Tshiamiso TRUST

ISISHWANKATHELO SENCWADI YESIGQIBO YE-TSHIAMISO TRASTI

Nceda uqaphele ukuba esi sishwankathelo seNcwadi yeSigqibo yeTshiamiso Trasti senzelwe ukuze sincede abafaki-mabango kunye namanye amaqela anomdla ngamagqabantshintshi amafutshane omsebenzi olugunyaziso ngokwasemthethweni weTrasti. Esi sishwankathelo asiyoncwadi ibophelelayo ngokwasemthethweni.

Imbali

Intlawulo yebango leqela labantu lethayisisi nesifo sephepha kunye neNcwadi yeSigqibo yeTrasti kwavunyelwana ngayo ziinkampani zemigodi ezintandathu kunye namagqwetha amele abasebenzi-mgodini abafuna ukufaka amabango okonakalelwa ngokubhekiselele kwezo nkampani.

Iinkampani ezibandakanyekayo yi-African Rainbow Minerals, i-Anglo American SA, i-AngloGold Ashanti, iGold Fields, iHarmony kunye neSibanye-Stillwater. Amagqwetha abafaki-mabango yiRichard Spoor Inc, i-Abraham Kiewitz Inc kunye ne-Legal Resources Centre.

Injongo yeTrasti ichazwa **"njengokuphumeza iSivumelwano seNtlawulo kunye nokunikezela ngeeNzuzo kuBafaki-mabango Abafanelekileyo (nabangabo ekumele baxhamle kwiTrasti) ngezixa-mali kunye nangaphantsi kwemimiselo echazwe kule Ncwadi yeSigqibo yeTrasti (Injongo yeTrasti). Imisebenzi yeTrasti iya kujoliswa, kwaye iNgxowa-mali yeTrasti iya kusetyenziswa ekuphumezeni, iNjongo yeTrasti."**

Kwabo ifaneleke kubo intlawulo yeTrasti

Isivumelwano sentlawulo sifanelekile phantse kubo bonke abasebenzi kwimigodi egolide ababesenza umsebenzi onomngcipheko komnye wemigodi yegolide engama-82 engaphantsi kobunikazi bezi nkampani zintandathu. Umsebenzi onomngcipheko uchazwa kwiNcwadi yeSigqibo yeTrasti njengeCandelo 13 lomthetho i-Occupational Diseases in Mines and Works Act (ODMWA), nochaza umntu njengowenza umsebenzi onomngcipheko ukuba ngaba ubehlangana nothuli noluqulethe okanye ulunento ekulo enobungozi okanye esenokuba nobungozi, okanye iigesi, imiphunga, izinto zamachiza, iimo okanye iimeko zokusebenza ezinobungozi okanye ezisenokuba nobungozi.

Eminye yale migodi ingama-83 sele yaba nabanye abanikazi ngokuhamba kwexesha. Isivumelwano siyasebenza kule migodi ifanelekileyo kuphela ngalo maxesha imigodi le eyayiyinxalenye yeqela leenkampani ezintandathu kwisivumelwano sentlawulo.

Siyasebenza kwabo basebenzi ababesenza umsebenzi onomngcipheko nababesebenza kulo migodi kwixesha eliphakathi komhla we-12 Matshi 1965 kunye nomhla we-10 Disemba 2019 (umhla wokuqala ukusebenza), kwanabo bathi banesifo ithayisisi mandulo okanye abafunyaniswe ngoxilongo ukuba banethayisisi ngaphambi kukaDisemba 2031, okanye abaye banesifo sephepha (i-TB) ngelixa besebenza kulo migodi okanye ungekapheli unyaka emva kokuba bemkile apho emgodini.

Nakuba kunjalo, asisebenzi kwabo babeyinxalenye baso nasiphi esinye isivumelwano sethayisisi, kuquka intlawulo yeQhubeka Trasti, kwakunye nakwabo bambalwa abakhetha ukuba bangazibandakanyi kwintlawulo ngelixa lokuzikhuphela ngaphandle ekupheleni kuka-2019.

