

Tshiamiso TRUST

LICOCO LE-TSHIAMISO TRUST DEED

Sicela unake kutsi lelicoco leTshiamiso Trust Deed lentelwe kusita bafakitcelo kanye nalabo labanenshisakalo yesibuyeketo lesifisha ngeligunya letemtsetfo laleTrust. Lelicoco alisiyo idokhumenti lebhophelako ngekwmsetfo.



Umlandvo

Kucatululwa kwetinyatselo sesilicosisi kanye ne-TB kanye neTrust Deed kwavunyelwana ngaso emkhatsini wetinkampani letisitifupa temayini kanye neBammeli babamele basebenti basemayini labafuna kufaka ticelontkhokhelo ngeMonakalo kuleto tinkampani.

Tinkampani letiynayeni yi- African Rainbow Minerals, Anglo American SA, AngloGold Ashanti, Gold Fields, Harmony ne- Sibanye-Stillwater. Mammeli bebefakitcelo yi-Richard Spoor Incorporated Attorneys, Abraham Kiewitz Incorporated kanye ne Sikhungo Setinsita Temtsetfo.

Inhloso yeTrust ichazwe njenge **“kwenza Sivumelwane Sekucatulula sivumelwane kutsi sisebente kanye nekuniketa Tinzuzo kuBafakitcelo Labafanelekile (ngekuba ngumondliwa weTrust) etimalini kanye nakumigomo lebekwe kuleTrust Deed (Inhloso yeTrust). Iisebenti yeTrust itawucondiswa ku, kantsi Sikhwama seTrust sitosetjentiselwa kuchuba Inhloso yeTrust.”**



Kulowo sivumelwane seTrust lesisebenta kuye

Sivumelwane sekucatulula sivumelwane sisebenta ciske kubo bonkhe basebenti begolide basemayini labanta umsebenzi loyngoti kuyinye yetimayini tegolide leti 83 letitaletinkampani letisitifupa. Umsebenzi loyngoti uchazwa kuTrust Deed njenge Sigaba 13 seMsetfo Wetifo Letitfolakale Emsebenzini Etimayini kanye Nasemisebentini (i-ODMWA), lochaza umuntu njengoba enta umsebenzi loyngoti noma asebenta lapho kunelutfuli khona lekwakheka noma luvwecwe khona kuyingoti noma kungaba nebungoti, noma kumagesi, imihlwamuko, lokusamakhemikhali, emaphuzo noma timo tekusebenta letiyingoti noma letinebungoti.

Letinye taletimayini leti 83 setintjntje bunikati ngekuhsamba kwesikhatsi. Lesivumelwane sisebenta kuletimayini letifanelekile kuphela ngaletu tikhatsi lebetiynayeni ngayo kuletinkampani letisitifupa kulesivumelwane sekucatulula sivumelwane. Loku kusebenta kulabo basebenti labachubeka nemebenzi loyngoti babuya basebenta kuleto timayini esikhatsini lesisemkhatsini wamhla 12 Indlovulenkulu 1965 kanye namhla 10 Ingongoni 2019 (ngelusuku lwekucala kusebenta), kantsi labo labangenwa yisilicosisi esikhatsini lesengca noma labatofolwe banesilicosisi ngembi kwe-Ingongoni 2031, noma labangenwa yi-TB ngalesikhatsi basebenta kuleto timayini noma kungakapheli umyaka wekuyekela emayini.

Nanoma kunjalo, awusebenti kulabo lebeyayincenye yalesinye sivumelwane sesilicosis, kufaka sivumelwane seQhubeka Trust, hhayi kulabo labambalwa labakhusha kungabi yiNceny yeSivumelwane ngesikhatsi sekuphuma ungabi yiNceny nasekutophela 2019.



Tetsenjwa

Tetsenjwa letintsatfu takhetfwa tinkampani letingenelele, timbili ngebammeli bebefakitcelo kanye namunye ngahulumende. Sihlalo wekucala waleTrust wakhetfwa ngekuhlanguyela tinkampani kanye neBammeli bebefakitcelo.



