

UHLELO LWEZENHLALAKAHLE NEZEMISEBENZI

**I-Ergo Mining (Pty) Ltd
2023 – 2027**

**Ilungiselelwe Izimiso Zamalungelo
Asemayini:
ERGO (GP158MR)**

ISLP YAMU KELWE NGEZI 30 APRIL 2026



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IZINQAMULELO NEZIFINYEZO

IZINQAMULELO	INCAZELO
AET	Adult Education and Training (Imfundo Yabantu Abadala Nezokuqeqesha)
ATR	Annual Training Report (Umbiko Wezokuqeqesha Wonyaka)
B-BBEE	Broad-Based Black Economic Empowerment (Ukufukulwa Kwabantu Abamnyama Kwezomnotho)
CoE	City of Ekurhuleni Metropolitan Municipality (UMasipala iCity of Ekurhuleni Metropolitan)
CoJ	City of Joburg Metropolitan Municipality (UMasipala iCity of Joburg Metropolitan)
DMPR	Department of Mineral and Petroleum Resources (UMnyango Wezemithombo Yengcebo Embiwayo Nophethilomu)
DoL	Department of Labour (UMnyango Wezabasebenzi)
EE	Employment Equity (Ezokulinganisa Abasebenzi)
FET	Further Education and Training (Ukuqhubeka Ngokwezemfundo Nezokuqeqesha)
FF	Future Forum (Iforamu Yangomuso)
HDPs	Historically Disadvantaged Persons (Abantu Ababencishwe Amathuba Ngokwasemlandweni)
HET	Higher Education and Training (Imfundo Ephakeme Nezokuqeqesha)
HLC	Housing and Living Conditions (Izimo Zezezindlu Nezokuhlala)
HR	Human Resources (Ezabasebenzi)
HRD	Human Resources Development (Ukuthuthukiswa Kwabasebenzi)
IDPs	Integrated Development Plans (Izinhlelo Zokuthuthukisa Okudidiyele)
LED	Local Economic Development (Ukuthuthukiswa Komnotho Wasendaweni)
MCIII	Mining Charter III (2018) (Usomqulu Wezezimayini III (2018))
MHSA	Mining Health Safety Act (UMthetho Wezokuphepha Ngokwezempilo Ezimayini)
MOU	Memorandum of Understanding (Imemorandamu Yokubenzisana)
MPRDA	Mineral and Petroleum Resources Development Act, 2002 (UMthetho Wezokuthuthukiswa Kwemithombo Yengcebo Embiwayo Nophethilomu)
MQA	Mining Qualifications Authority (UMgunyazi Weziqu Zezokuvukuza)
MRD	Draft Minerals Resources Development (MRD) Bill, 2025 (UMthethosivivinywa Wezokuthuthukiswa Kwemithombo Yengcebo Embiwayo (MRD), wezi-2025)
NQF	National Qualifications Framework (Uhlaka Lwezeziqu Zemfundo Kuzwelonke)
PESD	Procurement, Enterprise and Supplier Development (Ukuthuthukiswa Kwezokuthenga, Ezamabhizinisi Nezokuhlazeka Ngempahla)
RDP	Reconstruction and Development Programme (Uhlelo Lwezokwakha Kabusha Nokuthuthukisa)
SEBS	Socio-Economic Baseline Study (Ucwaningo Oluyisisekelo Lwezenhlokomnotho)
SETA	Sector Education and Training Authority (UMgunyazi Wezomkhakha Wezempilo Nokuqeqesha)
SHEQ	Safety, Health, Environment, and Quality (Ezokuphepha, Ezempilo, Ezemvelo, kanye Nezingaqophelo)
SLP	Social and Labour Plan (Uhlelo Lwezenhlalakahle Nezemisebenzi)
WSP	Workplace Skills Plan (Uhlelo Lwezamakhono Asemsebenzini)

ISIGABA SOKU-1

ISANDULELO: ISINGENISO NESENDLALELO NGOMSEBENZI

UMTHETHONQUBO WE-MPRDA NO. 46 (A)



1 ISINGENISO NOLWAZI OLUYISENDLALELO

1.1 Sikwethulela i-Ergo Mining Proprietary Limited Company and Operations

I-Ergo Mining Proprietary Limited (i-Ergo Mining/Inkampani) iyisikhungo esingaphansi kwe-DRDGOLD Limited ngokugcwele, inkampani ebhaliswe ku-Johannesburg Stock Exchange (i-JSE: DRD) neNew York Stock Exchange (i-NYSE: DRD).

1.2 Ubucayi kanye Nemigomo Ebalulekile kule SLP

Umsebenzi webhizinisi oqhutshwa yi-Ergo Mining wukubuyisela nokulungisa igolide eliphuma Ezikhungweni Zokugcina Insalela Yokuvukuziwe (ama-TSF) kanye nezizala zesihlabathi. Ngokwenza lo msebenzi wokubuyisela, i-Ergo Mining ivuselela imvelo ngokususa impahla kuma-TSF nezizala zesihlabathi futhi ibuyisela umhlaba bese iwudlulisele ezindaweni eziseGoli nasekuRhuleni ukuze uthuthukiswe kabusha. Imisebenzi ye-Ergo Mining itholakala ezindaweni ziningi eGauteng, okuwomasipala baseGoli nasekuRhuleni. Imisebenzi ye-Ergo Mining esemqoka (evezwe ngezansi) ibandakanya iKnights, iCrown Mines, iConsolidated Main Reef (i-CMR), i-ERGO ne-City Deep, okuyizindawo okusetshenzwa kuzo ngendlela enokuxhumana. (Umfanekiso woku-1: Amalungelo Ezokuvukuza e-Ergo Mining2)

I-Ergo Mining isebenza ngokohlelo lwebhizinisi elinemisebenzi ehlanganyelwe, umnotho oba namathuba angcono ngokukhula kwawo, ukunciphisa izindleko nokwenza ukuvukuza kwalolu hlobo kube yimpumelelo ngokwezomnotho.

Umpumela weLungelo Lezokuvukuza ngalinye wukuthi imisebenzi enjengeye zokuThengwa Kwempahla, Ezezimali, Ezabasebenzi, Ukuthuthukiswa Kwabasebenzi Nababambiqhaza kanye Nokuthuthukiswa Komphakathi konke okuqhutshwa eHhovisi lwe-Ergo Mining elisesikhungweni se-ERGO.

Njengoba kulungiselelwa ukuthunyelwa kwalolu Hlelo Lwezanzhlalakahle Nezemisebenzi maqondana naleli Lungelo Lezokuvukuza (GP158MR) kuzosetshenziswa imigomo elandelayo:

- **Okuvamile:** Yonke imisebenzi ye-Ergo Mining iphethwe ngokomgomo wezinga elididiyele lomhlaba jikelele elibizwa ngokuthi "single-mining complex". Ngezinhloso zale SLP yeLungelo Lezokuvukuza loyedwa, ulwazi olufanele beluhlakaziwe, luhlukanisiwe futhi lubiyelwe. Izinhlelo zale SLP yeLungelo Lezokuvukuza azizimele kodwa zixhumene namanye Amalungelo Ezokuvukuza futhi aphethwe eHhovisi le-Ergo Mining kanye neMisebenzi Ehlanganyelwe.
- **Ukuthuthukiswa Kwabasebenzi:** Nakuba abaphathi abakhulu, abasebenzi abaqashwe ngokugcwele (abasebenzi) kanye nosonkontileka bephethwe ngendlela eqoqela ndawonye futhi kunohlelo olulodwa lokuhlola kanye nohlelo lezokuthengwa kwempahla, konke kulawulwa eHhovisi le-Ergo Mining, lokhu kuhlukaniselwe futhi kwabiyelelwa le-SLP yeLungelo Lezokuvukuza, ngendlela ephuma phambili ebingasetshenziswa.

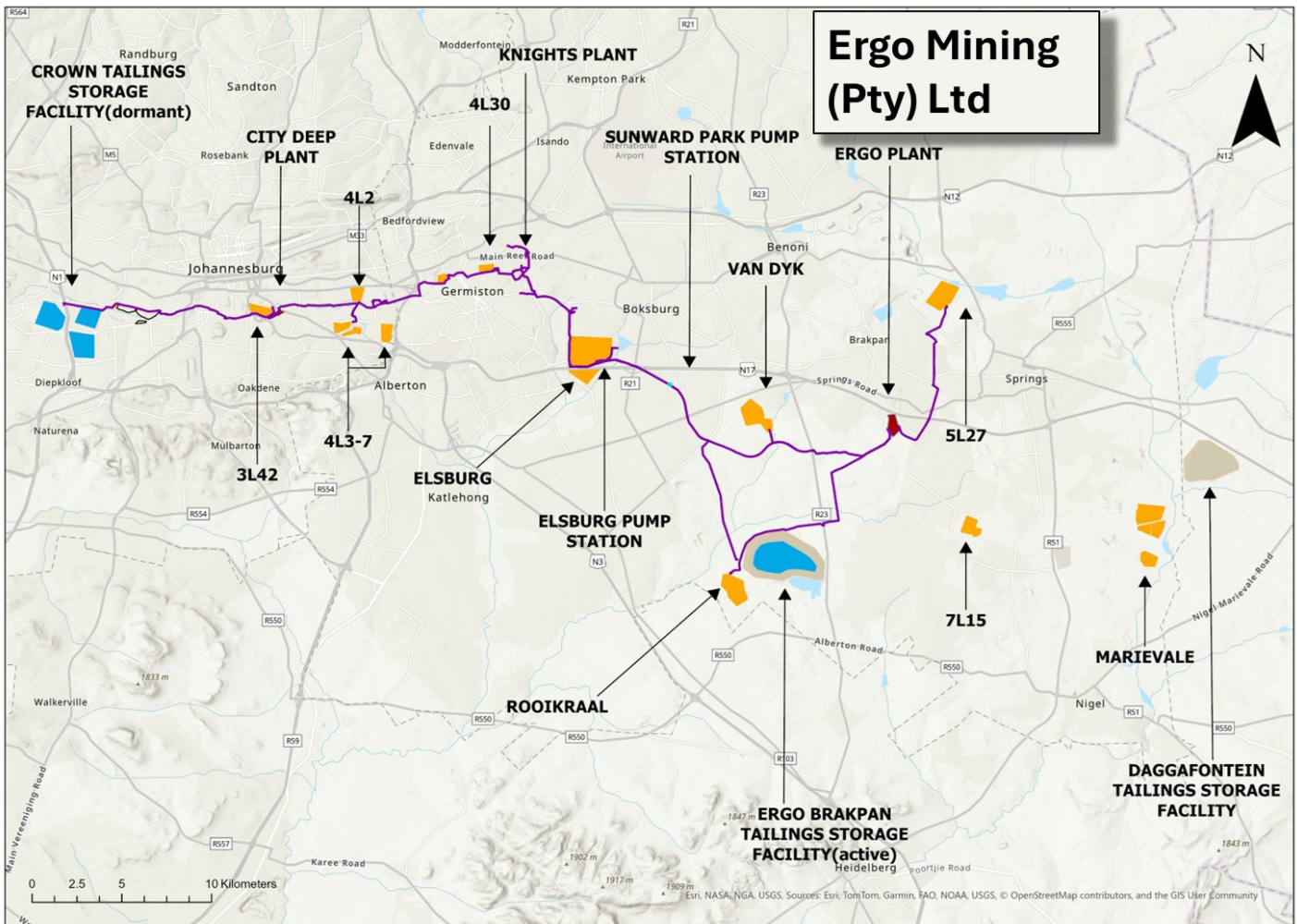
- **Ukulingana Kwezemisebenzi:** Ukulingana kwezemisebenzi kuphathwa futhi kubikwe eMnyangweni Wezabasebenzi ngemisebenzi yezokuvukuza e-Ergo ngokwendlela edidiyele. Ngezinhloso zale-SLP yeLungelo Lezokuvukuza ihlukanisiwe futhi yabiyelwa, ngendlela ephuma phambili ebingasetshenziswa.
- **Ezokuthengwa Kwempahla:** Izinhlelo zezokuthengwa kwempahla ziphethwe ngendlela eqoqela ndawonye nedidiyele yeMisebenzi ye-Ergo Mining ngokusebenzisa iHhovisi le-Ergo Mining. Ngezinhloso zale-SLP yeLungelo Lezokuvukuza ihlukanisiwe futhi yabiyelwa, ngendlela ephuma phambili ebingasetshenziswa.
- **Ubudlelwano Nababambiqhaza:** Imisebenzi ye-Ergo Mining iphathelwa izinqubo zezokuPhathwa Kwababambiqhaza kanye nezokubonisana nomphakathi zizonke kusuka kumaHhovisi e-Ergo Mining maqondana nawo wonke Amalungelo Ezokuvukuza, ama-SLP, kanye nemiphakathi ethintekayo.
- **Ukuthuthukiswa Komnotho Wasendaweni (i-LED):** Izidingo eziseqhulwini ze-LED kanye namaPhrojekthi kuhlonzwe ngokwemiphumela yezinqubo zokubonisana ngokujulile ngokwezokubandakanywa kwabantu ngokokuhlukana kwabo, kubonisanwa nababambiqhaza kanye nemiphakathi eyakhe ngase-Ergo Mining ngawo wonke Amalungelo Okuvukuza nama-SLP, kubalwa naleli Lungelo Lokuvukuza. Lokhu kusekelwe Ucwango Lwesisekelo Sezenhlalomnotho, ukubonisana okunzulu okuqhubekayo nezikhulu zikahulumeni ezifanele kanye nababambiqhaza, izinqubo zokusekela, izivumelwano zokusebenzisana, kanye nezincwadi zokuzibophezela.
- **Ukuhlinzekela Ngokwezomnotho:** Ukuhlinzekelwa ngokwezomnotho kwe-SLP ye-Ergo Mining kubalwa ngokwezinga elididiyele lomhlaba jikelele elibizwa ngokuthi "single mine complex". Ngezinhloso zale SLP Yelungelo Lezokuvukuza ihlukaniswe futhi yabiyelwa ngendlela ephuma phambili ebingasetshenziswa, kususelwa emigomweni elandelayo:
 - Ingeniso yezezimali yeLungelo Lezokuvukuza kanye negalelo eliqondene nemisebenzi edidiyelwe ye-Ergo Mining.
 - Isigaba esiphakathi kohlelo lokusebenza ngokwesikhathi esimisiwe kweLungelo Lezokuvukuza njengesigaba sokuthuthukisa izinga, ukukhiqiza ngokwezinga eligcwele, isigaba sokwehlisa izinga, ukunakekela nokulungisa.
 - Indawo okutholakala kuyo imiphakathi esemqoka ethintekayo eMisebenzini Yezokuvukuza eqondene Namalungelo Ezokuvukuza omuntu ngayedwa.
 - Indawo evamile ethintekayo kwezenhlalakahle yomphakathi / umthelela ohlanganyelwe othinta llungelo Lezokuvukuza elingaphezu kwelilodwa.
 - Izindleko zezimali ezigxile kumaphrojekthi nezinhlelo ezizoba nomthelela omkhulu kakhulu kwezenhlalomnotho emiphakathini.

1.3 Amalungelo Ezengcebo Embiwayo kanye Nobunikazi

I-Ergo Mining ingumnikazi Welungelo Lezokuvukuza ngalinye elilandelayo, izindawo elisebenza kuzo zibalulwe kuMfanekiso woku-1 ngezansi:

- ICity Deep (iCity Deep noma i-GP185MR);
- ICrown (i-Crown noma i-GP184MR);
- I-CMR (CMR noma i-GP186MR);

- I-Ergo (i-Ergo noma i-GP158MR); kanye
- ne-Knights (iKnights noma i-GP187MR).



Umfanekiso woku-1: Amalungelo Ezokuvukuza e-Ergo Mining²

1.4 Sikwethulela i-ERGO Mining (ERGO GP158MR)

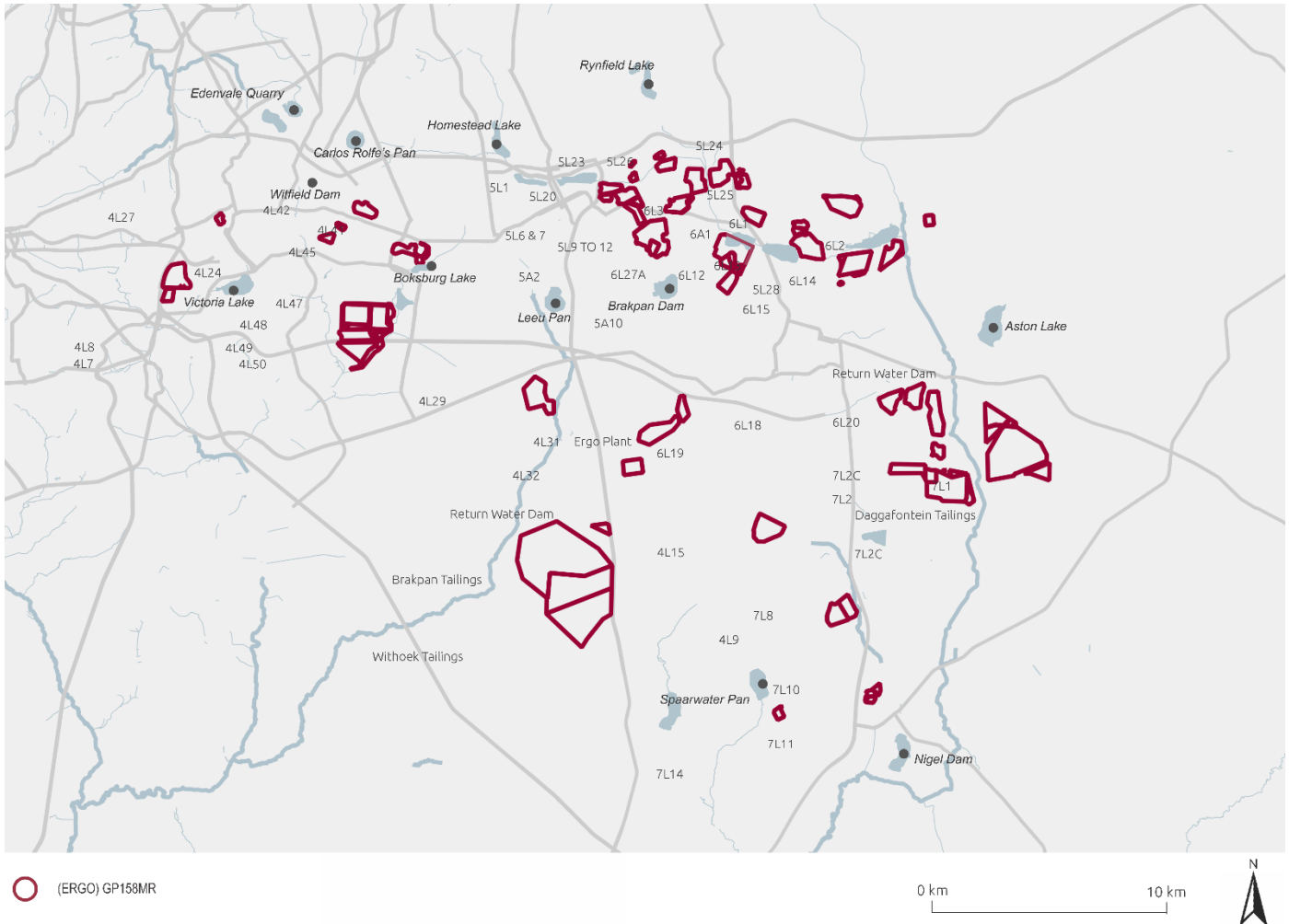
Ilungelo Lezokuvukuza e-ERGO Plant (lapha ebizwa ngokuthi "ERGO") lihlinzeka ngelungelo lokuvukuza Igolide, i-uranium, i-nickel, isiliva, i-pyrites kanye nayo yonke ingcebo ehambisana nayo ezinsaleleni zokuvukuziwe, ezaleni kanye nasezindaweni ezingaphezulu kulezi zindawo, ngaphakathi kwasendaweni yokuvukuza. Le ngcebo embiwayo iveza impahla eyimfucuza eyasala kudala emuva kwemisebenzi yakudala yokuvukuza futhi iveza ithuba lokuba kutholwe ingcebo kusetshenziswa ubuchwepheshe besimanjemanje, obunomthelela omncane.

1.4.1 Indawo

I-Ergo Mining ithatha kabusha ama-TSF akumasipala iCity of Johannesburg, eGauteng, eNingizimu Afrika. Le ngcebo itholakala ezindaweni eziklanyelwe ukuvukuza esezasungulwa futhi kufinyeleleka kuzo ngemizila emikhulu yasedolobheni, kubalwa umgwaqo iMain Reef, ngokomlando eyayisebenzela ukuthutha igolide elivukuziwe kuyo yonke iWitwatersrand. I-East Goldfied ngokomumondawo ixhumene neCentral Basin

ngokomumo omkhulu wamatshe ami ngendlela yokugibelana okwezitebhisi (i-monoclinical structure) owaziwa ngokuthi yiSprings Monocline. Indawo yezomnotho eyisisekelo ekulesi sifunda ibandakanya iSouth Reef, iMain Reef, iMain Reef Leader, i-Elsburg, iKimberley kanye neBlack Reef ezindaweni ezazivukuzwa ngaphambilini.

Ama-TSF ayimimo yokwakhiwa, futhi ukwabiwa kwengcebo kuyo kubonisa isimo sokusetshenziswa ngokongoti kwezimbiwa. Le mpahla iyimikhiqizo eyimfucuzwa, evele ngenxa yezinqubo zokuvukuza kanye nokuqoqwa kwensimbi ukuze kwakhiwe entsha okwenziwa ezimbiweni zegolide eWitwatersrand nakumaTransvaal Supergroups. Izinsalela zokuvukuziwe zihlanganisa ama-quartz, nge-mica encane, i-chloritoid, ne-pyrite (i-1% kuya kwama-2%), kuhambisana nezinsalela zegolide ezingalandeleleka, ne-uranium, kanye ne-sulphur.



Umfanekiso wesi-3: Indawo i-ERGO Esebenzela kuyo4

1.4.2 Imininingwane Yomsebenzi

Ithebhula loku-1: Imininingwane Yenkampani2

Igama Lenkampani	Ergo Mining (Pty) Ltd.
Inombolo Yomsebenzi kanye Nelungelo Lokuvukuza	I-ERGO Mining GP158MR
Ikheli Lendawo	Ergo Mining (Pty) Ltd. Vlakfontein Road Vulcania Ebrakpan
Ikheli Leposi	P.O. Box 12442 Selcourt Springs 1567
Obhekele umsebenzi	Wayne Swanepoel: GM HR
Ucingo Nefeksi	Ucingo: 011 742 1003 Ifeksi: 086 695 7457
Ingcobo	Igolide
Iminyaka Yokusebenza Kwemayini	Iminyaka eyi-16
Ukuhlaziywa Kwabasebenzi Ethumelayo	Ngokwezibalo Ngokwendawo Itholakala kusigaba 1.3.5
Ukuphela Konyaka Wezimali	30 Juni

1.4.3 Izigaba Zokusebenza kanye Nohlelo Lwezikhathi Olulindelekile

Uhlelo lwezikhathi olulandelayo olubonisa uhlelo ngokwezinga elengamele luhlinzeka ngesimo sesigaba Sokusebenza kwemisebenzi ye-ERGO:

Ithebhula lesi-3: Isigaba Sokusebenza kanye Nohlelo Lwezikhathi lwe-ERGO4

Amabhizinisi Amasha	Ukuqeda
Ngaphambi Kokwakha	Ukuqeda
Ukwakha	Ukuqeda
Ukuthuthukisa Izinga	Ukuqeda
Ukukhiqiza Kwesigaba Sozinzo	2023 - 2036
Ukwehlisa Izinga	2037 - 2038

Ngokwemigomo yomumo we-SLP, ithebhula elingezansi libhalwe imininingwane yokuthi ngeziphi izakhi ezisebenza Emsebenzini we-ERGO maqondana nohlelo lokusebenza oluphelele lwe-SLP, kube kubhekwa isigaba samanje Semisebenzi.

Ithebhula lesi-5: Ukusebenziseka kwe-SLP ye-ERGO6

Isigaba Somsebenzi Samanje	Ukukhiqiza Kwesigaba Sozinzo
Ukuthuthukiswa Kwabasebenzi	Kuyangena Ku-18.1 (Abasebenzi Abaqashwe Ngqo kanye Nabasebenzi Abangaqashiwe Ngqo)

	Ku-18.2 (Umphakathi)
Uhlelo Lokulinganisa Kwezemisebenzi	Kuyangena
Ukuthuthukiswa Komnotho Wasendaweni	Kuyangena
Uhlelo Lwezindlu Nezimo Zokuphila	Kuyangena
Ezokuthenga, Ezebhizinisi kanye Nezokuthuthukisa Kwabahlizekimisebenzi	Kuyangena
Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudiliza Abasebenzi	Kuyangena (Nakuba kuhlelwe ukuncishiswa kwesibalo sabasebenzi, kukhona okuhinzekele maqondana naleso simo)

1.4.4 Ukuqagula Isibalo Sabasebenzi Bebonke Esikhathini se-SLP yowezi-2023 - 2027

Ukuqagula kwemisebenzi ye-ERGO yabasebenzi abaqashwe ngqo nabangaqashiwe ngqo kweminyaka emi-5 eza:

Ithebhula lesi-7: Ukuveza Abasebenzi be-ERGO kanye Nosonkontileka Abasemqoka8

Iminyaka	Njengamanje	2023	2024	2025	2026	2027
Abasebenzi abaqashwe ngokugcwele	535	530	530	530	530	530
Osonkontileka Abasemqoka	254	254	254	254	254	254

1.4.5 Ukuhlaziywa Ngokwezibalo Kwabasebenzi Ngokomsebenzi Ngokwendawo Ethumelayo

Abasebenzi be-ERGO njengamanje bakhiwa abasebenzi abaqashwe ngokugcwele abangama-535 kanye nosonkontileka Abasemqoka abangama-254 abaqhuba imisebenzi ehlukahlukene. Osonkontileka Abasemqoka balo Msebenzi njengamanje, baqokelwe ukuhlinzeka ngemisebenzi futhi abasebenzi babo babaliwe kuyo yonke le-SLP.

Indawo abasebenzi be-ERGO abadabuka kuyo ibhalwe kuthebhula elingezansi.

Ithebhula lesi-9: Izindawo Ezithumela Abasebenzi Abaqashwe Ngokugcwele kanye Nosonkontileka Abasemqoka e-ERGO, kusukela ngomhla zingama-22 Disemba 2022 10

Isifundazwe	Isibalo Sabasebenzi Abaqashwe Ngokugcwele	Isibalo Sabasebenzi Abangaphansi Kosonkontileka #1	Isibalo Sabasebenzi Abangaphansi Kosonkontileka #2	Iphesenti
Empumalanga Kapa				0%
EFree State				0%
EGauteng	535	75	179	100%
Kumasipala i-Ekurhuleni Metropolitan Municipality	490		179	84,79%
Kumasipala iJohannesburg Metropolitan Municipality	35			4,44%
Kumasipala iWest Rand District Municipality	3			0,38%
Kumasipala Wesifunda saseSedibeng	1			0,13%

<i>Kumasipala iTshwane Metropolitan Municipality</i>	6			0,76%
KwaZulu-Natali				0%
ELimpopo				0%
EMpumalanga				0%
ENyakatho Ntshonalanga				0%
ENyakatho Kapa				0%
ENtshonalanga Kapa				0%
Abangasibo abaseNingizimu Afrika				0%
Isamba	535	75	179	100%
	789			

1.4.6 Ukudiliza Emsebenzini Kwasendaweni

Abasebenzi abangama-100% abaqashwe ngokugcwele e-ERGO, kubalwa abangaqashiwe ngqo abaphuma kosonkontileka Abasemqoka, kanye nosonkontileka abenza imisebenzi engekho semqoka, baphuma komasipala i-Ekurhuleni kanye neJohannesburg Metropolitan Municipality (kubalwa idolobha laseGoli, iNingizimu neGoli kanye neNtshonalanga neGoli).

