URhulumente weNtshona Koloni

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Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kwiiNqununu zezikolo zikarhulumente nakuMalungu amabhunga olawulo

Isishwankathelo esifutshane: *Ukubandakanywa ngokuqhubekekayo kweBakala R kwinkqubo yezemfundo eqhelekileyo (Progressive universalization)*.

ISihloko: Inkqubo emayilandelwe ukwenzela ukubandakanywa ngokuqhubekekayo kweBakala R kwinkqubo yezemfundo eqhelekileyo

1. Le setyhula inika iingcebiso ngendlela ekuya kwenziwa ngayo ukuphunyezwa ngokuqhubekekayo kokubandakanywa kweBakala R kwinkqubo yezemfundo ukususela ngowe-01 Januwari 2023.

2. **Ukuphunyezwa kwenkqubo**

2.1 Ukuphunyezwa ngokuqhubekekayo kweBakala R kuya kugxininisa kwiiprofayli zeeprakthishina zeBakala R *(Grade R practitioners' profiles)* njengoko kubonisiwe kwi-*CEMIS* kumathuba engqesho eBakala R axhaswa ngemali lisebe kwizikolo zikarhulumente.

2.2 IBakala R liya kuthathwa njengenxalenye yeSigaba seSiseko (*Foundation Phase)* yaye ke ngoko imigqaliselo yoMthetho wezeNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998) *(Employment of Educators Act (EEA),* 1998 *(Act 76 of 1998))* ne-*Personnel Administrative Measures (PAM)*, epapashwe *kwiGazethi kaRhulumente No*. 39684 yange-12 Februwari 2016, iyasebenza phakathi kwezinye izinto, ngokumalunga namabanga emfundo neminyaka yobudala bokuthatha umhlalaphantsi okunyanzelekileyo.

2.3 Iziko ledatha le-*CEMIS* lamathuba engqesho axhaswa ngezimali eBakala R *(Grade R subsidised opportunities)* laphononongwa yaza ingcaciso yahlelwa ngolu hlobo lulandelayo: Abanamabanga emfundo afanelekileyo (*Qualified)*, abangaqeqeshwanga

ngokupheleleyo *(Underqualified*) nabangenawo amabanga emfundo *(Unqualified*), yaye kwangqinisiswa oku ngokungqinelana nemigqaliselo equlethwe kwiSahluko B.1 se-*PAM*. La manqanaba emfundo alandelayo ngokwe-*Relative Educational Qualification Value (REQV)* afaneleke kootitshala:

I-REQV	**Amanqanaba exabiso lemfundo/loqeqesho**	**Udidi lweBanga leMfundo yoQeqesho**
10	IBakala 12 okanye elingaphantsi ngaphandle kwebanga lemfundo likatitshala	Abangenawo amabanga emfundo afanelekileyo
11	IBakala 8, 9, 10, 11 kunye nebanga lemfundo likatitshala loqeqesho olufanelekileyo lweminyaka emibini ubuncinane	Abanqaqeqeshwanga ngokupheleleyo
12	IBakala 12 kunye noqeqesho olufanelekileyo lonyaka omnye/emibini	Abanqaqeqeshwanga ngokupheleleyo
13	IBakala 12 kunye noqeqesho olufanelekileyo lweminyaka emithathu	Abanamabanga emfundo afanelekileyo
14	IBakala 12 kunye noqeqesho olufanelekileyo lweminyaka emine	Abanamabanga emfundo afanelekileyo
15	IBakala 12 kunye noqeqesho olufanelekileyo lweminyaka emihlanu	Abanamabanga emfundo afanelekileyo
16	IBakala 12 kunye noqeqesho olufanelekileyo lweminyaka emithandathu. Ngootitshala abanamabanga emfundo afanelekileyo *nabaqeqeshiweyo (professionally qualified educators*) abanako ukuhlelwa kwinqanaba *REQV 16*, ngokuxhomekeke ekubeni abantu abalolu hlobo banemfundo yesidanga abayigqibileyo eyaziwayo (*recognised completed degree)*.	Abanamabanga emfundo afanelekileyo
17	IBakala 12 kunye noqeqesho olufanelekileyo lweminyaka esixhenxe. Ukwenzela ukuba umgqatswa athathwe kwinqanaba *REQV 17*, makathi akuzifezekisa iimfuno ezimiselweyo zokuhlelwa phantsi kwenqanaba REQV 16, abenaso nesidanga semfundo eyi-*master's degree* eyaziwayo okanye abenebanga lemfundo elivunyiweyo le-*National Qualifications Framework (NQF) level 8 qualification*.	Abanamabanga emfundo afanelekileyo

