URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Inombolo yefayili: 19/4/10/2
Isalathiso: 20240118-912

INgcaciso eMfutshane yeCandelo loLawulo loVavanyo: 0003/2024

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela-Balawuli, kwiiNgcali zeMfundo eziziiNtloko, kwiiNtloko zoKunika iNkxaso kwiKharityhulam, kuBaphathi beeSekethe, kwiiNtloko zoLawulo noKuphathwa kwaMaziko, kumaSekela eeNgcali zeMfundo eziziiNtloko, kuBaququzeleli beeMvavanyo neeMviwo, kuBacebisi beZifundo nakwiiNtloko zamaziko alungiselela abafundi kwiimviwo zeSatifikethi seMatriki sikaZwelonke

Isihloko: Kucelwa izicelo zezithuba zeemodareyitha zangaphakathi, zabamakishi abaziintloko, zamasekela-bamakishi abaziintloko, zabamakishi abakhulu nezabamakishi, kwiimviwo zangoNovemba 2024 zeSatifikethi seMatriki sikaZwelonke *(NSC)*, 2025 kwezeSatifikethi seMatriki sikaZwelonke zangoJuni 2025, nezeSatifikethi seMatriki *(SC)* zangoJuni 2025

1. ISebe leMfundo leNtshona Koloni (iSebe i-*WCED*) ligunyaziswe ukuba liqeshe abamakishi ngokwe-*Personnel Administrative Measures*, epapashwe kwiGazethi kaRhulumente No. 46879 yowe-09 kaSeptemba 2022, kwakunye nezinye iikhrayitheriya ezongezelelweyo njengoko kumiselwe yaye kwavunywa yiNtloko yeSebe kwiphondo.

2. Kucelwa ootitshala, abacebisi bezifundo nabacwangcisi bezekharityhulam abakhulu abazifezekisayo iikhrayitheriya (ezicaciswe **kwisiHlomelo A**) ukuba bafake izicelo zezithuba zokuqeshwa njengeemodareyitha zangaphakathi, abamakishi abaziintloko, amasekela-bamakishi abaziintloko, abamakishi abakhulu, nabamakishi kwiimviwo zeSatifikethi seMatriki sikaZwelonke (*NSC)* zangoNovemba 2024, eze-*NSC* zangoJuni 2025, neemviwo zeSatifikethi seMatriki (*SC)* zangoJuni 2025.

3. **Iinkqubo zokwenza izicelo nokuqeshwa**

3.1 Abenzi-sicelo abaphumeleleyo baya kuqeshelwa ithuba lemviwo elikhankanyiweyo kuphela. Ngoko ke, bonke abamakishi abaqeshwa ngo-2023 abanqwenela ukuqwalaselelwa ukuqeshwa njengabamakishi ngethuba lomjikelo ka-2024 ukuya ku-2025, **mabafake izicelo kwakhona ngo-2024. Umjikelo wokumakisha uquka la mathuba okumakisha alandelayo: ukumakisha ngoNovemba nokumakishwa kwakhona ngoNovemba, ukumakisha ngoJuni nokumakisha kwakhona ngoJuni kunyaka olandelayo.**

3.2 Abenzi-sicelo banokukhuphela (*download)* ifayili eyi-*help file* apha: https://exams.westerncape.gov.za/markers/UserManual/Index

3.3 **Phambi kokuba abenzi-sicelo** bacinge ngokwenza isicelo esimiselweyo sokumakisha, mabafunde **isiHlomelo B** kwakunye noxwebhu i-***Manual for marking the November 2023 NSC examinations*** esinokufunyanwa apha: https://exams.westerncape.gov.za/markers/UserManual/Index) ukwenzela ukuba babe nolwazi ngeendima nemisebenzi enxulumene nokuba ligosa elimakishayo.

3.4 I-*application platform* kunokufikelelwa kuyo kwiziko lewebhu leSebe i-*WCED* apha: https://wcedonline.westerncape.gov.za/vacancy-lists.

