INOMBOLO YELUNGELO LEZIMAYINI

MP 30/5/1/2/2/267 MR

UHLELO LWENTUTHUKO YOMPHAKATHI NEYABASEBENZI

2025–2029

LIBERTY COAL (PTY) LTD

OPTIMUM COLLIERY

IDokhumenti Yokuphawula Komphakathi

Inkathi Yokuphawula 27 Novemba 2026 – 18 Januwari 2027



Injongo yokubonisana

Injongo

- Ukwethula kafushane Uhlelo Lwentuthuko Yomphakathi Neyabasebenzi (Social and Labour Plan [SLP]) lwe-Liberty Coal lwenkathi ka-2025 kuya ku-2029
- Ukuchaza izibophezelo eziphathelene nokuthuthukiswa kwezidingo zabasebenzi, ukuthuthukiswa komnotho wendawo, izindlu nezimo zokuhlala, ukuthengwa kwezimpahla nezinsizakalo, kanye nokusingathwa kwenqubo yokunchiphisa imisebenzi.
- Ukucela ukuphawula kubasebenzi, ezinhlanganweni zabasebenzi, emiphakathini eseduze nezimayini, kumasipala kanye nakwabanye abantu noma izinhlaka ezinentshisekelo noma ezithintekayo, ngaphambi kokuba uHlelo Lwentuthuko Yomphakathi Neyabasebenzi luthunyelwa ku-DMPR.

Okuqukethwe

01 Uhlaka lwemithetho nenjongo yoHlelo Lwentuthuko Yomphakathi Neyabasebenzi (Social and Labour Plan [SLP])

02 Ingxenye 1 – Isingeniso kanye nesendlalela

03 Ingxenye 2 – Ukuthuthukiswa kwezidingo zabasebenzi

04 Ingxenye 3 – Izinhlelo zokuthuthukiswa komnotho wendawo

05 Ingxenye 4 – Ukusingathwa kokuncipha kwemisebenzi kanye nokudilizwa emsebenzini

06 Ingxenye 5 – Ukuhlinzekwa kwezezimali

07 Ukubonisana kanye nezinyathelo ezilandelayo

Ukubuka uHlelo Lwentuthuko Yomphakathi Neyabasebenzi

UHlelo Lwentuthuko Yomphakathi Neyabasebenzi (Social and Labour Plan [SLP]) lubophezelela i-Liberty Coal eminyakeni emihlanu yokuhlinzekwa kwezezimali zesamba sika-R39.7 million ukuze kuthuthukiswe amakhono, amaphrojekthi amathathu okuthuthukiswa komnotho wendawo nosizo ekulweni nokuncipha kwemisebenzi.

R39.7m

Ingqikithi yeminyaka emihlanu yokuhlinzekwa kwezezimali (2025–2029)

R17.7m

Izinhlelo zokuthuthukiswa kwezidingo zabasebenzi

R21.5m

Amaphrojekthi amathathu wokuthuthukiswa komnotho wendawo (LED): amaphrojekthi amabili amanzi nezikhungo zamabhizinisi amancane ezinhlanu

2 532

Abantu abasebenza emayini (Liberty Coal, Liberty Mine Services (LMS) kanye nosonkontileka))

96.0%

Wabasebenzi uqhamuka esifundazweni saseMpumalanga.

823

Abasebenzi abangu-823 be-Liberty Coal (96) kanye ne-LMS (727) abafakwe ohlelweni lwe-HRD lokuthuthukiswa kwabasebenzi.

Uhlaka lwemithetho loHlelo Lwentuthuko Yomphakathi Neyabasebenzi

UHlelo Lwentuthuko Yomphakathi Neyabasebenzi luyingxenye eyimpoqo yelungelo lokumba phansi. Lapho lugunyazwa, izibophezelo zalo ziba yimibandela ebophezela ngokomthetho lelo lungelo.

Umthethonqubo we-MPRD	Lokho okudingekayo
Umthethonqubo 41	Izinjongo zoHlelo Lwentuthuko Yomphakathi Neyabasebenzi
Umthethonqubo 42	Izimfuneko zokuthunyelwa nokubonisana ngaphambi kokugunyazwa koHlelo Lwentuthuko Yomphakathi Neyabasebenzi
Umthethonqubo 43	UHlelo olugunyaziwe Lwentuthuko Yomphakathi Neyabasebenzi luyaqhubeka nokusebenza kuze kube yilapho kukhishwa isitifiketi sokuvalwa kwemayini; ibuyekezwa njalo ngemva kweminyaka emihlanu.
Umthethonqubo 44	Inqubo yokuchibiyela uHlelo oselugunyaziwe Lwentuthuko Yomphakathi Neyabasebenzi
Umthethonqubo 45	Ukubika okwenzeka njalo ngonyaka ngenqubo yokuqalisa lapho ilungelo selinikeziwe
Umthethonqubo 46	Ulwazi nemininingwane eyisibopho okumelwe ibe khona kuzo zonke iziNhlelo Zentuthuko Yomphakathi Neyabasebenzi
Umthethonqubo 46A–46C	Ukushicilela, ukubuyekezwa njalo emva kweminyaka emihlanu kanye nokusebezisana kumaphrojekthi weziNhlelo Zentuthuko Yomphakathi Neyabasebenzi.

Eminye imithetho nemihlahlandlela esetshenziswayo

- Umthetho Wokuthuthukiswa Kwemithombo Yokumbiwa Phansi Namafutha (Mineral and Petroleum Resources Development Act 28 of 2002 – MPRDA)
- Imithetho ye-MPRDA, GN R527 ka-2004 (njengoba ichitshiyelwe)
- Umqulu Wemigomo Yezimayini ka-2018
- Indinganiso Yendawo Yokuhlala Nezimo Zokuphila, 2019
- Umhlahlandlela Obuyekeziwe Wohlelo Lwentuthuko Yomphakathi Neyabasebenzi (SLP), Okthoba 2010 (Revised SLP Guideline, October 2010)
- Umthetho Wokulingana Emathubeni Okuqashwa 55 ka-1998
- Umthetho Wobudlelwano Kwezabasebenzi 66 ka-1995 (Labour Relations Act)
- Umthetho Wokuthuthukiswa Kwamakhono 97 ka-1998

Izinjongo ze-MPRDA nezalolu Hlelo Lwentuthuko Yomphakathi Neyabasebenzi

I-MPRDA ihlose

1. Ukukhuthaza ukudlondlobala kwezomnotho nentuthuko yezokumbiwa phansi namafutha eNingizimu Afrika.
2. Ukwandisa kabanzi futhi ngokucabangela amathuba wabantu abebencishwe amathuba esikhathini esidlule (Historically disadvantaged persons [HDPs]), kuhlanganise abantu besifazane, ukuthi bangene futhi bazuze ezimbonini zezokumbiwa phansi namafutha.
3. Ukukhuthaza ukuqashwa kwabantu emisebenzini futhi kuthuthukiswe inhlalakahle yezenhlalo neyezimali yabo bonke abantu baseNingizimu Afrika.
4. Ukuqinisekisa ukuthi lapho abaphethe amalungelo wasezimayini nawemikhiqizo bayaphosa esivivaneni sentuthuko yezenhlalo nezezimali ezindaweni lapho besebenzela khona.

Izinjongo zoHlelo Lwentuthuko Yomphakathi Neyabasebenzi lwe-Liberty Coal

- Ukukhuthaza ukuqashwa kwabantu kanye nokuthuthukisa inhlalakahle yezenhlalo nezomnotho yabasebenzi nemiphakathi eseduzane nezimayini.
- Ukusebenzisa nokuthuthukisa amakhono asevele ekhona ukuze kunikwe amandla kubantu ababencishwe amathuba esikhathini esidlule kanye nokusiza imiphakathi.
- Ukuba neqhaza ekuthuthukisweni kwenhlalakahle yezenhlalo nezomnotho emiphakathini lapho kusebenza khona imayini.
- Ukuxhumana nababambiqhaza (stakeholder) ngendlela ephumelelayo nesobala, kanye nokubanikeza ulwazi olufanele.

Okuqukethwe Okuyimpoqo ngokomthetho koHlelo Lwentuthuko Yomphakathi Neyabasebenzi

UHlelo Lwentuthuko Yomphakathi Neyabasebenzi lulandela ukwakheka okubekwe ngokomthetho wuMthethonqubo 46 kanye noMhlahlandlela Obuyekeziwe woHlelo Lwentuthuko Yomphakathi Neyabasebenzi.

1

Ulwazi oluyisingeniso nesendlalela

Umthethonqubo 46(a)

2

Uhlelo lokuthuthukiswa kwezidingo zabasebenzi

Umthethonqubo 46(b)

3

Izinhlelo zokuthuthukiswa komnotho wendawo

Umthethonqubo 46(c)

4

Ukusingathwa kokuncipha komsebenzi nokudilizwa emsebenzini

Umthethonqubo 46(d)

5

Ukuhlinzekwa kwezezimali

Umthethonqubo 46(e)

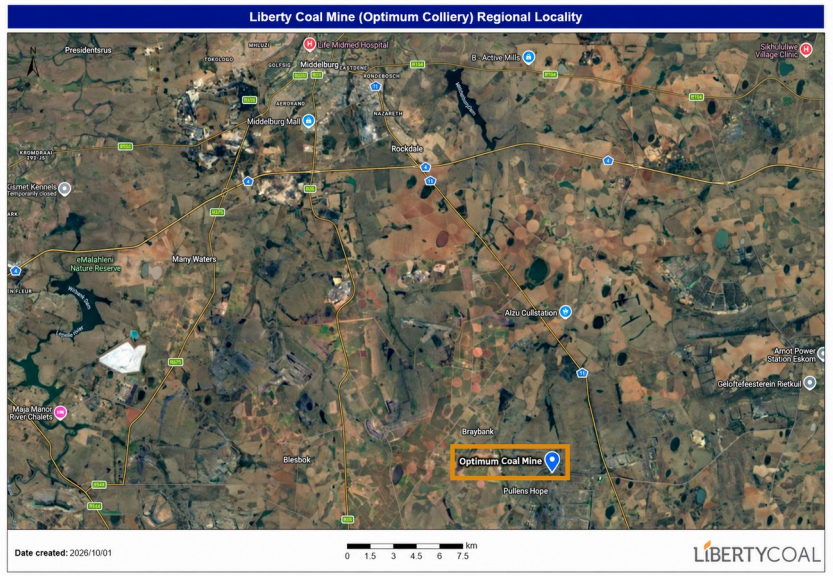
6

Isibophezelo

Sisayinwe ngumuntu onesibopho.

