



mineral resources

Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

IGAMA LOMFAKISICELO: COROBRIK (PTY) Ltd

UHLELO LWEZENHLALAKAHLE NEZABASEBENZI

IFAKWE ISICELO SOKUTHOLA ILUNGELO LOKUMBA
GP127MR

NgoNhlolanja 2024

Okucuthwe

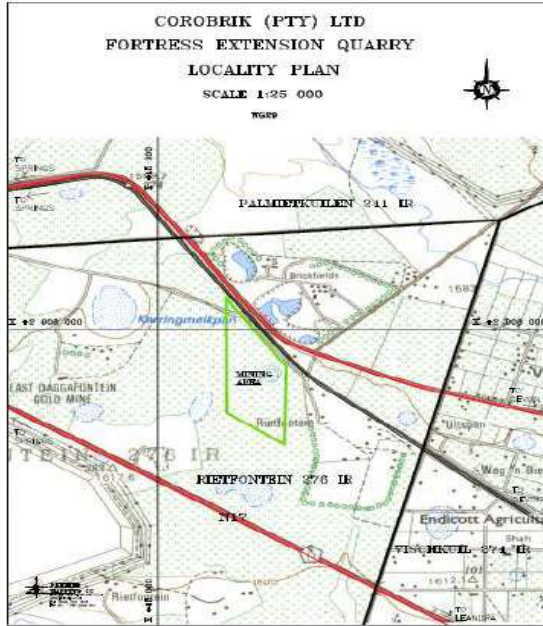
ISIGABA 1: ISANDULELA (Umthetho 46 (a))	3
ISIGABA 2: UHLELO LOKUTHUTHUKISWA KWABASEBENZI (Umthetho 46 (B))	5
2.1 Ukuhambisana Nomthetho Wokuthuthukiswa Kwamakhono	5
2.2 Uhlelo Lokuthuthukisa Amakhono (Umthetho 46 (b) (i) ngokuhambisana Nomthetho 11 (1) (g))	6
2.3 Imfundo Eyisisekelo Yabantu Abadala Nokuqeqeshwa (ABET)	10
2.4 Ukuqeqeshwa Kwebhizinisi Eliyinhloko	12
2.5 Ama-Learnerships (Isijobeelo E)	13
2.6 Amakhono aphahekayo (Isijobeelo F)	15
2.7 Izikhala Ezinzima ukuzigwalisa	17
2.8 Uhlelo Lokuqhubekela Phambili Komsebenzi (Isijobeelo G)	17
2.9 Uhlelo lwe-Mentorship	18
2.10 Ukufunda umsebenzi Kanye nomfundaze	18
2.11 Uhlelo Lokulingana Kwemisebenzi	21
ISIGABA 3: UHLELO LOKUTHUTHUKISWA KOMNOTHO WENDAWO	24
3.2 Imisebenzi esemqoka yezomnotho (Umthetho 46 (c) (ii))	35
3.3 Amagama Ezinye Izinkampani Zezimayini Endaweni	35
3.4 Umthelela omubi wokusebenza kwezimayini	35
3.5 Amaphrojekthi Okuqeda Ingqalasizinda Nobuphofu Ngokuhambisana ne-IDP (Umthetho 46 (c) iv)	36
3.6 Amaphrojekthi okuthuthukisa	36
3.7 Isigaba 46 (c) (iv): Izindlu Nezimo Zokuphila Izindlu (Isijobeelo O)	39
3.8 Isigaba 46 (c) (v): Izinyathelo zokubhekana nokudla	40
3.9 Uhlelo Lokuqhubekela Phambili Kwempahla	41
ISIGABA 4. INQUBO EPHATHELENE NOKUPHATHWA KANYE NE-DOWNSCALING AND RETRENCHMENT SECTION 46 (d):	41
4.1 Ukusungulwa Kweforamu Yesikhathi Esizayo: Umthethonkambiso 46 (d) (i)	41
4.2 Izindlela Zokusindisa Imisebenzi Nokugwema Ukulahleka Kwemisebenzi	43
4.3 Izindlela zokuhlinzeka ngezinye izixazululo nezinqubo zokudala ukuphepha komsebenzi lapho ukulahleka kwemisebenzi kungagwenywa	43
4.4 Ukuphathwa kokudiliza abasebenzi	44
4.5 Izindlela zokwenza kabusha umthelela wezenhlahakahle nezomnotho kubantu ngabanye, izifunda kanye nomnotho lapho ukuqiniswa noma ukuvalwa kokusebenza kuqinisekile	44
ISIGABA 5. UKUHLINZEKWA KWEZIMALI ISIGABA 46 (e)	46
ISIGABA 6: UKUZIBOPHEZELA	48

ISIGABA 1: ISANDULELA (Umthetho 46 (a))

Ithebula 1: Imininingwane Yomfakisicelo Wemayini

1.1 Igama lemboni/lomfaki sicelo	Corobrik (Pty) Ltd (2007/021571/07)
1.2 Igama lemayini/Lendawo yomkhiqizo	Fortress Extension Quarry
1.3 Idilesi	20 Toncoro Road, Durban North 4051
1.4 Inombolo yeposi	PO Box 201367, Durban North 4016
1.5 Inombolo yomakhalakude	011 363 1560
1.6 Inombolo ye fax	011 363 1570
1.7 Indawo yesakhiwo	Situated on Portion of Portion 253 of the Farm Rietfontein 276 IR, Magisterial District of Lesedi.
1.8 Umkhiqizo	Izitina zobumba
1.9 Iminyaka yemayini	12 + Years
1.10 Unyaka zimali	1 Masingana -31 Zibandlela
1.11 Unyaka wemiphumela	1 Masingana -31 Zibandlela
1.12 Umphathi	Mr Jaco Snyman (Mine Manager) Email: jaco.snyman@corobrik.co.za
1.13 Geographic origin of employees (mine community and labour sending areas).	
(a) Umphakathi wemayini	(b) Indawo yabasebenzi
<i>Isifunda</i>	<i>isifinda</i>
Gauteng	Gauteng
<i>Umkhandlu dolobha</i>	<i>Umasipala Womkhandlu</i>
Lesedi	Lesedi
<i>Umphakathi womkhandlu</i>	<i>Umasipala Wendawo</i>
Sedibeng Metropolitan Municipality	Sedibeng Metropolitan Municipality

Indawo



Umdwebo 1: Uhlelo Lwendawo

Indawo yokuthumela abasebenzi

Ithebula 1: Ukuhlaziywa kwezabasebenzi ngokwendawo

Igama lendayo okutunyelwa kuyo	Inani labasebenzi (abaqaswe kumphakathi)	Inani labasebenzi (kwezinye izindawo)
Kwa-Thema	79	
Tsakane	27	
Duduza	3	
Daveyton	8	
Fortress	9	
Germiston, Krugersdorp, Midrand, Boksburg	5	
Total	131	

Sicela uqaphele ukuthi abasebenzi abafanayo be-gp10051mr ne-gp127mr bafakiwe kuwo womabili ama-SLP amalungelo okumba okukhulunywe ngawo. Womabili amalungelo Okumba asendaweni / endaweni efanayo. Icorobrik ifake isicelo sokuhlanganisa la malungelo amabili okumba abe munye.

ISIGABA 2: UHLELO LOKUTHUTHUKISWA KWABASEBENZI (Umthetho 46 (B))

Uhlelo Lokuthuthukiswa Kwabasebenzi lusebenza embonini yasecorobrik Springs njengoba lokhu kuyisisekelo sabasebenzi kulo msebenzi.

Isingeniso

Kuyinqubomgomo Yecorobrik (pty) Elinganiselwe ekuthuthukiseni nasekuthuthukiseni bonke abasebenzi bayo kungakhathalekile ukuthi bangabani, banasiphi isivumo sokholo, banombala onjani, banenkolo enjani, banokukhubazeka noma banobulili obunjani. Le Nkampani izibophezele ekuthuthukiseni izinsiza zabantu, okubandakanya ukuqeqeshwa nokuthuthukiswa kwabo bonke abasebenzi ukuze bakwazi ukuthola ulwazi namakhono afanele ukuze bakhulise ikhono labo, ukuzibophezela, nokusebenza kwabo ukuhlangabezana nezidingo zebhizinisi Lecorobrik. Futhi kusiza ukugcwaliseka kwamathuba omsebenzi kanye nezifiso zomsebenzi.

Inhloso Yohlelo Lwecorobrik Human Resources development Programme ukuqinisekisa ukuthi amakhono namakhono athile azohlala etholakala enhlanganweni ukuze kuqinisekise ukuthi ibhizinisi lifinyelele imigomo nezinhloso zalo zesikhathi esifushane nesikhathi eside. Iphinde ihlangabezane nezidingo zabasebenzi ngokuya ngokuvikelwa kwabo ngokubhekisele empilweni nasekuphepheni njll., kanye nentuthuko yabo ngaphakathi nangaphandle kwenhlangano.

Izinguquko ezidingekayo Ohlelweni Lwezenhlalakahle nezabasebenzi, ezibhekene nokwanda kwabasebenzi zizothunyelwa Kumphathi Wesifunda, Umnyango Wezimbiwa Namandla, njengoba kunesidingo.

2.1 Ukuhambisana Nomthetho Wokuthuthukiswa Kwamakhono

Ithebula 3: Ukuhambisana Nomthetho Wokuthuthukiswa Kwamakhono

Igama le SETA	CETA
Inombolo okubhaliswe ngayo	05
Ingabe imboni iqoke umuntu owangamele ukuqija amakhono abasebenzi? Umangabe kunjalo bhala igama	B A Petty
Isiphi isikhungo obhalise kusona ukuqija amakhono abasebenzi. (i) Umkhandlu wezabasebenzi (ii) Omele umkhakha wezimayini (iii) Ukuphepha ezimayini	Umkhandlu wezabasebenzi

2.2 Uhlelo Lokuthuthukisa Amakhono (Umthetho 46 (b) (i) ngokuhambisana Nomthetho 11 (1) (g))

**Izinhlelo Zokuthuthukisa Amakhono
(Ukuqeqesha noku thuthukisa Annexure a)**

Izinhlelo ezilandelayo zokuthuthukisa amakhono ziye zabonwa njengezinto eziza kuqala emakhono:

- Ukuphatha
- Ukuphathwa (Ukukhiqiza, Ukuthumela, Izitolo).
- Factory plant operation (kuhhavini, extruder, setting machine, de-hacker machine, strapping machine, ukuchoboza plant)
 - Ukuqondisa (Ukuthumela, Ukukhiqiza, Ikhwalithi, Ukugcinwa Kwesithando somlilo)
- Izingcweti (Umshini Wokugaya, Umshini Wokulungisa, Ugesi, Umakhenikha).

Inani Kanye Nezinga Lemfundo Labasebenzi

Inani lamanje kanye nezinga lemfundo labasebenzi Efektri Yasecorobrik Springs kanye namazinga E-Nqf ahambisanayo aboniswe Ngefomu Q.

Ithebula 4: Inani Kanye Nezinga Lemfundo Labasebenzi

BAND	NQF level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No schooling	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1 / Sub A	1	0	0	0	0	0	0	0	1	0
		Grade 2 / Sub B	5	0	0	0	0	0	0	0	5	0
		Grade 3 / Std 1 / ABET 1	4	0	0	0	0	0	0	0	4	0
		Grade 4 / Std 2	8	0	0	0	2	0	0	0	8	2
		Grade 5 / Std 3 / ABET 2	5	0	0	0	0	0	0	0	5	0
		Grade 6 / Std 4	10	0	0	0	0	0	0	0	10	0
		Grade 7 / Std 5 / ABET 3	7	0	0	0	1	0	0	0	7	1
		Grade 8 / Std 6	3	0	0	0	2	0	0	0	3	2
		Grade 9 / Std 7 / ABET 4	9	0	0	0	0	0	0	9	0	
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	15	0	0	1	4	0	0	0	16	4
	3	Grade 11 / Std 9 / N2	17	0	0	0	6	0	0	0	17	6
	4	Grade 12 / Std 10 / N3	10	0	0	0	11	0	0	0	10	11
Higher Education and Training (HET)	5	Diplomas / Certificates	1	0	1	0	4	0	1	0	2	5
	6	First Degrees / Higher Diplomas	1	0	0	0	0	0	1	0	1	1
	7	Honours / Masters Degrees	2	0	0	0	0	0	0	0	2	0
	8	Doctorates	0	0	0	0	0	0	0	0	0	0
		Total	97	0	1	1	30	0	2	0	99	32

Ukubuka konke Kokuthuthukiswa Kwamakhono

Inhloso Yohlelo Lokuthuthukiswa Kwamakhono ukuhlola nokurekhoda ngokusemthethweni amazinga wamanje amakhono namazinga emfundo abo bonke abasebenzi nokusebenzisa lokhu njengesisekelo sezinhlelo zokuthuthukiswa kwamakhono esikhathini esizayo. Lezi zinhlelo zibhekana namakhono akhona kanye nokwehlukana kwamakhono ekusebenzeni futhi zigxile kakhulu ezidingweni zokuqeqeshwa kwama-hdsa, ukulandelela ngokushesha abantu ngaphakathi kweqembu lamathalente kanye nezinhlelo ezahlukahlukene zokuthuthukiswa komsebenzi kanye nezinhlelo zokuqeqesha.

Icorobrik (pty) limited ingamalungu E-Construction Education and Training authority (ceta) futhi ngenxa yalokho I-Workplace Skills Plan ihanjiswa KU-ceta minyaka yonke efaka I-Skills development Plan Yenkampani. Izinkundla zokuthuthukisa amakhono sezisungulwe Kulezi Zikhungo ezintathu ezinkulu, okuyigauteng, KwaZulu-natal Kanye Nekapa. Iforamu Yasegauteng iquethe abamele ifektri ngayinye kuleyo ndawo okubandakanya Icorobrik Springs, njengoba le fektri ifakiwe Esifundeni Sasegauteng. I-Workplace Skills Plan ixoxwa nayo, futhi isekelwa Yi-Skills development Forums. Kusukela kwethulwa Umthetho Wokuthuthukiswa Kwamakhono, Icorobrik ithole inkokhelo enkulu EVELA KU-ceta ngokubhekisele ezibonelweni zamakhono ngokuhlangabezana nazo zonke izidingo zokukhokhwa kwalezi zibonelelo. Inhloso YecorobrikYokuqeqesha Imfundo Nentuthuko ukukhulisa amazinga emfundo namakhono abo bonke abasebenzi ukuze babe:

- Ukwazi ukwenza umnikelo ekwandiseni inzuzo yebhizinisi.
- Ukuvikelwa ngokwanele ngokubhekisele Empilweni Yomsebenzi, Ukuphepha KANYE NE-hiv/AIDS.
- Ukuqaphela ukubaluleka kokuzithuthukisa kwabo.

