

**UMHLAHLANDLELA MAQONDANA NOKWAZISA  
UMPHAKATHI NGOKUTHOLAKALA KOMTHETHO 2 KA-2000 MAYELANA NETRANSNET**

**30 NTULIKHAZI 2003**

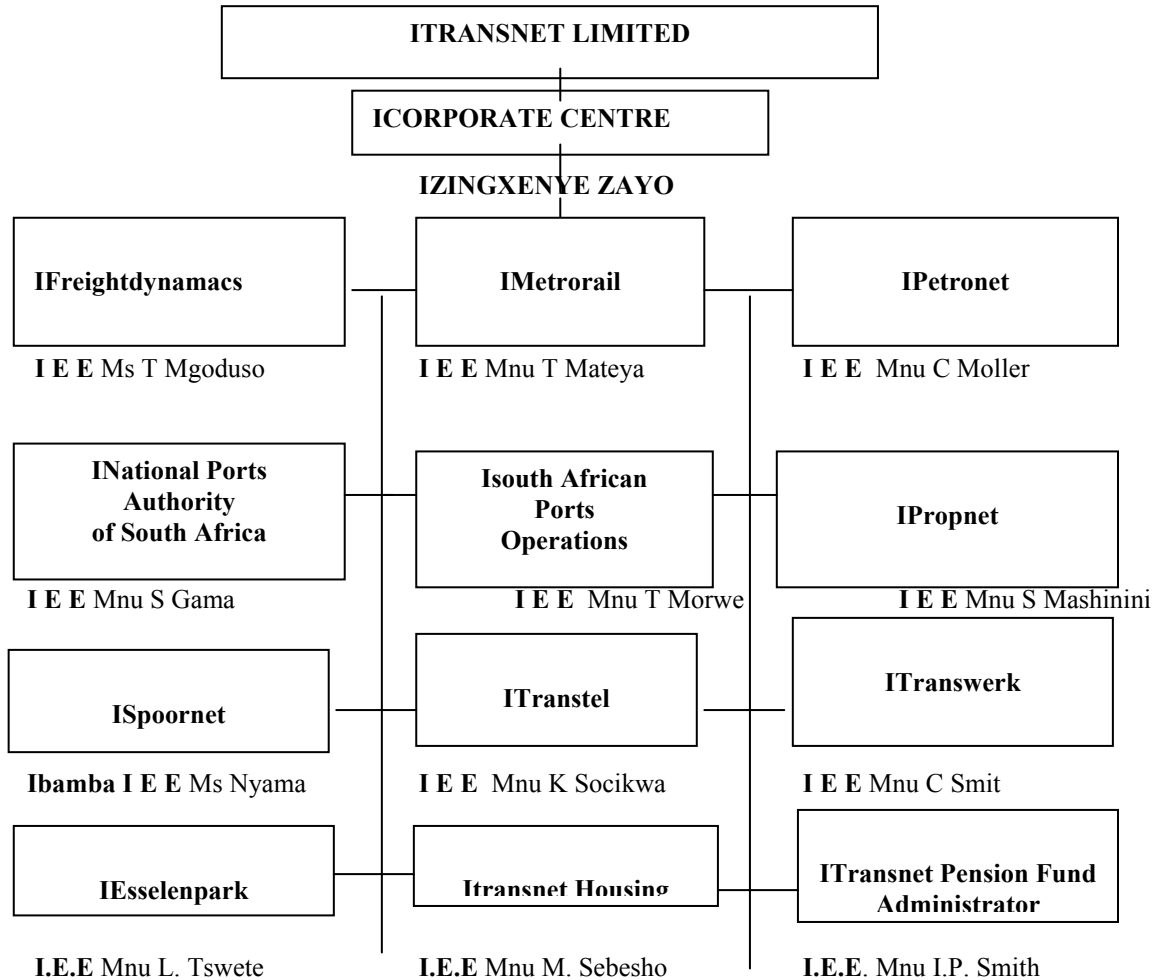
OKUQUKETHWE

A. Isingeniso ngeTransnet Ltd .....	3
B. Isiphathimandla kwezolwazi kanye namasekela esiphathimandla kwezolwazi kwaTransnet Ltd.....	3.
C. Isigaba 10 senkombandlela ngokusetshenziswa kwalo Mthetho .....	4
D. Ukuveza obala okuzenzakalelayo .....	5
E. Izindlela zokufaka izicelo .....	5
F. Izelapho .....	5
G. Olunye ulwazi njengoba libekwe ngokwalo Mthetho .....	5
H. Ukutholakala kwamarekhodi aphethwe .....	5
1. ICorporate Centre .....	7
2. IFreightdynamics .....	16
3. INational Ports Authority (i”NPA”) .....	23
4. IMetrorail .....	31
5. IPetronet .....	38
6. ISouth African Ports Operations (i”SAPO”) .....	48
7. IPropnet .....	56
8. ISpoornet .....	62
9. ITranstel .....	70
10. ITranswerk .....	76
11. ITransent Housing .....	86
12. IPension Fund Administrator .....	91
13. IEsselenapark .....	96

**A. Isingeniso ngeTransnet Limited**

**Ukubonela phambili:** ITransnet umzansi Afrika ongaphikisani nezokuhamba kanye ne mphemelelo..

**Ukubunjwa kweQembu leTransnet**



**B. Isiphathimandla kwezolwazi kanye namasekela esiphathimandla kwezolwazi**

**Isiphathimandla kwezolwazi kwaTransnet**

Dkt Leonore van der Merwe

Isekela loMphathi Jikelele

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Parkview

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Carlton Centre

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**Amasekela esiphathimandla kwezolwazi**

<b>INgxenye</b>	<b>Isekela lesiphathimandla kwezolwazi</b>
ICorporate Centre	Dkt Leonore van der Merwe
IFreightdynamics	Thandeka Mgoduso
IMetrorail	Pierre de Villiers
IPetronet	Danile Nwane
INPA	Siyabonga Gama
ISAPO	Tau Morwe
IPropnet	Sipho Mashinini
ISpoornet	Nabintu Petsana
ITranstel	Vanessa Wilson
IEsselenpark	Barbara Nduntsha
ITransnet Housing	D. Grobler
ITransnet Pension Fund Administrator	Ian Smith
ITranswerk	Colin G T Smith

**C. Isigaba 10 senkombandlela ngokusetshenziswa kwalo Mthetho**

Le nkombandlela izotholakala ngaphambi kuka-Agosti 2003 ngokweKhomishane Yamalungelo Esintu eNingizimu Afrika. Bhekisa yonke imibuzo yakho ku-:

The South African Human Rights Commission:

PAIA Unit

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**D. Ukuveza obala okuzenzakaleleyo**

AbakwaTransnet abasithumelanga isaziso kuNgqongqoshe weZobulungisa nokuThuthukiswa koMthethosisekelo ukuze sikhishwe eMqulwini kaHulumeni ngokwesigaba 15(2) salo Mthetho. Nokho, iTransnet kanye neziNgxenyane zayo zonke banikezele ngohla lwamarekhodi angatholwa yilowo owacelayo ngaphandle kokuthi enze isicelo sokuwathola ngaphansi kwalo Mthetho. Mayelana nalokhu, sicela ukuthi ubheke iNgxenyane efanele ngezansi.

**E. Izindlela zokwenza izicelo**

Zonke izicelo kumele zithunyelwe kusiphathimandla kwezolwazi kwaTransnet. Umphakathi ungathola amafomu kanye nokuthi yimali okumelwe ikhokhelwe ukwenza izicelo kuWebsite yeTransnet nakuWebsite yoMnyango weZobulungisa nokuThuthukiswa koMthethosisekelo.

[www.doj.gov.za](http://www.doj.gov.za)

**F. Izelapho ezikhona uma umthetho ungalandelwanga**

ITransnet neziNgxenyane zayo ayinazo izindlela ezisetshenziswayo zokufaka izicelo. Kanjalo, kumele kuyiwe ezinkantolo uma kucatshangwa ukuthi iTransnet kanye neziNgxenyane zayo yehlulekile ukulandela uMthetho. Lokhu kuzokwenzeka kuzo zonke izimo lapho owenza isicelo efisa ukufaka isicelo ngesinqumo esithethwe yisiphathimandla sakwaTransnet kwezolwazi noma isekela lesiphathimandla kwezolwazi eziNgxenyane zeTransnet.

**G. Olunye ulwazi njengokuyalela kwalo Mthetho**

Njengamanje alukho ulwazi olutholakele kuNgqongqoshe weZobulungisa nokuThuthukiswa koMthethosisekelo maqondana nesigaba 92 salo Mthetho.

**H. Amarekhodi aphele ngabakwaTransnet**

Kulo munxa, kunikezwa uhla lwezigaba zamarekhodi aphelele yiNgxenyane ngayinye yeTransnet kanye nencazelo yalokhu okulandelayo:

- imisebenzi nokubunjwa kweNgxenyane ngayinye;
- imininingwane yokuxhumana nesiphathimandla esifanele kwezolwazi;
- amarekhodi atholakala ngaphandle kokwenza isicelo;
- imisebenzi enikezelwa umphakathi yiNgxenyane ezifanele; nencazelo uma kufanelekile

- yokuthi umuntu angayithola kanjani le misebenzi; kanye
- namalungiselelo uma kufanelekile, okuhlanganyela komphakathi ekwenziweni komthetho kanye nokusebenzisa amandla eNgxenyeni ngayinye.

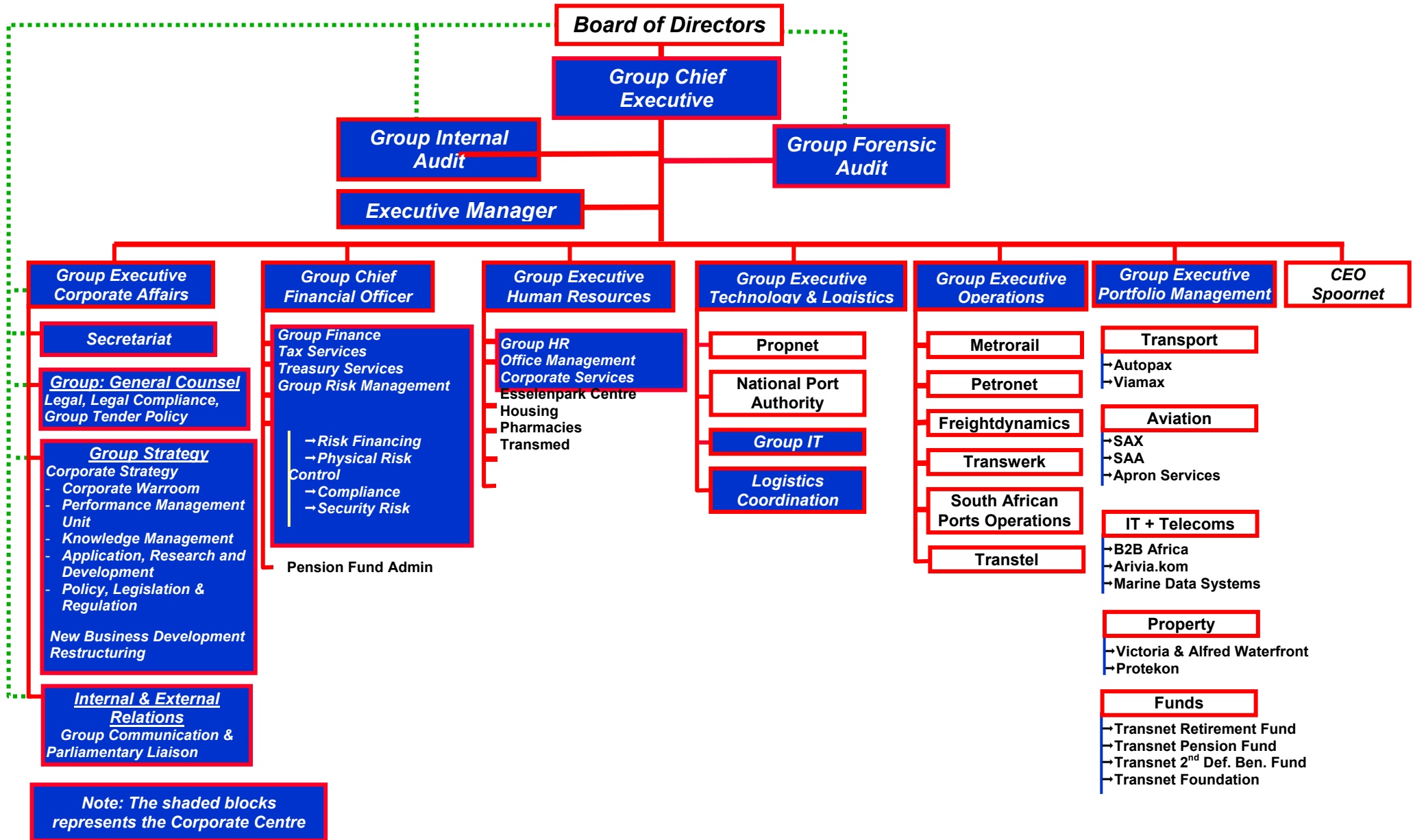
Qaphela: Lo munxa womhlahlandlela ubeka obala isihloko nezigaba zamarekhodi aphethwe yiNgxenyeni ngayinye yeTransnet. Ukufakwa kwanoma yisiphi isihloko noma isigaba **akufanele kuthathwe njengenkomba yokuthi amarekhodi angaphansi kwalezi zihloko nezigaba angatholakala ngaphansi kwalo Mthetho.** Zikhona ezinye izizathu zokunqatshelwa ezizosetshenziswa njengoba zichazwa kulo Mthetho mayelana nokwenza izicelo.

## 1. iCorporate Centre

### 1.1 Imisebenzi nokubunjwa kweCorporate Centre

#### 1.1.1 Imisebenzi yeCorporate Centre

- 1.1.1.1 Indima eyenziwa yiCorporate Centre yokuba wusizo izezwe ngesikhathi sokubonela phambili kweTransnet, yona igxile eswini eliyinkomba, futhi ibhekise kokulandelayo:
- 1.1.1.1.1 ekubekeni lonke ibhizinisi libe sesimeni esihle, nasekudaleni isimo esihle sokuphumelela kwebhizinisi kuleyo mboni ekhethiwe;
- 1.1.1.1.2 ekuthuthukiseni izikhundla ezifanele zebhizinisi ezihmbisana nezidingo eziguququkayo;
- 1.1.1.1.3 ekwakheni amakhono amasha ebhizinisi ngokwemikhiqizo, izimakethe, amakhasimende kanye nabo bonke abanye abantu;
- 1.1.1.1.4 ekwenzeni ukuthi kube ngcono ukusebenza kwamabhizinisi angasebenzi kahle; kanye
- 1.1.1.1.5 nokuqiniseka ukuthi kunabaholi abasebenza ngempumelelo emikhakheni ehlukeneyebhizinisi.
- 1.1.1.2 Noma lukhona uthando lokusabalalisa izimali, ababelwa amashezi babeka uthwalo wokukhulisa inzuzo kuCorporate Centre, hhayi emikhakheni ehlukeneyebhizinisi. Kanjalo iCorporate Centre kumele ibone ukuthi amasu nezindlela zemikhakha ehlukeneyebhizinisi kuhambisana nezinhloso zenkampani, futhi izame nokuletha imiphumela ehlanganyelwe phakathi kwemikhakha yebhizinisi nemisebenzi eyenziwayo ukukhuphula i-avereji yamandla enkampani.
- 1.1.1.3 iCorporate Centre yakwaTransnet isuke emsebenzini wokulawula ngendlela yokuphatha yaya emsebenzini wokulawula ngendlela ezeza amasu okusebenza, isuke ekubeni Ngumlawuli yaba Ngumhlanganisi konke ngendlela ezwanayo.
- 1.1.1.4 Imisebenzi esemqoka nomthwalo osemahlombe eCorporate Centre yile:
- 1.1.1.4.1 ukuveza izinhloso ezisemqoka;
- 1.1.1.4.2 ukwenza imisebenzi ephathelene nezezimali;
- 1.1.1.4.3 ukwenza ukuthi kube lula ukuhlanganisa izidingo ezisetshenziswayo;
- 1.1.1.4.4 ukuthuthukisa nokuhlanganisa amasu amasha okuthuthukisa ibhizinisi (amaprojekthi asemqoka);
- 1.1.1.4.5 ukuxhumanisa imisebenzi yazo zonke izikhundla zemikhakha yebhizinisi; kanye
- 1.1.1.4.6 nokwazi ukubona okuhlangana kwemiphumela kulo lonke iQembu leTransnet.



- 1.1.2.1 Ihhovisi elikhulu leCorporate Centre liku-150 Commissioner Street, Carlton Centre, Johannesburg, Gauteng.
- 1.1.2.2 Abaphathi Abengamele beCorporate Centre yilaba:
- 1.1.2.2.1 Umphathi Owengamele: Abasebenzi - Ms K Bala
- 1.1.2.2.2 Unobhala weQembu Lenkampani - Mnu T G Barkhuizen
- 1.1.2.2.3 Umphathi Jikelele: Ezezimali - Mnu H Bhika
- 1.1.2.2.4 Isekela Lomphathi Jikelele: Amathenda eQembu neMithetho - Mnu K Bogopa
- 1.1.2.2.5 Umphathi Ophakeme: Ukuxhumana noHulumeni namalungu ePhalamende - Mnu D Botha
- 1.1.2.2.6 Umphathi Ophakeme: Ezempilo - Dkt L Coetzee
- 1.1.2.2.7 Isekela Lomphathi Jikelele: Ukuxhumana - Mnu T Didiza
- 1.1.2.2.8 Umphathi weQembu Kwezezingozi - Mnu A Dreyer
- 1.1.2.2.9 Umphathi Owengamele - Ms D Hlatshwayo
- 1.1.2.2.10 Owengamele eQenjini weQembu: Ukufunda nokusebenza, Abasebenzi - Mnu A Johnson
- 1.1.2.2.11 Obhekene Nezomnotho eQenjini - Mnu U Joubert
- 1.1.2.2.12 Umphathi Omkhulu weQembu : Ukwakha kabusha - Mnu D. Marite
- 1.1.2.2.13 Owengamele eQenjini: Ukusizakala ngamaholo - Mnu F Le Roux
- 1.1.2.2.14 Umphathi Omkhulu Owengamela ezezimali- Ms S Mabaso
- 1.1.2.2.15 Umeluleki Jikelele - Dkt T S Madima
- 1.1.2.2.16 Umphathi Jikelele - Ezezimali - Nkk F S Malan
- 1.1.2.2.17 Ibamba Lenhloko: CSI - Nkk E Maluleke
- 1.1.2.2.18 Inhloko kwezokwakha Kabusha - Mnu D Marite
- 1.1.2.2.19 Ibamba Lomphathi Jikelele - Mnu M Matau
- 1.1.2.2.20 Isekela likaNobhala Wenkampani - Ms T Melk
- 1.1.2.2.21 Isiphathimandla Esikhulu Esengamele eQenjini - Mnu M Mkhwanazi
- 1.1.2.2.22 Umphathi Owengamele - Mnu H Mouton
- 1.1.2.2.23 Umphathi Jikelele: Ukubika ngezezimali - Mnu B Moyo
- 1.1.2.2.24 Umphathi Jikelele: Imisebenzi yokuhlola izimali eQenjini - Mnu N G Payne
- 1.1.2.2.25 Umphathi Jikelele: Izidingo ezisetshenziswayo - Prof L R Raath
- 1.1.2.2.26 Umphathi Jikelele: ezentela - Mnu G N Rossouw
- 1.1.2.2.27 Isekela Lomphathi Jikelele: Abaphathi ababhekene nokwenza ngesu - Dkt L van der Merwe
- 1.1.2.2.28 USikhwama - Mnu J B van Schoor
- 1.1.2.2.29 Umphathi jikelele eQenjini: Ukuthuthikisa kabusha kwebhizinisi - Mnu L C Webb

- 1.1.2.2.30 Umphathi weQembu: Mnu Papi Molotsane
- 1.1.2.2.31 Umphathi weQembu: Nkk R. Phiyega
- 1.1.2.2.32 Umphathi weQembu: Mnu B Nomvete
- 1.1.2.2.33 Umphathi weQembu: Mnu Khomotso Philela

## **1.2 Iminingwane yokuxhumana nesiphathimandla kwezolwazi**

Dkt Leonor\_ van der Merwe

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IWebsite: [www.transnet.co.za](http://www.transnet.co.za)

## **1.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo**

1.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

1.3.1.1 Umbiko wonyaka wakwaTransnet;

1.3.1.2 Izincwadi kanye nolwazi oluphathelele neTransnet oluphethwe yiRegistrar of Companies.

## **1.4 Incazelo yezihloko nezigaba zamarekhodi aphethwe yiCorporate Centre okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

1.4.1.1 Zonke izincwadi eziphathelele nokufakwa kweTransnet zigcinwe yiCorporate Centre.

1.4.1.2 Imithetho kamasipala, izivumelwano nezinhlelo ezengamele ukusebenza kanye nokwenziwayo kwaTransnet.

## **1.4.2 Amarekhodi aphaathelene noKomidi elengamele kanye nomkhandlu wabaqondisi**

1.4.2.1 Izincwadi zamaminithi nezixazululo zangaphakathi zemihlangano yeKomidi elengamele

leCorporate Centre kanye neyomkhandlu wabaqondisi kwaTransnet.

- 1.4.2.2 Uhla lwabantu abakhethelwe ukhlanganisa iTransnet kanye nezincwadi ezifakazela lokhu kukhethwa kanye nezivumelwano ezenziwe mayelana nalaba bantu.
- 1.4.2.3 Uhla lweziphondo ezitholwe ngabasebenzi abaphakeme.
- 1.4.2.4 Uhla lwabantu ababoleke izimali ebhange.

### **1.4.3 Amarekhodi ezimali zeCorporate Centre**

- 1.4.3.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zeCorporate Centre.
- 1.4.3.2 Ukwabiwa kwezimali ngokweMinyango.
- 1.4.3.3 Imibiko yaphakathi konyaka neyokuphela konyaka yeCorporate Centre.
- 1.4.3.4 Imininingwane yabahloli bezincwadi zezimali maqondana nokuhlolwa okwenziwe kuCorporate Centre.
- 1.4.3.5 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeCorporate Centre.
- 1.4.3.6 Imininingwane yezingcweti kwezokubalwa kwezimali zempesheni nezosizo kwezokwelashwa olusetshenziswa ngabakwaTransnet.
- 1.4.3.7 Ukubuyiselwa kwentela nezincwadi ezihambisana nalokho.
- 1.4.3.8 Amalisidi.

### **1.4.4 Imininingwane yasebhange yeCorporate Centre**

- 1.4.4.1 Imininingwane yezinto ezihambisana nezikweletu, izimali ezibolekiwe kanye nezimali ezisetshenziswe zeqa kulezo ezisuke zifakwe ebhange.
- 1.4.4.2 Imininingwane okunikezwa yibhange kanye neminingwane yema-akhawunti.
- 1.4.4.3 Izitatimende zasebhange.
- 1.4.4.4 Izinqinisekiso sasebhange ezinikezwe iCorporate Centre noma lezo ezinikezwe yiCorporate Centre.
- 1.4.4.5 Ezinye izibopho zezimali zeCorporate Centre.
- 1.4.4.6 Amanye amarekhodi asebhange emikhakha yebhizinisi.

### **1.4.5 Abasebenzi/Amarekhodi abasebenzi**

- 1.4.5.1 Uhla lwabasebenzi.
- 1.4.5.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphathelele namalungiselelo enziwe nabaqondisi kanye nabasebenzi beCorporate Centre.
- 1.4.5.3 Izincwadi eziphathelele nokusizakala okutholwa ngabasebenzi.
- 1.4.5.4 Isinxephezelo noma inkokhelo yokudilizwa emsebenzini ngenxa yokungabibikho komsebenzi.
- 1.4.5.5 Incwadi ephathelele nokhetho lwamashezi, ukwabelana okunikezwayo kwamashazi mayelana nokukhuthaza ukusebenza kahle, amabhonasi noma amalungiselelo okwehlukaniselana ngenzuzo

kwabaphathi abakhulu abongamele imikhakha yebhizinisi.

- 1.4.5.6 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.
- 1.4.5.7 Amarekhodi eminikelo kanye namaholo okwenziwe ngaphansi kwemithetho efanele.
- 1.4.5.8 Amafayeli abasebenzi.
- 1.4.5.9 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphathelene nokulalelwa kwecala lokuqondiswa izigwegwe.
- 1.4.5.10 Izincwadi zokuqeqesha kanye nolwazi oluphathelene nokuqeqeshwa kwabasebenzi nokwazi amakhono.

#### **1.4.6 Izinhlelo noma izikhwama zezimali ezisiza abasebenzi kanye nezinhlelo ezisiza abasebenzi ngezokwelashwa ezisetshenziswa yiCorporate Centre**

- 1.4.6.1 Imithetho yokusizakala, ezezindlu kanye nezinhlelo noma izikhwama zezimali ezisiza ngezokwelashwa.
- 1.4.6.2 Amarekhodi ezinhlelo kanye nezikhwama zezimali ezisetshenziswa manje noma ezazisetshenziswa ngaphambili.
- 1.4.6.3 Amarekhodi eminikelo.
- 1.4.6.4 Amaphepha aqukethe izindaba.
- 1.4.6.5 Ukuxhumana ngezincwadi phakathi kweCorporate Centre nezinhlelo kanye nezikhwama zezimali ezehlukene.

#### **1.4.7 Impahla enobuhlakani bengqondo**

- 1.4.7.1 Uphawu lokuhweba olusetshenziswa yibhizinisi, ukubhalisela ukugodla amalungelo okuthengisa nomqondo wokuthengisa.
- 1.4.7.2 Izivumelwano zamalaysense ezenziwe ngeminye imikhakha yebhizinisi.
- 1.4.7.3 Izivumelwano nabanye abantu maqondana nokuthuthukisa kanye/noma ukunikeza impahla enobuhlakani bengqondo amalaysense.

#### **1.4.8 Izimvume namalaysense**

- 1.4.8.1 Izicelo zokunikezwa izimvume, amalaysense kanye nokugunyazwa.
- 1.4.8.2 Ukubhalisa izimvume nokuzimemezela.
- 1.4.8.3 Ezinye izincwadi eziphathelene nezimvume namalaysense, ezifaka ukwenziwa kabusha kwezimvume namalaysense, amalasidi okukhokhela izimali zamalaysense kanye nokufaka izaziso ezisemthethweni.
- 1.4.8.4 Ukuvumeleka okulawula ukushintshana kanye nezitifiteki zokugunyaza.

#### **1.4.9 Amarekhodi omshwalense**

- 1.4.9.1 Amapholisi omshwalense empahl, okufaka namapholisi ephathelene nokusha nokuntshontshelwa.

1.4.9.2 Amapholisi abhekene namacala ngokusemthethweni.

#### **1.4.10 Impahla engagudluki negudlukayo**

1.4.10.1 Izivumelwano zokuqashiswa noma ukuthengisa kwempahla engagudluki yiCorporate Centre.

1.4.10.2 Uhla lwezimpahla ezikhona.

1.4.10.3 Izivumelwano zokuqashiswa nokuthengiswa kwempahla egudlukayo.

1.4.10.4 Izivumelwano zokuthenga zokuthengisa okujwayelekile, zokuthengisa ngaphansi kwezimo ezithile noma ukuqashisa kwempahla.

#### **1.4.11 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezincingo**

1.4.11.1 Izivumelwano zelayisense yesoftware yekhompyutha, ukuyixhasa nokuyilondoloza.

1.4.11.2 Izivumelwano zokuthuthukisa Iwebsite, ukuyixhasa nokuyilondoloza.

1.4.11.3 Izivumelwano eziphatelene nehardware yekhompyutha.

1.4.11.4 Izivumelwano nbananikezela ngemisebenzi ye-Internet kanye/noma okunye okuphatelene nokuxhumana ngezincingo.

1.4.11.5 Izivumelwano kwezincingo eziqashisiwe.

#### **1.4.12 Izivumelwano kanye nezincwadi eziphatelene nemisebenzi ethile yeCorporate Centre**

1.4.12.1 Izivumelwano eziphatelene nemisebenzi ethile kanye nokuphatha kweCorporate Centre.

1.4.12.2 Izincwadi eziphatelene namaplanzi nezinhlelo zamaphrojekthi enziwa yiCorporate Centre.

1.4.12.3 Izivumelwano ezenziwa nabantu abanolwazi maqondana nemisebenzi yokuphatha.

1.4.12.4 Izivumelwano zamazinga emisebenzi.

1.4.12.5 Izivumelwano zokukhiphela imisebenzi kubantu bangaphandle.

1.4.12.6 Imibuzo nezimpendulo ezivela emkhandlwini kahulumeni nakumalungu ePhalamende.

#### **1.4.13 Izivumelwano ezixubile zeCorporate Centre**

1.4.13.1 Izivumelwano ezihlelekile zezimali.

1.4.13.2 Izimali ezibolekwa abanye abantu.

1.4.13.3 Izimali ezibolekwe kwabanye abantu ezifaka nalezo ezibolekwe emabhange.

1.4.13.4 Izivumelwano zezimali ezibhekele ukuvikeleka, iziqinisekiso zezimali kanye noma iziqinisekiso ezibhekele ukumoshakalelwa noma ukulahlekelelwa.

1.4.13.5 Izivumelwano ezitholakele kubathumelimpahla.

1.4.13.6 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungavezi obala.

1.4.13.7 Izivumelwano ezenziwe nabantu abanolwazi ngokuthi.

1.4.13.8 Izivumelwano ezijwayelekile zezimali zamazwe angaphandle.

1.4.13.9 Izivumelwano zokuphepha emikhakheni yebhizinisi.

#### **1.4.14 Inzalo nokutshalwa kwezimali kwaTransnet**

- 1.4.14.1 Izivumelwano okuthi ngazo iTransnet ibe yilungu elifakiwe noma elingafakiwe lenhlangano eyinhlanganyela.
- 1.4.14.2 Inzalo yeTransnet ezinhlanganweni ezizimele efaka nenzalo yezitokwe namashezinoma izivumelwano namaphrojekthi ahlanganyelwe nabanye abantu.
- 1.4.14.3 Izivumelwano nezinhlangano zomphakathi ozingeyona iNgxenye yeTransnet.
- 1.4.14.4 izivumelano nezinye izinhlangano ezenganyelwe yiTransnet.
- 1.4.14.5.1 Izivumelwano nezinhlangano zaphesheya eziphathelene nenzalo kanye notshalozimali yiCorporate Centre.
- 1.4.14.5.2 Izincwadi eziphathelene nenzalo yakwamanye amazwe kanye notshalozimali kweCorporate Centre.

#### **1.4.15 Ukuxhumana ngezincwadi**

- 1.4.15.1 Ukuxhumana kwangaphakathi kuCorporate Centre.
- 1.4.15.2 Ukuxhumana ngezincwadi nezinye iziNgxenye kanye nezinkampani ezenganyelwe yiTransnet.
- 1.4.15.3 Okunye ukuxhumana ngezincwadi.

#### **1.4.16 Ulwazi oluphathelene nokumangalelwa**

Amarekhodi aphaathelene nokumangalelwa okuthinta abakwaTransnet.

#### **1.4.17 Amarekhodi endawo**

Amarekhodi okudingeka ukuthi aphaathwe mayelana nomthetho wendawo.

#### **1.4.18 Ucwangingo kanye nolwazi lwezesayense noma ezobuchwepheshe**

- 1.4.18.1 Izincwadi eziphathelene nocwangingo olwenziwe yiCorporate Centre.
- 1.4.18.2 Imibiko yocwangingo olulungiswe yiCorporate Centre, noma olulungiswe ngabanye abantu esikhundleni seCorporate Centre.

#### **1.4.19 Izincwadi zomthetho**

- 1.4.19.1 Izincwadi eziphathelene nokwenziwa komthetho yiCorporate Centre.
- 1.4.19.2 Imibono, izeluleko, imibiko kanye neziphakamiso ezenzelwe inhloso yokuthatha izinqumo ekusebenziseni amandla ezikhundla noma ukwenziwa komsebenzi obekwe umthetho.
- 1.4.19.3 izincwadi eziphathelene nokubonisana, ukuxoxisana kanye nokuthatha izinqumo ezenziwe ngenhloso yokusiza ekwenziweni kwemithetho yeCorporate centre.
- 1.4.19.4 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeCorporate Centre.

