

# **Barberton Mines (Pty) LTD**



A subsidiary of:



**Luhlelo lweTenhlalo neMsebenti**

**Imayini yeConsort**

**Sifundza seMpumalanga**

**MP/190/MR**

**Lulungiswe**

**Yinkapani yetiMayini taseBhaptini (Barberton Mines (Pty)**

**Limited**

**01 Julayi 2019 – 30 Juni 2024**

A.	Sendlalelo	5
<b>Sicephu 1: Setfulo</b>		
	Tinjongongco Teluhlelo lweTenhlalo neTemsebenti	8
1.1	Lwati lolubalulekile lwekwetfula Imphilo yekusebenta kwetiMayini taseBhabtini	9
1.2	Luhlaka Lwesakhiwo Sebasebenti	9
1.4.1	Bunjalo bebasebenti ngekwemkhakha wensebenti wabo kusuka 01/07/2019.	10
1.4.2	Kwehlukahlukaniswa kwebasebenti ngekwemsebenti labawentako kutfunyelwe emmangweni kusuka 01/0.7/2919	11
<b>Sicephu 2: Kutfutukiswa Kwetisebenti</b>		
2.1	Singeniso	12
2.2	Kuhambisana nemtsetfo wekutfutukiswa kwemakhono	13
2.3	Luhlelo lwekutfutukiswa kwemakhono	13
2.3.1	Lizinga letemfundvo: Tisebenti	14
2.3.2	Luhlelo netindlela tekucecesha	16
2.3.2.1	Imfundvo lesisekelo nekuceceshwa kwalabadzala (ABET)	16
2.3.2.2	Luhlelo lwekwetfulwa kwe-ABET Kulandzelwa kwemfundvo lesisekelo yalabadzala	16
2.3.2.3	Luhlelo lwekwetfula Emakhono Ekuhweba	20
2.3.2.4	Luhlelo lwekutfutukiswa Kwemakhono Etifundvo Tesikolo Lesiphakeme: iSayensi, iTekhnoloji neTibalo	21
2.3.2.5	Kuhweba lokuncane kwetimayini TaseBarberton	22
2.3.2.6	Imifundzate Yetisebenti	23
2.3.2.7	Imifundzate yebantfu bemango Labangakacashwa,	24
2.3.2.8	Lwati lwemsebenti / Luhlelo lwekuba ngulofundzela umsebenti	25
2.3.2.9	Luhlelo lwemsebenti Loceceshelwe	26
2.3.2.10	Luhlelo lwekwenta umsebenti lofundzelwako	26
2.3.2.11	Luhlelo lwemango walabafundzela umsebenti (18. 20)	27
2.3.2.12	Luhlelo lwekutfutukiswa kwemuntfu ngayedvvana	27
<b>SICEPHU 3: KUCASHWA NGEKULINGANA</b>		
3.1	Singeniso	29
3.2	Kutfwetjulwa kwetifombe letikhomba kucishwa ngekulingana njenga 01/07/2019	31
3.3	Kuhleleka kwetikhundla: Buphatsi	32

3.4	Kulukhuni kugcwaliswa kwetikhala temsebenti	33
3.5	Tindlela tekwesekela kucashwa ngekulingana	34
3.6	Luhlelo Lwekuchutjwa Kwekucashwa ngekulingana	35
3.7	Kugcinwa kwetindlela tekucasha	37
3.8	Luhlelo lwekulawula: Kuphungula nekudenda Tisebenti	38
3.6	Likhambi lekwentu ncono ligalelo leTemnotfo neTenhlalo letawulungela bantfu nesigodzi kanye nekudenda.	38
3.7	Sigungu lesilandzelako	41

#### **SICEPHU 4: KUFAKA EKHATSI KUKHICITA, KUPHAKELA NEKUVULA LIBHIZINISI**

4.1	Timbiwa	42
4.2	Tinsita	42
4.3	Luhlelo loluchutjwako ekuhlungeni tisebenti	43
4.4	Luhlelo lekutfufukisa kukhicita nekutsengisa: Luhlelo lwekutfufukisa emabhizinisi lasebentisana neTimayini TaseBhbtini	
4.5	Kutfufukiswa kwenchubo yemkhicito lomncane	44

#### **SICEPHU 5: TINDLU NEMIGOMO YEKUHLALA**

5.1	Imigomo nemitsetfo yetindlu	45
5.2	Imigomo nemitsetfo yekuhlala	45
5.3	Tinkhopolo nemahhostela	45
5.4	Luhlelo lwekwenta ncono tinkhopolo nemahhostela	46
5.5	Tinsita Tetemphilo	46
5.6	Luhlelo lwelusito lwetemitsi - Tisebenti labangaphasi kweMedical Aid Schemes	46

