ISICWANGCISO SENTLALO NABASEBENZI SOKUMBA UMGODI NGESIXHOBO SOKUSEBENZA

Intshayelelo

Izicwangciso zentlalo nabasebenzi zezinye zeendlela nje zepalamente yethu zokuzama ukujongana nembali ende yaseMzantsi Afrika yokungalingani kwicandelo lemigodi. UMthetho wamaCebo oPhuhliso lweziMbiwa nePetroleum (Mineral and Petroleum Resources Development Act) (okanye i-MPRDA) uthi amacebo ezimbiwa zelizwe ngamafa aqhelekileyo abo bonke abaphila apha. Umsebenzi wombuso kukongamela indlela la macebo asetyenziswa ngayo nokuqinisekisa ukuba oku kuyinzuzo kubo bonke abantu. Oku kuthetha ukuba kusegunyeni lombuso, ngokukodwa iSebe lamaCebo eziMbiwa, ukulawula amalungelo okumbiwa kwemigodi.

NgokoMthetho we-MPRDA, ukuba kukho umgodi kufuphi nomzi wenu, ngako oko kufuneka wenze umnikelo kuphuhliso lomzi. Nasiphi isicelo sokumba umgodi kufuneka siquke isicwangciso sentlalo nabasebenzi (okanye i-SLP) ukuchaza ukuba isicwangciso somgodi siya kuba luncedo njani kwimizi. Injongo ye-SLP kukukhuthaza ingqesho, ukuphucula intlalo nentlalontle yoqoqosho, ukunikela kutshintsho lweshishini lemigodi nokuqinisekisa ukuba iinkampani zemigodi zinikela kuphuhliso lwemimandla ezisebenza kuyo.

Nangona kukho imithetho engqingqwa esebenzayo, inyaniso yeyokuba inkqubo ye-SLP seyingene entsebenzweni ithuba leminyaka engaphezulu kweli-12 kodwa uninzi lwemizi echatshazelwa yimigodi isephantsi kwentlupheko egqithisileyo. Oku ngokwenxenye kungenxa yokuba ii-SLP zidla ngokuyilwa ngaphandle kokubonisana nabantu abafanele ukungcamla kuzo, ngako oko kunokwenzeka zingabinakho ukusabela kwimicel'mingeni abantu abadibana nayo kwimizi. Kananjalo ngokwenxenye kungenxa yokuba asiyiyo yonke into ethenjiswa yi-SLP enakho ukunikelwa, yaye iSebe lamaCebo eziMbiwa alilandeli ngamaxesha onke ukuhlola ukuba ezi zithembiso ziyafezekiswa. Oku kuthetha ukuba imizi echaphazelekayo nabasebenzi bemigodi bahlala bekwimeko yezentlalo neyoqoqosho engalunganga. Sifuna intshukumo engxamisekileyo yendlela eziyilwa ngayo ii-SLP nezifakwa ngayo entsebenzweni ukufikelela ubulungisa bezentlalo.

Injongo yesi siXhobo sokuSebenza (i-Toolkit) kukubonelela abasebenzi bemigodi nemizi echatshazelwa yimigodi ngolwazi abaludingayo ukuqonda inkqubo yentlalo nabasebenzi, ukuhlahlela i-SLP ngokuhlaba amadlala, nokuthatha inxaxheba ngokubeka iso nokuba umgodi uthobela izibophelelo zawo. IsiXhobo sokuSebenza singanceda ekucwangciseni indlela yokubophelela iinkampani zemigodi norhulumente ukudlala indima ebonakalayo ekuqinisekiseni ukuba iinkampani zenza into efunwa ngumthetho ngokweemfanelo zee-SLP zazo. IsiXhobo sokuSebenza sahlulwe ukuba zizahlulo ezintathu. Isahlulo 1 sijongene nokuthi kufakelwe ntoni kuyilo lwe-SLP. Isahlulo 2 sichaza ukuba kuqukwe bani kwinkqubo ye-SLP nendlela ongabandakanyeka ngayo. Isahlulo 3 sibonelela ngesikhokhelo sendlela yokufikelela kwi-SLP, indlela yokuyihlalutya nendlela yokusebenzisa olu lwazi ukulandela umkhondo wokubona nokuba umgodi uthobela izibophelelo zawo. Idayagram ekwiphepha elilandelayo ibonisa imigangatho ehlukileyo yomsebenzi womgodi nokuthi inxulumana njani nenkqubo yesicwangciso sentlalo nabasebenzi.

1 UMGODI UYAFIKA

Xa inkampani yokumba umgodi ifuna ukumba umgodi, kufuneka:

- Yenze isicelo kwiSebe lamaCebo eziMbiwa malunga nelungelo lokumba kunye neenkcukacha eziphathelele kwifuthe lomgodi kokusingqongileyo
- Iyile yaye iquke kwisicelo sayo isicwangciso sentlalo nabasebenzi esicacisa indlela umgodi uya kuba luncedo ngayo kwimizi ngomsebenzi wokumba
- Icebisane nemizi malunga nesicelo sayo

2 UMGODI UYASEBENZA

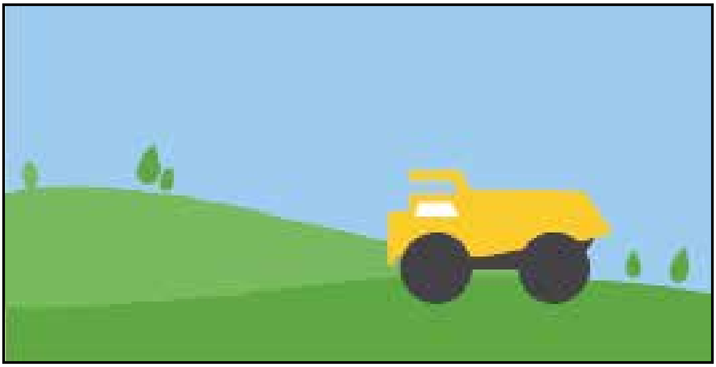
Lakuba iSebe lisivumile isicelo, umgodi ungaqalisa imisebenzi yawo. Amaxwebhu athunyelweyo kwisicelo ayabophelela ngokusemthethweni. Inkampani yokumba kufuneka ngoku:

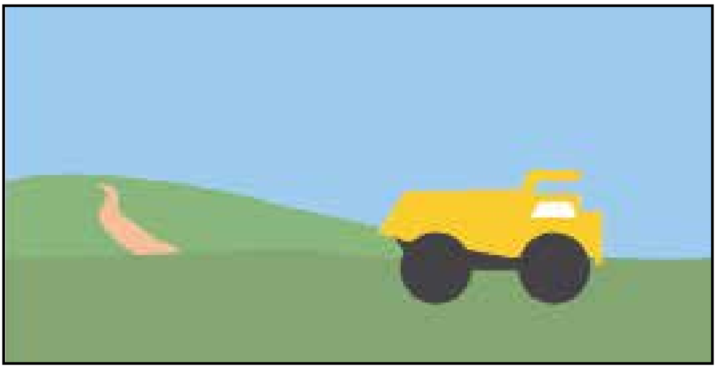
- Izalisekise izithembiso ezenziweyo kwisicwangciso sentlalo nabasebenzi
- Ithumele iingxelo zaminyaka le zenkqubela yayo ekuphumezeni ezi zibophelelo
- Ithumele isicwangciso sentlalo nabasebenzi esitsha njalo kwiminyaka emihlanu

3 UMGODI UYAVALA OKANYE UYANCIPHISA

Xa umgodi uvala okanye unciphisa umsebenzi, oku ayikuko ukuphela kwamaxanduva omgodi kubasebenzi bawo okanye kwimizi ekufuphi. Ngeli lixa, inkampani yokumba kufuneka:

- Izalisekise zonke izibophelelo zayo ze-SLP, idale uqoqosho oluqhubekayo kumzi nokubonelela ngezakhono kubasebenzi bayo
- Iqalise ukuhlaziya umhlaba apho ukumba bekusenzeka khona ukuze ukwazi ukusetyenziselwa ulimo





Isahlulo 1

SIYINTONI ISICWANGCISO SENTLALO NABASEBENZI?

Isicwangciso sentlalo nabasebenzi luxwebhu elo iinkampani zemigodi kufuneka ziluthumele kwiSebe lamaCebo eziMbiwa njengenxalenye yezicelo zazo zamalungelo okumba. Ngokwesiseko yingqokelelo yezithembiso ezenziwa ngumgodi eziba zizibophelelo ezisemthethweni sakuba samkelwe isicelo lisebe le-DMR. I-SLP imisela ngokubini into eya kwenziwa yinkampani kwimizi nabasebenzi kwakunye nendlela nexesha inkampani iya kwenza oku.

Ukwenza umzekelo, inkampani ingazinikela ngokubonelela ngeziko lenkonzo yomzi. I-SLP iya kunika iinkcukacha zalapho inkampani izimisele ukwakha iziko, iinkonzo eziya kufumaneka kwiziko, ubungakanani bemali eya kubekwa bucala yinkampani malunga nokwakha, ixesha elo zicwangcise ukuqalisa ukwakha iziko nexesha zizimisele ukuligqiba ngalo.

Ngokufunda ii-SLP zazo, ungafumana ukuqonda okungcono ngento inkampani ezibophelele ngayo emthethweni. Ngako oko unendima ebalulekileyo ekufuneka uyenze ngenxa yokuba, njengelungu lomzi, ungaxela nokuba iziko lomzi liyakhiwa okanye hayi. Ngaphandle kokuba iluluhlu lwezicwangciso, i-SLP kananjalo yimvumelano phakathi kwenkampani noluntu. Ukuba inkampani ayigcini izithemibiso zayo, umzi ungasondela kwisebe le-DMR ngesikhalazo. Ngokuphathelele kulwazi olongezelelweyo malunga nendlela yokubeka iso ukuthotyelwa kwee-SLP, jonga kwiSahlulo 3.

YINTONI EKUFUNEKA IQUKWE KWISICWANGCISO SENTLALO NABASEBENZI?

Imimiselo ye-MPRDA imisela ngokukhethekileyo ukuba i-SLP kufuneka iquke amacandelo aliqela. La macandelo achaziwe ngezantsi.

① INKQUBO YENGINGQI YOPHUHLISO LOQOQOSHO

Icandelo lengingqi lophuhliso loqoqosho lee-SLP liyilwe ukuqinisekisa ukuba ukumba umgodi kunikela ngophuhliso lwemizi kwiindawo apho ukumba umgodi kwenzeka khona, kwakunye neendawo apho abembi-migodi bagaywa khona. Kweli candelo le-SLP, uya kufumana elona nani liphezulu leenkqubo ezikhoyo zokunceda uluntu ngokubanzi. Ezimbini zezona nkqubo zibaluleke kakhulu zibandakanya uphuhliso lwezibonelelo zokusebenza nokutshabalalisa ubuhlwempu.