Ukuze kufezwe izinhloso zayo zemfundo, ukuqeqeshwa kanye nentuthuko, lezi zinto eziyisithupha ezilandelayo eziza Kuqala ekuthuthukiseni amakhono amasu zabonwa Ecorobrik ngaphansi kwazo okubhalwe khona izinhlelo ezahlukahlukene zemfundo, ukuqeqeshwa kanye nentuthuko:

Izinto Eziza kuqala Ekuthuthukiseni Amakhono amasu Emalini Ekhokhwayo

1.	<p>Ukwanda Kwemikhiqizo Yokukhiqiza, Izindleko Eziphansi Kanye Nenzuzo Eyengeziwe Yebhizinisi Ngokuthuthukisa Amakhono Athile Ngokuqeqeshwa Nokuthuthukiswa Kwemisebenzi.</p> <ul style="list-style-type: none">• Uhlelo Lokuqeqeshwa Kwabaphathi Bokukhiqiza• Inkambo yokwazisa Kwezobuchwepheshe Bobumba Olunzima <p>Izinto eziphambili zokuthuthukiswa kwamakhono amasu we-Skills Levy</p> <p>1. Ukwanda Kwesivuno Sokukhiqiza, Izindleko Eziphansi kanye Nokwanda Kwenzuzo Yebhizinisi Ngokuthuthukisa Amakhono Athile Ngokuqeqeshwa Nokuthuthukiswa Komsebenzi.</p> <ul style="list-style-type: none">• Uhlelo Lokuqeqesha Ukuphathwa Kokukhiqiza• Inkambo Yokubonga ku-Heavy Clay Technology• Production Management Diploma• Ukuqeqeshwa kwezobuchwepheshe (kufaka phakathi i-N Course)• Quality Assurance• Ukuxazulula Izinkinga• Forklift Driver Training
----	---

2.	<p>Ukudala Imvelo ekhuthaza i-Sales and Service Excellence</p> <ul style="list-style-type: none"> • Professional Ukuthengisa Amakhono • Sales Yimpumelelo Through Service • Ulwazi lomkhiqizo • Technical Bricklaying
3.	<p>Ukuthuthukisa Ukuphathwa Namakhono Obuholi</p> <ul style="list-style-type: none"> • Izinhlelo Zokuphathwa Emsebenzini • Uhlelo Lokuthuthukiswa Kokuphatha • Uhlelo Lokuthuthukisa Ubuholi • Uhlelo lokuqondisa ubuholi • Ubudlelwane bezimbongi • Ezezimali Zabaphathi Abangewona Ezezimali
4.	<p>Nikeza Ukuthuthukiswa Kwamakhono Apathekayo</p> <ul style="list-style-type: none"> • Ilayisense yoMfundi - wonke amakhodi. • Nikeza Ukuthuthukiswa Kwamakhono Apathekayo • Ilayisense yoMfundi - wonke amakhodi. • Tractor umshayeli. • Amakhono ayisisekelo we-workshop. • Arc Welding negesi ahlabayo. • Ukunakekelwa kwemvelo / ukulawulwa kwezitshalo zakwamanye amazwe. • Plant kanye imishini yesondlo. • Vehicle futhi mobile imishini ukusebenza. • Amasu kagesi. • amasu Mechanical. • Amasu okwakha (ukubeka izitini kanye ne-paving). • Front-ekupheleni Loader umshayeli. • Amakhono computer • Forklift umshayeli
5.	<p>Ukukhuthaza Indawo Yokusebenza Ephemile Futhi Enempilo ngokusebenzisa ukuqondisisa.</p>
6.	<p>Ukubuyekeza Ubuchwepheshe Bolwazi kanye Namakhono Wekhompyutha Yomsebenzisi Wokugcina</p> <ul style="list-style-type: none"> • Izifundo ze-IT ezifanele izinqubo ze-Mining / Geology and Manufacturing • Ukuphela Okuhlukahlukene - Izinhlelo Zekhompyutha Yomsebenzisi, ezifanele ku-Microsoft ne-Corel

Ngamunye walezi zinto eziza kuqala kumakhono zihambisana neCorobrik Springs Factory lapho abasebenzi bayo sebevele bebhekene nezinhlelo ezihlukahlukene zemfundo, ukuqeqeshwa nentuthuko ngokuhambisana nezidingo zabo ezithile zentuthuko kanye / noma izidingo zemisebenzi yabo.

- Ukuqwashisa nge-HIV/AIDS
- Ezempilo Nokuphepha
- Quality Assurance

Bheka i-Skills and Career Development Plan Working Document enamathiselwe yeCorobrik Springs (**Isijobelelo C**). I-Annexure C ibala bonke abasebenzi efektri futhi ibonisa imfundo yabo yamanje, isikhundla kanye nebanga, ukuqhubekela phambili kwabo komsebenzi okuhlongozwayo (ukuhamba komsebenzi), ukuthuthukiswa kwamakhono, ukuqeqeshwa kwemfundo (kufaka phakathi i-ABET) nokuqeqeshwa kwamakhono aphahekayo. Lona umbhalo wokusebenza futhi uzoshintsha ngokuqhubekayo njengoba abasebenzi bethuthukisa imfundo yabo, bethuthukisa, ukuthuthukisa amakhono nokuqhubekela phambili emisebenzini yabo.

I-Corobrik Springs izogxila ngokuyinhloko ekuhlinzekeni abasebenzi abafundile abaphansi nge-ABET Training, Ukuthuthukiswa Kwamakhono kanye nokuqeqeshwa kwamakhono aphahekayo.

2.3 Imfundo Eyisisekelo Yabantu Abadala Nokuqeqeshwa (ABET)

Incazelo: Imfundo Eyisisekelo Yabantu Abadala Nokuqeqeshwa

I-ABET iphulwa emazingeni alandelayo:

- Basic Oral;
- ABET ezingeni 1 (ukufunda nokubhala nokubala at Standard 1/Grade 3);
- ABET ezingeni 2 (ukufunda nokubhala nokubala at Standard 3/Grade 5);
- ABET ezingeni 3 (ukufunda nokubhala nokubala at Standard 5/Grade 7); futhi
- NQF ezingeni 1 (ABET Level 4) (okulingana Standard 7 / Ibanga 9)

Inani lamanje kanye nezinga lemfundo yabasebenzi eCorobrik Springs kanye namazinga ahambisanayo e-NQF aboniswa kwiFomu Q (bheka Isijobelelo B).

Izinhloso zohlelo lwe-ABET ukwenza abantu abadala ababekade behlupheka ithuba lokuqala inqubo yokufunda ezofeza izinhloso ezilandelayo:

- Ukuthuthukisa amakhono okuxhumana afanele isimo sabo somsebenzi nokuphila komphakathi
- Vumela abasebenzi bakwazi ukufinyelela ezingeni lokufunda nokubhala okuzobenza bakwazi ukufanelekela ezinye izifundo nezinhlelo zokuqeqesha
- Ukwandisa amathuba okukhushulwa nokuziqasha
- Thuthukisa umkhiqizo wabasebenzi
- Siza ukwenza lula inqubo yezindlela zokuthuthukisa umsebenzi kubasebenzi
- Ukuqinisekisa ukulingana ngokobulili

Uhlelo Lwamasu Okusebenzisa I-ABET (Isijobelelo D)

I-Adult Basic Education & Training izokwenziwa ngabahlinzeki abaqeqeshiwe abafanelekayo abanikeza ukuqeqeshwa kwe-ABET ngaphakathi kwamazinga ahlukene. Ukuqeqeshwa

kuzokwenziwa endaweni noma ngomhlinzeki wokuqeqesha wangaphandle ovunyelwe ne-SETA efanele.

Kuzodingeka ukuthi abasebenzi abadinga ukuqeqeshwa kwe-ABET bahlolwe ngumlinganisi we-ABET ukuze banqume izinga le-NQF futhi banqume ukuthi ilungu lesisebenzi kufanele libekwe kuliphi izinga le-ABET; ngemva kwalokho ukuqeqeshwa kungenzeka.

I-Corobrik Springs izokhuthaza bonke abasebenzi abafanele ukuba baye ohlelweni lokuqeqesha lwe-ABET futhi babenze baqaphele amathuba atholakalayo kanye nezinzuzo ezilandelayo zokufunda nokubhala ngokusebenza nokubala. Izinga elithile lokuvuma ukunikezwa okwenziwe kubo lizotholakala ngezinhloso zokurekhoda.

Inqubekela phambili ekufezeni izibopho izofakwa kuMbiko waminyaka yonke we-SLP weCorobrik Springs lapho ulwazi lungabukwa kwiFomu Q.

Ithebula elilandelayo linikeza inkomba yeqhinga elihleliwe lokuqinisekisa ukuqeqeshwa okwengeziwe kwabasebenzi eCorobrik Springs.

Uhlelo lokuqeqesha lwe-ABET luzogxila kubantu abafundile abaphansi futhi lubaqhubekele phambili ngamazinga afanele e-ABET esikhathini seminyaka emihlanu.

Uhlelo lwe-ABET ngaleyo ndlela lukhombisa inani labantu abaqhubekela phambili ngamazinga afanele unyaka ngamunye kanye nenani labantu abasha abangena kulelo zinga elithile lalowo nyaka.

Uhlelo lwe-ABET

Ithebula 5: Izinga lokungafundi kanye nezidingo ze-ABET

IZIGABA	Inani labafundi	Izinhloso zamazinga	Izidingo ngokuhlangana
Abangafundile Nhlobo			
ABET 1	20	ABET 1	20
ABET 2	15	ABET 2	35
ABET 3	13	ABET 3	48
ABET 4	9	ABET 4	57

Ithebula 6: Ukuqeqeshwa Okuhleliwe

Amazinga e ABET	Izinhloso nezikhathi ezibekiwe					
	2023	2024	2025	2026	2027	Isabelomali esiphelele (R)
ABET 1						0
ABET 2	1					6000
ABET 3		1				6000
ABET 4			1	1	1	18000
Sekuphelele	1	1	1	1	1	
Isabelomali esiphelele (R)	6000	6000	6000	6000	6000	30000

QAPHELA

Bonke abasebenzi abangazange bathole izinga elincane lemfundo basondelwa ngesidingo sokuthuthukisa izinga labo eliyisisekelo lesikole. Bonke labo abafikelwe bakhombisa ngokusayina incwadi ye-indemnity ukuthi bazothanda noma abangathandi ukuya emakilasini e-ABET. Ukuqeqeshwa kwe-ABET kuzokwenziwa e-Adult Training Centre ebhalisiwe ewela ngaphakathi kwendawo.

Kungaqinisekiswa ukuthi iCorobrik Springs izimisele ukuqinisekisa ukulingana ngokobulili mayelana ne-ABET Training.

2.4 Ukuqeqeshwa Kwebhizinisi Eliyinhloko

Ukuqeqeshwa kwebhizinisi elisemqoka kuchazwa mayelana nomthetho njengalowo ophathelene nezimayini, ubunjiniyela kanye nenqubo (ngaphandle kokufunda). Kusemqoka ukuthi lo msebenzi ugxile ekuqinisekiseni ukuthi bonke abasebenzi baqeqeshwe ngokwanele futhi banekhono ekuqeqesheni okuyinhloko kwezindima ezifanele abazenzayo.

	Izigaba zamakhono
Ukukhiqiza	Izikhulu eziphezulu
	Abaholi abaphezulu
	Abasebenzi abanamakhono bezobuchwepheshe kanye ne-Academically Qualified
	Abasebenzi, Abaholi abasafufusa, izinduna, izinduna eziphezulu nama-Superintendents
	Ukwenza Izinqumo Ezinamakhono Amancane Nokuzikhethela
	Ukuthatha Izinqumo Ezingenamakhono Nezichaziwe

Ochwepheshe abaqeqeshiwe	Oqwepeshe abanamakhono and izincweti ezinolwazi nabaholi abasakhula
	Ochwepheshe abaqeqeshiwe nabanolwazi kanye nabaholi abasakhula
	Abasebenzi abanamakhono bezobuchwepheshe kanye nabasebenzi abayizifundiswa, abaholi abasafufusa, izinduna, izinduna eziphezulu kanye nama-Superintendents
	Ukwenza Izinqumo Ezinamakhono Amancane Nokuzikhethela
Quarrying	Ubuchwepheshe obunamakhono kanye nabasebenzi abaqeqeshiwe kwezemfundo, abaholi abasafufusa, izinduna, izinduna eziphezulu kanye nama-Superintendents
	Making Ukwenza Izinqumo Ezinamakhono Amancane Nokuzikhethela
	Ukuthatha Izinqumo Ezingenamakhono Nezichaziwe

Ithebula 7: Uhlelo Lokuqeqeshwa Kwebhizinisi Eliyinhloko / Ukuthuthukiswa Kwamakhono

Insimu / indawo	Izinhlalo Kanye nesikhathi esijutjiwe					
	2023	2024	2025	2026	2027	Total budget (R)
Production Supervisor	1	1	1	1	1	5000
Kiln Operator	1	1	1	1	1	5000
Quality Controller	1	1	1	1	1	5000
Extruder Operator	1	1	1	1	1	5000
Setting Operator	1	1	1	1	1	5000
Despatch						
Engineering Foreman						
Total number	6	6	6	6	6	
Budget (R)	6000	6000	6000	6000	6000	30000

2.5 Ama-Learnerships (Isijobelelo E)

Izinhlalo zohlelo lokufunda ukubhekana nokushoda kwamakhono abalulekile anqabileyo nokuqinisekisa ukuthi abasebenzi namalungu omphakathi banikezwa ithuba lokuthola iziqu ezisemthethweni futhi esimweni samalungu omphakathi, ithuba lokuqashwa ngaphakathi kweCorobrik.

Ukufunda uhlelo lokufunda oluhlelekile oluhlanganisa ukufunda esikhungweni sokuqeqesha (ukufunda kwethiyori) ngokufunda okusebenzayo, okusekelwe emsebenzini, njengengxenye yohlelo oluhlanganisiwe. Ingxenye yokufunda yesikhungo elethwa ngumhlinzeki wokuqeqesha izogxila ezintweni zethiyori yohlelo kanti ukufunda okusekelwe emsebenzini kuzokwenza umfundi athole isipiliyoni esisebenzayo.

Abafundi babezohambela ukuqeqeshwa kwethiyori esikhungweni esaziwayo bese babelwa ama-Corobrik Factories afanele umkhuba emsebenzini Umeluleki uzonikezwa umfundi ukuba aqondise futhi asize umqeqeshi nganoma yiziphi izinkinga. Inani nohlobo lwe-learnerships olunikezwa unyaka ngamunye luzosuselwa phezu kwezidingo zebhizinisi zamanje ekusebenzeni kanye namakhono adingekayo.

Uhlelo Lwamasu Okusetshenziswa Kohlelo Lokufunda

- I-Learnerships izonikezwa abafundi be-HDSA.
- Uhlelo luzothuthukiswa futhi lusetshenziswe ukuze kuqashwe iCorobrik Springs kanye nokuthobela kosonkontileka bayo abafanele mayelana nokuzibophezela kwayo ukuzibophezela kwayo ukunikeza abafundi kubasebenzi bayo.
- Uhlelo lwe-Learnership lubekwe ngezansi.