3.5 Abenzi-sicelo bayacelwa ukuba bafake **izicelo zawo onke amaphepha ezifundo kunye nezithuba** abafanelekileyo kuzo (makufundwe **isiHlomelo A**). Umzekelo ukuba umenzi-sicelo ufaka isicelo sokuqeshwa njengosekela-mmakishi oyintloko, umele ukufaka isicelo sokuba ngummakishi omkhulu **kunye** nommakishi. Kucelwa niqaphele ukuba, ukuba utitshala, umzekelo, wenza isicelo sesithuba sikasekela-mmakishi oyintloko kuphela**,** **akanakuqwalaselelwa** isithuba sokuba ngummakishi omkhulu okanye ummakishi. Ngoko ke, abenzi-sicelo baya kuqwalaselelwa ukuqeshwa kwisithuba (kwizithuba) abafake kuzo izicelo. Kucetysiwa ukuba abenzi-sicelo bafake isicelo kuwo onke amaphepha ezifundo nezithuba zokumakisha abafanelekileyo kuzo.

3.6 Inkqubo yokuqeshwa yabo bonke abamakishi yile ilandelayo:

Inyathelo 1 – Ukungqinisiswa kwezicelo ezizifezekisayo zonke iikhrayitheriya nezinawo onke amaxwebhu ahamba nesicelo afakwe kwikhompyutha
Inyathelo 2 – Ukungqinisiswa kwawo ONKE amaxwebhu ahamba nesicelo
Inyathelo 3 – Ukukhethwa kwabamakishi
Inyathelo 4 – Ukutyunjwa kwabamakishi
Inyathelo 5 – Ukungqinisiswa kwabamakishi abatyunjiweyo
Inyathelo 6 – Ukuqeshwa kwabamakishi

3.7 Ukulungiselela isicwangciso senkqubo yokutshintshwa kwabalawuli, amalungu ekomiti yokumakisha aneqhuzu (ii-*senior marking team members)* anokujongisiswa kwakhona yaye anokutshintshaniswa qho emva kokugqiba iminyaka emithathu. Le nkqubo iqalisiwe ngokwezigaba ukukhuthaza ukunyukela kwizithuba ezingaphaezulu *(upward mobility*) namathuba abamakishi nokuqinisekisa uzinzo kwinkqubo yokumakisha ngawo onke amaxesha.

3.8 Kuya kuqala kukhethwe ootitshala **abafundisayo ngoku** ngokusisigxina (abasezikolweni) okanye abanika iingcebiso (abasezi-ofisini) nge-*Curriculum and Assessment Policy Statement (CAPS*)) kubafundi beBakala 12 .

3.9 Abenzi-sicelo abenza isicelo kwi-*English Home Language* ne-*English First Additional Language* kuya kufuneka bamakishe iPhepha 1 kunye nokuba liPhepha 2 okanye 3. Abenzi-sicelo ke ngoko mabenze isicelo kwiPhepha 1 baze baxele oko bakukhethayo ukuze baqwalaselelwe ukumakisha nokuba liPhepha 2 okanye 3.

3.10 Abenzi-sicelo abenza izicelo kwi-*History* ne-*Religion Studies* kuya kufuneka bamakishe zombini izifundo yaye ke ngoko mabangenise izicelo kula maphepha omabini.

3.11 Bonke abamakishi abaqeshiweyo kulindeleke ukuba **balazise iSebe i-*WCED* ngobume** babo ngokumalunga **nokutshintsha** kukatitshala abe **yinqununu** okanye abe **yinqununu ebambeleyo** phambi kokuqalisa kwenkqubo yokumakisha. (makufundwe **isiHlomelo C**).

