

UHLELO LWEZENHLALAKAHLE NEZEMISEBENZI

**Ergo Mining (Pty) Ltd
2023 – 2027**

**Ilungiselelwe Izimiso zeLungelo
Lezokuvukuza:
CITY DEEP MINE (GP185MR)**

I-SLP EGUNYAZWE MHLA ZIYI-15 JULAYI 2026



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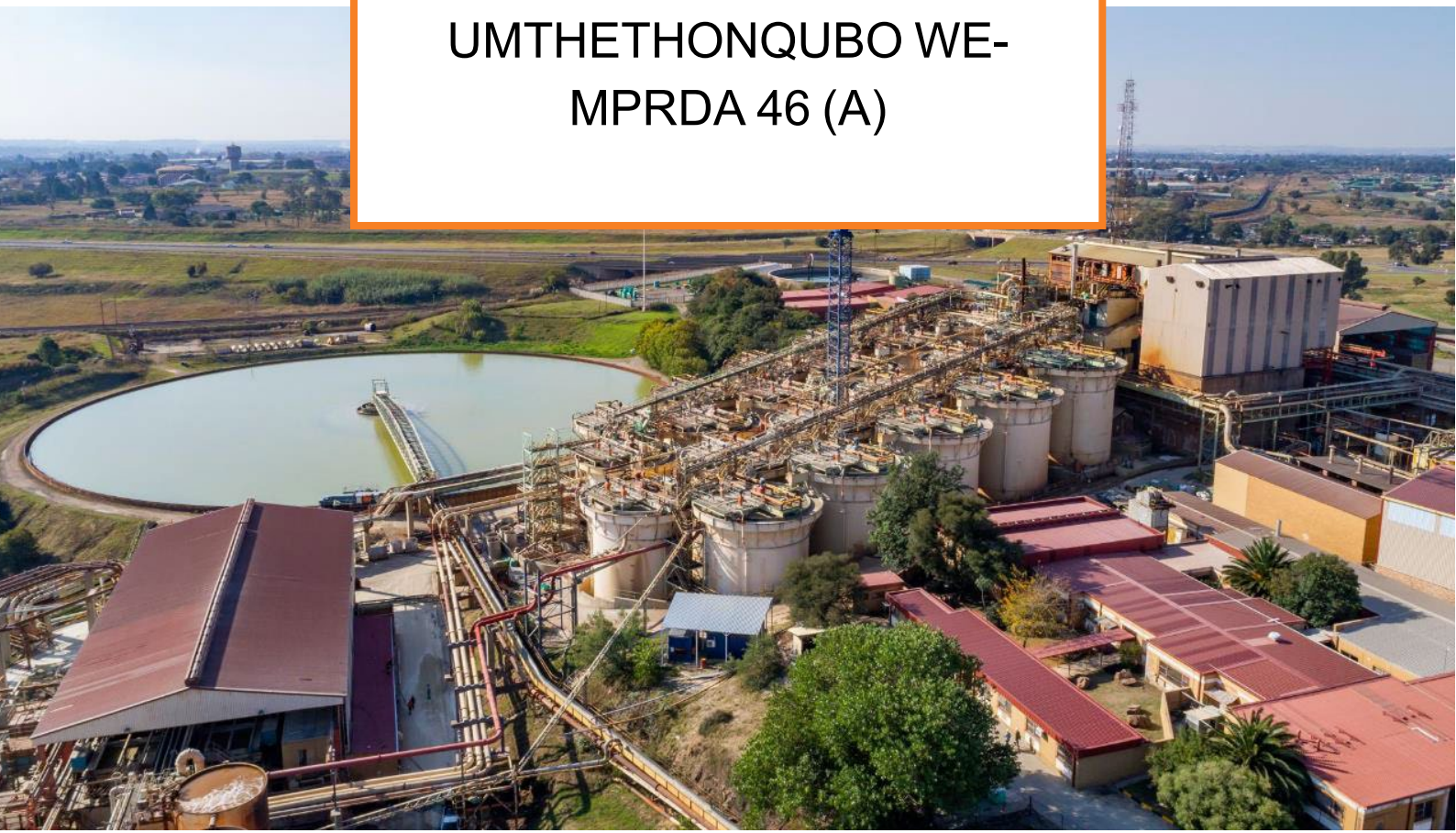
IZINQAMULELO NEZIFINYEZO

IZINQAMULELO	INCAZELO
AET	I-Adult Education and Training
ATR	Umbiko Wokuqeqesha Wonyaka
B-BBEE	I-Broad-Based Black Economic Empowerment
CoE	Umasipala iCity of Ekurhuleni Metropolitan Municipality
CoJ	Umasipala iCity of Johannesburg Metropolitan Municipality
DMPR	UMnyango Wezengcebo Embiwayo Nophethilomu
DoL	Umnyango Wezabasebenzi
EE	Ukuqasha Ngokulinganisa
FET	I-Further Education and Training
FF	Iforamu Yangomuso
Ama-HDP	Ababephucwe Amathuba Ngokwasemlandweni Wezwe
HET	I-Higher Education and Training
HLC	Ezezindlu Nezimo Zokuphila
HR	Ezabasebenzi
HRD	Ukuthuthukiswa Kwabasebenzi
IDPs	Izinhlelo Zentuthuko Ezididiyele
LED	Ukuthuthukiswa Komnotho Wasendaweni
MCIII	USomqulu Wezezimayini III (2018)
MHSA	UMthetho Wezokuphepha Ngokwezempilo Ezimayini
MOU	Isivumelwano Sokusebenzisana
MPRDA	UMthetho Wezentuthuko Kwezengcebo Embiwayo Nophethilomu, wezi-2002
MQA	Umgunyazi Wezeziqo Zokuvukuza
MRD	UMthethosivinywa Owuhlaka Wokuthuthukisa Ingcebo Embiwayo (i-MRD), 2025
NQF	I-National Qualifications Framework
PESD	Ezokuthenga, Ezebhizinisi kanye Nezokuthuthukisa Kwabahlizekimisebenzi
RDP	Uhlelo Lwezokwakha Nentuthuko
SEBS	Ucwaningo Oluyisisekelo Lwezenhlalomnotho
SETA	I-Sector Education and Training Authority
SHEQ	Ezokuphepha, Ezempilo, Ezemvelo, Nezingaqophelo
SLP	Uhlelo Lwezenhlalakahle Nezemisebenzi
WSP	Uhlelo Lwezamakhono Lwasemsebenzini

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 kuJohannesburg 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 (ezezwe ngezansi) ibandakanya iKnights, iCrown Mines, iConsolidated Main Reef (i-CMR), i-ERGO neCity Deep, okuyizindawo okusetshenzwa kuzo ngendlela enokuxhumana. (**Umfanekiso woku- 1** ngezansi).

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

Umpfumela 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 Lwezanhlahakahle Nezemisebenzi maqondana naleli Lungelo Lezokuvukuza (GP185MR) kuzosetshenziswa imigomo elandelayo:

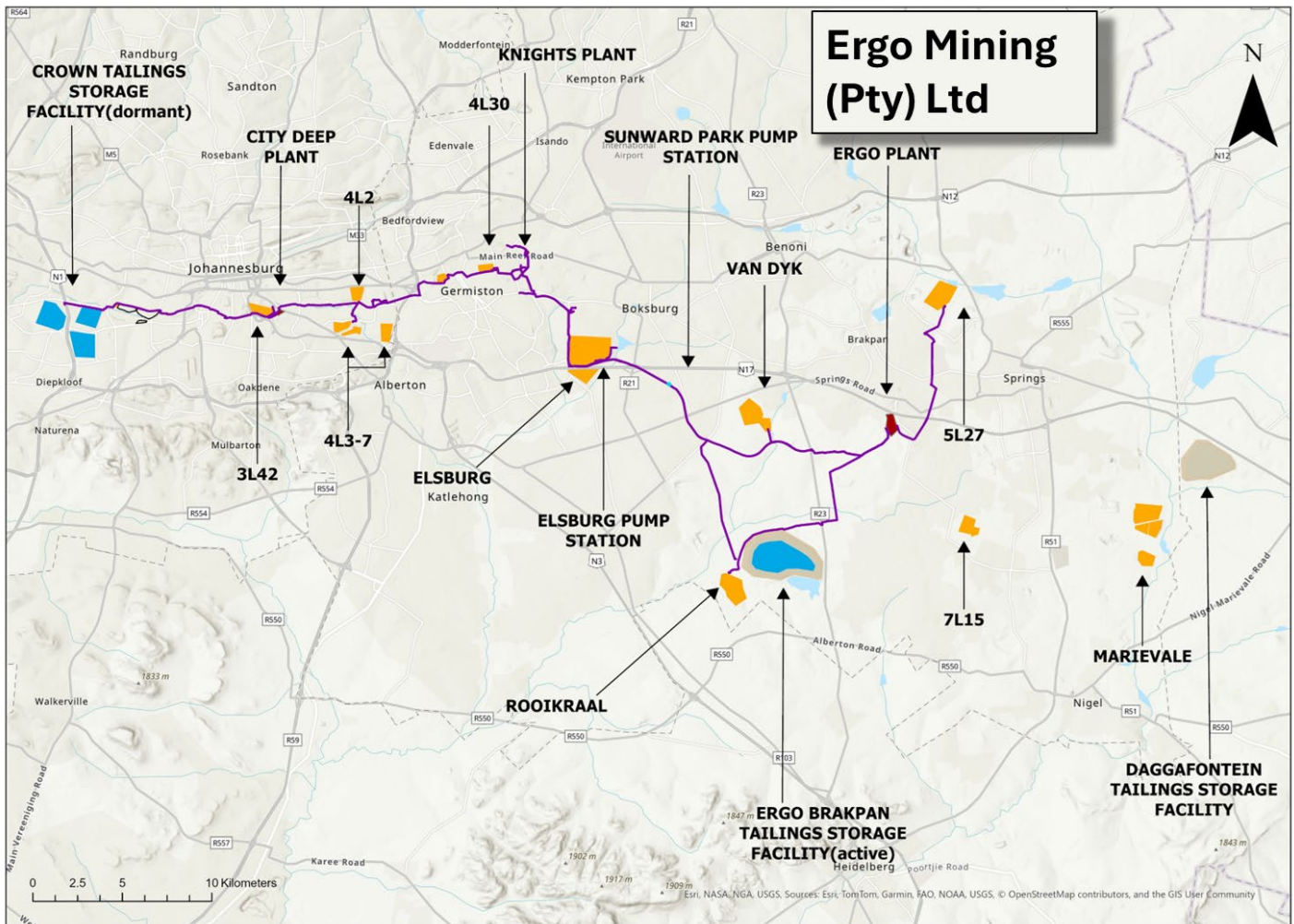
- **Okuvamile:** Yonke imisebenzi ye-Ergo Mining iphethwe ngokomgomo wezinga elididiyele lomhlaba jikelele elibizwa ngokuthi "single-mining complex". Ngezinhloso zale SLP yeLungelo Lezokuvukuza loyedwa, ulwazi olufanele beluhlakaziwe, luhlukanisiwe futhi lubiyelwe. Izinhlelo zale SLP yeLungelo Lezokuvukuza 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 kwabiyelwa 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 ebingasetshenziwa.
- **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 Ucwango Lwesisekelo Sezenhlalomnotho, ukubonisana okunzulu okuqhubekayo nezikhulu zikahulumeni ezifanele kanye nababambiqhaza, izinqubo zokusekela, izivumelwano zokusebenzisana, kanye nezincwadi zokuzibophezela.
- **Ukuhlinzekela Ngokwezomnotho:** Ukuhlinzekelwa ngokwezomnotho kwe-SLP ye-Ergo Mining kubalwa ngokwezinga elididiyele lomhlaba jikelele elibizwa ngokuthi "single mine complex". Ngezinhloso zale SLP Yelungelo Lezokuvukuza ihlukaniswe futhi yabiyelwa ngendlela ephuma phambili ebingasetshenziwa, 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 Ilungelo 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-GP 185MR);
- ICrown (iCrown noma i-GP 184MR);
- I-CMR (CMR noma i-GP 186MR);
- I-Ergo (i-Ergo noma i-GP 158MR); kanye
- neKnights (iKnights noma i-GP 187MR).



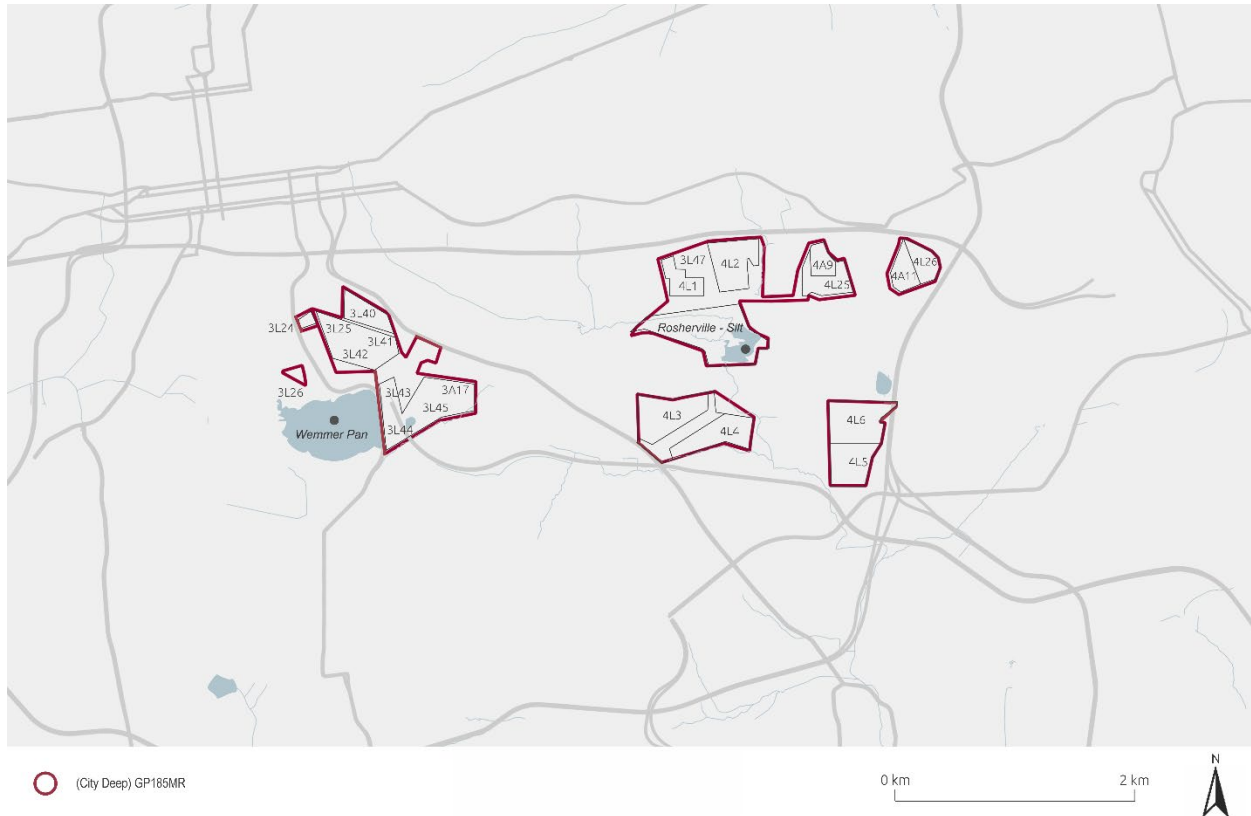
Umfanekiso woku-1: Amalungelo Ezokuvukuza e-Ergo Mining²

1.4 Isingeniso Semisebenzi yeCity Deep (i-GP185MR)

Ilungelo Lezokuvukuza leCity Deep Mining (lapha ebizwe ngokuthi "City Deep") lihlinzeka ngelungelo lokuvukuza Igolide, i-uranium, isiliva, i-nickel, i-pyrite, kanye nayo nengcebo ehambisana nayo esuka ezindaweni ezingaphezulu (ama-TSF nezizala zemfucuza) ngaphakathi kwasendaweni yokuvukuza. Lezi zimbiwa ziveza impahla eyimfucuza eyasala kudala emuva kwemisebenzi yakudala yokuvukuza futhi iveza ithuba lokuba kutholwe ingcebo kusetshenziswa ubuchwepheshe besimanjemanje, obunomthelela omncane.

1.4.1 Indawo Ekuyo

ICity Deep Complex ingaphakathi endaweni yeCity Deep, eseningizimu nempumalanga yenkaba yedolobha lesifunda saseGoli, esiFundazweni iGauteng eNingizimu Afrika. Lezi zindawo zingena ngaphansi kwemboni esisunguliwe kanye nendawo eklanyelwe ukuvukuza futhi kufinyeleleka kuyo ngemigwaqo emikhulu, kubalwa u-M2 nomgwaqo iHeidelberg Road, exhumanisa indawo nezindawo zokuhlala zasemadolobheni eziyizungezile kanye nezintuba zokuthutha impahla.



