

BOOYSENDAL PLATINUM MINE (PTY) LTD

LUHLELO LWETEBASEBENTI NEMPHAKATSI

2021 – 2025

MP30/1/2/5/2/127MR



LITHEBULA LALOKUCUKETFWWE

Ema-Akhronimi

SINGENISO 5

SIGABA 1: SENDVULELO

SIGABA 2: LUHLELO LWEKUTFUTFUKISWA KWEMITFOMBOBANTFU

11

- | | | |
|-----|--|----|
| 2.1 | Luhlelo Lwekutfutfukiswa Kwemakhono | |
| 2.2 | Luhlelo Lwekutfutfuka Kwemisebenti | |
| 2.3 | Luhlelo Lwekweluleka | 23 |
| 2.4 | Luhlelo Lwemfundzate nekusebentakufundza | |
| 2.5 | Kulingana Kwekucashwa | 26 |

SIGABA 3: KUTFUTFUKISWA KWEMNOTFO WEMPHAKATSI WASEMAYINI 31

- | | | |
|-----|---|----|
| 3.1 | Lwatiso Lwesisusa senhlalo | 31 |
| 3.2 | Imisebenti Lemcoka Yetemnotfo | 34 |
| 3.3 | UmtselelaLomubi WekusebentaKwetimayini Endzaweni | 34 |
| 3.4 | Imiklamo yesakhiwonchanti nekucedvwa kwebuphuya | 39 |
| 3.5 | Tinyatselo tekubukana Netimo Tetindlu Netekuhlala | 48 |

SIGABA 4: INCHUBO LEPHATSELENE NEKUPHATFWA KWEKWEHLISWA NEKUDZILITWA

- | | | |
|-----|--|----|
| | | 50 |
| 4.1 | Kusungulwa kweForamu yelikusasa | 50 |
| 4.2 | Tindlela tekonga imisebenti nekuvimbela kwehla kwekucashwa emsebentini | 51 |
| 4.3 | Tindlela tekuniketa letinye tisombululo netinchubo tekudala kwemisebenti lapho kulahlekelwa misebenti nakunekwenteka | |
| 4.4 | Tindlela Tekulungisa Umtselela Wetenhlalakahle Netemnotfo Kumuntfu Ngamunye, Tifundza kanye Netemnotfo lapho Kudzilitwa nome Kuvalwa Kwetimayini kucinisekile. | 55 |

SIGABA 5: KUNIKETWA TIMALI 58

SIGABA 6: SIFUNGO 59

Ema-Akhronomu neTifinyeto

AET	Temfundvo Yalabadzala Nekucessha
AIDS	Ingculazi
BEE	Kutfufukiswa Kwalabamnyama Kutemnotfo
BEE SPV	Kutfufukiswa Kwalabamnyama Kutemnotfo Umsipha Loyinhloso lekhethsekile
CMIP	Luhlelo Loluhlanganisile Lwesakhiwonchanti Lwamasipala
CSI	Kusisa Kwemphakatsi Ngekuhlanganyela
DMRE	Litiko Letetimbiwa Netemandla
DoE	Litiko Letemfundvo
DPLG	Litiko Letahulumende Wasekhaya Netifundza
DTI	Litiko Lekuhwebelana Netimboni
EE	Kulingana Kwematfuba Ekucasha
EIA	Umtselela Weluhlolo Lwesimondzawo
EMP	Luhlelo Lwetekuphatfwa Kwetesimondzawo
FTLM	Masipala WeFetakgomo Tubatse
GGP	Samba Semkhicito Wendzawo
HDPs	Bantfu Labakhishelwa Ngaphandle Ngekwemlandvo
HR	Kutfufukisa Kwekuphatfwa Kwemitfombobantfu
HRD	Kutfufukisa Kwekuphatfwa Kwebasebenti
IDP	Luhlelo Loluhlanganisiwe Lwekutfufukisa
IDP	Luhlelo Lwekutfufukisa Umuntfu Ngamunye
JV	Umsebenti ngekubambisana
Ktpm	Emathani layinkhulungwane ngenyanga
LED	Kutfufukisa Temnotfo Wasekhaya
LOM	sekusebenta kwemayini
LP	Sifundza SeLimpopo
LRA	Umtsetfo Lophatselene Netisebenti
Mamsl	Emamitha ngetulu kwemhlaba
Micawber	iMicawber 278 (Pty) Ltd
MP	Sifundza SeMpumalanga
MPRDA	uMtsetfo Wekutfufukisa Imitfombolusito Yetetimbiwa Netemafutsa
MQA	Umtimba Logunyata Ticu Tasemayini
MRC	Murray and Roberts Cementation
NGO	Inhlangano lengekho ngaphansi kwahulumende
Northam	iNortham Platinum Limited Inkampani Northam Platinum Limited
NPI	Sikhungo Semkhicito Wavelonkhe
NQF	Luhlaka Lweticu Lwavelonkhe
OEM	Umkhici Mbamba Wesisentjetiswa
PGDS	Indlelasu Lekutfufukisa Nekukhula Kwesifundza
PGEs	Ema-Elementi Emacembu ePlatinamu
PGMs	Lokuyinsimbi kweMacembu ePlatinamu
RDP	Luhlelo Lwekwakha Nekutfufukisa

RFQ	Sicelo Sesilinganiso
RPM	Inkampani Yetimayini Rustenburg Platinum Mines Ltd
SAMPPF	Iforamu Yetekutsengisa Lenconywe Tetimayini TaseNingizimu Afrika
SAQA	Umtsetfo Lowengamele Ticu ENingizimu Afrika
SDM	Masipala Wendzawo YaseSekhukhune
SEIA	Luhlolo Lwemitselela Yetemnotfonhlalo
SLP	Luhlelo Lwetemisebenti Yemphakatsi
SMMEs	Temabhizinisi Lamancane, Lasemkhatsini naLalingene
SPF	Iforamu Yebakhiciti Base-Steelpoort Producers Forum
VAT	Intsela Yelinanibungako
WSP	Luhlelo Lwemakhono Ekusebenta

1. SINGENISO

Inhloso yeMtsetfo Wekutfutukiswa Kwetinsita Tetimbiwa kanye Naphethiloli, wa-2002, (uMtsetfo Nombolo 28 wa-2002) (MPRDA) uphakatsi kulokunye kugucula timboni tetimayini netekukhicita eNingizimu Afrika. Kucinisekisa luntjintjo lolunemphumelelo kuloku, uMtsetfo udznga kwetfulwa kweluHlelo Lwetenhlalakahle Netebasebenti njengentf ledzingekako kute kuniketwe emalungelo etimayini nome ekukhicita. Luhlelo Lwetenhlalakahle Netebasebenti ludzinga labafake ticelo temalungelo etimayini nekukhicita kute batfutukise futsi bacalise tindhlelo letiphelele tekuTfutukiswa Kwebasebenti, Luhlelo Lekutfutukiswa Kwemphakatsi Wetimayini, Luhlelo Lwetindlu Netimo Tekuphila, Luhlelo Lekucashwa Ngekulingana, kanye Netinchubo tokusindzisa imisebenti kanye nekulawula kwehliswa kanye/nome kuvalwa.

Letindhlelo letingenhla kuhloswe ngato kukhutsata kucashwa nekuchubekisa inhlahlakahle yetenhlalakahle kutemnotfo tabo bonkhe bantfu baseNingizimu Afrika ngalesikhatsi kucinisekiswa kukhula kwemnotfo kanye nentfutuko yetenhlalomnotfo. Kuphatfwa kwekwehlisa kanye/nome kuvalwa kuhloswe ngako kunciphisa umtselela wekugucugucuka lokujikeletako kwemkhicito/mphahla, siyaluyalu kutemnotfo kanye nekucedvwa ngalokubonakalako kwetimbiwa nome mitfombolusito kutekukhicita kulabangamunye, tifundza, kanye neminotfo yendzawo. Ngenca yaloku Litiko Letimbiwa phansi (i-DMRE) libone kufanele kuniketa tinkhombandlela letifanele tekutfutukiswa nekusetjentiswa kweluHlelo Lwetenhlalakahle Netebasebenti ngekuhambisana ne-MPRDA kanye neluHlelo Lwavelonkhe Lwetenhlalakahle.

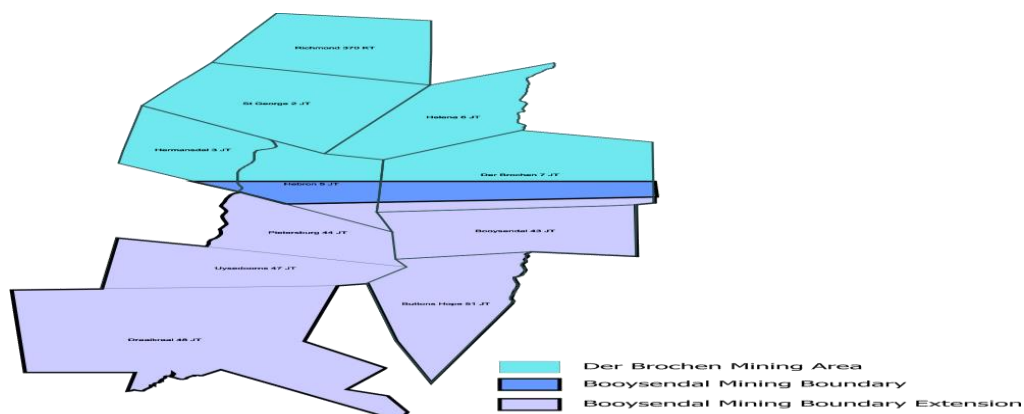
1.1 Lapho Imayini itfolakala khona

I-Booyse dal Platinum (PTY) Ltd itfolakala esifundzeni saseLimpopo nesaseMphumalanga ngekhatsi kwesimondzawo sabomasipala lababili, kuMasipala waseKhaya iFetakgomo Tubatse (FTLM) ngaphansi kwaMasipala Wesifundza saseSekhukhune eLimpopo kanye nakuMasipala waseKhaya eThaba Chweu (TCLM) ngaphansi kwaMasipala Wesifundza saseHlanzeni eMphumalanga. Umncele losenyakatfo yeMayini uphambana neProjekthi ye-Anglo Platinum i-Der Brochen. Siteshi sesitimela lesisedvute yiSteelpoort, lesitfolakala cishe emakhilomitha lange-43 ngasemgwacweni loya enyakatfo-mphumalanga.

Umdvwebo 1:Libalave Lenzawo – Simo Sesigodzi



Umdvwebo 2 Libalave leNdzawo leMincele yeTimayini Booysendal



1.2 Bunikati Bemayini

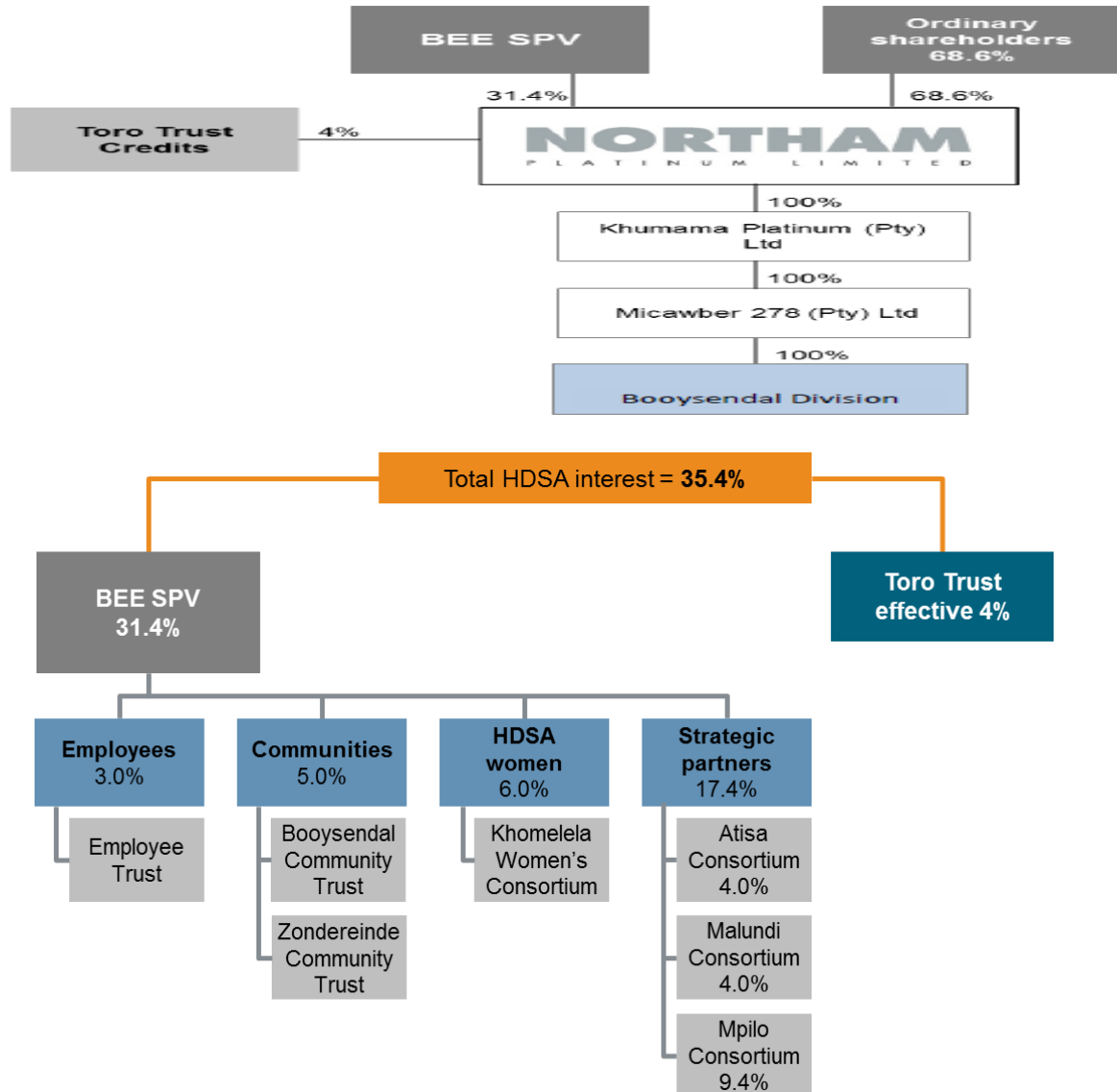
Nga-2011, i-Afripalm Resources (Afripalm) kanye neMvelaphanda Holdings (Mvela) bebanikati bemasheya labakhulu be-BEE eNortham, babambe ema-26% etabelo tenkampani. Ngenca yekwehla kwelinani lemasheya ebakhciti be-platinum, lokuhlanganisa i-Northam, i-Afripalm kanye neMvela batitfoli baphula tivumelwane ngaphansi kwetinhlelo tabo tekuchasa ngetimali te-BEE. Ngenca yaloko, i-Afripalm kanye neMvela kwadzingeka kutsi bakhiphe emasheya abo e-Northam kute kubukwane nekwepulwa kwetivumelwane, lokwaholela ekucotfulweni kwebuninimasheya eNortham yeBEE.

I-Northam ichubekile nekutsintsana nebalingani bekuniketa emandla kanye ne-DMRE kute iphindze isungule luhlaka lwayo lwebuninimasheya e-BEE. Kute kube manje inkampani iphotfule umsebenti lotovikela inzalo lechubekako ye-HDP lenge-35.4% eNortham.

I-HDP itawutfolela emalini yesabelo lesikhishwe yiNortham ngekubhalisela emasheya lamasha letayelekile kanye nekutfolwa kwemasheya letayelekile lavela akhona ngaleyondlela kwenyuse samba sebuninimasheya enkampani lasebenta ngempumelelo e-HDP siye ku-35.4% lokuhlanganisa na-4% ekubandzakanyeka lokucondzile enzuzweni yebasebenti baseNortham ngeToro Trust

Kuchuba lokukhetsekile lokunenhloso (BEE SPV) kutofaka tinshisekelo tetemnotfo letihlangene tebhломuli be-HDP lababandzakanyeka ekuhwebeni. Kubhaliswa kwemasheya lamasha kanye nekutfolwa kwemasheya lakhona kutochaswa ngetimali ngesakhiwo semasheya latsandvwako lesikhishwe yiBEE SPV. Letibalo letilandzelako, ta-3 na-4 tikhombisa luhlaka lwebuninimasheya lwe-Ncenywe yeBooyseendal kulandzela kucaliswa kwekusebenta kwe-BEE lensha.

Figure 3: HDP Luhlaka Lwebuninisheya



1.3 Kusebenta Kwemayini

I-Booyesendal Platinum (PTY) Ltd Proprietary Limited “Booyesendal Platinum (PTY) Ltd” (Micawber 278 Proprietary Limited), inkampani lephetfwe ngalokuphelele ye-Northam ineligunya letimayini (LP127MR), leliguculiwe ngekuvumelana Nembandzela 7 Weluhlelo II weMtsetfo Wekutfutukiswa Kwetinsita Tetimbiwa Naphethiloli wa-2002 “MPRDA” (uMtsetfo Nombolo-28 wa-2002). Lilungelo letimayini lelihlanganisiwe lasetjentiswa mhlaka ti-15 iNgongoni wa-2010 futsi litochubeka nekusebenta kute kube ngumhla ti-22 kuLweti wa-2021.

I-Booyesendal Platinum (PTY) Ltd itawuba netincenye letimbili tetimayini, lokungukutsi siza saseNyakatfo (Imojuli 1- UG2 & Merensky) kanye nesigaba sesiza lesiseNingizimu (Mojuli 2 - UG2 & Merensky). Kwehlukana emkhatsini kwako kokubili kubanti ngalokwanele kuvumela imigodzi lemibili kutsi yembiwe kanyekanye emazingeni amabili lahlukene futsi kusetjentiswe sakhiwonchanti sekufinyelela emayini lefanako. Totimbili tincenye temayini titofinyelelwa ngemaphothali ekwehla kweligcogco.

