Tshiamiso
TRUST

# Ingcaciso malunga nokubalwa kwentlawulo yenzuzo

I-Tshiamiso Trust ibuyekeza abasebenzi migodini abathe bagula bane silicosis nezinye izigulo ezichaphazela ukusebenza kwentliziyo nemiphunga i-TB ukutsho, abathi banazo ngenxa yokusebenza phantsi kweemeko ezinobungozi emigodini, kwiimigodi ekuvunyelwene ngayo ukuba ihlawule phakathi kweminyaka ethile.

Esi sisishwankathelo sokuba intlawulo yenzuzo ibalwe njani. I-Tshiamiso Trust Deed ibalula ukuba intlawulo yembuyekezo yabafake amabango ngokufanelekileyo izakubalwa yi-Trust Certification Committee. Xa kuthe kwenzeka ukuba oku kukhankanywe ngezantsi kukhabane ne-Tshiamiso Trust Deed kwakuthi kusebenze izindululo ezibhalwe yi-Trust Deed.

**Inzuzo ye Tshiamiso Trust ibhekisa:**

- Kwabo babesebenza okanye abasasebenza emigodini yegolide, nabasebenzi bekontraki kwakulomigodi besenza imisebenzi enobungozi phakathi kwi-12 zika-March 1965 ukuya nge-10 zika-December 2019, nabasebenzi ababephangela emigodini abathe bafunyaniswa ngokovavanyo lonyango benezifo ze-silicosis okanye izifo ezichaphazela intliziyo nemiphunga i-TB ukutsho. Kumba webango le-TB, iziphumo zonyango kufuneka zichaze ukuba umntu waba nayo esasebenza lo misebenzi inobungozi kulo migodi lizakuhlawulwa okanye umntu waba nayo ungaphelanga unyaka eyekile ukusebenza khona okanye yokuyeka ukusebenza lomsebenzi unobungozi.
- Xa ngaba umsebenzi mgodi wasweleka, le nzuzo izakuhlawulwa kwabosapho lwakhe okanye abo bebexhomekeke kuye.

Imigodi ezakuhlawula yileyo ibiphantsi kolawulo lwezi nkampani ziintandathu ezikwisivumelwano sembuyekezo , ukususela ngexesha lomigodi ibiyeyazo kwaye ilawulwa zizo. Ezo nkampani zintandathu yi-African Rainbow Minerals, Anglo American South Africa, AngloGold Ashanti, Gold Fields, Harmony Gold, ne-Sibanye-Stillwater.

Landela le link ukufumana uluhlu oluphele leyo lwemigodi yegolide ezakuhlawula kwaye izakuhlawulela eyiphi iminyaka yokusebenza. https://www.tshiamisotrust.com/mines/ Explanation of benefit payment calculation

## INZUZO IPHELELE /I-GROSS BENEFIT

**Imbuyekezo** ixhomekeke kwisifo eso umsebenzi mgodini athe wanaso, abe umsebenzi wayevavanywe ngokonyango lwe-Medical Certification Panel ye-Tshiamiso.

**Ibakala lenzuzo** lixhomekeka kwimeko yezemipilo yomsebenzi mgodini, nasekubeni lowo ufaka isicelo ungumsebenzi mgodini kusini na, okanye ngumntwana okanye unkosikazi okanye nabani na obexhomekeke kumsebenzi mgodini oswelekileyo, okanye ibe ngumntu owabekwa yinkundla ephakamileyo yokwaba amafa i-'executor ngolwimi lomthetho' ukuze ongamele ukwabiwa kwelifa lalowo owaswelekayo.

Uluhlu lwamabakala alishumi enzuzo ayafumaneka kwi-website ye-Tshiamiso Trust ngokusebenzisa le link ilandelayo: https://www.tshiamisotrust.com/information/compensation-options/

**I-Gross Benefit** sisixa sesambuku sembuyekezo esihambelana nebakala ngalinye lenzuzo.

**Elixwebhu liyafumaneka ngeelwimi ezohlukeneyo xa ulufuna.**

**Kubalulekile ukuba kuqatshelwe ukusebenza kwe-CPI Inflation Adjustment:**

Ukususela nge **1 ka-February 2023**, imali yenzuzo epheleleyo /imali ye-Gross Benefit izakuhlengahlengiswa qho ngonyaka ukuze ihambelane namandla emali ngokwe-Consumer Price Index (CPI), epapashwe yi Statistics South Africa, ukuqinisekisa ukuba Imali Yenzuzo Epheleleyo ayityiwa kukwehla kwamandla emali ihlala inexabiso ngokwezoqoqosho.

