

NEW DENMARK COLLIERY UHLELO LOMPHAKATHI NOKUSEBENZA 2020/21 – 2024/25

MP 30/5/1/2/2/74 MR

UHLELO 4.0

OKUPHAKATHI

1. Isethulo Namazwi Okuvula	5
1.1 Injongo.....	5
1.2 Mayelana Ne-New Denmark Colliery.....	5
1.3 Ukucazwa Kwezindawo Okuzosetshenzwa Kuzo	7
1.4 Indawo.....	8
2 UHlelo Lwe-Human Resource Development	11
2.1 Isethulo.....	11
2.2 Umqeqeshi Wamakhono.....	11
2.3 Isimo Esiyisisekelo (Ifomu Q)	12
2.4 UHlelo Lwezokuthuthukiswa Kwamakhono	14
2.4.1 I-Adult Education and Training (Amakhono Okufunda Nezibalo)	14
2.4.2 Izinhlelo Ze-STEM (Izisebenzi Zasemayini).....	15
2.4.3 Izinhlelo Zokuphepha	16
2.4.4 Izinhlelo Zokuthuthukisa Ubuholi.....	17
2.4.5 Ama-Learnership (STEM – Izisebenzi Zasemayini Nezingezona Ezasemayini)	18
2.4.6 Ukuqeqeshelwa Amakhono Okungewona Awasemayini (STEM)	19
2.4.7 Imisebenzi Entula Izisebenzi.....	20
2.4.8 UHlelo Lwentuthuko Emsebenzini	20
2.4.9 Mentorship.....	23
2.4.10 Ama-Internship (STEM)	25
2.4.11 Usizo Lokufunda Lwemayini (STEM).....	25
2.4.12 Imifundaze Nama-Scholarship (STEM)	26
2.4.13 Ukuqasha Ngokungabandlululi.....	27
3 Ukuthuthukiswa Kwezomnotho Wendawo.....	31
3.1 Imininingwane yesizinda sezenhlalo nezomnotho (Isiqondiso 46 (c) (i)).....	31
3.2 Imisebenzi yezomnotho esemqoka (Isiqondiso 46 (c) (ii))	34
3.3 Umthelela omubi wokusebenza kwezimayini.....	34
3.4 Ukuxhasa ngezidingo zendawo ngokubaluleka kwazo	35
3.5 Inqubo Yokuxhumana	35
3.6 Amaphrojekthi Okuthuthukisa Imiphakathi Yemayini.....	37
3.7 Izindlela zokulungisa Izindawo Zokuhlala, Izimo Zokuphila Nokondleka – Isiqondiso 46 (c)(iv)	47
3.7.1 Isethulo.....	47

3.7.2	Uhlobo lwezindlu olunikezwa izisebenzi.....	47
3.7.3	Izimiso Zezimo Zokuphila.....	48
3.8	Uhlelo lokuthuthukisa isivumelwano nokufezwa kwaso ezinkampanini ze-HDSA ngokuqondene nempahla yekhephithali, amasevisi nokudla – Regulation 46(c)(vi).....	50
3.8.1	Isivumelwano Esingabandlululi.....	50
3.8.2	Ukuthuthukiswa Kwenkampane Nokuthuthukiswa Komhlinzeki.....	51
4	Ukumenenjwa Kokunciphisa Izisebenzi Nokudiliza	53
4.1	Ukusungulwa kweForamu Yesikhathi Esizayo – Isiqondiso 46 (d) (i)	53
4.1.1	Imigomo elandelayo izosebenza kuForamu:	53
4.1.2	Ukusungulwa kweForamu Yesikhathi Esizayo	54
4.2	Ukulondoloza imisebenzi nezindlela ezihlukile zokugwema ukunciphisa ukuqasha – Isiqondiso 46 (d) (ii) no-(iii).....	54
4.3	Ukuphathwa kokudilizwa kwezisebenzi - Isiqondiso 46 (d) (iii)	54
4.4	Mechanism to Ameliorate the Social and Economic Impact of Downscaling and Closure.....	55
4.4.1	Uhlobo oluhleliwe lokwelulekwa	56
5	Okwenziwayo.....	60

ISITHOMBE:

Isithombe 1:	Indawo YeMayini Ye-New Denmark.....	9
Isithombe 2:	Izisebenzi Ze-NDC Ezithola Imali Yendawo Yokuhlala Nezinezindlu Zazo.....	48

AMATHEBULA

Ithebula 1:	Amazwi Okuvula	6
Ithebula 2:	Izindawo Okuzosetshenzwa Kuzo kusukela ngomhla ka-31 March 2020	7
Ithebula 3:	Izindawo Okuzosetshenzwa Kuzo Zomphakathi Wemayini	7
Ithebula 4:	Ezinye Izindawo Okuzosetshenzwa Kuzo	8
Ithebula 5:	Imininingwane yokubhalisa ye-SETA.....	12
Ithebula 6:	IFomu Q ngomhla ka-31 March 2020	13

Ithebula 7: Isibophezelo Sezimali seminyaka emi-5 se-NDC eMfundweni Nokuqeqeshwa Kwabantu Abadala (Imfundo Nezinombolo)	15
Ithebula 8: Isibophezelo Se-STEM Sezimali se-NDC Seminyaka Engu-5.....	16
Ithebula 9: Isibophezelo Sezimali Seminyaka Engu-5 Se-NDC Ohlelweni Lwezokuphepha.....	17
Ithebula 10: Isibophezelo sezimali seminyaka engu-5 se-NDC oHlelweni Lokuthuthukisa Ubuholi	18
Ithebula 11: Izibophezelo Zezimali Zeminyaka Engu-5 zoHlelo lwe-Learnership (Izisebenzi naBangezona Izisebenzi).....	19
Ithebula 12: Isibophezelo Sezimali Seminyaka Engu-5 Se-NDC emaKhonweni Angewona Awasemayini Ezisebenzi Nemiphakathi.....	20
Ithebula 13: Imisebenzi Entula Izisebenzi Ye-NDC	20
Ithebula 14: Uhlelo Lwentuthuko Emsebenzini Lwe-NDC.....	22
Ithebula 15: Uhlelo Nezibophezelo Zokuqeqeshwa Zeminyaka Engu-5 Ze-NDC	24
Ithebula 16: Uhlelo Lwe-Internship Nezibophezelo Ze-NDC Zeminyaka Engu-5.....	25
Ithebula 17: Izibophezelo Zezimali Zeminyaka Engu-5 Ze-NDC zoSizo Lokufunda Enkampanini ku-STEM ..	26
Ithebula 18: Umfundaze Ne-Scholarship	27
Ithebula 19: Ukuqasha Ngokungabandlululi IFomu S ngomhla ka-31 March 2020	28
Ithebula 20: Izibophezelo Ze-Employment Equity Zeminyaka Engu-5 Ze-NDC	29
Ithebula 21: Iphrofayili Yezenhlalo Nezomnotho kaMasipala waseLekwa.....	32
Ithebula 22: Imisebenzi Yezomnotho kuMasipala Wendawo yaseLekwa	34
Ithebula 23: Umthelela omubi wokusebenza kwezimayini.....	34
Ithebula 24: Ukubaluleka Kwezidingo ze-Lekwa Local Municipality	35
Ithebula 25: Uhlelo Lokuxhumana Kophathina.....	36
Ithebula 26: Iphrojekthi 1 - Inkazimulo KaNkulunkulu	38
Ithebula 27: Iphrojekthi 2 Ukulungiswa kwe-Standerton Hospital.....	40
Ithebula 28: Iphrojekthi 3 - Ilungiselelo Lamanzi	42
Ithebula 29: Iphrojekthi 4 – Indawo Yabaqondisi	44
Ithebula 30: Iphrojekthi 5 – Ukukhucululwa Kwendle	46
Ithebula 31: Izinhlobo Zendlu Ezinikezwa Izisebenzi.....	47
Ithebula 32: Isivumelwano Esingabandlululi.....	50
Ithebula 33: Uhlelo Lokuthuthukisa Inkampane	51
Ithebula 34: Ilungiselelo Lezimali	58

ISIGABA A:

AMAZWI OKUVULA - Isiqondiso 46 (A)

1. Isethulo Namazwi Okuvula

1.1 Injongo

Injongo ye-Mineral and Petroleum Resources Development Act, 2002, (i-Act No 28 yango-2002) (MPRDA) phakathi kokunye iwukuguqula izimboni zezimayini nomkhiqizo eNingizimu Afrika. Ukuze kuqinisekiswa ushintsho oluzuzisayo i-Act idinga ukuthunyelwa uHlelo Lomphakathi nokuSebenza ezovula indlela yokunikezwa amalungelo asezimayini noma awomkhiqizo. UHlelo Lomphakathi nokuSebenza ludinga ukuba abafaka isicelo samalungelo asezimayini nawomkhiqizo ukuba basungule futhi basebenzise izinhlelo Zokuthuthukisa Izidingo Zabantu eziningiliziwe, uHlelo Lwemayini Oluthuthukisa Umphakathi, uHlelo Lwezindlu Nezimo Zokuphila, uHlelo Lokuqasha Ngokungabandlululi, neZinqubo ukuze kulondolozwe imisebenzi futhi kumenenjwe nokuncishiswa kwayo kanye/noma ukuvalwa.

UHlelo Lomphakathi nokuSebenza (Social and Labour Plan (SLP)) lucacisa izibopho ezisethwe yi-NDC zomjikelezo omusha we-SLP ozoqala ngo-2020/21 – 2024/25. Ukusebenza kwezibopho ezicaciswe kule SLP kuzoqala ngosuku olugunyazwe yi-Department of Mineral Resources and Energy (DMRE). Ngakho i-SLP iye yasungulwa njengedokhumenti esebenzayo yokuhlela indlela efanele yokwenza izinto, ngaleyo ndlela kuvunyelwe i-NDC ukuba isebenzise izinhlelo ngosuku okutholakala ngalo imvume ku-DMRE.

1.2 Mayelana Ne-New Denmark Colliery

Njengoba isungulwe ngo-1980, i-New Denmark Colliery ingenye yezimayini ezijule kakhulu zamalahle eNingizimu Afrika, imba ijule ngaphezu kuka-200m. Njengoba iqhele ngo-30km enyakatho ye-Standerton, i-New Denmark ingaphansi kwendawo ye-Lekwa Local Municipality, eyingxenye yeSifunda sase-Gert Sibande eSifundazweni saseMpumalanga.

Umkhiqizo waqala e-Central Shaft ngo-1982, eminyakeni emibili ngemva kokusungulwa kwe-New Denmark. I-North Shaft ye-New Denmark yaqalwa ngo-1986, futhi imayini yesithathu, Okhozini, yaqala umsebenzi ngo-1996. Njengoba inamalungelo wendawo engamahekthare angu-34 308, i-New Denmark iyimayini yamalahle yangaphansi komhlaba enemishini esebenzisa izisebenzi eziqhubekayo ezimba amalahlwe etiyela ase-Tutuka Power Station ye-Eskom.

Ithebula 1: Amazwi Okuvula

Igama leNkampane:	Seriti Coal (Pty) Ltd
Igama Lemayini Yamalahle	I-New Denmark Colliery
Ikheli	Mining and Property Rights Department
	5th Floor
	Worley Parsons Building
	39 Melrose Boulevard Melrose Arch Melrose, Johannesburg, 2076
Ikheli leposi	5th Floor
	Worley Parsons Building
	39 Melrose Boulevard
	Melrose Arch Melrose, Johannesburg, 2076
Inombolo yocingo	+27 (0) 11 047 7000
Enye inombolo	+27 (0) 11 047 7000
Ikheli lasemayini	I-New Denmark Colliery
	Farm Slagkraal, 353 – IS District
	Standerton
	Mpumalanga
Ikheli leposi lemayini	Private Bag X 2022
	Standerton
	2430
Inombolo yocingo	+27 (17) 740 0162
Inombolo yefeksi yemayini	+27 (17) 749 0001
Umkhiqizo	Amalahle
Ukuphila Kwemayini	Iminyaka engu-11 futhi asekhona amanye amathuba ahlongozwayo
Unyaka Wezimali	31 March
Umuntu Othintwayo E-New Denmark Colliery Ngalo Mbiko	Euphodia Mphahlele Imenenja Ye-Human Resource E: euphodia.mphahlele@seritiza.com O: (017) 749 0665 M: 076 735 8773

1.3 Ukucazwa Kwezindawo Okuzosetshenzwa Kuzo

Ithebula 2: Izindawo Okuzosetshenzwa Kuzo kusukela ngomhla ka-31 March 2020

Indawo ekuzosetshenzwa kuyo	Inombolo	%
Mpumalanga	745	45%
Eastern Cape	161	9%
KwaZulu-Natal	195	12%
Gauteng	149	9%
Eastern Cape	165	10%
Free State	95	6%
Limpopo	97	6%
Northern Cape	5	0.2%
Western Cape	8	0.3%
North West	13	0.5%
Abakwamanye Amazwe		
	30	2%
Ingqikithi		
	1663	100%

Ithebula 3: Izindawo Okuzosetshenzwa Kuzo Zomphakathi Wemayini

Izindawo okuzosetshenzwa kuzo	Inombolo	%
INDAWO YEMAYINI		
Lekwa Local Municipality		
Standerton	676	40.6%
Morgenzon	4	0.2%
Okunye	1	0.1%
IMIPHAKATHI ENGOMAKHELWANE		
Govan Mbeki Local Municipality	50	3.0%
Bethal	24	1.4%
Secunda	4	0.2%
Trichardt	5	0.3%
Okunye	17	1.0%
Msukaligwa Local Municipality	23	1.4%
Ermelo	17	1.0%
Okunye	6	0.4%

