MINEWORKERS PROVIDENT FUND

RESPECT DIGNITY LEGACY

# SIYAKHULA WE ARE GROWING

ZULU

# IZINDABANCWADI

OKTHOBA **2017**

# MINEWORKERS PROVIDENT FUND

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## UMYALEZO OPHUMA KUSIKHULU ESIYINHLOKO

Kulukhuni ukukholwa ukuthi u-2017 usuphelile. Sengathi bekuyizolo lapho besithatha khona izinqumo ngezinto esifuna ukuzifinyelela futhi senza nezinhlelo zokuthi sizozifinyelela kanjani. Ngethemba ukuthi ukufinyelele konke obuhlele ukufinyelela kukho kulo nyaka. Uma kungenjalo, khumbula ukuthi isikhathi asikakushiyi usengaziqala izinhlelo zakho. Amaphupho akho awangempela futhi akumele ukuba abe ngowonyaka kuphela kodwa kumele usebenze uze uthole imiphumela, noma ngabe lokhu kuzokuthatha isikhathi esingakanani. Thina siyi-Provident Fund Yabasebenzi Basezimayini (i-MWPF), silapha ukuze siqinisekise ukuthi okungenani amanye kumaphupho akho ayafezeka, njengokushiya induku ebandla.

Siziqhenya kakhulu ukubika mayelana nokuthi lo nyaka ube yimpumelelo enkulu kabi kuthina. Sithole izindondo eziningana futhi savula nehhovisi eMozambique. Okuningi mayelana nalokhu uzokuthola ekhasini lesi-2 nelesi-4.

Uthathe isikhathi ukusinikeza imbuyisambiko kuhlolovo lwezokuxhumana namalungu ethu. Ukuze uthole mayelana nemiphumela nokuthi ngobani abanqobi yana ekhasini lesi-3 Umqobi ngamunye uthola ivawusha yase-Pick n Pay yama-R1, 000. Siyanihalalisela futhi siyabonga ngokuthatha isikhathi senu ukuze nigcwalise inhlolovo.

Ingabe ubuwazi nje ukuthi ungaba yilungu le-MWPF impilo yakho yonke? Yana ekhasini lesi-2 ukuze uthole okunye. Ekhasini lesi-4 uzozibonela ukuthi besimatasatasa kangakanani, senza imikhankaso eNortham naseLesotho.

Thokozela ukufunda inyuzilетha. Sethemba ukuthi uzoyithola iwusizo. Siyabonga ngokuseseka kwenu okubalulekile onyakeni ka-2017. Sesimagange sibheke onyakeni omangalisayo ka-2018. Thina abakwa-MWPF sinifisela amaholide okuphela konyaka aphephile nabusisekile.

Kuze kufike isikhathi esizayo.

***Philda Mphephu***

## UKUKHULA OKUHLE KWEMALI ETSHALIWE YAMALUNGU

Ungakhululeka ngokwazi ukuthi utshalomali yakho isezandleni ezinhle. Siyathokoza ukubika ukuthi inzalo yotshalomali lwe-Fund iyaqhubeka nokwenza okunamandla. Ngenzalo yonyaka engu-8.75% njengoba kubonwe ngomhla wama-30 September 2017 ivelu ye-Fund yama-R29.8 wamabhiliyoni.

## UBULUNGU OBUNGAPHELI - ISIGABA 14 UKUDLULISA

***INGABE UYAZI?***

Emva kokujoyina i-Provident Fund Yabasebenzi Basezimayini, ubulungu bakho ngobempilo yakho yonke. Ngisho noma ngabe ukhushulelwa esikhundleni esiphezulu emsebenzini embonini yezimayini, uzohlala uyilungu le-Fund. Asikho isidingo sokuthi ushintshele kwenye i-Fund. Uzohlala ukhululekile ngoba uzobe wazi ukuthi izinsizakalo zakho zizohlala zivikelekile kanti nezindlalifa zakho zizonakekelwa.

## I-FUND IKLONYELISWE NGOMSEBENZI ONCOMEKAYO

I-Fund iyaziqhenya ngokumemezela ukuthi siklonyeliswe ngomsebenzi oncomekayo kwezokuxhumana namalungu.

