INSIZAKUQONDA YOMPHAKATHI WEZIMAYINI YOHLELO LWEZENHLALO KANYE NEZOKUSEBENZA

Isingeniso

Izinhlelo zezenhlalo nezokusebenza zingokunye kwezindlela uHulumeni wethu azama ngazo ukubhekana nomlando omude waseNingizimu Afrika wokungalingani emkhakheni wezokumbiwa phansi (izimayini). UMthetho (MPRDA) uthi okuvela phansi (amaminerali) ezweni kuyifa elivamile labaphila lapha. Indawo yoMbuso ngukwengamela ukusetshenziswa kwalezi zinsizakwenza, nokuqinisekisa ukuthi lokhu kuzuzisa wonke umuntu. Lokhu kuchaza ukuthi kusemandleni oMbuso, ikakhulu uMnyango weZokumbiwa Phansi, ukulawula amalungelo ezokumba.

Ngokwe-MPRDA, uma kukhona imayini eduze komphakathi wakini, kumele ifake itshe esivivaneni ekuthuthukisweni komphakathi. Noma yisiphi isicelo sokwenza imayini kumele sifake phakathi uhlelo lwezenhlalo nezokusebenza (SLP) ukucacisa ukuthi lezo zinhlelo ziyizuzisa kanjani imiphakathi. Inhloso ye-SLP ngukuqhakambisa ukuqasheka, ukwenza ngcono inhlalakahle yezenhlalo nezomnotho, ukufaka isandla ekuguquleni imboni yezokumbiwa phansi, nokuqinisekisa ukuthi izinkampani zokumbiwa phansi zifaka isandla ekuthuthukiseni izindawo ezisebenza kuzo.

Nakuba sinayo imithetho enamandla, iqiniso lilapha ekutheni ukusebenza kwe-SLP sekube khona ngaphezu kweminyaka eyi-12, futhi imiphakathi eminingi ethintwa zimayini isahlezi ebuphofini obunzima. Lokhu kungenzeka ngakolunye uhlangothi lokuthi ama-SLP adwetshwe ngaphandle kokubonisana nabantu okumelwe ngabe bazozuza kuwona, bese bengalitholi ithuba lokuziphendulela ngokuzwakalayo ezinselelweni abangqwamana nazo emiphakathini abakuyo. Ngakolunye uhlangothi futhi kungenxa yokuthi akukhona konke okwethenjisiwe ku-SLP okwedluliselwayo, bese noMnyango weZokumbiwa Phansi kawulandeleli sonke isikhathi ukubheka ukuthi lezo zethembiso ziyafezwa na? Lokhu kuchaza ukuthi imiphakathi ethintekayo nabasebenza ezimayini bahlala benengcindezi kwezenhlalo nezomnotho. Sidinga uguquko oluphuthumayo ekudwetshweni kwama-SLP nasekusetshenzisweni kwawo ekufinyeleleni ebulungisweni kwezenhlalo.

Le Nsizakuqonda ijonge ukunikeza ngolwazi kubasebenzi basezimayini nasemiphakathini ethintekayo kwezezimayini, ukuze babe nokuqonda uhlelo lokusebenza kwezenhlalo nezokusebenza, bakwazi ukuhlaziya ngokunzulu i-SLP, babambe iqhaza ekweluseni ukuthi imayini iyahambisana yini nezibophezelo zayo. INsizakuqonda ingasiza ekuhleleni ukuthi kungaxoxiswana kanjani nezinkampani zezimayini noHulumeni ekuhambeni phambili ekuqinisekiseni ukuthi izinkampani zenza khona okwenelisa uMthetho maqondana nezibophezelo zazo kuma-SLP azo. INsizakuqonda inezingxenye ezi-3. Eyokuqala iphathelene nokumele kube ngumongo we-SLP nxa idwetshwa. Eyesibili ichaza ngalabo okumele babe yingxenye yomgudu wokusunguleka kwe-SLP, nokuthi ungalibamba kanjani iqhaza. Eyesithathu inika iseluleko sokuthi ungayithola kanjani i-SLP nokuthi ungayihlaziya kanjani, nokuthi ungalusebenzisa kanjani ulwazi ukulandelela ukuthi imayini iyahambisana nezibophezelo zayo.

1 IMAYINI IYAFIKA

Uma inkampani yezokumbiwa phansi ifuna ukumba kumele:

- Ifake isicelo selungelo eMnyangweni Wezokumbiwa Phansi esinemininingwane yomthelela wemayini ezindaweni eziyizungezile
- Idwebe, bese ifaka esicelweni sayo uhlelo lwezenhlalo nezokusebenza olukhombisa ukuthi imiphakathi ethintekayo izohlomula kanjani

2 IMAYINI IYASEBENZA

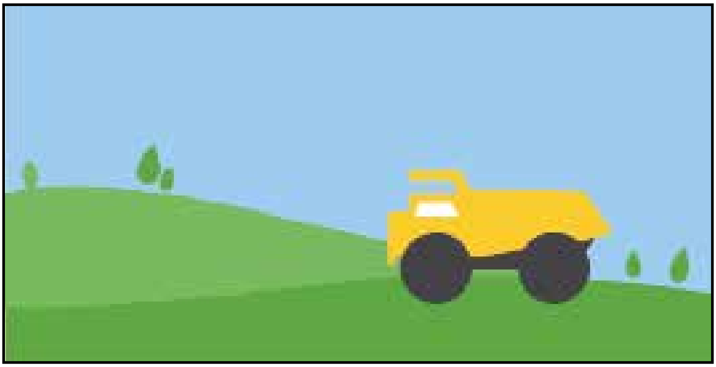
Emva kokuvunywa kwesicelo, imayini isingaqala ukusebenza. Umqulu owahanjiswa nesicelo usuphenduka isibopho ngokusemthethweni. Sekumele manje imayini:

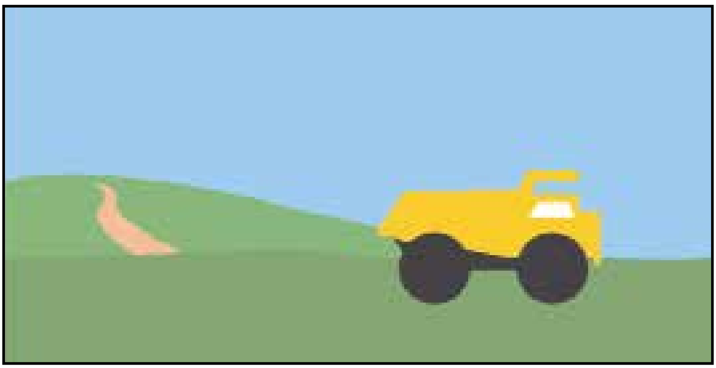
- Igcwalise izethembiso zayo ezisohlelweni lwezenhlalo nezokusebenza
- Ihambise imibiko yonyaka yokuthi iqhubeka kanjani ekufezeni lezo zibophezelo zayo
- Ihambise uhlelo lwayo olusha lwezenhlalo nezokusebenza njalo emva kweminyaka emihlanu

3 IMAYINI IYAVALA

Uma imayini ivala noma inciphisa ukusebenza kwayo, akusho ukuthi sekungukuphela kwemayini lokho maqondana nabasebenzi bayo, noma imiphakathi ekuyo. Kumanje nje, inkampani yezokumbiwa kumele:

- Ihlangabezane nazozonke izibophezelo zayo ze-SLP, yakhe umnotho osimeme emphakathini futhi ihlinzeke abasebenzi bayo ngamakhono
- Iqale ukubuyisela umhlaba esimweni lapho okugujwe khona ukuze ubuye usetshenziselwe ezolimo





Ingxenye 1

LUYINI UHLELO LWEZENHLALO NEZOKUSEBENZA?

Lolu hlelo lungumqulu okumele wethulwe yinkampani yemayini eMnyangweni yeZokumbiwa Phansi njengengxenye yokucela amalungelo okumba. Singathi nje uliqoqo lwezethembiso imayini ezenzayo eziphenduka izibophezelo emva kokuvunywa kwesicelo nguMnyango. I-SLP icacisa lokho inkampani ezokwenzela umphakathi nabasebenzi, nokuthi inkampani izokwenza kanjani futhi nini lokho.

Isibonelo, inkampani ingazibophezela ukwakhela umphakathi isakhiwo esiyisizinda sokuthola usizo. I-SLP izonika imininingwane yokuthi inkampani izosibeka kuphi leso sakhiwo, usizo oluzonikwa lapho, isamba esibekelwa lokho eceleni, bahlongoza ukusiqala nini leso sakhiwo, nokuthi bafuna ukusiqala kuphi.