Ithebula 4: Ezinye Izindawo Okuzosetshenzwa Kuzo

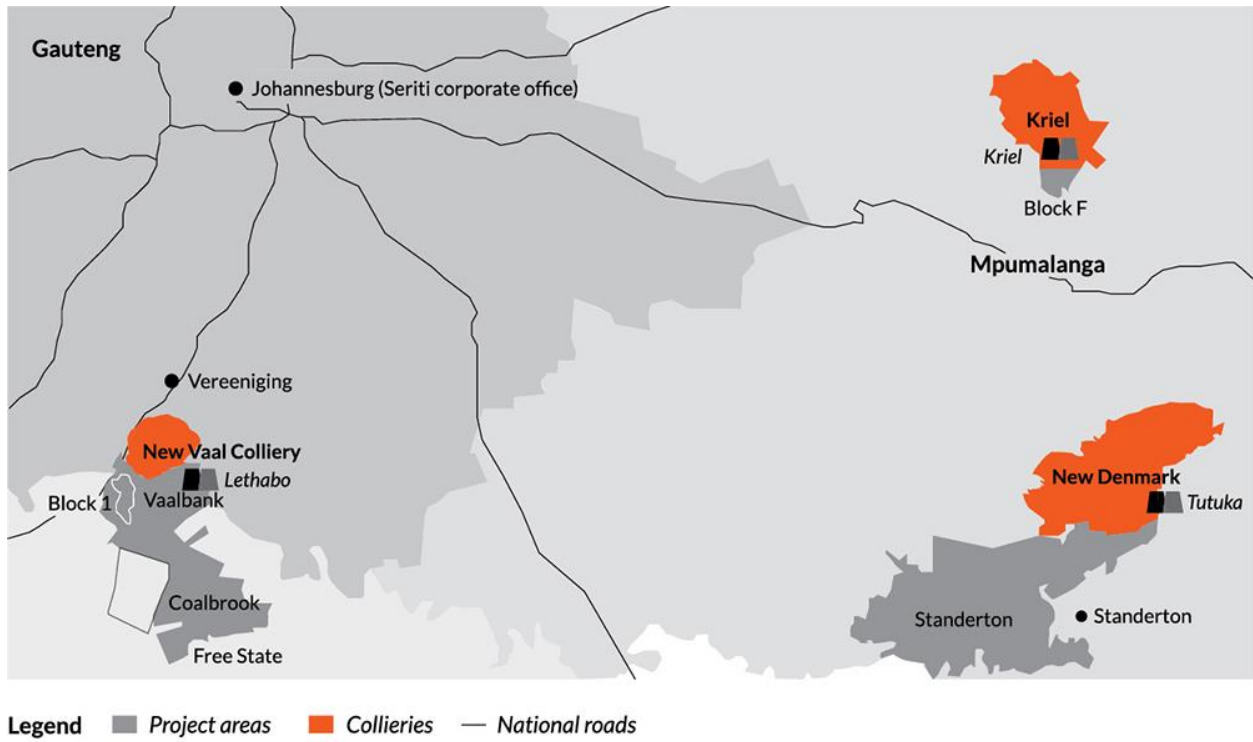
Ezinye Izindawo Okuzosetshenzwa Kuzo		
Gauteng		
City of Johannesburg	67	4.0%
City of Tshwane	27	1.6%
Okunye	55	3.4%
Eastern Cape		
OR Tambo	51	3.0%
Alfred Nzo	27	1.5%
Joe Gqabi	24	1.3%
Chris Hani	23	1.2%
Okunye	40	2.0%
KwaZulu-Natal		
EThekweni Metropolitan	12	0.8%
UMasipala wesiFunda Zululand	47	2.9%
Umasipala Wesifunda Amajuba	47	2.9%
UMasipala wesiFunda Umzinyathi	19	1.3%
Okunye	70	1.6%

1.4 Indawo

I-New Denmark Colliery izinze e-Lekwa Local Municipality yeSifunda sase-Gert Sibande eSifundazweni saseMpumalanga. Le mayini isendaweni cishe eqhele ngamakhilomitha angu-30 ukusuka e-Standerton namakhilomitha angu-40 ukusuka e-Secunda. Le mayini iwela ngaphansi kwalezi zindawo ezilandelayo:

- **Isifundazwe:** Mpumalanga
- **Umasipala Wesifunda:** Isifunda sase-Gert Sibande
- **Umasipala Wendawo:** Lekwa Local Municipality

Isithombe 1: Indawo YeMayini Ye-New Denmark



ISIGABA B:

UHLELO LWE-HUMAN RESOURCE DEVELOPMENT Isiqondiso 46 (B)

2 Uhlelo Lwe-Human Resource Development

2.1 Isethulo

Le ngxenye izocacisa izinhlelo ze-Human Resource Development (HRD) zasemayini ngokweziqondiso zeSigaba 46 (b) seZiqondiso ze-MPRDA.

I-New Demark Colliery (NDC) izinikele ekuthuthukiseni amakhono ezisebenzi zayo. Sizimisele ukuba umqashi othandwayo embonini yezimayini yaseNingizimu Afrika. Isifiso sethu se-HRD sihlanganisa ukunikeza imfundo esebenzisekayo yezisebenzi zethu nokuqhubekisela phambili umsebenzi wethu wokwakha imiphakathi yethu esizungezile. Izinhlelo zethu ezingabandlululi ze-HRD zihlose nokusebenzisa kakhulu amakhono okukhiqiza ezisebenzi zethu, nezisebenzi zethu zenkontileka, ngokusebenzisa izinhlelo ezilandelayo:

- UHlelo Lwezokuthuthukiswa Kwamakhono,
- Uhlelo Lokudlulisa Izindima Zobuholi
- Izinhlelo zokuqeqesha
- Uhlelo lwe-internship nemifundaze
- UHlelo Lokuqasha Ngokungabandlululi

2.2 Umqeqeshi Wamakhono

I-NDC inomqeqeshi wamakhono ozinikele, onomsebenzi wokuhlela ukuhlanganiswa koHlelo Lwamakhono Omsebenzi noMbiko Wokuqeqeshwa Waminyaka Yonke ngokuxhumana nekomiti ethuthukisa amakhono ye-New Denmark Colliery. Ikomiti lihlanga njalo ezinyangeni ezimbili ukuze lixoxe ngokuzibophezela, izinhlelo zokuqeqeshwa zamanje, izinhlelo zokuthuthukisa amakhono nezimfuneko zomsebenzi. Le komiti ethuthukisa amakhono imelelwe abaphathi, abameleli bezinyunyana nezisebenzi ezivela ezikhundleni ezihlukahlukene.

Ithebula 5: Imininingwane yokubhalisa ye-SETA

Igama le-SETA	I-Mining Qualifications Authority (MQA)
Inombolo Yokubhalisa ne-SETA	L 660798176
Isiqinisekiso sokumisa Umqeqeshi Wamakhono	Hemraj Beni
Ubufakazi bokuthunyelwa kohlelo lwamakhono asemsebenzini nosuku oluthunyelwe ngalo	24/04/2019
Uthumele kusiphi isikhungo uhlelo lwakho lokuqeqeshela amakhono	MQA

2.3 Isimo Esiyisisekelo (Ifomu Q)

Amathebula alandelayo, Ithebula 4 (Ifomu Q,) abonisa amazinga emfundo azo zonke izisebenzi ze-NDC

Ithebula 6: IFomu Q ngomhla ka-31 March 2020

BAND	Izinga le-NQF		UmAfrika		IKhaladi		Indiya		Umlungu		Ingqikithi				Iqembu Leminyaka Yobudala			
			Owesilisa	Owesifaza ne	Owesilisa	Owesifaza ne	Owesilisa	Owesifaza ne	Owesilisa	Owesifaza ne	Owesilisa	Owesifaza ne	PWD	Non-SA	<35	35 - 55	>55	
Imfundo Nokuqeqesha Okujwayelekile (GET)	1	Akuchaziwe	702	10	8	4	5	0	21	0	736	14	2	0	409	191	5	
		I-AET 1/Std 2, iBanga 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		I-AET 2/Std 3/4, iBanga 5/6	6	0	0	0	0	0	0	0	0	6	0	0	0	1	2	3
		I-AET 3 / Std 5/6, iBanga 7/8	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0
		Akukho Sikole	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Ngaphambi kwe-AET	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		AET 4/Std 7, iBanga 9	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
2	U-Std 8/iBanga 10, NATED 1/NCV Level 1	36	2	0	0	0	0	0	0	36	2	0	2	0	0	54		
3	U-Std 9/iBanga 11, NATED 2/NCV Level 2	2	0	0	0	0	0	0	0	2	0	0	0	0	2	10		
Imfundo Eqhubekayo Nokuqeqesha (Further Education and Training (FET))	4	Std 10/Grade 12, NATED 3/NCV Level 3	395	121	3	15	0	10	30	5	428	151	14	6	245	278	7	
	5	Isitifiketi Esiphezulu	30	55	4	1	16	1	122	5	172	62	3	4	112	258	34	
Imfundo Ephakeme Nokuqeqesha (Higher Education and Training (HET))	6	IDiploma/Isitifiketi Esithuthukile/NATED 4-6	15	12	0	1	1	0	6	2	22	15	0	0	18	16	3	
	7	I-Diploma Ethuthukile/BTech Degree/Bachelor's Degree	5	8	0	0	0	0	1	0	6	8	0	2	5	9	0	
	8	I-Bachelor Honours Degree/Postgraduate Diploma/Bachelor's Degree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	9	I-Master's Degree/Master's Degree (Umsebenzi ofundelwe)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
10	I-Doctoral Degree/Doctoral Degree (Umsebenzi ofundelwe)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Izingqikithi	1194	208	15	21	22	11	180	12	1411	252	19	14	790	757	116		
INGQIKITHI	Ingqikithi Enkulu	1663								1663			1663					

2.4 UHlelo Lwezokuthuthukiswa Kwamakhono

Imigomo eyinhloko yohlelo lwethu lwe-HRD iwukukhiqiza izisebenzi ezinamakhono, eziqeqeshiwe nezezinhlanga zonke ukuze zihlangabezane nezimfuneko zezimboni zesimanje; ukuthuthukisa amakhono afukula umkhiqizo wezisebenzi nokuthuthukisa amathuba okusetshenziswa kwama-Historically Disadvantaged Persons (ama-HDP). Ukuze kufinyelelwe lokhu, i-NDC ibophezele u-5% wenani elikweletayo (ngaphandle kwemali yokuqeqeshelwa amakhono angokomthetho) ekuthuthukiseni amakhono asemqoka. Ukuze sihambisane nezimfuneko ze-Mining Charter III, leli nani lizotshalwa ezinhlelweni ezixile emakhonweni ezesayensi (science), ubuchwepheshe (technology), ubunjiniyela (engineering), izibalo (mathematics) (STEM), kanye nama-artisan, ama-internship, ama-learnership, imifundaze, amakhono emfundo nezibalo ezisebenzi nabangezona izisebenzi (njengamalungu omphakathi).

Amathebula ngezansi achaza izibophezelo ze-NDC zeminyaka emihlanu ze-HRD zezisebenzi nabangezona izisebenzi, njengamalungu omphakathi. Uma kuphakama isimo lapho izimfuneko zomsebenzi zishintsha, izinhlelo ezibhaliwe zingase, ngemva kwezingxoxo nemvume ye-DMRE, zishintshe ukuze zihambisane nesidingo somsebenzi noma imiphakathi ezungezile. Njengoba kubonakele ngokudlule, uma imayini ibhekana nezinkinga ezihlobene nokungabi nandaba kwezisebenzi zayo nemiphakathi ezungezile ekubambeni iqhaza kunoma iziphi izinhlelo ezidingekile, i-DMRE izotshelwa, kuyilapho inani eliqokelwe lezo zinhlelo lizofakwa kweminye imikhakha yokuqeqeshwa edingekayo ehlokelwe ukuthuthukisa amakhono alabo abakhethiwe.

2.4.1 I-Adult Education and Training (Amakhono Okufunda Nezibalo)

I-NDC iye yaqhubeka ifaka izimali ku-Adult Education and Training (AET) yezisebenzi ezithandayo nemindeni yazo. Amashaneli okuxhumana ezangaphakathi asetshenziselwa ukukhuthaza izisebenzi ukuba zibambe iqhaza ku-AET. Indlela yethu yokufuna izisebenzi iphinde yashintsha ukuze kuqashwe abantu abanemfundo nje yeBanga le-10, lokhu kuyasisiza sikwazi nokukhipha izisebenzi esezikhulile zamanje uma kufika isikhathi sokuba zithathe umhlalaphansi. Eminyakeni yakamuva, imayini iphawule ukuthi imfuneko yeBanga le-10 idala inkinga ngoba izisebenzi ezisalayo azisabi nomdlandla noma isifiso sokubamba iqhaza ohlelweni lwe-AET, yingakho lolu hlelo luye lwashintshelwa ekuqiniseni imiphakathi yendawo ewumthombo womsebenzi wamanje nowesikhathi esizayo.

Amathebula alandelayo anemininingwane yesibophezelo sezimali se-NDC seminyaka engu-5 ku-AET nohlelo lokusisebenzisa.

Uhlelo Oluzosetshenziswa		
Izenzo	Umuntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Abaphathi bazokhuluma kafushane nezisebenzi nabezinkontileka ukuze babakhuthaze ukuba babhalisele i-AET	Imenenja Ye-HR	January - Minyaka Yonke
Amalungu omphakathi akhuthazwa ukuba abhalisele i-AET	I-Community Development Sup	Minyaka yonke ngamaForamu
Ukuxhumana nezisebenzi phakathi nokuQeqeshwa Kwezikhumbuzo Zokuphepha ukuze kuchazwe izinzuzo ze-AET, izimfuneko nezinyathelo inkampane engase izithathe ukuze isize izisebenzi	Imenenja yezokuQeqeshwa	Minyaka yonke ngokuQeqeshwa Kwezikhumbuzo Zokuphepha

Ithebula 7: Isibophezelo Sezimali seminyaka emi-5 se-NDC eMfundweni Nokuqeqeshwa Kwabantu Abadala (Imfundo Nezinombolo)

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Ngaphambi kwe-AET	0	0	0	0	0	0
AET L1	0	0	0	0	0	0
AET L2	4	2	1	1	1	9
AET L3	4	2	1	1	1	9
AET L4	2	1	1	1	1	6
Ingqikithi Yenani	10	5	3	3	3	24
Ingqikithi Yelungiselelo Lezimali	R140 000	R80 000	R48 000	R81 000	R84 000	R433 000.00
% Lenani Elidonswayo Le-HRD	0,011%	0,006%	0,0035%	0,006%	0,005%	0,032%

2.4.2 Izinhlelo Ze-STEM (Izisebenzi Zasemayini)

Izinhlelo ezihlukahlukene ezidingekayo zesayensi (science), ubuchwepheshe (technology), ubunjiniyela (engineering), izibalo (mathematics) (STEM) ezisetshenziswa yi-NDC zivumela imayini ukuba ihlangabezane nezidingo zayo zokusebenza futhi isize izisebenzi zifinyelele imigomo yentuthuko yomuntu ngamunye. Izibonelo zamakilasi e-STEM ezethulwa unyaka nonyaka zihlanganisa kodwa azigcini ngalokhu:

I-Medium voltage, i-Maintenance for conveyors, i-Joy maintenance and fault finding, i-Dimako transformer courses, i-Gas testing and flame proofing, izixwayiso zasemayini, izixwayiso zobunjiniyela, izinhlelo zamakhono ezihlukahlukene, njll. Amathebula alandelayo achaza isibophezelo sezimali se-NDC seminyaka engu-5 kwisibophezelo se-STEM nohlelo lokusisebenzisa.