3.12 Bonke abanqwenela ukuba ngabamakishi kunye/okanye abaqeshwe njengabamakishi **mabalazise iSebe i-*WCED*** ukuba **bayatshintsha kwisigaba** sokuba ngutitshala okanye ngumcebisi ngesifundo **weSigaba se-*Further Education and Training (FET) Phase*** (iBakala 12) (ose-ofisini) phambi kokuqalisa kokumakisha.

3.13 Ootishala okanye abacebisi ngezifundo (abase-ofisini) **abatshintshayo** kwisigaba se-*FET Phase* (iBakala 12) ngethuba lonyaka wokufunda ka-2024, kwakunye nabo **bathathe umhlalaphantsi okanye baya kuthatha umhlalaphantsi** ekupheleni kuka-2024, **abayi kufaneleka** ukuba batyunjwe ngokweekhrayitheriya ezizezona zisezantsi zokumakisha ekubhekiswa kuzo kwisiHlomelo A.

4. Abenzi-sicelo abalandelayo **abayi** kuqwalaselelwa ukuqeshwa njengabamakishi.

- Iinqununu neenqununu ezibambeleyo.
- Utitshala/igosa elinerekhodi lolwaphulo-mthetho elakha lagxothwa enkonzweni kulo naliphi na isebe likaRhulumente waseMzantsi Afrika.
- Utitshala/igosa elithathe iphakheji yokuyeka emsebenzini ngokuzithandela (*voluntary severance package*).
- Utitshala owathatha umhlalaphantsi ngenxa yezizathu zempilo.
- Abenzi-sicelo abangaphezu kweminyaka eyi-65 ubudala okanye abaya kuba begqiba/abagqiba iminyaka eyi-65 phambi okanye ngethuba lenyanga ekugqitywa ngayo ukumakisha.
- Ootitshala, amagosa ezithili okanye awakwaNdlunkulu angaseyonxalenye yokufundisa nongumcebisi ngesifundo kunye/okanye abafundi.
- Utitshala osesikolweni obengekho iintsuku zesikolo eziyi-50 okanye ngaphezulu kunyaka wokufunda omiyo (oku kusebenza kuzo zonke iindidi zekhefu).
- Utitshala ose-ofisini obengekho iintsuku zesikolo eziyi-20 okanye ezingaphezulu kunyaka wokufunda omiyo (kungabandakanywa iintsuku zekhefu lonyaka).
- Utitshala/igosa elingazibhalanga iimvavanyo zobuchule xa kuyimfuneko oko.
- Utitshala/igosa elinelungu losapho elihlala kunye naye elibhala iimviwo ze-*NSC* zangoNovemba 2024, ezango-Juni 2025 ze-NSC nezangoJuni 2025 ze-SC alifanele kuqeshwa njengommakishi oyintloko, usekela-mmakishi oyintloko okanye imodareyitha

yangaphakathi. Nakuba kunjalo, umntu ololu hlobo unokufaka isicelo sesithuba sommakishi oyintloko okanye sommakishi.

- Utitshala/umcebisi ngezifundo okanye umcwangcisi wekharityhulam omkhulu osekondiweyo kwesinye isithuba somsebenzi **ongasifundisiyo isifundo ngoku** kunye/okanye ongengomcebisi ngezifundo.
- Utitshala ovela kwelinye ilizwe ongenawo amaxwebhu ayimfuneko ngokomthetho.
- Umntu okuso nasiphi na isithuba ngaphandle kokuba ngutitshala osisigxina.
- Utitshala/igosa elifunyaniswe lophule iMimiselo yoViwo nosajongene nesohlwayo asiwiselweyo.
- Utitshala/igosa elifunyaniswe lophule nayiphi na imimiselo yokuqeshwa kwabamakishi ngethuba elikhokelela neliquka ithuba lokumakisha.
- Utitshala /igosa elinetyala lokuziphatha kakubi elingekaqukunjelwa.
- Utitshala, umcebisi ngezifundo okanye umcwangcisi wekharityhulam omkhulu owophule imiqathango okanye imigaqo yokumakisha.