I-Liberty Coal ne-Optimum Colliery

Ingxenye	Imininingwane
Inkampani	Liberty Coal (Pty) Ltd (Reg. No. 2020/681596/07)
Umsebenzi	Optimum Colliery
Indawo	Pullenshope/Hendrina area, off the N11 – STLM, Nkangala District, Mpumalanga
Uhlobo lokumbiwayo	Amalahle – izimakethe zasekhaya nezimakethe zangaphandle.
Indlela yokumba	Ukumba amalahle emgodini ovulekile ngendlela yemizila (opencast strip mining), kusetshenziswa amaloli nemishini yokumba nokuthutha inhlabathi (truck-and-shovel) kanye nomshini omkhulu wokumba nokususa inhlabathi (dragline); kuhlelwe ukuthi isigaba esizayo sifake nokumbiwa kwamalahle ngaphansi komhlaba (underground mining).
Ubude benkathi yokusebenza kwemayini	Kulindeleke ukuthi kuqhubeke kuze kube unyaka ka-2045.
Usonkontileka oyinhloko wezokumbiwa kwamalahle:	Liberty Mine Services (LMS), kusukela ngo-October 2025
Unyaka wezezimali / ukubika	01 March – 28 February
Umuntu onesibopho	Hlayiseka Chauke



Indawo i-Optimum Colliery etholakala kuyo esifundeni (Umfanekiso 2 we-SLP)

Imayini yamalahle i-Optimum yaqala ukusebenza ngo-1970 futhi yathuthukiswa ngenhloso yokuhlinzeka iSikhungo Sokuphehla Ugesi saseHendrina se-Eskom ngamalahle. I-Liberty Coal yayithenga ngo-2024 ngenqubo yokuhlenga ibhizinisi elalibhekene nezinkinga zezimali.

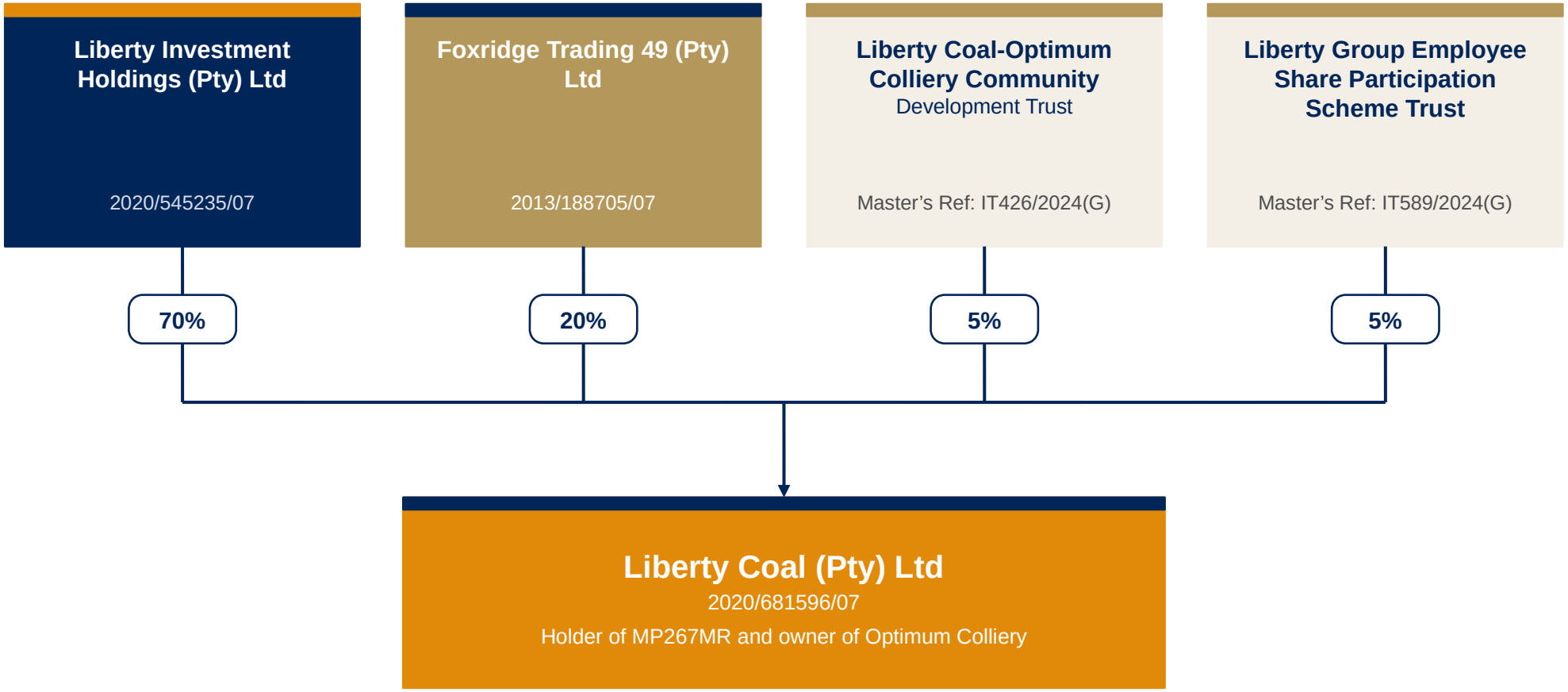
Okwenzekile kuze kube manje

30 Jan 2024	**Umyalelo wenkantolo** INkantolo ePhakeme yasePitoli igunyaza isivumelwano sesixazululo esenza i-Liberty Coal ibe namalungelo okumba emayini yamalahle i-Optimum
1 Feb 2024	**Ukulawula kudluliselwa ku-Liberty Coal** Ukulawulwa nokuphathwa kwemisebenzi yemayini yi-Optimum
Feb – Mar 2024	**Izimayini ziyasebenza kodwa amalahle awathuthwa** Asikho isabelo sesitimela. Akukabi nayo imvume yokusebenzisa isikhumulo sokuthekelisa amalahle yi-RBCT.
27 Mar 2024	**Isabelo sokuthutha amalahle ngesitimela sesitholakele.** Amalahle aseyakwazi ukuthuthwa ngesitimela futhi adayiswe.
c. 8 Apr 2024	**Ukuthunyelwa kwamalahle kwamanye amazwe nge-RBCT kuyaqhubeka futhi.** I-Salaria ibingusonkontileka omkhulu wezokumbiwa kwezimayini ka-Liberty Coal (kuze kube uSepthemba 2025).
31 Oct 2024	**I-Liberty Coal yabhaliswa njengomnikazi welungelo lokumba imayini** Ukubhaliswa kwaphothulwa eHhovisi Lokubhaliswa Kwamalungelo Ezimayini.
Oct 2025	**I-Liberty Mine Services (LMS) yaqokwa njengosonkontileka omkhulu wezokumbiwa kwezimayini.** Yathathela indawo ye-Salaria njengosonkontileka omkhulu wezokumbiwa kwezimayini.
Nov 2025	**I-LMS yathatha izintambo ngabasebenzi basezimayini abahola amaholo anyanga zonke ku-Salaria.** Sekusungulwe ithimba labasebenzi basezimayini leqembu le-Liberty Coal.

I-Liberty Coal ilungiselela ukufaka isicelo sokuvuselelwa kwelungelo lamanje lokumba phansi, ukuze yesekele ukumba kwasemayini okuqhubekayo phakathi nelungelo eligunyaziwe lendawo yokumba hhayi umsebenzi omusha.

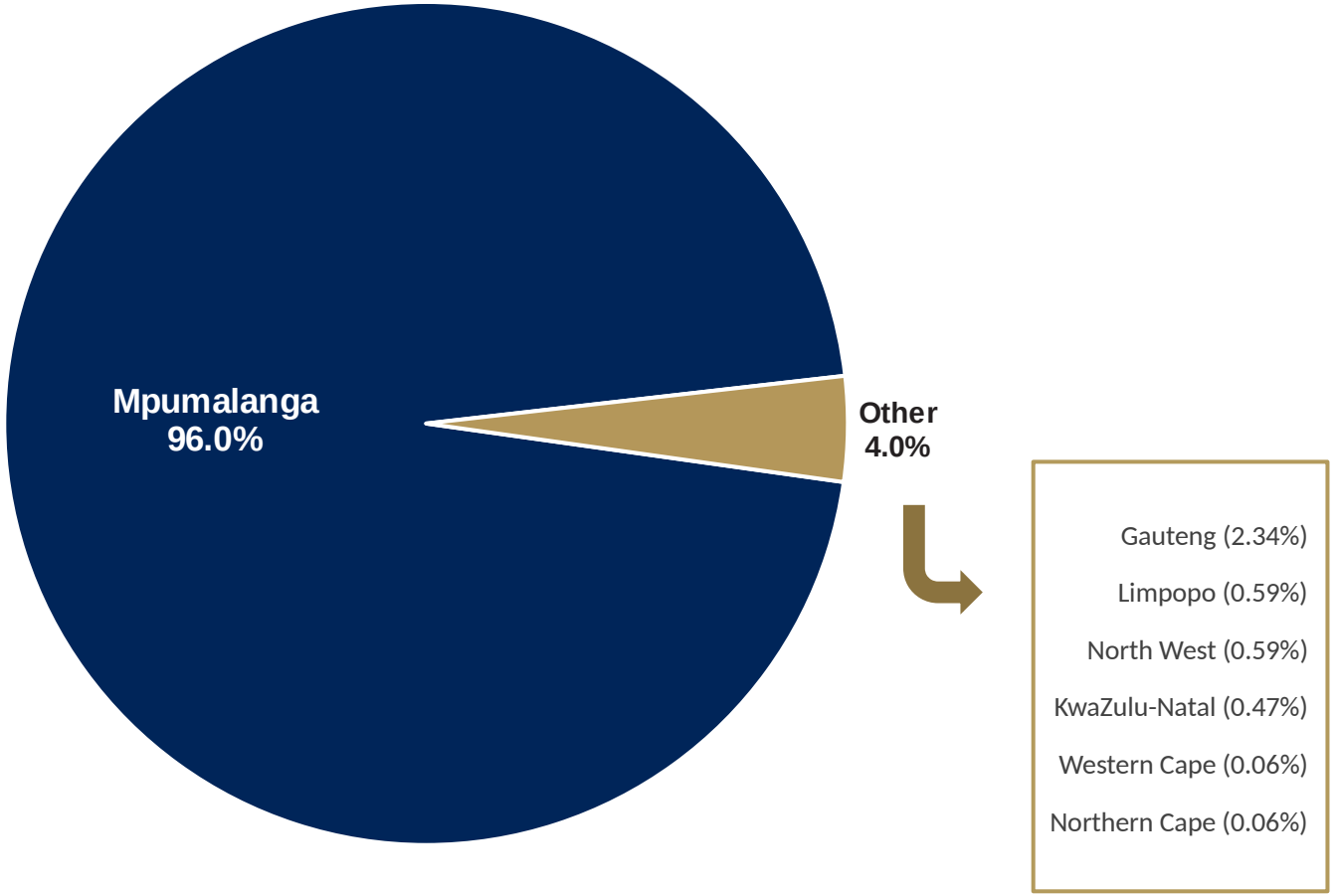
Indlela ubunikazi obakheke ngayo

I-Liberty Coal (Pty) Ltd inelungelo Lokumba Emayini MP267MR futhi i-Optimum Colliery ingeyayo. Ukwabiwa kwamasheya kusukela ngoSepthemba 2026:



Lapho abasebenzi bevela khona

Kubantu abangu-2 532 abasebenza emayini, abangu-2 430 (96.0%) badabuka esifundazweni saseMpumalanga. Iningi labo livela kuMasipala Wendawo waseSteve Tshwete (eMiddelburg, eMhluzi naseHendrina) nase-Emalahleni.