#### **SICEPHU 6: KUTFUFUKISWA KWEMAYINI YEMMANGO**

6.1	Sikhungo lesichuma bantfu nemisebenti	48
6.2	Luhlelo lwekutfufukisa lusha: kutfufukiswa kwebuciko	50
6.3	Luhlelo lwekutfufukisa lusha: umdvwebo wefenisha, umklamo wekukhicita bosofa	52

#### **SICEPHU 7: KUSETJENTISWA NELUPHAKELO TIMALI** **54**

#### **SICEPHU 8: LOKWENTIWAKO** **57**

## **TICHIBIYELO**

- A. Kucinisekisa kucashwa kwemchubi wekutfufukiswa kwemakhono.
- B. Bufakazi bekwetfulwa kweluhlelo lwekutfufukiswa kwemakhono kuTemsebenti.
- C. Masipala weliDolobha laseMbombela: Kucinisekisa kucedvwa kwemklamo we2014 – 19.
- D. Masipala welidolobha laseMbombela: Kucinisekisa kubona ummango Lonemayini  
Imiklamo letfufukako njengabe ihlelisiwe nekwemukelwa kweIDP (2019 / 2020)
- E. Masipala waseNkomazi: Siciniseko sekucokwa kwemayini letfufukako.
- F. Kutibandzakanya kwebaphatsi SLP emihlanganweni: Liwadi 41.
- G. Kutibandzakanya kwebaphatsi SLP emihlanganweni: Liwadi 42.
- H. Kutibandzakanya kwebaphatsi SLP emihlanganweni: Liwadi 43.
- I. Kutibandzakanya kwebaphatsi SLP emihlanganweni: Liwadi 44.
- 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	Umlawuliwuluhlelo lweTenhlalo neTemisebenti
Lucingo: +27 (0) 13 712 8500	Tel: +27 (0) 13 712 8500
Email: <a href="mailto:jant@bmines.co.za">jant@bmines.co.za</a>	Lucingo: +27 (0) 13 712 8500
	Email: <a href="mailto:fortunaten@bmines.co.za">fortunaten@bmines.co.za</a>

**Lapho kutfolakala khona Timayini taseBarberton**

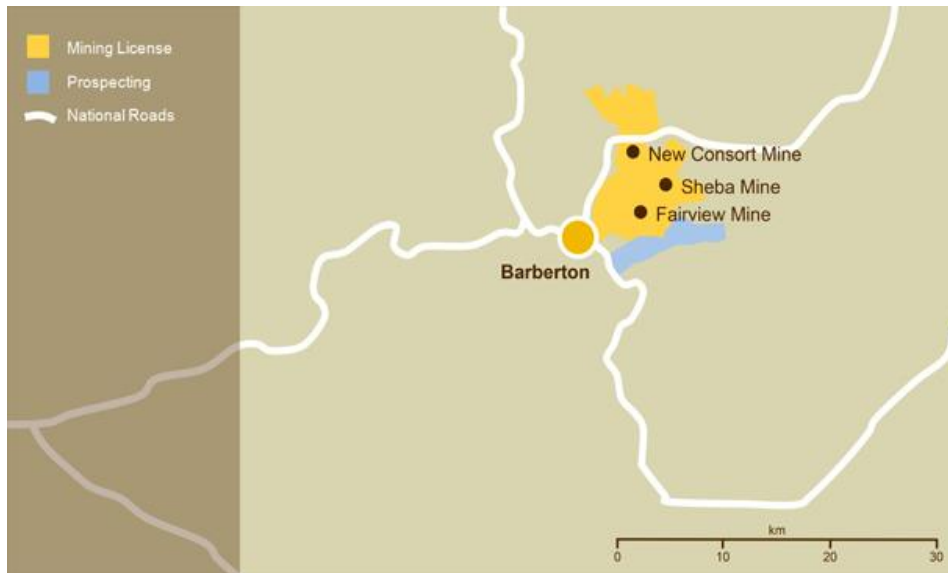


Figure 1: BML Operations (Pan African Resources: 2017)

Umsebenti wetimayini taseBarberton titfolakala emaphatselweni aseBarberton, etintsabeni takaMakhonjwa, esifundzeni saseMpumalanga, eNingizimu Afrika. Letimayini tingaseminceleni lemitsatfu yeSwatini namunye waseMozambique, lekungiyo 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 kwengeta 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

