URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Iya: KumaSekela Balawuli Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela Balawuli (kwaNdlunkulu nakwii-ofisi zezithili), kuBaphathi beeSekethe, nakwiiNqununu

Isishwankathelo esifutshane: *Iphulo l-Presidential Youth Employment Initiative (PYEI):*

ISihloko: I-*Presidential Youth Employment Initiative (PYEI)* ngaphakathi kwicandelo lemfundo esisiseko – ISigaba IV

1. URhulumente weNtshona Koloni uqaphele imisebenzi eyi-20 500 ukwenzela ukudalwa kwemisebenzi eya kufakwa kwizikolo zikarhululemente njengenxalenye ye-*PYEI.* Eli liphulo liya kuxhaswa ngezimali nguNondyebo kaZwelonke. Oku kuya kunceda iNtshona Koloni ngamandla ekomelezeni iiprogram zezengqesho zikarhulumente ezikhoyo namanyathelo enkxaso ukwandisa izindululo ezisekelwe kubungqina obuthembekileyo ukwenzela ukudalwa kwemisebenzi okungaphezulu kwiphondo.

2. Ukwabela izikolo abancedisi kuya kuxhobisa izikolo ngezakhono eziyimfuneko ukulawula ifuthe le-COVID-19 ekuhambeni isikolo, lo gama kunikwa inkxaso icandelo lemfundo esisiseko njengoko liqulunqa iinkqubo nezicwangciso zokulungiselela ikamva emva kukabhubhane we-COVID-19.

3. **Iikhrayitheriya zolwabiwo-mali kwiSigaba IV**

3.1 Umncedisi wezemfundo omnye kwiSigaba esiSiseko (AmaBakala 1 – 3) kwiklasi nganye yezikolo ezithatha inxaxheba kwiphondo;
3.2 Abancedisi bezemfundo ababini ukwenzela isikolo esiyiprayimari ngasinye esithatha inxaxheba (AmaBakala 1-4)
3.2.1 Kwizikolo ezithatha inxaxheba apho kungekho ziklasi zeSigaba esiSiseko kodwa kukho iiklasi zeBakala 4 ezingaphezu kwesihlanu , kuya kwabelwa abancedisi bezemfundo abathathu okanye abane.

3.3 Izikolo eziphakamileyo ezithatha inxaxheba —

3.3.1 Ngumncedisi katitshala omnye oya kwabelwa abafundi abayi-100

3.4 Ngabancedisi abenza imisebenzi yolondolozo lwezakhiwo (handymen/women) ngesikolo ngasinye esithatha inxaxheba —

3.4.1 Izikolo ezithatha inxaxheba ezinabafundi abangaphantsi ko-500 ziya kufumana umncedisi owenza imisebenzi yolondolozo lwezakhiwo (handyman/woman);

3.5 Umncedisi oyi-*sport and enrichment assistant* omnye (*SEA)* nesikolo ngasinye esithatha inxaxheba;

3.6 Bayi-128 abancedisi abanonophela abantwana nolutsha (child and youth care workers kwizikolo ezenza zonke iinkonzo zokufundisa ezithatha inxaxheba;

3.7 Isabelo sezikolo zemfundo eneemfuno ezizodwa ezithatha inxaxheba siya kuhlala zikwiSigaba III yaye

3.8 Umncedisi wezemfundo omnye we-*Information and Communication Technology (ICT)* kwizikolo ezithatha inxaxheba ezingabizi zifizi.

4. Amathuba engqesho nenkqubo emayilandelwe

4.1 Ingxowa-mali eyabelwe iSebe leMfundo leNtshona Koloni (ISebe iWCED) iya kusetyenziswa kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa ukudala amathuba omsebenzi ayi-20 5000 olutsha (oluphakathi kweminyaka eyi-18 neyi-34) kwezi ndidi zilandelayo:

4.1.1 **Abancedisi bezemfundo**

a) Mababephakathi kweminyaka eyi-18 ukuya kweyi-34 (abangayi kuba neminyaka eyi-35 phambi kowe-01 Apreli 2023) abanamabanga emfundo e-*NQF 4* (imatriki), nakuba kunjalo, abane-*NQF 7* (isidanga) baya kuqwalaselwa kuqala.

b) Bayi-13 700 bebonke abantu abaya kuqeshwa kolu didi.

c) Abancedisi bezemfundo mababe ngabangekho kuqeqesho, abangaqeshwanga okanye abangafundiyo.

