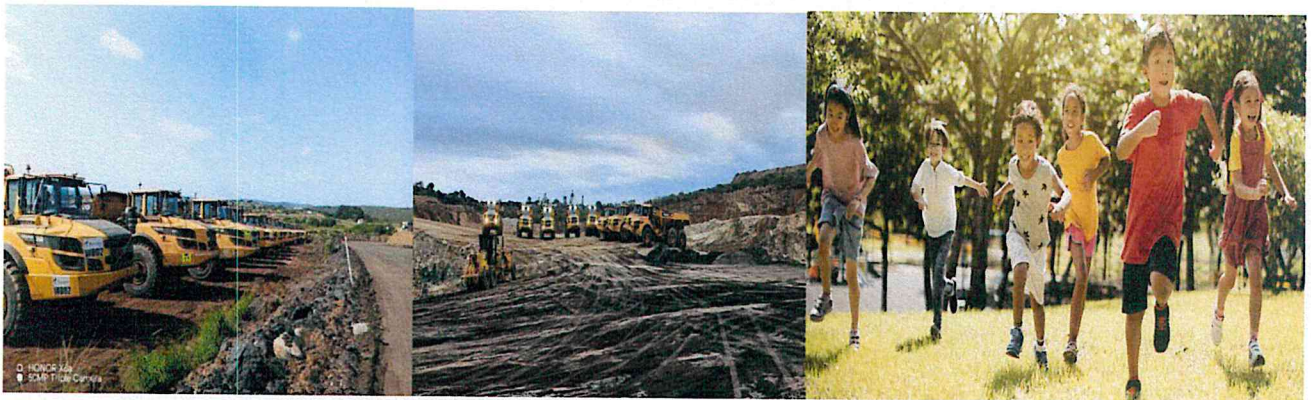


UKUBUYEKEZA UHLELO LWENHLALO NABASEBENZI 2026-2030 INKOMBA: 10041 MR

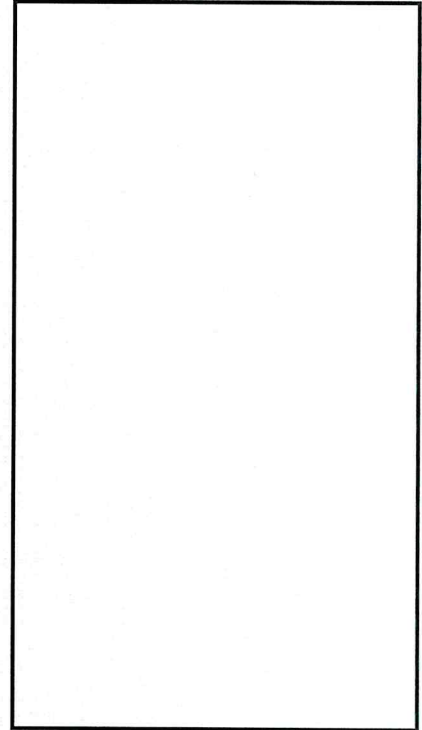


Isihloko:

Uhlelo Lwezenhlalo Nabasebenzi lweTendele Mining kuNgxenywe 0 (Isisalela) sePulazi Reserve No 3, Somkhele 15822, Indawo 4 no-5, Isifunda saseMtubatuba, Isifundazwe saKwaZulu-Natal, iRiphabhulikhi yaseNingizimu Afrika

Imininingwane yenkampani

Inkampani:	Tendele Mining Pty (LTD)
Xhumana No:	Nathi Kunene
Ikheli:	Ibhokisi Leposi 6070, Rivonia, 2128
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Usuku: December 2025

ISIFINYEZO ESIPHEZULU

I-Tendele Mining (Pty) Ltd inamalungelo amaningi okumba endaweni yaseMpukunyoni, okuyi-Area 1 (135 MR); Izindawo 2 no-3 (216 MR); kanye neLuhlanga kanye neKwa-Qubuka (Isigaba 102 sokunwetshwa kuka-216 MR). Lokhu kuthunyelwa kuphathelele NoHlelo Lwezenhlalakahle Nezabasebenzi lwesizukulwane sesithathu (SLP) lwenkathi ka-2026–2030 futhi luhlobene ngokuqondile neMining Right 10041 MR, ehlanganisa i-Areas 4 kanye ne-5 njengoba kuboniswe kumephu 1.

Imayini isebenza njengendawo eyodwa edidiyelwe yezimayini zamalahle, ehlanganisa uchungechunge lwemigodi emincane ebekwe eduze komthungo owodwa wamalahle, yonke impahla yokuphakela e-Area 2, lapho kukhona khona izindawo zokuwasha ezintathu. Lo msebenzi ubumbene ngaphansi kwethimba elilodwa labaphathi, ithimba elilodwa, kanye nesakhiwo esisodwa sokuxhumana nomphakathi—okuqinisa ukuthi iTendele isebenze umsebenzi wokumba owodwa kuwo wonke amalungelo ayo.

UMthetho Wokuthuthukiswa Kwezinsiza Zezimbiwa Nezophethiloli (i-MPRDA), uMthetho Nombolo 28 wezi-2002, kanye nezichibiyelo zawo, udinga ukuthi izinkampani zezimayini zibuyekeze futhi zibuyekeze ama-SLP azo njalo ngemva kweminyaka emihlanu. I-Tendele iphothule ngempumelelo i-SLP yayo yesizukulwane sokuqala (2016–2020), eyanwetshwa ngokusemthethweni yaya ku-2021 ngesichibiyelo seSigaba 102. Kodwa-ke, kusukela ngo-2017, inkampani ayikwazanga ukusebenzisa imisebenzi yezimayini ngaphansi kuka-MR 10041 ngenxa yokumangalelwa isikhathi eside kanye nezinkinga zokufuduka ezingakaxazululwa futhi yaze yaqala imisebenzi yezimayini maphakathi no-2024. I-Tendele yaphinde yahambisa i-SLP yayo yesizukulwane sesibili (2021–2025), eyayisaqhubeka uma kubhekwa ukuthi ukuqulwa kwecala akuzange kuphinde kushiye i-Tendele ivikele ilungelo layo lemina.

Ngakho-ke lokhu kuhanjiswa kwenziwa:

- Njengengxenywe yesibopho sokulawula se-Tendele sokuhambisa i-SLP yesizukulwane sesithathu sika-MR 10041, ehlanganisa isikhathi sika-2026–2030; futhi
- Ngokuhambisana nomyalelo weJaji u-Bam (owethulwe mhla zizi-4 kuNhlabathi wezi-2022), owayala ukuthi yonke imininingwane emisha noma eyengeziwe mayelana Nohlelo Lwelungelo Lezimayini kanye Nokuphathwa Kwemvelo (EMPr) ihanjiswa kuNgqongqoshe ukuze asicubungule kabusha isikhalazo esisalindile.

Sithumela ngenhlonipho le SLP ngokuhambisana nomyalelo weNkantolo Ehloniphekile. Lo mbhalo kufanele ufundwe kanye ne:

- Incwadi eya kuNgqongqoshe ephathelene nokwethulwa kwe-MR 10041.
- Incwadi yempendulo kumyalelo we-DMPR.

- UHlelo Lwemisebenzi Yezimayini oluchitshiyelwe, oluhlanganisa zonke izici ezidingekayo zohlelo lwezimayini, okuhlanganisa nalolu Hlelo Lwezenhlalakahle Nezabasebenzi kanye Nohlelo Lokusebenza Lokufuduka njengengxenywe yesikhalazo seLungelo Lezimayini.
- Uhlelo olubuyekeziwe lwe-Tendele's Environmental Management (EMPr); futhi
- Inqubo Yokubamba Iqhaza Komphakathi (PPP) eqhubekayo eyenziwa ngokuhambisana nesinqumo seJaji u-Bam.

Lolu hlelo oludidiyelwe lwezethulo lusekela ukucutshungulwa kabusha kukaNgqongqoshe kwesikhalazo futhi lubonisa ukuzibophezela okuqhubekayo kwe-Tendele ezimayini ezisemthethweni, intuthuko esimeme, kanye nokuhlomula komphakathi okubandakanya wonke umuntu.

Izizinda zezimayini zeTendele seziphelile ku-Area 1, Area 2 kanye neLuhlanga kanye ne-Boxcut Zero ngoJuni 2022 ngenxa yokungakwazi ukufinyelela ezindaweni zezimayini zesikhathi esizayo (MR10041). Lesi sigameko sesenze ukuthi bonke abasebenzi baseTendele badilizwe ekupheleni kukaJuni 2022 (abasebenzi abangu-1200 kanye nabasebenzi abangu-400 bosomabhizinisi bendawo – kubo bonke amaphesenti angu-87 omphakathi owawusingethe lolu hlelo), futhi Imayini yabe isifakwa kuhlelo luyinakekela nokuyilungisa, abasebenzi base bencipha bafika ku-21, futhi okuwukuphela komsebenzi owawusele kwaba ukuwashwa kabusha kwe planti ewu-3 ngo-April 2 futhi kwaqedwa kusukela ngo-20 ubudala.

Izinto eziyisivimbelo ekusebenzeni kwelungulelo lokumayina i-MR10041 yilezi ezilandelayo:

1. UKUSUSWA KWABANTU

Kusukela ngoJuni 2017, iTendele isisebenzele ukuthutha imizi engu-155 ethintekile ku-MR 10041. Kwafinyelelwa isivumelwano nemizi engu-143, okushiye imindeni engu-12 ingakaxazululwa. Inqubo esemthethweni yeSigaba 54 (MPRDA) yaphothulwa noMnyango Wezimbiwa Namandla ekupheleni konyaka wezi-2020.

Ukuze kulamule izingxabano ezisele, umlamuli ochwepheshile wabandakanyeka ngoJanuwari 2021. Naphezu komzamo omkhulu, lokhu kulamula kwaphela ngoJuni 2022 ngaphandle kwesixazululo. I-Tendele, njengoba isiyiqede yonke imigudu esemthethweni, yasala ingenalutho ngaphandle kokuqhubeka nezingxoxo eziqondile nemindeni esele. Umnqamulajuqu wokuthutha usalokhu uyisithiyo esikhulu ekusebenzeni kwe-MR 10041 ngokugcwele.

Ngaleso sikhathi kwahlolwa izindlu ezingu-55 Emalahleni kwathi ezingu-56 zahlolwa Ophondweni. Eminye yemindeni ibingabaza ukunikeza imininingwane nolunye ulwazi lomuntu siqu.

Ngaphezu kwalezi zindlu ezingenhla Emalahleni, "izindlu ezintsha" zakhiwe endaweni phakathi kukaNdasa wezi-2017 noNovemba 2017. Lokhu kwakungemuva kokuthi ibalazwe lezindawo ezintsha zezimayini kuxoxiswane ngalo noMphakathi. NgoMashi 2020, kwase kwakhiwa ezinye izindlu ezintsha

ezingama-50, ngaphandle kokulandela isiko lendawo (Khonza), kanye nokuzama ukuqola imali emayini.

Ngesikhathi kuqala izingxoxo mayelana nemindeni yase-Emalahleni nasoPhondweni, kwasetshenziswa i-Relocation Protocol ka-2011. Lena kwakuyiProtocol eyasetshenziswa ukuthuthwa kwemindeni engu-108 (eLuhlanga/Kwa-Qubuka).

Imayini iqhube imihlangano eminingi ngo-2017 emzamweni wokuphuthula ukufuduka kweSigaba 2. Ngeshwa iMayini ayizange iphumelele kanti ngoZibandlela wezi-2017 kwabhalelwa wonke umphakathi wakwaMpukunyoni oseZigodini eziyisi-8 eduze kweMayini uma iMayini ingazitholi izindawo zokumbiwa ezizayo, iMayini iyophoqeleka ukuthi ivalwe.

Ngemva kokungenelela okunengi kwethimba lomnyango elaqokwa nguNgqogqoshe weDMPR, ithimba likaNdunankulu, ithimba lenkosi yamaZulu, iMayini ifinyelele esigabeni sokuqala umsebenzi wezimayini. Mhla ziyi-15 kuNhlolanja wezi-2023, iTendele yazisa uMphakathi ukuthi ihlose ukuqala ngemisebenzi ethile yokulindela ukumba izimayini Emalahleni nasoPhondweni mhla ziyi-17 kuNdasa wezi-2023.

Ngomhla ziyisi-6 kuNdasa wezi-2023, iTendele yathola isicelo esiphuthumayo sokuvimbela iMfolozi Community Environmental Justice Organisation (MCEJO) kanye nezinye ifuna umyalelo wokumisa iTendele ukuthi iqalise kabusha imisebenzi yayo. Konke lokhu kwenzeka ngecala lasenkantolo elilinde ukuhlala.

Imisebenzi yokuthuthela kwenye indawo yaqala ngoJanuwari 2024 njengengxenye yohlelo olubanzi lokuqaliswa kwephrojekthi. Kusukela lapho, sekube nenqubekelaphambili ebonakalayo ekuthuthweni kwemizi ethintekile kanye nokususa indawo yephrojekthi ukuze kuqale imisebenzi yezimayini.

Kusukela ngoMeyi 2025:

- **Emalahleni**

- Izindlu ezizothuthwa – 78
- Izivumelwano ezisayiniwe - 78
- Izindlu ezithuthwe kuze kube manje – 77
- Izindlu ezingakakhokhwa - 1

- **Ophondweni**

- Izindlu ezizothuthwa – 77
- Izivumelwano ezisayiniwe - 64
- Izindlu ezithuthwe kuze kube manje – 56
- Izindlu ezisenqubweni yokwakha - 8
- Izindlu zisaxoxisana ngokuthuthwa - 13

Izingxoxo nemindeni esele engakakhokhwa zazisaqhubeka, ikakhulukazi e-Ophondweni kanti kwenziwa imizamo yokufinyelela izivumelwano ezamukelekayo. Eminye yemindeni ethintekile imelelwe yi-All Rise Attorneys, esebenzisana nemayini egameni layo. Le mindeni ingamalungu e-MCEJO. Lesi yisizathu esenza iTendele ingakaqali imisebenzi yayo yokumba e-Ophondweni.

Izingxoxo zokuthuthwa eMahujini azikaqali.

2. ISIMO SAMACALA

Ingemuva:

Kubalulekile ukuqonda izimo ezikhona ezizungeze ukusebenza kwelungelo lezimayini le-Tendele elinikeziwe. Amaqiniso amayelana necala ami kanje:

- A. NgoLwezi wezi-2018, iMfolozi Community Environmental Justice Organisation (MCEJO) yethula ukubuyekeza kwezomthetho ukubeka eceleni:
 - I. Isinqumo soMqondisi-Jikelele we-DMPR ngoMeyi 2016 sokunikeza Ilungelo Lezimayini ku-Tendele mayelana NeziNdawo 4 no-5.
 - II. Isinqumo seMenenja yesiFunda, Isifunda sase-KZN se-DMPR ngo-Okthoba 2016 sokugunyaza i-EIA/EMPr eshiwo ngenhla.
 - III. Isinqumo sikaNgqongqoshe ngoJuni 2018 sokuchitha isicelo se-MCEJO sokuphikisa lezi zinqumo ezimbili ezishiwo ngenhla.
- B. Isinqumo sokuqulwa kwecala lokubukezwa kwezomthetho sakhishwa iJaji u-Bam eNkantolo eNkulu yasePitoli mhla zizi-4 kuNhlabathi wezi-2022.
 - I. Nakuba iJaji limemezele ukuthi kokubili isinqumo sika-DG sokunikeza iNdawo yesi-4 kanye nesi-5 uMR kanye nokugunyaza kuka-RM kwe-EMPr akuvumelekile, alizange likubeke eceleni.
 - II. Kunalokho, unqume ukuthi isikhalazo kufanele sibuyele kuNgqongqoshe ukuze asicubungule kabusha, saziswe nganoma yiluphi ulwazi olusha olulethwe ababambiqhaza.
- C. Isinqumo sikaMahluleli uBam sakubona ukubaluleka kweSomkhele Mine emphakathini nasemnothweni wesifunda.
- D. Ngo-2023, uMCEJO wafuna umthetho ovimbela ukumbiwa kwezimayini Emalahleni. INkantolo eNkulu yaseMgungundlovu yaphakamisa ilungelo leTendele lokumba ngaphansi kwelungelo elikhona kanye ne-EMPr.
- E. Kusukela mhla zizi-13 kuJulayi 2023, iTendele isalokhu inegunya ngokusemthethweni lokumba imayini futhi ngesikhathi esifanayo iphothula i-PPP njengoba iyaliwe.

Isimo:

- I-Tendele ihambisane nesinqumo sikaJaji Bam, isungula i-PPP entsha futhi yabuyekeza i-EMPR yayo, kanye ne-MWP kanye ne-SLP ukuze yethulwe.

- Isicelo seSigaba 102 sehlise indawo yezimayini ngo-92%, kwagcina Emalahleni, Ophondweni, naseMahujini.
- Ukuxoxisana nomphakathi kwaqala mhla lu-1 kuNtulikazi wezi-2022, nawo wonke amadokhumenti adingekayo asatshalaliswa futhi abuyekwezwa.
- Isigaba samacala sesiphothuliwe, futhi yonke imininingwane ihanjiswa kuNgqongqoshe ngenqubo yokudlulisa icala ukuze kubuyekezwe.

3. UKUSEKELWA NGEZEMALI

Ukusebenza kwezimali kweTendele kwaba nzima kakhulu ngenxa yokubambezeka isikhathi eside ekufinyeleleni ku-MR 10041, okuholele ekulahlekelweni okukhulu komsebenzi okucishe kube izigidi ezingama-R500 ngesikhathi sodlame lwe-COVID-19.

Abanamasheya bafake u-R400 million ukuze kugcinwe ukusebenza.

Njengoba ukucaciswa kwezomthetho kwafinyelelwa futhi nokusebenza kwaqala ukuqhubeka, i-Tendele yathola:

- Izivumelwano zokusebenzisana ezibuyekeziwe nabahlinzeki bezikweletu;
- Izigidi ezingama-R500 zokuxhasa ngentuthuko ka-MR 10041; futhi
- R500 million wezimpahla zezimayini.

Lezi zibopho zihlinzeka ngesisekelo esizinzile sezezimali esincike ekufinyeleleni okuqhubekayo ezindaweni zezimayini kanye nendlela ecacile yomthetho eya phambili.

4. UKUWA KWEMAKETHE

Naphezu kokuqalisa ukumba izimayini Emalahleni ngo-Okthoba 2024, iTendele yaphoqeleka ukuthi ibeke Imayini yaseSomkhele endaweni yokunakekelwa nokunakekelwa okwesibili ngoJulayi 2025 ngenxa yokuwa kwemboni ye-ferrochrome (okuyisizinda samakhasimende esiyinhloko seTendele). Lokhu kwakwaziswa ngokufanelekile ku-DMPR ngo-2025 kwaziswa umnyango ukuthi iTendele isesimweni sokunakekelwa.

Imisebenzi yezimayini eMayini yaseSomkhele izoqala kabusha ngokushesha nje uma abakhqiqizi be-ferrochrome eNingizimu Afrika sebeqala kabusha ukusebenza.

5. UHLU LOKUZIBOPHEZELA

Ngezansi isifinyezo samaphrojekthi abalulekile, izinhlelo, kanye nesabelomali esihlobene isikhathi esiyiminyaka engu-5 okuwu (2026 – 2030) njengoba kuvezwe kuThebula 1.

Ithebula 1: Isifinyezo sokuzibophezela kwesabelomali se-SLP sika-2026-2030

Kucazelo	2026	2027	2028	2029	2030	TOTAL
Ukuthuthukiswa kwamakhono						
Abet Abasebenzi	0	0	4	4	4	12
	R0	R0	R26 000	R26 000	R26 000	R78 000
Abet Imiphakathi	0	0	8	8	8	24
	R0	R0	R52 000	R52 000	R52 000	R156 000
Uhlelo Lokufunda lwabasebenzi	0	0	1	1	1	1
	R0	R0	R157 150	R157 150	R157 150	R471 450
Uhlelo Lokufunda komphakathi	0	0	1	1	1	1
	R0	R0	R139 150	R139 150	R139 150	R417 450
i-internship	0	0	0	1	1	1
	R0	R0	R0	R90 000	R90 000	R180 000
Izibonelelo Zemfundo - Abasebenzi	0	1	1	1	0	1
	R0	R125 900	R125 900	R125 900	R0	R377 700
Izibonelelo Zemfundo - Umphakathi	0	0	1	1	1	1
	R0	R0	R167 900	R167 900	R167 900	R503 700
Ukuqeqeshwa kwamakhono kwemiphakathi	0	3	3	2	3	11
	R0	R242 184	R242 184	R161 456	R242 184	R888 008
HDSA Ukuphathwa Ukuthuthukiswa	0	0	1	1	1	3
	R0	R0	R45 000	R45 000	R45 000	R135 000
Isamba sokuqala	R0	R368 084	R955 284	R964 556	R919 384	R3 207 308
Amaphrojecthi Okuthuthukiswa Komphakathi						
I-LED PROJECT	2026	2027	2028	2029	2030	Isamba

Ingqalasizinda ye-ECD (Emalahleni)	R0	R800 000	R800 000	R0	R0	R1 600 000
Ingqalasizinda ye-ECD (Ophondweni)	R0	R0	R0	R800 000	R800 000	R1 600 000
Ihholo lomphakathi laseMahujini	R0	R0	R0	R0	R1 200 000	R1 200 000
Imigwaqo eza kwemikhulu yomphakathi	R0	R600 000	R600 000	R248 258	R0	R1 448 258
Isamba esincane	R0	R1 400 000	R1 400 000	R1 048 258	R2 000 000	R5 848 258
Ukuphathwa kokunciphisa						
	2026	2027	2028	2029	2030	Isamba
Ukuphathwa kokunciphisa (ukuthuthukiswa kwamakhono-Abasebenzi)	0	3	3	2	2	10
Isamba esincane	R0	R30 000	R30 000	R20 000	R20 000	R100 000
Isamba esikhulu	R0	R1 798 084	R2 385 284	R2 032 814	R2 939 384	R9 155 566

6. ISIPHETHO

Ngomhla ziyisi-8 kuNhlabathi wezi-2024, i-Tendele iphinde yaqala ukusebenza ngo-MR 10041 ngaphansi kwelungelo layo lezimayini elisemthethweni futhi i-ROM yokuqala yakhishwa ngo-Okthoba 2024. Emalahleni futhi yasebenza cishe ngo-50%. Lesi senzakalo esiyinqophela-mlando siwuvuselele kabusha umsebenzi womnotho endaweni yaseMpukunyoni kwaze kwaphoxwa ukuwa kwemakethe okuphoqe iTendele ukuthi inakekelwe futhi inakekelwe.

Ukuthuthukiswa Okubalulekile:

- Abasebenzi baphinde basungulwa kusukela kuma-21 kuya cishe ku-500 imisebenzi eqondile nengaqondile.
- Ukwenziwa kwezinto zamaphrojekthi e-SLP kanye nokuthengwa kwempahla kosomabhezini bendawo.
- Ukuxhumana okuvuselelwe nemiphakathi ethintekile.

I-Tendele isaqhubeka nokuphikiswa ngumphakathi okuvela kwa-All Rise Attorneys kanye ne-MCEJO futhi Uhlelo Lwenkantolo Yesi-7 lwaluvele luqhubeka ngesikhathi sokwethula lo Mbiko we-SLP. Le SLP iqinisekisa ukuzibophezela kwethu ekuthuthukisweni okubandakanya bonke abantu, ekuthuthukisweni komnotho, kanye nokuthobela umthetho.

Njengoba kushiwo ngenhla isigaba 102 sasiceliwe futhi sagunyazwa ukuthi sishintshe futhi kube nezinhlelo ezithile ezilethwa onyakeni wezimali ka-2021/2022, yingakho izinhlelo eziningi kule SLP ziboniswa ukuthi zizoqala ukusebenza ngonyaka ka-2026 - ngethemba lokuthi izimayini zizoqala kabusha futhi kwenziwe ukheshi ukuze iMayini ikwazi ukusebenzisa izibopho zayo.

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Ithebula 18: Isifinyezo Semiklamo Yomphakathi	Error! Bookmark not defined.
Ithebula 19: Izinhlelo Zemiklamo Yokuthuthukiswa Komphakathi Ezimayini Ezihlongozwayo	Error! Bookmark not defined.
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Ithebula 20: Okuhloswe ukuqhubekela phambili kokuthengwa kwempahla.	Error! Bookmark not defined.
Ithebula 21: Amakhono Apathekayo - abasebenzi (ABET).....	Error! Bookmark not defined.
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Ithebula 23: Ukunikezwa kwesabelomali semayini yeminyaka engu-5 ye-SLP	Error! Bookmark not defined.

IZIFINYEZO

ABET	Imfundo Nezinhlalo Eziyisisekelo Zabantu Abadala
BBBEE	Uhlelo Olubanzi Lokuqinisa Amandla Omnotho Wabantu Abamnyama
DMRE	UMnyango Wezimbiwa Nomnotho Wezinsiza
DoL	UMnyango Wabasebenzi, obizwa naMnyango Wemisebenzi Nabasebenzi
EE	Ukulingana Emsebenzini
HDSA	Abantu Base-Afrika Bomzulu Abake Baphathwa Kabi Ngokomlando
HRD	Ukuthuthukiswa Kwezinsiza Zabantu
IDP	Uhlelo Oluhlangene Lokuthuthukisa
LED	Ukuthuthukiswa Komnotho Wendawo
MQA	Isikhungo Samagunya Okumba
MPRDA	UMthetho Wokuthuthukisa Izimbiwa Zomhlaba, 2002 (Umthetho No 28 ka-2002)
RPL	Ukwamukela Ukufunda Kwangaphambili
SETA	i-Sector Education Training Authority
SMME	Amabhizinisi Amancane Aphakathi Naphakathi
SLP	Uhlelo Lwezenhlalakahle Nezabasebenzi
ToR	Imigomo Yezikhombo
WSP	Uhlelo Lwamakhono Emsebenzini
DEAT	Umnyango Kazwelonke Wezindaba Zemvelo Nezokuvakasha
DWAF	UMnyango Wezamanzi Namahlathi
ECA	Umthetho Wokongiwa Kwemvelo wama-72 ka-1989
EIA	Ukuhlolwa Komthelela Emvelweni
GDACE	UMnyango Wezolimo, Ukongiwa Kwemvelo kanye Nemvelo waseGauteng
IAP	Abanentshisekelo Nabathintekayo
NEMA	Umthetho Kazwelonke Wokuphathwa Kwemvelo we-107 ka-1998

Unyaka wekhalenda ichazwa njengekhadi lonyaka eliqala ngomhla wokuqala ku Januwari futhi liphelele ngomhla wama-31 Disemba.

