

# Asikho Isivumelwano Ngama Shaft Steward Agqibeleleyo

Imiba emininzi ishlyeke ingasombululekanga kuthethethwano lalo nyaka phakathi kwe Chamber of Mines kunye ne NUM.

Eminye yale miba:

## Amashaft steward agqibelele

I Chamber isathi ngumba umakuthethwane ngawo kumgagatho wemayini, kodwa iwamkele umgomo wemizimveliso ngokubanzi wokukhuthaza imayini nazo zivumele amashaft steward agqibeleleyo.

## Umxolelanisi namatyala ukugxothwa

I Chamber ayivumi ukuthethana ngesivumelwano salomba komgagatho ophezulu, kodwa izokukhuthaza imayini zingene kwisivumelwano ne NUM.

## Abangcikivi

I Chamber ayiwamkeli umbono wokuba abasebenzi abangengawo amalungu abhatale umthamo kumalungelo abawafumana kuthethethwano

oluqhutywa ngumbutho we NUM.

Yi Harmony ne Anglo American kuphela ezizimiseleyo ukubamba ingxoxo ngalomba.

Isaphakamiso sabo ngabasebenzi abangengawo amalungu sesokuba bafake isadla se 1% kwimivuzo yabo "Kwingxowa Yesebe Lothethethwano" okanye "Kwingxowa Yonxibelelwano Lwemizimveliso" nyanga zonke.

Inxenye yemali izokutshona kwi NUM. Eshiyekileyo izokuchithwa kwizinto ezifana noqeqeshe lonxibelelwano lwemizimveliso, nakwindleko zomxolelanisi njalo-njalo.

## INUM Imisele Ingxabano Ne GFSA

INUM imisele ingxabano ne Gold Fields of SA (GFSA) ngokungavumi kwayo ukunyusa imali ye Mineworkers Provident Fund.

INUM isamile ukuthetha ne GFSA ukuba kufakelwe enye i 1% yokongeza kwimali ye Provident Fund, kodwa ayaphumelela.

Bangange 8 000 abasebenzi abachaphaselekayo kule ngxabano.

Kodwa ngelithuba imbonakalo yokulungiswa kwemivuzo ka 1992 ifikelela esiphelweni namanye amalungu e Chamber, ngaphandle kwe GFSA.

## Ukwabiwa kwemveliso

Imivuzo ephantsi efakelweyo iqala ku R29 ukuya ku R92 kumvuzo wenyanga, izokukonyezelwa ngolwabelwano lwemveliso kweminye imizi yemigodi. Ukunyuswa kwemivuzo yenyanga iqalele ku 6 ukuya ku 8,9% (pesenti).

Yonke imizi yemigodi izimisele ngokwabelana ngemveliso nabasebenzi ngaphandle kwe GFSA ne Anglovaal, zona zinika i 6% kuphela yokunyusa imivuzo.

Esimayini silandelayo sizimisele ukuthatha inxaxheba kulwabelwano lwemveliso, i Freegold, Vaal Reefs, Western Deep Levels, Elandsrand, Salties, Blyvoor, Harmony, Buffelsfontein, Beatrix, St Helena, Unisel, Kinross, Winkelhaak, Grootvlei kunye ne Marievale.

I JCI ayizimiselanga ukuthethethwana ngokwabelana ngemveliso kunye ne NUM. Kunalonto i JCI ifuna ukughubeka ne bonus ekwakhuthethethwene ngoya kuthethethwano lonyaka ophelileyo.

Amalungu e NUM alukhaba olubhalelo kwintlanganiselo yeKomiti ePhezulu eyayibanjwe e Rhawutini ku Jani/w...ri walo nyaka.

Uthethethethwano lusaqhubeka e Harmony, eBlyvoor nase sibhedlele sase Sir Albert Robinson ngokwehlukana kokunyuswa kumvuzo.

Unyuso mali laswe Harmony yi R30 kuwo onke amazanga ngelithuba i Blyvoor ne Sir Albert Robinson Hospital zinikisa ngobuncinane bukunyusa obuyi R25 ne R35 bukunyusa umvuzo ngokulandelelana.

## ULUVO LUKA MHLELI

Abaqeshi bamisele imfazwe kubasebenzi ngokubanjwa umvuzo omncinci kakhulu ongenakwazi ukwenza into ebonakalayo ngawo.

Sukela kulo nyaka uphellileyo abaqeshi babonakalise mhlophe ukuba abazimiselenga nakancinci ukwamkela imibango yomvuzo we NUM eyonanto egcina ekufa kwamandla emali emi ndawonye.

Isimosibi kwezinye imayini zegolide ngenxa yeemeko zoqoqosho esingenziwanga ngabasebenzi mgodini.