ISIGABA SESI-2

UHLELO LWEZOKUTHUTHUKISWA KWABASEBENZI

UMTHETHONQUBO 46 (B) WE-MPRDA



2 UHLELO LWEZOKUTHUTHUKISWA KWABASEBENZI

2.1 Isingeniso

Lesi sigaba sizokwendlala Izinhlalo Zokuthuthukiswa Kwabasebenzi (i-HRD) njengoba kudingeka ngokoMthethonqubo 46 weMithethonqubo Yezokuthuthukiswa Kwezinsiza Zengcebo Embiwayo kanye Nophethilomu, 2004 (iMithethonqubo ye-MPRDA). I-Ergo Mining izazisa ngokugcwele izinhlinzeko zesigaba 101 se-MPRDA zokubandakanya Osonkontileka Abasemqoka (lapho kufanelekile khona) njengenxenye yabasebenzi. Njengoba kubalulwe Esigabeni Esiyisendlelelo, njengamanje i-ERGO inosonkontileka abasemqoka ababili, ababuye babizwe ngokuthi abasebenzi abangaqashiwe ngokugcwele. Izimpokophelo nezinhlinzeko zoHlelo lwe-HRD ezendlalwe kulesi sigaba zizosebenza kubasebenzi abaqashwe ngokugcwele yi-ERGO, kanye nasezimpokophelweni zikasonkontileka osemqoka ahlinzeke i-ERGO ngazo. Ukuze kuqaliswe uHlelo lwe-HRD, i-ERGO izosebenzisa abahlinzeki abagunyaziwe, lapho kudingeka, maqondana nezidingo zabo zokuqeqesha, ukuqinisekisa ukuqhubeka kokulawulwa kokuthuthukiswa kwamakhono abasebenzi adlulisekayo, agunyaziwe.

2.2 Ukulandelwa koMthetho Wezokuthuthukiswa Kwamakhono

Imisebenzi ye-ERGO izolandela okudingeka ngokoMthetho Wokuthuthukiswa Kwamakhono (No. 97 we-1998) futhi uzothumela Izinhlalo Zamakhono Asemsebenzini (i-WSP) kanye nemibiko yokuqeqesha yonyaka kuMgunyazi Wezeziqo Zezokuvukuza (i-MQA) ekupheleni kuka-Ephreli minyaka yonke ngokwezidingo zeMithethonqubo 46 (b) (i). **Ithebhula lesi-6** liveza imininingwane yokubhalisa ye-SETA. Umthethonqubo uhambisana nanokukhokha kanye nokufaka izicelo zokubuyela ama-levy kanye nezibonelelo ku-MQA. Ithebhula lesi-11: Imininingwane Yokubhaliswa kwe-SETA12

Ithebhula lesi-11: Imininingwane Yokubhaliswa kwe-SETA12

Igama le-SETA	Umgunyazi Wezeziqo Zokuvukuza
Inombolo yokubhaliswa ku-SETA ethintekayo	L280767049
Ingabe inkampani yakho iqoke umlawuli Wezokuthuthukiswa Kwamakhono? Uma impendulo ithi 'yebo' hlinzeka ngegama	U-Adelaide Ngubeni
Ubufakazi bokuthumela (Usuku lokugcina ukuthumela i-WSP)	Ephreli 2022

I-HRDP edidiyelwe ihlose ukwandisa amandla okukhiqiza, ngokusezingeni eliphezulu kakhulu, alabo basebenzi kanye nalabo sonkontileka abasemqoka, ngokuqalisa izinhlelo ezilandelayo:

- Ukuthuthukiswa Kwamakhono;
- Ukucathuliswa emsebenzini;
- Umfundaze;
- Amakhono Adlulisekayo;

- Ukuthuthuka Emsebenzini; kanye
- Nohlelo Lwezokulinganisa Kwezemisebenzi.

Izinyathelo ezingokweqhingasuzo eziku**Thebhula lesi-7** zizoqaliswa yi-ERGO maqondana ne-HRDP. Ithebhula lesi-13: Uhlelo Lwezinyathelo Zokuqaliswa kwe-HRDP14

Ithebhula lesi-13: Uhlelo Lwezinyathelo Zokuqaliswa kwe-HRDP14

ISINYATHELO	OKUHLINZEKWAYO
I-MHSA nohlelo lokuqeqeshela amakhono	Ukufundisa Ngezempilo Nezokuphepha kanye Nokuvukuza Ezimayini
Uhlelo lokuqeqesha olusemqoka	Ukuhlomisa abasebenzi ngamakhono ezokuphepha nokwenza imisebenzi yabo ngempumelelo
Ukuthuthuka Emsebenzini	Ukuhlinzeka abasebenzi ngamakhono okuqalisa ukuthuthuka emsebenzini kwezemisebenzi
Uhlelo lokuqeqeshelwa amakhono adlulisekayo	Ukuhlinzeka abasebenzi ngamakhono ngezikhathi ezifanele, adlulisekela kwezinye izimboni ezingaphandle kweMayini
Hlela ukuhlenganisa nezidingo zoMgunyazi Wezokufunda Nokuqeqesha Emkhakheni, i-MQA (i-SETA), ukukhokha nokufaka isicelo sokukhokhelwa ama-levi.	Hlanganisa nomthetho wezokuqeqeshela amakhono, futhi kuzobandakanywa ukwakha nokuthumela uHlelo Lwamakhono Asemsebenzini (i-WSP) kanye noMbiko Wokuqeqesha Wonyaka

Uhlelo Lokuthuthukisa Amakhono lwe-ERGO lugxile ekuhlomiseni abasebenzi ngamakhono okusimamisa ukukhula nokuthuthuka kwabo embonini yezimayini.

Izimpokophelo Zokuthuthukiswa Kwamakhono e-ERGO wukwenza okulandelayo:

- Ukuthuthukisa izingaqophelo lempilo yabasebenzi;
- Ukwandisa amathuba abasebenzi okusimamisa umsebenzi e-ERGO;
- Ukuthuthukisa ezokuphepha, ukukhiqiza kanye nokuncintisana kwabasebenzi;
- Ukuthuthukisa amazinga embuyiselo ngotshalomali kwezemfundo nezokuqeqesha;
- Ukukhuthaza ukusetshenziswa kwendawo yokusebenza njengendawo yokuhlala kufundwa;
- Ukuvumela abasebenzi abasha ithuba lokuthola isipiliyoni somsebenzi esifanele;
- Ukwandisa amathuba abasebenzi okuqashelwa ngemfundo nokuqeqeshwa; kanye
- nokusetshenziswa koHlelo Lwamakhono Asemsebenzini njengenqola yokuqondanisa amakhono namaqhingasuzo okukhula kwebhizinisi kanye nezinhlelo zokuqasha ngokulinganisa.

Uhlelo Lwezokuthuthukisa Ngamakhono lwe-Ergo Mining Operations (Pty) Ltd luxhumana nomthetho Wezokuthuthukiswa Kwamakhono, futhi lubandakanya ukuthunyelwa minyaka yonke koHlelo Lwamakhono Asemsebenzini (i-WSP) kanye neMbiko Yokuqeqesha Yaminyaka Yonke (ama-ATR) kubalwa ukukhokhwa kwama-levi Okuthuthukiswa Kwamakhono abhekiswa kubagunyazi abafanele.

2.3 Amazinga Okufunda Emsebenzini

Amazinga okufunda ayisisekelo emsebenzini ahlinzekwe ku**Thebhula lesi-8**.Ithebhula lesi-15: Ifomu Q: Imfundo Nezibalo Ezingaba Wusiza Emsebenzini kusukela ngomhla zingama-31 Disemba 2022: Abasebenzi be-ERGO16

Ithebhula lesi-15: Ifomu Q: Imfundo Nezibalo Ezingaba Wusiza Emsebenzini kusakela ngomhla zingama-31 Disemba 2022: Abasebenzi be-ERGO16

Izinga	Izinga le-NQF	Uhlelo Lwakudala	Okunganqunyelwe Ngokwesigaba				Okunqunyelwe Isigaba										Isamba
			Abantu Bakwamanye Amazwe	Abesilisa Abangabelungu	Isandulelo-Samba Sabanganqunyelwe Sigaba	Abesifazane				Isandulelo-Samba	Abesilisa			Isandulelo-Samba	Isandulelo-Samba Sabanqunyelwe Sigaba		
						Abesifazane	Abesilisa	Abampisholo	Amakhaladi		AmaNdiya	Abelungu	Abampisholo			Amakhaladi	
I-General Education and Training (i-GET)		Abangafundanga Esikoleni				0					0	1			1	1	1
		Ibanga 0/Inkulisa				0					0	1			1	1	1
		Ibanga loku-1/Sub A				0					0	2			2	2	2
		Ibanga lesi-2/Sub B				0					0	2			2	2	2
		Ibanga lesi-3/Std 1/ABET 1				0					0	7			7	7	7
		Ibanga lesi-4/Std 2				0					0				0	0	0
		Ibanga lesi-5/Std 3/ABET 2				0					0	15			15	15	15
		Ibanga lesi-6/Std 4				0					0				0	0	0
		Ibanga lesi-7/Std 5/ABET 3				0					0	22	2		24	24	24
		Ibanga lesi-8/Std 6				0					0	1			1	1	1
1	Ibanga lesi-9/Std 7/ABET 4		2	7	9	14	1		2	17	54	3	0	57	74	83	
I-Further Education and Training (i-FET)	2	Ibanga le-10/Std 8/N1			3	3	1	0		4	5	18	0	0	18	23	26
	3	Ibanga le-11/Std 9/N2			3	3	26	1		1	28	44	0	1	45	73	76
	4	Ibanga le-12/Std 10/N3		8	6	14	27	3	2	4	36	28	1	2	31	67	81
I-Higher Education and Training (I-HET)	5	Ama-Higher Certificate/ i-Advanced National Certificate Vocational			23	23	28	1	0	0	29	108	1	0	109	138	161
	6	Ama-Diploma/ Ama-Advanced Certificate			8	8	5	0	0	1	6	11	0	1	12	18	26
	7	Ama-Bachelor Degree/ ama-Advanced Diploma			4	4	5	1		1	7	7	2	2	11	18	22
	8	Ama-Postgraduate Degree (i-Honours)/ama-Professional Qualification			5	5					0		0	0	0	0	5
	9	Ama-Masters Degree			1	1					0			1	1	1	2
	10	Ama-Doctoral Degree				0					0	0			0	0	0
Isamba			0	10	60	70	106	7	2	13	128	321	9	7	337	465	535

Ithebhula lesi-17: Ifomu Q: Imfundo Nezibalo Ezingaba Wusiza Emsebenzini kusukela ngomhla zingama-31 Disemba 2022: Osonkontileka Abasempoka#218

Izinga	Izinga le-NQF	Uhlelo Lwakudala	Okunganqunyelwe Ngokwesigaba				Okunqunyelwe Isigaba										Isamba
			Abantu Bakwamanye Amazwe		Abesilisa Abangabelungu	Isandulelo-Samba Sabanganqunyelwe Sigaba	Abesifazane				Isandulelo-Samba	Abesilisa			Isandulelo-Samba	Isandulelo-Samba Sabanqunyelwe Sigaba	
			Abesifazane	Abesilisa			Abampis holo	Amakhala di	AmaNdiya	Abelungu		Abampis holo	Amakhaladi	AmaNdiya			
I-General Education and Training (i-GET)		Abangafundanga Esikoleni				0					0				0	0	0
		Ibanga 0/Inkulisa				0					0				0	0	0
		Ibanga loku-1/Sub A				0					0				0	0	0
		Ibanga lesi-2/Sub B				0					0				0	0	0
		Ibanga lesi-3/Std 1/ABET 1				0					0	1			1	1	1
		Ibanga lesi-4/Std 2				0					0				0	0	0
		Ibanga lesi-5/Std 3/ABET 2				0					0	3			3	3	3
		Ibanga lesi-6/Std 4				0					0	3			3	3	3
		Ibanga lesi-7/Std 5/ABET 3				0					0	5			5	5	5
		Ibanga lesi-8/Std 6				0					0				0	0	0
I-Further Education and Training (i-FET)	1	Ibanga lesi-9/Std 7/ABET 4				0					0				0	0	0
	2	Ibanga le-10/Std 8/N1				0					0	9			9	9	9
	3	Ibanga le-11/Std 9/N2				0					0	17			17	17	17
I-Higher Education and Training (I-HET)	4	Ibanga le-12/Std 10/N3				0	2				2	31			31	33	33
	5	Ama-Higher Certificate/ i-Advanced National Certificate Vocational				0	1				1	1			1	2	2
	6	Ama-Diploma/ Ama-Advanced Certificate				0					0	1			1	1	1
	7	Ama-Bachelor Degree/ ama-Advanced Diploma				0					0	1			1	1	1
	8	Ama-Postgraduate Degree (i-Honours)/ama-Professional Qualification				0					0				0	0	0
	9	Ama-Masters Degree				0					0				0	0	0
	10	Ama-Doctoral Degree				0					0				0	0	0
Isamba			0	0	0	0	3	0	0	0	3	72	0	0	72	75	75

Ithebhula le-19: Ifomu Q: Imfundo Nezibalo Ezingaba Wusiza Emsebenzini kusukela ngomhla zingama-31 Disemba 2022: Osonkontileka Abasemqoka #220

Izinga	Izinga le-NQF	Uhlelo Lwakudala	Okunganqunyelwe Ngokwesigaba				Okunqunyelwe Isigaba										Isamba	
			Abantu Bakwamanye Amazwe		Abesilisa Abangabelungu	Isandulelo-Samba Sabanganqunyelwe Sigaba	Abesifazane				Isandulelo-Samba	Abesilisa			Isandulelo-Samba	Isandulelo-Samba Sabanqunyelwe Sigaba		
			Abesifazane	Abesilisa			Abampisholo	Amakhaladi	AmaNdiya	Abelungu		Abampisholo	Amakhaladi	AmaNdiya				
I-General Education and Training (i-GET)		Abangafundanga Esikoleni				0						0				0	0	0
		Ibanga 0/Inkulisa				0						0				0	0	0
		Ibanga loku-1/Sub A				0						0				0	0	0
		Ibanga lesi-2/Sub B				0						0				0	0	0
		Ibanga lesi-3/Std 1/ABET 1				0						0				0	0	0
		Ibanga lesi-4/Std 2				0						0				0	0	0
		Ibanga lesi-5/Std 3/ABET 2				0						0				0	0	0
		Ibanga lesi-6/Std 4				0						0				0	0	0
		Ibanga lesi-7/Std 5/ABET 3				0						0	1			1	1	1
		Ibanga lesi-8/Std 6				0						0				0	0	0
	1	Ibanga lesi-9/Std 7/ABET 4				0					0				0	0	0	
I-Further Education and Training (i-FET)	2	Ibanga le-10/Std 8/N1				0					0				0	0	0	
	3	Ibanga le-11/Std 9/N2				0					0				0	0	0	
	4	Ibanga le-12/Std 10/N3			2	2	5	1			6	35	1	1	37	43	45	
I-Higher Education and Training (I-HET)	5	Ama-Higher Certificate/ i-Advanced National Certificate Vocational			1	1					0				0	0	1	
	6	Ama-Diploma/ Ama-Advanced Certificate			1	1					0				0	0	1	
	7	Ama-Bachelor Degree/ ama-Advanced Diploma				0					0				0	0	0	
	8	Ama-Postgraduate Degree (i-Honours)/ama-Professional Qualification				0					0				0	0	0	
	9	Ama-Masters Degree				0					0				0	0	0	
	10	Ama-Doctoral Degree				0					0				0	0	0	
Isamba			0	0	4	4	5	1	0	0	6	36	1	1	38	44	48	

2.4 I-Adult Education and Training (AET)

I-ERGO izosiza ngokuthuthukisa izisekelo Zokuthuthukiswa Kwamakhono ngokwandisa amazinga okufunda ngokubamba iqhaza ku-AET.

2.4.1 Izimpokophelo ze-AET

Umsebenzi uzibophezele ekuthuthukiseni nasekuguquleni abasebenzi bawo kanye nemiphakathi ethintekayo abasebenzela kuyo. **Ithebhula le-11 neThebhula le-12** lihlinzeka ngezinhlelo zeminyaka emihlanu ze-AET zabasebenzi abaqashwe ngqo nabangaqashiwe ngqo kanye nemiphakathi ezungeze isikhungo. Ithebhula le-21: i-AET: Abasebenzi Abaqashwe i-ERGO ngqo (Abangaphakathi 18.1) 22 Ithebhula le-23: i-AET: Abasebenzi Abangaqashiwe Ngqo (Abangaphakathi 18.1) oSonkontileka Abasemqoka #224

Ithebhula le-21: i-AET: Abasebenzi Abaqashwe i-ERGO ngqo (Abangaphakathi 18.1) 22

Izinga le-AET	2023		2024		2025		2026		2027		Isamba	
	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali
Izinga lesi-3 le-AET	1	R32 070	1	R32 070	1	R32 070	1	R32 070	1	R32 070	5	R160 350
ISAMBA SESIHLINZEKELO SE-SLP	1	R32 070	1	R32 070	1	R32 070	1	R32 070	1	R32 070	5	R160 350

Ithebhula le-23: i-AET: Abasebenzi Abangaqashiwe Ngqo (Abangaphakathi 18.1) oSonkontileka Abasemqoka #224

Izinga le-AET	2023		2024		2025		2026		2027		Isamba	
	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali	Impokop helo	Ukuziboph ezela Ngokwezi mali
Izinga loku-1 le-AET	11	R94 875	11	94875	11	104994	11	R115 493	11	R127 043	55	R537 280
Izinga Lesi-2 le-AET												
Izinga lesi-3 le-AET												
Izinga Lesi-4 le-AET												

ISAMBA SESIHLINZEKELO SE- SLP	11	R94 875	11	R94 875	11	R104 994	11	R115 493	11	R127 043	55	R537 280
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2.5 Ukuqeqeshelwa Amakhono Okusebenza (Umsebenzi Oyisisekelo)

Inhloso yohlelo lwamakhono asemqoka wukuhlomisa abasebenzi ngamakhono adingekayo ukuze bakwazi ukwenza imisebenzi abayiqashelwe. Lesi Zinhlelo zakhelwe nokuba zihlomisise abasebenzi ngamandla namakhono okuqhubekela emazingeni aphezulu okuqashwa ngaphakathi e-ERGO.

2.5.1 Izimpokophelo Zokuqeqeshelwa Amakhono Omsebenzi Oyisisekelo

Ukuhlaziywa ngokwezibalo kwezimpokophelo zoHlelo lokuqeqesha lweminyaka emi-5 lwabasebenzi base-ERGO abaqashwe ngqo kanye nabangaqashiwe ngqo kuhlinzekwe **kuThebhula le-13**. Lokhu kushiya ngaphandle ukuqeqeshelwa ukuqala umsebenzi okuhlinzekelwa bonke abasebenzi njalo ngonyaka. Uhlelo lwamakhono lugxila ekuqeqesheni abantu ngamakhono adingeka eMayini, ukuze abasebenzi bakwazi ukuKhula Emsebenzini ngokomuntu ngamunye futhi kuqinisekise ukusebenza ngokuphephile futhi imisebenzi eyenziwe ibe ngekhizayo. Ithebhula le-25: Ukuqeqeshelwa Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashwe yi-ERGO ngqo26

2.5.2 Uhlelo Lwezinyathelo Zamakhono Omsebenzi Oyisisekelo

I-ERGO izolokhu ikhuthaza ukufunda kanye namathuba okuqeqeshwa kwabasebenzi futhi ihlole kabusha futhi ichibiyele uHlelo Lokuthuthukisa Amakhono Asemayini. **Ithebhula le-16** lihlinzeka ngohlu lwezinhlelo lwezinyathelo ezithathwa maqondana nalokhu. Ithebhula le-31: Uhlelo Lwezinyathelo Eziquondene Namakhono32

- Abasebenzi bazohlinzekwa ngezinhlelo zokuthuthukiswa kwamakhono esikhungweni sokuqeqesha esisemsebenzini kube kunabafundisi bangaphandle abagunyaziwe lapho kudingeka.
- Amakhono akhona njengamanje nadingekayo azonqunywa ngokuhlolwa kwamakhono. Uhlelo lokuqeqesha luzobe seluchitshiyelwa ukuze luvale amagebe.
- Uhlelo Lokuthuthukisa Amakhono luzoxhumana noHlelo Lokuthuthuka Emsebenzini, Uhlelo Lokucathulisa, Uhlelo lwe-Internship kanye Nomfundaze, kanye noHlelo Lokuqasha Ngokulinganisa.

Ithebhula le-25: Ukuqeqeshelwa Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashwe yi-ERGO ngqo26

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali
Ukuthuthisela Ubuholi (Izinga D)	9	R9 500									9	R9 500
Ukulungiswa kwengcebo embiwe	33	R102 806	107	R509 196	100	R750 000					240	R1 362 002
Ukuthuthukiswa kwabaphathi	3	R99 005	9		8	R500 000	2	R130 000	2	R140 000	24	R869 005
Ukusekela imisebenzi yezobuchwepheshe yezokuvukuza	78	R48 525	168	R644 801	100	R500 000	40	R200 000	40	R220 000	426	R1 613 326
Umsizi Kwezobunjiniyela	3	R36 995	6	R162 225	3	R80 000	4	R100 000	4	R110 000	20	R489 220
Ukuqeqeshelwa Ukuqapha Umsebenzi			46	R144 862	20	R120 000	10	R70 000	10	R80 000	86	R414 862
ISAMBA SESIHLINZEKELO SE-SLP	126	R296 831	336	R1 461 084	231	R1 950 000	56	R500 000	56	R550 000	805	R4 757 915

Ithebhula le-27: Ukuqeqeshelwa Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abasebenza Ngokungaqondile Ngqo (Osonkontileka Abasemqoka #1)28

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali	Impokophelo	Ukuzibopheze la Ngokwezimali
I-Conveyor Belt			38	R508	15	R7 050	20	R9 400	20	R9 400	93	R26 358
Ukuqeqeshelwa Uphiko Lwezokuqapha Umzila			10	R6 500	5	R3 250	5	R3 250	5	R3 250	25	R16 250
Ezokuqonda Amakhono Omsebenzi Ngokokuhlukana Kwabantu			5	R5 000	5	R5 000	3	R3 000	3	R3 000	16	R16 000
Ukuqeqeshelwa Usizo Lokuqala			14	R6 580			10	R4 700			24	R11 280
Ukuqeqeshelwa Ukwenza Imisebenzi Yezokuphepha, Ezempilo, Ezemvelo Nezezinqophelo (i-SHEQ)			9	R4 230			10	R4 700			19	R8 930
Izifundo Eziyisisekelo Zokucisha Umilo			15	R7 050			10	R4 700			25	R11 750
Ukuqeqeshelwa Umthwalo Ngokwezomthetho			11	R4 950	5	R2 750	5	R2 750	5	R2 750	26	R13 200
Ukuqeqeshelwa Ukuvala Nokuqoqa Izinsizakusebenza	5	R1 750			10	R4 500	5	R2 250	5	R2 250	25	R10 750
Ukuxhuma Nokubophelela Izimpahla Ezisindayo					5	R2 250			5	R2 250	10	R4 500
Ukuqeqeshelwa Ukulayisha Ngaphambili			2	R1 200							2	R1 200
ISAMBA SESIHLINZEKELO SE-SLP	5	R1 750	104	R36 018	45	R24 800	68	R34 750	43	R22 900	265	R120 218

Ithebhula le-29: Ukuqeqeshelwa Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abangaqashiwe Ngqo (Osonkontileka Abasemqoka #2)30

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impoko phelo	Ukuzibophezela Ngokwezi mali	Impoko phelo	Ukuzibophezela Ngokwezi mali	Impoko phelo	Ukuzibophezela Ngokwezi mali	Impoko phelo	Ukuzibophezela Ngokwezi mali	Impoko phelo	Ukuzibophezela Ngokwezi mali	Impoko phelo	Ukuzibophezela Ngokwezi mali
Amaklasi e-AET	18	R16 667									18	R16 667
Izifundo eziyisisekelo zokucisha umlilo	5	R9 429									5	R9 429
Ukuqeqeshelwa usizo lokuqala	23	R57 500									23	R57 500
Ukulawulwa Kweziphakelima Ezinobungozi Ukuvala / Ukusebenzisa Ithegei Lapho Kuphunywa	4503	R1 500									4503	R1 500
Ukulawula amazinga e-PH eSikhungweni se-Met	5	R7 500									5	R7 500
I-Conveyor Belt	22	R39 844									22	R39 844
Ingcebo evukuzwe ngokwendlela ye-cyclone	2	R12 500									2	R12 500
Ukufaka Insalela Yengcebo evukuzwe ngokwendlela ye-cyclone			8	R13 500							8	R13 500
Ukufakwa Kwensalela Yengcebo Ensaleleni Yengcebo			5	R9 000							5	R9 000
Ukunquma Ngesisindo esifanelekile			9	R16 200							9	R16 200
Ukunquma Ngesisindo esifanelekile			4	R7 200							4	R7 200
Ukulawula iNitric Acid Ngokuphephile Esikhungweni se-Met	14	R20 000									14	R20 000
Ukulawulwa Kwemfucuzo eSikhungweni se-Met	12	R18 000									12	R18 000
Ukuhlonza Ubungozi kanye Nokuhlolwa Kwengcuphe			19	R33 300							19	R33 300
Ukuvukuza ngokwe-Hydraulic Reclamation / Track gun			20	R34 800							20	R34 800
Ukuvala / Ukusebenzisa Ithegei Lapho Kuphunywa			4	R6 000							4	R6 000
INational certificate: Iqoqo lesi-5 Lezokulungiswa Kwengcebo Embiwayo	47	R82 250									47	R82 250
Ukuhlola Amakhemikhali Emvelo Esikhungweni se-Met	3	R3 000									3	R3 000
Ukulungiswa Kwezokukhenika Okuncane Esikhungweni se-Met	6	R9 000									6	R9 000
IPerfor one			2	R2 200							2	R2 200
Ukuhlukaniswa Ngokobungako Kwama-Performs	3	R4 500									3	R4 500
Ividiyo Yokuqeqeshela Ezokuphepha	3	R4 500									3	R4 500
Omele Ezokuphepha, Ezempilo Nezemvelo (i-SHE)	53	R95 400									53	R95 400
Ukubuyisela Izitaputapu	4	R6 000									4	R6 000
Udaka olujiyile Esikhungweni se-Met	4	R6 000									4	R6 000
Ukudlulisa uketshezi ngophampu			21	R33 400							21	R33 400
I-HIRA					44	R79 200	44	R87 120	44	R95 832	132	R262 152
Insalela Yengcebo Evukuzwe Ngokwendlela Yama-cyclone					7	R12 600	7	R13 860	7	R15 246	21	R41 706
ISAMBA SESIHLINZEKELO SE-SLP	4727	R393 590	92	R155 600	51	R91 800	51	R100 980	51	R111 078	4972	R853 048

Ithebhula le-31: Uhlelo Lwezinyathelo Eziquondene Namakhono32

ISINYATHELO	UMUNTU UMSEBENZI	OBHEKELE
Wenza Ucwaningo Lwamakhono ukuhlonza izidingo zokuqeqesha ezihambisana nemisebenzi yebhizinisi eyisisekelo	Umphathi Wezabasebenzi	
Uzoqinisekisa nokubhalisa zonke iziqu zabasebenzi	Umphathi Wezabasebenzi	
Uzokwakha uhlelo lokuqeqesha amakhono oluhlanganisile olunezimpokophelo, izabelomali kanye nezikhathi ezimisiwe (ngokuhambisana nezibopho ezibhalwe ku-SLP kanye nohlelo lwebhizinisi)	Umphathi Wezabasebenzi	
Uhlunganisa imiphumela futhi ayididiyele kuHlelo Lwamakhono Lwasemsebenzini	Umphathi Wezabasebenzi	
Uhlinzeka ngokuqeqesha nokufunda okuhambisana neziqondiso ezibaluliwe, amagebe kwezamakhono futhi okuhambisana ne-HDP ezimpokophelweni zezokuphatha	Umphathi Wezabasebenzi	

2.6 Ama-Learnership

Ama-Learnership ayizinhlelo zokufunda ezibhalisiwe nezigunyaziwe ezibandakanya isipiliyoni somsebenzi ngokuwenza, kanye nezifundo zezinjulalwazi, okudidiyela ukufunda kwasemsebenzini nokwesikhungo semfundo. Ngohlelo lwama-learnership, abantu bakwazi ukusebenzela ukuthola iziqu besebenza. Luhlinzeka ngolwazi oluvela nhlangothizonke ohlakeni lwezeziqu futhi luhlinzeka ngolwazi olunenzuzo ephathekayo lomsebenzi oyimpumelelo. Ingxenywe yokufunda ehlelekile yama-learnership izobandakanya izigaba ezimisiwe zeyunithi ezidingekayo zokuhlanganisa iziqu, njengokufunda okuyisisekelo, ukufunda okungumongo kanye nokugxila emkhakheni okhethiwe. Isipiliyoni somsebenzi kumele sihambisane nokufunda okuhlelekile futhi silungiselele abafundi ukuholelwa amakhono omsebenzi.