Umphakathi usho iqembu labantu elinobuhlangane obuphakeme nenhlonipho nolwazi lwezinqumo zendawo ethile lomhlaba amalungu azo analo noma alisebenzisa ngomphakathi ngokwesivumelwano, isintu nomthetho.

Izibalo Zabantu usho izinhlonze zezibalo zabantu (isb. ubungako babantu, iminyaka, isakhiwo, ubulili/ubulili, ubuhlanga, njll.)

Umsebenzi - usho noma yimuphi umuntu osebenza noma osebenzisa imayini.

Abantu Base-Afrika abamnyama abake Baphathwa Kabi Ngokomlando (HDSA) bakhomba izakhamuzi zaseNingizimu Afrika, iqoqo labantu noma umphakathi, abaphathwe kabi ngokuhlukumezwa okungalungile ngaphambi kokuba uMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika, 1993 (Umthetho No. 200 ka-1993) usebenze okumele kumele abe simelo sezibalo zabantu bezwe.

Indawo Yokuthumela Abasebenzi isho izigodi nezindawo lapho abasebenzi bengabakhona ngokuhlala.

Izinga Lokuphatha likhomba umugqa womahluko phakathi kwamazinga ahlukenene okuphatha.

Impilo Yemayini usho inombolo yeminyaka imayini ethile eyosebenza ngayo.

Isivumelwano Sokumba usho i-Charter yokuqiniswa komnotho nezenhlalo eziqukethe kakhulu ezokumbiwa Zase-ningizimu Africa ka-2018, ebizwa nangokuthi i-Mining Charter III.

Mine Community ikhomba imiphakathi lapho ukumba kuqhubeka nezindawo zokuthumela abasebenzi.

Isikhwama Senhlalomphakathi ikhomba isikhwama esiphakamisa izimali zesabelo ezikhomba ukufeza izidingo zemiphakathi abehlwempu nezibuthakathaka njengoba kuchazwa yizibophezelo ezenziwa yizinkampani ngokwamazinga ezinhlelo zazo zezenhlalo nabasebenzi.

Ukuthuthukiswa Okuqhubekayo usho ukuhlanganyela kwezinto zezenhlalo, zomnotho, zemvelo ekuhleleni, ukuqalisa nasekwenzeni izinqumo ukuqinisekisa ukuthi ukuthuthukiswa kwezimbiwa nemafutha kusebenzela izizukulwane zanamanye nezesikhathi esizayo.

UKWETHULWA KANYE NOLWAZI OLUMQOKA NGENKAMPANI I TENDELE MINING NGOKUYA KOMTHETHO 46(a)

ISIGABA 1: ISINGENISO

Uhlelo Lwezenhlalo nabasebenzi (SLP) lweTendele Mining lwahlanganiswa ngokuvumelana nezimigomo ekhona kumthetho osingethe Uhlelo Lwezenhlalo Nabasebenzi njengoba kudingekile ngokweSigaba 46 soMthetho Wokuthuthukisa Izimbiwa namafutha, 2002 (Umthetho 28 ka-2002).

1. Ulwazi oluyisizinda

- 1.1. **Igama Lenkampani** - Tendele Mining (Pty) Ltd
- 1.2. **Igama Lemayini** - Somkhele Mine
- 1.3. **Ikheli Langempela** - Nkolokoto, R 618, 23 km kude neN2, Mtubatuba, KwaZulu-Natal
- 1.4. **Ikheli Leposi** - Postnet Suite 208 P/Bag X013 Mtubatuba 3935
- 1.5. **Inombolo Yocingo** - 082 895 1406
- 1.6. **Inombolo Yefekisi** - 086 658 1559
- 1.7. **Indawo** - Indawo yaseMachibini

iTendele Mining ikhona ngaphansi kwesifunda sakwa-Mpukunyoni endaweni yakwa- Somkhele. Indawo yakwa-Mpukunyoni ingaphansi kwamandla kaMasipala wase Inkosi Mtubatuba, uMasipala ongaphansi kweSifunda sase-Umkhanyakude, esiFundazweni saKwaZulu-Natal. UMephu 1 ubonisa zonke izindawo zokumba ngaphansi kwamandla kwa-Mpukunyoni eziyingxenywe yale-SLP.

1.8. Impahla

Inkampani imba i-anthracite.

1.9. Impilo Yemayini

Impilo elindwe yemayini ngokwesigaba sentengo yamanje ilinganiselwa ngokuba iminyaka eli-10.

1.10. **Unyaka wezimali:** usuku lokuqala kuJulayi kuya ku-30 kuJuni

1.11. **Unyaka wokubika ku DMRE:** Zingama-31 kuDisemba minyaka yonke

Ukuthola imininingwane ngalelibhuku xhumana no

Nathi Kunene 078 815 5309

Email: Nathi@somkhele.co.za

1.12. Isingeniso

I-Tendele Mining yethula i-SLP ebuyekeziwe yesikhathi sika-2026 kuya ku-2030 ka-MR 10041 ku-DMPR ukuze kugcinwe ilayisense yezimayini ye-Tendele. Okuhlosiwe kwe-SLP nokuzibophezela okumelelwe kule SLP kuhlangelelwe nezimfuneko ze-Mining Charter III ka-2018.

Iphrofayili yamanje yabasebenzi baseMayini, Izinhlelo zayo Zokuthuthukisa Izinsiza Zabantu, Uhlelo Lokuthuthukiswa Kwezindawo Zasezimayini, Uhlelo Lwezindlu Nezimo Zokuphila, Uhlelo Lokuqashwa Ngokulingana, Izinqubo zokonga imisebenzi kanye nokulawula ukwehlisa kanye/noma ukuvalwa zichazwe kabanzi kule SLP ezoqhubeka isikhathi sika-2026 - 2030.

1.13. i-Phrofayili yabasebenzi

Ngesikhathi kuthunyelwa lo mbhalo we-SLP ku-DMPR, i-Tendele Mining yayidinga abasebenzi abangu-235 sebebonke emisebenzini yayo yezimayini. Kuyaphawuleka ukuthi uma inkampani isisebenza ngokugcwele, isibalo sabasebenzi bakwa-Tendele sizofinyelela kwabangu-288. Kulindeleke ukuthi ngaphezu kuka-80% wabasebenzi ube ngabantu bakule ndawo yase-Mpukunyoni.

Ithebula 2: Iphrofayili yabasebenzi

Ubulili	Abesifazane					Abesilisa					Grand Total
Race	African	White	Coloured	Indian	Total	African	White	Coloured	Indian	Total	
No	21	1	0	2	24	125	5	0	2	132	156

WOM %	24 (15%)	OF WHICH WIM %	11 (45%)
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OTHER – TOTAL CONTRACTORS' EMPLOYEES			
TOTAL LOCAL CONTRACTORS' EMPLOYEES*	0	TOTAL FOREIGN NATIONALS EMPLOYEES	0
TOTAL EMPLOYEES INCL CONTRACTORS			
0			

1.14 Ukuhlukaniswa kwabasebenzi ngokwendawo abaqashwa kuyo

Imayini ithola iningi labasebenzi bayo emiphakathini eyizungezile. Ithebula elingezansi linikeza imininingwane ngabasebenzi bayo abaqhamuka ezindaweni ezahlukene eNingizimu Afrika.

Ithebula 3: Isibalo sabasebenzi abavela endaweni ngayinye ethumela abasebenzi

IMAYINI YONKANA		
Indawo	Isamba sabasebenzi	% Strength
Indawo yakwaMpukunyoni engaphansi kuka Masipala wase Mtubatuba		
Dubulenkunzi/ Nkolokotho	20	12.8
Esiyembeni	3	1.9
Kwa-Myeki	24	15.4
Machibini	33	21.2
Mahujini	2	1.3
Ophondweni (Gunjaneni, Tholokuhle, Nsolweni, Mvutshini, Ekuthuleni)	10	6.4
Nkundusi	0	0
Nordale	2	1.3
Nomathiya (Ebaswazini, Nkodibe, Hoho, Iziphaphazi, Nkombose, Mshaya, Qakwini, Mfekayi)	18	11.5
Kwa-Msane	9	5.8
Mtubatuba	2	1.3
Madwaleni (Ngqopheni, Mapheleni, Ogengele, Shikishela, Makhambane)	15	10.6
Khula (Dukuduku, Nkundusi, Zwenelisha)	5	9.6
Sub-total (1)	146	93.6
Other areas within KZN		
Richards Bay	6	3.8
Empangeni, Enseleni	-	-
Hlabisa, Nongoma	1	0.6
Sub-total (2)	7	4.5
Other areas outside KZN		
Johannesburg, Kempton Park, Midrand, Pretoria	3	1.9
Sub-total (3)	3	1.9
TOTAL (ALL EMPLOYEES)	156	100

ISIGABA 2: IZINHLELO ZOKUTHUTHUKISWA KWABANTU (HRD) – UMTHEHOSISEKO 46 (b) (i)

ISIGABA 2: IZINHLELO ZOKUTHUTHUKISWA KWABANTU

I-Tendele Mining izibophezele ekuthuthukiseni abasebenzi bayo kanye nemiphakathi ngokuhambisana nenhloso eyinhloko yokuthuthukiswa kwabasebenzi, okuwukuqinisekisa ukuthuthukiswa kwamakhono adingekayo maqondana ne-ABET, ama-learnership/ukufundela umsebenzi, imifundaze, ukuqeqeshwa kwama-artisan, ukuthuthukiswa kokuphatha kanye nezinye izinhlelo zokuqeqesha ezikhombisa ukubalwa kwabantu njengoba kuchaziwe futhi kuhambisana nendlela yokuthuthukisa abasebenzi ngokwendlela evamile ye-Mining Charterly III. okuzothuthukisa ukusebenza kahle, ukukhushulwa kwabasebenzi kanye nokugcinwa kwabasebenzi. Kodwa-ke, iMayini inesimo esingenakwenzeka esenze kwaba nzima ukukhipha ukuqeqeshwa kwayo okuningi ngenxa yokungaqiniseki kokuthi izimayini zizokwenziwa nini ngempela .

2.1. Ukuhambisana nomthetho wokuthuthukiswa kwamakhono (SD).

I-Tendele Mining ayigunyaziwe yi-Sector Education and Training Authority (SETA). Nokho, ikhokha intela yokuThuthukiswa kwamakhono (skills levy) ku-Mining Qualifications Authority (MQA) SETA. Inombolo yenkampani yale ntela ithi **L4907689885**. Imayini ithuma umsebenzi wayo wokuqeqesha kubahlinzeki bezinsizakalo abagunyaziwe, futhi ithumela uhlelo lwayo lonyaka lokuthuthukiswa kwamakhono emsebenzini kanye nemibiko ku-MQA SETA.

2.2. Uhlelo Lokuthuthukisa Amakhono

Ukuhlaziywa kwamakhono e-Tendele Mining kuboniswa yizinga lemfundo yabasebenzi elivezwe kuleli thebula elingezansi. Kufanele kuqashelwe ukuthi iningi labasebenzi beMayini bakwazile ukuthola iziqu ezifanele kuma-SLP adlule yingakho kwaba nenani eliphansi labantu abazoqeqeshwa. Kodwa-ke, isimo seMayini sinikeze isimo esingenakwenzeka sokuthi noma yikuphi ukuthuthukiswa kwamakhono kuqaliswe ngendlela iMayini ebingayifisa.

2.3. Amazinga emfundo yabasebenzi

Izinkampani zezimayini ziyadingeka ukuthi zisize abasebenzi bazo ukuba bafinyelele ezingeni elincane lemfundo likaGrade 12 noma i-NQF level 4. Ngesikhathi kuthunyelwa lo mbhalo we-SLP, iTendele yayingenabo abasebenzi ababengenazo iziqu zemfundo. Lokhu kungabangelwa ukuthi imayini yayidinga abasebenzi abanamakhono ukuze baqhube futhi baqalise imisebenzi yayo. Ithebula 4 likhombisa isimo samazinga eziqo zabasebenzi.

Ithebula 4: Izinga lemfundo labasebenzi

AMAZINGA EZEMFUNDO	Tendele	TOTAL
Abangenalo ibanga elithile lemfundo	-	-
AET 0 Gr 1-2	5	5
AET 01 Gr 3-4	4	4
AET 02 Gr 5-6	3	3
AET 03 Gr 7-8	14	14
TOTAL	26	26
BELOW NQF LEVEL 1 (AET L4)		
AET 04 Gr 9 NQF 01	12	12
TOTAL	12	12
Imfundo Ejwayelekile/Eqhubekayo		
N 1 (gr 10) NQF 02	11	11
N 2 (gr 11) NQF 03	19	19
N 3 (gr 12) NQF 04	68	68
TOTAL	98	98
Imfundo ephakeme		
NQF 05-07	14	14
Degree/ High. Diploma NQF 08	2	2
Master's degree NQF 09	4	4
Doctorate/Post Grad NQF 10	0	0
TOTAL	20	20

2.4 Uhlelo Lwemfundo Yabadala Nokugeqeshwa (ABET).

Kuvela ukuthi kunabasebenzi abayi-12 abanezinga lemfundo elingaphansi kwe-AET 3 futhi bonke basezikhundleni ezibalulekile, okwenza kube nzima kakhulu ukuqhuba amakilasi uma kungekho mfundisi we-AET osebenza ngokugcwele. Kuzophinde kunikezwe ithuba lokuqeqeshwa kwe-AET amalungu omphakathi wakule ndawo. Amatafula 5 no-6 akhombisa isibalo sabafundi be-AET abahlelelwe ukwamukelwa kanye nesabelomali sabo, ngokulandelana, eminyakeni emihlanu (5) ezayo (2026 - 2030).

Ithebula 5: AET – Abasebenzi

UKUQEQUESHA KWE-AET – ABASEBENZI						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
AET L1	0	0	4	0	0	4
	R0	R0	R26 000	R0	R0	R26 000
AET L2	0	0	0	4	0	4
	R0	R0	R0	R26 000	R0	R26 000
AET L3	0	0	0	0	4	4
	R0	R0	R0	R0	R26 000	R26 000
AET L4	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
TOTAL	0	0	4	4	4	12
BUDGET(R)	R0	R0	R26 000	R26 000	R26 000	R78 000

Ithebula elingezansi lichaza uhlelo lwe-AET lomphakathi. Amalungu omphakathi angamashumi amabili nane (24) azosizwa yimayini ukuba athole iziqu ze-AET.

Ithebula 6: AET – Imiphakathi

UKUQEQUESHA KWE-AET – IMIPHAKATHI						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
AET L1	0	0	8	0	0	8
	R0	R0	R52 000	R0	R0	R52 000
AET L2	0	0	0	8	0	8
	R0	R0	R0	R52 000	R0	R52 000
AET L3	0	0	0	0	8	8
	R0	R0	R0	R0	R52 000	R52 000
AET L4	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
TOTAL	0	0	8	8	8	24
BUDGET(R)	R0	R0	R52 000	R52 000	R52 000	R156 000

2.5. Izikhala zemisebenzi okunzima ukuzigcwalisa (Amakhono abalulekile nayivelakancane)

Izikhala zomsebenzi ze-Tendele Mining Ezinzima Ukuzigcwalisa (HTF), nazo ezibaluleke kakhulu futhi ezingatholakali kalula, zihambisana noHlelo Lomkhakha Wamakhono lwe-MQA (2020-2025). Lawa amakhono angeke agcwaliswe zingakapheli izinyanga eziyishumi nambili (12) noma athathe isikhathi eside ngaphambi kokuba iMayini igcwaliswe. Ithebula elingezansi lichaza izikhala zomsebenzi ze-HTF zeMayini futhi lazisa izinhlelo zokuthuthukisa amakhono iMayini ezoqala ukuzisebenzisa. Eminye yemisebenzi idinga i-AET njengendawo yokungena.

Ithebula 7: Izikhala zomsebenzi okunzima ukuzigcwalisa

AMAZINGA EMISEBENZI	ISIHLOKO SOMSEBENZI	ISIZATHU SOKUNGAKWAZI UKUGCWALISA ISIKHUNDLA ESINGENALUTHO
Uneziqinisekiso zobungcweti	Uchwepheshe Wezemvelo	Ukuntuleka kwabantu abafanelekile endaweni, ukulindela amaholo aphezulu, ukuntuleka kweziqu nolwazi olufanele. Indawo ikude kakhulu.
	Ubunjiniyela Bemishini	Ukuntuleka kwabantu abafanelekile endaweni, ukulindela amaholo aphezulu, ukuntuleka kweziqu nolwazi olufanele. Indawo ikude kakhulu.

2.6. Ukuqeqeshwa kwamakhono abalulekile

Imayini iqhubekile nokugcina umgomo we-HDSA kumakhono ayisisekelo nabalulekile ku-60% wamakhono ayisisekelo ngokuhambisana nezidingo ze-Mining Charter III.

Kuzonikezwa izifundo zokufunda, ama-internship, imifundaze kanye nokuqeqeshwa kokuphatha i-HDSA ukuze kubhekwe amakhono ayisisekelo nanzima ukuwagcwalisa adingwa yiMayini eminyakeni emihlanu ezayo.

2.6.1. Izinhlelo Zokuqeqeshwa Emsebenzini/Abafundi Bomsebenzi

Uma iTendele ingaba nesabelo sezifundo zokufunda, abazongenela ukhetho bazoyiswa esikhungweni sokuqeqesha ukuze bathole ulwazi olufanele noludingekayo. Ukuqeqeshwa kuvame ukuhlala iminyaka emithathu ngokwesilinganiso, kodwa lo mjikelezo we-SLP ngeke ube nesabelo njengoba kuboniswe kuThebula elingezansi:

Ithebula 8: Izifundo Zokufunda – Abasebenzi (Bangaphakathi)

LEARNERSHIP (INTERNAL) UHLELO LOKUFUNDA UMSEBENZI (LWANGAPHAKATHI)						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
Ukulinganisa (Izinyanga ezingama-36)	0	0	1	1	1	1
	R0	R0	R157 150	R157 150	R157 150	R471 450
Ezoges (Izinyanga ezingama-36)	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
Imishini Kadizili (Izinyanga ezingu-36)	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
TOTAL	0	0	1	1	1	1
BUDGET(R)	R0	R0	R157 150	R157 150	R157 150	R471 450

UTendele uhlela ukubhalisa umuntu oyedwa ozongenela uhlelo lokufaneleka oluzohlala iminyaka emithathu esikhungweni esidumile.

Ithebula 9: Izifundo Zokufunda – Imiphakathi (yangaphandle)

UHLELO LOKUFUNDA EMSEBENZINI (UMPHAKATHI)						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
Ukufaka (Izinyanga ezingu-36)	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
Umshini Wokwenza Udizili (Izinyanga ezingu-36)	0	0	1	1	1	1
	R0	R0	R139 150	R139 150	R139 150	R417 450
Ukwenza Amabhoyila (Izinyanga ezingu-36)	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
TOTAL	0	0	1	1	1	1
BUDGET(R)	R0	R0	R139 150	R139 150	R139 150	R417 450

UTendele uhlela ukubhaliswa komuntu oyedwa ozofundela umshini wedizili ohlelweni lokufunda iminyaka emithathu.

2.6.2. Ukuqeqeshwa emsebenzini

Imayini ihlose ukuba nomuntu oyedwa ozongenela ukhetho iminyaka emibili njengomfundi oqeqeshwayo kwezesayensi yemvelo kanye nezifundo zemvelo.

Ithebula 10: Ukuqeqeshwa emsebenzini

I-INTERNSHIP						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
Procurement	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
Natural sciences and environmental management studies	0	0	0	1	1	1
	R0	R0	R0	R90 000	R90 000	R180 000
Human Resource	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
TOTAL	0	0	0	1	1	1
BUDGET(R)	R0	R0	R0	R90 000	R90 000	R180 000

2.6.3. Uhlelo Lokuthuthukiswa Kwabaphathi be-HDSA

Imayini izokwakha ama-HDSA amathathu (3) ezingeni lokuphatha njengoba kuboniswe kuThebula elingezansi. Azobekwa echibini lamakhono elizodlula ohlelweni lokuthuthukiswa kokuphatha oluhlanganisa izici zokuphatha.

Ithebula 11: Uhlelo Lokuthuthukiswa Kwabaphathi

UHLELO LOKUTHUTHUKISWA KWABAPHATHI LWE-HDSA						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
Abasebenzi	0	0	1	1	1	3
	R0	R0	R45 000	R45 000	R45 000	R135 000
TOTAL	0	0	1	1	1	3
BUDGET(R)	R0	R0	R45 000	R45 000	R45 000	R135 000

3. Abesifazane Embonini Yezimayini (WIM)

Ngenhloso yalesi sigaba, izikhundla zokumba zibhekwa njenganoma yiziphi izikhundla eziqhelekile ngqo ekumbeni nasekuzuzeni amalale/i-anthracite. Kuzobandakanya izikhundla zokuhlola, ukuqhumisa, ukumba, ukulayisha, kanye nokuthutha, ukucubungula izitshalo kanye nokuhlaziya kwelabhorethri. Kuzokhipha izikhundla emisebenzini yokusekela, okungukuthi ukuphatha, ubunjiniyela, abahlanzi bezitshalo. I-Tendele izibophezela ukugxila ezingeni lika-10% kwabesifazane abasemayini ngo-2028 nokugcina lelo zinga ngemva kwalokho.

Ithebula 12: Umgomo wabesifazane embonini yezimayini

Abesifazane Ezimayini	2026	2027	2028	2029	2030
	Okwangempela	Uhlelo	Uhlelo	Uhlelo	Uhlelo
	10%	10%	10%	10%	10%

4. Uhlelo Lwendlela Yomsebenzi

Imisebenzi eyinhloko ye-Tendele Mining ihlanganisa ukumbiwa kwezimayini, ukukhiqiza, kanye nobunjiniyela. I-Tendele Mining ithuthukise uhlelo lomsebenzi njengoba kushiwo kuMthethonqubo 46(b)(ii) ozoqondisa abasebenzi endleleni abangayilandela ukuze banyuselwe ezikhundleni eziphakeme ngaphakathi kwemayini. Imidwebo engezansi ikhombisa ukuthi abasebenzi abaqalayo bazothuthukiswa kanjani futhi bathole ulwazi emazingeni ahlukene omsebenzi.

KWEZOMKHIQIZO:

Occupation level		Position	Requirements	Duration
PLANT PRODUCTION	Senior Management	Process Manager	BSc/BEng/BIng, Btech/T4/NHD, GDE, 10 years plant experience or more. MDP	10 years
		↑		
	Middle Management	Plant Foreman	Grade 12; NQF 5 qualification, Computer literate, Senior Supt qualifications, Advanced Coal Prep	5 or more years
		↑		
	Middle Management	Shift Supervisor	Grade 12; Maths & Science, Supervisory level, Computer literate, 3 years or more plant experience, Coal Prep training	3 years
		↑		
	Supervisory & Skilled	Junior Shift Supervisor	Grade 12; Maths & Science, Computer literate, 3 years or more plant experience, Coal Prep training, driver's license	3 or more years
		↑		
	Supervisory & Skilled	Control Room Operator	Grade 12; Computer literate, 3 years or more plant experience	3 years
		↑		
	Supervisory & Skilled	Senior Plant Operator DMS	Grade 12; Computer literate, 2 years plant experience, total process competent	2 years
		↑		
	Semi-Skilled	Plant Operator	Grade 12; English and Numeracy; 1 year relevant work experience,	1 years
		↑		
	Unskilled	General Worker	Grade 12; English and Numeracy;	1 years

KWEZEZIMAYINI:

Occupation level		Position	Requirements	Duration
MINING	Senior Management	Mining Operations Manager	BSc/BEng/Blng, Btech/T4/NHD (NQF7/8); GDE, 10 years experience or more; MDP/MBA	10 years
	Middle Management	Operations Superintendent	Ndip-T3/S4; N- Diploma N6 (NQF 6), Supervisory level, GCC; 5 years work experience	5 or more years
	Middle Management	Pit Superintendent	N4/N5/N6/S4; NQF 5/Diploma, Blasting Certificate; Supervisory level, Computer literate, 3 years or more mining experience	3 years
	Supervisory & Skilled	Foreman	Grade 12/NQF 4; Maths & Science; Blasting Assistant, Computer literate, 3 years or more mining experience	3 or more years
	Supervisory & Skilled	Supervisor	Grade 12/NQF 3/4; Competent A; Basic computer literacy; 3 years or more mining experience	3 years
	Supervisory & Skilled	Operator (Dozer, Excavator, Grader)	Grade 12; Computer literate; 2 years work experience; competence in 2 machines	2 years
	Semi-Skilled	Machine operator (ADT, Service Truck, WC)	Grade 12; English and Numeracy; Driver's license; 2 years relevant work experience,	2 years
	Unskilled	General worker	Grade 10/ABET 3/4; English and Numeracy;	2 years

KWEZOBUNJINIYELA:

Occupation level		Position	Requirements	Duration
ENGINEERING	Senior Management	Engineer	BSc/BEng/BIng, Btech/T4/NHD (NQF7/8); GCC; MDP/MBA; 10 years experience or more	10 years
	Middle Management	Engineering Superintendent	Ndip-T3/S4; N- N Diploma N6 (NQF 6), Trade test; 5 years or more work experience	5 or more years
	Middle Management	Master Artisan (Technician, Instrument mech; specialist position/Planner)	Trade Test; Grade 12/NQF 4; N2/N3; 3 years experience	3 years
	Supervisory & Skilled	Artisan	Trade Test; Grade 12/NQF 4; N2/N3; 3 years or more mining experience	3 or more years
	Supervisory & Skilled	Junior Artisan	Grade 12/NQF 3/4; N2/N3; Trade Test as artisan; 2 years or more work experience	2 years
	Semi-Skilled	Handyman	Grade 12; 2 years work experience;	2 years
	Semi-Skilled	Engineering Assistant	Grade 12; ABET 4; English and Numeracy; Plant standard; 1 year work experience.	1 years
	Unskilled	General Worker	Grade 12/ABET 4; English and Numeracy; Plant standard	2 years

5. Uhlelo Lokweluleka Nokuqondisa

Konke ukuqeqeshwa kwamakhono ayisisekelo okuhlonziwe okuhlanganisa izifundo zokufunda/ukufundela umsebenzi, ukuqeqeshwa emsebenzini, nokuqeqeshwa kokuphatha kuzoba nabantu abazongenela uhlelo lokuqeqeshwa njengoba kuboniswe ngezansi. Uhlelo lokuqeqeshwa luzokwenziwa lube semthethweni ngezivumelwano ezenziwe phakathi komqeqeshi kanye nomfundi olandelwayo.

