Isalathiso: 20180622-3629
Inombolo yefayili: 3/3/2/4/13
Imibuzo: IZiko leeFoni

ISetyhula: 0039/2018
Umhla wokuphelelwa: Awukho

Iya: KuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kuBaphathi beeSekethe, kwiiNqununu nakooSihlalo bamabhunga olawulo

Isishwankathelo esifutshane: *Isikhokelo esingokuthotyelwa kweemfuno ezimiselweyo zesiqendu 38 no-38A zoMthetho weZikolo zaseMzantsi Afrika (SASA), 1996 (uMthetho 84 ka-1996).*

Isihloko: **Ukuthotyelwa kwemigqaliselo yesiqendu 38 no-38A zoMthetho weZikolo zaseMzantsi Afrika (*SASA*), 1996 (uMthetho 84 ka-1996)**

1. ISebe leMfundo leNtshona Koloni (WCED) lazisa zonke izikolo zikarhulumente ukuba iSetyhula 0030/2017, yomhla we-06 Septemba 2017, isasebenza kodwa ifakelwe izilungiso ezingezantsi emaziqatshelwe yaye zisetyenziswe:

1.1 IsiHlomelo **A3** sifakelwe izilungiso yaye zonke izikolo zikarhulumente kufuneka zisebenzise isiHlomelo **A3** esifakelwe izilungiso nezicelo zazo.

1.2 Kufuneka zonke izikolo zikarhulumente zisebenzise irubrikhi ukuqinisekisa ukufana komgangatho nokuthintela naluphi na ulibaziseko olungeyomfuneko kulawulo lwezicelo zazo.

2. Ziyacelwa zonke izikolo zikarhulumente zibe nolwazi ngale migaqo iqhotyoshelweyo **yenkqubo yesicelo** xa zifaka izicelo zesiqendu 38A ukuqinisekisa ukuba zonke izicelo zazo zingeniswe ngokuchanekileyo.

3. Ayacelwa amabhunga olawulo ngokwesiqendu 38A(8) seSASA aqinisekise ukuba inkcitho ngokumalunga nesiqendu 38A icaciswe ngokucacileyo njenge-ayithem yebhajethi evunyiweyo engeniswa kwi-ofisi yesithili, qho nonyaka ngoDisemba.

4. Ziyakhunjuzwa zonke izikolo zikarhulumente ukuba izicelo zesiqendu 38A mazingensiwe ukususela nge-01 Agasti qho ngonyaka, njengoko kucacisiwe kwiSetyhula 0030/2017.

5. Njengoko zonke izikolo zikarhulumente zikhuthazwa ukuba zingenise izicelo ezongezelelweyo ukwenzela abasebenzi abatsha kunyaka wonke, akukho mhla wokuvala kodwa ayakhunjuzwa amabhunga olawulo ukuba aqinisekise ukuba kubhajethelwe iimali ezaneleyo ukulungiselela izicelo ezongezelelweyo, njengoko kuchaziwe kumhlathi 3 apha ngentla.

6. Ayakhunjuzwa amabhunga olawulo ukuba asebenzise **kuphela** iziHlomelo **A1, A2 no-A3** eziqhotyoshelweyo liSebe iWCED. IziHlomelo ezikwiiletahedi zezikolo okanye kuzo naziphi na izihlomelo ezitshintshiweyo **aziyi** kwamkelwa yaye izicelo ezilolu hlobo ziya kuthathwa njengezingaphelelanga. IziHlomelo **A1**, **A2** no-**A3** mazisayinwe ngusihlalo webhunga lolawulo njengoko kuchaziwe kwiifom eziqhotyoshelweyo; izihlomelo ezingasayinwanga ziya kuthathwa njengezingaphelelanga.

7. Ukungaphumeleli ukuyilandela mbo le nkqubo njengoko imiselwe kule setyhula **nakwinkqubo yokwenza isicelo** kunganeziphumo zokuba sikhatywe isicelo.

