

*UMthetho Wokuthuthukiswa Kwezinsiza Zengcebo Embiwayo
Nophethilomu (28/2002) 46 (a) - (f) oqondene namalungelo
okuvukuza nokwenza ucwaningo ngengecebo embiwayo:*

I-GP 105 MR I-Top Star *
I-GP 158 MR - ERGO
I-GP 165 MR - Benoni **
I-GP 184 MR - Crown Mines
I-GP 185 MR - City Deep Limited
I-GP 186 MR - CMR Mines & Estates Ltd
I-GP 187 MR - Knights Crown Gold Recoveries
I-GP 10007 MR - Lycaste
I-GP 10044 PR - Grootvlei
I-GP 10349 PR - Marievale
I-GP 10385 PR - 4/L/40

* Ilungelo Lokuvukuza laphelwe isikhathi sokusebenza mhla zingama-20 Agasti 2013-
njengamanje eseliqeda ukuhlumeleliswa okokugcina.

** Ilungelo Lokuvukuza liphelwe isikhathi sokusebenza mhla ziyi-11 Juni 2015-Njengamanje
eseliqeda ukuhlumeleliswa okokugcina.

UHLELO LWEZOMPHAKATHI NEZEMISEBENZI

I-ERGO Mining (Pty) Ltd

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IZINQAMULELO NEZIFINYEZO

IZINQAMULELO	INCAZELO
I-AET	Imfundo Nokuqeqeshwa Kwabantu Abadala
I-BEE	I-Black Economic Empowerment (Ukufukulwa Kwabantu Abamnyama Kwezomnotho)
I-BSES	I-Baseline Socio-Economic Study (Ucwaningo Lwesimo Sonke Oluyisisekelo Lwezenhlalomnotho)
I-CoJ	I-City of Johannesburg Metropolitan Municipality (UMasipala Omkhulu Wedolobha laseGoli)
I-DMR	I-Department of Mineral Resources (UMnyango Wezengcebo Embiwayo)
I-DoL	I-Department of Labour (UMnyango Wezabasebenzi)
I-EMM	UMasipala Omkhulu Wedolobha lase-Ekurhuleni
I-FET	I-Further Education and Training (Ukuqhubeka Nemfundo Nokuqeqeshwa)
I-FF	I-Future Forum (Inkundla Yangomuso)
I-GDM	I-Gauteng District Municipality (UMasipala Wesifunda saseGauteng)
Ama-HDSA	Ama-Historically Disadvantaged South Africans (Izakhamizi zaseNingizimu Afrika Ezazincishwe Amathuba Phambilini)
I-HET	I-Higher Education and Training (Imfundo Ephakeme Nokuqeqeshwa)
I-HLC	Ama-Housing and Living Conditions (Izimo Zezindlu Nokuhlala)
I-HRD	I-Human Resources Development (Ukuthuthukisa Kwabasebenzi)
Ama-IDP	Ama-Integrated Development Plans (Izinhlelo Zentuthuko Ezididiyele)
I-LED	I-Local Economic Development (Ukuthuthukiswa Komnotho Wasendaweni)
I-MHSA	I-Mining Health Safety Act (uMthetho Wezempilo Oqondene Nezokuphepha Ezimayini)
I-MOU	I-Memorandum of Understanding (Imemorandamu Yokuvumelana)
I-MPRDA	I-Mineral and Petroleum Resources Development Act (UMthetho Wokuthuthukiswa Kwezinsiza Ezimbiwayo Nophethilomu)
I-MQA	I-Mining Qualifications Authority (uPhiko Lweziqo Zokuvukuza)
I-NQF	I-National Qualifications Framework (uHlaka Lukazwelonke Lweziqo)
I-RDP	I-Reconstruction and Development Programme (uHlelo Lokwakha Kabusha Nentuthuko)
I-SEBSS	I-Socio-Economic Baseline Study Survey (Ukuhlola Kocwaningo Kwesimo Sonke Oluyisisekelo Lwezenhlalomnotho)
I-SETA	I-Sector Education and Training Authority (uPhiko Lwemfundo Yemikhakha Nokuqeqesha)
I-SHEQ	I-Safety, Health, Environment, and Quality (Ezokuphepha, Ezempilo, Ezemvelo, Nezingaqophelo)
I-SLP	I-Social and Labour Plan (uHlelo Lwezomphakathi Nezemisebenzi)
I-WSP	UHlelo Lwamakhono Asemsebenzini

ISIGABA 1

**ISANDULELO:
ISINGENISO
NESENDLALELO
SOMSEBENZI
UMTHETHONQUBO 46 (A)**

1 ISINGENISO NOLWAZI OLUYISENDLALELO

1.1 Isingeniso Nesheduli Yokuthuthukiswa Kwemayini

Impokophelo yalolu Hlelo Lwezomphakathi Nezemisebenzi (i-SLP) wukuletha uguquko lwezenhlalomnotho, ukufukulwa Kwezakhamizi zaseNingizimu Afrika Ezazincishwe Amathuba Phambilini (ama-HDSA) nokuqeda ububha emiphakathini ethintekayo.

I-ERGO Mining Operations (Pty) Limited (ERGO) inamaLungelo Okuvukuza anhlobonhlobo esiFundazweni saseGauteng. Iyinkampani elawula ezinye zezinkampani ezinhlobonhlobo ezenza imisebenzi yokuvuselela imfucuzo Yengcebo Embiwayo e-Witwatersrand, esendaweni engaphansi kwaMasipala Wedolobha Lase-Ekurhuleni (i-EMM) kanye noMasipala Omkhulu Wedolobha LaseGoli (i-CoJ) Isikhungo se-ERGO siku-EMM e-East Rand esifundazweni saseGauteng eNingizimu Afrika. I-EMM yasungulwa ngowezi-2000. Ihlinzekela indawo enkulu kusuka eGermiston entshonalanga kuya e-Springs nase-Nigel empumalanga. Isithombe 1 sihlizeka ngesifinyezo ngesimo sendawo esifundeni yemisebenzi ye-ERGO. **Error! Reference source not found.**



Isithombe 1: Indawo Okutholakala Kuyo Ukuvuselelwa Kwemfucuzo Yengcebo Embiwayo ye-ERGO 1

Izimpokophelo ze-ERGO zale SLP, zihambisana nokudingekayo okumiswe yi-DMR, ziyalandela:

- Ukukhuthaza ukuqashwa kwabantu nokuthuthukisa isimo somphakathi nomnotho okungokwazo zonke izakhamizi zaseNingizimu Afrika;
- Ukuba negalelo ekuguqulweni kwemboni yezokuvukuza; kanye
- Nokuqinisekisa abantu abanamalungelo okuvukuza baba negalelo entuthukweni yezenzhlalomnotho yezindawo abasebenza kuzo.

Lolu Hlelo Lokuqaliswa koHlelo Lwezomphakathi Nezenhlalakahle (i-SLP) lususelwa esibophezelweni esisha sesikhathi sowezi-2018 – 2022. Imigomo elandelayo ilawula indlela lolu Hlelo olusetshenziswa ngalo:

1. Lonke ulwazi olusekuqalisweni kwe-SLP lususelwa esibophezelweni esisha sesikhathi sowezi-2018 – 2022.
2. Uhlelo lokuqalisa luqukethe ulwazi olunzulu ngemisebenzi ewumnyombo wesikhungo, amaprojekthi, izinhlelo, imigomo, izinhlelo zokusebenza, izinsiza, abethulizifundo, izakhiwo, izabelomali nezikhathi eziqondene nokuqaliswa koHlelo Lokuthuthukisa Abasebenzi (i-HRDP), uHlelo Lwentuthuko Lomnotho Wasendaweni (i-LEDP) kanye Nokuphathwa Kwezinhlelo Zokunciphisa Abasebenzi Nokudiliza Emsebenzini (i-MDRP).
3. Izinhlelo Zokuqalisa zakhiwe njengeMibhalo Yokusebenza ukuze ziphathe ukuqaliswa ngokufanele kwe-SLP ye-ERGO.
4. Uhlelo Lokuqalisa luzosetshenziselwa izinhloso zokubika, zokuphathwa komsebenzi we-SLP nokubika ngenqubekela phambili kwi-DMR.
5. Imigomo yeminyaka emihlanu yeziNhlelo ze-SLP izohlolwa kabusha minyaka yonke futhi kuzokhiwa izinhlelo ezintsha nemigomo emisha lapho kufanele. Lokhu kuzolokhu kuchitshiyelwa njalo, ngokwempumelelo nokugculisa koHlelo oluthile.
6. Izinkampani ezinikwe izinkontileka ezibandakanyeka kumisebenzi owumnyombo webhizinisi yezokuvukuza e-ERGO kuzodingeka zenze imisebenzi yazo ngaphansi kwe-SLP ye-ERGO. Imayini inomsebenzi wokuqinisekisa ukuthi ukulandelwa kwezimiso wosonkontileka Abawumnyombo Wesikhungo ezingaphakathi ku-SLP e-ERGO ngokweSigaba 1 neSigaba 101 sezincazelo ze-MPRDA.

1.2 Imininingwane Yomsebenzi

igama	ERGO Mining (Pty) Ltd.
Ikheli Lendawo	ERGO Mining (Pty) Ltd. Vlakfontein Road Vulcania Brakpan
Ikheli Leposi	P.O. Box 12442 Selcourt Springs 1567
Umuntu obhekele umsebenzi	Wayne Swanepoel: Umphathi Omkhulu Wezokuphathwa Kwabasebenzi Nomphakathi
Ucingo neFeksi	Ucingo: 011 742 1003 Ifeksi: 086 695 7457
Uhlobo Lwengcebo:	Igolide
Isikhathi Sokusebenza Kwemayini:	Iminyaka eyi-11
Ukuhlukaniswa Kwabasebenzi Ngokwezindawo Ezibathumele	Itholakala kusigaba 1.3
Ukuphela Konyaka Wezimall:	30 Juni

1.3 Ukuhlukaniswa Kwabasebenzi Ngokwezindawo Zokusebenza Ezibathumele

Abasebenzi abahlanganisiwe be-ERGO bamanje bakhiwe abasebenzi abangama-827 abasebenza ngokugcwele nabaqashwe ngokwenkontileka abenza imisebenzi enhlobonhlobo. Usonkontileka we-ERGO omkhulukazi owumnyombo wesikhungo, uFraser Alexander Tailings (i-FAT), ewuphiko olungaphansi kweFraser Alexander (Pty) Ltd Group, uhlinzeka ngemisebenzi yokuvukuzisa, ukulahla nokuphatha imfucuza ezikhungweni zensimbi ze-ERGO. Abasebenzi abasebenza ngokugcwele be-FAT ababandakanywa kule SLP. I-ERGO iqasha osonkontileka besikhashana abangasiwo umnyombo wesikhungo njengonogada nemisebenzi yokuhlaza izakhiwo. Abasebenzi abaqashwe yinkontileka ababandakanywanga ezinhlelweni ze-HRD ze-ERGO, nokho bazozuza ezinhlelweni ezigxile emphakathini.

Abasebenzi be-ERGO bathathwa ezindaweni ezahlukene ezithumela abasebenzi ezibhalwe kuThebhula 1.

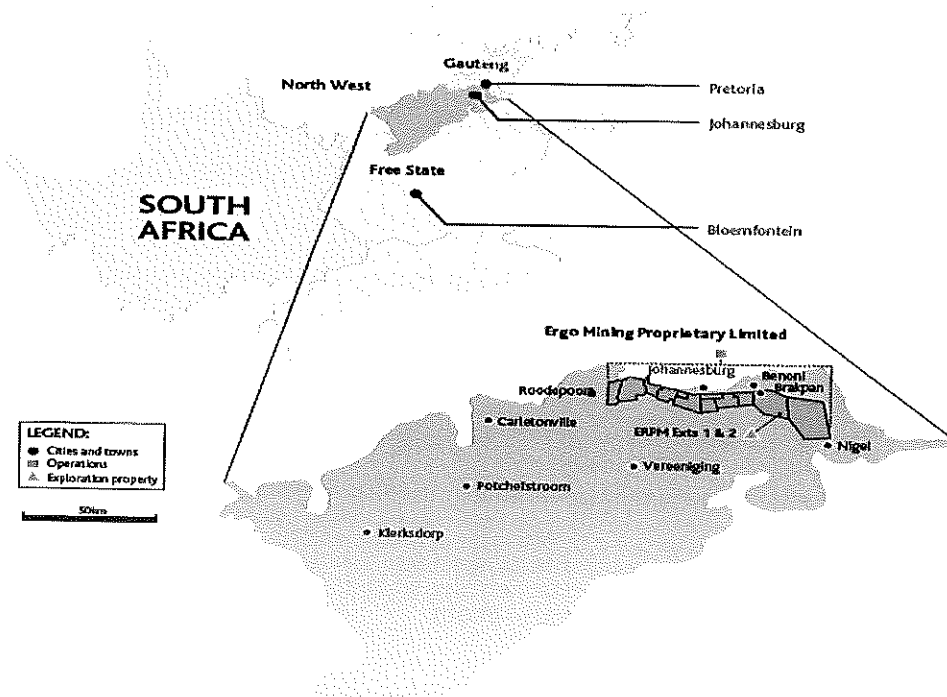
Ithebhula 1: Izindawo Ezithumela Abasebenzi be-ERGO1

Indawo Ethumelayo	I-ERGO	I-FAT
UMasipala Omkhulu Wedolobha lase-Ekurhuleni	493	120
UMasipala Omkhulu Wedolobha laseGoli	304	370
Okunye	30	17
Sekukonke	827	507

Abasebenzi abaqashwe ngokugcwele (96%) be-ERGO babuya kuMasipala Omkhulu wase-Ekurhuleni nowaseGoli (ohlunganisa idolobha laseGoli, iNingizimu neGoli neWest Rand). Abasebenzi abaqashwe ngokugcwele abaningi bayizakhamizi zasendaweni. Kubonakala okufanayo nakusonkontileka owumnyombo wesikhungo, u-FAT, onama-97% abasebenzi abavela Ekurhuleni naseGoli.

1.4 Indawo

Imayini i-ERGO yakhiwe esiFundazweni saseGauteng eNingizimu Afrika. I-Ergo Mining Proprietary Limited (i-Ergo) ithatha indawo enkulu eduze kwaseGoli maphakathi nasempumalanga neWitwatersrand eNingizimu Afrika.



Isithombe 2: Imephu yendawo yemisebenzi yesikhungo se-ERGO2

1.5 Uhlelo Lwemisebenzi Yemayini: Imisebenzi Yesikhungo Nemfucuzo Yengcebo Embiwayo

I-ERGO iyimayini encane, uwumkhiqizi wegolide ongavikelwe futhi yiyo kuphela inkampani yezokuvukuza eNingizimu Afrika egxila ekulungisweni kabusha kwendawo enemfucuzo yegolide. Isu lenkampani wukusebenzisa izinsiza zayo ukuthola inzuzo yomnotho enkulu ngokuvukuza okugcinekayo nokwenziwa ngokuqikelela, ube ubuyisela umhlaba eGoli ukuze uthuthukiswe kabusha.

I-ERGO inezikhungo zokulungisa insimbi ezintathu (i-Knights, i-City Deep, kanye neSikhungo i-ERGO) njengoba kushiwo kuSithombe 3 okuyizikhungo ezazingaphansi kwezinkampani ezahlukene. Kwesinye nesinye salezi zikhungo noma zihlinzekwe ngemfucuzo yengcebo embiwayo engeniswa ngamapayipi ivela ezindaweni eqoqwa kuzo eziseGoli nase-Ekurhuleni okuvele ngenxa yemisebenzi yakudala yokuvukuza igolide.¹

Njengendlela yokulungisa lezi zindawo okulahlwe kuzo isihlabathi kanye nemfucuzo yengcebo embiwayo yasezimayini ezingasasebenzi, impokophelo ihlukaniswe kathathu:

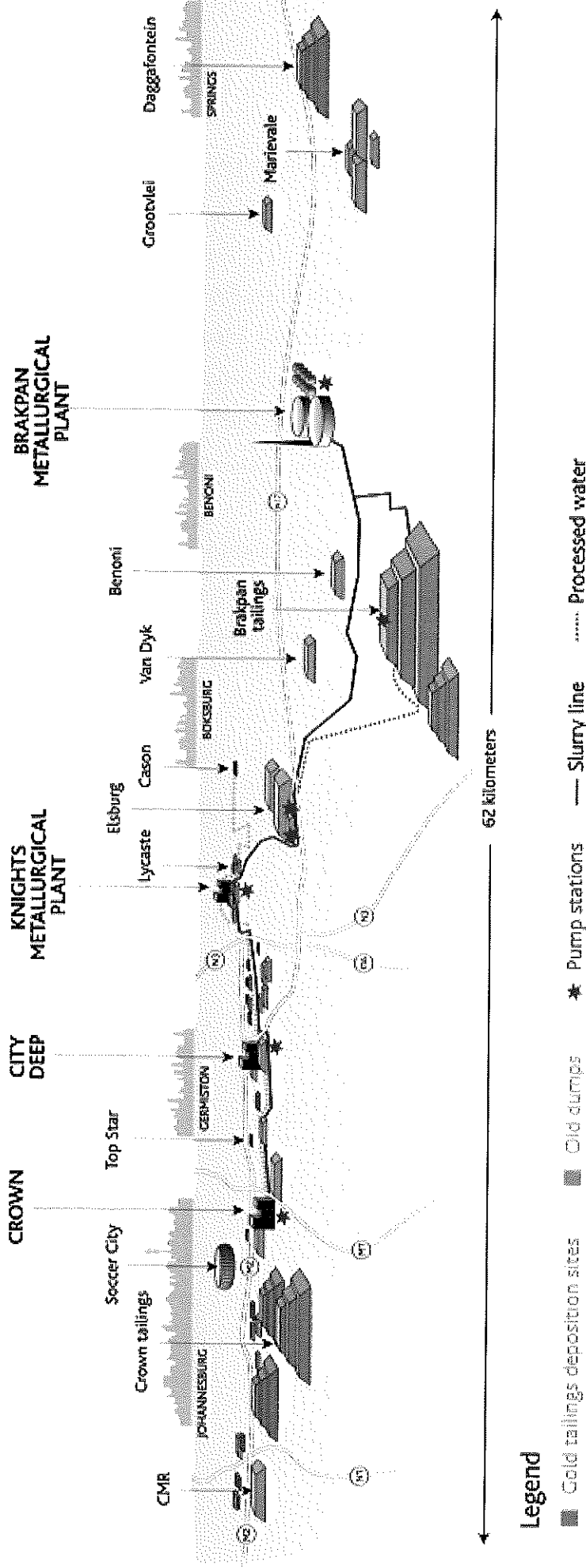
1. Ukuthola igolide ngohlelo lwebhizinisi oluyimpumelelo nolugcinekayo;

¹ I-ERGO Mining (Pty) Ltd ne-ERGO Mining Operations (Pty) Ltd yizinkampani ezahlukene ezingaphansi kwe-DRD GOLD Limited. Isikhungo se-ERGO sensimbi sinegama elifanayo kodwa siqondene nemisebenzi yokulungiswa kwesihlabathi eyenziwa e-East Rand.

2. Ukubuyisela umhlaba ungasaba yizindawo zokuhlwa kwemfucuzo ukuze abalungisi bezakhiwo bawuthuthukise; kanye
3. Nokuhlumelelisa indawo yemvelo ngokususa imithombo yezintuli eziphephethwe wumoya nokungcolisa amanzi, nokuhlanganisa konke kube sendaweni eyodwa elawulwayo.

Umsebenzi wase-Knights uzovalwa ngoSeptemba 2019. Balinganiselwa kwi-134 abasebenzi abangase bathikamezeke ekuqhubekeni nokusebenza ngenxa yalokhu kuvala. I-ERGO ihlanganise uhlelo lokuqinisekisa ukuthi laba basebenzi bahlonyiswe ngokwanele ngaphambi kokuba kusalwe isikhungo. Abasebenzi, kanye nezinyunyana, bazobonisana ne-ERGO ukuze babonise ngokuthi abasebenzi bathola amaphi amakhono, ngakho izinhlelo zingamiswa phakathi kowezi-2018 ukuqala ukuqeqeshela amakhono awujikelele.

Izinyunyana zabasebenzi sezitsheliwe ngeNkundla Yangomuso yokuvalwa kwe-Knights okuhleliwe, ukuze bakwazi ukuba nesikhathi esanele sokuzilungiselela. I-ERGO iyibeke eqhulwini intshisekelo nenhlalakahle yabasebenzi kanye nemindeni yabo. Kuyisifiso sabazali ukuqinisekisa ukuthi abantu abaphelelwa imisebenzi uma kungenzeka.



Legend

- Gold tailings deposition sites
- Old dumps
- ★ Pump stations
- Slurry line
- Processed water

Isithombe 3: Izikhungo ze-ERGO3

1.6 Izindlelakwenza Zokuphatha Ukuqaliswa kwe-SLP

Uhlelosu lwezinyathelo eziyisithupha olulandelayo, oluvezwe ku**Sithombe 4** luzosetshenziselwa ukuphatha ukuqaliswa kwe-SLP ye-ERGO. I-ERGO izosebenzisa uhlelo lwesikhathi lokuqalisa i-SLP kanye nezindlelakwenza ezilandelayo ukuqinisekisa ukuthi i-SLP iqaliswa ngempumelelo nangendlela eyiyo:

1. Ukusungula uhlaka lokuphatha oluzoqinisekisa ukuthi ukubaluleka kwe-SLP kuyaziswa yibo bonke abantu abaphethe, nokuthi kunqunywe ngamaqhaza abantu abafanele;
2. Ukubhala i-SLP nezinqubomgomo, izinqubo kanye nohlaka lwesu;
3. Ukuqalisa imigomo nokuzibophezela okubhalwe ku-SLP;
4. Ukuqapha nokuhlaziya izinga lokuqalisa kubhekwa ukuzibophezela nemigomo ebhalwe ku-SLP kanye nokubika ngalokho okutholakele;
5. Ukwazisa izindawo lapho kungaphumelelanga ukuzibophezela bese kulungiswe ngezindlela ezingokwesu kanye nezinhlelo zokulungisa; kanye
6. Nokuxhumana nokutholakele bese wabelane ngochwazi oluqondene ne-SLP.

ISIGABA 2

**UHLELO
LOKUTHUTHUKISA
ABASEBENZI
UMTHETHONQUBO 46 (B)**

2 UHLELO LOKUTHUTHUKISA ABASEBENZI

2.1 Isingeniso

Lesi sigaba sizokwendlala Izinhlelo Zokuthuthukisa Abasebenzi Basemayini (i-HRD) njengoba kudingeka ngokweSigaba 46 seMithethonqubo ye-MPRDA. I-ERGO iyazazisa izinhlinzeko seSigaba 101 se-MPRDA ukuthi zibandakanye Osonkontileka Abawumnyombo Besikhungo njengengxenye yabasebenzi. I-ERGO inosonkontileka owumnyombo wesikhungo oyedwa, uFraser Alexander Tailing (i-FAT). Imigomo nezinhlinzeko zoHlelo i-HRD echazwe kulesi sigaba izosebenza nakusebenzi be-ERGO abaqashwe ngokugcwele, kanye nemigomo usonkontileka owumnyombo wesikhungo ayihlinzeke i-ERGO. Ukuze luqaliswe kahle uHlelo i-HRD, i-ERGO izosebenzisa abahlinzeki abaqinisekisiwe, lapho kudingeka, ukuze kutholakale izidingo zabo zokuqeqesha. Lokhu kuqinisekisa ukuqhubeka ukulawulwa kwamakhono adlulisekayo, aqinisekisiwe phakathi kwabasebenzi.

I-ERGO izolandela konke okudingekayo ngokoMthetho Wokuthuthukiswa Kwamakhono (No. 97 we-1998) futhi uzothumela Izinhlelo Zamakhono Asemsebenzini (ama-WSP) nemibiko yokuqeqesha yonyaka kuPhiko Lweziqo Zezokuvukuza (i-MQA) ekupheleni kukaJuni unyaka nonyaka njengoba kudingeka ngokweMithethonqubo 46 (b) (i). **Ithebhula 2** liveza imininingwane yokubhalisa ye-SETA. Inqubomgomo ihlanganiswe nokukhokha nokufaka isicelo sokuthola amalevi nezibonelelo ku-MQA.

Ithebhula 2: Imininingwane yokubhalisela i-SETA2

Igama le-SETA	I-Mining Qualifications Authority (uPhiko Lweziqo Zokuvukuza)
Inombolo yokubhaliswa ku-SETA esebenzayo	L280767049
Ingabe inkampani yakho iqoke umethulizifundo Wezokuthuthukiswa Kwamakhono? Uma uthi 'yebo' hlinzeka ngegama	Adelaide Ngubeni
Uluthumele kwesiphi isikhungo uhlelo lwakho lwamakhono asemsebenzini? (i) UMnyango Wezabasebenzi (ii) UPhiko Lweziqo Zokuvukuza (iii) Ezempilo Nokuphepha Emayini	(ii) Uphiko Lweziqo Zokuvukuza

I-ERGO izoqhubeka nokusebenzisa Isikhungo Sokuthuthukisa Amabhizinisi se-ERGO (i-EBDA) maqondana nokuqeqesha nezinhloso zokuphatha umsebenzi, uma kubiza imali efanale. Lesi sikhungo siqinisekiswa ngokugcwele i-MQA futhi sinongoti abafanale abahlinzeka ngemfundo eseqophelweni nokuqeqesha ngamakhono. Lokhu kuzoqinisekisa ukuthi abasebenzi bahlinzekelwa ukuthi bakwazi ukuthola zonke izinhlelo ngokugcwele. Lesi sikhungo sakhwe eduze kwesikhungo sensimbi se-ERGO eMpumalanga Randi. Ezimweni lapho izindleko ze-EBDA zingaphezu kwalezo zokuqeqeshela ngaphandle, i-ERGO izoqasha usonkontileka.

2.2 Uhlelosu

I-HRDP edidiyele izozama ukuthi abasebenzi be-ERGO basebenzise lonke ulwazi lwazi ukwenza umsebenzi ngokuseqophelweni eliphezulu kanye nalabo abawosonkontileka abawumnyombo wesikhungo, ngokuqaliswa kwezinhlelo ezilandelayo:

- Uhlelo Lokuthuthukisa Amakhono;
- Uhlelo Lokucathulisa Emsebenzini;
- Uhlelo lwe-Internship neMifundaze;
- Uhlelo Lwenqubekela Phambili Kwezomsebenzi; kanye
- Nohlelo Lokulinganisa Ngokomsebenzi.

Uhlelo olungokwesu ku**Thebhula 3** luzoqaliswa yi-ERGO maqondana ne-HRDP.

Ithebhula 3: Uhlelo lokusebenza Lokuqalisa i-HRDP3

OKWENZIWAYO	OKUHLINZEKWAYO
I-MHSA nezinhlelo zokuqeqeshela amakhono	Ezempilo Nezokuphepha Ezimayini Nokufunda Ngemayini
Izinhlelo zokuqeqeshwa okuwumnyombo wesikhungo	Ukuhlomisa abasebenzi ngamakhono ezokuphepha nokugculisa lapho benza imisebenzi yabo.
Ukukhula Emsebenzini	Ukuhlinzeka abasebenzi abanamathalente ngamakhono ukuze bakwazi ukukhula emsebenzini esimweni sasemayini
Uhlelo lokuqeqeshelwa amakhono awujikelele	Ukudlulisela amakhono kubasebenzi ngezikhathi ezifanele, angasebenziseka nakwezinye izimboni ezingaphandle kweMayini
Ukudidiyela uhlelo ngokwezidingo ezifanele kuPhiko Lwemfundo Yemikhakha Nokuqeqesha, i-MQA(i-SETA), kukhokhwa futhi kufakwa isicelo sokukhokhelwa amalevi.	Ukudidiyela umthetho wokuthuthukisa amakhono, okubandakanya ukuthuthukisa nokuthumela uHlelo Lwamakhono Lwasemsebenzini (i-WSP) noMbiko Wokuqeqesha Wonyaka

2.3 Uhlelo Lokuthuthukisa Amakhono: *Umthethonqubo 46 (b) (i)*

2.3.1 Isingeniso

I-ERGO izoqalisa uHlelo Lokuthuthukisa Amakhono olugxila ekuhlomiseni abasebenzi ngamakhono okuthuthukisa ukukhula kwabo nokuthuthuka embonini yezimayini.

Izimpokophelo zokuThuthukisa Amakhono ze-ERGO ziyalandela:

- ukuthuthukisa iqophelo lempilo yabasebenzi;
- ukwandisa amathuba abasebenzi okuthuthukisa umsebenzi e-ERGO;
- ukuthuthukisa ukuphepha, ukwenziwa komsebenzi ngempumelelo kanye nokuncintisana komsebenzi;
- ukuthuthukisa amazinga okuzuza njengoba imfundo nokuqeqesha kukhokhelwe;
- ukukhuthaza ukusetshenziswa kwendawo yomsebenzi njengendawo ekhuthaza ukufunda;
- ukuvumela abasebenzi abasha ukuthi bathole isipiliyoni esifanele emsebenzini;
- ukuthuthukisa amathuba okuqashwa kwabasebenzi ngokufunda nokuqeqeshwa; kanye
- nokusebenzisa uHlelo Lwamakhono Asebenzini njengenqola yokuqondanisa ukuthuthukiswa kwamakhono namasu okukhula kwebhizinisi nezinhlelo zokulinganisa emsebenzini.

UHlelo Lokuthuthukisa Amakhono e-ERGO luxhumana nomthetho Wokuthuthukisa Amakhono, futhi lubandakanya ukuthunyelwa kwaminyaka yonke koHlelo Lwamakhono Lwasemsebenzini (i-WSP) kanye neMibiko Yokuqeqesha Yaminyakayonke (i-ATR) okubandakanya ukukhokha amalevi Okuthuthukisa Amakhono emaphikweni afanele.

2.3.2 Isimo Sonke Sendawo

Uhlu olufinyeziwe lwezigaba zomsebenzi ezihambisana nalezi zikhala, okubandakanya isibalo sabantu abakhona njengamanje behlukaniswe ngokwezigaba zobuhlanga nokobulili, kuhlinzekwe kuThebhula 4. Izakhi zoHlelo Lokuthuthukisa Amakhono lwe-ERGO ziyalandela:

1. Imfundo nokuqeqesha, okubandakanya i-AET;
2. Izinhlelo Zokufundela Umsebenzi Emsebenzini;
3. Izinhlelo Zamakhono;
4. Izinhlelo zamakhono awujikelele; kanye
5. Nezikhala zomsebenzi okunzima ukuzigcwalisa.

Ithebhula 4: Isifinyezo sezigaba zokusebenza zabasebenzi bonke4

	Abampisholo		Amakhaladi		Amandiya		Abelungu		Isibalo Sisonke	Ukuqagula Ngemigomo ye-HDSA (%)	I-HDSA Ekhona % (%)	Imigomo Yabantu Besifazane Sisonke (%)	Abantu Besifazane Abakhona
	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa					
Abaphathi Abaphezulu (Iziphathimandla)	1						2	3		I-Ergo iziphokophele	33%	I-Ergo iziphokophele	0
Abaphathi Abakhulu	1						2	3		a ekufezeni imigomo	33%	a ekufezeni imigomo	1
Abaphathi Abaphakathi Nendawo	3	5	0	1	0	3	4	21	37	ngokwemigo mo	43%	ngokwemigo mo	7
Abaphathi Abancane	21	159	5	10	2	6	14	82	299	yoSomqulu Wezimayini	73%	yoSomqulu Wezimayini	42
Amakhono Awumnyombo Wesikhungo Kanye Namakhono Asemqoka	102	353	3	4	1	1	2	13	479	ogqamayo njengoba usebenza ngaleso sikhathi.	97%	ogqamayo njengoba usebenza ngaleso sikhathi.	109
Ukuphila Nokukhubazeka	1	3					2	6					1
Isibalo Sisonke	128	521	8	15	3	10	20	122	827		85%		19%

A = Abampisholo; C = Amakhaladi; I/A = Amandiya/Abase-Asia; W = Abelungu

2.3.3 Imfundo Nokuqeqeshwa Kwabantu Abadala

I-ERGO izosiza ngokuthuthukisa izisekelo zokuThuthukisa Amakhono ngokunyusa amazinga okufunda ngokubandakanya i-AET, phambilini ebeyibizwa ngeMfundo Eyisisekelo Yabantu Abadala Nokuqeqesha (i-ABET).