Kutfutukiswa kwemayini yesitsatfu yaseMerensky kanye neyekucala eNingizimu yeBooyesendal, kwacala ngemnyaka wa-2019, ngesimo lesitintile (35ktpm) lesihlelelwe kutsi sitfolakale nga-2023.

Indlelakwenta yetimayini lecatjangelwa kuchashatwa kwe-Merensky Reef iyimphindza yaleyo lesetjentiswa njengamanje ekamelweni lelinemishini yetimayini yaseNyakatfo yeMerensky kanye nensika. Insimbi ye-Merensky itosetjentwa nge-BS Plant lekhona, nensimbi letfutwa yi-RopeCon.

Lithebula 1 ngentasi likhombisa umjikeleto weshifu. Kugcina loluhlu kucashwe emacembu etisebenti lamatsatfu lagcwele, lokusho kutsi, ngalesikhatsi emacembu etisebenti lamabili asebenta imini nebusuku, licembu letisebenti lesitsatfu linemalanga ekuphumula.

Lithebula 1: Umjikeleto Wekukhwesha Lokwetayelekile

iBooyesendal Platinum (PTY) Ltd – Umjikeleto Wekukhwesha Lokwetayelekile			
Luhlelomsebenti Lwekukhwesha	Sikhatsi Sekucala	Sikhatsi Sekucedza	Budze besikhatsi (ema-awa)
Kukhwesha Kwasemini	07H00	16H00	9
Kukhwesha Kwantsambama	16H00	01H00	9
Kukhwesha Kwasebusuku	23H00	08H00	9
Kuchuma nekungena kabusha	16H00	17H00	1
Kukhwesha esikhungweni semayini	07h00	16h00	9
Sikhatsi Lesiphelele Sekusebenta/lilanga			24:00:00

Kukhwesha kwasemini nasebusuku kungatsatsa ema-awa la-09:00 lavumelekile futsi aniketelwe kumjikeleto logcwele wekuhlanta, kubhola kwekusekela, kubhola ufake tichumane, nekuchumisa. Mishini yekubhola itolungiswa njengalokwetayelekile ngesikhatsi sekukhwesha kwasemini ngako-ke emayunithi labomjikeneni (laspele) ayaniketwa. Kuchumisa kutokwenteka lilanga ngalinye ekupheleni kwekukhwesha kwasemini. Silinganisosikhatsi semjikeleto wetimayini lophelele wephaneli yekukhucita emalanga la-3.

Insimbi lebuya etincenyeni letimbili temayini titolungiswa etindzawenkulungisa letehlukene tekulungisa. Kuko kokubili insimbi iyasilwa futsi igaywe ngembi kwekuyilungisa ngekuyihlukanisa ngemanti. Lokutiyile lokuphuma kuto totimbili tindzawokulungisa kutotfunyelwa kumncibilikisi wangaphandle futsi ngekwembono we-Booyesendal Platinum (PTY) Ltd sikhatsi sekutsengisa ngulokukhishwa kwalensimbi letitiyile.

INCENYE 1: SENDVULELO

a	Ligama Lenkampani	Booysendal Platinum (PTY) Ltd (This SLP refers to Northam as “the Company”)LeSLP itsatsiselwa kuNortham njenge (“iNkampani”)
b	Emalungelo Etinombolo Temayini	LP30/5/1/2/3/1(127) MR
c	Ligama Lemayini	Booysendal Platinum (PTY) Ltd (leseyitsatsiselwa ngeBooysendal)
d	Likheli lendzawo	Lipulazi iBooysendal 43 JT Greater Tubatse
e	Likheli Lekuposa	Post net Suite #199 Private Bag x20097 Lydenburg 1120
f	Longatsintfwa	Mr Wonderboy Kekana Mnu. Wonderboy Kekana
g	i-imeyili	Wonderboy.kekana@norplats.co.za
h	Inombolo Yelucingo	087 158 7000
i	Linani lebasebenti	1245
j	Indzawo Lapho Imayini Ikhona	Mpumalanga Province Thaba Chweu Municipality Ehlanzeni District Municipality
k	Imphahla Letimbiwa	iPlatinamu, ipaladiyamu, irhodiyaumu, ligolide, iridiyamu, irutheniyamu, isiliva, ikhobalti, inikheli & khopha
l	Silinganiso Sesikhatsi Sekusebenta Kwemayini	Iminyaka le-14
m	Kuphela Kwemnyaka Wetimali	30 June 30 iNhlaba

SIGABA 2: LUHLELO LWEKUTFUTFUKISWA KWEMITFOMBOBANTFU

I-Booyesendal Platinum (PTY) Ltd itibophelele ekucinisekiseni kutsi basebenti bayo baniketwa litfuba lekutfola emakhono nebucwepheshe bekutfola kokubili tinjongo temuntfu ngamunye netenhlango kungciki kutsi yetinjongo tekusebenta kwemayini.

Kutawusetjentiswa luHlaka lwaVelonkhe lweTicu (i-NQF), Umtimba Wekugunyata Kufaneleka Kumba Imayini (MQA), Litiko Letetimbiwa Nemandla (DMRE) kanye neMkhandlu WeLizinganhle Letekuhweba Nemsebenti (QCTO) kute kuhlolwe letinhlelo. Lokunye kungenelela kwekucecesha kufaka i-AET, emakhono emphilo kanye nemakhono laphatsekako.

Inchubekembili ekucecesheni nasekutfutukisweni itawuhlolwa njalo. Inkampani ihambisa uMbiko Wekucecesha Wemnyaka lohambisana neluHlelo Lekutfutukiswa Kwemakhono Endzawo Yemsebenti kanye NeluHlelo Lwekulingana Kwekucashwa. I-Booyesendal Skills Development Plan LuHlelo Lwekutfutukisa Emakhono lwe Booyesendal lutohlanganisa tinhlelo letisekelwe eluHlelweni Lwemakhono Endzawo Yekusebentela (WSP).

Luhlelo lwe-HRD lufaka tinhlelo tekusebenta tekwakha, kutfutukisa nekusebentisa luhlelo lwe-HRD ne-EE. I-HRD icuketse luhlelo lwekutfutukisa emakhono, luhlelo lwekuchubekela phambili kwemsebenti, luhlelo lwekufundziswa, kuceceshelwa umsebenti, neluhlelo lwemfundzate.

2.1 Luhlelo Lwekutfutukiswa Kwemakhono

Kuceceshelwa emakhono etimayini nalamanye emakhono ebuchwepheshe avumela basebenti kutsi batfutukise emakhono abo kanye neticu, kutoniketwa basebenti. Uma kubukwa tinsayeya Tekulawulwa Kwekuphepha kanye netindzaba letihlobene nekumbiwa kwamadvwala lacinile, Emakhono Etempilo Netekuphepha akhonjwe njengalelinye lemakhono labalulekile lamcoka lalandzelwa makhono etebuchwepheshe, kucondzisa, imfundvo kanye nekuphatfwa kwemvelo.

Lesigaba lesibanti lesilandzelako semakhono sitoniketwa e-Booyisendal:

- Kuceceshwa Lokusisekelo Kwetimayini.
- Emakhono A na-B Kuceceshwa
- Kuceceshwa Kwebuholi Nekwengamela.
- Kuceceshwa KweJiyoloji Nebunjiniyela Bemadvwala.
- Kuceceshwa Kutetimali
- Kuceceshwa Kutemphilo Nekuphepha

2.1.1 Bukhulu Nekwakheka Kwebasebenti

Samba lesihleliwe se-Booyisendal silinganiselwa kubasebenti laba-2470 nga-2025 kanye nebasebenti laba-1245 nga-2021. Umsebenti utobandzakanya intfutuko, kukhicitwa, umgodzi, kuphatfwa, kanye netinsitakalo letithekhnikhali letitocashwa futhi titsatfwe emiphakatsini yendzawo yebasebenti kanye neNingizimu Afrika yonkhana.

Lithebula 2: Iphrofayili Yemsebenti Yabo bonkhe basebenti be-Booyesdal Division Sibiketelo sa-2025

			Labadvuna				Labasikati				Samba	
UMKHAKHA	ILEVELI YE NQF	INCHUBO LENDZALA	Ema-Afrika	EmaKhaladi	EmandiyalIndi	Badzeshi	Ema-Afrika	EmaKhaladi	EmaNdiya	Belumbi	Labadvuna	Labasikati
Kufundza neKucecesha lokwetayelekile (GET)	1	Akukafundwa	9	0	0	0	0	0	0	0	9	0
		Libanga 0 / Pre	0	0	0	0	0	0	0	0	0	0
		Libanga 1/ Sub A	0	0	0	0	0	0	0	0	0	0
		Libanga 2/ Sub B	0	0	0	0	0	0	0	0	0	0
		Libanga 3/ Std1/i-ABET 1	0	0	0	0	0	0	0	0	0	0
		Libanga 4/ Std 2	0	0	0	0	0	0	0	0	0	0
		Libanga 5/ Std 3/ i-ABET 2	0	0	0	0	0	0	0	0	0	0
		Libanga 6/ Std 4	0	0	0	0	0	0	0	0	0	0
		Libanga 7/Std 5/i-ABET 3	0	0	0	0	0	0	0	0	0	0
		Libanga 8/ Std 6	0	0	0	0	0	0	0	0	0	0
		Libanga 9/Std 7/ i-ABET 4	5	0	0	0	0	0	0	0	5	0
Kufundza neKucecesha lokuchubekako	2	Libanga 10/ Std 8/ N1	182	0	0	13	30	0	0	0	195	30
	3	Libanga 11/ Std 9/ N2	229	0	0	9	38	0	0	0	238	38
	4	Libanga 12/ Std 10/ N3	458	3	0	49	85	1	0	2	510	88
Imfundvo Lephakeme kanye Nekucessha (HET)	5	EmaDiploma/ Titifiketi	63	0	0	3	25	0	0	0	67	25
	6	/ Ticu tekucala/ Ticu Letiphakeme	17	0	0	1	11	0	0	1	20	13
	7	Ticu Tekuhlonishwa/ teBunikati	4	0	0	0	6	0	0	0	4	6
	8	Budokotela	0	0	0	1	0	0	0	0	1	0
SAMBA			967	3	0	76	195	1	0	3	1049	200

2.1.2 Kucashwa kanye nekutfola basebenti

Lenye yetinsayeya letinkhulu temayini kukhangwa kwemakhono lafanelekile kute kucinisekiswa kusebenta ngemphumelelo. Kucashwa kwebasebenti kutoholwa tinchubomgomo teNkampani tekucasha letisho letikunconotako ekucashweni kwebasebenti bendzawo yimayini kanye nanome yingubaphi bosonkontileka labacashiwe. Inchubomgomo yenzawo yekucashwa kanye nenchubo yekucasha iyatfutukiswa kute kusebente loku kwakamuva. I-Booyesendal itocinisekisa kutsi kulandzelwa inchubo lesebaleni yekucashwa (kufakwe nabosonkontileka) kute kuncishiswa ematfuba ekungcubutana lokungahle kucubuke emkhatsini kwemiphakatsi letsintsekile.

Lithebula 3: Inombolo Nelizinga Letemfundvo Lebasebenti –Liform Q -- Booyesendal (2536)

Lithebula 3: Sabelomali neTinhloso te-AET

Emaleveli e-AET	Sibiketelo				
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
AET 1	3	3	3	3	3
AET 2	3	3	3	3	3
AET 3	3	3	3	3	3
AET 4 / NQF Lev 1	3	3	3	3	3
SAMBA	12	12	12	12	12
Sabelomali	R 200 000	R 212 000	R224 720	R238 203	R252 495

2.1.3 Temfundvo Yalabadzala Nekucessha (AET)

E-Booyesendal bonkhe basebenti sebacedze liBanga lesi-9 / i-Standadi 7 / AET 4 ngesikhatsi sekucashwa, ngako-ke luhlelo lwe-Booyesendal AET lutogcila emphakatsini. Indlela ye-Booyesendal uma kubukwa lizinga lekuphasa lelingu-100%, kungaba kuba nelicembu labatsatsa i-AET lelizinga 1 njalo ngemnyaka kute liphume ezingeni le-4 le-AET.

Luhlelo lwekusebenta lolulandzelako luniketa ngetinyatselo tekwenta kanye nekuletfwa kute kusetjentiswe i-AET e-Booyesendal.

Lithebula 4: Luhlelo Lekwenta lwe-AET

Sinyatselo Sesento	Lusuku loluhlosiwe
I-Booyesendal itokwabelana ngelwatiso ngekusebentisa takhiwo letimisiwe esikhungweni lesifanele lesisedvute nemphakatsi kanye nekukhetfwa kwalabaniketa ngetinsita.	Etinyangeni let-6 tekugunyatwa kweSLP
Khangisa lubito kubantfu labanenshisekelo	Kucalwa kwemakilasi

2.1.4 Luhlelo Lwekufundza

Ngekubona kutsi lokugcilwe kakhulu kweliChinga laVelonkhe Lekutfufukiswa Kwemakhono kuceceshwa kwebafundzi labangasebenti futsi i-Booyesendal itibophelele kwetfula imikhumbi yebafundzi leyatiwa kuvelonkhe letawucinisekiswa lizinganhle yi-MQA kanye ne-DMRE. Tinhlelo tekufundza tisekelwe eminyakeni lemitsatfu lenenhlanganisela yekuceceshwa kwethiyori nekwenta futsi i-Booyesendal kufanele ifuntwe umcondvo wemakhono layimvelakancane nangabe ibeka phambili kufundzela umsebenti kwebafundzi lokumele igcile kuko.

Lithebula 5: Tinhloso Teluhlobo Lwekufundza 18.2

Sigaba 18.2	Sibiketelo									
	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025	
	Kwanyalo	Labasha labangenako	Kwanyalo	Labasha labangenako	Kwanyalo	Labasha labangenako	Kwanyalo	Labasha labangenako	Kwanyalo	Labasha labangenako
Tinhlelo tekufundza emayini	10	0	10	0	0	5	5	0	0	5
Tinhlelo tekufundza bunjiniyela	49	7	10	7	0	8	15	0	0	8
Tinhlelo tekufundza kukhucita			0	5	0	5	0	5	0	5
Samba	59	7	20	12	0	18	20	5	0	18
	66		32		18		25		18	
Sabelomali	R 2 195 871		R 1 707 385		R 1 017 969		R 1 498 676		R 1 143 879	

Lithebula 6: Tinhloso teluhlelo lwekufundza Targets 18.1

Sigaba 18.1	Forecast									
	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025	
	Kwanyalo	Labasha labangenako	Kwanyalo	Labasha labangenako	Kwanyalo	Labasha labangenako	Kwanyalo	Labasha labangenako	Kwanyalo	Labasha labangenako
Tinhlelo tekufundza emayini	0	0	0	0	0	0	0	0	0	0
Tinhlelo tekufundza bunjiniyela	9	21	21	18	39	0	18	21	21	18
Tinhlelo tekufundza kukhucita	0	0	0	5	0	5	0	5	0	5
Samba	9	21	21	23	39	5	18	26	21	23
	30		44		44		44		44	
Sabelomali	R 1 509 981		R 2 347 518		R 2 488 369		R 2 637 671		R 2 795 931	

2.1.5 Tinhlelo Temakhono Tasemsebentini kanye Nemibiko Yemnyaka Yekucecesha

Tinhlelo Temakhono Tasemsebentini kanye Nemibiko Yemnyaka Yekucecesha itobuyeketwa, igcwaliswe, bese ihanjiswa ngetinsuku tekuletsa letifanele temnyaka. Tinkhokhelo tentsela yemakhono ladzingekako titokwentiwa kuMalingena waseNingizimu Afrika kanye netibonelelo tekufundzela umsebenzi tebafundzi netinhlelo temakhono titofinyeleleka.

The following (but not limited) broad category skills will be offered at Booyendal: Lamakhono lalandzelako (kodwa akakakhawulelwa) esigaba lesibanti atoniketwa e-Booyendal:

- Kuceceshwa Lokusisekelo Kwetimayini
- Emakhono A na-B Kuceceshwa
- Kuceceshwa Kwebuholi Nekwengamela
- Kuceceshwa KweJiyoloji Nebunjiniyela Bemadvwala

Lithebula 7: Kutfutukiswa Kwebuhlakani Lokusekelwe Enchubweni (WSP)

Sigaba Sekuceceshwa	Tinhloso				
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Tetimayini	1255	1550	1693	1741	1779
Tebunjiniyela	675	790	842	846	846
Kukhicit/ Umkhiciti	235	238	238	238	238
Tinsita	305	242	242	242	242
SAMBA	2470	2820	3015	3067	3105
Sabelomali	2,800,000	2,968,000	3,146,080	3,334,845	3,534,935

2.1.6 Kuceceshwa Kwemakhono Ladlulisekako

Inhloso yekuniketa ngemakhono laphatsekako kukuniketa basebenti emakhono labangawasebentisa ngaphandle kwesimondzawo setimayini, kucatjangelwa umlandvo wabo weminyaka yebudzala kanye nendzawo labachamuka kuyo. Sikhatsi lesisetulu setifundvo tinyanga letintsatfu. Baniketi betinsita labagunyatiwe batobhaliswa kuchuba letinhlelo tekucecesha.