**1.4.20 Ukuphepha komphakathi**

1.4.20.1 Amarekhodi okufa kwabasebenzi.

1.4.20.2 Amarekhodi okufa komphakathi.

## 2. IFreightdynamics

### 2.1 Imisebenzi Nokubunjwa kwe Freightdynamics

#### 2.1.1 Imisebenzi ye Freightdynamics

2.1.1.1 IFreightdynamics ihamba phambili ezimbonini zokuthutha impahla ngomigwaqo. Yethula umsebenzi osezingeni eliphezulu osebenzisa amaloli amade adabula izwe kanye namazwe angaphandle, namaloli amafushane. IFreightdynamics ithwala okulandelayo:

2.1.1.1.1 impahla ethuthwayo (efreshi neqandisiwe);

2.1.1.1.2 impahla ethwalwa ngamaloli amakhulu athwala uphethiloli nowoyela, ukudla nosimende;

2.1.1.1.3 impahla ejwayelekile ethwalwa ngamaloli; kanye

2.1.1.1.4 nezimapahla ezifakwa ezindlwani zokuthwala impahla.

#### 2.1.2 Ukubunjwa kwe Freightdynamics

2.1.2.1 Nawa amahhovisi eFreightdynamics:

2.1.2.1.1 Ihhovisi elikhulu likuFreightdynamics Building, 2 Carse O’Gowrie Road, Parktown, Johannesburg, 2000; (Inombolo yocingo) (011) 488 1210;

2.1.2.1.2 Esifundazweni saseGauteng:

(a) Freightdynamics Building, Roscherville Road, Johannesburg, 2000; (Inombolo yocingo) (011) 330 6580;

(b) Kalk Street, Farm 54, Dudfield, Lichtenburg, 2740; (Inombolo yocingo) (018) 637 0160;

(c) Andrew Street, Station Premise, Nelspruit; (Inombolo yocingo) (013) 752 9338;

2.1.2.1.3 Esifundazweni saseKwaZulu-Natali:

(a) 151 South Coast Road, Spoornet Terminal Building, 3<sup>rd</sup> Floor, Durban, 4001; (Inombolo yocingo) (031) 361 6749;

(b) Greyville, Cnr NMR Avenue & Argyle Road, Greyville; (Inombolo yocingo) (031) 361 6877

2.1.2.1.4 Esifundazweni saseNtshonalanga Kapa: Propnet Industrial park, 1<sup>st</sup> Floor MTV Building, Modderdam Road, Bellville South, Cape Town, 7532; (Inombolo yocingo) (021) 913 4089.

2.1.2.1.5 Esifundazweni saseMpumalanga Kapa:

(a) 85 Burman Road, Freightdynamics Building, Ground Floor, Dealparty, Port Elizabeth, 6000; (Inombolo yocingo) (041) 507 6003;

(b) Hely Hutchinson Road, CPO Building, Quiney, East London, 5201; (Inombolo yocingo) (043) 700 4626; kanye

(c) naseDepot Street, Voorbaai, Mosselbay; (Inombolo yocingo) (044) 695 2729.

- 2.1.2.2 Abaphathi abaphakeme beFreightdynamics yilaba:
- 2.1.2.2.1 Umphathi omkhulu owengamele - T Mgoduso;
- 2.1.2.2.2 Umphathi owengamele ezezimali - H modise;
- 2.1.2.2.3 Umphathi owengamele ezabasebenzi - E Mopeli;
- 2.1.2.2.4 Umphathi owengamele ezolwazi lwezobuchwepheshe - E Khan;
- 2.1.2.2.5 Umphathi owengamele ezemisebenzi - F Smit
- 2.1.2.2.6 Umphathi owengamele ezokuthengisa -;
- 2.1.2.2.7 Umphathi owengamele ezemisebenzi yobuchwepheshe - C Marais
- 2.1.2.2.8 Umphathi esifundazweni saseGauteng - Isikhala sivulekile;
- 2.1.2.2.9 Umphathi esifundazweni saseNtshonalanga Kapa - N Chamberlain;
- 2.1.2.2.10 Umphathi esifundazweni saseMpumalanga Kapa - F du Plessis; kanye
- 2.1.2.2.11 Umphathi esifundazweni sakwaZulu-Natali - J Shange.

## **2.2 Imininingwane yokuxhumana nesekela lesiphathimandla kwezolwazi**

Thandeka Mgoduso

Umphathi omkhulu owengamele

Ikheli lenhlalo: 2<sup>nd</sup> Floor, Freightdynamics Building

2 Carse O’Gowrie Road

Parktown

Ikhele lephosi: PO Box 3531

Johannesburg

2000

Inombolo yocingo: (011) 488 1210

Inombolo yefeksi: (011) 488 1390

I-imeyili: [thandekam@freightdynamics.co.za](mailto:thandekam@freightdynamics.co.za)

IWebsite: [www.freightdynamics.co.za](http://www.freightdynamics.co.za)

## **2.2 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo**

- 2.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

- 2.3.1.1 Amafayeli enhlangano ebumbene;
  - 2.3.1.2 Izititimende eziveza izinjongo nezinhloso;
  - 2.3.1.3 Ilayisense yokusebenzisa imigwaqo yeFreightdynamics;
  - 2.3.1.4 Izincwajana nokuthengisa nemisebenzi;
- 2.3.2 La marekhodi angatholakala kuWebsite yeFreightdynamics. Noma angatholakala emahhovisi esekela lesiphathimandla kwezolwazi kuFreightdynamics.

**2.4 Incazelo yezihloko nezigaba zamarekhodi aphehwe yiFreightdynamics Centre okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

**2.4.1 Amarekhodi apathelene nekomidi elengamele nomkhandlu weNgxenye yeFreightdynamics**

- 2.4.1.1 Uhla lwekomidi eyengamele yabaQondisi beFreightdynamics nomkhandlu weNgxenye.
- 2.4.1.2 Amaminithi nezixazululo zemihlangano yeKomidi elengamele nomKhandlu weNgxenye.
- 2.4.1.3 Izincwadi zokwabiwa kwamandla okugunyaza.
- 2.4.1.4 Uhla olufaka ukuveza obala nokumemezela inzalo.

**2.4.2 Amarekhodi ezimali zeFreightdynamics**

- 2.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zeFreightdynamics.
- 2.4.2.2 Imibiko yaphakathi konyaka neyokuphela konyaka yeFreightdynamics.
- 2.4.2.3 Imininingwane yabahloli bezincwadi zezimali zeFreightdynamics.
- 2.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeFreightdynamics.
- 2.4.2.5 Imininingwane yezingcweti kwezokubalwa kwezimali ngezinhlelo zempesheni ezisetshenziswa yiFreightdynamics.
- 2.4.2.6 Izincwadi ezixhasa ukubuyiselwa kwentela.
- 2.4.2.7 Amalasidi

**2.4.3 Imininingwane yasebhange yeFreightdynamics**

- 2.4.3.1 Izincwadi eziphatelene nezimali ezibolekiwe kanye nezimali ezisetshenziswe zeqa kulezo ezisuke zifakwe ebhange.

2.4.3.2 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yema-akhawunti.

2.4.3.3 Iziphatimende zasebhange.

2.4.3.4 Iziqinisekiso zasebhange ezinikezwe iFreightdynamics.

2.4.3.5 Ezinye izibopho zezimali zeFreightdynamics ezifaka izimali ezibolekwa abasebenzi.

2.4.3.6 Amanye amarekhodi asebhange eFreightdynamics, afaka nokugunyazwa kanye nohla lwabantu abagunyazwe ukuthi basayine maqondana nama-akhawunti asebhange eFreightdynamics.

#### **2.4.4 Abasebenzi/Amarekhodi abasebenzi**

2.4.4.1 Uhla lwabasebenzi.

2.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphatelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi beFreightdynamics.

2.4.4.3 Izincwadi eziphatelene nokusizakala okutholwa ngabasebenzi.

2.4.4.4 Isinxephezelo noma inkokhelo yokudilizwa emsebenzini ngenxa yokwesweleka komsebenzi.

2.4.4.5 Amarekhodi aziphatelene nezinhlelo zokukhuthaza ukusebenza kahle kubashayeli.

2.4.4.6 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.

2.4.4.7 Amasu okunikeza amathuba alinganayo emsebenzi.

2.4.4.8 Amafayeli abasebenzi.

2.4.4.9 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphatelene nokulalelwa kwecala lokuqondiswa izigwegwe.

2.4.4.10 Izincwadi zokuqeqesha kanye nolwazi oluphatelene nokuqeqeshwa kwabasebenzi nokuphathwa kwamakhono.

#### **2.4.5 Izinhlelo noma izikhwama zezimali ezisiza abasebenzi ezisetshenziswa yiFreightdynamics**

2.4.5.1 Uhla lwabantu ababhekene nezimali zezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiFreightdynamics.

2.4.5.2 Izincwadi zokuphatha eziphatelene nezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiFreightdynamics.

#### **2.4.6 Uhlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiFreightdynamics**

2.4.6.1 Uhla lwabantu ababhekene nezimali zohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiFreightdynamics.

2.4.6.2 Izincwadi zokuphatha eziphatelene nohlelo olusiza abasebenzikwezokwelashwa olusetshenziswa yiFreightdynamics.

#### **2.4.7 Amarekhodi aphele ngokusemthethweni**

Amarekhodi aphele ngokusemthethweni aziphatelene nokusebenza kweFreightdynamics.

#### **2.4.8 Impahla enobuhlakani bengqondo**

2.4.8.1 Amarekhodi emisebenzi evikelekile mayelana nokugodlwa kwamalungelo anikezwa abaqambi.

2.4.8.2 Ukuvikela ukubhalwa kwamagama.

#### **2.4.9 Izimvume namalayisense**

2.4.9.1 Amalayisense, izimvume zempahla, izincwadi zemvume, ukuvumeleka, ukugunyazwa kanye nezitifiketi eziqondene neFreightdynamics.

2.4.9.2 Ukwenza izicelo zemvume, zamalayisense nezokugunyazwa.

2.4.9.3 Ukubhaliswa nokumenyezelwa kwezimvume.

2.4.9.4 Ezinye izincwadi eziphathelene nezimvume namalayisense, ezifaka ukwenziwa kabusha kwezimvume namalayisense, amalasidi okukhokhwa kwezimali zamalayisense kanye nezaziso ezimthethweni.

#### **2.4.10 Impahla engagudluki negudlukayo**

2.4.10.1 Izincwadi ezifakazela ukuba ngumnininto ngokusemthethweni.

2.4.10.2 Izivumelwano zokuqashiswa komhlaba nezinye izimpahla ezingagudluki.

2.4.10.3 Izivumelwano zokuqashiswa nokuthengiswa kwempahla egudlukayo.

2.4.10.4 Izivumelwano zokuthengisa ngesikweletu kanye/noma izivumelwano zokuthenga sakuqasha.

2.4.10.5 Ezinye izivumelwano zokuthenga, ukuthengisa okwejwayelekile, ukuthengisa ngaphansi kwezimo ezithile, noma ukuqasha impahla.

#### **2.4.11 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezingcingo**

2.4.11.1 Izivumelwano zesoftware yekhomyutha, ukuyixhasa nokuyilondoloza.

2.4.11.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.

2.4.11.3 Izivumelwano zehardware yekhomyutha.

2.4.11.4 Izivumelwano mayelana nehardware yekhomyutha esetshenziswa yiFreightdynamics.

2.4.11.5 Izivumelwano nabananikezela ngemisebenzi ye-Internet kanye/noma okunye okuphathelene nokuxhumana ngezingcingo.

2.4.11.6 Ezinye izincwadi eziphathelene nezinhlelo zamakhomyutha eziphethwe yiFreightdynamics, ezifaka izincwadi zezinhlelo zolwazi, imiyalo yezobuchwepheshe kanye nezincwadi zabasebenzisa lezi zinhlelo.

#### **2.4.12 Izivumelwano kanye nezincwadi eziphathelene nokusebenza**

2.4.12.1 Izivumelwano zemisebenzi yokuthutha kanye neyamakhasimende.

2.4.12.2 Izivumelwano ngezinto ezisetshenziswayo..

2.4.12.3 Izivumelwano ezenziwa nezinkontileka ezincane.

2.4.12.4 Izinto ezisetshenziswayo uma kusetshenzwa ngezindlwana zokuthwala impahla.

#### **2.4.13 Izivumelwano ezixubile zeFreightdynamics**

- 2.4.13.1 Izimali ezibolekwa abasebenzi bakwaFreightdynamics.
- 2.4.13.2 Izimo ezijwayelekile zebhizinisi kanye nezivumelwano ezijwayelekile.
- 2.4.13.3 Izivumelwano nabathumelimpahla yakwaFreightdynamics, ezifaka izivumelwano zemisebenzi kanye nokuthunyelwa kwempahla.
- 2.4.13.4 Izivumelwano namakhasimende akwaFreightdynamics..
- 2.4.13.5 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungaluvezi obala.
- 2.4.13.6 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungavezi obala.
- 2.4.13.7 Izivumelwano ezenziwe nabantu abanolwazi ngokuthi.

#### **2.4.14 Inzalo nokutshalwa kwezimali kwaTransnet**

- 2.4.14.1 Izivumelwano zokuhlanganyela maqondana nezixazululo zendawo yokubeka impahla kanye nemisebenzi eyenziwayo uma kusetshenzwa ngezindlwana zokuthwala impahla.
- 2.4.14.2 Izivumelwano nezinye izingxenye zamabhizinisi akwaTransnet, afaka iSpoornet, iTranstel neConnex.

#### **2.4.15 Ukuxhumana ngezincwadi**

- 2.4.15.1 Ukuxhumana kwangaphakathi kuFreightdynamics.
- 2.4.15.2 Ukuxhumana ngezincwadi nezinye iziNgxenye zeTransnet.
- 2.4.15.3 Okunye ukuxhumana ngezincwadi.

#### **2.4.16 Ulwazi oluphathelele nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa okusemthethweni athinta IFreightdynamics.

#### **2.4.17 Amarekhodi endawo**

Ukuhlola ukushayisana endaweni kanye nezincwadi eziphathelele nezingcwaningo ezenziwe mayelana nalokhu.

#### **2.4.18 Ucwaningo kanye nolwazi lwezesayense noma lwezobuchwepheshe**

- 2.4.18.1 Izincwadi eziphathelele nocwaningo olwenziwe yiFreightdynamics, noma olwenziwe ngabanye abantu esikhundleni sayo iFreightdynamics.
- 2.4.18.2 Imibiko yocwaningo elungiswe yiFreightdynamics, noma elungiswe ngabanye abantu esikhundleni seFreightdynamics.

#### **2.4.19 Izincwadi zomthetho**

- 2.4.19.1 Izincwadi eziphathelene nokwenziwa komthetho yiFreightdynamics.
- 2.4.19.2 Izincwadi eziqondene nokusetshenziswa kwamandla ezikhundla mayelana nomthetho.
- 2.4.19.3 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeziphathimandla zakwaFreightdynamics.

#### **2.4.20 Ukuphepha komphakathi**

- 2.4.20.1 Umthetho wokuphathwa kwezingozi.
- 2.4.20.2 Izincwadi eziphathelene nocwaningo kanye uphenyo maqondana nokuphepha.

### **2.5 Imisebenzi enikezwa yiFreightdynamics**

#### **2.5.1 Uhlobo lwemisebenzi**

Ukuthutha ngomgwaqo kanye nokwethula imisebenzi eqondene nezidingo ezisetshenziswayo.

#### **2.5.2 Itholakala kanjani le misebenzi**

Umphakathi ungakwazi ukufinyelela emisebenzini eyethulwa yiFreightdynamics ngeWebsite yayo. Noma, abantu bangashayela ucingo noma bavakashele ihhovisi elikhulu leFreightdynamics noma amanye amahhovisi eFreightdynamics asezipfundazweni.

### **2.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

Ukuhlanganyela kwezinhlangano zabasebenzi kwenzeka ezidlangalaleni zokubonisana.

### **3 National Ports Authority of South Africa (i”NPA”)**

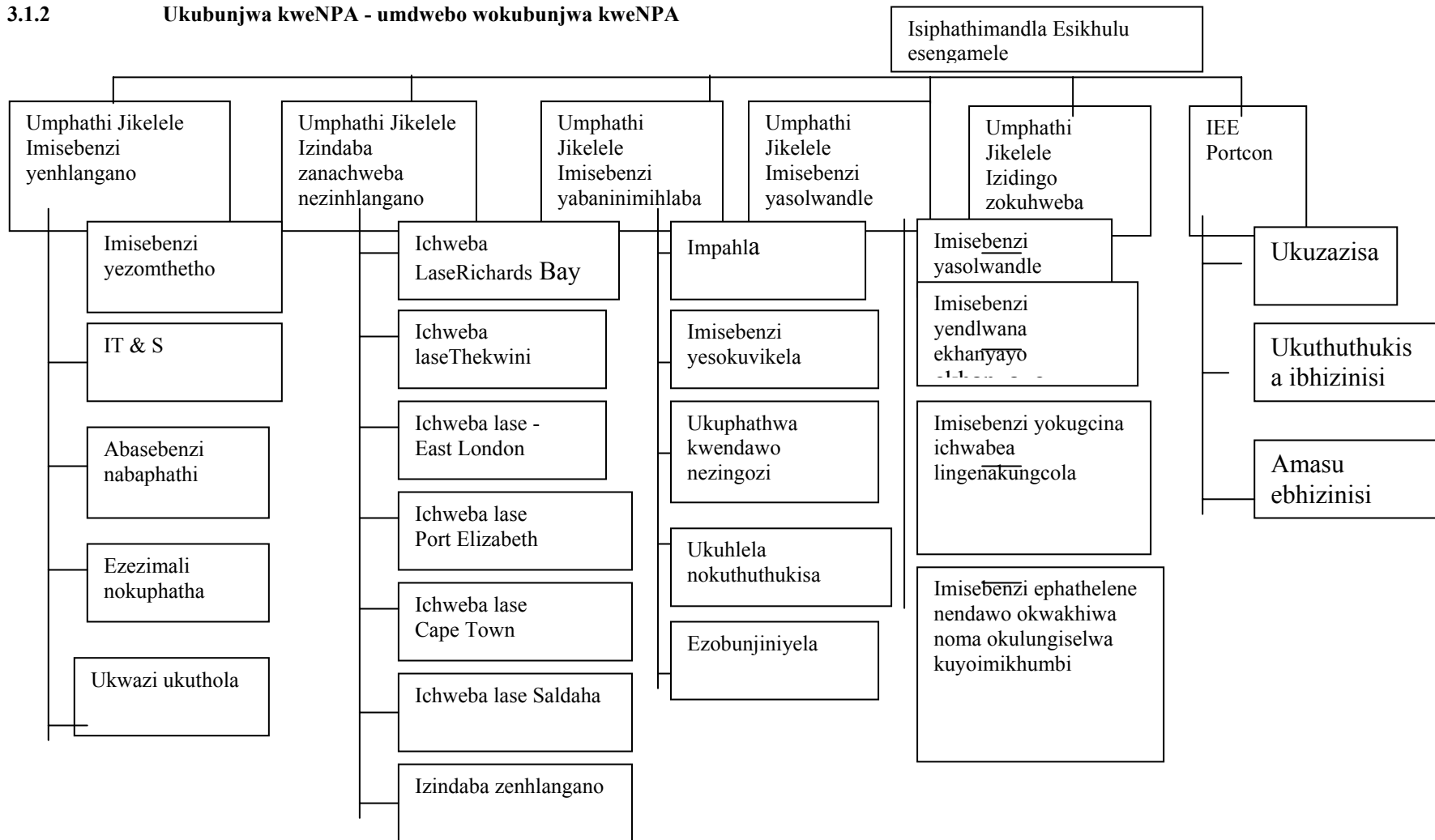
#### **3.1 Imisebenzi nokubunjwa kweNPA**

##### **3.1.1 Imisebenzi yeNPA**

3.1.1.1 INPA yenzela umphathi imisebenzi elandelayo:

- 3.1.1.1.1 inikeza ilawula futhi ababhekene nempahla yamachweba;
- 3.1.1.1.2 iletha izeluleko ngemithetho yamachweba kazwelonke futhi ibonelele ukuthi lemithetho iyalandelwa kanye namasu okuthuthukisa;
- 3.1.1.1.3 inikeza futhi ilondoloze izingqalasizinda;
- 3.1.1.1.4 inikeza futhi yenze namalungiselelo okuthi imigwaqo nezitimela kukwazi ukufinyelela emachwebeni;
- 3.1.1.1.5 inikeza futhi yenze namalungiselelo emisebenzi kanye nokusetshenziswayo (amanzi, izibane, amandla, ukulahlwa kwendle kanye neizngcingo);
- 3.1.1.1.6 ixhumanisa imisebenzi yokuzazisa kwamavhweba kanye nokuwathuthukisa;
- 3.1.1.1.7 ilawula ukuhamba kwemikhumbi;
- 3.1.1.1.8 inikeza inikezela ngemisebenzi yasolwandle;
- 3.1.1.1.9 iqapha okuthandwa ngabasebenzisa amachweba okuphikisana nokusetshenziswa kwamachweba nokugodla imisebenzi; kanye
- 3.1.1.1.10 nokulondoloza amachweba nezindawo ezikuwo.

3.1.2 Ukubunjwa kweNPA - umdwebo wokubunjwa kweNPA



3.1.2.1 Ihhovisi elikhulu leNPA liku-101 De Korte Street, Braamfontein, Gauteng. Amanye amahhovisi amachweba atholakala eMpumalanga Kapa (ePort Elizabeth, eMossel Bay nase-East London), KwaZulu-Natali (eThekwini naseRichards Bay), naseNtshonalanga Kapa (eCape Town, ePort Nolloth, naseSaldanha)

3.1.2.2 Abaphathi abaphakeme beNPA yilaba:

3.1.2.2.1 Isiphathimandla Esikhulu Esengamele - Siyabonga Gama

3.1.2.2.2 Isiphathimandla Esikhulu Esengamele: Ingxenye yePortcon - Ivor Funnel

3.1.2.2.3 Umphathi Jikelele: Ukusebenza kwenhlangano - Swazi Tshabalala

3.1.2.2.4 Umphathi Jikelele: Imisebenzi yabaninimihlaba - Mlamuli Buthelezi

3.1.2.2.5 Umphathi Jikelele: Izindaba zabachweba nezinhlangano -

3.1.2.2.6 Umphathi Jikelele: Imisebenzi encikene nolwandle - Mviki Matutu; kanye

3.1.2.2.7 Umphathi Jikelele: Ezohwebo nezidingo ezisetshenziswayo - Isabel Laubscher

### 3.2 Imininingwane yokuxhumana nasekela lesiphathimandla kwezolwazi

Mnu Siyabonga Gama : Isiphathimandla Esikhulu Esengamele

Ikheli lenhlalo: Room 600

101 De Korte Street

BRAAMFONTEIN

2017

Ikheli leposi: P O Box 32696

BRAAMFONTEIN

2017

Inombolo yocingo: 011 242 4057

Inombolo yefeksi: 011 242 4029

I-imeyili: [siyag@npa.co.za](mailto:siyag@npa.co.za)

IWebsite: [www.npa.co.za](http://www.npa.co.za)

### 3.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo

3.3.1.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

3.3.1.1 Izilinganiso ezikhishiwe zonyaka zezimali zentela yempahla

3.3.1.2 izibalo ezikhishiwe zonyaka

3.3.1.3 ulwazi olujwayelekile oluphathelele nokuhleleka, namachweba, ikakhulukazi:

- Umbiko wokusebenza kweNPA
- Izincwadi ezikhishiwe zangaphandle nangaphandle (Izincwadi zezindaba)
- ulwazi olujwayelekile ngeNPA namachweba lutholakala ku-Internet, kuWebsite nakuCDROM yemultimedia.

- 3.3.1.4 Imibiko ephume amaphephandabeni nasezithangameni zezindaba
- 3.3.1.5 Ukwehlukiselana ngokusebenzisa amandla
- 3.3.1.6 Ukuthuthukisa izinhlelo zohlaka lokusebenza;
- 3.3.1.7 Amalungelo empahla enobuhlakani bengqondo, ikakhulukazi
  - imininingwane yezimpawu zokuhweba ezibhalisiwe
  - imininingwane yamagama ezindawo ezenganyelwe ezibhalisiwe.

### **3.4 Incazelo yezihloko nezigaba zamarekhodi aphelelwe yiNPA okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

#### **3.4.1 Amarekhodi aphelelene nekomidi elengamele nomkhandlu wabaQondisi beNPA**

Amaminithi nezixazululo zangaphakathi zemihlangano yeKomidi elengamele nomkhandlu weNgxenyane.

#### **3.4.2 Amarekhodi ezimali zeNPA**

- 3.4.2.1 Amarekhodi ama-akhawunti, ezincwadi zezimali kanye namabhuku ezimali zeNPA.
- 3.4.2.2 Imininingwane yabahloli bezincwadi.
- 3.4.2.3 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeNPA.
- 3.4.2.4 Amalasisi

#### **3.4.3 Imininingwane yasebhange yeNPA**

- 3.4.3.1 Imininingwane yasebhange yePNA.
- 3.4.3.2 Imininingwane yezinto ezinikezwa yibhange kanye nemininingwane yama-akhawunti.
- 3.4.3.3 Izitatimende zasebhange.
- 3.4.3.4 Izinqiniseko zezimali ezinikezwa ngabanye abahlanganyele ndawonye. .
- 3.4.3.5 Ezinye izibopho zezimali zeNPA ezifaka ukutshwalwa kwezimali empakathini, imifundaze noxhasomali.
- 3.4.3.6 Amanye amarekhodi asebhange abasebenzi kanye nabanye abantu abangene esivumelwaneni neNPA.

#### **3.4.4 Abasebenzi/Amarekhodi abasebenzi**

- 3.4.4.1 Uhla lwabasebenzi.
- 3.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphelelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi beNPA.
- 3.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.
- 3.4.4.4 Inkokhelo yokudilizwa emsebenzini ngenxa yokungabibikho komsebenzi.
- 3.4.4.5 Amarekhodi aphelelene nezinhlelo zokukhuthaza ukusebenza kahle.
- 3.4.4.6 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.
- 3.4.4.7 Amasu okunikeza amathuba alinganayo emisebenzi yakwaNPA.
- 3.4.4.8 Amafayeli abasebenzi.

- 3.4.4.9 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphatelene nokulalelwa kwecala lokuqondiswa izigwegwe.
- 3.4.4.10 Izinhlelo zokuqhwashisa ngeNgculaza.
- 3.4.4.11 Imihlahlandlela yokuqeqeshwa kanye nolwazi oluphatelene nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.

### **3.4.5 Izinhlelo ezisiza abasebenzi noma izikhwama zezimali kanye nezinhlelo ezisiza abasebenzi kwezokwelashwa ezisetshenziswa yiNPA**

Amarekhodi eminkelo eyenziwa kulezi zinhlelo ezisiza abasebenzi kanye nezinye izikhwama zezimali.

### **3.4.6 Impahla enobuhlakani bengqondo**

- 3.4.6.1 Amalayisense aphaathelene namalungelo empahla enobuhlakani bengqondo.
- 3.4.6.2 Amarekhodi aphaathelene nezimpawu zokuhweba.
- 3.4.6.3 Amarekhodi aphaathelene nokugodla amalungelo abaqambi.

### **3.4.7 Izimvume namalayisense**

- 3.4.7.1 Amalayisense, izimvume, izincwadi zemvume, ukuvumeleka, ukugunyazwa kanye nezitifiketi.
- 3.4.7.2 Ukwenza izicelo zezimvume, zamalayisense nezokugunyazwa.
- 3.4.7.3 Ukubhalisa nokumemezela izimvume.
- 3.4.7.4 Ezinye izincwadi eziphatelene nezimvume namalayisense, ezifaka ukwenziwa kabusha kwazo, amalasidi okukhokha izimali zamalayisense kanye nokwazisa okusemthethweni.

### **3.4.8 Amarekhodi omshwalense**

- 3.4.8.1 Amarekhodi aphaathelene namapholisi omshwalense athathelwe ukusiza iNPA nabasebenzi bayo asezandleni zeTransnet.

### **3.4.9 Impahla engagudluki negudlukayo**

- 3.4.9.1 Izincwadi ezifakazela ukuba ngumnininto ngokusemthethweni.
- 3.4.9.2 Izivumelwano zokuqashiswa noma ukuthengiswa kwempahla egudlukayo noma engagudluki yiNPA.
- 3.4.9.3 Ezinye izivumelwano zokuthenga, ukuthengisa okwejwayelekile, ukuthengisa gaphansi kwezimo ezithile, noma ukuqasha impahla.

### **3.4.10 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezingcingo**

- 3.4.10.1 Izivumelwano zesoftware yekhomyutha, ukuyixhasa nokuyilondoloza.
- 3.4.10.2 Izivumelwano zamalayisense esoftware yekhomyutha.
- 3.4.10.3 Izivumelwano maqondana nehardware yekhomyutha esetshenziswa yiNPA.

- 3.4.10.4 Izivumelano zokuma ndawonye kwezilinganiso
- 3.4.10.5 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma nezinye izinhlangano zokuxhumana ngezingcingo.
- 3.4.10.6 Izivumelwano zezingcingo eziqashiwe.
- 3.4.10.7 Izivumelwano zokulondoloza nokuxhasa.
- 3.4.10.8 Izivumelwano ezisetsheziswayo, izivumelwano zezinga lokusebenza nokuthumela kanye nezivumelano zokuqasha.
- 3.4.10.9 Ezinye izincwadi eziphathelene nezinhlelo zamakhompyutha eziphethwe yiNPA, ezifaka izincwadi zokuzithuthukisa, imihlahlandlela yekhompyutha kanye namakhodi emithombo.
- 3.4.11 Izivumelwano kanye nezincwadi eziphathelene nokusebenza okuqondile kweNPA**
- 3.4.11.1 Izivumelwano eziphathelene nokusebenza okuqondile kweNPA..
- 3.4.11.2 Izimali zentela yokuthwala impahla, izimali zentela ethwalwa yimikhumbi kanye nezimemezelo zokupakisha.
- 3.4.11.3 Izincwadi eziphathelene nezinhlelo zokuqeqeshwa.
- 3.4.12 Izivumelwano ezixubile zeNPA**
- 3.4.12.1 Izimali ezibolekwa abanye abantu.
- 3.4.12.2 Izivumelwano zokuvikeleka kwezemali kanye nezivumelano zezibambiso.
- 3.4.12.3 Izivumelwano zokuphatha.
- 3.4.12.4 Izimo ezijwayelekile zebhizinisi kanye nezivumelano ezijwayelekile
- 3.4.12.5 Amalungiselelo okuthenga ngesikweletu nabasebenza ezikhumulweni, abaqashi kezindlela zokuthwala impahla ngomkhumbi.
- 3.4.12.6 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungaluvezi obala.
- 3.4.12.7 Izivumelwano zomsebenzi nezenziwe ngokubonisa nabantu abanolwazi.
- 3.4.12.8 Izivumelwano zoxhaso lwezimali.
- 3.4.12.9 Izivumelwano zokuthenga ibhizinisi.
- 3.4.13 Inzalo nokutshalwa kwezimali kwaNPA**
- 3.4.13.1 Izivumelwano okuthi ngazo iNPA ibe yilungu elifakiwe noma elingafakiwe lenhlangano eyinhlanganyela.
- 3.4.13.2 Inzalo ezinhlanganweni ezizimele efaka nenzalo yezitokwe namashezi noma izivumelwano namaphrojekthi ahlanganyelwe nabanye abantu.
- 3.4.13.3 Izivumelwano kanye nenzalo nezinye izinhlangano ezingeyona ingxenye yeTransnet.
- 3.4.13.4 Izivumelwano nezinye izinhlangano ezenganyelwe yiTransnet, ezifaka iSpoornet, iPropnet, iTranstel, iViamax, iConnex neProtecon.
- 3.4.13.5 Izivumelwano nezinhlangano zaphesheya eziphathelene nenzalo yakwamanye amazwe kanye nokutshalwa kwemali yiNPA.

**3.4.14 Ukuxhumana ngezincwadi**

- 3.4.14.1 Ukuxhumana kwangaphakathi kuNPA, okufaka ukwenziwa kwezincwajana zangaphakathi eziwumbiko .
- 3.4.14.2 Ukuxhumana ngezincwadi nezinye izingxenye kanye nezinkampani ezenganyelwe yiTransnet.
- 3.4.14.3 Okunye ukuxhumana ngezincwadi.