8. Kucelwa wazise okukule setyhula bonke abathathi-nxaxheba abachaphazelekayo ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-BK SCHREUDER
INTLOKO YESEBE LEMFUNDO
UMHLA: 2018-10-13

URhulumente weNtshona Koloni

EzeMfundo

1. IMIGAQO YENKQUBO YOKWENZA ISICELO

1.1 ISiqendu 38A soMthetho weZikolo zaseMzantsi Afrika (SASA), 1996 (uMthetho 84 ka-1996) wapapashwa njengomthetho ukususela nge-26 Apreli 2004. ISebe iWCED lingqinelanise inkqubo yesicelo ecaciswe kwisiqendu 38A nomjikelo wokwenziwa kwebhajethi zizikolo waqho ngonyaka.

1.1.1 Injongo yesiqendu 38A kukulawula iintlawulo ezenziwe ngamabhunga olawulo kubaqeshwa bakarhulumente abasebenza kwizikolo zikarhulumente eziqhelekileyo.

1.2 ISiqendu 38A soMthetho weZikolo zaseMzantsi Afrika (SASA)

ISiqendu 38A sifundeka ngolu hlobo:

Ukuthintelwa kwentlawulo yemivuzo engagunyaziswanga, okanye ukunikwa kwesibonelelo esiyimali (financial benefit) okanye isibonelelo elilolunye uhlobo (benefit in kind) kubaqeshwa abathile

38A. (1) Ngokuxhomekeke kwisiqendwana (2), ibhunga lolawulo aliyi kumhlawula okanye limnike umqeshwa karhulumente ngokoMthetho weNgqesho yooTitshala (Employment of Educators Act), 1998 (uMthetho 76 ka-1998), okanye ngokoMthetho weNkonzo kaRhulumente, 1994 (ISibhengezo No. 103 ka-1994), nayiphi na enye yezi zinto zingagunyaziswanga-

(a) umvuzo;
(b) esinye isibonelelo esiyimali; okanye
(c) isibonelo esilolunye uhlobo

(2) Ibhunga lolawulo linokufaka isicelo kumqeshi licele imvume yokuhlawula umqeshwa karhulumente nayiphi na intlawulo ekucetyiswa ngayo kwisiqendwana (1).

(3) Izicelo ezilolu hlobo mazifakwe ngencwadi ebhaliweyo kwi-ofisi yomqeshi yaye mazinike-

(a) linkcukacha ezipheleleyo zohlobo nobungakanani bentlawulo;
(b) Inkqubo nemali eya kusetyenzisewa ukubuyekeza okanye ukuvuza abaqeshwa bakarhulumente; kunye
(c) nobungakanani bokuthotyelwa kwesiqendu 20(5) ukuya ku-(9).

(4) Amabhunga olawulo makenze izicelo ezichatshazelwe kwisiqendwana (2) kwiinyanga ezine ubuncinane phambi kokugqitywa kwebhajethi yesikolo.

(5) Nakuba kukho isiqendwana (1), ibhunga lolawulo linokuhlawula imali yeendleko zohambo nokutya *(travel and subsistence expenses)* ezinxulumene nemisebenzi yesikolo esemthethweni kodwa iindleko ezilolu hlobo mazingabi ngaphezu kwezo bezinokuhlawulwa kumqeshwa wenkonzo karhulumente okwiimeko ezinje ngezo.

(6) Umqeshi makangasali kungekho sizathu isicelo esichatshazelwe kwisiqendwana (2).

(7) Xa kuqwalaselwa isicelo eso, umqeshi makathathele ingqalelo-

(a) Iziphumo ezichaphazela umqeshi ngokwemvumelwano yezengqesho neyomthetho wezemisebenzi;
(b) Ngaba inkonzo echaphazelekayo kwisicelo iya kuphazamisana nenkonzo yesiqhelo yokwenziwa kwenkonzo ngumqeshwa;
(c) Ngaba inkonzo echaphazelekayo kwisicelo sele ihlawulelwe ngumqeshi; nokuba

(d) Ngaba intlawulo eyongezelelweyo, ezinye izibonelelo eziyimali, okanye izibonelelo ezilolunye uhlobo, ziyayixhasa imisebenzi namatheko angundoqo esikolo.

(8) Intlawulo echatshazelweyo kwisiqendwana (1) mayiboniswe kwibhajethi yesikolo, njengoko yandlaliwe kwintlanganiso yawo onke amalungu yabazali njengoko kuchatshazelwe kwisiqendu 38(2).