Uhlelo olulandelayo lokufunda lunikeza inkomba yeqinga elihleliwe lokuqinisekisa ukuqeqeshwa okwengeziwe kwabasebenzi baseCorobrik Springs. I-learnership eyodwa izonikezwa unyaka ngamunye.

Uhlelo Lokufunda

Ithebula 8: Ukufunda kwangaphakathi

Izigaba Zomsebenzi Izinhloso	Ezidingekayo Nezikhathi										Inani labantu	Isabelo zimali sekuphelele (R)
	2023		2024		2025		2026		2027			
	Abasha	Ukuchubeka.	Abasha	Ukuchubeka.	Abasha	Ukuchubeka.	Abasha	Ukuchubeka.	Abasha	Ukuchubeka.		
Millwright												
Fitter												
Electrician							1			1	1	
Mechanic												
Production Trainee	1			1		1					1	
Heavy Clay Technologist												
Administration												
Inggikithi												
Isabelo zimali (R)	30000			30000		30000	30000			30000		150000

Ithebula 9: Ukufunda kwangaphandle

Izigaba semisebenzi	Izinhloso nesikhathi										Inani labantu	Isabelo zimali sekuphelele (R)
	2023		2024		2025		2026		2027			
	Abasha	Ukuchubeka.	Abasha	Ukuchubeka.	Abasha	Ukuchubeka.	Abasha	Ukuchubeka.	Abasha	Ukuchubeka.		
Millwright					1			1		1	1	90000
Fitter												
Electrician												
Mechanic												
Production Trainee												
Heavy Clay Technologist												
Administration												
SHE Supervisor	1			1							1	60000
Inqiqithi	1			1	1			1		1		
Isabelo zimali (R)	30000			30000	30000			30000		30000		150000

Kungaqinisekiswa ukuthi iCorobrik Springs izimisele ukuqinisekisa ukulingana ngokobulili mayelana noHlelo Lokufunda.

2.6 Amakhono aphahekayo (Isijobelelo F)

Izinhloso zoHlelo Lwamakhono Aphahekayo yilezi:

- Ukusiza abasebenzi ukuba bathole omunye umsebenzi noma baqale amabhizinisi abo uma kwenzeka kufanele kuqedwe ukuqashwa kwabo ngenxa yokuhlelwa kabusha kokusebenza noma ukucabangela.
- Ukunikeza abasebenzi ithuba lokuvezwa ekuqeqesheni okuzobanika ikhono eliphathekayo.
- Ukunika abasebenzi amandla nokubenza bakwazi ukuzimela ukuze bangesabi ithemba lokucabangela.
- Ukuthuthukisa ithemba lokuqhubekela phambili kwabasebenzi ngaphakathi kweCorobrik.

Uhlelo Lwamasu Okuqeqeshwa Kwamakhono Okuphuza

I-Corobrik Springs izogxila ekuqeqesheni amakhono aphaathekayo kubasebenzi nomphakathi wendawo. Amakhono nokuqeqeshwa kuzophatheka kuyo yonke imikhakha futhi kuzoba kokubili amakhono anzima futhi athambile. Izindawo zokugxila ezicatshangwayo zihlanganisa:

- Tractor umshayeli.
- Amakhono ayisisekelo we-workshop.
- Arc Welding negesi ahlabayi
- Plant kanye imishini yesondlo.
- Vehicle futhi mobile imishini ukusebenza.
- Amasu kagesi.
- amasu Mechanical.
- Amasu okwakha (i-bricklaying ne-paving).
- Front-ekupheleni Loader umshayeli.
- Amakhono ekhompuyutha.
- Forklift umshayeli.

Ithebula 10: Uhlelo Lwamakhono Aphaathekayo

Table 2: Inhloso ngamakhono aphaathekayo

		Isikhathi esibaluliwe					Inani labantu	Izindleko ngamuntu munye (Rand)	Isabelo (Rand)
Izigaba zabantu	Typical Skills	2023	2024	2025	2026	2027			
Portable Skills	Izincwadi zokushayela-zonke izigaba								
	Abashayeli bezigulumba.								
	Umsbenzi wezandla.								
	Abashiseli.								
	Abezemvelo namahlathi.								
	Abezemboni nemishini.								
	Abashayeli								
	Abezogesi.								
	Omakhenikha.								
	Abakhi (brick laying and paving).								
	Izicishamlilo								
	Abosizo lokuqala								
	Abashayeli bemishini yokulayisha	2	2	2	2	2	10	5000	
Inani abantu		2	2	2	2	2	10	5000	
Izindleko ngonyaka		1000	1000	1000	1000	1000			5000

Kungaqinisekiswa ukuthi iCorobrik Springs izimisele ukuqinisekisa ukulingana ngokubulili mayelana nohlelo Lokufunda.

2.7 Izikhala Ezinzima ukuzigcwalisa

Ithebula 11: Izikhala Ezinzima ukuzigcwalisa

Izinga lolwazi lomsebenzi	isikhundla	Isizathu sokwehluleka ukuqasha.
Izikhulu eziyinhloko.	Bheka ngezansi.	
Abaholi abaphezulu.		
Izifundiswa, abanolwazi olunzulu, nabaphathi.		
Ochwephshe, izifundiswa abaphathi abasafufusa ne zinduna.		
Abanamakhono angaphelele nabathathi zinqumo..		
Abangenamakhono nabanolwazi olunzulu ekuthathweni kwezinqumo.		

Qaphela: Akukho nzima ukugcwalisa izikhala ezikhona njengamanje eCorobrik Springs Factory.

2.8 Uhlelo Lokuqhubekela Phambili Komsebenzi (Isijobelelo G)

I-Career Progression Planning ibonisa ichibi labasebenzi abaye babonwa (kusukela echibini lethalente) futhi bathuthukiswa, hhayi kuphela ngezindima zabo zamanje, kodwa izindima ezingaba khona zesikhathi esizayo abangahlala kuzo. Inhloso ukudala ukulungele ukuze abantu abahlonziwe bakwazi ukuhlala izindima ezingaba khona esikhathini esizayo. Kufunwa amathuba abasebenzi baseSprings Factory abakhombisa isifiso sokwandisa imisebenzi yabo.

Silwela ukuba nezindlela zomsebenzi ezijwayelekile kuyo yonke imikhakha futhi sisebenzisane nabantu ngabanye ukuthuthukisa indlela yomsebenzi eyenziwe ngokwezifiso efaneleka kakhulu kubo. Lesi isinyathelo esiqhubekayo, esiqhubeka nokusicwenga.

Abasebenzi bayakhuthazwa ukuba bafunde / baye ezifundweni, okuzothuthukisa ukusebenza kwabo kwamanje futhi kudale amathuba okuqhubeka komsebenzi. Abasebenzi ababonisa kokubili isithakazelo kanye nokuthuthukiswa okungenzeka esikhathini esizayo babekwa endleleni enamandla yokuqhubekela phambili komsebenzi.

Lapho kwenzeka isikhala, lowo msebenzi uzogcwaliswa, ngokukhethekile, ngumfakisicelo wangaphakathi ukuze anelise izidingo zokuthuthukisa umsebenzi. Lapho kungekho abafake izicelo zangaphakathi, abantu bazoxoxwa futhi bakhethwe emsebenzini.

Abasebenzi bazobekwa emsebenzini ofanele imfundo yabo kanye namakhono asebenzayo ngokubhekisela emazingeni noma ibanga lomsebenzi, okusho ubunzima bomsebenzi njll.

Inqubo Yokuhlela Ukuthuthukiswa Komsebenzi

Inqubo yokuhlela umsebenzi ngaphakathi kweCorobrik kufanele ibe yindlela emibili ye-pronged.

1. Ukuhlela indlela yomsebenzi wabasebenzi bonke

Isisebenzi ngasinye sizoba nohlelo lomsebenzi oluxhumene nomsebenzi abawenzayo njengamanje. Ngokusekelwe ekugququzeleni okukhonjiswe yisisebenzi ukuzithuthukisa, bazonikezwa ithuba lokuthola izidingo ezincane zesigaba esilandelayo sendlela yomsebenzi ukufakwa ohlelweni lwe-ABET / usizo lokufunda i-bursary uhlelo / uhlelo lokusiza ukufunda i-bursary scheme / uhlelo lokuqeqesha.

2. Ukuhlela umsebenzi wabasebenzi abahlonziwe njengamandla okuqhubekela phambili ku-c band nangaphezulu

Abaphathi kufanele babone iqembu labasebenzi abahlolwe ukuthi nawo amandla okuqhubekela phambili ku-C Band nangaphezulu kwezikhundla. Indlela yomsebenzi wesisebenzi ngasinye kufanele ihlelwe ngokucacile futhi laba basebenzi bazobekwa ezinhlelweni zokuqeqesha ezifanele ukusheshisa intuthuko yabo ngaphakathi kwenkampani. Ngamunye walaba basebenzi kufanele anikezwe umeluleki ozosiza ekuthuthukiseni amamentees futhi uzoqapha intuthuko yabo ngokuqhubekayo. Bhokisa ku-Skills and Career Development Plan Working Document (Isijobelelo C).

2.9 Uhlelo lwe-Mentorship

Uhlelo lokweluleka (Isijobelelo H) lukhona eCorobrik Springs Factory lapho abasebenzi abahlonziwe ngezikhundla ezahlukahlukene ngaphakathi kwefektri befakwa ngaphansi kokwelulekwa komuntu ophazulu kakhulu indima yakhe ukuqinisekisa ukuthi isisebenzi sithola ukuvezwa okukhulu emsebenzini esilungiswa kuye. Umeluleki uzoveza kancane kancane isisebenzi emthwalweni wemfanelo negunya elengeziwe, aqinisekise ukuthi kunokwesekwa okwanele ukumqondisa ngenqubo.

I-Corobrik igxile kakhulu ekwelulekeni i-HDSA's ezikhundleni ezihlukahlukene ukuze ibahlomise ngamakhono adingekayo ukuze imisebenzi yabo ngempumelelo. I-Corobrik igxile kakhulu ekwelulekeni i-HDSA's ezikhundleni ezihlukahlukene ukuze ibahlomise ngamakhono adingekayo ukuze imisebenzi yabo ngempumelelo.

Uhlelo lokweluleka luxhumana kakhulu noHlelo Lokuthuthukiswa Kwemisebenzi kanye noHlelo Lokuthuthukiswa Kwamakhono kanye nezikhundla abasebenzi abelulekwa ngazo zisekelwe kwisakhiwo senhlangano yokusebenza

2.10 Ukufunda umsebenzi Kanye nomfundaze

Bheka:

- Inqubomgomo yeCorobrik: I-Bursary Scheme (Isijobelelo I)
- Inqubomgomo yeCorobrik: Usizo Lokufunda Bursary Scheme (Isijobelelo J)
- Bursary / Internship Policy Guidelines (Isijobelelo K)

Ukufundela umsebenzi

U-Corobrik uqasha abagqatswa be-internship ngamakhono athile adingekayo ekusebenzeni.

Ithebula 12: uhlelo lokufunda umsebenzi - Uhlelo Lwamakhono Athile

Umkhakha womsebenzi odingekayo	Isikhathi esijutjiwe										Inani labantu	Iasbelo (Rand)
	2023		2024		2025		2026		2027			
	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.		
Millwright	1			1		1					1	90000
Fitter							1			1	1	60000
Electrician												
Mechanic												
Electrical Eng. Technician												
Mechanical Eng. Technician												
Heavy Clay Technologist												
Administration												
Production Management Trainee												
Inani labantu sebaphelele	1			1		1	1			1		
Izindleko ngonyaka	30000			30000		30000	30000			30000		150000

Uhlelo lomfundaze

I-Corobrik (Pty) elinganiselwe inezinhlelo ezintathu zomfundaze, enye yazo eyenzelwe ukusiza ekuthuthukiseni abasebenzi bayo lapho bengafaka khona isicelo se-bursary ukuze baqale inkambo / idiploma / i-degree ukuthuthukisa iziqu zabo ngaphakathi komkhakha abaqashwe kuwo njengamanje. Uhlelo lwesibili lwenzelwe ukusiza izingane zabasebenzi lapho zingafaka khona isicelo se-bursary ukuze ukuthola iziqu zemfundo ephakeme ezifana ne-degree / diploma. Uhlelo lwesithathu luhloselwe ukuhlinzekwa kwama-bursaries / i-internship yamalungu ahluphekayo emiphakathi ezungeze i-Corobrik Factories / quarries.

I-Corobrik nohlelo losizo ngomfundaze

- Abasebenzi baseCorobrik bangafaka isicelo sokujoyina i-Corobrik Assisted Study Bursary Scheme lapho abagqatswa abafanelekile bengaqala khona ukufaneleka kwemfundo ephakeme emkhakheni ohambelana eduze nomsebenzi wabo wamanje. Inani nenani lamifundaze anikezwa abasebenzi unyaka ngamunye lizohluka ngokwenani labafakizicelo kanye nezikhungo okufanele zihanjelwe.

- Izingane zabasebenzi zingafaka isicelo somfundaze ukuze zithole iziqu zefundo ephakeme ezifana ne-degree / diploma. Loluhlelo luhlinzekela ukwabiwa kwamifundaze ngokusekelwe kuphela ekufanelekeni kanye nokwabiwa okwengeziwe kwemifundaze agcinelwe ngokuhlazekile kubantu ababehlupheka ngaphambili unyaka ngamunye isikhathi sezifundo zabo ngenkathi kunikezwa imifundaze emisha. Lesi sikimu sisebenza kuyo yonke iCorobrik hhayi ngokuqondile kunoma iyiphi imboni eyodwa. Inani lamifundaze anikezwa izingane zabasebenzi ezivela embonini ethile, ngakho-ke, lizohluka unyaka ngamunye ngokuya ngokufaneleka kwezicelo

- I-Corobrik inikeza i-Post-Matriculation Bursaries (Umfundaze) kumalungu omphakathi ukuze akwazi ukufunda ngokufaneleka esikhungweni se-tertiary esigunyaziwe. Umuntu ophumelelayo uzothola umfundaze unyaka ngamunye isikhathi senkambo yabo ekhethiwe isib. BSc, BComm, BEng.

I-Corobrik izogxila ekuhlinzekeni imifundaze emikhakheni yokukhiqiza efanele izidingo zeCorobrik, okungukuthi imikhakha yokukhiqiza nobunjiniyela, ukuze inikeze abafundi ithuba lokuqashwa unomphela ngaphakathi kweNkampani ngemuva kokuphothulwa kwezifundo zabo.