Ngokufunda i-SLP yabo, ungathola ukuqonda okuhle ngalokho inkampani ezibophezele ngakho emthethweni. Manje-ke wena usunendawo emqoka okumele ungene kuyo, ngoba njengelungu lomphakathi, usungaqaphela ukuthi leso sakhiwo siyavela yini noma qha. Ngale nje kokuthi kube luhide lwezinto ezizokwenziwa, i-SLP ibuye futhi ibe yisivumelwano phakathi kwenkampani nomphakathi. Uma inkampani ingazigcini izethembiso zayo, umphakathi ungaqonda eMnyangweni nesikhalazo. Buka iNgxenye yesi-3 ukuze uthole eminye imininingwane maqondana nokwelusa ukuhambisana ne-SLP kwenkampani.

YINI OKUMELE KUBE NGUMONGO WE-SLP?

Iziyalelo ze-MPRDA zibeka ngokucacile ukuthi i-SLP kumele iqukathe imikhakha eminingana. Leyo mikhakha icaciswe lapha ngezansi.

① UHLAKA LOKUTHUTHUKISWA KOMNOTHO WENDAWO

Umkhakha wokuthuthukiswa komnotho wendawo wama-SLP uyadwetshwa ukuqinisekisa ukuthi ukumba kuphosa esivivaneni ekuthuthukisweni kwemiphakathi ezindaweni lapho okunemayini khona, kanye nezindawo lapho abasebenzi bemayini befunwa khona. Kulo mkhakha we-SLP, uzothola okuningi kwezinhlaka okukhona ukuzuzisa umphakathi ngokubanzi. Okumqoka okubili okuphezulu ezinhlakeni kuphathelene nokuthuthukiswa kwengqalasizinda, kanye nokukhishwa kobubha.

Izinhlelo zengqalasizinda ziphathelene nemisebenzi lapho izinkampani zokumbiwa phansi zenza umnikelo mayelana nokuhlinzeka ukutholakala kwamanzi, ukuthuthwa kwendle, ukwakhiwa kwezindlu nemigwaqo (okungaphezu kwalokho okwenziwa nguHulumeni).

Imisebenzi yokukhishwa kobubha noma yokusungula okungenisa imali iphathelene nokwesekwa okuhloswe ukunikezwa yizinkampani zezimayini emabhizinisini emiphakathi. Lokho kungafaka phakathi ukuxhasa ngemali, usizo lwezobuchwepheshe noqeqesho. Yonke ingqalasizinda nezinhlaka zokukhipha ububha kudinga kuhambisane noHlelo Oludidiyelwe lukamasipala lwezinto ahlose ukuzifeza. Iziyalelo ze-MPRDA ziyacacisa ukuthi lokhu kumele kubandakanye:

a)	Izimo zezenhlalo nezomnotho endaweni ehlose ukusebenza kuyo imayini, nasemiphakathini lapho abasebenzi becingwa khona
b)	Imisebenzi emqoka yokumisa umnotho wendawo okuzosebenza kuyo imayini, nasemiphakathini okucingwa kuyo abasebenzi (njengezolimo, ezokuvakasha noma ukusetshenzwa kokudla)
c)	Umthelela ezoba nawo imayini emiphakathini eseduze nayo, nemiphakathi okuhlwaywa kuyo abasebenzi bemayini (isibonelo, okungenzeka ukuthi kube nesidingo sokuthi abantu bathuthe, isibalo sabantu okungenzeka bafike endaweni)
d)	Imisebenzi yokuvusa ingqalasizinda nokukhipha ububha ezosekelwa yimayini kokuhambisana noHlelo Oludidiyelwe lukamasipala wendawo ezindaweni ezosebenza kuzo imayini, nemiphakathi okucingwa kuyo abasebenzi
e)	Okuzokwenziwa ukubhekela ezenhlalo nezimo zempilo zabasebenzi basemayini
f)	Okuhlinzekelwe ukubhekela ukondleka kwabasebenzi bemayini
g)	Uhlelo lwemayini lokuqinisekisa ukuthi ihambisana nenhloso yezokumbiwa phansi ekutholakaleni kwezinto nosizo ezinkampanini zalabo ababecindezelwe lubandlululo. Lumele ukufaka phakathi okuzokwenziwa ekutholakaleni kwezinto, usizo nokusetshenziswayo kulezo zinkampani, namagama nemininingwane yalezo zinkampani

② UHLAKA LOKUTHUTHUKISWA KWENSIZAKWENZA YABASEBENZI

Uhlaka lokuthuthukiswa kwensizakwenza yabasebenzi kumele luveze ukuthi imayini ihlose ukukwenza kanjani ukuthuthukisa amakhono abasebenzi, kanye namalungu omphakathi. Kumele lokhu kufake phakathi amakhono aphathelene nezimayini kanjalo namakhono angasetshenziswa kweminye imikhakha yokusebenza (lawa makhono abizwa ngokuthi ngokuthuthekayo nawo). Izinhlobo zemisebenzi engatholakala kulo mkhakha ifaka phakathi imfundo yabadala nokuqeqeshwa, ukuqeqesha ekwenzeni, imfundo exhasiwe, imifundaze, nezinye izinhlobo:

a)	Uhlelo lokuthuthukiswa kwamakhono kubasebenzi. Lolu kumele kudalule ubungako bababasebenzi namazinga abo amakhono. Kumele futhi luhlinzekele lezo zikhala zemisebenzi okungelula ukuzigcwalisa esikhathini okungenani esiyizinyanga ezi-12
b)	Uhlelo lokwenyuka kwezikhundla okuluhlelo lokuqinisekisa ukuthi abasebenzi basethubeni lokwenyuselwa ezikhundleni ezingenhla
c)	Uhlelo lokucathulisa lapho abasebenzi bemataniswa nabacathulisi ukuqinisekisa ukuthi bayakwazi ukuzihlelela ingomuso emisebenzini yabo
d)	Izibalo zokuqasha ngokulinganisa zemayini, kanjalo nohlelo lwemayini lokuqinisekisa ukuthi u-10% wabantu abasebenza emayini bangabesifazane, nokuthi abangu-40% kubaphathi bavela emiphakathini ebicindezelwe lubandlululo eNingizimu Afrika eminyakeni emihlanu imayini yagunyazwa ukusebenza

③ UKUNCISHISWA NOKUDILIZWA KWABASEBENZI

Iziyalelo ze-MPRDA zicacisa ukuthi le ngxenye kumele ifake phakathi:

a)	Amasu okonga nokugwema ukulahleka komsebenzi nokuncipha kokuqasha
b)	Izinhlelo zokuhlinzekela ezinye izixazululo nezindlela zokulonda imisebenzi lapho okungegwemeke khona ukulahlekelwa yimisebenzi
c)	Izinhlelo zokunciphisa umthelela wezenhlalo nezomnotho, kumuntu ngamunye, ezifundeni naseminothweni yendawo lapho okungegwemeke khona ukudiliza nokuvalwa kwemayini.

④ UKUHLINZEKWA KWEZEZIMALI

I-SLP kumele isho izamba zemali ehlinzekelwe maqondana nokulandelayo:

a)	Uhlaka lokuthuthukiswa kwensizakwenza yabasebenzi
b)	Uhlaka lokuthuthukisa umnotho wendawo
c)	Okuzokwenziwa ukulawula ukunciphisa umsebenzi nokudilizwa kwabasebenzi

Ingxenye 2

UNGAZIBANDAKANYA KANJANI?

Umthetho kawukucacisi kahle ukuthi kumele abasebenzi nemiphakathi bazibandakanye nini nakanjani ekudwetshweni nasekufezweni kohlelo lwezenhlalo nezokusebenza. Lesi ngesinye isizathu sokuthi kungani abasebenzi nemiphakathi ethintekayo bevame ukusala ngaphandle ekuzibandakanyeni ekwenzeni i-SLP. Kodwa, ungakhuthalela ukuzibandakanya emshikashikeni ezingxenyeni eziningi ezahlukene.

Umjikelezo we-SLP uyiminyaka emihlanu, bese inkampani yezokumbiwa phansi iletha entsha. Iphuzu lokuqala kulo mshikashika weminyaka emihlanu ongangena kulo uzibandakanye kungasekuqaleni ngaphambi kokufaka eMnyangweni isicelo selungelo lokumba. Kulesi sigaba, inkampani yezokumbiwa phansi izobe isesemshikashikeni wokudweba i-SLP, okukuwo okumele ibonisane nemiphakathi ngesicelo sayo.