(9) Ukuba ibhunga lolawulo lihlawula umvuzo okanye linika umqeshwa isibonelelo esiyimali okanye isibonelelo solunye uhlobo esichatshazelwe kwisiqendwana (1) kungekho mvume yaphambi koku yomqeshi, isixa esiyimali esihlawulweyo okanye isibonelelo masifunyanwe kwakhona ngumqeshi egameni lesikolo kulo malungu ebhunga lolawulo athathe eso sigqibo, lingabandakanywanga ilungu lebhunga lolawulo elisengumntwana (*minor*).

(10) Ibhunga lolawulo linokufaka isibheno kwiLungu leBhunga leSigqeba esichasa-

(a) Ukwala komqeshi isicelo esichatshazelwe kwisiqendwana (2); okanye

(b) Ukungaphumeleli komqeshi ukunika isigqibo ngesicelo esichatshazelwe kwisiqendwana (2) zingadlulanga iinyanga ezintathu emva kokufakwa kwesicelo kwi-ofisi yomqeshi.

1.3 **Isicelo (izicelo) seSiqendu 38A (s) ukulungiselela u-2018 naqho ngonyaka emva koko**

Ibhunga lolawulo malenze isicelo kwiSebe iWCED sokuvunywa kokuhlawulwa komvuzo owongezelelweyo kubaqeshwa bakarhulumente ngendlela nangemo emiselwe yi-*HoD (Head of Department)*.

Isicelo esivela kwibhunga lolawulo siya kuquka oku kulandelayo:

- Ileta ehamba naso (ayinyanzelekanga);
- Ingcaciso eceliweyo yi-HoD njengoko kucacisiwe **kwisiHlomelo A1** & **A2;**
- Isicelo esibhaliweyo esivela kumqeshwa (kubaqeshwa) karhulumente ngamnye esicela imvume yomqeshi yokufunyanwa komvuzo owongezelelweyo ololu hlobo (kunikwe inkcazo epheleleyo yemisebenzi**.** Esi sicelo masingensiwe sikwifomathi echazwe ngokupheleleyo **kwisiHlomelo A3;**
- Inkcazo ngemisebenzi eyongezelelweyo emayenziwe ngabaqeshwa bakarhulumente **(irubrikhi);** kunye
- Noluhlu lokutshekisha oluzaliswe ngokupheleleyo nolusayiniweyo lwawo onke amaxwebhu amakangeniswe.

1.4 **Ukuqeshwa kwabaqeshwa beSebe iWCED abatsha apha ekuhambeni konyaka**

- Ibhunga lolawulo kuya kufuneka lingenise isicelo sesiqendu 38A esitsha engadlulanga nawuphi na unyaka womvuzo owongezelelweyo ukwenzela bonke abaqeshwa beSebe iWCED abatsha abaqeshwe apha enyakeni, abaya kucelwa ukuba benze imisebenzi eyongezelelweyo ngokweSiqendu 38A.
- Ezi zicelo ziya kungeniswa njengoko kukhankanyiwe apha ngentla yaye aziyonxalenye yesicelo sokuqala kuloo nyaka uthile, kodwa ziya kuthathelwa ingqalelo njengesicelo (njengezicelo) ezongezelelweyo kuloo nyaka uthile uchaphazelekayo.

- Isicelo (izicelo) somvuzo owongezelelweyo ngokumalunga nabaqeshwa abasanda kuqeshwa beSebe iWCED masibe yinxenye yesixa-mali sokuqala esibhajethelweyo njengoko kukhankanyiwe kwisiqendwana (8) sesiqendu 38A, apha ngentla.

1.5 **Izibheno ezifakwa kwiLungu leBhunga leSigqeba**

Ibhunga lolawulo linokufaka isibheno kwiLungu leBhunga leSigqeba *(Executive Council (MEC*)) ingadlulanga inyanga enye yokufunyanwa kwesigqibo se-HoD okanye zingadlulanga iinyanga ezintathu emva kokufakwa kwesicelo kwi-ofisi yomqeshi, ukuba umqeshi uye akaphumelela ukuthatha isigqibo ngesicelo.