I-ERGO izibophezele ekuhlinzekeni ngamathuba ama-learnership abasebenzi (18.1) kanye namalungu omphakathi (18.2). Ukufakwa kwabafundi emsebenzini, ikakhulukazi ama-18.2 kuzonqunywa ngokokuvela kwamathuba okuqashwa okusebenza ngesikhathi beqeda ukufunda.

2.6.1 Izimpokophelo Zama-learnership

Izimpokophelo zeminyaka emi-5 eziveza abantu abasha ababhalisiwe kanye kanye nabadlulele komunye unyaka minyaka yonke, njengoba ama-learnership eba yiminyaka emi-3 njengoba kubhalwe **kuThebhula le-17, iThebhula le-18** kanye **neThebhula 19**. Ithebhula le-33: Izibopho Zama-Learnership: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)³⁴ Ithebhula le-35: Izibopho Zama-Learnership: Abangaphandle - 18.2 (ERGO)³⁶ Ithebhula le-37: Izibopho Zama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #1)³⁸

Ithebhula le-33: Izibopho Zama-Learnership: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)34

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali
Ubunjiniyela	1	0	R68 452	3	1	R112 713	6	4	R100 000		10	R100 000		9	R100 000	10	24	R481 165
ISAMBA SESIHLINZEKELO SE-SLP	1		R68 452	4		R112 713	10		R100 000	10		R100 000	9		R100 000	34		R481 165

Ithebhula le-35: Izibopho Zama-Learnership: Abangaphandle - 18.2 (ERGO)36

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali
Ubunjiniyela	107		R5 140 349	64	107	R8 195 779	8	95	R4 935 945	0	85	R4 088 076	13	38	R2 452 846	107	410	R24 812 995
ISAMBA SESIHLINZEKELO SE-SLP	107		R5 140 349	171		R8 195 779	103		R4 935 945	85		R4 088 076	51		R2 452 846	517		R24 812 995

Ithebhula le-37: Izibopho Zama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #1)38

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali
Ezokuvukuza Okungasekelwe Imisebenzi Yezobuchwepheshe	27		R1 620 000	11		R660 000	17		R1 020 000	7		R420 000	7		R420 000	69	0	R4 140 000
ISAMBA SESIHLINZEKELO SE-SLP	27		R1 620 000	11		R660 000	17		R1 020 000	7		R420 000	7		R420 000	69		R4 140 000

Ithebhula lama-39: Izibopho Zama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #2)40

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okus ha	Kuyaqhub eka	Ukuzibophezela Ngokwezimali	Okus ha	Kuyaqhub eka	Ukuzibophezela Ngokwezimali	Okus ha	Kuyaqhub eka	Ukuzibophezela Ngokwezimali	Okus ha	Kuyaqhub eka	Ukuzibophezela Ngokwezimali	Okus ha	Kuyaqhub eka	Ukuzibophezela Ngokwezimali	Okus ha	Kuyaqhub eka	Ukuzibophezela Ngokwezimali
Ukubonisa ulwazi oluhambisana nemisebenzi enhlobonhlobo				4		R7 200	4		R7 920	4		R8 712	4		R9 583	16	0	R33 415
Ukudlulisa impahla nge-conveyer belt				4		R7 200	4		R7 920	4		R8 712	4		R9 583	16	0	R33 415
Hlukanisa impahla ngokwezigaba				4		R7 200	4		R7 920	4		R8 712	4		R9 583	16	0	R33 415

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okusha	Kuyaqh ubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqh ubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqh ubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqh ubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqh ubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqh ubeka	Ukuzibophezela Ngokwezimali
Lawula izinga lesiphakeli ngokwesiphakeli				4		R7 200	4		R7 920	4		R8 712	4		R9 583	16	0	R33 415
Ukunquma Ngesisindo esifanelekile				4		R7 200	4		R7 920	4		R8 712	4		R9 583	16	0	R33 415
Ukudlulisa uketshezi ngophampu				6		R10 800	6		R11 880	6		R13 068	6		R14 375	24	0	R50 123
Lawula ukuphepha kwamakhemikhali emvelo				4		R7 000	4		R7 700	4		R8 470	4		R9 317	16	0	R32 487
Ukufaka Izinsalela Zengcebo edamini lezinsalela zengcebo				5		R9 000	5		R9 900	5		R10 890	5		R11 979	20	0	R41 769
Okusemqoka ngokulungiswa kwengcebo embiwayo				4		R6 000	4		R6 600	4		R7 260	4		R7 986	16	0	R27 846
Ukubonisa ulwazi oluhambisana nemisebenzi enhlobonhlobo				4		R4 400	4		R4 840	4		R5 324	4		R5 856	16	0	R20 420
Ukuhlukanisa ngokobungako				2		R2 200	2		R2 420	2		R2 662	2		R2 928	8	0	R10 210
Ukujijisa Udaka				6		R6 600	6		R7 260	6		R7 986	6		R8 785	24	0	R30 631
Ukudlulisa uketshezi ngophampu				6		R6 600	6		R7 260	6		R7 986	6		R8 785	24	0	R30 631
Ukulawula ukuphepha kwe-esidi				4		R7 200	4		R7 920	4		R8 712	4		R9 583	16	0	R33 415
Ukulawula amakhemikhali angasiwo awemvelo				4		R7 200	4		R7 920	4		R8 712	4		R9 583	16	0	R33 415
Ukuvukuza ngokwe-Hydraulic Reclamation / Track gun				3		R5 400	3		R5 940	3		R6 534	3		R7 187	12	0	R25 061
Ukulawula amazinga e-pH				4		R7 200	4		R7 920	4		R8 712	4		R9 583	16	0	R33 415
Ukufaka Izinsalela zengcebo edamini lensalela yengcebo				6		R10 800	6		R11 880	6		R13 068	6		R14 375	24	0	R50 123
Hlukanisa impahla ngokwezigaba				4		R4 400	4		R4 840	4		R5 324	4		R5 856	16	0	R20 420
Lawula izinga lesiphakeli ngokwesiphakeli				4		R4 400	4		R4 840	4		R5 324	4		R5 856	16	0	R20 420
Usizo lokuqala				3		R1 500	3		R1 650	3		R1 815	3		R1 997	12	0	R6 962
Usizo lokuqala				1		R500	1		R550	1		R605	1		R666	4	0	R2 321
Ukulawula ukuphepha kwe-esidi				3		R4 500	3		R4 950	3		R5 445	3		R5 990	12	0	R20 885
Ukuchitha ikhemikhali yemvelo				3		R4 500	3		R4 950	3		R5 445	3		R5 990	12	0	R20 885
Ukulungisa okuncane				3		R4 500	3		R4 950	3		R5 445	3		R5 990	12	0	R20 885
ISAMBA SABAHLOMULI	0	0		99	0		99	0		99	0		99	0		396	0	
ISAMBA SESIHLINZEKELO SE-SLP	0		R0	99		R150 700	99		R165 770	99		R182 347	99		R200 582	396		R699 399

2.6.2 Uhlelo Lwezinyathelo ze-Learnership

I-ERGO izoqhubeka nokuhlinzeka ngama-learnership okuhlomisa abasebenzi ngamakhono adingekayo ukuthuthukisa ukugculisa kwemisebenzi yabo **IThebhula lama-21** ligqamisa izinhlelo zeziNyathelo ezizocutshungulwa yi-ERGO. Kuzocutshungulwa okulandelwayo lapho kuchitshiyelwa izinhlelo zama-learnership: Ithebhula lama-41: Uhlelo Lwezinyathelo Lwama-Learnership⁴²

- Ukuhlinzeka ngama-learnership bahaliswe yi-MQA ngokoMthetho Wezokuthuthukiswa Kwamakhono. Inkampani izongena ezivumelwaneni zama-learnership nabaFundi ngokweziGaba 16, 17 no-18;
- Ukwenza ukuthi Umfundi athathe imithwalo esemazingeni ephezulu emsebenzini futhi ngale ndlela, athuthukise amakhono obuhlakani, okusebenzisana nabantu kanye nowokuxhumana;
- Ukuhlinzeka Umfundi ngokuqeqeshwa okufanele endaweni yokusebenza; kanye
- Nokulawula ukufinyelela ezikhungweni zokufunda ezifanele nge-ERGO nabahlinzeki bokuqeqesha abazimele.

Ithebhula lama-41: Uhlelo Lwezinyathelo Lwama-Learnership⁴²

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Uhlola izidingo zamakhono angomuso abasebenzi kanye nabasebenzi abakhona abangafaneleka ukubhaliswa Ezinhlelweni Zama-learnership.	Umphathi Wezabasebenzi
Ukubonisana neKomidi Lezokuqeqesha ngoHlelo Lwama-learnership oluhlongozwayo.	Umphathi Wezabasebenzi
Ukuhlinzeka Abafundi ngethuba lokuqeqeshelwa emsebenzini.	Umphathi Wezabasebenzi
Ukuhlinzeka Abafundi ngezikhungo ezifanele nokuhlinzeka Abafundi ngokufundiswa abaqaphi ngokwanele.	Umphathi Wezabasebenzi
Ukuqhuba uhlelo lokuhlolela Abafundi emsebenzini nokuhlinzeka ngamarekhodi okufunda.	Umphathi Wezabasebenzi

2.7 Uhlelo Lokuthuthuka Emsebenzini - UMthethonqubo 4b (b)(ii)

2.7.1 Isingeniso

Uhlelo Lokuthuthuka Emsebenzini luhlose ukuveza indlela yokunyuka emsebenzini yabasebenzi, okuveza imizila engase ilandelwe ukuze umsebenzi asuke noma ashintshe esuka kwesinye isikhundla eya kwesinye ngaphakathi komkhakha ngamunye. Lokhu kuzofezeka ngokuchaza izindlela zokufaneleka, njengamakhono nesipiliyoni esidingekayo ngokwezigaba zemisebenzi ezinhlobonhlobo. Ngakho uHlelo lokuqeqesha nokuthuthuka emsebenzini lube seluba yindlela yokuthuthukisa amakhono abasebenzi okunyakela kwesinye isikhundla esisezingeni elifanayo noma kwelingaphezulu. Indlela yokuThuthuka Emsebenzini ingasetshenziswa nangesikhathi sokuhlunga nokuqasha, ukuqeqesha nokuthuthukisa kanye nokulawulwa kokuqashwa kwabasebenzi.

Impokophelo yokuhlela indlela yokuthuthuka emsebenzini wukuqinisekisa ukuthi abasebenzi abakhethiwe bayasimama bangene ezikhundleni zezobuchwepheshe nezokuphatha, okuhambisana nokudingekayo ngokukaSomqulu Wezokufukulwa Kwabantu Abanhlobonhlobo Kwezenhlalomnotho. Lokhu-ke kubiza imisebenzi elandelayo okumele yenziwe:

- Abasebenzi be-ERGO kudingeka basekelwe ngamakhono abazowafunda ezifundweni zesikhathi esifishane eziqondene nomsebenzi.

- Inqubo yokuhlelela ukuthuthuka emsebenzini kumele ivame ukubuyekizwa, futhi inqubekela phambili yayo kumele iqashwe minyaka yonke.

2.7.2 Izimpokophelo Zokuthuthuka Emsebenzini

Izimpokophelo zeminyaka emi-5 zokuthuthuka emsebenzini zibhalwe **kuThebhula lama-22**. Ithebhula lama-43: Izimpokophelo Zokuthuthuka Emsebenzini ze-ERGO44

2.7.3 Uhlelo Lwezinyathelo Zokuthuthuka Emsebenzini

I-ERGO izokhuthala ekukhuthazeni Ukuthuthuka Emsebenzini kanye namathuba okushiyelela izikhundla kwabasebenzi. I-ERGO izochibiyela uHlelo Lokuthuthuka Emsebenzini, njengoba kuvezwe ohlelweni lwezinyathelo **olukuThebhula lama-23**. Uhlelo Lokuthuthuka Emsebenzini luzoqaliswa ngendlela elandelayo: Ithebhula lama-45: Uhlelo Lwezinyathelo Lwezinyathelo Zokuthuthuka Emsebenzini46

- Kuzokwakhiwa izindlela zokuthuthuka emsebenzini;
- I-ERGO izoqhubeka nokuqalisa inqubomgomo. Inqubo kanye noHlelo Lokuthuthuka Emsebenzini, olwazisa isimo sokukhula komsebenzi, luqondene ngqo nomsebenzi kanye namazinga okuqashwa ahambisana nesimo, uhlelomumo lwezikhundla, abasebenzi, izidingo ngokwamakhono, kanye nezidingo Zezokuqasha Ngokulinganisa ze-ERGO;
- Uhlelo Lokuthuthuka Emsebenzini luzoqaliswa bese lusebenze esikhathini seminyaka emihlanu (5) futhi luzobe selucutshungulwa njalo eminyakeni emihlanu (5);
- Ukuthuthuka emsebenzini kumele kusetshenziselwe ukuthuthukisa ukugcineka kweNkampani, ukugculisa kwebhizinisi, ukuthuthuka kwabasebenzi, ukukhiqiza, ukwaneliseka kwabasebenzi kanye nozinzo lwabasebenzi;
- Uhlelo Lokuthuthukisa Amakhono luzoxhumana noHlelo Lokuthuthukisa Amakhono, Uhlelo Lwama-Learnership, Uhlelo Lwe-Internship kanye Nomfundaze, Uhlelo Lokucathulisa kanye noHlelo Lwezokuqasha Ngokulinganisa.
- Lokhu kumele kuhambisane ngokusondelene futhi kuxhumane nezidingo zamakhono ashodayo, amakhono aqondene nomsebenzi kanye nokuthuthukiswa/ukwenyuka kwabasebenzi e-ERGO;
- Kunezindlela ezimisiwe zabantu zokwenyuka kwabasebenzi besuka emazingeni abanamakhono azezingeni eliphansi kuya emazingeni amakhono aphezulu kanye namazinga okuphatha uma kungase kuvele amathuba omsebenzi futhi kube nezikhala zomsebenzi ezivelayo;
- Uhlelo Lokuthuthuka Emsebenzini luzoqinisekisa ukuthi iziqu zemfundo, izifiso, izidingo zokuthuthuka, kanye namathuba angase avelele abasebenzi ayaziswa ngokuqondana nezidingo namandla eMayini; futhi
- I-ERGO izohlolisa labo basebenzi ababonakala bengase babe namakhono, abadinga amanye amakhono ezikhundleni abakuzo, kanye nabasebenzi abadinga amakhono abhekiswe ekuThuthukeni Emsebenzini ukuze bagcwalise izikhala zangomuso.

Ithebhula lama-43: Izimpokophelo Zokuthuthuka Emsebenzini ze-ERGO44

Izinhlelo Zokuqeqesha ngaphakathi Kwezindlela Zokuthuthuka Emsebenzini	Ukuphawula	2023	2024	2025	2026	2027	Isamba
I-Advanced Generic Management Program	I-Junior Leadership	3	3	2	2	1	11
I-Management Development Program	I-MDP	2	2	2	1	1	8
I-Internship (Uhlelo Lokuthuthukisa Abafundi Abagagodile)	I-Internal Internship (Kusuka Kulabo Abanikwa Umfundaze Wangaphakathi)	1	1	1	1	2	6
Internship (Ukufundela Umsebenzi Emsebenzini)	Ukubambisana namakolishi e-FET	0	2	1	1	1	5
ISAMBA SESIHLINZEKELO SE-SLP		11	5	9	2	3	30

** UHlelo Lokuthuthuka Emsebenzini lususelwe ezidingweni zeNkampani. Lolu hlelo luzoshintsha ngokwezidingo zeNkampani.*

I-ERGO izosebenzisa uHlelo Lokuthuthuka Emsebenzini njengendlela eyisisekelo yokuhlomisa abasebenzi bayo nokuhlangabezana nezidingo zokuqasha zeNkampani.

Ithebula lama-45: Uhlelo Lwezinyathelo Lwezinhlelo Zokuthuthuka Emsebenzini46

ISINYATHELO	UMUNTU UMSEBENZI OBHEKELE
Uzovama ukuhlola umuntu ngamunye ukuze athole izimpendulo ngendlela asebenza ngayo futhi ahlonze izidingo zokuthuthuka.	Umphathi Wezabasebenzi
Uzokwakha izindlela zokuthuthuka ngokususela esidingweni somuntu ngamunye kanye nesidingo seMayini. Ukuxhumana nalaba basebenzi ukubaqondisa izindlela umsebenzi obheke kuzo.	Umphathi Wezabasebenzi
Uchaza futhi ashicilele izidingo eziyisisekelo zezikhala zomsebenzi.	Umphathi Wezabasebenzi
Uqinisekisa ukuthi abacathulisi baba nolwazi ngezifiso zezomsebenzi zomsebenzi ngamunye futhi bazi kabanzi ngemathuba okuthuthuka;	Umphathi Wezabasebenzi

2.8 Izinhlalo zamakhono Adlulisekayo

2.8.1 Isingeniso

I-ERGO izoqhubeka nokuhlinzeka ngamathuba eziNhlelo zokuqeqeshela amakhono ngesikhathi iMayini isasebenza. Kuzodinga kakhulu ukugxila emakhonweni adlulisekayo lapho kunamathuba okudilizwa kwabasebenzi, ukuncishiswa kwesibalo sabasebenzi kanye namathuba okuvalwa kwemayini. Inhloso yohlelo wukuhlomisa abasebenzi ngamanye amakhono abangawasebenzisa embonini yezimayini.

2.8.2 Izimpokophelo Zamakhono Adlulisekayo

Izimpokophelo zeminyaka emi-5 ezimiswe ukuqeqeshela amakhono adlulisekayo e-ERGO kubasebenzi abaqashwe ngqo kanye namalungu omphakathi abhalwe **kuThebhula lama-24 neThebhula lama-25**. Izifundo zokwengeza nazo zizocutshungulwa lapho kuvela izidingo. Ithebula lama-47: Ukuqeqeshela Amakhono Adlulisekayo: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)48 Ithebula lama-49: Ukuqeqeshela Amakhono Adlulisekayo: Abangaphandle - 18.2 (ERGO)50

2.8.3 Uhlelo Lwezinyathelo Zamakhono Adlulisekayo

Bheka ithebula **iThebhula lama-26** ithebula lama-51: Uhlelo Lwezinyathelo Lwamakhono Adlulisekayo52

Ithebhula lama-47: Ukuqeqeshela Amakhono Adlulisekayo: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)48

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokop helo	Ukuzibophe zela Ngokwezim ali	Impokop helo	Ukuzibophe zela Ngokwezim ali	Impokop helo	Ukuzibophe zela Ngokwezim ali	Impokop helo	Ukuzibophe zela Ngokwezim ali	Impokop helo	Ukuzibophe zela Ngokwezim ali	Impokop helo	Ukuzibophe zela Ngokwezim ali
I-PC Training	152	R760 000							100	R300 000	252	R1 060 000
Ilayisense Yokushayela	94	R329 000	94	R329 000	54	R133 281	10	R80 000	20	R100 000	272	R971 281
Ezamabhezini/ Amakhono Angasiwo Awokubuchwepheshe	22	R540 900	22	R540 900	28	R149 137	22	R540 900			94	R1 771 837
Okunye									30	R300 000	30	R300 000
ISAMBA SESIHLINZEKELO SE-SLP	268	R1 629 900	116	R869 900	82	R282 418	32	R620 900	150	R700 000	648	R4 103 118

Ithebhula lama-49: Ukuqeqeshela Amakhono Adlulisekayo: Abangaphandle - 18.2 (ERGO)50

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokoph elo	Ukuzibophez ela Ngokwezimal i	Impokoph elo	Ukuzibophez ela Ngokwezimal i	Impokoph elo	Ukuzibophez ela Ngokwezimal i	Impokoph elo	Ukuzibophez ela Ngokwezimal i	Impokoph elo	Ukuzibophez ela Ngokwezimal i	Impokoph elo	Ukuzibophez ela Ngokwezimal i
Okunye	10	R300 000	10	R300 000	10	R300 000	10	R300 000	10	R300 000	50	R1 500 000
ISAMBA SESIHLINZEKELO SE-SLP	10	R300 000	10	R300 000	10	R300 000	10	R300 000	10	R300 000	50	R1 500 000

Ithebhula lama-51: Uhlelo Lwezinyathelo Lwamakhono Adlulisekayo52

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Unquma ngamathuba ezomnotho afanele/imikhakha engaphandle kwemayini, ngokubonisana nababambiqhaza abafanele futhi abuyekeze uHlelo Lwezokuthuthuka Oludidiyele lukamasipala	Umphathi Wezabasebenzi
Uqhuba ucwaningo lokunquma ukuthi ngamaphi amakhono adlulisekayo adingwa kakhulu abasebenzi beMayini	Umphathi Wezabasebenzi
Udidiyela uHlelo olunzulu lokuqeqeshela amakhono adlulisekayo	Umphathi Wezabasebenzi
Uhlola futhi aqashe Abahlinzekimisebenzi bezokuqeqesha abafanelekile ngokwesidingo	Umphathi Wezabasebenzi

2.9 Izikhala zomsebenzi okunzima ukuzigcwalisa

Izikhala okunzima ukuzigcwalisa zimele izikhala ezigcwalisiwe njengamanje kanye nezikhala ezingagcwalisiwe okunzima ukuzivala ngenxa yokunganelisi kwamakhono adingekayo aqondene nawo. Lokhu kungamela izinselele zangomuso ze-ERGO ukuze ikwazi ukuhlala ilandela imigomo yezibopho Zokuqasha Ngokulinganisa njengoba kumiswe kuSomqulu Wezezimayini.

Ithebhula lama-53: Izikhala Zomsebenzi okunzima ukuzigcwalisa ngokweSithasiselo II semithethonqubo ye-MPRDA54

Amazinga Lomsebenzi	Igama Lesikhundla esinesikhala	Isizathungqangi sokwahluleka ukuvala isikhala
Abaphathi Abengamele	Lutho	Lutho
Abaphathi Abakhulu	Lutho	Lutho
Abasebenzi abenza imisebenzi yezamakhono obuchwepheshe kanye nabaneziqu zasezikhungweni zemfundo ephakeme, abaphathi abancane, abaqaphi	Lutho	Lutho
Abanamakhono amaphakathi kanye nokuthatha izinqumo ngokwezinqumo ezithathwa ngokwamandla	Lutho	Lutho
Abangenamakhono kanye nokuthatha izinqumo okubaluliwe	Lutho	Lutho

2.10 UHlelo Lokucathulisa Emsebenzini - UMthethonqubo 46 (b) (iii)

2.10.1 Isingeniso

Ukucathulisa kuyinqubo esemqoka kanye nethuluzi lokusekela ukuthuthukiswa kwabantu, Ukuqasha Ngokulinganisa, ukuhlela kwe-HRD, kanye nokuphathwa kwenziwa kwemisebenzi. Kuwubudlelwano obumiswe ngokugcwele phakathi kukamcathulisi nomcathuliswa futhi kusungulelwe ukusimamisa umcathuliswa emsebenzini ngokwakha amakhono nolwazi. Le yinqubo eqhubekayo futhi iqinisekisa ukuthi amathuba okuphumelela kamcathuliswa ayavuleka, okuhlomulisa bonke abantu, kubalwa nemayini.

Ukucathulisa kwangaphakathi kusho ukucathuliswa "kwangaphakathi emsebenzini" lapho abasebenzi abasezingeni eliphansi bebhanguqwa nabasebenzi abasezingeni eliphezulu ukuze babadlulisele amakhono.

Ukucathulisa kwangaphandle kusho ukuqeqesha okuvela ngaphandle kwezinkampani ze-BEE ezinentshisekelo kwezokuvukuza.

UHlelo Lokucathulisa lwe-ERGO luzoletha indlela yokungenelela ehlelisisiwe nengeyongoti yokulawula uhlelo olukhulu lokusekela abasebenzi nokuThuthukiswa Kwamakhono ngaphakathi Kwemisebenzi. Njengamanje i-ERGO inohlelo lokucathulisa olumisiwe olugxila ekudluliseni amakhono enkampani.

2.10.2 Izimpokophelo Zokucathulisa

- UHlelo Lokucathulisa lugxila ekucathuliseni abasebenzi abahlonziwe ukuze baqhubekele ezikhundleni ezibaluliwe uma kwenzeka zivela noma ukuqinisekisa ukufaneleka ekhonweni elibaluliwe;
- UHlelo Lokucathulisa luxhunyaniswa nokuQeqeshela Amakhono, ama-Learnership, Ukuthuthuka Emsebenzini, ama-Internship, kanye Nokuqasha Ngokulinganisa:
- UHlelo Lokucathulisa lususelwa ezifisweni zabasebenzi kanye nezidingo zebhizinisi zenkampani.

Ithebhula lama-55: Izimpokophelo Zokucathulisa Emsebenzini ze-ERGO56

Ithebhula lama-55: Izimpokophelo Zokucathulisa Emsebenzini ze-ERGO56

Izigaba Zabasebenzi	2023	2024	2025	2 026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Ezokuqoqwa kwensimbi	3	4	4	2	2	15
Ubunjiniyela	4	5	4	3	3	19
Ezezimali, Ezabasebenzi, Ezemvelo	9	3	5	4	4	25
ISAMBA SESIHLINZEKELO SE-SLP	16	28	5	5	5	59

*Uhlelo lokucathulisa lwe-ERGO lugxila ekuthuthukiseni umuntu ngamunye ukuze asimamele emazingeni aphezulu. Laba bantu nokho bahlala ohlelweni zize zivele lezo zikhala.

2.10.3 Uhlelo Lwezinyathelo Zokucathulisa

I-ERGO ikhuthaza amakhuba okucathulisa phakathi kwabasebenzi phakathi kwabasebenzi angangaqashwa kwezinye izikhundla enkampanini.

- Uhlelo Lokucathulisa lugxila ekucathuliseni nasekuqeqesheni abasebenzi ukuze balungele izikhundla zezobuchwepheshe. Lokhu kuzohambisana namakhono kanye nezidingo Zezokuqasha Ngokulinganisa ze-ERGO.
- Uhlelo Lokuthuthukisa Amakhono luxhumene noHlelo Lokuthuthukisa Amakhono, Uhlelo Lwama-Learnership, Uhlelo Lokuthuthuka Emsebenzini, Uhlelo Lwe-Internship kanye Nomfundaze, kanye noHlelo Lwezokuqasha Ngokulinganisa.
- Uhlelo lwezinyathelo lokuqaliswa koHlelo lokucathulisa luhlinzekwe **kuThebhula lama-29** futhi luzobuyekwezwa minyaka yonke. Ithebhula lama-57: Uhlelo Lwezinyathelo Zokucathulisa Emsebenzini58
- Maqondana nokucathuliswa kwabasebenzi kwangaphakathi, i-ERGO iqalise izindlela ezilandelayo:
 - Ukusungula izinhlelo zokuqalisa ukucathulisa ngaphakathi e-ERGO;
 - Ukuhlonza abacathulisi / abacathuliswa;
 - Ukuqondanisa abacathulisi nabacathuliswa abafanele;
 - Ukumisa imigomo yobudlelwano kanye nezinhlelo zeziNhlelo zokufunda; kanye
 - Nokuqalisa kanye nokuqapha inqubekelaphambili yabacathuliswa kanye nokuyicubungula.
- Uhlelo lokucathulisa luqaliswe ngezinyathelo ezilandelayo:
 - Ukudlulisa amakhono ukuhlonza abasebenzi;
 - Ukucathulisa nokuqeqesha abasebenzi maqondana namathuba ama-learnership;
 - Ukuqinisekisa ukuthi abacathulisi bahlonyiswe ngokwanele ngeqhaza labo;
 - Ukuqinisekisa ukuthi abacathuliswa baqondaniswa nabacathulisi abafanele ngokwezimo zabantu njl.; kanye
 - Nokuhlinzeka ngoHlelo lokuthuthukisa lomuntu ngamunye olusheshayo lwalabo basebenzi abahlonzwe ngokuthi babukeka bengase babe namakhono kanye nezifiso.