2.3.3.1 Isimo Sonke Sendawo

Imiphumela yokwenziwa kocwaningomabhuku ngamakhono iveze ukuthi abasebenzi be-ERGO abangama-87 bafunde bagcina kuBanga lesi-9 noma ngaphansi, okusho ukuthi kungaba yi-AET esebenzayo. Eminyakeni edlule i-ERGO beyikhipha imali yokuthi abasebenzi babhalisele i-AET. Nokho, yize kwaba neziphakamiso ezinhle, njengokuthembisa ukukhokhela abasebenzi umholo wabo weshifti, umholo wangeSonto kanye nesibonelelo ngokuqeda i-AET, ibe yincane kakhulu intshisekelo yokungena kulolu hlelo. Kule-SLP, i-ERGO izobhalisa abasebenzi ukuze benze izifundo zokulungela ukubhala umatikuletsheni kunokuba benze i-AET 1, 2, 3 no-4. I-Ergo iyazibophezela ngokuthi izofaka amalungu omphakathi asezindaweni ezithintwa yimisebenzi yenkampani kwi-AET njengoba ike yenza eminyakeni edlule. Amalungu omphakathi abe nentshisekelo enkulu angena ohlelweni lwe-AET kwi-SLP phambilini.

Ithebhula 5 no-6 (Ifomu Q) liqukethe amazinga emfundo abasebenzi be-ERGO ne-FAT. Kunamazinga emfundo anhlobonhlobo phakathi kwabasebenzi, kusukela kwabangafundanga nhlobo, kuya kulabo abaneziqu ze-Masters. I-ERGO izimisele ngokuqeqesha abasebenzi ukuze bakwazi ukufunda nokubala emsebenzini inqobo uma benentshisekelo yokubhalisela ukuqeqeshwa.

Ithebhula 5: ifomu Q- Isibalo Nezinga Lemfundo labo bonke Abasebenzi be-Ergo ngokweFomu Q, Umthethonqubo 46 (b) (i)

Isigaba	Izinga le-NQF	Okuhleliwe ngokohlelo lwezigaba zomsebenzi	Owesilisa				Owesifazane				Sekukonke	
			Abampish olo	Amakhal adi	Indi ya	Abelun gu	Abampish olo	Amakhal adi	Indi ya	Abelun gu	Owesilisa	Owesifazane
Imfundo Ewujikelele Nokuqeqes hwa (i-GET)		Abantu abangaphenduli ocwaningweni	98	2	2	18	12	3	2	3	120	20
		Ibanga 0 / Inkulisa	3	1	0	0	0	0	0	0	4	0
		Ibanga 1 / Ufestiya									0	0
		Ibanga 2 / Usekhondiya									0	0
		Ibanga 3 / Ustandathi 1 / i-AET 1									0	0
		Ibanga 4 / Ustandathi 2	6				1				6	1
		Ibanga 5 / Ustandathi 3 / i-AET 2									0	0
		Ibanga 6 / Ustandathi 4	27				2				27	2
		Ibanga 7 / Ustandathi 5 / i-AET 3	31				2				31	2
		Ibanga 8 / Ustandathi 4									0	0
Ukuqhubeka Nemfundo Nokuqeqes hwa (i-FET)		Ibanga 9 / Ustandathi 7 / i-AET 4	6	1		2	5				9	5
		Ibanga 10 / Ustandathi 8 / N1	50	1		14	6			1	65	7
		Ibanga 11 / Ustandathi 9 / N2	72	0	1	4	28	1	0	2	77	31
		Ibanga 12 / Ustandathi 10 / N3	187	11	5	60	62	4	1	13	263	80
Imfundo Ephakeme Nokuqeqes hwa (i-HET)		Izitifiketi Zemfundo Ephakeme Nezokuqhubeka Nemfundo	30	0	1	8	9	0	0	1	39	10
		Diploma neSitifiketi Sokuqhubeka Nemfundo									0	0
		Iziqu ze-Bachelor namaDiploma Okuqhubeka Nemfundo	9	0	1	12	0	0	0	1	22	1
		Iziqu ze-Honours, iDiploma Yomuntu Oseke Wathwesa Iziqu Phambini kanye Neziqu Zobungoti	1			1	1			1	2	2
	Iziqu ze-Master					1						
	Iziqu Zokudokotela									0	0	
Sekukonke			520	16	10	119	129	8	3	22	665	161

Ithebhula 6: Ifomu Q- Isibalo Nezinga Lemfundo Labasebenzi be-FAT ngokweFomu Q, Umthethonqubo 46 (b) (i)

Isigaba	Izinga le-NQF	Okuhleliwe ngokohlelo lwezigaba zomsebenzi	Owesilisa					Owesifazane					Sekukonke		
			Abampish olo	Amakhal adi	Indi ya	Abelun gu	Abampish olo	Amakhal adi	Indi ya	Abelun gu	Owesili sa	Owesifazane			
Imfundo Ewujikelele Nokuqeqes hwa (i-GET)		Akakaze afunde nhlobo	51											51	0
		Ibanga 0 / Inkulisa	4											4	0
		Ibanga 1 / Ufestiya	2											2	0
		Ibanga 2 / Usekhondiya	2											2	0
		Ibanga 3 / Ustandathi 1 / i-AET 1	8											8	0
		Ibanga 4 / Ustandathi 2	22											22	0
		Ibanga 5 / Ustandathi 3 / i-AET 2	26											26	0
		Ibanga 6 / Ustandathi 4	21											21	0
		Ibanga 7 / Ustandathi 5 / i-AET 3	24											24	0
		Ibanga 8 / Ustandathi 4	36											36	0
		Ibanga 9 / Ustandathi 7 / i-AET 4	45											45	0
	Ukuqhubeka Nemfundo Nokuqeqes hwa (i-FET)	2	Ibanga 10 / Ustandathi 8 / N1	69											69
		Ibanga 11 / Ustandathi 9 / N2	62											62	0
3		Ibanga 12 / Ustandathi 10 / N3	119			1		1					1	120	2
Imfundo Ephakeme Nokuqeqes hwa (i-HET)	4	Izitifiketi Zemfundo Ephakeme Nezokuqhubeka Nemfundo	4					4						8	0
	5	iDiploma neSitifiketi Sokuqhubeka Nemfundo	2					2						2	2
	6	Iziqu ze-Bachelor namaDiploma Okuqhubeka Nemfundo	1											1	0
	7	Iziqu ze-Honours, iDiploma Yomuntu Oseke Wathwesa Iziqu Phambili kanye Neziqu Zobungoti												0	0
Sekukonke	8	Iziqu ze-Master													
	9	Iziqu Zokudokotela												0	0
	10		498	0	0	5	3	0	1	0	0	1	503	4	

2.3.3.2 Imigomo ye-AET 6

Imayini izibophezele ekuthuthukiseni nasekuguquleni abasebenzi bayo kanye nemiphakathi ethintekayo imayini esebenzela kuyo. Ithebhula 7 neThebhula 8 lihlizeka ngezinhlelo zeminyaka emihlanu ezibhalwe imigomo ye-AET yabasebenzi be-ERGO kanye nemiphakathi ebazungezile. Ithebhula 9 liveza imigomo ye-FAT.

Ithebhula 7: Imigomo ye-AET yabasebenzi be-ERGO (Yangaphakathi) 18.17

Izinga Lohlelo	2018	2019	2020	2021	2022	Setukonke
I-AET 1	0	0	0	0	0	0
I-AET 2	0	0	0	0	0	0
I-AET 3	0	0	0	0	0	0
I-AET 4	0	0	0	0	0	0
Izifundo Zokulungela Ukubhala Umatikuletshehi	10	10	10	10	10	50
Isibalo SISONKE	10	10	10	10	10	50
Ukuhlizakela Ngezimali²	R150 000,00	R165 000,00	R181 500,00	R199 650,00	R219 615,00	R915 765,00

Ithebhula 8: Imigomo ye-AET yamalungu Omphakathi (Yangaphandle) 18.28

Izinga Lohlelo	2018	2019	2020	2021	2022	Setukonke
I-AET 1	0	0	0	0	0	0
I-AET 2	0	0	0	0	0	0
I-AET 3	20	20	20	20	20	100
I-AET 4/ i-NQF 1	20	20	20	20	20	100
Isibalo SISONKE	40	40	40	40	40	200
Ukuhlizakela Ngezimali³	R600 000,00	R660 000,00	R726 000,00	R798 600,00	R878 460,00	R3 663 060,00

² Ngokususela emanini okunika abantu bangaphandle umsebenzi wokuqeqesha

³ Ngokususela emanini okunika abantu bangaphandle umsebenzi wokuqeqesha

Ithebhula 9: Imigomo ye-AET ye-FAT9

Izinga Lohlelo	2018	2019	2020	2021	2022	Sekukonke
I-AET 1	8	0	0	0	0	8
I-AET 2	3	8	0	0	0	11
I-AET 3	11	3	8	0	0	22
I-AET 4/ i-NQF 1	9	11	3	8	0	31
Izifundo Zokulungela Ukubhala Umatikuletsheeni	0	0	0	0	10	10
Isibalo SISONKE	31	22	11	8	10	82
Ukubhinzekela Ngezimali	R313 800,00	R345 180,00	R181 698,00	R145 664,00	R152 000,00	R1 138 342,00

2.3.3.3 Uhlelo lokusebenza lwe-AET

Ithebhula elandelayo (Ithebhula 10) liqukethe uhlelo Lokusebenza loHlelo lwe-AET e-ERGO.

Ukubhalisangqo kungase kuhluka kusukela emigomweni, kuncike ekuzibandakanyeni kwabasebenzi noma amalungu omphakathi.

Ithebhula 10: Uhlelo lokusebenza lwe-AET10

OKWENZIWAYO	OKUHLINZEKWAYO
<p>Ukubuyekeza nokuhlola uhlelo lwe-AET lwangomuso nokubuyekeza uhlelo lwamanje ngokwamathuba okuluthuthukisa:</p> <ol style="list-style-type: none"> 1. Ukufaneleka kwezinhlelo zokufunda zamanje. 2. Ukufinyelela ekufundeni nasekuqeqeshweni kwabasebenzi 3. Ukwazi kwabasebenzi ngezinhlelo nezinzuzo zemfundo ephakeme 4. Uhlelo lokwazisa abasebenzi ngamathuba emfundo nokuqeqesha 5. Izinhlelo ze-AET, izifundo, abethulizifundo, indawo nezikhathi 	<p>Umbiko oqukethe imiphumela yomsebenzi wokuhlola nezincomo ngohlobo lwezinhlelo ezizoqaliswa e-ERGO ngomuso.</p>
<p>Ukuxoxisana neKomidi Lokuqeqesha ngemibono yalo ngoHlelo lwe-AET oluhlongozwayo.</p>	<p>Imihlangano Namakomidi Ezokuqeqesha nokubhala imibono neziphakamiso zawo</p>
<p>Ukuqalisa izinhlelo zemfundo nokuqeqesha nemigomo ebuyekeziwe kanye nezinyathelo okumele zithathwe.</p>	<p>Umbiko Wokuqalisa</p>
<p>Ukuhlola okuyisisekelo nokubuyekizwa kohlelo lokuqalisa.</p>	<p>Ithebhula lohlelo olusha lwesikhathi sokubika esilandelayo.</p>

2.3.4 Ukuqeqeshelwa Amakhono Okusebenza (Umsebenzi Owumnyombo)

Inhloso yohlelo lwamakhono awumnyombo wesikhungo wukuhlomisa abasebenzi ngamakhono adingekayo ukuze bakwazi ukuqalisa imisebenzi yabo. Lezi Zinhlelo ziphinde zakhelwa ukuhlomisa abasebenzi ngolwazi namakhono adingekayo ukuze baqhubekele amazingeni aphezulu emsebenzini e-ERGO.

2.3.4.1 Isimo Sonke Sendawo

Ukuchaza kabanzi ngemigomo yoHlelo lokuqeqesha lweminyaka emi-5 ye-ERGO ne-FAT ihlinzekwe **kuThebhula 11 noThebhula 12** ngokwahlukana kwawo. Lokhu akulubandakanyi uhlelo lokuqeqesha olwenziwe nabo bonke abasebenzi minyaka yonke. Izinhlelo zamakhono zigxile kakhulu ekuqeqesheni abantu ngabodwana ngamakhono adingekayo eMayini, ukuze abasebenzi ngabanye Bathuthuke Emsebenzini futhi kuqinisekiswa ukuthi kusetshenzwa ngokuphephile futhi kube nemiphumela ebonakalayo.

2.3.4.2 Uhlelo lokusebenza

I-ERGO izolokhu ikhuthaza amathuba okufunda nokuqeqeshelwa amakhono phakathi kwabasebenzi kanye nokuhlola kabusha nokulungisisisa uHlelo Lokuthuthukisa Amakhono Lwemayini. **Ithebhula 13** lihlinzeka ngeqoqo lwezinhlelo ezingathathelwa lokhu.

1. Izinhlelo zokuthuthukisa amakhono zizohlinzekelwa abasebenzi esikhungweni sokuqeqesha ezizohlinzekwa abahlinzeki-misebenzi bangaphandle abaneziqu zokufaneleka lapho kudingeka.
2. Njengengxenye yokuhlola amakhono okuzokwenziwa ngowezi-2018, kuzonqunywa ngamakhono akhona njengamanje nalawo adingekayo. Uhlelo lokuqeqesha luzobe selulungiswa ukuze kubhekanwe nokushodayo.
3. UHlelo Lokuthuthukisa Amakhono luzoxhunyaniswa noHlelo Lokukhula Emsebenzini, uHlelo Lokucathulisa Emsebenzini, uHlelo Lokufundela Umsebenzi Emsebenzini kanye Nomfundaze kanye noHlelo Lokuqasha Ngokulingana.

Ithebhula 11: Imigomo Ewumongo Yokuqeqeshela Amakhono Elindelekile e-ERGO Mining (Pty) Ltd (FY 2018 – 2022)

	2018		2019		2020		2021		2022		Sekukonke	
	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali
Uhlolobolob/Umkhakha Oqeqeshwayo												
oLwezobunjiniyela	10	R580 800,00	10	R319 440,00	5	R175 690,00	5	R193 260,00	5	R212 585,00	35	R1 481 775,00
Ukusetshenzwa												
Kwamamirali	20	R300 000,00	20	R330 000,00	10	R200 000,00	10	R220 000,00	10	R242 000,00	70	R1 292 000,00
Amakhono												
Ezobuchwepheshe	50	R150 000,00	50	R165 000,00	50	R181 500,00	25	R100 000,00	25	R110 000,00	200	R 706 500,00
Isibalo SISONKE	80		80		65		40		40		305	
Ukuhlinzekelw a Ngokwezimali		R1 030 800,00		R314 440,00		R557 190,00		R513 260,00		R564 585,00		R3 480 275,00

Ithebhula 11: Ithebhula 11: Imigomo Ewumongo Yokuqeqeshela Amakhono Elindelekile e-FAT (Pty) Ltd (FY 2018 – 2022)

	2018		2019		2020		2021		2022		Sekukonke	
	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali	Isibalo o	Ukuhlinzekelw a Ngokwezimali
Uhlolobolob/Umkhakha a Oqeqeshwayo												
Ukavuselelwa Kwama-silimes	40	R700 000,00	40	R700 000,00	30	R525 000,00	30	R525 000,00	30	R525 000,00	170	R2 975 000,00
Ukulahiswa Kwemifuzuza yazemayini	30	R540 000,00	10	R180 000,00	10	R180 000,00	10	R180 000,00	10	R180 000,00	70	R1 260 000,00
Ukugada umsebenzi	6	R129 000,00	4	R86 000,00	4	R86 000,00	4	R86 000,00	4	R86 000,00	22	R473 000,00
Omele I-SHE	30	R75 000,00	10	R25 000,00	10	R25 000,00	10	R25 000,00	10	R25 000,00	70	R 175 000,00
Usizo Lokuqala- Iznga 1	10	R15 000,00	10	R15 000,00	10	R15 000,00	10	R15 000,00	10	R15 000,00	50	R75 000,00
Ukucisha Umililo Okuyisisekalo	10	R15 000,00	10	R15 000,00	10	R15 000,00	10	R15 000,00	10	R15 000,00	50	R75 000,00
Isibalo SISONKE	126		84		74		74		74		432	
Ukuhlinzekelw a Ngokwezimali		R1 474 000,00		R1 021 000,00		R826 000,00		R 930 000,00		R1 025 660,00		R5 295 260,00

Ithebhula 13: Uhlelo Lokusebenza Lwezinhlelo Zamakhono12

OKWENZIWAYO	OKUHLINZEKWAYO
Ukwenza uCwaningomabhuku Lwamakhono ukuze kuhlonzwe izidingo zokuqeqesha ezihambisana nomsebenzi owumnyombo webhizinisi	Umbiko Ngocwaningomabhuku Lwamakhono
Qinisekisa futhi ubhale zonke iziqu zabasebenzi	Uhlu Lweziqu
Akha uhlelo lokuqeqeshela amakhono oludidiyele olunemigomo, izabelomali kanye nezikhathi eziwumnqamula juqu (ngokuhambisana nokuzibophezela okwenziwe yi-SLP kanye nohlelo lwebhizinisi)	Uhlelo Lokuqeqeshela Amakhono kanye/noma Nesimo Sokuqeqesha
Hlanganisa okutholakele bese ukubandakanye oHlelweni Lwamakhono Asemsebenzini	UHlelo Lwamakhono Asemsebenzini
Hlinzeka ngokuqeqesha nemfundo ngokwemihlahlandlela ecacisiwe, amagebe amakhono nangokwe-HDSA kumigomo yokuphatha.	Umbiko Wokuqeqesha

2.3.5 Izinhlelo Zokufundela Umsebenzi Emsebenzini

Uhlelo lokufundela umsebenzi emsebenzini luwuhlelo lokufunda olubhalisiwe nokugunyaziwe olubandakanya isipiliyoni somsebenzi owenziwayo, kanye nangocwaningo lwethiyori, ngalokho ludidiyele ukufunda kwasemsebenzini nokwesikhungo. Ngohlelo lokufundela umsebenzi emsebenzini, abantu bakwazi ukusebenzela ukuthola iziqu besebenza. Luhlinzeka ngolwazi lokufunda okuqhubekayo (i-verticalarticulation) nokulinganisa kokuthuthukisa ukuhambisana phakathi kwezifundo, imikhakha nolwazi (i-horizontalarticulation). Ingxenye yokufunda okuhleliwe kokufundela umsebenzi emsebenzini izobandakanya izigaba zomgomo weyunithi ezidingekayo ukuze kuhlangele iziqu, njengokufunda okuyisisekelo, ukufundela okuwumnyombo wesikhungo nokuba wungoti emkhakheni othile. Isipiliyoni somsebenzi kumele sihambisane nokufunda okuhleliwe futhi kulungiselelwe abafundi ukuze bahlolwe ngolwazi abalutholile.

I-ERGO izimisele ngokuhlinzeka ngamathuba Okufundela Umsebenzi Emsebenzini kubasebenzi (18.1) kanye nabantu abangasibo abasebenzi (18.2). Ukufakwa kwabafundi, ikakhulukazi abaku-18.2 bazonqunywa ngokobukhona kwamathuba omsebenzi ngesikhathi sokuqeda.

2.3.5.1 Isimo Sonke Sendawo

I-ERGO seyibhalise izinhlelo zokuthwasela umsebenzi ezingamashumi amabili nesikhombisa (27) 18.1 kwezikagesi, i-fabrication/ukwakha amabhayela, i-fitter ne-rigger, namashumi ayisishiyagalombili (86) 18.2 ezinhlelweni ezifanayo kwi-SLP edlule. I-ERGO izoqhubekela kwingomuso ibhalisa abasebenzi ezinhlelweni zokuthwasela umsebenzi/ukufundela umsebenzi emsebenzini, kugxilwe kakhulu kubabambiqhaza baku-18.2.

2.3.5.2. Imigomo Yokufundela Umsebenzi Emsebenzini

Imigomo yeminyaka emi-5 iveza abantu abasha ababhalisiwe anye nokudlulisela komunye unyaka kwaminyaka yonke, njengoba uhlelo lokufundela umsebenzi emsebenzini luba yiminyaka eu-2-3, evezwe kuThebhula 14 noThebhula 15. Imigomo ye-FAT ivezwe kuThebhula 16.

2.3.5.3 Uhlelo Lokusebenza kohlelo lokufundela umsebenzi emsebenzini

I-ERGO izoqhubeka nokuhlinzeka ngohlelo lokufundela umsebenzi emsebenzini ngamakhono adingekayo okuthuthukisa ukugculisa emsebenzini wabo. Ithebhula 17 ligqamisa izinhlelo Zokusebenza i-ERGO ezozibheka. Kuzobhekwa okulandelayo uma kulungiswa izinhlelo zokufundela umsebenzi emsebenzini:

- Ukuhlinzeka ngohlelo lokufundela umsebenzi emsebenzini okuvela ku-MQA ngokoMthetho Wokuthuthukisa Amakhono. inkampani izongena ezivumelwaneni zohlelo lokufundela umsebenzi emsebenzini Nabafundi ngokweSigaba 16,17 no 18;
- Ukwenza Umfundi athathe amazinga aphezulu omthwalo emsebenzini futhi ngale ndlela, ukuthuthukisa amakhono ezobuhlakani, ukuxhumana nabantu kanye nokukhuluma;
- Ukuhlinzeka Abafundi ngokuqeqeshwa okufanele endaweni yokusebenza; kanye
- Nokulawula ukufinyelela ezikhungweni zokufunda ezifanele nge-ERGO kanye nabahlinzeki bokuqeqesha abazimele.

Ithebhula 14: Ukuzibophezela Kwezokufundela Umsebenzi Emsebenzini Kweminyaka Emihlanu (5) kwe-ERGO (kwangaphakathi) 18.113

Uhlobo/Umkhakha Oqeqeshwayo	Umgomo wezi-2018	Umgomo wezi-2019			Umgomo wezi-2020			Umgomo wezi-2021			Umgomo wezi-2022			Sekukonke (2018 -2022)
		Ababha lisiwe	Ababha lisiwe	Abaqhube kayo	Ababha lisiwe	Ababha lisiwe	Abaqhube kayo	Ababha lisiwe	Ababha lisiwe	Abaqhube kayo	Ababha lisiwe	Ababha lisiwe	Abaqhube kayo	
Okuqondene nogesi	2	0	2	2	2	2	2	0	2	2	2	2	6	
Ukufaka izinto	2	0	2	2	2	2	2	0	2	2	2	2	6	
Ukwakha amabhayela	2	0	2	2	2	2	2	0	2	2	2	2	6	
Ukubhalisela Umsebenzi Sekukonke	6	0	6	6	6	6	6	0	6	6	6	6	18	
Ukuhlizisekela Ngezimali	R434 320,00	R400 752,00	R400 826,00	R484 908,00	R533 398,00	R2 294 204,00								

* Qaphela: Abazobhaliswa ngowezi-2022 bazodluliselwa kusibopho se-SLP esisha.

Ithebhula 15: Ukuzibophezela Kwezokufundela Umsebenzi Emsebenzini Kweminyaka Emihlanu (5) kwe-ERGO (kwangaphandle) 18.214

Uhlobo/Umkhakha Oqeqeshwayo	Umgomo wezi-2018	Umgomo wezi-2019			Umgomo wezi-2020			Umgomo wezi-2021			Umgomo wezi-2022			Sekukonke (2018 -2022)
		Ababhalisiwe	Ababh alisiwe	Abaqhube kayo	Ababh alisiwe	Ababh alisiwe	Abaqhube kayo	Ababh alisiwe	Ababh alisiwe	Abaqhube kayo	Ababh alisiwe	Ababh alisiwe	Abaqhube kayo	
Okuqondene nogesi	3	0	3	3	0	0	3	0	3	3	0	0	9	
Ukufaka izinto	3	0	3	3	0	0	3	0	3	3	0	0	9	
Ukwakha amabhayela	4	0	4	4	1	0	4	4	4	4	2	2	12	
I-Rigger/i-Ropesman	2	0	2	2	1	0	2	2	2	2	1	1	6	
Ukubhalisela Umsebenzi Sekukonke	12	0	12	12	2	0	12	12	12	12	3	3	36	
Ukuhlizisekela Ngezimali	R1 007 040,00	974 304,00	R1 068 852,00	R1 171 416,00	R1 282 788,00	R5 504 400,00								

Ithebhula 16: Ukuzibophezela Kwezokufundela Umsebenzi Emsebenzini Kweminyaka Emihlanu (5) kwe-FAT15

Uhloto/Umkhakha Oqeqeshwayo	Umgomo wezi-2018		Umgomo wezi-2019		Umgomo wezi-2020		Umgomo wezi-2021		Umgomo wezi-2022		Sekukonke (2018-2022)
	Ababhali isiw	Abaqhube kayo	Ababhali isiw	Abaqhube kayo	Ababhali isiw	Abaqhube kayo	Ababhali isiw	Abaqhube kayo	Ababhali isiw	Abaqhube kayo	
Ukufaka izinto	1	1	1	2	1	3	1	0	2	4	
Ukwakha amabhayela	0	0	1	0	1	2	1	0	2	2	
Umakhenikha Kadizili	0	1	1	1	1	3	1	0	2	3	
Ukubhalisela Umsebenzi Sekukonke	1	2	3	3	3	6	3	0	6	9	
Ukubhalisela Ngezimali	R50 000,00	R150 000,00	R300 000,00	R300 000,00	R550 000,00	R300 000,00	R550 000,00	R300 000,00	R1 350 000,00		

Ithebhula 17: Uhlalo lokusebenza Lokufundela Umsebenzi Emsebenzini16

OKWENZIWAYO	OKUHLINZEKWAYO
Ukuhlaziya izidingo zamakhono zangomuso ze-ERGO kanye nendawo okusetshenzwa kuyo njengamanje yabantu abangase balungele ukubhaliselwa ukuba Sezinhlwani Zokufundela Umsebenzi Emsebenzini.	Uhlu lwamakhono nezikhala zangomuso. Uhlu lwabantu abangase balungele ukunikwa ithuba lokubhalisela ukuba Sohlelweni Lokufundela Umsebenzi Emsebenzini.
Ukubonisana neKomidi Lezokuqeqesha kuhlelo Lokufundela Umsebenzi Emsebenzini oluhlongozwayo.	Imihlangano Nesivumelwano maqondana nendlela ebheke phambili maqondana Nezinhlwani Zokufundela Umsebenzi Emsebenzini
Hlinzeka Abafundi ngokuqeqeshwa okufanele endaweni yokusebenza.	Rekhoda ukuqeqeshwa okuhlinzekiwe
Hlinzeka ngezindawo ezifanele Zabafundi abafundela umsebenzi emsebenzini futhi uhlinzeke ngokubhekwa Kwabafundi okufanele.	Izindawo zomhlinzeki wokuqeqeshwa kanye nendawo yokuqeqeshwa ye-ERGO.
Hlolela abafundi emsebenzini futhi uhlinzeke ngamarekhodi okufunda.	Rekhoda ukuqeqesha okuhlinzekiwe kanye namasigesho abahloli

2.4 Uhlelo Lokukhula Emsebenzini - Umthethonqubo 4b (b) ii

2.4.1 Isingeniso

UHlelo Lokukhula Emsebenzini luhlose ukuveza indlela okumele ithathwe ngokomsebenzi, kuvezwe izindlela ezingasetshenziswa ukuze umuntu asuke noma ashintshe iqhaza noma isikhundla aye kwesinye emkhakheni othile. Lokhu kuzofezeka ngokuchaza okudingekayo, njengamakhono nesipiliyoni esidingekayo ezigabeni zomsebenzi ezinhlobonhlobo. UHlelo lokuqeqesha nokuthuthukisa lweMayini lube seluba indlela yokuthuthukisa amakhono abasebenzi ukuze abantu bakhuphukele kwesinye isikhundla ezingeni elifanayo noma eliphakeme. Indlela Yokukhula Emsebenzini nayo ingase isetshenziswe ngesikhathi sokukhetha nokuqasha, ukuqeqesha nokuthuthukisa kanye nokuphatha abasebenzi.

2.4.2 Isimo Sonke Sendawo

Njengamanje i-ERGO inezinkundla zokuphatha abasebenzi ngokweminyango efanele, kube abaphathi babasebenzi bebonke baluwula iKomidi Leziphathimandla osihlalo walo nguMqondisi Ophethe. Phezu kwalokhu, kuvame ukuba nokubonisana enkundleni yomsebenzi maqondana nokuthuthuka emsebenzini.

Impokophelo yokuhlela ukukhula emsebenzini wukuqinisekisa ukuthi abasebenzi abakhethiwe badlulele ezikhundleni zezobuchwepheshe nokuphatha lapho kuvela izikhundla zomsebenzi ezifanele okuhambisana nezidingo zoMqulu Wokufukula Abantu Ngokwenhlokomnotho Ebandakanyayo. Maqondana nalokhu okulandelayo kumele kwenziwe imisebenzi elandelayo:

1. Abasebenzi be-ERGO kumele bathole amakhono ngokwenza izifundo ezihambisana nomsebenzi zesikhathi esifishane.
2. Inqubo yokuhlela ukukhula emsebenzini kumele ibuyekwezwe njalo, futhi inqubo iqashwa minyaka yonke.

2.4.3 Imigomo Yokukhula Emsebenzini

Imigomo yeminyaka emi-5 yokukhula emsebenzini ibhalwe kuThebhula 18 noThebhula 19.

2.4.4 Uhlelo lokusebenza

I-ERGO izolokhu ikhuthaza Ukukhula Emsebenzini kanye namathuba okukhula emsebenzini kwabasebenzi bayo. I-ERGO izochaza uHlelo Lokukhula Emsebenzini lwamanje, njengoba kubhalwe kuhlelo lokusebenza kuThebhula 20. UHlelo Lokukhula Emsebenzini luzoqaliswa ngendlela elandelayo:

1. Kusungulwe izinhlelo zomsebenzi ze-Instrumentation, i-Metallurgy nobuNjininiyela futhi zigqanyisiwe kusithombe 4,5 no-6;
2. Isithombe 7 sigqamisa umhlahlandlela wokukhula kwabasebenzi be-FAT;

3. I-ERGO izoqhubeka nokuqalisa inqubomgomo, inqubo noHlelo Lokukhula Emsebenzini, olwazisa isimo sokukhula komsebenzi, lugxile ekwenziweni komsebenzi futhi olufanele amazinga omsebenzi, uhlelo lwezigaba zomsebenzi, abasebenzi, izidingo zamakhono, kanye nezidingo Zokuqasha Ngokulingana ze-ERGO;
4. UHlelo Lokukhula Emsebenzini luzoqaliswa iminyaka emihlanu (5) futhi luzohlolwa kabusha njalo eminyakeni emihlanu (5).
5. Ukukhula emsebenzini kumele kusetshenziselwe ukuthuthukisa ukugcineka kweNkampani, impumelelo yebhizinisi, ukuthuthuka kwabasebenzi, ukwenziwa komsebenzi, ukwaneliseka kwabasebenzi kanye nozinziso kwezemisebenzi;
6. UHlelo Lokukhula Emsebenzini luzoxhunyaniswa noHlelo Lokuthuthukisa Amakhono, uHlelo Lokufundela Umsebenzi Emsebenzini, uHlelo lwe-Internship noMfundaze, uHlelo Lokucathuliswa Emsebenzini kanye noHlelo Lokulingana Emsebenzini;
7. Lokhu kumele kuqondaniswe kakhulu futhi kuxhunyaniswe nezidingo zamakhono, amakhono ahambisana nomsebenzi kanye nokuthuthukiswa kwabasebenzi/ukukhula e-ERGO;
8. Kunezindlela ezikhona ukuze abantu bakhule besuka emazingeni okusebenza adinga amakhono amancane kuya emakhonweni amakhulu okusebenza futhi amazinga okuphatha uma kungase kuvele amathuba omsebenzi futhi kuvele izikhundla zomsebenzi;
9. UHlelo Lokukhula Emsebenzini luzoqinisekisa ukuthi iziqu, izifiso, izidingo zokuthuthuka, kanye nalokho okungase kwenziwe abasebenzi abathembisayo babekwa ngokwezidingo namakhono adingekayo eMayini kanye
10. I-ERGO izohlolona labo basebenzi abathembisayo, nabadinga amanye amakhono esikhundleni abakuso, kanye nabasebenzi abadinga amakhono okuhloswe ngawo ukuthi Kukhulwe Emsebenzini ukugcwalisa isikhala esiyovela ngomuso.

I-ERGO izosebenzisa uHlelo Lokukhula Emsebenzini njengendlela yokuqala yokuthuthukisa abasebenzi abathembisayo futhi ihlangabezane nezidingo zokuqashwa eNkampanini.