URhulumente weNtshona Koloni
EzeMfundo

IRubrikhi yeSiqendu 38A

INKCAZO NGEENTLAWULO ZESIQENDU 38A EZIHLAWULWA LIBHUNGA LOLAWULO KUBASEBENZI BESEBE LEMFUNDO LENTSHONA KOLONI

Igama leSikolo: …… **Unyaka: ……..**

1. IBhunga loLawulo lase-***{insert school name}*** liyabahlawula/libanika intlawulo eyimbuyiselo abasebenzi abaqeshwe ngurhulumente esikolweni ngokomyalelo webhunga lolawulo, abaphetheyo, abathatha inxaxheba okanye abenza ezi zenzo okanye le misebenzi ilandelayo egameni lalo.
2. Iintlawulo ezilolu hlobo zenziwa qho ngala maxesha e-***{insert monthly or quarterly or annual}***: ezi ntlawulo azinasibonelelo sepenshini (*non-pensionable*), yaye azinazo neentlawulo zetshekhi ye-13 eyibhonasi.
3. Ezi ntlawulo zinyuka ngereyithi efana neyochatha womvuzo waqho ngonyaka ngaphandle kokuba imisebenzi kunye/okanye iimfanelo zitshintshwe ngokubonakalayo ukususela kunyaka omnye /kwithuba/kwithuba lonyaka ukuya kwelilandel;ayo.
4. IBhunga loLawulo ngokwenjenje linika ingqinisekiso kwiSebe leMfundo leNtshona Koloni (iSebe i*WCED*) yokuba ezi zenzo okanye le misebenzi:
    - Ayiphazamisani nokwenziwa kwenkonzo okuqhelekileyo kwabaqeshwa, koko iphucula umgangatho wokwenziwa kweenkonzo;
    - Ayibandakanyi iinkonzo /imisebenzi/izenzo esele zihlawulelwe kakade ngurhulumente; yaye
    - Iyayixhasa imisebenzi yezemfundo engundoqo yesikolo efana nokufundisa nokufunda, imisebenzi eyenziwa emva kweyokufundisa, eyobume bezemali okanye yokunyuswa kwengxowa-mali, eyolawulo nempatho neyentsebenziswano nabahlali.

IMISEBENZI OKANYE IZENZO EKUHLAWULELA ZONA /EZENTLAWULO EYIMBUYISELO ZESIQENDU 38A KUBAQESHWA ABAQESHWE NGURHULUMENTE		
Inombolo yesalathi senkcazo	**IINKALO ZENTSEBENZO EYIYO KANYE**	**IZIPHUMO ZENTSEBENZO EYIYO KANYE**
	Imisebenzi okanye iimeko abahlawulela zona abaqeshwa	**Indlela eya kuxhaswa ngayo imisebenzi yesikolo engundoqo ziinkonzo ezongezelelweyo ezenziweyo**
1.	Ulawulo nokunikwa iingcebiso kwabasebenzi bebhunga lolawulo.	• Imisebenzi ekumgangatho ophuculweyo yokuphathwa, ulawulo, nokuqhubeka kokufunda nokufundiswa kwabafundi esikolweni.
2.	Ukwenza imisebenzi egameni lebhunga lolawulo ngokumalunga namaphulo ebhunga lolawulo angaphezu kwalawo acaciswe kwiinkalo zentsebenzo ezilindelekileyo neziqhelekileyo zoMqeshi.	• Imisebenzi yesikolo ekumgangatho ophuculweyo yemisebenzi yesikolo efumanekayo kubafundi. • Igalelo eliphuculweyo ngokumalunga nemisebenzi yesikolo echaphazelekayo.
3.	Imisebenzi yolawulo yebhunga lolawulo engaphezu kweenkalo zentsebenzo ezilindelekileyo neziqhelekileyo zoMqeshi.	• Umsebenzi wezolawulo nowempatho okumgangatho wesikolo ophuculweyo.
4.	Ukusuphavayiza okungaphezu kokulindelekileyo nokuqhelekileyo kwimisebenzi yoMqeshi eyenziwe ngethuba lemisebenzi eliphulo lebhunga lolawulo efana neekhempu, iihambo zezikolo zokufunda, neehambo zolonwabo, itonamenti, imidlalo/imiculo nokunye njl.njl.	• Uphuculwa komgangatho wokhuseleko, ukunikwa kwabafundi ulwazi, ukufunda, ukwenza/ukudlala/ukucula kwabafundi nempilo qete yabo nokusebenza ngokuyimpumelelo kwesikolo.
5.	Ukufundisa okongezelelweyo nokwasemva kweeyure zomsebenzi nezokunikwa kwabafundi iingcebiso ngezobomi nokubanceda nokwenziwa ngokulindekileyo nangokuqhelekileyo ngokweemfuno zebhunga lolawulo.	• Ukuphuculwa kokufunda, ukwenza/ukudlala/ukucula nempilo qete yabafundi nokusebenza ngokuyimpumelelo kwesikolo.
6.	Uqeqesho nolawulo olongezelelweyo kwezemidlalo nakulawulo olwenziwa ngokulindekileyo nangokuqhelekileyo ngokweemfuno zebhunga lolawulo.	• Ukwenziwa kweenkonzo zezemidlalo ezikumgangatho ophuculweyo ukwenzela bonke abafundi, kungajongwanga ukubanako kwabo, iminyaka yobudala, nebakala abakulo.
7.	Imisebenzi eyongezelelweyo eyenziwa emva kwemisebenzi yokufundisa yezenkcubeko neyeenkonzo nolawulo neyenziwa ngokulindekileyo nangokuqhelekileyo ngokweemfuno zebhunga lolawulo.	• Ukwenziwa kweenkonzo zezenkcubeko okuphuculweyo ukwenzela bonke abafundi, kungajongwanga ukubanako kwabo, iminyaka yobudala, nebakala abakulo.
8.	Intsebenziswano nabahlali ekhokelwa libhunga lolawulo kwimisebenzi engaphezu	• Imisebenzi ephuculweyo yokunyuswa kwengxowa-mali, uthatho-

