lokucondziswe kuvelonkhe	2020	2021	2022	2023	2024
2.5%	0.5%	1%	1.5%	2%	2.5%

4.5 kutfutukiswa kwemabhizinisi lamancane

Ligama lemklamo	Tinjongongo	Lusuku lwekucala	Lusuku lwekugcina	Umpumela Lolindzelwe	iBhajethi
kutfutukiswa kwemabhizinisi silamancane	Kubona kwesekela nekukhuliswa kwemabhizinisi lamancane ebantfu labamnyama ngekulandzela luhlelo lwekutfutukisa kusukela lapho icala khona yenganyelwa nekuyinoketela ize itimele	1 Julayi 2019	30 Juni 2024	Ngalesikhatsi lesibekiwe emabhizinisi lamancane akhula ngalokungasi ngaphasi kwala 100 kute atfole kutimela nekuba nesimo salamadzala.	R4 350 000
Samba Semcombelelotimali					R4350 000

Sigaba 5: Tetindlu nemigomo yekuhlala

Lishadi Letimayini (2018) likubeka kucace kutsi sitfunti semuntfu nekufihla umtimba noma lingasese lebasebenti basetimayini lisisekelo noma umgogodla iphelele kute bakwati kukhucita nekukhutsata luntjintjo embonini yetimayini ngekwentsetfo wetindlu netimiso tekuhlala. Ngaloko – ke, tinkapani tetimayini kufanele tente ncono tindlu netimo tekuhlala kwetiebenti, njengobe kwetfuliwe kuMPRDA

5.1 Imigomosisekelo yetindlu

- Tindlu letinesitfunti futsi letingabiti
- Kwetfula luhlelo lwenika bantfu buniyo betindlu
- Kunika luhlelo kwekuhlalisa bantfu lokufaka ekhatsi tenhlalo netemnotfo
- Kutfolela tisebenti tetimayini tindlu etinkapanini letisebenta ngetindlu

5.2 Imigomosisekelo lephatselene yekuhlala

- Kwetfulwa kwetinsita tekwelapha
- Kwetfulwa kweluhlelo loluphelele futsi lolungabiti lwetemphilo lwawonkhe wonkhe
- Kudla lokunemsoco

5.3 Tinkhopolo nemahhositela emayini

Indzawo yekuhlala lelawulwa yinkampani		
Indzawo yekusebentela	Linani lemayunitsi	Linani lemahhosteli
Fairview Mine	23	1

5.4 Luhlelo lwekwenta ncono Tinkhophoni Tetimayini

Luhlelo lwekusetjentiswa kwetimali						
Indzawo yekusebentela	Linani lemayunitsi	2020	2021	2022	2023	2024
I-Fairview	58	R1 156 192	R1 007 216	R1 052 541	R1 009 905	R1 149 401

Samba	58	R1 156 192	R 1 007 216	R1 052 541	R1 009 905	R1 149 401
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Tinsita Tekunakekelwa kwetempilo

Luhlelo Lwetimali Tetinsita Tetempilo						
Indzawo yekusebentela	Linani lemayunitsi leTempilo	2020	2021	2022	2023	2024
I-Fairview Mine	1	R250 000	R250 000	R250 000	R250 000	R250 000
Samba	1	R250 000	R250 000	R250 000	R250 000	R250 000

5.6 Luhlelo lwelusito lupemitsi -Basebenti labangaphasi kwesikimu sekunikela ngemitsi

CAT 4 – 8			
Samba selinani lebasebenti benkampani	Samba selinani lebasebenti labaneTinhlelo tekusita ngemitsi	Liphesenti lelinikelwe Ngumcashi	Liphesenti lelinikelwe ngumcashi
785	690	60%	40%
TIPHATSIMANDLA NEBANTFU NETETINYONYANE			
Samba selinani lebasebenti benkampani	Samba selinani lebasebenti labaneTinhlelo tekusita ngemitsi	Liphesenti lelinikelwe Ngumcashi	Liphesenti lelinikelwe ngumcashi