Iphuzu lesibili ongazibandakanya kulo, kusemva kokubuya kwempendulo evumayo. Usengacela ukuyibona i-SLP ukuze uqaphe ukuthi imayini iyazifeza yini izithembiso zayo. Okokugcina, ungasebenzisa futhi ulwazi lwakho nge-SLP leyo, nolwazi lwerekhodi lokuhambisana kwenkampani nemibandela ekuxoxisaneni nenkampani ekudwetshweni kwe-SLP entsha. Lokhu kungenzeka ekupheleni kweminyaka emihlanu, noma uma inkampani ifaka isicelo eMnyangweni sokuchibiyela okukhona manje ku-SLP.

UZIBANDAKANYA KANJANI UMPHAKATHI NA?

Izeluleko ze-SLP zithi izinkampani zokumbiwa kumele zibonisane nomphakathi ngaphambi kokuqedela ama-SLP azo. Kodwa, izeluleko zawo azinaso isimo esifanayo emthethweni njengalokho indaba yokubonisana ingaphathwa eMthethweni i-MPRDA neMilayelo yayo. Ngenxa yaleso sizathu, izinkampani azethembeki njalo ekulandeleni izeluleko, futhi azibonisani ngqo nemiphakathi ekwenzeni ama-SLP azo.

Nokho-ke, uma izinkampani zifaka izicelo zokuba nelungelo lokumba, zilindelwe yi-MPRDA ukubonisana nemiphakathi ethintekayo ekufakeni isicelo kukonke (nakuba ukuxoxisana mayelana nama-SLP kungaqokothiswa ngqo). Ngenkathi kuqhutshekwa nokubandakanya umphakathi ekutholeni ilungelo lokumba, imiphakathi ingacela imihlangano eseceleni nesemthethweni maqondana ne-SLP. Lokhu kuxoxisana okuseceleni kumqoka ngoba i-SLP ingumqulu onyikinyiki onokuningi, okungenzeka imiphakathi ibe nezihloko eziningi engaziphakamisa maqondana nemisebenzi esohlwini.

KUNGANI KUMELE UYIHAMBELE IMBIZO YOKUXOXISANA KOMPHAKATHI?

Ama-SLP aqukethe imininingwane eqondene nezinhlaka imayini ehlela ukuzifeza ukuzuzisa imiphakathi yendawo esebenza kuyo. Lezi zinhlaka zingabandakanya ukunweba ingqalasizinda, ukusekela amabhizinisi endawo noma ukuqeqesha amalungu omphakathi. Uma lezi zinhlelo zidwetshwe kahle, zafezwa kahle, zingabumba isimo entuthukweni yemiphakathi yendawo. Ukusebenza kwezimali okuhlelelwe ama-SLP kuyehluka ngokobungako komsebenzi wemayini, ngakho-ke ama-SLP ezimayini ezinkulu yiwona amqoka emphakathini. Uma ungaba nomthelela walokho okumele kungene kula ma-SLP, ungakwazi ukuzuza ngempela lokho enikufunayo ngemayini. Mayelana nohlu lwemibuzo ongayisebenzisa kulezo zingxoxo, phenya eSichibiyelweni A ngasekugcineni kwale nsizakuqonda.

Qaphela, izinkampani zokumbiwa phansi azivamile ukulalela amaphimbo emiphakathi, kunjalo nje umthetho awukudingi ukuthi imiphakathi kube yiyo egunyaza ukudwebeka kwama-SLP. Kodwa, ukuba yingxenye yokwenziwa kwe-SLP kungaqinisa ukuzethemba komphakathi uma uba sezingxoxweni nenkampani ngomuso. Lezo zinkundla zokuhlangana zinika ithuba lokuthola ulwazi oluthe xaxa ngokusebenza kwemayini. Ningathola ukwambulelwa futhi ukuthi inkampani iwubuka ngaliphi iso umphakathi, bese kwenzeka futhi ukuthi umenyelwe kwelandelayo imihlangano yokubonisana. Uma nanini niphoqeka uphonsa inselelo engokomthetho ngenikusola enkampanini, ukuba khona kwakho kule mihlangano kungaba ngufakazi wakho wokuthi walisebenzisa lonke ithuba elivelayo ekuxoxisaneni nabo.

NGUBANI OKUMELE ABAMBE IQHAZA KULO MSHIKASHIKA?

1 UMNYANGO WEZOKUMBIWA PHANSI

UMnyango Wezokumbiwa Phansi uyingxenye kaHulumeni kuzwelonke omiselwe ukusebenzisa nokugxilisa imithetho kwezezimayini, okukanye nokumela ukweluswa kokuphenjwa kwe-SLP. Uma inkampani ifaka isicelo sokumba, uMnyango kumele unqume ukuthi ngabe isicelo sayo singanikwa yini igunya ngokusebenzisa imiqulu eminingana okubalwa kuyo ne-SLP. UMphathi wesiFunda wendawo leyo imayini efuna ukusebenza kuyo, ubukeza isicelo, bese ehlola i-SLP yabo. Kumele emva kwalokho bazise imayini ukuthi bayayemukela yini i-SLP, uma kungenjalo bachaze ukuthi yiziphi izinguquko okumele izenze inkampani esicelweni sayo. UMphathi wesiFunda emva kwalokho uzoyithumela i-SLP kuNgqongqoshe weZokumbiwa Phansi, okunguye onika isinqumo sokugcina mayelana nesicelo leso. UMnyango futhi kumele uqikelele ukuthi umphakathi uyakwazi ukuzibandakanya ngenkathi imayini ilungiselela ukufaka isicelo. Ngenkathi umthetho ungasho lutho ngqo ngalokhu, imiphakathi kumele imenywe ukubamba iqhaza emshikashikeni wokusungula i-SLP.

UMnyango futhi kufanele weluse ukuthi inkampani iyahambisana nomthetho, nokuthi iyazifeza izethembiso zayo eziku-SLP. UMnyango ubuyekeza uhlelo lonyaka lokwenza inkampani, nemibiko yayo yonyaka yokuthi ihambisana

kanjani nezibophezelo zayo. UMnyango uyakwazi futhi ukuthumela abazohlola imayini, uma ithola ukuthi ayihambisani ne-SLP yayo, uMnyango ungasebenzisa amandla awo ukuqinisa umthetho. UMnyango unokuningi ongakwenza, kusukela ekukhipheni izaziso kuye ekumiseni noma ekunqamuleni amalungelo okumba, nakuba lokhu kungavamile. UMnyango udinga ukubambisana neminye iminyango, ngokusebenzisa izinkundla zokubonisana zesikhathi esizayo kanye nezinye izakhiwo ukuqinisekisa ukuthi ama-SLP ayafezeka.

② UMASIPALA

Omasipala bendawo nabesifunda banendawo emqoka ekwakhiweni kwe-SLP. Ngamunye walabo masipala banikwe umsebenzi wokudweba uhlelo lwentuthuko oludidiyelwe, oluhlose ukufaka yonke imikhakha yezentuthuko kumasipala. Lezo zinhlelo zenza uhlu lwemigomo ehamba phambili kumasipala, nezinhlaka abazidwebayo kumele ziveze okudingwa yimiphakathi abasebenza kuyo. Ngakho-ke, kumqoka ukuthi imiphakathi ibambe iqhaza uma lezo zinhlelo zakhiwa. Ukuqinisekisa-ke ukuthi lokho kuyafezeka, omasipala kumele basungule izigcawu zezingxoxo zezinhlelo zezentuthuko yendawo, lapho wonke umuntu othintekayo engaqoqana nabanye ukuveza imibono nezinsizakwenza. Omasipala kumele bakhuthaze imiphakathi nezinhlangano ezilwela amalungelo abantu ukubamba iqhaza kulezo zinkundla, bese futhi kudingeke baxoxisane nezimayini ukuze ama-SLP azo ahloniphe izinhlelo zentuthuko edidiyelwe nemisebenzi.

Nakuba kungekho sibophezelo esisemthethweni sendawo kamasipala wendawo sokuzibandakanya ekweluseni ukuthi imayini ihambisana kanjani ne-SLP yayo, nokho angalekelela uMnyango kakhulu ngalokho. Ngesizathu sokuba nolwazi lwendawo, omasipala basembonisweni yokuphenya ukuthi izithembiso ezibhalwe ku-SLP ziyagcineka yini, nokuthi ikakhulukazi imayini yenza yona yini imisebenzi ebhalwe ohlelweni lwentuthuko edidiyelwe.