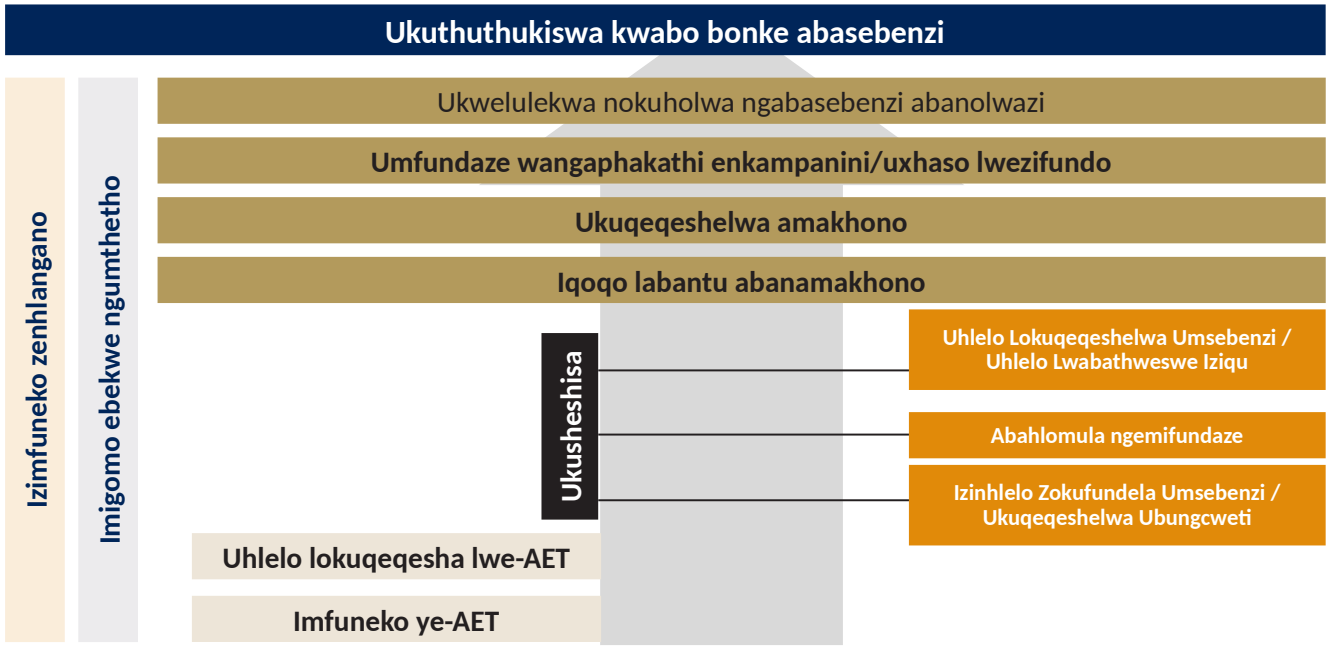


Abasebenzi	Abantu	Abavela EMpumalanga
Abasebenzi be-Liberty Coal	96	72.9%
Abasebenzi be-Liberty Mine Services	727	99.2%
Abanye osonkontileka kanye nosonkontileka abangaphansi kosonkontileka abakhulu	1 709	95.9%
Ingqikithi	**2 532**	**96.0%**

Izindawo eziyinhloko lapho abasebenzi bedabuka khona – Abasebenzi be-LMS (ngokomasipala bendawo): Steve Tshwete 577, Emalahleni 73, Msukaligwa 42, Thembisile Hani 11. Liberty Coal employees (ngokwamadolobha): Middelburg 42, Sandton 21, Witbank 12.

Umthombo: Isigaba 1 se-SLP, Amathebula 2 no-3 kanye Nezithombe 5 no-6 (31 Agasti 2026).

Uhlaka nendlela yokwenza kwezokuthuthukiswa kwezabasebenzi



Uhlaka Lokuthuthukiswa Kwabasebenzi LweLiberty Coal (Umfanekiso 8 we-SLP)

- **Ubungako:** Abasebenzi be-Liberty Coal abangu-96 nabakwa-LMS abangu-727, sebebonke bangu-823. Abanye osonkontileka baphathwa abaqashi babo.
- **Inkathi:** Ukuqeqeshwa kwamakhono ayisisekelo nawomsebenzi angasetshenziswa kwezinye izindawo kuqala ngo-2026. Ukuqeqeshelwa imfundo kwabantu abadala, ama-learnership, imifundaze nokuqeqeshelwa umsebenzi kuqala ngo-2027.
- **Ukuphathwa:** UMphathi Wezabasebenzi usebenzisana ne-LMS, uMxhumanisi Wokuthuthukiswa Kwamakhono (SDF), abaphathi beminyango, abamele abasebenzi nabahlinzeki bokuqeqeshwa.
- **Ukuqapha:** Abaphathi babuyekeza inqubekelaphambili njalo ngekota. Kubikwa kanye ngonyaka ngokwe-SLP.

R17.7m

Isabelo-mali seminyaka emihlanu sokuthuthukiswa kwezabasebenzi (2025–2029), esihlanganisa imfundo nokuqeqeshwa kwabantu abadala (AET), izinhlelo zokuqeqeshelwa umsebenzi (learnerships), izinhlelo zokuqeqeshelwa imisebenzi yezandla (apprenticeships), ukuqeqeshwa kwamakhono angase asetshenziswe emikhakheni ehlukahlukene, ukuqeqeshwa kwamakhono, imifundaze nezinhlelo zesikhashana zokuqeqeshelwa umsebenzi (internships).

Iphrofayili yabasebenzi nokuhlelwa kwamakhono

823

I-Liberty Coal (96) nabasebenzi be-LMS (727) abangaphansi kohlelo lwe-HRD

364

Amarekhodi wezemfundo wabasebenzi be-LMS asazoqinisekiswa (cishe u-50% wabasebenzi be-LMS)

Akukho

Izikhala zemisebenzi okunzima ukuzitholela abasebenzi e-Liberty Coal noma e-LMS ngo-31 Agasti 2026

30 Apr 2027

Uhlelo Lokuqala Lwamakhono Asemsebenzini/Ukuthunyelwa Kombiko Wonyaka Wokuqeqeshwa ku-Mining Qualifications Authority (MQA)

Imfuneko ye-SETA	Isimo
Igama le-SETA	Mining Qualifications Authority (MQA)
Inombolo yokubhalisa	L540815422
Umxhumanisi Wokuqeqeshwa Nokuthuthukiswa Kwamakhono	UNonkululeko Gladys Makaba, waqala umsebenzi mhla ka-1 kuNovemba 2026.
Uhlelo Lokuqeqeshwa Nokuthuthukiswa Kwamakhono Emsebenzini	Akukho okuthunyelwe kuze kube manje. Umbiko wokuqala kufanele uthunyelwe ungakadluli umhla ka-30 Ephreli 2027.

Indlela izidingo zokuqeqesha ezitholakala ngayo

- Iziqu eziqinisekisiwe, izidingo zomsebenzi kanye nokuhlolwa kwamakhono wabasebenzi.
- Ukuhlelwa ngokwehlukana kokuqeqeshwa kwabasebenzi (18.1) kanye nokufunda kwamalungu omphakathi (18.2).
- Imibandela yokukhetha eshicilelwe futhi esetshenziswa ngendlela efanayo, ebeka eqhulwini abantu ababencishwe amathuba ngokomlando (HDPs), abesifazane, intsha kanye nabantu abakhubazekile.
- Abahlinzeki bezokuqeqesha abagunyaziwe; amarekhodi okuqeda ukuqeqeshwa nawokuthuthuka ngemva kokuqeqeshwa agcinwa ngokwehlukana.

Imfundo nokuqeqeshwa kwabantu abadala (Adult education and training [AET])

- **Inhloso:** Ukuthuthukisa amakhono ayisisekelo okufunda, ukubhala nokubala, kusukela eMfundweni Yokuqeqeshwa Kwabantu Abadala ka-Level 1 kuya ku-Level 4 (NQF 1), njengesiqalo sokungena kwezinye izinhlelo zokuthuthukisa amakhono.
- **Obani:** Amalungu omphakathi oseduze nemayini (abafundi beSigaba 18.2). Ukuqeqeshwa kwabasebenzi nge-AET kuzoqala ngemva kokuqinisekiswa kwamarekhodi yemfundo ye-LMS.
- **Inani elihlosiwe:** Abafundi abangu-45 esikhathini esisukela ku-2027 kuya ku-2029, abazotholakala ngokuqwashisa ngamathuba okufunda ngokuqasha abafundi ngaphakathi nangaphandle kwemayini.
- **Ukuqhubekela phambili:** Abafundi abaphothula i-AET Level 4 bangadlulela ezinhlelweni eziholela ekutholeni isitifiketi seBanga 12 noma i-NQF Level 4.

AET (abasha abathathwayo)	2025	2026	2027	2028	2029	Ingqikithi
AET Level 1	0	0	4	3	4	11
AET Level 2	0	0	4	4	3	11
AET Level 3	0	0	4	4	4	12
AET Level 4	0	0	3	4	4	11
Ingqikithi yabafundi	**0**	**0**	**15**	**15**	**15**	**45**
Isabelo-mali	**R0**	**R0**	**R159 000**	**R168 540**	**R178 652**	**R506 192**

Umthombo: Ithebula 13 le-SLP – Imfundo Nokuqeqeshwa Kwabantu Abadala (AET) yabafundi bomphakathi abangaphansi kwesigaba 18.2.

