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Isalathiso: 20231205-438

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Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela-Balawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kuBaphathi bamaCandelo nakwiiNqununu

Isishwankathelo esifutshane: *Izikhokelo zokungeniswa kwangethuba kwamaxwebhu okuyishiya inkonzo, iziphumo zokungeniswa emva kwexesha elimiselweyo kwamaxwebhu kunye neefom ze-Government Employees Pension Fund (GEPF) ekufuneka zisetyenziswe xa kushiywa inkonzo.*

**Isihloko: Ukulandelwa mbo kwamaxesha amiselweyo okufakwa kwesaziso sokuyishiya inkonzo, iziphumo zokungeniswa emva kwexesha elimiselweyo kwamaxwebhu ayimfuneko neefomu ze-GEPF ezisebenzayo xa kuphunywa kwinkonzo.**

1. ISebe leMfundo leNtshona Koloni (iSebe iWCED) liinqwenela ukwazisa amaxesha asikiweyo amiselweyo kwiindidi ngeendidi zokuphuma kwinkonzo amakathathelwe ingqalelo:

1.1 **Umhlalaphantsi onyanzelekileyo (compulsory retirement) (kootitshala nabasebenzi benkonzo karhulumente)**

Olu didi lokushiya inkonzo (kwabaneminyaka eyi-65 ubudala) luqaliswa ngumqeshi yaye umsebenzi ufanele ukufumana isaziso sokuthatha umhlalaphantsi phakathi kweenyanga ezintathu ukuya kwezintandathu phambi kokuba ayishiye inkonzo;

1.2 **Umhlalaphantsi ngokuzithandela (voluntary retirement) (kootitshala nabasebenzi benkonzo karhulumente)**

Olu didi lokushiya inkonzo luqaliswa ngumsebenzi ophakathi kweminyaka eyi-60 neyi-64 ubudala, kwiintsuku eziyi-90 ubuncinane (iinyanga ezintathu) ngaphambi kokuthatha umhlalaphantsi;

**1.3 Umhlalaphantsi othathwe phambi kwexesha elifanelekileyo kunye nokucuthwa kwezibonelelo zepenshini (kootitshala nabasebenzi benkonzo karhulumente)**

Olu didi lokushiya inkonzo luqalwa ngumqeshwa ophakathi kweminyaka eyi-50 neyi-59 ubudala (kootitshala abanenkonzo eyiminyaka eyi-10 okanye ngaphezulu **kuphela** ehlawulelwa ipenshini) kunye nabasebenzi benkonzo karhulumente abaphakathi kweminyaka eyi-55 neyi-59 ubudala, kwiintsuku eziyi-90 ubuncinane (iinyanga ezintathu) ngaphambi kokuthatha umhlalaphantsi;

**1.4 Ukulahla enkonzweni (resignation) (kootitshala abasisigxina)**

Olu didi lokushiya inkonzo luqalwa ngumsebenzi okubo nabuphi na ubudala ngaphandle kweminyaka eyi-65, kwiintsuku eziyi-90 ubuncinane (iinyanga ezintathu) phambi kokulahla enkonzweni; yaye

**1.5 Ukulahla enkonzweni (kubasebenzi benkonzo karhulumente abasisigxina)**

Olu didi lokushiya inkonzo luqalwa ngumqeshwa okubo nabuphi na ubudala ngaphandle kweminyaka eyi-65 phambi kokuba alahle enkonzweni. Kucelwa niqaphele oku kulandelayo:

- 1.5.1 Umsebenzi oqeshwe unyaka okanye ngaphezulu uya kunika isaziso sokushiya inkonzo seeveki ezine;
- 1.5.2 Umsebenzi oqeshwe ngaphezu kweenyanga ezintandathu kodwa ngaphantsi kweenyanga eziyi-12 uya kunika isaziso sokushiya inkonzo seeveki ezimbini; yaye
- 1.5.3 Umsebenzi oqeshwe iinyanga ezintandathu okanye ngaphantsi uya kunika isaziso sokushiya inkonzo seveki enye.

2. Bonke abaqeshwa abayishiya inkonzo (ngaphandle kwabathatha umhlalaphantsi onyanzelekileyo) bayakhuthazwa ukuba bazalise ikhweshine yolawulo lokushiya inkonzo xa baphumayo yaye iyafumaneka ngokuklikha kule linki ilandelayo: <https://forms.office.com/r/7ngM2G2pKS>. Injongo yale khweshine yolawulo lokushiya inkonzo kukuqinisekisa izizathu zokuba abasebenzi bayishiye inkonzo karhulumente nokuba ngawaphi na amanyathelo anokuthathwa liSebe iWCED ukugcina abaqeshwa abanezakhono nabanobuchule.

3. Bonke abaqeshwa abashiya inkonzo bayacelwa ukuba balandele mbo la maxesha amiselweyo njengoko kucacisiwe apha ngasentla ukuqinisekisa ukuba akukho kulibaziseka ekusingathweni kwezicelo zabo zokushiya inkonzo, njengoko iSebe iWCED nalo lineenkqubo zangaphakathi ekufuneka lizilandele ngqo phambi kokuba kungeniswe iinkukacha zabo kwi-Government Pension Administration Agency (GPAA).

4. Bonke abaqeshwa abashiya inkonzo mabaqaphele ukuba lakuba iSebe iWCED lifumene iseti yamaxwebhu ayintsusa nazaliswe ngokupheleleyo, iSebe lineentsuku zokusebenza eziyi-30 emva komhla wokuyishiya inkonzo kwabaqeshwa lokungenisa amaxwebhu abo okuphuma

kwinkonzo kwi-GPAA, ethi yona ibe nethuba eliphakathi kweentsuku eziyi-30 neziyi-90 zokuqinisekisa ukuba ziyahlawulwa izibonelelo zepenshini.

5. Zonke iifom zokushiya inkonzo ziyafumaneka kwiziko lewebhu le-GEPP: <https://www.gepf.co.za> phantsi kwesihloko esithi "Forms", yaye bayakhuthazwa abaqeshwa abayishiyayo inkonzo ukuba baqinisekise ukuba bazaliswa ngokuchanekileyo iifom zomhlalaphantsi eziyimfuneko kudidi lokushiya inkonzo abalukhethileyo.
6. Bonke abaqeshwa abashiya inkonzo mabaqinisekise ukuba iifom zabo zomhlalaphantsi zizaliswa ngokuchanekileyo ngepeni emnyama nokuba ayisetyenziswa i-inki yokucima (*correction fluid*) okanye irabha kwiifom. Oku kunokulibazisa ukusingathwa kweefomu zomhlalaphantsi yaye kunokubangela ulibaziseko olungeyomfuneko lokuhlalawulwa kwezibonelelo zepenshini.
7. Bonke abaqeshwa abayishiyayo inkonzo mabaqinisekise ukuba zonke iifom zomhlalaphantsi ze-GEPP ezifuna ukuqinisekiswa (*certification*), zifakwa isitampu yaye zisayinwe nguMfungisi (*Commissioner of Oaths*) yaye **zingabi naso** isitampu esingqina ukuba "ziyikopi yokwenene yentsusa".
8. Bonke abaqeshwa abayishiyayo inkonzo mabaqinisekise ukuba onke amaxwebhu aneenkcukacha zabo aqinisekisiweyo ngamaxwebhu ayintsusa, anjengezazisi, izatifikethi zomtshato, uxwebhu loqhawulo-mtshato (*divorce decree*), njl., makabe zikopi ezikumgangatho ophezulu ukuqinisekisa ukuba xa efakwe kwi-GPAA aza kubonakala ngokucacileyo yaye mhlawumbi anokuskenwa.
9. Bonke abaqeshwa abashiya inkonzo mabaqinisekise ukuba kuzo zonke iifom ze-GEPP zepenshini namaxwebhu omntu ngamnye aqinisekisiweyo, **alidlulanga** ixesha leenyanga ezintandathu eqinisekisiwe ukuthintela ukulibaziseka kwezibonelelo zepenshini.
10. Ukungaphumeleli ukungenisa iseti yamaxwebhu okushiya inkonzo azaliswe ngokupheleleyo nangokuchanekileyo eyiyo kungakhokelela ekulibazisekeni kokusingathwa nokuhlalawulwa kwezibonelelo zepenshini.
11. Okuqulethwe kule setyhula makwaziswe bonke abaqeshwa abachaphazelekayo ukuze bakuthathele ingqalelo.

**ISAYINWE: NGU-B WALTERS**  
**INTLOKO YESEBE LEMFUNDO**  
**UMHLA: 2023-12-22**