**3.4.15 Ulwazi oluphathelene nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni okuthintana neNPA.

**3.4.16 Amarekhodi endawo**

- 3.4.16.1 Ukuhlola ukushayisana endaweni (ama-EIA) kanye nezincwadi eziphathelene nezingcwaningo ezenziwe mayelana nalokhu.
- 3.4.16.2 Amarekhodi ezincwadi zezinqumo eziphathelene nama-EIA.
- 3.4.16.3 Izivumelwano zemisebenzi nokubonisa eziphathelene nezindaba ezithita indawo.
- 3.4.16.4 mithetho ephathelene nezindaba ezithinta indawo.
- 3.4.16.5 Izincwadi zokuphathwa kwengozi nokuphathwa kwendawo.
- 3.4.16.6 Imibiko yokuhlaziya izikhala.
- 3.4.16.7 Imibiko etholakale ngenkathi kubukisiswa.
- 3.4.16.8 Imiphumela ye-EASP.

**3.4.17 Ucwangingo nolwazi lwezesayense noma lwezobuchwepheshe**

- 3.4.17.1 Izincwadi eziphathelene nocwangingo olwenziwe yiNPA, noma olwenziwe esikhundleni seNPA.
- 3.4.17.2 Imibiko yocwangingo elungiswe yiNPA, noma elungiswe ngabanye abantu esikhundleni seNPA.
- 3.4.17.3 Izivumelwano ezingavezi obala mayelana nocwangingo, kanye nolwazi lwezesayense noma lwezobuchwepheshe.
- 3.4.17.4 Ukwaziwa nakwamanye amazwe

**3.4.18 Izincwadi zomthetho**

- 3.4.18.1 Izincwadi eziphathelene nokwenziwa komthetho yiNPA
- 3.4.18.2 Izincwadi eziqondene nokusetshenziswa kwamandla mayelana nomthetho.
- 3.4.18.3 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeziphathimandla zakwaNPA

**3.4.19 Ukuphepha komphakathi**

- 3.4.19.1 Imithetho yokuphepha komphakathi kanye nokuphathwa kwezinhlekelele.
- 3.4.19.2 Uhla lwezehlakalo kanye nerekhodi lophenyop lwezehlakalo kanye nokunye okungahambi ngendlela efanele.
- 3.4.19.3 Izinhlelo zokuqhwashisa ngezokuvikeleka.

### **3.5 Imisebenzi enikezwa yiNPA**

#### **3.5.1 Uhlobo lwemisebenzi**

INPA inohlelo oluhlanganyelwe lokutshala izimali emphakathini ngokunikeza imifundaze, uxhasozimali kanye neminikelo ebhekise emiphakathi eyayibhekelwe phansi esikhathini esedlule futhi ehlala eduze namachweba. Lokhu kutshalwa kwezimali kumaqondana nezemfundo, imisebenzi yezamasiko kanye nokuthuthikisa umphakathi kanye nomnotho.

#### **3.5.2 Itholakala kanjani le misebenzi**

Ulwazi oluphathelele nokutshwalwa kwezimali emphakathi kweNPA kungatholakala emnyangweni wezindaba zenhlangano ehhovisi elikhulu leNPA nakuwo wonke amachweba.

### **3.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

Abantu bayakwazi ukuhlanganyela ekuthuthukiseni nasekwenzini ngocono noma iyimiphi imithetho ngokuthumela abantu ababamele esimemweni zeNPA.

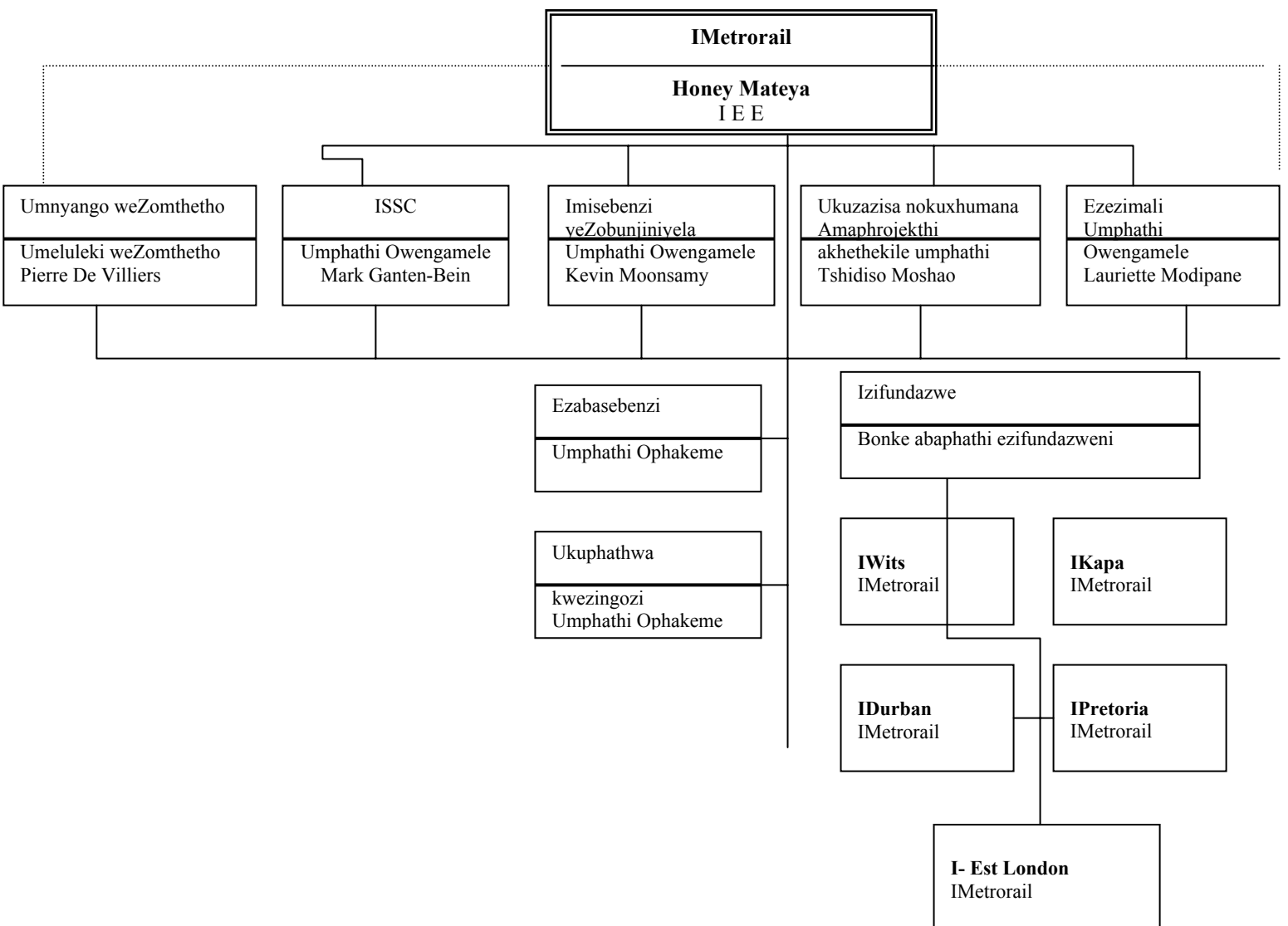
## 4. IMetrorail

### 4.1 Imisebenzi nokubunjwa kweMetrorail

#### 4.1.1 Imisebenzi yeMetrorail

IMetrorail iyona kuphela esebenza ukuthutha abantu ngomzila wesitimela eNingizimu Afrika futhi iyingxenywe ebalulekile yohlelo lokuthutha umphakathi. IMetrorail isebenza ngamandla ezindaweni zasemadolobheni, ikakhulu eGoli, eKapa, eThekwini, eBhayi naseMonti.

#### 4.1.2 Ukubunjwa kweMetrorail



4.1.2.1 Ihhovisi elikhulu leMetrorail liku-222 Smit street, Braamfontein, Johannesburg.

4.1.2.2 Amahhovisi eMetrorail asezifundazweni yilawa:

4.1.2.2.1 Wits Metrorail: Wits Metrorail Park. Leeds Street, Braamfontein, Johannesburg;

- 4.1.2.2.2 Tshwane Metrorail: \_ Paul Kruger and Scheiding Streets, Tshwane;
- 4.1.2.2.3 Durban Metrorail: Station Building, durban Station, 1 NMR Avenue, Durban;
- 4.1.2.2.4 Cape Town Metrorail: 1 Adderly Street, Spoornet Building, Cape Town; kanye
- 4.1.2.2.5 East London Metrorail: Room 3, Station Building, East London.
- 4.1.2.2.6 IKomidi Elengamele leMetrorail lihlangele yilaba bantu:
- 4.1.2.2.6.1 Isiphathimandla Esikhulu Esengamele - Mnu Honey Mateya
- 4.1.2.2.6.2 Umphathi Okhethekile Wemisebenzi - Tshidiso Moshao
- 4.1.2.2.6.3 Umphathi Ophakeme Obhekene Nezingozi - Francois Van Eeden
- 4.1.2.2.6.4 Owengamele Isikhungo Sokwehlukane Ngemisebenzi - Mark Ganten- Bein
- 4.1.2.2.6.5 Owengamele Umkhakha Wemisebenzi Yobunjiniyela - Kevin Moonsamy
- 4.1.2.2.6.6 Owengamele Ezezimali - Lauriette Modipane
- 4.1.2.2.6.7 UMeluleki Kwezomthetho - Pierre de Villiers

## 4.2 Imininingwane yokuxhumana neskela lesiphathimandla kwezolwazi

Pierre de Villiers

UMeluleki Kwezomthetho

Ikheli leposi: P O Box 32258  
Braamfontein  
2017

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Iwebsite [www.metrorail.co.za](http://www.metrorail.co.za)

## 4.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo

- 4.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:
  - 4.3.1.1 Imibiko ekhishiwe yeMetrorail efaka amafayeli enhlango kanye nezitatimende ezihloliwe.
  - 4.3.1.2 Izikhathi nezinhlelo zokuhamba kwezitimela.
  - 4.3.1.3 Izaziso ngokuthikamezeka ekuhambeni kwezitimela.
  - 4.3.1.4 Amapheshana okwethulwa komsebenzi.
  - 4.3.1.5 Izaziso ngokusebenza kwezitimela.
  - 4.3.1.6 Imininingwane yemizila yezitimela.
  - 4.3.1.7 Imininingwane ngamanani amathikithi ezitimela ezifundazweni ezehlukene.
  - 4.3.1.8 Izimiso nezimo eziphathelele namathikithi.

- 4.3.1.9 Ukuziphatha kwabagibeli.
- 4.3.1.10 Izinga lophawu lwamathikithi enhlangano.
- 4.3.1.11 Amapheshana aphathelene nezokuphepha.
- 4.3.1.12 Amapheshana aphathelene nokuzazisa.
- 4.3.1.13 Izaziso zikaHulumeni; ukungavunyelwa kwezikhali eziyingozi nezibhamu ezitimeleni zeSARCC neTransnet.
- 4.3.2 La marekhodi angatholakala kuWebsite yeMetrorail. Noma angatholakala emahhovisi esekela lesiphathimandla kwezolwazi eMetrorail.

#### **4.4 Incazelo yezihloko nezigaba zamarekhodi apethwe yiMetrorail okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

##### **4.4.1 Amarekhodi aphathelene nekomidi elengamele nomkhandlu weNgxenywe yeMetrorail**

- 4.4.1.1 Uhla lwabaQondisi bomkhandlu weNgxenywe yeMetrorail.
- 4.4.1.2 Amaminithi emihlangano yeKomidi elengamele nomkhandlu weNgxenywe.
- 4.4.1.3 Uhla lwabantu abakhethelwe ukuhlanganisa iMetromail.
- 4.4.1.4 Ukukhethwa kwezivumelwano nezincwadi zabasemagunyeni.
- 4.4.1.5 Izinhlala zomthetho ezifaka izinhla zabasemagunyeni abakhethiwe.

##### **4.4.2 Amarekhodi ezimali zeMetrorail**

- 4.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zeMetrorail.
- 4.4.2.2 Imibiko yaphakathi konyaka neyokuphela konyaka yeMetrorail.
- 4.4.2.3 Imininingwane yabahloli bezincwadi zezimali zeMetrorail.
- 4.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeMetromail.
- 4.4.2.5 Imininingwane yezingcweti kwezokubalwa kwezimali yezinhlelo zempesheni ezisetshenziswa yiMetrorail.
- 4.4.2.6 Izincwadi ezixhasa ukubuyiselwa kwentela.
- 4.4.2.7 Amalasidi

##### **4.4.3 Imininingwane yasebhange yeMetrorail**

- 4.4.3.1 Izincwadi eziphathelene nezimali ezibolekiwe kanye nezimali ezisetshenziswe zeqa kulezo ezisuke zifakwe ebhange.
- 4.4.3.2 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yama-akhawunti.
- 4.4.3.3 Izitatimende zasebhange.
- 4.4.3.4 Ezinye izibopho zezimali zeMetrorail ezifaka izimali ezibolekwa abasebenzi.
- 4.4.3.5 Amanye amarekhodi asebhange eMetrorail, afaka nokugunyazwa kanye nohla lwabantu abagunyazwe kuthi basayine maqondana nama- akhawunti asebhange eMetrorail kanye nohla lwabantu abasayinayo.

#### **4.4.4 Abasebenzi/Amarekhodi abasebenzi**

- 4.4.4.1 Uhla lwabasebenzi.
- 4.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphatelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi beMetrorail.
- 4.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.
- 4.4.4.4 Isinxephezelo noma inkokhelo yokudilizwa emsebenzini ngenxa yokungabibikho komsebenzi.
- 4.4.4.5 Amarekhodi aphaathelene nezinhlelo zokukhuthaza ukusebenza kahle kwabasebenzi.
- 4.4.4.6 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.
- 4.4.4.7 Amasu okunikeza amathuba alinganayo emsebenzi.
- 4.4.4.8 Amafayeli abasebenzi.
- 4.4.4.9 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphatelene nokulalelwa kwecala lokuqondiswa izigwegwe.
- 4.4.4.10 Izincwadi zokuqeqesha kanye nolwazi oluphatelene nokuqeqeshwa kwabasebenzi kanye nokuthuthukiswa kwamakhono.

#### **4.4.5 Izinhlelo noma izikhwama zezimali ezisiza abasebenzi ezisetshenziswa yiMetrorail**

- 4.4.5.1 Uhla lwabantu ababhekene nezimali zezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiMetrorail.
- 4.4.5.2 Izincwadi zokuphatha eziphatelene nezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiMetrorail

#### **4.4.6 Uhlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiMetrorail**

- 4.4.6.1 Uhla lwabantu ababhekene nezimali zohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiMetrorail.
- 4.4.6.2 Izincwadi zokuphatha eziphatelene nohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiMetrorail.

#### **4.4.7 Amarekhodi aphethwe ngokomthetho**

Amarekhodi aphethwe ngokusemthethweni aphaathelene nokusebenza kweMetrorail.

#### **4.4.8 Impahla enobuhlakani bengqondo**

- 4.4.8.1 Izimpawu zokuhweba, amagama asetshenziselwa inkampani kanye nemifanekiso maqondana negama elithi Metr rail.
- 4.4.8.2 Izimpawu zokuhweba, amagama asetshenziselwa inkampani maqondana negama elithi 'Edutrain', nelithi 'Eezi'.
- 4.4.8.3 Imisebenzi ephethwe yiMetr rail evikelekile mayelana nokugodlwa kwamalungelo anikezwa abaqambi.
- 4.4.8.4 Izivumelwano zamalaysense eziphatelene namalungelo empahla enobuhlakani bengqondo.

#### **4.4.9 Izimvume namalayisense**

- 4.4.9.1 Amalayisense, izimvume zemphahla, izincwadi zemvume, ukuvumeleka, ukugunyazwa kanye nezitifiketi.
- 4.4.9.2 Ukwenza izicelo zezimvume, zamalayisense nezokugunyazwa.
- 4.4.9.3 Ukubhaliswa nokumenyenzelwa kwezimvume.
- 4.4.9.4 Ezinye izincwadi eziphathelene nezimvume namalayisense, ezifaka ukwenziwa kabusha kwezimvume namalayisense, amalasidi okukhokhwa kwezimali zamalayisense kanye nezaziso ezimthethweni.

#### **4.4.10 Impahla engagudluki negudlukayo**

- 4.4.10.1 Izivumelwano zokuqashiswa komhlaba nezinye izimpahla ezingagudluki.
- 4.4.10.2 Izivumelwano zokuqashiswa nokuthengiswa kwempahla egudlukayo.
- 4.4.10.3 Izivumelwano zokuthengisa ngesikweletu kanye/noma izivumelwano zokuthenga sakuqasha.
- 4.4.10.4 Ezinye izivumelwano zokuthenga, ukuthengisa okwejwayelekile, ukuthengisa ngaphansi kwezimo ezithile, noma ukuqasha impahla, okufaka imishini yokwenza amakhophi nemishini yamafeksi kanye nesivumelwano sokuthengisa okusansimbi okunganayo insimbi.

#### **4.4.11 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezingcingo**

- 4.4.11.1 Izivumelwano zesoftware yekhompyutha, ukuyixhasa nokuyilondoloza.
- 4.4.11.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.
- 4.4.11.3 Izivumelwano zehardware yekhompyutha.
- 4.4.11.4 Izivumelwano mayelana nehardware yekhompyutha esetshenziswa yiMetrorail.
- 4.4.11.5 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma okunye okuphathelene nokuxhumana ngezingcingo.
- 4.4.11.6 Isivumelwano zezingcingo eziqashiwe.
- 4.4.11.7 Ezinye izincwadi eziphathelene nezinhlelo zamakhompyutha eziphethwe yiMetrorail, ezifaka uhla oluqukethe amagama namanani ezinhlelo zamakhompyutha, izincwadi ezinolwazi ngezinhlelo, imiyalo yezobuchwepheshe kanye nezincwadi ezizosetshenziswa ngabasebenzisa lezi zinhlelo.

#### **4.4.12 Izivumelwano kanye nezincwadi eziphathelene nokusebenza**

- 4.4.12.1 Izincwadi eziphathelene nobudlelwano neSARCC kanye noMnyango weZokuthutha.
- 4.4.12.2 Izivumelwano zobuchwepheshe nokusebenza.
- 4.4.12.3 Izivumelwano zokulungisa.

#### **4.4.13 Izivumelwano ezixubile zeMetrorail**

- 4.4.13.1 Izivumelwano nalabo abamele iMetrorail nabaphathi bayo.
- 4.4.13.2 Izivumelwano zokuzazisa.
- 4.4.13.3 Izimo ezijwayelekile zebhizinisi nezivumelwano ezijwayelekile.
- 4.4.13.4 Izivumelwano namabathumelimpahla bakwaMetrorail, ezifaka izivumelwano zemisebenzi kanye nokuthunyelwa kwempahla.
- 4.4.13.5 Izivumelwano namakhasimende akwaMetrorail ezifaka nezimo zokuthwala impahla.
- 4.4.13.6 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungavezi obala.

4.4.13.7 Izivumelwano ezenziwe nabantu abanolwazi ngokuthi.

**4.4.14 Inzalo nokutshalwa kwezimali kwaTransnet**

Izivumelwano nezinye izingxenye zamabhizinisi kanye Transnet, afaka iSpoornet, iViamex, iTranstel, i-Esselen Park, iProtocon kanye neConnex.

**4.4.15 Ukuxhumana ngezincwadi**

4.4.15.1 Ukuxhumana kwangaphakathi kuMetrorail.

4.4.15.2 Ukuxhumana ngezincwadi nezinye iziNngxenye zeTransnet.

4.4.15.3 Okunye ukuxhumana ngezincwadi.

**4.4.16 Ulwazi oluphathelele nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni athintana neMetrorail.

**4.4.17 Amarekhodi endawo**

4.4.17.1 Ukuhlola ukushayisana endaweni kanye nezincwadi eziphathelele nezingcwaningo ezenziwe mayelana nalokhu.

4.4.17.2 Izinhlelo zokuzihlola mayelan nendawo.

4.4.17.3 Izifundo ezethulwa ezifundazweni zokuzenzisa eziqukethe ulwazi ngezehlakalo eziyingozi ezingenzeka.

4.4.17.4 Izivumelwano zokususwa nokulahlwa kwezinto eziyingozi.

4.4.17.5 Imithetho ephathelele nezindaba ezithinta indawo.

**4.4.18 Ucwaningo nolwazi lwezesayense noma lwezobuchwepheshe**

4.4.18.1 Izincwadi eziphathelele nocwaningo olwenziwe yiMetrorail, noma olwenziwe ngabanye abantu esikhundleni sayo iMetrorail.

4.4.18.2 Imibiko yocwaningo elungiswe yiMetrorail, noma elungiswe ngabanye abantu esikhundleni seMetrorail.

4.4.18.3 Uphenyo loMkhandlu obhekene nemibuzo.

4.4.18.4 Imidati yezingozi zikaLoliwe.

**4.4.19 Izincwadi zomthetho**

4.4.19.1 Izincwadi eziphathelele nokwenziwa komthetho yiMetrorail.

4.4.19.2 Izincwadi eziqondene nokusetshenziswa kwamandla mayelana nomthetho.

4.4.19.3 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeziphathimandla zakwaMetrorail.

**4.4.20 Ukuphepha komphakathi**

4.4.20.1 Umthetho wokuphathwa kwezingozi.

4.4.20.2 Izincwadi eziphathelele nocwaningo kanye nophenyo maqondana nokuphepha, ezifaka izincwadi ezivela ezingcwaningweni ezehlukene ezenziwe yilabo ababheke nezomthetho kwezokuphepha kukaLoliwe emazweni omhlaba.

#### **4.5 Imisebenzi enikezwa yiMetrorail**

##### **4.5.1 Uhlobo lwemisebenzi**

Ukunikeza imisebenzi yokugibeza umphakathi izitimela.

##### **4.5.2 Itholakala kanjani le misebenzi**

Umphakathi ungakwazi ukufinyelela emisebenzini eyethulwa yiMetrorail ngokuthenga amathikithi emahhovisi athengisa amathikithi. Imininingwane ephathelene nezindawo ezingamahhovisi amathikithi ingatholakala kuWebsite yeMetrorail noma abantu bangashayela ucingo noma bavakashele ihhovisi elikhulu leMetrorail noma amanye amahhovisi eMetrorail asezifundazweni ukuze bathole olunye ulwazi.

#### **4.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

Ukuhlanganyela kwezinhlangano zabasebenzi kwenzeka ezidlangalaleni zokubonisana. Abaphathi bangahlanganyela ngokuthi bathumele abantu ababamele.

## **Petronet**

### **5.1 Imisebenzi nokubunjwa kwePetronet**

#### **5.1.1 Imisebenzi yePetronet**

5.1.1.1 IPetronet isebenza ilawule futhi ilondoloze uxhaxha lwamapayipi anomfutho ophakeme ephethroliyamu nomoya oyigesi, futhi inikeza uHulumeni nezinkampani zephethroliyamu izithuthi ezithwala imikhiqizo yephethroliyamu kanye nezindawo zokuyibeka.

5.1.1.2 IPetronet impompa imikhiqizo yephethroliyamu nomoya oyigesi.

#### **5.1.2 Ukubunjwa kwePetronet**

5.1.2.1 IPetronet ibumbeke kanje: InoMphathi Omkhulu Owengamele kanye naBaphathi Abaphakeme abayisi-9. Abaphathi abaphakeme bePetronet yilaba:

- 5.1.2.1.1 Isiphathimandla Esikhulu Esengamele - Charl M Iler
- 5.1.2.1.2 Isekela Lesiphathimandla Esikhulu Kwezolwazi - Gando Matyumza
- 5.1.2.1.3 Umphathi Kwezokuthuthukiswa Kwebhizinisi -
- 5.1.2.1.4 Umphathi Owengamele Ezokusebenza - Lennie Moodley
- 5.1.2.1.5 Umphathi Kwezobuchwepheshe - John Morgan
- 5.1.2.1.6 Umphathi Kwezabasebenzi - Africa Mahlangu
- 5.1.2.1.7 Umphathi Kwezezingozi - Howard Nurcombe-Thorn
- 5.1.2.1.8 Umphathi Wezezimali - Roderick Conway
- 5.1.2.1.9 Umphathi Engxenyeni Yendawo Esenyakatho - Mbuso Pilime
- 5.1.2.1.10 Umphathi Engxennyeni yendawo Eseningizimu - Andr\_ Botha
- 5.1.2.1.11 Umphathi We-ICT - Daniel Ncwane
- 5.1.2.1.12 Umphathi Womoya Oyigesi -
- 5.1.2.1.13 Umphathi Wezezinguquko Emsebenzini -



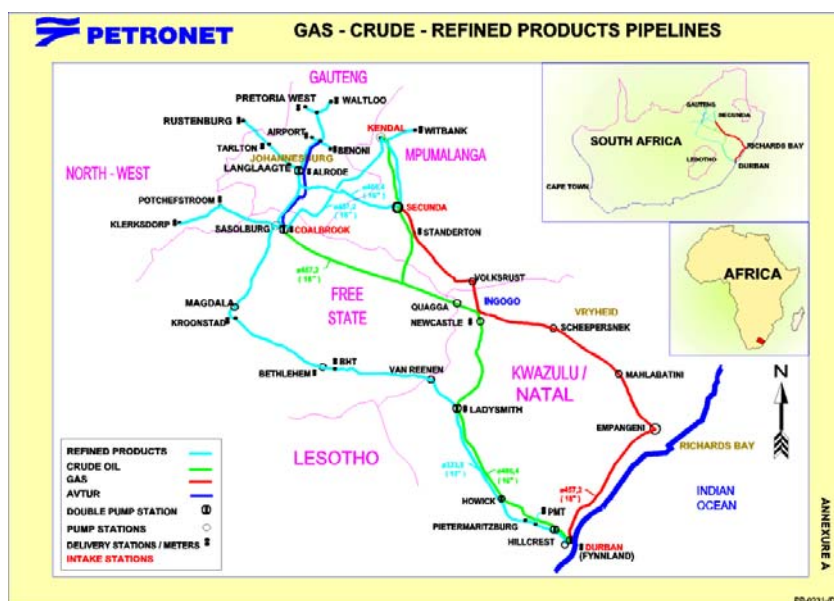
5.1.2.2 Izindawo okutholakala kuzo amahhovisi ePetronet, zihlelwe lapha ngezansi:

**Uhla lwamakheli ezindawo zokugcina impahla kwaPetronet**

<b>Indawo yokugcina impahla</b>	<b>Ikheli</b>
<b>Ihovisi elikhulu</b>	<b>202 Smith Street, eDurban</b>
EDurban	Corner Abadan & Sumatara Roads, Island View
EHillcrest	Shongweni Road, eHillcrest
<b>Ihovisi lendawo ePinetown</b>	10 Kirk Road, ePinetown
EPietermaritzburg	281 Victoria Road, ePietermaritzburg
EHowick	Old Main Road, eHowick
ENewcastle	56 McTony street, eNewcastle
Ukusebenza eLadysmith	Industrial Spoonet Area
Ukulungisa eLadysmith	7 Hamilton Road, Observation Hill, eLadysmith
EVan Reenen	District Road (D284) uma uphuma kuN3, eVan Reenen
EQuagga	72 President Street, Volksrust
EPretoria West	Industrial Road, Pretoria West
EWaltloo	4 Alwyn Street, Waltloo
EWitbank	9 Seholand Street, Witbank
ERustenburg	4 Eskom Street, Rustenburg
EKlerksdorp	Mahogany Avenue, Klerksdorp
EMeyerton	Xhumana nabendawo yokugcina impahla
E-Alrode	35 Garfield Street, e-Alrode
E-Airport	Springbok Road, Impala Park
EKendal	62 Kerk Street, eKendal
ETariton	Ekhoneni likaRustenburg Road & Ventersdorp Road

ESecunda	Bossie Mine, Off Charl Cilliers, Kinross Road, eSecunda
ELangelaagte	46 Main Reef Road, Industria, eLangelaagte
EMagdala	Edenville Road (R34), eMagadala
Ukusebenza eKroonstad	1 <sup>st</sup> Street, Gunhill, eKroonstad
Ukulungisa eKroonstad	1 <sup>st</sup> Street, Gunhill, eKroonstad
ECoalbrook	Jan Haak Road (Kungenwa esangweni elikhulu kuNATREF), eSasolburg
ESasolburg	Ekhoneni likaHenry noBergius Street, eSasolburg
EBethlehem	Joubert Street, eBethlehem
Empangeni	Ekhoneni likaSteelway Street noBronze Street, Kululeka, Empangeni
EScheepersnek	Mian Road phakathi kweDundee neVryheid
EStanderton	Heidelberg Road
EWestmead	<b>Xhumana nehhovisi elisePinetown</b>

**UMZILA KAPETRONET WAMAPAYIPI OMOYA OYIGESI, UWoyela NEMIKHIQIZO ELUNGISIWE**



## 5.2 Imininingwane yokuxhumana nesebola lesiphathimandla kwezolwazi

Mnu Daniel Ncwane  
Umphathi we-ICT & S kwaPetronet

Ikheli leposi: P O Box 3113  
Durban  
4001

Ikheli lenhlalo: 202 Smith Street  
Durban  
4001

Inombolo yocingo: 031 361 1374

Inombolo yefeksi: 031 361 1384

I-imeyili: [Daniel.Ncwane@petronet.co.za](mailto:Daniel.Ncwane@petronet.co.za)

IWebsite: [www.petronet.co.za](http://www.petronet.co.za)

## 5.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo

5.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

5.3.1.1 imibiko echaza ngemisebenzi eyenziwa yiPetronet, kanye nemisebenzi yoMnyango ngamunye yePetronet;

5.3.1.2 isibalo sabasebenzi bakwaPetronet, isibalo sabasebenzi ezingeni ngalinye kanye nolwazi lwezibalo zabasebenzi ngokobuhlanga;

5.3.1.3 izitatimende ezikhishiwe zonyaka zezimali zePetronet;

5.3.1.4 ulwazi oluqokethwe yiWebsite yePetronet;

5.3.1.5 ibhukwana lezindaba zangaphakathi elibhekiswe kubasebenzi nakumakhasimende, elinesihloko esithi “Team Talk”;

5.3.1.6 imithetho kaPetronet maqondana nokulandelayo:

- i-imeyili;
- ezempilo nokuphepha emsebenzini;
- imithetho ephathelene nendawo
- ukunikezwa kwabansundu amandla okuzithuthukisa kwezomnotho;
- ukuthuthukisa umphakathi; kanye
- nezimo zokusebenzela abanye ungabi nokukhululeka;

5.3.1.7 imibiko eqondiswe kumaKomidi ezikhundla zasePhalamende; kanye

5.3.1.8 namaprojekthi okuthuthukisa umphakathi, kanye nezimali ezabelwa la maprojekthi.

5.3.2 Amarekhodi angenhla angatholakala kuWebsite yePetronet.

## 5.4 Incazelo yezihloko nezigaba zamarekhodi aphethwe yiPetronet okungenziwa izicelo zawo ngokulandela

## **izindlela zokwenza izicelo ezikulo Mthetho**

### **5.4.1 Amarekhodi aphilathelene nekomidi elengamele nomkhandlu weNgxenyeye yePetronet**

- 5.4.1.1 Uhla lwabaQondisi bePetronet.
- 5.4.1.2 Amaminithi emihlangano yeKomidi elengamele nomkhandlu weNgxenyeye.
- 5.4.1.3 Uhla lwabantu abakhethelwe ukuhlanganisa iMetromail kanye nezincwadi ezifakazela lokhu kukhethwa.

### **5.4.2 Amarekhodi ezimali zePetronet**

- 5.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zePetronet.
- 5.4.2.2 Imibiko yaphakathi konyaka neyokuphela konyaka yePetronet.
- 5.4.2.3 Imininingwane yabahloli bezincwadi zezimali zePetronet.
- 5.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeMetromail.
- 5.4.2.5 Izincwadi eziphathelene nokubuyiselana.
- 5.4.2.6 Amalasisi

### **5.4.3 Imininingwane yasebhange yePetronet**

- 5.4.3.1 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yama-akhawunti.
- 5.4.3.2 Izitatimende zasebhange.
- 5.4.3.3 Imininingwane zezimali ezisetshenziswe zeqa kulezo ezisuke zifakwe ebhange ezitholakele ngeTransnet.
- 5.4.3.4 Ezinye izibopho zezimali zePetronet ezifaka izinkontileka (imikhiqizo nemisebenzi), kanye nezivumelwano zemikhakha yangaphakathi yebhizinisi.
- 5.4.3.5 Amanye amarekhodi asebhange ePetronet.