Abaqeshi basebenzisa elithuba lalameko baqalisa ukubulala umgagatho wobomi babasebenzi ngokufakela umvuzo oyi 5-6% (pesenti) ingoma entsha yemizimveliso.

Ukunyuswa komvuzo wonyaka nge R45.00 kubasebenzi abamkela i R750.00 kumlingiselo wenyanga, ayithethi nto kodwa ithetha isigwebo sokufa ngendlela ebuhlungu yendlala.

Kulo nyaka imfazwe igqinisiwe njengokuba zonke imayini kunye ne Eskom zizimisele ngokungajiki ekwenzeni imveliso enkulu ngokugqubeka nokucinezela imivuzo yabasebenzi.

Noxa abaqeshi benyanzelisa imivuzo elambisayo bebamba abasebenzi ngobhonzwana ayikho into eyenziwayo ekukhuseleni imisebenzi yabo. Ukubulawa kwamawaka-waka emisebenzi emigodini naku Eskom esiyinto eqhelekileyo kwezindawo. Amaxhoba lawo abulawelwe umsebenzi alahlwa kwindawo zasemaphandleni apho bafike bajongane nentlupheko.

Ngokugqina kwengqondo zabaqeshi ukwala ukutyikitya isivumelwano ne NUM kuhlangebezwane nesifo somdilizo, isimo siya ngokubasibi.

Ngumgaqo wabaqeshi jikelele ukukhusela tingxaki zemizimveliso yabo ngokuphungula imivuzo yabasebenzi nangomdilizo.

Abaqeshi basebenzisa lomgaqo ngokukhohlakala kwenyathietyiwa zintlungu. Uthethethethwano lwemivuzo ne NUM selujike lwaba lunxibelelwano olugqubeka esidlangalaleni njengokugqina nakubalikhuni kwendawo ephetheyo.

Ukukhohlakala kwemizi yemigodi apho abasebenzi bengagqugquzelekanga kakuhle ngaphantsi kwe NUM ingcinezelo lence gca okwekati emhlophe ehlungwini.

Ixesha lifikile ukuba abasebenzi bame ngenyawo balwele umvuzo ophilisayo kunye nokhuseleko lomsebenzi.

Into yokuqala ebalulekileyo lumanyano lwabo bonke abasebenzi mgodini kunye nabasebenzi bamandla ngaphantsi kwe NUM. Amandla abaqeshi axhomekeke kumanyano ekuxhaphazeni abasebenzi nokuba evela koluphina uhlanga.

Incukudu mazazi ukuba amalungu e NUM awasazimisele ukulwela abantu abamfitha igazi labo. Abo bavuna apho bengatyalanga khona mabayazi ukuba abasalindelekanga ukuba bafumane imfanelo zamalungu e NUM simahla into abangayifumani mahala kubaqeshi.

## i-Chamber Iyamkele Imibango Engeyiyo Eyoqoqosho

Isivumelwano phakathi kwe Chamber of Mines kunye ne National Union of Mineworkers kufikelelwe kuso ngemiba engadibenanga noqoqosho ngethuba lothethethethwano lwemivuzo lalo nyaka.

Ezi zivumelwano zezi zilandelayo:

Amalanga ekhefu abhatalayo kuma shaft steward azimase uqeqesho lwezifundo zombutho andisiwe ukusuka kumalanga ama 4 ukuya kumalanga ama 5 ngonyaka.

I Chamber ivumile ukubhatala amashift alahlekileyo kumaqabane azimase uthethethethwano lwemivuzo.

I NUM izokunikwa isihlalo kwibhodi yabaphathi be Rand Mutual Assurance Company, inkampani ebhatala imfanelo zabasebenzi abalimeleyo kunye neentsapho zabo. Ummeli we NUM uzokuvumeleka anyanzelise

imizimveliso yemigodi ichaze ngeengxaki malunga nembuyiselo.

I Chamber (ngaphandle kwe Gold Fields) ivumile ikubhatala indleko ezipheleleyo zokufa kunye nezomngcwabo kubasebenzi mgodini.

I Chamber ivumile ukuthetha ne NUM malunga nokugcinwa kwempilo yeentsapho zabasebenzi mgodini abamnyama.

I Chamber ivumile ukuba kuthethwe norhulumente ngokulungiswa kumthetho wezifo ezihlasela abasebenzi base mayini kwaye kubhatalwe imali yembuyiselo elinganayo kubasebenzi abamnyama nabamhlophe.

Umqulu wamalungelo abasebenzi abazingxwelerha nabalimileyo kunye ne sivumelwano sonyango (Medical Separation Agreement) sizokunceda abasebenzi abangena kwazi ukusebenza ngenxa yezifo okanye ukugula sigqityiwe.