Uhlelo Oluzosetshenziswa		
Izenzo	Umuntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Izidingo ezinqunywa ngeZimfuneko zomsebenzi	<ul style="list-style-type: none"> Izinhlalo Zezigaba Umnyango We-L&D 	January - Minyaka Yonke
Izidingo ezibhekwa emihlanganweni yeKomiti Lokuthuthukisa Amakhono	<ul style="list-style-type: none"> Amalungu E-SDC Imenenja yezokuQeqeshwa 	Nyanga zonke - Minyaka Yonke
Izidingo ezibhekwa kumaMethrikhi	<ul style="list-style-type: none"> Line Management Umnyango We-L&D 	Nyanga zonke - Minyaka Yonke
Thola abantu bezinhlelo ngokusekelwe ezidingweni zenhlangano.	<ul style="list-style-type: none"> Izinhlalo Zezigaba Umnyango We-L&D 	Nyanga zonke - Minyaka Yonke
Xoxani futhi nishajule ukuqeqeshwa okuhlobene nezinhlelo	<ul style="list-style-type: none"> Umnyango We-L&D 	Ngeviki - Nyanga zonke - Minyaka Yonke

Ithebula 8: Isibophezelo Se-STEM Sezimali se-NDC Seminyaka Engu-5

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Ingqikithi Yenani	350	360	368	371	378	1827
Ingqikithi Yelungiselelo Lezimali	R15 229 072	R15 972 661	R15 917 659	R14 891 758	R17 524 151	R79 535 301
% Lenani Elidonswayo Le-HRD	1.20%	1,17%	1.16%	1,02%	1,12%	5,67%

2.4.3 Izinhlelo Zokuphepha

I-Seriti nemisebenzi yayo kuzibophezele ku-Zero Harm – uhambo oludinga ukuhileleka okugcwele kwazo zonke izisebenzi, okuhlanganisa ezezinkontileka namabhizinisi angophathina. Ukuze iqhubeke kulolu hambo, inkampane imenenja ngokuqondile ubungozi bokuphepha (safety), impilo (health) nendawo (environmental) (SHE) futhi ifuna amathuba ahloselwe ukuthuthukisa iphefomensi yethu. Izifundo zokuphepha ezihlukahlukene ezisekelwe ezindleleni zokusebenza ezingcono kakhulu zicwaningwa ngokuqhubekayo futhi zisetshenziswe kuyo yonke inhlango. Lezi zifundo zibandakanya lena, kodwa ayigcini ngayo: Competent A, OHS safety rep training, Hazard and Risk Identification Safety Awareness/Safety Refresher Training (S1,2 ORMP – S3 ORMP).

Amathebula alandelayo achaza isibophezelo sezimali se-NDC seminyaka engu-5 kwizinhlelo Zokuphepha nohlelo lokusisebenzisa.

Uhlelo Oluzosetshenziswa		
Izenzo	Umuntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Izidingo ezinqunywa ngeZimfuneko zomsebenzi	<ul style="list-style-type: none"> Izinhloko Zezigaba Umanyango We-L&D 	January - Minyaka Yonke
Izidingo ezibhekwa kumaMethrikhi	<ul style="list-style-type: none"> Line Management Umanyango We-L&D 	Nyanga zonke - Minyaka Yonke
Thola abantu bezinhlelo ngokusekelwe ezidingweni zehlangano.	<ul style="list-style-type: none"> Izinhloko Zezigaba Umanyango We-L&D 	Nyanga zonke - Minyaka Yonke
Xoxani futhi nisejule ukuqeqeshwa okuhlobene nezinhlelo	<ul style="list-style-type: none"> Umanyango We-L&D 	Ngeviki - Nyanga zonke - Minyaka Yonke

Ithebula 9: Isibophezelo Sezimali Seminyaka Engu-5 Se-NDC Ohlelweni Lwezokuphepha

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Ingqikithi Yenani	200	225	237	280	300	1242
Ingqikithi Yelungiselelo Lezimali	R7 864 802	R7 805 045	R8 021 045	R 7 989 545	R8 817 197	R40 497 634
% Lenani Elidonswayo Le-HRD	0,62%	0,57%	0,58%	0,55%	0,57%	2,89%

2.4.4 Izinhlelo Zokuthuthukisa Ubuholi.

I-NDC ibheka ngokuqhubekayo amathuba okuthuthukisa amakhono nolwazi lwabaholi bayo abasemqoka okudingekayo ukuze kusekelwe inhloso yemigomo yenkampane. Lokhu kuvumela abaholi ukuba babe namakhono anele okufeza okuhle kakhulu ekilasini lezokuphepha, ukwakha amaqembu aphumelelayo, ukuhola ngendlela ezuzisayo, ukunikeza iphefomensi ephezulu ngokungaguququki nephefomensi yokumenenja izisebenzi. Izifundo okufanele zifakwe zizohlanganisa kodwa ngeke zigcine ngalokhu: Organisational Leadership Programme Mentoring and Coaching, Assertiveness, Managing for results, njll. Ngaphezu kwalokhu i-Seriti ifake ne-Seriti Behavioural Framework ebeka izimfuneko zokuziphatha, ulwazi, amakhono, isipiliyoni nokuzimisela okudingekayo ukuze uphumelele enkampanini. Amathebula alandelayo achaza isibophezelo sezimali se-NDC seminyaka engu-5 kwizinhlelo Zokuphepha nohlelo lokusisebenzisa.

Uhlelo Oluzosetshenziswa		
Izenzo	Umuntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Izidingo ezibhekwa kumaMethrikhi	<ul style="list-style-type: none"> Line Management Umanyango We-L&D 	Nyanga zonke - Minyaka Yonke
Thola abantu bezinhlelo ngokusekelwe ezidingweni zenhlangano.	<ul style="list-style-type: none"> Izinhloko Zezigaba Izinhloko Zeminyango Umanyango We-L&D 	Nyanga zonke - Minyaka Yonke
Xoxani futhi nishajule ukuqeqeshwa okuhlobene nezinhlelo	<ul style="list-style-type: none"> Imenenja yezokuQeqeshwa 	Ngeviki - Nyanga zonke - Minyaka Yonke

Ithebula 10: Isibophezelo sezimali seminyaka engu-5 se-NDC oHlelweni Lokuthuthukisa Ubuholi

Uhlelo	Y1	Y2	Y3	Y4	Y5	Inggikithi
Inggikithi Yenani	20	30	35	40	40	165
Inggikithi Yelungiselelo Lezimali	R549 500	R651 600	R651 600	657 600	R705 600	R3 215 900
% Lenani Elidonswayo Le-HRD	0,04%	0,05%	0,05%	0,05%	0,05%	0,24%

2.4.5 Ama-Learnership (STEM – Izisebenzi Zasemayini Nezingezona Ezasemayini)

I-Learnership iwuhlelo lokufunda olubhalisiwe nolunokwethenjela oluhlanganisa ukusebenza ngokoqobo, kanye nezifundo zolwazi, okuhlanganisa indawo yokusebenzela nemfundo ndawonye. Le learnership inikeza abafundi ithuba lokuthola iziqu ngesikhathi ziqashiwe. Lolu hlelo lunikeza izindlela ezingafani zokuzibonakalisa kufremuwekhi yezimfuneko futhi lukhiqiza amakhono adingekayo ezisebenzi ezikhiqizayo. Ingxenywe yokufunda eklanyiwe yama-learnership ihlanganisa izigaba ezivamile zamayunithi ezidingekayo ukuze ufaneleke, njengokufunda okuyisisekelo, ukufunda okusemqoka nokusebenzisa ikhono. Isipiliyoni somsebenzi kumelwe sihambisane nemfundo eklanyiwe futhi silungiselele abafundi ukuhlolwa kokufaneleka.

Amathebula alandelayo achaza isibophezelo sezimali seminyaka engu-5 se-NDC sezinhlelo zama-learnership sezisebenzi (18.1) nabangezona izisebenzi (18.2).

Uhlelo Oluzosetshenziswa		
Izenzo	Umuntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Izikhango Zama-Learnership ezizofakwa e-Colliery	Isisebenzi Esiqashayo	Ngokweshejuli yokuqasha
Izikhango Zama-Learnership ezizofakwa Emphakathini	I-Community Development Sup	Ngokweshejuli yokuqasha

Ithebula 11: Izibophezelo Zezimali Zeminyaka Engu-5 zoHlelo lwe-Learnership (Izisebenzi naBangezona Izisebenzi)

Uhlelo	Ubude besikhathi	Ext 18,2	Int 18,1	Okunye	Y1		Y2		Y3		Y4		Y5	
					Int	Cont.	Int	Cont.	Int	Cont.	Int	Cont.	Int	Cont.
Millwrights	Iminyaka engu-4,5	11	23	N/A		34	0	21	0	21	0	21	0	21
Izisebenzi Sasemayini Ezifundayo	Izinyanga ezi-9	N/A	N/A	10	0	10	5	5	5	5	5	5	5	5
Ukuqhutshwa Kwebhizinisi	Izinyanga ezi-12	N/A	N/A	30	30	0	30	0	30	0	30	0	30	0
Ingqikithi Yabafundi	N / A	12	22	40	30	44	35	26	35	26	35	26	35	26
Ingqikithi Yelungiselelo Lezimali	N / A	38	40	R7 984 926	R10 300 000	R10 250 000	R10 400 000	R10 500 000						
% Lenani Elidonswayo Le-HRD	N / A	N/A	N/A	0,63%	0,75%	0,75%	0,72%	0,69%						

2.4.6 Ukuqeqeshelwa Amakhono Okungewona Awasemayini (STEM)

Uhlelo lwamaKhono Okungewona Awasemayini luhloselwe ukuqeqesha izisebenzi namalungu avela emphakathini angenawo amakhono asemayini; ukuze bavunyelwe ukuba bathole ezinye izindlela zokuziphilisa kwezinye izigaba zezomnotho. Zonke izisebenzi zethu ezinamakhono asemayini esezifinyelela eminyakeni yokuthatha umhlalaphansi zizonikezwa ithuba lokuthola ikhono elithile elingahlobene nemayini ngenqubo yokuhlaziya izidingo. Ukuqeqeshwa kuzohlanganisa kodwa akugcini ngalokhu: Automotive body repair, Welding, Bricklaying, Hospitality, Photovoltaic training, njll.

Uhlelo Oluzosetshenziswa		
Izenzo	Umuntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Ukuqeqeshelwa amakhono okunikezwa asebethatha umhlalaphansi onyakeni phakathi nengxoxo yokuthatha umhlalaphansi	ER Officer	Minyaka Yonke
Uma othatha umhlalaphansi engenasifiso sokuqeqeshwa, othile emndenini wakhe uzonikwa leli thuba eliyinqayizivele	ER Officer	Minyaka Yonke
Uma engekho othile emndenini onesifiso leli thuba linikezwa amalungu omphakathi.	ER Officer I-Community Development Sup	Minyaka yonke ngamaforamu
Uma kunesidingo, qinisekisa abahlinzeki besevisi abanokwethenjela nokuqeqeshwa kwesifundo okusetshenziswayo	Imenenja yezokuQeqeshwa	Minyaka Yonke

Ithebula 12: Isibophezelo Sezimali Seminyaka Engu-5 Se-NDC emakhonweni Angewona Awasemayini Ezisebenzi Nemiphakathi

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Ingqikithi Yenani	50	52	55	60	64	281
Ingqikithi Yelungiselelo Lezimali	R27 458 140	R17 000 000	R17 200 000	R18 500 000	R18 000 000	R98 158 140
% Lenani Elidonswayo Le-HRD	2.16%	2.13%	2.15%	2.35%	2.30%	11,09%

2.4.7 Imisebenzi Entula Izisebenzi

Ithebula 13: Imisebenzi Entula Izisebenzi Ye-NDC

IMISEBENZI ENTULA IZISEBENZI					
Izinga Lomsebenzi	Umnyango	Isiqu somsebenzi wekhono eliyivelakanca ne nelibucayi	Isiqu somsebenzi	Isizathu esiyinhloko sokungakwazi ukugcwalisa isikhala somsebenzi	Intervention
Ukumenenj wa Okuphakathi	Ezemayini	Unjiniyela Wezimayini	Umbonisi Wemayini/Imenja Yezigaba	Isilinganiso Sokuphasa Esiphansi se-MMC embonini	Ukuqashwa Kwangaphandle
Ukumenenj wa Okuphakathi	Imisebenzi Yezobuchwephe	I-Rock Engineer	Uchwepheshe We-Rock Engineering	Isilinganiso Esiphansi Sokuphasa kuthikithi le-Rock Engineering embonini	Ukwakhiwa kwezangaphakathi ze-Strata Control Officers ne-PIT
Ukumenenj wa Okuphakathi	Ubunjiniyela	Ticketed Engineer	Section Engineer	Isilinganiso Sokuphasa Esiphansi se-GCC embonini	Ukuqashwa kwe-PIT nokuqasha kwangaphandle

2.4.8 Uhlelo Lwentuthuko Emsebenzini

I-NDC iyaqhubeka ibheka amathuba okuthuthukisa izinqubo zokuhlela ukusungula imisebenzi yezisebenzi zethu. Sizama ukusebenzisa imizila yomsebenzi othile kuyo yonke imikhakha, futhi sisebenze nomuntu ngamunye ukuze sisungule imizila eqhubekayo neyomsebenzi oqokelwe umuntu. Lo msebenzi oqhubekayo esiqhubeka siwucwenga uvumela izisebenzi zethu ukuba zimenenje imisebenzi yazo

ngokuphumelela kakhudlwana futhi zizame ukuthola amathuba emisebenzi ngaphakathi kweqembu le-Seriti.