4.1.2 **Abancedisi besikolo jikelele (*General school assistants*)**

a) Mababephakathi kweminyaka eyi-18 ukuya kweyi-34 (abaya kuba neminyaka eyi-35 phambi kowe-01 Apreli 2023) benawo okanye bengenawo amabanga emfundo e-*NQF* (imatriki) okanye amabanga emfundo e-*Year 4 Schools of Skills qualifications* okanye amabanga emfundo angaphezulu.

b) Bayi-6 800 bebonke abantu abaya kuqeshwa kolu didi.

c) Abancedisi besikolo jikelele mababe ngabangekho kuqeqesho, abangaqeshwanga okanye abangafundiyo.

4.1.3 Ileta yenani elabelwe isikolo iya kukhutshelwa isikolo ngasinye nebonisa inani labancedisi bezemfundo nabancedisi besikolo jikelele isikolo esinelungelo lokubafumana. NgoLwesithathu we-12 Oktobha 2022, kwathunyelwa ileta kwisithili ngasinye ukwenzela ukuba ihanjiswe kwizikolo ezithatha inxaxheba,

4.2 Abo baza kuqeshwa njengabancedisi bezemfundo nabancedisi besikolo jikelele bonokusetyenziswa kwezi ndidi zilandelayo:

4.2.1 **Abancedisi bezemfundo abanokuquka le misebenzi ilandelayo**

a) abanika inkxaso kwikharityhulam kuqukwa nokuFunda kwiSigaba esiSiseko (*Reading for Foundation Phase);*
b) abancedisi bononophelo nokunika inkxaso; kunye
c) ne-*ICT management*.

4.2.2 **Abancedisi besikolo jikelele**

a) abancedisi bolondolozo lweziseko zophuhliso; kunye
b) namaphulo okuphucula umgangatho wezemidlalo (imisebenzi yasemva kweyokufundisa, o.k.t ezemidlalo, ezobugcisa, kunye nezenkcubeko)

4.3 Kucelwa niqaphele ukuba abancedisi bononophelo nokunika inkxaso baqeshwa kuphela kwizikolo ezenze zonke iinkonzo zokufundisa. ICandelo leMfundo eneeMfuno eziZodwa neBandakanya bonke aBafundi liya kubonelela ngeengcebiso, inkxaso noqeqesho kwimisebenzi yobungcali.

4.4 Ukugaywa nokuqeshwa kwabancedisi bezemfundo nabancedisi besikolo jikelele kuya kudluliselwa kumagunya amabhunga olawulo lo gama ii-*School Management Teams (SMTs)* kufuneka zilawule iindidi ezahlukileyo zabancedisi. Izibhengezo zenziwa kwiziko lewebhu i-*SAYouth.Mobi site* elingumboneleli-nkonzo elikhethiweyo elixhasa ukuqeshwa kolutsha elibambisene ne-Ofisi kaMongameli. Ezi zibhengezo zavalwa ngowe-16 Oktobha 2022. Izikolo mazingathathi izicelo ezifakwa ngesandla ngokuziswa ezikolweni okanye naziphi na izicelo ngaphandle kwezo zifakwa kwiziko i- *SAYouth.Mobi site*. Yile sistim kuphela egunyaziselwe ukusetyenziswa ukukhetha abagqatswa yaye ziya kuhlolwa iinkqubo zayo.

4.5 **Izikolo zemfundo eneemfuno ezizodwa**

Kucetywa ukuqaliswa komqathango wokugaywa kwabasebenzi ongomnye ukwenzela izikolo zemfundo eneemfuno ezizodwa yaye iCandelo: leMfundo eneeMfuno eziZodwa neMfundo eBandakanya bonke aBafundi liya kunika iingcebiso. Umhla wokuqalisa emsebenzini ngowe-01 Februwari 2023.

4.6 **Ukugaywa nokukhethwa kwabagqatswa**

Amabhunga olawulo makamisele iikomiti zokhetho *(selection committee(s))* aya kwenza inkqubo yoluhlu olufutshane nodliwano-ndlebe ukwenzela izicelo. Kucelwa nifumane iimfuno ezimiselweyo zodidi ngalunye lwabancedisi eziza kusetyenziswa ngethuba lenkqubo yokwenziwa koluhlu olufutshane.