### **5.4.4 Abasebenzi/Amarekhodi abasebenzi**

- 5.4.4.1 Uhla lwabasebenzi.
- 5.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphathelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi bePetronet.
- 5.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.
- 5.4.4.4 Isinxephezelo noma inkokhelo yokudilizwa emsebenzini ngenxa yokwesweleka komsebenzi.
- 5.4.4.5 Izincwadi kanye nolwazi maqondana nezinhlelo zokukhuthaza ukusebenza kahle kubasebenzi.
- 5.4.4.6 Izincwadi eziphathelene namabhonasi/ amalungiselelo okwabelana ngenzalo.
- 5.4.4.7 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.
- 5.4.4.8 Amasu okunikeza amathuba alinganayo emisebenzi yakwaPetronet.
- 5.4.4.9 Amafayili abasebenzi.
- 5.4.4.10 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphathelene nokulalelwa kwecala lokuqondiswa izigwegwe.
- 5.4.4.11 Izincwadi zokuqeqesha kanye nolwazi oluphathelene nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.

### **5.4.5 Izinhlelo noma izikhwama zezimali ezisiza abasebenzi ezisetshenziswa yiPetronet**

5.4.5.1 Izincwadi zokuphatha eziphathelene nezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiPetronet.

5.4.5.2 Izincwadi zokuphatha eziphathelene nezinhlelo ezisiza abasebenzi kwezokwelashwa ezisetshenziswa yiPetronet

#### **5.4.6 Ulwazi oluphethwe ngokomthetho**

Amarekhodi aphethwe ngokomthetho aphaathelene nokusebenza kwePetronet.

#### **5.4.7 Impahla enobuhlakani bengqondo**

Amalayisense aphaathelene namalungelo empahla enobuhlakani bengqondo.

#### **5.4.8 Izimvume namalayisense**

5.4.8.1 Amalayisense, izimvume zempahla, izincwadi zemvume, ukuvumeleka, ukugunyazwa kanye nezitifiketi.

5.4.8.2 Izimo zokusebenzela abanye abantu ungabi nakukhululeka, ezifaka izimo zokusebenza ngamapayipi adabula izwe.

5.4.8.3 Ukwenza izicelo zezimvume, zamalayisense nezokugunyazwa.

#### **5.4.9 Amarekhodi omshwalense**

Amapholisi omshwalense athathelwe ukusiza abakwaPetronet nabasebenzi babo afaka:

5.4.9.1 yonke imishwalense yezingozi zempahla namacala;

5.4.9.2 imishwalense yabaqondisi neyeziphathimandla;

5.4.9.3 imishwalense yokungcwaba; kanye

5.4.9.4 imishwalense ehlanganyelwe yiqembu labantu.

#### **5.4.10 Impahla engagudluki negudlukayo**

5.4.10.1 Izivumelwano zokuqashiswa komhlaba nezinye izimpahla ezingagudluki.

5.4.10.2 Izivumelwano zokuqashiswa nokuthengiswa kwempahla egudlukayo ezifaka imishini yokwenza amakhophi, othelefoni, imishini yokufeksa kanye nezimoto.

5.4.10.3 Izivumelwano zokuthengisa ngesikweletu kanye/noma izivumelwano zokuthenga sakuqasha.

5.4.10.4 Ezinye izivumelwano zokuthenga, zokuthengisa okwejwayelekile, ukuthengisa ngaphansi kwezimo ezithile, noma ukuqasha impahla, maqondana nemishini yokwenza amakhophi, othelefoni, imishini yokufeksa kanye nezimoto.

#### **5.4.11 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezingu**

5.4.11.1 Izivumelwano zesoftware yekhompyutha, ukuyixhasa nokuyilondoloza.

5.4.11.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.

5.4.11.3 Izivumelwano zehardware yekhompyutha.

5.4.11.4 Izivumelwano mayelana nehardware yekhompyutha esetshenziswa yiPetronet.

- 5.4.11.5 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma okunye okuphathelene nokuxhumana ngezingcingo.
- 5.4.11.6 Izivumelano zokuma ndawonye kwezilinganiso
- 5.4.11.7 Isivumelwano zezingcingo eziqashiwe.
- 5.4.11.8 Ezinye izincwadi eziphathelene nezinhlelo zamakhompyutha eziphethwe yiPetronet.
- 5.4.11.9 Ezinye izincwadi ezifanelekile zokuxhumana ngezingcingo ezifaka izivumelwano zamazinga okusebenza .

#### **5.4.12 Izivumelwano kanye nezincwadi eziphathelene nokusebenza**

- 5.4.12.1 Izivumelwano zokuqashisa.
- 5.4.12.2 Izivumelwano nezinhlangano ezibhekene nezingozi.
- 5.4.12.3 Izivumelwano zokuhambisa imikhiqizo nezinkampani zephethroliyamu noHulumeni.
- 5.4.12.4 Izivumelwano nabantu abathintiene nezindaba zendawo.
- 5.4.12.5 Izivumelwano nabasemagunyeni endaweni maqondana nemisebenzi ephathelene nomlilo.
- 5.4.12.6 Izivumelwano mayelana nezimo zokusebenzela abanye abantu ungabi nokukhululeka.
- 5.4.12.7 Izivumelwano maqondana nezenzo zobuchwepheshe ekuhloleni izinga lamapayipi.
- 5.4.12.8 Izivumelwano nabathumelimpahla.
- 5.4.12.9 Izivumelwano maqondana nemvume yokusebenzisa umhlaba.
- 5.4.12.10 Izivumelwano maqondana nezindawo okuphambana kuzo amapayipi.
- 5.4.12.11 Izivumelwano zeCathodic Bonding ezifaka izivumelwano zamapayipi kanye nokuvimbela ukudleka kwamapayipi.
- 5.4.12.12 Izivumelwano ngezinga lokuvikelela eziphathelene nezinto ezisetshenziselwa ukuhlola amapayipi.
- 5.4.12.13 Izincwadi eziphathelene nezivumelwano zokuhambisa uphethroliyamu.
- 5.4.12.14 Izincwadi eziphathelene nokulondolozwa kwamapayipi omoya oyigesisi.
- 5.4.12.15 Izincwadi eziphathelene nokuqeqeshwa kwabasebenzi ukuze bathole izitifiketi.
- 5.4.12.16 Izivumelwano nabakwaSASOL maqondana nokuqeqeshwa.
- 5.4.12.17 Izincwadi eziphathelene nokuqeqeshelwa ukubhekana nokuchitheka kukaphethroliyamu.
- 5.4.12.18 Izincwadi ezifanele eziphathelene nohlelo lokuqeqeshelwa ezokuphatha ekuqhubekiseleni ibhizinisi phambili.

#### **5.4.13 Izivumelwano ezixubile zePetronet**

- 5.4.13.1 Izimali ezibolekwa abanye abantu, ezifaka nezimali ezibolekwa abafundi, imifundaze, nezinhlelo zokusiza ngezimali kanye nezimali ezibolekwa abasebenzi abafisa ukuzithengela amakhompyutha.
- 5.4.13.2 Izivumelwano zokutshalwa kwezimali, iziqiniseko zezimali kanye neziqiniseko eziphathelene nokumosheka noma ukulahlekelwa ezenziwe ngokusebenzisa iTransnet.
- 5.4.13.3 Izivumelwano ezibeka umkhawulo ekuhwebeni kwePetronet, ezifaka izivumelwano zokuhambisa iphethroliyamu kanye nokubeka umkhawulo ekuhwebeni ngephethroliyamu nowoyela.
- 5.4.13.4 Izivumelwano zokuphatha izinto ezisetshenziswayo namakhasimende zokuhambisa iphethroliyamu.
- 5.4.13.5 Izivumelwano zokuphatha izinto ezisetshenziswayo maqondana nezinto ezisetshenziswa ngamakhasimende.
- 5.4.13.6 Izivumelwano namakhasimende ngokuphatha umoya oyigesisi nokuwusabalalisa.

- 5.4.13.7 Izivumelwano namakhasimende zokuqashisa amaloli anamathange.
- 5.4.13.8 izivumelwano namakhasimende zokulawula izinga maqondana nezinto ezisetsheziwayo.
- 5.4.13.9 Izivumelwano zokuzazisa.
- 5.4.13.10 Izimo ezijwayelekile zebhizinisi nezivumelwano ezijwayelekile.
- 5.4.13.11 Izivumelwano nabathumelimpahla kuPetronet.
- 5.4.13.12 Izivumelwano namakhasimende akwaPetronet.
- 5.4.13.13 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungaluvezi.
- 5.4.13.14 Izivumelwano ezenziwe nabantu abanolwazi ngokuthi.
- 5.4.13.15 izivumelwano eziphathelene nokuqashiswa kwezindawo zokwenza izikhangiso.

#### **5.4.14 Inzalo nokutshalwa kwezimali kwaPetronet**

- 5.4.14.1 Izivumelwano nezinye izinhlangano zomphakathi.
- 5.4.14.2 Izivumelwano nezinye izinkampani ezenganyelwe yiTransnet, ezifaka iSpoornet, iTranstel, i-Arivia.com, iSkotaville, iConnex, iPropnet, iPromat, iPortnet, iTranswerk, i-Esselen Park, iViamex, kanye neFreight Dynamics.
- 5.4.14.3 Izivumelwano nezinhlangano zaphesheya kolwandle, ezifaka oHulumeni bamanye amazwe noma iminyango kahulumeni kanye nezinkampani noma izikhungo ezifakwe emingceleni yamazwe angaphandle.

#### **5.4.15 Ukuxhumana ngezincwadi**

- 5.4.15.1 Ukuxhumana kwangaphakathi kuPetronet.
- 5.4.15.2 Ukuxhumana ngezincwadi nezinye iziNgxenyane zeTransnet.
- 5.4.15.3 Okunye ukuxhumana ngezincwadi.

#### **5.4.16 Ulwazi oluphathelene nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni athintana nePetronet.

#### **5.4.17 Amarekhodi endawo**

- 5.4.17.1 Ukuhlola ukushayisana endaweni kanye nezincwadi eziphathelene nezingcwano ezenziwe mayelana nalokhu.
- 5.4.17.2 Amarekhodi ezinqumo.
- 5.4.17.3 Imithetho yePetronet ephathelene nezindaba ezithinta indawo.

#### **5.4.18 Ucwano nolwazi lwezesayense noma lwezobuchwepheshe**

- 5.4.18.1 Izincwadi eziphathelene nocwano olwenziwe yiPetronet, noma olwenziwe ngabanye abantu esikhundleni sayo iPetronet.
- 5.4.18.2 Imibiko yocwano elungiswe yiPetronet, noma elungiswe ngabanye abantu esikhundleni sePetronet.
- 5.4.18.3 Izivumelwano ezingavezi obala mayelana nocwano, kanye nolwazi lwezesayense noma lwezobuchwepheshe.
- 5.4.18.4 Izincwadi eziphathelene nezokuthola ulwazi olunobuhlakani.
- 5.4.18.5 Imibiko ngesimo samatshe.
- 5.4.18.6 Imibiko ngesimo semithapo yensimbi.
- 5.4.18.7 Imibiko yokuhlolwa kokushayisana okuyikhona kwendawo.

#### **5.4.19 Izincwadi zomthetho**

- 5.4.19.1 Imibiko eyinkomba yemisebenzi yamakhasimende.
- 5.4.19.2 Imibiko eyinkomba yokweneliseka kwabasebenzi.
- 5.4.19.3 Eminye imibiko nemithetho yePetronet, nezinqumo, ukubonisana nezingxoxo ezisizile ekwakhiweni kwemithetho kaPetronet.
- 5.4.19.4 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeziphathimandla zakwaPetronet.

#### **5.4.20 Ukuphepha komphakathi**

- 5.4.20 1 Umthetho wokuphathwa kwezingozi nezinhlekelele, ezifaka:
  - 5.4.20 1.1 Ukusetshenziswa kwamasu abhekene nesimo esiphuthumayo kuleyo ndawo okwenzeke kuyo inhlekelele;
  - 5.4.20 1.2 Izinto ezizokwenziwa kude nendawo okwenzeke kuyo inhlekelele; kanye
  - 5.4.20 1.3 Ukuphatha ezebhizini okuqhubekela phambili.
- 5.4.20.2 Izincwadi eziphathelene nocwaningo kanye nophenyo maqondana nokuphepha, ezifaka:
  - 5.4.20.2.1 Ukufakwa kwezinto ezizovimbela izingozi ezinkulu;
  - 5.4.20.2.2 Izingcwaningo ezenziwe ngesimo samatshe;
  - 5.4.20.2.3 Izingcwaningo ezenziwe ngezokuzamazama komhlaba;
  - 5.4.20.2.4 Ukuphatha ezebhizini okuqhubekela phambili; kanye
  - 5.4.20.2.5 Ukuhlola ukushayisana kwendawo kanye nezingozi.

### **5.5 Imisebenzi enikezwa yiPetronet**

#### **5.5.1 Uhlobo lwemisebenzi**

IPetronet inikeza umphakathi umsebenzi ohlanganyelwe wokutshalwa kwezimali, owaziwa ngokuthi yiVusisizwe Development Trust. IPetronet inikeza abafundi imifundaze.

#### **5.5.2 Itholakala kanjani le misebenzi**

Umphakathi ungakwazi ukufinyelela kule misebenzini ngokwenza izicelo ezibhekiswe kuHuman Resource Manager, P O Box 3113, Durban, 4000.

### **5.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

- 5.6.1 Abantu bayakwazi ukuhlanganyela ekwenziweni kwemithetho kaPetronet, kanye nasekusebenziseni amandla kaPetronet. Abantu abanjengalabo kuzoba yilabo abathinteka kuleyo mikhakha, isibonelo, imiphakathi ebhekene namaphrojekthi athile. IPetronet imise ikomidi elaziwa ngokuthi yiPETJTC (iPetronet Joint Transformation Committee).
- 5.6.2 Ukuhlanganyela ekwenziweni kwemithetho nasekusebenziseni amandla kwenzeka ngokubonisana nangokuthumela abantu. Ngaphezu kwalokho, iPetronet inalezi ezinye izindlela zokuhlanganyela:
  - 5.6.2.1 amakomidi anjengePETJTC;
  - 5.6.2.2 abantu abamele izinhlangano zabasebenzi; kanye
  - 5.6.2.3 nokuxoxisana okwenzeka nge-Intranet okwaziwa ngokuthi yi-“Grapevine”.

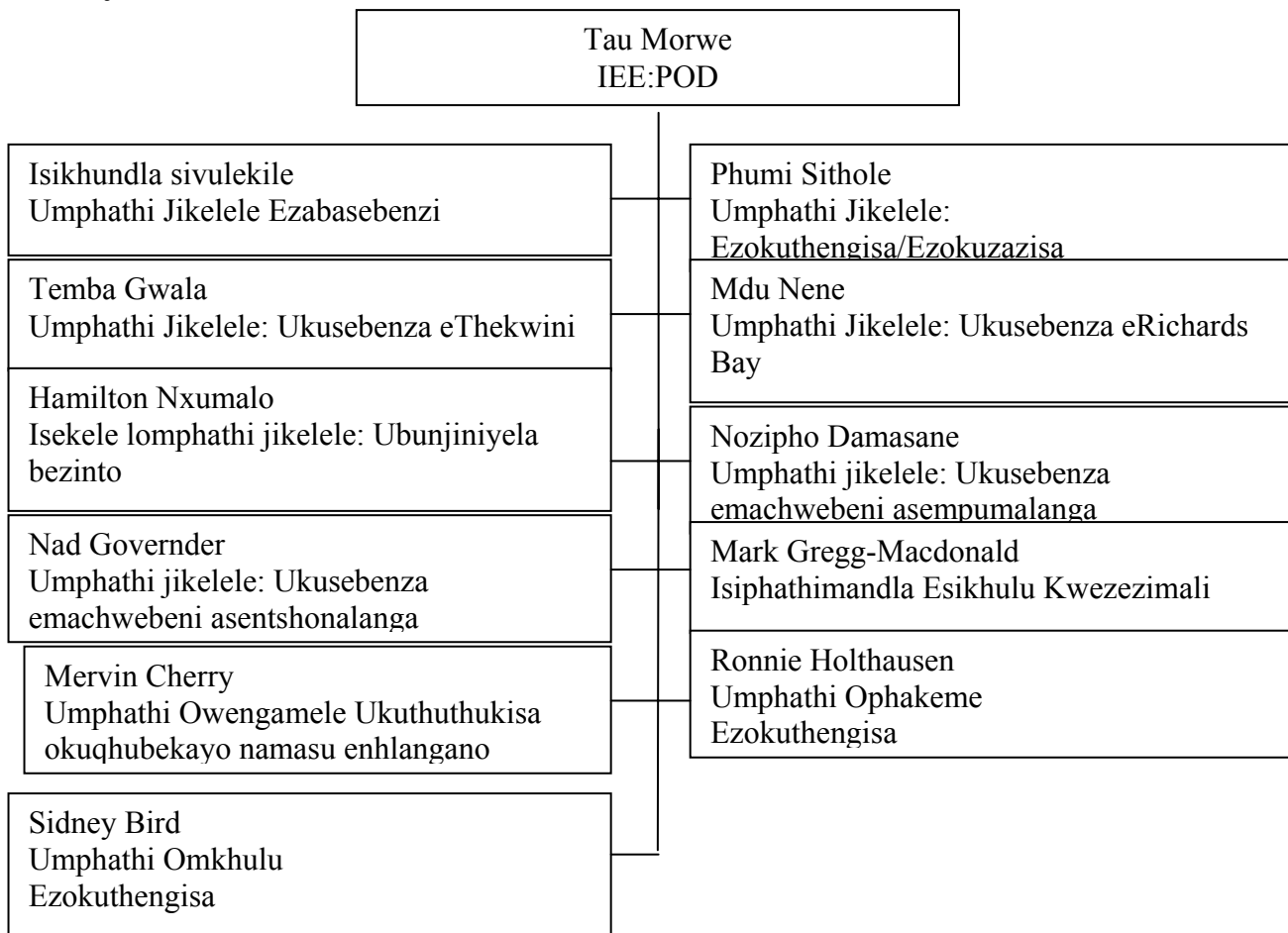
## 6. ISAPO

### 6.1 Imisebenzi nokubunjwa kweSAPO

#### 6.1.1 Imisebenzi yeSAPO

ISAPO ilawula ukusebenza kwamachweba amakhulu ayi-6 eNingizimu Afrika. Kanjalo, iSAPO ibhekene nokufaka imithwalo nokwehlisa imithwalo emikhunjini. Inikeza umsebenzi osezingeni eliphezulu wokupakisha nokuthukulula imithwalo ehanjiswa ngemikhumbi, ibeke futhi imithwalo ezokwedlula. ISAPO ihlongoza ukuba yinkampani ehlanganyele esezingeni eliphezulu kwezokwethula izidingo ezisetshenziswayo.

#### 6.1.2 Ukubunjwa kweSAPO



Ihhovisi elikhulu nehhovisi lechweba leSAPO liseThekwini, kuKingsmead Boulevard, Stanger Steet, Durban, 4001.

6.1.2.1 Amanye amahhovisi eSAPO aseRichards Bay, e-East London, ePort Elizabeth, eCape Town naseSaldanha.

6.1.2.2 Abaphathi Abaphakeme beSAPO yilaba:

6.1.2.2.1 Isiphathimandla Esikhulu Esengamele - Mnu Tau Morwe

6.1.2.2.2 Isiphathimandla Esikhulu Kwezezimali - Mark Gregg-Macdonald

6.1.2.2.3 Abaphathi Jikelele: Izidingo Ezisetshenziswayo - Pumi Sithole

6.1.2.2.4 Abaphathi Jikelele: Ukusebenza eThekwini - Themba Gwala

6.1.2.2.5 Abaphathi Jikelele: Ukusebenza eRichards Bay - Mdu Nene

6.1.2.2.6 Abaphathi Jikelele: Ukusebenza Emachwebeni AseMpumalanga: Nosipho Damasane

6.1.2.2.7 Abaphathi Jikelele: Ukusebenza Emachwebeni Asentshonalanga: Nad Govender

6.1.2.2.8 Abaphathi Abengamele: Ukuthuthukisa Okuqhubekayo nokusebenzisa izindlela eziveza amasu  
ahlanganyelwe: Mervin Chetty

6.1.2.2.9 Abaphathi Abaphakeme: Ezentengiso - Sidney Bird noRonny Holtshausen

## **6.2 Imininingwane yokuxhumana nesekele lesiphathimandla kwezolwazi**

Mnu Tau Morwe

Umphathi Omkhulu Owengamele

Ikheli leposi: P O Box 10124

Marine Parade

4056

Ikheli lenhlalo: Kingsmead Boulevard

Stanger Street

Durban

4001

Inombolo yocingo: 031 301 8301

Inombolo yefeksi: 031 301 8302

I-imeyili: [taum@portnet.co.za](mailto:taum@portnet.co.za)

IWebsite: [www.saponet.co.za](http://www.saponet.co.za)

## **6.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo**

6.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

6.3.1.1 Ukubunjwa kwenhlangano ehlanganyelwe;

6.3.1.2 Ukubunjwa kwenhlangano enomkhawulo;

6.3.1.3 Iziphatimende zomthetho wendawo;

6.3.1.4 Isitatimende nezinjongo nezinhloso zeSAPO;

6.3.1.5 Umthetho wokuthuthukisa abansundu kwezomnotho;

6.3.1.6 Izinhlelo ezibhekene nomthwalo ngomphakathi;

6.3.1.7 Ulwazi oluphathelele nemifundaze enikezwa yiSAPO;

6.3.1.8 Imininingwane yokuqeqeshwa nokuthuthukiswa kwamakhono;

6.3.1.9 Izincwajana zeSAPO;

6.3.1.10 Amapheshana ezindaba zeSAPO;

6.3.1.11 Ulwazi oluqokethwe yiWebsite yeSAPO; kanye

6.3.1.12 Iziphatimende ezihloliwe zezimali zeSAPO.

## **6.4 Incazelo yezihloko nezigaba zamarekhodi aphelelwe yiSAPO okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

#### **6.4.1 Amarekhodi aphaathelene nekomidi elengamele nomkhandlu wabaQondisi beSAPO**

- 6.4.1.1 Amaminithi nezixazululo zangaphakathi zemihlangano yeKomidi elengamele nomkhandlu weNgxenyane.
- 6.4.1.2 Uhla lwabantu abakhethelwe ukuhlanganisa iSAPO kanye nezincwadi ezifakazela lokhu kukhethwa.
- 6.4.1.3 Izinhla eziphathelene nomthetho, ezifaka ukumemezela kwabasebenzi kwenzalo ezivumelwaneni, kanye nokumemezela iziphondo ezinikeziwe (maqondana noMthetho wokuphathwa kwezimali zomphakathi ka-1999).

#### **6.4.2 Amarekhodi ezimali zeSAPO**

- 6.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zeSAPO.
- 6.4.2.2 Imibiko yaphakathi konyaka neyokuphela konyaka yeSAPO.
- 6.4.2.3 Imininingwane yabahloli bezincwadi zezimali zeSAPO.
- 6.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeMetromail.
- 6.4.2.5 Amalasisi

##### **6.4.3 Imininingwane yasebhange yeSAPO**

- 6.4.3.1 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yama-akhawunti.
- 6.4.3.2 Izitatimende zasebhange.
- 6.4.3.3 Imininingwane yezimali ezitholakele ngeTransnet ezisetshenziswe zeqa kulezo ezisuke zifakwe ebhange.
- 6.4.3.4 Ezinye izibopho zezimali zeSAPO ezifaka izibopho Zamaphrojekthi amakhulu, ukutshalwa kwezimali ezihlanganyelwe umphakathi, imifundaze, iminikelo kanye nezimali zokuxhasa.
- 6.4.3.5 Amanye amarekhodi asebhange eSAPO.

##### **6.4.4 Abasebenzi/Amarekhodi abasebenzi**

- 6.4.4.1 Uhla lwabasebenzi.
- 6.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphathelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi beSAPO.
- 6.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.
- 6.4.4.4 Isinxephezelo noma inkokhelo yokudilizwa emsebenzini ngenxa yokwesweleka komsebenzi.
- 6.4.4.5 Izincwadi kanye nolwazi maqondana nezinhlelo zokukhuthaza ukusebenza kahle kubasebenzi beSAPO.
- 6.4.4.6 Izivumelwano ezenziwe yiyo bonke abasebenzi nezinhlangano zabasebenzi.
- 6.4.4.7 Amasu okunikeza amathuba alinganayo emisebenzi yakwaSAPO.
- 6.4.4.8 Amafayili abasebenzi.
- 6.4.4.9 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphathelene nokulalelwa kwecala lokuqondiswa izigwegwe.
- 6.4.4.10 Izincwadi zokuqeqesha kanye nolwazi oluphathelene nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.

##### **6.4.5 Izinhlelo noma izikhwama zezimali ezisiza abasebenzi ezisetshenziswa yiSAPO**

- 6.4.5.1 Izincwadi zokuphatha eziphathelene nezinhlelo ezisiza abasebenzi noma izikhwama zezimali

ezisetshenziswa yiSAPO.

6.4.5.2 Imithetho ehambisana nezinhlelo ezisiza abasebenzi noma izikhwama zezimali.

6.4.5.3 Uhlelo lokusizakala.

6.4.5.4 Amafomu okwenza izicelo, okuhoxisa izicelo esenziwe kanye nawokusizakala.

#### **6.4.6 Izinhlelo ezisiza abasebenzi kwezokwelashwa ezisetshenziswa yiSAPO**

6.4.6.1 Izincwadi zokuphatha eziphathelene nohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiSAPO.

6.4.6.2 Imithetho ehambisana nezinhlelo ezisiza abasebenzi kwezokwelashwa.

6.4.6.3 Amathebuli ezimali ezifakwa ohlelweni olusiza abasebenzi kwezokwelashwa.

6.4.6.4 Izinhlelo zokusizakala kwamalungu.

6.4.6.5 Imininingwane yamalungu asohlelweni oluseza abasebenzi kwezokwelashwa.

#### **6.4.7 Impahla enobuhlakani bengqondo**

Izincwadi eziphathelene nezimpawu zokuhweba, ukugodla amalungelo okuthengisa, ukugodla amalungelo abaqambi kanye nemifanekiso ephethwe yiSAPO.

#### **6.4.8 Izimvume namalaysense**

6.4.8.1 Amalaysense, izimvume zempahla, izincwadi zemvume, ukuvumeleka, ukugunyazwa kanye nezitifiketi, okufaka:

6.4.8.1.1 amalaysense okusebenza akhishwe yiNational Ports Authority;

6.4.8.1.2 izimvume ezikhishwe ngabanye abantu ezivumela ukuba kungenwe kwezinye izingxenye zechweba;

6.4.8.1.3 izimvume ezikhishelwe amaloli ukuze akwazi ukufinyelela ezindaweni ezibeka impahla echwebeni; kanye

6.4.8.1.4 nezimvume zokushandela ezikhishwe yiSpoornet.

6.4.8.2 Ukwenza izicelo zezimvume, zamalaysense nezokugunyazwa.

6.4.8.3 Ukubhalisa nokumemezela izimvume.

6.4.8.4 Ezinye izincwadi eziphathelene nezimvume namalaysense, ezifaka ukwenziwa kabusha kwazo, amalasidi okukhokha izimali zamalaysense kanye nokwazisa okusemthethweni.

#### **6.4.9 Amarekhodi omshwalense**

Amapholisi omshwalense athathelwe ukusiza abakwaSAPO nabasebenzi babo afaka:

6.4.9.1 wonke amacala empahla;

6.4.9.2 amacala ajwayelekile;

6.4.9.3 umshwalense omkhulu olawulwayo;

6.4.9.4 amacala abaqondisi neziphathimandla;

6.4.9.5 umshwalense okhokhelwa omunye umuntu; kanye

6.4.9.6 uhlelo lukamasingcwabisane.

#### **6.4.10 Impahla engagudluki negudlukayo**

6.4.10.1 Izivumelwano zokuqashiswa noma ukuthengiswa kwempahla egudlukayo yiSAPO.

6.4.10.2 Ezinye izivumelwano zokuthenga, zokuthengisa okwejwayelekile, ukuthengisa ngaphansi kwezimo ezithile, noma ukuqasha impahla.

#### **6.4.11 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezincingo**

6.4.11.1 Izivumelwano zesoftware yekhomyutha, ukuyixhasa nokuyilondoloza.

6.4.11.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.

6.4.11.3 Izivumelwano zehardware yekhomyutha.

6.4.11.4 Izivumelwano mayelana nehardware yekhomyutha esetshenziswa yiSAPO.

6.4.11.5 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma nezinye izinhlangano zokuxhumana ngezincingo.

6.4.11.6 Izivumelwano zezincingo eziqashiwe.

6.4.11.7 Ezinye izincwadi eziphathelene nezinhlelo zamakhomyutha eziphethwe yiSAPO, ezifaka izincwadi zokuzithuthukisa, imihlahlandlela yekhomyutha kanye namakhodi emithombo.

#### **6.4.12 Izivumelwano kanye nezincwadi eziphathelene nokusebenza kweSAPO**

6.4.12.1 Izivumelwano zokuphathwa kwamachweba.

6.4.12.2 Izivumelwano sezinga lomsebenzi.

6.4.12.3 Izivumelwano zabathengisa futhi bathenge imisebenzi.

6.4.12.4 Izincwadi zokuthwala ngomkhumbi, ezifaka izimali zokulayishwa kwempahla, izincwadi eziphethwe isibalo sempahla esemkhunjini, imiyalo yokungena kwelinye izwe, izindleko zemali yentela yempahla, ama-akhawunti amakhasimende kanye nemiyalo yokuhambisa impahla ngomkhumbi.

6.4.12.5 Izincwadi maqondana nezinhlelo zokuqeqeshwa kwabasebenzi ababhekene nokwenziwa komsebenzi kanye nalabo abayizinduna.

6.4.12.6 Izincwadi eziphathelene nokuthuthukiswa kwabongamele kanye nokuqeqeshwa kwabaphethe.

#### **6.4.13 Izivumelwano ezixubile zeSAPO**

6.4.13.1 Izivumelwano zezimali ezihleliwe ezitholakala ngeTransnet.

6.4.13.2 Izimali ezibolekwe kuTransnet.

6.4.13.3 Izivumelwano zokutshwalwa kwezimali, iziqiniseko kanye neziqiniseko zokumoshakalelwa noma ukulahlekelwa.

6.4.13.4 Izivumelwano ezibeka umkhawulo emisebenzini yeSAPO yokuhweba.

6.4.13.5 Izivumelwano babasebenza egameni leSAPO, abaphathi bayo kanye nezokusabalalisa impahla.

6.4.13.6 Izivumelwano zokuzazisa.

6.4.13.7 Izimo ezijwayelekile zebhizinisi kanye nezivumelwano ezijwayelekile.

6.4.13.8 Izivumelwano nabathumelimpahla beSAPO, okufaka nezinkampani zeBEE.

6.4.13.9 Izivumelwano namakhasimende akwaSAPO.

6.4.13.10 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungaluvezi.

6.4.13.11 Izivumelwano ezenziwe nabantu abanolwazi ngokuthi.

#### **6.4.14 Inzalo nokutshalwa kwezimali kwaSAPO**

6.4.14.1 Izivumelwano nezinye izinhlangano kanye namalungelo okuqashisa.

6.4.14.2 Ukuhlanganyela neViamax.

#### **6.4.15 Ukuxhumana ngezincwadi**

6.4.15.1 Ukuxhumana kwangaphakathi kuSAPO, okufaka ukwenziwa kwezincwajana eziwumbiko zanagaphakathi.

6.4.15.2 Ukuxhumana ngezincwadi nezinye iziNgxenye kanye nezikampani ezenganyelwe yiTransnet.

6.4.15.3 Okunye ukuxhumana ngezincwadi.

#### **6.4.16 Ulwazi oluphathelele nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni athintana neSAPO.

#### **6.4.17 Amarekhodi endawo**

6.4.17.1 Ukuhlola ukushayisana endaweni (ama-EIA) kanye nezincwadi eziphathelele nezingcwaningo ezenziwe mayelana nalokhu.

