UHLELO LWEZENHLALAKAHLE NEZEMISEBENZI

I-Ergo Mining (Pty) Ltd
2023 – 2027

Ilungiselelwe Izimiso zeLungelo Lezokuvukuza:
Uphiko lweKnights (i-GP187MR)

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 Nezokuhlinzeka Ngempahla)
RDP	Reconstruction and Development Programme (Uhlelo Lwezokwakha Kabusha Nokuthuthukisa)
SEBS	Socio-Economic Baseline Study (Ucwaningo Oluyisisekelo Lwezenhlalomnotho)
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 NOLWAZI OLUYISISEKO NGOMSEBENZI

UMTHETHONQUBO WE-MPRDA 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 Isimo Esisemqoka kanye neMigomo Eqondene nale SLP

Umsebenzi webhizinisi oqhutshwa yi-Ergo Mining wukubuyisela nokulungisa igolide eliphuma Ezikhungweni Zokugcina Insalela Yokuvukuziwe (ama-TSF) kanye nezizala zesihlabathi. Ngokwenza imisebenzi yokubuyisela nokulungisa igolide, i-Ergo Mining ihlumelelisa imvelo ngokususa okutholakala ku-TSF nezizala zesihlabathi futhi ithola umhlaba iwubuyisele ezindaweni eziseGoli nasekuRhuleni ukuze zithuthukiswe kabusha. Imisebenzi ye-Ergo Mining isabalele ezindaweni eziningi eGauteng, kubalwa omasipala baseGoli nowasekuRhuleni. Imisebenzi ye-Ergo Mining esemqoka (evezwe ngezansi) ibandakanya iKnights, iCrown Mines, iConsolidated Main Reef (i-CMR), i-ERGO neCity Deep, okuyizindawo okusetshenzwa kuzo ngendlela enokuxhumana. (**Umfanekiso woku-1** ngezansi).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.

Umphumela weLungelo Lezokuvukuza ngalinye wukuthi imisebenzi enjengeyezokuThengwa Kwempahla, Ezezimali, Ezabasebenzi, Ukuthuthukiswa Kwabasebenzi Nababambiqhaza kanye Nokuthuthukiswa Komphakathi uwukusebenzela wonke Amalungelo Okuvukuza egameni lenkampani, i-Ergo Mining.

Njengoba kulungiselelwa ukuthunyelwa kwalolu Hlelo Lwezenhlalakahle Nezemisebenzi maqondana naleli Lungelo Lezokuvukuza (GP187MR) kuzosetshenziswa imigomo elandelayo:

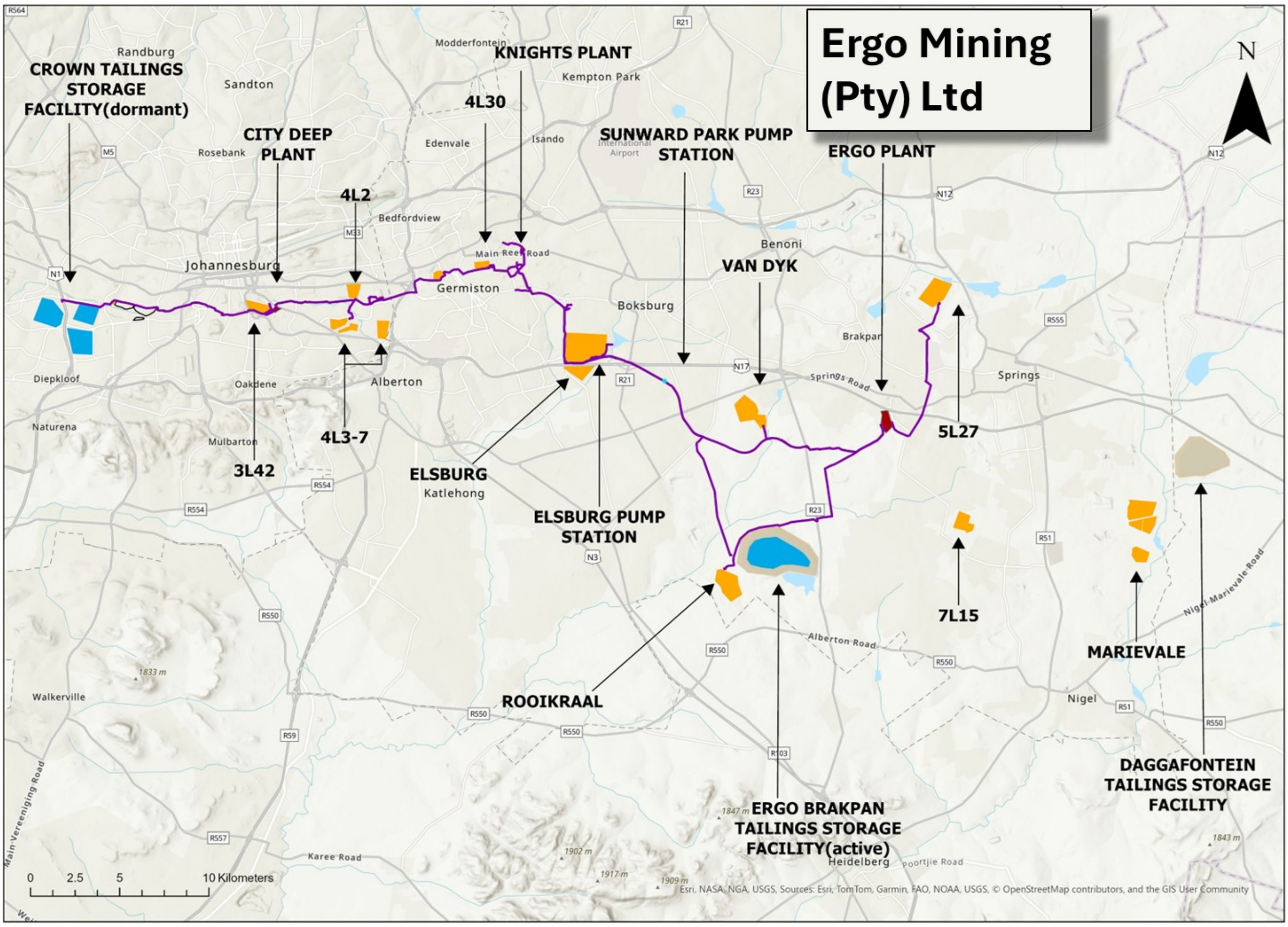
- **Okuvamile:** Yonke imisebenzi ye-Ergo Mining iphethwe ngokomgomo wezinga elididiyele lomhlaba jikelele elibizwa ngokuthi "single-mining complex". Ngezinhloso zale SLP yeLungelo Lezokuvukuza loyedwa, ulwazi olufanele beluhlakaziwe, luhlukanisiwe futhi lubiyelwe. Izinhlelo zale SLP yeLungelo Lezokuvukuza azizimele kodwa zixhumene namanye Amalungelo Ezokuvukuza futhi aphethwe i-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 i-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 futhi zididiyelwa i-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 kuwo 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 Ucwaningo 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, ozindawo elisebenza kuzo zibalulwe kuMfanekiso woku-1 ngezansi:

- ICity Deep (iCity Deep noma i-GP185MR);
- ICrown (iCrown noma i-GP184MR);
- I-CMR (CMR noma i-GP186MR);
- I-Ergo (i-Ergo noma i-GP158MR); kanye
- neKnights (iKnights noma i-GP187MR).



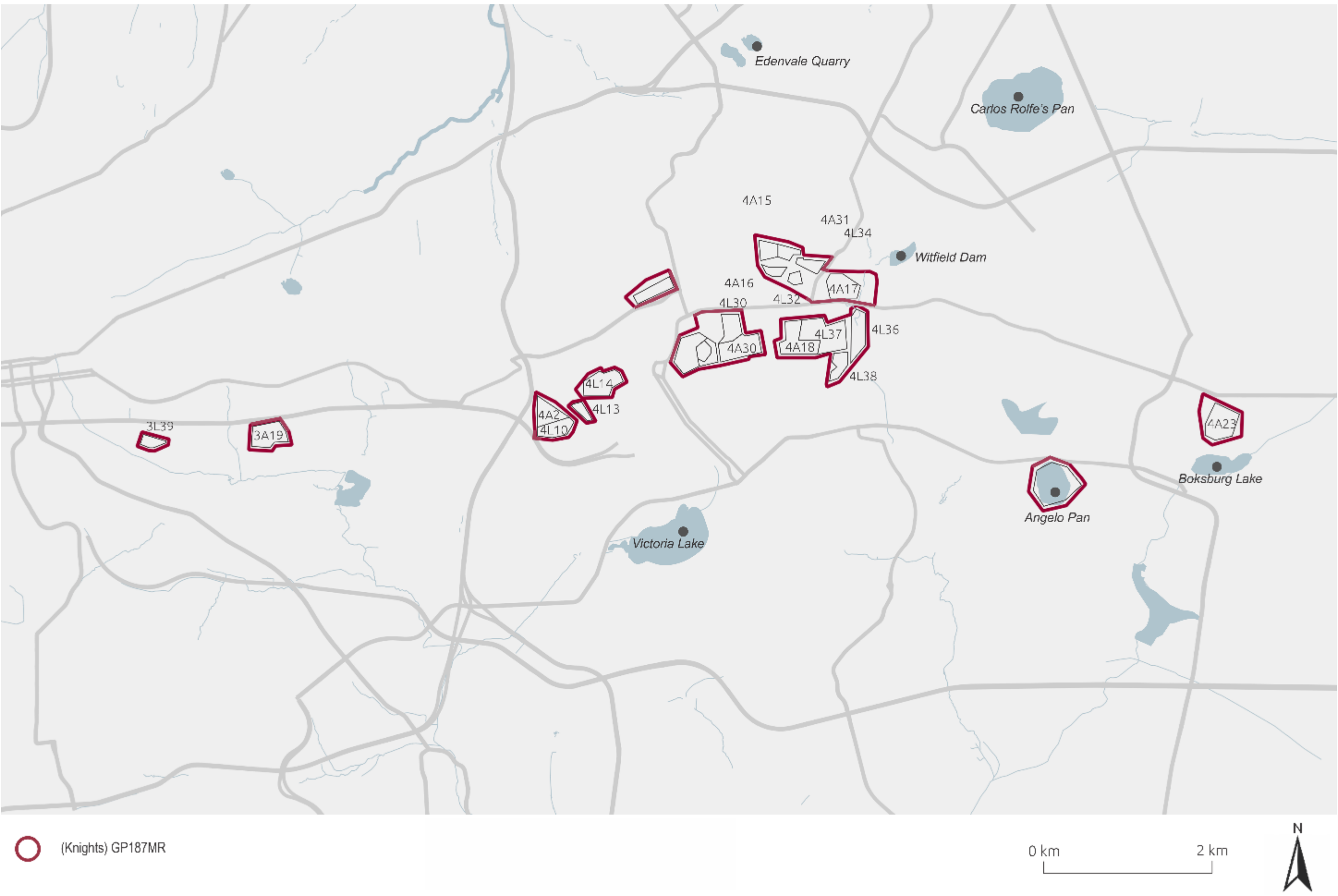
Umfanekiso woku-1: Amalungelo Ezokuvukuza e-Ergo Mining2

1.4 Sikwethulela UPhiko LweKnights (i-GP187MR)

ILungelo leKnights Mining lingelendawo yokuvukuza igolide endala yendawo iCentral Witwatersrand futhi kufinyeleleka kuyo ngochungechunge lwemigwaqo yasedolobheni neyasezimbonini, kubalwa noMgwaqo iTurf Club, i-Elandsfontein, naku-M1 South okuwumgwaqo owuthelawayeka, exhumanisa izindawo zezimboni ezinkulu ne-TSF kanye nengqalasizinda yokubuyiswa kwemfucuza yesihlabathi.

1.4.1 Indawo Ekuyo

Njengoba kuvezwe emfanekisweni ongezansi, izindawo zitholakala endaweni eklanyelwe ukuvukuza ngezimboni, okwenza ibe yindawo efanelekile ngokweqhingasu ukuze kwenziwe imisebenzi eqondene nemvelo kanye nezingqalasizinda.



Umfanekiso wesi-3: Indawo Yemisebenzi iKnights Esebenzela kuyo4[1]

1.4.2 Imininingwane Yomsebenzi

Ithebhula loku-1: Imininingwane Yenkampani2

Igama Lenkampani	I-Ergo Mining (Pty) Ltd.
Inombolo Yomsebenzi kanye Nelungelo Lokuvukuza	Uphiko lweKnights GP187MR
Ikheli Lendawo	I-Ergo Mining (Pty) Ltd. Vlakfontein Road Vulcania Ebrakpan
Ikheli Leposi	P.O. Box 12442 Selcourt Springs 1567
Obhekele umsebenzi	UWayne Swanepoel: GM HR
Ucingo Nefeksi	Ucingo: 011 742 1003 Ifeksi: 086 695 7457
Ingcebo	Igolide

[1] Ilungelo leKnights Mining lifaka iRooikraal - engaveziwe kuMfanekiso wesi-2

Iminyaka Yokusebenza Kwemayini	Iminyaka eyi-12
Ukuhlaziywa Ngokwezibalo Kwabasebenzi Ngokwendawo Ethumelayo	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 yeKnights:

Ithebhula lesi-3: Isigaba Sokusebenza kanye Nohlelo Lwezikhathi lweKnights4

Amabhizinisi Amasha	Ukuqeda
Ngaphambi Kokwakha	Ukuqeda
Ukwakha	Ukuqeda
Ukuthuthukisa Izinga	Ukuqeda
Ukukhiqiza Kwesigaba Sozinzo	**2023** – 2033
Ukwehlisa Izinga	2034

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

Ithebhula lesi-5: Ukusebenziseka kwe-SLP yeKnights6

Isigaba Somsebenzi Samanje	Ukukhiqiza Kwesigaba Sozinzo
Ukuthuthukiswa Kwabasebenzi	Okusebenzayo Ku-18.1 (Abasebenzi Abaqashwe Ngqo kanye Nabasebenzi Abangaqashiwe Ngqo) Ku-18.2 (Umphakathi)
Uhlelo Lokulinganisa Kwezemisebenzi	Okusebenzayo
Ukuthuthukiswa Komnotho Wasendaweni	Okusebenzayo
Uhlelo Lwezindlu Nezimo Zokuphila	Okusebenzayo
Ezokuthenga, Ezebhizinisi kanye Nezokuthuthukisa Kwabahlinzekimisebenzi	Okusebenzayo
Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudiliza Abasebenzi	Okusebenzayo (Nakuba kuhlelwe ukuncishiswa kwesibalo sabasebenzi, kukhona okuhinzekiwe maqondana naleso simo)

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

Ukuqagula kwemisebenzi yeKnights yabasebenzi abaqashwe ngqo nabangaqashiwe ngqo kweminyaka emi-5 ezayo ngendlela elandelayo:

Ithebhula lesi-7: Ukuveza Abasebenzi beKnights kanye Nosonkontileka Abasemqoka8

Iminyaka	Njengamanje	2023	2024	2025	2026	2027
Abasebenzi abaqashwe ngokugcwele	124	124	124	139	126	126
Osonkontileka Abasemqoka	167					

1.4.5 Ukuhlaziywa Ngokwezibalo Kwabasebenzi Ngokomsebenzi Ngokwendawo Ethumelayo

Abasebenzi beKnights njengamanje bakhiwa abasebenzi abaqashwe ngokugcwele abayi-124 kanye nosonkontileka Abasemqoka abayi-167 abaqhuba imisebenzi ehlukahlukene. Osonkontileka Abasemqoka balo Msebenzi njengamanje, baqokelwe ukuhlinzeka ngemisebenzi futhi abasebenzi babo babaliwe kuyo yonke le-SLP.