4.6.1 Abancedisi bezemfundo abaya kunika inkxaso ekufundiseni nasekufundeni eklasini: umgqatswa umele ukuba uyipasile imatriki (NQF 4), ngo-40% ubuncinane kwisifundo aya kufakwa kuso.

4.6.2 Ii-*Reading champions* njengabancedisi bezemfundo: umgqatswa umele ukuba ulupasile ulwimi lwesiNgesi njengesifundo kwinqanaba lematriki yaye uyakuthanda ukufunda.

4.6.3 Abancedisi bezemfundo (*Education assistants)* be-*ICT*: umgqatswa umele ukuba uyipasile i-*Information Technology (IT)* njengesifundo kwimatriki OKANYE unebanga lemfundo kwi-*IT*

okanye ikhosi yesatifikethi kwi-*IT*. Umncedisi wezemfundo we-*ICT* uya kufumanisa iingxaki zokusebenza kwezixhobo, alungise izixhobo ze-*hardware* neze-*software* ukuqinisekisa ukusebenza ngaphandle kwamagingxi-gingxi kweesistim zekhompyutha. Baya kunika inkxaso ngokunjalo kootitshala nakubafundi emva kwezifundo. Okokugqibela, bona baya kuba ngabona kuqhagamshelwana nabo ukufumana inkxaso kwi-*IT* ngaphakathi esikolweni.

4.6.4 Abancedisi bononophelo nokunika inkxaso: Umgqatswa makabe uyipasile imatriki *(NQF 4)* okanye unesatifikethi i-*Level 4 certificate* kumsebenzi wokunonophela abantwana nolutsha *(child and youth care work)* okanye nasiphi na isatifikethi somsebenzi woqeqesho kwezempilo i-*health care profession certificate* (oku makwenziwe kwizikolo ezenza zonke iinkonzo zokufundisa).

4.6.5 Umsebenzi owenza imisebenzi yolondolozo lwezakhiwo *(handyman)* (ulondolozo lwezinto jikelele): umgqatswa umele ukuchaza umdla wakhe kwimisebenzi emalunga neziseko zophuhliso.

4.6.6 Amagosa azii-*SEAs*: umgqatswa kufuneka abenomdla wokusebenza nabafundi kwezemidlalo, kwezobugcisa nenkcubeko.

4.7 Uluhlu olufutshane lwabantu abakhethiweyo olunikwe izikolo luya kuba selufakwe kwinkqubo yangaphambi kokuvavanywa ukunceda isikolo ekuqeshweni kwabagqatswa bendawo leyo. Iikhrayitheriya zokuhlolwa kwangaphambili zisekelwe kumhlathi 4.8

4.8 **Isishwankathelo seekhrayitheriya zokukhethwa kwabagqatswa:**

4.8.1 Ukulandelwa mbo kweekhrayitheriya zeminyaka yobudala

4.8.2 Ukulandelwa mbo kweekhrayitheriya zamabanga emfundo kudidi nakudidi olunganeno lomncedisi ngalunye;

4.8.3 Abenzi-zicelo mababe ngabangekho kuqeqesho, ngabangafundiyo okanye ngabaphangeliyo okanye ngabangafumani naluphi na uhlobo lomvuzo/lomrholo

4.8.4 Abenzi-sicelo mabahlale kumgama okufutshane nesikolo (malunga nomgama ongaphakathi kweekhilomitha ezintlanu) – izikolo zeedolophu okanyekumgama we-30 km – kwezisezifama /emaphandleni) yaye

4.8.5 Abenzi-sicelo abazange babe yinxalenye yeSigaba I, II no-III.

4.9 **Amaxwebhu afunekayo** amakeze nomncedisi akuba emenyelwe udliwano-ndlebe:

4.9.1 Ikopi eqinisekisiweyo ye-*ID*/yesazisi

4.9.2 Isatifikethi sematriki (apho kufanelekileyo) okanye esinye se-*NQF 4* okanye ubungqina bemfundo engaphezulu;

4.9.3 ISivi (*Curriculum Vitae (CV)*); kunye

4.9.4 Nencwadi engqina ngesimilo somgqatswa, ebhaliweyo, umzekelo, evela kwisikolo owayefunda kuso, inkokeli yecawa/yasekuhlaleni okanye umqeshi wangaphambili.