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

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

### 1.3 Imphilo YeMayini i-Consort

<b>Ligama LeMayini</b>	<b>Bunjalo Bayo</b>	<b>Lusuku Lwekucala lwekumba</b>	<b>Imphilo Yayo Lesele</b>
Consort Mine	Iyasebenta	1886	Iminyaka lengu-7

### 1.4. Luhlaka lolwakha Tisebenti

<b>LUHLAKA LOLWAKHA TISEBENTI (IPROFAYILI)</b>	<b>Linani Lebasebenti</b>	<b>Emaphesenti</b>
<b>Linani (Ngaphandle kwalabasebentela bosokontileka)</b>	<b>347</b>	
Labadvuna	330	91%
Labasikati	17	9%
Labasikati Labantima Bekutalwa eNingizimu Afrika	16	8%
Labasikati Labantima labangasibo bekutalwa eNigizimu Afrika	0	0%
Labasikati Labamhlophe	1	1%

Labadvuna Labantima BaseNingizimu Afrika	283	80%
Labadvuna Labantima labatelwe ngaphandle kweNingizimu Afrika	4	1%
Labadvuna Labamhlophe BaseNingizimu Afrika	43	10%
Tisebenti letisebenta ngaphansi kwabosokontileka bemayini	150	N/A

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

<b>Discipline</b>	<b>Samba Sebasebenti</b>	<b>Bosokontileka</b>
Umsebenti Wasemayini	211	92
Bunjinyela	74	58
Basebenti	8	0
Timali nebuphatsi	0	0
Imisebenti	15	0
Lokusansimbi	39	0
<b>Linani</b>	<b>347</b>	<b>150</b>
<b>Samba Sako onkhe</b>	<b>497</b>	

**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 tindzawo letiphakela ngetisebenti	Linani lebasebenti setiphelele	Emaphesenti etisebnti letiphaekelwe nguleto tindawo
Mpumalanga	IBhaptini nemaphetselo	256	<b>338</b>	77%
	Matsulu	26		8%
	Shongwe (Nkomazi Municipality)	47		13%
	KaBokweni	3		0.5%
	Elukwatini	2		0.5%
	<b>SAMBA</b>	<b>334</b>		
Limpopo		0		0%
Eastern Cape		0		0%
KwaZulu Natal		0		0%
	<b>SAMBA</b>	<b>0</b>		
Swaziland		2		0.5%
Mozambique		2		0.5%
Zimbabwe		0		
	<b>SAMBA</b>	<b>4</b>		
	<b>SAMBA SAKO KONKHE</b>	<b>338</b>		<b>100%</b>

## 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 tenkhapani 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 lololwa 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 ekutfufuseni 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 ( <b>Fundza SICHIBIYELO A</b> )
Bufakazi bekuletfwa Kweluhlelo nendzawo lapho kutawusetjentelwa khona nelusuku leluletfwe ngalo	Lusuku Lekuletfwe ngalo: <b>12 July 2018</b>  Lusuku lwekungenisa Umsebenti: <b>12 July 2018</b>  <b>(Fundza SICHIBIYELO B)</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. Kuhlala 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	51								51	0		2	2	23	24	
		Pre- ABET																
		ABET 1	6									6	0				2	4
		ABET 2/Std 3,Grade 5	3									3	0				3	
	ABET 3/Std 5,Grade 7	14	1						1		15	1			1	9	6	
	1	ABET 4/Std 7,Grade 9	25	1					1		26	1			9	17	1	
Further Education &	2	Std 8/Grade 10, NATED 1/NCV Level 1	58	1					7		65	1			21	30	15	

Training(FET)	3																	
		Std 9/Grade 11, NATED 1/NCV Level 2	42	7					2		44	7			31	19	1	
	4	Std 10/Grade 12, NATED 1/NCV Level 3	76	11	1	1			28		104	12			60	54	2	
Higher Education & Training (HET)	5	National/Higher Certificate	1						1		2	0				2		
	6	National Certificate/Diploma/Advanced Certificate																
	7	National Certificate/Advanced Diploma/B Tech Degree/Bachelor's Degree																
	8	Bachelor Honors' Degree/Postgraduate Diploma/Bachelor's Degree (480 credits)																
	9	National Certificate/Master's Degree/Master's Diploma																

	10	Doctoral Degree & Post-Doctoral Degree								1		1				1	
Samba			273	23	1	1			40	1	314	24		2	121	174	41
Sambaj Sako Konkhe											338						