Ithebhula lama-57: Uhlelo Lwezinyathelo Zokucathulisa Emsebenzini58

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukuqhubeka nokuqalisa uhlelo Lokucathulisa unyaka nonyaka ngokwezivumelwano zomcathulisi/nomcathuliswa	Umphathi Wezabasebenzi
Minyaka yonke ubuyekeza abasebenzi abangakhethwa ngokwamakhono baleso sikhathi bese aqondanise umcathulisi nomsebenzi omusha	Umphathi Wezabasebenzi
Ukuhlonza abantu abangase babe abacathulisi futhi bahlelelwe ukuqeqesha okubafanele	Umphathi Wezabasebenzi
Ukuhlola kwaminyaka yonke kanye nokubuyekezwa koHlelo lokuqalisa.	Umphathi Wezabasebenzi

2.11 UHlelo lwe-internship noMfundaze - UMthethonqubo 46 (b) (iv)

2.11.1 Isingeniso

I-ERGO iyasazi isidingo sokungagcini ngokusiza abasebenzi bayo ngamathuba okuthuthuka, kodwa nalawo malungu omphakathi wasendaweni ukuze akwazi ukuthola imfundo ephakeme (imifundaze) kanye nesipiliyoni somsebenzi (ama-internship). Uhlelo lomfundaze nama-internship luzisa ukuthuthukisa umuntu ngamunye, okube sekuhlinzeka umsebenzi ngamakhono adingekayo. Ngaphandle kweziqu eziqondene nebhizinisi, iMayini iyazazi nezidingo zokuthuthukisa abantu abaneziqu kweminye imikhakha yomnotho, omaphakathi yabo ithintekile ngenxa yemayini.

I-ERGO izoqhubeka nokuqalisa uHlelo lwama-internship nemifundaze, evele ngokuguquka kwezikhala ezinhlobonhlobo, zamakhono amaphakathi namanye amakhono eMayini. I-ERGO inemalimboleko yokufunda ebhalwe yachazwa ngokugcwele kanye nohlelo lokusiza lwabasebenzi ukuze bakwazi ukuqhubeka emikhakheni yobungoti abakuyo njengamanje; ezokuqoqwa kwensimbi (i-metallurgy), ezobunjiniyela, ezabasebenzi, ezezimali, imisebenzi yezobuchwepheshe kanye nezemvelo kanye nokwakha amathuba angomuso ukuze bakwazi ukwazi ngeminye imikhakha esesikhungweni. Indlela ye-ERGO yemifundaze ingabokala njengenqubomgomo yemifundaze yenkampani.

2.11.2 Izimpokophelo Zemifundaze nama-Internship

Ithebhula lama-59: Izimpokophelo Zomfundaze: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)60kuya **kuThebhula lama-34** lihlinzeka ngezimpokophelo zomfundaze nama-internship konyaka wezi-2023 - 2027. UHlelo lwe-Internship Nomfundaze luzoxhunyaniswa noHlelo Lokuqasha Ngokulinganisa.Ithebhula lama-67: Izimpokophelo Zama-Internship: Abasebenzi Abangaqashiwe Ngqo 18.1 (Osonkontileka Abasemqoka #2)68

2.11.3 Uhlelo lwezinyathelo ezizothathwa

Imifundaze yangomuso izoklonyeliswa ngokweziqu zobungoti ezidingekayo ebhizinisini. Isibalo samathuba ahlinzekwayo sizoncika esimweni sezimali nasesidingweni sokuqasha seNkampani. I-Internship izonikwa

abafundi abaqede izifundo zabo ezikhungweni zemfundo ephakeme. Lokhu kusebenza kubanikazi bemifundaze kanye nalabo abangayitholanga imifundaze ye-ERGO.

I-ERGO izoqalisa izinyathelo ezingokweqhingaswe ezilandelayo maqondana nama-internship nemifundaze:

- Ukuvumela abantu ukuba basebenze befunda ebantwini abanamakhono eMayinini;
- Ukuthuthukisa ukusheshiswa kokutholakala ngokulinganayo kwamathuba emifundaze nama-internship;
- Ukufaka umamukeli we-internship nowomfundaze njengelungu elisebenza eNkampanini uma kwenzeka kuvela amathuba omsebenzi afanele;
- Ukuhlinzeka abaqaphi bama-internship nemifundaze ukuze basebenze njengothisha futhi baqaphe uHlelo;
- Ukubandakanya ama-intern emisebenzini enhlobonhlobo nokwenza ukuthi bahlangabezane nezinselele ezibanzi ezinhlobonhlobo emsebenzini;
- Ukuhlinzeka ngokucubungula okuqhubekayo kwe-internship nomfundaze ngamunye;
- Ukuqondanisa ama-intern nabanemifundaze kunethiwekhi yongoti embonini;
- Ukuhlinzeka ngohlelo lomfundaze lokuhlinzekela Abafundi abafisa ukufunda izifundo ezisezingeni le-undergraduate noma ele-postgraduate emikhakheni ehambisana nezimayini;
- Ukukhangisa ngamathuba ama-internship nemifundaze ngokufanele ngaphakathi e-ERGO, kanye nohlelo lokukhetha oludingekayo kwawo;
- Ukuhlonza Abafundi abakhethiwe ezingeni langaphambi kwemfundo ephakeme ukuze kufukamelwe amakhono kusasekuqaleni. Abafundi bazohlinzekwa ngemifundaze efanele izidingo zamanje nezangomuso zezimakethe zasemkhakheni wezokuvukuza kanye neNkampani; kanye
- Nokuhlinzeka ngemifundaze ekhokha izindleko zokubhalisa, ukufunda, indawo yokuhlala, kanye nempahla yokufunda.
- Lolu hlelo luzokwakhelwa isikhathi seminyaka emihlanu (5) futhi luzobuyezwa ekupheleni kwesikhathi ngasinye. Uhlelo lwezinyathelo lwakhelwe ukulandela uHlelo lwama-Internship neMifundaze, njengoba kuvezwe **kuThebhula lama-35**. Ithebhula lama-69: Uhlelo Lwezinyathelo Zama-Internship Nemifundaze70

Ithebhula lama-59: Izimpokophelo Zomfundaze: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)60

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali
Okunye	9		R433 902	11		R331 051	1		R100 000	2		R200 000	2		R200 000	25	0	R1 264 953
ISAMBA SESIHLINZEKELO SE-SLP	9		R433 902	11		R331 051	1		R100 000	1		R200 000	1		R200 000	25		R1 264 953

Ithebhula lama-61: Izimpokophelo Zomfundaze: Abangaphandle - 18.2 (ERGO)62

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali
Okunye	3		R307 173	3	3	R331 940		6	R350 000		6	R400 000		3	R280 000	6	18	R1 669 113
ISAMBA SESIHLINZEKELO SE-SLP	3		R307 173	6		R331 940	6		R350 000	6		R400 000	3		R280 000	24		R1 669 113

Ithebhula lama-63: Izimpokophelo Zomfundaze: Abasebenzi Abangaqashiwe Ngqo 18.1 (Osonkontileka Abasemqoka #2)64

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali	Oku sha	Kuyaqh ubeka	Ukuzibop hezela Ngokwezi mali
Study Assistance	11		R262 130	2		R50 300	2		R67 800	2		R74 580	2		R82 038	19		R536 848
ISAMBA SESIHLINZEKELO SE-SLP	11		R262 130	2		R50 300	2		R67 800	2		R74 580	2		R82 038	19		R536 848

Ithebula lama-65: Izimpokophelo Zama-Internship: Abangaphandle - 18.2 (ERGO)66

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okus sha	Kuyaq hubek a	Ukuzibophez ela Ngokwezimal i	Okus ha	Kuya qhube ka	Ukuzibophez ela Ngokwezimali	Okus ha	Kuya qhube ka	Ukuzibophez ela Ngokwezimali	Okus ha	Kuya qhube ka	Ukuzibophez ela Ngokwezimali	Okus ha	Kuya qhube ka	Ukuzibophez ela Ngokwezimali	Okus ha	Kuya qhube ka	Ukuzibophez ela Ngokwezimali
Okunye	5		R2 065 443		5	R1 353 000	3		R900 000	2	3	R1 500 000	2		R600 000	12	8	R6 418 443
ISAMBA SESIHLINZEKELO SE- SLP	5		R2 065 443	5		R1 353 000	3		R900 000	5		R1 500 000	2		R600 000	20		R6 418 443

Ithebula lama-67: Izimpokophelo Zama-Internship: Abasebenzi Abangaqashiwe Ngqo 18.1 (Osonkontileka Abasemqoka #2)68

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okus sha	Kuyaq hubek a	Ukuzibop hezela Ngokwezi mali	Okus sha	Kuyaq hubek a	Ukuzibop hezela Ngokwezi mali	Okus sha	Kuyaq hubek a	Ukuzibop hezela Ngokwezi mali	Okus sha	Kuyaq hubek a	Ukuzibop hezela Ngokwezi mali	Okus sha	Kuyaq hubek a	Ukuzibop hezela Ngokwezi mali	Okus sha	Kuyaq hubek a	Ukuzibop hezela Ngokwezi mali
UHlelo Lwabafundi Abagagodile	3		R496 000	2		R216 000	3		R156 600	3		R172 260	3		R189 486	14	0	R1 230 346
ISAMBA SESIHLINZEKELO SE-SLP	3		R496 000	2		R216 000	3		R156 600	3		R172 260	3		R189 486	14		R1 230 346

Ithebula lama-69: Uhlelo Lwezinyathelo Zama-Internship Nemifundaze70

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukunquma ngezidingo zebhizinisi ngokwezidingo ze-internship nomfundaze okuqondene nengomuso.	Umphathi Wezabasebenzi
Ukuthuthukisa uHlelo lokuqalisa lwama-intership nemifundaze.	Umphathi Wezabasebenzi
Ukuthuthukisa nokuqalisa uHlelo lokwazisa abasebenzi nemiphakathi yasendaweni ngamathuba ama-internship nemifundaze e-ERGO.	Umphathi Wezabasebenzi
Ukuhlola kwaminyaka yonke kanye nokubuyekwezwa koHlelo lokuqalisa	Umphathi Wezabasebenzi

2.12 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izimpokophelo

Ithebhula lama-71: Izimpokophelo Zokubalwa Kwabasebenzi Bebonke Ngokwe-HRD (2023 - 2027)72

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka
Izimpokophelo ze-AET: Abasebenzi Abaqashwe Ngqo - 18.1 (ERGO)	1		1		1		1		1		5	
I-AET: Abasebenzi Abangaqashiwe Ngqo oSonkontileka Abasemqoka #2	11		11		11		11		11		55	
Amakhono Ebhizinisi Asemqoka - 18.1 (ERGO)	126		336		231		56		56		805	
Amakhono Ebhizinisi Asemqoka: Abasebenzi Abangaqashiwe Ngqo oSonkontileka Abasemqoka #1	5		104		45		68		43		265	
Amakhono Ebhizinisi Asemqoka: Abasebenzi Abangaqashiwe Ngqo oSonkontileka Abasemqoka #2	4 727		92		51		51		51		4972	
Izimpokophelo Zomfundaze: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)	9		11		1		2		2		25	
Izimpokophelo Zomfundaze: Abasebenzi Abangaqashiwe Ngqo 18.1 (Osonkontileka Abasemqoka #2)	11		2		2		2		2		19	
Izimpokophelo Zomfundaze: Abangaphandle - 18.2 (ERGO)	3		3	3		6		6		3	6	18
Ama-Learnership: Abasebenzi Abaqashwe Ngqo - 18.1 (ERGO)	1		3	1	6	4		10		9	10	24
Ama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #1)	27		11		17		7		7		69	
Ama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #2)			99		99		99		99		396	
Ama-Learnership: Abangaphandle - 18.2 (ERGO)	107		64	107	8	95	0	85	13	38	191	326
Ama-Internship: Abasebenzi Abaqashwe Ngqo - 18.1 (ERGO)	5			5	3		2	3	2		12	8
Ama-internship: Abasebenzi Abangaqashiwe Ngqo oSonkontileka Abasemqoka #2	3		2		3		3		3		14	
Ukuqeqeshela Amakhono Adlulisekayo: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)	268		116		82		32		150		648	
Ukuqeqeshela Amakhono Adlulisekayo: Abangaphandle - 18.2 (ERGO)	10		10		10		10		10		50	
Ukucathuliswa emsebenzini	16		28		5		5		5		59	
Uhlelo Lokuthuthuka Emsebenzini	6		8		6		5		5		30	
ISAMBA	5 336	0	901	116	581	105	354	104	460	50	7 631	376
Isamba Esihlanganisiwe	5 336		1 017		686		458		510		8 007	

2.13 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izinhlinzeko Zezezimali

Ithebhula lama-73: Izinhlinzeko Zezimali ze-HRD Zizonke (2023 - 2027)⁷⁴

Izinhlelo	2023	2024	2025	2026	2027	Isamba
Izimpokophelo ze-AET: Abasebenzi Abaqashwe Ngqo - 18.1 (ERGO)	R32 070	R32 070	R32 070	R32 070	R32 070	R160 350
I-AET: Abasebenzi Abangaqashiwe Ngqo oSonkontileka Abasemqoka #2	R94 875	R94 875	R104 994	R115 493	R127 043	R537 280
Amakhono Ebhizinisi Asemqoka - 18.1 (ERGO)	R296 831	R1 461 084	R1 950 000	R500 000	R550 000	R4 757 915
Amakhono Ebhizinisi Asemqoka: Abasebenzi Abangaqashiwe Ngqo (oSonkontileka Abasemqoka #1)	R1 750	R36 018	R24 800	R34 750	R22 900	R120 218
Amakhono Ebhizinisi Asemqoka: Abasebenzi Abangaqashiwe Ngqo (oSonkontileka Abasemqoka #2)	R393 590	R155 600	R91 800	R100 980	R111 078	R853 048
Izimpokophelo Zomfundaze: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)	R433 902	R331 051	R100 000	R200 000	R200 000	R1 264 953
Izimpokophelo Zomfundaze: Abangaphandle - 18.2 (ERGO)	R262 130	R50 300	R67 800	R74 580	R82 038	R536 848
Izimpokophelo Zomfundaze: Abasebenzi Abangaqashiwe Ngqo 18.1 (Osonkontileka Abasemqoka #2)	R307 173	R331 940	R350 000	R400 000	280 000	R1 669 113
Izibopho Zama-Learnership: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)	R68 452	R112 713	R100 000	R100 000	100 000	R481 165
Izibopho Zama-Learnership: Abangaphandle - 18.2 (ERGO)	R1 620 000	R660 000	R1 020 000	R420 000	R420 000	R4 140 000
Izibopho Zama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #1)	R0	R150 700	R165 770	R182 347	200 582	R699 399
Izibopho Zama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #2)	R5 140 349	R8 195 779	R4 935 945	R4 088 076	R2 452 846	R24 812 995
Ama-Internship: Abasebenzi Abaqashwe Ngqo - 18.1 (ERGO)	R2 065 443	R1 353 000	R900 000	R1 500 000	R600 000	R6 418 443
Ama-internship: Abasebenzi Abangaqashiwe Ngqo oSonkontileka Abasemqoka #2	R496 000	R216 000	R156 600	R172 260	R189 486	R1 230 346
Ukuqeqeshela Amakhono Adlulisekayo: Abasebenzi Abaqashwe Ngqo 18.1 (ERGO)	R1 629 900	R869 900	R282 418	R620 900	R700 000	R4 103 118
Ukuqeqeshela Amakhono Adlulisekayo: Abangaphandle - 18.2 (ERGO)	R300 000	R300 000	R300 000	R300 000	R300 000	R1 500 000
ISAMBA SESIHLINZEKELO SE-SLP	R13 142 464	R14 351 030	R10 582 197	R8 841 457	R6 368 042	R53 285 190

2.14 Uhlelo Lokulinganisa Kwezemisebenzi - UMthethonqubo 46 (b) (v)

2.14.1 Isingeniso

Yonke imisebenzi ye-Ergo Mining ihambisana ngokugcwele nemigomo kaSomqulu Wezezimayini futhi iphokophela ekufezeni okungaphezu kwezidingo eziyisisekelo. Inkampani ikholwa wukuthi Ukuqasha Ngokulinganisa kuyingxenye ebaluleke kakhulu ekwakheni abasebenzi abasebenza ngempumelelo ukuqinisekisa ukulingana phakathi kwabasebenzi bayo. Kuzoba nezinhlelo eziqondiswe ekhlonzeni lawo ma-HDP anethalente kanye nokusheshisa izinhlelo zokuqeqesha nezokuthuthukisa ukubasiza ngenqubekela phambili.

2.14.2 Isisekelo Sokuqasha Ngokulinganisa

Njengamanje i-Ergo Mining ibika ngendlela ehlanganisayo, ebandakanya imisebenzi enhlobonhlobo. Uguquko lwangaphakathi kwe-DRD Gold lulawulwa uMthethosisekelo waseNingizimu Afrika kanye ne-MPRDA, ekhuthaza ukulingana nokungachemi, isithunzi, ukuvuleleka kanye nesibopho sokuphendula. Okubaluleke kakhulu, uMthethosisekelo awugcini ngokuchaza ukulinganisa ngokumiswe ngokugcwele, kodwa uvumela nokuqaliswa kwezinyathelo zokubeka ababephucwe amathuba phambili.

Kubikwa ngenqubekela phambili kwezokuQasha Ngokulinganisa minyaka yonke kuMnyango Wezabasebenzi (i-DoL) futhi uHlelo Lokuqasha Ngokulinganisa luzoqhubeka nokubhalwa ngokwezidingo zoMthetho Wokuqasha Ngokulinganisa futhi uzoshicilelwa futhi kuthunyelwe ku-DoL minyaka yonke. Impokophelo yalolu Hlelo ukuqinisekisa ukugcinwa kokulinganisa kuyo yonke imisebenzi yalo kanye nokwakha amaqhingasuka okukhuthaza izinyathelo zokubeka phambili ababephucwe amathuba phambili phakathi kwamaqembu ahlukahlukene.

Izibalo Zokuqasha Ngokulinganisa zabasebenzi abaqashwe ngokugcwele e-ERGO zigcinwe **kuFomu S kuThebhula lama-38 neThebhula lama-40** ziveza amaphesenti amanje ama-HDP kanye nama-HDP abesifazane ezingeni lamaQembu. Ithebhula lama-75: Izibalo ngokweFomu S le-ERGO Lokuqasha Ngokulinganisa e-ERGO kusukela ngomhla zingama-31 Disemba 2022. Ithebhula lama-79: Izimpokophelo Zokuqasha Ngokulinganisa e-ERGO zesikhathi se-SLP yeminyaka emi-580

UHlelo lwe-EE lwe-Ergo Mining liyaqhubeka futhi luzoqhubeka ukwenza okulandelayo:

- Ukufeza izimpokophelo ze-EE njengoba zimiswe kuSomqulu Wesezimayini wezi-2018.
- Ukusebenzisa izinhlelo ze-HRD ngendlela ehambisana nezimpokophelo ukuqinisekisa ukumelwa okukhulu kwama-HDP, abesifazane, abasha, abantu abaphila nokukhubazeka kuwo wonke amazinga esikhungo.
- Ukuqinisekisa izinqubo ezilinganisayo nezingacwasi kwezamalungelo nesithunzi sabo bonke abasebenzi noma ngabe bangaboluphi uhlanga, ubulili kanye nokuphila nokukhubazeka.
- Ukuhlonza nokususa izinqubo ezingase zicwase; kanye
- Nokuqinisekisa ukuthi abasebenzi kuwo wonke amazinga baneziqu ezibafanele noma banamathuba okuhlangabezana nezidingo ezikhethekile zomsebenzi;
- Ukuqinisekisa ukuthi kuphokophelwa kubantu besifazane ukuze bathole ama-learnership, imifundaze, ukuthuthuka emsebenzini futhi ikakhulukazi ngesikhathi senqubo yokuqasha, abantu besifazane bazobhekwa yi-ERGO.

Ithebhula lama-75: Izibalo ngokweFomu S le-ERGO Lokuqasha Ngokulinganisa e-ERGO kusukela ngomhla zingama-31 Disemba 202276 ngezansi liveza ukuthi i-ERGO izozithuthukisa kanjani izibalo zamanje ze-EE eminyakeni emihlanu ezayo.

Ithebhula lama-75: Izibalo ngokweFomu S le-ERGO Lokuqasha Ngokulinganisa e-ERGO kusukela ngomhla zingama-31 Disemba 202276

Amazinga	Abesifazane				Abesilisa				Ongowakwelinye Ilizwe		Isamb a Sison ke	% Lesam ba se- HDP	% Labesifaz ane
	Abampis holo	Amakhal adi	AmaNd iya	Abelun gu	Abampis holo	Amakhal adi	AmaNd iya	Abelun gu	Abesili sa	Abesifaz ane			
Ibhodi											0	0%	0%
Abaphathi Abengamele (Paterson F)					1			1			2	50%	0%
Abaphathi Abakhulu (Paterson E)				1				2			3	33%	33%
Abaphathi Abamaphakathi (Paterson D)	2			3	9	1	2	16			33	52%	15%
Abaphathi Abancane (Paterson C)											0	0%	0%
Abanamakhono Ezobuchwepheshe/ abaneziqu (Paterson C)	22	6		8	91	6	4	30	8		175	78%	21%
Abanamakhono Amaphakathi (Paterson B)	28		2	1	119	1	1	6			158	96%	20%
Abangenamakhono (Paterson A)	54	1			101	1		5	2		164	96%	34%
Isamba Sisonke											535	58%	17%
Amakhono Asemqoka Nabalulekile	92	1	0	1	298	7	3	54	10		466	86%	20%
Ukusekela	14	6	2	12	23	2	4	6			69	91%	49%
Isamba Sisonke											535	89%	35%
Abaphila Nokukhubazeka				1	3			2			535	1%	0%

Ithebhula lama-77: Osonkontileka Abasemqoka #1 Izibalo ngokweFomu S le-ERGO Lokuqasha Ngokulinganisa kusukela ngomhla zingama-31 Disemba 202278

Amazinga	Abesifazane				Abesilisa				Ongowakwelinye Ilizwe		Isamba Sisonke	% Lesamba se-HDP	% Labesifazane
	Abampis holo	Amakhaladi	AmaNd iya	Abelungu	Abampis holo	Amakhaladi	AmaNd iya	Abelungu	Abesilisa	Abesifazane			
Ibhodi											0	0%	0%
Abaphathi Abengamele (Paterson F)											0	0%	0%
Abaphathi Abakhulu (Paterson E)								1			1	0%	0%
Abaphathi Abamaphakathi (Paterson D)					1			2			3	33%	0%
Abaphathi Abancane (Paterson C)											0	0%	0%
Abanamakhono Ezobuchwepheshe/ abaneziqu (Paterson C)								1			1	0%	0%
Abanamakhono Amaphakathi (Paterson B)	5	1			34	1	1				42	100%	14%
Abangenamakhono (Paterson A)					1						1	100%	0%
Isamba Sisonke											48	29%	2%
Amakhono Asemqoka Nabalulekile											0	0%	0%
Ukusekela											0	0%	0%
Isamba Sisonke											0	0%	0%
Abaphila Nokukhubazeka											48	0%	0%

2.14.3 Izimpokophelo Zokuqasha Ngokulinganisa

Ithebhula lama-79: Izimpokophelo Zokuqasha Ngokulinganisa e-ERGO zesikhathi se-SLP yeminyaka emi-580

Amazinga	2023		2024		2025		2026		2027	
	Impokop helo ye-HDP	Impokop helo Yabesifa zane	Impokop helo ye-HDP	Impokop helo Yabesifa zane	Impokop helo ye-HDP	Impokop helo Yabesifa zane	Impokop helo ye-HDP	Impokop helo Yabesifa zane	Impokop helo ye-HDP	Impokop helo Yabesifa zane
Ibhodi										
Abaphathi Abengamel e										
Abaphathi Abakhulu	50%	25%	50%	25%	50%	25%	50%	25%	50%	25%
Abaphathi Abamaphakathi	60%	25%	60%	25%	60%	25%	60%	25%	60%	25%
Abaphathi Abancane	80%	30%	80%	30%	80%	30%	80%	30%	80%	30%
Amakhono Asemqoka Nabalulekile	60%	10%	60%	10%	60%	10%	60%	10%	60%	10%
Abaphila Noku khubazeka	1.5%		1.5%		1.5%		1.5%		1.5%	

2.14.4 Uhlelo Lwesinyathelo Sezokulinganisa Kwezemisebenzi

I-ERGO izoqhubeka nokugcina izimpokophelo ze-EE ezingeni elingengaphansi kwalelo elimiswe uSomqulu Wezezimayini omisiwe noma kunini.

Ithebhula lama-81: UHlelo Lwezinyathelo Lweqhagasu Lokuqaliswa kwe-EE e-ERGO82

Isinyathelo	Obhekele Umsebenzi
Ukwakha uHlelo lwe-EE nokubika ngenqubekela phambili ekufezeni izibopho soMnyango Wezengcebo Evukuzwayo (i-DMPR)	Umphathi Wezabasebenzi
Ukudlulisa imininingwane yoMbiko we-EE weMayini kubo bonke abasebenzi baseMayini. Kuzoba khona nombiko ozonikwa abasebenzi ukuze bawukopishe futhi babonise ngawo.	Umphathi Wezabasebenzi
Uqinisekisa ukusekelwa okubonakalayo kanye nokuzibophezela kwabaphathi enqubweni ye-EE.	Umphathi Wezabasebenzi
Ukwakha izinqubo zokusheshisa zama-HDP.	Umphathi Wezabasebenzi
Waba abacathulisi ababaluliwe kanye nabaqeqeshi anike bonke abantu abaku-HDP ababonisa amathuba nezifiso zezikhundla zokuphatha.	Umphathi Wezabasebenzi

2.14.4.1 Ukubamba iqhaza Kwabantu Ababephucwe Amathuba Ngokwasemlandweni Wezwe

Okulandelayo kubalulekile kuma-HDP abamba iqhaza:

- I-ERGO izoqhubeka nokuphokophela ekuqinisekiseni ukuthi izimpokophelo ezimiswe kuSomqulu Wezezimayini ngesikhathi nesikhathi, ezingeni ngalinye lokuphatha wakhiwe ngama-HDP. Nokho,

Inkampani izozithuthukisela abasebenzi bayo ukuthi bagcwalise lezi zikhala laphi kungenzeka. Ukuze kufezwe lokhu Inkampani izolandela okulandelayo:

- i. Ukukhetha, ukuqeqesha nokuhlomisa abalindele amathuba emazingeni aphansi ngaphakathi esikhungweni ukuze baqhubekela phambili, lapho kungenzeka, bangene ezikhundleni ezingase ziqhamuke. Lokhu kuzoba ngokokuqala okukhethwayo;
 - ii. Ukuqasha abangafaneleka wumsebenzi bangaphandle kweNkampani, kube wumzamo wokugcina, emuva kokuba yonke imizamo seyenziwe i-ERGO ukuze kuqaliswe isinyathelo esingenhla kwangaphumeleleka.
- Le ndlela izodala ukuthi kube nokuhlonyuliswa kwabantu "ngokweqiniso" futhi kube negalelo kuguquko embonini yezokuvukuza "kunokudla amandla" obekungase kwenzeke.
 - I-ERGO izoqalisa isinyathelo esilandelayo esisohlelweni **kuThebhula lama-42** ukwakha amathuba okubamba iqhaza kwama-HDP emazingeni okuphatha, okuzobuyezwa minyaka yonke. Ithebhula lama-83: Ukubamba iqhaza kwama-HDP oHlelweni Lwezinyathelo Zokuphatha84

Ithebhula lama-83: Ukubamba iqhaza kwama-HDP oHlelweni Lwezinyathelo Zokuphatha84

Isinyathelo	Obhekele Umsebenzi
Ukunquma ngezidingo zokuQasha Ngokulinganisa kanye nokuklama izikhundla zezokuphatha ngokwezidingo ze-MPRDA.	Umphathi Wezabasebenzi
Ukuhlola Abasebenzi Abangase Bafaneleke Izikhundla ngaphakathi e-ERGO kubasebenzi abangase babe ngabathola ithuba ku-HDP okungagcwalisa izikhundla eziphezulu uma kwenzeka kuvela izikhala (ngokokufaneleka nokunikela, kuhambisana neziNhlelo Zokuthuthuka Emsebenzini kanye Nokuthuthukiswa Kwamakhono).	Umphathi Wezabasebenzi
Uqalisa uhlelo lokuhlelela ukukhula emsebenzini ngokwezimiso kwabasebenzi be-ERGO.	Umphathi Wezabasebenzi

I-Ergo Mining izoqalisa izindlela ezilandelayo ukukhuthaza ukubamba iqhaza kwama-HDP emakhononweni aphezulu nasemazingeni okuphatha:

- Ukusebenzisa Umbiko Wezokuqasha Ngokulinganisa ukuze inyuke ngokuyikho ngokuxutshwa kwabasebenzi ngokobuhlanga nobulili eMayini;
- Ukuhlola imiphumela yeMibiko Yezokuqasha Ngokulinganisa maqondana nama-HDP abambe iqhaza;
- Ukuhlinzeka ngama-HDP ngokokukhethwa kwawo ukuze alungele izikhundla zamakhono athile nezokuphatha, uma enokudingekayo kulowo msebenzi;
- Ukusebenzisa amaqhingasane okuqasha okungenisa ama-HDP afanelekile okuyoba wumzamo wokugcina.
- Ukusebenzisa ukuhlelela Ukushiyelana Izikhundla, nezinhlelo zokuphatha umsebenzi ukuze kulawulwe ukuthuthukisela ama-HDP ezikhundleni zokuphatha;
- Amathuba omsebenzi angaphakathi Emsebenzini azodalulwa.
- Ukuqhubeka nokuqwashisa nokufundisa abasebenzi ngezimo ezibandakanya ubulili, ubuhlanga, kanye nokwahlukana kwabantu ukuze kukhuthazwe isimo sokungacwasani;

- Ukwabiwa kwabacathulisi ababaluliwe kanye nabaqeqeshi anike bonke abantu abaku-HDP ababonisa amathuba nezifiso zezikhundla zokuphatha. Ngale ndlela bazoqeqeshwa ngokwanele ukuze bakwazi ukuba ngabafaneleke ukunyuswa ezikhundleni.

