URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Inombolo yefayili: 13/11/2
Isalathiso: 20240220-1814

INgcaciso eMfutshane yeCandelo loLawulo lweeMviwo: 0002/2024

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela Balawuli, kwiiNgcali zeMfundo eziziiNtloko, kwiiNtloko eZinika iNkxaso kwiKharityhulam, kwiiNtloko zoLawulo noKuphathwa kwamaZiko, kuBaphathi beeSekethe, kuBacebisi ngeZifundo, kumaSekela eeNgcali zeMfundo eziziiNtloko, kwiiNtloko zoKunika iNkxaso kuBafundi beMfundo eBandakanyayo eneemfuno eziZodwa, kuBaququzeleli boVavanyo neeMviwo nakwiiNtloko zamaziko alungiselela abaviwa kwiimviwo zeSatifikethi seMatriki sikaZwelonke nezeSatifikethi seMatriki

Isihloko: Ukuqeshwa kwabagadi babaviwa ukwenzela iimviwo zeSatifikethi seMatriki sikaZwelonke (*NSC*) nezeSatifikethi seMatriki (*SC)* zangoJuni 2024, nezeSatifikethi seMatriki sikaZwelonke (*NSC)*, zango-Novemba 2024

1. Ngokwemimiselo ii-*Regulations Pertaining to the Conduct, Administration and Management of National Senior Certificate examination*, eyapapashwa kwi*Gazethi kaRhulumente No.* 37651 yowe-16 Meyi 2014, njengoko ifakelwe izilungiso ngowe-30 Apreli 2019, **amasebe emfundo amaphondo makatyumbe inqununu yesikolo njengomgadi wabaviwa oyintloko weemviwo ze*NSC*.**

2. Iinqununu nabaphathi bamaziko emfundo yabadala banokuwudlulisela lo msebenzi, ngencwadi ebhaliweyo, kwilungu leKomiti yoLawulo yeSikolo (*School Management Team*) (*SMT*)) eliqeshwe ngokusisigxina liSebe leMfundo leNtshona Koloni (*WCED*). Nakuba kunjalo, inqununu/umphathi weziko uya kulwamkela ngokupheleleyo ekugqibeleni uxanduva nokuphendula ngokubhalwa kwazo zonke iimviwo kwisikolo/kwiziko akulo.

3. **Umgadi wabaviwa oneqhuzu** uya kusebenza **njengomgadi wabaviwa oyintloko KUPHELA** kwiimviwo ze-*SC* eziya kubhalwa ngoMeyi/Juni 2024. Inqununu ihlala **ingumgadi wabaviwa oyintloko** wemviwo zangoNovemba 2024.

4. Kwiimviwo ze-*NSC* zangoNovemba 2024 umgadi wabaviwa oneqhuzu (*senior invigilator*), ekufuneka abe ngumntu wasekuhlaleni, kulindeleke ukuba anike inkxaso umgadi wabaviwa oyintloko ekulawulweni nasekubhalweni kweemviwo. Akuvumelekanga, phantsi kwazo

naziphi iimeko ukuba umgadi wabaviwa oneqhuzu makaluthathele kuye ngokupheleleyo uxanduva lwayo yonke imisebenzi yezolawulo enxulumene neemviwo ze-*NSC* zangoNovemba 2024.

5. Kucelwa iinqununu/abaphathi bamaziko abakhethiweyo emfundo yabadala bafune abantu basekuhlaleni abafanelekileyo (ngokweekhrayitheriya ezikumhlathi 10) abaya kusebenza njengabagadi babaviwa abaneqhuzu kunye nabagadi babaviwa kwezi mviwo zikhankanywe ngentla.

6. Kucelwa iinqununu/abaphathi bamaziko emfundo yabadala ukuba bagaye KUPHELA abantu abazifezekisayo iikhrayitheriya ezichazwe kumhlathi 10.

7. Abantu basekuhlaleni **abana**kuqeshwa njengabagadi babaviwa yaye, ukuba baqeshiwe **abayi** kuhlawulwa, ukuba :
   - baqeshwe liSebe i*WCED* ngokusisigxina okanye bakwisithuba semvumelwano.
   - babegxothiwe enkonzweni kulo naliphi na isebe likarhulumente waseMzantsi Afrika
   - bathatha ipakheji yokuyeka emsebenzini ngokuzithandela (*voluntary severance package)* ngo-1996
   - bathatha umhlalaphantsi ngenxa yokungaphili;
   - baneminyaka engaphezu kweyi-65 okanye baya kuba neminyaka/baneminyaka eyi-65 ngexesha leemviwo
   - abanalo ibanga lemfundo esemthethweni lematriki ye-*NSC*/*SC*.