Amalinge okutshabalalisa ubuhlwempu okanye ukudala ingeniso abhekisa kwinkxaso yeenkampani zemigodi ngenjongo yokunikela ngamashishini kuluntu. Oku kungaquka ubonelelo ngengxowa-mali, inkxaso yezobuchwepheshe

noqeqesho. Zonke iinkqubo zezibonelelo zokusebenza nezokutshabalalisa ubuhlwempu kufuneka zilungelelaniswe nesiCwangciso sokuDibanisa uPhuhliso (Integrated Development Plan) esikhoyo kwinkqubo ajolise kuyo umasipala. Imimiselo ye-MPRDA imisela ukuba oku kufuneka kuquke:

a)	Iimeko zentlalo noqoqosho kummandla apho umgodi usebenza khona nemizi apho abembi-migodi bagaywa khona
b)	Imisebenzi engundoqo yoqoqosho apho umgodi usebenza khona nemizi apho abasebenzi begaywa khona (efana nolimo, ukhenketho okanye inkqubo yolungiso lokutya)
c)	Impembelelo leyo umgodi unokuba nayo kwimizi ekufuphi nomgodi nemizi apho abasebenzi begaywa khona (ukwenza umzekelo, ithuba lokuba abantu bafune ukumisa kwenye indawo, inani labantu abanokufika kummandla)
d)	Amalinge ezibonelelo zokusebenza nokutshabalalisa ubuhlwempu axhaswa ngumgodi ngokuhambelana nesiCwangciso sokuDibanisa uPhuhliso (Integrated Development Plan) lwemimandla apho umgodi usebenza khona nemizi apho abasebenzi begaywa khona
e)	Amanyathelo okujongana nobonelelo ngezindlu neemeko zokuhlala zabembi-migodi
f)	Amanyathelo okujongana nesondlo sabembi-migodi
g)	Isicwangciso somgodi sokuqinisekisa ukuba wanelisa iinjongo zePhepha laMalungelo leMigodi (Mining Charter) malunga nokufumana iimpahla neenkonzo kwiinkampani ezo ngokwembali yoMzantsi Afrika bezingalungi. Oku kufuneka kuquke iitekeni zokufumana iimpahla, iinkonzo nezinto eziphelayo ukuvela kwezi nkampani namagama neenkcukacha zezi nkampani

② INKQUBO YOPHUHLISO LWAMACEBO OLUNTU

Inkqubo yophuhliso lwamacebo oluntu kufuneka icacise ukuba izimisele ukwenza njani ukuphuhlisa izakhono zabasebenzi yaye kananjalo namalungu omzi. Oku kufuneka kuquke ngokubini izakhono eziphathelele kukombiwa kwemigodi kwakunye nezakhono ezinokusetyenziswa kwamanye amacandelo (ezi zaziwa njengezakhono eziphathwayo). Iintlobo zamalinge anokufunyanwa kweli candelo aquka imfundo nengqeqesho yesiseko yabadala, uqeqesho lobugcisa, amathuba okufundela umsebenzi, iinkxaso-mali zokufunda nezinye iinkuthalo zoqeqesho ukwenzela abantu kumzi. Imimiselo ye-MPRDA imisela ukuba oku kufuneka kuquke:

a)	Isicwangciso sophuhliso lwezakhono zabo bonke abasebenzi. Esi sicwangciso kufuneka simisele inani labasebenzi kwakunye nomphakamo wezakhono zabo. Kananjalo kufuneka sibonelele 'ngokuzalisa izithuba ekunzima ukuzizalisa' ekuzizithuba ezo inkampani ingakwazanga ukuzizalisa kwithuba leenyanga ezili-12
b)	Isicwangciso sokuqhubeka kwenkonzo apho isicwangciso siqinisekisa abasebenzi ukuba banokwazi ukuqhubeka ukuya kwizikhundla eziphezulu
c)	Isicwangciso sobucebisi apho abasebenzi bedityaniswa ngambini nabacebisi ukuqinisekisa ukuba bangacwangcisela inkqubela yeenkonzo zabo
d)	Iinkcukacha-manani zobulungisa zomgodi zengqesho, kwakunye nesicwangciso somgodi sokuqinisekisa ukuba i-10% yabantu abathatha inxaxheba ekumbiweni kwemigodi ngabasetyhini, yaye ama-40% ezikhundla zolawulo ziphethwe ngabo bebefudula behlelelekile ngokwembali yabemi boMzantsi Afrika kwithuba leminyaka emi-5 ukusuka xa ilungelo lokumba umgodi linikelwa

3 UKULAWULA UKUNCIPHISA NOKUDENDA

Imimiselo ye-MPRDA imisela ukuba eli candelo kufuneka liquke:

a)	Izicwangciso zokulondoloza imisebenzi nokuphepha iilahleko zemisebenzi nokwehla kwengqesho
b)	Izicwangciso nokunikela ngezinye izisombululo neenkqubo zokudala ukhuseleko lomsebenzi apho iilahleko zemisebenzi zingenakho ukuphetshwa
c)	Izicwangciso zokunciphisa ifuthe lentlalo noqoqosho kubantu, imimandla namaqoqosho engingqi apho ukudenda nokuvala umgodi kuqinisekile

4 UBONELELO LWEZEMALI

Kufuneka i-SLP ichaze izixamali ezenzelwe uhlahlo-lwabiwo lwemali malunga namacandelo alandelayo:

a)	Inkqubo yophuhliso lwamacebo oluntu
b)	Inkqubo yophuhliso loqoqosho lwengingqi
c)	Inkqubo yokulawula unciphiso nokudenda

Isahlulo 2

UNGABANDAKANYEKA NJANI?

Isakhelo somthetho asicacisi ngokucacileyo ukuba abasebenzi nemizi ingabandakanyeka nini yaye nini kuyilo nophumezo lwesicwangciso sentlalo nabasebenzi. Esi sesinye sezizathu zokuba kutheni abasebenzi nemizi echatshazelwa ngumgodi bedla ngokubekelwa bucala ekuthatheni inxaxheba kwinkqubo ye-SLP. Kodwa, ungabandakanyeka ngokukhutheleyo kwinkqubo kwiindawo zenani elihlukileyo.

I-SLP inomjikelo wobomi weminyaka emihlanu, emva koko inkampani yomgodi kufuneka inikele ngesitsha. Indawo yokuqala kule nkqubo yeminyaka emihlanu xa unakho ukubandakanyeka kukwisigaba sokuqala phambi kokuba kuthunyelwe isicelo selungelo lokumba umgodi sithunyelwe kwisebe le-DMR. Kwesi sigaba, inkampani yomgodi isekwinkqubo yokuyila i-SLP yaye kufuneka ibonisane nemizi malunga nesicelo sabo.

Indawo yesibini apho ungathatha inxaxheba kusemva kokuba ilungelo linikelwe. Usenokucela ufikelelo kwi-SLP ukuze ubeke iso nokuba inkampani yomgodi ithobela izithembiso zayo. Okokugqibela, ungasebenzisa kananjalo ulwazi lwakho lwe-SLP nolwazi malunga nerekhodi yokuthobela kwenkampani yomgodi xa kuyilwa i-SLP entsha. Oku kwenzeka ekupheleni kwexesha leminyaka emihlanu, okanye xa inkampani yomgodi isenza isicelo kwi-DMR ukulungisa i-SLP yayo yangoku.

YINTONI INKQUBO YOLUNTU YOKUTHATHA INXAXHEBA?

Izikhokelo ze-SLP zithi iinkampani zemigodi kufuneka zicebisane noluntu phambi kokugqiba ii-SLP zazo. Kodwa, izikhokelo azinalo ilungelo lomthetho elifanayo njengoko i-MPRDA nemiMiselo ingathethi nto ngalo mba. Ngenxa yesi sizathu, iinkampani zomgodi azilandeli ngamaxa onke izikhokelo yaye azicebisani ngqo nemizi ngee-SLP zazo.

Nangona kunjalo, xa iinkampani zisenza isicelo selungelo lokumba umgodi, kufuneka ngokwe-MPRDA zicebisane nemizi echaphazelekayo malunga nesicelo sisonke (nangona ukucebisana ngee-SLP kungaxelwanga ngokukhethekileyo). Ngethuba lenkqubo yokuthatha inxaxheba koluntu malunga nelungelo lokumba umgodi, imizi ingacela amathuba ahlukileyo okucebisana malunga ne-SLP. Oku kucebisana okwahlukileyo kubalulekile ngenxa yokuba i-SLP luxwebhu olumbaxa yaye nemizi inokuba nenani lemiba yokuyiphakamisa malunga nelinge elibhalisiweyo.

KUTHENI KUFUNEKA UMZI UZE KWIMBONISWANO?

Ii-SLP zigcina ulwazi malunga neenkqubo zezicwangciso umgodi ofuna ukuziphumeza ukuba luncedo kwimizi kummandla osebenza kuwo. Ezi nkqubo zingaquka izicwangciso zokwandisa izibonelelo zokusebenza ngengingqi, inkxaso yamashishini engingqi okanye uqeqesho lwamalungu omzi. Ukuba ezi zicwangciso ziyilwe kakuhle yaye zaphunyezwa, zingabumba uphuhliso kwimizi yengingqi. Imisebenzi yohlahlo-lwabiwo-mali lwe-SLP iyahluka ngokobukhulu bomsebenzi womgodi, ngako oko ii-SLP zemigodi emikhulu zibaluleke kakhulu kumzi. Ukuba ungabanefuthe kwinto eqhubekayo kwezi SLP, unganakho ukufumana iinzuzo zokwenene ozifunayo kumgodi. Malunga noludwe lwemibuzo ecetyiswa ukubuzwa kwezi mboniswano, jonga kwisiHlomelo A ekupheleni kweSixhobo sokuSebenza.

Qaphela ukuba iinkampani zemigodi aziphulaphuli ngamaxa onke kumazwi emizi yaye nomthetho awufuni ukuba imizi yamkele uyilo lwee-SLP. Kodwa ke, ukuthatha inxaxheba kwinkqubo ye-SLP kungomeleza indawo yomzi xa uthethana nenkampani yomgodi kwixesha elizayo. Ezi seshoni zinika ithuba lokufumana ulwazi olongezelelweyo malunga nokusebenza komgodi. Kananjalo ungafumana uluvo lokuba inkampani iyibona njani imizi, yaye ungaba nethuba lokuqukwa kwiimboniswano zexesha elizayo. Ukuba nangeliphi ithuba unqwenela ukuzisa umcel'mngeni wezomthetho ngokuchasene nenkampani, ukuza kwakho kwezi ntlanganiso kuya kubonisa uthathe elinye nelinye ithuba ukuthethana nabo.