254	254	50%	50%

Sigaba 6: Umklamo welubonelelwa kwemphakatsi

(Sita ubone Sichibiyelo C: Incwadzi yesicinisekiso lebuya kuMasipala weliDolobha laseMbombela naMasipala waseNkomazi)

Luluhlelo lwekutfukisa simonhlalo kwaboniswa ngalo naMasipala weLodolobha leMbombela, Masipala waseNkomazi, Masipala weSigodzi saseHlanzeni nabo bonkhe labatsintsekako ngaphansi kwaMasipala weLidolobha laseMbombela, ikakhulukati Emakomidi emaWadi etndzawo tsemaphetselweni aMasipala weliDolobha laseMbombela kulamaWadi lalandelako 41, 42, 43, 44 na 45.

Luluhlelo lutfukiswe lwahambisana netinhlelo telidolobha laseMbombela, lolwavunywa lwabuye lwangabhadali IDP (2018) kantsi futsi luhambisana nembiko weSERO (2017)

6.1 UMKLAMO WEMTFOLAMPHILO WASECATHYVILLE LIWADI 41 (Ext 13 EMJINDINI)

Umlandvomuva Wemklamo:

Lona ngumklamo lochubekako kusuka kuSLP, lapho tiMayini taseBhaptini bese sendlulwe sikhatsi sekutsi tikhuliswe / kuvuselela sakhiwo semtfolamphilo loseCathyville (liwadi 42) eBhaptini. Nobe kunjalo ngalesikhatsi sekuhlangene bonkhe lababamba lichaza, kufaka ekhatsi Litiko Letemphilo naMasipala wenzawo welidolobha laseMbombela, buholi bendzawo batsatsa sincumo sekutfutsa umtfolamphilo waseCathyville uyowakhiwa eMjindini, Ext 13, liWadi 41, eBhaptini. Lesincumo satsatfwa bekute tinsita temphilo nesakhiwosisekelo eMjindini.

Ngalesikhatsi kuseyimphilo yeluhlelo lweTenhlalo neTemsebenti etiMayini taseBhaptini, Masipala weliDolobha laseMbombela watibophelela kwabela indzawo yemhlaba (lokwavunyelwana ngawo sifundza saseMpumalanga, Litiko Letemphilo Letemsebenti) eMjindini Township Ext 13 eBarberton.

Timayini taseBhaptini tachubeka takha luhlakasimo lwelidolobha (Njengobe lwemiswa yiSPLUMA) emhlabeni lababaphe wona. Incwadzi yesivumelano emkhatsini wato tonkhe tinhlangotsi (Timayini taseBarberton, Masipala wenzawo welidolobha laseMbombela neLitiko Letemphilo eMpumalanga).

Luhlobo lwemklamo :

Kutfukisa sakhiwonchanti semtfolamphilo lomncane wemahora la-8 lohambisana nelizinga lavelonkhe leLitiko Letemphilo.

Injongongco:

- Kunika sakhiwonchanti setemphilo lapho sifuneka kakhulu khona
- Yandzisa tinhlobo letinyenti tetinsita nanobe kukuphi lapho kunematfuba khona kute uhlangabetane netidzingo netimfuneko temakhasimende, kuphela nakulingene simo semnotfo lokhona kusimela
- Nika indzawo lephephile nalephumuta ingcondvo wentele tonkhe tigulane, basebenti netivakashi.
- Kunika kwenetisekajikelele kwetigulane, basebenti netivakashi letibaphatsi betemphilo.