Ithebula 14: Uhlelo Lwentuthuko Emsebenzini Lwe-NDC

Isikhundla Samanje	Indima yokuqeqeshwa	Isiqu esidingekayo	Y1		Y2		Y3		Y4		Y5	
			Inani lezisebenzi ezifakiwe		Inani lezisebenzi ezifakiwe		Inani lezisebenzi ezifakiwe		Inani lezisebenzi ezifakiwe		Inani lezisebenzi ezifakiwe	
			Abasha	Cont.	Abasha	Cont.	Abasha	Cont.	Abasha	Cont.	Abasha	Cont.
I-Intern Yasemayini	Uhlelo Lwama-Intern	Ithikithi Lombonisi Wemayini kanye Nethikithi Lamamenenja Emayini	1	3	0	2	0	0	0	0	0	0
I-Intern ye-Rock Engineering	Uhlelo Lwama-Intern	Ithikithi lokulawula iStrata	0	1	0	0	0	0	0	0	0	0
Geology Intern	Uhlelo Lwama-Intern	Ithikithi lalowo ophakathi	0	1	0	0	0	0	0	0	0	0
Human Resources Intern	Uhlelo Lwama-Intern	Umhlaziyi we-HR	0	1	0	0	0	0	0	0	0	0
Umfundi we-Millwright	I-Learnership	Ingcweti(Artisan) efanelekile	13	21	0	21	0	21	0	21	0	21
Isisebenzi Sasemayini Esifundayo	I-Learnership	Isisebenzi Sasemayini Esineziqo	5	10	5	5	5	5	5	5	5	5
Isikhulu se-VOHE	Ukuqeqesha	Ukulawulwa kwemvelo Yemayini	0	1	0	1	1	0	0	1	0	1
Umsizi weSnr VOHE	Ukuqeqesha	Ukulawulwa kwemvelo Yemayini	0	1	0	1	0	1	1	0	1	0
Umholi Omkhulu	Ukuqeqesha	Ithikithi Lokuhlola Ikhono Lemayini	0	1	0	1	0	1	0	1	0	1
Isikhulu Esilawulayo se-Strata	Ukuqeqesha	Rock Eng Ticket	0	1	0	1	0	1	0	1	0	1
Ingqikithi			19	41	5	32	6	29	6	29	6	29

2.4.9 Mentorship

Bonke abathweswe iziqu nabafundi bethu banikwa ithuba lokubamba iqhaza ezinhlelweni zokuqeqeshwa lapho umqeqeshi ofanelekayo wamakhono athile obuciko obudingekayo abelwa ukuba afundise labo abaqeqeshwayo bakhule futhi babe namakhono adingekayo. Lezi zinhlelo ziba khona emazingeni alandelayo:

- Bonke abaneziqu abafakwa kule nhlangano babelwa umqeqeshi ochwepheshile onikeza usizo nesiqondiso ekuqaleni kwemisebenzi yabo;
- Bonke abafundi ababamba iqhaza ohlelweni lwethu lwe-learnership babelwa umqeqeshi ozobanika usizo nesiqondiso esidingekayo okuzosiza abafundi bakwazi ukuqeda uhlelo lwabo futhi bathole isiqu esidingekayo.

Ithebula 15: Uhlelo Nezibophezelo Zokuqeqeshwa Zeminyaka Engu-5 Ze-NDC

Uhlelo Lokuqeqeshwa	Ubude benkathi	Y1			Y2			Y3			Y4			Y5		
		HDSA	NON-HDSA	Izingqikithi	HDSA	NON-HDSA	Izingqikithi	HDSA	NON-HDSA	Izingqikithi	HDSA	NON-HDSA	Izingqikithi	HDSA	NON-HDSA	Izingqikithi
Millwrights	Iminyaka engu-4,5	29	5	34	20	1	21	20	1	21	20	1	21	20	1	21
Izisebenzi Sasemayini Ezifundayo	Izinyanga ezi-9	4	1	5	4	1	5	4	1	5	4	1	5	4	1	5
Ama-Internship	Iminyaka emi-3	6	1	7	6	2	8	6	2	8	8	2	10	8	2	10
Ingqikithi		39	7	46	30	4	34	30	4	34	32	4	36	32	4	36

2.4.10 Ama-Internship (STEM)

I-NDC inikeza imfundo ngokusebenza kubafundi abaningana, okungagcini ngokubanika ithuba lokuqeda indima yokwenza ngokoqobo lokho abafundele kodwa kunikeza i-NDC inani labafundi abangase bagcine benikezwe umsebenzi unomphela enkampanini. AmaThebula ngezansi anemininingwane yezibophezelo zeminyaka engu-5 ze-NDC ohlelweni lwe-internship nohlelo lokusebenza ngemva kwalokho.

Uhlelo Oluzosetshenziswa		
Izenzo	Umuntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Khangisa amathuba e-internship ngaphandle ngamaphephandaba omphakathi, amakhansela kamasipala nezinye iziphathimandla ezifanele ukuze uthole abantu emphakathini wendawo.	I-Community Development Sup	Ngokweshejuli yokuqasha
Abantu abazohlolwa minyaka yonke ngokusekelwe ezidingweni zebhizinisi.	Imenenja yezokuQeqeshwa	Minyaka Yonke
Izivumelwano zezinkontileka nabafundi kumelwe zibe khona.	Imenenja yezokuQeqeshwa	Ngokweshejuli yokuqasha
Iqoqo labaqeqeshi lizoqinisekiswa kubafundi	Imenenja yezokuQeqeshwa	Ngokweshejuli yokuqasha

Ithebula 16: Uhlelo Lwe-Internship Nezibophezelo Ze-NDC Zeminyaka Engu-5

Inkambu ye-Internship	Y1		Y2		Y3		Y4		Y5	
	Abasha	Cont.	Abasha	Cont.	Abasha	Cont.	Abasha	Cont.	Abasha	Cont.
Ezemayini	1	4	0	3	1	1	1	1	1	0
Ubunjiniyela	0	0	2	0	0	2	0	2	0	2
I-Rock Engineering	0	0	0	0	1	0	0	1	0	1
I-Geology	0	0	0	0	0	0	0	0	0	0
Ezabasebenzi	0	0	0	0	0	0	0	0	1	0
Ingqikithi	1	4	2	3	2	3	1	4	2	3
Ingqikithi Enkulu	5		5		5		5		5	
Ingqikithi Yelungiselelo Lezimali	R2 500 000,00		R2 650 000,00		R2 650 000,00		R2 750 000,00		R2 750 000,00	
% Lenani Elidonswayo Le-HRD	0.20%		0,19%		0,19%		0,19%		0.18%	

2.4.11 Usizo Lokufunda Lwemayini (STEM)

Usizo lokufunda olwenziwa enkampanini luyatholakala kuzo zonke izisebenzi ze-New Denmark eziqashwe unomphela. Usizo locwaningo lumenenjwa ngokuyinhlok uMnyango Wemfundo Nentuthuko futhi

lutholakalela izisebenzi ezifisa ukuthuthukisa amathuba emisebenzi ngokutadisha ngokuqhubekayo kwesikhashana. Izisebenzi zingabhalisela usizo lokutadisha kuyo yonke imikhakha yemayini yase-New Denmark. AmaThebula ngezansi anemininingwane yezibophezelo zezimali zeminyaka engu-5 ze-NDC osizweni lokufunda lwenkampani oluhlobene ne-STEM nohlelo oluzosetshenziswa ngemva kwalokho.

Uhlelo Oluzosetshenziswa		
Izenzo	Umntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Izingxoxo zenqubomgomo yosizo loKufunda Enkampanini ngokuQeqeshwa Okuxwayisa Ngokuphepha	Umnyango We-L&D	Maviki onke
Buyekeza futhi ugunyaze izicelo ezifanele uma ziba khona.	<ul style="list-style-type: none"> • Front Line Manager • Imenenja yezokuQeqeshwa • Imenenja Ye-HR 	Ad-Hoc

Ithebula 17: Izibophezelo Zezimali Zeminyaka Engu-5 Ze-NDC zoSizo Lokufunda Enkampanini ku-STEM

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Ingqikithi Yenani	8	13	15	17	20	75
Ingqikithi Yelungiselelo Lezimali	R160 000	R200 000	R200 000	R252 000	R250 000	R1 062 000
% Lenani Elidonswayo Le-HRD	0,012%	0,015%	0,014%	0,014%	0,016%	0,071%

2.4.12 Imifundaze Nama-Scholarship (STEM)

Uhlelo lomfundaze lwe-NDC lufuna abafundi abafuna ukusebenzela imboni yezimayini. Lolu hlelo luyathuthukiswa ukuze kusungulwe amakhono angesikhathi esizayo inkampane ewadingayo. I-NDC izibophezela nokuqhubeka nohlelo lwe-scholarship lomphakathi oluhloselwe ukusekela ngokwezimali abafundi abafanelekayo emiphakathini yendawo ukuze baqhubeke nezifundo zabo ezihlobene neziqu ze-STEM esikhungweni semfundo abasikhethayo. Laba bafundi bazonikezwa nosizo lokuqeqeshwa phakathi nesikhathi sezifundo zabo ukuze baqinisekise ukuthi bayaziphothula izifundo zabo eziphakeme.

AmaThebula ngezansi anemininingwane yezibophezelo zezimali zeminyaka engu-5 ze-NDC kumifundaze nezinhlelo ze-scholarship nohlelo oluzosetshenziswa ngemva kwalokho.

Uhlelo lokusisebenzisa (Imifundaze nama-Scholarship)		
Izenzo	Umuntu Oqokiwe	Usuku Lwesenzo / Lokuqeda
Khangisa amathuba eMifundaze Ne-Scholarship ngaphandle ngamaphephandaba omphakathi, amakhansela kamasipala nezinye iziphathimandla ezifanele ukuze uthole abantu emphakathini wendawo.	I-Community Development Sup	Ngokweshejuli yokuqasha
Abantu abazohlolwa minyaka yonke ngokusekelwe ezidingweni zebhizinisi.	Imenenja yezokuQeqeshwa/Imenenja ye-Group L & D	Minyaka Yonke
Izivumelwano zezinkontileka nabafundi kumelwe zibe khona.	Imenenja yezokuQeqeshwa	Ngokweshejuli yokuqasha

Ithebula 18: Umfundaze Ne-Scholarship

Umfundaze Ne-Scholarship	Y1		Y2		Y3		Y4		Y5	
	Abasha	Cont.	Abasha	Cont.	Abasha	Cont.	Abasha	Cont.	Abasha	Cont.
BSC Life& Env Science	0	1	0	1	1	0	0	1	0	1
Engineering Mechanical	0	2	1	1	1	1	0	2	0	2
Accounting	0	2	1	1	0	2	1	1	0	2
Nursing	0	1	0	1	0	1	1	0	0	1
Bachelor of Commerce	0	1	0	1	1	0	0	1	0	1
Ingqikithi	0	7	2	5	3	4	2	5	0	7
Ingqikithi Enkulu	7		7		7		7		7	
Ingqikithi Yelungiselelo Lezimali	R 1 500 000		R1 600 000		R1 500 000		R1 500 000		R1 500 000	
% Lenani Elidonswayo Le-HRD	0,118%		0,117%		0,109%		0,109%		0,096%	

2.4.13 Ukuqasha Ngokungabandlululi

Enye yama-asethi ethu amakhulu kunawo wonke ukungafani kwabantu esinabo futhi siyaziqhenya ngokwenza okungaphezu kokudingekile phakathi neminyaka embalwa edlule. Siyaqhubeka sigxile ezindleleni zokuthuthukisa iphefomensi yethu ekuheheni, ekutholeni nasekuthuthukiseni abesifazane kuyo yonke imikhakha nakuwo wonke amazanga enhlangano yethu, futhi lokho kube ngenye yezinselele i-NDC ebhekane nazo.

Ithebula 19: Ukuqasha Ngokungabandlululi IFomu S ngomhla ka-31 March 2020

	UmAfrika		IKhaladi		Indiya		Umlungu		Ingqiki thi ifakela i-FN	Ingqiki thi ye-HDSA	Ingqikithi Yabesifazane	Abakwamanye Amazwe			Umgomo we-MC III	
	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa				Owesifazane	Owesilisa	INGQIKI THI	% HDSA	% Owesifazane
Board	1	2	0	0	0	0	0	0	4	3	1	0	1	1	50.00%	20.00%
Ukumenen jwa Okuphezulu	0	3	0	0	0	0	0	1	5	3	0	0	1	1	50.00%	20.00%
Ukumenen jwa Okukhulu	3	1	0	0	0	0	0	3	8	5	3	1	0	1	60.00%	25.00%
Ukumenen jwa Okuphakathi	9	28	0	1	0	3	0	17	60	43	9	0	2	2	60.00%	25.00%
Ukumenen jwa Ngabanca ne	33	115	2	4	1	6	4	54	224	170	40	0	5	5	70.00%	30.00%
Okusemqoka	107	500	3	4	0	0	2	16	642	626	112	0	10	10	60.00%	-
Okubucayi	68	406	3	5	2	9	3	58	566	508	76	0	12	12		
Okunye	61	82	0	2	0	3	3	12	163	151	64	0	0	0	N/A	N/A
Ingqikithi	282	1137	8	16	3	21	12	161	1672	1479	305	1	31	32		
Ukukhubazeka	5	13						1	19						1.5%	

Ukuze sivumelanise izimfuneko zomsebenzi ze-NDC nezimfuneko ze-Mining Charter III, kubekwe izinhlelo futhi ziyabuyekwezwa njalo ukuze kuqinisekiswa ukuthi i-Employment Equity yethu, izindlela zokufunwa kwezisebenzi nezinsiza zabantu zisekela isibopho sethu esingokomthetho. Inhloso iwukufinyelela ukulingana endaweni yokusebenzela, ukwakha indawo yokusebenzela engenalo ubandlululo, ukuthuthukisa ukubamba iqhaza kwe-Historically Disadvantaged Persons kuwo wonke amazanga nokuqinisekisa ukuhambisana nezimfuneko ze-Employment Equity Act.