6.4.17.2 Amarekhodi ezincwadi zezinqumo eziphathelele nama-EIA

6.4.17.3 Izivumelwano eziphathelele nezindaba ezithinta indawo.

6.4.17.4 Umthetho weSAPO maqondana nezindaba ezithinta indawo.

6.4.17.5 Ukuhlaziya izikhala ze-EMS.

6.4.17.6 Izincwadi eziphathelele nokuphathwa kwezinto eziwukungcola.

#### **6.4.18 Ucwangingo nolwazi lwezesayense noma lwezobuchwepheshe**

6.4.18.1 Izincwadi eziphathelele nocwangingo olwenziwe yiSAPO.

6.4.18.2 Imibiko yocwangingo elungiswe yiSAPO, noma elungiswe ngabanye abantu esikhundleni seSAPO.

6.4.18.3 Izivumelwano ezingavezi obala mayelana nocwangingo, kanye nolwazi lwezesayense noma lwezobuchwepheshe.

6.4.18.4 Ukufaka uphawu lwezinga ngamanye amazwe.

6.4.18.5 Izincwadi eziphathelele nokuphathwa kokusebenza

6.4.18.6 Ucwangingo lwezezimali.

6.4.18.7 Ukulandela okweziwayo.

6.4.18.8 Ulwazi oluphathelele nezindaba ezithinta iketango lokuthumela impahla.

6.4.18.9 Ucwangingo oluphathelele nezinto ezisetshenziswayo.

#### **6.4.19 Izincwadi zomthetho**

6.4.19.1 Izincwadi eziphathelele nokwenziwa komthetho yiSAPO

6.4.19.2 Izincwadi eziqondene nokusetshenziswa kwamandla mayelana nomthetho.

6.4.19.3 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeziphathimandla zakwaSAPO

#### **6.4.20 Ukuphepha komphakathi**

- 6.4.20.1 Uhlelo lokubhekana nenhlekelele ebhizinisini (**IBCM**)
- 6.4.20.2 kubukezwa kwaminyaka yonke kohlelo lokubhekana nenhlekelele ebhizinisini.
- 6.4.20.3 Imibiko ngokwenza kwangathi kubhekanwe nenhlekelele.
- 6.4.20.4 zincwadi zokuhlelela isimo esiphuthumayo.
- 6.4.20.5 mibiko yophenyo.
- 6.4.20.6 Uhlelo lwesu lokuhlaziya isisusa.
- 6.4.20.7 I miphumela yophenyo.
- 6.4.20.8 Izinyathelo ezithathwayo ukulungisa izinto.
- 6.4.20.9 Ukubhekana nezingozi okusebenzisa ikhompyutha.
- 6.4.20.10 Izindlela zokuphepha ezingalandelwa kanye namasu okungasetshenzwa ngawo.
- 6.4.20.11 Izincwadi zokuhlola ukubungako bengozi.
- 6.4.20.12 Ukubekwa kwezincwadi zokuhlola ubungako bengozi ngokulandelana kwazo.
- 6.4.20.13 Izindlela zokusebenza ngendlela ephephile.
- 6.4.20.14 Ukubukisisa umsebenzi.
- 6.4.20.15 Izinhlelo zeNOSA.

#### **6.5 Imisebenzi enikezwa yiSAPO**

##### **6.5.1 Uhlobo lwemisebenzi**

ISAPO ilawula ukusebenza kwamachweba amakhulu ayi-6 eNingizimu Afrika. Imisebenzi enikezwa yiSAPO ifaka ukufaka impahla emikhunjini nokuyikhipha. Yethula umsebenzi osezingeni eliphezulu wophakisha nokuthukulula imithwalo, inikeza nezindawo zokubeka impahla futhi ilawula ukuphathwa kwezidingo ezisetshenziswayo.

##### **6.5.2 Itholakala kanjani le misebenzi**

Umphakathi ungakwazi ukufinyelela kule misebenzini yeSAPO ngokuxhumana noMphathi Osemqoka wama-akhawunti. Imininingwane ephathelene nokuxhumana nabo laba baphathi ingatholakala kuWebsite yeSAPO.

#### **6.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

- 6.6.1 Abantu bayakwazi ukuhlanganyela ekwenziweni kwemithetho yeSAPO, kanye nokusebenzisa amandla eSAPO ngokusebenzisa ikomidi elaziwa ngokuthi yiNational Joint Transformation Committee.
- 6.6.2 Ngaphezu kwalokho, iSAPO inalezi ezinye izidlangala zokuhlanganyela:
  - 6.6.2.1 Usuku lokuvakashela indawo ngesu lokubona okwenzeka kuyo;
  - 6.6.2.2 Imihlangano yabantu ababandakanyekayo;
  - 6.6.2.3 Isidlangala se-ASABOSA/ASL;
  - 6.6.2.4 Ukuthuthukisa kwango-2005;
  - 6.6.2.5 Isidlangala somphakathi mayelana nomsindo;
  - 6.6.2.6 Ibandla lodokotela abaqeqeshelwe ezokwelapha eNingizimu Afrika;
  - 6.6.2.7 Isikhungo esilawula izinto eziwukungcola;
  - 6.6.2.8 Imihlangano yokucobelana ngolwazi yeNOSA;

- 6.6.2.9 Isidlangala saseThekwini iStevedore;
- 6.6.2.10 Isidlangala seHarbour Carriers;
- 6.6.2.11 Isidlangala seIsland Bluff;
- 6.6.2.12 Umuntu omele umasipala;
- 6.6.2.13 Isikhungo esilawula ezokuphepha;
- 6.6.2.14 Umhlangano wabaphathi bendawo;
- 6.6.2.15 Isidlangala esibhekene nokwenziwa kwemisebenzi yamaphoyisa emphakathini;
- 6.6.2.16 Imihlangano yokucobelelana ngolwazi nokukhuluma; kanye
- 6.6.2.17 Abantu abanolwazi okungaboniswa nabo kanye nezivumelano zabacwaningi.

6.6.3 Ukuhlanganyela ekwenziweni kwemithetho nasekusebenziseni amandla kwenzeka ngokubonisana nangokuthumela abantu. Ngaphezu kwalokho, abantu bangahambela imihlangano yesidlangala futhi bahlanganyele ekuthatheni izinqumo. ISAPO inikeza amabhokisi eziphakamiso ezenziwayo kanye nenhlolovo. Ukuhlanganyela komphakathi kungenziwa futhi nge-intranet yeSAPO.

## 7 IPropnet

### 7.1 Imisebenzi nokubunjwa kwePropnet

#### 7.1.1 Imisebenzi yePropnet

Njengenkampani ebheke impahla yeqembu lakwaTransnet, iPropnet iwumnini mhlaba omkhulu kule lizwe. IPropnet yenza ukuthi abantu bathole izindawo abangaziqasha, yenza ukuthi kube lula ngokwezomnotho ukuthuthukisa amaprojekthi ezifundazweni ezikulo lonke leli elaseNingizimu Afrika.

Lokhu kwenzeka ngale ndlela:

- ngokuthuthukisa izindawo ezithengiswayo
- ngokulawula izindawo ezithengiswayo
- ngokunikeza imisebenzi esezingeni eluphezulu maqondana nezindawo ezithengiswayo.

#### 7.1.2 Ukubunjwa kwePropnet

7.1.2.1 Ihhovisi elikhulu lePropnet liku-35th Floor, Carlton Centre, Johannesburg.

7.1.2.2 Ihhovisi lePropnet esifundazweni saseGauteng liku-36th Floor, Carlton Centre, Johannesburg. Ihhovisi lasesifundazweni saKwazulu-Natali liku-477 Smith Street, Durban. Ihhovisi lasesifundazweni saseKapa liku-1 Adderley Street, Cape Town.

7.1.2.3 Abaphathi abaphakeme bePropnet yalaba:

- 7.1.2.3.1 Isiphathimandla Esikhulu Esengamele - Mnu Sipho Mashinini
- 7.1.2.3.2 Umphathi Wesifundazwe: KwaZulu-Natali - Mnu Laren Beni
- 7.1.2.3.3.1 Umphathi Wesifundazwe: Gauteng - Mnu Andre Marais
- 7.1.2.3.3.2 Umphathi Wesifundazwe: Cape Town – Mnu Gil Da - Silva
- 7.1.2.3.5 Umphathi Owengamele: Ukuthuthukisa - Hatla Ntene
- 7.1.2.3.6 Umphathi Owengamele: Imisebenzi ehlanganyelwe -
- 7.1.2.3.7 Umphathi Owengamele: Ezezimali - Mnu Rajan Desraj
- 7.1.2.3.8 Umphathi Owengamele: PPS - Mnu Wilson Honu

### 7.2 Iminingwane yokuxhumana nesekela lesiphathimandla kwezolwazi

Umphathi Owengamele Imisebenzi Yenhlango

Ikheli leposi: P O Box 1690  
Joubert park  
2044

Ikheli lenhlalo: 150 Comissioner Street  
Johannesburg

Inombolo yocingo: 011 308 1530  
 Inombolo yefeksi: 011 308 1532  
 I-imeyili: [priya@propnet.co.za](mailto:priya@propnet.co.za)  
 IWebsite: [www.propnet.co.za](http://www.propnet.co.za)

### **7.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo**

#### **7.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:**

- 7.3.1.1 eminye imininingwane ngezindawo ezithengiswayo, isibonelo, uhlobo lwendawo, ubukhulu bayo, imithetho yokuhlelwa kwedolobha, izithiyi kanye nolwazi oluphatelene nokuphangwa ngokomthetho. Lolu lwazi lutholakala ezincwadini ezifakazela ukuba ngumnini waleyo ndawo;
- 7.3.1.2 ulwazi oluku-Website yePropnet [www.rave.co.za](http://www.rave.co.za)
- 7.3.1.3 izincwadi ezikhishwa yiPropnet, ezizihloko ezithi “etalk” nesithi “Carlton Centre Chronicles”, ezifaka nolwazi ngohlobo lwezenzo ezenzekayo, ukukhushulwa, imithetho emisha, izinguquko kwaTransnet kanye nezindaba ezithinta indawo;
- 7.3.1.4 isu lwamathuba alinganayo okusebenza, labo lelisu elibhekise kubo, uhlelo lokuthuthukisa abansundu kwezomtho; kanye nezinjongo eziphatelene nezinombolo;
- 7.3.1.5 ukubeka emazingeni yiNOSA, maqondana noMthetho weZempilo nokuPhepha kwabasebenzi;
- 7.3.1.6 umthetho wePropnet maqondana neNgculaza;
- 7.3.1.7 imininingwane maqondana nohlelo lwePropnet lokunikeza umvuzo nokwaziwa kulabo abasebenza kahle;
- 7.3.1.8 Izibalo nezibalo ngokobuhlanga;
- 7.3.1.9 izidingo zabaqeqeshwayo;
- 7.3.1.10 uhlelo lokusiza abasebenzi;
- 7.3.1.11 umthwalo ngomphakathi/Isu lokutshala izimali; kanye
- 7.3.1.12 nemisebenzi eyenziwa eCarlton Centre.

### **7.4 Incazelo yezihloko nezigaba zamarekhodi aphehwe yiPropnet okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

#### **7.4.1 Amarekhodi apathelene nekomidi elengamele nomkhandlu wabaQondisi bePropnet**

- 7.4.1.1 Amaminithi nezixazululo zangaphakathi zemihlangano yeKomidi elengamele nomkhandlu weNgxenyane.
- 7.4.1.2 Uhla lwabantu abakhethelwe ukuhlanganisa iPropnet kanye nezincwadi ezifakazela lokhu kukhethwa.
- 7.4.1.3 Izinhla eziphatelene nomthetho, ezifaka ukumemezela kwabasebenzi kwenzalo ezivumelwaneni, kanye nokumemezela iziphondo ezinikeziwe (maqondana noMthetho wokuphathwa kwezimali zomphakathi ka-1999).

#### **7.4.2 Amarekhodi ezimali zePropnet**

- 7.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zePropnet.
- 7.4.2.2 mibiko yaphakathi konyaka neyokuphela konyaka yePropnet.
- 7.4.2.3 Imininingwane yabahloli bezincwadi zezimali zePropnet.

- 7.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zePropnet.
- 7.4.2.5 Imininingwane yezingcweti kwezokubala izimali ohlelweni lwezempesheni olusetshenziswa yiPropnet.
- 7.4.2.6 Ukubuyiselwa kwemali yentela nezincwadi ezihambisana nakho.
- 7.4.2.7 Amalasisi

#### **7.4.3 Imininingwane yasebhange yePropnet**

- 7.4.3.1 Izincwadi eziphatelene nezimali ezibolekwe kuTransnet yizinkampani ezenganyelwe yiPropnet, okuyizimali ezilawulwa yiPropnet
- 7.4.3.2 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yama-akhawunti.
- 7.4.3.3 Izitatimende zasebhange.
- 7.4.3.4 Iziqiniseko zezimali ezinikezwe maqondana nePropnet.
- 7.4.3.5 Ezinye izibopho zezimali zePropnet ezifaka ukuxhasa ngezimali imifundaze, kanye neminikelo.
- 7.4.3.6 Amanye amarekhodi asebhange ePropnet.

#### **7.4.4 Abasebenzi/Amarekhodi abasebenzi**

- 7.4.4.1 Uhla lwabasebenzi.
- 7.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphatelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi bePropnet.
- 7.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.
- 7.4.4.4 Inkokhelo yokudilizwa emsebenzini ngenxa yokungabibikho komsebenzi.
- 7.4.4.5 Amarekhodi aziphatelene nezinhlelo zokukhuthaza ukusebenza kahle.
- 7.4.4.6 Izincwadi nolwazi maqondana namalungiselelo okwehlukaniselana ngenzuzo ngabasebenzi bePropnet.
- 7.4.4.7 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.
- 7.4.4.8 Amasu okunikeza amathuba alinganayo emisebenzi yakwaPropnet.
- 7.4.4.9 Amafayeli abasebenzi.
- 7.4.4.10 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphatelene nokulalelwa kwecala lokuqondiswa izigwegwe.
- 7.4.4.11 Imihlahlandlela yokuqeqeshwa kanye nolwazi oluphatelene nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.

#### **7.4.5 Uhlelo olusiza abasebenzi noma isikhwama sezimali esisetshenziswa yiPropnet**

- 7.4.5.1 Uhla lwabantu ababhekene nezimali zezinhlelo ezisiza abasebenzi noma izikhwama zezimali esisetshenziswa yiPropnet.
- 7.4.5.2 Izincwadi eziphatelene nohlelo olusiza abasebenzi noma isikhwama sezimali esisetshenziswa yiPropnet.

#### **7.4.6 Uhlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiPropnet**

- 7.4.6.1 Uhla lwabantu ababhekene nezimali zohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiPropnet.
- 7.4.6.2 Izincwadi zokuphatha eziphatelene nohlelo olusiza abasebenzi kwezokwelashwa

olusetshenziswa yiPropnet.

#### **7.4.7 Amarekhodi aphehwe ngokomthetho**

Amarekhodi aphehwe ngokomthetho aphathelene nokusebenza kwePropnet.

#### **7.4.8 Impahla enobuhlakani bengqondo**

7.4.8.1 Izivumelwano maqondana nokunikezwa kwamalaysense kwempahla enobuhlakani bengqondo.

7.4.8.2 Amarekhodi emisebenzi egodle amalungelo abaqambi.

#### **7.4.9 Izimvume namalaysense**

7.4.9.1 Amalaysense, izimvume zempahla, izincwadi zemvume, ukuvumeleka, ukugunyazwa kanye nezitifiketi, okufaka:

7.4.9.2 Ukwenza izicelo zezimvume, zamalaysense nezokugunyazwa.

7.4.9.3 Ukubhalisa nokumemezela izimvume.

7.4.9.4 Ezinye izincwadi eziphathelene nezimvume namalaysense, ezifaka ukwenziwa kabusha kwazo, amalasidi okukhokha izimali zamalaysense kanye nokwazisa okusemthethweni.

#### **7.4.10 Impahla engagudluki negudlukayo**

7.4.10.1 Izincwadi ezifakazela ukuba ngumnininto ngokusemthethweni.

7.4.10.2 Izivumelwano zokuqashiswa komhlaba nezinye izimpahla ezingagudluki.

7.4.10.3 Izivumelwano zokuqashiswa noma ukuthengiswa kwempahla egudlukayo.

7.4.10.4 Izincwadi eziphathelene nezimali ezibolekwa emabhange ukuqasha impahla.

7.4.10.5 Ukubhaliswa okuphathelene nokulungiswa kwezivumelwano.

7.4.10.6 Izivumelwano zokuthengisa ngesikweletu kanye/noma ukuqasha ngenhloso yokuthenga.

7.4.10.7 Ezinye izivumelwano zokuthenga, ukuthengisa okwejwayelekile, ukuthengisa ngaphansi kwezimo ezithile, noma ukuqasha impahla.

#### **7.4.11 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezincingo**

7.4.11.1 Izivumelwano zesoftware yekhompyutha, ukuyixhasa nokuyilondoloza.

7.4.11.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.

7.4.11.3 Izivumelwano zehardware yekhompyutha.

7.4.11.4 Izivumelwano maqondana nehardware yekhompyutha esetshenziswa yiPropnet, ezifaka izivumelwano zokulondoloza amaserver ekhompyutha..

7.4.11.5 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma nezinye izinhlangano zokuxhumana ngezincingo.

7.4.11.6 Ezinye izincwadi eziphathelene nezinhlelo zamakhompyutha eziphehwe yiPropnet, ezifaka izincwadi zokuzithuthukisa, imihlahlandlela yekhompyutha kanye namakhodi emithombo.

#### **7.4.12 Izivumelwano kanye nezincwadi eziphathelene nokusebenza kwePropnet**

7.4.12.1 Izivumelwano eziphathelene neziqiniseko zezimali, ukuhlanzeka, ifenisha, izitshalo kanye nokulondoloza amalifithi.

7.4.12.2 Izivumelwano zokuzazisa.

7.4.12.3 Amarekhodi aphaathelene nezinhlelo zokwakha.

#### **7.4.13 Izivumelwano ezixubile zePropnet**

7.4.13.1 Izimali ezibolekwa abasebenzi bePropnet ezitholakala ngeTransnet.

7.4.13.2 Izivumelwano zesibambiso.

7.4.13.3 Izivumelwano zokutshwalwa kwezimali, iziqiniseko kanye neziqiniseko zokumoshakalelwa noma ukulahlekelwa.

7.4.13.4 Izivumelwano zokuphatha.

7.4.13.5 Izimo ezijwayelekile zebhizinisi kanye nezivumelano ezijwayelekile.

7.4.13.6 Izivumelwano nabathumelimpahla bePropnet, okufaka nezivumelwano eziphathelene nokuhlanzeka, ukulondoloza kanye nezinto ezisetshenziswa emahhovisi.

7.4.13.7 Izivumelano namakhasimende akwaPropnet, okufaka ukuthengisa nokuqashisa.

7.4.13.8 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungaluvezi bala

7.4.13.9 Izivumelwano ezenziwe nabantu abanolwazi ngokuthi.

#### **7.4.14 Inzalo nokutshalwa kwezimali kwaPropnet**

7.4.14.1 Izivumelwano okuthi ngazo iPropnet ibe yilungu elifakiwe noma elingafakiwe lenhlangano eyinhlanganyela.

7.4.14.2 Inzalo yePropnet ezinhlanganweni ezizimele efaka nenzalo yezitokwe namashezi noma izivumelwano namaphrojekthi ahanganyelwe nabanye abantu.

7.4.14.3 Izivumelwano nezinye izinhlangano ezenganyelwe yiTransnet, ezifaka izivumelwano nabantu abenzela Inational Ports Authority (i"iNPA") imisebenzi, iSpoornet, iPetrinet nezezindlu; kanye nezivumelwano neNPA zamaphrojekthi okuphatha.

#### **7.4.15 Ukuxhumana ngezincwadi**

7.4.15.1 Ukuxhumana kwangaphakathi kuPropnet, okufaka ukwenziwa kwezincwajana zangaphakathi eziwumbiko .

7.4.15.2 Ukuxhumana ngezincwadi nezinye iziNgxenye kanye nezinkampani ezenganyelwe yiTransnet.

7.4.15.3 Okunye ukuxhumana ngezincwadi.

#### **7.4.16 Ulwazi oluphathelene nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni athintana nePropnet.

#### **7.4.17 Amarekhodi endawo**

7.4.17.1 Ukuhlola ukushayisana endaweni kanye nezincwadi eziphathelene nezingcwaningo ezenziwe mayelana nalokhu.

7.4.17.2 Izivumelwano eziphathelene nezindaba ezithinta indawo.

#### **7.4.18 Ucwangingo nolwazi lwezesayense noma lwezobuchwepheshe**

7.4.18.1 Izincwadi eziphathelene nocwangingo olwenziwe yiPropnet, noma olwenziwe esikhundleni sePropnet.

7.4.18.2 Imibiko yocwaningo elungiswe yiPropnet, noma elungiswe ngabanye abantu esikhundleni sePropnet.

7.4.18.3 Izivumelwano ezingavezi obala mayelana nocwaningo, kanye nolwazi lwezesayense noma lwezobuchwepheshe.

#### **7.4.19 Izincwadi zomthetho**

7.4.19.1 Izincwadi eziphathelene nokwenziwa komthetho yiPropnet

7.4.19.2 Izincwadi eziqondene nokusetshenziswa kwamandla mayelana nomthetho.

7.4.19.3 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeziphathimandla zakwaPropnet

#### **7.4.20 Ukuphepha komphakathi**

7.4.20 1 Umthetho wokuphathwa kwezinguzi.

7.4.20 2 Isu lokwelulama engozini namasuokuqhubekisela ibhizinisi phambili.

7.4.20 3 Izincwadi eziphathelene nocwaningo noma uphenyo maqondana nokuphepha, ezifaka ukuhlelela izimo eziphuthumayo kanye nocwaningo.

#### **7.5 Imisebenzi enikezwa yiPropnet**

##### **7.5.1 Uhlobo lwemisebenzi**

IPropnet ingumbheki wezimpahla zeqembu lakwaTransnet. IPropnet ibhekene nokulawula nokuthuthukisa impahla, okufaka imisebenzi ehambisana nempahla, ukwakhiwa kanye nokuhlola amathuba amasha ezebhizinisi. Kuze kube manje, iPropnet ifaka amathenda okuthola izivumelwano.

##### **7.5.2 Itholakala kanjani le misebenzi**

Umphakathi ungakwazi ukufinyelela kule misebenzini yePropnet ngovula iWebsite yePropnet. Noma abantu bangashayela noma yimaphi amagatsha ePropnet ezweni lonke noma bangaya kwelinye lamahhovisi ePropnet.

#### **7.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

7.6.1 Ngokuvamile abantu abakwazi ukuguqula imithetho yePropnet.

7.6.2 Noma yikuphi ukuhlanganyela kuzokwenziwa ngokubonisana.:

7.6.3 Maqondana nokuchaza okuzokwakhiwa endaweni nokuhlelwa kwedolobha, ukuhlanganyela komphakathi ngaphambi kwesikhathi kuyadingeka maqondana nomthetho ofanele. IPropnet izokhipha isaziso somphakathi, esichaza isenzo esihlosiwe.

## **8 ISpoornet**

### **8.1 Imisebenzi nokubunjwa kweSpoornet**

#### **8.1.1 Imisebenzi yeSpoornet**

8.1.1.1 Umsebenzi osemqoka weSpoornet, eyingxenye enkulu yeTransnet ukuxazulula izidingo zokuthutha imithwalo yamakhasimende emikhakheni yokumbiwa phansi kanye nokuthwala imikhiqizo yezimpahla ezisindayo nezilula.

8.1.1.2 ISpoornet ilondoloza uxhaxha lojantshi bezitimela abadabula iNingizimu Afrika baxhumane nabanye ojantshi e-Afrika engezansi nogwadule iSahara. ISpoornet isebenza emazweni ase-Afrika ayi-17.

8.1.1.3 Imisebenzi yeSpoornet yehlukaniswe imikhakha yebhizinisi eyisithupha. Okuyilena:

##### **8.1.1.3.1 Ibhizinisi elejwayelekile lokuthutha impahla (i"IGFB")**

IGFB iyinhlanganisela yojantshi beSpoornet besikhathi sangaphambili, izikhumulo kanye namabhizinisi athengisayo.

##### **8.1.1.3.2 ICOALink**

Leli yibhizinisi elisebenza ngempumelelo kakhulu emhlabeni wonke ekuthumeleni impahla enkulu, lithwala amalahle kusuka esifundazweni saseMpumalanga amukiswe esikhumulweni esithumela izimpahla ngaphandle kwaleli zwe esiseRichards bay esifundazweni saKwaZulu-Natali. Ukuthumela kweNingizimu Afrika ngonyaka amalahle angamathani acishe abe yizigidi ezingama-69 enza isitimu, kungokwesibili kulandela okwe-Australia.

##### **8.1.1.3.3 I-Orex**

I-Orex ithutha ngomzila ongama-861 ophakathi kweSishen eNyakatho Kapa neSaldanha ogwini lwaseNtshonalanga Kapa, amathani ayizigidi ezingama-22 ngonyaka etshensimbi elithunyelwa kamanye amazwe, ngaphezu kukaLoliwe wesibili emhlabeni wonke.

##### **8.1.1.3.4 ILuxrail**

Lo mkhakha ulwawula iBlue Train, ebekwe kuWorld Travel Award njengesitimela esihamba phambili emhlabeni wonke kwezokungcebeleka. ILuxrail inezivumelwano nezinye izinkampani eziqhuba amabhizinisi ezitimela zokungcebeleka ezinjengeRovos Rail neSpier, ezisebenzisa izingqalasizinda zeSpoornet.

##### **8.1.1.3.5 IShosholoza Meyl**

Leli yigama elisha emkhakheni webhizinisi owethula imisebenzi yokuthwala abagibeli abaya ezindaweni ezikude. Ukuxhumana okukhulu okwemisebenzi egibeza abagibeli nabahwebi abayizigidi ezingama-3.5 ngonyaka abasuka futhi bafike ezikhumulweni zaseNingizimu ne-Afrika.

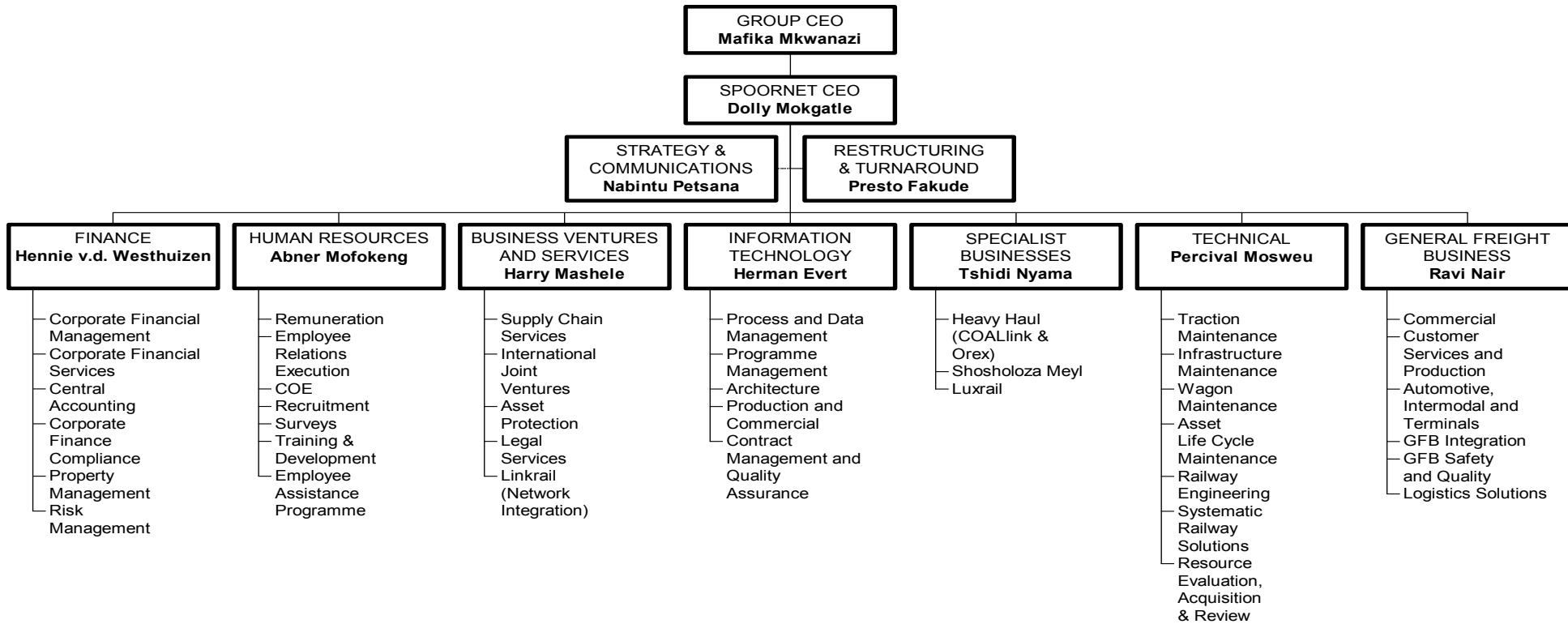
### 8.1.1.3.6 ISpoornet International Joint Venture (iSpoornet IJV)

Leli yibhizinisi lokuphatha ngokubonisana nokusebenza okumanje linikeza uLoliwe kanye nemisebenzi eyenzelwa amazwe amaningi, ikakhulu e-frika.

- 8.1.2.1 Ihhovisi elikhulu leSpoornet liku-Umjantshi House, 30 Wolmarans Street, Braamfontein, Gauteng.
- 8.1.2.2 Umphathi Ophakeme weSpoornet yilaba:
- 8.1.2.2.1 Isiphathimandla Esikhulu Esengamele (Ibamba) – Dolly Mokgatle;
- 8.1.2.2.2 Umphathi Jikelele: Isazi kwezamabhizinisi - Tshidi Nyama;
- 8.1.2.2.3 Umphathi Jikelele: Ezezimali: Hennie van der Westhuizen;
- 8.1.2.2.4 Umphathi Jikelele: Ezobuchwepheshe – Percival Mosweu;
- 8.1.2.2.5 Umphathi Jikelele: Ezebhizinisi elijwayelekile lokuthutha impahla - Ravi Nair;
- 8.1.2.2.6 Umphathi Jikelele: Ezabasebenzi - Abner Molokeng;
- 8.1.2.2.7 Umphathi Jikelele: Ulwazi lwezobuchwepheshe - Herman Evert;
- 8.1.2.2.8 Umphathi Jikelele: Ezezihlangano ezihlanganyele emazweni omhlaba - Harry Mashele

**8.1.2 Ukubunjwa kweSpoornet - Umdwebo wokubunjwa kweSpoornet**

Ukubunjwa kweSpoornet - Umdwebo wokubunjwa kweSpoornet



**8.2 Imininingwane yokuxhumana nesebola lesiphathimandla kwezolwazi**

Ms Nabintu Petsana

Umpathi Owengamele, Ezamasu nokuxhumana.

Ikheli leposi: Private Bag X47  
Johannesburg

Ikheli lenhlalo: 30 Wolmarans Street  
Braamfontein

Inombolo yocingo: 011 773 4510

Inombolo yefeksi: 011 773 4418

I-imeyili: [nabintu@spoonet.co.za](mailto:nabintu@spoonet.co.za)

IWebsite: [www.spoonet.co.za](http://www.spoonet.co.za)

### **8.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo**

8.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

8.3.1.1 Amaphephabhuku eSpoonet, “i-Platform”;

8.3.1.2 Ulwazi olukuWebsite yeSpoonet;

8.3.1.3 Imibiko yezinhlango kanye nezonyaka zeSpoonet; kanye;

8.3.1.4 Namafayeli enhlangano.

### **8.4 Incazelo yezihloko nezigaba zamarekhodi aphehwe yiSpoonet okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

#### **8.4.1 Amarekhodi apathelene nekomidi elengamele nomkhandlu wabaQondisi beSpoonet**

8.4.1.1 Amaminithi nezixazululo zangaphakathi zemihlangano yeKomidi elengamele nomkhandlu weNgxenyane.

8.4.1.2 Uhla lwabantu abakhethelwe ukuhlanganisa iSpoonet kanye nezincwadi ezifakazela lokhu kukhethwa.

#### **8.4.2 Amarekhodi ezimali zeSpoonet**

8.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zeSpoonet.

8.4.2.2 Imibiko yaphakathi konyaka neyokuphela konyaka yeSpoonet.

8.4.2.3 Imininingwane yabahloli bezincwadi zezimali zeSpoonet.

8.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeSpoonet.

8.4.2.5 Imininingwane yezingcweti kwezokubala izimali ohlelweni lwezempesheni olusetshenziswa yiSpoonet.

8.4.2.6 Ukubuyiselwa kwemali yentela nezincwadi ezihambisana nakho.

8.4.2.7 Ezinye izibopho zezimali zeSpoonet, ezifaka iminikelo, imifundaze kanye nezimali zokuxhasa.

8.4.2.8 Amalasidi

#### **8.4.3 Imininingwane yasebhangе yeSpooгnet**

8.4.3.1 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yama-akhawunti.

8.4.3.2 Izitatimende zasebhangе.

8.4.3.3 Amanye amarekhodi asebhangе eSpooгnet.

#### **8.4.4 Abasebenzi/Amarekhodi abasebenzi**

8.4.4.1 Uhla lwabasebenzi.

8.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphathelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi beSpooгnet.