NGUBANI OKUFUNEKA ABANDAKANYEKE KWINKQUBO?

1 ISEBE LAMACEBO EZIMBIWA

I-DMR lisebe lesizwe likarhulumente ekulindelwe ukuba lisebenzise yaye linyanzelise imithetho enjongene nemigodi, kuquka ukudlala indima ebalulekileyo yokongamela inkqubo ye-SLP. Xa inkampani isenza isicelo sokumba umgodi, i-DMR kufuneka ithathe isigqibo nokuba isicelo kufuneka samkelwe ngokusekelwe kwinani lamaxwebhu naquka i-SLP. Umphathi wommandla wendawo apho inkampani ifuna ukumba umgodi uhlola esi sicelo yaye avavanye i-SLP yabo. Kufuneka ngako bazise inkampani ukuba bayayamkela i-SLP yaye ukuba abayamkeli bachaze iinguqu ekufuneka zenziwe yinkampani kwisicelo sabo. Umphathi wommandla kufuneka athumele i-SLP kuMphathiswa wamaCebo eziMbiwa, oya kunika inkampani isigqibo sakhe sokugqibela malunga nesicelo sokumba umgodi. Kufuneka kananjalo i-DMR ibone ukuthi uluntu linakho ukuthatha inxaxheba kwinkqubo yesicelo sokumba umgodi. Xeshikweni umthetho ungakutsho ngqo oku, kufuneka imizi imenywe ukuthatha inxaxheba kwinkqubo ye-SLP.

I-DMR kananjalo inoxanduva lokubeka iso nokuba iinkampani zemigodi zithobela i-MPRDA nokuphumeza izithembiso ezenziwe kwii-SLP zazo. ISebe lihlola isiCwangciso soNyaka sokuPhumeza i-SLP kwakunye neengxelo zazo zonyaka nokuthi zithobela njani izibophelelo zazo. I-DMR kananjalo inakho ukuqhuba iimvavanyo kwisiza ukuhlola umgodi yaye ukuba lifumana ukuba

umgodi awuthobeli i-SLP yawo, i-DMR ingasebenzisa amandla alo okunyanzelisa. ISebe linenani lezinto zokhetho, ukusuka ekunikeleni ngesaziso kwiinkampani nokuya ekuxhomeni okanye ekucimeni amalungelo okumba umgodi, nangona oku kungaxhaphakanga. I-DMR idinga ukwahlulelana nabanye, ngokusebenzisa amaqonga exesha elizayo neminye imibutho emiselwe ukuqinisekisa ukuba ii-SLP ziyaphunyezwa.

② URHULUMENTE WEZEKHAYA

Oomasipala bezekhaya nabesithili banendima ebalulekileyo abafanele ukuyiphumeza kwinkqubo ye-SLP. Umasipala ngamnye unikwe indima yokuyila isicwangciso sophuhliso esidityanelweyo (okanye i-IDP), enenjongo yesisicwangciso esiqukayo nesobuchule malunga nophuhliso lomasipala. Ezi zicwangciso zidwelisa imisebenzi yokuqala kamasipala yaye iinkqubo ezizichazayo kufuneka zibonise iintswelo zemizi eziyikhonzayo. Ngako oko, kubalulekile ukuba imizi ithathe inxaxheba xa ezi zigcwangciso ziphuhliswa. Ukuqinisekisa ukuba oku kuyenzeka, kufuneka oomasipala baseke amaqonga ophuhliso loqoqosho lwasekhaya (okanye ii-LED) apho wonke ubani onomdla enokubakhona ukuza kwabelana ngezimvo nangamacebo. Oomasipala kufuneka bakhuthaze imizi namaqela oluntu ukuthatha inxaxheba kula maqonga, yaye kananjalo kufuneka athethathethane nemigodi ukuze ii-SLP zayo zibenakho ukuthathela ingqalelo izicwangciso zophuhliso ezidityanelweyo namalinge.

Xeshikweni kungekho indima esesikweni yokuba urhulumente wezekhaya adlale indima yokubeka iso kwindlela umgodi uthobela ngayo i-SLP yawo, angancedisa i-DMR kakhulu ngale ndlela. Ngenxa yokuba banolwazi lwezekhaya, oomasipala basethubeni elihle lokuhlola nokuba izithembiso ezenziweyo kwi-SLP ziyagcinwa yaye ngokukhethekileyo ukuba umgodi usebenza kumalinge ophuhliso loqoqosho lwezekhaya.

③ IINKAMPANI ZEMIGODI

Iinkampani zemigodi kufunwa ukuba ziyile yaye ziphumeze iinkqubo zokuqinisekisa ukuba ubutyebi bezimbiwa busetyenziselwa uphuhliso lwemizi nabasebenzi. Njengoko sibonile, kufuneka ziyile yaye zithumele i-SLP njengenxalenye yesicelo sokumba umgodi. Kananjalo kufunwa ngokomthetho ukuba zinikele kuzo zonke izithembiso ezizenzileyo kwii-SLP zazo emva kokuba zivunyiwe. Inkampani yomgodi ngako oko kufuneka ibonelele ngeengxelo ngendlela yokunikela ezi zithembiso ngendlela yeengxelo zonyaka nezicwangciso zokuphumeza ezithunyelwe kwiSebe lamaCebo eziMbiwa.

Ukuba inkampani inqwenela ukwenza naziphi iinguqu kwiinkqubo ezidweliswe kwi-SLP yayo, ingenza njalo kuphela ngemvume yoMphathiswa wamaCebo eziMbiwa. Kubalulekile ukuba imizi nabasebenzi babenendima ebalulekileyo kwizigqibo eziphathelele kwezi nguqu ukuqinisekisa ukuba iinkampani zemigodi azisebenzisi le nkqubo ukunciphisa izibophelelo zazo. Umgodi, urhulumente nemizi kufuneka babonisane ngalo lonke ixesha lobomi bomjikelo we-SLP. Kukho isakhelo esikhokhela imigodi ngokubonisana nemizi echaphazelwa kukombiwa komgodi, ezibizwa isiKhokhelo sokuBonisana neMizi (Guideline for Consultation with Communities) kwakunye namaQela anoMdla aChaphazelekayo. Kodwa ke,

oku akuchazi imigodi kufuneka iquke imizi nini okanye njani kwinkqubo ye-SLP ngokukhethekileyo.

Imimandla enobutyebi bezimbiwa iya kusoloko ihlinzeka amalinge amaninzi ahlukeneyo neenkampani. Iimpembelelo zokusingqongileyo, ezentlalo nezoqoqosho zomgodi ziya kuvakala kuwo wonke ummandla yaye ngamanye amaxesha kuya kubanzima ukulandela umkhondo kumgodi omnye okanye ilinge. Ukuba ayikho inzame yokudibanisa ii-SLP zeenkampani, kukho ithuba elongezelelweyo lokuba abantu kweminye imizi ekufuphi nomgodi baya kushiywa ngaphandle kwinkqubo ye-SLP yaye banokungaziboni iinzuzo zee-SLP. Iinkampani zemigodi ezikwindawo efanayo kufuneka zisebenze kunye yaye kufuneka urhulumente aqinisekise ukuba oku kuyenzeka. Sifumanisile phofu ukuba kukho ukhuphiswano oluninzi, ihlebo nokucingela phakathi kwemizi yemigodi emikhulu nakweminye imigodi emitsha, yaye idla ngokungasebenzisani ngempumelelo.

④ IMIZI

Kwakunye nabasebenzi bomgodi, abaxhamli abangundoqo benkqubo ye-SLP kulindeleke kube yimizi yabo abahlala apho ukumbiwa kwenzeka khona. Kukho kananjalo eminye imizi ekude nomgodi echatshazelwayo kananjalo ngumgodi ngenxa yokuba uninzi lwabasebenzi bomgodi kufuneka behambile ukusuka kwezi ndawo ukufumana umsebenzi. Le mizi, ikakhulu eMpuma Kapa okanye Kwa-Zulu Natala, kufuneka nayo iqukwe kubaxhamli bee-SLP.

Imizi iyachaphazeleka ziimpembelelo ezimbi zemigodi yaye kufuneka ibuyekezwe ngenxa yoku. Ukufumana ubulungisa kwicandelo lemigodi, kufuneka imizi ifumane iinzuzo ezongezelelweyo kwimigodi kunokufumana imenzakalo. Izicwangciso zentlalo nabasebenzi kunye nezicwangciso zophuhliso oludityanelweyo kufuneka zisekelwe phezu kweentswelo zokwenene ezivakaliswa yimizi. Iinkampani zemigodi norhulumente wezekhaya kufuneka zibandakanye imizi ekwenzeni ezi zicwangciso, yaye kananjalo ekubekeni iso amalinge nokuxoxa nangaziphi iinguqu kwizicwangciso.

Ngelishwa, kwimizi esisebenze kuyo, imigodi noomasipala badla ngokubonisana kuphela neqela elincinci lamalungu omzi. Uninzi lwabantu kumzi abazange babone okanye beve malunga ne-SLP. Kubalulekile ukuba imibutho yemizi yazi ngamalungelo ayo phantsi kwe-MPRDA kwakunye nenkqubo ye-SLP. Apho imizi yahlukeneyo, iinkampani norhulumente kufuneka bathethane nawo onke amacandelo ahlukeneyo omzi.

⑤ IZIPHATHAMANDLA ZEMVELI

Iziphathamandla zemveli zidlala indima ebalulekileyo xa ukumba umgodi kusenzeka kumhlaba womzi. Ngala maxesha kungakho impixano phakathi kweziphathamandla zemveli namalungu omzi. Oku kungenxa yokuba kuba sisiqhelo nangakumbi ukuba inkokheli zemveli zigcine amanye amalungu omzi engazi xa kusenziwa uthethathethano lwezivumelwano neenkampani zemigodi ukusebenzisa umhlaba womzi. Imizi ukujikeleza ilizwe ixela ukuba

ezi zivumelwano zixhamlisa ikakhulu iinkokheli zemveli kunomzi ngokubanzi, kwanokususa amalungu omzi kumhlaba. Kananjalo abekhona amaxesha xa imizi ixele ukuba iinzuzo ze-SLP, eziquka iibhazari ezenzelwe injongo yokuxhasa amashishini omzi, zisiya kwinkokheli zemveli neentsapho zazo kunokuya kwabo bazidinga ngokwenene. Oku kudala imeko engazinzanga apho imizi ehlala ngentlupheko ibona ubutyebi buphala kuphela ukuya kwiinkokheli zemveli nenkampani yomgodi.

