



**UHLELO LWEZENHLALO NEZABASEBENZI
2024 - 2028**

**Inombolo Yelungelo Lokumba:
KZN30/5/1/2/2/297MR**

Isifunda sase-Amajuba | UMasipala Wendawo wase-Dannhauser | KwaZulu-Natal

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ISIGABA 1: ISINGENISO

1.1 Isingeniso

Lo mbhalo woHlelo Lwezenhlalo Nezabasebenzi (SLP) ulungiswe ngokuhambisana noMthetho Wokuthuthukiswa Kwezinsiza Zezimbiwa Ne-Petroleum (MPRDA) kanye noMqulu Wezimayini (2018). Uchaza ukuzibophezela kwe-Ikwezi Mining emikhubeni yezimayini esimeme, ekuthuthukisweni kwezenhlalo nomnotho, kanye nasezinguqukweni esifundazweni saKwaZulu-Natal, ikakhulukazi ngaphakathi kuMasipala Wendawo wase-Dannhauser.

Inhloso yalo mbhalo:

- Ukuchaza imininingwane yokusebenza kwenkampani kanye nendlela yayo yamasu mayelana nezimayini.
- Ukuchaza kabanzi izinhlelo zoHlelo Lwezenhlalo Nezabasebenzi, okubandakanya Ukuthuthukiswa Komnotho Wendawo (LED), Ukuthuthukiswa Kwabasebenzi (HRD), kanye Nemiklamo Yokuthuthukiswa Komphakathi Wasendaweni Yezimayini.
- Ukukhombisa ukuhambisana nezidingo zikazwelonke zezinguquko kwezomnotho, ukuthuthukiswa kwamakhono kanye nokuphakanyiswa komphakathi.
- Ukuhlinzeka ngohlaka lokuqapha nokubika inqubekelaphambili ngokuhambisana nezinhloso ze-SLP, kuqinisekise ukuziphendulela nokusebenza obala.

Le SLP ikhombisa ukuzibophezela kwe-Ikwezi Mining ekubeni yinkampani yezimayini enesibopho futhi egxile entuthukweni, iqinisekise ukuthi imisebenzi yayo ikhiqiza izinzuzo ezisimeme kubasebenzi, emiphakathini esingethe imayini nasemphakathini obanzi, ngesikhathi igcina ukuhambisana okuphelele nezidingo zomthetho neziqondiso zokulawula.

1.2 Isizinda Senkampani

I-Ikwezi Mining (Pty) Ltd yinkampani yezimayini zamalahle esebenza KwaZulu-Natal, eNingizimu Afrika. Inkampani iphethe izimpahla ezibalulekile, okubandakanya:

- iKliprand Colliery;
- iShepstone Lake Colliery; kanye
- ne-Emoyeni Coal Beneficiation Plant e-Dannhauser.

Ukwandiswa komsebenzi kuyaqhubeka nge-Ikwezi Ngagane Rail Siding, eseduze neNgagane Power Station e-Newcastle. Njengoba isendaweni ehlelwe kahle, cishe amakhilomitha angama-350 ukusuka ethekweni, i-Ikwezi Mining ihlinzeka ngamalahle ekhwalithi ephezulu ezimakethe zasekhaya nezamazwe ngamazwe, ngaleyo ndlela inikele ekukhuleni komnotho wesifundazwe nowezwe.

Ihhovisi elikhulu lenkampani liseMidrand, eGauteng, kanti imisebenzi yokusebenza igxile ngaphakathi kuMasipala Wendawo wase-Dannhauser (DLM), esifundeni sase-Amajuba. Lesi sifunda sinenqwaba

yezinqolobane zamalahle, kodwa sibhekene nezinsalelo zezenhlo nomnotho, okubandakanya ukungalingani okuvela emlandweni, ukufinyelela okulinganiselwe ezinsizeni eziyisisekelo kanye nokuntuleka kwentuthuko emiphakathini yasemakhaya.

I-Ikwezi Mining iqhuba imisebenzi yayo ngendlela enesibopho futhi ebheke ikusasa, iqaphela ukuthi impumelelo yebhizinisi esimeme ixhumene kakhulu nokuthuthukiswa kwezenhlalo nomnotho kwemiphakathi esingethe imayini kanye nemiphakathi ethumela abasebenzi. Izimiso eziqondisa inkampani zibandakanya ukuphathwa kwemvelo ngobuqotho, impilo nokuphepha emsebenzini, ukuthuthukiswa komphakathi kanye nezinguquko kwezomnotho.

1.3 Ukuzibophezela Kwe-SLP Nokugxila Kwamasu

Ngokuhambisana ne-MPRDA kanye noMqulu Wezimayini (2018), i-Ikwezi Mining isebenzisa ngokugcwele uHlelo lwayo Lwezenhlalo Nezabasebenzi (SLP), iqinisekise ukuthi imisebenzi yayo inikela:

- ezinhlelweni Zokuthuthukiswa Komnotho Wendawo (LED);
- ezinhlelweni Zokuthuthukiswa Kwabasebenzi (HRD); kanye
- nasemiklamweni Yokuthuthukiswa Komphakathi Wasendaweni Yezimayini, ehambisana Nezinhlelo Zentuthuko Edidiyelwe (IDPs) zomasipala abathintekayo.

I-SLP yesizukulwane sesithathu igcizelela izinto eziseqhulwini zamasu, okubandakanya:

- **Ukufinyelela Emanzini:** Ukumba nokufaka ekusebenzeni imigodi yamanzi emiphakathini yasemakhaya eyi-14 ukuze kuthuthukiswe ukufinyelela emanzini ahlanzekile, ukuthuthwa kwendle kanye nemiphumela yezempilo.
- **Ingqalasizinda Yezemfundo:** Ukwakhiwa kwezindlu zangasese ezikoleni zamabanga aphantsi ezingenazo izinsiza ezanele, kubandakanywe nemiklamo elungele abafundi abaphila nokukhubazeka.
- **Ukufukulwa Kwezomnotho:** Ukuthenga kanye nokuthuthukiswa kwamabhizinisi okuhambisana nezinhloko ze-Broad-Based Black Economic Empowerment (BBBEE), kusekelwe amabhizinisi aphethe ngabantu abamnyama, ngabesifazane kanye nawomphakathi.

Uhloko lokuphatha lwe-Ikwezi Mining lusekelwe ebuqothweni, ekusebenzeni obala, ekuziphatheni ngendlela elungile nasekuziphenduleleni, ngaleyo ndlela kuqinisekise ukuhambisana okuphelele nazo zonke izidingo zomthetho neziqondiso zokulawula.

1.4 Ukuzibophezela Entuthukweni Ehlanganyelwayo

I-Ikwezi Mining ibheka i-SLP yayo njengento edlula isidingo sokuthobela umthetho. Imele ukuzibophezela ekulinganeni, ekubambisaneni nasezinguqukweni ezisimeme, futhi ikhombisa umgomo wenkampani wokuthi ukuchuma kwezimayini kuxhumene ngokuqondile nenhlalakahle yemiphakathi ezungezile. Ngezinhlelo zamanzi, ezemfundo kanye nokuthuthukiswa komnotho wendawo, i-Ikwezi Mining inikela ekuphakanyisweni okujulile kwesifunda sase-Dannhauser - iphrojekthi eyodwa ngesikhathi.

(Ilungelo Lokumba linamathiselwe eSengezweni 1.)

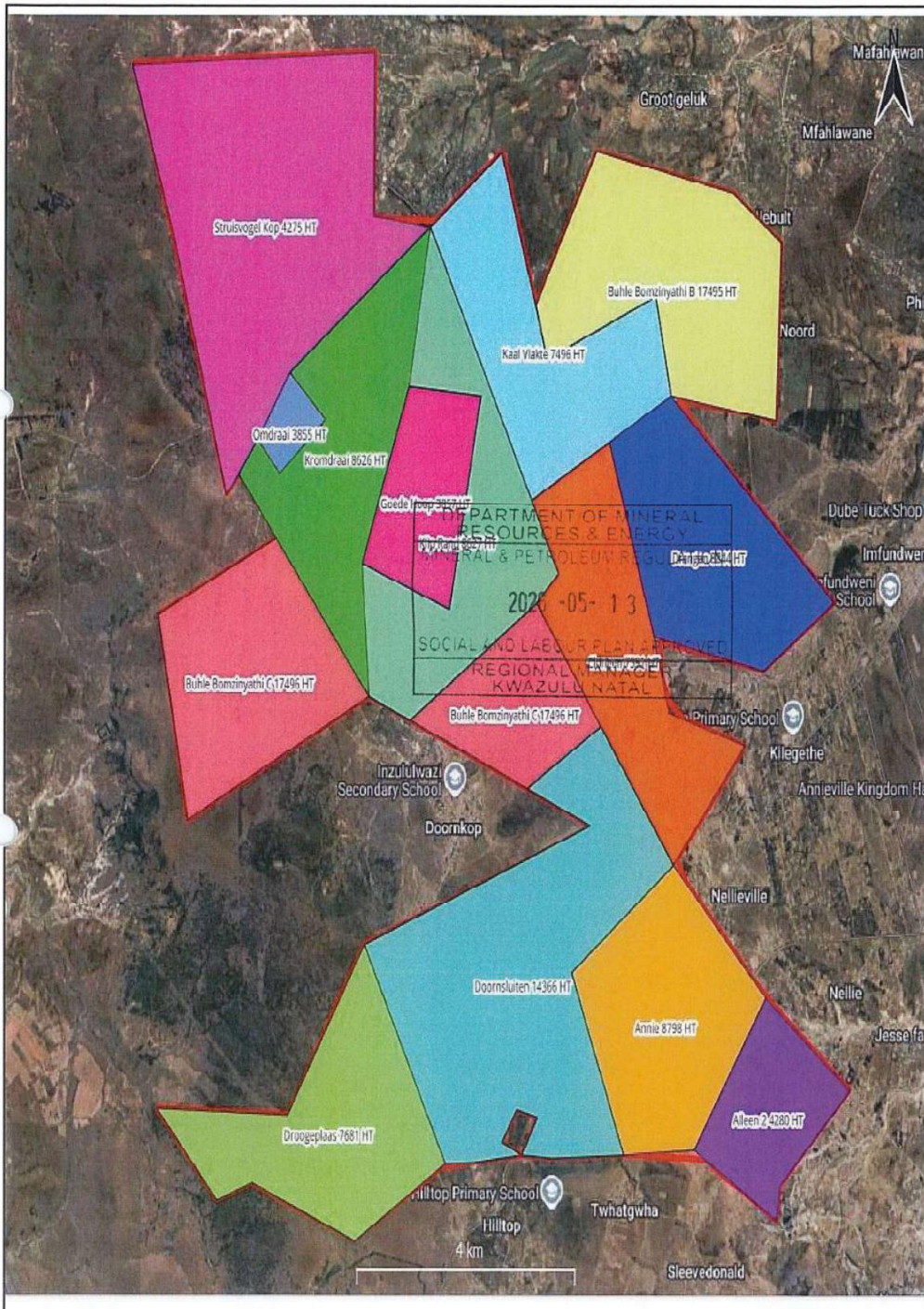


Figure 1: Imephu yendawo yokusebenza nezindawo ezizungezile
Imephu yendawo yokusebenza nezindawo ezizungezile

ISIGABA 2: UKUTHENGA OKUBANDAKANYAYO KANYE NOKUTHUTHUKISWA KWABAHIINZEKI NAMABHIZINISI

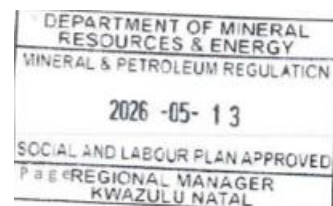
Uhlolajikelele

I-Ikwezi Mining izibophezele ngokugcwele ekuvumelaniseni imikhuba yayo yokuthenga nezimiso ezibekwe kuMqulu Wezimayini ka-2018, ikakhulukazi lezo eziphathelene nokuthenga okubandakanyayo kanye nokuthuthukiswa kwamabhizinisi. Lezi zingxeny e zibalulekile hhayi kuphela ekuthobeleni iziqondiso, kodwa nasekukhuthazeni ukukhula okusimeme nokubandakanyayo emkhakheni wezimayini waseNingizimu Afrika. E-Ikwezi, siyaqaphela ukuthi ukufukula abantu baseNingizimu Afrika ababencishwe amathuba ngokomlando (HDSAs), ngokubamba iqhaza okunomthelela ochungechungeni lokuhlinzeka, kubalulekile ekuqhubeni ukuthuthukiswa kwezenhlalo nomnotho kanye nezinguquko.

Ukuthenga okubandakanyayo e-Ikwezi Mining kubandakanya ukuthola izimpahla nezinsizakalo kubahlinzeki bendawo, ikakhulukazi emabhizinisini aphethwe ngabantu abamnyama, ngabesifazane, yintsha noma ngabantu abaphila nokukhubazeka. Sibeka eqhulwini ukwenza ibhizinisi nabahlinzeki abathobela i-Broad-Based Black Economic Empowerment (BBBEE), futhi silwela ukuhlangabezana nokudlula imigomo efanele yoMqulu Wezimayini. Ngokukhuthaza ukuthenga kulaba bahlinzeki, i-Ikwezi Mining ayinikeli kuphela ekuthuthukisweni komnotho wendawo, kodwa iphinde idlale indima ebalulekile ekudalweni kwemisebenzi nasekunciphiseni ububha emiphakathini ezungezile.

Ukuqhubekisela phambili lokhu kuzibophezela, i-Ikwezi Mining isisebenzise isu eliqinile elisekela ukukhula kwamabhizinisi e-Black Economic Empowerment (BEE) kanye Namabhizinisi Amancane Naphakathi (SMEs). Inkampani isidale amathuba amaningi ukuze la mabhizinisi abambe iqhaza ekuhlinzekeni izimpahla nezinsizakalo ezihlobene nezimayini. Ngaphezu kwalokho, i-Ikwezi Mining izinikele ekuthuthukiseni amabhizinisi endawo ngokuqeqeshwa okuhlosiwe kanye nezinhlelo zokweluleka, okuhloswe ngazo ukwakha amandla, ukuthuthukisa ukuncintisana nokuqinisekisa ukusimama kwesikhathi eside.

Ukusekela le mizamo, i-Ikwezi Mining ine-Ikwezi Mining Community Forum, enamalungu avela emiphakathini osingethe imayini. Le nkundla iyindawo yokuxoxisana, yokuthuthukisa amakhono kanye neyokubambisana phakathi kwemayini nabahlinzeki bendawo abasafufusa. Uhlelo lokuqeqesha nokweluleka lusesigabeni sokuhlelwa futhi luzogxila ekuphathweni kwebhizinisi, ekuthobeleni izidingo, empilweni nasekuphepheni kanye nasekulungeleni ukuthenga. Lolu hlelo luqinisa umbono wesikhathi eside we-Ikwezi Mining wokwakha uchungechunge lokuhlinzeka oluqinile nolubandakanyayo, oluzuzisa inkampani kanye nemiphakathi esebenza kuyo.



ISIGABA 3: UKUTHUTHUKISWA KWABASEBENZI

Uhlololjikelele

I-Ikwezi Mining izibophezele ekufukuleni abasebenzi bayo kanye nemiphakathi ezungezile ngoHlelo Olubanzi Lokuthuthukiswa Kwamakhono olugxile ekusimameni kwesikhathi eside nasekuphakanyisweni kwezenhlalo nomnotho. Uhlelo lubandakanya ukuqeqeshwa ngamakhono adlulisekayo emikhakheni efana nokuphepha kwe-inthanethi, ezolimo, ukushisela kanye namabhizinisi, ngenhloso yokuhlomisa abasebenzi ngamakhono asebenzisekayo futhi adluliselwa nakweminye imisebenzi ngaphandle komkhakha wezimayini.