8. Inqununu/umphathi weziko okanye lowo kudluliselwe kuye amagunya makaqinisekise ukuba kuzaliswa zonke ezi zihlomelo zilandelayo ziqhotyoshelwe kule ngcaciso imfutshane yaye makungeniswe **amaxwebhu ayintsusa aqinisekisiweyo** ungadlulanga umhla omisiweyo.

ULUHLU LOKUTSHEKISHA – Isishwankathelo samaxwebhu amakangeniswe:

IsiHlomelo A – Z83
IsiHlomelo B – *Nomination and appointment of invigilators*
IsiHlomelo C – *Summary of invigilators*
IsiHlomelo D – *Z56 Payment maintenance* ***(stamped by a commissioner of oaths confirmation letter from the bank, indicating your correct details)***
IsiHlomelo E – Imvumelwano yengqesho yethutyana ukwenzela abantu basekuhlaleni (*Contract of temporary employment for community members)*
IsiHlomelo F – *MIE Personal Credential Disclosure Form*
IsiHlomelo G -*Attendancer register; submit* ***ONLY*** *with the claim form*
IsiHlomelo H – *Tax certificate*
IsiHlomelo I – *Matric certificate*

MAKUQHATSHELWE Uluhlu lokutshekisha oluhamba nawo onke amaxwebhu abagadi babaviwa. Kucelwa niqaphele ukuba kuya kwamkelwa amaxwebhu aziikopi eziqinisekisiweyo kuphela.

9. **Ukutshekisha ukufaneleka kwabagadi babaviwa**

9.1 Inqununu/umphathi weziko okanye lowo kudluliselwe kuye amagunya makaqinisekise ukuba bonke abagadi babaviwa batshekishiwe ukuqinisekisa ukufaneleka kwabo, yaye baqeshwe ngokoMmiselo *Regulation 57(1)(c) of the Public Service Regulations, 2016* epapashwe kwi*Gazethi kaRhulumente* No. 40167 ye-29 Julayi 2016.

9.2 IsiHlomelo F (*MIE Personal Credential Disclosure Form*) masizaliswe ngabo bonke abagadi babaviwa abaqeshiweyo ukulungiselela:

- ukutshekishwa kweerekhodi ezingolwaphulo-mthetho
- ukungqinisiswa kobumi
- ukungqinisiswa kwamabanga emfundo; kunye
- nokungqinisiswa kweenkcukacha zengqesho zangaphambili

9.3 Makuqatshelwe ukuba isiHlomelo F sibalulekile yaye masizaliswe ngokupheleleyo nangokunyanisekileyo.

10. **Iikhrayitheriya zokuqeshwa kwabagadi babaviwa**

10.1 Umntu <u>unokuqwalaselelwa ukuqeshwa kuphela</u> njengomgadi wabaviwa oyintloko/umgadi wabaviwa oneqhuzu/umgadi wabaviwa xa ngaba:

a) uneminyaka eyi-23 ubuncinane kodwa angabikho ngaphezulu kweminyaka eyi-65 ;
b) akanaye umntwana wakhe/umntwana amgcinayo obhala iimviwo
c) akasiso isizalwane okanye umgcini womntwana ophambili womviwa obhala iimviwo;
d) akanguye umyeni/inkosikazi okanye isizalwane somgadi wabaviwa oyintloko;
e) ungummi waseMzantsi Afrika; yaye
f) unebanga lemfundo lematriki ye*NSC/SC* ubuncinane.

10.2 Ukongeza kumgadi wabaviwa oyintloko, **makuqeshwe umgadi wabaviwa abe mnye kuma-30 ngalinye labaviwa. Igumbi malisetyenziswe ngokomthamo walo opheleleyo phambi kokuba kusetyenziswe elinye igumbi elongezelelweyo**.

10.3 Kwiiseshoni apho kukho kuphela inani elincinane labaviwa (ababini ilelona nani lisezantsi), ziya kwanela iinkonzo zomgadi wabaviwa omnye. Kwiimeko ezilolu hlobo, umgadi wabaviwa oneqhuzu okanye oyintloko akasayi kwenza misebenzi yesiqhelo yokugada abaviwa, kodwa uhlala esenza umsebenzi wokulawula yonke imisebenzi yezolawulo yeseshoni yoviwo nokuphumza umgadi wabaviwa amakakhaphe umviwa ukuya kwigumbi langasese.

