URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kwiCandelo loKunika iNkxaso kwiMfundo eneeMfuno eziZodwa eBandakanya Bonke aBafundi, kuBaphathi beeSekethe, kwiNqununu nakooSihlalo bamabhunga olawulo bezikolo zikarhulumente nakwiMibutho yaBaqeshwa eyaZiwayo

Isishwankathelo esifutshane: Imivuzo neentlawulo zezibonelelo nezezitayiphendi kootitshala neeprakthishina zeBakala R.

Isihloko: Imivuzo neentlawulo zezibonelelo nezezitayiphendi kootitshala neeprakthishina zeBakala R.

1. Inkqubo yokubandakanywa ngokuqhubekekayo kweBakala R kwinkqubo yezemfundo eqhelekileyo kwiSebe leMfundo leNtshona Koloni (*WCED*) iqale ngowe-01 Januwari 2023.

2. **Iiprakthishina zeBakala R ezinamabanga emfundo afanelekileyo napheleleyo (*Relative Education Qualification Value (REQV) 13-14*)** zaqeshwa ngokusisigxina ngokoMthetho wezeNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998), njengootitshala (benqanaba 1) kwiBakala R kwiSigaba seSiseko, abanezibonelelo zenkonzo ezipheleleyo kunye neemeko zengqesho.

2.1 Kufuneka kugaywe utitshala weBakala R onamabanga emfundo afanelekileyo noqeqeshiweyo (one-*National Qualifications Framework (NQF) level* 6 nangaphezulu) ukuba kuye kwakho isithuba esivuleleke ngenxa yokuncipha kwamanani abaqeshwa ngezizathu ezithile ngokumalunga neli qela lootitshala. (Makujongwe isiHlomelo 1 esiqhotyoshelweyo ngokuqeshwa kootitshala benqanaba 1 beBakala R ngokusisigxina.)

2.2 Ukuba akanakufunwa utitshala weBakala R (kwiSigaba seSiseko) onamabanga emfundo afanelekileyo noqeqeshiweyo, igama likatitshala otyunjiweyo weBakala R ongaqeqeshwanga ngokupheleleyo (*underqualified)* lingangeniswa kusetyenziswa i-*Contract Appointment Tracking System – People Management Practices System (CAT-PMPS)* yaye lowo (ungaqeqeshwanga ngokupheleleyo) uqeshwe kweso sithuba uya

kufumana isitayiphendi njengoko kucacisiwe kumhlathi 3. Isithuba eso masipapashwe size sizaliswe ngokusisigxina ngutitshala onamabanga emfundo afanelekileyo noqeqeshiweyo kwisithuba seenyanga ezintandathu singenamntu.

3. **Iiprakthishina zeBakala R ezingaqeqeshwanga ngokupheleleyo (REQV 11-12)** zihlala ziziprakthishina zeBakala R, eziqeshwe ngamabhunga olawulo azo yaye zihlawulwa inxalenye yesitayipendi esiyintlawulo eyenziwa ngoomatshini ngenkqubo yepeyiroli yeSebe i-*WCED* (*WCED PERSAL*). Lo mqathango ubekelwe ukuqinisekisa ukuba izitayipendi zifikelela kwiiprakthishina zeBakala R ezingaqeqeshwanga ngokupheleleyo yaye azisetyenziselwa ezinye iinjongo okanye zihlengahlengiswe nangayiphi na indlela.

3.1 Makujongwe isiHlomelo 1 esiqhotyoshelweyo sokuqeshwa kukatitshala weBakala R (isithuba senqanaba 1) ngokusisigxina ukuba ngaba utitshala weBakala R ongaqeqeshwanga ngokupheleleyo ufumene isiqinisekiso sakhe samabanga emfundo (e-*NQF* 6 nangaphezulu) esikhutshwe liZiko leMfundo ePhakamileyo *(HEI)* elaziwayo yaye ufuna ukuqeshwa njengotitshala wenqanaba 1. Ukuqeshwa okusisigxina kuya kwenziwa zingaphelanga iinyanga ezintathu emva kokuba efunyenwe amaxwebhu ukuvumela ukuba kugqitywe iinkqubo zolawulo. Intlawulo iya kwenziwa ukususela kumhla obonakaliswe kwileta yokuqeshwa. UNdlunkulu uya kukhupha izithuba ezihlaziyiweyo ezibonakalisa isithuba esongezelelweyo senqanaba 1 esiza kusetyenziselwa iBakala R.

3.2 Ootitshala beBakala R abangaqeqeshwanga ngokupheleleyo baya kuhlawulwa isitayiphendi sonyaka esiyi-R154 167 ÷ 12 = i-R12 816 ukususela ngoJanuwari 2023. Abo baqeshwa isitayiphendi sabo sabalwa ngenotshi esezantsi, baya kufumana intlawulo ebezingahlawulwanga *(backpay)* zemivuzo yabo ngomhla we-31 Julayi 2023 okanye ngaphambi koko. Iimali ezitsalwayo kwimivuzo ziquka irhafu yengeniso yomntu ngamnye *(personal income tax)* kunye nemirhumo ye-*Unemployment Insurance Fund (UIF)*. Isitayiphendi sihlawulwa ngosuku lokugqibela lokusebenza enyangeni, ngaphandle kwangoDisemba apho isitayiphendi siya kuhlawulwa emva kowe-15 Disemba nangaphambi kowe-25 Disemba. Ezi ntlawulo zenziwa ngoomatshini kwii-akhawunti zebhanki zeepraktishina zeBakala R.