### 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
<b>Total number</b>	<b>16</b>		<b>18</b>		<b>18</b>		<b>20</b>		<b>17</b>		
<b>Budget</b>	<b>R90 000</b>		<b>R86 600</b>		<b>R90 000</b>		<b>R93 000</b>		<b>R86 600</b>		<b>R446 200</b>

### 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 Lekutfutuka

#### 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 bakhetsa 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 lwekutfutukiswa emakhono ekwenta etiMayini taseBhaptini					
Sifundvo semakhono ekwenta	2020	2021	2022	2023	2024
Kutfunga	3	3	3	3	3
Kushisela	3	3	3	3	3
<b>Samba sebasebenti lekufanelwe bacecshwe</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>
<b>Kubita R24150-00 Umsebenti ngamunye</b>					

### 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	<b>R973 000</b>

	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)						
<b>TOTAL</b>			<b>R170 000</b>	<b>R183 000</b>	<b>R190 000</b>	<b>R200 000</b>	<b>R230 000</b>	<b>R973 000</b>

### 2.3.2.5 Timayini letenta umsebenzi wekumba eBhaptini

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

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

labancane eBhabtini							
	<b>SAMBA</b>	<b>0</b>	<b>0</b>	<b>R200 000</b>	<b>R250 000</b>	<b>R200 000</b>	<b>R650 000</b>

### 2.3.2.6 Imifundzate yebasebenti

Umfundzate	Sikhatsi nalabolekucondvwe bona										Total Budget
	2020		2021		2022		2023		2024		
	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	
Tifundvo letiphatselene nekutsenga kwetinsita nemathuluzi (Supply Chain)		1	1		1		1		1		<b>R100 000</b>
Tekuphepha		1	1		1		1		1		<b>R100 000</b>
Accounting Science											
BA (Health Science and Social Services)											
National Certificate: Engineering Mechanical											
Bachelor of Administration – Degree											
<b>Samba</b>		<b>2</b>	<b>2</b>		<b>2</b>		<b>2</b>		<b>2</b>		
<b>LUPHAKELO</b>		<b>R40 000</b>	<b>R40 000</b>		<b>R40 000</b>		<b>R40 000</b>		<b>R40 000</b>		<b>R200 000</b>

### 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
<b>Samba</b>	<b>6</b>		<b>5</b>		<b>4</b>		<b>3</b>		<b>2</b>		
<b>iBhajethi</b>	<b>R750 000</b>		<b>R625 000</b>		<b>R500 000</b>		<b>R375 000</b>		<b>R250 000</b>		<b>R2 500 000</b>

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

### 2.3.2.8 Lwati lwemsebenti / Luhlelo lwekufundzela umsebenti : 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
<b>Samba</b>	<b>2</b>	<b>7</b>	<b>6</b>	<b>7</b>	<b>6</b>	
<b>Samba sebhajethi</b>	<b>R288 000</b>	<b>R1 008 000</b>	<b>R864 000</b>	<b>R1 008 000</b>	<b>R864 000</b>	<b>R4 032 000</b>

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

<b>Samba</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>	
<b>Samba sebhajethi</b>	<b>R66 000</b>	<b>R55 000</b>	<b>R44 000</b>	<b>R44 000</b>	<b>R33 000</b>	<b>R242 000</b>

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

### 2.3.2.10 Luhlelo lwekuceceshela umsebenti

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

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

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

**2.3.2.12 Luhlelo lwekutfutukisa ngamunye**

**Luhlelo lwebuholi**

<b>Luhlobo lwekucecesha</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>Total Nominees</b>	<b>Total Cost</b>
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
<b>Samba</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>20</b>	<b>R2 300 000</b>

**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 lebebete 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 lebebete 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 lebebete 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 lebebete 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 lebebete 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