Izinhlelo Zokuqeqeshelwa Umsebenzi kanye Nezokuqeqeshelwa Imisebenzi Yezandla

- Abangaphakathi (18.1): Abasebenzi asebevele besebenza enkampanini.
- Abangaphandle (18.2): Amalungu angasebenzi omphakathi.
- Izinhlelo zokuqeqesha: Izinhlelo zokuqeqeshelwa ubunjiniyela neminye imisebenzi yezandla okuthatha iminyaka emithathu, kanye nezinhlelo zokuqeqeshelwa umsebenzi emkhakheni wezimayini okuthatha unyaka owodwa.
- Ukwesekwa: Umfundi ngamunye uzoba nesivumelwano esisayiniwe, umphathi oqondisa umsebenzi wakhe kanye nomeluleki ozomsiza ngesikhathi sokuqeqeshwa. Amaqembu wabafundi azolandelelwa unyaka nonyaka ukuze kubhekwe inqubekelaphambili yawo.

Abasha abathathwayo	2025	2026	2027	2028	2029
Abangaphakathi (18.1)					
Ubunjiniyela nokunye (Iminyaka engu-3)	0	0	3	2	2
Okwemayini (Unyaka owodwa)	0	0	1	1	1
External (18.2)					
Ubunjiniyela nokunye (Iminyaka engu-3)	0	0	5	0	3
Okwemayini (Unyaka owodwa)	0	0	1	2	3
Abafundi abaqhubekayo (18.1 + 18.2)	0	0	0	8	10
Isabelo-mali	**R0**	**R0**	**R2 000 250**	**R2 620 000**	**R4 590 000**

R9 210 250 oyisabelo-mali sokuqeqeshelwa umsebenzi nezokuqeqeshelwa imisebenzi yezandla.

Umthombo: Ithebula 14 le-SLP – Izinhlelo zokuqeqeshelwa umsebenzi nezokuqeqeshwa kwamakhono obungcweti.

Ukuthuthukiswa kwamakhono angase asetshenziswe kweminye imikhakha ngamalungu omphakathi

Amakhono angase asetshenziswe kweminye imikhakha anciphisa ukuncika emayini ngokwakha amakhono awusizo kweminye imikhakha yomsebenzi, kanye nokuzisebenza.

Amakhono okuqalisa nokuqhuba ibhizinisi

Ukuphathwa kwamabhizinisi, ukumaketha , ukukhiqiza, ubuchwepheshe bolwazi nokuxhumana, nokuphathwa kwezimali.

Amakhono okuphila

Ukuphathwa kwezimali, ukwenza isabelomali, ukukhokha izindleko zezinsiza zikamasipala nezintela, ukwakha umndeni nokuzibophezela ngekusasa lakho.

Amakhono omsebenzi wezandla

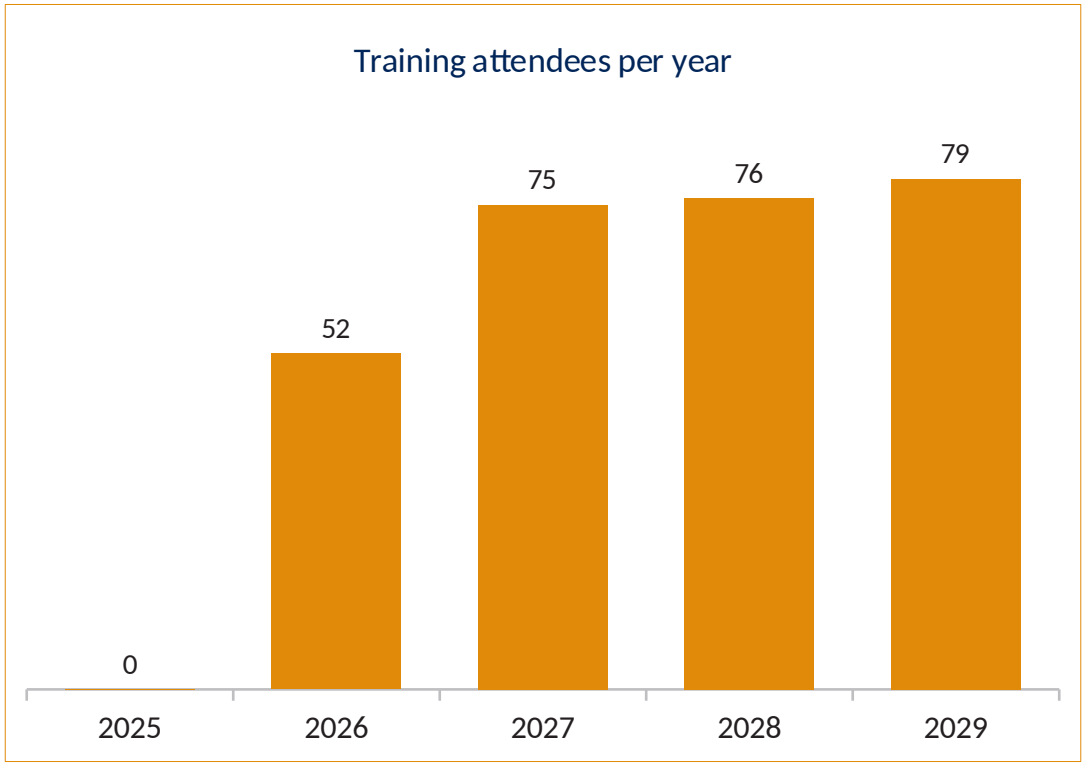
Amakhono angahlobene nezimayini, njengokushisela, umsebenzi kagesi, ukufaka nokulungisa amapayipi amanzi, nokuqeqeshelwa ukuthola ilayisensi yokushayela ye-Code 8 ezingeni le-TVET.

Ukuqeqeshelwa amakhono emsebenzi wezandla (abathathwayo abasha)	2025	2026	2027	2028	2029	Total
Abafundi abavela emphakathini	0	40	100	60	0	200
Isabelo-mali	**R0**	**R121 000**	**R550 000**	**R330 000**	**R0**	**R1 001 000**

Umthombo: Ithebula 16 le-SLP – Ukuqeqeshwa kwamakhono angase asetshenziswe ezindaweni nasemisebenzini ehlukahlukene kwamalungu omphakathi wendawo.

Ukuqeqeshela amakhono ayinhloko

Ukuqeqeshwa okudingekile kanye nokuqeqeshwa kobuchwepheshe kwenza abasebenzi nosonkontileka bakwazi ukusebenza ngokuphepha nangekhono elifanele, futhi kubalungiselela ukuthatha izikhundla zokuphatha abasebenzi nezokuphatha ezisezingeni eliphezulu.



Isabelo-mali: Isamba esingu-R3 221 880 eminyakeni emihlanu (u-R171 085 ngo-2026, sikhuphuke sifike ku-R1 188 386 ngo-2029).

Izifundo ezihleliwe

- Ukusebenzela ezindaweni eziphakeme
- Abammeleli bezokuphepha
- Ukutholakala kobungozi nokuhlaziywa kwezingozi
- Usizo lokuqala
- Umsizi kanjiniy assistant
- Ibhande lokuthutha impahla
- Ukusebenzela ezindaweni ezimpintshikile
- Ukuqeqeshwa kwekhono le-Competent A
- Ukuphathwa kwamakhemikhali
- Ukuqeqeshwa okuyisisekelo nokwezinga eliphezulu kokubopha nokuphakamisa imithwalo
- Ukuqeqeshwa okuyisisekelo kokucima umlilo
- Uhlelo lokuthuthukisa amakhono okuqondisa abasebenzi
- Uhlelo lokuthuthukisa amakhono okuphatha
- Ukuqeqeshwa ngezempilo, ukuphepha kanye nangezemvelo
- Umshayeli weloli elikhulu lokuthutha nokuchitha
- Umshayeli wemoto esetshenziswa emisebenzini ehlukahlukene

Intuthuko emsebenzini kanye nokwelulekwa

Izindlela ezivamile zokukhula	Amaqoqo wabasebenzi abanekhono	Amathebula okuhlelwa nokuthuthukiswa komsebenzi	Izinhlelo zokuthuthukiswa komuntu ngamunye
Izimfuneko zokungena emisebenzini, amakhono adingekayo nokuqeqeshwa okudingekayo ukuze umuntu akwazi ukusuka kwesinye isikhundla aye kwesinye	Abasebenzi abathembisayo, kugxilwe kakhulu ababencishwe amathuba esikhathini esidlule, abesifazane nabantu abaphila nokukhubazeka	Isikhundla samanje nesihlosiwe, amakhono asadingeka ukuze kufinyelelwe esikhundleni esihlosiwe, ukuthuthukisa lawo makhono nezinsuku zokuhlola inqubekelaphambili.	Imigomo okuvunyelwane ngayo, imisebenzi nokwesekwa komuntu osebenzayo ngamunye

Usizo lokwelulekwa

Abalulekwayo	2025	2026	2027	2028	2029
Ukuqeqeshelwa Umsebenzi / Ukuqeqeshelwa Imisebenzi Yezandla	–	–	10	13	19
Abahlomula ngemifundaze	–	–	3	3	3
Asebephothule izifundo/abasafunda ngokuqeqeshwa emsebenzini (interns)	–	–	2	2	2
Ingqikithi yabalulekwayo	**–**	**–**	**15**	**18**	**24**

Lezi zibalo zikhombisa inani labantu abazothola ukuqeqeshwa nokuqondiswa ngabeluleki, hhayi inani labafundi abasha abathathwa unyaka ngamunye.

Indlela ukwelulekwa okuzosebenza ngayo

- Uphiko lwezabasebenzi (Human resource [HR]) lugcina irejista yabeluleki futhi luqondanisa umfundi ngamunye nomeluleki onolwazi.
- Isivumelwano sokwelulekwa sibeka imigomo, izikhathi zemihlangano nendlela yokuziphatha elindelekile.
- Abeluleki bayalungiselelwa ukwenza lo msebenzi wokweluleka, kanti inqubekelaphambili ibuyekezwa njalo ngekota yezinyanga ezintathu.
- Ukuqeda uhlelo lokuthuthukisa amakhono akuqinisekisi ukukhushulelwa esikhundleni; ukuqokwa ezikhundleni kulandela inqubo yokukhetha enobulungiswa.