Uhlelo Lwemfundo Nokuqeqeshwa Kwabantu Abadala (AET) luhlinzeka ngezifundo zokufunda nokubhala, ukubala kanye namakhono empilo kusukela ku-AET Level 1 kuya ku-4, ukuze abasebenzi namalungu omphakathi bakwazi ukuqinisa isisekelo sabo semfundo futhi balandele amanye amathuba. Lezi zinhlelo zilethwa ngokubambisana noMnyango Wezemfundo Eyisisekelo kanye/noma ne-Independent Examinations Board (IEB), ukuze kuqinisekise ikhwalithi nokufaneleka.

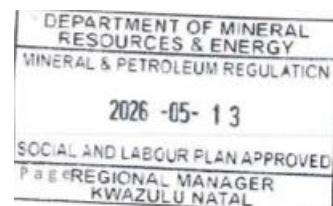
Ukusekela ukuqhubekela phambili kwezemfundo nokulungela indawo yomsebenzi, i-Ikwezi Mining iphinde inikeze abafundi imifundaze yokufunda emikhakheni ebalulekile efana nobunjiniyela bezimayini, i-geology kanye nesayensi yezemvelo, ehlanganisa imali yokufunda, indawo yokuhlala kanye nezindleko zokuphila. Izinhlelo zokufunda nokusebenza ezibhaliswe ne-Mining Qualifications Authority (MQA) zinikeza ukuqeqeshwa okuhlelekile, okugunyaziwe futhi okuhlanganisa ulwazi lwethiyori nesipiliyoni esisebenzayo emsebenzini.

Ngaphezu kwalokho, izinhlelo zama-internship kanye nezokuthuthukiswa kwabathweswe iziqu zinikeza abafundi nabasanda kuthweswa iziqu ulwazi olusebenzayo eminyangweni ebalulekile. Lezi zinhlelo ziqashwa njalo ukuze kuhlolwe ukubamba iqhaza, kulandelwe inqubekelaphambili futhi kuqinisekise ukuhambisana namazinga okulawula kanye nezibophezelo zoHlelo Lwezenhlalo Nezabasebenzi (SLP) lwenkampani.

3.1 IZINGA LOKUTHOBELA UMTHEHO WOKUTHUTHUKISWA KWAMAKHONO

I-Ikwezi Mining ikhombisa ukuzibophezela okuqinile ezimisweni nasezidingweni zomthetho waseNingizimu Afrika wokuthuthukiswa kwamakhono, njengoba kubekiwe ku-Skills Development Act, ku-Skills Development Levies Act kanye nezinqubomgomo ze-Mining Qualifications Authority (MQA). Inkampani ithobela i-Skills Development Levies Act ngokukhokha izintela ezidingekayo nangokufuna izibonelelo eziphoqelekele ngokuthumela ngesikhathi i-Workplace Skills Plan (WSP) kanye ne-Annual Training Report (ATR) ku-MQA.

Lokhu kuzibophezela kubonakala ezinhlelweni zokuqeqesha ze-Ikwezi Mining ezihlelekile nezilawulwa kahle, ekuhambisaneni nemigomo kazwelonke yezinguquko nokulingana kwezokuqashwa, kanye nasekutshalweni kwezimali ekwelulekeni nasekuthuthukisweni kwabasebenzi kwesikhathi eside.



Inkampani ibuyekeza ikomidi layo lokuqeqesha ukuze iqinisekise ukuhambisana okuphelele nezinhlelo zayo zokuqeqesha. Le mizamo ayiqinisekisi kuphela ukuthobela umthetho, kodwa iphinde inikele ekusimameni nasekuncintisaneni komkhakha wezimayini. (Ukugunyazwa kwe-WSP/ATR kanye ne-EMPISA kutholakala eSengezweni 2.)

3.1.1 Izinhlalo Zokuqeqesha Ezihlelekile Nokuphathwa Kwazo

Ingxenye ebalulekile yokuthobela kwe-Ikwezi Mining ukuqaliswa kwezinhlelo zokuqeqesha ezihlelekile, ezisekelwa ukuqokwa kwabaqeqeshi basemsebenzini. Laba baqeqeshi banomthwalo wokwengamela izinhlelo zama-internship, zokufunda nokusebenza, zesipiliyoni somsebenzi kanye nomsebenzi wamaholide, baqinisekise ukuthi konke ukuqeqeshwa kwethulwa ngendlela efanayo, yobungcweti futhi ehambisana nezidingo.

Lezi zinhlelo zakhiwe ngokuhambisana nemihlahlandlela ye-MQA futhi zenzelwe ukwakha amakhono abalulekile emkhakheni wezimayini.

3.1.2 Ukugxila Emakhonweni Abalulekile Nayindlala

I-Ikwezi Mining inikeza izinhlelo zokufunda nokusebenza, ama-internship kanye nokuqeqeshwa okusebenzayo emikhakheni edingeka kakhulu efana nokuhlolwa komhlaba wasemayini, ubunjiniyela bezimayini, ubukhenikha bakadizili, i-geology kanye nempilo yezemvelo. Ngokutshala imali kula makhono ayindlala nabalulekile, inkampani isekela izinhloso zikazwelonke zokuthuthukiswa kwamakhono ngesikhathi ibhekana nezikhala zemisebenzi okunzima ukuzigcwalisa ngaphakathi kwemisebenzi yayo. Lezi zinhlelo zihambisana nohlaka lwe-MQA, kuqinisekiswe ikhwalithi nokufaneleka embonini. Sicela ubheke isigaba 3.6 mayelana nenqubekelaphambili yomsebenzi.

Ukubika Ngokuthobela Nokuxhumana Ne-SETA

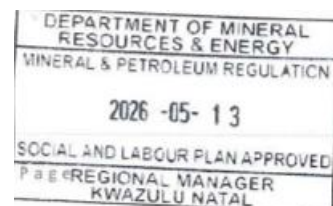
Ukuqinisekisa ukuthobela okuphelele, i-Ikwezi Mining ithumela njalo i-WSP ne-ATR yayo ku-MQA SETA. Le mibiko ikhombisa ukuhlelwa, ukwakhiwa kwesabelomali kanye nokuqaliswa kwezinhlelo zokuqeqesha ngokuningiliziwe, futhi iyizinkomba ezisemqoka zokuzibophezela kwenkampani ekufundeni okuqhubekayo nasekuthuthukisweni kwabasebenzi. Ukubamba iqhaza ezinhlelweni zamakhono nokufunda nokubhala ezilawulwa yi-MQA kuqinisa futhi ukuthobela, ikakhulukazi ekusekeleni abasebenzi abanezidingo zokufunda eziyisisekelo njengokubala namakhono ayisisekelo okuxhumana.

3.1.4 Ukusekela Izinguquko Nokufukulwa Kwendawo

Izinhlalo zokuqeqesha nokuthuthukisa ze-Ikwezi Mining zenzelwe ukubandakanya bonke abantu. Inkampani ibeka eqhulwini abantu ababencishwe amathuba ngokomlando kanye namalungu omphakathi wendawo, ngokuhambisana nezinhloso ze-BEE nezokulingana kwezokuqashwa. Lokhu kusekelwa okuhlosiwe kusiza ukuphakamisa ithalente lendawo, ukunciphisa ukuntuleka kwemisebenzi kanye nokukhuthaza ukuthuthukiswa kwezenhlalo nomnotho ezifundeni lapho inkampani isebenza khona.

Izinhlalo Zokudluliselwa Kwabasebenzi Ngaphakathi Kwenkampani Nokweluleka

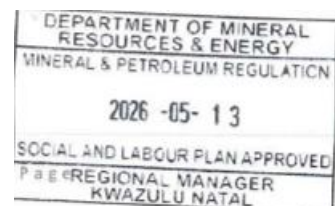
Olunye uhlelo oluqaphelekayo yi-Intra-Company Transfer (ICT) kanye nohlelo lokweluleka lwe-Ikwezi Mining, olubandakanya ongoti bezobuchwepheshe abavela ngaphandle kwezwe ababelana ngolwazi nesipiliyoni sabo nabasebenzi bendawo. Lolu hlelo lusebenza njengendlela ebalulekile



yokudlulisa ulwazi futhi lunikela ekuthuthukisweni kwamakhono nasekwakhiweni kwamandla kubasebenzi bendawo.

Lokhu kukhombisa ukuzibophezela kwenkampani ekwelulekeni nasekuthuthukiseni ithalente langaphakathi, okuyingxenye ebalulekile yokuhlela ukulandelana kwezikhundla nokuphathwa kwethalente.

Ngezinhlelo zayo zokuqeqesha ezihlelekile, ukuthobela izidingo ze-MQA, imizamo yamasu yokuthuthukisa ithalente kanye nokugxila ezinguqukwini, i-Ikwezi Mining ibeka isibonelo esiqinile sokuthobela umthetho wokuthuthukiswa kwamakhono. Lezi zinhlelo azigcini ngokufeza izibopho zomthetho, kodwa zinikela ngendlela enomthelela ekwakheni abasebenzi abanamakhono, ababandakanyayo futhi abalungele ikusasa lezimayini.



3.2.1 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Inkampani Eyinhloko (Ikwezi Mining)

Isifinyezo Sezinga Lemfundo Labasebenzi															
Highest iziqu Type / Izinga / i-NQF	Owase-Afrika		Ikhazadi		UmNdiya		UmLungu		Isamba		Amaqembu Eminyaka				
	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Abangama Ntshunhuzo	Non-SA	<35	35-	>55
	55														
Umsebenzi Wezandla isitifiketi	6	1	0	0	2	0	3	0	11	1	0	1	3	5	4
Bachelor's iziqu/Higher I-Diploma/B-Tech	5	6	1	0	0	4	7	4	13	14	0	1	13	11	3

3.2.1 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Inkampani Eyinhloko (Ikwezi Mining), iyaqhubeka

I-Diploma Ethuthukisiwenced															
Diploma															
Diploma/kuzwelonke	7	16	1	0	0	0	3	0	11	16	0	0	17	10	0
I-Diploma Kazwelonke/N															
I-Diploma Ethuthukisiwenced															
isitifiketi															
I-Grade 12/Standard	37	9	1	0	0	0	0	1	38	10	0	0	28	19	1
10/Form															
5/National Senior															
isitifiketi/Matric /															
kuzwelonke															
Certificate															
Vocational (NCV															
Level 4)/ Level 4															
komsebenzi															
isitifiketi/N 3															
(NATED Level 3)															
Isitifiketi Esiphakeme	2	0	1	0	0	0	2	0	5	0	0	0	2	2	1
Master's iziqu	0	0	0	0	0	0	1	0	1	0	0	2	1	0	0

Iziqu, amazinga kanye nezibalo zabasebenzi, kuyaqhubeka

IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (Emoyeni)

N4, N5 or N6 (NATED 4, 5 or 6) or NTC 4, 5 or 6	4	4	0	0	0	0	0	0	4	4	0	0	8	0	0
Isamba	61	35	4	0	2	4	16	5	83	45	0	4	72	47	9
Isamba Esiphelele	128								128		0	4	128		

.2.2 Ifomu Q - Izinga Lemfundo Labasebenzi - Usonkontileka (Emoyeni)

Highest Iziqu Type / Band / NQF	Owase-Afrika		Ikheladi		UmNdiya		UmLungu		Isamba				Amaqembu Eminyaka		
	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Femal e	Owesilisa	Femal e	Disabl ed	Abangemina Abase SA	<35	35-55	>55
Umsebenzi Wezandla isitifiketi	3	0	0	0	3	0	1	0	7	0	0	0	4	2	1
I-Bachelor's iziqu/Higher I-Diploma/B- Tech I-Diploma Ethuthukisiwe nced Diploma	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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DEPARTMENT OF MINERAL
RESOURCES & ENERGY
MINERAL & PETROLEUM REGULATION
2026 -05- 13
SOCIAL AND LABOUR PLAN APPROVED
REGIONAL MANAGER
KWAZULU-NATAL

Isifinyezo Sezinga Lemfundo Labasebenzi - Emoyeni

IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (Emoyeni), iyaqhubeka

Diploma / kuzwelonke I-Diploma Kazwelonke/N I-Diploma Ethuthukisiwe nced isitifiketi	1	0	0	0	1	0	0	0	2	0	0	0	0	2	0
Grade 12/Standard 10/Form 5/kuzwelonke Senior isitifiketi/Matric/kuzwelonke isitifiketi Vocational (NCV Level 4)/ Level 4 komsebenzi isitifiketi/N 3 (NATED Level 3)	79	19	0	0	5	0	1	0	85	19	0	0	50	47	1
Grade 9/ Std 9	0	1	0	0	0	0	0	0	0	1	0	0	0	1	0
Higher isitifiketi	28	2	0	0	1	0	2	0	31	2	0	0	18	20	1
Akukho Erekhodini	3	1	0	0	0	0	0	0	3	1	0	0	2	2	0
Master's iziqu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N4, N5 or N6 (NATED 4, 5 or 6) or NTC 4, 5 or 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Isamba	114	23	0	0	10	0	4	0	128	23	0	0	74	74	3

3.2.3 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (Sinethuba)

Isamba Esiphelele	151	151	0	0	151
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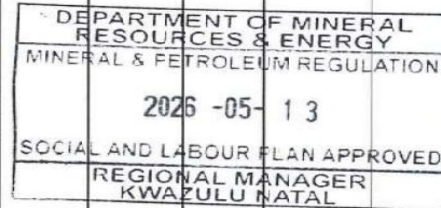
3.2.3 Ifomu Q - Izinga Lemfundo Labasebenzi - Usonkontileka (Sinethuba)

Highest iziqu Type / Band / NQF	Owesilisa	Owesifazane	Male	Owesifazane	Owesilisa	Female	Owesilisa	Female	Owesilisa	Owesifazane	Abaphila nokuthubazeka	Non-SA	<35	35-55	>55
Artisanal Trade isitifiketi	24	1	0	0	6	0	3	0	33	1	0	3	14	19	1
I-Bachelor's iziqu/Higher I-Diploma/B- Tech I-Diploma Ethuthukisiwe I-Diploma Ethuthukisiwe	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Diploma / kuzwelonke I-Diploma Kazwelonke/Ni I-Diploma Ethuthukisiwe nced isitifiketi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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3.2.3 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (Sinethuba), iyaqhubeka

Grade 12/Standard 10/Form 5/kuzwelonke Senior isitifiketi/Matric/kuzwelonke isitifiketi Vocational (NCV Level 4)/Level 4 komsebenzi isitifiketi / N3 (NATED Level 3)	38	3	0	0	0	0	0	1	38	4	0	0	25	16	1
Grade 9/ Std 9	2	0	0	0	0	0	0	0	2	0	0	0	0	2	0
Higher Certificate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Akukho Erekhodini	0	0	0	0	0	0	1	0	1	0	0	0	0	1	0
Master's iziqu	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
N4, N5 or N6 (NATED 4, 5 or 6) or NTC 4, 5 or 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Isamba	64	4	0	0	6	0	5	1	75	5	0	3	39	38	3
Isamba Esiphelele	80								80		0	3	80		



.2.4 Ifomu Q - Izinga Lemfundo Labasebenzi - Usonkontileka (Ukumba)

Iziqu, amazinga kanye nezibalo zabasebenzi - Sinethuba

3.2.4 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (Ukumba)