Ithebula 13: Uhlelo lomfundaze – Lwangaphakathi

	Year										Inani Labantu	Inani ngamuntu munye (Rand)	Isabelo (Rand)
	2023		2024		2025		2026		2027				
	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.			
Inani lemifundaze	1			1		1	1			1	2	15000	
Izindleko ngonyaka	15000			15000		15000	15000			15000			75000

Ithebula 14: Uhlelo lomfundaze – Lwangaphandle

	Year										Inani Labantu	Inani ngamuntu munye (Rand)	Isabelo (Rand)
	2023		2024		2025		2026		2027				
	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.	Aba sha	Uku Chu beka.			
Inani lemifundaze	1			1		1	1			1	2	15000	
Izindleko ngonyaka	15000			15000		15000	15000			15000			75000

2.11 Uhlelo Lokulingana Kwemisebenzi

Uhlolajikelele

Inhloso yeNqubomgomo Yokulingana Emsebenzini (Isijobelelo M) ukufeza ukulingana emsebenzini ngokuqedwa kobandlululo olungenabulungiswa kanye nokwenziwa kwamasu e-Affirmative Action.

Kuyinqubomgomo yeNkampani ukunikeza ithuba lokuqashwa elilinganayo nokuthuthukiswa kubo bonke abantu ngaphandle kokubheka ubuhlanga, inkolelo, umbala, ukukhubazeka noma ubulili. Kuyamukelwa futhi ukuthi, kuze kufinyelelwe esimweni esilinganayo, ukunakwa okugxile kunikezwe kumaqembu aqokiwe ukuze akwazi ukusebenzisa amathuba anikezwa bonke abasebenzi. Nakuba iNkampani izolandela ngenkuthalo ukuthuthukiswa nokuqhubekela phambili kuwo wonke amaqembu aqokiwe, kuzogcizelelwa kakhulu abantu base-Afrika ngoba baye bahlupheka ngezinga elikhulu kunanoma yimaphi amanye amaqembu futhi bakha iningi elikhulu labantu kuleli zwe.

Amasu okulingana kwemisebenzi

Kuzoqashwa amasu alandelayo e-Employment Equity:

- Inhloso kaCorobrik ukuthi ukuxubana kwabasebenzi kuwo wonke amazanga kufanele kubonise iphesenti elikhulu labantu abavela emaqenjini aqokiwe.
- Ukulingana Kwemisebenzi kuyoba yinto ejwayelekile ye-ajenda yeBhodi Yokuphatha kanye nemihlangano yeBhodi eliPhethe futhi uMqondisi oPhethe noma oqokiwe wakhe uzophendula nge-Employment Equity ngaphakathi kweNkampani
- Ekulandeleni izinhloso zamaqembu aqokiwe kuzogcizelelwa kakhulu kubantu be-HDSA. Ngenxa yalokho i-HDSA's izothathwa njengendlela yokuqala yokuqashwa nokukhushulwa kuze kube yilesi sikhathi lapho lezi zinhloso sezifeziwe.
- INkampani izobonisana nezinyunyana zabasebenzi ezimele kanye / noma abamele abasebenzi abaqokiwe mayelana nezindaba ze-Employment Equity ezifanele izifunda zabasebenzi ezifanele.
- INkampani izoba nohlelo Lokulingana Kwemisebenzi olunezinhloso ezibekiwe. Uhlobo lwemigomo kanye nohlelo lungahluka ngokuya ngendawo yendawo yokusebenza kanye nephrofayili yabantu jikelele ezifundeni ezahlukene ezithintekayo, kanye nokutholakala kwamakhono athile adingekayo.

Ithebula 15: Izinhloso Zonyaka ze-HDSA Progressive

Izinga lomsebenzi	2023	Inani elinquinqiwe	2024	Inani elinquinqiwe	2025	Inani elinquinqiwe	2026	Inani elinquinqiwe	2027	Inani elinquinqiwe
Abaphathi Abayinhloko (Corobrik Board)	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
Abaholi abaphezulu (Corobrik Exco)	30%	40%	33%	40%	37%	40%	44%	40%	50%	40%
Abaholi abasakhula	60%	40%	60%	40%	60%	40%	60%	40%	60%	40%
Abaholi abasafufusa	80%	40%	80%	40%	80%	40%	80%	40%	80%	40%
Amakhono ayisisekelo	70%	35%	70%	35%	70%	35%	70%	35%	70%	35%

Ukuhlaziywa kwamasu okulingana kwemisebenzi eCorobrik Springs Factory kuvezwa kwiFomu S

Ithebula 16: Ukulingana Kwemisebenzi Yamanje

Izinga lomsebenzi	Ama-Afrika		Amakhalathi		Amandiya		Abam hlophe	Sekaphelele ama-HDSA emazingeni ahlukenene	Abam Hlophe	Inani eliphelele Labasebenzi emazingeni ahlu kene	Isilinganiso se- HDSA at kuma zinga ahlu kene
	M	F	M	F	M	F	F		M		
Abaphathi Abayinhloko (Corobrik Board)	3	2			1			6	6	12	54%
Abaholi Abaphezulu (Corobrik Exco)	3				1	1		5	8	13	39%
Abaholi Abasakhula	1	1			1	1		4	1	5	75%
Abaholi Abasafufusa	6	1				1		8		8	100%
Amakhono ayisisekelo	24	1						25	2	27	93%
Totals	38	4	0	0	3	3	0	48	17	65	76%

Ithebula 17: FORM S

Izinga lomsebenzi	Abesilisa				Abesifazane				Se Ku Ko nke	Abakhubazekile	
	Ama-Afrika	Ama-Khalathi	Ama-Ndiya	Aba Mhlophe	Ama-Afrika	Ama-Khalathi	Ama-Ndiya	Aba Mhlophe		Abe Sifazane	Abe Sifazane
Abaphathi Abaphezulu (Board)											
Abaholi Abayinhloko (Exco)											
Abaholi Abasakhula											
Abaholi Abasafufusa											
Amakhono Ayisisekelo	24			2	1				27		
Abaqashwe ngokugcwele sebaphele	38		3	17	4		3		65		
Abangaqashiwe ngokuphelele											

Ithebula 18: Uhlelo Lokulingana Kwemisebenzi: 10% Abesifazane Ezimayini Ekusebenzeni

	2023 - 2027
Incazelo	Inani Labantu
Abesifazane abasebhizinisini eliyinhloko	32
Isibalo sabasebenzi sesiphelele	131
% Abesifazane abasebhizinisini eliyinhloko	24%

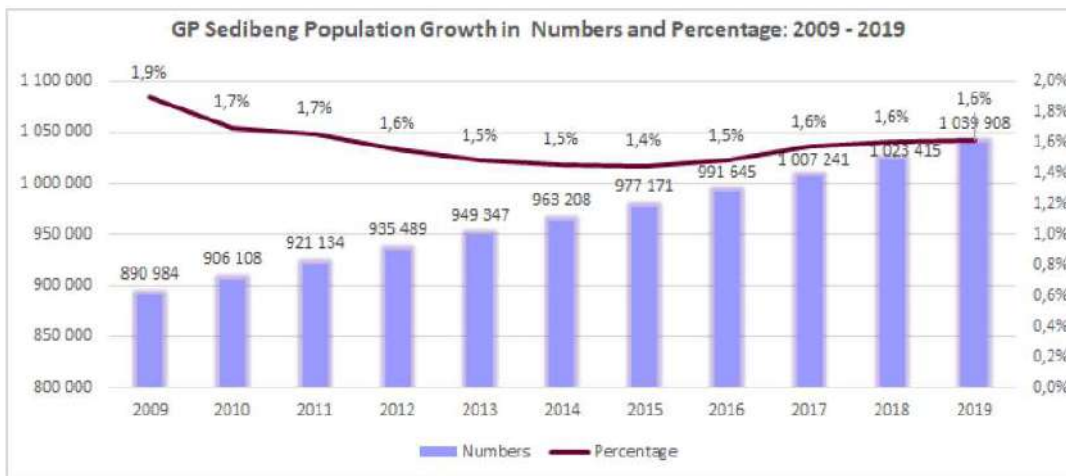
ISIGABA 3: UHLELO LOKUTHUTHUKISWA KOMNOTHO WENDAWO

3.1 Imvelaphi Yezenhlalakahle Nezomnotho wendawo

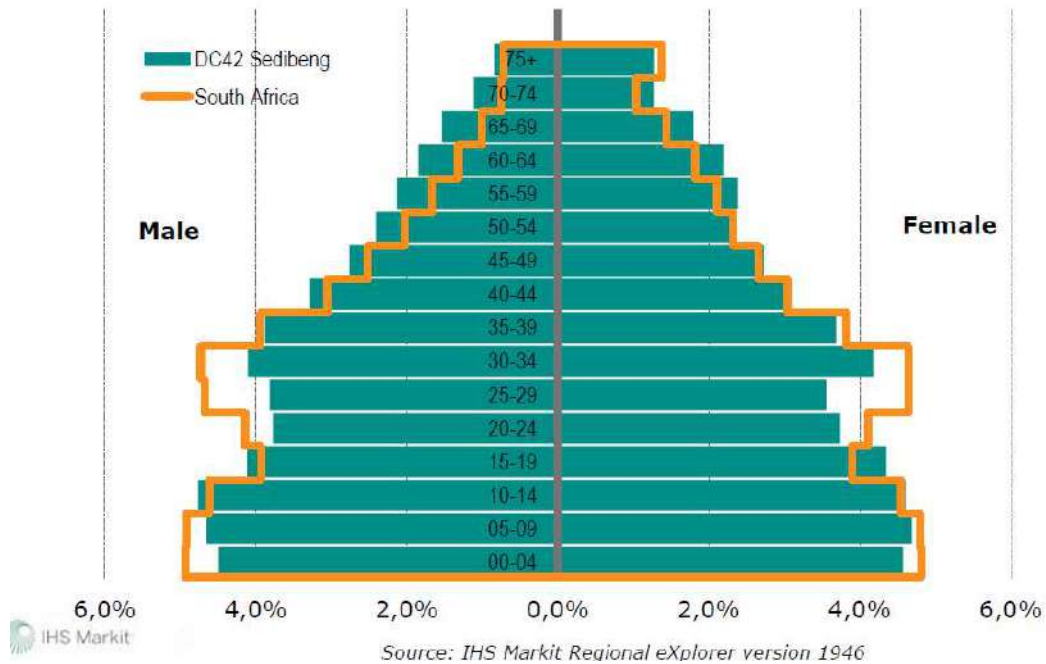
Imininingwane elandelayo, esebenza kulo msebenzi, ithathwe kuHlelo Lwentuthuko Ehlanganisiwe kaMasipala waseSedibeng.

Ukuhlaziywa kwabantu

Isifunda saseSedibeng siyikhaya lika-1 039 908 ngu-1.8% wabantu bonke baseNingizimu Afrika. Phakathi kuka-2011 no-2016, inani labantu baseSedibeng landa ngo-4.5% lisuka ku-916 484 laya ku-957 528. Ukukhula okujwayelekile kwakungu-1.4 % phakathi kuka-2012 no-2016, no-1.6% phakathi kuka-2016 kuya ku-2019 okubonisa ukwanda kobukhulu babantu kanye nokugeleza kokufuduka ngaphakathi.



Population structure, Total, 2019 DC42 Sedibeng vs. National



Umdwebo 2: Inani labantu

Ukuhlaziywa Kwemisebenzi

Ngokwegrafu engezansi, inani eliphelele lemali engenayo yonyaka esifundeni saseSedibeng ngu-R30 000. Bangu-9% abantu esifundeni abangayitholi imali engenayo. U-24% wabantu abasebenza kwezomnotho bahola phakathi kuka-R4800 no-R20 000 ngonyaka, kanti abanye abangu-34% bahola phakathi kuka-R20 000 no-R75 000 ngonyaka.

Annual income

R30 000

Average annual income

about half the amount in Gauteng:
R57 500

about the same as the amount in
South Africa: R30 000

Employees by annual income



* Universe: Employed individuals

Source: Census 2011

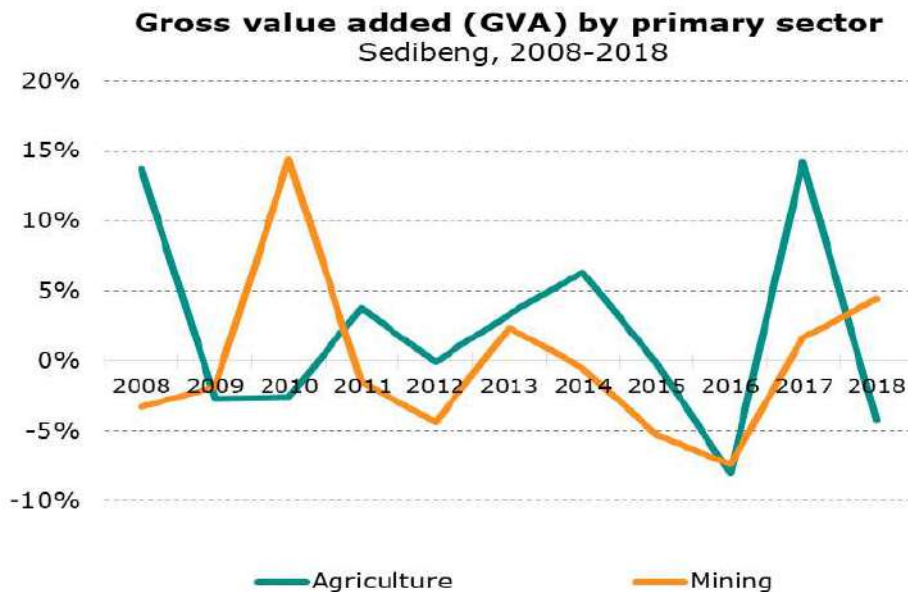
Sector	2008	2013	2018	Average Annual growth
Agriculture	0.38	0.39	0.41	0.82%
Mining	0.62	0.67	0.62	0.04%
Manufacturing	11.38	10.58	10.33	-0.97%
Electricity	1.51	1.75	1.71	1.23%
Construction	1.16	1.48	1.57	3.06%
Trade	3.75	4.46	4.79	2.50%
Transport	2.53	2.83	3.07	1.95%
Finance	7.81	8.56	9.35	1.81%
Community services	7.07	8.41	8.90	2.33%
Total Industries	36.21	39.12	40.75	1.19%

Source: HIS, 2018

Umdwebo 3: Isakhiwo Sokuqashwa

Umkhakha oyinhloko

Ngaphakathi kweSifunda saseSedibeng, umkhakha oyinhloko uqukethe ezolimo kanye nezimayini ezibhekwa njengezindawo ezimbili ezibanzi zomnotho esifundeni. Izinga lokukhula elijwayelekile ku-GVA kokubili imikhakha yezolimo nezimayini kusukela ngo-2008 kuya ku-2018 eSedibeng District liboniswa kugrafu engenhla. Phakathi kuka-2008 no-2018, umkhakha wezolimo wathola ukukhula okuhle okuphezulu kakhulu ngo-2017 ngezinga lokukhula elijwayelekile le-14.2%. Umkhakha wezimayini wafinyelela eqophelweni lawo eliphezulu lokukhula ngo-14.3% ngo-2010. Umkhakha wezolimo wathola ukukhula okuphansi kakhulu kwesikhathi ngesikhathi sika-2016 ku -8.1%, kanti umkhakha wezimayini nawo waba nezinga eliphansi lokukhula ngo-2016 futhi wathola izinga lokukhula elibi lika -7.4%. Ngenkathi yomibili imikhakha yezolimo neyezimayini ifaka isandla kakhulu ku-GVA, lezi ngokuvamile zibonakala ngokuguquguquka kokukhula esikhathini esithile.