Imifundaze nezinhlelo zokuqeqeshelwa umsebenzi

Imifundaze yangaphandle (18.2)

- Imifundaze emisha emithathu ngo-2027 kubafaki-zicelo abangasebenzi abavela emiphakathini eseduze nemayini kanye nemiphakathi ehlinzeka imayini ngabasebenzi, bazothola imifundaze ezobaxhasa kuze kube ngu-2029
- Ikhokhela imali yokufunda, izincwadi, indawo yokuhlala kanye nemali yesibonelelo
- Imikhakha yokufunda: ezezimayini, ezobunjiniyela, izifundo zobuchwepheshe kanye nemikhakha esekela ukusebenza kwenkampani

Izinhlelo zokuqeqeshelwa umsebenzi nezinhlelo zabafundi Abasanda Kuphothula Izifundo (18.2)

- Abafundi ababili abasha abazoqeqeshelwa umsebenzi ngonyaka ka-2027, 2028 nango-2029.
- Ulwazi oluhleliwe lomsebenzi olutholwa endaweni yokusebenzela, ngohlelo lokufunda, umphathi oqondisa umsebenzi kanye nomeluleki.
- Ukubekwa ezikhundleni eziphathelene nezokumbiwa emayini, ezobuchwepheshe noma imisebenzi yokweseka; amathuba emisebenzi yesikhathi esigcwele ancike ekutheni zikhona yini izikhala zemisebenzi.

Abahlomula ngemifundaze	2027	2028	2029	Total
Okusha / okuqhubekayo	Okungu-3 okusha	Okungu-3 okuqhubekayo	Okungu-3 okuqhubekayo	3
Isabelo-mali	**R726 000**	**R770 000**	**R815 000**	**R2 311 000**

Abaqeqeshelwa umsebenzi	2027	2028	2029	Ingqikithi
Abasha abathathwayo	2	2	2	6
Isabelo-mali	**R480 000**	**R508 800**	**R539 328**	**R1 528 128**

Ukukhethwa kwabafundi abaxhaswa ngemifundaze kanye nalabo abaqeqeshelwa umsebenzi bazohambisana noHlelo lwe-Liberty Coal Lokulingana Emathubeni Okuqashwa (Employment Equity Plan). Ukuqeda uhlelo lwemifundaze noma ukuqeqeshelwa umsebenzi kwenza umuntu afanelekele ukucatshangelwa lapho kuvela izikhala zemisebenzi; kodwa akuqinisekisi ukuthi uzoqashwa.

Ukulingana emathubeni okuqashwa

I-Liberty Coal izokwakha Uhlelo Lweminyaka Emihlanu Lokulingana Emathubeni Okuqashwa, ngenhloso yokwandisa ukungena kwabantu ababencishwe amathuba ngokomlando nabesifazane kuwo wonke amazinga okuthathwa kwezinqumo nasemisebenzini esemqoka enkampanini.

Okuhloswe Ukufezwa yi-Liberty Coal Ngonyaka Kubantu Ababencishwe Amathuba Ngokomlando Nabesifazane Abasemkhakheni Wezimayini

Izinga lesikhundla somsebenzi	2026		2027		2028		2029	
	HDP	WIM	HDP	WIM	HDP	WIM	HDP	WIM
Ubuphathi obuphakeme kakhulu	50%	0%	50%	0%	50%	0%	50%	0%
Ubuphathi obuphezulu	63%	25%	63%	25%	63%	25%	63%	25%
Ubuphathi obumaphakathi	63%	31%	63%	31%	63%	31%	63%	31%
Ubuphathi bezinga eliphansi	82%	41%	82%	41%	82%	41%	82%	41%
Amakhono ayinhloko	58.5%	–	60%	–	60%	–	60%	–

Umthombo: SLP Table 30. Okuhloswe ukufezwa kuka-2025 kuyefana nalokho kuka-2026.

Inkomba yendinganiso Yomqulu Wezezimayini

Izinga	HDP	Abesifazane
IBhodi	50%	20%
Ubuphathi obuphakeme kakhulu	50%	20%
Ubuphathi obuphezulu	60%	25%
Ubuphathi obumaphakathi	60%	25%
Ubuphathi bezinga eliphansi	70%	30%
Abasebenzi abaphila nokukhubazeka	1.5%	EAP
Amakhono ayinhloko nayisidingo esikhulu	60%	EAP

I-EAP = abantu abaseminyakeni yokusebenza nababamba iqhaza emnothweni. Lesi silinganiso asithathi indawo yemigomo ebekelwe imikhakha ehlukahlukene ngaphansi koMthetho Wokulingana Emathubeni Okuqashwa (okuhlanganisa nomgomo ka-3% wabantu abaphila nokukhubazeka)

Ukulingana emathubeni okuqashwa – Liberty Mine Services

I-LMS, usonkontileka oyinhloko wemayini, isizibekele imigomo yayo yonyaka. Kokubili i-Liberty Coal ne-LMS baqasha abantu abangu-823, abangu-208 kubo ngabesifazane.

Okuhloswe ukufezwa yi-LMS konyaka kulabo ababencishwe amathuba ngokomlando nabesifazane kwezezimayini

Izinga ngokwesikhundla emsebenzini	2025		2026		2027		2028		2029	
	HDP	WIM	HDP	WIM	HDP	WIM	HDP	WIM	HDP	WIM
Ubuphathi obuphakeme kakhulu	–	–	0%	0%	0%	0%	33%	0%	33%	0%
Ubuphathi obuphezulu	–	–	50%	16.7%	50%	16.7%	50%	16.7%	50%	20%
Ubuphathi obumaphakathi	–	–	73%	12%	73%	15%	70%	15%	70%	15%
Ubuphathi bezinga eliphansi	–	–	90%	19%	90%	20%	90%	25%	90%	25%
Amakhono ayinhloko	–	–	96.6%	–	96.6%	–	96.6%	–	96.6%	–

Umthombo wolwazi: Ithebula 31 le-SLP. I-LMS yaqala ukusebenza ngoNovemba 2025; ulwazi oluvela kosonkontileka wangaphambilini alutholakali.

Abasebenzi abakhona njengamanje (31 Agasti 2026)

Isilinganiso	Liberty Coal	LMS
Ingqikithi yabasebenzi	96	727
Abesifazane	33	175
Abasebenzi abangama-Afrika, amaKhaladi namaNdiya (ACI)	69	689
Abesifazane ezikhundleni zobuphathi	22 of 63	23 of 134
Abantu ababaphila nokukhubazeka	0	0
Amakhono ayinhloko nayisidingo esikhulu	51	682

Umthombo wolwazi: Amathebula 28 no-29 e-SLP. I-ACI isho abantu base-Afrika, abangamaKhaladi namaNdiya. Abaphathi bahlanganisa abaphathi bezinga eliphakeme kakhulu, eliphezulu, elimaphakathi nabasemazingeni aphansi.

Ukuthuthukisa abesifazane kwezezimayini kanye nokuphatha kwababencishwe amathuba ngokomlando

Ukuqashwa kwabasebenzi

Ukucabangela kuqala abesifazane abahlangabezana nezimfuneko zomsebenzi futhi ababonisa ukukwazi ukwenza umsebenzi

Ukukhethwa kwabazosebenza

Izicelo ziyahlolwa ngokwamakhono, ulwazi lomsebenzi kanye neziqu ezidingekayo, kubekwe abesifazane abahlangabezana nezimfuneko ezibekiwe.

Ukuqeqeshwa

Izinhlelo zokuthuthukisa amakhono kanye nokuqeqeshwa okusebenzayo okunzulu, okuhambisana nezinhlaka zemisebenzi ethile yasemayini kanye nezinhlaka zokuthuthuka emisebenzini.

Uhlelo olukabili

UHlelo 1 – abasebenzi bamanje

- Ukuthuthukiswa kwabasebenzi besifazane asebevele besebenza enkampanini, ngokubanikeza amathuba okuqhubekela phambili emisebenzini yabo ngokuqeqeshelwa umsebenzi, imifundaze nezinhlelo zokuqeqeshelwa umsebenzi kwabafundi
- Abesifazane abasebenza eminyangweni esekelayo, abaneziqu emikhakha yemfundo eyinhloko yezokusebenza kwezimayini, bazodluliselwa emisebenzini eyinhloko yezimayini kusetshenziswa uhlaka lwe-Structured Skills Development and Progression (SSDP) lokuthuthukiswa kwamakhono nokuqhubekela phambili emsebenzini.

UHlelo 2 – imiphakathi eseduze nemayini namathuba emisebenzi

- Ukuqondisa izinhlelo zokuqeqeshelwa umsebenzi, imifundaze, izinhlelo zokuqeqeshelwa umsebenzi kwabafundi nemfundo nokuqeqeshwa kwabantu abadala (AET) kwabesifazane abasemiphakathini eseduze nemayini.
- Ukusungula izikhundla zentuthuko kubasebenzi ababencishwe amathuba ngokomlando kusetshenziswa i-SSDP
- Ukufaka abesifazane ezikhaleni zemisebenzi futhi lapho abesifazane beshiya emsebenzini, kufakwe abesifazane

Izidingo zendawo ngokulandelana kokubaluleka kwazo

Nombolo	Isidingo	**Izidingo okuyizonazona ku-**Steve Tshwete Local Municipality Integrated Development Plan **(STLM IDP)**	Izindawo
1	Amanzi nokuthuthwa kwendle	Amanzi atholakala njalo; ukulungiswa nokumbiwa kwemigodi yamanzi adonswa ngaphansi komhlaba; amathangi amakhulu okugcina amanzi; nezindlu zangasese emapulazini.	AmaWadi 3–11
2	Amathuba emisebenzi nokuthuthukiswa kwamakhono	Imisebenzi, ikakhulukazi eyabantu abasha; izinhlelo zamakhono; access to procurement opportunities	UMasipala wonkana
3	Izindlu nomhlaba ohlinzekwe ngezidingongqangi	Iziza ezihlinzekwe ngezidingongqangi; izindlu ze-RDP; ukwenza izindawo zokuhlala ezingahlelekile zibe semthethweni; izindlu zabantu abahlala emapulazini.	AmaWadi 1, 2 no-4–10
4	Ugesi nezibani	Ukufakelwa kukagesi ezindaweni zasemapulazini nasezindaweni zasemakhaya; izibani ezinde ezikhanyisa izindawo ezibanzi nezibani zomphakathi.	AmaWadi 3–11
5	Imigwaqo, imisele yamanzi emvula nemizila zokungena	Ukuthuthukisa, ukulungisa imigwaqogezigugula nokuyinakekela; ukwakha nokuthuthukisa izingqalasizinda zokulawula amanzi emvula	AmaWadi 3, 5, 6 no 8–11, namanye
6	Imfundo nezikhungo zomphakathi	Izikole nezikhungo zokuthuthukiswa kwezingane zisencane; izikhungo zentsha; imitapo yolwazi namahholo omphakathi	AmaWadi 2 no-4–11
7	Ezokungcebeleka nezinsiza zomphakathi	Upgrading sports and recreation facilities	AmaWadi 1, 4, 5, 6 no-8–11

Amanzi nokuthuthwa kwendle kuyizidingo ezihamba phambili, ngakho-ke amaphrojekthi amabili kwamathathu we-LED agxile kungqalasizinda yamanzi, kanti eyesithathu ibhekene nezidingo eziphathelene namathuba emisebenzi, ukuthuthukiswa kwamakhono kanye namabhizinisi amancane, aphakathi nendawo kanye namabhizinisi amancane kakhulu (Small, Medium and Micro Enterprises [SMME]).

