



National Gambling Board  
South Africa

a member of **the dtic** group

# UHLELO LWESU 2025/26 – 2029/30



## **Izifinyezo Kanye nama-Akronimi**

|          |   |                                                                        |
|----------|---|------------------------------------------------------------------------|
| AfCFTA   | - | Isivumelwano Sokuhwebelana Ngokukhululeka Ezwenikazi Lase-Afika        |
| APP      | - | Uhlelo Lokusebenza Lonyaka                                             |
| B-BBEE   | - | Ukuthuthukiswa Okubanzi Kwabamnyama Kwezomnotho                        |
| CCO      | - | Isikhulu Esibhekele Ukuthobela                                         |
| CEO      | - | Umphathi Omkhulu                                                       |
| CFO      | - | Umphathi Omkhulu Wezezimali                                            |
| CPA      | - | Umthetho Wokuvikela Abathengi                                          |
| CSA      | - | Umeluleki Oyinhloko Wamasu                                             |
| CSD      | - | Umphakeli Oyinhloko Wesizindalwazi /Wemininingo                        |
| CSR      | - | Uphiko Lwezinsizakalo Zebhizinisi Nocwaningo                           |
| CTO      | - | Umphathi Omkhulu Wezobuchwepheshe                                      |
| EA       | - | Isiphathimandla Esiphezulu                                             |
| FICA     | - | Umthetho Wesikhungo Sezobunhloli Kwezezimali                           |
| FPD      | - | Uphiko Lwezezimali Nokuthengwa Kwempahla                               |
| FY       | - | Unyaka Wezimali                                                        |
| GCCD     | - | Uphiko Lokulawula Amagemi/imidlalo Nokuthobela                         |
| GDP      | - | Isamba soMkhqizo Wezwe                                                 |
| GGR      | - | Isamba Semali Engenayo Yokugembula                                     |
| GNU      | - | Uhulumeni Wobumbano Lwesizwe                                           |
| HDI      | - | Abantu Ababencishwe Amathuba Ngokomlando                               |
| ICT      | - | Ubuchwepheshe Bezokuxhumana Ngolwazi                                   |
| IGRFA    | - | Umthetho Wohlaka Lobudlelwano Phakathi Kohulumeni                      |
| LPMs     | - | Imishini Yokukhokha Elinganiselwe                                      |
| MOU      | - | Imemorandumu Yokuqondisisa                                             |
| MTEF     | - | Uhlaka Lwezindleko Zesikhathi Esimaphakathi                            |
| MTDP     | - | Uhlelo Lokuthuthukiswa Kwesikhathi Esimaphakathi                       |
| NCEMS    | - | Uhlelo Oluyinhloko Lokuqapha Nge-Elekhtronikhi Kuzwelonke              |
| NDP      | - | Uhlelo Lokuthuthukiswa Kwezwe                                          |
| NGA      | - | Umthetho Wezokugembula Kazwelonke                                      |
| NGB      | - | Ibhodi Lezokugembula Likazwelonke                                      |
| NGPC     | - | Umkhandlu Wenqubomgomo Yezokugembula Kazwelonke                        |
| NGR      | - | Umlawuli Wezokugembula Kazwelonke                                      |
| NT       | - | UMgcinimafa Kazwelonke                                                 |
| PFMA     | - | Umthetho Wokuphathwa Kwezimali Zomphakathi                             |
| PLAs     | - | Iziphathimandla Zamalaysensi Zesifundazwe                              |
| POPIA    | - | Umthetho Wokuvikela Ulwazi Lomuntu Siqu                                |
| POCA     | - | Umthetho Wokuvimbela Ubugebengu Obuhleliwe                             |
| SABS     | - | Isikhungo Esihlola Amazinga Eningizimu Afrika                          |
| SMME     | - | Amabhizinisi Amancane Naphakathi Nendawo                               |
| SPCIG    | - | IKomidi Elibalulekile Lababambiqhaza Lokulwa Nokugembula Okungemthetho |
| SWOT     | - | Amandla, Ubuthakathaka, Amathuba Nezinsongo                            |
| the dtic | - | UMnyango Wezohwebo, Izimboni kanye Nokuncintisana                      |
| TID      | - | Incazelo Yenkomba Yezobuchwepheshe                                     |
| TOWS     | - | Izinsongo, Amathuba, Ubuthakathaka Namandla                            |

## OKUQUKETHWE

|                                                                                       |           |
|---------------------------------------------------------------------------------------|-----------|
| <b>ISITATIMENDE SESIGUNYAZISO ESIPHEZULU .....</b>                                    | <b>4</b>  |
| <b>ISANDULELA SEPHINI LIKANGQONGQOSHE .....</b>                                       | <b>5</b>  |
| <b>ISITATIMENDE SOGUNYAZA IZIBALO .....</b>                                           | <b>6</b>  |
| <b>INGXENYE A: IGUNYA LETHU .....</b>                                                 | <b>11</b> |
| 1. IGUNYA NGOKOMTHETHOSISEKELO .....                                                  | 12        |
| 2. IGUNYA NGOKOMTHETHO NENQUBOMGOMO .....                                             | 12        |
| 3. IZINQUBOMGOMO ZESIKHUNGO NAMASU OKULAWULA INKATHI YEMINYAKA EMIHLANU .....         | 14        |
| 4. IZINQUMO ZENKANTOLO EZIFANELE .....                                                | 23        |
| <b>INGXENYE B: AMASU ETHU ESIGXILE KUWO .....</b>                                     | <b>24</b> |
| 1. UKUHLAZIYWA KWESIMO .....                                                          | 25        |
| 1.1 UKUHLAZIYWA KWESIMO SANGAPHANDLE .....                                            | 27        |
| 1.2 UKUHLAZIYWA KWESIMO SANGAPHAKATHI .....                                           | 33        |
| 1.2.1 UKUHLAZIYA NGE-SWOT .....                                                       | 34        |
| 1.2.2 UKUHLAZIYA NGE-TOWS .....                                                       | 38        |
| <b>INGXENYE C: UKULINGANISA UKUSEBENZA KWETHU .....</b>                               | <b>39</b> |
| 1. ULWAZI NGOKUSEBENZA KWESIKHUNGO .....                                              | 39        |
| 1.1 ISITATIMENDE SOMTHELELA .....                                                     | 40        |
| 1.2 UKULINGANISA IMIPHUMELA YETHU .....                                               | 42        |
| 1.3 INCAZELO YOKUSEBENZA OKUHLELIWE YEMINYAKA EMIHLANU (5) YESIKHATHI SOKUHLELA ..... | 43        |
| 2. IZINGOZI EZIYINHLOKO KANYE NOKUZINCIPHISA .....                                    | 46        |
| 3. UHLELO LWEZEZIMALI .....                                                           | 50        |
| 3.1 IZINKAMBISO ZEZINDLEKO .....                                                      | 50        |
| 3.2 UKUPHATHWA KWEMPAHLA NESIKWELETU .....                                            | 50        |
| 3.3 UKUQAGELWA KWEMALI EKHONA .....                                                   | 51        |
| 3.4 IZINHLELO ZOKUCITHA IMALI ENKULU .....                                            | 51        |
| 3.5 IZINQUBOMGOMO ZEZABELO .....                                                      | 51        |
| <b>INGXENYE D: INCAZELO YENKOMBA YEZOBUCHWEPHESHE (TID).....</b>                      | <b>52</b> |

## Isitatimende Esiphezulu

## Sesigunyaziso



Isimo somnotho lapho uMnyango Wezohwebo, Izimboni, Nezokuncintisana (**i-dtic**) kanye nezinhlobo zawo zisebenza zisalokhu zibhekene nobunzima kanye nezinsalelo. Izingxabano zomhlaba jikelele, izimpi zohwebo, kanye nokuvikelwa okukhulayo kuyaqhubeka nokudala izithiyi ezimakethe ezibalulekile ezithumela ngaphandle ngenkathi kukhuthaza izimo ezesabisaiminoto emincane evulekile njengeNingizimu Afrika. Ngaphakathi, izithiyi ngokwezakhiwo ezifana nokuntuleka kwemisebenzi okuphezulu, ukungalingani, ubumpofu, nezinsalelo zengqalasizinda— ikakhulukazi kwezamandla nezokuthutha— ziyaqhubeka nokukhinyabeza ukukhula komnotho okusimeme kanye nokutshalwa kwezimali.

Kungalesi simo lapho ukuphatha kukahulumeni we-7 ohlanganisa uHulumeni Wokubusa ngokuBambisana (i-GNU) umise uHlelo Lokuthuthukisa Lwesikhathi Esimaphakathi (i-MTDP) olugxile ezintweni

ezintathu ezibalulekile: Ukukhula komnotho okubandakanya wonke umuntu nokud kwemisebenzi, ukunciphisa ububha kanye nikubhekana nezindleko eziphakeme zokuphila, kanye nokwakha umbuso onekhono, oqotho nothuthukayo.

**i-dtic** iqondanise imizamo yayo nalelisu elibanzi likazwelonke, ibeka eqhulwini **ukuvuselelwa kwezimboni, ukudala amathuba omsebenzi, uguquko, nekhono lombuso**. Okubalulekile kulokhu wuhlelo lwenqubomgomo yezimboni eqhuba ukucithwa kwekhaboni, idijithali, kanye nokwehlukahlukana kwezomnotho ukuze kwakhiwe iNingizimu Afrika encintisanayo nelinganayo.

Imboni yezokugembula, njengemikhakha eminingi, iye yaba noshintsho olukhulu lwesakhiwo ngenxa yentuthuko yezo-buchwepheshe. Kulomkhakha othuthukayo, ukulawulwa okusebenzayo kusabalulekile ekuqinisekiseni ukuthi imboni ineqhaza ekukhuleni komnotho kuyilapho ivikela abathengi, igcina ukuthotshelwa komthetho, futhi ivimbela izenzo zobugebengu. Uhlaka lokulawula kufanele luhlale luphendula futhi lusebenza ukuze kuqinisekise indawo yokugembula enobulungisa, esobala, nelawulwa kahle.

Uhlelo Lwesu luhlinzeka ngomhlahlandlela weminyaka emihlanu oqondanisa umsebenzi wenhlangano nezinto ezibalulekile kuzwe-lonke, ukuqinisa ukulawula kokugembula njengethuluzi lokukhula komnotho. Uhlelo-Lokusebenza Lonyaka (i-APP) luhumusha lombono ube

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

yimiphumela engenzeka, iqinisekisa inqubekelaphambili elinganise-kayo onyakeni omusha wezimali. Uhlelo Lokusebenza Lonyaka- 2025/26-2027/28, luthunyelwa ngokubambisana Nohlaka Olubuyekeziwe Lwezinhlelo Zesu Nokusebenza Zonyaka.

Ngifisa ukudlulisa ukubonga kubaphathi nabasebenzi ngokuzinikela nokuzibophezela kwabo ekwenzeni lombono wamasu. Imizamo yabo eqhubekayo izoba wusizo ekufezeni

izinjongo ezibanzi zikahulumeni nokugqugquzela umnotho obandakanya wonke umuntu futhi oqinile.



**Mnu Parks Tau, MP**  
**Ungqongqoshe Wezohwebo, Izimboni kanye Nokuncintisana**

## Isandulela                      Sephini Likangongqoshe



Ukuphatha kwe-7, ngaphansi kukaHulumeni Wobumbano Lwesizwe (i-GNU), sekubeke ngokucacile uHlelo Lokuthuthukiswa Kwesikhathi Esimaphakathi (i-MTDP) olubeka eqhulwini ukukhula komnotho okubandakanya wonke umuntu nokudalwa kwamathuba emisebenzi, ukuncishiswa kobubha, kanye nokusungulwa kombuso onekhono, onesimilo nothuthukayo. **i-dtic** iqondanisa imizamo yayo nalezi zinto ezibalulekile, igxile ekuvuseleleni izimboni, ukwakhiwa kwamathuba emisebenzi, uguquko lomnotho, kanye nokuthuthukiswa kwamandla ombuso.

Ibhodi Lezokugembula Likazwelonke (i-NGB) lidlala indima ebalulekile kuloluhlelo olubanzi lwezomnotho ngokuqinisekisa ukulawulwa ngempumelelo kanye nokwengamela imboni yezokugembula ukuze kuvikelwe izithakazelo zabathengi, kugqugquzelwe ukugembula okunesibopho, kanye nokuvimbela imisebenzi engekho emthethweni.

Imboni yezokugembula ihlangabezane noshintsho olubalulekile lwesakhiwo, oluqhutshwa yintuthuko yezobuchwepheshe kanye nokuthuthuka kwezintandokazi zabathengi.

Ukwanda okusheshayo kokubheja, manje osekuhlanganisa ngaphezu kwama-60% weSamba Semali Engenayo Yokugembula (i-GGR), kuguqule isimo, ukwethula kokubili amathuba kanye nemisebenzi yokulawula. Kuyilapho lezi zinguquko ziqhuba umsebenzi wezomnotho, ziphinde zidinge uhlaka lokulawula oluthuthukisiwe ngesimanje, olunekhono kwezo-buchwepheshe ukuze kuqinisekise ukubeka izinto obala, ukuthobelana, kanye nokuzibophezela komphakathi.

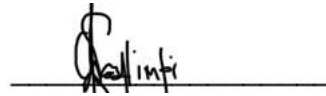
Njengoba imboni yezokugembula ithuthuka, kanjalo nezingozi ezihlobene nayo. Ukwenyuka okwesabekayo kwezinkinga zokugembula—kusuka ku-6% ngo-2017 kuya ku-31% ngo-2023—kudinga ukungenelela okuphuthumayo. I-NGB isalokhu izibophezele ekuqiniseni izinhlelo zokugembula ezinesibopho semfanelo, ukuqinisa imizamo yokufundisa umphakathi, kanye nokusebenzisana nababambiqhaza ukuze kuqaliswe izinyathelo zokunciphisa ukulimala. Ngokuhambisanayo, ukulwa nokugembula okungemthetho kusese-qhulwini.

NgeKomidi Likazwelonke Lababambiqhaza Elibalulekile, i-NGB izosebenzisana eduze nabezomthetho, izikhungo zezezimali, nabahlinzeki bezinsizakalo zedijithali ukuze kuliwe nemisebenzi engekho emthethweni ebeka engcupheni isithunzi semboni kanye nomnotho obanzi.

I-NGB iqhubekisela phambili igunya layo ngokusebenzisa izindawo ezibalulekile ekulawuleni amageyimu nokuthobela, ukuphoqeleta, nokucwaninga.

Ngokuqhubekayo futhi ngokuhambisana nezinto ezibalulekile zentuthuko kazwelonke, i-NGB izama ukukhuthaza ukufakwa kwezomnotho ngokugqugquzela amathuba okuthengwa kwempahla ezinkampanini zabamnyama, ukusekela amabhizinisi amancane okugembula ezinqubeni zokukhiqiza, kanye nokuqinisekisa ukuthi imboni ifaka isandla ngokubonakalayo ezinguqukweni. Lemizamo ayigcini nje ngokuqinisa izinguquko zenqubomgomo nemithetho kodwa iqinisekisa umkhakha olawula kahle futhi ozinzile.

Ngincoma ubuholi be-NGB nabasebenzi ngokuzibophezela kwabo ekusebenziseni izinhlelo ezibalulekile ezihambisana ne-ajenda kahulumeni yokukhula.



**Mnu Zuko Godlimpi, MP**  
**Iphini Likangqongqoshe Wezohwebo,**  
**Izimboni kanye Nokuncintisana**

## Isitatimende Sogunyaza Izibalo



Kuyinjabulo enkulu ukuthi Ibhodi Likazwelonke Lezokugembula lethule uHlelo Lwesu lwesikhathi sika-2025-26 kuya ku-2029-30. Ukuqondanisa umgomo wama- NGB nezinjongo ezisebenzisekayo kanye nemi- zamo, uhlelo lwesu lusiza ukuqinisekisa indlela esebenzayo nenomthelela emizamweni yenhlangano yokubhekana nobunkimbinkimbi bemboni yezokugembula.

Umnotho waseNingizimu Afrika ubhekene nezinselelo ezikhulayo emhlabeni jikelele kanye nasekhaya. Ukungezwani kwezom- busazwe, ukuvikela, nezimpi zezohwebo kuye kwaphazamisa ukuthunyelwa kwempahla kwamanye amazwe, kwabangela ukulahlwa kwemfucumfucu okusongela izimboni zendawo. Ngaphakathi, ukucishwa kukagesi, ukukhuphuka kwezindleko zikagesi, ukungase- benzi ngendlela efanele, kanye nokubusa kwendawo okuntekenteke kwandisa izindleko zebhizinisi, kuyilapho ukungqubuzana kwama- khono nokugxila ezimakethe kuphazamisa uguquko lwezomnotho. Ngokuzethemba

okuphansi kwebhizinisi kanye nokukhula kancane izinguquko eziphuthumayo zesakhiwo ziyadingeka ukuze kwakheke umnotho ofaka wonke umuntu, oqinile, noqhudelanayo.

Ama-NGB agxile enkathini yamasu ezayo eqondana nokufika kombuso wokuphatha we- 7 ngaphansi kukaHulumeni Wobumbano (i- GNU) kanye ne-MTDP okubaluleka kakhulu kwayo kugxile ekukhuleni komnotho okubandakanya wonke umuntu nokudalwa kwamathuba emisebenzi, ukunciphisa ububha kanye nokubhekana nezindleko eziphezulu zokuphila, nokwakha isimo esinekhono, esinobucotho, nesithuthukayo.

Ukuzuza ukukhula komnotho okusheshayo, okubandakanya wonke umuntu, nokusimeme kudinga ukugxila okuqinile ekuvuseleleni izimboni, ukudalwa kwamathuba emisebenzi, uguquko kanye nombuso onekhono okwakha isisekelo semiphumela **ye-dtic**.

Njenge-NGB sizibophezele ekuhlenganiseni igunya lethu nezinto ezintsha eziseqhulwini lalokuphatha ukuze kuthuthukiswe ukulawulwa kwemboni yezokugembula ukuze siqinisekise ukuthi imisebenzi yethu inomphumela onenzuzo futhi inomthelela emisebenzini nasekukhuleni okubandakanya umuntu wonke.

Ngaphezu kwalokhu **i-dtic** ihlonze – ngenqubomgomo yezimboni- amathuba ezomnotho abalulekile okungazuzwa ngawo ukukhula komnotho okusheshayo, okubanda- kanya wonke umuntu, nokusimeme ngokwedijithali, ukuqedwa kwekhaboni kanye

nokwehlukahlukana. I-NGB ihlela ukuphishekela ukuhlukahluka ukuze isekele ukuzuza uguquko ngemiphumela yayo

yokugqugquzela ukukhula okusimeme kanye nokufakwa kwezinkampani zabamnyama kwezomnotho.

Imboni yezokugembula eNingizimu Afrika ibe negalelo elikhulu emnothweni nasekuqashweni, ngokukhula okuphawulekayo Ngesamba Semali Engenayo Yokugembula (i-GGR) ngama-25.7% phakathi kuka-FY2022/23 no-FY2023/24, naphezu kwesimo somnotho esiyinselele. Ukwanda okusheshayo komkhakha wokubheja, oqhutshwa izinkundla ze-inthanethi, kuguqule isimo sokugembula, kwethula kokubili amathuba kanye nezinselele zokulawula.

Ukubheja manje sekuhlanganisa ngaphezu kuka-60% we- GGR, okudlula umkhakha wekhasino ovamile osekelwe emhlabeni, ohlangabezane nokuntengantenga kanye nokuncipha kwesabelo semakethe. Lokhu kushintshela ezinkundleni zedijithali kudinga uhlaka lokulawula oluthuthukiswe ngokwesimanje, olunolwazi lwezobuchwepheshe.

Sizothuthukisa Isistimu Kazwelonke Yokuqapha (i-NCEMS) futhi siqinisekise ukutholakala kwayo. Lokhu kuzosivumela ukuthi sigcine ukuqapha okunembile, kwesikhathi sangempela kwenzuzo yokugembula emkhakheni weMishini Yokukhokhela Elinganiselwe (ama-LPM) futhi siqinisekise ukubeka izinto obala nokungenzeleli kuwo wonke umkhakha kanye nokwenza lula ukukhiqizwa kwemali engenayo.

I-NGB inesibopho sokuqapha kanye nokuqinisekisa ukuthi imboni yezokugembula iyahambisana nemithetho neziqondiso ezisebenzayo. Lokhu kubandakanya ukwengamela kanye nokuhlolwa kanye nokucwaningwa kwamabhuku Kweziphathimandla Zezifundazwe Zokukhipha

Amalayisensi kanye nabasebenzi abanama-layisensi ukuze kuqinisekise ukuthi bathobela izindinganiso ezidingekayo zokuvikela abadlali, imikhuba yokugembula enesibopho semfanelo, kanye nobuqotho bezezimali. Sizophinde sibhekane namagebe okulawula azungeze ukukhangisa noxhaso, ikakhulukazi emkhakheni wokubheja, ukuze sinciphise imithelela yomphakathi yokuchayeka ngokweqile nokungahloliwe ekukhangiseni kokugembula.

Ukulawulwa kwalemboni kuhambisana nezingozi zomphakathi, okuhlanganisa nokukhuphuka okubukhali kwezinkinga zokugembula, okukhule kusuka kuma-6% ngowezi-2017 kuya ku-31% ngowe- 2023. Ukubhekana nalezi zinkinga kuyinto eseqhulwini. Sizibophezele ekuqiniseni izinhlelo zokugembula ezinesibopho semfanelo, ukusebenzisana eduze nababambiqhaza ukuze sikhuthaze imfundo yomphakathi ngezingozi zokugembula, nokuqinisekisa ukuthi abaqhubi basebenzisa izindlela zokunciphisa umonakalo.