2.4 Le theyibhile ilandelayo ibonisa iindidi zamabanga emfundo eprakthishina yeBakala R *(Grade R practitioner qualification categories*) nokuba ngawaphi amanyathelo aya kuthathwa ukususela kowe-01 Januwari 2023:

Udidi	Inqanaba le-*REQV/NQF*	Inkqubo
1. Abanamabanga emfundo afanelekileyo	I-REQV 13 nangaphezulu I-NQF 6 nangaphezulu	Ukuqeshwa njengotiitshala okwisithuba senqanaba 1 kwiPESALI kwakunye namalungelo avela kwinkonzo
2. Abanqaqeqeshwanga ngokupheleleyo	I-REQV 11/12 I-NQF 5	Ukuqeshwa ngokungaqhelekanga *(Abnormal appointment)* kwiPESALI nokuhlawulwa njengeprakthishina yeBakala R kwiqondo lomvuzo wenqanaba lokuqala (*entry salary level)* katitshala ohlelwa kwinqanaba - REQV 10, kungekho malungelo avela kwinkonzo
3. Abangenawo amabanga emfundo afanelekileyo	I-REQV 10 I-NQF 4	Ukugcinwa kwesabelo senkxaso-mali ehlawulwa ngoomatshini semimiselo nemigangatho (N&S) (ngokwalo meko kuyiyo)

2.5 Ukuqeshwa njengotitshala wesithuba senqanaba 1 kususelwa kwimigqaliselo equlethwe kwiSahluko **B se-*PAM* neSahluko 2 no-3 se-EEA. Ukuqatshelwa kwamava angaphambili afanelekileyo kuya kuthathelwa ingqalelo ukulungiselela iinjongo zomvuzo.**

3. **Ukungqininiswa kwamabanga emfundo**

3.1 Onke amabanga emfundo eendidi ezintathu aboniswe kumhlathi 2.4 makangqinisiswe ngokwemigqaliselo equlethwe **kwiSahluko B.1 se-*PAM* yaye anokuqwalaselwa ngokwenkqubo ye-*South African Qualifications Authority verification*, apho kufanelekileyo.**

3.2 Zonke iiprakthishina zeBakala R ezingazifezekisiyo ezi mfuno zimiselweyo ezizezona zisezantsi ngokwamabanga emfundo *e-REQV13/14*, ziya kusiwa kudidi lwabangenawo amabanga emfundo okanye lwabangaqeqeshwanga ngokupheleleyo, ngokusekelwe kwisiphumo senkqubo yokungqinisiswa kweenkcukacha *(verification process)*.

4. **Ukutshekishwa nokungqinisiswa kweenkcukacha nezimo zeeprakthishina zeBakala R**

4.1 Bonke abaqeshwe njengootitshala besithuba senqanaba 1 okanye njengeeprakthishina zeBakala R abahlawulwa imivuzo kwiPESALI baya kuqwalaselwa ngokwenkqubo yokutshekishwa nokungqinisiswa kweenkcukacha nezimo zabo.

4.2 Inkqubo yokutshekishwa nokungqinisiswa kweenkcukacha nezimo zabo imiselwa *ngokoMgaqo-nkqubo weSebe leMfundo leNtshona Koloni ongokutshekishwa nokungqinisiswa kweenkcukacha nezimo zabantu abadibana nabafundi okanye namagosa kwisikolo sikarhulumente kumasango aso okanye kumsebenzi wesikolo, 2020*, njengoko kuyimfuneko kuMthetho i-*Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007 (Act 32 of 2007)*.). Ukutshekishwa nokungqinisiswa kweenkcukacha nezimo zabo kuquka ukungqinisiswa kweenombolo zezazisi, iinkcukacha ezimalunga nolwaphulo-mthetho (*criminal record*) namabanga emfundo.