10.4 Umgadi wabaviwa oyintloko makaqinisekise ukuchaneka kwesini somgadi wabaviwa owenza umsebenzi kuyo nayiphi na iseshoni echaphazelekayo. Ukuba bonke abaviwa ngamadoda, kucetyiswa ukuba umgadi wabaviwa oyintloko, umgadi wabaviwa oneqhuzu nabagadi babaviwa mababe ngamadoda ngokunjalo. Ukuba bonke abaviwa ngamabhinqa, kucetyiswa ukuba umgadi wabaviwa oyintloko, umgadi wabaviwa oneqhuzu nabagadi babaviwa mababe ngamabhinqa. Ukuba kukho abaviwa abangamadoda nabangamabhinqa yaye umgadi wabaviwa oyintloko ngumntu oyindoda, ubuncinane omnye wabagadi babaviwa makabe libhinqa, okanye, ukuba umgadi wabaviwa oyintloko libhinqa, ubuncinane omnye wabagadi babaviwa makabe yindoda.

10.5 Xa kufuneka iinkonzo zabagadi babaviwa abongezelelweyo ukulawula amagumbi okubhalela iimviwo (ngeseshoni nganye) amabini okanye ngaphezulu ngaxeshanye, umgadi wabaviwa oyintloko akasayi kwenza misebenzi yesiqhelo yokugada abaviwa, endaweni yoko , kuya kufuneka ukuba enze imisebenzi yomgadi wabaviwa oyintloko kuwo onke amagumbi ekubhalelwa kuwo.

11. Ukutyunjwa kwabagadi babaviwa

11.1 Iimviwo ze-*NSC* neze-*SC* zangoJuni 2024

11.1.1 Ukulungiselela iiseshoni zoviwo lwe-*SC*, inqununu/umphathi weziko makaqinisekise ukuba bonke (i-100%) abagadi babaviwa ngabantu basekuhlaleni.

11.1.2 Inqununu/umphathi weziko okanye lowo kudluliselwe kuye amagunya uya kutyunjwa njengegosa leemviwo eliyintloko (*chief examination officer*) yaye uya kuphendula ngokumalunga nokulawulwa nokusingathwa kweemviwo ze-*NSC* neze-*SC* zangoJuni 2024. Umgadi wabaviwa oneqhuzu (umntu wasekuhlaleni) makalincedise igosa leemviwo eliyintloko ekuqhutyweni kweemviwo ze-*NSC* neze-*SC* zangoJuni 2024. Umgadi wabaviwa oneqhuzu uya kuqeshwa njengomgadi wabaviwa oyintloko.

11.1.3 Inqununu/umphathi weziko, uya kutyumba ngencwadi ebhaliweyo, abantu abangamalungu asekuhlaleni abaya kuba besebenza njengomgadi wabaviwa oyintloko nanjengabagadi babaviwa kwiimviwo ze-*NSC* neze-*SC* zangoJuni 2024.

11.1.4 Inqununu/umphathi weziko makaqhube udliwano-ndlebe kunye nomntu otyunjwe njengomgadi wabaviwa oneqhuzu ukuvavanya ubuchule bokufunda, ukubhala nokuva nokubanako ukubona komntu otyunjiweyo, kwakunye nemeko yempilo yakhe ngokubanzi. Abantu abatyunjiweyo mababenako ukuyiqonda ngokucacileyo yaye bayiphumeze imiyalelo yoviwo.

11.1.5 Inqununu/umphathi weziko emva kokuba onelisekile kukuba umgadi wabaviwa oneqhuzu ngumntu onako ukwenza imisebenzi efunekayo, makasayine ileta yokuqeshwa ukulungiselela umgadi wabaviwa oneqhuzu.

11.1.6 Umgadi wabaviwa oyintloko (Inqununu/umphathi weziko/umntu olilungu le-*SMT*) nomgadi wabaviwa oneqhuzu makaxelelwe ukuba kumele beze kwiseshoni yoqeqesho lwabagadi babaviwa eqhutywa liSebe i*WCED*.