Ukugembula okungemthetho kusewusongo olukhulu embonini esemthethweni nasezinjongweni zethu zezomnotho ezibanzi. Ngokusungulwa kweKomidi Likazwelonke Lababambiqhaza Elibaluleke Kakhulu, siziqhubeka nokusebenzisana nokugcinwa komthetho, izikhungo zezezimali, abahlinzeki bezidingonqangi ze-inthanethi ukunqanda lemisebenzi ngempumelelo.

Ngaphakathi, i-NGB izoqhubeka nokwenza ngcono ukusebenza kwayo kahle, yamukele uguquko lwedijithali ukuze kuthuthukiswe ukuhlinzekwa kwezidingonqangi. Sihlala sizinikele emigomeni yokubusa okuhle,

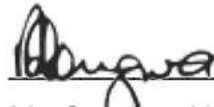
sihlanganisa izingqubo zethu nezimfuneko zomthetho, okuhlanganisa nalezo ezihlobene Nokuthuthukiswa Okubanzi Kwabamnyama Kwezomnotho (B-BBEE).

I-NGB isesimeni esihle sokuzulazula ezinguqukweni ezishintshayo zembali yokugembula. Ngokusebenzisa ubuchwepheshe, ukuqinisa ubambiswano, nokuzibophezela ekubuseni okunesimilo nokunesibopho semfanelo, sizofeza igunya lethu lokulawula imboni ngempumelelo, sivikele umphakathi, futhi sibambe iqhaza ekuthuthukisweni kwenhlalakahle nezomnotho eNingizimu Afrika.

Ngokubambisana noHlelo Lokuthuthukiswa Kwezwe (i NDP), izinto eziseqhulwini zoHlelo Lokuthuthukiswa Kwesikhathi Esimaphakathi

(i-MTDP), izinto ezibalulekile zeNqubomgomo Yezimboni, kanye nemiphumela ye-dtic, i-NGB isalokhu izibophezele ekuqinisekiseni ukuthi uku-lawulwa kokugembula kusebenza njengesu elibalulekile lokukhula komnotho kanye nokuvikelwa kwabathengi.

Ngifisa ukubonga uMnu Parks Tau ngokunikeza isiqondiso mayelana nokuhlelwa koHlelo Lwesu lesikhathi esizayo se-MTDP. Abaphathi be-NGB bazibophezele ekusebenziseni ngempumelelo UHlelo Lwesu lokunikela ezinhlelweni zikahulumeni kanye nezinto eziseqhulwini.



**Ms Caroline Kongwa**  
**Umgunyazi Wezibalo**

## **UKUSAYINA OKUSEMTHETHWENI**

Kuyaqinisekiswa ngalokhu ukuthi loluHlelo Lwesu:

- Luthuthukiswe abaphathi beBhodi Lezokugembula Likazwelonke ngaphansi kokuqondisa kukaMnu Parks Tau.
- Lubhekelela zonke izinqubomgomo ezifanele, imithetho nezinye iziqondiso iBhodi Lezokugembula likazwelonke elinesibopho sazo.
- Lubonisa ngokunembile Umthelela nemiphumela ehlobene nalokho iBhodi Lezokugembula Likazwelonke elizozama ukuzizuka esikhathini sika- 2025/26 – 2029/30.



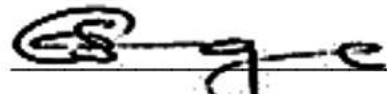
Ms. Yvonne Gwenhure  
Isikhulu esiyinhloko esibhekele ukuhlela



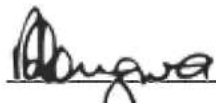
Ms. Kaveshka Mackerduth  
Isikhulu Esiphezulu Kwezezimali (i-CFO)



Mnu. Nkoatse Mashamaite  
Isikhulu Esibhekele Ukuthobela (i-CCO)



Mnu. Shelton Pagiwa  
Isikhulu Esiphezulu Sezobuchwepheshe (i-CTO)



Ms Caroline Kongwa  
Umgunyazi Wezibalo  
Igunyazwe ngu:



Mnu. Parks Tau, MP  
Ungqongqoshe Wezohwebo, Izimboni kanye Nokuncintisana

## INGXENYE A: IGUNYA LETHU

## 1. Igunya ngokoMthethosisekelo

UMthethosisekelo weRiphabhulikhi yase-Ningizimu Afrika, 1996, iShejuli 4, Ingxenye-A ubeka ukugembula njengegunya lomthetho ngesikhathi esifanayo futhi ubala amakhasino, imijaho, ukugembula nokubheja (ngaphandle kwamalotho namachibi ezemidlalo) njengezindawo zokusebenza kuhulumeni kazwelonke nowesifundazwe. Isigaba-146 soMthethosisekelo sisebenza ekungqubuzaneni phakathi komthetho kazwelonke kanye nomthetho wesifundazwe owela ngaphansi kwendawo yokusebenza esohlwini lweShejuli ye-4.

ERiphabhulikhi, uhulumeni wakhiwe njengomkhakha kahulumeni kazwelonke, wezifundazwe kanye nowasekhaya ohlukene, oncike komunye nomunye futhi ohlobene. Zonke izinhloko zikahulumeni kufanele zibheke futhi zihambisane nemigomo kahulumeni woku-bambisana kanye nobudlelwano phakathi kohulumeni futhi kumele zenze imisebenzi yazo ngokwemigomo eshiwo.

## 2. Amagunya angokoMthetho kanye naweNqubomgomo

I-NGB isungulwe ngokwe-NGA. I-NGB iyinhlangano Yomphakathi yeShejuli 3A ngokoMthetho Wokuphathwa Kwezimali Zomphakathi (i-PFMA), 1999 (uMthetho 1 wezi-1999). Igunya le-NGB libekwe ezigabeni sama-33 kanye nesama-34, ezifundwa nezigaba- 32, 21 kanye nesama-65 ze-NGA, lezi-ke yilezi:

- Ukwenganyelwa kwezokugembula eRiphabhulikhi yaseNingizimu Afrika ngalokhu;
- Ukuhlolwa kokukhishwa kwamalayisensi kazwelonke ngama-PLA;
- Ukuhlolwa kokuthobela kokuqapha abakhapha amalayisensi ngama-PLA;
- Ukwenza ukuhlolwa kokwengamela kokusebenza kwama-PLA ukuze luqinisekise ukuthi imikhuba namazinga kazwelonke amiswe yi-NGA asetshenziswa ngokufanayo nango-kungaguquguquki kuyo yonke iRiphabhulikhi;
- Ukusiza ama-PLA ukuqinisekisa ukuthi imisebenzi yokugembula engagunyaziwe iyatholakala;
- Ukuqapha ukuziphatha kwezimakethe kanye nesabelo semakethe;
- Ukuqapha amaphethini wezenhlalomnotho emisebenzi yokugembula kanye nocwaningo nokuhlonza amaphethini omthelela wenhlalomnotho wezokugembula nokugembula okuluthayo noma okuyimpoqo;
- Ukusungula nokugcina irejista kazwelonke yayo yonke imishini yokugembula noma idivayisi yokugembula ekhiqizwa ngaphakathi noma engenise eRiphabhulikhi, kanye

nokugcina wonke amanye amarejista anqunywe yisishayamthetho;

- Ukuphenya ukuwina okungekho emthethweni okusolwayo okuvela emisebenzini yokugembula engekho emthethweni, Uma lokho kuwina kutholakala ukuthi akukho emthethweni, kufakwa isicelo eNkantolo ePhakeme somyalelo wokumemezela ukuthi lokho okuwinile uMbuso ukwenze kukulahlekele. Lapho okuwinile kuthathwa ngokuthi kutholakele emisebenzini yokugembula esem-thethweni, izimali zibuyiselwa kuphanta;
- ukweluleka nokunikeza izincomo ku-NGPC phakathi kokunye, ezindabeni zenqubomgomo kazwelonke, kanye
- nezinguquko zezomthetho eziphathelene nokulawulwa kokugembula.

### **Amanye amagunya**

Ukusetshenziswa kwegunya lama-NGB nakho kulawulwa ngokungaqondile ngqo ngalomthetho olandelayo:

- UMthethosisekelo weRiphabhliki yaseNingizimu afrika, 1996
- Broad-Based Black Economic Empowerment Act, (B-BBEE), 2003 (uMthetho 53 wezi 2003)
- The Financial Intelligence Centre Act (FICA), 2001 (uMthetho 38 wezi-2001)
- Cyber Crimes Act, 2020 (uMthetho 19 wezi- 2020)
- Protection of Personal Information Act (POPIA), 2013 (uMthetho 4 wezi- 2013)

- Intergovernmental Relations Framework Act (IGRFA), 2005 (uMthetho 13 wezi-2005)
- Competition Act, 1998 (uMthetho 89 wezi-1998)
- Prevention of Organised Crime Act (POCA), 1998 (uMthetho 121 wezi-1998)
- Public Finance Management Act (PFMA), 1999 (uMthetho 1 wezi- 1999)
- Criminal Procedure Act, 1977 (uMthetho 51 wezi-1977)
- Films and Publications Act, 1996 (uMthetho 65 wezi-1996)
- South African Police Service Act, 1995 (uMthetho 68 wezi-1995)
- Standards Act, 2008 (uMthetho 8 wezi-2008)
- Legal Metrology Act, 2014 (uMthetho 9 wezi-2014)
- National Regulator for Compulsory Specifications Act, 2008 (uMthetho 5 wezi-2008)
- Consumer Protection Act (CPA), 2008 (uMthetho 68 wezi-2008)

### **Amagunya Enqubomgomo**

I-NGA isekelwe kuNqubomgomo Kazwelonke Yokugembula, yowezi-2016 eyazisa ngemiphumela esemqoka yokusebenza ye-NGB. Lemiphumela ibonakala ngezeluleko nezincomo ku-NGPC, phakathi kokunye, izindaba zenqubomgomo kazwelonke kanye nezinguquko zomthetho eziphathelene nokugembula.

### 3. Izingqubomgomo Zesikhungo Namasu Okulawula Inkathi Yokuhlela Yeminyaka Emihlanu

Kunezingqubomgomo nezinhlelo zika-Hulumeni ezehlukene eziqhubekayo nokwazisa umhlahlandlela wamasu we-NGB kanye nokusebenzisa igunya layo lokufeza imiphumela ehlosiwe. I-NGB iqondanise isu layo nalokhu okulandelayo:

- Uhlelo Lokuthuthukiswa Kwezwe (i-NDP), lowezi-2030
- Istatimende Senhloso Kahulumeni Wobumbano Lwesizwe (i-GNU) sowezi-2024
- Uhlelo Lokuthuthukiswa Kwesikhathi Esimaphakathi lowezi-2024-2029
- Inqubomgomo Kazwelonke Yezimboni yowezi-2025
- Inqubomgomo Yezokugembula Kazwelonke, yowezi-2016

### 4. Ukusetshenziswa Kwezingqubomgomo zezikhungo zikaHulumeni yi-NGB esikhathini sokuphatha se-7

I-NDP 2030 iwuhlaka lwamasu abanzi okuhloswe ngalo ukuqeda ububha kanye nokunciphisa ukungalingani ngonyaka ka-2030. Ukufeza lezi zinhloso kuzodinga ukuguqulwa komnotho kanye nemizamo egxilile yokwakha amakhono ezwe emnothweni okufanele ukhule ngokushesha ngezindlela ezizuzisa bonke abantu baseNingizimu Afrika.

Ukuhlela kwe-NGB kwalesi sikhathi kuzohlale kusekelwe ekuqhubekeleni phambili kokufezekiswa kwamalungelo ezenhlalomnotho kanye nenqubomgomo

esekelwe ebufakazini kanye nokwenziwa kwezingqumono njengoba kubekwe eSitatimendeni Senhloso ye-GNU ukuze kube neqhaza ekukhuleni komnotho okusheshayo, okubandakanyayo noku-simeme kanye nokudalwa kwamathuba emisebenzi kugxilwe nakakhulu ekwakheni umbuso onekhono.

Uhlelo Lokuthuthukiswa Kwesikhathi Esimaphakathi lowezi-2024-2029 lulandela amasu amathathu abalulekile kuzwelonke okuwukuthi ukuqhubekisela phambili ukukhula komnotho okubandakanya wonke umuntu nokudalwa kwamathuba emisebenzi, ukunciphisa ububha nokubhekana nezindleko eziphakeme zokuphila, kanye nokwakha umbuso onekhono, onesimilo nentuthuko. Ngayinye yalezi zenzo ihlose ukufaka isandla ekukhuleni komnotho okusimeme, okusheshayo nokususa izithiyo ezivimba ukukhula okufanele kube ngokubandakanyayo futhi zibe noguquko futhi okufanele luqhubekisele phambili ukwabiwa kabusha komcebo namathuba.

i-dtic ineNqubomgomo Yezimboni efuna ukuguqula isakhiwo nomgudu wokukhula komnotho ngokusebenzisa amahange amathathu abalulekile okuwuqedwa kwekhaboni, ukwehlukahlukana kanye nedijithali. Ukuqhubekisa ukwehlukahlukana eNingizimu Afrika, izinxephezelo, ukutshalwa kwezimali, izinguquko zemithetho kanye nokubambisana kubalulekile ukuze kugqugquzelwe ukwengezwa kwenani emnothweni wasekhaya.

Lokhu akuzange kube ngaphandle kokuhlaziywa okujulile kwezingqinamba zomnotho ezehlukene ezithiya ukukhula komnotho. Lokhu kubandakanya, phakathi kokunye, ukuncishiswa kwemithetho eqinile

okukhinyabeza ukukhula nokuqashwa, ukufinyelela ezimakethe okungase kuvimbe ukukhula kwama-SMME, izinga eliphezulu lokuntuleka kwemisebenzi okunomthelela kubasebenzi kanye nokulungela abahlinzeki, ukuthengwa kwempahla kwamanye amazwe okungemthetho okubukela phansi amabhizinisi asemthethweni kanye nokuguqulwa kwenqubomgomo okudinga isixazululo esisheshayo ukuze kuvulwe futhi kusheshiswe ukukhula komnotho.

Ukucindezela kwesu lama-NGB esikhathini seminyaka emihlanu kuzoba ukuqinisekisa ukuthi ufaka isandla ekukhuleni okusimeme komnotho wasekhaya, ukuthuthukisa ukuthuthukiswa kwabahlinzeki bempahla okubandakanya izinhlangano eziphethwe abantu abamnyama kanye nokugqugquzela ukukhiqizwa kwenzuzo emnothweni okunomthelela ohlosiwe emisebenzini.