Abaphathiswa betrasti

Iinkampani ezithatha inxaxheba zonyula abaphathiswa betrasti abathathu, ababini bonyulwa ngamagqwetha abafaki-mabango waze omnye wonyulwa ngurhulumente. Usihlalo wokuqala weTrasti wonyulwa ngokuhlangeneyo ziinkampani kunye namagqwetha abafaki-mabango.

Ikomiti Yokucebisa yeTrasti

ITrasti inomsebenzi olugunyaziso ngokwasemthethweni wokuqinisekisa ukonyulwa kweKomiti Yokucebisa yeTrasti enabameli bakarhulumente, beemanyano zabasebenzi, abeenkokheli zoluntu nabe-NGOs kunye nabanye abaphathiswa betrasti abababona njengabanokunika iingcebiso eziluncedo kwiTrasti.

Amaqela entlawulo kunye nokutshintshwa kweenzuzo

Amaqela alishumi adweliswe apha ngezantsi. Izixa-mali ezichaziweyo zezona zixa ziphezulu umfaki-bango anokuzifumana kwiTshiamiso Trasti xa ngaba ezizalisekisa zonke iinqobo.

Iinqobo ekufanele zifezekiswe kunye notshintsho okanye iindlela zokutshintsha ekufanele ukuba izisebenzise iTshiamiso Trasti zezo zidingekayo ngokweNcwadi yeSigqibo yeTrasti.

Kwimeko apho umfaki-bango wayesebenze komnye okanye ngaphezulu umgodi ofanelekileyo kwengama-83 kwaye kananjalo wayesebenze kweminye imigodi engeyiyo efanelekileyo kwaye eye wanethayisisi okanye i-TB enxulumene nomsebenzi, usenokufaneleka ukuba afumane kuphela umlinganiselo obalwe ngokwexesha (pro-rata) wesixa esipheleleyo sebango. Nakuba kunjalo, nabanina owayesebenze kumgodi ofanelekileyo iminyaka engama-30 ubuncinane ayisayi kutshintshwa ngale ndlela inzuzo yakhe. Oku kuyafana nakulowo oxhomekeke ngokwenkxaso yemali kulo mfaki-bango sele wasweleka.

Kwimeko apho umfaki-bango ofanelekileyo wayenze umsebenzi onomngcipheko kumgodi ofanelekileyo kodwa kungelilo ixesha elifanelekileyo, inzuzo ehlawulwayo kuye iyakwehliswa ngokubalwa ngokwelo xesha (pro-rata).

Umfaki-bango ofanelekileyo unokufumana kuphela iqela elinye lenzuzo, nangona enokuba waye wanazo zombini ithayisisi kunye ne-TB. Oku kukwanjalo nakwiimeko apho imeko yomfaki-bango inokuthi iqhubele phambili kwinqanaba elingaphezulu lesifo emveni kokuba sele ihlawuliwe inzuzo. Bakuba behlawuliwe, abo bafaki-mabango abasayi kukwazi ukuphinda benze ibango ngokusekelwe kwimeko yabo eye yaba mandundu.

Kwimeko apho inzuzo engaphantsi komthetho i-ODMWA yethayisisi okanye i-TB ithe yonyuswa ngokubhengezwa kwiGazethi kaRhulumente emva komhla we-10 Disemba 2019, aze umfaki-bango ofanelekileyo abe selungelweni lokufumana esi sixa-mali sonyusiweyo kuKhomishana wezeMbuyekezo weZifo Ezinxulumene Nomsebenzi (CCOD), inzuzo ehlawulwa yiTshiamiso Trasti iya kwehliswa ngeso sixa singaphezulu.

Ngaphantsi kweemeko ezithile intlawulo eyinzuzo isenokwehliswa ngesixa-mali esimiselwe yiNkonzo yeRhafu yaseMzantsi Afrika (i-SARS), size eso sixa sihlawulwe e-SARS.