Lithebula 8: Tinhloso Temakhono Ladlulisekako

	Sibiketelo				
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Emakhono Ebungcweti Lasisekelo					
	4	4	4	4	4
	4	4	4	4	4
	4	4	4	4	4
Samba lesingaphansi	12	12	12	12	12
Emakhono Lasisekelo kutemabhizinisi					
	4	4	4	4	4
	4	4	4	4	4
	2	2	2	2	2
	14	14	14	14	14
Samba lesingaphansi	24	24	24	24	24
Samba	36	36	36	36	36
Sabelomali	R 188 858	R 200 189	R 212 200	R 224 932	R 238 427

2.1.7 Tikhala lekumatima kutigcwalisa

I-Booyesendal ihlatiye tidzingo tebasebenti ngekwesifundvo/mkhamkha ngamunye kute ancume emakhono layimvelakancane futsi ente tindhlelo letifanele letifana netindhlelo tekufundzela umsebenti kanye nemifundzate. Bochwepheshe Betintfo Tekusebenta, Bonjiniyela Bemadvwala, Basebenti betekungenisa umoya, Badvwebi Belipulani langaphansi etimayini, kanye nalabasebenta ngemishini bakulabo lesisadzinga kutfutukisa emakhono abo.

Lithebula 9:Tikhala Letilindzelwe Lekumatima kutigcwalisa—Lifomu R

Lizinga lemsebenti	Sihloko semsebenti wesikhala	Sizatfu lesiyinhloko sekungakwati kugcwalisa sikhala
Baphatsi labasetululu	Kute	
baphatsi labakhudlwana	Kute	
Tingcweti leticeceshiwe nabosolwati labatingcweti nebaphatsi labasemkhatsini, basebenti basebenti labaneticu temfundvo, baphatsi labancane, netindvuna	1. Emathekhnishyeni etisetjentiswa 2. Bonjiniyela Bemadvwala 3. Njiniyela wagezi nemishini	Emakhono layimvelakancane
Basebenti labanemakhono tebuchwepheshe nakutemfundvo, tindvuna kanye netindvuna	1. Labadvweba mapulani etimayini 2. Labagubhako 3. Kungenisa umoya/ kucwaninga	Emakhono layimvelakancane
Kutsatsa tincumo lokunemakhono lamancane kanye nekutikhetsela	Labasebenta ngemishini	
Kutsatsa tincumo lokunemakhono lamancane kanye nekutikhetsela Kutsatsa tincumo lokungenamakhono nalokuchaziwe	Kute	

2.1.8 Tinto tekubukana netikhala temakhono layimvelakancane:

- (Lithebula 6) Kutfolana nekutfutukiswa kwebafundzi bebuNjiniyela ekwenteni tisetjentiswa nekuhwebelana ngemishini yekugubha - buka Lokucondziwe Kwekufundzakusebenta (lithebula 6)
- Kubona bungibo bebantfu etikweni lwelucwaningo futsi ubatfutukise babe bantfu labadvwebako ngekweluhlelo lwentfutuko
- Kutfolana nekutfutukiswa kwebafundzi bemifundzate kusukela emnyakeni wekucala kute kufike emnyakeni wesi-3 emkhakheni webunjiniyela bemadvwala

2.2 Luhlelo Lwekutfufuka Kwemisebenti

2.2.1 Singeniso

I-Booyesendal ihlose kuphatsa ngemphumelelo ligcogco layo lemathalente kute itfutukise tinsita tebantfu letisetjentiswe ngendlela letohlangabetana netimfuneko teluhlelo lwebhizinisi lweNkampani. Lesigaba sichaza sichamkelo Sekuchutjekiswa kweluHlelo Lwemisebenti Wekutiphilisa se-Booyesendal, kwentiwa kwayo ngekuhambisana neluHlelo Lwekutfufukiswa Kwemakhono kanye neluHlelo Lwekutfufuka Kwemisebenti. Kuchutjekiselwa emili kwemisebenti wemisebenti ngamunye kutophatfwa ngetinhlelo tekutfufukisa umuntfu ngamunye ngekuhambisana neluHlelo Lwekutfufukiswa Kwemakhono.

2.2.2 Lokuhloswe Kutfufuka Kwemisebenti

Ngenca yekweswelakala lokwetayelekile kwemakhono nelwati lolufanele futsi kute kuhlangabetwane nemigomo yekuphatsa ye-HDP i-Booyesendal itawubuka bungiko eligcogco leliThalente le-HDP kanye netidzingo letinemininingwane tekutfufukiswa kwemakhono kubantfu lababoniwe.

Kwengeta kululuhlelo lwekufundzisa lolusemtsetfweni, i-Booyesendal itawubuka bungibo bebantfu labatolandzela umkhondvo nekuceceshwa, ngetiNhlelo tabo Tekutfufukisa Umuntfu loNgamunye. Loku kutawufaka tidzingo letitsite tekuceceshwa temisebenti yabo yamanje kanye nekubuka bungibo bemisebenti yabo yesikhatsi lesitako kanye nekubeka tidzingo tekuceceshwa letihlobene.

I-HR, kanye nebaphatsi labasemgceci, batoba nesibopho sekucecesha nekucaphela. Luhlelo lokweluleka nekusheshisa lutophindze lutsatfwe eluhlelweni lwekucasha ngekulingana futsi lutawuchunyaniswa neluhlelo lwetimayini lwekutfufukisa emakhono kanye neluhlelo lwekuhlela tikhundla. Itawuhlanganisa kwelulekwa baphatsi labehlukahlukeni labasebentisana nabo, ngenkontileka lesemsetfweni emkhatsini wetinhlangotsi letimbili, lelíchumene eluhlelweni lwekuphatsa kusebenta.

Tinyatselo letengetiwe tekutfufukisa nekusheshisa ema-HDP titawufaka:

- Tindhlelo temisebenti netindhlelo tekutfufukiswa kwemakhono atigcini nje kuphela ngeligcogco lalabasetulu kodvwa nebasebenti labasemazingeni laphansi.
- Tinchubo tekweluleka tema-HDP.
- Kuhlelwa kwekulandzelana.
- Tindhlelo Tekutfufukiswa Kwebasebenti ematikweni.
- Tindhlelo Tekutfufukiswa Kwebaphatsi
- Kucutjungulwa kwebasebenti labakhetsiwe kute batfole emafuba emsebenzi kanye netindhlelo tekufundza letisheshisako.
- Kuniketa imifundzate kubantfu labasha labatsembisako kutsi batofundzela ticu kutekuhweba nome kutebuchwepheshe, ngenhloso yekusebenta embonini yetimayini; futsi
- Kulinganisa imphumelelo yetindhlelo letetfuliwe tekukutfufukisa bantfu labatongenela lukhetfo lwe-HDP endzaweni yelithalente ngeluhlelo Lwekuphatfwa Kwekusebenta.

Sigaba	Sibiketelo				
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Inombolo yemaHDP lanemathalenta/bantfu labanemakhono	9	9	10	10	10

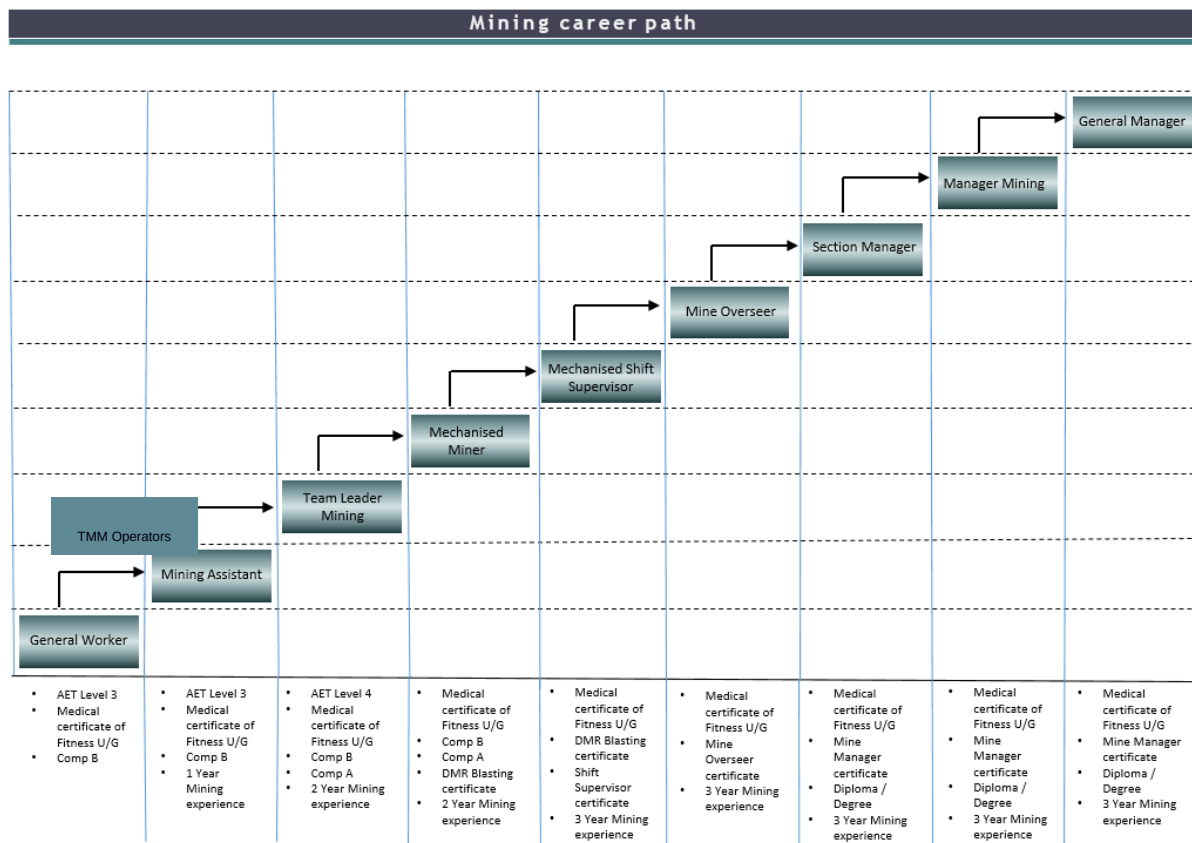
2.2.3 Inchubo Yendlela Yekusebenta

I-Booyse dal isungule emashadi endlela yekusebenta ayo yonkhe imikhakha lehlobene lekhona eMayini. Emashadi etindlela temisebenti lakhombisa imfundvo, emakhono kanye nelwazi lwekutfufuka.

Lithebula 11: Luhlelo lwekutfutukisa Umsebenti

UMKHAKHA WEMSEBENTI	2020/2021			2021/2022			2022/2023			2023/2024			2024/2025			SAMBA
	BP	Act	Var	BP	Act	Var	BP	Act	Var	BP	Act	Var	BP	Act	Var	
Bunjiniyela	675			790			842			846			846			
Tinsita																
Temayini	64			65			65			65			65			
Tethekh																
iSHEQ	34			34			34			34			34			
Tetimali	72			72			72			72			72			
iHR	135			71			71			71			71			
Tetimayini	1255			1550			1693			1741			1779			
Kukhicit	235			238			238			238			238			

Umdvwebo 5: Lishadi lekulandzelana kwetindlela temsebenti: Tetimayini – Indlela yemsebenti yalosebenta emayini



Umdvwebo 6: Lishadi lekulandzelana kwetindlela temsebenti : Bunjiniyela – Indlela yemsebenti weDiplomat

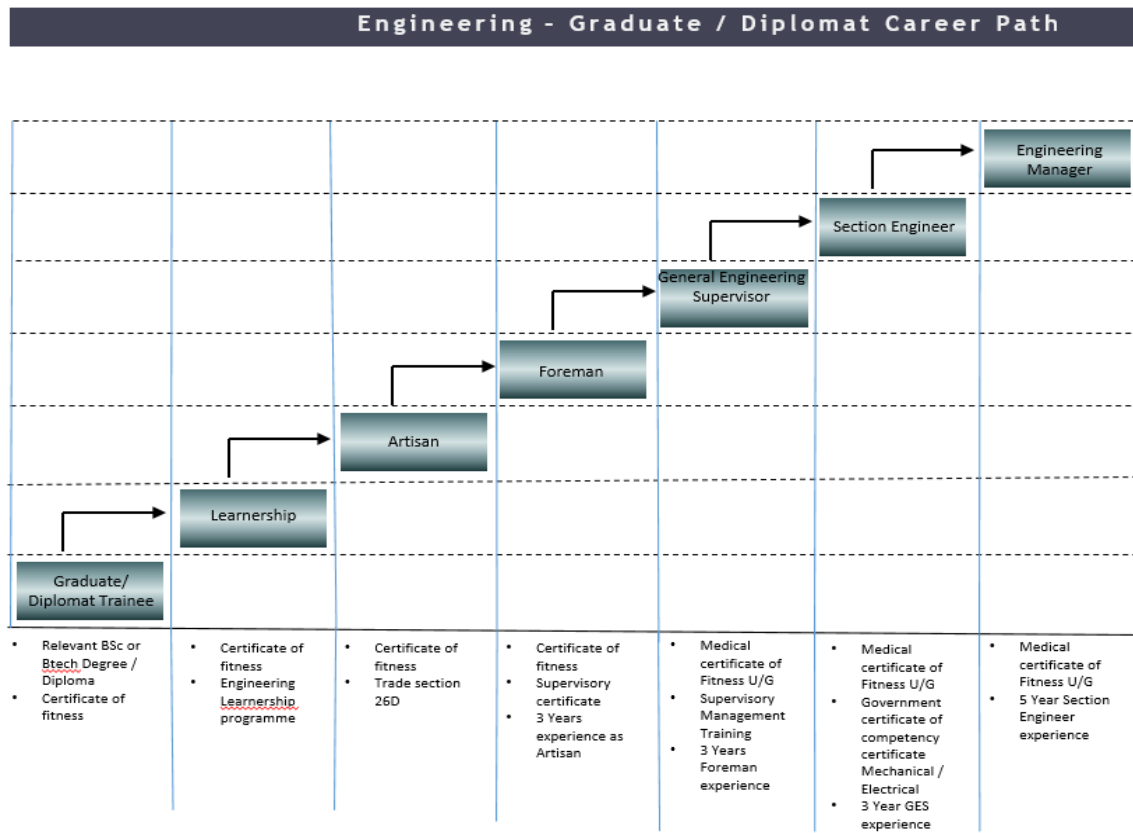
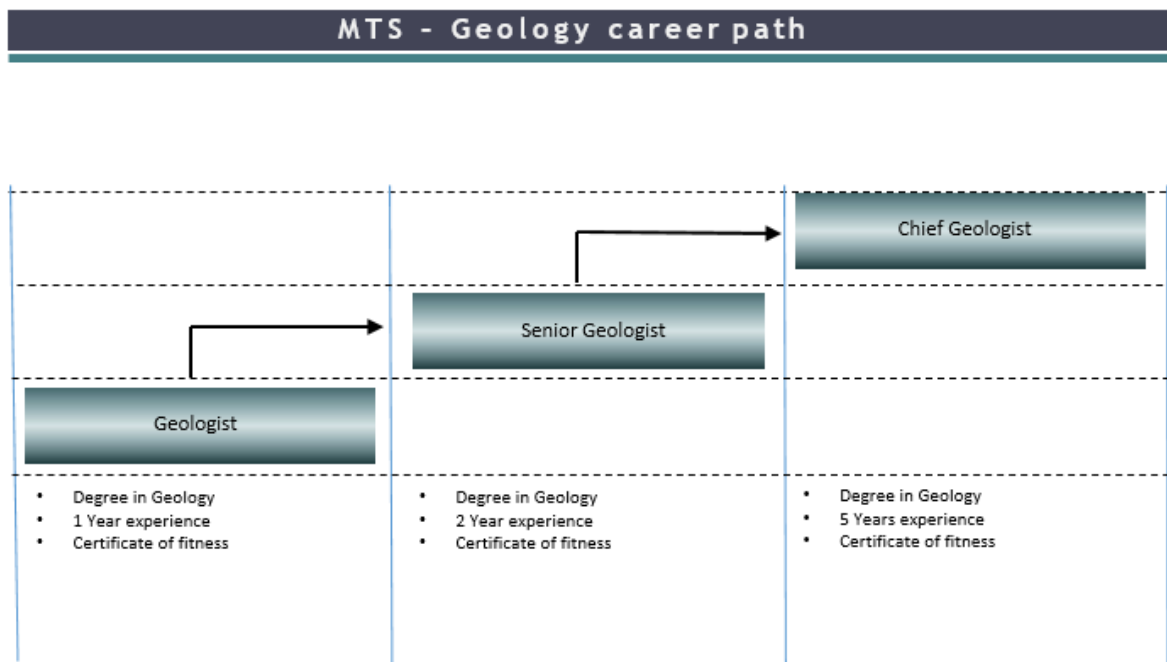
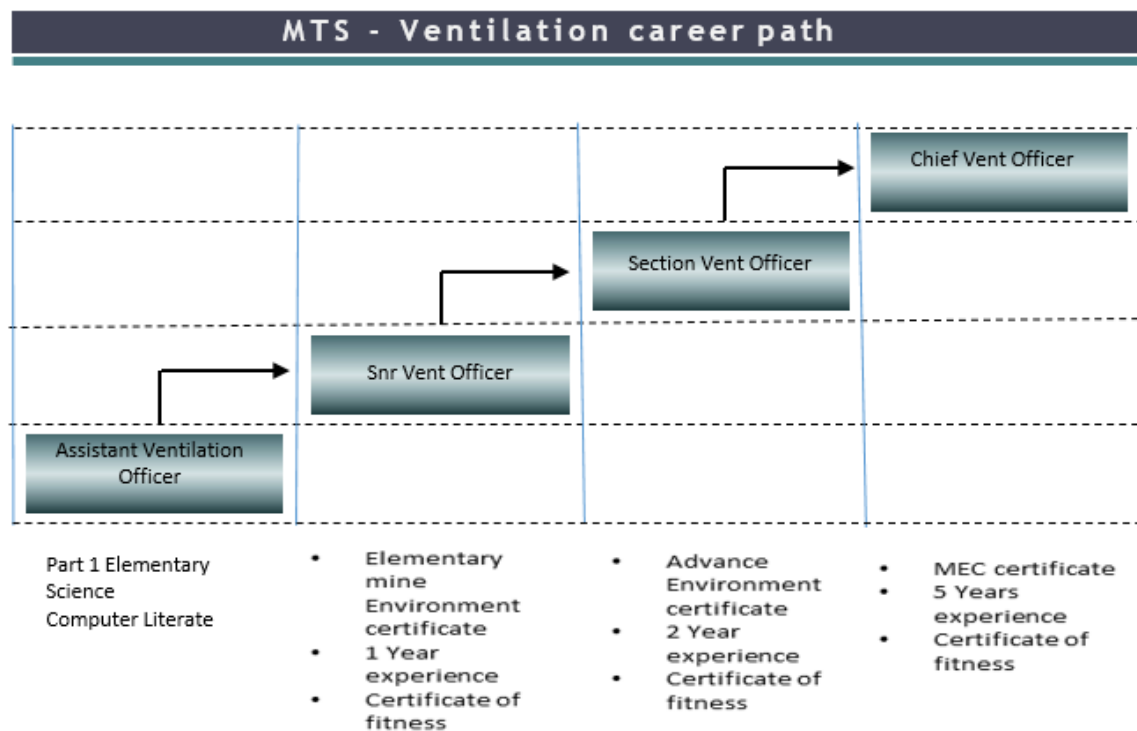