11.1.7 Uluhlu lwabo bonke abantu abangamalungu asekuhlaleni abaqeshwe njengabagadi babaviwa kwezi mviwo malungeniswe kwi-ofisi yesithili ungadlulanga **uLwesithathu we-18 Matshi 2024.**

11.1.8 UMququzeleli woVavanyo neeMviwo kwi-ofisi yesithili makadibanise iifom zabatyunjiweyo ezifunyenweyo kuwo onke amaziko okubhalela iimviwo zize zingeniswe iifom kwaNdlunkulu ngebhetshi enye edityanisiweyo engadlulanga **uMvulo, we-22 Matshi 2024.**

11.2 **Iimviwo ze-*NSC* zangoNovemba 2024**

11.2.1 Kwiiseshoni zeemviwo ze*NSC*, inqununu/umphathi weziko makaqinisekise ukuba **ama-50% abagadi babaviwa ngootitshala yaye ama-50% ibe ngabantu basekuhlaleni**.

11.2.2 Ootitshala abasebenza njengabagadi babaviwa **akuyomfuneko** ukuba bafakwe kwishedyuli epheleleyo yokugada abaviwa kwiseshoni nganye yoviwo. Nakuba kunjalo, umlinganiselo wobungakanani bootitshala kubagadi babaviwa basekuhlaleni mawugcinwe ngawo onke amaxesha.

11.2.3 Utitshala onomntwana wakhe/onomntwana amgcinayo obhala iimviwo ze*NSC* **esikolweni** apho utitshala aqeshwe khona**, makangatyunjwa** njengomgadi wabaviwa.

11.2.4 Kunyanzelekile ukuba utitshala angabandakanyeki ekubagadeni abafundi ababhala isifundo asifundisayo esikolweni.

11.2.5 Inqununu/umphathi weziko makatyumbe ngencwadi ebhaliweyo bonke ootitshala abaya kusebenza njengabagadi babaviwa kwiimviwo ze*NSC*. Ilisti yabo bonke ootitshala nabantu abangamalungu asekuhlaleni abatyunjwe njengabagadi babaviwa mayingeniswe kwi-ofisi yesithili **engadlulanga uLwesithathu, we-17 Julayi 2024**.

11.2.6. UMququzeleli woVavanyo neeMviwo kwi-ofisi yesithili makaqokelele yaye ahlanganise iifom zamagama atyunjiweyo *(nomination forms*) ezisuka kuwo onke amaziko okubhalela uviwo azingenise ezi fom kwaNdlunkulu zikwibhetshi enye ehlangeneyo (*one collated batch*) engadlulanga **uMvulo, wama-29 Julayi 2024**.

12. **Imisebenzi yabagadi babaviwa abaziintloko, eyabagadi babaviwa abaneqhuzu neyabagadi babaviwa**

12.1 Imisebenzi yabagadi babaviwa abaziintloko, eyabagadi babaviwa abaneqhuzu neyabagadi babaviwa, iyavela kwi-***Examination Procedure Manual*,yango-2016** eqhotyoshelwe apha.

12.2 Abagadi babaviwa mabangabancedisi abaviwa kuyo nayiphi imisebenzi etenxileyo (*irregular activities*) ngethuba lokubhalwa koviwo. ISebe i-*WCED)* alisayi kulibazisa ukufaka isimangalo solwaphulo-mthetho ngakuye nawuphi na umgadi wabaviwa ofunyenwe enetyala lwako nakuphi ukubandakanyeka kwisitenxo (*irregularity*).

12.3 Abagadi babaviwa abaziintloko, abagadi babaviwa abaneqhuzu nabagadi babaviwa mabaphathe **izazisi zabo (*IDs*), iirekhodi zezifundo zakutshanje abazipasileyo neemvumelwano zengqesho** ngalo lonke ithuba lokubhalwa kweemviwo.

12.4 Iinqununu/abaphathi bamaziko mabenze ithayimthebhile yokugada abaviwa ize ingeniswe kumphathi wesekethe ochaphazelekayo nje ukuba kuvunywe ukuqeshwa kwabagadi babaviwa.

12.5 Ithayimthebhile yokugada abaviwa mayibandakanye abagadi babaviwa kunye nabagadi babaviwa ababambeleyo kwiseshoni yoviwo nganye.

13. **Uqeqesho lwabagadi babaviwa beemviwo ze-*NSC/SC***

13.1 **Uqeqesho olunyanzelekileyo** lweenqununu/lwabaphathi bamaziko, lwabagadi babaviwa abaziintloko, lwabagadi babaviwa abaneqhuzu nolwabantu abangamalungu asekuhlaleni luya kwenziwa kabini.

