

UHLELO LWEZENHLALAKAHLE NEZEMISEBENZI

**Ergo Mining (Pty) Ltd
2023 – 2027**

**Ilungiselelwe Izimiso zeLungelo
Lezokuvukuza:**

Consolidated Main Reef (CMR) MINE (GP186MR)

I-SLP EGUNYAZWE MHLA ZIYI-10 JULAYI 2026



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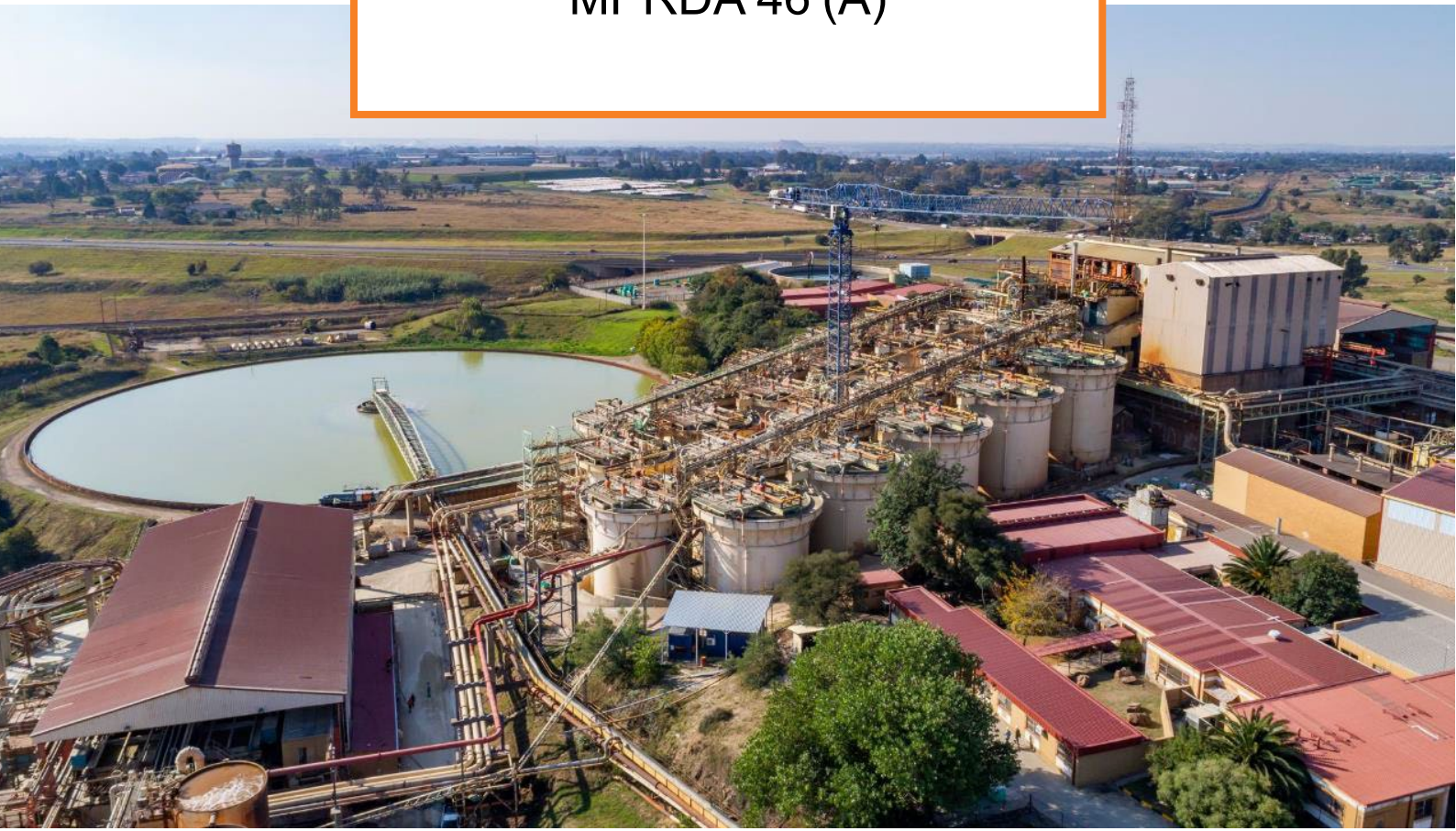
IZINQAMULELO NEZIFINYEZO

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 Joburg 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	UMthethosivivinywa Owuhlaka Wokuthuthukisa Ingcebo Embiwayo (i-MRD), 2025
NQF	I-National Qualifications Framework
PESD	Ezokuthenga, Ezebhizinisi kanye Nezokuthuthukisa Kwabahlinzekimisebenzi
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 (evezwe 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.

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

Njengoba kulungiselelwa ukuthunyelwa kwalolu Hlelo Lwezenhlalakahle Nezemisebenzi maqondana naleli Lungelo Lezokuvukuza (i-GP186MR) kuzosetshenziswa imigomo elandelayo:

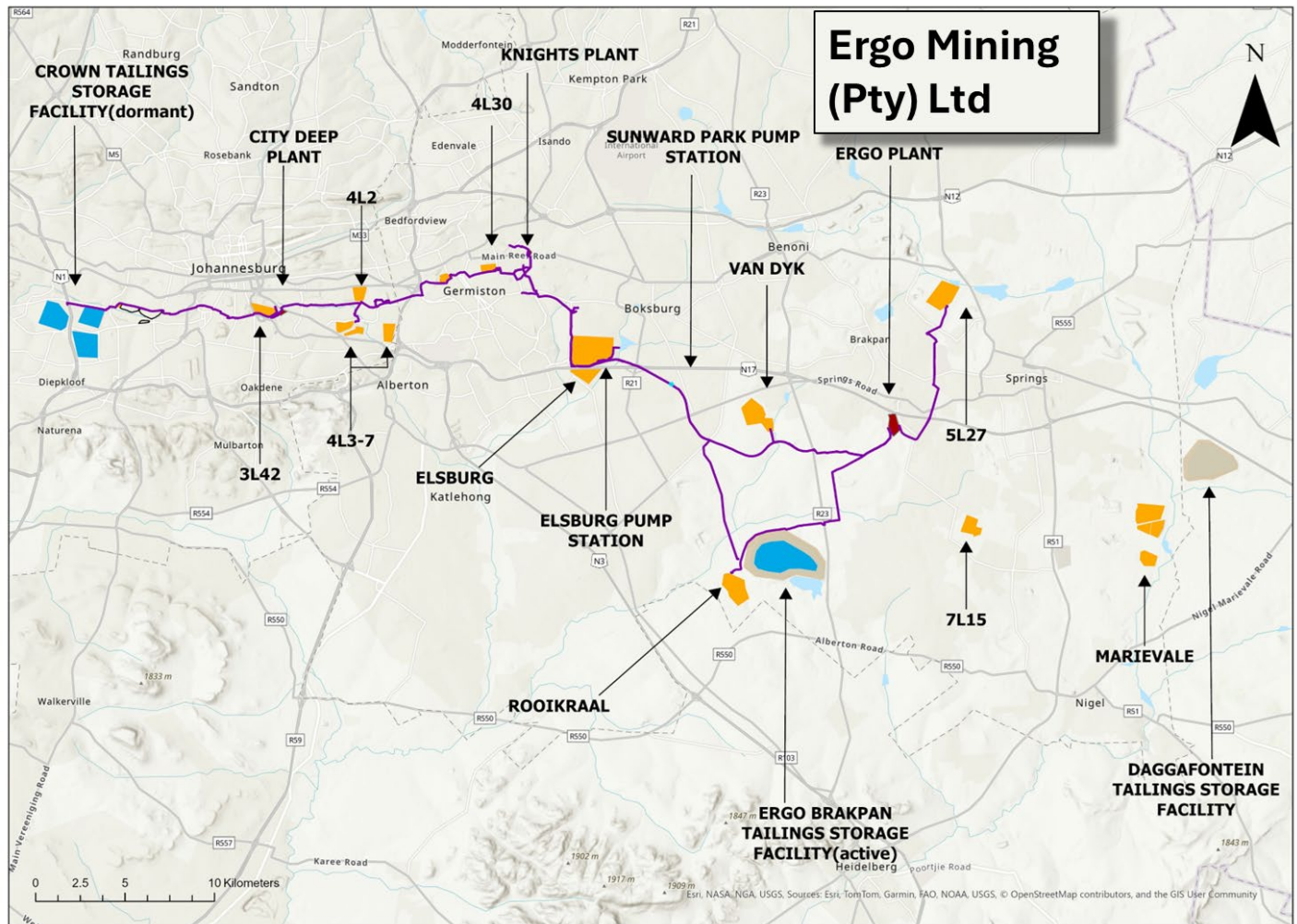
- **Okuvamile:** Yonke imisebenzi ye-Ergo Mining iphethwe ngokomgomo wezinga elididiyele lomhlaba jikelele elibizwa ngokuthi "single-mining complex". Ngezinhloso zale SLP yeLungelo Lezokuvukuza loyedwa, ulwazi olufanele beluhlakaziwe, luhlukanisiwe futhi lubiyelwe. Izinhlelo zale SLP yeLungelo Lezokuvukuza 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 ebingasetshenziswa.

- **Ubudlelwano Nababambiqhaza:** Imisebenzi ye-Ergo Mining iphathelwa izinqubo zezokuPhathwa Kwababambiqhaza kanye nezokubonisana nomphakathi kuwo wonke Amalungelo Ezokuvukuza, ama-SLP, kanye nemiphakathi ethintekayo.
- **Ukuthuthukiswa Komnotho Wasendaweni (i-LED):** Izidingo eziseqhulwini ze-LED kanye namaPhrojekthi kuhlonzwe ngokwemiphumela yezinqubo zokubonisana ngokujulile ngokwezokubandakanywa kwabantu ngokokuhlukana kwabo, kubonisanwa nababambiqhaza kanye nemiphakathi eyakhe ngase-Ergo Mining ngawo wonke Amalungelo Okuvukuza nama-SLP, kubalwa naleli Lungelo Lokuvukuza. Lokhu kusekelwe Ucwangingo 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". Ngezinhlalo zale SLP Yelungelo Lezokuvukuza ihlukaniswe futhi yabiyelwa ngendlela ephuma phambili ebingasetshenziswa, kususelwa emigomweni elandelayo:
 - Ingeniso yezezimali yeLungelo Lezokuvukuza kanye negalelo eliqondene nemisebenzi edidiyelwe ye-Ergo Mining.
 - Isigaba esiphakathi kohlelo lokusebenza ngokwesikhathi esimisiwe kweLungelo Lezokuvukuza njengesigaba sokuthuthukisa izinga, ukukhiqiza ngokwezinga eligcwele, isigaba sokwehlisa izinga, ukunakekela nokulungisa.
 - Indawo okutholakala kuyo imiphakathi esemqoka ethintekayo eMisebenzini Yezokuvukuza eqondene Namalungelo Ezokuvukuza esikhungo ngasodwana.
 - 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).