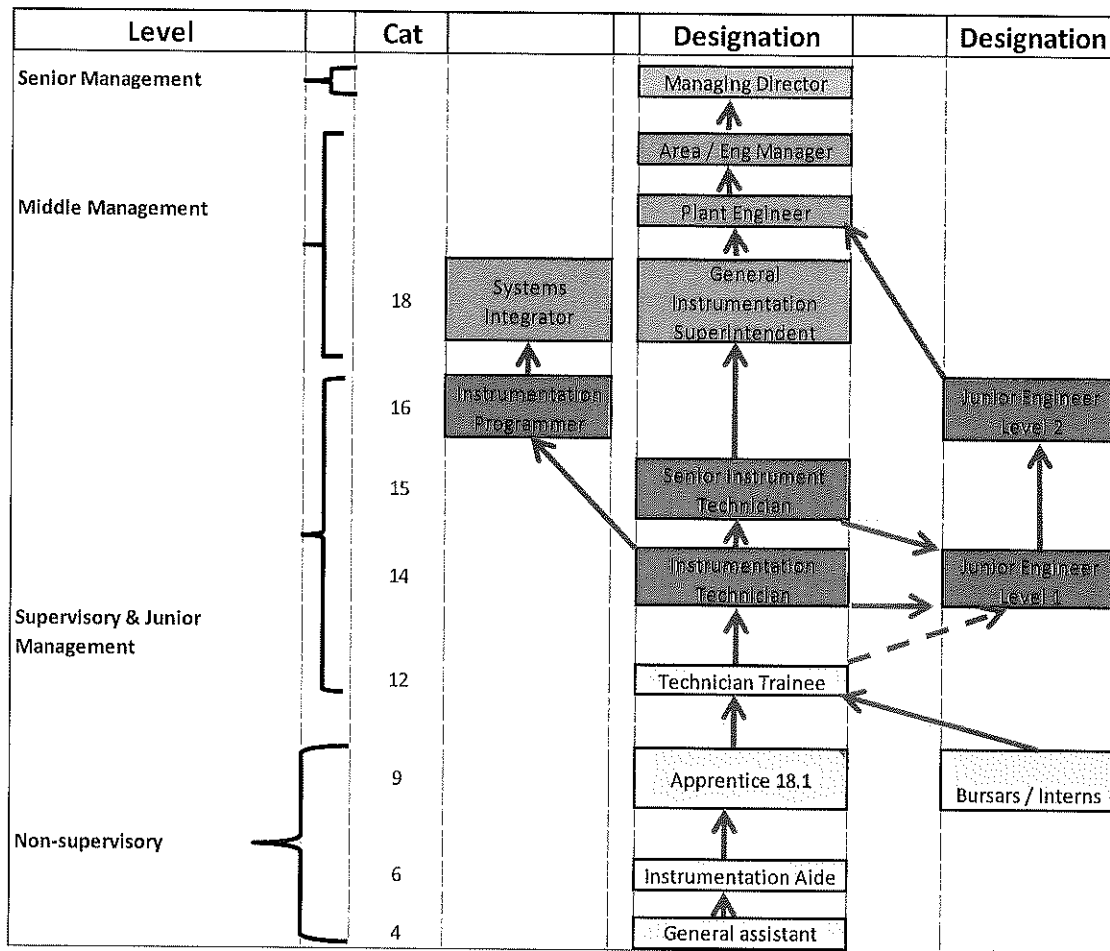
Ithethula 19: Imigomo Yokukhula Emsebenzini ye-FAT17

Izinhlelo Zokuqeqesha Eziqondene Nokukhula Emsebenzini	Isikhundla Okuqalwa kuso	Isikhundla Okuphokophelewe Kuso	2018	2019	2020	2021	2022	Sekukonke
Ukulahlwa Kwemfucuzwa Yasemayini (i-MRD) 101	Umbhekimsebenzi	Umpathi Wendawo	2	2	2	0	0	6
Ukulahlwa Kwemfucuzwa Yasemayini (i-MRD) 102	Umpathi Wendawo	Umpathizinkontileka	1	1	1	1	0	4
Ukuthuthukisa Abaphathi	Umpathi Wendawo	Umpathizinkontileka	1	1	1	1	1	5
SEKUKONKE			4	4	4	2	1	15
Ukuthintezekela Ngezimafi			R135 000,00	R148 500,00	R163 350,00	R77 000,00	R53 000,00	R576 850,00

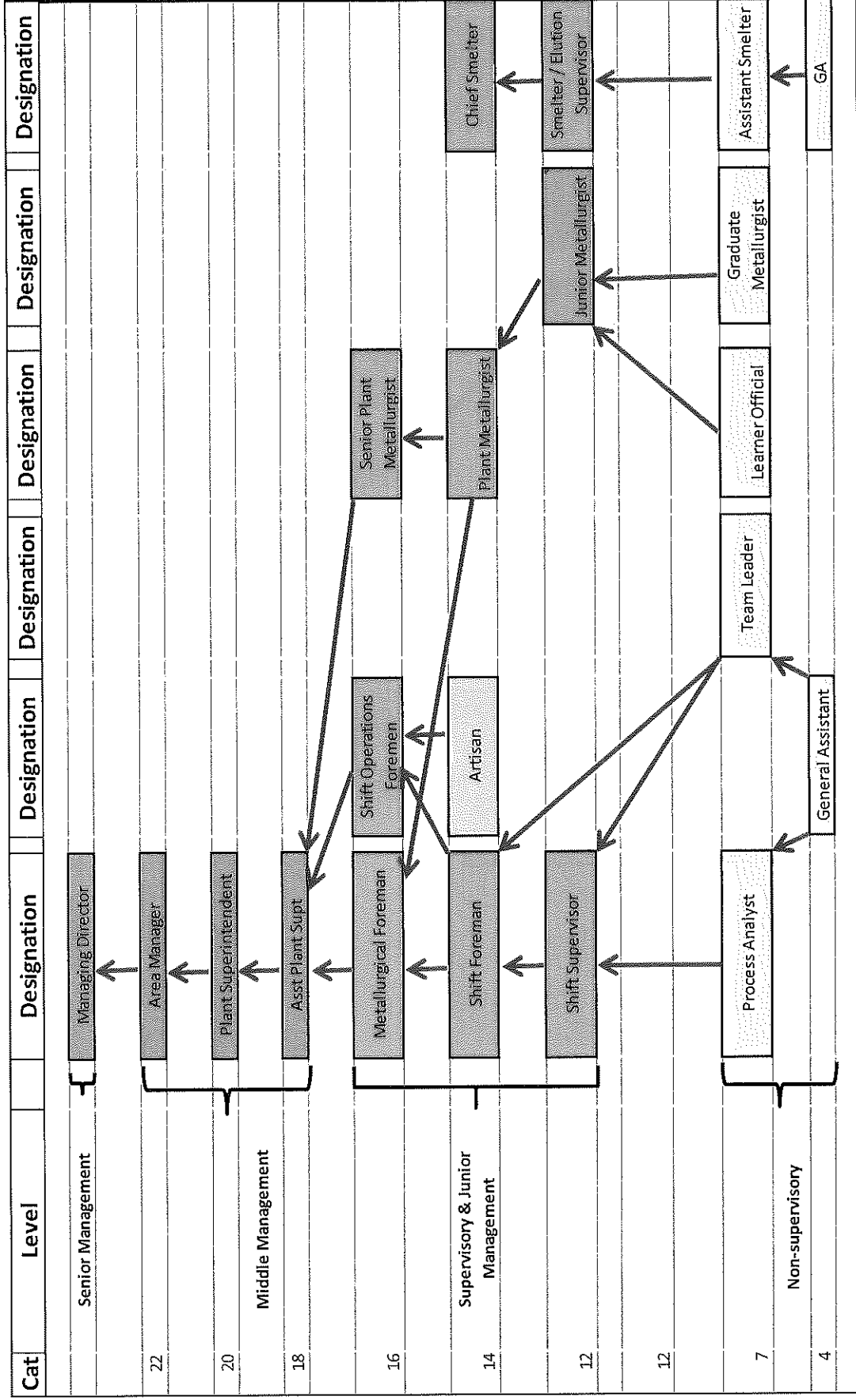
. UHlelo Lokukhula Emsebenzini lususelwa ezidingweni zeNkampani. Yize i-FAT izophokophelela ekufezeni le migomo abantu bazoqashwa ezikhundleni

ezibhekiwe uma kungase kuvele izikhala zomsebenzi

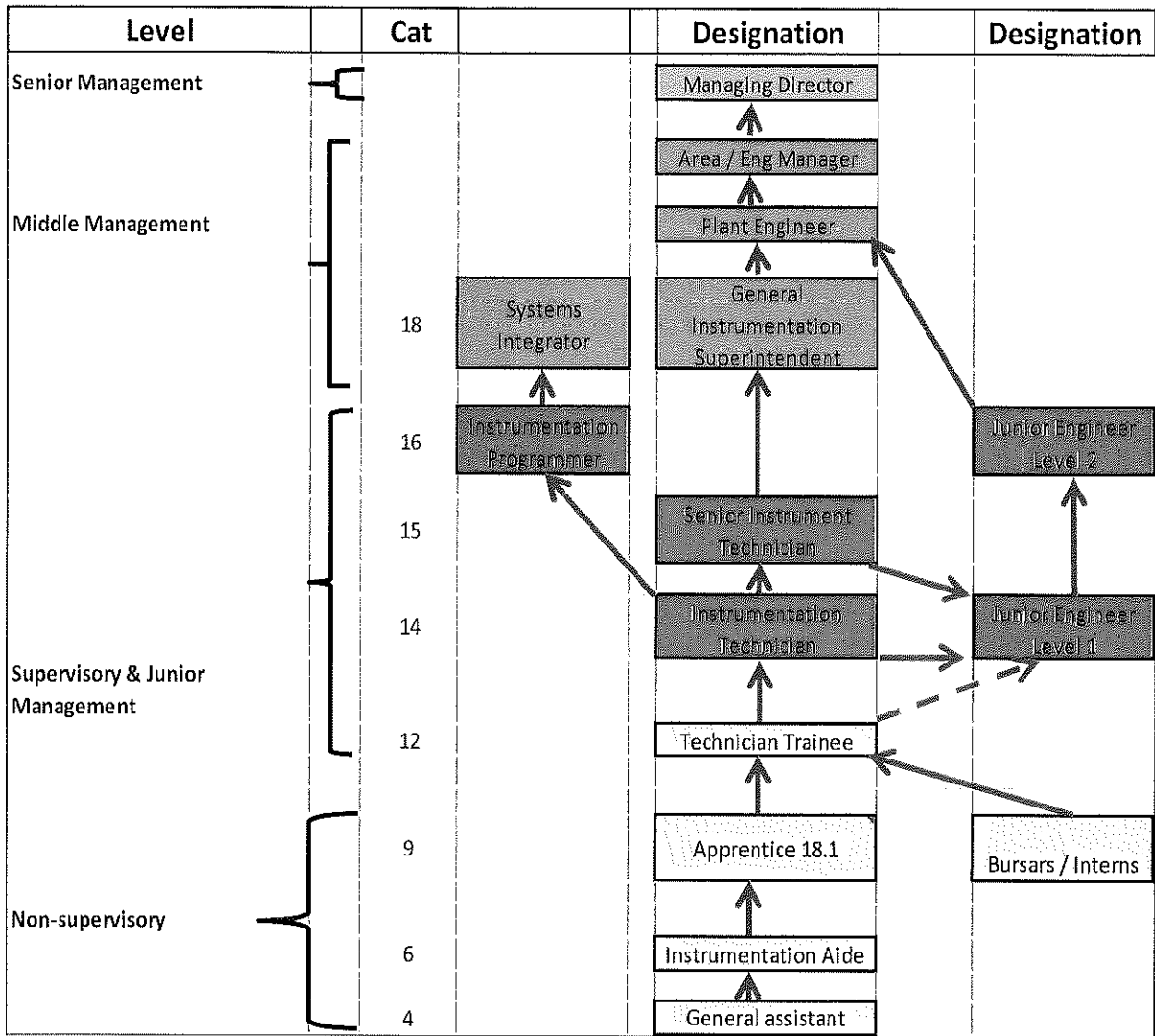
2.4.4.1 UHlelo Lomsebenzi lwe-ERGO lwe-Instrumentation, i-Metallurgy nezobuNjiniyela



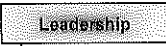

Isithombe 4: UHlelo lomsebenzi lwe-Instrumentation4

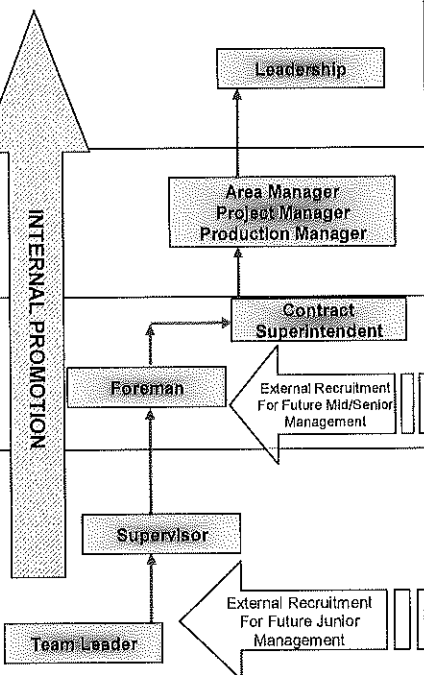


Isithombe 5: Ukufundelwa Komsebenzi Wezensimbisi



Isithombe 6: Ukufundelwa Komsebenzi Wezobunjiniyela6

NQF Criteria	DEVELOPMENT OF LINE MANAGEMENT TO MEET GROWTH NEEDS		TAILINGS COLLEGE	LEADERSHIP PROGRAMME
<p>Higher Education & Training</p> <p>NQF Level 5 – 8</p>	Senior Mngmt		<p>Pricing & contracts</p> <p>Mine closure</p> <p>Environmental Training</p> <p>Fluid flow/transport</p> <p>Productivity</p> <p>MRD</p>	<p>Negotiation skills</p> <p>SPIN</p> <p>Conflict management</p> <p>Finances for non-fin mngers</p> <p>Project management</p> <p>Customer relations</p> <p>Group Dynamics</p> <p>Team effectiveness</p> <p>Diversity/change management</p> <p>Motivation</p> <p>Communication/interpersonal</p> <p>Coaching skills</p> <p>Lateral thinking</p>
<p>Further Education & Training</p> <p>NQF Level 2 – 4</p> <p>Grade 10 - 12</p>	Junior Mngmt		<p>MRD</p> <p>Mine closure</p> <p>Environmental</p> <p>Fluid flow/transport</p> <p>Pricing & contracts</p> <p>Productivity</p> <p>Disc. code & grievance</p> <p>HR legislation</p> <p>FAT induction</p> <p>Risk awareness</p> <p>Basic tailings</p> <p>Conflict management</p> <p>Coaching</p> <p>Safety</p> <p>Basic business skills</p> <p>Basic supervisory</p> <p>ABET 1 - 4</p>	<p>Negotiation skills</p> <p>Project management</p> <p>Group dynamics</p> <p>Team effectiveness</p> <p>Diversity/change management</p> <p>Motivation</p> <p>Communications</p> <p>SPIN</p> <p>Finances for non-fin mngers</p>
<p>General Education & Training</p> <p>NQF Level 1</p> <p>Grade 0 - 9</p>	General Workers	<p>LABOURERS</p>	<p>Life skills</p> <p>Unit standards</p> <p>FAT Induction</p> <p>Site specific Induction</p> <p>ABET 1 – 4</p> <p>WSWP</p>	



NQF Criteria	DEVELOPMENT OF LINE MANAGEMENT TO MEET GROWTH NEEDS		TAILINGS COLLEGE	LEADERSHIP PROGRAMME	
Higher Education & Training NQF Level 5 – 8	Senior Mngmt		Pricing & contracts Mine closure Environmental Training Fluid flow/transport Productivity MRD	Negotiation skills SPIN Conflict management Finances for non-fin mngers Project management Customer relations Group Dynamics Team effectiveness Diversity/change management Motivation Communication/interpersonal Coaching skills Lateral thinking	
Further Education & Training NQF Level 2 – 4	Junior Mngmt		Contract Superintendent	MRD Mine closure Environmental Fluid flow/transport Pricing & contracts Productivity	Negotiation skills Project management Group dynamics Team effectiveness Diversity/change management Motivation
Grade 10 - 12	Supervisory		Foreman	Disc. code & grievance HR legislation FAT induction Risk awareness	Communications SPIN
			Supervisor	Basic tailings Conflict management Coaching Safety Basic business skills Basic supervisory ABET 1 - 4	Finances for non-fin mngers
General Education & Training NQF Level 1 Grade 0 - 9	General Workers	Team Leader	LABOURERS	Life skills Unit standards FAT induction Site specific Induction ABET 1 – 4 WSWP	

Isithombe 7: Izindlela zokukhuphuka emsebenzini e-FAT7

Ithebhula 20: Uhlelo lokusebenza Lwezinhlelo Zokukhula Emsebenzini 18

OKWENZIWAYO	OKUHLINZEKWAYO
Ukuvama ukuhlola umuntu ngamunye ukuze akwazi kutholakale izimvo ngenqubo yokusebenza nokuhlonza izidingo zokuthuthuka.	Imibiko Ngokuhlola
Ukusungula izinhlelo zomsebenzi ezisuselwa ekuhloleni komuntu ngamunye kanye nezidingo zeMayini. Ukwazisa abasebenzi ngalokhu ukuze babaholele emisebenzini enhlobonhlobo.	Izinhlelo Zokuthuthukisa Umuntu Ngamunye
Ukuchaza nokushicilela izidingo eziyisisekelo zezikhundla zokuqashwa.	Amaphrofayela Okufaneleka
Qinisekisa ukuthi abacathulisanayo banolwazi ngezifiso zomsebenzi ngamunye emsebenzini futhi banolwazi olugcwele ngamathuba okuthuthuka	Izivumelwano Zokucathulisa Emsebenzini

2.4.5 Izinhlelo zamakhono awujikelele

2.4.5.1 *Isimo Sonke Sendawo*

I-ERGO izoqhubeka nokuhlizeka ngeziNhlelo zokuqeqeshela amakhono esikhathini sonke saseMayini. Kuzogxilwa kakhulu lapho kunamathuba okudilizwa emsebenzini, ukuncishiswa kwabasebenzi nalapho kunamathuba okuvalwa kwemayini. Inhliso yohlelo wukhlomisa abasebenzi ngamanye amakhono angasetshenziswa emayini.

2.4.5.2 *Imigomo Yamakhono Awujikelele*

Imigomo yeminyaka emi-5 emiselwe yokuqeqeshelwa amakhono awujikelele e-ERGO izezwe **kuThebhula 21**. Abasebenzi bazonikwa ithuba lokukhetha kokungakhethwa okuhlinzekwe **kuThebhula 22**, ezifundweni zamakhono awujikelele abangazibhalisela futhi bazifunde. Izifundo zokwengezela zizobhekwa lapho kuvela isidingo.

2.4.5.3 *Uhlelo lokusebenza*

Njengamanje i-ERGO icabanga ukuvala isikhungo i-Knights ngoSeptemba 2019. Ngakho, imayini izogxila kakhulu ekuhlomiseni abasebenzi ngamakhono awujikelele ukuze bakwazi ukuthola ezinye izindlela zokuphila kweminye imikhakha yomnotho. Lezi ziNhlelo zizobandakanya, kodwa azizukugcina, kokulandelayo: imishini emikhulu enyakazayo, izifundo zekhompuyutha, amakhono okusebenzisana nabantu, ezokwakha kanye nokunye.

Ithebhula 21: Ukuqeqeshela Amakhono Awujikelele Emikhakheni Engaqondene Nezokuvukuzi¹⁹

Izinhlalo Zamakhono Awujikelele	2018	2019	2020	2021	2022	Sekukonke
Izinhlalo Zamakhono Awujikelele (imishini emikhulu enyakazayo, izifundo zekhompyutha, amakhono okusebenzisana nabantu, ezokwakha kanye nokunye)	80	100	40	40	40	300
Isibalo Sesisonke	80	100	40	40	40	300
Ukuhlizekela Ngezimali⁴	R1 600 000,00	R2 000 000,00	R200 000,00	R200 000,00	R200 000,00	R4 200 000,00

Ithebhula 22: Uhlelo lokusebenza Lohlelo Lokuqeqeshela Amakhono Awujikelele²⁰

OKWENZIWAYO	OKUHLINZEKWAYO
Ukukhetha amathuba afanele isimo somnotho/imikhakha engaphandle kwezimayini, ngokubonisana nababambiqhaza abafanele nokubuyekeza uHlelo Lwentuthuko Oludidiyele lukamasipala	Umbiko ngezimvo ngenqubo maqondana namathuba ezomnotho afanele ngaphandle kwemikhakha yezimayini
Ukwenza ucwaningo lokuhlola ukuthi ngamaphi amakhono awujikelele adingekayo kubasebenzi baseMayini	Imiphumela Yocwaningo
Ukuhlanganisa uHlelo lokuqeqeshelwa amakhono awujikelele	UHlelo lokuqeqeshelwa amakhono awujikelele
Ukuhlaziya nokuqoka uMhlinzekimsebenzi ofanele ngokwezidingo	Uhlu olunemininingwane eminingi lwabahlinzekimsebenzi abaqeqeshayo

⁴ Eminyakeni yokuqala, izindleko zokuqeqesha zinkulu ziphakathi kwezi-R20 000 nezi-R40 000 ngomuntu ngamunye njengoba imayini izobe ilungiselela ukuvala izikhungo ezi-2. Kusukela ngowezi-2020 ukuqeqeshelwa amakhono awujikelele kuzogxila ekuqeqesheni okunhlobonhlobo okubiza kancane kunalokhu (njengokusebenzisa imishini, ukuthola ilayisense namakhono okusebenzisa ikhompyutha, njll., okuzoba phakathi kwezi-R2000 nezi-R4000 ngomuntu ngamunye)

2.4.6 Izikhala zomsebenzi okunzima ukuzigcwalisa

Izikhala zomsebenzi okunzima ukuzigcwalisa zimele izikhala esezigcwalisiwe nezingagcwalisiwe okunzima ukuzigcwalisa ngenxa yokushoda kwamakhono aqondene nazo. Lokhu kungase kuveze izinselele zangomuso ukuze i-ERGO ihlale ilandela izimiso ngokwezibopho zayo Zokulingana Ngokomsebenzi ngokukaSomqulu Wezimayini. Njengamanje, i-ERGO ayinazo izikhala zemisebenzi okunzima ukuzigcwalisa njengoba kugqanyiswe kuFomu R kuThebhula 23.

Ithebhula 23: Izikhala Zomsebenzi Okunzima Ukuzigcwalisa ngokweSithasiselo II kwemithethonqubo ye-MPRDA21

Izinga lesikhundla lasemsebenzini	Igama lesikhundla somsebenzi	Isizathu sokuhluleka ukuvala isikhala somsebenzi uma singenamuntu
Abaphathi Abaphezulu	Akukho	Akusebenzi
Abaphathi Abakhulu	Akukho	Akusebenzi
Abasebenzi abanamakhono ezobuchwepheshe kanye nabaneziqumfundo, abaphathi abancane, ababhekimsebenzi	Akukho	Akusebenzi
Ukuthatha izinqumo ngokwabanamakhono asezineni elimaphakathi nokwenziwa ngokuzikhethela	Akukho	Akusebenzi
Ukuthatha izinqumo ngokwabangenamakhono nangokwezindlela ezimisiwe	Akukho	Akusebenzi

2.5 Uhlelo Lokucathuliswa Emsebenzini - Umthethonqubo 46 (b) (iii)

2.5.1 Isingeniso

Ukucathuliswa emsebenzini kuyinqubo ebalulekile nensiza yokweseka ukuthuthuka kwabantu, Ukulingana Ngokomsebenzi, ukuhlela i-HRD, nokuphatha ukwenziwa komsebenzi. Kuwubudlelwano obumiswe ngokugcwele phakathi kocathulisayo emsebenzini nalowo ocathuliswayo, futhi kusungulelwe ukuthuthukisa umsebenzi walowo ocathuliswayo ngokwakha amakhono nolwazi. Lokhu kuyinqubo eqhubekayo futhi kuqinisekisa amathuba kalowo ocathuliswayo, okulethela bonke abantu inzuzo, okubandakanya nemayini.

Ukucathulisa emsebenzini kwangaphakathi kusho ukucathulisa "kwasekhaya" lapho abasebenzi abasezingeni eliphansi behlanganiswa nabasebenzi abasezingeni eliphezulu ukuze kube nokudluliswa kwamakhono.

Ukucathuliswa emsebenzini kwangaphandle kusho ukuqeqeshwa ngaphandle kwezinkampani ze-BEE ezinentshisekelo yokuzibandakanya emayini.

UHlelo Lokucathulisa lwase-ERGO luzomela ukungenelela okuhlelwe kahle nangobungoti oluzophatha uhlelo olukhulu lokweseka abasebenzi nokuThuthukisa Amakhono lapho kwenziwa Imisebenzi.

2.5.2 Isimo Sonke Sendawo

Njengamanje i-ERGO inohlelo lokucathulisa emsebenzini oluqhubekayo olugxile ekudluliseni amakhono enkampanini.

2.5.3 Imigomo

- a) UHlelo Lokucathulisa lugxile ekucathuliseni abasebenzi abahlonziwe ukuze baqhubekele ezikhundleni ezinqunyiwe uma kwenzeka ziba khona noma ukuqinisekisa ukuthi ocathuliswayo uba nekhono elidingekayo;
- b) UHlelo Lokucathulisa luxhunyaniswa nokuQeqeshela Amakhono, Okufundela Umsebenzi Emsebenzini, Ukukhula Emsebenzini, i-Internship, kanye Nokulinganisa Emsebenzini;
- c) UHlelo Lokucathulisa Emsebenzini lususelwa ezifisweni zabasebenzi nezidingo zebhizinisi zenkampani.

Ithebhula 24 neThebhula 25 lihlinzeka ngesifinyezo semigomo yokucathulisa ye-ERGO ne-FAT yeminyaka emi-5 ezayo.

Ithebhula 24: Imigomo Yokucathulisa Emsebenzini yase-ERGOZZ

Uhlelo Lokucathulisa	2018				2019				2020				2021				2022				Sekukonke
	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke			
Uhlelo Lokucathulisa	2	1	3	2	0	2	2	1	3	2	0	2	2	0	2	1	2	3	13		
Size zibe khona izikhala zomsebenzi																					
SEKUKONKE	2	1	3	2	0	2	2	1	3	2	0	2	2	0	1	2	3	13			
Ukuthinze kela Ngezimali ⁵		R50 000,00			R55 000,00			R60 500,00			R66 550,00			R73 205,00				R305 255,00			

Ithebhula 25: Imigomo Yokucathulisa Emsebenzini ye-FAT

Uhlelo Lokucathulisa	2018				2019				2020				2021				2022				Sekukonke
	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke	I-HD SA	OKUNGASI YO I-HDSA	Sekukonke			
Uhlelo Lokucathulisa	3	2	5	3	2	5	2	1	3	2	1	3	2	1	3	2	1	3	19		
Izinyanga eziny-12																					
SEKUKONKE	3	2	5	3	2	5	2	1	3	2	1	3	2	1	3	2	1	3	19		
Ukuthinze kela Ngezimali ⁵		R240 000,00			R250 000,00			R260 000,00			R270 000,00			R280 000,00					R1 300 000,00		

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⁵ Izindleko zivame ukuba ngezochwepheshe okubonisanwa nabo bangaphandle

2.5.4 Uhlelo Lokucathulisa Emsebenzini

I-ERGO ikhuthaza amathuba okucathulisa phakathi kwabasebenzi bayo kusizindalwazi sabantu abafuna umsebenzi senkampani.

1. Uhlelo Lokucathulisa Emsebenzini lugxila ekucathuliseni nasekuqeqesheni abasebenzi ezikhundleni ezikhethekile. Lokhu kuzohambisana namakhono nezidingo Zokulinganisa Emsebenzi e-ERGO.
2. Uhlelo Lokukhula Emsebenzini luxhunyaniswa noHlelo Lokuthuthukisa Amakhono, uHlelo Lokufundela Umsebenzi Emsebenzini, uHlelo Lokukhula Emsebenzini, uHlelo lwe-Internship Nemifundaze, kanye noHlelo Lokulingana Emsebenzini;
3. Uhlelo lokusebenza lokuqalisa uHlelo lokucathulisa emsebenzini luhlinzekwe **kuThebhula 26**, futhi lubuyekwezwa minyaka yonke.
4. Maqondana nokucathuliswa kwabasebenzi emsebenzini kwangaphakathi, i-ERGO iqalise izindlela ezilandelayo:
 - 4.1 Sungula izinhlelo zokuqalisa ukuqapha ngaphakathi kwe-ERGO;
 - 4.2 Ukuhlonza abazocathulisa / abazocathuliswa;
 - 4.3 Qondanisa abazocathulisa nabazocathuliswa abafanele;
 - 4.4 Misa imigomo yobudlelwano kanye nezinhlelo zeziNhlelo zokufunda; kanye
 - 4.5 Nokuqalisa nokuqapha inqubo yocathuliswayo, nokuhlaziya.
5. Uhlelo lokucathulisa emsebenzini luqalisiwe ngezinyathelo ezilandelayo:
 - 5.1 Ukudlulisela amakhono kubasebenzi abahlonziwe;
 - 5.2 Ukucathulisa nokuqeqesha abasebenzi emsebenzini emathubeni okufundela umsebenzi emsebenzini;
 - 5.3.. Ukuqinisekisa ukuthi abacathulisayo banolwazi olwanele lokwenza umsebenzi wabo;
 - 5.4. Ukuqinisekisa ukuthi abacathuliswayo baqondaniswa nabacathulisi abafanele ngokwesimo semvelo somuntu ngamunye, njll; kanye
 - 5.5 Nokuhlinzeka ngeziNhlelo ezisheshayo zokuthuthukisa zomuntu ngamunye zalabo basebenzi abahlonzwe ngokuthi bayathembisa futhi banezifiso.

Ithebhula 26: Uhlelo lokusebenza Lokucathulisa Emsebenzini24

OKWENZIWAYO	OKUHLINZEKWAYO
Ukuqhubeka nokuqalisa uhlelo Lokucathulisa unyaka nonyaka ngokwezivumelwano zocathulisayo/zocathuliswayo	Izivumelwano Zocathulisayo/Zocathuliswayo zomuntu ngamunye (ezibuyekezwa minyaka yonke)
Ukubuyekeza kwaminyaka yonke kusizindalwazi sabantu abafuna umsebenzi nokubeka abazocathulisa abantu abasha abangase banikwe amathuba	Ukukhulisa nokuguqula Isizindalwazi sabantu abafuna umsebenzi
Ukuhlonza abantu abasha angaba ngabacathulisayo nokuhlela ukuthi baqeqeshwe ngokufanele	Ukukhulisa nokuguqula uhlelo lwabacathulisayo okudingekayo
Ukuhlola okuyisisekelo nokubuyekezwa koHlelo lokuqalisa.	Ukuchibiyela uhlelo lokucathulisa lwe-ERGO ukuze kubhekanwe nezidingo ezishintshayo

2.6 Uhlelo Lokufundela Umsebenzi Emsebenzini Nemifundaze - Umthethonqubo 46 (b) (iv)

2.6.1 Isingeniso

I-ERGO iyasazi isidingo okungesona esokusiza abasebenzi baso kuphela ngamathuba okuthuthuka, kodwa nokusiza amalungu omphakathi wasendaweni ukuze afinyelele kumathuba emfundo yasezikhungweni eziphakeme (imifundaze) nokuthola isipiliyoni sokusebenza (ama-internship). Umfundaze nohlelo lwama-internship kusiza ukuthuthukisa abantu ngabanye, okube sekunika isikhungo amakhono esiwadingayo ukuze kwenziwe umsebenzi. Ngaphandle kweziqu zebhizinisi ezihambisana neziqu, iMayini iyasazi nesidingo sokuthuthukisa abantu ngabanye abafanelekile bakweminye imikhakha yomnotho, imiphakathi yabo ethintwe yiMayini.

2.6.2 Isimo Sonke Sendawo

I-ERGO izoqhubeka nokuqalisa uHlelo lwama-internship nemifundaze, okudalwe ukwakhiwa kwezikhundla ezinhlobonhlobo, amakhono asezingeni elimaphakathi kanye nabamakhono ngokugcwele eMayini. I-ERGO inemalimboleko yokufunda ehleliwe kanye nohlelo lokusiza abasebenzi ukuze baqhubeke nokufunda emikhakheni yongoti abakuyo: i-metallurgy, ubunjiniyela, ezabasebenzi, ezezimali, imisebenzi yezobuchwepheshe kanye nendawo, kanye nokwakha amathuba angomuso ukuze babe nolwazi olubanzi emikhakheni enhlobonhlobo esikhungweni. Indlelakwenza ye-ERGO eqondene nemifundaze ingatholakala kunqubomgomo ye-HRD yenkampani.

2.6.3 Imigomo Yemifundaze

Ithebhula 27, Ithebhula 28, Ithebhula 29, neThebhula 30 ahlinzeka ngemigomo yomfundaze ne-internship ye-ERGO yowezi-2018 - 2022. UHlelo lwe-internship Nomfundaze luzoxhunyaniswa neziNhlelo Zokulinganisa Ngokomsebenzi.

2.6.4 Uhlelo lokusebenza

Imifundaze yangomuso izokhishwa ngokweziqu ezidingekayo ebhizinisini. Isibalo samathuba ahlinzekwayo sizoncika esimweni sezimali nesidingo sokuqasha seNkampani. Ama-internship azonikwa abafundi abaqede izifundo zabo ezikhungweni zemfundo ephakeme. Lokhu kusebenza kubanikazi bemifundaze kanye nalabo abangayitholanga imifundaze ye-ERGO.

I-ERGO izoqalisa imisebenzi engokwesu elandelayo maqondana nama-internship kanye nemifundaze yayo:

- i. Ukuvumela abantu ukuthi basebenze njengalabo abafunda umsebenzi kubantu abawaziyo umsebenzi eMayini;
- ii. Ukukhuthaza ukutholakala kwamathuba emifundaze nama-internship kangcono nangempumelelo;

- iii. Ukudidiyela ama-intern noma abathole imifundaze njengelungu elisebenzayo leNkampani, uma kungase kube namathuba ezikhala zomsebenzi afanele;
- iv. Ukuhlinzeka ngabaphathimsebenzi abaqondene nama-internship kanye nemifundaze abazosebenza njengabethulizifundo nabaqaphi Bezinhlelo;
- v. Ukubandakanya ama-interns emisebenzini enhlobonhlobo nokubabeka ethubeni lokubhekana nezinselele ezinhlobonhlobo;
- vi. Ukuhlaziya i-internship nomfundaze ngamunye;
- vii. Ukunika ama-intern nabathole imifundaze ithuba lokungena kunethiwekhi yongoti basembonini;
- viii. Ukuhlinzeka ngohlelo lwemifundaze oluhlinzekela Abafundi abafisa ukuqhuba izifundo ezikhungweni zemfundo ephakeme emkhakheni ohambisana nezimayini;
- ix. Ukukhangisa ngamathuba ama-internship/emifundaze ngokufanele ngaphakathi e-ERGO, kanye nohlelo lokuhlunga lwakhono;
- x. Ukuhlonza Abafundi abakhekhiwe emazingeni angaphambi kokungena esikhungweni semfundo ephakeme ukuze kusimamiswe amathuba kusasekuqaleni. Laba Bafundi bazohlinzekwa ngemifundaze ehambisana nezidingo zezimakethe zangomuso zomkhakha wezimayini kanye neNkampani; kanye
- xi. Nokuhlinzeka ngemifundaze ehlinzekela imali yokubhalisela ukufunda, imali yokufunda, indawo yokuhlala, kanye nezinsiza zokufunda.
- xii. Lolu hlelo luzokwakhelwa isikhathi seminyaka emihlanu (5) futhi luzobuyekezwa ekupheleni kwesikhathi ngasinye. Uhlelo lokufundisa lwasungulelwa ukuhlanganisa uHlelo lwama-Internship Nemifundaze, njengoba kuveziwe **kuThebhula 31**.

Ithebhula 27: Imigomo Yemifundaze ye-ERGO (FY 2018 – FY 2022) Yangaphandle25

Umkhakha Womfundaze	Umigomo wezi- 2018		Umigomo wezi- 2019		Umigomo wezi- 2020		Umigomo wezi- 2021		Umigomo wezi- 2022		Sekukonke (2018 - 2022)
	Ababhaliwe	Abaqhubeka yo	Ababhaliwe	Abaqhubeka yo	Ababhaliwe	Abaqhubeka yo	Ababhaliwe	Abaqhubeka yo	Ababhaliwe	Abaqhubeka yo	
Ezezimali	0	0	1	0	0	1	0	1	1	1	2
I-HR	0	1	0	1	0	1	0	0	1	0	1
Ubunjiniyela	1	1	1	0	0	1	0	1	0	1	2
I-Metallurgy	1	0	1	1	0	1	0	1	0	1	2
Okunye	0	0	0	0	0	0	0	0	1	0	1
Imifundaze Isiyonke	2	2	3	2	0	4	0	3	3	3	8
Ukubhazakeka la Ngezimali	R680 000,00		R930 000,00		R750 000,00		R605 000,00		R1 278 000,00		R4 271 000,00

Ithebhula 28: Imigomo Yemifundaze ye-ERGO (FY 2018 – FY 2022) (Yangaphakathi) Imali Yokufunda Ewuxhaso noma Ewusizo26

Umkhakha Womfundaze	Umigomo wezi- 2018		Umigomo wezi- 2019		Umigomo wezi- 2020		Umigomo wezi- 2021		Umigomo wezi- 2022		Sekukonke (2018 - 2022)
	Ababhaliwe	Abaqhubekayo	Ababhaliwe	Abaqhubekayo	Ababhaliwe	Abaqhubekayo	Ababhaliwe	Abaqhubekayo	Ababhaliwe	Abaqhubekayo	
Ezezimali	1	1	0	1	0	1	1	0	0	1	2
I-HR	1	1	0	1	0	1	1	0	0	1	2
Ezesayensi Yezemvelo	1	1	0	1	0	1	1	0	0	1	2
Ezesayensi Yezempilo, Ezokuphepha Nokuhambisana Nayo	1	1	0	1	0	1	1	0	0	1	2
Imifundaze Isiyonke	4	4	0	4	0	4	4	0	0	4	8
Ukubhazakeka Ngezimali	R400 000,00		R400 000,00		R484 000,00		R527 400,00		R585 600,00		R4 442 040,00

Ithebhula 29: Imigomo ye-Internship ye-ERGO (FY 2018 – FY 2022)

Imikhakha Okugxilwa Kuyo	2018				2019				2020				2021				2022				Sekukon ke					
	Sekukon ke		N H		Sekukon ke		N H		Sekukon ke		N H		Sekukon ke		N H		Sekukon ke		N H							
	M	F	H	H	M	F	H	H	M	F	H	H	M	F	H	H	M	F	H	H						
Ezokuphatha/-HR/ Ezezimali/ Okunye	1	3	3	1	4	1	2	3	1	4	1	3	3	1	4	1	3	3	1	4	0	4	3	1	4	20
Ubunjiniyela	1	0	1	0	1	1	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	5
SEKUKONKE	1	3	4	1	5	1	3	4	1	5	1	2	4	1	5	1	4	4	1	5	4	4	1	5	25	
Ukukhazekela Ngezimali	R300 000,00				R350 000,00				R665 000,00				R665 000,00				R732 050,00				R3 052 050,00					

Ithebhula 30: Imigomo ye-Internship ye-FAT (FY 2018 – FY 2022)27

Imikhakha Okugxilwa Kuyo	2018				2019				2020				2021				2022				Sekukon ke					
	Sekukon ke		N H		Sekukon ke		N H		Sekukon ke		N H		Sekukon ke		N H		Sekukon ke		N H							
	M	F	H	H	M	F	H	H	M	F	H	H	M	F	H	H	M	F	H	H						
Ubunjiniyela Bezezimboni	1	0	1	0	1	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	1	1	0	1	3
Ubunjiniyela Bezokwakha	0	1	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	1	0	1	3
I-Metallurgy	0	0	0	0	0	1	1	0	1	1	0	1	0	1	0	1	0	1	1	0	0	0	0	0	0	3
Ubunjiniyela Bezamakhemikhali	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
Ezokuphatha Ezokuphepha	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
SEKUKONKE	1	1	2	0	2	1	2	3	0	3	2	1	3	0	3	1	2	1	3	0	3	1	1	2	0	13
Ukukhazekela Ngezimali	R336 000,00				R513 000,00				R572 000,00				R551 000,00				R350 000,00				R2 262 000,00					

H - HDSA

NH – NON- HDSA

Ithebhula 31: Uhlelo lokusebenza lwama-Internship Nemifundaze28

OKWENZIWAYO	OKUHLINZEKWAYO
Nquma ngezidingo zebhizinisi ngokwezidingo zangomuso ze-internship nemifundaze.	Bhala uhlu lwezidingo ngokwezidingo zomsebenzi, ikakhulukazi le edinga iziqu zemfundo ephakeme.
Thuthukisa ukuqaliswa koHlelo lwama-internship nemifundaze.	Thuthukisa uHlelo Lokuqalisa ama-Internship Nemifundaze.
Ukuthuthukisa nokuqalisa uHlelo lokwazisa abasebenzi nomphakathi wasendaweni ngamathuba ama-internship nemifundaze ase-ERGO.	Ukwakha nokuqalisa uHlelo lokwazisa nokudlulisa ulwazi kanye nokuluqalisa okuqhubekayo.
Ukuhlinzeka ngokuhlola kwaminyaka yonke nokubuyekeza ukuqaliswa koHlelo.	Ithebhula lohlelo olusha lwesikhathi sokubika esilandelayo.

2.7 Uhlelo Lokulinganisa Emsebenzini - Umthethonqubo 46 (b) (v)

2.7.1 Isingeniso

I-ERGO iyilandela ngokugcwele imigomo yoMqulu Wezimayini futhi iphokophele ukufezeni okungaphezu kwalokhu okudingekayo nje. INkampani ikholwa wukuthi Ukulinganisa Ngokomsebenzi kuyingxenye ebalulekile yokwakha abasebenzi abanempumelelo nokumeleleka kahle ukuze kuqinisekise ukulingana phakathi kwabasebenzi. Kuzozanywa kakhulu ukuhlonza lawo ma-HDSA anamathalente, nokuhlinzeka ngezinhlelo zokuqeqesha nokuthuthukisa ezingcono ukuwasiza akhule emsebenzini uma sekuvela izikhala zomsebenzi.

2.7.2 Isimo Sonke Sendawo

Ukuguqula kwi-ERGO kuholwa wuMthethosisekelo waseNingizimu Afrika ne-MPRDA, ekhuthaza ukulingana nokulinganisa, isithunzi, nokuvuleleka kanye nesibopho sokuphendula. Okubalulekile, uMthethosisekelo awuchazi ukulinganisa ngokuphelele kuphela, kodwa uvumela nokuqaliswa kohlelo lokuqasha abantu ngokubhekela ababencishwe amathuba phambilini.

Njengamanje i-ERGO ithumela imibiko kuMnyango Wezabasebenzi (i-DoL) maqondana nenqubekela phambili yayo Yezokulinganisa Ngokomsebenzi futhi izoqhubeka nokwenza njalo minyaka yonke. UHlelo Lokuqasha Ngokulinganisa lwe-ERGO luzoqhubeka nokubhalwa ngokwezidingo zoMthetho Wokulinganisa Ngokomsebenzi futhi luzoshicilelwa futhi luthunyelelwe i-DoL minyaka yonke. Impokophelo yalolu Hlelo wukuqinisekisa ukugcinwa kokulinganisa kukho konke ukusebenza kwayo nokwakha amasu okukhuthaza ukunika amathuba labo ababephuthwe amathuba phambilini.

Izibalo Zokulinganisa Ngokomsebenzi zabasebenzi abaqashwe ngokugcwele e-ERGO ziqukethwe **kuFomu S kuThebhula 32** futhi **iThebhula 33** liveza amaphesenti amanje e-HDSA kanye nabantu besifazane Abasebenza khona.

Njengamanje abasebenzi besilisa **bangama-666 (80.5%)** kanye nabasebenzi besifazane **abayi-161 (19.5%)** e-ERGO. Imininingwane echazwe ngokucozululwa iyatholakala kuMnyango Wezabasebenzi we-ERGO, oveza izikhala zomsebenzi ngqo. Njengamanje, **Abaphathi beMayini bakiwe ama-HDSA angama-235 (69%) (okubandakanya abantu besifazane abangabelungu), phakathi kwabo abantu besifazane bayi-150 (15%).** Phakathi kwabantu besifazane **abangama-20%** eNkampanini, **ama-78%** ngabantu abamnyama kanye nabangama-12% abayibelungu. **Ithebhula 34** lihlinzeka ngoHlelo Lokusebenza lwe-EE.

Uhlelo lwe-EE lwe-ERGO lubandakanya futhi luzoqhubeka nokubandakanya:

- Ukuqinisekisa izinqubo ezilinganisayo nezingacwasi ngokwamalungelo nesithunzi sabo bonke abasebenzi noma ngabe bangabeliphi ibala, ubuhlanga, ubulili noma isimo sokuphila nokukhubazeka;
- Ukuhlonza nokususa izinqubo ezingase zibe ngezicwasayo;
- Ukuqinisekisa ukuthi abasebenzi bakuwo wonke amazinga baneziqo zokufaneleka noma bangase balungele izidingo ezibalulekile zomsebenzi; kanye
- Nokuqinisekisa ukuthi abantu besifazane kubhekwa bona uma kuba nezinhlalo zokufundela umsebenzi emsebenzini, imifundaze, ama-internship, ukukhuphuka emsebenzini futhi ikakhulukazi ngesikhathi senqubo yokuqasha, futhi inkampani izokubheka lokho kumelwa kwabantu besifazane. **Ithebhula 33** liveza ukuthi i-ERGO izozithuthukisa kanjani izibalo zamanje ze-EE eminyakeni emihlanu ezayo.

Ithebhula 32: Ifomu S Izibalo Zezokulingana Emsebenzini se-ERGO29**Ithebhula 33: I-HDSA ye-ERGO Yemigomo Yokuphatha Yeminyaka Emihlanu 30**

	2018	2019	2020	2021	2022
Izikhundla Zokuphatha ze-HDSA	40%	40%	40%	40%	40%
Abantu besifazane Ezimayini	10%	10%	10%	10%	10%

Ithebhula 34: Uhlelo lokusebenza Lwesu Lokuqalisa i-EE e-ERGO Mining (Pty) Ltd31

OKWENZIWAYO	OKUHLINZEKWAYO
1. Akha uHlelo lwe-EE bese ubike ngenqubekela phambili ekuhlangabezaneni nezibophezelo zoMnyango Wezengcebo Embiwayo (i-DMR).	Umbiko we-DMR
2. Ikhophi yombiko izohlinzekelwa abasebenzi ngezinhloso zokukopisha nokubonisana.	Ukuxhumana
3. Ukuqinisekisa ukweseka okubonakalayo nokuzibophezela kwabaphathi enqubweni ye-EE.	Ukuhambela imihlangano
4. Ukwakha inqubo esheshayo yokusheshisa yama-HDSA.	Imigomo yokulinganisa ngokomsebenzi / Umbiko ngokuqasha
5. Qoka abazocathulisa kanye nabaqeqeshi babantu abangama-HDSA abathembisayo nabanezifiso zokungena ezikhundleni zokuphatha.	Imibiko

2.7.3 Uhlelo lokusebenza

I-ERGO izoqhubeka nokugcina imigomo ye-EE ezingeni elingekho ngaphansi kwalelo elimisiwe ngokoSomqulu Wezimayini noma kunini.

2.7.3.1 Ukubamba iqhaza Kwezakhamizi zaseNingizimu Afrika Ezazincishwe Amathuba Phambilini

Okulandelayo kubalulekile ekubandakanyeni ama-HDSA:

1. I-ERGO izoqhubeka nokuphokophela ekuqinisekiseni ukuthi imigomo njengoba imisiwe kuSomqulu Wezimayini osebenzayo ngaleso sikhathi, ezingeni lokuphatha ngalinye, iqukethe ama-HDSA. Nokho, iNkampani izozithuthukisela abasebenzi bayo ukuze kugcwalise lezi zikhala lapho kungenzeka. Ukufeza lokhu iNkampani izolandela okulandelayo:

i. Ukukhetha, ukuqeqesha nokuthuthukisa abasebenzi emazingeni aphansi esikhungweni ukuze kuqhutshekelle phambili, lapho kungase kube namathuba avelile. Lokhu kungakhethwa njengokokuqala;

ii. Ukuqasha abantu abangase balungele umsebenzi bangaphandle kweNkampani, inqobo uma kungekho okunye okungenziwa, emuva kokuba i-ERGO seyenze yonke imizamo ukuqalisa izinyathelo ezingenhla ngaphandle kwempumelelo.

2. Le ndlela izodala ukuthi kube nokufukula "kwangempela" kwabantu futhi iba negalelo kakhulu oqukweni lwemboni yezimayini "kunokuzingela" abasebenzi.

3. I-ERGO izoqalisa uhlelo olulandelayo kuThebhula 35 ukwakha amathuba okubandakanya ama-HDSA kumazinga okuphatha, okuzobuyekezwa minyaka yonke.

Ithebula 35: Ukuzibandakanya kwama-HDSA Kuhlelo Lokusebenza Lwezokuphatha32

OKWENZIWAYO	OKUHLINZEKWAYO
Nquma ngezidingo Zezokulinganisa Emsebenzini nezikhundla eziphakathi nendawo kwezokuphatha ngokwezidingo ze-MPRDA.	Uhlu lwezikhundla nezidingo.
Ukuhlola Isizindalwazi sabantu abafuna umsebenzi se-ERGO sangaphakathi ukuze uthole ama-HDSA angase alungele ukuvala izikhala zezikhundla eziphezulu uma kungase kuvele izikhala zemisebenzi (ngokususela ekutheni uyawazi umsebenzi futhi ezozibophezela, ngokuhambisana Nezinhlelo Zokukhula Emsebenzini Nokuthuthukisa Amakhono).	Ama-HDSA ahlonziwe kanye nabantu besifazane abangase balungele ukuvala izikhala abathembisayo.
Ukuqalisa uhlelo lokuhlelela umsebenzi ngokugcwele lwabasebenzi be-HDSA abathembisayo e-ERGO.	Uhlelo lokuhlelela umsebenzi jikelele lwabasebenzi be-HDSA.

I-ERGO izoqalisa izindlela ezilandelayo ukukhuthaza ukuzibandakanya kwama-HDSA emazingeni adinga amakhono aphezulu nawezokuphatha:

1. Sebenzisa umbiko Wezokulinganisa Ngokomsebenzi ukubona izibalo eziyizo ngokobuhlanga nokuxuba ngokobulili eMayini;
2. Hlola imiphumela yeMibiko Yezokulinganisa Ngokomsebenzi maqondana nokubandakanya ama-HDSA;
3. Beka phambili ama-HDSA uma kunezikhala zomsebenzi zabantu abanamakhono nezokuphatha, uma ehlangabezana nezidingo zomsebenzi;
4. Sebenzisa amasu okuqasha okulanda ama-HDSA afanelekile naneziqo kuphela uma kungasekho okunye okungenziwa;
5. Sebenzisa ukuhlelela Ukushiyelana Izikhundla, ukukhula emsebenzini, nezinhlelo zokuphatha umsebenzi ukuphatha ukuthuthukiswa kwama-HDSA abe sezikhundleni zokuphatha;
6. Azisa abantu ngamathuba omsebenzi Emsebenzini;
7. Qhubeka nokwazisa nokufundisa abasebenzi ngezinkinga ezibandakanya ezobulili, ezobuhlanga, nokuhlukahlukana ukuze kukhuthazwe usiko olungacwasi; futhi
8. Qoka abazocathulisa kanye nabaqeqeshi babantu abangama-HDSA esizindeneni zabasebenzi abathembisayo nabanezifiso zokungena ezikhundleni ezidinga amakhono aphezulu nawokuphatha. Ngale ndlela bazoqeqeshwa ngokwanele ukuze babe semathubeni okunyuswa emsebenzini.

2.7.3.2 *Ukuzibandakanya kwabantu besifazane*

Okulandelayo kuhambisana nokubandakanywa kwabantu besifazane emayini:

1. Maqondana nokuhambisana nomoya we-MPRDA, i-ERGO izoqhubeka nokuphokophela ekwandiseni ukubandakanywa kwabantu besifazane abamnyama ezikhundleni zokuphatha, zongoti kanye neziqondene nokuvukuza okuwumnyombo wesikhungo:
2. **Uhlelo Lokusebenza** lokwandisa ukubandakanywa kwabantu besifazane kwezokuvukuza luhlinzekwe kuThebhula 36.
3. Kuzobikwa minyaka yonke ngenqubekela phambili yakulezi zinhlelo ngokwezidingo ze-DoL ne-DMR.
4. Amathebhula abalwe ngenhla azobuyekezwa minyaka yonke.

Ithebhula 36: Uhlelo lokusebenza Lokubandakanya Abantu Besifazane Kwezokuvukuza33

OKWENZIWAYO	OKUHLINZEKWAYO
<p>Ingxoxo nokubonisana ngezimo, izinkinga kanye namagebe okulandelwa kwezimiso ngokwabantu Besifazane Emayini esigungwini sabantu besifazane. Ukuxoxa ngezinkinga ezihambisana nokulandelayo:</p> <ol style="list-style-type: none"> 1. Ukuqhamuka nezindlela zokubhekana nezinkinga/izithiyo ezingase zibe khona ezivimba ukudidiyelwa ngempumelelo nokugcinwa kwabantu besifazane; 2. Ukuqhamuka nezindlela zokushintsha isimo semayini ngqo nokwenza izinsiza zobuchwepheshe zilungele abantu besifazane; kanye 3. Ukuqalisa Izinhlelo zokuqwashisa zokulungisa imibono yabantu besilisa ngabantu besifazane. 	<p>Ukuhlonza izinkinga eziyisisekelo, izinselele nezisombululo ngendlela eya phambili yokuletha ushintsho olubonakalayo e-ERGO.</p>
<p>Ukuqhubeka nokuqapha uHlelo lokuqalisa lwabantu besifazane emayini ngokuhambisana noHlelo Lokulinganisa Ngokomsebenzi.</p>	<p>Ukuqhubeka nokuqapha uHlelo lokuqalisa lwabantu besifazane emayini.</p>

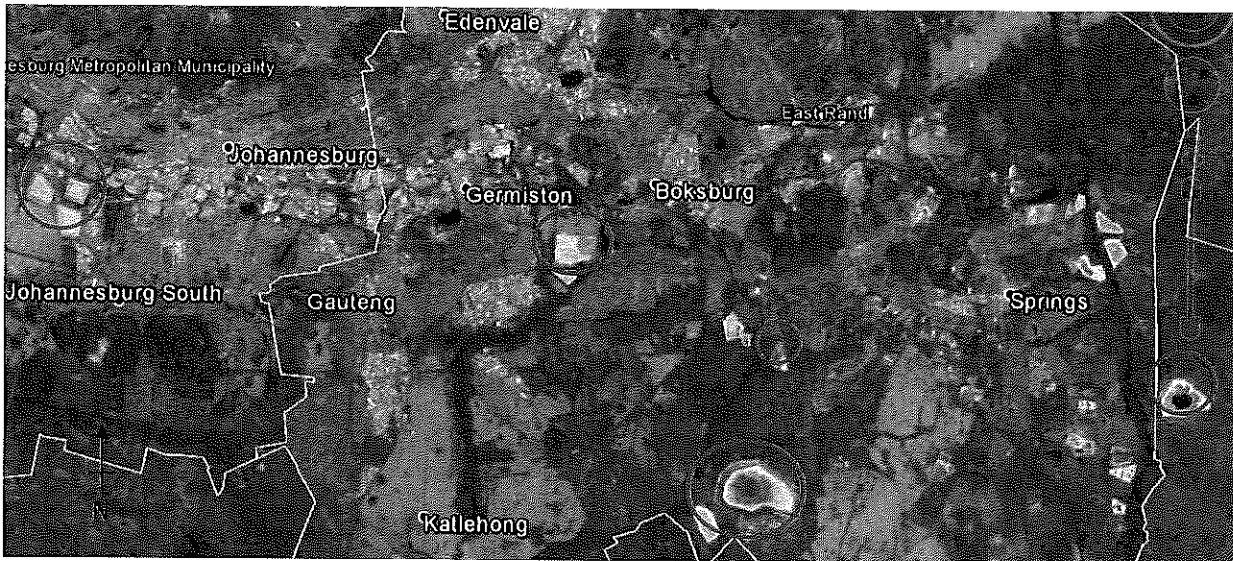
ISIGABA 3

**UHLELO
LOKUTHUTHUKISA
UMNOTHO
WASENDAWENI:
UMTHETHONQUBO 46 (C**

3. UHLELO LOKUTHUTHUKISA UMNOTHO WASENDAWENI

3.1 Isifinyezo

I-ERGO Mining Operations (Pty) Limited (i-ERGO) iyinkampani elawula ezinye nezinkampani ezinhlobonhlobo ezenza imisebenzi yokuvuselela imfucuzo Yengcebo Embiwayo eWitwatersrand, esendaweni engaphansi kwaMasipala Wedolobha Lase-Ekurhuleni (i-EMM) Esifundazweni saseGauteng eNingizimu Afrika. Isikhungo se-ERGO siku-EMM e-East Rand esifundazweni saseGauteng eNingizimu Africa. I-EMM yasungulwa ngowezi-2000. Ihlinzekela indawo enkulu kusuka eGermiston entshonalanga kuya eSprings naseNigel empumalanga. Isithombe 8 sihlizeka ngesifinyezo sendawo yesifunda yemisebenzi ye-ERGO. Error! Reference source not found.

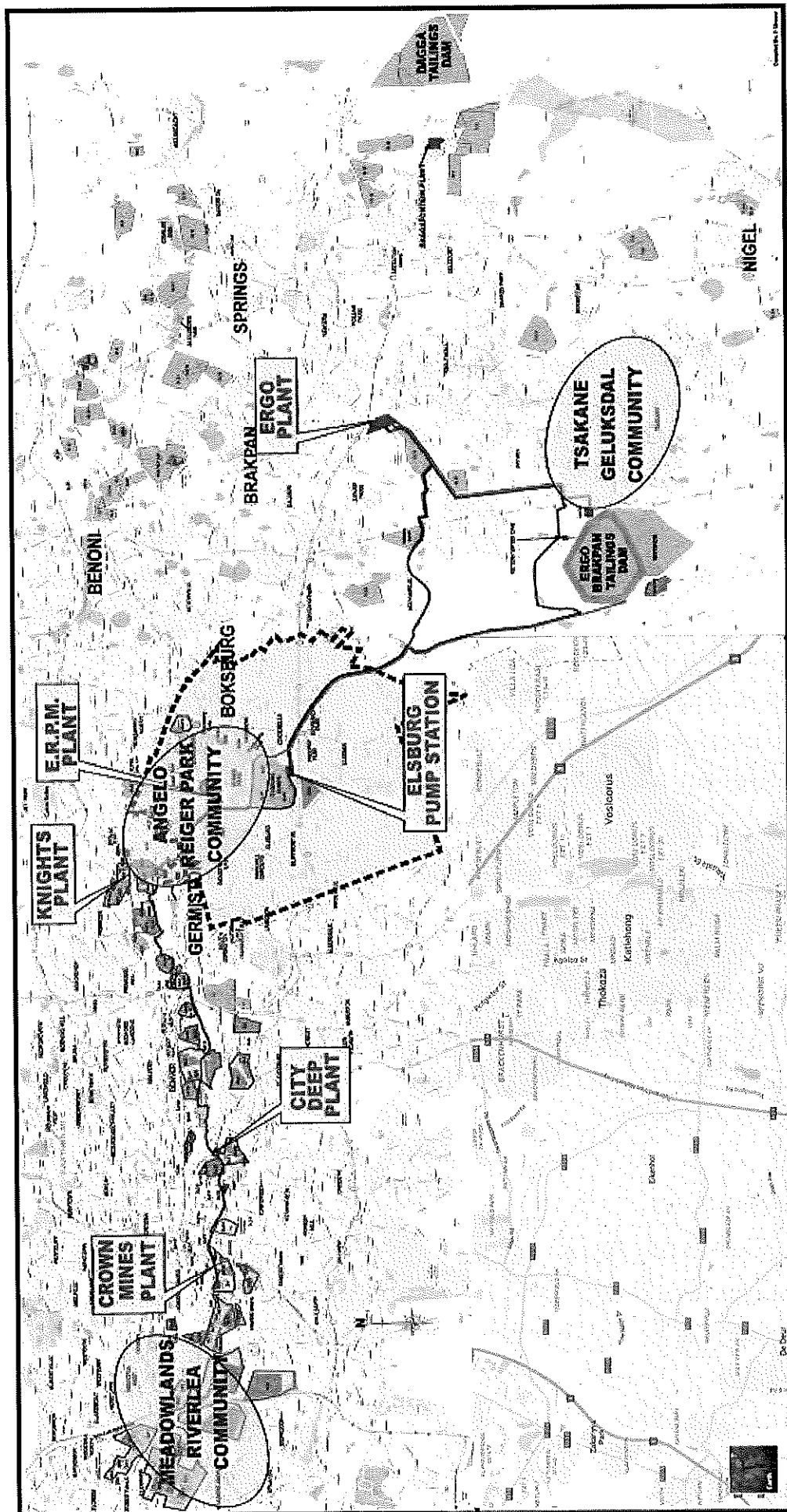


Isithombe 8: Indawo Okutholakala Kuyo Ukuvuselelwa Kwemfucuzo Yengcebo Embiwayo ye-ERGO 8

Izindawo ezithumela abasebenzi e-ERGO, zichazwe kuThebhula 37, ziveze ukuthi abasebenzi abaningi bahlala ku-EMM, bamelwe ama-38.7% wesibalo sisonke, kulandela i-COJ ekuma-31.71%. Ngenxa yezinsiza ze-ERGO ezinganele kanye nendawo eba nomthelela, kunconywa ukuthi izinhlelo ze-LED ze-ERGO zigxile kulezi zindawo ezinkulu ezithumela abasebenzi. Inqubo ephuma phambili embonini ibheka ukuqalisa amaphrojekthi e-LED ezindaweni ezakhiwe ngokungama-10% abasebenzi. Error! Reference source not found.

Ithebhula 37: Izindawo Ezithumela Abasebenzi ze-ERGO34

Indawo Ethumelayo	Umasipala	Isibalo Sabasebenzi	%
Ekurhuleni	UMasipala Omkhulu Wedolobha lase-Ekurhuleni	492	59.5%
Idolobha Elikhulu LaseGoli	UMasipala Omkhulu Wedolobha laseGoli	304	36.7%
Okunye	Okunhlobonhlobo	31	3.7%
Isibalo sesisonke		827	100.0%



Isithombe 9: Izindawo ze-ERGO Ezinomthelela

3.2 Ukucubungula Ucwangingo Lwesifunda Nokuhlolisisa

I-ERGO yenza **ucwangingo lokuhlolisisa** ukuze iqonde isimo sezimo zomphakathi nezomnotho zemiphakathi ezungeze imayini. Ucwangingo ngolwazi oseluqoqiwe lwesifunda kanye nokuhlolisisa kubonakalise ukuthi ukungasebenzi (kuma-22%) okuyinkinga enkulu ezakhamizi ezibhekene nazo kubo wobabili oMasipala. Kunokunganeliseki ngokunganeli kwemisebenzi eyisisekelo, kanye nokukhetha iphela emasini okuthiwa kukhona maqondana nokushoda kwemisebenzi jikelele, izinsiza kanye namathuba. Izakhamizi zikhala ngokungalutholi ulwazi ngokwanele nokuthi zizizwela zingabandakanyiwe, azisenalo ithemba lengomuso elanelisayo.

Akukho okunye ngaphandle "kosiko olusha" okuzodala izimo ezinhle ze-ERGO ukuze isebenze ngempumelelo kule miphakathi. Zonke izinhlelo ze-ERGO zizofezeka ngezinqubo ezenziwe ngokuqondile, ezihlelwe kahle zisuka phansi ziya phezulu kule miphakathi ukuze kuphathwe ukuthuthukisa umnotho kwasendaweni okugculisayo, ngezinhlelo zabo zokunika abantu ithuba lokuba neqhaza emnothweni wezwe.

Ngokulandela okudingekayo ngokwemithethonqubo ye-DMR, phakathi kokunye, uMthethonqubo 46 (c) (i-iii) yeMithethonqubo ye-MPRDA (2004), **i-ERGO yenze umsebenzi wokuhlola** eminye imiphakathi ezungeze imisebenzi ye-ERGO **ngo-Okthoba noNovemba 2017**. Inhloso yokucubungula kwakungasikho ukuthuthukisa ukuhlela iphrojekthi nokuxhumana kweMayini nemiphakathi eyizungezile kuphela, kodwa kwakunawukuhlola umthelela wamaphrojekthi e-LED yama-SLP angaphambilini. Phezu kwalokho, ukuhlola kwenziwa ukuqinisekisa ukufaneleka nokugcineka Kwezinhlelo ze-LED eziba yingxenyane yale SLP. Ukuze kuthuthukiswa kwemiphumela eyiqiniso, imiphumela yokucwangingo yabe seyixhunyaniswa nocwangingo oseluqoqiwe lwemininingwane yezibalo.

Ngenxa yokuthi abasebenzi abaningi be-ERGO baphuma ku-EMM ne-COJ, labo masipala ababili bazoba yingxenyane yokubuyekezwa kolwazi oseluqoqiwe lwesimo senhlalomnotho esigabeni esilandelayo. Ukuhlaziyisisa izimo senhlalomnotho kususelwa ekubuyekezeni ulwazi lwakamuva oseluqoqiwe lokubalwa kwabantu kukazwelonke kowezi-2011 njengoba siqukethwe encwadini "*iGaffney's Local Government in South Africa Official Yearbook 2011-2013*". Imininingwane yokubalwa kwabantu kaMasipala Wesifunda waseGauteng (i-GDM) kanye ne-COJ ne-EMM iqhathaniswa futhi ixhunyaniswa nemiphumela yokubonisana kwababambiqhaza bese idingidwe kusigaba esilandelayo.