5. Izifundo ezinovavanyo lobuchule *(competency test)*

5.1 Ngo-2024, iSebe i-*WCED* liya kubhalisa iimvavanyo zobuchule kwezi zifundo zilandelayo:

- *Accounting*
- *Business Studies*
- *Consumer Studies*
- *Economics*
- *English Home Language*
- *Afrikaans Home Language*
- *Xhosa Home Language*
- *Geography*
- *History*
- *Life Sciences*
- *Mathematics*
- *Mathematical Literacy**
- *Physical Sciences*

* *Ootitshala abanamava okumakisha kwiBakala 12 nababesebenza njengabamakishi kumathuba okumakisha 2021–2023* ***akuyomfuneko*** *ukuba bazibhale iimvavanyo zobuchule kwesi sifundo. Nakuba kunjalo, ngenxa yeenguqu zekharityhulam nezefomathi yamaPhepha 1 no-2, abenzi-sicelo ababhlala iimvavanyo zobuchule* ***phambi ko-2021 nabangazange bamakisha*** *ngethuba elisusela ngo-2021 ukuya ku-2023 mabenze isicelo sokulubhala kwakhona uvavanyo.*

5.2 Kuphela ngabenzi-sicelo abaphumelele ngo-60% nangaphezulu kwezi mvavanyo zobuchule abaya kuqwalaselelwa ukuqeshwa njengamagosa amakishayo. Iziphumo zeemvavanyo ziya kuchazelwa utishala yaye zinokusetyenziselwa iinjongo zokuphuhliswa kwezakhono zabo.

5.3 Abenzi-sicelo abalubhalayo uvavanyo lobuchule kwezi zifundo zikhankanywe ngentla phakathi ko-2021 no-2023 nabapasa ngereyithi engu-60% nangaphezulu, **akukho mfuneko yokulubhala kwakhona** olu vavanyo lobuchule ngo-2024 ngokuxhomekeke ekubeni babengabamakishi kwesi sifundo ngethuba lomjikelo wokumakisha weminyaka emihlanu (2019-2023) yaye benze inkonzo yokumakisha eyanelisayo. Nakuba kunjalo, kuthathelwa ingqalelo ukunxaxha kwi-*Mathematical Literacy*, abenzi-sicelo abanqwenela ukuphucula iziphumo zabo bayakhuthazwa ukuba bazibhale kwakhona iimvavanyo zobuchule yaye basebenzise le ngcaciso ukuphucula izakhono zabo zomsebenzi abawuqeqeshelweyo.

5.4 Apho kunokwenzeka, kuya kuthathwa onke amanyathelo ukulungiselela abenzi-sicelo babhale iimvavanyo zobuchule kwindawo ekwisithili semfundo abahlala kuso.

5.5 Uvavanyo lobuchule luya kususelwa kulwazi lwekhontenti yekharityhulam ye-*CAPS* yesifundo se-*NSC* nakwizakhono zokumakisha ezifanelekileyo kweso sifundo. Kwimeko yezifundo ezinamaphepha amabini, abenzi-sicelo baya kuvavanywa kwikhontenti yekharityhulam yawo omabini, iPhepha 1 nePhepha 2. Kwimeko yeeLwimi, abenzi-sicelo baya kuvavanywa kwikhontenti yekharityhulam yePhepha 1, ele-2 nele-3. Kunyanzelekile ukubhala iimvavanyo zobuchule **ezipheleleyo (*competency test*)** (kuwo ONKE amaphepha).

5.6 Imihla ecwangcisiweyo yokubhalwa kweemvavanyo zobuchule zango-2024 ngowe-07 ukuya kowe-09 Meyi 2024.

5.7 **Abenzi-sicelo kufuneka babhalisele ukubhala uvavanyo lobuchule apha:** https://tinyurl.com/ummaxrt7.