Ithebula 13: Uhlelo lokweluleka nokuqondisa

UHLELO LOKUQEQESHA OLUNENDLELA YOMSEBENZI	UMSEBENZI	ISIKUNDLA (KUQALWA KU-)	UQEQESHO LWAMANJE	ISIKHUNDLA ESIHLOSIWE ESISEBENZA NGESIKHATHI ESIDE	UBUDE BESIKHATHI
Ukufundela umsebenzi/Ukufundela umsebenzi	UFitter	Umfundi	Ukuchayeka endaweni yokusebenza okufanelekile	Uchwepheshe/ Ubunjiniyela	Iminyaka emi-2
I-Internship	Ubunjiniyela kanye neSayensi	Umfundi Oqeqeshwayo	Ukuthola ulwazi emsebenzini	Ubunjiniyela kanye Nokuphathwa Kwabancane	Iminyaka emi-2
Uhlelo Lokuthuthukiswa Kwabaphathi	Ukuphatha	Abaphathi Abancane	Ukuthuthukiswa kokuphathwa kwale ndima	Ukuthuthuka endimeni yokuphatha	Unyaka o-1

6. Uhlelo Lwemifundaze

Amabhasari azonikezwa abasebenzi abafanelekayo. Ithuba elilodwa lebhasari lizonikezwa abasebenzi ekupheleni konyaka ka-2030 lapho izifundo zizoqhutshwa khona ku-inthanethi.

Ithebula 14: Izibonelelo Zezifundo Zangaphakathi – Abasebenzi

UXHASO LWEZIFUNDO LWANGAPHAKATHI (ABASEBENZI)						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
Ezezimayini nobunjiniyela	0	1	1	1	0	1
	R0	R125 900	R125 900	R125 900	R0	R377 700
TOTAL	0	1	1	1	0	1
BUDGET(R)	R0	R125 900	R125 900	R125 900	R0	R377 700

Umfundaze wangaphandle ozonikezwa uchazwe kuthebula elingezansi. Kuzosekelwa umfundi oyedwa (1) ukuthi afunde eyunivesithi isikhathi esiyiminyaka emithathu.

Ithebula 1: Imifundaze Yangaphandle – Imiphakathi

UMFUNDAZE WANGAPHANDLE (OWOMPHAKATHI)						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
Izifundo zesayensi yemvelo kanye nokuphathwa kwemvelo	0	0	0	0	0	0
	R0	R0	R0	R0	R0	R0
Ezabasebenzi	0	0	1	1	1	1
	R0	R0	R167 900	R167 900	R167 900	R503 700
TOTAL	0	0	1	1	1	1
BUDGET(R)	R0	R0	R167 900	R167 900	R167 900	R503 700

7. Uhlelo Lokulingana Emsebenzini

Ithebula elingezansi likhombisa isimo Sokulingana Kwabasebenzi beTendele Mining ngokuhambisana nezimfuneko ze-MCIII, 2018. I-MPRDA Echitshiyelwe (2019) yayidinga u-40% we-HDSA ezingeni lokuphatha. Inani eliphelele labasebenzi beTendele Mining abasezikhundleni zokuphatha lalingu-35 kanti abangu-30 kubo babengama-HDSA (86%). Imayini izogcina lokhu kuthobela imithetho ngokugxila ekuthuthukisweni kwabesifazane be-HDSA (Izinga Lokuphatha Elincane) ukuze kufezwe ukuthobela imithetho kulelo zinga. Lokhu kuzokwenziwa ngokusebenzisa:

- Ukuqhubekela phambili komsebenzi we-HDSA esikhathini seminyaka emihlanu kanye nokukhushulwa lapho izikhala zitholakala.

Ithebula 16: Izinhloso Zesimo se-EE

Idatha ye-Employment Equity ikhombisa isimo seMayini ngoSeptthemba 2025 kanye nanjengoba ithunyelwe kuMnyango Wezabasebenzi Wokubika Nge-Employment Equity ngoJanuwari 2026. Ngosuku lokuthunyelwa kwayo, iMayini iqashe abasebenzi abangaphansi kwamashumi amathathu (30) ngenxa yokuthi zonke izimayini zimiswe okwesikhashana kanti imayini inakekelwa futhi inakekelwa. Izibalo zikaSeptthemba 2025 nokho ziyisibonakaliso esingokoqobo sezidingo zomsebenzi, uma iMayini ibuya futhi isebenza.

Ngenkathi iMayini inakekelwa futhi inakekelwa, ngakho-ke akunakwenzeka ukuzibophezela ekubhekaneni nokuphambuka kwamanje ku-Mining Charter kanye nemigomo yemikhakha, kwanele ukusho ukuthi konke ukuphambuka njengoba kuboniswe ezinombolo zikaSeptthemba 2025 kwakungabalulekile ngokwezibalo futhi kwakuzungeze isisebenzi esisodwa kuzo zonke izigameko lapho imigomo ingafinyelelwanga khona. Ngakho-ke imigomo izobuyekwezwa uma iMayini isibuyele ekusebenzeni.

I-Charter Yezimayini

Njengoba kuboniswe ohlelweni olungezansi, umgomo wabesifazane awufinyelelwa ezingeni Lokuphatha Okuphezulu. Ukuntuleka kwezikhundla ezitholakalayo akwenzi kube nokwenzeka ukufeza lo mgomo. Kodwa-ke, imayini iyahambisana ngokugcwele nama-HDSA ezingeni Lokuphatha Okuphezulu.

Imayini iyahambisana kancane nabesifazane abasezingeni Lokuphatha Okuphezulu. Lapho imayini iqala kabusha, ingxenye yabesifazane abakubaphathi abaphezulu izonakekelwa futhi ithuthukiswe.

Imayini iyahambisana ngokugcwele kuwo wonke amanye amazinga, kokubili ngokwe-HDSA kanye nabesifazane. Ngokusekelwe ekuhlaziyweni kwezibalo okungenhla, imayini izokhetha ukuqokwa kwabesifazane be-HDSA njengoba kulapho imigomo ingafinyelelwanga khona.

UKUHLAZIYWA KOKULINGANA EMSEBENZINI – I-MINING CHARTER																								
Izinga/Isigaba Somsebenzi	OKWANGEMPELA										%		UMTHETHO-SIQONDISO WEZIMAYINI III											
	Abesilisa				Abesifazane				Abemi Bezizwe Zakwaman ye Amazwe		HDSA MALE	HDSA FEMALE	TOTAL HDSA	TARGET		TARGET WEIGHT		ACHIEVEMENT		ACHIEVEMENT WEIGHT		Level we Ukuhluipyenaka Komtyenkhuho		
	A	C	I	W	A	C	I	W	M	F				HDSA	FEMALE	HDSA	FEMALE	HDSA	FEMALE	HDSA	FEMALE	HDSA	FEMALE	
IBhodi kanye Nabaphathi Abaphezulu	1	0	0	1	0	0	0	0	0	0	50%	0%	50,0%	50%	20%	2%	2%	50%	0%	2%	0%	Full	Full	Akukho
Abaphathi Abaphezulu	2	0	2	2	1	0	0	0	0	0	57,1%	14,3%	71,4%	60%	25%	3%	3%	71%	14%	3%	2%	Full	Full	Partial
Ochwepheshe Abaqeqeshiwe Nabanolwazi kanye nabaphathi abaphakathi																								
	1	0	2	4	2	0	1	1	0	0	27,3%	36,4%	63,6%	60%	25%	2%	2%	64%	36%	2%	2%	Full	Full	Full
Abanekhono, ubuchwepheshe kanye nabaqeqeshiwe kwezemfundo, abaphathi abancane, abaphathi, izinduna kanye nabaphathi	13	0	0	2	2	0	1	2	0	0	65%	25%	90%	70%	30%	2%	2%	90%	25%	2%	2%	Full	Full	Full
Abantu Abakhubazekile	1	0	0	1	0	0	0	0	0	0	2,4%			1,5%	2,0%	2,0%	2,4%			2,0%				
Amakhono Abalulekile Nabalulekile	136	1	2	4	19	0	0	0	0	0		98%		60,0%	3,0%	3,0%	97,5%			3,0%		Full	Full	Full
Abesifazane Ezimayini					19				0	0	13.3%		20,0%				13.3%			2%		Partial	Partial	Partial

Ukulingana Emsebenzini

Isimo se-EE seMayini, uma silinganiswa ne-Sectoral Target, sibonisa isimo esifanayo kakhulu nese-Mining Charter, okungukuthi:

Ukuphambuka akubalulekile ngokwezibalo futhi ikakhulukazi kukhombisa ukushoda kwesisebenzi esisodwa (1).

Ukuphambuka kuzo zonke izigaba, ngaphandle kwe-Professionally Qualified kanye ne-Mid-Management, kuhlobene nabesifazane be-HDSA.

EMPLOYMENT EQUITY ANALYSIS																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
Occupational Level/ Category	ACTUAL										SUMMARY				%			EMPLOYMENT EQUITY																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	Male					Female					Foreign Nation-als		White Male	HDSA Male	Female	TOTAL	HDSA MALE	HDSA FE-MALE	TOTAL HDSA	TARGET - 2030				VARIANCE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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ISIGABA 3: UKUTHUTHUKISWA KOMPHAKATHI WEZIMAYINI – UMTHETHO 46 (c)

ISIGABA 3: UHLELO LOKUTHUTHUKISA UMNOTHO WASENDAWENI

3.1. Ulwazi oluyisisekelo lwezenhlalakahle nezomnotho lomphakathi wase-Tende Mining (Umthethonqubo 46 (c) (i))

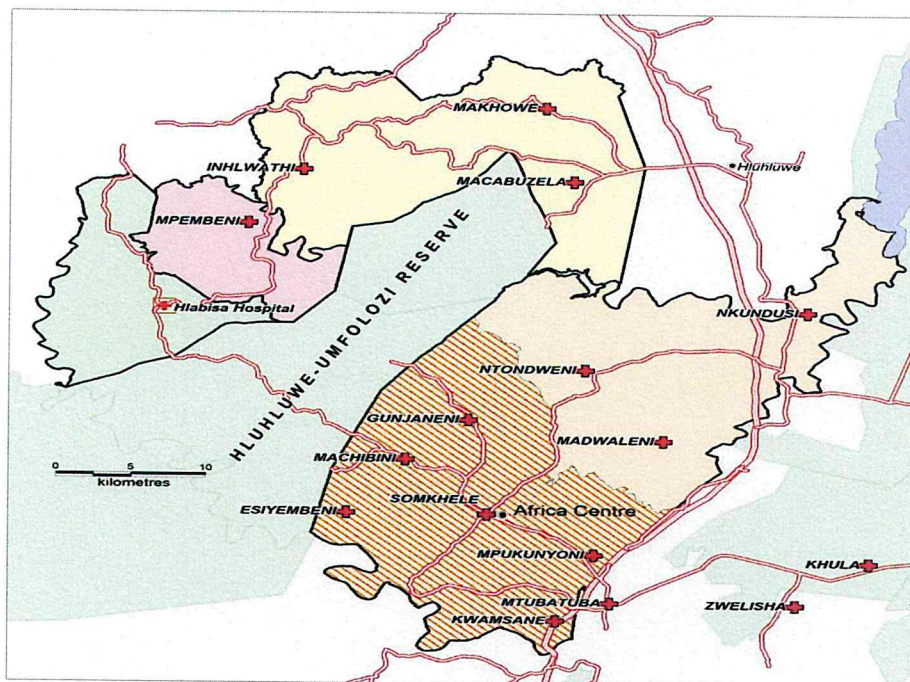
I-Tende Mining ingaphansi koMkhandlu kaMasipala waseMtubatuba. UMasipala ushicilele i-Review IDP 2023-2024 (isiqephu esinamathiselwe) lapho iphrojekthi ehlonziwe yathathwa khona. Alukho ulwazi oluningi lwezenhlalo nezomnotho olwalushintshile. I-Municipality Profile isalokhu ifana naleyo evezwe yi-Stats SA 2022 Survey information.

UMasipala unamawadi angamashumi amabili (20). Njengoba uMasipala utholakala eNyakatho Mpumalanga yeKwaZulu-Natal, umasipala umngcele wolwandle empumalanga, iziqiwi zemvelo enyakatho nasentshonalanga. Umgwaqo u-N2 uletha amathuba kuMasipala ngokuwuxhumanisa nedolobha elikhulu lase-Richards Bay kanye neDolobha laseThekwini, iMpumalanga kanye namazwe e-SADC aseSwaziland naseMozambique.

Kuwuhlelo lukaMasipala ukuthuthukisa umgwaqo u-R618 njengengxenye yoHlelo Lokuvuselelwa kabusha koMnyango Wezemigwaqo, oxhumanisa ugu iSt Lucia neCultural Heritage Corridor yakwaNongoma noLundi ngoHlabisa, kuvulwe amathuba entuthuko yezokuvakasha nezohwebo eMtubatuba.

Amamephu endawo yaseMpukunyoni engaphansi komasipala waseMtubatuba akhonjiswe lapha ngezansi:

Imephu 2: Indawo kaMasipala waseMtubatuba nayo iMpukunyoni Traditional Authority

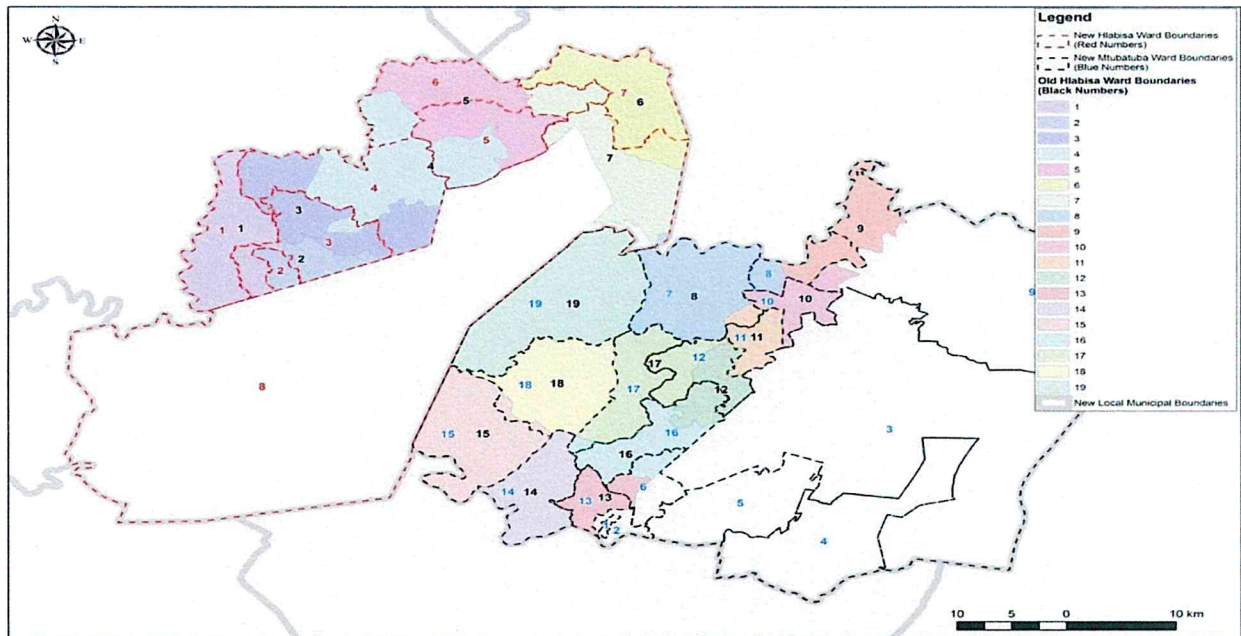


UMasipala waseMtubatuba ungomunye womasipala abahlanu abangaphansi kwesiFunda uMkhanyakude. Ilinganiselwa ukuthi inenani labantu abayizi-202 176 (Ucwaningo Lomphakathi, 2016) kanye nemizi engu-41 793, enezinga lokukhula elingu-1.89%. Lo masipala ungumasipala

onabantu abaningi basemadolobheni esiFundeni uMkhanyakude, ohlanganisa iDolobha laseMtubatuba kanye ne-St Lucia njengamadolobha awo amakhulu. Umasipala wendawo uMtubatuba uphakamisa ukuthi ngo-2021 inani labantu lalilinganiselwa ku-212,837, kanti ngo-2025 kungenzeka lifinyelele ku-229,390.

UMtubatuba uyisizinda sedolobha endaweni kamasipala futhi usebenza njengamahhovisi amakhulu okuphatha kuMasipala waseMtubatuba.

Imephu 3: AmaWadi kaMasipala waseMtubatuba



3.2. Isimo sokuhlinzekwa kwezidingongqangi nguMasipala

3.2.1. Ingqalasizinda yomgwaqo

Ukuhlinzekwa kwemigwaqo endaweni yaseMtubatuba kubonakala kusatshalaliswa ngendlela efanele emazingeni amukelekile, njengoba ingxenye enkulu yendawo ijabulela ukuba seduze no-N2 oxhumanisa umasipala nezifunda ezisenyakatho nezaseNingizimu. Umgwaqo uR618 uphinde uxhumanise indawo kamasipala nezindawo eziseNyakatho Ntshonalanga njengakwaHlabisa, Nongoma noLundi okungamadolobha amakhulu kwezomnotho esifundeni saseZululand KwaZulu-Natal. Umzila u-R618 okukhona kuwo Imayini, uxhuma izizinda zemvelo ze-Isimangaliso Wetlands Park e-St Lucia eMpumalanga kanye nesiqiwu uMfolozi-Hluhluwe eNtshonalanga. Lo mzila uthuthukisa umnotho wendawo kamasipala waseMtubatuba ngokugcwala kwezivakashi ezithuthuleka phakathi kweSt Lucia nesiqiwu, kanye nezindawo ezimaphakathi nezwe njengakwaNongoma naseVryheid. Imigwaqo exhumayo ibonakala imiswe kahle nakuba iwubhuqu, ngakho idinga ukulungiswa njalo, ikakhulukazi ngezikhathi zezimvula. Le migwaqo, uma inakekelwa kahle, ithuthukisa ukuhamba phakathi kwezindawo zasemakhaya namadolobha amakhulu kumasipala.

3.2.2. Ukuhlinzekwa kukagesi

Kubukeka sengathi kunentuthuko mayelana nokuhlinzekwa kukagesi kumasipala. Ukufinyelela kugesi kubikwe ukuthi kuku-85.7% (ucwaningo lomphakathi lwe-STATSSA 2016). Naphezu kwalokhu kuthuthukiswa kokuhlinzekwa kukagesi kuthiwa ugesi ugcwele kakhulu futhi ngenxa yalokho, ukucisha kuyinsakavukela. Ukuntuleka kwesondlo kanye nokuxhunywa okungekho emthethweni nakho kuye kwabikwa kabusha. Yilezi zinselelo ezingase ziphazamise ukuthuthukiswa kwengqalasizinda yezomnotho endaweni.

Ngakho-ke iMayini ngeke ifake isandla ekuhlinzekweni kukagesi ezindlini.

3.2.3. Ukuhlinzekwa kwamanzi

UMasipala waseMtubatuba awusona iSigungu Sezinkonzo Zamanzi; Nokho, uMasipala usumenyezwe njengendawo yenhlekelele ngenxa yesomiso esihambisana nezinselelo ezibhekene noMasipala wesiFunda uMkhanyakude.

UMasipala Wendawo yaseMtubatuba uncike kakhulu endaweni yokulawulwa kwamanzi oPhongolo-uMhlathuze (WMA) ukuze uhlinzeke ngamanzi. Ukuxhunywa kwamanzi ezindaweni eziningi eMtubatuba kubikwa ukuthi sekukhona. Nokho, kubikwa ukuthi imithombo yamanzi ayikho noma ayinamanzi. Futhi, izinhlelo eziningi zamanzi kubikwa ukuthi azisebenzi, futhi ngenxa yalokho ukunqanyulwa kwamanzi kuyisenzakalo esivamile. Imiphakathi kwezinye zezindawo zasemakhaya iphendukela ekusebenziseni amanzi angagezwanga aphuma emifuleni, emigodini nasezizibeni, kwesinye isikhathi ewabelana nezilwane.

Kumanje indawo kumasipala inengcindezi ngenxa yokuthengwa kwamanzi ngokweqile ezindaweni ezisenyakatho yalo masipala. Ngakho-ke uMtubatuba kumele uncike emanzini omfula uMfolozi. Ngenxa yezinselelo zamanzi ezinde isikhathi eside, iMayini izithola ibhekene nesidingo esingenakugwenywa sokuhlinzekwa kwamanzi okuphuza eMpukunyoni nasezindaweni ezizungezile.

Ngenxa yokuthi umasipala noma uhulumeni wendawo awukwazi ukuhlinzeka umphakathi ngamanzi, imayini ihlinzeka umphakathi ngamanzi — okuzuzisa abantu abangaba ngu-5 000 — ngezindleko ezingama-R210 000 ngenyanga. Lokhu akuyona neze impoqo emayini, kodwa kuwumzamo wokubonisa umoya omuhle wokweseka umphakathi.

3.2 Imisebenzi yezomnotho esemqoka kanye nezidingo zendawo okuqhutshwa kuyo izimayini (Umthethonqubo 46 (c) (ii))

Okulandelayo yimisebenzi yezomnotho esemqoka kanye nezidingo zendawo lapho Imayini isebenza khona:

- Inkinga yamanzi isalokhu iyinselelo ngokuhamba kweminyaka
- Izinga lemfundo eliphansi yingakho kunesidingo sokungenelela ezingeni lezingane ezisencane

- Intsha engasebenzi, iningi labantu besifazane, iseyinselelo endaweni
- Ukushoda kwamakhono ikakhulukazi ahlobene nezimayini
- Ama-SMME ambalwa kanye nemisebenzi yezomnotho ephansi

3.3 Izindawo ezibalulekile okugxilwe kuzo ezinamandla amakhulu kuMasipala

UMasipala unalezi zindawo ezilandelayo ezingaba nomthelela omkhulu kwezomnotho:

- **Ezolimo**

Imisebenzi yezolimo yiyona ndlela eziphilisa ngayo imindeni. U-80% womhlaba uletha izingqinamba ekuthuthukisweni ngenxa yemvelo evikelekile, futhi ubekelwe ukongiwa kwezinhlobonhlobo zemvelo noma umhlaba olimekayo onemikhawulo enzima kwezolimo. Naphezu kokuba khona komhlaba wokwenza imisebenzi yezolimo okwenza u-20% womhlaba okhona, ukuntuleka kwamanzi kubangela inselele ekucijeleni leli thuba. Ngakho-ke, ezolimo zizoba ngezomndeni kanye nokuziphilisa kuphela kunezinjongo zezohwebo.

Ngalo mbono iMayini izosiza umphakathi ngokwakha ithangi lediphu ukuze kuthuthukiswe izinga lokufuywa kule ndawo.

- **Imfundo**

Izinga eliphansi leziqu zemfundo eMtubatuba liholela ekuswelekeni kwemisebenzi okuthinta kakhulu intsha. Isibalo sezingane eziqeda isikole siphansi kakhulu kunesaso eqala isikole. Lokhu kungenxa yesibalo esikhulu sokuyeka isikole. Izinga lokufunda nokufundisa lingase libe nomthelela ekusebenzeni kahle kukamatikuletshe.

Inqwaba yezikhungo / izikhungo ze-ECD zifakwe ohlwini lwe-IDP kaMasipala, nakuba eziningi zisangenazo izimali. Maningi amathuba okuba ngcono kwemiphumela ka-Matric uma izingane zikhuthazwa zisencane.

- **Izimayini**

Izinsiza zamalahle ziyizimbiwa ezinkulu kakhulu kuMasipala. I-Tendele Mining kubikwa ukuthi inomgodi omkhulu ovulekile we-anthracite reserves ezweni, ongamathani ayizigidi ezingama-22, kanti amanye amahektha ayi-23,000 asahlolwa. Imayini idale amathuba emisebenzi angaphezu kuka-1600 okwathi ngesikhathi sale SLP ehle kakhulu ngenxa yokungakwazi ukufinyelela ezindaweni ezintsha zezimayini, umthelela weCovid-19, kanye nezimo zomnotho ezinciphayo ezimakethe zamalahle.

- **Ezokuvakasha**

Uhlelo lukaMasipala njengoba kushiwo ngenhla, ukuthuthukisa umgwaqo u-R618 njengengxenye yoHlelo Lokuvuselelwa kabusha koMnyango Wezemigwaqo, oxhumanisa i-St Lucia coast kanye neCultural Heritage Corridor yakwaNongoma noLundi ngokusebenzisa

kwaHlabisa. Ngakho-ke, ukuvula amathuba entuthuko kwezokuvakasha nezohwebo eMtubatuba. Umthelela weCovid-19 eMtubatuba uholele ekwehleni kwezivakashi ezivakashela le ndawo ngenxa yochungechunge lwezikhiye ezibekelwe ukunqanda ukubhebhetheka kwalolu bhubhane.

Imayini ngeke ikwazi ukweseka noma yiluphi uhlelo oluhlobene nezokuvakasha.