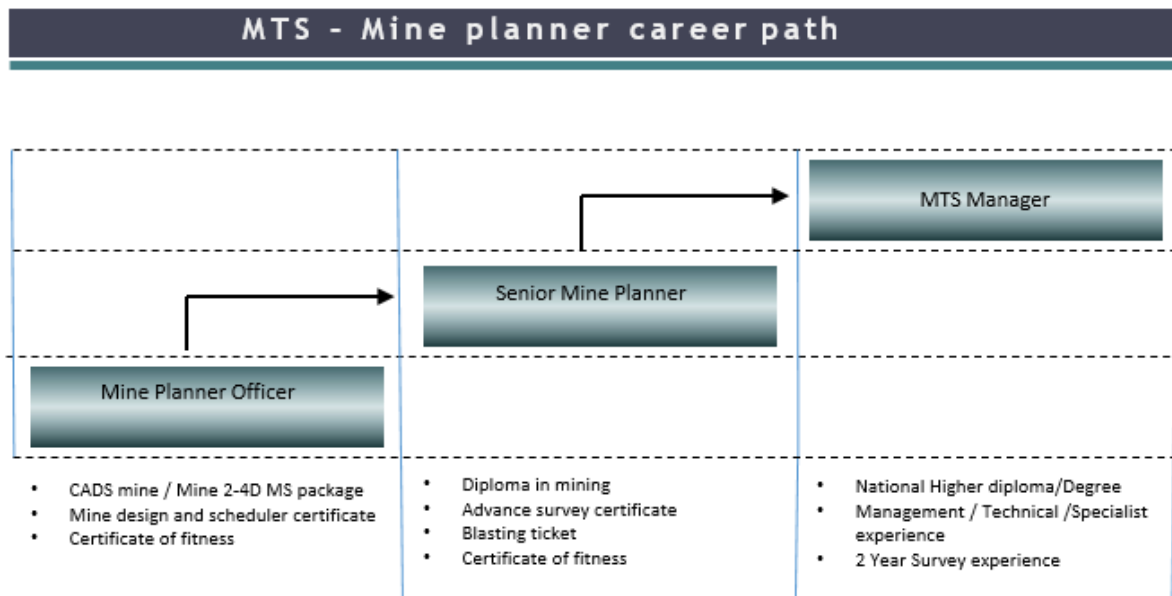
Figure 7: Career Path Flow Chart: MTS – Geology Career Path



Umdvwebo 8: Lishadi lekulandzelana kwetindlela temsebenti : MTS — Indlela yekusebenta Yekufakaumoya



Umdvwebo 9: Lishadi lekulandzelana kwetindlela temsebenti: MTS — Indlela yekusebenta Yemhleli Wemayini



2.3 Luhlelo Lwekweluleka

2.3.1 Singeniso

Kweluleka kuyinchubo i-Booysendal letayisebentisa ngalokusemandleni ayo kwakha nekukhulisa basebenti bayo kanye nebalingani bekuniketa emandla letfolo kubo tinsita nemikhicito. Kwelulekwa kutakwentiwa ngalokungakahleleki futsi ngalokusemtsetfweni. I-Kwelulekwa kutawusetjentiselwa kucinisekisa kundluliswa lokufanele kwelwati, emakhono kanye nebukadzebona lobusekela kugcila kweNkampani kubantfu nasekutfutfukisweni kwalabaphakelako kanye netinhlelo tekulingana, imisebenti, kanye nekulandzelana ekuphatseni.

2.3.2 Tinhlelo Tekweluleka Basebenti

Luhlelo lwekweluleka lwe-Booysendal lutawususelwa etimiswenimgomo njengobe tincunye baphatsi. Letimisomgomo tekuncuma titofaka kulandzelela ngekusheshisa kwebasebenti labangaba nemandla lasetulu (ikakhulukati ema-HDP). Baluleki batawukhonjiswa ngenchubo yekuhlela yekulandzelana futsi kutofaka nebantfu labadzinga kutfutfukiswa kwekusebenta

kwabo. Luhlelo loluhlongotwako lokweluleka lutawucukatsa tinkhombandlela, nome timiso letifanako kusita kucondzisa kutfutukiswa kwebasebenti.

Lithebula 13: Tinhloso Tekweluleka

Sigaba	Sibiketelo				
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Labalulekwako eluhlelweni lwekweluleka	36	38	34	40	34

2.4 Luhlelo Lwemfundzate nekusebentakufundza

2.4.1 Singeniso

Lesigaba sifaka kusebentakufundza e-Booyisendal, lusito lwekufundza neluhlelo lwemfundzate kanye nekucaliswa kwalo ngekuhambisana neluhlelo lwekutfutukiswa Kwemakhono. Bonkhe basebenti bayakhutsatwa kutsi batfutukise ticu tabo nome batfole ticu letinsha. I-Booyisendal itokwemukela luhlelo lwelusito lwekufundza njengobe lugunyatwe yiNkampani, lolutfolwa ngibo bonkhe basebenti labafundzela ticu letifanele tesikolwa nome ticu letatiwako, letihlobene nemsebenti letiphatselene nemsebenti wemfundvo lephakeme.

2.4.2 Sikimu Semfundzate

Inhloso yeSikimu Semfundzate se-Booyisendal kucinisekisa kucashwa, kutfutukiswa, nekugcinwa kwebantfu labasezingeni lelisetulu. Kugcizelelwa kwaloluhlelo kutawuba kubuka bungibo bensha lengahle ibe i-HDP etikolweni temphakatsi wenzawo kanye nekutfutukiswa kwabochwepheshe betekutfutukiswa kwemayini labangavala tikhala letibucayi temakhono manje nasesikhatsini lesitako. Litiko ngalinye litawuncuma tidzingo tebasebenti ngekusebentisa inchubo yekuhlela i-HR. Loku kutawuchunyaniswa netindlelasu kanye netinhlelo tekusebenta futsi kucashelwe tidzingo Tekulingana Kwekucashwa kanye nemancusa amanje nome labaneticu eluhlelweni. Tinhlelo letigunyatiwe titawuncuma linani lebafundzi labaneticu/emadiplomati labatokhetfwa kanye nelinani lemifundzate leletoniketwa.

Lithebula 12: Inhloso Yemfundzate

Sigaba semifundzate	Sibiketelo									
	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025	
	Current	New intake	Current	New intake	Current	New intake	Current	New intake	Current	New intake
Bunjiniyela betimayini	3	4	5	1	5	1	6	0	2	4
Bunjiniyela Bekusebenta ngensimbi	2	1	3		1	2	3	0	2	1
Bunjiniyela bagezi kanye nemishini	2	4	5	1	5	1	6	0	2	4
Iiyoloji	1	1	2		1	1	2	0	1	1
Bunjiniyela belidwala		1	1	1	2		2	0	1	1
Tetimali netema-akhawunti		0		1	1		1	0	1	0
I-HR		1	1		1		1	0	0	1
Kuhlola imayini	1	1	1		1		1	0	0	1
Samba	9	13	18	4	17	5	22	0	9	13
	22		22		22		22		22	
Sabelomali	R3 415 459		R3 620 386		R3 837 609		R4 067 865		R4 311 936	

2.4.3 Luhlelo Lwekusebentakufundza

Indlelasu yekusebentakufundza lwe-Booyse dal licuketse tindlela letimbili:

1. Loku lokuhloswe ngako kucinisekisa kuphakelwa kwetingcweti leticeceshiwe letifanelekile. Tingcweti letisandza kuphotfule/ Lokwentiwa titjudeni taseYunivesi yeThekhnoloji kufakwa eluhlelweni lwentfutuko lolwaxhiwe, lolusebenta njengekufundzamsebenti, lokungenani tinyanga letinge-24, kucinisekiswa kuceceshwa lokungiko nentfutuko kulowo mkhakha wekufundza. Ngalesosikhatsi baceceshwa labasebasha balulekwa bafundziswe kahle; futsi
2. Loku lokuhloswe ngako kwenta kutsi kusebentakufundza kutfolakale kumifundzate kanye/nome labaphotfule ticu emphakatsini wenzawo labadzinga lwati lwemsebenti kanye nekwati mgemboni yetimayini kute bacedzise emadigri/emadiploma abo. Loku

lokuhlosiwe kutawuyphindze kuhambisane nemakhono layimvelakancane. Ngako-ke, kukhetsa kutawuniketwa i-jiyoloji, inhlololuvo, bunjinnyela bemadvwala kanye nebunjinnyela. Lokuhlosiwe lokulandzelako kuyasebenta.

Lithebula 13: Tinhloso Tekufundzakusebenta

Sigaba	Sibiketelo				
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Kufundzakusebenta	53	53	53	53	53
Sabelomali	R1 911 000	R2 025 660	R2 147 199	R2 276 030	R2 412 591

2.4.4 Kucaphelisa ngekwesikolwa

I-Booyse dal iyati kutsi iNkampani ingakha kucaphelisa ngematfuba lahlobene netimayini ezingeni letati emiphakatsini yayo. Bafundzi labakhombisa inshisekelo kanye namandla batawufakwa eluhlelweni lwemfundzate nome bavetwe ekuchubekeleni phambili kwemisebenti lehlukene nome longakhetsa kuko emayini. Loku kutawuba yincenye yekungenelela kwukuphakanyiswa kwesikhatsi lesidze kwemiphakatsi yasendzaweni neyasemaphandleni yalemayini.

2.5 Kulingana Kwekucashwa

Tibalo Tekucashwa Ngekulingana, ngekweliFomu S kuSitsasiselo II seMitsetfo ye-MPRDA:

Lithebula 14: Lifomu S Lebasebenti eBooyesendal

Tigaba Tekusebenta	Labadvuna				Labasikati				Lababuya Emaveni Angaphandle		Labakhubatekile		Samba
	A	C	I	W	A	C	I	W	Labadvuna	Labasikati	Labadvuna	Labasikati	
Baphatsi labasetulu	-	-	-	-	-	-	-	-	-	-	-	-	0
Baphatsi labakhulu	3	-	-	2	1	-	-	-	-	-	-	-	6
Baphatsi labasemkhatsini	10	1	-	5	2	-	-	1	-	-	-	-	19
Baphatsi labaphansi	186	1	-	53	31	-	-	2	5	-	-	-	278
Labaceceshwe kancane	765	1	-	13	162	1	-	-	-	-	-	-	942
Labangakaceceshwa	4	-	-	-	-	-	-	-	-	-	-	-	4
SAMBA SALABACASHWE NGALOKUPHELELE	968	3	0	73	196	1	0	3	5	0	0	0	1249

2.5.1 EmaHDP Laphetse

Inchubomgomo ye-Booyesendal Yekulingana Kwekucashwa itawuba yincenye lebalulekile yekutibophelela kweNkampani ekwakheni bameleli bebasebenti labaphumelelako, kute kucinisekiswa kulingana kwabo bonkhe basebenti futsi yakha ingcenywe lebalulekile Yendlelasu Yenkampani Letebasebenti.

Inkampani itawutfufukisa umbono wayo Wekulingana Kwekucashwa ngekuheha basebenti labaselucophelweni lelisetulu. Umtamo lokhetsekile utawucondziswa ekubukeni bungibo bema-HDP lanelithalente kanye nekuniketa ngekuceceshwa lokusheshiswako kanye netinhlelo tekutfufukisa kusita kuchubeka kwawo.

UMculu Lomusha Wetimayini udzinga lokucondze ngco lokuhlosiwe kutsi ema-HDP atibandzakanye emazingeni ekuphatsa ngako-ke lombhalo uniketa ngetindlelasu tekucinisekisa kutsi imayini igcina lizinga lamanje lekutfobela imitsetfo nangetulu futsi ikhulise kutibandzakanya kwe-HDP ekuphatfweni ngekweluhlelo lwebhizinisi.

2.5.2 Indlelasu Netinhloso

I-Booyse dal itawusebentisa tindlelasu letine letibalulekile kute icinisekise kutsi tinhloso tayo ngeTekulingana Emsebentini tingito cobo futsi tiyafezeka. Loku kutawuba ku:

- Tifutukisa basebenti be-HDP labanemandla.HDPs
- Emaflaya lasetulu e-HDPs lalandzelela masinyane. HDPs
- Kucasha ema-HDP angaphandle kubasebenti labaceceshiwe, labaceceshwako, kanye nemifundzate; kanye
- Kugcinwa kwebasebenti labakhona.

Kutfutukisa nekusheshisa ngebantfu labakhetsiwe be-HDPs kwe kufinyelelwe tinhloso te-HDPs etikhundleni tokuphatsa letisetulu, emakhandidethi ema-HDPs kudzingeka atfutukiswe futsi alandzelwe masinyane kute kucinisekise kutsi bafaneleka ngalokufanelekile etikhundleni labatokhetselwa kuto. Kuswelakala kwemakhono embonini yetimayini kusho kutsi lokuhlosiwe ngeKucasha Ngekulingana kwe-Booyse dal kutawufezeka ngetindlela tebuciko, ngetulu kwelinani lelikhulu etinhloso letivamile tekusebenta.

Lithebula 15: Tinhloso Tekubandzakanya Labasikati eMayini iBooyisendal

iBooyisendal Platinum (Pty) Ltd		Sibiketelo seWIM									
Sigaba Sekusebenta	Libanga	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025	
		%	No	%	No	%	No	%	No	%	No
Baphatsi labasetulu	F	0	0	0	0	0	0	0	0	0	0
Baphatsi labakhulu	E	0	0	0	0	0	0	0	0	0	0
Baphatsi labasemkhatsini	D	20.6	7	21.6	8	21.6	8	21.1	8	21.1	8
Baphatsi labaphansi	C	21.6	104	21.0	113	21.5	123	21.5	124	21.6	126
Labacecshwe kancane	B	17.4	199	14.9	211	14.6	223	14.7	231	15.2	244
Labangakacecshwa	A	14.1	84	14.2	82	14.2	86	14.6	89	14.3	87
Labasikati Kutemayini		17.5	394	16.1	414	16.0	440	16.1	452	16.4	465

Lithebula 16: Tinhloso Tekubandzakanyeka kwemaHDP Ekuphatseni

Kwehlukana eBooyisendal		Kubiketela kweHDPS									
Sigaba Sekusebenta	Libanga	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025	
		%	No	%	No	%	No	%	No	%	No
Baphatsi labasetulu	F	0	0	0	0	0	0	0	0	0	0
Baphatsi labakhulu	E	66.7	4	66.7	4	71.4	5	71.4	5	71.4	5
Baphatsi labasemkhatsini	D	52.3	34	54.4	37	54.4	37	55.1	38	55.1	38
Baphatsi labaphansi	C	73.7	482	72.7	539	73.0	573	73.0	577	73.2	583
Labacecshwe kancane	B	99.2	1141	99.0	1413	98.8	1530	98.7	1571	98.7	1603
Labangakacecshwa	A	100	595	100	578	100	607	100	610	100	609
Samba semaHDPS Laphetse		53.5	38	55.4	41	56.0	42	56.6	43	56.6	43
Samba Salabaphetse imayini		71		74		75		76		76	
Samba sebasebenti		2470		2820		3015		3067		3105	

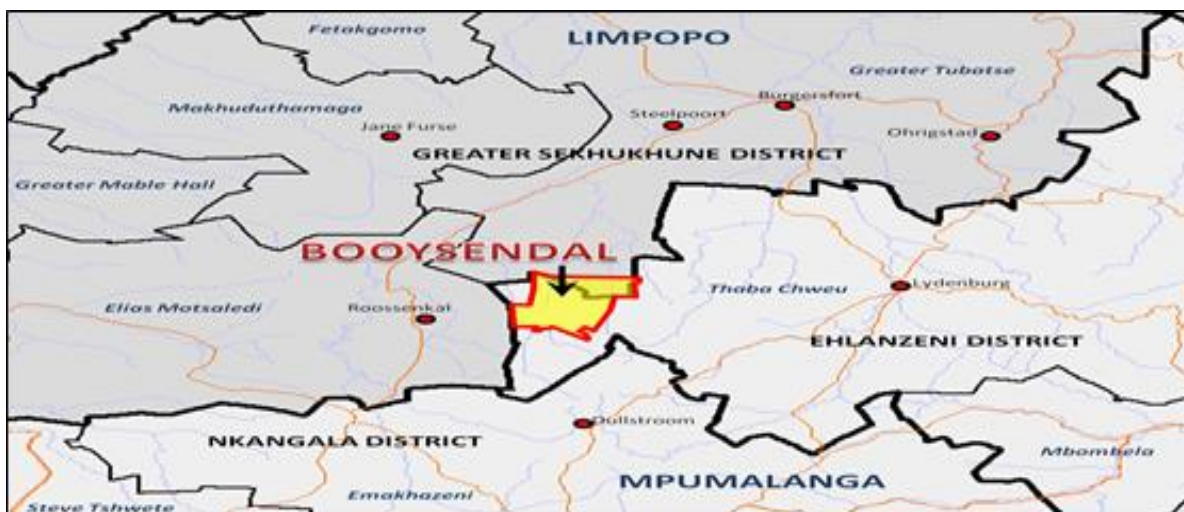
Emaphesenti (iPaterson Band) ngekwesigaba amele emaphesenti alabasikati nome emaHDP enombolweni lesamba sebasebenti ngekhatsi kulesoSigaba lesitsite Kusondzeta edvute lapho kukhonjiswe emaphesenti kungaholela ekungatsembekini kwemakhompyutha.