Likomidi LeTrust Lekubonisa

Le-Trust igunyatwe kutsi icinisekise kucashwa kweLikomidi leTrust Lekubonisa lelinalabamele hulumente, tinyonyana, baholi bempkhatsi kanye noma-NGO kanye naLabanye babatetsenjwa labangabona umsebenzi wokubonisa ulusitso kuleTrust.



Emaklasi esivumelwane kanye nenzuzo yekulungisa

Lamaklasi lalishumi abhalwe ngentasi. Samba lesichaziwe siyimali lesetulu umfakisicelo langayitfola ngeTshiamiso Trust uma ahangantfana nato tonkhe tindlelakhulohla.

Tindlelakhulohla lefanelekile kanye netingucuko noma tindlekulungisa iTshiamiso Trust ledzinga kutisebentisa tiyadzingeka kuTrust Deed.

Lapho umfakisicelo asebente khona kuyinye noma letinyeni taletimayini leti 83 letifanelekile kantsi uphindezwe wasebenta akuletinye timayini letingakafaneleki wase utfola isilicosisi noma i-TB lehambisana nemebenzi, ugangafaneleka kutfola kuphela incenye yesamba lesigcwele sesicelontkhokhelo. Nanoma kunjalo, noma ngubani losebente emayini lefanelekile ciske iminyaka lengama 30 angeke yakhe inzuzo llungiswe ngalandela. Loku fanako nakumondliwa wemfakisicelo lojalale.

Lapho umfakisicelo lofanelekile ente khona umsebenzi lonebungoti emayini emayini lengakafaneleki noma emayini lefanelekile kodvwa kodvwa kungasilo lesikhatsi lesibalwene, inzuzo lakhokhelwa yona itawehla ngesabho leshelwisa saleso sikhatsi.

Umfakisicelo lofanelekile angatfola kuphela sigaba sinye senzuzo, ngisho noma ngabe asangenwe yisilicosisi ne – TB. Loku kuphinda kusebente etimayini lapho umfakisicelo angandulela kulesinye sigaba sekugula emva kwekutsi inzuzo seyikhokhelwe. Uma sekukhokhelwa, labo bafakitcelo angeke bafake sicelontkhokhelo futsi ngekwakuchubeka nekuba kubi kwesimo sabo.

Lapho inzuzo ye-ODMWA yesilicosisi noma i-TB yenyuswa ngekuzemayinela kuGazette yaHulumende emva kwamhla 10 Ingongoni 2019, bese umfakisicelo lofanelekile abe nelilungelo lekutfola lemali lenyusiwe lebuya kuKhomishina weSincepneteliso seTifo Letitfolakale Emsebenzini(i-CCOD), lemali lekukhwe ngeTshiamiso Trust itawehliswa ngaleyo mali lengetekile.

Ngaphansi kwetimo letitsite kukhokhelwa kwenzuzo kungehliswa ngesamba lesishwisa beTemisebenti Yamalingena baseNingizimu Afrika (i-SARS), kantsi leyo mali ikhokhwa kaSARS. Lapho kunemfakisicelo longumondliwa longetulu kwamunye, linani lekukhokhelwa lowo mfakisicelo ngekwesilinganiso angeke lengce samba senzuzo lekukhokhelo kuleso simo.



Kutfola bafakitcelo

Kungusebenti weTrust kutfola bafakitcelo labafanelekile labanyenti ngendlela labakhona ngayo ngetulu kweminyaka yekucala lelishumi lekusebenta kweTrust.

Kusita leyonchubo:

1	Bammeli bebefakitcelo kudzingeke batfumele yonkhe iminingangwane yebafakitcelo lababamele ngekwmsetfo kuTrust;	3	Ngalesikhatsi kungakabi sidzingo seTrust Deed, tinkampani letibasunguli nato tatfola lwatiso lolufanelekile mayelana nebasebenti labacashwe ngibo;
2	Tinkampani letingenelele kudzingeke titfumele kuTrust onkhe emarekhodi emsebenzi webasebenti labafake ticelontkhokhelo letinyeni loyngoti etimayini letifanelekile ngesikhatsi sekufaneleka;	4	I-Trust iphinda ibambisane neMnyango weTekwelapha Tifo Letenteka Emsebenzini (i-MBOD) ektufoleni lwatiso ngebantfu labafake ticelontkhokhelo tetinsepneteliso nabo, kanye nangekwelizinga lekungenteka ngalo kubalekela kuphindaiphindzeka kwebasebenti ngekwellungelo lemuntfu kutinzuzo letibuya kuTrust nakuMBOD.