13.2 ISebe i-*WCED* liya kuthumela kumaziko okubhalela iimviwo i-*Google link* enengcaciso ntetho yoqeqesho erekhodwe kwangaphambili. Izithili maziqinisekise ukuba uqeqesho luya qhutywa kwithuba **lango-Agasti ukuya kuSeptemba 2024.**

13.3 Iseshoni yoqeqesho enye eyenziwa umntu ekhona iya kulungiselelwa amatsha/aqalayo amaziko okubhalela iimviwo kunye/okanye eziqalayo/ezintsha iinqununu/abaphathi bamaziko. Umhla uya kwaziswa ngexesha elifanelekileyo.

13.4 Kunyanzelekile ukuba bonke abatyunjelwe ukuba ngabagadi babaviwa abaziintloko, abagadi babaviwa abaneqhuzu, abantu abangamalungu asekuhlaleni abaqeshwe njengabagadi babaviwa, ootitshala baqeqeshwe ngokupheleleyo ekwenzeni imisebenzi yabo yokugada abaviwa.

13.5 Abagadi babaviwa abaneqhuzu abahlala **kumgama ongama-75 km** ukusuka kwisikolo/kwiziko lokubhalela iimviwo apho kuqhutywa khona uqeqesho **baya kuhlawulwa iseshoni enye eyongezelelweyo** ukwenzela imbuyiselo yeendleko zeehambo.

13.6 Abagadi babaviwa abaneqhuzu abahlala kumgama **ongaphezulu kwama-75 km** ukusuka kwindawo apho kuqhutywa khona uqeqesho **baya kuhlawulwa iiseshoni ezimbini ezongezelelweyo** ukwenzela imbuyiselo yeendleko zeehambo.

13.7 Iinqununu/abaphathi bamaziko okubhalela iimviwo mabaqinisekise ukuba bonke ootitshala namalungu asekuhlaleni aqeshwe njengabagadi babaviwa baqeqeshwe ngokupheleleyo ngokwenziwa kwemisebenzi yokugada abaviwa yabo.

13.8 Iinqununu/abaphathi bamaziko nabagadi babaviwa abaziintloko **maba**lugqithisele uqeqesho kubo bonke abagadi babaviwa abangekayi kwiseshoni yoqeqesho yakwaNdlunkulu/ yesithili.

1.3.9 Iirejista zababekho kuqeqesho mazizaliswe njengobungqina kwinqanaba lesikolo yaye mazibonise umhla nendawo ekwakuqhutyelwa kuyo uqeqesho namagama abagadi babaviwa ababekwiseshoni leyo.

14. **Ukutyunjwa nokuvunywa kwamagama abagadi babaviwa abaziintloko, abagadi babaviwa abaneqhuzu nabagadi babaviwa ukulungiselela zonke iimviwo**

14.1 Abenzi-sicelo **mabazalise isiHlomelo A (Z83) yaye** inqununu/umphathi weziko **makazalise isiHlomelo B.** Umphathi wesekethe uya kungqinisisa amagama abatyunjiweyo acebise ngokutyunjwa kwabo emva koko agqithisele la maxwebhu kuMququzeleli woVavanyo neeMviwo kwaNdlunkulu ukwenzela ukuvunywa kwawo kokugqibela nokuqeshwa kwabo. **IsiHlomelo C (*Summary of invigilators*)** masizaliswe emva koko yaye sisayinwe yinqununu/ngumphathi weziko.

14.2 **IsiHlomelo G *(Attendance register)*** masizaliswe yaye masisayinwe yinqununu/ngumphathi weziko **ukungqinisisa** inani leeseshoni ezigqityiweyo size singeniswe kunye nefom yokwenza ibango.

14.3 Amagama abagadi babaviwa abaneqhuzu abatyunjiweyo, makahanjiswe neekopi ezingqinisisiweyo zesazisi somntu ngamnye otyunjiweyo, isivi *(curriculum vitae*) elikhasi elinye kunye nengxelo yamabanga emfundo akhe, **emayiquke isatifikethi seBakala 12.**

14.4 Kukhethwa ukuba mabangaqwalaselelwa ukuqeshwa abenzi-sicelo okanye abatyunjwa ababefake izicelo zokuqeshwa ngokusisigxina kwezinye iindawo.