Source: IHS Markit Regional eXplorer version 1803

Umkhakha oyisisekelo

I-Sedibeng DM inobukhona obubalulekile bokukhiqiza, ngesabelo se-32% se-GVA-R ephelele. Ngenxa yokugxila kwayo ekukhiqizeni, lesi sifunda sisengozini yezindaba ezivamile ezweni lonke, njengezingqinamba zokuphakelwa kukagesi kanye nezidubedube zabasebenzi. Ku-16% no-15% ngokulandelana, izinsizakalo zezezimali nezomphakathi nazo zibala ingxenye enkulu yomnotho wesifunda saseSedibeng. Ngokusho kwe-IHS Global 2018, umkhakha wokukhiqiza wathola ukukhula okuhle okuphezulu kakhulu ku-2010 ngezinga lokukhula lika-5.5% phakathi kuka-2008 no-2018. Umkhakha wezokwakha wafinyelela ekukhuleni kwawo okuphezulu ngo-2009 ku-13.8%. Umkhakha wokukhiqiza wathola ukukhula kwawo okuphansi kakhulu ngo-2018 ka -17.8%, kanti umkhakha wokwakha ufinyelele iphuzu lawo eliphansi kakhulu lokukhula ngo-2018 nge -1.9% izinga lokukhula. Umkhakha wezokuthutha ufinyelele eqophelweni lawo eliphezulu lokukhula ngo-2014 ku-5.0%.

Umkhakha wokukhiqiza unamandla okuba ngumkhakha omkhulu kakhulu ngaphakathi kweSifunda saseSedibeng ngo-2023, ngokukhula kwesabelo esiphelele se-24.9% we-GVA ephelele (njengoba kulinganiswa ngamanani wamanje), ekhula ngesilinganiso sonyaka se-1.0%. Umkhakha wezokwakha kulindeleke ukuthi ukhule ngo-1.64% ngo-2023 ngesilinganiso sokukhula sonyaka esingu-0.91% ngonyaka. Umkhakha wezokuthutha kulindeleke ukuthi ube nokukhula okuphezulu kancane ngo-1.64% ngo-2023 ngezinga lonyaka lika-2.15% uma kuqhathaniswa nomkhakha wezokwakha.

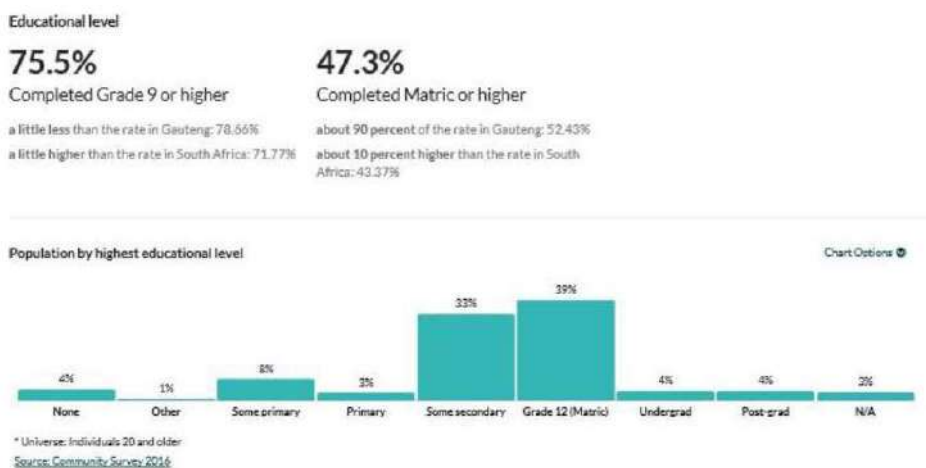
Phakathi nenkathi ka-2008 kuya ku-2018, inani lobusuku bombhede obuchithwa yizivakashi zasekhaya lehla ngesilinganiso sonyaka esingu -2.97%, kanti esikhathini esifanayo izivakashi zomhlaba wonke zaba nokwanda okujwayelekile konyaka kwe-8.71%. Inani eliphelele lobusuku bombhede obuchithwa yizivakashi landa ngesilinganiso sokukhula konyaka esingu-3.44% kusuka ku-1.91 million ngo-2008 kuya ku-2.68 million ngo-2018.

Ezemfunso nezamakhono

UMasipala weNdawo yaseSedibeng unezikole zamabanga aphansi ezingu-9 ezihlangene, ezi-3 eziphakathi, ezingu-149 kanye nezikole zamabanga aphezulu ezingu-82. Ezingeni le-tertiary isifunda sibamba izikhungo ze-8 ze-tertiary kanye namakolishi angu-18 (amanye). 75.5% (480 664) Kuphothulwe uGrade 9 noma ngaphezulu kwathi u-47.3% (300 895) waphothula uMatric noma ngaphezulu.

Nakuba u-4% wabantu bakulesi sifunda engenayo imfundo, bangu-44% kuphela abanesikole samabanga aphansi kanti u-39% uno-matric. Bangu-4% kuphela abantu esifundeni abaneziqhu ze-undergraduate. Sekukonke, isifunda sinezinga eliphansi lamakhono lapho iningi labantu lineziqhu ezithile eziyinhloko kuphela.

Izinga eliphakeme kakhulu leMfundo



Umdwebo 4: Isakhiwo semfundo

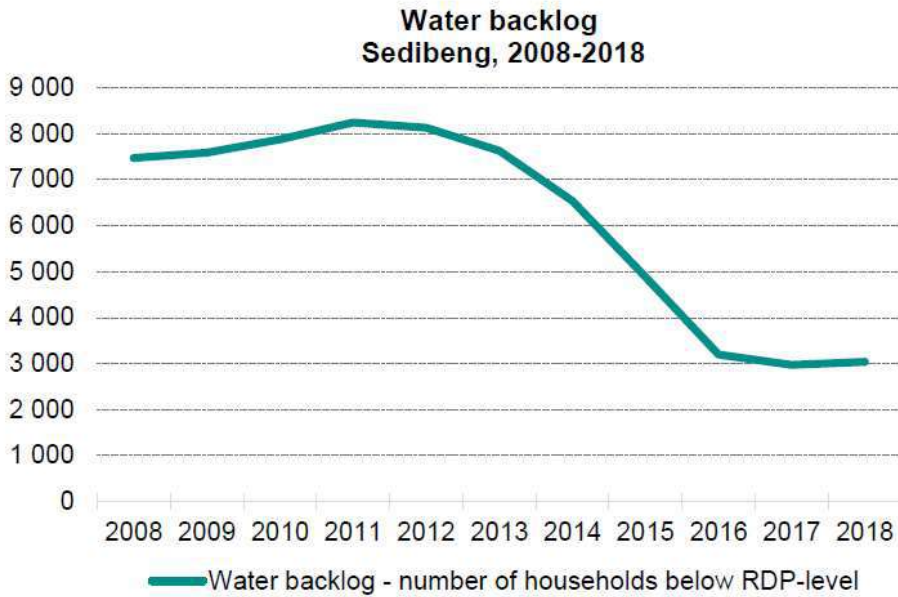
Izinsiza zomkhandlu

Ithebula elingezansi likhombisa isikhathi izinselelo zokulethwa kwezinsizakalo ezisahlala esifundeni, ngokuhamba kwesikhathi, okungukuthi kusukela ngo-1996, iSedibeng District ibone ukuthuthukiswa okuthile. Inhlanzeko esifundeni ithuthukile isuka ku-84.6% ngo-1996 iye ku-90.6% ngo-2015. Inggalasizinda yamanzi ithuthukile isuka ku-94.9% iye ku-96.4%. Ukuxhumeka kukagesi kuthuthukile kusuka ku-85% kuya ku-86.5% kanti ukususwa kwemfucuza kuye kwathuthuka kusuka ku-59.7% kuya ku-89.2%.

Household access to Infrastructure	Year	Emfuleni	Midvaal	Lesedi	Sedibeng
Sanitation: share of households with Hygienic toilets (%)	1996	86.0%	82.1%	74.0%	84.6%
	2011	90.6%	83.3%	88.2%	89.5%
	2015	90.9%	88.2%	91.0%	90.6%
Water infrastructure: share of households with piped water at or above RDP-level (%)	1996	96.4%	87.2%	89.0%	94.9%
	2011	96.9%	90.1%	94.1%	95.9%
	2015	97.6%	88.6%	95.6%	96.4%
Electricity connections: share of households with electrical connections (%)	1996	88.0%	78.4%	62.7%	85.0%
	2011	91.5%	78.1%	84.2%	89.3%
	2015	88.8%	74.9%	82.6%	86.5%
Refuse removal: share of households with formal refuse removal (%)	1996	58.8%	53.4%	75.6%	59.7%
	2011	89.4%	82.7%	86.2%	88.3%
	2015	90.2%	83.2%	88.1%	89.2%

Amanzi Nenhlanzeko

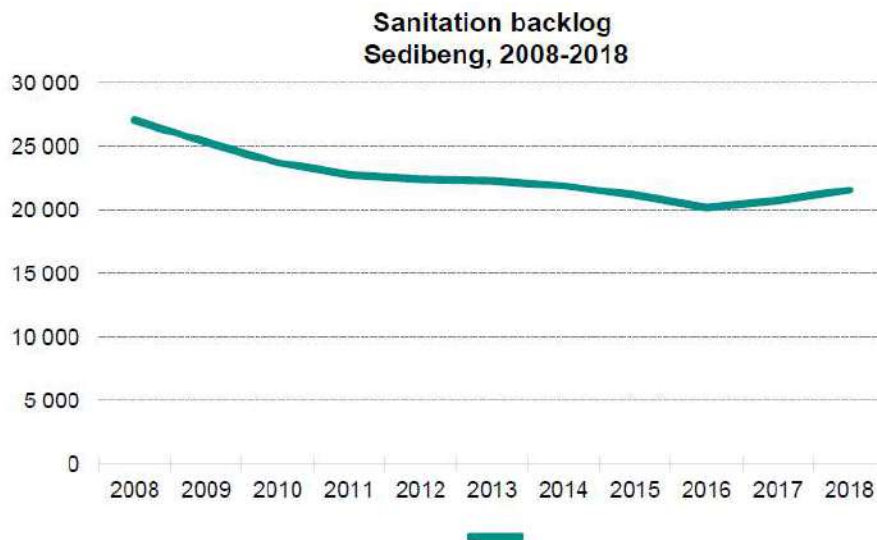
Ngokusho kwe-IHS Global 2018, kwakukhona amakhaya angama-235 000 (noma ama-73.44%) amanzi anepayipi ngaphakathi kwendawo yokuhlala, ingqikithi yamakhaya angama-72 000 (22.46%) ayenamanzi amapayipi ngaphakathi egcekeni kanye nenani eliphelele lamakhaya angama-582 (0.18%) ayengenawo amanzi asemthethweni amapayipi.



Source: IHS, 2018

Uhlolajikelele lokusalela emuva kwamanzi uma kubhekwa inani lemizi engaphansi kwezinga le-RDP ngokuhamba kwesikhathi, kukhombisa ukuthi ngo-2008 inani lemizi engaphansi kwezinga le-RDP kwakungu-7 470 ngaphakathi kweSifunda saseSedibeng, lokhu kusukela ngaleso sikhathi kwehle ngonyaka ku -8.61% ngonyaka kuya ku-3 040 ngo-2018.

Njengoba ngo-2018, sedibeng District kwadingeka inani eliphelele 297 000 izindlu zangasese flush (ie 92.81% amakhaya ingqikithi), 1 480 (ie 0.46%) Ventilation Improved Pit (VIP) futhi 16 000 (ie 4.98%) ingqikithi amakhaya izindlu zangasese zomgodi.

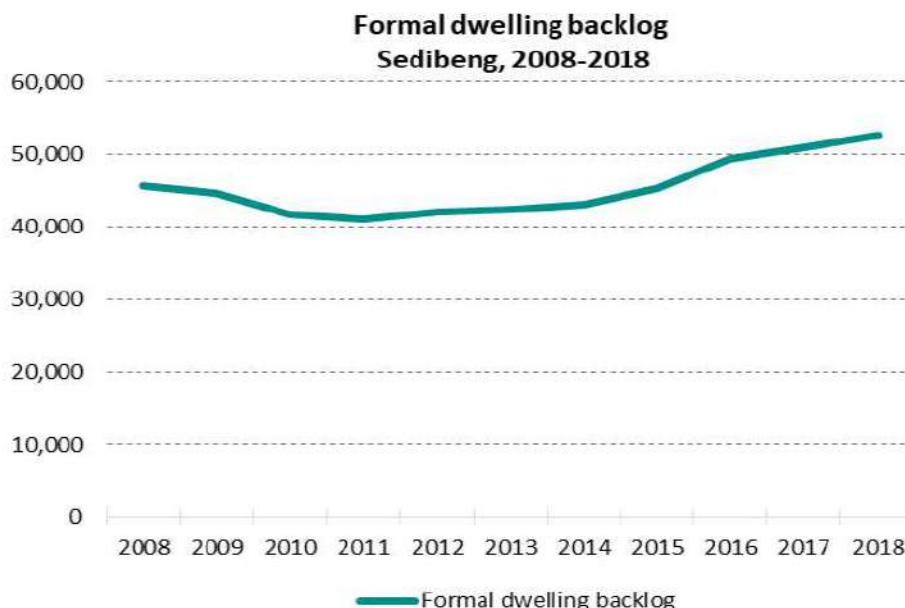


Source: IHS, 2018

Ukusalela emuva kwezindlu zangasese (inani lemizi engenayo izindlu zangasese zokuhlazeka) ngokuhamba kwesikhathi kusukela ngo-2008, inani lemizi engenayo izindlu zangasese ezihlanzekile eSedibeng District lalingu-27 100. Lokhu kwehle ngonyaka ngesilinganiso esingu -2.25% kuya ku-21 600 ngo-2018.

Izindawo Zokuhlala Zabantu

Ngokusho kwe-IHS Global 2018, i-Sedibeng District yayinenani eliphelele le-208 000 (64.76% yamakhaya aphelele) amayunithi okuhlala asemthethweni kakhulu, ingqikithi ye-60 300 (18.81% yamakhaya aphelele) amayunithi okuhlala ngokusemthethweni kanye nenani eliphelele le-35 600 (11.10% yamakhaya aphelele) amayunithi okuhlala angahlelekile.