8.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.

8.4.4.4 Inkokhelo yokudilizwa emsebenzini ngenxa yokungabibikho komsebenzi.

8.4.4.5 Izincwadi nolwazi maqondana nezinhlelo zokusizakala okutholwa ngabasebenzi beSpooгnet.

8.4.4.6 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.

8.4.4.7 Amasu okunikeza amathuba alinganayo emisebenzi yakwaSpooгnet.

8.4.4.8 Amafayeli abasebenzi.

8.4.4.9 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphathelene nokulalelwa kwecala lokuqondiswa izigwegwe.

8.4.4.10 Imihlahlandlela yokuqeqeshwa kanye nolwazi oluphathelene nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.

#### **8.4.5 Izidingo zomthetho**

Imibiko namarekhodi aphethwe maqondana nomthetho ofanele.

#### **8.4.6 Impahla enobuhlakani bengqondo**

8.4.6.1 Amarekhodi ezimpawu zokuhweba kanye namagama.

8.4.6.2 Amalaysense kanye nezivumelano eziphathelene namalungelo obuhlakani bengqondo.

#### **8.4.7 Izimvume namalaysense**

8.4.7.1 Amalaysense ezibhamu.

8.4.7.2 Ukwenza izicelo zezimvume, zamalaysense nezokugunyazwa.

8.4.7.3 Ukubhalisa nokumemezela izimvume.

8.4.7.4 Ezinye izincwadi eziphathelene nezimvume namalaysense, ezifaka ukwenziwa kabusha kwazo, amalasidi okukhokha izimali zamalaysense kanye nokwazisa okusemthethweni.

#### **8.4.8 Amarekhodi omshwalense**

Amarekhodi aiphatelene namapholisi omshwalense athathelwe ukusiza iSpooгnet nabasebenzi bayo, aphethwe yiTransnet.

#### **8.4.9 Impahla engagudluki negudlukayo**

8.4.9.1 Izincwadi ezifakazela ukuba ngumnininto ngokusemthethweni, izivumelano zokuqashiswa nokuthengiswa kwempahla engagudluki yiSpooгnet ezenziwe yiPropnet's Professional Property Services esikhundleni seTransnet.

- 8.4.9.2 Uhla lwempahla.
- 8.4.9.3 Izivumelwano zokuqashiswa noma ukuthengiswa kwempahla egudlukayo, Izivumelwano zokuthenga, ukuthengisa okwejwayelekile, ukuthengisa ngaphansi wezimo ezithile, noma ukuqasha impahla.

#### **8.4.10 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezincingo**

- 8.4.10.1 Izivumelwano zesoftware yekhompyutha, ukuyixhasa nokuyilondoloza.
- 8.4.10.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.
- 8.4.10.3 Izivumelwano zehardware yekhompyutha.
- 8.4.10.4 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma nezinye izinhlangano zokuxhumana ngezincingo.
- 8.4.10.5 Izivumelwano zokuma ndawonye kwezilinganiso.

#### **8.4.11 Izivumelwano kanye nezincwadi eziphathelene nokusebenza kweSpoornet**

- 8.4.11.1 Izivumelwano eziphathelene nokusebenza okuqondile kweSpoornet.
- 8.4.11.2 Izivumelwano zokuqashisa kanye nezezimali zokukhokha nezivumelwano zokuthutha.
- 8.4.11.3 Imithetho nezinkombandlela.

#### **8.4.12 Izivumelwano ezixubile zeSpoornet**

- 8.4.12.1 Izimali ezibolekwa abanye abantu.
- 8.4.12.2 Izivumelwano zokuphatha, zabasebenza esikhundleni sabanye kanye nezokusabalalisa.
- 8.4.12.3 Izivumelwano zokutshwalwa kwezimali, iziqiniseko kanye neziqiniseko zokumoshakalelwa noma ukulahlekelwa.
- 8.4.12.4 Izivumelwano zokuphatha.
- 8.4.12.5 Izimo ezijwayelekile zebhizinisi kanye nezivumelwano ezijwayelekile.
- 8.4.12.6 Izivumelwano zokutholakala kwezivumelwano nabathumelimpahla okwenziwe yiTransnet esikhundleni seSpoornet.
- 8.4.12.7 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungaluvezi obala.
- 8.4.12.8 Izivumelwano zokusebenza kanye nezamazinga okusebenza.

#### **8.4.13 Inzalo nokutshalwa kwezimali kwaSpoornet**

- 8.4.13.1 Izivumelwano mayelana nokuthi iSpoornet siyilungu lenhlangano.
- 8.4.13.2 Inzalo yeSpoornet ezinhlanganweni ezizimele efaka nenzalo yezitokwe namashezi noma izivumelwano namaphrojekthi ahlanganyelwe nabanye abantu.
- 8.4.13.3 Izivumelwano kanye nenzalo nezinye izinhlangano ezingeyona ingxenye yeTransnet.
- 8.4.13.4 Izivumelwano nezinye izinkampani ezenganyelwe yiTransnet, ezifaka iNational Port Authority, iPropnet, iTranstel, iTranswerk neProtekon.

**8.4.14 Ukuxhumana ngezincwadi**

- 8.4.14.1 Ukuxhumana kwangaphakathi kuSpoornet, okufaka ukwenziwa kwezincwajana zangaphakathi eziwumbiko .
- 8.4.14.2 Ukuxhumana ngezincwadi nezinye iziNgxenyane kanye nezinkampani ezenganyelwe yiTransnet.
- 8.4.14.3 Okunye ukuxhumana ngezincwadi.

**8.4.15 Ulwazi oluphathelele nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni okuthintana neSpoornet.

**8.4.16 Amarekhodi endawo**

- 8.4.16.1 Ukuhlola ukushayisana endaweni (ama-EIA) kanye nezincwadi eziphathelele nezingcwaningo ezenziwe mayelana nalokhu.
- 8.4.16.2 Amarekhodi ezinqumo eziqondene nama-EIA.
- 8.4.16.3 Imithetho eqondene nezi nezindaba ezithinta indawo.

**8.4.17 Ucwano nozwazi lwezisayensi noma lwezobuchwepheshe**

- 8.4.17.1 Izincwadi eziphathelele nocwano olwenziwe yiSpoornet, noma olwenziwe esikhundleni seSpoornet.
- 8.4.17.2 Imibiko yocwano elungiswe yiSpoornet, noma elungiswe ngabanye abantu esikhundleni seSpoornet.
- 8.4.17.3 Imibiko yocwano ephathelele nocwano, kanye nolwazi lwezisayensi noma lwezobuchwepheshe.

**8.4.18 Izincwadi zomthetho**

- 8.4.18.1 Izincwadi eziphathelele nokwenziwa komthetho yiSpoornet
- 8.4.18.2 Izincwadi eziphathelele nezigaba ezilandelayo zolwazi:
  - 8.4.18.2.1 ukwenza umsebenzi nokusebenzisa amandla mayelana nomthetho;
  - 8.4.18.2.2 ukuphatha okuhlanganyele;
  - 8.4.18.2.3 impahla
  - 8.4.18.2.4 izinto ezidingwa ukusetshenziswa;
  - 8.4.18.2.5 ezezimali;
  - 8.4.18.2.6 ukuqashwa nomsebenzi;
  - 8.4.18.2.7 ulwazi nezinhlelo;
  - 8.4.18.2.8 ukutshwalwa kwezimali okudinga ukuhlanganyela komphakathi;
  - 8.4.18.2.9 ukuxhumana enhlanganweni;
  - 8.4.18.2.10 ezokuthengisa;
  - 8.4.18.2.11 ingqalasizinda;
  - 8.4.18.2.12 ezobuchwepheshe.
- 8.4.18.3 Izincwadi eziphathelele nokubonisana, ukuxoxisana kanye nezinqumo ezithethwe ngenhloso yokusiza ekwakwiweni kwemithetho yeSpoornet nasekwenzeni kweSpoornet imisebenzi yayo ebekwe umthetho.
- 8.4.18.4 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeziphathimandla zakwaPropnet

#### **8.4.19 Ukuphepha komphakathi**

8.4.19.1 Imithetho ephathelene nokuphepha komphakathi kanye nokuphathwa kwenhlekelele.

8.4.19.2 Uhla lwezehlakalo kanye nerekhodi lophenyo lwezehlakalo kanye nezinto ezingahambi ngendlela efanele.

8.4.19.3 Amarekhodi eKomidi lokuphepha elihlanganise konke.

#### **8.5 Imisebenzi enikezwa yiSpoornet**

##### **8.5.1 Uhlobo lwemisebenzi**

ISpoornet inikeza iyidlela yokuthutha abagibeli nempahla. Ngaphezu kwalokho iSpoornet ilawula uxhaxha lojantshi abadabula iNingizimu Afrika.

##### **8.5.2 Itholakala kanjani le misebenzi**

Ulwazi oluphathelene nemisebenzi enikezwa yiSpoornet lungatholakala ku-Internet, kubaphathi abaqavile be-akhawunti yeSpoornet, ezincwadini zezingcingo zakwaTelkom kanye nasezikhangisweni ezivela emaphephandabeni.

##### **8.5 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

Abasebenzi bakwaSpoornet bayakwazi ukuhlanganyela ekwenziweni kwemithetho yeSpoornet nasekusebenziseni amandla ayo ngokubonisana nangokuthumela ababamele kuSpoornet.

## 9 ITranstel

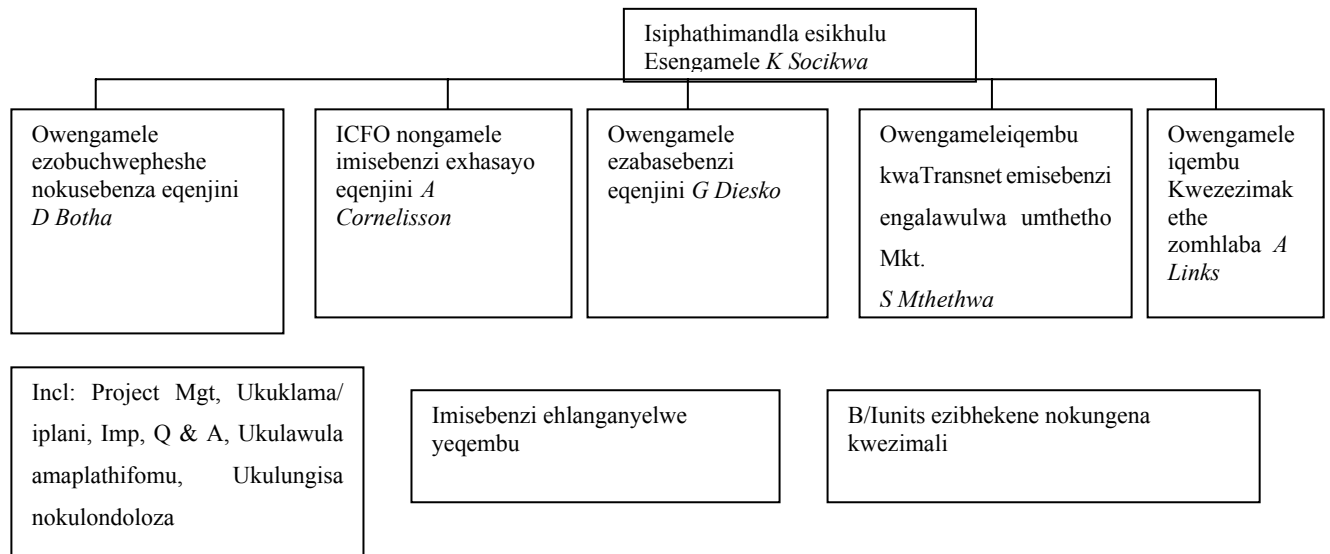
### 9.1 Imisebenzi nokubunjwa kweTranstel

#### 9.1.1 Imisebenzi yeTranstel

9.1.1.1 ITranstel yinkampani yesifundazwe esebenza ngezingcingo, eyaziwayo naku-International Telecommunications Union (i-ITU), nebandakanyekayo ebhizinisini leTransnet elihlanganisa izixazululo zezidingo ezisetshenziswayo. ITranstel ibhekene nomsebenzi omkhulu ozimele oyedlula yonke e-Afrika kwezezingcingo. Njengoba ingeyesibili ekusebenzeni ngezingcingo kulo lonke elaseNingizimu Afrika, iTranstel ishintshele ekubeni yindlela esemqoka yokutshala kweTransnet izimali.

9.1.1.2 Transtel inikeza iqembu lezinkampani zakwaTransnet izingcingo. Ngaphezu kwalokho, iTranstel inikeza imisebenzi engalawulwa ngokusemthethweni kumakhasimende enhlangano. ITranstel inikeza futhi nemisebenzi yamandla esatellite emazweni angaphandle kweNingizimu Afrika.

#### 9.1.2 Ukubunjwa kweTranstel



- 9.1.2.1 Nawa amahhovisi amakhulu eTranstel:
- 9.1.2.2 Forum III, Braampark, 33 Hoofd Street, Braamfontein;
- 9.1.2.3 477 Smith Street, Durban; kanye
- 9.1.2.4 Transtel Manor, 276 Durban Road, Bellville, Cape Town.

## 9.2 Imininingwane yokuxhumana nesekela lesiphathimandla kwezolwazi

Ms Vanessa Wilson

Isekela Eliqeqeshiwe Lesiphathimandla Esikhulu Esengamele

Ikheli leposi: P O Box 2504  
Joubert park  
2044

Ikheli lenhlalo: Forum III

Braampark  
33 Hoofd Street  
Johannesburg

Inombolo yocingo: 011 359 2460

Inombolo yefeksi: 011 359 2026

I-imeyili: [vanessa@transtel.co.za](mailto:vanessa@transtel.co.za)

IWebsite: [www.transtel.co.za](http://www.transtel.co.za)

### **9.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo**

9.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

9.3.1.1 Amafayeli enhlangano teTranstel;

9.3.1.2 Izincwajana zemisebenzi;

9.3.1.3 Izincwadi zomthetho kaTranstel:

9.3.1.4 Imithetho ekhishwe yi-Independent Communications Authority eNingizimu Afrika;

9.3.1.5 Amalaysense anikezwe iTranstel; kanye

9.3.1.6 Nesitatimende samandla eTranstel

9.3.2 La marekhodi angatholakala kuWebsite teTranstel. Noma angatholakala emahhovisi esiphathimandla esengamele kwezolwazi eTranstel.

### **9.4 Incazelo yezihloko nezigaba zamarekhodi aphelelwe yiTranstel okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

#### **9.4.1 Amarekhodi apathelene nekomidi elengamele nomkhandlu wabaQondisi beTranstel**

9.4.1.1 Uhla lwabaqondisi bomkhandlu wengxenywe yeTranstel.

9.4.1.2. Amaminithi nezixazululo zangaphakathi zemihlangano yeKomidi elengamele nomkhandlu wengxenywe.

9.4.1.3 Uhla lwabantu abakhethelwe ukuhlanganisa iTranstel.

9.4.1.3 Izincwadi zokukhethwa kwabasemagunyeni.

#### **9.4.2 Amarekhodi ezimali zeTranstel**

9.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zeTranstel.

9.4.2.2 Imibiko yaphakathi konyaka neyokuphela konyaka yeTranstel.

- 9.4.2.3 Imininingwane yabahloli bezincwadi zezimali zeTranstel.
- 9.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeTranstel.
- 9.4.2.5 Imininingwane yezingcweti kwezokubala izimali ohlelweni lwezempesheni olusetshenziswa yiTranstel.
- 9.4.2.6 Ukubuyiselwa kwemali yentela nezincwadi ezihambisana nakho.
- 9.4.2.7 Izincwadi ezixhasa ukubuyiselwa kwentela.
- 9.4.2.8 Amalasidi

#### **9.4.3 Imininingwane yasebhangwe yeTranstel**

- 9.4.3.1 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yama-akhawunti.
- 9.4.3.2 Izitatimende zasebhangwe.
- 9.4.3.3 Imininingwane yezimali ezisetshenziswe zeqa kulezo ezisuke zifakwe ebhangwe noma okunye ukweboleka kwezimali kweTranstel.
- 9.4.3.4 Izinqiniseko zezimali ezinikezwe iTranstel noma ezinikezwe maqondana neTranstel.
- 9.4.3.5 Ezinye izibopho zezimali zeTranstel ezifaka izimali ezibolekwe abasebenzi, imifundaze, kanye noxhasomali olunikezwe iNyuvesi YaseWitwatersrand maqondana nohlelo lokucwaninga.

#### **9.4.4 Abasebenzi/Amarekhodi abasebenzi**

- 9.4.4.1 Uhla lwabasebenzi.
- 9.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphatelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi beTranstel.
- 9.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.
- 9.4.4.4 Inkokhelo yokudilizwa emsebenzini maqondana nabasebenzi ngenxa yokungabibikho komsebenzi.
- 9.4.4.5 Amarekhodi aziphatelene nezinhlelo zokukhuthaza ukusebenza kahle.
- 9.4.4.6 Izincwadi nolwazi maqondana namalungiselelo okwehlukiselana ngenzuzo ngabasebenzi beTranstel.
- 9.4.4.7 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.
- 9.4.4.8 Amasu okunikeza amathuba alinganayo emisebenzi yakwaTranstel.
- 9.4.4.9 Amafayeli abasebenzi.
- 9.4.4.10 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphatelene nokulalelwa kwecala lokuqondiswa izigwegwe.
- 9.4.4.11 Imihlahlandlela yokuqeqeshwa kanye nolwazi oluphatelene nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.

#### **9.4.5 Uhlelo olusiza abasebenzi noma isikhwama sezimali esisetshenziswa yiTranstel**

- 9.4.5.1 Uhla lwabantu ababhekene nezimali zezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiTranstel.
- 9.4.5.2 Izincwadi eziphatelene nezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiTranstel.

**9.4.6 Uhlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiTranstel**

- 9.4.6.1 Uhla lwabantu ababhekene nezimali zohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiTranstel.
- 9.4.6.2 Izincwadi zokuphatha eziphathelele nohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiTranstel.

**9.4.7 Amarekhodi aphethwe ngokomthetho**

Amarekhodi okudingeka ukuba aphathwe aqondene nomthetho ophathelene neTranstel.

**9.4.8 Impahla enobuhlakani bengqondo**

- 9.4.8.1 Amarekhodi aphaathelene nezimpawu zokuhweba kanye nemisebenzi egodle amalungelo abaqambi.
- 9.4.8.2 Izincwadi eziphathelele nezimpawu zokuhweba, ukugodla amalungelo okuthengisa, ukugodla amalungelo abaqambi noma imifanekiso.
- 9.4.8.3 Isivumelwano zokwedluliswa kwezobuchwepheshe.

**9.4.9 Izimvume namalaysense**

- 9.4.9.1 Amalaysense akhishelwe iTranstel yi-ICASA
- 9.4.9.2 Ukwenza izicelo zezimvume, zamalaysense nezokugunyazwa.
- 9.4.9.3 Ezinye izincwadi eziphathelele nezimvume namalaysense, ezifaka ukwenziwa kabusha kwazo, amalasidi okukhokha izimali zamalaysense kanye nokwazisa okusemthethweni.

**9.4.10 Amarekhodi omshwalense**

Amapholisi omshwalense athathelwe ukusiza iTranstel kanye banasebenzi bayo.

**9.4.11 Impahla engagudluki negudlukayo**

- 9.4.11.1 Izincwadi ezifakazela ukuba ngumnininto ngokusemthethweni.
- 9.4.11.2 Izivumelwano zokuqashiswa noma ukuthengiswa komhlaba kanye/noma ezinye izimpahla ezingagudluki.
- 9.4.11.3 Izivumelwano zokuqashiswa noma ukuthengiswa kwempahla egudlukayo, efaka okokuphatha omakhalekhukhwini kanye nezinto ezifakwa ezindaweni ezihlala amakhasimende kaTranstel.
- 9.4.11.4 Izivumelwano zokuthengisa ngesikweletu.
- 9.4.11.5 Izivumelwano zokuthengisela amakhasimende, ukuwafakela izingcingo nokunye kanye nokunikezwa amadla wokwenza okuthile.

**9.4.12 Ulwazi lwezobuchwepheshe kanye nokuzingcingo**

- 9.4.12.1 Izivumelwano zesoftware yekhompuyutha, ukuyixhasa nokuyilondoloza.
- 9.4.12.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.
- 9.4.12.3 Izivumelwano zehardware yekhompuyutha.
- 9.4.12.4 Izivumelwano zokuqashisa maqondana nehardware yekhompuyutha.
- 9.4.12.5 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma nezinye izinhlangano zokuzingcingo.

9.4.12.6 Izivumelwano zezingcingo eziqashiwe.

9.4.12.7 Izivumelwano neSITA.

9.4.12.6 Izincwadi eziphathelene nenkambiso yomthetho yeTranstel ezivela ku-ICASA, ezifaka namalayisense afanelekile ezokuzingcingo.

#### **9.4.13 Izivumelwano kanye nezincwadi eziphathelene nokusebenza kweTranstel**

9.4.13.1 Izivumelwano zokuqashisa amandla emishini emincane ekwazi ukwemukela imibiko yomsakazo

9.4.13.2 Izincwadi zokuqhuba ibhizinisi.

9.4.13.3 Izivumelwano nabathumelimpahla.

#### **9.4.14 Izincwadi eziphathelene ne-Second Network Operator (iSNO)**

9.4.14.1 Imifanekiso maqondana nezinhlangano ezixhumene kwezezingcingo.

9.4.14.2 Izincwadi eziphathelene nezezimali.

9.4.14.3 Izinto ezicatshangwa ukwenziwa esikhathi esizayo, izimo kanye namaplani.

9.4.14.4 Ukufaka izicelo ku-ICASA.

9.4.14.5 ezinye izincwadi ezifanelekile zeSNO.

#### **9.4.15. Izivumelwano ezixubile zeTranstel**

9.4.15.1 Izivumelwano ezihleliwe ezinziwe neTranstel.

9.4.15.2 Izimali ezibolekwa abasebenzi bakwaTranstel.

9.4.15.3 Izivumelwano zesibambiso.

9.4.15.4 Izivumelwano zokuvikela izimali, iziqiniseko zezimali kanye neziqiniseko zokumoshakalelwa noma ukulahlekelwa.

9.4.15.5 Izivumelwano zabasebenza esikhundleni seTranstel.

9.4.15.6 Izimo ezijwayelekile zebhizinisi kanye nezivumelwano ezijwayelekile.

9.4.15.7 Izivumelwano nabathumelimpahla beTranstel, ezifaka nezivumelwano zokunikeza ezobuchwepheshe, nezivumelwano zokuqashisa ingxenye yendawo.

9.4.15.8 Izivumelwano namakhasimende akwaTranstel, okufaka ukuthengisa nokuqashisa.

9.4.15.9 Izivumelwano ngokugcina ulwazi luyimfihlo kanye/noma ukungaluvezi obala.

9.4.15.10 Izivumelwano ezenziwe nabantu abanolwazi ngokuthi.

#### **9.4.16 Inzalo nokutshalwa kwezimali kwaTranstel**

9.4.16.1 Izivumelwano phakathi kweTranstel ne-Eskom kanye nezinye izinhlangano zomphakathi.

9.4.16.2 Izivumelwano nazo zonke izinkampani ezenganyelwe yiTransnet ngokunikeza imisebenzi yezingcingo.

9.4.16.3 Izivumelwano nezinkampani ezihlanganyele kokwenganyelwa ngamanye amazwe, maqondana nokusetshenziswa kwesatellite.

#### **9.4.17 Ukuxhumana ngezincwadi**

9.4.17.1 Ukuxhumana nezinye izingxenye zeTransnet kanye nezinkampani ezenganyelwe yiTransnet.

9.4.17.2 Okunye ukuxhumana ngezincwadi.

#### **9.4.18 Ulwazi oluphathelele nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni okuthintana neTranstel.

#### **9.4.19 Amarekhodi endawo**

9.4.19.1 Ukuhlola ukushayisana endaweni kanye nezincwadi eziphathelele nezingcwaningo ezenziwe mayelana nalokhu.

9.4.19.2 Imibiko yokuhlaziya ukushayisana endaweni.

9.4.19.3 Umthetho kaTranstel ophathelene nezindaba ezithinta indawo.

#### **9.4.20 Ucwangingo kanyenolwazi lwezesayense noma lwezobuchwepheshe kwaTranstel**

9.4.20.1 Izincwadi eziphathelele nocwaningo olwenziwe ngokuhlanganyela nezinye izinkampani.

9.4.20.2 Imibiko yocwaningo elungiswe yiTranstel, noma elungiswe ngabanye abantu esikhundleni seTranstel.

9.4.20.3 Olunye ucwangingo,ulwazi lwezesayense noma lwezobuchwepheshe

9.4.20.4 Izivumelwano ezingavezi obala mayelana nocwaningo, kanye nolwazi lwezesayense noma lwezobuchwepheshe.

#### **9.4.21 Izincwadi zomthetho**

9.4.21.1 Izincwadi eziphathelele nokwenziwa komthetho yiTranstel

9.4.21.2 Izincwadi eziqondene nokusetshenziswa kwamandla omsebenzi mayelana nomthetho.

9.4.21.3 Izincwadi zokuqala okusetshenzelwa phezu kwazo zeziphathimandla zakwaTranstel

#### **9.4.22 Ukuphepha komphakathi**

Imibiko nemithetho yokuphathwa kwezingozi.

#### **9.4.23 Ezinye izincwadi**

Izivumelwano zoxhasomali.

### **9.5 Imisebenzi enikezwa yiTranstel**

#### **9.5.1 Uhlobo lwemisebenzi**

Itranstel inikezela ngomsebenzi wezingcingo eqenjini lezinkampani zeTransnet.

#### **9.5.2 Itholakala kanjani le misebenzi**

Le misebenzi ingatholakala ngokwenza isicelo. Ngokuvamile, umphakathi umphakathi awukwazi ukufinyelela emisebenzini yeTranstel.

### **9.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

Ukuhlanganyela kwezinhlangano zabasebenzi kwenzeka ngokubonisana. Abaphathi bangahlanganyela ngokuthi bathumele abantu ababamele.

## **10. ITranswerk**

### **10.1 Imisebenzi nokubunjwa kweTranswerk**

#### **10.1.1 Imisebenzi yeTranswerk**

10.1.1.1 Transwerk ibhekene nomsebenzi wobunjiniyela. Ingumkhiqizi ohamba phambili eNingizimu Afrika, owenza ngcono futhi akhe kabusha imikhiqizo ephathelene nezitimela.

10.1.1.2 ITranswerk yakha kabusha futhi yenze ngcono imikhiqizo ehambisana nezitimela, izinjini zezitimela kanye nezinqola zezitimela. Ngaphezu kwalokhu, iTranswerk inikeza izingxenye zemikhiqizo ethwalwa ngesitimela, futhi yakha nezinqola zezitimela ezithwala impahla.

#### **10.1.2 Ukubunjwa kweTranswerk**

10.1.2.1 Umdwebo oveza ukubunjwa kwenhlangano yeTranswerk wenziwe ngezansi:

##### **UMPHATHI OMKHULU OWENGAMELE**

10.1.2.2 Ihhovisi leTranswerk liku-15 Lynette Street, Kilner Park, Pretoria. ITranswerk inamahhovisi nalapha:

10.1.2.2.1 Koedoespoort, Pretoria;

10.1.2.2.2 Keswick Road, Germiston;

10.1.2.2.3 Pameroy Ave, Gate 5, Langlaagte, Johannesburg;

10.1.2.2.4 Edwin Swales, VC Drive, Bayhead, Durban;

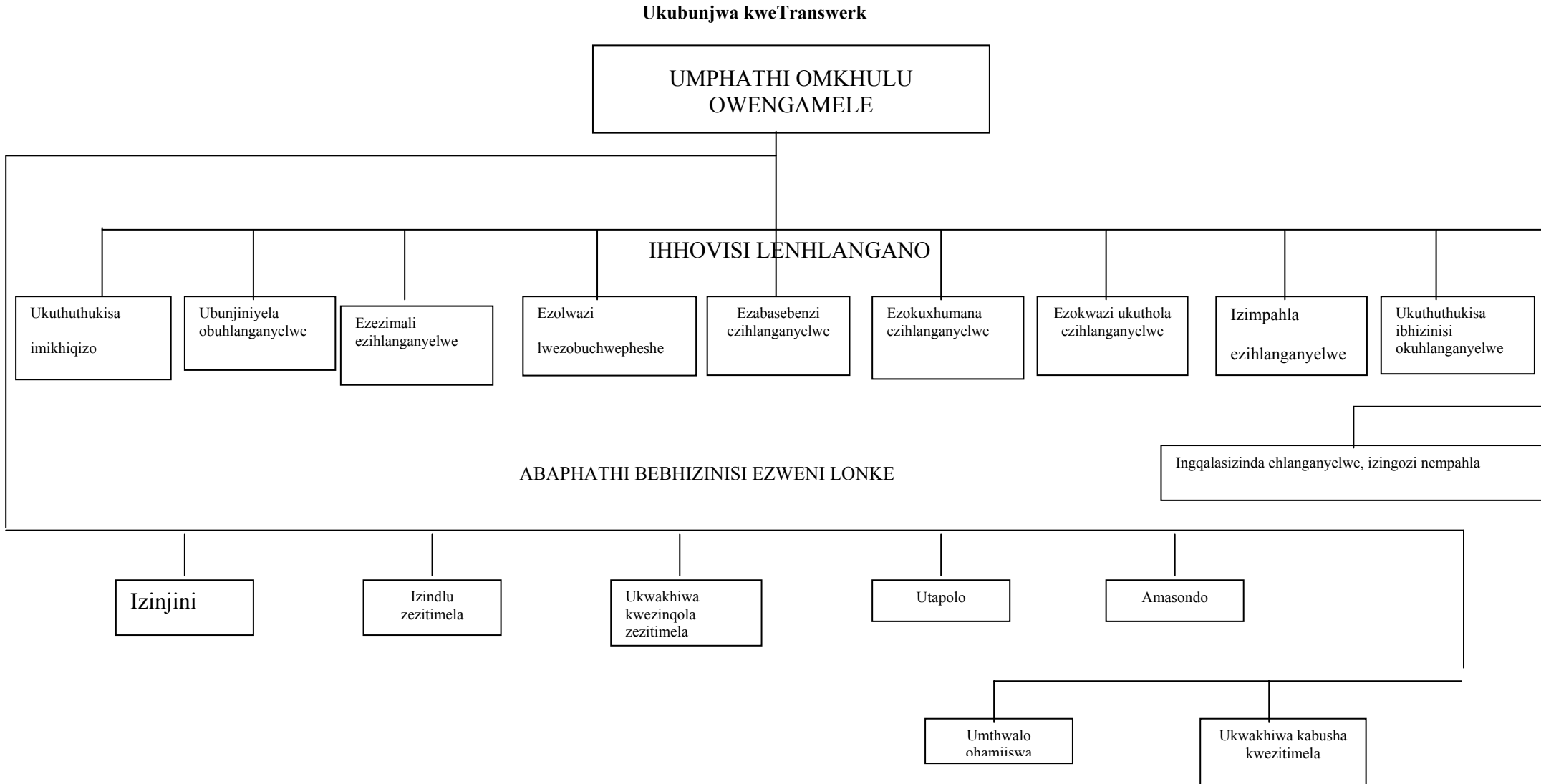
10.1.2.2.5 Sats Road, Bloemfontein;

10.1.2.2.6 Cuyler Manor, Uitenhage; kanye naku-

10.1.2.2.7 Voortrekker Road, Salt River, Cape Town.

10.1.2.3 Abaphathi abaphakeme beTranswerk yilaba

**Ukubunjwa kweTranswerk**



Umphathi Omkhulu Owengamele	Chris Smit
Umphathi Wenhlangano Kwezokuthuthukiswa Kwebhizinisi	Richard Vallihu
Umphathi wenhlangano kwezokuthuthukiswa kwemikhiqizo	Oredus Mattheus
Umphathi Wenhlangano Kwezabasebenzi	Esther Letlape
Umphathi Wenhlangano Kwezezimali	Deon Struwig
Umphathi Wenhlangano Kwezolwazi Lobuchwepheshe	Colin Smith
Umphathi Wenhlangano Kwezokuthola	Dudu Masoek
Umphathi Wenhlangano Kwezokuxhumana	Martin Lombard
Umphathi Wenhlangano kwezezingozi	Hannes Pelser
Umphathi Wenhlangano Kwezempahla	Darrel van Niekerk
Umphathi Kazwelonke Kwezebhizinisi (Izinjini zezitimela)	Colin Aitkenhead
Umphathi Kazwelonke Kwezebhizinisi (Izindlwana zezitimela)	Sugen Govender
Umphathi Kazwelonke Kwezebhizinisi (Ukwakha kabusha izitimela zokuthutha impahla)	John Carter
Umphathi Kazwelonke Kwezebhizinisi (Izingxenywe)	Francois Potgieter
Umphathi Kazwelonke Kwezebhizinisi (Amasondo)	Isikhala sivulekile
Umphathi Kazwelonke Kwezebhizinisi (Ukwakha izinqola zezitimela)	Kobus du Plessis
Umphathi Kazwelonke Kwezebhizinisi (Utapolo)	Colin Pillay
Umphathi wesikhungo (Salt River)	Pallelo Lebaka
Umphathi wesikhungo (Uitenhage)	Thoba Mayoka
Umphathi wesikhungo (Germiston)	Mohammed Mayat

Umphathi wesikhungo (Langlaagete)	Alfred Dube
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## 10.2 Imininingwane yokuxhumana nesekela lesiphathimandla kwezolwazi

Mnu Colin G T Smith

Umphathi Wenhlangano Kwezolwazi Lobuchwepheshe

Ikheli leposi: P O Box 15912

Lynn East

0039

Ikheli lenhlalo: Transwerk Park

Lynette Street

Kilner Park

0186

Inombolo yocingo: 012 391 1305

Inombolo yefeksi: 012 391 1362

I-imeyili: [colsmit@iafrica.co.za](mailto:colsmit@iafrica.co.za)

IWebsite: [www.transwerk.co.za](http://www.transwerk.co.za)

## 10.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo

10.3.1 Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

10.3.1.1 Imibiko yonyaka yenhlangano;

10.3.1.2 Izincwajana zokuzazisa;

10.3.1.3 Imiphumela ekhishiwe yokusebenza;

10.3.1.4 Isibalo sabasebenzi;

10.3.1.5 Ukukhangisa; kanye

10.3.1.6 Nencwadi yangaphakathi eTranswerk i'Traverser'.

10.3.2 La marekhodi angatholakala kuWebsite yeTransnet noma ngokuxhumana nesekela lesiphathimandla kwezolwazi.

## 10.4 Incazelo yezihloko nezigaba zamarekhodi aphethwe yiTranswerk okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho

### 10.4.1 Amarekhodi apathelene nekomidi elengamele nomkhandlu wabaQondisi beTranswerk

10.4.1.1 Uhla lwabaqondisi beTranswerk.

10.4.1.2. Amaminithi nezixazululo zangaphakathi zomkhandlu wengxenywe.

10.4.1.3 Uhla lwabantu abakhethelwe ukuhlanganisa iTranswerk kanye nezincwadi ezifakazela lokhu.

10.4.1.4 Uhla oluphatelene nezomthetho, olufaka ulwazi olufanele lwemisebenzi yabaqondisi beTranswerk.

10.4.1.5 Izincwadi eziphatelene nemihlangano yeKomidi Lokusebenza (i-OPCO), imihlangano yoMkhandlu weTranswerk kanye nemihlangano yeKomidi Elengamele.