③ IZINKAMPANI ZOKUMBIWA PHANSI

Izinkampani zidingeke ukudweba nokufeza izinhlaka, ukuze kuqinisekiswe ukuthi umnotho wezokumbiwayo usetshenziselwa intuthuko yemiphakathi nabasebenzi. Njengalokhu sesibonile, kumele badwebe futhi bethule i-SLP njengengxenye yokucela kwazo ilungelo lokumba. Futhi zibophezelekile ngokomthetho ukufeza izithembiso ezizenze ku-SLP emva kokugunyazwa kwazo. Inkampani idinga ukuveza imibiko eshoyo ukuthi iqhubeke kanjani ezithembisweni zayo ngokwenza umqulu wombiko wonyaka, nokufezwa kwezinhlelo ezathulwa eMnyangweni wezokuMbiwa Phansi.

Uma inkampani ifisa ukwenza izinguquko ohlwini lwezinhlelo eziku-SLP yayo, ingakwenza lokho kuphela ngemvume kaNgqongqoshe Wezokumbiwa Phansi. Kubalulekile ukuthi imiphakathi nabasebenzi babe nendawo emqoka ekwenziweni kwezinqumo nakulezo zinguquko ukuze kuqinisekiswe ukuthi izinkampani azisebenzisi lezo zinhlaka ukunciphisa izibophezelo zazo. Imayini, uHulumeni nemiphakathi kumele baxhumane njalo emjikelezweni we-SLP. Kunohlaka olweluleka izimayini kokuqondene nokuxoxisana nemiphakathi ethintekayo olubizwa ngoMkhombandlela Wokuxhumana Nemiphakathi kanye

Nalabo Abanentshisekelo Nabathintekayo (Guidelines with Commmunities, and Interested and Affected Parties). Kodwa lo mqulu kawuchazi ngqo ukuthi izimayini kumele zixhumane nini noma kanjani ekwenziweni kwe-SLP.

Izindawo ezicebile kumaminerali ambiwayo ziyohlala ziba nemisebenzi nezinkampani ezehlukene zokumba ezifikayo. Imithelela yokumba kwezendawo, kwezenhlalo nezomnotho izozwela kuyo yonke indawo, kwesinye isikhathi kungalandeleki kahle ukuthi ivela kuyiphi imayini noma umsebenzi. Uma kungekho umzamo wokulawula ama-SLP ezinkampani, kungenzeka ukuthi abantu abangalapho bashiyeke ngaphandle kwe-SLP, bese bephuthelwa ukubona abangakuzuza kuyo. Izinkampani endaweni efanayo kumele zibe nenhlonipho, bese uHulumeni kumele aqinisekise ukuthi lokho kuyenzeka. Sesikutholile nokho ukuthi kunombango omkhulu, imishoshaphansi nemizindlo phakathi kwamagceke amakhulu ezimayini nalawo avela muva, bese eba nakho ukuvama ukungabambisani ngendlela enomphumela.

4 IMIPHAKATHI

Kanye nabasebenzi bemayini, abasizakalayo abamqoka nge-SLP kumele kube yimiphakathi ehlala ezindaweni lapho kunemayini khona. Ingaba khona imiphakathi eqhelile emayini ethintekayo nayo ngenxa yamabanga okumele ahanjwe ngabasebenzi besuka kulezo zindawo beyofuna umsebenzi. Le miphakathi, kaningi eMpumalanga Kapa noma KwaZulu-Natali, kumele nayo ibandakanywe ibe yizindlalifa ze-SLP.

Imiphakathi iyathinteka ngemithelela emibi yemayini, bese idinga ukunxephezelwa ngalokho. Ukuze kube nobulungiswa embonini yezokumbiwa phansi, imiphakathi kumele izuze ngokuthe xaxa ezimayini kunemithelela emibi. Izinhlelo zezenhlalo nezokusebenza, kanye nezinhlelo zentuthuko edidiyelwe kumele zisekelwe ezidingweni zempela ezishiwo yimiphakathi. Izinkampani nomasipala wendawo kumele babandakanye imiphakathi ekwenzeni lezo zinhlelo, bese futhi beqaphela imisebenzi nokuxoxa nganoma yiziphi izinguquko kulezo zinhlelo.

Ngeshwa, emiphakathini esisebenze kuyo, izimayini nomasipala abaningi bavama ukuxoxisana nesigejana nje samalungu omphakathi. Abaningi abantu emphakathini abakaze bayibone noma bezwe nge-SLP. Kubalulekile kakhulu izinhlangano zomphakathi zazi ngamalungelo azo ngaphansi koMnyango ne-SLP. Lapho umphakathi wehlukene khona, izinkampani noHulumeni kumele baxoxisane nazo zonke izingxenye zomphakathi.

5 ABAHOLI BENDABUKO

Abaholi bendabuko banendawo emqoka uma kunemayini ezindaweni zamakhosi. Kulezi zikhathi, kungenzeka kungabi bikho ukubona ngaso linye phakathi kwabaholi bendabuko namalungu omphakathi. Lokhu kungenxa yokuthi kuya ngokuya kuvama kubaholi bendabuko ukuwushiya enkungwini umphakathi uma bexoxisana ngezivumelwano nezinkampani zezimayini ukusebenzisa umhlaba. Imiphakathi ezweni lonke ibika ukuthi lezi zivumelwano zivame ukuzuzisa abaholi bendabuko kunomphakathi ngobubanzi bawo, baze

basuse namalungu omphakathi kuleyo mihlaba. Kube khona futhi izikhathi lapho imiphakathi ibike khona ukuthi imihlomulo ye-SLP, ikanye nemifundaze ehlose ukuzuzisa amabhizinisi endawo, kuya kubaholi bendabuko nemindeni yabo kunalabo abanesidingo esikhulu sakho. Lokho kudala isimo esintengayo lapho imiphakathi ephila ebuphofini ibona umnotho ugobhozela kubaholi bendabuko, kanye nezinkampani.

6 IZINYUNYANA

Izinyunyana zimele abasebenzi, abayingxenye yemiphakathi yezezimayini, okumele nazo zibe yizindlalifa ze-SLP. Izinyunyana ezinjenge-NUM ne-AMCU ziyakwazi ukuveza imizwa yokukhathazeka nezidingo zamalungu azo. Zingakwazi futhi ukubamba iqhaza elimqoka ekudwetshweni kwe-SLP, nasekuqapheleni ukuthi imayini ihambisana kanjani nezibophezelo zayo zokuzuzisa abasebenzi, isibonelo, ukuthuthukisa amakhono azo nokuzakhela amakhaya. Abakhulumela abasebenzi babuye bahlale emihlanganweni yokubonisana yesikhathi esizayo ehlela okuphathelene nemithelela yokunciphisa kwenkampani ukusebenza noma ukuvala.

7 OSONKONTILEKA BEZOKUMBIWA PHANSI

Abaningi abasebenza ezimayini kabaqashiwe ngqo yinkampani, kodwa baqashwe ngosonkontileka. Abasebenzi bosonkontileka kumele babe nokuzuza okufanayo nokwabasebenzi abaqashwe ngokuphelele, njengalokhu besabambe iqhaza emayini. Kodwa ngokuvamile abasebenzi bosonkontileka abavamile njalo ukuthola imihlomulo ye-SLP.

Ukubeka kucace umthetho: Izinkampani zokumbiwa phansi ngeke zehlukane nezibophezelo zazo eziku-SLP ngokuqasha osonkontileka ukuba benze umsebenzi. Kodwa akukho okulawulayo ukuthi izimayini nosonkontileka bazo kumele ziwuthobele umthetho ekufezeni ama-SLP. Okwethulwa ngumeluleki ocwaningweni lwaseMarikana kuthi, izinkampani ziyehlukana kakhulu odabeni losonkontileka. Imboni yezokumbiwa phansi ayinayo indlela eyodwa ekubandakanyeni osonkontileka ekwakheni nasekusebenziseni i-SLP.

Ingxenye 3

UNGAFINYELELA KANJANI KU-SLP?