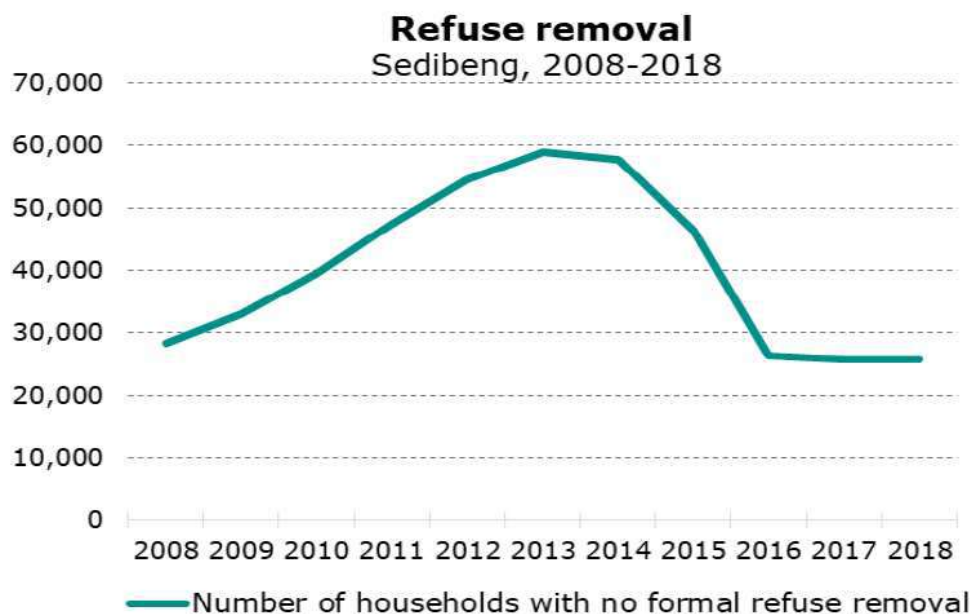
Source: IHS, 2018

Lapho ubheka ukusalela emuva kweyunithi yokuhlala ngokusemthethweni (inani lemizi engahlali endaweni yokuhlala esemthethweni) ngokuhamba kwesikhathi, kungabonakala ukuthi ngo-2008 inani lemizi engahlali endaweni yokuhlala esemthethweni kwakungu-45 700 ngaphakathi kweSedibeng District. Kusukela ngo-2008 leli nani landa ngonyaka ku-1.42% laya ku-52 600 ngo-2018. Inani eliphelele lemizi ngaphakathi kweSedibeng District landa ngesilinganiso sonyaka esingu-1.95% kusukela ngo-2008 kuya ku-2018, esiphazulu kunokwanda konyaka ngo-2.13% inani lemizi eNingizimu Afrika.

Ukuthuthwa kwemfuquza

Njengoba kuboniswe yi-IHS Global 2018, iSedibeng District yayinenani eliphelele lamakhaya angama-292 000 (91.00%) ayesuswe imfuquza yawo masonto onke yigunya. Amakhaya angu-3 090 (0.97%) asuswe imfuquza yawo kancane kunamasonto onke yisiphathimandla, kanti inani eliphelele lamakhaya angu-15 200 (4.74%) kwadingeka asuse imfuquza yawo uqobo (indawo yokulahla).

Izinselelo zakamuva zokulethwa kwezinsizakalo ngaphakathi kweSedibeng District zithinta izinga lokuqoqwa kwemfucuzo kule ndawo. Kodwa-ke, njengoba ngo-2018 umasipala ngaphakathi kweSedibeng onesibalo esiphezulu semizi lapho imfucuzo yasuswa khona masonto onke yisiphathimandla kwakunguMasipala Wendawo yaseMfuleni nge-226 000 noma isabelo se-77.65%. Leli zinga lehle kakhulu njengoba kubonwe imfucuzo elahlwe ezindaweni ezahlukene ezivulekile ngaphakathi kwendawo kamasipala waseMfuleni.



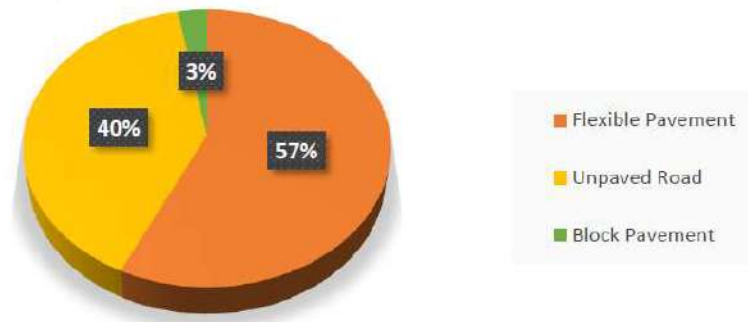
Source: IHS 2018

Kusukela ngo-2008 inani lemizi engenayo ukususwa kwemfucuzo ngokusemthethweni eSedibeng District yayingu-28 400. Kodwa-ke, lokhu kwehle ngonyaka ku -0.96% ngonyaka kuya ku-25 800 ngo-2018. Lesi sibalo kulindeleke ukuthi sikhuphuke ngenxa yezinselelo zokulethwa kwezinsiza ikakhulukazi kuMasipala waseMfuleni.

Ezemigwaqo nezokuthutha

Inethiwekhi yomgwaqo we-Sedibeng District ibalulekile ekuthuthukiseni umnotho, ukuthuthukiswa kwelokishi, ukuhamba, izithuthi zomphakathi kanye nezinye izindinganiso eziningi zokuphila endaweni. Kukhona ukukhathazeka okukhulayo ukuthi isimo senethiwekhi yomgwaqo esifundeni siyancipha ngokuqhubekayo ngenxa yokusebenza kabi ekwakhweni okusha nokuntuleka kwesondlo.

Sedibeng District Total Road Network



Source: RRAMS Business Plan 2019-20

Ngokohlelo lwebhizinisi lwe-RRAMS 2019-20, i-Sedibeng District inobukhulu obuphelele benethiwekhi yomgwaqo we-4 375km nge-pavement eguquguqukayo ye-2 500km (57,1%), umgwaqo ongafakiwe olinganiselwa ku-1 754km (40,1%) kanye ne-block pavement ye-121km (2,8%).

Ibhajethi elinganisiwe yokulungiswa kwemigwaqo ejwayelekile eLesedi LM ngu-R59m ngobude obuphelele buka-107 019km, E-Midvaal LM, isabelomali esingenzeka sokulungiswa okujwayelekile ku-734,683km ubude bomgwaqo ngu-R93m kanti leso se-Emfuleni LM silinganiselwa ku-R289m ubude bomgwaqo obuphelele obungu-1 794,037km.

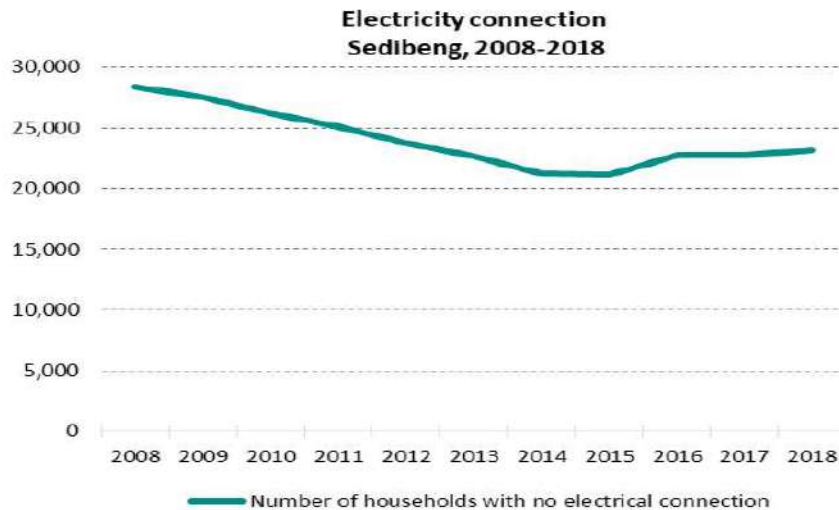
Ngokusho kwe-Sedibeng Travel Household Survey 2014, ezokuthutha ezingezona izinjini (NMT) zatholakala zivelele (45%) ku-SDM. I-NMT ephezulu kakhulu yaphawulwa eMidvaal Rural West (60%), Lesedi Rural (53%) naseMfuleni Urban (48%) kanjalo nokusetshenziswa kwezithuthi zomphakathi. Ezokuthutha zangasese ezisetshenziswa kakhulu ezindaweni ezinomholo omkhulu waseMidvaal Rural East (73%), Emfuleni Rural (63%) naseLesedi Urban (41%). Ngokuphambene nalokho, ukusetshenziswa kwezithuthi zomphakathi eMidvaal Rural East naseMfuleni *Electricity*

Ugesi

Ngo-2018, ngokusho kwe-HIS Global, i-Sedibeng District yayinenani eliphelele lemizi engu-5 970 (1.86%) enogesi wokukhanyisa kuphela, ingqikithi yamakhaya angu-291 000 (90.91%) ayenogesi wokukhanyisa nezinye izinhloso. Inani eliphelele lamakhaya angu-23 200 (7.23%) awazange asebenzise ugesi.

4.5 Electricity

In 2018, according to HIS Global, Sedibeng District had a total number of 5 970 (1.86%) households with electricity for lighting only, a total of 291 000 (90.91%) households had electricity for lighting and other purposes. A total number of 23 200 (7.23%) households did not use electricity.



Source: IHS, 2018

The number of households with no electrical connection over time from 2008, in Sedibeng District was 28 400. This decreased annually at -2.00% per annum to 23 200 in 2018. However, the mushrooming informal settlements especially in the north western side of Emfuleni area will increase this backlog.

Ezempilo

Izimbangela ezihamba phambili zokufa kwezingane ezingaphansi kweminyaka engu-5 yizifo eziphansi zokuphefumula, izifo zesifo sohudo kanye nezinkinga zokuzalwa ngaphambi kwesikhathi. Kwabesilisa abaneminyaka ephakathi kuka-5 no-14 imbangela ehamba phambili yokufa ukuminza (15%), kanti kwabesifazane kuyisifo sokuphefumula esiphansi (18,5%). I-HIV/AIDS kanye

IPHROFAYELA: SEDIBENG DISTRICT

12 izinsongo zengozi zokuphefumula yizimbangela zesibili neyesithathu ezihamba phambili kwabesifazane kuleso sigaba seminyaka. Nakuba kwabesilisa kuyizifo eziphansi zokuphefumula kanye nezinsongo zengozi zokuphefumula.

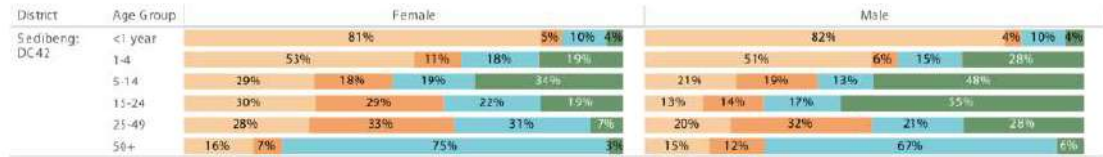
Kwabesilisa abaneminyaka ephakathi kuka-15 no-24 imbangela ehamba phambili yokufa udlame phakathi kwabantu (22,3%), kwabesifazane yizifo zokuphefumula eziphansi. Izimbangela zesibili neyesithathu zokufa kwabesifazane kulesi sigaba yi-HIV/AIDS (15,9%) ne-TB (15,8%). Nakuba kwabesilisa kuyingozi ngengozi ukuphefumula kanye namandla omshini.

Izimbangela ezintathu eziphezulu ezihamba phambili zokufa kwabesifazane abaneminyaka ephakathi kuka-25 no-64 yizifo zokuphefumula eziphansi (18,2%), i-TB (12,7%) ne-HIV/AIDS (11,9%). Nakuba kwabesilisa be-fir kuyi-TB (16,5%), izifo zokuphefumula eziphansi (13,4%) kanye ne-HIV/AIDS (10,4%).

%). While men is a risk of respiratory risk and machine power.

Three advanced death causes for women with between 25 and 64 years are low respiratory diseases (18,2%), TB (12,7%) and HIV/AIDS (11,9%). While fir men is TB (16,5%), low respiratory diseases (13,4%) and HIV/AIDS (10,4%).

Kwabesifazane abangaphezu kuka-65 izimbangela ezihamba phambili zokufa yizifo ze-cerebrovascular (eziphathelene nobuchopho nemithambo yayo yegazi), izifo zenhliziyo ze-Ischaemic, kanye ne-hypertension. Kuyafana besilisa kodwa kulokho izifo zokuphefumula eziphansi zingaphezu kwe-hypertension.



Source: Stats SA.



Kunemitholampilo engu-33, izikhungo ze-4 Community Health, izibhedlela zesifunda ezi-2 kanye nesibhedlela esisodwa sesifunda eSedibeng.

Ukuthuthukiswa Kwezehlalo Nezomnotho

Gini Coefficient

I-Coefficient ye-Gini ye-Sedibeng ikhombisa intuthuko encane kakhulu ekunciphiseni izinga lokungalingani kwemali engenayo eyathuthuka kuphela kusuka ku-0.630 kuya ku-0.635 phakathi kuka-2000 no-2017. Ngo-2019 it 0.64. Ukuthuthuka kwezempilo, ikakhulukazi isikhathi sokuphila, kuye kwaholela ngokwengxenywe ekufundeni okuthuthukisiwe kwe-HDI, eminyakeni edlule eSedibeng, nanoma yikuphi ukuthuthukiswa kwempumelelo yemfundo okubeka amandla okukhulisa izifunda i-HD Employment/Unemployment I ngokwengeziwe.

Amathuba omsebenzi/Inswelo nqasho.

Isifunda saseSedibeng sihlangebazane ne-deindustrialization ebalulekile ngenxa yokwehla kwemboni yensimbi okungenye yabaqashi abakhulu esifundeni. Lokhu kanye nezinye izinto zomnotho kube nemiphumela emibi kakhulu kwizinga lokukhula komnotho wesifunda okuholele ekutheni kube nezinga eliphezulu lokungasebenzi lika-50.7% kanye nokusalela emuva kwamathuba emisebenzi angu-120 218. Isifunda saseSedibeng sikhombisa amanye amazinga aphezulu okungasebenzi aphakathi kuka-34.2% no-56.2% ngo-2017 okuholele ekutheni kube nezinga eliphezulu.