Umfanekiso wesi-3: Indawo iCity Deep Esebenzela kuyo⁴

1.4.2 Imininingwane Yomsebenzi

Ithebhula loku-1: Imininingwane Yenkampani²

Igama Lenkampani	I-Ergo Mining (Pty) Ltd.
Inombolo Yomsebenzi kanye Nelungelo Lokuvukuza	ICity Deep Operation (GP185MR)
Ikheli Lendawo	I-Ergo Mining (Pty) Ltd. Viakfontein 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
Iminyaka Yokusebenza Kwemayini	Iminyaka eyi-8
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 yeCity Deep.

Ithebhula lesi-3: Izigaba Zokusebenza kanye Nohlelo Lwezikhathi lweCity Deep4

Amabhizinisi Amasha	Ukuqeda
Ngaphambi Kokwakha	Ukuqeda
Ukwakha	Ukuqeda
Ukuthuthukisa Izinga	Ukuqeda
Ukukhiqiza Kwesigaba Sozinzo	2023 - 2029
Ukwehlisa Izinga	2030

Ngokwemigomo yomumo we-SLP, ithebhula elingezansi libhalwe imininingwane yokuthi ngeziph i zakhi ezisebenza Emsebenzini weCity Deep maqondana nohlelo lokusebenza oluphelele lwe-SLP, kube kubhekwa isigaba samanje Semisebenzi.

Ithebhula lesi-5: Ukusebenziseka kwe-SLP yeCity Deep6

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

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

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

Ithebhula lesi-7: Ukuveza Abasebenzi beCity Deep kanye Nosonkontileka Abasemqoka8

Iminyaka	Njengamanje	2023	2024	2025	2026	2027
Abasebenzi abaqashwe ngokugcwele	90	64	147	147	147	147
Osonkontileka Abasemqoka	145	145	145	145	145	145

1.4.5 Ukuhlaziywa Ngokwezibalo Kwabasebenzi Ngokomsebenzi Ngokwendawo Ethumelayo

Abasebenzi beCity Deep njengamanje bakhiwa abasebenzi abaqashwe ngokugcwele abangama-90 kanye nosonkontileka Abasemqoka abangama-145 abaqhuba imisebenzi ehlukahlukene. Osonkontileka Abasemqoka balo Msebenzi njengamanje, baqokelwe ukuhlinzeka ngemisebenzi futhi abasebenzi babo babaliwe kuyo yonke le-SLP.

Indawo abasebenzi beCity Deep abadabuka kuyo ibhalwe ku**Thebhula 5**.

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

Isifundazwe	Isibalo Sabasebenzi Abaqashwe Ngokugcwele	Isibalo sabasebenzi Abangaphansi Kosonkontileka	Iphesenti
Empumalanga Kapa			0%
EFree State			0%
EGauteng	90	145	100%
ICity of Johannesburg	78	55	56,60%
Kumasipala i-Ekurhuleni Metropolitan Municipality	8	79	37,02%
Kumasipala iWest Rand District Municipality	2	10	5,11%
Kumasipala Wesifunda saseSedibeng	2	0	0,85%
Kumasipala iTshwane Metropolitan Municipality	0	1	0,43%
KwaZulu-Natali			0%
ELimpopo			0%
Empumalanga			0%
ENyakatho Ntshonalanga			0%
ENyakatho Kapa			0%
ENTshonalanga Kapa			0%
Abangasibo abaseNingizimu Afrika			0%
	90	145	
Isamba	235		100%

1.4.6 Ukudiliza Emsebenzini Kwasendaweni

Abasebenzi abangama-100% abaqashwe ngokugcwele eCity Deep, 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) zeCity Deep njengoba kudingeka ngokoMthethonqubo 46 weMithethonqubo Yezokuthuthukiswa Kwezinsiza Zengcebo Embiwayo kanye Nophethilomu, 2004 (iMithethonqubo ye-MPRDA). ICity Deep izazisa ngokugcwele izinhlinzeko zesigaba 101 se-MPRDA zokubandakanya Osonkontileka Abasemqoka (lapho kufanelekile khona) njengengxenye yabasebenzi. Njengoba kubhalwe kuSigaba Sesandulelo, iCity Deep njengamanje inenkampani eyodwa ewuSonkontileka Osemqoka. Izimpokophelo nezinhlinzeko zoHlelo lwe-HRD ezendlalwe kulesi sigaba zizosebenza kubasebenzi abaqashwe ngokugcwele yiCity Deep, kanye nezimpokophelo egameni likaSonkontileka Osemqoka. Ukuze kuqaliswe uHlelo lwe-HRD ngokufanele, iCity Deep izosebenzisa abahlinzeki abagunyaziwe, lapho kudingeka, maqondana nezidingo zabo zokuqeqesha, ukuqinisekisa ukuqhubeka kokulawulwa kokuthuthukiswa kwamakhono abasebenzi adlulisekayo, agunyaziwe.

2.2 Ukulandelwa koMthetho Wezokuthuthukiswa Kwamakhono

Imisebenzi yeCity Deep izolandela okudingeka ngokoMthetho Wokuthuthukiswa Kwamakhono (No. 97 we-1998) futhi uzothumela Izinhlelo Zamakhono Asemsebenzini (i-WSP) kanye nemibiko yokuqeqesha yonyaka kuMgunyazi Wezeziq 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

Igama le-SETA	Umgunyazi Wezeziq 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;
- Imifundaze Nama-Internship;
- Ukuthuthuka Emsebenzini;
- Amakhono Adlulisekayo; kanye
- Nohlelo Lwezokulinganisa Kwezemisebenzi.

Izinyathelo ezingokweqhingasw eziku**Thebhula lesi-7** zizoqaliswa yiCity Deep maqondana ne-HRDP.

Ithebula 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 lweCity Deep lugxile ekuhlomiseni abasebenzi ngamakhono okusimamisa ukukhula nokuthuthuka kwabo embonini yezimayini.

Izimpokophelo Zokuthuthukiswa Kwamakhono eCity Deep wukwenza okulandelayo:

- Ukuthuthukisa izingaqophelo lempilo yabasebenzi;
- Ukwandisa amathuba abasebenzi okusimamisa umsebenzi eCity Deep;
- 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 namaqhingasw okukhula kwebhizinisi kanye nezinhlelo zokuqasha ngokulinganisa.

Uhlelo Lwezokuthuthukisa Amakhono lweCity Deep luxhumana nomthetho Wezokuthuthukiswa Kwamakhono futhi lubandakanya ukuthunyelwa minyaka yonke koHlelo Lwamakhono Asemsebenzini (i-WSP) kanye neMbiko Yokuqeqesha Yaminyaka Yonke (ama-ATR) kubalwa ukukhokhwa kwamalevi Okuthuthukiswa Kwamakhono abhekiswa kubagunyazi abafanele.

2.3 Amazinga Okufunda Kwabasebenzi

Amazinga okufunda ayisisekelo emsebenzini ahlinzekwe ku**Thebhula lesi-8** ne**Thebhula lesi-9**.

Ithebhu la lesi-15: Ifomu Q: Imfundo Nezibalo Ezingaba Wusizo Emsebenzini kusukela ngomhla zingama-31 Disemba 2022: Abasebenzi Abaqashwe Ngqo eCity Deep16

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 Sabanganqunyelwe Sigaba	
							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	1			1	1	1
1	Ibanga lesi-9/Std 7/ABET 4				0	1				1	3			3	4	4	
I-Further Education and Training (i-FET)	2	Ibanga le-10/Std 8/N1				0	1				1	1			1	2	2
	3	Ibanga le-11/Std 9/N2				0	2				2	6	1		7	9	9
	4	Ibanga le-12/Std 10/N3			7	7	16				16	22	1		23	39	46
I-Higher Education and Training (I-HET)	5	Ama-Higher Certificate/ i-Advanced National Certificate Vocational				0					0				0	0	0
	6	Ama-Diploma/ Ama-Advanced Certificate				0					0				0	0	0
	7	Ama-Bachelor Degree/ ama-Advanced Diploma				0	1				1				0	1	1
	8	Ama-Postgraduate Degree (i-Honours)/ ama-Professional Qualification				0					0				0	0	0
	9	Ama-Master's Degrees				0					0				0	0	0
	10	Ama-Doctoral Degree				0					0				0	0	0
Isamba			0	0	7	7	21	0	0	0	21	34	2	0	36	57	64

Ithebhula lesi-17: Ifomu Q: Imfundo Nezibalo Ezingaba Wusizo Emsebenzini kusukela ngomhla zingu-2025: Abasebenzi Abangaqashiwe yiCity Deep (Osonkontileka Abasemqoka)18

Izinga	Izinga le-NQF	Uhlelo Lwakudala	Okunganqunyelwe Ngokwesigaba				Okunqunyelwe Isigaba										Isamba
			Abantu Bakwamanye Amazwe	Abesili sa Abanga belungu	Isandulelo-Samba Sabanganqunyelwe Sigaba	Abesifazane				Isandu lelo-Samba	Abesilisa			Isandu lelo-Samba	Isandulelo-Samba Sabanqunyelwe Sigaba		
						Abampis holo	Amakhaladi	AmaNdi ya	Abelungu		Abampis holo	Amakhaladi	AmaNdi ya				
I-General Education and Training (i-GET)		Abangafundanga Esikoleni				0					0				0	0	0
		Ibanga 0/Inkulisa				0					0				0	0	0
		Ibanga loku-1/Sub A				0					0				0	0	0
		Ibanga lesi-2/Sub B				0					0				0	0	0
		Ibanga lesi-3/Std 1/ABET 1				0					0	1			1	1	1
		Ibanga lesi-4/Std 2				0					0				0	0	0
		Ibanga lesi-5/Std 3/ABET 2				0					0	7			7	7	7
		Ibanga lesi-6/Std 4				0					0	2			2	2	2
		Ibanga lesi-7/Std 5/ABET 3				0					0	2			2	2	2
		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	23			23	23	23
	3	Ibanga le-11/Std 9/N2				0					0	17			17	17	17
	4	Ibanga le-12/Std 10/N3			1	1	4				4	78			78	82	83
I-Higher Education and Training (I-HET)	5	Ama-Higher Certificate/ i-Advanced National Certificate Vocational				0					0	1			1	1	1
	6	Ama-Diploma/ Ama-Advanced Certificate				0	1				1	5			5	6	6
	7	Ama-Bachelor Degree/ ama-Advanced Diploma				0	1				1	3			3	4	4
	8	Ama-Postgraduate Degree (i-Honours)/ ama-Professional Qualification				0					0				0	0	0
	9	Ama-Master's Degrees				0					0				0	0	0
	10	Ama-Doctoral Degree				0					0				0	0	0
Isamba			0	0	1	1	6	0	0	0	6	139	0	0	139	145	146

2.4 I-Adult Education and Training (i-AET)

iCity Deep 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-10** lihlinzeka ngohlelo lweminyaka emihlanu olubhalwe izimpokophelo ze-AET yabasebenzi abaqashwe ngqo kanye nemiphakathi ezungezile.

Ithebhula lesi-19 i-AET: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)20

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-2 le-AET					1	R56 067					1	R56 067
Izinga lesi-3 le-AET	1	R56 067					1	R56 067			2	R112 134
Izinga Lesi-4 le-AET			1	R56 067					1	R56 067	2	R112 134
ISAMBA SESIHLINZEKELO SE-SLP	1	R56 067	1	R56 067	1	R56 067	1	R56 067	1	R56 067	5	R280 335

Ithebhula le-21: Izimpokophelo ze-AET: Okwangaphandle - 18.2 (iCity Deep)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-2 le-AET	10	R200 000			20	R400 000					30	R600 000
Izinga lesi-3 le-AET			10	R200 000			30	R800 000			40	R1 000 000
Izinga Lesi-4 le-AET					10	R200 000			30	R800 000	40	R1 000 000
ISAMBA SESIHLINZEKELO SE-SLP	10	R200 000	10	R200 000	30	R600 000	30	R800 000	30	R800 000	110	R2 600 000

2.5 Ukuqeqeshelwa Amakhono Okusebenza (Umsebenzi Oyisisekelo)

Inhloso yohlelo lwamakhono asemqoka wukuhlomisa abasebenzi ngamakhono adingekayo ukuze bakwazi ukwenza imisebenzi abayiqashelwe ngempumelelo. Lesi ziNhlelo zakhelwe nokuba zihlomise abasebenzi ngamandla namakhono okuqhubekela emazingeni aphezulu okuqashwa ngaphakathi eCity Deep.

2.5.1 Izimpokophelo Zokuqeqeshelwa Amakhono Omsebenzi Oyisisekelo

Ukuhlaziywa ngokwezibalo kwezimpokophelo zoHlelo lokuqeqesha lweminyaka emi-5 lwabasebenzi beCity Deep abaqashwe ngqo kanye nabangaqashiwe ngqo kuhlinzekwe ku **Thebhula le-12** kanye ne**Thebhula le-13**. Lokhu kushiya ngaphandle ukuqeqeshelwa ukuqala umsebenzi okuhlinzekelwa bonke abasebenzi njalo ngonyaka. Uhlelo lwamakhono lugxila ekuqeqesheni abantu ngamakhono adingeka eMayini, ukuze abasebenzi bakwazi ukuKhula Emsebenzini ngokomuntu ngamunye futhi kuqinisekiswa ukusebenza ngokuphephile futhi imisebenzi eyenziwe ibe ngekhizayo.

2.5.2 Uhlelo Lwezinyathelo Zamakhono Omsebenzi Oyisisekelo

ICity Deep izolokhu ikhuthaza ukufunda kanye namathuba okuqeqeshwa kwabasebenzi futhi ihlole kabusha futhi ichibiyele uHlelo Lokuthuthukisa Amakhono Asemayini. **Ithebhula le-14** lihlinzeka ngohlu lwezinhlelo lwezinyathelo ezithathwa maqondana nalokhu.

- 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 noma maphi amagebe angavela.
- Uhlelo Lokuthuthukisa Amakhono luzoxhumana noHlelo Lokuthuthuka Emsebenzini, Uhlelo Lokucathulisa, Uhlelo lwe-Internship kanye Nomfundaze, kanye noHlelo Lokuqasha Ngokulinganisa.

Itebhula lesi-23: Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)24

Izinhlelo	Isikhathi	2023		2024		2025		2026		2027		Isamba	
		Impoko phelo	Ukuzibophezel a Ngokwezimali	Impok ophelo	Ukuzibophezel a Ngokwezimali	Impok ophelo	Ukuzibophezel a Ngokwezimali	Impok ophelo	Ukuzibophezel a Ngokwezimali	Impokophelo	Ukuzibophezel a Ngokwezimali	Impok ophelo	Ukuzibophezel a Ngokwezimali
I-GIBS MDP noma i-WITS MAP	izinyanga eziyi-12					1	R100 000			1	R100 000	2	R200 000
Uhlelo Lwamakhono e-MQA: Ukuphathwa Kwamakhemikhali kanye Nabamele i-SHE	izinsuku eziyi-6	25	R153 641	6	R73 215	5	R100 000					36	R326 856
I-Advanced Generic Management Program (Uhlelo Lokuphatha Oluwujikelele Oluthuthukile) kanye Nezinhlelo Zokuphatha Ezithuthukile	amaviki ayi-10 & Izinsuku ezi-5	29	R64 120			4	R100 000	2	R100 000			35	R264 120
Ukuqeqeshelwa kanye Nokuthola Ilayisense yokuba u-Operator	Izinsuku ezi-5	46	R71 118	32	R85 773	40	R400 000	40	R440 000	40	R484 000	198	R1 480 891
ISAMBA SESIHLINZEKELO SE-SLP		100	R288 879	38	R158 988	50	R700 000	42	R 540 000	41	R584 000	275	R2 271 867

Itebhula le-25: Amakhono Ebhizinisi Asemqoka Ahambisana Nomgomo Wophiko Olugunyaziwe: Okwangaphandle - 18.2 (Osonkontileka Abasemqoka)26

Uhlobo/Umkhakha Wokuqeqeshwa	Isikhathi	2023		2024		2025		2026		2027		ISAMBA	
		Impoko phelo	Ukuzibophezel a Ngokwezimali	Impokophelo	Ukuzibophezel a Ngokwezimali	Impokophelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impokophelo	Ukuzibophezel a Ngokwezimali
Hlukanisa impahla ngokwezigaba	Izinsuku ezi-2	0	R0	2	R2 900	2	R3 190	2	R3 509	2	R3 860	8	R13 459
Lawula izinga lesiphakeli ngokwesiphakeli	Izinsuku ezi-2	0	R0	2	R2 900	2	R3 190	2	R3 509	2	R3 860	8	R13 459
Ukulawulwa Kweziphakelimandla Ezinobungozi Ukuvala / Ukusebenzisa Ithege Lapho Kuphunywa	usuku olu-1	2	R3 622									2	R3 622
Ukulawula amazinga e-pH	Izinsuku ezi-2	0	R0	4	R7 200	4	R7 920	4	R8 712	4	R9 583	16	R33 415
I-Conveyor Belt	Izinsuku ezi-2	1	R1 886									1	R1 886
Ukubonisa ulwazi oluhambisana nemisebenzi enhlobonhlobo	Izinsuku ezi-3	0	R0	2	R2 900	2	R3 190	2	R3 509	2	R3 860	8	R13 459
Ukufaka Insalela Yengcebo evukuzwe ngokwendlela ye-cyclone	Izinsuku ezi-2	15	R26 250	3	R5 400							18	R31 650
Ukufaka Insalela zengcebo edamini lensalela yengcebo	Izinsuku ezi-2	0	R0	6	R10 800	6	R11 880	6	R13 068	6	R14 375	24	R50 123
Ukuhlelelwa i-De-Sliming	Izinsuku ezi-2	3	R4 500									3	R4 500
Ukunquma Ngesisindo esifanelekile	Izinsuku ezi-2			7	R12 600	1	R1 980	1	R2 178	1	R2 396	10	R19 154