Lawa ngenamaklasi lalishumi ekuncepnetelisa:

- Liklasi leku-1 le-Silicosis:** Kufika ku R70 000: Lesi sigaba sekucala sesilicosisi (kungasebenti kahle kwemaphaphu kufika ku 10%) longakhokhelwa ngekwODMWA;
- Liklasi lesi-2 le-Silicosis:** Kufika ku R150 000: Loku kulingana nelizinga lekucala lesilicosisi kuODMWA;
- Liklasi lesi-3 le-Silicosis:** Kufika ku R250 000: Loku kulingana nelizinga lesi-2 lesilicosisi kuODMWA;

- Umlomelo lokhetsekile lofika ku **R500 000**. Lesigaba lesitsa kuphuma kulinani lelincane lebafakitcelo labafanelekile labahluswa timo tekulosa letengenhla letingeka kakhulu labanye bafakitcelo labanasilicosisi. Asikho sigaba sekuncepnetelisa lesilingana ne-ODMWA;
- Umondliwa wemufi lokunguye bekanesilicosisi loshone emkhatsini wamhla 12 Indlovulenkulu 1965 kanye namhla 10 Ingongoni 2019: Kufika ku **R100 000**, lapho isilicosisi ibonakele kungiyi imbanga le yekufu;
- Umondliwa wemufi lokunguye bekanesilicosisi loshone emkhatsini wa 1 Bhimbidwane 2008 wase wesula bulunga ngelusuku lwekucala kusebenta, lapho umufi abe nesifo lekukhulunywa ngaso ku 2 noma 3 ngenhla: Kufika ku **R70 000**;
- Lizinga lekucala lesifo sesifuba i-TB. Umfakisicelo lofanele kufanele: (i) abe asebente ngaphansi kwemhlabo emayini lefanelekile iminyaka lembili; (ii) abe atfofwe anelizinga lekucala lesifo sesifuba i-TB ngemnyaka wekusebenta ciske ishifti yinye emayinilefanelekile: Kufika ku **R50 000**;
- Sigaba sesibili sesifo sesifuba i-TB (timo letifanako njengesi-7 ngenhla tonga kuhlolwa kwesigaba sesibili): Kufika ku **R100 000**. Kuhlolelwa sifo sesifuba i-TB kuhambisana netinchazelo te-MBOD;
- “Ngekwemlandvo” sifo sesifuba i-TB (nakungekho imibiko yetekwelashwa lekhomba lizinga lesifo sesifuba-i TB): Umfakisicelo lofanele kufanele: (i) abe asebente emayini lefanelekile iminyaka lemi-2 emkhatsini wamhla-12 Indlovulenkulu 1965 namhla 28 Indlovana 1994; (ii) abe aniketwe sitifiketi sesifo sesifuba (ngaphandle kwekukhombisa lizinga lesifo sesifuba i-TB) kungakapheli umyaka wekusebenta ciske kuyinye ishifti emayini lefanelekile: Kufika ku R10 000 noma simo lesifanako njenga (i) na (ii) ngenhla kodvwa nebufakazi belizinga lekucala lesifo sesifuba i-TB: Kufika ku **R50 000** noma lizinga lesibili lesifo sesifuba i-TB: Kufika ku **R100 000**;
- Umondliwa wemfakisicelo wemufi lonesifo sesifuba i-TB lapho: (i) loshonile lobekasebenta ngaphansi kwemhlabo emayini lefanelekile iminyaka lembili; (ii) umufi washona ngemnyaka wekucala wekusebenta ciske yinye ishifti emayini lefanelekile; (iii) nesifo sesifuba i-TB lebeyimbanga le yukushona kwemufi: Kufika ku **R100 000**.