3.2.1.1 Isifinyezo Esiqondene Nabantu

Njengoba kuvezwe ku**Thebhula 38**, ubungakho babantu baku-COJ ne-EMM bufana kakhulu. Kuyamangaza ukuthi ama-99.9% ezakhamizi zase-COJ nama-82.2% ezakhamizi zase-EMM bahlala ezindaweni zasemadolobheni. Izinga lobubha libi kakhulu ku-COJ kunaku-EMM (ama-45.45% nama-27.34% ngokwahlukana kwayo). Lokhu kungase kuxhunyaniswe nabo bonke abantu abahlala ezindaweni zasemadolobheni. Phezu kwalokho, labo masipala abakhulu ababili banesibalo esiyisilinganiso esifanayo sabantu basemzini ngamunye, okuyisilinganiso sabantu aba-3.

Ithebhula 38: Isifinyezo Esiqondene Nabantu35

Isifinyezo Esiqondene Nabantu	I-COJ	I-EMM
	Inombolo	Inombolo
Isibalo sabantu bebonke	3 845 459	2 958 260
Ubungako bukamasipala (ngokwe-km ²)	1 644.98	1 975.26
Ubuningi (ngokwama-km ²)	2 337.7	1 497.7
Isibalo semizi isiyonke	1 227 153	886 463
Isilinganiso sabantu/semizi	3.1	3.3
Imizi empofu	557 794	242 359
Izinga lobubha	45.45%	27.34%
Uhlobo lwendawo - Isemakhaya	0.10%	18%
Isedolobheni	99.90%	82.2

3.2.1.2 Izibalo Eziqondene Nabantu

Isigaba esilandelayo sihlonza izibalo zabantu basendaweni maqondana nobuhlanga, iminyaka, kanye nolimi. Ukubaluleka kokwazi izibalo ezicozululiwe ukuqinisekisa ukuthi amaphrojekthi e-LED nezindlela zokungenelela zokuthuthukisa ziqondana nabantu abaningi ngolimi lwabo futhi kubhekwe ukuhlukahlukana kwamasiko okungaba nomthelela omkhulu.

Njengoba kuveziwe ku**Ithebhula 39**, bobabili omasipala basendaweni, i-COJ ne-EMM iyindawo enabantu abamnyama baseNingizimu Afrika okuyibo abaningi (ama-99% nama-74% ngokwahlukana). Abelungu base-COJ (ama-0.8%) e-MM (ama-19.9%) bangaphezu kwamanye amaqembu abantu abancane kubo bobabili omasipala. Ngakho-ke, amaphrojekthi e-LED kumele aqondiswe kubantu abamnyama okuyikho abaningi ukuze abe nomthelela emiphakathini.

Ithebhula 39: Abantu Ngokobuhlanga36

Iqembu	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Abampisholo	2 875 997	99	2 214 155	74
Amandiya noma abantu base-Asia	165 306	0.1	51 502	1.9
Amakhaladi	226 714	0.1	96 670	3.3
Abelungu	577 442	0.8	589 974	19.9
Sekukonke	3 845 459	100	2 958 260	100

Ithebhula 40 liveza ukuthi isibalo sabantu abangena eqenjini leminyaka yabantu abaneqhaza emnothweni wezwe e-COJ nase-EMM (ama-75.3% nama-67.5% ngokwahlukana) asikho phezulu uma siqhathaniswa nengxenywe yabantu abangenaqhaza emnothweni wezwe (abaneminyaka eyi-)-14 nabangaphezu kwama-64). Ingxenywe ebalulekile yabantu abangenaqhaza emnothweni wezwe (ama-24.7% ku-COJ nama-32.5% ku-EMM), izeza isidingo sokudala amathuba omsebenzi. Kumele kwakhiwe amathuba omsebenzi abantu abangaphansi kweminyaka eyi-15, ukuze uma sebefika eminyakeni yokusebenza kugwenywe ukwanda kokungasebenzi. Ukuba nabantu abasebancane kusho izibalo eziphezulu zabantu abancikile nokwandisa incindezi yengxenywe yabantu abaqashiwe abaseka abantu abancike kubo nabangasebenzi.

Ithebhula 40: Imininingwane Ngabantu Ngokweminyaka³⁷

Iminyaka	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Iminyaka eyi-0-14 nengama-64	984 810	24.7	962 246	32.5
Abantu abasebenzayo (iminyaka eyi-15-64)	2 896 649	75.3	1 996 014	67.5
Sekukonke	3 845 459	100	2 958 260	100

Kulabo masipala ababili, isiZulu sibonakele siwulimi olukhulunywa kakhulu (**Ithebhula 41**) ngama-25.5% nama-30.4% wabantu abakhuluma lolu limi e-COJ nase-EMM ngokwahlukani. Ubuningi babantu abakhuluma isiZulu ikakhulukazi e-EMM kusho ukuthi, ukuze kube nempumelelo ezinhlelweni zentuthuko e-COJ nase-EMM, kumele kuhlonishwe amasiko anamandla kanye nezindlela zokuziphila ezihambisana nesiko lamaZulu. Izingqubo zokuxhumana nemibhalo kumele kuyibheke le miphumela futhi kumele kubhalwe ngolimi lwesiZulu.

Ithebhula 41: Izilimi

Ulimi	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Isibhunu	310 932	8.1	382 984	12.9
IsiNdebele	34 313	0.9	53 071	1.8
IsiZulu	980 244	25.5	899 797	30.4
Isingisi	748 082	19.5	331 515	11.2
IsiXhosa	295 562	7.7	254 512	8.6
IsiPedi	287 101	7.5	337 110	11.4
IsiSuthu	422 080	11	332 050	11.2
IsiSwati	37 311	1	54 098	1.8

IsiTsonga	226 240	5.9	168 750	5.7
IsiTswana	349 745	9.1	91 715	3.1
IsiVenda	103 140	2.7	30 716	1
Okunye	50 709	1.3	21 941	0.7
Sekukonke	3 845 459	100	2 958 260	100

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3.2.1.3 Imfundo

Okukhathazayo wukuthi ama-36% e-COJ nama-38.1% e-EMM abantu abangaphezu kweminyaka engama-21 bagcine Esikoleni Samabanga Aphezulu (abanawo umatikuletsheni) njengoba kuvezwe **kuThebhula 42**. Yiphesenti eliphezulu ngokuthusayo leli futhi kumele kubhekwe uthi laba bantu bathole Imfundo Nokuqeqeshwa Kwabantu Abadala. Phezu kwalokho, esigabeni saleyo minyaka, ngaphakathi kwe-COJ ne-EMM banama-26.6% nama-29.7% kuphela ngokwahlukana kwabo, abanomatikuletsheni noma abaneziqu zemfundo yasezikhungweni zemfundo ephakeme (**ithebhula 42**). La maphesenti aphansi uma kubheka ukuthi uHulumeni ukhuthaza ukuthi bonke abantu babe nomatikuletsheni. La mazinga aphansi abantu abanamakhono anciphisa amandla esifunda okuqhamuka nezindlela zokuba neqhaza emnothweni wezwe nokuqalisa izindlela zokukala abantu abazimisele ngokusebenza. Ngakho-ke, izindlela zokungenelela ze-LED kumele zibe nenhloso yokuthuthukisa amakhono nabantu abasebenzayo emiphakathini ye-COJ ne-EMM.

Ithebhula 42: Amazinga Emfundo Abantu abangaphezu kweminyaka engama-2139

Iqembu Elingaphezu Kwama-21	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Iziqu	211 193	7.6	74 887	4
Idiploma yangemuva kukamatikuletsheni/isitifiketi	47 145	1.7	23 274	1.2
Umatikuletsheni	791 491	26.6	558 910	29.7
Idiploma/Isitifiketi (ngaphandle kukamatikuletsheni)	145 712	5.3	92 617	4.9
Imfundo Yesikole Yamabanga Ephezulu (abangenawo umatikuletsheni)	997 838	36	718 318	38.1
Imfundo Yesikole Samabanga Aphansi	407 935	14.7	296 943	15.8
Akakaze afunde nhlobo	93 366	3.4	78 655	4.2
Sekukonke	2 649 680	100	1 843 604	100

Njengoba kubonakele kuThebhulla 43, abantu abaningi abafunda isikole njengamanje kulabo masipala ababili basesikoleni samabanga aphansi noma esikoleni samabanga aphezulu. Kunesibalo esincane sabantu abafunda ezikhungweni zemfundo ephakeme njengasekolishi noma enyuvesi (ama-9.3% e-COJ nama-5.2% e-EMM). Leli yithuba lokuxhasa abafundi be-AET kanye nemifundaze ukuze bakwazi ukubhalisela ukufunda ezikhungweni zemfundo ephakeme baqhube imfundo yabo. Imfundo yandisa amathuba okuqasheka abantu abasha abathweswe iziqu abangena emakethe yemisebenzi.

Ithebhula 43: Ukufunda Ezikhungweni Zemfundo Ephakeme Kwamanje

Inombu Elingaphezu kwama-21	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Iziqu	211 193	7.6	74 887	4
Idiploma yangemuva kukamatikuletsheni/isitifiketi	47 145	1.7	23 274	1.2
Umatikuletseni	791 491	26.6	558 910	29.7
Idiploma/Isitifiketi (ngaphandle kukamatikuletsheni)	145 712	5.3	92 617	4.9
Imfundo Yesikole Yamabanga Ephezulu (abangenawo umatikuletsheni)	997 838	36	718 318	38.1
Imfundo Yesikole Samabanga Aphansi	407 935	14.7	296 943	15.8
Akakaze afunde nhlobo	93 366	3.4	78 655	4.2
Sekukonke	2 649 680	100	1 843 604	100

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3.2.1.4 Ukuqashwa Nezimo Zomnotho Zabantu

Ebantwini abasebenzayo (abaneminyaka eyi-15-64), amazinga okuqashwa e-COJ (ama-51.5%) angaphezulu kancane kunawase-EMM (ama-49.7%) njengoba kuvezwe kuThebhulla 44. Izinga lokungasebenzi le-COJ (ama-21.7%) liyefana nele-EMM (ama-22%). Isibalo sabantu abangenaqhaza emnothweni eqenjini leminyaka labantu abangaqasheka liphezulu kakhulu kubo bobabili omasipala. Izinga eliphezulu 'labantu abangenalo iqhaza emnothweni wezwe' kumele likhathaze, njengoba lokhu kuzobankinya kakhulu abantu abasebenzayo. Lezi zibalo zigcizelela ukuthi kunesidingo esikhulu samaphrojekthi e-LED okuhloswe ngawo ukuthi kwakhiwe imisebenzi kanye namathuba okuqashwa.

Ithebhula 44: Amazinga Okuqasha41

Ishimo Sokuqashwa	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Abasebenzayo	1 493 068	51.5	991 874	49.7
Abangasebenzi	628 232	21.7	438 980	22
Abangenaqhaza emnothweni*	660 200	22.8	518 535	26
Sekukonke	2 781 500	100	1 949 389	100

**Umuntu ongenaqhaza emnothweni wezwe: Umuntu ongasebenzi futhi ongawufuni umsebenzi noma ongakulungele ukusebenza ubalwa njengomuntu ongenaqhaza emnothweni wezwe. Leli qembu libandakanya abantu abafunda ngokugcwele, amakhosikazi angasebenzi, abantu abakhubazekile abangeke bakwazi ukusebenza, abantu abathathe umhlalaphansi kanye nabanye abangeke bakwazi ukusebenza. Leli temu lisetshenziwa ngokusemthethweni kuphela kulabo abaseminyakeni yokusebenza, eyi-15 kuya kwengama-64.*

3.2.1.5 Ukuncika

Amazinga okuncika aveza inqwaba yabantu abasebancane (abangaphansi kweminyaka eyi-15) nabantu abadala (abangaphezu kweminyaka engama-64) abancike kubantu abaneminyaka yokusebenza, abafakwe esigabeni sabantu abaneqhaza emnothweni (abaneminyaka eyi-15 - 64). Njengoba kubonakele **kuThebhula 45**, izinga leminyaka yokuncika le-COJ ne-EMM **ngama-33.9 nama-44.2** abantu ngokwahlukana kwabo ebantwini abayi-100, abafakwa ngaphansi kwesigaba sabantu abaneqhaza emnothweni. Uma la mazinga ehlanganiswa namazinga okungasebenzi, amazinga eminyaka yokuncika le-COJ ne-EMM **ngama-152.1 nama-193.5** abantu ngokwahlukana kwabo ebantwini abayi-100, abafakwa ngaphansi kwesigaba sabantu abaneqhaza emnothweni (**iThebhula 45**). Amazinga okuncika aphezulu kakhulu aveza ukuthi abantu abasebenzayo bathwala umthwalo omkhulu njengoba kumele baseke abantu abangasebenzi, abangenaqhaza emnothweni wezwe kanye nakubantu abasha. Le miphumela iveza isidingo sokuthi omasipala bezifunda nabasendaweni kule ndawo baqalise izinhlelo zokuhlinzekela ukuthuthukiswa kwentsha ukuze ikwazi ukuzimela. Amasu Okuthuthukiswa Kwabasebenzi (i-HRD) Nokuthuthukiswa Komnotho Wasendaweni (i-LED), isibonelo, kumele agxile ekuqaliseni izinhlelo zokuthuthukisa amakhono nokwakha amathuba okungenisa imali angase anciphise amazinga okungasebenzi. Inhloso kumele kube wukungenisa inqwaba yabantu abasha emkhakheni wokuba neqhaza emnothweni wezwe.

Ithebhula 45: Amazingakubala okuncika e-COJ & EMM42

Iqembu	I-COJ	I-EMM
Ukuncika ngokweminyaka	33.9	44.2
Izinga lokuncika ngenxa yokungasebenzi	152.2	193.5

Amazinga avamile okuncika ngokweminyaka e-COJ ne-EMM abalwe ngokulandelayo:

Izinga Lokuncika Ngokweminyaka = (abantu abangaphansi kweminyaka eyi-15 nabantu abaneminyaka engaphezu kwama-64

1) COJ

$$= (984\ 810) \times 100 \div 2\ 896\ 649$$

= abantu abangama-33.9 ngokwabantu abayi-100 abaneqhaza emnothweni

2) EMM

$$= (962\ 246) \times 100 \div 1\ 996\ 014$$

= abantu abangama-44.2 ngokwabantu abayi-100 abaneqhaza emnothweni

Amazinga avamile okuncika ngokweminyaka e-COJ ne-EMM, uma kubhekwa amazinga okungasebenzi ayi-758.3, 644.6 no-504.5 ngokwahlukana, abalwe ngokulandelayo:

Izinga Lokuncika Ngokweminyaka = (abantu abangaphansi kweminyaka eyi-15 nabantu abaneminyaka engaphezu kwama-64) + (abantu abaneminyaka eyi-15 nama-64 abangasebenzi) + (abantu abangenaqhaza emnothweni) X 100 ÷ abantu abaphakathi kweminyaka eyi-15 nama-64 abasebenzayo

4) COJ

$$= (984\ 810) + (628\ 232) + (660\ 200) \times 100 \div (1\ 493\ 068)$$

= abantu abayi-152.2 ngokwabantu abayi-100 abaqashiwe

5) EMM

$$= (962\ 246) + (438\ 980) + (518\ 323) \times 100 \div (991\ 874)$$

= abantu abayi-193.5 ngokwabantu abayi-100 abaqashiwe

3.2.1.6 Ingeniso

Ukucazwa kwengeniso okutholakala ku**Thebhula 46** kuveza iphesenti elikhulu, ama-**37.6%** nama-**41.1%** abantu baku-COJ ne-EMM ngokwahlukana abangenayo imali engenayo. La mazinga aphezulu ngokuthusayo, uma kubhekwa ukuthi lezi zibalo zibandakanya izibonelelo zikahulumeni.

Ithebhula 46: Imale engenayo

Imali engenayo (okungabandakanyi) (izibonelelo zikahulumeni)	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
R 204 801 noma ngaphezulu	204 801	0.2	3 307	0.1
R 102 401 – R 204 800	9 240	0.2	5 174	0.2
R 51 201 – R 102 400	32 857	0.9	13 617	0.5
R 25 601 – R 51 200	95 117	2.5	49 638	1.7
R 12 801 – R 25 600	155 741	4.1	109 937	3.7
R 6 401 – R 12 800	223 720	5.8	208 063	7
R 3 201 – R 6 400	271 183	7.1	230 861	7.8
R 1 601 – R 3 200	376 033	9.8	283 818	9.6
R 801 – R 1 600	444 695	11.6	328 307	11.1
R 401 – R 800	191 671	5	156 881	5.3
R 1 – R 400	135 041	3.5	120 793	4.1
Ayikho imali engenayo	1 446 734	37.6	1 216 316	41.1
Sekukonke	3 586 833	100	2 726 712	100

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3.2.1.7 Izibonelelo Zikahulumeni

Izibonelelo zikahulumeni zezingane ezihlinzekwa kubo bobabili Masipala Abakhulu (ama-56.5% e-COJ nama-58.8% e-EMM) zisezingeni eliphezulu kakhulu (Ithebhula 47). Ezingeni lesibili lezibonelelo zikahulumeni ezivame kakhulu yizibonelelo zabantu abasempesheni (ama-20.7% e-COJ nama-20.3% e-EMM).

Ithebhula 47: Abamukeli Bezibonelelo Zomphakathi

Izibonelelo Zikahulumeni	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Impesheni yabantu abasempesheni	17 316	20.7	12 956	20.3
Isibonelelo sabantu abaphila nokukhubazeka	8 116	9.7	7 464	11.7
Isibonelelo sikahulumeni sezingane	47 197	56.5	37 500	58.8
Isibonelelo sabantu abadinga ukunakekelwa	1 605	1.9	1 300	2
Isibonelelo sezingane ezingenabazali	91	0.1	105	0.2
Isibonelelo sikahulumeni	463	0.5	405	0.6
Usizo lukahumani	274	0.3	361	0.5
Izibonelelo zikahulumeni ezinhlobonhlobo	386	0.5	213	0.3
Izikhungo	6 617	7.9	3 522	5.5
Sekukonke	83 579	100	63 826	100

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3.2.1.8 Ukuqashwa Ngokwezimboni

Abantu abaningi basebenza imizini yabantu noma benza eminye imisebenzi (23%) e-COJ kanye nabasebenza emafemini (22.6%) ku-EMM. E-COJ imboni yebhizinisi neyemisebenzi nayo iqashe abantu abaningi abayi-18% labantu abaneqhaza emnothweni wezwe. Ku-EMM imizi yabantu noma ezinye izimboni nazo ziqasha abantu abaningi abayi-19% labantu abasebenzayo (Ithebhula 48).

Ithebhula 48: Ukuqasha Ngokwemboni Ngayinye

Izimboni	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Imisebenzi ehambisana nezolimo	36 828	2.4	24 358	2.4
Imayini, Inkwali	13 891	0.9	15 192	1.5
Ifemu	210 072	14	228 133	22.6
Ugesi, igesi, amanzi	13 657	0.9	9 381	0.9
Ukwakha	83 396	5.6	56 523	5.7
I-Wholesale, Izitolo	232 534	15.6	147 729	14.9
Ezokuthutha, Ezokuxhumana	71 679	4.8	60 175	6.1
Imisebenzi Yezamabhizinisi	270 760	18	131 159	13.3
Imisebenzi Yomphakathi	212 709	14	130 630	13.2
Imizi yabantu noma Okunye	347 543	23	188 590	19
Sekukonke	1 493 069	100	991 870	100

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3.2.1.9 Ama-Housing and Living Conditions (Izimo Zezindlu Nokuhlala)

Izimo zezindlu nezokuphila e-COJ naku-EMM kuzobikwa ngazo ngokususela ekucubunguleni ubunikazi bendlu, uhlobo lwendlu okuhlalwa kuyo, okusetshenziselwa ukukhanyisa, ukuthuthwa kwendle, ukuqoqwa kwezibi, nokutholakala kwamanzi. Njengoba kubonakala kuThebhula 49, iphesenti elikhulu, elithi e-COJ (32.3%) nase-EMM (35.3%) abantu bangabanikazi bemizi futhi ikhokhelwe ngokugcwele. Imizi ekhokhelwa imali yokuqasha isezingeni eliphezulu e-COJ (30.6%) kuqhathaniswa naku-EMM (26%). Kunemizini eminingi ehlala ezindlini engazikhokheli, e-COJ (18%) bese e-EMM (18.8%).

Ithebhula 49: Isimo Sokusebenza Kwemizi46

Isimo Sokusebenza (Kwemizi)	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Ingeyabo futhi ikhokhelwe ngokugcwele	396 082	32.3	313 292	35.3
Ingeyabo kodwa ayikakhokhelwa ngokugcwele	225 018	18.3	171 121	19.3
Eqashiwe	374 969	30.6	230 594	26
Kuhlalwa kuyo ngaphandle kokukhokha imali yokuqasha	221 125	18	164 467	18.8
Okunye	9 959	0.8	6 990	0.8
Sekukonke	1 227 153	100	886 464	100

Izindawo Okuhlalwa Kuzo

Ithebhula 50, liveza ukuthi iningi labantu e-COJ nase-EMM banezindlu kwezinye iziza, 52.5% nama-54.9% ngokwahlukana.

Ithebhula 50: Imizi Ngokwezinhlobo Zendlu Enkulu Okuhlalwa Kuyo

Imizi Ngokwezinhlobo Zendlu Enkulu Okuhlalwa Kuyo	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Indlu ekwesinye isiza	644 209	52.5	486 582	54.9
Ukuhlala ngendlela yakudala	4 380	0.4	1 080	0.1
Iflethi elisemaflathini	114 889	9.4	46 056	5.2
I-townhouse/i-Cluster/izindlu ezingancikile ngokugcwele	77 508	6.3	32 808	3.7
Indlu/Iflethi/Igumbi elingemuva kwendlu	90 935	7.4	58 718	6.6
Indlu engahlelekile ngokugcwele/Umkhukhu ongemuva kwendlu	103 101	8.4	149 707	16.9
Indlu engahlelekile ngokugcwele/Umkhukhu ONGEKHO ongemuva kwendlu	127 139	10.4	80 533	9.1
Ikotishi elisendaweni ehlanganyelwe	21 681	1.8	6 234	0.7

Ikharaveni/Itende	1 311	0.1	926	0.1
Umkhumbi wakhe/Isikebhe sakhe	801	0.1	355	0
Ihostela labasebenzi (umbhede/igumbi)	39 410	3.2	21 826	2.5
Okunye	1 792	0.1	1 639	0.2
Sekukonke	1 227 156	100	888 464	100

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Ukutholakala Kukagesi

Ukutholakala kogesi e-COJ kungcono kunase-EMM. Njengoba kubhalwe ku**Thebhula 51**, ama-89.4% emizi eku-COJ nama-78.8% e-EMM akwazi ukuthola ugesi. Yize izindlu eziningi zinogesi wokukhanyisa, ukuhlinzekwa kwawo kumele kubekwe phambili ukuze yonke imizi ibe nawo. Ilinganiselwa kuma-6.4% imizi e-COJ esebenzisa amakhandlela, futhi ku-EMM, lelo phesenti liphindaphindwa kabili, ama-12.9% emizi esebenzisa uhlobo olufanayo lukagesi ukuze likhanyise.

Ithebhula 51: Ugesi Wokukhanyisa

Uhlobo Lokukhanyisa	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Ugesi	1 096 614	89.4	698 214	78.8
Igesi	2 525	0.2	2 300	0.3
Upharafini	41 607	3.4	66 369	7.5
Amakhandlela	78 988	6.4	113 946	12.9
Isola	682	0.1	721	0.1
Okunye	6 738	0.5	4 913	0.6
Sekukonke	1 227 154	100	888 169	100

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Maqondana nokuthuthwa kwendle nemfucuzo, i-COJ ne-EMM isesimweni esifanayo njengoba kuvezwe ku**Thebhula 52**. Abantu abaningi ku-COJ (86.6%) naku-EMM (83%) basebenzisa izindlu zangasese eziflashwayo okuyiyona ndlela yokuthutha indle. E-COJ, ama-1.2% abantu abanayo indlela yokuthutha indle, njengoba isibalo silinganiselwa kuma-2.3% emizini ye-EMM.

Ingxenye yabantu engakwazi nhlobo ukufinyelela emisebenzini yokuthuthwa kwendle, futhi iningi labo lisasebenzisa uhlelo lomgodi/lwamabhakede, okuqhubeka nokubonakalisa inhlupheko kanye nezinga eliphansi lokutholakala kwemisebenzi eyisisekelo (**Ithebhula 52**).

Ithebhula 52: Ukuthuthwa Kwendle49

Ithebhula 52: Ukuthuthwa Kwendle

Uhlobo	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Indlu yangasese eflashwayo	1 064 703	86.6	736 130	83
Indlu yangasese eflashwayo (ezinamathangi akhethekile)	32 865	2.7	17 599	2
Indlu Yangasese Esebenza Ngamakhemikhali	10 063	0.8	12 642	1.4
Indlu Yangasese Ewumgodi Ethuthukise Ukushaya Komoya	26 379	2.2	12 995	1.5
Indlu yangasese ewumgodi	39 675	3.2	83 821	9.5
Indlu yangasese engenamanzi	19 850	1.6	936	0.1
Indlu yangasese yebhakede	18 966	1.6	2 249	0.3
Akukho	14 652	1.2	20 089	2.3
Sekukonke	1 227 153	100	886 461	100

Ukuthuthwa kwemfucuzo

Maqondana nokuthuthwa kwemfucuzo, njengoba kuvezwe **kuThebhula 53**, ilinganiselwa kuma-90.2% nama-88.3% imizi e-COJ nase-EMM ngokwahlukana, ethola ukuthuthelwa imfucuzo wumasipala. Ilinganiselwa kuma-1.9% imizi e-COJ bese ibe ima-3.6% e-EMM engenayo indawo yokulahla imfucuzo (**Ithebhula 53**).

Ithebhula 53: Ukuthuthwa Kwemfucuzo50

Uhlobo	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Umasipala masonto onke	1 107 139	90.2	782 635	88.3
Okunye kukamasipala	19 453	1.6	4 724	0.5
Indawo yomphakathi yokulahla imfucuzo	19 453	2.3	28 954	3.3
Indawo yokulahla imfucuzo yomuntu ngamunye	40 848	3.3	36 992	4.2
Akulahlwa imfucuzo	23 238	1.9	31 479	3.6

Akwaziwa/OKunye	7 825	0.6	1 679	0.2
Sekukonke	1 217 956	100	886 453	100

Ukutholakala kwamanzi

Imigomo yomthetho idinga ibiza ukuthi imiphakathi ibe namalitha angama-20 - 30 amanzi ahlanzekile omuntu ngamunye ngosuku, endaweni engama-200m omuzi wabo. **Ithebhula 54** liveze ukuthi abantu abaningi e-COJ nase-EMM bayakwazi ukuthola amanzi ngamapayipi ngaphakathi ezindlini zabo. Ilinganiselwa kuma-70.8% imizi e-COJ nama-64.7% e-EMM enamanzi atholakala ngamapayipi ngaphakathi ezindlini zabo. Eyesibili indlela evamile yokutholakala kwamanzi ngamanzi afakwe ngamapayipi ngaphakathi kwamagceke abo komasipala abakhulu bobabili (20.8% e-COJ nama-21.6% e-EMM). Lincane kakhulu iphesenti lemizi ethola amanzi emifuleni nakweminye imithombo.

Ithebhula 54: Ukutholakala Kwamanzi

Uhlobo	I-COJ		I-EMM	
	Inombolo	%	Inombolo	%
Amanzi afakwe ngamapayipi ezindlini	868 936	70.8	573 490	64.7
Amanzi afakwa ngamapayipi egcekeni	254 994	20.8	191 428	21.6
Amanzi afakwa ngamapayipi phandle kwegceke	82 312	6.7	112 363	12.7
Impophomo	131	0	61	0
I-Borehole	2 758	0.2	3 604	0.4
Ithangi lamanzi emvula	1 028	0.1	396	0
Idamu	298	0	66	0
Umfula	836	0.1	1 033	0.1
Umhlinzekimsebenzi	10 994	0.9	1 854	0.2
Okunye	4 866	0.4	2 170	0.2
Sekukonke	1 227 153	100	886	100

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3.3 Umthelela Womsebenzi Kwezenhlalomnotho - Umthethonqubo 46 (c) (ii) (b)

Ukuhlola isimo senhlalomnotho esiyisisekelo kwenziwa i-ERGO ukuze kubonakale imithelela engase ibe khona emphakathini imayini esebenza kuyo, kanye nomsebenzi wemayini emiphakathini ethintekayo. Imininingwane

eqoqwe ngenqubo yokubabamba iqhaza ngokugcwele nabantu Abanentshisekelo Nabathintekayo (ama-AIP), ukuxhumana nababambiqhaza nokubonisana neziNhlelo Zokuthuthukisa Ezididiyele zoMasipala Abakhulu ababili (i-COJ ne-EMM).

3.3.1 Umthelela Wokungasebenzi

I-ERGO iqasha abasebenzi **abaqashwe ngokugcwele abangama-827** futhi usonkontileka wayo omkhulu uqashe abantu abangama-507 okusho ukuthi bangaphezu **kwe-1334** abantu abasizakalayo ngokuthola imali engenayo ngendlela eqondile noma engaqondile ngesibonelelo somuntu owondlayo ekhaya. Laba basebenzi kanye nemizi yabo bazosikala ngemihlo kanye nezinye izinzuzo zokuqashwa. Uma kubhekwa ukuthi i-ERGO kulindeleke ukuthi isebenze iminyaka **eyi-11**, lezi zinzuzo kumele zigcineke ziqhubeke esikhathini sangomuso eside kodwa hhayi kakhulu. Ukuze imithelela emihle ingaphazamiseki uma sekuvalwa, kubalulekile ukuthi i-ERGO ihlelele ukuvalwa kokucina kokusebenza nokubeka izindlela zokungelela kuleso simo. Lokhu kuzosiza abasebenzi bayo bathole eminye imithombo engenisa imali ngaphandle kwe-ERGO nakwezokuvukuza. Ukusungulwa kohlelo lokuqeqeshela amakhono kuyingxenye esemqoka yale nqubo.

3.3.2 Umthelela Wokutholakala Kokudla

Ku-SLP edlule, i-ERGO yazibophezela ukuba negalelo ekutholakaleni kokudla emphakathini wase-East Rand. Kube **nomthelela omuhle ovele ngokuqaliswa kohlelo Lwesimo Sokuphila Olunzulu (i-BBL) lwezinyanga ezingama-26**. I-BBL iwukhiye ovula amathuba amakhulu okuba wosomabhizinisi kubantu abadla imbuya ngothi ngokubhekana nezidingo eziyisisekelo, njengesidingo sokutholakala kokudla kanye nokuphila. Uma abantu sebekhululiwe ekwesabeni ukulamba, noma bekwazi ukuhlinzekela izidingo eziyisisekelo zemindeni yabo, bangakwazi ukusebenza kangcono ngempumelelo, bangenise imali ekhaya futhi bahlelele ikusasa. Ngokusebenzisa inqubo engasheshi, abantu nemindeni bayachazelwa ngohlelo kusukela ekutheni bakwazi ukuhlinzekela izidingo eziyisisekelo eziphuthumayo, ukukhiqiza izinto ezingathengiswa, ukukhula babe ngabanikazi bamabhizinisi, nokuthi bagcine sebekhulisa amabhizinisi agcinekayo aqasha abanye abantu. Lezi zinhlelo zesekwa ngokuthi kube nezindlela ezinjengemakhono / ukuthuthukisa indlela yokuphila, ukucathulisa emsebenzini, ukuqeqeshela ibhizinisi nengqalasizinda yokukhiqiza.

Indlela ye-BBL igxila ekuthuthukiseni abantu, kunezinto: abantu bathuthukiswa ngokusungula nokuphatha amabhizinisi abo, kunokuthuthukisa ibhizinisi bese bafune umuntu ozoliphatha. Ukuze kube nomthelela omkhulu kubantu abadla imbuya ngoti, inqubo ye-BBL iqala ngabantu "abasezingeni iliyisisekelo" ukubasiza bathole izindlela zokuphuma enhluphekweni ezifanele izimo zabo nalokho abakukhethayo, okuzokwenza bagcine sebenza izinto ezizobasiza empilweni. Lolu hlelo oluhle lwe-LED luvulelekele bonke abantu futhi luqala ezingeni eliyisisekelo ngezifundo zezitshalo. Uhlelo lube selushesha lwakhela ukungenisa imali.