Ithebula 20: Izibophezelo Ze-Employment Equity Zeminyaka Engu-5 Ze-NDC

Ukuqasha Ngokungabandlululi Okuqondiwe	Imigomo ye-Mining Charter III	Y1	Y2	Y3	Y4	Y5
Board						
HDSAs	50%	75%	75%	75%	75%	75%
Abesifazane	20%	25%	25%	25%	25%	25%
Abaphathi/Abaphathi Abaphezulu						
HDSAs	50%	60%	60%	60%	60%	60%
Abesifazane	20%	0%	0%	20%	20%	20%
Ukumenenjwa Okukhulu						
HDSAs	60%	38%	38%	50%	50%	60%
Abesifazane	25%	25%	25%	25%	25%	25%
Ukumenenjwa Okuphakathi						
HDSAs	60%	68%	68%	68%	68%	68%
Abesifazane	25%	24%	24%	25%	25%	25%
Ukumenenjwa Ngabancane						
HDSAs	70%	75%	75%	75%	75%	75%
Abesifazane	30%	25%	27%	30%	30%	30%
Amakhono Asemqoka						
HDSAs	60%	90%	90%	90%	90%	90%
Ukukhubazeka						
Abamnyama Amakhaladi AmaNdiya Abamhlophe	1.5%	1%	1.2%	1.4%	1.5%	1.5%

ISIGABA C:

UKUTHUTHUKISWA KWEZOMNOTHO WENDAWO Isiqondiso 46 (c)

3 Ukuthuthukiswa Kwezomnotho Wendawo

3.1 Imininingwane yesizinda sezenhlalo nezomnotho (Isiqondiso 46 (c) (i))

I-Lekwa Local Municipality yamiswa ngomhla ka-5 December 2000 ngemva kokuhlanganiswa kwama-Transitional Local Councils angu-3 okwakuyi-Standerton, i-Sakhile ne-Morgenon. I-Lekwa Local Municipality isemathafeni angodedangendlale asesifundeni sase-Highveld aziwa ngotshani obude obugudla ngase-Vaal River egelezela entshonalanga. Lo masipala uthatha indawo engu-4 586 km² engu-15% wayo yonke indawo yeSifunda sase-Gert Sibande. Lo Masipala uqanjwe nge-Vaal River eyaziwa kakhulu ngokuthi yi-Lekwa (igama lesiSotho le-Vaal River).

Lo Masipala uhlanganisa ne-Standerton esondelene nedolobha, kuyilapho i-Morgenon, eqhele ngo-45km eNyakatho Mpumalanga ye-Standerton, isondelene ne-satellite. Izungezwe omasipala abalandelayo bendawo, i-Pixley ka Seme ne-Msukaligwa empumalanga, i-Dipaliseng entshonalanga ne-Govan Mbeki enyakatho. Echosheni eliseningizimu kune-Mpumelelo Local Municipality esengxenyeni esenyakatho yeSifundazwe sase-Free State.

Ngokwe-Census 2011, i-Lekwa Local Municipality inengqikithi yabantu abangu-115 662, u-84,2% wabo abaNsundu, u-11,4% abaNhlophe, bese kuba amanye amaqembu abantu asele angu-4,4%. Kulabo abaneminyaka engu-20 nangaphezulu, u-4,6% usiqedile isikole samabanga aphansi, u-34,1% unemfundo ethile yamabanga aphezulu, u-25,1% uphuthulile umatikuletshe kanti u-10,3% unohlobo oluthile lwemfundo ephakeme. U-11,2% walabo abaneminyaka engu-20 nangaphezulu awuyanga nhlobo esikoleni

Kunemindeni engu-31 071 kumasipala, isilinganiso sobukhulu bomndeni singabantu abangu-3,6 umndeni ngamunye. U-90,6% wemindeni uyawathola amanzi ngamapayipi endaweni ohlala kuyo noma egcekeni. Ngu-2,4% kuphela wemindeni ongenawo amapayipi amanzi.

Abantu abangu-46 013 benza okuthile okuthinta umnotho (baqashiwe noma abasebenzi kodwa bafuna umsebenzi), futhi kulaba u-25,9% awusebenzi. Entsheni engu-23 126 eyenza okuthile okuthinta umnotho (iminyaka engu-15 – 34) kule ndawo, u-35,2% awusebenzi.

Ithebula 21: Iphrofayili Yezenhlalo Nezomnotho kaMasipala waseLekwa

	2016	2011
Inani labantu	123 419	115 662
Isakhiwo Sobudala		
Abantu abeminyaka engaphansi kuka-15	26.5%	28.6%
Abantu abeminyaka eyi-15 ukuya ku-64	67.9%	66.4%
Abantu abeminyaka engaphezulu kuka-65	5.6%	5.0%
Isilinganiselo sokuncika		
Per 100 (15-64)	47.2	50.6
Isilinganiso Sobulili		
Abesilisa kwabesifazane abayi-100	100.2	99.4
Ukwanda Kwabantu		
Ngonyaka	1.48%	n/a
Imakethe Yezemisebenzi		
Isilinganiso sabangasebenzi (okusemthethweni)	n/a	25.9%
Isilinganiso sentsha engasebenzi (okusemthethweni) 15-34	n/a	35.2%

Imfundo (beminyaka 20 +)		
Akukho sikole	9.3%	11.2%
Ibanga leshumi	28.0%	25.1%
Imfundo ephakeme	7.7%	10.3%
Amandla Omndeni		
Imindeni	37 334	31 071
Isilinganiso sobukhulu bomndeni	3.3	3.6
Imindeni ephethwe ngabesifazane	36.7%	35.7%
Izindawo zokuhlala ezihlelekile	77.5%	73.6%
Izindlu ziphethwe	64.3%	50.0%
Imisebenzi Yasekhaya		
Indlu yangasese eshaywayo ehlangene ne-sewerage	85.7%	83.6%
Isimiso sokukhucululwa kwendle ngeviki	65.8%	82.2%
Amanzi wepayipi ngaphakathi kokuhlala	43.5%	55.2%
Ugesi wokukhanyisa	90.8%	88.6%

3.2 Imisebenzi yezomnotho esemqoka (Isiqondiso 46 (c) (ii))

Ngokwendlela yokusebenza ye-Lekwa Local Municipality LED 2015/2016 nesibonisi somsebenzi se-IDP 2017-2022, imisebenzi yezomnotho esemqoka nansi:

Ithebula 22: Imisebenzi Yezomnotho kuMasipala Wendawo yaseLekwa

IMBONI	IPHESENTI LOKUQASHWA
Ezolimo	7.4 %
Ezemayini	2.7 %
Umakhi	7.7 %
Izinsiza	1.1 %
Ezokwakha	7.8 %
Ukuhweba	26.8 %
Ezokuthutha	4.3 %
Ezezimali	14.3 %
Amasevisi omphakathi	21.0 %
Imindeni	6.9 %
Inggikithi	100 %

3.3 Umthelela omubi wokusebenza kwezimayini

Ithebula 23: Umthelela omubi wokusebenza kwezimayini

Izinkinga ezibalulekile	Yebo	Cha	Uphathina othintekile	Incazelo yomthelela	Izinyathelo zokumenenja
Ukuhlala	X		Abalimi Abanikazi Bomhlaba Abasebenzisi bomgwaqo womphakathi	Umpfumela uba yi-long wall mining ne-stooping ngokwezinga elithile ekushoneni komhlaba njengoba indawo engaphezu kwamabhulokhi abembiwa ibuyela esimweni.	Ukushona komhlaba kuyaqashwa futhi kwenziwe uphenyo uma kwenzeka.
Ukutholakala kwamanzi nekhwalithi yawo	X		Abalimi	Amanzi ambiwayo emapulazini athile angomakhelwane aye aphazamiseka ngenxa yemayini yamalahle. I-New Denmark ixhasa iningi labalimi abangomakhelwane ngamanzi aphuzwayo	Isivumelwano samanzi no-Eskom sokuxhasa abalimi Ukuqapha ikhwalithi yamanzi ngokwezimfuneko zomthetho zamanzi.

Ukuthuthwa Kwabantu		X	Akukho	Akukho	Akukho
Ukumbiwa kwamathuna		X	Akukho	Akukho	Akukho
Uquqaba lwabantu		X	Akukho	Akukho	Akukho

3.4 Ukuxhasa ngezidingo zendawo ngokubaluleka kwazo

Ithebula 24: Ukubaluleka Kwezidingo ze-Lekwa Local Municipality

Okuvamile	Esiqondile	Uhlobo lwesidingo	UMasipala
Ukuthuthukiswa Kwezenhlalo	Ukwakha isikhungo sezingane ezikhubazekile	Ukwakheka kwendawo	Lekwa Local Municipality
Amanzi Nokukhucululwa Kwendle	Ukuxhaswa Ngamanzi Nokukhucululwa Kwendle	Ukwakheka kwendawo	Lekwa Local Municipality
Imfundo	Izinkulisa Zezingane	Ukwakheka kwendawo	Lekwa Local Municipality
Ukusungulwa Kwemisebenzi	Ukuthuthukiswa Kwezamabhezini Nemikhiqizo	Ukuncishiswa Kobumpofu	Lekwa Local Municipality

3.5 Inqubo Yokuxhumana

Injongo eyinhloko yokuthuthukiswa komphakathi wezimayini iwukuxhasa ngokunenjongo ukuthuthukiswa komphakathi, kokubili ngobukhulu nangegalelo, ukugcina izimiso zelayisensi yezenhlalo ukuba zisebenze. Ngokuxhumana ne-Lekwa Local Municipality, amawadi angu-15 alo Masipala, i-NDC iye yakwazi ukuthola okusemqoka kokuthuthukisa imiphakathi yezimayini (**Bheka Isithasiselo A**). Lezi zinto ezisemqoka zokuthuthukisa ziqukethwe kweZenzhlalo Nomsebenzi.

Izindawo ukungenela kwe-NDC LED okugxile kuzo ngokuyinhloko zisekelwe ekuNgeneleni Komphakathi, ukuhlaziywa kwe-Lekwa Local Municipality IDP 2017-2022, ukuxhumana nomasipala wendawo nokuhlaziywa kwedeskithophu yesifundazwe. Imisebenzi yokuba negalelo kophathina iye yahlalwa ehhovisi likasihlalo ngosizo lwehhovisi leMenenja Kamasipala elibambe iqhaza kwezinye izimo. Ophathina

batsheliwe ngemisebenzi ngesistimu yokuxhumana. Imihlangano iye yahlelwa ukuba iqhutshwe ntambama lapho iningi labantu liyobe selibuyile emsebenzini. (Bheka umbiko wokuxhumana wophathina oningilizwe **weSithasiselo A** nohlu lwababekhona)

Uhlelo lokuxhumana lwe-NDC kumaphrojekthi e-LED belunjengoba kubonisiwe ngezansi:

Ithebula 25: Uhlelo Lokuxhumana Kophathina

UHLELO LOKUZOKWENZIWA		UPHATHINA	OKUKWENZIWA KAHLE	ISIMO	USUKU LOKUXHUMANA
Isinyathelo 1:	Ukuxhumana noMasipala Wendawo, i-Provincial Growth and Development Strategy (PGDS), i-National Spatial Development Strategy (NSDS), Okusemqoka Kuzwelonke	<u>Iziphathimandla Zendawo:</u> - Lekwa Local Municipality	CDS	<u>USUKU LOKUXHUMANA NE-LEKWA LOCAL MUNICIPALITY</u> <ul style="list-style-type: none"> Ukuxhumana kuqediwe Umhlangano oqhutshwa kabili ngonyaka ne-Exco neMeya uzoqhutshwa 	ng0-25 July 2019, 20 August 2019 nango-27 August 2019
Isinyathelo 2:	Ukuxhumana nge-Local BEE procurement, nokuthuthukiswa komnotho wendawo.	<u>Amaqembu Anogqozi:</u> <ul style="list-style-type: none"> Iforamu Yophathina Ye-NDC 	CDS	<ul style="list-style-type: none"> Ukuxhumana kwenziwe Imihlangano yanyanga zonke izoqhutshwa 	17 October 2019
Isinyathelo 3:	Ukuhlanganyelwa kwePhrojekthi ye-LED nokuqonda kwezidingo ezisemqoka njengoba kuchazwe ku-NDP	<u>Omunye Uphathina Kahulumeni:</u> <ul style="list-style-type: none"> UMnyango Wezempilo UMnyango Wokuthuthukiswa Kwezenhlalo UMnyango Wezempilo UMnyango Wezolimo 	CDS	<ul style="list-style-type: none"> Izingxoxo zizoba khona uma iphrojekthi izidinga 	Nalapho zidingeka khona
Isinyathelo 4:	Izingxoxo nemiphakathi e-Lekwa Local Municipality	<u>Imiphakathi:</u> <ul style="list-style-type: none"> Imiphakathi Yamawadi Amapulazi Amaqembu we-Pressure 	CDS	<ul style="list-style-type: none"> Izingxoxo ziqediwe Iforamu Yomphakathi isunguliwe ihlangana zinyanga zonke 	26 November 2019

3.6 Amaphrojekthi Okuthuthukisa Imiphakathi Yemayini

I-Mining Charter III idinga i-NDC ukuba idale ukulingana phakathi kwemayini nezidingo zentuthuko yezenhlalo nezomnotho zomphakathi wemayini. Njengomphathi ofanele wemayini i-NDC kumelwe inikele ngokunenjongo ekuThuthukiseni Umphakathi Wemayini; ngokuchema nemiphakathi yemayini kokubili ngegalelo nangobukhulu, nasekugcineni izimiso zelayisensi yezenhlalo ukuze zisebenze. Amaphrojekthi aveziwe azoqala emphakathini wethu wemayini okuyilapho umsebenzi wemayini owenziwa khona, ezindaweni ezithunyelwa umsebenzi omkhulu, imiphakathi engomakhelwane ne-Lekwa Local Municipality.