Uma ubungabanga yingxenye yokwenziwa kwe-SLP kusukela ekuqaleni, usengakwazi ukubamba iqhaza elimqoka ekuhlaziyeni umqulu nasekusizeni ukuqinisekisa ukuthi imayini iyahambisana yini nawo. Okokuqala, udinga ukuyithola i-SLP. Ngenxa yokuthi ama-SLP ayimiqulu yokufundwa ngumphakathi, futhi ngawokuthi kusizakale imiphakathi nabasebenzi, izinkampani noMnyango Wezokumbiwa Phansi kumele bahlabele phambili ekutholakaleni kwama-SLP, ngalokho akudingi ukuthi nize nibacele ukuba niwathole. Izinhlangano eziningi zisemkhankasweni wokuthola ama-SLP ukuze kuzenzekele ukuthi imiphakathi iwathole. Nokho, kumanje nje amaningi ama-SLP awenziwa atholakale kalula emiphakathini, ngakho-ke kumqoka ukwazi ukuthi ungacela kanjani ukuwathola. Amakhophi e-SLP asezandleni zoMnyango kanjalo nenkampani. Kanjalo-ke ungaya kunoma kuphi kulaba uyocela ikhophi.

① UKUCELA UKUYITHOLA EMNYANGWENI

UMnyango Wezokumbiwa Phansi kumele ube namarekhodi ama-SLP azo zonke izinkampani. Ukuze ukwazi ukuthola amarekhodi eMnyangweni, kufanele ulandele umgudu obekwe ku-Promotion of Access to Information Act (PAIA), okunguMthetho wokukhuthaza ukufinyelela emininingwaneni. Kulokhu esikhuluma ngakho, kuzodinga ugcwalise ifomu elibizwa ngokuthi yi-DMR 131 Yesicelo Sokufinyelela Kumarekhodi bese ulethula eMnyangweni ePitoli. Ungayithola ikhophi yefomu ekugcineni kwalo mqulu eSichibiyelweni B. Ungalindela impendulo evela kubo ezinsukwini ezi-30 evumayo noma enqabayo ukuthola lowo mqulu owudingayo. Uma kuvunyiwe ukuyithola leyo miqulu, kungenzeka ulayelwe emahhovisi endawo oMnyango, lapho ongenza khona ikhophi ye-SLP. Uma ungalinikwanga ilungelo, ungabuye ufake isikhalazo maqondana naleso sinqumo eMnyangweni.

② UKUFAKA ISICELO ENKAMPANINI

Esikwaziyo, kulula ukuthola ama-SLP eMnyangweni, kodwa futhi ungaya enkampanini luqobo. Isicelo esibhekiswe enkampanini asinayo imibandela, kodwa lezi zicelo zivame ukungaphumeleli. Nalapho usengasebenzisa umgudu osetshenziswa uma ucela eMnyangweni ngokugcwalisa ifomu elisekugcineni kwalo mqulu eSichibiyelweni C. Uzobona ukuthi kuzodinga ukhombise ukuthi umqulu owucelayo uwufunela ukuwusebenzisa noma ukuvikela amalungelo akho. Nalapho busekhona ubucayi bokuthi senqatshwe isicelo sakho. Kungafani nokuya eMnyangweni, uma benqaba ngeke ukwazi ukukhalaza enkampanini enqabile, kunalokho ungadinga ukuyomangala enkantolo.

UNGASIZA KANJANI UKUTHI IMAYINI IHAMBISANE NEZIBOPHEZELO ZAYO EZISOHLELWENI LWAYO LWE-SLP?

Uma sewuyitholile i-SLP yemayini emphakathini wakini, usungayicubungula ngeso elijulile uyiphonsele inselelo into equkethwe lapho. Isinyathelo sokuqala, fundisisa okuku-SLP, ubuze imibuzo yokucinga amaphutha asohlwini olubhalwe ku-SLP eseSichibiyelweni D. Ingakusiza ukuthola ukuthi zikhona yini izinkinga ekudwetshweni kwayo i-SLP. Ungasebenzisa futhi izinhloso ezibhalwe lapho ukuqaphela ukuthi inkampani yenza ekuthembisile yini. Ungasebenzisa ithebula, elinjengalelo eliseSichibiyelweni E, ukukusiza ukuthi uqaphele nokuqopha phansi ukuthi imayini iyakufeza yini lokho ekusophile ku-SLP yayo. Ungaqala ngokwenza uhlu lwemigomo eku-SLP, nokuthi kwakumele ikufeze nini lokho inkampani, nokuthi inkampani isikwenzile yini lokho noma qha.

KWENZEKANI UMA IMAYINI INGAHAMBISANI NEZIBOPHEZELO ZAYO NA?

Uma usuqala ukubhala phansi ukuhambisana kwenkampani ne-SLP yayo, kungenzeka uphawule ukuthi inkampani izethembiso ebizenzile ayizifezanga. Ungaqhubeka ufune obunye ubufakazi balokho ngokucela ukuthola umbiko wonyaka wenkampani. Uma ucabanga ukuthi inkampani ayihambisani nezibophezelo zomthetho, ungaya eMnyangweni ukuyoyiceba inkampani. Buka iSichibiyelo F no G ukubona amasampula ezincwadi ongazisebenzisa.

Ezikhathini eziningi, kunemiphakathi ethintekayo nabasebenzi okungenzeka ukuthi bayesaba ukulahlekelwa yimisebenzi yabo uma beceba imayini. Kuyinto eqondakalayo leyo. Umthetho obizwa nge-Protected Disclosures Act uthiya izinkampani ekwesabiseni nasekuhlupheni abasebenzi uma bebika ukwenza okuphambene nomthetho. Lokho kufaka phakathi imibiko eyethulwe eMnyangweni yokuthi inkampani ayenzi ngokwezethembiso ezishilo ku-SLP yayo.

Izethembiso ezenzayo inkampani ohlelweni lwayo lwezenhlalo nezokusebenza ziyayibophezela ngokomthetho. Uma inkampani ingahambisani ne-SLP, ngalokho uMnyango ungayimisa noma uyephuce ilungelo lokumba. Nokho, uma sekufanele kwenzeke akwenzeki. Okunye okukule nkinga ngukuthi uMnyango okwamanje awukabi nabo abahloli abenele bokuqapha ukuthi izinkampani zihambisana kangakanani nama-SLP azo, okunye akukho ukukhuthaza okwanele ukuqala lokhu kuqapha. Ingcindezi yamalungu omphakathi nabasebenzi imqoka njengoba ningabahlanganyeli abamqoka ababheke ukuthi izimayini ziyahambisana nama-SLP azo.

Ngenxa yaleso sizathu ukuqeqesha imiphakathi nabasebenzi ngolwazi lwamalungelo abo kumqoka. Izinhlangano eziningi ezinjenge Ndifuna Ukwazi zikwenze ngempumelelo ukulandelela ukusebenza kukaHulumeni, zayisebenza imininingwane njengethuluzi ukucindezela izinkampani ukufeza izibophezelo zazo emiphakathini. Ama-SLP asethubeni lokusetshenziswa ngokufana nalokho. Ngenkathi ulwazi lwakho lukhula ngama-SLP, lokhu kuzokwenza ukwazi

ukuqapha ngempumelelo nokubhala phansi ukuthi inkampani iyahambisana yini nezithembiso zayo. Usungayiphonsa inselelo ube uhlomile ngamaqiniso abhalwe phansi.

Enye inkuthazo yezimayini yokuhambisana nama-SLP azo, ngukwesabela ukonakala kwamagama azo. Ithuluzi okuyilona lokulwela ubulungiswa bezenhlalo yemiphakathi ethintekayo nabasebenzi, ngukubhikisha kokuvula amehlo abantu uma imayini ingakufezi okusezithembisweni. Uma usuyihlaziyile i-SLP wathola ukuthi imayini ayihambisani nayo, ungathumela umlayezo oqinile wokuthi inkampani iphambene nezibophezelo zayo ezisemthethweni.

YIKUPHI OKUNGABA YIZIXAZULULO OKUNGATHOLAKALA NA?

1 UKUQAPHA UKUHAMBISANA NOMTHETHO

Uma unesiqiniseko sokuthi ukholwa ngukuthi imayini yenza imisebenzi engagunyaziwe noma ayihambisani nemibandela yelayisense yayo, kukanye nokuphathelene ne-SLP yayo, ungaya eMnyangweni. UMnyango unalo igunya lokuphenya nokuphoqa imayini ukuyiyekisa imisebenzi engekho emthethweni noma uyiphuce ilayisense. Imininingwane yokuxhumana noMnyango ingatholakala eSichibiyelweni C.