## Igalelo le-NGB ezintweni eziseqhulwini zikahulumeni kanye ne-dtic

| Isitatimen de senhloso ye-GNU                                                                                                                                                                         | I-NDP                                                                                                                                                                                     | Amasu e-MTDP Aseqhulwini                                                                                | Imiphu mela ye-MTDP                           | Okuse qhulwini Ngenq ubo mgom o Yezim boni | Imiph umela ewu-mong o we-dtic Wohle lo Lokuk hula ngo-3.5% | Ukuqon danisa endlele ni yokukh ula/ i-Blue Sky                | Imiphu mela ye-dtic                                           | Imiphu mela ye-NGB                                                          | Izimk omba Zemi phum ela ye-NGB                                               | Imikhi qizo mphu mela ye-NGB                                                             | Izinkomba Zemikhiqizo mphu mela ye-NGB                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-----------------------------------------------|--------------------------------------------|-------------------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <b>1. Ukukhula komnotho okushesha yo, okubandakanya wonke umuntu nokusime me, ukugqugq uzalwa kokutshalwa kwezimali okungaguquki kanye nokuthuthukiswa kwezimboni, ukwakhiwa kwamathuba emisebenz</b> | Ch3. Umnotho kanye nomsebenzi Ch4. Ingqalasi zinda Yezomno tho-isisekelo sokuthuthukiswa komphakathi nezomno tho Ch5. Ukuqinisekisa ukusima ma kwemvelo kanye noguquko olulinganayo oluya | Okuseqhulwini: Ukugqugq uzala Ukukhula okubanda kanya umuntu wonke kanye nokudalwa kwamathuba omsebenzi | Ukwanda komsebenzi kanye namathuba emisebenzi | -                                          | 540 000 amathuba omsebenzi Adalekile                        | Ukulungela ukusebenza kwabasebenzi kanye namakhono kwezomnotho | Ukwandisa Amakhono kanye Nolwazi Lomsebenzi kwenzelwe umnotho | Imisebenzi elula gcinelwe izidingo zembali kanye nokuncintisana kwezomnotho | Imisebenzi eqhubekayo ngokuqokwa kosebenzela i-NCEMS                          | Isigaba 27 sokuqokwa kwe-NGA kanye nokuqapha komsebenzi we-NCEMS ngemisebenzi eqhubekayo | Inani lemisebenzi eqhubekayo ngokuqokwa komqhubi we-NCEMS kanye nombiko okhiqiziwe             |
|                                                                                                                                                                                                       |                                                                                                                                                                                           |                                                                                                         |                                               |                                            |                                                             |                                                                |                                                               | Ukulungela Indawo Yokusebenza                                               | Amathuba omsebenzi ngkusebenzisa izinhlelo zokusebenza usuphothulile nezokufu | Ukusebenzisa Isu Lokuqashwa Kwabantu ekuqapheni nasekuqeqesheni kuzokuthuthukiswe        | Inani lemibiko mayelana nokusetshenziswa Kwesu Lokusebenza Kwabantu ekuqapheni nasekuqeqesheni |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| Isitatimen de senhloso ye-GNU                                                                                                                                                                                                                                                       | I-NDP                                                                                                                                                                         | Amasu e-MTDP Aseqhulwini | Imiphu mela ye-MTDP                                                                                           | Okuse qhulwini Ngenq ubo mgom o Yezim boni | Imiph umela ewu-mong o we-dtic Wohle lo Lokuk hula ngo-3.5% | Ukuqon danisa endlele ni yokukh ula/ i-Blue Sky | Imiphu mela ye-dtic | Imiphu mela ye-NGB                                                                                          | Izimk omba Zemi phum ela ye-NGB                                                       | Imikhi qizo mphu mela ye-NGB                                                                                             | Izinkomba Zemikhiqizo mphu mela ye-NGB                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------------------------------------------------------|-------------------------------------------------|---------------------|-------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| i, uguquko, ukusekelwa kwezindlela zokuziphilisa, ukushintsha kobunikazi bomhlaba, ukuthuthu kiswa kwengqala sizinda, ukushintsha kwezinqubomgomo kanye noguquko, ukusimama kwezimali, kanye nokusetshenziswa ngokuqhubekayo kwemitho mbo yethu yezwe kanye nokukhokhelwa. Ukuphath | emnothw eni wekhabhoni ephansi Ch6. Umnotho wasemakhaya odidiyelwe futhi obandakanya wonke umuntu Ch8. Ukuguqula ukuhlaliswa kwabantu kanye nomnotho wasemkhathini kazwelonke |                          |                                                                                                               |                                            |                                                             |                                                 |                     | nda usebenza                                                                                                | amakhono nokugash eka                                                                 |                                                                                                                          |                                                                              |
|                                                                                                                                                                                                                                                                                     |                                                                                                                                                                               |                          | Ukukhulangesivini ni kwezimbongi ezinama su kanye nemikha kha edinga abasebenzi abaningi                      |                                            | R2 Isigidintathu Sotshalomali                               |                                                 |                     | Kugquguquzelwe ukukhiqizwa kwemali engenayo emno- -thweni ngokutsh alwa kwezimali ku-NCEMS kumkhakha we-LPM | Ukukhiqizwa kwemali engenayo emkhakh eni we-LPM                                       | Kugquguquzelwa ukukhiqiza kwemali engenayo engu-R2.5 bhiliyoni emkhakhe ni we-LPM ukuqinisa umnotho wasekhaya            | Ukukhiqizwa kwemali engenayo Ngokwamandla eRandi okwenziwa emkhakheni we-LPM |
|                                                                                                                                                                                                                                                                                     |                                                                                                                                                                               |                          | Isimo esivumela ukutshalwa kwezimali kanye nokuncintisana okuthuthukile ngezinguqoko zesakhiwo zezinqubomgomo |                                            |                                                             |                                                 |                     | Ukuqondanga ngokusizwa yidatha mayelana namandla emakethe embonini yezokugembula ukuze kwenziwe             | Isabelo semakethe esigadiwe nokuziphatha kwemikhakha emine (4) embonini yezokugembula | Ukuhlaziywa kokusebenza komkhakha wezoku-gembula emikhakhe ni emine yemboni yezokugembula ukuze kuhlinzekwe ubuhlakanini | Kukhiqizwe inani lemibiko mayelana nokusebenza Komkhakha Wezokugembula       |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| Isitatimen de senhloso ye-GNU                                                             | I-NDP | Amasu e-MTDP Aseqhulwini | Imiphu mela ye-MTDP                                                              | Okuseqhulwini Ngenqubo mgom o Yezimboni                            | Imiphumela ewu-mongo we-dtic Wohlelo Lokukhulungo-3.5% | Ukuqondanisa endleleni yokukhula/ i-Blue Sky            | Imiphu mela ye-dtic                                                                                       | Imiphu mela ye-NGB                                                    | Izimkomba Zemiphumela ye-NGB                                                                                  | Imikhiqizo miphu mela ye-NGB                                                                        | Izinkomba Zemikhiqizo miphu mela ye-NGB                                                                                        |
|-------------------------------------------------------------------------------------------|-------|--------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| wa komnotho omkhulu kumele kusekele izinjongo zentuthuko kazwelonke ngendlela eqhubekayo. |       |                          |                                                                                  |                                                                    |                                                        |                                                         |                                                                                                           | izinqumo ezifanele                                                    |                                                                                                               | bemakethe                                                                                           |                                                                                                                                |
|                                                                                           |       |                          |                                                                                  |                                                                    |                                                        | Imithetho engamela konke                                | Ukudala isimo esivumela izinkampani ngokushesha ukulandela komthetho, ezinye izisetshenziswa, ukunciphisa | Ukwenyuka kokutshala kwezimali emkhakheni we-LPM                      | Ukwenziwa kocwaningo olusekelwe ebufakazini kokuqhubekayo ekwabiweni kwama-LPM anqunywene ezifundazweni ezine | Ucwaningo ngomthelela wezenhlalomnotho zomkhakha we-LPM enelayisenisi eMpumalanga, e-KZN, e-Limpopo | Kukhiqizwe inani lemibiko ngocwaningo lomthelela wezenhlalomnotho zomkhakha we-LPM enelayisenisi eMpumalanga, e-KZN, e-Limpopo |
|                                                                                           |       |                          | Uguquko lwezomnotho nokufakwa ngokulinganayo kwabesifazane, intsha kanye nabantu | Okuseqhulwini 3: Ukuhluka kahluka (Indawo zabantu, Izimboni uguquk | Ama-200 Ind Parks & uguquko ku-DDM                     | Amacebo okuhlela izimakethe lapho kunabakhizizi bendawo | Imali ecithiwe ngokuthenga okwasekhaya                                                                    | Ukuzibophezela ukuthengisa izimpahla zendawo namasevisi ukuze kufakwe | Inani eliphelele eliboshelwele ekuthengeni ngalo izimpahla kanye namasevisi endawo                            | U-70% wesamba sokuthengisa somphakathi sichithwe kubakhiqizi basekhaya ukuze                        | % lokucithwe umphakathi ngokuthenga kubakhiqizi basekhaya                                                                      |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| Isitatimen de senhloso ye-GNU | I-NDP | Amasu e-MTDP Aseqhulwini | Imiphu mela ye-MTDP                                            | Okuse qhulwini Ngenq ubo mgom o Yezim boni | Imiph umela ewu-mong o we-dtic Wohle lo Lokuk hula ngo-3.5% | Ukuqon danisa endlele ni yokukh ula/ i-Blue Sky | Imiphu mela ye-dtic | Imiphu mela ye-NGB                                                                                                                                                     | Izimb omba Zemi phum ela ye-NGB                                                                         | Imikhi qizo mphu mela ye-NGB                                                                                                                                            | Izinkomba Zemikhiqizo mphu mela ye-NGB                                                       |
|-------------------------------|-------|--------------------------|----------------------------------------------------------------|--------------------------------------------|-------------------------------------------------------------|-------------------------------------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
|                               |       |                          | abaphila nokukhu bazeka (i-WYPD) emphaka thini onobulun giswa. | o, Isikali/U sayizi)                       |                                                             |                                                 |                     | isandla kumnoth o wendawo ukuze kube nokukhul a okusime me                                                                                                             |                                                                                                         | kukhulisw e ukuncinti-- sana ezimaketh e zasekhaya                                                                                                                      |                                                                                              |
|                               |       |                          |                                                                |                                            |                                                             |                                                 |                     | Ukuzibop hezela ukucitha imali ngoku thengwa kwezimp ahla namasevi si ezinka mpanini zabamny ama ukuze kukhulisw e ukuthuth ukiswa komphak eli nokufakw a kwezomn otho | Inani eliphelele elichithw a ezimpahl eni namasev isi athengw a ezinkam panini ezipheth we ngabamn yama | U-60%. wesamba sokutheng a somphaka thi sichithwe ezimpahle nikanye nezinnsize ezivela ezinkampa nini eziphethw e ngaba-mnyama ukuze kwandisw e ukwa-belana ezimaketh e | % lokucithwe umphakathi ngokuthenga izimpahla nezinsiza ezinkampanini eziphethwe ngabamnyama |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| Isitatimen de senhloso ye-GNU | I-NDP | Amasu e-MTDP Aseqhulwini | Imiphu mela ye-MTDP | Okuse qhulwi ni Ngenq ubo mgom o Yezim boni | Imiph umela ewu-mong o we-dtic Wohle lo Lokuk hula ngo-3.5% | Ukuqon danisa endlele ni yokukh ula/ i-Blue Sky | Imiphu mela ye-dtic | Imiphu mela ye-NGB                                                                                           | Izimb omba Zemi phum ela ye-NGB                                                                                          | Imikhi qizo mphu mela ye-NGB                                                                                                        | Izinkomba Zemikhiqizo mphu mela ye-NGB                                         |
|-------------------------------|-------|--------------------------|---------------------|---------------------------------------------|-------------------------------------------------------------|-------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
|                               |       |                          | -                   |                                             |                                                             |                                                 |                     | Kukhulis we ukulawul wa kwembo ni yezokug embula ukuze kuthuthu kiswe inqubom gomo yezokug embula            | Kuhlolwe ukulawul wa kokuthot shelwa komtheth o ebonini yezokug embula                                                   | Izaziso zokuhlola ukulawul a zikhishwe kuzifund azwe eziyisishi - yagalolu nye (9)                                                  | Kukhishwe inani lezaziso zokuhlola ukulawula                                   |
|                               |       |                          |                     |                                             |                                                             |                                                 |                     | Kwandiwe ukuqhwa shiswa komphakathi ukuze ufundiswe futhi kwaziswe abantu ngemiph umela eyingozi yokugembula | Kwenziwe uhlelo olusekelwe ngokubanzi lokufundi sa umphakathi ngezinye izingozi nemithel ela yokugembula kunhlalo mnotho | Kwenziwe ukungenel ela okusekelwe ngokubanzi kokufinyel ela kumphakathi ukuze kwaziswe futhi kufundiswe umphakathi ngezinye - ngozi | Inani lokungenel el okusekelwe ngokubanzi kokufinyel el umphakathi osekwenziwe |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| Isitatimen de senhloso ye-GNU | I-NDP | Amasu e-MTDP Aseqhulwini | Imiphu mela ye-MTDP | Okuseqhulwini Ngenqubo mgom o Yezimboni | Imiphumela ewu-mongo we-dtic Wohle lo Lokukhula ngo-3.5% | Ukuqondanisa endleleni yokukhula/ i-Blue Sky | Imiphu mela ye-dtic                 | Imiphu mela ye-NGB          | Izinkomaba Zemiphumela ye-NGB                                                                        | Imikhiqizo mphu mela ye-NGB                                                                                                           | Izinkomaba Zemikhiqizo mphu mela ye-NGB                                               |
|-------------------------------|-------|--------------------------|---------------------|-----------------------------------------|----------------------------------------------------------|----------------------------------------------|-------------------------------------|-----------------------------|------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|                               |       |                          |                     |                                         |                                                          |                                              |                                     |                             |                                                                                                      | nangomthelalela wokugembula kwezenhla lomnotho                                                                                        |                                                                                       |
|                               |       |                          |                     |                                         |                                                          | Ukuhweba Okunge mthetho                      | Ukuphoqelwa kwamakho no kwabalawuli | Ukuncishiswa kwezingqinamba | Isikhathi esincishi siwe ukuphuthula uphenyo ngemisebenzi yokugembula engemthetho esizosets henziswa | Uphenyo obeluhlo siwe luphuthu liwe ezinsu kwini ezingamashumi amabili nanhlanu (25) ezimayelana nezindaba zokugembula okunge mthetho | Isikhathi esizosets henziswa ukuphuthula uphenyo ngemisebenzi yokugembula engemthetho |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| Isitatimen de senhloso ye-GNU | I-NDP | Amasu e-MTDP Aseqhulwini | Imiphu mela ye-MTDP | Okuse qhulwini Ngenq ubo mgom o Yezim boni | Imiph umela ewu-mong o we-dtic Wohle lo Lokuk hula ngo-3.5% | Ukuqon danisa endlele ni yokukh ula/ i-Blue Sky | Imiphu mela ye-dtic | Imiphu mela ye-NGB                               | Izimk omba Zemi phum ela ye-NGB                        | Imikhi qizo mphu mela ye-NGB                                           | Izinkomba Zemikhiqizo mphu mela ye-NGB                                                          |
|-------------------------------|-------|--------------------------|---------------------|--------------------------------------------|-------------------------------------------------------------|-------------------------------------------------|---------------------|--------------------------------------------------|--------------------------------------------------------|------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|                               |       |                          |                     |                                            |                                                             |                                                 |                     | Ukuvikel wa kwembo ni yezokug embula elawulwa yo | Ukungen elela ukuzekuli we nokugem bula okungem thetho | Ukuphoqel elwa kokungen elela ukuze kuliwe nokugemb ula okungemt hetho | Kuqalisiwe ukungenelela okuningi kokulwa nokugembula okungemthetho ngokugasela kanye nokuhlolwa |

## 5. Izingumo Zenkantolo Ezifanele

Azikho izinqumo zenkantolo ezifanele ezinomthelela omkhulu, oqhubekayo ekusebenzeni noma ezibophweni zokulethwa kwezinsizakalo.

## INGXENYE B: AMASU ETHU ESIGXILE KUWO

### UMBONO

Ukubeka iNingizimu Afrika  
njengendawo ephambili  
enesibonelo futhi enemboni  
yezokugembula elawulwa  
ngempumelelo.



### INQUBOMBONO

Ukuhola ukulawulwa kwemboni yezokugembula  
ngokugcwaliseka koMthetho Wezokugembula  
Kazwelonke, yowezi-2004, ngokusebenzisa imboni  
yezokugembula elawulwayo ephakamisa izindinganiso  
zokuthobela zezwekazi lasekhaya kanye  
nezihlonishwa umhlaba wonke



### AMAGUGU

Ubungcweti; Ubuqotho bokuziphatha;  
Ukungafihli; Ukuxhumana nokungaguquguquki,  
Ukusetshenziswa kwezinqumo; Ukuxhumana  
okusabelayo; Ukusebenza ngokubambisana;  
Inhlonipho kanye Nokubekezelelana.



## 1. Ukuhlaziywa Kwesimo

### ***Uhlolojikelele yezokugembula***

Ukugembula eNingizimu Afrika kuwukubamba iqhaza elibalulekile kukho kokubili ukuzijabulisa kanye nakuzimboni zezihambi/zokuvakasha, nokunye ikakhulu-kazi kumnotho obanzi ifake ama-0.83% ku-GDP ezikhathini zakamuva nje. Naphezu kwesimo somnotho esibuthakathaka jikelele (isilinganiso sokukhula kwe-GDP ka-2023 ka-0.6%), imboni yezokugembula ibonise ukukhula okuphawulekayo Ngesamba Semali Engenayo Yokugembula (i-GGR) ka-25.7% phakathi kuka-FY2022/23 no-FY2023/24, eqhutshwa ikakhulukazi umkhakha wokubheja, owakhula ngama-53.7%. Ngokuphambene, izindlela zokugembula okungukuthi amakhasino, Imishini Yokukhokha Elinganiselwe (ama-LPM), kanye nebhingo zimile ngokukhula ngenxa yokubhalisa okungekuhle ngamakhasino kanye nama-LPM kanye namakhasino alahlekelwa ukubusa kwesabelo semakethe emkhakheni wokubheja. Imboni yezo-kugembula yenze u-R59.3 wezigidigidi ku-GGR ngowezi-FY2023/24, u-R35.9 wezigidigidi wayo othathwe emkhakheni wokubheja, izigidigidi ezi-R4.1 emkhakheni we-LPM kanye no-R1.9 wezigidigidi emkhakheni webhingo. Ukubheja manje kumele ama-60.5% e-GGR ngowezi-FY2023/24, kuyilapho amakhasino anciphe afinyelela kuma-29.3%.

### ***Iwemboni***

### ***Ukushintsha kwesimo Sezokugembula***

Umkhakha wokubheja usaqhubeka nokuqopha inkambiso ekukhuphukayo maqondana nenzuzo, i-GGR kanye nomnikelo wentela. Ikakhulukazi, ukunyuka kokubheja okwenziwa ngezinkundla ze-inthanethi kuyinkambiso echazayo. Ukubheja kuyatholakala kuko kokubili ezitolo nakumawebhusayithi e-inthanethi waba-sebenzi bokubheja abanelayisensi, ngaphezu kwama-80% wemali engena ngokubheja okutholakala ngokubheja okwenziwa ezinkundleni ze-inthanethi amaphanta anelayisensi, okubonisa ukushintsha okubanzi kwedijithali okufana nokwenyuka okuphawuliwe, nakweminye imikhakha yokuzijabulisa njengomculo kanye nefilimu. Izindleko zokuphila eziphezulu, amazinga enzalo akhuphukayo (11.75% ngowezi-2023 isuka ku-10.5% ngowezi-2022), kanye nezithiyo zezomnotho ziphoqe abathengi ukuthi bangabizi kakhulu, izindlela zokugembula ezifinyeleleka kalula, ngokusebenzisa izinkundla eziku-inthanethi. Lenkambiso ikhombisa uguquko ekuzi-phatheni kwabathengi.

### ***Ukubambichaza Ekugembuleni kanye Nokugembula Okuyinkinga***

Ukubambichaza ekugembuleni kube nokukhula okuphawulekayo, kanti izehlakalo zikhuphuke zafinyelela kuma-65.7% ngowezi-2023, zisuka kuma-30.6% ngowezi-2017. Ukubheja ku-inthanethi kugqamile, nezinga lokubamba iqhaza lika-46%, okubonisa ukuthi cishe isigamu

sabantu baseNingizimu Afrika abangenela isi-zindalwazi se-inthanethi. Kodwa-ke, lokhu kukhula kokubamba iqhaza kuhambisane nokukhuphuka okubukhali kwezinkinga zokugembula, kanti izehlakalo zikhuphuke zisuka ku-6% ngowezi-2017 zaya kuma-31% ngowezi-2023. Lenkinga ekhulayo ibeka ingcindezi enkulu kubalawuli ukuze bathuthukise izinyathelo ezihloselwe uku-nciphisa ukulimala nokuvikela umphakathi.

### ***Ukucantsangelwa Kokulawulwa kwe-LPM***

UMthetho Kazwelonke Wokugembula (i-NGA) ugunyaza iziphathimandla ezilawulayo ukuthi zivikele ukuba khona kwemiphumela emibi engaba khona ebangelwa ukwanda kwama-LPM ezweni. Ngenxa yalokho, i-NGA iveza iziqondiso eziqinile zokwethulwa kancane kancane kwama-LPM, igcizelela ukubaluleka kokuhlola umthelela kwe-zenhlalo nezomnotho okuqhubekayo.

Njengoba izifundazwe ezithize zisondela emikhawulweni ephezulu yesabelo sazo sokuqala se-LPM Isigaba 1, ucwaningo olunzulu lokuhlola imiphumela yezenhlokomnotho yokukhishwa okwengeziwe kwama-LPM kuqinisekisiwe. Lolucwaningo luhlose ukuhlinzeka ngemininingwane ebalulekile ngemiphumela ebanzi ukuthi ukukhulisa inombolo nokusatshalaliswa kwama-LPM angaba nayo emnothweni nasemphakathini. Lokhu kubandakanya amandla okugqugquzela umsebenzi womnotho wendawo ngokwanda kwamathuba omsebenzi, amathuba ebhizinisi, kanye nemali engenayo yentela. Ngasohlangothini lomphakathi, kungaba nomthelela ekuziphatheni kwabathengi,

okuhlanganisa amaphethini okucitha imali ezintweni zokuzijabulisa, kuyilapho futhi ephakamisa ukukhathazeka ngokwanda kokubamba iqhaza ekugembuleni kanye nezindaba ezihlobene ezifana nezinkinga zokugembula kanye nobunzima bezimali kubantu abasengozini. Umthelela ungahluka ngokwezifunda nezimo zezomnotho, uzuzise izindawo ezithile kuyilapho wethula ubungozi kwezinye.

Ngaphezu kwalokho, umkhakha we-LPM ube nokukhula okungekuhle kulonyaka odlule ngenxa yemikhawulo yezabelo nemiklomelo ehlale ingashintshile kusukela ama-LPM aqale alawulwa. Njengocwaningo olunjalo lokunquma imikhawulo yesiteki nemiklomelo efanelekile eMishinini Yokukhokha Okukhawulelwe (i-LPM) okwamanje iyaqhubeka ukwazisa imingcele efanele yesiteki nemiklomelo ezoletsa ukulingana okusekela ukuqhubeka kwem-boni kuvikela abadlali nabahlinzeki ukulahlekelwa ngokweqile, futhi iqinisekisa ukuthi ukugembula kuhlala kuwuhlobo lokuzijabulisa olulawulwayo, nolunesibopho semfanelo.

### ***Izinselele Zokulawula***

Uhlaka lwamanje lokulawula lubhekene nezinselelo ezimbalwa. Ubufakazi obusanganekwane buveze ukukhathazeka mayelana nokwanda kokukhangiswa kokugembula, ikakhulukazi ukukhangiswa kokubheja. Uxhaso lokubheja seluphenduke isici esivelele kwezemidlalo zaseNingizimu Afrika, okwandisa ukuchayeka komphakathi ekugembuleni. Imithetho yokukhangisa ukugembula eNingizimu Afrika ayinikezi ngesikhathi nemikhawulo yoxhaso njengoba

kubonakala kwamanye amazwe futhi abagxeki baphikisa ukuthi ukukhangisa endaweni enobunzima kwezomnotho iheha ukuziphatha okubeka engcupheni futhi ihehe ngisho nabangebona abagembuli ukuthi bazame eyabo inhlanhla yokuwina emidlalweni yokugembula. Lokhu kungase kube nomthelela ekwandeni kwenkinga yokugembula. Ukwenza okuhle kwamazwe ngamazwe kukhomba emithethweni eqinile esikhathini, imixhaso, Kanye nokuqukethwe yizikhangisi. Kwezinye izingxenye zomhlaba, abalawuli babheke ekwenyukeni kwemikhawulo yokukhangisa njenge-sinyathelo soku ukunciphisa ukulimala okuhlobene nokugembula.

Indaba eqhubekayo yokugembula oku-ngemthetho isalokhu iwusongo olukhulu kumnotho osemthethweni. Ukutholakala kalula kanye nokwanda kokusabalala kwemisebenzi enjalo, kubukela phansi imboni yezokugembula esemthethweni, okubangela ukulahlekelwa okukhulu kwemali engenayo kanye negalelo kumnya-kazimali. Ukutholwa kanye nokuphoqelela kuphazanyiswa yizindaba ezinjengo-kulandelelwa kokugeleza kwezimali kanye nobunkimbinkimbi bomthetho, okugqamisa isidingo sokubambisana okukhulu nezikhungo zezimali kanye nokusimama kwabahlinzeki bezinsiza ze-inthanethi.

Ukusungulwa kweKomidi Likazwelonke Lababambiqhaza Eliseqhulwini kuholele ekuthuthukisweni kwamasu kazwelonke okulwa nokugembula okungemthetho ezweni lonke. Imizamo ehlanganyelwe yababambe iqhaza ababalulekile, nabanye abalawuli bomthethwo yokuqinisa

umthetho kanye nayo yonke imikhakha yomphakathi iyadingeka ukuze kuqinisekiswa uku-phendula okuphelele ekulweni noku-cindezela imisebenzi yokugembula engekho emthethweni.

Isimo sokugembula silokhu sishintsha ngenxa yobuchwepheshe obusha nenqwaba yemikhiqizo emisha ezayo emakethe. Lokhu kuletha inselelo kumlawuli wokugembula, njenge-NGB, futhi idinga umlawuli ukuba asungule izinto ezintsha futhi asheshe ukufeza izinhloso zakhe. Emzamweni wokusekela ngcono ukusebenza kwe-zimboni, intshukumo kanye nokuncintisana kwezinkampani zasekhaya, I-NGB njengamanje iqapha umkhakha we-LPM ngokusebenzisa ubuchwepheshe boHlelo Lokuqapha nge-elekthronikhi Likazwelonke (i-NCEMS), eqinisekisa ukuthi izimali ezingena ngokugembula ziyabhalwa ngokunembile ebese zabelwa aba-bambiqhaza abafanele.

### 1.1 **Ukuhlaziywa Kwesimo Sangaphandle**

I-NGB ivame ukuhlolisisa futhi iqaphe isimo ukuze ibone izici ezinomthelela embonini yokugembula kanye nekhono le-NGB lokwenza umsebenzi wayo.

#### **Ezombusazwe**

INingizimu Afrika isiguqukile isuka esikhathini sokubusa kweqembu elilodwa, eveze imibuso eyisithupha edlule, yangena kuHulumeni Wobumbano Lwesizwe ekubuseni kwayo kwesi-7. Lolushintsho lungase luholele ezinguqukweni ezi-balulekile zenqubomgomo kazwelonke, okuhlanganisa nezinguquko ezingaba

khona ekulawuleni ukugembula okusebenzisanayo (IG). Ku-NGB, lokhu kuveza ithuba njengoba kusalindwe ukugunyazwa nokumenyezelwa koMthethosivivinywa Wezokugembula Kazwelonke Wokuchibiyela. kwengeza, njengoba izwe lithuthukela oHlelweni lwalo Lokuthuthukiswa Kwesikhathi Esimaphakathi, oluhambisana noHlelo Lokuthuthukiswa Kwezwe, maningi amathuba okuvuselelwa koMkhandlu Kazwelonke Wenqubomgomo Yezokugembula (NGPC) ukuze kuxazululwe izingxabano phakathi kwe-NGB nama-PLA.