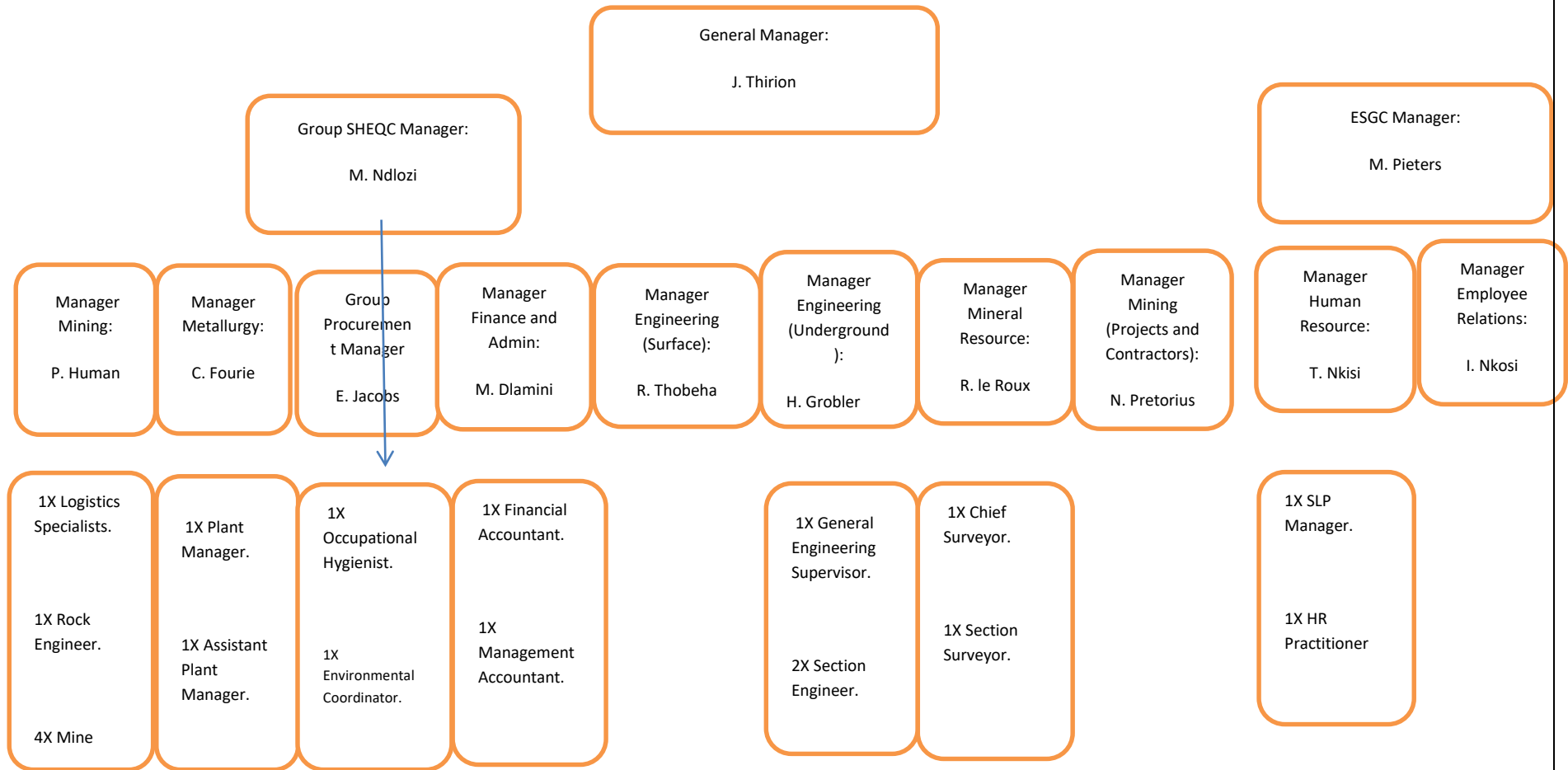
Tinkhoyoyo telebhodi lecokiwe neBuphatsi Lobukhulu kufanele tifake ekhatsi balangani belibhizinisi labanemasheya kusetjentiswa i-BEE, kuhambisana netinhloso te-MPRDA neLishadi letiMayini(2018) letikhuluma ngekutsi bantfu labebete emalungelaa kufanele babe yincenye yebuphatsi nebulawuli betimayini

### 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											
Tisebenti leticeceshwe ngekwemakhono latsite, lasebentisana netiphatsimandla letisetulu	0	0	0	2	0	0	0	1	3	0	0
Tisebenti letinemakhono ekwenta umsebenti kanye naleto letifundzile buphatsi lobuphansi, tindvuna tindvuna, nabonsumpa.	20	0	0	25	1	0	0	0	46	0	0
Labanemakhono lamancane nalabatsatsa tincumo ngekubona kwabo.	121	0	0	11	6	1	0	0	139	0	0
Labangenamakhono nalabangeke batsatse tincumo tincumo tabo	130	1	0	3	15	0	0	0	149	0	0
<b>SAMBA SALABACASHWE NGALOKUPHELELE</b>	<b>271</b>	<b>1</b>	<b>0</b>	<b>41</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>337</b>	<b>0</b>	<b>0</b>
Basebenti besikhashana	1	0	0	0	0	0	0	0	1	0	0
<b>SAMBA</b>	<b>272</b>	<b>1</b>	<b>0</b>	<b>41</b>	<b>00</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>338</b>	<b>0</b>	<b>0</b>