2 UKUYA ENKANTOLO

Uma wazi ukuthi inkampani inikwe igunya lokumba, ekubeni ufisa ukuyiphosela inselelo ngaleso sinqumo, unakho ukuthi uyiyise enkantolo. Isimangalo singaba luhambo olude, futhi akukho siqiniseko sokuthi sizophumelela. Ukunquma ukuya enkantolo kumele kwenziwe sekube khona ukujula ngomqondo nokuxoxisana emphakathini. Usungaya kubameli abanjengalabo ababhalwe eSichibiyelweni C. Umthetho wethu uvumela okuningi esingakhetha kukho ukusebenzisa amalungelo ethu uma imayini ibe nomthelela ongemuhle noma ongamukelekile emvelweni yethu. Ukwenza lokho kuqala ngokufaka isikhalazo eMnyangweni Wezokumbiwa Phansi, WeziNdaba Zezemvelo noma owaManzi Nenhlanzeko kuye ngohlobo lwesikhalazo sakho. Kumqoka ukufaka isikhalazo ezinhlakeni ezifanele. Uma ungqongqoshe oqondene esichitha isikhalazo sakho, ungaya eNkantolo ePhakeme lapho ijaji lizobuyekeza isinqumo, okungenzeka iNkantolo iyalele ungqongqoshe ukuba abuyekeze isinqumo sakhe.

Kungenzeka futhi nifake imayini noma abaqondisi bayo isimangalo sobugebengu. Kunamacala amaningi ezemvelo afaka phakathi ezezimayini ezenziwa ngaphandle kwemvume noma amalayisense acacile, noma ukwenza imayini engaphandle kwemingcele egunyaziwe. Kungaba licala futhi ukungahambisani nemibandela ye-SLP. Uma kunokunukubezeka okuxakile komhlaba wenu, amanzi, nomoya, kungenzeka ukuthi imayini isebenza endaweni ngokungemthetho.

Okunye eningakwenza ngukufaka isimangalo ezingeni lomphakathi. Uma ulimele ngokomzimba noma ngenye indlela, futhi kube kungukuthi unabo ubufakazi bokuthi kuvela ekunukubezekeni okuvela emayini, ungafaka isicelo sesinxephezelo emayini. Kumqoka ukuqaphela ukuthi lezi zicelo zezinxephezelo zingaphumelela kuphela uma ungafakazisa ukuthi ulimele, nokuthi imayini

yenze kabi, nanokuthi ukulimala obenakho kube ngenxa yalokho kwenza obekungafanele. Ungadinga usizo lochwepheshe ukukhombisa inkantolo ukuthi ukulimala kwadalwa yimayini.

ISIPHETHO

Njengalokho sesibonile, umthetho manje udinga ukuthi izinkampani zokumbiwa phansi zenze uhlelo lwezenhlalo nezokusebenza lokuzuzisa imiphakathi njengengxenye yokucela ilungelo lokwenza imayini. Nakuba ikhona le mithetho, ukwenziwa nokusetshenziswa kwama-SLP kuze kube manje kwehlulekile ezindaweni eziningi ukufeza izithembiso. Imiphakathi eminingi okunemithelela yezimayini kuyo idibane nemithelela emibi endaweni yayo, futhi kayazuza lutho. Kaningi amaphimbo emiphakathi nabasebenzi ayathalaliswa lapho obekumele abemqoka khona ku-SLP ukuze isebenze ngokwenelisayo.

Le Nsizakuqonda inenjongo yokunikeza imininingwane kumalungu omphakathi nabasebenzi yokuthi kumele asebenze kanjani ama-SLP, nanezinyathelo okumele zilandelwe ukuqinisekisa ukuthi balibambile iqhaza nanokuthi imiphakathi iyazuza kulokho. Emakhasini alandelayo, nizothola izibonelo zezimo nezehlakalo eningabhekana nazo ngenkathi nibhekene nemayini emphakathini wakini. Emva kwalokhu, nizobona iziChibiyelo eziyisithupha okukhulunywe ngazo kulo mqulu.

ISichibiyelo A sinika uhlu lwemibuzo engaba khona enokusetshenziswa ezingxoxweni zokuqala zomphakathi ongayibuza bukhoma kwabamele izinkampani ngokudwetshwa kwe-SLP, nokuthi izowuzuzisa kanjani umphakathi wakini. ISichibiyelo B siqukethe izinhlobo ezimbili zamafomu zokucela ukuthola irekhodi, elinjenge-SLP, eMnyangweni noma kuyo inkampani. ISichibiyelo C sinika uhlu lokuhlola ongalusebenzisa ekuhlaziyeni ukudwebeka kwe-SLP. ISichibiyelo D kulithebula lokulandelela ukuhambisana kwenkampani nobekuhloswe yi-SLP yayo. ISichibiyelo E simumethe imininingwane yokuxhumana namahhovisi amqoka kaHulumeni, izikhungo ezingu-Chapter 9, abameli ababhekela ezomphakathi nezinkampani zokumbiwa phansi ongaba nesidingo sabo. Ekugcineni, iSichibiyelo F sinika izibonelo zezincwadi ongazisebenzisa ekubhaleni izincwadi zezikhalazo eziya ezinkampanini nasezikhulwini zikaHulumeni.

1 ISINARIYO: UZWA IZINDABA EZITHI KUNEMAYINI ENTSHA EFIKAYO ENDAWENI YAKINI

- Uma kunamaloli amakhulu endaweni, ungamane ubuze ubashayeli igama lenkampani
- Uma ulithola igama lenkampani, ungazama ukuthola mininingwane yokuxhumana nayo ngokucinga ekugcineni kwalo mqulu, ucinge ku-intanethi noma ubuze abaholi bomphakathi noma izinhlangano zomphakathi
- Uma usunayo imininingwane yokuxhumana, ungafaka imibuzo ngokwenziwayo, ngubani onike igunya lokumba enkampanini, nokuthi mhlawumbe vele inkampani isinalo igunya lokumba, noma isemgudwini wokufaka isicelo.
- Uma inkampani isafake isicelo sokuthola ilungelo lokumba, ungabuza ukuthi ungalibamba kanjani iqhaza njengengxenye yomphakathi othintekayo, bese ucela umhlangano wokuxoxa nge-SLP

2 ISINARIYO: IMAYINI IYAQHUBEKA NGISHO INGABONISENE NANI

- Uma ubungakaze ukwenze lokho, ungabiza umhlangano womphakathi ukuze ninqume ukuthi ningaqhubeka kanjani, nakhe inhlangano esemthethweni noma isakhiwo esithile sokuveza imizwa yomphakathi
- Uma udinga iseluleko, ungaxhumana neminye imiphakathi enezimayini, nidale ukuxhumana
- Uma nikhetha ukuya emthethweni, ningaxhumana nabameli ababhekela ezemiphakathi, abasebenza nemiphakathi enezimayini ukuze kubhekwane nelungelo lenkampani

3 ISINARIYO: AWUKWAZI UKUTHOLA I-SLP

- Uma ubungakakwenzi lokho vele, ungagcwalisa enye yamafomu aseSichibiyelweni B yokucela ukuthola enkampanini noma eMnyangweni
- Uma ukuzamile lokho kwehluleka, ungayofuna usizo lommeli obhekela izidingo zemiphakathi enezimayini endaweni

ISINARIYO: UCABANGA UKUTHI KUNEMAYINI ENDAWENI YAKINI ENGAZIFEZANGA IZIBOPHEZELO ZE-SLP

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- Uma uyitholile i-SLP, ungagcwalisa ithebula lokuhlola nokubhala eliseSichibiyelweni D, bese uqhathanisa okwethenjisiwe nalokho osekwenzekile
- Uma wenza inhlolo, ungasekela izinsolo zakho ngobufakazi ngokuthatha izithombe zezindawo lapho imayini ingahambisananga nezibophezelo zayo eziku-SLP
- Uma uthola ukuthi inkampani ayihambisani nezibophezelo zayo, ungazisa uMnyango ngokubhala incwadi efana naleyo eseSichibiyelweni F
- Uma ungaphendulwa noma ungenelisekile ukuthi okumele kwenziwe yinkampani akuqiniswa ngumthetho, ungaya kummeli obhekela izidingo zemiphakathi enezimayini endaweni yayo
- Uma ufuna ukuvusa umphakathi ngalokhu, ungaya ezintathelini noma ubhalele amaphepha bese ufake nezithombe kwabezindaba zemithelela ekhona endaweni yakini