Kusuka emnyakeni wesitafu isebenta iTrust (Indlovana 2023), ezinga etinsepneteliso atawuhleljeniswa ngekwehla kwenyuka kwemali kuhambisana neConsumer Price Indexi kucinisekisa kutsi emandla email yekuncepnetelisa awehliswa nkwehla kwemandla email.

KUFAKWA KWETICELONKHOKHELO

Tonkhe ticelo kufanele tifakwe bafakitcelo nge Sebenti Lesifaka Ticelontkhokhelo.

Uma Sebenti Sekufaka Ticelontkhokhelo singakanaliseki kwekutsi umfakisicelo ungenise emadokhumentu ladingekile ekuchaza sicelo sakhe, Sebenti Setikhalo utokwatsisa umfakisicelo kutsi unguwaphi emadokhumentu lasalele emuva, kantsi lapho kufanele khona, asite umfakisicelo ngekutfola emadokhumentu lanjala.

Lamanye emadokhumentu, kufaka emarekhodi ekusebenta, angatsatsa sikhatsi kucinisekiswa ikakhulukati ngenca yemarekhodi langakaneli- kungcinwa ikakhulukati eminyakeni leyengca.

Uma Sebenti Sekufaka Ticelontkhokhelo sinetsekile kwekutsi emadokhumentu ladingekako angensisiwe ngumfakisicelo, uma yena angaba ngulosebenta emayini, kunaloyo longumondliwa walosebenta emayini, umfakisicelo angatfundiswa kusolwati wetekwelashwa loyuyatiwe kuyohlolwa ngekwelashwa. **Loluholo lwetekwelashwa angeke ladingeke uma umfakisicelo angina kunoma ngusiphi saletigaba letilandzelako.**

- Uma umfakisicelo acavele anawo umbiko wetekwelashwa, wona kanye nemandokhumentu ekufaka sicelontkhokhelo kufanele angensisiwe kuPhaneli Yekucinisekisa Tekwelashwa;
- Uma umfakisicelo anesitifiketi se- ODMWA lesamukelwe lesikhishwe emva kwamhla 10 Ingongoni 2019, kufanele sitfundwe eKomidini LeTrust lekucinisekisa;
- Uma umfakisicelo anesitifiketi se-ODMWA lesamukelwe lesikhishwe ngembi kwamhla 10 Ingongoni 2019, lowo mfakisicelo kufanele atikhsetele, kutsi sitifiketi singensisiwe eKomitini LeTrust lekucinisekisa, noma umfakisicelo esikhundleni saloko ngekutikhsetele kwakhe angatfundwe kutsi ente lolunye luholo lwetekwelashwa lolunethesti yekusebenta kwemaphaphu, kuhlola kutsi simo semfakisicelo sehlele kwamanje.

Uma kungukutsi kuyacaca kulamadokhumentu lafakiwe kutsi umfakisicelo angeke ngisho ngaphansi kwanoma ngusiphi simo akhona kufakazeleka njengemfakisicelo lofanelekile, Sebenti Sekufaka Ticelontkhokhelo sitokwenta lirekhodi langekhatsi lekungafaneleki futsi sitawukhipha Satiso Sekungafaneleki kumfakisicelo sisho tizatfu talesincumo.

Umfakisicelo angacala kubuyeketwa kwesatiso Sekungafaneleki kungakapheli emalanga langama 30 ekutsi sikhishelwe kumfakisicelo.

INCHUBO YEKUFAKWA KWETICELONKHOKHELO

TIKHUNGO TELUHOLO LWETEKWELASHWA

I-Trust igunyatwe kutsi ibeke tikhungo tetekwelashwa letitowenta luholo lolwetsembekile, kufaka kuhlindvwa kwaloshonile lapho kungenteka khona. Tetsenjwa titawusungula tibuye tigcine irejista yetikhungo tetekwelashwa letivunyiwe, imitimba kanye nabosolwati.

IPHANELI YEKUCINISEKISA TEKWELASHWA

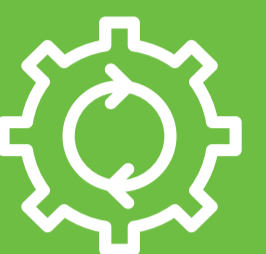
Iphaneli Ilecinisekisa Tekwelashwa lenabosolwati lababili noma labatsatfu betifo temaphaphu letitfolakala emsebenzini idzinga kusungulwa kuhlola umbiko wetekwelashwa ngamunye lowetfulwe ekusekeleni ticelontkhokhelo tekuncepnetelisa.