6 IIMANYANO ZABASEBENZI

Iimanyano zimele abembi bemigodi, abayinxalenye yemizi yemigodi yaye kufuneka nabo kananjalo babe ngabaxhamli abangundoqo benkqubo ye-SLP. Iimanyano ezifana ne-National Union of Mine workers (NUM) kunye ne-Association of Mine workers and Construction Union (AMCU) banakho ukuvakalisa iinkxalabo neentswelo zamalungu azo. Nazo kananjalo zidlala indima ebalulekileyo ekuyileni ii-SLP, nasekubekeni iso kwindlela imigodi ithobela ngayo izibophelelo zayo zokuxhamlisa abasebenzi, ukwenza umzekelo, ngophuhliso lwezakhono zabo nolwakhiwo lwezindlu. Abameli bababasebenzi kananjalo bahlala kwiqonga lexesha elizayo eliceba iziphumo zokuvalwa komgodi okanye ukuncitshiswa kwabasebenzi.

7 ABANINIKONTRAKI BEMIGODI

Abembi migodi abaninzi abaqeshwanga ngqo yinkampani yomgodi, kodwa baqweshe ziikontraki. Abasebenzi bekontraki kufuneka baxhamle ngokufanayo nabasebenzi abasisigxina njengoko benegalelo kumgodi. Kodwa, ngokuqhelekileyo, abasebenzi bekontraki abadli ngokonwabela iinzuzo zenkqubo ye-SLP.

Umthetho ucacile: iinkampani zomgodi azinakho ukubaleka kwizibophelelo zazo ze-SLP ngokuqesha abasebenzi bekontraki ukwenza umsebenzi. Kodwa ayikho into yokulawula indlela iinkampani zemigodi nabaninikontraki bazo kufuneka basebenze kunye ukuphumeza ii-SLP. Unikelo kwiKhomishini yoPhando yaseMarikana ngumcebisi luthi iinkampani zemigodi ezahlukileyo zahluke kakhulu kwindlela yazo kubaninikontraki. Icandelo lemigodi alinayo indlela ezinzileyo yokufaka abaninikontraki kwinkqubo ye-SLP.

Isahlulo 3

SINGAFIKELELA NJANI KWI-SLP?

Ukuba awuyonxalenye yenkqubo ye-SLP kwa ukusuka ekuqaleni, usenakho ukudlala indima ebalulekileyo ekuhlahleleni uxwebhu nokunceda ukuqinisekisa ukuba umgodi uyayithobela. Kuqala, kuya kufuneka ufikelele kwi-SLP. Ngenxa yokuba ii-SLP ngamaxwebhu oluntu yaye injongo kukuxhamlisa imizi nabasebenzi, iinkampani zemigodi neSebe laMancedo eziMbiwa kufuneka licingele ngaphambili ngokubonelela ngee-SLP yaye akufunekanga kubekho imfuneko yokuba uzicele. Inani lemibuthu igaya ukuba ii-SLP zenziwe zifumaneke kuluntu ngokuzenzekela. Nangona kunjalo, ngeli lixa uninzi lwee-SLP azenziwa zifumaneke kwimizi, ngako oko kubalulekile ukuba zifumaneke kwimizi, ngako oko kubalulekile ukuba uyazi indlela ongacela ukufikelela ngayo kuzo. Iikopi zee-SLP zigcinwa ngokubini yi-DMR nenkampani yomgodi ongasondela komnye wazo ukucela ukufikelela.

1 ISICELO SOFIKELELO ESIVELA KWI-DMR

ISebe laMacebo eziMbiwa kufuneka libeneerekhodi zazo zonke ii-SLP zeenkampani. Ukuze ubenakho ukufikelela iirekhodi ezivela kwi-DMR, kufuneka ulandele inkqubo emiselwe kumthetho we-Promotion of Access to Information Act (owaziwa njenge-PAIA). Kule meko, kuya kufuneka uzalise ifomu ebizwa i-DMR 131 Request of Access to Records uze unikele le fomu kwi-DMR ePitoli. Ungayifumana ikopi yale fomu ekupheleni kwesiXhobo sokuSebenza kwisiHlomelo B. uya kufumana impendulo evela kubo kwithuba leentsuku ezingama-30 mhlawumbi ekunika ufikelelo okanye elandula ufikelelo kumaxwebhu. Xa unikiwe imvume yofikelelo kumaxwebhu, ungathunyelwa kwiofisi yasekhaya ye-DMR apho ungenza ikopi ye-SLP. Ukuba awunikelwanga ufikelelo, ungenza isibheno sesi sigqibo ngaphakathi kwi-DMR.

2 CELA UFIKELELO KWINKAMPANI YEMIGODI

Kumava ethu, kulula ukufikelela ii-SLP ukuvela kwi-DMR, kodwa kananjalo ungasondela kwiinkampani zemigodi ngokwazo. Isicelo kwinkampani singenziwa ngokungekho sikweni, kodwa ezi zicelo zidla ngokungaphumeleli. Kananjalo unalo ukhetho kwakhona usebenzisa umthetho we-Promotion of Access to Information Act nokuzalisa ifomu yesicelo solwazi olugcinwe liqumrhu labucala. Ungafumana ikopi yale fomu yesicelo ekupheleni kwe-Toolkit (isiTshixo sokusebenza) kwisiHlomelo C. Uya kubona ukuba kufunwa ukuba ubonise ukuba uxwebhu olucelayo lufunwa ukusebenzisa okanye ukukhusela amalungelo akho. Kusekhona ingozi ephezulu yokuba isicelo siya kulandulwa. Ngokungafaniyo xa usondela kwi-DMR, awunakuba nakho ukwenza isibheno kwesi sigqibo nenkampani yemigodi yaye endaweni yoko kuya kufuneka uye enkundleni.

UNGANCEDA NJANI UKUQINISEKISA UKUBA UMGODI UTHOBELA IZIBOPHELELO ZAWO ZESICWANGCISO SENTLALO NABASEBENZI?

Wakuba ufikelele kwi-SLP yomgodi kumzi wenu ungahlalutya ngononophelo isiqulatho sesicwangciso. Inyathelo lokuqala kukufunda sonke isicwangciso ngobunzulu, ubuza imibuzo kwi-SLP yokuhlola iimpazamo kwisiHlomelo D. Oku kuya kukunceda ukufunda nokuba kukho naziphina iingxaki ngoyilo lwe-SLP. Kanjalo ungasebenzisa iitekeni ezimiselweyo kwi-SLP ukubeka iso nokuba inkampani yemigodi iyanikela ngezithembiso zayo. Ungasebenzisa uluhlu, elifana nelo lifumaneka kwisiHlomelo E, ukukunceda ukubeka iso nokurekhoda nokuba umgodi wanelisa iitekeni ezimiselwe kwi-SLP yawo. Ungaqala ngokudwelisa iitekeni ezivela kwi-SLP, ezi tekeni bekulindelwe ukuba zifezekiswe nini, kwanokuthi ingaba umgodi uzifezekisile okanye hayi.

KWENZEKA NTONI UKUBA UMGODI AWUZIFEZEKISI IZIBOPHELELO ZAWO?

Wakuba uyiqalile inkqubo yokurekhoda ukuthobela komgodi ii-SLP zawo, ungaqaphela ukuba izithembiso ezenziwe ngumgodi aziphunyezwanga. Ungafumana obunye ubungqina ngokucela ufikelelo kwingxelo yonyaka yenkampani. Xa ucinga ukuba umgodi awuthobeli izibophelelo zawo ezisemthethweni, ungasondela kwiSebe laMacebo eziMbiwa (Department of Mineral Resources) ukumangalela inkampani yemigodi. Jonga iziHlomelo F no-G malunga nemizekelo yeencwadi ongazisebenzisa.

Kwiimeko ezininzi, baya kuba khona abasebenzi-migodini kwimizi echaphazelekayo ngumsebenzi womgodi yaye abasebenzi banokoyika ukulahlekelwa yimisebenzi yabo xa bexela izinto zomgodi. Oku kuyavisiseka ngokwenene. UmThetho woKhuselo lweziTyhilelo (Protected Disclosures Act) uthintela iinkampani ekoyikiseni okanye ekusongeleni abasebenzi malunga nokuxela ukuziphatha okuchasene nomthetho. Oku kuquka neengxelo kwi-DMR ukuba inkampani ayifezekisi izithembiso ezikwi-SLP yazo.

Izithembiso zenkampani yemigodi ezenziwa kwisicwangciso sayo sentlalo nabasebenzi siyabophelela ngokusemthethweni. Ukuba umgodi awuthobeli i-SLP, ngako i-DMR ingamisa okanye icime ilungelo labo lokumba umgodi. Nangona kunjalo, ngokuqhelekileyo amathuba okwenzeka koku anqabe kakhulu. Inxenye yale ngxaki yeyokuba i-DMR njengangoku ayinabo abahloli abaneleyo bokubeka iso ukuba yonke imigodi ithobela ii-SLP zayo, enye inxenye yeyokuba akukho nkuthazo ininzi yokwenza oku kubeka iso. Uxinzelelo lwamalungu omzi nabasebenzi lubalulekile njengoko ningabathathi-nxaxheba abanowona mdla mkhulu ekuboneni ukuba imigodi ithobela ii-SLP zayo.

Ngenxa yesi sizathu, uqeqesho lwabahlali bemizi nabasebenzi malunga namalungelo lubaluleke kakhulu. Imibutho emininzi efana ne-Ndifuna Ukwazi ilandele ngempumelelo ukusebenza kukarhulumente yaye usebenzise olu lwazi njengesixhobo sokubanyanzelisa ukuphumeza izibophelelo zabo kwimizi. Kukho ithuba lokuba ii-SLP zisetyenziswe ngokufanayo. Ulwazi olongezelelweyo olwaziyo

malunga nee-SLP, uya kubanakho ngakumbi ukuqwalasela nokurekhoda nokuba iinkampani zemigodi ziphumeza izithembiso zazo. Unganakho ke ukucela umngeni kubo uxhobe ngeenyaniso ezibhaliweyo/ ezirekhodiweyo.

