URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kwiiNqununu zezikolo zikarhulumente eziqhelekileyo nezezikolo zemfundo eneemfuno ezizodwa nakuMalungu amabhunga olawulo

Isishwankathelo esifutshane: *Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo* nezikolo zemfundo eneemfuno ezizodwa *ngezithuba zootitshala ezabelwe izikolo ngo-2025.*

ISihloko: Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa ngezithuba zootitshala ezabelwe izikolo ngo-2024

1. Izithuba zengqesho zootitshala zikhutshwa ngokweSahluko 2 soMthetho wezeNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998), neSahluko A, nesiHlomelo A.1 se-*Personnel Administrative Measures (PAM),* eyapapashwa kwiGazethi kaRhulumente No 46879 yomhla we-09 Septemba 2022.

2. **Inani lezithuba zengqesho zootitshala ezabelwe izikolo ngo-2025**

2.1 Ngokwemiqathango equlethwe kwisiHlomelo A.1 se-*Personnel Administrative Measures (PAM),* izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa mazikhutshelwe inani lezithuba zootitshala ezabelwa izikolo qho ngonyaka ungadlulanga umhla we-30 Septemba wonyaka owandulelayo. Ngoko ke, zonke izithuba zootitshala kunyaka wokufunda ka-2024 ezikhutshelwe izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa, (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2024, nokuba ngaba kungenxa yokwanda kwamanani obhaliso lwabafundi okanye kungenxa yeemfuno zekharityhulam yezikolo), ziya kuphelelwa nge-31 Disemba 2024.

2.2 Amanani ezithuba zootitshala ezabelwe izikolo ngo-2025 aza kupapashwa kwi-*CEMIS*, phantsi kwale linki: *Administration (Establishments)*, nge-30 Agasti 2024 ngo-16:00

3. **Iingxoxo zothethathethwano malunga nenani lilonke lezithuba ezinokuhlawulelwa *(affordable basket of posts)* ngo-2025**

3.1 Ngethuba leengxoxo zothethathethwano phakathi koMphathiswa weMfundo wePhondo, imibutho yeemanyano zootitshala nemibutho yamabhunga olawulo ngowe-23 Julayi 2024 kunye nangowe-06 Agasti 2024, ngokulandelelanayo, kunikwe inkcazo ngefuthe lemiqathango yokunciphisa iindleko kunye noxinzelelo oluqhubekayo kwibhajethi ye-*Compensation of Employees (CoE)* yeSebe leMfundo leNtshona Koloni (WCED).

3.2 Ngowe-15 Agasti 2024, iNtloko yezeMfundo iziqukumbele iingxoxo zothethathethwano nemibutho yeemanyano zootitshala nemibutho yamabhunga olawulo ezimalunga nokusetyenziswa nokwabiwa kwenani lilonke lezithuba ezinokuhlawulelwa ezabelwe izikolo ngo-2025.

3.3 Ngokususela kwiingxoxo zothethathethwano ezikhankanywe ngasentla, iSebe iWCED lazise imibutho yeemanyano zootitshala nemibutho yamabhunga olawulo ukuba inani lilonke lezithuba zootitshala ezinokuhlawulelwa zonyaka wokufunda ka-2025 kufuneka lingqinelaniswe noxinzelelo lwemali kwibhajethi ye-*CoE* ye-*Medium Term Expenditure Frameworks* (MTEFs) ngo-2024/25, 2025/26 kunye nango-2026/27.

3.4 Oku kukhankanywe apha ngasentla kufuna ukuba kucuthwe inani lezithuba zengqesho ezinokuhlawulelwa ngo-2025. Ukuncitshiswa kwebhajethi yezithuba zootitshala zonyaka wokufunda ka-2025 kuyimfuneko ukwenzela ukuqinisekisa ukuba iSebe iWCED alinankcitho ingapha kwebhajethi evunyiweyo ukwenzela inkcitho ye-*MTEFs* ngo-2025/26, 2026/27 nango-2027/28.