Highest iziqu Type / Band / NQF	Owase-Afrika		Ikhazadi		UmNdiya		UmLungu		Isamba				Amaqembu Eminyaka		
	Owesilisa	Female	Owesilisa	Owesifazane	Owesilisa	Female	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Disabled	Non-SA	<35	35-55	>55
Umsebenzi Wezandla isitifiketi	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0
Bachelor's iziqu/Higher I-Diploma/B-Tech I-Diploma Ethuthukisiwenced Diploma	0	0	0	0	0	1	0	0	0	1	0	0	1	0	0
Diploma/kuzwelonke I-Diploma Kazwelonke/N I-Diploma Ethuthukisiwenced isitifiketi	1	0	0	0	0	0	1	0	2	0	0	0	0	2	0
I-Grade 12/Standard 10/Form 5/kuzwelonke Senior isitifiketi/Matric / kuzwelonke isitifiketi Vocational (NCV Level 4)/ Level 4 komsebenzi isitifiketi/N 3 (NATED Level 3)	111	20	1	0	0	1	1	0	113	21	0	0	58	75	1
I-Grade 9/Std 9	9	0	0	0	0	0	0	0	9	0	0	0	0	9	0
Isitifiketi Esiphakeme	3	0	0	0	0	0	3	0	6	0	0	0	4	0	2
Akukho Erekhodini	13	0	0	0	0	0	0	0	13	0	0	0	1	1	11
Iziqu Ze-Master's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N4, N5 or N6 (NATED 4, 5 or 6) or NTC 4, 5 or 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Isamba	137	21	1	0	0	2	5	0	143	23	0	0	65	87	14

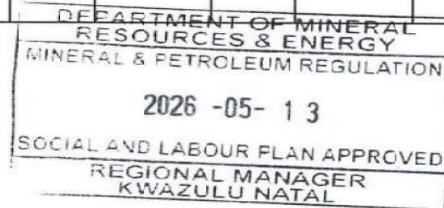
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3.2.5 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (Amaminerali)

Isamba Esiphelele	166	166	0	0	166
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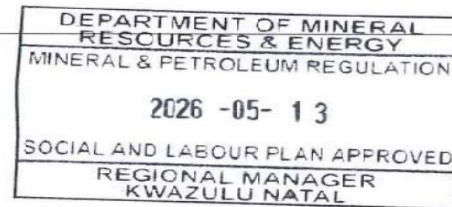
3.2.5 Ifomu Q - Izinga Lemfundo Labasebenzi - Usonkontileka (Amaminerali)

Highest iziqu Type / Izinga / i-NQF	Owase-Afrika		Ikheladi		UmNdiya		UmLungu		Isamba				Amaqembu Eminyaka		
	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Abaphila	Nokukhubazeka Non-	<35	35-55	>55
												SA			
Umsebenzi Wezandla isitifiketi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I-Bachelor's iziqu/Higher I-Diploma/B-Tech Diploma/Advanced Diploma	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Diploma/kuzwelonke I-Diploma Kazwelonke/N Diploma/Advanced isitifiketi	2	0	0	0	0	0	2	0	4	0	0	0	1	2	1



3.2.5 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (Amaminerali), iyaqhubeka

I-Grade 12/Standard 37 10/Form 5/National Senior isitifiketi/Matric / kuzwelonke isitifiketi Vocational (NCV Level 4)/ Level 4 komsebenzi isitifiketi/N 3 (NATED Level 3)	2	11	0	0	0	0	1	1	38	12	0	0	21	29	0
Grade 9/ Std 9	2	0	0	0	0	0	0	0	2	0	0	0	0	2	0
Isitifiketi Esiphakeme	0	0	1	0	0	0	1	0	2	0	0	0	0	2	0
Iziqu Ze-Master's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N4, N5 or N6 (NATED 4, 5 or 6) or NTC 4, 5 or 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Isamba	41	11	1	0	0	0	4	1	46	12	0	0	22	35	1
Isamba Esiphelele	58								58		0	0	58		



3.2.6 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (S.E.M.R)

3.2.6 Ifomu Q - Izinga Lemfundo Labasebenzi - Usonkontileka (S.E.M.R)

Isifinyezo Sezinga Lemfundo Labasebenzi															
	Owase-Afrika		Ikhazadi		UmNdiya		UmLungu		Isamba			Amaqembu Eminyaka			
Highest iziqu Type / Band / NQF	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Owesilisa	Owesifazane	Absentia/Not at Work	Non-SA	<35	35-55	>55
Umsebenzi Wezandla isitifiketi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I-Bachelor's iziqu/Higher I-Diploma/B-Tech I-Diploma Ethuthukisiwenced Diploma	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Diploma/kuzwelonke I-Diploma Kazwelonke/N Diploma !/ okuphambili isitifiketi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

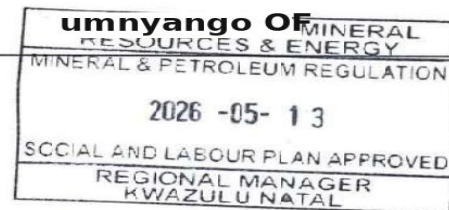
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Isifinyezo Sezinga Lemfundo Labasebenzi - S.E.M.R

3.2.6 IFOMU Q - IZINGA LEMFUNDO LABASEBENZI - Usonkontileka (S.E.M.R), iyaqhubeka

Grade 12/Standard 10/Form 5/kuzwelonke Senior isitifiketi/Matric / kuzwelonke isitifiketi Vocational (NCV Level 4)/ Level 4 komsebenzi isitifiketi/N 3 (NATED Level 3)	24	4	0	0	0	0	0	0	24	4	0	0	16	8	0
Isitifiketi Esiphakeme	10	2							10	2	0	0	5	8	0
Iziqu Ze-Master's	0	0							0	0	0	0	0	0	0
N4, N5 or N6 (NATED 4, 5 or 6) or NTC 4, 5 or 6	3	1							3	1	0	0	0	0	0
Isamba	37	7							37	7	0	0	21	16	0
Isamba Esiphelele	44								44		0	0	37		



Iziqu, amazinga kanye nezibalo zabasebenzi - S.E.M.R

3.3 UHLELO LWEMFUNDO NOKUQEQQESHA KWABANTU ABADALA (AET)

I-Ikwezi Mining izibophezele ekukhuthazeni imfundo eyisisekelo ngokuqinisekisa ukuthi bonke abasebenzi abadinga ukuqeqeshwa okuyisisekelo kokubala, ukufunda nokubhala bayakwazi ukufinyelela ezikhungweni ezigunyaziwe Zemfundo Nokuqeqeshwa Kwabantu Abadala (AET). Njengengxenye yalokhu kuzibophezela, inkampani izohlinzeka ngezindawo zokuqeqesha ezindaweni zayo zokusebenza kanye nabafundisi abaqeqeshiwe, ukuze kwakhiwe indawo yokufunda esekelayo futhi efinyelelekayo.

I-Ikwezi Mining iyaqaphela ukuthi ukufunda nokubhala kuyingxenye ebalulekile yokuthuthuka komuntu siqu nobungcweti, futhi izinikele ekunikezeni bonke abasebenzi amathuba okuqeqeshwa, kungakhathaliseki izinga labo lamanje lamakhono.

Ukuphendula izinselelo zangaphambilini, i-Ikwezi Mining ibuyekeze indlela yayo ukuze ibeke eqhulwini ukuqeqeshwa okunomqondo futhi okunezela inzuzo ebonakalayo ezimpilweni nasekukhuleni kwemisebenzi yabasebenzi. Njengengxenye yalolu shintsho, inkampani isisukile ohlelweni lwe-AET olungazange luphumelele ngaphambilini, yafaka ukuqeqeshwa ngamakhono adlulisekayo esikhundleni salo.

Ngaphezu kwalokho, bonke abasebenzi sebenazo iziqu ze-Grade 12, okunciphisa isidingo se-AET futhi kuqinise isidingo sokugxila ekuqeqeshweni okuhambisana kakhulu nezindima zabo zamanje kanye nokuthuthuka kwemisebenzi.

Izidingo zokuqeqeshwa ezihlonziwe manje ziyingxenye yohlelo lokuqeqeshwa ngamakhono adlulisekayo. Lolu hlelo aluhloselwe kuphela ukulungisa izikhala ezithile ekuthuthukisweni kwabasebenzi, kodwa nokuhlomisa abasebenzi ngamakhono engeziwe ukuze babe namakhono amaningi. Ngokuvumelanisa izinhlelo zokuqeqesha nezidingo ezihlonzwe ngokucacile, inkampani iqinisekisa ukuthi ukufunda okunikezwayo kuyafaneleka, kuyasebenziseka futhi kusebenza ngokuqondile emsebenzini.

Ithebula 3.3.1A lichaza isabelomali sokuqeqeshwa esihlongozwayo kanye nemigomo yokufunda okuyisisekelo nezinhlelo zamakhono adlulisekayo, kukhombise ukuzibophezela okuqhubekayo kwe-Ikwezi Mining ekuthuthukisweni kwamakhono nasekufukulweni kwabasebenzi.



3.3.1 Ukuqapha, Ukuhlola Nokubika

UMxhumanisi ozinikele Wokuthuthukiswa Kwamakhono (SDF) uzokwengamela ukuqaliswa, alandele inqubekelaphambili yabafundi futhi aqinisekise ukuhambisana ne-WSP egunyaziwe. Ukusebenza kohlelo minyaka yonke kuzolinganiswa ngokubheka:

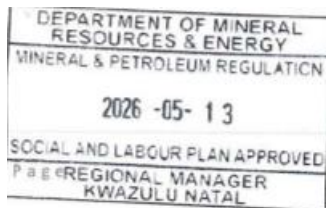
- inani lababhalisile namazinga okuphuthula;
- ukuthuthuka kwamaphuzu okufunda, ukubhala nokubala;
- ukudlulela kwabafundi ekuqeqeshweni okuphezulu noma ekukhushulelweni ngaphakathi; kanye
- nezinhlolovo zokwaneliseka nemibono.

3.3.2 Ukuhambisana Nezinhlaka Zikazwelonke Nezamasu

Lolu hlelo lwe-AET luhambisana ngokuqondile:

- noMqulu Wezimayini ka-2018, ogcizelela ukuthuthukiswa kwamakhono njengensika yezinguquko;
- ne-Skills Development Act (No. 97 of 1998);
- ne-National Skills Development Strategy (NSDS III); kanye
- Nezinhlalo Zentuthuko Esimeme ZeNhlangothi Yezizwe (SDG 4 - Imfundo Eseziningeni Eliphezulu; kanye ne-SDG 8 - Umsebenzi Ohloniphekile).

Ngokufukula abafundi abadala ngolwazi oluyisisekelo, i-Ikwezi Mining ayiqinisi kuphela amakhono asemsebenzini, kodwa iphinde inikele embonweni kazwelonke obanzi wokunciphisa ukungakwazi ukufunda nokubhala, ukuthuthukisa ukuqasheka kanye nokusekela ukukhula okubandakanyayo.



3.3.1A Isabelomali Sokuqeqeshwa Esihleliwe Nemigomo Yokufunda Okuyisisekelo Nezinhlelo Zamakhono Adlulisekayo

3.3.1A Isabelomali Nemigomo Yokufunda Okuyisisekelo Namakhono Adlulisekayo

	2024	2025	2026	2027	2028 Isamba	
Umsizi Wengcweti		2 (Abasanda Kungeniswa)	1 (Abasanda Kungeniswa)	2 (Abasanda Kungeniswa)		5
Umshayeli We-Front-End Loader		1 (Abasanda Kungeniswa)		2 (Abasanda Kungeniswa)	3 (New intake)	6
Umshayeli We-Articulated Dump Truck		3 (Abasanda Kungeniswa)	2 (Abasanda Kungeniswa)	1 (Abasanda Kungeniswa)	3 (New Intake)	9
SAMTRAC			3 (Abasanda Kungeniswa)			3
Umsizi Wokuqhumisa		1 (Abasanda Kungeniswa)	1 (Abasanda Kungeniswa)	1 (Abasanda Kungeniswa)		3



Uhlelo luka-2024-2028: umsimzi wengcweti, umshayeli we-front-end loader, umshayeli we-articulated dump truck, i-SAMTRAC nomsizi wokuqhumisa

3.4 UHLELO LOKUFUNDA NOKUSEBENZA - UKUTHUTHUKISWA KWAMAKHONO EZOBUCHWEPHESHE NAWOKUSEBENZA

Inhloso - Ukuthuthukisa amakhono omsebenzi ahambisana ne-NQF, asekelisa izidingo zokusebenza ze-Ikwezi Mining kanye nokuthuthukiswa kwezenhlalo nomnotho kwemiphakathi ezungazile.

Uhlelo luhlelelwe ukunikeza amathuba okufunda anomthelela ngezinhlelo ezigunyaziwe zokufunda nokusebenza, ezibhaliswe ne-Mining Qualifications Authority (MQA) kanye ne-Quality Council for Trades and Occupations (QCTO). Ababambiqhaza kudingeka babe ne-Grade 12 noma isitifiketi se-N3, noma okungenani isipiliyoni esifanele seminyaka emithathu.

Izinhlelo zokufunda nokusebenza zilandela indlela yokufunda exubile, ehlanganisa ukufundiswa kwethiyori nokuhlanganiswa nomsebenzi, kuqinisekiswa ukuthi abafundi bathola ulwazi lwezemfundo nesipiliyoni esisebenzayo. Ngokuhambisana nezidingo zokulawula, abafundi besigaba 18.2 banikezwa isibonelelo sokubasekela ngesikhathi sokuqeqeshwa.

3.4.1 Izinhlobo Zezinhlelo Zokufunda Nokusebenza Ezisekelwayo

Umnnyango	Uhlelo Lokufunda Nokusebenza
Ubunjiniyela	Ugesi, ubukhenikha - Uhlelo Lokuthuthukiswa Kwezingcweti
Izimayini Nokuqhumisa	Ukuqhumisa (okugunyazwe yi-MQA)
Ezemvelo Nokuphepha	Ukuphathwa Kwezemvelo, uhlelo lwe-SHE Representative
HR kanye ne-HRD	Umsebenzi Wokuqeqesha / Uhlelo Lokufunda Nokusebenza

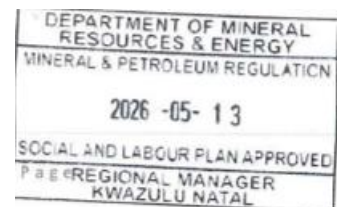
Umnyango	Uhlelo Lokufunda Nokusebenza
Ezezimali	Accounting Technician (NQF Level 5)
Metallurgy	Mineral Processing Learnership (Coal Preparation)
Geology	Sampling and Core Logging (Field Technician)
Logistics	Procurement & Supply Chain NQF 4

3.4.2 Uhlelo Lokuthuthukiswa Kwezingcweti: Ishejuli Yokuqeqesha Nohlelo Lokusebenza

Kuzokwakhiwa Ishejuli Yokuqeqesha Nohlelo Lokusebenza olubanzi, olwenzelwe uHlelo Lokuthuthukiswa Kwezingcweti lweminyaka emithathu futhi oluqondiswe ngqo kubasebenzi abajwayelekile noma abasizi bezingcweti be-Ikwezi Mining. Lolu hlelo lugxile ekuthuthukiseni amakhono abasebenzi abakhona ukuze babe ngabasebenzi abanekhono eliyingxenye bese begcina sebeyizingcweti ezigunyaziwe ngokugcwele, ngohambo lokufunda olunezigaba noluhlelekile oluhlanganisa ukuqeqeshwa kwezobuchwepheshe, ukusebenzisa ulwazi emsebenzini kanye nokuthuthuka komuntu siqu.

Iqembu Elihlosiwe - Abasebenzi abajwayelekile / Abasizi bezingcweti.