Ukuhlola Okuqondene Nokusiswa Kwamanzi	Izinsuku ezi-2	2	R3 000									2	R3 000
Usizo lokuqala	Izinsuku ezi-2	0	R0	1	R500	1	R550	1	R605	1	R666	4	R2 321
Usizo lokuqala 2	Izinsuku ezi-2	0	R0	1	R1 500	1	R1 650	1	R1 815	1	R1 997	4	R6 962
Ukulawula ukuphepha kwe-esidi	Izinsuku ezi-2	0	R0	5	R8 100	5	R8 910	5	R9 801	5	R10 782	20	R37 593
Ukulawula amakhemikhali angasiwo awemvelo	Izinsuku ezi-2	0	R0	2	R3 600	2	R3 960	2	R4 356	2	R4 792	8	R16 708
Ukulawula iNitric Acid Ngokuphephile Esikhungweni se-Met	Izinsuku ezi-2	2	R3 000									2	R3 000
Ukulawulwa kwemfucuzwa esikhungweni	Izinsuku ezi-2	4	R6 000	4	R5 250	4	R5 775	4	R6 353	4	R6 988	20	R30 366
Ukulawulwa Kwemfucuzwa eSikhungweni se-Met	Izinsuku ezi-2	2	R3 000		R611		R672		R739		R813	2	R5 835
Ukuhlonza Ubungozi kanye Nokuhlolwa Kwengcuphe (i-HIRA)	Amaviki ama-3	10	R18 000	22	R39 600	26	R46 800	26	R51 480	26	R56 628	110	R212 508
Ukuqapha Umfutho Ophezulu (Okwezomsebenzi)	Izinsuku ezi-2					29	R52 200	29	R57 420	29	R63 162	87	R172 782
Ukuvukuza ngokwe-Hydraulic Reclamation / i-Track gun	Izinsuku ezi-2		R0	72	R111 200	2	R3 960	2	R4 356	2	R4 792	78	R124 308
Okusemqoka ngokulungiswa kwengcebo embiwayo	Izinsuku ezi-3	0	R0	1	R1 500	1	R1 650	1	R1 815	1	R1 997	4	R6 962
Ukuthulula Ukuhlola Amakhemikhali Emvelo Esikhungweni se-Met	Izinsuku ezi-2	3	R4 500	3	R4 500	3	R4 950	3	R5 445	3	R5 990	15	R25 385
Isiteshi Sophampu Wokusebenza	Izinsuku ezi-2					13	R23 400	13	R25 740	13	R28 314	39	R77 454
Ukwenza umsebenzi wokwahlukanisa ingcebo namatshe	Izinsuku ezi-2	0	R0	10	R18 000	10	R19 800	10	R21 780	10	R23 958	40	R83 538
Ukulungisa okuncane	Izinsuku ezi-2	0	R0	3	R4 500	3	R4 950	3	R5 445	3	R5 990	12	R20 885
Ukwenza Umsebenzi Wokulungiswa Kwezokukhenika Okuncane Esikhungweni se-Met	Izinsuku ezi-2	2	R12 500									2	R12 500
Ukuhlukanisa ngokobungako	Amaviki ayisi-6	6	R10 000	1	R1 100	1	R1 210	1	R1 331	1	R1 464	10	R15 105
Umsebenzi we-ROMU	Izinsuku ezi-2					22	R39 600	22	R43 560	22	R47 916	66	R131 076
Omele Ezokuphepha, Ezempilo Nezemvelo (i-SHE)	Amaviki ama-3	6	R15 000									6	R15 000
Ukubuyisela Izitaputapu	Izinsuku ezi-2	3	R4 500									3	R4 500
Udaka olujijile Esikhungweni se-Met	Izinsuku ezi-2	1	R1 500	1	R1 100	1	R1 210	1	R1 331	1	R1 464	5	R6 605
Uketshazi oludluliswa ngophampu	Izinsuku ezi-2			23	R40 700	4	R7 150	4	R7 865	4	R8 651	35	R64 366
Ukudlulisa impahla nge-conveyer belt	Izinsuku ezi-2	0	R0	3	R5 400	3	R5 940	3	R6 534	3	R7 187	12	R25 061
ISAMBA		62	117258	178	291861	148	265687	148	292256	148	321485	684	R1 288 547

Ithebhula le-27: Uhlelo Lwezinyathelo Eziqondene Namakhono28

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 lwezeziqo 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.

ICity Deep izibophezele ekuhlinzekeni ngamathuba ama-learnership abasebenzi (18.1) kanye nosonkontileka abasemqoka basemphakathini. 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 ku**Thebhula le-15, iThebhula le-16.**

Ithebhula le-29: Ama-Learnership Agunyaziwe e-QCTO: Okwangaphandle - 18.2 (iCity Deep)30

Izinhlelo	Isikhathi	2023			2024			2025			2026			2027			Isamba		
		Oku sha	Kuy aqh ube ka	Ukuzibophe zela Ngokwezimali	Oku sha	Kuy aqh ube ka	Ukuzibophez ela Ngokwezimali	Oku sha	Kuy aqh ube ka	Ukuzibophez ela Ngokwezimali	Oku sha	Kuy aqh ube ka	Ukuzibophez ela Ngokwezimali	Oku sha	Kuy aqh ube ka	Ukuzibophez ela Ngokwezimali	Oku sha	Kuy aqh ube ka	Ukuzibophez ela Ngokwezimali
Ukulungiswa kwengcebo embiwe	Izinyanga ezingama-24										10		R1 500 000		10	R1 800 000	10	10	R3 300 000
Imisebenzi Yokusekela	izinyanga eziyi-12										5		R300 000	5	5	R600 000	10	5	R900 000
Ubunjiniyela	Izinyanga ezingama-36	27	0	R1 250 989	Um hla ka-14	28	R1 970 902	2	22	R1 095 008	0	23	R1 035 016	3	10	R615 066	25	104	R5 966 982
ISAMBA SABAHLOMULI		27	0		Um hla ka-14	28		2	22		15	23		8	25		45	119	
ISAMBA SESIHLINZEKEL O SE-SLP		27		R1 250 989	42		R1 970 902	24		R1 095 008	38		R2 835 016	34		R3 015 066	164		R10 166 982

* Qaphela: Abathathwe ngowezi-2027 bazodluliselwa esibophweni se-SLP esisha.

Ithebhula le-31: Ama-learnership Agunyaziwe e-QCTO: Abasebenzi Abangaqashiwe Ngqo - 18.1 (Abasebenzi Abaqashiwe Ngqo)32

Izinhlelo	Isikhathi	2023			2024			2025			2026			2027			Isamba		
		Okusha	Kuy aqh ube ka	Ukuzibophezela Ngokwezimali	Okusha	Kuya qhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuya qhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuya qhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuya qhubeka	Ukuzibophezela Ngokwezimali	Okusha	Kuya qhubeka	Ukuzibophezela Ngokwezimali
Ubunjiniyela	Izinyanga ezingama-36										2		R1 000 000	2	2	R1 140 000	4	2	R2 140 000
ISAMBA SABAHLOMULI											2			4			6		
ISAMBA SESIHLINZEKEL O SE-SLP											R 100 000			R1 140 000			R2 140 000		

2.6.2 Uhlelo Lwezinyathelo ze-Learnership

ICity Deep izoqhubeka nokuhlinzeka ngama-learnership okuhlomisa abasebenzi ngamakhono adingekayo ukuthuthukisa ukugculisa kwemisebenzi yabo **iThebhula le-17** ligqamisa izinhlelo zeziNyathelo ezizocutshungulwa yiCity Deep. Kuzocutshungulwa okulandelwayo lapho kuchitshiyelwa izinhlelo zama-learnership:

- 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 ngeCity Deep nabahlinzeki bokuqeqesha abazimele.

Ithebhula le-33: Uhlelo Lwezinyathelo Lwama-Learnership34

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 okunyakuka kwesinye isikhundla esisezingeni elifanayo noma kwelingaphezulu. Indlela yokuThuthuka Emsebenzini ingasetshenziswa nangesikhathi sokuhlunga nokuqasha, ukuqeqesha nokuthuthukisa kanye nokulawulwa kokuqashwa kwabasebenzi.

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

- Abasebenzi beCity Deep kudingeka basekelwe ngamakhono abazowafunda ezifundweni zesikhathi esifishane eziqondene nomsebenzi.
- Inqubo yokuhlelela ukuthuthuka emsebenzini kumele ivame ukubuyekizwa, futhi inqubekela phambili yayo kumele iqashwe minyaka yonke.

2.7.2 Izimpokophelo Zokuthuthuka Emsebenzini

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

Ithebhula le-35: Izimpokophelo Zokuthuthuka Emsebenzini³⁶

Uhlelo lwe-HRD		Ukuphawula	2023	2024	2025	2026	2027	Isam ba
1	I-Advanced Generic Management Program (UHlelo Lokuphatha Oluwujikelele Oluthuthukile)	I-Junior Leadership (Ubuholi Obuncane)	0	0	1	2	1	4
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	0	1	1
4	I-Internship (UHlelo Lokuthuthukisa Abafundi Abagogodile)	I-Internal Internship (Kusuka Kulabo Abanikwa Umfundaze Wangaphakathi)	0	0	0	1	0	1
5	I-Internship (Ukufundela Umsebenzi Emsebenzini)	Ukubambisana namakolishi e-FET	0	1	0	1	1	3
ISAMBA SESIHLINZEKELO SE-SLP			1	1	1	1	4	11

2.7.3 Uhlelo Lwezinyathelo Zokuthuthuka Emsebenzini

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

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

- Kuzokwakhiwa izindlela zokuthuthuka emsebenzini;
- ICity Deep 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 zeCity Deep;

- 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 Lwezokukhula Emsebenzini 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 eCity Deep;
- Kunezindlela ezimisiwe zabantu zokwenyuka kwabasebenzi besuka emazingeni abanamakhono azezingeni aliphansi 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
- ICity Deep izohlonda 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

ICity Deep izoqhubeka nokuhlinzeka ngamathuba eziNhlelo zokuqeqeshela amakhono ngesikhathi iMayini isasebenza. Kuzodingeka 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 eCity Deep kubasebenzi abaqashwe ngqo kanye namalungu omphakathi abhalwe ku**Thebhula le-19** ne**Thebhula lama-20**. Izifundo zokwengeza nazo zizocutshungulwa lapho kuvela izidingo.

2.8.3 Uhlelo Lwezinyathelo Zamakhono Adlulisekayo

Bheka i**Thebhula lama- 21**.

Ithebhula le-37: Amakhono Apathekayo (Agunyaziwe): Abasebenzi Abaqashwe Ngqo - 18.1 (iCity Deep)38

Izinhlalo	Isikhathi	2023		2024		2025		2026		2027		Isamba	
		Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali
Ubuchwepheshe Bokwenziwayo (i-Artificial Intelligence)	Izinyanga ezi-3							10	R150 000	10	R150 000	20	R300 000
Ilayisense Yokushayela	Amaviki ama-4			1	R16 029							1	R16 029
Amakhono eCarpentry/ ePlumbing noma Ezolimo (Uhlelo Lwamakhono)	Amaviki ayi-6	20	R1 000 000	20	R1 000 000	20	R1 000 000	20	R1 000 000	20	R1 000 000	100	R5 000 000
ISAMBA SESIHLINZEKELO SE-SLP		20	R1 000 000	21	R1 016 029	20	R1 000 000	30	R1 150 000	30	R1 150 000	121	R5 316 029

Ithebhula lama-39: Amakhono Apathekayo (Agunyaziwe): Okwangaphandle - 18.2 (iCity Deep)40

Uhlobo/Umkhakha Wokuqeqeshwa	Isikhathi	2023		2024		2025		2026		2027		Izamba Zeminyake Emi-5	
		Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali	Impoko phelo	Ukuzibophezel a Ngokwezimali
Ubuchwepheshe Bokwenziwayo (i-Artificial Intelligence)	Izinyanga ezi-3	0	R0	0	R0	0	R0	30	R700 000	30	R800 000	60	R1 500 000
Inkundla Yamasu Amasha (iData Analysis, iGraphic Design, iCyber Security, iCloud Computing, iNew Venture Creation) – abasohlelweni bazokhetha umkhakha owodwa	Izinyanga ezi-3 zesifundo ngasinye	12	R700 000	12	R700 000	12	R700 000	12	R700 000	12	R700 000	60	R3 500 000
Eze-plumbing	Amaviki ayi-6	1	R100 000	1	R100 000	2	R200 000	2	R200 000	2	R200 000	8	R800 000
Eze-carpentry	Amaviki ayi-6	1	R100 000	1	R100 000	1	R100 000	2	R200 000	2	R200 000	7	R700 000

ISAMBA		Umhla ka-14	900000	Umhla ka-14	900000	15	1000000	46	1800000	46	1900000	135	R6 500 000
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Ithebhula lama-41: Uhlelo Lwezinyathelo Lwamakhono Adlulisekayo⁴²

ISINYATHELO	UMUNTU UMSEBENZI	OBHEKELE
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 kwakhono adingekayo aqondene nawo. Lokhu kungamela izinselele zangomuso zeCity Deep ukuze ikwazi ukuhlala ilandela imigomo yezibopho Zokuqasha Ngokulinganisa njengoba kumiswe kuSomqulu Wezezimayini.

Ithebhula lama-43: Izikhala Zomsebenzi okunzima ukuzigcwalisa ngokweSithasiselo II semithethonqubo ye-MPRDA44

Amazinga Lomsebenzi	Igama Lesikhundla esinesikhala	Isizathungqangi sokwahluleka ukuvala isikhala
Abaphathi Abengamele	Lutho	Lutho
Abaphathi Abakhulu	Lutho	Lutho
Abasebenzi abenza imisebenzi yezamakhono obuchwepheshe kanye nabaneziqo 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 bebhlangqwa nabasebenzi abasezingeni eliphezulu ukuze babadlulisele amakhono.

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

UHlelo Lokucathulisa lweCity Deep luzoletha indlela yokungenelela ehlelisisiwe nengeyongoti yokulawula uhlelo olukhulu lokusekela abasebenzi nokuThuthukiswa Kwamakhono ngaphakathi Kwemisebenzi. Njengamanje iCity Deep 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; kanye
- UHlelo Lokucathulisa lususelwa ezifisweni zabasebenzi kanye nezidingo zebhizinisi zenkampani.

IThebhula lama-23 lihlizeka ngesifinyezo sezimpokophelo zokucathulisa zeCity Deep eminyakeni emi-5 ezayo.

IThebhula lama-45: Izimpokophelo Zokucathulisa iCity Deep46

Izigaba Zabasebenzi	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Ezokuqoqwa kwensimbi	1	1	2	5	4	13
Ubunjiniyela	1	1	1	1	1	5
Ezezimali, Ezabasebenzi, Ezemvelo	1	1	1	1	1	5
ISAMBA SESIHLINZEKELO SE-SLP	3	3	4	7	6	23

***UHlelo lokucathulisa lweCity Deep** lugxila ekuthuthukiseni umuntu ngamunye ukuze asimamele emazingeni aphezulu. Laba bantu nokho bahlala ohlelweni zize zivele lezo zikhala.

2.10.3 UHlelo Lwezinyathelo Zokucathulisa

ICity Deep 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 zeCity Deep.
- 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 ku**Thebhula lama-24** futhi luzobuyezwa minyaka yonke.
- Maqondana nokucathuliswa kwabasebenzi kwangaphakathi, iCity Deep iqalise izindlela ezilandelayo:
 - Ukusungula izinhlelo zokuqalisa ukucathulisa ngaphakathi eCity Deep;
 - 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-47: Uhlelo Lwezinyathelo Zokucathulisa Emsebenzini48

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

ICity Deep 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, iCity Deep iyazazi nezidingo zokuthuthukisa abantu abaneziqu kweminye imikhakha yomnotho, omiphakathi yabo ithinteke ngenxa yemayini.

ICity Deep izoqhubeka nokuqalisa uHlelo lwama-internship nemifundaze, evele ngokuqubuka kwezikhala ezinhlobonhlobo, zamakhono amaphakathi namanye amakhono eMayini. ICity Deep 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 yeCity Deep yezemifundaze ingabonakala kunqubomgomo yemifundaze yenkampani.

2.11.2 Izimpokophelo Zezemifundaze

IThebhula lama-25 kuya **kuThebhula lama-28** lihlinzeka iCity Deep ngezimpokophelo 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 yeCity Deep.

ICity Deep 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 eCity Deep, 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 luzobuyekwezwa ekupheleni kwesikhathi ngasinye. Uhlelo lwezinyathelo lwakhelwe ukulandela uHlelo lwama-Internship neMifundaze, njengoba kuvezwe ku**Thebhula lama-29**.