10.4.1.6 Okushiwo ngabantu abanikezele ngolwazi, izingxoxo noma izinqumo ezisiza iTranswerk ekuthatheni izinqumo maqondana nomthetho.

10.4.1.7 Incwadi yomsebenzi esenokulungiswa ye Transwerk.

#### **10.4.2 Amarekhodi ezimali zeTranswerk**

10.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zeTranswerk.

10.4.2.2 Imibiko yaphakathi konyaka neyokuphela konyaka yeTranswerk.

10.4.2.3 Imininingwane yabahloli bezincwadi zezimali zeTranswerk.

10.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeTranswerk.

10.4.2.5 Imininingwane yezingcweti kwezokubala izimali ohlelweni lwezempesheni olusetshenziswa yiTranswerk.

10.4.2.6 Imininingwane yezingcweti kwezokubala izimali ohlelweni olusiza abasebenzi kwezokwelashwa olusetshenziswa yiTranswerk.

10.4.2.7 Ukubuyiselwa kwemali yentela nezincwadi ezihambisana nakho.

10.4.2.8 Amalasi

#### **10.4.3 Imininingwane yasebange yeTranswerk**

10.4.3.1 Amarekhodi aphaathelene namakhono angaphakathi kuTranswerk anikezwa yiTransnet.

10.4.3.2 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yama-akhawunti.

10.4.3.2 Izitatimende zasebange.

10.4.3.3 Izincwadi zezimali eziwubufakazi obuyiqiniso ezinikezwe yiTranswerk noma ezinikezwe maqondana neTranswerk.

10.4.3.4 Izinqiniseko zezimali ezinikezwe iTranswerk noma ezinikezwe maqondana neTranswerk.

10.4.3.5 Ezinye izibopho zezimali zeTranswerk ezifaka iminikelo yezinhlelo ezisiza abasebenzi kwezokwelashwa, izibopho zokwelekelela kwezezindlu kanye nezibopha kwezempesheni esikhundleni sabasebenzi beTranswerk.

10.4.3.6 Amanye amarekhodi asebange eTranswerk.

#### **10.4.4 Abasebenzi/Amarekhodi abasebenzi**

10.4.4.1 Uhla lwabasebenzi.

10.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphatelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi beTranswerk.

10.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.

10.4.4.4 Inkokhelo yokudilizwa emsebenzini maqondana nabasenezi ngenxa yokungabibikho komsebenzi.

10.4.4.5 Amarekhodi kanye nolwazi oluphatelene nezinhlelo zokukhuthaza ukusebenza kahle.

- 10.4.4.6 Izincwadi nolwazi maqondana namalungiselelo okwehlukiselana ngenzuzo ngabasebenzi beTranswerk.
- 10.4.4.7 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.
- 10.4.4.8 Amasu okunikeza amathuba alinganayo emisebenzi yakwaTranswerk.
- 10.4.4.9 Amafayeli abasebenzi.
- 10.4.4.10 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphathelele nokulalelwa kwecala lokuqondiswa izigwegwe.
- 10.4.4.11 Imihlahlandlela yokuqeqeshwa kanye nolwazi oluphathelele nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.
- 10.4.4.11.1 Amarekhodi aphaathelene nezikole zokuqeqesha ezingaphakathi kweTranswerk nezingaphandle;
- 10.4.4.11.2 Amarekhodi aphaathelene nenhlawulo mayelana namakhono;
- 10.4.4.11.3 Ulwazi oluphathelele neSETA kwezokuthutha; kanye
- 10.4.4.11.4 Amanye amarekhodi aphaathelene nokuqeqeshwa.

#### **10.4.5 izinhlelo ezisiza abasebenzi noma izikhwama zezimali kanye nezinhlelo ezisiza abasebenzi kwezokwelahswa ezisetshenziswa yiTranswerk**

- 10.4.5.1 Uhla lwabantu ababhekene nezimali zezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiTranswerk.
- 10.4.5.2 Izincwadi eziphathelele nzinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiTranswerk.
- 10.4.5.3 Uhla lwabantu ababhekene nezimali zohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiTranswerk.
- 10.4.5.4 Izincwadi zokuphatha eziphathelele nohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiTranswerk.

#### **10.4.6 Amarekhodi aphehwe ngokomthetho**

Amarekhodi aphehwe aqondene nomthetho ofanalana neTranswerk.

#### **10.4.7 Impahla enobuhlakani bengqondo**

- 10.4.7.1 Yonke imidwebo eyenziwe yiTranswerk.
- 10.4.7.2 Amarekhodi aphaathelene nokugodla amalungelo okuthengisa.
- 10.4.7.3 Izivumelwano eziphathelele nokuthuthukiswa kanye nokuthola amalayisense empahla enobuhlakani bengqondo.

#### **10.4.8 Izimvume namalayisense**

- 10.4.8.1 Amalayisense, izimvume zemphahla, izincwadi zemvume, ukuvumeleka, ukugunyazwa kanye/noma nezitifiketi.
- 10.4.8.2 Izincwadi eziphathelele nezicelo zezimvume namalayisense.
- 10.4.8.3 Ezinye izincwadi eziphathelele nezimvume namalayisense.

**10.4.9 Amarekhodi omshwalense**

Amapholisi omshwalense kanye/noma iminikelo ethathelwe ukusiza iTranswerk kanye nabasebenzi bayo, afaka:

- 10.4.9.1 yonke imishwalense yezingozi zempahla;
- 10.4.9.2 Imishwalense yabaqondisi neyephathimandla;
- 10.4.9.3 Umshwalense omkhulu olawulwayo (iPCI)
- 10.4.9.4 Ipholisi yengozi ebhekene nomuntu naqondana nabafundi;
- 10.4.9.5 Umshwalense wokunxephezela abasebenzi (iCOID);
- 10.4.9.6 Umshwalense womgcwabo;
- 10.4.9.7 Umshwalense wokuhamba kwezamabhezini;
- 10.4.9.8 Umshwalense wokwethembeka;
- 10.4.9.9 Umshwalense zodweshu neziteleka; kanye
- 10.4.9.10 Isikhwama somshwalense esibhekene nesikhathi sokungasebenzi.

**10.4.10 Impahla engagudluki negudlukayo**

- 10.4.10.1 Uhla lwempahla lwayo yonke impahla engagudluki ephethwe esikhundleni seTransnet.
- 10.4.10.2 Izincwadi ezifakazela ukuba ngumnininto ngokusemthethweni.
- 10.4.10.3 Izivumelwano zokuqashiswa komhlaba kanye/noma ezinye izimpahla ezingagudluki.
- 10.4.10.4 Izivumelwano zokuqashiswa noma ukuthengiswa kwempahla egudlukayo, efaka okokuphatha omakhalekhukhwini kanye nezinto ezifakwa ezindaweni ezihlala amakhasimende kaTranswerk.
- 10.4.10.5 Ezinye izivumelwano zokuthenga, ukuthengisa okwejwayelekile, ukuthengisa ngaphansi kwezimo ezithile, noma ukuqasha impahla.

**10.4.11 Ulwazi lwezobuchwepheshe kanye nokuzingcingo**

- 10.4.11.1 Izivumelwano zesoftware yekhompyutha, ukuyixhasa nokuyilondoloza.
- 10.4.11.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.
- 10.4.11.3 Amalaysense okusebenzisa izinhlelo zekhompyutha.
- 10.4.11.4 Izivumelwano zamalaysense esoftware yekhompyutha.
- 10.4.11.5 Izivumelwano maqondana nehardware yekhompyutha esetshenziswa yiTranswerk, ezifaka izivumelwano zokuyilondoloza.
- 10.4.11.6 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma nezinye izinhlangano zokuzingcingo.
- 10.4.11.7 Izivumelwano zokuma ndawonye kwezilinganiso.
- 10.4.11.8 Izivumelwano zezingcingo eziqashiwe.
- 10.4.11.9 Imithetho yokuphathwa kwezinhlekelele maqondana namakhompyutha, efaka:
  - 10.4.11.9.1 Uhlelo lokuqala ibhezini; kanye
  - 10.4.11.9.2 Uhlelo lokululama emva kwengozi.

**10.4.12 Izivumelwano kanye nezincwadi eziphathelene nokusebenza okuqondile kweTranswerk**

- 10.4.12.1 Izivumelwano nabathumelimpahla
- 10.4.12.2 Izivumelwano neMetrorail, iTranstel, iSpoornet kanye nezinye izinkampani ezenganyelwe yiTransnet mayelana nokulondolozwa nokwenziwa ngcono kwesitokwe.

- 10.4.12.3 Izivumelwanonezinye izinkampani mayelana nokuthunyelwa kwempahla kanye/noma izingxenye.
- 10.4.12.4 Izivumelwano nezinkontileka ezenziwa nabathumelimpahla;
- 10.4.12.5 Uhla lwezinkontileka ezivela kubathumelimpahla neziya kubathumelimpahla.
- 10.4.12.6 Ezinye izincwadi eziphathelele nokwenziwa yibhizinisi leTranswerk.

#### **10.4.13. Izivumelwano ezixubile zeTranswerk**

- 10.4.13.1 Izincwadi zezimali eziwubufakazi obuyiqiniso ezinikezwe amakhasimende ase-Afrika nawaphesheya kolwandle.
- 10.4.13.2 Imikhawulo yamacala kanye neziqiniseko sokumoshakalelwa noma ukulahlekelwa.
- 10.4.13.3 Izivumelwano zabasebenza esikhundleni seTranswerk, abaphathi kanye nokusabalalisa.
- 10.4.13.4 Izivumelwano zokuzazisa.
- 10.4.13.5 Izimo ezijwayelekile zebhizinisi kanye nezivumelano ezijwayelekile.
- 10.4.13.6 Izivumelwano nabathumelimpahla, okufaka nabathumelimpahla eyinsimbi nopende.
- 10.4.13.7 Izivumelwano namakhasimende eTranswerk, okufaka nezinye izinkampani ezenganyelwe yiTranswerk.
- 10.4.13.8 Izivumelwano zokungavezi obala.
- 10.4.13.9 Izivumelwano ezenziwe ngokubonisana nabantu aasezindawo ezibhekene nokuklama.

#### **10.4.14 Inzalo nokutshalwa kwezimali kwaTranswerk**

- 10.4.14.1 Izivumelwano phakathi kweTranswerk nezinye izinhlangano zomphakathi.
- 10.4.14.2 Izivumelwano nezinye izinkampani ezenganyelwe yiTransnet ezifaka iConnex, Propnet, iViamax, iSpornet, iMetrarail, iProtocon kanye ne-Arivia.com.
- 10.4.14.3 Izivumelwano nezinkampani zangaphesheya kolwazndle, ezifaka ohulumeni bakwamanye amazwe noma iminyango kahulumeni kanye nezinkampani noma izikhungo ezingaphansi kolawulo lwamazwe angaphandle.
- 10.4.14.4 Izivumelwano zokuhlanganyela nokusebenza ngokubambisana.

#### **10.4.15 Ukuxhumana ngezincwadi**

- 10.4.15.1 Ukuxhumana kwangaphakathi eTranswerk, okufaka ukwenziwa kwezincwajana eziwumbiko zangaphakathi.
- 10.4.15.2 Ukuxhumana ngezincwadi nezinye izingxenye zeTransnet kanye nezinkampani eziyengamele.
- 10.4.15.3 Okunye ukuxhumana ngezincwadi.

#### **10.4.16 Ulwazi oluphathelele nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni okuthintana neTranswerk.

#### **10.4.17 Amarekhodi endawo**

- 10.4.17.1 Ukuhlola ukushayisana endaweni (ama-EIA) kanye nezincwadi eziphathelele nezingcwaningo ezenziwe mayelana nalokhu.

- 10.4.17.2 Izivumelwano eziphathelene nezindaba ezithinta indawo, ikakhulu mayelana nokubuyiselwa kwayo esimeni sakuqala.
- 10.4.17.3 Imithetho mayelana nezindaba ezithinta indawo.
- 10.4.17.4 Uhla olusemthethweni oluphathelene nemithetho ethinta indawo.

#### **10.4.18 Ucwangingo kanyenolwazi lwezesayense noma lwezobuchwepheshe kwaTranswerk**

- 10.4.18.1 Izincwadi eziphathelene nocwangingo olwenziwe ngokuhlanganyela nezinye izinkampani.
- 10.4.18.2 Imibiko yocwangingo elungiswe yiTranswerk, noma elungiswe ngabanye abantu esikhundleni seTranswerk.
- 10.4.18.3 Izivumelwano ezingavezi obala mayelana nocwangingo, kanye nolwazi lwezesayense noma lwezobuchwepheshe.
- 10.4.18.4 Izindlela zokuklama nokuthuthikisa.

#### **10.4.19 Izincwadi zomthetho**

- 10.4.19.1 Imibono, izeluleko, imibiko noma iziphakamiso ezisiza ekwenziweni kwemithetho yeTranswerk.
- 10.4.19.2 Imibono, izeluleko, imibiko noma iziphakamiso ezisiza ekuthini iTranswerk ikwazi ukuthatha izinqumo
- 10.4.19.3 Izincwadi eziphathelene nezinhlelo ezenziwa yiTranswerk, ezifaka :
  - 10.4.19.3.1 Uhlelo lweHIV;
  - 10.4.19.3.2 Uhlelo lokuthuthukisa okusezingeni eliphezulu;
  - 10.4.19.3.3 Uhlelo lweSBS (Uhlelo lokuqeqeshwa abafundiswa umsebenzi);
  - 10.4.19.3.4 Uhlelo lokuqeqeshwa mayelana nomthetho;
  - 10.4.19.3.5 Uhlelo lokuqeqeshelwa isikhundla sokubheka abanye abasebenzi;
  - 10.4.19.3.6 Uhlelo lokuqeqeshelwa ukuphatha;
  - 10.4.19.3.7 Uhlelo lokujwayezwa umsebenzi;
  - 10.4.19.3.8 Uhlelo lokuphatha amaprojekthi;
  - 10.4.19.3.9 Uhlelo lokuhlola umsebenzi;
  - 10.4.19.3.10 Izinhlelo zemifundaze (abafundi abafunda ngokugcwele nabangafundi ngokugcwele);
  - 10.4.19.3.11 Ucwangingo olwenziwe yiTranswerk; kanye
  - 10.4.19.3.12 Izinkontileka nezincwadi zokukhangisa.

#### **10.4.20 Ukuphepha komphakathi**

- 10.4.20.1 Imibiko ngokuphepha komphakathi.
- 10.4.20.2 Izincwadi zasemsebenzini.
- 10.4.20.3 Imibiko yophenyo.

### **10.5 Imisebenzi enikezwa yiTranswerk**

#### **10.5.1 Uhlobo lwemisebenzi**

ITranswerk ayiwenzeli ngendlela eqondile umphakathi umsebenzi. ITranswerk yethula umsebenzi wayo ezinkampanini zangaphandle.

**10.5.2 Itholakala kanjani le misebenzi**

Isicelo sokwenzelwa umsebenzi, kumele sithunyelwe kwaTranswerk. Ngesinye isikhathi iTranswerk izofaka amathenda okunikezwa umsebenzi.

**10.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

10.6.1 Abantu abanolwazi olukhethekile bayakwazi ngezsinye isikhathi ukuhlanganyela ekwenziweni kwemithetho yeTranswerk. Abantu abangaguqula imithetho yakwaTranswerk, futhi basebenzise amandla ayo, babandakanya labo abanolwazi olukhethekile emikhakheni ethile, abantu abangabaphathi kanye nezinhlangano zabasebenzi.

10.6.2 Ukuhlanganyela ekwenziweni komthetho nasekusebenziseni amandla, kwenzeka ngokuthumela abameli, kwezinye izikhathi kwenzeka ngokubonisana. Ezinye izindlela zokuhlanganyela zingaphoqwa umthetho.

## 11. Umkhakha Wezezindlu kwaTransnet

### 11.1 Imisebenzi yomkhakha wezezindlu kwaTransnet

Ukunikezwa kwezindlu kwaTransnet kwaqala ngaphambi ko-1937 lapho kwakunikezwa khona izindlu ezakhiwe yinkampani, ngo-1990 umkhakha wezezindlu kwaTransnet waba yingxenye ezimele yakwaTransnet Ltd. Injongo enkulu yokubunjwa komkhakha wezezindlu kaTransnet wukuhlanganisa yonke imisebenzi yezezindlu eQenjini lezinkampani zakwaTransnet ukuze ibe umkhakha oowedwa webhizinisi.

Lo Mkhakha ubhekene nokubolekisa izimali kubasebenzi beTransnet kanye nabanye abasezinhlangothini ezikhethiwe; lo msebenzi welekwe ngomunye obhekene nemikhiqizo engabolekwa kanye nemisebenzi enokusiza labo ababandakanyekayo.

#### 11.1.1 Ukubunjwa komkhakha wezezidlu kwaTransnet

Imininingwane yokuxhumana nomkhakha wezezindlu kwaTransnet:

Igama eligcwele: Umkhakha wezezindlu kwaTransnet

Ikheli elibhalisiwe: 150 Commissioner Street  
Room 4123  
Carlton Centre  
Johannesburg

Ikheli leposi: 150 Commissioner Street  
Room 4123  
Carlton Centre  
Johannesburg

Inombolo yocingo: (011) 308-1030/1

Inombolo yefeksi: (011) 308-2045

Isiphathimandla Esikhulu Esengamele: M Sebesho

#### Abaphathi abengamele bomkhakha wezezindlu kwaTransnet yilaba:

11.1.1.1	Mnu K Sebesho	Isiphathimandla Esikhulu Esengamele
11.1.1.2	Mnu K E Moloko	Isekela lesiphathimandla Esikhulu Esengamele
11.1.1.3	Mnu S Matlejoane	Umphathi ophakeme Ezabasebenzi
11.1.1.4	Mnu J Rothman	Umphathi ophakeme Imisebenzi ekhethekile
11.1.1.5	Mnu E Khoahli	Umphathi ophakeme Ezezimali
11.1.1.6	Mnu G Matampi	Umphathi ophakeme Izimpahla
11.1.1.7	Ms S Mthwecu	Umphathi omkhulu Kwezokulondoloza izimali ezibolekwayo
11.1.1.8	Ms D Molatjane	Umphathi wezemithetho/ Imisebenzi yokuvumelana

- 11.1.1.9 Mnu T Phofa Umphathi wenhlangano/ Izingozi zezikweletu  
 11.1.1.10 Mnu C Rakgomo Umphathi Ulwazi lwezobuchwepheshe

## 11.2 Imininingwane yokuxhumana nesiphathimandla kwezolwazi

Mnu D Grobler: Umphathi Wenhlangano Kwezobudlelwano  
 Ikheli leposi: 150 Commissioner Street  
 Office No. 4123  
 Carlton Centre  
 Johannesburg

Ikheli lenhlalo: 150 Commissioner Street  
 Office No. 4123

Carlton Centre  
 Johannesburg

Inombolo yocingo: (011) 308-1077

Inombolo yefeksi: (011) 308-1079

Umakhalekhukhwini: 083 286 5066

I-imeyili: [derekg@transnet.co.za](mailto:derekg@transnet.co.za)

iWebsite: [www.transnet.co.za](http://www.transnet.co.za)

## 11.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo

- 11.3.1 Izigaba zamarekhodi ale nhlangano, atholakala ngaphandle kokuthi umuntu enze isicelo sokuwathola ngokwalo mthetho.
- 11.3.2 Amafomu okucela lezi zigaba zolwazi angatholakala kusiphathimandla kwezolwazi, imininingwane yokuxhumana naso ivezwe ngenhla.
- 11.3.2.1 Izincwajana zezindaba
- 11.3.2.2 Amabhukwana
- 11.3.2.3 Amapheshana
- 11.3.2.4 Imibiko
- 11.3.2.5 Izithombe
- 11.3.2.6 Eminye imibhalo okuhloswe ukuthi ihlolwe umphakathi.
- 11.3.3 Incazelo yemisebenzi etholwa ngamalungu omphakathi enikezwa yile nhlangano nokuthi ungayithola kanjani le misebenzi.
- 11.3.4 Imisebenzi enikezwa umkhakha wezezindlu kwaTransnet igxile kakhulu kubasebenzi bayo.

**11.4 Amarekhodi ezimali**

- 11.4.1 Amabhuku ama-akhawunti afaka amajenali nezincwadi eziphatelene nama-akhawunti.
- 11.4.2 Izincwajana zokuthumela impahla, ama-oda, amalasidi, izitatimende, izincwadi zokufakaza kanye izincwajana zokushintsha izimali.

**11.5 Amarekhodi abasebenzi**

- 11.5.1 Amagama abasebenzi nemisebenzi abayenzayo
- 11.5.2 Isikhathi esisetshenzwe umsebenzi ngamunye
- 11.5.3 Iholo lomsebenzi ngamunye
- 11.5.4 Usuku lokuzalwa komsebenzi ngamunye
- 11.5.5 Uhla lokuza kwabasebenzi emsebenzini
- 11.5.6 Isu lokunikeza amathuba alinganayo okusebenza
- 11.5.7 Uhla lwamaholo
- 11.5.8 Izivumelano ezenziwe yibo bonke abasebenzi
- 11.5.9 Imivuzo okufinyelelwe kuyo ngokungenanhloso
- 11.5.10 Amarekhodi eziteleka, ukuvalelwa ngaphandle nokubhikisha
- 11.5.11 Amarekhodi okuqeqeshelwa imisebenzi yokwenza impahla
- 11.5.12 Amarekhodi abasebenzi (emva kosuku lokugcina lokuqashwa)
- 11.5.13 Ama-akhawunti ezindleko
- 11.5.14 Ukubuyiselwa kwentela ngabasebenzi.

**11.6 Amanye amarekhodi abasebenzi**

- 11.6.1 Izivumelwano nabasebenzi
- 11.6.2 Izinhlelo zokukhuthaza
- 11.6.3 Izinhlelo zokuboleka abasebenzi izimali
- 11.6.4 Izinhlelo zokusizwa ngezimali zokufunda
- 11.6.5 Umthetho ophathelene nokuyobeletha
- 11.6.6 Umthetho ophathelene nokuthuthelwa kwenye indawo
- 11.6.7 Uhlelo lwezindlu
- 11.6.8 Uhlelo lokukhubazeka
- 11.6.9 Uhlelo lomshwalense wokungcwaba
- 11.6.10 Uhlelo lweqembu mayelana nokuthola komuntu ingozi
- 11.6.11 Umshwalense weqembu obhekene nempilo
- 11.6.12 Uhlelo lomashonisa
- 11.6.13 Indlela yokuziphatha emsebenzini

**11.7 Ezempilo nokuphepha kwendawo**

- 11.7.1 Amarekhodi okuveza obala mayelana nomsindo
- 11.7.2 Amarekhodi ezinhlelo zokubukisisa izinga lamanzi

- 11.7.3 Amarekhodi okubukisisa nokuhlola amanzi angcolile
- 11.7.4 Amarekhodi okuchithwa kwamanzi angcolile
- 11.7.5 Amarekhodi okubekwa kwamanzi angcolile kanye nokulahlwa kwamanzi angcolile
- 11.7.6 Amarekhodi okuhlola nokubukisisa umoya kanye nohla lwamagama namanani etsheboya
- 11.7.7 Amarekhodi okubukisiswa kwezokwelashwa okuhambisana nokusebenza ngetsheboya.
- 11.7.8 Amarekhodi lomhlobo owenziwa ngetsheboya
- 11.7.9 Amarekhodi okuqeqeshwa okunikezwa abasebenzi maqondana nokuvulekela itsheboya.
- 11.7.10 Izinhlelo zokuphathwa kokuphepha, imidati nokuhlolwa kwezincwadi.
- 11.7.11 Izinhlelo zokuhlazeka emisebenzi yokwenza impahla.
- 11.7.12 Uhlelo oluphuthumayo lokwenziwa umphakathi mayelana nezempilo yomphakathi.
- 11.7.13 Izimvume, amalayisense, nokugunyazwa kanye nokubhaliswa ukusebenza kwezindawo namabhizinisi
- 11.7.14 Izinhlelo ezibhekene nalokho okwenziwa uma kuvela isimo esiphuthumayo
- 11.7.15 Ukuhlola ukushayisana endaweni
- 11.7.16 Izinhlelo zokuphatha indawo
- 11.7.17 Imininingwane mayelana nezinto eziphuma emanzini
- 11.7.18 Imininingwane mayelana nalokho okuqinile okuwukungcola.
- 11.7.19 Imininingwane yokukhishwa komoya.

## **11.8 Impahla engagudluki**

- 11.8.1 Izincwadi ezifakazela ukuba ngumnininto ngokusemthethweni.
- 11.8.2 Ukuqashisa
- 11.8.3 Amaplani ezindlu
- 11.8.4 Izimali ezibolekwe ebhange zokukhokhela izindlu noma okunye ukujiyezwa kwempahla engagudluki.

## **11.9 Impahla egudlukayo**

- 11.9.1 Uhla lwempahla
- 11.9.2 zivumelwano zezimali nezokuqashisa

## **11.10 Izivumelwano nezinkontileka**

- 11.10.1 Izivumelwano zempahla mayelana nokunikezwa kwemisebenzi noma izimpahla
- 11.10.2 Izivumelwano nezinkontileka kanye nabathumelimpahla
- 11.10.3 Izivumelwano namakhasimende
- 11.10.4 Izivumelwano zokuthengisa
- 11.10.5 Izivumelwano zomsabalalisi, umthengisi noma osebenza esikhundleni somunye
- 11.10.6 Izivumelwano zokuvimbela
- 11.10.7 Izivumelwano nabamele uhulumeni
- 11.10.8 Izivumelwano zokuthenga noma zokuthengisa

**11.11 Ezomthetho**

- 11.11.1 Izikhalazo, izicelo, izijubo kanye nezinye izincwadi eziphathelene necala lokubanga elikhona, elizayo noma elisongelwayo, ukutshenziswa komlamuli noma ukuphenywa kwecala
- 11.11.2 Izivumelwano zokuqedwa kwecala
- 11.11.3 Amalaysense empahla, izimvume nokugunyazwa

**11.12 Umshwalense**

- 11.12.1 Amapholisi omshwalense
- 11.12.2 Amarekhodi okubiza izimali
- 11.12.3 Imininingwane yokuvikelwa umshwalense, imikhawulo nezinkampani zomshwalense

**11.13 Ulwazi lwezobuchwepheshe**

- 11.13.1 Ihardware
- 11.13.2 Izinhlelo zokusebenza
- 11.13.3 Izinto zokushintsha izingcingo
- 11.13.4 Izingcingo zikathelefoni, Izingcingo eziqashiwe kanye nezingcingo zemidati
- 11.13.5 Ukufakwa kweLAN
- 11.13.6 Okuphathelene nesoftware
- 11.13.7 Ukululama engozini
- 11.13.8 Uhlelo lokuxhazwa lwangaphakathi/Ukuthuthukiswa
- 11.13.9 Amandla nokusetshenziswa kwezinhlelo ezikhona njengamanje
- 11.13.10 Ukuthuthukisa noma izinhlelo zokutshala izimali
- 11.13.11 Izivumelwano
- 11.13.12 Amalaysense
- 11.13.13 Ukuhlolwa kwezincwadi

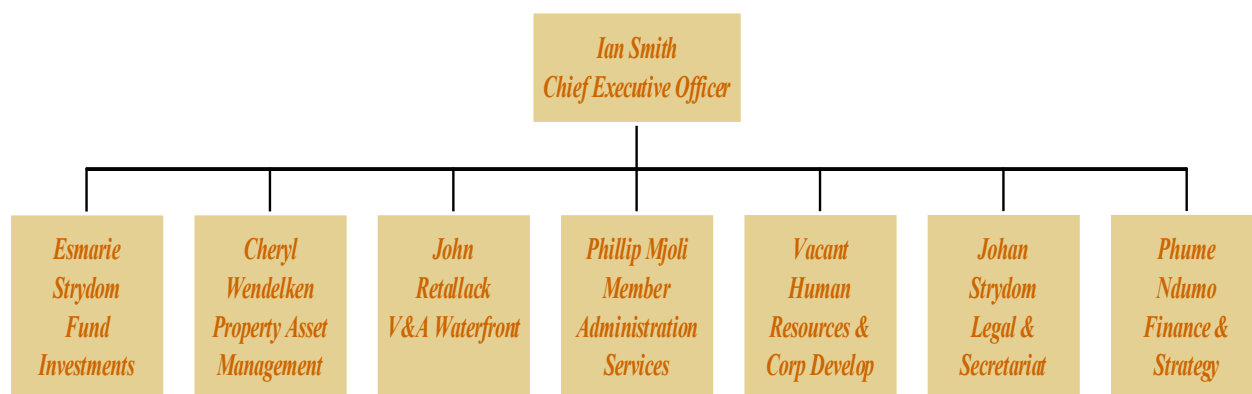
**11.14 Ukuthengisa nokuzazisa**

- 11.14.1 Imikhiqizo
- 11.14.2 Izimakethe
- 11.14.3 Amakhasimende
- 11.14.4 Izincwajana zokukhangisa, izincwadi zezindaba kanye nezinto zokukhangisa
- 11.14.5 Ukuthengisa
- 11.14.6 Imithetho nezindlela eziphathelene nobudlelwano namakhasimende

## 12. ITransnet Pension Fund Administrator

### 12.1 Imisebenzi nokubujwakwayo

#### 12.1.1 Ukubunjwa kweTransnet Pension Fund Administrator



#### 12.1.2.1 Ihhovisi elikhulu leTransnet Pension Fund Administrator liku:

Head Office: Parktown

8 Hillside Road, Parktown, 2193

IGATSHA:

Park Station, Johannesburg

Shop M7, M Floor, Park City, Park Station, Jhb 2001

Cape Town

Room 815, 5<sup>th</sup> Floor, Paul Sauer Building, 1 Adderley Street Cape Town 8001

Port Elizabeth

M Floor, Propnet Building, Fleming Street, Port Elizabeth, 6001

Bloemfontein

Station Building Harvey Street, Bloemfontein, 9301

East London

Protekon Building, Signal Street, Quickney, East London

Durban

Rooms 10 to 15, Oswald Parow Building, 202 Smith Street Durban 4001

Pietermaritzburg / Matatiele

6 Devonshire Road, Napierville, Pietermaritzburg, 3201

Empangeni

ABC Building, 58 Main Road, Empangeni, 3880

Pretoria

NZASM Building, 6 Minaar Street, Pretoria, 0001

Nelspruit

Human Resources, Nelspruit station, Andrew Street, Nelspruit, 0700

Pietersburg

Hospital Street, back of Game Shop, Station Building, Pietersburg, 0700

#### 12.1.2.2 Abaphathi abaphakeme beTransnet Pension Fund

Administrator yilaba:-

- |            |   |
|------------|---|
| 12.1.2.2.1 | IAN PATRICK SMITH – Chief Executive Officer   |
| 12.1.2.2.2 | PHILLIP V MJOLI – Executive Operations  |
| 12.1.2.2.3 | JOHN CHARLES GRAHAM RETALLACK – Executive Property Investments and V & A Waterfront |
| 12.1.2.2.4 | JOHANNES JACOBUS STRYDOM – Executive Legal and Secretariat Services                 |
| 12.1.2.2.5 | ESMARIE STRYDOM – Executive Investments   |
| 12.1.2.2.6 | CHERYL WENDELKEN – Executive Property Trust   |
| 12.1.2.2.7 | PHUMELELE NDUMO – Executive Corporate Strategy and Finance                          |

#### 12.2 Imininigwane yokuxhumana nesebola lesiphathamandla kwezolwazi

IAN PATRICK SMITH

Isiphathamandla esikhulu esengamele.