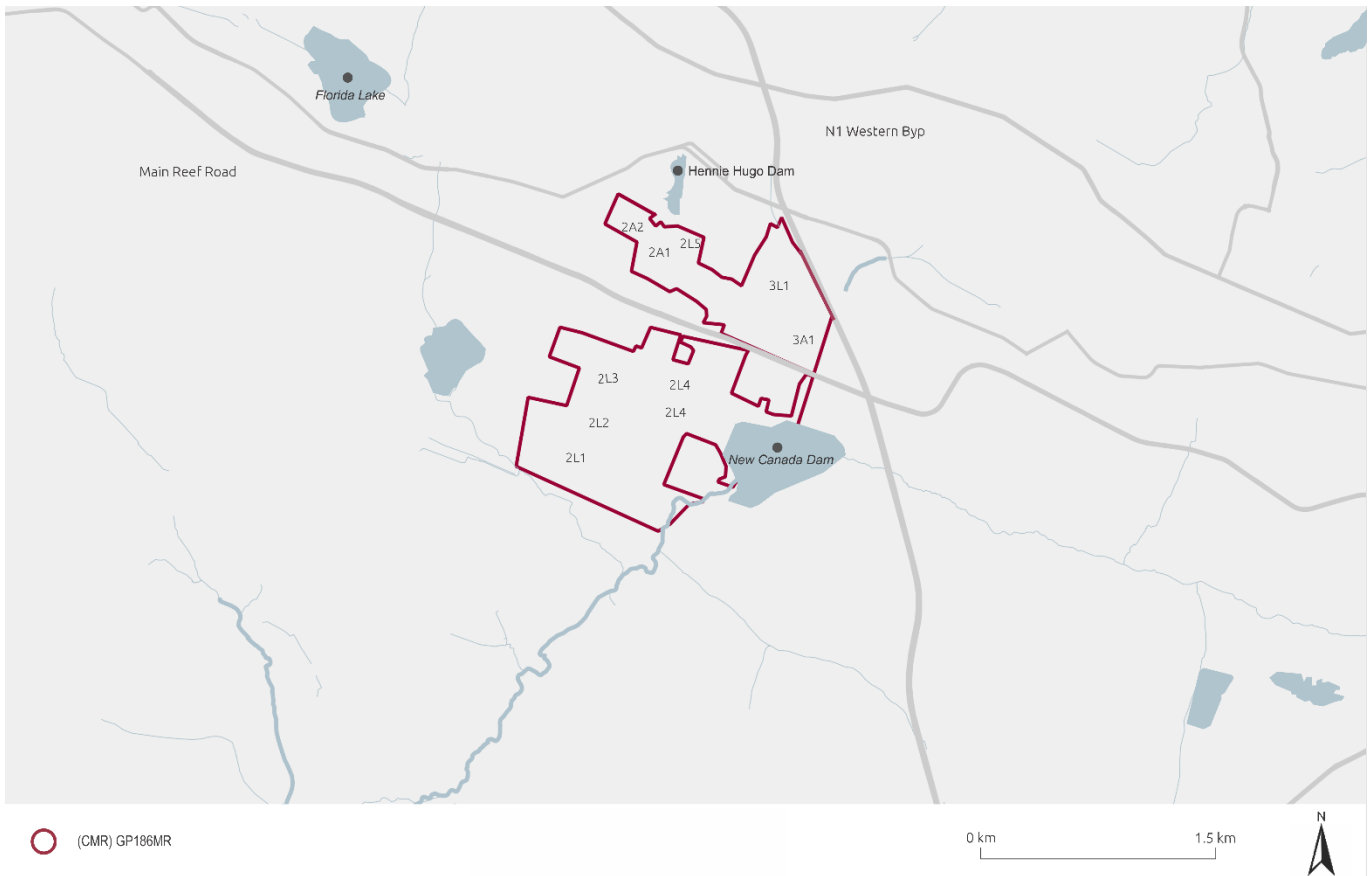
Umfanekiso woku-1: Amalungelo Ezokuvukuza e-Ergo Mining2

1.4 Sikwethulela iConsolidated Main Reef Mines And Estate Limited (i-GP186MR)

Ilungelo Lezokuvukuza eMain Reef Mines and Estates Limited (lapha ebizwe ngokuthi "CMR") 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 izeza ithuba lokuba kutholwe ingcebo kusetshenziswa ubuchwepheshe besimanjemanje, obunomthelela omncane.

1.4.1 Indawo Ekuyo

Le ngcebo itholakala ezindaweni eziklanyelwe ukuvukuza esezasungulwa futhi kufinyeleleka kuzo ngemizila emikhulu yasedolobheni, kubalwa umgwaqo iMain Reef, ngokomlando eyayisebenzela ukuthutha igolide elivukuziwe kuyo yonke iWitwatersrand.



Umfanekiso wesi-3: Indawo i-CMR Esebenzela kuyo4

1.4.2 Imininingwane Yomsebenzi

Ithebhula loku-1: Imininingwane Yenkampani2

Igama Lenkampani	I-Ergo Mining (Pty) Ltd.
Inombolo Yomsebenzi kanye Nelungelo Lokuvukuza	IConsolidated Main Reef (CMR) GP186MR
Ikheli Lendawo	I-Ergo Mining (Pty) Ltd. Vlakfontein Road Vulcania EBrakpan
Ikheli Leposi	P.O. Box 12442 Selcourt Springs 1567
Obhekele umsebenzi	UWayne Swanepoel: GM HR
Ucingo Nefeksi	Ucingo: 011 742 1003 Ifeksi: 086 695 7457
Ingcebo	Igolide
Iminyaka Yokusebenza Kwemayini	Iminyaka eyisi-7
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 ye-CMR:

Ithebhula lesi-3: Isigaba Sokusebenza kanye Nohlelo Lwezikhathi lwe-CMR4

Amabhizinisi Amasha	2023 - 2029
Ngaphambi Kokwakha	2030 - 2032
Ukwakha	2033 - 2034
Ukuthuthukisa Izinga	2035 - 2036
Ukukhiqiza Kwesigaba Sozinzo	2037 - 2040
Ukwehlisa Izinga	2041

Imisebenzi yamanje eyenziwa i-CMR kulesi sigaba sokuqala ibandakanya okulandelayo:

- Ucwangingo ngesimo sokulungela umsebenzi;
- Ukuqoqa uxhasomali; kanye
- Notshalomali olubhekiswe emiphakathini

Ngokwemigomo yomumo we-SLP, ithebhula elingezansi libhalwe imininingwane yokuthi ngeziph i-izakhi ezisebenza Emsebenzini we-CMR maqondana nohlelo lokusebenza oluphelele lwe-SLP, kube kubhekwa isigaba samanxe Semisebenzi.

Ithebhula lesi-5: Ukusebenziseka kwe-SLP ye-CMR6

Isigaba Somsebenzi Samanje	Amabhizinisi Amasha
Ukuthuthukiswa Kwabasebenzi	Ukusebenza (Abekho abasebenzi abazokashwa kulesi sigaba sohlelo lwe-SLP, Seyenziwe inqubo yokuzibophezela Kwamalungu Omphakathi 18.2 kanye Nosonkontileka Basendaweni Yokusebenzela)
Uhlelo Lokulinganisa Kwezemisebenzi	Akusebenzi (Abekho abasebenzi abazokashwa kulesi sigaba sohlelo lwe-SLP)
Ukuthuthukiswa Komnotho Wasendaweni	Okusebenzayo
Uhlelo Lwezindlu Nezimo Zokuphila	Akusebenzi (Abekho abasebenzi abazokashwa kulesi sigaba sohlelo lwe-SLP)
Ezokuthengwa Kwempahla	Akusebenzi (Akukho kuqokwa nokuthenga okwenzekile noma okuhlelelwe lolu hlelo lwe-SLP)
Ukuthuthukiswa Ibhizinisi Nabahlinzekimpahla	Okusebenzayo
Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudiliza Abasebenzi	Akusebenzi (Abekho abasebenzi abazokashwa kulolu hlelo lwe-SLP, ngakho akukho ukuzibophezela okuqondene Nokuncishiswa Kwesibalo Sabasebenzi kanye Nokudilizwa kwabo okwenziwe)

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

I-CMR yamanje ayinabo abasebenzi abaqashwe ngokugcwele futhi abangama-45 baSonkontileka Basendaweni Yokusebenzela. Ukuqashwa nokuqokwa kwabahlinzekimisebenzi akulindelekile emuva kowezi-2035, lapho sekuqale isigaba sokusonga.

Ithebhula lesi-7: Ukuveza Abasebenzi be-CMR kanye Nokuqagula Ngosonkontileka8

Iminyaka	Njengamanje	2023	2024	2025	2026	2027
Abasebenzi abaqashwe ngokugcwele	Akukho ukuqashwa kwabasebenzi okuhlelelwe lesi sigaba sohlelo lwe-SLP					
Osonkontileka	45	35	35	45	45	45

1.4.5 Ukuhlaziywa Ngokwezibalo Kwabasebenzi Ngokomsebenzi Ngokwendawo Ethumelayo

I-CMR yamanje ayinabo abasebenzi abaqashwe ngokugcwele. Ukuqashwa nokuqokwa kwabahlizzekimisebenzi akulindelekile emuva kowezi-2035, lapho sekuqale isigaba sokusonga.

Ithebhula lesi-9: Izindawo Ezithumela Osonkontileka Endaweni Yokusebenzela10

Isifundazwe	Isibalo sabasebenzi Abangaphansi Kosonkontileka	Ipheenti
Empumalanga Kapa	0	0,0%
EFree State	1	2,2%
EGauteng	31	68,9%
<i>ICity of Johannesburg</i>	7	22,6%
<i>Kumasipala i-Ekurhuleni Metropolitan Municipality</i>	1	3,2%
<i>Kumasipala iWest Rand District Municipality</i>	10	32,3%
<i>Kumasipala Wesifunda saseSedibeng</i>	1	3,2%
<i>Kumasipala iTshwane Metropolitan Municipality</i>	12	38,7%
KwaZulu-Natali	0	0,0%
ELimpopo	2	4,4%
EMpumalanga	9	20,0%
ENyakatho Ntshonalanga	2	4,4%
ENyakatho Kapa	0	0,0%
ENTshonalanga Kapa	0	0,0%
Abangasibo abaseNingizimu Afrika	0	0,0%
Isamba	45	100,0%

1.4.6 Ukudiliza Emsebenzini Kwasendaweni

Uma sekuqalwe ukuqasha ngowezi-2035, i-CMR iyophokophela ekuqasheni abantu basendaweni abangama-100% abazobe besuka koMasipala Abakhulu baseGoli, nabambalwa bakuMasipala Omkhulu wasekuRhuleni.

ISIGABA SESI-2

UHLELO LWEZOKUTHUTHUKISWA KWABASEBENZI

UMTHETHONQUBO 46 (B) WE-MPRDA



2 UHLELO LWEZOKUTHUTHUKISWA KWABASEBENZI

2.1 Isethulo

Lesi sigaba sizokwendlala Izinhlelo ze-CMR Zokuthuthukiswa Kwabasebenzi (i-HRD) njengoba kudingeka ngokoMthethonqubo 46 weMithethonqubo Yezokuthuthukiswa Kwezinsiza Zengcebo Embiwayo kanye Nophethilomu, 2004 (iMithethonqubo ye-MPRDA). I-Ergo Mining izazisa ngokugcwele izinhlinzeko zesigaba 101 se-MPRDA zokubandakanya Osonkontileka Abasemqoka (lapho kufanelekile khona) njengengxenywe yabasebenzi. **Njengoba kubalulwe Esigabeni Esiyisendlalelo, njengamanje i-CMR ayinabo abasebenzi abaqashwe ngokugcwele, kunosonkontileka basendaweni yokusebenzela abanomsebenzi wokulayisha nokuthutha impahla. Ukuqashwa nokuqokwa kwabahlinzekimisebenzi akulindelekile emuva kowezi-2035, lapho sekuqale isigaba sokusonga. Ukuzibophezela kwe-HRD kwenziwe ngokukhethekile maqondana Nokwangaphandle (18.2) okuthinta Amalungu Omphakathi kanye nosonkontileka abasendaweni yokusebenzela.**

2.2 Ukulandelwa koMthetho Wezokuthuthukiswa Kwamakhono

I-CMR Mine 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 lokucina ukuthumela i-WSP)	Ephreli 2022

2.3 Amazinga Okufunda Kwabasebenzi

I-CMR yamanje ayinabo abasebenzi abaqashwe ngokugcwele. Ukuqashwa nokuqokwa kwabahlinzekimisebenzi akulindelekile emuva kowezi-2035, lapho sekuqale isigaba sokusonga. Ifomu Q lizothunyelwa ku-SLP kanye nezinhlelo zokuqalisa uma sekudingeka.

Njengamanje i-CMR iqoke osonkontileka abasendaweni yokusebenzela abangama-45, ithebhula elilandelayo liveza amazinga emfundo osonkontileka abasendaweni yokusebenzela:

2.4 Amazinga Okufunda Kwabasebenzi

I-CMR yamanje ayinabo abasebenzi abaqashwe ngokugcwele. Ukuqashwa nokuqokwa kwabahlizekimisebenzi akulindelekile emuva kowezi-2035, lapho sekuqale isigaba sokusonga. Ifomu Q lizothunyelwa ku-SLP kanye nezinhlelo zokuqalisa uma sekudingeka.