3.4 Umthelela wokusebenza kweMayini yeTendele endaweni

Okulandelayo kube nomthelela weMayini endaweni:

- **Ukuthutha**

Lapho Imayini ihlonze indawo ezosetshenziselwa ukumba izimayini, Imayini ilandela izimfuneko Zemihlahlandlela ye-DMRE's Resettlement ngokuhambisana nenqubomgomo yemayini yokufuduka. Imayini iqinisekisa ukuthi ukuthutha akuwushiya umphakathi usenkingeni. Imayini isaqhubeka nokuxoxisana nemiphakathi yase-Emalahleni kanye nasoPhondweni ukuze iphinde ihlaliswe futhi ifinyelele endaweni ukuze izimayini. Uma lezi zindawo ezimbili sezivikelekile, izingxoxo zokuhlaliswa kabusha zizoqala endaweni yaseMahujini / Amajonjoni. Izingxoxo sezineminyaka engaphezu kwemine ziqhubeka.

- **Uthuli, umsindo nokudlidliza ngenxa yokuqhuma**

Imisebenzi yezimayini iza nothuli, umsindo nokuqhuma. Imayini ilandela izindinganiso zamazwe ngamazwe ezibalulwe ezinqubwenimgomo zayo zokudambisa inkathazo ngenxa yokuqhuma.

Izindaba zothuli, umsindo nokudlidliza zihlale zigadwa ukuze kuqinisekise ukuthi awedluli amazinga amukelekile. Njengamanje akhona ama-monitor ngaphakathi kokusebenza kwemayini kanjalo nangaphandle kocingo oluyipherimitha aqapha izinga lothuli ngokuqhubekayo. Ukuqhuma kwezimayini ngakunye futhi kugadwa kusetshenziswa ama-seismographs abekwe kahle ukuze kuqashwe umsindo nokudlidliza ukude ngumuntu wangaphandle obhalisiwe. Inqubo yokufaka isikhalazo isifakiwe lapho imayini iphendula isikhalo ngasinye ngendlela efanele.

- **Imisebenzi yomphakathi, i-SLP, ukufuduka, ama-BEE Trusts kanye nokuthengwa kwempahla**

I-Tendele isesimweni esikhethekile sokuba negalelo elikhulu ekuthuthukisweni komnotho wesifunda. Njengoba kushiwo Ohlelweni Lokusebenza Kwemayini (Mine Works Programme), lezi zinzuzo ezilandelayo zingumphumela wemisebenzi yase-Tendele:

- Okungenani u-80% wabasebenzi uzothathwa emphakathini wakule ndawo.
- Cishe abantu abangu-1 215 bazothola imisebenzi ngqo nangokungaqondile ngenxa yemisebenzi yase-Tendele.
- Ngokusekelwe ku-1:15 dependency ratio, cishe abantu abayi-18 225 bazozuza

- Kulinganiselwa ukuthi kuzosetshenziswa ama-R152 million kumaholo minyaka yonke (R1,37 billion esikhathini se-LOM yeminyaka engu-9) ngenxa yokusebenza eTendele.
- Cishe osomabhizinisi bendawo abangu-90 bazonikezwa izinkontileka
- Kulinganiselwa ukuthi kuzosetshenziswa ama-R350 million ekuthengweni kwezindawo minyaka yonke (R3.2 billion esikhathini se-LOM yeminyaka engu-9) ngenxa yokusebenza eTendele.

Ngenxa yokusebenza kweTendele, okunomthelela omkhulu ekuthuthukisweni komnotho endaweni, kuzosetshenziswa u-R5 billion emphakathini ngesikhathi sempilo yami esele.

Isilinganiso sangempela se-SLP esichithiwe siyingxenye yalezi zindleko njengoba kushiwo kuthebula elingezansi.

	No. of people	Salaries	Procurement	TOTAL
Tendele	288	R 110 000 000	R -	R 110 000 000
Plant Processing				
Plant - Logistics	54	R 9 639 168	R -	R 9 639 168
Plant - Operations	122	R 32 012 090	R -	R 32 012 090
Varganet Operations	316	R -	R 243 580 464	R 243 580 464
Lab	34	R -	R 11 578 695	R 11 578 695
Survey	5	R -	R 3 766 260	R 3 766 260
Sub Total	531	R 41 651 258	R 258 925 419	R 300 576 677
Tendele				
Drill - dry	16	R -	R 33 559 286	
Blast - Salaries only	2	R 600 000	R -	R 600 000
Alpha (security)	102	R -	R 15 548 664	R 15 548 664
Community	276	R -	R 42 811 210	R 42 811 210
Sub Total	396	R 600 000	R 91 919 160	R 92 519 160
Grand Total	1215	R 152 251 258	R 350 844 579	R 503 095 837
LOM @ 9 years		R 1 370 261 320	R 3 157 601 213	R 4 527 862 533
SLP				R 17 512 347
Trusts				R 22 121 595
Relocation costs				R 372 646 670
TOTAL				R 4 940 143 145

Kuhlanganiswe nezindleko ezingenhla ezingama-R5 billion, ukunikezwa kwamanzi ahlanzekile emphakathini, okuzuzisa abantu abangaba ngu-5000, ngezindleko ezingama-R210 000 ngenyanga. Lesi yisenzo somusa wokusiza umphakathi, ngenxa yokungakwazi kukamasipala/uhulumeni wendawo ukuhlinzeka ngamanzi emphakathini futhi akuyona neze isibopho semayini.

Ngaphezu kwezinzuzo ezihleliwe ezingama-R5 billion emphakathini nge-LOM, okulandelayo, okungafakiwe ku-SLP, kuzozuzisa nomphakathi:

- Ama-R19 million okuthuthukisa i-P495 ukusuka ku-R618 ukuya e-Ophondweni. Lokhu kuthuthukiswa komgwaqo kuzoba usizo olukhulu emphakathini futhi kuzohlinzeka ngokufinyeleleka okuthuthukisiwe ku-Area 5 Access Road equkethwe ku-SLP.

3.5. Izinyathelo zokubhekana nezindlu nezimo zokuhlala

Indlela yokubhekana nezindlu zabasebenzi

Isigaba 1 (vi) soMthetho Kazwelonke Wezezindlu sibeka imibandela yokuhlinzekwa kwezindawo zokuhlala. Imibandela iwukuthi, phakathi kokunye, izindawo zokuhlala zomphakathi nezizimele kufanele “zihlale abantu, zizinze futhi zisimeme” ukuze kuqinisekiswa amakhaya nemiphakathi ephilayo. Lokhu kudinga ukuthi kuqedwe izindawo ezihlala imijondolo kanye nemijondolo. Umthetho futhi udinga ukuthi izindlu kufanele zivumele “ukufinyelela kalula emathubeni ezomnotho nasezikhungweni zezempilo, ezemfundo nezenhlalo”. Ngakho-ke le ndlela edidiyelwe idinga ukuthi ukuhlaliswa kwabantu kufinyelele ezinsizakalweni, phakathi kokunye, imfundo, ezemidlalo, ezempilo kanye nenhlalakahle yemiphakathi. Umbono wegunya ngezindlu ngowemiphakathi ephilayo, ephilayo futhi engenabo ubugebengu.

I-Tendele Mining ayinawo amahostela abasebenzi bayo. Kunalokho, iMayini ikhuthaza abasebenzi bayo ukuba nemizi ukuze bakwazi ukuhlala nemindeni yabo. Ukufeza le nhloso, iMayini ihlinzeka abasebenzi ngemali yezindlu.

Indlela yokubhekana nokudla okunempilo

Njengoba kubonisiwe, iMayini ayinazo izindawo zokulala. Ngakho-ke abasebenzi abanikezwa ukudla ngaphandle kokuthi bathenga ukudla kwabo kubathengisi bendawo abangaphandle kwesango leMayini. Laba baphakeli baqeqeshwe futhi bakhuthazwa ukuba bahambisane nezidingo zokuhlangezeka futhi bathengisele abasebenzi ukudla okunempilo.

3.6 Ingqalasizinda kanye nemiklamo yokuqeda ububha (Umthethonqubo 46 (c) (iv)):

Ukuze ikwazi ukuhlangabezana nezibophezelo zayo zomphakathi kanye nokuthuthukiswa kwemiphakathi ezungeze izindawo zezimayini, i-Tendele Mining ihlonze izidingo zomphakathi ezisohlwini lweThebula 18 ngezansi. Izidingo zikhombisa kokubili isidingo sengqalasizinda kanye nesidingo sezinsiza zemfundo. Lezi zidingo zilandelwa ukungenelela okufanele ngendlela yemiklamo yentuthuko, le Imayini ezoyiqalisa esikhathini esiyiminyaka emihlanu (5) ye-SLP (2021-2025).

Ithebula 17: Izidingo zomphakathi endaweni yezimayini

Okujwayelekile	Specific	Uhlobo lwesidingo	Umasipala
Ingqalasizinda	Ukwakhiwa komgwaqo ongenelela komkhulu	Ukulungiswa kabusha komgwaqo wokungena womphakathi ngokuhambisana namazinga endawo amukelekayo.	Mtubkuuba Znjengeendkuhkuani Umnjengeipala Umasipala wase Mtubatuba
	Ihholo lomphakathi	Ukwakhiwa kwehholo lomphakathi ukusiza emibuthanweni yomphakathi.	Umasipala wase Mtubatuba
Imfundo	Ingqalasizinda Yokuthuthukiswa Kwezingane Ezincane	Ukuhlinzekwa ngezakhiwo ezintsha ezikhungweni ze-ECD ezikhethiwe ukuze kukhuthazwe isiko lokufunda kwabantwana abancane.	Umasipala wase Mtubatuba

Imayini izoxhasa amaphrojekthi ngale ndlela elandelayo:

3.6.1 Umgwaqo wokungena

Njengoba kuhlelwe imisebenzi yezimayini e-Area 5 (enyakatho yemisebenzi yamanje), kunesidingo sokuxhumanisa umphakathi ohlala ezindaweni ezingafinyeleleki ze-Area 5 nemigwaqo ekhona eyakhiwe yiMayini bese uyinweba ibe umgwaqo i-R618. Lokhu kuzohlela ekuvuselelweni kwemigwaqo yokufinyelela emphakathini e-Area 5. Umgwaqo uzolungiswa ukuqinisekisa ukuthi abanikazi bezindlu, abasebenzi, kanye nomphakathi jikelele bafinyelele kalula.

Isabelo Semali – R1,448 258

Inani lamakhilomitha lapho kuzokwenziwa khona umsebenzi wokwakha- 5km

Indawo - Indawo yesi-5 (Area 5), eMpukunyoni

Abazohlomula - Amalungu omphakathi angaphezu kuka-5000 ezindaweni yesi-4 neyesi-5 azokwazi ukusebenzisa umgwaqo wesifunda u-R618 ukuze afinyelele ezinsizakalweni ezibalulekile.

Inani lemisebenzi ezodalwa - Kuzoba nabantu abaphakathi kwabangama-25 nabangama-30 esikhathini esiyizinyanga eziyisishiyagalombili.

Uhlelo Lokudlulisela Umsebenzi - Umgwaqo uzodluliselwa kuMasipala Wendawo waseMtubatuba.

3.6.2 Ukwakhiwa kwehholo lomphakathi eMahujini.

Umphakathi wakwaMahujini ubhekene nobunzima bokungabi nendawo efanele yokuhlangana uma benemihlangano, imishado, nokunye. Inkinga iwukuthi abantu bakwaMahujini bahlanganela ngaphansi kwezihlahla ngisho nangezikhathi zemvula.

Isabelo Semali – R1,200,000

Indawo – Indawo yaseMahujini

Abazohlomula – cishe abantu abangu-3500 baseMahujini

Imisebenzi ezodalwa – abantu abangu-12-15 bazothola imisebenzi isikhathi esiyizinyanga ezingu-6-8

Isu Lokuphuma – Ihholo lomphakathi lizonikezelwa kumasipala wendawo, futhi lizosetshenziswa yiGunya Lendabuko.

3.6.3. Ukuthuthukiswa Kwezingane ezisencane (ukwakhiwa kwezakhiwo ezintsha ezindaweni ezimbili zokugcina izingane ezihlonziwe)

Iphrojekthi Yokuthuthukiswa Kwezingane ezisencane ihloselwe ukuhlinzeka ngezakhiwo ezintsha endaweni ngayinye yokugcina izingane ukuqinisekisa indawo yokufunda efanelekile yezingane ezihlala kulezi zindawo zokugcina izingane.

Isabelo Semali - R3,200,000 (Ifaka ama ECD amabili ndawonye)

Ukutholakala komhlaba - Izikole/izikhungo ezikhona

Indawo kanye nabantu okuhloswe ukuba bazuze - Indawo yaseMpukunyoni 4 no-5

Uhlelo lokuqalisa ukusebenza kwekota - Bheka uhlelo lwephrojekthi ngezansi

Inani elilinganisiwe labafundi (ukubhalisa) - 300 ubudala 0-4years

Isu lokuphuma - Izikhungo zizonikezwa i-DOE

Lapha ngezansi kukhona isifinyezo sama phrojecthi omphakathi kanye nezihlinzeko zemali yakhona:

Ithebula 18: Isifinyezo Sezinhlelo Zomphakathi

UKUTHUTHUKISWA KOMPHAKATHI						
PROJECT	2026	2027	2028	2029	2030	TOTAL
Ingqalasizinda ye-ECD – Emalahleni	0.00	R800 000	R800 000	0.00	0.00	1 600 000
Ingqalasizinda ye ECD - Ophondweni	0.00	0.00	0.00	R800 000	R800 000	1 600 000
Ukwakhiwa kwehholo lomphakathi laseMahujini.	0.00	0.00	0.00	0.00	1 200 000	1 200 000
Ukulungiswa kwemigwaqo yokungena (5km)	0.00	600 000	600 000	248 258	0.00	1 448 258
Isamba	0.00	1 400 000	1 400 000	1 048 258	2 000 000	5 848 258

Ngaphezu kwamaphrojekthi abhalwe ngenhla kanye nokusebenza kweTendele, izinzuzo eziyizinkulungwane ezi-5 zamaRandi zizogelezela emphakathini ngokuqashwa, ukuthengwa kwempahla, kanye nokufuduka.

Project Plan – Access Road						
Project Name	Refurbishment of a portion of the community access road from Mthulasizwe School to Njojo sub area at Kwa-Myeki.		Classification of project		Infrastructure	
Background	The access road normally used by the communities is in a bad and undrivable state thus making access to Kwa-Myeki a nightmare. This road is relied upon by the general community, working class and the school children. The project is mentioned in the IDP as a need for the communities.					
Geographical location of project	District Municipality Umkhanyakude District Municipality	Local Municipality Inkosi Mtubatuba Local Municipality	Village/ Township name Kwa-Myeki via Mthulasizwe school	Project Start Date 2027		Project End Date 2029
Output	Key Performance Areas	Key Performance Indicator Advertisement of the tender, site briefing meeting, contractor appointment, execution of the project and hand over to the authorities.	Responsible Entity (including all role players) Municipality, Communities and the DMPR.	Quarterly timelines and year 2027 Quarter 3: Tender process to be initiated. Suitable contractor to be appointed after the site briefing.	Quarterly timelines and year 2028-2029 Quarter 1-4 (2028): Finalization of the road refurbishment Quarter 1 (2029) : Handover of the project.	Budget R1 448 258
029)	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Comments
Short Term	15	3	3	5	4	
Medium Term						
Long Term						
Beneficiaries	The community members of Kwa-Myeki					
Exit strategy:	The Mine & DMPR will hand over the project to the local authority.					

Project Plan – Construction of the Mahujini Community Hall						
Project Name	Construction of the Mahujini Community Hall		Classification of project		Infrastructure	
Background	The community members of Mahujini and surroundings lack a public meeting facility. They either request a local church or rather meet under the trees in case they must hold public meetings.					
Geographical location of project	District Municipality	Local Municipality	Village/Township name	Project Start Date		Project End Date
	Umkhanyakude District Municipality	Inkosi Mtubatuba Local Municipality	Mahujini	2030		2030
	Key Performance Areas	Key Performance Indicator	Responsible Entity (including all role players)	Quarterly time-lines and year 2030	Quarterly time-lines and year 2030	Budget
Output	Agreement on the identified spot for the community hall. Construction of the community hall and handover to the local authorities.	Consensus on the spot for the hall. Preparation of the building plan. Appointment of the contractor. Build and complete in the stipulated period.	Municipality Traditional Council Mining Area Committee	Quarter 1: Finalization of building plans Quarter 2: Appointment of a suitable contractor after a procurement process. Quarter 3: Commencement of the construction of the community hall.	Quarter 4: Finalization of all construction and finishings according to the plan. Completion and hand-over of project.	 <

Project Plan – Early Childhood Development Infrastructure- Emalahleni						
Project Name	Construction of a new building at Buhlebemfundo creche in Emalahleni (classroom, kitchen, pantry and covered play area).			Classification of project		Educational infrastructure
Background	One creche was identified as having improvement needs like roof refurbishment, additional class, educational accessories like outdoor playing equipment for children. Having acquired a department of education approved plan, Tendele plans to build section 1 of the structure.					
Geographical location of project	District Municipality	Local Municipality	Village/ Township name	Project Start Date		Project End Date
	Umkhanyakude District Municipality	Inkosi Mtubatuba Local Municipality	Kwa-Myeki isigodini Emalahleni Sub Area	2027		2028
Output	Key Performance Areas	Key Performance Indicator	Responsible Entity (including all role players)	Quarterly timelines and year 2027	Quarterly timelines and year 2028	Budget
	Tender Process, Contractor selection, Implementation, and hand over to the DOE.	Advertisement of the tender, site briefing meeting, contractors' appointment, execution of the project and hand over to DOE.	DOE, Management of the Buhlebemfundo creche and the DMPR.	Quarter 3: Tender process to be initiated. Suitable contractor to be appointed after the site briefing.	Quarter 1: Construction of the structure as identified and agreed. Quarter 2: Finalization of the construction and all necessary finishings. Quarter 3: Handover of the project.	R1 600 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Comments
Short Term	10	3	1	3	3	
Medium Term						
Long Term						
Beneficiaries						
Exit Strategy	The Mine together with DMPR will hand over the projects to the department of Education.					

Project Plan – Early Childhood Development Infrastructure- Ophondweni						
Project Name	Construction of a new building at Siyaqhubeka creche in Ophondweni (classroom, kitchen, pantry and covered play area).			Classification of project		Educational infrastructure
Background	One creche was identified as having improvement needs like roof refurbishment, additional class, educational accessories like outdoor playing equipment for children. Having acquired a department of education approved plan, Tendele plans to build section 1 of the structure.					
Geographical location of project	District Municipality	Local Municipality	Village/ Township name	Project Start Date		Project End Date
	Umkhanyakude District Municipality	Inkosi Mtubatuba Local Municipality	Ophondweni	2029	2030	
Output	Key Performance Areas	Key Performance Indicator	Responsible Entity (including all role players)	Quarterly timelines and year 2029	Quarterly timelines and year 2030	Budget
	Tender Process, Contractor selection, Implementation, and hand over to the DOE.	Advertisement of the tender, site briefing meeting, contractors' appointment, execution of the project and hand over to DOE.	DOE, Management of the Siyaqhubeka creche and the DMPR.	Quarter 3: Tender process to be initiated. Suitable contractor to be appointed after the site briefing.	Quarter 1: Construction of the structure as identified and agreed. Quarter 2: Finalization of the construction and all necessary finishings. Quarter 3: Handover of the project.	R1 600 000
Classification of jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Comments
Short Term	10	3	1	3	3	
Medium Term						
Long Term						
Beneficiaries						
Exit Strategy	The Mine together with DMPR will hand over the projects to the department of Education.					

3.7. Uhlelo Lokuqhubeka Kokutholakala Kwempahla

3.7.1 Ukuthengwa Kwempahla Nokuthuthukiswa Kwebhizinisi/Abahlinzeki

Ithebula 20: Izinhloso zokuthuthukiswa kokuthengwa kwempahla

Isikali		DMR MCIII Target & Weight	
Isamba sesabelomali sokuthengwa kwempahla esichithwe ezimpahleni namasevisi: Thenga izimpahla zezimayini ezenziwe endaweni ezingama-70% ezinokuqukethwe kwendawo okungama-60%	U-21% wesamba sesabelomali sokuthengwa kwempahla yezimayini kufanele sisetshenziswe ezimpahleni ezikhizwe eNingizimu Afrika ezikhizwe yinkampani ephethwe futhi elawulwa Abantu Ababencishwe amathuba ngaphambilini (izinga 1-5 okungukuthi ama-50% nangaphezulu Ubunikazi Abamnyama).	21%	5%
	U-5% wesamba sesabelomali sokuthengwa kwempahla yezimayini kufanele sisetshenziswe ezimpahleni ezikhizwe eNingizimu Afrika ezikhizwe abesifazane abanezinkampani eziphethwe futhi ezilawulwayo noma inkampani ephethwe futhi elawulwa yintsha.	5%	5%
	Isabelomali sokuthengwa kwezimpahla zezimayini esingu-44% kumele sisetshenziswe enkampanini ehambisana nemithetho ye-BEE ekhizwe eNingizimu Afrika (i-DTI: >26% kanye nobunikazi babantu abamnyama obungaphansi kuka-50%)	44%	5%
Amasevisi angu-80%.	U-50% wesamba sesabelomali sesevisi kufanele usetshenziselwe izinsiza ezihlinzekwa Abantu Ababencishwe amathuba Ngaphansi Kwenkampani ephethwe futhi elawulwayo (izinga 1-5 elinama-50% nangaphezulu Ubunikazi Abamnyama).	50%	5%
	U-15% wesabelomali senkonzo iyonke kufanele usetshenziswe ezinsizeni ezihlinzekwa abesifazane abanezinkampani eziphethwe futhi ezilawulwayo.	15%	5%
	U-5% wesabelomali senkonzo iyonke kufanele usetshenziselwe izinsiza ezihlinzekwa yintsha inkampani ephethwe futhi elawulwayo.	5%	5%

Isikali		DMR MCIII Target & Weight	
	I-10% yesabelomali senkonzo iyonke kufanele isetshenziselwe izinsiza ezihlinzekwa yinkampani ethobela i-BEE (i-DTI: >26% no-< 50% Wobunikazi Obumnyama).	10%	5%

Imigomo engenhla izofezwa ngokulandelayo:

- Ukuthonya abaphakeli ukuthi bahambisane nezidingo ze-BBBEE futhi benze ibhizinisi nezinkampani ezithobela imithetho.
- Lapho kungenzeka khona, hlanganyela ekuthuthukisweni kwabaphakeli ngokusekela amabhizinisi amancane nokwabelana ngamathuba nawo.

**ISIGABA 4: IZINQUBO EZIPHATHELENE NOKUPHATHWA
KOKUNCISHISWA KWESIKALI SOKUSEBENZA KANYE
NOKUNCISHISWA KWABASEBENZI**

ISIGABA 4: UKUPHATHWA KWEZOKUNCISHISWA KWAMATHUBA NOKUDILIZWA NGOKWEMISEBENZI

4.1 Ukusungulwa Kwenkundla Yekusasa

I-Tendele Mining Future Forum ebizwa nge-Somkhele Bargaining Forum isiqalile ukusebenza kusukela ngo-2013 futhi ngokuhambisana nezidingo ezingokomthetho ze-MPRDA. Lesi sithangami siwuhlaka olumele bonke abasebenzi futhi luhlala nabaphathi ngokubonisana ukuze kubhekwe isimo kanye nesimo sanoma yikuphi ukwehla okungenzeka.

I-Somkhele Bargaining Forum idlala indima yayo ekuhlinzekeni ngokuphatha okubambekayo ezindaweni zokusebenza ukuze kuqinisekise ukuqaliswa nokuqapha okuqhubekayo kokukhiqizwa, ukuvalwa kwezimayini kanye nokuqaliswa kwezibopho zohlelo lwezenhlalakahle nezabasebenzi.

4.2 Izindlela zokonga imisebenzi nokugwema ukulahleka kwemisebenzi kanye nokwehla kwamazinga okuqashwa

Izingxoxo eziqhubekayo ngaphakathi kwe-SBF kanye nabaphathi bacubungula ubunkimbinkimbi besimo sokuqashwa ngaleyo ndlela besondela ezimeni zomnotho ezikhona ezibangela isilinganiso senzuzo yenzuzo yokusebenza sibe ngaphansi ngokwesilinganiso isikhathi esiqhubekayo seminyaka. Uma kwenzeka kudingekile ukwehliswa komsebenzi, Abaphathi be-Tendele kanye ne-SBF kuyodingeka baqale phakathi kwezinye izici, le nqubo elandelayo:

- Inqubo yokubonisana ngokweSigaba 52(1) soMthetho Wezobudlelwano Babasebenzi neForamu Yekusasa.
- Ukuqaliswa kweSigaba 189 soMthetho Wezobudlelwano Babasebenzi.
- Isaziso eBhodini Lokuthuthukiswa Kwezimbiwa kanye Nezimayini (Ibhodi)
- Ukuthobela noma yisiphi isiyalelo sikangqongqoshe kanye nezinyathelo zokulungisa ezifanele.

Ukulahlekelwa yimisebenzi kanye nokwehla kwemisebenzi, uma kubhekwa umphumela omubi wokusinda kwesistimu yezenhlalo ngenxa yokwanda kobumpofu kanye nokungasebenzi, bekungenakugwenywa. Kodwa-ke, iMayini izohlinzeka ngabasebenzi abangu-235 lapho kuqala ukumba ezindaweni zokumba zesikhathi esizayo.

Ukuntuleka kwemisebenzi kuseyinkinga enkulu njengoba ucwaningo lomthelela kwezenhlalo-mnotho lubonisa ukuthi izinga lokungasebenzi libi kakhulu kunezibalo ezibikwe ku-IDP.

Imayini izoqhubeka nokuqinisekisa indlela yokubamba iqhaza kanye nokubonisana ukuze kugwenywe ukulahleka kwemisebenzi. Imayini ngokuhlanganyela, nabo bonke ababambiqhaza, izoqhubeka nokufuna enye indlela esikhundleni sokudilizwa, isungule indlela eya phambili, futhi ilawule ukwehlisa nokudilizwa ngokuhambisana nomthetho kanye nemigomo yokusebenza kahle.