4.10 Kwakhona makuqatshelwe ukuba bonke abaqeshiweyo mabangqinisiswe oko kukuthi makutshekishwe ukuchaneka kweenkcukacha zabo ekuzezi: isatifikethi i-sokucoca konke

solwaphulo-mthetho (criminal *clearance certificate) esikwabizwa* i-*name clearance certificate,* nesinokufunyanwa phambi kokuqaliswa komsebenzi.

4.11 Onke amaxwebhu makagcinwe ukwenzela iinjongo zophicotho-zincwadi yaye aya kuba yinxalenye yeefayili zemicimbi yezabasebenzi (*personnel files)* zabagqatswa abatyunjiweyo.

4.12 Ziyakhunjuzwa izikolo ukuba akuvumelekanga yaye akukho mthethweni ukuqesha amalungu osapho asondeleyo nokuba kukumalungu ebhunga lolawulo okanye kubasebenzi besikolo kwezi zikhundla.

4.13 Imihla emiselweyo yokhetho, ukuqeshwa, ukuqhelaniswa kunye nomhla wokuqala weprojekthi imi ngolu hlobo lulandelayo (kungabandakanywanga izikolo zemfundo eneemfuno ezizodwa):

INTO EZA KWENZIWA	**IMIHLA**
Ukugaya inkxaso nezibhengezo.	05 Septemba – 16 Oktobha 2022
Izicelo zomsebenzi.	26 Septemba – 16 Oktobha 2022
Ukukhethwa/ukuhluzwa kwezicelo	17 Oktobha – 04 Novemba 2022
Ukuthunyelwa kweelisti ezikolweni.	17 Oktobha – 04 Novemba 2022
I-*SMT* namabhunga olawulo benza iiphaneli.	04 - 08 Novemba 2022
I-*SMT* namabhunga olawulo benza uluhlu olufutshane lwabagqatswa abafanelekileyo.	09 - 25 Novemba 2022
I-*SMT* namabhunga olawulo bamemela kudliwano-ndlebe abagqatswa abakuluhlu olufutshane baze banike iingcebiso ngokuba bafakwe kwizithuba zomsebenzi.	26 Novemba - 05 Disemba 2022
Ukundwendwela ngenjongo yokubeka esweni inkqubo liSebe leMfundo esiSiseko namaSebe eMfundo ePhondo.	Novemba/Disemba 2022
Abasebenzi bezolawulo lwesikolo bafaka abagqatswa abaphumeleleyo kwiSistim i-*National Data Management System* (*NDMS*) baze bafake nelisti esayiniweyo yabagqatswa abavunyiweyo.	06 - 12 Disemba2022
Abancedisi abaphumeleleyo abangasingenisanga ngexesha isatifikethi i-*name clearance certificate* kufuneka benze isicelo yaye basingenise phambi kokuba kuqale imvumelwano yengqesho.	Disemba 2022 – 30 Januwari 2023
Ukuqheliswa nokwaziswa ngomsebenzi jikelele kwabagqatswa.	Disemba 2022 – 30 Januwari 2023

Abagqatswa baqheliswa neendlela zokuziphatha esikolweni.	Disemba 2022 – 30 Januwari 2023
Uqeqesho olunxulumene nomsebenzi (*Generic training*) lwabagqatswa.	Disemba 2022 – 30 Januwari 2023
Inqununu/usihlalo webhunga lolawulo uvuma ukuqeshwa kwabo kwiSistim i-*NDMS*.	Makuvunywe ukuqeshwa kwabo bakuba befake ubungqina bokucocwa kwamagana abo (*name clearance*) nezatifikethi zoqeqesho ezinyanzelekileyo Oku makugqitywe ungadlulanga owama-31 Januwari 2023
Uqheliso lwamagosa ezithili, lwabaphathi, lweenqununu, abacebisi (*mentors*) nolwawo onke amagosa ii-*PYEI* achaphazelekayo ezikolweni.	Oktobha 2022
Abagqatswa banikwa isivumelwano sengqesho ukuba basisayine.	31Januwari 2023
Abagqatswa banikwa inkcazelo yengqesho ukuba bayisayine.	31Januwari 2023
Umhla wokuqala emsebenzini wamagosa owenzelwe abancedisi ezikolweni. Yi-100% yabagqatswa.	01 Februwari 2023

5. Izikolo ziya kufikelela kwi-*PYEI NDMS (National Data Management System)* ukwenzela ukuba ziqwalasele izicelo yaye zityumbe abagqatswa abaphumeleleyo.