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 itibophele 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 ekwakhweni 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 netenhlalo 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
- Kuhlelebisa 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 nebesebenti bemayini

Letemisebenti

- Kwelashwa ngekwengencondvo emntfwini munye nobe balicembu kutsi bakwati kumela simo selisalelo lekudendwa.
- Kuhlolwa kwebasebenti kubona kutsi usakwati kwenta umsebenti nobe angasakhona kutfutfukiselwa lomunye umsebenti kufaka ekhatsi kuphindze aceceshelwe emakhono lehlukene,
- Basebenti baphindze baceceshwe ngekuhambisana nekutfutfukiswa 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 letitfutfukako 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) umuntu 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 emsebenzini, acinisekise kutsi incubomgomo yekwemukela ilandzelwe ngalokulandzelako:

### **4.1 Imphahla yasetimayini**

Lokungenani emaphesenti langu 70 ayoyonkhe imphahla yasetimayini lemukelwako (ngaphandle kwaletingakaphocelwa 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 lekhicitwa inkapani letiphethfwe tibuye tilawulwe bomake nelusha.

### **4.2 Tinsita**

Lokungenani emaphesenti langu 80 esamba acitselwe tinsita (ngaphandle kwaletingakaphocelwa 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, lephethfwe 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 tebuta 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%
<b>HDSA: SUPPLIERS OF SERVICES</b>						

<b>BOSOMABHIZINISI LEBETFULA TINSITA</b>						
<b>Lokulawulwa yiNkampani</b>	<b>Luhlelo lwekutfutukisa imali yeminyaka lesihlanu</b>					
	<b>Lokucondziswe kuvelonkhe</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
HDSA	<b>50%</b>	4%	13%	26%	38%	50%
Lokulawulwa Lusha	<b>5%</b>	0.5%	1%	2.5%	3.5%	5%
Lokulawulwa ngulabasikati	<b>15%</b>	1%	3%	6%	10%	15%
Lolanzela i-BEE	<b>10%</b>	0.5%	1%	4%	7%	10%
<b>LUCWANINGO NENTFUFUKO</b>						
<b>Lokucondziswe kuvelonkhe</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>2.5%</b>	0.5%	1%	1.5%	2%	2.5%	
<b>KUHLATIYWA KWESAMPULA</b>						
<b>Lokucondziswe kuvelonkhe</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>2.5%</b>	0.5%	1%	1.5%	2%	2.5%	

#### 4.5 kutfutukiswa kwemabhizinisi lamancane

Ligama lemklamo	Tinjongongo	Lusuku lwekucala	Lusuku lwekugcina	Umphumela Lolindzelwe	iBhajethi
<b>kutfutukiswa kwemabhizinisi silamancane</b>	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
<b>Samba Semcombelelotimali</b>					<b>R4350 000</b>

## 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
-------	----	---------------	-------------	------------	------------	------------

### 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
<b>Samba</b>	<b>1</b>	<b>R250 000</b>	<b>R250 000</b>	<b>R250 000</b>	<b>R250 000</b>	<b>R250 000</b>

### 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: Kutfutukisa ummango**

**(Buka Sichibiyelo C: Incwadzi yesicinisekiso lephuma kuMasipala weliDolobha laseMbombela kanye naMasipala waseNkomazi)**

Loluhlelo lwekutfutukisa tenhlalo netemnotfo lwakhiwe ngekuvumelana naMasipala wenzawo weliDolobha laseMbombela, Masipala wesigodzi saseHlanzeni, Masipala waseNkomazi, kanye nalababamba lichaza endzaweni ledvute naMasipala welidolobha laseMbombela, ikakhulukati emakomiti alamaWadi lalandzezlako 41, 42, 43, 44 kanye na-45.

Loluhlelo lwakhiwe lwahambisana netinhlelo te-IDP letingenaluphakelo, letemukelwe nguMasipala weLidolobha laseMbombela (2018), kantsi futsi tihambisana nembiko weSERO (2017)

### **6.1 SIKHUNGO LESICHUMA BANTFU NEMISEBENTI: LIWADI 45 (Ext 11 Emjindini)**

Mayelana nalomklamo:

Lona ngumklamo lowakhiwe ngekubambisana phakatsi kweNkapani Yetimayini TaseBarberton naMasipala welidolobha laseMbombela.