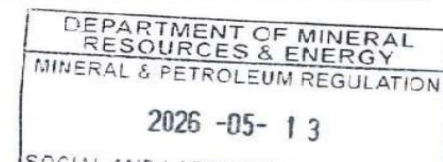
Inhloso - Ukuthuthukisa izingcweti ezinekhono nezinezitifiketi ezivela phakathi kwabasebenzi abajwayelekile, kuthuthukiswe amandla ezobuchwepheshe, ukuqasheka kanye nokuphepha kokusebenza.



3.4.3 UHLELO LOKUNGENISWA KWABAFUNDI LONYAKA KA-2024 - 2028

3.4.3 Uhlelo Lokungeniswa Kwabafundi 2024-2028

	2024	2025	2026	2027	2028 Isamba	
Osebenza Ngogesi (2 years)				2 (New ukungeniswa - Owangaphakathi)	2 (okuqhubekayo ukungeniswa)	4
Umakhenikha Kadizili (2 years)		1. (Abasanda Kungeniswa - Owangaphandle)	1(continued ukungeniswa)			2
I-Fitting (2 years)		1 (Abasanda Kungeniswa- Owangaphandle)	1(Continued ukungeniswa)	1(New ukungeniswa - Owangaphandle)	1 (okuqhubekayo ukungeniswa)	4
Ithikithi Lokuqhumisa (1 year)		1 (Abasanda Kungeniswa - Owangaphandle)	1 (New ukungeniswa - Owangaphakathi)	1(New ukungeniswa - Owangaphandle)		3
I-Mine Surveyor GCC (1 year)		1 (Abasanda Kungeniswa - Owangaphakathi)				1
Isamba	4	3	4	3	3	14
Isabelomali (R90 000/Umfundi/Unyaka)		R 360 000.00	R 270 000.00	R 360 000.00	R270 000.00	R1 260 000.00

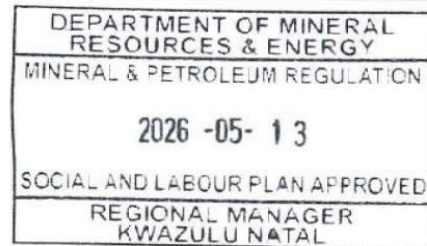


Uhlelo lokungeniswa kwabafundi: osebenza ngogesi, umakhenikha kadizili, i-fitting, ithikithi lokuqhumisa kanye ne-Mine Surveyor GCC

3.5 UHLELO LWAMAKHONO ADLULISEKAYO LONYAKA KA-2024 - 2028

3.5 Uhlelo Lwamakhono Adlulisekayo 2024-2028

	2024	2025	2026	2027	2028 Isabelomali Esiphelele	
Ezolimo		10	15	15	15	55
Amabhizinisi		12	12	12	12	48
Computer Literacy		4	4	4	4	16
Isamba		26	31	31	31	119
Isabelomali		R 37 000.00	R 39 000.00	R 32 000.00	R 44 000.00	R 152 000.00



Ezolimo, amabhizinisi, ukufunda ukusebenzisa ikhompuyutha kanye nesabelomali

3.6 INQUBEKELAPHAMBILI YOMSEBENZI

I-Ikwezi Mining izibophezele kakhulu ekukhuleni kwabasebenzi nasekuthuthukisweni kwabo ngoHlelo lwayo oluhlelekile nolunomthelela Lwenqubekelaphambili Yomsebenzi. Le ndlela ebanzi isetshenziswa ngezinhlelo ezahlukeneyo, okubandakanya ama-internship, isipiliyoni somsebenzi, ukwelulekwa, izinhlelo zokufunda nokusebenza kanye nemifundaze. Lezi zinhlelo zihambisana ngokwamasu nokulungisa izikhala zemisebenzi okunzima ukuzigcwalisa emkhakheni wezimayini futhi ziyingxenye ebalulekile yesu elibanzi lenkampani lokuhlela ukulandelana kwezikhundla nokuphathwa kwethalente.

Ngokugxila emikhakheni ebalulekile yezobuchwepheshe njengokuhlolwa komhlaba wasemayini, ubunjiniyela bezimayini, ubukhenikha bakadizili, i-geology kanye nempilo yezemvelo, i-Ikwezi Mining iqinisekisa ukuthi ihlomisa abasebenzi bayo ngamakhono adingekayo ukubhekana nezidingo zamanje zokusebenza kanye nezidingo zemboni zesikhathi esizayo.

Ngaphezu kokulungisa ukushoda kwamakhono ezobuchwepheshe, lezi zinhlelo zikhombisa ukuzibophezela kwe-Ikwezi Mining ezinguqukweni, ekubandakanyeni wonke umuntu nasekuthuthukisweni komphakathi. Inkampani igcizelela ngokukhethekile ukusekela abantu ababencishwe amathuba ngokomlando namalungu omphakathi wendawo, ngokubanikeza ukufinyelela emfundweni esezingeni eliphezulu, ekuqeqeshweni okusebenzayo nasemathubeni okuqhubekela phambili emsebenzini.

Le ndlela ebandakanyayo ayisekeli kuphela izinto eziseqhulwini zentuthuko kazwelonke, kodwa yakha nochungechunge lwethalente olusimeme oluqinisa amandla enkampani okumelana nezinselelo. Ngokuhlanganisa ukuthuthukiswa kwamakhono nezinhloso zayo zebhizinisi eziyinhloko, i-Ikwezi Mining iyaqhubeka nokukhulisa abasebenzi abanekhono, abafukuliwe futhi abalungele ikusasa. UHlelo Lwenqubekelaphambili Yomsebenzi luhlelwe ukusekela ukuthuthukiswa kwethalente kusukela emfundweni eyisisekelo kuze kufinyelele ekulungele ukusebenza ngobungcweti. Luhlanganisa ukufunda kwezemfundo nokuchayeka emsebenzini, ukuqeqeshwa okuhlelekile emsebenzini kanye nokwelulekwa.

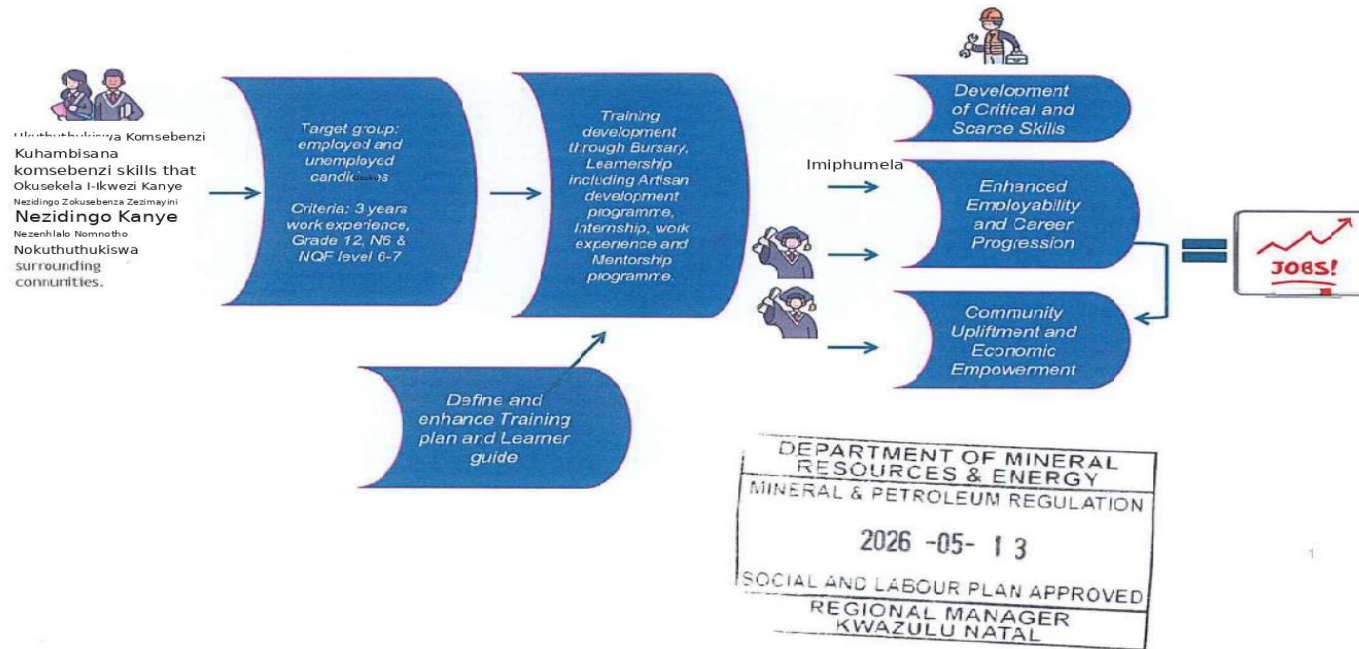
Ukwelulekwa kuvala ngempumelelo igebe phakathi kwethiyori nokusebenza. Le mizamo isekela abafundi abangena emsebenzini kanye nabasebenzi abakhona abafuna ukukhula ngaphakathi kwenkampani.

Uhlobo luhlukaniswe ngokweminyango ukuze kuhlengatshezwane nezidingo ezithile zobuchwepheshe nezobungcweti zendawo ngayinye yokusebenza. Iminyango ebalulekile efana nobunjiniyela, izimayini nokuqhumisa, ezemvelo nokuphepha, i-HR ne-HRD, ezezimali, i-metallurgy/ukucutshungulwa kwamalahle, i-geology kanye ne-logistics/ukuthenga inemizila yayo yokuthuthukisa eyenzelwe ukusekela ukukhula kusukela ezingeni lokungena kuya ezindimeni eziphezulu.

Le ndlela ehlosiwe nenamasu ayisekeli kuphela ukukhushulelwa kwabasebenzi ngaphakathi nokuhlela ukulandelana kwezikhundla, kodwa iphinde inikele ekuphakanyisweni komphakathi wendawo ngokubeka eqhulwini abantu bendawo. Ekugcineni, uHlelo Lwenqubekelaphambili Yomsebenzi lwe-Ikwezi Mining lugcizelela ukuzibophezela kwayo ekutshaleni imali kubantu nasekuqinisekiseni impumelelo nokusimama kwemisebenzi yayo esikhathini eside. Okulandelayo kuchaza imizila yenqubekelaphambili yomsebenzi yabantu emnyangweni ngamunye.

3.6.1 Imizila Yenqubekelaphambili Yomsebenzi

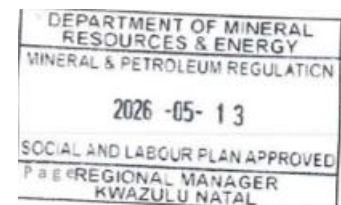
3.6.1 Imizila Yenqubekelaphambili Yomsebenzi



Ukuthuthukiswa komsebenzi kuhambisana namakhono omsebenzi asekelwa izidingo zokusebenza ze-Ikwezi Mining kanye nokuthuthukiswa kwezenhlalo nomnotho kwemiphakathi ezungezile. Iqembu elihlosiwe; ukuchazwa nokuthuthukiswa kohlelo lokuqeqesha nomhlahlandlela womfundi; ukuthuthukiswa kwamakhono abalulekile; ukuthuthukiswa kokuqasheka nenqubekelaphambili yomsebenzi; kanye nokuphakanyiswa komphakathi nokufukulwa kwezomnotho.

3.6.2 Umfundaze Weminyaka Emithathu - Ukuhlukaniswa Kohlelo

Unyaka 1: Ukwamukelwa Nesisekelo	Unyaka 2: Inqubekelaphambili Yezemfundo Nokuhlanganiswa Nokusebenza	Unyaka 3: Unyaka Wokugcina Nokudlulela Ekuqashweni
Ukubhaliswa komfundi	Ukwesekwa kwezemfundo okuqhubekayo	Ukuphothulwa kwezifundo
Ukwethulwa kohlelo	Isipiliyoni sasemsebenzini	Ukuqeqeshwa okujulile emsebenzini
Ukwesekwa kwezemfundo	Ukuqhubeka kokwelulekwa	Ukuhlela umsebenzi
Ukwelulekwa	Ukuqapha ukusebenza	Ukuhlola nokunikeza imibono
Ukuqapha	Imihlangano yokuthuthukiswa komsebenzi	Ukuthweswa iziqu nokufakwa emsebenzini
Ukuchayeka emsebenzini		



3.6.3 Ukuhlukaniswa Kokuphathwa Kohlelo Lwe-Internship Lweminyaka Emibili

Unyaka 1: Ukwethulwa Nokuthuthukiswa Kwamakhono

- **Ukwamukelwa:** Ukwethulwa ngokusemthethweni kwabathweswe iziqu abasha, okubandakanya ukubazisa ngesiko lenkampani, izimiso nezinhloso ze-internship.
- **Ukuhlolwa Kwezidingo Zokuqeqeshwa:** Ukuhlonza amandla omuntu ngamunye nezindawo ezidinga ukuthuthukiswa ukuze uhlelo lokufunda luhambisane naye.
- **Ukushintshaniswa Emsebenzini:** Abathweswe iziqu bazungeza eminyangweni noma ezindimeni ezihambisana nomkhakha wabo ukuze bathole ukuchayeka okubanzi nesipiliyoni esisebenzayo.
- **Ukwelulekwa:** I-intern ngayinye ixhunyaniswa nomeluleki onesipiliyoni ozoyiqondisa ekukhuleni kobungcweti futhi ayisekele ngokuqhubekayo.
- **Ukwakhiwa Kwamakhono:** Kugxilwa ekuthuthukiseni amakhono ezobuchwepheshe nawokusebenzisana nokuqeqeshwa emsebenzini, imihlangano yokucobelelana ngolwazi kanye nama-seminar.
- **Ukuqapha Ukusebenza:** Kubanjwa ukubuyekizwa kwenqubekelaphambili njalo nemihlangano yemibono ukuze kulandelwe ukuthuthuka futhi kubhekwane nezinselelo kusenesikhathi.

Unyaka 2: Ukugxila Emkhakheni Nokudlulela Ekuqashweni

- **Imisebenzi Egxilile:** Ama-intern athatha izindima noma amaphrojekthi agxile kakhulu futhi ahambisana nezifiso zawo zomsebenzi nezidingo zenkampani.
- **Ukuqeqeshwa Okuphambili:** Kunikezwa ukuqeqeshwa okwengeziwe okuhlosiwe ukuze kujuliswe ulwazi futhi kulungiselelwe izibopho zomsebenzi wesikhathi esigcwele.
- **Ukuthuthukiswa Kobungcweti:** Kuqhubeka ukwelulekwa nokuqeqeshwa, kubandakanya ukuqondiswa ngomsebenzi nokulungiselela ukuqashwa unomphela.
- **Ukuhlolwa Kokusebenza:** Kwenziwa ukuhlolwa okusemthethweni phakathi nonyaka nasekupheleni konyaka ukuze kubhekwe ukulungela umsebenzi futhi kuhlonzwe izindawo ezidinga ukuthuthukiswa.
- **Ukwesekwa Ekutholeni Umsebenzi:** Usizo ngezicelo zemisebenzi yangaphakathi, ukulungiselela izingxoxo zomsebenzi kanye namathuba okufakwa ezikhundleni ezihlala njalo ngaphakathi kwe-Ikwezi Mining.
- **Ukuphuthulwa Kohlelo:** Ama-intern aphumelele anganikezwa izikhundla ezihlala njalo, ngaleyo ndlela anikele ekuhloleni ukulandelana kwezikhundla nasekukhuliseni uchungechunge lwethalente lwenkampani.

3.6.4 Ukuhlukaniswa Kokuphathwa Kohlelo Lokufunda Nokusebenza Lweminyaka Emibili

Unyaka 1: Isisekelo Nokuqeqeshwa Okusebenzayo

- **Ukubhaliswa Komfundi:** Ukubhaliswa ngokusemthethweni nokwamukelwa kwabafundi, okubandakanya ukusayinwa kwezivumelwano zokufunda nokusebenza kanye nokwethulwa kwezinhloso zohlelo.
- **Ukuqeqeshwa Kwethiyori:** Abafundi baya ekuqeqeshweni okugunyaziwe okuhambisana namazinga e-National Qualifications Framework (NQF).
- **Ukuhlanganiswa Nomsebenzi:** Abafundi baqala ukuqeqeshwa okusebenzayo emsebenzini ngaphansi kokuqondiswa kwabaqeqeshi basemsebenzini ukuze basebenzise ithiyori ezimweni zangempela zomsebenzi.
- **Ukwelulekwa Nokwesekwa:** Kuqokwa abeluleki basemsebenzini abanikeza ukuqondisa, abaqapha inqubekelaphambili futhi basekele ukuthuthukiswa komfundi.
- **Ukuqapha Inqubekelaphambili:** Kwenziwa ukuhlolwa njalo nemihlangano yemibono phakathi kwabahlinzeki bokuqeqesha, abaqeqeshi basemsebenzini nabafundi ukuze kuqinisekise ukuthi imigomo yokufunda neyokusebenza iyafinyelelwa.

Unyaka 2: Ukufunda Okuphambili Nokuthuthukiswa Kwekhono

- **Ukuqhubeka Kokufundiswa Kwethiyori:** Abafundi baphothula amamojuli asele nokuhlolwa okudingekayo ukuze baphothule iziqu.
- **Ukwandiswa Kokuchayeka Emsebenzini:** Kugxilwa kakhulu esipiliyonini esisebenzayo, abafundi bathathe imisebenzi nezibopho eziyinkimbinkimbi ukuze bathuthukise ikhono emkhakheni noma emsebenzini wabo.
- **Ukuhlolwa Kwamakhono:** Ukuhlolwa okuqhubekayo kokusebenza ukukala ukutholwa kwamakhono nokulungela ukuphuthulwa kweziqu.
- **Ukuthuthukiswa Komsebenzi:** Imihlangano yokucobelelana ngokuziphatha emsebenzini, amakhono okuxhumana kanye nokuhlela umsebenzi, ukuze abafundi balungele ukuqashwa isikhathi esigcwele.
- **Ukuhlolwa Kokugcina Nokunikezwa Isitifiketi:** Ukuphuthulwa kokuhlolwa kokugcina nokuthunyelwa kwamaphothifoliyo obufakazi enhlanganweni efanele egunyazayo, njenge-MQA noma i-QCTO.
- **Ukwesekwa Ekudluleleni Phambili:** Usizo ekutholeni umsebenzi noma emathubeni okuqhubeka nentuthuko ngaphakathi kwe-Ikwezi Mining noma embonini ebanzi.

Imiphumela Elindelekile

Izinhlelo zokuqeqesha ze-Ikwezi Mining zenzelwe ukukhiqiza abasebenzi abanamakhono aphezulu nabanekhono lokuhlangabezana nezidingo zokusebenza kwenkampani nokunikela emkhakheni wezimayini obanzi. Ngalezi zinhlelo, abafundi nabathweswe iziqu bathola isisekelo esiqinile solwazi lwethiyori oluhlanganiswe nesipiliyoni esisebenzayo emsebenzini, okubenza bakwazi ukuthuthukisa amakhono abalulekile ezobuchwepheshe emikhakheni efana nobunjiniyela bezimayini, i-geology, i-metallurgy kanye nempilo yezemvelo.

Le ndlela ephelele iqinisekisa ukuthi ababambiqhaza abagcini ngokuba neziqo zemfundo, kodwa futhi balungele umsebenzi futhi bayakwazi ukunikela ngempumelelo ekukhiqizeni nasekugcineni amazinga okuphepha enkampani kusukela ngosuku lokuqala.

Ngaphezu kokuthuthukiswa kwamakhono ezobuchwepheshe, lezi zinhlelo zisekela ukuzibophezela kwe-Ikwezi Mining ezinguqukwani nasekuthuthukisweni komphakathi ngokubeka eqhulwini abantu ababencishwe amathuba ngokomlando kanye namalungu omphakathi wendawo. Ngokunikeza ukwelulekwa, ukuqeqeshwa okuhlelekile namathuba okuthuthukiswa komsebenzi, inkampani ikhuthaza uchungechunge lwethalente olubandakanyayo noluhlukahlukene, olusekela amathuba alinganayo nokufukulwa kwezomnotho.

Ekugcineni, lezi zinhlelo zokuqeqesha ziqinisa amasu enkampani okuhlela ukulandelana kwezikhundla nokuphatha ithalente, ziqinisekise abasebenzi abasimeme abasekela izidingo zamanje zokusebenza kanye nokukhula kwesikhathi esizayo.

3.7 UHLELO LOKWELULEKA

I-Ikwezi Mining isithathe izinyathelo ezibalulekile zokuqinisa isu layo lokuthuthukisa abasebenzi ngokuqoka abaqeqeshi basemsebenzini abazinikele ukusekela izinhlelo zayo zama-internship, zesipiliyoni somsebenzi nezokufunda nokusebenza. Laba baqeqeshi badlala indima ebalulekile ekuqinisekiseni ukuthi abafundi nama-intern bathola ukuqeqeshwa okudingekayo emsebenzini, ukuchayeka okusebenzayo kanye nokuqondiswa ngobungcweti ukuze baphumelele.

Ngokunikeza ukwelulekwa okuqhubekayo, ukuqapha inqubekelaphambili nokunikeza imibono eyakhayo, abaqeqeshi basemsebenzini basiza ukuvala igebe phakathi kwethiyori nokusebenza, baqinisekise ukuthi ababambiqhaza bathola isipiliyoni esifanele esihambisana namazinga emboni.

Njengengxenye yemizamo yayo ebanzi yokweluleka nokwakha amandla, i-Ikwezi Mining iphinde isebenzise Uhlelo Lokweluleka olubandakanya ukudluliselwa kwamasu kochwepheshe abanolwazi abavela emisebenzini ye-Ikwezi Mining kwamanye amazwe baye ezindaweni zayo zaseNingizimu Afrika. Laba ngoti baletha isipiliyoni esibalulekile samazwe ngamazwe nolwazi lwezobuchwepheshe, abalwabelana nabasebenzi bendawo ngokuqeqeshwa endaweni, ukwelulekwa kanye nemihlangano yokushintshisana ngolwazi. Uhlelo Lokweluleka lusebenza njengenkundla yokudluliswa ngempumelelo kobuchwepheshe ngesikhathi lukhuthaza ukubambisana phakathi kwemisebenzi yenkampani emhlabeni wonke.

Ukudluliswa kwamakhono okuvunyelwa uHlelo Lokweluleka kuthuthukisa kakhulu amandla ezobuchwepheshe abasebenzi bendawo. Abasebenzi bayazuza ngokuchayeka emikhubeni ethuthukisiwe, ezindleleni zokuxazulula izinkinga nakubuchwepheshe obusha, okuthuthukisa ukukhiqiza nokusebenza kahle. Ngaphezu kwalokho, ukuba khona kochwepheshe bamazwe ngamazwe kunikela endaweni yokufunda ehlukahlukene, kukhuthaze ukuqondana kwamasiko ahlukene nokucabanga okusungulayo emaqenjini.

Ngokuhlangene, lezi zinhlelo zikhombisa ukuzibophezela kwe-Ikwezi Mining ekufundeni okuqhubekayo, ekuthuthukisweni kwabasebenzi nasekukhuliseni ithalente ngendlela esimeme. Ngokuhlanganisa ukwesekwa okuhlelekile kwangaphakathi nokwabelana ngolwazi lomhlaba wonke, inkampani yakha abasebenzi abakulungele kahle ukubhekana nezinsalelo zamanje nezangesikhathi esizayo zokusebenza. Lezi zinhlelo azinikeli kuphela ekukhuleni komsebenzi womuntu ngamunye, kodwa futhi zihambisana nemigomo kazwelonke yezinguquko kanye nokusimama kwebhizinisi esikhathini eside.

3.8 UHLELO LWEMIFUNDAZE

Inhloso yalolu hlelo ukuhlonza abafundi abanamandla amakhulu nokubasekela ngemfundo ephakeme ukuze kwakhiwe uchungechunge lwethalente lwesikhathi esizayo. Izici ezisemqoka zibandakanya imfuneko yokuthi abafundi abaphothule umatikuletsheeni babe nemvume yokungena enyuvesi futhi bavele emiphakathini yendawo. Ukwesekwa kuhlenganisa imali yokufunda, indawo yokuhlala, izincwadi zokufunda kanye nesibonelelo.

Uma sebephothule ngempumelelo, kulindeleke ukuthi labo abangaba ngabaqokelwe bafakwe ezinhlelweni zesipiliyoni somsebenzi wamaholide, phakathi kwezinye izinhlelo ezezeziwe, futhi banikezwe umeluleki wenkampani.

3.8.1 Imikhakha Yokufunda Esekelwayo

Umnyango	Iziqu Ezisekelwayo
Ubunjiniyela	BEng/BSc ku-Mechanical, Electrical noma Mining Engineering
Izimayini Nokuqhumisa	BTech/BSc ku-Mining Engineering
Ezemvelo Nokuphepha	BSc ku-Environmental Science / Safety Management
HR kanye ne-HRD	BCom ku-Human Resource Management / Industrial Psychology
Ezezimali	BCom ku-Accounting / Financial Management
Metallurgy/Ukucutshungulwa Kwamalahle	BSc ku-Metallurgy / Chemical Engineering
Geology	BSc ku-Geology
Logistics/Ukuthenga	BCom ku-Supply Chain / Logistics

3.8.2 Uhlelo Lokungeniswa Kwabafundi Bemifundaze (Unyaka 2024 - 2028)

3.8.2 Uhlelo Lokungeniswa Kwabafundi Bemifundaze (Year 2024 - 2028)

	2024	2025	2026	2027	2028	Isamba
Ubunjiniyela Bezimayini (3 iminyaka)			1(New Owangaphandle ukungeniswa)	1 (okuqhubekayo ukungeniswa)	1 (New Owangaphandle ukungeniswa)	2
Ukuhlolwa Komhlaba Wasemayini (3years)			1(New Owangaphandle ukungeniswa)	1 (New Owangaphandle ukungeniswa)	1 (okuqhubekayo ukungeniswa)	2
Isamba		0	2	2	2	4
Isabelomali (R100 000/ Learner/unyaka)			R 200 000.00	R 200 000.00	R 200 000.00	R 400 000.00
I-Metallurgy (1 year)			1(New Owangaphakathi ukungeniswa)	DEPARTMENT OF MINERAL RESOURCES & ENERGY MINERAL & PETROLEUM REGULATION 2026 -05- 13 SOCIAL AND LABOUR PLAN APPROVED REGIONAL MANAGER KWAZULU NATAL		1
Ukuphathwa Kwebhizinisi (1 unyaka)			1(New Owangaphakathi ukungeniswa)			1
Isamba		0	2	2		2
Isabelomali (R100 000/ Learner/unyaka)			R 400 000.00			R 400 000.00

Since we are approaching last quarter of 2025 Bursaries of 2025 may get allocated in first quarter of 2026.

Mining Engineering, Mine Surveying, Metallurgy, Business Administration kanye nesabelomali seminyaka ka-2024-2028

Njengoba sesisondela kwikota yokugcina ka-2025, imifundaze ka-2025 ingase yabiwe ngekota yokuqala ka-2026.

3.9 UHLELO LOKUNGENISWA KWAMA-INTERNSHIP / ISIPILIYONI SOMSEBENZI (UNYAKA 2024 - 2028)

3.9 Uhlelo Lokungeniswa Kwama-Internship/Isipiliyoni Somsebenzi (YEAR 2024 - 2028)

	2024	2025	2026	2027	2028 Isamba	
Isayensi Yezemvelo	1 (New ukungeniswa - for 1 unyaka)			1 (Abasanda Kungeniswa - for 1 unyaka)		2
Ukuphathwa Kokuphepha	1 (New ukungeniswa - for 1 unyaka)		1 (Abasanda Kungeniswa - for 1 unyaka)			2
Ubunjiniyela Bamakhemikhali					1 (Abasanda Kungeniswa - for 1 unyaka)	1
Ezezimali	1 (New ukungeniswa - for 1 unyaka)			1 (Abasanda Kungeniswa - for 1 unyaka)		2
I-Geology		1 (New ukungeniswa - for 1 unyaka)		1 (Abasanda Kungeniswa - for 1 unyaka)		2
IT		(Abasanda Kungeniswa for 1 unyaka)	1 (Abasanda Kungeniswa - for 1 unyaka)			2
Ezomthetho		(Abasanda Kungeniswa for 1 unyaka)				1
Total	3	3	2	3	1	12
Isabelomali	R324 000.00	R324 000.00	R216 000.00	R324 000.00	R108 000.00	R1 296 000.00

DEPARTMENT OF MINERAL
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MINERAL & PETROLEUM REGULATION

Environmental Science, Safety Management, Chemical Engineering, Finance, Geology, IT, Legal kanye nesabelomali

3.10 IZIKHALA ZEMISEBENZI OKUNZIMA UKUZIGCWALISA

I-Ikwezi Mining ibhekana ngenkuthalo nezikhala zemisebenzi okunzima ukuzigcwalisa ngochungechunge olubanzi lwezinhlelo zokuthuthukisa ezihloselwe ukwakha amandla angaphakathi nokuheha ithalente elisha. Lezi zinhlelo zibandakanya ukwelulekwa, imifundaze, ama-internship, ukuqeqeshwa ngamakhono adlulisekayo kanye nezinhlelo zokufunda nokusebenza, konke okuhambisana nesu elibanzi lenkampani lokuphatha ithalente nokuhlela abasebenzi.

Ngokutshala imali kulezi zinhlelo ezihlelekile, i-Ikwezi Mining isebenza ukuvala izikhala zamakhono abalulekile nokuqinisekisa ukutholakala okusimeme kochwepheshe abaqeqeshiwe ezindimeni ezibalulekile zobuchwepheshe nezobuholi ngaphakathi kwemisebenzi yayo.

Inkampani ihlose ngokukhethekile imikhakha eseqhulwini lapho kuhlonzwe khona ukushoda kwethalente, okubandakanya izindima ezifana noMphathi Wemayini, uMphathi Wefekthri, Isikhulu Sezempilo Yezemvelo, Uchwepheshe/Umhlatziyi Welabhorethri Yamakhemikhali, Umakhenikha Kadizili, Osebenza Ngogesi kanye noMqhumisi.

Ngalezi zinyathelo ezihlosiwe, i-Ikwezi Mining ayisekeli kuphela ukuthuthukiswa kwamakhono ayindlala, kodwa iphinde idale amathuba omsebenzi kubasebenzi bangaphakathi nakubantu abavela emiphakathini ezungezile. Le ndlela iqinisa ukuzinza kwabasebenzi, ikhuthaze izinguquko futhi iqinisekise ukuthi inkampani iyakwazi ukuhlangabezana nezidingo zayo zokusebenza nezokulawula.