5. **Amaxwebhu afunwayo ukwenzela ukuqeshwa kwiPESALI**

5.1 Iiprofayili zeeprakthishina zeBakala R njengoko zibonisiwe kwiziko ledatha le-*CEMIS* langa-2022 ziya kusetyenziswa ukuqinisekisa ukuqeshwa ngokweendidi ezintathu njengoko kubonisiwe kumhlathi 2.4. Iinguqu kule profayili kwi-*CEMIS* aziyi kuvunyelwa ngo-2023.

5.2 La maxwebhu alandelayo makafumaneke:

a) ISivi (*Curriculum Vitae)*
b) IBakala R: I-*DPA 2 form*
c) Ikopi yeSazisi (*Identity Document*)
d) Isatifikethi sobhaliso i-*South African Council for Educators registration certificate*
e) Inombolo/ileta ye-*South African Revenue Service*
f) Iikopi eziqinisekisiweyo zamabanga emfundo
g) Iitranskriphthi zezifundo ezenziweyo *(Academic transcripts)*
h) Ifom yebhanki *(Bank form)* (Z56) nobungqina be-akhawunti yebhanki ikwiletahedi yebhanki (*bank letterhead)*
i) Ifom eyi-*Vetting indemnity form*
j) Ifom i-*Service Bonus Choice form* (iya kusetyenziswa kubaqeshwa abaqeshwe ngokusisigxina)
k) Isatifikethi i-*Government Employees Housing Scheme enrolment certificate* (siya kusetyenziswa kubaqeshwa abaqeshwe ngokusisigxina).
l) I-*Pension Beneficiary form WP 1002* (iya kusetyenziswa kuphela kubaqeshwa abaqeshwe ngokusisigxina)

5.3 Iithemplethi ezifanelekileyo ezichazwe kumhlathi 5.2 ziya fumaneka kwi-*Contract Appointment Tracking (CAT) system* kwi-*People Management Practices System (PMPS)*.

5.4 Onke amaxwebhu ayimfuneko adweliswe kumhlathi 5.2 makafakwe ngokungena kwi-*CAT system* kwi-PMPS, phambi okanye ngowe-14 Oktobha 2022.

5.5 Ukungaphumeleli ukungenisa iseti epheleleyo yamaxwebhu kuya kuba nesiphumo sokuba singaqwalaselwa yaye sisingathwe isicelo sakho.

5.6 Ukungeniswa kwamaxwebhu ayimfuneko ungadlulanga owe-14 Oktobha 2022 kuya kuvumela ukuba zonke iinkqubo zokungqininiswa zigqitywe nokuba iiprakthishina zeBakala kwakunye nootitshala beBakala R abakwisithuba senqanaba 1 baqeshwe kwisistim yePESALI ukususela ngowe-01 Januwari 2023.

6. **Ukuqeshwa kwizithuba zeBakala ukususela ngowe-01 Januwari 2023**

6.1 Ukuba iprakthishina yeBakala R ifumana amabanga emfundo afanelekileyo emva kwalo mhla we-01 Januwari 2023 wokuphunyezwa kwale nkqubo ukwenzela isithuba senqanaba 1, eso sithuba silolu hlobo siya kuqwalaselwa kuphela ngokusekelwe ekubeni sinokuhlawulelwa yaye oko kususela kuloo nyaka wokufunda uchaphazelekayo.

6.2 Ukuba iprakthishina yeBakala R ifikelela kwithuba lomhlalaphantsi elinyanzelekileyo leminyaka yobudala eyi-65 okanye iyakuphelisa ukuqeshwa kwayo *(terminate their employment*), isithuba sinokuzaliswa ngutitshala onamabanga emfundo afanelekileyo (REQV 13/14). Imigqaliselo kumhlathi 5.1 mayilandelwe ngqo njengoko ukwenziwa kwezithuba zenqanaba 1 zifumaneke ukwenzela iBakala R kusekelwe ekubeni zibenako ukuhlawulelwa.

7. **Ukwabiwa kwezithuba kwizikolo zikarhulmente ukwenzela iBakala R**

7.1 Isithuba sikatitshala senqanaba 1 (seBakala R) siya kwabelwa izikolo zikarhulumente apho kukho utitshala onamabanga emfundo afanelekileyo. Oku kwabiwa kwezithuba kuxhomekeke kumabanga emfundo katitshala aya kungqinisiswa ukususela ngowe-01 Januwari 2023 yaye kusekelwe kwiziko ledatha leeprakthishina zeBakala R ezibhaliswe zizikolo kwi-*CEMIS*.

7.2 Apho kunokwenzeka kubekho ngaphezu kotitshala omnye onamabanga emfundo afanelekileyo, isithuba sikatitshala senqanaba 1 (IBakala R) siya kwabelwa utitshala onamabanga emfundo afanelekileyo.

7.3 Isithuba/izithuba zootitshala zenqanaba 1 (IBakala R) esikolweni esikufaneleyo ukwabelwa izithuba ezichaphazelekayo, zinako ukusetyenzisewla iBakala R kuphela yaye ziya kuboniswa njengezithuba ezongezelelweyo kwinani lezithuba ezabelwe izikolo zootitshala kwithuba elizayo.

7.4 **Ukulungiselela ithuba elizayo, ezi zithuba aziyi kuthathelwa ngqalelo xa kumiselwe inani lezithuba zonyuselo sikhundleni okanye ezokuhlelwa kwakhona kwesikolo ngokwamanqanaba *(promotion posts or the grading of a school)*.**

7.5 Ukwandiswa kwenani kwexesha elizayo kuya kuxhomekeka ekubeni zinako ukuhlawulelwa izithuba kwibhajethi eyi-*Compensation of Employee budget* yeSebe iWCED.

7.6 Iiprakthishina zebakala R ezingaqeqeshwanga ngokufanelekileyo ziya kuqeshwa kwiPESALI yaye isabelo senkxaso-mali kwizikolo zikarhulumente iya kuncitshiswa ngesixa sesitayiphendi.

8. **Ukuxhotyiswa kweeprakthishina zeBakala R ezingaqeqeshwangwa ngokupheleleyo *((REQV 12/NQF 5)***

8.1 ISebe iWCED lisingethe inkqubo yokuphicotha amakhondo amabanga emfundo aya kukhokekela kumabanga emfundo apheleleyo ayimfuneko *(REQV 13/14)*.

8.2 Ngokuxhomekeke kwiziphumo ezichaphazela iindleko nokubakho kweemali enokuhlawulwa, iSebe iWCED linokunika uncedo lwezemali kwabo balufumanayo bafanelekileyo nabaya kugunyanziswa ukuba bangene kwiimvumelwano zoncedo lwezemali *(financial assistance contracts)*, ngokuxhomekeke kwimiqathango/kwiimbopheleleko ezichaphazelekayo.

8.3 Iinkcukacha ezimalunga neprogram yoncedo lwezemali ziya kwaziwa kamva.

9. **Ukuhlawulwa kweentlawulo zenkxaso-mali ezenziwa ngomatshini ukususela ngowe-01 Januwari 2023**

9.1 Ngaphambili, isitayiphendi seprakthishina yeBakala R besibandakanyiwe kwinkxaso-mali yeBakala R ye-*N&S*. Oku kuza kupheliswa ngowe-31 Disemba 2022. Ukususela nge-01 Januwari 2023, inkxaso-mali ye-*N&S* emayihlawulwe kumaziko afundisa iBakala R ayiyi kusibandakanya isitayiphendi seprakthishina yeBakala R.

9.2 Isitayiphendi sayo nayiphi na iprakthishina yeBakala R engenawo amabanga emfundo afanelekileyo siya kuhlawulwa kwakhona njengenxalenye yenkxaso-mali ye-*N&S* yeBakala R ngo-2023, yakuba igqityiwe inkqubo yokungqinisiswa kwamabanga emfundo.

9.3 Kucelwa nifunde isetyhula yexesha elizayo eya kukhutshwa ngalo mba ukufumana iinkcukacha ezingaphezulu ngenkxaso-mali ye-*N&S* yeBakala R.

10. Niyacelwa nazise ngokuqulethwe kule setyhula kuzo zonke iiprakthishina zeBakala R eziboniswe kwi-*CEMIS* abakwizithuba ezixhaswa ngemali liSebe iWECD.

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