4.3 Izindlela zokuhlinzeka ngezixazululo nezinqubo ezihlukile zokudala ukuphepha kwemisebenzi lapho ukulahlekelwa kwemisebenzi kungenakugwenywa khona

Uma noma iyiphi ingxenye yemayini iqhubeka nokunciphisa noma imisa ukusebenza, inqubo elandelayo, ngaphezu kwezindlela zangaphakathi zokonga imisebenzi, izolandelwa:

- Inqubo yokubonisana ngokweSigaba 52(1) soMthetho.
- Ukuqaliswa kweSigaba 189 soMthetho Wezobudlelwano Babasebenzi.
- Isaziso esiya kwiBhodi.
- Ukuthuthukiswa kanye nokuqaliswa kwesu lokuxhumana elisebenzayo lapho abasebenzi, ezinye izinhloko ezithintekayo (Izinduna zoMdabu, iziNduna, umasipala) zizokwaziswa ngokudilizwa okungenzeka.
- Okunye ukuqeqeshwa kwamakhono aphahekayo kuyingxenye yezinhlelo zokwehliselwa phansi noma zokuvala ukuze kuncishiswe umthelela kubasebenzi bayo.

Imayini izoqhubeka nokweseka abasebenzi ngokutholwa kwamakhono aphahekayo okubalulwe ngaphansi kwesigaba 2: Izinhlelo Zokuthuthukiswa Kwabasebenzi

4.4. Indlela yokulungisa umthelela wezenhlalo nezomnotho kubantu, izifunda kanye nezomnotho lapho ukudilizwa noma ukuvalwa kuqinisekile.

Abasebenzi abathintekile bazoqhubeka nokusekelwa ukuze baqondise kabusha imisebenzi yabo ngokuhlinzekwa kwezikhathi zokwelulekwa. Ukwengeza, ukuqeqeshwa okuphelele ngamakhono aphahekayo (abonise kuthebula elingezansi) kanye nezinsizakalo zokuhlola zizokwenziwa lula.

Imayini izolandela izinqubo zokwehliswa nokudilizwa kwabasebenzi njengoba kubekwe nguMnyango Wezokuqashwa kanye Nezabasebenzi ngokuhambisana nezidingo zoMthetho Wezobudlelwano Babasebenzi, kanye nezivumelwano ezihlangene zemayini. Ukuxhumana okubanzi kwemboni kanye nobudlelwano obuhle nababambiqhaza buzobe bukhona ukuze kulawulwe izinhlelo zokwehlisa nokudilizwa futhi lobu budlelwano buzogcinwa.

Isibopho sokwazisa i-DMRE njengoba kudingwa yi-MPRDA, ISigaba 52(1) sizolandelwa futhi nemiyalelo yayo izohlonishwa.

Njengesinyathelo sokugwema ukulahleka kwemisebenzi kanye nokwehla kwemisebenzi, iMayini isalokhu izibophezele ekuhlinzekeni ngokuqeqeshwa kwamakhono aphahekayo ahambisana nendawo njengoba kuvunyelwene nezinyunyana futhi abalwe ngaphansi kwamakhono aphahekayo enzelwe abasebenzi abasemazingeni e-ABET.

4.4.1 Amakhono Apathhekayo - Abasebenzi

Ukuqeqeshwa kwamakhono apathhekayo kuhloswe ukuhlinzeka abasebenzi ngamakhono azobenza bakwazi ukudayiswa lapho kuvalwa imayini. Imayini izoqala ngohlelo oluthile lwamakhono ahlobene nezimakethe njengoba kushiwo ngaphansi Kwamakhono Apathhekayo. Abasebenzi abasemazingeni aphantsi bazohlomula kuMakhono Apathhekayo ahleliwe njengoba kukhonjisiwe kuye ngesidingo ngaleso sikhathi.

Ithebula 21: Amakhono Apathhekayo – abasebenzi (ABET)

AMAKHONO APHATHEKAYO – ABASEBENZI						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
Amalayisensi e-Code 8, 10 noma 14 (kuncike ekutheni umuntu ufanelekile yini ukushayela imoto ehambisana nalelo layisensi)	0	2	1	1	1	5
	R0	R20 000	R10 000	R10 000	R10 000	R50 000
Imishini ehambayo engasebenzi ngomzila (ngaphansi kombandela wokuthi umuntu ofaka isicelo ukulungele ukushayela imishini efanele)	0	1	2	1	1	5
	R0	R10 000	R20 000	R10 000	R10 000	R50 000
TOTAL	0	3	3	2	2	10
BUDGET(R)	R0	R30 000	R30 000	R20 000	R20 000	R100 000

Ithebula 22: Ukuqeqeshwa Kwamakhono Omphakathi

UKUQEQUESHA KWAMAKHONO OMPHAKATHI						
PROGRAMME	2026	2027	2028	2029	2030	TOTAL
Amalayisensi e-Code 8, 10 noma 14 (kuncike ekutheni umuntu ufanelekile yini ukushayela imoto ehambisana nalelo layisensi)	0	1	1	1	1	4
	R0	R80 728	R80 728	R80 728	R80 728	R322 912
Imishini ehambayo engasebenzi ngomzila (ngaphansi kombandela wokuthi umuntu ofaka isicelo ukulungele ukushayela imishini efanele)	0	1	1	1	1	4
	R0	R80 728	R80 728	R80 728	R80 728	R322 912
Okunye (Uma kwenzeka umuntu ozongenela uhlelo engakufanelekele ukusebenzisa imishini - kuzotholakala uhlu lokuqeqeshwa okunye)	0	1	1	0	1	3
	R0	R80 728	R80 728	R0	R80 728	R242 184
TOTAL	0	3	3	2	3	11
BUDGET(R)	R0	R242 184	R242 184	R161 456	R242 184	R888 008

**ISIGABA 5: UKUHLINZEKWA KWEZIMALI – UMTHETHO
OLAWULAYO 46 (e)**

ISIGABA 5: UKUHLINZEKWA KWEZIMALI

I-Tendele Mining izibophezela ngesamba esingu-R9 155 566 eminyakeni emihlanu ezayo yale SLP

Yokubuyekeza njengoba kuboniswe ngezansi:

Ithebula 23: Isabelomali se-SLP seminyaka emihlanu semayini

INCAZELO	2026	2027	2028	2029	2030	TOTAL
UKUTHUTHUKISWA KWAMAKHONO						
Abasebenzi be-Abet	0	0	4	4	4	12
	R0	R0	R26 000	R26 000	R26 000	R78 000
Imiphakathi ye-Abet	0	0	8	8	8	24
	R0	R0	R52 000	R52 000	R52 000	R156 000
Ukuqeqeshwa Kwangaphakathi	0	0	1	1	1	1
	R0	R0	R157 150	R157 150	R157 150	R471 450
Ukuqeqeshwa Kwangaphandle	0	0	1	1	1	1
	R0	R0	R139 150	R139 150	R139 150	R417 450
Ukuqeqeshwa Kwangaphakathi	0	0	0	1	1	1
	R0	R0	R0	R90 000	R90 000	R180 000
Amabhasari - Abasebenzi	0	1	1	1	0	1
	R0	R125 900	R125 900	R125 900	R0	R377 700
Izibonelelo Zokufunda - Ezivela Ngaphandle	0	0	1	1	1	1
	R0	R0	R167 900	R167 900	R167 900	R503 700
Imiphakathi Yokuqeqeshwa Kwamakhono	0	3	3	2	3	11
	R0	R242 184	R242 184	R161 456	R242 184	R888 008
Ukuthuthukiswa Kwabaphathi be-HDSA	0	0	1	1	1	3
	R0	R0	R45 000	R45 000	R45 000	R135 000
Isamba esincane	R0	R368 084	R955 284	R964 556	R919 384	R3 207 308

AMAPHROJEKTHI WOKUTHUTHUKISWA KOMPHAKATHI WASEZIMAYINI

Ama-phrojekthi we-LED	2026	2027	2028	2029	2030	Isamba
Inggalasizinda ye ECD- (Emalahleni)	R0	R800 000	R800 000	R0	R0	R1 600 000
Inggalasizinda ye ECD- (Ophondweni)	R0	R0	R0	R800 000	R800 000	R1 600 000
Ihholo lomphakathi laseMahujini	R0	R0	R0	R0	R1 200 000	R1 200 000
Umgwaqo wokufunyelela osukela emgwaqeni omkhulu.	R0	R600 000	R600 000	R248 258	R0	R1 448 258
Isamba esincane	R0	R1 400 000	R1 400 000	R1 048 258	R2 000 000	R5 848 258

UKUPHATHWA KOKUNCISHISWA KWESIKALI

	2026	2027	2028	2029	2030	Isamba
Ukuphathwa kokwehlisa izinga (Amakhono aphathekayo- Abasebenzi)	0	3	3	2	2	10
Isamba esincane	R0	R30 000	R30 000	R20 000	R20 000	R100 000
Isamba esikhulu	R0	R1 798 084	R2 385 284	R2 032 814	R2 939 384	R9 155 566

ISIGABA 6: ISIBOPHEZELO – UMTHETHONQUBO 46 (F)

ISIGABA 6: ISIBOPHEZELO

Mina, osayine ngezansi, **uNathi Kunene**, uMqondisi Wokuthuthukiswa Kwebhizinisi **weTendele Mining**, ngizibophezela egameni **leTendele Mining** ukuqinisekisa ukuthi iNkampani iyahambisana nalolu Hlelo Lwezenhlalo Nezabasebenzi futhi ngikwazise bonke abasebenzi benkampani kanye nemiphakathi yendawo.

Kusayinwe eSomkhele ngomhla ka-19 ku-Disemba 2025

egameni lika: Tendele Mining

ISITHASISELO 1

Somkhele Bargaining Forum/ Imigomo Yereferensi Yenkundla Yesikhathi esizayo

(Lapha kubizwa ngokuthi “Inkundla Yekusasa”)

Igama

Igama lesithangami sokuxoxisana esihlanganyelwe kuzoba yiSomkhele Bargaining Forum, ngemuva kwalokhu esizobizwa nge-“Future Forum”, okuyinhlangano ephakathi kweMayini (“umqashi”) nabasebenzi benkampani (“abasebenzi”) nabamele inyunyana kanye nokwesekwa okufanelekile nosizo oluvela kuHlelo Lwezenhlalakahle Lukazwelonke.

Amaphathi

I-Somkhele Bargaining Forum izohlenganisa inkampani kanye nabasebenzi ngamunye okuyomelwe amelwe abantu abathathu (3).

Abameleli

Abamele bayoba:

- Umphathi Wezimayini
- Umphathi wakwa-HR
- Umphathi - Ukuthuthukiswa Komphakathi
- I-Union Rep 1
- I-Union Rep 2
- I-Employee Rep 1

I-Future Forum iholwa yimenenja yezimayini enesibopho sokuqinisekisa ukuthi okulethwa oHlelweni Lwezenhlalakahle Nezabasebenzi kuyahlangatshezwana nayo. Ezimeni zezingxabano kuzomenywa umgqugquzeli ozimele kwa-CCMA.

Uma kwenzeka abameleli abangenhla bengatholakali ukuthi bathamele imihlangano, ezinye izindlela zabo eziqokiwe ziyadingeka ukuthi baye khona.

Abamele abasebenzi bazoba ngabamele inyunyana noma omunye oqokiwe; i-Shop Steward noma enye indlela eqokiwe; kanye nesisebenzi esisodwa (1) esikhethiwe senkampani (amalungu angewona awenyunyana).

Ikhoram

Ikhoram Yenkundla Yesikhathi Esizayo izoba okungenani ngabameli ababili (2) ngamunye kubaphathi nakubasebenzi.

USihlalo we-Future Forum ezimeni zezingxabano

Ezimeni zezingxabano, usihlalo uzoba umahluleli ozimele futhi onenhloso oqokwe umqashi nabasebenzi noma abameleli babo ngokuhlanganyela.

Unobhala we-Future Forum

Unobhala Wesigungu Esizayo uzoba nguNobhala oqokiwe futhi uyoba nomthwalo wemfanelo wokuhlela yonke imihlangano ngendlela efanele, aqophe wonke amaminithi futhi adlulisele lonke ulwazi olubalulekile kuwo wonke amaqembu.

Amanye amaqembu

Usizo loHlelo Lwezenhlalakahle kanye nokwesekwa kweSithangami Sesikhathi esizayo kuyohlinzekwa ngabameleli boHlelo Lwezenhlalakahle Likazwelonke nguMnyango Wezokuqashwa Nezabasebenzi kanye nanoma yiziphi ezinye izinhlangano okuvunyelenwe ngazo yi-Future Forum.

Izinjongo eziyinhloko zeForamu Yekusasa

- Ukukhuthaza ukuxoxisana phakathi kwenkampani nabasebenzi noma abamele bayo kanye nezinye izinhloko ezifanele maqondana nanoma yiziphi izinkinga nezinselelo ezitholwa yinoma yiliphi iqembu elihlobene nokudilizwa okungenzeka noma ukulahlekelwa umsebenzi kwabasebenzi.
- Xoxisanani ngokuhlanganyela izisombululo ezingaba khona zokulahleka kwemisebenzi kanye nokudilizwa kucatshangelwa ukusebenza kanye nesidingo sokusebenza kwenkampani.
- Ukuzibandakanya ekuhleleni amasu ukugwema noma ukunciphisa ukudilizwa kanye nokulahleka kwemisebenzi kanye nokukhuthaza ukusimama nokukhula kwebhizinisi, ngaleyo ndlela kuvinjwe futhi kugwenywe ukudilizwa esikhathini esizayo kanye nokulahleka kwemisebenzi.
- Ukuqala uguquko kanye/noma ukusabalalisa kabusha noma amanye amasu afanelekile okuvimbela ukulahleka kwemisebenzi ngesikhathi kukhuthazwa ukuncintisana nokusebenza kwebhizinisi.
- Ukwakha ngokubambisana nokusebenzisa izixazululo zokuvimbela ukulahleka kwemisebenzi kanye nokudilizwa.
- Ukwenza zonke ezinye izinto ezihambisanayo nezilungele ukuzuzwa kwezinjongo esezidlule.

Okujwayelekile

- Amaqembu avumelene ngokusayina kwawo ngezansi futhi avuma ukuthi i-Future Forum yakhiwe ngendlela efanele nokuthi iyiphi i-Future Forum ezoba khona ngokuthathwa kwezinqumo ngokubambisana.
- Uma inkampani icabanga ngokudilizwa noma ukulahlekelwa yimisebenzi iyokwazisa i-Future Forum ngalokho esikhathini esiyinyanga eyodwa (1) ngaphambi kokudilizwa okulindelekile noma ukudilizwa.

- Kuyavunywa futhi kuqondwe amaqembu ahlukeni ukuthi uma isu noma isisombululo esamukelekayo kungeke kuvunyelwane ngaso ukuze kuvinjwe ukudilizwa okungenzeka futhi kugwenywe noma kuncishiswe ukulahleka kwemisebenzi noma ukudilizwa esikhathini esikahle (esinqunywe ngaleso sikhathi) khona-ke, kuleso senzakalo, inkampani ingase isebenzise ukudiliza noma ukudilizwa ngokuhambisana ne-Basic Conditions of Employment Act, Labour Regulations Act kanye nomthetho wokudilizwa kwabasebenzi. Inkampani kanye nabasebenzi. Lokhu angeke kuvimbe i-Future Forum ukuthi iqhubeke nokufuna izixazululo noma amasu okunciphisa imithelela engemihle engase ibe khona kubasebenzi ngenxa yokuqaliswa kokudilizwa noma ukudilizwa.
- Uma kwenzeka ukudilizwa noma ukudilizwa sekuqalisiwe, indlela yokukhetha abantu abathintekayo izoba ngobulungisa kakhulu futhi ibe sobala kubo bonke abathintekayo. Abantu abahlukumezekile bayonikezwa izizathu zokudilizwa kwabo noma zokudilizwa kanye nesaziso esizwakalayo sosuku lokuqaliswa kwalokho.

Ukuxhaswa ngezimali kweforamu

- Amaqembu azoxhasa iForamu Yesikhathi Esizayo ngezindlela ezizonqunywa ngokubambisana yizinhlangothi.
- Iforamu izofuna imali kuHlelo Lwezenhlalo lukazwelonke noma kunoma iyiphi enye indlela yokuxhasa ngemali enikezwa noma enikezwa yizinhlanga zikahulumeni noma ezingezona ezikahulumeni ezihlose ukudala imisebenzi kanye/noma ukulondolozwa kwemisebenzi.

Amandla Enkundla Yekusasa

- I-Future Forum izothola imibiko njalo mayelana nesimo sezimali sisonke kanye nezinye izimpawu eziyisixwayiso zangaphambi kwesikhathi zeNkampani.
- I-Future Forum izocubungula amasu okushintsha kanye/noma ukusabalalisa kabusha ukuvimbela kanye/noma ukunciphisa ukudilizwa kanye nomthelela wako.
- IForamu Yesikhathi esizayo iyofuna izinsiza ngaphansi koHlelo Lomphakathi lukazwelonke ukuze ihlinzeke futhi ithenge izinsiza zobuchwepheshe noma zokweluleka kumaqembu afanele, lapho kudingeka, kuze kube kuvunyelwane ngesu elamukelekayo lokusatshalaliswa kabusha kanye nendlela yokuyisebenzisa.
- Amasu amukelwe kanye/noma atuswe yisiGungu Sesikhathi esizayo akumele abe nomthelela omubi ekusebenzeni kwesikhathi eside noma ezidingweni zokusebenza kwenkampani, noma ezinqumweni ezizimele zanoma yisiphi isiGungu Esizayo.
- IForamu yangomuso izoxoxisana noMqashi kanye noMsebenzi mayelana nezinqubo zokudilizwa ezinobulungiswa, izinqubo zokwelulekwa ngokwengqondo kanye nokwenza amasu okunciphisa ukulahleka kwemisebenzi.

- I-Future Forum izofuna usizo kuHlelo Lwezenhlalakahle lukazwelonke ukuze kuthuthukiswe futhi kuthuthukiswe amakhono abasebenzi abathintekayo.

Izibopho namalungelo abahlanganyeli

- Umqashi uzoba nesibopho sokwabelana ngezindleko (uma zikhona) ezitholwe yiForamu Yesikhathi Esizayo ngokwemibandela yokubandakanyeka okuvunyelwene ngakho kwe-National Social Plan.
- Kumele kube nokuvumelana phakathi kwamaqembu aphaathelene nokwamukelwa kwamasu ahleliwe. Amasu amukelwe kufanele avunyelwe yiwo wonke amaqembu eForamu Yesikhathi Esizayo. Amaqembu azobhekana nesibopho esifanayo ngezindleko ezibikezelwe zokuhlelwa kabusha, ukuthunyelwa kabusha noma ithuba lomsebenzi elidalwe.
- Amasu kumele ahambisane noMthetho Wezobudlelwane Bezabasebenzi kanye Nezivumelwano Zokuhlonishwa ngokwezinqubo zokudilizwa ezinobulungiswa.
- Isithangami sizobhekana kakhulu nokuvimbela kanye/noma ukunciphisa ukudilizwa kanye nokunciphisa ukulahleka kwemisebenzi.

Isikhathi Seforamu Yekusasa

I-Future Forum izothathwa ngokuthi yakhiwe ngosuku lokusayinwa kwalokhu futhi iyohlala kuze kube usuku lokuqedwa kwayo okuyovunyelwana ngalo yizinhlangothi ezithintekayo zeSithangami Sesikhathi esizayo.

Ukuxazululwa Kwezingxabano

- Esimeni lapho izinhlangothi zingafinyeleli esivumelwaneni nganoma yiluphi udaba oluhlanganiswe kanye/noma oluhlobene nalesi sivumelwano, imininingwane yalokho kungaboni ngaso linye, kanye nesinqumo esihlongozwayo salolo daba, kuyokwaziswa ngokubhaliwe kumalungu asele e-Future Forum ukuze kucutshungulwe kabanzi.
- Umhlangano okhethekile weForamu Yekusasa uzobizwa zingakapheli izinsuku ezinhlanu kutholwe lokho kuxhumana okubhaliwe, ngomzamo wokuqhubeka nokucutshungulwa.
- Uma udaba lungeke luxazululwe kulowo mhlangothi amaqembu azovumelana ngoMlamuli ozimele, okungenzeka abe nguKhomishana we-CCMA, ukuba axazulule isixazululo sodaba, uma kungenjalo udaba luyodluliselwa kumxazululi ozimele futhi okuvunyelwene ngawo, okungenzeka abe uKhomishana we-CCMA, isinqumo sakhe siyothathwa njengesokugcina futhi esibophezela izinhlangothi ezithintekayo.
- Esimeni lapho abathintekayo bengavumelani ngomxazululi noma uMxazululi, njengoba kuhlinzekelwe.
- Umuntu ohlukumezekile uyodlulisela ingxabano kwa-CCMA ngokoMthetho Wezobudlelwane Babasebenzi.

ISITHASISELO 2:

Inqubomgomo yomfundaze kanye nenqubo



Tendele
MINING

Policy And Procedure

Study Assistance

Custodian: Training Superintendent

Reference No: TCM/POL/HR/15

Effective Date: 01 MARCH 2012

Revision Number: 04

Date Revised: 25 April 2021

Next Revision Date: 25 April 2023

Par. Revised: All

Revision	1	2	3		5	6	7	8	9	10	11
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ORIGINAL CONTROLLED DOCUMENT

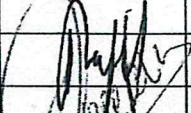
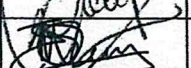
SIGNATURE TABLE	DESIGNATION	NAME	SIGNATURE	DATE
Compiled By:	Training Superintendent	JC. Dafel		25/04/2021
Approved By:	GM Mining-	D Cooper		25/04/2021
Authorized By:	Chief Operating Officer	JM. Steyn		25/04/2021

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1. TENDELE MINING VALUES

We endeavour to fulfil our vision by supporting the following values

- Do business in an honorable manner.
- Be transparent in our conduct.
- Act with integrity and respect one another.
- Pursue excellence in everything we do.
- Trust and support one another.
- Be passionate and proud about what we do.
- Be loyal to the business and the team.

2. INTRODUCTION

Employees at all levels are encouraged to make use of opportunities to further their education qualifications to qualify themselves for further responsibilities.

Through Strategic Human Resources Development (SHRD) the Mine intends to not only develop its internal human capital, but also assist in the development of human capital in the immediate surrounds of the Mine.

3. OBJECTIVE

The objective of this policy/procedure is to ensure that provisions for study assistance and human capital development initiatives are regulated in a fair and equitable manner.

4. SCOPE

This policy is applicable to all permanently appointed employees of the Company, Community members and Scarce Skills candidates.

5. RESPONSIBILITY

It is the responsibility of all Heads of Departments to ensure that the policy is applied in a fair and just manner.

It is the responsibility of line managers to utilise the provisions of this policy to further the development and training of their subordinates.

It is the responsibility of the Bursary Committee (Chief Operating Manager, Community Development Manager (responsible for SLP training), General Manager, and Training Superintendent) to allocate bursaries. Where specific disciplines are concerned then the relevant Head of department will participate, i.e. Engineering Manager when engineering apprenticeships are concerned etc.

6. POLICY / PROCEDURE

6.1. Categories of Assistance

The following types of assistance are distinguished for purposes of this policy:

- | | |
|---------------------|--|
| Bursaries | - where the studies of employees or external beneficiaries are paid or subsidised by the company and the beneficiary are contractually Bound with specific conditions. |
| Post-hoc Bursaries | - where studies are paid by the beneficiary and a portion is claimed back
Upon successful completion |
| Study loans | - where the Company loans the money to the employee and deducts it in instalments from their monthly salary. |
| In service Training | - where the Company affords learners the opportunity to gain on the job practical exposure in their respective field of study. |

6.2. Categories of Learners

- | | |
|---------------------------------|--|
| Professionals in Training (PIT) | - University graduates who completed a formal degree at University and are offered experiential exposure in their field of study, or whilst on a Company bursary and need to do in-service as part of their contractual obligation, and a market related salary allowance is paid where the PIT is not employee where the Company affords learners the opportunity to gain on the job practical exposure in their respective field of study. |
| Technicians in Training (TIT) | - University of technology students who complete all the requirement for a diploma.(S4) or B-tech degree and are |

working to complete the practical component (P1&P2) of their diploma and a salary allowance are paid.

Non Graduate Learners

- Learners whom are on a reviewing agreement, with no obligation to employ after completion and the related salary allowance is paid.

Junior Artisans

- Three year learning agreement for Artisans who have completed a valid trade test to ensure compliance in terms of competent person. Junior Artisans are only catered for if positions are available and will be paid a market related salary/allowance will be paid.

Apprenticeship - Internal

- Apprentice positions are created by the relevant line manager and budgeted for. Applicants must have a minimum of 1 years' experience in the engineering department. Apprentices will resign from current position and Appointed on the relevant industry apprenticeship rate. The appointment as an artisan is based on positions being available at the time of trade test.
- External - JV with a training institution in-service to apprentices at minimum cost to mine. Internal employees are welcome to apply for apprentice training under JV conditions. Positions will not be reserved.

- Section 28 – This term is used to describe the recognition of prior learning, which is currently an option to obtain an artisan qualification. Employees who do a Section 28 trade test on their own must:

- Utilize their annual leave, as study leave applies to exam dates only when utilizing a study loan.
- Required to apply for a study loan to cover the cost of a maximum of 3 weeks trade test prep.
- On passing trade test on first attempt the employer may at its discretion refund the learner with a max of 80% of the study loan applied for.
- Not be required to work back in terms of time spent away from work.
- Not be entitled to an appointment as an artisan when qualifying.

Employees who have worked in the relevant department for a minimum of 4 years and have obtained at least a full N1 and at least the relevant N2 trade theory may be selected by the employer and a study bursary applies which covers the following:

- ARPL – one day assessment to determine the skills gap analysis.
- A maximum of 3 weeks trade test preparation period will be paid for as well as the 2 days trade test.
- Travelling allowance / accommodation catered for.
- Special paid leave applies only to the initial first attempt of trade test.
- Bursary work back period applies.
- Any more time required for the trade test will be for the candidate's own account.