Njengamanje i-CMR iroke osonkontileka abasendaweni yokusebenzela abangama-45, ithebhula elilandelayo liveza amazinga emfundo osonkontileka abasendaweni yokusebenzela:

Ithebhula lesi-13: Ifomu Q: Imfundo Nezibalo Ezingaba Wusizo Emsebenzini: Osonkontileka be-CMR Abasendaweni Yokusebenzela¹⁴

Izinga	Izinga le-NQF	Ukwahlukanisa Ngokwezigaba Zemfundo	ABESILISA				ABESIFAZANE				Isamba	
			Abampisholo	Amakhaladi	AmaNdiya	Abelungu	Abampisholo	Amakhaladi	AmaNdiya	Abelungu	Abesilisa	Abesifazane
Okuwujikelele I-Education & Training (i-GET)	Engaphansi kwe-NQF 1	Abangafundanga Esikoleni										
		Engaphambi kwe-ABET										
		I-ABET 1										
		I-ABET 2/u-Std 3, Ibanga lesi-5										
		I-ABET 3/u-Std 4, Ibanga lesi-7	1								1	
	1	I-ABET 4/u-Std 7 Ibanga le-9	1								1	
Further Education & Training (i-FET)	2	U-Std 8/Ibanga le-10, i-NATED 1/NCV Level 1	5			2					7	
	3	U-Std 9/Ibanga le-11, i-NATED 1/NCV Level 2	17			2					19	
	4	U-Std 10/Ibanga le-12, i-NATED 1/NCV Level 3	Umhla ka-14			1					15	
	5	I-National/i-Higher Certificate	1			1					2	
I-Higher Education & Training (i-HET)	6	I-National Certificate/i-Diploma/Advanced Certificate										
	7	I-National Certificate/i-Advanced Diploma/i-B Tech Degree/i-Bachelor's Degree										
	8	I-Bachelor Honour's Degree/ i-Post Graduate Diploma/ Bachelor's Degree (amakhredithi angama-480)										
	9	I-National Certificate/ i-Master's Degree/ i-Master's Diploma										
	10	I-Doctoral Degree & i0Post- Graduate Degree										
Isamba			39	0	0	6	0	0	0	0	45	0

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

ICrown izosiza ngokuthuthukisa izisekelo Zokuthuthukiswa Kwamakhono ngokwandisa amazinga okufunda ngokubamba iqhaza ku-AET. Ngaphezu kokukhangisa i-AET emiphakathini ezungezile.

Ithebhula lesi-15: Izimpokophelo ze-AET: Amalungu Omphakathi (18.2)16

Izinga le-AET	2023	2024	2025	2026	2027	Izamba Zeminyake Emi-5
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Izinga Lesi-2 le-AET	1					1
Izinga lesi-3 le-AET		1	1			2
Izinga Lesi-4 le-AET		1	1	1	1	4
ISAMBA	1	2	2	1	1	7
Isabelomali/Izindleko	R53 429	R106 858	R106 858	R53 429	R53 429	R374 004

2.6 Ukuqeqeshelwa Amakhono Okusebenza (Umsebenzi Oyisisekelo)

I-CMR Mine izoqhubeka nokukhangisa ngamathuba okufunda nokuqeqeshela amakhono emalungwini omphakathi ayo.

Ithebhula elingezansi lihlinzeka ngohlu lwezinhlelo lwezinyathelo ezithathwa maqondana nalokhu.

- Amalungu omphakathi azohlinzekwa ngezinhlelo zokuthuthukiswa kwamakhono esikhungweni sokuqeqesha kube kunabafundisi bangaphandle abagunyaziwe lapho kudingeka.
- Amakhono akhona njengamanje nadingekayo azonqunywa ngokuhlolwa kwamakhono. Uhlelo lokuqeqesha luzobe seluchitshiyelwa ukuze luvale noma maphi amagebe angavela.

Ithebhula lesi-17: Amakhono Asemqoka: Osonkontileka (Okwangaphakathi 18.1)18

Uhlobo/Umkhakha Wokuqeqeshwa	Isikhathi	2023		2024		2025		2026		2027		ISAMBA	
		Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali	Impokophelo	Ukuzibophezela Ngokwezimali
Ukuvala / Ukusebenzisa Ithege Lapho Kuphunywa	Izinsuku ezi-2	5	R9 055	5	R9 055	5	R9 055	5	R9 055	5	R9 055	25	R45 275
Izifundo Eziyisisekelo Zokucisha Umlilo	Usuku olu-1	20	R37 716	20	R37 716	0	R0	0	R0	20	R37 716	60	R113 148
Ukuqeqeshelwa usizo lokuqala	Izinsuku ezi-2	20	R50 000	20	R50 000	0	R0	0	R0	20	R50 000	60	R150 000
Omele Ezokuphepha, Ezempilo Nezemvelo (i-SHE)	Izinsuku ezi-5	1	R2 500	1	R2 500	1	R2 500	1	R2 500	1	R2 500	5	R12 500
Ukuhlonza Ubungozi kanye Nokuhlolwa Kwengcuphe (i-HIRA)	Amaviki ama-3	10	R18 000	10	R18 000	10	R18 000	10	R18 000	0	R0	40	R72 000
Ukugada Umsebenzi Okuyisisekelo	Izinsuku ezi-5	1	R1 004	1	R1 004	1	R1 004	1	R1 004	1	R1 004	5	R5 020
Ukugada Umsebenzi Okusezingeni Elikhudlwana	Izinsuku ezi-5	1	R7 000	1	R7 000	1	R7 000	1	R7 000	1	R7 000	5	R35 000
Ukuqeqeshelwa kanye Nokuthola Ilayisense yokuba u-Operator	Izinsuku ezi-5	3	R12 501	3	R12 501	3	R12 501	3	R12 501	3	R12 501	15	R62 505
ISAMBA		61	R137 776	61	R137 776	21	R50 060	21	R50 060	51	R119 776	215	R495 448

2.7 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. Luhlinzeka ngolwazi oluvela nhlangothizonke ohlakeni lwezeziq futhi luhlinzeka ngolwazi olunenzuzo ephathekayo lomsebenzi oyimpumelelo. Ingxenye yokufunda ehlelekile yama-learnership izobandakanya izigaba ezimisiwe zeyunithi ezidingekayo zokuhlenganisa iziqu, njengokufunda okuyisisekelo, ukufunda okungumongo kanye nokugxila emkhakheni okhethiwe.

I-CMR izibophezele ekuhlinzekeni ngamathuba ama-Learnership amalungu omphakathi (18.2). Izimpokophelo zeminyaka emi-5 eziveza abantu abasha ababhalisiwe kanye kanye nabadlulele komunye unyaka minyaka yonke, njengoba ama-learnership eba yiminyaka emi-3 njengoba kubhalwe kuthebhula elingezansi.

Ithebhula le-19: Ama-Learnership: Umphakathi (Okwangaphandle 18.2)20

Uhlobo/Umkhakha Wokuqeqeshwa	Isikhathi	2023		2024		2025		2026		2027		Izamba Zeminyake Emi-5	
		Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka	Okusha	Kuyaqhubeka
Ezobuchwepheshe Bezezimayini (Ezobunjiniyela)	36 Izinyanga	1			1		1					1	2
Imisebenzi Yokusekela	12 Izinyanga	1						1		1		3	0
ISAMBA		2	0	0	1	0	1	1	0	1	0	6	
Ezobuchwepheshe Bezezimayini (Ezobunjiniyela)		R66 667		R66 667		R66 667		R0		R0		R200 000	
Imisebenzi Yokusekela		R100 000		R0		R0		R100 000		R100 000		R300 000	
Isabelomali/ Izindleko		R166 667		R66 667		R66 667		R100 000		R100 000		R500 000	

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

Njengoba kuvezwe kuSendlalelo, i-CMR ayinabo abasebenzi ngakho ayinazo izimpokophelo Zokukhula Emsebenzini ezingadidiyelelwa lolu hlelo lwe-SLP.

2.9 Izinhlelo zamakhono Adlulisekayo

Ithebhula le-21: Amakhono Adlulisekayo: Umphakathi (18.2)22

Uhlobo/Umkhakha Wokuqeqeshwa	Isikhathi	2023	2024	2025	2026	2027	ISAMBA
		Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Eze-plumbing	Izinyanga ezi-3	1	1	1	1	1	5
Eze-carpentry	Izinyanga ezi-3	1	1	1	1	1	5
ISAMBA		2	2	2	2	2	10
Eze-plumbing		R100 000	R100 000	R100 000	R100 000	R100 000	R500 000
Eze-carpentry		R100 000	R100 000	R100 000	R100 000	R100 000	R500 000
ISAMBA		R200 000	R200 000	R200 000	R200 000	R200 000	R1 000 000

2.10 Izikhala zomsebenzi okunzima ukuzigcwalisa

Izikhala okunzima ukuzigcwalisa zimele izikhala ezigcwalisiwe njengamanje kanye nezikhala ezingagcwalisiwe okunzima ukuzivala ngenxa yokunganelisi kwamakhono adingekayo aqondene nawo.

Ithebhula le-23: Izikhala Zomsebenzi okunzima ukuzigcwalisa ngokweSithasiselo II semithethonqubo ye-MPRDA24

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

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

Njengoba kuvezwe kuSendlalelo, i-CMR ayinabo abasebenzi ngakho ayinazo izimpokophelo Zokucathuliswa ezididiyelelwe lolu hlelo lwe-SLP.

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

Ithebhula le-25: Imifundaze: Umphakathi (Okwangaphandle 18.2)26

Uhlobo/Umkhaka Wokuqeqeshwa	2023		2024		2025		2026		2027		Izamba Zeminyake Emi-5	
	Okus ha	Kuyaqhu beka	Okus ha	Kuyaqhu beka	Okus ha	Kuyaqhu beka	Okus ha	Kuyaqhu beka	Okus ha	Kuyaqhu beka	Okusha	Kuyaqhu beka
Ubunjiniyela	1	0	0	1	0	1	0	1	0	0	1	3
ISAMBA	1	0	0	1	0	1	0	1	0	0	4	
Isabelomali/Izindleko	R190 826		R59 254		R100 000		R100 000		R0		R450 080	

Ithebhula le-27: Uhlelo Lwezinyathelo Lwemifundaze28

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 eCrown Mine	Umphathi Wezabasebenzi
Ukuhlola kwaminyaka yonke kanye nokubuyezwa koHlelo lokuqalisa	Umphathi Wezabasebenzi

Ithebhula le-29: Ama-Learnership: Umphakathi (Okwangaphandle 18.2)30

Uhlobo/Umkhakha Wokuqeqeshwa	2023		2024		2025		2026		2027		Izamba Zeminyake Emi-5	
	Okusha	Kuyaqh ubeka	Okusha	Kuyaqh ubeka	Okusha	Kuyaqh ubeka	Okusha	Kuyaqh ubeka	Okusha	Kuyaqh ubeka	Okusha	Kuyaqh ubeka
Oneziqu Zobunjiniyela	1	0	0	1	0	1	0	0	0	0	1	2
ISAMBA	1	0	0	1	0	1	0	0	0	0	3	
Isabelomali/Izindleko	R408 000		R408 000		R408 000		R0		R0		R1 224 000	

2.13 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izimpokophelo

Ithebhula le-31: Izimpokophelo Zokubalwa Kwabasebenzi Bebonke Ngokwe-HRD (2023 - 2027) - Okusha Nokuqhubekayo³²

Incazelo	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Izimpokophelo ze-AET: Amalungu Omphakathi (18.2)	1	2	2	1	1	7
Amakhono Adlulisekayo: Umphakathi (Okwangaphandle 18.2)	2	2	2	2	2	10
Amakhono Asemqoka: Osonkontileka (Okwangaphakathi 18.1)	61	61	21	21	51	215
Ama-Learnership: Umphakathi (Okwangaphandle 18.2)	2	1	1	1	1	6
Imifundaze: Umphakathi (Okwangaphandle 18.2)	1	1	1	1	0	4
Ama-Internship: Umphakathi (Okwangaphandle 18.2)	1	1	1	0	0	3
ISAMBA	68	68	28	26	55	245

2.14 Isifinyezo Sezibopho Sezokuthuthukiswa Kwabasebenzi - Izinhlinzeko Zezezimali

Ithebhula le-33: Izinhlinzeko Zezimali ze-HRD Zizonke (2023 - 2027)³⁴

Incazelo	2023	2024	2025	2026	2027	Isamba
	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo	Impokophelo
Izimpokophelo ze-AET: Amalungu Omphakathi (18.2)	R53 429	R106 858	R106 858	R53 429	R53 429	R374 004
Amakhono Adlulisekayo: Umphakathi (Okwangaphandle 18.2)	R200 000	R200 000	R200 000	R200 000	R200 000	R1 000 000
Amakhono Asemqoka: Osonkontileka (Okwangaphakathi 18.1)	R137 776	R137 776	R50 060	R50 060	R119 776	R495 448
Ama-Learnership: Umphakathi (Okwangaphandle 18.2)	R166 667	R66 667	R66 667	R100 000	R100 000	R500 000
Imifundaze: Umphakathi (Okwangaphandle 18.2)	R190 826	R59 254	R100 000	R100 000	R0	R450 080
Ama-Internship: Umphakathi (Okwangaphandle 18.2)	R408 000	R408 000	R408 000	R0	R0	R1 224 000
ISAMBA	R1 156 698	R978 555	R931 585	R503 489	R473 205	R4 043 532

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

2.15.1 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.