Ithebhula lama-49: Umfundaze: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)50

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali
Okunye	1	0	R30 000	1	0	R30 000	1	0	R30 000	1	0	R30 000	1	0	R30 000	5	0	R150 000
ISAMBA SESIHLINZEKELO SE-SLP	1		R30 000	1		R30 000	1		R30 000	1		R30 000	1		R30 000	5		R150 000

Ithebhula lama-51: Umfundaze: Okwangaphandle - 18.2 (iCity Deep)52

Izinhlelo	2023			2024			2025			2026			2027			Isamba		
	Okus ha	Kuyaqhub eka	Ukuzibophe ezela Ngokwezi mali	Okus ha	Kuyaqhub eka	Ukuzibophe ezela Ngokwezi mali	Okus ha	Kuyaqhub eka	Ukuzibophe ezela Ngokwezi mali	Okus ha	Kuyaqhub eka	Ukuzibophe ezela Ngokwezi mali	Okus ha	Kuyaqhub eka	Ukuzibophe ezela Ngokwezi mali	Okus ha	Kuyaqhub eka	Ukuzibophe ezela Ngokwezi mali
Mining				1		R141 218		1	R150 000	4	1	R1 000 000		5	R1 000 000	5	7	R2 291 218
Ubunjiniyela	1		R190 826		1	R59 254		1	R100 000	3	1	R900 000		3	R550 000	3	7	R1 800 080
Okunye	2		R249 885		2	R202 048		1	R100 000	10	1	R2 200 000		10	R2 000 000	10	16	R4 751 933
ISAMBA SABAHLOMULI	3			1	3			3		17	3			18		18	30	
ISAMBA SESIHLINZEKELO SE-SLP	3		R440 711	4		R402 520	3		R350 000	20		R4 150 000	18		R3 550 000	48		R8 843 231

Ithebhula lama-53: Ama-internship: Okwangaphandle - 18.2 (iCity Deep)54

Izinhlelo	2023			2024			2025			2 026			2027			Isamba		
	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali	Okus ha	Kuyaqhub eka	Ukuzibophe zela Ngokwezim ali
Oneziq Zezesayensi Yezemvelo										1		R400 000	1		R400 000	2	0	R800 000
Othweswe Iziqu Zezinsimbi (iMetallurgical)	1		R400 000	1		R400 000	2		R800 000	1	2	R1 200 000	1	1	R800 000	6	3	R3 600 000
Okunye										1		R400 000	1		R400 000	2	0	R800 000
ISAMBA SABAHLOMULI	1			1			2			3	2		3	1		10	3	
ISAMBA SESIHLINZEKELO SE-SLP	1		R400 000	1		R400 000	2		R800 000	5		R2 000 000	4		R1 600 000	13		R5 200 000

Ithebhula lama-55: Ama-Internship: Abasebenzi Abangaqashiwe Ngqo 18.1 (Osonkontileka Abasemqoka #2)56

Izinhlelo	2023			2 024			2025			2 026			2027			Isamba		
	Okus ha	Kuyaqhu beka	Ukuziboph ezela Ngokwezi mali	Okus ha	Kuyaqhu beka	Ukuziboph ezela Ngokwezi mali	Okus ha	Kuyaqhu beka	Ukuziboph ezela Ngokwezi mali	Okus ha	Kuyaqhu beka	Ukuziboph ezela Ngokwezi mali	Okus ha	Kuyaqhu beka	Ukuziboph ezela Ngokwezi mali	Okus ha	Kuyaqhu beka	Ukuziboph ezela Ngokwezi mali
UHlelo Lwabafundi Abagogodile							2		R104 400	2		R114 840	2		R126 324	6	0	R345 564
ISAMBA SABAHLOMULI	0	0		0	0	0	2	0	R0	2	0		2	0		6	0	
ISAMBA SESIHLINZEKELO SE-SLP	0		R0	0		R0	2		R104 400	2		R114 840	2		R126 324	6		R345 564

Ithebhula lama-57: Uhlelo Lwezinyathelo Zama-Internship Nemifundaze58

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.	Umphathi Wezabasebenzi
Ukuhlola kwaminyaka yonke kanye nokubuyekwezwa koHlelo lokuqalisa	Umphathi Wezabasebenzi

2.12 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izimpokophelo

Ithebhula lama-59: Izimpokophelo Zokubalwa Kwabasebenzi Bebonke Ngokwe-HRD (2023 - 2027)60

Incazelo	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
I-AET: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)	1	1	1	1	1	5
I-AET: Abasebenzi Abangaqashiwe Ngqo (Abangaphakathi 18.1) oSonkontileka Abasemqoka #2	10	10	30	30	30	110
Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)	100	38	50	42	41	271
Amakhono Ebhizinisi Asemqoka: Okwangaphandle - 18.2 (oSonkontileka Abasemqoka)	62	178	148	148	148	684
Ama-Learnership: Okwangaphandle - 18.2 (iCity Deep)	27	42	24	38	33	164
Ama-learnership Agunyaziwe e-QCTO: Abasebenzi - 18.1 (Abasebenzi Abaqashiwe Ngqo)	0	0	0	2	4	6
Izimpokophelo Zokuthuthuka Emsebenzini	1	1	1	4	4	11
Amakhono Aphahekayo: Abasebenzi Abaqashiwe Ngqo - 18.1 (iCity Deep)	20	21	20	30	30	121
Amakhono Aphahekayo: Okwangaphandle - 18.2 (iCity Deep)	Umhla ka-14	Umhla ka-14	15	46	46	135
Ukucathuliswa emsebenzini	3	3	4	7	6	23
Umfundaze: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)	1	1	1	1	1	5
Umfundaze: Okwangaphandle - 18.2 (iCity Deep)	3	4	3	20	18	48
Ama-internship: Okwangaphandle - 18.2 (iCity Deep)	1	1	2	5	4	13
Ama-internship: Abasebenzi Abangaqashiwe Ngqo - 18.1 (oSonkontileka Abasemqoka)	0	0	2	2	2	6
ISAMBA	243	314	301	376	368	1602

2.13 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izinhlinzeko Zezezimali

Ithebhula lama-61: Izinhlinzeko Zezimali ze-HRD Zizonke (2023 - 2027)62

Incazelo	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
I-AET: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)	R56 067	R56 067	R56 067	R56 067	R56 067	R280 335
I-AET: Abasebenzi Abangaqashiwe Ngqo (Abangaphakathi 18.1) oSonkontileka Abasemqoka #2	R200 000	R200 000	R600 000	R800 000	R800 000	R2 600 000
Amakhono Ebhizinisi Ayisisekelo: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)	R288 879	R158 988	R700 000	R540 000	R584 000	R2 271 867
Amakhono Ebhizinisi Asemqoka: Okwangaphandle - 18.2 (oSonkontileka Abasemqoka)	R117 258	R291 861	R265 687	R292 256	R321 485	R1 288 547
Ama-Learnership: Okwangaphandle - 18.2 (iCity Deep)	R1 250 989	R1 970 902	R1 095 008	R2 835 016	R3 015 066	R10 166 981
Ama-learnership Agunyaziwe e-QCTO: Abasebenzi - 18.1 (Abasebenzi Abaqashiwe Ngqo)	R0	R0	R0	R1 000 000	R1 140 000	R2 140 000
Amakhono Apathekayo: Abasebenzi Abaqashwe Ngqo - 18.1 (iCity Deep)	R1 000 000	R1 016 029	R1 000 000	R1 150 000	R1 150 000	R5 316 029
Amakhono Apathekayo: Okwangaphandle - 18.2 (iCity Deep)	R900 000	R900 000	R1 000 000	R1 800 000	R1 900 000	R6 500 000
Umfundaze: Abasebenzi Abaqashiwe - 18.1 (iCity Deep)	R30 000	R30 000	R30 000	R30 000	R30 000	R150 000
Umfundaze: Okwangaphandle - 18.2 (iCity Deep)	R440 711	R402 520	R350 000	R4 100 000	R3 550 000	R8 843 231
Ama-internship: Okwangaphandle - 18.2 (iCity Deep)	R400 000	R400 000	R800 000	R2 000 000	R1 600 000	R5 200 000
Ama-internship: Abasebenzi Abangaqashiwe Ngqo - 18.1 (oSonkontileka Abasemqoka)	R0	R0	R104 400	R114 840	R126 324	R345 564
ISAMBA	R4 683 904	R5 426 367	R6 001 162	R14 718 179	R14 272 942	R45 102 554

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 lwe-DRDGOLD 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 ku-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 eCity Deep zigcinwe ku**Fomu S** ku**Thebhula lama-32** ne**Thebhula lama-34** ziveza amaphesenti amanje ama-HDP kanye nama-HDP abesifazane ezingeni lamaQembu.

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;
- Nokuqinisekisa ukuthi abasebenzi kuwo wonke amazinga baneziqu ezibafanele noma banamathuba okuhlangabezana nezidingo ezikhethekile zomsebenzi; kanye
- Nokuqinisekisa ukuthi kuphokophelwa kubantu besifazane ukuze bathole ama-learnership, imifundaze, ukuthuthuka emsebenzini futhi ikakhulukazi ngesikhathi senqubo yokuqasha, abantu besifazane bazobhekwa.

IThebhula lama-32 ngezansi liveza ukuthi iCity Deep izozithuthukisa kanjani izibalo zamanje ze-EE eminyakeni emihlanu ezayo.

IThebhula lama-63: Izibalo ngokweFomu S leCity Deep Lokuqasha Ngokulinganisa kusukela ngomhla zingama-31 Disemba 202264

Amazinga	Abesifazane				Abesilisa				Ongowakweli nye Ilizwe		Isamba Sisonke	% Lesamba se-HDP	% Labesifazane
	Abampis holo	Amakhaladi	AmaNd iya	Abelun gu	Abampis holo	Amakhaladi	AmaNd iya	Abelun gu	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	100%	100%
Abaphathi Abancane (Paterson C)					11	1		7			19	63%	0%
Abanamakhono Amaphakathi (Paterson B)	5				16	1					22	100%	23%
Abangenamakhono (Paterson A)	15				7						22	100%	68%
Isamba Sisonke											64	52%	27%
Amakhono Asemqoka Nabalulekile	21				34	2		7			64	89%	33%
Ukusekela											0	0%	0%
Isamba Sisonke											64	45%	16%
Abaphila Nokukhubazeka											64	0%	0%

IThebhula lama-65: Osonkontileka Abasemqoka Ifomu S Lezibalo Zokuqasha Ngokulinganisa ngokwezi-202566

Amazinga	Abesifazane				Abesilisa				Ongowakweli nye Ilizwe		Isamba Sisonke	% Lesamba se-HDP	% Labesifazane
	Abampis holo	Amakhaladi	AmaNd iya	Abelun gu	Abampis holo	Amakhaladi	AmaNd iya	Abelun gu	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	100%	0%
Abaphathi Abancane (Paterson C)	1				6			1			8	88%	13%
Abanamakhono Ezobuchwepheshe/ abaneziqu (Paterson C)	1				0						1	100%	100%
Abanamakhono Amaphakathi (Paterson B)	3				41						44	100%	7%
Abangenamakhono (Paterson A)	2				89						91	100%	2%
Isamba Sisonke											145	61%	15%
Amakhono Asemqoka Nabalulekile	6				135			1			142	99%	4%
Ukusekela	1				2						3	100%	33%
Isamba Sisonke											145	100%	19%
Abaphila Nokukhubazeka											145	0%	0%

2.14.3 Izimpokophelo Zokuqasha Ngokulinganisa

Ithebhula lama-67: Izimpokophelo Zokuqasha Ngokulinganisa eCity Deep zesikhathi se-SLP yeminyaka emi-568

Akubikiwe ngeBhodi neZikhulu Eziphethe eZingeni lezeLungelo Lokuvukuza. Kubikwe ngabaPhathi Abamaphakathi Nendawo kanye nabangaphansi eZingeni lezeLungelo Lokuvukuza.

Amazinga	2023/24		2024/25		2025/26		2026/27		2027/28	
	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

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

Ithebhula lama-69: UHlelo Lwezinyathelo Lweqhagasu Lokuqaliswa kwe-EE eCity Deep Mining (Pty) Ltd70

ISINYATHELO	UMUNTU 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:

- ICity Deep 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:

- Ukukhetha, ukuqeqesha nokuhlomisa abalindele amathuba emazingeni aphantsi ngaphakathi esikhungweni ukuze baqhubekile phambili, lapho kungenzeka, bangene ezikhundleni ezingase ziqhamuke. Lokhu kuzoba ngokokuqala okukhethwayo;
- Ukuqasha abangafaneleka wumsebenzi bangaphandle kweNkampani, kube wumzamo wokugcina, emuva kokuba yonke imizamo seyenziwe iCity Deep ukuze kuqaliswe isinyathelo esingenhla kwangaphumeleleka.
- Le ndlela izodala ukuthi kube nokuhlonyuliswa kwabantu "ngokweqiniso" futhi kube negalelo kuguquko embonini yezokuvukuza "kunokudla amandla" obekungase kwenzeke.
- ICity Deep izoqalisa isinyathelo esilandelayo esisohlelweni ku**Thebhula lama36** ukwakha amathuba okubamba iqhaza kwama-HDP emazingeni okuphatha, okuzobuyezwa minyaka yonke.

Ithebula lama-71: Ukubamba iqhaza kwama-HDP oHlelweni Lwezinyathelo Zokuphatha72

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukunquma ngezidingo zokuQasha Ngokulinganisa kanye nokuklama izikhundla zezokuphatha ngokwezidingo ze-MPRDA.	Umphathi Wezabasebenzi
Ukuhlola Abasebenzi Abangase Bafaneleke Izikhundla ngaphakathi eCity Deep 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 beCity Deep.	Umphathi Wezabasebenzi

ICity Deep 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 ngama-HDP ngokokukhethwa kwawo ukuze alungele izikhundla zamakhono athile nezokuphatha, uma enokudingekayo kulowo msebenzi;
- Ukusebenzisa amaqhingasakuqasha 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 nokuwashisa 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, ikakhulukazi ezingabesimame, zikhishwe inyumbazane ekubambeni iqhaza emnothweni omkhulu), iCity Deep izophokophela ekufakeni abesimame ezikhundleni ngokomlando "ezazingezamadoda kuphela", eMayini.
- Njengoba kubhalwe uHlelweni lokufukulwa kwabasebenzi, iCity Deep ayiyibeki phambili inqubomgomo yokuqasha abantu bangaphandle kwenkampani, kodwa kunalokho izothuthukisa abasebenzi asebevele bengaphakathi ngokwenza konke okusemandleni.
- Maqondana nokulandelwa komoya we-MPRDA, iCity Deep 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 ku**Thebhula lama-37**.
- Inqubekela phambili kulezi zinhlelo zibikwa minyaka yonke ngokwezidingo zoMnyango Wezabasebenzi ne-DMPR.
- AmaThebhula abalwe ngenhla azobuyekwezwa minyaka yonke.