Ikheli leposi:	Private Bag X41 Braamfontein, 2017
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Ikheli lenhlalo	8 Hillside Road Metropolitan Park Phase A, Parktown
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I-Imeyili [ianS@tpf.co.za](mailto:ianS@tpf.co.za)

### **12.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo**

12.3.1 Ulwazi olulandelayo lugatholwas yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwawo umthetho:

TPFA Ibhizinisi lombiko wencwajana echazayo

Ingxenye yesine yencwadi yezindaba ecebisanayo

### **12.4 Incazelo yezihloko nezigaba zamarekhodi aphele yi Transnet Pension Fund Administrator**

#### **okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo mthetho**

**12.4.1** Amarekhodi aphilhelene nekomidi elengamele kanye nomkhandlu wabaqondisi beTransnet Pension Fund Administrator

12.4.1.1 Izincwadi zamaminithi nezixazululo zangaphakathi zemihlangano yekomithi

12.4.1.2 Uhla lwabantu abakhethiwe ukuhlenganisa iTransnet Pension Fund Administrator kanye nezincwadi ezifakazela lokhu kukhethwa kanye nezivumelwano ezenziwe mayelana nalabe bantu

#### **12.4.2 Amarekhodi ezimali ze Transnet Pension Fund Administrator**

12.4.2.1 Amarekhidi ezincwadi zesimali kanye namabhuku ezimali ze Transnet Pension Fund Administrator

12.4.2.2 Imibiko yaphakathi konyak neyokuphela konyaka ye Transnet Pension Fund Administrator

12.4.2.3 Imininingwane yabahloli bezincwadi zezimali maqondana nokuhlolwa okwenziwe ku Transnet Pension Fund Administrator

12.4.2.4 Imibiko yabahloli bezincwasi zezimali kanye nokuhlolwa okwenziwe ezincwasini zezimali ze Transnet Pension Fund Administrator

12.4.2.5 Imininingwane yezingwasi kwezokubalwa zemphesheni

12.4.2.6 Ukubuyiselwa kwentele nezincwasi ezihambisana nalokho

12.4.2.7 Amalisidi

#### **12.4.3 Imininingwane yasebange ye Transnet Pension Fund Administrator**

12.4.3.1 Imininingwane okunikezwa yikhange kanye neminingwane yema akhawuti

12.4.3.2 Izitatimende zasekhange

12.4.3.3 Amanye amarekhodi asebange we Transnet Pension Fund Administrator

#### **12.4.4 Abasebenzi/amarekhodi abasebenzi**

12.4.4.1 Uhla lwabasebenzi

12.4.4.2 Izivumelwano zokusebenza kanye/noma izincwasi eziphathelene namalungiselo enziwe nabaqondisi kane nabasebenzi be Transnet Pension Fund Administrator

12.4.4.3 Izincwasi eziphathelene nokusizakala okutholw ngabasebenzi

12.4.4.4 Isinxephezelo noma inkokhelo yokudilizwa emsebenzini ngenxa yokungabibikho komsebenzi

12.4.4.5 Amarekhodi aphaathelene nezinhlelo zokuthaza ukusebenza kahle, kwabasebenzi base Transnet Pension Fund Administrator

12.4.4.6 Izivumelwano ezenziwe yibo bonke abasebenzi nezihlangano zabasebenzi

12.4.4.7 Amasu okunikeza amathuba alinganayo emisebenzi yakwa Transnet Pension Fund Administrator

12.4.4.8 Amafayeli abasebenzi

12.4.4.9 Amarekhodi okuqondisa izigwegwe kanye nezincwasi eziphaathelene nokulalelwa kwecala lokuqondisa izigwegwe.

12.4.4.10 Imihkandkeka yokuqeqeshwa kanye nolwazi oluphaathelene nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.

#### **12.4.5 Izidingo zomthetho**

Imibiko amarekhodi aphaathelene maqondana nomthetho ofanele.

#### **12.4.6 Impahla enobuhlakani benqodo**

12.4.6.1 Amalaysense kanye nezivumelano eziphaathelene namalungelo obuhlakani bengqodo.

#### **12.4.7 Izimvume namalaysense**

12.4.7.1 Ukubhaliswa nokumenyezelwa kwezimvume.

12.4.7.2 Ezinye izincwadi eziphaathelene nezimvume nama layisense ezifaka ukwenziwa kabushakwazo, amalaysidi okukhokha izimali zamalaysense kanye nokwazisa okusemthethweni.

#### **12.4.8 Amarekhodi omshwalense**

Amarekhodi aphaathelene namapholisi omshwalense athathelwe ukusiza I Transnet Pension Fund Administrator nabasebenzibayo, aphaathwe yi Transnet.

#### **12.4.9 Impahla engagudluki negudlukayo**

12.4.9.1 Izivumelwano zokuqashiswa noma ukuthengiswa kwempahla egudlukayo, izivumelwano zokuthenga ukuthengisa okwejwayelekile, ukuthengisa ingaphansi kwezimo ezithile, noma ukuqasha imahla.

#### **12.4.10 Ulwazi lwezobuchwepheshe kanye nokuxhumana ngezincingo**

12.4.10.1 Izivumelwano sisoftware yekhompyutha, ukuyixhaso nokuyilondoloza

12.4.10.2 Izivumelwano sekhompyutha hardware.

12.4.10.3 Izivumelwano nabanikezela ngemisebenzi ye Internet kanye/noma nezinye izihlangano zokuxhumana ngezincingo Transtel

#### **12.4.11 Izivumelwano kanye nezincwadi eziphaathelene nokusebenza kwe Transnet Pension Fund Administrator**

12.4.11.1 Izivumelwano eziphaathelene nokusebenza okuqondile kwe Transnet Pension Fund Administrator

#### **12.4.12 Izivumelwano ezixubile se Transnet Pension Fund Administrator**

12.4.12.1 Izivumelwano zokuphatha, zabasebenza esikhundleni sabanye kanye nezokusabalalisa.

**12.4.13 Inzalo nokuthshalwa kwezimali kwa Transnet Pension Fund Administrator**

12.4.13.1 Izivumelwano kanye nenzalo nezinye izinhlangano ezingeyona ingxenye ye Transnet.

    Annuity Agreements

12.4.13.2 Izivumelwano nezinye izikampani ezinganyelwe yi Transnet, ezifaka I National Port Authority, iPropnet, iTranstel, iTranswek ne Protekon Service Level Agreement

**12.4.14 Ukuxhumana ngezincwadi**

12.4.14.1 Ukuxhumana kwangaphakathi ku Transnet Pension Fund Administrator, okufaka ukwenziwa kwezincwajana zangaphakathi eziwumbiko

12.4.14.2 Ukuxhumana ngezincwadi nezinye izingxenye kanye nezinkapani ezinganyelwe yi Transnet.

12.4.14.3 Okunye ukuxhumana ngezincwadi

**12.4.15 Ulwazi oluphathelele nokumangalelwa ngokusemthethweni**

    Amarekhodi aqondene nokumangalelwa ngokusemthethweni okuthintana ne Transnet Pension Fund Administrator

**12.4.16 Ucwangingo nolwazi lwezesayense noma lwezobuchwepheshe ze Transnet Pension Fund Administrator**

12.4.16.1 Izincwadi eziphathelele nocwangingo olwenziwe yi Transnet Pension Fund Administrator, noma olwenziwe esikhundleni se Transnet Pension Fund Administrator

12.4.16.2 Imibiko yocwangingo elungiswe yi Transnet Pension Fund Administrator, noma elungiswe ngabanye abantu esikhundleni se Transnet Pension Fund Administrator

12.4.16.3 Imibiko yocwangingo ephathelele nocwangingo, kanye nolwazi lwezesayense noma lwezochwepheshe

**12.4.17 zincwadi zomthetho**

12.4.17.1 Izincwadi eziphathelele nokwenziwa komthetho yi Transnet Pension Fund.

**12.4.18 kuphepa komphakathi**

12.4.18.1 Imithetho ephathelele nokuphepha komphakathi kanye nokuphathwa kwenhlekelele.

12.4.18.2 Uhla lwezehlakalo kanye nezinto ezingahambi ngendlela efanele?

## 13 Esselenpark

### 13.1 Imisebenzi ye Esselenpark

13.1.2 Abaphathi abaphakeme beEsselenpark yilaba:

Umphathi Omkhulu Owengamele	Lennox Tshwete
Umphathi Wenhlangano Kwezokuthuthukiswa Kwebhizinisi	Dudu Ndlovu
Umphathi wenhlangano kwezokuthuthukiswa kwemikhiqizo	Barbara Nsuntsha
Umphathi Wenhlangano Kwezabasebenzi	Ntsoaki Ramaphosa
Umphathi Wenhlangano Kwezezimali	Leeka Ramapchund
Umphathi Wenhlangano Kwezolwazi Lobuchwepheshe	Cecil Basset
Umphathi Wenhlangano Kwezokuthola	Tshidi Sereme
Umphathi Wenhlangano Kwezokuxhumana	Joyce Hing
Umphathi Wenhlangano kwezezingozi	
Umphathi Wenhlangano Kwezempahla	Henry Swanepoel

### 13.2 Iminingwane yokuxhumana nesikela lesiphathimandla kwezolwazi

Nkz Barbara Nduntsha

Umphathi Wenhlangano Kwezolwazi Lobuchwepheshe

Ikheli leposi: P O Box 15001

Esselenpark

1626

Ikheli lenhlalo: Road P91-1

Off the R25

Esselenpark

1626

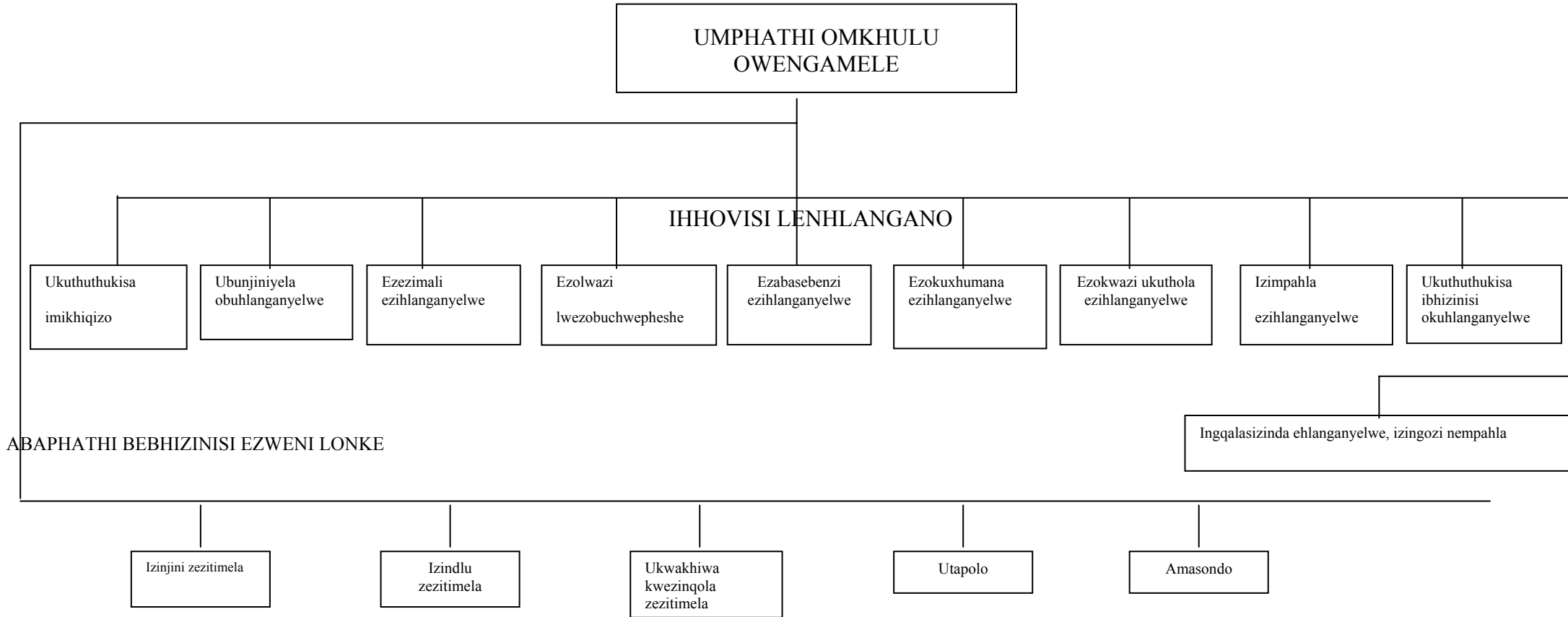
Inombolo yocingo: (011) 929-1301

Inombolo yefeksi: (011) 929-1344

I-imeyili: [Barbaran@esselenpark.co.za](mailto:Barbaran@esselenpark.co.za)

IWebsite: [www.esselenpark.co.za](http://www.esselenpark.co.za)

**Ukubunjwa kweEsselenpark**



### **13.3 Incazelo yamarekhodi atholakala ngaphandle kokwenza isicelo**

**13.3.1** Ulwazi olulandelayo lungatholwa yilowo owenza isicelo sokuluthola ngaphandle kokufaka isicelo sokuluthola ngaphansi kwalo Mthetho:

- 12.3.1.1. I-Intranet
- 12.3.1.2. Uhla lwekomidi eyengamele abapolisi
- 12.3.1.3. Umthetho ohabelana nezagaphakathi
- 12.3.1.4. Eziphathe ne za phesheya
- 12.3.1.5. I CIT
- 12.3.1.6. I-Intranet

13.3.2 La marekhodi angatholakala kuWebsite yeEsselenpark noma ngokuxhumana nasekela lesiphathimandla kwezolwazi.

### **13.4 Incazelo yezihloko nezigaba zamarekhodi aphethwe yiEsselenaprk okungenziwa izicelo zawo ngokulandela izindlela zokwenza izicelo ezikulo Mthetho**

#### **13.4.1 Amarekhodi aphathelene nekomidi elengamele nomkhandlu wabaQondisi beEsselenpark**

- 13.4.1.1 Amaminithi nezixazululo zangaphakathi zomkhandlu wengxenywe.
- 13.4.1.2 Uhla lwabantu abakhethelwe ukuhlanganisa iEsselenpark kanye nezincwadi ezifakazela lokhu.
- 13.4.1.3 Okushiwo ngabantu abanikezele ngolwazi, izingxoxo noma izinqumo ezisiza iEsselepark ekuthatheni izinqumo maqondana nomthetho.
- 13.4.1.4 Incwadi yomsebenzi esadikulungiswa ye Esselenpark

#### **13.4.2 Amarekhodi ezimali zeEsselenpark**

- 13.4.2.1 Amarekhodi ezincwadi zezimali kanye namabhuku ezimali zeEsselenpark.
- 13.4.2.2 Imibiko yaphakathi konyaka neyokuphela konyaka yeEsselenpark.
- 13.4.2.3 Imininingwane yabahloli bezincwadi zezimali zeEsselenpark.
- 13.4.2.4 Imibiko yabahloli bezincwadi zezimali mayelana nokuhlolwa okwenziwe ezincwadini zezimali zeEsselenaprk.
- 13.4.2.5 Imininngwane yezingcweti kwezokubala izimali ohlelweni lwezempesheni olusetshenziswa yiEsselenpark.
- 13.4.2.6 Imininngwane yezingcweti kwezokubala izimali ohlelweni olusiza abasebenzi kwezokwelashwa olusetshenziswa yiEsselenpark.
- 13.4.2.7 Ukubuyiselwa kwemali yentela nezincwadi ezihambisana nakho.
- 13.4.2.8 Amalasidi

#### **13.4.3 Imininingwane yasebhangwe yeEsselenpark**

- 13.4.3.1 Amarekhodi aphathelene namakhono angaphakathi kuEsselenpark anikezwa yiTransnet.
- 13.4.3.2 Imininingwane yezinto ezinikezwa yibhange kanye neminingwane yama-akhawunti.
- 13.4.3.3 zititimende zasebhange.
- 13.4.3.4 Izincwadi zezimali eziwubufakazi obuyiqiniso ezinikezwe yiEsselenpark noma ezinikezwe maqondana neEsselenpark.

13.4.3.5 Ezinye izibopho zezimali zeEsselenpark ezifaka imali Uzwele kanye nezokudla, Imisebenzi ehlanzekile ne software

#### **13.4.4 Abasebenzi/Amarekhodi abasebenzi**

13.4.4.1 Uhla lwabasebenzi.

13.4.4.2 Izivumelwano zokusebenza kanye/noma izincwadi eziphatelene namalungiselelo enziwe nabaqondisi kanye nabasebenzi beEsselenpark.

13.4.4.3 Izincwadi ezimaqondana nokusizakala okutholwa ngabasebenzi.

13.4.4.4 Inkokhelo yokudilizwa emsebenzini maqondana nabasenezi ngenxa yokungabibikho komsebenzi.

13.4.4.5 Amarekhodi kanye nolwazi oluphatelene nezinhlelo zokukhuthaza ukusebenza kahle.

13.4.4.6 Izincwadi nolwazi maqondana namalungiselelo okwehlukaniselana ngenzuzo ngabasebenzi beEsselenpark.

13.4.4.7 Izivumelwano ezenziwe yibo bonke abasebenzi nezinhlangano zabasebenzi.

13.4.4.8 Amasu okunikeza amathuba alinganayo emisebenzi yakwaEsselenpark.

13.4.4.9 Amafayeli abasebenzi.

13.4.4.10 Amarekhodi okuqondisa izigwegwe kanye nezincwadi eziphatelene nokulalelwa kwecala lokuqondiswa izigwegwe.

13.4.4.11 Imihlahlandlela yokuqeqeshwa kanye nolwazi oluphatelene nokuqeqeshwa kwabasebenzi kanye namakhono okuphatha.

13.4.4.11.1 Amarekhodi aphaathelene nezikole zokuqeqesha ezingaphakathi kweEsselenpark nezingaphandle;

13.4.4.11.2 Amarekhodi aphaathelene nenhlawulo mayelana namakhono;

13.4.4.11.3 Ulwazi oluphatelene neSETA kwezokuthutha; kanye

12.4.4.11.4 Amanye amarekhodi aphaathelene nokuqeqeshwa.

#### **13.4.5 izinhlelo ezisiza abasebenzi noma izikhwama zezimali kanye nezinhlelo ezisiza abasebenzi kwezokwelashwa ezisetshenziswa yiEsselenpark**

13.4.5.1 Uhla lwabantu ababhekene nezimali zezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiEsselenpark.

13.4.5.2 Izincwadi eziphatelene nezinhlelo ezisiza abasebenzi noma izikhwama zezimali ezisetshenziswa yiEsselenpark.

13.4.5.3 Uhla lwabantu ababhekene nezimali zohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiEsselenpark.

13.4.5.4 Izincwadi zokuphatha eziphatelene nohlelo olusiza abasebenzi kwezokwelashwa olusetshenziswa yiEsselenpark.

#### **13.4.6 Amarekhodi aphehwe ngokomthetho**

Amarekhodi aphehwe aqondene nomthetho ofanalana neEsselenpark.

#### **13.4.7 Impahla enobuhlakani bengqondo**

13.4.7.PFMA amarekhodi ezimali, eziphathelene nezempilo kanye nokhuphepha.

13.4.7.2Amarekhodi aphaathelene nokugodla amalungelo okuthengisa.

13.4.7.3Izivumelwano eziphathelene nokuthuthukiswa kanye nokuthola amalayisense empahla enobuhlakani bengqondo.

#### **13.4.8 Izimvume namalayisense**

13.4.8.1Amalayisense, izimvume zempahla, izincwadi zemvume, ukuvumeleka, ukugunyazwa kanye/noma nezitifiketi.

13.4.8.2Izincwadi eziphathelene nezicelo zezimvume namalayisense.

13.4.8.3Ezinye izincwadi eziphathelene nezimvume namalayisense.

#### **13.4.9 Amarekhodi omshwalense**

Amapholisi omshwalense kanye/noma iminikelo ethathelwe ukusiza iEsselenpark kanye nabasebenzi bayo, afaka:

13.4.9.1 yonke imishwalense yezingozi zempahla;

13.4.9.2 Imishwalense yabaqondisi neyephathimandla;

13.4.9.3 Umshwalense omkhulu olawulwayo (iPCI)

13.4.9.4 Ipholisi yengozi ebhekene nomuntu naqondana nabafundi;

13.4.9.5 Umshwalense wokunxephezela abasebenzi (iCOID);

13.4.9.6 Umshwalense womgewabo;

13.4.9.7 Umshwalense wokuhamba kwezamabhezini;

13.4.9.8 Umshwalense wokwethembeka;

13.4.9.9 Umshwalense zodweshu neziteleka; kanye

13.4.9.10Isikhwama somshwalense esibhekene nesikhathi sokungasebenzi.

#### **13.4.10 Impahla engagudluki negudlukayo**

13.4.10.1 Uhla lwempahla lwayo yonke impahla engagudluki ephethwe esikhundleni seEsselenpark.

13.4.10.2 Izincwadi ezifakazela ukuba ngumnininto ngokusemthethweni.

13.4.10.3 Izivumelwano zokuqashiswa komhlaba kanye/noma ezinye izimpahla ezingagudluki.

13.4.10.4 Izivumelwano zokuqashiswa noma ukuthengiswa kwempahla egudlukayo, efaka okokuphatha omakhalekhukhwini kanye nezinto ezifakwa ezindaweni ezihlala amakhasimende kaEsselenpark.

#### **13.4.11 Ulwazi lwezobuchwepheshe kanye nokuzingcingo**

13.4.11.1 Izivumelwano zesoftware yekhompyutha, ukuyixhasa nokuyilondoloza.

13.4.11.2 Izivumelwano zokuthuthukisa iWebsite, ukuyixhasa nokuyilondoloza.

13.4.11.3 Amalayisense okusebenzisa izinhlelo zekhompyutha.

13.4.11.4 Izivumelwano zamalayisense esoftware yekhompyutha.

13.4.11.5 Izivumelwano maqondana nehardware yekhompyutha esetshenziswa yiEsselenpark, ezifaka izivumelwano zokuyilondoloza.

13.4.11.6 Izivumelwano nabanikezela ngemisebenzi ye-Internet kanye/noma nezinye izinhlangano zokuzingcingo.

13.4.11.7 Izivumelwano zokuma ndawonye kwezilinganiso.

- 13.4.11.8 Izivumelwano zezingcingo eziqashiwe.
- 13.4.11.9 Imithetho yokuphathwa kwezinhlekelele maqondana namakhompyutha, efaka:
  - 13.4.11.9.1 Uhlelo lokuqala ibhizinisi; kanye
  - 13.4.11.9.2 Uhlelo lokululama emva kwengozi.

#### **13.4.13 Izivumelwano kanye nezincwadi eziphathelene nokusebenza okuqondile kweEsselenpark**

- 13.4.13.1 Izivumelwano nabathumelimpahla
- 13.4.13.2 Izivumelwano neMetrorail, iTranstel, iSpoornet kanye nezinye izinkampani ezenganyelwe yiTransnet mayelana nokulondolozwa nokwenziwa ngcono kwesitokwe.
- 13.4.13.3 Izivumelwanonezinye izinkampani mayelana nokuthunyelwa kwempahla kanye/noma izingxenywe.
- 13.4.13.4 Izivumelwano nezinkontileka ezenziwa nabathumelimpahla;
- 13.4.13.5 Uhla lwezinkontileka ezivela kubathumelimpahla neziya kubathumelimpahla.
- 12.4.12.6 Ezinye izincwadi eziphathelene nokwenziwa yibhizinisi leEsselenpark.

#### **13.4.13. Izivumelwano ezixubile zeEsselenpark**

- 13.4.13.1 Izincwadi zezimali eziwubufakazi obuyiqiniso ezinikezwe amakhasimende ase-Afrika nawaphesheya kolwandle.
- 13.4.13.2 Imikhawulo yamacala kanye neziqiniseko sokumoshakalelwa noma ukulahlekelwa.
- 13.4.13.3 Izivumelwano zabasebenza esikhundleni seTranswerk, abaphathi kanye nokusabalalisa.
- 13.4.13.4 Izivumelwano zokuzazisa.
- 13.4.13.5 Izimo ezijwayelekile zebhizinisi kanye nezivumelano ezijwayelekile.
- 13.4.13.6 Izivumelwano nabathumelimpahla, okufaka nabathumelimpahla eyinsimbi nopende.
- 13.4.13.7 izivumelwano namakhasimende eEsselenpark, okufaka nezinye izinkampani ezenganyelwe yiTranswerk.
- 13.4.13.8 Izivumelwano zokungavezi obala.
- 13.4.13.9 Izivumelwano ezenziwe ngokubonisana nabantu aasezindawo ezibhekene nokuklama.

#### **13.4.14 Inzalo nokutshalwa kwezimali kwaEsselenpark**

- 13.4.14.1 Izivumelwano phakathi kweEsselenpark nezinye izinhlangano zomphakathi.
- 13.4.14.2 Izivumelwano nezinye izinkampani ezenganyelwe yiEsselenpark ezifaka , iSpoornet, iPetronet, iTranswerk, iMetrorail.
- 13.4.14.3 Izivumelwano nezinkampani zangaphesheya kolwazndle, ezifaka ohulumeni bakwamanye amazwe noma iminyango kahulumeni kanye nezinkampani noma izikhungo ezingaphansi kolawulo lwamazwe angaphandle.
- 13.4.14.4 Izivumelwano zokuhlanganyela nokusebenza ngokubambisana.

#### **13.4.15 Ukuxhumana ngezincwadi**

- 13.4.15.1 Ukuxhumana kwangaphakathi eEsselenpark, okufaka ukwenziwa kwezincwajana eziwumbiko zangaphakathi.

- 13.4.15.2 Ukuxhumana ngezincwadi nezinye izingxenye zeEsselenpark kanye nezinkampani eziyengamele.
- 13.4.15.3 Okunye ukuxhumana ngezincwadi.

#### **13.4.16 Ulwazi oluphathelele nokumangalelwa ngokusemthethweni**

Amarekhodi aqondene nokumangalelwa ngokusemthethweni okuthintana neEsselenpark.

#### **13.4.17 Amarekhodi endawo**

- 13.4.17.1 Ukuhlola ukushayisana endaweni (ama-EIA) kanye nezincwadi eziphathelele nezingcwaningo ezenziwe mayelana nalokhu.
- 13.4.17.2 Izivumelwano eziphathelele nezindaba ezithinta indawo, ikakhulu mayelana nokubuyiselwa kwayo esimeni sakuqala.
- 13.4.17.3 Imithetho mayelana nezindaba ezithinta indawo.
- 13.4.17.4 Uhla olusemthethweni oluphathelele nemithetho ethinta indawo.

#### **13.4.18 Ucwangingo kanyenolwazi lwezesayense noma lwezobuchwepheshe kwaEsselenpark**

- 13.4.18.1 Izincwadi eziphathelele nocwangingo olwenziwe ngokuhlanganyela nezinye izinkampani.
- 13.4.18.2 Imibiko yocwangingo elungiswe yiEsselenpark, noma elungiswe ngabanye abantu esikhundleni seEsselenpark.
- 13.4.18.3 Izivumelwano ezingavezi obala mayelana nocwangingo, kanye nolwazi lwezesayense noma lwezobuchwepheshe.
- 13.4.18.4 Izindlela zokuklama nokuthuthikisa.

#### **13.4.19 Izincwadi zomthetho**

- 13.4.19.1 Imibono, izeluleko, imibiko noma iziphakamiso ezisiza ekwenziweni kwemithetho yeEsselenpark.
- 13.4.19.2 Imibono, izeluleko, imibiko noma iziphakamiso ezisiza ekuthini iEsselenpark ikwazi ukuthatha izinqumo
- 13.4.19.3 Izincwadi eziphathelele nezinhlelo ezenziwa yiEsselenpark, ezifaka :
  - 13.4.19.3.1 Uhlelo lweHIV;
  - 13.4.19.3.2 Uhlelo lokuthuthukisa okusezingeni eliphezulu;
  - 13.4.19.3.3 Uhlelo lweSBS (Uhlelo lokuqeqeshwa abafundiswa umsebenzi);
  - 13.4.19.3.4 Uhlelo lokuqeqeshwa mayelana nomthetho;
  - 13.4.19.3.5 Uhlelo lokuqeqeshelwa isikhundla sokubheka abanye abasebenzi;
  - 13.4.19.3.6 Uhlelo lokuqeqeshelwa ukuphatha;
  - 13.4.19.3.7 Uhlelo lokujwayezwa umsebenzi;
  - 13.4.19.3.8 Uhlelo lokuphatha amaphrojekthi;
  - 13.4.19.3.9 Uhlelo lokuhlola umsebenzi;
  - 13.4.19.3.10 Izinhlelo zemifundaze (abafundi abafunda ngokugcwele nabangafundi ngokugcwele);
  - 13.4.19.3.11 Ucwangingo olwenziwe yiEsselenpark; kanye
  - 13.4.19.3.13 Izinkontileka nezincwadi zokukhangisa.

### **13.4.20 Ukuphepha komphakathi**

- 13.4.20.1 Imibiko ngokuphepha komphakathi.
- 13.4.20.2 Izincwadi zasemsebenzini.
- 13.4.20.3 Imibiko yophenyo.

### **13.5 Imisebenzi enikezwa yiEsselenpark**

#### **13.5.1 Uhlobo lwemisebenzi**

IEsselenpark ayiwenzeli ngendlela eqondile umphakathi umsebenzi. IEsselenpark yethula umsebenzi wayo ezinkampanini zangaphandle.

#### **13.5.2 Itholakala kanjani le misebenzi**

Isicelo sokwenzelwa umsebenzi, kumele sithunyelwe kwaEsselenaprk. Ngesinye isikhathi iEsselenpark izofaka amathenda okunikezwa umsebenzi.

### **13.6 Amalungiselelo okuvumela ukuhlanganyela komphakathi ekwenziweni kwemithetho kanye nasekusebenziseni amandla**

- 13.6.1 Abantu abanolwazi olukhethekile bayakwazi ngezsinye isikhathi ukuhlanganyela ekwenziweni kwemithetho yeEsselenpark. Abantu abangaguqula imithetho yakwaEsselenpark, futhi basebenzise amandla ayo, babandakanya labo abanolwazi olukhethekile emikhakheni ethile, abantu abangabaphathi kanye nezinhlango zabasebenzi.
- 13.6.2 Ukuhlanganyela ekwenziweni komthetho nasekusebenziseni amandla, kwenzeka ngokuthumela abameli, kwezinye izikhathi kwenzeka ngokubonisana. Ezinye izindlela zokuhlanganyela zingaphoqwa umthetho.