6. Izikolo ziya kufumana iinkcazo zomsebenzi (job descriptions) zabancedisi bezemfundo (isiHlomelo A) nezabancedisi bezikolo jikelele (isiHlomelo B) kwisikhokelo (framework) esivunyiweyo esiya kuthunyelwa kwizikolo ezithatha inxaxheba. Nje ukuba kugqitywe ukuqeshwa, kubalulekile ukuba isikolo sichaze okuqulethwe kwiinkcazo zomsebenzi kunye nabagqatswa abatyunjiweyo. Umgqatswa ngamnye kufuneka asayine inkcazo yomsebenzi efanelekileyo..

7. Kucelwa niqaphele ukuba umncedisi ngamnye ophumeleleyo makeze nekopi yeenkcukacha zebhanki, nekufuneka zigcinwe zifayilishwe kwifayili yabasebenzi.

8. Isitayiphendi esiyi-R4122,25 siya kuhlawulwa kubancedisi ukususela ngowe-01 Februwari 2023 ukuya kwi-30 Septemba 2023. Isixa se-R81,62 siya kutsalelwa i-*Unemployment Insurance Fund (UIF)* into ethetha ukuba sisixa esiyi-**R4040,63 esingumvuzo ohlawulwayo kwakuba kutsaliwe oko (*nett salary*)**. Esi sixa siya kutsalwa sisikolo.

9. Izikolo kufuneka ngokomthetho ukuba zibhalise kwi-*Unemployment Insurance Fund (UIF)* yaye zenze iintlawulo kwingxowa-mali yabancedisi abaqeshwe sisikolo. Izikolo zingalandela le linki ilandelayo ukuba kufuneka uncedo malunga nendlela yokubhalisa kwi-*UIF*, ukuba azikhange zenze njalo: http://www.labour.gov.za/uif_how_toregister-with-the-uif.

10. UMthetho i-*Unemployment Insurance Act, 2001 (Act 63 of 2001)* kunye ne-*Unemployment Insurance Contributions Act, 2002 (Act 4 of 2002)* isebenza kuzo zonke izikolo (ngenjongo yale projekthi ithathwa njengomqeshi) kunye nabancedisi. Zonke izikolo KUFUNEKA zihlawule isixa sentlawulo se-*Unemployment Insurance* ye-2% yexabiso lentlawulo yomncedisi ngamnye ngenyanga. Isikolo kunye nomncedisi ngamnye banegalelo kwi-1%. Isikolo (njengomqeshi) sinoxanduva lokuhlawula i-1% esiyitsalayo kubancedisi, kunye ne-1% ebonelelwe ngenkxaso-mali yeprojekthi yesahlulo somqeshi, kwi-*UIF* phambi komhla wesi-7 wenyanga nganye

11. Apha ngezantsi kukho inkcazo yokwahlulwa kwemivuzo yabancedisi ukubonisa iimfuno ezimiselweyo ze-*UIF*.

Isitayiphendi esisiseko	R4 081,44	
Intlawulo yomqeshwa kwi-UIF	R 40,81 (ibandakanyiwe kwintlawulo eyenziweyo kwisikolo sakho)	
Isitayiphendi kungekatsalwa nto	**R4 122, 25**	
2% etsalelwa i-*UIF*	(R81, 62)	
1% intlawulo yomqeshi	(R40, 81)	Ihlawulwa kwi-UIF
1% intlawulo yomqeshwa	(R40, 81)	
Isitayiphendi osifumanayo	**R4 040, 63**	

12. Iimali ziya kuhlawulwa qho ngenyanga kwizikolo kusetyenziswa iintlawulo zokuthumela imali ngomatshini yaye ziya kufumaneka kwii-akhawunti zebhanki zezikolo ngaphambi kosuku lokugqibela kwinyanga yekhalenda nganye.

13. Kuya kucelwa kwakhona ukuba abancedisi bezemfundo kunye nabancedisi besikolo jikelele babe nako ukufumana amathuba oqeqesho emsebenzini. Kuya kunikwa esinye isikhokelo malunga noku

14. Imbalelwano engaphezulu iya kuthunyelwa kuzo zonke izikolo ezibonelela ngolwazi olufanelekileyo kunye nesikhokelo ngalo lonke ixesha lokuqhutywa kweprojekthi.

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2022-11-02