# Ukucuthwa okungenzeka kwinzuzo

Imali yembuyekezo Kwinzuzo Epheleleyo (eyona mali inkulu kwibakala ngalinye lenzuzo), **ingacutheka** ngokwemiqathango ye-Tshiamiso Trust Deed, ngenxa yobungqina obuxhasa ibango, kusetyenziswa olu hlobo lulandelayo lokubalula iimeko:

## A Umsebenzi onobungozi owenziwe ngaphandle kwemigodi yegolide ekwisivumelwano sembuyekezo notshintsho kumaxesha Enzuzo.

Oku kulandelayo kudwelisa imiba eyohlukahlukeneyo yemisebenzi enobungozi ethe yenziwa ngumsebenzi mgodini, engakhokelela ekubeni kucuthwe imali yembuyekezo.

### a. Imisebenzi enobungozi kwimigodi ekwisivumelwano sembuyekezo engekho kwiminyaka ebekiweyo yokubuyekeza.

Imisebenzi enobungozi eyenziwe kwimgodi yegolide ekwisivumelwano sembuyekezo, engekho kumaxesha abekiweyo oko kwakwenza ukuba kucutheke imali ngokulinganayo yesifo se-silicosis nesifo sesifuba i-TB.

**UMZEKELO:** Xa ngaba umsebenzi mgodini eyewasebenza umsebenzi onobungozi kwimigodi ekwisivumelwano sembuyekezo iminyaka elishumi, kodwa umsebenzi weminyaka emithathu wawenziwe phambi kwe 12 ka-March 1965 okanye wawenziwe ngamaxesha angekho kwisivumelwano sembuyekezo, lo nto ithetha ukuba imali ye-Gross Benefit izakwehliswa ngokomsebenzi othe wenziwa ngexesha elingekho kwiminyaka yesivumelwano (kulo mzekelo: 3/10 = 30%).

### b. Umsebenzi onobungozi kwimigodi yegolide engekho kwisivumelwano sembuyekezo (Imigodi engekho kwisivumelwano erhweba ngokomba igolide)

Imisebenzi enobungozi eyenziwe kwimigodi engekho kwisivumelwano sembuyekezo iyakuthi icuthe imali yembuyekezo ngokulinganayo nesifo se-silicosis nesifo sesifuba i-TB.

**UMZEKELO:** Xa ngaba umsebenzi mgodini wenze umsebenzi onobungozi kwimigodi yegolide iminyaka eyi-20, abe iminyaka esibhozo yalo minyaka ebesebenza kwimigodi engekho kwisivumelwano sembuyekezo kwimigodi ephantsi kolawulo lwezinye iinkampani (ibe ingezizo ezinkampani zintandathu zikhankanywe kwisivumelwano sembuyekezo) oko kuthetha ukuba isixa mali esikhulu senzuzo (I-Gross Benefits ukutsho) izakwehliswa ngalo myinge (kulo mzekelo: 8/20 = 40%).

### c. Umsebenzi onobungozi kweminye imgodi engekho kwisivumelwano sembuyekezo

Imisebenzi enobungozi eyenziwe kweminye imigodi engekho kwisivumelwano engarhwebi ngokomba igolide iyakwehlisa imali yembuyekezo ngokokulingana kwizifo ezibalulweyo zesifuba i-TB kuphela (Hayi amabango e-silicosis).

**UMZEKELO:** Xa kufakwe ibango le-TB lomsebenzi mgodini esenza umsebenzi onobungozi kwimigodi yegolide iminyaka eyi-12 kwimigodi ekwisivumelwano sembuyekezo, aphinde abe usebenze iminyaka eyi 8, umzekelo, kwimigodi yamalahle okanye ye platinum (kungakhathaliseki nokuba ibiphantsi kolawulo lwemibutho ekwisivumelwano sembuyekezo), oko kwakukhokelela ekubeni imali yenzuzo esisixa i-Gross Benefit yehliswe ngalomyinge (kulomzekelo: 8/20 = 40%).

