

Iikhrayitheriya zokuqeshwa kwabamakishi

1. Intshayelelo

- 1.1 Inkqubo zokufakwa kwezicelo nokuqeshwa kwabamakishi zilawulwa yiMimiselo ye-*Regulations Pertaining to the Conduct, Administration and Management of the National Senior Certificate examination*, epapashwe kwiGazethi kaRhulumente No. 31337 yomhla wama-29 Agasti 2008, njengoko ifakelwe izilungiso, kunye ne-*Personnel Administrative Measures*, epapashwe kwiGazethi kaRhulumente No. 46879 yomhla we-09 Septemba 2022. Le Mimiselo ikhankanywe ngentla inenjongo yokuqinisekisa ukuba imigqaliselo eyile, ukuba semthethweni, ukuthembeka nobulungisa ukulungiselela bonke abaviwa kule migaqo, iyalandelwa kuzo zonke iinkqubo zomjikelo woviwo lukazwelonke.
- 1.2 Inkqubo eyeyona ingundoqo yeyemimiselo nemigangatho yokuqeshwa kwabamakishi, yaye kubalulekile ukuthembeka kwabo ukuqinisekisa ukuchaneka, ukungatshintshi nokuba bubulungisa ukusetyenziswa kwesikhokelo sokumakisha ekuvunyelwe ngaso kuzwelonke, kubo bonke abaviwa kwiimviwo zikazwelonke ezibalulekileyo ezinokuba semngciphekweni ezifana nezi zeSatifikethi seMatriki sikaZwelonke (NSC).
- 1.3 Abantu abaqeshwe njengabamakishi liSebe leMfundo leNtshona Koloni (iSebe i-WCED) baqeshwe ngokoMthetho weNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998) (*Employment of Educators Act, 1998 (Act 76 of 1998)*), yaye bonke abenzi-sicelo mabafunde iikhrayitheriya apha ngezantsi phambi kokuba benze izicelo kuzo naziphi na izithuba njengommakishi.
- 1.4 Xa kuqeshwa kwizithuba zengqesho zokukhawulelana nemeko yethutyana kuya kuqale kukhethwe abemi boMzantsi Afrika.

2. Iikhrayitheriya zokuqeshwa kweemodareyitha zangaphakathi nabamakishi abaziintloko

- 2.1 Abenzi-sicelo kwizithuba **zomodareyitha yangaphakathi nesommakishi oyintloko** mababe **neminyaka esibhozo eyona isezantsi yamava okufundisa** kunye namava **eminyaka emihlanu okufundisa isifundo** ekufakwa kuso isicelo ubuncinane, kwakunye nokufundisa i-*Curriculum and Assessment Policy Statement (CAPS)* kubafundi beBakala 12 esikolweni ngokusisigxina kwisifundo ekufakelwa sona isicelo.

- 2.2 Kwimeko **yeemodareyitha zangaphakathi, amava njengemodareyitha yangaphakathi, njengommakishi oyintloko**, okanye **njengosekela-mmakishi oyintloko** kwiminyaka yangaphambili yimfuno emiselweyo. (kwezinye iimeko le mfuno imiselweyo inokunyenysiswa.)
- 2.3 Kwimeko **yommakishi oyintloko, amava njengemodareyitha yangaphakathi, njengommakishi oyintloko**, okanye **usekela-mmakishi oyintloko** kwiminyaka yangaphambili **yimfuno emiselweyo**. (kwezinye iimeko le mfuno imiselweyo inokunyenysiswa.)
- 2.4 Ngaphezulu koko, bonke abenzi-sicelo **mababe basifundisile isifundo** kwiBakala 12 kwisikolo esibhalisa iimviwo ze-NSC ubuncinane **kangangeminyaka emibini kule ilandelayo**: 2020, 2021, 2022, 2023 nowama-2024.
- 2.5 Abamakishi abaqeshwe ngokuyimpumelelo njengemodareyitha yangaphakathi okanye njengommakishi oyintloko mabafumaneka ukwenzela ukuba baqalise ukwenza imisebenzi yabo njengabevi, iimodareyitha nommakishi weemvavanyo zobuchule kweso sifundo ukwenzela umjikelo wovavanyo lobuchule ngowama-2024/2025.
3. **likhrayitheriya zokuqeshwa kwamasekela babamakishi abaziintloko**
- 3.1 Abenzi-sicelo kwisithuba **sikasekela-mmakishi oyintloko** mababe **neminyaka esibhozo eyona isezantsi yamava okufundisa** kunye nobuncinane bamava **eminyaka emihlanu yokufundisa isifundo** ekufakwa kuso isicelo kwakunye nokufundisa i-CAPS kubafundi beBakala 12 esikolweni ngokusisigxina kwisifundo ekufakelwa sona isicelo.
- 3.2 Abenzi-sicelo kwisithuba **sikasekela-mmakishi oyintloko** mababe **neminyaka emihlanu yamava ubuncinane njengommakishi neminyaka emibini eyona isezantsi yamava njengommakishi omkhulu (iminyaka esixhenxe yamava okumakisha ewonke)** kwisifundo afakela sona isicelo. (Kwezinye iimeko le mfuno imiselweyo inokunyenysiswa.)
- 3.3 Bonke abenzi-sicelo mababe **basifundisile isifundo** kwiBakala 12 kwisikolo esibhalisa iimviwo ze-NSC kangangeminyaka **emibini ubuncinane kule ilandelayo**: 2020, 2021, 2022, 2023 nowama-2024.
- 3.4 Kuya kuqala kukhethwe ootitshala abasifundisa **ngoku** (abasesikolweni) okanye abanika iingcebiso (abasezi-ofisini) nge-CAPS kubafundi beBakala 12 esikolweni ngokusisigxina.

4. **likhrayitheriya zokuqeshwa kwabamakishi abakhulu**

- 4.1 Abenzi-sicelo **kwisithuba sommakishi omkhulu** mababe **neminyaka emihlanu eyona izezantsi yamava okufundisa** nobuncinane **bamava eminyaka emibini okufundisa isifundo** ekufakwa kuso isicelo kwakunye nokufundisa i-CAPS kubafundi beBakala 12 esikolweni ngokusisigxina kwisifundo ekufakelwa sona isicelo.
- 4.2 Abenzi-sicelo kwisithuba **sommakishi omkhulu** mababe nobuncinane **bamava eminyaka emithathu njengommakishi** kwisifundo afakela sona isicelo. (Kwezinye iimeko le mfuno imiselweyo inokunyenysiswa.)
- 4.3 Bonke abenzi-sicelo mababe **basifundisile isifundo** kwiBakala 12 kwisikolo esibhalisa iimviwo ze-NSC **kangangeminyaka emibini ubuncinane kule ilandelayo: 2020, 2021, 2022, 2023 nowama-2024.**
- 4.4 Kuya kuqala kukhethwe ootitshala abasifundisayo **ngoku** (abasesikolweni) okanye abanika iingcebiso (abasezi-ofisini) nge-CAPS kubafundi beBakala 12 esikolweni ngokusisigxina.

5. **likhrayitheriya zokuqeshwa kwabamakishi**

- 5.1 Abenzi-sicelo kwisithuba **sommakishi** mababe **neminyaka emibini eyona izezantsi yamava okufundisa** namava **eminyaka emibini okufundisa isifundo**, ubuncinane, kwisithuba ekufakwa kuso isicelo kwakunye nokufundisa i-CAPS kubafundi beBakala 12 esikolweni ngokusisigxina kwisifundo ekufakelwa sona isicelo.
- 5.2 Abenzi-sicelo kwisithuba **sommakishi** mababe banamava eminyaka emibini ubuncinane njengotitshala kwisifundo afakela sona isicelo.
- 5.3 Bonke abenzi-sicelo mababe **basifundisile isifundo** kwiBakala 12 kwisikolo esibhalisa iimviwo ze-NSC **kangangeminyaka emibini ubuncinane kule ilandelayo: 2020, 2021, 2022, 2023 nowama-2024.**
- 5.4 Abamakishi abatsha banako ukwenza izicelo zokumakisha **kunyaka wesibini wabo wokufundisa isifundo** yaye kuya kuqala kukhethwe ootitshala abafundisa **ngoku** i-CAPS kubafundi beBakala 12 esikolweni ngokusisigxina.

6. **likhrayitheriya eziqhelekileyo kubo bonke abenzi-sicelo**

- 6.1 Bonke abenzi-sicelo mababe namabanga emfundo eyaziwayo yokufundisa eminyaka emithathu eyona izezantsi nefanelekileyo kwisifundo (ukwenzela ukumakisha), ubuncinane **ekwinqanaba lonyaka wesibini kodwa kukhethwa ukuba ibe kwinqanaba lesithathu.**

- 6.2 Abenzi-sicelo mabafundise isifundo esikolweni esilungiselela abafundi beBakala 12 kwiimviwo ze-NSC.
- 6.3 Ireyithi yokupasa yesifundo kwisikolo mayibe ngu-**70% ubuncinane** ngethuba leemviwo eziphambi kweze-NSC.
- 6.4 Abenzi-sicelo abafaka izicelo zokumakisha izifundo zeeLwimi kunye/okanye ze-*History* kunye/okanye ze-*Religion Studies* mababe bafundise zonke iikhomponenti zesifundo kwikharithulam yesifundo.
- 6.5 Abenzi-sicelo abafake isicelo sokumakisha iPhepha 2 (Uncwadi) kwiilwimi mababe bafunde, bafundisa yaye benza uphononongo ngazo zonke iincwadi ezimiselwe iimviwo, ingabi zezo zifundwa ngabafundi kuphela kwisikolo sabo.
- 6.6 Amagosa amakishayo achazwe njengangawuzifezekisiyo umgangatho oyimfuneko wokumakisha akuba ehloliwe, okanye kwinkqubo yokuphinda kumakishwe kwakhona awayi kufaneleka ukuba aqeshwe kwakhona.
- 6.7 Umntu onqunyanyisiweyo enkonzweni kulo naliphi na isebe kurhulumente woMzantsi Afrika, ngethuba lenkqubo yokuqeshwa kwabamakishi ukuya kufikelela kwithuba lokumakisha, kuya kupheliswa ukuqeshwa kwakhe ngokukhawuleza njengegosa elimakishayo. Luxanduva lomntu ekubhekiswa kuye ukwazisa iSebe iWCED ngesohlwayo esilolu hlobo. Ukungaphumeleli ukuthobela le mimiselo kuya kubangela ukuba igosa kujongwane nalo ngokoMthetho we-*Employment of Educators Act, 1998 (Act 76 of 1998)*, okanye uMthetho we-*Public Service Act, 1994 (Proclamation 103 of 1994)*, okanye ngokumalunga nawo nawuphi na umthetho ochaphazelekayo.
- 6.8 Imvumelwano yegosa elimakishayo elingazifezekisiyo iikhrayitheriya zokuqeshelwa ukumakisha iya kupheliswa ngokukhawuleza.
- 6.9 ISebe i-WCED liya kuphelisa ukuqeshwa kwakhe nawuphi na umntu ongawenziyo umsebenzi wakhe ngokomgangatho oyimfuneko wokumakisha okanye oligosa lokumakisha eliqeshiweyo ngethuba lezi meko zokumakisha zikhankanywe ngentla.
- 6.10 Onke amagosa amakishayo makamnike ummakishi oyintloko iimpendulo ekucetyiswa ngazo kwiphepha lemibuzo abaqeshelwe ukulimakisha ngosuku lokuqala lokumakisha. Mabasayine amaxwebhu okungqinisisa ukuba isikhokelo esicetyiswayo sokumakisha ngumsebenzi owenziwe ngabo. ISebe iWCED linokukurhoxisa ukuqeshwa kumakishi ofika kwiziko lokumakishela engazibhalanga iimpendulo ekucetyiswa ngazo zephepha lemibuzo aqeshelwe ukulimakisha. Le mfuno imiselweyo ayibandakanyi abamakishi bePhepha 3 leeLwimi. Nakuba kunjalo, aba bamakishi mababe nolwazi ngezihloko ezivavanywa kwiphepha lemibuzo elichaphazelekayo.

6.11 Kubalulekile ukuqaphela ukuba iNtloko yeSebe leMfundo inelungelo lokufakela izilungiso kwiikhrayitheriya zokuqeshwa kwabamakishi ukwenzela izithuba zengqesho zokukhawulelana nemeko yethutyana zomsebenzi onxulumene neemviwo, kwakunye neekhrayitheriya zokuqeshwa kwabamakishi.