Luntjintjo Lwebahlomuli:

- Kuhlola simo semphilo njalo, umutsi wekhronikhi nekutivikela etifeni.
- Kutfolakala kwelitfuba lelibanti lekutfola tinsita, njenge kutinakekela nasekutivikeleni nasekuhlolweni, kutinakekela etifeni letingalapheki, njll.
- Kutigcina uphilile ngekutsi ubone bodokotela labanelwati lwetifo letehlukene.
- Kuphangisa ubonwe nasewusesimeni semphilo lesiphutfumako

Bahlomuli:

- Litiko lweTemphilo
- Litiko LeTemisebenti yemmango, teMigwaco netekuTfutsa.
- Masipala wenzawo weliDolobha laseMbombela (LiWadi 41).
- Ummango wenzawo

Luhlelo Lolusetjentiswako:

Sigaba 1 (Julayi 2019 kuze ku Juni 2020):

- Kucedzelela umdvwebo wemtfolamphilo / luhlelo lwekwakha luhambisane nelizinga lavelonkhe, Litiko leTempiko lungeniselwe kute lwemukelwe.
- Incenye yekucala

Sigaba 2 (Julayi 2020 kuze ku June 2021):

- Kwakha
- Kutfutsa imitsi, tinsita nefenisha ledzingekile kulandzelwa in MoU nome sivumelwano semnikelo lesasayinwa nga-2016

Sigaba 3 (Julayi 2021):

- Kwendluliselwa kwemklamo

Umcombelelotimali Lophakanyisiwe:

- R11 000 000

6.2 UMKLAMO WESIKOLO SEMABANGA LAPHANSI I-NGWANE: WARD 42 (New Village – Emjindini)

Umlandvomuva Wemklamo:

-INGwane , sikolo semabanga laphasi. Ngulesinye setikolo letindzala elokishini laseMjindini eBhaptini, Lesikolo asibakhokhisi bafundzi imali yesikolo kantsi sakhiwa nga1946, sifundzisa imfundvo yemabanga laphasi kusukela ebangeni R kuya ebangeni 9.

Kwanyalo lesikolo sinesamba sebafundzi laba – 831 nebafundzisi laba – 25, nemagumbi ekufundzela langu 12 laamdzala, indlu yangasense, sakhiwo sebaphatsi besikolo nadaladi lowile.

Lesikolo sidzinga kuvuselelwa lokuphutfumako ngekwakha tindlu tekufundzela letiphephile ngalendlela lelnadzelako: Sakhiwo seLibanga R (Emagumbi lamabili, indlu yangasense, kanye nelikhishi) Emabokhu lamabili etindlu tangasense, likhishi lelinenzawo yekudlela, sakhiwo sekuhlanganyela, Kubiyela kanye nekubuyiswa kwemahhovisi.

Luhlobo lwemklamo:

Kutfufukiswa kwesakhiwonchanti.

Injongongco:

- Kuniketa ngesakhiwonchanti setemfundvo lefanele kulommango wetimayini.
- Kwakhela bafundzi nebafundzisi indzawo yekufundza lephephile.

Luntjintjo Lwebahlomuli:

- Kunika imfundvo lesezingeni lelifanele nemfundvosisekelo letawandzisa linani lebafundzi besikolo.
- Kwandzisa ematfuma ekutfola emakhono kulenzawo
- Kunciphisa lizinga lelabangakafundzi kulesigodzi.

Bahlomuli:

- Masipala weliDolobha leMbombela.
- Masipala weliDolobha leMbombela (LiWadi 42).
- Ummango wenzawo.

Luhlelo Lolusetjentiswako:

Sigaba 1 (Julayi 2019 kuya ku Juni 2020):

- Kuhlanguka bonkhe labadzingekako kute kusayinwe i-Mou phakatsi kwenkapani yeTimayini taseBhaptini kanye neLitiko LeteMfundvo eMpumalanga
- Kwenta lucwaningo loluphatselene nesidzingo salomklamo kanye nekudweb sitfombe lesiphatselene nemali letewidzingwa ngulomklamo (i-BoQ).
- Kucedzelela imidwebho / tinhlelo tekwakha bese kunikwa Litiko LeteMfundvo eMpumalanga naMasipala weliDolobha laseMbombela kutsi bakwemukele.

Sigaba 2 (Julayi 2020 kuya ku Juni 2021):

- Sigaba sekukhokhwa kwemathenda
- Kubiyela sikolo

Sigaba 3 (Julayi 2021 kuya ku Juni 2022):

- Kubhidlita emablockhi lamabili langakaphel langakaphephi.
- Kwakha lamasha lasiphohlongo (8) ekufundzela.
- Kwakha sakhawo sinye sangasense.