Indawo abasebenzi beKnights abadabuka kuyo ibhalwe kuthebhula elingezansi:

Ithebhula lesi-9: Izindawo Ezithumela Abasebenzi Abaqashwe Ngokugcwele kanye Nosonkontileka Abasemqoka eKnights, kusukela ngomhla zingama-31 Disemba 2022 10

Isifundazwe	Isibalo Sabasebenzi Abaqashwe Ngokugcwele	Isibalo Sabasenzi Abangaphansi Kosonkontileka #1	Isibalo Sabasebenzi Abangaphansi Kosonkontileka #2	Iphesenti
Empumalanga Kapa				**0%**
EFree State				**0%**
EGauteng	**124**	**70**	**97**	**100%**
ECity of Johannesburg	*14*			*6,33%*
Kumasipala i-Ekurhuleni Metropolitan Municipality	*109*		*97*	*93,21%*
Kumasipala Wesifunda saseSedibeng	*1*			*0,45%*
KwaZulu-Natali				**0%**
ELimpopo				**0%**
EMpumalanga				**0%**
ENyakatho Ntshonalanga				**0%**
ENyakatho Kapa				**0%**
ENtshonalanga Kapa				**0%**
Abangasibo abaseNingizimu Afrika				**0%**
Isamba	**124**	**70**	**97**	
	291			**100%**

1.4.6 Ukudiliza Emsebenzini Kwasendaweni

Abasebenzi abangama-100% abaqashwe ngokugcwele eKnights, 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 Isethulo

Lesi sigaba sizokwendlala Izinhlelo Zokuthuthukiswa Kwabasebenzi (i-HRD) zeKnights Mine 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) njengengxenye yabasebenzi. Njengoba kubalulwe Esigabeni Esiyisendlelelo, njengamanje iKnights inosonkontileka abasemqoka ababili, ababuye babizwe ngokuthi abasebenzi abangaqashiwe ngokugcwele. Izimpokophelo nezinhlinzeko zoHlelo lwe-HRD ezendlalwe kulesi sigaba zizosebenza kubasebenzi abaqashwe ngokugcwele yiKnights Mine, kanye nasezimpokophelweni zosonkontileka osemqoka ahlinzeke ngazo. Ukuze kuqaliswe uHlelo lwe-HRD ngokufanele, IKnights Mine izosebenzisa abahlinzeki abagunyaziwe, lapho kudingeka, maqondana nezidingo zabo zokuqeqesha, ukuqinisekisa ukuqhubeka kokulawulwa kokuthuthukiswa kwamakhono abasebenzi adlulisekayo, agunyaziwe.

2.2 Ukulandelwa koMthetho Wezokuthuthukiswa Kwamakhono

Imisebenzi yeKnights Mine izolandela okudingeka ngokoMthetho Wokuthuthukiswa Kwamakhono (No. 97 we-1998) futhi uzothumela Izinhlelo Zamakhono Asemsebenzini (i-WSP) kanye nemibiko yokuqeqesha yonyaka kuMgunyazi Wezeziqu 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 Wezeziqu Zokuvukuza
Inombolo yokubhaliswa ku-SETA ethintekayo	L280767049
Ingabe inkampani yakho iqoke umlawuli Wezokuthuthukiswa Kwamakhono? Uma impendulo ithi 'yebo' bhala igama	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;
- Ama-internship Nemifundaze;
- Ukuthuthuka Emsebenzini;
- Amakhono Adlulisekayo; kanye
- Nohlelo Lwezokulinganisa Kwezemisebenzi.

Izinyathelo ezingokweqhingasu **ezikuThebhula lesi-7** zizoqaliswa yiKnights Mine 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 kwezezimayini
Uhlelo lokuqeqeshelwa amakhono adlulisekayo	Ukuhlinzeka abasebenzi ngamakhono ngezikhathi ezifanele, adlulisekela kwezinye izimboni ezingaphandle kweMayini
Hlela ukuhlanganisa nezidingo zoMgunyazi Wezokufunda Nokuqeqesha Emkhakheni, i-MQA (i-SETA), ukukhokha nokufaka isicelo sokukhokhelwa amalevi.	Hlanganisa nomthetho wezokuqeqeshela amakhono, futhi kuzobandakanywa ukwakha nokuthumela uHlelo Lwamakhono Asemsebenzini (i-WSP) kanye noMbiko Wokuqeqesha Wonyaka

UHlelo Lokuthuthukisa Amakhono lweKnights Mine lugxile ekuhlomiseni abasebenzi ngamakhono okusimamisa ukukhula nokuthuthuka kwabo embonini yezimayini.

Izimpokophelo Zokuthuthukiswa Kwamakhono eKnights Mine wukwenza okulandelayo:

- Ukuthuthukisa izingaqophelo lempilo yabasebenzi;
- Ukwandisa amathuba abasebenzi okusimamisa umsebenzi eKnights Mine;
- 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 okuqasheka ngemfundo nokuqeqeshwa; kanye
- nokusetshenziswa koHlelo Lwamakhono Asemsebenzini njengenqola yokuqondanisa amakhono namaqhingasu 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 neMibiko Yokuqeqesha Yaminyaka Yonke (ama-ATR) kubalwa ukukhokhwa kwamalevi Okuthuthukiswa Kwamakhono abhekiswa kubagunyazi abafanele.

2.3 Amazinga Okufunda Kwabasebenzi

Amazinga okufunda ayisisekelo emsebenzini ahlinzekwe **kuThebhula lesi-8.**Ithebhula lesi-15: Ifomu Q: Imfundo Nezibalo Ezingaba Wusizo Emsebenzini kusukela ngomhla zingama-31 Disemba 2022: Abasebenzi beKnights Mine16

Ithebhula lesi-15: Ifomu Q: Imfundo Nezibalo Ezingaba Wusizo Emsebenzini kusukela ngomhla zingama-31 Disemba 2022: Abasebenzi beKnights Mine16

6	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	1				1				0	1	1
		Ibanga lesi-6/Std 4				0					0				0	0	0
		Ibanga lesi-7/Std 5/ABET 3				0					0				0	0	0
		Ibanga lesi-8/Std 6				0					0				0	0	0
	1	Ibanga lesi-9/Std 7/ABET 4				0	2				2				0	2	2
I-Further Education and Training (i-FET)	2	Ibanga le-10/Std 8/N1				0					0	19	1		20	20	20
	3	Ibanga le-11/Std 9/N2				0	2			1	3	10			10	13	13
	4	Ibanga le-12/Std 10/N3		2	6	8	16				16	60	3		63	79	87
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				0					0				0	0	0
	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**	**2**	**7**	**9**	**21**	**0**	**0**	**1**	**22**	**89**	**4**	**0**	**93**	**115**	**124**

Ithebhula lesi-17: Ifomu Q: Imfundo Nezibalo Ezingaba Wusizo Emsebenzini kusukela ngomhla zingama-31 Disemba 2022: Osonkontileka Abasemqoka #118

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			1	1	12	2		1	15	45	3	1	49	64	65
I-Higher Education and Training (I-HET)	5	Ama-Higher Certificate/ i-Advanced National Certificate Vocational			2	2					0				0	0	2
	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				1	1				0	1	1
	9	Ama-Masters Degree				0					0				0	0	0
	10	Ama-Doctoral Degree				0					0				0	0	0
Isamba			**0**	**0**	**4**	**4**	**12**	**2**	**0**	**2**	**16**	**46**	**3**	**1**	**50**	**66**	**70**

Ithebhula le-19: Ifomu Q: Imfundo Nezibalo Ezingaba Wusizo Emsebenzini kusukela ngowezi-2025: 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	6			6	6	6
		Ibanga lesi-6/Std 4				0					0	5			5	5	5
		Ibanga lesi-7/Std 5/ABET 3				0					0	11			11	11	11
		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	8			8	8	8
	3	Ibanga le-11/Std 9/N2				0					0	10			10	10	10
	4	Ibanga le-12/Std 10/N3				0	6				6	44			44	50	50
I-Higher Education and Training (I-HET)	5	Ama-Higher Certificate/ i-Advanced National Certificate Vocational				0	1				1	1			1	2	2
	6	Ama-Diploma/ Ama-Advanced Certificate				0	1				1	2			2	3	3
	7	Ama-Bachelor Degree/ ama-Advanced Diploma				0	1				1	1			1	2	2
	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**	**9**	**0**	**0**	**0**	**9**	**88**	**0**	**0**	**88**	**97**	**97**

2.4 I-Adult Education and Training (AET)

IKnights Mine 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 lesi-21 i-AET: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)22Ithebhula lesi-23: I-AET: Okwangaphandle - 18.2 (Knights Mine)24

Ithebhula lesi-21 i-AET: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)22

Izinga le-AET	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali
Izinga lesi-3 le-AET	3	R168 202	1	R104 283	1	R104 283	1	R104 283	1	R104 283	7	R585 335
ISAMBA SESIHLINZEKELO SE-SLP	3	R168 202	1	R104 283	1	R104 283	1	R104 283	1	R104 283	7	R585 335

Ithebhula lesi-23: I-AET: Okwangaphandle - 18.2 (Knights Mine)24

Izinga le-AET	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali
Izinga lesi-3 le-AET	10	R200 000	10	R250 000	10	R250 000	10	R300 000	10	R300 000	50	R1 300 000
Izinga Lesi-4 le-AET	10	R200 000	10	R250 000	10	R250 000	10	R300 000	10	R300 000	50	R1 300 000

ISAMBA SESIHLINZEKELO SE-SLP	20	R400 000	20	R500 000	20	R500 000	20	R600 000	20	R600 000	100	R2 600 000

2.5 Ukuqeqeshelwa Amakhono Okusebenza (Umsebenzi Oyisisekelo)

Inhloso yohlelo lwamakhono asemqoka wukuhlomisa abasebenzi ngamakhono adingekayo ukuze bakwazi ukwenza imisebenzi abayiqashelwe ngempumelelo. Lezi ziNhlelo zakhelwe ukuhlomisa abasebenzi ngamandla namakhono okuqhubekela emazingeni aphezulu okuqashwa ngaphakathi eKnights Mine.

2.5.1 Izimpokophelo Zokuqeqeshelwa Amakhono Omsebenzi Oyisisekelo

Ukuhlaziywa ngokwezibalo kwezimpokophelo zoHlelo lokuqeqesha lweminyaka emi-5 lwabasebenzi baseKnights Mine abaqashwe ngqo kanye nabangaqashiwe ngqo kuhlinzekwe **kuThebhula le-13** kuya **kuThebhula le-15.** 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 kuqinisekiswe ukusebenza ngokuphephile futhi imisebenzi eyenziwe ibe ngekhiqizayo.Ithebhula lesi-25: Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)26Ithebhula le-29: Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abasebenza Ngokungaqondile Ngqo - 18.1 (Osonkontileka Abasemqoka #2)30

2.5.2 Uhlelo Lwezinyathelo Zamakhono Omsebenzi Oyisisekelo

IKnights Mine 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 Eziqondene 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 lesi-25: Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)26

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali
Ukuthuthisela Ubuholi (Izinga D)					1	R92 000					1	R92 000
Ukulungiswa kwengcebo embiwayo (Uhlelo Lwamakhono)	26	R161 664	4	R27 825	5	R45 375	5	R50 000	5	R55 000	45	R339 864
Ukuthuthukiswa kwabaphathi	1	R45 445			1	R110 000	1	R121 000	1	R135 000	4	R411 445
Ukusekela imayini ngobuchwepheshe (Amakhono Obuchwepheshe Nelayisense Yokusebenza)	113	R209 882	108	R205 012	20	R96 800	20	R106 000	20	R120 000	281	R737 694
Ukuqeqeshelwa Ukuqapha Umsebenzi	14	R47 396	1	R2 540	5	R66 550	5	R66 550	5	R73 200	30	R256 236
Uhlelo Lwamakhono Ezobunjiniyela	0		1	R27 825	1	R60 500	1	R66 500	1	R73 200	4	R228 025
ISAMBA SESIHLINZEKELO SE-SLP	154	R464 387	114	R263 202	33	R471 225	32	R410 050	32	R456 400	365	R2 065 264

Ithebhula le-27: Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abasebenza Ngokungaqondile Ngqo - 18.1 (Osonkontileka Abasemqoka #1)28

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali
I-Conveyor Belt	20	R7 000	35	R16 450	15	R7 050	10	R4 700	10	R4 700	90	R39 900
Ukuqeqeshelwa Uphiko Lwezokuqapha Umzila	30	R18 000	20	R13 000	15	R9 750	20	R13 000	20	R13 000	105	R66 750
Ezokuqonda Amakhono Omsebenzi Ngokokuhlukana Kwabantu	0	R0	10	R10 000	10	R10 000	5	R5 000	5	R5 000	30	R30 000
Ukuqeqeshelwa Usizo Lokuqala	0	R0	16	R7 520	0	R0	10	R4 700	0	R0	26	R12 220
Ukuqeqeshelwa Ukwenza Imisebenzi Yezokuphepha, Ezempilo, Ezemvelo Nezezingaqophelo (i-SheQ)	0	R0	9	R423	0	R0	5	R2 350	0	R0	14	R2 773
Izifundo Eziyisisekelo Zokucisha Umlilo	0	R0	13	R6 110	0	R0	10	R4 700	0	R0	23	R10 810
Ukuqeqeshelwa Umthwalo Ngokwezomthetho	0	R0	5	R2 250	5	R2 250	5	R2 250	5	R2 250	20	R9 000
Ukuqeqeshelwa Ukuvala Nokuqoqa Izinsizakusebenza	35	R12 250	0	R0	10	R4 700	0	R0	10	R4 700	55	R21 650
Ukuxhuma Nokubophelela Izimpahla Ezisindayo	20	R7 000	0	R0	5	R2 250	0	R0	6	R2 700	31	R11 950
Ukuqeqeshelwa Ukulayisha Ngaphambili	0	R0	0	R0	0	R0	0	R0	0	R0	0	R0
ISAMBA SESIHLINZEKELO SE-SLP	105	R44 250	108	R55 753	60	R36 000	65	R36 700	56	R32 350	394	R205 053

Ithebhula le-29: Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abasebenza Ngokungaqondile Ngqo - 18.1 (Osonkontileka Abasemqoka #2)30

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali
Ukuxhuma Nokuqaqa Amapayipi					10	R500	10	R550	10	R605	30	R1 655
Ukulawulwa Kweziphakelimandla Ezinobungozi Ukuvala / Ukusebenzisa Ithegi Lapho Kuphunywa	5	R9 056									5	R9 056
Ukulawula amazinga e-PH eSikhungweni se-Met	2	R3 000									2	R3 000
I-Conveyor Belt	1	R1 886									1	R1 886
Ingcebo evukuzwe ngokwendlela ye-cyclone	10	R15 500									10	R15 500
Ukufakwa Kwensalela Yengcebo Ensaleleni Yengcebo			5	R9 000							5	R9 000
Ukunquma Ngesisindo esifanelekile			4	R7 200							4	R7 200
Ukuhlola Okuqondene Nokususwa Kwamanzi	2	R3 000									2	R3 000
Ukuphatha Ukuhlola Amakhemikhali Emvelo Esikhungweni se-Met	12	R18 000									12	R18 000
Ukulawulwa Kwemfucuza eSikhungweni se-Met	2	R3 000									2	R3 000
Ukuhlonza Ubungozi kanye Nokuhlolwa Kwengcuphe	8	R14 400	21	R37 800							29	R52 200
Ukuqapha Umfutho Ophezulu (Kwezomsebenzi)					8	R14 400	8	R15 840	8	R17 424	24	R47 664
Ukuqapha Umfutho Ophezulu (i-SOP)					10	R500	10	R550	10	R605	30	R1 655
I-HIRA					10	R18 000	10	R19 800	10	R21 780	30	R59 580
Ukuvukuza ngokwe-Hydraulic Reclamation / i-Track gun			5	R9 000							5	R9 000
Ukwenza Umsebenzi Wokulungiswa Kwezokukhenika Okuncane Esikhungweni se-Met	4	R25 000									4	R25 000
IPerform one one			4	R10 000							4	R10 000
Omele Ezokuphepha, Ezempilo Nezemvelo (i-SHE)	4	R10 000			10	R25 000	10	R27 500	10	R30 250	34	R92 750
Udaka olujiyile Esikhungweni se-Met	17	R25 500									17	R25 500
Ukudlulisa uketshezi ngophampu			20	R36 000							20	R36 000
ISAMBA SESIHLINZEKELO SE-SLP	67	R128 341	59	R109 000	48	R58 400	48	R64 240	48	R70 664	270	R430 645

Ithebhula le-31: Uhlelo Lwezinyathelo Eziqondene Namakhono32

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Wenza Ucwaningo Lwamakhono ukuhlonza izidingo zokuqeqesha ezihambisana nemisebenzi yebhizinisi eyisisekelo	Umphathi Wezabasebenzi
Uzoqinisekisa nokubhalisa zonke iziqu zabasebenzi	Umphathi Wezabasebenzi
Uzokwakha uhlelo lokuqeqeshela amakhono oluhlanganisile olunezimpokophelo, izabelomali kanye nezikhathi ezimisiwe (ngokuhambisana nezibopho ezibhalwe ku-SLP kanye nohlelo lwebhizinisi)	Umphathi Wezabasebenzi
Uhlanganisa 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. Ingxenye 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.