Enye inkuthazo yokuba imigodi ithobele ii-SLP zayo luloyiko lokuba amagama ayo onakale. Isitshixo esiphambili sokulwela ubulungisa bezentlalo semizi nabasebenzi abachatshazelwa yimigodi kukuqaphelisa abasemagunyeni xa umgodi ungaphumezi izithembiso zawo. Wakuba uhlahlele i-SLP wafumanisa ukuba umgodi awuyithobeli, ungathumela umyalezo ongqongqo wokuba iinkampani zemigodi azifezekisi izibophelelo zazo ezisemthethweni.

ZEZIPHI IZILUNGISO EZINOKUBAKHONA EZIFUMANEKAYO?

1 UKUBEKA ISO UKUTHOBELA

Ukuba unesizathu sokukholelwa ukuba umgodi uqhuba imisebenzi ngaphandle kogunyaziso okanye ayithobeli imiqathango yeelayisensi zayo kuquka ii-SLP, ungasondela kwiSebe le-Department of Mineral Resources. Linegunya lokuphanda kwanokunyanzelisa umgodi ukuyeka imisebenzi engekho mthethweni okanye lirhoxise iilayisenzi zawo. Iinkcukacha zoqhagamshelwano zeSebe zingafunyanwa kwisiHlomelo C.

2 UMANGALELWANO

Ukuba uyazi ukuba ilungelo lokumba umgodi linikelwe kodwa unqwenela ukuphikisana nesi sigqibo, unokhetho lokusa umgodi enkundleni. Umangalelwano lungaba yinkqubo yexesha elide yaye akukho siqinisekiso sokuba luya kuphumelela. Ukuthatha isigqibo sokuya enkundleni kufuneka sithathwe kuphela emva kokucinga nokuxoxa nomzi ngononophelo. Emva koko ningaya emagqwetheni afana nalawo adweliswe kwisiHlomelo C. Umthetho wethu uvumela iindlela zokhetho eziliqela ukuze usebenzise amalungelo akho ukuba umgodi ube neempembelelo ezimbi nezingamkelekiyo kwimekobume esingqongileyo. Le nkqubo idla ngokuqala ngokufaka isibheno kuMphathiswa waMacebo eziMbiwa, weMicimbi yezokuSingqongileyo okanye wezaManzi noGutyulo ngokuxhomekeke kwimo yesikhalazo sakho. Kubalulekile ukufaka isibheno kwithuba lamaxesha achanekileyo. Ukuba uMphathiswa ofanelekileyo uyasikhaba isibheno sakho, ngako ke ungaya kwiNkundla ePhakamileyo apho ijaji iya kuhlola isigqibo yaye inokuyalela uMphathiswa ukucinga ngesigqibo kwakhona.

Kananjalo kunokwenzeka ukufaka isimangalo solwaphulomthetho ngokuchasene nomgodi okanye abaphathi benkampani yomgodi. Kukho iqela lezenzo zolwaphulomthetho zokusingqongileyo eziquka ukumba imigodi ngaphandle kweemvume ezichanekileyo okanye iilayisensi, okanye ukumba umgodi ngaphandle kommandla welungelo lokumba umgodi. Kananjalo kunokuba lityala lolwaphulomthetho ukungathobeli imiqathango ye-SLP. Ukuba kukho ungcoliseko olungamandla lomhlaba wakho, amanzi okanye umoya, kunokwenzeka ukuba umgodi usebenza kummandla ngokungekho mthethweni.

Olunye ukhetho olufumanekayo kukufaka ibango lezentlalo. Ukuba ubandezeleke ngokomzimba okanye okunye ukwenzakala yaye ungabonisa ukuba oku kuvela kungcoliseko oludalwa ngumgodi, ungabanga iimonakalo ngokuchasene nomgodi. Kubalulekile ukuqaphela ukuba la mabango angaphumelela kuphela ukuba ungabonisa ukuba uvelelwe yingozi, ukuba umgodi usebenze ngokuphosakeleyo, kwanokuthi ukwenzakala okufumeneyo kube sisiphumo seli nyathelo eliphosakeleyo. Uya kudinga uncedo lwengcali ukubonisa inkundla ukuba le ngozi idalwe ngumgodi.

ISIGQIBO

Njengoko sibonile, umthetho ngoku ufuna iinkampani zemigodi ziphuhlise izicwangciso zentlalo nabasebenzi ukuba yinzuzo kwimizi njengenxenye yesicelo nasiphi samalungelo okumba umgodi. Nangona kukho le mithetho esebenzayo, inkqubo ye-SLP isilele kakhulu ekuphumezeni izithembiso zayo. Uninzi lwemizi efumene iimpembelelo zemigodi zibe zezimbi kuphela kwimekobume yayo eyingqongileyo, yaye ayifumananga naziphina iinzuzo. Izikhalo zemizi yemigodi nabasebenzi zidla ngokungakhathalelwa apho bekulindelwe ukuba zibe zezingundoqo kwinkqubo ye-SLP ukuze isebenze kakuhle.

Injongo yesi siXhobo sokuSebenza (i-Toolkit) kukunika amalungu omzi nabasebenzi bomgodi ulwazi oluthile olusebenzayo lwendlela esebenza ngayo inkqubo ye-SLP, kwakunye namanyathelo athile okulandelwa ukuqinisekisa ukuba bayabandakanyeka yaye bayazuza kwinkqubo. Kumaphepha alandelayo, uya kufumana imizekelo ethile yemiyilo okanye yeemeko onokudibana nazo xa ujongene nemigodi kummandla wakho. Emva koko, uya kubona iziHlomelo ezintandathu ekubhekiswa kuzo kwisiXhobo sokuSebenza (kwi-Toolkit).

IsiHlomelo A sinikela ngoluhlu lwemibuzo enokubakhona yokubuza kwiindibano zokubonisana zokuqala zomzi ukuze ubenakho ukubuza abameli benkampani yomgodi ngqo malunga noyilo lwe-SLP yabo nendlela iya kuba yinzuzo kumzi. IsiHlomelo B siqulathe iiseti ezimbini zeefomu zokucela ufikelelo kwirekhodi (efana ne-SLP) evela nokuba kwiSebe le-Department of Mineral Resources okanye kwinkampani yomgodi ngokwayo. IsiHlomelo C sinikela ngoluhlu lokuhlola ongalisebenzisa xa uhlahlela uyilo lwe-SLP. IsiHlomelo D luluhlu lokulandela umkhondo wokuthobela komgodi iitekeni zawo ze-SLP. IsiHlomelo E siqulathe iinkcukacha zoqhagamshelwano lweeofisi ezingundoqo zikarhulumente, amaziko ka-Chapter 9, amagqwetha anomdla kwiindaba zoluntu kwakunye neenkampani zemigodi onokuziswela. Okokugqibela, IsiHlomelo F sinikela ngesampulu yeencwadi ezimbini ongazisebenzisa ukuvandlakanya iincwadi zesikhalazo kwinkampani yemigodi namagosa karhulumente.

1 UMYILO: UVA AMARHE OMGODI OMTSHA OFIKAYO KUMMANDLA WAKHO

- Ukuba kukho iilori ezinkulu kummandla, ungabuza nje kubaqhubi igama lenkampani yomgodi
- Ukuba ufumana igama lenkampani yomgodi, ungazama ukufumana iinkcukacha zonxibelelwano ngokujonga ekupheleni kwesixhobo sokusebenza (i-toolkit), ngokuzingela kwi-inthanethi okanye ngokubuza iinkokheli zomzi okanye ii-NGO
- Ukuba uyazazi iinkcukacha zonxibelelwano, ungabuza imibuzo malunga nelinge, ngubani onike inkampani imvume yokumba umgodi, ukuba inkampani sele inalo ilungelo lokumba umgodi okanye isenza isicelo selungelo lokumba umgodi
- Ukuba inkampani yenza isicelo selungelo lokumba umgodi, ungabuza malunga nendlela yokubandakanyeka kwinkqubo yokuthatha inxaxheba koluntu yaye ungacela intlanganiso malunga ne-SLP

2 UMYILO: UMGODI UYAQHUBA NANGONA NINGACEBISANANGA

- Ukuba awukenzi njalo, ungabiza intlanganiso yomzi ukuthatha isigqibo malunga nokuya phambili, yaye nibumbe umbutho okanye isigqeba sokuqhubela phambili iminqweno yomzi
- Ukuba udinga icebiso elithile, unganxibelelana neminye imizi yemigodi namathungelwano
- Ukuba uthatha isigqibo sokulandela inyathelo lezomthetho, ungaqhagamshelana namagqwetha anomdla kwindaba zoluntu asebenza nemizi yemigodi ukucela umngeni kwilungelo lokumba

3 UMYILO: AWUNAKHO UKUFIKELELA KWI-SLP

- Ukuba awukenzi njalo, ungazalisa enye yeefomu kwisiHlomelo B ucele ufikelelo nokuba kwinkampani yemigodi okanye iSebe le-Department of Mineral Resources
- Ukuba ukuzamile oku kodwa awaphumelela, ungasondela kumagqwetha anomdla kuluntu malunga noncedo lwezomthetho

UMYILO: UCINGA UKUBA KUKHO UMGODI KUMMANDLA WAKHO ONGATHOBELANGA IZIBOPHELELO ZAWO ZE-SLP

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- Ukuba unofikelelo kwi-SLP, ungazalisa uphicotho-ncwadi ngokusebenzisa irekhodi yokuthobela kwisiHlomelo D yaye uthelekise iitekeni ezithenjisiweyo neziphumo okwangoku
- Ukuba uqhuba uphicotho-ncwadi, kananjalo ungaxhasa amabango akho ngobungqina ngokuthatha iifoto zemimandla apho umgodi ungathobelanga izibophelelo ze-SLP
- Ukuba ufumanisa ukuba inkampani yomgodi ibingathobeli izibophelelo zayo, ungenza uqapheliso loku kwi-Department of Mineral Resources ngokubhala incwadi efana nesampulu ekwisiHlomelo F
- Ukuba awufumani mpendulo okanye awanelisekanga kukuba iinkampani zemigodi azinyanzeliswa izibophelelo zayo ze-SLP ungaqhagamshelana namagqwetha anomdla kuluntu malunga nengcebiso yezomthetho
- Ukuba unqwenela ukuqaphelisa uluntu malunga noku, unganxibelelana noonondaba okanye ubhale amanqaku yaye upapashe imifanekiso yeempembelelo kummandla wakho kumaphepha-ndaba