SIGABA 3: KUTFUTFUKISWA KWEMNOTFO WEMPHAKATSI WASEMAYINI

3.1. Lwatiso lwesisusa senhlalo netemnotfo

3.1.1 Masipalati weNdzawo e Thaba Chweu (TCLM)

Imephu Yalokucuketfwe Kwesifundza



Lesinye sendlalelo senhlalomnotfo kanye nalokwentiwako kutemnotfo lokubalulekile esifundzeni saseMphumalanga lokubudzebudvute nemisebenti. Igrafu lengetansi ikhombisa umkhuba kweswelakala kwemisebenti jikelele ngeminyaka yabo-1996, 2001 kanye na-2011. I-TCLM yayihleti kumaphesenti la-18,64 nga-1996 kantsi nga-2001 yayisetulu kakhulu kumaphesenti langema-25,12 kanye nema-20,49 ekhulwini ngemnyaka wa-2011. Kuhlatiwa kufakazela kwehla kwelizinga lekungasebenti lokusho kutsi kube nekwenyuka ngemaphesenti la-6,48 kusukela nga-1996 kuya ku-2001 futsi emkhatsini wa-2001 na-2011 igrafu ikhombisa kutsi kube nekwehla lokuchubekako ngemaphesenti la-4,63. Nga-2011 i-TCLM yahlala kumaphesenti lange-20,49 lokungasikubi kangako uma kucatsaniswa nesibalo sa-2001. Ngalwekwetayelekile kuswelakala kwemisebenti kusesetulu ku-TCLM kantsi-ke kute kuliwe naloku, indlelasu ye-LED kumele iciniswe.

Kuswelakala kwemisebenti lokwetayelekile kwelinanibantfu be-TCLM kuhlangukisa bantfu labahlukenisiwe lokungukutsi Bantfu Labakhubatekile, Labasikati Nelusha. Bantfu labakhubatekile bangeta ngeliphesenti lelingu-20,12 esigabeni lesehlukanisiwe salabakhubatekile ngemnyaka wa-2001 lelenyuke ngeliphesenti le-1,28 kusukela nga-1996

(Buka umfanekiso 10). Kungasebenti kwalabasikati kwengeta ngemaphesenti lange-28,04 lokukwehla uma kucatsaniswa nesibalo sanga-1996 (Buka umfanekiso 11) kantsi kuswelakala kwemisebenti kwelusha bekudlangile nga-2001 futsi kwehlile nga-2011. I-TCLM beyihleti ku 26,56 emaphesenti ngemntaka wa-2011. (Buka umfanekiso 12) [Caphela kutsi emaphesenti aya ngekwelinanibantfu leliphелеle lesigaba semuntfu ngamunye lohlukanisiwe hhayi ngekwelinanibantfu le-TCLM].

3.1.2 Bunikati Belikhaya

3.1.2.1 Inombolo Yelikhaya

Inombolo yasekhaya ime ku-33 352 ngekwekubalwa kwebantfu kwanga-2011. Ikhombisa kukhula lokulingene uma icatsaniswa neminyaka leyengcile, nga-1996 yayiku-20 132 kantsi nga-2001 yayiku-26 818. Loku kubangelwa tici letimbalwa temnotfo letidvonsako esifundzeni. Umdvebo longentasi ubonisa lokwentekako kunombolo yemndeni.

3.1.2.2 Kukhula kwemindeni kwaminyaka yonkhe

Igrafu lengentasi ikhombisa lizinga lekukhula kwaminyaka yonkhe kwemindeni emkhatsini kwemnyaka wa-1996 kuya ku-2001 na-2007 kanye na-2011.

3.1.2.3 Imali Lengenako Yasekhaya Yemnyaka

Ngekwemdvwebo lokhonjiswe ngentasi ku-TCLM cishe emakhaya lange-7500 anemali lengenako ngemnyaka lesukela ku-R 19000 kuya ku-R38000, incenye lencane yemiti lengaba ti-10000 inesilinganisomkhatsini semali lengenako ngemnyaka lesukela ku-R 1 kuya ku-4800, lokungenani imiti le-32000 lenesilinganisomkhatsini semali lengenako lengu R 76400 kuya ku 153 000 kanye nelicembu lelincane kakhulu lemindeni lelinemali lengenako ngemnyaka lengetulu kwesigidzi lesingaba ngu-77.

3.1.2.4 Simo Setemphilo

Tinsita tetemphilo njengamanje tingumsebenti weLitiko Letemphilo lesifundza. Lichaza lelibanjwa ngmasipalati wendzawo kufeza tidzingo kanye nekucondzisa sibito lesinjalo nekukhula kwesibalo sebantfu kanye netinhlelo temkhakha wabo ikakhulukati emathulusi enchubomgomo yekuhlela indzawo. Litiko lesifundza linemtfwalo wemfanelo wekuletsa kanye nekuniketa ngetinsita tetemphilo ngendlela ledzingeka ngayo ngekwetitatimende letishiwo ngenhla endzaweni yamasipala lengaphansi kwawo. Ngako-ke, tinsita letifana nemitfolamphilo kanye nemitfolamphilo lebomahambanendlwana tingahlanganiswa ngalokuphephile ngaphakatsi kwematiko netinhlelo letifanele ze-TCLM.

Kwanyalo kuneTibhedlela letintsatfu (03) ku-TCLM: sinye siseSabie, sinye eLydenburg kanye nayinye eMatibidi kanye nemitfolamphilo lemitsatfu eMatibidi, eMashishing naseSabie. Samba semitfolamphilo lebomahambanendlwana lesebenta endzaweni yamasipala ayikeneli kutsi inganielisa sidzingo semphakatsi. Loku kuvame kutfolakala emapulazini nasetindzaweni tasemaphandleni nasetigodzeni kodwa kunetindzawo letisadzinga kakhulu imitfolamphilo lebomahambanendlwana.

3.1.2.5 Timbangela Tekufa

Kute ucondze ngalokucacile letimbangela tekufa kubalulekile kutsi ucale ubuyekete lwatiso loluhlobene loluvamise kufaka sandla kuloko sib. kusabalala kwe-HIV/AIDS, kufinyelela ekunakekelweni kwetemphilo kanye nesimo senhlokomotfo ngekhatsi kwe-TCLM njengobe loku kunemtselela locondzile eticini letifaka ligalelo kutimbangela tekufa sib. imbangela leselizingeni lelisetulu sifo sesifuba, loku kuchumene ngco nekufinyelela etinsiteni tetemphilo njengetibhedlela nemitfolamphilo, lokunye luhlobo lekuhlaliswa kwebantfu kanye nekutfolakala kwabo kutitfutsi temphakatsi kuchumene nemazinga etenhlokomotfo ikakhulukati etindzaweni tasemaphandleni nasemapulazini ngobe bantfu labanyenti kuleto tindzawo baphila ngaphansi kwemazinga ebumphofu futsi bakutfolakala kumatima kutfolakala titfutsi temphakatsi kute bafinyelele etikhungweni tetemphilo.

I-TCLM iyatati letinsayeya futsi titocatululwa ngalesikhatsi sekubuyeketwa kwekutfutukiswa kwendzawo yamasipala (SDF) lokutophindze kubukane nekudidiyelwa kwendzawo. Letinye tinchubomgomo letibalulekile kubukana netinsayeya tihlanganisa luhlelo/inchubomgomo

Yesahluko Setetindlu kanye netinsita tetemphilo letimasathelaythi tesikhashana. I-TCLM ngekubambisana nesifundza (Litiko Letemphilo) yenta umehluko lomkhulu kuto tonkhe tindzawo letitsintsekile tasemaphandleni nasemapulazini kwamasipala. Lithebula lelilandzelako letfula timbangela tekufa letilishumi letisetulu (10) ku-TCLM

Lithebula 17: Timbangela tekufa

Inombolo. (Lizinga)	Timbangela	Linani lalabafako
1	Sifuba (A15 – A19)	188
2	Umkhuhlane kanye nenyumoniya (J09 – J18)	140
3	Tifo letitsatselanako tematfumbu (A00- A09)	99
4	Letinye timbangela tangaphandle tekulimala ngengoti (W00 – X59)	98
5	Letinye tinhlobo tesifo senhlitiyo(I30 – I52)	59
6	Sifo sashukela i-mellitus (E10 – E14)	55
7	Tifo letiphatselene nengcondvo (I60 – I69)	54
8	Tifo semfutfo wengati losetulu (I10 – I15)	47
9	Kuphazamiseka lokutsite lokubandzakanya emasosha emtimba (D80-D89)	35
10	Sifo senhlitiyo i-Ischaemic (I20 – I25)	25

* Kutsetfwe ku-: Stats SA 2011

3.1.2.6 Kusabalala kwe-HIV kulabasikati labatetfwele labaneminyaka lesemkhatsini kwa-15-49

Igrafu lengentasi ikhombisa inkhambiso lemelene nekubeleka ku-TLCM.

Kutseleleka nge-HIV kuholela ku-AIDS. Ngaphandle kokwelashwa, silinganiso sekuphila kusukela ngalesikhatsi sekutseleleka cishe minyaka lexisishiyagalolunye. Kufinyelela ekwelashweni kubaluleka kakhulu kute kuliwe nalolubhubhane. Lithebula lelingenhla letfula kusabalala kweHIV kulabasikati labaneminyaka lesemkhatsini wa-15-49. Ngekwetibalo letingenhla ngemnyaka wa-2009 lizinga lekutfolakala kwetifo lalikumaphesenti lange-30,20 kantsi nga-2010

lalikumaphesenti lange-39,70; sibalo sikhombisa kwandza kwabhubhane ku-TCLM. Etifweni letibomashayabhuze letetayelekile (letivamise kwandza ngemaphesenti langetulu kwa-1 kulabasikati labatetfwele), lizinga lekutseleleka kwalabasikati labakhulelwe lifana nelinani leliphelile lebantfu labadzala. Ngako-ke, inkhomba isilinganiso sekusabalala kwalolubhubhane. Ezingeni leliphansi futsi letingubhubhane letigcilele, kusabalala kwe-HIV kulandzelelwa ngemacembu lasengotini lenkhulu etindzaweni letinjalo.

3.1.2.7 Tinhlelo kanye neticondziso teMklamo

Kunema-KPA lasihlanu lamakhulu lapho bomasipala bendzawo kudzingeka kutsi basebente kuloku:

- Kubusa Lokukahle kanye Nekuhlanganyela Kwemphakatsi
- Luntjintjo lwamasipala kanye nekutfufukiswa kwenhlangano
- Sakhiwonchanti Lesisisekelo kanye Nekuletfwa Kwetinsita
- Kutfufukiswa Kwemnotfo Wasekhaya
- Kusebenta Kutetimali Kamasipala Nekuphatfwa
- Kuhlelwa kwendzawo neTizatfu

Yonkhe imikhakha nome tinhlelo letinkhulu takamasipala kanye nalabanye labatsintsekako kumele tihambisane futsi/nome tatiswe nguloku lokulandzelako:

- Kutibandzakanya kwemphakatsi kanye netidzingo tawo letibalulekile,
- Tindzawo letibonakala ngekugcwala kwebumphofu njengobe kufakazelwa ngumbiko we-CENSUS ya-2011 we-TCLM,
- Tinhlelo netinhlelo taVelonkhe, tesiFundza netesifundza,
- Inkhulumo Lechaza Bunjalo Belive Nenkhumo Yesimo Sesifundza,
- Imiphumela yahulumende le-12 (litiko ngalinye kufanele litfole ema-KPA alo kule miphumela)
- Ema-KPA layisishiyagalolunye (09) eKhomishani Yekuhlela Kwavelonkhe (Umbono Wavelonkhe 2030)

3.1.2.8 Imisebenti Lebalulekile Yetemnotfo Ezingeni Lesifundza

IMphumalanga inemnotfo wesifundza wesine ngebukhulu eNingizimu Afrika, losekelwe kakhulu emitfonjeni yemvelo lenotsile yendzawo. Imisebenti lemikhulu yetimboni neyekukhucita eMphumalanga ihlanganisa insimbi, lokwentiwa ngensimbi, insimbi lengatfombi, emakhemikhali aphethiloli kanye nemikhucito yemakhemikhali, imikhucito yetekulima, tekuvakasha, timayini, kuphehlwa kwagezi, tingodvo nemikhucito yetinkhuni kanye nekulungiswa kwekudla.

3.1.2.9 Imiklamo yeLED neSabelomali

Sabelomali lesiphelele se-LED sesiphotfuliwe ngalokusekelwe kuloko lokutfolwe elucwaningweni lolusisekelo lwenhlalomnotfo ngekhati kwemikhawulo yekuba nekwenteka kwetimali tephrojekthi. INkampani itibophelela ekuniketweni kwetimali lokudzingekako ngekweMtsetfonchubo 46 (e) ii eSigabeni 5. Lithebula le-8 liniketa inkhomba yemnikelo lohleliwe weNkampani mayelana ne-LED ngekutibophelela lokuphelele kwetigidzi leti-R16 eminyakeni lesihlanu, kodwa manje emkhatsini weminyaka lemibili kute kube sekupheleni kwa-2020.

3.2 IMISEBENTI LEMCOKA YETEMNOTFO

3.2.1 Kutibandzakanya Kwalabatsintsekako

Kusimama kwemisebenti yetimayini kuncike ekhonweni lebaphatsi betimayini kanye nebasebenti endleleni labachumana ngayo nemphakatsi kanye nabo bonkhe ebabambilichaza labatsintsekako labahlala edvute kwemayini. Endzabeni ye-Booyse dal, inkampani itsintsane futsi yakhulumisana kabanti nalabatsintsekako futsi njengencenye yekutfufukiswa kwaloluHlelo Lwetenhlalakahle Netebasebenti buka Sijobelelo sesi-2 njengebufakazi bekutsintsana nemphakatsi. Loku kwentelwa kutfufukisa budlelwane nalabatsintsekako kanye nesitfunti senkampani. Kubandzakanya lokuhlanganisa labatsintsekako kusekela sichamkelo setfu sekucinisekisa kutsi siyawahlonipha emalungelo ebantfu futsi sisabela ekukhatsatekeni/etikhalweni kwalabatsintsekako emiphakatsini lesisebenta kuyo nalapho umsebenti wetfu uvela khona. Loku kungulenze yetintfo letibalulekile temisebenti yeteoMnotfo njengobe kusebentelana lokuncono nalabatsintsekako kuholela esimeni sekutinta lapho timayini tingenteka khona ngendlela lephumelelako.

3.2.2 Kukhulisa Temnotfo kweSMME

Emalunga emphakatsi atawuhlomula ngematfuba ekutfufukisa umphakatsi lasetjentiswako kanye nematfuba emisebenti ngalesikhatsi sekucaliswa kwemiklamo ye-LED eminyakeni lemibili letako nangekutfufukiswa kwetebasebenti nekuceceshwa kwemakhono. Kutfufukiswa kwemabhizinisi lamancane, lamancane ngalokusemkhatsini (emaSMME) emsebentini wekwemba ngalokwetayelekile kungumphumela wemvelo wemisebenti yekucala yetimayini. Umsebenti wema-SMME awukwati kubiketelwa ngalokunembako, kodvwa bukadzebone bubonise kutsi imisebenti lefana nekunakekela bantfwana, tekutfutsa, kuniketwa kwekudla nemphahla kanye nekutsengisa kungalindzelwa kutsi kwenteke. Kungahle kube liciniso kuloku njengobe imayini itokwakha umgwaco ngekhati eLydenburg, ilungise tikolwa letimbili futsi yakhe umtfolamphilo ngekubambisana neLitiko Letemphilo laseMphumalanga.

3.3 Umtselela Lomubi Wekusebenta Kwetimayini endzaweni

Imitselela lengaba khona ifaka kungena/gcwala kwebantfu kanye nekutfufukiswa kwemijondolo. Kwengeta, emandla lakhona ekuwa kancane kwemnotfo wendzawo lbudzebudvute levalelekile.

I-Booyse dal Platinum (PTY) Ltd isungule Iforamu Yekucocisana Nalabatsintsekako lapho kukhulunyiswana khona ngetindzaba temijondolo futsi kungakhutsatwa. Imayini iphindze ibe neluhlelo lwetindlu lolukhutsata bunikati betindlu. I-Booyse dal Platinum (PTY) Ltd itibandzakanya neForamu Yekuvimbela Bugebengu Emayini kanye ne-SAPS. Kulenkundla kudzingidvwa tindzaba letitsintsa imijondolo.