Umthombo: Uhlelo Oludidiyelwe Lokuthuthukiswa (IDP) luka-STLM lwango-2026/27, izidingo zomphakathi ngokwamawodi (Ithebula 37 le-SLP).

Amaphrojekthi Okuthuthukiswa Komnotho Wendawo ka-2025–2029

Amaphrojekthi amabili amanzi agunyazwe ngu-STLM abhekana nesidingo esiphambili. Izikhungo ezisekela amabhizinisi amancane zisiza ekusunguleni amathuba emisebenzi nasekuthuthukiseni amabhizinisi amancane namaphakathi. Isabelomali esihlangene: **R21.5 million.**

IPhrojekthi 1: Amanzi ambiwa phansi ezindaweni zasemapulazini

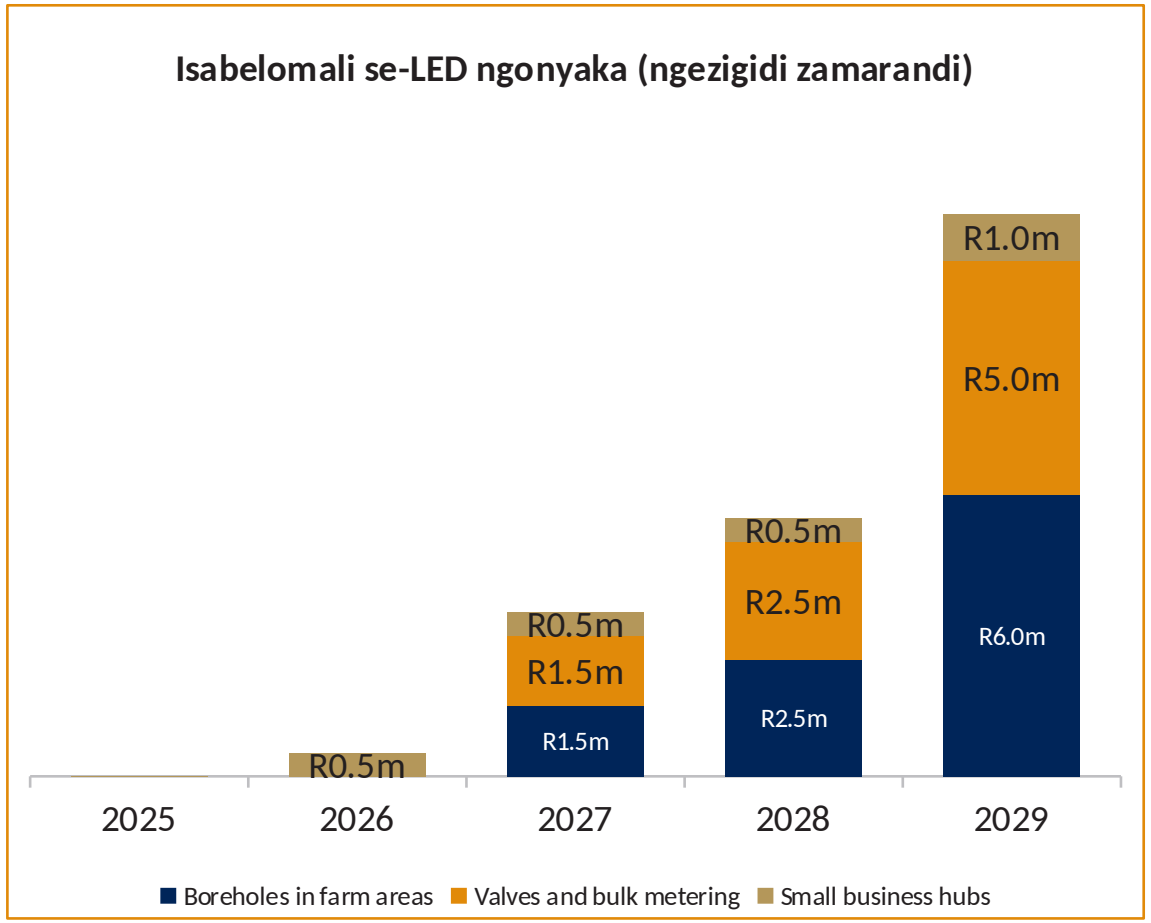
- Isabelo-mali R10 000 000 (2027–2029)
- Ukumba imigodi yamanzi, ukuhlola amanzi nokufaka imishini yokumpompa amanzi ezindaweni zasemapulazini ezibekwe phambili.

IPhrojekthi 2: Amavalvu (valves) nemishini yokukala umthamo wamanzi omkhulu.

- Isabelo-mali R9 000 000 (2027–2029)
- Amavalvu (valves) anamamitha amakhulu okukala amanzi afakwa emapayipini amakhulu wamanzi

IPhrojekthi 3: Izikhungo zamabhizinisi amancane nezomphakathi

- Isabelo-mali R2 500 000 (2026–2029)
- Izikhungo ezinhlanu eHendrina, ePullenshope, eRockdale, eMiddelburg nase-Arnot/Rietkuil



IPhrojekthi 1 Yokuthuthukiswa Komnotho Wendawo: Ukuthuthukiswa kwamanzi ambiwa phansi ezindaweni zasemapulazini

Ingxenye	Imininingwane
Uhlobo lwephrojekthi	Ingqalasizinda (amanzi)
Isabelo-mali	R10 000 000
Umphumela	Kwakhiwe ingqalasizinda yokuhlinzeka ngamanzi kusetshenziswa imigodi yamanzi ezindaweni ezibekwe phambili nezivunyiwe.
Indawo	Ezindaweni zasemakhaya nasemapulazini ngaphansi kwe-STLM; izindawo ezizobekwa phambili zizoqinisekiswa ne-STLM.
Inhlangano yomsebenzi	Liberty Coal, ibambisene ne-STLM
Imisebenzi ezosungulwa	Inani alikaziwa; lizonqunywa ngesikhathi sokuhlela ukuqalisa kwephrojekthi.

2025–2026
R0

Ukuhlonzwa kwephrojekthi

Incwadi yokwesekwa evela ku-STLM.

2027–2028
R1.5m / R2.5m

Ukuqaliswa kwezigaba zephrojekthi

Ukuhlonzwa kwezindawo ezibekwe phambili ngokubambisana ne-STLM; kubhekwane nezidingo zobuchwepheshe, zomhlaba nokufinyelela kuwo, nezimfuneko zomthetho; kumbiwe futhi kuhlolwa imigodi yamanzi efanele ukusetshenziswa.

2029
R6.0m

Ukuphothulwa nokudluliselwa

Kuqedwe umsebenzi osele, kuhlolwe ukuthi izinsiza ezifakiwe ziyasebenza, bese zidluliselwa kumnikazi noma kumqhubi wazo.

Isendlalela

Amanzi atholakala njalo ayisidingo ezindaweni zasemakhaya nasemapulazini angaphansi kwe-STLM. Le phrojekthi ihlose ukuthuthukisa ingqalasizinda yamanzi ngokuhlola izindawo, ukumba imigodi yamanzi, ukuhlola amanzi nokufaka imishini yokumpompa emigodini efanele ukusetshenziswa.

IPhrojekthi 2 Yokuthuthukiswa Komnotho Wendawo: Ama-valve namamitha okukala umthamo wamanzi emapayipini amakhulu.

Ingxenye	Imininingwane
Uhlobo lwephrojekthi	Ingqalasizinda (amanzi)
Isabelo-mali	R9 000 000
Umphumela	Kufakwe noma kwalungiswa ama-valve namamitha amakhulu okukala amanzi ezindaweni ezibalulekile ezivunyiwe.
Indawo	Inethiwekhi enkulu yamapayipi amanzi e-STLM. Amapayipi abalulekile asazovunyelwana ne-STLM
Inhlangano yomsebenzi	I-Liberty Coal, ibambisene ne-STLM
Imisebenzi esungulwayo	Awukho umgomo obekiwe okwamanje. Uzonqunywa ngesikhathi sokuhlela ukuqaliswa komsebenzi.

2025–2026
R0

Ukuhlonzwa kwephrojekthi

Incwadi yokwesekwa evela ku-STLM.

2027–2028
R1.5m / R2.5m

Ukuqaliswa kwezigaba zephrojekthi

Kuhlonzwa amapayipi abekwe eqhulwini; kuhlolwa inethiwekhi yamapayipi, kuhlelwe ukwakheka futhi kuhlangatshezwane nezimfuneko zikamasipala; kufakwe futhi kuhlolwe ama-valve namamitha.

2029
R5.0m

Ukuphothulwa nokudluliselwa

Kuphothulwe umsebenzi osele; kuhlelwe ukusebenza kwengqalasizinda ngendlela efanele, ihlolwe bese idluliselwa kanye namarekhodi obuchwepheshe.

Isendlalela

Uhlelo lwe-IDP lwe-STLM lubeka phambili ukushintshwa nokuthuthukiswa kwama-valve namamitha ukuze kuthuthukiswe ukuqapha ukusetshenziswa kwamanzi, ukongiwa kwawo nokulawulwa kwesidingo sawo. Le phrojekthi ihlose ukufaka, ukushintsha noma ukuthuthukisa ama-valve namamitha amakhulu emapayipini amakhulu wamanzi abekwe phambili.