Successful passing of a trade test does not lead to an appointment of the candidate as an artisan. If appointed, the candidate will be appointed as a junior artisan for a minimum of 2 years.

- AET (Internal) - Adult Education and Training (AET) is offered to any employee on the mine with consent from the line supervisor between 06h00 and 15h00. Employees whom successfully pass AET 3 is offered a bursary to do a Code10 driver's license and will be allowed to be trained on a TMM (front end loader), if they meet the criteria.

6.3. Bursaries

6.3.1. Criteria for Approval for employees

The following criteria will be considered at the sole discretion of the Company in order to qualify for a bursary:

- Succession Planning of the applicant
- Previous bursaries allocated
- Work performance and general conduct
- Time-off requirements for studies
- Disciplinary record
- Competence skills matrix – (functional competence) – internal candidates

6.3.2. Conditions

Bursaries will be granted subject to the following conditions:

- 6.3.2.1.** Study leave and time off from work will be granted in accordance with the Company's leave policy.
- 6.3.2.2.** No further study assistance in respect of a subject that has not been successfully completed will be allowed until such time that it has been successfully repeated at the beneficiary's own cost.
- 6.3.2.3.** Feedback on progress with studies must be provided to the Training Superintendent on an annual basis by means of copies of results.
- 6.3.2.4.** One full year for each year of study needs to be worked back, commencing on the first day after the last examination was successfully completed (i.e. studies completed on 30 October 2020 – first year worked back will end on 30 October 2021).
- 6.3.2.5.** In the case where an employee's service is terminated (excluding termination for operational reasons) before the expiry of the period worked back, the employee will be liable to repay the portion of the total study cost (plus interest at prime rate) pro-rata to the period that have not been worked back as described above.
- 6.3.2.6.** In the case where a course/subject is discontinued at the sole decision of the beneficiary, he/she is liable to repay the amount granted by the Company for such course of subject (plus interest at prime rate for the duration for which the amount was granted).
- 6.3.2.7.** Contractual obligations are not applicable where the beneficiary's services are terminated for operational reasons.

6.3.3. Procedure for Bursaries

- All applications for bursaries (Annexure A) must be handed to the Training Superintendent by the cut-off date as advertised.

- All applications must be on the prescribed "Application for Study Assistance" (Annexure A) and must be signed and motivated by the appropriate departmental heads.
- A Committee consisting of the at least the COO, General Manager, and Training Superintendent, will review all applications and allocate bursaries with due consideration of the Company's objectives and Budget.
- All applicants will be informed of the outcome of their application in writing.

6.4. Post-hoc Bursaries

6.4.1. Criteria for Approval

The following criteria will be considered at the sole discretion of the Company in order to qualify for a post-hoc bursary:

- Relevance of the studies to the Company (return on investment)
- Succession planning of the applicant
- Previous bursaries allocated
- Work performance and general conduct
- Disciplinary record

6.4.2. Conditions

Post-hoc bursaries will be granted subject to the following conditions:

- 6.4.2.1.** A maximum of 80% of total fees will be compensated.
- 6.4.2.2.** One full year for every year studied must be worked back.
- 6.4.2.3.** In the case where an employee's service is terminated (excluding termination for operational reasons) before the expiry of the period worked back, the employee will be liable to repay the portion of the total amount granted for study cost (plus interest at prime rate) pro-rata to the period that have not been worked back as described above.

6.4.3. Procedure for Post-hoc Bursaries

- 6.4.3.1.** All applicants for post-hoc bursaries (Annexure A) must be handed to the Training Superintendent within the cut-off date as per advert.
- 6.4.3.2.** The Training Superintendent will provide for funds to allocate to bursars during the budget process which commences in the months preceding the new financial year.
- 6.4.3.3.** The budget will be motivated according to the Employment Equity, Social and Labour Plan and other relevant needs of the Company.
- 6.4.3.4.** All applications must be on the prescribed "Application for Study Assistance" (Annexure A) and must be signed and motivated by the appropriate departmental heads.
- 6.4.3.5.** A Committee consisting of at least the COO, General Manager, Training Superintendent will review all applications and allocate bursaries with due consideration of the Company's objectives.
- 6.4.3.6.** All applicants will be informed of the outcome of their application in writing.

6.5. Study Loans

6.5.1. Criteria for Approval

The following criteria will be considered in order to qualify for a study loan:

- 6.5.1.1.** Succession planning of the applicant.
- 6.5.1.2.** Financial situation of applicant i.e. garnishee orders, home loan.
- 6.5.1.3.** Work performance and general conduct.
- 6.5.1.4.** Time-off requirements for studies.
- 6.5.1.5.** Disciplinary record.

6.5.2. Conditions

Study loans will be granted subject to the following conditions:

- 6.5.2.1.** Study leave and time off from work will be granted in accordance with the Company's leave policy.
- 6.5.2.2.** Feedback on progress with studies must be provided to the Training Superintendent on an annual basis by means of copies of results.
- 6.5.2.3.** The re-payment period of the amount granted by the Company may not exceed twelve months.
- 6.5.2.4.** Study loans will be interest-free.

6.6. Procedure for Study Loan

- 6.6.1.** All applications for study loans must be completed on the prescribed form (Annexure A) and must be handed to the Training Superintendent.
- 6.6.2.** All applications must be signed and motivated by the appropriate departmental heads.
- 6.6.3.** All applicants will be informed of the outcome of their application in writing.
- 6.6.4.** The monthly instalment and commencement date of the loan repayment will be communicated to the successful applicant. He/she must sign the prescribed form (Annexure B) to allow the Company to deduct instalments from his/her monthly salary.
- 6.6.5.** The HR department will process payment and ensure that the monthly instalment is deducted from the applicant's salary.
- 6.6.6.** The Training Superintendent will provide for finances during the first quarter of the year to be included in the budget for financial year.
- 6.6.7.** The budget will have due consideration for the Company's EE, SLP, WSP and Operational needs and requirements.

7. Authority Of the Tendele Executive Committee (Exco)

The Tendele Exco may prescribe or approve steps not consistent with this policy where the merits of the case warrant such actions or where the specific actions are not prescribed in this policy.

8. Interest Of the Company

All employees are to act in good faith and in the best interest of the Company in the interpretation and application of this policy. Any form of abuse of the conditions addressed in

this policy, self-enrichment or prejudice towards the Company, will be regarded as misconduct and be dealt with in accordance with the Company's disciplinary policy.

Application for Study Assistance

Below are the required documents that must accompany the Study Assistance Application. Please tick on the check box if required document is attached and thereafter bring it to the training department with all required signatures:

NB: An applicant is responsible for his/her own registration at relevant Institution

CHECKLIST

	DOCUMENT LIST	CHECK BOX
1.	IDP (INDIVIDUAL DEVELOPMENT PLAN)	
2.	CAREER DISCUSSION (PROOF ATTACHED)	
3.	QUOTATIONS (STUDIES & BOOKS)	
4.	ALL SIGNATURES INCLUDED (PAGE 4 OF 4)	
5.	COST CODE AND COST CODE OWNER NAME INCLUDED ON PAGE 4 OF 4	
6.	DECLARATION UNDERSTOOD AND SIGNED ON PAGE 4 OF 4	
7.	CONTRACT COMPLETED AND ATTACHED	

PURPOSE

To provide study assistance guidelines within Tendele mining for (permanent) employees who wish to participate in a culture of lifelong learning. Assistance is granted in terms of tertiary post school education

Part A Application and Course Information			
Name:		Section:	
Tel Ext No.:		Employee No.:	
ID No.:		Department:	
Name of Institution:			Student No.:
Name of Degree / Diploma / Certificate / Program to be studied:			
Complete either Bursary / Loan section. Strike through the sections not required. Remember – all applicants must sign a study assistance agreement			
Please attach a one page motivation of study			

APPLYING FOR:	BURSARY	POST-HOC BURSARY	STUDY LOAN
ESTIMATED COST OF STUDY (Attach copies of detail per subject per year verified by the institution where studies are planned)			
	YEAR 1	YEAR 2	YEAR 3
Tuition Fees			
Books			
Registration			
Other			
TOTAL			
Study leave (no of days)			
RECOMMENDATION BY DEPARTMENTAL MANAGER I support / do not support this application for the following reasons: 			
Name		Signature	
Designation		Date	

STUDY LOAN – PERMISSION TO DEDUCT MONEY FROM SALARY

I, _____ (Name) _____ (Coy no.) hereby grant permission to the Company to deduct R _____ per month from my salary until settlement of the loan.

SIGNATURE: _____ **DATE:** _____

BURSARY COMMITTEE

The application for a bursary / post hoc bursary / study loan is hereby approved / not approved.

TRAINING SUPT

COO

GM: MINING

PAYROLL / FINANCE

ISITHASISELO 3

Iphrofayili kaMasipala waseMtubatuba

UMLANDO WEDEMOGRAPHIC

1. Inggikithi Yabantu

Ngo-2016, uMtubatuba ube nesibalo sabantu abangu-202 176 iningi labo okungabantu abamnyama (98%). Ulimi lwasekhaya olwaluhamba phambili kwakuyisiZulu - esikhulunywa abantu abangama-92%. Ukukhula kwesibalo sabantu kwehlile kumasipala kodwa izinga lokukhula ngo-1,8% beliphezulu kakhulu kunesilinganiso sesifundazwe esingu-0,7%. UMtubatuba useduze naseMpangeni-Richards Bay futhi usempambana-mgwaqo wendawo ethandwa izivakashi. Abesifazane benza iningi labantu - 54% - kanti abesilisa benza ama-46% asele.

Ngo-2019, abantu baseMtubatuba bakha u-29% wabantu baseMkhanyakude abangu-696 193 kanye nengxenyane encane yama-2% esifundazwe saKwaZulu-Natali abangu-11 466 708.

2. Ukuminyana kwabantu

Ukuminyana kwabantu ngabantu abayi-102 ku-km2 ngayinye, okuyenza ibe indawo enabantu abaningi kunesifunda (abantu abangama-50 nge-Km2 ngayinye) kodwa ibe ngaphansi kwesifundazwe (i-121 nge-Km2 ngayinye). Izilinganiso zikamasipala wendawo uMtubatuba ziphakamisa ukuthi ngo-2021 inani labantu lilinganiselwa ku-212,837, kanti ngo-2025 kungenzeka lifinyelele cishe ku-229,390. Izilinganiso ezishiwo ngenhla zenza ukukhula kwesilinganiso sabantu (1.89%) phakathi kuka-2011 no-2019.

UMasipala waseMtubatuba unamawadi angama-23 namakhansela angama-23 ngokulandelana kwawo. KuneTraditional Council eyodwa, eyaziwa ngeMpukunyoni etholakala eNtshonalanga ku-N2. Imephu Ekhombisa Izigceme Nemikhandlu yoMdabu yaseMtubatuba

3. Iphrofayili Yezomnotho

Uma kubhekwa izinga lokukhula kwe-GDP, njengoba kuboniswe ngezansi, uMtubatuba ukhule uphansi kusukela ngo-2010. Izinga lokukhula eliphansi lihambisana nokusebenza jikelele komnotho wesifunda, wesifundazwe kanye nomnotho kazwelonke.

Umnotho waseMtubatuba uye wehla ngo-2015 no-2016, kulandela isomiso esibi esidale ukuthi umfula uMfolozi wome (onqamula isifundazwe). Umthelela wesomiso udonsele ku-2019. Ngo-2020, umthelela we-Covid-19 wabumba ukuwohloka komnotho okujulile emlandweni wesimanje, lapho umnotho womasipala ukhula ngo-5.1%. Lokhu kungukusebenza okungcono kakhulu kunokwesifunda (-6.20%) kanye nesifundazwe (-9.30%). Iphrojekthi kaMgcinimafa kazwelonke -7.8% izinga lokukhula komnotho wezwe.

Umthelela weCovid-19 eMtubatuba uhlobene nokuncipha kwezivakashi endaweni ngenxa yochungechunge lwezikhiye ezibekelwe ukunqanda ukubhebhethaka kwalolu bhubhane.

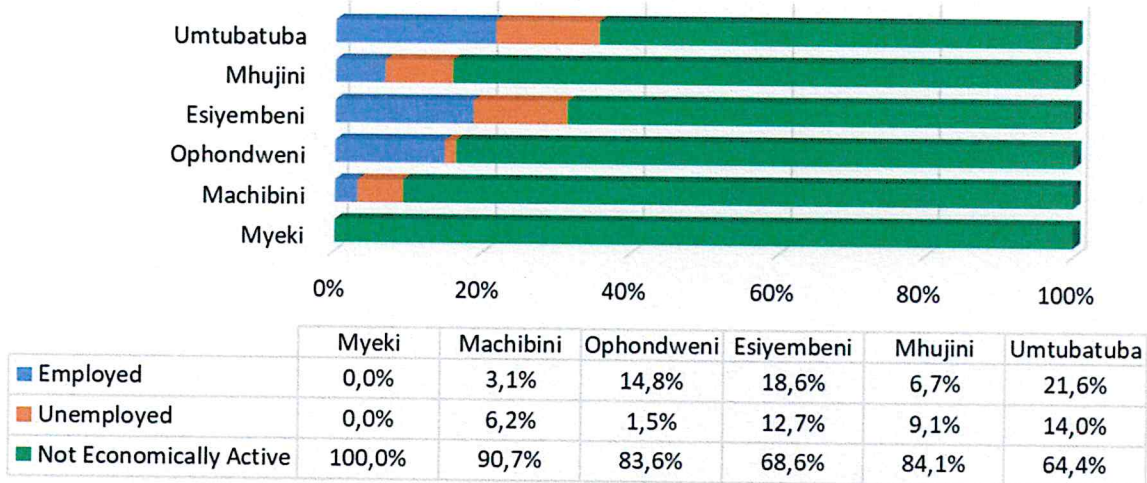
Ukuhlaziya okuqhathanisayo kokuqashwa kwezomnotho ohlelekile nongahlelekile kukhombisa ukuthi umkhakha osemthethweni usebenzisa abasebenzi abaningi kakhulu kunalabo abangahlelekile. Ngokwesilinganiso, umnotho ongekho emthethweni usebenzisa cishe ingxenye eyodwa kwezintathu (30%) njengomkhakha osemthethweni. Ngokuhamba kwesikhathi, izinga lokuqashwa kwabasebenzi emkhakheni osemthethweni lingaphezulu kancane kunomnotho ongakahleleki. Lokhu kubonakala ngokuthi nakuba imboni engasebenzi kahle iqashe ama-31% uma kuqhathaniswa nomkhakha osemthethweni ngo-2010, leli phesenti kulindeleke ukuthi lehle liye ku-28% ngo-2025.

Yomibili le mikhakha iqashe abasebenzi abayizi-27, 185 ngo-2020, uma kuqhathaniswa nezi-22,203 ngo-2020. Ngokugxila emkhakheni osemthethweni, umndeni ungumqashi omkhulu kunabo bonke emnothweni osemthethweni. Okumele kuphawulwe ukuthi izinsiza zomphakathi zisendaweni yesibili, okuwumkhuba ofanayo obonakala emnothweni ongakahleleki. Kepha ngenkathi umkhakha wezinsizakalo zomphakathi waqasha abasebenzi abayi-1200 ngokusemthethweni ngo-2020, waqasha i-17000 ngokusemthethweni (okuphindwe ka-7 ngaphezulu). Imikhakha yezomnotho eyahlukene ivamise ukuqoqwa ngokwezigaba eziyisisekelo - ukukhishwa kwezinto ezingavuthiwe - ezezimayini, ezokudoba kanye nezolimo; umkhakha wesibili / wokukhiqiza - ophathelene nokukhiqiza izimpahla eziqediwe, isb., Umkhakha Wokwakha, ukukhiqiza, kanye nezinsiza, isib. ugesi kanye nomkhakha Wesevisi / 'wezinga eliphezulu' - ophathelene nokuhlinzeka ngezimpahla namasevisi angaphatheki kubathengi. Lokhu kubandakanya ukudayisa, ezokuvakasha, amabhange, ezokuzijabulisa kanye ne-I.T. amasevisi.

Umthelela wobhubhane lwe-Covid-19 kulindeleke ukuthi ube nomthelela omubi kakhulu eminyakeni eyishumi edlule, eMtubatuba, uMkhanyakude naseKZN. Ngokugxila eMtubatuba, umkhakha wesibili kulindeleke ukuthi uzinze phakathi kuka-2021 no-2025, ngesilinganiso sokukhula ngonyaka ngo-1,72%. Nokho lokhu kungemuva kokukhula okungekule ngo-11% ngo-2020. Muva nje umnotho wolwazi, imfundo, kanye nocwaningo nentuthuko kuyingxenye yomkhakha we-quaternary. Ukuhlaziywa kwethrendi yokusebenza komkhakha oyinhloko eMtubatuba kuveza ukuthi ukhule ngesilinganiso saminyaka yonke sika-5.2% phakathi kuka-2010 no-2014.

Sicela uqaphele, ngokusho kwe-Socio-Economic Impact Assessment, eyenziwe yi-Urban-Econ Development, amazinga okuqashwa ezindaweni ezihloliwe aphansi (<22%) ngaleyo ndlela okubonisa ukuthi ukungasebenzi endaweni kuphakathi kuka-70-80%, okuyinto embi kakhulu kunezibalo ezishiwo ngenhla.

Figure 11: Employment Status of Population Ages 15-64 in area of impact , 2022



ISITHASISELO 4

I-IDP kaMasipala Wendawo waseMtubatuba (Okokugcina 2023-2024)

Kumelwe ifakwe lapho kuthunyelwa ku-DMR



INKOSI MTUBATUBA MUNICIPALITY
FINAL 2023/2024
INTERGRATED DEVELOPMENT PLAN (IDP)

2. DEMOGRAPHIC PROFILE

2.1 POPULATION SIZE

Total Population

In 2016, Mtubatuba hosted a total population of 202 176 most of whom are black (98%). The dominant home language was isiZulu – spoken by 92% of the population. Population growth has slowed in the municipality but growth rate of 1,8% was much higher than the provincial average of 0,7%. Mtubatuba is closer to Empangeni-Richards Bay and at the junction of a popular tourist area. Females make up most of the population – 54% – with males making up the remaining 46%

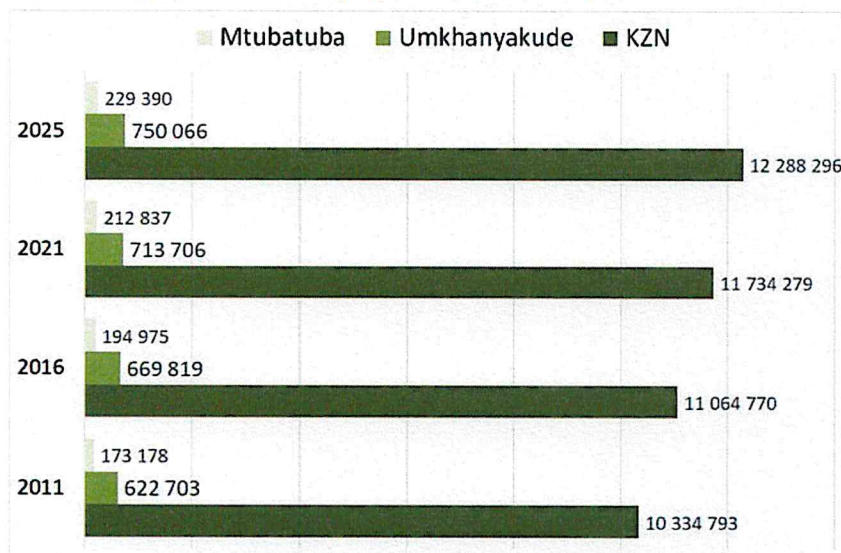
2.2 POPULATION DISTRIBUTION

In 2019, the Mtubatuba population made up 29% of uMkhanyakude's total population of 696 193 and paltry 2% of the KwaZulu– Natal province's population of 11 466 708.

Population Density

The population density is 102 people per km², making it a more densely populated area than the District (50 people per Km²) but lesser than the province (121 per Km²). Projections for Mtubatuba local municipality suggest that in 2021 the population is approximately 212,837, while in 2025 it is likely to reach approximately 229,390.

Figure 2: Population Data and projections (2011-2025)



3Stats SA (2016) and Global Insight (2019) calculations by The Frontline Group

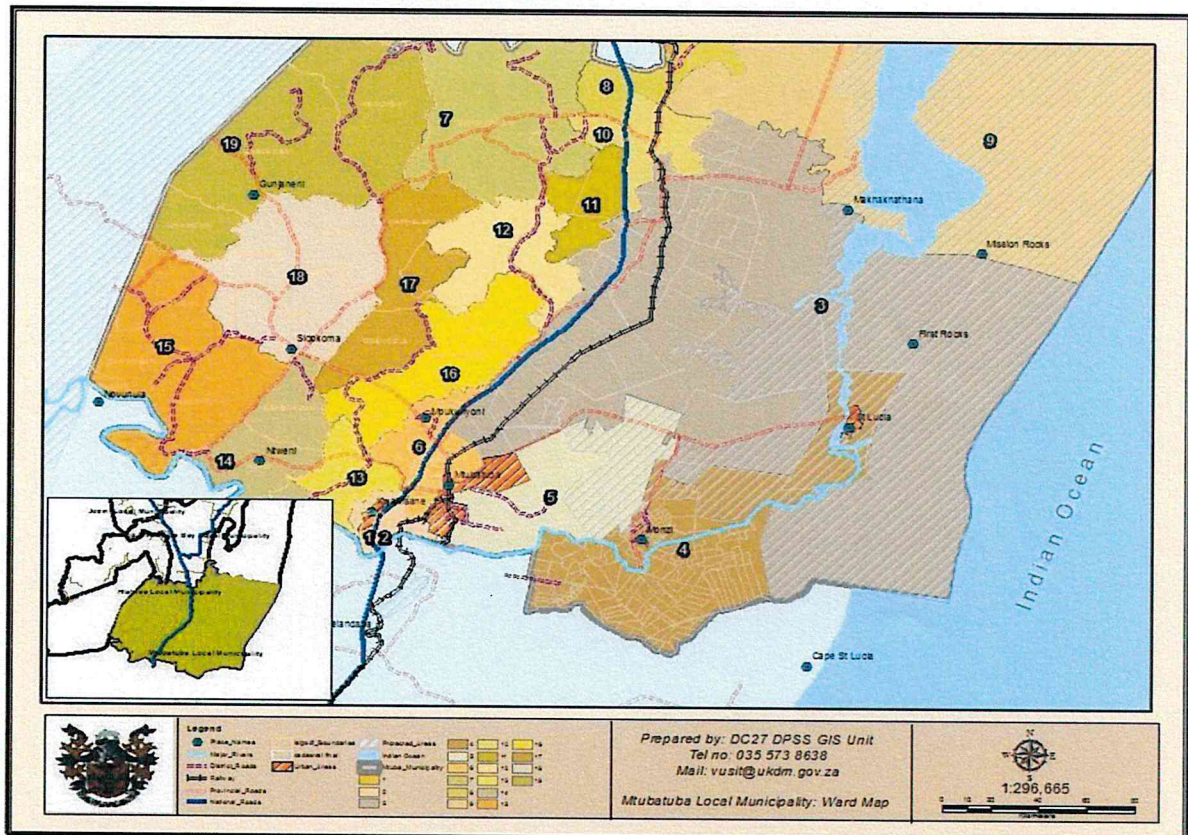
The aforementioned projections account for the average population growth (1.89%) between 2011 and 2019. This annual growth rate is noticeably higher than uMkhanyakude (1.25%) and KZN (1.16%). The urbanizing population and the tourism opportunities do generate in-migration into the municipality.

The population growth rate for Mtubatuba local municipality is not so much expected to change in 2020 (during the Covid-19 pandemic), unlike most other indicators such as economic growth, employment, etc. The contribution to the district is however expected to rise to 30% in 2025, from 29% in 2019.

2.3 MTUBATUBA WARDS AND TRADITIONAL COUNCILS

Mtubatuba Municipality comprises 23 wards with 23 Ward Councillors respectively. There is one Traditional Council, known as Mpukunyoni situated to the West of the N2. Map Showing Mtubatuba Wards and Traditional Councils

Figure 3: Mtubatuba Wards and Traditional Councils

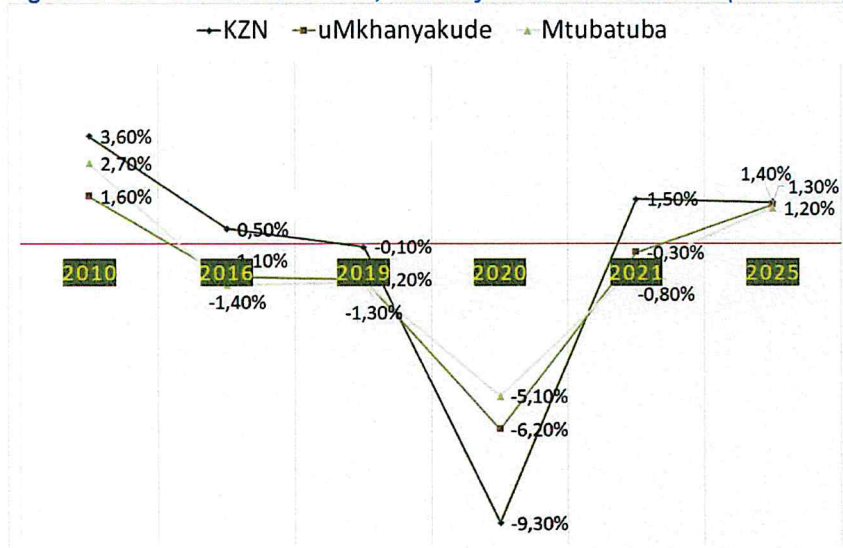


3. ECONOMIC PROFILE

3.1 GROSS DOMESTIC PRODUCT (GDP)

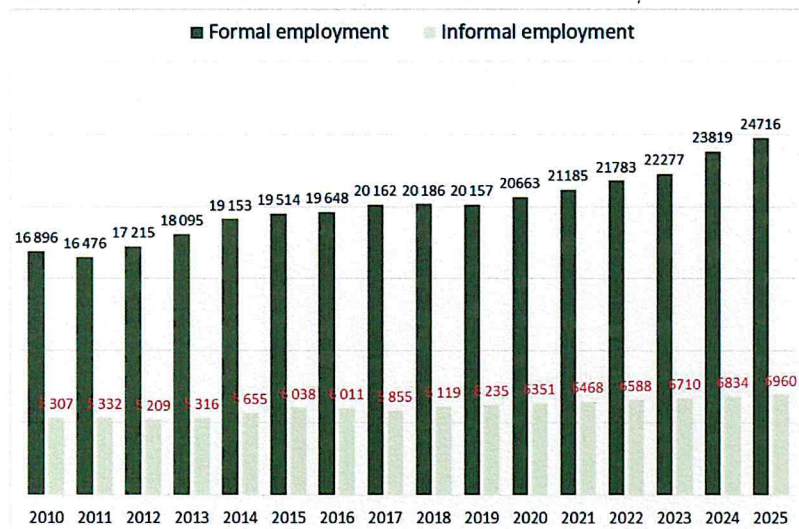
Considering the GDP growth rate, as illustrated below, Mtubatuba has recorded relatively low growth since 2010. The low growth rate is however consistent with the general performance of the District economy, the provincial and the national economy. The Mtubatuba economy went into recession in 2015 and 2016, following a devastating drought which saw the drying up of the uMfolozi river (which traverses the province). The impact of the drought dragged into 2019. In 2020, the impact of Covid-19 shaped the deepest recession in modern history, with the municipal economy growing at -5.1%. This is however a relatively better performance than the District (-6.20%) and the province (-9.30%). The national Treasury projects -7.8% growth rate of the national economy. The impact of Covid-19 on Mtubatuba relates to the declining tourists in the area due the series of lockdowns imposed to contain the spread of the pandemic.