IKnights Mine izibophezele ekuhlinzekeni ngamathuba ama-learnership abasebenzi (18.1) kanye namalungu omphakathi (18.2). Ukufakwa kwabafundi emsebenzini, ikakhulukazi abaku-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 lesi-33:Ama-Learnership: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine) - Izinhlelo zeminyaka emi-334Ithebhula lesi-35: Ama-Learnership: Okwangaphandle - 18.2 (Osonkontileka Abasemqoka #1) - Izinhlelo zezinyanga eziyi-1236Ithebhula lesi-37: Ama-Learnership: Okwangaphandle 18.2 (iKnights Mine) - Izinhlelo zeminyaka emi-338

Ithebhula lesi-33:Ama-Learnership: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine) - Izinhlelo zeminyaka emi-334

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali
Ubunjiniyela	1		R400 000	1		R400 000	1		R400 000	1		R400 000	1		R400 000	5	0	R2 000 000
ISAMBA SABAHLOMULI	1	0		1	0		1	0		1	0		1	0		5	0	
ISAMBA SESIHLINZEKELO SE-SLP	1		R400 000	1		R400 000	1		R400 000	1		R400 000	1		R400 000	5		R2 000 000

Ithebhula lesi-35: Ama-Learnership: Okwangaphandle - 18.2 (Osonkontileka Abasemqoka #1) - Izinhlelo zezinyanga eziyi-1236

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali
Ezokuvukuza Okungasekelwe Imisebenzi Yezobuchwepheshe	73		R4 380 000	7		R420 000	7		R420 000	7		R420 000	7		R420 000	101	0	R6 060 000
ISAMBA SABAHLOMULI	73	0		7	0		7	0		7	0		7	0		101	0	
ISAMBA SESIHLINZEKELO SE-SLP	73		R4 380 000	7		R420 000	7		R420 000	7		R420 000	7		R420 000	101		R6 060 000

Ithebhula lesi-37: Ama-Learnership: Okwangaphandle 18.2 (iKnights Mine) - Izinhlelo zeminyaka emi-338

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali
Ezokuvukuza Okungasekelwe Imisebenzi Yezobuchwepheshe							10		R5 000 000		10	R4 500 000				10	10	R9 500 000
Ubunjiniyela	30		R4 013 890	30	30	R6 542 224	30	60	R8 803 195		60	R8 092 501		30	R2 117 639	90	180	R29 569 449
ISAMBA SABAHLOMULI	30	0		30	30		40	60		0	70		0	30		100	190	
ISAMBA SESIHLINZEKELO SE-SLP	30		R4 013 890	60		R6 542 224	100		R13 803 195	70		R12 592 501	30		R2 117 639	290		R39 069 449

Ithebhula lama-39: Ama-Learnership: Abasebenzi Abaqashiwe Ngokungaqondile - 18.1 (Osonkontileka Abasemqoka (#2) - Uhlelo lwenyanga e-1 kuya kweziyi-1240

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali
Ukubonisa ulwazi oluhambisana nemisebenzi enhlobonhlobo				1		R1 800	1		R1 980	1		R2 178	1		R2 396	4	0	R8 354
Ukudlulisa impahla nge-conveyer belt				2		R3 600	2		R3 960	2		R4 356	2		R4 792	8	0	R16 708
Hlukanisa impahla ngokwezigaba				1		R1 800	1		R1 980	1		R2 178	1		R2 396	4	0	R8 354
Lawula izinga lesiphakeli ngokwesiphakeli				1		R1 800	1		R1 980	1		R2 178	1		R2 396	4	0	R8 354
Ukunquma Ngesisindo esifanelekile				1		R1 800	1		R1 980	1		R2 178	1		R2 396	4	0	R8 354
Lawula ukuphepha kwamakhemikhali emvelo				5		R8 750	5		R9 625	5		R10 588	5		R11 646	20	0	R40 609
Ukufaka Izinsalela Zengcebo edamini lezinsalela zengcebo				2		R3 600	2		R3 960	2		R4 356	2		R4 792	8	0	R16 708
Okusemqoka ngokulungiswa kwengcebo embiwayo				2		R3 000	2		R3 300	2		R3 630	2		R3 993	8	0	R13 923
Ukubonisa ulwazi oluhambisana nemisebenzi enhlobonhlobo				2		R2 200	2		R2 420	2		R2 662	2		R2 928	8	0	R10 210
Ukulawulwa kwemfucuza esikhungweni				2		R122	2		R134	2		R148	2		R163	8	0	R567
Ukuhlukanisa ngokobungako				1		R1 100	1		R1 210	1		R1 331	1		R1 464	4	0	R5 105
Ukujiyisa Udaka				1		R1 100	1		R1 210	1		R1 331	1		R1 464	4	0	R5 105
Ukudlulisa uketshezi ngophampu				1		R1 100	1		R1 210	1		R1 331	1		R1 464	4	0	R5 105
Ukulawula ukuphepha kwe-esidi				2		R3 600	2		R3 960	2		R4 356	2		R4 792	8	0	R16 708
Ukulawula amakhemikhali angasiwo awemvelo				2		R3 600	2		R3 960	2		R4 356	2		R4 792	8	0	R16 708
Ukuvukuza ngokwe-Hydraulic Reclamation / i-Track gun				2		R3 600	2		R3 960	2		R4 356	2		R4 792	8	0	R16 708
Ukwenza umsebenzi wokwahlukanisa ingcebo namatshe				6		R10 800	6		R11 880	6		R13 068	6		R14 375	24	0	R50 123
Hlukanisa impahla ngokwezigaba				2		R2 200	2		R2 420	2		R2 662	2		R2 928	8	0	R10 210
Lawula izinga lesiphakeli ngokwesiphakeli				2		R2 200	2		R2 420	2		R2 662	2		R2 928	8	0	R10 210
Usizo lokuqala				2		R1 000	2		R1 100	2		R1 210	2		R1 331	8	0	R4 641
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		49	0		49	0		49	0		49	0		196	0	
ISAMBA SESIHLINZEKELO SE-SLP	0		R0	49		R72 272	49		R79 499	49		R87 449	49		R96 194	196		R335 415

2.6.2 Uhlelo Lwezinyathelo ze-Learnership

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

- Ukuhlinzeka ngama-learnership abhaliswe 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 ngeKnights Mine 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 Isethulo

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 okunyukela 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.

2.7.2 Izimpokophelo Zokuthuthuka Emsebenzini

UHlelo Lokuthuthuka Emsebenzini lususelwe ezidingweni zeNkampani. Lolu hlelo luzoshintsha ngokwezidingo zeNkampani. IKnights Mine izosebenzisa uHlelo Lokuthuthuka Emsebenzini njengendlela eyisisekelo yokuhlomisa abasebenzi bayo nokuhlangabezana nezidingo zokuqasha zeNkampani.

Uhlelo lwe-HRD		Ukuphawula	2023	2024	2025	2026	2027	Isamba
1	I-Advanced Generic Management Program (UHlelo Lokuphatha Oluwujikelele Oluthuthukile)	I-Junior Leadership (Ubuholi Obuncane)		2	1	1	1	5
2	I-Management Development Program (Uhlelo Lokuthuthukiswa Kwabaphathi)	I-MDP	1	0	0	0	1	2
3	Uhlelo Lwama-Learnership Ezobunjiniyela	18,1	0	0	0	1	1	2
4	I-Internship (Uhlelo Lokuthuthukisa Abafundi Abagogodile)	I-Internal Internship (Kusuka Kulabo Abanikwa Umfundaze Wangaphakathi)	0	0	0	0	1	1
5	I-Internship (Ukufundela Umsebenzi Emsebenzini)	Ukubambisana namakolishi e-FET	0	0				0
	ISAMBA SESIHLINZEKELO SE-SLP		1	2	1	2	4	10

2.7.3 Uhlelo Lwezinyathelo Zokuthuthuka Emsebenzini

UHlelo Lokuthuthuka Emsebenzini lususelwe ezidingweni zeNkampani. Lolu hlelo luzoshintsha ngokwezidingo zeNkampani. IKnights Mine izosebenzisa uHlelo Lokuthuthuka Emsebenzini njengendlela eyisisekelo yokuhlomisa abasebenzi bayo nokuhlangabezana nezidingo zokuqasha zeNkampani

IKnights Mine izokhuthala ekukhuthazeni Ukuthuthuka Emsebenzini kanye namathuba okushiyelana izikhundla kwabasebenzi. IKnights Mine izochibiyela uHlelo Lokuthuthuka Emsebenzini. UHlelo Lokuthuthuka Emsebenzini luzoqaliswa ngendlela elandelayo:

- Kuzokwakhiwa izindlela zokuthuthuka emsebenzini;
- IKnights Mine 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 zeKnights Mine;
- 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 eKnights Mine;
- Kunezindlela ezimisiwe zabantu zokwenyuka kwabasebenzi besuka emazingeni abanamakhono asezingeni 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
- IKnights Mine izohlonza labo basebenzi ababonakala bengase babe namakhono, abadinga amanye amakhono ezikhundleni abakuzo, kanye nabasebenzi abadinga amakhono abhekiswe ekuThuthukeni Emsebenzini ukuze bagcwalise izikhala zangomuso.

2.8 Izinhlelo zamakhono Adlulisekayo

2.8.1 Isethulo

IKnights Mine 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 ezimiselwe ukuqeqeshela amakhono adlulisekayo eKnights Mine kubasebenzi abaqashwe ngqo kanye namalungu omphakathi abhalwe

Ithebhula lama-43: Amakhono: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)44**.** Izifundo zokwengeza nazo zizocutshungulwa lapho kuvela izidingo.

2.8.3 Uhlelo Lwezinyathelo Zamakhono Adlulisekayo

Njengamanje iKnights Mine ilindele ukuthi umsebenzi ungene esigabeni Sokuncishiswa Kwesibalo Sabasenzi eminyakeni emi-3 ezayo. Ngakho-ke, imayini izogxila kakhulu ekuhlomiseni abasebenzi bayo ngamakhono adlulisekayo afanele ukuze bakwazi ukuthola ezinye izinhlobo zezindlela zokuphila kweminye imikhakha womnotho.

Ithebhula lama-43: Amakhono: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)44

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali
I-PC Training			1	R4 095	50	R500 000					51	R504 095
Ilayisense Yokushayela	2	R4 936	2	R4 936	2	R60 000	3	R90 000	2	R4 936	11	R164 809
ISAMBA SESIHLINZEKELO SE-SLP	2	R4 936	3	R9 031	52	R560 000	3	R90 000	2	R4 936	62	R668 904

Ithebhula lama-45: Amakhono Adlulisekayo: Okwangaphandle - 18.2 (iKnights Mine)46

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali
Ukuqhuba Amabhizinisi Ngokwezobuchwepheshe	8	R400 000	8	R400 000	8	R400 000	8	R400 000	8	R400 000	40	R2 000 000
ISAMBA SESIHLINZEKELO SE-SLP	8	R0	8	R0	8	R0	8	R2 000 000	8	R0	40	R2 000 000

Ithebhula lama-47: Uhlelo Lwezinyathelo Lwamakhono Adlulisekayo48

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 zeKnights Mine ukuze ikwazi ukuhlala ilandela imigomo yezibopho Zokuqasha Ngokulinganisa njengoba kumiswe kuSomqulu Wezezimayini.

Ithebhula lama-49: Izikhala Zomsebenzi okunzima ukuzigcwalisa ngokweSithasiselo II semithethonqubo ye-MPRDA50

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 Isethulo

Ukucathulisa kuyinqubo esemqoka kanye nethuluzi lokusekela ukuthuthukiswa kwabantu, Ukuqasha Ngokulinganisa, ukuhlela kwe-HRD, kanye nokuphathwa kokwenziwa 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 bebhangqwa nabasebenzi abasezingeni eliphezulu ukuze babadlulisele amakhono.

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

UHlelo Lokucathulisa lweKnights Mine luzoletha indlela yokungenelela ehlelisisiwe nengeyongoti yokulawula uhlelo olukhulu lokusekela abasebenzi nokuThuthukiswa Kwamakhono ngaphakathi Kwemisebenzi. Njengamanje iKnights Mine inohlelo lokucathulisa olumisiwe olugxila ekudluliseni amakhono enkampanini.

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-51: Izimpokophelo Zokucathulisa Emsebenzini52 lihlinzeka ngesifinyezo sezimpokophelo zokucathulisa zeKnights Mine eminyakeni emi-5 ezayo.

Ithebhula lama-51: Izimpokophelo Zokucathulisa Emsebenzini52

Izigaba Zabasebenzi	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Ama-Internship	0	4	0	0	0	4
Ama-Learnership	0	0	0	2	0	2
Imifundaze	2	2	2	2	2	10
I-AET - Abasebenzi Abaqashwe Ngqo	3	4	0	0	0	7
ISAMBA SESIHLINZEKELO SE-SLP	5	10	2	4	2	23

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

2.10.3 UHlelo Lwezinyathelo Zokucathulisa

IKnights Mine ikhuthaza amathuba okucathulisa phakathi kwabasebenzi phakathi kwabasebenzi abangaqashwa kwezinye izikhundla enkampanini.

- UHlelo Lokucathulisa lugxila ekucathuliseni nasekuqeqesheni abasebenzi ukuze balungele izikhundla zezobuchwepheshe. Lokhu kuzohambisana namakhono kanye nezidingo Zezokuqasha Ngokulinganisa zeKnights Mine.
- 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-27** futhi luzobuyekezwa minyaka yonke.Ithebhula lama-53: Uhlelo Lwezinyathelo Zokucathulisa Emsebenzini54
- Maqondana nokucathuliswa kwabasebenzi kwangaphakathi, iKnights Mine iqalise izindlela ezilandelayo:
  - Ukusungula izinhlelo zokuqalisa ukucathulisa ngaphakathi eKnights Mine;
  - 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-53: Uhlelo Lwezinyathelo Zokucathulisa Emsebenzini54

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 Isethulo

IKnights Mine 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, iKnights iyazazi nezidingo zokuthuthukisa abantu abaneziqu kweminye imikhakha yomnotho, omphakathi yabo ithinteke ngenxa yeKnights.