Umthelela i-ERGO ewubone ngohlelo lwe-BBL ukhuthaza inkampani ukuthi yandise uhlelo lufinyelele nakwezinye izindawo esebenza kuzo. I-ERGO ihlose ukuqeda ububha, ukungenisa imali emizini futhi kube noshintsho oluhle olugcinekayo ngohlelo we-LED. Phezu kwegalelo emnothweni, i-ERGO iphinde ikhokhe imali enkulu yentela yeminyaka. Le mali isetshenziswa uHulumeni ngezinhloso ezinhlobonhlobo; enye yazo wukwaba ingcebo, okuqeda ububha emiphakathini edla imbuya ngothi. Esiphakamisweni sokuqalisa i-LED ye-ERGO yokuqala, umsebenzi ohlosiwe kwakungowokuqeqesha **abantu abazozuza abayi-100-250**, nokuhlinzeka ngengqalasizinda eyodwa **kubalimi basedolobheni abayi-18**, ngoNyaka 1 noNyaka 2 wohlelo. Ngoshintsho oluhambisana namasu amasha ezindlela zokusebenzela kanye nengqalasizinda, i-ERGO yenze okungaphezu kwalokho okwamanje. Manje seyingaphezu **kwama-800 imindeneni** kusizindalwazi se-BBL, futhi ilingana **ne-120 ingqalasizinda** ehlinzeiwe futhi yafakwa, okube sekudala amathuba okungenisa imali eyi-**R1.2m ngonyaka phakathi kwababambiqhaza be-BBL**.

Kuyakhuthaza impela ukubona ukuthi abakhiqizi bangakwazi ukuwagcina la mathuba okungenisa imali ngokwabo, futhi enza ukuthi noma ubani okhulayo **aqhubeka nokwandisa** umkhiqizo nemali ayingenisayo. Amaphuzu eseka ukugcina imali engenayo abandakanya okulandelayo:

- **Imakethe** yangaphakathi yemikhiqizo emisha kula malokishi inkulu kakhulu, futhi umkhiqizo wamanje wababambiqhaza be-BBL awuyithathi indawo yemikhiqizo esangena endaweni ngabantu abadayisa emigwaqweni abathenga kuma-National Fresh Produce Market eSprings nase-City Deep.
- Abakhiqizi be-BBL basendaweni banamathuba amaningi okuthi bangadayisela izitolo ngqo **ngezindleko zokuthenga ezitolo**, futhi **izindleko** zokupakisha impahla **zibe zincane**, neyokuthutha kanye nezinye izindleko zokukhangisa ezijwayelekile. Lokhu kusho ukuthi inzuzo yabo yihle kakhulu. Isibonelo, umbambiqhaza we-BBL udayisa isipinashi ngo-R10 kubantu basendaweni, kube leso sipinashi singadayisa ngo-R2 kuya ku-R3 e-National Fresh Produce Market, kususwa izindleko ezingezelwe kuya ekupakisheni kanye nezokuthutha zasemakethe. Ngakho akumangazi ukuthi abakhiqizi be-BBL bakhetha ukudayisa ngokwabo ezindaweni zabo - bathola imali eningi uma besebenzisa lelo su.
- Izindlela zokukhiqiza ezingeniswe ngoHlelo lwe-BBL zisuselwa ekusebenziseni imfucuza yemvelo ekhona ngakuyo yonke imizi, ngakho **izindleko zokukhiqiza** azisiyo isithiyu ekwandiseni uhlelo, okwenza ukuthi nezakhamizi ezimpofu zingazuza. Lokhu kusho ukuthi noma omuphi umkhiqizi angaqhubeka nokwandisa umkhiqizo wabo, futhi baningi abangene esivumelwaneni sokusebenzisa amagceke omakhelwane, isib. ngokuthi athi uzohlinzeka lowo makhelwane ngemifino (okunjengokwabelana ngesivuno).

Siyakhula isibalo sabalimi ababambe iqhaza (C0) kanye nalabo abaqhubekela ekudayiseni (C1) kanye nezinyathelo zokuqala zokuba ngosomabhizinisi (C2). Lokhu kungubufakazi bokuthi izinhlelo ze-LED ze-ERGO zisizwe ngempela iseluleko se-DMR sokwandisa uhlelo oluhambisana nezomnotho. Uhlelo lwe-BBL lwandisa izindawo olufinyelela kuzo, ukuba nhlobonhlobo kanye nomthelela ngemihlangano yokufunda Yezinsiza Zamabhizinisi ze-BBL. Lesi sigaba sebhizinisi elincane sihlizekela labo abafisa ukuqala kodwa abangenasiqiniseko sokuthi bangenza kanjani, kanye nalabo asebeqale ukuthengisa ngandlela thize. Lesi sigaba siya ngokujula kuhlobo olungenisa umnotho ohlelweni lwe-BBL futhi sizoqhubeka nokwanda esigabeni esilandelayo ukuze kuxhaswe amabhizinisi asendaweni amancane ahleleke ngokugcwele nangokungagcwele.

Umsebenzi we-BBL wokuqala ibhizinisi elisha namabhizinisi akhona ukuze angenise inzuzo kakhulu, uvula umkhakha odala intshisekelo nonenzuzo ogxile oHlelweni Lwesimo Sokuphila Olunzulu lwe-ERGO.

I-ERGO izoqhubeka nokwakhela phezu kokusebenzisana kwayo ne-EMM ukuze yandise inzuzo yohlelo lwe-LED lwe-ERGO. Uhlelo Lwesimo Sokuphila Olunzulu lwe-LED ye-ERGO nakanjani lulandela umyalelo weKhomishana Yokuhlela Kazwelonke " ushintsho olukhulu lokuqeda ububha nokungalingani kanye nokuqinisekisa ukuthi kuba neNingizimu Afrika enempumelelo... ukushintshela ezindleleni ezinzulu... zokuseka abantu abenza imisebenzi yokukhiqiza."

3.3.3 Umthelela Wokuhlinzeka Ngemisebenzi Okungenziwa Ngandlela

Iningi lemiphakathi ye-COJ ne-EMM ikwazi ukuthola ukuhlinzekelwa kwemisebenzi okwanele. Imbalwa imizi edinga imisebenzi eyisisekelo, enjengogesi, amanzi aphuma empompini, ukuthuthwa kwendle nokwemfucuzo. Ilinganiselwa kuma-24.1% no-29.5% imizi e-COJ nase-EMM ngokwahlukana esahlala ezindlwini ezingahlelekile / emikhukhwini. Kumele kube nemizamo eminingi ekuze yonke imiphakathi ikwazi ukuba nezindawo zokuhlala ezisesimweni esifanele okumele kwenziwe ngokushesha.

3.3.4 Umthelela Wengqalasizinda

Yize kunotshalomali lwe-ERGO kungqalasizinda njengezakhiwo zomphakathi zezikole nemitapoyolwazi yasemphakathini ezungeze indawo imayini esebenza kuyo, kusanesidingo esikhulu sengqalasizinda emiphakathini esebenzela kuyo.

3.4 Ukuthuthukiswa Kwengqalasizinda, Ukuqedwa Kobubha kanye Namaprojekthi Okwakha Uhlelo Lokusiza Abantu - Umthethonqubo 46 (c) (iii)

3.4.1 Uhlelosu

I-LED iyindlela eqonde ekuthuthukiseni umnotho okwenza futhi kukhuthaze imiphakathi yasendaweni, uhulumeni kanye nomkhakha ozimele ukuthi usebenzisane ukuze kube nokukhula nokuthuthuka komnotho okugcinekeyo,

okuzokhuthaza inzuzo zomnotho futhi kuthuthukise iqophelo lempilo yazo zonke izakhamizi kunoma eyiphi indawo kamasipala wasendaweni. Izindawo okugxile kuzo ukungenelela kwe-LED ye-ERGO beyisuselwa ekucutshungulweni kwama-IDP e-EMM, ukucutshungulwa kwesimo sonke, impumelelo yokucubungula ucwaningo, okudingekayo okushiwo lapho kubonisanwa nababambiqhaza kanye nomphakathi. Ithebhula 55 liveza isifinyezo zalokho okuthandwa ababambiqhaza okwenzeka ngaphambi kokudidiyelwa kwale-SLP.

Ithebhula 55: Isifinyezo Sokubonisana Nababambiqhaza52

Ubani	Njini	Abasebenzi	Imiphumela
Idolobha Elikhulu LaseGoli Ukuthuthuka Komnotho	24 Okthoba 2017	Malusi Mbusi	Umhlangano oyisingeniso obe nempumelelo. Ucele umhlangano wokulandelela ozogxila kumaphrojekthi amasha e-LED. Uveze isidingo sokuthi kutholakala okuzobanjisanwa nabo kumaphrojekthi okuqeda ububha, hhayi ingqalasizinda.
Idolobha Elikhulu LaseGoli UMnyango Wezokuthuthukiswa Komphakathi	24 Okthoba 2017	Lale Mahlabane	Ukhulume ngokuphuma kwephrojekthi yokuthunga. Ucele ukuthi kube nokubonisana okuqhubekayo ngesikhathi sokuthuthukiswa nokuqaliswa kwe-SLP.
Idolobha Elikhulu LaseGoli UMnyango Wezokuthuthukiswa Komphakathi	2 Nov 2017	Donny Phakgwayo Simon Motsusi Rodney Mudzuli	Ucele ukuthi kuvakashelwe indawo
Idolobha Elikhulu LaseGoli UMnyango Wezokuthuthukiswa Kwezomphakathi (ukuvakashela indawo)	10 Nov 2017	Donny Phakgwayo Simon Motsusi Rodney Mudzuli	Ucele ukuthi kwethulelwe i-MMC
Idolobha Elikhulu LaseGoli UMnyango Wezokuthuthukiswa Komphakathi	16 Nov 2017	Ithimba le-MMC, nelezoThuthukiswa Komphakathi	Kuvunyelwane ngeMemorandumu Yokuvumelana (i-MOU) phakathi kweDolobha ne-DRD Gold

Umasipala Omkhulu Wase-Ekurhuleni UMnyango Wezokuthuthukiswa Komnotho nowezeMpilo kanye nowokuThuthukiswa Komphakathi	19 Okthoba 2017	Moses Gafane Christopher Munyai	Uzimisele ngokweseka kwabo i-BBL ukuthi kuzoqhubeka naku-SLP entsha. Uhlinzeke ngamathuba ephrojekthi okudingeka ukuthi asekw ngokwezimali
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Uhlu lokuseqhulwini kwi-ERGO lumi kanje:

1. Ukwakhiwa Kwesimo Sokuphila Okunzulu;
2. Ezemfundo Nokuqeqesha;
3. Ukwakha amabhizinisi;
4. Ukukhiqiza imali engenayo (kugxilwe ekuthuthukiseni abantu abangase babe abaqashi ngomuso); kanye
5. Nengqalasizinda

Ngakho, uhlelo lwe-LED lwe-ERGO olwakhelwe imayini kuphela luzodingida okuseqhulwini ngakunye njengoba kuhlonzwe womasipala nemiphakathi, futhi lubhekane nesidingo **sokuqeda ububha, ukwakha imali engenayo kanye nokuthuthukisa ingqalasizinda (okunenzuzo).**

3.4.2 Uhlelo Lokuthuthukiswa Komnotho Wasendaweni - Izinhlelo Zeprojekthi

Iphrojekthi 1: Uhlelo Lwesimo Sokuphila Olunzulu Lwe-COJ Lokukhiqiza Nokukhiqiza Imali Engenayo.	Ukuhlela: Ukuqeda Ububha Nokukhiqiza Imali Engenayo
Indawo: Idolobha LaseGoli, Isifunda D, F	Izinsuku: Jan 2018 - Dis 2022
Isikhungo Esenza Umsebenzi: I-ERGO Mining	Ababambiqhaza: Inkampani eqalisayo, uMasipala Wedolobha LaseGoli, uMnyango Wezolimi
<p>Isendlalelo:</p> <p>Ngokususela emtheloleni i-ERGO Mining ewufezile Ekurhuleni ngoHlelo Lwesimo Sokuphila Olunzulu, i-ERGO ihlose ukuluphinda lolu hlelo ezifundeni ezisentshonalanga nalapho isebenzela khona, kube kugxilwe Ekukhiqizeni Nasekukhiqizeni Imali Engenayo.</p> <p>UHlelo Lwesimo Sokuphila Olunzulu luwuhlelo lokuqeda ububha olube selulandela, indlela enezinyathelo zokwandisa ukubandakanywa komphakathi (okunzulu) kanye nokungena kalula kwabo bonke abantu abanentshisekelo kunoma eliphi izinga lomnotho (ukubandakanya), futhi olwenza abantu noma imizi ithuthuke ngokohlelo ngokulandelayo:</p> <ul style="list-style-type: none"> • "abakhiqizi" ukuthola ukutholakala nokugcineka kokudla; • "abakhiqizi bemali engenayo" ngokudayisa, ukonga nokuthuthukisa; • "osomabhizinisi" ngokwenza kangcono ekuphatheni icala lebhizinisi lomkhiqizo wabo kanye nokudayisa; • "abaqashi" lapho beqala ukukhokhela imindeni, omakhelwane kanye nabanye ukuze babasebenzele noma basebenze nabo. <p>Ukungena ohlelweni lwe-BBL kungenzeka noma kunini, futhi kunoma eliphi lalawa mazinga, futhi lolu hlelo lonyaka lwenza kube nokubandakanya okuvulela abanye ababambiqhaza ukuthi bangene ku-BBL kanye nokwenza ababambiqhaza baqhubekele phambili besuka ezingeni elilodwa kuya kwelilandelayo, ngesivinini sabo.</p> <p>Isigaba se-BBL Horticulture siwukhiye ohlomisa imindeni kanye nabantu ukuze baphumelele ukukhiqiza ukudla okunempilo emizini yabo nasemindenini, ngaphandle nhlobo kokuncika kwezinye izikhungo nokuphiwa. Ngohlelo lwe-BBL, ukungondleki ngokudla okunempilo kwemindeni nezingane kungagwenywa, okwenza kube namathuba okukhula ngokomzimba nangokomqondo, okuwathuthukisa kakhulu amathuba okuba nemali engenayo impilo yomuntu yonke. I-BBL ikhuthaza futhi ivula amathuba amakhulu okuba abantu babe ngosomabhizinisi ngokubafundisa</p>	

nokubathuthukisa ekukhiqizeni kwabo nokuhlelela imali engenayo, kanye nokudlulela ekuzisebenzisiseni izinsiza ezifanele zebhizinisi ukuze kwakhiwe inzuzo.

Ukuba wusomabhizinisi kuyisu elinamandla nelisebenzayo lokunqoba isimo somnotho esibi eNingizimu Afrika. Abantu abasha nabantu abadala ngokufanayo bayazuza oHlelweni lwe-BBL, okwakha ithuba lokuziqasha ngebhizinisi lomuzi lebhizinisi yezolimo, nangokuthuthukisa osomabhizinisi abakhona nabasafisa ukuba yibo ukuthi babe nezimboni eziziqhubayo, nezingeniso umnotho wasendaweni.

UHlelo lwe-BBL lwe-ERGO lunerekhodi elifakazelwe lokuba nomthelela emizini eminingi kanye namabhizinisi angahlelekile ngokugcwele kanye nahlelekile ngokugcwele. Lwenziwa ngokusebenzisana kweqiniso kweziphathimandla zasendaweni kanye nabaholi bomphakathi, abamukela ukungenelela ngoba akushiya muntu ngaphandle, noma ngabe uneminyaka emingakhi, imfundo, amazanga emali engenayo noma izinsiza. Uhlelo lugwema kakhulu ukwenza abantu balindele okuthile, kodwa libakhuthaza ngesibomu abantu ukuthi bavusele izifiso zabo; okuzokhuthaza usiko lokuthi abantu bazisize futhi babe nezinsiza.

Okuhlizekwayo Minyaka Yonke

Unyaka 1-5:

1. **Ukuhlonza nokubonisana nabo bonke ababambiqhaza abafanele ukuze bagunyaze futhi beseke**
2. **Ukunxenxa umphakathi ukuthi uzibandakanye ohlelweni**
3. **Ukufunda lokho okwethulwe ngesikhathi sokufunda, kube lqembu Elifundayo linemizi eyi-10 - 15. Kusungulwa Amaqembu Afundayo kuyo yonke imiphakathi futhi atholakalayo kulabo abanentshisekelo ngokususela ekulaleleni lapho kunxenxwa abantu abaningi. Okufundwayo kubandakanya:**
 - a. **Ukubaluleka kokudla okunempilo kanye nokuhlela kwesikhathi esingaside sokukhiqiza komuzi.**
 - b. **Impahla nokulungisa imisele yensimu.**
 - c. **Ukuphatha ukuvunda kwesihlabathi, ukukhiqiza umanyolo owuketshezi.**
 - d. **Ukushintshanisa okutshalwayo nokutshala okuhambisanayo.**
 - e. **Ukuphatha isimo sempilo sesitshalo, izilwanyana ezidla okutshaliwe kanye nezifo.**
 - f. **Ibhizinisi lokwazisa nokulima.**
 - g. **Ukutshala isihlahla sezitshalo, ukulimela esakeni kanye nokukhiqizwa kombila ongahlakulwa.**
4. **Ukusungulwa kwamanethiwekhi okwesakana (isib. amaqembu abalingani/ "abangani" , amanethiwekhi"**
5. **Ukuqhubeka kokuqapha nokucathulisa ababambiqhaza ekusetshenzisweni kwezindlelakwenza, izindlela kanye nemigomo.**
6. **Ukwenziwa ngcono kokutholakala kokudla kwemizi yabantu ababambe iqhaza oHlelweni lwe-BBL, kuholela ekutheni kulokhu kungena izicelo ezintsha zokubamba iqhaza kwemizi emisha, ezindaweni ezikhona nasezindaweni ezintsha. Ngakho uHlelo**

luqhutshwa ngendlela ehlelekile ngokusungulwa nokuhlelwa kwamaQembu Afundayo kube kubhekanwa nesidingo esikhona, ngesikhathi soHlelo.

7. Njalo uma kuneQembu Elifundayo elisha, le mihlangano yokufunda nezenzo zokulandelela ziyaqhubeka okungenani isikhathi sezinyanga eziyi-6.

Imiphumela / ama-KPA / ama-KPI:

- Wonke amalungu omphakathi anentshisekelo angangena ohlelweni (olunzulu, oluvulekele bonke abantu, olubandakanyayo).
- Ababambiqhaza abahambela umhlangano futhi bakusebenzise abakufundile, bayiqonda kangcono indaba yokudla okunempilo kanye nendlela yokuqapha ukudla okunempilo okudliwayo.
- Ababambiqhaza banolwazi namakhono adingekayo ukuqala ukukhiqiza imifino enhlobonhlobo emizini yabo besebenzisa izindlela zemvelo futhi kunezindleko ezincane abazodlula kuzo.
- Ababambiqhaza bangashintshisana noma bayidayise imikhiqizo esele, futhi baqale ukubhala phansi abakudayisile nabakongile.
- Ababambiqhaza bangasebenzisa imigomo yebhizinisi eyisisekelo empahleni engaqondene nezolimo noma imisebenzi abangase bayikhiqize.
- Kuba nokubumbana komphakathi ngokwakhiwa kwamaqembu okwesekana, amanethiwekhi, kanye nobudlelwano bebhizinisi obungase bube khona.
- Kuba nomphumela wokushintsha komqondo "wokuncika", okwenza ababambiqhaza bathathe izinyathelo, kunokuba bazizwele bebambekile beyophuma uma uhulumeni noma omunye umuntu ebenzela okuthile.

Isibalo kanye nokufakwa kwemisebenzi ngokwezigaba:

Izinhlelo ze-BBL zivumela noma ubani (nabafuna umsebenzi abangasenathemba) ukuthi angene noma aphinde angene abe neqhaza emnothweni wezwe ngokuqala ukukhiqiza imikhiqizo (isib. imifino, izinkukhu, amaqanda, njll.) noma imisebenzi (isib. okwamakhemikhali, okukagesi, i-IT, njll.) Kukhuthaza umsebenzi yosomabhizinisi, umuntu azenzela ngokwakhe (ongakhiwanga ngokungekhona noma ophoqiwe). Isibalo samathuba okungenisa imali akhiwe ancika emphakathini ngokwawo.

Indlela Yokuphuma:

UHlelo Lwesimo Sokuphila Olunzulu lwe-ERGO loHlelo Lokukhiqiza Nokwakha Imali Engenayo lukugwema ngenhloso ukwakha ukunganciki ku-ERGO noma abahlinzeki bemisebenzi bayo. Kusukela ekuqaleni kwephrojekthi, ababambiqhaza bayafundiswa enqubweni yonke ukuze bakwazi ukuqala futhi bathuthukise ukukhiqiza kwakho nemisebenzi yokungenisa imali ngaphandle kokwethembela ekuphiweni noma kubasunguli. Ngale ndlela, isidingo sesu lokuphuma ligwemeka ngesibomu, njengoba umgomo wokuqhubekisa umsebenzi wakhelwa esakhiweni sohlelo kuwo wonke amazinga, kusukela ekuqaleni kuya ekugcineni.

Uxhaso Lwezimali

2018	2019	2020	2021	2022
R 1 800 000 (iqaliswe ndawonye	R 1 400 000 (iqaliswe ndawonye	R 1 400 000 (iqaliswe ndawonye	R 1 200 000 (iqaliswe ndawonye	R 1 000 000 (iqaliswe ndawonye

nePhrojekthi 2 & 3)	nePhrojekthi 2 & 3)	nePhrojekthi 2 & 3)	nePhrojekthi 2 & 3)	nePhrojekthi 2 & 3)
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Iphrojekthi 2: Uhlelo Losomabhizinisi Olunzulu lwe-COJ	Ukuhlela: Ukuqeda Ububha Nokukhiqiza Imali Engenayo
Indawo: Idolobha LaseGoli, Isifunda D, F	Izinsuku: Jan 2018 - Dis 2022
Isikhungo Esenza Umsebenzi: I-ERGO Mining	Ababambiqhaza: Inkampani eqalisayo, uMasipala Wedolobha LaseGoli
<p>Isendlalelo:</p> <p>Imininingwane Yokubalwa Kwabantu yakamuva iveza ukuthi amazinga obubha angama-45.45% endaweni kaMasipala Wedolobha laseGoli. Ama-21.7% abantu abaneminyaka yokusebenza abasebenzi. Ukukhula komnotho waseNingizimu Afrika kube ngaphansi kakhulu kwalokho obekulindlekile, okuveza ukuqhubeka ngokuphelelwa imisebenzi ngomuso, futhi amathuba omsebenzi amasha angaphansi kwalawo abelindelwe.</p> <p>I-ERGO yazisa ukuthi ukubawusomabhizinisi kuyisu elinamandla nelisebenzayo lokunqoba isimo somnotho esibi.</p> <p>UHlelo Losomabhizinisi lwe-ERGO lunzulu - luvulekele bonke abantu abake bacabanga ngokuqala ibhizinisi, noma asebehweba nabanentshisekelo yokuthuthukisa ukuthola inzuzo.</p> <p>Izinhlelo eziningi "zokuthuthukisa ibhizinisi" zinokuthile okuyisisekelo okudingekayo ukuze abantu bazibandakanye, okudala ukuthi kukhishwe inyumbazane abantu abaningi abampofu nabangafundanga abebengase babe nentshisekelo futhi bazuze ohlelweni. UHlelo Losomabhizinisi Olunzulu lwe-ERGO lwakhelwe ukukhuthaza nokuqinisa inqwaba yamabhizinisi angahlelekile nahlelekile ngamathuluzi alula, nasobala okwakha izabelomali zomuntu ngqo namabhizinisi, kulandelelwe okudayisiwe nokonga, futhi kucutshungulwe inzuzo nokulahlekelwa kwebhizinisi. UHlelo Losomabhizinisi lwe-ERGO luvulekelele bonke abantu, noma ngabe bakweliphi izinga emphakathini.</p> <p>UHlelo Losomabhizinisi Olunzulu lwe-ERGO lusebenza emabhizinisini akhona nokufiswa ukuthi abe khona, emkhakheni wezolimo nongasiwo owezolimo, futhi uhlomisa abafisa ukuba wosomabhizinisi kanye nabanikazi bamabhizinisi abakhona ngamathuluzi okwenza okulandelayo:</p> <ul style="list-style-type: none"> • ukuhlela isabelomali nemigomo yokungenisa imali ebhizinisini • ukugcina amarekhodi ngokudayisiwe nenqubekela phambili ngokwemigomo, kanye 	

- ukubhala nokucubungula inzuzo nokulahlekelwa ukuze ibhizinisi ngalinye elizibandakanyayo libhekana nezindawo elizihlonzele zona ngokwalo ngokohlelo, ukuze kuthuthuke inzuzo.

Ngesikhathi sesigaba sokuqala sohlelo, i-ERGO izobonisana nababambiqhaza basemphakathini nabakumasipala abafanele ukuze babambisane nabo futhi babeseke. Ngokusebenzisa la manethiwekhi nobudlelwano i-ERGO izonxenxa amalungu omphakathi ukuthi azibandakanye ohlelweni. I-ERGO izoqhubeka nokubonisana nababambiqhaza ohlelweni lonke ukuze kwakhiwe ukuqhubekiseka kohlelo kwesikhathi eside.

Ngaso sonke isikhathi ithimba le-ERGO lizohlinzeka ngokucathulisa nokuqapha ababambiqhaza ukuze kukhuthazwe ukusetshenziswa kwezinsiza nezindlela ezifanele. I-ERGO izofundisa ababambiqhaza ukukhulisa amanethiwekhi abo ukuze kwabelanwe ngolwazi, ukwesekana kanye nokuqhubekise; kanye nokwabahlizeki nezimakethe.

Okuhlinzekwayo Minyaka Yonke:

Unyaka 1-5:

- 1. Ukuhlonza nokubonisana nabo bonke ababambiqhaza abafanele ukuze bagunyaze futhi beseke**
- 2. Ukunxenxa kwabantu abaningi abanezifiso nasebewosomabhizinisi ukuze bazibandakanye ohlelweni.**
- 3. Ukwethulwa kwemihlangano yokufundisa Yokuthuthukisa Osomabhizinisi kanye nezinyathelo zokulandelela ezicacisiwe zokubhekana nezidingo zokubandakanya osomabhizinisi nabanikazi bamabhizinisi, kubalwe izimo ezinjengezilandelayo:**
 - a. Amathuluzi ebhizinisi okuqala ibhizinisi lakho, noma ukuthuthukisa ibhizinisi eselikhona
 - b. ukuhlela isabelomali nemigomo yokungenisa imali ebhizinisini
 - c. ukugcina amarekhodi ngokudayisiwe nenqubekela phambili ngokwemigomo
 - d. ukubhalisa nokucubungula inzuzo nokulahlekelwa
 - e. ukuphatha nokuhlela ibhizinisi okulula
 - f. ukuhlonza nokuhlinzekela izimakethe ngaleso sikhathi
- 4. Ukungulwa kwamanethiwekhi okwesekana (isib. amaqembu abalingani, amanethiwekhi ebhizinisi)**
- 5. Ukuqhubeka kokuqapha nokucathulisa ababambiqhaza ekusetshenzisweni kwamathuluzi, amasu, izindlela kanye nemigomo.**
- 6. Ukwenziwa ngcono kokutholakala kwenzuzo amabhizinisi abambe iqhaza abanayo ohlelweni Losomabhizinisi Olunzulu, kuhlela ekutheni kulokhu kungena izicelo ezintsha zokubamba iqhaza kwemizi emisha, ezindaweni ezikhona nasezindaweni ezintsha. Ngakho uHlelo luqhutshwa ngendlela ehlekile ngokusungulwa nokuhlelwa kwamaQembu Afundayo kube kubhekana nesidingo esikhona, ngesikhathi sohlelo Njalo uma kuneQembu Elifundayo elisha, le mihlangano yokufunda nezenzo zokulandelela ziyaqhubeka okungenani isikhathi sezinyanga eziyi-6**

Imiphumela / ama-KPA / ama-KPI:

- **Ababambiqhaza bayo yonke iminyaka nabanezipiliyoni ezahlukene nokuthola imibono ngokuphathwa kwezimali nebhizinisi ngokusebenzisa la mathuluzi anamandla alula.**

Lokhu kudala ukukhula kokwethemba indlela yokubhekana nezakhi zenzuzo zamanje nezingomuso.

- Ababambiqhaza abalangazelela ukuqala ibhizinisi bakwazi ukushesha baziqalele awabo amabhizinisi amancane besebenzisa amathuluzi abawafundile.
- Ababambiqhaza abanamabhizinisi akhona bayakwazi ukuthuthukisa ukukhula kwabo, nenzuzo, nokuphatha kanye nokugcina amabhizinisi abo.
- Ababambiqhaza bakwazi kangcono ukuhlonza isimo sabo sebhizinisi kwezamandla, ubuthakathaka, amathuba kanye nezingcuphe.
- Ababambiqhaza bakwazi ukuhlonza nokusebenzisa amathuba ebhizinisi futhi benze ibhizinisi labo lihambisane noshintsho ezidingweni zasezimakethe.

Amabhizinisi asendaweni (noma ngabe mancane kangakanani) anegalelo emnothweni wasendaweni, ethatha indawo yesidingo sempahla noma imisebenzi yakwezinye izindawo zakweminye imiphakathi yangaphandle, okuzobe sekukhulisa umphakathi wasendaweni.

Isibalo kanye nokufakwa kwemisebenzi ngokwezigaba:

UHlelo Losomabhizinisi lwe-ERGO aluhlinzekeli abantu abambalwa kuphela, kodwa luvulelekele bonke abantu, futhi lukhuthaza bonke ababambiqhaza ukuthi benze konke abangakwenza nangokushesha okuthandwa yibo.

Indlela Yokuphuma:

UHlelo Losomabhizinisi Olunzulu lwe-ERGO lukugwema ngenhloso ukwakha ukunganciki ku-ERGO noma abahlinzeki bemisebenzi bayo. Kusukela ekuqaleni kwephrojekthi, ababambiqhaza bayafundiswa enqubweni yonke ukuze bakwazi ukuqala futhi bathuthukise amabhizinisi abo ngaphandle kokwethembela ekuphiweni noma kubasunguli. Ngale ndlela, isidingo sesu lokuphuma ligwemeka ngesibomu, njengoba umgomo wokuqhubekisa umsebenzi wakhelwa esakhiweni sohlelo kuwo wonke amazanga, kusukela ekuqaleni kuya ekugcineni.