	kokulindelekileyo nokuqhelekileyo yoMqeshi, kuqukwa: **8.1** imisebenzi yokunyusa ingxowa; **8.2** amaphulo akhuthaza izenzo zesisa kubahlali; **8.3** imisebenzi ephucula ubume besikolo; kunye/okanye **8.4** imisebenzi eyinzuzo kubahlali abangabazali babantwana abakwesosikolo.	nxaxheba lwabahlali, ukuqonda, ubume besikolo nokuyinzuzo kwisikolo nakubahlali.

URhulumente weNtshona Koloni

IGAMA LESIKOLO: …… UNYAKA: ……

ULUHLU LOKUTSHEKISHA LWESIQENDU 38A:

	AMAXWEBHU AQHOTYOSHELWEYO NGOKUMALUNGA NESICELO SESIQENDU 38A SIKA……	**LUQHOTYOSHELWE UXWEBHU EWE OKANYE HAYI**
1.	IsiHlomelo *A1Form* (Izalisiwe, yasayinwa kwabhalwa nomhla)	
2.	IsiHlomelo *A2 Form(s)* (Izalisiwe, yasayinwa kwabhalwa nomhla)	
3.	IsiHlomelo *A3 Form(s)* (Izalisiwe, yasayinwa kwabhalwa nomhla)	
4.	Inkcazo yemisebenzi eyongezelelweyo (iRubrikhi)	
5.	Ileta ehamba nayo (ayinyanzelekanga)	

Igama (eliprintiweyo & kwasayinwa)**:**

USihlalo weBhunga loLawulo

Umhla:

URhulumente weNtshona Koloni
EzeMfundo

ISIHLOMELO A1

ISICELO SEBHUNGA LOLAWULO SOKUHLAWULWA KOMQESHWA KARHULUMENTE UMVUZO OWONGEZELELWEYO NGOKWESIQENDU 38A SOMTHETHO WEZIKOLO ZASEMZANTSI AFRIKA, 1996 (UMTHETHO 84 KA-1996)

1. Iinkcukacha zesikolo

Igama lesikolo: _____

Idilesi: _____

_____

_____

Inombolo yefoni : _____ Inombolo yeFeksi: _____

Igama likaSihlalo webhunga lolawulo: _____

2. Ukuxhaswa ngemali komvuzo awongezelelweyo, ezinye izibonelelo eziyimali okanye izibonelelo ezilolunye uhlobo

2.1 Ngaba iintlawulo zemivuzo eyongezelweyo zonyaka ozayo ziya kuxhaswa ngemali njani? (Thikisha ibhokisi efanelekileyo)

☐ Iifizi zesikolo ☐ Izipho-mali ☐ Iimali zotyalo-mali

☐ Iimali ezililifa nezetrasti ☐ Enye ingeniso (cacisa)

2.2 Ibhajethi eyabiweyo iyonke emayichithwe kwimivuzo eyongezelelweyo kunyaka ka-20..... R .....

3. Ingcaciso efunekayo ngokumalunga nomqeshwa karhulumente ngamnye ukunika inkxaso esi sicelo, iqulethwe “kwisiHlomelo A2” esiqhotyoshelweyo.