Incenye 4 (July 2022 kuze ku June 2023):

- Kudzilita liblokhu linye lelingakaphephi
- Kwakha umtabotincwadzi wesikolo nelabhoretry yesayensi.
- Akha likhishi lesikolo libe nendlu yekudlela levulekile.

Sigaba 5 (Julayi 2023 kuya ku- June 2024) – Sigaba sekugcina:

- Kwakha indzawo yekuhlanganela lefulelwe.

- Kunikela umklamo ngalokusemtsetfweni.

Umcombelelotimali lophakanyisiwe:

- R8 000 000

6.3 Umklamo Welihholo Lemmango: Liwadi 44 (Ext 10 Emjindini)

Umlandvomuva Wemklamo:

Lenzawo yaseMjindini inesidzingo lesijakeke kakhulu selihholo lemmango lelitawuba eMjindini Ext 10 eWadi 44. Lelihholo lemmango litawunciphisa lenkinga yemmango yekweswela indzawo lapho ummango uhlanganela khona.

Inkapani yeTimayini taseBhaptini titawuba ngiyo letitawetfwala tindleko talomklamo, kantsi Masipala weliDolobha laseMbombela uwuhlala angumnini walo egameni lesive.

Luhlobo lwemklamo:

Kutfufukiswa kwesakhiwonchanti.

Injongongco:

- Kwetfula kanye nekwatisa bantfu ngenzawo yekuhlanela lephephile
- Kucinisekisa budlelwane lobuhlelekile netinhlango, ikakhulukati Masipala weliDolobha laseMbombela.

Luntjintjo Lwebahlomuli:

- Kukhutsata kuhloniphana nekutsi wonkhe umuntfu ative angulobalulekile.
- Kukhutsata kubamba lichaza kwabo bonkhe bahlali nemacembu.
- Kwakha ematfuba ekutfufukisa lomunye nalomunye kanye nemacembu.
- Kwakha ummango lobumbene nalovanako.

Bahlomuli:

- Masipala wenzawo welidolobha laseMbombela (LiWadi 44).
- Ummango wenzawo.

Luhlelo Lolutawulandzelwa:

Sigaba 1 (Julayi 2020 kuya ku Juni 2021):

- Kuhlenganisa balingani labafanele kute kusayine i-MoU emkhatsini wetinkapani taseBhaptini neLitiko Letemfundvo eMpumalanga.
- Kucedzelela uhlelo lwaMasipala lwekuhlelela indzawo kanye nemsebenti wabonjiniyela nalabenta luhlolondzawo
- Kucedzelela kudweba tihlaka tesakhiwo bese tetfulwa etikweni LeteMfundvo eMpumalanga nakuMasipala weliDolobha laseMbombela.

Sigaba 2 (Julayi 2021 kuya ku Juni 2022):

- Sigaba semathenda
- Kwakhiwa kwelihholo lemmango.

Siagaba 3 (Julayi 2022 kuya ku June 2023) – Kuyacwedvwa :

- Kucedzelela kwakhiwa kwemklamo nekuwendlulisela kubaphatsi.

Umcombelelotimali lophakanyisiwe:

- R3 600 000

SIGABA 7: KWETFULWA KWETIMALI

Umgomo 46 (e) ukubeka kucace kutsi tinkapani tetimayini kufanele kufake imali eluhlweni lwetenhlo nemisebenti ngekwenta naku:

Ngekwemtsetfo lebeka sobala kutsi tinkapani tetiMayini kufanele tikhokhele kuhlelo lweTenhlalo neTemisebenti:

- i. Luhlelo lwekutfutukisa basebenti;
- ii. Luhlelo lwekutfutukisa umnotfo wenzawo, ne;
- iii. Tinchubo tekulawula kwehliswa nekudenda .