Inhloso yoMthethosivivinywa Kazwelonke Wokuchibiyela Wezokugembula wezi-2018 ukuhlinzekela ukulungiswa kabusha kwe-NGB ukuze ibe Umlawuli Kazwelonke Wokugembula (NGR) eholwa yisiKhulu esiPhezulu (i-CEO) ngaphandle kohlaka lwebhodi; ukudliwa okuzenzakalelayo kwemali ewiniwe ngokungemthetho ku-NGR; ukwandiswa kwe-NCEMS kwezinye izindlela zokugembula; kanye noku-thuthukiswa wamandla ethimba labahloli likazwelonke lokunqanda ukugembula okungemthetho; phakathi abanye. Ukuphasisa uMthethosivivinywa kungaholela ezichibiyelweni ezibhekana nezinselele kanye nokuphokelela ukugembula okungemthetho.

Ukunaka okuphuthumayo kufanele kunqunyelwe izinsuku ezithile ngokwemibandela yezinhlinzeko zesi-kuhashana eziqukethwe kuShejuli yoMthetho Wokugembula Kazwelonke, 2004, izindaba zabantu abashiywe ngaphandle kanye namarejista kazwelonke, ukuqinisekiswa kabusha kwemishini yokugembula kanye

namadivayisi, ukubuyiselwa kokuwinwe ngokungemthetho ku-NGB ngokwesigaba 16 kanye neFomu i-NGB2.

Kudingeka isiqiniseko ukuze kubhekwane nezingxabano ngokuphuthuma nango-kushesha phakathi kwe-NGB nama-PLA mayelana nokutolika kanye noku-setshenziswa kwe-NGA; ukusetshenziswa koMthetho we-B-BBEE, 2003; kanye nokuhlelwa kwemithetho ukuze kufezeke umoya okhona wokubusa ngokubambisana. Izinselele ezikhona ezithiya ukusebenza ngempumelelo koMkhandlu Kazwelonke Wenqubomgomo Yezokugembula (i-NGPC) ziyaqhubeka nokukhinyabeza i-NGB ukuzuza igunya layo.

### **Ezomnotho**

Impilo yezomnotho isiyonke yaseNingizi mu Afrika ithinta ngqo imboni yezokugembula. Ukwehla komnotho kungaholela ekwehleni kwezindleko zabathengi zokuzijabulisa, kuhlanganise nokugembula. Nokho, bangakwazi futhi ukuqhubela abantu ngabanye ekugembuleni njengendlela yokuthola imali, ikakhulukazi ezindaweni zabantu abahola kancane, okuholela kumiphumela eyingozi yezezimali kanye namandla okukhulisa imisebenzi yoku-gembula okungemthetho, ebukela phansi ukusebenza kwezomthetho futhi ecekela phansi isisekelo sentela.

Ngo-2024, amanani enzalo eNingizimu Afrika afinyelele eminyakeni engu-15 ephakeme, abeka izingcindezi ezinkulu zezindleko zokuphila, futhi ukwanda kwezingibe zezikweletu, kumthengi ojwayelekile. Naphezu kwalokhu, ukubamba

iqhaza ekugembuleni kunyukile, abagembuli sebekufuna njengomthombo wemali ngenxa yokwehla kwemali engenayo etholakalayo. Lomkhuba unemiphumela eyingozi ika-khulukazi emiphakathini empofu.

Isibalo sabantu baseNingizimu Afrika, njengamanje esibalelwa ezigidini ezingama-62, kulindeleke ukuthi sifinyelele ezigidini ezingama-66.4 ngo-2030. Nokho, lokhu kukhula akuhambisani nokwanda komnotho okwanele, njengoba ukuntuleka kwemi-sebenzi kungama-32.9%. Naphezu kwalokhu, imboni yezokugembula ibone ukwanda ngama-5% ekuqashweni okuqondile, okukhuphuke kusuka ku-32,677 ngo-FY2022/23 kuya ku-34,316 ngo-FY2023/24.

Ukwengeza, izingcindezi zokwehla kwamandla emali zithinta umkhakha we LPM, lapho imikhawulo yokubheja ihlala ingashintshile, okunciphisa inzuzo. Umkhakha we-LPM ubusebenza esimeni esingazange sihambisane nokukhuphuka kwamandla emali. Ngenxa yalokho, amanani amancane kanyemanani aphezulu okubheja asalokhu engashintshi kusukela kwa-sungulwa umkhakha we-LPM. Umthelela wesimo samanje ukuwohloka kwenani lezomnotho elitholakala emkhakheni yibo bonke ababambiqhaza. I-NGB ibone ukwehliswa kwezindleko zokuqapha ezinqunyiwe njengephesenti lemali engenayo iyonke yokugembula (GGR) ukusuka ku-6% ukuya ku-5.61% ngenxa yokwenyuka kwama-LPM afakiwe kuya emishinini engaphezu kuka-15,000 ezweni lonke. Ukuncishiswa kwamaphesenti anqunyiwe kuholele ekwehleni kwemali engenayo

kusukela ekuqaleni konyaka wezimali ka-2023/24.

Isikhathi sezimali se-NGB sowezi-2023/24 sibonakale ngokuncipha kokuqoqwa kwe-mali engenayo nguMnyango Wezezimali Kazwelonke. Imali yesibonelelo **se-dtic** yehlisiwe ngowezi-2023/24. Ukwehliswa kwezimali kusalokhu kungenzeka uma izimo zomnotho ezikhona zingathuthuki.

Njengoba izinselelo zokuqoqwa kwemali engenayo ziqhubeka ngenxa yokuntenga komnotho, kanye nokunwetshwa koHlelo Lukazwelonke Lokuqapha Lwe-elektronikhi Kazwelonke (i-NCEMS) ukuze zonke izindlela zokugembula zinikeza amandla omnotho. Ithuba likhona le-NCEMS elizokwethulwa kwezinye izindlela zokugembula ukuze izehlakalo ezibalulekile ezihlobene kuzo zonke izindlela zinga-qashwa yi-NGB. Ukunwetshwa kwe-NCEMS kwezinye izindlela kuzinikeza ithuba lokwenyuka okukhulu ezimpahleni nama-sevisi akhiqizwa kuleli/ekhaya oku-ngadingeka ukuze kusungulwe i-NCEMS ehlanganisa zonke izinhlobo zezindlela.

Uguquko lwemboni beluhamba kanncane, nokuthuthuka okukhulu ngabasebenzi abaziwayo kudala imigoqo yokungena kwababambiqhaza abasha. Imboni ithole ukuthuthuka okubalulekile ngabasebenzi abaziwayo, okubeka engcupheni inqu-bekelaphambili elinganiselwe eyenziwe mayelana noguquko. Lezintuthuko zidala imigoqo eyengeziwe ekungeneni kwababambiqhaza abasha kulomkhakha.

## Ezomphakathi

Nakuba ukugembula kusebenza njengokuzijabulisa kanye nokubamba iqhaza kwezomnotho, kuphinde kuhlotshaniswe nokulutheka, ubunzima kwezezimali, kanye nokuwohloka komndeni. Ukulutheka ngokugembula, ikakhulukazi ezweni elibhekene nokuntuleka kwemisebenzi okuphezulu kanye nokungalingani kweholo, kujulisa ukucindezeleka kwezezimali kubantu abasengozini kwezomnotho, okuholela ekuqhubekeni kobumpofu nasezindabeni zomphakathi. Ukunciphisa lezizingozi, i-NGB kufanele iqinisekise ukuthi abaqhubi bebhizinisi basebenzisa izivikelo eziqinile, njengezinhlelo zokuzikhiphela ngaphandle kanye nemihlahlandlela yokugembula enesibopho.

Ukukhula okwanda ngokushesha kokukhangisa kokugembula eNingizimu Afrika kwenza ukugembula kube ngokujwayelekile, ikakhulukazi ngokuhambisana nezemidlalo. Lokhu kuvezwa okukhulayo kukhuthaza ukugembula okudlulele futhi kubangela usongo emphakathini ngokuqondisa kumaqembu asengozini, kuhlenganisa nezingane, ngenxa yokuntuleka kwemithetho eqinile.

Ukumaketha okunamandla okuqondiswe kumaqembu aholo kancane, kungakhuthaza abantu ukuthi basebenzise imali engaphezu kwamandla abo. Izikhangiso eziqhakambisa ukugembula, ngokuvamile ezisebenzisa abantu abadumile noma abathonya, futhi zingenza ukugembula kube ngo-kujwayelekile ngaphandle kokugqamisa ngokwanele ubungozi obuhilelekile. Lokhu kuthinta ikakhulukazi izethameli ezisencane ezingase zithonyeke kalula emilayezweni enjalo futhi zingazazi kangako izingozi. Ukuba khona okugcwele kwezikhangiso

zokugembula kuzo zonke izinkundla zemidiya, okuhlanganisa ithelevishini, inkundla yezokuxhumana, noxhaso lwezemidlalo, kukhulisa ubungozi bokuveza izingane nentsha ekugembuleni, okungase kuholele enkingeni yokugembula kamuva ekuphileni.

Uxhaso phakathi kwabaqhubi bebhizinisi lokugembula abangenalayisense namaqembu ezemidlalo, imicimbi, noma abagqugquzeli benza inhlanganisela yenkinga ngokunikeza laba baqhubi bebhizinisi umuzwa wokuba semthethweni. Ngokuzihlanganisa nemikhiqizo ehloni-shwayo kanye nabantu abadumile emphakathini, abaqhubi bebhizinisi abangenazo izincwadi bangase badukise umphakathi ekukholelweni ukuthi bathem-bekile futhi bayayithobela imithetho kazwelonke, bebe bebukela phansi imizamo yokuvikela abathengi.

Iqhaza le-NGB ekuqapheni nasekulweni nezikhangiso zokugembula libalulekile ukuze kuvikelwe izingxenye zomphakathi ezisengozini.

Ukugembula ngokungemthetho kunezela ezindabeni ezimbi zomphakathi, njengobakufinyeleleka kalula futhi kunzima ukukulawula. Umphakathi ochayeke ekugembuleni okungemthetho awunikezwa isivikelo esidingekayo, okushiya abathengi besengozini.

### **Ezobuchwepheshe**

Imboni yezokugembula ibhekene nezinguquko ezibalulekile kwezobuchwepheshe, eziqhutshwa ukwanda kwezinkundla zedijithali, ukugembula okusebenzisanayo, kanye noku-setshenziswa okwandayo kokuhlaziywa kwedatha. Ukukhula kweminikelo

yokusebenzelana yababhuki kungenye yezinguquko ezibaluleke kakhulu kwezobuchwepheshe embonini. Izinhlobo eziningi zokugembula ezivamile, ezinjengo-kubheja kwezemidlalo, sezithuthele ku-inthanethi, okwenza ukugembula kufinye-leleke kalula kubabukeli abaningi.

Lolushintsho luletha kokubili amathuba kanye nezinselelo ze-NGB, ikakhulukazi ekuqinisekiseni ukuthi obhukhi bathobela imithetho kazwelonkekanye nemikhuba yokugembula enesibopho semfanelo lapho benikeza ngokubheja ku-inthanethi. Ku-NGB, ukuzivumelanisa nalezintuthuko zezobuchwepheshe kubalulekile ukuze kulawulwe imboni ngempumelelo, kuqinisekiswe ukuthotshelwa kwemithetho, futhi kuvikelwe umphakathi ezingozini ezihlobene nokugembula.

Uhlelo lwe-NCEMS lusekelwe kwezobuchwepheshe futhi ludinga ukubuyezwa okungaguquki kobuchwepheshe obusha obutholakalayo ukuze buthuthukiswe. Lobu buchwepheshe buvumela ukuthi i-NCEMS isebenze kahle, kwehle kakhulu ukungahambi ngendlela kwamamitha, kanye nokuncipha kwenani lamajenali adingekayo ukuze kubhekane nalokhu kungahambi ngendlela.

Isizukulwane esisha sabadayisi boku-gembula sesingenile emakethe - leyo enolwazi lwezobuchwepheshe, futhi amalungu ayo ajwayele ukuthengiselana nge-inthanethi. Njengoba abantu abasha abaningi bethola ukufinyelela futhi kungenzeka basebenzise ubuchwepheshe ngezindlela ezahlukene empilweni yabo, kubalulekile ukuthi i-NGB iqaphe ukwanda

kwesibalo sabantu esikwazi ukufunda nobuchwepheshe kanye nokuhlonza amasu azoqondisa futhi asize leli qembu ngokuqwashisa ngezingozi zokugembula.

Ukusetshenziswa kwamadivaysi eselula kuvumela ukugembula okulula futhi kungase kukhuthaze izinhlobo ezintsha zabadlali. Ngokukhethekile, abathuthukisi begeyimu babonile ukuthi abantu abasebasha/ abazelwe ngeminyaka yezinkulungwane ezimbili badonseka kancane emidlalweni yamathuba okulinga inhlanhla futhi esikhundleni salokho bakhetha imidlalo ebandakanya ikhono. Ngakho-ke, baye balungisa abakunikezayo ukuze babhekane nalengxenywe yemakethe.

Ukwanda ngokushesha kwezindle-lazokugembula eziqhutshwa ubuchwepheshe kuveza izinselele mayelana nokulawula nokuphoqelesa. Idale amathuba okukhulisa ukugembula okungemthetho ikakhulukazi ukugembula ku-inthanethi kwezingane, okwenziwa ukufinyelela okulula ngamadivaysi eselula. Abalawuli manje babhekene nenselele ekhulayo yokugembula okusekelwe kumakhalekhukhwini, okungaholela ezinkingeni ezifana nokukhuthazwa ngokweqile kanye nenkinga yokugembula.

Njengoba isimo sokugembula sihlukahluka futhi sihlanganisa nobuchwepheshe obusha, kuphakama imibuzo mayelana noku-vumelana nezimo kohlaka olukhona lokulawula. I-NGB kufanele icabange ukuthi kudingekile yini ukwenza uhlaka lomthetho oluqondiswe ngqo nokukuphatha imikhiqizo namasevisi okugembula, kunokugcina isimo

sokungathathi hlangothi kwezo-  
buchwepheshe.

I-NGB izoqhubeka nokuqapha umthelela wobuchwepheshe ngokwenza ucwaningo ukuze kwakhiwe isisekelo solwazi ngezeluleko kubabambiqhaza bayo.

### **Ezemvelo**

Ukushintsha kwesimo sezulu kuthinta umnotho womhlaba kanye nezokuvakasha, okungaba nomthelela ekuheheni kwemboni yokugembula kubavakashi. Ukusetshenziswa kukagesi okuphezulu yimboni kanye nezindleko zikagesi kudinga ukuqapha nokuhlola ezinye izindlela zamandla avuselelwayo.

I-NCEMS yenza i-NGB ikwazi ukuqapha umkhakha we-LPM ngokuxhuma emishinini ye-LPM isebenzisa uxhumano lwe-inthanethi, ngaleyo ndlela iqede isidingo sokuya ezindaweni. Le ndlela yokuqapha ama-LPM iqeda igalelo lebhizinisi ekukhishweni kwekhabhoni njengoba isidingo sokuya kumasayithi siqedwa. Ukulahlwa okungalawulwa kwemishini yokugembula esemthethweni nengekho emthethweni lapho isiphelelwe yisikhathi noma ishintshwa kudinga ukuphathwa ngendlela efanele. Imishini

yokugembula ingase ibe nezinto eziyingozi, njengezinto zikagesi, amapulasitiki, nezinsimbi, ezingaba yingozi emvelweni uma zingala-hlwanga kahle. Ukulahlwa ngendlela engafanele kungaholela ekulahlweni ngokungemthetho kwemfucuzwa. Imizamo yokuqinisa umthetho iyadingeka ukuze kuqinisekise ukuthi yonke imishini yokugembula ilahlwa ngendlela efanele,

kujinjelwa ukulinyazwa kwemvelo futhi kugququzelwe izinqubo zokulawula imfucuzwa ezinesibopho semfanelo.

### **Ezomthetho**

Umthetho ophathelene nezindlela zokugembula ezisemthethweni ucacile. Nokho, ukusetshenziswa kwe-NGA kuhlonze izinselele ezihlukahlukene. Kunesidingo futhi sokubhekana nokungaboni ngasolinye phakathi koku-setshenziswa komthetho kazwelonke nowesifundazwe. Njengamanje, kulindelwe ukuthi yonke imithetho yesifu - ndazwe ibhalwe ukuze kuqinisekise ukuhambisana ne-NGA. Nokho, kungaphakathi kohlobo lomthetho ukuthi nakuba kungase kube nokuvumelana ngalokho okushiwo umthetho, kungase kube khona ukungaboni ngaso linye ekuhumusheni lokho okushiwo umthetho. Ngenxa yalokho, lokhu kungase kubangele ukungqubuzana ekusetshenzi-sweni kwemithetho yokugembula, lapho ingekho imikhuba namazinga acacile okuqinisekisa ukuthi kunokufana kusi-fundazwe nesifundazwe.

Enye yezinkinga ezicindezela kakhulu i-NGB ukuthi obhuki abanamalayisensi ezingeni lesifundazwe basebenzisa ukuba khona kwabo ku-inthanethi ukuze banikeze izinsiza ezweni lonke. Lokhu kubukela phansi inhloso yokunikezwa kwelayisensi yesi-fundazwe futhi kuphakamisa izindaba eziphathelene negunya, ukuphoqeleta, nokusabalalisa imali engenayo phakathi kwezifundazwe nohulumeni kazwelonke.

Izikhala emthethweni, ukuchazwa okungalungile, nezinkinga ngokugembula

ku-inthanethi nokukhangisa zidinga uku-bhekwa.

Kuye kwaqashelwa inkambiso ekhulayo lapho obhuki abanelayisensi ngeziphathi-mandla zabo zamalayisensi zesifundazwe benikeza ukubheja ku-inthanethi ngomphumela wemicimbi efana nemidlalo yasekhasino nezinye izimo ezingalindelekile ngaphakathi nangaphandle kwezindawo zabo, okuyinto engqubuzana ne-NGA.

Ngakho-ke kukhona ingxabano elindelwe ukuthi ivele njengoba abaqhubi bebezothola lokho kugunyazwa kwabaphathi babo bamalayisense ukuze banike amandla lemidlalo yokubheja ezweni lonke. Izingxabano ezinjalo zixazululwa kakhulu phakathi kwamaLungu Emikhandlu Ephethe kanye noNgqongqoshe **we-dtic** ngo-Mkhandlu Kazwelonke Wenqubomgomo Yezokugembula. Ngakho-ke ukungenelela okuvela ku-NGPC kuyadingeka ukuze kuxazululwe lezo zindaba.

Ukungakwazi ukuphoqelesa izingxenye ezithile ze-NGA kuthonywa kakhulu ukubambezeleka kokumenyezelwa kwemithetho ethile yokugembula

Ukwenziwa kabi kweziqinisekiso nokungahambisani nezijeziso zokugembula okungethetho kungabukela phansi kakhulu imizamo yokulwa nokugembula oku-ngemthetho. Lezi zinkinga zingaholela ekuhoxisweni kwamacala amelene nokugembula okungemthetho, okuvumela ukusebenza okungemthetho ukuthi kudlondlobale kuyilapho kuqeda ukwethenjwa umphakathi ohlelweni lokulawula.

Ukubhekana nalezi zinselele kubalulekile ekwakheni uhlaka olunobulungiswa nolusebenzayo lokulwa nemisebenzi yokugembula engemthetho.

## 1.2 **Ukuhlaziywa Kwesimo Sangaphakathi**

I-NGB izihlukanisile, ngokusekelwe ezinhlelweni ezisebenzayo, izinqubo, izinsiza kanye nesiko lenhlangano, njengomlawuli wokugembula ophumelelayo, osebenzayo futhi owaziwa kahle owandisa amandla ayo ukuze kuzuze ababambiqhaza, abasebenzi nabaphathi. Lezi zinsika zamasu ezithinta abantu ezilandelayo zihlonzwe kule minyaka emihlanu (5) ezayo ukuze kuqinisekiswa ukuthi izindaba ezithinta abantu kuyabhekwana nazo ngempumelelo:

- a) Ukudala isiko lenhlangano elisebenza kahle kakhulu, uqaphela ukusebenzisana kanye nomoya.
- b) Ukudala isiko lokufunda nokuthuthukisa inhlangano.
- c) Ukuthola ithalente ngamasu nokugcinwa ukuze kusebenze inhlangano ngempumelelo.
- d) Ukulungiswa kabusha kwesu lenhlangano lokuklomelisa.
- e) Uhlelo oludidiyelwe lokuphatha ulwazi.
- f) Ukuhambisana nomthetho kanye nokwehlukahlukana.

I-NGB idingeka ukuthi ihambisane nemiyalelo yoMthetho we-B-BBBE, wezi-2003. Ngakho-ke, ukuhlola kwenziwa yiejensi yokuqinisekisa ye-B-BBEE ngokumelene nezidingo eziqukethwe ekhadini lamaphuzu le-B-BBBE elijwayelekile elisebenza emabhizinisini

kahulumeni. I-NGB ilinganiswe ngezinga lesi-8 lokuthobela i-B-BBEE okungukuthi iyinhlangano engathobeli. Ngaphandle kwalokhu, i-NGB izoqhubeka nokusebenzisa izinyathelo zokuthuthukisa izinga layo lokuthobela futhi ihambisane nomgomo kanye nomoya woMthetho we-B-BBEE, wezi-2003.