Kwimeko apho kukho umfaki-bango ongumntu oxhomekeke ngokwenkxaso-mali kulowo ungasekhoyo ongaphezulu kunomnye, sisonke isixa-mali esiya kuhlawulwa kwabo bafaki-mabango ngokomyinge asisayi kuba ngaphezulu kunenzuzo iyonke ehlawulwayo ngokunxulumene nalo meko yesigulo.

Amaqela entlawulo alishumi ngala:

1	**Iqela 1 leThayisisi: Ukuya kutsho kuma-R70 000;** Eli linqanaba lakwangoko lethayisisi (ukonakala kokusebenza kwemiphunga okufikelela kwi-10%) nelingafumani mbuyekezo ngokwemimiselo ye-ODMWA;
2	**Iqela 2 leThayisisi: Ukuya kutsho kwi-R150 000;** Eli lilingana nenqanaba loku-1 lethayisisi kwi-ODMWA;
3	**Iqela 3 leThayisisi: Ukuya kutsho kuma-R250 000;** Eli lilingana nenqanaba lesi-2 lethayisisi kwi-ODMWA;
4	Iqela 4 leThayisisi nelinemeko yezempilo echazeka ngokukhethekileyo nemandundu kakhulu: umvuzo okhethekileyo ofikelela kuma-**R500 000**. Eli nqanaba linikeza isibonelelo kwinani elincinci labafaki-mabango abafanelekileyo abaqula ziimeko zezifo ezinkulu nezingaphezulu kubanye abafaki-mabango abaliqela bethayisisi. Akukho nqanaba lembuyekezo ye-ODMWA elilinganayo;
5	Umntu oxhomekeke ngokwenkxaso-mali kumfaki-bango ofanelekileyo ongasekhoyo wethayisisi owasweleka phakathi komhla we-12 Matshi 1965 nowe-10 Disemba 2019: Ukuya kutsho kwi-**R100 000,** nalapho ithayisisi ithathwa njengoyena nobangela uphambili wokusweleka;
6	Umntu oxhomekeke ngokwenkxaso-mali kumfaki-bango ofanelekileyo nongasekhoyo wethayisisi owasweleka phakathi komhla woku-1 Januwari 2008 uze uphele ngomhla wokuqalisa, nalapho umntu lowo owaswelekayo wayenemeko yesigulo echazwe ku-2 okanye u-3 apha ngasentla: Ukuya kutsho kuma-**R70 000;**
7	Inqanaba lokuqala lesifo sephepha. Umfaki-bango ofanelekileyo kufuneka: (i) abe wayesebenze ngaphantsi komhlaba kumgodi ofanelekileyo iminyaka emibini; kwaye (ii) wafunyaniswa ngoxilongo enenqanaba lokuqala lesifo sephepha kunyaka emva kokuba esebenze ishifti eye ubuncinane kumgodi ofanelekileyo: Ukuya kutsho kuma-**R50 000;**
8	Inqanaba lesibini lesifo sephepha (iimeko ezifanayo nezo ziku-7 apha ngasentla ngaphandle kwenqanaba lesibini lokufunyaniswa kwesifo): Ukuya kutsho kwi-**R100 000**. Ukufunyaniswa ngoxilongo unesifo sephepha kuyahambelana neenkcazelo ze-MBOD;
9	Isifo sephepha "sangaphambili" (xa ingekho ingxelo yezonyango echaza inqanaba lesifo sephepha): Umfaki-bango ofanelekileyo kufuneka: (i) abe wayesebenze kumgodi ofanelekileyo iminyaka emi-2 phakathi komhla we-12 Matshi 1965; nowama-28 Februwari 1994; (ii) wanikwa isetifikethi sesifo sephepha (ngaphandle kokuchaza inqanaba lesifo sephepha) kunyaka emva kokuba esebenze ishifti enye ubuncinane kumgodi ofanelekileyo: Ukuya kutsho kwi-R10 000 ngemeko yesigilo efanayo neku-(i) naku-(ii) apha ngasentla kodwa enobungqina benqanaba lokuqala lesifo sephepha: Ukuya kutsho kuma-**R50 000** okanye inqanaba lesibini lesifo sephepha: Ukuya kutsho kwi-**R100 000;**
10	Umntu oxhomekeke ngokwenkxaso-mali kumfaki-bango ofanelekileyo ongasekhoyo wesifo sephepha nalapho: (i) lowo ungasekhoyo wasebenza ngaphantsi komhlaba kumgodi ofanelekileyo iminyaka emibini; (ii) lowo ungasekhoyo wasweleka kunyaka emva kokuba esebenze ishifti enye ubuncinane kumgodi ofanelekileyo; kwaye (iii) isifo sephepha yayingoyena nobangela uphambili wokusweleka kwalowo ungasekhoyo: Ukuya kutsho kwi-**R100 000.**