IPhrojekthi 3 Yokuthuthukiswa Komnotho Wendawo: Izikhungo Zamabhizinisi Amancane Nezomphakathi

Ingxenye	Imininingwane
Uhlobo lwephrojekthi	Ukungenisa imali nentuthuko yamabhizinisi.
Isabelo-mali	R2 500 000 (R500 000 ngesikhungo)
Umphumela	Kusungulwe izikhungo ezinhlanu futhi zisebenze, inqobo nje uma izindawo nabalingani bevunyiwe.
Indawo	Hendrina (AmaWadi 1–3), Pullenshope (IWadi 5), Rockdale (IWadi 6), Middelburg and Arnot/Rietkuil (IWadi 7)
Inhlangano yomsebenzi	I-Liberty Coal, ne-Eskom (Isikhungo se-Pullenshope kuphela)
Imisebenzi ezosungulwa	Inani alikanqunywa; abasebenzi, (isib., umxhumanisi), bazoqinisekiswa esikhungweni ngasinye.

2025
R0

Ukuhlonzwa kwephrojekthi

Akukho msebenzi osuqalisiwe noma imali esetshenziswe.

2026–2028
R0.5m a year

Ukusungulwa kwezikhungo ngezigaba

Kuqinisekiswa izakhiwo nabalingani besikhungo ngasinye; kufakwa amathuluzi, ifenisha, izinhlelo zokuxhumana ne-inthanethi; izikhungo zivulwa ngokuqhubekayo.

2029
R1.0m

Ukuphothulwa kwezikhungo ezisele

Zonke izikhungo ezinhlanu zibe sezisunguliwe ekupheleni kuka-2029; kubhalwa phansi izinhlelo zobunikazi bezimpahla, ukusebenza nokuqhubeka kwezikhungo.

Isendlalela

Uhlelo lwe-IDP lwe-STLM lubeka phambili ukuqiniswa komkhakha wamabhizinisi amancane namaphakathi, izikhungo zamabhizinisi nokufinyelela kubuchwepheshe bedijithali. Lezi zikhungo zinikeza amabhizinisi amancane, osomabhizinisi, abafuna umsebenzi, abafundi nentsha ithuba lokusebenzisa amakhompyutha, i-inthanethi, ukuphrinta kanye nokuthola usizo oluyisisekelo lokuqhuba amabhizinisi.

Izindawo zokuhlala nezimo zokuphila



Izimiso Zezinga Lezindlu Nezimo Zokuhlala (Umfanekiso 13 we-SLP)

- **Isimo samanje:** Imayini ayinazo izindlu zayo noma amahostela abasebenzi; ukuhlolwa kokuqala kuzoqinisekisa izimo nezidingo zabo zokuhlala.
- **Indlela ezolandelwa:** Ukuqinisekisa isimo samanje, bese kwakhiwa inqubomgomo yezindlu noHlelo Lwezindlu Nezimo Zokuhlala (HLC) ngokubambisana nezinyunyana zabasebenzi, usonkontileka omkhulu, i-STLM noMnyango Wezokuhlaliswa Kwabantu.
- **Izindlela ezizohlolwa:** Izibonelelo zezimali zokuthenga indlu yokuqala, imali ebolekwa kusetshenziswa isikhwama somhlalaphansi, imali mboleko yasebhange esizwa umqashi, kanye nemfundo ngobunikazi bezindlu nokuphathwa kahle kwezimali.
- **Umgomo:** Ukungancikeli ezindlini ezihlinzekwa yimayini; usizo kufanele luqhubeke lube wusizo ngisho nangemva kokuvalwa kwemayini ngo-2045.

Uhlelo Lokusebenza Lwezindlu Nezimo Zokuhlala

LIBERTYCOAL

Q1 2027	Q2 2027	Q3 2027	Q4 2027	Q2 2028	Kusuka ku-Q4 2028	Q4 2029
Ukuphatha nokwengamela	**Ukuhlolwa kwesimo sokuqala**	**Izindinganiso nokubonisana**	**Inqubomgomo**	**Uhlelo Lwezindlu Nezimo Zokuhlala**	**Ukuqalisa ukusebenza**	**Ucwaningo lokulandelela**
Ukuqoka umuntu ozohola uhlelo lwezindlu nezimo zokuhlala nokusungula ithimba lokubonisana nezinyunyana zabasebenzi.	Ukuhlola izindawo zokuhlala, ubunikazi bezindlu, ukuya emsebenzini nokuthola imali yokuthenga izindlu.	Izinga elamukelekile lezindawo zokuhlala; lihambisane ne-IDP ye-STLM noMnyango Wezokuhlaliswa Kwabantu.	Inqubomgomo yezindlu nezimo zokuhlala okuxoxiswene ngayo nezinyunyana zabasebenzi.	Uhlelo lwe-HLC nezindlela zokuluqalisa kuthunyelwa ku-DMPR.	Kugunyazwa usizo lwezindlu, ukuthola imali mboleko nemfundo ngobunikazi bezindlu.	Kuphindwa ucwaningo ukuze kukalwe inqubekela-phambili; kubikwe minyaka yonke.

Abazobandakanywa

Izinyunyana zabasebenzi, usonkontileka omkhulu, i-STLM, uMnyango Wezokuhlaliswa Kwabantu eMpumalanga, izikhungo zikazwelonke zezindlu, izikhungo zezezimali, isikhwama somhlalaphansi kanye nezimayini ezingomakhelwane.

Izinzuzo ezilindelekile

Ukuthola kalula izindlu ezisezingeni elifanele nezivikelekile namathuba okuba nezindlu; abasebenzi abazinzile nabangakhathali ngenxa yokuhamba amabanga amade; ukuhambisana nezinhlelo zikamasipala zokuthuthukisa izindawo zokuhlala.

Ukondleka kwabasebenzi

Q2 2027	Q3 2027	Q4 2027	Kusuka ku-Q1 2028	Kusuka ku-2028	2028	Ngonyaka
Ukuhlolwa kwesimo samanje	**Umbono wochwepheshe**	**Uhlelo lokondleka ngokudla**	**Izikhungo**	**Imfundo**	**Ukuhlola ukuthi ukuhlinzeka ngokudla kuyenzeka yini**	**Ukuqapha nokubika**
Imibuzo ephathelene nokudla okunempilo ifakiwe ocwaningweni lokuqala lwe-HLC. Kuyahlolwa ukuthi abasebenzi banawo yini amanzi okuphuza aphephile nezindawo zokudlela.	Kufakwa uchwepheshe obhalisile kwezokondleka ngokudla noma omunye uchwepheshe ofanele ukuze ahlole izidingo zabasebenzi.	Kuxoxiswane ngezinhlelo nabamele izinyunyana zabasebenzi kanye nosonkontileka omkhulu.	Izindawo zokudlela, zokugeza izandla nezokugcina ukudla ziyathuthukiswa lapho kudingeka khona.	Abasebenzi bafundiswa ngokudla okunempilo nokuphila ngendlela enempilo ngohlelo lwezempilo nenhlalakahle.	Hlola ukuthi kungenzeka yini ukuhlinzeka ngokudla okunempilo nokungabizi kakhulu emsebenzini, kusetshenziswa nabahlinzeki bendawo.	Buyekeza izinkomba zezempilo kanye nohlelo. Bika ngemiphumela embikweni wonyaka we-SLP.

Isimo samanje

Kuyaqinisekiswa ukuthi yiziphi izinhlelo ezikhona e-Liberty Coal nase-LMS: izindawo zokudlela, amanzi okuphuza ahlanzekile, izinsiza zokuhlinzeka ngokudla nezinhlelo zezempilo nenhlalakahle. Okushodayo kuzohlolwa ngokwezinga le-HLC.

Okuhlosiwe

Amanzi okuphuza aphephile, izindawo zokudlela ezihlanzekile, kanye nosizo olusebenzayo mayelana nokudla okunempilo nenhlalakahle yabasebenzi basemayini nabakwa-sonkontileka abakhulu, lapho kufanele khona.

Uhlelo lokuthuthukisa ukuthengwa kwezimpahla nezinsizakalo

Izinsika ezinhlanu zoHlaka lwe-Liberty Coal Lokuthengwa Kwezimpahla Nezinsizakalo Ngendlela Ebandakanya Wonke Amabhizinisi, Nokuthuthukiswa Kwamabhizinisi

Ukuthengwa Kwezimpahla Nezinsizakalo Ngokubandakanya Bonke Nokuthuthukiswa Kwamabhizinisi

Ukukhuthaza ukubandakanywa kwabantu bezizinda nezimo ezahlukahlukene

Ukuthola abahlinzeki ababencishwe amathuba ngokomlando

Ukucabangela kuqala labo ababencishwe amathuba ngokomlando

Ukweseka abahlinzeki ababencishwe amathuba ngokomlando

- Ukubeka phambili izinkampani eziphethwe ngabantu ababencishwe amathuba ngokomlando okungenani ngo-51%, kugxilwe kwabesifazane nentsha.
- Ukuthuthukisa amabhizinisi omphakathi osingethe imayini kanye nezindawo ezinkulu ezithumela abasebenzi (LSA) ukuze abe abahlinzeki bezimpahla nezinsizakalo abazinzile.
- Ukuhlukanisa imisebenzi ethile ezinkontilekeni ezinkulu ukuze inikezwe amabhizinisi amancane aphethwe ngama-HDP nabahlinzeki abavela emphakathini osingethe imayini.
- Ukuqinisekisa isimo se-B-BBEE ngezinhlangano ezigunyazwe yi-SANAS noma ngezifungo ezifungelwe ukuze kuvinjelwe ukukhohlisa ngobunikazi bamabhizinisi (fronting).
- Ukukhokhela abahlinzeki abancane abafanelekayo zingakapheli izinsuku ezingu-30 noma ngaphansi.

Okuhloswe ukufezwa kungakedluli u-2029

Ukukhulisa

- Imali esetshenziswa ekuthengeni izimpahla nezinsizakalo kubahlinzeki bomphakathi osingethe imayini kanye nabasemiphakathini emikhulu ethumela abasebenzi (LSA).
- Uhlelo lokuthuthukisa amabhizinisi omphakathi osingethe imayini (ESD), oluvunyelwene nababambiqhaza kanye ne-STLM (okuhloswe ukuthi luphothulwe ngekota yesithathu ka-2027).

Ukuthuthukiswa kwamabhizinisi nabahlinzeki bezimpahla nezinsizakalo

Isinyathelo ngasinye sihlose ukuthuthukisa amakhono wamabhizinisi emiphakathi eseduze nemayini nalawo aphethwe ngabantu ababencishwe amathuba ngokomlando, ukuze akwazi ukuba ngabahlinzeki bezimpahla nezinsizakalo ze-Liberty Coal.