Ithebula 26: Iphrojekthi 1 - Inkazimulo KaNkulunkulu

Igama Lephrojekthi		Iphrojekthi 1: Inkazimulo KaNkulunkulu Stimulation Centre		Usuku Lokuqala Kwephrojekthi		April 2020		
Amabalengwe ngephrojekthi		<p>Inkazimulo Kankulunkulu Stimulation Centre iyinhlango enenzi inzuzo eyasungulwa ngo-1993 ukuze inakekele ngokuqhubekayo abantu abanokukhubazeka, isb. isithuthwane, i-down-syndrome, i-autism, nokukhubazeka ngeNgqondo nasemzimbeni. Lesi sikhungo sinikeza amasevisi ayo ku-Lekwa Municipality futhi sise-Standerton. Inkazimulo Kankulunkulu inikeza uhlelo lokunakekela oluhleleke ngokuphelele olusingatha zonke izinto.</p> <p>Izinkinga isikhungo ebhekana nazo zihlanganisa, isakhiwo esingamanxiwa esingenagesi, amanzi nezindlu zangasese zabantu abanezidingo ezikhethekile.</p> <p>Imigomo:</p> <ul style="list-style-type: none"> - Ukuze igcizelele, iphromothe, ikhuthaze, ithuthukise futhi yakhe amasevisi ezingane ezikhubazeka engqondweni nasemzimbeni; - Ukusungula isisekelo semboni yezingane ezikhubazekile ngokugqugquzela nokufundiswa kwamakhono okuphila nokukhulisa ingane ekhubazekile; 		Usuku lokuphela Kwephrojekthi		March 2022		
Ophathina Bephrojekthi		Lekwa Local Municipality		Imininingwane iqala ukusebenza ngo-:				
Iphrojekthi ihlanganiswe nayiphi i-IDP		- IDP 2017 - 2022		Abahlomuli		- Umphakathi Wase-Standerton		
Unyaka Wezimali	Umphumela	Ibhizinisi Elinesopho	Umsebenzi	Umugqa wesikhathi				Ukwabiwa Kwebhajethi
				2020	2021 Ikwata yoku-1	2021 Ikwata yesi-2	2021 Ikwata yesi-3	
March 2021	-Isimo esivumayo esikhuthaza futhi sikhulise izingqondo zezingane ezinokukhubazeka.	-NDC -Lekwa Local Municipality -UMnyango Wokuthuthukiswa Kwezenhlalo	<p>Isigaba 1: -Ukuthuthukiswa Kwengxoxo Yephrojekthi</p> <p>-Ukusungula ukuxhumana nabo bonke ophathina, izici zesikhungo ezidingekayo emklamweni ofanele nemvume yephrojekthi</p> <p>- Ukubamba iqhaza enqubweni yethenda ngokuvumelana nezinqubo okuvunyelwenwe ngazo ngenqubomgomo yesivumelwano</p>	R 400 000				R 6 000 000,00

UHlelo Lomphakathi nokuSebenza lwe-New Denmark Colliery: Ihambisana Nesiqondiso 46 se-Mineral and Petroleum Resources Development Act, 2002

			- Ukumiswa komhlinzeki wesevisi						
			Isigaba 2: - Ukuhlela ukudluliswa kwesikhungo ezinkontilekeni - Ukumiswa nokuqondisa izakhiwo zokuxhumana ezihlelekile nezingahlelekile - Ukusungulwa kwenqubo yokukhishwa kwemininingwane yokwakha - Ukulungiselela imibiko yamaprojekthi nyanga zonke okuhlanganisa ukuthumela ku-Steering Committee	R 400 000					
			Isigaba 3: -Ezokwakha		R 1 840 000	R 1 840 000			
			Isigaba 4: Ukuvala nokudluliswa kwephrojekthi				R1 920 000		
								INGQIKITHI YEBHAJETHI	R 6 000 000,00

Ithebula 27: Iphrojekthi 2 Ukulungiswa kwe-Standerton Hospital

Igama Lephrojekthi		Iphrojekthi 2: Standerton Hospital		Usuku Lokuqala Kwephrojekthi		April 2021		
Amabalengwe ngephrojekthi		<p>Iphrojekthi ye-Standerton Hospital inomgomo wokuthuthukisa ukufinyeleleka nokusebenziseka kwamasevisi empilo ayikhwalithi e-Standerton. Le sibhedlela sisiza abantu abangaphezu kuka-120,000 ku-Lekwa Local Municipality, imiphakathi yase-Depaleseng nase-Vrede ese-Free State.</p> <p>Imibhede yasesibhedlela engu-205 inezisebenzi, kuhlangukise nodokotela, abahlengikazi, izisebenzi eziqondisayo, nezihlanzayo.</p> <p>Isibhedlela sidinga ukulungiswa iwadi okufikela kulo iziguli. Imisebenzi yasesibhedlela ayikwazi ukuhleleka kahle ngenxa yezinselele iwadi okufikela kulo iziguli elibhekene nazo. Isibhedlela asikwazi ukuhlinzeka kahle ngamasevisi ezempilo emphakathini.</p>		Usuku lokuphela Kwephrojekthi		March 2022		
Ophathina Bephrojekthi		Lekwa Local Municipality		Imininingwane iqala ukusebenza ngo-:		November 2019		
Iphrojekthi ihlanganise nayiphi i-IDP		- IDP 2017 - 2022		Abahlomuli		- Umphakathi Wase-Standerton		
Unyaka Wezimali	Umpumela	Ibhizinisi Elinesbopho	Umsebenzi	Umugqa wesikhathi				Ukwabiwa Kwebhajethi
				Ikwata yoku-1	Ikwata yesi-2	Ikwata yesi-3	Ikwata yesi-4	
March 2021	Ukuhlinzeka okuthuthukisiwe kwamasevisi ezempilo esibhedlela sase-Standerton esisiza izinkulungwane zezakhamuzi.	-NDC - UMyango Wezempilo WaseMpumalanga	<p>Isigaba 1:</p> <ul style="list-style-type: none"> -Ukuthuthukiswa Kwengxoxo Yephrojekthi - Ukubamba iqhaza enqubweni yethenda ngokuvumelana nezinqubo okuvunyelwenwe ngazo ngenqubomgomo yesivumelwano - Ukumiswa komhlinzeki wesevisi 					R 3 000 000,00
			Isigaba 2:	R 500 000,00				

Uhlelo Lomphakathi nokuSebenza lwe-New Denmark Colliery: Ihambisana Nesiqondiso 46 se-Mineral and Petroleum Resources Development Act, 2002

			<ul style="list-style-type: none"> - Ukuhlela ukudluliswa kwesikhungo ezinkontilekeni - Ukumiswa nokuqondisa izakhiwo zokuxhumana ezihlelekile nezingahlelekile - Ukusungulwa kwenqubo yokukhishwa kwemininingwane yokwakha 					
			<p>Isigaba 3: -Ezokwakha</p>		R 1 000 000,00	R 1 000 000,00		
			<p>Isigaba 4: Ukuvala nokudluliswa kwephrojekthi</p>				R 500 000,00	
							INGQIKITHI YEBHAJETHI	R 3 000 000,00

Ithebula 28: Iphrojekthi 3 - Ilungiselelo Lamanzi

Igama Lephrojekthi		Iphrojekthi 3: Ilungiselelo Lamanzi		Usuku Lokuqala Kwephrojekthi		April 2022		
Amabalengwe ngephrojekthi		<p>Ngokuvumelana nemiphumela yephephambuzo okusemqoka okuthathu ekuthuthukiseni i-Lekwa Local Municipality Amanzi, Ukukhuculula Indle Nemfundo. I-Lekwa Local Municipality iqokwe njengewukuphela kweGunya Lesevisi Yamanzi. Lokhu kusho ukuthi uMasipala unomthwalo kuwo wonke amakhasimende nophathina abangaphansi kwawo wokuqinisekisa ukutholakala kwamasevisi amanzi nokukhucululwa kwendle.</p> <p>Umasipala njengamanje unomthwalo kumaphrojekthi wezindleko ezinkulu zekhephithali futhi kunesidingo esikhulu sokusebenzela ukuthuthukisa isimiso samanzi. Le nkinga idlulele nakumasevisi ahlobene njengezikole, imitholampilo, izibhedlela, ama-TVET Collages njll. angatholi amasevisi</p> <p>Ukucabangela ukukhula kwenani labantu lamanje okungu-1.13% unyaka ngamunye okuzoqhubeka kunyusa isidingo samanzi, le khomenti izokhulisa noma inciphise umthwalo kaMasipala.</p>		Usuku lokuphela Kwephrojekthi		March 2023		
Ophathina Bephrojekthi		Lekwa Local Municipality		Imininingwane iqala ukusebenza ngo-:		March 2020		
Iphrojekthi ihlanganiswe nayiphi i-IDP		- IDP 2017 - 2022		Abahlomuli		Lekwa Local Municipality		
Unyaka Wezimali	Umpfumela	Ibhizinisi Elinesbopho	Umsebenzi	Umugqa wesikhathi				Ukwabiwa Kwebhajethi
				Ikwata yoku 1	Ikwata yesi-2	Ikwata yesi-3	Ikwata yesi-4	
March 2024	Ukutholakala okuhlanzekile nokuphephile ku-Lekwa Local Municipality		<ul style="list-style-type: none"> • Ukuxhumana nomasipala wendawo • Ukuthola izindawo ezisemqoka 	R 200 000,00				
			<ul style="list-style-type: none"> • Misa inkontileka yendawo ukuze ugcalise ubukhulu bomsebenzi • Ukuqalwa kwephrojekthi 		R 2 300 000,00	R 2 163 514,00		

UHlelo Lomphakathi nokuSebenza lwe-New Denmark Colliery: Ihambisana Nesiqondiso 46 se-Mineral and Petroleum Resources Development Act, 2002

			<ul style="list-style-type: none"> • Qapha futhi ubike inqubekela phambili/isimo sephrojekthi ize iphele 					
			<ul style="list-style-type: none"> • Phuma futhi udlulisele iphrojekthi kuMasipala 					R 900 000,00
							INGQIKITHI YEBHAJETHI	R 5 563 514,00

Ithebula 29: Iphrojekthi 4 – Indawo Yabaqondisi

Igama Lephrojekthi		Iphrojekthi 4: Ezemfundo - Indawo Yabaqondisi Yase-Zikhetheleni Secondary School				Usuku Lokuqala Kwephrojekthi		April 2023	
Amabalengwe ngephrojekthi		<p>Ngokuvumelana nemiphumela yephephambuzo okusemqoka okuthathu ekuthuthukiseni i-Lekwa Local Municipality Amanzi, Ukukhuculula Indle Nemfundo</p> <p>Isikole esiphumelelayo sinokungaphezu nje kokufunda. Nakuba ukufundisa kahle nokufunda kusemqoka, abaqondisi abakuhlelayo babalulekile ekunikezeni imfundo ephelele edingwa yingane. Abaqondisi nemisebenzi eyenziwa ngempumelelo kusekela imfundo efinyelela ngale kokudlulisa imfundo. Ucwangingo olukhulayo luthole ukuthi izikhungo zezikole zingaba negalele elikhulu emphumeleni oba khona kokubili kothisha nakubafundi. Siyayihlonipha indima yothisha, kodwa izikhungo zezikole zithinta ukutholakala kothisha, ukuhlala kwabo, ukuzibophezela, nokuzikhandla kwabo. Siyabahlonipha abafundi, kodwa izikhungo zezikole zithinta impilo, ukuziphatha, ukuzimisela, ukufunda, nokukhula. Ngakho, abacwaningi bavame ukuphetha ngokuthi ngaphandle kwezikhungo nezinsiza ezanele, kunzima ngempela ukuthwala izingane eziningi ezinezidingo eziyinkimbinkimbi. Ngakho, ikhwalithi yesikhungo ibalulekile ekuboneni ukuthi uthisha uzohlala yini nokuthi umfundi uzofunda yini. Impilo yomzimba nengokomzwelo yabafundi nothisha ixhomeke kukhwalithi yezindawo abakuzo, okwenza ukwakhiwa kwezakhiwo eziphephile, ezinempilo kubaluleke.</p>				Usuku lokuphela Kwephrojekthi		March 2024	
Ophathina Bephrojekthi		UMnyango Wezemfundo				Imininingwane iqala ukusebenza ngo:-		August 2019	
Iphrojekthi ihlanganiswe nayiphi i-IDP		- IDP 2017 - 2022		Abahlomuli			UMnyango Wezemfundo nomphakathi we-Lekwa Local Municipality		
Unyaka Wezimali	Umpfumela	Ibhizinisi Elinesbopho	Umsebenzi	Umugqa wesikhathi				Ukwabiwa Kwebhajethi	
				Ikwata yoku-1	Ikwata yesi-2	Ikwata yesi-3	Ikwata yesi-4		
March 2023	<ul style="list-style-type: none"> Ukwakhiwa kwendawo yabaqondisi eZikhetheleni Secondary School. 	<ul style="list-style-type: none"> NDC Umnyango Wemfundo Eyisisekelo Lekwa Local Municipality 	<ul style="list-style-type: none"> Ukuxhumana ne-DoE Misa inkontileka yendawo ukuze ugcwalise ubukhulu bomsebenzi Ukuqalwa kwephrojekthi Qapha futhi ubike 	R0	R 1 000 000	R 1 000 000			

Uhlelo Lomphakathi nokuSebenza lwe-New Denmark Colliery: Ihambisana Nesiqondiso 46 se-Mineral and Petroleum Resources Development Act, 2002

			inqubekela phambili/isimo sephrojekthi ize iphele					
			<ul style="list-style-type: none"> Phuma futhi udlulisele iphrojekthi kuMnyango Wezemfundo 				R 1 000 000	
							INGQIKITHI YEBHAJETHI	R 3 000 000,00

Ithebula 30: Iphrojekthi 5 – Ukukhucululwa Kwendle

Igama Lephrojekthi		Iphrojekthi 5: Ukukhucululwa Kwendle				Usuku Lokuqala Kwephrojekthi	April 2024	
Amabalengwe ngephrojekthi		Ngokwe-IDP 2019/2020 ye-Lekwa Local Municipality inani lemindeni enesimiso sokukhucululwa indle linyukile. Nokho lo Masipala usabhekene nentlibathwa yabasalinde ukwakhelwa isimiso sokukhucululwa indle. Phakathi nezingxoxo zophathina futhi kunhlobo eye yaqhutshwa, kutholakale ukuthi ukuntuleka kwesimiso sokukhucululwa indle e-Lekwa kunegalelo elikhulu empilweni, ekuphepheni nasezingeni lokuphila. Inkinga ephuthuma kakhulu yokukhucululwa kwendle ebonakele phakathi nenhlobo kube izakhiwo zezinga eliphansi noma ezingasebenzi emadolobheni nasezindaweni ezakhelene namadolobha.				Usuku lokuphela Kwephrojekthi	March 2025	
Ophathina Bephrojekthi		Lekwa Local Municipality				Iminingwane iqala ukusebenza ngo:-	December 2019	
Iphrojekthi ihlanganise nayiphi i-IDP		- IDP 2017 - 2022		Abahlomuli		Lekwa Local Municipality		
Unyaka Wezimali	Umpumela	Ibhizinisi Elinesbopho	Umsebenzi	Umugqa wesikhathi				Ukwabiwa Kwebhajethi
				Ikwata yoku-1	Ikwata yesi-2	Ikwata yesi-3	Ikwata yesi-4	
March 2025	Ukunciphisa ukuqhuma kwamapayipi endle e-Vaal River	- NDC - Lekwa Local Municipality	<ul style="list-style-type: none"> Hlaziya izidingo zokukhucululwa kwendle futhi uchaze ubukhulu bomsebenzi Misa inkontileka yendawo ukuze ugcalise ubukhulu bomsebenzi 	R 600 000,00				R 4 171 134,00
			<ul style="list-style-type: none"> Ukuqalwa kwephrojekthi 		R 2 000 000,00	R 1 000 000,00		
			<ul style="list-style-type: none"> Phuma futhi udlulisele iphrojekthi kuMasipala 				R 571 134,00	
							INGQIKITHI YEBHAJETHI	R 4 171 134 ,00

3.7 Izindlela zokulungisa Izindawo Zokuhlala, Izimo Zokuphila Nokondleka – Isiqondiso 46 (c)(iv)

3.7.1 Isethulo

I-Mining charter III idinga ukuba izinkampane zithuthukise izinga lezindawo zokuhlala nezimo zokuphila zezisebenzi zasemayini, njengoba kuchazwe ku-Housing and Living Conditions Standard for the Mining and Minerals Industry, esungulwe ngokweziqondiso zeSigaba 100 se-MPRDA. Le Standard sinikeza, phakathi kokunye, iziqondiso ezilandelayo:

- Izindlu ezikahle ezingabizi;
- Ilungiselelo lokuba umnikazi wendlu;
- Ilungiselelo lokuhlanganiswa kwezindawo zokuhlala zabantu kwezenhlalo, okungokoqobo nakwezomnotho; kanye
- Izimo zenhlalo eziphephile zezisebenzi zasemayini ezikhungweni zokuhlala.

3.7.2 Uhlobo lwezindlu olunikezwa izisebenzi

I-New Denmark Colliery isihlangabezane kakade nomgomo we-Mining Charter phakathi no-2013 ngokuqinisekisa ukuthi zonke izisebenzi zihlala nemindeni yazo ezindaweni zokuhlala ezinikezwa yinkampane, zonke izisebenzi zihlala emafulethini emindeni anezimo okungahlaleka kuzo. Inkampane ifake izimali zezindlu zokuhlala ukuze ithuthukise ubunikazi bezindlu futhi u-84% wezisebenzi unezindawo zokuhlala ezindaweni okuhlalekayo kuzo.

3.3.1 Izinhlobo zezindlu ezinikezwa izisebenzi

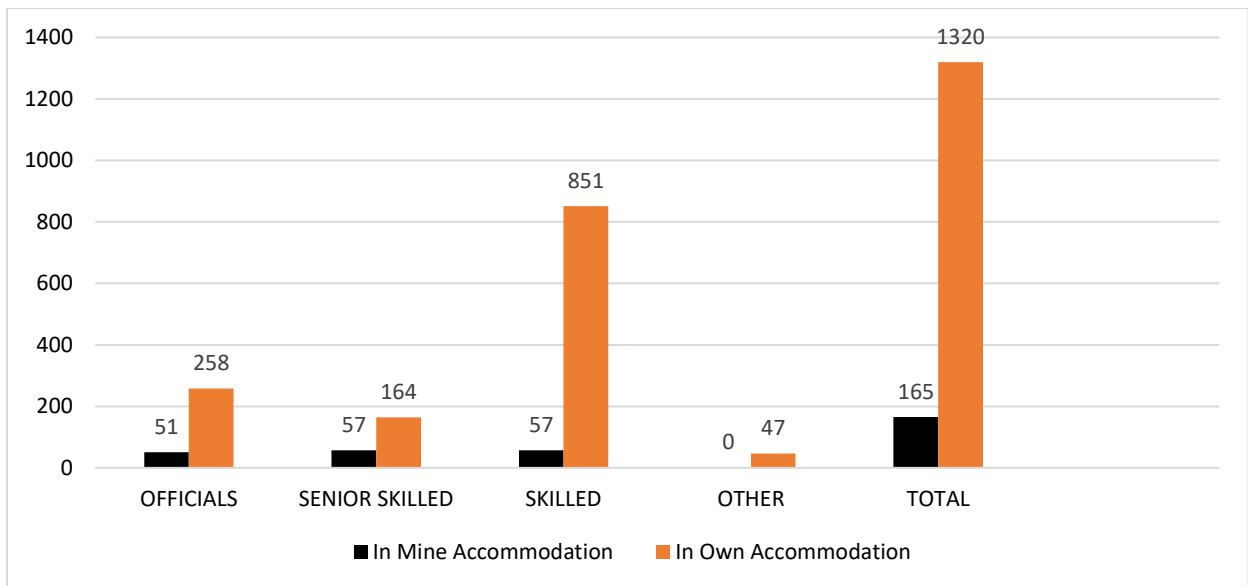
Ithebula 20 ngezansi libonisa amabalengwe ezindawo zokuhlala ezinikezwa yi-NDC ezisebenzini zayo kuze kube namuhla.

Ithebula 31: Izinhlobo Zindlu Ezinikezwa Izisebenzi

Uhlobo lwesisebenzi	Izindlu (Seriti ne-Eskom)	Izindawo zokuhlala abashadilile	Amaflethi	Igumbi elilodwa	Ingqikithi endlini	*Ingqikithi yemali yendawo
Izikhulu	51	0	0	0	51	258
Abanamakhono aphezulu	57	0	0	0	57	164
Abanamakhono	56	1	0	0	57	851
Okunye	0	0	0	0	0	47
INGQIKITHI	164	1	0	0	165	1320

Amaphesenti ezisebenzi zasemayini ezithola imali yezindawo zokuhlala nezihlala ezindaweni ezikahle nezithuthukile liye lakhula eminyakeni embalwa edlule kanye nemali yendawo yokuhlala etholwa yizisebenzi. Inkampane iyaqhubeka ikhuthaza izisebenzi ukuba zithathe imali yendawo yokuhlala ukuze zizitholele ezazo izindlu.

Isithombe 2 ngezansi sibonisa inani lezisebenzi ohlotsheni ngalunye lwesisebenzi ezikhethe imali yendawo yokuhlala futhi manje zihlala ezindaweni zazo zokuhlala.



Isithombe 2: Izisebenzi Ze-NDC Ezithola Imali Yendawo Yokuhlala Nezinezindlu Zazo

3.3.2 Uhlelo Lokuzokwenziwa Lwezindlu

Uhlelo lwethu lwezindlu luye lwasekelwa ezinsikeni ezilandelayo:

- Ukushintsha imali yezindawo zokuhlala ivumelane nezimo zezimakethe ukuze kukhuthazwe izisebenzi ukuba zithuthule ezindaweni zokuhlala ezikahle ezindaweni ezithuthukile.
- Ukukhuthaza futhi kugquqzelwe ukuba zonke izisebenzi zibe nezindlu zazo.
- Ukungavumeli izisebenzi kakade ezinezindawo zokuhlala ukuba zibuyele ezindaweni zasemayini.

3.7.3 Izimiso Zezimo Zokuphila

Ezempilo zigxile ezigabeni ezintathu ngokuyinhloko: I-HIV/AIDS, ukuhlungelwa i-TB nokumenenjwa kwezifo ezingamahlalakhona.

- Uhlelo lwe-HIV/AIDS lubucayi ngoba luthinta izizukulwane ezizayo okuwukuthi izisebenzi zesikhathi esizayo. Okucatshangelwayo manje ukuthi eminyakeni engu-10 kuya kwengu-20 ezayo, ukugconwa okuhambisana ne-HIV/AIDS kuzophela futhi abantu bazobe bexoxa ngayo ngokukhululekile.
- Umgomo uwukuba wonke umuntu otholakala ene-HIV/AIDS anikwe ukwelashwa kungakhathaliseki isibalo se-CD4
- Ukuhlungwa kwe-TB nokufunwa kwabantu abathelekile kuzoqinisekisa ukuncishiswa kwabantu abathola i-TB esikhathini esizayo
- Ukulawulwa kwezifo ezingamahlalakhona kuzosiza ekunciphiseni ukulova emsebenzini okuphazamisa umkhiqizo.
- Ukulawulwa kwalezi zimo kufinyelela emindenini nomphakathi ngemikhankaso yezempilo

Izindlela ezilandelayo zibekelwe ukumenenja izinkinga ezihlobene nempilo, ukuqinisekisa ukuhambisana nazo nokungaguququki

- Ukuhlolwa kwezifo ezingamahlalakhona kuyingxenye yeSitifiketi Sokuba Umqemane sezisebenzi futhi lezi zisebenzi ziyaqashwa njalo ezingu-3 – 6 zinyanga zonke
- Ukuhlolwa kwe-HIV/AIDS nokuhlungwa kwe-TB kuyingxenye yeSitifiketi Sokuba Umqemane.
- Ukugxila ku-Body Mass Index (BMI), ngoba uma kungamenenjwa, kuzophumela ekwandeni kwesifo sikashukela, umfutho wegazi ophezulu, isifo senhliziyu, unhlangothi, njll.
- Ukugxila ekuvimbeleni izinto ezilimazayo.
- Ukugxila emizamweni yokuzivikela emiphakathini okungase kwenzeke sithole kuyo izisebenzi zesikhathi esizayo.
- Ukuqashwa kwezisebenzi ezithestwe phozithivu ku-HIV nokuzisiza zithole ukwelashwa

Kunesikhungo sezempilo endaweni esinikeza amasevisi ezisebenzini ngokuvumelana ne-Mine Health & Safety Act. Amasevisi ahlanganisa lokhu:

- Ukulandelela ngezokwelapha
- Uphenyo nokusingathwa kwezifo ezidalwe umsebenzi
- Ukumenenjwa kwezifo ezingamahlalakhona (ukuhlungelwa i-HIV/AIDS, i-TB, isifo sikashukela, umfutho wegazi ophezulu, umdlavuzo)

- Ukunakekelwa ezimweni eziphuthumayo nokubika ukulimala

Ukunakekelwa ngokwezempilo, amasistimu athuthukisiwe, isimiso sokwelashwa nobuhlobo ne-DOH (Department of Health) kuzoqhubeka kuthuthukisa ukunakekelwa ngokwezempilo okunikezwa izisebenzi, imindeni yazo nomphakathi.

3.8 Uhlelo lokuthuthukisa isivumelwano nokufezwa kwaso ezinkampanini ze-HDSA ngokuqondene nempahla yekhephithali, amasevisi nokudla – Regulation 46(c)(vi)

3.8.1 Isivumelwano Esingabandlululi

Njengomnikazi welungelo lasemayini, i-Mining Charter III idinga ukuba sithuthukise ukukhula komnotho ngokuthuthukisa noma ukuqinisa izinkampane ezincane, ezilingene nezincane kakhulu nabahlinzeki bempahla namasevisi asemayini. Ukuze kutholakale isivumelwano esingabandlululi, ukuthuthukiswa komhlinzeki nenkampane njengomnikazi welungelo lasemayini kumelwe sithole zonke izimpahla ezizodingeka emayini futhi siqinisekise ukuthi inqubomgomo yethu yesivumelwano iyahambisana nezimfuneko ze-Mining Charter III. Ushintsho lweminyaka emihlanu lokuhlangabezana nezimfuneko ze-mining charter luboniswe ku**Thebula 31** ngezansi.

Ithebula 32: Isivumelwano Esingabandlululi

Impahla Yasemayini	Y1	Y2	Y3	Y4	Y5
Izimpahla ezivela ku-HDP (51% BO)	6%	10.5%	15%	21%	21%
Izimpahla ezivela Ezinkampanini ze-51% BWO/BYO	1.43%	2.50%	3.7%	5%	5%
Izimpahla ezivela ezinkampanini ezihambisana ne-BEE (25 + 1% HDP or BEE Level 4)	12.57%	22%	31.43%	44%	44%
Amasevisi	Y1	Y2	Y3	Y4	Y5
Izimpahla ezivela ku-HDP (51% BO)	50%	50%	50%	50%	50%
Izimpahla ezivela Ezinkampanini Zebesifazane Abansundu abangu-51%	15%	15%	15%	15%	15%
Izimpahla ezivela Ezinkampanini Zentsha Ensundu engu-51%	5%	5%	5%	5%	5%
Izimpahla ezivela ezinkampanini ezihambisana ne-BEE (25 + 1% HDP or BEE Level 4)	10%	10%	10%	10%	10%

3.8.2 Ukuthuthukiswa Kwenkampane Nokuthuthukiswa Komhlinzeki

Injongo yokuthuthukisa umhlinzeki nenkampane ukuqinisa isivumelwano; ukuthuthukisa ukuba lula nokushibha kwezimpahla namasevisi asemayini nokwakha isisekelo semboni yaseNingizimu Afrika ezingxenyeni ezibucayi zomkhiqizo nokukhushulwa kwezinga. I-Seriti kusukela ngo-2019 izibophezele ngezigididi ezingu-22.5 zamaRandi enkathini eyiminyaka emihlanu ekuthuthukiseni kwama-SMME ngokugcinwa nokuthola imali. Ukuze sihambisane nemigomo ye-Mining Charter III, sizogxila ekuthuthukiseni ama-SMME anabanikazi nabaphathi abansundu.

Ithebula 33: Uhlelo Lokuthuthukisa Inkampane

Inkathi	Y1	Y2	Y3	Y4	Y5
Ibhajethi Yokuthuthukisa Inkampane	1 200 000	1 200 000	1 200 000	1 200 000	1 200 000
Ibhajethi Yokuthuthukisa Umhlinzeki	2 880 000	2 880 000	2 880 000	2 880 000	2 880 000
ESD HUB	1 500 000	728 923	728 923	728 923	728 923
Ukuxhaswa ngezimali	420 000	420 000	420 000	420 000	420 000
Inggikithi	R 6 000 000	R 5 228 923	R 5 228 923	R 5 228 923	R 5 228 923

ISIGABA D:

UKUMENENJWA KOKUNCIPHISA IZISEBENZI NOKUDILIZA – Isiqondiso 46 (d)

4 Ukumenenjwa Kokunciphisa Izisebenzi Nokudiliza

I-NDC iyasiqonda isidingo sokuqinisekisa ukuhambisana nezenzo ezinobuntu uma kuhileleke ukudilizwa nokuncishiswa kwezisebenzi. Ngakho, imayini iyahambisana nawo wonke ama-Labour Relations, Basic Conditions of Employment and Mining Legislation lapho edingeka khona. Ngokwe-MPRDA, iForamu Yesikhathi Esizayo iyadingeka ukuba imiswe ngenjongo yokuxhumana phakathi kweMayini nezisebenzi futhi kumelwe ibe nabameleli abavela kubaphathi nomsebenzi ohlelekile.

Uma kwenzeka kuncishiswa izisebenzi futhi zidilizwa kungalindelekile, i-NDC izohambisana nemithetho eqondene nalokhu:

- Isigaba 52 (1) se-MPRDA neSigaba 189 se-LRA.
- Isigaba 52 (1) se-MPRDA, iziqondiso zohlelo lwezeNhlalo Zikazwelonke ze-DoL neSigaba 189 se-LRA.

Ukuze kulangatshezwane nezimfuneko zeSiqondiso 46 (d) (i), (ii), (iii), no-(iv), inqubo elandelayo izosetshenziswa ku-NDC:

4.1 Ukusungulwa kweForamu Yesikhathi Esizayo – Isiqondiso 46 (d) (i)

I-New Denmark Colliery isanda kumisa kabusha iForamu Yesikhathi Esizayo yayo, nemigomo emisha yereferensi. Ikusasa leforamu lihlanganisa i-General Manager, i-HR Manager, Ukuthuthukiswa Komphakathi namalungu asehhovisi amahlanu enyunyana.

4.1.1 Imigomo elandelayo izosebenza kuForamu:

- Ukuthuthukisa izingxoxo eziqhubekayo / ukuxhumana phakathi kwezisebenzi noma abameleli bazo nomqashi ngekusasa lemayini nemboni.
- Ukubheka phambili / esikhathini esizayo ukuze kubhekwe izinkinga, izinselele zemayini nemboni ezingaba negalelo ekulahlekeni kwemisebenzi esikhathini esizayo noma ukuncipha kwemboni yasemayini, nokwamukela nokusikisela izixazululo;
- Ukusungula izindlela zokulungisa noma ukuthuthela izisebenzi kwenye indawo ukuze kuncishiswe ukulahleka kwemisebenzi futhi kuthuthukiswe ukuqhubeka kwebhizinisi;

- Ukusungula nokusebenzisa ukusikisela okuvunyelenwe ngakho yi-New Denmark Colliery nezisebenzi; kanye
- Nokutshela uNgqongqoshe Wezisebenzi ngokusikisela kwayo nokuveza ukuthi iForamu Yesikhathi Esizayo idinga usizo ekufezeni izinhlelo zayo.

4.1.2 Ukusungulwa kweForamu Yesikhathi Esizayo

Usuku Okusungulwe ngalo	- FF yasungulwa kuqala ngo-2016 - Iphinde yasungulwa ngoJuni 2019 ngeMigomo emisha yeReferensi
Inani lemihlangano ehleliwe ngonyaka	4

4.2 Ukulondoloza imisebenzi nezindlela ezihlukile zokugwema ukunciphisa ukuqasha – Isiqondiso 46 (d) (ii) no-(iii)

I-New Denmark Colliery kubhekwe ukuba ivalwe ngo-2039, ngaphandle kwamaphrojekthi angase elule isikhathi. Imayini ayikuboni ukuvalwa ngokushesha kwemayini noma ukuncishiswa kwezisebenzi esikhathini saloluHlelo Lomphakathi nokuSebenza. Imayini izibophezela ukuhambisana nazo zonke izinhlelo zomthetho ezifanele kanye nemithetho uma into enjalo ingezeka. IForamu Yesikhathi Esizayo ibizothola ithuba lokuxoxisana ngendlela ephusile ngekusasa lemayini kuyo yonke Ukuphila Kwemayini futhi uhlelo luzothuthukiswa ngokuhlanganyela nabamele abasebenzi bethu abahlelekile okuzobandakanya;

- Ukusebenzisa iForamu Yesikhathi Esizayo ukuhlonza amasu okwandisa impilo yemayini noma ukugwema ukudiliza izisebenzi nokunciphisa imisebenzi
- Ukuqinisekisa izisebenzi ezikhiqizayo ngokuqeqeshwa kanye nogqozi
- Ukwenza izinguquko eziqhubekayo ezindleleni zokukhiqiza ukuze sihlale sinokuncintisana
- Ukuxhumana nezimayini zakwaSeriti Coal kanye ne-Seriti Power ukuhlonza izikhundla lapho abasebenzi be-NDC bengathathwa khona
- Ukuxoxisana ne-DoL kanye ne-DMRE ukuze uhlole noma yimaphi amathuba angakhona okunciphisa imithelela yokudilizwa noma yokuvalwa
- Ukuqhuba inqubo yokuxoxisana ngokweziqondiso zeSigaba 52 (1) soMthetho
- Ukuthuthukisa Isigaba 189 se-LRA

4.3 Ukuphathwa kokudilizwa kwezisebenzi - Isiqondiso 46 (d) (iii)

Ngokuhambisana nokuchibiyelwa kweziqondiso ze-MPRDA, i-NDC izokwazisa unqongqoshe lapho (a) izimo zomnotho ezikhona zenza isilinganiso senzuzo yemali engenayo yezimayini sibe ngaphansi kuka-6%

ngokwesilinganiso isikhathi esiqhubekayo esiyizinyanga eziyi-12, noma (b) uma noma yikuphi ukusebenza kwezimayini kuzokwehliswa noma kuphele okungenzeka ukuthi u-10% noma ngaphezulu wabasebenzi noma abasebenzi abangaphezu kuka-500, noma abaphi abasebenzi abancane, kungenzeka badilizwe kunoma isiphi isikhathi esiyizinyanga eziyi-12, njengoba kuchaziwe kwimiqondiso emisha ehlobene nesigaba 52 se-MPRDA.

Uma imisebenzi yasemayini incishiswa futhi kulahleka imisebenzi, inqubo elandelayo kumelwe ilandelwe:

- Ukuthintana nabo bonke ophathina abadingekile
- Imayini izolandela i-Labour Relations Act kanye neziqondiso ezinikezwa nguMnyango Wezisebenzi ukuze iqinisekise amathuba akahle okuqeqesha, okuthumela izisebenzi kwenye inkampane nokusungula izindlela ezihlukile ezivimbela ukudiliza
- Indlela yethu yokuxhumana izohlanganisa:
- Ukutshela izisebenzi ngamathuba okudilizwa
 - Ukutshela abanye abafisa ukwazi nabantu abathintekile, okuhlanganisa izindawo ezithumelayo nomasipala bendawo, ngamathuba okudiliza enkampanini
 - Ukutshela abantu bangaphandle ngamathuba okudiliza

4.4 Mechanism to Ameliorate the Social and Economic Impact of Downscaling and Closure

Ukuhlela ukwambula indaba nokunciphisa izisebenzi kwenzeka kuwo wonke umjikelezo wokuphila kwasemayini, kusukela ekuhloleni kuya ngemva kokuvala. I-New Denmark Colliery ihlose ukuqinisekisa ukuthi ukuphila kwezisebenzi zayo zasemayini, izakhamuzi nemindeni kuyasekelwa naphezu kokuncishiswa kwezisebenzi noma ukuvalwa kwemayini.

Indlela yokukwenza

I-New Denmark Colliery izokwenza yonke imizamo yokunciphisa ubunzima bezenhlalo nezomnotho kubantu, izifunda nomnotho lapho kube khona ukudilizwa nokuvalwa kwenkampane. Lezi zindlela zizogxila:

- Ekuhloleni namasevisi okukhansela abantu abathintekile
- Inhlelo zezindlela eziphumelelayo zokuziqeqeshela ibhizinisi lakho siqu nokuqashwa kwenye indawo; kanye
- Ukuhlela ukuvala

Ukuhlola namasevisi okukhansela

INkampane izocabangela ukunikeza usizo lwabelulekile abachwepheshile. Izicelo zabeluleki abanjalo kumelwe ziqondiswe ku-Manager Human Resources.

4.4.1 Uhlobo oluhleliwe lokwelulekwa

Okungokomzwelo	Konke ukwelulekwa kuzohlizekwa ngoHlelo Losizo Lwabasebenzi.
Okungokwezimali	
Ukuqashwa	
Okunye	

Inhlelo zezindlela eziphumelelayo zokuziqeqeshela ibhizinisi lakho siqu nokuqashwa kwenye indawo; kanye

I-NDC yenze Uhlelo olungabandlululi lwe-HRD (Isigaba B) oluzosetshenziswa kuyo yonke impilo yemayini esele futhi ihloselwe ekunikeni abasebenzi amandla okuthi bakwazi ukuthola enye indlela yokuziphilisa. Uhlelo lwamaKhono Okungewona Awasemayini luhloselwe ukuqeqesha izisebenzi namalungu avela emphakathini angenawo amakhono asemayini; ukuze bavunyelwe ukuba bathole ezinye izindlela zokuziphilisa kwezinye izigaba zezomnotho. Zonke izisebenzi ezinamakhono asemayini esezifinyelela eminyakeni yokuthatha umhlalaphansi zizonikezwa ithuba lokuthola ikhono elithile elingahlobene nemayini ngenqubo yokuhlaziya izidingo. Ukuqeqeshwa kuzohlenganisa kodwa akugcini ngalokhu: Welding, Bricklaying, Hospitality, Ezolimo, njll.

Ukuhlela Ukuvala:

Uhlelo lokuvala kusenesikhathi yilo kuphela oludingekayo njengamanje ngokwe-MPRDA eyaqedwa ngo-2014, lapho i-NEMA njengelungiselelo leSiqondiso esichibiyelwe iqala ukusebenza, i-New Denmark izohambisana nemfuneko yayo. Uhlelo lokuvala imayini lokugcina luzoqedwa ngo-2039

I-NDC ayihlelile ukuvalwa kwayo eminyakeni emihlanu ezayo. Iyavuma futhi ukuthi uma kudingeka izinyunyana, ezimele abasebenzi, kuzoxoxwa nazo ngazo zonke izikhathi ezidingekayo.

ISIGABA E:

ILUNGISELELO LEZIMALI – Isiqondiso 46 (e)

Ithebula 34: Ilungiselelo Lezimali

UHLELO LWE-HUMAN RESOURCE DEVELOPMENT

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Abet	R 140 000	R 80 000	R48 000	R 81 000	R 84 000	R 433 000
I-Learnership	R7 984 926	R10 300 000	R10 250 000	R10 400 000	R 10 500 000	R 49 434 926
Izinhlelo ze-Stem	R15 229 072	R 15 972 659	R 15 917 659	R 14 891 758	R 17 524 151	R 79 535 301
Izinhlelo Zokuphepha	R7 864 802	R 7 805 045	R8 021 045	R7 989 545	R8 817 197	R 40 497 634
Izinhlelo Zokuthuthukisa Ubuholi	R 549 500	R 651 600	R 651 600	R 657 600	R 705 600	R 3 215 900
Ama-Internship	R2 500 000	R2 650 000	R2 650 000	R2 750 000	R2 750 000	R 13 300 000
Usizo Locwaningo Lwemayini	R160 000	R200 000	R200 000	R252 000	R250 000	R 1 062 000
Imifundaze ne-scholarship	R1 500 000	R1 600 000	R1 500 000	R1 500 000	R1 500 000	R 7 600 000
Amakhono okungewona awasemayini	R27 458 140	R17 000 000	R17 200 000	R18 500 000	R18 000 000	R88 200 000
Ingqikithi	R63 386 440	R56 259 304	R56 438 304	R57 021 903	R 60 130 948	R293 236 899
Amaphesenti adonswayo	5%	5%	5%	5%	5%	

UHLELO LOKUTHUTHUKISWA KWEZOMNOTHO WENDAWO

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Inkazimulo KaNkulunkulu Stimulation Centre	R400 000.00	R 5 600 000	R 0.00	R 0.00	R 0.00	R 6 000 000
Standerton Hospital	R 0.00	R 3 000 000	R 0.00	R 0.00	R 0.00	R 3 000 000
Ilungiselelo Lamanzi	R 0.00	R 0.00	R 5 563 514	R 0.00	R 0.00	R 5 563 514
Indawo Yabaqondisi	R 0.00	R 0.00	R 0.00	R 3 000 000	R 0.00	R 3 000 000
Ilungiselelo Lokukhucululwa Kwendle	R 0.00	R 0.00	R 0.00	R 0.00	R 4 171 134	R 4 171 134
Ingqikithi	R 400 000.00	R 8 600 000	R 5 563 514	R 3 000 000	R 4 171 134	R21 734 648

UKUTHUTHUKISWA KWEBHIZINISI NOMKHIQIZI

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Uhlelo Lokuthuthukisa Inkampane	1 200 000	1 200 000	1 200 000	1 200 000	1 200 000	R 6 000 000
Uhlelo Lokuthuthukisa Umhlinzeki	2 880 000	2 880 000	2 880 000	2 880 000	2 880 000	R 14 400 000
HUB	1 500 000	728 923	728 923	728 923	728 923	R 4 415 692
Ukuxhaswa ngezimali	420 000	420 000	420 000	420 000	420 000	R 2 100 000
Ingqikithi	R 6 000 000	R 5 228 923	R 5 228 923	R 5 228 923	R 5 228 923	R 26 915 692

UKUMENENJWA KOKUNCIPHISA IZISEBENZI NOKUDILIZA

Uhlelo	Y1	Y2	Y3	Y4	Y5	Ingqikithi
Ukumenenjwa Kokudiliza Izisebenzi Nokunciphisa	R 1 015 000	1 086 050	R 1 162 073, 50	R1 243 418, 65	R1 330 457, 95	R 5 837 000, 10
Ingqikithi	R 1 015 000	R 1 086 050	R 1 162 073, 50	R1 243 418, 65	R1 330 457, 95	R 5 837 000, 10

F: ISIGABA SESITHUPHA

Okwenziwayo

5 Okwenziwayo

Imenenja Yesifundazwe
Umyango We-Minerals Resources
Mpumalanga Region
Saveways Crescent Centre,
Mandela Drive,
Emalahleni, 1035

OKWENZIWAYO UKUZE SIHAMBISANE NE-SOCIAL AND LABOUR PLAN ILUNGELO LEMAYINI: I-NEW DENMARK COLLIERY

I-NDC iyahambisana neminingwane, izimfuneko, izibophezelo, nezimo njengoba zichazwe ku-
Social and Labour Plan egunyazwe uMnyango we-Minerals and Energy.

MIKE LAWSON
Umphathi Jikelele
I-New Denmark Colliery