4. **Iiprakthishina zeBakala R ezingenawo amabanga emfundo afanelekileyo (REQV 10 nangaphantsi)** ziya kuhlawulwa isitayiphendi libhunga lolawulo kwintlawulo zeSebe i*WCED ezenziwa ngoomatshini (WCED transfer payment*).

4.1 Ukuba iprakthishina yeBakala R engenawo amabanga emfundo afanelekileyo iyaphuma kwinkonzo, makugaywe utitshala wenqanaba 1 weBakala R onamabanga emfundo afanelekileyo noqeqeshiweyo.

4.2 Ukuba akanakufunwa utitshala weBakala R (kwiSigaba seSiseko) onamabanga emfundo afanelekileyo noqeqeshiweyo, igama likatitshala otyunjiweyo weBakala R ongaqeqeshwanga ngokupheleleyo (*underqualified*) lingangeniswa kusetyenziswa i-*CAT-PMPS* yaye lowo uqeshwe kweso sithuba uya kufumana isitayiphendi

(sabangaqeqeshwanga ngokupheleleyo) njengoko kucacisiwe kumhlathi 3 , ixesha elingekho ngaphezu kweenyanga ezintandathu.

4.3 Ukuqeshwa ngokusisigxina kolu didi kunokuqaliswa kuphela kwiinyanga ezintandathu, nokuba kungowe-01 Apreli okanye ngowe-01 Oktobha, ukuhambelana namathuba okuhlawulwa kwentlawulo, ukwenzela ukuthintela ukuhlawula iprakthishina enye isitayiphendi kusetyenziswa ibhunga lolawulo nomvuzo ovela kwiSebe i-*WCED* xa iqeshwe ngokusisigxina. Amabhunga olawulo kufuneka ahlale ekuqonda oku xa egaya naxa ezalisa ezi zithuba.

5. Yonke imibandela yabasebenzi emalunga neeprakthishina zeBakala R ezingaqeqeshwanga ngokupheleleyo nezingenawo amabanga emfundo afanelekileyo, iya kulawulwa libhunga lolawulo elichaphazelekayo, elingumqeshi. Oku kubandakanya nayiphi na imiqathango yenkonzo/yezibonelelo ezibonelelwa libhunga lolawulo.

6. Amabhunga olawulo acetyiswa ukuba alandele imigaqo yobulungisa nengqiqo njengoko icacisiwe kuMthetho wezoBudlelwane eMsebenzini, ka-1995 (uMthetho 66 ka-1995), xa elawula iimvumelwano zeeprakthishina zeBakala R ezingaqeqeshwanga ngokupheleleyo nezingenawo amabanga emfundo afanelekileyo

7. Isitayiphendi seprakthishina yeBakala R engaqeqeshwanga ngokupheleleyo eya kwikhefu lokuya kubeleka, siya kunqunyanyiswa ngethuba lokungabikho kwakhe emsebenzini. Ingafumana i-UIF yayo ngeli xesha.

8. Ubungqina bekhefu lokubeleka kunye nokutyunjwa kweprakthishina ebambeleyo engaqeqeshwanga ngokupheleleyo mabunikwe yinqununu kusetyenziswa i-*CAT-PMPS*. Iphepha likagqirha (*medical certificate*) lekhefu lokubeleka malibonise ngokucacileyo umhla wokuqala nowokuphela kwekhefu lokungabikho emsebenzini.

9. Kwimeko yokungabikho emsebenzini ngokungagunyaziswanga ziipraktishina zeBakala R ezingaqeqeshwanga ngokupheleleyo, inqununu mayazise usekela mlawuli wecandelo laMalungelo aVela kwiiNkonzo ochaphazelekayo (IsiHlomelo 2) ngosuku lwesibini lokungabikho emsebenzini ngokungagunyaziswanga ukwenzela ukuba kumiswe isitayiphendi.

10. Izikolo zemfundo eneemfuno ezizodwa ezifumene intlawulo eyenziwe ngoomatshini yeBakala R phambi kowe-01 Januwari 2023, ziyinxalenye yenkqubo yokubandakanywa ngokuqhubekekayo kweBakala R kwinkqubo yezemfundo eqhelekileyo.

11. Intlawulo eyi-*Cost of Living Adjustment* enokuthi ibe nefuthe kwisixa-mali sesitayiphendi esinikwa iiprakthishina zeBakala R (ezingaqeqeshwanga ngokupheleleyo), kwinotshi entsha eyi-R173 895, iya kubalwa ngokufanelekileyo ize ibuyiselwe kumhla ongaphambili komiyo ukuya kowe-01 Apreli 2023. Ezi ntlawulo ziya kwenziwa ngomhla okanye

ngaphambi kowe-31 Julayi 2023 kwiiprakthishina ezingaqeqeshwanga ngokupheleleyo kusetyenziswa i-*PERSAL*.

12. Kungokunje kuxoxwa ngamabanga emfundo ngaphakathi kwicandelo lemfundo yaye iSebe leMfundo esiSiseko liya kunika iingcebiso yaye libambisene nawo onke amasebe emfundo amaphondo, liya kuthi libonisane namaziko emfundo ephakamileyo ii-*HEI*. Isiphumo siya kwaziswa kwakuba kugqityiwe oko.

13. Kucelwa wazise okukule setyhula bonke abaqeshwa abachaphazelekayo ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2023-06-14