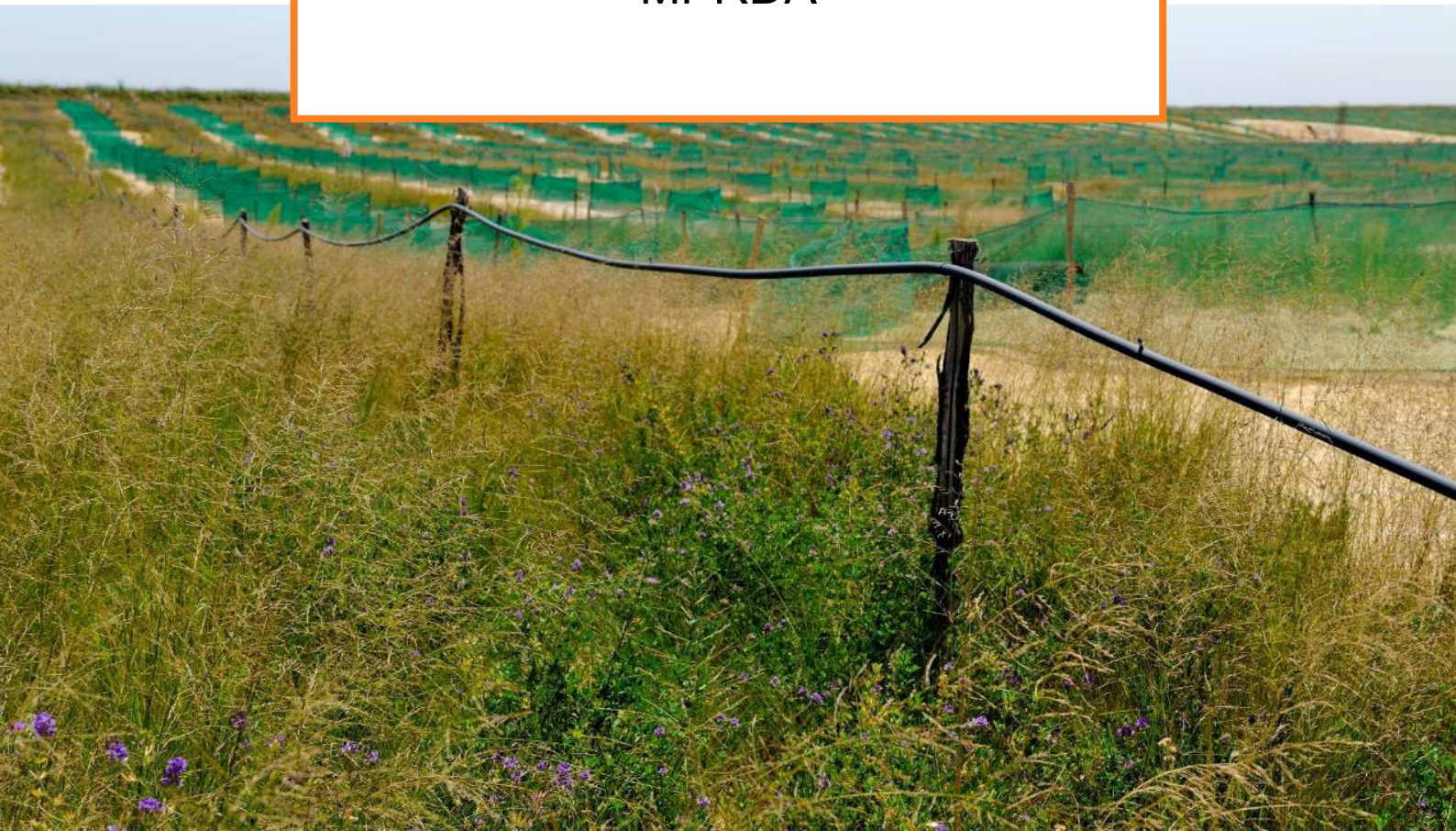
Ithebhula lama-73: UHlelo Lwezinyathelo Zokubamba Iqhaza kwama-HDP Esifazane⁷⁴

ISINYATHELO	UMUNTU 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 zeCity Deep, ezilandelayo:

- Ukuhlaziywa Kwesisekelo Sezenhlalomnotho (*Isigaba 3.2 ngezansi*)
- Inqubo Yezokubonisana Nokuhlaziya Ngokokubandakanya Abantu Ngokuhlukana Kwabo (*Isigaba 3.3 ngezansi*)
- Ukuhambisana Nezinhlalo kanye Nokuseqhulwini kuMasipala (*Isigaba 3.4 ngezansi*)
- Imigomo Nezinhlalo Zamadizayini e-LED yeCity Deep (*Isigaba 0 ngezansi*)

3.2 Ukuhlaziywa Kwesisekelo Sezenhlalomnotho

3.2.1 Ulwazi Oluyisendlalelo

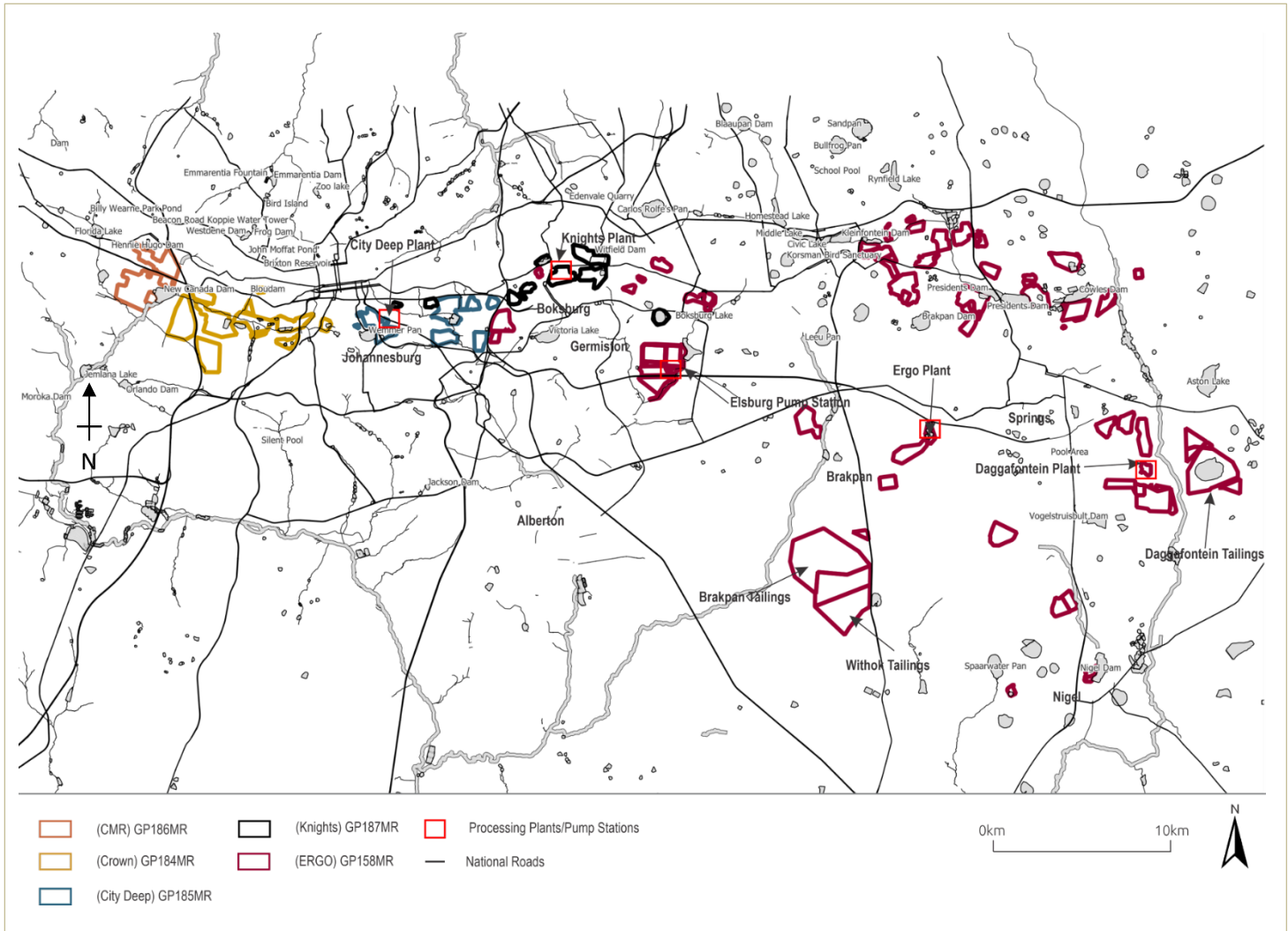
Njengezinye zezimvo ezibalulekile eziqondene nokubunjwa kwezinhlelo zokuThuthukiswa Komnotho Wendawo, kuqhuthwe uCwaningo Oluyisisekelo Lwezenhlalomnotho olwenziwe ngemininingwane eseyivele iqoqiwe ukuze iCity Deep iqonde izibalo eziyisisekelo zangaphakathi eNingizimu Afrika, ngaphakathi esifundazweni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

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

I-Ergo Mining inamaLungelo Okuvukuza anhllobonhlobo esiFundazweni saseGauteng. I-Ergo Mining yenza imisebenzi yokuqoqa izinsalela zengcebo eWitwatersrand, ezisendaweni ekumasipala iCity of Ekurhuleni Metropolitan Municipality (i-CoE) kanye nomasipala iCity of Johannesburg Metropolitan Municipality (CoJ).

I-GP185MR (iCity Deep) ingaphakathi endaweni yeCity Deep, eseningizimu nempumalanga yenkaba yedolobha lesifunda saseGoli, esiFundazweni iGauteng eNingizimu Afrika.

Umfanekiso ongezansi ugqamisa isimo sendawo sayo yonke imisebenzi ye-Ergo Mining (GP185MR) uvezwe ngombala oluhlaza sasibhakabhaka ngokuzothile.



Umfanekiso wesi-3: Indawo Yamalungelo Ezokuvukuza e-Ergo Mining kuwo wonke uMasipala iCity of Johannesburg eNtshonalanga kuya kuMasipala iCity of Ekurhuleni eMpumalanga.5

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, iCity of Ekurhuleni Metropolitan Municipality (CoE), iSedibeng District Municipality (SDM), kanye neRand District Municipality (WRDM).

Ithebhula elingezansi lisonga izinkomba eziyisisekelo ezibalulekile, kuqhathanisa ibala lakuZwelonke, Ezifundazweni Nakomasipala Abakhulu aqondene neCity Deep.

Ithebhula lama-75: Izinkomba Eziyisisekelo Zezinhlalomnotho⁷⁶

Inkomba Esemqoka		ENingizimu Afrika	EGauteng	CoJ MM
1. Izibalo zabantu ngokwahlukana kwabo				
1.1. Ukugcwala Kakhulu		55 653 654	13 399 724	4 949 346
		100%	24%	9%
1.2 Abantu ngokobulili	1.2.1 Abesifazane	51%	49,6%	49,9%
	1.2.2 Abesilisa	49%	50,4%	50,1%
	1.2.3 Okunye	0%	0%	0%
2. Okomphakathi				
2.1 Imizi ephethwe	2.1.1 Abesifazane	38.9%	35,9%	37,7%
	2.1.2 Izingane	0.23%	0,11%	0,10%
2.2 Izinga eliphezulu kakhulu lemfundo	2.2.1 Lutho	8.7%	3,9%	5,7%
	2.2.2 Amabanga aphansi	13,2%	9%	8,9%
	2.2.3 Ukuya ebangeni eliphezulu kodwa kwangaqedwa	33,1%	30,2%	30,7%
	2.2.4 Umatikuleletsheni	32,6%	37,7%	38,2%
	2.2.5 Isitifiketi semfundo yebanga elingaphezulu kwesikole noma idiploma	5%	5,6%	6%
	2.2.6 Iziqu eziyi-undergraduate degree	4%	6,5%	6,4%
	2.2.7 Iziqu se-Post graduate degree	1,7%	2,2%	2,6%
	2.2.8 Ezobudokotela	0.2%	0,2%	0,3%
3. Ezomnotho				
3.1 Okusemnyombweni wokuqhuba umnotho		I-Hospitality (28%)	¹ Imisebenzi Yomphakathi (22,9%)	² Ezezimali (28,1%)

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

² ICity of Johannesburg (2020)

Inkomba Esemqoka		ENingizimu Afrika	EGauteng	CoJ MM
		Imisebenzi iTertiary Services (25%)	Ezokuvukuza (17,7%)	Imisebenzi Yomphakathi (24,7%)
		Ezokuvukuza (22%)	Ezohwebo (16,8%)	Ezohwebo (14,7%)
		Ezolimo (18%)	Imisebenzi Yezezimali (11,1%)	(Ezokukhiqiza 11%)
3.2 Ukukhula komnotho ngonyaka (eminyakeni eyi-10 edlule)		5%	1,9%	³ 1,72%
3.3 Igalelo ku-GDP		100%	⁴ 35,6%	14%
3.4 Ingeniso evamile		30 000	57 500	57 500
4. Ezezindlu Nezimo Zokuphila				
4.1 Imindeni ihlala	4.1.1 Emizini eyakhiwe ngokusemthethweni	87.2%	82,3	82
	4.1.2 Emizini engeyabo	69.4%	55%	51,7
4.2 Imizi ekwazi ukufinyelela	4.2.1 Kugesi	86.3%	93%	93,6
	4.2.2 Emanzini angena ngamapayipi endlini	45.3%	63.5%	64.8%
	4.2.3 Emanzini ahamba ngamapayipi endaweni eyodwa	34.3%	28.2%	29.4%
	4.2.4 Endlini yangasese eflashwayo	65.7%	86%	90.2%
	4.2.5 Emisebenzini yezokususwa kwemfucuza	85.1%	85%	87%
	4.2.6 Ku-inthanethi	15,4%	12%	15%

Umthombo: Ucwango Lomphakathi lowezi-2016

³ ICity of Johannesburg GAU (202)

⁴ Igalelo leGauteng ekunyukeni komkhqizo omkhulu wezwe laseNingizimu Afrika nase-Afrika | Uhulumeni waseNingizimu Afrika (www.gov.za)

3.2.3 Umthelela Wokuvukuza

Umthelela wemayini komasipala bendawo omuhle nomubi. **IThebhula lama-39** lihlizeka ngesifinyezo somthelela ohambisana nemisebenzi ye-Ergo Mining emnothweni wendawo kanye nemiphakathi yakhona ngqo, kanye nakumazinga omnotho omkhulu. Umthelela omuhle, ikakhulukazi ehlala isikhathi eside noma egcinekayo, iyajutshulelwa.

Ithebhula lama-77: Imithelela yeCity Deep eqondene nokuThuthukisa Komnotho Wasendaweni78

Inkinga	Umthelela	
	Okuhle	Okubi
1. Igalelo lezomnotho omncane	- Imisebenzi ethintana nabhizinisi isib. ama-lodge, imboni yezokudla, njl. - Ukwanda kokusetshenziswa kwemali endaweni - Ukudluliswa kwengeniso yasendaweni	- Ukucwaswa kwabantu basendaweni okungalindeleka - Ukungayamukeli imayini - Ukwandisa ukungalingani kwezenhlalomnotho emiphakathini
2. Igalelo lomnotho omkhulu	- Igalelo eMkhizweni Omkhulu wesifundazwe nokazwelonke - Ukuthuthuka nokukhula kwezomnotho - Ukusimamisa imisebenzi yebhizinisi ngaphandle kwendawo okusetshenzelwa kuyo - Ukuheha nokugcina abatshalimali - Igalelo emalini engenayo ezweni - Igalelo ezimpokophelweni zezenzhlalomnotho zikahulumeni	Ukuzonda nokungamukeli abantu bangaphandle (kubalwa nabantu bakwezinye izifunda nezifundazwe)
3. Ukufudukela endaweni	- Ukwakhiwa kwezindlu ezintsha ezisezingeni eliphakeme ezizoba ngezabantu abaholi imali enkulu - Ukufunwa kakhulu kanye nokuqashwa kwempahla eqashisayo - Ukuncintisana okukhulu kubangwa imisebenzi, izindlu, kanye nemisebenzi eyisisekelo	- Ukushoda kwezindlu kanye nezimo zokuphila kuzakhamizi ezihola imali encane nezimpofu - Ukwanda kwemizi eyakhiwe ngendlela engahlalekile (izakhiwo ezintsha kanye nezindlu ezakhiwa ngemuva kwezindlu ezakhiwe ngokuhlelekile) - Ububha nokuxakela - Izinqubo zokukhipha inyumbazane ezilindelekile, isib., ukungasebenzi kwalabo abaneziqu nokukhishwa inyumbazane kwezinkampani ezingalibambi iqhaza emisebenzini yenkohlakalo - Ukungabibikho kozinzo emiphakathini - Ukungabumbani kwabantu ngokwendlelakuphila nazinkinga zomphakathi, ezinjengokuthengisa ngomzimba, ubugebengu, ukudliwa kwezidakamizwa, njl.
4. Ezokuthengwa Kwempahla	Ukwakha amandla okuqhuba amabhizinisi asendaweni (ama-SMME)	- Ukulindeleka kanye nezinsolo ngenkohlakalo - Ukusungula nokubangisana ngokwaziswa nokubaluleka kumaforamu amabhizinisi - Ukufuna ukuba kube nohlelo lokuthenga impahla olubiyelwe amabhizinisi asendaweni kuphela
5. Utshalomali emiphakathini 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 eziyingxenywe yeziNhlelo Zokuphathwa Kwemvelo	Ukungcoliswa kwemvelo, kubalwa, izintuli, ukungcoliswa kwamanzi.
7. Ezokuphepha	Ukuqasha ngenxa yokukhula komkhakha wezokuvikela	- Ukuzizwela kwabantu bengaphephile kanye nokwesaba (ukungabibikho kokuvikeleka komuntu ngamunye, komphakathi kanye nokwebhizinisi) - Izindleko eziphezulu zokuqhuba ibhizinisi

3.3 Inqubo Yezokubonisana Ngokokubandakanya Abantu Ngokuhlukana Kwabo

3.3.1 Inqubo Elandelwe kanye Nokubonisana Okube Khona

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

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

Qaphela: Amarejista abahambe 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:** ICity Deep ihlanganise ababambiqhaza bangaphandle ngokwamaqoqo;
 - a) Iqoqo lomasipala (i-CoJ ne-CoE); umsebenzi wabo ukuhlinzeka ngeqhingasulu 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 bekuwukuba negalelo emnothweni wasendaweni, okuseqhulwini okumelwe emiphakathini.
- **Isaziso Somphakathi:** ICity Deep ikhangise isaziso kuphephandaba lasendaweni e-CoJ nase-CoE esiqondene nokubonisana Nabantu Abanhlobonhlobo ngokwakhiwa kwe-SLP entsha yowezi-2023-2027.
- **Izincwadi zezimemo:** ICity Deep ikhiphe izincwadi zezimemo zomasipala be-CoJ ne-CoE, Ophathini basemiphakathini, kanye nababambiqhaza basemiphakathini zibazisa ngokubonisana nge-SLP. ICity Deep isebenzise isizindalwazi esikhona sababambiqhaza Bangaphandle.
- **Ukuqhuba umhlangano:** ICity Deep 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-40 ngezansi liveza isifinyezo sayo yonke imihlangano ebanjwe nabangaphakathi eCity Deep kanye nababambiqhaza bangaphakathi nabangaphandle.