Ukuhlaziywa Kwezomnotho

3.2 Imisebenzi esemqoka yezomnotho (Umthetho 46 (c) (ii))

Ukuvuselelwa kwesikhathi eside kwephasishi laseNingizimu ukwakha umnotho omusha eVaal, kuzo zombili iGauteng neFree State-side yoMfula iVaal. Amaprojekthi okutshala imali agqugquzelayo eSedibeng kulo mphumela afaka:

- Idolobha laseSavannah
- I-Vaal River City kanye ne-Vaal University Village precinct ukufaka:
 - wezimpahla sezindiza kanye nozokuthutha ihabhu
 - iVaal Special Economic Zone
 - Iphrojekthi yokutshala imali ye-AB InBev
 - ukuthuthukiswa kanye nokutshalwa kwezimali kwezinto zokusebenza kanye nezimayini eLesedi
 - amaprojekthi eGauteng Highlands

3.3 Amagama Ezinye Izinkampani Zezimayini Endaweni

Ithebula 19: Ezinye Izinkampani Zezimayini Endaweni

Igama lemayini	Umkhiqizo
Verref	Refractories
Amasimu	Ezolimo
Iziganga	Ezolimo

3.4 Umthelela omubi wokusebenza kwezimayini

Ayikho imithelela emibi ebonakalayo ehambisana nemisebenzi yezimayini yaseSprings naseFortfort njengoba ukumbiwa kwamatshe kuzokwenziwa kuphela kule ndawo cishe izinyanga ezingu-3-4 ngonyaka. Izinto zamatshe zizoyiswa eCorobrik Springs Factory ukuze zicutshungulwe.

Ithebula 20: Imithelela Emibi Yokusebenza Kwezimayini

Imiphumela emibi embonini	yebo	cha	Imizamo yokulungisa
Ukuthuthule kewzinye izindawo kwabantu		√	Akubhekekile.
Ukumbiwa kwemizimba		√	Akunamathuna embiwe..
Ukuthuthuleka kwabantu		√	Endaweni okumbiwa kuyo akunakuthuthuleka kwabantu..

3.5 Amaphrojekthi Okuqeda Inggqalasizinda Nobuphofu Ngokuhambisana ne-IDP (Umthetho 46 (c) iv)

Bheka Inqubomgomo yeCorobrik: Iminikelo **Annexure N**

Ithebula 21: Izidingo ngangi sendawo

Jwayelekile	Maqondana
Imigwaco nokuhanjiswa kwamanzi	Ukwakhiwa kwemigwaqo emisha kanye nokuhambisa amanzi esivunguvungu, ukwakhiwa kwezindlela zabahamba ngezinyawo, ukuthuthukiswa kwemigwaqo kanye nokuhambisa amanzi esivunguvungu, ukuvula izindlela kanye nokwakhiwa kwama-speed humps
Ezemidlalo Ukuzilibazisa Arts and Culture	Ukwakha imitapo yezincwadi, amasimu ezemidlalo, amachibi okubhukuda njll
Izindawo Zokuhlala Zabantu	Ukwakhiwa kwezindlu, ukufuduka kwemiphakathi
Ezempilo Nezenhlalo	Rehab centres, clinics and mobile clinics and early childhood development izikhungo zokubuyisela, imitholampilo kanye nemitholampilo ehambayo kanye nokuthuthukiswa kwezingane zokuqala
Ezamandla	Ukukhanyisa, amandla elanga

3.6 Amaphrojekthi okuthuthukisa

I-Corobrik izozama, ngokubambisana noMasipala kanye nemiphakathi, ukuhlonza iphrojekthi / iphrojekthi efanelekayo futhi eqhubekayo ehlinzeka ngemisebenzi yezomnotho yokudala amathuba emisebenzi futhi eyengeza inani lezomnotho emiphakathini ngale kokuphila kwemayini.

I-Local Economic Development Project isebenza eCorobrik Springs Factory njengoba lokhu kuyisisekelo semali engenayo yokusebenza.

Igama leprojekthu	COMMUNITY MULTIPURPOSE HALL			FOCUS AREA	Construction					
Umlando	NjengoMphakathi waKwazenzele sizothanda ukuthi uCoro Brick asisize ekwakheni iMini Multi-Purpose Community Centre. Kungenxa yokuthi asinayo indawo yokusingatha imihlangano yethu yoMphakathi noma yimiphi eminye imicimbi eyenzeka ngaphakathi eMphakathini wethu, njengokunikeza amaphasela okudla nguMnyango wezokuThuthukiswa koMphakathi, ukubhaliswa okungenangqondo, uhlelo lokuthunga izakhamuzi ezindala ukubala nje ezimbalwa.									
Gauteng	RESPONSIBILITY	UMASIPALA WOMKHANDLU	UMASIPALA WENDAWO	IGAMA LESIGODI	ISIKHATHI ESIBEKIWE					ISABELE ESIPHELELE
	Corobrik	Sedibeng	Lesedi	Kwazenzele	2022-2023	2024	2025	2026	2027	
IMIPHUMELA	UMSEBENZI OBHEKEKILE		OKUKHOMBA INCUBEKELA PHAMBILI		R300 000	R1 000 000	R800 000	R400 000	R400 000	R2.9 mil
Ihholo lomphakathi	Umphakat		Ukuthuthukiswa komphakathi							
UHLELO LWEMISEBENZI	ABESILISA ABAKHULILE	ABESIMAME ABAKHULILE	INTSHA	INTSHA YABESIFAZANE	TOTAL	IMIBONO				
ISIKHATHI ESIDE	23	12	0	0	35					
ISIKHATHI ESIMAPHAKATHI	0	0	0	0	0					
ISIKHATHI ESIDE	0	0	0	0	0					
UHLAKA LWEQHINGA LOKUQEDELA NOKUPHUMA KWABAZUZAYO	Ukunikezelwa kwehholo lezinhliso eziningi zomphakathi we-4									



Lesedi Local Municipality
1 HF Verwoerd Street
Civic Centre Building, Heidelberg
PO Box 201, Heidelberg, Gauteng, 1438
Tel: +27 16 340 3214
Fax: +27 86 601 9837
Email: mayor@lesedi.co.za
www.lesedilm.co.za

Office of the Speaker

Ref./Verw: 12/2/336
ENQ./NAVR: S MNYAKENI

From: Cllr S MNYAKENI

RE: REQUESTING COMMUNITY MULTIPURPOSE HALL

Dear Sir

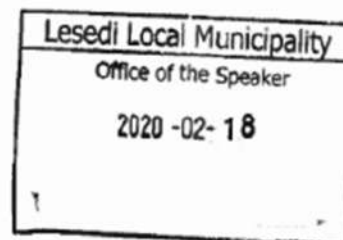
I hope you are well. Please value our plea as the community of Kwazenzele.

I write this letter with the purpose of getting a Community Hall in our area. As the Community of Kwazenzele we will like Coro Brick to assist us with building of a Mini Multi-Purpose Community Centre. It is because we don't have a venue to host our Public meetings or any other events that are taking place within our Community, such as handing out of food parcels by the Department of Social Development, indigent registrations, sewing programme for old citizens to name a few.

We will really appreciate if our wish could be realised this year

Yours Faithfully

Cllr S.J MNYAKENI
Tell: 072 199 0961
Email: smith.mnyakeni@gmail.com



All correspondence should be addressed to the Municipal Manager
Alle korrrespondensie moet aan die Munisipale Bestuurder gerig word.

Form 1 (enq)

3.7 Isigaba 46 (c) (iv): Izindlu Nezimo Zokuphila Izindlu (Isijobeleo O)

3.7.1 Amalungiselelo Ezindlu Zamanje

Iningi labasebenzi lihlala eGauteng ezindaweni zabo zokuhlala zangasese. Le nkampani yamukela umthwalo wayo wokugqugquzela ubunikazi bezindlu phakathi kwabasebenzi ngokuhambisana nomgomo woMthetho Wokuthuthukiswa Kwezimbiwa Ne-Petroleum Resources kanye ne-Mining Charter.

I-Corobrik ikholelwa ukuthi lokho kubalulekile ukuthi Abasebenzi bayo babe yi-Home Owners endaweni lapho behlala khona. Lokhu kwenziwa yiNkampani lula usizo kubasebenzi ukwakha kanye / noma ukuguqula imizi yabo ngendlela elandelayo.

Isu elikhulu ukukhuthaza ubunikazi bezindlu phakathi kwabasebenzi bethu. Ekuphishekeleni lo mgomo, inkampani inikeza okulandelayo:

- **Izindlu Microloans**

Ngokuvumelana ne-ABSA, abasebenzi bayakwazi ukuthola imalimboleko ku-R3, 000.00 kuya ku-R30, 000.00 ngokusebenzisa izikweletu ze-Pension noma ze-Provident Fund njengesibambiso. INkampani ifaka okungenani ingxenye elinganayo noma enkulu yomnikelo wabasebenzi kuzo zombili Izimali njalo ngenyanga. INkampani ixoxisane nezinga lenzalo elikhethwayo kwimalimboleko ukuze izinkokhelo zifinyeleleke.

- **Ukuthengwa Kwabasebenzi Kwemikhiqizo Yenkampani (Isijobeleo P)**

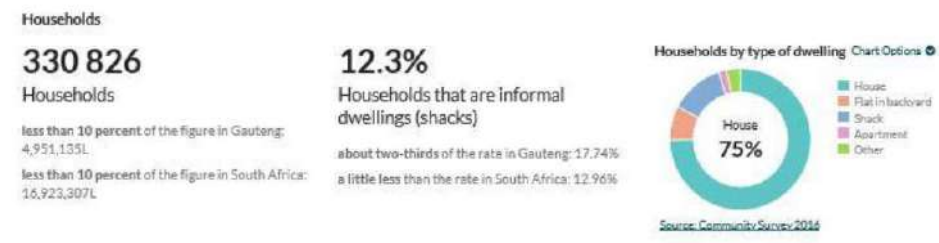
INkampani inikeza abasebenzi isaphulelo sabasebenzi kuyo yonke imikhiqizo eyenziwe yiNkampani. Ngaphezu kwalokhu, abasebenzi bavunyelwe ukukhokhela imikhiqizo abayithengile esikhathini esifinyelela ezinyangeni eziyi-12. Lokhu kuhloswe ngakho ukwenza kube lula ukuthi abasebenzi bakhokhe ngaphandle kwengcindezi engadingekile kwizinsiza zabo zezimali.

Imali mboleko no kuboleka iholo

INkampani iqhubekela phambili inikeza abasebenzi imali mboleko, ethuthukile ngokumelene namaholo abo / amaholo uma bengakwazi ukufinyelela ezezimali ngamabhande ashiwo ngenhla. INkampani icabangela ikhono labasebenzi lokusinda ekulinganiseni umholo wabo kanjalo nokuthi zikhona yini izimali ezanele eZikhwameni zabo Zomhlalaphansi.

3.7.1 Isimo samanje semizi ngaphakathi emphakathini

Kunamakhaya angu-330 826 eSedibeng District lapho u-12.3% yimizi engahlelekile.



3.7.2 Isu loMasipala lokubhekana nezindlu

Ithebula 23: izindawo ezibhekekile

IZINDAWO EZIBHEKEKILE	Isimo esijwayelekile	IMIPHUMELA
Indawo yokuhlaliswa kwabantu	Uhlelo Lokuthuthukisa Ukuhlaliswa Okungahlelekile lungenye yezinhlelo ezibaluleke kakhulu zikahulumeni ezifuna ukuthuthukisa izimo zokuphila kwezigididi zabantu abahlwempu ngokuhlinzeka ngesikhathi esivikelekile kanye nokufinyelela ezinzweni eziyisisekelo nezindlu	Loluhelelo kuhloswe ngalo ekuthuthukiseni i-situ yezindawo zokuhlala ezingahlelekile

3.8 Isigaba 46 (c) (v): Izinyathelo zokubhekana nokudla

Bheka:

- Inqubomgomo ye-Corobrik: igciwane lesandulela ne- Ngqulazi (Isijobelelo Q)
- Inqubomgomo yeCorobrik: Usizo Lwezokwelapha (Isijobelelo R)
- Inqubomgomo ye-Corobrik: Izingozi Nezifo Ezihlobene Nomsebenzi (Isijobelelo S)
- Inqubomgomo ye-Corobrik: Ukuphathwa Kokukhubazeka (Izijobelelo T)

I-Corobrik ayisebenzi uhlelo lokudla njengoba kungekho ilungiselelo lehostela. Abasebenzi banikeza ukudla nokudla kwabo; kuze kube manje amazinga okudla anele. UCorobrik utshale imali ezinhlelweni zempilo yabasebenzi bangaphakathi ezihlanganisa imfundo yokuqwashisa nge-Igciwane lesadulela/ingqulazi kanye neziwombe zesifi Sofuba nokondleka okuyinto elula kubo bonke abasebenzi.

Izinqubo ezilandelayo zenziwa embonini yi-Occupational Health Nurse Practitioner (isikhathi esigcwele) kanye ne-Occupational Health Medical Practitioner (isisekelo sesivumelwano):

- Ukuhlolwa Kwezokwelapha Kwangaphambili. Lokhu kudingwa nguMthetho Wezempilo Nokuphepha Ezimayini 29 ka-1996 kanye ne-Corobrik's Code of Practice for Fitness to Pe- Routine Annual Medical Examinations. Lezi zihlanganisa ukuhlola impilo yabasebenzi mayelana nokuvezwa emsebenzini isib. ukuhlolwa kokusebenza kwamaphaphu ukuvezwa kothuli, ukuhlolwa kokuzwa ukuvezwa komsindo.
- Phuma Ukuhlolwa Kwezokw • Ukuhlolwa Kwezempilo Kwengozi. Lezi zenziwa ukuhlonza ukuvezwa kanye nokuhlola ubukhulu bokuvezwa kwabasebenzi. Lokhu kuhlolwa kwenziwa ngokubambisana ne-Hygiene Survey Reports, enikezwa yi-hygienist eyenziwe ku-Corobrik.
- Ukunakekelwa Kwezempilo Okuyinhloko. Isevisi enikezwa bonke abasebenzi.
- Ukwelulekwa Nokuhlolwa Ngokuzithandela (VCT) kwe-gciwane lesandulela.
- Ukwelashwa kwezingozi nezifo ezihlobene nomsebenzi.elapharform Work.

3.9 Uhlelo Lokuqhubekela Phambili Kwempahla

- Ithebula elingezansi linikeza iFomu T, uhlelo lokuthengwa kwenqubekela phambili. I-Corobrik ihlose ukuthenga izinhloso ezibekiwe ku-Broad-Based Socio-Economic Empowerment Charter.

Inqubomgomo ye-Corobrik: Ukunikezwa Amandla Kwezomnotho Kwabamnyama (Annexure U).

Ukunikezwa Amandla Kwezomnotho Kwabamnyama - Imihlahlandlela Yokuthengwa Kwempahla Ekhetshiwe (Annexure V).

Ithebula 5: Ifomu T

	Izinhloso				
	Unyaka				
	2023	2024	2025	2026	2027
Ukuthengwa Kwezimpahla Zemali	40%	45%	50%	55%	60%
Ukuthengwa Kwezinsizakalo	60%	65%	70%	75%	80%
Ukuthengwa kwe-zinsisa	50%	55%	60%	65%	70%

ISIGABA 4. INQUBO EPHATHELENE NOKUPHATHWA KANYE NE-DOWNSCALING AND RETRENCHMENT SECTION 46 (d):

Izinqubo eziphathelelene nokuphathwa kwe-Downscaling and Retrenchment (Annexure W) zisebenza ku-Corobrik Springs Factory njengoba lokhu kuyisisekelo sabasebenzi bokusebenza.