Titsikameto tomgwaco kanye nekuhamba kwetimoti emgwacweni, kuvuleleka kwemphakatsi esiminyaminyeni setimoti emigwacweni lengalungiswa kahle kungaba yingozi. I-Booyse dal Platinum (PTY) Ltd inikele ngemali esikhwameni seMali Yekugcinwa kweMigwaco lesisungulwe timayini tendzawo kute sinakekele imigwaco. Loku kutogcinwa njengobe kubalulekile emayini.

Emathuna kanye nekutsimkameteka kwesimondzawo kungenteka ngenca yemisebenti yetimayini. I-Booyse dal Platinum (PTY) Ltd ibiyele onkhe emathuna asendzaweni futsi nge-

EMP igcina wonkhe umhlaba lotsikametekile. KuKhetfwe sonkontileka lonakekela simondzawo lotinikele ekugcineni imvelo futsi loku kutawuchubeka.

3.3.1 Tinzuzo Leticatsaniswako Netekuncintisana Temnotfo Wasendzaweni

Kwehliswa lokwengetiwe kwelizinga lokweswelakala kwemisebenti kutawuncika ekungeneleleni lokuphumelelako kwetikhungo temkhakha wahulumende kute kube lula kuhlukahluka kwemkhakha wetemnotfo ngecutfutukiswa kwekuncintisana kweligcogco letinchubo tekukhicita. Loku kusho kutfutukiswa kwemkhakha wetekukhicita nekuhweba kute kuniketwe ngetintfo letibalulekile eluchungachungeni lekuphakela kwetimayini bosomabhizinisi basekhaya. Kuphindze kusho kutfutukiswa kwemacele ngendlela yekwakha kanye nekuvuselelwa kwelidolobha. Lendlela yekusebenta ihambisana neluHlelo Lwekukhula Nekutfutukiswa Kwekucashwa KwaseMphumalanga.

Tinsayeya letetayelekile letibukene nekutfutukiswa kwemnotfo:

- Kuphuma/ kulahlekelwa ngulabane/ kwemakhono.
- Lizinga lelisetulu lekungafundzi.
- Lack Kushoda kwesakhiwonchanti yetekulima kanye nekutfutukiswa kwetekuvakasha.
- Kuhamba nekutfutsela kulelinye live
- Lizinga lelisetulu le-HIV/AIDS..

3.3.2 Kutfutukiswa Lokubalulekile kanye Netindlelasu tamasipala wendzawo wase-Thaba Chweu- IDP

3.3.2.1 Kukhula Kwemnotfo, Kutfutukiswa Nekudalwa Kwematfuba Emisebenti

- Imiphumela lelindzelwe:

Intfutuko kufanele igcile kubantfu hhayi simo lesichutjwa nguhulumende lapho imiphakatsi itfolo tinsita tahulumende. Kwakha kuchuma lokukhulako kuto tonkhe takhamiti, imisebenti lesimeme kanye nekwenza imali lengenako kanye nekusatjalaliswa lokuncono kwemcebo, kusisekelo setinsayeya tamasipala. Kute kucinisekiswa lenhloso, kubalulekile kutsi bantfu

babambe lichaza emnotfweni lotayelekile wesifundza kanye nekutfufukiswa nenhlalo yemphakatsi. Loku kutawucinisekisa kutsi imiphakatsi yesifundza iyincenye yekuletfwa kwetidzingo njengebantfu labakhutsele.

- Tindhlelo letibalulekile:
 - Emkhatsini wetindhlelo letitokweniwa kulomsebenti kunaleti:
 - Kutfufukiswa Kwemabhizinisi Nebaphakeli Bemphahla.
 - Kutfufukiswa Kwetekulima.
 - Kutfufukiswa Kwetekuvakasha.
 - Kutfufukiswa Kwetimayini.
 - Kumaketha.
 - Kuheha Kutjalwa Kwetimali.
 - Tindhlelo Letinwetjiwe Yemisebenti Yemphakatsi.
 - Kutfufukiswa Kwemakhono Ebantfu.

3.3.2.2 Kufinyelela Etinsiteni Letisisekelo kanye Nesakhiwonchanti

- Imiphumela lelindzelwe:

Kuniketwa kwesakhiwonchanti nako kudlala indzima lebalulekile ekutfufukisweni kwetindhlelo netemnotfo emiphakatsini. Tindzawo letingenako kufinyeleleka kutakhiwonchanti tibukene nelizinga lelisetulu lebuphuya kantsi labo labakwatiko kungena baphila kahle. Kungabikhona kwesakhiwonchanti sanome nguluphi luhlobo lwetinsita kwenta emazinga ebuphuya emiphakatsini abe mabi kakhulu njengobe kutsikameta intftfuko.

 - Ngako-ke masipala ubukene netinsayeya letimbili kule ndzawo:
 - Kwekucala ludzaba lokwelula kufinyelela kwetidzingonchanti tamasipala (emanti, kutfufwa kwelindle, gezi, nekutfufwa kwensila/dodi) emiphakatsini lekwatiko kufinyelela kuyo.
 - Indzaba yesibili imayelana nekuniketwa kanye nekugcinwa kahle kwesakhiwonchanti kanye netinsita endzaweni yamasipala.

- Tindhlelo letibalulekile::
 - Ngekwabomacala phambili masipala utawutfukisa letindhlelo letilandzelako:
 - Luhlelo lwetinsita letisisekelo tamahhala.
 - Kufinyelela kwetinsita tamasipala etindzaweni.
 - Kuphakelwa nekugcinwa kwetinsita temanti.
 - Kususwa Kwemfucuta leCinile.
 - Kuphakelwa kwagezi.
 - Tekutfutsa.
 - Imigwaco
 - Kulawulwa kwemanti etikhukhula

3.3.2.3 Kutfutukiswa Kwemphakatsi kanye Nekubumbana Kwemphakatsi

- Imiphumela lelindzelwe:
Kutfutukiswa kwemphakatsi kuyinsayeya lenkhulu masipala labukene nayo emitameni yekwakha umphakatsi lotintile nalobumbene.

3.3.3 Tindzawo letitfumela basebenti etifundzeni

Lithebula 18: Emadolobha Ekusingatsa

Lidolobha/Kuhlaliswa	Masipalati Wesigodzi	Masipalati Wasekhaya	Sifundza
Tindzawo lekugcilwe kuto kwanyalo			
Mashishing	Ehlanzeni	Thaba Chweu	Mphumalanga
Tindzawo lekugcilwe kuto letibanti			
Jane Furse	Sekhukhune	Makhuduthamaga	Limpopo
Roosenekal	Sekhukhune	Elias Motsoaledi	Limpopo
Ngwaabe/steelpoort	Sekhukhune	Fetakgomo-Tubatse	Limpopo
Tindzawo Letitfumela basebenti			
Ngwaabe/steelpoort	Sekhukhune	Fetakgomo-Tubatse	Limpopo
Roosenekal	Sekhukhune	Elias Motsoaledi	Limpopo
Mashishing	Ehlanzeni	Thaba Chweu	Mphumalanga

3.3.4 Tindzawo Letitfumela basebenti

Sici lesibalulekile setindzawo tebasebenti kutsi tineminotfo lemincane lokusho kutsi nome ngukuphi kutfutukiswa kwetimayini kutawuba nemtselela lomkhulu emnotfweni; kodvwa futsi, kutsi umnotfo wekutiphilisa usendzaweni lenkhulu, locinisekisa kuhamba uphume endzaweni lokunemandla.

3.3.5 Umtselela weBooyesendal Platinum (Pty) LTD kuTenhlalomnotfo

Ngaphandle kwematfuba emisebenti ahlala siphelane, adaleke ngco kutoba naleminye imisebenti yabosomabhizinisi. Ngalesikhatsi semayini, bosonkontileka netimboni tetinsita esifundzeni batawuhlomula emisebentini yetimayini. Loku kutawuba nemtselela lomubi kubaphakeli betimphahla netinsitakalo kuletinye tindzawo telive.

Nanome indlela yekubhadalwa kwemaholo ngekwako kuyinkhomba lebalulekile yenzuzo yetemnotfo emphakatsini, kugcinwa kwalendlela yekubhadalwa kwemaholo lokwenta empheleni umtselela wetemnotfo uphelele. Sibonelo, ngalesikhatsi kugeleta kwemaholo kungahle kubikwe edolobheni lasendzaweni nome endzaweni, imali isetjentiswa etikhungweni tetintsengiselwano letinkhulu letisekudzeni nome ngaphandle kwemphakatsi wasetimayini. Kucatjangelwa futsi kutsi labahola imali lesetulu e-Booyesendal bahlala etikhungweni tetensengiselwano letinkhulu, nabo batawuzuzwa ekusetjentisweni kwemaholo lokukhulu. Imitselela yetemnotfo lebanti (nome tiphindzaphindzi) ibaluleke njengetibalo tekuncika kwetemnotfo njengenzuzo yendzawo. Ngako-ke kufanelekile kulinganisa kusatjalaliswa lokungiko kwenzuzo yetemnotfo ngale kwendzawo yekuhlala longumsebenti wasetimayini.

Umsebenti wetfu utfolakala edvute nemiphakatsi lenemazinga laphansi ekutfutukiswa kwenhlalakahle yetemnotfo. Ngako-ke, kuba khona kwetfu lapho kusho kutsi sinisibopho lesikhetsekile sekuphakamisa nekuletsa kuchuma emiphakatsini lesingetse. Lenye yetinjongo letibalulekile teMculu Wetimayini kukhutsata inhlalakahle kanye netenhlalakahle temnotfo emiphakatsini lehlala edvute kwetimayini nome etindzaweni letitfumela basebenti. Lokubalulekile ekucocisaneni nemiphakatsi kwe-Booyesendal kanye nemsebenti wentfutuko kwakhiwa, nge kubambisana, kwetinhlelo tentfutuko letididiyelwe talemiphakatsi. Loku kufaka

kwesekwa ekuniketweni kwesahiwonchanti, kuceceshwa nekutfufukiswa kwemakhono, kutfufukiswa kwemabhezini kanye nekutsengwa kwemphahla lokukhetsekile.

3.3.7 Tinhlelo Tekutfufukisa umnotfo Wendzawo

Imitamo yetemnotfo yemphakatsi neyendzawo ye-Booyendal Platinum (PTY) Ltd igcile kakhulu ekuniketweni kwekukhucita imali ngekucashwa, ngetinhlelo tetinchubo tekuphakela, sakhiwonchanti lesisisekelo, imfundvo, kanye netinhlelo letihlobene netemphilo. I-Booyendal Platinum (PTY) Ltd ikholelwa nasekutsini imiklamo/emaphrojekthi lewasekelako kufanele abe nemteelela enanini lelikhulu lemalunga emphakatsi.

3.3.8 Kubandzakanyeka etinhlelweni tentftfuko lokuhlanganisiwe

I-Booyendal Platinum (PTY) Ltd itibandzakanya neForamu Yendzawo Yetemnotfo neNtfufuko kuMasipala Wendzawo wase-Thaba Chweu, Umhlangano Weluhlelo Lwentfufuko Loluhlanganisiwe laMasipala.

.

3.4 Imiklamo yesakhiwonchanti kanye nekucedvwa kweBuphuya

Sabelomali lesiphelele se-LED sesiphotfuliwe ngalokusekelwe kuloko lokutfolwe elucwaningweni lolusisekelo lwenhlalomnotfo ngekhatshi kwemikhawulo yekuba nekwenteka kwetimali temklamo/tephrojekthi. INkampani itibophelela ekuniketweni kwetetimali lokudzingekile ngekweMtsetfonchubo 46 (e) ii eSigabeni sesi-5 nangentasi iniketa inkhomba yemnikelo lohleliwe weNkampani mayelana ne-LED lenesibopho lesiphelele se-R 47 000 000 eminyakeni lesihlanu.

3.4.1 Imisebenti Lebalulekile Yetemnotfo kanye Nekuhlanganyela Kwalabatsintsekako

Kusimama kwemisebenti yetimayini kuncike ekhonweni lebaphatsi betimayini kanye nebasebenti endleleni labachumana ngayo nemphakatsi kanye nabo bonkhe babambichaza labatsintsekako labahlala edvute kwemayini. Endzabeni ye-Booyendal, inkampani yente

kucocisana kabanti nalabatsintsekako futsi kucocisana kwentiwa njengencye yekutfufukiswa kwaloluHlelo Lwetenhlalakahle Netebasebenti. Loku kwentelwa kutfufukisa budlelwane nalabatsintsekako kanye nesitfunti senkampani. Kubandzakanya labatsintsekako lokubandzakanya konkhe kusekela sichamkelo setfu sekucinisekisa kutsi siyawahlonipha emalungelo ebantfu futsi sisabela ekukhatsateni labatsintsekako emiphakatsini lesisebenta kuyo nalapho umsebenti wetfu uvela khona. Loku kungulenywe yetintfo letibalulekile temisebenti yetemnotfo njengobe kusebentelana lokuncono nalabatsintsekako kuholela esimeni lesitintile lapho timayini tingenteka khona ngendlela lephumelelako.

3.4.2 Kutfufukiswa Kwetemnotfo Kwema-SMME

Emalunga emphakatsi atawuhlomula ngematfuba ekutfufukiswa kwemphakatsi atawucalwa kanye nematfuba emisebenti ngesikhatsi sekucaliswa kwemiklamo ye-LED eminyakeni lesihlanu letako nangekutfufukiswa kwetebasebenti nekuceceshwa kwemakhono. Kutfufukiswa kwemabhizinisi lamancane, lamancanengalokusemkhatsini (emaSMME) emsebentini wekwemba ngalokwetayelekile kungumphumela wemvelo wemisebenti yekucala yetimayini. Umsebenti wema-SMME awukwazi kubiketelwa ngalokungiko cobo, kodwa bukadzebona bubonise kutsi imisebenti lefana nekulima, kutfufukiswa kwesakhiwonchanti, kuniketwa kwenzawo lephephile yemphakatsi kungalindzeleka kutsi kwenteke.

3.4.3 Imiklamo Yekutfufukiswa Kwemphakatsi

Lithebula 19: LED/ Imiklamo Yekutfufukiswa Kwemphakatsi

#	LIGAMA LEMKLAMO	2021	2022	2023	2024	2025	SAMBA
1	Kwakhiwa kabusha kwemgwaco iSecond (uya eMashishing High School)	R 0	R0	R 10 000 000	R 5 000 000	R 0	R 15 000 000
2	Kulungiswa kabusha kwesikhungo lesikhulu sekuhambisa lindle	R 0	R 0	R7 000 000	R 4 000 000	R 1 000 000	R 12 000 000
3	Kutfufukiswa Kwemphakathi Wasemaphandleni Ema-SMME	R 0	R 3 000 000	R 1 000 000	R 0	R 0	R 4 000 000
4	Kufakwa kwelityela kwe Berg Street	R 6 000 000	R 0	R 0	R 0	R 0	R 6 000 000
5	Kufakwa kwelityela kweDe Clerc Street		R 5 000 000	R5 000 000			R 10 000 000
	Samba	R 6 000 000	R 8 000 000	R 23 000 000	R 9 000 000	R1 000 000	R 47 000 000

CAPHELA: Lithebula Lelengihla limelele yonkhe imiklamo letokweniwa yi-Booyse dal iminyaka lesihlanu letako (2021 - 2025) njengekutibophelela lokwenziwe yimayini. Sesisonkhe sabelomali salomsebenti singu-R47 million.