2.15.2 Isisekelo Sokuqasha Ngokulinganisa

I-CMR yamanje ayinabo abasebenzi abaqashwe ngokugcwele. Ukuqashwa nokuqokwa kwabahlinzekimisebenzi akulindelekile emuva kowezi-2035, lapho sekuqale isigaba sokusonga. Ngakho, i-CMR ayinalo iFomu S (Isisekelo se-EE) futhi izothumela lokhu ku-SLP efanele kanye nezinhlelo zokuqalisa.

2.15.3 Izimpokophelo Zokuqasha Ngokulinganisa

Ithebhula le-35: Izimpokophelo Zokuqasha Ngokulingana e-CMR Mine (Lapho sekusebenza)36

Amazinga	<u>Uma sekuqala ukuqasha (hhayi kulolu hlelo lwe-SLP)</u>	
	Impokophelo ye-HDP	Impokophelo Yabesifazane
Ibhodi		
Abaphathi Abengamele		
Abaphathi Abakhulu	50%	25%
Abaphathi Abamaphakathi	60%	25%
Abaphathi Abancane	80%	30%
Amakhono Asemqoka Nabalulekile	60%	10%
Abaphila Nokukhubazeka	1.5%	

2.15.4 Uhlelo Lwezinyathelo Zokuqasha Ngokulinganisa (Uma selusebenza)

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

Ithebhula le-37: UHlelo Lwezinyathelo Lweqhangasu Lokuqaliswa kwe-EE e-CMR Mine Mining (Pty) Ltd38

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

2.15.4.1 Ukubamba iqhaza Kwabantu Ababephucwe Amathuba Ngokwasemlandweni Wezwe

Okulandelayo kubalulekile kuma-HDP abamba iqhaza:

- I-CMR Mine izoqhubeka nokuphokophela ekuqinisekiseni ukuthi izimpokophelo ezimiswe kuSomqulu Wezezimayini ngesikhathi nesikhathi, ezingeni ngalinye lokuphatha wakhiwe ngama-HDP. Nokho, Inkampani izozithukisela abasebenzi bayo ukuthi bagcwalise lezi zikhala laphi kungenzeka. Ukuze kufezwe lokhu Inkampani izolandela okulandelayo:
 - Ukukhetha, ukuqeqesha nokuhlomisa abalindele amathuba emazingeni aphantsi ngaphakathi esikhungweni ukuze baqhubekela phambili, lapho kungenzeka, bangene ezikhundleni ezingase ziqhamuke. Lokhu kuzoba ngokokuqala okukhethwayo;
 - Ukuqasha abangafaneleka wumsebenzi bangaphandle kweNkampani, kube wumzamo wokugcina, emuva kokuba yonke imizamo seyenziwe i-CMR Mine ukuze kuqaliswe isinyathelo esingenhla kwangaphumeleleka.
- Le ndlela izodala ukuthi kube nokuhlonyuliswa kwabantu "ngokweqiniso" futhi kube negalelo kuguquko embonini yezokuvukuza "kunokudla amandla" obekungase kwenzeke.
- I-CMR Mine izoqalisa isinyathelo esilandelayo esisohlelweni **kuThebhula lama-20** ukwakha amathuba okubamba iqhaza kwama-HDP emazingeni okuphatha, okuzobuyekezw minyaka yonke.

Ithebhula lama-39: Ukubamba iqhaza kwama-HDP oHlelweni Lwezinyathelo Zokuphatha40

ISINYATHELO	UMUNTU OBHEKELE UMSEBENZI
Ukunquma ngezidingo zokuQasha Ngokulinganisa kanye nokuklama izikhundla zezokuphatha ngokwezidingo ze-MPRDA.	Umphathi Wezabasebenzi
Ukuhlola Abasebenzi Abangase Bafaneleke Izikhundla ngaphakathi e-CMR Mine kubasebenzi abangase babe ngabathola ithuba ku-HDP okungagcwalisa izikhundla eziphezulu uma kwenzeka kuvela izikhala (ngokokufaneleka nokunikela, kuhambisana neziNhlelo Zokuthuthuka Emsebenzini kanye Nokuthuthukiswa Kwamakhono).	Umphathi Wezabasebenzi
Uqalisa uhlelo lokuhlelela ukukhula emsebenzini lwe-HDP yabasebenzi be-CMR Mine.	Umphathi Wezabasebenzi

I-Ergo Mining izoqalisa izindlela ezilandelayo ukukhuthaza ukubamba iqhaza kwama-HDP emakhonweni 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 amaqhingasu okuqasha okungenisa ama-HDP afanelekile okuyoba wumzamo wokugcina.
- Ukusebenzisa ukuhlelela Ukushiyelana Izikhundla, nezinhlelo zokuphatha umsebenzi ukuze kulawulwe ukuthuthukisela ama-HDP ezikhundleni zokuphatha;
- Amathuba omsebenzi angaphakathi e-CMR azodalulwa.
- Ukuqhubeka nokuqwashisa nokufundisa abasebenzi ngezimo ezibandakanya ubulili, ubuhlanga, kanye nokwahlukana kwabantu ukuze kukhuthazwe isimo sokungacwasani;
- Ukwabiwa kwabacathulisi ababaluliwe kanye nabaqeqeshi anike bonke abantu abaku-HDP ababonisa amathuba nezifiso zezikhundla zokuphatha. Ngale ndlela bazoqeqeshwa ngokwanele ukuze bakwazi ukuba ngabafaneleke ukunyuswa ezikhundleni.

2.15.4.2 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), i-CMR Mine izophokophela ekufakeni abesimame ezikhundleni ngokomlando "ezazingezamadoda kuphela", eMayini.
- Njengoba kubhalwe uHlelweni lokufukulwa kwabasebenzi, i-CMR Mine ayiyibeki phambili inqubomgomo yokuqasha abantu bangaphandle kwenkampani, kodwa kunalokho izothuthukisa abasebenzi asebevele bengaphakathi ngokwenza konke okusemandleni.
- Maqondana nokulandelwa komoya we-MPRDA, i-CMR Mine izoqhubeka nokuphokophela ekwandiseni ukubamba iqhaza kwabantu besifazane abamnyama ezikhundleni zokuphatha, ezongoti kanye nemisebenzi yezokuvukuza esemqoka ehambisana nezikhundla:
- **UHlelo Lwezinyathelo** Zokubamba Iqhaza kwama-HDP Esifazane luhlinzekwe **kuThebhula lama-21**.
- Inqubekela phambili kulezi zinhlelo zibikwa minyaka yonke ngokwezidingo ze-DoL ne-DMPR.

- AmaThebhula abalwe ngenhla azobuyekwezwa minyaka yonke.

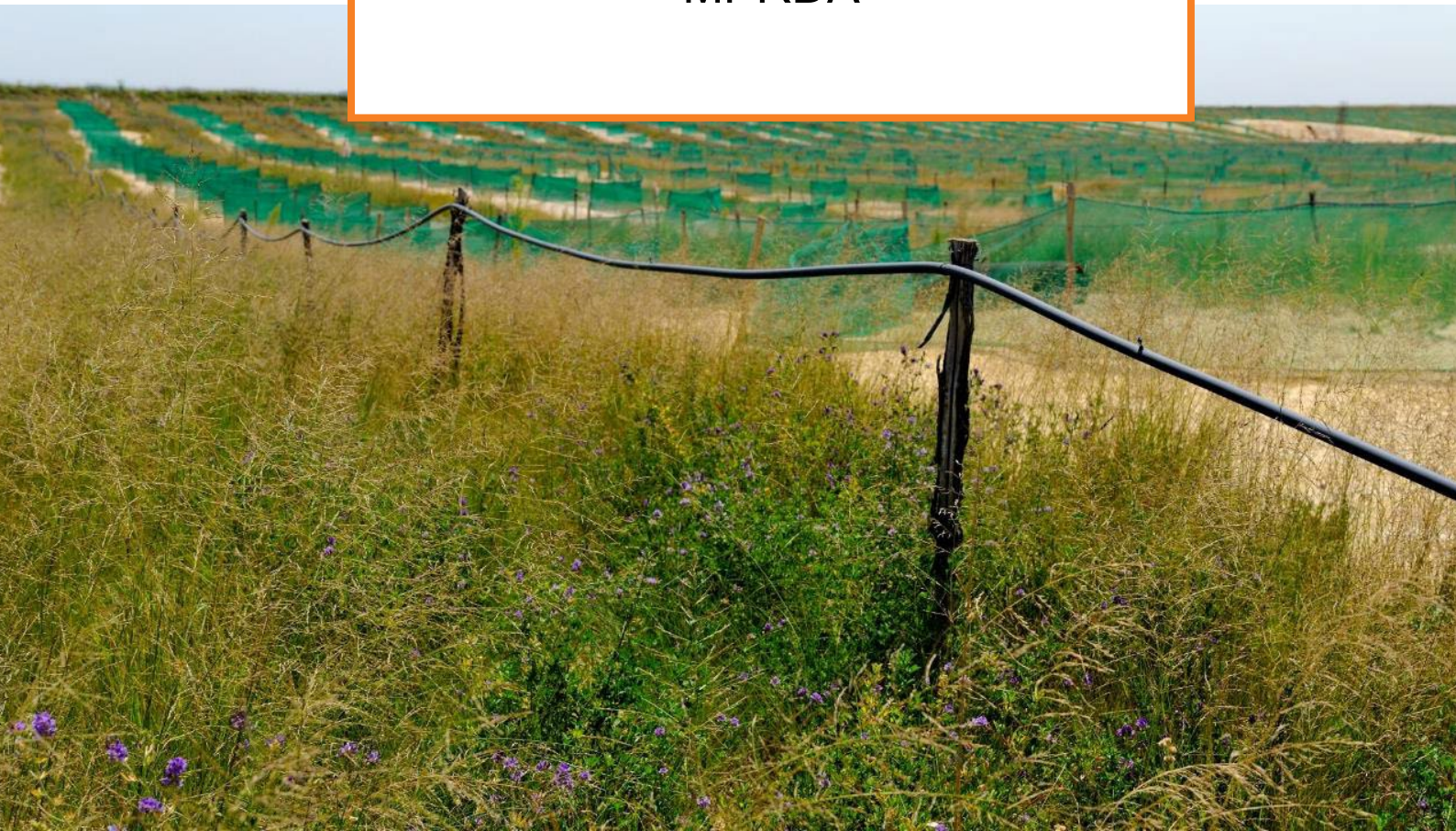
Ithebhula lama-21: UHlelo Lwezinyathelo Zokubamba Iqhaza kwama-HDP Esifazane41

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 ze-CMR ezilandelayo:

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

3.2 Ukuhlaziywa Kwesisekelo Sezenhlalomnotho

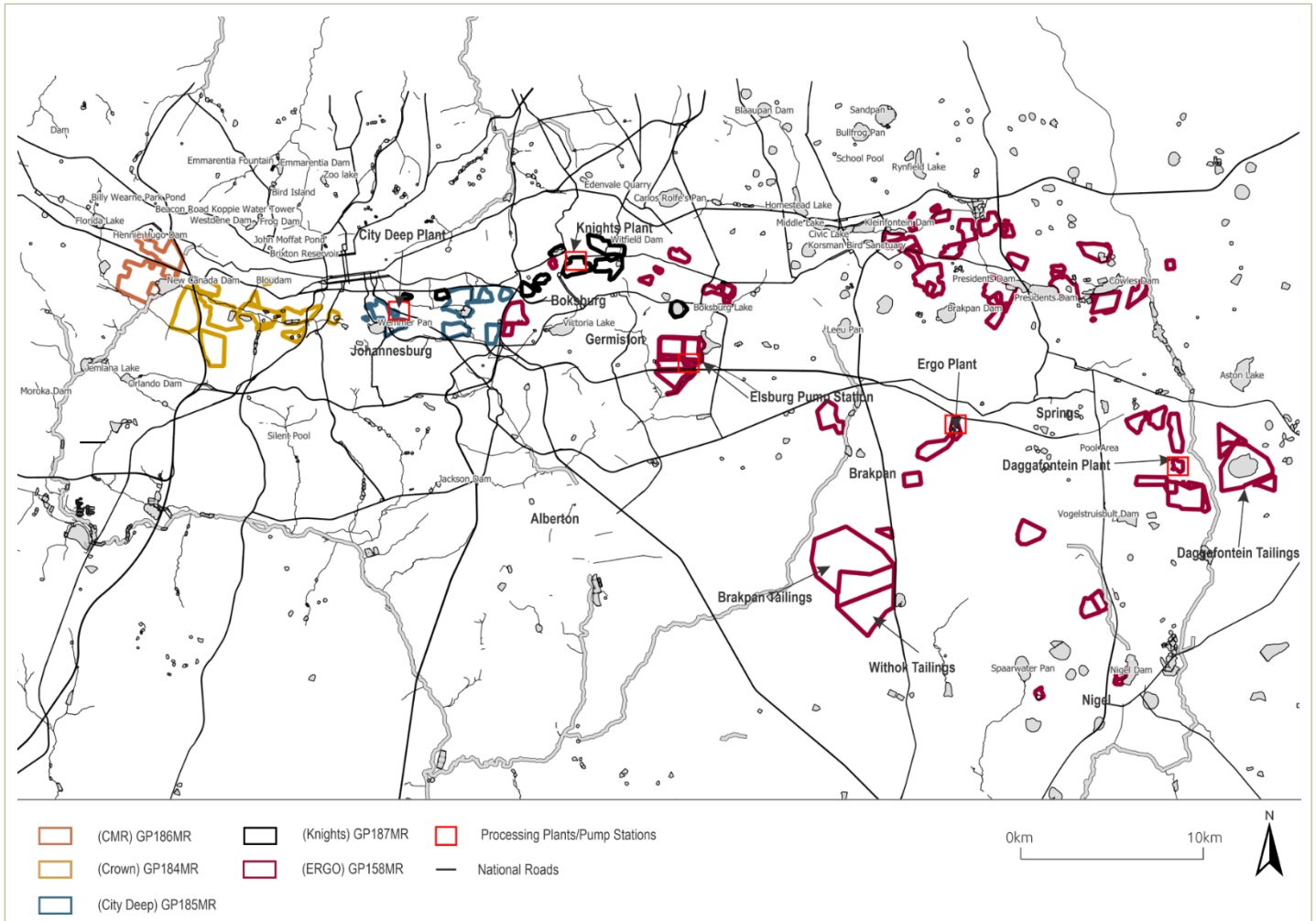
3.2.1 Ulwazi Oluyisendlalelo

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

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

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

I-GP186MR (i-CMR) isentshonalanga neGoli ngaphesheya kwe-N1 Western Bypass. Umfanekiso ongezansi ugqamisa isimo sendawo sayo yonke imisebenzi ye-Ergo Mining. I-GP186MR izezwe ngokuphuza.



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

3.2.2 Okutholakele Okuqondene ne-SEBS:

Ngokwendawo, iGauteng iyisifundazwe sokuphatha imisebenzi esincane kunazo zoyisishayagalolunye eNingizimu Afrika; indawo yomhlaba esinayo ingu-1.5% (18 176 km²) ezweni. Ngokwezokuphatha, iGauteng ihlukaniswe yaba nomasipala besifunda abahlanu: iCity of Johannesburg (i-CoJ) Metropolitan Municipality, iCity of Tshwane (i-CoT) Metropolitan Municipality, Ekurhuleni Metropolitan Municipality (i-CoE), iSedibeng District Municipality (i-SDM), kanye neRand District Municipality (i-WRDM).

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

Ithebhula lama-42: Izinkomba Eziyisisekelo Zezinhlalomnotho43

Inkomba Esemqoka		ENingizimu Afrika	EGauteng	I-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 kwangagedwa	33,1%	30,2%	30,7%
	2.2.4 Umatikuletshe	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%)
		Imisebenzi iTertiary Services (25%)	Ezokuvukuza (17,7%)	Imisebenzi Yomphakathi (24,7%)

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

² ICity of Johannesburg (2020)

Inkomba Esemqoka		ENingizimu Afrika	EGauteng	I-CoJ MM
		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 Emazini 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 \(www.gov.za\)](http://www.gov.za)

3.2.3 Umthelela Wokuvukuza

Umthelela wemayini komasipala bendawo omuhle nomubi. **IThebhula le-23** lihlinzeka ngesifinyezo somthelela ohambisana nemisebenzi ye-Ergo Mining emnothweni wendawo kanye nemiphakathi yakhona ngqo, kanye nakumazinga omnotho omkhulu. Umthelela omuhle, ikakhulukazi ehlala isikhathi eside noma egcinekeyo, iyajutshulelwa.

IThebhula lama-44: Imithelela ye-CMR eqondene nokuThuthukisa Komnotho Wasendaweni45

Inkinga	Umthelela	
	Okuhle	Okubi
1. Igalelo lezomnotho omncane	- Imisebenzi ethintana nabhizinisi isib. ama-lodge, imboni yezokudla, njl. - Ukwanda kokuthunyelwa kwasendleleni - Ukudluliswa kwengeniso yasendaweni	- Ukucwaswa kwabantu basendaweni okungalindeleka - Ukungayamukeli imayini - Ukwandisa ukungalingani kwezenhlalomnotho emiphakathini - Ukuzonda nokungamukeli abantu bangaphandle (kubalwa nabantu bakwezinye izifunda nezifundazwe)
2. Igalelo lomnotho omkhulu	- Igalelo 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	
3. Ukufudukela endaweni	- Ukwakhiwa kwezindlu ezintsha ezisezingeni eliphakeme ezizoba ngezabantu abahola 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 emphakathini kanye nokwabalana ngenzuzo	Ukwakha impahla yasendaweni ikakhulukazi kwezengqalasizinda yomphakathi nezomnotho	- Ukucwaswa kwabantu basendaweni okungalindeleka - Ukungayamukeli imayini - Ukwandisa ukungalingani kwezenhlalomnotho emiphakathini
6. Izingaqophelo nesimompilo sasendaweni	- Ukukhula kokwazi ngesidingo sokonga imvelo kanye nokunye okuyimvelo - Ukuqalisa izindlela ezehlukile eziyingxenywe yeziNhlelo Zokuphathwa Kwemvelo	Ukungcoliswa kwemvelo, kubalwa, izintuli, ukungcoliswa kwamanzi, ukungcoliswa kwamadlelo kanye nomhlala wezolimo
7. Ezokuphepha	Ukuqasha ngenxa yokukhula komkhakha wezokuvikela	- Ukuzizwela kwabantu bengaphephile kanye nokwesaba (ukungabibikho kokuvikeleka komuntu ngamunye, komphakathi kanye nokwebhizinisi) - Izindleko eziphezulu zokuqhuba ibhizinisi

3.3 Inqubo Yezokubonisana Ngokokubandakanya Abantu Ngokuhlukana Kwabo

3.3.1 Inqubo Elandelwe kanye Nokubonisana Okube Khona

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

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

Qaphela: Amarejista abahambele imihlangano kanye nemiphumela yemihlangano kungatholakala kuPhothifoliyo 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:** I-CMR ihlanganise ababambiqhaza bangaphandle ngokwamaqoqo;
 - Iqoqo lomasipala (i-CoJ ne-CoE); umsebenzi wabo ukuhlinzeka ngeqhingasu lokuThuthukiswa Komnotho Wasendaweni endaweni.
 - Iqoqo Labaholi Bomphakathi (Ukuphathwa Kwewadi, Amakhansela Ewadi, kanye Nophathini Basemiphakathini); iqhaza labo bekuwukuSiza ngokunxenxa ababambiqhaza abahlukahlukene kabanzi, nokuba negalelo kokuseqhulwini ekuthuthukisweni komnotho wasendaweni wezindawo ezimelwe.
 - Iqoqo Lomphakathi Elinhlobonhlobo (Imiphakathi); iqhaza layo bekuzoba ukuba negalelo emnothweni wasendaweni, okuseqhulwini okumelwe emiphakathini.
- **Isaziso Somphakathi:** I-CMR ikhangise isaziso kuphephandaba lasendaweni e-CoJ ne-EMM esiqondene nokubonisana Nabantu Abanhlobonhlobo ngokwakhiwa kwe-SLP entsha yowezi-2023-2027.

- **Izincwadi zezimemo:** I-CMR ikhiphe izincwadi zesimemo zomasipala be-CoJ ne-EMM, Ophathini basemphakathini, kanye nababambiqhaza basemphakathini zibazisa ngokubonisana nge-SLP. I-CMR isebenzise isizindawazi esikhona sababambiqhaza bangaphandle.
- **Ukuqhuba umhlango:** i-CMR yethule isifinyezo se-SLP kanye nenqubo elandelwe. Ababambiqhaza bangaphandle **banikwa ithuba lokuba bafake izimvo zabo ohlelweni olusha lwe-LED ye-SLP.**
- **Imiphumela Yomhlango:** Izimvo zababambiqhaza bangaphandle neziphakamiso zibhalwe kumaminithi emihlango.
- **IPhothifoliyo Yokufakazi:** Iphothifoliyo Yobufakazi iqukethe sizindawazi sababambiqhaza, Amarejista omhlango, izimemo zomhlango, uhlu lwezihloko ezizodingidwa emhlanganweni, amaminithi omhlango, ukumeleleka emhlanganweni.

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

Ithebhula lama-24 ngezansi liveza isifinyezo sayo yonke imihlango ebanjwe nabangaphakathi e-CMR kanye nababambiqhaza bangaphandle.

Ithebhula lama-46: Ukubonisana Ngokokubandakanya Abantu Ngokokuhlukana Kwabo okuqondene ne-GP186MR (CMR)47

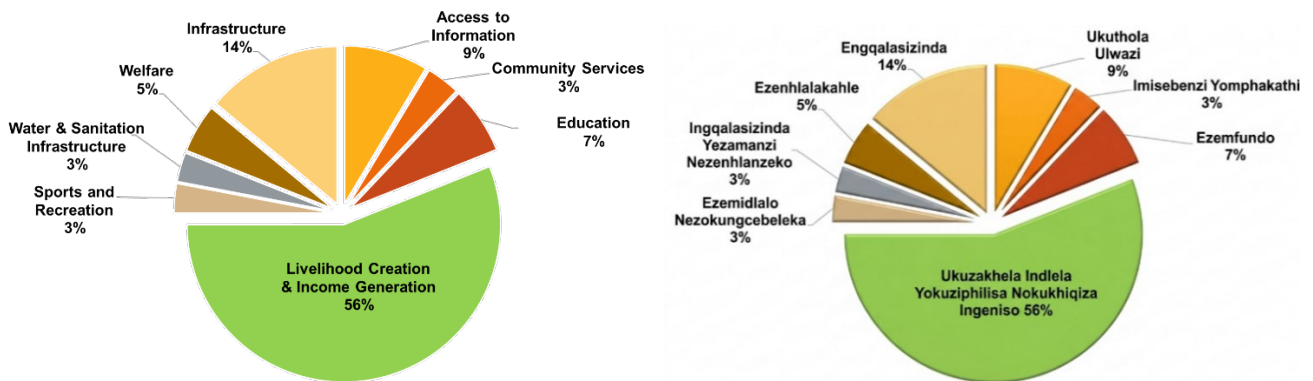
Iqoqo Lababambiqhaza	Umbambiqhaza	Umpakathi / Indawo	Izinsuku (UNYAKA/INYANGA/USUKU)
UMasipala weCity of Johannesburg Metropolitan (Umbambiqhaza Wangaphandle)	UMasipala weCity of Johannesburg Metropolitan (Umbambiqhaza Wangaphandle)	Isifunda (iCity of Johannesburg)	2024/09/26
	IHhovisi Lezokukhula Ngokomnotho 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 Okuphokophele kuwo)	Abahlomulayo emphakathini wakumaZoni 6 eDiepkloof	KumaZoni 6 aseDiepkloof	2023/02/09
	Abahlomulayo Basemphakathini WaseNaledi	Naledi	2023/02/09
Iminyango Yezizinhloko (Iminyango Yezizinhloko 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

Iqoqo Lababambiqhaza	Umbambiqhaza	Umphakathi / Indawo	Izinsuku (UNYAKA/INYANGA/USUKU)
	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 Bezezimayini be-ERGO be-GDE	Okwesifundazwe	2024/08/26
	I-GDSD - Ukuvikelwa Kokusetshenziswa Kwezidakamizwa, Ukwelashwa Nokuhlunyelelisa	Okwesifundazwe	2024/09/04
			2025/03/24
			2025/05/14
	U-MEC woMnyango WaseGauteng: Ukuthuthukiswa Komphakathi	Okwesifundazwe	2024/03/12
Ophathini Basemphakathini Nezinhlaka Zomphakathi	I-JMEEF, Izinhlaka Zomphakathi zaseMeadowlands	E-Meadowlands	2022/11/24
	IJohannesburg Mining Environmental & Economic Forum (i-JMEEF)	E-Meadowlands	2022/11/03
	Izinhlaka Zomphakathi wasePennyville kanye Nezinhlaka zaseRiverlea	Pennyville, Riverlea	2022/11/28
	Iforamu yasePennyville	Noordgesig, Noordgesig Ext, Pennyville phase 3, Mlamlankunzi, Ingxenye ye-Orlando East, KumaZoni 3 eDiepkloof	2022/11/11
	Isifunda D - Izinhlaka Zomphakathi waseDiepkloof (Amawadi 26 & 27)	Diepkloof	2022/11/25
	Isifunda D - Izinhlaka 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, ingxenye yamaZoni 5, amaZoni 2 & amaZoni 1, eDiepkloof Ext phase 1,2,3, ingxenye yamaZoni 4 & amaZoni 5, amaZoni 1 nengxenye yamaZoni 2	2022/11/07
	Izinhlaka Zomphakathi waseRiverlea	Riverlea	2022/11/23
	I-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

I-CMR 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 Nokuseqhulwini kuMasipala

3.4.1 Ukwazisa Iqhaza loMasipala ekuThuthukeni Komnotho Wendawo

Ukuthuthuka komnotho wendawo nokuhlinzeka ngemisebenzi kamasipala engcono kubaluleke kakhulu ukuze kuliwe nobubha. Omasipala bamiselwe umsebenzi ngokomthethosisekelo wokuqhuba nokuphatha ukuthuthuka komnotho wendawo. UMthetho Wezinhlalelo Zomasipala wama-32 wezi-2000 (uMthetho wama-32 wezi-2000) udinga ukuba ukuhlela kukamasipala kuphokophele ekuletheni 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, nokuseqhulwini kwezentuthuko yesifunda, yezwekazi neyamazwe ngamazwe.