Izinhlelo nezinqubo ze-ICT zikhona ngaphakathi kwe-NGB. Ingqalasizinda ye-ICT yanele futhi ibekwe ngendlela yokuthinhlangano ikwazi ukwenza imisebenzi yayo ngempumelelo nango-kusebenzayo ngaleyo ndlela iqinisekise ukuthi i-NGB iyakwazi ukufeza umsebenzi wayo. Izinhlelo ezehlukene ze-NGB zisekelwa yisabelomali esisekelwe kuxhasomali **Iwe-dtic**, kanye nemali engenayo etholwa ngokuqapha ama-LPM esikhathini se-MTEF. Uhlelo lwezizimali lunolubheka uhlelo lokuphathwa kwempahla ukuze kuqinisekise ukuthi i-NGB inamazinga anele emali kanye nezimali ezisetshenziswayo ukuze ihlangabezane nezidingo zokulawula nokusebenza ngendlela eqhubekayo.

### 1.2.1 **Ukuhlaziya nge-SWOT**

#### **Izici ezingamandla**

##### ***Igunya Eliphelele Lokulawula***

I-NGB iyaqhubeka nokugcina isikhundla sayo njengesiphathimandla esilawulayo esiyinhloko embonini yezokugembula eNingizimu Afrika. Inikezwe amandla yi-NGA, i-NGB isebenzisa amandla amakhulu omthetho nawokulawula ukuze iqinisekise ukuthi imisebenzi yokugembula ezweni iqhutshwa ngendlela efanele, ngokusobala, nangokuhambisana

nezithakazelo zikazwelonke. Igunya le-NGB lihlanganisa izici ezibalulekile zokulawula, ukunikwa kwelayisensi, ukugada, kanye nokupho-qelela emikhakheni ehlukahlukene yokugembula, okuhlanganisa amakhasino, amabbingo, ukubheja, nama-LPM.

I-NGB idlala indima ebalulekile ekuqinisekiseni ukuhambisana phakathi kwemithetho kazwelonke kanye nama-PLA. Nakuba ama-PLA anesibopho sokukhipha amalayisense okugembula ezifundazweni zawo, imithethonqubo yawo kufanele ihambisane ne-NGA. Lokhu kwakha uhlaka lukazwelonke oluvumelanayo lapho umthetho wesifundazwe weseka, kodwa ungangqubuzani, nomthetho kazwelonke. Ukwengamela kwe-NGB phezu kweziphathimandla zezifundazwe kuqinisekisa amazinga afanayo ezweni lonke, kuncishiswe ukungqubuzana noma ukungezwani kwesifunda eku-setshenzisweni kwemithetho yokugembula.

I-NGB inegunya lokuqapha ukwabelana kwemakethe nokuziphatha kwemakethe kanye namaphethini wenhlalomnotho wokugembula eriphabhulikhi njengoba kuyalelwe ngokwe-NGA. Ukufinyelela kunqolobane kazwelonke emisiwe yezibalo zokugembula nolwazi kanye nokufinyelela olwazini lokugembula olusemthethweni kwenza i-NGB yabelane ngolwazi nabanye abalawuli bezimbongi, uhulumeni kanye nababambiqhaza ngenhloso yokwazisa ukuthathwa kwezinqumo.

Njengomlawuli kazwelonke wokugembula, kubalulekile ukwamukela izibopho zethu zokulawula futhi sinake ngokukhethekile

labo okungenzeka basengozini. I-NGB inegunya lokuvikela umphakathi emiphumeleni eyingozi yokugembula kanye nabasebenzisi abangekho emthethweni ngohlelo lwayo olubanzi lwemfundo yomphakathi.

Ukuqinisekisa ukuthi umphakathi uyaziswa ngobungozi kanye nomthelela wenhlalomnotho wokugembula, kanye nomehluko phakathi kokugembula okusemthethweni nokungemthetho, i-NGB isungule Uhlelo Lukazwelonke Lwezemfundo Ebanzi Yomphakathi. Uhlaka lokusebenza luhlinzeka ngendlela edidiyelwe futhi enezinhlangothi eziningi, kusetshenziswa izinkundla zokuxhumana ezihlukahlukene kanye nezindlela zokuqinisa imilayezo ngokugembula okunesibopho kanye nokugembula okuyimpoqo nokuluthayo kanye nokugembula okungemthetho. Lokhu kuhlanganisa amathuluzi obuso nobuso nawaku-inthanethi, iziteshi zokuxhumana ngobuningi, nokusebenza nezinhlangano zozakwethu ukuze kufinyelelwe izithameli eziqondiwe kabanzi.

### ***Uhlaka Lwezomthetho***

INingizimu Afrika inohlaka lwezomthetho olusungulwe kahle lokugembula, oluhlinzeka ngesisekelo esiqinile sokuthi i-NGB isebenze ngaphakathi. I-NGA ingumthetho kazwelonke olawula ukulawulwa kwemboni yezokugembula futhi ibeka ukuthi ukunikezwa kwamalaysensi kufanele Iziphathimandla Zokunikeza Amalaysense Zezifundazwe zikuqhube kanjani. Ngakho-ke imithetho yesifundazwe ikhona ukuze isekele i-NGA kuphela.

### ***Ukuthuthukiswa Kwenqubomgomo kanye Nokumela***

I-NGB ifaka isandla ekwakhiweni kwenqubomgomo yokugembula ezingeni likazwelonke. Umthelela wayo udlulela ngalé kokuphoqeletwa, njengoba weluleka uhulumeni ngezindaba zenqubomgomo, okuhlanganisa nezinguquko zokulawula, intuthuko yezobuchwepheshe, kanye nendlela okuthuthuka ngayo indawo yokugembula (isb. ukugembula ku-inthanethi, ukugembula okusebenzisanayo, njll.). Lendima yokweluleka ngenqubomgomo ithuthukisa ikhono le-NGB lokubhekana nezinsalela ezivelayo embonini.

### ***Ukwenziwa kwemali engenayo***

Imboni yezokugembula isalokhu ibambe iqhaza elibalulekile ekukhiqizeni imali eNingizimu Afrika ngezintela, nokuqoqwa kwemali, kanye nezimali zamalaysensi. I-NGB idlala indima ebalulekile ekuqinisekiseni ukuthi lemali engenayo ibalwa ngendlela efanele futhi isetshenziselwe ukusekela izinsizakalo zikahulumeni futhi ibalulekile ekusekeleni izindleko zikahulumeni, okwenza indima yokulawula ye-NGB ibe yingxenye yokuthuthukiswa komnotho wezwe.

### ***Ukuvikelwa Kwabathengi***

Ngokwe-NGA, i-NGB inamandla okuqapha nokuphoqeletwa ukuthotshelwa kwezinhlinzeko zoMthetho, okubhekwa njengamandla okuvikela abathengi emikhubeni yokugembula ekhohlisayo nengalungile ngokugxila ekugembuleni okungemthetho kanye nokunciphisa ukulimala.

I-NGB inikezwe amandla ngokwesigaba sama-33 kanye nesama-77 se-NGA kanye neminye imithetho esekelayo ukuze yenze umsebenzi wokuphoqeleta. I-NGB Inegunya lalokhu-

- ukuqoka abahloli abazophoqeleta umthetho wezokugembula;
- ukwabela abahloli ukuthi benze ukuhlola nophenyo;
- ukwenza uphenyo futhi income ukulahlekelwa kokuwinwe ngokungemthetho.

I-NGB isungule ubudlelwano nezinye izikhungo zomthetho ezisebenza ngaphakathi kweQoqo Lohlelo Lwezobulungiswa Bobugebengu ukuze basebenzisane ngemizamo besebenzisa iziphathimandla zomthetho ekubhekaneni nokugembula okungemthetho. Ithimba lamaphoyisa e-NGB lingacelwa ukuthi lisize noma iyiphi i-PLA edonsa kanzima ukuphoqeleta ukugembula okungemthetho okwenzeka kuleyondawo ye-PLA.

### **Ubuthakathaka**

Ubuthakathaka obubaluleke kakhulu be-NGB igunya layo elilinganiselwe lokuphoqeleta ukuthotshelwa kwemithetho phakathi kwama-PLA. Nakuba i-NGB inamandla lokungamela nokuhlola ukuthotshelwa kwe-PLA nomthetho we-NGA nowesifundazwe, ayinalo igunya loku-xazulula ngokuqondile izinkinga zokungathobeli noma ukujezisa ama-PLA ahlulekayo ukuhlangabezana nezinding-aniso zokulawula. Kunalokho, lesi sibopho siwela ngaphansi kwe-NGPC, ebikade ingasebenzi ekubhekaneni nalezi zinkinga.

Kukhona ukuntuleka kokuzimela kokubhekana nokugembula okungemthetho njengoba i-NGB idinga ukuba khona kwabahloli be-PLA nezinye izikhungo zomthetho ukuze zenze ukungenelela kokuqinisa umthetho ngokwesigaba sama-77 se-NGA.

### **Amathuba**

Uhlelo Lokuqapha Nge-elekhthronikhi likazwelonke (i-NCMS) ye-NGB, okwamanje elisetshenziswa ukuqapha umkhakha weMishini Yokukhokha Elinganiselwe (ama-LPM), lunikeza ithuluzi lesikhathi sangempela lokulandelela imisebenzi yokugembula kanye nokwenza imali. Uhlelo lunganwetshelwa kwezinye izindlela zokugembula ngale kwama-LPM, njengamakhasio, amabhungo nezinkundla zokubheja. Lokhu kuzothuthukisa ukubonakala obala njengoba i-NGB ingathola ukwengamela kangcono yonke imisebenzi yokugembula ezweni lonke. Izovumela ukuqapha kwesikhathi sangempela semali engenayo kuyo yonke imikhakha eyahlukene futhi isize ekuhlonzeni okungalungile noma ukungabikwa konke futhi isize ekwandiseni ukuqoqwa kwezintela zokugembula nemali eqoqwayo.

Ukwenziwa kube semthethweni nokulawulwa kokugembula ngamadivayisi okuxhumana kunikeza ithuba elibalulekile le-NGB lokubamba imakethe ekhulayo kuyilapho iqinisekisa ukuvikelwa kwabathengi kanye nokwandisa imali engenayo kahulumeni. Okwamanje, ingxenye enkulu yemakethe yokugembula ngamadivayisi okuxhumana isebenza ngaphandle koku-lawulwa okuqinile,

nobhuki abanelayisensi yesifundazwe abahlinzeka ngezinsizakalo zokubheja ku-inthanethi ezingahlanganisi-wengokugcwele ohlakeni lokulawula lukazwelonke. Ukubhalisa ngokusemthethweni ukugembula ngamadivayisi okuxhumana, ikakhulukazi amakhasino aku-inthanethi, kungavula lomkhakha onenzuzo enkulu kwabasanda kungena abasha ngaphansi kombuso olawulwa kahle.

Ukwenza ngokusemthethweni nokulawula ukugembula ngamadivayisi okuxhumana nakho kuzonikeza i-NGB ukulawula okwengeziwe ezindleleni zokuvikela abathengi. Abaqhubi bamabhizinisi abanamalayisense bazodingeka ukuthi basebenzise amathuluzi okugembula anesibopho, njengezinhlelo zokuzikhipha, imikhawulo yediphozithi, nokuqinisekiswa kweminyaka yobudala, ukuze kuqinisekise ukuthi abagembuli be-inthanethi bavikelekile ngokwanele. Lokhu kungasiza ekunciphiseni ubungozi bezinkinga zoku-gembula endaweni eku-inthanethi, lapho abadlali bengase babe sengozini enkulu yokuba umlutha.

Ukuthuthukiswa kohlaka lwezomthetho lukazwelonke kungaheha abasha abangena emakethe okungakhuthaza ukuncintisana okukhulu, ukusungula izinto ezintsha, kanye nokwehlukahlukana kwezimakethe, okuletha imikhiqizo emisha namasevisi emkhakheni wokugembula. Abasebenzi abasha banga-letha ukutshalwa kwezimali okwandisiwe, ukwakhiwa kwamathuba emisebenzi, kanye nokuqanjwa kabusha kwezobuchwepheshe embonini.

Okwamanje, ukubheja kwezemidlalo kukhokhiswa intela ngenani eliphansi kunokugembula kwekhasino. Uma kubhekwa izinga lokukhula elinamandla lokubheja kwezemidlalo ku-inthanethi, uhulumeni angabeka amanani entela aphezulu kulemisebenzi. Lokhu kungase kwenyuse kakhulu imali engenayo yentela evela kumkhakha okulindeleke ukuthi ukhule kakhulu, okuvumela umbuso ukuthi uqoqe ingxenye yawo efanele yentela kulemakethe ethuthukayo. Umbuso ungase futhi uvumele ukugembula ngamadivayisi okuxhumana ukuze kuvumele abaqambi ukuthi bafinyelele emakethe yokukhula elawulwayo esikhundleni sokugembula nabaqhubi bokugembula ngamadivayisi okuxhumana ngokungemthetho okuholela ekulahlekeni kwemali engenayo kumnyakazimali futhi kungabikho ukuvikeleka kwamaphanta.

Ukuphatha kwesikhombisa kukahulumeni wentando yeningi waseNingizimu Afrika kwakha umfutho omusha wokubhekana nezinsalelo zesakhiwo nezomthetho ezithinta abalawuli bokugembula, abaqhubi bezokugembula kanye nabathengisi bezokugembula. I-NGB inethuba lokusebenzisa igunya labanye abalawuli, ama-ejensi aqinisekisa ukuthotshelwa komthetho, abahlinzeki bezinsizakalo ze-inthanethi, amabhange kanye nezinye izinhlangano ezingokomthetho ngokuse-benzisana ezindabeni ezinentshisekelo efanayo. Lokhu kubandakanya, phakathi kokunye, ukugxila kobunye ubugebengu obuhlobene nokugembula njengokushushumbisa imali nokuxhasa ngezimali amaphekula kanye nokugembula okungemthetho. I-NGB inethuba lokusayina

ama-MOU nezinhlaka ezifanele ukuze ifeze umsebenzi wayo.

## Izinsongo

Ukungasebenzi kwe-NGPC kuveza usongo olukhulu emandleni e-NGB okuxazulula izingxabano ezibalulekile zokulawula kanye nokuphoqelela ukulandelwa komthetho. Njengoba i-NGPC inesibopho semfanelo sokulamula izingxabano phakathi kwemigwamanda elawulayo kazwelonke neyesifundazwe, ukuntuleka kwayo kokubonisana kushiya ukuthobelana okubalulekile kanye nezindaba zenqu-bomgomo zingakaxazululwa.

I-NGB ithembele ku-NGPC ukuthi ibhekane nezinkinga zokungalandeli imithetho ezihlonzwe kuma-PLA futhi ngaphandle kokuhlala njalo kwe-NGPC, izindaba zokuthobela zihlala zingaxazululiwe, okuholela ekungqu-buzaneni kwezindlela imithetho yokugembula esetshenziswa ngayo futhi iphoqelelwe kuzo zonke izifundazwe ezahlukene.

Ukungakwazi ukuxazulula izingxabano nama-PLA kwenza igunya le-NGB libe buthaka, kwakheke isimo sokulawula esihlukene phakathi lapho izifundazwe zingahumusha noma zisebenzise imithetho kazwelonke yokugembula ngokuhlukile. Lokhu kuholela ekuphambeni kwemithetho, okuphinde kubekaengcupheni isithunzi sohlaka lukazwelonke lokugembula.

Ukuqhubeka nokuba khona kwabaqhubi bezokugembula abangenalayisense nabangekho emthethweni kubeka

engcupheni enkulu ubuqotho bemboni. Kukhona ukubambezeleka kwezichibiyelo zomthetho ezidingekayo ukuze kuvinjelwe, kutholakale futhi kushushiswe ukugembula okungemthetho.

## 1.2.2 Ukuhlaziya nge-TOWS

I-NGB ingahlanganisa amandla ayo kanye nobuthakathaka namathuba kanye nezin-songo endaweni yangaphandle ukuze ithuthukise izinketho zamasu okulawula imboni yezokugembula.

I-NGB izosebenzisa igunya elilawulayo ukuqapha ukwabelana kwemakethe nokuziphatha kwezimakethe kanye nokuqapha amaphethini enhlalomnotho ezokugembula eriphabhulikhi ukuze yakhe izwe elikwaziyo ukulawula ukugembula ngokufaka isandla emqulwini wolwazi ngokugembula kanye nemithethonqubo enolwazi kanye nokuthathwa kwezinqumo zokutshalwa kwezimali.

I-NGB ingabhekana nezingxabano phakathi kweziphathimandla ezilawulayo zikazwelonke nezezifundazwe ngokusebenzisa igunya layo ukumela uhlaka lukazwelonke lwamalayisensi ezokugembula.

Lokhu kuzoqinisekisa ukuvumelana kokuthi ukugembula kulawulwa kanjani futhi kuvimbele obhukhi abanelayisensi yesifundazwe ukuthi baxhaphaze izimakethe ze-inthanethi zikazwelonke ngaphandle kokuthobela imithetho kazwelonke.

I-NGB ihlose ukuqinisa amandla ombuso ngokusebenzisa igunya layo lokulawula ukuthuthukisa ukwenganyelwa kwama-

PLA kanye nokuqinisekisa ukulawulwa okusebenzayo kuwo wonke umkhakha wezokugembula.

Ngokusebenzisa i-NCEMS, i-NGB izothuthukisa ukuqapha nokulawula umkhakha we-LPM, iqoqe idatha ebalulekile ekwenziweni kwemali engenayo, ukufakwa kwemishini, kanye nokusatshalaliswa kwezindawo zokugembula ukuze kwaziswe izinqumo zenqubomgomo. I-NGB izo-kwandisa amathuba emisebenzi kanye nokugcinwa kwemisebenzi ngokuqokwa nokuphathwa komqhubi we-NCEMS.

I-NGA inikeza i-NGB amandla okwenza uphenyo ngokuwiniwe okungekho emthethweni, kanye nokutholakele ngemisebenzi yokugembula okungekho emthethweni ukuze kudliwe uMbuso. Ngokuphothula uphenyo mayelana nokuwina okungekho emthethweni okubikiwe, ngakho-ke kungenzeka ukuthi kube ngaphezulu kwezigidi ezinhlanu zamarandi (R5 000 000.00) okungadliwa uMbuso.

I-NGB izofaka isandla ekwakhiweni kombuso okwaziyo ukulawula ukugembula ngokusebenzisa igunya layo lokulawula ukuhlinzeka ngohlelo olubanzi lokufundisa umphakathi ukukhuthaza imikhankaso yokuqwashisa umphakathi kanye noku-fundisa abathengi ngobungozi nezinzuzo zokugembula.

I-NGB izosebenzisa uhlelo lwayo lukaZwelonke Olunesisekelo Esibanzi lokufundisa umphakathi ukuze ifinyelele izethameli eziningi futhi isebenzisane nezinye izinhlangano ezinegunya elihlobene ukuze kuthuthukiswe

izakhamuzi ezinolwazi olungcono nezinesibopho semfanelo.

I-NGB izibophezele ekubhekaneni noguquko ngokuthenga izimpahla nezinsizakalo ezikhiqizwa ekhaya yizinkampani eziphethwe ngabamnyama.

## INGXENYE C: UKULINGANISA UKUSEBENZA KWETHU

### 1. Ulwazi Ngokusebenza Kwesikhungo

Unyaka wezimali wezi-2025/26 uphawula unyaka wokuqala wokusetshenziswa koHlelo Lwesu Lweminyaka emihlanu lwe-NGB, kanye NoHlelo Lokusebenza Lonyaka (i-APP) lwezi-FY2025/26 – 2027/28. Ukuze kuqaliswe lezi zinhlelo, i-NGB yenza isitatimende somthelela esingakalwa ngemiphumela eyahlukene. Lemiphumela ihambisana nezindawo zokusebenza kwesikhungo ezibalulekile ekufezeni igunya le-NGB.

#### 1.1 Isitatimende Somthelela

I-NGB iqondanise isu layo lenkathi yeminyaka emihlanu nalesi sitatimende somthelela esilandelayo:

***“Imboni yezokugembula elawulwayo elinganisa izinzuzo zezomnotho kanye nokuvikelwa kwamaphanta”***

Lolu Hlelo Lwesu luzosetshenziswa ngezinhlelo ezine zokusebenza ngaphakathi kwe-NGB ngale ndlela elandelayo:

- Uhlelo 1: Ukulawula Amageyimu kanye Nokuthobela.
- Uhlelo 2: Ukuphoqelesa
- Uhlelo 3: Izinkonzo Zebhizinisi Nocwaningo
- Uhlelo 4: Ezezimali Nokuthenga

Izinto eziseqhulwini zoPhiko Lokulawula Imidlalo Nokuthobela (i-GCCD) wukulawula nokuthotshelwa komthetho.

I-GCCD ifuna ukuqinisekisa ukuthi ama-PLA ayawuthobela umthetho lapho

ekhipha amalayisensi futhi ahlolwe ngokuvumelana nesigaba sama-33 nesama-34, esifundwa nesigaba sama-66, se-NGA. I-GCCD iphinde ikhuthaze uguquko embonini yezokugembula ngokwengamela okuqinisiwe kokulawula imboni yezokugembula kanye nokugcina amarejista kazwelonke asebenzayo.

Isu Eliseqhulwini Lokuphoqelesa ukwenza kanye nokuqinisa ukuphoqelesa kokugembula okunqatshelwe kanye nemisebenzi ekhawulelwe.

Okuseqhulwini lwesu Lophiko Lwezinkonzo Zebhizinisi Nocwaningo (i-nomthetho ofanele futhi isebenze ngokugcwele

CSRD) ukusebenzisa izinhlobo eziningi zedatha, ucwaningo kanye nokuqonda ukuze kuthathwe izinqumo kanye nokunikeza izeluleko mayelananemakethe yokugembula nokuziphatha ekugembuleni futhi ngesikhathi esifanayo kukhushulwe ukusebenzisana nababambiqhaza ngokukhuthaza imikhuba yokugembula enesibopho semfanelo Kanye nokunika umphakathi amandla okwenza izinqumo eziphephile, ezinolwazi ngokugembula. Lokhu ngenkathi kuqinisekisa ukuthi inhlangothi ithobela imithetho efanele, iziqondiso, namazinga okuziphatha, futhi inikeza ngamasevisi abalulekile okusekela. I-CSRD ihlinzeka ngocwaningo lokugembula olusekelwe ebufakazini olukhuthaza ukukhetha okufanele ukuze uthole izinzuzo zezomnotho nezenhlalo.