IKnights izoqhubeka nokuqalisa uHlelo lwama-internship nemifundaze, evele ngokuguquka kwezikhala ezinhlobonhlobo, zamakhono amaphakathi namanye amakhono eKnights. IKnights Mine 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 yeKnights Mine yezemifundaze ingabonakala njengenqubomgomo yemifundaze yenkampani.

2.11.2 Izimpokophelo Zemifundaze

Lesi sigaba sihlinzeka ngezimpokophelo zeKnights Mine zomfundaze nama-internship konyaka wezi-2023 - 2027. UHlelo lwe-Internship Nomfundaze luzoxhunyaniswa noHlelo Lokuqasha Ngokulinganisa.

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 yeKnights Mine.

IKnights Mine izoqalisa izinyathelo ezingokweqhingasu 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 eKnights Mine, 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 luzobuyekezwa ekupheleni kwesikhathi ngasinye. Uhlelo lwezinyathelo lwakhelwe ukulandela uHlelo lwama-Internship neMifundaze, njengoba kuvezwe kuThebhula lama-31.

- Ithebhula lama-61: Uhlelo Lwezinyathelo Zama-Internship Nemifundaze62

Ithebhula lama-55: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)56

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali
Ubunjiniyela				2		R52 000	1		R20 000							3	0	R72 000
Okunye	2		R58 640		2		1		R30 000	2		R50 000	2		R50 000	7	2	R188 640
ISAMBA SABAHLOMULI	2	0		2	2		2	0		2	0		2	0		10	2	
ISAMBA SESIHLINZEKELO SE-SLP	2		R58 640	4		R52 000	2		R50 000	2		R50 000	2		R50 000	12		R260 640

Ithebhula lama-57: Imifundaze: Okwangaphandle - 18.2 (iKnights Mine)58

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali
Ezokuqoqwa kwensimbi										3		R600 000				3		R600 000
Ubunjiniyela										2		R400 000				2		R400 000
Okunye	1	0	R137 067	1	1	R361 226	1	1	R400 000				5	1	R1 200 000	8	3	R2 098 293
ISAMBA SABAHLOMULI	1	0		1	1		1	1		5	0		5	1		13	3	
ISAMBA SESIHLINZEKELO SE-SLP	1		R137 067	2		R361 226	2		R400 000	5		R1000 000	6		R1 200 000	16		R3 098 293

Ithebhula lama-59: Ama-Internship: Okwangaphandle - 18.2 (iKnights Mine)60

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuyaqhubeka	Ukuzibophezela Ngokwezimali
Othweswe Iziqu Zezensimbi (iMetallurgical)	1		R300 000		1	R300 000	1		R350 000		1	R350 000	1	1	R1 000 000	3	3	R2 300 000
ISAMBA SABAHLOMULI	1	0		0	1	R0	1	0		0	1		1	1		3	3	
ISAMBA SESIHLINZEKELO SE-SLP	1		R300 000	1		R300 000	1		R350 000	1		R350 000	2		R1 000 000	6		R2 300 000

Ithebhula lama-61: Uhlelo Lwezinyathelo Zama-Internship Nemifundaze62

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 eKnights Mine.	Umphathi Wezabasebenzi
Ukuhlola kwaminyaka yonke kanye nokubuyekezwa koHlelo lokuqalisa	Umphathi Wezabasebenzi

2.12 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izimpokophelo

Ithebhula lama-63: Izimpokophelo Zokubalwa Kwabasebenzi Bebonke Ngokwe-HRD (2023 - 2027)64

Izinhlelo	2023		2024		2025		2026		2027		Isamba	
	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka
I-AET: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	3		1		1		1		1		7	
I-AET: Okwangaphandle - 18.2 (iKnights Mine)	20		20		20		20		20		100	20
Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	154		114		33		32		32		365	
Amakhono Ebhizinisi Asemqoka: Abasebenzi Abangaqashiwe Ngqo - 18.1 (oSonkontileka Abasemqoka #1)	105		108		60		65		56		394	
Amakhono Ebhizinisi Asemqoka: Abasebenzi Abangaqashiwe Ngqo - 18.1 (oSonkontileka Abasemqoka #2)	67		59		48		48		48		270	
Imifundaze: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	2		2	2	2		2		2		10	2
Imifundaze: Okwangaphandle - 18.2 (iKnights Mine)	1		1	1	1	1	5		5	1	13	3
Ama-Learnership: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	1		1		1		1		1		5	
Ama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #1)	73		7		7		7		7		101	
Ama-Learnership: Okwangaphandle - 18.2 (iKnights Mine)	30		30	30	40	60		70		30	100	190
Ama-Learnership: Abangaqashiwe Ngqo - 18.1 (oSonkontileka Abasemqoka #2)			49		49		49		49		196	
Ama-Internship: Okwangaphandle - 18.2 (iKnights Mine)	1			1	1			1	1	1	3	3
Amakhono Adlulisekayo: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	2		3		52		3		2		62	
Amakhono Adlulisekayo: Okwangaphandle - 18.2 (iKnights Mine)	8		8		8		8		8		40	
Ukucathuliswa emsebenzini	5		10		2		4		2		23	
Uhlelo Lokuthuthuka Emsebenzini	1		2		1		2		4		10	
ISAMBA SESIHLINZEKELO SE-SLP	473	0	415	34	326	61	247	71	238	32	1699	218
	473		449		387		318		270		1917	

2.13 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izinhlinzeko Zezezimali

Ithebhula lama-65: Izinhlinzeko Zezimali ze-HRD Zizonke (2023 - 2027)66

Izinhlelo	2023	2024	2025	2026	2027	Isamba
	Umnikelo Ngokwezimali	Umnikelo Ngokwezimali	Umnikelo Ngokwezimali	Umnikelo Ngokwezimali	Umnikelo Ngokwezimali	Umnikelo Ngokwezimali
I-AET: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	R168 202	R104 283	R104 283	R104 283	R0	R585 335
I-AET: Okwangaphandle - 18.2 (iKnights Mine)	R400 000	R500 000	R500 000	R600 000	R600 000	R2 600 000
Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	R464 387	R263 202	R471 225	R410 050	R456 400	R2 065 264
Amakhono Ebhizinisi Asemqoka: Abasebenzi Abangaqashiwe Ngqo - 18.1 (oSonkontileka Abasemqoka #1)	R44 250	R55 753	R36 000	R36 700	R32 350	R205 053
Amakhono Ebhizinisi Asemqoka: Abasebenzi Abangaqashiwe Ngqo - 18.1 (oSonkontileka Abasemqoka #2)	R128 341	R109 000	R58 400	R64 240	R70 664	R430 645
Imifundaze: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	R58 640	R52 000	R50 000	R50 000	R50 000	R260 640
Imifundaze: Okwangaphandle - 18.2 (iKnights Mine)	R137 067	R361 226	R400 000	R1 000 000	R1 200 000	R3 098 293
Ama-Learnership: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	R400 000	R400 000	R400 000	R400 000	R400 000	R2 000 000
Ama-Learnership: Abangaphandle - 18.2 (Osonkontileka Abasemqoka #1)	R4 380 000	R420 000	R420 000	R420 000	R420 000	R6 060 000
Ama-Learnership: Okwangaphandle - 18.2 (iKnights Mine)	R4 013 890	R6 542 224	R13 803 195	R12 592 501	R2 117 639	R39 069 449
Ama-Learnership: Abangaqashiwe Ngqo - 18.1 (oSonkontileka Abasemqoka #2)	R0	R72 272	R79 499	R87 449	R96 194	R335 415
Ama-Internship: Okwangaphandle - 18.2 (iKnights Mine)	R300 000	R300 000	R350 000	R350 000	R1 000 000	R2 300 000
Amakhono Adlulisekayo: Abasebenzi Abaqashiwe - 18.1 (iKnights Mine)	R4 936	R9 031	R560 000	R90 000	R4 936	R668 904
Amakhono Adlulisekayo: Okwangaphandle - 18.2 (iKnights Mine)	R400 000	R400 000	R400 000	R400 000	R400 000	R2 000 000
ISAMBA SESIHLINZEKELO SE-SLP	R10 899 714	R9 588 992	R17 632 603	R16 605 224	R6 848 184	R61 678 999

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

2.14.1 Isethulo

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 ekuhlonzeni 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 amaqhingasu okukhuthaza izinyathelo zokubeka phambili ababephucwe amathuba phambili phakathi kwamaqembu ahlukahlukene.

Izibalo Zokuqasha Ngokulinganisa zabasebenzi abaqashwe ngokugcwele eKnights Mine zigcinwe kuFomu S **kuThebhula lama-34 neThebhula lama-37** ziveza amaphesenti amanje ama-HDP kanye nama-HDP abesifazane ezingeni lamaQembu.Ithebhula lama-67: Izibalo ngokweFomu S Lokuqasha Ngokulinganisa e-ERGO kusukela ngomhla zingama-31 Disemba 202268Ithebhula lama-73: Izimpokophelo Zokuqasha Ngokulinganisa zesikhathi se-SLP yeminyaka emi-574

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 yinkampani.

IThebhula lama-34 ngezansi liveza ukuthi iKnights Mine izozithuthukisa kanjani izibalo zamanje ze-EE eminyakeni emihlanu ezayo.

Ithebhula lama-67: Izibalo ngokweFomu S Lokuqasha Ngokulinganisa e-ERGO kusukela ngomhla zingama-31 Disemba 202268

Ibhodi, Izikhulu Eziphethe kanye Nabaphathi Abakhulu akubikiwe ngakho eZingeni lezeLungelo Lokuvukuza. Abaphathi Abamaphakathi Nendawo kanye nabangaphansi akubikiwe ngabo eZingeni lezeLungelo Lokuvukuza.

Amazinga	Abesifazane				Abesilisa				Ongowakwelinye Ilizwe		Isamba Sisonke	% Lesamba se-HDP	% Labesifazane
	Abampisholo	Amakhaladi	AmaNdiya	Abelungu	Abampisholo	Amakhaladi	AmaNdiya	Abelungu	Abesilisa	Abesifazane			
Ibhodi											**0**	0%	0%
Abaphathi Abengamele (Paterson F)											**0**	0%	0%
Abaphathi Abakhulu (Paterson E)											**0**	0%	0%
Abaphathi Abamaphakathi (Paterson D)					1			1			**2**	50%	0%
Abaphathi Abancane (Paterson C)	3	0	0	0	24	2	0	6	2		**37**	78%	8%
Abanamakhono Amaphakathi (Paterson B)	3	0	0	1	26	2	0	0			**32**	100%	13%
Abangenamakhono (Paterson A)	15	0	0	0	38	0	0	0			**53**	100%	28%
Isamba Sisonke											124	47%	7%
Amakhono Asemqoka Nabalulekile	21				89	4		7	2		**123**	93%	17%
Ukusekela				1							**1**	100%	100%
Isamba Sisonke											124	96%	59%
Abaphila Nokukhubazeka											**124**	0%	0%

Ithebhula lama-69: Ifomu S: Usonkontileka Osemqoka #1 Izibalo Zokuqashwa Ngokulinganisa kusukela ngowezi-202270

Amazinga	Abesifazane				Abesilisa				Ongowakwelinye Ilizwe		Isamba Sisonke	Isamba se-HDP	% Lesamba se-HDP	Isamba Sabesifazane	% Labesifazane
	Abampisholo	Amakhaladi	AmaNdiya	Abelungu	Abampisholo	Amakhaladi	AmaNdiya	Abelungu	Abesilisa	Abesifazane					
Ibhodi											**0**	0	0%	0	0%
Abaphathi Abengamele (Paterson F)											**0**	0	0%	0	0%
Abaphathi Abakhulu (Paterson E)								1			**1**	0	0%	0	0%
Abaphathi Abamaphakathi (Paterson D)				1	1			2			**4**	2	50%	1	25%
Abaphathi Abancane (Paterson C)											**0**	0	0%	0	0%
Abanamakhono Ezobuchwepheshe/ abaneziqu (Paterson C)											**0**	0	0%	0	0%
Abanamakhono Amaphakathi (Paterson B)	12	2		1	45	3		1			**64**	63	98%	15	23%
Abangenamakhono (Paterson A)					1						**1**	1	100%	0	0%
Isamba Sisonke											70	66	31%	16	6%
Amakhono Asemqoka Nabalulekile											**0**	0	0%	0	0%
Ukusekela											**0**	0	0%	0	0%
Isamba Sisonke											0	0	0%	0	0%
Abaphila Nokukhubazeka											**70**	0	0%	0	0%

Ithebhula lama-71:Ifomu S: Usonkontileka Osemqoka #2 Izibalo Zokuqashwa Ngokulinganisa kusukela ngowezi-202272

Amazinga	Abesifazane				Abesilisa				Ongowakwelinye Ilizwe		Isamba Sisonke	Isamba se-HDP	% Lesamba se-HDP	Isamba Sabesifazane	% Labesifazane
	Abampisholo	Amakhaladi	AmaNdiya	Abelungu	Abampisholo	Amakhaladi	AmaNdiya	Abelungu	Abesilisa	Abesifazane					
Ibhodi											**0**	0	0%	0	0%
Abaphathi Abengamele (Paterson F)											**0**	0	0%	0	0%
Abaphathi Abakhulu (Paterson E)											**0**	0	0%	0	0%
Abaphathi Abamaphakathi (Paterson D)											**0**	0	0%	0	0%
Abaphathi Abancane (Paterson C)											**0**	0	0%	0	0%
Abanamakhono Ezobuchwepheshe/ abaneziqu (Paterson C)	1				8						**9**	9	100%	1	11%
Abanamakhono Amaphakathi (Paterson B)	1				24						**25**	25	100%	1	4%
Abangenamakhono (Paterson A)	7				58						**65**	65	100%	7	11%
Isamba Sisonke											99	99	38%	9	3%
Amakhono Asemqoka Nabalulekile	9				90						**99**	99	100%	9	9%
Ukusekela											**0**	0	0%	0	0%
Isamba Sisonke											99	99	50%	9	5%
Abaphila Nokukhubazeka											**99**	0	0%	0	0%

2.14.3 Izimpokophelo Zokuqasha Ngokulinganisa

Ithebhula lama-73: Izimpokophelo Zokuqasha Ngokulinganisa zesikhathi se-SLP yeminyaka emi-574

Amazinga	2023		2024		2025		2026		2027	
	Impokophelo ye-HDP	Impokophelo Yabesifazane	Impokophelo ye-HDP	Impokophelo Yabesifazane	Impokophelo ye-HDP	Impokophelo Yabesifazane	Impokophelo ye-HDP	Impokophelo Yabesifazane	Impokophelo ye-HDP	Impokophelo Yabesifazane
Ibhodi										
Abaphathi Abengamele										
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 Nokukhubazeka	1.5%		1.5%		1.5%		1.5%		1.5%	

2.14.4 Uhlelo Lwesinyathelo Sezokulinganisa Kwezemisebenzi

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

Ithebhula lama-75: UHlelo Lwezinyathelo Lweqhangasu Lokuqaliswa kwe-EE eKnights Mine76

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 babonisane 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:

- IKnights Mine 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 baqhubekele 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 iKnights Mine ukuze kuqaliswe isinyathelo esingenhla kwangaphumeleleka.