Uxhaso Lwezimali:

2018	2019	2020	2021	2022
R 1 800 000 (iqaliswe ndawonye nePhrojekthi 1 & 3)	R 1 400 000 (iqaliswe ndawonye nePhrojekthi 1 & 3)	R 1 400 000 (iqaliswe ndawonye nePhrojekthi 1 & 3)	R 1 200 000 (iqaliswe ndawonye nePhrojekthi 1 & 3)	R 1 000 000 (iqaliswe ndawonye nePhrojekthi 1 & 3)

Iphrojekthi 3: UHlelo Olunzulu Lokuthuthukisa Umuntu ngqo kanye Nangokomsebenzi e-COJ	Ukufaka ngokwezigaba: Ukufukula Umphakathi
Indawo: Idolobha LaseGoli, Isifunda D, F	Izinsuku: Jan 2018 - Dis 2022
Isikhungo Esenza Umsebenzi: I-ERGO Mining	Ababambiqhaza: Inkampani eqalisayo, uMasipala Wedolobha LaseGoli
<p>Isendlalelo:</p> <p>Amazinga aphezulu okungasebenzi, ikakhulukazi phakathi kwabantu abasha, ehambisana nenhlupheko, ukungakwazi ukuqhekeka emfundweni ezemazingeni aphakeme nokuqeqeshwa, ashiya inqwaba yezakhamizi zaseNingizimu Afrika zizizwela zisele zingenawo amathuba futhi zingenanhloso empilweni, okudala ukuphelelwa ithemba futhi okuvame ukuholela ekutheni abantu baziphathe ngezindlela ezingezinhle futhi basebenzise izinto ezahlukene njengotshwala nezidakamizwa.</p> <p>I-ERGO kanye neDolobha laseGoli bahlonze isidingo sokungenelela kubantu abasha nabantu abasha asebhulile ezifundeni ezidla imbuya ngothi edolobheni elikhulu. I-ERGO yakhe iphrojekthi yokufukula umphakathi egxile ekuThuthukiseni Umuntu Siqu Nangokomsebenzi.</p> <p>Ngokusebenzisa uHlelo Lokuthuthukisa Umuntu Siqu Nangokomsebenzi, ababambiqhaza banganiswa ezindleleni ezihleliwe zokucubungula izindawo ezingathuthukiswa ezimpilweni zabo, ukuthuthukisa nokuthola umbono wabo ngekusasa labo nokuhlela indlela nezindlela zokuziphatha ezidingekayo zokuthi kulandelwe futhi kufezwe umbono wabo ngokohlelo olumisiwe.</p> <p>UHlelo Lokuthuthukisa Umuntu Siqu Nangokomsebenzi lwe-ERGO lusebenzisa impahla evela emithonjeni enhlobonhlobo, njengoba kudingeka ngokwezidingo zababambiqhaza, okubandakanya izinhlelo ezinjenge-Career Build (www.careerbuild.org.za) ne-Map4Life (http://www.map4life.com)</p> <p>Amathuluzi asetshenziswayo angabandakanya:</p> <ul style="list-style-type: none"> • UHlelo Lokwethula; ukwakha umbono wempilo yakho • Ukuhlela umgomo nokuhlelela ukusebenza; ukusungula uHlelo Lokusebenza Olukhulu (i-MAP) • Ukubheka eminye imisebenzi, ukuthuthukisa amakhono kanye nokukhetha ukuba usomabhinisi 	
Okuhlinzekwayo Minyaka Yonke	

Unyaka 1-5:

1. **Ukuhlonza nokubonisana nabo bonke ababambiqhaza abafanele ukuze bagunyaze futhi beseke**
2. **Ukunxenxa abantu abasha abaningi nabantu abasha asebekhulile abasebenzayo ukuthi bazibandakanye ohlelweni**
3. **Ukwethulwa kwemihlangano yokufundisa Yokuthuthukisa Umuntu Siqu Nangokomsebenzi kuthintwe izihloko ezinjengezilandelayo:**
 - a. Ukwakha umbono wempilo yakho
 - b. Ukumisa umgomo nokuhlelela umsebenzi
 - c. Ukubheka eminye imisebenzi, ukuthuthukisa amakhono kanye nokukhetha ukuba usomabhizinisi
 - d. Ukwakha izinhlelo Zemisebenzi ezisuselwa emathalenti ababambiqhaza, nabangakwenza kanye nabakufisayo
 - e. Ukuthatha izinyathelo nokuxhumanisa amanethiwekhi ongoti abafanele nezinhlelo zocwaningo ukuze kufezwe imigomo yomsebenzi
4. **Ukungulwa kwenethiwekhi okwesekana (isib. amaqembu abalingani, amanethiwekhi)**
5. **Ukuqhubeka kokuqapha nokucathulisa ababambiqhaza ekusetshenzisweni kwamasu, izindlela kanye nemigomo**
6. **Ukugxila empilweni okungcono nenqubekela phambili engokohlelo abantu abasha ababhekana nayo ngokuzibandakanya kuHlelo Lokuthuthukisa Umuntu Siqu Nangokomsebenzi Okunzulu, kuholela ekutheni kuqhubeke ukungena kwezicelo ezintsha zivela kubantu abangase babe ababambiqhaza abasha, abasezindaweni ezikhona nezindawo ezintsha. Ngakho uHlelo luqhutshwa ngendlela ehlelekile ngokusungulwa nokuhlelwa kwamaQembu Afundayo kube kubhekanwa nesidingo esikhona, ngesikhathi soHlelo.**
7. **Njalo uma kuneQembu Elifundayo elisha, le mihlangano yokufunda nezenzo zokulandelela ziyaqhubeka okungenani isikhathi sezinyanga ezi-3.**
8. **Ukuxhumanisa ababambiqhaza kumanethiwekhi ongoti nabantu abasemisebenzini abayifisayo abangaba abacathulisi bayo.**

Imiphumela / ama-KPA / ama-KPI:

- Wonke amalungu omphakathi anentshisekelo, ayakwazi ukungena ohlelweni (olunzulu, oluvulekele bonke abantu, olubandakanyayo).
- Ababambiqhaza abahambela uhlelo futhi abasebenzisa lokho abakufundile, banombono ocace kakhulu ngempilo yabo, imigomo yokuthi bangafika kanjani khona, uhlelo lwesinyathelo ngasinye lokuthi bangayifeza kanjani imigomo yabo.
- Kuba nokubumbana komphakathi ngokwakhiwa kwamaqembu okwesekana, amanethiwekhi, kanye nobudlelwano bebhizinisi obungase bube khona
- Abantu abasha bakwazi kangcono ukulawula izinqumo zabo, abakwenzayo kanye nalapho bephokophele khona
- Abantu abasha bakwazi kangcono ukuthatha izinqumo ezinhle
- Ukushintsha komqondo "wokuncika", okwenza ababambiqhaza bathathe izinyathelo, kunokuba bazizwele bebambekile beyophuma uma uhulumeni noma omunye umuntu ebezela okuthile
- Ukushintsha komqondo umuntu angaziboni ewumgilwa, lapho ababambiqhaza bezibona benamandla okuba noshintsho
- Ukufundiswa kokuthi umuntu akwazi "ukuphikisana ngokwakhe" nezinsalele zempilo
- Ukwakhiwa Kwezinhlelo Zomsebenzi, ezisuselwa ekutheni ababambiqhaza basebenzise abakufunde ngenhla kanye nokwesekwa ngokucathuliswa wongoti

Isibalo kanye nokufakwa kwemisebenzi ngokwezigaba:

Ayikho imisebenzi eyakhelwe ababambiqhaza ngqo, kodwa kunalokho abantu abasha balungiselelwa ukuthi baqasheke, bathole imisebenzi emihle futhi bakwazi nokulungela ukuba neqhaza emnothweni wezwe ngokuba wosomabhizinisi.

Indlela Yokuphuma:

Alikho isu lokuphuma elidingekayo, njengoba le phrojekthi yenza ngesibomu ukuthi umuntu akwazi ukuzimela, ukuzethemba, ukuzazulula izinkinga nokuphumelela ngokwakhe.

Uxhaso Lwezimali

2018	2019	2020	2021	2022
R 1 800 000 (iqaliswe ndawonye nePhrojekthi 1 & 2)	R 1 400 000 (iqaliswe ndawonye nePhrojekthi 1 & 2)	R 1 400 000 (iqaliswe ndawonye nePhrojekthi 1 & 2)	R 1 200 000 (iqaliswe ndawonye nePhrojekthi 1 & 2)	R 1 000 000 (iqaliswe ndawonye nePhrojekthi 1 & 2)

Iphrojekthi 4: UHlelo Lwesimo Sokuphila Olunzulu Lwe-EMM (imiphakathi emisha)	Ukuhlela: Ukuqeda Ububha Nokukhiqiza Imali Engenayo
Indawo: Umasipala Omkhulu Wase-Ekurhuleni	Izinsuku: Jan 2018 - Dis 2022
Isikhungo Esenza Umsebenzi: I-ERGO Mining	Ababambiqhaza: Inkampani eqalisayo, uMasipala Omkhulu Wedolobha Lase-Ekurhuleni (uMnyango Wezokuthuthukiswa Komphakathi, uMnyango Wezokuthuthukiswa Komnotho Wendawo)
Isendlalelo: Ukwandiswa Kohlelo kweminye imiphakathi ye-ERGO: <p>Ngenxa yempumelelo yoHlelo Lwezesimo Sempilo Olunzulu (i-BBL) emiphakathini ye-ERGO e-East Rand, imiphakathi emisha eminingi, eyesekwa i-EMM icele ukuthi kwandiselwe emiphakathini emisha ye-ERGO uHlelo lwe-BBL olugxile Ekwakheni Imikhiqizo Nemali Engenayo. Ukwandisa kuzoba ngokwemiphakathi ezungeze imisebenzi yokuvuselela ye-ERGO nendawo esebenzela kuyo isib. e-Grootvlei.</p>	

UHlelo Lwesimo Sokuphila Olunzulu luwuhlelo lokuqeda ububha olube selulandela, indlela enezinyathelo zokwandisa ukubandakanywa komphakathi (okunzulu) kanye nokungena kalula kwabo bonke abantu abanentshisekelo kunoma eliphi izinga lomnotho (ukubandakanya), futhi olwenzela abantu noma imizi ithuthuke ngokohlelo ngokulandelayo:

- "abakhiqizi" ukuthola ukutholakala nokugcineka kokudla;
- "abakhiqizi bemali engenayo" ngokudayisa, ukonga nokuthuthukisa;
- "osomabhizinisi" ngokwenza kangcono ekuphatheni icala lebhizinisi lomkhiqizo wabo kanye nokudayisa;
- "abaqashi" laphe beqala ukukhokhela imindeni, omakhelwane kanye nabanye ukuze babasebenzele noma basebenze nabo.

Ukungena ohlelweni lwe-BBL kungenzeka noma kunini, futhi kunoma eliphi lalawa mazinga, futhi lolu hlelo lweminyaka eminingi lwenza kube **nokwandisa** (wukuvulela abanye ababambiqhaza ukuthi bangene ku-BBL) kanye **nokwandisa** (okwenza ababambiqhaza baqhubekele phambili besuka ezingeni elilodwa kuya kwelilandelayo, ngesivinini sabo.

Isigaba se-BBL Horticulture siwukhiye ohlomisa imindeni kanye nabantu ukuze baphumelele ukukhiqiza ukudla okunempilo emizini yabo nasemindenini, ngaphandle nhlobo kokuncika kwezinye izikhungo nokuphiwa. Ngohlelo lwe-BBL, ukungondleki ngokudla okunempilo kwemindeni nezingane kungagwenywa, okwenza kube namathuba okukhula ngokomzimba nangokomqondo, okuwathuthukise kakhulu amathuba okuba nemali engenayo impilo yomuntu yonke. I-BBL ikhuthaza futhi ivula amathuba amakhulu okuba abantu babe ngosomabhizinisi ngokubafundisa nokubathuthukisa ekukhiqizeni kwabo nokuhlelela imali engenayo, kanye nokudlulela ekuzisebenzisiseni izinsiza ezifanele zebhizinisi ukuze kwakhiwe inzuzo.

Ukuba wusomabhizinisi kuyisu elinamandla nelisebenzayo lokunqoba isimo somnotho esibi eNingizimu Afrika. Abantu abasha nabantu abadala ngokufanayo bayazusa oHlelweni lwe-BBL, okwakha ithuba lokuziqasha ngebhizinisi lomuzi lebhizinisi yezolimo, nangokuthuthukisa osomabhizinisi abakhona nabasafisa ukuba yibo ukuthi babe nezimboni eziziqhubayo, nezingeniso umnotho wasendaweni.

UHlelo lwe-BBL lwe-ERGO lunerekhodi elifakazelwe lokuba nomthelela emizini eminingi kanye namabhizinisi angahlelekile ngokugcwele kanye nahlelekile ngokugcwele. Lwenziwa ngokusebenzisana kweqiniso kweziphathimandla zasendaweni kanye nabaholi bomphakathi, abamukela ukungenelela ngoba akushiyi muntu ngaphandle, noma ngabe uneminyaka emingakhi, imfundo, amazanga emali engenayo noma izinsiza. UHlelo lugwema kakhulu ukwenza abantu balindele okuthile; kodwa libakhuthaza ngesibomu abantu ukuthi bavusele izifiso zabo; okuzokhuthaza usiko lokuthi abantu bazisize futhi babe nezinsiza.

Ukwandisa - Enye yezindawo eziwukhiye lolu hlelo olugxile kuzo wukusebenzisana kakhulu nababambiqhaza basohlelweni lwe-BBL oludlule baye emazingeni aphezulu okukhiqiza, ukukhulisa nokuthuthukisa ibhizinisi. Lokhu kuzoba ngokwabakhiqizi abafisa ukuqala ukungenisa imali ngemikhiqizo yabo, kanye nalabo abasebehola imali ukuthi bakhule futhi baqinise imisebenzi yabo, ukuze babe nenzuzo enkulu emnothweni. Ukweseka okuhlinzekwayo kuzokwenziwa ngokuqhubeka nokuqeqesha, ukucathulisa kanye nezindlela zokuba nengqalasizinda yokwenza imali.

Okuhlinzekwayo Minyaka Yonke

Unyaka 1-5:

1. Ukuhlonza nokubonisana nabo bonke ababambiqhaza abafanele ukuze bagunyaze futhi beseke
2. Ukunxenxa umphakathi ukuthi uzibandakanye ohlelweni
3. Ukufunda lokho okwethulwe ngesikhathi sokufunda, kube Iqembu Elifundayo linemizi eyi-10 - 15. Okufundwayo kubandakanya:
 1. Ukubaluleka kokudla okunempilo kanye nokuhlela kwesikhathi esingaside sokukhiqiza komuzi.
 2. Impahla nokulungisa imisele yensimu.
 3. Ukuphatha ukuvunda kwesihlabathi, ukukhiqiza umanyolo owuketshezi.
 4. Ukushintshanisa okutshalwayo nokutshala okuhambisanayo.
 5. Ukuphatha isimo sempilo sesitshalo, izilwanyana ezidla okutshaliwe kanye nezifo.
 6. Ibhizinisi lokwazisa nokulima.
 7. Ukutshala isihlahla sezitshalo, ukulimela esakeni kanye nokukhiqizwa kombila ongahlakulwa.
4. Ukusungulwa kwamanethiwekhi okwesakana (isib. amaqembu abalingani/ "abangani" , amanethiwekhi"
5. Ukuqhubeka kokuqapha nokucathulisa ababambiqhaza ekusetshenzisweni kwezindlelakwenza, izindlela kanye nemigomo.
6. Ukwenziwa ngcono kokutholakala kokudla kwemizi yabantu ababambe iqhaza ohlelweni lwe-BBL, kuholela ekutheni kulokhu kungena izicelo ezintsha zokubamba iqhaza kwemizi emisha, ezindaweni ezikhona nasezindaweni ezintsha. Ngakho uHlelo luqhutshwa ngendlela ehlelekile ngokusungulwa nokuhlelwa kwamaQembu Afundayo kube kubhekanwa nesidingo esikhona, ngesikhathi soHlelo.
7. Njalo uma kuneQembu Elifundayo elisha, le mihlangano yokufunda nezenzo zokulandelela ziyaqhubeka okungenani isikhathi sezinyanga eziyi-6.
8. Ukwenza kube nokwandisa kwabaphumelele kakhulu kwi-BBL edlule ukuze bafinyelele kumazinga aphezulu okukhiqiza nokukhulisa ibhizinisi. Ukubonisana nababambiqhaza (uhulumeni, izimakethe kanye namabhizinisi) ukuze kusungulwe ubudlelwano bokweseka ukwandisa abakhiqizi be-ERGO

Imiphumela / ama-KPA / ama-KPI:

- Wonke amalungu omphakathi anentshisekelo, ayakwazi ukungena ohlelweni (olunzulu, oluvulekele bonke abantu, olubandakanyayo).
- Ababambiqhaza abahambela umhlangano futhi bakusebenzise abakufundile, bayiqonda kangcono indaba yokudla okunempilo kanye nendlela yokuqapha ukudla okunempilo okudliwayo.

- Ababambiqhaza banolwazi namakhono adingekayo ukuqala ukukhiqiza imifino enhlobonhlobo emizini yabo ngezindleko ezincane abazodlula kuzo.
- Ababambiqhaza bakwazi ukushintshisana noma bayidayise imikhiqizo esele, futhi baqale ukubhala phansi abakudayisile nabakongile
- Ababambiqhaza bakwazi ukusebenzisa imigomo yebhizinisi eyisisekelo empahleni engaqondene nezolimo noma imisebenzi abangase bayikhiqize
- Kuba nokubumbana komphakathi ngokwakhiwa kwamaqembu okwesekana, amanethiwekhi, kanye nobudlelwano bebhizinisi obungase bube khona
- Ukushintsha komqondo "wokuncika", okwenza ababambiqhaza bathathe izinyathelo, kunokuba bazizwele bebambekile beyophuma uma uhulumeni noma omunye umuntu ebezela okuthile
- Ukwandisa abakhiqizi babe semazingeni aphezulu okukhiqiza, ibhizinisi nokugcina.

Isibalo kanye nokufakwa kwemisebenzi ngokwezigaba:

Izinhlelo ze-BBL zivumela noma ubani (nabafuna umsebenzi abangasenathemba) ukuthi angene noma aphinde angene abe neqhaza emnothweni wezwe ngokuqala ukukhiqiza imikhiqizo (isib. imifino, izinkukhu, amaqanda, njll.) noma imisebenzi (isib. okwamakhemikhali, okukagesi, i-IT, njll.) Kukhuthaza umsebenzi yosomabhizinisi, umuntu azenzela ngokwakhe (ongakhiwanga ngokungekhona noma ophoqiwe). Isibalo samathuba okungenisa imali akhiwe ancika emphakathini ngokwawo.

Indlela Yokuphuma:

UHlelo Lwesimo Sokuphila Olunzulu lwe-ERGO loHlelo Lokukhiqiza Nokwakha Imali Engenayo lukugwema ngenhloso ukwakha ukunganciki ku-ERGO noma abahlinzeki bemisebenzi bayo. Kusukela ekuqaleni kwephrojekthi, ababambiqhaza bayafundiswa enqubweni yonke ukuze bakwazi ukuqala futhi bathuthukise ukukhiqiza kwakho nemisebenzi yokungenisa imali ngaphandle kokwethembela ekuphiweni noma kubasunguli. Ngale ndlela, isidingo sesu lokuphuma ligwemeka ngesibomu, njengoba umgomo wokuqhubekisa umsebenzi wakhelwa esakhiweni sohlelo kuwo wonke amazanga, kusukela ekuqaleni kuya ekugcineni.

Uxhaso Lwezimali

2018	2019	2020	2021	2022
R 1 600 000 (iqaliswe ndawonye nePhrojekthi 5)	R 1 400 000 (iqaliswe ndawonye nePhrojekthi 5)	R 1 200 000 (iqaliswe ndawonye nePhrojekthi 5)	R 1 000 000 (iqaliswe ndawonye nePhrojekthi 5)	R 500 000 (iqaliswe ndawonye nePhrojekthi 5)

Iphrojekthi 5: UHlelo Lokuthuthukisa Ibhizinisi Lasendaweni le-EMM

Ukuhlela: Ukuqeda Ububha Nokukhiqiza Imali Engenayo

Indawo: Imiphakathi ekhona nemisha yemisebenzi yase-East Rand	Izinsuku: Jan 2018 - Dis 2022
Isikhungo Esenza Umsebenzi: I-ERGO Mining	Ababambiqhaza: Inkampani eqalisayo, uMasipala Omkhulu Wedolobha Lase-Ekurhuleni (i-EMM) (uMnyango Wezokuthuthukiswa Komphakathi, uMnyango Wezokuthuthukiswa Komnotho Wendawo)
<p>Isendlalelo:</p> <p>Imininingwane Yokubalwa Kwabantu yakamuva iveza ukuthi amazanga obubha angama-27.34 e-EMM. Ama-22% abantu abaneminyaka yokusebenza abasebenzi. Ukukhula komnotho waseNingizimu Afrika kube ngaphansi kakhulu kwalokho obekulindelekile, okuveza ukuqhubeka ngokuphelelwa imisebenzi ngomuso, futhi amathuba omsebenzi amasha angaphansi kwalawo abelindelwe.</p> <p>I-ERGO yazisa ukuthi ukuba wusomabhizinisi kuyisu elinamandla nelisebenzayo lokunqoba isimo somnotho esibi. Kuqubuke osomabhizinisi abasha abaningi kuHlelo Lwezolimo Lwezesimo Sokuphila Olunzulu olwaqaliswa phambilini e-East Rand, futhi badinga ukuthi kuqhutshekwe nokuthi bafundiswe ukuze bazinzise, futhi baqhubeke ngendlela emile nenhle kakhulu ekukhiqizeni kwabo impahla nemisebenzi, nokugxila kumakhasimende.</p> <p>UHlelo Losomabhizinisi lwe-ERGO lunzulu - luvulekele bonke abantu abake bacabanga ngokuqala ibhizinisi, noma asebehweba nabanentshisekelo yokuthuthukisa ukuthola inzuzo (okubandakanya labo basohlelweni lwe-BBL)</p> <p>Izinhlelo eziningi "zokuthuthukisa ibhizinisi" zinokuthile okuyisisekelo okudingekayo ukuze abantu bazibandakanye, okudala ukuthi kukhishwe inyumbazane abantu abaningi abampofu nabangafundanga abebengase babe nentshisekelo futhi bazuze ohlelweni. UHlelo Losomabhizinisi Olunzulu lwe-ERGO lwakhelwe ukukhuthaza nokuqinisa inqwaba yamabhizinisi angahlelekile nahlelekile ngamathuluzi alula, nasobala okwakha izabelomali zomuntu ngqo namabhizinisi, kulandelelwe okudayisiwe nokonga, futhi kucutshungulwe inzuzo nokulahlekelwa kwebhizinisi. UHlelo Losomabhizinisi lwe-ERGO luvulekelele bonke abantu, noma ngabe bakweliphi izinga emphakathini.</p> <p>UHlelo Losomabhizinisi Olunzulu lwe-ERGO lusebenza emabhizinisini akhona nokufiswa ukuthi abe khona, emkhakheni wezolimo nongasiwo owezolimo, futhi uhlomisa abafisa ukuba wosomabhizinisi kanye nabanikazi bamabhizinisi abakhona ngamathuluzi okwenza okulandelayo:</p> <ul style="list-style-type: none"> • ukuhlela isabelomali nemigomo yokungenisa imali ebhizinisini 	

- ukugcina amarekhodi ngokudayisiwe nenqubekela phambili ngokwemigomo, kanye
- ukubhala nokucubungula inzuzo nokulahlekelwa ukuze ibhizinisi ngalinye elizibandakanyayo libhekana nezindawo elizihlonzele zona ngokwalo ngokohlalo, ukuze kuthuthuke inzuzo.

Ngesikhathi sesigaba sokuqala sohlelo, i-ERGO izobonisana nababambiqhaza basemphakathini nabakumasipala abafanele ukuze babambisane nabo futhi babeseke. Ngokusebenzisa la manethiwekhi nobudlelwano i-ERGO izonxenxa amalungu omphakathi ukuthi azibandakanye ohlelweni. I-ERGO izoqhubeka nokubonisana nababambiqhaza ohlelweni lonke ukuze kwakhiwe ukuqhubekiseka kohlelo kwesikhathi eside.

Ngaso sonke isikhathi ithimba le-ERGO lizohlinzeka ngokucathulisa nokuqapha ababambiqhaza ukuze kukhuthazwe ukusetshenziswa kwezinsiza nezindlela ezifanele. I-ERGO izofundisa ababambiqhaza ukukhulisa amanethiwekhi abo ukuze kwabelanwe ngolwazi, ukwesekana kanye nokuqhubekise; kanye nokwabahlizeki nezimakethe.

Okuhlinzekwayo Minyaka Yonke:

Unyaka 1-5:

1. **Ukuhlonza nokubonisana nabo bonke ababambiqhaza abafanele ukuze bagunyaze futhi beseke**
2. **Ukunxenxa kwabantu abaningi abanezifiso nasebewosomabhizinisi ukuze bazibandakanye ohlelweni.**
3. **Ukwethulwa kwemihlangano yokufundisa Yokuthuthukisa Osomabhizinisi kanye nezinyathelo zokulandelela ezicacisiwe zokubhekana nezidingo zokubandakanya osomabhizinisi nabanikazi bamabhizinisi, kubalwe izimo ezinjengezilandelayo:**
 - a. ukuhlela isabelomali nemigomo yokungenisa imali ebhizinisini
 - b. ukugcina amarekhodi ngokudayisiwe nenqubekela phambili ngokwemigomo, kanye
 - c. ukubhalisa nokucubungula inzuzo nokulahlekelwa
4. **Ukungulwa kwamanethiwekhi okwesekana (isib. amaqembu abalingani, amanethiwekhi ebhizinisi)**
5. **Ukuqhubeka kokuqapha nokucathulisa ababambiqhaza ekusetshenzisweni kwamathuluzi, amasu, izindlela kanye nemigomo.**
6. **Ukwenziwa ngcono kokutholaka kwenzuzo amabhizinisi abambe iqhaza abo nayo ohlelweni Losomabhizinisi Olunzulu, kuholela ekutheni kulokhu kungena izicelo ezintsha zokubamba iqhaza kwemizi emisha, ezindaweni ezikhona nasezindaweni ezintsha. Ngakho uHlelo luqhutshwa ngendlela ehlelekile ngokusungulwa nokuhlelwa kwamaQembu Afundayo kube kubhekana nesidingo esikhona, ngesikhathi soHlelo. Njalo uma kuneQembu Elifundayo elisha, le mihlangano yokufunda nezenzo zokulandelela ziyaqhubeka okungenani isikhathi sezinyanga eziyi-6..**

Imiphumela / ama-KPA / ama-KPI

- Ababambiqhaza bayo yonke iminyaka nabanezipiliyoni ezahlukene nokuthola imibono ngokuphathwa kwezimali nebhizinisi ngokusebenzisa la mathuluzi anamandla alula, okuthuthukisa ukuzethemba ngokuthi kungabhekanwa kanjani nezimo zamanje nezangomuso zokuba nenzuzo.
- Ababambiqhaza abalangazelela ukuqala ibhizinisi bakwazi ukushesha baziqalele awabo amabhizinisi amancane besebenzisa amathuluzi abawafundile.
- Ababambiqhaza abanamabhizinisi akhona bayakwazi ukuthuthukisa ukukhula kwabo, nenzuzo, nokuphatha kanye nokugcina amabhizinisi abo.
- Ababambiqhaza bakwazi kangcono ukuhlonza isimo sabo sebhizinisi kwezamandla, ubuthakathaka, amathuba kanye nezingcuphe.
- Ababambiqhaza bakwazi ukuhlonza nokusebenzisa amathuba ebhizinisi futhi benze ibhizinisi labo lihambisane noshintsho ezidingweni zasezimakethe.

Amabhizinisi asendaweni (noma ngabe mancane kangakanani) anegalelo emnothweni wasendaweni, ethatha indawo yesidingo sempahla noma imisebenzi yakwezinye izindawo zakweminye imiphakathi yangaphandle, okuzobe sekukhulisa umphakathi wasendaweni.

Isibalo kanye nokufakwa kwemisebenzi ngokwezigaba:

UHlelo Losomabhizinisi lwe-ERGO aluhlinzekeli abantu abambalwa kuphela, kodwa luvulelekele bonke abantu, futhi lukhuthaza bonke ababambiqhaza ukuthi benze konke abangakwenza nangokushesha okuthandwa yibo.

Indlela Yokuphuma:

UHlelo Losomabhizinisi Olunzulu lwe-ERGO lukugwema ngenhloso ukwakha ukunganciki ku-ERGO noma abahlinzeki bemisebenzi bayo. Kusukela ekuqaleni kwephrojekthi, ababambiqhaza bayafundiswa enqubweni yonke ukuze bakwazi ukuqala futhi bathuthukise amabhizinisi abo ngaphandle kokwethembela ekuphiweni noma kubasunguli. Ngale ndlela, isidingo sesu lokuphuma ligwemeka ngesibomu, njengoba umgomo wokuqhubekisa umsebenzi wakhelwa esakhiweni sohlelo kuwo wonke amazanga, kusukela ekuqaleni kuya ekugcineni.

Uxhaso Lwemali:

2018	2019	2020	2021	2022
R 1 600 000 (iqaliswe ndawonye nePhrojekthi 4)	R 1 400 000 (iqaliswe ndawonye nePhrojekthi 4)	R 1 200 000 (iqaliswe ndawonye nePhrojekthi 4)	R 1 000 000 (iqaliswe ndawonye nePhrojekthi 4)	R 500 000 (iqaliswe ndawonye nePhrojekthi 4)

Iphrojekthi 6: Iphrojekthi ye-EMM Yengqalasizinda		Ukubeka Ngokwezigaba: Inggqalasizinda		
Indawo: Emiphakathini umsebenzi we-ERGO onomthelela kuyo		Izinsuku: 2019/2020		
Isikhungo Esenza Umsebenzi: I-ERGO Mining		Ababambiqhaza: i-EMM, umhlinzeki womsebenzi.		
<p>Isendlalelo:</p> <p>I-ERGO yazisa umsebenzi yayo wokufaka isandla emiphakathini esebenza kuyo. I-ERGO, ngezinhlelo zayo ze-SLP Nezokwelulela Isandla Emphakathini zitshale ezidingeni zengqalasizinda zemitholampilo yasendaweni, izikole kanye nezakhiwo zomphakathi. Ngesikhathi we-SLP, i-ERGO ifisa ukuqhubeka notshalomali lwayo emiphakathini ye-ERGO e-East Rand ngokuhlinzeka ngempahla noma ngokwakha/ngokuthuthukisa izakhiwo zezikole zasendaweni noma umtholampilo (noma izinto ezinjalo). I-ERGO izosebenzisana ne-EMM ukuhlonza iphrojekthi efanele ngokokuvela kwesidingo, futhi izokwenza utshalomali ngqo kulabo abazozuza.</p>				
<p>Okuhlinzekwayo Minyaka Yonke:</p> <p>Ukuhlinzeka ngempahla noma ukwakha / ukuthuthukisa izakhiwo, njengoba kudingeka ezikoleni noma emtholampilo wasendaweni emphakathini owodwa i-ERGO ephokophele kuwo.</p>				
<p>Imiphumela / ama-KPA / ama-KPI:</p> <p>Ngotshalomali lwe-ERGO, kuzohlangatshezwana nezidingo zengqalasizinda noma impahla yesikole noma umtholampilo wasendaweni (noma okufanayo).</p>				
<p>Isibalo kanye nokufakwa kwemisebenzi ngokwezigaba:</p> <p>Kungase kwakhiwe amathuba omsebenzi esikhashana, uma kukhethwe iphrojekthi yokwakha noma yokuthuthukisa.</p>				
<p>Indlela Yokuphuma:</p> <p>Ngokusebenzisana ne-EMM, kuzohlelwa nayo ngesu lokudlulisela noma lokuphuma, njengoba kuhambisana nokukhethwa kwephrojekthi yokugcina.</p>				
Uxhaso Lwemali:				
2018	2019	2020	2021	2022
0	R 3 000 000,00	0	0	0

3.5 Izindlela zokubhekana nodaba Lwezindlu, Izimo Zokuphila Nokudla Okunempilo - Umthethonqubo 46 (c) (iv)

3.5.1 Isingeniso

Imboni yezimayini iyonke ibhekana nezinselele ezinkulu zokushintsha inkinga endala eyaziwayo yezindlu nokuhlinzeka ngendawo yokuhlala efanele nengambi eqolo yabasebenzi. I-ERGO ayinayo leyo nselele njengoba abasebenzi abaningi abaqashwayo kungabase-Gauteng.

3.5.2 Isimo Sonke Sendawo

I-ERGO ayinabo abasebenzi abahlala emahostela noma ezindlini zemayini. Kunalokho i-ERGO iholela abasebenzi bayo umholo ohambisana nezimakethe, okubandakanya ukuhlinzeka ngezindlu "Ngesibonelelo Sokuhlala Ngaphandle" (i-LQA). Abasebenzi bakwazi ukukhetha ukuhlala endaweni ekhethwe yibo. Abasebenzi bafundiswa ngokuphatha imali yabo ngendlela ezoyigcina.

Ukuthuthukisa izimo zokuphila zabasebenzi, i-ERGO ikhiphe izi-R12 000 000 wokwakhiwa nokuqaliswa kohlelo lokuthi abasebenzi babe ngabanikazi bezindlu ("uHlelo Lwabasebenzi lwe-ERGO" noma "uHlelo"). UHlelo Lwabasebenzi lwe-ERGO luphokophele, okokuqala, kubasebenzi abafuna ukuthenga ebangeni lendawo abangagibela beya emsebenzini wase-ERGO (i-ERGO iqasha abantu basendaweni ngoba izama ukweseka imiphakathi esebenza kuyo). Ngomuso, uHlelo Labasebenzi lwe-ERGO lungase lwelulelwe ukuhlinzeka ngezinye izindlela zokuhlala. Inhloso yoHlelo Lwabasebenzi be-ERGO wukufundisa nokwakha indawo evula amathuba okuba ngabanikazi bezindlu ukuze abasebenzi be-ERGO bathathe isinyathelo sokuba abanikazi bezindlu. Ngokukhuthaza ukuba wumnikazi womuzi, uHlelo luhlose ukunika abasebenzi ithuba lokuhlala ezindlini ezakhiwe kahle nezinakekelwa ngokufanele emphakathini oqhubekiselayo kanye nokwakha imali nokuthola impahla ezogcina seyinika bona nemindenani yabo into abangazenzela imali ngayo isikhathi eside.

UHlelo Lwabasebenzi be-ERGO liphokophele, okokuqala, kubasebenzi abahola imali esezigabeni 4 – 9. Ngokwesipiliyoni kubonakele abasebenzi kulezi zigaba zomholo bavame ukuhola imali eningi kakhulu ukuba bangathola izindlu zamahhala zikahulumeni (njenge-BNG housing), kodwa bayahluleka ukuthola imalimboleko yasebhangwe yokuthenga indlu ngoba abakwazi ukuba nediphozithi eyanele noma ngoba isimo sabo sokukweleta sithathwa ngokuthi 'asibahehi' ababolekisi. Kanjalo, kumbalwa abangakukhetha ukuze bathenge indlu bese babe abanikazi bezindlu. Ngenxa yale sizathu, uHlelo Lwabasebenzi be-ERGO lugxila, kubasebenzi abahola imali esezigabeni 4 - 9. Phezu kwalokho, i-ERGO ibheka ukuthi umuntu uyisakhamuzi saseNingizimu Afrika na, umsebenzi oqashwe ngokugcwele noma usesebenze e-ERGO isikhathi esiwunyaka okungenanani. Okokugcina, i-ERGO ibheka ukuthi ingabe umuntu usezuzile na ohlelweni.