3.1 Igama (amagama) lomqeshwa, inombolo (iinombolo) yePesali okanye inombolo yesazisi yomqeshwa karhulumente omtsha;

3.2 Isikhundla (izikhundla) somqeshwa (sabaqeshwa);

3.3 Ixabiso laqho ngonyaka kungekaxhuzulwa nto lenkonzo eyongezelelweyo eyenziweyo ngumqeshwa karhulumente (ngabaqeshwa bakarhulumente) okanye isabelo-mali kweso sithuba;

3.4 Ubunjani kanye-kanye bentlawulo (uyacelwa ucacise ukuba ngaba “ngumvuzo”, sesinye isibonelelo esiyimali" okanye "isibonelelo esilolunye uhlobo” okanye izibonelelo ezidityanisiweyo);

3.5 Ukuba intlawulo “lolunye uhlobo oluyimali“ makunikwe iinkcukacha zesi sibonelelo, kuquka nexabiso lesibonelelo, nokuba iya kuhlawulwa njani nanini na intlawulo; nokuba

3.6 Ukuba intlawulo “isisibonelelo solunye uhlobo” makunikwe iinkcukacha eziphele leyo zesi sibonelelo, kuquka nexabiso lesibonelelo, nokuba siya kuhlawulwa njani nanini na isibonelelo esilolu hlobo.

4. Ikopi yebhajethi yesikolo nemizuzu yentlanganiso yebhajethi ayiyomfuneko okanye iya kusetyenziswa njengenxalenye yesicelo sesiqendu 38A kodwa ngokwesiqendwana (8) sesiqendu 38A, inkcitho yomvuzo owongezelelweyo kumqeshwa karhulumente mayiboniswe ngokucacileyo njenge-ayithem kwibhajethi evunyiweyo engeniswa kwi-ofisi yesithili.

5. Isicelo (izicelo) esibhaliweyo esivela kumqeshwa (kubaqeshwa) karhulumente esiya kumqeshi esicela kumqeshi imvume yokufumana umvuzo owongezelelweyo siqhotyoshelwe (ziqhotyoshelwe) njengoko kuyimfuneko. Uluhlu oluneenkcukacha ezininzi zemisebenzi ekufuneka yenziwe maludweliswe yaye masiboniswe nesixa saqho ngonyaka esiya kuhlawulwa. Kucelwa ungenise esi sicelo sikwifomathi ebonelelwe kwisiHlomelo A3 ”.

Mna osayine apha, ndiyaqinisekisa ngokwazi kwam ndiyakholwa ukuba:

1. Ichanekile ingcaciso enikiweyo kwesi sicelo kunye nezihlomelo ezichaphazelekayo;
2. Inkonzo eyongezelelweyo ayiyi kuphazamisana neemfanelo nemisebenzi yomqeshwa karhulumente; yaye
3. Inkonzo (iinkonzo) eyenziwayo ihlawulelwe/ayihlawulelwanga ngumqeshi.

…… ……

USIHLALO WEBHUNGA LOLAWULO *UMHLA:*

URhulumente weNtshona Koloni
EzeMfundo

ISIHLOMELO A2

ISEBE LEMFUNDO LENTSHONA KOLONI

ISICELO SOKUHLAWULWA KOMQESHWA KARHULUMENTE NGOKWESIQENDU 38A SOMTHETHO WEZIKOLO ZASEMZANTSI AFRIKA, 1996 (uMthetho 84 ka-1996)

Makuqatshelwe:

1. Ibhunga lolawulo malingaqhobosheli ikopi yebhajethi yesikolo okanye imizuzu yentlanganiso yebhajethi.
2. Isicelo (izicelo) esibhaliweyo, (isi(zi)Hlomelo A3) somqeshwa (kubaqeshwa) karhulumente esicela imvume kumqeshi ukuba yokuba afumane umvuzo owongezelelweyo masiqhotyoshelwe kwesi sihlomelo.