14.5 Kuphela ngumntu ekuvunyiweyo ukuqeshwa kwakhe nguNdlunkulu onokwenza imisebenzi njengomgadi wabaviwa. Akuvumelekanga naphantsi kwazo naziphi iimeko ukuba abagadi babaviwa batyumbe abagadi babaviwa ababambeleyo nakweyiphi inxenye yomsebenzi wabo. Abasebenzi abaqeshwe libhunga lolawulo kwizithuba zokukhawulelana nemeko

yethutyana okanye kwizithuba zengqesho ezisisigxina mabazifekekise iikhrayitheriya ezisezantsi zabagadi babaviwa basekuhlaleni ukuze benze imisebenzi enxulumene neemviwo okanye imisebenzi yokugada abaviwa.

14.6 Ukuba iimeko ziyamthintela umgadi wabaviwa oyintloko, umgadi wabaviwa oneqhuzu okanye umgadi wabaviwa ukuba agade abaviwa kuviwo, inqununu/umphathi weziko, ngokuthetha-thethana nomphathi wesekethe, makenze amalungiselelo okuqeshwa komgadi wabaviwa obambeleyo kwaye malaziswe ngolo tshintsho ngoko nangoko iCandelo loLawulo lweeMviwo. Abagadi babaviwa ababambeleyo nabo mabangenise ngokunjalo **isiHlomelo D no-H** ezizaliswe ngokupheleleyo. **Makuqatshelwe ukuba ngamaxwebhu ayintsusa kuphela angeniswayo aya kwamkelwa.**

15. **Imvumelwano yokwenziwa kwenkonzo**

Bonke abagadi babaviwa abaziintloko, abagadi babaviwa abaneqhuzu nabagadi babaviwa, mabazilungiselele ukungena kwimvumelwano yokwenziwa kwenkonzo (*service contract*) neSebe i*WCED* ngokumalunga nemisebenzi neemfanelo zabo eziphathelele kwiimviwo. Le mvumelwano iya kusebenza **kwiimviwo zangoJuni nezangoNovemba 2024**.

16. **Ukungeniswa kweefom zokutyumba abagadi babaviwa**

16.1 Emva kokungqinisiswa **kweziHlomelo A–I,** uMququzeleli woVavanyo neeMviwo makazingenise zikwibhetshi enye **kwigosa elichaphazelekayo kula axelwe ngezantsi:**

MAKUQATSHELWE: KUPHELA NGAMAXWEBHU AYINTSUSA AYA KWAMKELELWA UKUQWALASELWA

ISithili	Igosa elichaphazelekayo kwaNdlunkulu	Inombalo yefoni.
Metro North	Johnnie Isaacs	021 467 2974
Metro Central	Toni Masela	021 467 2937
Metro South	Margaret Janda	021 467 2441
Metro East	Gideon Dilgee	021 467 2941
West Coast	Robin Jacobs	021 467 2940
Overberg		
Cape Winelands	Deseré Rhode	021 467 2732
Eden and Central Karoo	Miche Van Schoor	021 467 2914

16.2 **Isishwankathelo semihla yokungensiwa kweefom zabagadi babaviwa abatyunjiweyo:**

a) Iimviwo zeNSC/zeSC zangoJuni 2024*:* **ULwesithathu we-13 Matshi 2024; kunye**
b) Neemviwo ze*NSC* zangoNovemba 2024: **ULwesithathu we-17 Julayi 2024**

17. **Ukuhlawulwa kwabagadi babaviwa**

17.1 ISebe i*WCED* liya kubaqesha yaye libahlawule abagadi babaviwa abangabantu basekuhlaleni ngokungqinelana nemimiselo ye-*Personnel Administration Measures* (*PAM*) eyapapashwa *kwiGazethi kaRhulumente No*. 46879 yomhla we-09 Septemba 2022.

17.2 **Izikolo ezizimeleyo, iikholeji neentolongo, zinoxanduva lokuhlawula abagadi babaviwa bazo.** Nakuba kunjalo, iinqununu zezikolo ezizimeleyo, iintloko zeekholeji nezeentolongo maziqaphele ukuba **kunyanzelekile ukuzalisa iziHlomelo A, B , C no-E yaye zibuyiselwe kwiSebe i*WCED*** nangona abagadi babaviwa bala maziko bengahlawulwa liSebe i-*WCED*.