4.1 Ukusungulwa Kweforamu Yesikhathi Esizayo: Umthethonkambiso 46 (d) (i)

Ithebula 25: Umbuthano wezikhathi ezizayo

Usuku lokusungulwa	Imihlangano Yeforamu Yesikhathi Esizayo
29 Iwezi 2009	Isigamu sonyaka

Iforamu ye-Future izohlenganisa abaphathi namalungu abasebenzi kanye / noma inhlangano yabo emele.

Izinhloso yombuthato wesikhathi Esizayo (Isijobelelo X)

- Ukukhuthaza ingxoxo phakathi kweNkampani nabasebenzi noma abameli babo kanye namanye amaqembu afanele maqondana nanoma yiziphi izinkinga nezinsalelo ezihlangabezana nanoma yiliphi lamaqembu maqondana noma eziphathelele nokubuyela emuva okungenzeka noma ukulahlekelwa umsebenzi ngabasebenzi.
- Ukuxoxa ngokuhlanganyela ngezixazululo ezingaba khona ekulahlekelweni kwemisebenzi kanye nokubuyiselwa emuva kucatshangelwa ukusebenza kanye nezidingo zokusebenza zeNkampani.
- Ukuzibandakanya ngokuhlanganyela ekuhloleni amasu ukugwema noma ukunciphisa ukuqiniswa kanye nokulahlekelwa yimisebenzi kanye nokukhuthaza ukusimama kwebhizinisi nokukhula, ngaleyo ndlela kuvimbele futhi kugwenywe ukuqiniswa kwesikhathi esizayo nokulahlekelwa yimisebenzi.
- Ukuqalisa ukuguquka kanye / noma ukuthunyelwa kabusha noma amanye amasu afanele okuvimbela ukulahleka kwemisebenzi ngenkathi kukhuthazwa ukuncintisana kwebhizinisi nokusebenza.
- Ukwakha ngokuhlanganyela nokusebenzisa izixazululo zokuvimbela ukulahleka kwemisebenzi kanye nokubuyiselwa.
- Ukwenza zonke ezinye izinto ezinjalo ezenzekayo futhi ezilungele ukufinyelela izinhloso ezishiwo ngaphambili.

Amandla ombuthano wesikhathi Esizayo

- Umbuthano Wesikhathi Esizayo uthola imibiko ejwayelekile maqondana nesimo sezimali jikelele kanye nezinye izimpawu zokuxwayisa kusenesikhathi zeNkampani.
- Umbuthano Wesikhathi Esizayo uzohlola amasu okuguqula kanye / noma ukuthunyelwa kabusha ukuvimbela kanye / noma ukunciphisa ukubuyiselwa futhi kunomthelela.
- Umbuthano Wesikhathi Esizayo uzofuna izinsizakalo ngaphansi koHlelo Lwezenhlalakahle lukazwelonke ukuhlinzeka nokuthenga izinsizakalo zobuchwepheshe noma zokweluleka kumaqembu afanele, lapho kudingeka khona, kuze kube sekuvunyelwene ngeqhinga elamukelekayo lokuthunyelwa kabusha kanye nendlela yokuqalisa.
- Amasu amukelwe kanye / noma anconywe Wumbuthano Wesikhathi Esizayo akumele abe nomthelela omubi ekusebenzeni kwesikhathi eside noma izidingo zokusebenza zeNkampani, noma ezinqumweni ezizimele zanoma yimaphi amaqembu abamba iqhaza Umbuthano Wesikhathi Esizayo.
- Umbuthano Wesikhathi Esizayo iyobonisana noMqashi kanye nabasebenzi mayelana nezinqubo zokubuyisela emuva ngendlela efanele, izinqubo zokweluleka kanye nokuthuthukisa amasu okunciphisa ukulahleka kwemisebenzi.
- Umbuthano Wesikhathi Esizayo uzofuna usizo kuHlelo Lwezenhlalakahle lukazwelonke ukukhuthaza nokuthuthukisa amakhono abasebenzi abathintekayo.

4.2 Izindlela Zokusindisa Imisebenzi Nokugwema Ukulahleka Kwemisebenzi

Umbuthano oshiwo ngenhla izobhekana nezindlela zokusindisa imisebenzi nokugwema ukulahleka kwemisebenzi.

Umbuthano uzokwenza:

- Ngokuhlanganyela ukuxoxa ngezixazululo ezingaba khona ekulahlekelweni kwemisebenzi kanye nokubuyiselwa emuva kucatshangelwa ukusebenza kanye nezidingo zokusebenza zeNkampani.

Ukubonisana

Inqubo yokubonisana edingekayo iyingxenywe yemisebenzi yezinkundla. Umbuthano uzobonisana noMqashi kanye nabasebenzi mayelana nezinqubo zokubuyisela emuva ngendlela efanele, izinqubo zokweluleka kanye nokuthuthukisa amasu okuvimbela nokunciphisa ukulahleka kwemisebenzi.

Ukusebenzisa Isigaba 189 soMthetho Wobudlelwane Babasebenzi, 1995

Izimiso zeSigaba 189 soMthetho oshiwo ngenhla ziyolandelwa uma kuvela izimo. Isaziso kwiBhodi Lokuthuthukiswa Kwezimbiwa Nezimayini (iBhodi)

Isaziso esifanele siyonikezwa iBhodi Lokuthuthukiswa Kwezimbiwa Nezimayini ngokweSigaba 52(1)(a) soMthetho Wokuthuthukiswa Kwezimbiwa Ne-Petroleum Resources, 2002.

Ukuhambisana Nomyalelo WoNgqongqoshe

Le nkampani izohambisana nomyalelo woNgqongqoshe ngokweSigaba 52(3) soMthetho Wokuthuthukiswa Kwezimbiwa Ne-Petroleum Resources, 2002.

4.3 Izindlela zokuhluzeka ngezinye izixazululo nezinqubo zokudala ukuphepha komsebenzi lapho ukulahleka kwemisebenzi kungagwenywa

Umbuthano uzokwenza:

- Ngokuhlanganyela ukuhlola amasu okuguqula kanye / noma ukuthunyelwa kabusha okuvimbela kanye / noma ukunciphisa ukubuyiselwa kanye nomthelela wayo.

- Bonisana noMqashi kanye nabasebenzi mayelana nezinqubo zokubuyisela emuva ngendlela efanele, izinqubo zokweluleka nokuthuthukisa amasu okunciphisa ukulahleka kwemisebenzi.

- Funa usizo kuHlelo Lwezenhlalakahle Lukazwelonke ukukhuthaza nokuthuthukisa ikhono labasebenzi abathintekayo.

Ukubonisana

Inqubo yokubonisana ngokweSigaba 52(1) se-MPRDA, 2002 izokwenziwa ngaphakathi kweforamu, njengoba iforamu ihlanganisa zombili izinyunyana nabamele abaphathi.

Ukusebenzisa Isigaba 189 soMthetho Wobudlelwane Babasebenzi, 1995

Izimiso zeSigaba 189 soMthetho Wobudlelwane Babasebenzi, 1995 mayelana nokuxoshwa okusekelwe ezidingweni zokusebenza zizolandelwa uma kuvela izimo.

Isaziso kwiBhodi Lokuthuthukiswa Kwezimbiwa Nezimayini

Isaziso esifanele siyonikezwa iBhodi Lokuthuthukiswa Kwezimbiwa Nezimayini ngokweSigaba 52(1)(b) soMthetho Wokuthuthukiswa Kwezimbiwa Ne-Petroleum Resources, 2002.

Ukuxhumana ngamathuba okudiliza

Isu lokuxhumana lizoba ku:

- Yazisa abasebenzi nge-retrenchments engenzeka. Lokhu kuzokwenziwa ngqo noma ngabameli babo.
- Yazisa amanye amaqembu athintekayo (ukuthumela izindawo, omasipala, njll) ngokubuyiselwa okungenzeka ekusebenzeni.
- Yazisa amaqembu angaphandle (abezindaba, njll) ngokubuyiselwa okungenzeka ekusebenzeni. Lokhu kuzokwenziwa ngoMqondisi oPhethe, uma kudingeka.

4.4 Ukuphathwa kokudiliza abasebenzi

Ukusebenzisa Isigaba 189 soMthetho Wobudlelwane Babasebenzi, 1995. Izimiso zeSigaba 189 soMthetho oshiwo ngenhla ziyolandelwa uma kuvela izimo.

Isaziso kwiBhodi Lokuthuthukiswa Kwezimbiwa Nezimayini (iBhodi)

Isaziso esifanele siyonikezwa iBhodi Lokuthuthukiswa Kwezimbiwa Nezimayini ngokweSigaba 52(1)(a) soMthetho Wokuthuthukiswa Kwezimbiwa Ne-Petroleum Resources, 2002.

Ukuhambisana Nomyalelo WoNgqongqoshe

Le nkampani izohambisana nomyalelo woNgqongqoshe ngokweSigaba 52(3) soMthetho Wokuthuthukiswa Kwezimbiwa Ne-Petroleum Resources, 2002.

4.5 Izindlela zokwenza kabusha umthelela wezenhlalakahle nezomnotho kubantu ngabanye, izifunda kanye nomnotho lapho ukuqiniswa noma ukuvalwa kokusebenza kuqinisekile

4.5.1 Uhlobo Oluhleliwe Lokwelulekwa

Ithebula 26: Izinhlobo Zokweluleka

Izinhlelo	Isikhathi esibhekiwe
Ngokomizwa	Njengoba futhi lapho kudingeka.
nokwezimali	Njengoba futhi lapho kudingeka.
Ukuqashwa	Njengoba futhi lapho kudingeka.
okunye	

Izinhlelo		Isikhathi esibhekiwe
zinhlelo zokuqeqesha ukuziqasha	Bheka ngezansi.	Nengoba futhi lapho kudingeka.
Amathuba okubeka	Bheka ngezansi.	Nengoba futhi lapho kudingeka.
Uhlelo lokuthuthukisa amakhono aphahekayo	Bheka ngezansi.	Nengoba futhi lapho kudingeka.

Izinsizakalo Zokuhlola Nokweluleka

Ukwelulekwa kuzokwenziwa ngamalungu oMnyango wezabaSebenzi, noma izinhlangotho zangaphandle, uma kudingeka.

Izinhlelo Ezibanzi Zokuqeqeshelwa Ukuziqasha

• Izinhlelo zokuqeqesha ukuziqasha (amakhono aphahekayo) kubasebenzi zihlanganisa:

- Ilayisense yoMfundi - wonke amakhodi.
- Tractor umshayeli.
- Amakhono ayisisekelo we-workshop.
- Arc Welding negesi ahlabayi.
- Ukunakekelwa kwemvelo / ukulawulwa kwezitshalo zakwamanye amazwe.
- Plant kanye imishini yesondlo.
- Ukusebenza kwemishini yemoto neselula.
- Amasu kagesi.
- amasu Mechanical.
- Amasu okwakha (ukubeka izitini kanye ne-paving).
- Front-ekupheleni Loader umshayeli.
- Amakhono computer
- Forklift umshayeli

Izinhlelo Zokuqeqesha Nokuqashwa Kabusha Okuphelele

Ukuqashwa kabusha nokuqeqeshwa kuxoxwa futhi kuvunyelwane nakho ngaphakathi kweForamu.

Amasu okuqeqeshwa okubanzi kanye nezinto eziphambili zentuthuko yabasebenzi, okuzovumela amathuba emisebenzi kabusha uma kudingeka, zihlanganisa:

- Factory ukuphathwa.
- Ukuphathwa kokukhiqiza.
- Inkambo kubuchwepheshe bobumba obunzima.
- Ukuqeqeshwa kwezobuchwepheshe (kufaka phakathi inkambo ye-N).
- Kiln ukusebenza.
- Extruder ukusebenza.
- Ukubeka ukusebenza komshini.
- Strapping umshini ukusebenza.
- Amakhono okuphatha ihhovisi.

ISIGABA 5. UKUHLINZEKWA KWEZIMALI ISIGABA 46 (e)

(i) Uhlelo Lokuthuthukiswa Kwabasebenzi

I-Corobrik inoHlelo Lokuthuthukiswa Kwabasebenzi olwenzelwe ukuzuzisa bonke abasebenzi kodwa kugcizelelwa ekuthuthukiseni amaqembu aqokiwe ezweni lonke ukuze kusize ekuhlangabezaneni nemigomo / izinhloso zokulingana kwemisebenzi. Emzameni wokusiza uhlelo olushiwo ngenhla amabhajethi afanele abelwe.

(ii) Uhlelo Lokuthuthukiswa Komnotho Wendawo

Uhlelo lwe-Local Economic Development (LED) lwemisebenzi ye-Corobrik Springs ne-Fortress luzoqalwa futhi luxhaswe ngemali engenayo eyenziwe e-Springs Factory futhi luzobhekana nezidingo zomphakathi wendawo.

(iii) Izinqubo Eziphathelene Nokuphathwa Kwe-Downscaling and Retrenchments

Noma yikuphi ukusetshenziswa kwemali okudingekayo kuhlinzekwa yisabelomali esijwayelekile se-Human Resources.

Ukuhlinzekwa kwezimali

Ithebula 27: Ukuhlinzekwa Kwezimali

Ukulanda		Inkathi					Inggikithi
		2023	2024	2025	2026	2027	
Ukuthuthukiswa Kwabasebenzi	ABET	6000	6000	6000	6000	6000	30000
	Ukufunda umsebenzi-kwangaphakathi	30000	30000	30000	30000	30000	150000
	Ikufunda umsebenzi-kwangaphandle	30000	30000	30000	30000	30000	150000
	Ukuthuthukiswa kwamakhono	6000	6000	6000	6000	6000	30000
	Amakhono aphahekayo	1000	1000	1000	1000	1000	5000
	Imifundaze-yangaphakathi	15000	15000	15000	15000	15000	75000
	Imifundaze-yangaphandle	15000	15000	15000	15000	15000	75000
	Ukufunda umsebenzi	30000	30000	30000	30000	30000	150000
Ukuthuthukiswa Komnotho Wendawo		300000	1000000	800000	400000	400000	2 900 000
Ukuphathwa kokwehlisa inani labasebenzi		100000	100000	100000	100000	100000	500000
Inggikithi		533000	1233000	1033000	633000	633000	4 065 000

ISIGABA 6: UKUZIBOPHEZELA

I Jaco Snyman, Ocikice ngezansi futhi egunyazwe ngokufanele yi-Corobrik (Pty) Limited izibophezela ukunamathela olwazini, izidingo, izibopho, kanye nemibandela njengoba kubekiwe kuHlelo Lwezenhlalakahle Nezabasebenzi.

Isayinwe eRietvlei Corobrik ngalolu suku lwe-19 lukaNhlolanja 2024. Cikica:

A handwritten signature in black ink, appearing to read 'Jaco Snyman', with a long horizontal stroke extending to the right.

Isikhundla: **Umpathi Wemboni**