Ithebhula lama-79: Ukubonisana Ngokokubandakanya Abantu Ngokokuhlukana maqondana neCity Deep Complex80

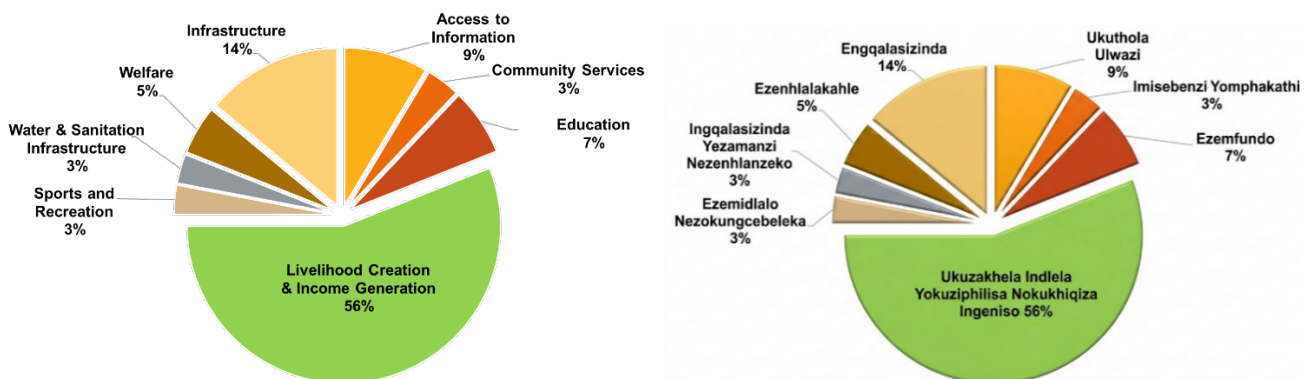
Iqoqo Lababambiqhaza	Umbambiqhaza	Umphakathi / Indawo	Izinsuku (UNYAKA/INYANGA/USUKU)
UMasipala weCity of Johannesburg Metropolitan (Umbambiqhaza Wangaphandle)	UMasipala weCity of Johannesburg Metropolitan (Umbambiqhaza Wangaphandle)	Isifunda (iCity of Johannesburg)	2024/09/26
	IHhovisi Lezokukhula Ngokomnotho laseCity of Johannesburg	Isifunda (iCity of Johannesburg)	2023/11/22
	Ezokuthuthuka Komnotho e-CoJ nama-CRUM Esifunda	Isifunda (iCity of Johannesburg)	2022/09/23
	Isifunda B se-CoJ - Ikhansela leWadi 68	Riverlea, Riverlea Ext. 1 , Riverlea Ext. 2, Riverlea Ext. 5, Riverlea Ext.9, Riverlea Ext. 10	2023/02/14
	Isifunda D se-CoJ - Umqondisi Wesifunda	Diepkloof, Orlando, Noordgesig	2022/10/26
Abahlomulayo Emphakathini (Amaqoqo Okuphokophelwe kuwo)	Abahlomulayo emphakathini wakumaZoni 6 eDiepkloof	KumaZoni 6 aseDiepkloof	2023/02/09
	Abahlomulayo Basemphakathini WaseNaledi	Naledi	2023/02/09
Iminyango Yezizinhla (Iminyango Yezinhla Yezifundazwe Neyasendaweni)	UMnyango Wezolimo	Isifunda (iCity of Johannesburg)	2023/10/18
		Okwesifundazwe	2024/01/24
	UMnyango Wezokuthuthukiswa Kwezomnotho - Isikhungo Samasu Amasha	Okwesifundazwe	2023/11/03
			2024/01/19
			2024/01/24
	UMnyango Wezemfundo	Okwesifundazwe	2023/11/29
			2024/11/20
			2024/11/26
	UMnyango Wezengcebo Embiwayo Nezamandla	Okwesifundazwe	2023/11/16
		Okwesifundazwe	2025/02/24
	UMnyango Wezemfundo WaseGauteng	Okwesifundazwe	2023/09/28
			2023/10/23
			2023/11/07
			2023/11/29
			2024/01/02
	Umnyango Wezokuthuthukiswa Komphakathi eGauteng (i-GDSD)	Okwesifundazwe	2025/04/30
	Ophathini be-ERGO be-GDE	Okwesifundazwe	2024/08/26
	I-GDSD - Ukuvikelwa Kokusetshenziswa Kwezidakamizwa, Ukwelashwa Nokuhlunyeleliswa	Okwesifundazwe	2024/09/04
			2025/03/24
			2025/05/14

	MEC UMnyango WaseGauteng: Ukuthuthukiswa Komphakathi	Okwesifundazwe	2024/03/12
Ophathini Basemphakathini Nezinhla Zomphakathi	I-JMEEF, Izinhla Zomphakathi zaseMeadowlands	Meadowlands	2022/11/24
	IJohannesburg Mining Environmental & Economic Forum (i-JMEEF)	Meadowlands	2022/11/03
	Izinhla Zomphakathi wasePennyville kanye Nezinhla zaseRiverlea	Pennyville, Riverlea	2022/11/28
	Iforamu yasePennyville	Noordgesig, Noordgesig Ext, Pennyville phase 3, Mlamlankunzi, Ingxeny ye-Orlando East, KumaZoni 3 eDiepkloof	2022/11/11
	Isifunda D - Izinhla Zomphakathi waseDiepkloof (Amawadi 26 & 27)	Diepkloof	2022/11/25
	Isifunda D - Izinhla Zomphakathi wase-Orlando (Amawadi 28 & 29)	Orlando	2022/11/28
	Imiphakathi yesiFunda D (Diepkloof, Orlando, Noordgesig)	Diepkloof, Orlando, Noordgesig	2023/02/17
	Amakhansela AkumaWadi EsiFunda D (Amawadi 26, 27, 28 & 29)	EDiepkloof amaZoni 6, ingxeny yamaZoni 5, amaZoni 2 & amaZoni 1, eDiepkloof Ext phase 1,2,3, ingxeny yamaZoni 4 & amaZoni 5, amaZoni 1 nengxeny yamaZoni 2	2022/11/07
	Izinhla Zomphakathi waseRiverlea	Riverlea	2022/11/23
	Riverlea Secondary School		2025/01/23
	SANCO: CoJ	Isifunda (iCity of Johannesburg)	2023/12/04

3.3.2 Imiphumela yokuBonisana Okube Khona Ngokokubandakanya Abantu Ngokuhlukana Kwabo

ICity Deep 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 Nezinhlalelo kanye Nokuseqhwulwini kuMasipala

3.4.1 Ukwazisa Iqhaza loMasipala ekuThuthukeni Komnotho Wendawo

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

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

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

3.4.1.1 Umasipala iCity of Johannesburg Metropolitan Municipality

Umasipala iCity of Johannesburg uwuMasipala Wedolobha Elikhulu okusigaba A futhi ungumasipala omkhulu kunawo wonke amaMetro esiFundazweni saseGauteng futhi ungomunye wabayisishiyagalombili eNingizimu Afrika. Idolobha laseGoli lingelinye lamadolobha athuthuke kakhulu kwezamabhizinisi e-Afrika, futhi yilo elinamandla amakhulu kwezomnotho eNingizimu Afrika nasesifundeni. Lesi sikhondlakhondla sedolobha yiso esinesabelo esikhulukazi sabantu ngokobuningi babo: abantu abakulo balinganisela kuma-36% abantu aseGauteng kanye nama-9% abantu baseNingizimu Afrika. Njengoba ama-14% esabelo esingena kuMkhizizo Wezwe Usuwonke kuzwelonke (2018), kungathiwa iGoli yilo elihola umnotho waseNingizimu Afrika.

ICity of Johannesburg ibhekene nenqwaba yezinselele ezilandelayo:

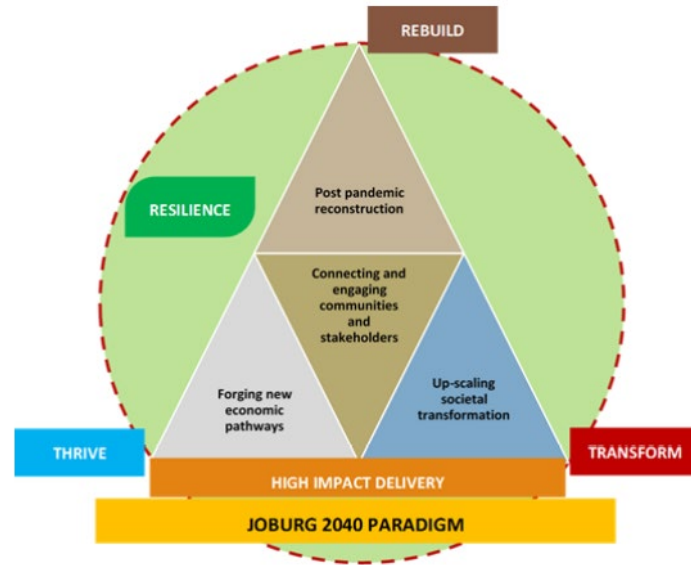
1. Ukukhula kokwahluleka kwedolobha ukuhlinzekela ngokwanele abantu abahlala ezindaweni ezingahlelekile ngamanzi, inhlanzeko, kanye nemisebenzi yezenhlanzeko.
2. Ingqalasizinda egugile esilele ekuhambisaneni nokukhula kwesibalo sabantu bakulelo masipala wedolobha elikhulu kanye nokukhula komnotho. Ingqalasizinda yoBandlululo yiyo ehamba phambili

kwezokuqhubezela ukungalingani kanye nobubha kumasipala wedolobha elikhulu. Abantu abaningi abahlwempu basedolobheni abagcini ngokuphila ezimweni ezingalungile, kodwa baphinde bahlale kude nezindawo abasebenza kuzo, okuholela ekwandeni kokuqubuka kwezindlu ezingahlelelwe ezindaweni ezisondele, neziseduze, kwalokho okumele ngabe kuyizindawo zokusebenzisa umhlaba ezibizwa ngokuthi "blue chip".

3. Ukwanda kokukhathazeka ngokungatholakali kokudla.
4. Ukwanda kwamazinga obugebengu, ikakhulukazi eminyakeni eyishumi edlule kuhambisana nokuthunjwa kwabantu kanye nobugebengu bezobuchwepheshe obandayo.
5. Amazinga emfundo aphansi:
 - Ama-30,7% abantu afundile afika emabangeni emfundo ephezulu kodwa abanawo uMatikuletseni.
 - Yiphesenti elincane, okungama-6% abantu abathole imfundo ephakeme (izinga elingenazo iziqu)
 - Cishe ama-6% abantu abafundanga ngokugcwele
6. Ukungabibikho kwamathuba omsebenzi: Izinga lokungabibikho kwemisebenzi (ngokusemthethweni) linyuka lisuka kuma-28.8% ngekota lokuqala lowezi-2018 laya kuma-32.7 ngekota lokuqala lowezi-2020.
7. Izinsiza zikamasipala sibhekana nengcindezi enkulu ngenxa yokuba abantu ababhekene nenhlupheko befuna ukuhlinzekelwa ngokwezidingo. Balinganiselwa kuma-8% abantu abahlala kumasipala wasemadolobheni amakhulu ababenganayo nhlobo ingeniso ngowezi-2016. Ukwethembela ohlelweni lwezibonelelo zikahulumeni ngokwezomnotho kuphezulu kakhulu; cishe ilungu lomphakathi eli-1 kwayi-10 alikwazi ukukhokhela imisebenzi eyisisekelo.
8. Ukwanda kokuba sebungozini kwabantu besimame nezingane emizini yaseGoli ngenxa yeCovid-19.

Ubhubhane lwe-COVID luzandisile lezi zinselele ezingenhla futhi lwagqamisa ukuxhumana phakathi komnotho nezimo zokuphila. Imizi eminingi yayehluleka ukubhekana nenyanga yokuqala yokuvalwa kokusebenza kwezwe, okwagqamisa ukubekezela ezimweni zezenhlahlomnotho ebantwini abanindi edolobheni.

Ngakho, kube nesidingo sokuba idolobha kudingeka libeke eqhulwini ukubekezela ezingeni lomuntu, lesikhungo, kanye nelomphakathi. **"Ukwakha kabusha iGoli elibekezelayo"** kuyiqhingasuka okusetshenzwa ngalo elichaza "i-2040 Paradigm" njengoba kuvele eMfanekisweni ongezansi.



Umfanekiso wesi-6: I-paradigm yaseGoli yowezi-20407

Umthombo: iCity of Johannesburg Integrated Development Plan; 2021-26

Indlela uMfanekiso oveza ngayo i-paradigm yokuthuthuka kwedolobha iqukethe umumo waseGoli ngokweqhingas, oqukethe iziqubulo ezine ezixhumele:

1. Ukwakha kabusha emuva kobhubhane (kugxilwe kungqalasizinda, ezempilo, ukudla nezokuphepha);
2. Ukuqhamuka nezindlela zomnotho ezintsha (i-4IR, indawo elungele imisebenzi, ukwakhiwa kwamathuba omsebenzi, ukusekela amabhizinisi);
3. Ukuthuthukisa uguquko emphakathini (ukubhekana nobubha, ukungalingani, ukufinyelela ezidingweni, ezezindlu, ezokuthutha); kanye
4. Ukuxhumanisa nokubonisana nemiphakathi kanye nababambiqhaza.

Ngokususela ku-paradigm yezokuthuthukisa okucashuniwe, iCity of Johannesburg ididiyele izimpokophelo ezingokweqhingas ezilandelayo:

- Impokophelo Engokweqhingas yoku-1: Idolobha elibhekana nokuyisisekelo ngendlela eyiyo
- Impokophelo Engokweqhingas yesi-2: Idolobha eliphephile nelivikelekile
- Impokophelo Engokweqhingas yesi-3: Idolobha elinakekelayo
- Impokophelo Engokweqhingas yesi-4: Idolobha elilungele amabhizinisi
- Impokophelo Engokweqhingas yesi-5: Idolobha elibandakanyayo
- Impokophelo Engokweqhingas yesi-6: Idolobha eliphethwe ngokufanele
- Impokophelo Engokweqhingas yesi-7: Idolobha Lobuchwepheshe Lesimanje

3.5 Imigomo Nezinhlalo Zamadizayini e-LED yeCity Deep

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

- **Qalisa ngokubambisana nophathini:** Njengoba kubonakele ekuhlolweni okuyisisekelo kwezenhlalomnotho (Bheka Isithasiselo soku-1) imiphakathi evukuzayo yeCity Deep 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.** ICity Deep, ngokubambisana nezimayini, uhulumeni wasendaweni, kanye nomphakathi, ingasiza ukuqeda ububha nokwakha isisekelo esiqinile semiphakathi egcinekeyo ngokutshala ngokweqhingaswe maqondana nangale kwezindawo ezihlonziwe ngokwezihlokwana. Ukuhlaziya kuqinisekise ukuthi amakhono, ukuqala amabhizinisi amasha, nokubambisana komphakathi kuhamba phambili ekukhuleni, futhi kusemqoka ekuthuthukiseni umnotho wasendaweni ngendlela egculisayo.
- **Izinhlalo ezinomthelela eningini** ngenxa yokwanda kanye nesibalo semiphakathi okungadingeka ukuba izinhlelo ze-LED yeCity Deep zifinyelele kuyo, lapho amaphrojekthi amancane engafinyeleli kabanzi eningini engeke abe nomthelela olindelwe.
- **Uhlaziyo lokwenziwa kokubhalwe ku-SLP yemayini yangaphambili,** kubhekwa impumelelo nezifundo ezifundwe ngokwakhiwa kwebhizinisi ngezikhathi zezinkinga kwezomnotho.
- **Ukukaleka kwezindlela zokungenelela** zokusekela ukwakhiwa kwebhizinisi lisuke ekubeni ibhizinisi elincinyane kube ibhizinisi elincane kanye nokwendlala ezisekelo zokuqhubeka nokukhulisa ibhizinisi.
- **Ukuhambisana kakhulu noHlelo Lwentuthuko Oludidiyelwe (i-IDP) loHlelo Lwentuthuko Oludidiyelwe** lweCity of Johannesburg; 2021-2026.
- Izidingo eziseqhulwini ezihlonzwe ngesikhathi senqubo **yokuBonisana Nababambiqhaza Ngokubandakanya Abantu Ngokwahlukana.**

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

Ithebhula lama-41: Uhlelo Lwephrojekthi Lwephrojekthi yoku-1: Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School⁸¹