## B Umsebenzi onobungozi owenziwe emva komhla wokuxilongwa xa uthe waqinisekiswa ngesatifiketi esiphunyeziweyo se ODMWA.

Xa ngaba ofake ibango uqinisekiswa ngesatifiketi somthetho sezigulo ezenzeka esemsebenzini emigodini (i-ODMWA) kunye ngesatifiketi se Tuberculosis, umsebenzi onobungozi owenziwe emva komhla wokuxilongwa obhalwe kwisatifiketi awuzuhoywa kwizibalo zemali yenzuzo ye Net/ze Net Benefit Amount. Kungoko imali ingasoze icuthwe xa ngaba umsebenzi onobungozi wenziwe emva komhla wokuxilongwa. Imigodi ekwisivumelwano eqhube ushishino ngeminyaka engekho kwisivumelwano / okanye Imigodi engekho kwisivumelwano erhweba ngokomba imigodi.

### Umthetho weminyaka engamashumi amathathu

Abasebenze imisebenzi enobungozi kweminye okanye komnye wemigodi yegolide ekwisivumelwano sembuyekezo ngeminyaka ekwisivumelwano **iminyaka engamashumi amathathu nangaphezulu**, abangenise amabango ngempumelelo, inzuzo yesixa mali sabo (i-gross benefit) ayisayi kucuthwa ngenxa yomsebenzi onobungozi owenziwe ngeminyaka engekho kwisivumelwano kwaye/ okanye kweminye imigodi engekho kwisivumelwano sembuyekezo.

## C Umsantsa wenzuzo enyusiweyo i-Differential of Increased Benefit (DIB) (uyatshintsha kwinzuzo ze-MBOD benefits)

Xa kungenzeka ukunyuswa (after adjustment for inflation) kwesixamali sembuyekezo esisemthethweni esikhutshwe yi-Medical Bureau for Occupational Diseases (MBOD) kube ngaphezu ko-kunyuswa (emva kokuhlengahlengiswa ngokwamandla email kurhwebo) kwemali yembuyekezo enikwe I-Tshiamiso Trust, lo mali izakube isohluka ngayo imbuyekezo izakutsalwa kwimali ye-Tshiamiso Trust Gross Benefit.

## I-NET BENEFIT

Imali ye Net Benefit ibalwa njengemali ye Gross Benefit nokuhlengahlengiswa kwenzuzo ngaphezulu (xa kusenzeka) kususwe isiguquli senzuzo (xa ibikho).

**I-NET BENEFIT**

**=**

**ilingana ne-GROSS BENEFIT + kufakwe ne-BENEFIT ADJUSTMENTS**

**−**

**BENEFIT MODIFIERS**

## UKUTSALWA KWERHAFU YENGENISO

I-Tshiamiso Trust kungenzeka kufuneke itsale irhafu yengeniso ukususka kwimali ye-Net Benefit. Oku kwakwenzeka kuphela xa lowo ofake ibango wayekhe wadendwa emsebenzini ngenxa yokuxhwaleka isigxina kwaye oko kuyahlawulelwa yi-Tshiamiso Trust. Xa kuthe kwenzeka ukuba kufuneka ofake isicelo atsalelwe irhafu yengeniso, isebe lezezimali le-Tshiamiso Trust kuzakufuneka lihlawule lo mali iye yaxhuzulwa liyise kwi South African Revenue Service (SARS) likwenza oko egameni lalowo ufake ibango. Obefake ibango uyakuthi afumane umyalezo omazisayo malunga nokuxhuzulwa kwerhafu yengeniso xa ithe yenzeka kwibango lakhe.

## UKUHLAWULWA KWENZUZO / I-BENEFIT PAYMENT

Ukuhlawulwa kwemali yenzuzo ezakufunyanwa ngumsebenzi mgodini, intlawulo ilingana nemali ye-Net Benefit kutsalwe imali yerhafu yengeniso (xa ithe yakhona imfuneko).

**I-BENEFIT PAYMENT**

**=**

**ILINGANA NE-NET BENEFIT**

**−**

**KUTHATYATHWE I-INCOME TAX**