Okokugcina, isu elibalulekile Lophiko Lwezimali Nokuthengwa Kwempahla (i-FPD) ukuthuthukisa ukuphathwa kwezimali kanye nokuthengwa kwempahla, futhi umthelela walo uzoba yizinhlelo nezinqubo zezezimali eziphumelelayo nezisebenzayo ezivumela inhlangothi ukuthi ihambisane ne-PFMA, kanye

|                                |                                                                                             |
|--------------------------------|---------------------------------------------------------------------------------------------|
| <b>Isitatimende Somthelela</b> | Imboni yezokugembula elawulwayo elinganisa izinzuzo zezomnotho kanye nokuvikelwa kwe-phanta |
|--------------------------------|---------------------------------------------------------------------------------------------|

## 1.2 Ukulinganisa imiphumela yethu

| Okuseqhulwini ku-MTDP: Ukukhula komnotho obandakanya wonke umuntu nokudalwa kwamathuba omsebenzi    |                                                                                                                        |                                                                                                            |                                                                                                                                                                                                                  |                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| #                                                                                                   | Imiphumela                                                                                                             | Inkomba Yomphumela                                                                                         | Isisekelo                                                                                                                                                                                                        | Inhloso eminyakeni emihlanu                                                                                                                          |
| 1.                                                                                                  | Imisebenzi ethuthukisiwe egcinelwe izidingo zembali nokuncintisana kwezomnotho                                         | Imisebenzi esekelwa ngokuqokwa komqhubi we-NCEMS                                                           | Inkomba entsha                                                                                                                                                                                                   | Imisebenzi engama-30 egciniwe ngokuqokwa komqhubi we-NCEMS                                                                                           |
| 2.                                                                                                  | Ukulungela indawo yokusebenza                                                                                          | Amathuba omsebenzi ngokusebenzisa izinhlelo zokuqashwa komphakathi                                         | Inkomba entsha                                                                                                                                                                                                   | amathuba omsebenzi ayi-10                                                                                                                            |
| 3..                                                                                                 | Ukwenziwa lula kokukhiqizwa kwemali engenayo emnothweni ngokutshalwa kwemali ku-NCEMS kwenzelwa umkakha we-LPM         | Ukukhiqizwa kwemali engenayo emkhakheni we-LPM                                                             | Imali engenayo elinganiselwa ku-R2.1 wezigidigidi ekhiqizwa emkhakheni we-L PM                                                                                                                                   | Zingu-R12.5 izigidigidi zemali engenayo ezikhiqiziwe emkhakheni we-LPM                                                                               |
| 4.                                                                                                  | Ulwazi oluqhutshwa yidatha mayelana nokuguquguquka kwemakethe embonini yezokugembula ukuze kwenziwe isinqumo esifanele | Isabelo semakethe esigadwayo kanye nokuziphatha kwezimakethe emikhakheni emine (4) embonini yezokugembula  | I-NGB ishicilele Imibiko eyisithupha (6) Yokusebenza Komkhakha Wezokugembula yeminyaka yezimali elandelayo:<br>• FY2018/19;<br>• FY2019/20;<br>• FY2020/21;<br>• FY2021/22;<br>• FY2022/23; kanye<br>• FY2023/24 | Ukukhishwa kwezincwadi zonyaka ezinhlanu (5) ezimayelana nokugonda ukuguquguquka kwemakethe embonini yezokugembula ukuze kwenziwe isinqumo ezifanele |
| 5.                                                                                                  | Ukwenyuka kokutshalwa kwezimali emkhakheni we-LPM                                                                      | Kwenziwe ucwaningo olusekelwe ebufakazini ngokuqhubeka nokwabiwa okunqunyiwe kwama-LPM ezifundazweni ezine | Umbiko owodwa (1) weseluleko esisekelwe ebufakazini obika ngomthelela wokugembula                                                                                                                                | Imibiko emihlanu (5) yezeluleko esisekelwe ebufakazini ezibika ngomthelela wezokugembula                                                             |
| Okuseqhulwini ku-MTDP : Ukukhula komnotho okubandakanya wonke umuntu nokudalwa kwamathuba omsebenzi |                                                                                                                        |                                                                                                            |                                                                                                                                                                                                                  |                                                                                                                                                      |
| #                                                                                                   | Imiphumela                                                                                                             | Inkomba Yomphumela                                                                                         | Isisekelo                                                                                                                                                                                                        | Iminyaka emihlanu ehlosiwe                                                                                                                           |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

|                                                                                                          |                                                                                                                                                                              |                                                                                                                    |                                                                                                                                                  |                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| 6.                                                                                                       | Ukuzibiphezela ekuthengeni izimpahla zasekhaya kanye nezinsizakalo ukuze kufakwe isandla emnothweni wendawo ukuze ukhule ngendlela eghubekayo                                | Inani eliphelele eliziboshezwe ekuthengeni izimpahla nezinsizakalo zasekhaya                                       | Ilinganiselwa ku-R187,8 izigidi imali ecithwe ekuthengeni impahla nemisebenzi yasekhaya                                                          | U-R800 wezigidi oboshezwe ekuthengeni impahla nemisebenzi yasekhaya                                                                               |
| 7.                                                                                                       | Ukuzibophezela ukuchitha imali ekuthengeni izimpahla nezinsizakalo ezivela ezinkampanini zabamnyama ukuze kukhuliswe ukuthuthukiswa kwabahlizeki kanye nokufakwa kwezomnotho | Inani eliphelele elichithwe ezimpahleni nezinsizakalo okuthengwa ezinkampanini eziphethwe ngabamnyama              | Ilinganiselwa ku-R191,4 izigidi imali ecithwe ezimpahleni nasezinsizakalweni ezithengwe ezinkampanini zabamnyama.                                | U-R600 wezigidi ocithwe ezimpahleni nasezinsizakalweni ezivela ezinkampanini zabamnyama                                                           |
| <b>Okuseqhlwini ku-MTDP: Ukukhula komnotho okubandakanya wonke umuntu nokudalwa kwamathuba omsebenzi</b> |                                                                                                                                                                              |                                                                                                                    |                                                                                                                                                  |                                                                                                                                                   |
| <b>#</b>                                                                                                 | <b>Imiphumela</b>                                                                                                                                                            | <b>Inkomba Yomphumela</b>                                                                                          | <b>Isisekelo</b>                                                                                                                                 | <b>Inhloso eminyakeni emihlanu ehlosiwe</b>                                                                                                       |
| 8.                                                                                                       | Ukulawula okuthuthukisiwe kwemboni yezokugembula ukuze kuthuthukiswe inqubomgomo yezokugembula                                                                               | Ukulawula ukuthotshelwa komthetho okuhloliwe embonini yezokugembula                                                | Inkomba Entsha                                                                                                                                   | Kukhishwe izaziso zokulawula ukuhlola ezingamashumi amane nanhlanu (45)                                                                           |
| 9.                                                                                                       | Ukuncishiswa kwezingqinamba                                                                                                                                                  | Isikhathi esincishisiwe esizosetshenziswa ukuphuthula uphenyo ngemisebenzi yokugembula okungekho emthethweni       | Inkomba Entsha                                                                                                                                   | Kuphuthulwe uphenyo ngemisebenzi yokugembula engekho emthethweni esikhathini esingaphansi kwezinsuku ezingamashumi amabili nanhlanu (25)          |
| 10.                                                                                                      | Ukuvikelwa kwemboni yezokugembula elawulwayo                                                                                                                                 | Ukungenelela ekulweni nokugembula okungekho emthethweni                                                            | Kwenziwe ukungenelela kokuphoqelela okungamashumi amabili (20) ukuze kuvikelwe imboni yezokugembula                                              | Ukungenelela okungamashumi ayisishiyagalombili (80) kokulwa nokugembula okungemthetho                                                             |
| 11.                                                                                                      | Ukwandisa ukuqwashiswa komphakathi ukuze ufundiswe futhi kwaziswe abantu ngemiphumela eyingozi yokugembula                                                                   | Kusetshenziswe uhlelo olunesisekelo esibanzi lokufundisa ngobungozi kanye nomthelela wokugembula kwezenhlokomnotho | Ukungenelela okungamashumi ayisithupha nambili (62) okufinyelela emphakathini ukwazisa nokufundisa umphakathi ngemiphumela eyingozi yokugembula. | Ukungenelela okungamakhulu amabili <sup>1</sup> (200) okufinyelela emphakathini ukwazisa nokufundisa umphakathi ngemiphumela eyingozi yokugembula |

<sup>1</sup> I-NGB ihlose ukufinyelela abantu abayisigidi esisodwa (1) ngokungenelela kokufinyelela umphakathi ubuso nobuso nangemikhamkaso yemidiya okungukuthi ukusakazwa ku-TV, ukulalelwa komsakazo, ukukhishwa kumidiya, njll.

### **1.3 Incazelo                      Yokusebenza Okuhleliwe Phakathi Nenkathi Yokuhlela                      Yeminyaka Emihlanu (5)**

**Igalelo lemiphumela ekufezekiseni izinjongo zoHlelo Lokuthuthukiswa Kwesikhathi Esimaphakathi (i-MTDP) kanye negunya le-NGB okuhlanganisa, lapho kufanele khona, izinto ezibalulekile maqondana nabesifazane, intsha kanye nabantu abaphila nokukhubazeka.**

Ikhono le-NGB lokusiza ukugcinwa kwemisebenzi ngokuqoka umphathi we-NCEMS lizoginisekisa ukuthi abantu abaningi bathola iholo elizinzile elinciphisa ukuntuleka kwemisebenzi nokungalingani. I-NGB ihlose ukuletha amathuba emisebenzi aphasile ekuziphiliseni okusimeme ngokwenza kube lula izinhlelo zokusebenza usuphothulile kanye nezinhlelo zokufundela umsebenzi.

I-NCEMS yenza kube lula ukulawula nokuqapha umkhakha we-LPM. Ngokutshala imali ohlelweni olunjalo, umlawuli wezokugembula ukhuthaza ukuba sobala, ukuziphendulela, kanye nokuqoqwa kwemali engenayo okuthuthukisiwe, okuvumela uku-thotshelwa kwentela okungcono nokukhiqiza imali engenayo eyengeziwe yezinsizakalo zomphakathi. Imali engenayo ekhuphukile ingaphinde itshalwe kumaphrojekthi abalulekile wengqalasizinda yomphakathi,

ezempilo, kanye nezemfundo, okugqugquzela ukuzinza nokuthuthukiswa komnotho wesikhathi eside futhi kube neqhaza ekukhuleni komnotho.

Ukuphumelela kokugqugquzelwa koguquko lwezomnotho yi-NGB kuzothuthukisa ukulingana nokufakwa kwamaqembu abencishwe amathuba embonini yezokugembula futhi kwandise ukubamba kwawo iqhaza kwezomnotho.

Ngokuthuthukisa izinguquko zomthetho nezokulawula embonini yezokugembula i-NGB ihlose ukufaka isandla ekwehliseni izingqinamba ukuze kube lula ukwenza ibhizinisi kanye nokugqugquzela ukukhula komnotho okubandakanya wonke umuntu.

Ukuthuthukiswa kokulawulwa kwemboni yezokugembula ukuze kube nokuthuthukiswa kwenqubomgomo yokugembula ngokuhlinzekwa ngezeluleko ezigunyaziwe kuqinisekise ukuthi izinqubomgomo nemithetho elawula imboni yezokugembula ihambisana nezinjongo zentuthuko zezwe ezithuthukisa amandla ombuso.

I-NGB izothuthukisa umnotho wasekhaya ukuze ufake isandla ekukhuleni okusimeme, ngaleyo ndlela ibambe iqhaza elikhulu ekuzuzeni ukukhula komnotho okubandakanya wonke umuntu. Ukweseka izimboni zakuleli ngokuthenga

kuzothuthukisa umnotho wakuleli ngokudala isidingo semikhiqizo nezinsizakalo zendawo. Lokhu-ke kungaholela ekwandeni kwemisebenzi yezomnotho, ukwakhiwa kwamathuba emisebenzi, kanye nokwenza imali engenayo ezweni.

Ngokuphenya ngenkuthalo futhi ilwe nokugembula okungemthetho, i-NGB isiza ukuvikela ubuqotho bemboni yokugembula esemthethweni, iqinisekise inkundla yokudlala yabaqhubi bezokugembula abasemthethweni. Lokhu kukhulisa ukuzethemba kwabatshalizimali, kuhehe ukutshalwa kwezimali okwengeziwe kanye nokwanda komkhakha.

Imizamo yokuvamisa imithetho yokugembula igxile ekuqondiseni imikhuba namazinga embonini, ikhuthaze isimo esivumela ukutshalwa kwezimali, ikhuthaze ukuvulwa kwamathuba emisebenzi futhi iqinisekise ukukhula komnotho okusimeme

Ngokunikeza abatshalizimali idatha ethembekile nenembile ngemboni, umlawuli ukhuthaza ukuqonda okuqhutshwa yidatha ukuze kwenziwe izinqumo ezifanele. Lokhu kuholela ekwabiweni kwezinsiza ngendlela efanele, ukwanda kwemali engenayo, kanye nokwanda kwezimbongi, okuholela ekudaleni amathuba emisebenzi nokukhula komnotho.

**Incazelo yezinsizakalo okuhloswe ngazo ukusiza ekufinyeleleni kokuhlosiwe kweminyaka emihlanu**

Izinsizakalo ezibalulekile zokufeza lokho okuhlosiwe kweminyaka emihlanu (5) kuzoba izinsiza zezimali ezanele, ubuchwepheshe, kanye nabasebenzi abanamakhono nabanolwazi abanama-khono akamuva ahambisana nemboni yezokugembula.

I-NCEMS izokwenza kube nezindleko ezinkulu kakhulu ze-NGB, ngaleyo ndlela ibe yiyona ndlela enkulu kunazo zonke evumela ukuthengwa kwezimpahla ezikhiqizwe kuleli kanye nezinsiza ezinkampanini zabamnyama.

I-NCEMS esebenzayo izoqinisekisa ukuqapha okusebenzayo kwemishini yokugembula namadivayisi, emkhakheni we-LPM. Amarejista kazwelonke asebenzayo azoqinisekisa ukugadwa okuyimpumelelo kwemishini yokugembula kanye nemishini ethunyelwa eNingizimu Afrika, ukwabelana ngolwazi, imibiko yokunemba kanye nerejista yabantu abashiywe ngaphandle.

**Incazelo yegalelo lemiphumela ekuzuzeni umthelela ohlosiwe**

Lemiphumela izogqugquzela imboni yezokugembula elawulwa kahle, ebandakanya wonke umuntu, futhi esimeme. Ukukhula komnotho kufinyelelwa ngokwakhiwa kwamathuba emisebenzi, ukutshalwa kwezimali, kanye noguquko, kuyilapho abadayisi bezokugembula bevikelwa ngokuqondisa okuqinile kokulawula, ukufundisa umphakathi, kanye nezinqubomgomo ezihloselwe ukudlala ngokungenzeleli nokugembula okuqotho.

## **Ukuhambisana                      Nenqubomgomo Kazwelonke Yezimboni yowezi-2025**

**i-dtic** ineNqubomgomo Yezimboni efuna ukuguqula isakhiwo nomgudu wokukhula komnotho ngokusebenzisa amahange amathathu abalulekile okuyilokhu: **Ukuqeda Ukukhishwa Kwekhabhoni, Ukuhlukahluka kanye Nezedijithali.** Ukugqugquzela ukuhlukahluka eNingizimu Afrika, izikhuthazo, ukutshalwa kwezimali, izinguquko zemithetho kanye noku-bambisana kubalulekile ukuze kugqugquzelwe ukwengezwa kobugugu emnothweni wasekhaya.

Ngakho-ke i-NGB ihambisana neNqubomgomo Yezimboni entsha yamasu okuhlukahlukana ngokuthi:

- Isamba senani eliboshezelwe ekuthengeni impahla nene-zinsizakalo zasekhaya;
- Isamba esicithiwe ezimpahleni nasezinsizakalweni ezithengwe ezin-kampanini eziphethwe ngabamnyama.

Ukuzibophezela esikhathini se-MTDP, ukuthenga izigidi ezingama-R800 zezimpahla nemisebenzi yasekhaya kusiza ukuthuthukisa kanye nokusimamisa izimboni zasekhaya zokukhiqiza kanye nezinsiza ngokuqinisekisa isidingo sempahla ekhiqizwa kuleli kanye nokudalwa kwamathuba emisebenzi.

Ukwaba izigidi ezingama-R600 zezimpahla nezinsizakalo ezivela ezinkampanini eziphethwe ngabamnyama

kukhuthaza ukubandakanywa, ukulingana, kanye noguquko emnothweni. Ngokubeka eqhulwini izimpahla zasekhaya kanye nezinsizakalo, okuhlosiwe kusiza ukunciphisa ukuthembela ekuthengeni kwamanye amazwe, ngaleyo ndlela kuhlukanise imboni yezokugembula ekubeni incike kakhulu kubahlinzeki bangaphandle.