- Le ndlela izodala ukuthi kube nokuhlonyuliswa kwabantu "ngokweqiniso" futhi kube negalelo kuguquko embonini yezokuvukuza "kunokudla amandla" obekungase kwenzeke.
- IKnights Mine izoqalisa isinyathelo esilandelayo esisohlelweni **kuThebhula lama-39**ukwakha amathuba okubamba iqhaza kwama-HDP emazingeni okuphatha, okuzobuyekezwa minyaka yonke.Ithebhula lama-77: Ukubamba iqhaza kwama-HDP oHlelweni Lwezinyathelo Zokuphatha78

Ithebhula lama-77: Ukubamba iqhaza kwama-HDP oHlelweni Lwezinyathelo Zokuphatha78

Isinyathelo	**Obhekele Umsebenzi**
Ukunquma ngezidingo zokuQasha Ngokulinganisa kanye nokuklama izikhundla zezokuphatha ngokwezidingo ze-MPRDA.	Umphathi Wezabasebenzi
Ukuhlola Abasebenzi Abangase Bafaneleke Izikhundla ngaphakathi eKnights Mine 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 lwe-HDP yabasebenzi beKnights Mine.	Umphathi Wezabasebenzi

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

- Ukusebenzisa umbiko Wezokuqasha Ngokulinganisa ukuze inqume ngokuyikho ngokuxutshwa kwabasebenzi ngokobuhlanga nobulili eMayini;
- Ukuhlola imiphumela yeMibiko Yezokuqasha Ngokulinganisa maqondana nama-HDP abambe iqhaza;
- Ukuhlinzeka ngma-HDP ngokokukhethwa kwawo ukuze alungele izikhundla zamakhono athile nezokuphatha, uma enokudingekayo kulowo msebenzi;
- Ukusebenzisa amaqhingasu 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), iKnights Mine izophokophela ekufakeni abesimame ezikhundleni ngokomlando "ezazingezamadoda kuphela", eKnights.
- Njengoba kubhalwe uHlelweni lokufukulwa kwabasebenzi, iKnights Mine ayiyibeki phambili inqubomgomo yokuqasha abantu bangaphandle kwenkampani, kodwa kunalokho izothuthukisa abasebenzi asebevele bengaphakathi ngokwenza konke okusemandleni.
- Maqondana nokulandelwa komoya we-MPRDA, iKnights Mine 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-40.**Ithebhula lama-79: UHlelo Lwezinyathelo Zokubamba Iqhaza kwama-HDP Esifazane80
- Inqubekela phambili kulezi zinhlelo zibikwa minyaka yonke ngokwezidingo ze-DoL ne-DMPR.
- AmaThebhula abalwe ngenhla azobuyekezwa minyaka yonke.

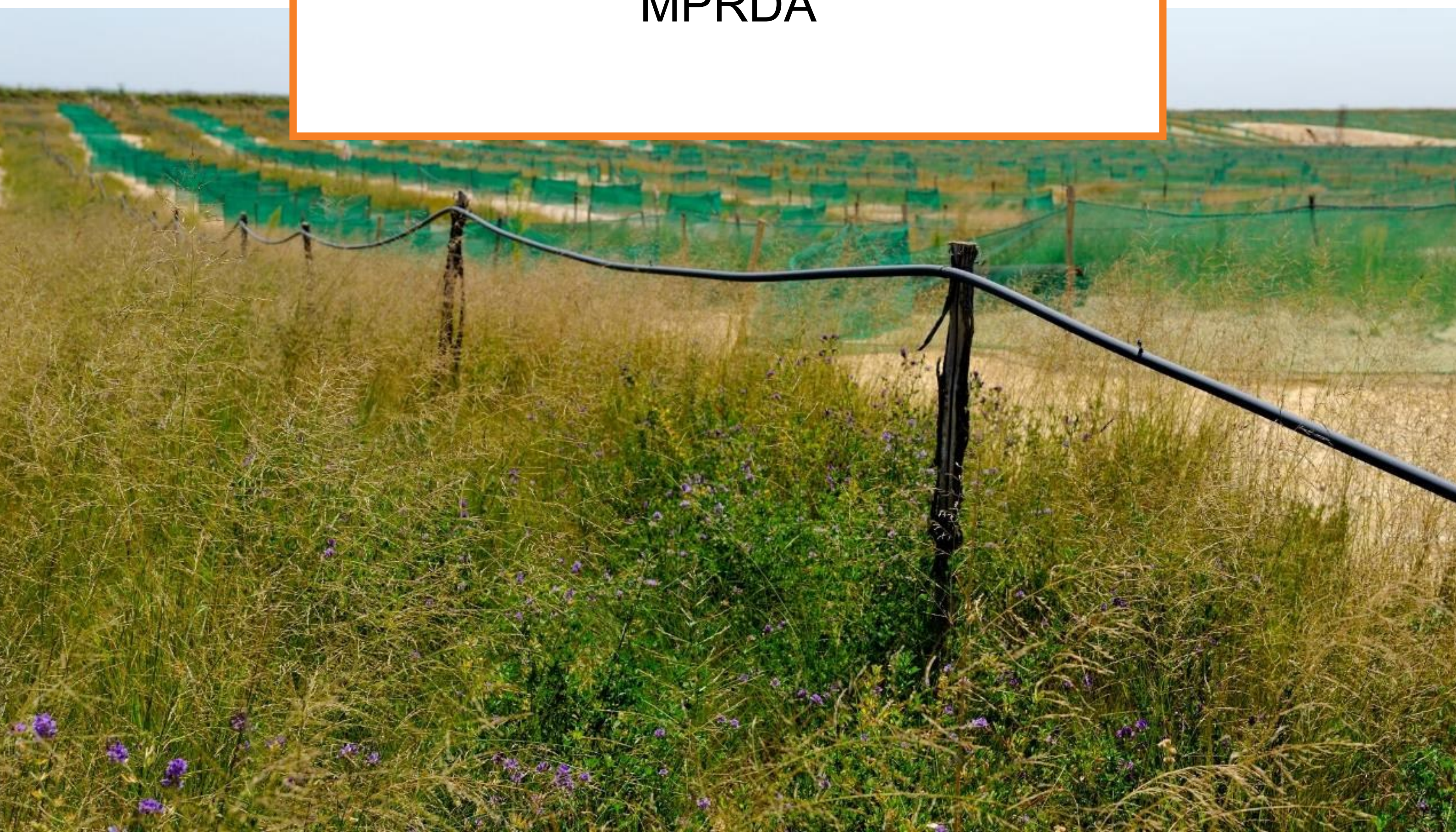
Ithebhula lama-79: UHlelo Lwezinyathelo Zokubamba Iqhaza kwama-HDP Esifazane80

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 zeKnights Mine, 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 yeKnights Mine ***(Isigaba 3.5 ngezansi)3.5***

3.2 Ukuhlaziywa Kwesisekelo Sezenhlalomnotho

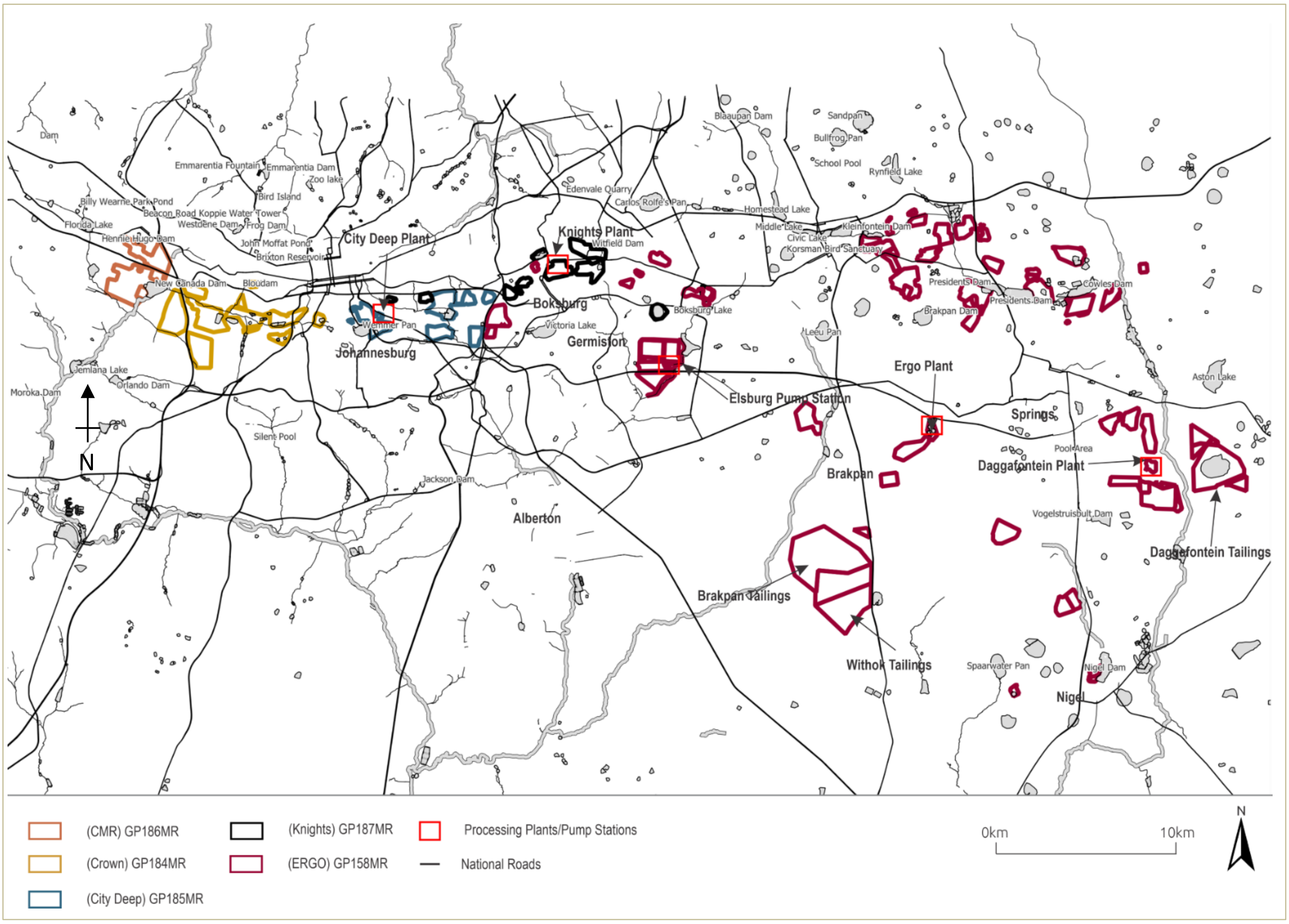
3.2.1 Ulwazi Oluyisendlalelo

Njengezinye zezimvo ezibalulekile eziqondene nokubunjwa kwezinhlelo zokuThuthukiswa Komnotho Wendawo, kuqhuthwe uCwaningo Oluyisisekelo Lwezenhlalomnotho olwenziwe ngemininingwane eseyivele iqoqiwe ukuze iKnights Mine iqonde izibalo eziyisisekelo zangaphakathi eNingizimu Afrika, ngaphakathi esufundazweni saseGauteng, ngaphakathi kwesiFunda esithintekayo, koMasipala Bendawo, 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 anhlobonhlobo 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-GP187MR (iKnights) 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 (GP187MR) uvezwe ngombala omnyama.



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

3.2.2 Okutholakele Okuqondene ne-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, 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 neKnights Mine.

Ithebhula lama-81: Izinkomba Eziyisisekelo Zezinhlalomnotho82

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 aphansi	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%)	[2]Imisebenzi Yomphakathi (22,9%)	[3]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%)	Ezohwebo (15%)
3.2 Ukukhula komnotho ngonyaka (eminyakeni eyi-10 edlule)		5%	1,9%	[4]0,92%
3.3 Igalelo ku-GDP		100%	[5]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 angena ngamapayipi endlini	45.3%	63.5%	60.3%
	4.2.3 Amanzi ahamba ngamapayipi endaweni eyodwa	34.3%	28.2%	30.4%

[2] I-Socio-Economic Review and Outlook (i-SERO) yesiFundazwe saseGauteng yowezi-2021
[3] I-City of Ekurhuleni (2020)

4 I-City of Ekurhuleni GAU (2020)

[5] Igalelo leGauteng ekunyukeni komkhiqizo omkhulu wezwe laseNingizimu Afrika nase-Afrika | Uhulumeni waseNingizimu Afrika (www.gov.za)

Inkomba		ENingizimu Afrika	EGauteng	KuMasipala i-Ekurhuleni MM
	4.2.4 Indlu yangasese eflashwayo	65.7%	86%	88.5%
	4.2.5 Imisebenzi yezokususwa kwemfucuza	85.1%	85%	87%
	4.2.6 I-inthanethi	15,4%	12%	16%

Umthombo: Ucwaningo 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. Umthela omuhle, ikakhulukazi ehlala isikhathi eside noma egcinekayo, iyajutshulelwa.

Ithebhula lama-83: Imithelela yeKnights eqondene nokuThuthukisa Komnotho Wasendaweni84

Inkinga	Umthelela	
	Okuhle	Okubi
1. Igalelo lezomnotho 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 eMkhiqizweni Omkhulu wesifundazwe nokazwelonke • Ukuthuthuka nokukhula kwezomnotho • Ukusimamisa imisebenzi yebhizinisi ngaphandle kwendawo okusetshenzelwa kuyo • Ukuheha nokugcina abatshalimali • Igalelo emalini engenayo ezweni • Igalelo ezimpokophelweni zezenhlalomnotho zikahulumeni	
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 emphakathini • 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 emphakathini kanye nokwabalana ngenzuzo	• Ukwakha impahla yasendaweni ikakhulukazi kwezengqalasizinda yomphakathi nezomnotho	• Ukucwaswa kwabantu basendaweni okungalindeleka • Ukungayamukeli imayini • Ukwandisa ukungalingani kwezenhlalomnotho emiphakathini
6. Izingaqophelo nesimompilo sasendaweni	• Ukukhula kokwazi ngesidingo sokonga imvelo kanye nokunye okuyimvelo • Ukuqalisa izindlela ezehlukile eziyingxenye 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 imphakathi 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 Ngokwezigaba NangamaQoqo Kwababambiqhaza Bangaphandle: IKnights Mine ihlanganise ababambiqhaza bangaphandle ngokwamaqoqo;**

  a) Iqoqo lomasipala (i-CoJ ne-CoE); umsebenzi wabo ukuhlinzeka ngeqhingasu lokuThuthukiswa Komnotho Wasendaweni endaweni.

  b) 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.

c) Iqoqo Lomphakathi Elinhlobonhlobo (Imiphakathi); iqhaza layo bekuzokuba negalelo emnothweni wasendaweni, okuseqhulwini okumelwe emiphakathini.

- **Isaziso Somphakathi:** IKnights Mine ikhangise isaziso kuphephandaba lasendaweni e-CoJ nase-CoE esiqondene nokubonisana Nabantu Abanhlobonhlobo ngokwakhiwa kwe-SLP entsha yowezi-2023-2027.
- **Izincwadi zezimemo**: IKnights Mine ikhiphe izincwadi zesimemo zomasipala be-CoJ ne-CoE, Ophathini basemphakathini, kanye nababambiqhaza basemphakathini zibazisa ngokubonisana nge-SLP. IKnights isebenzise isizindalwazi esikhona sababambiqhaza bangaphandle.
- **Ukuqhuba umhlangano:** IKnights Mine 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-85: Ukubonisana Ngokokubandakanya Abantu Ngokokuhlukana Kwabo okuqondene ne-GP187MR-iKnights Mine86 ngezansi liveza isifinyezo sayo yonke imihlangano ebanjwe nabangaphakathi eKnights Mine kanye nababambiqhaza bangaphandle.