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

3.4.1.1 Umasipala iCity of Johannesburg Metropolitan Municipality

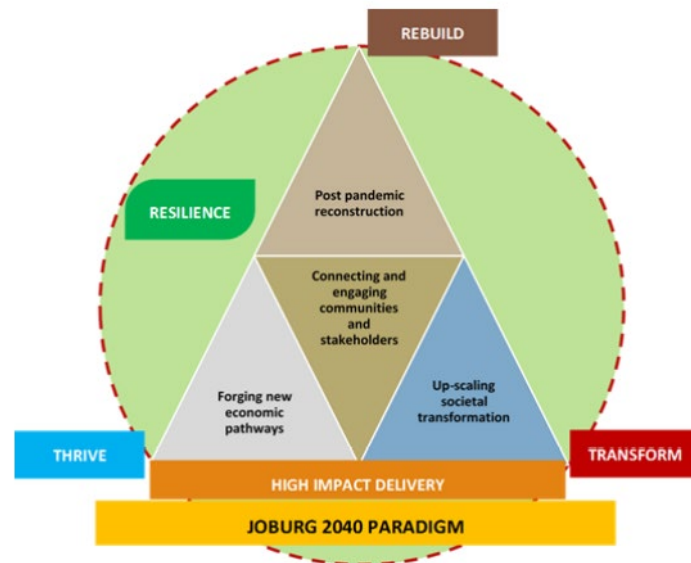
Umasipala iCity of Johannesburg uwuMasipala Wedolobha Elikhulu okusigaba A futhi ungumasipala omkhulu kunawo wonke amaMetro esiFundazweni saseGauteng futhi ungomunye wabayisishiyagalombili eNingizimu Afrika. Idolobha laseGoli lingelinye lamadolobha athuthuke kakhulu kwezamabhizinisi e-Afrika, futhi yilo 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 kuMkhqizo Wezwe Usuwonke kuzwelonke (2018), kungathiwa iGoli yilo elihola umnotho waseNingizimu Afrika.

ICity of Johannesburg ibhekene nenqwaba yezinselele eziqondene neGoli, 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, 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 uMatikuleletsheni.
 - 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. Balinganisela kuma-8% abantu abahlala kumasipala wasemadolobheni amakhulu ababanganayo nhlobo ingeniso ngowezi-2016. Ukwethembela ohlelweni lwezibonelelo zikahulumeni ngokwezomnotho kuphezulu kakhulu; cishe ilungu lomphakathi eli-1 kwayi-10 alikwazi ukukhokhela imisebenzi eziyisisekelo.
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 zezenhlokomnotho ebantwini abaningi edolobheni.

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



Umfanekiso wesi-7: I-paradigm yaseGoli yowezi-2040

Umthombo: UHlelo Lwenthuthuko Oludidiyele lweCity of Johannesburg; 2021-2026

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 ye-CMR

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

- **Qalisa ngokubambisana nophathini:** Njengoba kubonakele ekuhlolweni okuyisisekelo kwezenhlalomnotho (Bheka Isithasiselo soku-1) imiphakathi yezokuvukuza yase-CMR ihlangabezana nezinsalele ezinhlobonhlobo kwezenhlalomnotho. Ukuhlanganiswa kobuthakathaka kwezenhlalakahle, ezomnotho, kanye nezemvelo kwakha isimo lapho izikhungo zasendaweni ezingenazo izinsiza zibhekane ngokugculisayo nobungozi, noma amandla okuthatha izinyathelo kuqala ukunciphisa lobo buthakathaka. **Lezi zinsalele ezinzima kungabhekanwa nazo ngendlela yokubambisana, encike ekubambeni iqhaza ngendlela enenzuzo kanye nokuhlomisa imiphakathi yasendaweni eGoli nasekuRhuleni.** I-CMR, ngokubambisana nezimayini, uhulumeni wasendaweni, kanye nomphakathi, ingasiza ukuqeda ububha nokwakha isisekelo esiqinile semiphakathi egcinekeyo ngokutshala ngokweqhingasus 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 ye-CMR 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 Oludidiyele 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-48: Uhlelo Lweprojekthi yoku-1: Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School49

Igama Lephrojekthi	Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School	Ukufakwa ngokwezigaba kwePhrojekthi / Uhlobo lwePhrojekthi	Ingqalasizinda
Umlando Weprojekthi	<u>Isidingo esihlonziwe:</u> Isendlalela Nezinsalela 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 kokecekela phansi kwaso. Ukuthuthukiswa kwengqalasizinda wuMnyango Wezemfundo kwamiswa ngenxa yezinkinga zemali, kwangamiswa sikhathi okuyohutshekwa ngayo kusasa. Ukuphuma Phambili Kwezemfundo Nesimo Sendawo Nakuba kunezithiyo ezinkulu kwezengqalasizinda, isikole sibonisa impumelelo enkulu kwezemfundo ngaphansi kobuholi obuzimisele, kube izibalo zokuphumelela kumatikuletsheni 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 ibilokhu yenza imisebenzi yokubuyisela imvelo enzulu kulesi sifunda eminyakeni angamashumi amathathu edlule, okuwukuhubeka 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 kanye nokusequlwini eziNhlelweni Zamaphuzu Amane zikaMasipala. ICity of Johannesburg ihlose ukuhlinzeka ngendawo elungele abantu bayo abasebasha ukuthi babambe iqhaza njengabahloli boshintsho. Ngakho ukuguqulwa kuSmart City kumele kwakhe izimboni zakusasa, amabhizinisi, 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 Olungokweqhingaswe: Isikole nomphakathi kuphakathi kwezimfucuzwa zezinsalela zokuvukuzwa kwegolide eyashiya emuva kokuvukuzwa kwekhuluminyaka kulesi sifunda okwadala ukungcoliseka kwemvelo kanye nezintuli. I-Ergo Mining ibilokhu yenza imisebenzi yokubuyisela kulezi zizala zemfucuzwa nezigodi eminyakeni engama-30 edlule futhi izoqhubeka nokuhlaza futhi ibuyisele imvelo kulezi zimfucuzwa 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 bevakashela 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. Ukubhidliswa kwezakhiwo ezilinyazwe umlilo njengamanje ezibeka engcupheni ezempilo, ezokuphepha kanye nezokuvikela 2. Ukwakhiwa kwamagumbi okufundela amasha angengaphansi kwe-10 endaweni okuzobe kubhidlizwe kuyo 3. Ukwakhiwa kwezindlu 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 Obhekiwe (ama-KPA)	Zomsebenzi Ezisemqoka Izinkomba Zomsebenzi Obhekiwe Ezisemqoka (ama-KPI)
Umphumela	I-KPA 1: Ukubonisana Nababambiqhaza kanye Nokulandelwa Komthetho	I-KPI 1.1: Ama-100% okuqedwa kokubonisana nababambiqhaza (Izikhulu zeRiverlea High School, i-SGB, Ikhasela leWadi, uMnyango Wezemfundo waseGauteng) ngo-Okthoba 2025 I-KPI 1.2: Ama-100% eziNcwadi Zesivumelwano, ukusekelwa, nezinqubo zokugunyaza eziqedwe futhi zaqaliswa ngokomthetho

	I-KPA 2: Ukuhlelela Ezobuchwepheshe kanye Nokuphuma Phambili Kwezokuthenga		I-KPA 3: Ukuhlinzeka Ngephrojekthi kanye Nokuqinisekisa Izingaqophelo							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 ngokweziqu 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 le-CMR Mining 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 Neqingasus 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-9: Icala Lesithombe loku-1 - Umumo Wesiza SaseRiverlea Secondary School10



Umfanekiso wesi-11: Icala lesithombe lesi-2 - Umumo Womdwebosakhiwo weRiverlea Secondary School12



Umfanekiso wesi-13: Icala lesithombe lesi-3 - Umumo Womdwebosakhiwo weRiverlea Secondary School14

Ithebhula lama-50: Uhlelo Lwephrojekthi lwePhrojekthi yesi-2: Ukufakwa Kwelebhu Yesayensi Yesikole eMokgome Secondary School 51

Igama Lephrojekthi	Ukufakwa Kwelebhu Yesayensi Yesikole eMokgome Secondary School (iCity of Johannesburg)	Ukufakwa ngokwezigaba kwePhrojekthi / Uhlobo lwePhrojekthi	Ingqalasizinda Nempahla
Umlando Wephrojekthi	Isidingo esihlonziwe: Ilebhu lesayensi lisemqoka esikoleni samabanga aphezulu ngoba liguqula izinto ezingabonakali zibe yibe yindlela yokufunda ephathekayo abafundi abangakwazi ukuyibona, ukuyithinta nokuyiguquguqula ngokuhlukene. Umsebenzi welebhu uthuthukisa amakhono okucabanga ngokunzulu kusukwa embonweni osemqondweni, kwenziwe ama-experiment (imisebenzi yokuhlola), kuhlaziye imiphumela, futhi kuthathwe ubufakazi ezinqumweni. Ngale kokufunda ngokwencwadi, isipiliyoni saselebhu silungiselela abafundi amathuba emisebenzi ye-STEM ngokufundisa ngezinqubo yezokuphepha efanele, ukuphatha impahla, kanye nezindlela zokucwaninga ngokusebenzisana. IMokgome Secondary School (ingaphansi kwendawo esentshonalanga ye-Ergo Mining) ayinalo iLebhu Lesayensi elisebenzayo. Abafundi bakulesi sikole bancishwa ithuba lokufunda amakhono esayensi abalulekile, amathuba okwenza ama-experiment (ukuhlola), nokuthuthukisa amakhono okucabanga abalulekile ocwaningweni lwezesayensi. Okukhuthaza ukuba kube nale phrojekthi wokulandelayo 1. Imihlangano Eminingi nabaphathi besifunda boMnyango Wezemfundo ihlonze isidingo esiphuthumayo sosizo lokuthuthukisa ukufinyelela kanye nezingaqophelo lemfundo ehambisana nezifundo ze-STEM (isayensi, ezobuchwepheshe, ubunjiniyela kanye nezibalo). 2. Ukuhambisana nempokophelo engokweqhingaswe yeCity of Johannesburg ukwakha indawo evumela ukukhula (komnotho) obandakanyayo kanye nokwakhiwa kwemisebenzi kaye nokuseqhulwini eziNhlelweni Zamaphuzo Amanzima zikaMasipala. ICity of Johannesburg ihlose ukuhlinzeka ngendawo elungele abantu bayo abasebasha ukuthi babambe iqhaza njengabaholi boshintsho. Ngakho ukuguqulwa kuSmart City kumele kwakhe izimboni zakusasa, amabhizinisi, kanye namathuba abantu abasha okuthola imisebenzi nezindlela zokuthola imisebenzi okukhuphekekayo kuyo ku-STEM (isayensi, ubuchwepheshe, ezobunjiniyela kanye nezibalo). 3. Okutholakele kanye Nemiphumela yeNqubo Yokubonisana Ngokokubandakanya Abantu Abahlukene: Ukuthuthukiswa kwamakhono namandla okusebenza kusaseqhulwini emiphakathini njengoba ilangazelele ukulandela amathuba azoyisiza ithuthukise izingaqophelo layo futhi ibe ngababambiqhaza ababambe iqhaza emnothweni. Zafike izicelo eziqondile zokuthuthukisa izakhiwo zezikole. Imibiko echaza kabanzi kanye neziphakamiso nakho kwatholakele kuvela koThishanhlolo becala ukuba kufakwe amaLebhu Esayensi.		
Incazelo Yephrojekthi	Igumbi lokufundela elikhona eMokgome Secondary School lihlonzwe njengelizoguqulwa libe yiLebhu Yesayensi esebenza ngokugcwele. Le phrojekthi angeke ihlinzeke ngokungaphansi kokulandelayo: • Ukuguqulwa kwekilasi ukuze lifaneleke inhloso (ukulungiswa kwezindawo ezisemqoka kumumo wesakhiwo, ukushintshwa kwengqalasizinda kagesi neyenelethiwekhi) • Ukuthuthukiswa kwezindlela zokugada igumbi • Ukuhlinzeka ngempahla yasendlini, izindawo zokugcina impahla, ukugcinwa kwamafriji amakhemikhali kanye • Nokuhlinzeka ngempahla yesayensi ezokwazi ukumumatha abafundi abalinganiselwa kwabangama-40 ngesikhathi esisodwa (ngokwemininingwane ehlinzekwe uMnyango Wezemfundo).		