Igama Lephrojekthi	Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School	Ukufakwa ngokwezigaba kwePhrojekthi / Uhlobo lwePhrojekthi	Ingqalasizinda
Umlando Wephrojekthi	<u>Isidingo esihlonziwe:</u> Isendlalela Nezinselele Zengqalasizinda zeRiverlea Secondary School IRiverlea Secondary School isebenza njengesikhungo semfundo esiphezulu esiyisisekelo sabafundi baseSoweto, eRiverlea, e-Ennerdale, eFleurhof kanye nasemiphakathini eqondene naseGoli. Njengamanje lesi sikole sibhalisa abafundi abangama-720 esikhungweni esakhelwe abafundi abacishe babe yi-1000, ingqalasizinda emoshakalayo inqanda ukugcwala kwaso. Izakhiwo ezibalulekile kubalwa kuzo amagumbi okufundela, ibhilidi lezokuphatha, izindlu zangasese, iholo lokuhlanganyela, nendawo yonogada njengoba konke kudinga ukuvuselelwa, futhi kube amagumbi okufundela amaningana ethathwa ngokuthi akaphephile ukusetshenziselwa ukufunda. Lokhu kudale ukushoda kwamagumbi okudale ukushintshanisana ngezikhathi zokuwasebenzisa kanye nokusetshenziswa kwezakhiwo zokuphatha njengezindawo zokufundisela. Isigameko somlilo sakamuva kanye nezokuvikela ezingekho esimweni esifanele kuzandisile lezi zinselele ngokwanda komoshakalo wesakhiwo kanye nokuqhubeka kokucekela phansi kwaso. Ukuthuthukiswa kwengqalasizinda wuMnyango Wezemfundo kwamiswa ngenxa yezinkinga zemali, kwangamiswa sikhathi okuyoqhutshekwa ngayo kusasa. Ukuphuma Phambili Kwezemfundo Nesimo Sendawo Nakuba kunezithiyo ezinkulu kweengqalasizinda, isikole sibonisa impumelelo enkulu kwezemfundo ngaphansi kobuholi obuzimisele, kube izibalo zokuphumelela kumatikuletshezi zinyuke zasuka kuma-80% zaya kuma-87% onyakeni odlule kube kubonakala ukuthi kunamathuba okufinyelela kuma-90% ngowezi-2025. Isikole sisebenza ngaphansi kwendawo ethintwa imisebenzi yomlando wokuvukuzwa, ikakhulukazi izindawo zokulahlwa kwemfucuzwa yezinsalela zokuvukuzwa kwegolide okudala ukungcola kwendawo nezinkinga zezempilo. I-DRDGOLD Ergo Mining ibilikho yenza imisebenzi yokubuyisela imvelo enzulu kulesi sifunda eminyakeni angamashumi amathathu edlule, okuwukuqhubeka nokuvuselela imvelo ngaphansi kwelungelo leCrown Mines ne-CMR mining. <u>Okukhuthaza ukuba kube nale phrojekthi wokulandelayo:</u> 1. Imihlangano Eminingi nabaphathi besifunda boMnyango Wezemfundo abafanele ihlonze isidingo esiphuthumayo sosizo lokuthuthukisa ukufinyelela kanye nezingaqophelo lemfundo ehambisana namakhono e-IT kanye nawoGuquko Lwezimboni Lwesine. 2. Ukuhambisana nempokophelo engokweqhingaswe yeCity of Johannesburg ukwakha indawo evumela ukukhula (komnotho) obandakanyayo kanye		

nokwakhiwa kwemisebenzi kaye nokusequlwini eziNhlelweni Zamaphuzu Amane zikaMasipala. ICity of Johannesburg ihlose ukuhlinzeka ngendawo elungele abantu bayo abasebasha ukuthi babambe iqhaza njengabaholi boshintsho. Ngakho ukuguqukela kuSmart City kumele kwakhe izimboni zakusasa, amabhezini, kanye namathuba abantu abasha okuthola imisebenzi nezindlela zokuthola imisebenzi okukhuphukayo kuyo khona kwezobuchwepheshe, ukuqanjwa kwamasu amasha kanye neminye imikhakha yeziMboni zesi-4.

3. Ithuba Lotshalomali Lwe-LED Olungokweqhingasu: Isikole nomphakathi kuphakathi kwezimfucuzo zezinsalela zokuvukuzwa kwegolide eyashiya emuva kokuvukuzwa kwekhuluminyaka kulesi sifunda okwadala ukungcoliseka kwemvelo kanye nezintuli. I-Ergo Mining ibilokho yenza imisebenzi yokubuyisela kulezi zizala zemfucuzo nezigodi eminyakeni engama-30 edlule futhi izoqhubeka nokuhlanza futhi ibuyisele imvelo kulezi zimfucuzo ngaphansi kwelungelo leCrown Mines, iCity Deep kanye ne-CMR mining. I-Ergo Mining ibona lokhu kuyiphrojekthi ewumlando wokulungisa isikole iRiverlea Secondary School nokuthuthukisa ukufinyelela, izingaqophelo kanye nengqalasizinda yendawo yokufundela ukuze kuhlinzekwe ngemfundo ephuma phambili emiphakathini ephakela lesi sikole. Ngenxa yokuthi isikole sakhiwe maphakathi nemisebenzi yokubuyisela imvelo yemayini kulesi sifunda, iNkampani inethuba elihle lokuba nomthelela ohlomulisa umphakathi nomnotho emiphakathini ewuzungezile ngale phrojekthi, okuzohlinzeka ngendawo yokufunda ephuma phambili yezizukulwane yabantu abasha abasazoba khona. Kuhloswe ukuthi le phrojekthi yokubuyisela imvelo iholele ekutheni izizukulwane zentsha zithole imfundo eyisisekelo yokuqhuba ukufundela imisebenzi eNyuvesi futhi ibe wongoti abaphuma phambili kanye nabaholi emikhakheni enhlobonhlobo emnothweni.

Isidingo Esihlonziwe:

Izidingo ezilandelayo zahlonzwa ngokuba onjiniyela nongoti beze-architecture bevakashele isiza bese baqinisekisa isikole benababambiqhaza boMnyango Wezemfundo waseGauteng.

- Umonakalo wesakhiwo odale izigameko zokusha ezihlukene
- Ukucekelwa phansi kwezakhiwo eziningi
- Ukuncipha kwendawo engamagumbi okufundela (ukulahlekelwa amagumbi alinganiselwa ku- ± 10)
- Ukucekeleka phansi kokuhambisana nokwakhiwa kwesakhiwo kanye nokuhlinzeka ngemisebenzi enhlobonhlobo
- Ukuvikeleka kwesakhiwo okusengcupheni ngenxa yomonakalo ocingweni lokubiya
- Ukuguga kwezinsiza zamanzi nezitamukoko
- Ukungalandelwa kwezidingo zezokuphepha kanye nokwenziwa kwemisebenzi

Incazelo Yephrojekthi	Le phrojekthi angeke ihlinzeke ngokungaphansi kokulandelayo: 1. Ubhidliswa kwezakhiwo ezilinyazwe umlilo njengamanje ezibeka egcupheni ezempilo, ezokuphepha kanye nezokuvikela 2. Ukwakhiwa kwamagumbi okufundela amasha angengaphansi kwe-10 endaweni okuzobe kubhidlizwe kuyo 3. Ukwakhiwa kwazindlu zangasese zabafundi 4. Ukulungiswa kwehholo lesikole njengamanje elashiswa umlilo (ngaphansi nasophahleni) 5. Ukuthuthukiswa kwezakhiwo zamahhovisi ezokuphatha ukuze kube nendlela yokuba isikole siphathwe kahle; 6. Ukuthuthukiswa kokuqondene nogesi jikelele ukuqinisekisa ukulandelwa kwemithetho yezokuphepha 7. Ukuthuthukiswa kokuqondene namanzi nezitamukoko okumoshakele, okugugile kanye nengqalasizinda engakhiwanga ngokwemithetho emisiwe 8. Ukubiywa kwendawo nokuvikelwa kwayo.	
	Izindawo Zomsebenzi Obhekiwe Ezisemqoka (ama-KPA)	Izinkomba Zomsebenzi Obhekiwe Ezisemqoka (ama-KPI)
Umphumela	I-KPA 1: Ukubonisana Nababambiqhaza kanye Nokulandelwa Komthetho I-KPA 2: Ukuhlelela Ezobuchwepheshe kanye Nokuphuma Phambili Kwezokuthenga I-KPA 3: Ukuhlinzeka Ngephrojekthi kanye Nokuqinisekisa Izingaqophelo	I-KPI 1.1: Ama-100% okuqedwa kokubonisana nababambiqhaza (Izikhulu zeRiverlea High School, i-SGB, Ikhansele leWadi, uMnyango Wezemfundo waseGauteng) ngo-Okthoba 2025 I-KPI 1.2: Ama-100% eziNcwadi Zesivumelwano, ukusekelwa, nezinqubo zokugunyaza eziqedwe futhi zaqaliswa ngokomthetho ngoDisemba 2026 I-KPI 2.1: Ukuhlola kwabezobunjiniyela nabeze-architecture okunzulu okudidiyelwe bese kwaqedwa ngoDisemba 2026 kuhambisana nezibalo zamanani kanye nobungako bomsebenzi okubhalwe ngaphansi I-KPI 2.2: Inqubo yethenda eqedwe ngezikhathi ezinqunyiwe (izinyanga ezi-3) kube kunezethulo ezivela kosonkontileka abafanelekile ngokweziqo aba-3 basendaweni I-KPI 2.3: Ukuqokwa kukasonkontileka okuqedwe ngoFebhuwari 2027, onentengo yenkontileka engaphansi kwesabelomali esigunyaziwe I-KPI 2.4: Iningi losonkontileka abaqashwe ngaphansi kwabanye abathathwe emiphakathini ezungeze le ndawo I-KPI 3.1: Ukwakha nokulungisa izakhiwo kumele kuqedwe ngezikhathi ezinqunyiwe (ekupheleni kukaNovemba 2027) kube kungekho kubambezeleka okusemqoka I-KPI 3.2: Ama-95% okulandelwa kwezingaqophelo okufeziwe ngesikhathi sokuqapha sokugcina nokuhlola, kube konke okusilele okuhlonziwe kuqediwe ngoFebhuwari 2028 I-KPI 3.3: Umcimbi wokudlulisela isakhiwo ozokwenziwa ngempumelelo ngoMashi 2028 kube kukhona ababambiqhaza

					abasemqoka (i-DMPR, uMnyango Wezemfundo, iKhansela leWadi, kanye nabamele umphakathi) I-KPI 3.4: Iphrojekthi izohlinzekwa ngaphansi kwesabelomali esigunyaziwe kube imali okweqe noma okube ngaphansi kwayo ingeqi ku- ±5% ngaphansi kwesabelomali.						
Indawo Yephrojekthi Ngokomumondawo	UMasipala Wesifunda		ICity of Johannesburg								
	UMasipala Wendawo		ICity of Johannesburg								
	Igama Lendawo Yasemakhaya / Lomphakathi	Riverlea									
Abahlomuli Okuphokophelwe kubo	Abafundi bamanje nabakusasa (isilinganiso seminyaka eyi-10) abaseRiverlea Secondary enabafundi abangama-720 ngowezi-2025 = okuyisilinganiso sabazohlomula abayizi-7 200 - 10 000 eminyakeni eyi-10.					Isikhungo Umsebenzi (Kubandakanya amaqhaza)		Esibhekele wonke		I-Ergo Mining kanye noMnyango Wezemfundo (umnyango wesifunda ofanele)	
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 ngoDisemba 2027 Ukuhlola kokugcina Nokudlulisela ngoMashi 2028		
Isikhashana	10	10	5	5	30						
Isikhathi Esimaphakathi					0				Ukuzibophezela Ngokwesabelomali Kweminyaka Emi-5 Isiyonke		
Isikhathi Eside					0	Umnikelo ongu-R5 wezigidi (Izigidi Ezinhlanu ZamaRandi) ovela kuLungelo Lezokuvukuza leCity Deep obheke isabelomali sephrojekthi esingu-R15 wezigidi (Izigidi Eziyishumi Nanhlanu ZamaRandi), exhaswe ngokubambisana namaye amaLungelo Ezokuvukuza kuso lesi sifunda, agodlwe yi-Ergo Mining.					
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 kokugcina		

2026	Kulindwe ukugunyaza kwe-DMPR kokugcina	Ukuqeda ukubonisana nezikhulu zeRiverlea High School, i-SGB, Ikhansela leWadi, uMnyango Wezemfundo waseGauteng	Ukuqeda ukudidiyelwa kweNcwadi Zesivumelwano, Ukusekelwa, Nezinqubo Zokugunyaza ezihambisana nakho ngoDisemba 2026	Ukwenziwa kokuhlola kwabezobunjiniyela nabeze-architecture okunzulu kokulungiswa kwesikole, ukudidiyelwa kokuhambisana nezibalo zamanani, kanye nobungako bomsebenzi maphakathi noDisemba 2026 Ukuqokwa kukasonkontileka omkhulu ngoDisemba 2026.
2027	Ukuqalwa kokwakhiwa nokulungiswa kwesikole kusuka ngoJanuwari 2027 - Okthoba 2027 (izinyanga eziyi-10).			1) Ukuqapha kokugcina, ukuhlola kanye nokusele ngoDisemba 2027 - Januwari 2028. 2) Umcimbi omkhulu wokulungiswa kweRiverlea High School ngoMashi 2028 noMnyango Wezengcebo Embiwayo Nophethilomu, uMnyango Wezemfundo, iKhansela leWadi laseRiverlea, uMphakathi kanye nezinye izikhulu.
Usuku Lokuqeda kanye Neqhingasu Lokuphuma				
Ukudluliselwa kweRiverlea High School kubasebenzi abayizikhulu zeSikole, i-SGB, kanye noMnyango Wezemfundo WaseGauteng ukuze basigcine sisesimweni esifanele futhi basinakekele isikhungo esizoba silungisiwe, ngoMashi 2028. Isidingo esisobala sokulungiswa nokugcinwa kwesakhiwo sibhalwe eNcwadini Yesivumelwano esiphakathi kwe-Ergo Mining noMnyango WezeMfundo waseGauteng.				



Umfanekiso wesi-8: Icala Lesithombe loku-1 - Umumo Wesiza SaseRiverlea Secondary School⁹



Umfanekiso wesi-10: Icala lesithombe lesi-2 - Umumo Womdwebosakhiwo weRiverlea Secondary School11



Umfanekiso wesi-12: Icala lesithombe lesi-3 - Umumo Womdwebosakhiwo weRiverlea Secondary School13

3.7 Isifinyezo Sezinhlelo ze-LED

Ithebhula lama-82: Isifinyezo Sezinhlelo ze-LED83

INombolo YePhrojekthi	Igama Lephrojekthi	Incazelo	Abahlomuli	Isabelomali se-LED Isiyonke	Unyaka Wokuqalisa
IPHROJEKTHI YOKU-1	Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School	I-Ergo Mining, ngokubambisana noMnyango Wezemfundo waseGauteng kanye nababambiqhaza basendaweni, izolungisa amagumbi okufundela, izindlu zangasese, ezokuvikela, ucingo lokubiya, amahhovisi ezokuphatha, nehholo elamoshwa wumlilo, kube ukwakha kuzoqala kuJanuwari 2026, okuzothuthukisa izingaqophelo lezemfundo futhi kwakheke amathuba amabhizinisi nawomsebenzi wasendaweni nemiphakathi eyizungezile.	Abafundi bamanje nabakusasa - balinganiselwa kuzi-7 200 - 10 000 esikhathini seminyaka eyi-10.	R 5 000 000	2025 - 2026
			Isabelomali se-LED Isiyonke	R 5 000 000	

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

Ngokuhambisana nokuqaliswa koHlelo lwezindlu kanye neZimo Zokuhlala zeCity Deep, 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.

3.9 Ukunakekela Impilo Nokutholakala Kokudla Okunempilo

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

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

3.10.1 Isethulo

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

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

3.10.2 Isisekelo Sezokuthengwa Kwempahla

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

Ithebhula lama-84: Isisekelo Sokuthengwa Kwempahla (IFomu T) yeCity Deep kusukela ngomhla zingama-31 Disemba 202285

Impahla Yezokuvukuza	Izindleko	Impokophelo	Okufeziwe	Isilinganiso	Umphumel a
Okunabanikazi kanye Nenkampani Elawulwa Ababephucwe Amathuba Ngokwasemlandweni	R158 525 959	21%	22%	5,0%	5,0%
Okunobunikazi futhi Okulawulwa Abantu Besimame Nentsha	R83 205 789	5%	11%	5,0%	5,0%
Inkampani Elandela i-BEE	R310 576 190	44%	42%	5,0%	4,8%
Isamba Sezindleko ze-BEE	R552 307 938	70%	75%	15,0%	14,8%
Isamba sezindleko zempahla yasemayini	R732 223 184				
Imisebenzi	Izindleko	Impokophelo	Okufeziwe	Isilinganiso	Umphumel a
Okunabanikazi kanye Nenkampani Elawulwa Ababephucwe Amathuba Ngokwasemlandweni	R108 206 065	50%	24%	5,0%	2,4%
Okunobunikazi futhi Okulawulwa Abantu Besimame	R44 391 608	15%	10%	5,0%	3,3%
Okunobunikazi futhi Okulawulwa Yintsha	R2 330 209	5%	1%	5,0%	0,5%
Inkampani Elandela i-BEE	R93 776 297	10%	21%	5,0%	5,0%
Isamba Sezindleko ze-BEE	R248 704 180	80%	55%	20,0%	11,2%
Isamba sezindleko zemisebenzi	R453 559 168				
Amasampula	R9 580 259	100%	100%	2,5%	2,5%
Ucwaningo Nentuthuko eNingizimu Afrika	R40 196	100%	100%	2,5%	2,5%
Isamba sokuthengwa kwempahla	R1 235 055 824				
				40,0%	31,0%

3.10.3 Izimpokophelo Zokuthengwa Kwempahla

ICity Deep izibophezele ezimpokophelweni ezilandelayo zama-SLP esikhathi seminyaka emi-5. Lezi zimpokophelo zisuselwa esisekelweni sokuthenga seCity Deep kanye nezidingo zikaSomqulu Wezezimayini.