2.14.4.2 Ukubamba iqhaza kwama-HDP Esifazane

Okulandelayo kubalulekile kuma-HDP esimame abamba iqhaza kwezokuvukuza:

- Ukuze kubhekanwe nezinkinga ezadaleka ngokomlando waseNingizimu Afrika (owadala ukuthi izakhamizi eziningi zaseNingizimu Afrika, ikakhukulazi ezingabesimame, zikhishwe inyumbazane ekubambeni iqhaza emnothweni omkhulu), i-ERGO izophokophela ekufakeni abesimame ezikhundleni ngokomlando "ezazingezamadoda kuphela", eMayini.
- Njengoba kubhalwe uHlelweni lokufukulwa kwabasebenzi, i-ERGO ayiyibeki phambili inqubomgomo yokuqasha abantu bangaphandle kwenkampani, kodwa kunalokho izothuthukisa abasebenzi asebevele bengaphakathi ngokwenza konke okusemandleni.
- Maqondana nokulandelwa komoya we-MPRDA, i-ERGO izoqhubeka nokuphokophela ekwandiseni ukubamba iqhaza kwabantu besifazane abamnyama ezikhundleni zokuphatha, ezongoti kanye nemisebenzi yezokuvukuza esemqoka ehambisana nezikhundla:
- UHlelo Lwezinyathelo Zokubamba Iqhaza kwama-HDP Esifazane luhlinzekwe **kuThebhula lama-43**. Ithebhula lama-85: UHlelo Lwezinyathelo Zokubamba Iqhaza kwama-HDP Esifazane86
- Inqubekela phambili kulezi zinhlelo zibikwa minyaka yonke ngokwezidingo ze-DoL ne-DMPR.
- AmaThebhula abalwe ngenhla azobuyekwezwa minyaka yonke.

Ithebhula lama-85: UHlelo Lwezinyathelo Zokubamba Iqhaza kwama-HDP Esifazane86

Isinyathelo	Obhekele Umsebenzi
Ukuxoxa nokubonisana ngezimo, izinkinga kanye namagebe okugcinwa kwezimiso maqondana nama-HDP Esifazane kuforamu yabesifazane. Izingxoxo ngezinkinga eziqondene nalokhu: • Ukwakha izindlela zokubhekana nezinkinga/izihibe ezingase zibe khona ezivimba ukudidiyela ngempumelelo kanye nokugcinwa kwabesimame; • Ukuqhamuka nezindlela zokushintsha indawo yokuvukuza nokulungisa impahla yokusebenza ukuze ilungele abantu besimame; futhi • Kuqaliswe iziNhlelo zokuqwashisa ukuze kuqwashiswe abesilisa ngemibono ababa nayo ngabesimame.	Umphathi Wezabasebenzi
Ukuqhubeka nokuqapha abantu besimame ekuqalisweni kweziNhlelo zokuvukuza ngokuhambisana noHlelo Lokuqasha Ngokulinganisa.	Umphathi Wezabasebenzi

ISIGABA SESI-3

UHLELO LOKUTHUTHUKISA UMNOTHO WENDAWO:

UMTHETHONQUBO 46 (C) WE-
MPRDA



3 UKUTHUTHUKISWA KOMNOTHO WASENDAWENI

3.1 Inqubo Elandelwe Ekuhlonzweni Nasekukhethweni Kwezinhlelo ze-LED

Kucutshungulwe imibono ebalulekile ngenqubo yokuhlonza, ukukhetha nokuthuthukisa izinhlelo ze-LED ze-ERGO ezilandelayo:

- Ukuhlaziywa Kwesisekelo Sezenhlalomnotho *(Isigaba 3.2 ngezansi)*3.2
- Inqubo Yezokubonisana Nokuhlaziya Ngokokubandakanya Abantu Ngokuhlukana Kwabo *(Isigaba 3.3 ngezansi)*3.3
- Ukuhambisana Nezinhlelo kanye Nokuseqhulwini kuMasipala *(Isigaba 3.4 ngezansi)*3.4
- Imigomo Nezinhlelo Zamadizayini e-LED ye-ERGO *(Isigaba 3.5 ngezansi)*3.5

3.2 Ukuhlaziywa Kwesisekelo Sezenhlalomnotho

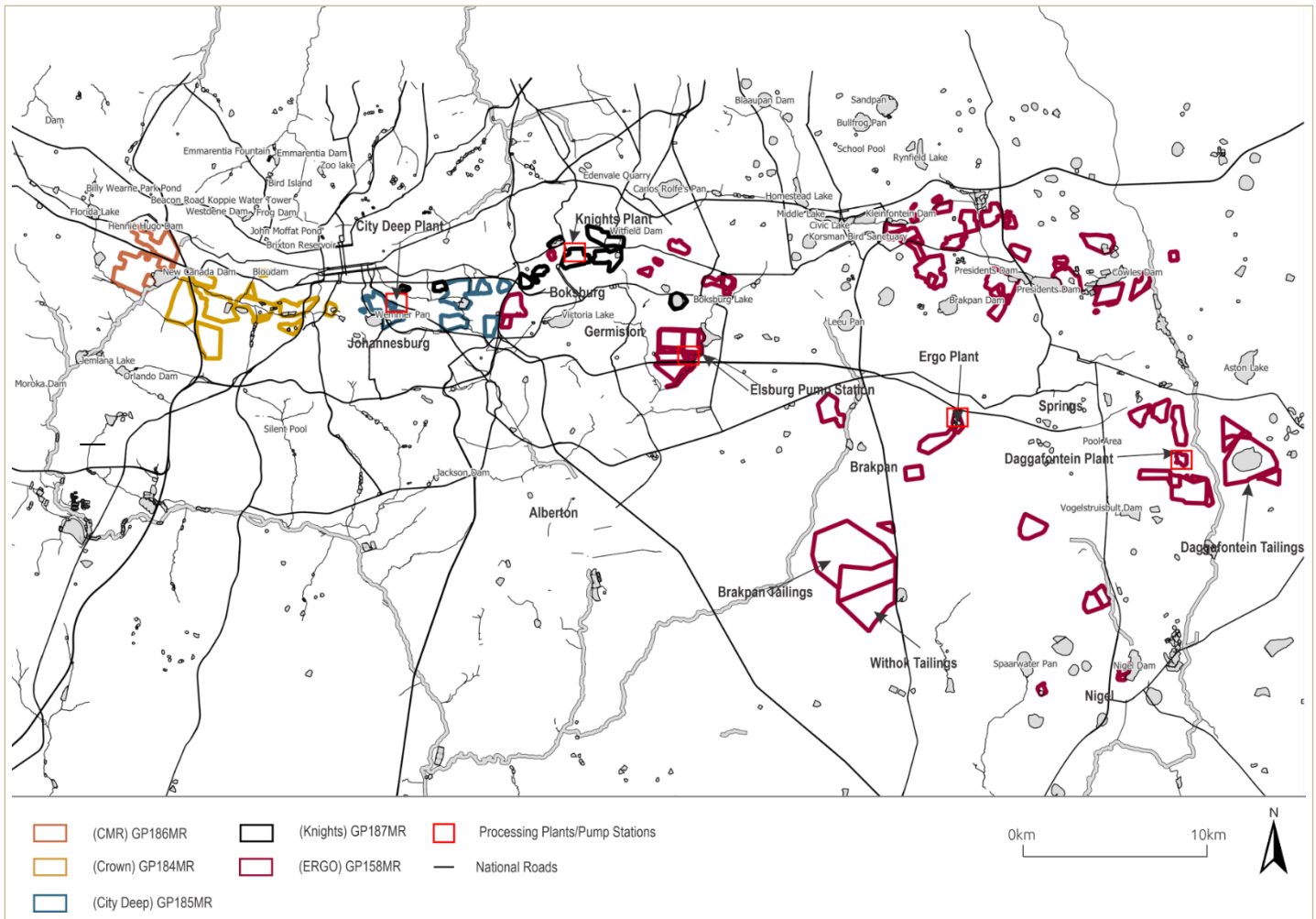
3.2.1 Ulwazi Oluyisendlalelo

Njengezinye zezimvo ezibalulekile eziqondene nokubunjwa kwezinhlelo zokuThuthukiswa Komnotho Wendawo, kuqhuthwe uCwaningo Oluyisisekelo Lwezenhlalomnotho olwenziwe ngemininingwane eseyivele iqoqiwe ukuze i-ERGO iqonde izibalo eziyisisekelo zangaphakathi eNingizimu Afrika, ngaphakathi esufundazweni saseGauteng, ngaphakathi kwesiFunda esithintekayo, koMasipala Bendawo Nabamadolobha Amakhulu, kanye nemiphakathi ebanzi yayo.

Isigaba esingezansi siqukethe imiphumela efinyeziwe yalolu cwaningo oluyisisekelo, eyendlalwe kabanzi **kuSithasiselo soku-1** kulo mbhalo.

I-Ergo Mining Operations (Pty) Limited yasungulwa ngowezi-2000 futhi inamaLungelo anhllobonhlobo esiFundazweni saseGauteng. Iyinkampani elawulayo yezinye izinkampani ezinhlobonhlobo ezenza imisebenzi yokuqoqa izinsalela zengcebo eWitwatersrand, ezisendaweni ekumasipala iCity of Ekurhuleni Metropolitan Municipality (i-CoE) kanye nomasipala iCity of Johannesburg Metropolitan Municipality (CoJ).

I-GP158MR (ERGO) iku-CoE e-East Rand esifundazweni zaseGauteng eNingizimu Afrika. Ihlinzekela izindawo eziningi kusuka eGermiston entshonalanga kuya eSprings naseNigel empumalanga. Umfanekiso ongezansi ugqamisa isimo sendawo sayo yonke imisebenzi ye-Ergo Mining (GP158MR) uvezwe ngombala obomvu ogqamile.



Umfanekiso wesi-5: Indawo yawo wonke Amalungelo Ezokuvukuza e-Ergo Mining kuwo wonke uMasipala iCity of Johannesburg eNtshonalanga kuya kuMasipala iCity of Ekurhuleni eMpumalanga.6

3.2.2 Imiphumela Ehambisanayo ye-SEBS:

Ngokwendawo, iGauteng iyisifundazwe sokuphatha imisebenzi esincane kunazo zoyisishayagalolunye eNingizimu Afrika; indawo yomhlaba esinayo ingu-1.5% (18 176) ezweni. Ngokwezokuphatha, iGauteng ihlukaniswe yaba nomasipala besifunda abahlanu: iCity of Johannesburg (CoJ) Metropolitan Municipality, iCity of Tshwane (CoT) Metropolitan Municipality, iCity of Ekurhuleni Metropolitan Municipality (CoE), iSedibeng District Municipality (SDM), kanye neRand District Municipality (WRDM).

Ithebhula elingezansi lisonga izinkomba eziyisisekelo ezibalulekile, kuqhathanisa ibala lakuZwelonke, Ezifundazweni Nakomasipala Abakhulu aqondene ne-ERGO.

Ithebhula lama-87: Izinkomba Eziyisisekelo Zezinhlokomnotho88

Inkomba		ENingizimu Afrika	EGauteng	KuMasipala i-Ekurhuleni MM
1. Izibalo zabantu ngokwahlukana kwabo				
1.1 Ukugcwala Kakhulu		55 653 654	13 399 724	3 379 104
		100%	24%	6%
1.2 Abantu ngokobulili	1.2.1 Abesifazane	51%	49,6%	48.6%
	1.2.2 Abesilisa	49%	50,4%	51.4%
	1.2.3 Okunye	0%	0%	0%
2. Okomphakathi				
2.1 Imizi ephathwe	2.1.1 Abesifazane	38,9%	35,9%	32,8%
	2.1.2 Izingane	0.23%	0,11%	0,11%
2.2 Izinga lemfundo eliphezulu kunawo wonke	2.2.1 Lutho	8.7%	3,9%	6,3%
	2.2.2 Amabanga aphantsi	13,2%	9%	10%
	2.2.3 Ukuya ebangeni eliphezulu kodwa kwangaqedwa	33,1%	30,2%	31,9%
	2.2.4 Umatikuletsheni	32,6%	37,7%	38%
	2.2.5 Isitifiketi semfundo yebanga elingaphezulu kwesikole noma idiploma	5%	5,6%	5,8%
	2.2.6 Iziqu eziyi-undergraduate degree	4%	6,5%	6,1%
	2.2.7 Iziqu se-Post graduate degree	1,7%	2,2%	1,3%
	2.2.8 Ezobudokotela	0.2%	0,2%	0,2%
3. Ezomnotho				
3.1 Okusemnyombweni wokuqhuba umnotho		I-Hospitality (28%)	¹ Imisebenzi Yomphakathi (22,9%)	² Ezokukhiqiza (23%)
		Imisebenzi iTertiary Services (25%)	Ezokuvukuza (17,7%)	Imisebenzi Yezezimali Nezamabhizinisi (21.3%)
		Ezokuvukuza (22%)	Ezohwebo (16,8%)	Imisebenzi Yomphakathi (20%)
		Ezolimo (18%)	Imisebenzi Yezezimali (11,1%)	Trade (15%)
3.2 Ukukhula komnotho ngonyaka (eminyakeni eyi-10 edlule)		5%	1,9%	³ 0,92%
3.3 Igalelo ku-GDP		100%	⁴ 35,6%	21,2%
3.4 Ingeniso evamile		30 000	57 500	57 500
4. Ezezindlu Nezimo Zokuphila				
4.1 Imizi ehlala	4.1.1 Emizini eyakhiwe ngokusemthethweni	87.2%	82,3	81,3
	4.1.2 Obengumnikazi webhizinisi	69.4%	55%	52,9
4.2 Imizi ekwazi ukufinyelela	4.2.1 Kugesi	86.3%	93%	89,8
	4.2.2 Amanzi angana ngamapayipi endlini	45.3%	63.5%	60.3%

¹ ISocio-Economic Review and Outlook (i-SERO) yesiFundazwe saseGauteng yowezi-2021

² ICity of Ekurhuleni (2020)

³ ICity of Ekurhuleni GAU (2020)

⁴ [Igalelo leGauteng ekunyukeni komkhqizo omkhulu wezwe laseNingizimu Afrika nase-Afrika | Uhulumeni waseNingizimu Afrika \(www.gov.za\)](http://www.gov.za)

Inkomba	ENingizimu Afrika	EGauteng	KuMasipala i-Ekurhuleni MM
4.2.3 Amanzi ahamba ngamapayipi endaweni eyodwa	34.3%	28.2%	30.4%
4.2.4 Indlu yangasese eflashwayo	65.7%	86%	88.5%
4.2.5 Imisebenzi yezokususwa kwemfucuzo	85.1%	85%	87%
4.2.6 I-inthanethi	15.4%	12%	16%

Umthombo: Ucwango Lophakathi lowezi-2016

3.2.3 Umthelela Wokuvukuza

Umthelela wemayini komasipala bendawo omuhle nomubi. **IThebhula lama-43** lihlinzeka ngesifinyezo somthelela ohambisana nemisebenzi ye-Ergo Mining emnothweni wendawo kanye nemiphakathi yakhona ngqo, kanye nakumazinga omnotho omkhulu. Imithelela emihle, ikakhulukazi ehlala isikhathi eside noma egcinekayo, iyajutshulelwa.

Ithebhula lama-45: Imithelela ye-ERGO eqondene nokuThuthukisa Komnotho Wasendaweni89

Inkinga	Umthelela	
	Okuhle	Okubi
1. Igalelo kwezomnotho omncane	- Imisebenzi ethintana nabhizinisi isib. ama-lodge, imboni yezokudla, njl. - Ukwanda kokuthunyelwa kwasendleleni - Ukudluliswa kwengeniso yasendaweni	- Ukucwaswa kwabantu basendaweni okungalindeleka - Ukungayamukeli imayini - Ukwandisa ukungalingani kwezenhlalomnotho emiphakathini - Ukuzonda nokungamukeli abantu bangaphandle (kubalwa nabantu bakwezinye izifunda nezifundazwe)
2. Igalelo lomnotho omkhulu	- Igalelo eMkhizweni Omkhulu wesifundazwe nokazwelonke - Ukuthuthuka nokukhula kwezomnotho - Ukusimamisa imisebenzi yebhizinisi ngaphandle kwendawo okusetshenzelwa kuyo - Ukuheha nokugcina abatshalimali - Igalelo emalini engenayo ezweni - Igalelo ezimpokophelweni zezenzhlalomnotho zikahulumeni	- Ukushoda kwezindlu kanye nezimo zokuphila kuzakhamizi ezihola imali encane nezimpofu - Ukwanda kwemizi eyakhiwe ngendlela engahlalekile (izakhiwo ezintsha kanye nezindlu ezakhiwa ngemuva kwezindlu ezakhiwe ngokuhlelekile) - Ububha nokuxakela - Izinqubo zokukhipha inyumbazane ezilindelekile, isib., ukungasebenzi kwalabo abaneziqu nokukhishwa inyumbazane kwezinkampani ezingalibambi iqhaza emisebenzini yenkohlakalo - Ukungabibikho kozinzo emiphakathini - Ukungabumbani kwabantu ngokwendlelakuphila nazinkinga zomphakathi, ezinjengokuthengisa ngomzimba, ubugebengu, ukudliwa kwezidakamizwa, njl.
3. Ukufudekela endaweni	- Ukwakhiwa kwezindlu ezintsha ezisezingeni eliphakeme ezizoba ngezabantu abaholi imali enkulu - Ukufunwa kakhulu kanye nokuqashwa kwempahla eqashisayo - Ukuncintisana okukhulu kubangwa imisebenzi, izindlu, kanye nemisebenzi eyisisekelo	- Ukushoda kwezindlu kanye nezimo zokuphila kuzakhamizi ezihola imali encane nezimpofu - Ukwanda kwemizi eyakhiwe ngendlela engahlalekile (izakhiwo ezintsha kanye nezindlu ezakhiwa ngemuva kwezindlu ezakhiwe ngokuhlelekile) - Ububha nokuxakela - Izinqubo zokukhipha inyumbazane ezilindelekile, isib., ukungasebenzi kwalabo abaneziqu nokukhishwa inyumbazane kwezinkampani ezingalibambi iqhaza emisebenzini yenkohlakalo - Ukungabibikho kozinzo emiphakathini - Ukungabumbani kwabantu ngokwendlelakuphila nazinkinga zomphakathi, ezinjengokuthengisa ngomzimba, ubugebengu, ukudliwa kwezidakamizwa, njl.
4. Ezokuthengwa Kwempahla	Ukwakha amandla okuqhuba amabhizinisi asendaweni (ama-SMME)	- Ukulindeleka kanye nezinsolo ngenkohlakalo - Ukusungula nokubangisana ngokwaziswa nokubaluleka kumaforamu amabhizinisi - Ukufuna ukuba kube nohlelo lokuthenga impahla olubiyelelwe amabhizinisi asendaweni kuphela
5. Utshalomali emiphakathini kanye	Ukwakha impahla yasendaweni ikakhulukazi kwezengqalasizinda yomphakathi nezomnotho	- Ukucwaswa kwabantu basendaweni okungalindeleka - Ukungayamukeli imayini

nokwabalana ngenzuzo		• Ukwandisa ukungalingani kwezenhlalomnotho emiphakathini
6. Izingaqophelo nesimompilo sasendaweni	• Ukukhula kokwazi ngesidingo sokonga imvelo kanye nokunye okuyimvelo • Ukuqalisa izindlela ezehlukile eziyingxenywe yeziNhlelo Zokuphathwa Kwemvelo	• Ukungcoliswa kwemvelo, kubalwa, izintuli, ukungcoliswa kwamanzi, ukungcoliswa kwamadlelo kanye nomhlala wezolimo
7. Ezokuphepha	• Ukuqasha ngenxa yokukhula komkhakha wezokuvikela	• Ukuzizwela kwabantu bengaphephile kanye nokwesaba (ukungabibikho kokuvikeleka komuntu ngamunye, komphakathi kanye nokwebhizinisi) • Izindleko eziphezulu zokuqhuba ibhizinisi

3.3 Inqubo Yezokubonisana Ngokokubandakanya Abantu Ngokuhlukana Kwabo

3.3.1 Inqubo Elandelwe kanye Nokubonisana Okube Khona

USomqulu Wezokuthuthukisa Abantu Abamnyama Ngokubanzi Kwezomnotho kweMboni Yezezimayini (uSomqulu Wezezimayini wezi-2018) uthi iziMayini, "ngokubonisana nomasipala imiphakathi yasezimayini, abaholi bendabuko kanye nababambiqhaza abathintekayo, zihlonza okuseqhulwini kwezokuthuthukisa imiphakathi yasemayini", ukuze ibandakanywe oHlelweni Lwezenhlalakahle Nezemisebenzi.

Inqubo yokubonisana eyenziwa ukuze kule SLP kwakuhloswe ukuthi ikwazi ukufinyelela ezimweni eziningi, futhi ibe ngebandakanyayo, ngendlela engenzeka ukuze kubhekanwe nezikhalo, iziphakamiso/izimvo kanye nezidingo zemiphakathi ethintekayo nenentshisekelo kanye nababambiqhaza ababamele.

Qaphela: Amarejista abahambele imihlangano kanye nemiphumela yemihlangano kungatholakala kuPothifoliyo Yobufakazi.

Yonke imisebenzi ye-Ergo Mining yenziwa emuva kokubonisana kube kulandelwa okudingeka ngokwe-MCIII. Ngezansi kunendlelakwenza / indlela / inqubo elandelwayo enqubweni.

- **Ukwahlukanisa ngokwezigigaba nangamaQoqo Kwababambiqhaza Bangaphandle: I-ERGO**

ihlanganise ababambiqhaza bangaphandle ngokwamaqoqo;

- Iqoqo lomasipala (i-CoJ ne-CoE); umsebenzi wabo ukuhlinzeka ngeqhingasulu lokuThuthukiswa Komnotho Wasendaweni endaweni.
- Iqoqo Labaholi Bomphakathi (Ukuphathwa Kwewadi, Amakhansela Ewadi, kanye Nophathini Basemiphakathini); iqhaza labo bekuwukuSiza ngokunxenxa ababambiqhaza abahlukahlukene kabanzi, nokuba negalelo kokuseqhulwini ekuthuthukisweni komnotho wasendaweni wezindawo ezimelwe.
- Iqoqo Lomphakathi Elinhlobonhlobo (Imiphakathi); iqhaza layo bekuwukuba negalelo emnothweni wasendaweni, okuseqhulwini okumelwe emiphakathini.

- **Isaziso Somphakathi:** I-ERGO ikhangise isaziso kuphephandaba lasendaweni e-CoJ nase-CoE esiqondene nokubonisana Nabantu Abanhlobonhlobo ngokwakhiwa kwe-SLP entsha yowezi-2023-2027.
- **Izincwadi zezimemo:** I-ERGO ikhiphe izincwadi zezimemo zomasipala be-CoJ ne-CoE, Ophathini basemphakathini, kanye nababambiqhaza basemphakathini zibazisa ngokubonisana nge-SLP. I-ERGO isebenzise isizindalwazi esikhona sababambiqhaza bangaphandle.
- **Ukuqhuba umhlangano:** (I-ERGO yethule isifinyezo se-SLP kanye nenqubo elandelwe. Ababambiqhaza bangaphandle banikwa ithuba lokuba bafake izimvo zabo ohlelweni olusha lwe-LED ye-SLP.
- **Imiphumela Yomhlangano:** Izimvo zababambiqhaza bangaphandle neziphakamiso zibhalwe kumaminithi emihlangano.
- **IPhothifoliyo Yokufakazi:** Iphothifoliyo Yobufakazi iqukethe sizindalwazi sababambiqhaza, Amarejista omhlangano, izimemo zomhlangano, uhlu lwezihloko ezizodingidwa emhlanganweni, amaminithi omhlangano, ukumeleleka emhlanganweni.

Qaphela: Zonke izincwadi ezibhaleliwe kanye nemiphumela yemihlangano kungatholakala kuPothifoliyo Yobufakazi.

Ithebhula lama-90: Ukubonisana Ngokokubandakanya Abantu Ngokokuhlukana Kwabo okuqondene ne-GP158MR (ERGO)⁹¹ ngezansi liveza isifinyezo sayo yonke imihlangano ebanjwe nabangaphakathi e-ERGO kanye nababambiqhaza bangaphandle.