Ukusuka kunyaka wesithathu kwixesha elisukela ekusekweni kwetrasti (Disemba 2023), amaqondo embuyekezo aya kuhlengahlengiswa ngokweqondo lokwehla nokwenyuka kwamandla emali ngokuhambelana neSalathiso Samaxabiso Abathengi (Consumer Price Index) ukuqinisekisa ukuba ixabiso lezixa-mali zembuyekezo alikhukhuliswa liqondo lokwehla nokwenyuka kwamandla emali.

Ukukhangela abafaki-mabango

Ngumsebenzi weTrasti ukukhangela abafaki-mabango abafanelekileyo abaninzi kangangoko ikwaziyo kwiminyaka elishumi yokuqala ukusuka ekusekweni kwayo iTrasti.

Ukuncedisa kulo nkqubo:

1	Amaqqwetha abafaki-mabango kudingeka ukuba angenise kwiTrasti iinkcukacha zabo bonke abo bafaki-mabango asebenza egameni labo kwisimangalo sebango leqela labantu;
2	Iinkampani ezithatha inxaxheba kudingeka ukuba zingenise kwiTrasti zonke iirekhodi zengqesho ezikhoyo zabasebenzi ababesenza umsebenzi onomngcipheko kwimigodi efanelekileyo kumaxesha afanelekileyo;
3	Nangona nje ingeyomfuneko yeNcwadi yeSigqibo yeTrasti, iinkampani eziseke itrasti nazo zafumana ulwazi olufanelekileyo eTEBA malunga nabasebenzi abaqeshwa zizo;
4	ITrasti kananjalo isebenzisana ne-Medical Bureau for Occupational Diseases (MBOD) ukufumana ulwazi malunga nabantu abangenise amabango embuyekezo kuyo, kwaye kangangoko kunokwenzeka izame ukulumkela ukuphindwa-phindwa komsebenzi ngokubhekiselele kubantu abaselungelweni lokufumana iinzuzo kuzo zombini iTrasti kunye ne-MBOD.

INKQUBO YAMABANGO

AMAZIKO OXILONGO LWEZEMPILO

ITrasti inomsebenzi olugunyaziso ngokwasemthethweni lokumisela amaziko oxilongo lwezempilo okwenza uxilongo oluthembakeleyo, kuquka ukuxilongwa kwezidumbu ezityandiweyo apho kufanelekileyo. Abaphathiswa beTrasti baya kuqulunqa baze bagcine irejistri yamaziko ezempilo avunyiweyo, imibutho kunye neengcali.

IPHANELI YOQINISEKISO LWEZONYANGO

IPhaneli yoQinisekiso lwezoNyango eneengcali ezimbini ukuya kwezintathu zezigulo zemiphunga ezinxulumene nemisebenzi kufuneka imiselwe ukuze ihlole ingxelo yezonyango nganye engeniswe ukuxhasa amabango embuyekezo.

IKOMITI YOQINISEKISO YETRASTI

Kudingeka iKomiti yoQinisekiso yeTrasti enabantu abafanelekileyo ukuhlola amaxwebhu anxulumene nebango ngalinye elingeniswe kwigosa lokungeniswa kwamabango kunye navela kwiPhaneli yoQinisekiso lwezoNyango ukuze kufunyaniswe ukuba ingaba ibango ngalinye lifanelekile na.