Ithebhula lama-86: Izimpokophelo ZeCity Deep Zezokuthenga Zeminyaka Emihlanu 87

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

3.10.4 Uhlelo Lokuqalisa Ezokuthengwa Kwempahla

Ithebhula lama-88: Uhlelo Lokuqalisa Ezokuthengwa Kwempahla89

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

ICity Deep izoqalisa izinhlelo ezinhlobonhlobo njengengxenywe 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 engabelwa abanye abahlinzeki abalandela izimiso
 - Ukhuthaza ukusetshenziswa kosonkontileka abancane abalandela izimiso ukuze bakwazi ukudlulisa amakhono
3. Ukuqhubeka nokwethembela ebuqinisweni nasekwethembekeni kwezitifiketi ze-BEE ezikhishwe ngokusemthethweni ezigunyazwe yizikhungo eziqinisekisa. Phezu kwalokhu, kuzoba nesibalo esincane sokuqinisekisa esizokwenziwa maqondana nabahlinzekimpahla abalandela izimiso abasebenzisa imali enkulu.

3.10.5 Uhlelo Lokuthuthukisa Ibhizinisi Nabahlinzekimpahla

Ukuthuthukisa ibhizinisi nabahlinzekimpahla kwenziwa ngokuqalisa okulandelayo:

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

Izindlela zokungenelela ezizoqaliswa yi**City Deep** esikhathini se-SLP seminyaka emi-5 zibandakanya okulandelayo:

- Ukuhlonzwa kwezikhungo zokuthuthukisa ibhizinisi ezifanele ezingahlinzeka ngokuqeqesha okudingekayo, amathuba okuxhumana nokungabanjisanwa nabo kanye nokufundisa ngezezimali kanye nosizo lwama-SMME njengengxenywe yohlelo lwe-ESD olufiswayo.
- Ukubonisana ngokuqhubekayo nemiphakathi esisingethe nokuba nezindlela zokuxhumana ezisunguliwe

ICity Deep 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.

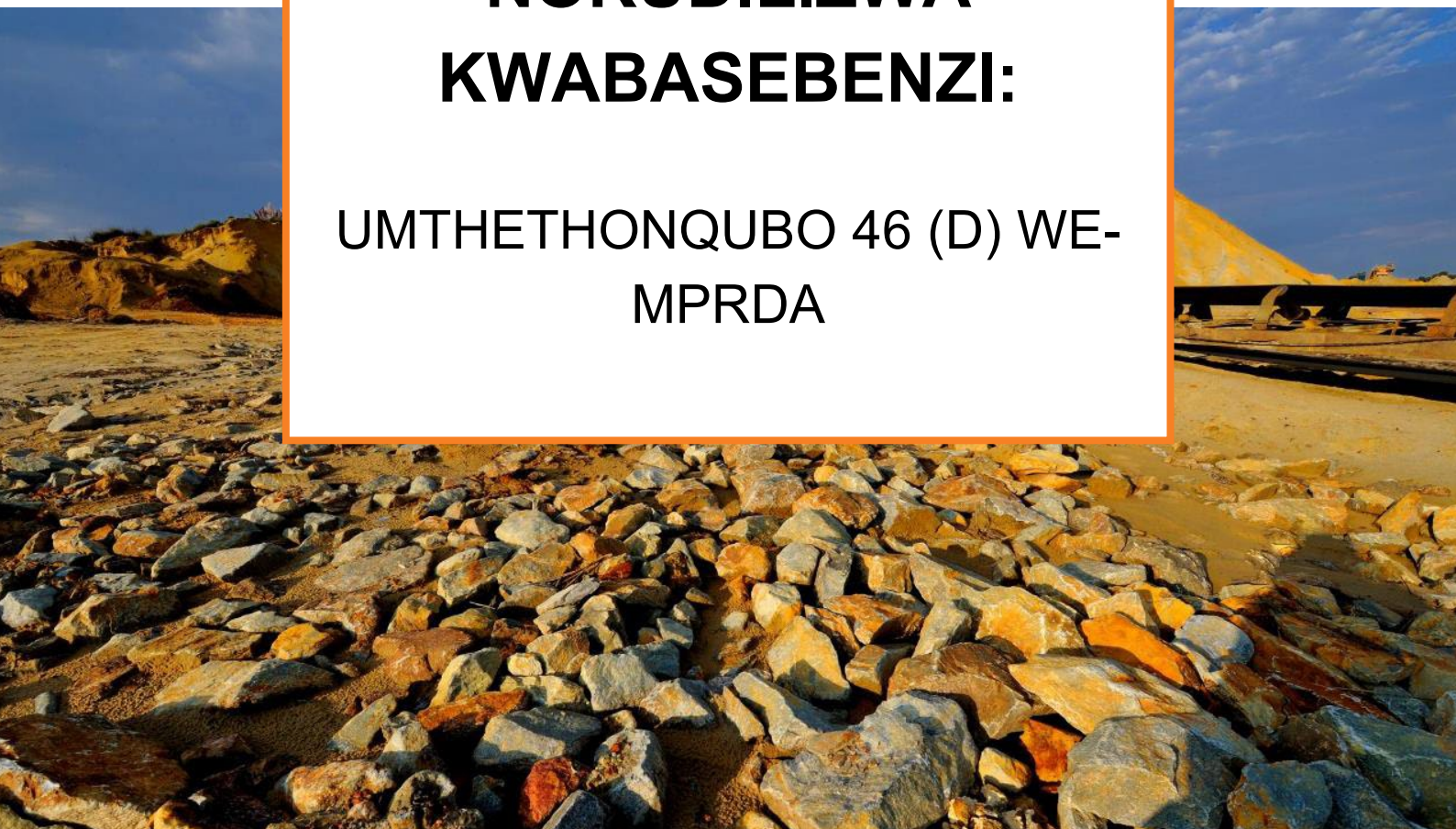
Ngokusekela nokuthuthukisa Amabhizinisi ama-SME anabanikazi basemiphakathini esisingethe, iCity Deep ihlose ukuba nomthelela omuhle ekuwuguquleni ngempumelelo umphakathi wase-Ningizimu Afrika, ngokwenza okulandelayo:

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

ISIGABA SESI-4

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

**UMTHETHONQUBO 46 (D) WE-
MPRDA**



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

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

Ukubalwa kwezibalo ezichazwe ngezansi kususelwe kunqubomgomo yokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi, evumela ukuba abasebenzi baholelwe amaviki amane onyaka wokuqala wokusebenza bese emuva kwalokho kube amaviki amabili ngonyaka ngamunye abawuqede besebenza emuva kokuba umsebenzi esebenzele iCity Deep. 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 beCity Deep 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 ngezinsalela kanye nezisombululo ezingase zibe khona ezinkingeni iMayini ebhekene nazo ezingase zibe nethuba lokuholela ekudilizweni kwabasebenzi ngomuso.

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

- ukukhuthaza izingxoxo eziqhubekayo phakathi kwenyunyana (kwezinyunyana) nge-ERGO maqondana nekusasa leNkampani;
- ukuhamba phambili ekuhlonzweni kwezinkinga, izinselele kanye nezisombululo ezingase zibe khona maqondana nomsebenzi wokukhiqiza nokuqasha;
- ukuhlonza amaqhingasu okuguqula ukukhiqiza nokuqasha; kanye
- nokuqalisa 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 neProductivity 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 iCity Deep isingena esigabeni sokuncishiswa kwesibalo sabasebenzi, noma uma icubungula indaba yokudilizwa kwabasebenzi abaningi, kuzokhishwa izaziso ezizobhekiswa ezikhungweni zikahulumeni ezifanele ezibhalwe ku**Thebhula lama-46**.

Ithebhula lama-90: Inqubo Yokwazisa Ngokuncishiswa Kwesibalo Sabasebenzi Nokuvalwa Kwebhizinisi⁹¹

Isaziso sizoqondiswa kuSihlalo weBhodi Lezokuthuthukiswa Kwengcebo Embiwayo Nezokuvukuza	ISAZISO SIKANGQONGQOSHE WEZABASEBENZI
Lapho ababhekene nomsebenzi bebona ukuthi kuzophela ingcebo embiwayo evukuzwa futhi/noma uma incipha lapho izinga lenzuzo/lengeniso liba ngaphansi kwama-10%	Lapho ababhekene nomsebenzi bebona ukuthi noma uhlose ukudiliza abasebenzi abaningi (ama-10% noma ngaphezulu NOMA abasebenzi abangaphezu kwama-500 kulandelana, noma ngabe wokuphi okuncane)
Lapho ababhekene nomsebenzi bebona 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 izinhloko zokuxhumana nomphakathi ezisungulwe yinkampani
- Izikhungo zemfundo ephakeme
- Izikhungo zoxhasomali
- Izikhungo eziqashayo zasendaweni kanye nanoma siphilise izikhungo sabasebenzi esifanele

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

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

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

Kuzoqaliswa uhlelo olulandelayo lokulawula inqubo yokunciphisa isibalo sabasebenzi nokudiliza abasebenzi:

- Ukulawula ukudilizwa kwabasebenzi okungegwemeke ngendlela enobuntu, njengokuthi kubhalwe isiphakamiso sokudiliza abasebenzi esifanele ngokubonisana nabathintekayo;
- Ukuvula izindlela zokuxhumana ezinozinto 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 kuqinisekisiwe Ngokudilizwa Kwabasebenzi kanye Nokuvalwa Kwebhizinisi.

ICity Deep 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.

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

Kuzoqaliswa uhlelo lwezinyathelo olulandelayo kulesi sigaba:

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

Njengamanje iCity Deep ayihleleli ukuvala okwamanje. 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

iCity Deep 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.
- **Iforamu Yokuthuthukisa Umnotho Wendawo.** iCity Deep izoxhumana neForamu ye-LED yeCity of Johannesburg ne-Ekurhuleni uma seyisungulwe ngokugcwele.
- **Iforamu Yenyanga.** Le foramu ibandakanya abaphathi, abamele abasebenzi nezinyunyana zabasebenzi futhi ixoxa ngezinkinga eziqondene nezempilo nezokuphepha, izinkinga zezimali nezebhizinisi kanye nezindlu.
- **Iforamu Yezokuqasha Ngokulinganisa (i-EE).** Iforamu ye-EE yayo yonke imisebenzi ye-Ergo Mining ibandakanya abamele abaphathi nabasebenzi. Izinkinga ezisemqoka zithinta ukuqalisa kwezinhlelo ze-HRD (ukuthuthukiswa kwamakhono njl.) futhi ziqhubekela ekuhlangabezaneni ne-HDP nezimpokophelo zokuqashwa kwabesifazane ngaphakathi kwabasebenzi.

- **Iforamu Yezokuthuthuka Ngokomsebenzi.** Kusungulwe iforamu yezokuthuthuka ngokomsebenzi. Kule foramu, abaphathi bayahlangana baxoxe ngenqubekela phambili maqondana nezindlela zokuthuthuka emsebenzini zomuntu ngamunye kanye nokufezwa kwezimpokophelo ze-HDP.

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

4.6 Umthwalo Nesibopho Sokuphendula

Umqondisi Ophethe we-Ergo Mining uzoba nesibopho sokuphendula ku-DMPR ngokuqaliswa koHlelo Lwezanhlalakahle Nezemisebenzi lweCity Deep, 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 miphimisebenzi engaphansi kweLungelo Lokuvukuza layo. Kube kunenzalo engena kule mali manje eseyimi kuzi-R17 100 000 (ngokwasekupheleni kukaDisemba 2022).

Ingxenye eyabelwe imisebenzi yeCity Deep ibalwe kususelwa ezibalweni zabasebenzi, futhi isihlangene iyizi-R2 940 000 eminyakeni emi-5. **Ngakho akuzukudingeka kufaka mali minyaka yonke, njengoba imali egcwele ivele isingatholakala ngaleso sikhathi.**

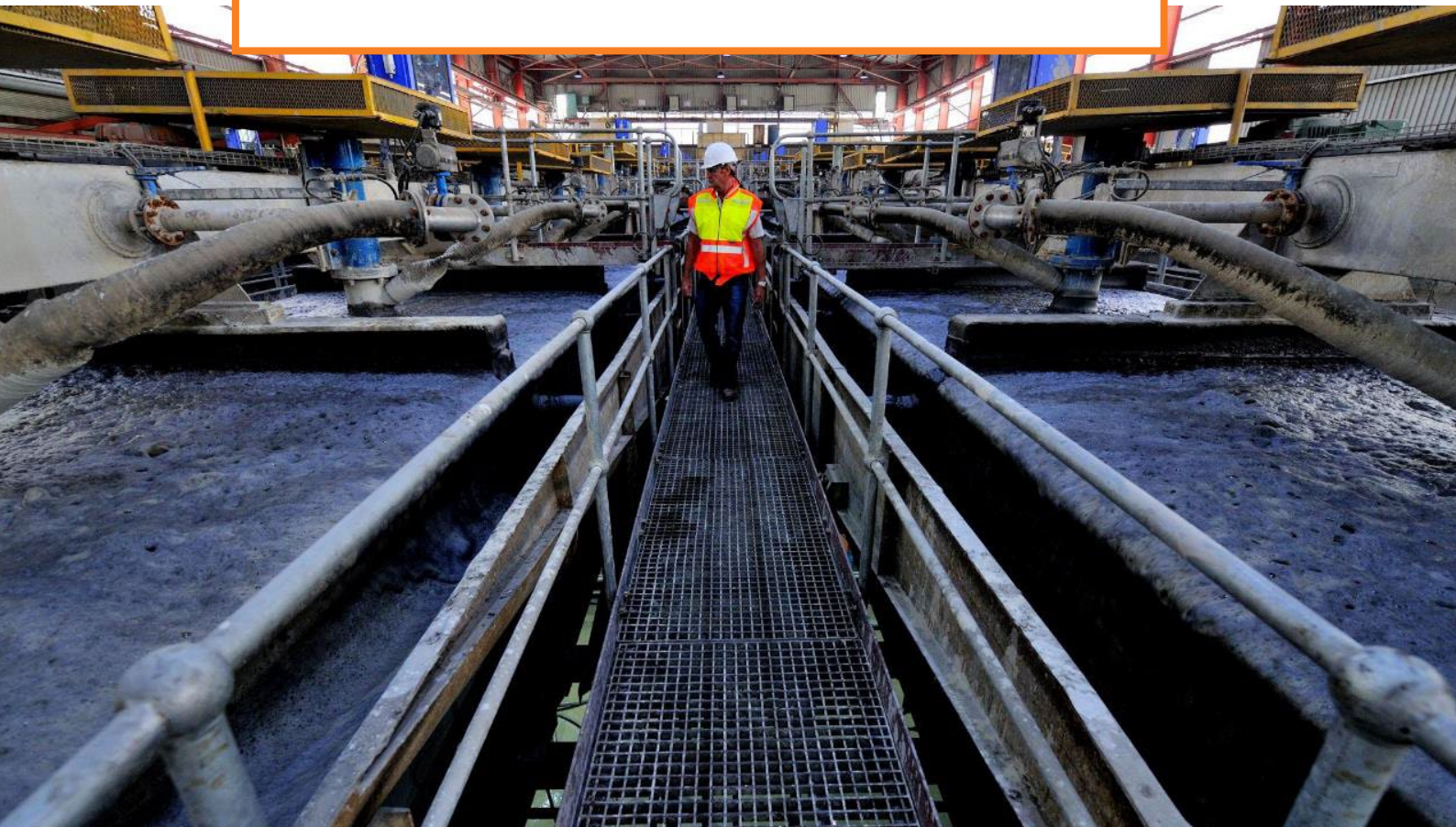
Ithebhula lama-47: Ukuhlinzekelela Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudilizwa Kwabasebenzi kwaseCity Deep⁹²

Ukuncishiswa Kwesibalo Sabasebenzi Kanye Nokudilizwa Kwabasebenzi	2023	2024	2025	2026	2027	ISAMBA
						R2 940 000

ISIGABA SAMA-5

IZINHLINZEKO ZEZIMALI ZOKUQALISA UHLELO LWEZENHLALAKAHLE NEZEMISEBENZI

UMTHETHONQUBO 46 (E) WE-
MPRDA



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

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

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

Ithebhula lama-93: Isifinyezo Sezinhlizweko Zezimali ze-SLP yeCity Deep ye-SLP seiyonke⁹⁴

Izinhlelo ze-SLP	Ukuhlinzekela Ngokwezimali Kweminyaka Emi-5
Ukuthuthukiswa Kwabasebenzi	R45 102 554
Ukuthuthukiswa Komnotho Wasendaweni	R5 000 000
Ukulawulwa Kokuncishiswa Kwesibalo Sabasebenzi	R2 940 000*
Isamba Sokuhlinzekela i-SLP	R53 042 552

* Ukuzibophezela Ekulawulweni Kokuncishiswa Kwesibalo Sabasebenzi Nokudilizwa Kwabasebenzi sekuhlinzekelwe.