Izinyathelo zokuthuthukisa amabhizinisi ukuze wonke athole amathuba okuthengisa izimpahla nezinsizakalo (Umfanekiso 16 we-SLP)

Imibandela okufanele umhlinzeki ayifinyelele ukuze afanelekele ukubhekwa njengomhlinzeki ovela emphakathini oseduze nemayini (Okukhethwayo 1 noma Okukhethwayo 2)

Imibandela yokuthengwa kwezinsizakalo kubahlinzeki bomphakathi oseduze nemayini	Indlela yokufaneleka: Okukhethwayo 1	Indlela yokufaneleka: Okukhethwayo 2
Indawo ibhizinisi elikuyo, lonke noma ingxenye yalo	Yebo (kufanele libe sendaweni engaphansi komphakathi oseduze nemayini, ngokwencazelo yalo mphakathi)	Cha
Ubunikazi bebhizinisi kumalungu omphakathi oseduze nemayini	Yebo (okungenani u-25% + 1% webhizinisi kufanele kube ngowamalungu alo mphakathi, kubhekwe kakhulu abesifazane, amadoda, intsha nabantu abaphila nokukhubazeka)	Yebo (okungenani u-25% + 1% webhizinisi kufanele kube ngowamalungu alo mphakathi, kubhekwe kakhulu abesifazane, amadoda, intsha nabantu abaphila nokukhubazeka)
Abasebenzi abavela emphakathini oseduze nemayini	Yebo (okungenani u-25% wabo bonke abasebenzi abasebenza kule nkontileka kumele bavele kulo mphakathi, njengoba uchaziwe)	Yebo (okungenani u-50% wabo bonke abasebenzi abasebenza kule nkontileka kumele bavele kulo mphakathi, njengoba uchaziwe)

Inhloso yokuthuthukisa amabhizinisi	2025	2026	2027	2028	2029
Abahlinzeki abavela emphakathini oseduze nemayini abahlangabezana nemibandela	–	5	2	2	2
Ama-SMME aqeqeshiwe	–	–	3	3	3
Amabhizinisi amasha afakwe ohlwini lwabahlinzeki	–	–	10	10	10
Abahlomulayo ekuthuthukisweni kwamabhizinisi	N/A	N/A	N/A	3	3
Abahlomula ekuthuthukisweni kwabahlinzeki bezimpahla nezinsizakalo	N/A	N/A	N/A	3	3

Imigomo yokuthengwa kwezimpahla nezinsizakalo ehambisana noMqulu Wezezimayini

Okuhloswe ukufezwa kuzoqala ukusebenza kusukela ngo-2027 futhi kuzobuyekezwa minyaka yonke, kubhekwe imali esetshenzisiwe, ngokwemibiko yonyaka yoHlelo Lwentuthuko Yomphakathi Neyabasebenzi kanye nombiko woMqulu Wezezimayini.

Izimpahla zezimayini	2027	2028	2029
Imali esetshenziswa ekuthengeni izimpahla ezenziwe eNingizimu Afrika	**35%**	**45%**	**50%**
Amabhizinisi aphethwe futhi alawulwa ngabantu ababencishwe amathuba ngokomlando	10%	14%	15%
Amabhizinisi aphethwe futhi alawulwa ngabesifazane noma yintsha	3%	3%	3%
Izinkampani ezihambisana nezimfuneko ze-B-BBEE	22%	28%	32%

Izinsizakalo	2027	2028	2029
Spend on South African companies	**35%**	**40%**	**50%**
Amabhizinisi aphethwe futhi alawulwa ngabantu ababencishwe amathuba ngokomlando	23%	25%	30%
Women owned and controlled entities	5%	7%	10%
Amabhizinisi aphethwe futhi alawulwa yintsha	2%	2%	3%
Izinkampani ezihambisana nezimfuneko ze-B-BBEE	5%	6%	7%

Umthombo: Amathebula 46 no-47 woHlelo Lwentuthuko Yomphakathi Neyabasebenzi. Ayikho imigomo ebekiwe yeminyaka ka-2025 no-2026.

IForamu Yekusasa

IForamu izosungulwa kungakedluli u-30 Novemba 2026. Abamele abaphathi nabasebenzi abahlangene ezinyunyaneni zabasebenzi bazohlangana okungenani kanye njalo ezinyangeni ezintathu ukuze babone kusenesikhathi ubungozi obungaholela ekulahlekeni kwemisebenzi, bese bevumelana ngezindlela zokubhekana nabo.

- Ukukhuthaza izingxoxo eziqhubekayo phakathi kwabamelele abasebenzi nomqashi mayelana nekusasa lemayini.
- Ukubheka phambili ekusaseni kusenesikhathi ukuze kuqashelwe izinkinga, izinselele nezisombululo ezihlobene nokukhiqiza nokulondolozwa kwemisebenzi.
- Ukwakha amasu okuvuselela ukusebenza kwemayini nawokudlulisela abasebenzi kweminye imisebenzi ukuze kuncishiswe ukulahleka kwemisebenzi.
- Ukusebenzisa amasu okuvunyelwene ngawo yizinhlangothi zombili.
- Ukugcina amarekhodi emihlangano, abantu abayihambelayo kanye nohlu lwezinyathelo okufanele zithathwe.

Le Foramu ayithateli indawo ukubonisana ngokuvumelana noMthetho Wezobudlelwano Kwezabasebenzi (Labour Relations Act), yezingxoxo ezisemthethweni zokuxoxisana ngamalungelo nezimo zokuqashwa (collective bargaining), noma yokuxoxisana ngqo nemiphakathi ethintekayo.

Ukuhlolwa kwekota nokubikwa kusenesikhathi kwezinkinga ezidinga ukunakwa ngokushesha

Abaphathi, abamele abasebenzi kanye nosonkontileka abafanele babuyekeza ubungozi obuthinta ibhizinisi nemiphumela yabo ekuqashweni kwabasebenzi. Kubizwa eminye imihlangano uma kuvela ubungozi obusha.

1 Isimo nekusasa lebhizinisi

- Uhlelo lokukhiqiza nolokusebenza kwemayini
- Ukwenza inzuzo nokungena nokuphuma kwezimali
- Ubungozi obuhlobene nemakethe nemayini

2 Abantu nokuphepha

- Umthelela wobungozi kubasebenzi nakosonkontileka
- Amakhono nokudluliselwa kwabasebenzi kweminye imisebenzi
- Ezempilo nokuphepha

3 Izindlela Zokwenza Uguquko

- Ezinye Izindlela Zokulondoloza Imisebenzi
- Amakhono Asebenziseka Kweminye Imisebenzi Nezindlela Zokuziphilisa
- Imithelela Emiphakathini Nakubahlinzeki

Irekhodi lezinyathelo okuvunyelwane ngazo

Rekhoda isiphakamiso ngasinye, isinqumo, umuntu obhekele ukusifeza, usuku lomnqamulajuqu nezinsiza ezidingekayo. Izindaba eziphathelene nezibopho zomthetho zokubonisana nokwazisa kufanele zidluliselwe kumqashi noma kumnikazi welungelo lokumba izimayini obhekene nazo.

Landelela imiphumela futhi ubike ngayo

Hlola imisebenzi egciniwe, abasebenzi abathuthelwe kwezinye izikhundla, ukubamba iqhaza ekuqeqeshweni, usizo olunikeziwe nezinkinga ezingakaxazululwa. Buyekeza irejista yobungozi kanye nezinto ezizodingidwa emhlanganweni olandelayo weForamu.

Umjikelezo wokubuyekeza nowokuthatha izinyathelo weForamu Yekusasa (Umfanekiso 18 woHlelo Lwentuthuko Yomphakathi Neyabasebenzi)

Ukuhlinzekwa kwezezimali kweminyaka emihlanu

Uhlelo	2025	2026	2027	2028	2029	Ingqikithi
I-AET yomphakathi	***R0***	***R0***	***R159 000***	***R168 540***	***R178 652***	***R506 192***
Ukuqeqeshelwa umsebenzi/ukuqeqeshelwa umsebenzi wezandla	*R0*	*R0*	*R2 000 250*	*R2 620 000*	*R4 590 000*	*R9 210 250*
Amakhono angasetshenziselwa ezindaweni ezahlukene zomphakathi	*R0*	*R121 000*	*R550 000*	*R330 000*	*R0*	*R1 001 000*
Ukuqeqeshelwa amakhono ayinhloko	*R0*	*R171 085*	*R839 659*	*R1 022 750*	*R1 188 386*	*R3 221 880*
Imifundaze	*R0*	*R0*	*R726 000*	*R770 000*	*R815 000*	*R2 311 000*
Izinhlelo zokuqeqeshelwa umsebenzi	*R0*	*R0*	*R480 000*	*R508 800*	*R539 328*	*R1 528 128*
Ukuthuthukiswa kwezidingo zabasebenzi	R0	R292 085	R4 754 909	R5 420 090	R7 311 366	**R17 778 450**
Ukuthuthukiswa komnotho wendawo	R0	R500 000	R3 500 000	R5 500 000	R12 000 000	**R21 500 000**
Ukunciphisa imisebenzi nokudilizwa kwabasebenzi	R0	R40 000	R160 000	R160 000	R160 000	**R520 000**
Ingqikithi isiyonke	**R0**	**R832 085**	**R8 414 909**	**R11 080 090**	**R19 471 366**	**R39 798 450**

Umthombo: Isigaba 5 se-SLP, Ithebula 49; imigomo yokuthuthukiswa komnotho wendawo ngonyaka ithathwe kuThebula 38.

Ukubamba iqhaza komphakathi kanye nokuphawula

UHlelo Lwentuthuko Yomphakathi Neyabasebenzi luvulelekele umphakathi ukuba uphawule kusukela ngo-27 Novemba 2026 kuya ku-18 Januwari 2027.

Indlela ukuphawula okusingathwa ngayo

- Ukuphawula kungase kuthunyelwe kumuntu obhekele ukwamukela imibono yomphakathi oshiwo kule slayidi.
- Ukuphawula kungase kuthunyelwe nge-imeyili, nge-SMS noma nge-WhatsApp.
- Konke ukuphawula okutholakele kuzocatshangelwa ngaphambi kokuphothulwa koHlelo Lwentuthuko Yomphakathi Neyabasebenzi.
- Ukuphawula okutholakale phakathi nezinsuku ezingu-30 ezibekelwe ukuphawula kuzoqoshwa ku-Comment and Response Register (CRR), ezothunyelwa ku-DMPR.
- Konke ukuphawula okutholakale ngaphambi kuka-**18 Januwari 2027 noma ngalolo suku** kuzofakwa ku-CRR.

Othintwayo ekubambeni iqhaza komphakathi

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www.evasolutions.co.za/Public-Documents/Liberty-Coal-SLP

Siyabonga