5.8 Ukungabhalisi kuya kukhokelela ekubeni abenzi-sicelo bangafumani ngcaciso malunga neemvavanyo zobuchule. Nawuphi na umenzi-sicelo ofika aze kubhala uvavanyo lobuchule ngaphandle kokubhalisa okusemthethweni, unokungavunyelwa abhale uvavanyo.

5.9 Umhla wokuvala wokubhalisela ukubhala iimvavanyo zobuchule ngowe-**29 Matshi 2024**

6. **Imihla ebalulekileyo yezicelo zokumakisha ezifakwa kwikhompyutha**

Isithuba esenzelwa isicelo	Ukuvulwa kwezicelo	Ukuvalwa kwezicelo
ZONKE izithuba	26 Februwari 2024	29 Matshi 2024

7. Isicelo esizaliswe ngokuyimpumelelo asiyongqinisekiso yokuqeshwa njengommakishi. Ukuqeshwa kwakhe nawuphi na ummakishi kwisithuba kungqinisiswa kuphela xa efumene **ileta yokuqeshwa YOKUGQIBELA** esayinwe yiNtloko yeSebe leMfundo okanye lowo kudliselwe kuye amagunya. Ukuqeshwa kwakhe nawuphi na ummakishi kunokupheliswa nangaliphi na ithuba **ngokwesiHlomelo A.**

8. Kungumqathango omawuqwalaselwe kuqala nosemthethweni ukuba ukuba kutshekishwe yaye kungqinisiswe iinkcukacha zabamakishi abaqeshiweyo (**IsiHlomelo D**) ngumboneleli-nkonzo wangaphandle oqeshwe liSebe i-*WCED***.** Ukutshekishwa yaye kungqinisiswe iinkcukacha zommakishi kukuqinisekisa okuquka phakathi kwezinye izinto, amabanga emfundo ukubhalisa kwi-*South African Council for Educators (SACE))*, ubumi nobume bakhe bangoku bokufundisa, idilesi njl.

9. Ukumakishwa kweencwadi zeempendulo zemviwo ze-*NSC* ngomnye kwimisebenzi ebaluleke gqitha yenkqubo yoviwo. ISebe i-*WCED* liyazingca ngokuqeshwa kwabamakishi abanobuchule nabanamabanga emfundo afanelekileyo. Iinqununu namanye amagosa amakhulu anika iingcebiso ngabamakishi, mabawenze lo msebenzi wabo ngokunyanisekileyo nangentembeko yaye baya kuba nobutyala ngayo nayiphi na ingcaciso ebubuxoki engagunyaziswanga.

10. Umenzi-sicelo ngamnye uya kuthwala uxanduva ngokumalunga nokuchaneka kwayo yonke ingcaciso eqokelelweyo yaza yafakwa kwisistim yekhompyutha yabamakishi.

11. Nawuphi na umenzi-sicelo ongayingenisiyo ifom eyi-*declaration form* akayi kufaneleka ukuqeshwa njengommakishi kwisithuba sokumakisha nokuba sesiphi na.

12. Apho kuthe kwaqeshwa ummakishi ngempazamo, iSebe i-*WCED* linelungelo lokuyilungisa loo mpazamo ukuba kuyimfuneko oko.

13. Abamakishi abaziintloko neemodareyitha zangaphakathi abaqeshiweyo **MABABEKHO ubuqu** kwiintlanganiso zokungqinelaniswa kwenkqubo yokumakisha *(marking standardisation meetings*), ngokweemfuno ezimselweyo zeSebe leMfundo esiSiseko nezeSebe i-*WCED* yaye baveze izimvo zootitshala ngomgangatho wamaphepha emibuzo.

14. Amagosa amakhulu ekomiti yokumakisha aqeshiweyo (*senior marking team officials*) mawafumaneke ukulungiselela ukumakishwa kwakhona kwezikriphthi.