Umfakisicelo Ngamunye uzovunyelwa ukuthi afake isicelo Semalimboleko Yendlu engeqi ku-ZAR 75,000 ("Imalimboleko Yendlu"). Imali Umfakisicelo afaneleka ukuyithola kuzoba yingxenye yemali umndeni wakhe ongakwazi ukuyikhipha ngenyanga, izindleko zesikweletu kanye nesikhathi Semalimboleko Yendlu. Imalimboleko Yendlu inemibandela yokuthi Umfakisicelo agunyazwe ukuthi athole imalimboleko yokuthenga indlu isikhungo sezimali Imalimboleko Yendlu ehlinzekwa Inkampani Yezindlu ye-ERGO izotholakala uma sewuboleka imali yendlu okwesibili ngaleyo ndlu.

Izinga lenzalo liyizinga elimisiwe (njengoba limiswe amabhange aseNingizimu Afrika) kanye ne-margin yoku-1 (okukodwa) ngesenti ngalinye elizongabi nenzalo inqobo uma Umfakisicelo eqhubeka nokuba wumsebenzi we-ERGO (enganikwa iholide lezinga lenzalo). Le margin izohlala inozinzo esikhathini Semalimboleko Yezindlu, kodwa izinga elimisiwe lingase lishintshe ngokuhamba kwesikhathi. Ngakho, izinga lenzalo Lemalimboleko Yezindlu lingase lishintshashintshe ngokuhamba kwesikhathi.

Phezu kwalokho uhlelo Lobunikazi Bezindlu lwabo bonke abasebenzi abangasibo abaphathi bathola isibonelelo Sokuhlala Ngaphandle okuyi-R1270 ngenyanga kusukela ngoJulayi 2017.

3.5.3 Uhlelo lokusebenza

Kuzoqaliswa izindlela eziwujikelele ezilandelayo ukuze kubhekane nezimo zabasebenzi zezindlu kanye nezimo zokuthola ukudla okunempilo:

- i. I-ERGO izosebenzisa izimo zokuxhumana ukwenza abasebenzi bazazi izinzuzo namathuba akhona;
- ii. I-ERGO izothuthukisa izinhlelo zokuqwashisa zokufundisa nokukhuthaza ubunika bezindlu ezindaweni ezifanele nezindlu ezifanele nokuba nempilo (njengokuthola ukudla okunomsoco nokuthola imisebenzi yezempilo); kanye
- iii. Nokuhlonda abasebenzi abadinga kanye/noma abacele usizo lwezindlu nokubasiza bathole izikhungo zezimali ezibafanele;

3.5.4 Ukunakekelwa ngokwezempilo nokudla okunempilo - Umthethonqubo 46 (c) (v)

UMthethonqubo 46 (c) (v) udinga ukuthi izimayini zibeke izindlela zokuqinisekisa ukuthi abasebenzi bakwazi ukuthola ukudla okuhleleke kahle. I-ERGO ayihlinzeki ngohlelo lokudla okunempilo olucacile lwabasebenzi bayo ngokuthi ayinawo amahostela, izindawo zokuhlala umuntu oyedwa noma izindawo zokudla ezilawulwayo zabasebenzi bayo. Uhlelo lokusebenza lokubhekana nezimo zezindlu nezokuphila zabasebenzi be-ERGO luhlinzekwe ngezansi.

3.6 Uhlelo Lwezokutholakala Kwemisebenzi nokuqaliswa kwalo ezinkampanini zama-HDSA ngokwempahla enkulu, imisebenzi kanye nokusetshenziswayo - Umthethonqubo 46 (c) (vi)

3.6.1 Uhlelosu

Indlela ye-ERGO yokuthenga ilawulwa ngokwemigomo elandelayo:

1. Ukulawula ukufinyelela kumisebenzi yokuthenga okudala ukubandakanya okukhulu kwe-HDSA ezimbonini ezihambisana nemayini;
2. Abahlinzekeli be-HDSA bazophathwa ngokuhlukile kunokujwayelekile maqondana neqophelo, intengo, imigomo yezokuphepha, nomthelela kwezemvelo nanoma eziphi izidingo zezamabhizinisi noma ezobuchwepheshe;
3. Ukwesekwa kwabahlinzekeli be-HDSA abancane kungase kubandakanye ukubekwa eceleni kwengxenyethile noma konke ngamathenda athile lapho kuthenga kubahlinzekeli be-HDSA kuphela.

3.6.2 Isimo Sonke Sendawo

Imayini isebenzisa inqubomgomo yokuthenga ehlose ukuhlinzeka ama-HDSA nemiphakathi yasendaweni ngesigaba somhlinzekeli esilungele ukukhethwa kuzo zontathu izigaba sokuthenga: okuyimpahla yokuqala umsebenzi, impahla esetshenziswa iphele kanye nemisebenzi ehlinzekwayo.

Inkampani, ngokusebenzisa inqubomgomo yayo yokuthenga, njengamanje isebenzisa izindlela zokukhuthaza, zokugcizelela, zokukhetha, nokuthenga kubantu noma izinhlangotho ezazincishwe amathuba phambilini.

UHlelo lokuthenga luqukethe amasu amisiwe maqondana nokuqinisekisa ukuthi bayanda abahlinzekeli basendaweni nama-HDSA abasetshenziswa emisebenzini yenkampani. Lokhu kuchazwe ngokucacile ngezansi:

Isu Lokuthenga le-ERGO**Isu Lokuthenga**

1. Qondanisa Isu Lethenda ukuze libandakanye abangase babe abahlinzekeli baseNdaweni, ama-HDSA nama-SMME.
2. Khuthaza abahlinzekeli abakhona ukuthi bangene kuma-JV nama-SMME aseNdaweni ukuze asize ngokudluliselwa kwamakhono. Linganisa amasu okuthenga ethu uwaqhathanise nemboni yemayini iyonke futhi uqinisekise ukuthi sifinyelele futhi siyayeqa imigomo emiswe kuSomqulu Wezimayini.
3. Xhumana Nezinkundla Zomphakathi Wasendaweni nama-Ejensi Okuthuthukisa Amabhizinisi Amancane ukuze kwakhiwe indawo elungele ukukhula kwama-SMME aseNdaweni.
4. Qhubeka nokuqinisekisa ubuqiniso bemininingwane ye-BEE yabaHlinzeki ngokusebenzisa Ifomu Lesicelo Somhlinzeki bese kulandele ukuhlola ngqo / ukuba nemposambuzo ngqo ukuze uqiniseke ukuba semthethweni kwebhizinisi.
5. Ngena Ezivumelwaneni Zezinga Lomsebenzi nama-SMME aseNdaweni ukuthi abandakanya ukugcineka kwangomuso, ukuqeqesha kanye nezivumelwano zokuqapha.
6. I-Ergo Mining (Pty) Ltd izibophezele oququkwani ngokuthenga okulungele ukukhethwa (owakhiwe abahlinzekeli abawumnyombo nabasemqoka), ngaphandle kokushenxa ezimpokophelweni zebhizinisi eziwumnyombo.

Ithebhula 56 lihlinzeka nohlelo lokusebenza lokuphatha abantu ngokukhetha.

Ithebhula 56: Uhlelo lokusebenza Lokutholakala Kwemisebenzi Okukhethwayo53

OKWENZIWAYO	OKUHLINZEKWAYO
<p>Hlola Abahlinzeki be-ERGO ukuze:</p> <p>(1) uqonde amazinga okuhlonipha i-BEE;</p> <p>(2) ukuhlonza ukuthi ngabaphi abahlinzeki abangayihloniphi i-BEE; futhi</p> <p>(3) ukuqinisekisa ukuthi kunezindlela ezimisiwe zokuthi abahlinzeki abangayihloniphi i-BEE bayihloniphe.</p> <p>Ngokususela emiphumeleni walokhu kuhlola, kuzokwakhiwa uHlelo Lokuthenga lwe-ERGO ukuze kubhalwe izindlela ezimiwe zokwandisa imali esetshenziswa iNkampani ku-BEE nasemabhizinisini asemphakathini.</p>	<p>Ukuhlolwa ngokwe-BEE kwabahlinzeki be-ERGO.</p>
<p>Didiyela inqubomgomo, izinqubo nohlelo olumisiwe lokuthenga ngokwabalungele ukukhethwa, labo bonke abahlinzeki be-ERGO. Misa izindlela eziqondene nazo zonke izimo zokuthenga.</p>	<p>Inqubomgomo, izinqubo nohlelo olumisiwe lokuthenga ngokwabalungele ukukhethwa.</p>
<p>Xoxisana nalabo bahlinzeki abangayihloniphi i-HDSA, ukuqinisekisa ukuthi ngeziphi izinhlelo abazimisile ukuze bayihloniphe i-HDSA.</p>	<p>Izinhlelo zabahlinzeki zokuhlonipha i-HDSA.</p>

Qalisa izindlela zokubika ngenqubekela phambili yokuqalisa uHlelo Lokuthenga.	Indlela yokubika ngenqubekela phambili.
Ukubuyekezwa nokuqashwa kokuqaliswa kwe-SLP kwaminyaka yonke.	Ukubuyekeza nokuqapha.

UHlelo Lokuthenga luzoqaliswa ngokwenziwa kokulandelayo ukuze kulawulwe isimo somhlinzekeli olungele ukukhethwa ezinkampanini ezakhelwe phezu kwe-HDSA:

1. Ukusebenzisa lolu Hlelo Lokuthenga kubo bonke "Abahlinzeki", olwaxhiwe Osonkontileka, abahlinzeki bemisebenzi kanye nabahlinzekeli;
2. Ukukhuthaza abahlinzekeli ukuze bakhe ubudlelwano, Imisebenzi Ehlanganyelwe, noma izinhlangano nezinkampani ezihlinzekela i-HDSA lapho inkampani ye-HDSA ivaka isicelo sokuhlinzeka ngempahla noma imisebenzi edingekayo;
3. Ukukhuluma ne-DTI ukuze uhlonze izinkampani ze-HDSA ezidingekayo ezifisa ukusebenza embonini yemayini;
4. Ukusebenzisa "imigomo yokusebenza okuhle" nemihlahlandlela yakuSomqulu Wezimayini njengomhlahlandlela wenqubo Yokuthenga;
5. Ukuqinisekisa ukuthi abahlinzeki baziswa ngokuphelele ngezidingo zethenda;
6. Kuzokwakhiwa uhlelo lokuthenga ukuze kungakhuthazwa ukuchema "nokwenza sengathi ibhizinisi elabathile kungesilo elabo" maqondana nokukhethwa abahlinzeki;
7. Ukubeka ngokwezigaba okusetshenziswa kubahlinzeki be-BEE/be-HDSA, njengoba kunqume i-ERGO, kuzoba yinto ebalulekile ngesikhathi senqubo Yokuthenga; futhi
8. I-ERGO izophokophela ekufezeni imigomo ye-BEE/ye-HDSA njengoba kumiswe kuSomqulu Wezimayini ngesikhathi ukuze kwandiswe ukubandakanywa kwezinkampani zabahlinzeki be-HDSA.

ISIGABA 4

**UHLELO LOKUPHATHA
UKUNCISHISWA
KWABASEBENZI
NOKUDILIZWA
KWABASEBENZI:**

UMTHETHONQUBO 46 (D)

4. UHLELO LOKUPHATHA UKUNCISHISWA KWABASEBENZI NOKUDILIZWA KWABASEBENZI - UMTHETHONQUBO 46 (D)

Ukunciphisa nokudiliza abasebenzi e-ERGO bekade futhi kuzoqhubeka nokubonisana ngokugcwele nezinyunyana zabasebenzi ezaziwayo. Lezi zigaba ezilandela uhlelo olunzulu lokunciphisa nokudiliza lomsebenzi. I-ERGO izolandela izinqubo zokunciphisa nokudiliza abasebenzi njengoba kumiswe ku-DoL kanye noMthetho Wezobudlelwano Nabasebenzi.

Ukubalwa kwezibalo ezibalwe ngezansi zisuselwa kunqubomgomo yocunciphisa nokudiliza abasebenzi, okusiza abasebenzi bakhokhelwe emasontweni amane kusukela ngonyaka wokuqeda unyaka wokuqala wokusebenza bese emuva nakumasonto amabili emuva kokuqeda unyaka uqashwe i-ERGO.

Kuhlinzekwe ngemali eyizi-R22 452 yomsebenzi ngamunye ye-akhawunti eyakha inzalo ebhange elinemali eseyiyizi-R13 000 000 yokuhlinzekela izindleko eziqondene nokuhlomiswa ngamakhono abasebenzi ngamakhono amasha, ukweluleka njll. Abasebenzi abalinganiselwa kuma-579 bazoyidinga inzuzo yalesi sihlinzekelo. Lokhu kuhlinzekelwa kwaminyaka yonke kwenzelwa ukuhlinzeka ngale nzuzo uma ingasekho indlela yokugwema ukuvalwa kwenkampani. Lesi sibalo esisonke esivele sihlukile kunesibalo esiphelele sabasebenzi emayini ngokuthi kulindeleke ukuthi kusetshenziswe abasebenzi badluliselwe kweminye imisebenzi ukuze kugwenywe ukuphela kwemisebenzi.

Bonke osonkontileka nabahlinzeki bomsebenzi benkampani kudingeka bahloniphe izibophezelo nezinqubo zabo njengoba zimiswe kulesi sigaba. Kungase kwenziwe imisebenzi elandelayo maqondana nokuncishiswa nokudilizwa kwabasebenzi.

4.1 Ukusungula Inkundla Yangomuso - uMthethonqubo 46 (d) (i)

Ukusungulwa Kwezinkundla Zangomuso kuyadingeka ngokoMthethonqubo 46 (d) (i) we-MPRDA. Inhloso wukuhlinzeka ngendlela emisiwe, lapho bonke abathintekayo bengaxoxisana ngezinsalela futhi baqhamuke nezindlela ezingaba yizisombululo ezinkingeni iMayini ebhekene nazo ezingase ziholele ekudilizeni abasebenzi kwangomuso.

Amasu nezindlela zokuqalisa izimpokophelo ezingenhla azophathwa ngokusebenzisa Inkundla Yangomuso. Inkundla Yangomuso ibandakanya abantu abamele abaphathi nabasebenzi be-ERGO, futhi umsebenzi wayo ukuqhubeka nokubonisana phakathi kwabasebenzi nabaphathi. Umsebenzi omkhulu weNkundla Yangomuso wukwenza okulandelayo:

- i. Ukuhlonza nokucubungula izimo, izinkinga, izinselele nezisombululo maqondana nokulahleka kwemisebenzi kanye nokuphathwa kokudilizwa kwabasebenzi ngesikhathi maqondana nokuvalwa kwemayini;
- ii. Ukuhlinzeka ngendlela yokuxhumana phakathi kwabaphathi, abasebenzi nababamele;
- iii. Ukuqinisekisa kusetshenziswa amaphuzu abalulekile kubabambiqhaza ukuze kwakhiwe uhlelo lokusebenza olufanele kanye, futhi okubaluleke kakhulu, lamasu oguquko okukhiqiza nokuqasha kanye nesikhathi sokunciphisa abasebenzi esingegwemeke;
- iv. Ukuqalisa uhlelo lokusebenza okuvunyelwene nalo phakathi kwabaqashi nabasebenzi; kanye
- v. Nokuqhubeka nokuhlola, nokubika mayelana, nempumelelo nenqubekela phambili yokuphathwa kokulahlekelwa yimisebenzi nokuphathwa kweziNhlelo zokudiliza eziqaliswe ngesikhathi sokuvala, nangemuva kwesikhathi sokuvala.

4.2 Izindlela Zokuvikela Imisebenzi Nezinye Izindlela Zokugwema Ukuncipha Kwemisebenzi - Umthethonqubo 46 (d) (ii no-iii)

Izindlela Zokugcina Imisebenzi Nokunye Okungakhethwa kokuqalisa amasu okushintsha nezindlela zokusindisa imisebenzi, ukugwema ukuphela kwemisebenzi nokunciphisa abasebenzi ngendlela elandelayo:

Ukubonisana ne-DoL, i-DMR, nezinkampani zasemayini ezizungeze ukuhlolwa kwanoma amaphi amathuba okungenelela umthelela wokudiliza noma wokuvala;

Ukubonisana ne-Productivity South Africa ukuhlonza eminye imikhakha yezomnotho noma izindlela abasebenzi abangagcinwa ngazo;

Uma i-ERGO ingena esigabeni sokunciphisa abasebenzi, noma icabanga ngamathuba okudiliza abasebenzi abaningi, kuzokhishwa izaziso zinikwe iziphathimandla zikahulumeni ezilandelayo ezibhakwe kuThebhula 57.

Ithebhula 57: Inqubo Yokwazisa Ngokuncishiswa Kwabasebenzi Nokuvalwa Kwesikhungo54

<i>Isaziso esiqonde kuSihlalo weBhodi Lengcebo Embiwayo Nokuthuthukisa Imayini</i>	<i>Isaziso Esiqonde Kungqongqoshe Wezemisebenzi</i>
Lapho umsebenzi ubona ukuthi ukuphela ngqo kwengcebo embiwayo evukuzwayo kanye/noma iphela lapho izinga lenzuzo/imali iba ngaphansi kwama-10%	Lapho emsebenzini kucatshangwa noma kuhloswe ukudiliza abantu abaningi (ama-10% noma ngaphezulu NOMA abantu abangaphezu kwama-500 emsebenzini, noma ngabe wokuphi okuncane)
Lapho emsebenzini kucatshangwa noma kuhloswe ukudiliza abantu abaningi (ama-10% noma ngaphezulu NOMA abantu abangaphezu kwama-500 emsebenzini, noma ngabe wokuphi okuncane) esikhathini sonyaka	

Phezu kwalezi ziphathimandla, kuzokwaziswa abanentshisekelo abalandelayo:

- Inkundla Yangomuso yomsebenzi
- Ithimba Lokungenelela le-DoL
- Izikhungo Zezabasebenzi ze-DoL
- Amaprojekthi e-DTI okuhloswe ngawo ukuthuthukisa ama-SMME
- Noma eziphi izinhlaka zomphakathi ezisungulwe yinkampani
- Izikhungo zemfundo ephakeme
- Izinhlango ezixhasa ngemali
- Ama-ejensi okuqasha abantu asendaweni kanye nanoma eziphi izinhlango zabasebenzi ezifanele

Inhloso yalesi saziso wukunxenxa lezi zinhlaka ukuthi zihlinzeke ngokweseka ngokuzibandakanya ekunciphiseni abasebenzi kusanekhathi.

4.3 Umthethonqubo 46 (d) (iv) Umthelela Wezenhlalomnotho Wokunciphisa Abasebenzi Nokuvalwa Kwesikhungo.

Lapho ukudiliza abasebenzi kungeke kugwemeke, i-ERGO izolandela izinqubo zokunciphisa nokudiliza abasebenzi njengoba kumiswe ku-DoL kanye noMthetho Wezobudlelwano Nabasebenzi.

Kuzosetshenziswa uhlelo olulandelayo ukuphatha inqubo yokunciphisa nokudiliza abasebenzi:

- Ukuphatha ukudiliza abasebenzi okungeke kugwemeke ngendlela enobuntu, ngokwakhiwa kwesiphakamiso sokudiliza esifanele ngokubonisana nezinhlaka ezifanele;
- Ukuba nokuxhumana okunzulu nabasebenzi abathintekayo ukuqinisekisa ukuthi inqubo bayiqonda ngokufanele. Kuzoqinisekisa ukuthi abasebenzi bahlala benikwa ulwazi oluyilo, olubuyekeziwe noluhambisanayo maqondana nokudilizwa noma ukuncishiswa kwabasebenzi;
- Ukunika abasebenzi abathintekayo ulwazi olufanayo maqondana nemali etholwa lapho sekuphela umsebenzi, izimali zomhlalaphansi, kanye nezinye izindlela zokweseka nemisebenzi abazokwazi ukubana nayo;
- Ukuphatha udaba lokukhuthazeka kwabasebenzi ukugwema umthelela omubi emsebenzini;
- Ukuhlinzeka abasebenzi ngosizo maqondana nokutholwa kwezimali zokudilizwa emsebenzini kanye nezinye izinzuzo zabasebenzi njenge-UIR, njll.;

Ukubonisana neZikhungo Zezabasebenzi ze-DoL:

- Ukwelulekwa ngokwezimali;
- Ukwelulekwa ngokwesimo somqondo;
- Ukuthuthukiswa nokuqeqeshelwa ukuba wosomabhizinisi, kanye
- Ukuqeqeshwa ngokufuna umsebenzi

4.4 Izindlela Zokulungisa Umthelela Wezenhlalakahle Nezomthetho Esifundeni Ngasinye kanye Neminotho lapho kunesiqiniseko Sokudilizwa Kwabasebenzi noma Ukuvalwa Kwesikhungo.

I-ERGO izosiza abasebenzi abathintekayo ukuthola ezinye izinhlobo zemisebenzi noma izindlela zokuphila ngendlela eqhubekayo. Lokhu kuzokwenziwa lapho abasebenzi bengakwazi ukudidiyelwa noma ukufakwa kwezinye izikhungo, nalapho bengakafiki eminyakeni yokuthatha umhlalaphansi. Lesi sigaba sizogxila ekuhlomiseni abasebenzi ngamakhono kabusha (ngoHlelo lwe-HRD) okuzobahlomisela eminye imisebenzi emuva kokuvalwa kwemayini.

I-ERGO iqhamuke noHlelo lwe-HRD oludidiyele (isigaba 2), oluzoqaliswa ngesikhathi esisele sokusebenza, futhi izozama ukwenza abasebenzi bakwazi ukuthola amanye amathuba okuphila uma sekuvaliwe. Lezi zinhlelo zizoxhunyaniswa ne-IDP, okuyizindlela zokuthuthukisa ezihlonzelwe oMasipala Abakhulu base-Ekurhuleni naseGoli.

Kulesi sigaba kuzoqaliswa uhlelo lokusebenza olundelayo:

- i. Ukusungula isizindalwazi sabasebenzi abadiliziwe esibandakanya ulwazi ngamakhono, isipiliyoni nobungoti abanakho. Lesi sizindalwazi sizosetshenziselwa ukhlonza amathuba okuqashwa abangaba nawo ngaphakathi noma ngaphandle kwenkampani;
- ii. Ukuhlonza abantu abafanele kusizindalwazi sabantu abadiliziwe ukuze kubhekwe ukuthi angaba khona na amathuba ama-SMME ngaphakathi kwenkampani naku-DTI;
- iii. Ukuqeqesha nokuhlomisa abadiliziwe, ngamakhono amasha, ukuze kwakwazi ukuthola omunye umsebenzi enkampanini noma emakethe yemisebenzi evulekile;
- iv. Ukufundisa abasebenzi abathintekayo maqondana nezindlela ezigcinekayo zokusebenzisa imali abayithole lapho bedilizwa emsebenzini. Lokhu kuzobandakanya imfundo ngamathuba otshalomali angase abe khona;
- v. Ukuqalisa Isikhungo Sokweluleka Ngomsebenzi esizokweluleka abantu abadiliziwe emsebenzini nokubasiza bathole eminye imisebenzi noma amathuba okwakha imali, uma sebediliziwe futhi
- vi. Kwasungulwa isikhungo "sokusiza" esizosiza abasebenzi ekufuneni eminye imisebenzi emuva kokuhoxiswa, isib. nokubhala ama-CV abasebenzi, ukuxhumana nabangase babaqashe kanye namanye amathuba, ukuqeqesha ngezindlela zokubhekana nemposambuzo yokuthola umsebenzi, njll.

I-ERGO ayikuhleleli ukuvala njengamanje. Iyakwazisa nokuthi uma sekuba nesidingo salokhu kuzobonisanwa nezinyunyana, okuyizo ezaziswa ezimele abasebenzi ngakho konke okungase kudingeke.

4.5 Izindlela zokuqalisa ze-SLP.

4.5.1 Inqubo Yezokuxhumana

I-ERGO izoqhubeka nokuqalisa inqubo yezokuxhumana ehambisana ne-SLP, ephokophele ekubandakanyeni abasebenzi, imiphakathi ethintekayo, iziphathimandla zikahulumeni, kanye nabanye ababambiqhaza. Ukubonisana nababambiqhaza ababalulekile kuzokwenziwa ngezinkundla zokubonisana kanye namakomidi. I-ERGO izosungula futhi iqalise izinkundla ezilandelayo:

- I. *Inkundla Yangomuso. INkundla Yangomuso (Isigaba 4.1) yasungulelwa imisebenzi ye-ERGO futhi ihlinzeka ngethuba lokuthi abaphathi, izinyunyana, nabamele abasebenzi ukuhlangabezana nokuxoxisana nezinkinga eziqondene nesimo sezimali, izindlu, ezempilo nezokuphepha, izinkinga zebhizinisi, izimo zokusebenza, i-SLP njll. Le Nkundla izama ukuthola izixazululo zokubhekana nezinselele nezinkinga ezivela ngezikhathi ezithile.* **Error! Reference source not found.**
- II. *INkundla Yokuthuthukisa Komnotho Wasendaweni.* I-ERGO izoxhumana neNkundla ye-LED yeDolobha laseGoli nase-Ekurhuleni uma seyisungulwe ngokugcwele.
- III. *INkundla Yezokuthuthukiswa Kwamakhono Nezokulingana Ngokomsebenzi.* Inkundla ye-SD ne-EE ye-ERGO ibandakanya abantu abamele abaphathi nabamele abasebenzi. Izinkinga ezinkulu zimayelana nokusungulwa kwezinhlelo ze-HRD (ukuthuthukiswa kwamakhono njll.) kanye nokuqhubekela ekuhlanganeni ne-HDSA futhi ibekelwe abantu besifazane abasebenzayo.
- IV. *INkundla Yokuthuthukisa Ngokomsebenzi.* Kusungulwe inkundla yokuthuthukisa ngokomsebenzi. Kule nkundla, abaphathi bayahlangana ukuze baxoxe ngenqubekela phambili maqondana nezindlela zomsebenzi kanye nokufezeka kwemigomo ye-HDSA.

Umsebenzi walezi zinkundla wukuqinisekisa ukuthi abasebenzi bahlala bazi ngokugcwele ngoshintsho emsebenzini, futhi izoqinisekisa ukuthi kuba nezindlela ezifanele zokuqalisa i-SLP.

4.6 Umthwalo Nesibopho Sokuphendula

Umqondisi Jikelele we-ERGO Operations (Pty) Ltd. izoba nesibopho sokuphendula ku-DMR ngokuqaliswa koHlelo Lwezenhlalakahle Nabasebenzi be-ERGO, kube uMphathi Wezabasbenzi we-ERGO uzoba nesibopho sokuphendula, futhi uzobikela uMphathi Jikelele wokwenziwa kwezinhlelo zomsebenzi ezimisiwe nezinhlelo.

ISIGABA 5

**UKUHLINZEKA NGEZIMALI
ZOKUQALISA UHLELO
LWEZINHLALAKAHLE
NOLWABASEBENZI:**

UMTHETHONQUBO 46 (E)

5 UKUHLINZEKA NGEZIMALI ZOKUQALISA I-SLP

Isigaba 23(1)(e) se-MPRDA sithi "uNgqongqoshe kumele akhiphe ilungelo lokuvukuza uma umfakisicelo ehlinzekele uhlelo lwezenhlalakahle nezemisebenzi ngokwezimali nangenye indlela emisiwe." I-ERGO ihlinzekele umkhakha we-SLP ngamunye njengoba kuchaziwe.

Ithebhula 58 limele isifinyezo sokuzibophezela ngokwezimali kwe-ERGO kusakhi ngasinye se-SLP sesikhathi seminyaka emihlanu (5). **Ithebhula 59** lihlinzeka ngesifinyezo sesihlinzeko se-SLP se-ERGO futhi **Ithebhula 60** limele isihlinzeko sezimali se-FAT.

Ithebhula 58: Ukucazwa Kweshilinzeko Sezimali kwe-SLP ye-EGRO55

UMKHAKHA		2018	2019	2020	2021	2022	Seikukon ke
UKUTHUTHUKISA ABASEBENZI							
I-AET – Yangaphakathi		R 150 000,00	R 165 000,00	R181 500,00	R199 650,00	R219 615,00	R915 765,00
I-AET - Yangaphandle		R 600 000,00	R 660 000,00	R726 000,00	R798 600,00	R878 460,00	R3 663 060,00
Ukuqeqeshela Umsebenzi Owumnyombo		R1 030 800,00	R 814 440,00	R557 190,00	R513 260,00	R564 585,00	R3 480 275,00
Ukufundela Umsebenzi Emsebenzini - Kwangaphakathi (18.1)		R 434 320,00	R 400 752,00	R440 826,00	R484 908,00	R533 398,00	R2 294 204,00
Ukufundela Umsebenzi Emsebenzini - Kwangaphandle (18.2)		R1 007 040,00	R 974 304,00	R1 068 852,00	R1 171 416,00	R1 282 788,00	R5 504 400,00
Ukukhula Emsebenzini		R628 500,00	R 571 500,00	R610 500,00	R675 500,00	R727 500,00	R3 213 500,00
Ukucathulisa emsebenzini		R50 000,00	R 55 000,00	R60 500,00	R66 550,00	R73 205,00	R305 255,00
Imifundaze – Yangaphakathi		R400 000,00	R 440 000,00	R484 000,00	R532 400,00	R585 640,00	R2 442 040,00
Imifundaze – Yangaphandle		R680 000,00	R 900 000,00	R760 000,00	R603 000,00	R1 278 000,00	R4 221 000,00
Ama-Internships		R500 000,00	R 550 000,00	R605 000,00	R665 000,00	R732 050,00	R3 052 050,00
Amakhono Awujikelele		R1 600 000,00	R2 000 000,00	R200 000,00	R200 000,00	R200 000,00	R4 200 000,00
I-FRDP ISIMONKE		R7 080 660,00	R7 530 996,00	R5 894 568,00	R5 910 284,00	R7 075 241,00	33 291 549,00
UKUTHUTHUKISWA KOMNATHO WASEDAWENI							
Iphrojekthi 1: Uhlelo Lwesimo Sokuphila Olunzulu Lwe-COJ Lokukhiqiza Nokukhiqiza Imali Engenayo.		R1 800 000,00	R1 400 000,00	R1 400 000,00	R1 200 000,00	R1 000 000,00	R6 800 000,00
Iphrojekthi 2: Uhlelo Lokuthuthukisa Ibhizinisi Lasendaweni e-COJ							
Iphrojekthi 3: Uhlelo Lokuthuthukisa Umuntu ngqo kanye Nongokomsebenzi e-COJ							
Iphrojekthi 4: Ukwandisa uHlelo Lwesimo Sokuphila Olunzulu Ezindaweni Ezintsha ze-EMIM			R1 600 000,00	R1 400 000,00	R1 200 000,00	R1 000 000,00	R500 000,00
Iphrojekthi 5: Uhlelo Lokuthuthukisa Ibhizinisi Lasendaweni Ie-EMIM							

ISIGABA 6

ISIBOPHO:

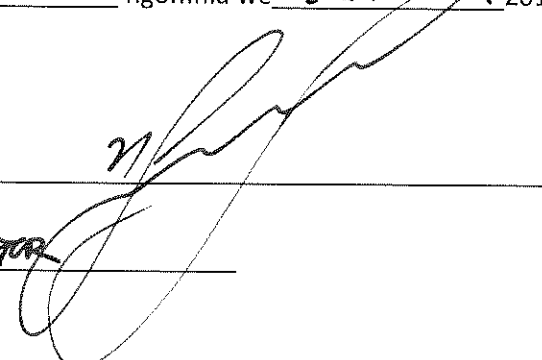
UMTHETHONQUBO 46 (E)

ISIBOPHO

6 ISIBOPHEZELO - Umthethonqubo 46 (f)

Mina, HENRY NICOLAAS GOUW osayine ngezansi futhi ogunyazwe ngokugcwele **yi-ERGO Mining (Proprietary) Limited** ngiyazibophezela ukuthi ngizoluhlonipha ulwazi, okudingekayo, izibopho, nemigomo njengoba imiswe kuHlelo Lwezenhlalakahle Nemisebenzi Emayini yase-ERGO.

Isayinwe e BRAXPAN ngomhla we SEPTEMBER 2018

Isiginesha yomuntu owenza umsebenzi 

Isikhundla MANAGING DIRECTOR