Nayi iminingwane yetinhlelo netimali temayini yase Fairview yeminyaka lesihlanu

a) Luhlelo lwekutfutukisa basebenti kukhekelwa weTetimali

LUHLELO	2019/20	2020/21	2021/22	2022/23	2023/24
Imfundvo yalabadzala (ABET)	R90 000	R86 000	R90 000	R93 000	R86 600
Kutfutukiswa kwekuhweba	R144 900	R144 900	R144 900	R150 000	R150 000
Luhlelo lwekutfutukiswa kweTibalo nesayensi	R170 000	R183 000	R190 000	R200 000	R230 000
Kubiwa kwetimayini leticane (Lucwaningo)	0	0	R200 000	R250 000	R200 000
Imifundzate yebasebenti	R40 000	R40 000	R40 000	R40 000	R40 000
Imifundzate yemimango	R750 000	R625 000	R500 000	R375 000	R250 000
Luhlelo lwekwati umsebenti (Emalungelo)	R288 000	R1 008 000	R864 000	R1 008 000	R864 000

emmango)					
Luhlelo lwemsebenti weVAC	R66 000	R55 000	R44 000	R44 000	R33 000
Luhlelo lwekubuketa kwenta umsebenti	R474 000	R632 000	R316 000	R316 000	R474 000
Luhlelo lwemmango lwekufundzela umsebenti	0	0	R170 000	R170 000	R170 000
Luhlelo lwekutfufukisa umuntfu ngamunye	R173 200	R173 200	R173 200	R200 000	R200 000
SUB-TOTAL	R2 196 100	R2 947 100	R2 732 100	R2 846 000	R2 697 600
SAMBA	R13 418 900				

b) Luhlelo lweTemnotfo wenzawo / Luhlelo lwekutfufukisa ummango ngekuchasa ngetimali

LUHLELO	2019/20	2020/21	2021/22	2022/23	2023/24
Umklamo wemfolamphilo	R4 500 000	R6 500 000	0	0	0
Ngwane Primary School Project	R50 000	R3 500 000	R2 000 000	R2 000 000	R450 000
Umklamo welihholo lemmango	0	R50 000	R2 000 000	R1 550 000	0
Luhlelo lwekutfufukisa	R870 000	R870 000	R870 000	R870 000	R870 000
SUB-TOTAL	R5 420 000	R10 920 000	R4 870 000	R4 420 000	R1 320 000
SAMBA	R26 950 000				

C) Kulawula kunciphisa tihlelo temsebenti nekudenda

LUHLELO	2019/20	2020/21	2021/22	2022/23	2023/24
Kulawulwa kwekunciphisa nekudenda	R200 000	R200 000	R200 000	R200 000	R200 000
SABANCANE	R200 000	R200 000	R200 000	R200 000	R200 000
SAMBA	R1 000 000				

SIGABA 8: KUTIBOPHELELA

Lokutibophelela kuhambisana neluhlelo lweTenhlalo neTemisebenti lwewnkapani yetiMayini taseBhaptini futsi lenkapani itasilandzela.

Mine, JDV Thirion, lengisayine lapha ngentasi ngigunyatwe yiPan African Resources PLC & Barberton Mines (PTY) LTD kutsi ngitawulandzela ngalokuphelele lwati, timfuno, netibophelelo tetimo, njengobe tibekiwe eluhlelweni lwetenhlo netemisebenti tenkapani yetiMayini taseBhaptini.

Kwengeta kuloku, lokucuketfwe luhlelo lweTenhlalo neTemisebenti nayo yonkhe imibono nekuhlewa kwalokwentiwako, kutawentiwa kutsi kutfolakale kubo bonkhe basebenti nalabo bonkhe lababamba lichaza.

Lwasayinelwa eBhaptini ngaloluLusuku _____ Inyoni/ Okthoba 2019.

Losayinile: Jan DV Thirion
SIKHUNDLA: Umphatsi Jikelele
wenkapani yetiMayini taseBhaptini

Luvunywe/Lwemukelwe Litiko Letetimbiwa:

Lwasayinelwa _____ ngalolusuku _____ enyangeni
_____ (umnyaka)2019

Losayinile: _____
Sikhundla