Siqokwe emikhakheni emibili ehlukene yama-Fund Amakhulu futhi sathola nezindondo:

- ***Ezamasu Ezokuxhumana: Isitifikethi Sokusebenza Kahle Kakhulu*** (Lesi sitifikethi sinikezwa ama-Fund abe namaphuzu angu-75% noma ngaphezulu mayelana nokungena kwawo)
- ***Ukuqhutshwa Kotshalomali: Ukuqhuba Okuhle Kakhulu Ukuqhuba Okuhle Kakhulu KwiNdebe Yekilasi***

Ngokwenza nje, sihlabane ngendebe enkulu kwamanye ama-fund amakhulu kuleli lizwe mayelana Nokuqhutshwa Kotshalomali.

Izindodo bezethulwa kwiKomfa ye-IRFA ebeyibanjelwe eThekwini ngoMsombuluko ngomhla ziyi-11 Septhemba 2017. I-IRFA yinhlangano okungeyona eyezepolitiki emele nethuthukisa izintshisekelo embonini yezomhlalaphansi e-SA ekusizakaleni kwamalungu.

Izindondo zathathwa ***nguPhilda Mphephu*** (Isikhulu Esiyinhloko) kanye ***noMkuseli Mbomvu*** (Isikhulu Sesigungu Esiphezulu).

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***UPhilda Mphepu*** (ngaphezulu kwesokunxele) uthatha indondo.
***UMkuseli Mbomvu*** (ngezansi phakathi nendawo) uthatha indebe.

## I-CFI.CO AWARD

Kulowo nakulowo nyaka, i-CFI.co izingela labo bantu nezinhlangano ezidlala indima ebaluleke kakhulu ekushintsheni iminotho nezithuthukisa bonke abanentshisekelo. Ngokubika ngokusondelana nokuguqulwa kweminotho, CFI.co ibona ukuthi ukwenza okuhle kakhulu kumele kutholakale emhlabeni wonke kanti Uhlelo Lwezindondo kuhloswe ngalo ukuhlonza nokuklomelisa umsebenzi oncomekayo noma yikuphi lapho ubonakala khona ngethemba lokugqugquzela abanye ukuze benze kangcono.

Kungekudala iphaneli lokwehlulela le-CFI .co lincome i-MWPF ngokuzinikela kwayo ekusebenzeni ngendlela encomekayo nanokulandela amazinga aphezulu kakhulu okulawula kanti i-Fund yathola iNdondo ***ka-2017 Yokuvuleleka Okuhle Kakhulu Kwesikhwama Sezimpesheli eNingizimu Afrika.***

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## IMIPHUMELA YOCWANINGO YEZOKUXHUMANA NAMALUNGU

***Sibonga lawo malungu abe nesikhathi sokubamba iqhaza ekugcwaliseni inhlolovo yocwaningo ye-Fund. Ngale miphumela, ezokuxhumana zingaqhubeka zenziwe ngcono futhi zithuthukiswe ngenhloso yokusebenzela wena kangcono.***