Ithebhula lama-90: Ukubonisana Ngokokubandakanya Abantu Ngokokuhlukana Kwabo okuqondene ne-GP158MR (ERGO)⁹¹

Iqoqo Lababambiqhaza	Umbambiqhaza	Umphakathi / Indawo	Izinsuku (UNYAKA/INYANGA/USUKU)
Umasipala iCity of Ekurhuleni Metropolitan Municipality	Ukuthuthuka Komnotho we-CoE	ICity of Ekurhuleni	22/09/05
	Amakhansela amaWadi e-CoE (lwadi 82, 99 & 112)	Kwathema, eTsakani, eGeluksdal	22/11/29
	Amakhansela Amawadi akuWadi 82, 112, 99, 21, 33, 34 (okuyiseGeluksdal, KwaThema, eSallies, eTsakani, kwaMkhanqwa, ezindaweni zaseKnights kanye neseReigerpark)	EGeluksdal, KwaThema, eSallies, eTsakani, kwaMkhanqwa, ezindaweni zaseKnights kanye naseReigerpark	22/12/07
	IHhovisi Lezokukhula Ngokomnotho laseCity of Ekurhuleni	ICity of Ekurhuleni	23/10/02
	Ihovisi likaSodolobha Omkhulu weCity of Ekurhuleni	ICity of Ekurhuleni	23/10/08
	USomlomo weHhovisi leCity of Ekurhuleni	ICity of Ekurhuleni	23/10/13

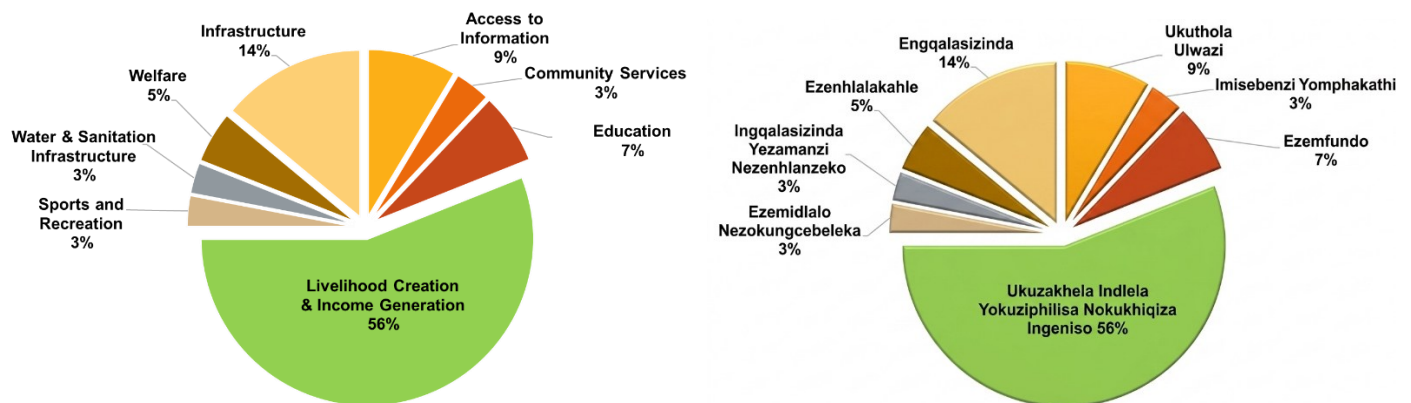
Iqoqo Lababambiqhaza	Umbambiqhaza	Umphakathi / Indawo	Izinsuku (UNYAKA/INYANGA/USUKU)
	ECity of Ekurhuleni: Ihhovisi lika-MMC Wezokuthuthukiswa Kwezomnotho	ICity of Ekurhuleni	23/11/28
	UMasipala weCity of Ekurhuleni Metropolitan (Umbambiqhaza Wangaphandle)	ICity of Ekurhuleni	23/12/05
	Ukuthuthuka Komnotho we-CoE	ICity of Ekurhuleni	24/09/05
	Ukuthuthuka Komnotho we-CoE	ICity of Ekurhuleni	24/09/20
Abahlomulayo Emphakathini (Amaqoqo Okuphokophele e kuwo)	Abantu baseTsakani Ext 22 abangabahlomuli basephakathini	Tsakani Ext 22	23/02/06
	Abantu baseTsakani Ext 19 abangabahlomuli basephakathini	Tsakani Ext 19	23/02/06
	Abahlomulayo basezindlini ezingakhiwe ngokohlelo oluhlelekile baseTsakani Marikana	ETsakani, eMarikana	23/02/07
Amaqoqo Asemphakathini kanye Nophathini Basemphakathini	Inhlangano Yezemvelo yasekuRhuleni	EReedville, kwaMkhanqwa	22/11/02
	Iforamu yaseGeluksdal	EGeluksdal	22/11/02
	Iforamu Yezokungabibikho Kwemisebenzi yaKWATSADUZA	Kwatsaduza (eDuduza, eTsakani naKwaThema	22/11/02
	Iforamu Yomphakathi waseRieger Park	ERieger Park	22/11/03
	Iforamu Yomphakathi yaseKnights iHope of Life	EKnights	22/11/07
	Iqoqo Lomphakathi lwaseHostela iSallies	EHostela iSallies	22/11/09
	Abalimi baseWithok	EWithok	22/11/09
	Amaqoqo Asemphakathini eNhlango Yezemvelo yasekuRhuleni (i-EEO), eReedville nakwaMkhangwa	EReedville, kwaMkhanqwa	22/11/17
	Umpakathi waseKnights (Umpakathi waseDelmore Park, eDalmore Park, eDalmore Gardens, eRamaphosa, eJerusalem, e-Ulana nakwaGumede)	Umpakathi waseDelmore Park, Umpakathi waseDelmore Park, eDalmore Park, eDalmore Gardens, eRamaphosa, eJerusalem, e-Ulana nakwaGumede	22/11/23
	Umpakathi waseHostela iSallies	EHostela iSallies	22/12/01
	Amaqoqo Asemphakathini aseGeluksdal	EGeluksdal	22/12/02
	Amaqoqo Asemphakathini aseGeluksdal	EGeluksdal	23/02/13
	Uphiko Olwengamele Isikole laseBuhlebemfundo	ETsakani	24/04/11
	Ukubonisana Nababambiqhaza kwe-ERGO - I-SGB ye-Oosrand High School, Iforamu yeReigerPark, iKhansela leWadi	ERieger Park	24/05/11
	Isikhungo Sokugcina Izinsalela Zengcebo iWithok Tailings Storage Facility, Ekurhuleni (i-TSF) - i-Open Day Tsakani	IWithok, eTsakani	24/09/11
	Isikhungo iCommunity of HOPE Multipurpose Crisis Centre (i-COHMC)	ERieger Park	24/09/18
	Umasipala iCity of Ekurhuleni: UMnyango Wezokuthuthukiswa Kwezomnotho	Amahhovisi aseKempton Park	24/09/20
	Isikhungo iCommunity of HOPE Multipurpose Crisis Centre (i-COHMC)	ERieger Park	24/11/11
	Isikhungo iCommunity of HOPE Multipurpose Crisis Centre (i-COHMC)	ERieger Park	24/12/19
	Isikhungo iPalmRidge Community Based Substance Abuse Day Clinic	EKatlhehong	25/05/05

Iqoqo Lababambiqhaza	Umbambiqhaza	Umphakathi / Indawo	Izinsuku (UNYAKA/INYANGA/USUKU)
Iminyango Yezizinhla (Iminyango Yezinhla Yezifundazwe Neyasendaweni)	UMnyango Wezemfundo WaseGauteng	Okwesifundazwe	23/09/28
	UMnyango Wezemfundo WaseGauteng	Okwesifundazwe	23/10/23
	UMnyango Wezokuthuthukiswa Kwezomnotho - Isikhungo Samasu Amasha	Okwesifundazwe	23/11/03
	UMnyango Wezemfundo WaseGauteng	Okwesifundazwe	23/11/07
	UMnyango Wezengcebo Embiwayo Nezamandla	Okwesifundazwe	23/11/16
	UMnyango Wezemfundo Wesifunda Esiseningizimu neGoli	Okwesifundazwe	23/11/29
	UMnyango Wezemfundo WaseGauteng	Okwesifundazwe	23/11/29
	UMnyango Wezemfundo WaseGauteng	Okwesifundazwe	24/01/02
	UMnyango Wezokuthuthukiswa Kwezomnotho - Isikhungo Samasu Amasha	Okwesifundazwe	24/01/19
	UMnyango Wezolimo	Okwesifundazwe	24/01/24
	UMnyango Wezokuthuthukiswa Kwezomnotho - Isikhungo Samasu Amasha	Okwesifundazwe	24/01/24
	Isikhungo iNkanyisa Witpoort Recovery Centre (Life)	EBrakpan	24/02/05
	Ekurhuleni: UMnyango Wezokuthuthukiswa Komphakathi	ICity of Ekurhuleni	24/02/06
	Ezempilo Umnyango Wezokuthuthukiswa Komphakathi eGauteng (i-SMT)	ICity of Ekurhuleni	24/02/20
	MEC UMnyango WaseGauteng: Ukuthuthukiswa Komphakathi	Okwesifundazwe	24/03/12
	Ophathini be-ERGO be-GDE	Okwesifundazwe	24/08/26
	I-GDSD - Ukuvikelwa Kokusetshenziswa Kwezidakamizwa, Ukwelashwa Nokuhlunyelelisa	Okwesifundazwe	24/09/04
	UMnyango Wezemfundo	Okwesifundazwe	24/11/20
	UMnyango Wezemfundo	Okwesifundazwe	24/11/26
	UMnyango Wezengcebo Embiwayo Nezamandla (Ukuvakashela Indawo)	Okwesifundazwe	25/02/24
	I-GDSD - Ukuvikelwa Kokusetshenziswa Kwezidakamizwa, Ukwelashwa Nokuhlunyelelisa	Okwesifundazwe	25/03/24
	Umnyango Wezokuthuthukiswa Komphakathi eGauteng (i-GDSD)	Okwesifundazwe	25/04/30
	I-GDSD - Ukuvikelwa Kokusetshenziswa Kwezidakamizwa, Ukwelashwa Nokuhlunyelelisa	Okwesifundazwe	25/05/14
	UMnyango Wezempilo weCity of Ekurhuleni	EBrakpan	25/08/19
	UMnyango Wezempilo weCity of Ekurhuleni	Umtholampilo waseGeluksdal	25/09/25

3.3.2 Imiphumela yokuBonisana Okube Khona Ngokokubandakanya Abantu Ngokuhlukana Kwabo

I-ERGO isebenzise indlela yezesayensi yokuhlaziya imininingo etholakele ngesikhathi senqubo yokuBonisana Ngokokubandakanya Abantu Ngokuhlukana Kwabo. Izimvo zabekwa ngokwezigaba kulandelwa izihlokwana ezihlukene bese zafinyezwa.

Izihlokwana zahlonzwa ngenqubo yokubonisana ngokokubandakanya abantu ngokuhlukana kwabo yemisebenzi ye-ERGO iyonke ziqukethwe kugrafu elandelayo:



3.4 Ukuhambisana Nezinhlalelo kanye Nokuseqhulwini kuMasipala

3.4.1 Ukwazisa Iqhaza loMasipala ekuThuthukeni Komnotho Wendawo

Ukuthuthuka komnotho wendawo nokuhlinzeka ngemisebenzi kamasipala engcono kubaluleke kakhulu ukuze kuliwe nobubha. Omasipala bamiselwe umsebenzi ngokomthethosisekelo wokuqhuba nokuphatha ukuthuthuka komnotho wendawo. UMthetho Wezinhlalelo Zomasipala wama-32 wezi-2000 (uMthetho wama-32 wezi-2000) udinga ukuba ukuhlela kukamasipala kuphokophele ekuletheni inthuthuko, nokuthi omasipala babe nenqubo edidiyele yentuthuko yokwakha ama-IDP ukuze (i) kufezwe izimpokophelo zikahulumeni wendawo njengoba kumiswe kuSigaba sama-152 soMthethosisekelo; kanye (ii) nokuba kuqaliswe imisebenzi yentuthuko njengoba kudingeka kuSigaba sama-153 soMthethosisekelo. Isigaba sama-151 soMthethosisekelo sithi uhulumeni wendawo othuthukisayo kumele uhlinzekele uhulumeni ovumela intandoyeningi nesibopho sokuphendula emiphakathini. Siphinde sikhuthaze omasipala ukuba baqinisekise ukuhlinzekwa kwemisebenzi emiphakathini ngendlela egcinekayo ukukhuthaza ukuthuthuka komphakathi nomnotho. Uhulumeni wendawo kumele uhlinzeke ngendawo ephephile nenempilo futhi ukhuthaze umphakathi ukuba ubambe iqhaza ezindabeni zikahulumeni wendawo. Isigaba sama-153 soMthethosisekelo siqhubeka sithi "umasipala ngamunye kumele uhlele futhi uziphathele imisebenzi yezokuphatha, isabelomali kanye nezinqubo zokuhlela ukuze kubekwe phambili izidingo zomphakathi eziyisisekelo, futhi kukhuthazwe ukuthuthuka komphakathi nezomnotho kuleyo miphakathi".

Omasipala banezindlela eziningi okuhloswe ngazo ukuba basizakale ekufezeni umsebenzi wabo. Lokhu kubandakanya izinhlelo zokuthuthukisa ezididiyele (i-IDP), izinhlelo zokuthuthukisa indawo (i-SDF), ukuthuthuka komnotho wendawo (i-LED), kanye nemithetho kamasipala nemithethonqubo yendawo. Empeleni, i-IDP kumele igqamise ukuhambisana kukamasipala kanye negalelo lawo ezinhlelakeni zokuhlela nemiyalelo kuzwelonke nasezifundazweni, nokuseqhulwini kwezentuthuko yesifunda, yezwekazi neyamazwe ngamazwe.

Isimo sama-IDP esingokweqhingas, okuyithuluzi lokuqala eliyisiqondiso sokuphathwa kwentuthuko iyonke kumasipala wedolobha elikhulu esibuyekwezwe ngezansi.

3.4.1.1 Umasipala iCity of Ekurhuleni Metropolitan Municipality

Umasipala iCity of Ekurhuleni iwuMasipala Wedolobha Elikhulu okusigaba A futhi ungomunye womasipala bamadolobha amakhulu abathathu esifundazweni saseGauteng. Njengamanje kunabantu abayizi-3 774 638 abahlala kumasipala iCity of Ekurhuleni eyakhiwe yimizi eyi-1 299 490. Kusetshenziswa isibalo sabantu abaphila enhluphekweni, ama-31% abantu baphila enhluphekweni. ICity's Gini Coefficient ingu-0,633 okwenza ibe yidolobha lapho kunokungalingani okukhathazayo. Izinga lokungabibikho kwemisebenzi eCity of Ekurhuleni lingama-31,6%, okungaphezulu kwezinga lesifundazwe nelikazwelonke.

Ngesikhathi sokulungiselela ukubonisana ngokwabantu ngokuhlukana kwabo okubheke ekwakhiweni kwe-IDP (ewuhlaka) yowezi-2022/23 – 2026/27, amawadi angama-91 esewonke athunyelwe, izidingo zamawadi ezingaphandle kwamandla kamasipala wendawo. izidingo zomphakathi ezingu-112 (**Isithasiselo sesi-2**) zingena emandleni kahulumeni wesifundazwe nokazwelonke. Ngakho kuzoqondakala ukuba kulindeleke ukuthi izinkampani ezivukuzayo ukuba zithathe umsebenzi kahulumeni wesifundazwe nokazwelonke wokubhekana nezidingo zomphakathi ezibhaliwe. Nokho, kusemqoka ukuqonda ubungako kanye nesimo sezinsalela zentuthuko izakhamizi zasekuRhuleni ezibhekene nazo.

Okuseqhulwini komasipala bedolobha elikhulu kuyalandela:

1. Ukuhlinzeka ngemisebenzi ethembekayo, esemandleni abantu, futhi egcinekayo nokuqinisekisa ukuthuthuka kokulungiswa kwengqalasizinda;
2. Ukwakha uhulumeni wendawo ohlanzekile, onamandla, nohambisana nesikhathi;
3. Ukukhuthaza imiphakathi ephephile, enempilo, nehlomise umphakathi;
4. Ukuvikela imvelo yendawo nokukhuthaza ukugcineka kwezinsiza; kanye
5. Nokwakha indawo evumela ukukhula (komnotho) obandakanyayo kanye nokwakhiwa kwemisebenzi.

Okuseqhulwini okungenhla kukhuluma ngezinsalela ezilandelayo i-Ekurhuleni ebhekene nazo:

1. Ukungabibikho kwemisebenzi kusayinsalela enkulu, kube izinga lasekuRhuleni lokungabibikho kwemisebenzi okwedlula izinga lesifundazwe ngokungaphezu kwe-1% okungu-30.1%;
2. Ukukhula komnotho kungekho misebenzi kuholela ekuqubukeni nasekukhuleni komkhakha ongasebenzi ngokugcwele;

3. Ukwehla kokukhula komnotho ikakhulukazi ngenxa ye-COVID-19. Ukuqashwa kwabantu ngokungahleleke ngokugcwele Ekurhuleni kunyuke ngama-41 000 esikhathini seminyaka eyi-10, kusuka kuzi-135 000 ngowezi-2008 kuya kusilinganiso sezi-176 000 ngowezi-2018;
4. Ububha busalokhu bupalama ngokuba phezulu ku-CoE ku-34%. Ngowezi-2018, kwakunabantu abayisigidi esingu-1.71 ababephila esimweni sobuphofu;
5. Ukwethembela ezibonelelweni zomphakathi kuhlinzekwa kakhulu wuhulumeni omkhulu; futhi
6. Kunokuntengantenga nokungalungiswa kwenqalasizinda yezomnotho, yomphakathi kanye neyemvelo

Umgomo ovamile olawula ukulandelwa kwezinhlelo zentuthuko zekuRhuleni ezinjenge-IDP kanye nezinhlelo zokuthuthukisa indawo (i-SDF), ziveza inselele umasipala wedolobha elikhulu obhekene nazo. Umgomo, osuselwe kuHlelo Lwentuthuko Lukazwelonke, lungolokuhleleka kwendawo (1) ubulungiswa (2) ukugcina indawo (3) ukubekezela (4) ukulingana, kanye (5) ukugculisa. Ithebhula elingezansi lihlinzeka ngesifinyezo sokuhambisana kokusequlwini ku-IDP yeCity of Ekurhuleni nezinhlelo zentuthuko ezibalulekile ohlakeni lukahulumeni lwesifundazwe nolukazwelonke.

Okusequlwini kuHlelo Lwentuthuko Lukazwelonke (i-NDP) ⁵	Okusequlwini kuHulumeni Wendawo	Okusequlwini Kuqhingasu Lezifundazwe LaseGauteng ⁶	Okusequlwini Kuqhingasu Likamasipala iCity of Ekurhuleni
UHULUMENI ONAMANDLA, OGCINA IZINKAMBISONHLE NOTHUTHUKAYO	Okusequlwini koku-1: Ukuhlinzeka ngemisebenzi Okusequlwini kwesi-2: Ukubusa Okusequlwini kwesi-3: Ukuphathwa kwezimali Okusequlwini kwesi-5: ukulwa nenkohlakalo	Impokophelo Engokweqhingasu yesi-5: Uhulumeni onamandla, ogcina izinkambisonhle nothuthukayo	Impokophelo Engokweqhingasu yoku-1: Ukuhlinzeka ngemisebenzi ethembekayo, esemandleni abantu, futhi egcinakayo nokujinisekisa ukuthuthuka kokulungiswa kwengqalasizinda Impokophelo Engokweqhingasu yesi-2: Ukwakha uhulumeni wendawo ohlanzekile, onamandla, nohambisana nesikhathi.

⁵ NgokoHlaka Lweqhingasu Lwesikhathi Esimaphakathi Nonyaka, lokhu kungokweNingizimu Afrika eminyakeni ezayo emihlanu, owezi-2019 kuya kowezi-2024 njengoba kususelwa futhi kuqhubeka ngqo okuyisi-6 okusequlwini loHlelo Lwentuthuko Lukazwelonke (Umbono wezi-2030)

⁶ Okusequlwini njengoba kubhalwe ohlakeni lwentuthuko lweminyaka eyi-10 "Ukukhulisa iGauteng Ndawonye: Umbono, Okusequlwini kanye Nezinhlelo Zezinyathelo Zezifunda Zamadolobha AseGauteng kowezi-2019 kuya kowezi-2030"

Okuseqhulwini kuHlelo Lwentuthuko Lukazwelonke (i-NDP) ⁵	Okuseqhulwini kuHulumeni Wendawo	Okuseqhulwini Kuqhingasu Lezifundazwe LaseGauteng ⁶	Okuseqhulwini Kuqhingasu Likamasipala iCity of Ekurhuleni
UGUQUKO KWEZOMNOTHO NOKWAKHIWA KWAMATHUBA OMSEBENZI	Okuseqhulwini koku-1: Ukuhlinzeka ngemisebenzi	Impokophelo Engokweqhingasu yoku-1: Ezomnotho, imisebenzi nengqalasizinda Impokophelo Engokweqhingasu yesi-7: Intuthuko Egcinakayo yezizukulwane zangomuso	Impokophelo Engokweqhingasu yesi-5: Ukwakha indawo evumela ukukhula (komnotho) obandakanyayo kanye nokwakhiwa kwemisebenzi
IMFUNDO, AMAKHONO NEZEMPILO	Okuseqhulwini koku-1: Ukuhlinzeka ngemisebenzi	Impokophelo Engokweqhingasu yesi-2: Imfundo, uguquko lwamakhono kanye nezempilo	Impokophelo Engokweqhingasu yesi-3: Ukukhuthaza imiphakathi ephephile, enempiyo, nehlomise umphakathi.
UKUHLANGANISA UMHOLO WOMPHAKATHI NGEMISEBENZI ETHEMBEKILE NEKUZINGAQOPHELO ELIFANELE IMISEBENZI EYISISEKELO	Okuseqhulwini koku-1: Ukuhlinzeka ngemisebenzi	Impokophelo Engokweqhingasu yoku-1: Ezomnotho, imisebenzi nengqalasizinda	Impokophelo Engokweqhingasu yoku-1: Ukuhlinzeka ngemisebenzi ethembekayo, esemandleni abantu, futhi egcinakayo nokuqinisekisa ukuthuthuka kokulungiswa kwengqalasizinda.
UKUDIDIYELWA KWEZINDAWO NGOKOKUHLLELWA KWAZO, UKUHLALISWA KWABANTU KANYE NOHULUMENI WENDAWO	Okuseqhulwini kwesi-4: Ukuthuthukiswa kwengqalasizinda	Impokophelo Engokweqhingasu yesi-3: Ukudidiyelwa kwezokuhlaliswa kwabantu nokukhishwa komhlaba	Impokophelo Engokweqhingasu yesi-4: Ukuvikela imvelo yendawo nokukhuthaza ukugcinaka kwezinsiza
UBUMBANO LWABANTU NEMIPHAKATHI EPHEPHILE	Okuseqhulwini koku-1: Ukuhlinzeka ngemisebenzi Okuseqhulwini kwesi-2: Ukubusa	Impokophelo Engokweqhingasu yesi-4: Ukuphepha, ukubumbana komphakathi kanye nokutholakala kokudla	Impokophelo Engokweqhingasu yesi-3: Ukukhuthaza imiphakathi ephephile, enempiyo, nehlomise umphakathi.
I-AFRIKA NOMHLABA ONGCONO	Okuseqhulwini kwesi-2: Ukubusa Okuseqhulwini koku-1: Ukuhlinzeka ngemisebenzi Okuseqhulwini kwesi-5: ukulwa nenkohlakalo	Impokophelo Engokweqhingasu yesi-6: I- Afrika nomhlaba ongcono Impokophelo Engokweqhingasu yesi-7:	Impokophelo Engokweqhingasu yesi-3: Ukukhuthaza imiphakathi ephephile, enempiyo, nehlomise umphakathi.

Okuseqhwini kuHlelo Lwentuthuko Lukazwelonke (i-NDP) ⁵	Okuseqhwini kuHulumeni Wendawo	Okuseqhwini Kuqhingasu Lezifundazwe LaseGauteng ⁶	Okuseqhwini Kuqhingasu Likamasipala iCity of Ekurhuleni
		Intuthuko Egcinakayo yezizukulwane zangomuso	

3.5 Imigomo Nezinhlelo Zamadizayini e-LED ye-ERGO

Ukwahlukanisa ngokomumo okulandelayo kanye nemigomo kulawulwa wukuhlonza nokukhethwa kwezinhlelo ze-LED ze-SLP ye-SLP:

- **Qalisa ngokubambisana nophathini:** Njengoba kubonakele ekuhlolweni okuyisisekelo kwezenhlalomnotho (Bheka Isithasiselo soku-1) imiphakathi yezokuvukuza yase-ERGO ihlangabezana nezinsalele ezinhlobonhlobo kwezenhlalomnotho. Ukuhlanganiswa kobuthakathaka kwezenhlalakahle, ezomnotho, kanye nezemvelo kwakha isimo lapho izikhungo zasendaweni ezingenazo izinsiza zibhekane ngokugculisayo nobungozi, noma amandla okuthatha izinyathelo kuqala ukunciphisa lobo buthakathaka. **Lezi zinsalele ezinzima kungabhekanwa nazo ngendlela yokubambisana, encike ekubambeni iqhaza ngendlela enenzuzo kanye nokuhlomisa imiphakathi yasendaweni eGoli nasekuRhuleni.** I-ERGO, ngokubambisana nezimayini, uhulumeni wasendaweni, kanye nomphakathi, ingasiza ukuqeda ububha nokwakha isisekelo esiqinile semiphakathi egcinakayo ngokutshala ngokweqhingasu maqondana nangale kwezindawo ezihlonziwe ngokwezihlokwana. Ukuhlaziya kuqinisekise ukuthi amakhono, ukuqala amabhizinisi amasha, nokubambisana komphakathi kuhamba phambili ekukhuleni, futhi kusemqoka ekuthuthukiseni umnotho wasendaweni ngendlela egculisayo.
- **Izinhlelo ezinomthelela eningini** ngenxa yokwanda kanye nesibalo semiphakathi okungadingeka ukuba izinhlelo ze-LED ye-ERGO zifinyelele kuyo, lapho amaphrojekthi amancane engafinyeleli kabanzi eningini engeke abe nomthelela olindelwe.
- **Uhlaziyo lokwenziwa kokubhalwe ku-SLP yemayini yangaphambili,** kubhekwa impumelelo nezifundo ezifundwe ngokwakhiwa kwebhizinisi ngezikhathi zezinkinga kwezomnotho.
- Ukukaleka kwezindlela zokungenelela zokusekela ukwakhiwa kwebhizinisi lisuke ekubeni ibhizinisi elincinyane kube ibhizinisi elincane kanye nokwendlala ezisekelo zokuqhubeka nokukhulisa ibhizinisi.
- **Ukuhambisana kakhulu noHlelo Lwentuthuko Oludidiyelwe (i-IDP) lweCity of Ekurhuleni (i-CoE)** yowezi-2022-2027.
- Izidingo eziseqhwini ezihlonzwe ngesikhathi **senqubo yokuBonisana Nababambiqhaza Ngokubandakanya Abantu Ngokwahlukana.**

3.6 UMthethonqubo wama-46 (c) (iii) Wamaphrojekthi Engqalasizinda Nokuqeda Inhlupheko

I-ERGO ifisa ukushiya **iphrojekthi ezoba semlandweni enkulu eyodwa** emphakathini esingatha imisebenzi ye-GP158MR. Le phrojekthi izoxhaswa nangelinye Ilungelo Lezokuvukuza elingele-ERGO (okuyi-GP187MR - Uphiko lwe-Knights).