Figure 4: GDP Growth rate in KZN, uMkhanyakude and Mtubatuba (2020-2025).



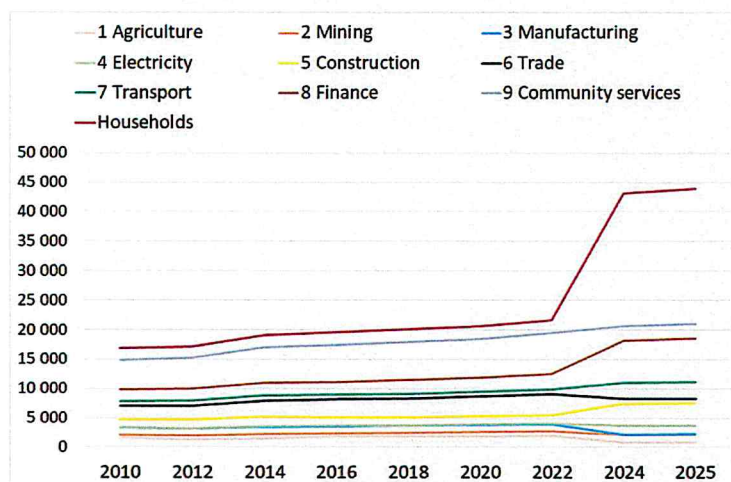
Source: Stats SA (2016) and Global Insight (2019) calculations by The Frontline Group

Comparative analysis of employment in both formal and informal economies show that the formal sector employs significantly more labor force than the informal. On average, the informal economy employs approximately one third (30%) as much as the formal sector. Overtime, the rate of labor absorption in the formal sector is slightly higher than in the informal economy. This is evident in that while the informal sector employed 31% as much as the formal sector in 2010, this percentage is expected to decline to 28% in 2025. Both sectors employed a total of 27, 185 labor force in 2020, compared to 22,203 in 2020.

Figure 5: Total employment in Mtubatuba (broken down into formal and informal economy employment)

Source: Stats SA (2016) and Global Insight (2019) calculations by The Frontline Group

Focusing on the formal sector, household is the largest employer in the formal economy. Worth noting is that community services occupy second place, a similar trend observed in the informal economy. But while the community services sector employed 1200 labor force informally in 2020, it employed 17000 in the formal (7 times more).

Figure 6: Employment in the formal sector (Mtubatuba)

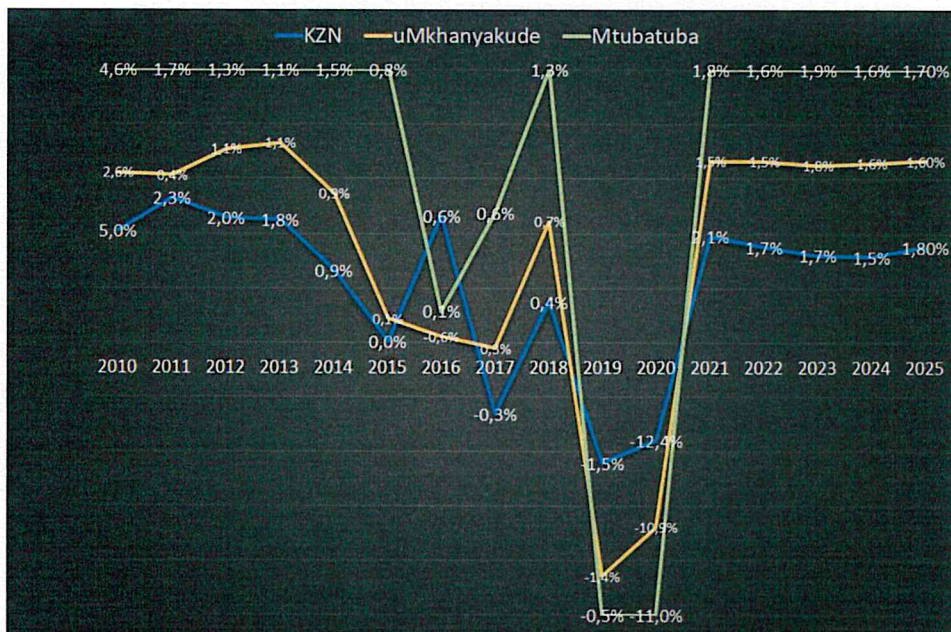
Source: Stats SA (2016) and Global Insight (2019) calculations by The Frontline Group

The various economic sectors are generally grouped into Primary sector – extraction of raw materials – mining, fishing and agriculture; secondary / manufacturing sector – concerned with producing finished goods, e.g., Construction sector, manufacturing and utilities, e.g. electricity and Service / ‘tertiary’ sector – concerned with offering intangible goods and services to consumers. This includes retail, tourism, banking, entertainment and I.T. services. More recently

the knowledge economy, education, and research & development form part of the quaternary sector. Trend analysis of the primary sector performance in Mtubatuba reveals that it grew at an annualized average of 5.2% between 2010 and 2014. The impact of recurring drought is seen in the negative growth performance of the primary sector between 2015 through 2019, although there is a growth spike in 2017 following several government interventions. The delayed impact of the Covid-19 pandemic is likely to be evident in the projected 2021 negative growth, and, the recovery is likely to be rather slow, expected to reach 1.4% in 2025.

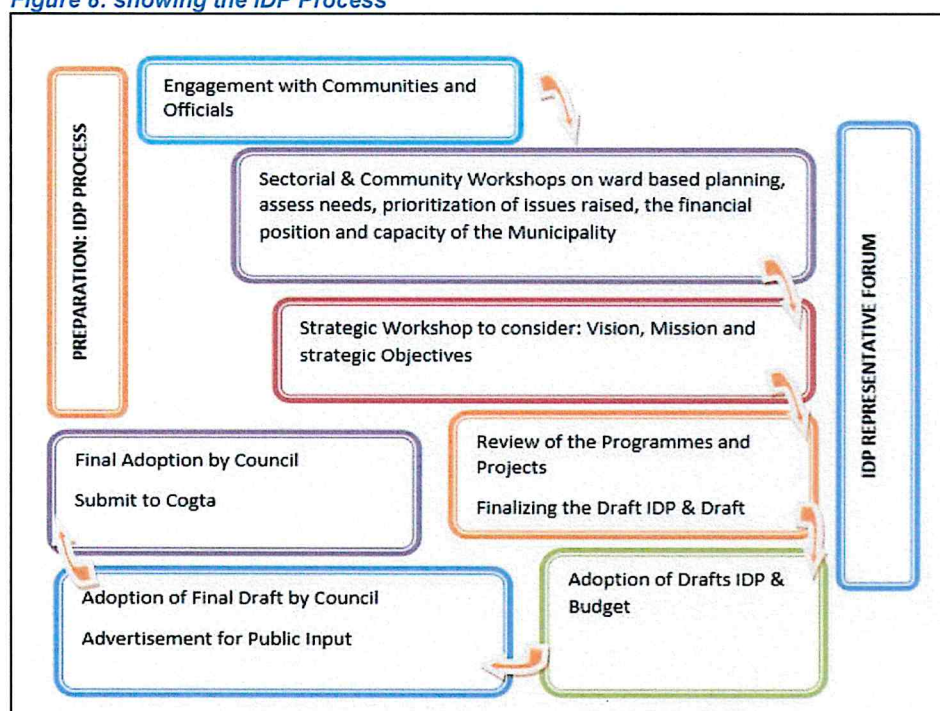
The impact of the Covid-19 pandemic is expected to influence the worst performance in a decade, in Mtubatuba, uMkhanyakude and KZN. Keeping focus on Mtubatuba, the secondary sector is expected to stabilize between 2021 and 2025, at an average annual growth of 1,72%. This is however after a negative growth of -11% in 2020.

Figure 7: Annual Sector Growth (Secondary Sectors-2010 Prices)



Source: Stats SA (2016) and Global Insight (2019) calculations by The Frontline Group

Figure 8: showing the IDP Process



The plan includes the following:

- An indication of the organizational arrangements for the IDP process;
- Participation of civil communities, organs of state, traditional councils, and other role players in the IDP drafting process;

- Appropriate mechanisms, processes and procedures for consultation; Mechanisms and procedures for vertical and horizontal alignment;
- A programme specifying the time frames for the different planning steps; IDP Meetings;
- Cost estimates for the Planning Process; and
- Binding plans and planning requirements, i.e. policy and legislation

4.1.1 First Quarter (July - September)

The first quarter of the municipal financial year serves as the commencement of the implementation of the new budget and reviewed IDP while it is the start of the review process of the IDP for the following year. The most significant actions relates to the closure of the financial year that has lapsed. This refers to the annual audit report that needs to be submitted to the Auditor-General, which is normal practice irrespective of the term of Local government.

As part of the financial audit report, or as a separate report, the municipality will need to prepare and submit an annual performance report. This report or a similar report will need to be tabled at a public meeting as per MSA regulations during this period.

The IDP Process Plan will be adopted by the municipality during this period and will for all practical considerations not deviate substantially from year to year.

IDP, PMS and Budget Broad Action Plan

1 st Quarter	IDP	OPMS	BUDGET
JULY	- IDP implementation (2022/23) - Preparation of the IDP Process Plan for the 2023/24 IDP. - Submission of the IDP Process Plan for assessment and comment by the DCOGTA - First District IDP RF Meeting convenes –	4th quarterly review due 2022/23) - Section 54/56 Employees performance contracts signed.	Approval of budget implementation plan by the Mayor or the Executive.
AUGUST	- IDP Process Plan for the 2023/24 IDP preparation finalized and adopted by the Council. - Commencement of IDP Analysis Phase (Ward based consultation sessions) - First IDP Steering Committee Meeting	- Launch campaign to publish performance - OPMS citizens report compiled	- Municipal Manager to submit annual financial statements to the AG for auditing (MFMA S126) - Mayor to table Budget Timetable
SEPTEMBER	- Advertisement of the council adopted process plan (MSA S28) - Continuation of IDP Analysis Phase (internal assessment) - First District Planners Forum Meeting –September - Commencement of IDP Strategies Phase	- First quarterly review due - PMS Audit Committee appointed	Determination of revenue projections and draft initial allocations to powers and functions and departments for the 2023/24 Financial Year.

4.1.2 Second Quarter (October - December)

During this period, any new relevant information impacting on the Local Municipality and the IDP will be considered as part of the new IDP preparation. Although there will be changing circumstances throughout the annual business cycle of the municipality this will inform the current status quo of the Municipality and subsequently the revised objectives, strategies and priority projects.

During this quarter, the draft budgets of national and provincial government should be finalised. This will then serve as the principle action which would inform and initialize the commencement of the Local Municipal budgetary process.

IDP, PMS and Budget Broad Action Plan

2 nd Quarter	IDP	OPMS	BUDGET
OCTOBER	▪ Tabling of the Status Quo Report ▪ Evaluation of changed circumstances ▪ Second IDP Steering Committee Meeting ▪ Continuation of IDP Strategies Phase ▪ Development of sector Plans initiation ▪ District Planners Forum Meeting – November ▪ IDP/Budget Roadshow or Mayoral Imbizo – December (DC 27 and all LMs)	▪ 1st quarterly review due 22/23 ▪ Inform the IDP Preparation Process of KPA, objectives and strategies	▪ Review of national policies and budget plans and potential price increase of bulk resources
NOVEMBER	▪ Continuation of development of objectives and strategies ▪ Commencement of IDP Projects Phase	▪ Inform the IDP Preparation Process of KPA, objectives and strategies	▪ Initial budget review, taking into account the development of IDP objectives, strategies and projects ▪ National and Provincial departments prepare final draft budget
DECEMBER	▪ Continuation of IDP Projects Phase ▪ Second IDP RF Meeting -December ▪ Completion of Projects Proposals to inform Municipal, Provincial and National budget processes ▪ Third District IDP Alignment Meeting convenes ▪ District IDP RF Meeting –December 2022	▪ Inform the IDP Preparation Process of KPA, objectives and strategies	▪ Accounting Officer and senior officials consolidate and prepare proposed budget and plans for 2023/24 FY taking into account previous years' performance as per audited financial statements (commencement of draft budget) ▪ Council approves tariffs for 2023/24 Financial Year

4.1.3 Third Quarter (January - March)

Due to the linkage between the IDP process and the budgeting process, the IDP preparation, which commenced at an earlier, could now more relevantly be drawn to a conclusion. During this period the draft IDP will be approved by the council and, the council approved draft IDP will be advertised for public comments, for the legislative period of 21 days.

As the final budgets of national and provincial government will be done during this period, and the gazetting of these anticipated, the draft IDP document for the next financial year could be presented to council and public as a final draft document.

At this stage, the performance management system will have concluding functions into the IDP. Consideration of the previous four quarters, inclusive of the findings of the annual evaluation of the PMS of the previous financial year will inform the finalisation of the draft IDP.

IDP, PMS and Budget Broad Action Plan

3 rd Quarter	IDP	OPMS	BUDGET
JANUARY	- Continuation of Projects Planning - Continuation of Sector Planning - Commencement of the IDP Alignment phase. - District Planners Forum meeting – January	2nd quarterly review due 2022/23 - Bi-annual report preparation - Tabling of Mid- Year Assessment Report to Council. - Table in Council the Annual report of the Municipality for the year ended 30 June 2022.	- Review of proposed National and Provincial allocations to the Municipality for incorporation into the draft budget for tabling (Proposed National and Provincial allocations for three years must be made available by 20 January of each year) MFMA s 36 - Review all aspects of budget including any unforeseen & unavoidable expenditure in light of need for an adjustments budget. - Consider mid-year (Sec 71 & 72) Reports, review implementation of budget & SDBIP.
FEBRUARY	- Integration of Processes - Third IDP Steering Committee Meeting - Finalization of draft IDP document - District IDP RF meeting – February 2022	Baseline information survey	- Tabling of the 2022/23 adjustment budget to Council - Submission to Mayor proposed budgets and Plans for the next three years- budget taking into account the recent mid-year review and any corrective measures proposed as part of the oversight report for the previous years audited financial statements and annual reports. - Submit the tabled adjustments budget to the Provincial & National Treasury.

5.4 MUNICIPAL CHALLENGES AND PROPOSED INTERVENTIONS

Mtubatuba Municipality acknowledges the findings and recommendations of the Auditor General made in respect of the 2021/22 Financial Year. The comments were instrumental in enriching the process towards the compilation and content of this IDP. To this end, therefore, an AG action plan has been developed to address all issues raised in the Audit Report and is attached as **Annexure A1**.

KPA-1: Municipal Transformation and Institutional Development	
Challenges	Interventions
Limited budget for Councillors and staff training	Source funding for training of staff and
KPA-2: Basic Service Delivery and Infrastructure Development	
Ageing of infrastructure	Developed a Comprehensive Infrastructure Plan (CIP) and need additional funding to implement the CIP. (National Treasury/Provincial Treasury/Department of Energy/COGTA/Private Sector
Inadequate funding for infrastructure development	Source funding to implement CIP from relevant funding sources/sector departments
Inadequate operations and Maintenance of plants	Hiring of plants for a three (3) year contract to prevent going for advert always as the turnaround time is long.
Backlog in Road Rehabilitation	Proper traffic count and comprehensive Pavement Management System need to be done
Limitation of Grants	Application of additional type of grants such as small
Lack of Spatial (Referencing) Capturing of capital projects (Mapping)	Appointment of a GIS Specialist to undertake spatial capturing-geo-referenced data for all capital
Housing backlog and lack of implementation of the Housing Sector Plan	A service provider for the review of the housing Sector plan has since been appointed. The housing sector plan will be completed
Non-functionality of IGR Structure	Strengthening of IGR structure
KPA-3: Local Economic Development	
Water crisis	To create an enabling environment in relation to water usage to reduce the negative impact resultant from the water crisis.
Review of LED Strategy	To facilitate growth and development within the Municipality. To alleviate poverty and create jobs.
KPA-4: Municipal Financial Viability and Management	

Reliance on government grant	To ensure that the Municipality is financially viable by exploiting new sources of revenue and consolidating debt management processes
Poor in accurate reporting (Financial)	To manage municipal finances in an efficient and Cost-effective manner to maximize value for all municipal resources. Data cleansing to ensure the accuracy of information To ensure accurate and reliable billing
Regression on Audit outcome	To strive for a Clean Audit Opinion
KPA-5: Good Governance and Public Participation	
Minimum participation affecting IGR Structures	To strengthen good relations with the District Municipality, Provincial and National Departments, service providers and strategic partnerships To streamline decision making processes and implementation To facilitate community development and involvement in all aspects of local governance. To ensure higher levels of community participation and understanding of powers and functions as well as constraints and opportunities
Gaps within the municipalities' communication strategy.	To develop an effective internal and external communication strategy
Non adherence to Batho Pele (Principles) White paper None implementation of Batho Pele	Adhere to the <i>Batho Pele</i> Policy Framework and Service Delivery Improvement Plan
KPA-6: Cross Cutting Interventions	
Lack of Integrated Spatial Plans	Review SDF and address the MEC-IDP Comments 2019/2020

5.5 SWOT ANALYSIS

The Municipality's SWOT Analysis is addressed in the Situational Analysis Chapter and is provided at the end of each Key Performance Area.

5.5.1 Municipal Goals, Strategic Objectives, Programmes, Projects and Budget 2023/2024

The Municipality's Goals, Strategic Objectives, Programmes and Projects are addressed in the Chapter 4: Development Strategies.

5.5.2 Strategic Projects and Capital Investment Framework 2022/2023

The Capital Investment is annexed hereto

5.5.3 Mtubatuba Broad-Based Community Needs 2023/2024

The Project Phase is about the design and specification of projects for implementation. The Mtubatuba Municipality has to ensure that the projects/programmes identified have a direct linkage to the priority issues and the objectives that were identified in the preceding phases.

5.6 COMMUNITY DEVELOPMENT NEEDS AND PRIORITIES 2022/23 – 2026/27

The Municipality held a number of community participation meetings in all wards in order to obtain their basic needs and priorities. The list below has the needs and priorities for 23 wards in Mtubatuba Municipality.

EZWENELISHA HALL WARD 1		
NO.	Community challenges	Area
1.	Employment and skill opportunities for community members	Ward 1
2.	Water shortage at ward including Marula area	Ward 1
3.	Agricultural support at Emfolozi area	Ward 1
4.	High school	Ward 1
5.	Employment and skills opportunities	Ward 1
6.	Housing	Ward 1
7.	Poor network signal	Ward 1
8.	Roads in poor condition and Cuaseway at Enkanini	Ward 1
9.	Youth and sports activities	Ward 1
10.	LUMS education	Ward 1-23
11.	Bursaries	Ward 1-23
12.	Bridge at Enkanini	Ward 1
13.	Mtanami ngehlise hill is being eroded soil is covering the road	Ward 1
14.	Lightening conductors	Ward 1

VEZOBALA HALL WARD 2		
NO.	Community challenges	Area
1.	Bursaries	Ward 1-23
2.	Employment and skills opportunities for youth	Ward 2
3.	Electricity	Ward 2
4.	Water shortage ,water tanker shortage	Ward 2
5.	High school	Ward 2
6.	Roads upgrade and maintenance	Ward 2
7.	Agricultural support at Emfolozi	Ward 2
8.	High crime rate	Ward 2
9.	EPW programme	Ward 2
10.	Bakery container not functional	Ward 2
11.	ID campaigns	Ward 2
12.	Housing	Ward 2
13.	Life guards at Isimangaliso beach	Ward 2
14.	Skills development center	Ward 2
15.	Dip tank	Ward 2

KHULANOMATHIYA HALL WARD 3		
NO.	Community challenges	Area
1.	Houses	Ward3
2.	Electricity and infills	Ward3
3.	Water shortage	Ward3
4.	Roads maintenance /upgrade	Ward3
5.	High crime rate	Ward3
6.	Poor network signal	Ward3
7.	Housing	Ward3
8.	Tourism business support and SMMEs	Ward3
9.	Graveyard shortage	Ward3
10.	Management of MPP / Transnet center	Ward3
11.	Extension of Khula hall	Ward3
12.	Market stall	Ward3
13.	High rate of illegal immigrants trading and employment in St Lucia	Ward3
14.	Ingonyama trust and ownership for Tourism opportunities	Ward3

MTUBATUBA TOWN HALL WARD 4		
NO	Community challenges	Area
1.	High rate of illegal immigrants	Ward 4
2.	Shortage of water taps around town	Ward 4
3.	Career expo and wifi in town	Ward 4
4.	Electricity in market stalls	Ward 4
5.	Financial education through	Ward 4
6.	Widow's database	Ward 4
7.	Bursaries and development of Graduates	Ward 4
8.	Shortage of toilets	Ward 4
9.	Cleanliness	Ward 4
10.	By-laws	Ward 4
11.	Taxi rank	Ward 4
12.	OVC programmes	Ward 4
13.	Management of illegal park behind Mtuba library	Ward 4
14.	Renovation of town hall	Ward 4
15.	Maintenance of road to industrial area	Ward 4
16.	Extension of Mtuba clinic	Ward 4
17.	Renovation of Nordale hall	Ward 4
18.	Nordale sporstfield not in good condition	Ward 4
19.	High crime rate around the forest in Nordale	Ward 4
20.	Street lights not working and high must lights	Ward 4
21.	Employment opportunities	Ward 4
22.	Agricultural support at Emfolozi	Ward 4
23.	Cutting of tress in municipal boundaries along the streets	Ward 4
24.	Mobile clinic in farm arears	Ward 4
25.	Transport shortage around farm areas	Ward 4
26.	Potholes	Ward 4
27.	Traffic control	Ward 4
28.	Hospital	Ward 4
29.	Public school	Ward 4
30.	Rates issue	Ward 4
31.	Blocked drainage system	Ward 4
32.	Parking shortage	Ward 4
33.	Redicting of traffic from industrial area to Riverview road	Town

KWAMSANE HALL WARD 5		
NO	Community challenges	Area
1.	High school	Ward 5
2.	Hall at Embomeni	Ward 5
3.	High crime rate at the Forest	Ward 5
4.	Disability programmes and support	Ward 5
5.	Electricity infills	Ward 5
6.	SMMES and Youth programmes	Ward 5
7.	Market stalls at	Ward 5
8.	Agricultural support at Emfolozi	Ward 5
9.	Tractors support for farmers	Ward 5
10.	MPPC at ward 5	Ward 5
11.	Water shortage and leakages	Ward 5
12.	Speed humps next to schools	Ward 5
13.	FET at Mtuba	Ward 5
14.	Maintenance of roads	Ward 5
15.	Indigent support on electricity	Ward 5
16.	OSS houses	Ward 5
17.	High mast lights	Ward 5
18.	Hospital	Ward 5
19.	Bridge connecting Hill 70 primary	Ward 5
20.	Tar road not in good condition	Ward 5
21.	Bus shelters	Ward 5
22.	Street naming at Indlovu village	Ward 5
23.	Creches at ward 5	Ward 5
24.	Sports complex	Ward 5
25.	Renovation of houses at Indlovu village	Ward 5

KWAMSANE AREA WARD 6		
NO.	Community challenges	Area
1.	Water shortage /boreholes	Ward 6
2.	Roads maintenance	Ward 6
3.	Gravel roads around township	Ward 6
4.	Dumping skip beams	Ward 6
5.	KFC structure to be skills center	Ward 6
6.	Employment opportunities	Ward 6
7.	Electricity to be owned by Eskom	Ward 6
8.	Drainage system	Ward 6
9.	Cleaning of the stream	Ward 6
10.	SMME support	Ward 6
11.	Tittle deeds and property rates	Ward 6
12.	Bridge at KwaMsane stream	Ward 6
13.	Flea market at Mtuba	Ward 6
14.	Agricultural support	Ward 6
15.	High mast light	Ward 6
16.	Sports programmes	Ward 6
17.	Widows programmes	Ward 6
18.	Shopping complex at KwaMsane	Ward 6
19.	Street Names	Ward 6
20.	Substance abuse programmes	Ward 6

KWAMSANE AREA WARD 7		
NO.	Community challenges	Area
1.	Water shortage /boreholes	Ward 7
2.	Roads maintenance	Ward 7
3.	Housing	Ward 7
4.	Dumping skip beams	Ward 7
5.	Toilets	Ward 7
6.	Employment opportunities	Ward 7
7.	Electricity infills	Ward 7
8.	RDP houses	Ward 7
9.	Graveling of access roads	Ward 7
10.	SMME support	Ward 7
11.	Hall at ward 7	Ward 7
12.	Market stall	Ward 7
13.	Park at Embomeni	Ward 7
14.	Agricultural support	Ward 7
15.	High mast light	Ward 7
16.	Sports programmes	Ward 7
17.	Widows programmes	Ward 7
18.	Creches at ward 7	Ward 7
19.	Sports ground	Ward 7