UMYILO: UVA UKUBA UMGODI USEBENZISA IMALI KUMALINGE OMZI KODWA AWUZIBONANGA IINZUZO

5

- Ukuba imali iyasetyenziswa kwitrasti, ungafaka isicelo sokufikelela ulwazi malunga nendlela itrasti ilawulwa ngayo ngokuzalisa enye yeefomu kwisiHlomelo B
- Ukuba awunakho ukufikelela iirekhodi okanye awuqinisekanga ngeenkcukacha, ungabhekisa umba kwiofisi yoMkhuseli woLuntu (Public Protector) malunga nophando usebenzisa iinkcukacha zoqhagamshelwano kwisiHlomelo E
- Ukuba le nkqubo ayiphumeleli yaye uthatha isigqibo sokulandela inyathelo lomthetho, ungadibana namagqwetha anomdla kwimicimbi yoluntu malunga nengcebiso noncedo

IsiHlomelo A

IMIBUZO EKHUTHAZWAYO YOKUBUZWA KWIINDIBANO ZOKUCEBISANA

1.	Uya kwenza zifumaneke nini kuthi ii-SLP?
2.	Ingaba singafumana ikopi ye-SLP ngolwimi lwethu esilukhethayo?
3.	Ingaba singafumana ikopi yezicwangciso zelinge elicetywayo?
4.	Kufuneka sithi gqaba-gqaba kangakanani kwi-SLP?
5.	Zeziphi izakhelo zeenkokheli zemveli ocebisene nazo?
6.	Zeziphi izivumelwano ezifikelelwe neenkokheli zemveli malunga nosetyenziso lomhlaba womzi?
7.	Zeziphi izivumelwano ezifikelelwe neenkokheli zemveli malunga nemijelo yenzuzo yomgodi?
8.	Ingaba kucetyisenwe nomasipala njengenxalenye yezibonelelo zokusebenza nezicwangciso zolwakhiwo lwezindlu?
9.	Ingaba i-SLP ihambelana nesicwangciso sikamasipala sesicwangciso sophuhliso oludityanelweyo (IDP)?
10.	Ziya kusatyelwa njani iintswelo ezichongwe ngamalungu omzi ezibhekiswe kwi-SLP?
11.	Kuya kuyilwa imisebenzi yezasekhaya emingaphi?
12.	Umhlaba wezolimo uya kuphembelelwa njani? Nicwangcisa njani ukuphepha oko?
13.	Niya kujongana njani nofuduko lokuza apha nophembelelo kwizibonelelo zokusebenza neenkonzo?
14.	Ngowuphi umgangatho wemfundo oya kufuneka ukusebenza emgodini?
15.	Ingaba kuya kuyilwa itrasti? Ngubani oya kulawula itrasti yaye kuya kuqinisekiswa njani ukuba kusetyenzwa elubala?

16.	Amashishini asekhaya aya kuzuza njani kumgodi okulo mmandla?
17.	Luyintoni uhlahlo-lwabiwo–mali lwe-SLP? Ingaba liya kutshintsha ngokusekelwe kwixabiso leempahla okanye eminye imiba okanye luqinisekisiwe?
18.	Yeyiphi imizi ekhethekileyo eya kuzuza kwi-SLP?
19.	Niya kunxibelelana njani nemizi malunga neenkqubo ezifana neebhazari?
20.	Zeziphi ezinye iingcebisano eziya kuhlelwa ukunika ingxelo ngenkqubela nge-SLP?
21.	Ezi ntlanganiso ziya kuhlelwa kaninzi kangakanani?
22.	Ukuba sinezikhalazo malunga ne-SLP, singaqhagamshelana nabani?
23.	Zithini iinkcukacha zonxibelelwano zomntu ojongene nokuphumeza i-SLP?
24.	Ingaba uluntu kuya kucetyisanwa nalo ukuba inkampani ifuna ukutshintsha iitekeni ze-SLP?

IsiHlomelo B

IIFOMU ZOKUFIKELELA ULWAZI

Kumaphepha alandelayo, uya kufumana iifomu ezimbini ezifunekayo ukufikelela izicelo zolwazi. Ukusuka kwiphepha lama-24 ukuya kwelama-27, uya kufumana umzekelo wefomu oya kuyidinga ukuzalisa ukufikelela uxwebhu oluvela kwiSebe lamaCebo eziMbiwa (Department of Mineral Resources). Kuya kufuneka wenze ikhophi yefomu, uyizalise uze uyithumele kwiGosa loNxibelelwano kwiSebe leSizwe ePitoli.

Ukusuka kwiphepha lama-28 ukuya kwelama-31, uya kufumana ifomu yokuba uyizalise ukuze ufumane uxwebhu oluvela kwinkampani yabucala. Kufuneka uzalise le fomu ukuba ufuna ukufumana ulwazi oluvela kwinkampani yomgodi. Kuya kufuneka wenze ikhopi uze uzalise ifomu yaye uthumele oku kwiGosa loNxibelelwano kwinkampani.

mineral resources

Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

REQUEST FOR ACCESS TO RECORDS

(In terms of section 18 (1) of the Promotion of Access to Information Act, 2000
(Act No. 2 of 2000)) [Regulation 6]

IMPORTANT: This request will **ONLY** be considered if the request fee of R35,00 is included.

FOR DEPARTMENTAL USE	
File Reference number:..	Request fee (if any): R ....
Request received by:.. (Full name and surname)	Deposit (if any): R................
	Access fee: R ....
.... (State date) .... (State place)	
.... SIGNATURE OF INFORMATION OFFICER / DEPUTY INFORMATION OFFICER	

A. **Particulars of the Information Officer/Deputy Information Officer** (please state if known to the requester)..

....

B. Particulars of person requesting access to the record

(a) The particulars of the person who requests access to the record must be given below.
(b) The address and/or fax number in the Republic to which the information is to be sent, must be given.
(c) Proof of the capacity in which the request is made, if applicable, must be attached.

Full names and surname: ____

____

Identity number: ____

Postal address: ____

____

____

Fax number: ____

Telephone/Cell number: ____

E-mail address: ____

Capacity in which request is made, when made on behalf of another person:

....

C. Particulars of person on whose behalf request is made

This section must be completed ***ONLY*** *if a request for information is made on behalf of another person.*

Full names and surname: ....

Identity number: ....

D. Particulars of record

(a) Provide full particulars of the record to which access is requested, including the file reference number if that is known to you, to enable the record to be located. *(b) If the space provided is inadequate, please continue on a separate folio and attach it to this form.* ***The requester must sign all the additional folios.***

1. Description of record or relevant part of the record:

....

2. Any further particulars of record:

....

....

3. Reference number, if available: ....

E. Fees

(a) A request for access to a record, other than a record containing personal information about yourself, will be processed only after the ***request fee*** *of* ***R35.00*** *(non-refundable) has been paid.* *(b The* ***fee payable for access*** *to a record depends on the form in which access is required and the reasonable time required to search for and prepare a record.* *(c) If you qualify for exemption of the payment of any fee, please state the reason for exemption.* *(d) Fees can be paid in cash or by postal order. An electronic payment will* ***ONLY*** *be accepted on condition that* ***PRIOR ARRANGEMENTS*** *are made with Ms L Viljoen at Tel: (012) 444 3880, or Giliana Muthupei at Tel: (012) 444 3018.*

Reason for exemption from payment of fees:

....

....

....

....

....

F. Form of access to record

If you are prevented by a disability to read, view or listen to the record in the form of access provided for in 1 to 4 below, state your disability and indicate in which form the record is required.

Disability:……………………………………………………………………………………

Form in which record is required:
……………………………………………………………………

Mark the appropriate box with an X.

NOTES:
(a) Compliance with your request for access in the specified form may depend on the form in which
the record is available.
(b) Access in the form requested may be refused in certain circumstances. In such a case you will
be informed if access will be granted in another form.
(c) The fee payable for access to the record, if any, will be determined partly by the form in which access is requested.

1. If the record is in written or printed form:

copy of record*		inspection of record	

2. If record consists of visual images -
(this includes photographs, slides, video recordings, computer-generated images, sketches, etc.):

view the images		copy of the images*		transcription of the images*	

3. If record consists of recorded words or information which can be reproduced in sound:

listen to the soundtrack (audio cassette)		Transcription of soundtrack* (written or printed document)	

4. If record is held on computer or in an electronic or machine-readable form:

printed copy of record*		printed copy of information derived from the record*		copy in computer readable form* (stiffy or compact disc)	

*If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? **Postage is payable.**	YES	NO

In which language would you prefer the record? ………………………………………………

(Note that if the record is not available in the language you prefer, access may be granted in the language in which the record is available.)

G. Notice of decision regarding request for access

You will be notified in writing whether your request has been approved/denied. If you wish to be informed in another manner, please specify the manner and provide the necessary particulars to enable compliance with your request.

How would you prefer to be informed of the decision regarding your request for access to the record?

Signed at ……………………………….this……….day of …………………...20………

____

SIGNATURE OF REQUESTER / PERSON ON WHOSE BEHALF REQUEST IS MADE
(Delete which is not applicable)

J752

REPUBLIC OF SOUTH AFRICA

FORM C
REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY
(Section 53(1) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000))
[Regulation 10]

A. Particulars of private body

The Head:

B. Particulars of person requesting access to the record

(a) The particulars of the person who requests access to the record must be given below.
(b) The address and/or fax number in the Republic to which the information is to be sent must be given.
(c) Proof of the capacity in which the request is made, if applicable, must be attached.

Full names and surname: ....

Identity number:													

Postal address: ....

Telephone number: (..........) .... Fax number: (..........) ....

E-mail address: ....

Capacity in which request is made, when made on behalf of another person:

C. Particulars of person on whose behalf request is made

This section must be completed ONLY if a request for information is made on behalf of another person.

Full names and surname: ....

Identity number:													

D. Particulars of record

(a)	Provide full particulars of the record to which access is requested, including the reference number if that is known to you, to enable the record to be located.
(b)	If the provided space is inadequate, please continue on a separate folio and attach it to this form. The requester must sign all the additional folios.

1. Description of record or relevant part of the record:

....

....

....

....

2. Reference number, if available:

....

....

....

....

3. Any further particulars of record:

....

....

....

....

E. Fees

(a)	A request for access to a record, other than a record containing personal information about yourself, will be processed only after a request fee has been paid.
(b)	You will be notified of the amount required to be paid as the request fee.
(c)	The fee payable for access to a record depends on the form in which access is required and the reasonable time required to search for and prepare a record.
(d)	If you qualify for exemption of the payment of any fee, please state the reason for exemption.

Reason for exemption from payment of fees:

....

....

....

....

....

F. Form of access to record

If you are prevented by a disability to read, view or listen to the record in the form of access provided for in 1 to 4 below, state your disability and indicate in which form the record is required.

Disability:	Form in which record is required:

Mark the appropriate box with an **X**.