ISINARIYO: UZWA UKUTHI IMAYINI YENZA OMAPHROJEKTHI OMPHAKATHI KODWA AWUKABONI MIHLOMULO

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- Uma imali ikhishwa ngesakhiwo esiyi-trust, ungafaka isicelo sokuthola imininingwane yokuthi i-trust yenganyelwe kanjani ngokugcwalisa enye yamafomu eseSichibiyelweni B
- Uma ungawatholi la marekhodi noma mhlawumbe unokuyingabaza imininingwane, ungadlulisela udaba kuMvikeli woMphakathi ukuba kube nophenyo, usebenzise imininingwane eseSichibiyelweni E.
- Uma konke lokhu kungaphumeleli bese unquma ukuya emthethweni, ungaya kummeli obhekela izidingo zemiphakathi enezimayini endaweni

ISichibiyelo A

ISIBONELO SEMIBUZO ONGAYIBUZA EZINGXOXWENI ZOKUBONISANA

1.	Nizowenza atholakale nini amakhophi e-SLP na?
2.	Singayithola yini ikhophi ye-SLP engolimi lwethu na?
3.	Singawathola yini amakhophi amaplani emisebenzi enihlongoza ukuyenza na?
4.	Simele ukuphawula isikhathi esingakanani ku-SLP na?
5.	Naxhumana nabuphi ubuholi bendabuko na?
6.	Yiziphi izivumelwano enafinyelela kuzo nabaholi bendabuko ekusebenziseni kwenu umhlaba na?
7.	Yiziphi izivumelwano enafinyelela kuzo nabaholi bendabuko mayelana nokuzuzisa umphakathi na?
8.	Nabonisana yini nomasipala njengengxenye yengqalasizinda nezokuhlaliswa kwabantu na?
9.	Ngabe i-SLP yenu iyahambisana yini nohlelo lukamasipala lwentuthuko edidiyelwe na?
10.	Izidingo ezikhonjwe ngumphakathi nizozibhekelela kanjani ku-SLP yenu na?
11.	Angakanani, mangaki amathuba omsebenzi azovuleka na?
12.	Uzobangakanani umthelela kwezolimo? Nihlele ukuwuphebeza kanjani na?
13.	Nizobhekana kanjani nokuthutheleka kwabantu abazofuna imisebenzi nomthelela odaleka kwingqalasizinda nemisebenzi eyenzelwa umphakathi na?
14.	Yiliphi izinga lemfundo elidingeka kwabazosebenza emayini na?
15.	Izokwenziwa yini i-trust na? Ngubani ozoba sebhodini layo na? Izokuqinisekisa kanjani ukuba sobala kokusebenza kwayo ngezimali na?

16.	Azozuza ngani amabhizinisi endawo emayinini esendaweni na?
17.	Izihlinzekele ngamalini i-SLP na? Ngabe lokhu kungaguqulwa ngukushintsha kwentengo yezinto, noma akuzuguquka kumile na?
18.	Yimiphi ngqo imiphakathi ezozuza nge-SLP na?
19.	Uhlele ukuxhumana kanjani nemiphakathi ngezinhlaka ezifana nemifundaze na?
20.	Yiziphi ezinye izingxoxo zokubonisana ezisazoba khona ukubuyisa kithi umbiko ophathelene nokuqhubeka kwenu ne-SLP na?
21.	Izoba khona kangaki leyo mihlangano na?
22.	Uma sinezikhalazo nge-SLP, ngubani esingathintana naye na?
23.	Ithini imininingwane yokuxhumana nomuntu owengamele i-SLP na?
24.	Uzokwaziswa yini umphakathi uma inkampani ifuna ukwenza izinguquko kulokho ebihlose ukukwenza na?

ISichibiyelo B

AMAFOMU OKUCELA IMININGWANE

Emakhasini alandelayo, uzothola amafomu amabili adingeka ekufakeni izicelo zokuthola imininingwane. Kusukela ekhasini 24 kuya ku-27, uzothola isibonelo sefomu ozoyidinga ekuceleni umqulu eMnyangweni. Uzodinga ukwenza ikhophi yalo ifomu, uyigcwalise bese uyihambisa kulowo obizwa ngeSikhulu Semininingwane (Information Officer) osehhovisi loMnyango kazwelonke ePitoli.

Kusukela ekhasini 28 kuya ku-31, uzothola ifomu oligcwalisela ukuthola umqulu enkampanini. Kumele uligcwalise uma uqonde ukuthola imininingwane enkampanini. Kuzodinga wenze ikhophi, uyigcwalise bese uyihambisa eSikhulwini Semininingwane senkampani.

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 knownto 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

ISichibiyelo C

UHLU LOKUCINGA AMAPHUTHA KU-SLP

Ekucubunguleni i-SLP zibuze le mibuzo elandelayo:

Ngabe i-SLP iyakucacisa yini ukuthi yimiphi imiphakathi ezozuza ezinhlakeni zayo na?
Ngabe i-SLP iyasho yini ukuthi ufaneleka kanjani ekuzuzeni okufana nemifundaze nokuqinisa amakhono, ukuthi usifaka kanjani isicelo, nendlela okuhlungelwa ngayo leyo mifundaze na?
Ngabe i-SLP iyakusho ngqo okwenziwayo neminqamulajuqu yokuqeda yemisebenzi yayo, ukuze umphakathi ukwazi ukuqapha ukuthi iyakwenza ekuthembisile na?
Ngabe i-SLP iyakhombisa yini ukuthi yimiphi imiphakathi nezinhlangano exoxisane nazo ngenkathi isungula izinhlelo zayo na?
Ngabe i-SLP iyachaza yini ukuthi yabonisana kanjani nomasipala, kanye nokuthi imisebenzi yayo ihambisana kanjani nohlelo lwezentuthuko edidiyelwe na?
Ngabe imininingwane yenkampani ifakiwe yini ku-SLP na?
Ngabe imininingwane yenkampani ikufakile yini ukuthi kuzosetshenziswa ziphi izindlela zokumba na?
Ngabe i-SLP iyachaza yini ukuthi imisebenzi izokwenziwa iphele kuphela uma inkampani yenza inzuzo ethile noma ukuthi uhlelo luncike kuntengo yangaleso sikhathi yalokho okumbiwayo na?

Ngabe ubungako bomhlaba wemayini kucacisiwe na?
Ngabe i-SLP iyachaza yini okungaba yimithelela emibi yemayini, noma igcina ngokusho emihle kuphela na?
Ngabe yonke imithelela emibi yemayini ishiwo yini ku-SLP, nobungako bayo na?
Ngabe i-SLP iyachaza yini ngokucacile ukuthi imiphakathi nabasebenzi bangalibamba kanjani iqhaza ekwenzeni i-SLP na?
Ngabe i-SLP iyakuchaza yini konke okuphathelene nomphakathi mayelana nezenhlalo nezomnotho na?
Ubekwe ngokucacile yini umbhali womqulu i-SLP na?

ISichibiyelo D

ITHEBULA LOKUQOPHA PHANSI UKUGCINEKA KOMTHETHO

Ekhasini elilandelayo, uzothola ithebula ongalisebenzisa ukulandelela ukugcineka komthetho ngokwezethembiso zenkampani. Ungaqala ngokuhlaziya i-SLP nokwenza uhlu lwemisebenzi, noma iminqamulajuqu, inkampani ebizibophezele kukho ukukwenza, kanjalo nemiphakathi okumele izuze kulezo zinhlaka kanye nezinsuku okumele kuqedwe ngazo. Manje usukulungele ukuqala ukuhlaziya okwakuhlosiwe. Bhala phansi usuku oyoqopha ngalo inqubekela phambili yenkampani, bese wenza uhlu lwezinto oyobona ngazo ukuthi imayini ibheke kuyo imigomo yayo. Uma kunguwe ohloswe njengendlalifa yalowo msebenzi (ukuba lilungu lomphakathi elimele ukuzuza kulolo luhlaka) bhala-ke ukuthi uzuzile yini kulowo msebenzi kumanje na?

Umgomo	Izimali ezihlinzekiwe	Abazohlomula	

	Umnqamulajuqu wokuqeda	Usuku okuhlolwe ngalo	Okubonisanwe nabo ekwenzeni inhlolo

Imiphumela ebonakalayo yobekumele kwenziwe	Izinga lomsebenzi	Isaythi yemayini yanakekelwa?	

	Ngabe isaythi yemayini ixhumile emgudwini wamanzi, ugesi nezinye izinsiza?	Nihlomulile yini kulo msebenzi?	Ninabo ubufakazi obuthile (izithombe noma okunye)?