Ithebhu lama-92: Uhlelo Lwephrojekthi lwePhrojekthi yoku-1 - UMtholampilo Womphakathi waseGelukdal - Ukwakhiwa Komtholampilo Omusha Osezingeni lesi-293

Igama Lephrojekthi	UMtholampilo Womphakathi waseGelukdal - Ukwakhiwa Nokufakwa Kwempahla Emtholampilo Omusha Osezingeni lesi-2	Ukufakwa kwePhrojekthi lwePhrojekthi / ngokwezigaba Uhlobo	Ukuhlinzeka Ngokwempilo, Ifenisha neMpahla	Ngengqalasizinda	Yezokunakekela
Umlando Wephrojekthi	Isimo Samanje: Umtholampilo waseGeluksdal ukuWadi lama-82 (eGeluksdal) eCity of Ekurhuleni. Lihlinzekela abantu abangamalungu omphakathi abangaphezu kwezi-20 000 eGeluksdal, kube izibalo ezibhalisiwe ziveza ukuthi ngenyanga kufika iziguli ezingaphezu kwezi-3 500. Njengamanje lihlizeka ngokunakekelwa okuyisisekelo ngokwezempilo kanye namazinyo (imisebenzi ekhethekile yokunakekela ngokwezempilo okuyisisekelo) Isidingo esihlonziwe: Emtholampilo waseGeluksdal njengamanje usesimweni sokumoshakala, ngezinkinga zesakhiwo kanye nezinsalela zokusebenza ezinomthelela emandleni alo okuhlinzeka ngemisebenzi eyanele. Kuvezwe okukhathazayo okubaluleke kakhulu okulandelayo emuva kokuvakashelwa kwendawo wonjiniyela nongoti beze-architecture kanye nababambiqhaza: • Ingqalasizinda emoshakele negugayo, enciphisa ukufinyelela emisebenzini yezempilo eyisisekelo esemqoka • izingcuphe zezempilo nezokuphepha ngenxa yokungalandelwa kwezimiso zemigomo yezengqalasizinda yoMnyango Wezempilo • Ukungagelezi kweziguli ngokufanele kanye nezindlela zokulawula ukudluliseka kwamagciwane • Imisebenzi kagesi namanzi esendaweni engathembekile, edinga ukuthi kube nenye indlela yokuthola ugesi namanzi ebekiwe uma kwenzeka esetshenziswayo inqamuka • Ukushoda okukhulu kwempahla yezempilo esemqoka Isimo esibi somtholampilo sidale ukuthi izinkulungwane zabantu zingakwazi ukufaneleka ukuhlinzekelwa ngokwezempilo ngezinqophelo elifanele UMnyango Wezempilo waseGauteng nowasekuRhuleni awunazo izinsiza noma imali yokubhekana nomsebenzi wokulungisa nokuthuthukisa, nakuba kuhlonzwe njengoseqhulwini kwezokuthuthukisa. Ukuhlola ngokuhlanganisa koMnyango Wezempilo wasekuRhuleni kanye ne-DRDGOLD Ergo Mining kuhlonze ukuthi ukulungiswa nokuthuthukisa okuphuthumayo esikhungweni kungenzeka futhi kudinga isinyathelo esiphuthumayo. Okukhuthaza ukuba kube nale phrojekthi wokulandelayo: 1. Imihlangano Eminingi nobuholi bomasipala bendawo kanye noMnyango Wezempilo weCity of Ekurhuleni uhlonze isidingo esiphuthumayo sokusiza eMtholampilo				

	2. Ukuqondanisa nezimpokophelo ezingokweqhingaswe zeCity of Ekurhuleni ukukhuthaza imiphakathi ephephile, enempilo, nehlomise umphakathi. Ukuqondanisa nokuseqhwini emtholampilo woMnyango Wezempilo waseGauteng ngenxa yokuthuthukisa. Ayikho imali ekhona evele kuMnyango noma Ekurhuleni yokuthuthukisa lo mtholampilo esikhathi esizayo esimaphakathi. 3. Okutholakele kanye Nemiphumela yeNqubo Yokubonisana Nabantu Ngokokuhlukana kwabo: Ngesikhathi sokubonisana nemiphakathi ezungeze iGeluksdal, amalungu omphakathi aveze isimo ezinzima somtholampilo, izimo zalo ezingezinhle, ukufinyelela okukhawulekile kanye nokwehluleka kukonke ukuhlizeka ngokunakekela ngokwezempilo okuyisisekelo okusemqoka ukuze kuhlizekelwe izidingo zabantu. 4. Umpahakathi waseGeluksdal utholakala endaweni i-ERGO esebenzela kuyo ngqo futhi ngenxa yalokho iseqhwini ku-Ergo Mining ukuze ihlinzeke ngokutholakala kokwelapha okusemqoka futhi kuzuze izinkulungwane zemizi ngale phrojekthi.
Incazelo Yephrojekthi	Impokophelo: Le phrojekthi yakhelwe ukuba ibhekane nezinsalela ezihlonzwe esikhungweni esesikhona. Le phrojekthi ngeyokwakha isikhungo esisha esikuZinga lesi-2 emhlabeni onsondele kakhulu eMtholampilo Wezokunakekela Ngokwezempilo Okuyisisekelo (Izinga loku-1). Umtholampilo omusha okuZinga lesi-2 uzobe uthuthukise amandla, ukusebenza, kanye nezingaqophelo lokunakekela. Ekuqaleni uMtholampilo weZinga loku-1 uthuthuthelwa kwesinye isikhungo okuzokwenza uMnyango Wezempilo wandise imisebenzi ibe kuZinga lesi-2 lokusebenza ngaphandle kwezihlabe. Indawo: Ngokubonisana noMnyango Wezempilo, kuhlonzwe umhlaba ofanele wesakhiwo esisha. Umhlaba uhlizekelwe ngengqalasizinda yamapayipi endle, amanzi kanye nogesi. Ubungako Bomsebenzi: Ngokususela a) Ekuhloleni Okuyisisekelo, ukudwetshwa kohlaka lwecebo kanye nezilinganiso zezindleko okwenziwe wongoti abaneziqu kanye 2) nemithetho, imigomo nezimiso eziyisisekelo zoMnyango Wezempilo zesikhungo somtholampilo weZinga lesi-2, sizibophezele kubungako bomsebenzi obulandelayo: Izindawo Zomphakathi - Indawo yokungena ebiyelwe nendawo yokwehlisa iziguli; Indawo yokwamukelwa kwezihambi namarekhodi eziguli; Indawo yokulinda; Izindlu zangasese zomphakathi; Indawo yokulanda imithi ekhemese Izindawo Zomtholampilo - Amagumbi ayi-8 okubonisana; Amagumbi okwelapha; Okwezimo eziphuthumayo / amagumbi okwelapha ezimweni ezibucayi; Igumbi lokwelashwa ezimweni ezingebucayi - Igumbi lezinqubo zokwelapha amazinyo; Amagumbi okubonisana nabazithwele kanye nezingane ngokwezempilo; Igumbi lokugoma; Amagumbi okweluleka; Indawo yokugcina kuqashwe iziguli (cishe imibhede emi-3) Ikhemese / Indawo yokukhishwa kwemithi - Indawo yokukhishwa kwemithi; Isitolo semithi esivikelekile; Indawo yokusebenzela kukasokhemese; Itafula lokulanda imithi Izindawo Zokusekela - Igumbi lempahla ehlanzekile; Igumbi lempahla engcolile; Ukugcinwa kwemfucuzo yezokwelapha; Indawo Yokugcina Impahla; Indawo yokugcina amarekhodi



Izikhungo Zabasebenzi - Ihhovisi lomphathi womtholampilo; Ihhovisi lezokuphatha; Ikhishi labasebenzi; Amalokha abasebenzi kanye nezikhungo zokugeza Inggqalasizinda Yezindawo Zangaphandle - Ukungena kwama-ambulensi kanye nesicabha sezimo eziphuthumayo; Indawo yokwehlisa iziguli; Izindawo zokupaka abasebenzi neziguli; Indawo yokuqoqa imfucuza yezokwelashwa; Indawo yejenereytha yokusiza uma ugesi uhambile; Inggqalasizinda yamanzi emvula; Ukulungiswa kwegceke Izindlela Zokuvikela - Ukubiyela indawo kanye nokuvikelwa kwendawo; Ukukhanyisa kwangaphandle Ifenisha Nempahla - Ukuhlinzeka ngefenisha esemqoka kanye nempahla edingekayo ukuze kusebenze umtholampilo oyisisekelo weZinga lesi-2 lenani eliyizi-R4 000 000 (izigidi ezine zamarandi) Usayizi Wesakhiwo Olinganiselwe Ngokususela emisebenzini olindelekile kanye nokudingekayo ngokwemisebenzi komtholampilo weZinga lesi-2 ohlinzekela umphakathi weGeluksdal, isikhungo esiphakanyiswayo kulindeleke ukuba ibe nendawo enkulu elinganiselwa: ku-1,300 m² – 1,500 m² Lo sayizi uhambisana nezikhungo zokunakekela ngokwezempilo eziyisisekelo ezakhelwe ukusekela umthwalo weziguli olindelekile.									
Izindawo Zomsebenzi Obhekiwe Ezisemqoka (ama-KPA)					Izinkomba Zomsebenzi Obhekiwe Ezisemqoka (ama-KPI)				
Umphumela					I-KPA 1: Konke ukugunyaza okuhambisana nakho, ukugunyaza izinkomba ezibaluliwe nezidizayiniwe I-KPA 2: Ukwakhiwa Nokufaka Impahla esikhungweni esisha I-KPA 3: Umthelela Womphakathi Nokufinyelela				
UMasipala Wesifunda UMasipala Wendawo Igama Lendawo Yasemakhaya / Lomphakathi					Umasipala iCity of Ekurhuleni Metropolitan Municipality Umasipala iCity of Ekurhuleni Metropolitan Municipality IGeluksdal nezindawo ezizungezile				
Abahlomuli Okuphokophelwe kubo					Isikhungo Esibhekele Umsebenzi (Kubandakanya amaqhaza)		UMnyango Wezempilo (Ekurhuleni) ne-Ergo Mining (i-ERGO)		
Izakhamizi zaseGeluksdal (ezilinganiselwa kuzi-20 000)					Ephreli 2026		Usuku lokuphela kwePhrojekthi		
Ukubekwa ngokwezigaba Kwemisebenzi:	Abantu Abadala	Besilisa	Abantu Besifazane Abadala	Abantu Abasha Besilisa	Abantu Abasha Besifazane	Inombolo Eyisamba	Usuku Lokuqala KwePhrojekthi	Ukwakha ekupheleni kukaDisemba 2027	

					yeMisebenzi Eyakhiwe				Ukulungisa kokucina nokusayina kokugunyaza ngoFebhuwari 2028 kanye nokudlulisela kwabafanele ngoMashi 2028
Isikhashana	12	2	8	2	24				
Isikhathi Esimaphakathi	Lutho	Lutho	Lutho	Lutho	0	Ukuzibophezela Ngokwesabelomali Kweminyaka Emi-5 Isiyonke			
Isikhathi Eside	Lutho	Lutho	Lutho	Lutho	0	U-R24 000 000 (AmaRandi Ayizigidi Ezingamashumi Amabili Nane) esabelomali sephrojekthi sisonke esiyizi-R39 000 000 ezoxhaswa ngokuhlanganyela ne-MR 187 GP (iKnights) eyisilinganiso esiyizi-R15 000 000.00			
Isikhathi kanye Nokuqaliswa Kwaminyaka Yonke Kwemisebenzi									
UNYAKA		IKOTA LOKU-1		IKOTA LESI-2		IKOTA LESI-3		IKOTA LESI-4	
2023		Lutho		Lutho		Lutho		Lutho	
2024		Lutho		Lutho		Lutho		Lutho	
2025		Lutho		Lutho		Lutho		Kulindwe ukugunyaza kwe-DMPR	
2026		Kulindwe ukugunyaza kwe-DMPR		Ubungako Bomsebenzi Ongokwesu owenziwe Ukusungulwa KweKomidi Elishayela Iphrojekthi (elakhiwe abaphathi Abakhulu nabasendaweni abaphuma kuMnyango Wezempilo, iKhansele leWadi kanye Nabamele uMasipala, i-Ergo, Abamele Abahlinzekimisebenzi)		Ukuqala kwedizayini eneminingwane kanye nocwaningo longoti Ukuqala kwakho konke ukugunyaza nezivumelwano ezakhiwe Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi		Ukugunyazwa kwedizayini okunemininingwane nokuqedelwa kocwaningo longoti Zonke izigunyazo nezivumelwano ziqediwe Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi	

		<i>Ukuqokwa Kwabahlinezekimisebenzi ukuze kutholakale idizayini eneminingwane</i>		
2027	<i>Indawo yesiza</i> <i>Ukuthengwa kwempahla elindwa isikhathi eside</i> <i>Ukuqala kokwakha</i> <i>Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi kanye nababambiqhaza abasemqoka</i>	<i>Ukuqhubeka nemisebenzi yokwakha</i> <i>Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi</i>	<i>Ukuqhubeka nemisebenzi yokwakha</i> <i>Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi</i>	<i>Ukuqeda imisebenzi yokwakha</i> <i>Ukufakwa kwefenisha nempahla njengoba igunyaziwe</i> <i>Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi</i> <i>Ukulungisa amaphutha kuzoqedwa ngeKota loku1 lowezi-2028 kanye nokudlulisela kwabafanele ngoMashi 2028.</i>
Usuku Lokuqeda kanye Neqhingasus Lokuphuma				
Usuku okuphokophelwe ukuba kuqedwe ngalo uDisemba 2027 bese kudluliselwe kuMnyango Wezempilo. ISivumelwano Sokusebenzisana (i-MoU) sizosayinwa uMnyango Wezempilo ne-Ergo Mining. Lokhu kuzobhalwa Amaqhaza neMithwalo ye-DoH ne-Ergo Mining ngesikhathi sePhrojekthi kanye nohlelo lokulungisa olucaciwe oluzoqaliswa i-DoH emuva kokudluliselwa kwesakhiwo.				



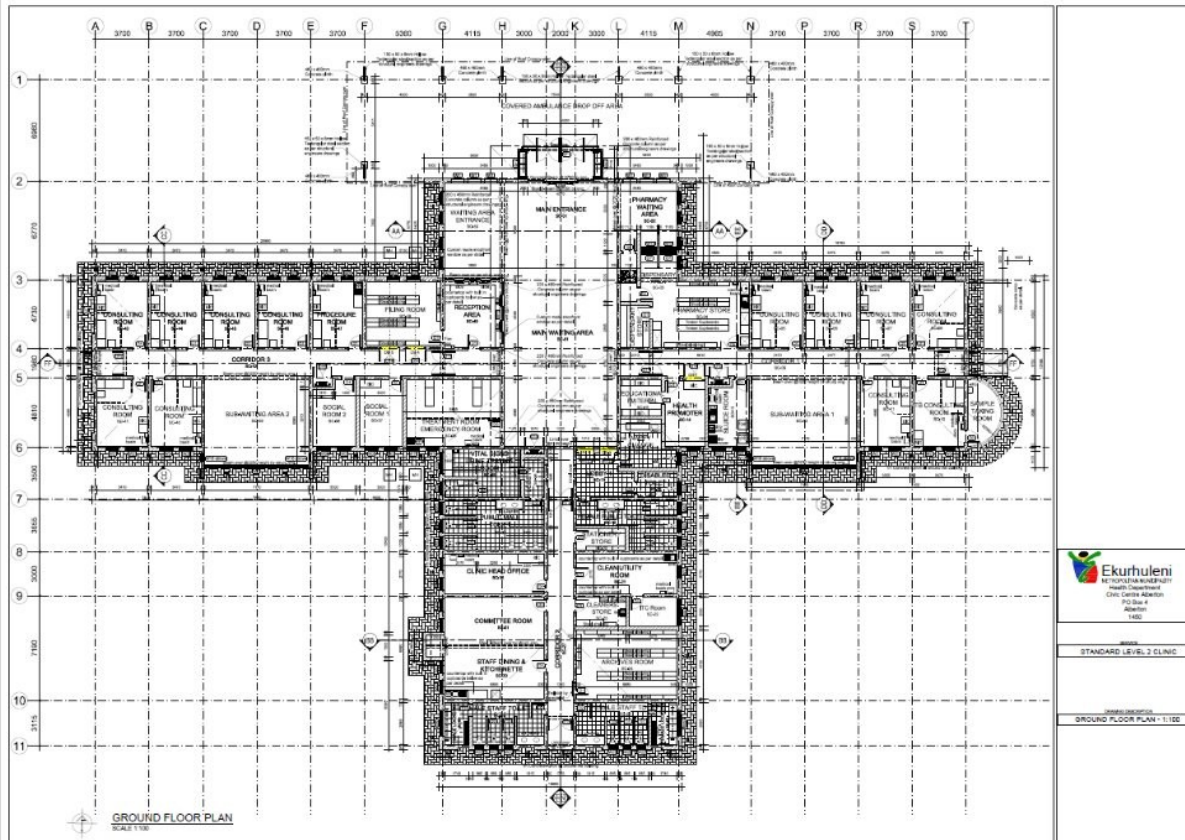
Umfanekiso wesi-7: Icala lesithombe loku-1 - Umumo Womdwebosakhiwo woMtholampilo waseGeluksdal omusha8



Umfanekiso wesi-9: Icala lesithombe lesi-2 - Umumo Womdwebosakihiwo woMtholampilo waseGeluksdal omusha10



Umfanekiso wesi-11: Icala lesithombe lesi-3 - Umumo Womdwebosakhiwo woMtholampilo waseGeluksdal omusha12



Umfanekiso wesi-13: Icala lesithombe lesi-4 - Uhlelo Lwephansi Lomtholampilo waseGeluksdal14

3.7 Isifinyezo Sezinhlalo ze-LED

Ithebhula lama-94: Isifinyezo Sezinhlalo ze-LED95

INombolo YePhrojekthi	Igama Lephrojekthi	Incazelo	Abahlomuli	Isabelomali se-LED Isiyonke	Unyaka Wokuqalisa
IPHROJEKTHI YOKU-1	UMtholampilo Womphakathi waseGelukdal - Ukwakhiwa Komtholampilo Omusha Osezingeni lesi-2	Ukwakhiwa komtholampilo wokunakekela okuyisisekelo kuhlanganisa izindawo zokwamukela izihambi kanye nendawo yokulinda, amagumbi okubonisana nawokwalashelwa, ikhemese nendawo yokukhipha imithi, izindawo zokusekela, izikhungo zabasebenzi, kanye nengqalasizinda yendawo yangaphandle kubalwa nendawo yokupaka, onogada, kanye nendawo yokungena ezimweni eziphuthumayo. Isikhungo sizohlizekela umphakathi waseGeluksdal endaweni enkulu elinganiselwa cishe ku-1,400 m².	Izakhamizi zaseGeluksdal (ezilinganiselwa kuzi-20 000)	Izi-R24 000 000 (zesabelomali sephrojekthi iyonke eyizi-R39 000 000)	2026 - 2027
			Isabelomali se-LED Isiyonke	R 24 000 000	

3.8 Izindlela zokubhekana nezimo zezeZindlu, Izimo Zokuhlala kanye Nezokudla - UMthethonqubo 46 (c) (iv)

Ngokuhambisana nokuqaliswa koHlelo lwezindlu kanye neZimo Zokuhlala ze-ERGO, njengamanje kuqaliswa izinhlelo ezilandelayo futhi kuzobikwa ngazo minyaka yonke.

- Ngowezi-2016 yonke imisebenzi ye-Ergo Mining, ngokubonisana nezinyunyana zabasebenzi, kwavunyelwana ngokubeka eceleni izi-R12,000,000 ukuze kusungulwe uhlelo lobunikazi bezindlu zabasebenzi. Lolu hlelo luvumela abaqalayo ukuthenga imizi ukuthi bafaneleke ukuthola ibhondi ebhange elaziwayo ukuze bafaneleke ukwaphulelwa entengweni yokuthenga indlu nezi-R75 000 kumalimboleko evela eNkampanini. Selokhu lwaqaliswa abafakizicelo abayi18 bagunyazwa ukuba bathole amabhodi futhi bathenga izindlu ezintsha.
- Abasebenzi bemisebenzi yase-Ergo Mining bathola Isibonelelo Sokuhlala Ngaphandle sezi-R3000 ngenyanga.
- IKomidi Lezezindlu livuselelwe ukuze libonisane nabasebenzi ukuze kusizwe abasebenzi bathole izindlu ezigcinekeyo nezisemandleni abo.
- Lapho kucelwa futhi kuBonisanwa nezinyunyana zabasebenzi ngowezi-2018 yonke imisebenzi ye-Ergo Mining iqalise uhlelo lwemalimboleko yezindlu esekelwe yisikhwama sempesheni se-IEMAS.

3.9 Ukunakekela Impilo Nokudla

UMthethonqubo wama-46 (c) (v) udinga ukuthi izimayini zibe nezindlela ezimisiwe zokuqinisekisa ukuthi abasebenzi bakwazi ukuthola ukudla okulungele impilo. I-ERGO ayihlinzeki ngohlelo lwezokudla olubaluliwe lwabasebenzi bayo njengoba ingenawo amahostela, indawo yokuhlala komuntu ngayedwana, noma izindawo zokudla ezilawulwayo zabasebenzi bayo. UMthethonqubo wama-46 (c) (v) udinga ukuthi izimayini zibe nezindlela ezimisiwe zokuqinisekisa ukuthi abasebenzi bakwazi ukuthola ukudla okulungele impilo. I-ERGO ayibahlinzeki abasebenzi bayo ngokudla njengoba ingenawo amahostela, indawo yokuhlala komuntu ngayedwana, noma izindawo zokudla ezilawulwayo zabasebenzi bayo. Njengohlelo lokuhlomisa nokho, kukhona amankantini lapho abathengi bengakwazi ukuthenga ukudla.

3.10 Ezokuthenga, Ezebhizinisi kanye Nezokuthuthukisa Kwabahlinezekimisebenzi - UMthethonqubo 46 (c) (vi)

3.10.1 Isingeniso

USomqulu Wezokuthuthukisa Abantu Abamnyama Ngokubanzi Kwezomnotho kweMboni Yezezimayini ("uSomqulu Wezezimayini") wachitshiyelwa uMnyango Wezengcebo Embiwayo Nophethilomu (i-DMPR) ngoSeptemba 2018. USomqulu Wezezimayini wezi-2018 ubiza ukuthi izinkampani ezivukuzayo zithumele uhlelo Lokuthenga Impahla olusha lweminyaka emihlanu, okuveza izimpokophelo zonyaka ezibe sezanda ngokuhamba kwesikhathi kube kubhekwe ekulandelweni kwezimpokophelo zokuthenga impahla okusha ngokukaSomqulu Wezezimayini wezi-2018.

NgokukaSomqulu Wezezimayini, Ukuthenga Impahla Endaweni, Ukuthuthukiswa Kwabahlinezekimpahla kanye Nokuthuthukiswa Kwamabhizinisi kungezinye zezakhi ezisemqoka zokuphumelela kwezokuncintisana noguquko embonini yezezimayini.

3.10.2 Isisekelo Sezokuthengwa Kwempahla

Ithebhula elingezansi liveza isisekelo sokuThengwa Kwempahla ngokomhla zingama-31 Disemba 2022.

Ithebhula lama-96: Isisekelo Sokuthengwa Kwempahla e-ERGO (IFomu T) kusukela ngomhla zingama-31 Disemba 202297

Impahla Yezokuvukuza	Izindleko	Impokophelo	Okufeziwe	Isilinganiso	Umphumela
Okunabanikazi kanye Nenkampani Elawulwa Ababephucwe Amathuba Ngokwasemlandweni	R222 285 603	21%	22%	5,0%	5,0%
Okunobunikazi futhi Okulawulwa Abantu Besimame Nentsha	R116 671 422	5%	11%	5,0%	5,0%
Inkampani Elandela i-BEE	R435 490 919	44%	42%	5,0%	4,8%
Isamba Sezindleko ze-BEE	R774 447 943	70%	75%	15,0%	14,8%
Isamba sezindleko zemipahla yasemayini	R1 026 725 672				
Imisebenzi	Izindleko	Impokophelo	Okufeziwe	Isilinganiso	Umphumela
Okunabanikazi kanye Nenkampani Elawulwa Ababephucwe Amathuba Ngokwasemlandweni	R151 726 888	50%	24%	5,0%	2,4%
Okunobunikazi futhi Okulawulwa Abantu Besimame	R62 246 054	15%	10%	5,0%	3,3%
Okunobunikazi futhi Okulawulwa Yintsha	R3 267 427	5%	1%	5,0%	0,5%
Inkampani Elandela i-BEE	R131 493 421	10%	21%	5,0%	5,0%
Isamba Sezindleko ze-BEE	R348 733 790	80%	55%	20,0%	11,2%
Isamba sezindleko zemisebenzi	R635 982 104				
Amasampula	R13 433 469	100%	100%	2,5%	2,5%
Ucwaningo Nentuthuko eNingizimu Afrika	R56 364	100%	100%	2,5%	2,5%
Isamba sokuthengwa kwempahla	R1 731 799 195			40,0%	31,0%

3.10.3 Izimpokophelo Zokuthengwa Kwempahla

I-ERGO izibophezele ezimpokophelweni ezilandelayo zama-SLP esikhathi seminyaka emi-5. Lezi zimpokophelo zisuselwa esisekelweni sokuthenga se-ERGO kanye nezidingo zikaSomqulu Wezezimayini.

Ithebhula lama-98: Izimpokophelo Ze-ERGO Zezokuthenga Zeminyaka Emihlanu 99

INDLELA	2023	2024	2025	2026	2027
Impahla Yezokuvukuza	66%	67%	68%	69%	70%
Enobunikazi futhi engeyezinkampani ezilawulwa yi-HDP	19%	19,5%	20%	20,5%	21%
Enobunikazi futhi engeyezinkampani ezilawulwa Abantu Besimame kanye/noma Intsha	5%	5%	5%	5%	5%
Izinkampani ezilandela i-BEE	42%	42,50%	43%	43,50%	44%
Imisebenzi	48%	56%	64%	72%	80%
Enobunikazi futhi engeyezinkampani ezilawulwa yi-HDP	22%	29%	36%	43%	50%
Enobunikazi futhi engeyezinkampani ezilawulwa Abantu Besimame	15%	15%	15%	15%	15%
Enobunikazi futhi engeyezinkampani ezilawulwa Intsha	1%	2%	3%	4%	5%
Izinkampani ezilandela i-BEE	10%	10%	10%	10%	10%
Ucwaningo Nentuthuko	100%	100%	100%	100%	100%
Izinkampani zocwaningo nentuthuko ezizinze eNingizimu Afrika.	100%	100%	100%	100%	100%
Isampula Lohlaziyo	100%	100%	100%	100%	100%
Izikhungo noma izinkampani ezizinze eNingizimu Afrika.	100%	100%	100%	100%	100%

3.10.4 Uhlelo Lokuqalisa Ezokuthengwa Kwempahla

Ithebhula lama-100: Uhlelo Lokuqalisa Ezokuthengwa Kwempahla 101

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukusungula nokuqalisa iqhingas, inqubomgomo nezindlela zokulandelela nokubika ngokuthenga impahla ngokwezimpokophelo ezimisiwe	Umphathi Wezokuthengwa Kwempahla
Ukuqalisa ukuthuthukisa ibhizinisi nabahlinzekimisebenzi ukuze kufezwe izimpokophelo zokuthenga impahla	Umphathi Wezokuthengwa Kwempahla
Ukuqinisekisa ukuthi osonkontileka abasemqoka bayaziswa ngokudingekayo ukuze ukuthengwa kwempahla kulandele izimiso ngokusebenzisa inqubo yokubazisa ngomsebenzi usaqalwa	Umphathi Wezokuthengwa Kwempahla
Ukuhlomisa abanikazi bolwazi kanye nosonkontileka abasemqoka ngokudingekayo ukuze kulandelwe izimiso zokuthenga impahla	Umphathi Wezokuthengwa Kwempahla

I-ERGO izoqalisa izinhlelo ezinhlobonhlobo njengengxenye yokulandela izimpokophelo zokuthenga ezibophezele kuzo. Lezi zinhlelo zibhalwe ohlwini olungezansi:

1. Ukuhlonza nokubiyela iphesenti lemisebenzi ebaluliwe kanye nempahla, ezofakwa esikhathini seminyaka emi-3, kuncike ekutheni kumele kuhlonzwe abantu abasha futhi bafundiswe ngomsebenzi kusaqalwa.
2. Izinkampani ezingazilandeli izimiso kuzobhekanwa nazo ngokweqhingaswe elinzulu elingase libandakanye izindlela ezilandelayo emuva kokuhlaziya kokusetshenziswa kwemali:
 - Ukuba nezindlela ezimile nezilinganisekayo zokuba abahlinzekimpahla bafinyelele ezingeni elamukelekile lokulandelwa kwezimiso.
 - Ukuhlonza imali esetshenziselwe okungekho semqoka engabela abanye abahlinzeki abalandela izimiso
 - Ukukhuthaza ukusetshenziswa kosonkontileka abancane abalandela izimiso ukuze bakwazi ukudlulisa amakhono
3. Ukuqhubeka nokwethembela ebuqinisweni nasekwethembekeni kwezitifiketi ze-BEE ezikhishwe ngokusemthethweni ezigunyazwe yizikhungo eziqinisekisa. Phezu kwalokhu, kuzoba nesibalo esincane sokuqinisekisa esizokwenziwa maqondana nabahlinzekimpahla abalandela izimiso abasebenzisa imali enkulu.

3.10.5 Uhlelo Lokuthuthukisa Ibhizinisi Nabahlinzekimpahla

Ukuthuthukisa ibhizinisi nabahlinzekimpahla kwenziwa ngokuqalisa okulandelayo:

- Azisa ngamathuba entuthuko, ukufundiswa inqubo yokukhetha abahlinzekimpahla bezokuthuthukisa kanye nokuhlomisa maqondana nezimpokophelo kanye nezigaba zezokuthenga impahla
- Ukusungula izinqubo zokuhlola abahlinzekimpahla namabhizinisi okuhlonza intuthuko engaba khona
- Ukuqinisekisa ukuthi kukhona izinkontileka zeBhizinisi / zoMhlinzekimpahla ezidingekayo

Izindlela zokungenelela ezizoqaliswa yi-ERGO esikhathini se-SLP seminyaka emi-5 zibandakanya okulandelayo:

- Ukuhlonzwa kwezikhungo zokuthuthukisa ibhizinisi ezifanele ezingahlinzeka ngokuqeqesha okudingekayo, amathuba okuxhumana nokungabanjisanwa nabo kanye nokufundisa ngezezimali kanye nosizo lwama-SMME njengengxenywe yohlelo lwe-ESD olufiswayo.
- Ukubonisana ngokuqhubekayo nemiphakathi esisingethe nokuba nezindlela zokuxhumana ezisunguliwe i-ERGO izibophezele ekuhlinzekeni ngamathuba osomabhizinisi basendaweni okubamba iqhaza ekuThuthukisweni Kwamabhizinisi Nabahlinzekimpahla. Ukubamba iqhaza kosomabhizinisi basemphakathini kungenye yezindlela zokuba negalelo ekuthuthukisweni komnotho womphakathi ozungeze imisebenzi yethu yokuvukuza.