Ithebhula lama-85: Ukubonisana Ngokokubandakanya Abantu Ngokokuhlukana Kwabo okuqondene ne-GP187MR- iKnights Mine86

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)	ICity of Ekurhuleni	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
	Ihhovisi likaSodolobha Omkhulu weCity of Ekurhuleni	ICity of Ekurhuleni	23/10/08
	USomlomo weHhovisi leCity of Ekurhuleni	ICity of Ekurhuleni	23/10/13
	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

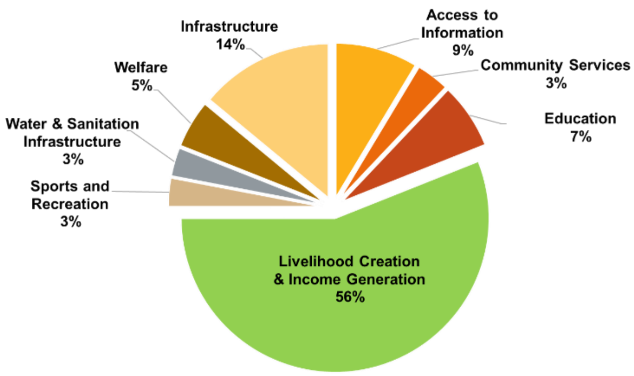
Iqoqo Lababambiqhaza	Umbambiqhaza	Umphakathi / Indawo	Izinsuku *(UNYAKA/INYANGA/USUKU)*
	Ukuthuthuka Komnotho we-CoE	ICity of Ekurhuleni	24/09/20
Abahlomulayo Emphakathini (Amaqoqo Okuphokophelwe kuwo)	Abantu baseTsakani Ext 22 abangabahlomuli basephakathini	ITsakani Ext 22	23/02/06
	Abantu baseTsakani Ext 19 abangabahlomuli basephakathini	ITsakani 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 naKwa-Thema	22/11/02
	Iforamu Yomphakathi waseRieger Park	EReiger Park	22/11/03
	Iforamu Yomphakathi yaseKnights iHope of Life	Knights	22/11/07
	Iqoqo Lomphakathi lwaseHostela iSallies	EHostela iSallies	22/11/09
	Abalimi baseWithok	EWithok	22/11/09
	Amaqoqo Asemphakathini eNhlangano Yezemvelo yasekuRhuleni (i-EEO), eReedvile nakwaMkhangwa	EReedville, kwaMkhanqwa	22/11/17
	Umphakathi waseKnights (Umphakathi waseDelmore Park, eDalmore Park, eDelmore Gardens, eRamaphosa, eJerusalem, e-Ulana nakwaGumede)	Umphakathi waseDelmore Park, Umphakathi waseDelmore Park, eDalmore Park, eDelmore 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	EReiger Park	24/05/11
	Isikhungo Sokugcina Izinsalela Zengcebo i-Withok Tailings Storage Facility, Ekurhuleni (i-TSF) - i-Open Day Tsakani	IWithok, eTsakani	24/09/11
	Isikhungo iCommunity of HOPE Multipurpose Crisis Centre (i-COHMC)	EReiger 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)	EReiger Park	24/11/11
	Isikhungo iCommunity of HOPE Multipurpose Crisis Centre (i-COHMC)	EReiger Park	24/12/19
	Isikhungo iPalmRidge Community Based Substance Abuse Day Clinic	EKatlehong	25/05/05
Iminyango Yezizinhlaka (IMinyango Yezinhlaka 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

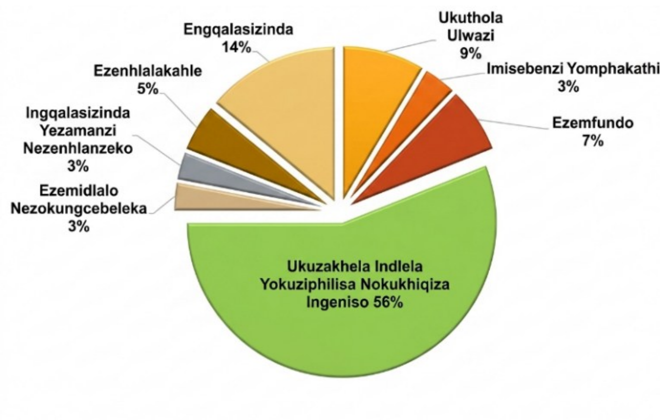
Iqoqo Lababambiqhaza	Umbambiqhaza	Umphakathi / Indawo	Izinsuku *(UNYAKA/INYANGA/USUKU)*
	Ezempilo Umnyango Wezokuthuthukiswa Komphakathi eGauteng (i-SMT)	ICity of Ekurhuleni	24/02/20
	MEC UMnyango WaseGauteng: Ukuthuthukiswa Komphakathi	Okwesifundazwe	24/03/12
	Ophathini Bezezimayini be-ERGO be-GDE	Okwesifundazwe	24/08/26
	I-GDSD - Ukuvikelwa Kokusetshenziswa Kwezidakamizwa, Ukwelashwa Nokuhlunyelelisiswa	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 Nokuhlunyelelisiswa	Okwesifundazwe	25/03/24
	Umnyango Wezokuthuthukiswa Komphakathi eGauteng (i-GDSD)	Okwesifundazwe	25/04/30
	I-GDSD - Ukuvikelwa Kokusetshenziswa Kwezidakamizwa, Ukwelashwa Nokuhlunyelelisiswa	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

IKnights Mine 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 ziqukethwe kugrafu elandelayo:





3.4 Ukuhambisana Nezinhlelo kanye Nokuseqhulwini kuMasipala

3.4.1 Ukwazisa Iqhaza IoMasipala 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 Wezinhlelo 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 emphakathini 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), izinhlaka zokuthuthukisa indawo (i-SDF), ukuthuthuka komnotho wendawo (i-LED), kanye nemithetho kamasipala nemithethonqubo yendawo. Empeleni, i-IDP kumele igqamise ukuhambisana kukamasipala kanye negalelo lawo ezinhlakeni zokuhlela nemiyalelo kuzwelonke nasezifundazweni, nokuseqhulwini kwezentuthuko yesifunda, yezwekazi neyamazwe ngamazwe.

Isimo sama-IDP esingokweqhingasu, okuyithuluzi lokuqala eliyisiqondiso sokuphathwa kwentuthuko iyonke komasipala bamadolobha amakhulu esibuyekezwe 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 sezinselele 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 ngezinselele ezilandelayo i-Ekurhuleni ebhekene nazo:

1. Ukungabibikho kwemisebenzi kusayinselele 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 kwezinhlaka zentuthuko zekuRhuleni ezinjenge-IDP kanye nezinhlaka 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 kokuseqhulwini ku-IDP yeCity of Ekurhuleni nezinhlelo zentuthuko ezibalulekile ohlakeni lukahulumeni lwesifundazwe nolukazwelonke.

Okuseqhulwini kuHlelo Lwentuthuko Lukazwelonke (i-NDP)[6]	Okuseqhulwini kuHulumeni Wendawo	Okuseqhulwini Kuqhingasu Lezifundazwe LaseGauteng[7]	Okuseqhulwini Kuqhingasu Likamasipala iCity of Ekurhuleni
UHULUMENI ONAMANDLA, OGCINA IZINKAMBISONHLE NOTHUTHUKAYO	Okuseqhulwini koku-1: Ukuhlinzeka ngemisebenzi Okuseqhulwini kwesi-2: Ukubusa Okuseqhulwini kwesi-3: Ukuphathwa kwezimali Okuseqhulwini kwesi-5: ukulwa nenkohlakalo	Impokophelo Engokweqhingasu yesi-5: Uhulumeni onamandla, ogcina izinkambisonhle nothuthukayo	Impokophelo Engokweqhingasu yoku-1: Ukuhlinzeka ngemisebenzi ethembekayo, esemandleni abantu, futhi egcinekayo nokuqinisekisa ukuthuthuka kokulungiswa kwengqalasizinda Impokophelo Engokweqhingasu yesi-2: Ukwakha uhulumeni wendawo ohlanzekile, onamandla, nohambisana nesikhathi.
UGUQUKO KWEZOMNOTHO NOKWAKHIWA KWAMATHUBA OMSEBENZI	Okuseqhulwini koku-1: Ukuhlinzeka ngemisebenzi	Impokophelo Engokweqhingasu yoku-1: Ezomnotho, imisebenzi nengqalasizinda Impokophelo Engokweqhingasu yesi-7: Intuthuko Egcinekayo 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, enempilo, 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 egcinekayo nokuqinisekisa ukuthuthuka kokulungiswa kwengqalasizinda.
UKUDIDIYELWA KWEZINDAWO NGOKOKUHLELWA 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 ukugcineka 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, enempilo, 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: Intuthuko Egcinekayo yezizukulwane zangomuso	Impokophelo Engokweqhingasu yesi-3: Ukukhuthaza imiphakathi ephephile, enempilo, nehlomise umphakathi.

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

[7] Okuseqhulwini njengoba kubhalwe ohlakeno lwentuthuko lweminyaka eyi-10 "Ukukhulisa iGauteng Ndawonye: Umbono, Okuseqhulwini kanye Nezinhlelo Zezinyathelo Zezifunda Zamadoloba AseGauteng kowezi-2019 kuya kowezi-2030"

3.5 Imigomo Nezinhlelo Zamadizayini e-LED yeKnights Mine

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

- **Qalisa ngokubambisana nophathini:** Njengoba kubonakele ekuhlolweni okuyisisekelo kwezenhlalomnotho (Bheka Isithasiselo soku-1) imiphakathi evukuzayo yeKnights Mine ihlangabezana nezinselele 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 zinselele ezinzima kungabhekanwa nazo ngendlela yokubambisana, encike ekubambeni iqhaza ngendlela enenzuzo kanye nokuhlomisa imiphakathi yasendaweni eGoli nasekuRhuleni.** IKnights Mine, ngokubambisana nezimayini, uhulumeni wasendaweni, kanye nomphakathi, ingasiza ukuqeda ububha nokwakha isisekelo esiqinile semiphakathi egcinekayo 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 yeKnights Mine zifinyelele kuyo, lapho amaphrojekthi amancane engafinyeleli kabanzi eningini engeke abe nomthelela olindelwe.
- **Uhlaziyo lokwenziwa kokubhalwe ku-SLP yeKnights 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 eziseqhulwini ezihlonzwe ngesikhathi senqubo **yokuBonisana Nababambiqhaza Ngokubandakanya Abantu Ngokwahlukana.**

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

Ithebhula lama-87: Uhlelo Lwephrojekthi LwePhrojekthi yoku-1: Ukufakwa Kwelebhu Yekhompyutha Ezikoleni Nokuthuthukiswa Kwengqalasizinda88

<table>
<tr><th>Igama Lephrojekthi</th><th>Ukufakwa KwamaLebhu Ekhompyutha Esikole kanye Nokuthuthukiswa Kwengqalasizinda (iCity of Ekurhuleni)</th><th>Ukufakwa ngokwezigaba kwePhrojekthi / Uhlobo lwePhrojekthi</th><th>Ingqalasizinda Nempahla</th></tr>
<tr><td>Umlando Wephrojekthi</td><td colspan="3"><u>Isidingo esihlonziwe:</u>
Imfundo ethuthukile yekhuluminyaka lama-21 idinga ukudidiyelwa kobuchwepheshe ezinqubweni zokufundisa nokufunda. Ngenxa yokwazisa lokhu, kuhlelwe ukwakhiwa kwelabhorethri Yezobuchwepheshe Bolwazi (i-IT) ezikoleni ezimbili (2) eCity of Ekurhuleni, okuyiBuhlebemfundo Secondary ne-Oosrand Secondary School hhayi njengendlela yokungenelela kuphela kodwa nangokweqhingasu lokubhekana namagebe akhona ekufinyeleleni kubuchwepheshe nokuhlomisa abafundi ngamakhono adingekayo okuphumelela emnothweni osekelwe olwazini.

Abafundi abakulezi zikole njengamanje abavamile ukuhlangabezana namakhompyutha kanye nezinsiza zezobuchwepheshe.

I-Oosrand Secondary School (eReiger Park) ihlonzwe njengeSikole Esigxile Emkhakheni Wezohwebo, Ezokusungulwa Kwamabhizinisi kanye Nezokuvakasha. Lesi Sikole sinabafundi abayizi-2045 kusuka kuBanga lesi- - 12 kube ikilasi ngalinye linabafundi abalinganiselwa kuma-55. Njengamanje kunelabhorethri le-IT elilodwa elinabafundi abangama-40. Lokhu akusanele nhlobo isikole esihlinzeka ngesifundo sezobuChwepheshe Bedijithali kuBanga lesi-8 nelesi-9 nge-IT kaye nobuChwepheshe Bokusebenzisa iKhompyutha (i-CAT) ezengeni le-FET.

IBuhlebemfundo Secondary School (eTsakane) ayinayo ilabhorethri le-IT elisebenzayo. Njengoba inabafundi abangaphezu kwe-1 800 kusuka kuBanga le-8 kuya kwele-12 ngonyaka, lokhu kubeka intsha yakule ndawo esimweni sokuphuthwa amathuba esikhulu kunontanga bayo abafunda ezikoleni ezinamalabhorethri e-IT asebenzayo uma kuziwa kwezemfundo ephakeme, amathuba omsebenzi kanye namathuba okuthola ingeniso.

Ukushoda kwezinsiza ze-IT kunomthelela omubi amandleni abo okuthola amakhono e-ITC asemqoka nokuphasa izifundo zasezingeni lemfundo ephezulu, futhi kube kubi kakhulu ezingeni lemfundo ephakeme nasemsebenzini, lapho kudingeka ulwazi lwekhompyutha oluyisisekelo ukuze bangene.

Ilabhorethri ye-IT izobhekana ngqo nale nselele ngokuhlinzeka ngokufinyelela okuhlelekile lwezobuchwepheshe ngezinga elikhulu ezikoleni zombili.

<u>Okukhuthaza ukuba kube nale phrojekthi wokulandelayo</u>
1. Imihlangano Eminingi nabaphathi besifunda boMnyango Wezemfundo ihlonze isidingo esiphuthumayo sosizo lokuthuthukisa ukufinyelela kanye nezingaqophelo lemfundo ehambisana namakhono e-IT kanye nawoGuquko Lwezimboni Lwesine.

2. Ukuhambisana nempokophelo engokweqhingasu yeCity of Ekurhuleni ukwakha indawo evumela ukukhula (komnotho) obandakanyayo kanye nokwakhiwa kwemisebenzi kaye nokuseqhulwini eziNhlelweni Zamaphuzu Amane zikaMasipala. ICity of Ekurhuleni ihlose ukuhlinzeka ngendawo elungele abantu bayo abasebasha ukuthi babambe iqhaza njengabaholi boshintsho. Ngakho ukuguqukela kuSmart City kumele kwakhe izimboni zakusasa, amabhizinisi, kanye namathuba abantu abasha okuthola imisebenzi nezindlela zokuthola imisebenzi okukhuphukekayo kuyo khona kwezobuchwepheshe, ukuqanjwa kwamasu amasha kanye neminye imikhakha yeziMboni zesi-4.

