

Inombolo yefayili: 3/3/1/1/4  
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Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kwiiNtloko zoQuquzelelo neeNgcebiso ngeze-SLES, kumaGosa akwaNdlunkulu nakwii-ofisi zeZithili, kwiiNqununu, kooTitshala, kuBasebenzi aBanika iNkxaso kwezeMfundo nakwiMibutho yaBasebenzi eYaziwayo

Isishwankathelo esifutshane: *Ukubandakanyeka kwabaqeshwa beSebe leMfundo leNtshona Koloni (beSebe i-WCED) kunyulo lukazwelonke nolwamaphondo njengabagqatswa, kuqukwa nabagqatswa abazimeleyo okanye abaqeshwa abasebenzela i-Komishoni yoNyulo eZimeleyo (Independent Electoral Commission (IEC)).*

**ISihloko: Ukubandakanyeka kwabaqeshwa beSebe i-WCED kunyulo lukazwelonke nolwamaphondo olucwangciselwe uLwesithathu we-29 Meyi 2024**

1. ISebe i-WCED liyaliqonda ilungelo labasebenzi balo abaqeshwe ngokoMthetho weNgqesho yooTitshala (uMthetho 76 ka-1998 (*Employment of Educators Act, 1998 (Act 76 of 1998)*)) noMthetho weNkonzo kaRhulumente, 1994, (uMthetho 73 ka1998) (*Public Service Act, 1994 (Act 73 of 1998)*) lokuqhubeka ngemisebenzi yezopolitiko (*political careers*) nabafuna ukuvotelwa kunyulo ngokoMthetho woNyulo, 1998, (uMthetho 73 ka-1998) (*Electoral Act, 1998 (Act 73 of 1998)*), njengoko ufakelwe izilungiso, okanye ukuncedisa kwi-IEC ekulawuleni iinkqubo zonyulo. Oku, nakuba kunjalo, makungqinelaniswe ngokuthelekiswa nemisebenzi eyimbophelelo neyimfanelo yeSebe i-WCED yokuqinisekisa ilungelo labafundi lokuba kwindawo yokufunda ekhuselekileyo nenocwangco ngokomgaqo-siseko welizwe lethu.

2. I-IEC isoloko isebenzisa uncedo lwabaqeshwa benkonzo karhulumente njengamagosa okuvotisa okanye okubala iivoti. Oku kuyinxenye yentsebenzo yomsebenzi ohlawulelwa umvuzo ngaphandle kwenkonzo karhulumente (*remunerated work outside the public service (RWOPS)*).
3. Bayacelwa abaphathi bamacandelo neenqununu bathathele ingqalelo iimfuno zokwenziwa komsebenzi zee-ofisi zabo (*operational requirements*) okanye zamaziko abo phambi kokuvunywa kwekhefu labaqeshwa lokuba bathathe inxaxheba kuqeqesho lwe-IEC nokuba benze imisebenzi kumaziko okuvota. Bonke abaqeshwa beSebe i-WCED abanqwenela ukuncedisa kwi-IEC ngethuba lonyulo lukazwelonke nolwamaphondo oluzayo, mabafake isicelo semvume yokwenza imisebenzi ehlawulelwa umvuzo ngaphandle kwenkonzo karhulumente (*RWOPS*) ungalulanga owe-**16 Apreli 2024** yaye bazingenise izicelo zabo kumlawuli wesithili okanye kumlawuli kwaNdlunkulu. Ifom i-*RWOPS form* ehamba nale setyhula mayisetyenziselwe le njongo. Abenzi-sicelo baya kwaziswa ungalulanga owe-**30 Apreli 2024** ukuba ngaba izicelo zabo ze-*RWOPS* zibe yimpumelelo na okanye akunjalo. Kuphela ngabaqeshwa abazicelo zabo ze-*RWOPS* zivunyiweyo, abaya kufaneleka ukuba bancedise kwi-IEC ngethuba lonyulo lukazwelonke nolwamaphondo.
4. Kubalulekile ukuqinisekisa ukuba abaqeshwa abafuna ukuthatha inxaxheba kunyulo lukazwelonke nolwamaphondo abawutyesheli uMgaqo woKuziphatha (*Code of Conduct*), kwiCandelo 1 leSahluko 2 se-*Public Service Regulations (PSR)*, opapashwe kwiGazethi karhulumente No. 40167 ye-29 Julayi 2016.
5. Kuthathelwa ingqalelo unyulo lwedemokhrasi lwesixhenxe loMzantsi Afrika ngowe-29 Meyi 2024, kubalulekile ukuba kukhunjujwe abaqeshwa ngemiqathango equlethwe kuMmiselo (*Regulation*) 15 we-*PSR*, olawula abaqeshwa abanqwenela ukuvotelwa njengabagqatswa ngethuba lonyulo. Kusebenza le miqathango ilandelayo, njengoko kucacisiwe kwi-*PSR*:
  - (1) *Umqeshwa onikwe isatifikethi ngokwecandelo 31 (3) le-Electoral Act, 1998 (Act 73 of 1998), esicacisa ukuba yena ungumgqatswa kunyulo, lungadlulanga usuku lomsebenzi olunye olulandelayo, makazise intloko yecandelo ngeleta ebhaliweyo ngaso yaye angenise ikopi yesatifikethi eso.*
  - (2) *Umqeshwa uya kuthathwa njengosekhefini lonyaka (annual leave) ukususela kumhla olandela umhla isatifikethi esikhutshiwe de, abe—*
    - (a) *unyuliwe yaye uyakwamkela ukunyulwa kwakhe, ngomhla kanye ongaphambi kwalo mhla yena aqalisa ngawo kweso sikhundla;*
    - (b) *unyuliwe, kodwa uyakwala ukunyulwa kwakhe, ngomhla yena akwala ngawo ukunyulwa; okanye*

*(c) akanyulwanga, ngomhla wokunyulwa kwabameli ngokwe-ayithem 16 kwiShedyuli 1A kuMthetho i-Electoral Act, 1998.*

*(3) Ukuba umqeshwa akanazintsuku zaneleyo zekhefu lonyaka, yena uya kuthathwa njengokuba ukwikhefu elingahlawulelwayo ngelo thuba lichaphazelekayo.*

6. Ngokusekelwe kwiziphumo zonyulo kuya kwenzeka oku kulandelayo:

6.1 Umqeshwa onyuliweyo nokwamkelayo ukunyulwa kwakhe uya kulahla kwisikhundla akuso kwiSebe i-WCED ngoko nangoko phambi kwalo mhla yena aqalisa ngawo kwisikhundla akuso;

6.2 Liya kuphela ikhefu lomqeshwa onyuliweyo kodwa wakwala ukunyulwa kwakhe, ngomhla umqeshwa akwala ngawo ukunyulwa. Umqeshwa ololu hlobo umele ukubuyela kumsebenzi wakhe ngosuku lomsebenzi emva kokwala kwakhe ukunyulwa;

6.3 Ukuba akubanga yimpumelelo ukukhankasela ukunyulwa kwakhe umqeshwa, ikhefu lakhe liya kupheliswa ngosuku olusemva konyulo.

7. Bayacelwa abaphathi bamacandelo neenqununu ukuba baqinisekise ukuba okuqulethwe kule setyhula kwaziswa bonke abasebenzi ukuze bakuthathele ingqalelo.

**ISAYINWE:** NGU-L ELY

**INTLOKO EBAMBELEYO:** YESEBE LEMFUNDO

**UMHLA:** 2024-04-03