## 2. Ubungozi Obuyinhloko kanye Nokubunciphisa

| #  | Imiphumela                                                                                                                                               | Inkomba Yomphumela                                                                                                                              | Ubungozi Obuyinhloko                                                                                                                                                                                                                                                                       | Ukunciphisa Ubungozi                                                                                                                                                                                                                                                            |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | <ul style="list-style-type: none"> <li>Imisebenzi ethuthukisiwe eqhubekayo embonini ngokwezidingo nokuncintisana kwezomnotho</li> </ul>                  | <ul style="list-style-type: none"> <li>Imisebenzi eqhubekayo ngokuqokwa komqhubi weNCEMS</li> </ul>                                             | <ul style="list-style-type: none"> <li>Ukungakwazi ukusimamisa imisebenzi ngenxa yokwephula kwe-SLC ngumqhubi we-NCEMS okuholele ekukhanselweni kwenkontileka kanye nokulahleka kwemisebenzi okwalandela</li> </ul>                                                                        | <ul style="list-style-type: none"> <li>Ukuphathwa kwenkontileka yeNCEMS SLC ngemihlangano yanyanga zonke</li> </ul>                                                                                                                                                             |
| 2. | <ul style="list-style-type: none"> <li>Ukulungela indawo yokusebenza</li> </ul>                                                                          | <ul style="list-style-type: none"> <li>Amathuba omsebenzi ngokusebenzisa izinhlelo zokusebenza usuphothulile nezokufundela umsebenzi</li> </ul> | <ul style="list-style-type: none"> <li>Ukusatshalaliswa ngokungalingani kwamathuba omsebenzi yi-NGB ngenxa yokungatholakali kwezimali zokuqalisa uhlelo lokuqashwa komphakathi okuholela ekuhlulekeni ukunikeza intsha amandla.</li> </ul>                                                 | <ul style="list-style-type: none"> <li>Ukuphetha i-MOU Ngomkhakha Wokulawula Ezemfundo Nokuqeqesha Izisebenzi Zikahulumeni (PSETA)</li> </ul>                                                                                                                                   |
| 3. | <ul style="list-style-type: none"> <li>Kugqugquzelwe ukukhiqizwa kwemali engenayo emnothweni ngokutshalwa kwezimali ku-NCEMS yomkhakha we-LPM</li> </ul> | <ul style="list-style-type: none"> <li>Ukukhiqizwa kwemali engenayo emkhakheni we-LPM</li> </ul>                                                | <ul style="list-style-type: none"> <li>Ukuba khona kwemakethe engekho emthethweni embonini yezokugembula ngenxa yokunikezwa kwemikhiqizo yokugembula engahambisani nemithetho nezinsizakalo kumaphanta okuholela ekutshalweni kwezimali okulinganiselwe embonini yezokugembula.</li> </ul> | <ul style="list-style-type: none"> <li>Izaziso zokuthobela ezikhishwele ama-PLA</li> <li>Ukuhlanganyela okuqhubekayo ne-NRCS, i-SABS nama-PLA</li> <li>Ukwenza ukuhlaziya kwezobuchwepheshe kwemikhiqizo yezokugembula ukuze kuthuthukiswe inqubomgomo yezokugembula</li> </ul> |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| #  | Imiphumela                                                                                                                                       | Inkomba Yomphumela                                                                                                                                                  | Ubungozi Obuyinhloko                                                                                                                                                                                                                                                                                                                                                                        | Ukunciphisa Ubungozi                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. | <ul style="list-style-type: none"> <li>Ukulawula okuthuthukisiwe kwemboni yezokugembula ukuze kuthuthukiswe inqubomgomo yezokugembula</li> </ul> | <ul style="list-style-type: none"> <li>Ukuthobela okuhloliwe embonini yezokugembula</li> </ul>                                                                      | <ul style="list-style-type: none"> <li>Ukungasebenzisani kwama-PLA ngenxa yokuncintisana komthetho okuhambisanayo okuholela ekungahambisanini kahle nenqubomgomo kazwelonke</li> <li>Imboni yezokugembula engathobeli ngenxa yokwentuleka kokufana kanye nokungaguquguquki ekusetshenzisweni komthetho wezokugembula, okuholela ekuntulekeni kokuzethemba ekulawulweni kwemboni.</li> </ul> | <ul style="list-style-type: none"> <li>Ngokuqhubeka nokwaluleka <b>i-dtic</b> ngezintuthuko embonini yezokugembula ukuze kube nokungenelela kwenqubomgomo</li> <li>Ukusebenzisa isu lonyaka lokuhlola ukuthobela</li> <li>Ukuxhumana okuvamile nokuthuthukisiwe nama-PLA</li> <li>Ukusebenzisa uMthetho Wezinhlaka Zobudlelwano Bakahulumeni</li> <li>Ukukhipha izaziso zokuntula mayelana nokungathotshelwa kwama-PLA</li> <li>Ukubandakanya ama-PLA ngesikhathi sesigaba sangaphambi kokuhlola kokuqapha ukuthobela.</li> </ul> |
| 5. | <ul style="list-style-type: none"> <li>Ukunciphisa Izingqinamba</li> </ul>                                                                       | <ul style="list-style-type: none"> <li>Isikhathi esincishisiwe esizosetshenziswa ukuze kupothulwe uphenyo ngemisebenzi yokugembula okungekho emthethweni</li> </ul> | <ul style="list-style-type: none"> <li>Ukubambeleleka ekucubunguleni okuwinile okungekho emthethweni okuvela emisebenzini yezokugembula ngokungekho emthethethweni ngenxa yolwazi olungaphelele olutholwe ezinkampanini ezibikayo okuholela ekuhlulekeni ukusebenzisa igunya lokucubungula okuwinile okungekho emthethweni ngokudliwa umbuso noma ukukubuyisela kuphanta</li> </ul>         | <ul style="list-style-type: none"> <li>Ukusebenzelana nezikhungo ezikhipha imali ekutholeni ukuthongiselana okusolwa ngokuwina ngokugembula okungekho emthethweni</li> <li>Sebenzisa izinqubo ezijwayelekile zokusebenza ngokuwinwe ngokungekho emthethweni kwezokugembula</li> <li>Isicelo esisesikhundleni sensizakalo eshintshiwe samaphanta angalandeleki</li> <li>Faka izicelo <b>zangaphandle</b> zezindaba ezingalandeleki ze-S16</li> </ul>                                                                               |
| 6. | <ul style="list-style-type: none"> <li>Ukuvikelwa kwemboni yezokugembula elawulwayo</li> </ul>                                                   | <ul style="list-style-type: none"> <li>Ukungenelela kokulwa nokugembula okungekho emthethweni</li> </ul>                                                            | <ul style="list-style-type: none"> <li>Ukunganeleli nokungaqalisi ukugasela, izaziso izinyathelo zomthetho ukuze kuvikelwe imboni yezokugembula emisebenzini engekho emthethweni</li> </ul>                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>Ukuqalisa ukungenelela Kokuphoqelela okumelene nabaqhubi bezokugembula abangekho emthethweni</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                    |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| #  | Imiphumela                                                                                                                                                                      | Inkomba Yomphumela                                                                                                                                                    | Ubungozi Obuyinhloko                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Ukunciphisa Ubungozi                                                                                                                                                                                                                                                                                  |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                                                                                                                                                 |                                                                                                                                                                       | <p>ngenxa yokwehluleka ukusebenzisana neziphathimandla ezifanele okuholela ekulahlekelweni yimali engenayo kumnyakazimali</p> <ul style="list-style-type: none"> <li>• Ukwanda kokubamba iqhaza emisebenzini yokugembula okusekelwe ku-inthanethi kanye nokwanda kwezikhungo zokugembula ku-inthanethi ngokungekho emthethweni ngenxa yokuhlinzeka ngokugembula okungekho emthethweni kumaphanta kanye nokufinyelela kalula ekugembuleni kweintanethi okungekho emthethweni okuholela ekulahlekelweni yimali embonini yezokugembula elawulwayo</li> </ul> | <ul style="list-style-type: none"> <li>• Ukusebenzelana ngekota neziphathimandla ezifanele nabahlinzeki bensiza yenethiwekhi ukuvimba ukufinyelela kumawebhusayithi okugembula angekho emthethweni</li> </ul>                                                                                         |
| 7. | <ul style="list-style-type: none"> <li>• Ukuqondwa okuqhutshwa yidatha mayelana nokuguquguquka kwe-makethe embonini yezokugembula ukuze kwenziwe izinqumo ezinolwazi</li> </ul> | <ul style="list-style-type: none"> <li>• Ukuqapha ukwabelana kwemakethe kanye nokuziphatha kwemakethe kwemikhakha emine (4) embonini yezokugembula</li> </ul>         | <ul style="list-style-type: none"> <li>• Ukungakwazi ukubika ngokunembile nangokuthembekile izitayela zokugembula ngenxa yedatha engalungile nengaphelele ehlinzekwe ngama-PLA embonini yezokugembula okuholela ekunikezeni iseluleko esingalungile embonini yezokugembula enikeziwe.</li> </ul>                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>• Ukwenza ukuhlaziya kokusebenza komkhakha wezokugembula usebenzisa imithombo yedatha yesibili</li> <li>• Ukusebenzelana nama-PLA ekugunyazweni kwedatha engaphelele nengalungile</li> <li>• Ukwenza ucwaningo lwezibalo zokugembula njalo ngonyaka</li> </ul> |
| 8. | <ul style="list-style-type: none"> <li>• Ukwenyuka kokutshalwa kwezimali emkhakheni we-LPM</li> </ul>                                                                           | <ul style="list-style-type: none"> <li>• Kwenziwa ucwaningo olusekelwe ebufakazini mayelana nokwabiwa okwengeziwe okunquniwe kwama-LPM ezifundazweni ezine</li> </ul> | <ul style="list-style-type: none"> <li>• Ukwahluleka ukwenza ucwaningo olusekelwe ebufakazini kanye nokulinganisa umthelela wezenhlalomnotho wemboni yezokugembula ngenxa yokuchema kocwaningo okuholela ekuthathweni kwezinqumo ngenqubomgomo engenalwazi</li> </ul>                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Ucwaningo oluqhubekayo kusetshenziswa imithombo yedatha yesibili.</li> </ul>                                                                                                                                                                                 |

**Ibhodi Lezokugembula Likazwelonke**  
**Uhlelo Lwesu 2025/26-2029/30 FY**

| #   | Imiphumela                                                                                                                                                                                                                    | Inkomba Yomphumela                                                                                                                                                            | Ubungozi Obuyinhloko                                                                                                                                                                                                                                                                                                                                 | Ukunciphisa Ubungozi                                                                                                                                                                                     |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9.  | <ul style="list-style-type: none"> <li>Ukwandiswa kokuqwashisa umphakathi ukufundisa nokwazisa abantu ngemiphumela eyingozi yokugembula</li> </ul>                                                                            | <ul style="list-style-type: none"> <li>Kusetshenziswe uhlelo olubanzi lwemfundo yomphakathi mayelana nezingozi Kanye nomthelela wenhlalohle yezomnotho wokugembula</li> </ul> | <ul style="list-style-type: none"> <li>Abantu abangenalwazi nabangafundanga ngenxa yolwazi olulinganiselwe mayelana nokugembula okusemthethweni, okunesibopho, okuyimpoqo, nokuluthayo okuholela ekubambeni iqhaza ezinhlotsheni zokugembula ezingekho emthethweni</li> </ul>                                                                        | <ul style="list-style-type: none"> <li>Ukusetshenziswa okuqhubekayo kohlelo olubanzi lwemfundo yomphakathi olusekelwe ebufakazini bocwaningo</li> </ul>                                                  |
| 10. | <ul style="list-style-type: none"> <li>Ukuzibophezela ekuthengeni izimpahla zasekhaya nezinsizakalo ukuze kufakwe isandla emnothweni wendawo ukuze ukhule ngendlela eqhubekayo</li> </ul>                                     | <ul style="list-style-type: none"> <li>Isamba senani eliboshezwe ekuthengeni izimpahla nezinsizakalo zendawo</li> </ul>                                                       | <ul style="list-style-type: none"> <li>Izindleko ezilinganiselwe ezimpahleni nasezinsizakalweni okukhiqizwa kuleli ngenxa yokungabikho kwemakethe yendawo yezimpahla nezinsizakalo okuholela ekuphumeni kwemali yezindleko iye kubahlinzeki bangaphandle</li> </ul>                                                                                  | <ul style="list-style-type: none"> <li>Beka imigomo ethize yokuqukethwe kwasekhaya ezicelweni zokuthenga</li> </ul>                                                                                      |
| 11. | <ul style="list-style-type: none"> <li>Ukuzibophezela ekucitheni imali ekuthengeni izipahla nezinsizakalo ezinkampanini eziphethwe ngabamnyama ukukhulisa ukuthuthukiswa kwabahlinzeki kanye nokufakwa kwezomnotho</li> </ul> | <ul style="list-style-type: none"> <li>Isamba senani elicithiwe ezimpahleni nasezinsizakalweni okutholwe ezinkampanini eziphethwe ngabamnyama</li> </ul>                      | <ul style="list-style-type: none"> <li>Ukungakwazi ukusebenzisa imali ezimpahleni nasezinsizakalweni ezivela ezinkampanini eziphethwe ngabamnyama ngenxa yokungatholakali kwezinkampani eziphethwe ngabantu abamnyama ukuhlinzeka ngezimpahla nezinsizakalo ezidingwa yi-NGB okuholela ekuhlulekeni ukuhlangabezana nezimfuneko zenguqoko</li> </ul> | <ul style="list-style-type: none"> <li>Beka imigomo ethize ongacitha kuyo imali ezinkampanini eziphethwe ngabamnyama ezisohlwini Lomphakeli Oyinhloko Wedatha (i-CSD) Yomgcinimafa Kazwelonke</li> </ul> |

### 3. Uhlelo Lwezezimali

Esikhathini esimaphakathi, iBhodi Likazwelonke Lokugembula lizozuza amaphesenti a-14.4 emali engenayo ngokudluliswa kwemali evela emnyangweni, kuyilapho amaphesenti angama-82.2 ephuma kuHlelo Oluyinhloko Lokuqapha Nge-Elekhthronikhi Lukazwelonke. Ibhalansi yemali engenayo, engamaphesenti ama-3.4, izotholwa enzuzweni kanye nemali yokuqasha. Imali engenayo kulindeleke ukuthi yehle isuka ku-R273 izigidi ngowezi-2024/25 kuya ku-R260.8 izigidi ngowezi-2029/30, okusho ukwehla ngamaphesenti ama-4.5. Ukwehliswa kwemali engenayo ehlongozwayo kuham-bisana nezimo zomnotho ezingezinhle ezenzeka njengamanje ezweni.

#### 3.1 Izinkambiso Zezindleko

Izindleko zezimpahla nezinsizakalo kulindeleke ukuthi zehle ngesilinganiso sonyaka esiyi-10.5 amaphesenti, asuka ezigidini ezingama-R272.2 ngowezi-2024/25 aya ezigidini ezingama-R243.6 ngowezi-2029/30 ngo-kuhambisana nokwehla kwemali engenayo. Izimpahla namasevisi kuzoba ngamaphesenti angama-75.3 ezindleko esikhathini esi-maphakathi, okudalwe kakhulu ukusebenza kweyodwa yalamarejista kazwelonke, Ohlelo Oluyinhloko Lokuqapha Nge-elekhthronikhi Kuzwelonke.

#### Ithebula 1: Imali engenayo kanye Nezindleko

| R Inkulungwane                     | 2021/22             | 2022/23        | 2023/24        | 2024/25                   | 2025/26        | 2026/27        | 2027/28        | 2028/29        | 2029/30        |
|------------------------------------|---------------------|----------------|----------------|---------------------------|----------------|----------------|----------------|----------------|----------------|
|                                    | IMIPHUMELA EHLOLIWE |                |                | ISILINGANISO SESABELOMALI |                |                |                |                |                |
| Imali engenayo                     |                     |                |                |                           |                |                |                |                |                |
| Isibonelelo esivela <b>ku-dtic</b> | 35 928              | 36 477         | 33 152         | 34 641                    | 35 790         | 37 189         | 39 211         | 40 779         | 41 187         |
| Izimali zokuqapha ze-NCEMS         | 221 049             | 247 257        | 236 384        | 225 249                   | 220 032        | 219 000        | 215 000        | 213 000        | 211 000        |
| Inzalo eyamukelwe                  | 2 521               | 5 918          | 7 195          | 5 779                     | 5 880          | 5 640          | 5 520          | 5 400          | 5 400          |
| Imali yokuqasha                    | 0                   | 0              | 1 565          | 2 193                     | 2 252          | 2 410          | 2 579          | 2 759          | 2 759          |
| Enye inzuzo ehluhlukenene          | 400                 | 311            | 0              | 4 700                     | 0              | 0              | 0              | 0              | 0              |
| <b>Isamba Sezindleko Zemali</b>    | <b>259 898</b>      | <b>289 963</b> | <b>278 296</b> | <b>272 562</b>            | <b>263 954</b> | <b>264 239</b> | <b>262 310</b> | <b>261 938</b> | <b>260 346</b> |
| Engenayo                           |                     |                |                |                           |                |                |                |                |                |
| Izindleko zabasebenzi              | 37 460              | 41 271         | 50 024         | 54 055                    | 57 284         | 59 451         | 61 704         | 64 048         | 66 485         |
| Ukuxhaswa & nokuhamba              | 27                  | 4 890          | 4 607          | 1 301                     | 1 620          | 1 962          | 1 962          | 3 780          | 3 780          |
| Izindleko zokuphatha               | 8 786               | 11 441         | 11 974         | 11 915                    | 11 054         | 8 254          | 6 274          | 7 208          | 7 268          |
| Imali yesevisi ye-NCEMS            | 182 482             | 206 012        | 196 795        | 187 120                   | 179 726        | 169 725        | 163 725        | 154 425        | 150 225        |
| Izinsizakalo zawochwepheshe        | 3 598               | 6 784          | 9 556          | 11 541                    | 8 609          | 7 461          | 6 961          | 8 099          | 8 099          |
| Ukwehla kwenani                    | 3 274               | 2 597          | 1 865          | 2 185                     | 1 377          | 1 377          | 2 186          | 3 224          | 3 224          |
| Ezinye izindleko zokusebenza       | 2 368               | 2 765          | 4 659          | 4 124                     | 3 551          | 3 944          | 3 827          | 4 482          | 4 482          |
| <b>Isamba sezindleko</b>           | <b>237 995</b>      | <b>275 760</b> | <b>279 480</b> | <b>272 241</b>            | <b>263 221</b> | <b>252 174</b> | <b>246 639</b> | <b>245 266</b> | <b>243 563</b> |
| <b>Imali esele</b>                 | <b>21 903</b>       | <b>14 203</b>  | <b>-1 184</b>  | <b>321</b>                | <b>733</b>     | <b>12 065</b>  | <b>15 671</b>  | <b>16 672</b>  | <b>16 783</b>  |

#### 3.2 Ukuphathwa kwempahla nesikweletu

Kulinganiselwa ukuthi izimpahla ze-NGB zizokwanela ukukhokhela izikweletu eziphelele kuso

sonke Isikhathi se-MTEF. Zonke izimpahla ezibambekayo zifakwe kumshwalense onedumela elihle obhalisiwe.

### 3.3 Ukuqagelwa kwemali ekhona

#### Ithebula 2: Ukuqagelwa kwemali ekhona

| Inchazelo yokugeleza kwemali                                  | 2021/22                   | 2022/23 | 2023/24 | 2024/25                | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 |
|---------------------------------------------------------------|---------------------------|---------|---------|------------------------|---------|---------|---------|---------|---------|
|                                                               | ISILINGANISO SESABELOMALI |         |         | IMIPHUMELA ECWANINGIWE |         |         |         |         |         |
| R Inkulungwane                                                |                           |         |         |                        |         |         |         |         |         |
| Amarasidi emali avela kubabambiqhaza                          | 258 992                   | 291 699 | 270 757 | 272 561                | 263 954 | 264 239 | 262 310 | 261 938 | 260 346 |
| Irenti eyamukelwe                                             | 582                       | 0       | 1 225   | 2 192                  | 2 252   | 2 410   | 2 579   | 2 759   | 2 759   |
| Imali edlulisiwe eyamukelwe                                   | 35 928                    | 36 477  | 33 152  | 34 641                 | 35 790  | 37 189  | 39 211  | 40 779  | 41 187  |
| Inzalo                                                        | 2 512                     | 5 553   | 7 378   | 5 779                  | 5 880   | 5 640   | 5 520   | 5 400   | 5 400   |
| Izimali ezilinganiselwe zokuqapha umshini                     | 219 970                   | 249 669 | 229 002 | 225 249                | 220 032 | 219 000 | 215 000 | 213 000 | 211 000 |
| Enye imali engenayo                                           |                           |         |         | 4 700                  |         |         |         |         |         |
| Imali ekhokhelwe ababambiqhaza                                | 228 051                   | 268 028 | 268 959 | 272 241                | 263 220 | 253 463 | 246 639 | 245 806 | 244 103 |
| Izinkokhelo zamanje                                           | 228 051                   | 268 028 | 268 959 | 272 241                | 263 220 | 253 463 | 246 639 | 245 806 | 244 103 |
| Ukunxeshezela kwabasebenzi                                    | 37 852                    | 39 566  | 49 143  | 54 055                 | 57 284  | 59 451  | 61 704  | 64 048  | 66 485  |
| Izimpahla nezinsizakalo                                       | 190 199                   | 228 462 | 219 816 | 218 186                | 205 936 | 194 012 | 184 935 | 181 758 | 177 618 |
| Imali ekhona evela emisebenzini eyenziwayo                    | 30 941                    | 23 671  | 1 798   | 320                    | 734     | 10 776  | 15 671  | 16 132  | 16 243  |
| Imali ekhona evela emisebenzini yotshalomali                  | -1 016                    | 0       | -3 300  | -1 550                 | -600    | -650    | -700    | -750    | -800    |
| Imali ekhona evela emisebenzini eletha ezezimali              | 99                        | 0       | 0       | 0                      | 0       | 0       | 0       | 0       | 0       |
| Ukwenyuka/(ukuncipha) kwemali engukheshi nokulingana nokheshi | 30 024                    | 23 671  | -1 502  | -1 230                 | 134     | 10 126  | 14 971  | 15 382  | 15 443  |

### 3.4 Izinhlelo zokucitha imali enkulu

Imiklamo yezindleko ezinkulu zesikhathi esimaphakathi zizokhawulelwa ekushintshweni kwamakhompyutha njengoba efinyelela ekupheleni kwezimpilo zawo eziwusizo.

### 3.5 Izinqubomgomo zezabelo

I-NGB iyinhlango yomphakathi yeShejuli-3A eyasungulwa ngokoMthetho Wezokugembula Kazwelonke. Lenhlango ixhaswe ngemali yezibonelelo ezivela **ku-dtic**. Inqubomgomo yezabelo ayisebenzi ku-NGB.

