URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Inombolo yefayili: 3/3/2/4/4
Isalathiso: IMS 20221123-9251

ISetyhula: 0045/2022
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kuBaphathi beeSekethe, kwiiNqununu nakooSihlalo bamabhunga olawulo ezikolo zikarhulumente nakwimibutho yeemanyano zabasebenzi eyaziwayo

Isishwankathelo esifutshane: *limeko zengqesho eziphuculweyo ukulungiselela abaqeshwa (Amanqanaba emivuzo 1 ukuya ku-12).*

Subject: Ukuphuculwa kweemeko zengqesho kubaqeshwa abakumanqanaba emivuzo 1 ukuya ku-12 nakwabo bahlawulwa ngokwe-*Occupation Specific Dispensations: Uhlanga-hlengiso lwemivuzo lweendleko zokuphila* – 01 Apreli 2022

1. ISebe leNkonzo kaRhulumente noLawulo lipapashe iSetyhula 50 ka-2022, yomhla we-26 Oktobha 2022, ecacisa ngokuphuculwa kweemeko zengqesho zabaqeshwa abakumanqanaba emivuzo 1 ukuya ku-12 kunye nabo bahlawulwa ngokwemiqathango ye-*Occupation Specific Dispensations (OSDs*).

2. Ngokwesetyhula ekhankanywe apha ngasentla, abaqeshwa abakumanqanaba emivuzo 1 – 12, baya kufumana ezi zibonelelo zingamaqithi-qithi zilandelayo.

2.1 Kubo bonke abaqeshwa ababeqeshwe emva okanye ngomhla we-01 Apreli 2022, umqeshi uya kuqhubeka ukuhlawula isibonelelo semali saqho ngenyanga esingaxhuzulelwa ntlawulo yomhlalaphantsi (*monthly non-pensionable cash allowance)* kude kube ngowe-**31 Matshi 2023.**

2.2 Kubo bonke abaqeshwa abakumanqanaba emivuzo 1 ukuya ku-12 abaqeshwe kwinkonzo karhulumente kwakunye nabo bahlawulwa ngokwemiqathango ye-*OSDs,* umqeshi uya kuhlawula i-3% yochatha onentlawulo yemali yomhlalaphantsi ukususela nge-01 Apreli 2022.

2.3 Umqeshi (isebe ngalinye) uya kwenza intlawulo zochatha kwimivuzo kubo bonke abaqeshwa abafanelekileyo abaqeshwe kwinkonzo karhulumente ngokumalunga nomjikelo wentsebenzo ka-2021/22 ngokwayo nayiphi na okanye yonke imiqathango ye-*Public Service Coordinating Bargaining Council* nezigqibo zamacandelo ezilawula iintlawulo zokunyuswa kwemivuzo kuqukwa ne-*Incentive Policy Framework*, ukususela ngomhla woku-1 kuJulayi 2022.

2.4 Abaqeshwa abanepakheji eyi-*Cost-to-Employer package* banozikuhlenga-hlengisa iipakheji zabo, ukuba banqwenela ukwenjenjalo.

3. Oku kuphuculwa kweemeko zengqesho kuphunyezwe yekhompyutha kwisistim ye*PESALI*.

4. Naziphi na iimpazamo (iintlawulo ezingaphezulu okanye ezingaphantsi) ezibangelwe kukuphunyezwa kohlenga-hlengiso lwemivuzo ngekhompyutha ziya kulungiswa.

5. Amanqanaba emivuzo (*salary scales*) aya kufumaneka kwiziko lewebhu leCandelo lamaLungelo aVela kwiNkonzo: https://wcedonline.westerncape.gov.za/directorate-service-benefits

6. Bayakhuthazwa abaphathi bamacandelo/iisuphavayiza ukuba baziqaphele yaye babe nolwazi ngezi zilungiso zingentla apha yaye bayacelwa nokuba bazise okubhalwe kule setyhula bonke abaqeshwa abaphantsi kolawulo lwabo ukuze bakuthathele ingqalelo

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2022-11-29