NOTES:
(a) Compliance with your request for access in the specified form may depend on the form in which the record is available.
(b) Access in the form requested may be refused in certain circumstances. In such a case you will be informed if access will be granted in another form.
(c) The fee payable for access to the record, if any, will be determined partly by the form in which access is requested.

1. If the record is in written or printed form:						
	copy of record*		inspection of record			
2. If record consists of visual images - (this includes photographs, slides, video recordings, computer-generated images, sketches, etc.):						
	view the images		copy of the images*		transcription of the images*	
3. If record consists of recorded words or information which can be reproduced in sound:						
	listen to the soundtrack (audio cassette)		transcription of soundtrack* (written or printed document)			
4. If record is held on computer or in an electronic or machine-readable form:						
	printed copy of record*		printed copy of information derived from the record*		copy in computer readable form* (stiffy or compact disc)	

*If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? Postage is payable.	YES	NO

G. Particulars of right to be exercised or protected

If the provided space is inadequate, please continue on a separate folio and attach it to this form.
The requester must sign all the additional folios.

1. Indicate which right is to be exercised or protected:

....

....

....

2. Explain why the record requested is required for the exercise or protection of the aforementioned right:

....

....

....

H. Notice of decision regarding request for access

You will be notified in writing whether your request has been approved / denied. If you wish to be informed in another manner, please specify the manner and provide the necessary particulars to enable compliance with your request.

How would you prefer to be informed of the decision regarding your request for access to the record?

....

Signed at .... this day.............. of .... year ....

....
SIGNATURE OF REQUESTER /
PERSON ON WHOSE BEHALF REQUEST IS MADE

IsiHlomelo C

ULUHLU LOKUHLOLA ISIPHOSO SE-SLP

Xa uhlahlela i-SLP, zibuze imibuzo elandelayo:

Ingaba i-SLP ichaza ngokucacileyo imizi, iilali okanye amahlomela edolophu afanele ukuxhamla kwiinkqubo zayo?
Ingaba i-SLP iyaxela ukuba ungafaneleka njani malunga neenzuzo ezifana neebhazari neziqheliso zomsebenzi, indlela yokwenza isicelo sezi nzuzo nendlela elandelwa yinkampani yokugqiba ukuba ngubani ofumana iibhazari?
Ingaba i-SLP ichaza amanyathelo akhethekileyo nemida yamaxesha amalinge ayo ukuze umzi ukwazi ukubeka iso lokuphumeza kwayo izithembiso zayo?
Ingaba i-SLP iyayibonisa imizi nemibutho ebuzwe ngumgodi xa uhlela isicwangciso?
Ingaba i-SLP iyachaza indlela umgodi obonisene ngayo nomasipala okanye nokuba amalinge ayo ahambelana nesicwangciso sophuhliso oludityanelweyo?
Ingaba ulwazi lwemvelaphi yomgodi ibonelelwe kwi-SLP?
Ingaba ulwazi lwemvelaphi luquka indlela yokumba umgodi?
Ingaba i-SLP iyachaza ukuba amalinge aya kugqitywa kuphela ukuba inkampani yenza inzuzo ethile okanye isicwangciso sixhomekeke kumaxabiso ezinto?

Ingaba ubukhulu obuphathekayo nomkhondo womgodi uchazwe ngokucacileyo?
Ingaba i-SLP ichaza iimpembelelo ezimbi zomgodi ingezizo kuphela iimpembelelo ezilungileyo?
Ingaba zonke iimpembelelo ezimbi zomgodi kwakunye nobungakanani bazo zichaziwe kwi-SLP?
Ingaba i-SLP ixela ngokucacileyo inkqubo yabasebenzi namalungu omzi ukuthatha inxaxheba kule nkqubo ye-SLP?
Ingaba i-SLP ichaza imvelaphi yentlalo noqoqosho lomzi? Ingaba oku kuchanekile yaye kuhambelana namaxesha?
Ingaba ukhona umbhali ocacileyo we-SLP?

IsiHlomelo D

ULUHLU LOKUBHALISA UKUTHOBELA

Kwiphepha elilandelayo, uya kufumana uluhlu ongalisebenzisa ukulandela umkhondo wokuthobela kwenkampani yomgodi izibophelelo zayo ze-SLP. Ungaqalisa ngokuhlahlela i-SLP nokudwelisa imisebenzi, okanye iitekeni, umgoqi ozibophelele ukuzinikela, kunye nemizi ekufuneka ixhamle kwezi nkqubo nemihla ekufuneka igqitywe ngayo. Ngoku ukulungele ukuqala uphicotho lweetekeni. Bhala umhla oyakurekhoda inkqubela yomgodi yaye udwelise naluphi uphawu ongalibona lokuba umgodi usebenzela ukuphumeza iitekeni zawo. Ukuba ungumxhamli omiselweyo welinge (ilungu lelali okanye lomzi ofanele ukuzuza kwinkqubo) ngako qaphela nokuba uzuzile kulingo de kube ngoku.

Itekeni	Ingxowamali yokufeza itekeni	Abaxhamli abamiselweyo	

	Umhla itekeni kufuneka igqitywe ngawo	Umhla wokwenziwa kophicotho-ncwadi	Abantu abasondelweyo ukwenza uphicotho-ncwadi

Nayiphi imisebenzi ebonakalayo okanye iziphumo?	Ubuhle bomsebenzi	Ingaba isiza silondolozwe kakuhle?	

	Ingaba isiza sidityanisiwe kumanzi, umbane nezinye iinkonzo?	Ingaba ufumene inzuzo kolu lingo?	Ingaba unabo nabuphina ubungqina (iifoto okanye iindaba)?

IsiHlomelo E

CONTACT DETAILS: DEPARTMENT OF MINERAL RESOURCES

NATIONAL COMPLIANCE AND ENFORCEMENT

Department of Mineral Resources, Pretoria
Tel: 012 444 3000

REGIONAL COMPLIANCE AND ENFORCEMENT

Eastern Cape
Tel: 041 396 3900 (Port Elizabeth)
Tel: 047 532 4488 (Umtata)

Free State
Tel: 057 391 1300

Gauteng Regional Office
Tel: 011 358 9700

Kwa-Zulu Natal Regional Office
Tel: 031 335 9600

Limpopo Regional Office
Tel: 015 287 4736

Mpumalanga Regional Office
Tel: 013 653 0500

Northern Cape
Tel: 053 807 1700 (Kimberley)
Tel: 027 712 8160 (Springbok)

North West Regional Office
Tel: 018 487 9830

Western Cape Regional Office
Tel: 021 427 1000

LED PROVINCIAL AND MUNICIPAL GOVERNMENT OFFICES

PROVINCIAL OFFICES

Eastern Cape
Tel: 040 609 1519
Email: communication@ecleg.gov.za

Free State
Tel: 051 407 1100
Email: legislature@fsl.gov.za

Gauteng
Tel: 011 498 5555

Kwa-Zulu Natal
Tel: 033 355 7600
Email: info@kznlegislature.gov.za

Limpopo
Tel: 015 293 8300
Email: info@ledet.gov.za

Mpumalanga
Tel: 013 766 1219
Email: Info@mpuleg.gov.za

Northern Cape
Tel: 053 839 8000
Email: publicinfoNCPL@ncpg.gov.za

North West
Tel: 018 392 7000

MUNICIPAL OFFICES

Johannesburg
Tel: 011 407 6111

Mogalakwena
Tel: 015 491 9630
Email: Masibej@mogalakwena.gov.za

Tzaneen
Tel: 015 307 8000.

Witbank
Tel: 013 690 6911

CHAPTER 9 INSTITUTIONS

South African Human Rights Commission
Tel: 011 877 3600 (National) or 015 291 3500 (Limpopo Office)

Public Protector
Tel: 011 492 2365 (National) or 015 295 5712 (Limpopo Office)

PUBLIC INTEREST LEGAL ORGANISATIONS

Centre for Applied Legal Studies
Tel: 011 717 8600
Email: Louis.Snyman@wits.ac.za
Web: www.wits.ac.za/cals/

Centre for Environmental Rights
Tel: 011 447 1647
Email: info@cer.org.za
Web: http://cer.org.za/

Lawyers for Human Rights
Tel: 011 339 1960 (Johannesburg) or 015 354 2203 (Musina)
Web: www.lhr.org.za

Legal Resources Centre
Tel: 011 836 9831
Web: www.lrc.org.za

NOTABLE MINING COMPANIES

BASE METALS

Assmang
Tel: 011 779 1000 (General) or 011 779 1134 (Sustainability Unit)

Black Mountain Minerals
Tel: 054 983 9200 (General) or 054 983 9327 (Sustainability Unit)

Cronimet Chrome Mining SA
Tel: 011 958 0544 (General) or 011 958 0544 (Sustainability Unit)

Kalagadi Managanese
Tel: 011 808 2000

Kumba Iron Ore
Tel: 012 683 7000 (General) or 012 683 7169 (Sustainability Unit)

Imerys
Tel: 012 643 5880 (General) or 012 643 5937 (Sustainability Unit)

Richards Bay Minerals
Tel: 035 901 3111 (General) or 035 901 3456 (Sustainability Unit)

Rio Tinto
Tel: 035 901 3111

Samancor
Tel: 011 245 1000

South32
Tel: 011 376 9111 (General) or 011 376 2487 (Sustainability Unit)

Tshipi e Ntle Managanese Mining
Tel: 087 740 4967

Vametco Mineral Corporation
Tel: 012 318 3200 (General) or 012 318 3368 (Sustainability Unit)

COAL

ARM Coal
Tel: 011 779 1000 (General) or 011 779 1540 (Sustainability Unit)

Coal of Africa
Tel: 010 003 8000

Coastal Fuels
Tel: 011 705 2241

Exxaro Resources Limited
Tel: 012 307 5000 (General) or 012 307 4229 (Sustainability Unit)

Glencore Xstrata
Tel: 011 459 0230

Jindal Africa
Tel: 011 706 8420 (General) or 017 492 0001 (Sustainability Unit)

Ledjadja Coal
Tel: 012 345 1057 (General) or 014 940 1003 (Sustainability Unit)

Sasol Mining
Tel: 017 614 3120 (General) or 011 889 9257 (Sustainability Unit)

Total Coal South Africa
Tel: 0860 111 111

Wescoal
Tel: 011 049 8611

DIAMONDS

De Beers
Tel: 011 374 7000 (General), 015 575 2029 (Venetia) or 056 216 8632 (Kroonstad)

Petra
Tel: 011 702 6900 (General), 012 305 2213 or 012 305 2362 (Sustainability Unit)