3.10.1 IFOMU R

Umsebenzi	Isizathu Esiyinhloko Sokuthi Isikhala Kunzima Ukusigcwalisa	Esinye Isizathu	Esinye Isizathu
Umpathi Wemayini	Ukuntuleka kweziqhu ezifanele (izinga lemfundo elidingekayo alitholakalanga, noma umkhakha/ukugxila esifundweni akufanele)	Ukuntuleka kwesipiliyoni esifanele	Izidingo zokulingana
Umpathi Wefekthri	Ukuntuleka kweziqhu ezifanele (izinga lemfundo elidingekayo alitholakalanga, noma umkhakha/ukugxila esifundweni akufanele)	Ukuntuleka kwesipiliyoni esifanele	Indawo yomsebenzi engafanele
Uchwepheshe/Umhlaizi Yamakhemikhali Welabhorethri	Ukuntuleka kweziqhu ezifanele (izinga lemfundo elidingekayo alitholakalanga, noma umkhakha/ukugxila esifundweni akufanele)	Ukuntuleka kwesipiliyoni esifanele	Izidingo zokulingana
Umakhenikha Kadizili	Izidingo zokulingana	Indawo yomsebenzi engafanele	Ukuntuleka kwesipiliyoni esifanele
Osebenza Ngogesi	Izidingo zokulingana	Ukuntuleka kwesipiliyoni esifanele	Indawo yomsebenzi engafanele

3.10.1 IFOMU R, iyaqhubeka

Umsebenzi	Isizathu Esiyinhloko Sokuthi Isikhala Kunzima Ukusigcwalisa	Esinye Isizathu	Esinye Isizathu
Umqhumisi	Ukuntuleka kweziqhu ezifanele (izinga lemfundo elidingekayo alitholakalanga, noma umkhakha/ukugxila esifundweni akufanele)	Izidingo zokulingana	Indawo yomsebenzi engafanele

3.11 IZIMO ZEZINDLU NOKUPHILA

I-Ikwezi ikhuthaza ngenkuthalo ukuba abasebenzi babe ngabanikazi bezindlu ngokubanikeza ukwesekwa ukuze bafeze umgomo wokuba nemizi yabo. Ngokukhuthaza izimo zokuphila ezilungele imindeneni kanye nokuba ngabanikazi bezindlu, silwela ukwakha indawo ezinzile nesekeleyo enikela ekuchumeni nasenhlalakahleni yabasebenzi bethu esikhathini eside.

Inkampani iyaqaphela ukuthi ukufinyelela olwazini nokuqonda izindaba zezimali kubalulekile kubasebenzi abafisa ukuthuthukisa izimo zabo zezindlu nezokuphila. Ngokuhambisana nalokhu, inkampani izohlela imihlangano yokwazisa, njengemihlangano emifushane yokucobelelana ngolwazi noma imikhankaso, ngezihloko ezibandakanya:

- ukuqonda nokufinyelela ezimalini zokubolekwa zokuthenga izindlu kanye nezibonelelo;
- ukuphathwa kwezimali zomuntu siqu nokonga; kanye
- nokusebenzisa isikweletu ngobuqotho nokwakhiwa kwesabelomali sasekhaya.

Lezi zinhlelo zizonikezwa ngokubambisana nezikhungo zangaphandle, njenge-Human Settlements, noma ochwepheshe lapho kufanele khona. Indima yenkampani kuzoba ukuhlela nokuxhumanisa le mihlangano nokunikeza abasebenzi amathuba okuba khona ngokuzithandela.

Abasebenzi be-Ikwezi Mining abahlali kunoma yiziphi izindlu zabasebenzi ezihlanganyelwayo.

3.12 INKUNDLA YEKUSASA

I-Ikwezi Mining isisungule i-Future Forum enabamele abaphathi bemayini nosonkontileka, esebenza njengenkundla ehlelekile yezingxoxo ezivulekile nokubambisana. Ngokuxoxisana njalo, i-Future Forum iqinisekisa ukusebenza obala, yakha ukwethembana phakathi kwababambiqhaza futhi ikhuthaze ukuthathwa kwezinqumo okubandakanyayo, ngaleyo ndlela inikele entuthukweni esimeme nasekubumbaneni komphakathi mayelana nemisebenzi ye-Ikwezi Mining.

3.13 IZINYATHELO ZOKUGWEMA UKULAHLEKA KWEMISEBENZI E-IKWEZI MINING

Ukuze kukhuthazwe ukuphepha kwemisebenzi futhi kuncishiswe ingozi yokudilizwa kwabasebenzi, i-Ikwezi Mining izosebenzisa lezi zinyathelo ezilandelayo:

- **Ukuqeqeshwa Kwamakhono Amaningi Nokushintshana Ngemisebenzi** - Ukuhlomisa abasebenzi ngamakhono amaningi ukuze bakwazi ukwenza izindima ezahlukenene ngaphakathi komsebenzi. Lokhu kwandisa ukuguquguquka kwabasebenzi futhi kuvumele inkampani ukuthi ithumele abasebenzi kweminye iminyango ngesikhathi sezinguquko zokusebenza.
- **Ukuthunyelwa Kabusha Ngaphakathi** - Ngaphambi kokucabangela ukunciphisa imisebenzi, kuzohlonzwa amathuba okuthumela abasebenzi kwezinye izingxenye zebhizinisi lapho kungaba khona izikhala noma ukwanda kwesidingo, ikakhulukazi emaphrojekthini amasha, emaqenjini okunakekela noma okubuyisela izindawo esimweni.

- **Ukusebenza Ngempumelelo Nokuphathwa Kwezindleko** - Ukuqhubeka kubuyekwezwa futhi kuthuthukiswa izinqubo zokusebenza ukuze kuncishiswe izindleko ezingadingekile ngaphandle kokuthinta ukuqashwa. Lokhu kubandakanya ukonga amandla, ukwenza imishini isebenze kahle nokunciphisa imfucuzo, ukuze izinsiza ezengeziwe ziqondiswe ekugcineni abasebenzi.
- **Ukuxoxisana Nezinyunyana Nezinkundla Zabasebenzi** - Ukugcina ukuxhumana okuvulekile nabamele abasebenzi, izinyunyana kanye nama-Future Forum ukuze kubhekwe ngokubambisana ezinye izindlela esikhundleni sokudilizwa kwabasebenzi, njengokunciphisa amahora okusebenza, amaphakheji okushiya umsebenzi ngokuzithandela noma ukumiswa kwesikhashana.
- **Ukuthuthukisa Nokuvuselela Amakhono** - Ukutshala imali ekuthuthukisweni kwamakhono okuqhubekayo ngezinhlelo zokufunda nokusebenza, amakhono adlulisekayo kanye nokuqeqeshwa kwe-AET, ukuze abasebenzi bahlale befanele futhi bezivumelanisa nendawo yomsebenzi eshintshayo.
- **Ukuthenga Kwendawo Nemiklamo Yomphakathi** - Ukukhuthaza ukuthuthukiswa komnotho wendawo ngokubandakanya abasebenzi emiklamweni yokuthuthukisa umphakathi noma ezinhlelweni zamabhizinisi, kwakhiwe amanye amathuba omsebenzi futhi kukhuthazwe ukuhlukahluka kwemithombo yemali engenayo.
- **Ukuhlela Ukulandelana Kwezikhundla Nethalente** - Ukuhlela kusenesikhathi ngokuvumelanisa ukuhlelwa kokulandelana kwezikhundla nezinguquko kubasebenzi, kuqinisekise ukuthi ukwehla kwemvelo kwenani labasebenzi, njengokuthatha umhlalaphansi, kungamukela izinguquko kubasebenzi esikhundleni sokudilizwa okuphoqelekile.

Ngokwamukela lezi zinyathelo nokusebenzisa isabelomali esingu-R152 000.00 ekuqaliseni amakhono adlulisekayo ashiwo ku-3.5 ngenhla, i-Ikwezi Mining ayigcini ngokuvikela imisebenzi, kodwa iphinde iqinise amandla abasebenzi okumelana nezinguquko, ithuthukise ukukhiqiza futhi inikele ekusimameni kwebhizinisi nasekuzinzeni komphakathi esikhathini eside.

ISIGABA 4: UKULINGANA KWEZOKUQASHWA

4.1 ISIMO SABASEBENZI NGOKWEZIBALO ZABANTU

Isigaba 4: Ukulingana Kwezokuqashwa

4.1 Isimo Sabasebenzi Ngokwezibalo Zabantu

komsebenzi Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Abaphathi Abaphezulu	0	0	0	0	0	0	0	0	0	0	1
Senior abaphathi	0	1	0	6	1	0	0	0	2	0	10
Professionally Abaneziqu Kanye experienced Ongoti Kanye mid - abaphathi	5	1	1	3	1	0	1	1	1	0	14
Abasebenzi Bezobuchwepheshe Abanamakhono and academically qualified abasebenzi, junior	2	1	0	2	2	0	0	1	1	0	9

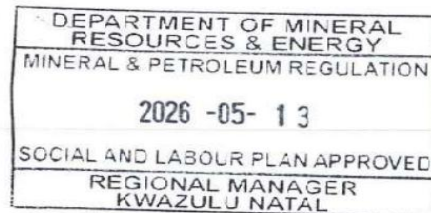
DEPARTMENT OF MINERAL
RESOURCES & ENERGY
MINERAL & PETROLEUM REGULATION
2026-05-13
SOCIAL AND LABOUR PLAN APPROVED
REGIONAL MANAGER
KWAZULU NATAL

Amazinga emisebenzi, ubulili, abantu bakwamanye amazwe kanye nesamba sabasebenzi

4.1 Isimo Sabasebenzi Ngokwezibalo Zabantu, siyaqhubeka

abaphathi, supervisors, Ama-Foreman Kanye superintendents											
Abanamakhono Ayingxenywe and discretionary decision making	39	1	1	2	34	0	1	1	0	0	79
Abangenamakhono Kanye Ukwenza Izinqumo Ezichaziwe making	9	1	0	0	5	0	0	0	0	0	15
Isamba PERMANENT	56	5	2	13	43	0	2	3	4	0	128
Temporary abasebenzi	0	0	0	0	0	0	0	0	0	0	0
Isamba Esiphelele	56	5	2	13	43	0	2	3	4	0	128

(EEA2 found in Annexure3)



Abasebenzi abanamakhono ayingxenywe, abangenamakhono, abasebenzi baphakade nabesikhashana kanye nezamba
(I-EEA2 itholakala eSengezweni 3.)

4.2 IMIGOMO NAMASU OKULINGANA KWEZOKUQASHWA

I-Ikwezi Mining izibophezele ekwakheni abasebenzi ababandakanyayo nabahlukahlukeni abakhombisa imiphakathi eyisebenzelayo. Ukulingana kwezokuqashwa kuyinsika ebalulekile yokuzibophezela kwethu ekwenzeni ngobulungisa, emathubeni alinganayo nasekuziphenduleleni emphakathini. Inhloso yethu ukuqeda ukubandlululwa emsebenzini nokuqinisekisa ukuthi bonke abasebenzi bafinyelele ngokulinganayo ekuthuthukisweni komsebenzi, emathubeni okukhula nasekuphathweni ngobulungisa.

Lolu Hlelo Lokulingana Kwezokuqashwa lubeka imigomo namasu acacile okuthuthukisa ukumelwa kwamaqembu ayencishwe amathuba ngokomlando, ukwakha isiko lasemsebenzini elibandakanya kakhulu, kanye nokusekela ukuphathwa nokuthuthuka ngokulingana kwabo bonke abasebenzi kuze kube unyaka ka-2028.

4.3 IFOMU S - UHLELO LOKULINGANA KWEZOKUQASHWA

Imigomo Elinganisekayo Yokulingana Kwezokuqashwa	Isimo Samanje	Umgomo	Indawo Okugxilwe Kuyo
Ukulingana Ngokobulili	U-35% wabasebenzi ngabesifazane, kanti abesifazane abamelwe ngokwanele ezindimeni zobuchwepheshe nezobuholi obuphezulu.	Ukwandisa ukumelwa kwabesifazane kuwo wonke amazinga emisebenzi kuye ku-40% ngo-2028.	1. Ukwandisa ukuqashwa kwabesifazane ezindimeni zobuchwepheshe njengama-geologist, onjiniyela nabasebenzisi bemishini. 2. Ukuqondisa abesifazane ezinhlelweni zokuthuthukisa ubuholi ukuze kwandiswe ukubamba kwabo iqhaza ezindimeni zabaphathi.

4.3 IFOMU S - UHLELO LOKULINGANA KWEZOKUQASHWA, liyaqhubeka

Imigomo Elinganisekayo Yokulingana Kwezokuqashwa	Isimo Samanje	Umgomo	Indawo Okugxilwe Kuyo
Ukulingana Ngokobuhlanga	Kungu-26% ukumelwa kwabasebenzi abamnyama base-Afrika, amaNdiya namaKhaladi ezindimeni zobuholi obuphezulu.	Ukufinyelela ku-71% wokumelwa kwabamnyama base-Afrika, amaNdiya namaKhaladi kuwo wonke amazanga ngo-2028, kugxilwe ngokukhethekile ezindimeni zobuholi nezobuchwepheshe.	Ukuqinisa imizamo yokuqasha emiphakathini engahlinzekwanga ngokwanele nokuhlosela abantu abavela emaqenjini ezinhlanga ayencishwe amathuba ngokomlando. Ukusebenzisa izinhlelo eziqondisiwe zokuthuthukisa ubuholi zamaqembu ezinhlanga angamelwe ngokwanele.
Ukubandakanywa Kwabaphila Nokukhubazeka	U-1% wabasebenzi wakhiwe ngabantu abaphila nokukhubazeka.	Ukuqinisekisa ukuthi okungenani u-2% wabasebenzi wakhiwe ngabantu abaphila nokukhubazeka ngo-2028.	Ukuqinisekisa ukuthi indawo yomsebenzi ifinyeleleka ngokugcwele futhi ihlinzeka ngokulungiselelwa okufanele kwabasebenzi abaphila nokukhubazeka.

4.3 IFOMU S - UHLELO LOKULINGANA KWEZOKUQASHWA, liyaqhubeka

Imigomo Elinganisekayo Yokulingana Kwezokuqashwa	Isimo Samanje	Umgomo	Indawo Okugxilwe Kuyo
Ukuqashwa Kwentsha	U-45% wabasebenzi uneminyaka engama-35 noma ngaphansi.	Ukwandisa iphesenti labasebenzi abangaphansi kweminyaka engama-30 liye ku-60% wabasebenzi ngo-2028.	Ukusebenzisa ama-internship, izinhlelo zokufunda nokusebenza, isipiliyoni somsebenzi kanye nezinhlelo zokuthuthukisa ubuholi zentsha.

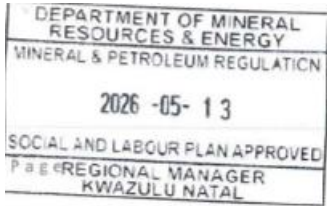
4.4 AMASU OKULINGANA KWEZOKUQASHWA

E-Ikwezi Mining, sizibophezele ekwakheni abasebenzi ababandakanyayo nabahlukahlukene abakhombisa imiphakathi esiyisebenzelayo. Ukulingana kwezokuqashwa kuyinsika esemqoka yokuzibophezela kwethu ekwenzeni ngobulungisa, emathubeni alinganayo nasekuziphenduleleni emphakathini. Umgomo wethu ukuqeda ukubandlululwa emsebenzini nokuqinisekisa ukuthi bonke abasebenzi bafinyelele ngokulinganayo ekuthuthukisweni komsebenzi, emathubeni nasekuphathweni ngobulungisa.

Lolu Hlelo Lokulingana Kwezokuqashwa luchaza amasu athile okuthuthukisa ukumelwa kwamaqembu ayencishwe amathuba ngokomlando phakathi kwabasebenzi bethu, ukwakha isiko lasemsebenzini elibandakanya kakhulu, nokuqinisekisa ukuphathwa nokuthuthuka ngokulingana kwabo bonke abasebenzi.

4.4.1 Amasu Okulingana Kwezokuqashwa

Ukuze kufinyelelwe imigomo echazwe ethebuleni elingenhla, i-Ikwezi Mining izosebenzisa amasu ahlu kahlu kahlu agxile ekuthuthukiseni ukwehlukahlukana nokubandakanywa kuyo yonke inhlango.