**NAKHU ONGAKUSHO:**

- U-67% wamalungu awunayo i-inthanethi ekhaya noma ehhovisi noma kumaselula awo. U-67% wamalungu awunayo i-imeyili ekhaya noma ehhovisi noma kumaselula awo.
- U-35% wamalungu ukhombise ukungakuqondi kahle ukubaluleka kwezinsizakalo zawo zomhlalaphansi. U-44% nawo uthe awuluqondi utshalomali lwe-Fund.
- Ababambiqhaza abangaphezulu kwesigamu (abangu-61%) bacabanga ukuthi i-Fund ixhumana nabo ngokwanele.
- U-59% ungathanda ukwethamela imihlangano lapho kuchazwa khona ngezinsizakalo ze-fund. Amalungu acabanga ukuthi kusengenziwa okunye futhi aphakamise ukuthi kuvame ukuthunyelwa kwenyuzilетha (ehunyushelwe ezilimini ezihlukahlukene), kube nemihlangano/ nezethulo ze-fund ezihleliwe futhi i-Fund ixhumane nabo nge-sms.
- Izitatimende zezinsizakalo (100%) kanye namanyuzilетha (78%) ngamashaneli amabili abaluleke kakhulu ezokuxhumana namalungu. Isizinda sezingcingo nokuya ehhovisi ngqo kukalwa kungokwesi-3 ohlwini olubalulekile lwamashaneli ezokuxhumana okungu-77% kanti lokhu kuhambisana kahle nokuthi iningi lamalungu (55%) likhetha ukuxhumana ne-Provident Fund ngesizinda sezingcingo uma edinga ulwazi noma usizo.
- Izinga lokusetshenziswa kwewebhusayithi ye-Fund liphansi ngo-86% lapho ababambiqhaza bethi abakaze bangene kuwebhusayithi ye-Fund.
- U-68% wamalungu ucabanga ukuthi okokuxhumana okuvela ku-Fund kulula ukukuqonda.
- U-68% wamalungu uqinisekisa ukuthi bayayithola inyuzilетha kodwa u-32% uphawule ngokuthi abakaze bayithole inyuzilетha.
- U-88% wababambiqhaza ucabanga ukuthi i-Provident Fund Yabasebenzi Basezimayini ihlinzeka ngesivisi "Encomekayo" "Nenhle"

**YILOKHU ESIZOKWENZA EKWENZENI NGCONO EZOKUXHUMANA KWETHU:**
***Imiphumela ikhombisa ngokucacile ukuthi kunesidingo sezokuxhumana okuvamile nokuqukethe ulwazi kumalungu. Kudingeka ukuqwashisa nokufundiswa kwamalungu okuthe xaxa, okuhlobene nezinsizakalo ze-Fund kanye nokuhlelela umhlalaphansi.***

- Imihlangano nemikhankaso kuzoqhubeka futhi kuzohlelwa neminye ethe xaxa njengoba i-Fund ikuqonda ukubaluleka kokuxhumana nani ubuzo nobuso.
- Sikwazile ukuthola izinombolo eziningi zamasesula ngesikhathi senza ucwaningo futhi sizozama ukuqala ukunithumelela imiyalezo kumaselula enu.
- Sizoqhubeka nokusabalalisa ngokuvamile amaNyuzilетha anolwazi olubalulekile lwe-Fund futhi siqinisekise ukuthi lolu lwazi luhunyushelwa olumini olukhethayo. Sizobheka amashaneli okusabalalisa ukuze senze ngcono ukudilivwa okufanele.
- Amaphosta ahunyushelwe ezilimini ezihlukahlukene azokhangiswa kuwo wonke amahhovisi e-HR nakumashafthi asemayini futhi azochaza ngazo zonke izinsizakalo kanye nezinye izindaba ezibalulekile.
- Emva Kwezitatimende Zezinsizakalo ishaneli yezokuxhumana elandelayo ngokuthandwa yinyuzilетha kulandele isizinda sezingcingo / ukuya ehhovisi le-Provident Fund. Sizoqinisekisa ukuthi bonke abasebenzi besizinda sezingcingo baqeqeshwe kahle ukuze basize ngaso sonke isikhathi mayelana nemibuzo yenu.
- Iningi lamalungu alinayi i-inthanethi nemiyalezo yama-imeyili ngakho-ke le shaneli ngeke ibhekwe okwamanje.
- Ngakho-ke sizogxila ekusebenziseni wonke amanye amashaneli ezokuxhumana njengoba kuxoxiwe ngawo lapha ngenhla.

## ABANQOBI BOMNCINTISWANO WOHLOLOVO LWAMALUNGU

Siyabonga kuwo wonke amalungu abambe iqhaza kunhlolovo lwezokuxhumana namalungu ethu. Amagama abanqobi abanenhlanhla abathathu adonsiwe ebhokisini. Lowo nalowo uziwinela isipho sevawusha yase-Pick n Pay yama-R1,000. ***Siyakuhalalisela kulaba:ho:***

***Bethuel Bera - (Harmony Gold)***

***Nelson Mulati - (Sibanye Gold)***

***Frank Khoza - (Sibanye Gold)***

Sethemba ukuthi nizokuthokozela ukukhithiza kwenu!