UMLAWULI WEENTLAWULO

Umlawuli weeNtlawulo unomsebenzi wokuqinisekisa ngokukuko ukuba umntu ngamnye ohlawulwa inzuzo siqiniseksiwe ngokukuko nangokuchanekileyo isazisi sakhe ukuqinisekisa ukuba akukho mabango anobuqhopholo ahlawulwayo.

AMABANGO ABANTU EKUNOKWENZEKA UKUBA BASWELEKA EMVA "KOMHLA WOKUQALISA"

Ukuba ngaba umfaki-bango wayesaphila ngomhla we-10 Disemba 2019 waze wasweleka ngaphambi kokuba akwazi ukungenisa ibango, umabi-lifa welifa lakhe unokulingenisa ibango.

UXILONGO LWEZEMPILO

Apho umfaki-bango ethe wenziwa uxilongo lwezempilo, xa ngaba umfaki-bango wayenze umsebenzi onomngcipheko kumgodi omnye okanye ngaphezulu kuleyo ifanelekileyo isithuba esingaphezulu kweminyaka emihlanu, iTrasti yiyo eyakuthwala iindleko zoxilongo lwezempilo. Apho umfaki-bango ethe wenziwa uxilongo lwezempilo kodwa wayenze umsebenzi onomngcipheko iminyaka engaphantsi kwemihlanu kumgodi omnye okanye ngaphezulu kuleyo ifanelekileyo, umfaki-bango nguye oyakuthwala iindleko zoxilongo, kodwa uya kubuyekezwa ngezo ndleko ukuba naxa eqinisekisiwe njengomfaki-bango ofanelekileyo kwaye wahlawulwa inzuzo.

Kulandela uxilongo, igcisa eliqinisekisiweyo (ngokuncediswa liGosa Lokungeniswa kwaMabango) liya kungenisa ingxelo yezonyango kunye namaxwebhu okungenisa ibango kwiPhaneli yoQinisekiso lwezoNyango. Ingxelo yezonyango inokuquka ii-x-reyi neminye imifanekiso yokuxilonga ethathwe ngoomatshini, kunye neziphumo zeemvavanyo zokusebenza kwemiphunga.

IPhaneli yoQinisekiso lwezoNyango iya kuqwalasela ingxelo yezempilo ize, ukuba yanelisekile, ikhuphe iSetifikethi Sokufunyanisiweyo ngezoNyango. Ngaphandle kokuba iSetifikethi Sokufunyanisiweyo ngezoNyango sigqiba ekubeni umfaki-bango akafanelekanga ngokwemizekelo, okanye umombi-mgodi osele wasweleka afaka ibango ngokunxulumene naye lowo oxhomekeke kuye ngokwenkxaso yemali akafanelekanga ngokwezempilo, iPhaneli yoQinisekiso lwezoNyango iyakungenisa iSetifikethi Sokufunyanisiweyo ngezoNyango kunye namanye amaxwebhu okungenisa ibango kwiKomiti yoQinisekiso yeTrasti.

Xa ngaba iSetifikethi Sokufunyanisiweyo ngezoNyango sibonisa ukuba umfaki-bango (ongenguye umntu oxhomekeke ngokwenkxaso yemali) akafanelekanga ngokwezempilo, unokungenisa elinye ibango elinye (1) – elinye kuphela – kwaye abenelungelo lokufumana esinye iSetifikethi Sokufunyanisiweyo ngezoNyango ngokusekelwe kwenye ingxelo yezonyango. Umfaki-bango nguye oya kuhlawula iindleko zoxilongo kodwa uya kubuyekezwa ngezo ndleko ukuba naxa eqinisekisiwe njengomfaki-bango ofanelekileyo kwaye wahlawulwa inzuzo.

UKUNGENISWA KWAMABANGO

Onke amabango kufanele angeniswe ngabafaki-mabango kwiGosa Lokungeniswa kwaMabango.