No.	Igama lomqeshwa	Inombolo yePesali	Isikhundla somqeshwa	Imisebenzi/ iimfanelo zomqeshwa ezongezelelweyo okanye isithuba	Ixabiso lonyaka lenkonzo eyongezeleweyo eyenziweyo kungaxhuzu-lwanga nto okanye eyabelwe isithuba	Uhlobo kanye lomvuzo. (Cacisa umvuzo", "esinye isibonelelo esiyimali " okanye isibonelelo esilolunye uhlobo" okanye zidityaniswe	Xela ixabiso lonyaka lomvuzo" nokuba iza kwenziwa nini na intlawulo	Ukuba umvuzo ulolunye uhlobo lwemali" nika iinkcukacha zesi sibonelelo, kuquka nexabiso lesibonelelo nokuba iya kuhlawulwa njani nanini na intlawulo	Ukuba intlawulo sisibonelelo esilolunye uhlobo ", nika iinkcukacha zesi sibonelelo, kuquka nexabiso lesibonelelo nokuba iya kwenziwa njani na nanini na intlawulo	Inkonzo eyongezelelweyo iyixhasa njani na imisebenzi engundoqo kunye/okanye amatheko esikolo?

{Faka isignitsha negama eliprintiweyo likasihlalo webhunga lolawulo}
Umhla:

URhulumente weNtshona Koloni

EzeMfundo

ISIHLOMELO A2

No.	Igama lomqeshwa	Inombolo yePesali	Isikhundla somqeshwa	Imisebenzi/ iimfanelo zomqeshwa ezongezelelweyo okanye isithuba	Ixabiso lonyaka lenkonzo eyongezeleweyo eyenziweyo kungaxhuzu-lwanga nto eyenziweyo okanye eyabelwe isithuba	Uhlobo kanye-kanye lomvuzo. (Cacisa umvuzo", "esinye isibonelelo esiyimali " okanye isibonelelo esilolunye uhlobo" okanye zidityaniswe	Xela ixabiso lonyaka lomvuzo" nokuba iza kwenziwa nini na intlawulo	Ukuba umvuzo ulolunye uhlobo lwemali" nika iinkcukacha zesi sibonelelo, kuquka nexabiso lesibonelelo nokuba iya kuhlawulwa njani nanini na intlawulo	Ukuba intlawulo sisibonelelo esilolunye uhlobo ", nika iinkcukacha zesi sibonelelo, kuquka nexabiso lesibonelelo nokuba iya kwenziwa njani na nanini na intlawulo	Inkonzo eyongezelelweyo iyixhasa njani na imisebenzi engundoqo kunye/okanye amatheko esikolo?

{Faka isignitsha negama eliprintiweyo likasihlalo webhunga lolawulo}

UMHLA:

URhulumente weNtshona Koloni
EzeMfundo

ISIHLOMELO A3

{FAKA IDILESI YOMQESHWA KARHULUMENTE}

HEAD: EDUCATION
Western Cape Education Department
Private Bag 9114
CAPE TOWN
8000

ISICELO SOMQESHWA KARHULUMENTE SOKUFUMANA UMVUZO OWONGEZELELWEYO KWIBHUNGA LOLAWULO KUNYAKA KA-.....

Igama lomqeshwa: _____ Inombolo yePesali: _____

Isikhundla somqeshwa: _____ Igama lesikolo: _____

Ndicela imvume yokufumana umvuzo owongezelelweyo osisixa endisabelweyo kwisixa-mali sonyaka {faka isixa-mali} njengoko kuchaziwe kwizizathu ezinikwe kwisicelo seBhunga loLawulo ngokwesiqendu 38A soMthetho weZikolo zaseMzantsi Afrika (SASA), 1996 (uMthetho 84 ka-1996).

Ndiyaqinisekisa ukuba inkonzo yam kwibhunga lolawulo ekwenzelwa yona esi sicelo, ayiyi kuphazamisana okanye kuthintela intsebenzo yam kwimisebenzi neemfanelo zam ezingundoqo kumqeshi wam.

Ndikwaqinisekisa nokuba ndiya kuba ndisenza imisebenzi echazwe kwirubrikhi njengoko kubonisiwe apha ngezantsi:

{Amanani eGridi akwiRubrikhi makaboniswe}

{Faka isignitsha negama eliprintiweyo lomqeshwa karhulumente}
Umhla:

{Faka isignitsha negama eliprintiweyo likasihlalo webhunga lolawulo}
Umhla: