

**Ibubulo Lamalahle le Leeuwpan
Amaqhinga Wehlaliswano no Nomsebenzi
2021 – 2025**

exxaro
LEEUWPAN | COAL

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Amabizo anqitjhisiwe

AET	Ifundo Yabadala Nokuzibandula (Adult Education and Training)
BEE	Ukuphiwa amandla Kwezeemali Zabantu Abanzima(Black Economic Empowerment)
BMP	Ihlelo Lokupathwa Esiseekelo (Basic Management Programme)
BSc	Iimfundo ZeSayensi(Bachelor of Science)
BU	Iziko Lezerhweb(Business Unit)
CSA	Isivumelwano Sokunikela Ngamalahle (Coal Supply Agreement)
CTC	Isikolo/Ikholtjhi Sokubandula KwezeLahle (Colliery Training College)
DBE	Iziko Lezefundo (Department of Basic Education)
DM	Umaspalada weSiyingi (District Municipality)
DMR	Iziko Lezenjwa Phasi (Department of Mineral Resources)
DoL	Iziko Labasebenzi (Department of Labor)
EE	Ukulingana Emsebenzini (Employment Equity)
EEA2	Umbiko Wezokulingana Zabasebenzi Ezikweni Labasenzi (Employment Equity Report for the DoL)
ESOP	Ihlelo Lokuzikhethela Ukwabelana Labasebenzi Employee Share Option Scheme (Mpower)
FET	Iziko Lezefundo Ephakamileko (Further Education and Training)
FLM	Abaphathi Bokuthoma (First Line Management)
GCC	Isitifiketi Sombuzo Sokwazi Umsebenzi (Government Certificate of Competency)
GET	Ifundo Evamileko Nefundiso (General Education and Training)
GDP	Umkhiqizo Opheleleko WemaKhaya(Gross Domestic Product)
HET	Ifundo Ephezulu Nebandulo (Higher Education and Training)
HDSA	Abahlali beSewula Afrika ebabuya eendaweni ebezicalelwa phasi (Historically Disadvantaged South Africans)
HR	Umsebenzi Wezeentlabagelo Zabasebenzi (Human Resource Practitioner)
IDP	Umtlamo Womuntu Ngamunye (Individual Development Plan)
JV	Ihlanganyela (Joint Venture)
LED	Bokuthuthukiswa Kwezeemali Bendawo (Local Economic Development)
LM	UMasipalada Wendawo (Local Municipality)
LRA	Umthetho Wezabasebenzi (labor Relations Act) (Act No. 66 of 1995)
MoU	Isaziso Zokuzwisia (Memorandum of Understanding)

MPRDA	Umthetho Weentlabagelo Nokuthuthukiswa kwe-oli(Mineral and Petroleum Resources Development Act, 2002) (Act No. 28 of 2002)
MQA	Bezemithetho Weemphepha Zamabubulo (Mining Qualifications Authority)
MTPA	Iingidi Zezenzelwa enyakeni Munye (Million Tons Per Annum)
NATED	Ifundo Yezeteknoloji YeNarha(National Technical Education)(N-courses)
NGO	Umkhandlu Ongasiwo Karhulumeni(Non-Government Organisation)
NSDS	Iindlela Zamakghono Wenarha (National Skills Development Strategy)
NQF	Ikambiso Yemphpheha Zokufundelwa (National Qualifications Framework)
PGDS	Amaqhingga Weenfunda Nokuthuthikiswa (Provincial Growth Development Strategy)
PPE	Iintlbagelo Zokuziphephisa Ngokwakho (Personal Protective Equipment)
RDP	Ihlelo Lokwakha Nokuthuthukisa (Reconstruction and Development Programme
SARS	Zokuhlola Nokwabelana Iimali ZESewula Afrika (South African Revenue Services)
SEF	Amarhwebo Amancani Nesekelo (Small Enterprise Foundation)
SETA	Umkhandlu Wezefundo Nokubandula (Sector Education Training Authority)
SHE	Zokuphepha,Zepilo Nebhoduluko (Safety, Health and Environment)
SHEQ	Zokuphepha,Zepilo,Ibhoduluko Nobunjalo (Safety, Health, Environment and Quality)
SLP	Umtlamo Wezehlalakuhle Nabasebenzi (Social and Labor Plan)
SMME	Amarhwebo Amancani,aphakathi namancani Khulu (Small Medium Micro Enterprise)
STD	Izinga (Standard)
STI	Ukuhlohlomezwa Okuncani (Short Term Incentive)
UIF	Iimali Ezifunyanwa Babantu Abangasasebenzi (Unemployment Insurance Fund)
VSP	Iimali Zokusebenza Ungabhadalwa (Voluntary Severance Package)
WSP	Imitlamo Wamakghono Wemisebenzini (Workplace Skills Plans) (WSP)

ISIGABA SOKUTHOMA

ISINGENISO

**Ngokuvumelana noMthetho 46(a)
Wokuthuthukisa Kwezenjiwa neentlabagelo ze Oli**

1. ISIGABA 1: ISITATIMENDE

1.1 ILWAZI ELIVAMILEKO

Itafula 1: Imininingwane wombawi/ umphathi wamalungelo wezebubulo

Ibizo lombawi	Exxaro Coal (Pty) Ltd
Ibizo lebubulo	Leeuwpan Coal Mine
Inomboro yokutloliswa kwekhampani	2000/011078/07
Isiphande	Kenbar 257, R50 Nigel / Leandra Road, Delmas, Mpumalanga
Isiphande Seposo	P.O. Box 2353 Delmas 2210
linomboro Zomtato	013 665 7600
linomboro Zefeksi	013 665 7630
Indawo Yebubulo	Lat 26deg/10min/7sec – Long 28 deg/ 43 min/50sec
Ipahla Yerhwebo	Ilahle
Iminyaka Yebubulo	10 yeminyaka (to 2031)
Inyanga Yokuphelela konyaka Wezeemali	Nobayeni
Unyaka Wokubika	1 Tjhirhweni to 31 Nobayeni
Oziphendulelako	Mangaliso John Sethethi
Imininingwane We-imeyili	mangaliso.sethethi@exxaro.com
Imvelaphi Yezephasi Zomsebenzi	Victor Khanye Local Municipality, Delmas, Mpumalanga

Ibubulo lemayini yaMalahle le Leeuwpan litholakala ngendaweni lapho kutholakala khona amalahle ngeDelmas.

Emkhawulweni wetjingalanga yendawo yamalahle yange Witbank.Ibubulo leli litholakala kuMasipalada we Victor Khanye ngendaweni yeSifunda sePumalanga begodu imakhilomitha alijhumi weSewula-YePumalanga yedorobho leDelmas,bese liba makhilomitha amatjhumi abunane ukuya ngeJohanisbhege bese abe matjhumi alikhomba ukuya ngePumalanga yePitoro.Inzinze magega ne R50 ekuyindlela elekelelako begodu inikelwa ngesetjenziswa ngebesiporo esifaka hlangana nokuphindeka kokunghwatha esitetjhini.

Ibubulo leli lisebenzela lapho kuvuleke khona begodu lapho kunesebenziswano elimbalwa,nemigodi embalwa,lapho kusetjenzwa ngesikhathi sinye.Amabubulo akhona asebenzako ngalesi sikhathi ahlangana nokusebenzisana kwe OL kanye ne OL.Ukucunteka kwebhoksi kwaphothulwa ngoKhukhulamungu enyakeni ka 2018,lapho ilahle lokuthoma belilindeleka e Q1 ngonyaka ka 2019.Ibubulo leli lisebenzisa amalori nezinye intlabagelo zokobana ibubulo liragele phambili,ibubulo leli lilinganiswa bona lizoragwa bekufike unyaka ka 2031,nelungelo lokusebenza kuze kufuke unyaka ka 2040.

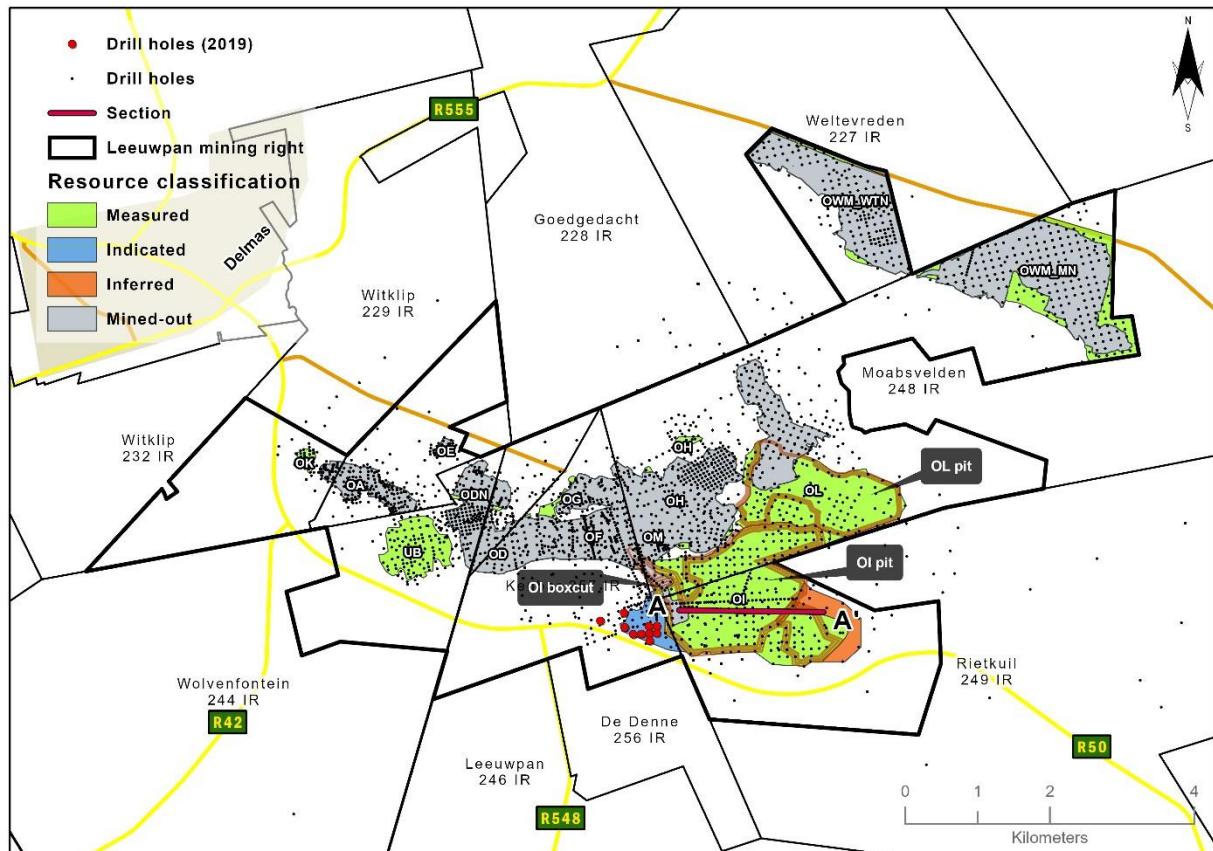
IlLeeuwpan isabalalisa iinthengiswa zekhaya nezinye eziphumela kwamanye amazwe.Ibubulo leli lihloMisanegeempo eziphindaphindekileko zomthwalo esitetjhini,ekungyo indlela ekhethwe kunezinye yokuthwala ilahle,nanoma kunjalo iinthuthi zendleleni nazo ziyanjetjenziswa.

Ibubulo leli lineenhlukanisi ezipifikatjhana ngobukhulu ezihlanganeko ezinikela inuzo zokophuma kwelahle liye kwamanye amazwe nendawo ekuyibubulo lokuphula naokupaka elibamba amabubulo akhethiweko welahle,khulukhulu endaweni yokuthengisa.Ibubulo le DMS lesibili elaba nenzuko ngonyaka ka 2016,lesetjenziswa ngebakwa Fraser Alexander (FA DMS).Ibubulo le DMS lokuthoma lakkhiza intengiso ezi-5700kcal/kg okumkhiqizo owaphela ngo 2018 Q4,owenza bona kube nomehluko ozi-5 200kcal/kg yemikhqizo.I FA DMS,ngakwelinye ihlangothi yenzelwa ukukhqiqa,imikhqizo ezi-5 200kcal/kg .I CS yakhiqiza imikhqizo ezi-4200kcal/kg yemikhqizo.Woke lamabubulo womathathu akhqiqa khulukhulu ilahle.

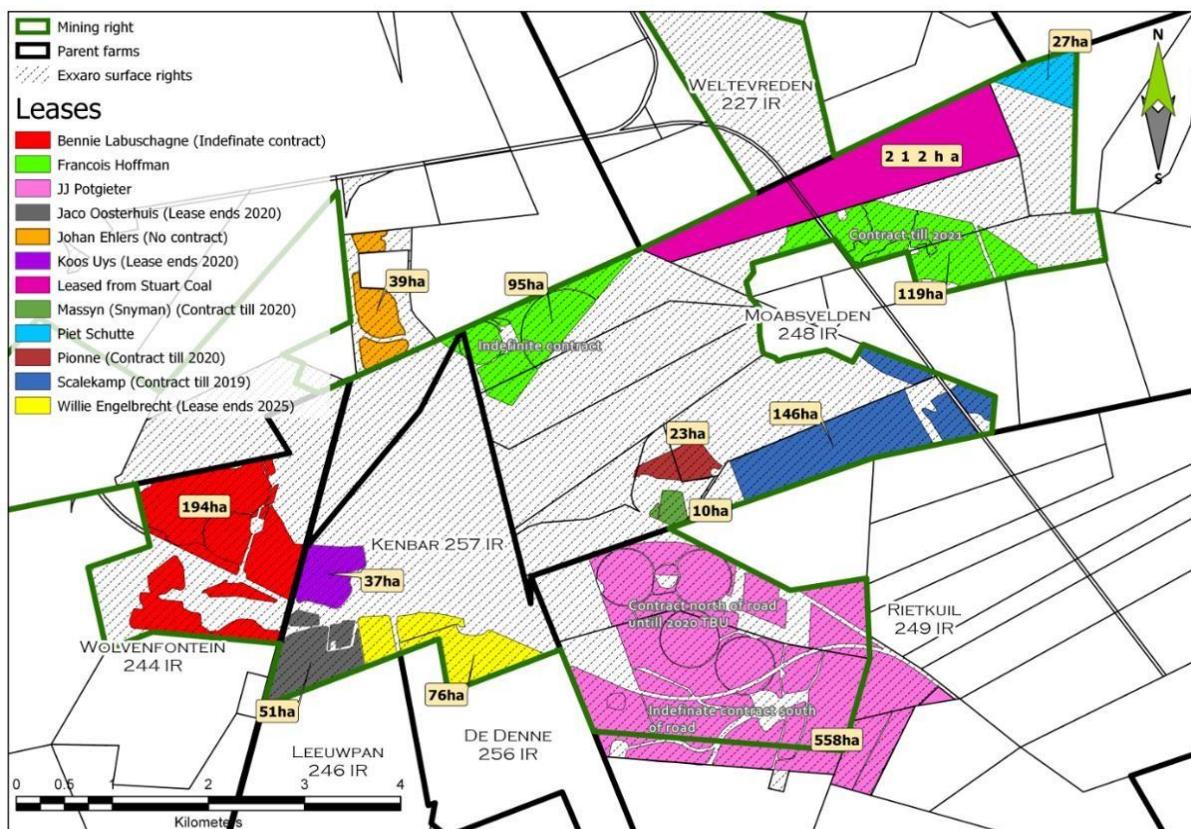
1.2 INDAWO YEBUBULO



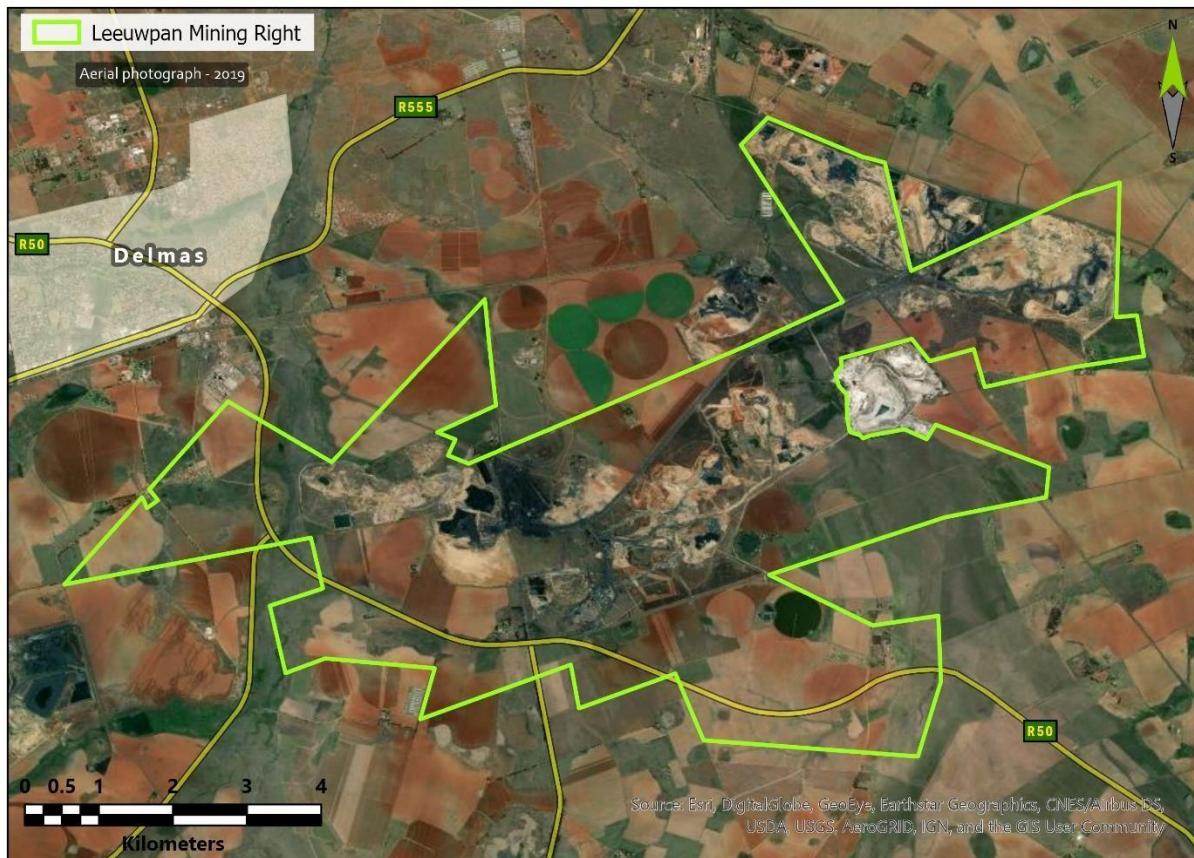
Umdwebo 1 – Indawo Ngobupheleleko nolwazi emebheni wesikhala seBubulo Lamalahle le Leeuwpan



Umdwebo 2: Umebhe wendlela ekhombisa indawo yeBubulo lamalahle Nomkhawulo Wesandleni Sokudla



Umdwebo 3: Ingaphandle lesandla sokudla se Leeuwpan



1.3 Indabuko Yephasi Labasebenzi

Ibubulo leli liqatjha amakhulu ana-536 yabasebenzi abasebenza unomphela bese nabasebenzi abayi-1458 ababambisene umsebenzi ngesivumelwano somtlikitlo.Abasebenzi bathathwa khuylukhulu endaweni esomphakathini oseduze ,begodu abanengi babo bavela kiwo wona umphakathi oseduze lona.Abasebenzi abanengi nalabo abasebenza ngesivumelwano bavela eSifundi sePumalnga nese Gauteng bese kuthi labo abasebenza ngesivumelwano bavela eendaweni eziseemfundeni zemakhaya zokusebenza ezifana ne Eastern Cape , KwaZulu-Natal ne Limpopo.Lokhu kuhlathululeka eendaweni lapho kuthunyelwa khona abasebenzi nabasebenzi besivumelwano ngendlela ekhonjiswe ngayo etafuleni engaphasi:

Itafula 2: Ukutjengiswa kweJima Labasebenzi eendaweni ngayinye yokuthumela.

	Inomboro	Mpumalanga	Ezinye iincenyze Sewula Africa	Abangezelweko abavela eenarheni zangaphandle
Ababethimthetho, Abaphathi abakhulu, abaphathi & nabaphathi babanikazi	42	15	26	1
Abomabhalane	10	7	3	0
Abasebenzi bobuciko nabanye abasebenzi abasebenza ngezerhwebo	161	100	58	3
Abasebenzi ngemitjhini nangebubulo nabalungisako	295	261	34	0
Abasebenzi ebenza umsebenzi ekungibo ebenza umsebenzi	28	25	3	0
Abasebenzi nabapheleleko	536	408	124	4
Inani labasebenzi boke ebubulweni				536

Ukukhonjiswa kobukghwari obunye nobunye kwabasebenzi eendaweni ezisebenzilwa kizo.
Lapho kungacalwa khona ayifunyaneki.ngaphasi

Itafula 3: Ukukhonjiswa Kwejima labasebenzi besivumelwano endaweni ebasebenzela kizo.

Ihlelo Lamakghono	Inomboro	Mpumalanga	Ezinye iincenyze Sewula Africa	Abangezelweko abavela eenarheni zangaphandle
Ababethimthetho, Abaphathi abakhulu, abaphathi & nabaphathi babanikazi	38	15	21	2
Abomabhalane	24	16	8	0
Abasebenzi bobuciko nabanye abasebenzi abasebenza ngezerhwebo	396	263	126	7
Abasebenzi ngemitjhini nangebubulo nabalungisako	671	530	130	11
Abasebenzi abenza umsebenzi ekungibo ebenza umsebenzi	329	284	41	4
Abasebenzi nabapheleleko	1458	1108	326	24

ISIGABA SESIBILI

ISIGABA 2: IHLELO LOKUTHUTHUKISWA KWEENTLABAGELO ZABANTU

**Ngokuvumelana noMthetho 46(b) Wokuthuthukisa
Kwezenjiwa neentlabagelo ze Oli**

2. ISIGABA 2: IHLELO LOKUTHUTHUKISA KWEENTLABAGELO ZABANTU

Umhetho weHlelo Lokuthuthukisa Kwentlabagelo Zabantu le bubulweni I Leeuwan unqophu ukuthuthukisa nokuggina amakghono nokukhulisa iintlbagelo zabantu zebubulo ukuze ifeze iindlela neminqophu ukuthuthukisa ukusebenza kwayo kwamalanga woke.

2.1 UKUVUMELANA NOMTHETHO WOKUTHUTHUKISA KWAMAKGHONO

Imlamo Wamakghoni WeMsebenzini Nombiko Wefundiso Yonyaka Woke (WSP) zathuthukiswa,zacedwa begodu zanikelwa emkhandlweni ekungiwo owaziwa nge SETA emalangeni ekungiwo abekwako enyakeni ngamunye.Ukubhadelwa kwamakghono wokuthoma enziwa kwabaphathi Abasemthethweni boMthelo (SARS) neefundiso zokuvumelana namahlelo wamakghono afumaneka kwabaka SETA lokha amahlelo avumelekileko ,aragela phambili njengeweqiniso. Inomboro Yomytlolisa yebubulo neziko Lezefundo Nokubandulwa (SETA) ngelandelako:

Itafula 4: Ukuthuthukisa Amakghono

Ibizo le SETA.	<i>Mining Qualification Authority (MQA)</i>
Inomboro yokutlolisa kwe-SETA.	L 740738762
Umkhonakilisi Wokuthuthukisa Amakghono	Nonkululeko Makaba
Ubufakazi bomtlamo wokuhlolwa kwendawo yabasebenzi	Iye (Sihlabantanganal 2019)

2.2 UMTLAMO WOKUTHUTHUKISA KWAMAKGHONO

2.2.1 ISENDLALELO SELWAZI LEJIMA LABASEBENZI

Ibubulo leli linabasebenzi abama-536 ekubasebenzi abasebenza unomphela bese nabasebenzi besivumelwano sokutlikitwa abazi-1458 ebavela khulukhulu kumasipalada wendawo ye Delmas etholakala eMpumalanga bese abanye babasebenzi bavela kweezinye iindawo esitholakla khona eSewula Afrka.Enyakeni ka 2020 ijima labasebenzi zabe linabasebenzi abangaphasi kwama-536 abasebenza unomphela bese nabangaphasi kwe-1458 abasebenza ngesivumelwano sokutlikitwa.

Ukuvumelana nesibopho se SLP kuzoqediva lokha nasele kuphela unyaka ka 2019, ngebanga lokusungula kwamalungelo webubulo,eenyangeni ezithathu eziseleko enyakeni ka 2020.

2.2.2 IFOROMU Q: IINOMBORO NAMAZINGA WEZEFUNDO WEJAMO LABASEBENZI

Itafula 5: Iforomo Q: Iinomboro namazinga wezefundo wejima labasebenzi abasebenza unomphela

			Abantu abaduna				Abantu abasikazi				Inani nalipheleleko	
Ifundu	NQF level	Indlela yakade	A	C	I	W	A	C	I	W	Abaduna	Abasikazo
General Education and Training (GET)		Abangakafundi (faka hlangana nabasebenzi besivumelwane)	0	0	0	0	0	0	0	0	0	0
		IGreyidide 0 / Pre-school	0	0	0	0	0	0	0	0	0	0
		Grade 1 / Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2 / Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3 / Std 1 / AET 1	0	0	0	0	0	0	0	0	0	0
		Grade 4 /Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5 / Std 3 / AET 2	3	0	0	0	0	0	0	0	3	0
		Grade 6 / Std 4	0	0	0	0	0	0	0	0	0	0
		Grade 7 / Std 5 / AET 3	1	0	0	0	0	0	0	0	1	0
		Grade 8 / Std 6	0	0	0	0	0	0	0	0	0	0
Further Education and Training FET	1	Grade 9 / Std 7 / AET 4	0	0	0	0	0	0	0	0	0	0
	2	Grade 10 / Std 8 / N1	2	0	0	1	6	0	0	0	3	6
	3	Grade 11/ Std 9 / N2	0	0	0	3	3	0	0	1	3	4
	4	Grade 12 / Std 10 / N3	357	2	3	33	73	1	0	12	395	86
Higher Education and Training (HET)	5	Diplomas / Certificates (N4-6) / National / Higher Certificates	2	0	2	4	1	0	0	2	8	3
	6	National Certificates / Diploma / Advance Certificates / NATED4-6	1	0	0	1	1	0	1	0	2	2
	7	BTech Degrees / Bachelor's Degrees	3	0	0	0	4	0	0	0	3	4
	8	Honours / Postgraduate Diploma / Bachelors (480 Credits)	3	0	0	1	1	0	1	0	4	2
	9	Master's degrees	2	0	0	2	2	0	0	2	4	4
	10	Doctorates	0	0	0	0	0	0	0	0	0	0
		Total	372	2	5	45	90	1	2	15	426	110

Itafula 6: Iforomo Q: linomboro namazinga wefundu yabasebenzi besivumelwano

			Abaduna				Abantu abasikazi				Inani nalipheleleko	
Ifundo	NQF level	Uhlelo Olusha	A	C	I	W	A	C	I	W	Abaduna	Abasikazo
General Education and Training (GET)		Abangakafundi	0	0	0	0	0	0	0	0	0	0
		Akuchazwanga	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre-school	0	0	0	0	0	0	0	0	0	0
		Grade 1 / Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2 / Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3 / Std 1 /AET 1	0	0	0	0	0	0	0	0	0	0
		Grade 4 /Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5 / Std 3 / AET 2	0	0	0	0	0	0	0	0	0	0
		Grade 6 / Std 4	2	0	0	0	0	0	0	0	2	0
		Grade 7 / Std 5 / AET 3	25	0	0	1	7	0	0	0	26	7
Further Education and Training FET		Grade 8 / Std 6	0	0	0	0	0	0	0	0	0	0
	1	Grade 9 / Std 7 / AET 4	0	0	0	0	0	0	0	0	0	0
	2	Grade 10 / Std 8 / N1	159	4	0	27	15	0	0	1	190	16
	3	Grade 11/ Std 9 / N2	340	7	0	14	39	0	0	1	361	40
Higher Education and Training (HET)	4	Grade 12 / Std 10 / N3	498	11	1	121	16	0	0	10	873	26
	5	Diplomas / Certificates (N4-6) / National / Higher Certificates	80	0	0	0	13	0	0	0	80	13
	6	National Certificates / Diploma / Advance Certificates / NATED4-6	21	1	1	7	4	0	0	0	30	4
	7	BTech Degrees / Bachelor's Degrees	11	0	0	10	5	0	0	2	21	7
	8	Honours / Postgraduate Diploma / Bachelors (480 Credits)	0	0	0	2	0	0	0	0	2	0
	9	Master's degrees	1	0	1	0	0	0	0	0	2	0
	10	Doctorates	0	0	0	0	0	0	0	0	0	0
		Inani	1137	23	3	182	99	0	0	14	1345	113

2.2.3 UMTLAMO WE-AET WOKWENZA UMSEBENZI

Ukufunda kwe-AET ebubulweni le Leeuwpan kuzothulwa ngokukhambelana nomthetho we AET ye Exxaro. Ibululo lisebenzisa iinkolo ezisemthethweni ukuhlola unyaka nonyaka iindingo ze AET lokhu kuLanganyelwe nomtlamo wejima lamakghono.Umfundisi uphatha abafundi be AET begodu ubewutjheja netuthuko engakhambelani ne WSP nokungafikeleli ezingeni ekungilo.

Umtlamo we AET ufaka hlangana:

- Ukukhululwa kweBhlogo (iimveke ezilitjhumi nesithandathu zoke) ze AET1.
- Ukwethulwa okwenziwa ngonikelako osemthethweni.
- Imihlangano eyenzeka ngeenya nagaabafundi be AET ukuqalelena iindingo netuthuko.
- Imihlangano eyenzeka eenyangeni ezisthandathu nabafundi nalabo ebawela ku AET, neenhangano zabasebenzi nokugqugquzelu ukuzitlolisa kwabafundi.
- Ukuhlola kwabazitloliso abatjha bonyaka nonyaka.
- Ukkhethiwa kwamarholi phambili nabaphathi abangamele umkhiqizo bona babe basekeli bamazinga we AET ahlukahlukene.
- Umtlamo wetuthuko Yamabizelo Yabafundi ebangenela i-AET4.
- Uktjheja kwemigomo yokuphatha ibululo.
- Ukkhethiwa kwamarholi phambili nabaphathi abangamele umkhiqizo bona babe basekeli bamazinga we AET ahlukahlukene.

Itafula 7: Amazinga wejima labasebenzi le-AET

Okufundwako	Inani elihlosiweko ngeminyaka					Inani lesabelo leemali
	2021	2022	2023	2024	2025	
ABASEBENZI						
AET 1	0	0	0	0	0	0
AET 2	0	0	0	0	0	0
AET 3	3	0	0	0	0	3
AET 4	1	3	0	0	0	1
Inani Leenomboro	4	3	0	0	0	4
Isabelo seemali (R)	R 50 000	R 40 000	R 0 000	R 0 000	R 0 000	R 90 000
UMPHAKATHI						
AET 1	2	2	2	2	2	10
AET 2	2	2	2	2	2	10
AET 3	2	2	2	2	2	10
AET 4	2	2	2	2	2	10
Inani Loke	8	8	8	8	8	40
Isabelo Seemali (R)	R 80 000	R 80 000	R 80 000	R 80 000	R 80 000	R 400 000
INANI LE AET						
Total Intake	12	11	8	8	8	47
Isabelo seemali (R)	R 130 000	R 120 000	R 80 000	R 80 000	R 80 000	R 490 000

2.2.4 IHLELO LEZOKUFUNDISWA, UKUTHUTHUKISWA KWAMAKGHONO, ITUTHUKO YOBUPHATHI NAMAKKGHONO APHATHEKAKO NEBANDULO

2.2.4.1 Ukufundela Umsebenzi

iLeeuwpan isekela ukuthuthukiswa kwabasebenzi nabantu abatjha ekutheni bathole iziqu ngokupheleleko nanyana ngendlela yokufunda-sebenza.Ukufundela umsebenzi kuletha iziqu ezipheleleko.Abaundi bangathuthukiswa ngaphasi kwamabizelo wabo ngokusebenzisa iimfundu zomsebenzi (Umhetho 18.1-isivumelwani somsebenzi ezisetjenziswa ebbasebenzini ngokuhlathululwa Mnyango Wabasebenzi). Ukunda umsebenzi emisebenzini engeneleleko neqakathekileko yebubulo yenza kufuneke ukuthogonyelwa kwekghono lendlela lethumbu eemfundweni ezivunyelekile ebubulweni .Ethumbini lamakghono, abantu abatjha abangasebenzi (18.2-Isivumelwano sokufunda esikhulumisa abantu abangasebenzi) bayabizwa bese bakhethelwe ituthuko ngokusebenzisa iimfundu lezi.

Indlela yekambiso yamazinga woke alikhomba isetjenziselwa ukuthuthukisa abantu ngokusebenzisa amathuba wokufundiswa avela ebubulweni.Lokha ilutjha elingsebenzi selithuthukisiswe, baba neseekhundla abanikelwa zona, kodwana okuhle khulu kukobana ukuphothula iimfundu zehlelo leli kubabeka ebujameni obuhle bokobana bavumeleke ukusebenzisa iziqu zabo lezo nakweezinye iinarha lokha nabafunda umsebenzi.

Isabelo seemali sabafundi aba 18.2 (abangasebenzi) ihlahlwa ngokuncani kwezeemali namazinnga weengaba zokobana kufumaneko iimfundu ezenye yomthetho ovela emazingeni Wokucatjhwa Kwabasebenzi (Basic Conditions of Employment Act).Ukungezelela kilokhu kubiza kokucatjha nokukhetha,nesigaba sesikolo kilabo abafundisako isib. Ikholtjhi Yamalahle (Colliery Training College),zamahlalo nevakatjho lapho kuneentlabagelo zoke ezifana neentlabagelo zokufaka iinsetjenziswa,nezinye liintlabagelo Zokuzivikela Eengozini.Isikhathi sokubandulwa sabafundi laba singaba **ziinyanga ezimatjhumi amabili nane-ukuya eenyangeni ezimatjhumi amathathu.**

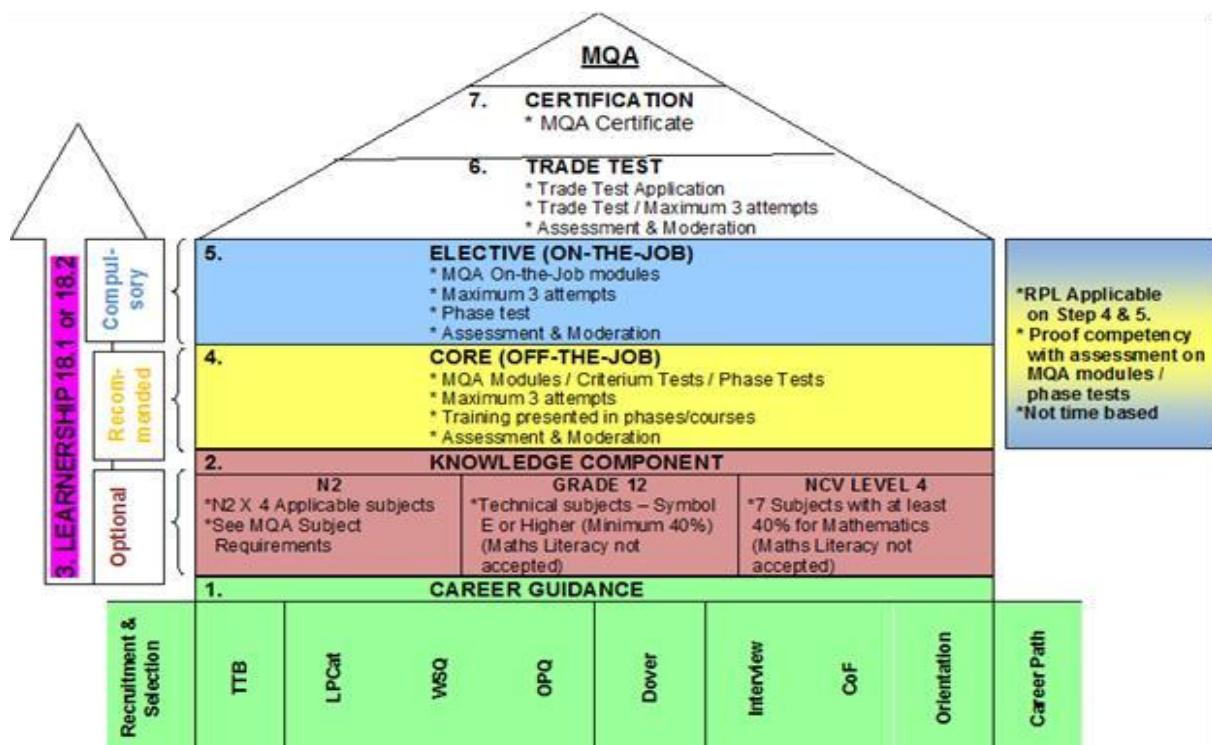
Abasebenzi abavumelekile nebakhethiweko eemfundweni lezi (18.1) bafumana imali ejayelekileko yesikhundla sabo ekusikhundla ebacatjhelwe sona lokha nabasabandulwa.Bayahlolwa ngokusebenzisa imigadango elikhomba yekambiso .Ezinye iintengo zifaka hlangana ukubiza bokukhetha abafundi,ukubiza bokuhlola abafundi,ukubiza kweenkolo ezibandula abafundi(isib.CTC) ukoana bazobabandulela khona ngendaweni yethu.

iLeeuwpan ithuthukisa abasebenzi nelutjha emabizelweni aqakathekileko natlhogekako afana ne ubunjiniyera,ukububula,neemfundizo zokekambiso yebubulo.Amathuba abuye anikelwe nabasebenzi besivumelwano ngokobana bahlangabezane nalkho okufundekako ehlelweni leli.Kusetjenziswa abanikeli abahlolwe yi MQA abakhambisa ihlelo leli.

2.2.4.2 Iimfundu Zobunjiniyera

Amakghono wobunjiniyera nokwazi umsebenzi aqalwe njengamakghono aqakatheke khulu eLeeuwpan.Ngazo iimfundu Zobunjiniyera ibubulo leli lilandela imigadango elikhomba ye MQA ukufundisa nokuthuthukisa abasebenzi (18.1) nelutjha (18.2) ngokusebenzisa ikghono layo lethumbu ekutheni abasebenzi babe basebenzi bezandla abaneziqo ngokupheleleko ngendlela ekhonjiswe ejameni4.

Ijamo 4: Imigadango elikhomba Yokuthuthukiswa Kwekambiso Yezefundo Yakwa MQA



Imigadango elikhomba lena ifaka hlangana nokukhetha, nokuqatjha, ilwazi, neengaba eziqakathileko zomsebenzi (isib. CTC), isigaba sabakhethwako (bomsebenzi, isigaba sukuhlolwa ngaphambi kobana ungene emsebenziini neemphepha zeziqo ezivela kwa MSA). Illeewpan ifundisa okulandelako iimfundo obuyenjiyera ezifaka hlangana umsebenzi wakuthela ama oli, igezi, ukutjhayela, nokulungiswa kwedizili.

Itafula 8: Iimfundo Zobunjiyera (Umphakathi,Abasenzi abasebenza unomphela nalabo besivumelwano)

Okufundwako	Okunqotjhiweko neenkhathi					Inani	
	2021	2022	2023	2024	2025		
(Abasebenzi begezi, Umsebenzi wokuthelwa kwe-oli ekufaka hlangana ukulungisa, ukubeka kuhle kwezinto kanye nokulungiswa kweDizili)							
Isigaba Sezefundo 18.1 (Abasebenzi)							
Abaundi	3	2	2	2	2	11	
Isabelo seemali (R)	R 180 000	R 180 000	R 180 000	R 200 000	R 220 000	960 000	
ISIGABA SEZEFUNDO 18.2 (Umphakathi)							
Abaundi	3	2	2	2	2	11	
Isabelo seemali(R)	R 500 000	R 400 000	R 400 000	R 400 000	R 400 000	R 2 100 000	
INANI LEEMFUNDO ZOBUNJIYERA							
Inani labafundi	6	4	4	4	4	22	
Isabelo Seemali(R)	R 680 000	R 580 000	R 580 000	R 600 000	R 620 000	R 3 060 000	

2.2.4.3 Iimfundo Zebubulo

Ukuzuza amalahle ngezinye zezinto eziqakathileko ezenziwa eLeeupan. Ngaleso sizathu, kuqakathile bona ithumbu labasebenzi abenza umsebenzi ngefanelo bona lithuthukiswa ukuze ibubulo liragele phambili. Ibubulo leli linikeza abasebenzi amathuba wokuthuthuka ngokusebenzia iimfundo Zokulungiselela Kwelahle ekholitjhini | CTC bese linikele ukungezelelwa

kokuthuthukiswa komsebenzi nokubonakala kanye nehloniph oebubulweni. Isikhathi esibekiwe sokubandula **ziinyanga ezilitjhumi nambili**.

E Leeuwpan abekho abasebenzi besivumelwano, ngeleso sizathu iimfundo angeze zingezelelwele ebasebenzini besivumelwano.

Itafula 9: Iimfundo ezitholakala Ebubulweni(Abasebenzi Nomphakathi)

Iimfundo	Okunqotjhiweko Nesikhathi					Total	
	2021	2022	2023	2024	2025		
Ukulungiselela llahle, ilitje lokwenza nokulungiselela ilahle okusesizngeni eliphezulu)							
ISIGABA SEZEFUNDO 18.1 (Employees)							
Abafundi	4	4	4	4	4	20	
Isabelo seemali (R)	R 60 000	R 60 000	R 60 000	R 60 000	R 60 000	R 300 000	
LEARNSHIPS SECTION 18.2 (Community)							
Abafundi	2	2	2	2	2	10	
Isabelo seemali (R)	R 140 000	R 140 000	R 140 000	R 140 000	R 140 000	R 700 000	
IIMFUNDU ZEBUBULO							
Inani labafundi boke	6	6	6	6	6	30	
Inani Lesabelo Seemlai Loke (R)	R 200 000	R 200 000	R 200 000	R 200 000	R 200 000	R 1 000 000	

2.2.4.4 Amahlelo wamakghono

Kumqopho webubulo ukuthuthukisa nokubandula abasebenzi nelutjha bona babe neziq ezipheleleko nezengomthetho, iziqu ozenza ngeskhathi usasebenza nalezo ozenza ngeside isikhathi. Amahleo wamakghono, lawo owenza lokha usebenza, Abahloli abasemthethweni be M QA bayasetjenziswa ukuqinisekisa izinga kanye neziq ezifumaneka ngaphasi kwe M QA. Amahlelo wamakghono angezinye zeemfuneko begodu ahlanganiswe namakghono wemisebenzi ehlukahlukaneko.

limbonelo zamakghono enziwa e Leeuwpan ngewe Zamaphilo nokuPhepha, Abarhelebhi Bokuthuthumbisa nabanye Abasebenzi abazi umsebenzi. Ibubulo le Leeuwpan lisekela ukuthuthuka kwabasebenzi, umphakathi kanye nabasebenzi besivumelwano emahlelweni wamakghono ngekomthetho njengokuthuthukisa ekuyeleni eziqwini ezipheleleko.

Itafula 10: Umtlamo Wehlelo Lamakghono (Umphakathi, abasebenzi kanye Nabasebenzi Besivumelwano)

Iimfundo	Okunqotjhiweko Nesikhathi					Isabelo seemali
	2021	2022	2023	2024	2025	
IBUBULO						
Isitifikethi Sokuthuthumba 18.1 (Blasting Certificate 18.1)	2	2	2	2	2	10
Amahlelo Amakghono Angatholakali Wemijhini Ekhambako 18.2	10	6	5	5	4	30
Amahlelo Wamakghono Wokwenza Umsebenzi 18.1	5	5	5	5	5	25

Ukuholwia Kwamakghono Kwerhas 18.1	5	5	5	5	5	25
Abafundi boke	22	18	17	17	16	90
Isabelo Seemali (R)	R 745 000	R 372 500	R 350 000	R 350 000	R 300 000	R 2 117 500
Okupathelene Nezekuphepha						
lifundo	Okunqotjhiweko Neenkhathi					
	2021	2022	2023	2024	2025	Isabelo seemali
Abajamelia bamahlelo wamakghono bokuphepha 18.1,18.2 nabasebenzi besivumelwano	25	25	25	25	25	125
Inani labafundi	25	25	25	25	25	125
Isabelo seemali (R)	R 150 000	R 150 000	R 150 000	R 150 000	R 150 000	R 750 000

2.2.4.5 Ukuthuthikiswa kwezokupathatha

Ihlelo lokuthuthukiswa kwamakghono wokupathatha i-Leeuwpan lihlose ukusekela kanye nokunikela abaphathi abatjha nabaphathi bakade amandla ukuze bakhone ukuhlangabezana neembopho zabo zanje begodu baziungiselele izinga elilandelako lokupathatha. Amahlelo asetjenziswe ukuthuthukiswa lihlelo lokupathatha okusisekelo, lihlelo lokuthoma lokupathatha kanye nehlelo lokuthuthukiswa kwabaphathi. Abasebenzi banikelwa amahlelo afaneleko asebenza ezingeni abakilo nanyana ezingeni labo. lifundo ezihlelelwie iminyaka emihlanu ezako zivezwa ngethebuleni elingenzasi.

Ihlelo lamakghono wokupathatha loke liyingcenyne yendlela yokuraga nanyana ukuthuthukisa ibizelo lomsebenzi wesisebenzi.

Tafula 11 : Ukuthuthukiswa Kwezokupathatha (Abasebenzi)

lfundiso	Okunqotjhiweko					Inani lesabelo seemali
	2021	2022	2023	2024	2025	
Ipatho Sisekelo yekambiso lawulo	4	4	4	4	4	20
Abaphathi abasezingeni Lokuthoma	4	4	4	4	4	20
Ihlelo Lokuthuthukisa Ukupathatha	2	2	2	2	2	10
Amakghono Wokuqalana nobujamo <ul style="list-style-type: none"> • Ukuhlakanipha Kwemizwa • Amakghono Wokukhulumisana • Amakghono Wormtjhiningqondo (MS) 	15	15	15	15	15	75
Inani Lokuthathwako	25	25	25	25	25	125
Inani lesabelo seemali	R 450 000	R 500 000	R 550 000	R 650 000	R 700 000	R 2 850 000

2.2.4.6 Ukuhlela ukuqalelelwa kwamakghono aphathekako ebasebenzini

Ihoso yehlelo Iwamakghono aphathekako kukupha abasebenzi amakghono asisekelo azobenza bakghone ukuthola umsebenzi emamakethe nokungenzeka bajanyiswe nanyana kuvalwe imayini. Amakghono aphathekako ayokunikelwa abasebenzi abasemikhakheni yemisebenzi enganawo amakghono kanye nabananamakghono atlhayelako.

Amahlelo wamakghono aphathekayo ayokunikelwa abasenzi: amakghono womphakathi (ukwakha, ukubaza, ukuhlanganisa amaphayiphi kanye nokwakha ngeentina), amalaisense kanye namakghono aphahtelene netheknoloji (ubunjiniyera obusisekelo, ukusevisa iinkoloyi).

Ukubandulwa kwamakghono aphahtekako kuyokwenziwa mhlinzeki wokubandula ogunyaziweko begodu kuyoragwa ngokuzeleko. E-Leeuwpan abasebenzi bayokutjhaphululwa isikhathi esiziimveke ezili-10 ukuya kwezili-12 ngomrholo ozeleko. Njenganje abasebenzi abamatjhumi amahlanu (50) abaneminyaka engaphezu kwematjhumi amahlanu (50) sele bakhethiwe bona babandulelwe amakghono aphahtekako esikhathini esiminyaka emihlanu. Inaneli lizokukhula abasebenzi nabafika eminyakeni yobudala ema-55 ngesikhathi sokubika. Amakghono aphahtekako ayokuyenanikelwe abosokontraga abaneminyaka engaphezu kwema-55

Tafula12: Ifundiso Yamakghono Aphahtekako

Okufundiswako	Okunqotjhiweko Nesikhathi					Inani
	2021	2022	2023	2024	2025	
Abasebenzi						
Abathathwako	4	4	4	4	4	20
Isabelo seemali (R)	R 100 000	R 120 000	R 120 000	R 125 000	R 125 000	R 590 000
Umpifikathi						
Amakghono Wezakhamuzi Ezijayelekileko	3	3	3	3	3	15
Amakghono Wobunjiniyera	2	2	2	2	2	10
I-Apholestry	1	1	1	1	1	5
Inani Labathathiweko	8	8	8	8	8	40
Isabelo seemali(R)	R 250 000	R 270 000	R 290 000	R 300 000	R 320 000	R 1 430 000
Inani labafundisiweko						
Total intake	12	12	12	12	12	60
Inani (R)	R 320 000	R 380 000	R 380 000	R 400 000	R 400 000	R 2 020 000

2.3 IFOROMU R: iinkhundla Ezinzima bona sifunyane abasebenzi

Njenganje azikho iinkhala imayini ye Leeuwpan ebhalelw e kuzalisa isikhathi esiziinyanga ezili-12 nanyana ngaphezulu, yeke iNil return itlolwe phasi kuforomo R ethebuleni le-23 ngenzasi.

Emayini yaseLeeuwpan, azikho iinkhala ezibudisi ukuzaliseka, ngombana iinkhundla ezikhangiswako zizaliswa phakathi kwasikhathi esiziinyanga ezintathu ukuya kwezisithandathu. Mayelana nokulandela ukuthotjelwa kweenlinganiso zokuqatjhwa ngokulingana ukuze balise iinkhundla ezikhethiweko. I-Leeuwpan idosa esizibeni esikhulu se-Exxaro samakghono ukuze aqatjhe ngendlela ekhambelana nokuhlosiweko. I-Leeuwpan ibuya izibandakanye namano aragako wokuthuthukisa amakghono ukuze iqinisekise bona kunerherho labasebenzi alitholakalako eenkhundleni ezikhethiweko. Amagadango la adoswa ngaphasi kwsigaba 2.4.1 sehlelo lokuthuthukisa umuntu ngamunye kanye nesigaba 2.4.1.1 isiziba samakghono-ukulandela msinyana.

Tafula 13: Foromo R: iinkhala ezibudisi ukuzaliseka

Amazinga Wabasebenzi	Isihloko Somsebenzi neekhundla	linzathu zokobana zingafakwa Kungafakwa abantu
<i>Abaphathi abasezingeni eliphezulu</i>		
<i>Abasebenzi abaneziq nabososiyazi nabaphathi</i> <i>Abaphakathi</i>		
<i>Abasebenzi abanamakghono wetheknology nefundo</i> <i>Nabaphathi abaphasi, nabatlhogomeli bomsebenzi kanye nabarholi babaphathi</i>		
<i>Semi Abanamakghono amancani nokuthatha iinqunto</i>		
<i>Abanganamakghono nokuhlathulula ukuthatha kweenqunto</i>		

2.4 Ukuphathwa Kwamabizolo

linsebenzi zithuthukiselwa amabizelo wemisebenzi e-Leeuwpan nase-Exxaro Resources ngokusebenzisa amahlelo abanzi wokuthuthukisa kanye neendlela zamabizelo wemisebenzi ezsibenzako. Phezu kwemizamo ehlukahlukeneko eyenzwe yimayini yokuqinisekisa uburholi obutjha obuya eenkhundleni zokuphatha eziphezulu neziphakathi, ukulungela kwabasebenzi iinkhundlezi kusese sitjhijilo. I-Leeuwpan izibandakanye emahlelweni wokuhklela wokulandelela izehlaklo ezirhabako ebizwa bona kulandelela msinyana (ukulandelela okusheshayo) kwabasebenzi ngokuvumelana nokulungelwa kwabo ukukhutjulwa esikhundleni kanye nokuthuthuka.

Abasebenzi babekwe emahlelweni arhabisiweko (wokulandela msinyana) ahlanganisa ukubandulwa emsebenzini, amathuba wokulingisa, iimfundu namasemina, ukuleka, ukubandula namahlelo woburholi. Abasebenzi abasithandathu be-HDSA balhethwe e-Leeuwpan ngehlelo lokuhlela ukudluliselwa okurhabileko ukuze badluliselwe ku-DU middle management kanye namazinga aphezulu wokuphatha e-EL kufanele kuqatjhelwe bona i-Leeuwpan inesakhwi sehlelo elineenkhundla ezimbawla abasemazingeni aphakathi nasemazingeniphezulu wokuphatha. Ngonobangela wesizathwesi i-

Leeuwpan ithuthukisa abasebenzi ukuze bafakwe nanyana bakhutjhulwe e-Leeuwpan nase-Exxaro ekulu. Lokha nakusenziwa imizamo yokwenza abantwaba balungele iinkhundla zokuphatha eziphezulu neziphakathi, ikambiso-mgomomo yokuqatjha ye-Exxaro iyokusebenza nakufakwa isibawo seenkhundlezi.

2.4.1 IMITLAMO YOKUTHUTHUKA YOMUNTU NGAMUNYE

Amahlelo wokuthuthukisa umuntu ngamunye (IDP) akhona kizo zoke iingaba zokubandulwa e-Leeuwpan. Mayelana nesigaba sokucocisana, i-IDP yenziwe ngokweenkhala zamakghono ezikhethelwe imisebenzi yanje nesezingeni elilandelako eliphezulu elilandelako. linkhalezi zisekelwe eendingweni zokusebenza umsebenzi kunye neendlela zomsebenzi. Esigabeni sabaphathi incoco ze-IDP kanye nokuhlolwa kweendingo kuyingcenye yomzombelelo wokuphathwa kokusebenza owenziwa kibili ngonyaka. Imizamo yetuthuko kiwo woke amazing womsebenzi aqale ekunikeleni ituthuko emikhakheni elandelako: zamamayini, zobunjinyera, iimboni kunye namasevisi wokusekela. Ukubandulelwa mikhakha le khulukhulu kumayelana nomsebenzi, kuqualisisa amakghono amayelana netheknoji, wokusebenza newokuphatha, athathelwe ku-matrix yamakghono. lindingo zokuthuthukiswa kwamakghono ezikhethelwe abasebenzi zibuthelelwe ehlelweni lamakghono endaweni yokusebenzela.

2.4.1.1 ISIZIBA SAMAKGHONO-UKULANDELELA MSINYANA

Ukulandelela msinyana kuqualiswe ekuthuthukisweni okumsinyana kwabasebenzi abanamandla/abanamakghono khulu khulu ebantwini beSewula Afrika abadinywe amathuba emlandweni (HDSA). Abasebenzaba bakhethwa ngokusebenza kwabo ngokuqathaniswa neendingo zokwenziwa komsebenzi begodu baphathwa njengesiziba samakghono. E-Leeuwpan ituthuko yebizelo lomsebenzi womsebenzi kulawulwa ngekambiso yokuhlela yokudlulisela yesigaba sokuphatha kunye nekambiso yokuphatha umsebenzi wesigaba sokucocisana. Iincoco nabasebenzi abasesizibeni samakghono zenzeka kwesinye nesinye isiquntu lapho kucocwa khona ngepumelelo bekuqualisiswe iragelophambilil iomsebenzi. Boke abasebenzi abangaphakathi kwsiziba samathalente banikelwa umluleki/umbanduli ukuze alawule ukuthuthuka kwabo ngokuvumelana ne-IDP ehlathululwe ngaphambilini kunye neendlela zomsebenzi. Ithebula le-14 litjengisa ukusabalala kwabasebenzi ehlelweni elimsinyana.

Tafula 14: Irhelo lokulandela umkhondo msinya (Abongikhethani be EE)

Abongikhethani nababoke 6 (Ukukhethwa kwangomusokuzokwenziwalokha iinkhundla nazivulekileko bese kuzokulandelwaindlela yekambiso leyo ezokulandelwa]

EE Abong'khethani	Isikhundla sanje			Ukuthuthukiswa kwamahlelo			
	Amazinga wemikhakha	Isikhundla	Ibanga lesikhundla	Amazinga wemikhakha & namabanga	isikhundla	Ibanga lesikhundla	
Umuntu wengubo Omhlophe	Abaphathi abaphakathi	Umphathi bubulo	DU	Abaphathi abaphezulu	Umphathi bubulo	EL	
Umuntu wengubo onzima	Abaphathi abaphakathi	Isekela mphathi wezobunjiniyera	DM	Abaphathi abaphakathi	Umphathi wezobu njiniyera	DU	▪ ihlelo lokuthuthukisa abaphathi
Umuntu wesilisa onzima	Abaphathi abaphakathi	Usonjiniyera wamatje	DM	Abaphathi abaphakathi	Usonjiniyere ophezulu wamatje	DU	▪ ihlelo lokudosaphambili ukuhlanganisa zomnotho
Umuntu wesilisa onzima	Abaphathi abaphakathi	Umhloli ophezulu we mayini	DL	Abaphathi abaphakathi	Umphathi wezobuhlol	DM	▪ ihlelo lokuthuthukisa abaphathi
Umuntu wengubo onzima	Abaphathi abaphakathi	Usosayensi wekhaya	DM	Abaphathi abaphakathi	Mphathi, MRM	DU	▪ ihlelo lokudosaphambili ukuhlanganisa zomnotho
Umuntu wengubo onzima	Abaphathi abaphakathi	Mphathi weensetjenziswa zabantu	DU	Abaphathi abaphezulu	Umphathi weensetjenziswa zabantu	EL	▪ ihlelo lokudosaphambili ukuhlanganisa zomnotho
Umuntu wesilisa olindiya	Abaphathi abaphakathi	Mphathi ,SHEC	DM	Abaphathi abaphakathi	Group SHEC Manager	DU	▪ Head Office exposure
Umuntu wengubo olindiya	Abaphathi abaphakathi	Head Management Accountant	DM	abaphathi abaphakathi	Mphathi mmali	DU	▪ ihlelo lokuthuthukisa abaphathi ihlelo ▪ lokudosaphambili ukuhlanganisa zomnotho
Umuntu wengubo omhlophe	Abaphathi abaphakathi	Mphathi, SCM	DM	Abaphathi abaphakathi	mphathi we Group Scm	DU	▪ ihlelo lokudosaphambili ukuhlanganisa zomnotho

2.5 UMTLAMO WEJIMA LABALULEKI

2.5.1 UMTLAMO WOKULULEKA ABASEBENZI

Ihlelo lokufundisa liyokuphathwa ngokusemthethweni ngekambiso yokuyeleta, ehlelekileko, equaliswe e-Leeuwpan coal. Uukufikela la ibubulo liyokuqinisekisa ukwabiwa okunembako kweiskhathi neentlabagelo ekambisweni le ukuze kuqinisekiswe bona ibayimpumelelo. Ubudlewano bokweluleka kanye nokuvikela buyokuthatha isikhathi esiziinyanga ezili-12-24, ngemva kwalokho loyo ongenele ikhetho akghone kuhle ezingeni elithhogekako begodu atjengise ikghono emqopheni ekhabe ibekwe ngesikhathi sokubandulwa.

Ihlelo lokufundisa njengenye yeendlela zokungenelela ukuze kuqalanwe nehlelo elifaneleko lokuhalisana kwabantu ukuze bafakwe ena-Proteges endaweni etjha elindelweko yokuphatha yoburholi ukulungiselelwa ngokomkhumbulo, ukukereywa kwakghono wokuphatha umsebenzi kanye nokuqalana nezinto ethogakalako. Ukusaba kanye nemfiso zama-Proteges. Kuqakathekile ukuze ihlelweli libe yipumelelo. Abeluleki bangase bakhethwe mphakathi weyunindi yebubulo kanye nomphakathi wabasebenzi ngokusekelwe eelinganisweni zokudlulisela zokuhlela begodu bathathwe esizibeni sokurhabisa.

Abasebenzi abathathwa njengabane kghono elingaphezulu nabasebenza kuhle bakhethwa njengabanduli. Ukuthembeka kwababanduli abangabakhona, ukuziphatha nokuphila ngendlela yehlangana zizinto eziqalisiswako ukudlala indima yokuba mluleki nacho kufanele kube ngokuzithandela begodu ukukhetha kuzokunikela bakhethelwe ukulingana kokuqatjhw. Bobabili abaluleki kanye nama-Proteges bazokuthola ukubandulwa okusemthethweni mayelana nendlela yokusungula nokuphatha bokweluleka.

Amanothi: I-BL-BU iqala isigaba samakghono amancani, i-CL kuya ku-CU iqala isigaba sokuphatha/ubucwephethje. I-EL iqala isigaba sabaphathi abakhulu.

Tafula15: Ihlelo Lokusekela

Ihlelo Lokululekisa				Okunqotjhiweko		Ubulili		
	Amazingawangalesi sikhathi	Amabizelo Atholakalako	Iiskhathi	HDSA	Non-HDSA	abantubengubo	Amadoda	
Amakhono Ezobuchwepheshe Nokwengamela								
Abasebenzi ebubulweni	BU	CL	3 years	3	2	1	4	Abaphathi abancani
Abaphethe ikambiso	CL	CM	2 years	2		1	1	Abaphathi abancani
Abasebenzi betjhejo	BU	CL	3 years	3			3	Abaphathi abancani
Abasebenzi bezandla	CL	CM	3 years	3		2	1	Abaphathi abancani
Umsebenzi wezandla omkhulu	CM	CU	2 years	2		1	1	Abaphathi abancani
				Okunqotjhiweko	Ubulili			

Ihlelo Lokululekisa	Amazinga wangalesi sikhathi	Amabizelo Atholakalako	liskhathi	HDSA	Non-HDSA	Abantu bengubo	Amadoda	Umlulekisi
Abasebenzi bemitjhini	BU	CL	2 yeminyaka	6		2	4	Abaphathi abancani
Abembi bebubulo	CM	CU	3 yeminyaka	2		1	1	Abaphathi abaphakathi
Ukuthuthukiswa kwabaphathi noburholi								
Insetjenziswa Zabantu	DU	EL	5 yeminyaka	1		1		Abaphathi abaphezulu
Abosonjiyere	DM	DU	4 yeminyaka	1			1	Abaphathi abaphakathi
Abosonjiyere	DM	DU	4 yeminyaka	1		1		Abaphathi abaphakathi
MRM	DM	DM (02)	3 yeminyaka	1		1		Abaphathi abakhulu
Abosonjiyere Beensimbi	DM	DU	5 yeminyaka	1		1		Abaphathi abakhulu
SHEC	DM	DU		1			1	Abaphathi abaphakathi
MRM	DL	DM		1			1	Abaphathi abaphakathi
	INANI			28	2	12	18	

2.6 UMFUNDAZE NOMTLAMO WOKUFUNDA UMSEBENZI

I-ofisi lebubulo le Exxaro Neensemsetjenziswa lihlela begodu lilawule ihlelo lemifundaze.

Imifundaze inikelwa emikhakheni eminengi yobunjiniyera begodu imfundaze ephumelelako ifakwa emayunivesithi aziwako naseenkhungweni eziphathelane netheknojoli. Imfundazo efa nele ifakwe emamayini ahlukahlukenecho ngokweendingo zabasebenzi kileyo mayini ethileko.

Ukwabiwa kwemifundaze kuzokukhambisana neendingo zabasebenzi zeiskhathi esizako ze-Leeuwpan coal begodu kuzokusekela eemvumelwaneni zokuqatjhwu ngokulingana. Lokhu kuhlaziywa kweendingo kusekelwe ekskuleni nasekukhulisweni kwamaphrojekthi kyo yoke i-Exxaro.

2.6.1 UMTLAMO WOMFUNDAZE

abayokungenela ikhetho bathathwe emphakathini eyakhelene nemayini. Imifundaze yabelwa emikhakheni yobunjiniyela elandeleako: zemayini, zeensimbi, neemboni kunye naseensizakalweni zokweseka ezilandelako: okuziinsiza kusebenza zabasebenzi kunye neemfundo zemvelo.

abayokungenela ikhetho bakhethwa ngokwemibandela yokuketha ebikiweko ukuze kuqinisekiswe bona banikelwa ithuba elibhedere khulu lokufeza iindingo zeyunivesithi.

ITafula 16: Umtlamo Wemifundaze

Imifundaze	Iminqopho Nesikhathi					
	2021	2022	2023	2024	2025	Total Budget
Unjiniyera	1	1	1	1	1	5
Imisebenzi	1	1	1	1	1	5
Inani Lokuthathwa	2	2	2	2	2	10
Inani (R)	150 000	180 000	200 000	210 000	215 000	955 000

2.6.2 UMTLAMO WOKUFUNDA UMSEBENZI NGAPHAKATHI

I-Leeuwpan coal izokunikela ngamathuba wokufunda elutjheni emiphakathini enediploma begodu etlhoga ukufunda ngesipiliyonu ukuze iqedelele idiploma.

ITafula 17: Umtlamo Wokufundela Umsebenzi -Nomphakathi

Umtlamo Wokufundisa	Umqopho Nesikhathi					
	2021	2022	2023	2024	2025	Inani Lesabelo seemali
Unjiyere	3	3	3	3	3	15
Inani Leenomboro	3	3	3	3	3	15
Isabelo seemali (R)	612 000	615 000	618 000	620 000	625 000	3 090 000

2.7 UMTLAMO WOZOKULINGANA KWABASEBENZI

Ngokuya ngokwe-Exxaro's Employment Equity policy (EE); Imincopho ye-Leeuwpan coal kususa izinto ezikhanelo bona abantu baqatjhwe kunye nokuthuthukiswa kabantu be-Sewula Afrika. Ukurhaba ukubandulwa nokukhuthazwa kweenqhema ezikhethiweko kunye nokwenza ubujamo obufaka hlangana ukuzwana ebantwini abahlukahlukene ko ngokusebnzi ihlelo le-EE

2.7.1 Umtlamo WOMQOPHO OKHABELANANA NOMTHETHO WOKULINGANA KWABASEBENZI (EE Policy)

- Urukhandela imikghwa yokubandlulula ngokungakafaneli.
- Urukhandela ukutlhriswa nokubandlululwa ngobulili.
- Urukhandela iinthiyo ezivala amathuba wokuqatjhwa nokukhutjhulwa komuntu emsebenzini.
- Urukholo okuthuthukisiweko kwabantu kiwo woke amazinga ehlanganweni.

- Ukuthola imiphumela emihle emikhakheni ebegade ingakatjhejwa, lapha kuqalwe abantu ngokuhluwahlukana kwabo, nangamazinga wabo emkhandlwini, kuqalwe khulu-khulu imiphumela yesikhathi eside enanini labantu be-Sewula Afrika.
- Ukwakha isiko letjhebiswano ebantwini ngokulingana, nokwakha ibumbano nokuzwisisana ebantwini, bekuqalwe nokufeza iindingo zabantu emphakathini.
- Ukuzimisela ekweneni amano namatjhuguluko ebaphathini be Leeuwpan coal.
- Isibopho sokufakwa kwehlelo le-EE nokutjhugulula amahlelo wokuphatha we Leeuwpan Coal asebaphathini nabantu abakhethelwe ukuphatha i-EE ukutjhaja kuyokwensiwa yiforamu yetjhuguluko.

2.7.2 ABANTU BENGUBO EBUBULWENI

Ihluso kudosa abantu bengubo kune nokugcina abantu bengubo embonini yemayini kune nokukhuthaza abantu bona babambe iqhaza elibonakalako emamayini.

Tafula 18: Abantu Bengubo Ebubulweni

AbaFazi ebubulweni lemayini (Paterson bands)		Actual (according to EEA2) as on the 31 st December 2019					
		African	Coloured	Indian	White	Total	%
F & E	Abaphathi abakhulu	0	0	0	0	0	0
D	Abaphathi abaphakathi	8	0	1	3	12	11.11%
C	Abaphathi abancani	28	0	1	12	41	38%
B	Abanamakghono amancani	54	1	0	0	55	51%
A	Abanganamakghono	0	0	0	0	0	0%
Inani loke labantu bengubo		90	1	2	15	108	20%
Inani loke labasebenzi = 536							

ITafula 19: Abantu bengubo ebubulweni lemayini-Ukukhonjisa kweminyaka emihlanu yebubulo lemayini

AbaFazi ebubulweni lemayini (Paterson bands)		Ukukhonjisa					
		Abantu abanzima	Abantu bombala	Abantu beNdiya	Abantu abamhlophe	Inani	%
F & E	Abaphathi abaphezulu	0	0	0	0	0	0
D	Abaphathi abaphakathi	6	0	0	2	8	40%
C	Abaphathi abancani-nalabo abangakaphathi	24	1	1	3	29	19%
B	Abanamakghono amancani	49	3	0	2	54	15%
A	Abanganawo amakghono	8	0	0	0	8	50%
Inani loke labantu bengubo		87	4	1	7	99	15%
Inani loke labasebenzi = nemisebenzi nokubambisana (% kuya ngokwenziwako)							

ITafula 20: IForomo: Izinga Lokulingana Kwabasebenzi

Tjheja: Amakghono athogekako khulu wabasebenzi ajamele amapesente ama 89 wabasebenzi bebhendi yakwa Patterson.

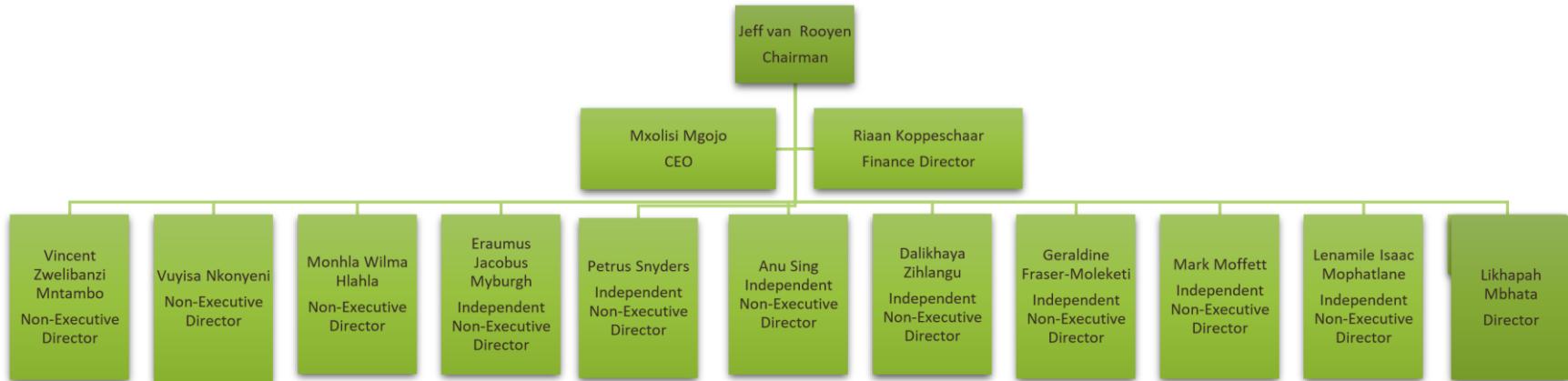
Okwenzekako ukusukela ngo Nobayeni 2019															Okunqotjhiweko									
Amazinga Wezamaphilo	Amadoda				Abantu bengubo				Abaphila nokukhubazeka		Inani	2021		2022		2023		2024		2025				
	A	C	I	W	A	C	I	W	M	F		Abanzima	Abantu bengubo abanzima											
Abaphathi abaphezulu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Abaphathi Abasezingeni	1	0	1	0	0	0	0	0	0	0	0	2	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
Abasebenzi abaneziquneminyaka yokusebenza nokuphatthat	11	0	2	13	8	0	1	3	0	38	50%	21%	39.4%	18.4%	44.8%	23.7%	45%	24%	53%	26.3%				
Abasebenzi abanamakghononabaneziqun ,abaphathi abancani,nabasekeli	88	1	1	29	28	0	1	12	3	0	160	73%	18%	71.8%	16%	72%	17%	75%	20.6%	69%	16.55%			
Abanamakghononamanca namanathatha iinqunto ezsentralthweni	268	1	1	3	52	1	0		1	0	326	98%	16%	97%	15.54	97%	16.09%	95.84%	20.4%	94%	19%			
Abanganamakghononokuthathwa kweenqunto	4	0	0	0	2	0	0	0	0	0	6	100%	50%	100%	50%	100%	50%	100%	50%	100%	50%			
INANI	372	2	5	45	90	1	2	15	4	0	532													

2.7.3 HDSA EBAPHATHINI

ITafula 21: HDSA Kubaphathi

Ilunga	Ihlathululo	Ukulinganisa	Umqopho Wokumelana	Ituthuko Ifunyanwe				
				2021	2022	2023	2024	2025
Ukulingana Kwabasebenzi	Ukungafani nofana ukuhluka emsebenzini ekukhombisa ihlaliswano yabantu ukuze kusebenzeke.	Abaphathi abaphezulu(iBhodi) (Paterson F-Band)	N/A	N/A	N/A	N/A	N/A	N/A
		Abaphathi Abasezingeni (Exco) (Paterson E-Band)	50%	50%	50%	50%	50%	50%
		Abaphathi Abaphakathi (Paterson D-Band)	60%	56%	58%	66%	68%	68%
		Abaphathi abancani (Paterson C Band)	69%	76%	78%	79%	79%	79%
		Ummongo Wamakghono	88%	89%	89%	89%	89%	89%

2.7.4 ISIGUNGU SABAPHATHI (BOARD) ISAKHIWO SABAPHATHI



Udwebo 5: Abaphathi abakhulu Besakhiwo aNokuphathwa (Ibhodi)

2.7.5 ABAPHATHI BESAKHIWO SABAKHULU



Umdwebo 6: Abaphathi abasezingeni Nokuphatha

2.7.6 ABAPHATHI ABAPHAKATHI ESIKHATHINI LESI

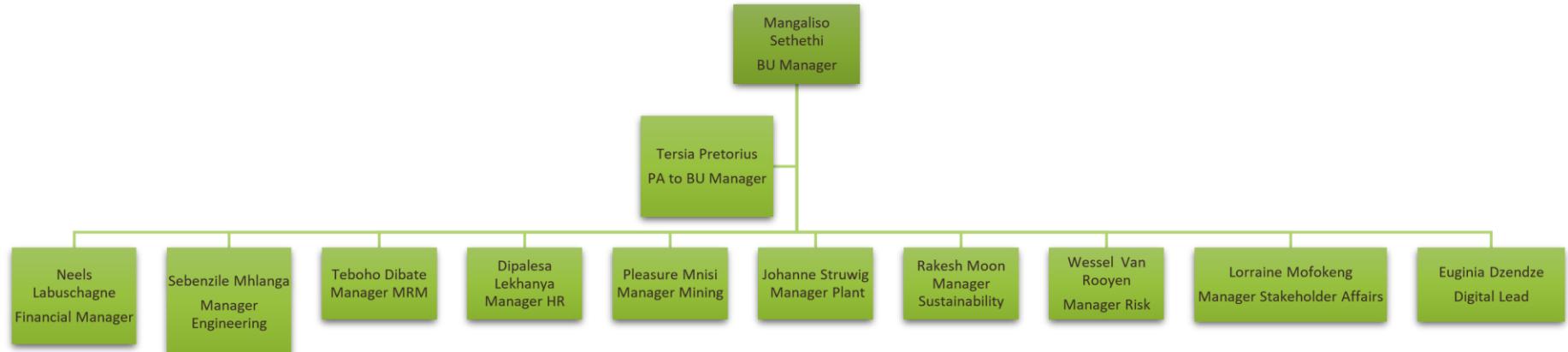


Figure 7: Isakhiwo Sabaphathi esikhathini lesi

ISIGABA SESITHATHU

**AMAHLELO WENTUTHUKO YOMPHAKATHI
NGAKWENZEEMALI ZEBUBULO**

**Ngokuvumelana noMthetho 46(c) Wokuthuthukisa
Kwezenjiwa neentlabagelo ze Oli**

ISIGABA 3: ITUTHUKO YOMPHAKATHI NGAKWENZEEMALI ZEBUBULO

3.1 ISENDLALELO SELWAZI SEEMALI NOKUHLALISANA KWABANTU

3.1.1 ISIFUNDA SEMPUMALANGA

Isifunda seMpumalanga kulapho kutholakala khona I Leeuwpan,ekusifunda sesibili esincani esimumethe amaphesente asi-6.5 wenarha ye Sewula Afrika.Izungezwe yi Mozambique ne Swaziland ekungizo eziseduzenepumalanga bese kuthi ibe setjingalanga yesifunda I Gauteng,ikhambe njalo ibe sesewula ye Free State ne KwaZulu Natal bese iba setlhagwini yesifunda se-Limpopo.Abantu abahlala kilesi sifunda bazi-3,122 yeengidi,nofana amaphesente alikhomba wenani labantu abahlala enarheni yeSewula Afrika.Isifunda lesi sikhiqiza amaphesente angababunane eMpumalanga ekumkhiqizo opheleleko wezamakhaya (GDP) begodu unamabubulo ahlangeneko anesithunzi sokubulunga ,sibuye sibe neendawo ezihle zevakatjho nemikhiqizo emihle khulu yezamalimo namahlathi efana nemikhiqizo yama orientji nezinye iinthelo ezinengi.Koke lokhu kusekela zeemali ekufaka hllangana amabubulo amakhulu wegezi ngehlangothini leSewula ,nebubulo elikhulu khulu lamaphepha ngenarheni yeSewula Afrika,kanye nebubulo le oli elitholakala ngendaweni iSecunda.

Nhokuhlonipha isifundo sobunjalo besitjhaba ,amaphesente ayi 92.5 wabantu babantu bombala onzima,bese abamaphesente ayi 6.5 babantu abanombala omhlophe,kuthi abamaphesente ayi 0.7 kube babantu bombala bese abamaphesente 0.3 babantu ebabuya emazweni wangaphandle afana ne India ne Asia. isiSwati nesiZulu malimi akhulunywa khulu ngamaphesente ama 31 kanye nama 26 ,amalimi lawa alandelwe siNdebele ne Sepedi ngamaphesente ali 12 ne 11.Ilimi le Afrikaans ne English namanye amalimi angakabalwa enza amaphesente ama 20 aseleko.

Isifunda seMpumalanga simumethe aboMasipalada abathathu : Nkangala,Gert Sibande kanye Nehlanzeni .

3.1.2 UMASIPALADA WE NKANGALA DISTRICT

UMasipalada we Nkangala District (DM) ileke skwere amabili wamakhilimitha enza 16,893 bese ufaka hlangana naboMasipalada abasithandathu –Steve Tshwete,Delmas,Emalahleni,Emakhazeni,Thembisile ne Dr JS Moroka.AboMasipalada ababili bemva bamumethe iindawo evisemakhayeni begodu nemazinga womtlhago nokwehla kwezeemali kurhagele khulu ukudlula abanye aboMasipalada besifundesi.

UmasiPalada we Kangala unabantu abazii 1,02 yeengidi bese ube nabantu abangabalelw ku 4,1 ekhayeni ngalinye.Abantu abapheze babe mapesente ama-52 (52%) babantu bengubo ,okutshwaya abantu abamadoda bangaphandle kwenarha.Abantu abamatjhumi amane –nahlanu babantu abangaphezelu konyaka wamatjhumi amabili nahlanu begodu amaphesente amatjhumi amabili nahlanu yabantu benarha lena abanayo abakafundi .Amaphesente wenomboro yesifunda esingumakhelwane wethu i-Gauteng abunane. Inani lomrholo wenyanga enye nenyi lilinganiselwa ku-R3 147 kuthi abanye abasebenzi abalinganiselwa emaphensemteni ama-33 barhola umrholo ongaphasi komrholo olingana ne R800 qobe nyanga begodu abantu abalinganiselwa emapesenteni ama 35 wabantu benarha yoke ngibo ekubabantu abamajadu eendabeni ezithinta zomnotho.

Abantu abanengi benarha yeSewula Afrika (69%) bahlala eziindlwini ezakhwe ngeentina bese kuthi amaphesente ayi 19 bahlala ezindlwini eba札ka ngaphandle komthetho.Abantu abamapesente alikhomba nethoba basebenzia igezi ukukhanyisa,bese abamatjhumi amane nahlanu basebenzise amakhemikhali bese abamapesente amatjhumi asithandathu nethoba banamanzi kungaba ngaphakathi ngendlininofana ngejarideni.linsenziswa ezivela kwaMasipalada ziliywe ziindawo zedorobheni nezemakhaya ezingaba 160.Indawo lena inomthwalo ongaba 75,235 wezindlu nazipheleleko ,nokutjhoda okutholakala khulukhulu ngendaweni ye Middelburg ne Witbank.

Indawo lena inamazinga aphezelu khulu wabantu abangasebenziko angabalelw emapesenteni amatjumi amane nahlanu.lindawo zemakhaya zange Thembisile ne Dr JS Moroka zinabantu abanengi abangafaki isandla eemalini zomnotho ,bese kuthi abantu abasebenzako khulukhulu batholakala endaweni yeMkahazeni ,Steve Tshwete kanye neMalahleni,emapesenteni ayi 70 ,65 na 62.

Ukuqalana neenkinga zendawo lena uMasipalada we Nkangala District uhlanganise umtlamo wokuthuthukisa iinhlangano,ukusetjenziswa kwenarha, ukuphatha, nokuphatha okuphathelene neendaba zomphakathi, izenzelwa zebonjineri, zehlala kuhle, nebhoduluko kanye nezeemali. Ngaphasi kwenye nenyе yeendawo lezi ,iinkinga zibekwe ngokuqakathea nangokuboniwa kwazo zikhoniswe.

ITafula 22: Nkangala District Municipality: Iintjhijilo eziphezulu

Zeenhlangano	Ukusetjenziswa kwenarha,ukuphatha nokuphathelene neendaba zomphakathi	Iinsetjenziswa Zobunjineri	Iinsetjenziswa Zokuhlisana kwabantu	Ibhoduluko	Zeemali
Amandla ukusebenza nemisebenzi	Ukwakha godu okukhethekileko nokunikelka kweensetjenziswa	Amanzi nezepilo	Zepilo	Ukuphathwa Kwebhoduluko	Ukuthuthukisa Komnotho nokwakheka Kwemisebenzi
linhlangano zobulungiswa netjhuguluko	Ubulungiswa benarha	Ukunikela Kwegezi	Ifundo	Ukuphathwa kokulahliwako	
Ukuphathwa Kweezeemali	lizndlu nokuphathwa kwenarha	lindela Nokuwuruzela kwamanzi	Kwezelhalakuhle		
Ukukhulumisana,ukuthintana nobuhaliswa kuhle		Kwezeenthuthi	Imidlalo,Ukuzibandula ,ubukghwari namasiko		
			Ukuphepha nokuvikelelaka		
			Besizo Elirhabako		

UMasipalada wendawo yeNkangala District Nokuthuthuka Kweemali utlame bona lokha zamabubulo nazikhulako ,ayikatjhugulukeli kwezokukhula zemisebenzi nokucatjhwa kwabantu,kuhle kuhle ,izinga labantu abangesebenzi liyakhula .Y=Umtlamo lona ubiza ukuthuthukisa ukusetjenziswa kwezamalimo ezikhona ,ukufaka hlangana nokusungula ukwenziwa iintlabagelo zokulima eendaweni zemakhaya ukuze kuphelilwe umraro lona.

Iragela phambili ithi abosomarhwebo abasathuthukako bendaweni eziseduze kufuze basekelwe ngemigomo ,ilwazi nemahlelo bokuphatha nokwenza amakghono,ekungiwo azothuthukisa umphakathi nokuletha ukuphumelela kwabazamako nabakhasako.Irhubhululo lingeze kuMasipalada we Nkangala District (DM) ngokobana amathuba amahle wamaRhwebo Amancani,aphakathi namancani Khulu (SMMEs) atholakala eendaweni ezilandelako:

- Ekuzuzeni kweenkuni,nezinye izenziwa zeenkuni ezifana nokwenziwa kwe fenitjhar,amafreyimu weengodo,ukufulelwaa ngeengodo,amaphepha nezenziwa ngamaphepha.
- Ipahla yokwelukwa, ekufaka hlangana iimpahla zevolo, ukuvasa nokukama, iinhlangano zokuthunga,neemphumela yokwenziwa kwe lanonini.
- Izenziwa ngezamalimo, ezifaka hlangana nokomisa kweenthelo, ezifikwa ngemabhlegeni, nokwenziwa kwejuzi, ukubhaga, ukudla kwezinja, ukudla kweenkomo, zebisi, ukuggina iinyosi neluju,ukupakwa kweentlabagelo ezingakaphekwa .

3.1.3 UMASIPALADA WE VICTOR KHANYE

UMasipalada we Victor Khanye utholakala endaweni ephakamileko yeMpumalanga ,yembathe inarha emakhilomitha asikwere azi-1,567.Iwadi lokuthoma ukuyela kwelesihlanu lomasipalda lona lembathe indawo ye Bottleng,nokungezeleleka kwayo,iWadi 6 yembathe iDelmas nokungezeleleka kwayo,bese ibuye yembathe ne Delpark nokungezeleleka kwayo,iWadi 7 yembathe indawo yemaplasini nesewula yedorobho iDelmas,bese iWadi 8 yembatha indawo I Elooff nd Sundra.

Amaofisi womasipalada lona ase Delmas (okulbizo elithathelwe elimini isiFrench elitjho bona idorobho elincani) elinezakhiwo zokuphilisana kwabantu nezeemali.iVictor Khanye yaziwa njengendawo yamabubulo athuthukako neminye imisebenzi etholakala endaweni I Leandra.Ukungezelela emabubulweni wokumayina (kunqotjhwe ilahle ne silikha),ezinye iigaba eziqakathekileko endaweni lena ngezamalimo (indawo efaka khulu isandla ekudleni nemandleni-nekuqubulweni kwepuphu), iimali nokukhiqiza (kuqale ukufaka imali khulkhulu endaweni eduze ne Gauteng). lintlabagelo zemvelo ekungizo ezenza ukuqakatheka nokufaka isandla okunqophileko kwezeemali zendawo yeNkangala,eziqale khulu 'eentlabagelweni' (amalahle,amanzi, ukwembatha kwenarha,imiboniso yezeendawo,isimo sezulu,neendaweni zokubulunga,nokuphilisana kwezinto eziphilako,neentlabagelo zemvelo).

Imikghwa yokuphilisana kwabantu yendaweni iVictor Khanye iba namandla wokurherha izimo zokuphilaneemali zendaweni.Ukukhula kwenani labantu linemithelela efana nokutlama siseko ukubulungaiindawo zeenlwane lezo.Indawo enye nenyenemikghwa ehlukileko,begodu azikakhuli ngendalela efanako.

Itafula 23:Ukwaba kokuhlala kwabantu ngokuya ngeminyaka kanye nangobulili

	1996			2001			2011		
	Amadoda	Abantu bengubo	Inani	Amadoda	Abantu bengubo	Inani	Amadoda	Abantu bengubo	Inani
0-4	2,360	2,480	4,840	3,143	3,101	6,244	3,968	4,056	8,024
5-9	2,681	2,633	5,314	2,975	3,000	5,975	3,345	3,318	6,663
10-14	2,737	2,850	5,587	2,891	2,882	5,773	3,412	3,142	6,554
15-19	2,718	2,860	5,578	2,885	2,976	5,861	3,423	3,344	6,767
20-24	2,608	2,791	5,399	2,591	2,656	5,247	4,085	3,509	7,594
25-29	2,506	2,534	5,040	2,534	2,714	5,248	4,154	3,532	7,686
30-34	2,100	2,193	4,293	2,320	2,147	4,467	3,313	2,762	6,075
35-39	1,874	1,838	3,685	1,945	2,127	4,072	2,854	2,544	5,398
40-44	1,610	1,469	3,079	1,649	1,683	3,332	2,429	2,041	4,470
45-49	1,209	1,091	2,300	1,387	1,362	2,749	2,060	2,145	4,205
50-54	954	843	1,797	1,082	1,109	2,191	1,680	1,685	3,365
55-59	725	687	1,412	786	768	1,554	1,379	1,341	2,720
60-64	563	585	1,148	569	694	1,263	1,002	1,144	2,146
65-69	427	448	875	381	447	828	656	702	1,358
70-74	250	289	539	263	391	654	436	535	971
75-79	182	257	439	151	211	362	238	359	597
80-84	98	111	209	137	209	346	126	220	346
85+	54	71	125	52	119	171	87	192	279
Total	25,629	26,030	51,659	27,741	28,596	56,337	38,647	36,571	75,218

Imitlamo Eqakathekileko Ehlanganisiweko Yokuthuthukisa

Iqhinga lokujika lika Masipalada libonwe njengo'Mtlamo Wombuso Wendaweni eseduze Yephuzu'.Umtlamo lona uthinta iminqopho embalwa eqakathekileko :

- Ukuthuthukisa ubunjalo nobungakho beensetjenziswa zabantu endaweni bona bathole amanzi, nezepilo, igezi, ukuphatha kweenzibi, iindlela,nokuphatha kwehlekelele.
- Ngezelela umnikelo ovela kwamasipalada ngokuvula amathuba womsebenzi nokuggina amaphilo wabantu ngokusebenzia LED.
- Qinisekisa ukuthuthuka kokwamukela kokuthembeka nokukwamukela kwe IDPs.
- Ukujhingga phambili umbuso wentando yenengi ngokulungisisa kuhle iinhlangao eziphethe iwadi.
- Ukwakha nokuqinisa koke okuphathelene nokwakha kwabantu , zeenhangano,namakghono wezeemali womasipalada.Ukwakha ifesidere lokusebenzisana ekusebenzasineni,ukusekela,neendlela zokurheleba kibo masipalada.
- Ukuphelisa ubukhwabanisi,ikohlakalo,umkhuba omumbi wokuqatjha ngobuhlobo obutholakala ekuphathaneni kwabantu emphakathini
- Umkhuba bokungalandeli umthetho kwezinye iindawo ezifuna umthetho (ngebejima lomthetho)
- Ukgazibandakanyi komphakathi eendabeni ezithinta abomasipalada nokungabi nabantu abanamakghono abasebenzako.

Ukusebenza nokungasebenzi

Ukungasebenzi kwabantu bulinganiswa namaphesente amatjumi amabili nobunane,ukukhuphuka ekusukela enyakeni u 2001 ngamaphesente aqitjhe alingana netjhumu nesithandathu.Inani loke lejima labasebenzi likhuphuke ngesikhathi sona lesi ngamaphesenti ayi-9.3.Ngakho ke,inani lokukhula kwabahlali lidlula inani lokukhula komsbenezi.

Umasipalda uthatha ukuthuthukisa kwamakghono,iindakamizwa,nokuthuthuka kokwakhiwa njengomqopho oqakathekileko endaweni yokulwiana nokungasebenzi nomtlago bese ukhulise zeemali zendaweni eseduze.Iskhathi sokwehla komnotho kufake ekulahlekeni kwemisebenzi eembalwa ebubulweni lemayini,zamalimo neengabeni zokukhiiqiza nanoma umasipalada uzama ngamandla ukuletha iminqopho yokwehlisa umtlago nokungasebenzi kwabantu ngonyaka ka 2014.Lokhu kuvele khulu ebambiswaneni lomasipalda efaka hlangana neminye imikhandlu yemsitheleni naleyo esemphakathini ukuthuthukisa I SMME.

Ukungasebenzi kungaphandlusela njengethesenti labahlali abazibandakanyako ekuthuthukisweni kweemali (EAP).I EAP ikhombela boke abantu abahlangana neminyaka 15 no 64 labo abakghona nebazimisele ukuzibandakanya eemalini neminye yemisebenzi.(abantu abangakabalwa esbalweni lesi babantu labo abasafuna umsebenzi,abafundi,nabogogonofana abobamkhulu abarhola iimali zombuso ,nabafazibemizi abangasebenziko njil)

Amazinga wokungasebenzi newokusebenza ngaphasi kwendawo yomasipalada i Victor Khanye aqakathekile bona kuphenye,njengoba kuzokhombisa kwamazinga wemizi ethola imirholo(evela ekuzibandakanyeni kwezeemali lezo ezesetjenziselwa ukuthenga ipahla neesetjenziswa).Ukungezelela ,izinga eliphezulu labantu abangasebenzi lihlotjaniswe nezeemali nokuhlaliswa kwabantu okusezingeni eliphasi nomtlago.
.Kubekiswe bona abantu aba 8,573 abasebenzi kumasipalada iVictor Khanye,njengethesenti ye EAP (28.2%) iphesenti lena yicani khulu kunephesenti yesifunda seMpumalanga (43.1%)

Amazinga wezefundo

Ifundo ikhulela emakhethweni wokobana abantu bakhetha begodu banikela ithuba lokuthuthukisa ipilo yomuntu ize ifike emazingeni aphezulu.Ifundo ayanelisi iindingo zabantu ngebanga lelwazi nokuthuthuka,iletha ilemuko ukufikela emaswapheleni.

Ifundo nebandulo iletha umuntu onamakghono ukungena ekufunisweni umsebenzinofana ukuzisebenza,ekuletheni kokukhuphuka kwezinga nethuthuko egginekileko.

Ulwazi olusisekelo lisetjenziswe ukuveza amazing wefundu womasipalada I Victor Khanye ngileyo yabantu abangaphezulu konyaka wamatjumi amabili.linomboro lezi zikhomba bona amaphesente alikhomba kwaphela wabantu bomasipalada abanefundo engaphezu kwebanga letjhumi.

Abanye abahlali abamaphesente alitjhumi nambili be Victor Khanye bakhombe bona abanayo ifundo yangokomthetho ,inomboro lena yincani khulu nayiqathaniswa nesibaliso sonyaka ka 1996 newaka 2001.

Bezindlu, Amanzi, Igezi nozekuthuthwa kwendle

lintlabagelo ze Exxaro,ebubulweni le Leeuwan zizibopha ekuthuthukiweni ukuphatha kwemizi ebasebenzini nemindenini.Ukuqinisekisa bona Ibululo lamalahle le Leeuwan liletha isekelo elaneleko ebasebenzini nezezindlu,ukuhlolwa kwasikhatjhana kwensiwa ekuthomeni konyaka ka 2014 ukusungula izimo zokuphila nokurholwa kwemizi kwabasebenzi.iimphumela ikhombise bona angebla kwamaphesente amatjhumi alithoba nahlanu wabasebenzi bathola iimfuneko ezithogekako ezifana namanzi,igezi,zepilo nokutholakala kwetjhejo lezamaphilo nefundo.Ekurholweni kwemizi ,iimphumela ikhombe bona umuzi wesikhathi sanje uphasi ngamaphesenti amatjhumi amathathu (abasebenzi abayi 86 ebasebenzini abayi 406 nabapheleleko) bese amaphesenti amanye amatjhumi alikhomba ahlole abasebenzi ngokobana baqatjhenofana bahlale nababelethi babo.

Ukutlhogeka Kwamakghono Wabantu abafundele umsebenzi wezandla

Ukuya ngendawo ye Nkangala District amakghono wamaswaphela ahlolwe ngonyaka ka 2011,iimphumela yokuhlolwa le iveze ukungakhambelani hlangana nokunikelwa nefuneko kwamakghono endaweni lapho abantu aba 84% bafaka iimbawo zemisebenzi babantu abanefundo efika ebangeni letjhumi kwaphela,abayi 12% baneziq zomsebenzi nanyana ngimuphi ,bese abanye ayi 4% baneziq zomsebenzi wezandla .Ukungabi namakghono womsebenzi wezandla eendaweni ezinengi eziseduze kwenza bona abasebenzi abanengi baqatjhelwe imisebenzi evamileko bese barhola imirholo emincani ebhadelwa mabubulo aseduze.

Ukungasebenzi Kwabantu

Ngokuya ngezekubala ze Sewula Afrika iimphumela yonyaka ka 2011,abantu abangasebenzi kumasipalada weVictor Khanye bebamaphesente ayi 28,18%.

3.2 IMISEBENZI EQAKATHEKILEKO YEZEEMALI

Kwezeemali ,isigaba esifaka imali khulu sigaba sezeenthuthi (ku 18.6%).Ngokuya kwabasebenzi,ngokungafani ne Nkangala District,Victor Khanye itlolise ukuthatwa kwabasebenzi abanamakghono abanengi egezini.Kibo masipalada boke abasithandathu abaseduze,Victor Khanye itlolise inani eliphezulu lokuqathaniswa inzuso yezokulima.Ukulungisa kokwenziwa kwegezi emabubulweni wegezi , nokusungula kwebubulo legezi elitja le Kusile kumasipalada we Victor Khanye ungenza kwenzeke ukufuneka kwamalahle nokubulungeka endaweni ye Nkangala.Amandla wamabubulo we Delmas(ukuragwa kwezamalimo) kufuze kuthuthukiswe ukuze kwenziwe imali emaqhingeni wendawo ukukhambelana nokuhlangana okukhulu kwezeenthuthi.

Indlela emlisatewu ye N12 ifakwe njengo mrhoso njengoba ihlanganisa indawo ye Nkangala nendawo yamabubulo yeSewula Afrika (Ekurhuleni Metro ne Oliver Tambo International Airport) kanye nezeemali zamarhwebo ye Sewula Afrika-Johannesburg.Amathuba wokuthuthukisa akhambela endleleni ye N12 le kufuze akhonje begodu athuthukiswe.Kunombono wokobana imisebenzi yezeemali kufuze ithuthukiselwe phezulu eDelmas,kumasipalda we Victor Khanye.Ukungeza lokho,zelimo ezinzisisako kufuze zithuthukiswe magega nayo indlela ye N12 lena.Ukuze yenze imali nokobana irhone ukufikelela wnwaweni zamarhwebo aziseduze nalezo ezikude.

3.2.1. IINDINGO ZOMASIPALADA WE NKANGALA DISTRICT

Umasipalada wendawo utjengisa iindingo ezilandelako :

- Isidingo esiphezulu 1: Amandla, ukusebenza nemisebenzi
- Isidingo esiphezulu 2: Ihlangano nokubekwa kwezinto netjhugululo.
- Isidingo esiphezulu 3: Ukuphumelela kweezeemali.
- Isidingo esiphezulu 4: Ukubusa okuhle nokukhulumisanan.
- Isidingo esiphezulu 5: Ukulungiswa kweendawo nokunikela kweensetjenziswa.
- Isidingo esiphezulu 6: Zamaphilo.
- Isidingo esiphezulu 7: Zefundo.
- Isidingo esiphezulu 8: Zehlalakuhle.
- Isidingo esiphezulu 9: Amasiko nekolelo, zemidlalo nokuzithabisa.
- Isidingo esiphezulu 10: Zokuphepha nokuvikelekka.
- Isidingo esiphezulu 11: Bezesizo elirhabekako.
- Isidingo esiphezulu 12: Ukunikelwa kwegezi.
- Isidingo esiphezulu 13: Zeendlela nokuwarazela kwamanzi.
- Isidingo esiphezulu 14: Zeenthuthi.
- Isidingo esiphezulu 15: Zokulungiswa kwenarha nokuphatheka kwayo.
- Isidingo esiphezulu 16: Zehlala kuhle yabantu.
- Isidingo esiphezulu 17: Ukuphatha Kwebhoduluko.
- Isidingo esiphezulu 18: Ukuphatha kokulahlwako.
- Isidingo esiphezulu 19: Ukuthuthuka komnotho nokwakheka kwemisebenzi.

3.2.2 IINDINGO EZIPHAMBILI ZOMASIPALADA WE VICTOR KHANYE

Intjhijilo zomphakathi zenziwe ukutjheja imiqopho elandelako:

1. Ukuqedu umtlhago.
2. Ukuylethwa kweensetjenziswa.
3. Ukuholakala kweezeemali.
4. Ukukhula Kwezomnotho Netuthuko (LED).
5. Ukubambisana okuhle nepatho.
6. Ukubambisana nokusebensiana okuhle.
7. Okufaka hlangana zebhoduluko, zokuhhlalisana, zomnotho nokuphathele nesikhala sendawo.

3.3 AMANDLA WEBETHANO ELILETHWA LIBUBULO LEMAYINI

Okulandelako mamandla bethano alethwa libubulo lemayini:

- Ukuthutha kwabantu ,
- Ukgujwa kwamathuna.
- Ihlalo labantu abanengi-nalabo abahlala ngokungasi semthethweni.

- Izinga eliphezulu lobugebengu-kunqotjhwe khulukhulu ebantwini abangaziwa, ekubabantu bangaphandle emphakathi

Kunamabubulo amanengi wemayini asebenzako kumasipalada Iona.Lokhu kwenzenofana kulethe ukunikelwa kweemali-sekeli zemizi nokuhlala kwenzeke buthaka ekusizathi esikhulu esenza bonaabantu bazihlalele endaweni ngokungasi komthetho.Njenganje,1.9% yemizi ihlala endaweni ezingakavunyeleka ngokomthetho.Ukungezelela kilokhu,mimizi anzinze koke nje emaplasini angaphasi komasipalada Iona nokukhitjhwa kwabasebenzi emaplasini lawa.Ukutholakala kwenarha ephathwe ngumasipalada akurhoni ukuhlalisa iindingo zekusasa eliseduze.Ababambisani kufuze bazibandakanye ekufunyaneni kwenarha.

Ibubulo lemayini liqatjha abasebenzi abama-536 abasenenza unomphela kanye nabali-1458 abasebenza ngesivumelwano.Kulinganiswa bona umsebenzi ngamunye unabandu abaqalelele kuye abangaba bathathu ,ekwenza bona nababoke babe ma-5 982 yabantu abaqalele ebubulweni lemayini bona baphile.Ibubulo leli alinayo indawo langaphandle lapho khona kuvela abasebenzi esingathi ngeliqakathhekileko ,abasebenzi abanengi bavela eendaweni eziseduze njengoba zitjengisiwe eSigaben 1 somtlolo lo.

3.3.1 Amanye amandla bethano Wehlaliswano Lomphakathi Neemali

Ezinye/Abanye babanobangela ebambi kwezomnotho . Abanye babanobangela bamandla kwezokutjhayisa komnotho. Ukwehla komnotho kutjhiya ngaphandle imirholo begodu nembadelo nokufunyanwa kweensetjenziswa eziphathelene nomphakathi netutuko kusebenzise inani elingaba nguR830,688 ngomnyaka ka-2012, ihlakazwe ngokuya ngetafula engenzasi itafula 24. Kulindeke bonyana kube nokufanako ekwenzeka Kanye ngomnyaka ngokutjhayisana kwamandla okucaliswe eminyakeni ezako.

ITafyla 24: Ukukhamba kweemali emnothweni ukungafaki phakathi imirholo yabasebenzi nerhelebho zonyaka ka 2012.

limali ezisetjenziswe epahleni ngayinye	('000)	('000)	('000)	('000)	('000)
Eziphathelene nabasebenzi	62,720	71,670	78,312	88,150	238,132
Abaluleki bemirholonofana beemali	5,929	6,404	6,916	7,483	20,803
Ukusebenza okufaka ukubekwa kwemali	31,627	35,715	40,303	42,552	118,570
Ukubiza kwebuthelelo	250	274	300	350	924
Ukwehla kwemali	3,169	4,500	5,000	8,550	18,050
Isondlo	14,598	14,956	16,397	19,662	51,015
Inzuzo yangaphakathi	4,179	4,059	4,120	4,599	12,778
limbuyiselo zangaphandle	213	81	81	1,025	1,187
Ukuthenga ngokunengi	63,815	75,741	86,301	95,344	257,386
Ukurhanyezwa kokunikelwa ngensetjenziswa	4,628	4,883	5,008	5,100	14,991
Isabelo kanye nemali yesondlo enqophe ukwehisa indleko	57	63	68	75	206
Indleko ezibhadelwako zakho koke	53,391	53,347	58,012	63,256	174,615
Umnikelo wemali yokusikimisa	896	2,000	3,000	5,000	10,000
Ukubizwa kwangaphakathi	3,209	2,842	2,986	2,115	7,943
Indleko ezikhutjhwe ngaphandle	-29,889	-28,051	-30,530	-37,331	-95,912
Inani elipheleleko	218,792	248,484	276,274	305,930	830,688
Ukusebenzisa okuseleko	38	86	18	6	110

3.4 UMTLAMO WOMTHANGALASISEKELO NOKUPHELISWA KOBUQHAKA EENDAWENI EZIKULU ZOKUSEBENZELA-NOKUTHUTHA

Ibubulo lihlose ukudlala indima amajadu ekhambelana ne IDP namkha LED. Ukubonisana/ukukhulumisana kwabanjelwa endaweni yomphakathi mayelana nendaba zemayini ukulungisa umtlam, nokuphathelene nezomphakathi nokulungiselela. Inkulomo lezi zicaliswe ezintweni zanje ze IDP. Ibubulo lizimisele ukucalana nemizamo ye LED ngaphasi komphakathi nomaspalada we aVictor Khanye. Kutlhogela ukufakwa kwezfundo nezamakghono, namathuba womsebenzi ngaphakathi kwezamarhwebo nokuthuthuka kwezomnotho.

Itafula 25: Amahlelo akhonjiweko

evamileko	nqophileko	umhlobo weendingo	umasipalada
Ukulungiswa kwemigodi yamazi	Ukuthenga ngobunengi amanzi anikelwako	Amanzi amanengi wetuthuko	UMasipalada wendawo iVictor Khanye
Amarhwebo wezokutjhuguluka ED	Ukufumaneka kwerhwebo le SMME/irhwebo lomtjhini wokufukamela	Itutuko yezomnotho wendawo Kanye nokwakhwa kwezomsebenzi	UMasipalada wendawo iVictor Khanye

3.5 IMITLAMO YOKUTHUTHUKISA UMPHAKATHI

Okulandelako ekufaka imali namahlelo wokwakha kuzokwenziwa:

- Ingeniso zala elandelako kunye nomtlamo tuthuko wokuphumelelisa umsebenzi ngokwehlelo elibekiweko.
- Irhwebo letuthuko
- Ukulungiswa ukubhorwa kwemigodi yamanzi(ituthuko yamanzi)

3.6 IMITLAMO YAMAHLELO

Bona Isithombe A.

3.7 IINLINGANISO EZIMAYELANA NEZEZINDLU NEZIMO ZOKUPHILA

Ukunikela ngokwakhelwa izindlu akusibo ubujamo bokunikela ngeensetjenzisa kubasebenzi bekamphani. Ikhamphani iyenza nokho iyamukela isibopho sokunyusa ubunikazi bekhaya phakathi kwabasebenzi ngokuvumelana nobujamo bekwenjiwa phasi(minerali), nezenjiwa ezimthombo wamandla wetuthuko yomthetho. Kunye nomsebenzi wokwemba emayini onikela ilungelo onikela ilungelo.

Okuqakathekileko iqhinga lokukhuthaza ubunikazi bomuzi phakathi kwabasebenzi. Ukuzama ukuthola umnqopho/ihloso sinikela ngalokhu okulandelako:

- Ukwakhelwa izindlu ngokwesibonelelo kubasebenzi abalungeleko
- Ukuthoma ubunikazi bomuzi ngokwehlelo
- Ukuphila ngokwesibonelelo esibhadelwa kubasebenzi laba abangahlali endaweni yekhamphani

linsetjenzisa ze Exxaro, Leewpan yamalahle ziyazibopha ekuthuthukisweni kobunikazi bemizi kwabasebenzi bayo nemindenin yabo (qala kumthetho wobunikazi bomuzi). Imayini ayinikeli ikhamphani indawo yokuhlala enjangamahotela namtjhana ubunye obubodwa. Abasebenzi bamukela isibonelelo sezindlu nangabe babusa begodu bahlala emizini yabo begodu isibonelelo sokuphila sabasebenzi abaqtjhileko. Ukuya phambili ukusekela kunikelwa ngokuthoma ubunikazi bezindlu okukhuthaza abasebenza ukuthenga amakhaya. Ihlelo lokuhlola ukwakhelwa kwezindlu labanjwa ngoMrhayili ka 2014 ukukhetha ubujamo bokuphila kubasebenzi. Amakhulu amathathu namatjhumi amabili-nambili(322)

yabasebenzi baphendula ehlelweni lokuhlola . Kwatholakala ukuthi abasebenzi abangamaphesenti amatjhumi abunanenanye 81% baqatjhile endaweni eziseduse. Kuthi litjhumi nethoba lamaphesenti(19%)balawula izindlu ne kune lamaphesenti 4% labasebenzi balawula izindlu zemali yesizo enqophe ukwehlisa indleko. Amatjhumi alikhomba nahlanu yamaphesenti (75%) yabasebenzi bahlala phakathi kwamakhilomitha amatjumi amathathu 30 km nawusuka emayini.Inengi labasebenzi libuya esifundeni seMpumalanganesifunda seRhawuteni nahlanu yamaphesenti 65% yabasebenzi bahlala nabalingani babo ekuben i amatjhumi alikhomba nethoba yamaphesenti (79%)yabasebenzi bahlala nabentwana amakhiweni afanakolowodwa.lintjhijilo ngakubanikazi bamakhaya endaweni yakwaHlanga(Delmas)ukubuyeleta kokuthoma kokuba khona kwendleko eziphasi zokwakhelwa kwezindlu nangenisomali eliphasi labasebenzi nokubiza kokukhona ukuthenga kwabasebenzi, ilakhulukazi kilaba esele babusa ibaphethe ukuzibophelela ngokweemali. Okukhona kukhombisa iqiniso lokuthi abasebenzi abakghoni ukuthoma amakhaya ekungewabo.

Exxaro ngokwanje iqedelela iqhinga lokuphumelelisa ukwakhelwa kwezindlu ngokuhlosa ukwakha amathuba wokukghona ubunikazi bamakhaya kubasebenzi.Iqhinga lokuphumelelisa leli Lizokuthathwa ngokubacabangisiswa kuhle kwanje emrholweni yabasebenzi ingesikhathi sokubhadalwa komrholo sisekelo,nangesibonelelo sakwakhelwa kwezindlu.iindleko Zokwakhelwa kwezindlu, ukuba khona kwendawo,ipilo yemayini, begodu nokukhona ukutholakala kwemayini. Ingcenyi izokusetjenziswa njengomfakela nakuceda ihlelo lokwakhelwa kwezindlu lakaLeeuwpan bese kuzokhetha ububanzi/ ubukhulu berhelebo lemayini elizokunikela abasebenzi malungana nobunikazi bamakhaya. Leeuwpan akaboni akubandakanya kwekampani yokunikela kokwakhelwa kwezindlu ipahla yokuthuthukisa ubunikazi bamakhaya ngokuhleliweko kokukghono ipilo yemayini. Ihlelo lemayini kilokhu likhathalele ekutheni likghonakalise ukuhlanganyela noMasipalada wendawo (Ukunikela ngeensetjenziswa zendawo) begodu nabathuthukisis bangeqadi abasendaweni.

3.7.1 ISIMO SANJE SENDAWO YOKUHLALA EBASEBENZINI

Ibubulo leMaynini Yamalahle i-Leeuwpan inabasebnzi abama-536.

3.7.1.1 Izindlu Zabasebenzi

Itafula 26 ikhombisa imihlobo yezindlu ezihlalwa basebenzi

Itafula 26: Izindlu Zabasebenzi

Ipahla emukelwako (ngeqadi)	Izindlu ezihlukeneko ngeentanda endaweni zedorobha (Eloff, Spring neBotleng)	196
Ipahla eqatjhiweko (ngeqadi)	Izindlu namafledzi	270
INANI		466

3.7.2 ISIMO SANJE SEZINDLU ESIFUNYANEKA EMPHAKATHINI

Lisetjenziswa zeExxaro, Amalahle weLeeuwpan bazibophele ekuthuthukise ubunikazi bamakhaya kubasebenzi neminden. Ukuqinisekiso ukuthi i-Leeuwpan yamalahle inikela isekelo elaneleko ekwwakheleni kwezindlu kubasebenzi. Ukuhlola kwesikhathi kwabanjwa ekuthomeni kuka2014 ukuhloma ubujamo bokuhlala bobunikazi bamakhaya kubasebenzi. Impiphumela itjengisa ukuthi ngaphezulu kumaphesenti amatjhumi alithoba nahlanu (95%) yabasebenzi bakghona ukufumana isekelo eensetjenzisweni ezifana namanzi, igezi, zokuhlwengisa nokukhami ukufumana isekelo lepilo yokuthlogonyelwa kanye neenkolo. Ukwakhelwa kwezindlu zobunikazi bamakhaya obungaphasi kwamaphesenti amatjhumi

amathatha (Abasebenzi abamatjhumi abunane nesithandathu (86) phezu kwabasebenzi abamakhulu amane nesithandathu (406) begodu nemaphesenti amatjhumi alikhomba (70%) wokuhlolwa kwabasebenzi abaqatjhileko nanyana abahlala nababelethi.

3.7.3 UKWAKHELWA KWEZINDLU NOBUJAMO BOKUPHILA NGOKUTHUTHUKISA KWAMAHLELO

3.7.3.1 ISIMO SANJE SEZINDLU ESIFUNYANEKA EMPHAKATHINI

Ukwakhelwa kwezindlu nobujamo bokuphila ngokuthuthukisa kwamahlelo kukhambisa umtjhapho ! ukukhonjiswa komthombo akuthadakali – ngaphasi

Itafula 27- isimo sanje sezindlu esifunyaneka emphakathini

Isisungulo sokwakhelwa kwezindlu	2021	2022	2023	2024	2025	Total
Nikela FTHO R125,00 Yangakanye yemali Yokusikinyiswa ngokwerhelebho ngokwakhela kwezindlu Ngokwehlisa iindleko	9	9	9	9	9	9

3.8 UMTLAMO WOKUFUNYANA IRHELEBHO

Bona Isithombe B ngemininingwane wamathuba wokufunyana irhelebho akhonjiswe enyakeni ka 2021 ukuya enyakeni ka 2025.

3.8.1 UBULULEKI BOKUSABALALISA BE HDSA NE SMME

3.8.2 Irhelebho Loke

Exxaro izinikele ekutheni yakhe /ithome isisungulo ukuqinisekisa ukwakha ukuhlanganyelwa ngokolando bobumbi babantu beSewula Afrika ngokuhlukahluksana kwamathuba wezorhwebo le EXXARO.

EXXARO igcugczela amathuba wephalismwo langokomthetho begodu limumatha namtjhana ukukhetha okhunye kunokhunye kwsikhathi se Exxaro enyulwako ngokutholwa komthethokambiso okhambelana nomthetho begodu nomthetholawulo ngokunikela umthetho onamandla we BBE Kwezomtlolo wangokomthetho

Ukwenza kwavo woke amarhwebo wangaphadle asabalalisa ipahla efunekako ayabandakanywa begodu ukulinga ukwenziwa kwekontraga esabalalisa ipahla efunekako enamadla kuBEE /BBBEE inghonghoyila ngokuhluksana ngaphandle ukunyulwa lokutholwa komthethokambiso; Ukuvumelana neBBBEE kubumba izinto eziphathekako ngobujamo be Exxaro imibandela yegontraga esabalalisa ipahla efunekako njengokwenza umsebebenzi ngokwesiqunto se BBBEE ngokwelandelano lemilayelo esetjenziswa kukhomphutha begodu nesisungulo sokusabalalisa ipahla efunekako ngokwetjhejo lokuthobelana

3.8.3 Irhelebho Elinyulwako

Exxaro Leeuwpan yamalahle izinikele ku EXXARO enyulwako ngokutholwa komthethokambiso begodu izo:

- Lapho kwenzekako khona ukunikela ukukhetha okhunye kunokhunye kuBEE nokusabalaliswa kwendawo
- Ukunyulwa ngokwesiqiniseko Kwamathendra wokungafakiko ukuhlanganyela kwe BEE nofana ukusabalaliswa kwendawo
- Ukuveza ukutholwa kwamathuba kuBEE nokusabalaliswa kwepahla efunekako endaweni
- Ukuqinisekisa ukuthi I BEE nokusabalalwisa kwempahla efunekako endaweni ibayingceny efunekako ukuhlaziya isisekelo:
- Ukufanisa ipahla neensetjenziswa ezikhona ngaphakathi emphakathini lapho imayini isebezakhona kuthatha indawo lapho kunokwenzeka ,ukunikela ukukhetha okhunye kunokhunye ekusabalisweni impahla efunekako endaweni yomphakathi
- Ukubeka ngokwefaneleko elenzeka Kanye ngomnyaka umphumela ongophiweko we Leeuwpan yamalahle bese umadanisa iragelo phambili eliphikisana nokuhlalisa umphumela onqophiweko

3.8.4 Amathuba Irhelebho

Ngokuqalwa komtlolo wangokomthetho ngekomnigwana yokutholwa kwamathuba afunyanwa ngo 2021 kuya ku2025 SLP

ISIGABA SESINE

UKUPHATHWA KOKWEHLA NOKULAHLEKA KOMSEBENZI

**Ngokuvumelana noMthetho 46(d) Wokuthuthukisa
Kwezenjiwa neentlabagelo ze Oli**

ISIGABA 4: UKUPHATHWA KOKWEHLA NOKULAHLEKA KOMSEBENZI

Ngaphakathi kwesehlakalo sokuphungulwa Kanye nokujanyisa kwabasebenzi okwenzekako kuboniswana nabasebenzi abazokuthinteka ngokuvumelana nesigaba 189 kunye no 189A wokusebenza nobudlelwano bangakomthetho waka1995, ngokwe tjuguluko (L R A) kunye nokuphathelene nokwenziwa ngokuhlanganyela ngesivumelwano esiphilako.

Izenjiwa phasi kunye nekomidi yetutuko kwezekweba emayini izokwaziswa ngokuya ngokwesigaba 52 sangokomthetho,lapho ukujanyisa kwabasebenzi abangaphezulu kwamakhulu amahlanu(500) yabasebenzi namkha amaphesenti alitjhumi (10%) basebenza ngegadelelo nanyana bathatha indawo engathatha isikhathi esingangenyanga ezilitjhumi nambili.

Isigaba lesi silingamisa indlela yekambiso le ye Leeuwpan yamalahle ezokulandelwa lokha nakuphugulwa abasebenzi ngokuhleliweko ukusetjenziswa kweendingo kuba ngokungeqiselwa amehlo kufuze kutjhejwe / kuyelelwwe ngokuvamileko ukutjhidela kwe EXXARO kungalungilungisa ukubonisana ngaphakathi kwekusasa leforamu

3.9 UKUHLONYWA KWEENHLANGANO ZANGOMUSO

Ikusasa le foramu ye Leeuwpan yamalahle lasungulwa ngo 2012 bese bathola izwana lokuphetha namalunga wehlangano ajamele ukusebenza ngokwegadelelo (amaphesnti amatjhumi amahlanu (50%) walaphathi godu namaphesenti amatjhumi amahlanu (50%) wehlangano ejamele abasebenzi.

Imihlangano yekusasa leforamu ahleleko ngokuthi enzeke ngantathu ngonyaka namamtjhana lapho imayini walwa ngokuseduze khulu ngenyanga.

Ihlosa ngekusasa leforamu lifakahlangana ukuthintana kanengi phakathi kwensebenzi, umphakathi nabajameli kunye nabaphathi ngemiraro ethinta imayini njengoku :

- Thola isisombululo nokukhipha imiraro neentjhijilo eziqalene nokusebenza ngezenjiwa kubasebenzi nomphakathi ngokuthinteka kwemayini
- Ukurhelebha ngetutuko eqalene namaqhinga wokuphumelela ukuthuthukelisa abasebenzi ngokwezinye indawo
- Ukwenza umsebenzi ngokweziqunto ngokurarulula kwesivumelwano okwenziwa bajameli beenhlangano
- Ubude bepilo yabantu bermayini godu
- Ngokuhlanganyela kokwakhiwa godu nokuthulwa isisombulula ukuvikela ukulahleka komsebenzi nokuphungulwa kwabasebenzi

Imininingwana yoke efaneleko izokufakwa ekwenzeke ni kwangakanye ngonyaka kumbiko we DMR SLP.

3.10 IINDLELA ZOKUPHULUSA IMISEBENZI NOKU GEGEDA UKULAHLEKA KWEMISEBENZI NOKWEHLA KWEZINGA LOKUQATJHA NEMISEBENZI

Leeuwpan yamalahle izokuthutha okulandelako ngokwesilinganiso ngokugegeda ukunciphiza ukujanyisa kwabasebenzi nokubaphungula kutlogela ukuqinisekisa ukugcina ukusebenza :

- Kufuze kutjhejwe ngelihlo lokuhlaba okungaphakathi kwesibekiselwano ngaphadle kokuthi kungabi khona abalungileko abongikhetheni / ojamele ukukhetha ngaphakathi okhambelana nokubadlululwa ngokomsebenzi ngeziqo ezikhona . Ukutjheja kuzokunikelwa kubonkhethani abathintekako
- Isandla esicinileko sokulawula nokuphatha umsebenzi sizokusetjeziswa ukwakha amathuba wokufuduswa kwabasebenzi basiwe kwezinye inndawo zomsebenzi.

- Ukutjheja okuqakathekileko kwabasebenzi boke abatjha /nofana labo abavuselela isivumelwano nabavumelanisi abazijameleko nalabo ananikelwe isikhatjhana esibekiweko ekukulapho abasebenzi bazosebenziseka khona.Nangabe kuneckhoneko nalapho kufuneka khona amalungiselelo azojanyiswa ngokuya ngokutlanywe esivumelwaneni.
- Iimali Zokusebenza Ungabhadalwa (VSP) izonikelwa ebasebenzini ngokuya komthetho weeMali Zokusebenza Ungabhadalwa we Exxaro.Amathuba womsebenzi enziwe ngendlela lena azonikelwa kibo boke abasebenzi abathintekileko, begodu
- Ukuyekela emsebenzini ngesibanga seminyaka ngokuzikhethela kuzonikelwa ebasebenzini ngokukhamba magega nomthetho otholakala emthethweni we VSP.Amathuba azokwensiwa ngalendlala azonikelwa ebasebenzini abathintekileko.
- Amalahle we Bubulo le Leeuwan Coal azokhambelama neSigaba 52 (1a) se MPRDA ngemva kwemikhulumiswano nabasebenzi abahlanganisiwe begodu iihlangano ezithintekileko zizokwazisa Ungqongqotjhe lokha.
- Izimo zezeemali ezivamileko zenza inzuzo ukubulunga ubukhulu ngokulinganiswa kwebubulo lemayini bona libe maphesente angaphasi kwsithandathu ngokulinganiswa azoba khona eenyangeni eziragako ezilitjhumi nambili.nofana
- Ukuragwa kwebubulo lemayini litlhoga ukukalelwa phasinofana lipheliswe ngemithelela engavela engenza bona abasebenzi abangaphezu kwama 500 ,nofana abangaphasi kwalelo nani bangajanyiswa enyangeni nanyana ngiyiphi kilezi ezilitjhumi nambili ezibekiweko.

Ukulandela izaziso ezifana njengalezi nokuvunyelwa ekuvela kuNgqongqotjhe,ibubulo le Leeuwan lizokwenza umsikinyeko wekambiso yokwehlia.Umtlamo ongeneleleko uzokwenziwa lapho iindima neembopho kanye neelinganiso zeenkhathi.Ikambiso yokwehliswa uzokuqedwa ngeeenyanga ezilitjhumi nambili ezibekiweko.

3.11 IINDLELA YOKWENZA INIKELA NGENDLELA ENGAJAMISELELAISISOMBULULO KANYE NEKAMABISO YOKUSUNGULA IMISEBENZI YEVIKELO LAPHO IMISEBENZI ILAHLEKA KHONA INGEKHE IKHONE UKUBALEKLEWA

Imayini ye-Leeuwan ibeke amalahle la azokwenza imayini ihlale isebea okungasenani iminyaka elitjhumi ezako. Ukungalahleki kwemisebenzi kuzokubonakala ngokungapheli kwamalahle abekiweko. Imithetho ejanyisiweko emitjha ihlotjaniswa nokuphungulwa kokuaetjenziswa kweensalela zeembaseli begodu nokutjhugululwa kobujamo bokurhweba kungabangela ukuvalwa ngaphambi kwsikhathi kwemayini. Kusehlakalo sokuvalwa ngaphambi kwsikhathi kwemayini yelahle ye-Leeuwan kuzokuthula ngaphasi kweenlinganiso ezilandelako:

3.11.1 UKUBONISANA/UKUKHULUMISANA

Lokha nakuphungulwa abasebenzi ngokucabanga kwe-Leeuwan yamalahle kozukohloma isiqhemu sokusebenza ngokwakha ngabutjha ngokweMbono. Isiqhemu somsebenzi sizokuba nabajameli abalandelako:

- Abaphathi beLeeuwan,
- Abaphathi be-Exxaro bazokukhulunyelwa ngeBambisano, nokuthintana ngokusebensiana kwamabubulo ngetjhebiswano,
- Ukujanyelwa okuvela ngokuhlela kokusebenza,
- Abajameli abavela ngaphakathi kweenhlangano zabasebenzi, bese:
- Abajameli ababuya ku CCMA.

Leeuwpan yamalahle izokuthoma ihlelo lokuthintana ngaphamabi kokuthatha isiqunto sokuthi iphungule abasebenzi. Abasebenzu bazokumenya ukuthi bathumele isiphakamiso sokuthi kwehliswe unobangela wokuphungulwa kwabasebenzi.

Imininingwana elandelako izokuvezwa kubasebenzisani ngesikhathi sehlelo lokuthintana: Isisusa sokujanyiswa kwabasebenzi:

- Okujamiselwa okhunye okucabangwa yi-Leeuwpan yamalahle ngaphambi kokuthatha isiqunto sokuphungula;
- Inomboro yabasebenzi abazokuthinteka;
- Isikhathi sokuphungulwa kwabasebenzi;
- Isizumbulu sephaselina/linzozo eyiphasela;
- Irhelebho i-Leeuwpan yamalahle engalifaka ukurhelebha abasebenzi abathintekako; bese
- Ikusasa lokuqatjhwa ngabutjha kwabasebenzi

Imihlangano yokuthintana izokubanjwa njalo ngesikhathi sokuphumula. Ukumenyezelwa kuzokukhitija ngemuva komunye nomunye umhlangano kibo boke abasebenzi ngokuragela phambili ngokuthintana komhlangano nangokuthi kuthathwe iinqunto.

3.11.2 UKUFUNYANEKA KOMSEBENZI KWEZINYE IINDAWO

Imisebenzi yokusebenzisana kwama-ofisinofana kwamanye wamarhwebo lizokubekiselwa abasebenzi abavela kumayini. Abasebenzi be-Leeuwpan abafaneleko nabalungeleko begodu nalabo abavuma ukwenza umsebenzi ababelwa wona ngokwemfuneko nokusetjenziswa kwelwazi bazokuqatjhelwa kizo lezi iinkhundla.

3.11.2.1 Isizumbulu sephaselina/Ukutlonyelisa

Abasebenzi abakhetha ukungenzi isibawo esihlelekileko nokufuduswa ngokomsebenzi bazokuphungulwa/bazokujanyiswa ngokunikelwa imitlomela yabo. Ukutlonyelisa ngokweemali kuzokukhulunyiswana nababambisana abafaneleko.

Ukuqalelela kweemali komtlomela onikelwa abasebenzi kuzokuwalisa emvekeni ezimbili komunye nomunye umnyaka opheleko wokusebenzela, begodu angekhe ube ngaphasi kwe R30 000 00. Ukuhlozwaa kokuthathwa amalanga wokuphumula kuzokubhadelwa ngaphandle nangaphakathi kokuvumelana ne-Exxaro ngokwezinga lomthethokambiso lamalanga wokuphumula obhadelwako. Abasebenzi abaphungulilweko bazokubhadelwa ngekambisoyenani elanele umuntu ngesikhathi esifitjhani sonyaka ngokuya ngokujanyiswa kwabo.

3.11.2.2 UKUVALWAKWAPHAMABI KWESIKHATHI KWAMKGHONO APHATHEKAKO

Abasebenzi abajanyisiweko abangakezi ngokusebnisa abakghono aphantekako wehlelo kibo boke abasebenzi ngesikhathi sepilo yemayini bangafaka isibawo esihleliweko sokubandulwa bgokwamakghono aphantekako ngemuva kokuvalwa kwemayini. Ukunikela ngebandulo elifana nalelo kungaqedwa ngaphakathi kweenyanga ezsithandathu ngemuva kwelanga lokuvala.

3.11.2.3 UKUPHUNGUKWA NGESEKELO LOKUSEBENZA

Leeuwpan yamalahle izokusekela abathintekileko ngehlelo lokuphungulwa ngeendlela ezilandelako:

- Isekelo ngokwemizwa,
- Ukuba sikghwari somsebenzi ngokwebizelo lomsebenzi kunye nomhlahllo,’
- Ukubandulwa ngokuthula amakghono ngokuhlolwa ngokomsebenzi,
- Ukwenza lula kweCV ukufumana abosomrhwebo laba abanobudlelwano ne-Exxaro,
- Abasebenzi bazokudedelwa emsebenzini ngokubhadelwa ngokuzeleko ngesikhathi sokwaziswa ngokufumana omunye umsebenzi,
- Ukufunda ngesikwelede godu neemfundaze eyisibopho,

-
- Isikhathi sokwaziswa ngokuphungulwa kwabafazi abathethe amalanga wokuphumulela ukuyokubhebula sizokuthonywa nakabuya emsebenzini.

3.12 IINDLELA ZOKUTHUTHUKISA UKUHLALA KOMPHAKATHI NEZEEMALI EMUNTWINI NGAMUNYE , IINGODI NEZEEMALI LAPHO UKULAHLEKA KOMSEBENZI KANYE NOKUVALWA KWEBUBULO KWENZEKA KHONA

3.12.1 UKUZISEBENZA NAMAHLELO WOKUZIBANDULA

Abasebenzi bazophungulwa nakwenzeka ukwehliswanofana ukuvalwa kuzokunikelwa ngamahlelo wokubandula lapho ukuthengiselana okunqophileko ngamakghono aphahekako kanye namarhwebo amancani kuthuthukisa ukubandulwa okunikelwako.

3.12.2 AMAHLELO WOKUQATJHEKA GODU

Abasebenzi abajanyisiweko bangaqatjhwaeikhathini esizako ngokunikela ngokuphasiweko begodu nokulungela ukwenza umsebenzi ngefanelo. Isithembiso sokuqatjhwanganutjha sizokunikelwa iinyanga ezilitjhumi nambili (12) ngemuva kobana umsebenziujanyisiwe.

3.12.3 AMAHLELO WAMAKGHONO APHATHEKAKO

Amahlelo wamakghono aphahekako azokunikelwa kibo boke abasebenzi ngesikhathi ibubulo lisasebenza.Umhlobo wamakghono aphahekako azokunikelwa ngokulingana ngokuya ngesilinganiso sokusebenza phakathi kwehlangano.Amaqhinga wamakghono aphahekako azokunikelwa kubasebenzi abasebenza ngokulinganako ngasikhathi kuhlungwa ngokuphatha kuzokunikelwa kubasebenzi abalinganako ngokuphatha.lindleko zokubandulwa zizokuvalwa ngokusiza ezinikelako ngokuya ngesiqhema sokusebenza ngokwakha ngabutjha ngokwembono ngemuva kokubonisana nabasebenzisani abanqophileko.