ISichibiyelo 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)

ISichibiyelo F

IZINCWADI EZIYISIBONELO

Emakhasini alandelayo, uzothola izincwadi ezimbili eziyisibonelo. Eyokuqala idwetshelwe imiphakathi uma benezikhalazo ngezinkampani. Eyesebili ngeyokubika imayini ukuthi yephula umthetho ngokungahambisani nezibophezelo zayo eMnyangweni. Incwadi enjena kumelwe ibhekiswe kubantu abathile, abafana noMqondisi Wezinhlelo Zenhlalo Nezokusebenza oseMnyangweni. Kungenzeka futhi ubenesidingo sekhophi kweminye iminyango kaHulumeni nabantu abanjengezimeneja zokuthuthukiswa komnotho wendawo, nezohlelo lwentuthuko edidiyelwe komasipala bakho bendawo nabesifunda.

____

Igama lesikhulu senkampani

____

Isikhundla negama lenkampani

____

Usuku

Mnu./Nk. Othandekayo

Mayelana: Isicelo sokuzibandakanya ekusungulweni kwama-SLP

Ngibhala egameni lika ____ .
(Igama lenhlangano noma isakhiwo somphakathi)
Umphakathi wethu wakhelene ne ____________________________________
(Igama lemayini)
Esetshenzwa ngu ____ . Thina
(Igama lenkampani yemayini)
singumphakathi owakhe wasondelana kakhulu nomsebenzi wezimayini ohlongozwayo kanti izimpilo zethu kanye nemvelo kungahle kuthinteke ngenxa yomsebenzi wezimayini.

_________________________________ yasungulwa mhlaka ___________ ,
(Igama lenhlangano yomphakathi) (Usuku)
ngenkathi sithola ukuthi ____
(Igama lenkampani yemayini)
yayihlongoza ukusebenza ngaphakathi kwama-5km nalapho sihlala khona.

Sahambela umhlangano wokubonisana nomphakathi owabanjwa mhlaka __________ (Usuku) . Yenza isethulo ngemithelela yomsebenzi emvelweni. Nokho-ke, ngenkathi ilungu lomphakathi libuza ukuthi singakubona yini okubhalwe phansi okuthenjiswa umphakathi mayelana nemihlomulo yezomnotho, satshelwa

yezenhlalo nohlelo lwezenhlalo nezokusebenza (SLP), ngokuba umthetho awubaphoqi ukwenza lokho.

Lokhu, nokho, kungukuhunyushwa okungeyikho komthetho. Okokuqala, i-MPRDA iyakuhlinzekela ukubanjwa kweqhaza ngesikhathi sokufaka isicelo selungelo lokumba. Asikho isizathu sokucabanga ukuthi lokhu kukhiphela ngaphandle ukwenziwa kwemiqulu yama-SLP okungeminye yemiqulu okufanele ihanjiswe njengengxenye yesicelo selungelo lokumba. Isiqondiso 41 (c) seziqondiso zomthetho i- MPRDA, nokho, sibalula ukuthi enye yezinhloso zama-SLP wukuqinisekisa ukuthi izinkampani zezimayini zenza umnikelo oqondene nokuthuthukiswa komnotho wezenhlalo yezindawo lapho zisebenza khona. 'Ngakho-ke kumele zisize ukunakekela intuthuko yemiphakathi. Ngeke zikwenze lokhu uma zingahambisani nezidingo zemiphakathi. Ukuphela kwendlela izinhlelo zama-SLP ezingahambisana ngayo nezidingo zemiphakathi yikuba inkampani ibonisane nomphakathi ngama-SLP. Ngalesi sizathu, imikhombandlela yama-DMR ka-2010 maqondana nama-SLP ihlinzeka ukuthi izinhlelo zokuthuthukiswa komnotho wendawo kumele zakhiwe ngokubonisana nemiphakathi kanye neziphathimandla ezifanele.'

______________________________ ngeke iphumule kuze kube sinikwa
Igama lenhlangano yomphakathi

ithuba. Ngakho-ke sicela ukuba ____________________________:
Igama lenkampani

1. Izibophezele ukubonisana nomphakathi ngezinhlelo ezihlongoziwe ze-SLP ngokubiza umhlangano womphakathi lapho kuyomenywa futhi noMasipala;

2. Isihlinzeke ngesaziso esanelisayo somhlangano, usuku kanye nendawo okungenani kusasele izinsuku ezi-30 ngaphambi komhlangano ukuze sikwazi ukubamba iqhaza. Lokhu kumele kufake phakathi izikhangiso ze ____________ e ____________ kanye ne
Ulimi esiluqokayo
Igama lephephandaba lomphakathi
____
Igama lomsakazo wendawo

3. Isihlinzeke ngamakhophi ezinhlelo ezihlongozwayo ze-SLP emphakathini okungenani kusasele izinsuku ezi-15 ngaphambi komhlangano ukuze sifunde futhi sixilonge okuhlongozwayo;

4. Ixoxe ngohlelo no ____________ ngaphambi kokuba iluphothule;
Igama lenhlangano yomphakathi

5. Ibhale amaminithi omhlangano ngendlela okuyiyona futhi kuvele lokhu ku-SLP yokugcina;

6. Isho izidingo ezishiwo ngumphakathi ku-SLP yokugcina futhi ichaze ukuthi izinhlelo zizihlangabeza kanjani lezi zidingo.

Ngiyolindela impendulo yakho.

Yimina Ozithobayo

____
Igama

____
Igama lomphakathi noma inhlangano kanye nesikhundla

____
Imininingwane yokuxhumana

____
Igama lesikhulu sikaHulumeni

____
Isikhundla kanye negama loMnyango

____
Usuku

Mnu./Nk. Othandekayo

Mayelana: Ukungahambisani nomthetho ngu ______________
Igama lenkampani yemayini

nohlelo lwayo lwezenhlalo kanye nezokusebenza ______________
Igama lemayini

Ngibhala egameni lika ______________________________ .
Igama lomphakathi, inhlangano noma isakhiwo

Umphakathi wakhe ngaphansi kwebanga elingu-5km ukusuka ______________
Igama lemayini

esetshenzwa ngu ______________________________ .
Igama lenkampani yemayini

Singumphakathi owakhe eduze kakhulu komsebenzi wemayini ehlongozwayo kanti izimpilo zethu nemvelo kungahle kuthintwe ngqo ngumsebenzi wemayini.

______________________________ yasungulwa mhlaka __________ ,
Igama lenhlangano yomphakathi Usuku

ngoba sibona umsebenzi wemayini.

______________________________ , ohlelweni lwayo lwezenhlalo
Igama lenkampani yemayini

kanye nezokusebenza(SLP) lwe ______________________________, yakhomba
Igama lemayini

umphakathi wethu njengezindlalifa zalezi zinhlelo ezilandelayo:

1. ______________________________

2. ______________________________

3. ______________________________

4. ______________________________

5. ______________________________

6. ______________________________

Yenza uhlu lwezinhlelo ze-SLP lapho umphakathi kumele uhlomule khona, futhi unikeze imigomo emqoka kanye nezikhathi zokwenza

Kuze kube manje, le migomo ayikahlangatshezwa. Ngakho-ke siyacela ngokuzithoba ukuba usebenzise amandla akho ngaphansi Kwengxenye 93 ye-MPRDA ukuba uthathe izinyathelo ukuqinisekisa ukuthi ______________ (Igama lenkampani yemayini) iyahambisana nezibophezelo zayo ngaphansi Kwengxenye 25 (f) ye-MPRDA.

Ungangabazi ukungithinta uma udinga olunye ulwazi. Ngiyalangazela ukuzwa impendulo yakho.

Yimina Ozithobayo

____

Igama

____

Igama lomphakathi noma inhlangano kanye nesikhundla

____

Imininingwane yokuxhumana

UKUBONGA

Isikhungo Sezifundo Zomthetho (Centre for Applied Legal Studies) sifisa ukubonga bonke labo abasekele umsebenzi wethu nemiphakathi enezimayini. Ikakhulu sithanda ukubonga ozakwethu abasixhase ngokwezimali I-Open Society Foundation for South Africa ne-Raith Foundation ngemibono yabo noxhasomali lwabo.

Phezu kwalokho, sithanda ukubonga i-Mining Environmental Justice Community Network ngemibono yabo eqavile. Njengokuvamile, ugqozi, izeluleko nesizathu salolu shicilelo yimiphakathi kanye nabathile esisebenze nabo, nesibasebenzelayo.

Lolu shicilelo lwabhalwa nguRobert Krause, Louis Snyman, Lubabalo Mabhenxa noLee-Anne Bruce; idwetshwe yakhishwa nguLee-Anne Bruce.

CALS
Centre for Applied Legal Studies

OPEN SOCIETY FOUNDATION FOR SOUTH AFRICA

THE RAITH FOUNDATION

CALS

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