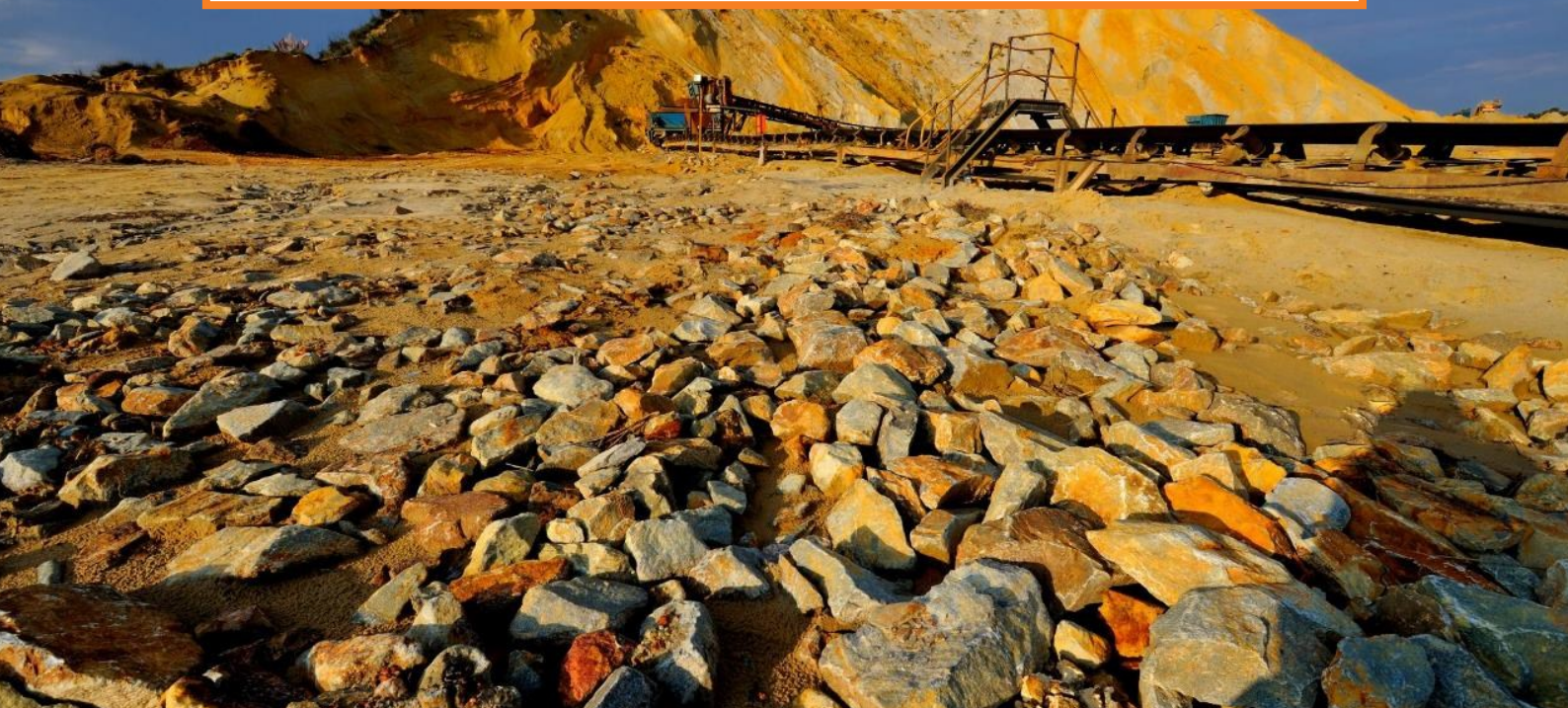
Ngokusekela nokuthuthukisa Amabhizinisi ama-SME anabanikazi basemiphakathini esisingethe, i-ERGO ihlose ukuba nomthelela omuhle ekuwuguquleni ngempumelelo umphakathi wase-Ningizimu Afrika, ngokwenza okulandelayo:

- Ukuhlineka ngamathuba ama-SME asendaweni okubamba iqhaza emisebenzini yethu yokuthengwa kwempahla
- Ukuvula am-SME asendaweni agcinekayo ngokuThuthukiswa Kwamabhizinisi Nabahlinzekimpahla
- Ukwakha amathuba emisebenzi ngezokuthengwa kwempahla
- Ukusekela ama-SME asendaweni ukuze akwazi ukuqhubeka nokusebenza noma ingasekho imisebenzi yethu yezokuvukuza

ISIGABA SESI-4

**UHLELO LOKUPHATHWA
KOKUNCISHISWA KWESIBALO
SABASEBENZI NOKUDILIZWA
KWABASEBENZI:**

UMTHETHONQUBO 46 (D) WE-MPRDA



4 UHLELO LOKUPHATHWA KOKUNCISHISWA KWESIBALO SABASEBENZI NOKUDILIZWA KWABASEBENZI - UMTHETHONQUBO 46 (D)

Ukuncishiswa kwesibalo sabasebenzi nokudilizwa kwabasebenzi e-ERGO bekulokhu futhi kuzoqhubeka nokwenzeka ngokubonisana ngokugcwele nenyunyana yabasebenzi eyaziswayo. Izigaba ezilandelayo ziveza uhlelo lokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi ngokomsebenzi owenziwayo. I-ERGO izolandela izinqubo zokunciphisa isibalo sabasebenzi nokudilizwa kwabasebenzi njengoba kumiswe ku-DoL noMthetho Wezobudlelwano Nabasebenzi.

Ukubalwa kwezibalo ezichazwe ngezansi kususelwe kunqubomgomo yokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi, evumela ukuba abasebenzi baholelwe amaviki amane onyaka wokuqala wokusebenza bese emuva kwalokho kube amaviki amabili ngonyaka ngamunye abawuqede besebenza emuva kokuba umsebenzi esebenzele i-ERGO. Le mali itholakala noma kunini ukuqinisekisa ukuthi kuhlinzekwa ngokwanele uma kwenzeka kuba nokuvala okungalindelekile noma ukuncishiswa kwesibalo sabasebenzi.

Yonke imisebenzi ye-Ergo Mining ineForamu Yangomuso esunguliwe enomthethosisekelo ovunywe yibo bonke abathintekayo. Iforamu ihlangana njalo futhi ibandakanya abamele abaphathi be-ERGO nabasebenzi futhi isebenzela ukukhuthaza ukuqhubeka kokubonisana phakathi kwabasebenzi nabaphathi.

Bonke osonkontileka kanye nabahlinzekimisebenzi benkampani kudingeka ukuba balandele izibopho nezinqubo ezendlalwe kulesi sigaba. Kuzokwenziwa imisebenzi elandelayo eqondene nokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi.

4.1 Ukusungula Iforamu Yangomuso - UMTthethonqubo 46 (d) (i)

Kudingeka ukuba kusungulwe Iforamu Yangomuso (i-FF) ngokoMthethonqubo wama-46 (d) (i) we-MPRDA. I-FF iwuphiko lokuphatha abasebenzi oluzogxila ekuqalisweni nasekuqashweni kwe-SLP. Inhloso wukuhlinzeka ngendlela esemthethweni, lapho bonke abathintekayo bengaxoxa ngezinqubo kanye nezisombululo ezingase zibe khona ezinkingeni iMayini ebhekene nazo ezingase zibe nethuba lokuholela ekudilizweni kwabasebenzi ngomuso.

I-Ergo Mining yasungula iForamu Yangomuso ehlanganisile (emele yonke Imisebenzi ye-Ergo Mining) ngowezi-2014 neNational Union of Mineworkers kanye ne-United Association of South Africa futhi kamuva nje njengoba Sekwaziswe i-AMCU nayo isibamba iqhaza kule foramu. Umsebenzi osemqoka weForamu Yangomuso ifinyezwe ngokulandelayo:

- ukukhuthaza izingxoxo eziqhubekayo phakathi kwenyunyana (kwezinyunyana) nge-ERGO maqondana nekusasa leNkampani;
- ukuhamba phambili ekuhlonzweni kwezinkinga, izinqubo kanye nezisombululo ezingase zibe khona maqondana nomsebenzi wokukhiqiza nokuqasha;
- ukuhlonza amaqhingasuka okuguqula ukukhiqiza nokuqasha; kanye
- ukuqalisa amaqhingasuka okuvunyelenwe ngawo phakathi kwabathintekayo.

4.2 Izindlela Zokuvikela Imisebenzi kanye Nezinye Izindlela Zokugwema Ukuncipha Kokungabi bikho Kwamathuba Omsebenzi - UMthethonqubo 46 (d) (ii no iii)

Inkampani isungule futhi izoqalisa amaqingasu oshintsho nezindlela zokugcina imisebenzi, ukuvikela ukungabibikho kwemisebenzi nokugwema ukuncishiswa kwesibalo sabasebenzi ngokwenza okulandelayo:

- Ukubonisana ne-DoL, i-DMPR, kanye nezinkampani zezimayini ezizungeze indawo ukuhlola noma amaphi amathuba okungenelela emitheleleni yokudiliza abasebenzi noma ukuvala;
- Ukubonisana ne-Productivity South Africa ukuhlonza eminye imikhakha yezomnotho noma imisebenzi abasebenzi abangase bafakwe kuyo;
- Kuzosetshenziswa indlela Yokusekela Uhlelo Lomphakathi Lwezobuchwepheshe ukuze kusizwe ukuze kufinyelwe ezisombululweni zezinkinga ezihambisana nokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi, kanye
- Nokufakwa kwabasebenzi kumaprojekthi e-LED agcinekayo eqaliswa imayini, njengoba kuchazwe ezigabeni ezidlule.

Uma i-ERGO isingena esigabeni sokuncishiswa kwesibalo sabasebenzi, noma uma icubungula indaba yokudilizwa kwabasebenzi abaningi, kuzokhishwa izaziso ezizobhekiswa ezikhungweni zikahulumeni ezifanele ezibhalwe **kuThebhula lama-52**. Ithebhula lama-102: Inqubo Yokwazisa Ngokuncishiswa Kwesibalo Sabasebenzi Nokuvalwa Kwebhizinisi103

Ithebhula lama-102: Inqubo Yokwazisa Ngokuncishiswa Kwesibalo Sabasebenzi Nokuvalwa Kwebhizinisi103

Isaziso sizoqondiswa kuSihlalo weBhodi Lezokuthuthukiswa Kwengcebo Embiwayo Nezokuvukuza	ISAZISO SIKANGQONGQOSHE WEZABASEBENZI
Lapho umsebenzi ubona ukuthi kuzophela ingcebo embiwayo evukuzwa futhi/noma uma incipha lapho izinga lenzuzo/lengeniso liba ngaphansi kwama-10%	Lapho umsebenzi ubona ukuthi noma uhlose ukudiliza abasebenzi abaningi (ama-10% noma ngaphezulu NAMA abasebenzi abangaphezu kwama-500 kulandelana, noma ngabe wokuphi okuncane)
Lapho umsebenzi ubona ukuthi noma uhlose ukudiliza abasebenzi abaningi (ama-10% noma ngaphezulu NAMA abasebenzi abangaphezu kwama-500 kulandelana, noma ngabe wokuphi okuncane) esikhathini sonyaka owodwa	

Phezu kwala mahhovisi kahulumeni, kuzokwaziswa abalandelayo abengeziwe abangaba nentshisekelo:

- IForamu Yangomuso yomsebenzi
- Ithimba Lokungenelela Ngokushesha le-DoL
- Izikhungo Zabasebenzi ze-DoL
- Amaprojekthi e-DTI ahlose ukuthuthukisa ama-SMME
- Noma ziphi izinhloko zokuxhumana nomphakathi ezisungulwe yinkampani

- Izikhungo zemfundo ephakeme

- Izikhungo zoxhasomali

- Izikhungo eziqashayo zasendaweni kanye nanoma siphilisi isikhungo sabasebenzi esifanele

Inhloso yokwazisa okukhulu kangaka wukuba bonke laba abanentshisekelo basekele futhi bahlinzeke ngosizo ngokuzibandakanya kusanisikhathi ekuncishisweni kwesibalo sabasebenzi.

4.3 UMthethonqubo 46 (d) (iv) UMthelela Wezenhlalomnotho Ekuncishisweni Kokungabi Bikho Kwamathuba Omsebenzi Nokuvalwa Kwebhizinisi.

Lapho ingekho indlela yokugwema ukudilizwa kwabasebenzi, i-ERGO izolandela izinqubo zokunciphisa isibalo sabasebenzi nokudilizwa kwabasebenzi njengoba kumiswe ku-DoL noMthetho Wezobudlelwano Nabasebenzi.

Kuzoqaliswa uhlelo olulandelayo lokulawula inqubo yokunciphisa isibalo sabasebenzi nokudiliza abasebenzi:

- Ukulawula ukudilizwa kwabasebenzi okungegwemeke ngendlela enobuntu, njengokuthi kubhalwe isiphakamiso sokudiliza abasebenzi esifanele ngokubonisana nabathintekayo;
- Ukuvula izindlela zokuxhumana ezinozinzo zokuxhumana nabasebenzi abathintekayo ukuqinisekisa ukuthi bayiqonda ngokufanele inqubo. Ukuhlinzeka ngolwazi oluyiqiniso, olubuyekeziwe noluvamile maqondana nokudiliza abasebenzi noma ukuncishiswa kwesibalo sabasebenzi oluzonikwa abasebenzi angokuvamile;
- Ukuhlinzeka abasebenzi abathintekayo ngolwazi olimisiwe oluqondene nezinkokhelo zokuphelelwa umsebenzi, izikhwama zomhlalaphansi, kanye nezinye izindlela nosizo abangaluthola;
- Ukulawula umfutho wabasebenzi ukuvikela imithelela emibi engase ibe khona emisebenzini;
- Ukuhlinzeka abasebenzi ngosizo maqondana nokuthola izinkokhelo zomhlalaphansi kanye nezinye izinzuzo zabasebenzi ezinjenge-UIF, njl.;
- Ukuthola usizo lokusungula Ithimba Lokubhekana Nokudilizwa Kwabasebenzi (i-RRT), elizoxhumana neForamu Yangomuso ngezinkinga eziqondene nokuncishiswa kwesibalo sabasebenzi; futhi

Libonisane neziKhungo Zabasebenzi zama-DoL:

- Ukwelulekwa ngokwezimali;
- Ukwelulekwa ngokomqondo;
- Ukuthuthukiswa nokuqeqeshelwa ukusungula amabhizinisi; kanye
- Nokuqeqeshwa ngokufuna umsebenzi

4.4 Izindlela Zokuba Nomthelela Kwezenhlalakahle Nezomnotho Esifundeni Ngasinye Nasemnothweni lapho kuqinisekisekile Ngokudilizwa Kwabasebenzi kanye Nokuvalwa Kwebhizinisi.

I-ERGO izosiza abasebenzi abathintekayo ngokuthola ezinye izinhlobo zomsebenzi noma izindlela zokuziphilisa. Lokhu kuzokwenzeka lapho abasebenzi bengenakufakwa noma ukuqashwa kwezinye izikhungo, nalapho bengakafiki eminyakeni yokuthatha umhlalaphansi. Lesi sigaba siphathwa ngokuhlanganyela kwenkampani ngokubambisana noMnyango Wesifundazwe nokaHulumeni Wendawo. Lesi sigaba sizogxila ekuhlomiseni abasebenzi ngamakhono kabusha (ngoHlelo lwe-HRD) oluzobahlomisela eminye emisebenzi emuva kokuvalwa kwemayini.

I-ERGO yakhe uHlelo lwe-HRD oludidiyele (Isigaba sesi-2), oluzoqaliswa kuso sonke isikhathi esisele sokusebenza kwemayini, futhi izozama ukusiza abasebenzi bakwazi ukuthola amanye amathuba okuziphilisa emuva kokuvalwa. Lezi zinhlelo zizoxhunyaniswa ne-IDP, njengezindlela zentuthuko ezihlonzwe koMasipala Bamadolobha Amakhulu Ekurhuleni naseGoli.

Kuzoqaliswa uhlelo lwezinyathelo olulandelayo kulesi sigaba:

- Ukusungula isizindalwazi sabasebenzi abadiliziwe kubalwa ulwazi maqondana namakhono akhona, isipiliyoni, kanye nobungoti. Lesi sizindalwazi sizosetshenziselwa ukuhlonza amathuba okuqasha angaba khona ngaphakathi noma ngaphandle kwenkampani;
- Ukuhlonza abantu abafanele kulabo abadiliziwe abangacatshangelwa amathuba ama-SMME angaba khona enkampanini naku-DTI;
- Ukuqeqesha nokuhlomisa ngamakhono amasha ngokufanele labo abadiliziwe ukuze bakwazi ukuzitholela eminye imisebenzi enkampanini, noma ezimakethe zemisebenzi;
- Ukufundisa abasebenzi abathintekayo maqondana nezindlela zokuqhubeka nokuziphilisa abangasebenzisa ngayo inkokhelo yokudilizwa emsebenzini. Lokhu kuzobandakanya ukufundiswa ngamathuba otshalomali angase abe khona;
- Ukuqalisa Isikhungo Sezeluleko Ngemisebenzi sokweluleka abadiliziwe nokubasiza bathole eminye imisebenzi noma amathuba okwenza imali, uma sebediliziwe kanye
- Nokusungula isikhungo "sosizo lomsebenzi" ukusiza abasebenzi ekufuneni eminye imisebenzi emuva kokuvalwa kokuphela komsebenzi, isb. ukwakha ama-CV abasebenzi, ukuxhumana nabangase babaqashe kanye namanye amathuba, ukuqeqeshelwa izinhlokhono, njl.

Njengamanje i-ERGO ayihlelele ukuvala. Kuyaziswa nokuthi uma kuba nesidingo salokhu kuzoxhunyanwa nezinyunyana, okuyizo ezihlonishwa njengabameleli babasebenzi, kuzo zonke izimo okudingeka kuzo ngesikhathi sesigaba se-SLP.

4.5 Izindlela zokuqalisa ze-SLP

4.5.1 Inqubo Yokuxhumana

I-ERGO izoqhubeka nokuqalisa inqubo yokuxhumana ye-SLP eqhubekayo, ephokophele ekubambeni iqhaza ngokushabasheka kwabasebenzi, imiphakathi ethintekayo, izikhungo zikaHulumeni, kanye nabanye ababambiqhaza. Ukubonisana nababambiqhaza abasemqoka kuzokwenza ngokubonisana namaforamu kanye namakomidi. Imisebenzi ye-Ergo Mining izosungula futhi iqalise amaforamu alandelayo:

- **Iforamu Yangomuso.** Iforamu Yangomuso (Isigaba 4.1) yasungulelwa imisebenzi ye-Ergo Mining futhi ihlinzeka ngethuba lokuba abaphathi, izinyunyana, kanye nabasebenzi bahlangabezane futhi baxoxe ngezinkinga eziqondene ne-SLP. Iforamu izama ukuqhamuka nezisombululo zezinselele nezinkinga ezivela ngezikhathi ezithile.4.1

- **Iforamu Yokuthuthukisa Umnotho Wendawo.** I-ERGO izoxhumana neForamu ye-LED yeCity of Johannesburg ne-Ekurhuleni uma seyisungulwe ngokugcwele.
- **Iforamu Yenyanga.** Le foramu ibandakanya abaphathi, abamele abasebenzi nezinyunyana zabasebenzi futhi ixoxa ngezinkinga eziqondene nezempilo nezokuphepha, izinkinga zezimali nezebhizinisi kanye nezindlu.
- **Iforamu Yezokuqasha Ngokulinganisa (i-EE).** Iforamu ye-EE yayo yonke imisebenzi ye-Ergo Mining ibandakanya abamele abaphathi nabasebenzi. Izinkinga ezisemqoka zithinta ukuqalisa kwezinhlelo ze-HRD (ukuthuthukiswa kwamakhono njl.) futhi ziqhubekela ekuhlangabezaneni ne-HDP nezimpokophelo zokuqashwa kwabesifazane ngaphakathi kwabasebenzi.
- **Iforamu Yezokuthuthuka Ngokomsebenzi.** Kusungulwe iforamu yezokuthuthuka ngokomsebenzi. Kule foramu, abaphathi bayahlangana baxoxe ngenqubekela phambili maqondana nezindlela zokuthuthuka emsebenzini zomuntu ngamunye kanye nokufezwa kwezimpokophelo ze-HDP.

Umsebenzi walama foramu ukuqinisekisa ukuthi abasebenzi bahlala benolwazi olugcwele ngalo lonke ushintsho emisebenzini futhi azoqinisekisa ukuthi kuba nezindlela ezifanele zokuqaliswa kwe-SLP.

4.6 Umthwalo Nesibopho Sokuphendula

Umqondisi Ophethe we-Ergo Mining uzoba nesibopho sokuphendula ku-DMPR ngokuqaliswa koHlelo Lwezanhlalakahle Nezemisebenzi lwe-ERGO, kube uMphathi Wezabasebenzi wezeMisebenzi ye-Ergo Mining uzoba nomthwalo futhi abikele uMqondisi Ophethe ngokwenziwa kwezinhlelo eziqondene ngqo nomsebenzi.

4.7 Ukuhlinzekelwa Ngokwezimali Kokuncishiswa Kwesibalo Sabasebenzi Nokudilizwa Kwabasebenzi

I-Ergo Mining ine-akhawunti yasebhange i-ABSA eyafaka kuyo imali yokuqala eyisihlinzeko eyizi-R13 000 000 yanoma yikuphi ukuncishiswa kwesibalo sabasebenzi nokudilizwa kwabasebenzi kunoma miphil imisebenzi engaphansi kweLungelo Lokuvukuza layo. Kube kunenzalo engena kule mali manje eseyimi kuzi-R17 100 000 (ngokwasekupheleni kukaDisemba 2022).

Ingxenye eyabelwe imisebenzi ye-ERGO ibalwe kususelwa ezibalweni zabasebenzi, futhi isihlangene iyizi-R 9 156 000,00 eminyakeni emi-5. **Ngakho akuzukudingeka kufaka mali minyaka yonke, njengoba imali egcwele ivele isingatholakala ngaleso sikhathi.**

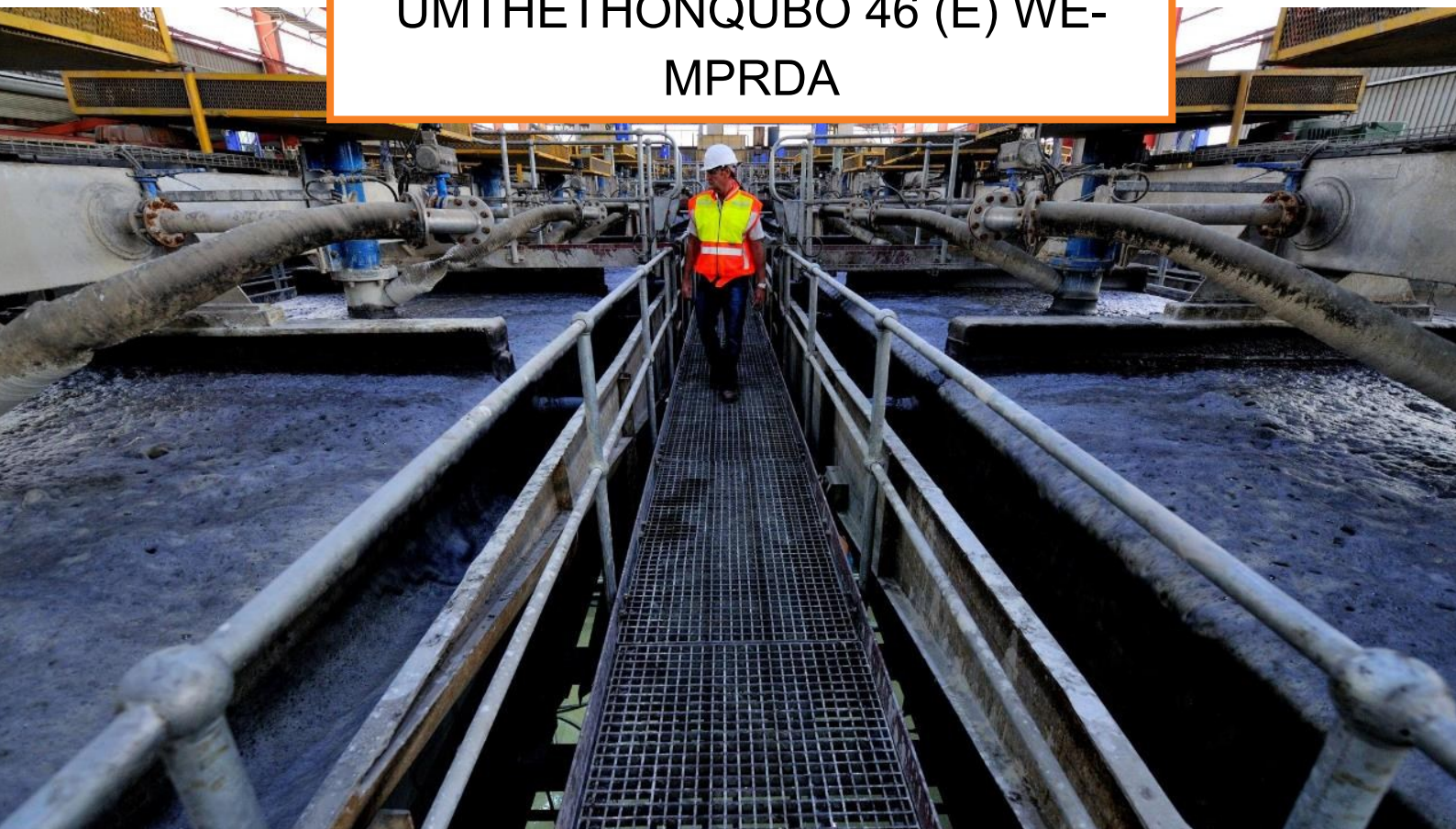
Ithebhula lama-104: Ukuhlinzekelela i-ERGO Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudilizwa Kwabasebenzi105

Ukuncishiswa Kwesibalo Sabasebenzi Kanye Nokudilizwa Kwabasebenzi	2023	2024	2025	2026	2027	ISAMBA
	Kunezi-R9 156 000 ezikhona zokuphinda kuhlonyiswe abasebenzi ngamakhono. Akuzukudingeka ukuba kufakwe enye imali ku-D&R					R 9 156 000

ISIGABA SAMA-5

IZINHLINZEKO ZEZIMALI ZOKUQALISA UHLELO LWEZENHLALAKAHLE NEZEMISEBENZI

UMTHETHONQUBO 46 (E) WE-
MPRDA



5 UKUHLINZEKELWA NGOKWEZIMALI KOKUQALISWA KWE-SLP (UMTHETHONQUBO 46 (E))

Isigaba sama-23(1)(e) se-MPRDA sithi "UNgqongqoshe kumele akhiphe iLungelo Lezokuvukuza uma umfakisiselo ehlinzekele ngezimali noma ngenye indlela okumiswe ohlelweni lwezenhlalakahle nezemisebenzi." I-ERGO izihlinzekele ngezimali zonke izakhi ze-SLP njengoba zichaziwe.

Ithebhula elingezansi liveza isifinyezo sokuzibophezela ngokwezimali kwe-ERGO esakhini ngasinye se-SLP esikhathini seminyaka emihlanu (5).

Ithebhula lama-106: Isifinyezo Sezinhlinzeko Zezimali ze-SLP ye-ERGO ye-SLP seyiyonke¹⁰⁷

Izinhlelo ze-SLP	Ukuhlinzekela Ngokwezimali Kweminyaka Emi-5
Ezokuthuthukiswa Kwabasebenzi - i-ERGO	R45 168 052
Ezokuthuthukiswa Kwabasebenzi - Osonkontileka Abasemqoka	R8 117 138
Ukuthuthukiswa Komnotho Wasendaweni	R24 000 000
Ukulawulwa Kokuncishiswa Kwesibalo Sabasebenzi	R9 156 000*
Isamba Sokuhlinzekela i-SLP	R86 441 190

* Ukuzibophezela Ekulawulweni Kokuncishiswa Kwesibalo Sabasebenzi Nokudilizwa Kwabasebenzi sekuhlinzekelwe.