17.3 **Izikolo ezizimeleyo, iikholeji neentolongo** mazithobele iikhrayitheriya zokuqeshwa ezikhankanywe kumhlathi 10.1 yaye azinakunxaxha kuzo.

17.4 **Abasebenzi benkonzo karhulumente nootitshala (abaqeshwe ngokwemvumelwano nabasisigxina) abafumana umvuzo kwiSebe i-*WCED* nabasebenza njengabagadi babaviwa, ABAYI kuhlawulwa** liSebe i-*WCED* ngemisebenzi yokugada abaviwa abayenzileyo.

17.5 Ireyithi yentlawulo yokugada abaviwa ngoku (esengatshintsha) **ngama-R310, 00 ngeseshoni nganye kumgadi wabaviwa oneqhuzu yaye ibe ngama-R230, 00 ngeseshoni nganye kumgadi wabaviwa.**

17.6 **Abagadi babaviwa abasayi kuhlawulwa phantsi kwazo naziphi iimeko ngeendleko zeehambo eziphathelele ekwenzeni imisebenzi yokugada abaviwa.** Iinqununu/abaphathi bamaziko, ngoko ke, mabaqeshe abagadi babaviwa abangabantu basekuhlaleni abafumana iinkonzo kweso sikolo/kwelo ziko.

17.7 Imimiselo (*IRP10*) engokuhlawulwa kwerhafu yomqeshwa imisela ukuba yonke imivuzo yabantu abaqeshwe ngokungesosigxina mayitsalelwe irhafu yama-25%. ISebe i*WCED* liya kuthi, ngoko ke, **litsale ama-25% eyirhafu yezixa zentlawulo yabagadi babaviwa ngeenkonzo abazenzileyo.** Ngoko ke, **ukungeniswa komyalelo werhafu yabaqeshwa (*tax directive)* (*IRP* 3) akusasebenzi.**

17.8 Abagadi babaviwa abafanele ukuxolelwa ngokupheleleyo okanye ngokuyinxenye kwintlawulo yerhafu yomqeshwa, mabangenise isatifikethi (emva kokuba befumene izatifikethi ze-*IRP* 5) kwi-ofisi yabo ye-*South African Receiver of Revenue* ekufutshane nabo, kwakunye nefom emiselweyo eyi-*IT12 S form*. Ii-*IRP 5 certificates*, ziya kuthunyelwa

ngekhuriya ezikolweni ngoJuni/ngoJulayi kunyaka olandela lowo bebengabagadi babaviwa ngawo.

17.9 Ukwenzela ukuba kukhawuleziswe intlawulo yamabango kumgadi wabaviwa oneqhuzu okanye kumgadi wabaviwa, makabhale **inombolo yesazisi** yakhe kwifom yokwamkela ukuqeshwa baze baqhoboshele ikopi yesazisi eqinisekisiweyo. **IsiHlomelo D** ekubhalwe kuso kwakhona **inombolo yesalathiso yerhafu (*tax reference number*)** masizaliswe ngabo **bonke abagadi babaviwa abaneqhuzu nangabagadi babaviwa abangabantu basekuhlaleni.** Le fom mayizaliswe yaye ingqinwe njengechanekileyo yaye i-akhawunti yebhanki mayingqinwe njengesebenzayo yibhanki echaphazelekayo. **Makuqatshelwe: abagadi babaviwa mabaqinisekise ukuba ii-akhawunti zabo zebhanki zihlala zisebenza.**

17.10 Abagadi babaviwa abaqeshwe liSebe i-*WCED* kwizithuba ezisisigxina okanye ezemvumelwano, abathatha ipakheji yokuyeka emsebenzini ngokuzithandela okanye abagxothwayo kwinkonzo yalo naliphi na isebe likaRhulumente waseMzantsi Afrika, baya kuvalwa (*blocked*) kwisistim yePesali (*Persal system*) yaye abayi kuzihlawulelwa iinkonzo abazenzileyo.

18. Kucelwa niqinisekise ukuba ikopi yale ngcaciso imfutshane inikwa inqununu/umphathi weziko okanye lowo kudluliselwe kuye amagunya, umgadi wabaviwa oneqhuzu kunye nomgadi wabaviwa owongezelelweyo ngamnye.

ISAYINWE: NGU-H MAHOMED
USEKELA MLAWULI-JIKELELE WOLAWULO LWEKHARITYHULAM NOVAVANYO
UMHLA: 2024-02-23