

# ABASEBENZI MGDINI BAFUNA UMOVUZO OPHILISAYO



## A. INGUQUKO KWISIVUMELWANO SIKA 1983

Sifuna ilungelo lokuthethathethana egameni lamalungu ethu onke, hayi lawo akuluhlu 1-8. Lento kuzokufuneka iguqulwe kwisivumelwano sika 1993.

## B. IMIBANGO KWEZOQOQOSHO

### 1. Imivuzo

#### 1.1 Kwimigodi Yegolide

Siphakamisa obu buncinci bonyuso lomvuzo ngamarandi kwizinga lomvuzo wenyanga kubasebenzi abangesiso isitafu.

(Jonga uluhlu (A) lwemivuzo kwiphepha lesi 6 ne 7).

Isitafu kufanele sifumane amapesenti alinganayo onyuso kwisisekelo semivuzo ngokufanayo nesiqingatha sabangesiso isitafu, phezu komgodi naphantsi emgodini.

E Stilfontein: amazinga obuncinci bomvuzo buzohlala bulingana ne Buffelsfontein.

Isakhiwo esiqhelekileyo sentlawulo kwi Anglo American:

Isisekelo semivuzo masinyuswe nge 20%.

#### 1.2 Kwimigodi yamalahlle

##### Ubuncinci Bomvuzo

Sifuna ubuncinci bentlawulo eyi R900 kubasebenzi baphezu komgodi ize ibeyi R1000 ngenyanga kubasebenzi baphantsi emgodini nabemigodi evulekileyo. Lemivuzo ayidibenanga nentlawulo yokutya, indawo yokuhlala kunye nokunakkelwa kwempilo. (Jonga uluhlu (B) lwemivuzo kwiphepha lesi 6 ne 7). Isitafu kufanele sifumane amapesenti afanayo onyuso kwisisekelo semivuzo ngokufanayo nesiqingatha sabangesiso isitafu, phezu komgodi naphantsi emgodini.

##### Unyuso oluvumelekileyo

Abasebenzi abarhola ngaphezulu kobuncinci obukhoyo obubekwe ngumzimveliso womgodi mabavumeleke kunyuso lwamarandi

kumazinga esisekelo sentlawulo zabo. Oku kufuneka kohluka kancinci phakathi kobuncinci obutsha nobadala kwizinga labo.

#### 2. Isiqingatha semali yekhefu leholide

Bonke abasebenzi kufuneka babe nelungelo lesiqingatha semali yekhefu leholide ubuncinci obuyi 100% kwizinga lemivuzo yabo yenyanga.

#### 3. Unyuso lokuhlala emsebenzini

Bonke abasebenzi kufanele babe nelungelo kunyuso mali yokuhlala emsebenzini engange 5% ngonyaka kwisisekelo somvuzo samazinga abo ngonyaka awuhleli emsebenzini kumzimveliso, ukuya kuma kubukhulu obuyi 12.5%.

#### 4. Amagalelo e Provident Funds

Imikhonto egalelwa ngabaqeshi egameni lamalungu kwi Mineworkers Provident Fund kufanele inyuswe nge 12.75% ngokomgaqo abenza ngawo amagalelo kwingxowamali yomhlala phantsi yabaqeshwa abamhlophe.

#### 5. Umshorensi wanaphakade wempilo

Umshorensi wanaphakade wempilo mawunikezwe, namagalelo abhatalwa ngabaqeshi okunika abasebenzi abazingxwelerha umhlala phantsi onguwo kubomi babo bonke.

#### 6. Ukhuseleko lwabasebenzi mgodini nohlelo lwamalungelo

Isiqingatha sonke semali ezibhatalwayo ngaphantsi kweli hlelo kufanele zibhatalwe ngabaqeshi.

## C. Imibango engeyiyo eyoqoqosho

#### 7. Ikhhefu loqeqesho lwamagosa e NUM akhethiweyo

Amagosa akhethiweyo eNUM kwisebe, kwinqila nakwisizwe kufanele anikwe

amalanga ama 5 ekhefu elibhatalayo lokuzimasa izifundo zoqeqesho lombutho wabasebenzi ngonyaka.

#### 8. Uqeqesho lwamashaft steward

Amashaft Steward kufanele abenelungelo lamalanga ayi 5 ekhefu elibhatalayo lonyaka kuqeqesho ade ayokuma ngamalanga ayi 15.

#### 9. Ukusetyenziswa nokuhlolwa kwezivumelwano

I Chamber of Mines kufanele ivume kusekwe ibhodi ezimeleyo enabahloli abazokuhlola izivumelwano phakathi kwe Chamber kunye ne NUM kwaye kunyuselwe ukusebenza kwazo.

#### 10. Ukufundiswa nokuqeqeshelwa izibalo

Isiseko sezifundo zabadala liqonga lamalungu amaninzi e NUM alifunayo phambi kokuba abe nakho ukungenelela olunye uqeqesho, amava omsebenzi avumelekileyo kunye nemivuzo ephuzulu ngokulandela ikamva eliqinisekileyo. Abasebenzi kufanele bafumane intlawulo yexesha lokungabikho emsebenzini ngokuzimasa ezo zifundo.

#### 11. Imibango kwimiba yeMpilo noKhuseleko

##### 11.1 Uthethathethwano lwesivumelwano sonyango lwempilo nokhuseleko.

Amanqanaba azalisekisa esi sivumelwano kufanele abandakanye:

- Ukwenyulwa nokuvumeleka kwamaShafu Steward
- Imisebenzi yamashafu steward
- Intlangano yempilo nokhuseleko
- Uqeqesho
- Ulwazi
- Ukuphandwa nokufunyaniswa kwengozi
- Izixhobo kunye nevume

#### 11.2 Isivumelwano sengeniso yokhuseleko masiphuculwe

Ithuba lengeniso yokhuseleko kufuneka yandiswe ukusuka kwinyanga ezi 6 ukuya kweziyi 12. Ezi nyanga ziyi 12 mazingahlanganisi naliphina ixesha lekhefu. Umsebenzi makungathunyelwa kuluhlu lomsebenzi eliphantsi ngamaqanaba amabini kunomsebenzi wakhe phambi kokuba onzakele. Ukuba uqeqesho luyafuneka kuye lokwenza umsebenzi omtsha makalinike uqeqesho. Lento ezokunqanda into yokuba abasebenzi abalimeleyo bangabi ngomashanyela, xa belungele okwenza umsebenzi oncono.

#### 11.3 Amapesenti athile abasebenzi abazingxwelerha mabaqeshwe

Imayini nganye kufanele iqeshe isiqingatha esithile samapesenti abasebenzi abazingxwelerha ababelimele ezingozini zomgodi.

#### 11.4 Ulwazi ngengozi yokufa

Nangeliphi ixesha kusenzeka ingozi yokufa, ikomiti yesebe mayazise i ofisi yenqila kwangxesha ukwenzela ukuba abahloli baye kulo ndawo. Ingxelo yabasebenzi ababulewe nabonzakele kwingozi zemayini mayinikwe umbutho xa uyifuna.

#### 11.5 Ukuqhutywa kophando kwizixhobo zokhuseleko

Intlangano yophando ye Chamber of Mines (COMRO)ephanda ngokufaneleka kwama-bhutsi azokuthi akhusele ezinye intlobo zengozi, nenyawo ngokunjalo kufanele luqhubeke kwaye into efumanelekileyo kufanele isetyenziswe.

I NUM inelungelo lokugququla okanye yongeze kwezi ziphakamiso nangeliphi ixesha, phambi okanye ngethuba lothethathethwao.