## UKUVULWA KWEHHOVISI E-MOZAMBIQUE

Ukufunwa kakhulu kwesevisi enhle kanye nokuxhumana nani ngqo, amalungu ethu, kwenze ukuthi i-Fund ivule igatsha eMozambique ekuqaleni kwalo nyaka. Ukuvula igatsha ngaphandle kwemingcele yaseNingizimu Afrika kungokokuqala mayelana ne-fund esebenza kulo mkhakha. Siyaziqhenya ukuthi sikwazi ukunikeza abafelokazi, amalungu emindeni kanye nezindlalifa zabafu abangamalungu e-MWPF isevisi eyenziwa ubuso nobuso. Lokhu kuzosiza ukubhekana nenani lezinsizakalo ezingafakelwanga izicelo.Ngaso sonke isikhathi sihlale sicabanga ngezindlela ezinobuchule ngenhloso yokwenza ngcono isevisi yethu ukuze senze ngcono ukusebenzisana kwethu nawe kanye nokwenza ukuthi kube lula ukufaka izicelo zenu ngokusemandleni

## IMIKHANKASO

### IMIKHANKASO YAMALUNGU AKHONA

Njengoba kubonakala ocwaningweni, sikhulu isidingo sokuxhumana ubuso nobuso. Ngakho i-Fund ibone ukuthi ingxile emihlanganweni yokuxhumana ngqo ngonyaka ka-2017 I-Fund yenze imikhankaso kuzwelonke, ayixhumananga namalungu kuphela kodwa ixhumane nanemiphakathi lapho amalungu ehlala khona. Ngale ndlela i-Fund iqinisekisa ukuthi izindlalifa kanye nalabo abondliwa ngamalungu bafundisiwe ngezezimali futhi bayazi ngalokho okumele bakwenze uma kwenzeka ilungu lishona noma likhubazeka. Ngesikhathi kwenziwa imikhankaso yamalungu akhona kugcizelelwa ekufundiseni ngobulungu namayelana ngobundlalifa. Imikhankaso yamalungu akhona ihlinzeka ngethuba lokuletha i-Fund kuwe. Kwenziwa ukuthi i-Fund ibonakale futhi uba nethuba lokukhuluma ngqo nabaphathiswa be-fund. I-Fund izoqhubeka nokubandakanya bonke abaqashi ukuthi benze imikhankaso ezayo. I-Fund kuhloswe ngayo ukuthola ukuba ihlangane namamayini amabili noma amathathu ngenyanga. Ucelwa ukuba ubuze i-HR yakho mayelana nezinsuku zemikhankaso yesikhathi esizayo.

### IMIKHANKASO YEZINSIZAKALO EZINGAFAKELWANGA IZICELO

Imikhankaso emayelana nezinsizakalo ezingafakelwanga izicelo yenziwa eLesotho ngoFebhuwari/Mashi 2017. Kumele kuthintwane ngqo namalungu noma izindlalifa zezinsizakalo ezingafakelwanga izicelo. Ezimweni ezingu-11209 ezihlonziwe isamba senani elingu-2372 zaxazululwa kanti okusele malini kwakhokhelwa.

## IZIZINDA ZE-PROVIDENT FUND LAPHO KUNGENWA KHONA

| WALK-IN CENTRES | PHYSICAL ADDRESS | TELEPHONE NUMBER | EMAIL ADDRESS |
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| Johannesburg | 45 Commissioner Street, Life Centre Building, Ground Floor, Johannesburg, 2000 | (010) 100 3152/3084/3044 | jhb@mineworkers.co.za |
| Orkney | Shop No, 12, Umuzimuhle Shopping Complex, Vaal Reefs No 3, Orkney, 2619 | (010) 100 3260.3262 | orkney@mineworkers.co.za |
| Queenstown | Labour Department, 10 Robinson Road, Queenstown | (010) 680-0262/0261 | queenstown@mineworkers.co.za |
| Mthatha | No 49 Leeds & Craiser Street, Metropolitan Place, 1st Floor, Mthatha | (047) 531 2003 | mthatha@mineworkers.co.za |
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