Ukuba ngaba iGosa Lokungeniswa kwaMabango alanelisekanga ukuba umfaki-bango ungenise amaxwebhu adingekayo ukuxhasa ibango lakhe, iGosa Lokungeniswa kwaMabango liya kumazisa umfaki-bango ukuba ngawaphi na amaxwebhu angekhoyo kwaye, apho kufanelekileyo, limncedise umfaki-bango ekufumaneni lo maxwebhu.

Amanye amaxwebhu, kuquka iirekhodi zenggesho, kungathatha ixesha ukuwaginisekisa kakhulu ngenxa yemeko yokugcinwa kweerekhodi okungekho semgangathweni ingakumbi kwiminyaka engaphambili.

Ukuba ngaba iGosa Lokungeniswa kwaMabango lanelisekile ukuba amaxwebhu adingekayo angenisiwe ngumfaki-bango, ukuba ngaba ngumombi-mgodi, ingenguye umntu oxhomekeke ngokwenkxaso-mali kumombi-mgodi, umfaki-bango uya kuthunyelwa kwigcisa lezempilo eliqinisekisiweyo ukuze enziwe uxilongo lwezempilo. Olu xilongo lwezempilo alusayi kudingeka ukuba ngaba umfaki-bango ukulo naluphi kwezi ndidi zilandelayo:

1	Ukuba ngaba umfaki-bango sele enayo ingxelo yezonyango, yona kunye namanye amaxwebhu okufaka ibango kufuneka zingeniswe kwiPhaneli yoQinisekiso lwezoNyango;
2	Ukuba ngaba umfaki-bango unesetifikethi esamkelekileyo ngokwe-ODMWA esikhutshwe emva komhla we-10 Disemba 2019, kufuneka singeniswe kwiKomiti yoQinisekiso yeTrasti;
3	Ukuba ngaba umfaki-bango unesetifikethi esamkelekileyo ngokwe-ODMWA esikhutshwe ngaphambi komhla we-10 Disemba 2019, umfaki-bango kufuneka akwazi ukukhetha ukuba isetifikethi singeniswe kwiKomiti yoQinisekiso yeTrasti, okanye endaweni yoko umfaki-bango ngokukhetha kwakhe unokuthunyelwa ukuba ayokwenza uxilongo olungaphezulu lwezempilo oluquka uvavanyo lokusebenza kwemiphunga, ukuhlola ukuba ingaba umganga otho wemeko yesigulo somfaki-bango wehlile na ngeli xesha.

Ukuba ngaba kucacile kumaxwebhu angenisiweyo ukuba umfaki-bango akangekhe nangaphantsi kwazo naziphina iimeko akwazi ukuqinisekiswa njengomfaki-bango ofanelekileyo, iGosa Lokungeniswa kwaMabango liyakwenza irekhodi yangaphakathi yokungafaneleki lize likhuphe iSaziso Sokungafaneleki esiya kumfaki-bango esichaza izizathu zesigqibo eso.

Umfaki-bango unokucela ukuba siqwalaselwe kwakhona iSaziso Sokungafaneleki zingekapheli iintsuku ezingama-30 emva kokuba sikhutshelwe umfaki-bango.

UMLAWULI WEENTLAWULO UQUQUZELELA UKUHLAWULWA KWENZUZO

Zakuba zihloliwe yi-Arhente, eneentsuku ezifikelela kwezingama-90 ukuggiba lo msebenzi, zonke izigqibo eziqiniseksiwe ngokwamkelekileyo yiKomiti yoQinisekiso yeTrasti zingeniswa kuMlawuli weeNtlawulo noyakuthi aqiniseksise i-akhawunti yasebhankini yomfaki-bango ophumeleleyo aze enze intlawulo evunyiweyo kulo akhawunti yasebhankini.

Umlawuli weeNtlawulo uya kugcina ii-akhawunti ezineenkcukacha ezibanzi zeentlawulo zeenzuzo.

IFOMU YOKUKHUPHA

Umfaki-bango kuya kudingeka ukuba atyikityе ifomu yokukhupha nalapho ayakuthi enze iziqinisekiso ezahlukeneyo ngokunxulumene noxanduva lweTrasti, iinkampani kunye namaggwetha omfaki-bango ngakuye kwixesha elizayo, kunye nelungelo leTrasti lokuqokelela, ukusebenza kunye nokwenza izibhengezo ezithile ngolwazi lokwazisa umntu.

INKQUBO YOKUFUNDISA NGEZEZIMALI

Abaphathiswa beTrasti, apho kufanelekileyo futhi kukwaziyo ukwenzeka, baya kusungula inkqubo yokufundisa ngezezimali neyakuthi inikeze ngenkxaso kubafaki-mabango abafumene iinzuzo kwiTrasti ukuze banikezwe ulwazi lokubafundisa ngezezimali, kuquka, apho kunokwenzeka khona, ukuya kwiintlanganiso zokufundisa ngolwazi lwezezimali.

UKUNGAQHUBELI PHAMBILI

Ukuba ngaba iSetifikethi Sokufunyanisiweyo ngezoNyango sibonisa ukuba umfaki-bango ufanelekile ngokwezempilo, akasayi kukwazi kwixesha elikamva ukungenisa enye ingxelo yezonyango ebonisa imeko yesigulo eyahlukileyo, nokuba ngaba oku kungenxa yokuba umgangatho wemeko yesigulo somfaki-bango wehlile. Oku kukwanjalo nakwimeko apho umntu oxhomekeke ngenkxaso-mali kulowo ungasekhoyo sele engenise ingxelo yezonyango enye ebonisa ukuba umsebenzi wasemgodini osele wasweleka ufanelekile ngokwezempilo. Akukho ngxelo yezonyango ingaphezulu ebonisa imeko yesigulo eyahlukileyo ngokunxulumene nomsebenzi wasemgodini osele wasweleka eya kuqwalaselwa.

Ukuba ngaba iSetifikethi Sokufunyanisiweyo ngezoNyango ngokunxulumene nomntu osele wasweleka angenise ibango egameni lakho lowo oxhomekeke kuye ngokwenkxaso yemali ibonisa ukuba umntu lowo sele wasweleka wayengafanelekanga ukuba afumane inzuzo ngokwezempilo, akukho ngxelo ingenye yezempilo eya kukwazi ukuba iqwalaselwe ngeenjongo zokuqiniseksisa.

Nanjengoko sele kuchaziwe apha ngasentla, xa ngaba iSetifikethi Sokufunyanisiweyo ngezoNyango sibonisa ukuba umfaki-bango (nongumntu oxhomekeke ngenkxaso-mali kumntu ungasekhoyo) akafanelekanga ngokwezempilo, angakwazi ukufaka ibango elingaphezulu elinye (1) – elinye kuphela – kwaye abenelungelo lokufumana esinye iSetifikethi Sokufunyanisiweyo ngezoNyango ngokusekelwe kwingxelo engaphezulu yonyango. Umfaki-bango nguye oya kuhlawula iindleko zoxilongo kodwa uya kubuyekezwa ngezo ndleko ukuba naxa eqinisekisiwe njengomfaki-bango ofanelekileyo kwaye wahlawulwa inzuzo.

INKQUBO YOKUTHINTELA UBUQHOPHOLOLO

Abaphathiswa beTrasti kudingeka ukuba basungule inkqubo yokuthintela ubuqhopholo eyenzelwe ukuthintela ukusetyenziswa gwenxa kweenzuzo ezinikezwa yiTrasti.

IPHANELI YEENGCEBISO NGEZONYANGO

Abaphathiswa beTrasti banokonyula iphaneli yezonyango, nenamagcisa ezempilo aqeqeshiweyo amabini ubuncinane nanezakhono kunye namava okuhlola ukonakala kwendlela yokuphefumla kunye nezifo zemiphunga ezinxulumene nemisebenzi, ukuze ibacebise kuyo nayiphi na imiba enxulumene nezonyango.