	Izindawo Zomsebenzi Obhekiwe Ezisemqoka (ama-KPA)					Izinkomba Zomsebenzi Obhekiwe Ezisemqoka (ama-KPI)			
Umphumela	<i>I-KPA 1: Ukulungiswa Nokuthuthukiswa Kwengqalasizinda</i> <i>I-KPA 2: Ilebhu Yesayensi enempahla ephelele</i>					<i>I-KPI 1: Ukuqedwa kokulungiswa kwamakilasi okungu-100% ekupheleni kukaDisemba 2026</i> <i>I-KPI 2: Yonke ingqalasizinda edingekayo, ifenisha, impahla kanye nokudingekayo okuhlinzekiwe futhi kwafakwa futhi kube sekulungele ukusetshenziswa ekupheleni kukaDisemba 2026.</i>			
Indawo Yephrojekthi Ngokumondawo	UMasipala Wesifunda		ICity of Johannesburg						
	UMasipala Wendawo		ICity of Johannesburg						
	Igama Lendawo Yasemakhaya / Lomphakathi		ESoweto						
Abahlomuli Okuphokophelwe kubo	Abafundi bamanje nabakusasa (isilinganiso seminyaka emi-5) njengoba iMokgome Secondary enabafundi abangama-750 ngowezi-2025 = okuyisilinganiso sabazohlomula abayizi-3 750 eminyakeni emi-5.					Isikhungo Esibhekele Umsebenzi (Kubandakanya wonke amaqhaza)		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	Disemba 2026
Isikhashana	4	0	2	2	8				
Isikhathi Esimaphakathi	0	0	0	0	0	Ukuzibophezela Ngokwesabelomali Kweminyaka Emi-5 Isiyonke			
Isikhathi Eside	0	0	0	0	0	R1 500 000 (AmaRandi Ayisigidi Namakhulu Amahlanu Ezinkulungwane)			
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	<i>Lutho</i>	<i>Lutho</i>	<i>Lutho</i>	<i>Lutho</i>
2025	<i>Lutho</i>	<i>Lutho</i>	<i>Lutho</i>	<i>Kulindwe ukugunyaza kwe-DMPR</i>
2026	<i>Kulindwe ukugunyaza kwe-DMPR</i>	<i>Imininingwane Yobungako Bomsebenzi Owenziwe (kuhambisana nezimiso nemigomo ye-DBE)</i> <i>Inqubo yethenda (kugxilwe ekutholeni abahlinzekimsebenzi basendaweni)</i> <i>Ukusungulwa KweKomidi Elishayela Iphrojekthi (elakhiwe Abaphathi abafanele ngokwamazinga abaphuma kuMnyango Wezemfundo, i-SGB, Othishanhlolo, i-Ergo, Abamele Abahlinzekimisebenzi)</i> <i>Ukuqokwa Kwabahlinzekimisebenzi</i>	<i>Ukuqala Kobungako Bomsebenzi</i> <i>Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi</i>	<i>Ukuqedwa Kobungako Bomsebenzi</i> <i>Ukuvama ukubika ngenqubekela phambili nokulandelela eKomidini Elishayela iPhrojekthi</i> <i>Ukudluliselwa Komsebenzi unikwa uMnyango Wezempilo</i>
2027	<i>Lutho</i>	<i>Lutho</i>	<i>Lutho</i>	<i>Lutho</i>
Usuku Lokuqeda kanye Neqingasus Lokuphuma				
Usuku okuphokophelwe ukuba kuqedwe ngalo likuSeptemba 2026 bese kudluliselwe kuMnyango WezeMfundo. ISivumelwano Sokusebenzisana (i-MoU) sizosayinwa uMnyango WezeMfundo ne-Ergo Mining. Lokhu kuzobhalwa Amaqhaza neMithwalo ye-DoE ne-Ergo Mining ngesikhathi sePhrojekthi kanye nohlelo lokulungisa olucaciwe oluzoqaliswa i-DoE emuva kokudluliselwa kwesakhiwo.				

3.7 Isifinyezo Sezinhlalo ze-LED

Ithebhula lama-52: Isifinyezo Sezinhlalo ze-LED53

INombolo YePhrojekthi	Igama Lephrojekthi	Incazelo	Abahlomuli	Isabelomali se-LED Isiyonke	Unyaka Wokuqalisa
IPHROJEKTHI YOKU-1	Ukulungiswa Nokuthuthukiswa KweRiverlea Secondary School	I-Ergo Mining ngokubambisana neRiverlea High School nababambiqhaza abasemqoka izolungisa amagumbi okufundela, izindlu zangasese, ezokuvikela, amahhovisi, nehholo, okuzothuthukisa izimo zokufunda kube kwakhiwa amathuba amabhizinisi nawomsebenzi wasendaweni nemiphakathi eyizungezile.	Abafundi bamanje nabakusasa - balinganiselwa kuzi-7 200 - 10 000 esikhathini seminyaka eyi-10.	R 5 000 000	2026 - 2027
IPHROJEKTHI YESI-2	Ukufakwa Kwelebhu Yesayensi Yesikole (iCity of Johannesburg)	Igumbi lokufundela elikhona eMokgome Secondary School lizoguqulwa libe yilebhu yesayensi esebenza ngokugcwele njengoba kuzolungiswa umumo wegumbi, ukufakwa kwagesi, i-plumbing, ukuthuthukiswa kwezokuvikela, ifenisha yelebhu, impahla ye-IT, indawo yokugcinwa kwempahla, okudingekayo okuqondene namakhemikhali, nefriji, okuzoba yindawo emumatha abafundi abangama-40.	Abafundi bamanje nabakusasa - balinganiselwa kuzi-3 750 esikhathini seminyaka emi-5.	R 1 500 000	2026
			Isabelomali se-LED Isiyonke	R 6 500 000	

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

I-CMR yamanje ayinabo abasebenzi abaqashwe ngokugcwele. Ukuqashwa nokuqokwa kwabahlinzekimisebenzi akulindelekile emuva kowezi-2035, lapho sekuqale isigaba sokusonga. Ngakho, isigaba Sezezindlu kanye Nezimo Zokuhlala asisebenzi, kodwa kunalokho, izinhlelo ze-Ergo Mining zibhalwe kulesi sigaba, njengoba ziyosebenza uma sekuqala Umsebenzi futhi kuqashwa.

Ngokuhambisana nokuqaliswa koHlelo lwezindlu kanye neZimo Zokuhlala ze-CMR Mine, 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. I-CMR ayihlinzeki ngohlelo lwezokudla olubaluliwe lwabasebenzi bayo njengoba ingenawo amahostela, indawo yokuhlala komuntu ngayedwana, noma izindawo zokudla ezilawulwayo zabasebenzi bayo. UMthethonqubo wama-46 (c) (v) udinga ukuthi izimayini zibe nezindlela ezimisiwe zokuqinisekisa ukuthi abasebenzi bakwazi ukuthola ukudla okulungele impilo. I-CMR 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.

Njengamanje akukho ukuthengwa kwempahla okuqhubekayo e-CMR, futhi akukho Ukuthengwa kwempahla okuhlelelwe lolu hlelo lwe-SLP. Uma sekuqala Ukuthenga, i-CMR izohlinzeka ngolwazi oluyisendlalelo ngaphansi kwe-SLP efanele kanye nezinhlelo zokuqaliswa kwayo.

3.10.3 Izimpokophelo Zokuthengwa Kwempahla (Uma sekufaneleka)

I-CMR izibophezele ezimpokophelweni ezilandelayo eziqondene nesikhathi ezihlelelwe isikhathi sokuqala Ukuthengwa Kwempahla. Lezi zimpokophelo zisuselwa esisekelweni sokuthenga se-CMR kanye nezidingo zikaSomqulu Wezezimayini.

Ithebhula lama-54: Izimpokophelo Ze-CMR Zezokuthenga Zeminyaka Emihlanu 55

INDLELA	<u>Lapho sekuqala Ukuthenga</u> <u>(Akuhlelelwe lolu hlelo lwe-SLP)</u>
Impahla Yezokuvukuza	66%
Enobunikazi futhi engeyezinkampani ezilawulwa yi-HDP	19%
Enobunikazi futhi engeyenkampani ezilawulwa Abantu Besimame kanye/noma Intsha	5%
Izinkampani ezilandela i-BEE	42%
Imisebenzi	48%
Enobunikazi futhi engeyezinkampani ezilawulwa yi-HDP	22%
Enobunikazi futhi engeyezinkampani ezilawulwa Abantu Besimame	15%
Enobunikazi futhi engeyezinkampani ezilawulwa Intsha	1%
Izinkampani ezilandela i-BEE	10%
Ucwaningo Nentuthuko	100%
Izinkampani zocwaningo nentuthuko ezizinze eNingizimu Afrika.	100%
Isampula Lohlaziyo	100%
Izikhungo noma izinkampani ezizinze eNingizimu Afrika.	100%

3.10.4 Uhlelo Lokuthengwa Kwempahla (Uma sekufaneleka)

Ithebhula lama-56: Uhlelo Lokuqalisa Ezokuthengwa Kwempahla⁵⁷

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

I-CMR 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 ngokweqhingas 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
 - Ukukhuthaza ukusetshenziswa kosonkontileka abancane abalandela izimiso ukuze bakwazi ukudlulisa amakhono
3. Ukuqhubeka nokwethembela ebuqinisweni nasekwethembekeni kwezitifiketi ze-BEE ezikhishwe ngokusemthethweni ezigunyazwe yizikhungo eziqinisekayo. 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-CMR esikhathini se-SLP seminyaka emi-5 zibandakanya okulandelayo:

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

I-CMR izibophezele ekuhlinzekeni ngamathuba osomabhizinisi basendaweni okubamba iqhaza ekuThuthukisweni Kwamabhizinisi Nabahlinzekimpahla. Ukubamba iqhaza kosomabhizinisi basemphakathini kungenye yezindlela zokuba negalelo ekuthuthukisweni komnotho womphakathi ozungeze imisebenzi yethu yokuvukuza.