4.4.1 Amasu Okulingana Kwezokuqashwa, ayaqhubeka

Izinyathelo Zamasu	Isu	Uhlelo Lokusebenza
Ukuqasha nokukhetha okubandakanyayo	Ukuthuthukisa izinhlelo zokuqasha eziqondiswe ngqo emaqenjini angamelwe ngokwanele.	Ukukhangisa izikhala zemisebenzi ezinkundleni ezifinyeleleka kuwo wonke umuntu. Ukubuyekeza nokulungisa izincazelo zemisebenzi ukuze zamukele wonke amaqembu.
Izinhlelo zokuthuthukisa umsebenzi nokweluleka	Ukunikeza izinhlelo ezihlosiwe zokuthuthukisa umsebenzi namathuba okwelulekwa kubasebenzi abavela emaqenjini angamelwe ngokwanele.	Ukusebenzisa izinhlelo zokuthuthukisa ubuholi eziqondiswe ngokukhethekile kwabesifazane nasemaqenjini ezinhlanga angamelwe ngokwanele. Ukuxhumanisa abasebenzi abasebasha balawa maqembu nabaholi abaphezulu benkampani. Ukuhlinzeka ngokuqeqeshwa ngokuthuthuka emsebenzini namakhono obuholi kubasebenzi ababencishwe amathuba.
Indawo yomsebenzi ebandakanyayo	Ukwakha isiko lasemsebenzini elibandakanyayo, elihloniphayo nelekayo, lapho bonke abasebenzi bezizwa bebalulekile futhi benokufinyelela okulinganayo emathubeni.	Ukuqinisekisa ukuthi izinqubomgomo nemikhuba yasemsebenzini zenzelwe ukusekela abasebenzi abahlukahlukeni nokubamba njalo izinhlelo zokwakha amaqembu.
Izinhlelo zokugcina nokukhuphula abasebenzi	Ukugxila ekugcineni nasekukhuphuleni abasebenzi abavela emaqenjini ayencishwe amathuba ngokomlando, ngokubanikeza ukufinyelela okulinganayo ekuqeqeshweni, ekuthuthukisweni nasemathubeni okuqhubekela phambili emsebenzini.	Ukwakha uhlelo olusemthethweni lokweluleka nokuxhasa ukuze kusizwe amaqembu angamelwe ngokwanele ukuthi athuthuke aye ezindimeni eziphezulu.

4.4.1 Amasu Okulingana Kwezokuqashwa, ayaqhubeka

Izinyathelo Zamasu	Isu	Uhlelo Lokusebenza
Izinhlelo zokugcina nokukhuphula abasebenzi, ziyaqhubeka	Ukunikeza ukufinyelela okulinganayo ekuqeqeshweni, ekuthuthukisweni nasemathubeni okuqhubekela phambili emsebenzini.	Ukuqinisekisa ukuthi ukubuyekizwa kokusebenza nokukhushulelwa kusekelwe ekufanelekeni nasemathubeni alinganayo.
Ukubambisana nezikhungo zemfundo	Ukubambisana nezikole zendawo nezikhungo zemfundo ephakeme ukuze kukhuthazwe amathuba omsebenzi ezimayini nokubandakanywa kwethalente elihlukahlukene embonini.	Ukunikeza ama-internship, imifundaze namathuba esipiliyoni somsebenzi kubafundi abavela emiphakathini yasemayini kanye nasemphakathini wendawo obanzi.
Ukuqapha, ukubika nokuziphendulela	Ukuqapha, ukubika nokuhlola njalo inqubekelaphambili ekufinyeleleni imigomo yokulingana kwezokuqashwa nokuqinisekisa ukuziphendulela kuwo wonke amazanga enhlangano.	Ukwakha umbiko waminyaka yonke ochaza inqubekelaphambili ekufinyeleleni imigomo yokulingana kwezokuqashwa, ozokwabelwana nabasebenzi nababambiqhaza. Ukusungula i-Social and Ethics Committee ezinikele, ebandakanya abamele izizinda ezahlukene, ukuze yengamele ukuqaliswa kohlelo lokulingana. Ukusebenzisa izinhlelo zokuqapha ukusebenza kwamasu okuqasha, ukugcina nokukhuphula abasebenzi, bese kwenziwa izinguquko ezisekelwe kudatha lapho kudingeka khona.

I-Ikwezi Mining izibophezele ekwakheni indawo yomsebenzi ehlonipha ukwehlukahlukana futhi enikeza bonke abasebenzi amathuba alinganayo. Ngokubeka imigomo ecacile yokulingana kwezokuqashwa nokusebenzisa amasu abanzi, sihlose hhayi kuphela ukuthuthukisa ukumelwa kwamaqembu abenganikeziwe amathuba ngokwanele ngaphakathi kwenkampani, kodwa nokunikela emgomweni obanzi wokulingana kwezenhlalo nomnotho emkhakheni wezimayini.

ISIGABA 5: UKUTHUTHUKISWA KOMPHAKATHI WASENDAWENI YEZIMAYINI

5.1 UHLOLOJIKELELE

I-Ikwezi Mining izibophezele ngokuqinile entuthukweni esimeme nasekuphakanyisweni kwemiphakathi ezungeze imisebenzi yayo yezimayini. Njengengxenye yesibopho sethu emiphakathini kanye nombono wesikhathi eside, Ukuthuthukiswa Komphakathi Wasendaweni Yezimayini kuyindawo esemqoka okugxilwe kuyo, okuhloswe ngayo ukuthuthukisa ikhwalithi yempilo, amathuba ezomnotho kanye nenhlalakahle yonke yemiphakathi esingethe imayini.

Siyaqaphela ukuthi imisebenzi yezimayini ingaba nomthelela omkhulu emiphakathini yendawo, futhi sizinikele ekuqinisekiseni ukuthi lowo mthelela muhle, uyabandakanya futhi uyasimama.

Indlela yethu yentuthuko yakhelwe ekuxoxisaneni okunomthelela, ekubambisaneni nasekusebenzisaneni noMasipala Wendawo wase-Dannhauser kanye nomphakathi obanzi wasendaweni yezimayini ukuze kuhlonzwe futhi kubhekwane nezinto eziseqhulwini ezihlanganyelwayo. Izindawo ezibalulekile okugxilwe kuzo zibandakanya ukuthuthukiswa kwengqalasizinda, ukusekelwa kwamabhizinisi amancane naphakathi (SMEs) ukuze kuthuthukiswe ukusimama, kanye nezinhlelo eziqondiswe ekufukulweni kwentsha nabesifazane.

E-Ikwezi, sizibophezele ekuqinisekiseni ukuthi akekho oshiywa ngaphandle emizamweni yethu yentuthuko. Ngokutshala imali engqalasizindeneni, emfundweni nasemabhizinisini endawo, sihlose ukukhuthaza ukukhula komnotho kwesikhathi eside okudlula isikhathi sokusebenza kwemayini. Ngezinhlelo ezisobala, eziphendulelayo neziholwa umphakathi, i-Ikwezi Mining ilwela ukuba yisakhamuzi senkampani esinesibopho futhi ibe ngumgqungquzeli woshintsho oluhle oluhlala isikhathi eside esifundeni.

5.2 ISIZINDA SEZENHLALO NOMNOTHO

UMasipala Wendawo wase-Dannhauser, osesifundeni sase-Amajuba KwaZulu-Natal, wakhiwe kakhulu yizindawo zokuhlala zasemakhaya lapho ukufinyelela ezinsizeni eziyisisekelo kuseyinsalelo enkulu. Amawadi 4, 6 no-7, ikakhulukazi, abonakala ngamazanga aphezulu obubha, ukuntuleka kwemisebenzi kwentsha kanye nengqalasizinda engathuthukisiwe, okwenza abe phakathi kwezindawo ezisengozini kakhulu kumasipala.

5.2.1 Isimo Somphakathi

- Inani labantu kula mawardi lakhiwe kakhulu yintsha, linezinga eliphezulu labantu abathembele kwabanye kanye nokufinyelela okulinganiselwe emathubeni ezomnotho.
- Imindeni ngokuvamile inemali engenayo ephansi futhi ithembele ezibonelelweni zomphakathi, emisebenzini engahlelekile noma ekulimeni ukuziphilisa.
- Ingqalasizinda kula mawardi asemakhaya ayithuthukile, ikakhulukazi mayelana nokuhlinzekwa kwamanzi, ukuthuthwa kwendle kanye nezikhungo zemfundo.
- Ukuxoxisana nomphakathi kuveza ukukhathazeka okuqhubekayo ngokulethwa kwezinsizakalo okungekukhle, kanti ukufinyelela emanzini ahlanzekile nengqalasizinda yezikole kuvela njengezinto eziseqhulwini.

5.3 IPHROJEKTHI YOKUHLINZEKWA KWAMANZI NGEMIGODI YAMANZI

Enye yezinkinga eziphuthuma kakhulu emawadini 4, 6 no-7 ukufinyelela okulinganiselwe emanzini ahlanzekile nathembekile. Njengamanje kunemigodi yamanzi embalwa kuphela ehlinzeka imiphakathi emikhulu yasemakhaya ehla kakhulu, eminingi yayo ekude nemizi. Lesi simo siphoka izakhamuzi - ngokuvamile abesifazane, izingane kanye nabadala - ukuba zihambe amabanga amade nsuku zonke ukuyokha amanzi, ngokuvamile emithonjeni engaphephile noma engavikelekile. Lokhu kuthinta kakhulu ikhwalithi yempilo, ukuya esikoleni kanye nenhlalakahle yomphakathi wonkana.

5.3.1 I-Ikwezi Mining Ihlose Ukungenelela Ngokwenza Lokhu:

- ukufaka imigodi yamanzi eyengeziwe eyisi-6 emiphakathini yasemakhaya edinga kakhulu kuwo wonke amawadi 4, 6 no-7;
- ukuthuthukisa imigodi yamanzi ekhona ukuze kwandiswe amandla nokuthembeka kwayo; kanye
- nokunciphisa umthwalo wokuhamba amabanga amade ukuyokha amanzi nokuthuthukisa impilo yomphakathi ngokufinyelela emanzini ahlanzekile.

Lokhu kungenelela kulandela ukubonisana okuphelele noMasipala Wendawo wase-Dannhauser, ubuholi bendabuko kanye namalungu omphakathi, futhi kuhambisana nezinto eziseqhulwini zentuthuko yendawo kanye nemigomo kazwelonke yokufinyelela emanzini. (Ubufakazi bokubonisana butholakala eSengezweni 4.)

5.3.2 Ukungenzeka Kwephrojekthi Ehlongozwayo Yemigodi Yamanzi

Kwenziwe ukuhlolwa kokuqala kwephrojekthi ehlongozwayo yemigodi yamanzi ukuze kutholakale ukuthi ingafezeka yini. Lokhu kuhlolwa kubandakanye:

- ukubonisana noMasipala Wesifunda sase-Amajuba njengogunyaziwe wamanzi wendawo ukuze kuqinisekiswa ukuhambisana nezinhlelo ezikhona zokuhlinzekwa kwamanzi;
- ukuhlolwa izindawo ezifanele zokumba imigodi yamanzi, kucatshangelwe nemigodi ekhona ukuze kuthuthukiswe amandla nokuthembeka; kanye
- nokucabangela izici zemvelo nezenhlalo, okubandakanya ukusondela ezindaweni zokuhlala kwabantu kanye nabahlomuli abangaba khona.

5.3.3 Ibanga Phakathi Kwemigodi Yamanzi Ehlongozwayo Nezindawo Zokuhlala Abantu

Imigodi yamanzi ehlongozwayo ibekwe ngokwamasu ebangeni eliphakathi kwamamitha ayi-100 kuya kwangama-500 ukusuka ezindaweni zokuhlala abantu. Lokhu kubekwa kuqinisekisa ukufinyelela okulula emanzini ahlanzekile ngesikhathi kugcinwa ibanga eliphephile nelisebenzayo ukusuka ezakhiweni zokuhlala. Izindawo ezikhethiwe zihlose ukunciphisa isikhathi nomzamo amalungu omphakathi awusebenzisa ukuhamba ayokha amanzi, ikakhulukazi kusizakale amaqembu asengozini njengabadala, abesifazane kanye nezingane.

5.3.4 Indlela Abahlomuli Abahlonziwe Abazofinyelela Ngayo Emanzini

Uma sekuphuthulwe ukumbiwa kwemigodi yamanzi nokufakwa kwengqalasizinda ehambisana nayo, imigodi yamanzi izonikelwa kuMasipala Wesifunda sase-Amajuba njengogunyaziwe wezinsizakalo zamanzi owaziwa ngokomthetho. UMasipala uzoba nesibopho sokusebenza, ukunakekelwa nokuphathwa kwemigodi yamanzi nanoma iyiphi ingqalasizinda ehambisana nayo, kanye nokulawula ukufinyelela emanzini kwabahlomuli bomphakathi abahlonziwe.

Ngakho-ke, abahlomuli bazofinyelela emanzini ngamaphuzu nangezinhlelo ezisungulwe nguMasipala ngokuhambisana nezinqubomgomo zawo nezinhlelo zokulethwa kwezinsizakalo. Indima yenkampani ilinganiselwe ekuhloleni ukumbiwa nasekufakweni kwemigodi yamanzi njengoba kubekiwe kulolu Hlelo, futhi ayidluleli ekuhlinzekweni noma ekuphathweni okuqhubekayo kokuhlinzekwa kwamanzi.

5.3.5 Izindima Nezibopho Zababambiqhaza

Ukuqinisekisa ukuhlelwa, ukuqaliswa nokusimama ngempumelelo kwePhrojekthi Yokuhlinzekwa Kwamanzi Ngemigodi Yamanzi, kuphakanyiswa lezi zindima nezibopho kubabambiqhaza ngamunye: (I-MOA itholakala eSengezweni 5.)

I-Ikwezi Mining

- Ukuxhasa ngezimali ukumbiwa nokufakwa kwemigodi yamanzi emisha eyisi-6.
- Ukuqoka abahlinzeki bezinsizakalo abanolwazi.
- Ukuhlela ukuxoxisana nomphakathi ngemihlangano yomphakathi nezibuyekezo.
- Ukuqapha inqubekelaphambili yephrojekthi.
- Ukuhlinzeka ngamathuba omsebenzi wesikhashana kubasebenzi bendawo ngesikhathi sokwakha.
- Ukusekela ukuthuthukiswa kwamakhono nokuqeqeshwa kwamalungu omphakathi akhethiwe mayelana nokunakekelwa kwemigodi yamanzi.
- Ukuxhumanisa noMasipala Wesifunda sase-Amajuba mayelana nezincazelo zobuchwepheshe nokunikelwa kwesikhathi esizayo.

UMasipala Wesifunda sase-Amajuba

- Ukusiza ekuhlonzweni nasekuqinisekiseni kwezindawo ngokusekelwe ezidingweni zomphakathi nasezinhlelweni zengqalasizinda.
- Ukuhlela ukuhambisana kwephrojekthi Nezinhlelo Zentuthuko Edidiyelwe (IDPs) zendawo.

- Ukwamukela isibopho esiphelele sokusebenza, ukunakekela nokuphathwa kwesikhathi eside kwemigodi yamanzi uma iphrojekthi isiphothuliwe.
- Ukuqinisekisa ukufinyelela ngokulingana nokusatshalaliswa ngobulungisa kwezinsiza zamanzi phakathi kwamawadi.
- Ukuhlanganisa iphrojekthi ezinhlelweni zikamasipala zokulethwa kwezinsizakalo nezokuphathwa kwamanzi.