Lithebula 20: Umklamo 1 Wekutfutukiswa Kwemphakatsi

Ligama Lemklamo:	Kwakhiwa Kabusha kwe Second Street eMashishing			Umklamo Wesakhiwonchanti (Imigwaco)			
Sisusa	Ngemuva kwenchubo lendze yekucocisana netikhulu taMasipala Wendzawo yase-Thaba Chweu letivela eTikweni Wekutfutukiswa Kwemnotfo Wendzawo (LED) kanye Nelitiko Leluhlelo Lwentfutuko Ledidiyelwe (IDP), masipala ucele imayini kutsi isite ekwakhiweni kabusha/ekucalweni kabusha kwemigwaco lengenela elokishini laseMashishing. Simo semgwaco sibi futsi sidzinga kunakwa masinyane. IMashishing kanye neLydenburg inesakhiwonchanti lesidzala lokufaka nemigwaco, kantsi lena nguleminye lembalwa ledzinga kunakwa. Loluhlelo lutokwenta ncono kakhulu kufinyelela esikolweni futsi lusite umphakatsi waseMashishing wonkhana.						
Indzawo Yemklamo ngekewejiyografi	Masipala Wesigodzi Municipality: Ehlanzeni	Masipala Wendzawo: Thaba Chweu Local Municipality	Ligama Lesabelo: Mashishing	Lusuku Lwekucala Umklamo: Kholwane 2023		Lusuku Lwekucedza Umklamo: iNgongoni 2024	
Umphumela	Indzawo Yekusebenta Lebalulekile: Kudvweba, kwakha, kucedvwa, bese kudluliselwa ku-TCLM	Inkhomba yekusebenta lengukhiya: Kucedvwa nekuniketelwa kwemklamo ku-TCLM	Libhizinisi lelinemtfwalo wemfanelo (lokuhlanganisa bonkhe lababamba lichaza): iBooyse dal ihlanganyele naMasipala	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Sabelomali: R 15 000 000
Kubekwa Kwemisebenti Ngekwesigaba	Linani lemisebenti letawudaleka:	Labadzala Labadvuna:	Labadzala Labasikati:	Labasha Labadvuna:	Labasha Labasikati:	Samba:	Emavana:
Sikhashana	30	20	10	30	10	30	
Sikhatsi Lesisemkhatsini							
Sikhatsi Lesidze							
Labatozuza kulomklamo kutawuba bahlali baseMashishing kanye netikolwa Uma sekucedziwe imayini itawuniketa ngalokusemtsetfweni lomklamo kuMasipala wendzawo wase-Thaba Chweu							

Lithebula 21: Umklamo 2 Wekutfutukiswa Kwemphakatsi

Ligama Lemklamo:	Refurbishment of main sewer plantUkulungiswa kabusha kwesikhungo esikhulu sokuhambisa indle			SMME Development project Iphrojekthi yokuthuthukisa ama-SMME			
Sisusa	Sikhungo lesikhulu sekuhambisa lindle e-Lydenburg/Mashishing sesisesimeni lesibi kakhulu iminyaka lembalwa manje futsi sibeka engcupheni lenkhulu enhlalakahleni yawo wonkhe umphakatsi. Luhlelo lwendle alukho esimeni sekusebenta njengobe njengamanje liphumela emfuleni losedvute. Loku kunemtselela lomubi endzaweni lemadvutane, tilwane tasendle, nakubantfu. Ngenca yebukhulu baloluhlelo, masipala ucocisana naletinye timayini letibomakhelwane kutsi tingene nato titosita.						
Indzawo Yemklamo ngekwelijoyografi	Masipala Wesigodzi Municipality: Ehlanzeni	Masipala Wendzawo: Thaba Chweu Local Municipality	Ligama Lesabelo: Mashishing	Lusuku Lwekucala Umklamo: Kholwane 2023		Lusuku Lwekucedza Umklamo: iNgongoni 2024	
Umphumela	Indzawo Yekusebenta Lebalulekile: kulungiswa kabusha kwendzawo yekutfutwa kwelindle lekhona	Inkhomba yekusebenta lengukhiya: Kucedvwa nekuniketwa kwemklamo ku-TCLM	Libhizinisi lelinemtfwalo wemfanelo (lokuhlanganisa bonkhe lababamba lichaza): iBooysendal ngekubambisana naMasipala	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Sabelomali: R 12 000 000
Kubekwa Kwemisebenti Ngekwesigaba	Linani lemisebenti letawudaleka:	Labadzala Labadvuna:	Labadzala Labasikati:	Labasha Labadvuna:	Labasha Labasikati:	Samba	Emavana:
Sikhashana							Samba selinani lemisebenti sitawuncunywa kwesekwa kwaletinye timayini nekungenelela kwako.
Sikhatsi Lesisemkhatsini							
Sikhatsi Lesidze							
Labazuzako kulomklamo kutoba ngibo bonkhe labahlala eLydenburg/Mashishing							

Lithebula 22: Umklamo 3 weKutfufukiswa kweSMME

Ligama Lemklamo:	Farm Community SMME Development Ukuthuthukiswa Komphakathi Wasemapulazini Ama-SMME						
Sisusa	O						
Indzawo Yemklamo ngekejiyografi	Masipala Wesigodzi: Ehlanzeni	Masipala Wendzawo: Thaba Chweu Local Municipality	Ligama Lesabelo: Ga-Choma	Lusuku Lwekucala Umklamo: 2022		Lusuku Lwekucedza Umklamo: 2023	
Umphumela	Indzawo Yekusebenta Lebalulekile: Chasa ema-SMME lamasha nalasavele akhona	Inkhomba yekusebenta lengukhiya: Sinyatselo lesiyimphumelelo sekucala nekweluleka ema-SMME lasihlanu langachuba emabhizinisi awo ngemphumelelo.	Libhizinisi lelinemtfwalo wemfanelo (lokuhlanganisa bonkhe lababamba lichaza): Booyse dal	Tikhatsi tekota kanye nemnyaka Kubuka bungiko balozuzako	Tikhatsi tekota kanye nemnyaka Kusayinwa kweMOA	Tikhatsi tekota kanye nemnyaka Kucaliswa	Sabelomali: R4 000 000
Kubekwa Kwemisebenti Ngekwezigaba	Linani lemisebenti letawudaleka:	Labadzala Labadvuna:	Labadzala Labasikati:	Labasha Labadvuna:	Labasha Labasikati:	Samba	Emavana:
Sikhashana							
Sikhatsi Lesisemkhatsini	5	0	0	5	5	5	
Sikhatsi Lesidze	20	0	0	15	5	20	
Uma sekucedziwe imayini itawuniketa ngalokusemtsetfweni kubazuzi lababukwe ngebungiko							

Lithebula 23: Umklamo Wokuthuthukiswa Kwemphakathi 4

Ligama Lemklamo:	Kufakwa kwetiyelela kweBerg Street			Umklamo wesakhiwonchanti Semigwaco			
Sisusa	Kulungiswa kwemgwaco lobitwa ngeBerg Street eMashishing sekuphendvuke sidzingo kuMasipala waseThaba Chweu, loku kungemuva kwekuba simo semigwaco yaseMashishing sibe sibi ngekuhamba kweminyaka futsi kudzingeka kungenelela. Kucala kwalomsebeni kutoba ngekota yekucala ya-2021, kantsi kulindzeleke kutsi kucashwe bantfu bendzawo labange-50, lokufaka labasikati lusha, ngalesikhatsi kwakhiwa lomklamo. Kucedvwa kwalomklamo kutawucinisekisa kutsi imiphakatsi itfolo imigwaco lefanele futsi nemabhizinisi atawuzuza ekwakhiweni kwemgwaco, njengobe kuhamba kwetimoti kutoba ncono endzaweni.						
Indzawo Yemklamo ngekewejiyografi	Masipala Wesigodzi: Ehlanzeni	Masipala Wendzawo Thaba Chweu Local Municipality	Ligama Lesabelo: Lydenburg	Lusuku Lwekucala Umklamo: June 2021		Lusuku Lwekucedza Umklamo: November 2021	
Umphumela	Indzawo Yekusebenta Lebalulekile: Kwakhiwa kwe-Berg Street kute kucedvwe bese kudluliselwa ka-TCLM. Dizayina imidvwebo yemigwaco, tfolo kugunyatwa komklamo kubabambilichaza labafanelekile	Inkhomba yekusebenta lengukhiya: Kucedza nekuniketa umklamo kuMasipala wenzawo eThaba Chweu	Libhizinisi lelinemtfwalo wemfanelo (lokuhlanganisa bonkhe lababamba lichaza): iBooysendal ngekubambisana naMasipala	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Budget: R6 000 000
Kubekwa Kwemisebenti Ngekwesigaba	Linani lemisebenti letawudaleka:	Labadzala Labadvuna:	Labadzala Labasikati:	Labasha Labadvuna:	Labasha Labasikati:	Samba	Emavana:
Sikhashana							
Sikhatsi Lesisemkhatsini	30	0	0	20	10	30	
Sikhatsi Lesidze							
Uma sekucedziwe umklamo utawuniketwa iTCLM							

Lithebula 24: Umklamo 5 weKutfutukisa Umphakatsi

Ligama Lemklamo:	Kufakwa kwetiyela kweDe Clerc Street			Umklamo wesakhiwonchanti Semigwaco			
Sisusa	Kulungiswa kwemgwaco lobitwa nga-De Clercq Street eMashishing sekuphendvuke sidzingo kuMasipala wase-Thaba Chweu, loku kungemuva kwekuba simo semigwaco yaseMashishing sibe sibi ngekuhamba kweminyaka futsi kudzingeka kungenelela. Kucala kwalomklamo kutoba ngekota yekucala ya-2022, kantsi kulindzeleke kutsi kucashwe bantfu bendzawo labange-30, lokufaka labasikati lusha, ngalesikhatsi kwakhiwa lomklamo. Kucedvwa kwalomklamo kutawucinisekisa kutsi imiphakatsi itfoli imigwaco lefanele futsi nemabhizinisi atawuzuza ekwakhiweni kwemgwaco, njengobe kuhamba kwetimoti kutoba ncono endzaweni.						
Indzawo Yemklamo ngekejiyografi	Masipala Wesigodzi: Ehlanzeni	Masipala Wendzawo Thaba Chweu Local Municipality	Ligama Lenzawo: Lydenburg	Lusuku Lwekucala Umklamo: INhlaba 2022		Lusuku Lwekucedza Umklamo: INgongoni 2023	
Umphumela	Indzawo Yekusebenta Lebalulekile: Kwakhiwa kwemgwaco u-De Clerc Street kute kucedvwe bese kudluliselwa ku-TCLM	Inkhomba yekusebenta lengukhiya: Kucedza nekuniketa umklamo kuMasipala wenzawo eThaba Chweu	Libhizinisi lelinemtfwalo wemfanelo (lokuhlanganisa bonkhe lababamba lichaza): iBooyesendal ngekubambisana naMasipala	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Tikhatsi tekota kanye nemnyaka Kucaphela nekuhlola lokuchubekako	Budget: R10 000 000
Kubekwa Kwemisebenti Ngekwesigaba	Linani lemisebenti letawudaleka:	Labadzala Labadvuna:	Labadzala Labasikati:	Labasha Labadvuna:	Labasha Labasikati:	Samba	Emavana:
Sikhashana		10	10	10	10	40	
Sikhatsi Lesisemkhatsini							
Sikhatsi Lesidze							
Labazuzako kulomsebenti kutawuba ngibo bonkhe labahlala eMashishing kanye netindzawo letisedvute nayo. Uma sekucedziwe imayini itawuniketa ngalokusemtsetfweni lomklamo kuMasipala wenzawo wase-Thaba Chweu							

3.5 Tinyatselo Tekubukana Netimo Tetindlu Netekuhlala

3.5.1 Singeniso

Imboni yetimayini ibukene netinsayeya letinkhulu tekuhlehlisa inkhinga yemlandvo leyatiwa kabanti yetindlu kanye nekuniketa ngendzawo yekuhlala lefanele nalengabiti kubo bonkhe basebenti.

Luhlelo lwetindlu lweBooyse sendal luhloselwe kutfutukisa lizinga lemphilu yato tonkhe tisebenti ngkuniketa ngematfuba latfutukisiwe etindlu, sakhiwonchanti, kanye nemiklamo yetinsita letisisekelo. Empheleni iBooyse sendal kanye nabosonkontileka bayo labayinhloko baniketa ngeluhlu lwekukheta lwetindzawo tekuhlala letisimeme kubasebenti lokuhloswe ngato kukhutsata kuhlala lokuphephile ngeluhlelo lwebunikati betindlu kanye nekukheta indlela yekucasha lelekelelwa yinkampani ngekwetimali.

Tinkhinga tangaphandle letitobukwa ekutfutukisweni kwendlelasu yetindlu teBooyse sendal Platinum (PTY) Ltd tihlanganisa tindzawo temakhosi, imijondolo, timfuno tetindlu kanye nemakethe yetindlu. Ngetulu kwaloko, iBooyse sendal itawucocisana nahulumende wasekhaya, wesifundza kanye newavelonkhe kute kwentiwe ncono lizinganhle nekusebenta kahle Kwetinhlelo Tentfutuko Ledidiyelwe Tasekhaya.

3.5.2 Tindlelasu Netinjongo

- Sichamkelo sonkhe seBooyse sendal nefilosofi mayelana nekwenta lula bunikati betindlu kanye netindlu letihloniphekile/nesitfunti netimo tekuhlala lokuhloswe ngato:
- Kucinisekisa kutsi bonkhe basebenti banelitfuba lekutfola indzawo yekuhlala lehlangabetana netitandati timisomgomo letitsite.
- Kusita ngetindlu letitsengekako.
- Tfutukisa bunikati bendlu njengesicatululo sendzawo yekuhlala longasikheta.
- Kukhutsata ngalokuchubekako kufinyelela endzaweni levikelekile ngekwesibentisa kutikhetsela tekucasha.
- Kungakhutsati kukhula kwemijondolo.

Inhloso leyindlelasu ye-Booyseendal “kuniketa, kutsi nakuba ngu-2020, kuso sonkhe sisebenti, ngendlela lenesibopho ngekwetetimali nalefanele tekutsengiselana, litfuba lekutitfolela sikhundla lesiphephile nalesihloniphekile lesitfutukisa umnikelo wabo wenzawo yekusebenta ku-Booyseendal.”

3.5.3 Kucaliswa Kweluhlelo Lwetindlu Tebasebenti

- Tici letiphawulekako tebunikati bendlu yeBooyseendal neluhlelo lekucashisa kutawuba nje:
- Sichamkelo sekwakha ngetigaba nekuntjintja lokutawufananisa tidzingo temsebenti nekukhulu kwekusebenta kwemayini.
- Inkampani itawusebenta njengemtfutukisi nemsiti.
- Inkampani itawunuketa ngelusito lwetimali lokutawusita kutsi bakwati kukhokhela.
- Kubhicana kwebunikati bendlu nekucashisa kutawukhombisa sikhatsi sekukhokhela lesinconotekako.

Inkampani icala ngekutsatfwa kwemhlaba nga-2015. Ngemuva kwaloko kwatfolakala kugunyatwa ngumasipala nalokunye lokusemtsetfweni.

Letindzaba letilandzelako letiphatselene nekucaliswa kweluhlelo lwetindzawo tekuhlala tiyavetwa:

- IBooyseendal Platinum (PTY) Ltd ingekhatsi kwenzawo lelingemakhilomitha la-65 kusuka etindzaweni taseJane Furse, Steelpoort / Burgersfort naseLydenburg. Tindlu kanye nemichaso lehlobene netindlu kutawutfolakala kubasebenti. Bonkhe basebenti labangebaphatsi ngekutsandza bahlala eLydenburg, kantsi linyenti lebasebenti lihlala endzaweni yase-Greater Sekhukhune.
- Kukhona luhlelo lwekuhambisa basebenti ngemabhasi kuya nekubuya etindzaweni labahlala kuto. Kutfutwa kwebasebenti kudale litfuba lekuba bosomabhizinisi be-BEE banikete ngetekutfutsa letihlobene nesikhatsi sekukhwesha emigwacweni leyabelwe yona lekhutsatwa yiNkampani.

- Ngako-ke, luhlelo lwetindlu lweBooyisendal luyavumelana netimo, luvumela ticatululo letahlukahlukene ngalokusekelwe emazingeni ekukwati kukhokhela basebenti, kuba khona kwemhlaba, kanye nekuba khona kwetinsita tamasipala.
- Ludzaba lolubucayi kutsi bantfu ngalweketayelekile abakatimiseli nome abanayo imali leyanele yekutjala imali etindzaweni letisondzele etimayini. INkampani itawuchubeka nekucabangela tonkhe takhiwo tetindlelakukheta letingembi ecole kukhokhela kute itfutukise futsi ihlele tindlelakukheta letisebentako tekuchasa basebentisi kute kuzuze basebenti, kodwa letitintile ngekwetimali eNkampanini.

SIGABA 4: INCHUBO LEPHATSELENE NEKUPHATFWA KWEKWEHLISWA NEKUDZILITWA

Lomphumela wekuvalwa Kwetimayini lokungavimbeki kulahlekelwa matfuba emsebenti Emayini. Lokoke kwenta kutsi, imayini inake kakhulu kutsi ibe neluhlelo lwekuphatsa kuvalwa kwemayini loluhlose:

- Kunciphisa ngayo yonkhe indlela kulahlekelwa misebenti.
- Kwenta ngayo yonkhe indlela kutfolo lomunye umsebenti.
- Kuchuba ngayo yonkhe indlela tinhlelo tekucesha kuniketa umsebenti lomunye ngaphandle nome ngekhatsi kwemboni yetetimayini.
- Kunciphisa imitselela yetemnotfo etindzaweni temphakatsi ekhaya nasetigodzini teminotfo netekutfumela basebenti.
- Kuniketa ngendlela yonkhe lengenteka ngayo

4.1 Kusungulwa kweForamu Yelikusasa

4.1.1 Singeniso

Kulawula 46 (d) (i) kwe-MPRDA kudzinga kusungulwa Kweforamu Yelikusasa. Iforamu Yelikusasa iyikomiti yebaphatsi labahlangene lesungulwe ezingeni lendzawo yemayini letawugcila ekusebentiseni nekugadza Kweluhlelo Lwemphakatsi Netemsebenti.

IBoysendaal isungule Iforamu Yelikusasa lefaka baphatsi, basebenti ne/nome bameli babo. Ligunya laleforamu kutawuba “kubuka phambili kutelikusasa, etinkhingeni letibukene ne-Boysendaal letingaba nemiphumela yekulahlekelwa misebenti ne/nome yekwehla Kwenkhampani bese iletsa tisombululo letingasentjetiswa kubukana nalokungenteka kutsi kulahleke imisebenti nome kwehla kwenhlangano”.

4.1.2 Indlelasu Netinjongo

Injongo yekusebenta Kweforamu Yelikusasa:

- Kutfutukisa tinkhulumiswano letichubekako emkhatsini walabamele basebenti kanye nebacashi ngelikusasa lemayini.
- Kubuka phambili kute kubonwe tinkhinga, tinsayeya kanye netisombululo letingasentjetiswa ngekwemkhicito nekucashwa.
- Kubona emasu ekujikisa tintfo kutekukhicita nekucashwa; ne-
- Kusebentisa emasu lokuvunyelenwe ngawo etinhlanganweni tebasebenti nemcash.

Iforamu itawuphindze ibe nemsebenti we:

- Kwatisa Ibhodi Yetimbiwa Nekutfutukisa Timayini (njengobe kudzingeka ngekwesigaba 52 se-MPRDA), lapho kudzilitwa kwebasebenti laba-500 nome emaphesenti la-10 ebasebenti, nome ngukuphi lokungaphasi, lokumele kwenteke ngesikhatsi lesingaba tinyanga le-12; ne
- Kwatisa Ndvuna Wetemisebenti nangabe kudzilitwa kwebasebenti la-500 nome lishumi lemaphesenti kwebasebenti, nome ngukuphi lokukhulu kuloludzaba, lokucatjangwako.