## Ingxenywe D: Izincazelo Zenkomba Yezobuchwepheshe (i-TID)

I-NGB isungule isethi Yezincazelo Zezinkomba Zobuchwepheshe (TID) ngokuhambisana nemiphumela ehlonziwe kanye nenkomba yemiphumela. Inhloso yama-TID ukulandelela ukusebenza

okuqhubekayo. Lezi zinkomba zikhombisa futhi ukukhathazeka ngokulingana kanye nokusetshenziswa kahle kwemali ekusetshenzisweni kwemithombo yosizo.

| TID 1 |                                            |                                                                                                                                                         |
|-------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| #     | Isihloko senkomba                          | Imisebenzi eqhubekayo ngokuqokwa komqhubi we-NCEMS                                                                                                      |
| 1     | Incazelo                                   | • Ukwenza lula amathuba omsebenzi nemisebenzi eqhubekayo ngokuqokwa komqhubi we-NCEMS                                                                   |
| 2     | Umthombo wedatha                           | • Umqhubi we-NCEMS                                                                                                                                      |
| 3     | Indlela yokubala noma ukuhlola             | • Ukubala okulula kwenani labantu abaqashwe ngumqhubi we-NCEMS ngonyaka ngamunye. Ubuncane bemisebenzi engama-30 eqhubekayo ngonyaka.                   |
| 4     | Imicabango                                 | • Ukuba khona kwedatha esemthethweni, enembile nephelele ku-NGB ngezinjongo zokuqapha, ukuhlola nokubika<br>• Ukusebenza okuqhubekayo komqhubi we-NCEMS |
| 5     | Ukuhlukanisa abahlomulayo (lapho kufanele) | • N/A                                                                                                                                                   |
| 6     | Ukuguqulwa kwendawo (lapho kufanele)       | • N/A                                                                                                                                                   |
| 7     | Ukusebenza okufiswayo                      | • Ihambisana ngokugcwele nokusebenza okuhlosiwe                                                                                                         |
| 8     | Isibopho senkomba                          | • Umphathi omkhulu Wezobuchwepheshe                                                                                                                     |

| TID 2 |                                            |                                                                                                                                                                            |
|-------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| #     | Isihloko senkomba                          | Amathuba omsebenzi adalwe ngezinhlelo zokusebenza usuphothulile kanye nezokufundela umsebenzi                                                                              |
| 1     | Incazelo                                   | • Ukugqugquzelwa kwamathuba omsebenzi adalwe ngezinhlelo zokusebenza usuphothulile nezokufundela umsebenzi ezenziwa yi-NGB                                                 |
| 2     | Umthombo wedatha                           | • I-PSETA kanye nenqubo yokuqasha                                                                                                                                          |
| 3     | Indlela yokubala noma ukuhlola             | • Ukubala okululakwenani labantu abaqokwe njengabaqeqeshwayo kanye/noma abafundi unyaka ngamunye. Amathuba okuqashwa amabili (2) okungenani ngonyaka.                      |
| 4     | Imicabango                                 | • Ukuba khona kwezimali zokuqasha abaqeqeshwayo kanye nokuba khona komkhakha wezimali zokufundela umsebenzi.<br>• Ukuthuthukiswa kohlelo lokusebenza nokufundela umsebenzi |
| 5     | Ukuhlukanisa abahlomulayo (lapho kufanele) | • N/A                                                                                                                                                                      |
| 6     | Ukuguqulwa kwendawo (lapho kufanele)       | • N/A                                                                                                                                                                      |

|          |                       |                                                 |
|----------|-----------------------|-------------------------------------------------|
| <b>7</b> | Ukusebenza okufiswayo | • Ihambisana ngokugcwele nokusebenza okuhlosiwe |
| <b>8</b> | Isibopho senkomba     | • Umeluleki Wamasu Oyinhlolo                    |

| <b>TID 3</b> |                                            |                                                                                                                                                                               |
|--------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>#</b>     | <b>Isihloko senkomba</b>                   | <b>Ukukhiqizwa kwemali engenayo emkhakheni we-LPM</b>                                                                                                                         |
| <b>1</b>     | Incazelo                                   | • Ukwenziwa lula kokukhiqizwa kwemali engenayo phakathi embonini ye-LPM                                                                                                       |
| <b>2</b>     | Umthombo wedatha                           | • I-NCEMS                                                                                                                                                                     |
| <b>3</b>     | Indlela yokubala noma ukuhlola             | • Isamba semali engenayo yokugembula ye-LPM ngonyaka [ngalena konyaka owodwa (1)]. Okuqongelelwe                                                                              |
| <b>4</b>     | Imicabango                                 | • Ukuba khona kwedatha esemthethweni, enembile nephelele yemishini yokugembula enelayisensi kanye namadivayisi lapho kudingwa yi-NGB ngezinjongo zokuqapha, ukuhlola nokubika |
| <b>5</b>     | Ukuhlukanisa abahlomulayo (lapho kufanele) | • N/A                                                                                                                                                                         |
| <b>6</b>     | Ukuguqulwa kwendawo (lapho kufanele)       | • N/A                                                                                                                                                                         |
| <b>7</b>     | Ukusebenza okufiswayo                      | • Ihambisana ngokugcwele nokusebenza okuhlosiwe                                                                                                                               |
| <b>8</b>     | Isibopho senkomba                          | • Umphathi omkhulu Wezobuchwepheshe                                                                                                                                           |

| <b>TID 4</b> |                                            |                                                                                                                                                                                                                                                                                        |
|--------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>#</b>     | <b>Isihloko senkomba</b>                   | <b>Ukuhlola ukuthobela embonini yezokugembula</b>                                                                                                                                                                                                                                      |
| <b>1</b>     | Incazelo                                   | • Ukuhlolwa kwama-PLA ukuthi ayawuthobela umthetho wezokugembula, ukuhlaziywa kwentuthuko yezobuchwepheshe kanye nezeluleko ezigunyaziwe, phakathi kokunye, inqubomgomo, izindaba zomthetho, inqubomthetho, nezinguquko ezibekiwe ngokwemibandela ye-S65 ye-NGA embonini yezokugembula |
| <b>2</b>     | Umthombo wedatha                           | • Imibiko yama-PLA, Inqubomthetho eRiphabhliki yaseNingizimu Afrika, uMthethosisekelo, i-NGA nemithethonqubo, kanye nemithethonqubo yezifundazwe, amarejista kazwelonke, Imibiko Yokuhlolwa, i-SABS, i-LPM kanye nabanikeza amalayisensi                                               |
| <b>3</b>     | Indlela yokubala noma ukuhlola             | • Imibiko emihlanu (5) yeminyaka emihlanu (5) yesikhathi sokubika se-MTDP:<br>➤ Umbiko owodwa ngonyaka (1)                                                                                                                                                                             |
| <b>4</b>     | Imicabango                                 | • Ukusebenzisana kwama-PLA.<br>• Ukufinyelela olwazini lwama-PLA<br>• Ukufinyelela amakhophi amalayisensi, ama-LOC, imibiko yokuhlolwa kanye neminye imibhalo efanele<br>• Ukuchazwa okunembile komthetho<br>• Ukuba khona kwedatha enembile nolwazi ukuze kwenziwe iseluleko          |
| <b>5</b>     | Ukuhlukanisa abahlomulayo (lapho kufanele) | • N/A                                                                                                                                                                                                                                                                                  |
| <b>6</b>     | Ukuguqulwa kwendawo (lapho kufanele)       | • N/A                                                                                                                                                                                                                                                                                  |
| <b>7</b>     | Ukusebenza okufiswayo                      | • Ihambisana ngokugcwele nokusebenza okuhlosiwe                                                                                                                                                                                                                                        |
| <b>8</b>     | Isibopho senkomba                          | • Umphathi omkhulu Wezobuchwepheshe                                                                                                                                                                                                                                                    |

| <b>TID 5</b> |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>#</b>     | <b>Isihloko senkomba</b>                   | <b>Isikhathi esincishisiwe sokushintsha ukuze kuqedelwe uphenyo ngemisebenzi yokugembula engekho emthethweni</b>                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>1</b>     | Incazelo                                   | <ul style="list-style-type: none"> <li>Kuphenywa izimali ezisolwa ngokuthlakala emisebenzini yokugembula ngokungemthetho</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>2</b>     | Umthombo wedatha                           | <ul style="list-style-type: none"> <li>Isitatimende saseBhange le-NGB esibonisa izimali ezifakwe ku-akhawunti ye-NGB yokuwinwe ngokungemthetho</li> <li>Isizindalwazi sokuwinwe ngokungemthetho</li> <li>Amafomu e-NGB2 agcwalisiwe kanye nemibhalo enqunyiwe</li> </ul>                                                                                                                                                                                                                                                        |
| <b>3</b>     | Indlela yokubala noma ukuhlola             | <ul style="list-style-type: none"> <li>Isikhathi esizosetshenziswa ukuze kuphothulwe uphenyo esikhathini sokubika seminyaka emihlanu (5) se-MTDP.               <ul style="list-style-type: none"> <li>Unyaka 1: Izinsuku Ezingamashumi Amabili Nanhlanu (25)</li> <li>Unyaka 2: Izinsuku Ezingamashumi Amabili Nantathu (23)</li> <li>Unyaka 3: Izinsuku Ezingamashumi Amabili (20)</li> <li>Unyaka 4: Izinsuku Eziyishumi Nesishiyagalombili (18)</li> <li>Unyaka 5: Izinsuku Eziyishumi Nanhlanu (15)</li> </ul> </li> </ul> |
| <b>4</b>     | Imicabango                                 | <ul style="list-style-type: none"> <li>Ukuba khona kwedatha esemthethweni, enembile nephelele</li> <li>Ukusebenzisana okuvela ezikhungweni ezithumela imali</li> </ul>                                                                                                                                                                                                                                                                                                                                                          |
| <b>5</b>     | Ukuhlukanisa abahlomulayo (lapho kufanele) | <ul style="list-style-type: none"> <li>N/A</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>6</b>     | Ukuguqulwa kwendawo (lapho kufanele)       | <ul style="list-style-type: none"> <li>N/A</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>7</b>     | Ukusebenza okufiswayo                      | <ul style="list-style-type: none"> <li>Ihambisana ngokugcwele nokusebenza okuhlosiwe</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>8</b>     | Isibopho senkomba                          | <ul style="list-style-type: none"> <li>Isikhulu Esibhekele Ukuthobela</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                |

| <b>TID 6</b> |                                |                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>#</b>     | <b>Isihloko senkomba</b>       | <b>Ukungenelela kokulwa nokugembula okungemthetho</b>                                                                                                                                                                                                                                                                                                                                   |
| <b>1</b>     | Incazelo                       | <ul style="list-style-type: none"> <li>Izenzo, amasu, kanye nemizamo eyenziwa yi-NGB ukuhlolwa, ukuvimbela, nokuqeda imisebenzi yokugembula engagunyaziwe eyenziwa ngaphandle kohlaka lomthetho</li> </ul>                                                                                                                                                                              |
| <b>2</b>     | Umthombo wedatha               | <ul style="list-style-type: none"> <li>Umbiko wokuhlaziya Usongo Lokugembula Okungemthetho ovela eKomidini Likazwelonke Lababambiqhaza Eliseqhulwini Lokulwa Nokugembula Okungekho Emthethweni</li> <li>Izikhaziso ezivela emphakathini</li> <li>Amaminithi omhlangano eKomidi Likazwelonke Lababambiqhaza Eliseqhulwini Lokulwa Nokugembula Okungekho Emthethweni (i-SPCIG)</li> </ul> |
| <b>3</b>     | Indlela yokubala noma ukuhlola | <ul style="list-style-type: none"> <li>Ukungenelela kokuphoqelesa okungamashumi ayisishiyagalombili (80) esikhathini seminyaka emihlanu (5) ye-MTDP:               <ul style="list-style-type: none"> <li>Ukuphoqelesa ngokungenelela Okuyishumi Nesithupha (16) ngonyaka</li> <li>Ukuqongelela</li> </ul> </li> </ul>                                                                  |
| <b>4</b>     | Imicabango                     | <ul style="list-style-type: none"> <li>Ukusebenzisana kwama-ejensi aphoqelesa ukuthobela</li> <li>Ukuba khona kwedatha esemthethweni, enembile nephelele</li> </ul>                                                                                                                                                                                                                     |

|          |                                            |                                                 |
|----------|--------------------------------------------|-------------------------------------------------|
| <b>5</b> | Ukuhlukanisa abahlomulayo (lapho kufanele) | • N/A                                           |
| <b>6</b> | Ukuguqulwa kwendawo (lapho kufanele)       | • N/A                                           |
| <b>7</b> | Ukusebenza okufiswayo                      | • Ihambisana ngokugcwele nokusebenza okuhlosiwe |
| <b>8</b> | Isibopho senkomba                          | • Isikhulu Esibhekele Ukuthobela                |

| <b>TID 7</b> |                                            |                                                                                                                                |
|--------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| <b>#</b>     | <b>Isihloko senkomba</b>                   | <b>Isabelo semakethe esiqashwelwe kanye nokuziphatha kwemakethe yemikhakha emine (4) embonini yezokugembula</b>                |
| <b>1</b>     | Incazelo                                   | • Imibiko yokusebenza komkhakha wezokugembula mayelana nesabelo semakethe kanye nokuziphatha kwemakethe embonini yezokugembula |
| <b>2</b>     | Umthombo wedatha                           | • Ulwazi lwezibalo oluthunyelwa ngama-PLA njengoba ludingeka njalo ngekota nangonyaka                                          |
| <b>3</b>     | Indlela yokubala noma ukuhlola             | • Okushicilelwe Okuhlani (5) esikhathini sokubika seminyaka emihlanu (5) se-MTDP<br>➤ Incwadi eshicilelwe eyodwa (1) ngonyaka  |
| <b>4</b>     | Imicabango                                 | • Ama-PLA aletha idatha esemthethweni, enembele nephelel njengoba idingwa yi-NGB ngezinjongo zokubika                          |
| <b>5</b>     | Ukuhlukanisa abahlomulayo (lapho kufanele) | • N/A                                                                                                                          |
| <b>6</b>     | Ukuguqulwa kwendawo (lapho kufanele)       | • N/A                                                                                                                          |
| <b>7</b>     | Ukusebenza okufiswayo                      | • Ihambisana ngokugcwele nokusebenza okuhlosiwe                                                                                |
| <b>8</b>     | Isibopho senkomba                          | • Umeluleki Wamasu Oyinhlolo                                                                                                   |

| <b>TID 8</b> |                                            |                                                                                                                                                                      |
|--------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>#</b>     | <b>Isihloko senkomba</b>                   | <b>Kwenziwe ucwaningo olusekelwe ebufakazini mayelana nokwabiwa okwengeziwe okunqunywe kwama-LPM ezifundazweni ezine</b>                                             |
| <b>1</b>     | Incazelo                                   | • Ucwaningo ngomthelela wokugembula kwezenhlalomnotho, nokudlanga kokugembula kanye namazinga okugembula okuyinkinga kanye nezinye izindawo zokugembula ezisematheni |
| <b>2</b>     | Umthombo wedatha                           | • Ucwaningo lwedatha, izingxoxo nabantu/ amaqembu okugxilwe kuwo nababambiqhaza kanye/noma nomphakathi                                                               |
| <b>3</b>     | Indlela yokubala noma ukuhlola             | • Imibiko yokweluleka Emihlanu (5) yesikhathi sokubika seminyaka emihlanu (5):<br>➤ Umbiko wokweluleka Owodwa (1) ngonyaka                                           |
| <b>4</b>     | Imicabango                                 | • Idatha yocwaningo eqoqiwe izoba semthethweni, inembe futhi iphelele                                                                                                |
| <b>5</b>     | Ukuhlukanisa abahlomulayo (lapho kufanele) | • N/A                                                                                                                                                                |

| TID 8 |                                      |                                                                                                                    |
|-------|--------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| #     | Isihloko senkomba                    | Kwenziwe ucwaningo olusekelwe ebufakazini mayelana nokwabiwa okwengeziwe okunqunyiwe kwama-LPM ezifundazweni ezine |
| 6     | Ukuguqulwa kwendawo (lapho kufanele) | • N/A                                                                                                              |
| 7     | Ukusebenza okufiswayo                | • Ihambisana ngokugcwele nokusebenza okuhlosiwe                                                                    |
| 8     | Isibopho senkomba                    | • Umeluleki Wamasu Oyinhloko                                                                                       |

| TID 9 |                                            |                                                                                                                                                                                                                                                                                                                                                                                     |
|-------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| #     | Isihloko senkomba                          | Kusetshenziswe uhlelo olubanzi lokufundisa umphakathi ngezingozi nomthelela wokugembula wakho kwezenhlalomnotho                                                                                                                                                                                                                                                                     |
| 1     | Incazelo                                   | • Ukungenelela okuhlosiwe kokufinyelela kumphakathi okwenziwe ngokusetshenziswa kohlelo olubanzi lokufundisa umphakathi ngobungozi bokugembula kanye nomthelela wakho kwezenhlalomnotho                                                                                                                                                                                             |
| 2     | Umthombo wedatha                           | • Ukuqwashisa umphakathi, imikhankaso yemfundo kanye nokugembula okunesibopho, ukufundiswa komphakathi okubanzi kanye nokungenelela okuhlosiwe ngokusebenzisa izinhlobo eziningi zemidiya isib. Okuvezwa kumidiya, ukubukelwa kwe-TV nokulalelwa komsakazo                                                                                                                          |
| 3     | Indlela yokubala noma ukuhlola             | <ul style="list-style-type: none"> <li>• Kwenziwe inani elithize lokungenelela okubanzi okusekelwe emphakathini okwenziwe mayelana nezingozi kanye nomthelela wokugembula kunhlalomnotho-</li> <li>• Amakhulu amabili (200) eminyakeni emihlanu: <ul style="list-style-type: none"> <li>➤ Kubalwe kusukela kusisekelo sokungenelela okungamashumi amane (40)</li> </ul> </li> </ul> |
| 4     | Imicabango                                 | • Ababambiqhaza abahlosiwe bazobamba iqhaza ezinhlelweni zokungenelela ezihleliwe                                                                                                                                                                                                                                                                                                   |
| 5     | Ukuhlukanisa abahlomulayo (lapho kufanele) | • N/A                                                                                                                                                                                                                                                                                                                                                                               |
| 6     | Ukuguqulwa kwendawo (lapho kufanele)       | • N/A                                                                                                                                                                                                                                                                                                                                                                               |
| 7     | Ukusebenza okufiswayo                      | • Ababambiqhaza abanolwazi oluningi futhi abafundisiwe ngokungenelela okuhlosiwe                                                                                                                                                                                                                                                                                                    |
| 8     | Isibopho senkomba                          | • Umeluleki Wamasu Oyinhloko                                                                                                                                                                                                                                                                                                                                                        |

| TID 10 |                   |                                                                                                                                                                               |
|--------|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| #      | Isihloko senkomba | Inani eliphelele elizibophezele ekuthengeni izimpahla nezinsizakalo zendawo                                                                                                   |
| 1      | Incazelo          | • Izindleko ezitholwe maqondana ne-NCEMS esebenza ngokugcwele kanye nokuqokwa kwezimali zokuqapha eRiphabhuliki ngenxa yezimpahla nezinsizakalo ezikhiqizwa eNingizimu Afrika |

| <b>TID 10</b> |                                            |                                                                                                                                                                                                                                                                                                                          |
|---------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>#</b>      | <b>Isihloko senkomba</b>                   | <b>Inani eliphelele elizibophezele ekuthengeni izimpahla nezinsizakalo zendawo</b>                                                                                                                                                                                                                                       |
| <b>2</b>      | Umthombo wedatha                           | <ul style="list-style-type: none"> <li>• Ukuvumelaniswa Kohlelo Oluyinhloko Lokuqapha Nge-elekhtronikhi Kuzwelonke kanye nemibhalo esekelayo</li> <li>• Ama-invoyisi</li> <li>• Izitatimende Zasebhange</li> </ul>                                                                                                       |
| <b>3</b>      | Indlela yokubala noma ukuhlola             | <ul style="list-style-type: none"> <li>• Izindleko zangempela ezitholwe ngezinkokhelo ezenziwa Kumqhubi we-NCEMS ekupheleni konyaka wezimali esikhathini esisele seminyaka emihlanu soHlelo Lwamasu. (Ibhalansi yomjikelezo we-MTDP]</li> </ul>                                                                          |
| <b>4</b>      | Imicabango                                 | <ul style="list-style-type: none"> <li>• Ukuba khona kwedatha esemthethweni, enembile nephelele, efakelwa ama-LPM anelaysensi namadivayisi njengoba nalapho kudingwa yi-NGB ngezinjongo zokuqapha, ukuhlola nokubika</li> <li>• Ukwethembela emibikweni yekota yokuqokethwe ngendawo evela kumqhubi we-NCEMS.</li> </ul> |
| <b>5</b>      | Ukuhlukanisa abahlomulayo (lapho kufanele) | <ul style="list-style-type: none"> <li>• N/A</li> </ul>                                                                                                                                                                                                                                                                  |
| <b>6</b>      | Ukuguqulwa kwendawo (lapho kufanele)       | <ul style="list-style-type: none"> <li>• N/A</li> </ul>                                                                                                                                                                                                                                                                  |
| <b>7</b>      | Ukusebenza okufiswayo                      | <ul style="list-style-type: none"> <li>• Ihambisana ngokugcwele nokusebenza okuhlosiwe</li> </ul>                                                                                                                                                                                                                        |
| <b>8</b>      | Isibopho senkomba                          | <ul style="list-style-type: none"> <li>• Isikhulu Esiphezulu Sezezimali</li> </ul>                                                                                                                                                                                                                                       |

| <b>TID 11</b> |                                            |                                                                                                                                                                                                                                                                                                                                |
|---------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>#</b>      | <b>Isihloko senkomba</b>                   | <b>Isamba senani elicithwe ezimpahleni nasezinsizakalweni ezitholwe ezinkampanini eziphethwe ngabamnyama</b>                                                                                                                                                                                                                   |
| <b>1</b>      | Incazelo                                   | <ul style="list-style-type: none"> <li>• Izindleko ezitholwe maqondana nokuthengwa kwezimpahla nezinsizakalo ezinkampanini eziphethwe ngabamnyama njengoba kuchazwe kuMthetho we-B-BBEE</li> </ul>                                                                                                                             |
| <b>2</b>      | Umthombo wedatha                           | <ul style="list-style-type: none"> <li>• Ukuvumelaniswa Kohlelo Oluyinhloko Lokuqapha Nge-elekhtronikhi Kuzwelonke kanye nemibhalo esekelayo</li> <li>• I Ama-invoyisi</li> <li>• Izitatimende Zasebhange</li> </ul>                                                                                                           |
| <b>3</b>      | Indlela yokubala noma ukuhlola             | <ul style="list-style-type: none"> <li>• Izindleko zangempela ezitholwe ngezinkokhelo ezenziwa Kumqhubi we-NCEMS ekupheleni konyaka wezimali esikhathini esisele seminyaka emihlanu soHlelo Lwamasu. [Ibhalansi yomjikelezo we-MTDP]</li> </ul>                                                                                |
| <b>4</b>      | Imicabango                                 | <ul style="list-style-type: none"> <li>• Ukuba khona kwedatha esemthethweni, enembile nephelele, efakelwa ama-LPM anelaysensi namadivayisi njengoba nalapho kudingwa yi-NGB ngezinjongo zokuqapha, ukuhlola nokubika</li> <li>• Amabhizinisi ahlinzeka ngezitifiketi ezisebenzyo, ezinembile neziphelele ze- B-BBEE</li> </ul> |
| <b>5</b>      | Ukuhlukanisa abahlomulayo (lapho kufanele) | <ul style="list-style-type: none"> <li>• N/A</li> </ul>                                                                                                                                                                                                                                                                        |
| <b>6</b>      | Ukuguqulwa kwendawo (lapho kufanele)       | <ul style="list-style-type: none"> <li>• N/A</li> </ul>                                                                                                                                                                                                                                                                        |
| <b>7</b>      | Ukusebenza okufiswayo                      | <ul style="list-style-type: none"> <li>• Ihambisana ngokugcwele nokusebenza okuhlosiwe</li> </ul>                                                                                                                                                                                                                              |
| <b>8</b>      | Isibopho senkomba                          | <ul style="list-style-type: none"> <li>• Isikhulu Esiphezulu Sezezimali</li> </ul>                                                                                                                                                                                                                                             |