3. Okutholakele kanye Nemiphumela yeNqubo Yokubonisana Ngokokubandakanya Abantu Abahlukene: Ukuthuthukiswa kwamakhono namandla okusebenza kusaseqhulwini emiphakathini njengoba ilangazelele ukulandela amathuba azoyisiza ithuthukise izingaqophelo layo futhi ibe ngababambiqhaza ababambe iqhaza emnothweni. Lokhu kusayiqiniso entsheni enamathuba okuqashwa amancane, kodwa ezinikele ekushabashekeni ithuthukise amathuba ayo okuthola ingeniso.</td></tr>
</table>

<table>
<tr><td>Incazelo Yephrojekthi</td><td colspan="9">
Esikoleni ngasinye (iBuhlebemfundo Secondary ne-Oosrand Secondary School) kuhlonzwe ikilasi elilodwa elizoguqulwa libe yilabhorethri ye-IT esebenza ngokugcwele.
Le phrojekthi angeke ihlinzeke ngokungaphansi kokulandelayo:

Ukuguqulwa kwekilasi ukuze lifaneleke inhloso (ukulungiswa kwezindawo ezisemqoka kumumo wesakhiwo, ukushintshwa kwengqalasizinda kagesi neyenethiwekhi)
Ukuthuthukiswa kwezindlela zokugada igumbi
Ukuhlinzeka ngefenisha, izindawo zokugcina impahla, kanye
Nokuhlinzeka ngempahla yekhompyutha ezokwazi ukumumatha abafundi abalinganiselwa kwabangama-40 ngesikhathi esisodwa (ngokwemininingwane ehlinzekwe uMnyango Wezemfundo).
</td></tr>
<tr><td></td><td colspan="5">Izindawo Zomsebenzi Obhekiwe Ezisemqoka (ama-KPA)</td><td colspan="4">Izinkomba Zomsebenzi Obhekiwe Ezisemqoka (ama-KPI)</td></tr>
<tr><td>Umphumela</td><td colspan="5">I-KPA 1: Ukulungiswa Nokuthuthukiswa Kwengqalasizinda

I-KPA 2: Ukuthola Izinsiza Zobuchwepheshe</td><td colspan="4">I-KPI 1: Ukuqedwa kokulungiswa kwamakilasi okungu-100% ezikoleni zombili ekupheleni kukaDisemba 2026

I-KPI 2: Yonke ingqalasizinda eqondene ne-IT kanye nefenisha ifakwe futhi ilungele ukusetshenziswa ekupheleni kukaDisemba 2026 ezikoleni zombili.</td></tr>
<tr><td rowspan="3">Indawo Yephrojekthi Ngokomumondawo</td><td colspan="2">UMasipala Wesifunda</td><td colspan="7">ICity of Ekurhuleni</td></tr>
<tr><td colspan="2">UMasipala Wendawo</td><td colspan="7">ICity of Ekurhuleni</td></tr>
<tr><td colspan="2">Igama Lendawo Yasemakhaya / Lomphakathi</td><td colspan="7">ETsakane, eBrakpan naseReiger Park</td></tr>
<tr><td>Abahlomuli Okuphokophelwe kubo</td><td colspan="5">Abafundi bamanje nabakusasa ezikoleni zombili (isilinganiso sesikhathi esingaphezu kweminyaka emi-5) kususelwa ezibalweni ezilandelayo:
IBuhlebemfundo inabafundi abayi-1800 futhi
I-Oosrand yayinabafundi abayi-1900 ngowezi-2025
= 18 500 abafundi eminyakeni emi-5.</td><td colspan="2">Isikhungo Esibhekele Umsebenzi (Kubandakanya wonke amaqhaza)</td><td colspan="2">I-Ergo Mining (iKnights) kanye noMnyango Wezemfundo (umnyango wesifunda ofanele)</td></tr>
<tr><td>Ukubekwa ngokwezigaba Kwemisebenzi:</td><td>Abantu Besilisa Abadala</td><td>Abantu Besifazane Abadala</td><td>Abantu Abasha Besilisa</td><td>Abantu Abasha Besifazane</td><td>Inombolo Eyisamba yeMisebenzi Eyakhiwe</td><td rowspan="2">Usuku Lokuqala KwePhrojekthi</td><td rowspan="2">Ephreli 2026</td><td rowspan="2">Usuku lokuphela kwePhrojekthi</td><td rowspan="2">Disemba 2026</td></tr>
<tr><td>Isikhashana</td><td>4</td><td>0</td><td>2</td><td>2</td><td>8</td></tr>
<tr><td>Isikhathi Esimaphakathi</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td colspan="4">Ukuzibophezela Ngokwesabelomali Kweminyaka Emi-5 Isiyonke</td></tr>
</table>

Isikhathi Eside	*0*	*0*	*0*	*0*	*0*	***R3 000 000 (Izigidi Ezintathu ZamaRandi) wesikhathi se-SLP.*** *R1 500 000.00 uzokwabelwa ilabhorethri lesikole ngasinye.*

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*	*Lutho*
2026		*a) Imininingwane Yobungako Bomsebenzi Owenziwe* *b) Inqubo yethenda (kugxilwe ekutholeni abahlinzekimsebenzi basendaweni)* *(c) Ukusungulwa KweKomidi Elishayela Iphrojekthi (elakhiwe Abaphathi abafanele ngokwamazinga abaphuma kuMnyango Wezemfundo, i-SGB, Othishanhloko, i-Ergo, Abamele Abahlinzekimisebenzi)* *d) Ukuqokwa Kwabahlinzekimisebenzi*	*a) Ukuqala Kobungako Bomsebenzi* *b) Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi*	*a) Ukuqedwa Kobungako Bomsebenzi* *b) Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi* *c) Ukudluliselwa Komsebenzi unikwa uMnyango Wezempilo*
2027	*Lutho*	*Lutho*	*Lutho*	*Lutho*

Usuku Lokuqeda kanye Neqhingasu Lokuphuma

Usuku okuphokophelwe ukuba kuqedwe ngalo uDisemba 2026 bese kudluliselwe kuMnyango WezeMfundo.
ISivumelwano Sokusebenzisana (i-MoU) sizosayinwa uMnyango WezeMfundo ne-Ergo Mining. Lokhu kuzobhalwa Amaqhaza neMithwalo ye-DoE ne-Ergo Mining ngesikhathi sePhrojekthi kanye nohlelo lokulungisa olucaciwe oluzoqaliswa i-DoE emuva kokudluliselwa kwesakhiwo.

Ithebhula lama-89: Uhlelo Lwephrojekthi lwePhrojekthi yesi-2 - UMtholampilo Womphakathi waseGelukdal - Ukwakhiwa Komtholampilo Omusha Osezingeni lesi-290

Igama Lephrojekthi	**UMtholampilo Womphakathi waseGelukdal - Ukwakhiwa Komtholampilo Omusha Osezingeni lesi-2**	**Ukufakwa ngokwezigaba kwePhrojekthi / Uhlobo lwePhrojekthi**	**Ingqalasizinda**
Umlando Wephrojekthi	**<u>Isimo Samanje:</u>** 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 lihlinzeka ngokunakekelwa okuyisisekelo ngokwezempilo kanye namazinyo (imisebenzi ekhethekile yokunakekela ngokwezempilo okuyisekelo) **<u>Isidingo esihlonziwe:</u>** Emtholampilo waseGeluksdal njengamanje usesimweni sokumoshakala, ngezinkinga zesakhiwo kanye nezinselele 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 ngezingaqophelo 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 ezingokweqhingasu zeCity of Ekurhuleni** ukukhuthaza imiphakathi ephephile, enempilo, nehlomise umphakathi. Ukuqondanisa nokuseqhulwini 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 ukuhlinzeka ngokunakekela ngokwezempilo okuyisisekelo okusemqoka ukuze kuhlinzekelwe izidingo zabantu.		

	4. **Umphakathi waseGeluksdal** utholakala endaweni i-ERGO esebenzela kuyo ngqo futhi ngenxa yalokho iseqhulwini ku-Ergo Mining ukuze ihlinzeke ngokutholakala kokwelapha okusemqoka futhi kuzuze izinkulungwane zemizi ngale phrojekthi.
Incazelo Yephrojekthi	**Impokophelo:** Le phrojekthi yakhelwe ukuba ibhekane nezinselele ezihlonzwe esikhungweni esesikhona. Le phrojekthi ngeyokwakha isikhungo esisha esikuZinga lesi-2 emhlabeni osondele 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 uzothuthelwa kwesinye isikhungo okuzokwenza uMnyango Wezempilo wandise imisebenzi ibe kuZinga lesi-2 lokusebenza ngaphandle kwezihibe **Indawo:** Ngokubonisana noMnyango Wezempilo, kuhlonzwe umhlaba ofanele wesakhiwo esisha. Umhlaba uhlinzekelwe 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 kwemfucuza yezokwelapha ; Indawo Yokugcina Impahla ; Indawo yokugcina amarekhodi **Izikhungo Zabasebenzi** • Ihhovisi lomphathi womtholampilo ; Ihhovisi lezokuphatha ; Ikhishi labasebenzi ; Amalokha abasebenzi kanye nezikhungo zokugeza **Ingqalasizinda 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 ; Ingqalasizinda yamanzi emvula ; Ukulungiswa kwegceke **Izindlela Zokuvikela** • Ukubiyela indawo kanye nokuvikelwa kwendawo ; Ukukhanyisa kwangaphandle

	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 kwesikhungweni esisha*** ***I-KPA 3: Umthelela Womphakathi Nokufinyelela***	***I-KPI 1.1:*** *Zonke izincwadi zokuvumela, ukugunyaza, ubungako bomsebenzi kanye nama-MoU asayiniwe ekupheleni kukaDisemba 2026* ***I-KPI 2.1:*** *Ukuqeda ngama-100% kobungako okusemqoka komsebenzi ekupheleni kowezi-2027* ***I-KPI 3.1****: Imisebenzi yasendaweni engama-24 eyakhelwe ngesikhathi sokwakha* ***I-KPI 3.2:*** *Ukungabibikho kokuphazamiseka kwemisebenzi ngesikhathi sezigaba zokulungiswa kwesakhiwo okusemqoka,*

Indawo Yephrojekthi Ngokomumondawo	UMasipala Wesifunda	Umasipala iCity of Ekurhuleni Metropolitan Municipality
	UMasipala Wendawo	Umasipala iCity of Ekurhuleni Metropolitan Municipality
	Igama Lendawo Yasemakhaya / Lomphakathi	IGeluksdal nezindawo ezizungezile

Abahlomuli Okuphokophelwe kubo	Izakhamizi zaseGeluksdal (ezilinganiselwa kuzi-20 000)	**Isikhungo Esibhekele Umsebenzi *(Kubandakanya wonke amaqhaza)***	*UMnyango Wezempilo (Ekurhuleni) ne-Ergo Mining (iKnights)*

Ukubekwa ngokwezigaba Kwemisebenzi:	**Abantu Besilisa Abadala**	**Abantu Besifazane Abadala**	**Abantu Abasha Besilisa**	**Abantu Abasha Besifazane**	**Inombolo Eyisamba yeMisebenzi Eyakhiwe**	**Usuku Lokuqala KwePhrojekthi**	*Ephreli 2026*	**Usuku lokuphela kwePhrojekthi**	*Ukwakha ekupheleni kukaDisemba 2027* *Ukulungisa kokugcina 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-R15 000 000 (Izigidi Eziyishumi Nanhlanu ZamaRandi) zesabelomali sephrojekthi isiyonke esingama-R35 000 000 ezoxhaswa ngokuhlanganyela ngokwamanye amalungelo okuvukuza e-Ergo.*			

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*	*Ukuqala kwedizayini enemininingwane kanye nocwaningo longoti* *Ukuqala kwakho konke ukugunyaza nezivumelwano ezakhiwe*	*Ukugunyazwa kwedizayini okunemininingwane nokuqedelwa kocwaningo longoti* *Zonke izigunyazo nezivumelwano ziqediwe*

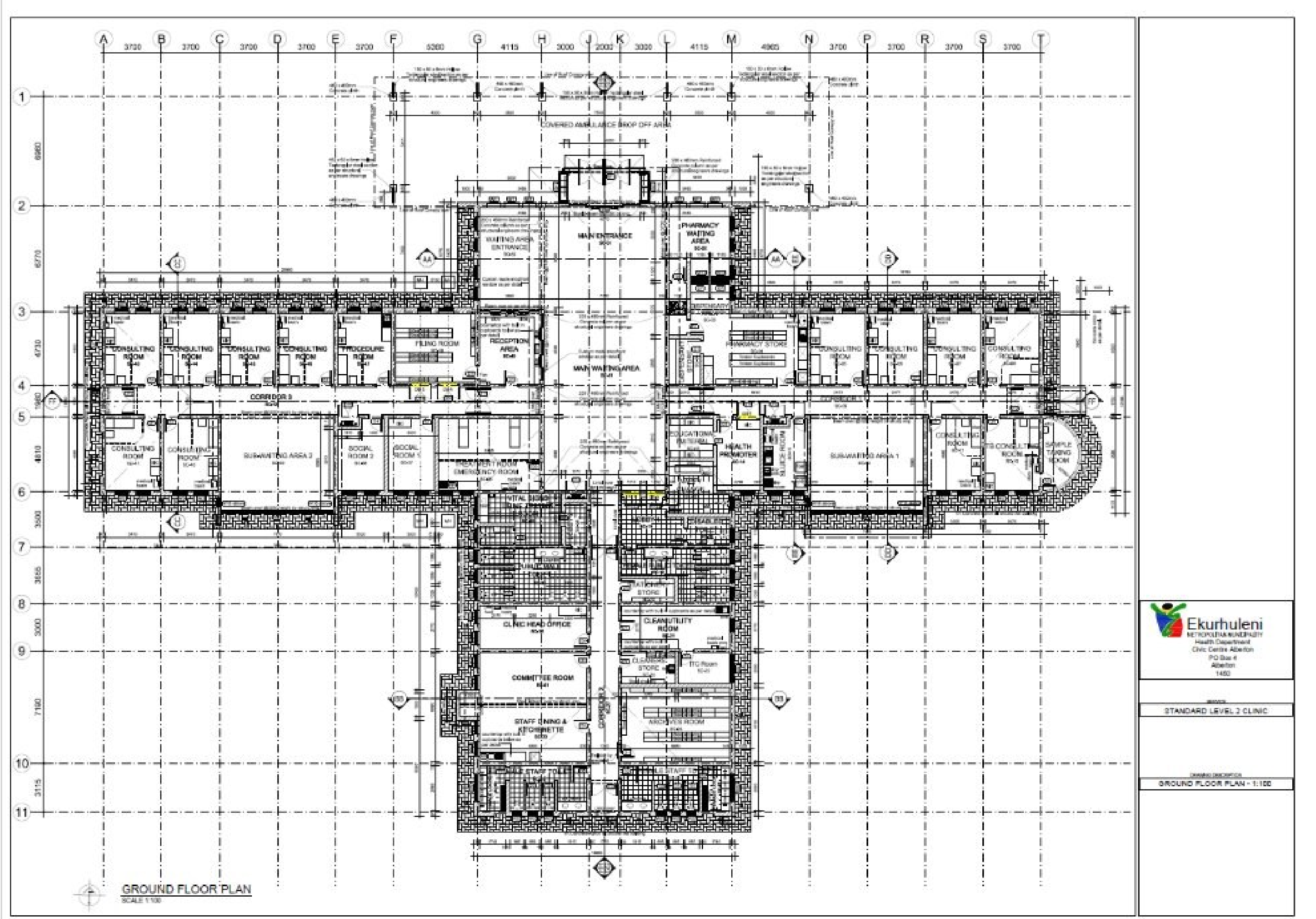
		Abakhulu nabasendaweni abaphuma kuMnyango Wezempilo, iKhansela leWadi kanye Nabamele uMasipala, i-Ergo, Abamele Abahlinzekimisebenzi) *Ukuqokwa Kwabahlinzekimisebenzi ukuze kutholakale idizayini enemininingwane*	*Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi*	*Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi*
2027	*Indawo yesiza* *Ukuthengwa kwempahla elindwa isikhathi eside* *Ukuqala kokwakha* *Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi kanye nababambiqhaza abasemqoka*	*Ukuqhubeka nemisebenzi yokwakha* *Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi*	*Ukuqhubeka nemisebenzi yokwakha* *Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi*	*Ukuqeda imisebenzi yokwakha* *Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi* *Ukulungisa amaphutha kuzoqedwa ngeKota loku1 lowezi-2028 kanye nokudlulisela kwabafanele ngoMashi 2028.*

Usuku Lokuqeda kanye Neqhingasu 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 lomfanekiso woku-1 - Umumo Womdwebosakhiwo woMtholampilo waseGeluksdal omusha8

Umfanekiso wesi-9: Icala lomfanekiso woku-2 - Umumo Womdwebosakhiwo woMtholampilo waseGeluksdal omusha10

Umfanekiso wesi-11: Icala lomfanekiso woku-3 - Umumo Womdwebosakhiwo woMtholampilo waseGeluksdal omusha12



Umfanekiso wesi-13: Icala lomfanekiso woku-4 - Umumomdwebo Wephansi Lomtholampilo waseGeluksdal14

3.6 Isifinyezo Sezinhlelo ze-LED

Ithebhula lama-91: Isifinyezo Sezinhlelo ze-LED92

INombolo YePhrojekthi	Igama Lephrojekthi	Incazelo	Abahlomuli	Isabelomali se-LED Isiyonke	Unyaka Wokuqalisa
IPHROJEKTHI YOKU-1	**Ukufakwa KwamaLebhu Ekhompyutha Ezikoleni kanye Nokuthuthukiswa Kwengqalasizinda**	Amakilasi akhona njengamanje eBuhlebemfundo nase-Oorsrand Secondary School azoguqulwa aba amalebhu e-IT efakwe konke okudingekayo, kubalwa ukulungiswa, ukuqiniswa kwezinhlelo zokugada, ukuthuthukiswa kwengqalasizinda kagesi neyenethiwekhi, kanye nefenisha entsha, indawo yokugcinwa kwempahla, kanye nempahla yekhompyutha emumatha abafundi abangama-40.	Abafundi bamanje nabakusasa ezikoleni zombili (isilinganiso sabazohlomula yizi-18 500 esikhathini seminyaka emi-5.	R 3 000 000	2026
IPHROJEKTHI YESI-2	**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 sizohlinzekela umphakathi waseGeluksdal endaweni enkulu elinganiselwa cishe ku-1,400 m².	Izakhamizi zaseGeluksdal (ezilinganiselwa kuzi-20 000)	R 15 000 000 (zesabelomali sephrojekthi iyonke eyizi-R35 000 000)	2026 - 2027
			Isabelomali se-LED Isiyonke	**R 18 000 000**	

3.7 Izindlela zokubhekana nezimo Zezezindlu, Izimo Zokuhlala kanye Nezokudla - UMthethonqubo 46 (c) (iv)

Ngokuhambisana nokuqaliswa koHlelo lwezindlu kanye neZimo Zokuhlala zeKnights, 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 ezigcinekayo nezisemandleni abo.
- Lapho kucelwa futhi kuBonisanwa nezinyunyana zabasebenzi ngowezi-2018 yonke imisebenzi ye-Ergo Mining iqalise uhlelo lwemalimboleko yezindlu esekelwe yisikhwama sempesheni se-IEMAS.