Kuchubeka lapho, Iforamu Yelikusasa ingumchumanisi ekhatsini Welitiko Letebasebenti naletinye tinhlangano letitsintsekako. Leforamu itawuhlangana kabili ngemnyaka nome ngalokuvamile njengekuncuma kwemalunga. Nangabe lokuvalwa kwemayini kungavimbeleki, Leforamu itawuhlangana lokungenani inyanga nenyanga.

4.2 Tindlela tekonga imisebenti nekuvimbela kwehla kwekucashwa emisebentini

Tinhlango kumele tidzile basebenti sikhatsi nesikhatsi ngetizatfu tetemnotfo nekutsi tikwati kubakhona ekuncintisaneni kwamhlaba wonkhe. Loku ngukunye kuletintfo letimbi kakhulu lokungenteka kumsebenti lokutsintsa imphilo yakhe yonkhe kabi. Ngakoke kubalulekile kutsi bacashi bacinisekise kutsi kute yini lokunye lebangakhetsa kuko kute bafinyelele kutidzingo tekusebenta ngembi kwekwehliswa kwebasebenti.

(Inkhombandlela SLP yetimayini netimboni tekukhicita).

Nangabe kuba khona tinsayeya letivelako letingaholela ekwehlisweni nasekudzilitweni kwebasebenti, lemayini itawutfufukisa bese isebentisa emasu netindlela tekonga imisebenti, ivikele kungacashwa nekuvimba kwehliswa. Loku kutawentiwe ngaletinyatselo letilandzelako:

- Kufuna kuvimbela kudzilitwa, lapho kungenteka khona
- Kusebentisa i-FF kute kukhonjwe emasu ekugcina kusebenta kwemayini nome kuvimba kudzilitwa nekwehliswa
- Kubonisana ne-DoL, i-DMRE netinkapani tetimayini tasendzaweni kute kuhlolwe ematfuba langahle abekhona ekwehlisa imitselela yekudzilitwa nome kuvalwa Tinchubo letitsite titawulandzelwa nangabe timo kutemnotfo tichubeka tibanga ireshiyo yenzuzo yamalingena yemayini kutsi yehle ibe ngaphasi kwa-6% ngekulingana lokusikhatsi lesichubekako setinyanga le-12:
 - Kubonisana – inchubo yekubonisana ngekwesigaba 52(1) semtsetfo
 - Kusebentisa sigaba 189 Semtsetfo Wetebasebenti, 1995
 - Kwatisa Ibhodi Yetetimbiwa Netekutfufukisa Timayini; kulandzela lenchubo yekwatisa ibhodi ngekwesigaba 52(1)(a) salomtsetfo
 - Kutfobela ticondziso telitsimba labondvuna – kutfobela ticondziso Tandvuna nekucinisekisa kutsi tinyatselo tekulungisa tingatsatfwa kanjani

4.2.1 Inchubo yekubonisana

Lenchubo yekubonisana ngekonga imisebenti, kuvimbela kulahlekelwa misebenti nekwala kucashwa kutawuphatfwa yimayini ngekuhambisana nalokuniketwe tigaba 189 na-189(A) Wemtsetfo Wetebasebenti, 1995 (njengekuchitjiyelwa kwawo).

4.2.1.1 Kusebentisa sigaba 189 Semtsetfo Wetebasebenti, wanga 1995 (njengekuchitjiyelwa kwawo)

Nome ngukuphi kwehlisa nome kudzilitwa kutawentiwa ngekwetigaba 189 na-189 (A) Wemtsetfo Wetebasebenti. Kuloku kutawusentjetiswa lolokulandzelako:

1. UMtsetfo Wetebasebenti ushicilela emalanga la-60 ekubonisana.
2. Ngekwetidzingo talesigaba 189 na-189(A), lemayini kumele ibe sesivumelwaneni netinyonyane letimele basebenti. Lesivumelwane kumele ngalokucondzile sikhulume ngalolokulandzelako:
 - a. Kuvimbela kudzilitwa ngenkhani
 - b. Kwehlukana ngekutsandza kwakho (kutsatsa umhlalaphansi masinyane nemholo wekudzilitwa)
 - c. Kutfunyelwa kabusha kwebasebenti
3. Kusitwa yinkampani kute kuncishiswe imitselela lemibi yekudzilitwa kufaka lolokulandzelako:
 - a. Kuphishekela lamanye ematfuba ekucashwa
 - b. Kwelulekwa ngetetimali
 - c. Kusitakala ngekwelulekwa
 - d. Kuniketwa kwemakhono ekubhizinisa
 - e. Ematfuba ekuceceshwa lokufaka kulolwa kwemakhono
 - f. Kusitwa ngekuchubeka kwekunakekelwa kutekulashwa
 - g. Kubitwa kwebasebenti labadzilitwa, nangabe imayini ibadzinga.

4.2.2 Kwatisa tiphatsimandla kuhulumende

Njengobe kuhlela Kweluhlelo Lwemphakatsi Netemisebenti nalokuhambisana nekulahlekelwa misebenti nekucala kwekuphatfwa kwetinhlelo tekudzilitwa, i-DoL ne-DMRE (ikakhulukati lbhodi Yetekutfufukisa Timayini Netetimbiwa, ngekwesigaba 52(1)(a) salomtsetfo) batawatiswa. Tiphatsimandla kuhulumende titawuniketwa satiso ngebudze besikhatsi salenchubo yekuvala, kanye nalokubonisana lokuchubekako neluhlelo lwemphakatsi, ngekwesakhiwo se-FF. Imibiko ngenchubekela phambili ngalokuvamile itawusatjalaliswa ngekulandzelana kumatiko lafanelekile, lokufaka ekhatsi Luhlelo Lwemphakatsi Nemkhandlu Wekululeka Ngetemikhicito Nelitiko Lahulumende Wesifundza Nasekhaya. Kutfobela ticondziso Tebhodi kutawucinisekiswa kute kulangatjetwane netinyatselo tekulungisa njengekuchaza kwebhodi.

4.2.3 Luhlelo loluyindlelasu lwekuniketa kuvikeleka kwemsebenti

Indlelasu yemayini yekuniketa ngekuvikeleka kwemsebenti ime ngalendlela lelandzelako:

- Kucinisekisa kutsi libhizinisi lihlala lisebenta ngekugcina luhlaka lwetindleko luphansi futsi lunekuncintisana nakunekwenteka
- Kucinisekisa basebenti labakhicitako ngekuceceshwa kanye nelilukuluku
- Kucinisekisa kutsi libhizinisi lihlala lisebenta ngekugcina luhlaka lwetindleko luphansi futsi lunekuncintisana nakunekwenteka
- Kwenta tingucuko letichubekako etindleleni tekukhicitwa kute kuhlale kunekuncintisana
- Kufuna tindlela tekukhulisa nekwandzisa libhizinisi kute kucinisekiswe kusimama lokutako lokutfufukisiwe

4.3 Tindlela tekuniketa letinye tisombululo netinchubo tekudala kuphepha kwemisebenti lapho kulahlekelwa misebenti kungenakugwemeka

Uma kubonakala kutsi kwehliswa nekudzilitwa angeke kugwemeke, ngemuva kwekucubungula tonkhe letinye tindlela tekwelula imphilo yemayini, kutokwentiwa siphakamiso lesifanele sekudzilita ngekuccisana netinhloko letifanele futsi siphotfulwe etinyangeni letine ngaphambi kwalesigameko, lapho kufanele khona, ngaphandle kwalapho kucubuka kwetimo letingakalindzeleki. Lesigaba sitawusetjentiswa ngekubambisana neDoL kanye netinyonyana letimelelako. Kulesigaba, basebenti labatsintsekile batawusitwa kutsi bakhulise ematfuba abo ekucashwa kabusha.

Ngalesikhatsi salesigaba, imayini itawuhlale ichumana netinyonyana kute icondize luhlelo lekudzilitwa futsi ibuke bungiko besikhungo seteluleko ngemisebenti, lesitoniketwa ngekwelulekwa ngekwengcondvo nekusekelwa kwebasebenti ekutfoleni lomunye umisebenti, sibonelo, ngekwenta ema-CV ebasebenti, tindlela tekuchumana nalabo labangaba bacashi, netindlelasu, tekubonanakuhlola.

Emagama ebasebenti tikhundla tabo letiphelelwa sikhatsi (“basebenti labatsintsekako”) atawufakwa kusizindalwati sebasebenti tinyanga leti-12, letibalwa kusukela ngelusuku lekudzilitwa. Inhloso lenkhulu yesizindalwati sebasebenti labatsintsekako ngucinisekisa kutsi uma kuvela ematfuba, bantfu labaseluhlweni batawucatjangelwa tikhundla letigcwele ngaphambi kwekucashwa kwalabangaphandle.

Tinyatselo letengetiwe imayini lengatitsatsa tihlanganisa leti letilandzelako:

- Lusito ngaphambi kwelilanga lekudzilitwa, ngekucecehwa kabusha, kucecehwa kwemakhono laphatsekako naletinye tifundvo tekutfutukisa tinchubo tekucashwa.
- Lusito lekutfola imisebenti letfolakalako nalefanelekile naletinye timayini nome tinkampani tendzawo
- Kwatisa timayini letibomakhelwane ngeluhlelo lekudzilitwa kanye nekucinisekisa kutsi ngutiphi tikhala temisebenti letikhona

- Lusito lwekutfola kwelulekwa ngekungena esikhundleni kanye/nome ngengucuko yemisebenti levela kubachumanisi labafanelekile nome tikhungo teteluleko temsebenti emphakatsini
- Lusito ngekugcwalisa ticelo temsebenti nalamanye emafomu lafanelekile
- Teluleko tekuhlelwa kwetimali, kanye neteluleko nekwesekwa mayelana nekukhokhelwa kwemphesheni nome sikhwama sentalo yempesheni kanye neticelo te-UIF, nome lolunye lusito lwakahulumende.
- Kwelulekwa kwemuntfu ngamunye kanye nemacembu kute kubasite babukane nekuhlukumeteka lokuhambisana nekudzilitwa (loku kutawundlulela nakubasebenti labadzilitiwe kanye nalabo labasala ngemuva)

4.4 Tindlela Tekulungisa Umtselela Wetenhlalakahle Netemnotfo Kumuntfu Ngamunye, Tifundza kanye Netemnotfo lapho Kudzilitwa nome Kuvalwa Kwetimayini kucinisekile.

4.4.1 Singeniso

Lesigaba sibuka imitselela yekwehliswa nekuvalwa kwemphakatsi wasetimayini nasetindzaweni letitfumela basebenti. Kuhlelela kuvalwa nekwehliswa kwetakhiwo kwenteka kuwo wonkhe umjikeleto wemphilo yemayini, kusukela ekuhlolweni kuya ekuvuseleleni ngemva kwekuvalwa. IBooyesendal ihlose kucinisekisa kutsi imphilo yebasebenti basetimayini, bahlali kanye nemindeni iyasimama nanome kudzilitwa nome kuvalwa kwemayini.

IBooyesendal yente kuniketwa kwetetimali mayelana netinchubo tayo tekudzilitwa letihlosiwe kanye nekudzilitwa kwebasebenti. Lesamba, lesitawubuyeketwa minyaka yonkhe, kantsi sabelomali silinganiselwa etigidzini leti-R25 nga-2025 njengokusho kwelithebula 36.

Kuniketwa kwekudzilitwa kutawususelwa kulemodeli lelandzelako futsi emaphakheji ekuyekela atawubalwa kusetjentiswa emafomula njengobe kuchazwe ngentasi:

- Imayini itawuniketa-R3 000 umsebenti ngamunye. Loku akubandzakanyi nome ngutiphi tibonelelo teLitiko Letebasebenti letingahle tibe khona kute tiphindze ticeceshelwe emakhono. Caphela kutsi lesibalo sitawubuyeketwa njalo ngemnyaka;
- Emaviki lamabili (2) ngemnyaka munye (1) wekusebenta eBooyesendal.

- Inkokhelo yesatso senyanga yinye (1); ne
- Kuniketwa kwemalanga ekuphumula lokulingana nemalanga lange-30.

Lokuniketwa lokungenhla kutawuhambisana neNchubomgomo Yekudzilitwa KweBooyisendal futsi ingahle intjintjwe ngekwemtsetfo losebentako kanye/nome sivumelwane lesihlanganyelwe nalabatsintsekako.

4.4.2 Indlelasu Netinjongo

IBooyisendal itokwenta yonkhe imitamo yekulungisa umtselela wetenhlalo netemnotfo kubantfu ngabanye, etifundzeni nakutemnotfo lapho kudzilitwa nekuvalwa kucinisekile. Letinhlelo titogcila kuloku:

- Tinsita tekuhlola neteluleko tebantfu labatsintsekile.
- Kuceceshwa lokuphelele kwekutisebenta kanye netinhlelo tekuphindza ucasheke; ne
- Kuhlela kwekuvala.

4.4.3 Tinsita Tekuhlolwa Nekwelulekwa

Inkampani itawucabangela kuniketa kwelulekwa ngekusebentisa beluleki lababochwepheshe. Ticelo tekwelulekwa lokunjalo kufanele ticondziswe kuMphatsi Wetebasebenti.

4.4.4 Kuticeceshela kutisebenta kanye netinhlelo tekuphindze uticashe

IBooyisendal iyabona kutsi kusebenta lokuhlongotwako kwetimayini tayo kunesikhatsi lesilinganiselwe sekuphila nekutsi timfuno tebhizinisi tingadzinga kuncishiswa kwetinsita tebantfu esikhatsini lesitako. IBooyisendal ihlose kuniketa basebenti labadziliziwe kanye/nome labatsintsekile ngemakhono ladlulisekako atozuzisa bantfu labatsintsekako.

Letinhlelo titawuhambisana neNdelelasu yesiFundza saseMphumalanga Lokukhula Nekutfufukiswa kanye netidzingo temakhono etindzaweni letitfumela basebenti. Kute kufenzeke loku kutibophelela, iBooyisendal itawuniketa kuceceshwa kwemakhono ladlulisekako uma kudzilitwa nome kuvalwa kwemayini sekwatiwa.

I-Future Forum itawuchumanisa kuniketwa kwaletinhlelo letingenhla tekuticecesha nekuticasha kubo bonkhe basebenti labatsintfwe kudzilitwa.

4.4.5 Emakhono Ladlulisekako

Sichamkelo sekutfufukiswa kwemakhono kuyo yonkhe imphilo yetimayini kufanele futsi igcile esidzingweni ekugcineni sekulawula umtselela wetenhlalo netemnotfo wekuvalwa kwemayini nome kudzilitwa kwebasebenti. Ngako-ke, iBooyse dal Platinum (PTY) LTD itibophelele ekutfufukiseni emakhono lanemtselela longetulu kwenhlangano netimboni futsi iniketa sisekelo sekucashwa lokuchubekako ngekuniketa kutfufukiswa kwemakhono ladlulisekako.

IBooyse dal itawusebentisa kuhlolwa kwemakhono kute incume kutsi ngumaphi emakhono ladlulisekako lakhona njengamanje kubasebenti nekutsi ngutiphi tindzawo letitsakaselwa kakhulu basebenti. Ngalokusekelwe kulokuhlola iBooyse dal ihlose kuhlenganisa kuceceshwa kwemakhono ladlulisekako.

4.5.6 Kuhlelela Kuvalwa

IBooyse dal ngekubonisana ne-DMR, itawuncuma tindleko Tesikweleti Sekuvalwa, lokufaka luHlelo Lwekuvuselela iBooyse dal, kuniketa ngetimali tekuvuselela sakhiwonchanti. Kunconywa kutsi sakhiwonchanti lenelitfuba lelihle lekusetjentiswa ngaleny indlela ngemva wekuvalwa kweMayini itawukhokhiswa kodwa ingabandzakanywa etindlekweni tekuvuselela kute kutfolwe iminikelo lechubekako yesikhwama sekuvalwa kweMayini.

SIGABA 5: KUNIKETWA KWETIMALI

Lithebula 26: Kuniketwa Kwetimali Kuluhlelo Lwetemisebenti Nemphakatsi

SABELOMALI SE-SLP						
IMINYAKA	2021	2022	2023	2024	2025	SAMBA
Kutfufukisa mitfomboluntfu	R12 421 169	R13 281 138	R13 274 146	R14 478 222	R14 890 194	R68 344 869
Kutfufukisa Temnotfo Tenzawo	R6 000 000	R8 000 000	R23 000 000	R9 000 000	R1 000 000	R47 000 000
Kwehliswa Nekudzilitwa	R5 000 000	R5 000 000	R5 000 000	R5 000 000	R5 000 000	R25 000 000
Samba	R23 421 169	R26 281 138	R41 247 146	R28 478 222	R20 890 194	R140 344 869

SIGABA 6: KUFUNGA

**SIFUNGO SEMNIKATI LONELILUNGELO LEMAYINI KUCINISEKISA KUHAMBISANA NELUHLELO
LWETEMISEBENTI NEMPHAKATSI KUYENTA YATIWE BASEBENTI**

Tsine, lesisayinile sagunyatwa ngu MICAWBER 278 (PTY) LIMITED, ngekumela Booysendal Platinum (PTY) Ltd, kubuyeketa luhlelo lwetemisebenti nemphakatsi, sitibophelela kusebentisa lolwatiso, lokudzingekako, kutinikela, nemibandzela njengobe kubhaliwe kuloluhlelo lwe.... Sente kwatiwe basebenti betfu.

Kusayinwe e- _____ lilanga _____ inyanga _____ 20 ____

(1)

Ligama lalophetse _____

Umsebenti wakhe _____

Kusayina Lophetse _____

(2)

Ligama lalophetse _____

Umsebenti wakhe _____

Kusayina Lophetse _____

Ligunya

Kusayinwe e- _____ lilanga _____ inyanga _____ 2023

Kusayina: _____

Umsebenti wakhe: _____.