IGUNYA LOKUHLOLA

Abaphathiswa beTrasti kudingeka ukuba basungule futhi baqinisekise ubukho bomsebenzi wokusombulula iimpikiswano, onoku:

- iGunya lezoNyango Lokuhlola; kunye
- neGunya Lokuhlola Uqinisekiso.

Xa ngaba umfaki-bango engavumelani neSetifikethi Sokufunyanisiweyo ngezoNyango, Uqinisekiso okanye iSaziso Sokungafaneleki asinikiweyo, zingekapheli iintsuku ezingamashumi amathathu umfaki-bango unokudlulisela impikiswano yakhe kwiGunya Lokuhlola ukwenzela ukusonjululwa kwempikiswano leyo.

IMIGODI EFANELEKILEYO KUNYE NAMAXESHA AFANELEKILEYO NGOKUNXULUMENE NEMIGODI EFANELEKILEYO

Iinkcukacha ezipheleleyo ngoku zingafumaneka kwiShedyuli F yeNcwadi yeSigqibo yeTrasti.

IMISEBENZI YETRUST

IMISEBENZI YABAPHATHISWA BETRASTI

Abaphathiswa beTrasti banesibophelelo sokuzalisekisa iNjongo yeTrasti, nekukuphumeza iSivumelwano seNtlawulo kunye, ngokusekelwe koku, ukunikeza ngeenzuzo kubafaki-mabango abafanelekileyo. Kufuneka ikwenze oku kwizixa-mali kunye nangokusekelwe kuzo zonke iinkqubo neemfuno ezichazwe kwiNcwadi yeSigqibo yeTrasti ngokukhawuleza kangangoko kunokwenzeka.

Abaphathiswa beTrasti banesibophelelo sokuqulunqa isicwangciso sonyaka sezimali nokusebenza ukuphumeza iNjongo yeTrasti. Esi sicwangciso kufuneka sibe nezi zinto kodwa kungaphelelanga kuzo:

- Ezentengiso kunye nolwazi;
- Indlela ekuza kwenziwa ngayo ukukhokheliswa phambili kokukhangelwa kunye nokwenziwa koxilongo lwezempilo kwabo abasenokuba ngabafaki-mabango;
- Ukusungula nokuqinisekisa ukukho bezakhono ezaneleyo zokwenza uxilongo lwezempilo;
- Ukusungula nokuqinisekisa ukukho beendawo zokuba amaGosa Okungeniswa kwaMabango akwazi ukwenza imisebenzi yawo;
- Ukusungula nokuqinisekisa ukubho beenkqubo zokwazi ngezibugcisa, ulwabiwo-mali kunye neziqhelekileyo zolawulo.

IZIBONELELO, IINKQUBO NABASEBENZI

Abaphathiswa beTrasti kudingeka ukuba basungule futhi bagcine iinkqubo ezidingekayo zisebenza, kuquka iinkqubo zolwazi ngezobugcisa, ukwenza ukuba amaGosa Okungeniswa kwaMabango, iKomiti yoQinisekiso yeTrasti kunye noMlawuli weeNtlawulo bakwazi ukwenza imisebenzi yabo ngokwemimiselo yale Ncwadi yeSigqibo yeTrasti.

II-AKHAWUNTI NEENGXELO

Abaphathiswa beTrasti baya kuqinisekisa ukuba kugcinwa ngokukuko iincwadi zezimali kunye neerekhodi ezimalunga nemiba yeTrasti kunye nolawulo lweNgxowa-mali yeTrasti nezibonisa ngokunyanisekileyo nangokuchanekileyo ulawulo lwabo lwemiba noshishino lweTrasti kunye nerekhodi yeentengiselwano nobume bezezimali beTrasti.

I-AGM

Abaphathiswa beTrasti kufuneka babize intlanganiso enye ubuncinane yaBaphathiswa beTrasti kwiinyanga ezintandathu zokuphela konyaka-mali ngamnye weTrasti.

UKUPHELISWA KWETRASTI

ITrasti iya kuhlala ikhona iminyaka eli-12