LIKOMIDI LETRUST LEKUBUYEKETA

Likomidi LeTrust Lekucinisekisa kudzingeke kutsi lihlole emadokhumentu ngekwaso sonkhe sicelo lesingewe kusisebenti sekufaka ticelontkhokhelo kanye naku Phaneli Yekucinisekisa Yetekwelashwa kute kutfolakale kutsi sicelontkhokhelo ngasinye sisemtsetfweni.

UMLAWULI WEKUKHOKHELA

Umlawuli Wekukhokhela unemsebenzi wekucinisekisa ngalokufanele kutsi wonkhe umuntu inzuzo letonikwa yena ukhokhelwa ngalofanele aphindezwe abonakale ngalokufanelekile, kucinisekisa kutsi atikho ticelontkhokhelo letikhokhelwe ngebutlujane.



TICELONKHOKHELO TEMUNTFO LONGABE USHONE EMVA “KWELUSUKU LWEKUCALA KUSEBENTA KWAUWU”

Uma umfakisicelo bekaphila ngabomhlaka 10 Ingongoni 2019 kodvwa washona ngembi kwekutsi akhona kufaka sicelontkhokhelo, umabi mafa wemafa akhe angafaka sicelontkhokhelo.

KUHLOLWA NGETEKWELASHWA

Esimeni lapho umfakisicelo ahambela luholo lwetekwelashwa, uma kungenteka kutsi umfakisicelo wente umsebenzi lonebungoti kuyinye noma kuletinyenti timayini lefanelekile ngetulu kweminyaka lesihlanu, iTrustitawutfwala letindleko teluhlo letekwelashwa. Esimeni lapho umfakisicelo ahambela luholo letekwelashwa kodvwa abe wente umsebenzi lonebungoti eminyakeni lembalwa lengaphansi kwalesihlanu kuyinye noma letinyenti timayini letifanelekile, umfakisicelo utawukhokhelwa ngaletu tindleko uma acinisekiswa njengemfakisicelo lofanelekile futsi akhokhelwa inzuzo.

Kulandzela luholo, solwati losemsetfweni (ngelusitso lweSikhulu Setekufakwa Kweticelo) utawungeniswa umbiko wetekwelashwa kanye nemandokhumentu ekufaka sikhalo kuPhaneli Yekucinisekisa Tekwelashwa. Umbiko wetekwelashwa ungafaka ema-eksreyi kanye naleminye imifanekiso, kanye nemiphumela yeluhlole lwekusebenta kwemaphaphu.

Iphaneli Yekucinisekisa Tekwelashwa itawubuyeketa umbiko wetekwelashwa kantsi, uma yenetsekile, itokhipha Sitifiketi Salokutfolakale Ngekwelashwa. Ngaphandle kwekutsi leSitifiketi Salokutfolakale Ngekwelashwa siphetsa ngekusisi umfakisicelo akakafaneleki ngekwephililo, noma lobekasebenta emayini loshonile lofakelwe sicelo ngumondliwa wakhe akakafaneleki ngekwephililo, Iphaneli Yekucinisekisa Tekwelashwa itawungeniswa Sitifiketi Salokutfolakale Ngekwelashwa kanye namanye emadokhumentu eKomidini LeTrust lekucinisekisa.