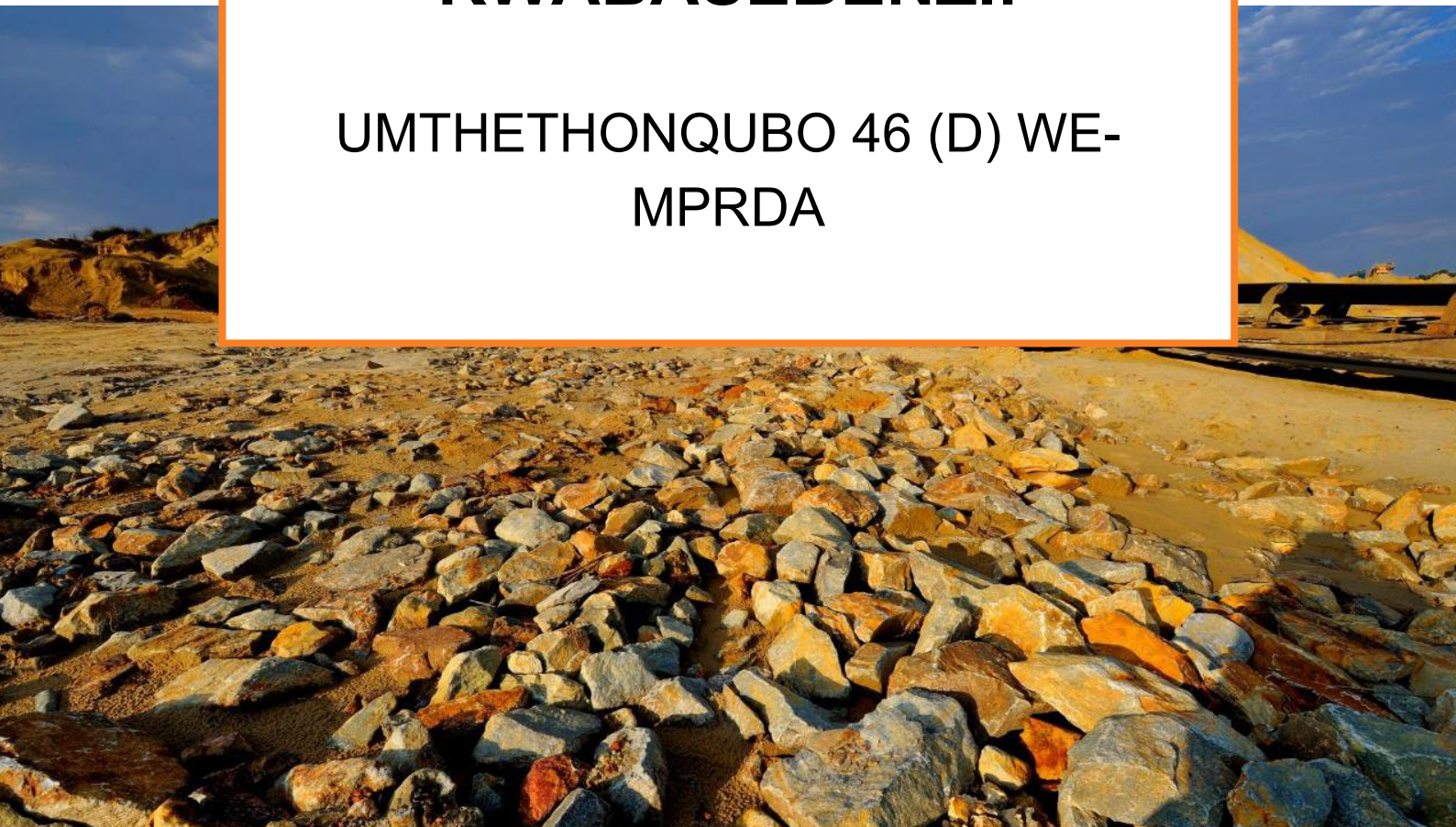
Ngokusekela nokuthuthukisa Amabhizinisi ama-SME anabanikazi basemiphakathini esisingethe, i-CMR ihlose ukuba nomthelela omuhle ekuwuguquleni ngempumelelo umphakathi waseNingizimu Afrika, ngokwenza okulandelayo:

- Ukuhlinzeka ngamathuba ama-SME asendaweni okubamba iqhaza emisebenzini yethu yokuthengwa kwempahla
- Ukuvula ama-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 e-CMR ngokubonisana ngokugcwele nenyunyana yabasebenzi eyaziswayo. Izigaba ezilandelayo ziveza uhlelo lokuncishiswa kwesibalo sabasebenzi kanye nokudilizwa kwabasebenzi ngokomsebenzi owenziwayo. I-CMR izolandela izinqubo zokunciphisa isibalo sabasebenzi nokudilizwa kwabasebenzi njengoba kumiswe ku-DoL noMthetho Wezobudlelwano Nabasebenzi.

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

Yonke imisebenzi ye-Ergo Mining ineForamu Yangomuso esunguliwe enomthethosisekelo ovunywe yibo bonke abathintekayo. Iforamu ihlangana njalo futhi ibandakanya abamele abaphathi be-CMR 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-CMR 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 kumaprojekthi e-LED agcinekayo eqaliswa imayini, njengoba kuchazwe ezigabeni ezidlule.

Uma i-CMR isingena esigabeni sokuncishiswa kwesibalo sabasebenzi, noma uma icubungula indaba yokudilizwa kwabasebenzi abaningi, kuzokhishwa izaziso ezizobhekiswa ezikhungweni zikahulumeni ezifanele ezibhalwe **kuThebhula lama-30**.

Ithebhula lama-58: Inqubo Yokwazisa Ngokuncishiswa Kwesibalo Sabasebenzi Nokuvalwa Kwebhizinisi⁵⁹

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
- Amaprojekthi e-DTI ahlose ukuthuthukisa ama-SMME
- Noma ziphi izinhloko zokuxhumana nomphakathi ezisungulwe yinkampani
- Izikhungo zemfundo ephakeme
- Izikhungo zoxhasomali
- Izikhungo eziqashayo zasendaweni kanye nanoma siphi isikhungo sabasebenzi esifanele

Inhloso yokwazisa okukhulu kangaka wukuba bonke laba abanentshisekelo basekele futhi bahlinzeke ngosizo ngokuzibandakanya 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, i-CMR izolandela izinqubo zokunciphisa isibalo sabasebenzi nokudilizwa kwabasebenzi njengoba kumiswe ku-DoL noMthetho Wezobudlelwano Nabasebenzi.

Kuzoqaliswa uhlelo olulandelayo lokulawula inqubo yokunciphisa isibalo sabasebenzi nokudiliza abasebenzi:

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

Libonisane neziKhungo Zabasebenzi zama-DoL:

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

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

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

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

Kuzoqaliswa uhlelo lwezinyathelo olulandelayo kulesi sigaba:

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

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

4.5 Izindlela zokuqalisa ze-SLP

4.5.1 Inqubo Yokuxhumana

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

- **Iforamu Yangomuso.** Iforamu Yangomuso (Isigaba 4.1) yasungulelwa imisebenzi ye-Ergo Mining futhi ihlinzeka ngethuba lokuba abaphathi, izinyunyana, kanye nabasebenzi bahlangabezane futhi baxoxe ngezinkinga eziqondene ne-SLP. Iforamu izama ukuqhamuka nezisombululo zezinselele nezinkinga ezivela ngezikhathi ezithile.
- **Iforamu Yokuthuthukisa Umnotho Wendawo.** I-CMR izoxhumana neForamu ye-LED yeCity of Johannesburg ne-Ekurhuleni uma seyisungulwe ngokugcwele.
- **Iforamu Yenyanga.** Le foramu ibandakanya abaphathi, abamele abasebenzi nezinyunyana zabasebenzi futhi ixoxa ngezinkinga eziqondene nezempilo nezokuphepha, izinkinga zezimali nezebhizinisi kanye nezindlu.
- **Iforamu Yezokuqasha Ngokulinganisa (i-EE).** Iforamu ye-EE yayo yonke imisebenzi ye-Ergo Mining ibandakanya abamele abaphathi nabasebenzi. Izinkinga ezisemqoka zithinta ukuqalisa kwezinhlelo ze-HRD (ukuthuthukiswa kwamakhono njl.) futhi ziqhubekela ekuhlangabezaneni ne-HDP nezimpokophelo zokuqashwa kwabesifazane ngaphakathi kwabasebenzi.
- **Iforamu Yezokuthuthuka Ngokomsebenzi.** Kusungulwe iforamu yezokuthuthuka ngokomsebenzi. Kule foramu, abaphathi bayahlangana baxoxe ngenqubekela phambili maqondana nezindlela zokuthuthuka emsebenzini zomuntu ngamunye kanye nokufezwa kwezimpokophelo ze-HDP.

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

4.6 Umthwalo Nesibopho Sokuphendula

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

4.7 Ukuhlinzekelwa Ngokwezimali Kokuncishiswa Kwesibalo Sabasebenzi Nokudilizwa Kwabasebenzi

I-CMR yamanje ayinabo abasebenzi abaqashwe ngokugcwele. Ukuqashwa nokuqokwa kwabahlinzekimisebenzi akulindelekile emuva kowezi-2035, lapho sekuqale isigaba sokusonga.

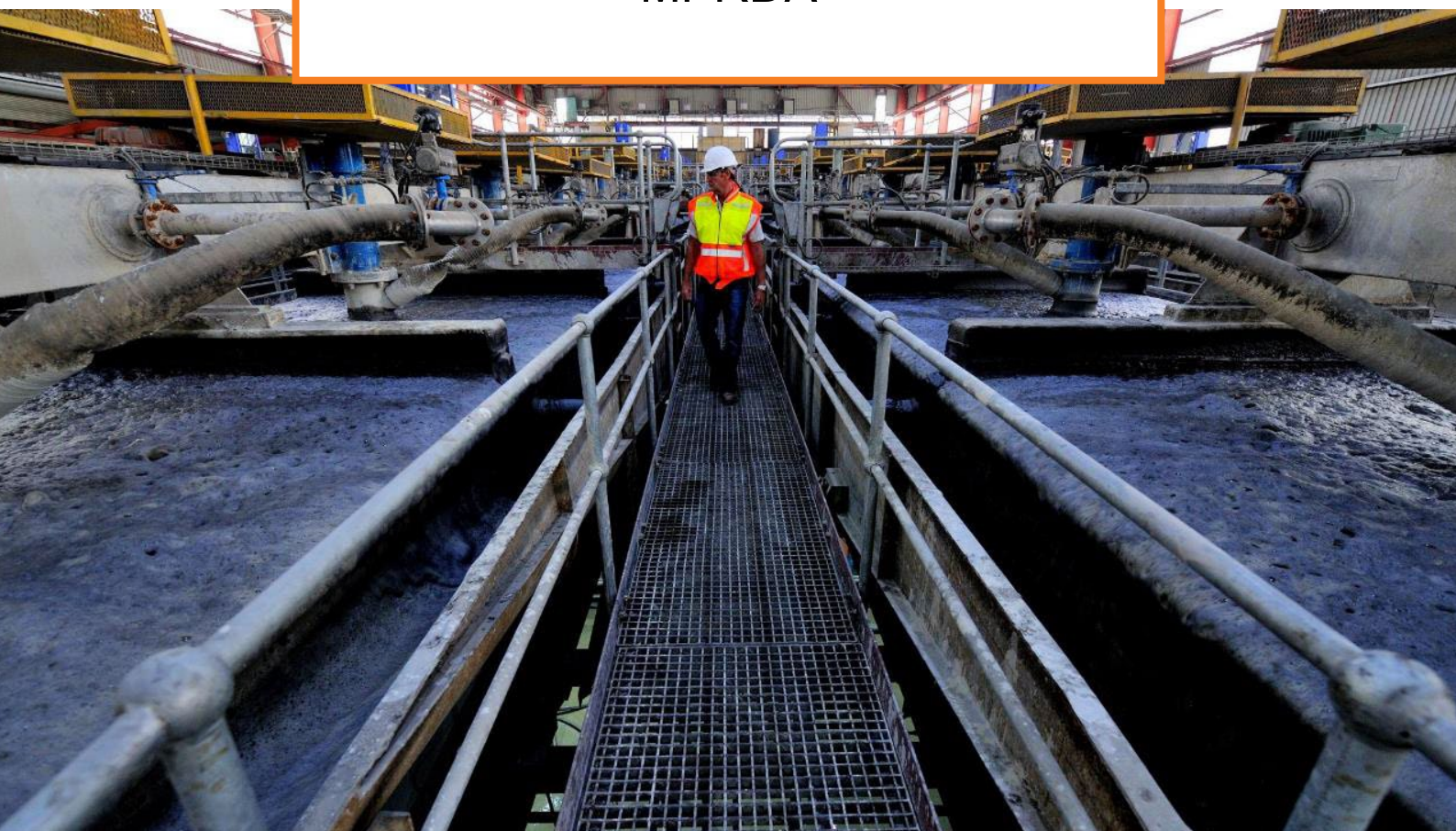
Ithebhula lama-60: Ukuhlinzekelela Ukuncishiswa Kwesibalo Sabasebenzi kanye Nokudilizwa Kwabasebenzi e-CMR61

Ukuncishiswa Kwesibalo Sabasebenzi Kanye Nokudilizwa Kwabasebenzi	2023	2024	2025	2026	2027	ISAMBA
						R0

ISIGABA SAMA-5

IZINHLINZEKO ZEZIMALI ZOKUQALISA UHLELO LWEZENHLALAKAHLE NEZEMISEBENZI

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



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

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

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

Ithebhula lama-62: Isifinyezo Sezinhlinzeko Zezimali ze-SLP ye-CMR ye-SLP seyiyonke63

Izakhi ze-SLP	Ukuhlinzekela Ngokwezimali Kweminyaka Emi-5
Isamba Sezokuthuthukiswa Kwabasebenzi	R4 043 532
Isamba Sezokuthuthukiswa Komnotho Wasendaweni	R6 500 000
Isamba Sokuncishiswa Kwesibalo Sabasebenzi kanye Nokudiliza Abasebenzi	R0
Isamba Sokuhlinzekela i-SLP	R10 543 532