Abaholi Bendabuko Namakomidi Amawadi

- Ukugqugquzela ukubamba iqhaza komphakathi nokunikeza ulwazi lwendawo ngesikhathi sokukhethwa kwezindawo.
- Ukusekela ukuxhumana nokuxazululwa kwezingxabano phakathi kwezakhamuzi nabasunguli bephrojekthi.
- Ukukhuthaza ubunikazi bomphakathi nokuziphendulela kuwo wonke umjikelezo wokuphila kwephrojekthi.
- Ukuhlonza nokuphakamisa abantu bendawo abafanele ukuqeqeshwa nokuqashwa.

5.3.6 Imisebenzi Ezokwakhiwa

Ukuqaliswa kwePhrojekthi Yokuhlinzekwa Kwamanzi Ngemigodi Yamanzi kulindeleke ukuthi kudale amathuba amaningi emisebenzi yesikhashana neyesikhathi esiphakathi kulezi zigaba ezilandelayo:

Uhlobo Lomsebenzi	Inani Lemisebenzi	Isikhathi	Amaqembu Abekwa Eqhulwini
Abasizi Bokumba Imigodi Yamanzi	5	Izinyanga ezi-1-3	Intsha yendawo engasebenzi
Abasebenzi Bokwakha	2	Izinyanga ezi-1-3	Amalungu omphakathi wendawo
Abasebenzisi Bemishini (isib. i-TLB)	1	Izinyanga ezi-1-3	Abasebenzisi bemishini abanezitifiketi
Izikhulu Zokuxhumanisa Nompakathi (CLOs)	1	Isikhathi sonke sephrojekthi	Oyedwa iwadi ngayinye

5.3.7 Ukufinyelela Emanzini Kwabahlomuli Abahlonziwe

Imigodi yamanzi izosebenza njengamaphuzu amaphakathi okukha amanzi, ivumele amalungu omphakathi ukuthi akhe amanzi ngokuqondile ezindaweni zemigodi. Umigodi ngamunye uzobekwa ngokwamasu ukuze kuqinisekise ukufinyeleleka, ibanga lisukela kumamitha ayi-100 kuya kwangama-500 ukusuka emizini, kuye ngokwakheka komzana ngamunye. Loluhlelo luhloselwe ukwenza ukukha amanzi kube lula kubahlomuli, kuncishiswe isidingo sokuhamba amabanga amade ukuze kutholakale amanzi ansuku zonke.

Njengoba ububanzi bephrojekthi bungabandakanyi ukufakwa kwamathangi okugcina amanzi noma amapayipi, amanzi azokhiwa ngesandla nangokuqondile emaphuzwini emigodi yamanzi.

Le phrojekthi izonikela kulokhu:

- ukuhlinzeka ngokufinyelela emanzini ahlanzekile nathembekile kuyo yonke imizana eyi-14 ehlonziwe;
- ukuthuthukisa ikhwalithi yempilo ngokutholakala kwamanzi okungcono; kanye
- nokuhlangabezana nezidingo eziyisisekelo zomphakathi ngendlela esimeme negxile emphakathini.

5.3.8 Isu Lokuphuma

Isifinyezo Sephrojekthi Yamanzi

Isihloko	Imininingwane
Indawo Yephrojekthi	UMasipala Wendawo wase-Dannhauser
Umphekathi	Dannhauser
Ukuqala Nokuphela	Uma i-SLP isigunyaziwe; izinyanga ezingama-24 ngemva kokugunyazwa
Igama Lephrojekthi	Iphrojekthi Yemigodi Yamanzi Yomphakathi wase-Dannhauser
Isabelomali	R2 000 000

Okuphumayo	Indawo Yokusebenza Ebalulekile	Inkomba Yokusebenza Ebalulekile	Umsebenzi	Usuku
Ukuhlinzekwa kwamanzi emphakathini wase-Dannhauser.	Imiklamo Yokuthuthukiswa Kwengqalasizinda.	1. Inani lemizana ehlinzekwe ngokufinyelela emanzini ahlanzekile nathembekile emawadini 4, 6 no-7 omphakathi wase-Dannhauser.	Isiphakamiso sephrojekthi	2025
			Ukugunyazwa kwephrojekthi	Kusazonqunywa
			Ukuqala kwephrojekthi	Uma isigunyaziwe

Inkomba Yokusebenza Ebalulekile 2: Ukuqedwa kwengqalasizinda yamanzi - imigodi yamanzi, amathangi namapayipi - ngaphakathi kwesabelomali nesikhathi esihleliwe.

5.4 IPHROJEKTHI YENGQALASIZINDA YOKUTHUTHWA KWENDLE - MBABANE PRIMARY SCHOOL

5.4.1

Ngaphezu kokubhekana nokushoda kwamanzi, i-Ikwezi Mining ihlonze izindlu zangasese ezingaphephile nezonakele e-Mbabane Primary School njengendawo ebalulekile edinga ukungenelelwa. Iphrojekthi Yengqalasizinda Yokuthuthwa Kwendle e-Mbabane Primary School ihlose ukubuyisa isithunzi nokuthuthukisa izimo zempilo nokuphepha kwabafundi ngokuhlinzeka ngezindlu zangasese eziphephile, ezihlanzekile nezisebenzayo.

Kuhloswe ukwakha izindlu zangasese ezinhlanu zabafana kanye nezinye ezinhlanu zamantombazane. Lezi zizoba uhlobo lwama-enviro-loos, aklanywe futhi akhiqizwa eNingizimu Afrika, njengesisombululo esisebenziseka kalula, esonga izindleko futhi esiphephile ngokwemvelo nangokwempilo, ekubhekaneni nezinsalelo ezikhulayo zomhlaba zokungcola namanzi. Sicela ubheke iSengezo 6 mayelana nalokhu.

Izindlu zangasese ezisetshenziswayo yizindlu zangasese zemigodi zesitayela esidala, eziningi zazo ezingazinzile ngokwesakhiwo, ezingenawo umoya owanele futhi ezingahlanzekile. Lezi zindawo zivame ukugcwala ngokweqile, zingabi neminyango efanele noma ubumfihlo, futhi zingahlangabezani namazinga ayisisekelo okuthuthwa kwendle adingekayo endaweni yesikole ephephile.

Kwabafundi abancane abasemabangeni aphantsi, lesi simo siyinkinga kakhulu. Izindlu zangasese azilungele izingane, okwandisa ingozi yezingozi, ukutheleleka nokuchayeka kumagciwane ayingozi. Ukungabi khona kwezindawo zokugeza izandla noma amanzi agelezayo kwandisa ingozi yokusabalala kwezifo. Ngokuphelele, isimo esibi sokuthuthwa kwendle asigcini ngokuba yingozi empilweni, kodwa siphinde sithinte isithunzi, ukuya esikoleni kanye nesipiliyoni sokufunda kwabafundi.



Mbabane Primary School Project

- Current Status of the ablution Facility.

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SOCIAL AND LABOUR PLAN APPROVED
REGIONAL MANAGER KWAZULU NATAL



Iphrojekthi yase-Mbabane Primary School - Isimo samanje sezindlu zangasese



DEPARTMENT OF MINERAL
RESOURCES & ENERGY
MINERAL & PETROLEUM REGULATION
2026 -05- 13
SOCIAL AND LABOUR PLAN APPROVED
REGIONAL MANAGER
KWAZULU NATAL

Izithombe ezengeziwe zesimo samanje sezindlu zangasese e-Mbabane Primary School

Lokhu kungenelela kwasekelwa yilokhu:

- imibono yabasebenzi besikole nababambiqhaza;
- ukuxoxisana nobuholi bendabuko kanye nabamele imfundo yendawo; kanye
- nokuhlolwa kwezenhlalo nomnotho okwenziwa ngesikhathi sokuhlaziya sangaphambi kwe-SLP.

Izinhloso zephrojekthi zibandakanya:

- ukushintsha noma ukulungisa izindlu zangasese ezikhona nezingaphephile;
- ukuqinisekisa ukuthi izindawo zokuthuthwa kwendle zibheka ubulili, zifanele iminyaka futhi ziyasimama; kanye
- nokwakha indawo yokufunda ehlanzekile nephephile evikela impilo nesithunzi sabafundi nabasebenzi.

Ngokuthuthukisa ukuthuthwa kwendle esikoleni, iphrojekthi isekela imigomo ebanzi yokufinyelela emfundweni, ukugcinwa kwabafundi esikoleni kanye nokuthuthukiswa kwentsha emiphakathini yasemakhaya.

5.4.2 Izindima Nezibopho Zababambiqhaza

Ukuqinisekisa ukuqaliswa ngempumelelo nomthelela wesikhathi eside wephrojekthi, kwabiwa lezi zibopho:

I-Ikwezi Mining

- Ukuxhasa ngezimali ukufakwa kwezindawo zokuthuthwa kwendle.
- Ukuqoka usonkontileka onolwazi nokuqapha inqubekelaphambili yokwakha ukuze kuqinisekise ikhwalithi nokuthobela.
- Ukuxoxisana nesikole kanye ne-School Governing Body (SGB) ukuze kuqinisekise ukuhambisana nezidingo.
- Ukuhlinzeka ngamathuba omsebenzi wesikhashana nokuqeqeshwa kubantu bendawo ngesikhathi sokwakha.
- Ukuhlinzeka ngamathangi okugcina amanzi noma izinhlelo ezincane zokumpompa, uma kudingeka, ezindaweni zokugeza izandla.

UMnyango Wezemfundo Eyisisekelo (Isifundazwe saKwaZulu-Natal)

- Ukusekela imfundo eqhubekayo yezempilo nenhlazeko esikoleni.
- Ukuthatha ukunakekelwa kwesikhathi eside kwengqalasizinda ngemva kokunikelwa.
- Ukuqinisekisa ukuthi isikole sifaka ukuphathwa kokuthuthwa kwendle esabelweni saso sokusebenza.

I-School Governing Body (SGB) Nabasebenzi Base-Mbabane Primary School

- Ukubamba iqhaza ekuhloleni nokusiza ukuhlonza izidingo ezithile, njengobuningi bezindlu zangasese ngobulili/ngebanga.

- Ukuqapha imisebenzi eyenzeka endaweni ngesikhathi sokwakha nokubika noma yiziphi izinkinga kubabambiqhaza bephrojekthi.
- Ukuphatha izindawo zokuthuthwa kwendle nsuku zonke nokukhuthaza ukuqwashisa ngenhlazeko kubafundi.
- Ukuqinisekisa ukusetshenziswa okuphephile nokunesibopho kwezindawo uma iphrojekthi isiphothuliwe.

5.4.3 Imisebenzi Ezokwakhiwa

Isigaba sokuqaliswa kwephrojekthi yokuthuthwa kwendle sizodala amathuba amaningana emisebenzi yesikhashana, kubekwe eqhulwini abasebenzi bendawo, ikakhulukazi intsha engasebenzi kanye nabantu abanamakhono ayingxenye.

Uhlobo Lomsebenzi	Inani	Isikhathi	Amaqembu Abekwa Eqhulwini
Abasebenzi Bokwakha Abajwayelekile	6	Izinyanga ezi-2-3	Abantu bendawo abangasebenzi
Umsebenzi Wamapayipi	1	Izinyanga ezi-2	Izingcweti zendawo ezineziqu
Abashiseli/Abasebenzi Bensimbi (iminyango/ozimele)	2	Izinyanga ezi-1-2	Intsha enamakhono ayingxenye
Abapendi Nabasebenzi Bokuqedela	3	Inyanga e-1	Abafuna umsebenzi bendawo
Isikhulu Sezempilo Nokuphepha (esiyingxenye yesikhathi)	1	Isikhathi sonke sephrojekthi	Abasebenzi be-HSE bendawo abanezitifiketi
Isikhulu Sokuxhumanisa Nomphakathi	1	Isikhathi sonke sephrojekthi	Omele iwadi yendawo
Abasebenzi Bezokuphepha	2	Izinyanga ezi-3	Izinsizakalo zokuphepha zendawo

5.4.4 Isu Lokuphuma

Uma sekuphuthuliwe, izindawo zokuthuthwa kwendle zizonikelwa ngokusemthethweni esikoleni ukuze ziphathwe futhi zinakekelwe ngokuqhubekayo. Kuzobanjwa umhlangano wokuqeqesha ngokunakekelwa nabasebenzi besikole ukuze kuqinisekiswa ukuthi izindawo zigcinwa zisesimweni esihle.

5.4.5 Isifinyezo Sephrojekthi

I-Mbabane Primary School - Iphrojekthi Yengqalasizinda Yokuthuthwa Kwendle

Isihloko	Imininingwane
Isizinda	Ukuqaliswa kwePhrojekthi Yengqalasizinda Yokuthuthwa Kwendle e-Mbabane Primary School kuhlose ukubhekana nezimo zezindlu zangasese ezingaphephile nezonakele, ezithinta impilo nesithunzi sabafundi. Iphrojekthi isekelwe emibonweni yababambiqhaza, ekuxoxisaneni nobuholi bendabuko kanye nasekuhlolweni kwezenhlalo nomnotho okwenziwa ngesikhathi sokuhlaziya kwangaphambi kwe-SLP.
Indawo Yephrojekthi	UMasipala Wendawo wase-Dannhauser
Umphakathi	Dannhauser
Ukuqala Nokuphela	Uma i-SLP isigunyaziwe; izinyanga ezingama-24 ngemva kokugunyazwa
Igama Lephrojekthi	I-Mbabane Primary School - Iphrojekthi Yengqalasizinda Yokuthuthwa Kwendle
Isabelomali	R500 000

Okuphumayo	Indawo Yokusebenza Ebalulekile	Inkomba Yokusebenza Ebalulekile	Umsebenzi	Usuku
Izindawo zokuthuthwa kwendle ezithuthukisiwe e-Mbabane Primary School, zinikeza abafundi ingqalasizinda yezindlu zangasese ephephile, esebenzayo nehloniphekile.	Ukuthuthukiswa kwengqalasizinda yesikole nenhlalakahle yabafundi.	Izinga lokwaneliseka kwabafundi, abasebenzi nabazali ngezindawo ezithuthukisiwe.	Isiphakamiso sephrojekthi	30 September 2025
			Ukugunyazwa kwephrojekthi	Kusazonqunywa
			Ukuqala kwephrojekthi	Uma isigunyaziwe

5.5 Ukutholakala Komhlaba

Ukutholakala komhlaba sekuqinisekisiwe kokubili ePhrojekthini Yokuhlinzekwa Kwamanzi Ngemigodi Yamanzi kanye nasePhrojekthini Yengqalasizinda Yokuthuthwa Kwendle e-Mbabane Primary School. Izindawo ezihlonziwe ziyafinyeleleka, zilungele ukuthuthukiswa futhi zisekelwa umasipala wendawo nobuholi bendabuko. (Izincwadi zokweseka zitholakala eSengezweni 7.)

ISIGABA 6: UKUHLINZEKELWA NGEZIMALI

6.1 UKUHLINZEKELWA NGEZIMALI

Ngokuhambisana nezibophezelo ezichazwe kulolu Hlelo Lwezenhlalo Nezabasebenzi, i-Ikwezi Mining izohlinzeka ngokwesekwa kwezimali kulezi zinhlelo ezilandelayo:

- Uhlelo Lokuthuthukiswa Kwabasebenzi.
- Uhlelo Lokuthuthukiswa Komphakathi Wasendaweni Yezimayini.

Uhlelo	Isabelomali Esiphelele 2024-2028
Ukuthuthukiswa Kwabasebenzi	R3 740 000.00
Ukuthuthukiswa Komphakathi Wasendaweni Yezimayini	R2 500 000.00
Isabelomali Esiphelele	R6 240 000.00