UPHAPHASI AREA WARD 8		
NO.	Community challenges	Area
1.	Housing	Ward 8
2.	Electricity infills	Ward 8
3.	OSS houses	Ward 8
4.	Water shortage and tankers	Ward 8
5.	SMME support	Ward 8
6.	Agricultural support at Enkatha area, fencing of gardening project at Mlungwana	Ward 8
7.	Roads gravelling	Ward 8
8.	Sports equipment	Ward 8
9.	Library	Ward 8
10.	Mobile clinic	Ward 8
11.	Illegal liquor traders	Ward 8
12.	Multipurpose centre	Ward 8
13.	Renovation of diptank at Enkatha	Ward 8
14.	Gravelling of roads	Ward 8

KWAMSHAYA HALL WARD 9		
NO.	COMMUNITY CHALLENGES	AREA
1.	Toilets	Ward 9
2.	Siyaqala Hall (Kwa-hhohho)	Ward 9
3.	Hospital	Ward 9
4.	SMME support	Ward 9
5.	Library at ward 9	Ward 9
6.	College Mtubatuba	Ward 9
7.	Sports ground	Ward 9
8.	Access roads	Ward 9
9.	Roads maintenance at Ogagwini to Ezingaweni	Ward 9
10.	Clinic at Bhekani , roofing of Nkolokotho clinic	Ward 9
11.	Boreholes	Ward 9
12.	CCG support	Ward 9
13.	Sporstfield maintenance	Ward 9
14.	High Mast lights	Ward 9
15.	KwaMsane sport field be fixed	Ward 9
16.	Learnerships and skills development	Ward 9
17.	Agricultural support at Emfolozi	Ward 9
18.	Water issues	Ward 9

MACHIBINI SPORTS GROUND WARD 10		
NO.	COMMUNITY CHALLENGES	AREA
1.	Toilets	Ward 10
2.	Hospital	Ward 10
3.	SMME support	Ward 10
4.	Women's programmes	Ward 10
5.	College Mtubatuba	Ward 10
6.	Sports ground	Ward 10
7.	Access roads	Ward 10
8.	Lightening conductors	Ward 10
9.	CWP programmes	Ward 10
10.	Boreholes	Ward 10
11.	Support on Craft work	Ward 10
12.	Sporstfield maintenance	Ward 10
13.	High Mast lights	Ward 10
14.	Netball court	Ward 10
15.	Learnerships and skills development	Ward 10
16.	Agricultural support	Ward 10
17.	Water issues	Ward 10

NKOMBOSE HALL WARD 11		
NO.	COMMUNITY CHALLENGES	AREA
1.	Toilets	Ward 11
2.	Hospital	Ward 11
3.	SMME support	Ward 11
4.	Creche at EmaRomeni/ Mangundu	Ward 11
5.	Hall at ward 11	Ward 11
6.	Sports ground	Ward 11
7.	Access roads	Ward 11
8.	Employment opportunities	Ward 11
9.	Water tank at Swelihle area	Ward 11
10.	Boreholes	Ward 11
11.	Disability programmes	Ward 11
12.	Sportfield maintenance	Ward 11
13.	High Mast lights	Ward 11
14.	Hospital at Mtuba	Ward 11
15.	Learnerships and skills development	Ward 11
16.	High crime rate	Ward 11
17.	Water issues	Ward 11

EBASWAZINI SPORTS GROUND WARD 12		
NO.	COMMUNITY CHALLENGES	AREA
1.	Rehabilitation of existing dams in Nsane & Ogengele area	Ward 12
2.	Mobile Clinic in Nsane Area	Ward 12
3.	Completion of Borehole in Nsane area Fixing of Borehole in Kwa- Ninela	Ward 12
4.	Access Road Ninela to Dutch at Baswazini area	Ward 12
5.	Housing & Fairness in housing allocation Housing in Ebaswazini area	Ward 12
6.	Sports ground & Soccer Attire	Ward 12
7.	Electricity Ebaswazini area	Ward 12
8.	Water Crisis Ebaswazini	Ward 12
9.	Sanitation Ebaswazini area	Ward 12
10.	Grader driver capacitation	Ward 12
11.	Employment opportunities	Ward 12
12.	Jojo tanks to have sufficient water	Ward 12
13.	Mobile Classes	Ward 12
14.	Access Road from Chibini to Welani Access Road from Mazibuko to school Road to Mvuzane & bridge	Ward 12
15.	Road from Nkwadini to Mtubatuba Primary school - Thempelina	Ward 12
16.	Assistance in a form of Tents for burials	Ward 12
17.	Toilets in Nkwadini (Infills)	Ward 12
18.	Youth unemployment	Ward 12
19.	Library in D1	Ward 12
20.	Rehabilitation of Kwa- Ninela Creche	Ward 12
21.	Mobile Clinic available but no toilet	Ward 12

NGQOPHENI HALL WARD 13		
NO.	COMMUNITY CHALLENGES	AREA
1.	Toilets	Ward 13
2.	Hospital	Ward 13
3.	SMME support	Ward 13
4.	Illegal electricity outages	Ward 13
5.	Hall at ward 13	Ward 13
6.	Sports ground	Ward 13
7.	Access roads	Ward 13
8.	Employment opportunities and skills dev.	Ward 13
9.	Quarry at Nsane road	Ward 13
10.	Boreholes	Ward 13
11.	Disability programmes	Ward 13
12.	Sporstfield maintenance	Ward 13
13.	High Mast lights	Ward 13
14.	Vegetables gardens at ward 13	Ward 13
15.	CCGs at ward 13	Ward 13
16.	High crime rate	Ward 13
17.	Water issues	Ward 13
18.	EPWP programme	Ward 13
19.	Bridge at Nyalazi river	Ward 13
20.	Graduation programme	Ward 13

OGENGELE HALL WARD 14		
NO.	COMMUNITY CHALLENGES	AREA
1.	Electricity infills	Ward 14
2.	Hospital	Ward 14
3.	SMME support	Ward 14
4.	Illegal electricity	Ward 14
5.	Toilets	Ward 14
6.	Sports ground	Ward 14
7.	Access roads	Ward 14
8.	Employment opportunities and skills dev.	Ward 14
9.	Stock theft	Ward 14
10.	Boreholes	Ward 14
11.	Disability programmes	Ward 14
12.	Sporstfield maintenance	Ward 14
13.	High Mast lights	Ward 14
14.	Clinic at Shikishela	Ward 14
15.	High crime rate	Ward 14
16.	Creche at Ophondweni	Ward 14
17.	Water issues	Ward 14
18.	SMME support	Ward 14
19.	Nyalazi bridge	Ward 14
20.	Graduation programme	Ward 14
21.	Clinic at Ophondweni	Ward 14
22.	High school Ogengele	Ward 14
23.	Hall at Ekuthuleni	Ward 14

MAHUIJINI HALL WARD 15		
NO.	COMMUNITY CHALLENGES	AREA
1.	Electricity infills	Ward 15
2.	Creche	Ward 15
3.	SMME support	Ward 15
4.	Illegal electricity	Ward 15
5.	Water shortage at Majonijoni	Ward 15
6.	Toilets	Ward 15
7.	Sports ground	Ward 15
8.	Access roads, road from Mthulasizwe to Njojo ,Gwebu to Mahujini	Ward 15
10.	Speed humps next to schools	Ward 15
11.	Employment opportunities and skills dev.	Ward 15
12.	Markert stalls	Ward 15
13.	Stock theft	Ward 15
14.	Boreholes	Ward 15
15.	Drug abuse	Ward 15
16.	Disability programmes	Ward 15
17.	Sporstfield maintenance	Ward 15
18.	High Mast lights at Somkhele	Ward 15
15.	High crime rate	Ward 15
16.	Creche at Ophondweni	Ward 15
17.	Water issues	Ward 15
18.	SMME support	Ward 15
19.	Nyalazi bridge	Ward 15
20.	Pension pay points	Ward 15
21.	Agri support	Ward 15

GWABALANDA HALL WARD 16		
NO.	COMMUNITY CHALLENGES	AREA
1.	Electricity infills	Ward 16
2.	Creche	Ward 16
3.	SMME support	Ward 16
4.	Clinic At Mvutshini & KwaMtholo	Ward 16
5.	Community Hall at Bhekimpilo	Ward 16
6.	High School in Khulubone	Ward 16
7.	Poor Network coverage @ Mvutshini	Ward 16
8.	Dams	Ward 16
9.	Police Station	Ward 16
10.	Access roads in Thulasibone and Mvutshini area	Ward 16
11.	Community Meetings be held at Kwamtholo as the main VD	Ward 16
12.	Water; highscool and access roads in Khulubone area	Ward 16
13.	Sandlwane presently called Blood river must be given a proper name	Ward 16
14.	Hospital in Mtubatuba	Ward 16
15.	Lightening conductors in Gwabaland	Ward 16
16.	Tap water on the new houses	Ward 16
17.	Tar road from Somkhele to oPhondweni	Ward 16
18.	Tar road from Mvutshini to Ophondweni	Ward 16
19.	Quarry in Mvutshini	Ward 16
20.	Restoration of the bridge that was affected by heavy erosions of rains	Ward 16
21.	Toilets	Ward 16
22.	Refurbishment of Access roads	Ward 16

BANGUTHULI HALL WARD 17		
NO.	COMMUNITY CHALLENGES	AREA
1.	Toilets	Ward 17
2.	Hospital	Ward 17
3.	SMME support	Ward 17
4.	Illegal electricity	Ward 17
5.	Electricity infills	Ward 17
6.	Sports ground	Ward 17
7.	Access roads	Ward 17
8.	Employment opportunities and skills dev.	Ward 17
9.	Stock theft	Ward 17
10.	Boreholes	Ward 17
11.	Disability programmes	Ward 17
12.	Sporstfield maintenance	Ward 17
13.	High Mast lights	Ward 17
14.	Clinic at Shikishela	Ward 17
15.	High crime rate	Ward 17
16.	Road to mgangatho, makhambane enduneni,	Ward 17
17.	Water issues	Ward 17
18.	SMME support	Ward 17
19.	Hlazane bridge	Ward 17
20.	Graduation programme	Ward 17
21.	Computer lab	Ward 17

BHEKAMANDLA HALL WARD 18		
NO.	COMMUNITY CHALLENGES	AREA
1.	SMME support	Ward 18
2.	Hall at Emadwaleni area	Ward 18
3.	Creches	Ward 18
4.	Clinic	Ward 18
5.	Agri support	Ward 18
6.	Water shortage	Ward 18
7.	Toilets	Ward 18
8.	Sports grounds	Ward 18
9.	Access roads,	Ward 18
10.	Electricity	Ward 18
11.	Employment opportunities and skills dev.	Ward 18
12.	Clinic at Shikishela	Ward 18
13.	Markert stalls	Ward 18
15.	Stock theft	Ward 18
16.	High crime rate	Ward 18
17.	Drug abuse	Ward 18
16.	Disability programmes	Ward 18
17.	Sporstfield maintenance	Ward 18
18.	Dip tank at KwaShunqa	Ward 18
19.	Youth programmes	Ward 18
20.	ID campaigns	Ward 18
21.	Pension paypoints	Ward 18
22.	Crafters support on woodwork projects along N2	Ward 18

NTULUFAKAZI HALL WARD 19		
NO.	COMMUNITY CHALLENGES	AREA
1.	Renovation of market stalls	Ward 19
2.	Drug and substance abuse	Ward 19
3.	Creches	Ward 19
4.	Clinic	Ward 19
5.	Agri support	Ward 19
6.	Water shortage	Ward 19
7.	Toilets	Ward 19
8.	Sports grounds	Ward 19
9.	Access roads,	Ward 19
10.	Network coverage	Ward 19
11.	Electricity	Ward 19
12.	Employment opportunities and skills dev.	Ward 19
12.	Psychologist programmes	Ward 19
13.	Luncheon clubs	Ward 19
15.	Stock theft	Ward 19
16.	High crime rate	Ward 19
17.	Abet classes	Ward 19
16.	Disability programmes	Ward 19
17.	Sporstfield maintenance	Ward 19
18.	ID campaign	Ward 19
19.	Youth programmes	Ward 19
20.	Internet cafe	Ward 19
21.	Bridge at Ncemane	Ward 19

ZABAZENDODA HALL WARD 20		
NO.	COMMUNITY CHALLENGES	AREA
1.	SMME support	Ward 20
2.	Dams	Ward 20
3.	Creche at Manzamnandi	Ward 20
4.	Hall at Makhoba area	Ward 20
5.	Agri support	Ward 20
6.	Water shortage	Ward 20
7.	Toilets	Ward 20
8.	Sports grounds	Ward 20
9.	Access roads,	Ward 20
10.	Electricity	Ward 20
11.	Employment opportunities and skills dev.	Ward 20
12.	Boreholes	Ward 20
13.	Markert stalls	Ward 20
15.	Lightning conductors	Ward 20
16.	Poor network coverage at Mvutshini	Ward 20
17.	Drug abuse	Ward 20
16.	Disability programmes	Ward 20
17.	Sporstfield at Makhoba	Ward 20
18.	Bridge at Msezane and Bethangwe	Ward 20
19.	Youth programmes	Ward 20
20.	Grazing camps	Ward 20
21.	Road from Ndombeni to Nkunzi and Madanyini to Mshayiwensimbi	Ward 20

22.	FET at Mtubatuba	Mtubatuba
23.	Bursaries	Ward 20
24.	Hospital at Mtubatuba	Mtubatuba
25.	Houses	Ward 20

MFEKAYI HALL WARD 21		
NO.	COMMUNITY CHALLENGES	AREA
1.	Police station at Mfekayi	Ward 21
2.	SMME support	Ward 21
3.	Creches at Mfekayi	Ward 21
4.	Career Expo	Ward 21
5.	Agri support	Ward 21
6.	Water shortage	Ward 21
7.	Toilets	Ward 21
8.	Sports grounds	Ward 21
9.	Access roads,	Ward 21
10.	Electricity	Ward 21
11.	Employment opportunities and skills dev.	Ward 21
12.	Boreholes	Ward 21
13.	Markert stalls	Ward 21
15	High Mast lights at Mfekayi	Ward 21
16.	Clinic	Ward 21
17.	Drug abuse	Ward 21
18.	Disability programmes	Ward 21
19.	Network coverage	Ward 21
20.	Computer programmes	Ward 21
21.	Youth programmes	Ward 21
22.	Houses	Ward 21
23.	Access roads	Ward 21
24.	FET at Mtubatuba	Mtubatuba
25.	Bursaries	Ward 21
26.	Hospital at Mtubatuba	Mtubatuba
27.	Luncheon clubs at Barcelona	Ward 21
28.	Pension paypoints	Ward 21
29.	OSS houses	Ward 21

NHLONHLWENI HALL WARD 22		
NO.	COMMUNITY CHALLENGES	AREA
1.	Hospital at Mtubatuba	Mtubatuba
2.	Support on local artists	Ward 22
3.	Creches	Ward 22
4.	Police statin at Mfekayi	Ward 22
5.	Agri support	Ward 22
6.	Water shortage	Ward 22
7.	Toilets	Ward 22
8.	Sports grounds	Ward 22
9.	Access roads,	Ward 22
10.	Electricity	Ward 22
11.	Employment opportunities and skills dev.	Ward 22
12.	Boreholes	Ward 22

13.	Markert stalls	Ward 22
15	Youth programmes	Ward 22
16.	Poor network coverage	Ward 22
17.	Drug abuse	Ward 22
16.	Disability programmes	Ward 22
18.	Sporstfield	Ward 22
19.	Primary school	Ward 22
20..	Youth programmes	Ward 22
21.	Lightning conductors	Ward 22
22.	Access roads	Ward 22
23.	FET at Mtubatuba	Mtubatuba
24.	Bursaries	Ward 22
25.	Hospital at Mtubatuba	Ward 22
26.	Houses	Ward 22
27.	Training centers	Ward 22

NKUNDUSI HALL WARD 23		
NO.	COMMUNITY CHALLENGES	AREA
1.	Hospital at Mtubatuba	Mtubatuba
2.	Houses	Ward 23
3.	Creches	Ward 23
4.	Police station at Mfekayi	Ward 23
5.	Agri support	Ward 23
6.	Water shortage	Ward 23
7.	Toilets	Ward 23
8.	Sports grounds	Ward 23
9.	Access roads,	Ward 23
10.	Electricity	Ward 23
11.	Employment opportunities and skills dev.	Ward 23
12.	Boreholes	Ward 23
13.	Markert stalls	Ward 23
15	Youth programmes	Ward 23
16.	Poor network coverage	Ward 23
17.	Drug abuse	Ward 23
18.	Disability programmes	Ward 23
19.	Sporstfield and sports equipment	Ward 23
20.	Bakery	Ward 23
21.	Youth programmes	Ward 23
22.	CCG programmes	Ward 23
22.	Access roads	Ward 23
23.	FET at Mtubatuba	Mtubatuba
24.	Bursaries	Ward 23
26.	Hospital at Mtubatuba	Ward 23
27.	Opening of Isimangaliso mouth	Ward 23
28	SMME support	Ward 23

SMME meeting at Inkosi Mzondeni hall*Table 6: SMME meeting at Inkosi Mzondeni hall*

No:	Community challenges	Area
1.	How Business people can improve the economy around Mtubatuba Municipal jurisdiction?	Mtubatuba area
2.	How does the Municipality differentiate imminent business owners and Business masters since the invitation stated that the meeting was for upcoming business people?	Mtubatuba area
3.	How the business committee was structured since it is not known by most of the business people.	Mtubatuba area
4.	The elected business committee, does it represent all races, work done by business people; is it balanced in terms of gender and how was it constituted?	Mtubatuba area
5.	Local electrical contractors requested to be given work by the municipality and be the 1 st preference all the time	Mtubatuba area
6.	When will the infrastructure of the hospital commence	Mtubatuba area
7.	Tenders are being awarded without issuing notices	Mtubatuba area
8.	Street cameras should be installed in all street corners of the town to lessen the level of crime	Mtubatuba area
9.	Tractors that are stationed in the Municipality, when will they be apportioned to correct individuals or structures?	Mtubatuba area
10.	A factory must be built where all fruits and verges almost decayed from street vendors can be processed for smoothies and juice	Mtubatuba area

5.7 DRAFT BUDGET 2023/2024

The Municipality's Budget for 2023/2024 – Refer to Annexure A

5.8 MSCOA COMPLIANCE

The Minister of Finance has, in terms of section 168 of the Local Government: Municipal Finance Management Act, 2003 (Act No.56 of 2003), and acting with the concurrence of the Minister of Co-operative Governance and Traditional Affairs gazetted the Municipal Regulations on Standard Chart of Accounts (MSCOA) into effect on 22 April 2014. The Municipal SCOA provides a uniform and standardised financial transaction classification framework. Fundamentally this means that the MSCOA prescribes the method (the how) and format (the look) that municipalities and their entities should use to record and classify all expenditure (capital and operating), revenue, assets and liabilities, policy outcomes and legislative reporting. This is done at transactional level and ensures that a municipality and its entities have minimum business processes in place. This will result in an improved understanding of the role of local government in the broader national policy framework and linkage to other government functions.

The Regulations apply to all municipalities and municipal entities and indicate their applicability and relevance to each specific municipal environment while simultaneously accommodating organisational uniqueness and structural distinctions. The Regulation provides for a three-year preparation and readiness window and all 278 municipalities had to be compliant to the MSCOA classification framework by 1 July 2017.

Chapter 6 of the MFMA tasks the Municipal Manager with managing the financial administration of the Municipality. Since MSCOA is a municipal business reform, the Municipal Manager has the overall responsibility to manage the successful implementation of the MSCOA project within the Municipality, to ensure the Municipality is able to capture all transactions (at posting level) in accordance with MSCOA within its respective financial applications (systems) by 1 July 2017 going forward.

MSCOA Terms of Reference

The Municipality's MSCOA Steering Committee should be multi-disciplinary and include members of top management, including the following functions and skills:

- Finance and Budgeting;
- Management;
- Risk management;
- Engineering, Technical and Planning;
- Information technology;
- Human resources;
- Community;
- Local Economic Development.

The representatives, at the appropriate senior level, of all departments should also be represented on the Steering Committee, which should be chaired by the Municipal Manager or a Project Sponsor, duly assigned the role in writing. Committee Members should be assigned in writing to the Steering Committee and their performance agreements amended to accommodate these responsibilities.

Composition of the MSCOA Steering Committee:

Table 7: The MSCOA Steering Committee Appointed by Accounting Officer

Chairperson	The Accounting Officer
Secretariat	Mr VK Gumede
Members	
Municipal Manager (Sponser)	Mr T.V Xulu
Director Community Services	Mr S.J Khoza
Deputy Chief Financial Officer	Mr Z MAZIBUKO
Director Corporate Services	Mr TV Mkhize
IDP /PMS Manager	Ms N.V. Ngobese
Human Resource Manager	Mr S Mthombeni
Manager Protection Services	Mrs N.B. Dlomo
Manager Expenditure Compliance & Reporting	Mr V.K Gumede
Manager Revenue	Ms L Mdluli
Manager ICT	Mr S.A Mchunu
Accountant Revenue	Miss L Shangase
Manager Expenditure	Mr F.M Thusi

5.9 BACK TO BASICS PROGRAMME

This section is addressed in **Section I of the IDP**

5.10 OPERATION SUKUMA SAKHE PROGRAMME

This section is addressed in **section 8.2 of the IDP**

5.11 DEVELOPMENT OF NEW AND REVIEW OF SECTOR PLANS

This section is addressed in **section 5.9 of the IDP**

5.13 OUR LONG TERM VISION

VISION

MTUBATUBA TO BE A VIBRANT, RESPONSIVE, PROSPEROUS ECO-TOURIST CITY AND DEVELOPMENTAL HEARTLAND OF UMKHANYAKUDE DISTRICT, KWAZULU-NATAL”.

MISSION STATEMENT

In order to achieve the above vision, Mtubatuba Municipality is committed to working with it's communities and stakeholders at large:

- Delivering **basic services** in a sustainable manner;
- Investing in new infrastructure;
- Creating conducive environment for **economic growth & development**;
- Encourage active citizenry and public participation; and
- Maintaining the globally **renowned heritage site and tourist** destination through Environmental management.

CORE VALUES

The *Batho-Pele* Principles are central to the operations of the Mtubatuba Municipality and, they therefore, inform the relations and interaction between the Municipality and its customers, community and other stakeholders. The following are the values upon which the Municipality operates:

- Professionalism;
- Transparency;
- Innovation;
- Excellence; and
- Integrity.

6. WHAT ARE WE GOING TO DO TO UNLOCK AND ADDRESS CHALLENGES?

Table 8: What are we going to do to unlock and address challenges?

Key Performance Area	Issues Addressed / To Be Addressed
KPA 1: Municipal Transformation and	Support skills development through economic growth
KPA 2: Basic Service Delivery and	Ensure access to affordable, reliable, sustainable and modern energy for all
KPA 3: Local Economic Development	Improve the efficiency, innovative and variety of government led job creation programmes
KPA 4: Municipal Financial Viability and	Building government capacity
KPA 5: Good Governance and Public participation	Promote participative, facilitative and accountable governance
KPA 6: Cross Cutting Interventions	Ensure integrated land management use across Mtubatuba Municipality, ensuring equitable access to goods and services, attracting social and financial management

6.1 WHAT TO EXPECT FROM MTUBATUBA MUNICIPALITY OVER THE NEXT FIVE YEARS?

Table 9: What to expect from mtubatuba municipality over the next five years?

Key Performance Area	Issues Addressed / To Be Addressed
KPA 1: Municipal Transformation and	Support skills development through economic growth
KPA 2: Basic Service Delivery and Infrastructure Development	Ensure access to affordable, reliable, sustainable and modern energy for all
KPA 3: Local Economic Development	Improve the efficiency, innovative and variety of government led job creation
KPA 4: Municipal Financial Viability and	Building government capacity
KPA 5: Good Governance and Public participation	Promote participative, facilitative and accountable governance
KPA 6: Cross Cutting Interventions	Ensure integrated land management use across Mtubatuba Municipality, ensuring

6.2 HOW WILL OUR PROGRESS BE MEASURED?

The implementation of the IDP and the measurement of performance of the IDP strategies and projects should align with the performance management system of the organization. The MSA envisages that the IDP will equip the organization, its leaders, managers and workers, as well as all other local stakeholders, in decision-making, monitoring and reviewing the achievements of the Municipality in integrated development planning.

A concurrent process would integrate organizational performance with employee performance, ensuring that the IDP and organizational priorities are inculcated into the performance agreements and contracts with individual employees.

The link between these processes and systems lies in the organizational priorities which have been determined in the preparation of the Performance Management System with the contracts and the way in which they are designed and implemented.

The IDP was compiled on the basis of inputs received from municipal stakeholders, national and provincial policy directives, the current status of service delivery, various strategic plans completed and resources available. The municipal budget was prepared based on the municipal strategic objectives, the requirements applicable to the Municipality in the IDP. These strategies, actions and financial resources are linked with each other thus ensuring alignment of the municipal budget with the IDP.

These strategies will be used to formulate the service delivery budget implementation plan (SDBIP) and performance indicators for the Mtubatuba Municipality on an annual basis, which will be used to monitor the implementation of the municipal strategies (IDP) and budget. The Municipality's performance will then be assessed and reported on quarterly as well as annually in the Municipality's annual report.

SECTION B: PLANNING AND DEVELOPMENT PRINCIPLES, GOVERNMENT POLICIES AND IMPERATIVES

7. PLANNING AND DEVELOPMENT

The Integrated Development Planning (IDP) is a process by which Mtubatuba Municipality prepares its strategic development plan for the development of the 5th Generation IDP 2022/23 – 2026/27. The Integrated Development Planning as an instrument lies at the centre of the new system of developmental local government in South Africa and represents the driving force for making municipalities more strategic, inclusive, and responsive and assume a performance-driven character.