Lesikhungo lesisha semisebenti sitawuba seMjindini Ext. 11, kantsi sitawusita sive ngekuphakelal tinsita letehlukene kwatise kutsi sitawusebeta njengesikhungo setinsita letinyenti: Lesikhungo sitawuba nanaku lokulandzelako:

- Emahhovisi ebuphatsi bemtimba wekutfutukisa Umnotfo eMbaombela
- Emahhovisi lacashiswako futsi langabiti lentelwe bosobhizinisi labancane nalabasafufusa. Loku kwentela kutsi kukhicitwe bosomabhizinisi labanyenti
- Emagumbi ekucesha kanye nalapho kutawubanjelw akhona imihlangano
- Indzawo leyakhelwe kutfutukisa buciko nemasiko

Luhlobo lwemklamo:

Kutfutukiswa kesakhiwonchanti.

Inhloso:

- Kugcugcutela nekutfutukisa kufundza nentfutuko.
- Kunonophisa luhlelo lwekutfundza, kutfutukisa kwemakhono, kanye nekutfolakala kwelwati kute kusetjentwe ngendlela leyemukelekile.
- Kuvulela boshomabhizinisi labasatfutuka kanye netisebenti ematfuba ekukhula.

Luntjinto loluphatselene nebhizinisi:

- Kuchumana nebalingani .
- Tisebenti letinemakhono.
- Kukhula kwelibhizinisi.

Labatawuhlomula:

- Masipala weliDolobha laseMbombela (liWadi 44)
- Ummango wenzawo

Luhlelo Lwekusebenta

Sigaba 1 (Julayi 2020 kuya ku-Juni 2021):

Inkapani yetiMayini taseBhaptini (Barberton Mines) itawusayina sivumelwano sekusebentisana naMasipala weliDolobha laseMbombela.

Lomsebenti utawentiwa nguMasipala weliDolobha laseMbombela.

kantsi netindleko titawutfwalwa nguMasipala

Kuhlela lidolobha / kutfwala tindleko

- Kucedzisa imidvwebo kanye netindleko temklamo.
- Kwemukelwa kwendlela lekutawakhiwa ngayo.

Sigaba 2 (Julayi 2021 kuya ku- Juni 2022):

Sigaba sekukhokhwa kwematenda kantsi i-BML lapha itawakha lokulandzelako kuphela:

- Emahhovisi ebuphatsi
- Sakhiwo sekufundzisa nekutfufukisa bosomabhizinisi
- Emagumbi ekuceceshela
- Ligumbi lekuhlanganela

Sigaba sekukhokhwa kwematenda kantsi Masipala weliDobolobha leMbombela utawakha lokulandzelako kuphela:

- Kubiyela
- Indzawo setemidlalo noma sebuciko(i-amfityetha) lenefenisha lengasuki

- Lidolobha laseMbombela ngilo lefanele lifake ifenisha salesikhungo lesichuma imisebenti.

Umcombelelotimali lobekwe yinkhapani yetiMayini taseBhabutini (Barberton Mines):

- R3 500 000

**6.2 TINHLELO TEKUTFUFUKISWA LUSHA: KUTFUFUKISWA KWEBUCIKO (EMAWADI 41 - 45)**

Mayelana nalomklamo:

Luluhlelo luhlose kutfutfukisa litalente leliphatselene nebuciko bekudlala lokufaka ekhatsi kwentiwa kwemafilimu kanye nevidiyo lapha endzaweni. Loku kutawusita ngekutfufukisa imikhakha yemculo nekwakhiwa kwemafilimu kutsi abesesigabeni lesilindzelekile velonkhe.

**Luhlobo lwemklamo:**

kutfufukiswa kweLusha

Inhloso:

- Kutfutfukisa litalente lendzawo
- emafilimu nemavidiyo: kuvumbulula litalente lelifihlekile leliphatseslene nekukhicitwa kwemafilimu lelifisha lelitawusakatwa kuDSTV
- Emacembu emculo Wemakwaya: Emacembu emculo wemakwaya alindzeleke kutsi achudzelane ngekwesigodzi kute atfole umklomelo aphindze abambe lichaza emchudzelwaneni wesifundza newavelonkhe.

Luntjinto loluphatselene nebhizinisi:

- Kutfutfukiswa kwelusha
- Umkhakha webuciko losimeme.
- Ummango lophephile nalotintile.