Trans Hex Group
Tel: 021 937 2000 (General) or 021 937 2032 (Sustainability Unit)

GOLD

Anglo Gold Ashanti
Tel: 011 637 6000 (General) or 018 700 2008 (Sustainability Unit)

DRD Gold
Tel: 011 880 3924 (General) or 011 470 2600 (Sustainability Unit)

Goldfields
Tel: 011 562 9700 (General) or 011 562 9767 (Sustainability Unit)

Harmony Gold
Tel: 011 411 2000 (General) or 011 411 2180 (Sustainability Unit)

Pan African Resources
Tel: 011 243 2900 (General) or 013 712 8500 (Sustainability Unit)

Sibanye Gold
Tel: 011 278 9600 (General) or 010 001 1152 (Sustainability Unit)

PLATINUM

Anglo Platinum
Tel: 011 638 9111 (General) or 011 373 6495 (Sustainability Unit)

Aquarius Platinum
Tel: 012 001 2001 (General) or 014 536 4000 (Sustainability Unit)

ARM Platinum
Tel: 011 779 1300 (General) or 011 779 1518 (Sustainability Unit)

Implats
Tel: 011 731 9000 (General) or 011 731 9018 (Sustainability Unit)

Ivanhoe Mines
Tel: 011 088 4300 (General) or 011 088 4333 (Sustainability Unit)

Lonmin
Tel: 011 218 8300 (General) or 014 571 2009 (Sustainability Unit)

Northam Platinum
Tel: 011 759 6000 (General) or 011 759 6032 (Sustainability Unit)

Platinum Group Metals
Tel: 011 782 2186 (General) or 014 495 0052 (Sustainability Unit)

Royal Bafokeng Platinum
Tel: 010 590 4510 (General) or 010 590 4539 (Sustainability Unit)

Wesizwe Platinum
Tel: 011 994 4600 (General) or 011 994 4637 (Sustainability Unit)

IsiHlomelo F

IMIZEKELO YEENCWADI

Kumaphepha alandelayo, uya kufumana iisampulu zeencwadi. Isikhokelo sokuqala siyilwe egameni lemizi malunga nokwenza izikhalazo kwiinkampani zemigodi. Esesibini sesokwenza ingxelo yomgodi ongazithobeliyo izibophelelo zawo ze-SLP kwiSebe lamaCebo eziMbiwa. Incwadi efana nale kufuneka ibhekiswe kwiqela labantu abaquka uMongameli weziCwangciso zeNtlalo nabaSebenzi woMmandla we-DMR apho umgodi usebenza khona, noMphathi woMmandla walo mmandla. Kananjalo ungafuna ukuthumelela incwadi abanye abathathi-nxaxheba abafana nabongameli bophuhliso loqoqosho lwengingqi kunye nesicwangciso somanyano lophuhliso koomasipala bakho bengingqi nesithili.

____
Igama legosa lenkampani

____
Igama legosa lenkampani

____
Umhla

Mnumzana okanye Nkosikazi/Nkosazana oBekekileyo

Umxholo: Isicelo sokuthatha inxaxheba ekubumbeni ii-SLP

Ndibhala egameni ______________________________ (Igama lomzi, umbutho okanye isakhiwo). Umzi wethu ubekeke kufuphi ne ______________________________ (Igama lomgodi) Osetyenzwa ngu ______________________________ (Igama lenkampani yomgodi). Singumzi owona ukufuphi nomsebenzi womgodi ocetywayo yaye ubomi bethu nemekobume esingqongileyo buya kuchatshazelwa ngqo ngumsebenzi womgodi.

______________________________ (Igama lombutho womzi) wasekwa _______________ (Umhla), xa sifumanisa ukuba ______________________________ (Igama lenkampani yomgodi) ufunisela izimbiwa kumgama we-5km walapho sihlala khona.

Sizimase intlanganiso yoluntu yokubonisana echotshelwe _______________ (Usuku). Apho entlanganisweni, inkampani inikele ngeempembelelo somsebenzi kwimekobume esingqongileyo. Nangona kunjalo, xa ilungu lomzi wethu libuza nokuba bangabona ngokubhaliweyo iinzuzo zoqoqosho ezithenjiswa

ngumgodi kumzi, saxelelwa ngumcebisi oqhuba ukubonisana, ukuba inkampani ayinakucebisana nomzi ngeenzuzo zentlalo kwakunye nesicwangciso sentlalo nabasebenzi (i-SLP), njengoko kungekho mfuneko yokuba benze njalo emthethweni.

Oku, nangona kunjalo, kukutolika okuphosakeleyo komthetho. Okokuqala, i-MPRDA ibonelela ngokuthatha inxaxheba kwisicelo selungelo lokumba umgodi. Asikho isizathu sokucinga ukuba oku kubekela bucala uphuhliso lwee-SLP ezingamanye amaxwebhu ekufuneka anikelwe njengenxenye yesicelo selungelo lokumba umgodi. Ummiselo 41 (c) wemimiselo ye-MPRDA, nangona kunjalo, uchaza ukuba iinjongo zee-SLP kukuqinisekisa ukuba iinkampani zemigodi 'ziyanikela malunga nophuhliso loqoqosho lwentlalo yemimandla yalapho zisebenza khona.' Ngako oko injongo kukunceda ukufezekisa uphuhliso lwemizi. Azinakho ukwenza njalo ukuba azilungelelaniswanga neentswelo zemizi. Indlela yokuba iinkqubo ze-SLP zilungelelaniswa neentswelo zemizi yeyokuba inkampani ibonisane nemizi malunga nee-SLP. Ngenxa yesi sizathu, iziKhokelo ze-DMR zowama-2010 malunga nee-SLP zibonelela ukuba iinkqubo zengingqi zophuhliso loqoqosho lwengingqi kufuneka ziyilwe 'ngokubonisana nemizi noogunyaziwe abasemxholweni.'

Ngako oko sicela ukuba ______________________________ :

Igama lenkampani

1. Izibophelele ukucebisana nomzi ngeenkqubo zayo ezicebayo ze-SLP ngokusebenzisa iintlangano zoluntu apho noMasipala eya kumenywa;
2. Inikele ngesaziso esaneleyo sentlanganiso, umhla nendawo kubuncinane beentsuku ezingama-30 phambi kwentlanganiso ukwenzela sikwazi ukuthatha inxaxheba. Oku kufuneka kuquke izaziso ____________ (Ulwimi olukhethwayo) kwi- ____________ (Igama lephephandaba lomzi) kunye nakwi ____________ (Igama lesikhululo sengingqi seredIyo)
3. Inikela ngeekopi zeenkqubo ezicetywayo ze-SLP kumzi okungenani kwiintsuku ezili-15 phambi kwentlanganiso ukuze sikwazi ukuyifunda nokucinga ngezindululo;
4. Ixoxa ngenkqubo kunye ____________ (Igama lombutho womzi) phambi kokuyiqukumbela;
5. Ithatha imizuzu yentlanganiso ngokuchanekileyo yaye ibonakalisa ezi kwi-SLP yokugqibela;
6. Ichonga iintswelo ezivakaliswe ngumzi kwi-SLP yokugqibela kwakunye nokuchaza indlela iinkqubo ziya kujongana nezi ntswelo.

Ndilindele impendulo yakho.

Owakho ngenene

____
Igama

____
Igama lomzi okanye lombutho nesikhundla

____
Iinkcukacha zonxibelelwano

____
Igama legosa likarhulumente

____
Indawo negama lesebe

____
Umhla

Mnumzana okanye Nkosikazi/Nkosazana oBekekileyo

Malunga: Ukungathobeli kuka _______________________________
Igama lenkampani yomgodi

Isicwangciso sawo sentlalo nabasebenzi _______________________
Igama lomgodi

Ndibhala egameni le _______________________________________ .
Igama lomzi, umbutho okanye isakhiwo

Umzi ubekeke kumgama ongaphantsi kwe-5km ukusuka _____________
Igama lomgodi

osetyenziswa ngu _______________________________________ .
Igama lenkampani yomgodi

Singowona mzi ukufuphi nomsebenzi womgodi ocetywayo yaye iimpilo zethu nemekobume esingqongileyo ziya kuchatshazelwa ngqo ngumsebenzi wokumba umgodi. ___________________________________ wasekwa ngomhla
Igama lombutho womzi

__________ , ukusabela kwimisebenzi yokumba umgodi.
Umhla

___________________________________ , kwisicwangciso sayo sentlalo
Igama lenkampani yomgodi

nabasebenzi (SLP) egameni _________________________ , ichonge umzi
igama lomgodi

wethu njengabaxhamli kwiinkqubo ezilandelayo:

1. ______________________________

2. ______________________________

3. ______________________________

4. ______________________________

5. ______________________________

6. ______________________________

Dwelisa iinkqubo kwi-SLP ezo uluntu lwakho luya kufumana inzuzo, yaye nikela ngeetekeni ezingundoqo kwakunye nemigama efikelelweyo

Ukuza kuthi ga ngoku, ezi tekeni azikafikelelwa. Ngako oko sicela ngokuzithobileyo ukuba usebenzise amandla akho phantsi kweCandelo 93 le-MPRDA ukuthatha amanyathelo okuqinisekisa ukuba ______________________________

Igama lenkampani yomgodi

ithobela iimfanelo zayo phantsi kweCandelo 25 (f) le-MPRDA.

Musa ukuthandabuza ukuqhagamshelana nam ukuba ufuna ulwazi olongezelelweyo. Ndilindele impendulo yakho.

Owakho ngenene

____

Igama

____

Igama lomzi okanye umbutho nesikhundla

____

Iinkcukacha zonxibelelwano

IZIKHUMBUZO

IMIBULELO

I-Centre for Applied Legal Studies (iZiko leziFundo zoMthetho eziSetyenziswayo) linqwenela ukubulela bonke abo abaxhase umsebenzi wethu ngemizi echatshazelwa yimigodi. Ngokukodwa, sinqwenela ukubulela abahlulelane bethu benkxaso-mali be-Open Society Foundation for South Africa kwakunye ne-Raith Foundation malunga nengqiqo yabo noncedo ngezemali.

Ngaphezu koko, sithanda ukubulela i-Mining Environmental Justice Community Network ngeempendulo zabo ezixabisekileyo. Njenganjalo, inkuthazo, isikhokelo nesizathu solu papasho yimizi nabantu abazimeleyo abo sisebenza nabo yaye sisebenzela bona.

Olu papasho lubhalwe ngu-Robert Krause, Louis Snyman, Lubabalo Mabhenxa kwakunye no-Lee-Anne Bruce; luyilwe yaye lwapapashwa ngu-Lee-Anne Bruce.

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