Umfakisicelo lofanele kufanele: (i) abe asebente ngaphansi kwemhlabo emayini lefanelekile iminyaka lembili; (ii) abe atfofwe anelizinga lekucala lesifo sesifuba i-TB ngemnyaka wekusebenta ciske ishifti yinye emayinilefanelekile: Kufika ku R50 000;

Umfakisicelo lofanelekile kufanele: (i) abe asebente ngaphansi kwemhlabo emayini lefanelekile iminyaka lembili; (ii) abe atfofwe anelizinga lekucala lesifo sesifuba i-TB ngemnyaka wekusebenta ciske ishifti yinye emayinilefanelekile: Kufika ku R50 000;

Umfakisicelo lofanelekile kufanele: (i) abe asebente ngaphansi kwemhlabo emayini lefanelekile iminyaka lembili; (ii) abe atfofwe anelizinga lekucala lesifo sesifuba i-TB ngemnyaka wekusebenta ciske ishifti yinye emayinilefanelekile: Kufika ku R50 000;

Umfakisicelo lofanelekile kufanele: (i) abe asebente ngaphansi kwemhlabo emayini lefanelekile iminyaka lembili; (ii) abe atfofwe anelizinga lekucala lesifo sesifuba i-TB ngemnyaka wekusebenta ciske ishifti yinye emayinilefanelekile: Kufika ku R50 000;

UMLAWULI WEKUKHOKHELA UTAWUCHUBA KUKHOKHELWA KWENZUZO

Uma sekubuyeketwe yi-Ejenti, lenemalanga langama 90 ekucedza lomebenzi, tonkhe tincumo letinhle leticinisekisiwe Likomidi LeTrust Lekucinisekisa titfundwele Kumlawuli Wekukhokhela lotawucinisekisa i-akhawunti yasebhange yemfakisicelo lephumelele kanye nekukhokhela lokwamukelwe kulayo akhawunti yasebhange.

Umlawuli Wekukhokhela Utawungcina ema-akhawunti laneminingangwane yekukhokhelwa kwetinzuzo.

LIFOMU LEKUKHULUWA

Umfakisicelo kutawudzingeka asayine lifomu lekukhulula lapho yena abonisa khona kuvuma mayelana nekwenza sibophu sesikhatsi lesitako seTrust, tinkampani kanye neBammeli bebefatitcelo kuye, kanye nelilungelo leTrust lekuloleka, kukubungula kanye nekuveta lokutsite ngelwatiso lwekutatisa.

LUHLELO LWEKUFUNDZISA NGETIMALI

Tetsenjwa, kutawutsi lapho kuvakala futsi kwenteka, tisungule luholo lwekufundzisa ngetimali lolutosekela bafakitcelo labatfola tinzuzo ngetrust kute baniketwe ngelwatiso lwekwati ngetimali, kufaka, lapho kungenteka khona, kuhambela emawekhophu elwatiso ngekwati ngetimali.

KUNGATFUTFUKI

Uma Sitifiketi Salokutfolakale Ngekewelashwa sikhombisa kutsi umfakisicelo uyafaneleka ngekewelashwa, angeke ngokuhamba kwesikhatsi akhona kungenisa lomunye umbiko wetekwelashwa lokhombisa simo lesehlukele, noma ngabe yindzaba lapho simo semphilo semfakisicelo sehla khona. Ngalokufanako lapho omondliwa bese avele awufakile munye umbiko wetekwelashwa lokhombisa lobekasebenta emayini loshonile kutsi ufanelekile ngekwetemwelashwa. Awukho lomunye umbiko lokhombisa simo lesehlukele ngokwesisebenti sasemayini lesishonile lokungabuyika.

Uma Sitifiketi Salokutfolakale ngekewelashwa ngekweumntfu loshonile, lowo mondiwa afake sicelontkhokhelo egameni lakhe kukhombisa kutsi umntfu loshonile bekangakafaneleki ngekwephililo kutsi atfofwe inzuzo, awukho lomunye umbiko wetekwelashwa lokhona kutsi utsatfwe uyocinisekiswa.

Njengoba sekushiwo ngenhla, uma Sitifiketi Salokutfolakale Ngekewelashwa sikhombise kutsi umfakisicelo (longasinye omondliwa) akakafaneleki ngekewelashwa, loyo angafaka sinye (i) – sinye kuphela – lesinye sicelontkhokhelo futsi abe nelilungelo lekufaka lesinye Sitifiketi Salokutfolakale Ngekewelashwa kuye ngalomunye umbiko wetekwelashwa. Umfakisicelo utawutfwala tindleko teluhlole kodvwa utawukhokhelwa leto tindleko uma kuphela kutfolakala sicinisekiso sekuba ngumfakisicelo lofanelekile futsi utawukhokhelwa inzuzo.