Ukubandulwa Kwamakghono Aphahekako

Amakghono atjhidisekako: "ekumakghono adzimelele ekuthobeleni kwemigomo yokusebnza nokuqakatheka ngesikhathi sepiyo yebubulweni,kodwana ukufundisa ngamakghono kungasebenziswa ekuqatjhweni kwamaposi lokha ibubulo nalivalwako. Amahlelo la azokujama ngokuya kweendingo nangekareko yabasebenzi godu nokuthulwa komtlamo webubulweni.

Amakghono wamarhwebo: itherho elibanzi lamakghono amvango wokuphumelela kwerhwebo elirhwebako.Amakghono la angahlukanisa kabanzi ngokuhelwa okunjenge rhwebo lokuphatha,ukuthengiswa ikghono,ukukhqiżwa kwekghono,ICT,begodu nokuphathwwa kweemali.

Amakghono aphahekako: ekumakghono wokungarhwebi ngokuya ngamakghono eendaweni eziseduze zomsebenzi ukuthumela eendaweni lezi ezingarhwebiko kuhlobana begodu kungasetjenziswa njengokusekela nokuthuthukisa amathuba kubasebenzi ngesikhathi sokujanyiswa ,sokuphungulanofana ukuvalwa kwebubulo.

Ukutjhuguluka kwamakghono wabasebenzi : Abasebenzi bangahlonyiswa ngamakghono ukurhelebha bona ukuthi batjhidiswe ngokomsebenzi basiwe kwamanye amabubulo benze umsebenzi wokwemba ebubulweni namtjhana ezinye ingcenyededorbha zomnotho.Ukutjhuguluka kwamakghono womsebenzi kuzokufaka ukuhlomisa abasebenzi ngamakghono akhambelana nokulandelako:

- o Ukwakhiwa kwe CV
- o Ukunwa komsebenzi
- o Ukunwa kwamanye wamakghono
- o Neendlela ekungaqlwana ngazo lokha nakukhulunywa ngesiga sokufundiswa
- o Ukululekwa nokuhlungwa.

Amahlelo wokuhlungwa ngamakghono wepilo: Ihlelo leli lizokuhlomisa abasebenzi ngefundophakathi kwestisekelo sepiyo ehlangothini lomraro ,ukuqakatheka kokuthuthuka nokugcina kwezinto.Ezinye zeembonelo zifaka hlangana : Amakghono wokuphatha kweemali,ukuhlela isabeloseemali,ukubhadelwa kwemirholo nentela,amakghono wokwakha umndeni begodu nokuthatha ubunikazi bekusasa langamunye.

ISIGABA SESIHLANU

UKUSEKELWA KWEEZEMALI

**Ngokuvumelana noMthetho 46(e) Wokuthuthukisa
Kwezenjiwa neentlabagelo ze Oli**

4. ISIGABA 5: UKUSEKELWA KWEEZEMALI

Ukuqalelela okuphathelene nokuhlalisana kanye nehlelo lokusebenza 2021-2025 likhonjiswe etafuleni engehla

Itafula 28: Isekelo lezeemali

ukuhlathulula	liskhathi esibekiweko					
Ipahla	2021	2022	2023	2024	2025	Inani lesabelo seemali
Ukuthuthukiswa kweensetjenziswa zabantu	R2,151,000	R2,158,000	R2,721,500	R2,731,500	R2,957,750	R15,704,000
Ukuthuthuka komnotho wendawo	R1,400,000	R2,000,000	R2,900,00	R2,700,000	R1,700,000	R15,945,000
Inani	R5,276,000	R6,078,000	R7,701,500	R7,311,500	R5,657,750	R35,009,000
Ukupatha ngokwehlisa nangokuphungulwa	R0	R0	R1,680,000	R1,680,400	R0	R3,360,000

ISIGABA SESITHANDATHU

UKUTHEMBISA UKWENZA OKUTHILEKO NGOKOMBAWI

**Ngokuvumelana noMthetho 46 (f) Wokuthuthukisa
Kwezenjiwa neentlabagelo ze Oli**

5. ISIGABA 6: UKUTHEMBISA UKWENZA OKUTHILEKO

Umphathi Bubulo ungumuntu ekufuze aziphendulele mayelana nokuhlaliswa kwabantu kanye namahlelo wokusebenza begodu kufuze aziphendulele ekukhulumisaneni nokuphathelelne nomphakathi namahlelo wozokusebenza kubasebenzi begodu kufanele enze ilandelelo,kumbawo,imibiko,imibuzo neenkulumiswaqno njalo njalo.Ngesikhathi slokho a thi salokho kutlhogeka bona kwensiwe ilandelelo lokuthembisa ukwenza okuthileko ngaphasi komjameli we-Leeuwpan yamalahle.Abaphathi bemayini baphasise ukuhlalwisa kwabantu namahlelo wokusebenza.

Mina, _____ngiyazibopha begodu ngizokwenza okulungileko

bengiyavumelana ne _____(Ikampani)
ukuthembisana kokubambelelako phezukolwazi elifunekako ngokuzinikela,ubujamo bokuhlalisa ngaphandle kokuhlaliswa kwabantu nehlelo lokusebenza.

Tlikitlw _____ngelanga _____iphasiswe_____20_____

Mangaliso John Sethethi

Mine Manager

Leeuwpan Coal

Phasisiwe

Tlikitlw _____ngelanga _____iphasiswe_____20_____

Nombasa Tsengwa

Executive Head: Coal Operations

OKUNGEZELELWEKO A: UMTLAMO WEHLELO

Igama lomtlamo	Umtlamo wamanzi			Ihlobo	Umthangalasiseko			
Isendlalelo	<p>Yinye yezinto eziqakathekileko okuza phambili kokunye kilomtlamo ukukhonja ngaphakathi kwendawo kamaspalada wange Victor Khanye (VKLM) ngokuya ngokwehlanganisa kokuzeleko kwechinga letutuko yokwenza ukusebenza kwamanzi wakamaspalada nokubhorwa kwemigodi netutuko yompkhakathi we Notleng. Okwanje umaspalada uqalelele kuRand Water ngokusabaliswa kwamanzi phakathi kwendawo yeBotleng. Ukuthembela kukamaspalada kuRand Water ngokunikelwa kweesnsetjenziswa kumthombo kumthwalo ongaphakthi kwezeemali zaka maspalada lokho kwenza imitjhapho wokubhadelwa kwenza kweesikhwama semali seRand Water. Umaspalada ubona itlhogeko lokuvusa ihlelo lakade lokubhorwa imigodi ukuthi baphungule ukuthembela khulu kuRand Water njengaba bafuna ukuthuthuka ngobujamo bezeemali. Lokhu ngokunye yezinto eziqakathileko hlangana neendingo zomphakathi kunye nomaspalada nokungakghoni ukuhlangabezana neentlhogeko zomphakathi kuyingozi kwezokuhlu komphakathi nenzinzo lomphakathi. Ubujamo banje bephasis loke lokuqlana nge Covid 19 lisikhumbuze eukuqakathea kwendima edlalwamamanzi emphakathini nekghono lokulu namagulo. Kokubili kudoswa ikareko kurhulumende wendawo begodu nakumabubulo azijameleko ukuthulwa komtlamo owazisa ngeemfuneko zomphakathi kunomthethela omkhulu ehlalweri lomphakathi okusebenzwa ngaphakathi kwavo.</p> <p>Ekususweni kokufundwa kubanjwe ukuthintana nomaspalada neforomu yomphakathi. Exxaro ibone itlhogeko lokusebenzisa umtlamo ngaphakathi kuka 2021-2025 SLP. Iholelwia kilomtlamo kuzokunika ngesisombululo eziganekako kobujamo banje bamanzi neentjhijilo eziqalene nomphakathi.</p>							
	Isiyingi sakamaspalada Nkangala		Indawo kaMaspalada VKLM		Igama ledorojana Delmas (Botleng)	Umtlamo uthome ngo Mgwengweni 2021	Umtlamo uzokgcina ngo Sinyikhaba 2022	
Umphumela	Isilodlhelo sokwenza endaweni: <ul style="list-style-type: none"> Ukuveselwelwa kokubhorwa kwemigodi ekhona eBotleng ukuthuthukisa ukutjala. 		Isilodlhelo sokwenza sikhombisa: <ul style="list-style-type: none"> Ukubhorwa kwemigodi nokuphakelwa ngamanzi nokulapha iintjalo 		Isibopho sento eziqameleko <ul style="list-style-type: none"> Ukuthukwa kweensetjenziswa ze-Exxaro UMaspalada we Victor Khanye Isiyingi sakamaspalada weNkangala 			
lindleko	2021		2022		2023	2024	2025	
	R0.8m		R2m		R 1.2m	R 0	R 0	
Ukuhlelwia kwemisebenzi	Inomboro yamathuba womsebenzi enziwako	Abantu abadala ababobaba	Abantu abadala ababomma	Iliutjha elibafazi	Inani	Imibono		
Isikhathi esifitjhani	8	1	1	3	3	8		
Isikhathi esiphakathi	6	1	1	2	2	6		

Isikhathi eside	2	0	0	1	1	2	
<p>Ilanga lokuweda: godu neqhinga elikhona Ilanga lokuqeda: 20 KuNtaka 2023</p> <p>Iqhinga elikhona: Umtlamo uzokunikelwa kumaspalada ngemuva kokuvumelana kukamaspalada ngokutlhogomela nokutjheja nokuqinisekisa kokutholakala kwamanzi ahlwengekileko.</p>							

Amagama aphasiswe nguMeyara:

Umtlikitlo:

Ilanga:

Itlikitlelw e:

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Igama lomtlamo	Amarhwebo amancani wakwaHlanga (Delmas)womtjhini wokufamela			Ihlobo	Ukuthuthukiswa kwerhebo		
Iseidlalelo	<p>Ukuthuthukiswa kwerhwebo (ED) umtlamo bekuyingceny e yaka 2015-2022 SLP, umtlamo usekugcineni kwepumelelo. Abahlanganyeli bobabili (Exxaro, VKLM neforamu yomphakathi) zivumelene ngokuthi kuthonywe phasi godu kabutjha ngo 2021-2025 SLP. Umtlamo ufukamele II SMME's eziqaliswe ngaphakathi kwelungelo lokusebenzisa umthetho we VKLM kanye nemiphumela wamathuba wokuhula komnotho othulwe yirhayini ye Leeuwpan.</p> <p>Ihlelo elitja le ED phakathi kwa 2021-2025 SLP lifukamele 8 SMME's phakathi kwemnyango ezingaba ezihlukeneko abizwa ngoku: Phathelene namabubulo wokuhlengisa, iinsetjenzisa ze IT, ukuhlengwa kwemayini, ukulawulwa kweistjhabalalisi, ukuphathele nezakhamuzi ezijayelekile ngokwakhiwa, ukulwa kwezomliilo, ukubhobhoza, ukuthuthumbisa, kusabalalisa kwethuli. Ihlelo lizokuthatha iinyanga ezilitjhumi nobunane zoke ukwenza isiqniseko phakathi kwe SME nokusebenziana kwamarhwebo nokulungelelo ukuphalisana ngokuthengisa.</p>						
Umtlamo ophathelene nephasi endaweni	Isiyingi sakwaMaspalada	UMaspalada wendawo		Igama ledrojana	Umtlamo uthome	Umtlamo ugcine	
Umphumela	Isilodlhelo sokwenza endaweni: Iqhinga lokuthengisa iqhinga lokurhweba ukukghona ukuthengisa ukukghona ukusekela ngeemali	Isilodlhelo sokwenza sikhombisa: ukuthuthuka kweqhingga lokuthengisa, Amathuba wamarhwebo amatjha ukuthuthuka kweemali ukuphatha, nokuhula kwerhwebo mayelana nokuwonga		Isibopho sento ezijameleko <ul style="list-style-type: none"> • Maspalada we Victor Khanye • Foramu yomphakathi • Iinsetjenzisa ze Exxaro 			
Iindleko	2021		2022		2023	2024	Inani
	R 1.8m		R 2.4m		R 1.4m	R 0	R 5.6m
Ukuhlelwa kwemisebenzi	Inani lamathuba wemisebzeni esunguliweko	Abadala abamadoda	Abadala ababomma	Ilutjha lamadoda	Ilutjha labafazi	Inani	Imibono
Isikhathi esifitjhani	4	1	1	1	1	4	

Isikhathi esiphakathi	7	1	1	3	2	7	
Isikhathi eside	0	0	0	0	0	11	

Ilanga lokuqedu godu neqhinga elikhona

Ilanga lokuqedu

Iqhinga elikhona: Umtlamo uzokwenzeka isikhathi esingangenyanga ezilitjhumi nobunane begodu kunethemba lokuthi ngemuva kwesikhathi esibiwiko sokurhweba lizokulungela ukuphalisana ngokuthengisa ngaphakathu nangaphandle kwe-Exxaro.

IPHEPHA LOMTLIKITLO: IMVUMO YABABAMBISANI

ABABAMBISANI BANGAPHAKATHI

Ukusebenza okuhleliweko : Ihlangano yesitjhaba sabasebenzi bemayini (NUM)

Abajameli:

Mr Given Maluleke : Unobhala ovamileko

Ilanga_____

ABABAMBISANI BANGAPHANDLE

Abajameli bakamaspalada

Cllr KV Buda

Isigungu sakameyara: Maspalada we Victor Khanye (VKLM)

Umtlikitlo_____ Ilanga_____

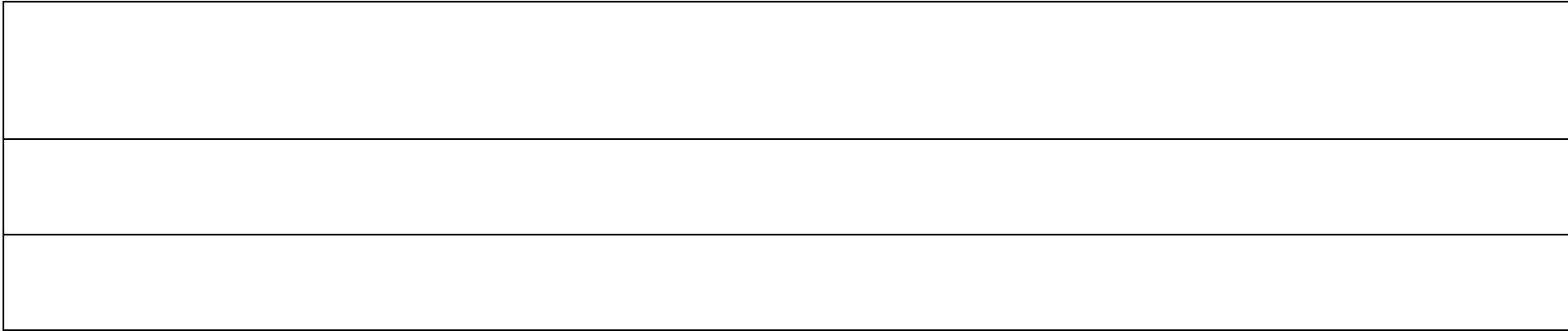
Iforamu yomphakathi

Abajameli

Mr. Kenneth Kekana:

Unobhala ovamileko

Ilanga_____



OKUNGEZELELWEKO B: ISIZO

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Ukutholwa kwamathuba wesikhathi sika 2021 kuya ku-2025

Ukunikela ngamathuba ayiketani kuMaspalada we Vicotor Khanye

Ithuba lomsebenzi	Umhlobo	Ukusebenzisa okuhlanganisiweko okwenzeke kanye ngonyaka
Ukuvalwa kwamatrogo	Ukuvumela	
Ukuqalelela ngokunikelwa kweensetjenziswa zepahla	Ukuvumela	
linsetjenziswa ezikhambako sokubandula godu nezinye iinsetjenziswa zokubandulwa	Ukuvumela	
Ukuhlenga	Ukuvumela	
Ukunikela nokwethula kwama-ofisi nokurhuga nokuthengeka	Setjenziswako	
Ukutlhogonyelwa kwe LDV endaweni yokwakha.	Setjenziswako	
Abatjhayeli be-Crane nokunikelwa ngeensetjenziswa ze- Riggers	Setjenziswako	
Ukuqalelea ngokudla nangeenselo	Setjenziswako	
Ukunikela ngeensetjensizwa sesivandeni	Setjenziswako	
Amabubulo wezokutjala nokunikelwa ngeensetjenziswa zokuhlwendisa	Setjenziswako	
Ukunikela ngeensetjenziswa ezivamileko zokutlhgomela	Setjenziswako	
Indawo ezihlaza zokukhamba nokuvuselelwa	Setjenziswako	
Ukunikela nokuthulwa kwezipho eziphephileko	Setjenziswako	
Ukunikela ngeensetjenziswa zokuhlwendisa zekambiso yangekhaya	Setjenziswako	
Ukuqalelela ngokunikelwa ngeensetjenziswa ze IT e TVET kholiji	Setjenziswako	
Ukwenziwa kwendlela ezilithuli	Setjenziswako	
Ukwenziwa kwehlelo lethuli	Setjenziswako	
Intlabagelo zokusebenza	Setjenziswako	
Isibethisi mmoya	Setjenziswako	
Security	Setjenziswako	
		R20,500,000.00
		R42,000,000.00

Amathuba we SLP SCM womuntu woke

Ithuba lomsebenzi	Umhlobo	Inani elisetjenziwe enyakeni ngamunye
Isifaniso sehlabathi nokutsenga ,ukunotha kwehlabathi nokwenza ikambiso yokutjala nokubuyisa kweendawo	Ukuvumela	R6,500,000.00
Ukuthuthuka Kwezerhwebo	Ukuvumela	
Ukupheliwa Ukungenelwa Ngebakosozizwe	Ukuvumela	
Kwezamaphilo kwemsebenzini noKusebenza Ngezepilo + Nabahloli bezamaphilo	Ukuvumela	
Bezokuhlwengeka	Ukuvumela	
Ukuhlola nokutjheja kweentlabagelo zokuphelisa umlilo	Ukuvumela	
(AVA)Ukuphathwa kwemikhumbi Yesivumelwano (AVA)	Setjenziswako	
Umkhondo wokufumana isithuthi/Ukuphathwa kwemikhumbi nokunikelwa	Setjenziswako	
Ukuphatha okulahlwako namazi asilaphazekileko	Setjenziswako	
Ukuhlola iukufanisa ilahle(elabhorathri)	Setjenziwako	R7,000,000.00
Ukuhlola ukuphehla ilahle	Setjenziswako	
Soft Skills Training Ibandulo lamakghono athambileko	Setjenziswako	
Iinsetjenziswa zokulawula iinlwana ezitshwenyako	Setjenziswako	
Iinsalela	Setjenziswako	