Labatawuhlomula:

- Masipala weliDolobha waseMbombela emaWadi 41-45
- Ummango noma bantfu bendzawo
- Litiko Lebuciko nemasiko

Luhlelo lekwenza umsebenzi:

Sigaba 1: Julayi 2019 kuya ku- Juni 2020:

- Tindhlelo tekufundza letiphatselane nebuciko (emawekushophu)
- Umcudzelwano
- Loncobile: Utawuhambela umgidvo lophatselane nemidlalo yebuciko wavelonkhe 2020

Sigaba 2: Julayi 2020 kuya ku- Juni 2021:

- Tindhlelo tekufundza letiphatselane nebuciko (emawekushophu)
- Umcudzelwano
- Loncobile: Utawuhambela umgidvo lophatselane nemidlalo yebuciko wavelonkhe 2020

Sigaba 3: Julayi 2022 kuya ku- Juni 2023:

- Tindhlelo tekufundza letiphatselane nebuciko (emawekushophu)
- Umcudzelwano
- Loncobile: Utawuhambela umgidvo lophatselane nemidlalo yebuciko wavelonkhe 2020

Sigaba 4: Julayi 2023 to Juni 2024:

- Tindhlelo tekufundza letiphatselane nebuciko (emawekushophu)
- Umcudzelwano
- Loncobile: Utawuhambela umgidvo lophatselane nemidlalo yebuciko wavelonkhe 2020
- kuuyaphunywa

Umcombelelotimali lobekwe yinkapani yetiMayini taseBhaptini (Barberton Mines):

- R2 000 000

### **6.3 LUHLELO LWEKUTFUTFUKISA LUSHA: UMDVWEBO WEFENISHA, UMKLAMO WEKUKHICHITA BOSOFA (emaWadi 41 – 45)**

#### Mayelana nalomklamo

Loluhlelo lwakhiwe ngekubambisana phakatsi kwaMasipala weliDolobha laseMbombela, Timayini taseBarberton, SAPPI neLikolishi Ehlamzeni TVET, luphiko lwaseBarberton.

Loluhlelo lucondze kucecesha lusha lwenzawo kute lube nelikhono lwekudvweba kanye nekukhichita inenisha ngenjongo yekutfufukisa libhizinisi ekwakheni ifenisha kute kutsengiselwe timakethe letikhona (Bradlows Furniture Group).

Loluhlelo luholwa nguMasipala weliDolobha laseMbombela.

#### Luhlobo lwemklamo:

Kutfufukiswa kwelusha / kutfufukiswa kwemakhono

#### Inhloso:

- Kwakhiwa kwabosomabhizinisi
- kutfufukiswa kwemakhono (kwakhiwa kwefenisha)
- Kwakhiwa kwematfuba emsebenti

#### Luntjinto loluphatselene nebhizinisi:

- Kutfufukiswa kwelusha
- Ummango lonelikhono
- Lusha lolucashekako

#### Labatawuhlomula:

- Masipala weliDolobha laseMbombela – emaWadi 41 - 45
- Bantfu bendzawo/ Ummango

#### Luhlelo lwekwenta umsebenti:

Sigaba 1: Julayi 2019 kuya ku- Juni 2020:

- Kusayina kwesivumelwano kubo bonkhe labatsintsekako.
- Sigaba sekusungul a umklamo: Kukhokhela noma kuchasa labo labatawufundzisa ngalomklamo.

Sigaba 2: July 2020 kuya ku- June 2021:

- Kusekela ngetimali kute kutsengwe tinsita tekucecesha tekufundza netisetjentiswa .

Sigaba 3: Julayi 2022 kuya ku- Juni 2023:

- Kutsenga noma kuchasa ngetimali kwetinsita tekucecesha netisetjentiswa.
- Kuphuma.

Umcombelelotimali lobekwe yinkampani yetiMayini taseBhaptini (Barberton Mines):

- R1 950 000

## 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
<b>SUB-TOTAL</b>	<b>R2 196 100</b>	<b>R2 947 100</b>	<b>R2 732 100</b>	<b>R2 846 000</b>	<b>R2 697 600</b>
<b>SAMBA</b>	<b>R13 418 900</b>				

**b) Luhlelo lweTemnotfo wenzawo / Luhlelo lwekutfufukisa ummango ngekuchasa ngetimali**

<b>LUHLELO</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>
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
<b>SUB-TOTAL</b>	<b>R5 420 000</b>	<b>R10 920 000</b>	<b>R4 870 000</b>	<b>R4 420 000</b>	<b>R1 320 000</b>
<b>SAMBA</b>	<b>R26 950 000</b>				

**C) Kulawula kunciphisa tihlelo temsebenti nekudenda**

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

**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**