15. Kucingelwa ukuba inkqubo yokumakisha ngoDisemba 2024 (apho umhla we-22 Disemba 2024 ingumhla wokuqukunjelwa kwayo ocetywayo), ayiyi kuthintela iinkqubo zezikolo zangaphakathi ukuba oko kunokwenzeka. Bakuba beqeshiwe, abamakishi banyanzelekile ukuba bafumaneke ukwenzela ukwenza inkonzo **yethuba elipheleleyo** loqeqesho nelenkqubo yokumakisha yeemviwo zeNSC zangoNovemba 2024. Kucingelwa ukuba abamakishi be-*History*, i-*Religious Studies* noLwimi lwesiNgesi, baya kuqala ukumakisha kwiveki ye-02 ukuya kwi-06 Disemba 2024 kunye nezinye izifundo eziseleyo ngowe-07 Disemba 2024. Le mihla iya kuqinisekiswa kwangaphambili ukwenzela ukuqinisekisa iinqununu ukuba zinako ukuqukumbela iinkqubo zokucwangcisela ukuphela konyaka zazo ngexesha.

16. Abantu abaqeshelwe ukumakisha abanakuxolelwa phantsi kwazo naziphi na iimeko ngokungabikho ngemihla yoqeqesho okanye yokumakisha. **Bonke abamakishi mabafumaneke kude kuphele ithuba lokumakisha** apho zonke iincwadi zeempendulo zimakishwe yaye zatshekishwa zonke.

17. YiNtloko yezeMfundo kuphela enako ukuzinyenyisa (*relax*) iikhrayitheriya zokuqeshwa kwabamakishi.

18. Kuqhotyoshelwe la maxwebhu alandelayo kule ngcaciso imfutshane :
IsiHlomelo A –Iikhrayitheriya zokuqeshwa kwabamakishi;
IsiHlomelo B – Imiyalelo yokufaka isicelo kwikhompyutha;
IsiHlomelo C –Ifom i-*Marker declaration form;*
IsiHlomelo D –Ifom i-*POPIA consent form;*
IsiHlomelo E – I-*Clearance form.*

19. Kucelwa niqhagamshelane nala magosa alandelayo ukuba nifuna uncedo.

Isithili	Igosa	Iinkcukacha zoqhagamshelwano
West Coast *Metro South*	Shakirah Jacobs	Shakirah.Jacobs@westerncape.gov.za Ifoni.: 021 828 3392
Metro East *Metro Central*	Gladwyn Smith	Gladwyn.Smith@westerncape.gov.za Ifoni.: 021 467 2980
Overberg *Eden and Central Karoo*	Gerrit Jafta	Gerit.Jafta@westerncape.gov.za Ifoni.: 021 467 2988
Metro North *Cape Winelands*	Sinovuyo Manqunyana	Sinovuyo.Manqunyana@westerncape.gov.za Ifoni : 021 828 3391

20. Kucelwa iinqununu, abalawuli bezithili, abaphathi beesekethe nabacebisi ngezifundo, bazise ngokuqulethwe yile ngcaciso imfutshane bonke ootitshala ukwenzela ukuba babenolwazi ngenkqubo yokufaka isicelo nangeekhrayitheriya zokuqeshwa ukwenzela ukuqwalaselwa ukuqeshwa njengegosa elimakishayo elisemthethweni kwiimviwo ze-*NSC* zangoNovemba 2024, ezangoJuni 2025 ze-NSC nezangoJuni 2025 ze-SC. **ICandelo loLawulo loVavanyo alinako ukuthwaliswa uxanduva ngenxa yokuba ootitshala bengaziswanga ngokuqulethwe yile ngcaciso imfutshane okanye ngokuba bengawangenisanga onke amaxwebhu ayimfuneko:**

21. ISebe i-*WCED* lithembele kwintsebenziswano nenkxaso yenu kulo mbandela ubaluleke kangaka.

ISAYINWE: NGU-H MAHOMED
USEKELA MLAWULI-JIKELELE WEKHARITYHULAM NOLAWULO LOVAVANYO
UMHLA: 2024-02-15