LUHLELO LWEKUVIMBELA BUTULUJANE

Tetsenjwa kudzingeke tisungule luholo lwekuvimbela butlujane lolwetelwe kuvimbela kusetjentiswa kabi kwetinzuzo letiniketwe yiTrust.

IPHANELI YETEKUBONISA NGETEKWELASHWA

Tetsenjwa tingacasha iphaneli yetekwelashwa, lenemalunga ciske lamabili lafundzele tekwelashwa lanemakhono kanye nelwazi lwekukhokhela tinkinga tepuhfumula kanye netifo temaphaphu letitfolakale emsebenzini, kubonisa nganoma ngutphi tindzaba letiphatelene netekwelashwa.

KUBUYEKETA BAPHATSI

Tetsenjwa kudzingeke kutsi tisungule tibuye tigcine umsebenzi wekusombulula kungcubutana, letifaka ekhatsi:

- Baphatsi Lababuyeketa Tekwelashwa; ne
- Baphatsi Lababuyeketa Tekucinisekisa.

Uma kwenteka umfakisicelo angavumelani nesincumo seSitifiketi Salokutfolakale Ngekewelashwa, Sitifiketi noma Satiso seKungafaneleki lesiniketwe yena, kungakapheli emalanga langemashumi lamatsatu umfakisicelo angchubekisela lokungavumelani kuBaphatsi beKubuyeketa kuyosombulula lokungcubutana.

TIMAYINI LETIFANELEKILE KANYE NETIKHATSI LETIFANELE NGEKWETIMAYINI LETIFANELE

Iminingangwane lephelele yaloku itawutfolakala kuSikejuli F we-Tayitela yeTrust.

IMISEBENTI YE-TRUST

IMISEBENTI YETETSENJWA

Tetsenjwa tintmfwalo wekuphumelelisa Inhloso yeTrust, lekukwenta kutsi Sivumelwane Senhlawulo, ngalandela, kuniketwe tinzuzo kubafakitcelo labafanelekile. Kufanele yenta loku ngetimali ngangato tonkhe tinchubo kanye netidzingo letibekwe kuTayitela yeTrust masinya nje.

Tetsenjwa tintmfwalo weKutfutukisa luholo lwetimali lwemnyaka kanye neluhlelo lwekusebenta kute titfole Injongo yeTrust. Luhololelo kufanele lufake kodvwa lungagcini ku:

- Ekutsengiseni kanye naselwanti;
- Kubekelwa embili njani kubekwa kanye nekuchutjwa kweluhlo lwetekwelashwa lwalabo labafuna kufaka ticelo;
- Kusungula kanye nekugcina emandla ekuphata luholo lwetekwelashwa;
- Kusungula kanye nekugcina tindzawo tebasebenti Bekufaka Ticelontkhokhelo ekwenti imisebenti yabo;
- Kusungula kanye nekugcina lwatiso lwebuchwepheshe, kubhijetha kanye netinichubo tekuphata letitayelekile.

TINSITA, TINCHUBO KANYE NEBASEBENTI

Tetsenjwa kudzingeka tisungule tibuye tigcine tindlela netichubo letidzingekile, kufaka tindlela telwatiso lwebuchwepheshe, kwentela kutsi Basebenti Labafaka Ticelontkhokhelo, Likomidi LeTrust Lekucinisekisa kanye Nemlawuli Wekukhokhela bente imisebenti yabo ngekweLitayitela leTrust.

EMA-AKHAWUNTI NEMIBIKO

Tetsenjwa titocinisekisa kutsi tincwadzi kanye nemarekhodi lafanele etimali ayacinywa mayelana netindzaba teTrust kanye nekuphatfwa Kwesikhwama seTrust lesiveta ngekwecinicosisi futsi nangalokungiko kuphatsa kwato tindzaba kanye nemebenti weTrust tibuye tibhale kungenza nekuphuma kwetimali kanye nesimo setimali teTrust.

I-AGM

Tetsenjwa kufanele tibambe ciske munye umhangano weTetsenjwa kungakapheli tityanga letisitfupa ekupheleni kwemnyakatimali ngamunye weTrust.