4. **Indlela ezimi ngayo izithuba (*Post structure*)**

Indlela yokuma kwezithuba neenkcazo eziqulethwe kwi-*PAM* njengoko zipapashiwe nguMphathiswa weMfundo esiSiseko kwiGazethi kaRhulumente No. 46879 yomhla we-09 Septemba 2022, isebenza kumanani ezithuba zootitshala ezabelwe izikolo.

5. **Ukuhlelwa kwezikolo**

Izikolo zihlelwa ngokomhlathi A.3 we-*PAM*.

6. **Ukuhlaziywa kwamanani ezithuba zootitshala ezabelwe izikolo ngo-2025**

Kwimeko apho isikolo siliphelisileyo ibakala okanye amabakala, aya kuhlaziywa amanani ezithuba zootitshala abelwe isikolo esilolu hlobo, ngokusekelwe kwinani labafundi abaseleyo esikolweni. Kwimeko yabafundi abaphumayo esikolweni ngenxa yokupheliswa kwebakala okanye kwamabakala, kuya kuhlaziywa amanani ezithuba zootitshala ezabelwe isikolo (izikolo) abaya kuthathwa siso/zizo *(receiving schools*).

7. **Ukubalwa kwakhona kwamanani ezithuba zootitshala ezabelwe amaziko ngenxa yokutshintsha kwamanani obhaliso lwabafundi ngo-2025**

7.1 ISebe i*WCED* linelungelo lokuziphelisa (*abolish*) izithuba zeNqanaba 1 ukuba kukho ukuhla kumanani obhaliso lwabafundi esikolweni ngethuba lonyaka wokufunda ka-2024.

7.2 Zonke izikolo ziyacelwa ziwahlaziye amanani obhaliso azo kwi-*CEMIS* engadlulanga uLwesibini, we-04 Matshi 2025. Inani lezithuba ezabelwe ootitshala abafundisayo azo zonke ezo zikolo apho amanani obhaliso lwabafundi bazo engaphantsi kwamanani obhaliso azo, aya kuphindwa abalwe ngokutsha ungadlulanga umhla we-20 Matshi 2025. Ukuba isikolo kufuneka siphulukane nesithuba saso okanye nezithuba zaso, inani lezithuba zokuqeshwa ngemvumelwano yethutyana (*contract appointment)* ngako oko, lilingana okanye lingaphantsi kwenani lezithuba isikolo esiphulukana nazo, liya kujongisiswa ngokufanelekileyo ukususela nge-01 Apreli 2025.

8. **Ukuzaliswa kwezithuba ezisisigxina ezingenamntu/ezixhaswa ngemali (njengoko kubonisiwe kwizithuba zootitshala ezabelwe izikolo ngo-2025)**

8.1 Zonke izithuba esele zipapashiwe kuluhlu lwezithuba lweSebe iWCED zinokuzaliswa ngokusisigxina, ngokuxhomekeka ekubeni eso sithuba siyavela kwinani lezithuba zootitshala zango-2025 ezabelwe eso sikolo.

8.2 Ukuba isithuba esipapashiweyo sithi singaveli kwinani lezithuba zootitshala zango-2025 ezabelwe eso sikolo, eso sikolo asinalungelo lakusifumana eso sithuba yaye eso sithuba siya kuthathwa njengesithuba esipapashwe ngempazamo.

8.3 Uhlala ungatshintshanga umgqaliselo wokuba isithuba esipapashiweyo (amanqanaba eposi 1-3) sinokuzaliswa kuphela ukuba akukho titshala uchazwe njengongaphezulu (*in addition/excess*) kwinani lezithuba zootitshala ezabelwe isikolo ngokweSigqibo i-*Education Labour Relations Council (ELRC) Collective Agreement No.* 4 of 2016, somhla we-23 Agasti 2016.

8.4 Ngootitshala abanamabanga emfundo afanelekileyo nabakulungeleyo ukuqeshwa abane-*Relative Education Qualification Value 13* okanye ibanga lemfundo elingaphezu koko, kuphela, abanokuthathelwa ingqalelo kwizithuba zootitshala ezisisigxina ezingenamntu/ezixhaswa ngemali. Ukuqeshwa kwabanye ootitshala abasuka kwindidi ezidweliswe kumhlathi 8.7 apha ngezantsi, kuya kuqwalaselwa kuphela xa kungekho titshala unamabanga emfundo afanelekileyo unokuqatshelwa.

8.5 Kuya kuqala kukhethwe ootitshala ngokolu luhlu lulandelayo lokufakwa kootitshala kwizithuba zootitshala ezongezelelweyo:

(a) Ootitshala abangaphezu kwemfuneko

(b) Ootitshala abatsha abafikayo

- Utitshala omtsha ofikayo uchazwa njengomfundi okunyaka wokugqibela kunye/okanye nawuphi na utitshala ofumene amabanga akhe emfundo afanelekileyo kwiminyaka emithathu edlulileyo nongazange afumane thuba lokuqeshwa isigxina kwisithuba sikatitshala kwingqesho karhulumente.

(c) Abanye ootitshala abanamabanga emfundo afanelekileyo

8.6 Kunokuqeshwa ngokungesosigxina nangemvumelwano yethuba eliqingqiweyo (fixed-term contract) kwisithuba sikatitshala oqeshwe isigxina esingenamntu/esixhaswa ngemali (o.k.t. iSekela-Nqununu, iSebe leNtloko yeSebe kunye neZithuba zeNqanaba 1) kubandakanywa nootitshala ababambeleyo kwizikhundla eziphezulu de kuzaliswe isithuba esipapashiweyo.

8.7 Izicelo zokuqeshwa kootitshala ngokwethutyana (*temporary teachers*) kwisithuba sikatitshala osisigxina esingenamntu/esixhaswa ngemali kwezi ndidi zilandelayo, ziya kuqwalaselwa kuphela ukuba abekho ootitshala abatsha abafikayo kumsebenzi wokufundisa (*new entrants*) abanokuthi baqeshwe yaye makufunyanwe imvume elolu hlobo kwangaphambili kuMlawuli weCandelo lokuGaya nokuKhetha aBasebenzi kwiiveki ezimbini ubuncinane phambi kokuba baqalise ukusebenza:

(a) Ootitshala ababekhe bayishiya inkonzo yengqesho karhulumente ngenxa yoku:

(i) umhlala-phantsi

(ii) ukulahla enkonzweni *(resignation)*

(iii) ukugula

(iv) ukuziphatha kakubi

(v) ukunyamalala okanye ukuqhwesha emsebenzini (*abscondence)*

(b) Ootitshala abavela kumazwe angaphandle **(kuphela ngokumalunga nezakhono ezibalulekileyo njengoko kumiselwe liSebe leMicimbi yezeKhaya nalapho kufunyewnwe imvume yokusebenza ukwenzela oko).**

9. Ukutshintshwa kwengqesho *(Conversions)*

9.1. Aya kuhlala esebenza la maxwebhu alandelayo:

(a) ISigqibo i-*ELRC Collective Agreement 4 of 2018*, somhla we-25 Septemba 2018, esimalunga nokuqeshwa nokutshintshwa kwezithuba zengqesho zootitshala abaqeshwe ngokwethutyana zibe kwinani lezithuba ezivunyiweyo zootitshala ezabelwe isikolo.

(b) ISetyhula 0005/2019 yeSebe iWCED, yomhla we-05 Januwari 2019, emalunga nokuqeshwa ngokusisigxina kootitshala abasandula ukufumana amabanga emfundo yobutitshala ngokwesiqendu 6(a) soMthetho weNgqesho yooTitshala, 1998 (*Employment of Educators Act,* 1998).

(c) ISetyhula 0020/2020 yeSebe iWCED, yomhla we-23 Julayi 2020, emalunga nokutshintshwa kwengqesho yethutyana yooTitshala beZithuba zeNqanaba 1 itshintshelwe kwingqesho esisigxina ngokwesiqendu 6(b) soMthetho wezeNgqesho yooTitshala, 1998 (uMthetho 76 ka 1998.

9.2. Ngootitshala abanamabanga emfundo afanelekileyo nabakulungeleyo ukuqeshwa kuphela abanokuthathelwa ingqalelo ngokutshintshwa kwengqesho yabo yethutyana itshintshelwe kwingqesho esisigxina kwizithuba ezingenamntu/ezixhaswa ngemali apho kungekho titshala ubhengezwe njengongaphezulu *(in addition*) kwinani lezithuba zootitshala ezabelwe isikolo ngokweSigqibo se-*ELRC No.* 4 sika-2016, somhla we-23 Agasti 2016.

10. **Ukutshintshelwa kwezinye izikolo *(Transfers)***

Ii-ofisi zezithili zinokucebisa ngokutshintshelwa kwezinye izikolo kootitshala apho ukufakwa okulolunye udidi kootitshala kwizithuba, kuya kukhuthaza inkqubo yokusiwa kootitshala kwizithuba ezikwezinye izikolo (*process of redeployment*) o.k.t. apho ukutshintshwa/ukufakwa kwisithuba kuya kubangela ukuthunyelwa kukatitshala ongaphezulu *(in addition*) kwinani lezithuba ezabelwe iziko kwisithuba esingenamntu/ esixhaswa ngemali. Igunya lokuvunywa kwesicelo sokutshintshelwa kwesinye isikolo lidluliselwe kwiCandelo lokuGaya nokuKhetha aBasebenzi. Ukutshintshelwa kwezinye izikolo kootitshala kunokwenziwa kuphela emva kokuba kufunyenwe imvume yoko.

11. **Ootitshala abaqeshwe njengababambeleyo**

11.1. Ukwenzela ukuba kuqhutyekwe nokunciphisa uxinzelelo kwibhajethi ye-CoE yonyaka-mali ka-2025/26, 2026/27 no-2027/28, iSebe iWCED liya kuqhubeka ukusebenzisa le miqathango ingezantsi ukususela nge-01 Januwari 2025 ngokumalunga nootitshala abaqeshwe njengababambeleyo.

11.2. Kuya kwenziwa amalungiselelo kuphela kwizithuba zootitshala ababambeleyo xa kunokwenzeka oku kulandelayo:

(a) Izicelo zekhefu lokuya kubeleka.

(b) Abasebenzi abakwikhefu lokungaphili ixesha elide (iintsuku ezingama-30 nangaphezulu).

12. **Inkqubo yolawulo yootitshala ababhengezwe njengabangaphezulu *(in addition*) kwinani lezithuba zengqesho zootitshala ezabelwe izikolo ngo-2025**

12.1. Ngenxa yemiqathango yokuncitshiswa kweendleko noxinzelelo lweemeko zezemali kwiibhajethi kwi-CoE ukulungiselela ii-*MTEFs* ngo-2024/25 ukuya ku-2025/26 kunye nango-2026/27 nokunciphisa ifuthe kwinkcitho ye-*CoE*, kuya kusebenza imiqathango yokubonelelwa ngezithuba ngokweSigqibo se-*ELRC No* 4 sango-2016, somhla we-23 Agasti 2016. Esi Sigqibo seMvumelwano neMibutho yaBasebenzi sikhokela inkqubo

yokubhengeza ootitshala abaqeshwe ngokusisigxina njengootitshala abangaphezulu kwinani lezithuba zengqesho zootitshala ezabelwe isikolo.

12.2. Kuya kusebenza la maxesha amiselweyo alandelayo ngokumalunga nokuqatshelwa kootitshala abangaphezulu kwinani lezithuba zengqesho zootitshala kunye nokumataniswa nokufakwa kwabo kwizithuba ezikolweni kunyaka wokufunda ka-2025:

Imisebenzi yongenelelo ngoncedo	Ixesha elimisiweyo
Abaphathi beesekethe, ngentsebenziswano neenqununu, baqaphela bonke ootitshala abangenako ukufakwa kwizithuba zootitshala ezabelwe isikolo ngo-2025 yaye babhengezwe ngokusemthethweni njengabangaphezulu kwinani lezithuba zengqesho zootitshala ezabelwe isikolo.	01 Septemba 2024 ukuya kowe-30 Septemba 2024
Iiprofayili zootitshala abaqatshelweyo ababhengezwe njengabangaphezulu mazingeniswe ngootitshala abachaphazelekayo kwiinqununu. Iiprofayili mazingeniswe kubaphathi beesekethe emva koko.	30 Septemba 2024
Izithili ziya kuqaphela izithuba ezifanelekileyo ezingenamntu/ezixhaswa ngemali zootitshala ababhengezwe njengabangaphezulu ukulungiselela ukufakwa kwabo kwizithuba ngo-2025 yaye makuboniswane neenqununu/namabhunga olawulo ngokufakwa kwizithuba kootitshala okulolu hlobo.	29 Novemba 2024
Iileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu/ezixhaswa ngezimali ukwenzela u-2024 zonyaka wezifundo ka-2025 ngabaphathi beesekethe.	29 Novemba 2024

12.3. Ootitshala esele bebhengezwe njengabangaphezulu kwinani lezithuba ezabelwe isikolo, ngokolwabiwo lwezithuba zootitshala lwangaphambili nangokungqinelana neenkqubo zangaphambili, nabasele bengaphezulu, baya kubugcina ubume babo bokuba ngootitshala abangaphezulu (*in-addition status*). Kuya kujongwana nabo aba titshala ngokulandela imiqathango yeSigqibo i-*ELRC Collective Agreement No*. 4 sika-2016, somhla we-23 Agasti 2016. (ikopi eqhotyoshelweyo)

12.4. Iinzame zokufaka ootitshala abangaphezulu kwinani lezithuba ezabelwe isikolo, ngo-2025 ziya kuqhubeka ngethuba lonyaka wokufunda ka-2025 kwimeko apho baphumayo (*exit)* ootitshala abasisigxina kwingqesho yeSebe iWCED. Iiprofayili zootitshala ababhengezwe njengabangaphezulu mazizifezekise iimfuno zekharityhulam zezithuba zootitshala ezingenabantu/ezixhaswa ngemali.

12.5. Iindleko zokufudukela kwezinye iindawo *(resettlement costs*) kootitshala ababhengezwe njengabangaphezulu abaza kutshintshelwa kwesinye isikolo, ziya kuthathelwa ingqalelo ngokungqinelana nemiqathango equlethwe kwiSetyhula 0023/2017, yeSebe iWCED yomhla we-14 Julayi 2017.

13. **Isaziso esiya kootitshala abaqeshwe ngemvumelwano yethutyana**

13.1. Iinqununu mazibanike bonke ootitshala abaqeshwe ngokwemvumelwano yethutyana, phambi okanye ngomhla we-01 Oktobha 2024, iileta ezinomhla wokupheliswa kwenkonzo yabo oyi-31 Disemba 2024, ezichaza ukuba ingqesho yabo yemvumelwano yethutyana ayisayi kuhlaziywa ukuba isithuba sengqesho esingenamntu esisigxina asifumaneki kwizithuba zootitshala zengqesho ngo-2025.

13.2. Iikopi zezi leta mazithunyelwe kubaphathi beesekethe ukulungiselela iinjongo zokugcinwa kweerekhodi.

14. Yonke imibuzo emalunga nale setyhula nemithetho echaphazelekayo mayibhekiswe kubaphathi beesekethe.

15. Okuqulethwe yile setyhula makwaziswe bonke ootitshala namalungu amabhunga olawulo ukwenzela ukuba bakuthathele ingqalelo.

ISAYINWE: NGU-B WALTERS
INTLOKO:YESEBE LEMFUNDO
UMHLA: 2024-08-28