3.8 Ukunakekela Impilo Nokudla

UMthethonqubo wama-46 (c) (v) udinga ukuthi izimayini zibe nezindlela ezimisiwe zokuqinisekisa ukuthi abasebenzi bakwazi ukuthola ukudla okulungele impilo. IKnights 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. IKnights 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.

3.9 Ezokuthenga, Ezebhizinisi kanye Nezokuthuthukisa Kwabahlinzekimisebenzi - UMthethonqubo 46 (c) (vi)

3.9.1 Isethulo

USomqulu Wezokuthuthukisa Abantu Abamnyama Ngokubanzi Kwezomnotho kweMboni Yezezimayini ("uSomqulu Wezezimayini") wachitshiyelwa uMnyango Wezengcebo Embiwayo Nophethilomu (i-DMPR) ngoSepthemba 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 Kwabahlinzekimpahla kanye Nokuthuthukiswa Kwamabhizinisi kungezinye zezakhi ezisemqoka zokuphumelela kwezokuncintisana noguquko embonini yezezimayini.

3.9.2 Isisekelo Sezokuthengwa Kwempahla

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

Ithebhula lama-93: Isisekelo Sokuthengwa Kwempahla (IFomu T) kusukela ngomhla zingama-31 Disemba 202294

Impahla Yezokuvukuza	Izindleko	Impokophelo	Okufeziwe	Isilinganiso	Umphumela
Okunabanikazi kanye Nenkampani Elawulwa Ababephucwe Amathuba Ngokwasemlandweni	R152 973 793	21%	22%	5,0%	5,0%
Okunobunikazi futhi Okulawulwa Abantu Besimame Nentsha	R80 291 614	5%	11%	5,0%	5,0%
Inkampani Elandela i-BEE	R299 698 662	44%	42%	5,0%	4,8%
Isamba Sezindleko ze-BEE	**R532 964 069**	**70%**	**75%**	**15,0%**	**14,8%**
Isamba sezindleko zempahla yasemayini	**R706 578 017**				
Imisebenzi	**Izindleko**	**Impokophelo**	**Okufeziwe**	**Isilinganiso**	**Umphumela**
Okunabanikazi kanye Nenkampani Elawulwa Ababephucwe Amathuba Ngokwasemlandweni	R104 416 288	50%	24%	5,0%	2,4%
Okunobunikazi futhi Okulawulwa Abantu Besimame	R42 836 850	15%	10%	5,0%	3,3%
Okunobunikazi futhi Okulawulwa Yintsha	R2 248 597	5%	1%	5,0%	0,5%
Inkampani Elandela i-BEE	R90 491 904	10%	21%	5,0%	5,0%
Isamba Sezindleko ze-BEE	**R239 993 638**	**80%**	**55%**	**20,0%**	**11,2%**
Isamba sezindleko zemisebenzi	**R437 673 846**				
Amasampula	R9 244 723	100%	100%	2,5%	2,5%
Ucwaningo Nentuthuko eNingizimu Afrika	R38 789	100%	100%	2,5%	2,5%
Isamba sokuthengwa kwempahla	**R1 191 799 596**			**40,0%**	**31,0%**

3.9.3 Izimpokophelo Zokuthengwa Kwempahla

IKnights Mine izibophezele ezimpokophelweni ezilandelayo zama-SLP esikhathi seminyaka emi-5. Lezi zimpokophelo zisuselwa esisekelweni sokuthenga seKnights Mine kanye nezidingo zikaSomqulu Wezezimayini.

Ithebhula lama-95: Izimpokophelo Zezokuthengwa Kwempahla Zeminyaka Emihlanu yeKnights Mine96

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 engeyenkampani 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%

3.9.4 Uhlelo Lokuqalisa Ezokuthengwa Kwempahla

Ithebhula lama-97: Uhlelo Lokuqalisa Ezokuthengwa Kwempahla98

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukusungula nokuqalisa iqhingasu, 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

IKnights Mine 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 ngokweqhingasu elinzulu elingase libandakanye izindlela ezilandelayo emuva kokuhlaziywa 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 eziqinisekisayo. Phezu kwalokhu, kuzoba nesibalo esincane sokuqinisekisa esizokwenziwa maqondana nabahlinzekimpahla abalandela izimiso abasebenzisa imali enkulu.

3.9.5 Uhlelo Lokuthuthukisa Ibhizinisi Nabahlinzekimpahla

Ukuthuthukisa ibhizinisi nabahlinzekimpahla kwenziwa ngokuqalisa okulandelayo:

- Ukwazisa 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 yiKnights Mine 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 njengengxenye yohlelo lwe-ESD olufiswayo.
- Ukubonisana ngokuqhubekayo nemiphakathi esisingethe nokuba nezindlela zokuxhumana ezisunguliwe

IKnights Mine 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, iKnights Mine ihlose ukuba nomthelela omuhle ekuwuguquleni ngempumelelo umphakathi waseNingizimu 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 eKnights Mine ngokubonisana ngokugcwele nenyunyana yabasebenzi eyaziswayo. Izigaba ezilandelayo ziveza uhlelo lokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi ngokomsebenzi owenziwayo. IKnights Mine izolandela izinqubo zokunciphisa isibalo sabasebenzi nokudilizwa kwabesebenzi 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 iKnights Mine. 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 beKnights Mine 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 - UMthethonqubo 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 ngezinselele 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) ngeKnights Mine maqondana nekusasa leNkampani;
- ukuhamba phambili ekuhlonzweni kwezinkinga, izinselele kanye nezisombululo ezingase zibe khona maqondana nomsebenzi wokukhiqiza nokuqasha;
- ukuhlonza amaqhingasu okuguqula ukukhiqiza nokuqasha; kanye
- ukuqalisa amaqhingasu 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 amaqhingasu 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 kumaphrojekthi e-LED agcinekayo eqaliswa imayini, njengoba kuchazwe ezigabeni ezidlule.

Uma iKnights Mine isingena esigabeni sokuncishiswa kwesibalo sabasebenzi, noma uma icubungula indaba yokudilizwa kwabasebenzi abaningi, kuzokhishwa izaziso ezizobhekiswa ezikhungweni zikahulumeni ezifanele ezibhalwe **kuThebhula lama-50.**Ithebhula lama-99: Inqubo Yokwazisa Ngokuncishiswa Kwesibalo Sabasebenzi Nokuvalwa Kwebhizinisi100

Ithebhula lama-99: Inqubo Yokwazisa Ngokuncishiswa Kwesibalo Sabasebenzi Nokuvalwa Kwebhizinisi100

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 NOMA abasebenzi abangaphezu kwama-500 kulandelana, noma ngabe wokuphi okuncane)
Lapho umsebenzi ubona ukuthi noma uhlose ukudiliza abasebenzi abaningi (ama-10% noma ngaphezulu NOMA 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
- Amaphrojekthi e-DTI ahlose ukuthuthukisa ama-SMME
- Noma ziphi izinhlaka zokuxhumana nomphakathi ezisungulwe yinkampani
- Izikhungo zemfundo ephakeme
- Izikhungo zoxhasomali
- Izikhungo eziqashayo zasendaweni kanye nanoma siphi isikhungo sabasebenzi esifanele

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

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

Lapho ingekho indlela yokugwema ukudilizwa kwabasebenzi, iKnights Mine izolandela izinqubo zokunciphisa isibalo sabasebenzi nokudilizwa kwabesebenzi 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.

IKnights 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.

IKnights Mine 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 emisebenzi emuva kokuvalwa kokuphela komsebenzi, isb. ukwakha ama-CV abasebenzi, ukuxhumana nabangase babaqashe kanye namanye amathuba, ukuqeqeshelwa izinhlolokhono, njl.

Njengamanje iKnights Mine ayihleleli 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

IKnights Mine 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. Yonke 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.*** IKnights Mine 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.*** 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 lweKnights Mine, 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 miphi imisebenzi engaphansi kweLungelo Lokuvukuza layo. Kube kunenzalo engena kule mali manje eseyimi kuzi-R17 100 000 (ngokwasekupheleni kukaDisemba 2022).

Ingxenye eyabelwe imisebenzi yeKnights ibalwe kususelwa ezibalweni zabasebenzi, futhi isihlangene iyizi-R 4 074 000 eminyakeni emi-5. **Ngakho akuzukudingeka kufaka mali minyaka yonke, njengoba imali egcwele ivele isingatholakala ngaleso sikhathi.**

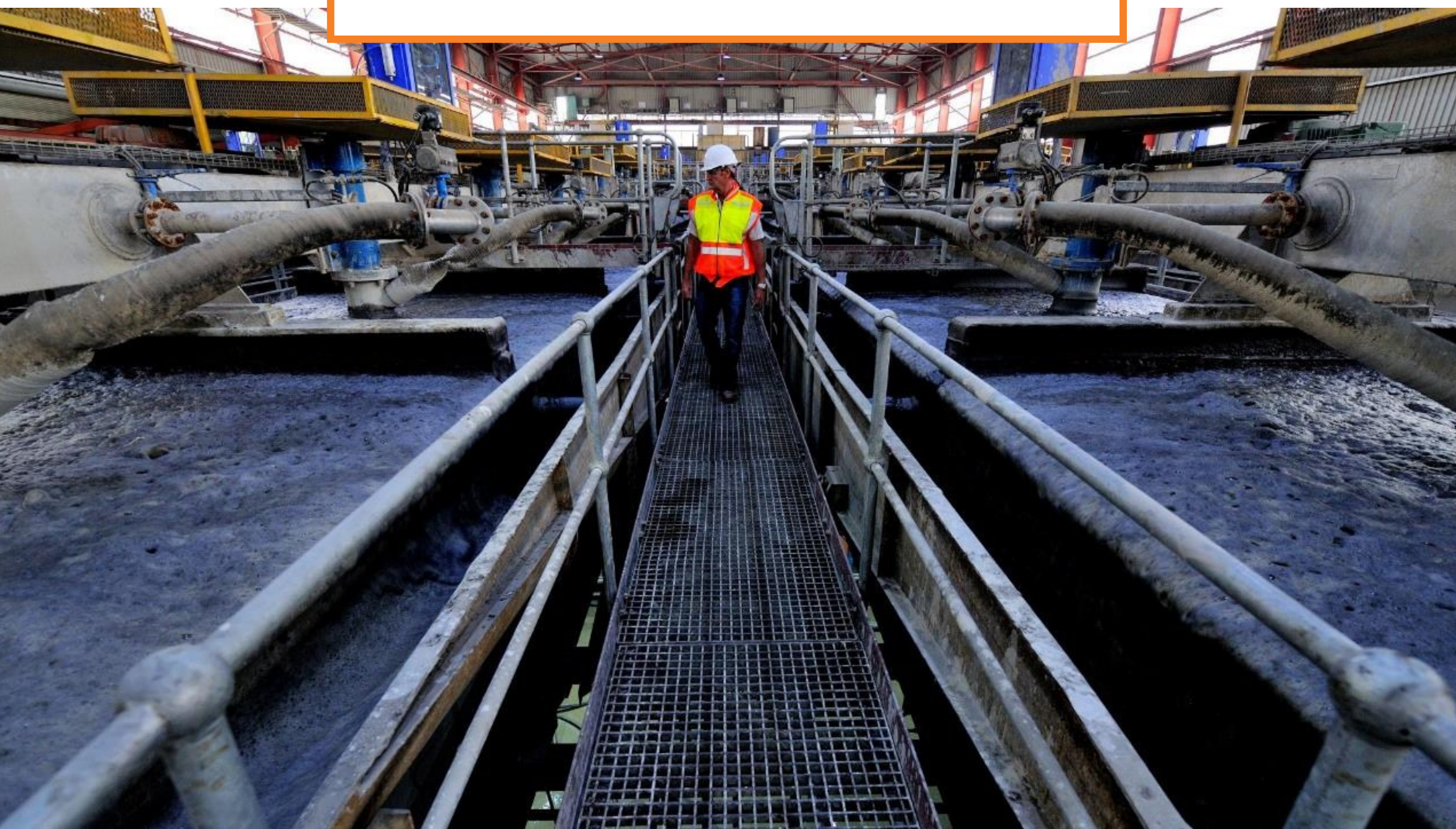
Ithebhula lama-101: Ukuhlinzekelela Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudilizwa Kwabasebenzi102

Ukuncishiswa Kwesibalo Sabasebenzi Kanye Nokudilizwa Kwabasebenzi	2023	2024	2025	2026	2027	ISAMBA
						R 4 074 000

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 umfakisicelo ehlinzekele ngezimali noma ngenye indlela okumiswe ohlelweni lwezenhlalakahle nezemisebenzi." IKnights Mine izihlinzekele ngezimali zonke izakhi ze-SLP njengoba zichaziwe.

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

Ithebhula lama-103: Isifinyezo Sezinhlinzeko Zezimali ze-SLP yeKnights Mine ye-SLP seyiyonke104

Izinhlelo ze-SLP	Ukuhlinzekela Ngokwezimali Kweminyaka Emi-5
Ezokuthuthukiswa Kwabasebenzi - iKnights	**R54 647 885**
Ezokuthuthukiswa Kwabasebenzi - Osonkontileka Abasemqoka	**R7 031 114**
Ukuthuthukiswa Komnotho Wasendaweni	**R18 000 000**
Ukulawulwa Kokuncishiswa Kwesibalo Sabasebenzi	**R4 074 000***
Isamba Sokuhlinzekela i-SLP	**R83 752 999**

* Ukuzibophezela Ekulawulweni Kokuncishiswa Kwesibalo Sabasebenzi Nokudilizwa Kwabasebenzi sekuhlinzekelwe.